

The background of the cover features a collage of US dollar bills, including one-dollar and five-dollar bills, scattered across the top and middle sections. A vertical red line runs down the right side of the page, separating the white background from a dark teal background.

Fall 2019

# Southwest Michigan Wage & Benefits Survey

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W.E. UPJOHN  
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FOR EMPLOYMENT RESEARCH

# Acknowledgements

This summary commences an annual survey of wage and benefits data collected to provide a snapshot of starting wages and benefits by occupation in the fall of 2019. The results in this report are for Berrien, Branch, Calhoun, Cass, Kalamazoo, St. Joseph, and Van Buren counties, all located in Southwest Michigan. The data were collected and summarized by The Corporate University at Kent State University's Stark, Ohio campus. For questions, contact Jim Robey of the W.E. Upjohn Institute at 269-385-0450 or [jrobey@upjohn.org](mailto:jrobey@upjohn.org).

Partners in the survey are:



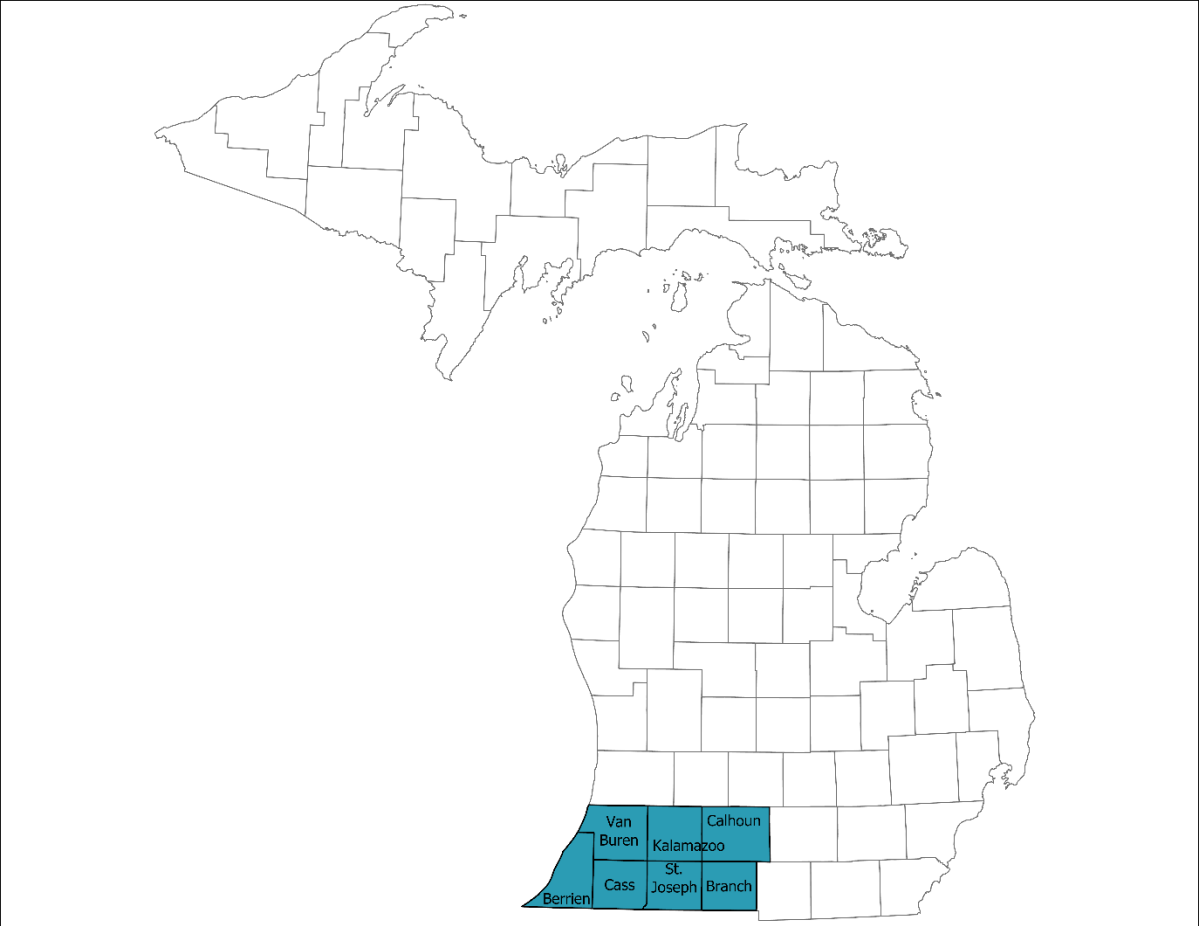
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# Overview

Companies in the Southwest Michigan counties of Berrien, Branch, Calhoun, Cass, Kalamazoo, St. Joseph, and Van Buren were invited to participate in the online survey via community partners. One hundred and eight area companies completed the online survey. These data were aggregated into this report, which represents a summary of the collected data. To meet U.S. Department of Justice anti-trust requirements, only occupational wages and data with more than five company responses are included in the report. Map 1 below depicts the geographic area for Prosperity Region 8 and the area covered by this report. This summary report contains the following sections: demographics, hiring challenges, benefits information, and employee and wage data by Standard Occupational Classification code.

Map 1: Prosperity Region 8, the Region for Data Collection and Results



# Summary of Survey Results

The objective of this survey was to collect data from regional employers because current wage and benefit data are not available from federal and state resources for smaller regions. Participants were asked to fill out an online survey through community partners across Southwest Michigan during the fall of 2019. A total of 108 employers responded to the survey. The primary results of the survey are listed below.

## Survey Highlights:

- Most respondents reported being the sole location for their company, and this location tended to be the primary business.
- The majority of companies responding to the survey employ 0 to 99 employees.
- Almost 83% of companies reported challenges to hiring workers. The top-cited barrier to hiring was the lack of qualified candidates who possessed necessary skills for open positions.
- Most companies responded that they do not offer flex or remote work options.
- Paid time off was found to incrementally increase with continuous years of employment.
- The mean share of health care costs paid by employees was about 20%.
- Dental and vision employee cost share was about 40%.

# Firmographics

## County

Q: Please select the counties that you operate in (select all that apply):

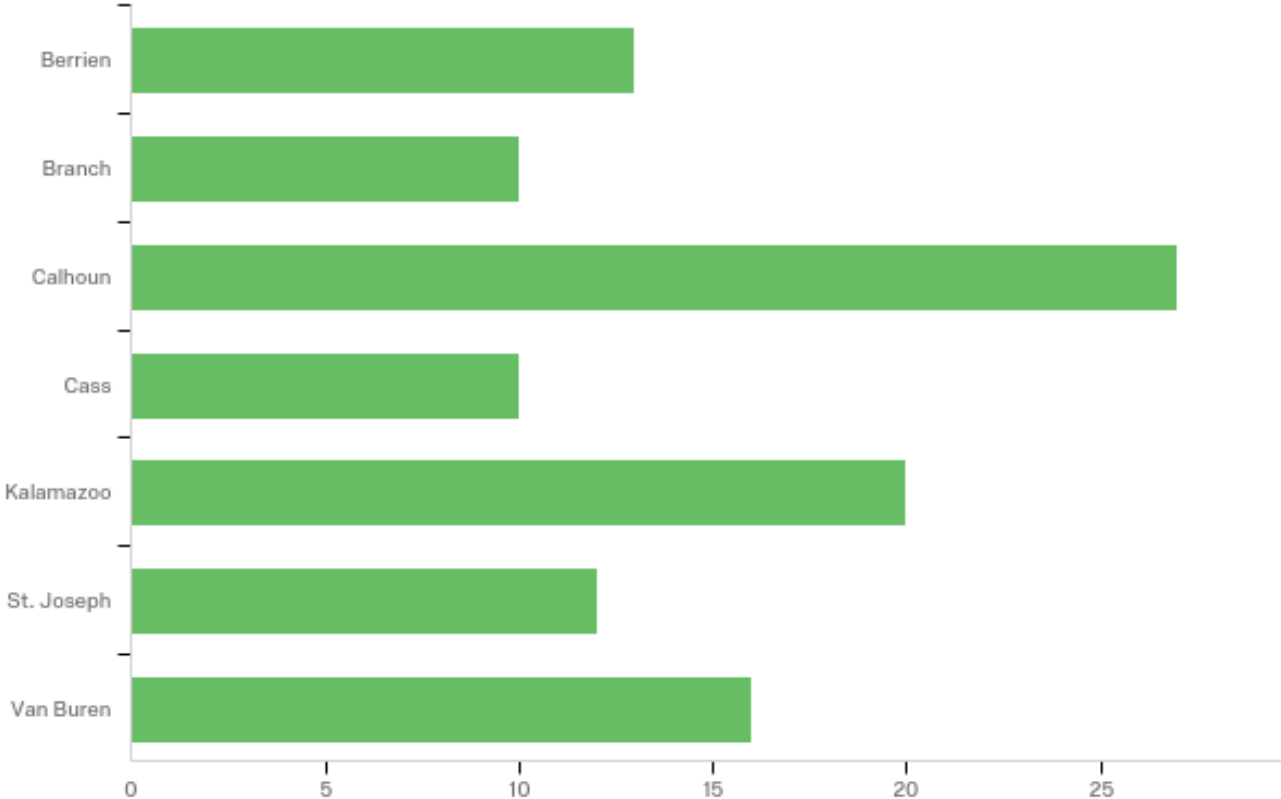


Figure 1

Table 1: Counties.

Answer	%	Count
Berrien	12.04%	13
Branch	9.26%	10
Calhoun	25.00%	27
Cass	9.26%	10
Kalamazoo	18.52%	20
St. Joseph	11.11%	12
Van Buren	14.81%	16
Total	100%	108

# Organization Type

Q: Are the facilities at this location a component of the company’s primary business or is it a support facility for business or production conducted elsewhere?

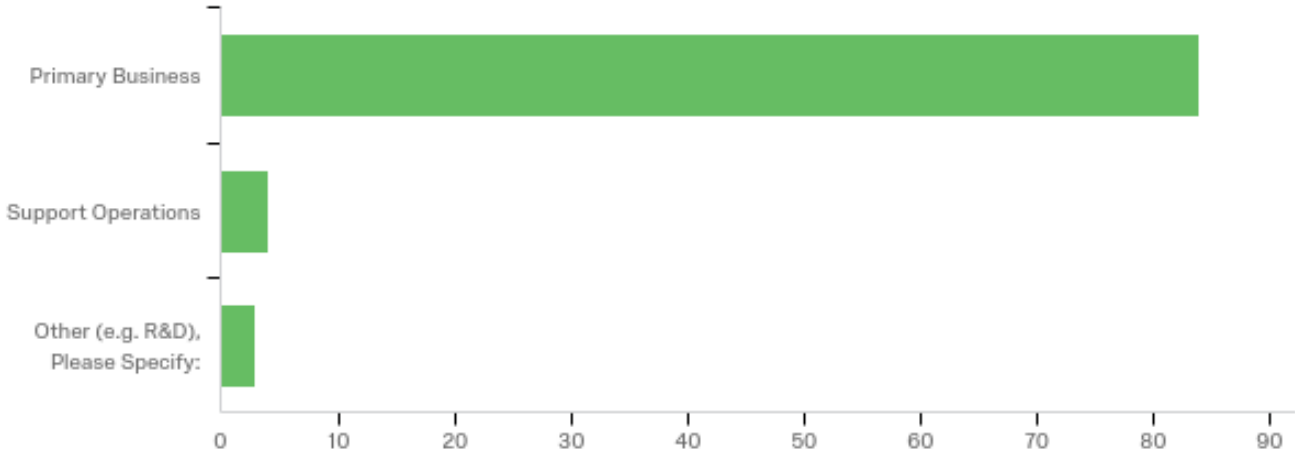


Figure 2

Table 2: Type of Organization.

Answer	%	Count
Primary Business	92.31%	84
Support Operations	4.40%	4
Other (e.g., R&D)	3.30%	3
Total	100%	91

## Location Business Operations

Q: Which of the following BEST describes the business operations?

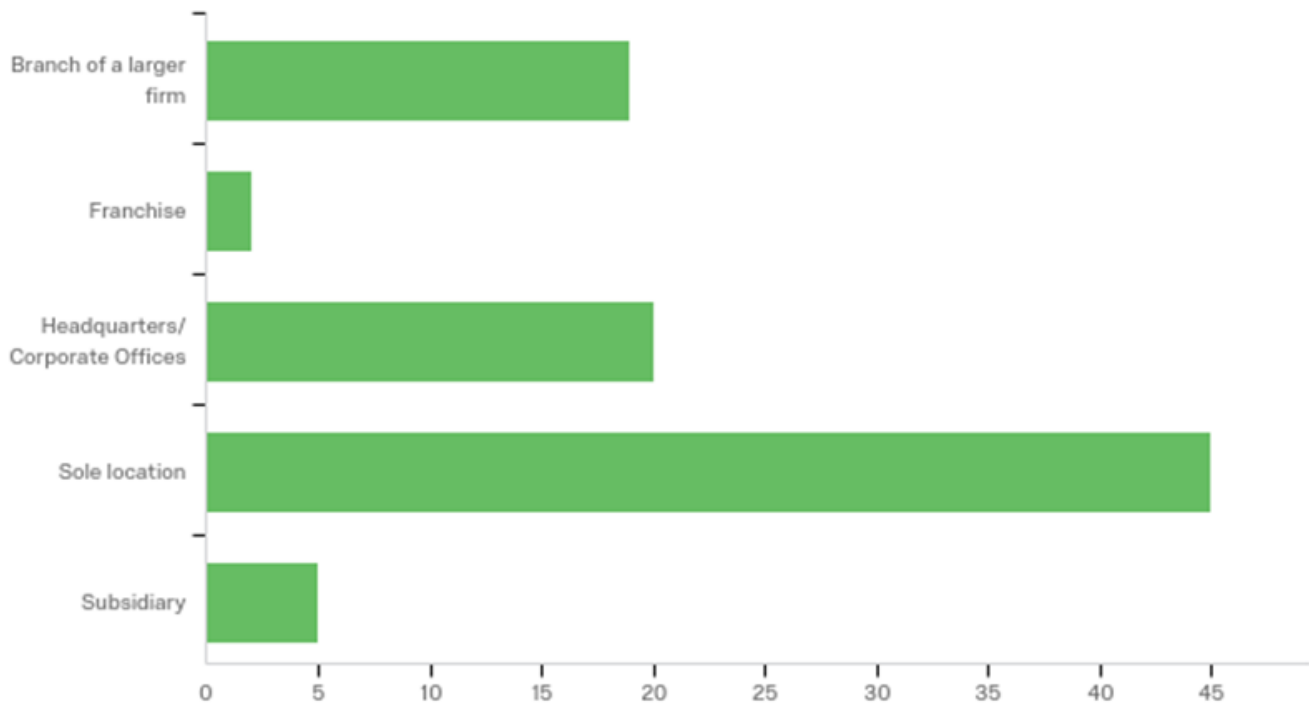


Figure 3

Table 3: Type of Business Operation.

Answer	%	Count
Branch of a larger firm	20.88%	19
Franchise	2.20%	2
Headquarters/Corporate Offices	21.98%	20
Sole location	49.45%	45
Subsidiary	5.49%	5
Total	100%	91



## Number of Employees

Q: Please indicate the size of this location by selecting the most appropriate employment range:

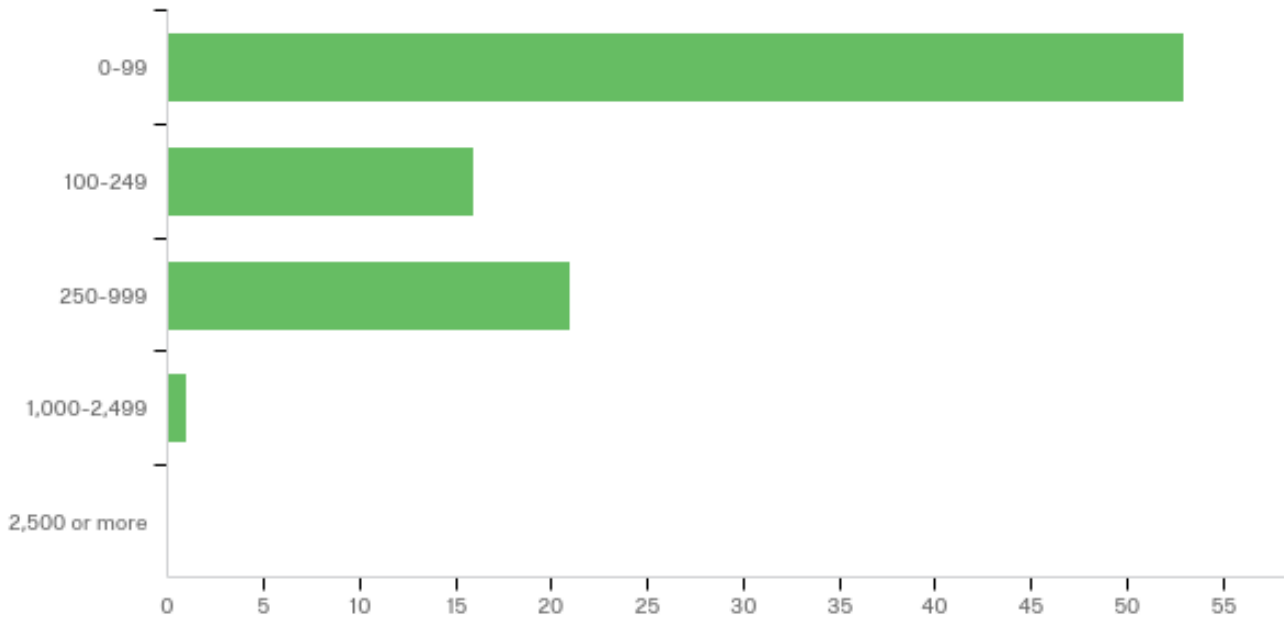


Figure 4

Table 4: Number of Employees.

Answer	%	Count
0-99	58.24%	53
100-249	17.58%	16
250-999	23.08%	21
1,000-2,499	1.10%	1
2,500 or more	0.00%	0
Total	100%	91

## Industry Sector

Q: Please select your North American Industry Classification System (NAICS) industry sector:

**Table 5:** NAICS Industry Sector.

Answer	%	Count
31-33 Manufacturing	63.74%	58
61 Educational Services	8.79%	8
81 Other Services (except Public Administration)	6.59%	6
48-49 Transportation and Warehousing	3.30%	3
54 Professional, Scientific, and Technical Services	3.30%	3
62 Health Care and Social Assistance	3.30%	3
72 Accommodation and Food Services	2.20%	2
23 Construction	1.10%	1
44-45 Retail Trade	1.10%	1
22 Utilities	1.10%	1
42 Wholesale Trade	1.10%	1
71 Arts, Entertainment, and Recreation	1.10%	1
11 Agriculture, Forestry, Fishing and Hunting	1.10%	1
52 Finance and Insurance	1.10%	1
92 Public Administration (Government)	1.10%	1
56 Administrative and Support and Waste Management and Remediation Services	0.00%	0
55 Management of Companies and Enterprises	0.00%	0
21 Mining, Quarrying, and Oil and Gas Extraction	0.00%	0
51 Information	0.00%	0
53 Real Estate and Rental and Leasing	0.00%	0
Total	100%	91

# Hiring Challenges

Q: Are you having challenges hiring employees?

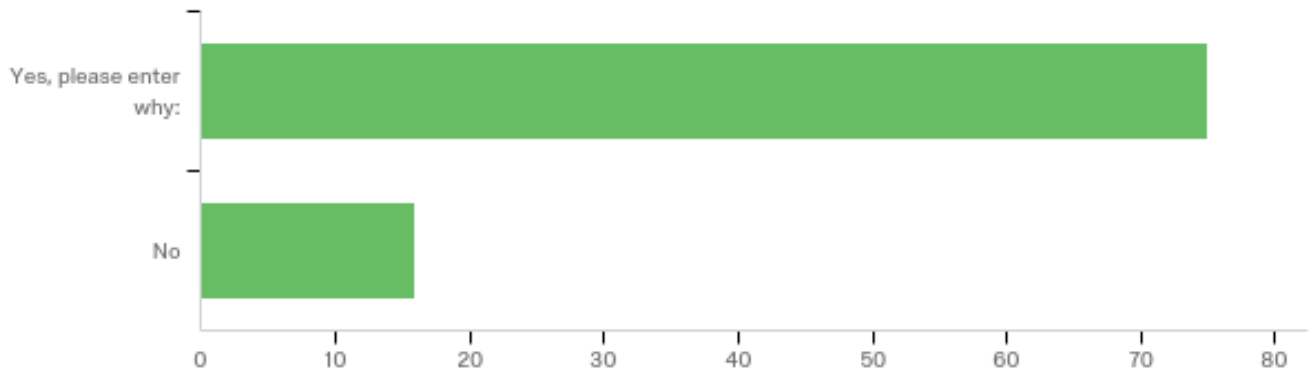


Figure 5

Table 6: Number Experiencing Hiring Challenges.

Answer	%	Count
Yes, please enter why:	82.42%	75
No	17.58%	16
Total	100%	91

Table 7: Identified Hiring Challenges.

Yes, please enter why (hiring challenges):
3rd shift seems like the last choice people wish to work
Amount of available hires, skill sets, background, drug screens
Applicants have more options available than in the past
Attendance & Turnover make it difficult to keep people long enough to hire them.
Attendance driven turnover
Availability of skilled labor or qualified applicants
candidate pool for 2nd shift seems limited
CAN'T FIND QUALIFIED EMPLOYEES FOR OUR BUSINESS
Can't find the skill we are looking for. CNC Operators, Production Managers with Engineering degree.
CDL drivers are difficult to find
Challenges hiring exempt professional positions.
CNC Machining skill set is not prominent, most seekers are "passive" and already have jobs
Competition for applicants
Difficulties in finding skilled trades positions (Tool and Die, Maintenance)
Drivers, Truck Mechanics
Employees must have Drivers License, Insurance, clean criminal background and be willing to work full time
Entry level positions due to low unemployment
entry level temporary positions.
Few if any employable candidates exist.

**Table 7:** Continued

<b>Yes, please enter why (hiring challenges):</b>
finding matching skillsets/experiences
Finding qualified applicants with a desire to work in construction
Finding qualified CDL drivers
Finding quality workers
Highly technical or specialized positions can be hard to fill. Our entry level positions are filled relatively easily.
labor pool shortage
Lack of applications
Lack of available talent
lack of exp, requiring higher wages then we pay
lack of interest to work, experience working with children/youth, lack of qualifications for positions
Lack of qualified candidates
Lack of qualified workers in the workforce
Lack of Skill or will to work full time
lack of skilled labor for technical positions
lack of skilled trades experience in the area
Lack of skilled work force
lack of talent
Limited skilled workforce and overall labor market shortage
Low response to ad's for Hot and Heavy lifting jobs.
low unemployment
Low work ethic/ Attendance
Not enough workers available in the Market
number of quality applicants
Our environment is very demanding and we are encountering a workforce that is seemingly averse to manual labor.
Passing drug test and competition with Elkhart, IN close by
Pay
Poor attendance habits of available qualified individuals is our greatest problem.
Poor attendance/don't want to work
Positions are part-time and there is a lot of competition for Home Care Aids/ CNAs
pre-employment drug screening, competition with RV mfgs, low unemployment rates
Qualifications
Qualified applicants, failed drug screens, wages
Qualified candidates are hard to find
Quality and dependability of applicants
Shrinking labor pool for both skilled and unskilled labor
skill level is not there.
skilled cnc operators
Skills required are not encouraged through households or primary schools.
Specifically skilled labor (ie electricians)
Talent pool, less candidates applying
Technical Roles - not qualified
They don't come to work after they're hired.
Tight market for specific positions
wages, transportation, daycare, etc
We are a very seasonal business, so we don't have enough hours in the winter but we need a ton of help in the summer.
We feel like we are behind the curve in our wage structure. Seems to have popped up with the slowing RV market in Elkhart.
We have a hot and dirty job in our Poly applications division where we just had to raiser wages \$4 per hour.
We hire people and they end up stay for only a few weeks.
With unemployment so low pool of people much smaller to choose from. Poor attendance for employees that we do find.
Yes, availability of skilled labor
Yes, we are looking for licensed drviers with a minimum of a chaufers license.

# Benefits Information

## Paid Time Off (Vacation + Sick Time)

The table below displays the minimum, maximum and mean (average) days of paid time reported by participants by tenure and employment type.

**Table 8:** Paid Time Off for Employees.

Continuous Years of Employment	Employment	Minimum	Maximum	Mean	Responses
Up to 1 year	Full-Time	0.00	28.00	8.67	72
	Part-Time	0.00	16.00	3.31	39
1-2 years	Full-Time	0.00	33.00	11.51	71
	Part-Time	0.00	16.00	3.86	35
3-5 years	Full-Time	0.00	33.00	14.22	72
	Part-Time	0.00	19.00	4.60	35
6-10 years	Full-Time	0.00	33.00	17.34	71
	Part-Time	0.00	21.00	5.86	36
11 years or more	Full-Time	0.00	34.00	20.09	69
	Part-Time	0.00	26.00	6.43	35

## Benefits Eligibility and Percent Paid by Employee

The table below shows the number of months of continuous service for eligibility and percent paid by the employee for each benefit type as reported by participating organizations.

**Table 9:** Eligibility for Company Benefits.

Benefit	Requirement	Minimum	Maximum	Mean	Responses
Health Insurance	Number of Months of Continuous Service for Eligibility Full-time	0.00	4.00	1.84	68
	% Paid by Employee Full-time	0.00	100.00	21.42	52
	Number of Months of Continuous Service for Eligibility Part-time	0.00	2.00	0.36	11
	% Paid by Employee Part-time	0.00	35.00	5.91	11
Dental Insurance	Number of Months of Continuous Service for Eligibility Full-time	0.00	4.00	1.80	66
	% Paid by Employee Full-time	0.00	100.00	41.30	47
	Number of Months of Continuous Service for Eligibility Part-time	0.00	2.00	0.27	11
	% Paid by Employee Part-time	0.00	100.00	11.82	11
Vision Insurance	Number of Months of Continuous Service for Eligibility Full-time	0.00	4.00	1.75	59
	% Paid by Employee Full-time	0.00	100.00	38.07	42
	Number of Months of Continuous Service for Eligibility Part-time	0.00	2.00	0.27	11
	% Paid by Employee Part-time	0.00	100.00	11.82	11
Long-term Disability Insurance	Number of Months of Continuous Service for Eligibility Full-time	0.00	12.00	2.77	52
	% Paid by Employee Full-time	0.00	100.00	29.73	37
	Number of Months of Continuous Service for Eligibility Part-time	0.00	2.00	0.30	10
	% Paid by Employee Part-time	0.00	100.00	10.00	10
Short-term Disability Insurance	Number of Months of Continuous Service for Eligibility Full-time	0.00	12.00	2.48	58
	% Paid by Employee Full-time	0.00	100.00	29.55	44
	Number of Months of Continuous Service for Eligibility Part-time	0.00	2.00	0.27	11
	% Paid by Employee Part-time	0.00	0.00	0.00	11
Life Insurance	Number of Months of Continuous Service for Eligibility Full-time	0.00	4.00	1.79	63
	% Paid by Employee Full-time	0.00	100.00	8.70	46
	Number of Months of Continuous Service for Eligibility Part-time	0.00	3.00	0.55	11
	% Paid by Employee Part-time	0.00	0.00	0.00	11

**Table 9:** Continued

<b>Benefit</b>	<b>Requirement</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Mean</b>	<b>Responses</b>
Health Savings Accounts	Number of Months of Continuous Service for Eligibility Full-time	0.00	12.00	1.70	46
	% Paid by Employee Full-time	0.00	100.00	45.71	28
	Number of Months of Continuous Service for Eligibility Part-time	0.00	2.00	0.36	11
	% Paid by Employee Part-time	0.00	25.00	2.78	9
Tuition Assistance	Number of Months of Continuous Service for Eligibility Full-time	0.00	24.00	5.92	48
	% Paid by Employee Full-time	0.00	50.00	6.48	27
	Number of Months of Continuous Service for Eligibility Part-time	0.00	12.00	1.92	12
	% Paid by Employee Part-time	0.00	0.00	0.00	8
Wellness Program	Number of Months of Continuous Service for Eligibility Full-time	0.00	12.00	0.92	39
	% Paid by Employee Full-time	0.00	75.00	7.29	24
	Number of Months of Continuous Service for Eligibility Part-time	0.00	0.00	0.00	14
	% Paid by Employee Part-time	0.00	0.00	0.00	11
Company-provided Childcare	Number of Months of Continuous Service for Eligibility Full-time	0.00	3.00	0.21	14
	% Paid by Employee Full-time	0.00	100.00	27.50	10
	Number of Months of Continuous Service for Eligibility Part-time	0.00	0.00	0.00	8
	% Paid by Employee Part-time	0.00	0.00	0.00	8
Profit Sharing	Number of Months of Continuous Service for Eligibility Full-time	0.00	12.00	3.03	30
	% Paid by Employee Full-time	0.00	0.00	0.00	17
	Number of Months of Continuous Service for Eligibility Part-time	0.00	12.00	2.27	11
	% Paid by Employee Part-time	0.00	0.00	0.00	9
Pension Plan	Number of Months of Continuous Service for Eligibility Full-time	0.00	60.00	3.79	19
	% Paid by Employee Full-time	0.00	100.00	18.18	11
	Number of Months of Continuous Service for Eligibility Part-time	0.00	0.00	0.00	8
	% Paid by Employee Part-time	0.00	0.00	0.00	8
Section 401(k) / 403(b) Contributions	Number of Months of Continuous Service for Eligibility Full-time	0.00	24.00	5.27	63
	% Paid by Employee Full-time	0.00	100.00	61.42	31
	Number of Months of Continuous Service for Eligibility Part-time	0.00	12.00	1.79	14
	% Paid by Employee Part-time	0.00	100.00	26.91	11

**Table 9:** Continued

<b>Benefit</b>	<b>Requirement</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Mean</b>	<b>Responses</b>
Uniforms	Number of Months of Continuous Service for Eligibility Full-time	0.00	12.00	1.32	44
	% Paid by Employee Full-time	0.00	100.00	42.42	31
	Number of Months of Continuous Service for Eligibility Part-time	0.00	3.00	0.38	13
	% Paid by Employee Part-time	0.00	0.00	0.00	12



## Work Options

Q: Please select if you offer the work options below:

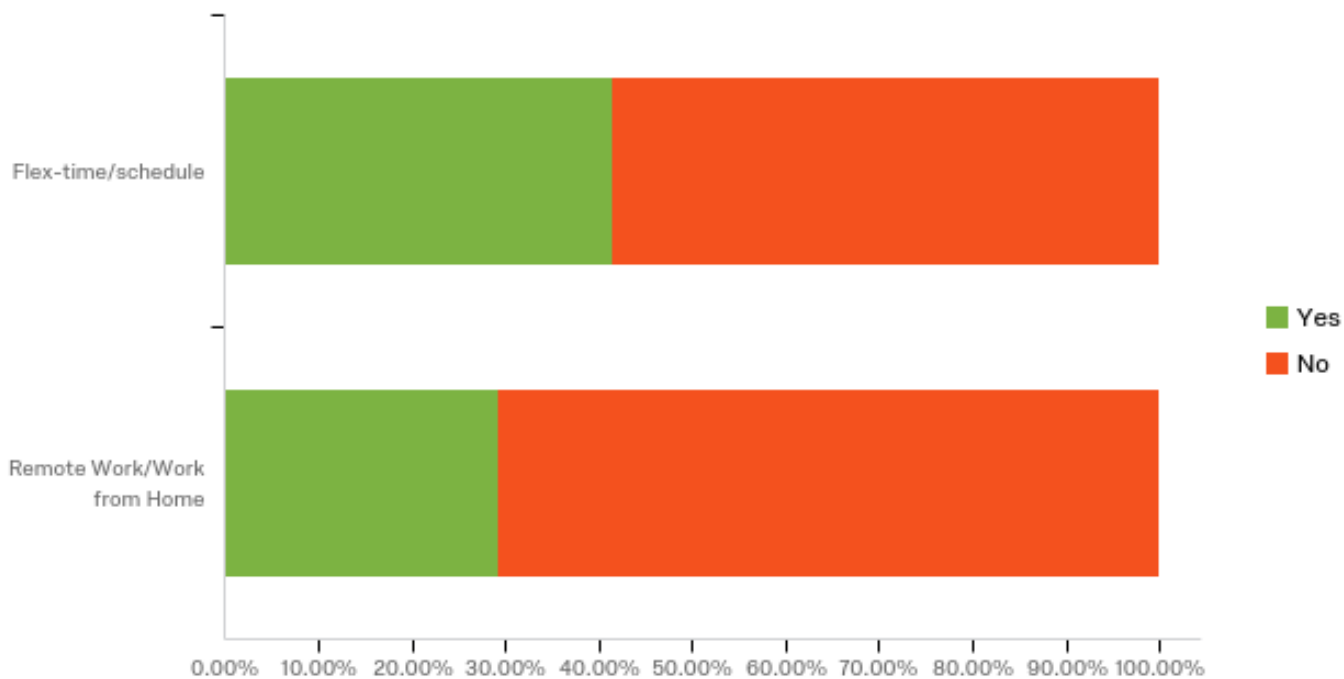


Figure 6

Table 10: Respondents Who Offer Work Options.

Work Option	Yes		No		Total
	%	Responses	%	Responses	
Flex-time/schedule	41.56%	32	58.44%	45	77
Remote Work/Work from Home	29.33%	22	70.67%	53	75

# Employee and Wage Data by Standard Occupational Classification Code

The tables on the following pages present a summary of the number of employees, average wage, and starting wage for each job title included in the survey that received at least five responses.

## **The following data are presented for # of employees in each job title:**

- Total: the total number of employees across all respondent organizations
- Responses: the number of organizations that provided a response
- Mean: the average number of employees across those respondent organizations whose response is greater than zero
- Minimum: the least number of employees across all respondent organizations whose response is greater than zero
- Maximum: the greatest number of employees across all respondent organizations whose response is greater than zero

## **The following wage data in \$ per hour are presented for average and starting wages reported:**

- Responses: the number of organizations that provided a response
- Mean: the average of the wages in the reported category across respondent organizations
- Minimum: the lowest of the wages in the reported category across respondent organizations
- Maximum: the greatest of the wages in the reported category across respondent organizations

**Table 11:** Wage Data by SOC Code.

Job Title	Category	Total	Responses	Mean	Min	Max
11-1021 General and Operations Managers	# of employees	166	56	2.96	1	35
	Average Wage		50	\$47.39	\$16.53	\$176.44
	Starting Wage		44	\$35.96	\$12.00	\$120.19
11-2021 Marketing Managers	# of employees	19	14	1.36	1	3
	Average Wage		13	\$35.51	\$16.00	\$67.00
	Starting Wage		11	\$32.49	\$16.75	60.00
11-2022 Sales Managers	# of employees	67	41	1.63	1	8
	Average Wage		37	\$45.47	\$14.00	\$81.40
	Starting Wage		35	\$34.91	\$12.50	\$72.12
11-3011 Administrative Services Managers	# of employees	71	24	2.96	1	18
	Average Wage		21	\$35.64	\$14.00	\$71.63
	Starting Wage		22	\$27.74	\$12.00	\$58.65
11-3021 Computer and Information Systems Managers	# of employees	21.5	21	1.02	0.5	2
	Average Wage		20	\$47.31	\$27.48	\$94.23
	Starting Wage		17	\$42.19	\$27.48	\$68.26
11-3031 Financial Managers	# of employees	46	35	1.31	1	4
	Average Wage		33	\$45.90	\$9.60	\$96.15
	Starting Wage		26	\$38.98	\$9.60	\$68.26
11-3051 Industrial Production Managers	# of employees	76	26	2.92	1	8
	Average Wage		24	\$36.85	\$25.00	\$50.30
	Starting Wage		19	\$30.80	\$14.50	\$45.00

**Table 11:** Continued

<b>Job Title</b>	<b>Category</b>	<b>Total</b>	<b>Responses</b>	<b>Mean</b>	<b>Min</b>	<b>Max</b>
13-1023 Purchasing Agents	# of employees	74	36	2.06	1	16
	Average Wage		35	\$27.66	\$14.00	\$62.50
	Starting Wage		31	\$21.15	\$12.00	\$36.54
13-1071 Human Resources Specialists	# of employees	49	34	1.44	1	5
	Average Wage		30	\$26.04	\$14.00	\$38.46
	Starting Wage		26	\$21.77	\$12.00	\$35.00
13-1111 Management Analysts	# of employees	7	5	1.40	1	2
	Average Wage		6	\$34.37	\$17.50	\$55.00
	Starting Wage		6	\$26.58	\$13.00	\$37.50
13-1151 Training and Development Specialists	# of employees	16	8	2.00	1	6
	Average Wage		8	\$33.21	\$26.44	\$60.00
	Starting Wage		8	\$29.04	\$20.31	\$60.00
13-2011 Accountants and Auditors	# of employees	44	20	2.20	1	7
	Average Wage		17	\$29.22	\$18.00	\$60.00
	Starting Wage		16	\$24.36	\$13.00	\$60.00
15-1132 Software Developers, Applications	# of employees	5	5	1.00	1	1
	Average Wage		5	\$30.17	\$26.00	\$37.00
	Starting Wage		5	\$23.23	\$15.00	\$37.00
15-1142 Network and Computer Systems Administrators	# of employees	17	13	1.31	1	4
	Average Wage		13	\$33.66	\$17.00	\$57.00
	Starting Wage		11	\$28.14	\$17.00	\$35.00

**Table 11:** Continued

<b>Job Title</b>	<b>Category</b>	<b>Total</b>	<b>Responses</b>	<b>Mean</b>	<b>Min</b>	<b>Max</b>
15-1151 Computer User Support Specialists	# of employees	13	7	1.86	1	3
	Average Wage		8	\$23.69	\$14.00	\$35.57
	Starting Wage		7	\$20.29	\$12.00	\$28.84
17-2071 Electrical Engineers	# of employees	28	11	2.55	1	7
	Average Wage		10	\$37.97	\$18.50	\$53.85
	Starting Wage		10	\$31.47	\$14.00	\$41.67
17-2112 Industrial Engineers	# of employees	74	18	4.11	1	14
	Average Wage		16	\$35.15	\$21.50	\$45.00
	Starting Wage		15	\$26.56	\$14.00	\$41.04
17-2141 Mechanical Engineers	# of employees	98	22	4.45	1	21
	Average Wage		20	\$36.95	\$16.50	\$61.00
	Starting Wage		17	\$25.74	\$12.00	\$36.71
19-4031 Chemical Technicians	# of employees	57	6	9.50	1	42
	Average Wage		6	\$20.80	\$16.00	\$25.00
	Starting Wage		6	\$17.47	\$16.00	\$18.82
37-1011 First-Line Supervisors of Housekeeping and Janitorial Workers	# of employees	9	7	1.29	1	3
	Average Wage		6	\$18.64	\$14.00	\$31.25
	Starting Wage		6	\$15.75	\$12.00	\$20.00
37-2011 Janitors and Cleaners, Except Maids and Housekeeping Cleaners	# of employees	41	19	2.16	1	8
	Average Wage		18	\$14.56	\$10.00	\$19.50
	Starting Wage		18	\$12.73	\$10.00	\$18.00

**Table 11:** Continued

<b>Job Title</b>	<b>Category</b>	<b>Total</b>	<b>Responses</b>	<b>Mean</b>	<b>Min</b>	<b>Max</b>
37-2012 Maids and Housekeeping Cleaners	# of employees	97	7	13.86	1	49
	Average Wage		7	\$12.10	\$10.00	\$15.00
	Starting Wage		5	\$11.12	\$9.45	\$15.00
41-4011 Sales Representatives, Technical and Scientific Products	# of employees	40	10	4.00	1	10
	Average Wage		9	\$38.63	\$18.00	\$57.69
	Starting Wage		9	\$30.51	\$16.00	\$57.69
41-4012 Sales Representatives, Except Technical and Scientific Products	# of employees	38	12	3.17	1	10
	Average Wage		11	\$32.04	\$22.18	\$50.00
	Starting Wage		11	\$25.40	\$12.02	\$43.26
43-1011 First-Line Supervisors of Office and Administrative Support Workers	# of employees	17	10	1.70	1	3
	Average Wage		8	\$29.15	\$17.00	\$48.07
	Starting Wage		7	\$22.28	\$12.00	\$34.61
43-3021 Billing and Posting Clerks	# of employees	10	6	1.67	1	4
	Average Wage		6	\$21.85	\$14.91	\$28.36
	Starting Wage		6	\$18.48	\$12.00	\$25.00
43-3031 Bookkeeping, Accounting, and Auditing Clerks	# of employees	62	29	2.14	1	10
	Average Wage		29	\$22.15	\$15.50	\$32.00
	Starting Wage		26	\$18.40	\$14.00	\$26.00
43-4051 Customer Service Representatives	# of employees	86	29	2.97	1	18
	Average Wage		27	\$21.56	\$13.75	\$44.84
	Starting Wage		26	\$18.39	\$12.00	\$36.06

**Table 11:** Continued

<b>Job Title</b>	<b>Category</b>	<b>Total</b>	<b>Responses</b>	<b>Mean</b>	<b>Min</b>	<b>Max</b>
43-4161 Human Resources Assistants	# of employees	18	14	1.29	1	3
	Average Wage		12	\$19.06	\$14.00	\$24.03
	Starting Wage		13	\$15.79	\$12.00	\$21.30
43-4171 Receptionists and Information Clerks	# of employees	30	19	1.58	1	7
	Average Wage		16	\$16.95	\$11.67	\$25.00
	Starting Wage		18	\$13.69	\$11.00	\$18.00
43-5061 Production, Planning, and Expediting Clerks	# of employees	40	19	2.11	1	10
	Average Wage		18	\$25.80	\$12.00	\$39.84
	Starting Wage		17	\$19.77	\$10.00	\$28.26
43-5071 Shipping, Receiving, and Traffic Clerks	# of employees	96	37	2.59	1	10
	Average Wage		37	\$18.72	\$12.40	\$30.00
	Starting Wage		33	\$16.26	\$12.00	\$30.00
43-5081 Stock Clerks and Order Fillers	# of employees	46	9	5.11	1	25
	Average Wage		8	\$17.89	\$12.00	\$25.00
	Starting Wage		9	\$14.81	\$10.00	\$17.50
43-6011 Executive Secretaries and Executive Administrative Assistants	# of employees	15	10	1.50	1	6
	Average Wage		9	\$25.11	\$14.00	\$34.00
	Starting Wage		9	\$20.63	\$11.50	\$34.00
43-6014 Secretaries and Administrative Assistants	# of employees	60	15	4.00	1	31
	Average Wage		15	\$19.32	\$12.00	\$30.50
	Starting Wage		10	\$16.28	\$12.00	\$26.25

**Table 11:** Continued

Job Title	Category	Total	Responses	Mean	Min	Max
43-9061 Office Clerks, General	# of employees	12	7	1.71	1	6
	Average Wage		7	\$14.82	\$12.00	\$18.50
	Starting Wage		6	\$12.25	\$10.00	\$14.50
49-1011 First-Line Supervisors of Mechanics, Installers, and Repairers	# of employees	43	14	3.07	1	6
	Average Wage		13	\$31.81	\$14.25	\$55.65
	Starting Wage		11	\$27.14	\$10.00	\$45.82
49-3031 Bus and Truck Mechanics and Diesel Engine Specialists	# of employees	38	6	6.33	1	20
	Average Wage		6	\$22.75	\$14.25	\$38.53
	Starting Wage		5	\$20.60	\$10.00	\$38.53
49-9041 Industrial Machinery Mechanics	# of employees	109	14	7.79	1	22
	Average Wage		14	\$26.78	\$14.75	\$46.00
	Starting Wage		12	\$22.89	\$12.00	\$46.00
49-9071 Maintenance and Repair Workers, General	# of employees	151	38	3.97	1	27
	Average Wage		37	\$24.29	\$15.00	\$53.20
	Starting Wage		31	\$19.52	\$12.00	\$30.00
51-1011 First-Line Supervisors of Production and Operating Workers	# of employees	276	39	7.08	1	40
	Average Wage		38	\$25.34	\$13.00	\$41.00
	Starting Wage		33	\$21.38	\$10.00	\$37.50
51-2041 Structural Metal Fabricators and Fitters	# of employees	38	7	5.43	2	17
	Average Wage		7	\$19.71	\$14.00	\$25.00
	Starting Wage		5	\$16.54	\$12.00	\$22.65



**Table 11:** Continued

<b>Job Title</b>	<b>Category</b>	<b>Total</b>	<b>Responses</b>	<b>Mean</b>	<b>Min</b>	<b>Max</b>
51-2092 Team Assemblers	# of employees	936	19	49.26	2	312
	Average Wage		18	\$16.78	\$12.50	\$25.00
	Starting Wage		19	\$13.82	\$11.45	\$20.00
51-4011 Computer-Controlled Machine Tool Operators, Metal and Plastic	# of employees	341	16	21.31	2	53
	Average Wage		16	\$17.87	\$11.83	\$26.00
	Starting Wage		14	\$13.57	\$11.50	\$18.45
51-4031 Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	# of employees	117	9	13.00	1	33
	Average Wage		10	\$16.95	\$12.86	\$22.50
	Starting Wage		10	\$14.90	\$11.00	\$22.50
51-4033 Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	# of employees	13	5	2.60	1	5
	Average Wage		5	\$17.59	\$14.50	\$22.14
	Starting Wage		5	\$13.60	\$12.00	\$16.00
51-4041 Machinists	# of employees	350	15	23.33	1	141
	Average Wage		14	\$19.38	\$15.00	\$27.00
	Starting Wage		12	\$15.05	\$10.00	\$19.95
51-4072 Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	# of employees	213	6	35.50	2	80
	Average Wage		6	\$17.62	\$14.00	\$22.33
	Starting Wage		6	\$15.70	\$13.00	\$22.33
51-4111 Tool and Die Makers	# of employees	46	13	3.54	1	9
	Average Wage		13	\$24.39	\$18.50	\$32.00
	Starting Wage		13	\$20.85	\$16.00	\$30.00

**Table 11:** Continued

<b>Job Title</b>	<b>Category</b>	<b>Total</b>	<b>Responses</b>	<b>Mean</b>	<b>Min</b>	<b>Max</b>
51-4121 Welders, Cutters, Solderers, and Brazers	# of employees	63	9	7.00	1	30
	Average Wage		9	\$19.09	\$16.00	\$23.78
	Starting Wage		9	\$16.08	\$13.00	\$18.00
51-9061 Inspectors, Testers, Sorters, Samplers, and Weighers	# of employees	90	18	5.00	1	16
	Average Wage		18	\$17.19	\$12.13	\$28.00
	Starting Wage		17	\$13.84	\$10.00	\$20.00
51-9111 Packaging and Filling Machine Operators and Tenders	# of employees	223	7	31.86	4	83
	Average Wage		7	\$15.18	\$10.74	\$22.00
	Starting Wage		7	\$12.44	\$10.00	\$16.25
51-9121 Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	# of employees	15	6	2.50	1	4
	Average Wage		5	\$16.12	\$14.25	\$17.50
	Starting Wage		6	\$14.13	\$12.00	\$17.00
51-9198 Helpers—Production Workers	# of employees	526	14	37.57	1	383
	Average Wage		14	\$14.50	\$10.00	\$19.00
	Starting Wage		13	\$12.66	\$10.00	\$17.00
53-3032 Heavy and Tractor-Trailer Truck Drivers	# of employees	80	11	7.27	1	30
	Average Wage		11	\$19.78	\$16.12	\$24.87
	Starting Wage		10	\$17.12	\$14.00	\$20.00
53-3033 Light Truck or Delivery Services Drivers	# of employees	40	14	2.86	1	18
	Average Wage		14	\$17.18	\$11.25	\$24.50
	Starting Wage		12	\$14.99	\$11.00	\$21.83

**Table 11:** Continued

53-7051 Industrial Truck and Tractor Operators	# of employees	121	11	11.00	1	27
	Average Wage		11	\$16.34	\$14.00	\$19.34
	Starting Wage		11	\$13.74	\$11.00	\$16.75
53-7062 Laborers and Freight, Stock, and Material Movers, Hand	# of employees	92	10	9.20	1	52
	Average Wage		10	\$15.13	\$11.80	\$19.00
	Starting Wage		10	\$13.40	\$11.80	\$16.00
53-7064 Packers and Packagers, Hand	# of employees	101	10	10.10	1	28
	Average Wage		10	\$14.09	\$10.71	\$17.00
	Starting Wage		10	\$12.06	\$10.50	\$14.00