

**THE
HENDRICKS COUNTY, INDIANA
WAGE & FRINGE BENEFITS
SURVEY REPORT**

August, 2007

Compiled and Produced by

THE PATHFINDERS



Dallas, Texas

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INTRODUCTION

The Hendricks County, Indiana Wage and Fringe Benefits Survey was sponsored by The Indy Partnership. It was conducted by The Pathfinders, an economic development and corporate site-selection consultant firm. Information was gathered via a printed survey form and by telephone.

The wage data presented by job title in this report includes:

| | |
|-------------------|----------------------|
| Low Entry Pay | Low Average Pay |
| Average Entry Pay | Mean Average Pay |
| High Entry Pay | High Average Pay |
| | Weighted Average Pay |

Weighted average corrects the distortion which would occur in a simple average if one company has ten employees in a position at an average of \$10 per hour and another company has one employee in the same position at \$20 per hour. The simple average of those two would be \$15 per hour, but the weighted average would be \$10.91 per hour.

Fringe benefits reported include insurance, sick leave, holidays, vacations, and financial plans.

Please note that some of the companies responding to the survey did not answer all the questions on the form; therefore, the total number of responses for each question will not always equal the total number of participants.

Information from participating companies is held in confidence; however, general information regarding this survey can be obtained by contacting the offices of The Pathfinders via telephone (972-387-3750); fax (214-393-3444); or, e-mail (info@thepathfindersus.com).

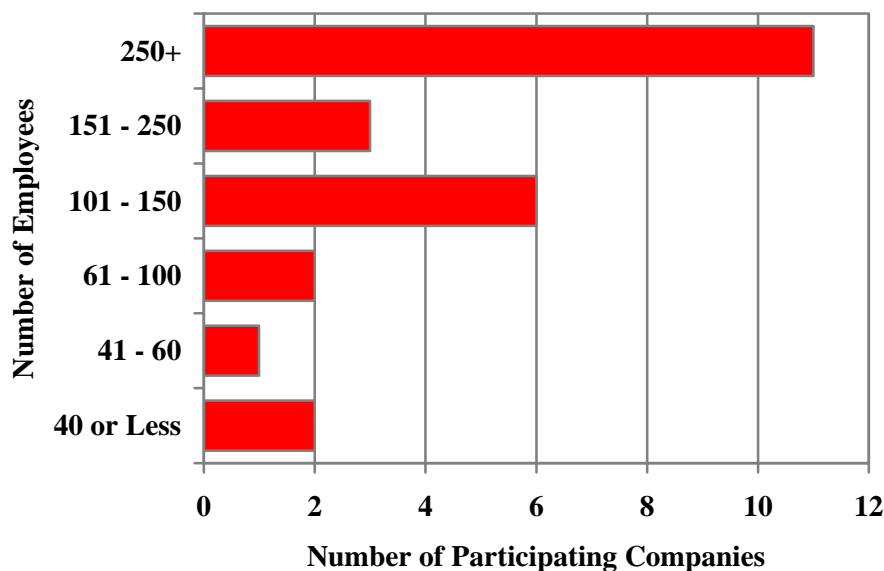
SURVEY SUMMARY

Twenty-five companies, with a combined total employment of over 10,000 workers, participated in the 2007 Hendricks County, Indiana Wage and Fringe Benefits Survey. Of the reporting companies, three are unionized, with an average of 45% of their workers being members of the unions. The reported total annual payroll for the participating companies was over \$169 million, although it should be noted that not all companies responded to the annual payroll question.

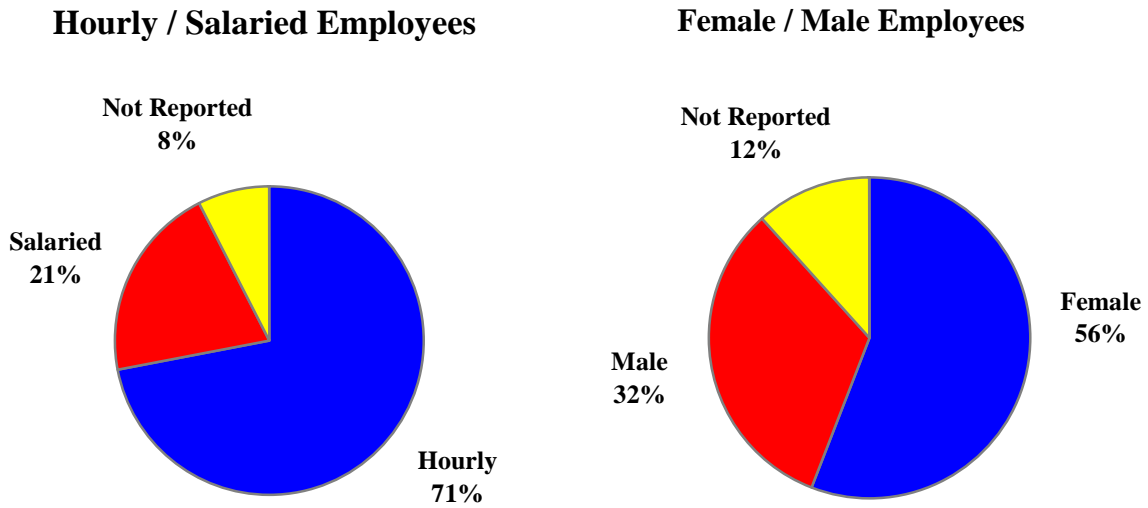
Eleven of the participating firms during the past twelve months increased employment for a total of over 575 jobs. Thirteen firms project increasing employment during the next twelve months for a total of more than 500 jobs. Five companies project an increase during the next twelve months, but are unsure of the number of workers to be hired.

Companies of various sizes were represented in the survey ranging from forty or less employees to 250 or more workers. The number of participating companies by number of employees is shown in the chart below. In the Hendricks County survey, eleven companies reported employment of 250 or more.

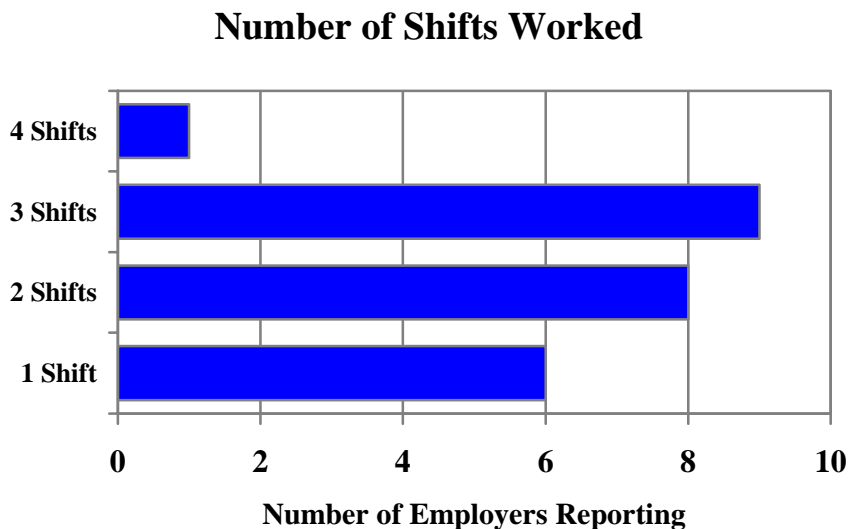
Participating Companies by Total Employment



The total reported employment of 10,752 was comprised of 71% hourly workers and 21% salaried workers. The percentages of hourly and salaried employees, as well as male and female employees, of the reporting companies are illustrated in the following pie charts. Note that status and gender were not reported by all of the participating companies.



Companies responding to the survey were asked to report the number of shifts worked. This information is shown below. As indicated, six of the participating employers reported one shift.



Fifteen companies reported shift premiums. The average reported dollar premium for second shift was \$.82 and for third shift was \$.86. The average reported percentage premium was 10.5% for second shift and 25% for third shift. Other shift premium information reported included:

- \$.50 premium the first 90 days of employment, then premium goes to \$.75
- For weekend shift work, employees work 36 hours and get paid for 40 hours

Overtime pay was reported at 1½ times by twenty-two of the participating employers and 2½ times by one employer.

WAGE SECTION

SUMMARY OF WAGES REPORTED

Employers were asked to report entry-level wage, average wage, and number of employees for each job classification. It should be noted that in some instances not all the requested information was reported; therefore, notations of “n/r” may appear in the wage tables.

While companies typically have a single “entry pay rate” by job title, over time people working within that job title may have different pay rates (even in the same company) because of length of job tenure, merit raises, etc. The “average pay” in a job title reported by a participant considers the average of the pay rates of everyone in that job title. Some workers because of short tenure in that job may still be at the entry rate while others will be higher.

The wage data presented by job title in this report includes:

- Low Entry Pay – the lowest entry pay by each job title among all companies responding
- High Entry Pay – the highest entry pay by each job title among all companies responding
- Average Entry Pay – the average entry pay by each job title when all participating companies are considered
- Low Average Pay – the lowest average pay by each job title among all companies responding
- High Average Pay – the highest average pay by each job title among all companies responding
- Mean Average Pay – Each individual company reported their “average” pay within each job title. This “mean average pay” is the average of all companies participating.
- Weighted average corrects the distortion which would occur in a simple average if one company has ten employees in a position at an average of \$10 per hour and another company has one employee in the same position at \$20 per hour. The simple average of those two would be \$15 per hour, but the weighted average would be \$10.91 per hour.

| HENDRICKS COUNTY, INDIANA WAGE SUMMARY | Low Entry Wage | High Entry Wage | Average Entry Wage | Low Average Wage | High Average Wage | Mean Average Wage | Weighted Average Wage | Number of Employees | Number of Firms |
|---|-------------------------------|--------------------------------|-----------------------------------|---------------------------------|----------------------------------|----------------------------------|--------------------------------------|------------------------------------|--------------------------------|
| Accountant | \$14.33 | \$20.75 | \$18.36 | \$17.93 | \$37.50 | \$26.84 | \$23.02 | 7 | 4 |
| Accounting Clerk | \$9.92 | \$14.00 | \$11.77 | \$11.00 | \$18.75 | \$16.61 | \$17.61 | 25 | 4 |
| Accounting Manager | n/r | n/r | n/r | \$27.90 | \$27.90 | \$27.90 | \$27.90 | 1 | 1 |
| Accounts Payable Clerk | \$10.10 | \$17.00 | \$12.87 | \$12.50 | \$19.00 | \$15.58 | \$15.46 | 14 | 9 |
| Accounts Receivable Clerk | \$9.00 | \$19.00 | \$12.19 | \$13.00 | \$19.00 | \$15.00 | \$14.79 | 5 | 4 |
| Administrative Assistant | \$9.95 | \$24.00 | \$13.74 | \$13.00 | \$24.00 | \$15.82 | \$16.31 | 14 | 9 |
| Assembler-Electrical | \$12.93 | \$12.93 | \$12.93 | \$14.00 | \$14.00 | \$14.00 | \$14.00 | 1 | 1 |
| Assembler-General | \$8.32 | \$11.00 | \$9.47 | \$9.83 | \$17.00 | \$12.28 | \$9.98 | 190 | 3 |
| Building & Grounds Maintenance | \$9.00 | \$13.86 | \$11.62 | \$9.95 | \$17.15 | \$13.94 | \$15.30 | 13 | 3 |
| Buyer/Purchaser | \$9.92 | \$15.40 | \$13.72 | \$12.50 | \$21.57 | \$16.59 | \$14.55 | 12 | 6 |
| Carpenter | \$9.60 | \$14.95 | \$11.85 | \$10.52 | \$19.73 | \$14.57 | \$15.62 | 6 | 3 |
| CNC Operator | \$10.83 | \$12.00 | \$11.42 | \$12.00 | \$16.75 | \$14.38 | \$16.33 | 34 | 2 |
| Computer Operator | \$10.10 | \$14.42 | \$12.54 | \$12.74 | \$17.80 | \$15.68 | \$16.53 | 9 | 3 |
| Computer Programmer | \$16.75 | \$19.23 | \$17.99 | \$23.38 | \$25.00 | \$24.19 | \$23.65 | 6 | 2 |
| Computer Technician | \$14.42 | \$14.42 | \$14.42 | \$17.50 | \$17.50 | \$17.50 | \$17.50 | 1 | 1 |
| Customer Service Manager | n/r | n/r | n/r | \$27.90 | \$27.90 | \$27.90 | \$27.90 | 1 | 1 |
| Customer Service Representative | \$9.00 | \$14.00 | \$11.48 | \$11.00 | \$18.01 | \$13.75 | \$13.02 | 77 | 8 |
| Data Entry Operator | \$8.00 | \$9.32 | \$8.66 | \$13.75 | \$13.75 | \$13.75 | \$13.75 | 2 | 1 |

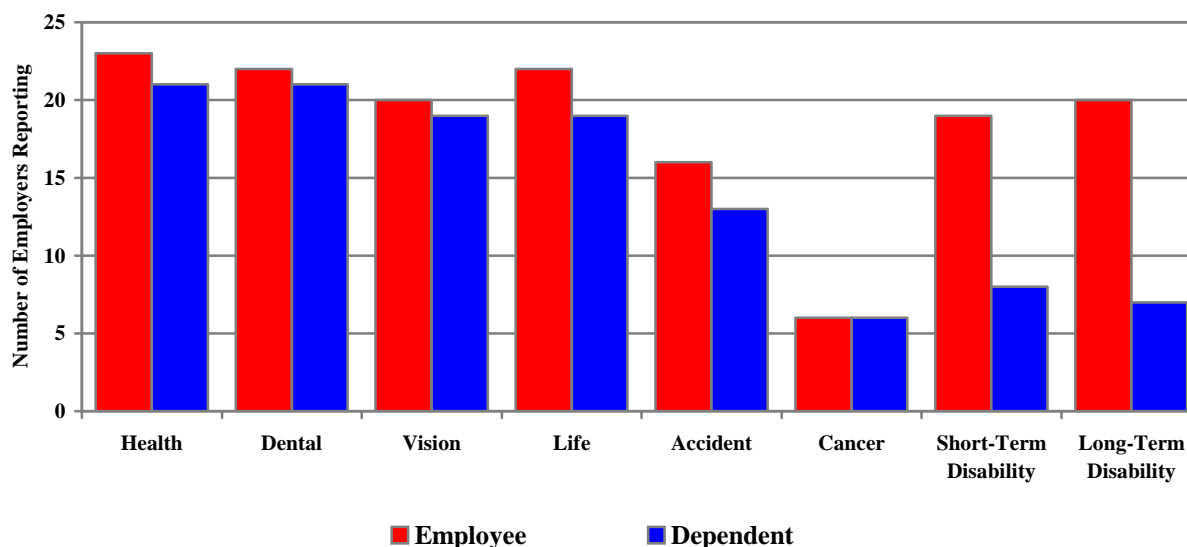
| HENDRICKS COUNTY, INDIANA WAGE SUMMARY | Low Entry Wage | High Entry Wage | Average Entry Wage | Low Average Wage | High Average Wage | Mean Average Wage | Weighted Average Wage | Number of Employees | Number of Firms |
|---|-------------------------------|--------------------------------|-----------------------------------|---------------------------------|----------------------------------|----------------------------------|--------------------------------------|------------------------------------|--------------------------------|
| Database Administrator | \$19.23 | \$33.65 | \$25.83 | \$30.00 | \$35.58 | \$33.29 | \$33.54 | 4 | 3 |
| Dispatcher | \$11.00 | \$19.23 | \$15.12 | \$11.91 | \$21.64 | \$16.78 | \$15.80 | 5 | 2 |
| Drafter (CAD) | \$13.50 | \$15.00 | \$14.25 | \$15.43 | \$16.71 | \$16.07 | \$16.28 | 3 | 2 |
| Driver/Courier | \$9.25 | \$9.25 | \$9.25 | \$10.12 | \$10.12 | \$10.12 | \$10.12 | 11 | 1 |
| Electrician | \$15.95 | \$17.85 | \$16.90 | \$19.70 | \$24.16 | \$21.93 | \$21.48 | 5 | 2 |
| Engineer | \$19.23 | \$36.06 | \$27.65 | \$30.00 | \$38.46 | \$34.23 | \$34.23 | 2 | 2 |
| Engineering Technician | \$15.00 | \$15.00 | \$15.00 | \$15.00 | \$15.00 | \$15.00 | \$15.00 | 1 | 1 |
| Expeditor | \$9.92 | \$14.50 | \$11.64 | \$11.60 | \$15.00 | \$13.70 | \$12.50 | 7 | 3 |
| File Clerk | \$8.32 | \$10.25 | \$9.29 | \$9.50 | \$12.24 | \$10.87 | \$10.87 | 2 | 2 |
| Foreman | \$9.60 | \$14.42 | \$12.01 | \$11.71 | \$16.00 | \$13.86 | \$11.79 | 52 | 2 |
| Fork Lift Operator | \$8.50 | \$14.18 | \$10.68 | \$10.13 | \$18.34 | \$12.98 | \$13.22 | 435 | 12 |
| General Laborer | \$7.00 | \$10.88 | \$8.51 | \$9.33 | \$11.50 | \$10.55 | \$10.54 | 212 | 6 |
| General Office | \$8.50 | \$13.00 | \$10.79 | \$10.12 | \$15.00 | \$13.16 | \$13.09 | 20 | 6 |
| Heavy Equipment Operator | \$12.05 | \$12.05 | \$12.05 | \$12.55 | \$12.55 | \$12.55 | \$12.55 | 40 | 1 |
| Help Desk Operator | \$8.32 | \$11.55 | \$9.94 | \$9.50 | \$12.88 | \$11.19 | \$11.75 | 3 | 2 |
| Human Resources Assistant | \$11.00 | \$15.86 | \$12.50 | \$13.00 | \$17.78 | \$14.44 | \$14.73 | 13 | 9 |
| Human Resources Manager | \$17.30 | \$28.85 | \$22.20 | \$23.08 | \$31.69 | \$26.37 | \$26.37 | 6 | 6 |
| Inventory Analyst | \$9.60 | \$15.00 | \$12.53 | \$10.08 | \$20.00 | \$14.36 | \$10.91 | 19 | 3 |

| HENDRICKS COUNTY, INDIANA WAGE SUMMARY | Low Entry Wage | High Entry Wage | Average Entry Wage | Low Average Wage | High Average Wage | Mean Average Wage | Weighted Average Wage | Number of Employees | Number of Firms |
|---|-------------------------------|--------------------------------|-----------------------------------|---------------------------------|----------------------------------|----------------------------------|--------------------------------------|------------------------------------|--------------------------------|
| Inventory/Stock Clerk | \$8.77 | \$17.21 | \$10.82 | \$9.56 | \$21.71 | \$12.88 | \$12.93 | 46 | 8 |
| IT Specialist | \$13.25 | \$17.50 | \$15.76 | \$14.16 | \$20.50 | \$17.40 | \$15.88 | 8 | 4 |
| Janitor | \$8.00 | \$13.48 | \$10.01 | \$8.75 | \$15.00 | \$11.53 | \$10.61 | 113 | 8 |
| Line Supervisor/Foreman | \$11.00 | \$20.00 | \$13.85 | \$13.00 | \$25.00 | \$18.56 | \$16.22 | 68 | 7 |
| Machine Operator, no Setup | \$9.00 | \$11.00 | \$9.77 | \$11.89 | \$13.00 | \$12.40 | \$12.27 | 17 | 3 |
| Machine Operator, with Setup | \$9.92 | \$17.00 | \$13.46 | \$14.00 | \$19.47 | \$16.74 | \$15.09 | 10 | 2 |
| Maintenance Mechanic | \$9.60 | \$17.40 | \$14.06 | \$10.18 | \$18.34 | \$16.37 | \$16.82 | 29 | 5 |
| Maintenance-General | \$10.50 | \$17.00 | \$13.40 | \$12.95 | \$22.00 | \$17.04 | \$15.01 | 44 | 10 |
| Maintenance-Helper | \$9.00 | \$12.98 | \$10.83 | \$10.60 | \$12.98 | \$11.85 | \$11.81 | 9 | 3 |
| Marketing Assistant | \$18.07 | \$18.07 | \$18.07 | \$22.98 | \$22.98 | \$22.98 | \$22.98 | 1 | 1 |
| Materials Handler | \$7.40 | \$11.02 | \$9.79 | \$9.95 | \$16.13 | \$11.72 | \$11.93 | 705 | 8 |
| Network Administrator | \$17.16 | \$28.00 | \$22.19 | \$25.00 | \$28.71 | \$27.04 | \$27.75 | 7 | 4 |
| Nurse | \$20.00 | \$21.00 | \$20.50 | \$28.00 | \$28.59 | \$28.30 | \$28.24 | 478 | 2 |
| Office Manager | \$19.71 | \$21.63 | \$20.67 | \$19.71 | \$24.52 | \$22.12 | \$23.32 | 4 | 2 |
| Packer/Picker | \$7.40 | \$13.00 | \$9.70 | \$9.09 | \$15.00 | \$11.07 | \$10.33 | 510 | 11 |
| Painter | \$9.92 | \$10.40 | \$10.16 | \$10.00 | \$13.38 | \$11.69 | \$12.70 | 5 | 2 |
| Payroll Clerk | \$10.00 | \$13.90 | \$12.00 | \$14.29 | \$19.48 | \$16.85 | \$16.32 | 9 | 3 |
| Payroll Supervisor | \$13.50 | \$13.50 | \$13.50 | \$20.65 | \$20.65 | \$20.65 | \$20.65 | 1 | 1 |

| HENDRICKS COUNTY, INDIANA WAGE SUMMARY | Low Entry Wage | High Entry Wage | Average Entry Wage | Low Average Wage | High Average Wage | Mean Average Wage | Weighted Average Wage | Number of Employees | Number of Firms |
|---|-------------------------------|--------------------------------|-----------------------------------|---------------------------------|----------------------------------|----------------------------------|--------------------------------------|------------------------------------|--------------------------------|
| Quality Assurance/Inspection | \$9.50 | \$25.00 | \$13.80 | \$10.12 | \$30.00 | \$17.15 | \$13.93 | 86 | 11 |
| Receptionist/Switchboard | \$8.50 | \$13.00 | \$10.08 | \$9.50 | \$17.82 | \$12.97 | \$12.63 | 14 | 8 |
| Retail Sales | \$8.21 | \$8.21 | \$8.21 | \$9.35 | \$9.35 | \$9.35 | \$9.35 | 3 | 1 |
| Secretary-Executive | \$13.45 | \$15.93 | \$14.69 | \$18.28 | \$19.90 | \$19.29 | \$18.75 | 3 | 2 |
| Secretary-General | \$10.40 | \$10.40 | \$10.40 | \$13.30 | \$13.30 | \$13.30 | \$13.30 | 49 | 1 |
| Security Guard | \$9.42 | \$10.79 | \$10.10 | \$12.98 | \$17.16 | \$14.94 | \$14.07 | 20 | 3 |
| Shipping/Receiving Clerk | \$9.32 | \$13.00 | \$10.47 | \$9.42 | \$17.72 | \$12.72 | \$12.63 | 92 | 15 |
| Software Developer | \$19.23 | \$24.35 | \$21.79 | \$24.35 | \$25.00 | \$24.68 | \$24.68 | 2 | 2 |
| System Analyst | \$19.45 | \$33.65 | \$28.87 | \$25.42 | \$36.06 | \$32.45 | \$31.41 | 14 | 3 |
| Tool & Die Maker | \$12.93 | \$16.00 | \$14.47 | \$22.00 | \$22.30 | \$22.15 | \$22.15 | 2 | 2 |
| Truck Driver-Heavy | \$14.00 | \$16.00 | \$15.19 | \$16.00 | \$18.25 | \$17.48 | \$16.92 | 56 | 4 |
| Truck Driver-Light | \$10.00 | \$10.00 | \$10.00 | \$13.75 | \$13.75 | \$13.75 | \$13.75 | 1 | 1 |
| Warehouse Manager | \$19.23 | \$39.00 | \$24.30 | \$23.08 | \$39.00 | \$27.78 | \$28.04 | 34 | 8 |
| Warehouse Supervisor | \$12.93 | \$21.00 | \$16.37 | \$14.43 | \$25.00 | \$19.41 | \$20.34 | 97 | 9 |
| Warehouse Worker | \$8.75 | \$13.00 | \$10.24 | \$10.12 | \$16.43 | \$11.85 | \$10.85 | 431 | 8 |
| Welder | \$14.00 | \$15.00 | \$14.50 | \$14.00 | \$17.50 | \$15.75 | \$15.17 | 3 | 2 |

FRINGE BENEFITS SECTION

INSURANCE COVERAGE



The above chart separates insurance coverage into the categories of health, dental, vision, life, accident, cancer, short-term disability and long-term disability and gives the number of participating employers offering each type of insurance coverage for their workers and families regardless of the percent of premium paid for by the company. As noted, twenty-three of the participating companies provide health insurance for employees. Four companies reported other types of insurance provided for employees including supplemental life and eye wear discount.

The tables on the following page illustrate the number of companies reporting either 100%, partial % or 0% of insurance premiums paid for employees and dependents for the categories listed. For example, two companies reported paying 100% of the premium for health insurance for their employees and twenty-one companies reported paying a partial percentage of the premium for health insurance for dependents.

Nineteen of the reporting companies stated that the health insurance coverage for employees included a prescription drug plan; fifteen companies reported offering an EAP (employee assistance plan); and two companies reported flex spending accounts.

**NUMBER OF COMPANIES REPORTING
PERCENT OF INSURANCE PREMIUMS PAID**

| Type of Insurance | 100% of Premium Paid by Company | Partial Premium Paid by Company | 0% of Premium Paid by Company |
|------------------------------|---------------------------------|---------------------------------|-------------------------------|
| Health | # of Companies | # of Companies | # of Companies |
| Employee | 2 | 21 | 0 |
| Dependent | 0 | 21 | 0 |
| Dental | # of Companies | # of Companies | # of Companies |
| Employee | 0 | 18 | 4 |
| Dependent | 0 | 17 | 3 |
| Vision | # of Companies | # of Companies | # of Companies |
| Employee | 1 | 16 | 2 |
| Dependent | 1 | 15 | 2 |
| Life | # of Companies | # of Companies | # of Companies |
| Employee | 15 | 3 | 3 |
| Dependent | 4 | 4 | 10 |
| Accident | # of Companies | # of Companies | # of Companies |
| Employee | 6 | 2 | 7 |
| Dependent | 1 | 2 | 9 |
| Cancer | # of Companies | # of Companies | # of Companies |
| Employee | 0 | 2 | 4 |
| Dependent | 0 | 2 | 4 |
| Short-Term Disability | # of Companies | # of Companies | # of Companies |
| Employee | 9 | 4 | 5 |
| Dependent | 1 | 4 | 3 |
| Long-Term Disability | # of Companies | # of Companies | # of Companies |
| Employee | 9 | 5 | 5 |
| Dependent | 2 | 3 | 2 |

FINANCIAL PLANS

Many of the participating companies offered various financial plans to their employees, as illustrated in the following chart. Many companies may offer more than one plan.

| Financial Plans Offered | # of Employers |
|--|----------------|
| 401K | 22 |
| Tuition Reimbursement | 13 |
| Health Savings | 10 |
| Annual Bonus | 8 |
| Attendance Bonus | 7 |
| Credit Union | 5 |
| Stock Purchase/Stock Options/Stock Bonus | 4 |
| Safety Bonus | 4 |
| Profit-Sharing | 2 |
| ESOP/ESPP | 2 |
| Pension Plan | 2 |
| Gainsharing | 2 |
| Quarterly Bonus | 1 |
| Production/Performance Incentive Plan | 1 |
| 403B | 1 |
| Thrift Savings Plan (TSP) | 1 |

PAID LEAVE

The following information reflects the data collected from the participating employers on paid time off or paid leave. Examples of paid leave include holidays, vacation, and sick leave.

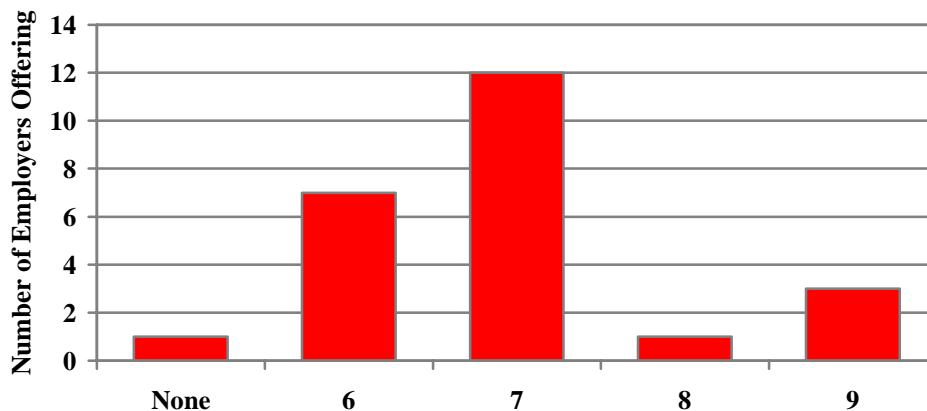
Five companies reported combining these categories into general leave or personal time off (PTO). Employees are eligible for PTO after two weeks in one company; after thirty days in one company; after ninety days in two companies; and, after one year in one company.

The number of PTO days per year is based on years of service and/or level of position by four companies, and one company gives three days PTO per year.

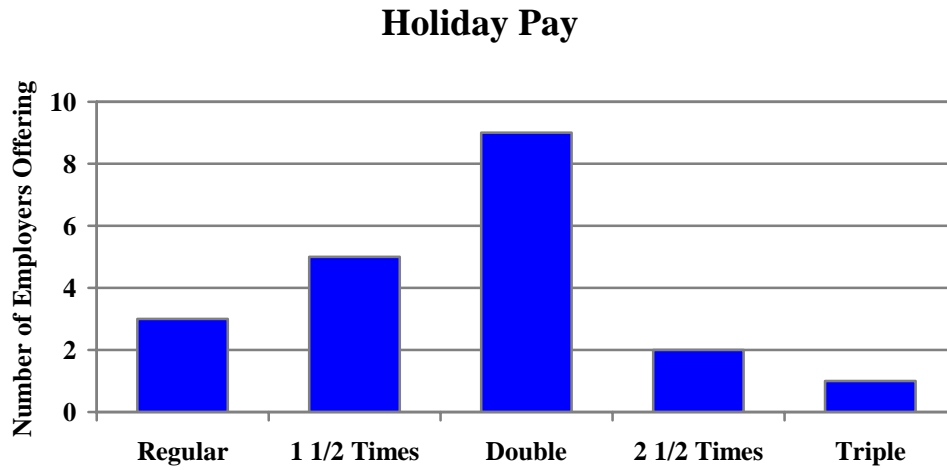
Holidays

The number of paid holidays per year reported by the participating employers ranges from none to nine. In the category of unpaid holidays, one company reported two unpaid holidays per year; one company reported two to three; and, one company reported unpaid holidays were upon request.

Number of Paid Holidays Per Year



When employees in the participating companies work on holidays, the pay ranges from regular to triple, as illustrated in the chart below.



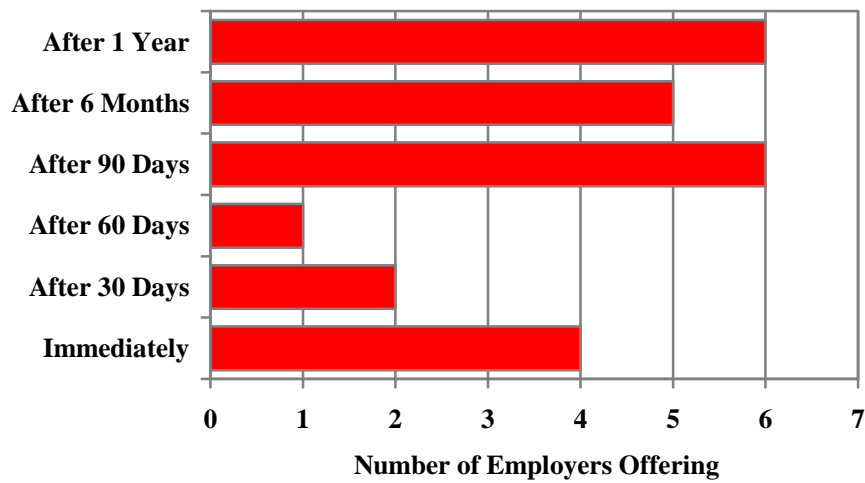
Other holiday pay reported is listed below:

- Holiday pay varies
- Regular plus eight hours holiday pay
- 1½ for part-time; 1.25 for full-time
- Employees also receive standard holiday pay for full shift

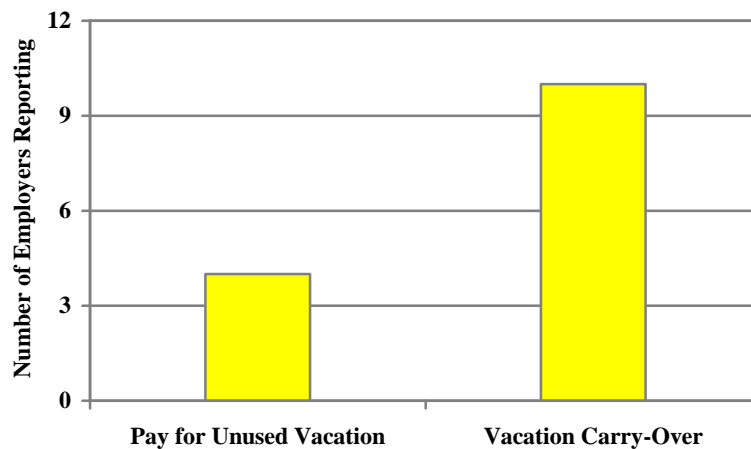
Vacation

Eligibility times for paid vacation, as reported by the participating employers, vary in Hendricks County, ranging from immediately upon hire to after one year of employment. One company reported that when eight hours are accrued, employees can request to use vacation time.

Vacation Eligibility Periods



Further, of the reporting companies, four reported pay for unused vacation time, and ten companies allowed vacation carry-over, as illustrated in the chart below.



Information reported concerning pay for unused vacation included:

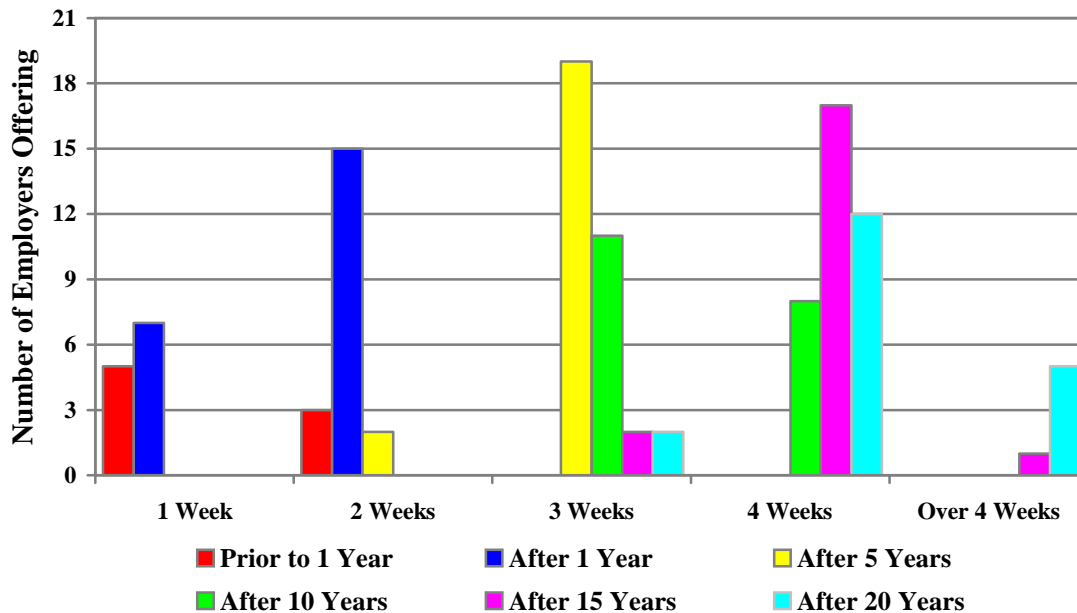
- Paid out upon termination
- Paid out once a year if criteria is met

Various policies concerning the amount of vacation carry-over were reported as follows:

- 5 days
- 40 hours
- 2 weeks
- 3 weeks
- 240 hours
- 2 years

The following chart shows the number of participating companies who reported offering specific numbers of vacation weeks for specific years of employment. Eight companies reported prorating vacation time during the first year.

Number of Paid Vacation Weeks



One company reported that after five years of employment, employees are given two additional personal days.

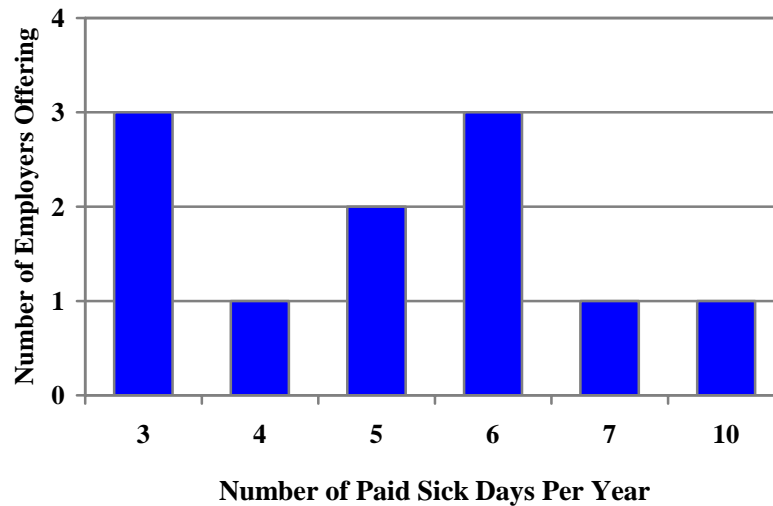
Sick Leave

The following charts give eligibility times and number of paid sick days per year for those companies which offer paid sick leave.

Sick Leave Eligibility Periods

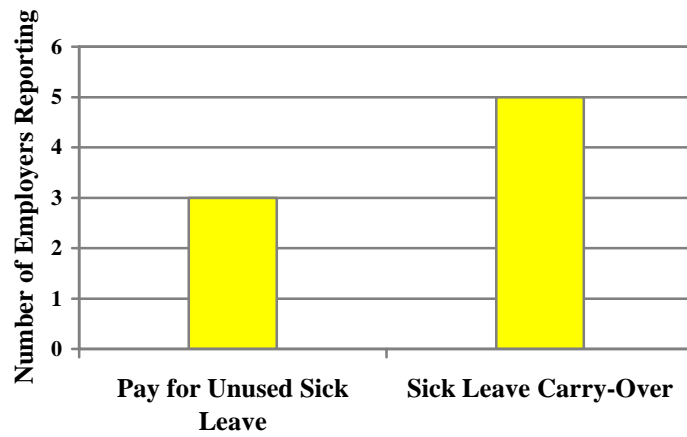


Paid Sick Days



One company reported that the number of paid sick days per year was based on the number of hours worked per pay period. One company reported that no sick days are given, employees must use vacation time.

Further, of the reporting companies, three reported pay for unused sick leave, and five companies allowed sick leave carry-over.

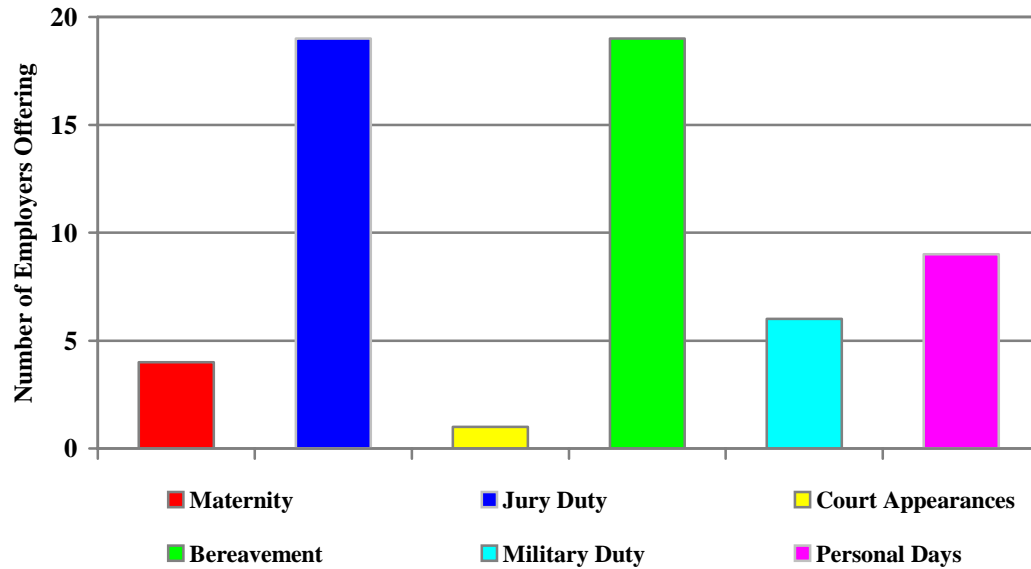


Other information reported concerning unused sick leave pay and sick leave carry-over included:

- 50% payout with hours over an allotted balance
- Sick time will max out at 48 hours, then stop accruing

Other Paid Leave

Participating employers were asked to report whether their companies gave additional paid time off to employees for other types of leave. The chart below shows the number of companies reporting each category.





THE PATHFINDERS
P.O. Box 702317
Dallas, Texas 75370

972-387-3750 Telephone
214-393-3444 Fax

info@thepathfindersus.com

web site: www.thepathfindersus.com