

**THE  
QUAD-CITY AREA OF ARIZONA  
WAGE & FRINGE BENEFITS  
SURVEY REPORT**

**March, 2010**

**Compiled and Produced by**

**THE PATHFINDERS**



**Dallas, Texas**

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## INTRODUCTION

The 2010 Quad-City Area of Arizona Wage and Fringe Benefits Survey was sponsored by the Quad-City Regional Workforce Study Partnership. The Pathfinders, an economic development and corporate site-selection consultant firm located in Dallas, Texas, conducted the survey. Information was gathered via a printed or emailed survey form.

The wage data presented by job title for hourly positions 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.

The wage data presented by job title for salaried positions includes average annual salary.

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

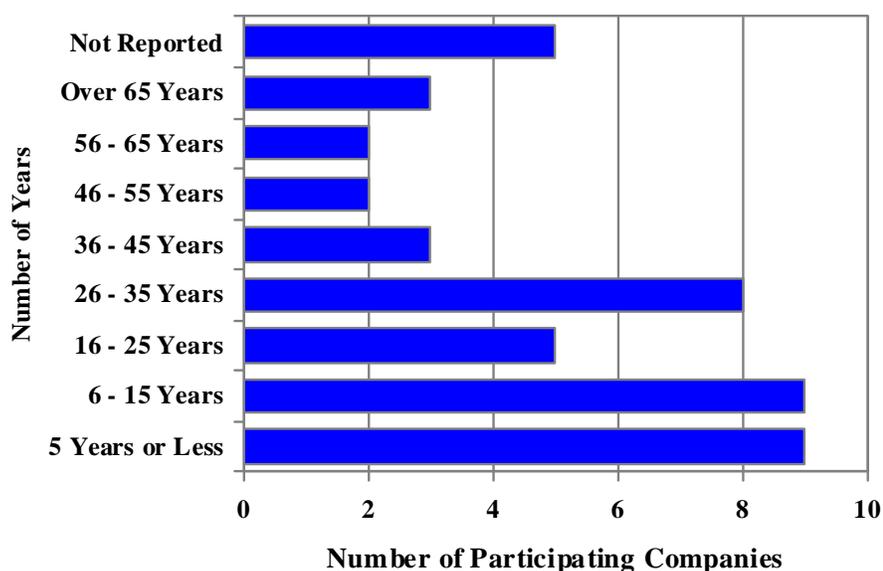
Please note that some of the companies responding to the survey did not answer all the questions on the form; therefore, the total number of responses for each question will not always equal the total number of participants.

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 (469-916-6878); or, e-mail ([info@thepathfindersus.com](mailto:info@thepathfindersus.com)).

## SURVEY SUMMARY

Forty-six (46) companies, with a combined total employment of over 5,000 workers, participated in the 2010 Quad-City Area Wage and Fringe Benefits Survey, representing business sectors including manufacturing, distribution, professional and others. The participating employers have been in business in the Quad-City area from five years or less to over sixty-five years, as illustrated below.

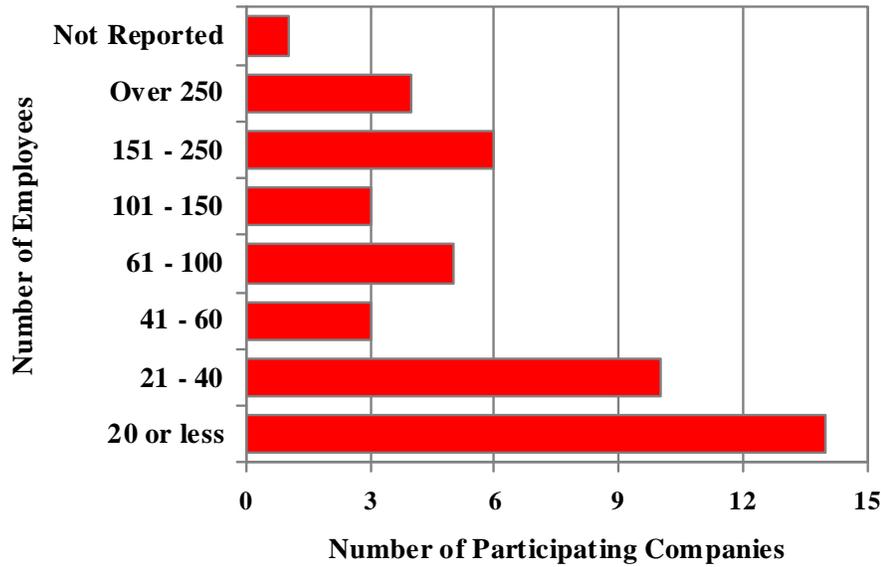
### Participating Companies - Length of Time in Community



Three (3) of the reporting companies are unionized, with an average percentage of 69% of workers in unions. The reported total annual payroll for the participating companies was over \$213 million.

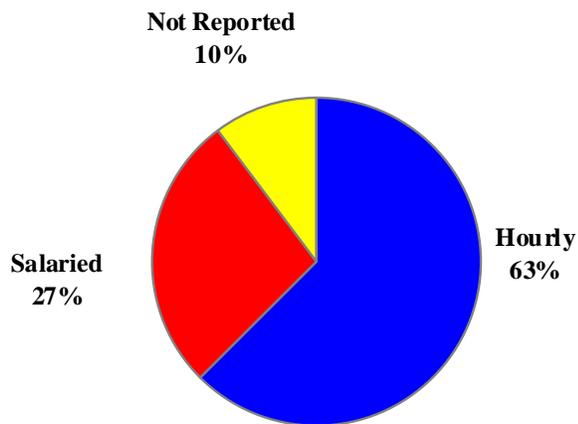
Companies of various sizes were represented in the survey ranging from twenty or less employees to 250 or more workers. The number of participating companies by number of employees is shown in the chart on the following page.

### Participating Companies by Total Employment

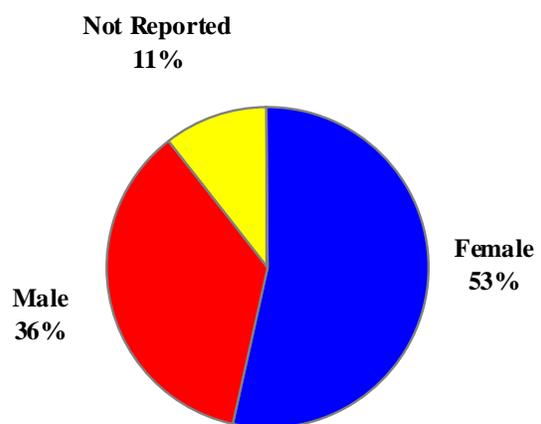


The total reported employment of 5,196 was comprised of 63% hourly workers and 27% salaried workers. The percentages of hourly and salaried employees, as well as male and female employees, of the reporting companies are illustrated in the following pie charts. Note that status and gender were not reported by all of the participating companies.

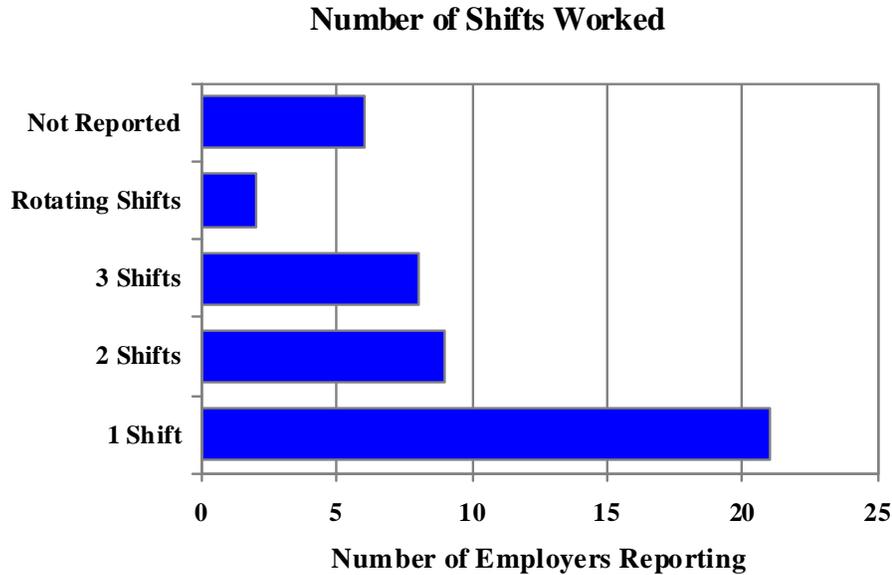
#### Hourly / Salaried Employees



#### Female / Male Employees



In the Quad-City survey, twenty-one (21) of the participating employers work one shift; nine (9) work two shifts; eight (8) companies work three shifts, and two (2) reported rotating shifts.



Eleven (11) companies reported shift premiums. These premiums are listed in the table below.

<u>2<sup>nd</sup> Shift</u>	<u>3<sup>rd</sup> Shift</u>	<u>Weekend</u>
\$.25		
\$.30	\$.40	
\$.50 (two companies)		
\$1.00 (three companies)		
\$3.00		
\$3.34 (average – depends on position)		
6%	10%	5%
10%	18%	

Forty (40) companies reported overtime pay, with thirty-nine (39) reporting overtime pay at 1½ times and one (1) employer reporting regular pay for overtime work.

With regard to hiring practices, twelve (12) of the participating firms increased employment during the past twelve months, and twenty-one (21) decreased employment, resulting in a net of -154 jobs. Thirteen (13) firms project increasing employment during the next twelve months and seven (7) project decreasing employment for a net of +73 jobs. In addition, three (3) companies project an increase in hiring over the next twelve months and three (3) project a decrease, but are unsure of the number of workers.

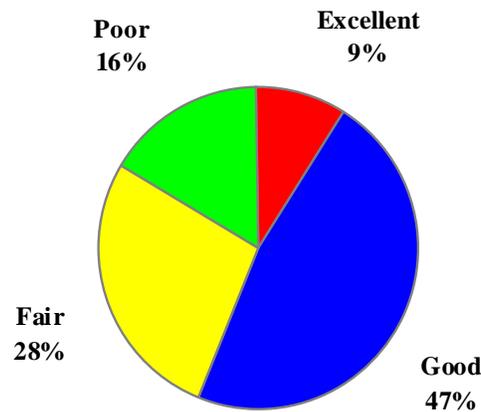
As indicated by the participating employers, the following table reflects various methods used to recruit workers in Quad-City and the number of employers utilizing that method. Many employers use more than one method.

<b>Recruiting Method</b>	<b># of Employers</b>
Newspaper	30
Word of Mouth	27
Internet / Online	24
Walk-Ins	19
Referrals	19
Job Fair	9
Colleges	9
Networking	9
State Agency	6
Trade Journals	5
Job Board / Sign	4
Staffing Service	2
Recruiters	1
Radio/TV	1
Union Hall	1

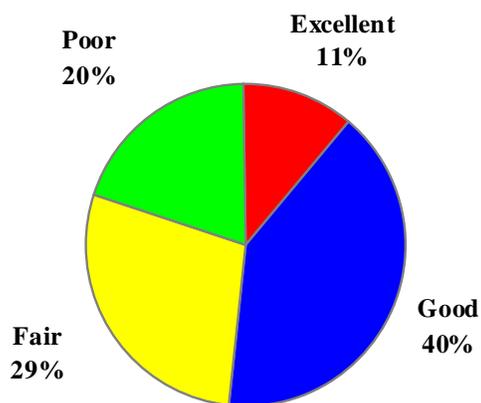
## EMPLOYER RATINGS – EDUCATIONAL PROVIDERS

The Quad-City employers were asked to rate the local educational providers in terms of delivering the skills needed or required for workers. These ratings are shown below.

### Public Schools



### Trade Schools



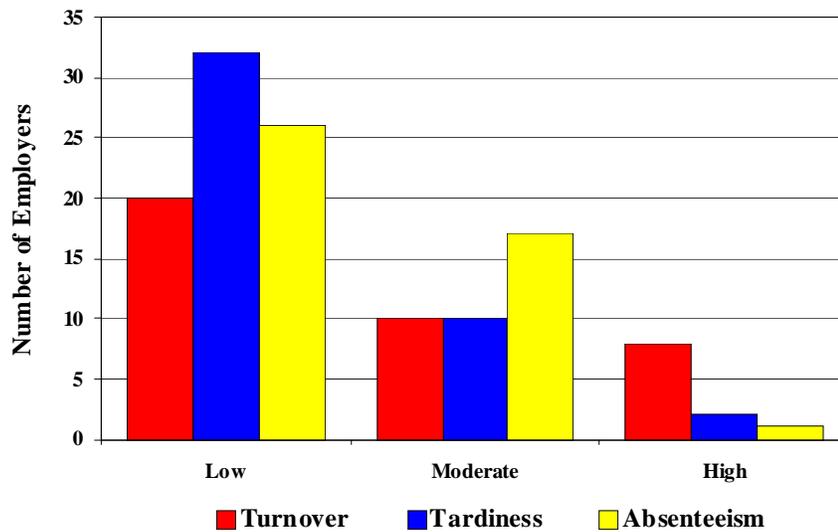
### Community Colleges



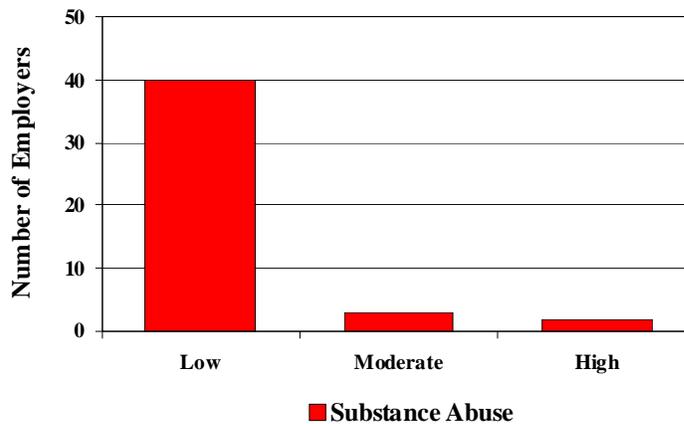
## EMPLOYER RATINGS

### TURNOVER / TARDINESS / ABSENTEEISM / SUBSTANCE ABUSE

Participating employers were asked to rate turnover, tardiness and absenteeism among their workers as “Low”, “Moderate”, or “High”. The chart below shows the number of employers and their ratings for each factor.



Further, employers were asked to evaluate substance abuse in the workforce as “Low”, “Moderate” or “High”.



Thirty-nine (39) of the participating employers reported that testing for substance abuse was conducted in their companies using one or more of the following methods.

<b>Testing Method</b>	<b># of Employers</b>
Pre-Employment	32
For Cause / Suspicion	28
Post-Accident	26
Random	26
Return to Work	6

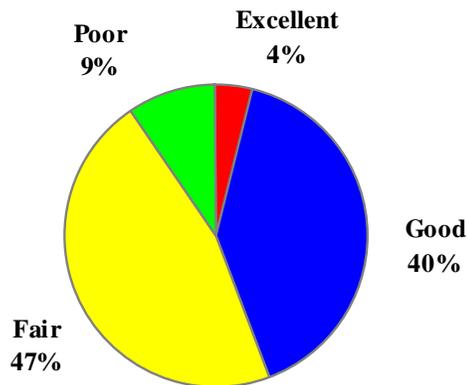
Other checks in addition to substance abuse testing were reported by the responding employers and are shown in the chart below.

<b>Checks</b>	<b># of Employers</b>
Criminal Background Check	38
Drivers License Check	23

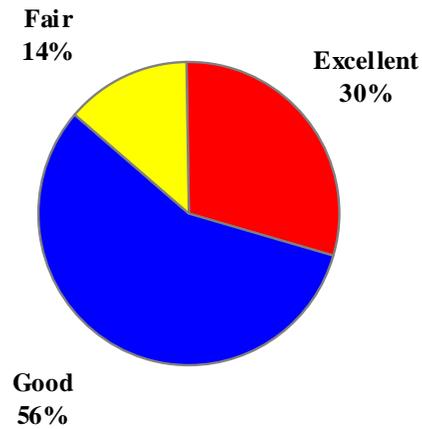
## EMPLOYER RATINGS - WORKFORCE FACTORS

The participating employers were asked to rate their workers on a number of workforce factors. Those factors included worker productivity, reliability, basic skills and availability. Local employers were asked to rate each factor either “Excellent”, “Good”, “Fair”, or “Poor”.

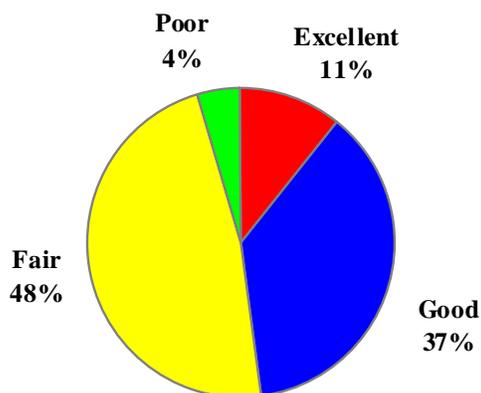
**Skilled Labor Availability**



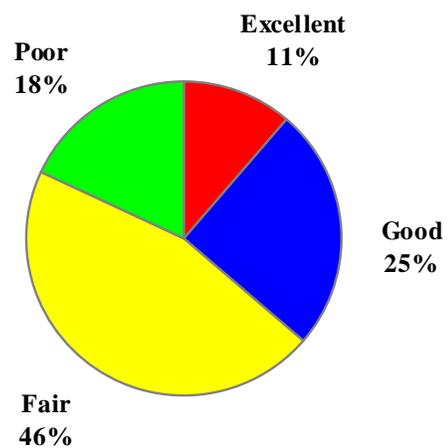
**Unskilled Labor Availability**



**Professional Labor Availability**

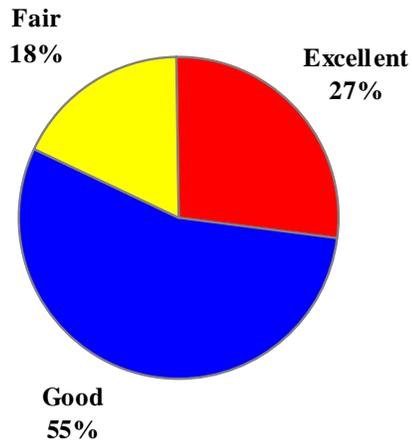


**Technical Labor Availability**

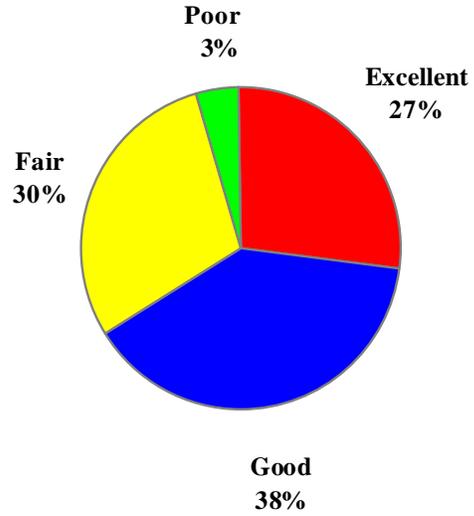


## EMPLOYER RATINGS – WORKFORCE FACTORS

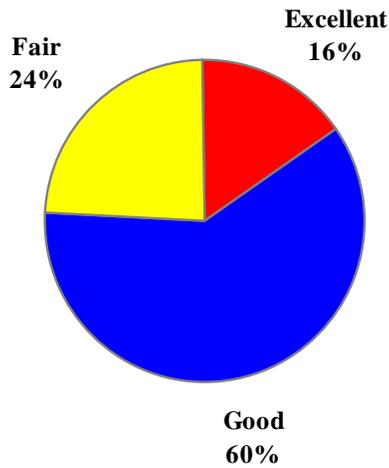
### Worker Productivity



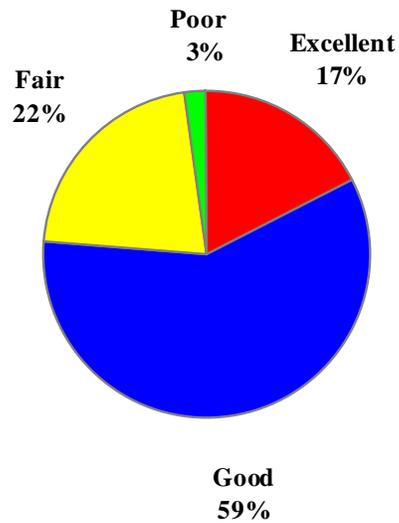
### Worker Reliability



### Worker Attitudes



### Teamwork Skills

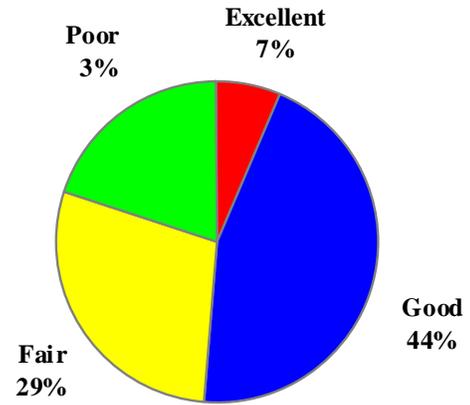


## EMPLOYER RATINGS – WORKFORCE FACTORS

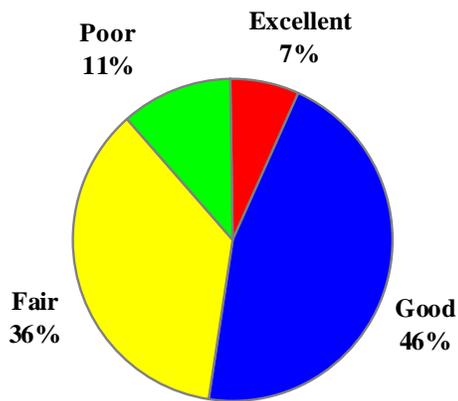
### Reading Skills



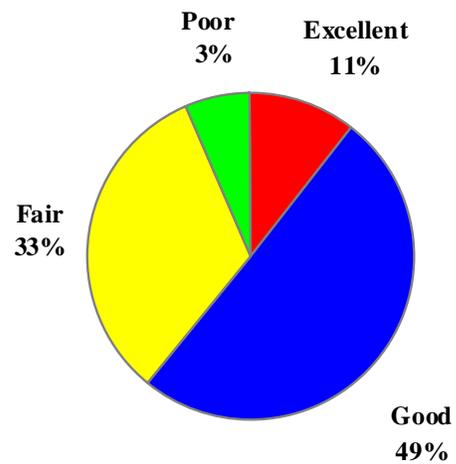
### Writing Skills



### Math Skills



### Entry Level Skills



# **WAGE SECTION**

## SUMMARY OF WAGES REPORTED

Area employers were asked to report entry-level wage, average wage, and number of employees for each hourly job classification. The participating employers were also asked to provide average annual salary figures and number of employees for those positions held by salaried workers. **Please note that not all of the requested information was reported.** In some instances, notations of “n/a” (not available) may appear in the wage tables.

In addition, some job titles, particular to only one company, were not listed, but the wages reported for those titles were included in another listed job title that appeared to be similar in job description and pay rate.

The wage data presented 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

### Average Pay

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.

- 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.

The wage data presented for salaried employees is the average annual salary for all the employees in the job title when all participating companies are considered. Again, workers with that job title may have different pay rates because of length of job tenure, merit raises, etc.

The wage summary for hourly workers is presented on the following page. The wage summary for salaried workers begins on page 27.

**WAGE SUMMARY – HOURLY WORKERS**  
**Quad-City Area of Arizona**

<b>HOURLY WORKERS JOB CLASSIFICATION</b>	<b>Low Entry Wage</b>	<b>High Entry Wage</b>	<b>Average Entry Wage</b>	<b>Low Average Wage</b>	<b>High Average Wage</b>	<b>Mean Average Wage</b>	<b>Weighted Average Wage</b>	<b>Number of Employees Reported</b>	<b>Number of Firms Hourly</b>
Accountant	\$10.10	\$14.47	\$13.14	\$13.71	\$23.00	\$18.14	\$17.05	7	4
Accounting Clerk	\$8.00	\$16.23	\$12.39	\$10.75	\$17.51	\$14.65	\$14.93	12	6
Accounts Payable Clerk	\$11.28	\$16.01	\$13.73	\$11.95	\$21.58	\$16.66	\$15.64	11	8
Accounts Receivable Clerk	\$11.83	\$16.01	\$14.21	\$14.38	\$19.66	\$16.41	\$16.03	12	5
Activities Assistant	\$9.00	\$9.00	\$9.00	\$10.00	\$10.00	\$10.00	\$10.00	11	1
Administrative Assistant	\$9.00	\$17.00	\$13.12	\$12.00	\$22.50	\$16.64	\$14.81	96	17
Administrative Helper	\$9.78	\$12.21	\$11.00	\$11.25	\$11.53	\$11.39	\$11.38	11	2
Admissions Coordinator	\$14.58	\$14.58	\$14.58	\$20.21	\$20.21	\$20.21	\$20.21	35	1
Animal Control	\$13.32	\$13.81	\$13.57	\$13.32	\$17.09	\$15.49	\$15.89	4	3
Apprentice Auto Mechanic	\$7.25	\$7.25	\$7.25	\$8.00	\$8.00	\$8.00	\$8.00	1	1
Apprentice Equipment Operator	\$0.00	\$0.00	n/a	\$14.25	\$14.25	\$14.25	\$14.25	2	1
Asphalt Plant Fireman	\$0.00	\$0.00	n/a	\$18.35	\$18.35	\$18.35	\$18.35	2	1
Asphalt Plant Operator	\$0.00	\$0.00	n/a	\$21.35	\$21.35	\$21.35	\$21.35	2	1

<b>HOURLY WORKERS JOB CLASSIFICATION</b>	<b>Low Entry Wage</b>	<b>High Entry Wage</b>	<b>Average Entry Wage</b>	<b>Low Average Wage</b>	<b>High Average Wage</b>	<b>Mean Average Wage</b>	<b>Weighted Average Wage</b>	<b>Number of Employees Reported</b>	<b>Number of Firms Hourly</b>
Assembler - Mechanical	\$9.00	\$9.00	\$9.00	\$11.90	\$11.90	\$11.90	\$11.90	1	1
Assembler-Electrical	\$8.50	\$8.50	\$8.50	\$11.00	\$11.00	\$11.00	\$11.00	5	1
Assembler-General	\$10.50	\$10.50	\$10.50	\$11.92	\$13.25	\$12.79	\$13.17	141	3
Associate Registrar	\$11.00	\$11.00	\$11.00	\$14.58	\$14.58	\$14.58	\$14.58	4	1
Asst. Construction Supervisor	\$0.00	\$0.00	n/a	\$40.00	\$40.00	\$40.00	\$40.00	2	1
Bartender	\$4.50	\$4.50	\$4.50	\$4.75	\$4.75	\$4.75	\$4.75	4	1
Battalion Chief	\$0.00	\$0.00	n/a	\$34.90	\$34.90	\$34.90	\$34.90	4	1
Benefits Assistant	\$11.28	\$11.28	\$11.28	\$12.03	\$12.03	\$12.03	\$12.03	1	1
Benefits Specialist	\$14.00	\$16.69	\$15.35	\$16.00	\$18.69	\$17.78	\$17.78	3	3
Billing Representative	\$12.00	\$12.00	\$12.00	\$14.50	\$15.09	\$14.80	\$14.74	5	2
Bldg. & Grounds Maintenance	\$9.00	\$17.24	\$12.00	\$12.49	\$22.21	\$15.05	\$13.18	27	7
Bookkeeper	\$10.10	\$10.10	\$10.10	\$13.76	\$14.00	\$13.88	\$13.88	2	2
Bookstore Clerk	\$0.00	\$0.00	n/a	\$12.00	\$12.00	\$12.00	\$12.00	1	1
Brewer	\$10.00	\$10.00	\$10.00	\$12.00	\$12.00	\$12.00	\$12.00	1	1
Business Manager	\$20.92	\$20.92	\$20.92	\$20.53	\$22.02	\$21.28	\$20.90	4	2
Business Office Manager	\$15.00	\$15.00	\$15.00	\$16.50	\$16.50	\$16.50	\$16.50	1	1

<b>HOURLY WORKERS JOB CLASSIFICATION</b>	<b>Low Entry Wage</b>	<b>High Entry Wage</b>	<b>Average Entry Wage</b>	<b>Low Average Wage</b>	<b>High Average Wage</b>	<b>Mean Average Wage</b>	<b>Weighted Average Wage</b>	<b>Number of Employees Reported</b>	<b>Number of Firms Hourly</b>
Buyer/Purchaser	\$12.00	\$17.28	\$14.76	\$14.57	\$19.33	\$17.05	\$17.05	5	5
Call Center Customer Service Representative	\$11.00	\$11.00	\$11.00	\$13.00	\$13.00	\$13.00	\$13.00	4	1
Caregivers	\$9.50	\$9.50	\$9.50	\$10.50	\$10.50	\$10.50	\$10.50	36	1
Carpenter	\$0.00	\$0.00	n/a	\$16.54	\$20.35	\$18.45	\$18.45	4	2
Case Worker	\$18.08	\$18.08	\$18.08	\$22.66	\$22.66	\$22.66	\$22.66	3	1
Cashier/Money Handler	\$11.00	\$11.00	\$11.00	\$11.75	\$18.00	\$14.88	\$14.43	7	2
Certified Nurse Assistant	\$10.59	\$10.59	\$10.59	\$12.08	\$12.08	\$12.08	\$12.08	19	1
Certified Occupational Therapist Assistant	\$0.00	\$0.00	n/a	\$22.63	\$22.63	\$22.63	\$22.63	1	1
Chief Mechanic	\$20.27	\$28.82	\$24.55	\$21.35	\$33.36	\$26.68	\$26.68	3	3
Civilian Officer	\$14.71	\$14.71	\$14.71	\$17.48	\$17.48	\$17.48	\$17.48	1	1
CNC Operator/Set-up	\$10.00	\$17.00	\$14.33	\$18.75	\$30.00	\$22.52	\$24.40	20	3
Computer Operator	\$9.75	\$9.75	\$9.75	\$11.33	\$11.33	\$11.33	\$11.33	6	1
Computer Technical Support	\$13.30	\$17.00	\$15.15	\$15.29	\$22.62	\$18.96	\$18.96	8	2
Computer Technician	\$13.13	\$19.13	\$16.13	\$15.84	\$23.34	\$19.13	\$19.89	8	3
Construction Flagger	\$0.00	\$0.00	n/a	\$10.50	\$10.50	\$10.50	\$10.50	4	1

<b>HOURLY WORKERS JOB CLASSIFICATION</b>	<b>Low Entry Wage</b>	<b>High Entry Wage</b>	<b>Average Entry Wage</b>	<b>Low Average Wage</b>	<b>High Average Wage</b>	<b>Mean Average Wage</b>	<b>Weighted Average Wage</b>	<b>Number of Employees Reported</b>	<b>Number of Firms Hourly</b>
Construction Inspection	\$15.00	\$15.00	\$15.00	\$30.00	\$40.00	\$35.00	\$36.67	3	2
Construction Pipe Layer	\$0.00	\$0.00	n/a	\$16.35	\$16.35	\$16.35	\$16.35	2	1
Construction-Supervisor	\$21.83	\$21.83	\$21.83	\$22.87	\$26.60	\$24.74	\$24.74	2	2
Cook	\$9.66	\$10.00	n/a	\$9.66	\$11.41	\$10.65	\$10.94	7	3
Coordinator	\$0.00	\$0.00	n/a	\$11.91	\$11.91	\$11.91	\$11.91	13	1
Code Enforcement Officer	\$16.23	\$16.23	\$16.23	\$19.30	\$19.30	\$19.30	\$19.30	1	1
Court Clerk	\$14.71	\$14.71	\$14.71	\$14.71	\$14.71	\$14.71	\$14.71	2	1
Customer Relations	\$8.00	\$8.00	\$8.00	\$10.00	\$10.00	\$10.00	\$10.00	2	1
Customer Service Representative	\$8.75	\$14.04	\$11.23	\$10.50	\$16.10	\$13.76	\$13.52	36	8
Customer Service Supervisor	\$15.45	\$15.45	\$15.45	\$16.48	\$18.80	\$17.64	\$17.64	2	2
Data Entry Operator	\$9.00	\$9.00	\$9.00	\$10.96	\$10.96	\$10.96	\$10.96	2	1
Deburr	\$8.00	\$8.00	\$8.00	\$12.33	\$12.33	\$12.33	\$12.33	3	1
Department Manager	\$10.00	\$18.63	\$14.32	\$14.00	\$26.07	\$20.04	\$18.02	6	2
Dishwasher	\$7.25	\$8.00	\$7.72	\$7.50	\$9.78	\$8.50	\$8.67	11	3
Dispatch Supervisor	\$15.45	\$15.45	\$15.45	\$21.83	\$24.22	\$23.03	\$23.74	5	2

<b>HOURLY WORKERS JOB CLASSIFICATION</b>	<b>Low Entry Wage</b>	<b>High Entry Wage</b>	<b>Average Entry Wage</b>	<b>Low Average Wage</b>	<b>High Average Wage</b>	<b>Mean Average Wage</b>	<b>Weighted Average Wage</b>	<b>Number of Employees Reported</b>	<b>Number of Firms Hourly</b>
Dispatcher	\$10.78	\$14.71	\$13.18	\$10.78	\$19.47	\$15.80	\$18.63	29	4
Drafter – CAD	\$14.25	\$15.00	\$14.63	\$16.00	\$34.00	\$23.53	\$25.63	5	4
Driver – Bus	\$8.28	\$10.65	\$9.47	\$10.12	\$11.63	\$10.88	\$10.49	73	2
Drivers	\$8.50	\$8.50	\$8.50	\$9.25	\$9.25	\$9.25	\$9.25	5	1
DSP/Non-Medical	\$10.00	\$10.00	\$10.00	\$0.00	\$0.00	n/a	\$0.00	9	1
Electrician	\$0.00	\$0.00	n/a	\$38.26	\$38.26	\$38.26	\$38.26	2	1
Electronic Technician	\$16.70	\$16.70	\$16.70	\$23.86	\$23.86	\$23.86	\$23.86	1	1
EMT	\$12.51	\$12.51	\$12.51	\$14.38	\$14.38	\$14.38	\$14.38	35	1
Energy Analyst	\$0.00	\$0.00	n/a	\$13.00	\$13.00	\$13.00	\$13.00	1	1
Engineering Technician	\$10.00	\$21.01	\$15.51	\$16.89	\$28.68	\$22.79	\$20.82	3	2
Equipment Mechanic	\$14.15	\$14.15	\$14.15	\$18.30	\$21.27	\$19.79	\$19.54	18	3
Equipment Operator	\$13.32	\$13.32	\$13.32	\$14.00	\$17.17	\$15.59	\$16.89	23	2
Fabricators	\$0.00	\$0.00	n/a	\$12.75	\$12.75	\$12.75	\$12.75	3	1
Field Assistant	\$0.00	\$0.00	n/a	\$10.50	\$10.50	\$10.50	\$10.50	2	1
File Clerk	\$10.40	\$10.40	\$10.40	\$12.00	\$12.00	\$12.00	\$12.00	3	1
Financial Services	\$15.39	\$15.39	\$15.39	\$16.01	\$16.01	\$16.01	\$16.01	8	1

<b>HOURLY WORKERS JOB CLASSIFICATION</b>	<b>Low Entry Wage</b>	<b>High Entry Wage</b>	<b>Average Entry Wage</b>	<b>Low Average Wage</b>	<b>High Average Wage</b>	<b>Mean Average Wage</b>	<b>Weighted Average Wage</b>	<b>Number of Employees Reported</b>	<b>Number of Firms Hourly</b>
Fire Captain	\$20.53	\$20.53	\$20.53	\$25.85	\$30.50	\$28.18	\$28.45	34	2
Fire Engineer	\$17.16	\$17.16	\$17.16	\$20.68	\$23.19	\$21.94	\$21.94	36	2
Fire Inspector	\$20.33	\$20.33	\$20.33	\$19.81	\$28.63	\$24.22	\$26.43	4	2
Firefighter	\$13.67	\$13.67	\$13.67	\$16.42	\$17.10	\$16.76	\$16.81	49	2
Food Service Supervisor	\$10.00	\$12.00	\$11.00	\$11.50	\$11.50	\$11.50	\$9.20	5	2
Food Service Worker – non-tipped	\$7.25	\$10.00	\$8.63	\$9.00	\$11.00	\$10.17	\$9.95	90	6
Food Service Worker – tipped	\$4.25	\$4.25	\$4.25	\$4.50	\$4.50	\$4.50	\$4.50	28	1
Foreman	\$20.00	\$24.00	\$22.00	\$21.35	\$41.07	\$30.80	\$30.32	14	4
Foreman/CNC	\$14.00	\$14.00	\$14.00	\$25.00	\$25.00	\$25.00	\$25.00	1	1
General Laborer	\$7.50	\$14.15	\$10.33	\$8.25	\$18.55	\$12.72	\$11.14	60	6
General Office	\$12.00	\$15.00	\$13.02	\$16.75	\$20.00	\$17.93	\$17.19	8	3
Grade Checker	\$0.00	\$0.00	n/a	\$19.68	\$19.68	\$19.68	\$19.68	3	1
Graphic Artist / Designer	\$16.63	\$16.63	\$16.63	\$23.76	\$23.76	\$23.76	\$23.76	1	1
Guest Services	\$7.00	\$8.75	\$7.88	\$8.00	\$12.00	\$10.00	\$8.19	21	2
Health Services Tech	\$11.00	\$11.00	\$11.00	\$12.00	\$12.00	\$12.00	\$12.00	18	1

<b>HOURLY WORKERS JOB CLASSIFICATION</b>	<b>Low Entry Wage</b>	<b>High Entry Wage</b>	<b>Average Entry Wage</b>	<b>Low Average Wage</b>	<b>High Average Wage</b>	<b>Mean Average Wage</b>	<b>Weighted Average Wage</b>	<b>Number of Employees Reported</b>	<b>Number of Firms Hourly</b>
Heavy Equipment Operator	\$14.71	\$14.71	\$14.71	\$16.23	\$19.50	\$17.87	\$19.44	56	2
Help Desk Operator	\$13.30	\$13.30	\$13.30	\$15.29	\$15.29	\$15.29	\$15.29	4	1
Housekeeping	\$7.50	\$8.75	\$8.13	\$8.50	\$10.00	\$9.25	\$8.75	6	2
Human Resources Assistant	\$10.28	\$18.28	\$14.84	\$10.78	\$25.17	\$17.45	\$16.66	10	8
Human Resources Manager	\$16.00	\$18.00	\$17.00	\$17.92	\$22.00	\$19.96	\$19.96	2	2
Inspector/Planner	\$17.48	\$17.48	\$17.48	\$18.82	\$29.40	\$24.11	\$27.28	5	2
Instrumentation Technician	\$18.00	\$18.00	\$18.00	\$18.03	\$18.03	\$18.03	\$18.03	1	1
IT Manager	\$28.85	\$28.85	\$28.85	\$37.83	\$37.83	\$37.83	\$37.83	1	1
IT Specialist	\$14.28	\$21.30	\$17.90	\$15.78	\$27.63	\$23.40	\$22.27	12	4
Janitor	\$8.33	\$12.21	\$9.99	\$9.09	\$15.81	\$12.07	\$10.86	124	10
Lazer Room Operator	\$8.00	\$8.00	\$8.00	\$13.00	\$13.00	\$13.00	\$13.00	1	1
Librarian	\$20.00	\$20.00	\$20.00	\$20.50	\$20.50	\$20.50	\$20.50	5	1
Librarian - Children's	\$14.71	\$14.71	\$14.71	\$17.48	\$17.48	\$17.48	\$17.48	1	1
Library Assistant	\$9.78	\$15.00	\$12.52	\$12.21	\$15.60	\$13.71	\$13.45	24	6
Line Supervisor	\$0.00	\$0.00	n/a	\$18.00	\$18.00	\$18.00	\$18.00	2	1
Lineman Journeyman	\$0.00	\$0.00	n/a	\$38.26	\$38.26	\$38.26	\$38.26	18	1

<b>HOURLY WORKERS JOB CLASSIFICATION</b>	<b>Low Entry Wage</b>	<b>High Entry Wage</b>	<b>Average Entry Wage</b>	<b>Low Average Wage</b>	<b>High Average Wage</b>	<b>Mean Average Wage</b>	<b>Weighted Average Wage</b>	<b>Number of Employees Reported</b>	<b>Number of Firms Hourly</b>
Machine Operator with Set-up	\$9.25	\$11.00	\$10.13	\$9.32	\$14.00	\$12.27	\$10.13	11	3
Machine Operator without Set-up	\$15.00	\$15.00	\$15.00	\$12.18	\$25.00	\$18.59	\$21.34	7	2
Machine Operator-Extrusion	\$8.50	\$15.80	\$12.15	\$10.00	\$20.01	\$15.01	\$17.51	4	2
Maintenance Foreman	\$19.66	\$19.66	\$19.66	\$28.08	\$28.08	\$28.08	\$28.08	3	1
Maintenance Manager	\$12.12	\$28.82	\$20.47	\$16.35	\$43.58	\$26.31	\$21.33	6	3
Maintenance Mechanic	\$16.30	\$16.30	\$16.30	\$23.29	\$23.29	\$23.29	\$23.29	2	1
Maintenance Technician	\$14.00	\$17.19	\$15.15	\$14.50	\$24.56	\$18.90	\$18.60	23	5
Maintenance-General	\$7.25	\$11.99	\$9.70	\$8.40	\$13.87	\$10.78	\$10.43	40	4
Mapping Specialist	\$19.30	\$19.30	\$19.30	\$23.51	\$23.51	\$23.51	\$23.51	1	1
Materials Handler	\$9.68	\$12.52	\$10.34	\$10.50	\$13.51	\$11.56	\$11.92	130	6
Measurement Technician	\$22.00	\$22.00	\$22.00	\$23.27	\$23.27	\$23.27	\$23.27	1	1
Mechanic-Certified Automotive	\$9.78	\$15.07	\$13.28	\$16.11	\$20.79	\$18.36	\$19.11	21	4
Mechanic-Heavy Equipment	\$12.00	\$24.09	\$18.05	\$16.10	\$29.63	\$22.87	\$24.22	5	2
Medical Assistant	\$9.09	\$11.00	\$10.05	\$9.96	\$12.00	\$10.98	\$10.47	4	2
Medical Records	\$10.00	\$13.00	\$11.28	\$12.92	\$16.01	\$14.23	\$13.42	17	4

<b>HOURLY WORKERS JOB CLASSIFICATION</b>	<b>Low Entry Wage</b>	<b>High Entry Wage</b>	<b>Average Entry Wage</b>	<b>Low Average Wage</b>	<b>High Average Wage</b>	<b>Mean Average Wage</b>	<b>Weighted Average Wage</b>	<b>Number of Employees Reported</b>	<b>Number of Firms Hourly</b>
Medical Referrals	\$11.00	\$11.00	\$11.00	\$13.00	\$13.00	\$13.00	\$13.00	11	1
Medical Secretary	\$12.00	\$13.00	\$12.50	\$13.00	\$16.00	\$14.50	\$15.00	3	2
Meter Reader	\$13.24	\$13.24	\$13.24	\$16.40	\$16.48	\$16.48	\$16.48	10	2
Network Administrator	\$23.19	\$23.19	\$23.19	\$31.36	\$31.36	\$31.36	\$31.36	1	1
Nurse-LPN	\$15.13	\$18.00	\$17.04	\$19.03	\$22.31	\$20.84	\$21.43	5	3
Nurse-Registered	\$13.13	\$29.00	\$21.38	\$17.25	\$33.41	\$25.74	\$32.95	469	5
Office Manager	\$20.92	\$20.92	\$20.92	\$22.00	\$24.28	\$23.14	\$23.14	2	2
Operations Technician	\$13.57	\$13.57	\$13.57	\$21.00	\$21.00	\$21.00	\$21.00	26	1
PA Coordinator	\$0.00	\$0.00	n/a	\$11.22	\$11.22	\$11.22	\$11.22	1	1
Packer/Picker	\$8.00	\$12.52	\$9.67	\$10.00	\$14.74	\$12.25	\$11.82	7	3
Painter	\$0.00	\$0.00	n/a	\$13.25	\$13.25	\$13.25	\$13.25	2	1
Paralegal	\$16.64	\$19.51	\$18.08	\$23.51	\$25.33	\$24.42	\$24.42	2	2
Paramedic	\$14.91	\$14.91	\$14.91	\$17.85	\$17.85	\$17.85	\$17.85	14	1
Payroll Clerk	\$10.28	\$15.00	\$12.64	\$10.28	\$16.50	\$14.87	\$15.19	5	4
Payroll Specialist	\$11.11	\$16.01	\$13.99	\$13.78	\$21.77	\$16.95	\$16.95	6	6
Permit Technician	\$0.00	\$0.00	n/a	\$16.58	\$16.58	\$16.58	\$16.58	2	1

<b>HOURLY WORKERS JOB CLASSIFICATION</b>	<b>Low Entry Wage</b>	<b>High Entry Wage</b>	<b>Average Entry Wage</b>	<b>Low Average Wage</b>	<b>High Average Wage</b>	<b>Mean Average Wage</b>	<b>Weighted Average Wage</b>	<b>Number of Employees Reported</b>	<b>Number of Firms Hourly</b>
Physical Therapist Assistant	\$0.00	\$0.00	n/a	\$25.34	\$25.34	\$25.34	\$25.34	3	1
Planner	\$19.68	\$19.68	\$19.68	\$21.81	\$21.81	\$21.81	\$21.81	3	1
Plant Trainer	\$18.63	\$18.63	\$18.63	\$26.07	\$26.07	\$26.07	\$26.07	1	1
Police Detective	\$20.78	\$20.78	\$20.78	\$23.88	\$23.88	\$23.88	\$23.88	2	1
Police Lieutenant	\$31.19	\$31.19	\$31.19	\$38.79	\$38.79	\$38.79	\$38.79	2	1
Police Officer	\$17.80	\$36.00	\$25.11	\$19.30	\$36.00	\$26.77	\$26.88	101	4
Police Sergeant	\$24.10	\$27.56	\$25.83	\$26.53	\$35.53	\$32.36	\$33.87	25	3
Potting	\$9.00	\$9.00	\$9.00	\$13.00	\$13.00	\$13.00	\$13.00	1	1
Process Improv Tech	\$15.92	\$15.92	\$15.92	\$22.74	\$22.74	\$22.74	\$22.74	1	1
Process Operator	\$15.38	\$15.38	\$15.38	\$19.20	\$19.20	\$19.20	\$19.20	4	1
Production Assistant	\$13.57	\$13.57	\$13.57	\$16.32	\$16.32	\$16.32	\$16.32	19	1
Production Control Specialist	\$18.63	\$18.63	\$18.63	\$26.07	\$26.07	\$26.07	\$26.07	3	1
Production Operator	\$10.00	\$15.60	\$12.80	\$10.98	\$19.50	\$15.07	\$12.26	65	3
Program Director Assistant	\$10.00	\$10.00	\$10.00	\$13.00	\$13.00	\$13.00	\$13.00	1	1
Program Manager Assistant	\$0.00	\$0.00	n/a	\$15.75	\$15.75	\$15.75	\$15.75	2	1

<b>HOURLY WORKERS JOB CLASSIFICATION</b>	<b>Low Entry Wage</b>	<b>High Entry Wage</b>	<b>Average Entry Wage</b>	<b>Low Average Wage</b>	<b>High Average Wage</b>	<b>Mean Average Wage</b>	<b>Weighted Average Wage</b>	<b>Number of Employees Reported</b>	<b>Number of Firms Hourly</b>
Programmer/CNC	\$15.00	\$15.00	\$15.00	\$24.25	\$24.25	\$24.25	\$24.25	1	1
Propane Delivery Driver	\$15.00	\$15.00	\$15.00	\$20.50	\$20.50	\$20.50	\$20.50	2	1
Propane Service Technician	\$15.00	\$15.00	\$15.00	\$17.25	\$17.25	\$17.25	\$17.25	1	1
Public Works Inspector	\$16.23	\$16.23	\$16.23	\$19.78	\$19.78	\$19.78	\$19.78	1	1
Quality Assurance/Inspection	\$10.00	\$15.00	\$12.50	\$12.00	\$30.00	\$19.32	\$20.28	13	5
Receptionist/Switchboard	\$8.00	\$12.00	\$9.58	\$10.00	\$14.93	\$11.78	\$12.11	36	11
Recreation Leader	\$17.92	\$20.50	\$19.21	\$12.76	\$24.48	\$19.51	\$20.04	6	3
Registrar	\$10.78	\$10.78	\$10.78	\$13.16	\$13.16	\$13.16	\$13.16	2	1
Restaurant Manager	\$13.32	\$13.32	\$13.32	\$13.32	\$13.32	\$13.32	\$13.32	1	1
Scheduler/Planner	\$12.00	\$16.63	\$13.69	\$15.41	\$23.76	\$18.89	\$16.11	15	3
Secretary – Executive	\$15.07	\$16.69	\$15.88	\$15.45	\$22.37	\$18.69	\$20.53	6	3
Secretary – General	\$9.34	\$18.28	\$13.50	\$11.44	\$26.04	\$16.32	\$15.08	32	7
Secretary – Legal	\$15.24	\$15.24	\$15.24	\$17.98	\$21.34	\$19.66	\$19.10	3	2
Security Guard	\$8.50	\$10.78	\$9.95	\$9.00	\$12.94	\$11.35	\$11.25	44	4
Senior Center Coordinator	\$14.00	\$14.00	\$14.00	\$14.00	\$14.00	\$14.00	\$14.00	1	1
Service Technician	\$19.88	\$19.88	\$19.88	\$22.02	\$22.02	\$22.02	\$22.02	12	1

<b>HOURLY WORKERS JOB CLASSIFICATION</b>	<b>Low Entry Wage</b>	<b>High Entry Wage</b>	<b>Average Entry Wage</b>	<b>Low Average Wage</b>	<b>High Average Wage</b>	<b>Mean Average Wage</b>	<b>Weighted Average Wage</b>	<b>Number of Employees Reported</b>	<b>Number of Firms Hourly</b>
Shipping/Receiving Clerk	\$8.00	\$15.00	\$11.18	\$9.00	\$21.00	\$15.10	\$15.66	31	7
SMD Assistant	\$8.00	\$8.00	\$8.00	\$12.00	\$12.00	\$12.00	\$12.00	1	1
Sr. Equipment Operator	\$16.23	\$16.23	\$16.23	\$17.48	\$21.20	\$19.41	\$20.18	15	3
Staffing Coordinator	\$0.00	\$0.00	n/a	\$15.53	\$15.53	\$15.53	\$15.53	1	1
Stock Room	\$8.00	\$8.00	\$8.00	\$11.00	\$11.00	\$11.00	\$11.00	1	1
Surveyor	\$14.00	\$14.00	\$14.00	\$34.00	\$34.00	\$34.00	\$34.00	4	1
Tax Auditor	\$0.00	\$0.00	n/a	\$19.24	\$19.24	\$19.24	\$19.24	1	1
Teaching Aide	\$7.78	\$8.33	\$8.06	\$9.82	\$10.49	\$10.16	\$10.01	213	2
Teller	\$10.25	\$10.25	\$10.25	\$12.38	\$12.38	\$12.38	\$12.38	4	1
Tire Repair	\$0.00	\$0.00	n/a	\$17.15	\$17.15	\$17.15	\$17.15	1	1
Tool & Die Maker	\$15.00	\$15.00	\$15.00	\$17.25	\$17.25	\$17.25	\$17.25	2	1
Tool Cutter/Grinder	\$15.00	\$15.00	\$15.00	\$20.00	\$20.00	\$20.00	\$20.00	1	1
Toolmaker	\$15.00	\$15.00	\$15.00	\$22.50	\$22.50	\$22.50	\$22.50	1	1
Training Coordinator	\$14.63	\$14.63	\$14.63	\$14.91	\$14.91	\$14.91	\$14.91	1	1
Truck Driver	\$10.35	\$17.00	\$13.68	\$14.00	\$29.54	\$20.15	\$18.58	73	4

<b>HOURLY WORKERS JOB CLASSIFICATION</b>	<b>Low Entry Wage</b>	<b>High Entry Wage</b>	<b>Average Entry Wage</b>	<b>Low Average Wage</b>	<b>High Average Wage</b>	<b>Mean Average Wage</b>	<b>Weighted Average Wage</b>	<b>Number of Employees Reported</b>	<b>Number of Firms Hourly</b>
Utility Clerk	\$12.07	\$12.07	\$12.07	\$13.32	\$13.32	\$13.32	\$13.32	1	1
Utility Supervisor	\$17.92	\$17.92	\$17.92	\$19.30	\$19.30	\$19.30	\$19.30	1	1
Utility Worker	\$14.71	\$16.97	\$15.84	\$16.23	\$18.79	\$17.11	\$16.99	18	3
Video Technician	\$15.07	\$15.07	\$15.07	\$15.07	\$15.07	\$15.07	\$15.07	1	1
Warehouse Supervisor	\$10.10	\$10.10	\$10.10	\$11.37	\$18.25	\$13.75	\$13.75	3	3
Welder	\$0.00	\$0.00	n/a	\$12.70	\$14.50	\$13.60	\$13.80	18	2
X-Ray Technician	\$20.08	\$25.00	\$22.53	\$25.51	\$29.00	\$27.26	\$11.80	53	3

**WAGE SUMMARY – SALARIED WORKERS**  
**Quad-City Area of Arizona**

<b>SALARIED WORKERS JOB CLASSIFICATION</b>	<b>Average Annual Salary</b>	<b>Number of Employees Reported</b>	<b>Number of Firms Salary</b>
Accountant	\$43,594.67	6	6
Accounting Clerk	\$40,000.00	2	2
Accounting Supervisor	\$63,758.73	3	3
Accounts Payable Clerk	\$28,826.67	3	3
Accounts Receivable Mgr.	\$41,000.00	2	2
Administrative Assistant	\$39,255.00	7	5
Admissions Coordinator	\$30,673.00	3	1
Advisor	\$35,736.00	33	1
Airport Manager	\$63,668.00	1	1
Application Developer	\$57,000.00	1	1
Assistant Fire Chief	\$123,679.00	2	1
Assistant Superintendent	\$87,100.00	1	1
Assistant to the Dean	\$45,000.00	3	1

<b>SALARIED WORKERS JOB CLASSIFICATION</b>	<b>Average Annual Salary</b>	<b>Number of Employees Reported</b>	<b>Number of Firms Salary</b>
Assistant to the Provost	\$38,112.00	1	1
Associate Director	\$100,041.67	5	3
Associate Professor	\$17,873.00	15	1
Associate Registrar	\$31,000.00	2	1
Asst. Branch Manager	\$50,000.00	2	1
Asst. Director	\$65,122.50	3	2
Auditor	\$58,000.00	1	1
Battalion Chief	\$104,943.00	4	1
Benefits Specialist	\$52,000.00	1	1
Branch Manager	\$63,478.00	2	2
Brewer	\$38,000.00	1	1
Business Analyst	\$38,500.00	2	1
Business Office Manager	\$46,581.25	4	4
Buyer/Purchaser	\$51,426.40	8	8
Call Center Manager	\$60,432.00	2	1

<b>SALARIED WORKERS JOB CLASSIFICATION</b>	<b>Average Annual Salary</b>	<b>Number of Employees Reported</b>	<b>Number of Firms Salary</b>
Case Worker	\$43,500.00	5	2
Chair	\$67,488.00	1	1
Chef	\$43,202.75	4	4
Chief Academic Officer	\$95,880.00	1	1
Chief Credit Officer	\$97,850.00	1	1
Chief Executive Officer	\$114,906.60	11	9
Chief Financial Officer	\$142,426.00	5	5
Chief Operations Officer	\$140,660.80	3	3
City Clerk	\$65,974.00	2	2
City Engineer	\$91,751.80	3	3
City Manager	\$154,523.00	1	1
City Prosecutor	\$84,537.50	2	2
Community Development Director	\$57,750.00	1	1
Computer Software Engineer	\$42,000.00	1	1
Computer Systems Administrator	\$66,323.60	15	5

<b>SALARIED WORKERS JOB CLASSIFICATION</b>	<b>Average Annual Salary</b>	<b>Number of Employees Reported</b>	<b>Number of Firms Salary</b>
Computer Technical Support	\$35,755.00	2	1
Construction Manager	\$85,000.00	3	1
Construction-Supervisor	\$75,200.00	14	2
Controller	\$81,066.67	3	3
Coordinator	\$29,280.00	6	3
Court Coordinator	\$33,544.00	1	1
Crisis Worker	\$40,000.00	2	1
CSSPC/Non-Medical	\$35,000.00	1	1
Customer Service Manager	\$58,414.75	5	4
Customer Service Representative	\$44,186.60	12	5
Customer Service Supervisor	\$64,718.50	3	2
Customer Service Technical Support	\$43,000.00	2	1
Database Administrator	\$52,020.00	1	1
Dean	\$84,478.50	7	2

<b>SALARIED WORKERS JOB CLASSIFICATION</b>	<b>Average Annual Salary</b>	<b>Number of Employees Reported</b>	<b>Number of Firms Salary</b>
Deburr	\$52,000.00	1	1
Department Manager	\$61,351.50	5	4
Deputy Manager	\$114,400.00	1	1
Director	\$87,417.67	39	7
Director of Case Management	\$46,666.67	3	3
Director of Finance	\$98,435.20	4	4
Director of Nursing	\$76,500.00	2	2
Director of Pharmacy	\$133,900.00	1	1
Director of Quality	\$75,000.00	1	1
Director of Therapy	\$92,483.50	2	2
Education Coordinator	\$63,250.00	2	2
Engineer	\$70,372.33	20	9
Engineering Manager	\$93,000.00	1	1
Engineering Technician	\$77,400.00	2	2
Environmental Manager	\$64,000.00	1	1

<b>SALARIED WORKERS JOB CLASSIFICATION</b>	<b>Average Annual Salary</b>	<b>Number of Employees Reported</b>	<b>Number of Firms Salary</b>
Estimator	\$84,760.00	3	1
Executive Director	\$83,166.67	6	6
Field Manager	\$30,687.00	1	1
Financial Analyst	\$53,758.40	2	2
Financial Services	\$75,000.00	11	1
Fire Chief	\$127,037.50	2	2
Fire Marshall	\$100,740.50	2	2
Food Service Supervisor	\$42,026.11	4	3
Foreman	\$38,000.00	1	1
General Laborer	\$37,500.00	1	1
General Manager	\$122,000.00	1	1
Graduate Faculty	\$62,750.00	1	1
Grants Coordinator	\$41,511.00	3	3
Graphic Artist / Designer	\$41,847.33	3	3
Grinder/Polisher	\$50,000.00	1	1

<b>SALARIED WORKERS JOB CLASSIFICATION</b>	<b>Average Annual Salary</b>	<b>Number of Employees Reported</b>	<b>Number of Firms Salary</b>
Help Desk Manager	\$67,662.00	1	1
Human Resources Assistant	\$40,000.00	1	1
Human Resources Manager	\$60,232.87	12	11
Inspector/Planner	\$57,749.00	1	1
Institutional Research	\$38,627.00	1	1
Instructional Design	\$52,334.50	4	2
Inventory Manager	\$60,000.00	1	1
IT Manager	\$68,175.13	8	6
IT Project Manager	\$81,556.00	2	2
IT Specialist	\$40,000.00	2	2
Lab Manager	\$22,400.00	1	1
Lead Librarian	\$50,190.00	2	1
Lending Officers	\$57,188.00	2	1
Librarian	\$44,029.54	19	6
Library Director	\$83,220.00	1	1

<b>SALARIED WORKERS JOB CLASSIFICATION</b>	<b>Average Annual Salary</b>	<b>Number of Employees Reported</b>	<b>Number of Firms Salary</b>
Line Supervisor	\$69,000.00	1	1
Loan Processing Manager	\$46,350.00	1	1
Loan Processors	\$31,165.00	3	1
Logistics Manager	\$75,000.00	1	1
Magistrate Judge	\$75,000.00	1	1
Maintenance Manager	\$60,383.33	6	6
Management Assistant	\$42,939.00	1	1
Manager	\$81,058.40	6	6
Marketing Manager	\$61,625.00	4	4
Materials Manager	\$78,000.00	1	1
Network Administrator	\$61,998.00	4	3
Nurse Educator	\$76,246.00	8	2
Nurse-Registered	\$41,841.16	10	1
Occupational Therapist	\$69,370.00	7	1
Office Manager	\$60,000.00	2	2

<b>SALARIED WORKERS JOB CLASSIFICATION</b>	<b>Average Annual Salary</b>	<b>Number of Employees Reported</b>	<b>Number of Firms Salary</b>
Operations Manager	\$66,780.00	4	3
Operations Supervisor	\$65,552.00	6	6
Owner	\$114,000.00	3	2
Paralegal	\$51,376.00	1	1
Park/Recreation Director	\$49,797.00	1	1
Parks Superintendent	\$46,242.00	1	1
Parts Advisor	\$32,000.00	3	1
Payroll Specialist	\$52,366.00	1	1
Physical Therapist	\$73,649.00	6	1
Physician	\$330,000.00	2	2
Plant Manager	\$94,866.67	3	3
Police Chief	\$94,629.00	1	1
Police Commander	\$67,933.00	2	1
Police Lieutenant	\$85,342.00	3	1
President	\$170,635.35	8	8

<b>SALARIED WORKERS JOB CLASSIFICATION</b>	<b>Average Annual Salary</b>	<b>Number of Employees Reported</b>	<b>Number of Firms Salary</b>
Principals and Assistants	\$71,370.00	7	1
Product Manager	\$55,000.00	1	1
Production Director	\$77,000.00	1	1
Production Manager	\$59,500.00	2	1
Professor	\$60,832.00	73	2
Program Manager	\$63,745.00	4	2
Project Manager	\$42,000.00	1	1
Provost	\$130,000.00	1	1
Psychologist	\$43,815.00	1	1
Public Affairs Director	\$67,600.00	1	1
Public Affairs Manager	\$58,738.50	2	2
Purchasing Assistant	\$31,500.00	1	1
Purchasing Coordinator	\$43,000.00	1	1
Quality Assurance Manager	\$68,400.00	5	5
Quality Assurance/Inspection	\$62,000.00	4	1

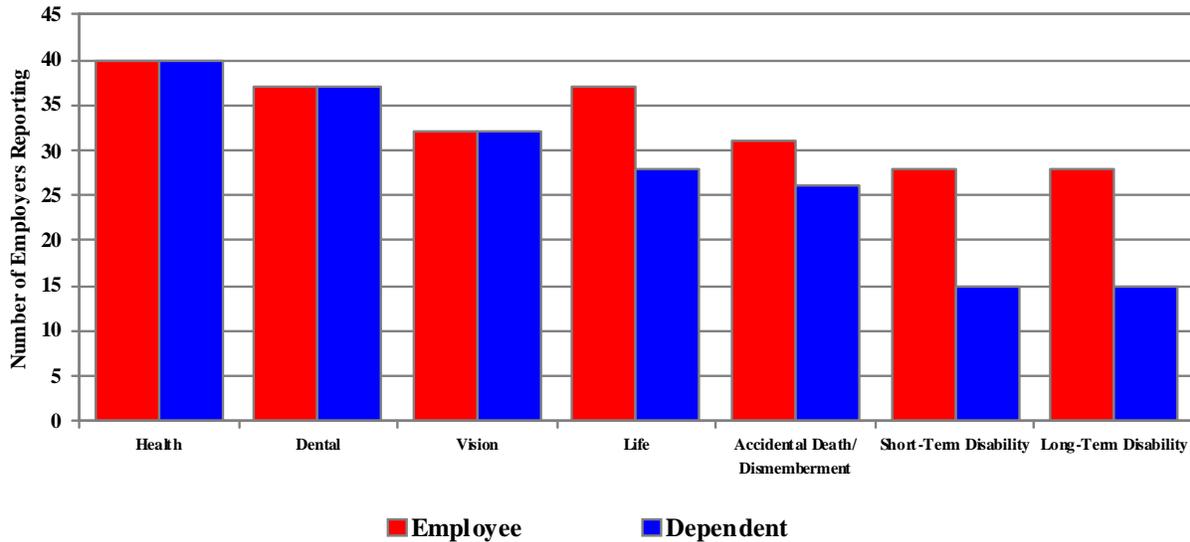
<b>SALARIED WORKERS JOB CLASSIFICATION</b>	<b>Average Annual Salary</b>	<b>Number of Employees Reported</b>	<b>Number of Firms Salary</b>
Registrar	\$50,652.00	2	2
Resident Services Manager	\$34,500.00	1	1
Restaurant Manager	\$33,673.00	5	3
Risk Manager	\$69,888.00	1	1
Risk Technician	\$39,811.00	1	1
Safety Manager	\$61,666.67	3	3
Sales Manager	\$70,000.00	3	2
Sales Supervisor	\$110,000.00	1	1
Sales/Marketing	\$61,357.71	28	7
Scheduler/Planner	\$38,450.00	2	2
School Administrator	\$65,696.15	14	1
School Counselor	\$41,388.90	9	3
School Psychologist	\$51,185.00	7	2
Secretary – Executive	\$43,967.50	2	2
Service Advisor	\$56,000.00	3	1

<b>SALARIED WORKERS JOB CLASSIFICATION</b>	<b>Average Annual Salary</b>	<b>Number of Employees Reported</b>	<b>Number of Firms Salary</b>
Shipping/Receiving Clerk	\$30,500.00	1	1
Shop Manager	\$68,000.00	3	3
SND Coordinator	\$36,360.00	1	1
Speech Language Pathologist	\$80,206.00	3	1
Supervisor	\$74,166.67	6	3
Surveyor	\$58,849.50	2	2
Tax Manager	\$62,400.00	0	0
Teacher / Instructor	\$33,803.25	516	3
Teller	\$38,751.50	12	2
Therapist-Certified	\$41,699.26	13	2
Therapist-Non-Certified	\$42,927.08	6	1
Traffic Manager	\$60,000.00	1	1
Training Coordinator	\$49,000.00	1	1
Urban Planner	\$34,000.00	1	1
Vice President	\$139,666.67	5	3

<b>SALARIED WORKERS JOB CLASSIFICATION</b>	<b>Average Annual Salary</b>	<b>Number of Employees Reported</b>	<b>Number of Firms Salary</b>
VP - Development	\$100,361.60	2	2
VP - Operations	\$100,445.33	6	6
Warehouse Supervisor	\$51,206.67	13	3
Warranty Clerk	\$38,000.00	1	1
Water Resources Director	\$73,924.00	1	1
Web Designer / Developer	\$44,980.00	2	1

**FRINGE BENEFITS SECTION**

## INSURANCE COVERAGE



The above chart separates insurance coverage into the different categories listed and gives the number of participating employers offering each type of coverage for their workers and families regardless of the percent of premium paid for by the company. As noted, forty (40) of the participating companies reported providing health insurance for employees and dependents.

The table on the following page illustrates the number of companies reporting either 100%, partial %, or 0% of insurance premiums paid for employees and dependents for the categories listed. For example, sixteen (16) companies reported paying 100% of the premium for health insurance for their employees, and twenty-five (25) companies reported paying a partial percentage of the premium for health insurance for dependents.

**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
<b>Health</b>	<b># of Companies</b>	<b># of Companies</b>	<b># of Companies</b>
Employee	16	23	1
Dependent	-	25	15
<b>Dental</b>	<b># of Companies</b>	<b># of Companies</b>	<b># of Companies</b>
Employee	11	18	8
Dependent	-	22	15
<b>Vision</b>	<b># of Companies</b>	<b># of Companies</b>	<b># of Companies</b>
Employee	8	16	8
Dependent	-	18	14
<b>Life</b>	<b># of Companies</b>	<b># of Companies</b>	<b># of Companies</b>
Employee	31	3	3
Dependent	5	6	17
<b>Accidental Death/ Dismemberment</b>	<b># of Companies</b>	<b># of Companies</b>	<b># of Companies</b>
Employee	18	5	8
Dependent	4	5	17
<b>Short-Term Disability</b>	<b># of Companies</b>	<b># of Companies</b>	<b># of Companies</b>
Employee	14	4	10
Dependent	2	2	11
<b>Long-Term Disability</b>	<b># of Companies</b>	<b># of Companies</b>	<b># of Companies</b>
Employee	15	4	9
Dependent	2	1	12

Other benefits that employers reported for employees are shown in the following chart. Note that employers may offer more than one other benefit.

<b>Other Benefits</b>	<b># of Employers</b>
Business Travel	24
EAP (employee assistance plan)	23
Supplemental Life	19
Prescription Drug Card	18
Eyewear Discount	16
Uniform Discounted or Provided	12
Legal	8
Identity Theft	6
Long-Term Care	5
Critical Illness	1
Other*	3

\* Other benefits include, among others, boot allowance and discounted meals.

## FINANCIAL PLANS

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

Financial Plans Offered	# of Employers
401K	27
Tuition Reimbursement	25
Health Savings Plan/FSA	20
Annual Bonus	12
Production/Incentive Bonus	12
Pension Plan	9
Profit-Sharing Plan/Gainsharing	9
IRA/SEP	6
403B	5
Credit Union	4
Quarterly Bonus	4
Attendance Bonus	3
Monthly Bonus	3
Safety Bonus	2
Savings Plans	2
Stock Purchase/Stock Options	2
ESOP/ESPP	1
529 College Savings Plan	1
Childcare Assistance	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.

**PTO**

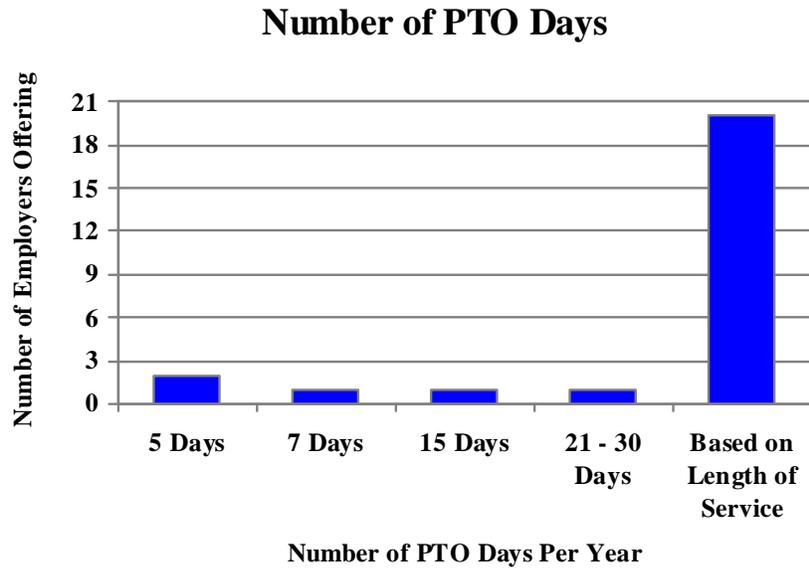
Twenty-five (25) companies reported combining leave such as holidays, vacations, personal days and sick leave into general leave or personal/paid time off (PTO). Eligibility for PTO is shown below.

**PTO Eligibility Periods**

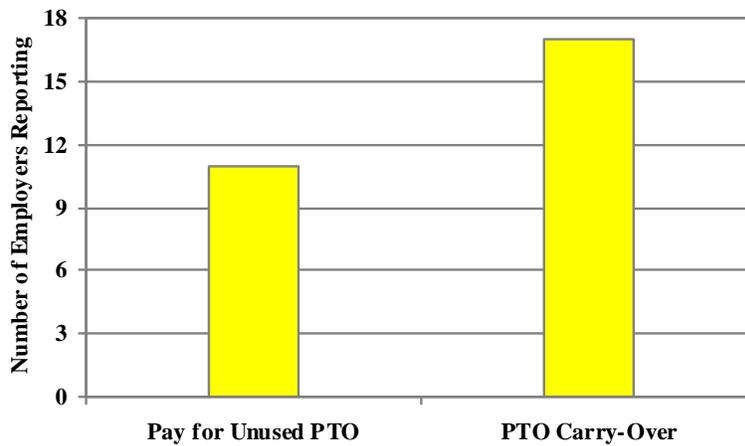


The “Other” eligibility period for PTO was reported as when employees reach ¾ or full-time status.

The following charts give the number of PTO days per year as reported by the participating employers. As seen in the chart, the vast majority of PTO days per year are based on the length of service of employees.



Further, of the reporting companies, eleven (11) reported pay for unused PTO time, and seventeen (17) companies allowed PTO carry-over.



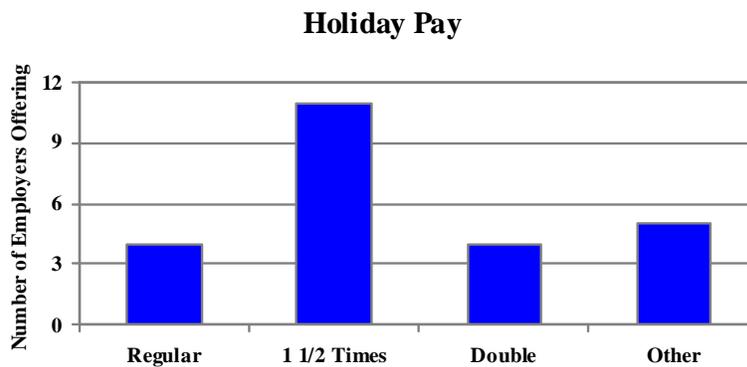
As a note, one employer reported that the company paid for unused PTO only upon separation of employment.

## Holidays

The number of paid holidays per year reported by the participating employers in the Quad-City area ranges from five or less to over ten, as shown below.



When employees work on holidays, the pay ranges from regular to double time in the Quad-City area, as illustrated in the chart below.



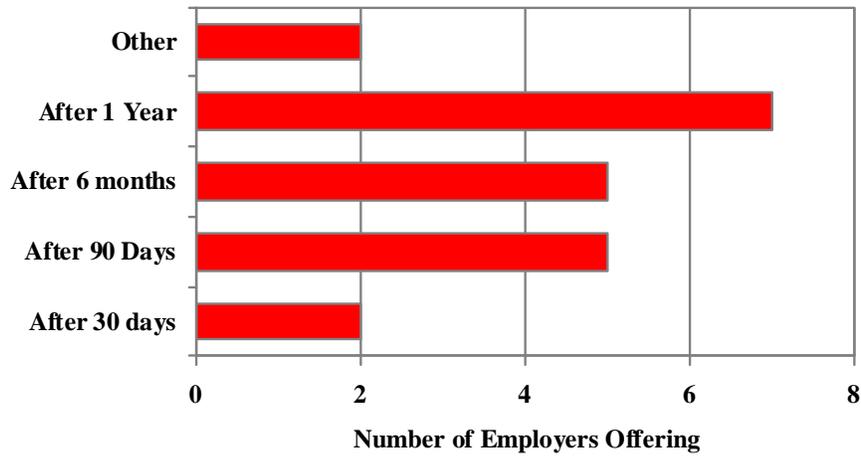
The “Other” reported holiday pay included:

- 1½ time plus holiday
- Regular plus holiday
- \$1.00 extra
- 1½ plus 8 hours of holiday pay at regular rate
- Regular plus 1½

**Vacation**

Eligibility times for paid vacation, as reported by the participating employers, vary in the Quad-City area and are illustrated in the chart below.

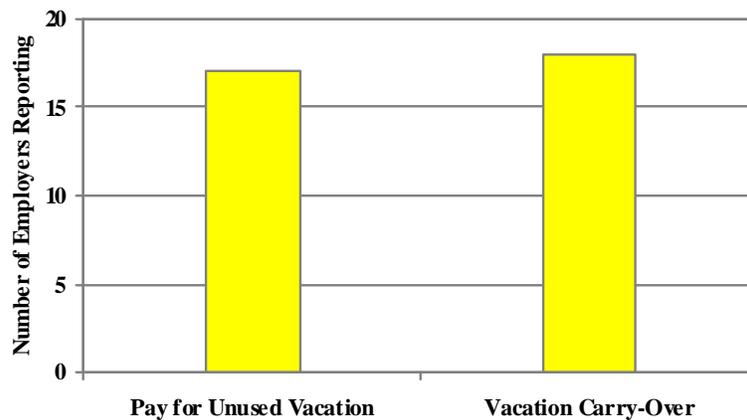
**Vacation Eligibility Periods**



Other eligibility times for paid vacation include:

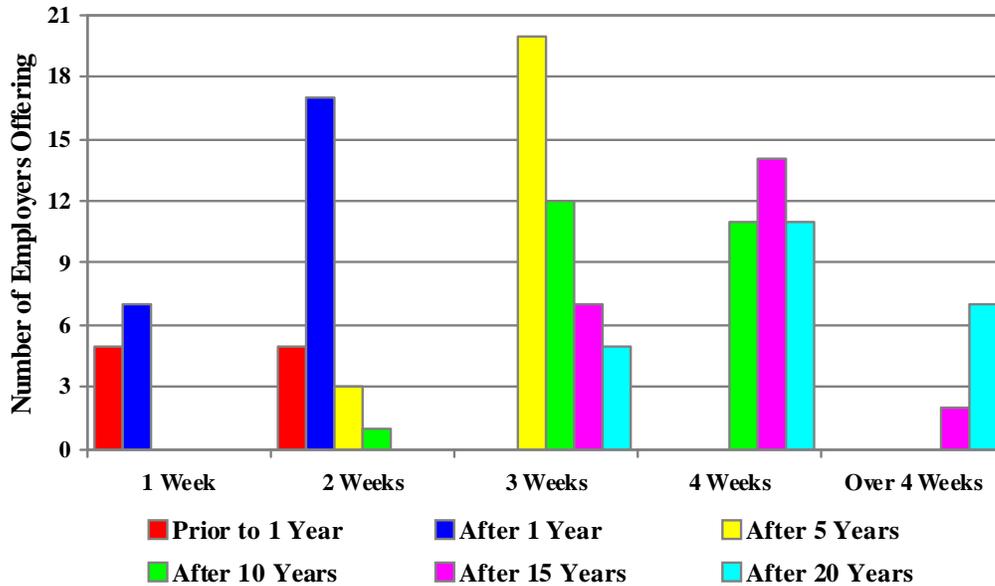
- January 1<sup>st</sup> after hire date
- Depends on hire date

Further, of the reporting companies, seventeen (17) reported pay for unused vacation time, and eighteen (18) companies allowed vacation carry-over.



The accompanying chart shows the number of participating companies who reported offering specific numbers of vacation weeks prior to one year of employment, after one year of employment, after five years, after ten years, after fifteen years, and after twenty years of employment. Seven (7) companies reported prorating vacation time during the first year.

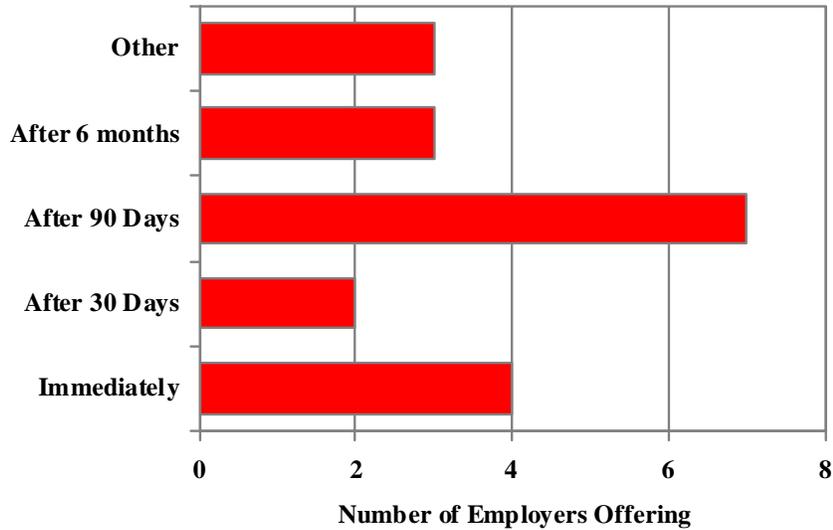
**Number of Vacation Weeks**



**Sick Leave**

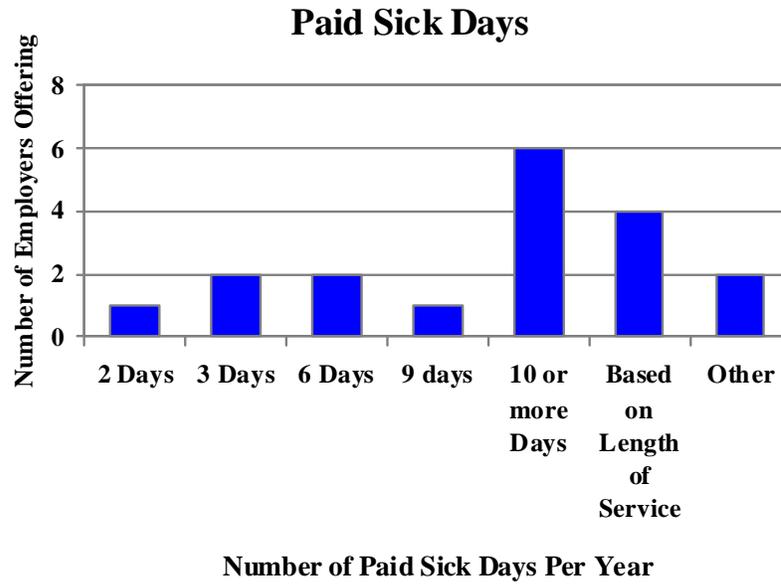
The following charts give eligibility times and number of paid sick days per year for those participating companies that offer paid sick leave.

**Sick Leave Eligibility Periods**



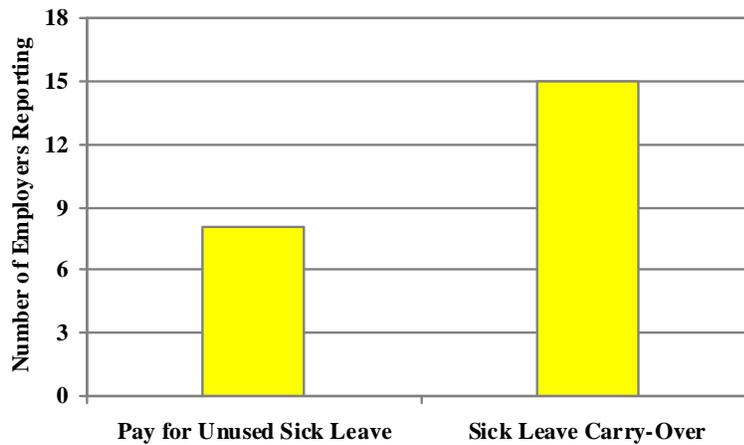
Other eligibility periods for paid sick leave include:

- January 1<sup>st</sup> after hire date
- Depends on length of service of employee
- At the beginning of the school year



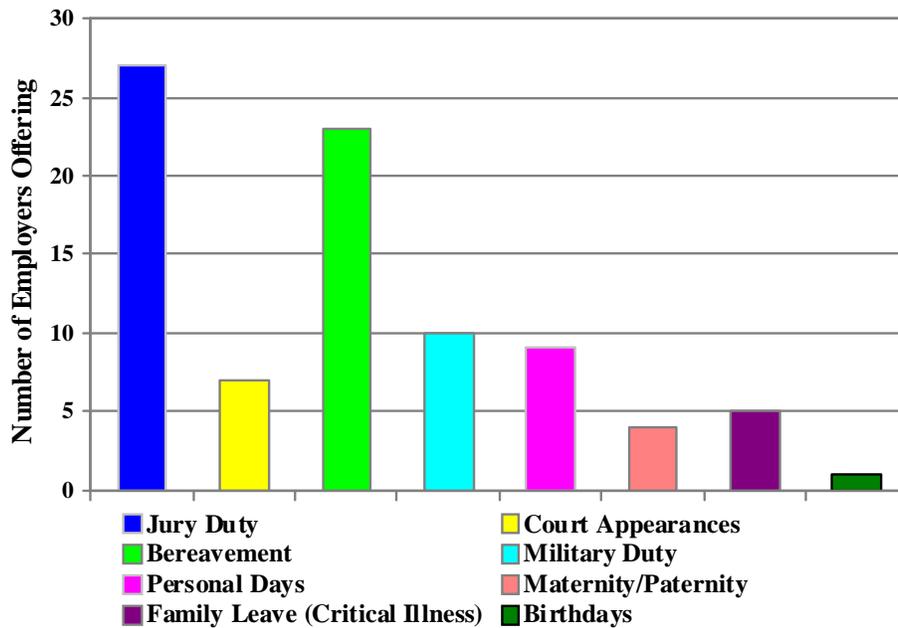
“Other” includes 48 hours per year and 3.08 hours accrued each pay period.

Further, of the reporting companies, eight (8) reported pay for unused sick leave, and fifteen (15) companies allowed sick leave carry-over.



### Other Paid Leave

Participating employers were asked to report whether their companies gave additional paid time off to employees for jury duty, court appearances, bereavement, military duty, maternity/paternity leave, or other days. The chart below shows the number of companies reporting each category.





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

**972-387-3750 Telephone**  
**469-916-6878 Fax**

**[info@thepathfindersus.com](mailto:info@thepathfindersus.com)**

**web site: [www.thepathfindersus.com](http://www.thepathfindersus.com)**