

2009 Wage and Benefit Survey Final Report

"To create new job opportunities and expand the tax base for Martinsville-Henry County; to support and develop local industry, as well as market Martinsville-Henry County globally as an exceptional place to live, work and play..."



2009 Wage and Benefit Survey Final Report

Martinsville-Henry County, Virginia

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The 2009 Martinsville-Henry County Wage and Benefit Survey was mailed out during the first week of April to 121 local companies. The survey was sent only to manufacturing and service organizations located in Henry County or the City of Martinsville. The deadline for submitting the survey was May 1st and the Economic Development Corporation received 42 completed surveys for a response rate of 35%.

Listed below are the eight sections that were included in the 2009 survey:

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*Please note that for the Wage Section beginning on page 18, a weighted average is used instead of a simple average. Using a weighted average corrects the distortion which would occur 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.

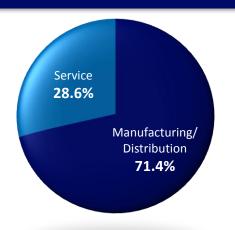
Also, please note that some of the survey questions were not answered by every company. Therefore, the total number of responses for each question will vary.

—THE DATA CONTAINED IN THIS REPORT IS CONSIDERED CONFIDENTIAL AND PROPRIETARY TO THE MARTINSVILLE - HENRY COUNTY ECONOMIC DEVELOPMENT CORPORATION. PLEASE DO NOT DISTRIBUTE THIS DOCUMENT OUTSIDE OF YOUR ORGANIZATION.—

PART 1 – EMPLOYER PROFILE

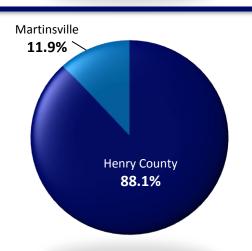
1. Please indicate your type of business.

Response	Count	Percent
Manufacturing/Distribution	30	71.4%
Service	12	28.6%
TOTAL	42	100.0%



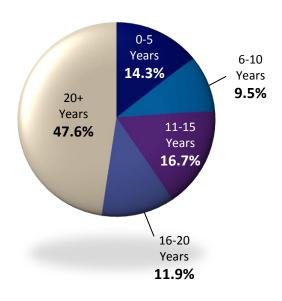
2. Where is your company located?

Response		Count	Percent
Henry County		37	88.1%
Martinsville		5	11.9%
	TOTAL	42	100.0%



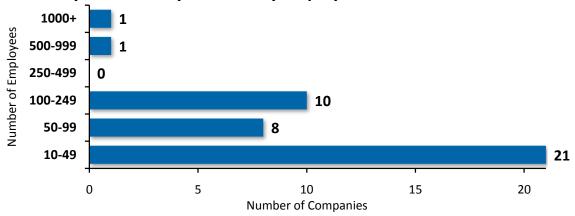
3. How long has your company been in business in Martinsville-Henry County?

Response		Count	Percent
0 to 5 Years		6	14.3%
6 to 10 Years		4	9.5%
11 to 15 Years		7	16.7%
16 to 20 Years		5	11.9%
20+ Years		20	47.6%
	TOTAL	42	100.0%



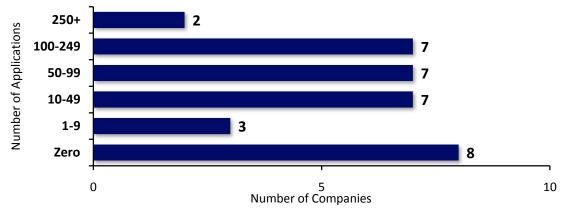
PART 2 – GENERAL QUESTIONS

4. How many workers do you currently employ?



The 41 companies who responded to this question had a combined total employment of 4,963 workers. Of these, only 1% (54 employees) were part time workers. The remaining 99% were employed full time. The smallest company had 13 employees, and the largest employed over 1,000. The average employment for all companies was 121 and the median was 45.

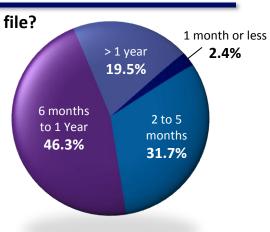
5. How many applications do you currently have on file?



The 34 companies who responded to this question had a combined 2,866 applications on file. The least amount of applications held by an employer was zero, and the most was 1,000. The average for all companies was 84 and the median was 35.

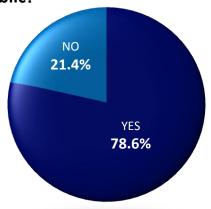
6. How long do you normally keep applications on file?

Response		Count	Percent
1 month or less		1	2.4%
2 to 5 months		13	31.7%
6 months to 1 year		19	46.3%
More than 1 year		8	19.5%
	TOTAL	41	100%

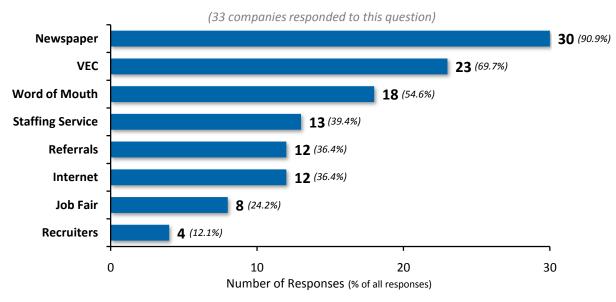


7. Do you advertise job openings to the general public?

Response		Count	Percent
Yes		33	78.6%
No		9	21.4%
	ΤΩΤΛΙ	//2	100.0%

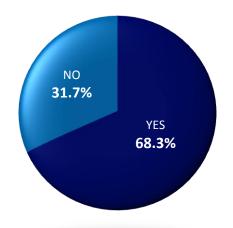


If yes, where do you advertise your job openings? (select all that apply)



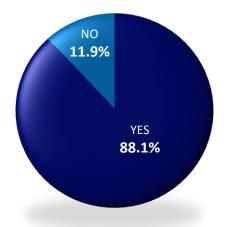
8. Does your organization require a pre-employment background check?

Response		Count	Percent
Yes		28	68.3%
No		13	31.7%
	TOTAL	41	100.0%



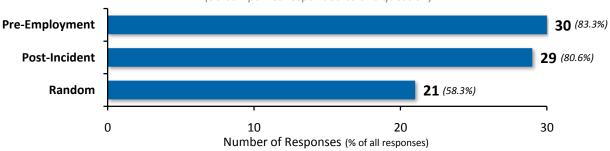
9. Does your company test for illegal drug use?

Response		Count	Percent
Yes		37	88.1%
No		5	11.9%
	ΤΩΤΛΙ	//2	100.0%



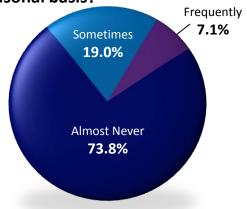
If yes, when are the drug tests administered? (select all that apply)

(36 companies responded to this question)



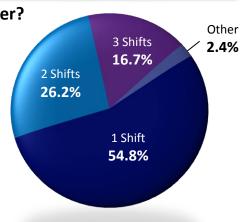
10. How often does your organization hire on a seasonal basis?

Response		Count	Percent
Almost Never		31	73.8%
Sometimes		8	19.0%
Frequently		3	7.1%
	TOTAL	42	100.0%



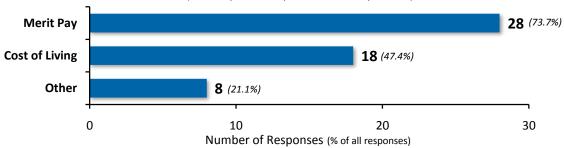
11. How many shifts do you currently operate under?

Response		Count	Percent
1 Shift		23	54.8%
2 Shifts		11	26.2%
3 Shifts		7	16.7%
Other		1	2.4%
	TOTAL	42	100.0%



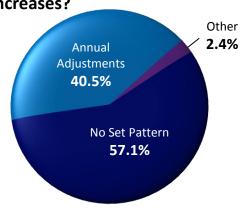
12. What types of wage increases does your organization provide? (select all that apply)

(38 companies responded to this question)



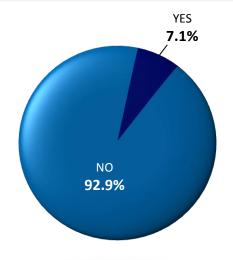
13. How often does your company provide wage increases?

Response		Count	Percent
No Set Pattern		24	57.1%
Annual Adjustments		17	40.5%
Other		1	2.4%
	TOTAL	42	100.0%



14. Does your company have a union affiliation?

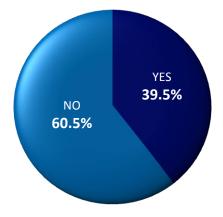
Response		Count	Percent
Yes		3	7.1%
No		39	92.9%
	TOTAL	42	100.0%



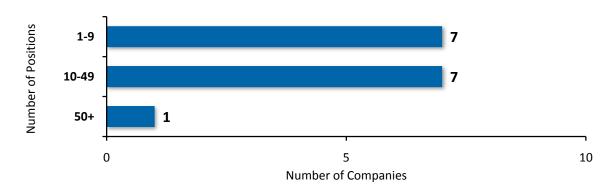
15. Within the next two years, is your company expecting to increase its Martinsville-Henry County employment levels?

Response	Count	Percent
Yes	15	39.5%

	ΤΟΤΔΙ	38	100.0%
No		23	60.5%
Yes		15	39.5%



If yes, how many full time positions do you expect to create?



Of the 15 companies that were expecting an increase in their employment levels over the next two years, the combined number of expected positions equated to 207 jobs, with a high of 50 and a low of 2. The average for all responding companies was 15 and the median was 13.

PART 3 – MEDICAL INSURANCE

16. Insurance for EMPLOYEES: For each form of insurance below, please select whether the company pays the premium, the employee pays, the premium is shared, or it is not offered at all.

INSURANCE TYPE	Company Pays	Employee Pays	Shared/Both	Not Offered
HEALTH	11.9% (5)	2.4% (1)	83.3% (35)	2.4% (1)
DENTAL	7.1% (3)	31.0% (13)	42.9% (18)	19.0% (8)
VISION	7.1% (3)	19.0% (8)	52.4% (22)	21.4% (9)
LIFE	57.1% (24)	9.5% (4)	28.6% (12)	4.8% (2)
DISABILITY	47.6% (20)	28.6% (12)	11.9% (5)	11.9% (5)
Average	26.2%	18.1%	43.8%	11.9%

(42 companies responded to this question)

17. Insurance for DEPENDENTS OF EMPLOYEES: For each form of insurance below, please select whether the company pays the premium, the employee pays, the premium is shared, or it is not offered at all.

INSURANCE TYPE	Company Pays	Employee Pays	Shared/Both	Not Offered
HEALTH	0.0% (O)	35.7% (15)	61.9% (26)	2.4% (1)
DENTAL	2.4% (1)	45.2% (19)	33.3% (14)	19.0% (8)
VISION	2.4% (1)	40.5% (17)	42.9% (18)	14.3% (6)
Average	1.6%	40.5%	46.0%	11.9%

(42 companies responded to this question)

PART 4 - VACATION TIME AND OTHER DAYS OFF

18. Does your organization offer paid vacation days?

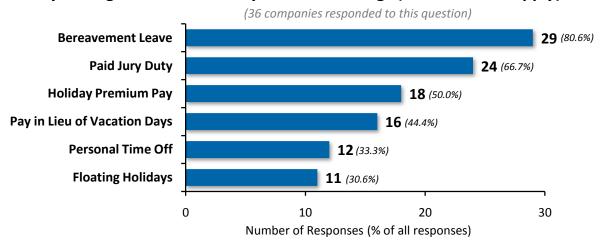
Response		Count	Percent
Yes		42	100.0%
No		0	0.0%
	TOTAL	42	100.0%



If yes, what is the average number of annual vacation days offered after one, five, ten and fifteen years of employment?

		VACATION AMOUNT			
LENGTH OF SERVICE	5 DAYS	10 DAYS	15 DAYS	20+ DAYS	AVERAGE
ONE YEAR	68.3% (28)	29.3% (12)	0.0% (0)	2.4% (1)	7.02 days (41 responses)
FIVE YEARS	13.2% (5)	60.5% (23)	21.1% (8)	5.3% (2)	11.07 days (38 responses)
TEN YEARS	2.9% (1)	31.4% (11)	54.3% (19)	11.4% (4)	13.83 days (35 responses)
FIFTEEN YEARS	3.0% (1)	12.1% (4)	48.5% (16)	36.4% (12)	15.60 days (33 responses)

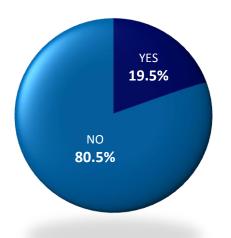
19. Does your organization offer any of the following? (Select all that apply)



20. Does your organization offer paid sick leave?

Response		Count	Percent
Yes		8	19.5%
No		33	80.5%
	ΤΩΤΛΙ	//1	100.0%

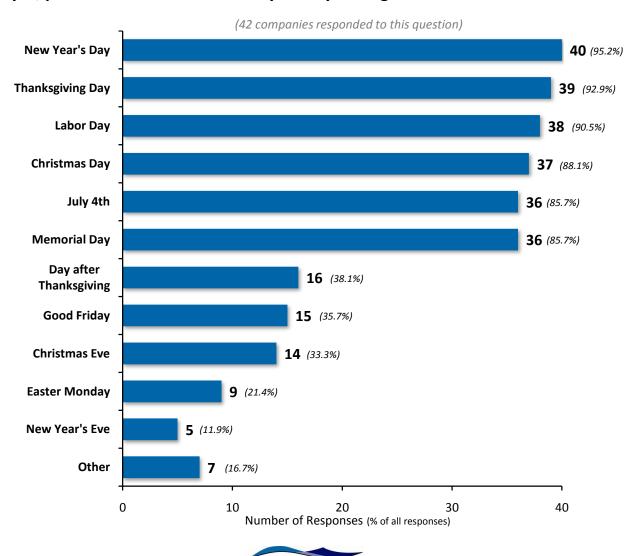
Of the 8 companies who responded that they offered paid sick leave, the yearly average was 5.17 days.



21. Does your organization offer PAID holidays?

100% of the companies who responded to this question answered YES.

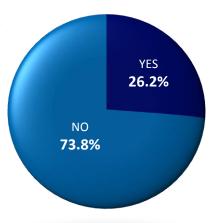
If yes, please select the PAID holidays that your organization observes.



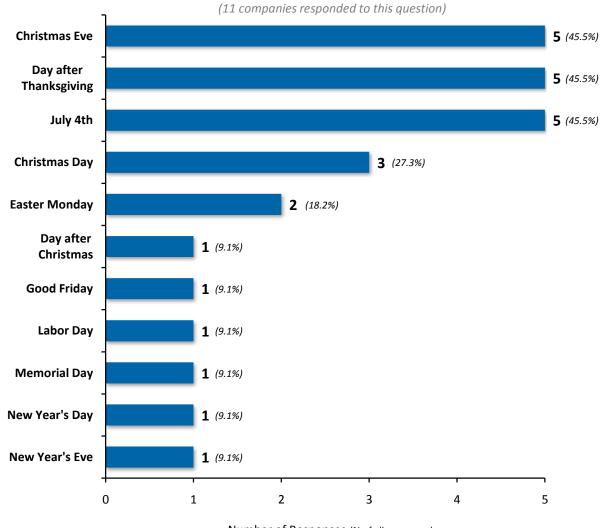
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22. Does your organization offer UNPAID holidays?

Response		Count	Percent
Yes		11	26.2%
No		31	73.8%
	ΤΩΤΛΙ	//2	100.0%



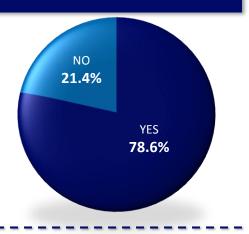
If yes, please select the UNPAID holidays that your organization observes.



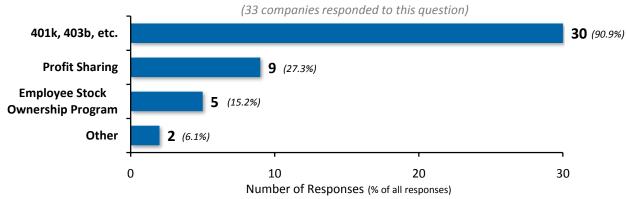
PART 5 – RETIREMENT SAVINGS AND PENSION PLANS

23. Do you offer an employee pension plan?

Response		Count	Percent
Yes		33	78.6%
No		9	21.4%
	TOTAL	42	100.0%

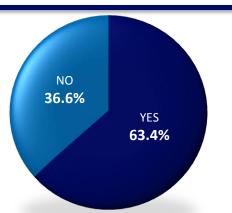


If yes, which type of pension plan?



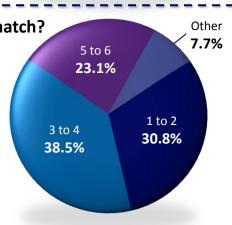
24. Do you match employee contributions?

Response		Count	Percent
Yes		26	63.4%
No		15	36.6%
	TOTAL	41	100.0%



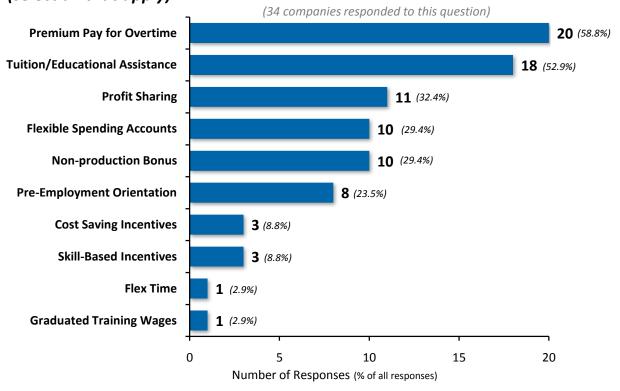
If yes, what % of employee contributions do you match?

Response		Count	Percent
1% to 2%		8	30.8%
3% to 4%		10	38.5%
5% to 6%		6	23.1%
Other		2	7.7%
	TOTAL	24	100.0%



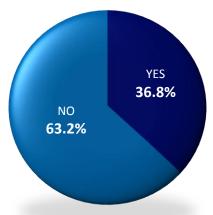
PART 6 – OTHER BENEFITS AND BONUSES

25. Does your organization offer any of the following incentives? (select all that apply)



26. Does your organization offer a premium paid shift differential?

Response		Count	Percent
Yes		14	36.8%
No		24	63.2%
	ΤΩΤΔΙ	38	100.0%

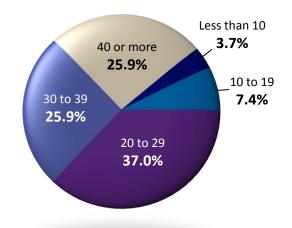


If yes, list the shift differential in dollars/cents per hour.

	Low	High	Average	Responses
Second Shift	\$0.23/hr	\$0.75/hr	\$0.46/hr	11
Third Shift	\$0.25/hr	\$1.00/hr	\$0.64/hr	8
Weekends	\$0.75/hr	\$1.50/hr	\$1.13/hr	2

27. The total cost of your company's fringe benefit package is equal to what percent of your straight time hourly wage?

Response		Count	Percent
Less than 10%		1	3.7%
10% to 19%		2	7.4%
20% to 29%		10	37.0%
30% to 39%		7	25.9%
40% or more		7	25.9%
	TOTAL	27	100.0%



PART 7 - LABOR

28. How would you rate the following among your SKILLED WORKERS?

	LOW	MEDIUM	HIGH
TURNOVER	92.9% (39)	7.1% (3)	0.0% (0)
TARDINESS	81.0% (34)	19.0% (8)	0.0% (0)
ABSENTEEISM	88.1% (37)	11.9% (5)	0.0% (0)
Average %:	87.3%	12.7%	0.0%

(42 companies responded to this question)

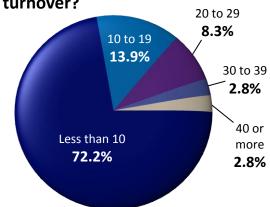
29. How would you rate the following among your UNSKILLED WORKERS?

	LOW	MEDIUM	HIGH
TURNOVER	74.4% (29)	23.1% (9)	2.6% (1)
TARDINESS	56.4% (22)	38.5% (15)	5.1% (2)
ABSENTEEISM	66.7% (26)	28.2% (11)	5.1% (2)
Average %:	65.8%	29.9%	4.3%

(39 companies responded to this question)

30. What is an estimate of the percentage of your turnover?

Response		Count	Percent
Less than 10%		26	72.2%
10% to 19%		5	13.9%
20% to 29%		3	8.3%
30% to 39%		1	2.8%
40% or more		1	2.8%
	TOTAL	36	100.0%

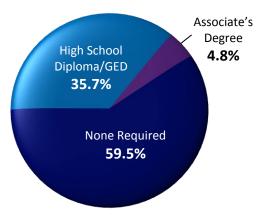


31. How would you rate the GENERAL WORKFORCE with respect to the following?

	EXCELLENT	GOOD	FAIR	POOR	TOTAL
SKILLED LABOR AVAILABILITY	11.9% (5)	28.6% (12)	45.2% (19)	14.3% (6)	42
UNSKILLED LABOR AVAILABILITY	17.1% (7)	61.0% (25)	19.5% (8)	2.4% (1)	41
PROFESSIONAL LABOR AVAILABILITY	12.5% (5)	30.0% (12)	42.5% (17)	15.0% (6)	40
TECHNICAL LABOR AVAILABILITY	9.8% (4)	24.4% (10)	51.2% (21)	14.6% (6)	41
PRODUCTIVITY	14.6% (6)	61.0% (25)	22.0% (9)	2.4% (1)	41
RELIABILITY AND ATTITUDES	14.3% (6)	54.8% (23)	28.6% (12)	2.4% (1)	42
READING AND WRITING SKILLS	9.5% (4)	42.9% (18)	45.2% (19)	2.4% (1)	42
ARITHMETIC SKILLS	7.1% (3)	42.9% (18)	50.0% (21)	0.0% (0)	42
Average %:	12.1%	43.2%	38.0%	6.7%	

32. What are the minimum educational requirements for your production employees?

Response	Count	Percent
None Required	25	59.5%
High School Diploma/GED	15	35.7%
Associate's Degree	2	4.8%
TOTAL	42	100.0%



33. Please list the number of workers, the entry level wage (\$/hr) and the average wage (\$/hr) for each occupation in your organization.

PRODUCTION OCCUPATIONS

WO		ENTRY L	EVEL WA	GE PAID	AVERA	GE WAG	E PAID
	TOTAL#	LOW	HIGH	AVG*	LOW	HIGH	AVG*
Assembler (electrical)	7	\$8.50	\$8.50	\$8.50	\$11.50	\$11.50	\$11.50
Assembler (general)	266	\$8.00	\$13.00	\$8.96	\$9.53	\$13.00	\$11.06
CNC Operator/Setup	26	\$9.00	\$12.32	\$11.15	\$10.50	\$14.65	\$12.99
Delivery Driver	15	\$8.00	\$10.57	\$9.71	\$10.00	\$11.50	\$11.26
Drafter (CAD)	8	\$10.00	\$19.71	\$15.93	\$15.00	\$24.28	\$18.72
Drafter (general)	<5	\$16.50	\$23.77	\$18.92	\$16.50	\$23.77	\$18.92
Electrician	32	\$12.00	\$16.00	\$13.32	\$15.00	\$18.36	\$16.19
Forklift Operator	98	\$8.00	\$11.03	\$9.28	\$9.00	\$16.75	\$10.66
General Laborer	319	\$7.50	\$13.00	\$8.74	\$8.25	\$15.19	\$10.31
Heavy Equipment Operator	37	\$9.11	\$20.00	\$10.75	\$11.83	\$20.00	\$13.94
Inspector/QC/Tester	91	\$7.50	\$12.02	\$10.55	\$9.00	\$16.00	\$11.37
Inventory/Stock Clerk	33	\$8.00	\$16.80	\$9.51	\$9.73	\$16.80	\$10.54
Janitor	15	\$7.00	\$9.32	\$8.15	\$8.00	\$10.87	\$9.16
Machine Operator	529	\$6.75	\$15.25	\$9.84	\$7.25	\$19.43	\$11.77
Machinist/Journeyman	56	\$11.00	\$23.25	\$17.23	\$13.00	\$25.00	\$19.05
Maintenance (bldg/grounds)	12	\$9.00	\$14.50	\$11.06	\$10.00	\$14.50	\$12.18
Maintenance Mechanic	67	\$9.00	\$23.25	\$12.03	\$11.07	\$26.00	\$14.51
Materials Handler	243	\$7.00	\$11.13	\$8.55	\$9.00	\$13.17	\$9.74
Shipping/Receiving Clerk	44	\$8.00	\$15.25	\$10.55	\$9.08	\$16.50	\$12.37
Tool & Die Maker	<5	\$11.03	\$11.72	\$11.72	\$14.50	\$16.63	\$14.50
Truck Driver (light)	<5	\$9.63	\$11.03	\$9.63	\$10.30	\$16.25	\$10.30
Truck Driver (medium)	44	\$10.00	\$26.44	\$14.64	\$11.23	\$26.44	\$16.26
Upholsterer	17	\$8.00	\$8.00	\$8.00	\$17.37	\$17.37	\$17.37
Welder	17	\$10.00	\$15.75	\$13.21	\$13.90	\$20.00	\$15.52

SUPERVISORY OCCUPATIONS

	WORKERS	ENTRY LEVEL WAGE PAID			AVERAGE WAGE PAI			
	TOTAL#	LOW	HIGH	AVG*	LOW	HIGH	AVG*	
Clerical Supervisor	10	\$9.63	\$16.25	\$14.53	\$10.30	\$19.00	\$16.45	
Customer Service Supervisor	51	\$12.00	\$26.44	\$13.42	\$12.98	\$27.54	\$15.22	
Data Processing Supervisor	6	\$17.31	\$31.73	\$23.78	\$18.13	\$45.58	\$31.84	
Line Supervisor	109	\$8.00	\$24.04	\$15.82	\$12.87	\$25.00	\$19.76	
Office Manager	12	\$8.50	\$32.69	\$17.51	\$14.42	\$36.43	\$21.22	
Warehouse Supervisor	32	\$10.00	\$35.00	\$16.02	\$11.00	\$38.46	\$22.42	

AVG* = Weighted Average

OFFICE/CLERICAL OCCUPATIONS

	WORKERS	ENTRY LEVEL WAGE PAIL			GE PAID	AVERA	GE WAG	E PAID
	TOTAL#		LOW	HIGH	AVG*	LOW	HIGH	AVG*
Accounting Clerk	17		\$8.00	\$16.83	\$11.28	\$12.00	\$19.00	\$14.73
Administrative Assistant	23		\$8.00	\$17.61	\$11.92	\$11.22	\$25.00	\$15.78
Bookkeeper	12		\$10.00	\$18.00	\$13.04	\$12.50	\$22.06	\$15.87
Clerical Office Worker	15		\$9.00	\$12.00	\$10.30	\$10.00	\$12.00	\$10.91
Clerk (general)	5		\$10.10	\$14.00	\$11.92	\$12.50	\$14.09	\$13.51
Collector	<5		\$9.79	\$10.58	\$10.32	\$9.79	\$11.54	\$10.96
Computer Operator	6		\$10.00	\$14.00	\$11.79	\$11.95	\$16.00	\$14.04
Computer Programmer	8		\$15.00	\$20.00	\$16.61	\$22.00	\$30.30	\$27.31
Customer Service Rep.	768		\$8.00	\$17.00	\$9.10	\$9.09	\$26.00	\$9.92
Data Entry Operator	33		\$9.47	\$12.02	\$10.67	\$9.47	\$13.22	\$11.37
HR Assistant	11		\$8.00	\$14.50	\$11.67	\$11.00	\$18.27	\$14.11
HR Manager	14		\$12.00	\$31.25	\$18.57	\$15.00	\$36.06	\$23.72
Marketing Specialist	<5		\$15.00	\$17.84	\$16.42	\$17.00	\$23.32	\$20.16
Payroll Clerk	5		\$8.00	\$13.46	\$10.60	\$10.50	\$13.46	\$12.00
Receptionist	8		\$8.00	\$13.46	\$9.89	\$9.49	\$13.67	\$11.50
Secretary (executive)	5		\$12.00	\$14.42	\$13.65	\$16.00	\$16.83	\$16.50
Secretary (general)	5		\$11.06	\$15.76	\$12.00	\$12.02	\$15.76	\$12.77
Telemarketer	<5		\$10.00	\$10.00	\$10.00	\$15.00	\$15.00	\$15.00