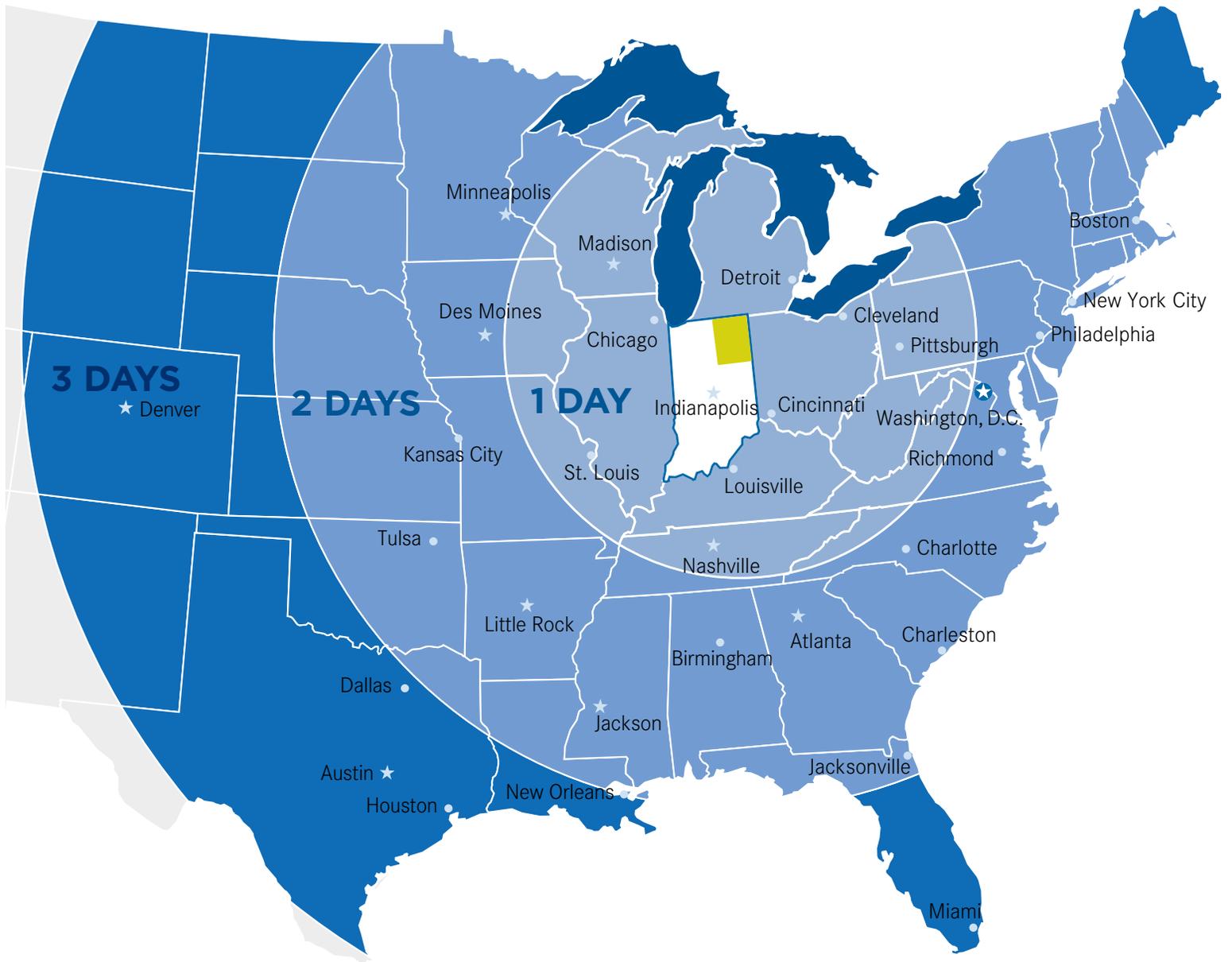


# NORTHEAST INDIANA WAGES AND BENEFITS SURVEY

2021



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Members of the Northeast Indiana Regional Partnership. . . . Back Cover

# INTRODUCTION

**T**his survey of human resource and payroll incorporates data from two primary sources. The Indiana Department of Workforce Development contributed wage data covering hundreds of job titles and employers in this 11-county region of northeastern Indiana.

More than 140 employers in the region responded to an online survey of benefits practices and policies covering topics including time off, health insurance coverage and financial incentives.

The reports are organized into four categories specific to type of business:

- Goods producing, construction and logistics;
- Professional, financial and information services and not-for-profits;
- Healthcare and social assistance organizations; and
- Leisure, hospitality, retail and restaurants.

Wages are reported for the 25th and 75th percentiles as well as the median for each job title. The report also includes the number of people working in each position.

Benefit reports express typical as well as average practices since averages may be skewed by numbers that are significantly higher or lower than what is most common.

While the benefits sections accurately reflects data given by participants, they do not claim to be a statistically accurate study of all benefits practices in the 11 county region. It may be useful to also consider other sources.

This report also includes workplace sections that assess employee skills and employer needs, the impact of the Covid 19 pandemic and vaccine availability on employment; and staffing and salary outlooks for 2021 and 2022.

This analysis was supported by the Adams County Economic Development Corporation; DeKalb County Economic Development Partnership; Greater Fort Wayne Incorporated; Huntington County Economic Development; Kosciusko County Economic Development Corporation; LaGrange County Economic Development Corporation; Noble County Economic Development Corporation; Steuben County Economic Development Corporation; Grow Wabash County; Wells County Economic Development Corporation; and Whitley County Economic Development Corporation. Further supporting sponsors include Duke Energy, Indiana Michigan Power, NIPSCO, Wabash Valley Power, Indiana Municipal Power Agency, Northeast Indiana Works, the Regional Chamber, and the Northeast Indiana Regional Partnership

Both electronic and hard copies of this survey report are available and will be distributed to participating companies. Additional copies may be purchased for \$200 from a local participating EDC office.

If you have questions or comments or would like to order additional copies of this publication, please contact your local member of the Northeast Indiana Regional Partnership listed at right:

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# DEFINITIONS AND INTERPRETATION OF THE DATA

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## EMPLOYER Classifications

This report is divided into these four industry classifications:

### **Goods Producing, Construction, and Logistics:**

Includes manufacturing; transportation and warehousing; wholesale trade; utilities; construction; logging; and mining.

### **Professional, Finance and Information Services and Not-for-Profits:**

Includes finance and insurance; information; media; real estate development, sales rental and leasing; professional and business services; scientific and technical services; management, administration and support; waste management and remediation; and not-for-profit organizations.

**Healthcare:** Includes healthcare and social assistance.

**Leisure, Hospitality, Retail, and Restaurants:** Includes retail trade; arts, entertainment and recreation accommodation; and food services.

## WAGES Section

Wage data is provided by the Indiana Department of Workforce Development using data compiled by Emsi. Emsi assembles labor market data from numerous sources, primarily the federal Bureau of Labor Statistics Occupational Employment and Wage Statistics reports. This wage and employment data is from Emsi's report from the first quarter of 2021. See *About the Wage Data* on Page 146.

**Number of Workers:** The number of employees in a position within the region. Data isn't reported for positions with fewer than 10 workers.

**Wage Ranges:** We report median wages rates as well as those at the 25th percentile and the 75th percentile. Wages are industry specific but not sorted by region.

## BENEFITS Section

Benefits data were assembled from a voluntary online survey of employers in the region. Participants were asked to report their benefits packages for full-time workers. Benefits are reported for the four participant classifications described above.

## BENEFITS Section Definitions

**Average:** This represents the average (statistical mean) benefit, practice or contribution among all companies or organizations reporting in each participant classification.

**Typical:** The most common (statistical mode) benefit, practice or contribution among all companies or organizations reporting in each participant classification.

## Confidentiality and Missing Data

Information used in this survey is self-reported by the participating organizations and is only as accurate and complete as provided by them. Not all participants provided data for all sections so totals may be inconsistent across the survey.

To protect the confidentiality of the participants, benefit information is not disclosed for benefit categories unless it is provided by at least two sources. The use of N/A in a report field indicates when a particular benefit isn't offered or when too few respondents supplied information. If data is missing from one section, similar information may be found in one of the other sections of the report.

## Survey Preparation

The benefits survey is conducted online and the report prepared by Two Things LLC. For more information, contact [twothingsllc@gmail.com](mailto:twothingsllc@gmail.com).

# Goods Producing, Construction and Logistics



## NORTHEAST INDIANA

2021 ELEVEN COUNTY REGIONAL

### WAGES AND BENEFITS SURVEY



#### Goods Producing, Construction, and Logistics

Includes manufacturing, transportation and warehousing, wholesale trade, utilities, construction, logging, and mining

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# WAGES



## Goods Producing, Construction and Logistics

# Northeast Indiana Wages: Goods Producing, Logistics, Construction

## Eleven County Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
<b>MANAGEMENT OCCUPATIONS / ADMINISTRATIVE</b>				
Chief Executives . . . . .	163 . . . . .	\$22.72 . . . . .	\$57.21 . . . . .	\$91.51
General and Operations Managers . . . . .	2,066 . . . . .	\$28.35 . . . . .	\$41.02 . . . . .	\$61.07
Marketing Managers . . . . .	103 . . . . .	\$32.83 . . . . .	\$45.74 . . . . .	\$66.13
Sales Managers . . . . .	236 . . . . .	\$35.45 . . . . .	\$50.42 . . . . .	\$73.54
Administrative Services and Facilities Managers . . . . .	169 . . . . .	\$29.79 . . . . .	\$37.15 . . . . .	\$48.47
Computer and Information Systems Managers . . . . .	99 . . . . .	\$44.99 . . . . .	\$59.71 . . . . .	\$73.92
Financial Managers . . . . .	208 . . . . .	\$30.27 . . . . .	\$48.06 . . . . .	\$70.17
Industrial Production Managers . . . . .	830 . . . . .	\$31.88 . . . . .	\$42.17 . . . . .	\$56.32
Purchasing Managers . . . . .	110 . . . . .	\$32.20 . . . . .	\$41.76 . . . . .	\$55.58
Transportation, Storage, and Distribution Managers . . . . .	130 . . . . .	\$31.39 . . . . .	\$42.75 . . . . .	\$55.99
Human Resources Managers . . . . .	90 . . . . .	\$35.39 . . . . .	\$43.53 . . . . .	\$53.72
Training and Development Managers . . . . .	22 . . . . .	\$39.94 . . . . .	\$57.33 . . . . .	\$79.72
Farmers, Ranchers, and Other Agricultural Managers . . . . .	1,580 . . . . .	\$10.45 . . . . .	\$20.87 . . . . .	\$34.01
Construction Managers . . . . .	956 . . . . .	\$16.21 . . . . .	\$30.07 . . . . .	\$46.11
Architectural and Engineering Managers . . . . .	312 . . . . .	\$45.37 . . . . .	\$55.55 . . . . .	\$66.40
Property, Real Estate, and Community Association Managers . . . . .	19 . . . . .	\$17.66 . . . . .	\$21.84 . . . . .	\$29.81
Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other . . . . .	925 . . . . .	\$13.69 . . . . .	\$22.32 . . . . .	\$37.01
<b>BUSINESS AND FINANCIAL OPERATIONS OCCUPATIONS</b>				
Buyers and Purchasing Agents . . . . .	639 . . . . .	\$20.22 . . . . .	\$25.50 . . . . .	\$31.55
Compliance Officers . . . . .	72 . . . . .	\$20.32 . . . . .	\$27.66 . . . . .	\$36.53
Cost Estimators . . . . .	482 . . . . .	\$19.80 . . . . .	\$29.62 . . . . .	\$37.10
Human Resources Specialists . . . . .	413 . . . . .	\$19.96 . . . . .	\$25.16 . . . . .	\$30.89
Logisticians . . . . .	168 . . . . .	\$25.27 . . . . .	\$33.67 . . . . .	\$44.05
Management Analysts . . . . .	95 . . . . .	\$28.29 . . . . .	\$35.88 . . . . .	\$46.94
Training and Development Specialists . . . . .	122 . . . . .	\$21.88 . . . . .	\$28.51 . . . . .	\$34.57
Market Research Analysts and Marketing Specialists . . . . .	267 . . . . .	\$18.63 . . . . .	\$24.11 . . . . .	\$32.89
Project Management Specialists and Business Operations Specialists, All Other . . . . .	265 . . . . .	\$21.85 . . . . .	\$29.11 . . . . .	\$38.58
Accountants and Auditors . . . . .	620 . . . . .	\$23.56 . . . . .	\$29.98 . . . . .	\$38.31
Budget Analysts . . . . .	11 . . . . .	\$31.92 . . . . .	\$38.43 . . . . .	\$47.50
Financial and Investment Analysts, Financial Risk Specialists, and Financial Specialists, All Other . . . . .	45 . . . . .	\$23.18 . . . . .	\$29.96 . . . . .	\$41.67

# Northeast Indiana Wages: Goods Producing, Logistics, Construction

Eleven County Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
<b>COMPUTER AND MATHEMATICAL OCCUPATIONS</b>				
Computer Systems Analysts . . . . .	103	\$25.92	\$33.39	\$43.50
Computer Network Support Specialists . . . . .	23	\$24.96	\$29.23	\$35.33
Computer User Support Specialists . . . . .	191	\$16.54	\$20.19	\$24.82
Computer Network Architects . . . . .	49	\$34.05	\$42.15	\$51.58
Network and Computer Systems Administrators . . . . .	173	\$26.49	\$32.70	\$40.10
Database Administrators and Architects . . . . .	11	\$22.49	\$29.45	\$41.64
Computer Programmers . . . . .	69	\$19.92	\$33.92	\$43.45
Software Developers and Software Quality Assurance Analysts and Testers . . . . .	434	\$34.18	\$44.93	\$56.92
Web Developers and Digital Interface Designers . . . . .	22	\$19.98	\$26.10	\$33.14
Computer Occupations, All Other . . . . .	39	\$15.33	\$22.44	\$36.76
Operations Research Analysts . . . . .	19	\$20.29	\$25.28	\$34.64
<b>ARCHITECTURE AND ENGINEERING OCCUPATIONS</b>				
Architects, Except Landscape and Naval . . . . .	12	\$27.61	\$35.74	\$46.03
Bioengineers and Biomedical Engineers . . . . .	40	\$30.63	\$37.34	\$46.23
Chemical Engineers . . . . .	30	\$38.51	\$50.36	\$63.15
Civil Engineers . . . . .	79	\$28.47	\$35.31	\$43.56
Computer Hardware Engineers . . . . .	40	\$34.55	\$42.51	\$52.18
Electrical Engineers . . . . .	342	\$32.97	\$38.98	\$52.41
Electronics Engineers, Except Computer . . . . .	150	\$34.59	\$44.94	\$61.06
Health and Safety Engineers, Except Mining Safety Engineers and Inspectors . . . . .	27	\$28.02	\$38.29	\$49.62
Industrial Engineers . . . . .	1,948	\$29.22	\$36.65	\$44.59
Marine Engineers and Naval Architects . . . . .	16	\$35.17	\$42.56	\$52.77
Materials Engineers . . . . .	110	\$32.97	\$38.08	\$45.41
Mechanical Engineers . . . . .	870	\$29.42	\$35.93	\$45.19
Engineers, All Other . . . . .	215	\$23.32	\$31.86	\$50.14
Architectural and Civil Drafters . . . . .	55	\$20.15	\$24.09	\$29.97
Electrical and Electronics Drafters . . . . .	32	\$15.82	\$19.21	\$23.42
Mechanical Drafters . . . . .	194	\$18.04	\$22.64	\$26.89
Drafters, All Other . . . . .	48	\$16.11	\$18.25	\$22.99
Civil Engineering Technologists and Technicians . . . . .	14	\$18.98	\$24.41	\$30.78
Electrical and Electronic Engineering Technologists and Technicians . . . . .	173	\$20.07	\$26.30	\$34.10
Electro-Mechanical and Mechatronics Technologists and Technicians . . . . .	37	\$23.64	\$27.62	\$32.73
Industrial Engineering Technologists and Technicians . . . . .	354	\$20.25	\$23.97	\$27.98
Mechanical Engineering Technologists and Technicians . . . . .	107	\$20.96	\$25.65	\$29.95
Calibration Technologists and Technicians and Engineering Technologists and Technicians, Except Drafters, All Other . . . . .	131	\$19.24	\$25.08	\$34.19

# Northeast Indiana Wages: Goods Producing, Logistics, Construction

Eleven County Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
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## LIFE, PHYSICAL, AND SOCIAL SCIENCE OCCUPATIONS

Food Scientists and Technologists	25	\$21.77	\$29.40	\$42.73
Biochemists and Biophysicists	18	\$47.49	\$62.61	\$91.26
Medical Scientists, Except Epidemiologists	17	\$36.83	\$50.87	\$69.98
Chemists	72	\$25.49	\$30.08	\$40.07
Agricultural and Food Science Technicians	56	\$13.98	\$16.60	\$23.17
Chemical Technicians	47	\$14.82	\$18.54	\$24.19
Life, Physical, and Social Science Technicians, All Other	16	\$22.51	\$27.46	\$35.14
Occupational Health and Safety Specialists	124	\$23.88	\$31.83	\$37.36
Occupational Health and Safety Technicians	13	\$16.83	\$21.68	\$28.89

## LEGAL OCCUPATIONS

Lawyers	22	\$38.91	\$61.98	\$85.70
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## ARTS, DESIGN, ENTERTAINMENT, SPORTS, AND MEDIA OCCUPATIONS

Art Directors	14	\$9.28	\$25.56	\$39.43
Fine Artists, Including Painters, Sculptors, and Illustrators	13	\$4.11	\$9.26	\$17.21
Commercial and Industrial Designers	111	\$22.92	\$30.90	\$36.90
Graphic Designers	227	\$15.48	\$19.84	\$26.93
Interior Designers	21	\$17.09	\$21.46	\$24.48
Merchandise Displayers and Window Trimmers	28	\$16.52	\$20.12	\$21.91
Designers, All Other	27	\$13.55	\$23.20	\$36.10
Public Relations Specialists	32	\$18.11	\$23.10	\$29.48
Technical Writers	22	\$18.57	\$24.00	\$31.97

## HEALTHCARE PRACTITIONERS AND TECHNICAL OCCUPATIONS

Orthotists and Prosthetists	11	\$21.79	\$29.37	\$35.25
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## PROTECTIVE SERVICE OCCUPATIONS

Security Guards	63	\$10.51	\$13.65	\$23.91
School Bus Monitors and Protective Service Workers, All Other	11	\$11.32	\$14.49	\$19.46

## FOOD PREPARATION AND SERVING RELATED OCCUPATIONS

First-Line Supervisors of Food Preparation and Serving Workers	12	\$12.73	\$14.79	\$17.83
Cooks, Restaurant	11	\$10.16	\$11.68	\$13.48
Food Preparation Workers	43	\$8.69	\$9.91	\$11.93
Bartenders	37	\$8.84	\$9.93	\$12.26
Fast Food and Counter Workers	85	\$8.85	\$10.00	\$11.41
Waiters and Waitresses	29	\$8.89	\$10.03	\$14.17

# Northeast Indiana Wages: Goods Producing, Logistics, Construction

## Eleven County Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
<b>BUILDING AND GROUNDS CLEANING AND MAINTENANCE OCCUPATIONS</b>				
Janitors and Cleaners, Except Maids and Housekeeping Cleaners . . . . . 472 . . . . . \$9.74 . . . . . \$12.10 . . . . . \$14.98				
Landscaping and Groundskeeping Workers . . . . . 80 . . . . . \$9.61 . . . . . \$12.76 . . . . . \$17.04				
<b>PERSONAL CARE AND SERVICE OCCUPATIONS</b>				
Animal Trainers . . . . . 45 . . . . . \$7.77 . . . . . \$10.98 . . . . . \$18.21				
Animal Caretakers . . . . . 80 . . . . . \$8.81 . . . . . \$10.50 . . . . . \$14.30				
<b>SALES AND RELATED OCCUPATIONS</b>				
First-Line Supervisors of Retail Sales Workers . . . . . 26 . . . . . \$13.16 . . . . . \$16.81 . . . . . \$22.76				
First-Line Supervisors of Non-Retail Sales Workers . . . . . 75 . . . . . \$22.24 . . . . . \$30.78 . . . . . \$44.41				
Cashiers . . . . . 64 . . . . . \$8.77 . . . . . \$10.01 . . . . . \$11.51				
Counter and Rental Clerks . . . . . 14 . . . . . \$8.78 . . . . . \$10.57 . . . . . \$15.00				
Parts Salespersons . . . . . 17 . . . . . \$12.63 . . . . . \$14.85 . . . . . \$18.39				
Retail Salespersons . . . . . 223 . . . . . \$9.22 . . . . . \$10.93 . . . . . \$13.94				
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel . . . 468 . . . . . \$19.29 . . . . . \$26.22 . . . . . \$39.99				
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products . . . . . 353 . . . . . \$23.32 . . . . . \$36.61 . . . . . \$57.33				
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products . . . . . 1,760 . . . . . \$20.52 . . . . . \$28.23 . . . . . \$41.79				
Real Estate Sales Agents . . . . . 35 . . . . . \$10.93 . . . . . \$20.59 . . . . . \$33.11				
Sales Engineers . . . . . 70 . . . . . \$39.91 . . . . . \$50.32 . . . . . \$83.95				
Sales and Related Workers, All Other . . . . . 14 . . . . . \$10.32 . . . . . \$12.69 . . . . . \$19.66				
<b>OFFICE AND ADMINISTRATIVE SUPPORT OCCUPATIONS</b>				
First-Line Supervisors of Office and Administrative Support Workers . . . . . 644 . . . . . \$18.89 . . . . . \$25.60 . . . . . \$33.55				
Bill and Account Collectors . . . . . 28 . . . . . \$15.08 . . . . . \$17.27 . . . . . \$20.00				
Billing and Posting Clerks . . . . . 119 . . . . . \$15.52 . . . . . \$18.00 . . . . . \$21.44				
Bookkeeping, Accounting, and Auditing Clerks . . . . . 894 . . . . . \$14.18 . . . . . \$17.35 . . . . . \$21.41				
Payroll and Timekeeping Clerks . . . . . 75 . . . . . \$15.37 . . . . . \$18.65 . . . . . \$23.96				
Procurement Clerks . . . . . 45 . . . . . \$16.26 . . . . . \$19.39 . . . . . \$22.20				
Customer Service Representatives . . . . . 1,051 . . . . . \$14.58 . . . . . \$18.15 . . . . . \$22.47				
File Clerks . . . . . 13 . . . . . \$13.84 . . . . . \$16.56 . . . . . \$20.31				
Order Clerks . . . . . 60 . . . . . \$12.45 . . . . . \$16.56 . . . . . \$20.09				
Human Resources Assistants, Except Payroll and Timekeeping . . . . . 21 . . . . . \$15.66 . . . . . \$17.89 . . . . . \$20.54				
Receptionists and Information Clerks . . . . . 148 . . . . . \$11.25 . . . . . \$13.48 . . . . . \$15.68				
Reservation and Transportation Ticket Agents and Travel Clerks . . . . . 69 . . . . . \$13.13 . . . . . \$16.83 . . . . . \$27.16				
Cargo and Freight Agents . . . . . 343 . . . . . \$16.71 . . . . . \$20.61 . . . . . \$23.02				

# Northeast Indiana Wages: Goods Producing, Logistics, Construction

## Eleven County Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
<b>OFFICE AND ADMINISTRATIVE SUPPORT OCCUPATIONS</b> <i>CONTINUED</i>				
Couriers and Messengers . . . . .	107 . . . . .	\$9.71 . . . . .	\$12.83 . . . . .	\$17.67
Dispatchers, Except Police, Fire, and Ambulance . . . . .	313 . . . . .	\$14.04 . . . . .	\$19.22 . . . . .	\$24.44
Production, Planning, and Expediting Clerks . . . . .	579 . . . . .	\$19.01 . . . . .	\$23.92 . . . . .	\$28.94
Shipping, Receiving, and Inventory Clerks . . . . .	1,775 . . . . .	\$13.46 . . . . .	\$16.37 . . . . .	\$19.71
Weighers, Measurers, Checkers, and Samplers, Recordkeeping	108 . . . . .	\$11.90 . . . . .	\$15.24 . . . . .	\$18.92
Executive Secretaries and Executive Administrative Assistants	124 . . . . .	\$19.05 . . . . .	\$22.61 . . . . .	\$26.76
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive . . . . .	713 . . . . .	\$12.60 . . . . .	\$16.13 . . . . .	\$19.80
Data Entry Keyers . . . . .	27 . . . . .	\$12.19 . . . . .	\$14.74 . . . . .	\$17.63
Mail Clerks and Mail Machine Operators, Except Postal Service . . . . .	38 . . . . .	\$14.01 . . . . .	\$15.98 . . . . .	\$17.92
Office Clerks, General . . . . .	2,545 . . . . .	\$12.62 . . . . .	\$15.78 . . . . .	\$19.13
Office and Administrative Support Workers, All Other . . . . .	34 . . . . .	\$11.21 . . . . .	\$17.48 . . . . .	\$22.13
<b>FARMING, FISHING, AND FORESTRY OCCUPATIONS</b>				
First-Line Supervisors of Farming, Fishing, and Forestry Workers . . . . .	89 . . . . .	\$16.55 . . . . .	\$24.12 . . . . .	\$30.86
Graders and Sorters, Agricultural Products . . . . .	61 . . . . .	\$9.58 . . . . .	\$12.57 . . . . .	\$14.57
Agricultural Equipment Operators . . . . .	147 . . . . .	\$13.56 . . . . .	\$16.65 . . . . .	\$19.98
Farmworkers and Laborers, Crop, Nursery, Greenhouse . . . . .	1,050 . . . . .	\$10.26 . . . . .	\$11.65 . . . . .	\$14.05
Farmworkers, Farm, Ranch, and Aquacultural Animals . . . . .	429 . . . . .	\$9.96 . . . . .	\$12.06 . . . . .	\$15.74
Agricultural Workers, All Other . . . . .	169 . . . . .	\$8.14 . . . . .	\$9.30 . . . . .	\$13.59
Fallers . . . . .	11 . . . . .	\$16.30 . . . . .	\$20.98 . . . . .	\$25.17
Logging Equipment Operators . . . . .	75 . . . . .	\$8.26 . . . . .	\$11.64 . . . . .	\$20.43
<b>CONSTRUCTION AND EXTRACTION OCCUPATIONS</b>				
First-Line Supervisors of Construction Trades and Extraction Workers . . . . .	1,277 . . . . .	\$21.53 . . . . .	\$28.34 . . . . .	\$36.25
Boilermakers . . . . .	39 . . . . .	\$19.10 . . . . .	\$30.63 . . . . .	\$38.46
Brickmasons and Blockmasons . . . . .	243 . . . . .	\$15.98 . . . . .	\$24.01 . . . . .	\$32.06
Stonemasons . . . . .	13 . . . . .	\$8.29 . . . . .	\$14.16 . . . . .	\$23.85
Carpenters . . . . .	2,710 . . . . .	\$13.43 . . . . .	\$19.19 . . . . .	\$25.87
Carpet Installers . . . . .	67 . . . . .	\$12.82 . . . . .	\$16.25 . . . . .	\$21.18
Floor Layers, Except Carpet, Wood, and Hard Tiles . . . . .	39 . . . . .	\$12.00 . . . . .	\$16.60 . . . . .	\$23.07
Floor Sanders and Finishers . . . . .	23 . . . . .	\$13.12 . . . . .	\$16.60 . . . . .	\$20.85
Tile and Stone Setters . . . . .	123 . . . . .	\$11.24 . . . . .	\$15.60 . . . . .	\$21.34
Cement Masons and Concrete Finishers . . . . .	614 . . . . .	\$15.14 . . . . .	\$19.84 . . . . .	\$24.51
Construction Laborers . . . . .	3,257 . . . . .	\$11.97 . . . . .	\$16.21 . . . . .	\$21.86
Paving, Surfacing, and Tamping Equipment Operators . . . . .	63 . . . . .	\$15.27 . . . . .	\$18.44 . . . . .	\$24.98
Operating Engineers and Other Construction Equipment Operators . . . . .	967 . . . . .	\$20.96 . . . . .	\$27.38 . . . . .	\$33.94
Drywall and Ceiling Tile Installers . . . . .	245 . . . . .	\$16.45 . . . . .	\$21.24 . . . . .	\$25.32

# Northeast Indiana Wages: Goods Producing, Logistics, Construction

Eleven County Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
<b>CONSTRUCTION AND EXTRACTION OCCUPATIONS</b> <small>CONTINUED</small>				
Tapers . . . . .	16	\$11.10	\$16.98	\$25.47
Electricians . . . . .	1,834	\$19.27	\$25.61	\$32.11
Glaziers . . . . .	127	\$16.55	\$20.55	\$24.69
Insulation Workers, Floor, Ceiling, and Wall . . . . .	181	\$12.51	\$15.05	\$20.00
Insulation Workers, Mechanical . . . . .	57	\$22.23	\$33.74	\$41.67
Painters, Construction and Maintenance . . . . .	816	\$10.96	\$16.63	\$23.08
Pipelayers . . . . .	45	\$16.52	\$23.20	\$28.88
Plumbers, Pipefitters, and Steamfitters . . . . .	1,266	\$19.97	\$26.18	\$35.38
Plasterers and Stucco Masons . . . . .	13	\$8.61	\$13.87	\$24.58
Reinforcing Iron and Rebar Workers . . . . .	60	\$15.67	\$22.38	\$31.46
Roofers . . . . .	447	\$15.13	\$17.69	\$21.80
Sheet Metal Workers . . . . .	265	\$20.58	\$27.82	\$38.74
Structural Iron and Steel Workers . . . . .	331	\$17.83	\$22.30	\$27.33
Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters . . . . .	79	\$15.32	\$19.50	\$23.52
Helpers--Carpenters . . . . .	48	\$12.74	\$15.73	\$21.38
Helpers--Electricians . . . . .	111	\$11.62	\$12.76	\$14.13
Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters . . . . .	67	\$14.13	\$16.50	\$18.28
Helpers, Construction Trades, All Other . . . . .	57	\$12.02	\$13.87	\$16.00
Construction and Building Inspectors . . . . .	15	\$17.12	\$21.65	\$26.09
Elevator and Escalator Installers and Repairers . . . . .	27	\$36.63	\$48.43	\$57.35
Fence Erectors . . . . .	35	\$11.48	\$14.68	\$19.76
Highway Maintenance Workers . . . . .	25	\$15.68	\$17.48	\$19.78
Rail-Track Laying and Maintenance Equipment Operators . . . . .	33	\$25.68	\$29.60	\$33.90
Miscellaneous Construction and Related Workers . . . . .	39	\$11.91	\$15.98	\$25.40
Excavating and Loading Machine and Dragline Operators, Surface Mining . . . . .	40	\$17.16	\$23.83	\$36.12
Continuous Mining Machine Operators . . . . .	25	\$21.07	\$24.77	\$28.37
Rock Splitters, Quarry . . . . .	49	\$12.84	\$19.83	\$27.13
Helpers--Extraction Workers . . . . .	22	\$10.65	\$13.66	\$16.14
Earth Drillers, Except Oil and Gas; and Explosives Workers, Ordnance Handling Experts, and Blasters . . . . .	29	\$18.86	\$21.04	\$23.36

# Northeast Indiana Wages: Goods Producing, Logistics, Construction

## Eleven County Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
<b>INSTALLATION, MAINTENANCE, AND REPAIR OCCUPATIONS</b>				
First-Line Supervisors of Mechanics, Installers, and Repairers	594	\$24.03	\$31.13	\$40.83
Radio, Cellular, and Tower Equipment Installers and Repairers	42	\$25.17	\$27.80	\$30.39
Telecommunications Equipment Installers and Repairers, Except Line Installers	28	\$13.20	\$20.01	\$27.94
Avionics Technicians	11	\$19.36	\$23.76	\$27.63
Electric Motor, Power Tool, and Related Repairers	15	\$14.34	\$17.62	\$20.23
Electrical and Electronics Installers and Repairers, Transportation Equipment	12	\$25.25	\$27.55	\$29.75
Electrical and Electronics Repairers, Commercial and Industrial Equipment	122	\$21.89	\$28.29	\$31.83
Electronic Equipment Installers and Repairers, Motor Vehicles	10	\$13.29	\$16.85	\$22.13
Audiovisual Equipment Installers and Repairers	31	\$14.38	\$16.89	\$21.78
Security and Fire Alarm Systems Installers	49	\$14.67	\$17.53	\$21.86
Aircraft Mechanics and Service Technicians	110	\$26.76	\$29.07	\$31.13
Automotive Body and Related Repairers	23	\$16.32	\$19.18	\$23.60
Automotive Service Technicians and Mechanics	94	\$13.34	\$16.63	\$20.91
Bus and Truck Mechanics and Diesel Engine Specialists	569	\$18.93	\$21.84	\$24.65
Mobile Heavy Equipment Mechanics, Except Engines	176	\$18.95	\$22.61	\$27.54
Rail Car Repairers	47	\$18.28	\$23.89	\$29.64
Recreational Vehicle Service Technicians	17	\$16.93	\$19.84	\$22.58
Tire Repairers and Changers	10	\$12.28	\$15.05	\$17.65
Mechanical Door Repairers	29	\$14.14	\$16.73	\$19.71
Control and Valve Installers and Repairers, Except Mechanical Door	22	\$19.81	\$28.94	\$41.19
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	990	\$19.57	\$24.39	\$30.01
Industrial Machinery Mechanics	1,089	\$18.68	\$22.96	\$28.00
Maintenance Workers, Machinery	173	\$17.96	\$21.31	\$24.77
Millwrights	284	\$19.19	\$25.24	\$33.23
Electrical Power-Line Installers and Repairers	102	\$24.26	\$33.51	\$40.53
Telecommunications Line Installers and Repairers	76	\$16.47	\$19.80	\$27.85
Medical Equipment Repairers	19	\$17.47	\$21.90	\$27.17
Maintenance and Repair Workers, General Riggers	1,871	\$16.05	\$20.88	\$25.72
Signal and Track Switch Repairers	64	\$13.37	\$18.30	\$25.24
Helpers--Installation, Maintenance, and Repair Workers	16	\$34.46	\$39.06	\$44.11
Installation, Maintenance, and Repair Workers, All Other	93	\$11.60	\$14.58	\$17.21
	98	\$13.03	\$17.28	\$23.22

# Northeast Indiana Wages: Goods Producing, Logistics, Construction

## Eleven County Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
<b>PRODUCTION OCCUPATIONS</b> <small>CONTINUED</small>				
First-Line Supervisors of Production and				
Operating Workers . . . . .	3,947	\$21.47	\$27.55	\$34.83
Coil Winders, Tapers, and Finishers . . . . .	173	\$14.88	\$17.34	\$19.90
Electrical, Electronic, and Electromechanical Assemblers,				
Except Coil Winders, Tapers, and Finishers . . . . .	1,304	\$11.80	\$14.52	\$17.90
Engine and Other Machine Assemblers . . . . .	349	\$13.81	\$16.90	\$19.43
Structural Metal Fabricators and Fitters . . . . .	295	\$14.04	\$16.28	\$18.75
Fiberglass Laminators and Fabricators . . . . .	236	\$13.55	\$16.81	\$21.54
Miscellaneous Assemblers and Fabricators . . . . .	12,509	\$13.99	\$17.69	\$22.79
Bakers . . . . .	134	\$10.33	\$12.27	\$14.29
Butchers and Meat Cutters . . . . .	27	\$12.65	\$14.75	\$17.67
Meat, Poultry, and Fish Cutters and Trimmers . . . . .	180	\$12.38	\$14.28	\$16.68
Slaughterers and Meat Packers . . . . .	62	\$11.78	\$14.39	\$17.30
Food and Tobacco Roasting, Baking, and				
Drying Machine Operators and Tenders . . . . .	88	\$16.36	\$17.97	\$23.21
Food Batchmakers . . . . .	637	\$12.70	\$15.18	\$18.60
Food Cooking Machine Operators and Tenders . . . . .	45	\$12.01	\$14.72	\$17.95
Food Processing Workers, All Other . . . . .	22	\$11.19	\$13.12	\$16.12
Extruding and Drawing Machine Setters,				
Operators, and Tenders, Metal and Plastic . . . . .	1,023	\$15.18	\$17.41	\$20.06
Forging Machine Setters, Operators, and Tenders,				
Metal and Plastic . . . . .	185	\$17.79	\$20.73	\$23.94
Rolling Machine Setters, Operators, and Tenders,				
Metal and Plastic . . . . .	760	\$16.01	\$19.84	\$23.72
Cutting, Punching, and Press Machine Setters,				
Operators, and Tenders, Metal and Plastic . . . . .	2,483	\$13.68	\$16.19	\$19.12
Drilling and Boring Machine Tool Setters,				
Operators, and Tenders, Metal and Plastic . . . . .	68	\$13.31	\$16.01	\$20.56
Grinding, Lapping, Polishing, and Buffing Machine Tool				
Setters, Operators, and Tenders, Metal and Plastic . . . . .	1,299	\$13.94	\$17.09	\$20.93
Lathe and Turning Machine Tool Setters, Operators, and				
Tenders, Metal and Plastic . . . . .	504	\$13.81	\$17.29	\$21.43
Milling and Planing Machine Setters, Operators, and				
Tenders, Metal and Plastic . . . . .	124	\$12.86	\$17.15	\$21.51
Machinists . . . . .	3,880	\$17.05	\$21.04	\$25.88
Metal-Refining Furnace Operators and Tenders . . . . .	244	\$16.03	\$18.89	\$22.96
Pourers and Casters, Metal . . . . .	134	\$14.50	\$16.43	\$18.66
Model Makers, Metal and Plastic . . . . .	15	\$17.02	\$20.91	\$31.96
Patternmakers, Metal and Plastic . . . . .	45	\$21.66	\$26.05	\$29.06
Foundry Mold and Coremakers . . . . .	180	\$13.55	\$15.70	\$19.04

# Northeast Indiana Wages: Goods Producing, Logistics, Construction

## Eleven County Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
<b>PRODUCTION OCCUPATIONS CONTINUED</b>				
Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic . . . . .	2,275	\$14.37	\$17.77	\$21.75
Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic . . . . .	1,108	\$16.83	\$19.29	\$22.18
Tool and Die Makers . . . . .	812	\$19.37	\$24.05	\$28.92
Welders, Cutters, Solderers, and Brazers. . . . .	3,135	\$15.64	\$18.13	\$21.70
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders . . . . .	421	\$14.71	\$16.76	\$19.05
Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic . . . . .	236	\$16.23	\$19.48	\$23.48
Layout Workers, Metal and Plastic . . . . .	25	\$20.68	\$24.86	\$29.65
Plating Machine Setters, Operators, and Tenders, Metal and Plastic. . . . .	664	\$11.61	\$14.33	\$17.86
Tool Grinders, Filers, and Sharpeners. . . . .	15	\$15.58	\$18.82	\$23.75
Metal Workers and Plastic Workers, All Other . . . . .	91	\$15.23	\$17.08	\$19.65
Prepress Technicians and Workers . . . . .	111	\$14.97	\$18.70	\$22.77
Printing Press Operators. . . . .	784	\$12.62	\$15.71	\$19.84
Print Binding and Finishing Workers. . . . .	348	\$12.54	\$15.53	\$19.08
Sewing Machine Operators . . . . .	449	\$10.70	\$13.14	\$16.14
Shoe and Leather Workers and Repairers . . . . .	86	\$8.91	\$10.64	\$12.83
Shoe Machine Operators and Tenders . . . . .	38	\$8.99	\$11.33	\$12.98
Tailors, Dressmakers, and Custom Sewers . . . . .	14	\$7.72	\$9.42	\$13.53
Textile Bleaching and Dyeing Machine Operators and Tenders . . . . .	59	\$13.12	\$14.50	\$15.37
Textile Cutting Machine Setters, Operators, and Tenders. . . . .	41	\$8.57	\$11.99	\$14.24
Textile Winding, Twisting, and Drawing Out Machine Setters, Operators, and Tenders. . . . .	23	\$11.69	\$13.19	\$14.56
Extruding and Forming Machine Setters, Operators and Tenders, Synthetic and Glass Fibers. . . . .	63	\$12.97	\$13.88	\$15.56
Upholsterers. . . . .	163	\$13.12	\$15.88	\$19.67
Textile, Apparel, and Furnishings Workers, All Other . . . . .	40	\$11.65	\$13.76	\$15.76
Cabinetmakers and Bench Carpenters . . . . .	655	\$13.88	\$16.53	\$19.95
Furniture Finishers. . . . .	192	\$12.78	\$14.98	\$18.23
Sawing Machine Setters, Operators, and Tenders, Wood . . . . .	171	\$13.77	\$16.79	\$20.12
Woodworking Machine Setters, Operators, and Tenders, Except Sawing. . . . .	648	\$13.84	\$16.14	\$18.63
Woodworkers, All Other . . . . .	90	\$8.25	\$15.86	\$25.99
Stationary Engineers and Boiler Operators. . . . .	23	\$19.12	\$28.65	\$37.02
Water and Wastewater Treatment Plant and System Operators . . . . .	32	\$19.21	\$22.34	\$25.47

# Northeast Indiana Wages: Goods Producing, Logistics, Construction

## Eleven County Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
<b>PRODUCTION OCCUPATIONS</b> <small>CONTINUED</small>				
Chemical Plant and System Operators . . . . .	48	\$18.51	\$22.60	\$34.27
Petroleum Pump System Operators, Refinery Operators, and Gaugers . . . . .	15	Insf. Data	Insf. Data	Insf. Data
Chemical Equipment Operators and Tenders . . . . .	282	\$18.65	\$24.54	\$38.79
Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders . . . . .	90	\$11.40	\$15.79	\$19.60
Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders . . . . .	101	\$12.57	\$14.77	\$17.63
Grinding and Polishing Workers, Hand . . . . .	196	\$12.57	\$15.73	\$20.02
Mixing and Blending Machine Setters, Operators, and Tenders . . . . .	468	\$15.40	\$18.06	\$21.18
Cutters and Trimmers, Hand . . . . .	83	\$13.11	\$14.97	\$16.61
Cutting and Slicing Machine Setters, Operators, and Tenders . . . . .	481	\$12.64	\$14.67	\$18.10
Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders . . . . .	654	\$14.01	\$16.48	\$19.80
Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders . . . . .	124	\$16.82	\$19.30	\$21.18
Inspectors, Testers, Sorters, Samplers, and Weighers . . . . .	2,827	\$15.57	\$19.01	\$23.41
Jewelers and Precious Stone and Metal Workers . . . . .	42	\$15.03	\$17.63	\$20.96
Dental Laboratory Technicians . . . . .	176	\$14.22	\$18.30	\$22.94
Medical Appliance Technicians . . . . .	285	\$12.56	\$14.59	\$24.44
Ophthalmic Laboratory Technicians . . . . .	141	\$12.70	\$16.41	\$18.55
Packaging and Filling Machine Operators and Tenders . . . . .	916	\$11.33	\$13.68	\$16.30
Painting, Coating, and Decorating Workers . . . . .	105	\$12.85	\$15.69	\$20.25
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders . . . . .	1,300	\$13.93	\$16.89	\$20.60
Semiconductor Processing Technicians . . . . .	148	\$20.21	\$25.35	\$32.25
Computer Numerically Controlled Tool Operators . . . . .	1,498	\$16.55	\$19.22	\$23.21
Computer Numerically Controlled Tool Programmers . . . . .	108	\$22.90	\$27.61	\$32.26
Adhesive Bonding Machine Operators and Tenders . . . . .	119	\$13.37	\$15.16	\$18.63
Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders . . . . .	64	\$12.23	\$14.77	\$17.94
Cooling and Freezing Equipment Operators and Tenders . . . . .	33	\$12.07	\$15.60	\$20.86
Etchers and Engravers . . . . .	40	\$13.48	\$18.57	\$26.88
Molders, Shapers, and Casters, Except Metal and Plastic . . . . .	368	\$13.11	\$15.77	\$19.38
Paper Goods Machine Setters, Operators, and Tenders . . . . .	652	\$13.44	\$14.51	\$15.66
Tire Builders . . . . .	330	\$27.57	\$34.67	\$42.52
Helpers--Production Workers . . . . .	1,474	\$11.44	\$14.03	\$17.08
Production Workers, All Other . . . . .	408	\$13.28	\$16.62	\$20.28

# Northeast Indiana Wages: Goods Producing, Logistics, Construction

## Eleven County Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
<b>TRANSPORTATION AND MATERIAL MOVING OCCUPATIONS</b>				
First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors . . . . .	641 . . . . .	\$19.01 . . . . .	\$25.73 . . . . .	\$31.16
Airline Pilots, Copilots, and Flight Engineers . . . . .	26 . . . . .	\$26.33 . . . . .	\$40.19 . . . . .	\$51.77
Commercial Pilots . . . . .	20 . . . . .	\$20.06 . . . . .	\$27.16 . . . . .	\$41.61
Flight Attendants . . . . .	27 . . . . .	\$18.35 . . . . .	\$30.08 . . . . .	\$33.72
Driver/Sales Workers . . . . .	118 . . . . .	\$8.96 . . . . .	\$10.49 . . . . .	\$17.40
Heavy and Tractor-Trailer Truck Drivers . . . . .	5,493 . . . . .	\$17.25 . . . . .	\$20.35 . . . . .	\$24.55
Light Truck Drivers . . . . .	1,222 . . . . .	\$9.92 . . . . .	\$14.61 . . . . .	\$20.40
Bus Drivers, Transit and Intercity . . . . .	62 . . . . .	\$11.62 . . . . .	\$13.45 . . . . .	\$19.90
Passenger Vehicle Drivers, Except Bus Drivers, Transit and Intercity . . . . .	387 . . . . .	\$8.76 . . . . .	\$10.44 . . . . .	\$16.55
Motor Vehicle Operators, All Other . . . . .	37 . . . . .	\$11.87 . . . . .	\$23.28 . . . . .	\$27.68
Locomotive Engineers . . . . .	109 . . . . .	\$25.21 . . . . .	\$28.32 . . . . .	\$33.03
Railroad Brake, Signal, and Switch Operators and Locomotive Firers . . . . .	28 . . . . .	\$23.00 . . . . .	\$26.32 . . . . .	\$31.78
Railroad Conductors and Yardmasters . . . . .	132 . . . . .	\$24.92 . . . . .	\$30.37 . . . . .	\$36.09
Transportation Inspectors . . . . .	21 . . . . .	\$18.96 . . . . .	\$24.72 . . . . .	\$38.83
Passenger Attendants . . . . .	20 . . . . .	\$10.04 . . . . .	\$15.85 . . . . .	\$21.00
Conveyor Operators and Tenders . . . . .	31 . . . . .	\$11.22 . . . . .	\$14.69 . . . . .	\$18.65
Crane and Tower Operators . . . . .	229 . . . . .	\$17.25 . . . . .	\$26.15 . . . . .	\$36.76
Industrial Truck and Tractor Operators . . . . .	1,825 . . . . .	\$13.59 . . . . .	\$15.71 . . . . .	\$18.58
Cleaners of Vehicles and Equipment . . . . .	183 . . . . .	\$9.59 . . . . .	\$11.70 . . . . .	\$14.55
Laborers and Freight, Stock, and Material Movers, Hand Machine Feeders and Offbearers . . . . .	5,050 . . . . .	\$11.36 . . . . .	\$13.77 . . . . .	\$17.51
525 . . . . .		\$10.57 . . . . .	\$12.21 . . . . .	\$14.86
Packers and Packagers, Hand . . . . .	861 . . . . .	\$11.80 . . . . .	\$13.68 . . . . .	\$16.13
Stockers and Order Fillers . . . . .	1,026 . . . . .	\$10.20 . . . . .	\$12.05 . . . . .	\$15.03
Tank Car, Truck, and Ship Loaders . . . . .	11 . . . . .	\$12.81 . . . . .	\$15.36 . . . . .	\$21.69
Material Moving Workers, All Other . . . . .	16 . . . . .	\$13.69 . . . . .	\$18.82 . . . . .	\$28.87

# BENEFITS



**Goods Producing, Construction and Logistics**

# Northeast Indiana Benefits: Goods Producing, Logistics, Construction

Eleven County Region

Hourly

Salary

## PAID TIME OFF

### HOLIDAYS

Percentage of companies offering paid holidays . . . . .	97%	97%
Typical number of paid holidays offered annually . . . . .	10	10

#### Percentage of those companies offering these common holidays

New Year's Eve . . . . .	51%	50%
New Year's Day . . . . .	100%	100%
Martin Luther King Jr. . . . .	3%	2%
Lincoln's Birthday . . . . .	0%	0%
President's Day . . . . .	2%	2%
Washington's Birthday . . . . .	0%	0%
Good Friday . . . . .	52%	52%
Memorial Day . . . . .	99%	98%
Independence Day . . . . .	98%	98%
Labor Day . . . . .	95%	95%
Columbus Day . . . . .	1%	0%
Election Day . . . . .	0%	0%
Floating Holiday . . . . .	34%	36%
Veterans' Day . . . . .	3%	2%
Thanksgiving Day . . . . .	99%	99%
Day After Thanksgiving . . . . .	79%	79%
Christmas Eve . . . . .	75%	74%
Christmas Day . . . . .	100%	100%
Other . . . . .	12%	10%

### COMBINED PAID TIME OFF

Percentage of companies that combine vacation, sick and personal days . . . . .	18%	18%
Average number of PTO days offered first year . . . . .	5	6
Typical number of PTO days offered first year . . . . .	10	15
Average number of carryover days per year . . . . .	10	11

#### How Paid Time Off is earned

Average number of years that must be worked to earn 5 days . . . . .	First Year	First Year
Typical number of years that must be worked to earn 5 days . . . . .	1	First Year
Average number of years that must be worked to earn 10 days . . . . .	2	1
Typical number of years that must be worked to earn 10 days . . . . .	5	1
Average number of years that must be worked to earn 15 days . . . . .	4	3
Typical number of years that must be worked to earn 15 days . . . . .	5	5
Average number of years that must be worked to earn 20 days (when offered) . . . . .	10	10
Typical number of years that must be worked to earn 20 days (when offered) . . . . .	10	10
Average number of years that must be worked to earn more than 20 days (when offered) . . . . .	9	9
Typical number of years that must be worked to earn more than 20 days (when offered) . . . . .	15	15

# Northeast Indiana Benefits: Goods Producing, Logistics, Construction (continued)

Eleven County Region

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## PAID TIME OFF (continued)

### VACATION

Percentage of all companies that offer paid vacation . . . . . **78%** . . . . . **78%**

#### How soon after hire may employee take paid vacation?

One to 30 days . . . . .	18%	40%
One to three months . . . . .	18%	13%
Three to six months . . . . .	11%	6%
Six months to one year . . . . .	14%	14%
After 1 year . . . . .	39%	27%

#### Number of days offered

Average number of paid vacation days offered in first year: . . . . .	5	5
Typical number of vacation days offered in first year: . . . . .	5	5

#### How vacation time is earned

Average number of years that must be worked to earn 5 days . . . . .	1	First Year
Typical number of years that must be worked to earn 5 days . . . . .	First Year	First Year
Average number of years that must be worked to earn 10 days . . . . .	2	2
Typical number of years that must be worked to earn 10 days . . . . .	2	1
Average number of years that must be worked to earn 15 days . . . . .	7	6
Typical number of years that must be worked to earn 15 days . . . . .	5	5
Average number of years that must be worked to earn 20 days (when offered) . . . . .	13	12
Typical number of years that must be worked to earn 20 days (when offered) . . . . .	10	10
Average number of years that must be worked to earn more than 20 days (when offered) . . . . .	11	11
Typical number of years that must be worked to earn more than 20 days (when offered) . . . . .	15	15

### PERSONAL DAYS

Percentage of companies offering paid personal days . . . . . **25%** . . . . . **28%**

Average number of personal days offered per year . . . . .	4	4
Typical number of personal days offered in first year: . . . . .	5	5

#### How soon after hire may employee take personal day?

One to 30 days . . . . .	28%	47%
One to three months . . . . .	31%	22%
Three to six months . . . . .	10%	6%
Six months to one year . . . . .	10%	6%
After 1 year . . . . .	21%	19%

# Northeast Indiana Benefits: Goods Producing, Logistics, Construction (continued)

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## PAID TIME OFF (continued)

### BEREAVEMENT LEAVE

Percentage of companies offering paid bereavement leave . . . . .	95%	94%
Average number of bereavement days offered annually . . . . .	3	3
Typical number of bereavement days offered annually . . . . .	3	3

#### How soon after hire is employee eligible?

One to 30 days . . . . .	62%	69%
One to three months . . . . .	23%	20%
Three to six months . . . . .	13%	9%
Six months to year . . . . .	1%	1%
After one year . . . . .	1%	1%

### COMPENSATION DURING JURY SERVICE

Percentage of companies that pay employees during jury service . . . . .	71%	73%
Percentage of those that pay regular wages plus payment from court . . . . .	40%	46%
Percentage of those that pay regular wages minus payment from court. . . . .	60%	54%
Percentage where employee receives only payment from court . . . . .	29%	27%

### ILLNESS DAYS

Percentage of companies that offer paid illness days . . . . .	6%	6%
Average number of paid illness days offered annually . . . . .	2	4
Typical number of paid illness days offered per year . . . . .	5	5
Average maximum number of illness days that may be accumulated . . . . .	4	4
Typical number of paid illness days that may be accumulated . . . . .	10	10

#### How soon after hire is employee eligible?

One to 30 days . . . . .	50%	50%
One to three months . . . . .	0%	0%
Three to six months . . . . .	50%	50%
Six months to one year. . . . .	0%	0%
After 1 year . . . . .	0%	0%

# Northeast Indiana Benefits: Goods Producing, Logistics, Construction (continued)

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## PAID TIME OFF (continued)

### FAMILY MEDICAL LEAVE

Percentage of companies that offer Family Medical Leave . . . . .	77%	76%
Average number of weeks paid . . . . .	1	.2
Typical number of weeks paid . . . . .	0	.0
Average number of weeks unpaid . . . . .	11	.11
Typical number of weeks unpaid . . . . .	0	.0

### MATERNITY LEAVE

Percentage of companies that offer Maternity Leave . . . . .	50%	49%
Average number of weeks paid . . . . .	3	.3
Typical number of weeks paid . . . . .	0	.0
Average number of weeks unpaid . . . . .	8	.7
Typical number of weeks unpaid . . . . .	0	.0

### PATERNITY LEAVE

Percentage of companies that offer Paternity Leave . . . . .	38%	37%
Average number of weeks paid . . . . .	1	.1
Typical number of weeks paid . . . . .	0	.0
Average number of weeks unpaid . . . . .	8	.8
Typical number of weeks unpaid . . . . .	0	.0

# Northeast Indiana Benefits: Goods Producing, Logistics, Construction (continued)

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## HEALTH RELATED BENEFITS

### HEALTH INSURANCE OFFERED

Percentage of companies offering health insurance to employees . . . . .	93%	93%
Percentage of those offering health insurance to families and children . . . . .	100%	99%
Percentage of companies reporting as self-insured . . . . .	68%	68%
Percentage of companies reporting indemnity insurance . . . . .	33%	33%
Percentage of companies that offer a single plan . . . . .	40%	41%
Percentage of companies that offer multiple plans . . . . .	60%	59%
Percentage of companies offering traditional plans . . . . .	79%	79%
Percentage of companies offering high-deductible plans . . . . .	62%	62%
Percentage of companies considering dropping health plan in coming year . . . . .	1%	1%

### HEALTH SAVINGS ACCOUNTS AND HEALTH REIMBURSEMENT ARRANGEMENTS

Percentage of companies offering only HSA or HRA plans . . . . .	21%	21%
Percentage of companies offering optional HSA or HRA plan . . . . .	40%	39%
Percentage of companies with no HSA or HRA plan . . . . .	38%	39%

#### Average company contribution to HSA/HRA account

For employee only plan . . . . .	\$1,634	\$1,500
For family plan . . . . .	\$2,565	\$2,366

#### Typical company contribution to HSA/HRA account

For employee only plan . . . . .	\$500	\$500
For family plan . . . . .	\$1,000	\$1,000

#### Average annual out of pocket limit with HSA/HRA plan

Average maximum annual out of pocket expense single . . . . .	\$4,178	\$4,178
Average maximum annual out of pocket expense family . . . . .	\$8,029	\$8,029

#### Typical annual out of pocket limit with HSA/HRA plan

Typical maximum annual out of pocket expense single . . . . .	\$5,000	\$5,000
Typical maximum annual out of pocket expense family . . . . .	\$10,000	\$10,000

### WELLNESS INCENTIVE

Percentage of companies that offer a wellness incentive . . . . .	38%	38%
Average amount that may be earned . . . . .	\$501	\$505
Typical amount that may be earned . . . . .	\$500	\$500

# Northeast Indiana Benefits: Goods Producing, Logistics, Construction (continued)

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## HEALTH INSURANCE COSTS AND BENEFITS

### SELF-INSURED COMPANIES

#### Traditional Plans

Percentage of self insured companies offering a traditional plan	79%	79%
Percentage that offer family coverage	98%	97%

#### How soon after hire is employee eligible?

One to 30 days	20%	31%
One to three months	63%	58%
Three to six months	17%	12%
Six months to year	0%	0%
After one year	0%	0%

#### Average monthly premium paid by employee for:

Employee only coverage	\$154.57	\$139.80
Employee and spouse	\$335.92	\$334.67
Employee and child	\$314.79	\$314.51
Family	\$479.40	\$483.04

#### Average monthly cost paid by employer for each employee

Employee-only coverage	\$512.73	\$521.50
Employee and spouse	\$999.14	\$1,005.14
Employee and child	\$973.99	\$978.39
Family	\$1,339.69	\$1,365.88

#### Deductibles

Average annual deductible per person	\$1,522.76	\$1,492.32
Typical annual deductible per person	\$1,500.00	\$1,500.00
Average annual deductible per family	\$3,205.18	\$3,136.85
Typical annual deductible per family	\$3,000.00	\$3,000.00

#### Copays and Limits

Average percentage of costs covered by insurance	72%	69%
Typical percentage of costs covered by insurance	80%	80%
Average copay for physician office visit	\$24.74	\$24.55
Typical copay for physician office visit	\$20.00	\$20.00

#### Average out of pocket limit

Single coverage	\$4,090.00	\$3,925.09
Family Coverage	\$8,285.34	\$8,142.86

#### Typical out of pocket limit

Single coverage	\$5,000.00	\$5,000.00
Family Coverage	\$10,000.00	\$10,000.00

# Northeast Indiana Benefits: Goods Producing, Logistics, Construction (continued)

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## HEALTH INSURANCE COSTS AND BENEFITS (continued)

### SELF-INSURED COMPANIES

#### High-Deductible Plan

Percentage of self insured companies offering a high-deductible plan . . . . .	62%	62%
Percentage that offer family coverage . . . . .	100%	100%

#### How soon after hire is employee eligible?

One to 30 days . . . . .	28%	37%
One to three months . . . . .	49%	47%
Three to six months . . . . .	23%	14%
Six months to year . . . . .	0%	0%
After one year . . . . .	0%	0%

#### Average monthly premium paid by employee for:

Employee only coverage . . . . .	\$104.38	\$96.71
Employee and spouse . . . . .	\$253.02	\$249.58
Employee and child . . . . .	\$220.82	\$218.14
Family . . . . .	\$362.09	\$354.87

#### Average monthly cost paid by employer for each employee

Employee-only coverage . . . . .	\$455.95	\$445.39
Employee and spouse . . . . .	\$885.41	\$897.94
Employee and child . . . . .	\$797.74	\$808.42
Family . . . . .	\$1,214.56	\$1,227.76

#### Deductibles

Average annual deductible per person . . . . .	\$3,182.56	\$3,182.56
Typical annual deductible per person . . . . .	\$1,500.00	\$1,500.00
Average annual deductible per family . . . . .	\$6,129.07	\$6,129.07
Typical annual deductible per family . . . . .	\$3,000.00	\$3,000.00

#### Copays and Limits

Average percentage of costs covered by insurance . . . . .	73%	72%
Typical percentage of costs covered by insurance . . . . .	80%	80%
Average copay for physician office visit . . . . .	\$19.63	\$19.63
Typical copay for physician office visit . . . . .	\$20.00	\$20.00

#### Average out of pocket limit

Single coverage . . . . .	\$4,856.40	\$4,716.86
Family Coverage . . . . .	\$9,459.30	\$9,250.00

#### Typical out of pocket limit

Single coverage . . . . .	\$5,000.00	\$5,000.00
Family Coverage . . . . .	\$10,000.00	\$10,000.00

# Northeast Indiana Benefits: Goods Producing, Logistics, Construction (continued)

Eleven County Region

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## HEALTH INSURANCE COSTS AND BENEFITS (continued)

### INDEMNITY-INSURED COMPANIES

#### Traditional Plans

Percentage of Indemnity insured companies offering a traditional plan . . . . .	33%	33%
Percentage that offer family coverage . . . . .	100%	95%

#### How soon after hire is employee eligible?

One to 30 days . . . . .	19%	36%
One to three months . . . . .	52%	41%
Three to six months . . . . .	29%	23%
Six months to year . . . . .	0%	0%
After one year . . . . .	0%	0%

#### Average monthly premium paid by employee for:

Employee only coverage . . . . .	\$156.21	\$137.16
Employee and spouse . . . . .	\$451.35	\$391.95
Employee and child . . . . .	\$430.52	\$380.43
Family . . . . .	\$663.57	\$589.28

#### Average monthly cost paid by employer for each employee for

Employee-only coverage . . . . .	\$469.26	\$482.13
Employee and spouse . . . . .	\$889.58	\$904.98
Employee and child . . . . .	\$791.61	\$808.27
Family . . . . .	\$1,123.83	\$1,135.99

#### Deductibles

Average annual deductible per person . . . . .	\$2,367.50	\$2,085.71
Typical annual deductible per person . . . . .	\$1,500.00	\$1,500.00
Average annual deductible per family . . . . .	\$4,835.00	\$4,685.00
Typical annual deductible per family . . . . .	\$3,000.00	\$3,000.00

#### Copays and Limits

Average percentage of costs covered by insurance . . . . .	75%	75%
Typical percentage of costs covered by insurance . . . . .	80%	80%
Average copay for physician office visit . . . . .	\$25.71	\$24.77
Typical copay for physician office visit . . . . .	\$20.00	\$20.00

#### Average out of pocket limit

Single coverage . . . . .	\$5,783.33	\$5,802.38
Family Coverage . . . . .	\$11,328.57	\$11,414.29

#### Typical out of pocket limit

Single coverage . . . . .	\$5,000.00	\$5,000.00
Family Coverage . . . . .	\$10,000.00	\$10,000.00

# Northeast Indiana Benefits: Goods Producing, Logistics, Construction (continued)

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## HEALTH INSURANCE COSTS AND BENEFITS (continued)

### INDEMNITY INSURED COMPANIES

#### High-Deductible Plan

Percentage of indemnity insured companies offering a high-deductible plan . . . . .	64%	67%
Percentage that offer family coverage . . . . .	95%	100%

#### How soon after hire is employee eligible?

One to 30 days . . . . .	19%	30%
One to three months . . . . .	62%	50%
Three to six months . . . . .	14%	15%
Six months to year . . . . .	5%	5%
After one year . . . . .	0%	0%

#### Average monthly premium paid by employee for:

Employee only coverage . . . . .	\$85.38	\$87.62
Employee and spouse . . . . .	\$343.83	\$344.70
Employee and child . . . . .	\$261.65	\$262.50
Family . . . . .	\$500.47	\$501.52

#### Average monthly cost paid by employer for each employee

Employee-only coverage . . . . .	\$457.46	\$458.89
Employee and spouse . . . . .	\$805.58	\$804.62
Employee and child . . . . .	\$752.30	\$751.36
Family . . . . .	\$1,017.53	\$1,016.35

#### Deductibles

Average annual deductible per person . . . . .	\$4,083.33	\$4,137.50
Typical annual deductible per person . . . . .	\$1,500.00	\$1,500.00
Average annual deductible per family . . . . .	\$8,275.00	\$8,275.00
Typical annual deductible per family . . . . .	\$3,000.00	\$3,000.00

#### Copays and Limits

Average percentage of costs covered by insurance . . . . .	76%	72%
Typical percentage of costs covered by insurance . . . . .	80%	80%
Average copay for physician office visit . . . . .	\$19.69	\$21.00
Typical copay for physician office visit . . . . .	\$20.00	\$20.00

#### Average out of pocket limit

Single coverage . . . . .	\$5,704.76	\$5,840.00
Family Coverage . . . . .	\$11,680.00	\$11,680.00

#### Typical out of pocket limit

Single coverage . . . . .	\$5,000.00	\$5,000.00
Family Coverage . . . . .	\$10,000.00	\$10,000.00

# Northeast Indiana Benefits: Goods Producing, Logistics, Construction (continued)

Eleven County Region

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## HEALTH INSURANCE COSTS AND BENEFITS (continued)

### PRESCRIPTION DRUG BENEFIT

Percentage of all companies where insurance covers prescription drugs . . . . . **90%** . . . . . **90%**

#### Retail copay when paying dollars

What is the average employee copay for retail generic? . . . . .	\$10.56	. . . . .	\$10.57
What is the typical employee copay for retail generic? . . . . .	\$15.00	. . . . .	\$15.00
What is the average employee copay for retail formulary? . . . . .	\$34.24	. . . . .	\$34.43
What is the typical employee copay for retail formulary? . . . . .	\$35.00	. . . . .	\$35.00
What is the average employee copay for retail non-formulary? . . . . .	\$65.08	. . . . .	\$65.78
What is the typical employee copay for retail non-formulary? . . . . .	\$60.00	. . . . .	\$60.00

#### Mail order copay when paying dollars

What is the average employee copay for mail-order generic? . . . . .	\$16.40	. . . . .	\$16.52
What is the typical employee copay for mail-order generic? . . . . .	\$25.00	. . . . .	\$25.00
What is the average employee copay for mail-order formulary? . . . . .	\$62.55	. . . . .	\$62.87
What is the typical employee copay for mail-order formulary? . . . . .	\$120.00	. . . . .	\$120.00
What is the average employee copay for mail-order non-formulary? . . . . .	\$115.36	. . . . .	\$362.88
What is the typical employee copay for mail-order nonformulary? . . . . .	\$150.00	. . . . .	\$150.00

#### Retail copay when paying a percentage

What is the average employee copay for retail generic? . . . . .	31%	. . . . .	31%
What is the typical employee copay for retail generic? . . . . .	20%	. . . . .	20%
What is the average employee copay for retail formulary? . . . . .	34%	. . . . .	34%
What is the typical employee copay for retail formulary? . . . . .	20%	. . . . .	20%
What is the average employee copay for retail non-formulary? . . . . .	42%	. . . . .	42%
What is the typical employee copay for retail non-formulary? . . . . .	60%	. . . . .	60%

#### Mail order copay when paying a percentage

What is the average employee copay for mail-order generic? . . . . .	32%	. . . . .	32%
What is the typical employee copay for mail-order generic? . . . . .	20%	. . . . .	20%
What is the average employee copay for mail-order formulary? . . . . .	35%	. . . . .	35%
What is the typical employee copay for mail-order formulary? . . . . .	20%	. . . . .	20%
What is the average employee copay for mail-order non-formulary? . . . . .	43%	. . . . .	43%
What is the typical employee copay for mail-order nonformulary? . . . . .	30%	. . . . .	30%

# Northeast Indiana Benefits: Goods Producing, Logistics, Construction (continued)

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## HEALTH INSURANCE COSTS AND BENEFITS (continued)

### DENTAL INSURANCE

Percentage of all companies that offer a dental plan . . . . .	79%	80%
Percentage of those plans that cover orthodontia . . . . .	79%	78%

#### How soon after hire is employee eligible for coverage?

One to 30 days after hire: . . . . .	21%	32%
One to three months after hire . . . . .	63%	58%
Three to six months after hire: . . . . .	16%	11%
Six months to one year after hire: . . . . .	0%	0%
After first year: . . . . .	0%	0%

#### Deductibles and Limits

Average annual deductible . . . . .	\$69.22	\$70.64
Typical annual deductible . . . . .	\$50.00	\$50.00
Average annual limit single coverage: . . . . .	\$1,252	\$1,233
Typical annual limit single coverage . . . . .	\$1,000	\$1,000
Average annual limit family coverage: . . . . .	\$1,790	\$1,749
Typical annual limit family coverage . . . . .	\$1,000	\$1,000

#### Premiums and Costs

##### Average monthly premium paid by employee for

Employee only coverage . . . . .	\$13.57	\$13.71
Employee and spouse . . . . .	\$29.98	\$30.37
Employee and child(ren) . . . . .	\$33.94	\$34.22
Family . . . . .	\$49.48	\$49.87

##### Average monthly premium paid by employer for

Employee only coverage . . . . .	\$12.64	\$12.67
Employee and spouse . . . . .	\$24.04	\$24.32
Employee and child(ren) . . . . .	\$26.12	\$26.44
Family . . . . .	\$37.38	\$37.56

##### Typical monthly premium paid by employer for

Employee only coverage . . . . .	\$0.00	\$0.00
Employee and spouse . . . . .	\$0.00	\$0.00
Employee and child(ren) . . . . .	\$0.00	\$0.00
Family . . . . .	\$0.00	\$0.00

#### Percentage of Costs Covered

Average of preventive costs covered . . . . .	95%	94%
Typical percentage of preventive costs covered . . . . .	100%	100%
Average of basic costs covered . . . . .	73%	72%
Typical percentage of basic costs covered . . . . .	80%	80%
Average of major costs covered . . . . .	49%	48%
Typical percentage of major costs covered . . . . .	50%	50%

# Northeast Indiana Benefits: Goods Producing, Logistics, Construction (continued)

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## HEALTH INSURANCE COSTS AND BENEFITS (continued)

### VISION INSURANCE

<b>Percentage of all companies offering a separate vision plan.</b> . . . . .	<b>72%</b> . . . . .	<b>71%</b>
Percentage of those plans that cover glasses/contacts . . . . .	96% . . . . .	98%
Percentage of those plans that cover LASIK or similar procedures . . . . .	23% . . . . .	23%

#### How soon after hire is employee eligible for coverage?

One to 30 days . . . . .	22% . . . . .	34%
One to three months . . . . .	63% . . . . .	56%
Three to six months . . . . .	16% . . . . .	10%
Six months to one year. . . . .	0% . . . . .	0%
After first year . . . . .	0% . . . . .	0%

#### Premiums and Costs

##### Average monthly premium paid by employee for:

Employee only coverage. . . . .	\$5.58 . . . . .	\$5.66
Employee and spouse. . . . .	\$10.77 . . . . .	\$10.78
Employee and child(ren) . . . . .	\$11.26 . . . . .	\$11.47
Family . . . . .	\$16.61 . . . . .	\$16.54

##### Average monthly premium paid by employer for

Employee only coverage. . . . .	\$2.65 . . . . .	\$2.65
Employee and spouse. . . . .	\$4.72 . . . . .	\$4.76
Employee and child(ren) . . . . .	\$4.73 . . . . .	\$4.77
Family . . . . .	\$6.50 . . . . .	\$6.57

##### Typical monthly premium paid by employer for

Employee only coverage. . . . .	\$0.00 . . . . .	\$0.00
Employee and spouse. . . . .	\$0.00 . . . . .	\$0.00
Employee and child(ren) . . . . .	\$0.00 . . . . .	\$0.00
Family . . . . .	\$0.00 . . . . .	\$0.00

# Northeast Indiana Benefits: Goods Producing, Logistics, Construction (continued)

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## FINANCIAL BENEFITS AND INCENTIVES

### LIFE INSURANCE

Percentage of all companies offering life insurance . . . . .	87%	90%
Percentage of those plans that pay a set dollar amount . . . . .	79%	73%
Percentage of those plans that pay a percentage of salary . . . . .	28%	35%

#### How soon after hire is employee covered?

One to 30 days . . . . .	22%	32%
One to three months . . . . .	59%	53%
Three to six months . . . . .	18%	13%
Six months to one year . . . . .	1%	1%
After 1 year . . . . .	0%	1%

### SHORT TERM DISABILITY

Percentage of all companies that offer a short-term disability benefit . . . . .	72%	70%
Average percentage of wages employee receives while on short-term disability . . . . .	61%	69%
Typical percentage of wages employee receives while on short-term disability . . . . .	60%	60%
Average number of weeks employee receives payment . . . . .	19	19
Typical number of weeks employee receives payment . . . . .	26	26

#### How soon after hire is employee covered?

One to 30 days . . . . .	18%	26%
One to three months . . . . .	54%	56%
Three to six months . . . . .	18%	10%
Six months to one year . . . . .	2%	1%
After first year . . . . .	7%	7%

### LONG TERM DISABILITY

Percentage of all companies that offer a long-term disability benefit . . . . .	48%	55%
Average percentage of wages employee receives while on disability . . . . .	53%	56%
Typical percentage of wages employee receives while on disability . . . . .	60%	60%
Average age when employee no longer receives payment . . . . .	58	59
Typical age when employee no longer receives payment . . . . .	65	65

#### How soon after hire is employee covered?

One to 30 days . . . . .	19%	33%
One to three months . . . . .	56%	56%
Three to six months . . . . .	19%	6%
Six months to one year . . . . .	6%	6%
After first year . . . . .	0%	0%

# Northeast Indiana Benefits: Goods Producing, Logistics, Construction (continued)

Eleven County Region

Hourly

Salary

## FINANCIAL BENEFITS AND INCENTIVES (continued)

### COMMISSIONS AND INCENTIVES

Percentage of employers that pay commission on sales, contracts or transactions . . .	15%	33%
Average percentage of compensation that comes from commission . . . . .	13%	

### PROFIT SHARING AND BONUSES

Percentage of companies that offer profit-sharing or performance incentives . . . . .	36%	42%
<b>How soon after hire is employee eligible?</b>		
One to 30 days . . . . .	17%	21%
One to three months . . . . .	17%	14%
Three to six months . . . . .	17%	14%
Six months to one year . . . . .	25%	14%
After 1 year . . . . .	25%	36%
<b>How are incentives awarded?</b>		
Percentage where incentives are team based . . . . .	50%	50%
Percentage where incentives are individually based . . . . .	33%	57%

### BONUS POOL

Percentage of employers who have a bonus pool . . . . .	9%	9%
Average annual amount per employee . . . . .	\$1,840	\$2,404

### REFERRAL BONUS

Percentage of employers that pay a referral bonus . . . . .	42%
-------------------------------------------------------------	-----

### RETENTION BONUS

Percentage of employers offering a retention bonus . . . . .	10%	7%
<b>When are employees eligible?</b>		
After six months . . . . .	67%	75%
After one year . . . . .	38%	25%

### SHIFT DIFFERENTIAL

Percentage of companies with more than one shift . . . . .	58%
Percentage that pay a shift differential . . . . .	95%
Average hourly differential for second shift . . . . .	.63 cents
Average hourly differential for third shift . . . . .	.75 cents

# Northeast Indiana Benefits: Goods Producing, Logistics, Construction (continued)

Eleven County Region

Hourly

Salary

## RETIREMENT

### COMPANY FUNDED PENSION

Percentage of companies that offer traditional pension plan	10%	8%
Percentage of companies where the employee also contributes	36%	44%
Average age when employee is eligible to receive benefits	62	61
Typical age when employee is eligible to receive benefits	65	65

### 401(K) AND SIMILAR PLANS

Percentage of companies that offer a 401(k)/403(b) plan	90%	90%
Average percentage of wages an employee may contribute to fund	58%	57%
Typical percentage of wages an employee may contribute to fund	100%	100%
Percentage of companies where the employer contributes	84%	85%
Average percentage of contribution the employer matches	11%	10%
Typical percentage of contribution the employer matches	5%	5%
Average percentage of contribution the company matches	70% of the first 7%	
Percentage of companies where the match is guaranteed	83%	82%
Percentage of companies where the match is intended	28%	27%

#### How soon after hire is employee eligible to participate?

One to 30 days	20%	22%
One to three months	26%	15%
Three to six months	16%	15%
Six months to a year	13%	12%
After one year	25%	24%

# Northeast Indiana Benefits: Goods Producing, Logistics, Construction (continued)

Eleven County Region

Hourly

Salary

## OTHER INCENTIVES

### WORKPLACE

#### Percentage of companies that offer these workplace benefits

Casual dress day (one per week) . . . . .	11%	22%
Casual dress (every day) . . . . .	59%	56%
Child day care services . . . . .	1%	0%
Child care subsidy . . . . .	3%	3%
Compressed work week . . . . .	10%	9%
Discounted product purchases . . . . .	29%	27%
Employee assistance programs . . . . .	60%	37%
Emergency/sick child care . . . . .	4%	4%
English as second language assistance . . . . .	1%	2%
Fitness center membership subsidy . . . . .	26%	25%
Fitness center on site . . . . .	6%	6%
Flex time . . . . .	14%	20%
Flexible spending account . . . . .	44%	34%
Job sharing . . . . .	3%	3%
Informal recognition program . . . . .	38%	34%
Open communication policy . . . . .	61%	59%
Scholarships-employees/spouses/children . . . . .	13%	12%
Smoking cessation programs . . . . .	36%	36%
Smoke-free work environment . . . . .	59%	59%
Telecommuting . . . . .	6%	19%
Transit subsidy . . . . .	1%	1%
Tutoring-employees/spouses/children . . . . .	1%	1%
Wellness program, resources and information . . . . .	49%	48%
Other . . . . .	8%	4%

### COST OF BENEFITS

Cost of benefits as percentage of wages . . . . . **25%**

# WORKPLACE



**Goods Producing, Construction and Logistics**

# Northeast Indiana Workplace: Goods Producing, Logistics, Construction

Eleven County Region

## HIRING AND LAYOFFS

### CHANGES IN STAFFING PRECEDING YEAR

#### Hiring

Percentage of companies that added workers in preceding six months . . . . . 93%

Total number of employees added in preceding six months . . . . . 4,765

Average number of employees added in preceding six months . . . . . 45

#### Layoffs

Percentage of companies that laid off employees in preceding six months . . . . . 11%

Total number of employees laid off in preceding six months . . . . . 260

Average number of employees laid off in preceding six months . . . . . 20

### EXPECTED CHANGES IN STAFFING IN 2021

#### Hiring

Percentage of companies adding workers later in 2021 . . . . . 63%

Total anticipated increase later 2021 . . . . . 1,446

Average anticipated increase later in 2021 . . . . . 20

#### Layoffs

Percentage of companies expecting layoffs later in 2021 . . . . . 0%

Total anticipated layoffs later in 2021 . . . . . 0

Average anticipated layoffs later in 2021 . . . . . 0

#### No change

Percentage of companies anticipating neither hiring nor layoffs in 2021 . . . . . 63%

Percentage of companies uncertain of change in 2021 . . . . . 13%

### EXPECTED CHANGES IN STAFFING IN 2022

#### Hiring

Percentage of companies adding workers in 2022 . . . . . 34%

Total anticipated increase in 2022 . . . . . 610

Average anticipated increase in 2022 . . . . . 16

#### Layoffs

Percentage of companies anticipating layoffs in 2022 . . . . . 0%

Total anticipated layoffs in 2022 . . . . . 0

Average anticipated layoff in 2022 . . . . . 0

#### No change

Percentage of companies anticipating no change in 2022 . . . . . 66%

Percentage of companies uncertain of change in 2022 . . . . . 0%

### ANNUAL TURNOVER

Average annual turnover as percentage of employees . . . . . 25%

# Northeast Indiana Workplace: Goods Producing, Logistics, Construction

Eleven County Region

## STAFFING

### INCENTIVES

#### Percentage of those companies offering these staffing incentives

Relax drug screening requirements . . . . .	12%
Hire persons with disabilities . . . . .	7%
Hire persons with felony records . . . . .	27%
Expand internships . . . . .	21%
Hire persons without high school or GED diploma . . . . .	44%
Increase starting pay . . . . .	56%
Pay hiring bonus . . . . .	14%
Pay referral bonus . . . . .	55%
Pay retention bonus . . . . .	23%
Offer housing assistance . . . . .	3%
Offer child care assistance . . . . .	3%
None or none of above . . . . .	12%

### RECRUITING

#### Where employers recruit new workers

Employment agencies . . . . .	47%
Indiana Career Connect . . . . .	43%
Job fairs . . . . .	46%
Newspapers . . . . .	37%
Online . . . . .	69%
Referrals . . . . .	90%

### PANDEMIC

#### Impact of the pandemic on employment environment

No impact . . . . .	15%
Layoffs . . . . .	15%
Furloughs . . . . .	25%
Delay filling openings . . . . .	15%
More flexible work from home policies . . . . .	15%
Employment has grown . . . . .	0%

#### COVID19 Vaccine policies

	Hourly	Salaried
Employees are required to be vaccinated . . . . .	5%	30%
Financial incentives offered to encourage vaccination . . . . .	25%	15%

# Northeast Indiana Workforce: Goods Producing, Logistics, Construction

Eleven County Region

## WORKFORCE DEVELOPMENT

### MOST NEEDED SKILLS

#### Employers who say these abilities are most needed in workforce

Customer service . . . . .	16%
Communications skills. . . . .	5%
People skills . . . . .	4%
Strong work ethic. . . . .	14%
Showing up for work . . . . .	21%
Time management. . . . .	3%
Problem solving. . . . .	9%
Commitment to quality. . . . .	29%
Detail oriented. . . . .	10%
Willingness to learn . . . . .	6%
Ability to follow instructions . . . . .	3%
Computer literacy . . . . .	10%
Mathematics . . . . .	9%
Read ruler/scale . . . . .	9%
Machinist. . . . .	10%
Welding. . . . .	11%

### NEEDED TECHNICAL SKILLS

#### Employers who say these tech skills are most needed in workforce

Office. . . . .	44%
Outlook. . . . .	30%
Excel . . . . .	36%
AutoCAD . . . . .	17%
SAP . . . . .	1%
CAM. . . . .	4%
Computer/Internet . . . . .	8%
Machinist. . . . .	10%
Welding. . . . .	11%
Specialized to position . . . . .	25%

### MINIMUM EDUCATION REQUIREMENTS

#### Employers who set these minimum education requirements

High School/GED. . . . .	42%
Some college . . . . .	0%
Associates degree. . . . .	3%
Bachelors degree . . . . .	13%
Graduate degree. . . . .	13%
Professional license/tech certification . . . . .	20%
None required . . . . .	38%

# Northeast Indiana Workforce: Goods Producing, Logistics, Construction

## Eleven County Region

### WORKFORCE DEVELOPMENT

#### EMPLOYERS FIND THESE POSITIONS MOST DIFFICULT TO FILL

Management . . . . .	3%
All openings . . . . .	9%
Maintenance positions . . . . .	19%
Skilled trades . . . . .	10%
Welders . . . . .	10%
Machinists . . . . .	11%
Technicians . . . . .	4%
CDL drivers . . . . .	6%
Production positions . . . . .	13%
Off-shift openings . . . . .	6%
Labor . . . . .	13%
Engineers . . . . .	10%
Other . . . . .	9%

### SALARY OUTLOOK

#### PAY INCREASES

##### In 2020

Percentage of companies giving pay raises in preceding 12 months . . . . .	77%
Average raise given in preceding 12 months . . . . .	4.20%
Typical raise given in preceding 12 months . . . . .	3%

##### In 2021

Percentage of companies planning pay raises in next 12 months . . . . .	89%
Average raise planned in next 12 months . . . . .	3.62%
Typical increase planned in next 12 months . . . . .	3%

# Northeast Indiana Workplace: Goods Producing, Logistics, Construction)

Eleven County Region

Hourly

Salary

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## TRAINING AND CAREER DEVELOPMENT

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### TRAINING AND EDUCATION

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Percentage of companies with training and education benefits ..... 58% ..... 59%

#### How soon after hire is employee eligible?

One to 30 days ..... 51% ..... 54%

One to three months ..... 18% ..... 15%

Three to six months ..... 7% ..... 6%

Six months to one year ..... 3% ..... 3%

After 1 year ..... 21% ..... 22%

### TUITION ASSISTANCE

---

Percentage of companies offering tuition assistance ..... 47% ..... 50%

Percentage that require classes be job related to receive tuition assistance ..... 89% ..... 91%

Average percent of tuition reimbursement ..... 79% ..... 76%

### JOB SKILLS AND CAREER DEVELOPMENT

---

Percentage of companies that offer in-house skills and career development programs 54% ..... 53%

Percentage of companies that offer off-site and career development programs ..... 53% ..... 54%

### MENTORING

---

Percentage of companies with formal mentoring programs ..... 30% ..... 28%

### IN-HOUSE TRAINING

---

Percentage of companies where training is done in-house ..... 54% ..... 53%

### OFF-SITE TRAINING

---

Percentage of companies where training is done off-site ..... 53% ..... 54%

### ORIENTATION

---

Percentage of companies that offer orientation for new employees ..... 55% ..... 56%

### INTERNSHIPS

---

Percentage of companies with internships ..... 47%

# Northeast Indiana Workforce: Goods Producing, Logistics, Construction

Eleven County Region

## SUBSTANCE SCREENING

### DRUG TESTING

Percentage of companies that conduct drug testing . . . . . **90%**

#### Which screening protocol is used?

Five panel . . . . . 42%  
Seven panel . . . . . 14%  
DOT . . . . . 18%  
Other . . . . . 42%

	Hourly	Salary
Percentage of those companies that require new applicants to pass . . . . .	92%	87%

#### Current employees are screened

Randomly . . . . .	33%	30%
After incident/injury . . . . .	75%	72%
For cause . . . . .	84%	83%

#### Employees who fail are

Dismissed . . . . .	70%	70%
Referred to an EAP or counseling program . . . . .	46%	45%

## MARIJUANA TESTING

Percentage of companies that test for marijuana use . . . . . **87%**

Percentage of companies that make allowance for prescription . . . . . 48%

#### When are tests done?

As part of hiring process . . . . . 79%  
For cause or after incident . . . . . 81%

# Professional, Financial and Information Services And Not-For-Profits



## NORTHEAST INDIANA

2021 ELEVEN COUNTY REGIONAL

### WAGES AND BENEFITS SURVEY



#### Professional, Financial and Information Services And Not-For-Profits

Includes finance and insurance; information; media; real estate development, sales rental and leasing; professional and business services; scientific and technical services; management, administration and support; waste management and remediation; and not-for-profit organizations

#### INSIDE THIS SECTION

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# WAGES



**Professional, Financial and Information Services and Not-For-Profits**

## Northeast Indiana Wages: Professional, Financial and Information Services and Not-For-Profits

### Eleven County Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
<b>MANAGEMENT OCCUPATIONS / ADMINISTRATIVE</b>				
Chief Executives . . . . .	98	\$22.72	\$57.21	\$91.51
General and Operations Managers . . . . .	902	\$28.35	\$41.02	\$61.07
Advertising and Promotions Managers . . . . .	17	\$23.28	\$32.99	\$39.78
Marketing Managers . . . . .	116	\$32.83	\$45.74	\$66.13
Sales Managers . . . . .	147	\$35.45	\$50.42	\$73.54
Public Relations and Fundraising Managers . . . . .	33	\$27.03	\$37.68	\$50.76
Administrative Services and Facilities Managers . . . . .	131	\$29.79	\$37.15	\$48.47
Computer and Information Systems Managers . . . . .	180	\$44.99	\$59.71	\$73.92
Financial Managers . . . . .	427	\$30.27	\$48.06	\$70.17
Human Resources Managers . . . . .	40	\$35.39	\$43.53	\$53.72
Training and Development Managers . . . . .	11	\$39.94	\$57.33	\$79.72
Construction Managers . . . . .	11	\$16.21	\$30.07	\$46.11
Education and Childcare Administrators, Preschool and Daycare . . . . .	39	\$16.27	\$19.54	\$25.79
Architectural and Engineering Managers . . . . .	58	\$45.37	\$55.55	\$66.40
Medical and Health Services Managers . . . . .	21	\$33.29	\$43.24	\$58.33
Natural Sciences Managers . . . . .	12	\$25.89	\$30.41	\$54.30
Property, Real Estate, and Community Association Managers . . . . .	17	\$17.66	\$21.84	\$29.81
Social and Community Service Managers . . . . .	55	\$21.53	\$28.23	\$34.36
Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other . . . . .	205	\$13.69	\$22.32	\$37.01
<b>BUSINESS AND FINANCIAL OPERATIONS OCCUPATIONS</b>				
Buyers and Purchasing Agents . . . . .	64	\$20.22	\$25.50	\$31.55
Claims Adjusters, Examiners, and Investigators . . . . .	262	\$22.84	\$30.76	\$36.65
Insurance Appraisers, Auto Damage . . . . .	43	\$25.03	\$31.55	\$39.81
Compliance Officers . . . . .	86	\$20.32	\$27.66	\$36.53
Human Resources Specialists . . . . .	241	\$19.96	\$25.16	\$30.89
Labor Relations Specialists . . . . .	131	\$13.78	\$20.42	\$39.18
Logisticians . . . . .	29	\$25.27	\$33.67	\$44.05
Management Analysts . . . . .	573	\$28.29	\$35.88	\$46.94
Meeting, Convention, and Event Planners . . . . .	75	\$13.73	\$19.50	\$25.11
Fundraisers . . . . .	101	\$16.51	\$20.46	\$26.19
Compensation, Benefits, and Job Analysis Specialists . . . . .	34	\$21.18	\$26.16	\$33.28
Training and Development Specialists . . . . .	143	\$21.88	\$28.51	\$34.57
Market Research Analysts and Marketing Specialists . . . . .	473	\$18.63	\$24.11	\$32.89
Project Management Specialists and Business Operations Specialists, All Other . . . . .	312	\$21.85	\$29.11	\$38.58
Accountants and Auditors . . . . .	1,106	\$23.56	\$29.98	\$38.31

# Northeast Indiana Wages: Professional, Financial and Information Services and Not-For-Profits

## Eleven County Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
<b>BUSINESS AND FINANCIAL OPERATIONS OCCUPATIONS</b> <small>CONTINUED</small>				
Property Appraisers and Assessors . . . . .	13 . . . . .	\$17.07 . . . . .	\$22.18 . . . . .	\$27.90
Budget Analysts . . . . .	14 . . . . .	\$31.92 . . . . .	\$38.43 . . . . .	\$47.50
Credit Analysts . . . . .	98 . . . . .	\$20.72 . . . . .	\$26.01 . . . . .	\$34.74
Personal Financial Advisors . . . . .	517 . . . . .	\$29.55 . . . . .	\$44.78 . . . . .	\$81.61
Insurance Underwriters . . . . .	255 . . . . .	\$24.37 . . . . .	\$32.80 . . . . .	\$38.87
Financial Examiners . . . . .	31 . . . . .	\$25.11 . . . . .	\$35.09 . . . . .	\$47.66
Credit Counselors . . . . .	13 . . . . .	\$14.87 . . . . .	\$19.63 . . . . .	\$25.24
Loan Officers . . . . .	547 . . . . .	\$21.08 . . . . .	\$30.80 . . . . .	\$42.55
Tax Preparers . . . . .	188 . . . . .	\$10.10 . . . . .	\$16.89 . . . . .	\$35.34
Financial and Investment Analysts, Financial Risk Specialists, and Financial Specialists, All Other . . . . .	219 . . . . .	\$23.18 . . . . .	\$29.96 . . . . .	\$41.67
<b>COMPUTER AND MATHEMATICAL OCCUPATIONS</b>				
Computer Systems Analysts . . . . .	333 . . . . .	\$25.92 . . . . .	\$33.39 . . . . .	\$43.50
Information Security Analysts . . . . .	72 . . . . .	\$30.91 . . . . .	\$37.87 . . . . .	\$47.04
Computer Network Support Specialists . . . . .	74 . . . . .	\$24.96 . . . . .	\$29.23 . . . . .	\$35.33
Computer User Support Specialists . . . . .	350 . . . . .	\$16.54 . . . . .	\$20.19 . . . . .	\$24.82
Computer Network Architects . . . . .	188 . . . . .	\$34.05 . . . . .	\$42.15 . . . . .	\$51.58
Network and Computer Systems Administrators . . . . .	216 . . . . .	\$26.49 . . . . .	\$32.70 . . . . .	\$40.10
Database Administrators and Architects . . . . .	57 . . . . .	\$22.49 . . . . .	\$29.45 . . . . .	\$41.64
Computer Programmers . . . . .	123 . . . . .	\$19.92 . . . . .	\$33.92 . . . . .	\$43.45
Software Developers and Software Quality Assurance Analysts and Testers . . . . .	677 . . . . .	\$34.18 . . . . .	\$44.93 . . . . .	\$56.92
Web Developers and Digital Interface Designers . . . . .	138 . . . . .	\$19.98 . . . . .	\$26.10 . . . . .	\$33.14
Computer Occupations, All Other . . . . .	86 . . . . .	\$15.33 . . . . .	\$22.44 . . . . .	\$36.76
Actuaries . . . . .	44 . . . . .	\$40.42 . . . . .	\$53.10 . . . . .	\$68.56
Operations Research Analysts . . . . .	60 . . . . .	\$20.29 . . . . .	\$25.28 . . . . .	\$34.64
Data Scientists and Mathematical Science Occupations, All Other . . . . .	26 . . . . .	\$26.59 . . . . .	\$34.97 . . . . .	\$47.49
<b>ARCHITECTURE AND ENGINEERING OCCUPATIONS</b>				
Architects, Except Landscape and Naval . . . . .	149 . . . . .	\$27.61 . . . . .	\$35.74 . . . . .	\$46.03
Landscape Architects . . . . .	42 . . . . .	\$19.47 . . . . .	\$25.56 . . . . .	\$30.10
Surveyors . . . . .	63 . . . . .	\$21.15 . . . . .	\$26.56 . . . . .	\$34.54
Civil Engineers . . . . .	150 . . . . .	\$28.47 . . . . .	\$35.31 . . . . .	\$43.56
Computer Hardware Engineers . . . . .	17 . . . . .	\$34.55 . . . . .	\$42.51 . . . . .	\$52.18
Electrical Engineers . . . . .	71 . . . . .	\$32.97 . . . . .	\$38.98 . . . . .	\$52.41
Electronics Engineers, Except Computer . . . . .	68 . . . . .	\$34.59 . . . . .	\$44.94 . . . . .	\$61.06
Environmental Engineers . . . . .	22 . . . . .	\$25.97 . . . . .	\$32.95 . . . . .	\$42.09
Industrial Engineers . . . . .	54 . . . . .	\$29.22 . . . . .	\$36.65 . . . . .	\$44.59
Mechanical Engineers . . . . .	84 . . . . .	\$29.42 . . . . .	\$35.93 . . . . .	\$45.19

## Northeast Indiana Wages: Professional, Financial and Information Services and Not-For-Profits

### Eleven County Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
<b>ARCHITECTURE AND ENGINEERING OCCUPATIONS</b> <small>CONTINUED</small>				
Engineers, All Other . . . . .	52	\$23.32	\$31.86	\$50.14
Architectural and Civil Drafters . . . . .	119	\$20.15	\$24.09	\$29.97
Electrical and Electronics Drafters . . . . .	21	\$15.82	\$19.21	\$23.42
Mechanical Drafters . . . . .	13	\$18.04	\$22.64	\$26.89
Civil Engineering Technologists and Technicians . . . . .	63	\$18.98	\$24.41	\$30.78
Electrical and Electronic Engineering Technologists and Technicians . . . . .	19	\$20.07	\$26.30	\$34.10
Environmental Engineering Technologists and Technicians . . . . .	11	\$13.19	\$31.04	\$43.02
Surveying and Mapping Technicians . . . . .	58	\$16.12	\$18.37	\$25.63
Calibration Technologists and Technicians and Engineering Technologists and Technicians, Except Drafters, All Other . . . . .	15	\$19.24	\$25.08	\$34.19
<b>LIFE, PHYSICAL, AND SOCIAL SCIENCE OCCUPATIONS</b>				
Biochemists and Biophysicists . . . . .	17	\$47.49	\$62.61	\$91.26
Medical Scientists, Except Epidemiologists . . . . .	17	\$36.83	\$50.87	\$69.98
Chemists . . . . .	23	\$25.49	\$30.08	\$40.07
Environmental Scientists and Specialists, Including Health . . . . .	26	\$18.93	\$24.76	\$29.09
Agricultural and Food Science Technicians . . . . .	12	\$13.98	\$16.60	\$23.17
Environmental Science and Protection Technicians, Including Health . . . . .	19	\$9.16	\$9.50	\$10.91
Social Science Research Assistants . . . . .	48	\$14.61	\$20.10	\$25.27
Occupational Health and Safety Specialists . . . . .	13	\$23.88	\$31.83	\$37.36
<b>COMMUNITY AND SOCIAL SERVICE OCCUPATIONS</b>				
Educational, Guidance, and Career Counselors and Advisors Substance Abuse, Behavioral Disorder, and Mental Health Counselors . . . . .	18	\$18.32	\$23.91	\$30.26
Counselors, All Other . . . . .	19	\$16.00	\$20.53	\$28.62
Child, Family, and School Social Workers . . . . .	13	\$16.69	\$18.54	\$29.15
Healthcare Social Workers . . . . .	32	\$18.57	\$20.89	\$23.96
Social and Human Service Assistants . . . . .	14	\$16.27	\$20.71	\$26.45
Community Health Workers . . . . .	84	\$12.55	\$14.43	\$16.84
Community and Social Service Specialists, All Other . . . . .	32	\$9.30	\$15.78	\$21.86
Clergy . . . . .	28	\$11.50	\$16.30	\$20.68
Directors, Religious Activities and Education . . . . .	1,038	\$18.83	\$22.68	\$27.32
Religious Workers, All Other . . . . .	683	\$15.86	\$19.12	\$25.38
	295	\$8.80	\$13.65	\$22.29

## Northeast Indiana Wages: Professional, Financial and Information Services and Not-For-Profits

### Eleven County Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
<b>LEGAL OCCUPATIONS</b>				
Lawyers . . . . .	670	\$38.91	\$61.98	\$85.70
Paralegals and Legal Assistants . . . . .	497	\$17.65	\$23.26	\$30.17
Title Examiners, Abstractors, and Searchers . . . . .	65	\$13.00	\$17.49	\$20.68
Legal Support Workers, All Other . . . . .	16	\$12.16	\$22.42	\$36.84
<b>EDUCATIONAL INSTRUCTION AND LIBRARY OCCUPATIONS</b>				
Preschool Teachers, Except Special Education . . . . .	383	\$10.06	\$11.64	\$14.32
Kindergarten Teachers, Except Special Education . . . . .	11	\$20.89	\$24.12	\$29.99
Elementary School Teachers, Except Special Education . . . . .	75	\$19.31	\$23.65	\$29.63
Middle School Teachers, Except Special and Career/Technical Education . . . . .	11	\$20.22	\$24.39	\$30.22
Secondary School Teachers, Except Special and Career/Technical Education . . . . .	29	\$19.57	\$24.10	\$30.53
Self-Enrichment Teachers . . . . .	291	\$12.27	\$19.48	\$26.65
Substitute Teachers, Short-Term . . . . .	14	\$9.92	\$12.16	\$14.39
Tutors and Teachers and Instructors, All Other . . . . .	66	\$13.85	\$23.15	\$28.66
Instructional Coordinators . . . . .	14	\$17.35	\$21.35	\$28.66
Teaching Assistants, Except Postsecondary . . . . .	186	\$9.19	\$11.43	\$13.73
<b>ARTS, DESIGN, ENTERTAINMENT, SPORTS, AND MEDIA OCCUPATIONS</b>				
Art Directors . . . . .	52	\$9.28	\$25.56	\$39.43
Special Effects Artists and Animators . . . . .	14	\$4.56	\$11.45	\$23.51
Fashion Designers . . . . .	11	\$8.72	\$12.63	\$18.80
Graphic Designers . . . . .	196	\$15.48	\$19.84	\$26.93
Interior Designers . . . . .	91	\$17.09	\$21.46	\$24.48
Merchandise Displayers and Window Trimmers . . . . .	38	\$16.52	\$20.12	\$21.91
Set and Exhibit Designers . . . . .	31	\$8.97	\$13.70	\$23.01
Designers, All Other . . . . .	36	\$13.55	\$23.20	\$36.10
Producers and Directors . . . . .	100	\$13.67	\$19.00	\$27.18
Coaches and Scouts . . . . .	85	\$8.81	\$11.25	\$17.88
Music Directors and Composers . . . . .	162	\$16.82	\$19.92	\$23.63
Musicians and Singers . . . . .	357	\$21.31	\$35.90	\$44.18
Broadcast Announcers and Radio Disc Jockeys . . . . .	127	\$10.89	\$16.53	\$26.49
News Analysts, Reporters, and Journalists . . . . .	92	\$14.13	\$18.08	\$28.00
Public Relations Specialists . . . . .	210	\$18.11	\$23.10	\$29.48
Editors . . . . .	144	\$13.48	\$17.11	\$25.69
Technical Writers . . . . .	12	\$18.57	\$24.00	\$31.97
Writers and Authors . . . . .	80	\$11.35	\$22.03	\$35.54
Interpreters and Translators . . . . .	63	\$14.72	\$18.43	\$29.13
Media and Communication Workers, All Other . . . . .	12	\$8.59	\$13.76	\$19.82
Audio and Video Technicians . . . . .	69	\$12.79	\$21.08	\$27.60

# Northeast Indiana Wages: Professional, Financial and Information Services and Not-For-Profits

## Eleven County Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
<b>ARTS, DESIGN, ENTERTAINMENT, SPORTS, AND MEDIA OCCUPATIONS</b> <small>CONTINUED</small>				
Broadcast Technicians . . . . .	71	\$10.42	\$14.11	\$19.88
Sound Engineering Technicians . . . . .	16	\$13.88	\$19.80	\$29.62
Photographers . . . . .	168	\$9.74	\$16.32	\$27.24
Camera Operators, Television, Video, and Film . . . . .	34	\$11.00	\$13.46	\$17.30
Film and Video Editors . . . . .	14	\$11.99	\$17.81	\$27.39
<b>HEALTHCARE PRACTITIONERS AND TECHNICAL OCCUPATIONS</b>				
Veterinarians . . . . .	210	\$38.14	\$45.08	\$57.62
Registered Nurses . . . . .	82	\$24.74	\$28.50	\$33.11
Veterinary Technologists and Technicians . . . . .	219	\$13.43	\$15.78	\$18.29
Licensed Practical and Licensed Vocational Nurses . . . . .	24	\$19.44	\$21.83	\$24.22
Medical Dosimetrists, Medical Records Specialists, and Health Technologists and Technicians, All Other . . . . .	21	\$17.72	\$22.64	\$28.09
<b>HEALTHCARE SUPPORT OCCUPATIONS</b>				
Home Health and Personal Care Aides . . . . .	29	\$10.24	\$11.34	\$12.56
Nursing Assistants . . . . .	41	\$11.84	\$13.48	\$15.24
Veterinary Assistants and Laboratory Animal Caretakers . . . . .	194	\$11.26	\$12.76	\$15.20
<b>PROTECTIVE SERVICE OCCUPATIONS</b>				
Private Detectives and Investigators . . . . .	13	\$12.35	\$20.85	\$24.02
Security Guards . . . . .	67	\$10.51	\$13.65	\$23.91
Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers . . . . .	176	\$8.37	\$9.12	\$10.24
<b>FOOD PREPARATION AND SERVING RELATED OCCUPATIONS</b>				
First-Line Supervisors of Food Preparation and Serving Workers . . . . .	43	\$12.73	\$14.79	\$17.83
Cooks, Institution and Cafeteria . . . . .	67	\$10.31	\$12.60	\$14.70
Cooks, Restaurant . . . . .	43	\$10.16	\$11.68	\$13.48
Cooks, All Other . . . . .	18	\$15.72	\$19.55	\$23.06
Food Preparation Workers . . . . .	40	\$8.69	\$9.91	\$11.93
Bartenders . . . . .	242	\$8.84	\$9.93	\$12.26
Fast Food and Counter Workers . . . . .	116	\$8.85	\$10.00	\$11.41
Waiters and Waitresses . . . . .	77	\$8.89	\$10.03	\$14.17
Food Servers, Nonrestaurant . . . . .	20	\$9.05	\$10.80	\$13.39
Dining Room and Cafeteria Attendants and Bartender Helpers . . . . .	20	\$8.63	\$9.74	\$11.68
Dishwashers . . . . .	16	\$8.72	\$9.57	\$11.00

## Northeast Indiana Wages: Professional, Financial and Information Services and Not-For-Profits

### Eleven County Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
<b>BUILDING AND GROUNDS CLEANING AND MAINTENANCE OCCUPATIONS</b>				
First-Line Supervisors of Housekeeping and Janitorial Workers <sup>19</sup> . . . . .		\$13.71 . . . . .	\$17.93 . . . . .	\$23.66
Janitors and Cleaners, Except Maids and Housekeeping Cleaners . . . . .	582 . . . . .	\$9.74 . . . . .	\$12.10 . . . . .	\$14.98
Maids and Housekeeping Cleaners . . . . .	117 . . . . .	\$8.75 . . . . .	\$10.28 . . . . .	\$12.10
Landscaping and Groundskeeping Workers . . . . .	81 . . . . .	\$9.61 . . . . .	\$12.76 . . . . .	\$17.04
<b>PERSONAL CARE AND SERVICE OCCUPATIONS</b>				
First-Line Supervisors of Personal Service and Entertainment and Recreation Workers, Except Gambling Services . . . . .	70 . . . . .	\$11.99 . . . . .	\$14.38 . . . . .	\$17.90
Animal Caretakers . . . . .	150 . . . . .	\$8.81 . . . . .	\$10.50 . . . . .	\$14.30
Ushers, Lobby Attendants, and Ticket Takers . . . . .	129 . . . . .	\$8.44 . . . . .	\$9.34 . . . . .	\$10.50
Amusement and Recreation Attendants . . . . .	58 . . . . .	\$8.87 . . . . .	\$9.89 . . . . .	\$11.35
Childcare Workers . . . . .	414 . . . . .	\$7.89 . . . . .	\$9.03 . . . . .	\$11.08
Exercise Trainers and Group Fitness Instructors . . . . .	251 . . . . .	\$9.93 . . . . .	\$12.82 . . . . .	\$16.93
Recreation Workers . . . . .	333 . . . . .	\$8.64 . . . . .	\$10.14 . . . . .	\$13.36
<b>SALES AND RELATED OCCUPATIONS</b>				
First-Line Supervisors of Retail Sales Workers . . . . .	29 . . . . .	\$13.16 . . . . .	\$16.81 . . . . .	\$22.76
First-Line Supervisors of Non-Retail Sales Workers . . . . .	123 . . . . .	\$22.24 . . . . .	\$30.78 . . . . .	\$44.41
Cashiers . . . . .	50 . . . . .	\$8.77 . . . . .	\$10.01 . . . . .	\$11.51
Retail Salespersons . . . . .	107 . . . . .	\$9.22 . . . . .	\$10.93 . . . . .	\$13.94
Advertising Sales Agents . . . . .	224 . . . . .	\$12.62 . . . . .	\$19.44 . . . . .	\$26.01
Insurance Sales Agents . . . . .	1,888 . . . . .	\$17.64 . . . . .	\$29.37 . . . . .	\$37.62
Securities, Commodities, and Financial Services Sales Agents . . . . .	411 . . . . .	\$21.46 . . . . .	\$26.84 . . . . .	\$45.55
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel . . . . .	481 . . . . .	\$19.29 . . . . .	\$26.22 . . . . .	\$39.99
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products . . . . .	61 . . . . .	\$23.32 . . . . .	\$36.61 . . . . .	\$57.33
Sales Representatives, Wholesale and Manufacturing, except Technical and Scientific Products . . . . .	60 . . . . .	\$20.52 . . . . .	\$28.23 . . . . .	\$41.79
Demonstrators and Product Promoters . . . . .	12 . . . . .	\$8.62 . . . . .	\$11.38 . . . . .	\$16.04
Real Estate Sales Agents . . . . .	11 . . . . .	\$10.93 . . . . .	\$20.59 . . . . .	\$33.11
Sales Engineers . . . . .	19 . . . . .	\$39.91 . . . . .	\$50.32 . . . . .	\$83.95
Telemarketers . . . . .	26 . . . . .	\$8.72 . . . . .	\$10.31 . . . . .	\$12.53
Door-to-Door Sales Workers, News and Street Vendors, and Related Workers . . . . .	13 . . . . .	\$4.38 . . . . .	\$9.60 . . . . .	\$18.09
Sales and Related Workers, All Other . . . . .	29 . . . . .	\$10.32 . . . . .	\$12.69 . . . . .	\$19.66

## Northeast Indiana Wages: Professional, Financial and Information Services and Not-For-Profits

Eleven County Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
<b>OFFICE AND ADMINISTRATIVE SUPPORT OCCUPATIONS</b>				
First-Line Supervisors of Office and Administrative				
Support Workers . . . . .	697	\$18.89	\$25.60	\$33.55
Bill and Account Collectors . . . . .	133	\$15.08	\$17.27	\$20.00
Billing and Posting Clerks . . . . .	152	\$15.52	\$18.00	\$21.44
Bookkeeping, Accounting, and Auditing Clerks . . . . .	794	\$14.18	\$17.35	\$21.41
Payroll and Timekeeping Clerks . . . . .	33	\$15.37	\$18.65	\$23.96
Tellers . . . . .	1,278	\$11.49	\$13.25	\$15.22
Financial Clerks, All Other . . . . .	23	\$15.70	\$18.23	\$22.93
Brokerage Clerks . . . . .	43	\$13.52	\$15.10	\$18.64
Customer Service Representatives . . . . .	1,472	\$14.58	\$18.15	\$22.47
File Clerks . . . . .	41	\$13.84	\$16.56	\$20.31
Interviewers, Except Eligibility and Loan . . . . .	44	\$13.62	\$15.63	\$18.16
Loan Interviewers and Clerks . . . . .	292	\$13.86	\$17.57	\$21.17
New Accounts Clerks . . . . .	150	\$17.06	\$18.95	\$20.91
Receptionists and Information Clerks . . . . .	389	\$11.25	\$13.48	\$15.68
Information and Record Clerks, All Other . . . . .	12	\$10.33	\$13.49	\$19.86
Cargo and Freight Agents . . . . .	19	\$16.71	\$20.61	\$23.02
Dispatchers, Except Police, Fire, and Ambulance . . . . .	27	\$14.04	\$19.22	\$24.44
Production, Planning, and Expediting Clerks . . . . .	46	\$19.01	\$23.92	\$28.94
Shipping, Receiving, and Inventory Clerks . . . . .	33	\$13.46	\$16.37	\$19.71
Executive Secretaries and Executive Administrative				
Assistants . . . . .	256	\$19.05	\$22.61	\$26.76
Legal Secretaries and Administrative Assistants . . . . .	140	\$15.67	\$20.95	\$28.47
Medical Secretaries and Administrative Assistants . . . . .	14	\$14.03	\$16.52	\$19.18
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive . . . . .	1,017	\$12.60	\$16.13	\$19.80
Data Entry Keyers . . . . .	59	\$12.19	\$14.74	\$17.63
Insurance Claims and Policy Processing Clerks . . . . .	1,097	\$15.19	\$18.01	\$21.64
Mail Clerks and Mail Machine Operators, Except				
Postal Service . . . . .	73	\$14.01	\$15.98	\$17.92
Office Clerks, General . . . . .	1,461	\$12.62	\$15.78	\$19.13
Office Machine Operators, Except Computer . . . . .	17	\$11.84	\$15.38	\$18.90
Office and Administrative Support Workers, All Other . . . . .	79	\$11.21	\$17.48	\$22.13

### CONSTRUCTION AND EXTRACTION OCCUPATIONS

Construction Laborers . . . . .	11	\$11.97	\$16.21	\$21.86
Operating Engineers and Other Construction				
Equipment Operators . . . . .	12	\$20.96	\$27.38	\$33.94
Construction and Building Inspectors . . . . .	36	\$17.12	\$21.65	\$26.09

## Northeast Indiana Wages: Professional, Financial and Information Services and Not-For-Profits

Eleven County Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
<b>INSTALLATION, MAINTENANCE, AND REPAIR OCCUPATIONS</b>				
First-Line Supervisors of Mechanics, Installers, and Repairers . . . . .	67	\$24.03	\$31.13	\$40.83
Radio, Cellular, and Tower Equipment Installers and Repairers . . . . .	59	\$25.17	\$27.80	\$30.39
Telecommunications Equipment Installers and Repairers, Except Line Installers . . . . .	160	\$13.20	\$20.01	\$27.94
Telecommunications Line Installers and Repairers . . . . .	264	\$16.47	\$19.80	\$27.85
Maintenance and Repair Workers, General . . . . .	398	\$16.05	\$20.88	\$25.72
<b>PRODUCTION OCCUPATIONS</b>				
First-Line Supervisors of Production and Operating Workers . . . . .	30	\$21.47	\$27.55	\$34.83
Miscellaneous Assemblers and Fabricators . . . . .	13	\$13.99	\$17.69	\$22.79
Prepress Technicians and Workers . . . . .	13	\$14.97	\$18.70	\$22.77
Printing Press Operators . . . . .	48	\$12.62	\$15.71	\$19.84
Inspectors, Testers, Sorters, Samplers, and Weighers . . . . .	83	\$15.57	\$19.01	\$23.41
Photographic Process Workers and Processing Machine Operators . . . . .	15	\$12.32	\$14.88	\$18.31
<b>TRANSPORTATION AND MATERIAL MOVING OCCUPATIONS</b>				
First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors . . . . .	15	\$19.01	\$25.73	\$31.16
Driver/Sales Workers . . . . .	18	\$8.96	\$10.49	\$17.40
Heavy and Tractor-Trailer Truck Drivers . . . . .	14	\$17.25	\$20.35	\$24.55
Light Truck Drivers . . . . .	25	\$9.92	\$14.61	\$20.40
Passenger Vehicle Drivers, Except Bus Drivers, Transit and Intercity . . . . .	30	\$8.76	\$10.44	\$16.55
Laborers and Freight, Stock, and Material Movers, Hand. . . . .	93	\$11.36	\$13.77	\$17.51
Machine Feeders and Offbearers . . . . .	13	\$10.57	\$12.21	\$14.86
Packers and Packagers, Hand . . . . .	13	\$11.80	\$13.68	\$16.13
Stockers and Order Fillers . . . . .	35	\$10.20	\$12.05	\$15.03

# BENEFITS



**Professional, Financial and Information Services and Not-For-Profits**

# Northeast Indiana Benefits: Professional, Financial and Information Services and Not-For-Profits Eleven County Region

Hourly

Salary

## PAID TIME OFF

### HOLIDAYS

Percentage of companies offering paid holidays . . . . .	88%	100%
Typical number of paid holidays offered annually . . . . .	10	10

#### Percentage of those companies offering these common holidays

New Year's Eve . . . . .	36%	38%
New Year's Day . . . . .	100%	100%
Martin Luther King Jr. . . . .	29%	25%
Lincoln's Birthday . . . . .	0%	0%
President's Day . . . . .	29%	25%
Washington's Birthday . . . . .	0%	0%
Good Friday . . . . .	50%	50%
Memorial Day . . . . .	86%	88%
Independence Day . . . . .	86%	88%
Labor Day . . . . .	86%	88%
Columbus Day . . . . .	7%	6%
Election Day . . . . .	0%	0%
Floating Holiday . . . . .	36%	31%
Veterans' Day . . . . .	7%	6%
Thanksgiving Day . . . . .	100%	100%
Day After Thanksgiving . . . . .	57%	56%
Christmas Eve . . . . .	43%	50%
Christmas Day . . . . .	100%	100%
Other . . . . .	29%	25%

### COMBINED PAID TIME OFF

Percentage of companies that combine vacation, sick and personal days . . . . .	50%	56%
Average number of PTO days offered first year . . . . .	11	12
Typical number of PTO days offered first year . . . . .	10	15
Average number of carryover days per year . . . . .	9	8

#### How Paid Time Off is earned

Average number of years that must be worked to earn 5 days . . . . .	First Year	First Year
Typical number of years that must be worked to earn 5 days . . . . .	1	First Year
Average number of years that must be worked to earn 10 days . . . . .	2	1
Typical number of years that must be worked to earn 10 days . . . . .	5	1
Average number of years that must be worked to earn 15 days . . . . .	4	3
Typical number of years that must be worked to earn 15 days . . . . .	5	5
Average number of years that must be worked to earn 20 days (when offered) . . . . .	9	9
Typical number of years that must be worked to earn 20 days (when offered) . . . . .	10	10
Average number of years that must be worked to earn more than 20 days (when offered) . . . . .	9	10
Typical number of years that must be worked to earn more than 20 days (when offered) . . . . .	15	15

# Northeast Indiana Benefits: Professional, Financial and Information Services and Not-For-Profits

Eleven County Region

Hourly

Salary

## PAID TIME OFF (continued)

### VACATION

Percentage of all companies that offer paid vacation . . . . . **38%** . . . . . **44%**

#### How soon after hire may employee take paid vacation?

One to 30 days . . . . .	50%	43%
One to three months . . . . .	17%	14%
Three to six months . . . . .	17%	14%
Six months to one year . . . . .	0%	0%
After 1 year . . . . .	17%	29%

#### Number of days offered

Average number of paid vacation days offered in first year: . . . . .	10	10
Typical number of vacation days offered in first year: . . . . .	5	5

#### How vacation time is earned

Average number of years that must be worked to earn 5 days . . . . .	1	First Year
Typical number of years that must be worked to earn 5 days . . . . .	First Year	First Year
Average number of years that must be worked to earn 10 days . . . . .	3	1
Typical number of years that must be worked to earn 10 days . . . . .	2	1
Average number of years that must be worked to earn 15 days . . . . .	6	2
Typical number of years that must be worked to earn 15 days . . . . .	5	5
Average number of years that must be worked to earn 20 days (when offered) . . . . .	5	6
Typical number of years that must be worked to earn 20 days (when offered) . . . . .	10	10
Average number of years that must be worked to earn more than 20 days (when offered) . . . . .	7	7
Typical number of years that must be worked to earn more than 20 days (when offered) . . . . .	10	10

### PERSONAL DAYS

Percentage of companies offering paid personal days . . . . . **25%** . . . . . **25%**

Average number of personal days offered per year . . . . .	1	3
Typical number of personal days offered in first year: . . . . .	5	5

#### How soon after hire may employee take personal day?

One to 30 days . . . . .	100%	100%
One to three months . . . . .	0%	0%
Three to six months . . . . .	0%	0%
Six months to one year . . . . .	0%	0%
After 1 year . . . . .	0%	0%

# Northeast Indiana Benefits: Professional, Financial and Information Services and Not-For-Profits

Eleven County Region

Hourly

Salary

## PAID TIME OFF (continued)

### BEREAVEMENT LEAVE

Percentage of companies offering paid bereavement leave	94%	94%
Average number of bereavement days offered annually	3	4
Typical number of bereavement days offered annually	3	3

#### How soon after hire is employee eligible?

One to 30 days	80%	87%
One to three months	13%	7%
Three to six months	7%	7%
Six months to year	0%	0%
After one year	0%	0%

### COMPENSATION DURING JURY SERVICE

Percentage of companies that pay employees during jury service	75%	88%
Percentage of those that pay regular wages plus payment from court	50%	57%
Percentage of those that pay regular wages minus payment from court	50%	43%
Percentage where employee receives only payment from court	25%	13%

### ILLNESS DAYS

Percentage of companies that offer paid illness days	38%	44%
Average number of paid illness days offered annually	8	8
Typical number of paid illness days offered per year	5	5
Average maximum number of illness days that may be accumulated	56	54
Typical number of paid illness days that may be accumulated	20	20

#### How soon after hire is employee eligible?

One to 30 days	67%	71%
One to three months	17%	14%
Three to six months	17%	14%
Six months to one year	0%	0%
After 1 year	0%	0%

**Northeast Indiana Benefits: Professional, Financial and Information Services and Not-For-Profits**  
 Eleven County Region

Hourly Salary

**PAID TIME OFF** (continued)

**FAMILY MEDICAL LEAVE**

<b>Percentage of companies that offer Family Medical Leave</b> . . . . .	<b>63%</b>	<b>69%</b>
Average number of weeks paid . . . . .	2	.3
Typical number of weeks paid . . . . .	0	.0
Average number of weeks unpaid . . . . .	9	.9
Typical number of weeks unpaid . . . . .	0	.0

**Maternity Leave**

<b>Percentage of companies that offer Maternity Leave</b> . . . . .	<b>69%</b>	<b>69%</b>
Average number of weeks paid . . . . .	2	.2
Typical number of weeks paid . . . . .	0	.0
Average number of weeks unpaid . . . . .	9	.9
Typical number of weeks unpaid . . . . .	0	.0

**Paternity Leave**

<b>Percentage of companies that offer Paternity Leave</b> . . . . .	<b>31%</b>	<b>31%</b>
Average number of weeks paid . . . . .	2	.2
Typical number of weeks paid . . . . .	0	.0
Average number of weeks unpaid . . . . .	10	.10
Typical number of weeks unpaid . . . . .	0	.0

# Northeast Indiana Benefits: Professional, Financial and Information Services and Not-For-Profits

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## HEALTH RELATED BENEFITS

### HEALTH INSURANCE OFFERED

Percentage of companies offering health insurance to employees . . . . .	69%	75%
Percentage of those offering health insurance to families and children . . . . .	100%	100%
Percentage of companies reporting as self-insured . . . . .	36%	36%
Percentage of companies reporting indemnity insurance . . . . .	64%	64%
Percentage of companies that offer a single plan . . . . .	45%	50%
Percentage of companies that offer multiple plans . . . . .	55%	50%
Percentage of companies offering traditional plans . . . . .	36%	33%
Percentage of companies offering high-deductible plans . . . . .	91%	83%
Percentage of companies considering dropping health plan in coming year . . . . .	0%	0%

### HEALTH SAVINGS ACCOUNTS AND HEALTH REIMBURSEMENT ARRANGEMENT

Percentage of companies offering only HSA or HRA plans . . . . .	55%	50%
Percentage of companies offering optional HSA or HRA plan . . . . .	27%	33%
Percentage of companies with no HSA or HRA plan . . . . .	18%	17%

#### Average company contribution to HSA/HRA account

For employee only plan . . . . .	\$2,435	\$2,192
For family plan . . . . .	\$3,824	\$3,441

#### Typical company contribution to HSA/HRA account

For employee only plan . . . . .	\$500	\$500
For family plan . . . . .	\$1,000	\$1,000

#### Average annual out of pocket limit with HSA/HRA plan

Average maximum annual out of pocket expense single . . . . .	\$4,455	\$4,455
Average maximum annual out of pocket expense family . . . . .	\$7,905	\$7,905

#### Typical annual out of pocket limit with HSA/HRA plan

Typical maximum annual out of pocket expense single . . . . .	\$5,000	\$5,000
Typical maximum annual out of pocket expense family . . . . .	\$10,000	\$10,000

### WELLNESS INCENTIVE

Percentage of companies that offer a wellness incentive . . . . .	36%	33%
Average amount that may be earned . . . . .	\$111	\$111
Typical amount that may be earned . . . . .	\$500	\$500

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**HEALTH INSURANCE COSTS AND BENEFITS**

**SELF-INSURED COMPANIES**

**Traditional Plans**

Percentage of self insured companies offering a traditional plan . . . . .	36%	36%
Percentage that offer family coverage . . . . .	100%	100%

**How soon after hire is employee eligible?**

One to 30 days . . . . .	100%	100%
One to three months . . . . .	0%	0%
Three to six months . . . . .	0%	0%
Six months to year . . . . .	0%	0%
After one year . . . . .	0%	0%

**Average monthly premium paid by employee for:**

Employee only coverage . . . . .	\$161.56	\$161.56
Employee and spouse . . . . .	\$352.82	\$352.82
Employee and child . . . . .	\$311.70	\$311.70
Family . . . . .	\$520.06	\$520.06

**Average monthly cost paid by employer for each employee**

Employee-only coverage . . . . .	\$502.16	\$502.16
Employee and spouse . . . . .	\$1,096.60	\$1,096.60
Employee and child . . . . .	\$968.84	\$968.84
Family . . . . .	\$1,616.44	\$1,616.44

**Deductibles**

Average annual deductible per person . . . . .	\$1,250.00	\$1,250.00
Typical annual deductible per person . . . . .	\$1,500.00	\$1,500.00
Average annual deductible per family . . . . .	\$3,750.00	\$3,750.00
Typical annual deductible per family . . . . .	\$3,000.00	\$3,000.00

**Copays and Limits**

Average percentage of costs covered by insurance . . . . .	80%	80%
Typical percentage of costs covered by insurance . . . . .	80%	80%
Average copay for physician office visit . . . . .	\$25.00	\$25.00
Typical copay for physician office visit . . . . .	\$20.00	\$20.00

**Average out of pocket limit**

Single coverage . . . . .	\$3,500.00	\$3,500.00
Family Coverage . . . . .	\$9,000.00	\$9,000.00

**Typical out of pocket limit**

Single coverage . . . . .	\$5,000.00	\$5,000.00
Family Coverage . . . . .	\$10,000.00	\$10,000.00

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**HEALTH INSURANCE COSTS AND BENEFITS** (continued)

**SELF-INSURED COMPANIES**

**High-Deductible Plan**

Percentage of self insured companies offering a high-deductible plan . . . . .	73%	73%
Percentage that offer family coverage . . . . .	100%	100%

**How soon after hire is employee eligible?**

One to 30 days . . . . .	67%	75%
One to three months . . . . .	33%	25%
Three to six months . . . . .	0%	0%
Six months to year . . . . .	0%	0%
After one year . . . . .	0%	0%

**Average monthly premium paid by employee for:**

Employee only coverage . . . . .	\$55.17	\$66.38
Employee and spouse . . . . .	\$198.90	\$395.70
Employee and child . . . . .	\$181.05	\$343.42
Family . . . . .	\$293.79	\$647.00

**Average monthly cost paid by employer for each employee**

Employee-only coverage . . . . .	\$520.56	\$586.95
Employee and spouse . . . . .	\$996.06	\$943.57
Employee and child . . . . .	\$888.92	\$863.21
Family . . . . .	\$1,448.61	\$1,282.98

**Deductibles**

Average annual deductible per person . . . . .	\$3,183.33	\$3,137.50
Typical annual deductible per person . . . . .	\$1,500.00	\$1,500.00
Average annual deductible per family . . . . .	\$6,300.00	\$6,225.00
Typical annual deductible per family . . . . .	\$3,000.00	\$3,000.00

**Copays and Limits**

Average percentage of costs covered by insurance . . . . .	53%	53%
Typical percentage of costs covered by insurance . . . . .	80%	80%
Average copay for physician office visit . . . . .	\$0.00	\$0.00
Typical copay for physician office visit . . . . .	\$20.00	\$20.00

**Average out of pocket limit**

Single coverage . . . . .	\$4,433.33	\$4,075.00
Family Coverage . . . . .	\$8,850.00	\$8,137.50

**Typical out of pocket limit**

Single coverage . . . . .	\$5,000.00	\$5,000.00
Family Coverage . . . . .	\$10,000.00	\$10,000.00

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**HEALTH INSURANCE COSTS AND BENEFITS** (continued)

**INDEMNITY-INSURED COMPANIES**

**Traditional Plans**

<b>Percentage of Indemnity insured companies offering a traditional plan</b> . . . . .	<b>33%</b>	<b>33%</b>
Percentage that offer family coverage . . . . .	100%	50%

**How soon after hire is employee eligible?**

One to 30 days . . . . .	0%	0%
One to three months . . . . .	100%	100%
Three to six months . . . . .	0%	0%
Six months to year . . . . .	0%	0%
After one year . . . . .	0%	0%

**Average monthly premium paid by employee for:**

Employee only coverage . . . . .	\$105.75	\$105.75
Employee and spouse . . . . .	\$557.38	\$557.38
Employee and child . . . . .	\$456.04	\$456.04
Family . . . . .	\$1,033.70	\$1,033.70

**Average monthly cost paid by employer for each employee**

Employee-only coverage . . . . .	\$528.71	\$422.86
Employee and spouse . . . . .	\$528.71	\$422.86
Employee and child . . . . .	\$528.71	\$422.86
Family . . . . .	\$528.71	\$422.86

**Deductibles**

Average annual deductible per person . . . . .	\$1,500.00	\$1,500.00
Typical annual deductible per person . . . . .	\$1,500.00	\$1,500.00
Average annual deductible per family . . . . .	\$3,000.00	\$3,000.00
Typical annual deductible per family . . . . .	\$3,000.00	\$3,000.00

**Copays and Limits**

Average percentage of costs covered by insurance . . . . .	60%	60%
Typical percentage of costs covered by insurance . . . . .	80%	80%
Average copay for physician office visit . . . . .	\$25.00	\$25.00
Typical copay for physician office visit . . . . .	\$20.00	\$20.00

**Average out of pocket limit**

Single coverage . . . . .	\$5,000.00	\$5,500.00
Family Coverage . . . . .	\$10,000.00	\$10,000.00

**Typical out of pocket limit**

Single coverage . . . . .	\$5,000.00	\$5,000.00
Family Coverage . . . . .	\$10,000.00	\$10,000.00

# Northeast Indiana Benefits: Professional, Financial and Information Services and Not-For-Profits Eleven County Region

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## HEALTH INSURANCE COSTS AND BENEFITS (continued)

### INDEMNITY INSURED COMPANIES

#### High-Deductible Plan

Percentage of indemnity insured companies offering a high-deductible plan . . . . .	74%	77%
Percentage that offer family coverage . . . . .	83%	100%

#### How soon after hire is employee eligible?

One to 30 days . . . . .	50%	50%
One to three months . . . . .	50%	50%
Three to six months . . . . .	0%	0%
Six months to year . . . . .	0%	0%
After one year . . . . .	0%	0%

#### Average monthly premium paid by employee for:

Employee only coverage . . . . .	\$115.88	\$115.88
Employee and spouse . . . . .	\$596.91	\$586.29
Employee and child . . . . .	\$491.04	\$482.61
Family . . . . .	\$1,005.07	\$989.79

#### Average monthly cost paid by employer for each employee

Employee-only coverage . . . . .	\$418.48	\$418.48
Employee and spouse . . . . .	\$482.81	\$479.61
Employee and child . . . . .	\$475.73	\$473.71
Family . . . . .	\$541.69	\$528.68

#### Deductibles

Average annual deductible per person . . . . .	\$3,500.00	\$3,500.00
Typical annual deductible per person . . . . .	\$1,500.00	\$1,500.00
Average annual deductible per family . . . . .	\$7,200.00	\$7,000.00
Typical annual deductible per family . . . . .	\$3,000.00	\$3,000.00

#### Copays and Limits

Average percentage of costs covered by insurance . . . . .	25%	25%
Typical percentage of costs covered by insurance . . . . .	80%	80%
Average copay for physician office visit . . . . .	\$0.00	\$0.00
Typical copay for physician office visit . . . . .	\$20.00	\$20.00

#### Average out of pocket limit

Single coverage . . . . .	\$4,375.00	\$4,375.00
Family Coverage . . . . .	\$9,300.00	\$8,750.00

#### Typical out of pocket limit

Single coverage . . . . .	\$5,000.00	\$5,000.00
Family Coverage . . . . .	\$10,000.00	\$10,000.00

**HEALTH INSURANCE COSTS AND BENEFITS** (continued)

**PRESCRIPTION DRUG BENEFIT**

Percentage of all companies where insurance covers prescription drugs . . . . . **50%** . . . . . **50%**

**Retail copay when paying dollars**

What is the average employee copay for retail generic? . . . . .	\$4.00	. . . . .	\$4.00
What is the typical employee copay for retail generic? . . . . .	\$15.00	. . . . .	\$15.00
What is the average employee copay for retail formulary?. . . . .	\$26.67	. . . . .	\$26.67
What is the typical employee copay for retail formulary? . . . . .	\$35.00	. . . . .	\$35.00
What is the average employee copay for retail non-formulary? . . . . .	\$42.50	. . . . .	\$42.50
What is the typical employee copay for retail non-formulary? . . . . .	\$60.00	. . . . .	\$60.00

**Mail order copay when paying dollars**

What is the average employee copay for mail-order generic? . . . . .	\$7.17	. . . . .	\$7.17
What is the typical employee copay for mail-order generic? . . . . .	\$25.00	. . . . .	\$25.00
What is the average employee copay for mail-order formulary? . . . . .	\$53.75	. . . . .	\$53.75
What is the typical employee copay for mail-order formulary? . . . . .	\$120.00	. . . . .	\$120.00
What is the average employee copay for mail-order non-formulary?. . . . .	\$87.92	. . . . .	\$87.92
What is the typical employee copay for mail-order nonformulary? . . . . .	\$150.00	. . . . .	\$150.00

**Retail copay when paying a percentage**

What is the average employee copay for retail generic? . . . . .	50%	. . . . .	50%
What is the typical employee copay for retail generic? . . . . .	20%	. . . . .	20%
What is the average employee copay for retail formulary?. . . . .	50%	. . . . .	50%
What is the typical employee copay for retail formulary? . . . . .	20%	. . . . .	20%
What is the average employee copay for retail non-formulary? . . . . .	50%	. . . . .	50%
What is the typical employee copay for retail non-formulary? . . . . .	60%	. . . . .	60%

**Mail order copay when paying a percentage**

What is the average employee copay for mail-order generic? . . . . .	50%	. . . . .	50%
What is the typical employee copay for mail-order generic? . . . . .	20%	. . . . .	20%
What is the average employee copay for mail-order formulary? . . . . .	50%	. . . . .	50%
What is the typical employee copay for mail-order formulary? . . . . .	20%	. . . . .	20%
What is the average employee copay for mail-order non-formulary?. . . . .	50%	. . . . .	50%
What is the typical employee copay for mail-order nonformulary? . . . . .	30%	. . . . .	30%

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## HEALTH INSURANCE COSTS AND BENEFITS (continued)

### DENTAL INSURANCE

Percentage of all companies that offer a dental plan . . . . .	44%	44%
Percentage of those plans that cover orthodontia . . . . .	86%	86%

#### How soon after hire is employee eligible for coverage?

One to 30 days after hire: . . . . .	71%	71%
One to three months after hire . . . . .	29%	29%
Three to six months after hire: . . . . .	0%	0%
Six months to one year after hire: . . . . .	0%	0%
After first year: . . . . .	0%	0%

#### Deductibles and Limits

Average annual deductible . . . . .	\$39.29	\$39.29
Typical annual deductible . . . . .	\$50.00	\$50.00
Average annual limit single coverage: . . . . .	\$929	\$929
Typical annual limit single coverage . . . . .	\$1,000	\$1,000
Average annual limit family coverage: . . . . .	\$786	\$786
Typical annual limit family coverage . . . . .	\$1,000	\$1,000

#### Premiums and Costs

##### Average monthly premium paid by employee for

Employee only coverage. . . . .	\$9.96	\$9.96
Employee and spouse. . . . .	\$29.35	\$29.35
Employee and child(ren) . . . . .	\$31.52	\$31.52
Family . . . . .	\$48.11	\$48.11

##### Average monthly premium paid by employer for

Employee only coverage. . . . .	\$23.67	\$23.67
Employee and spouse. . . . .	\$41.01	\$41.01
Employee and child(ren) . . . . .	\$41.75	\$41.75
Family . . . . .	\$53.22	\$53.22

##### Typical monthly premium paid by employer for

Employee only coverage. . . . .	\$0.00	\$0.00
Employee and spouse. . . . .	\$0.00	\$0.00
Employee and child(ren) . . . . .	\$0.00	\$0.00
Family . . . . .	\$0.00	\$0.00

#### Percentage of Costs Covered

Average of preventive costs covered . . . . .	86%	86%
Typical percentage of preventive costs covered . . . . .	100%	100%
Average of basic costs covered . . . . .	64%	64%
Typical percentage of basic costs covered . . . . .	80%	80%
Average of major costs covered. . . . .	44%	44%
Typical percentage of major costs covered . . . . .	50%	50%

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## HEALTH INSURANCE COSTS AND BENEFITS (continued)

### VISION INSURANCE

<b>Percentage of all companies offering a separate vision plan.</b> . . . . .	<b>56%</b> . . . . .	<b>63%</b>
Percentage of those plans that cover glasses/contacts . . . . .	100% . . . . .	100%
Percentage of those plans that cover LASIK or similar procedures . . . . .	11% . . . . .	10%

#### How soon after hire is employee eligible for coverage?

One to 30 days . . . . .	56% . . . . .	60%
One to three months . . . . .	33% . . . . .	30%
Three to six months . . . . .	11% . . . . .	10%
Six months to one year. . . . .	0% . . . . .	0%
After first year . . . . .	0% . . . . .	0%

#### Premiums and Costs

##### Average monthly premium paid by employee for:

Employee only coverage. . . . .	\$4.09 . . . . .	\$4.66
Employee and spouse. . . . .	\$9.51 . . . . .	\$10.22
Employee and child(ren) . . . . .	\$9.06 . . . . .	\$10.04
Family . . . . .	\$18.99 . . . . .	\$20.03

##### Average monthly premium paid by employer for

Employee only coverage. . . . .	\$1.75 . . . . .	\$1.55
Employee and spouse. . . . .	\$1.70 . . . . .	\$1.51
Employee and child(ren) . . . . .	\$1.96 . . . . .	\$1.72
Family . . . . .	\$1.96 . . . . .	\$1.72

##### Typical monthly premium paid by employer for

Employee only coverage. . . . .	\$0.00 . . . . .	\$0.00
Employee and spouse. . . . .	\$0.00 . . . . .	\$0.00
Employee and child(ren) . . . . .	\$0.00 . . . . .	\$0.00
Family . . . . .	\$0.00 . . . . .	\$0.00

# Northeast Indiana Benefits: Professional, Financial and Information Services and Not-For-Profits

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### FINANCIAL BENEFITS AND INCENTIVES

#### LIFE INSURANCE

Percentage of all companies offering life insurance. . . . .	63%	69%
Percentage of those plans that pay a set dollar amount . . . . .	90%	91%
Percentage of those plans that pay a percentage of salary . . . . .	30%	27%

#### How soon after hire is employee covered?

One to 30 days . . . . .	80%	82%
One to three months . . . . .	20%	18%
Three to six months . . . . .	0%	0%
Six months to one year. . . . .	0%	0%
After 1 year . . . . .	0%	0%

#### SHORT TERM DISABILITY

Percentage of all companies offering life insurance. . . . .	63%	69%
Percentage of those plans that pay a set dollar amount . . . . .	90%	91%
Percentage of those plans that pay a percentage of salary . . . . .	30%	27%

#### How soon after hire is employee covered?

One to 30 days . . . . .	80%	82%
One to three months . . . . .	20%	18%
Three to six months . . . . .	0%	0%
Six months to one year. . . . .	0%	0%
After 1 year . . . . .	0%	0%

#### LONG TERM DISABILITY

Percentage of all companies that offer a long-term disability benefit . . . . .	50%	50%
Average percentage of wages employee receives while on disability . . . . .	62%	62%
Typical percentage of wages employee receives while on disability . . . . .	60%	60%
Average age when employee no longer receives payment . . . . .	67	67
Typical age when employee no longer receives payment. . . . .	65	65

#### How soon after hire is employee covered?

One to 30 days . . . . .	75%	75%
One to three months . . . . .	25%	25%
Three to six months . . . . .	0%	0%
Six months to one year. . . . .	0%	0%
After first year . . . . .	0%	0%

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**FINANCIAL BENEFITS AND INCENTIVES** (continued)

**COMMISSIONS AND INCENTIVES**

Percentage of employers that pay commission on sales, contracts or transactions . . . **13%** . . . . . **19%**  
 Average percentage of compensation that comes from commission . . . . . 23%

**PROFIT SHARING AND BONUSES**

Percentage of companies that offer profit-sharing or performance incentives . . . . . **38%** . . . . . **38%**

**How soon after hire is employee eligible?**

One to 30 days . . . . . 33% . . . . . 33%  
 One to three months . . . . . 33% . . . . . 33%  
 Three to six months . . . . . 0% . . . . . 0%  
 Six months to one year . . . . . 0% . . . . . 0%  
 After 1 year . . . . . 33% . . . . . 33%

Percentage where incentives are team based . . . . . **67%** . . . . . **33%**  
 Percentage where incentives are individually based . . . . . 50% . . . . . 83%

**BONUS POOL**

Percentage of employers who have a bonus pool . . . . . **13%** . . . . . **13%**  
 Average annual amount per employee . . . . . \$2,795 . . . . . \$3,008

**REFERRAL BONUS**

Percentage of employers that pay a referral bonus . . . . . **13%**

**RETENTION BONUS**

Percentage of employers offering a retention bonus . . . . . **60%** . . . . . **20%**  
**When are employees eligible?**  
 After six months . . . . . 33% . . . . . 100%  
 After one year . . . . . 67% . . . . . 0%

**SHIFT DIFFERENTIAL**

Percentage of companies with more than one shift . . . . . **25%**  
 Percentage that pay a shift differential . . . . . 75%  
 Average hourly differential for second shift . . . . . 27 cents  
 Average hourly differential for third shift . . . . . 44 cents

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**RETIREMENT**

**COMPANY FUNDED PENSION**

Percentage of companies that offer traditional pension plan . . . . .	<b>13%</b>	<b>13%</b>
Percentage of companies where the employee also contributes . . . . .	50%	50%
Average age when employee is eligible to receive benefits . . . . .	65	60
Typical age when employee is eligible to receive benefits . . . . .	65	65

**401(K) AND SIMILAR PLANS**

Percentage of companies that offer a 401(k)/403(b) plan . . . . .	<b>81%</b>	<b>81%</b>
Average percentage of wages an employee may contribute to fund . . . . .	61%	61%
Typical percentage of wages an employee may contribute to fund . . . . .	100%	100%
Percentage of companies where the employer contributes. . . . .	77%	77%
Average percentage of contribution the employer matches . . . . .	9%	9%
Typical percentage of contribution the employer matches . . . . .	5%	5%
Average percentage of contribution the company matches . . . . .	68% of the first 5%	
Percentage of companies where the match is guaranteed . . . . .	90%	90%
Percentage of companies where the match is intended . . . . .	30%	30%

**How soon after hire is employee eligible to participate?**

One to 30 days . . . . .	46%	46%
One to three months . . . . .	15%	31%
Three to six months . . . . .	31%	31%
Six months to a year. . . . .	0%	0%
After one year . . . . .	8%	8%

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**OTHER INCENTIVES**

**WORKPLACE**

**Percentage of companies that offer these workplace benefits**

Casual dress day (one per week) . . . . .	38%	38%
Casual dress (every day) . . . . .	38%	38%
Child day care services . . . . .	0%	0%
Child care subsidy . . . . .	0%	0%
Compressed work week . . . . .	13%	13%
Discounted product purchases . . . . .	19%	19%
Employee assistance programs . . . . .	38%	37%
Emergency/sick child care . . . . .	6%	6%
English as second language assistance . . . . .	0%	0%
Fitness center membership subsidy . . . . .	25%	25%
Fitness center on site . . . . .	25%	25%
Flex time . . . . .	50%	50%
Flexible spending account . . . . .	19%	50%
Job sharing . . . . .	0%	0%
Informal recognition program . . . . .	50%	50%
Open communication policy . . . . .	56%	56%
Scholarships-employees/spouses/children . . . . .	6%	6%
Smoking cessation programs . . . . .	6%	6%
Smoke-free work environment . . . . .	56%	56%
Telecommuting . . . . .	44%	50%
Transit subsidy . . . . .	0%	0%
Tutoring-employees/spouses/children . . . . .	0%	0%
Wellness program, resources and information . . . . .	38%	38%
Other . . . . .	6%	6%

**COST OF BENEFITS**

Cost of benefits as percentage of wages . . . . . **12%**

# WORKPLACE



**Professional, Financial and Information Services and Not-For-Profits**

# Northeast Indiana Workplace: Professional, Financial and Information Services and Not-For-Profits Eleven County Region

## HIRING AND LAYOFFS

### CHANGES IN STAFFING PRECEDING YEAR

#### Hiring

Percentage of companies that added workers in preceding six months . . . . .	88%
Total number of employees added in preceding six months . . . . .	202
Average number of employees added in preceding six months . . . . .	14

#### Layoffs

Percentage of companies that laid off employees in preceding six months . . . . .	13%
Total number of employees laid off in preceding six months . . . . .	5
Average number of employees laid off in preceding six months . . . . .	3

### EXPECTED CHANGES IN STAFFING IN 2021

#### Hiring

Percentage of companies adding workers later in 2021 . . . . .	44%
Total anticipated increase later 2021 . . . . .	125
Average anticipated increase later in 2021 . . . . .	18

#### Layoffs

Percentage of companies expecting layoffs later in 2021 . . . . .	0%
Total anticipated layoffs later in 2021 . . . . .	0
Average anticipated layoffs later in 2021 . . . . .	0

#### No change

Percentage of companies anticipating neither hiring nor layoffs in 2021 . . . . .	56%
Percentage of companies uncertain of change in 2021 . . . . .	0%

### EXPECTED CHANGES IN STAFFING IN 2022

#### Hiring

Percentage of companies adding workers in 2022 . . . . .	38%
Total anticipated increase in 2022 . . . . .	57
Average anticipated increase in 2022 . . . . .	10

#### Layoffs

Percentage of companies anticipating layoffs in 2022 . . . . .	0%
Total anticipated layoffs in 2022 . . . . .	0
Average anticipated layoff in 2022 . . . . .	0

#### No change

Percentage of companies anticipating no change in 2022 . . . . .	63%
Percentage of companies uncertain of change in 2022 . . . . .	0%

### ANNUAL TURNOVER

Average annual turnover as percentage of employees . . . . .	11%
--------------------------------------------------------------	-----

# Northeast Indiana Workforce: Professional, Financial and Information Services and Not-For-Profits

## Eleven County Region

### STAFFING

#### INCENTIVES

##### Percentage of those companies offering these staffing incentives

Relax drug screening requirements . . . . .	0%
Hire persons with disabilities . . . . .	13%
Hire persons with felony records . . . . .	0%
Expand internships . . . . .	19%
Hire persons without high school or GED diploma . . . . .	0%
Increase starting pay . . . . .	69%
Pay hiring bonus . . . . .	6%
Pay referral bonus . . . . .	25%
Pay retention bonus . . . . .	6%
Offer housing assistance . . . . .	0%
Offer child care assistance . . . . .	0%
None or none of above . . . . .	13%

#### RECRUITING

##### Where employers recruit new workers

Employment agencies . . . . .	13%
Indiana Career Connect . . . . .	6%
Job fairs . . . . .	19%
Newspapers . . . . .	25%
Online . . . . .	81%
Referrals . . . . .	88%

#### PANDEMIC

##### Impact of the pandemic on employment environment

No impact . . . . .	50%
Layoffs . . . . .	0%
Furloughs . . . . .	0%
Delay filling openings . . . . .	50%
More flexible work from home policies . . . . .	0%
Employment has grown . . . . .	0%

##### COVID19 Vaccine policies

	Hourly	Salaried
Employees are required to be vaccinated . . . . .	0%	0%
Financial incentives offered to encourage vaccination . . . . .	0%	50%

# Northeast Indiana Workforce: Professional, Financial and Information Services and Not-For-Profits Eleven County Region

## WORKFORCE DEVELOPMENT

### MOST NEEDED SKILLS

#### Employers who say these abilities are most needed in workforce

Customer service . . . . .	63%
Communications skills. . . . .	25%
People skills . . . . .	0%
Strong work ethic. . . . .	6%
Showing up for work . . . . .	0%
Time management. . . . .	0%
Problem solving. . . . .	0%
Commitment to quality. . . . .	6%
Detail oriented. . . . .	6%
Willingness to learn . . . . .	6%
Ability to follow instructions . . . . .	0%
Computer literacy . . . . .	6%
Mathematics . . . . .	0%
Read ruler/scale . . . . .	13%
Machinist. . . . .	0%
Welding. . . . .	0%

### NEEDED TECHNICAL SKILLS

#### Employers who say these tech skills are most needed in workforce

Office. . . . .	56%
Outlook. . . . .	19%
Excel . . . . .	25%
AutoCAD . . . . .	0%
SAP . . . . .	0%
CAM. . . . .	0%
Computer/Internet . . . . .	6%
Machinist. . . . .	0%
Welding. . . . .	0%
Specialized to position . . . . .	63%

### MINIMUM EDUCATION REQUIREMENTS

#### Employers who set these minimum education requirements

High School/GED. . . . .	31%
Some college . . . . .	0%
Associates degree. . . . .	6%
Bachelors degree . . . . .	44%
Graduate degree. . . . .	44%
Professional license/tech certification . . . . .	13%
None required . . . . .	0%

**Northeast Indiana Workforce: Professional, Financial and Information Services and Not-For-Profits**  
 Eleven County Region

**WORKFORCE DEVELOPMENT**

**EMPLOYERS FIND THESE POSITIONS MOST DIFFICULT TO FILL**

Management . . . . .	13%
All openings. . . . .	6%
Maintenance positions. . . . .	0%
Skilled trades . . . . .	6%
Welders . . . . .	0%
Machinists. . . . .	0%
Technicians . . . . .	19%
CDL drivers. . . . .	0%
Production positions . . . . .	0%
Off-shift openings . . . . .	6%
Labor. . . . .	0%
Engineers. . . . .	0%
Other. . . . .	31%

**SALARY OUTLOOK**

**PAY INCREASES**

**In 2020**

<b>Percentage of companies giving pay raises in preceding 12 months . . . . .</b>	<b>77%</b>
Average raise given in preceding 12 months . . . . .	4.20%
Typical raise given in preceding 12 months . . . . .	3%

**In 2021**

<b>Percentage of companies planning pay raises in next 12 months. . . . .</b>	<b>89%</b>
Average raise planned in next 12 months . . . . .	3.62%
Typical increase planned in next 12 months. . . . .	3%

**TRAINING AND CAREER DEVELOPMENT**

**TRAINING AND EDUCATION**

Percentage of companies with training, career development and education benefits. . 81% . . . . . 81%

**How soon after hire is employee eligible?**

One to 30 days . . . . . 69% . . . . . 69%  
 One to three months . . . . . 0% . . . . . 0%  
 Three to six months . . . . . 0% . . . . . 0%  
 Six months to one year. . . . . 8% . . . . . 8%  
 After 1 year . . . . . 23% . . . . . 23%

**TUITION ASSISTANCE**

Percentage of companies offering tuition assistance. . . . . 44% . . . . . 44%  
 Percentage that require classes be job related to receive tuition assistance . . . . . 86% . . . . . 86%  
 Average percent of tuition reimbursement . . . . . 45% . . . . . 45%

**JOB SKILLS AND CAREER DEVELOPMENT**

Percentage of companies that offer in-house skills and career development programs 81% . . . . . 81%  
 Percentage of companies that offer off-site skills and career development programs . . . . . 81% . . . . . 81%

**MENTORING**

Percentage of companies with formal mentoring programs . . . . . 50% . . . . . 50%

**IN-HOUSE TRAINING**

Percentage of companies where training is done in-house . . . . . 81% . . . . . 81%

**OFF-SITE TRAINING**

Percentage of companies where training is done off-site. . . . . 81% . . . . . 81%

**ORIENTATION**

Percentage of companies that offer orientation for new employees . . . . . 75% . . . . . 75%

**INTERNSHIPS**

Percentage of employers that offer internships . . . . . 73%

**Northeast Indiana Workforce: Professional, Financial and Information Services and Not-For-Profits**  
 Eleven County Region

**SUBSTANCE SCREENING**

**DRUG TESTING**

Percentage of companies that conduct drug screening . . . . . **25%**

**Which screening protocol is used?**

Five panel . . . . . 100%  
 Seven panel . . . . . 25%  
 DOT . . . . . 0%  
 Other . . . . . 25%

	<b>Hourly</b>	<b>Salary</b>
Percentage of those companies that require new applicants to pass . . . . .	50%	50%

**Current employees are screened**

Randomly . . . . .	6%	6%
After incident/injury . . . . .	19%	19%
For cause . . . . .	31%	31%

**Employees who fail are**

Dismissed . . . . .	100%	100%
Referred to an EAP or counseling program . . . . .	75%	75%

**MARIJUANA TESTING**

Percentage of companies that test for marijuana use . . . . . **100%**

Percentage of companies that make allowance for prescription . . . . . 86%

**When are tests done?**

As part of hiring process . . . . .	43%
For cause or after incident . . . . .	86%

# Healthcare



## NORTHEAST INDIANA 2021 ELEVEN COUNTY REGIONAL WAGES AND BENEFITS SURVEY



### Healthcare

Includes healthcare and social assistance

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# WAGES

## Healthcare



# Northeast Indiana Wages: Healthcare

## Eleven County Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
<b>MANAGEMENT OCCUPATIONS / ADMINISTRATIVE</b>				
Chief Executives . . . . .	41 . . . . .	\$22.72 . . . . .	\$57.21 . . . . .	\$91.51
General and Operations Managers . . . . .	307 . . . . .	\$28.35 . . . . .	\$41.02 . . . . .	\$61.07
Marketing Managers . . . . .	13 . . . . .	\$32.83 . . . . .	\$45.74 . . . . .	\$66.13
Public Relations and Fundraising Managers . . . . .	16 . . . . .	\$27.03 . . . . .	\$37.68 . . . . .	\$50.76
Administrative Services and Facilities Managers . . . . .	138 . . . . .	\$29.79 . . . . .	\$37.15 . . . . .	\$48.47
Computer and Information Systems Managers . . . . .	21 . . . . .	\$44.99 . . . . .	\$59.71 . . . . .	\$73.92
Financial Managers . . . . .	46 . . . . .	\$30.27 . . . . .	\$48.06 . . . . .	\$70.17
Human Resources Managers . . . . .	19 . . . . .	\$35.39 . . . . .	\$43.53 . . . . .	\$53.72
Education and Childcare Administrators, Preschool and Daycare . . . . .	92 . . . . .	\$16.27 . . . . .	\$19.54 . . . . .	\$25.79
Food Service Managers . . . . .	17 . . . . .	\$17.27 . . . . .	\$22.45 . . . . .	\$27.62
Medical and Health Services Managers . . . . .	846 . . . . .	\$33.29 . . . . .	\$43.24 . . . . .	\$58.33
Social and Community Service Managers . . . . .	233 . . . . .	\$21.53 . . . . .	\$28.23 . . . . .	\$34.36
Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other . . . . .	39 . . . . .	\$13.69 . . . . .	\$22.32 . . . . .	\$37.01
<b>BUSINESS AND FINANCIAL OPERATIONS OCCUPATIONS</b>				
Buyers and Purchasing Agents . . . . .	42 . . . . .	\$20.22 . . . . .	\$25.50 . . . . .	\$31.55
Compliance Officers . . . . .	47 . . . . .	\$20.32 . . . . .	\$27.66 . . . . .	\$36.53
Human Resources Specialists . . . . .	229 . . . . .	\$19.96 . . . . .	\$25.16 . . . . .	\$30.89
Management Analysts . . . . .	47 . . . . .	\$28.29 . . . . .	\$35.88 . . . . .	\$46.94
Fundraisers . . . . .	53 . . . . .	\$16.51 . . . . .	\$20.46 . . . . .	\$26.19
Training and Development Specialists . . . . .	119 . . . . .	\$21.88 . . . . .	\$28.51 . . . . .	\$34.57
Market Research Analysts and Marketing Specialists . . . . .	82 . . . . .	\$18.63 . . . . .	\$24.11 . . . . .	\$32.89
Project Management Specialists and Business Operations Specialists, All Other . . . . .	96 . . . . .	\$21.85 . . . . .	\$29.11 . . . . .	\$38.58
Accountants and Auditors . . . . .	141 . . . . .	\$23.56 . . . . .	\$29.98 . . . . .	\$38.31
Financial and Investment Analysts, Financial Risk Specialists, and Financial Specialists, All Other . . . . .	18 . . . . .	\$23.18 . . . . .	\$29.96 . . . . .	\$41.67
<b>COMPUTER AND MATHEMATICAL OCCUPATIONS</b>				
Computer Systems Analysts . . . . .	77 . . . . .	\$25.92 . . . . .	\$33.39 . . . . .	\$43.50
Computer User Support Specialists . . . . .	70 . . . . .	\$16.54 . . . . .	\$20.19 . . . . .	\$24.82
Computer Network Architects . . . . .	17 . . . . .	\$34.05 . . . . .	\$42.15 . . . . .	\$51.58
Network and Computer Systems Administrators . . . . .	48 . . . . .	\$26.49 . . . . .	\$32.70 . . . . .	\$40.10
Software Developers and Software Quality Assurance Analysts and Testers . . . . .	28 . . . . .	\$34.18 . . . . .	\$44.93 . . . . .	\$56.92
Computer Occupations, All Other . . . . .	10 . . . . .	\$15.33 . . . . .	\$22.44 . . . . .	\$36.76

## Northeast Indiana Wages: Healthcare

### Eleven County Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
<b>LIFE, PHYSICAL, AND SOCIAL SCIENCE OCCUPATIONS</b>				
Medical Scientists, Except Epidemiologists . . . . .	73	\$36.83	\$50.87	\$69.98
Clinical, Counseling, and School Psychologists . . . . .	86	\$27.89	\$33.84	\$42.04
Psychologists, All Other . . . . .	38	\$20.22	\$35.68	\$54.31
Social Science Research Assistants . . . . .	11	\$14.61	\$20.10	\$25.27
Occupational Health and Safety Specialists . . . . .	16	\$23.88	\$31.83	\$37.36
<b>COMMUNITY AND SOCIAL SERVICE OCCUPATIONS</b>				
Educational, Guidance, and Career Counselors and Advisors . . . . .	89	\$18.32	\$23.91	\$30.26
Marriage and Family Therapists . . . . .	91	\$19.90	\$22.81	\$27.49
Rehabilitation Counselors . . . . .	188	\$11.83	\$16.22	\$18.88
Substance Abuse, Behavioral Disorder, and Mental Health Counselors . . . . .	734	\$16.00	\$20.53	\$28.62
Counselors, All Other . . . . .	117	\$16.69	\$18.54	\$29.15
Child, Family, and School Social Workers . . . . .	345	\$18.57	\$20.89	\$23.96
Healthcare Social Workers . . . . .	741	\$16.27	\$20.71	\$26.45
Mental Health and Substance Abuse Social Workers . . . . .	192	\$16.07	\$18.72	\$22.82
Social Workers, All Other . . . . .	35	\$22.07	\$30.95	\$36.66
Health Education Specialists . . . . .	82	\$20.15	\$25.74	\$33.87
Social and Human Service Assistants . . . . .	758	\$12.55	\$14.43	\$16.84
Community Health Workers . . . . .	154	\$9.30	\$15.78	\$21.86
Community and Social Service Specialists, All Other . . . . .	35	\$11.50	\$16.30	\$20.68
Clergy . . . . .	77	\$18.83	\$22.68	\$27.32
<b>EDUCATIONAL INSTRUCTION AND LIBRARY OCCUPATIONS</b>				
Postsecondary Teachers . . . . .	52	\$21.82	\$32.53	\$49.20
Preschool Teachers, Except Special Education . . . . .	469	\$10.06	\$11.64	\$14.32
Adult Basic Education, Adult Secondary Education, and English as a Second Language Instructors . . . . .	18	\$20.99	\$24.38	\$33.39
Self-Enrichment Teachers . . . . .	32	\$12.27	\$19.48	\$26.65
Substitute Teachers, Short-Term . . . . .	12	\$9.92	\$12.16	\$14.39
Tutors and Teachers and Instructors, All Other . . . . .	27	\$13.85	\$23.15	\$28.66
Teaching Assistants, Except Postsecondary . . . . .	223	\$9.19	\$11.43	\$13.73

# Northeast Indiana Wages: Healthcare

## Eleven County Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
<b>ARTS, DESIGN, ENTERTAINMENT, SPORTS, AND MEDIA OCCUPATIONS</b>				
Public Relations Specialists . . . . .	59	\$18.11	\$23.10	\$29.48
Interpreters and Translators . . . . .	48	\$14.72	\$18.43	\$29.13
<b>HEALTHCARE PRACTITIONERS AND TECHNICAL OCCUPATIONS</b>				
Chiropractors . . . . .	116	\$27.72	\$35.39	\$47.65
Dentists, General . . . . .	208	\$49.68	\$81.08	\$118.37
Dietitians and Nutritionists . . . . .	158	\$20.95	\$26.46	\$32.10
Optometrists . . . . .	120	\$40.38	\$53.31	\$63.35
Pharmacists . . . . .	242	\$53.71	\$60.17	\$68.94
Physician Assistants . . . . .	200	\$36.94	\$49.57	\$59.31
Podiatrists . . . . .	17	\$61.64	\$84.05	\$123.50
Occupational Therapists . . . . .	244	\$33.06	\$40.95	\$48.86
Physical Therapists . . . . .	401	\$32.60	\$40.62	\$48.19
Radiation Therapists . . . . .	109	\$30.17	\$35.87	\$43.73
Recreational Therapists . . . . .	33	\$17.94	\$22.18	\$27.43
Respiratory Therapists . . . . .	343	\$22.92	\$26.58	\$30.69
Speech-Language Pathologists . . . . .	106	\$26.64	\$34.14	\$43.42
Exercise Physiologists . . . . .	44	\$20.45	\$22.15	\$26.61
Therapists, All Other . . . . .	139	\$17.32	\$29.00	\$32.42
Registered Nurses . . . . .	6,594	\$24.74	\$28.50	\$33.11
Nurse Anesthetists . . . . .	84	\$52.73	\$64.58	\$77.01
Nurse Practitioners . . . . .	610	\$43.40	\$50.20	\$57.57
Audiologists . . . . .	17	\$54.67	\$66.28	\$80.09
Anesthesiologists . . . . .	41	\$108.12	\$125.47	\$148.76
Family Medicine Physicians . . . . .	179	\$57.68	\$75.24	\$104.42
General Internal Medicine Physicians . . . . .	54	\$122.46	\$167.16	\$240.13
Obstetricians and Gynecologists . . . . .	28	\$79.09	\$99.19	\$128.25
Pediatricians, General . . . . .	23	\$46.23	\$55.77	\$71.57
Psychiatrists . . . . .	51	\$99.92	\$120.32	\$142.80
Physicians, All Other; and Ophthalmologists, Except Pediatric . . . . .	1,205	\$76.15	\$103.84	\$111.64
Surgeons, Except Ophthalmologists . . . . .	48	\$69.61	\$105.70	\$119.86
Dental Hygienists . . . . .	448	\$29.53	\$34.28	\$38.94
Acupuncturists and Healthcare Diagnosing or Treating Practitioners, All Other . . . . .	39	\$27.07	\$33.88	\$41.93
Clinical Laboratory Technologists and Technicians . . . . .	686	\$16.49	\$22.50	\$30.63
Cardiovascular Technologists and Technicians . . . . .	99	\$21.86	\$31.04	\$35.87
Diagnostic Medical Sonographers . . . . .	95	\$27.79	\$32.66	\$36.83
Nuclear Medicine Technologists . . . . .	37	\$28.33	\$32.40	\$36.21
Radiologic Technologists and Technicians . . . . .	468	\$21.89	\$25.96	\$29.95

## Northeast Indiana Wages: Healthcare

### Eleven County Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
<b>HEALTHCARE PRACTITIONERS AND TECHNICAL OCCUPATIONS</b> <i>CONTINUED</i>				
Magnetic Resonance Imaging Technologists . . . . .	68 . . . . .	\$26.54 . . . . .	\$30.64 . . . . .	\$35.67
Emergency Medical Technicians and Paramedics . . . . .	423 . . . . .	\$13.63 . . . . .	\$16.64 . . . . .	\$20.58
Dietetic Technicians . . . . .	53 . . . . .	\$10.82 . . . . .	\$12.92 . . . . .	\$16.39
Pharmacy Technicians . . . . .	275 . . . . .	\$13.28 . . . . .	\$15.37 . . . . .	\$17.71
Psychiatric Technicians . . . . .	171 . . . . .	\$12.20 . . . . .	\$14.17 . . . . .	\$17.26
Surgical Technologists . . . . .	321 . . . . .	\$19.63 . . . . .	\$23.08 . . . . .	\$27.79
Ophthalmic Medical Technicians . . . . .	175 . . . . .	\$13.69 . . . . .	\$16.60 . . . . .	\$20.49
Licensed Practical and Licensed Vocational Nurses . . . . .	1,908 . . . . .	\$19.44 . . . . .	\$21.83 . . . . .	\$24.22
Opticians, Dispensing . . . . .	163 . . . . .	\$13.57 . . . . .	\$15.29 . . . . .	\$17.88
Medical Dosimetrists, Medical Records Specialists, and Health Technologists and Technicians, All Other . . . . .	606 . . . . .	\$17.72 . . . . .	\$22.64 . . . . .	\$28.09
Athletic Trainers . . . . .	18 . . . . .	\$19.68 . . . . .	\$23.03 . . . . .	\$27.44
Health Information Technologists, Medical Registrars, Surgical Assistants, and Healthcare Practitioners and Technical Workers . . . . .	123 . . . . .	\$13.18 . . . . .	\$16.57 . . . . .	\$21.69
<b>HEALTHCARE SUPPORT OCCUPATIONS</b>				
Home Health and Personal Care Aides . . . . .	4,783 . . . . .	\$10.24 . . . . .	\$11.34 . . . . .	\$12.56
Nursing Assistants . . . . .	3,878 . . . . .	\$11.84 . . . . .	\$13.48 . . . . .	\$15.24
Orderlies . . . . .	279 . . . . .	\$13.03 . . . . .	\$14.60 . . . . .	\$17.13
Psychiatric Aides . . . . .	108 . . . . .	\$10.89 . . . . .	\$13.01 . . . . .	\$15.09
Occupational Therapy Assistants . . . . .	110 . . . . .	\$23.89 . . . . .	\$27.95 . . . . .	\$31.46
Physical Therapist Assistants . . . . .	270 . . . . .	\$20.39 . . . . .	\$25.74 . . . . .	\$30.23
Physical Therapist Aides . . . . .	140 . . . . .	\$8.21 . . . . .	\$9.01 . . . . .	\$10.42
Massage Therapists . . . . .	51 . . . . .	\$12.12 . . . . .	\$19.51 . . . . .	\$24.98
Dental Assistants . . . . .	789 . . . . .	\$16.92 . . . . .	\$18.98 . . . . .	\$21.92
Medical Assistants . . . . .	1,927 . . . . .	\$13.60 . . . . .	\$15.35 . . . . .	\$17.81
Medical Equipment Preparers . . . . .	164 . . . . .	\$13.87 . . . . .	\$15.33 . . . . .	\$17.87
Medical Transcriptionists . . . . .	51 . . . . .	\$14.35 . . . . .	\$17.25 . . . . .	\$27.64
Phlebotomists . . . . .	239 . . . . .	\$12.88 . . . . .	\$14.54 . . . . .	\$17.49
Healthcare Support Workers, All Other . . . . .	156 . . . . .	\$12.87 . . . . .	\$17.45 . . . . .	\$22.83
<b>PROTECTIVE SERVICE OCCUPATIONS</b>				
Security Guards . . . . .	176 . . . . .	\$10.51 . . . . .	\$13.65 . . . . .	\$23.91

## Northeast Indiana Wages: Healthcare

### Eleven County Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
<b>FOOD PREPARATION AND SERVING RELATED OCCUPATIONS</b>				
Chefs and Head Cooks . . . . .	16 . . . . .	\$17.62 . . . . .	\$21.55 . . . . .	\$24.93 . . . . .
First-Line Supervisors of Food Preparation and Serving Workers . . . . .	112 . . . . .	\$12.73 . . . . .	\$14.79 . . . . .	\$17.83 . . . . .
Cooks, Institution and Cafeteria . . . . .	639 . . . . .	\$10.31 . . . . .	\$12.60 . . . . .	\$14.70 . . . . .
Food Preparation Workers . . . . .	156 . . . . .	\$8.69 . . . . .	\$9.91 . . . . .	\$11.93 . . . . .
Fast Food and Counter Workers . . . . .	259 . . . . .	\$8.85 . . . . .	\$10.00 . . . . .	\$11.41 . . . . .
Waiters and Waitresses . . . . .	46 . . . . .	\$8.89 . . . . .	\$10.03 . . . . .	\$14.17 . . . . .
Food Servers, Nonrestaurant . . . . .	586 . . . . .	\$9.05 . . . . .	\$10.80 . . . . .	\$13.39 . . . . .
Dining Room and Cafeteria Attendants and Bartender Helpers . . . . .	28 . . . . .	\$8.63 . . . . .	\$9.74 . . . . .	\$11.68 . . . . .
Dishwashers . . . . .	38 . . . . .	\$8.72 . . . . .	\$9.57 . . . . .	\$11.00 . . . . .
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop . . . . .	11 . . . . .	\$8.57 . . . . .	\$9.47 . . . . .	\$11.32 . . . . .
Food Preparation and Serving Related Workers, All Other . . . . .	50 . . . . .	\$9.81 . . . . .	\$10.96 . . . . .	\$12.14 . . . . .
<b>BUILDING AND GROUNDS CLEANING AND MAINTENANCE OCCUPATIONS</b>				
First-Line Supervisors of Housekeeping and Janitorial Workers . . . . .	63 . . . . .	\$13.71 . . . . .	\$17.93 . . . . .	\$23.66 . . . . .
Janitors and Cleaners, Except Maids and Housekeeping Cleaners . . . . .	584 . . . . .	\$9.74 . . . . .	\$12.10 . . . . .	\$14.98 . . . . .
Maids and Housekeeping Cleaners . . . . .	667 . . . . .	\$8.75 . . . . .	\$10.28 . . . . .	\$12.10 . . . . .
Landscaping and Groundskeeping Workers . . . . .	43 . . . . .	\$9.61 . . . . .	\$12.76 . . . . .	\$17.04 . . . . .
<b>PERSONAL CARE AND SERVICE OCCUPATIONS</b>				
First-Line Supervisors of Personal Service and Entertainment and Recreation Workers, Except Gambling Services . . . . .	164 . . . . .	\$11.99 . . . . .	\$14.38 . . . . .	\$17.90 . . . . .
Skincare Specialists . . . . .	15 . . . . .	\$8.55 . . . . .	\$9.56 . . . . .	\$12.64 . . . . .
Concierges . . . . .	17 . . . . .	\$12.42 . . . . .	\$14.10 . . . . .	\$15.94 . . . . .
Childcare Workers . . . . .	982 . . . . .	\$7.89 . . . . .	\$9.03 . . . . .	\$11.08 . . . . .
Exercise Trainers and Group Fitness Instructors . . . . .	33 . . . . .	\$9.93 . . . . .	\$12.82 . . . . .	\$16.93 . . . . .
Recreation Workers . . . . .	342 . . . . .	\$8.64 . . . . .	\$10.14 . . . . .	\$13.36 . . . . .
Residential Advisors . . . . .	198 . . . . .	\$11.38 . . . . .	\$13.72 . . . . .	\$16.67 . . . . .
Crematory Operators and Personal Care and Service Workers, All Other . . . . .	41 . . . . .	\$8.61 . . . . .	\$11.35 . . . . .	\$15.58 . . . . .
<b>SALES AND RELATED OCCUPATIONS</b>				
First-Line Supervisors of Retail Sales Workers . . . . .	22 . . . . .	\$13.16 . . . . .	\$16.81 . . . . .	\$22.76 . . . . .
Cashiers . . . . .	44 . . . . .	\$8.77 . . . . .	\$10.01 . . . . .	\$11.51 . . . . .
Retail Salespersons . . . . .	100 . . . . .	\$9.22 . . . . .	\$10.93 . . . . .	\$13.94 . . . . .
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel . . . . .	58 . . . . .	\$19.29 . . . . .	\$26.22 . . . . .	\$39.99 . . . . .

## Northeast Indiana Wages: Healthcare

### Eleven County Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
<b>OFFICE AND ADMINISTRATIVE SUPPORT OCCUPATIONS</b>				
First-Line Supervisors of Office and Administrative				
Support Workers . . . . .	548	\$18.89	\$25.60	\$33.55
Switchboard Operators, Including Answering Service . . . . .	59	\$12.28	\$13.86	\$15.61
Bill and Account Collectors . . . . .	70	\$15.08	\$17.27	\$20.00
Billing and Posting Clerks . . . . .	492	\$15.52	\$18.00	\$21.44
Bookkeeping, Accounting, and Auditing Clerks . . . . .	223	\$14.18	\$17.35	\$21.41
Payroll and Timekeeping Clerks . . . . .	30	\$15.37	\$18.65	\$23.96
Customer Service Representatives . . . . .	352	\$14.58	\$18.15	\$22.47
Eligibility Interviewers, Government Programs . . . . .	15	\$15.35	\$16.20	\$18.94
File Clerks . . . . .	40	\$13.84	\$16.56	\$20.31
Interviewers, Except Eligibility and Loan . . . . .	486	\$13.62	\$15.63	\$18.16
Human Resources Assistants, Except				
Payroll and Timekeeping . . . . .	20	\$15.66	\$17.89	\$20.54
Receptionists and Information Clerks . . . . .	900	\$11.25	\$13.48	\$15.68
Information and Record Clerks, All Other . . . . .	27	\$10.33	\$13.49	\$19.86
Couriers and Messengers . . . . .	14	\$9.71	\$12.83	\$17.67
Public Safety Telecommunicators . . . . .	22	\$17.51	\$21.03	\$24.68
Production, Planning, and Expediting Clerks . . . . .	53	\$19.01	\$23.92	\$28.94
Shipping, Receiving, and Inventory Clerks . . . . .	35	\$13.46	\$16.37	\$19.71
Executive Secretaries and Executive				
Administrative Assistants . . . . .	117	\$19.05	\$22.61	\$26.76
Medical Secretaries and Administrative Assistants . . . . .	1,063	\$14.03	\$16.52	\$19.18
Secretaries and Administrative Assistants, Except				
Legal, Medical, and Executive . . . . .	375	\$12.60	\$16.13	\$19.80
Data Entry Keyers . . . . .	15	\$12.19	\$14.74	\$17.63
Insurance Claims and Policy Processing Clerks . . . . .	40	\$15.19	\$18.01	\$21.64
Office Clerks, General . . . . .	1,132	\$12.62	\$15.78	\$19.13
Office and Administrative Support Workers, All Other . . . . .	55	\$11.21	\$17.48	\$22.13
<b>CONSTRUCTION AND EXTRACTION OCCUPATIONS</b>				
Carpenters . . . . .	10	\$13.43	\$19.19	\$25.87
Electricians . . . . .	17	\$19.27	\$25.61	\$32.11
<b>INSTALLATION, MAINTENANCE, AND REPAIR OCCUPATIONS</b>				
First-Line Supervisors of Mechanics, Installers, and Repairers . . . . .	61	\$24.03	\$31.13	\$40.83
Medical Equipment Repairers . . . . .	50	\$17.47	\$21.90	\$27.17
Maintenance and Repair Workers, General . . . . .	495	\$16.05	\$20.88	\$25.72

## Northeast Indiana Wages: Healthcare

### Eleven County Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
<b>PRODUCTION OCCUPATIONS</b>				
First-Line Supervisors of Production and				
Operating Workers . . . . .	27	\$21.47	\$27.55	\$34.83
Miscellaneous Assemblers and Fabricators . . . . .	96	\$13.99	\$17.69	\$22.79
Laundry and Dry-Cleaning Workers . . . . .	184	\$10.16	\$11.99	\$14.29
Sewing Machine Operators . . . . .	14	\$10.70	\$13.14	\$16.14
Stationary Engineers and Boiler Operators . . . . .	14	\$19.12	\$28.65	\$37.02
Inspectors, Testers, Sorters, Samplers, and Weighers . . . . .	11	\$15.57	\$19.01	\$23.41
Ophthalmic Laboratory Technicians . . . . .	29	\$12.70	\$16.41	\$18.55
Production Workers, All Other . . . . .	22	\$13.28	\$16.62	\$20.28

<b>TRANSPORTATION AND MATERIAL MOVING OCCUPATIONS</b>				
First-Line Supervisors of Transportation and Material				
Moving Workers, Except Aircraft Cargo				
Handling Supervisors . . . . .	18	\$19.01	\$25.73	\$31.16
Light Truck Drivers . . . . .	39	\$9.92	\$14.61	\$20.40
Passenger Vehicle Drivers, Except Bus Drivers,				
Transit and Intercity . . . . .	227	\$8.76	\$10.44	\$16.55
Laborers and Freight, Stock, and Material Movers, Hand. . . . .	154	\$11.36	\$13.77	\$17.51
Packers and Packagers, Hand . . . . .	26	\$11.80	\$13.68	\$16.13
Stockers and Order Fillers . . . . .	119	\$10.20	\$12.05	\$15.03

# BENEFITS

## Healthcare



# Northeast Indiana Benefits: Healthcare

Eleven County Region

Hourly Salary

## PAID TIME OFF

### HOLIDAYS

Percentage of companies offering paid holidays . . . . .	60%	60%
Typical number of paid holidays offered annually . . . . .	5	5

#### Percentage of those companies offering these common holidays

New Year's Eve . . . . .	0%	0%
New Year's Day . . . . .	67%	67%
Martin Luther King Jr. . . . .	0%	0%
Lincoln's Birthday . . . . .	0%	0%
President's Day . . . . .	0%	0%
Washington's Birthday . . . . .	0%	0%
Good Friday . . . . .	0%	0%
Memorial Day . . . . .	67%	67%
Independence Day . . . . .	67%	67%
Labor Day . . . . .	67%	67%
Columbus Day . . . . .	0%	0%
Election Day . . . . .	0%	0%
Floating Holiday . . . . .	0%	0%
Veterans' Day . . . . .	0%	0%
Thanksgiving Day . . . . .	67%	67%
Day After Thanksgiving . . . . .	0%	0%
Christmas Eve . . . . .	0%	0%
Christmas Day . . . . .	67%	67%
Other . . . . .	33%	33%

### COMBINED PAID TIME OFF

Percentage of companies that combine vacation, sick and personal days . . . . .	80%	80%
Average number of PTO days offered first year . . . . .	16	17
Typical number of PTO days offered first year . . . . .	10	15
Average number of carryover days per year . . . . .	50	47

#### How Paid Time Off is earned

Average number of years that must be worked to earn 5 days . . . . .	First Year	First Year
Typical number of years that must be worked to earn 5 days . . . . .	1	First Year
Average number of years that must be worked to earn 10 days . . . . .	1	1
Typical number of years that must be worked to earn 10 days . . . . .	5	1
Average number of years that must be worked to earn 15 days . . . . .	1	3
Typical number of years that must be worked to earn 15 days . . . . .	5	5
Average number of years that must be worked to earn 20 days (when offered) . . . . .	3	3
Typical number of years that must be worked to earn 20 days (when offered) . . . . .	5	5
Average number of years that must be worked to earn more than 20 days (when offered) . . . . .	6	6
Typical number of years that must be worked to earn more than 20 days (when offered) . . . . .	10	10

# Northeast Indiana Benefits: Healthcare (continued)

Eleven County Region

Hourly

Salary

## PAID TIME OFF (continued)

### VACATION

Percentage of all companies that offer paid vacation . . . . . 0% . . . . . 0%

#### How soon after hire may employee take paid vacation?

One to 30 days . . . . .	0%	0%
One to three months . . . . .	N/A	N/A
Three to six months . . . . .	N/A	N/A
Six months to one year . . . . .	N/A	N/A
After 1 year . . . . .	N/A	N/A

#### Number of days offered

Average number of paid vacation days offered in first year: . . . . .	N/A	N/A
Typical number of vacation days offered in first year: . . . . .	N/A	N/A

#### How vacation time is earned

Average number of years that must be worked to earn 5 days . . . . .	N/A	N/A
Typical number of years that must be worked to earn 5 days . . . . .	N/A	N/A
Average number of years that must be worked to earn 10 days . . . . .	N/A	N/A
Typical number of years that must be worked to earn 10 days . . . . .	N/A	N/A
Average number of years that must be worked to earn 15 days . . . . .	N/A	N/A
Typical number of years that must be worked to earn 15 days . . . . .	N/A	N/A
Average number of years that must be worked to earn 20 days (when offered) . . . . .	N/A	N/A
Typical number of years that must be worked to earn 20 days (when offered) . . . . .	N/A	N/A
Average number of years that must be worked to earn more than 20 days (when offered) . . . . .	N/A	N/A
Typical number of years that must be worked to earn more than 20 days (when offered) . . . . .	N/A	N/A

### PERSONAL DAYS

Percentage of companies offering paid personal days . . . . . 20% . . . . . 20%

Average number of personal days offered per year . . . . .	22	22
Typical number of personal days offered in first year: . . . . .	25	25

#### How soon after hire may employee take personal day?

One to 30 days . . . . .	0%	0%
One to three months . . . . .	100%	100%
Three to six months . . . . .	0%	0%
Six months to one year . . . . .	0%	0%
After 1 year . . . . .	0%	0%

# Northeast Indiana Benefits: Healthcare (continued)

Eleven County Region

Hourly

Salary

## PAID TIME OFF (continued)

### BEREAVEMENT LEAVE

Percentage of companies offering paid bereavement leave . . . . .	60%	60%
Average number of bereavement days offered annually . . . . .	3	3
Typical number of bereavement days offered annually . . . . .	3	3

#### How soon after hire is employee eligible?

One to 30 days . . . . .	67%	67%
One to three months . . . . .	33%	33%
Three to six months . . . . .	0%	0%
Six months to year . . . . .	0%	0%
After one year . . . . .	0%	0%
1%		

### COMPENSATION DURING JURY SERVICE

Percentage of companies that pay employees during jury service . . . . .	100%	80%
Percentage of those that pay regular wages plus payment from court . . . . .	40%	50%
Percentage of those that pay regular wages minus payment from court . . . . .	60%	50%
Percentage where employee receives only payment from court . . . . .	0%	20%

### ILLNESS DAYS

Percentage of companies that offer paid illness days . . . . .	20%	20%
Average number of paid illness days offered annually . . . . .	7	7
Typical number of paid illness days offered per year . . . . .	5	5
Average maximum number of illness days that may be accumulated . . . . .	45	45
Typical number of paid illness days that may be accumulated . . . . .	20	20

#### How soon after hire is employee eligible?

One to 30 days . . . . .	0%	0%
One to three months . . . . .	100%	100%
Three to six months . . . . .	0%	0%
Six months to one year . . . . .	0%	0%
After 1 year . . . . .	0%	0%

# Northeast Indiana Benefits: Healthcare (continued)

Eleven County Region

Hourly

Salary

## PAID TIME OFF (continued)

### FAMILY MEDICAL LEAVE

Percentage of companies that offer Family Medical Leave . . . . .	100%	100%
Average number of weeks paid . . . . .	8	.8
Typical number of weeks paid . . . . .	0	.0
Average number of weeks unpaid . . . . .	7	.7
Typical number of weeks unpaid . . . . .	0	.0

### MATERNITY LEAVE

Percentage of companies that offer Maternity Leave . . . . .	80%	80%
Average number of weeks paid . . . . .	5	.8
Typical number of weeks paid . . . . .	0	.0
Average number of weeks unpaid . . . . .	8	.5
Typical number of weeks unpaid . . . . .	0	.0

### PATERNITY LEAVE

Percentage of companies that offer Paternity Leave . . . . .	60%	60%
Average number of weeks paid . . . . .	4	.6
Typical number of weeks paid . . . . .	0	.0
Average number of weeks unpaid . . . . .	8	.4
Typical number of weeks unpaid . . . . .	0	.0

# Northeast Indiana Benefits: Healthcare (continued)

Eleven County Region

Hourly

Salary

## HEALTH RELATED BENEFITS

### HEALTH INSURANCE OFFERED

Percentage of companies offering health insurance to employees . . . . .	100%	100%
Percentage of those offering health insurance to families and children . . . . .	100%	100%
Percentage of companies reporting as self-insured . . . . .	100%	100%
Percentage of companies reporting indemnity insurance . . . . .	0%	0%
Percentage of companies that offer a single plan . . . . .	20%	20%
Percentage of companies that offer multiple plans . . . . .	80%	80%
Percentage of companies offering traditional plans . . . . .	80%	80%
Percentage of companies offering high-deductible plans . . . . .	40%	40%
Percentage of companies considering dropping health plan in coming year . . . . .	0%	0%

### HEALTH SAVINGS ACCOUNTS AND HEALTH REIMBURSEMENT ARRANGEMENTS

Percentage of companies offering only HSA or HRA plans . . . . .	20%	20%
Percentage of companies offering optional HSA or HRA plan . . . . .	20%	20%
Percentage of companies with no HSA or HRA plan . . . . .	60%	60%

#### Average company contribution to HSA/HRA account

For employee only plan . . . . .	\$2,449	\$2,449
For family plan . . . . .	\$7,929	\$7,929

#### Typical company contribution to HSA/HRA account

For employee only plan . . . . .	\$500	\$500
For family plan . . . . .	\$1,000	\$1,000

#### Average annual out of pocket limit with HSA/HRA plan

Average maximum annual out of pocket expense single . . . . .	\$6,000	\$6,000
Average maximum annual out of pocket expense family . . . . .	\$12,000	\$12,000

#### Typical annual out of pocket limit with HSA/HRA plan

Typical maximum annual out of pocket expense single . . . . .	\$5,000	\$5,000
Typical maximum annual out of pocket expense family . . . . .	\$10,000	\$10,000

### WELLNESS INCENTIVE

Percentage of companies that offer a wellness incentive . . . . .	40%	40%
Average amount that may be earned . . . . .	\$497	\$497
Typical amount that may be earned . . . . .	\$500	\$500

# Northeast Indiana Benefits: Healthcare (continued)

Eleven County Region

Hourly

Salary

## HEALTH INSURANCE COSTS AND BENEFITS

### SELF-INSURED COMPANIES

#### Traditional Plans

Percentage of self insured companies offering a traditional plan	79%	79%
Percentage that offer family coverage	100%	100%

#### How soon after hire is employee eligible?

One to 30 days	25%	25%
One to three months	50%	50%
Three to six months	25%	25%
Six months to year	0%	0%
After one year	0%	0%

#### Average monthly premium paid by employee for:

Employee only coverage	\$117.51	\$117.51
Employee and spouse	\$436.26	\$436.26
Employee and child	\$240.93	\$238.43
Family	\$629.86	\$629.86

#### Average monthly cost paid by employer for each employee

Employee-only coverage	\$602.80	\$602.80
Employee and spouse	\$929.59	\$929.59
Employee and child	\$1,128.95	\$1,128.95
Family	\$1,422.51	\$1,422.51

#### Deductibles

Average annual deductible per person	\$1,356.25	\$1,356.25
Typical annual deductible per person	\$1,500.00	\$1,500.00
Average annual deductible per family	\$2,537.50	\$2,537.50
Typical annual deductible per family	\$3,000.00	\$3,000.00

#### Copays and Limits

Average percentage of costs covered by insurance	66%	66%
Typical percentage of costs covered by insurance	80%	80%
Average copay for physician office visit	\$25.00	\$25.00
Typical copay for physician office visit	\$20.00	\$20.00

#### Average out of pocket limit

Single coverage	\$6,037.50	\$6,037.50
Family Coverage	\$12,075.00	\$12,075.00

#### Typical out of pocket limit

Single coverage	\$5,000.00	\$5,000.00
Family Coverage	\$10,000.00	\$10,000.00

# Northeast Indiana Benefits: Healthcare (continued)

Eleven County Region

Hourly

Salary

## HEALTH INSURANCE COSTS AND BENEFITS (continued)

### SELF-INSURED COMPANIES

#### High-Deductible Plan

Percentage of self insured companies offering a high-deductible plan . . . . .	53%	53%
Percentage that offer family coverage . . . . .	100%	100%

#### How soon after hire is employee eligible?

One to 30 days . . . . .	50%	50%
One to three months . . . . .	0%	0%
Three to six months . . . . .	50%	50%
Six months to year . . . . .	0%	0%
After one year . . . . .	0%	0%

#### Average monthly premium paid by employee for:

Employee only coverage . . . . .	\$103.96	\$103.96
Employee and spouse . . . . .	\$535.42	\$535.42
Employee and child . . . . .	\$279.15	\$279.15
Family . . . . .	\$783.19	\$783.19

#### Average monthly cost paid by employer for each employee

Employee-only coverage . . . . .	\$467.03	\$467.03
Employee and spouse . . . . .	\$654.50	\$654.50
Employee and child . . . . .	\$909.87	\$909.87
Family . . . . .	\$1,043.45	\$1,043.45

#### Deductibles

Average annual deductible per person . . . . .	\$3,250.00	\$3,250.00
Typical annual deductible per person . . . . .	\$1,500.00	\$1,500.00
Average annual deductible per family . . . . .	\$6,500.00	\$6,500.00
Typical annual deductible per family . . . . .	\$3,000.00	\$3,000.00

#### Copays and Limits

Average percentage of costs covered by insurance . . . . .	95%	95%
Typical percentage of costs covered by insurance . . . . .	80%	80%
Average copay for physician office visit . . . . .	\$12.50	\$12.50
Typical copay for physician office visit . . . . .	\$20.00	\$20.00

#### Average out of pocket limit

Single coverage . . . . .	\$6,000.00	\$6,000.00
Family Coverage . . . . .	\$12,000.00	\$12,000.00

#### Typical out of pocket limit

Single coverage . . . . .	\$5,000.00	\$5,000.00
Family Coverage . . . . .	\$10,000.00	\$10,000.00

# Northeast Indiana Benefits: Healthcare (continued)

Eleven County Region

Hourly

Salary

## HEALTH INSURANCE COSTS AND BENEFITS (continued)

### INDEMNITY-INSURED COMPANIES

#### Traditional Plans

Percentage of Indemnity insured companies offering a traditional plan	0%	0%
Percentage that offer family coverage	N/A	N/A

#### How soon after hire is employee eligible?

One to 30 days	N/A	N/A
One to three months	N/A	N/A
Three to six months	N/A	N/A
Six months to year	N/A	N/A
After one year	N/A	N/A

#### Average monthly premium paid by employee for:

Employee only coverage	N/A	N/A
Employee and spouse	N/A	N/A
Employee and child	N/A	N/A
Family	N/A	N/A

#### Average monthly cost paid by employer for each employee

Employee-only coverage	N/A	N/A
Employee and spouse	N/A	N/A
Employee and child	N/A	N/A
Family	N/A	N/A

#### Deductibles

Average annual deductible per person	N/A	N/A
Typical annual deductible per person	N/A	N/A
Average annual deductible per family	N/A	N/A
Typical annual deductible per family	N/A	N/A

#### Copays and Limits

Average percentage of costs covered by insurance	N/A	N/A
Typical percentage of costs covered by insurance	N/A	N/A
Average copay for physician office visit	N/A	N/A
Typical copay for physician office visit	N/A	N/A

#### Average out of pocket limit

Single coverage	N/A	N/A
Family Coverage	N/A	N/A

#### Typical out of pocket limit

Single coverage	N/A	N/A
Family Coverage	N/A	N/A

# Northeast Indiana Benefits: Healthcare (continued)

Eleven County Region

Hourly

Salary

## HEALTH INSURANCE COSTS AND BENEFITS (continued)

### INDEMNITY INSURED COMPANIES

#### High-Deductible Plan

Percentage of Indemnity insured companies offering a high-deductible plan . . . . .	0%	.0%
Percentage that offer family coverage . . . . .	N/A	N/A

#### How soon after hire is employee eligible?

One to 30 days . . . . .	N/A	N/A
One to three months . . . . .	N/A	N/A
Three to six months . . . . .	N/A	N/A
Six months to year . . . . .	N/A	N/A
After one year . . . . .	N/A	N/A

#### Average monthly premium paid by employee for:

Employee only coverage . . . . .	N/A	N/A
Employee and spouse . . . . .	N/A	N/A
Employee and child . . . . .	N/A	N/A
Family . . . . .	N/A	N/A

#### Average monthly cost paid by employer for each employee

Employee-only coverage . . . . .	N/A	N/A
Employee and spouse . . . . .	N/A	N/A
Employee and child . . . . .	N/A	N/A
Family . . . . .	N/A	N/A

#### Deductibles

Average annual deductible per person . . . . .	N/A	N/A
Typical annual deductible per person . . . . .	N/A	N/A
Average annual deductible per family . . . . .	N/A	N/A
Typical annual deductible per family . . . . .	N/A	N/A

#### Copays and Limits

Average percentage of costs covered by insurance . . . . .	N/A	N/A
Typical percentage of costs covered by insurance . . . . .	N/A	N/A
Average copay for physician office visit . . . . .	N/A	N/A
Typical copay for physician office visit . . . . .	N/A	N/A

#### Average out of pocket limit

Single coverage . . . . .	N/A	N/A
Family Coverage . . . . .	N/A	N/A

#### Typical out of pocket limit

Single coverage . . . . .	N/A	N/A
Family Coverage . . . . .	N/A	N/A

# Northeast Indiana Benefits: Healthcare (continued)

Eleven County Region

Hourly

Salary

## HEALTH INSURANCE COSTS AND BENEFITS (continued)

### PRESCRIPTION DRUG BENEFIT

Percentage of all companies where insurance covers prescription drugs . . . . . 70% . . . . . 69%

#### Retail copay when paying dollars

What is the average employee copay for retail generic? . . . . .	\$11.41	. . . . .	\$11.26
What is the typical employee copay for retail generic? . . . . .	\$10.00	. . . . .	\$10.00
What is the average employee copay for retail formulary? . . . . .	\$30.70	. . . . .	\$31.08
What is the typical employee copay for retail formulary? . . . . .	\$30.00	. . . . .	\$30.00
What is the average employee copay for retail non-formulary? . . . . .	\$52.95	. . . . .	\$53.26
What is the typical employee copay for retail non-formulary? . . . . .	\$60.00	. . . . .	\$60.00

#### Mail order copay when paying dollars

What is the average employee copay for mail-order generic? . . . . .	\$21.53	. . . . .	\$21.93
What is the typical employee copay for mail-order generic? . . . . .	\$20.00	. . . . .	\$20.00
What is the average employee copay for mail-order formulary? . . . . .	\$63.01	. . . . .	\$64.27
What is the typical employee copay for mail-order formulary? . . . . .	\$75.00	. . . . .	\$75.00
What is the average employee copay for mail-order non-formulary? . . . . .	\$113.13	. . . . .	\$113.13
What is the typical employee copay for mail-order nonformulary? . . . . .	\$150.00	. . . . .	\$150.00

#### Retail copay when paying a percentage

What is the average employee copay for retail generic? . . . . .	20%	. . . . .	20%
What is the typical employee copay for retail generic? . . . . .	10%	. . . . .	10%
What is the average employee copay for retail formulary? . . . . .	25%	. . . . .	25%
What is the typical employee copay for retail generic? . . . . .	20%	. . . . .	20%
What is the average employee copay for retail non-formulary? . . . . .	34%	. . . . .	34%
What is the typical employee copay for retail generic? . . . . .	30%	. . . . .	30%

#### Mail order copay when paying a percentage

What is the average employee copay for mail-order generic? . . . . .	41%	. . . . .	41%
What is the typical employee copay for retail generic? . . . . .	20%	. . . . .	20%
What is the average employee copay for mail-order formulary? . . . . .	28%	. . . . .	28%
What is the typical employee copay for retail generic? . . . . .	20%	. . . . .	20%
What is the average employee copay for mail-order non-formulary? . . . . .	31%	. . . . .	31%
What is the typical employee copay for retail generic? . . . . .	20%	. . . . .	20%

# Northeast Indiana Benefits: Healthcare (continued)

Eleven County Region

Hourly

Salary

## HEALTH INSURANCE COSTS AND BENEFITS (continued)

### DENTAL INSURANCE

Percentage of all companies that offer a dental plan	100%	100%
Percentage of those plans that cover orthodontia	80%	80%

#### How soon after hire is employee eligible for coverage?

One to 30 days after hire:	40%	60%
One to three months after hire	40%	20%
Three to six months after hire:	20%	20%
Six months to one year after hire:	0%	0%
After first year:	0%	0%

#### Deductibles and Limits

Average annual deductible	\$45.00	\$45.00
Typical annual deductible	\$50.00	\$50.00
Average annual limit single coverage:	\$1,060	\$1,060
Typical annual limit single coverage	\$1,000	\$1,000
Average annual limit family coverage:	\$2,460	\$2,460
Typical annual limit family coverage	\$1,000	\$1,000

#### Premiums and Costs

##### Average monthly premium paid by employee for

Employee only coverage:	\$18.76	\$18.76
Employee and spouse:	\$38.23	\$38.23
Employee and child(ren)	\$42.92	\$42.92
Family	\$60.94	\$60.94

##### Average monthly premium paid by employer for

Employee only coverage:	\$5.00	\$5.00
Employee and spouse:	\$10.25	\$10.25
Employee and child(ren)	\$22.75	\$22.75
Family	\$22.75	\$22.75

##### Typical monthly premium paid by employer for

Employee only coverage:	\$0.00	\$0.00
Employee and spouse:	\$0.00	\$0.00
Employee and child(ren)	\$0.00	\$0.00
Family	\$0.00	\$0.00

#### Percentage of Costs Covered

Average of preventive costs covered	100%	100%
Typical percentage of preventive costs covered	100%	100%
Average of basic costs covered	82%	82%
Typical percentage of basic costs covered	80%	80%
Average of major costs covered:	44%	44%
Typical percentage of major costs covered	50%	50%

# Northeast Indiana Benefits: Healthcare (continued)

Eleven County Region

Hourly

Salary

## HEALTH INSURANCE COSTS AND BENEFITS (continued)

### VISION INSURANCE

<b>Percentage of all companies offering a separate vision plan.</b> . . . . .	<b>100%</b> . . . . .	<b>100%</b>
Percentage of those plans that cover glasses/contacts . . . . .	100% . . . . .	100%
Percentage of those plans that cover LASIK or similar procedures . . . . .	60% . . . . .	60%

#### How soon after hire is employee eligible for coverage?

One to 30 days . . . . .	40% . . . . .	60%
One to three months . . . . .	40% . . . . .	20%
Three to six months . . . . .	20% . . . . .	20%
Six months to one year. . . . .	0% . . . . .	0%
After first year . . . . .	0% . . . . .	0%

#### Premiums and Costs

##### Average monthly premium paid by employee for:

Employee only coverage. . . . .	\$6.16 . . . . .	\$6.16
Employee and spouse. . . . .	\$11.26 . . . . .	\$11.26
Employee and child(ren) . . . . .	\$12.27 . . . . .	\$12.27
Family . . . . .	\$16.99 . . . . .	\$16.99

##### Average monthly premium paid by employer for

Employee only coverage. . . . .	\$0.00 . . . . .	\$0.00
Employee and spouse. . . . .	\$0.00 . . . . .	\$0.00
Employee and child(ren) . . . . .	\$0.00 . . . . .	\$0.00
Family . . . . .	\$0.00 . . . . .	\$0.00

##### Typical monthly premium paid by employer for

Employee only coverage. . . . .	\$0.00 . . . . .	\$0.00
Employee and spouse. . . . .	\$0.00 . . . . .	\$0.00
Employee and child(ren) . . . . .	\$0.00 . . . . .	\$0.00
Family . . . . .	\$0.00 . . . . .	\$0.00

# Northeast Indiana Benefits: Healthcare (continued)

Eleven County Region

Hourly

Salary

## FINANCIAL BENEFITS AND INCENTIVES

### LIFE INSURANCE

Percentage of all companies offering life insurance . . . . .	100%	100%
Percentage of those plans that pay a set dollar amount . . . . .	40%	40%
Percentage of those plans that pay a percentage of salary . . . . .	60%	60%

#### How soon after hire is employee covered?

One to 30 days . . . . .	40%	60%
One to three months . . . . .	40%	20%
Three to six months . . . . .	20%	20%
Six months to one year . . . . .	0%	0%
After 1 year . . . . .	0%	0%

### SHORT TERM DISABILITY

Percentage of all companies that offer a short-term disability benefit . . . . .	100%	100%
Average percentage of wages employee receives while on short-term disability . . . . .	61%	61%
Typical percentage of wages employee receives while on short-term disability . . . . .	60%	60%
Average number of weeks employee receives payment . . . . .	23	23
Typical number of weeks employee receives payment . . . . .	26	26

#### How soon after hire is employee covered?

One to 30 days . . . . .	40%	60%
One to three months . . . . .	40%	20%
Three to six months . . . . .	20%	20%
Six months to one year . . . . .	0%	0%
After first year . . . . .	0%	0%

### LONG TERM DISABILITY

Percentage of all companies that offer a long-term disability benefit . . . . .	50%	50%
Average percentage of wages employee receives while on disability . . . . .	60%	60%
Typical percentage of wages employee receives while on disability . . . . .	60%	60%
Average age when employee no longer receives payment . . . . .	62	62
Typical age when employee no longer receives payment . . . . .	65	65

#### How soon after hire is employee covered?

One to 30 days . . . . .	100%	100%
One to three months . . . . .	0%	0%
Three to six months . . . . .	0%	0%
Six months to one year . . . . .	0%	0%
After first year . . . . .	0%	0%

# Northeast Indiana Benefits: Healthcare (continued)

Eleven County Region

Hourly

Salary

## FINANCIAL BENEFITS AND INCENTIVES (continued)

### COMMISSIONS AND INCENTIVES

Percentage of employers that pay commission on sales, contracts or transactions. . . .	0%	20%
Average percentage of compensation that comes from commission . . . . .	30%	

### PROFIT SHARING AND BONUSES

Percentage of companies that offer profit-sharing or performance incentives . . . . .	20%	20%
---------------------------------------------------------------------------------------	-----	-----

#### How soon after hire is employee eligible?

One to 30 days . . . . .	0%	0%
One to three months . . . . .	100%	100%
Three to six months . . . . .	0%	0%
Six months to one year. . . . .	0%	0%
After 1 year . . . . .	0%	0%

Percentage where incentives are team based . . . . .	100%	100%
Percentage where incentives are individually based. . . . .	0%	0%

Percentage of employers who have a bonus pool . . . . .	20%	0%
Average annual amount per employee . . . . .	\$2,000	\$0

### REFERRAL BONUS

Percentage of employers that pay a referral bonus . . . . .	60%
-------------------------------------------------------------	-----

### RETENTION BONUS

Percentage of employers offering a retention bonus . . . . .	60%	40%
<b>When are employees eligible?</b>		
After six months . . . . .	33%	50%
After one year . . . . .	67%	50%

### SHIFT DIFFERENTIAL

Percentage of companies with more than one shift. . . . .	100%
Percentage that pay a shift differential . . . . .	100%
Average hourly differential for second shift. . . . .	\$2.10
Average hourly differential for third shift . . . . .	\$2.20

# Northeast Indiana Benefits: Healthcare (continued)

Eleven County Region

Hourly

Salary

## RETIREMENT

### COMPANY FUNDED PENSION

Percentage of companies where the employee also contributes . . . . .	N/A	N/A
Average age when employee is eligible to receive benefits . . . . .	N/A	N/A
Typical age when employee is eligible to receive benefits . . . . .	N/A	N/A

### 401(K) AND SIMILAR PLANS

Percentage of companies that offer a 401(k)/403(b) plan . . . . .	100%	100%
Average percentage of wages an employee may contribute to fund . . . . .	67%	67%
Typical percentage of wages an employee may contribute to fund . . . . .	100%	100%
Percentage of companies where the employer contributes. . . . .	80%	80%
Average percentage of contribution the employer matches . . . . .	4%	4%
Typical percentage of contribution the employer matches . . . . .	5%	5%
Average percentage of contribution the company matches . . . . .	75% of the first 4%	
Percentage of companies where the match is guaranteed . . . . .	75%	75%
Percentage of companies where the match is intended . . . . .	50%	50%

#### How soon after hire is employee eligible to participate?

One to 30 days . . . . .	80%	80%
One to three months . . . . .	0%	20%
Three to six months . . . . .	20%	20%
Six months to a year. . . . .	0%	0%
After one year . . . . .	0%	0%

# Northeast Indiana Benefits: Healthcare (continued)

Eleven County Region

Hourly

Salary

## OTHER INCENTIVES

### WORKPLACE

Casual dress day (one per week)	0%	0%
Casual dress (every day)	43%	43%
Child day care services	0%	0%
Child care subsidy	0%	0%
Compressed work week	29%	29%
Discounted product purchases	29%	14%
Employee assistance programs	0%	37%
Emergency/sick child care	0%	0%
English as second language assistance	0%	0%
Fitness center membership subsidy	14%	14%
Fitness center on site	14%	14%
Flex time	14%	14%
Flexible spending account	0%	0%
Job sharing	0%	0%
Informal recognition program	0%	0%
Open communication policy	43%	43%
Scholarships-employees/spouses/children	0%	0%
Smoking cessation programs	0%	0%
Smoke-free work environment	43%	43%
Telecommuting	14%	14%
Transit subsidy	0%	0%
Tutoring-employees/spouses/children	0%	0%
Wellness program, resources and information	0%	0%
Other	0%	0%

### COST OF BENEFITS

Cost of benefits as percentage of wages ..... **22%**

# WORKPLACE



# Healthcare

# Northeast Indiana Workplace: Healthcare

Eleven County Region

## HIRING AND LAYOFFS

### EXPECTED CHANGES IN STAFFING PRECEDING YEAR

#### Hiring

Percentage of companies that added workers in preceding six months . . . . . 100%

Total number of employees added in preceding six months . . . . . 1,400

Average number of employees added in preceding six months . . . . . 280

#### Layoffs

Percentage of companies that laid off employees in preceding six months . . . . . 40%

Total number of employees laid off in preceding six months . . . . . 11

Average number of employees laid off in preceding six months . . . . . 6

### CHANGES IN STAFFING IN 2021

#### Hiring

Percentage of companies adding workers later in 2021 . . . . . 40%

Total anticipated increase later 2021 . . . . . 65

Average anticipated increase later in 2021 . . . . . 33

#### Layoffs

Percentage of companies expecting layoffs later in 2021 . . . . . 0%

Total anticipated layoffs later in 2021 . . . . . 0

Average anticipated layoffs later in 2021 . . . . . 0

#### No change

Percentage of companies anticipating neither hiring nor layoffs in 2021 . . . . . 60%

Percentage of companies uncertain of change in 2021 . . . . . 0%

### EXPECTED CHANGES IN STAFFING IN 2022

#### Hiring

Percentage of companies adding workers in 2022 . . . . . 40%

Total anticipated increase in 2022 . . . . . 1,620

Average anticipated increase in 2022 . . . . . 810

#### Layoffs

Percentage of companies anticipating layoffs in 2022 0%

Total anticipated layoffs in 2022 . . . . . 0

Average anticipated layoff in 2022 . . . . . 0

#### No change

Percentage of companies anticipating no change in 2022 . . . . . 60%

Percentage of companies uncertain of change in 2022 . . . . . 0%

### ANNUAL TURNOVER

Average annual turnover as percentage of employees . . . . . 31%

# Northeast Indiana Workplace: Healthcare

Eleven County Region

## STAFFING

### INCENTIVES

#### Percentage of those companies offering these staffing incentives

Relax drug screening requirements . . . . .	0%
Hire persons with disabilities . . . . .	20%
Hire persons with felony records . . . . .	0%
Expand internships . . . . .	20%
Hire persons without high school or GED diploma . . . . .	40%
Increase starting pay . . . . .	80%
Pay hiring bonus . . . . .	100%
Pay referral bonus . . . . .	80%
Pay retention bonus . . . . .	40%
Offer housing assistance . . . . .	0%
Offer child care assistance . . . . .	0%
None or none of above . . . . .	0%

### RECRUITING

#### Where employers recruit new workers

Employment agencies . . . . .	60%
Indiana Career Connect . . . . .	20%
Job fairs . . . . .	100%
Newspapers . . . . .	0%
Online . . . . .	100%
Referrals . . . . .	100%

### PANDEMIC

#### Impact of the pandemic on employment environment

No impact . . . . .	20%
Layoffs . . . . .	0%
Furloughs . . . . .	0%
Delay filling openings . . . . .	60%
More flexible work from home policies . . . . .	0%
Employment has grown . . . . .	20%

#### COVID19 Vaccine policies

	Hourly	Salaried
Employees are required to be vaccinated . . . . .	0%	0%
Financial incentives offered to encourage vaccination . . . . .	0%	0%

# Northeast Indiana Workforce: Healthcare

Eleven County Region

## WORKFORCE DEVELOPMENT

### MOST NEEDED SKILLS

#### Employers who say these abilities are most needed in workforce

Customer service . . . . .	29%
Communications skills. . . . .	0%
People skills . . . . .	14%
Strong work ethic. . . . .	14%
Showing up for work . . . . .	14%
Time management. . . . .	0%
Problem solving. . . . .	14%
Commitment to quality. . . . .	14%
Detail oriented. . . . .	0%
Willingness to learn . . . . .	0%
Ability to follow instructions . . . . .	14%
Computer literacy . . . . .	0%
Mathematics . . . . .	0%
Read ruler/scale . . . . .	0%
Machinist. . . . .	0%
Welding. . . . .	0%

### NEEDED TECHNICAL SKILLS

#### Employers who say these tech skills are most needed in workforce

Office. . . . .	40%
Outlook. . . . .	20%
Excel . . . . .	20%
AutoCAD . . . . .	0%
SAP . . . . .	0%
CAM. . . . .	0%
Computer/Internet . . . . .	20%
Machinist. . . . .	0%
Welding. . . . .	0%
Specialized to position . . . . .	40%

### MINIMUM EDUCATION REQUIREMENTS

#### Employers who set these minimum education requirements

High School/GED. . . . .	60%
Some college . . . . .	0%
Associates degree. . . . .	0%
Bachelors degree . . . . .	0%
Graduate degree. . . . .	0%
Professional license/tech certification . . . . .	20%
None required . . . . .	20%

# Northeast Indiana Workforce: Healthcare

Eleven County Region

## WORKFORCE DEVELOPMENT

### EMPLOYERS FIND THESE POSITIONS MOST DIFFICULT TO FILL

Management . . . . .	0%
All openings . . . . .	0%
Maintenance positions . . . . .	0%
Skilled trades . . . . .	20%
Welders . . . . .	0%
Machinists . . . . .	0%
Technicians . . . . .	0%
CDL drivers . . . . .	0%
Production positions . . . . .	0%
Off-shift openings . . . . .	0%
Labor . . . . .	0%
Engineers . . . . .	0%
Nursing . . . . .	1%
Other . . . . .	0%

## SALARY OUTLOOK

### PAY INCREASES

#### In 2020

Percentage of companies giving pay raises in preceding 12 months . . . . .	77%
Average raise given in preceding 12 months . . . . .	4.20%
Typical raise given in preceding 12 months . . . . .	3%

#### In 2021

Percentage of companies planning pay raises in next 12 months . . . . .	89%
Average raise planned in next 12 months . . . . .	3.62%
Typical increase planned in next 12 months . . . . .	3%

# Northeast Indiana Workforce: Healthcare

Eleven County Region

## TRAINING AND CAREER DEVELOPMENT

Hourly Salary

### TRAINING AND EDUCATION

Percentage of companies with training, career development and education benefits 100% . . . . . 100%

#### How soon after hire is employee eligible?

One to 30 days . . . . .	20%	20%
One to three months . . . . .	20%	20%
Three to six months . . . . .	20%	20%
Six months to one year. . . . .	20%	20%
After 1 year . . . . .	20%	20%

### TUITION ASSISTANCE

Percentage of companies offering tuition assistance. . . . .	100%	100%
Percentage that require classes be job related to receive tuition assistance . . . . .	80%	80%
Average percent of tuition reimbursement . . . . .	62%	62%

### JOB SKILLS AND CAREER DEVELOPMENT

Percentage of companies that offer in-house skills and career development programs 80% . . . . .	80%
Percentage of companies that offer off-site skills and career development programs . . . . .	100% . . . . . 100%

### MENTORING

Percentage of companies with formal mentoring programs . . . . . 60% . . . . . 60%

### IN-HOUSE TRAINING

Percentage of companies where training is done in-house . . . . . 80% . . . . . 80%

### OFF-SITE TRAINING

Percentage of companies where training is done off-site. . . . . 100% . . . . . 100%

### ORIENTATION

Percentage of companies that offer orientation for new employees . . . . . 100% . . . . . 100%

### INTERNSHIPS

Percentage of companies with internships. . . . . 60%

# Northeast Indiana Workforce: Healthcare

Eleven County Region

## SUBSTANCE SCREENING

### DRUG TESTING

Percentage of companies that conduct drug screening . . . . . **100%**

#### Which screening protocol is used?

Five panel . . . . . 20%  
Seven panel . . . . . 20%  
DOT . . . . . 0%  
Other . . . . . 60%

Percentage of those companies that require new applicants to pass . . . . . **80%** . . . . . **80%**

#### Current employees are screened

Randomly . . . . . 20% . . . . . 20%  
After incident/injury . . . . . 100% . . . . . 100%  
For cause . . . . . 100% . . . . . 100%

#### Employees who fail are

Dismissed . . . . . 100% . . . . . 100%  
Referred to an EAP or counseling program . . . . . 60% . . . . . 60%

## MARIJUANA TESTING

Percentage of companies that test for marijuana use . . . . . **100%**

Percentage of companies that make allowance for prescription . . . . . 20%

#### When are tests done?

As part of hiring process . . . . . 80%  
For cause or after incident . . . . . 60%

# Leisure, Retail, Hospitality and Restaurants



## NORTHEAST INDIANA

2021 ELEVEN COUNTY REGIONAL

### WAGES AND BENEFITS SURVEY



#### Leisure, Hospitality, Retail, and Restaurants

Includes retail trade, arts, entertainment and recreation, accommodation and food services.

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# WAGES



**Leisure, Hospitality, Retail and Restaurants**

# Northeast Indiana Wages: Leisure, Hospitality, Retail, Restaurants

## Eleven County Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
<b>MANAGEMENT OCCUPATIONS / ADMINISTRATIVE</b>				
Chief Executives . . . . .	27	\$22.72	\$57.21	\$91.51
General and Operations Managers . . . . .	969	\$28.35	\$41.02	\$61.07
Marketing Managers . . . . .	19	\$32.83	\$45.74	\$66.13
Sales Managers . . . . .	144	\$35.45	\$50.42	\$73.54
Administrative Services and Facilities Managers . . . . .	34	\$29.79	\$37.15	\$48.47
Financial Managers . . . . .	27	\$30.27	\$48.06	\$70.17
Transportation, Storage, and Distribution Managers . . . . .	10	\$31.39	\$42.75	\$55.99
Food Service Managers . . . . .	413	\$17.27	\$22.45	\$27.62
Lodging Managers . . . . .	65	\$15.36	\$22.41	\$28.29
Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other . . . . .	57	\$13.69	\$22.32	\$37.01
<b>BUSINESS AND FINANCIAL OPERATIONS OCCUPATIONS</b>				
Agents and Business Managers of Artists, Performers, and Athletes . . . . .	22	\$19.44	\$34.01	\$59.47
Buyers and Purchasing Agents . . . . .	129	\$20.22	\$25.50	\$31.55
Cost Estimators . . . . .	22	\$19.80	\$29.62	\$37.10
Human Resources Specialists . . . . .	62	\$19.96	\$25.16	\$30.89
Management Analysts . . . . .	13	\$28.29	\$35.88	\$46.94
Meeting, Convention, and Event Planners . . . . .	33	\$13.73	\$19.50	\$25.11
Training and Development Specialists . . . . .	39	\$21.88	\$28.51	\$34.57
Market Research Analysts and Marketing Specialists . . . . .	99	\$18.63	\$24.11	\$32.89
Project Management Specialists and Business Operations Specialists, All Other . . . . .	30	\$21.85	\$29.11	\$38.58
Accountants and Auditors . . . . .	91	\$23.56	\$29.98	\$38.31
Loan Officers . . . . .	28	\$21.08	\$30.80	\$42.55
<b>COMPUTER AND MATHEMATICAL OCCUPATIONS</b>				
Computer User Support Specialists . . . . .	24	\$16.54	\$20.19	\$24.82
Network and Computer Systems Administrators . . . . .	12	\$26.49	\$32.70	\$40.10
Software Developers and Software Quality Assurance Analysts and Testers . . . . .	35	\$34.18	\$44.93	\$56.92
Web Developers and Digital Interface Designers . . . . .	23	\$19.98	\$26.10	\$33.14
<b>HEALTHCARE PRACTITIONERS AND TECHNICAL OCCUPATIONS</b>				
Optometrists . . . . .	20	\$40.38	\$53.31	\$63.35
Pharmacists . . . . .	319	\$53.71	\$60.17	\$68.94
Pharmacy Technicians . . . . .	602	\$13.28	\$15.37	\$17.71
Opticians, Dispensing . . . . .	131	\$13.57	\$15.29	\$17.88

## Northeast Indiana Wages: Leisure, Hospitality, Retail, Restaurants

Eleven County Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
<b>HEALTHCARE SUPPORT OCCUPATIONS</b>				
Massage Therapists . . . . .	11 . . . . .	\$12.12 . . . . .	\$19.51 . . . . .	\$24.98
Pharmacy Aides . . . . .	25 . . . . .	\$10.99 . . . . .	\$12.63 . . . . .	\$14.80
<b>EDUCATIONAL INSTRUCTION AND LIBRARY OCCUPATIONS</b>				
Self-Enrichment Teachers . . . . .	68 . . . . .	\$12.27 . . . . .	\$19.48 . . . . .	\$26.65
Curators . . . . .	31 . . . . .	\$11.97 . . . . .	\$15.87 . . . . .	\$18.83
<b>ARTS, DESIGN, ENTERTAINMENT, SPORTS, AND MEDIA OCCUPATIONS</b>				
Art Directors . . . . .	45 . . . . .	\$9.28 . . . . .	\$25.56 . . . . .	\$39.43
Craft Artists . . . . .	25 . . . . .	\$1.83 . . . . .	\$4.68 . . . . .	\$10.88
Fine Artists, Including Painters, Sculptors, and Illustrators . . . . .	66 . . . . .	\$4.11 . . . . .	\$9.26 . . . . .	\$17.21
Special Effects Artists and Animators . . . . .	16 . . . . .	\$4.56 . . . . .	\$11.45 . . . . .	\$23.51
Floral Designers . . . . .	99 . . . . .	\$9.61 . . . . .	\$12.05 . . . . .	\$15.83
Graphic Designers . . . . .	37 . . . . .	\$15.48 . . . . .	\$19.84 . . . . .	\$26.93
Interior Designers . . . . .	30 . . . . .	\$17.09 . . . . .	\$21.46 . . . . .	\$24.48
Merchandise Displayers and Window Trimmers . . . . .	136 . . . . .	\$16.52 . . . . .	\$20.12 . . . . .	\$21.91
Designers, All Other . . . . .	19 . . . . .	\$13.55 . . . . .	\$23.20 . . . . .	\$36.10
Actors . . . . .	36 . . . . .	\$7.45 . . . . .	\$9.80 . . . . .	\$17.57
Producers and Directors . . . . .	25 . . . . .	\$13.67 . . . . .	\$19.00 . . . . .	\$27.18
Athletes and Sports Competitors . . . . .	29 . . . . .	\$25.87 . . . . .	\$59.04 . . . . .	\$146.63
Coaches and Scouts . . . . .	187 . . . . .	\$8.81 . . . . .	\$11.25 . . . . .	\$17.88
Music Directors and Composers . . . . .	18 . . . . .	\$16.82 . . . . .	\$19.92 . . . . .	\$23.63
Musicians and Singers . . . . .	185 . . . . .	\$21.31 . . . . .	\$35.90 . . . . .	\$44.18
Miscellaneous Entertainers and Performers, Sports and Related Workers . . . . .	57 . . . . .	\$8.23 . . . . .	\$11.51 . . . . .	\$19.88
Public Relations Specialists . . . . .	23 . . . . .	\$18.11 . . . . .	\$23.10 . . . . .	\$29.48
Writers and Authors . . . . .	84 . . . . .	\$11.35 . . . . .	\$22.03 . . . . .	\$35.54
Audio and Video Technicians . . . . .	31 . . . . .	\$12.79 . . . . .	\$21.08 . . . . .	\$27.60
Photographers . . . . .	19 . . . . .	\$9.74 . . . . .	\$16.32 . . . . .	\$27.24
<b>PROTECTIVE SERVICE OCCUPATIONS</b>				
Miscellaneous First-Line Supervisors, Protective Service Workers . . . . .	11 . . . . .	\$17.55 . . . . .	\$22.90 . . . . .	\$28.62
Private Detectives and Investigators . . . . .	17 . . . . .	\$12.35 . . . . .	\$20.85 . . . . .	\$24.02
Security Guards . . . . .	220 . . . . .	\$10.51 . . . . .	\$13.65 . . . . .	\$23.91
Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers . . . . .	92 . . . . .	\$8.37 . . . . .	\$9.12 . . . . .	\$10.24
School Bus Monitors and Protective Service Workers, All Other . . . . .	22 . . . . .	\$11.32 . . . . .	\$14.49 . . . . .	\$19.46

# Northeast Indiana Wages: Leisure, Hospitality, Retail, Restaurants

## Eleven County Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
<b>FOOD PREPARATION AND SERVING RELATED OCCUPATIONS</b>				
Chefs and Head Cooks . . . . .	224 . . . . .	\$17.62 . . . . .	\$21.55 . . . . .	\$24.93 . . . . .
First-Line Supervisors of Food Preparation and Serving Workers . . . . .	1,829 . . . . .	\$12.73 . . . . .	\$14.79 . . . . .	\$17.83 . . . . .
Cooks, Fast Food . . . . .	727 . . . . .	\$8.60 . . . . .	\$9.46 . . . . .	\$10.52 . . . . .
Cooks, Institution and Cafeteria . . . . .	151 . . . . .	\$10.31 . . . . .	\$12.60 . . . . .	\$14.70 . . . . .
Cooks, Restaurant . . . . .	2,807 . . . . .	\$10.16 . . . . .	\$11.68 . . . . .	\$13.48 . . . . .
Cooks, Short Order . . . . .	115 . . . . .	\$8.43 . . . . .	\$9.32 . . . . .	\$10.61 . . . . .
Cooks, All Other . . . . .	40 . . . . .	\$15.72 . . . . .	\$19.55 . . . . .	\$23.06 . . . . .
Food Preparation Workers . . . . .	1,139 . . . . .	\$8.69 . . . . .	\$9.91 . . . . .	\$11.93 . . . . .
Bartenders . . . . .	1,205 . . . . .	\$8.84 . . . . .	\$9.93 . . . . .	\$12.26 . . . . .
Fast Food and Counter Workers . . . . .	9,968 . . . . .	\$8.85 . . . . .	\$10.00 . . . . .	\$11.41 . . . . .
Waiters and Waitresses . . . . .	5,046 . . . . .	\$8.89 . . . . .	\$10.03 . . . . .	\$14.17 . . . . .
Food Servers, Nonrestaurant . . . . .	112 . . . . .	\$9.05 . . . . .	\$10.80 . . . . .	\$13.39 . . . . .
Dining Room and Cafeteria Attendants and Bartender Helpers . . . . .	419 . . . . .	\$8.63 . . . . .	\$9.74 . . . . .	\$11.68 . . . . .
Dishwashers . . . . .	663 . . . . .	\$8.72 . . . . .	\$9.57 . . . . .	\$11.00 . . . . .
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop . . . . .	769 . . . . .	\$8.57 . . . . .	\$9.47 . . . . .	\$11.32 . . . . .
Food Preparation and Serving Related Workers, All Other . . . . .	269 . . . . .	\$9.81 . . . . .	\$10.96 . . . . .	\$12.14 . . . . .
<b>BUILDING AND GROUNDS CLEANING AND MAINTENANCE OCCUPATIONS</b>				
First-Line Supervisors of Housekeeping and Janitorial Workers . . . . .	37 . . . . .	\$13.71 . . . . .	\$17.93 . . . . .	\$23.66 . . . . .
First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers . . . . .	20 . . . . .	\$14.04 . . . . .	\$20.54 . . . . .	\$26.76 . . . . .
Janitors and Cleaners, Except Maids and Housekeeping Cleaners . . . . .	442 . . . . .	\$9.74 . . . . .	\$12.10 . . . . .	\$14.98 . . . . .
Maids and Housekeeping Cleaners . . . . .	415 . . . . .	\$8.75 . . . . .	\$10.28 . . . . .	\$12.10 . . . . .
Landscaping and Groundskeeping Workers . . . . .	218 . . . . .	\$9.61 . . . . .	\$12.76 . . . . .	\$17.04 . . . . .
<b>PERSONAL CARE AND SERVICE OCCUPATIONS</b>				
First-Line Supervisors of Personal Service and Entertainment and Recreation Workers, Except Gambling Services . . . . .	75 . . . . .	\$11.99 . . . . .	\$14.38 . . . . .	\$17.90 . . . . .
Animal Trainers . . . . .	13 . . . . .	\$7.77 . . . . .	\$10.98 . . . . .	\$18.21 . . . . .
Animal Caretakers . . . . .	120 . . . . .	\$8.81 . . . . .	\$10.50 . . . . .	\$14.30 . . . . .
Gambling Dealers . . . . .	22 . . . . .	\$11.28 . . . . .	\$12.55 . . . . .	\$14.42 . . . . .
Ushers, Lobby Attendants, and Ticket Takers . . . . .	136 . . . . .	\$8.44 . . . . .	\$9.34 . . . . .	\$10.50 . . . . .
Amusement and Recreation Attendants . . . . .	509 . . . . .	\$8.87 . . . . .	\$9.89 . . . . .	\$11.35 . . . . .
Locker Room, Coatroom, and Dressing Room Attendants . . . . .	18 . . . . .	\$9.84 . . . . .	\$11.31 . . . . .	\$13.09 . . . . .

# Northeast Indiana Wages: Leisure, Hospitality, Retail, Restaurants

## Eleven County Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
<b>PERSONAL CARE AND SERVICE OCCUPATIONS</b> <i>CONTINUED</i>				
Hairdressers, Hairstylists, and Cosmetologists . . . . .	104	\$8.66	\$11.38	\$16.33
Skincare Specialists . . . . .	19	\$8.55	\$9.56	\$12.64
Baggage Porters and Bellhops . . . . .	21	\$8.57	\$10.06	\$11.98
Tour and Travel Guides . . . . .	76	\$7.35	\$7.95	\$8.65
Childcare Workers . . . . .	30	\$7.89	\$9.03	\$11.08
Exercise Trainers and Group Fitness Instructors . . . . .	305	\$9.93	\$12.82	\$16.93
Recreation Workers . . . . .	113	\$8.64	\$10.14	\$13.36
<b>SALES AND RELATED OCCUPATIONS</b>				
First-Line Supervisors of Retail Sales Workers . . . . .	2,935	\$13.16	\$16.81	\$22.76
First-Line Supervisors of Non-Retail Sales Workers . . . . .	49	\$22.24	\$30.78	\$44.41
Cashiers . . . . .	7,651	\$8.77	\$10.01	\$11.51
Counter and Rental Clerks . . . . .	265	\$8.78	\$10.57	\$15.00
Parts Salespersons . . . . .	583	\$12.63	\$14.85	\$18.39
Retail Salespersons . . . . .	10,060	\$9.22	\$10.93	\$13.94
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel . . . . .	359	\$19.29	\$26.22	\$39.99
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products . . . . .	26	\$23.32	\$36.61	\$57.33
Sales Representatives, Wholesale and Manufacturing Except Technical and Scientific Products . . . . .	194	\$20.52	\$28.23	\$41.79
Demonstrators and Product Promoters . . . . .	17	\$8.62	\$11.38	\$16.04
Door-to-Door Sales Workers, News and Street Vendors, and Related Workers . . . . .	156	\$4.38	\$9.60	\$18.09
Sales and Related Workers, All Other . . . . .	117	\$10.32	\$12.69	\$19.66
<b>OFFICE AND ADMINISTRATIVE SUPPORT OCCUPATIONS</b>				
First-Line Supervisors of Office and Administrative Support Workers . . . . .	515	\$18.89	\$25.60	\$33.55
Bill and Account Collectors . . . . .	19	\$15.08	\$17.27	\$20.00
Billing and Posting Clerks . . . . .	47	\$15.52	\$18.00	\$21.44
Bookkeeping, Accounting, and Auditing Clerks . . . . .	360	\$14.18	\$17.35	\$21.41
Customer Service Representatives . . . . .	956	\$14.58	\$18.15	\$22.47
Hotel, Motel, and Resort Desk Clerks . . . . .	332	\$9.99	\$11.25	\$12.74
Order Clerks . . . . .	106	\$12.45	\$16.56	\$20.09

# Northeast Indiana Wages: Leisure, Hospitality, Retail, Restaurants

## Eleven County Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
<b>OFFICE AND ADMINISTRATIVE SUPPORT OCCUPATIONS</b> <i>CONTINUED</i>				
Human Resources Assistants, Except Payroll and Timekeeping . . . . .	18 . . . . .	\$15.66 . . . . .	\$17.89 . . . . .	\$20.54
Receptionists and Information Clerks . . . . .	131 . . . . .	\$11.25 . . . . .	\$13.48 . . . . .	\$15.68
Dispatchers, Except Police, Fire, and Ambulance . . . . .	13 . . . . .	\$14.04 . . . . .	\$19.22 . . . . .	\$24.44
Production, Planning, and Expediting Clerks . . . . .	32 . . . . .	\$19.01 . . . . .	\$23.92 . . . . .	\$28.94
Shipping, Receiving, and Inventory Clerks . . . . .	395 . . . . .	\$13.46 . . . . .	\$16.37 . . . . .	\$19.71
Executive Secretaries and Executive Administrative Assistants . . . . .	13 . . . . .	\$19.05 . . . . .	\$22.61 . . . . .	\$26.76
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive . . . . .	173 . . . . .	\$12.60 . . . . .	\$16.13 . . . . .	\$19.80
Office Clerks, General . . . . .	789 . . . . .	\$12.62 . . . . .	\$15.78 . . . . .	\$19.13
Office and Administrative Support Workers, All Other . . . . .	16 . . . . .	\$11.21 . . . . .	\$17.48 . . . . .	\$22.13
<b>FARMING, FISHING, AND FORESTRY OCCUPATIONS</b>				
Farmworkers and Laborers, Crop, Nursery, and Greenhouse . . . . .	42 . . . . .	\$10.26 . . . . .	\$11.65 . . . . .	\$14.05
<b>CONSTRUCTION AND EXTRACTION OCCUPATIONS</b>				
Carpenters . . . . .	33 . . . . .	\$13.43 . . . . .	\$19.19 . . . . .	\$25.87
Carpet Installers . . . . .	19 . . . . .	\$12.82 . . . . .	\$16.25 . . . . .	\$21.18
Glaziers . . . . .	25 . . . . .	\$16.55 . . . . .	\$20.55 . . . . .	\$24.69
<b>INSTALLATION, MAINTENANCE, AND REPAIR OCCUPATIONS</b>				
First-Line Supervisors of Mechanics, Installers, and Repairers . . . . .	219 . . . . .	\$24.03 . . . . .	\$31.13 . . . . .	\$40.83
Computer, Automated Teller, and Office Machine Repairers . . . . .	35 . . . . .	\$12.61 . . . . .	\$16.43 . . . . .	\$20.54
Radio, Cellular, and Tower Equipment Installers and Repairers . . . . .	11 . . . . .	\$25.17 . . . . .	\$27.80 . . . . .	\$30.39
Audiovisual Equipment Installers and Repairers . . . . .	30 . . . . .	\$14.38 . . . . .	\$16.89 . . . . .	\$21.78
Automotive Body and Related Repairers . . . . .	69 . . . . .	\$16.32 . . . . .	\$19.18 . . . . .	\$23.60
Automotive Service Technicians and Mechanics . . . . .	915 . . . . .	\$13.34 . . . . .	\$16.63 . . . . .	\$20.91
Bus and Truck Mechanics and Diesel Engine Specialists . . . . .	40 . . . . .	\$18.93 . . . . .	\$21.84 . . . . .	\$24.65
Motorboat Mechanics and Service Technicians . . . . .	30 . . . . .	\$12.95 . . . . .	\$16.35 . . . . .	\$19.67
Outdoor Power Equipment and Other Small Engine Mechanics . . . . .	131 . . . . .	\$12.95 . . . . .	\$14.82 . . . . .	\$17.72
Bicycle Repairers . . . . .	67 . . . . .	\$7.63 . . . . .	\$9.09 . . . . .	\$11.20
Recreational Vehicle Service Technicians . . . . .	164 . . . . .	\$16.93 . . . . .	\$19.84 . . . . .	\$22.58
Tire Repairers and Changers . . . . .	158 . . . . .	\$12.28 . . . . .	\$15.05 . . . . .	\$17.65
Mechanical Door Repairers . . . . .	10 . . . . .	\$14.14 . . . . .	\$16.73 . . . . .	\$19.71
Heating, Air Conditioning, and Refrigeration Mechanics and Installers . . . . .	23 . . . . .	\$19.57 . . . . .	\$24.39 . . . . .	\$30.01

## Northeast Indiana Wages: Leisure, Hospitality, Retail, Restaurants

### Eleven County Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
<b>INSTALLATION, MAINTENANCE AND REPAIR OCCUPATIONS</b> <i>CONTINUED</i>				
Home Appliance Repairers . . . . .	26	\$13.93	\$18.52	\$24.08
Musical Instrument Repairers and Tuners . . . . .	14	\$11.48	\$15.35	\$23.58
Maintenance and Repair Workers, General . . . . .	436	\$16.05	\$20.88	\$25.72
Coin, Vending, and Amusement Machine Servicers and Repairers . . . . .	261	\$12.98	\$15.72	\$17.87
Helpers--Installation, Maintenance, and Repair Workers . . . . .	15	\$11.60	\$14.58	\$17.21
Installation, Maintenance, and Repair Workers, All Other . . . . .	31	\$13.03	\$17.28	\$23.22
<b>PRODUCTION OCCUPATIONS</b>				
First-Line Supervisors of Production and Operating Workers . . . . .	65	\$21.47	\$27.55	\$34.83
Miscellaneous Assemblers and Fabricators . . . . .	90	\$13.99	\$17.69	\$22.79
Bakers . . . . .	140	\$10.33	\$12.27	\$14.29
Butchers and Meat Cutters . . . . .	201	\$12.65	\$14.75	\$17.67
Meat, Poultry, and Fish Cutters and Trimmers . . . . .	23	\$12.38	\$14.28	\$16.68
Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders . . . . .	10	\$16.36	\$17.97	\$23.21
Food Batchmakers . . . . .	19	\$12.70	\$15.18	\$18.60
Food Processing Workers, All Other . . . . .	22	\$11.19	\$13.12	\$16.12
Laundry and Dry-Cleaning Workers . . . . .	53	\$10.16	\$11.99	\$14.29
Sewing Machine Operators . . . . .	13	\$10.70	\$13.14	\$16.14
Shoe and Leather Workers and Repairers . . . . .	16	\$8.91	\$10.64	\$12.83
Tailors, Dressmakers, and Custom Sewers . . . . .	37	\$7.72	\$9.42	\$13.53
Furniture Finishers . . . . .	16	\$12.78	\$14.98	\$18.23
Inspectors, Testers, Sorters, Samplers, and Weighers . . . . .	33	\$15.57	\$19.01	\$23.41
Jewelers and Precious Stone and Metal Workers . . . . .	57	\$15.03	\$17.63	\$20.96
Ophthalmic Laboratory Technicians . . . . .	19	\$12.70	\$16.41	\$18.55
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders . . . . .	14	\$13.93	\$16.89	\$20.60
Molders, Shapers, and Casters, Except Metal and Plastic . . . . .	12	\$13.11	\$15.77	\$19.38
<b>TRANSPORTATION AND MATERIAL MOVING OCCUPATIONS</b>				
First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors . . . . .	148	\$19.01	\$25.73	\$31.16
Driver/Sales Workers . . . . .	576	\$8.96	\$10.49	\$17.40
Heavy and Tractor-Trailer Truck Drivers . . . . .	137	\$17.25	\$20.35	\$24.55
Light Truck Drivers . . . . .	613	\$9.92	\$14.61	\$20.40
Passenger Vehicle Drivers, Except Bus Drivers, Transit and Intercity . . . . .	68	\$8.76	\$10.44	\$16.55

# Northeast Indiana Wages: Leisure, Hospitality, Retail, Restaurants

Eleven County Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
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## TRANSPORTATION AND MATERIAL MOVING OCCUPATIONS CONTINUED

Motor Vehicle Operators, All Other . . . . .	47 . . . . .	\$11.87 . . . . .	\$23.28 . . . . .	\$27.68
Parking Attendants . . . . .	57 . . . . .	\$8.37 . . . . .	\$9.79 . . . . .	\$12.61
Automotive and Watercraft Service Attendants . . . . .	137 . . . . .	\$10.42 . . . . .	\$11.57 . . . . .	\$13.12
Industrial Truck and Tractor Operators . . . . .	114 . . . . .	\$13.59 . . . . .	\$15.71 . . . . .	\$18.58
Cleaners of Vehicles and Equipment . . . . .	234 . . . . .	\$9.59 . . . . .	\$11.70 . . . . .	\$14.55
Laborers and Freight, Stock, and				
Material Movers, Hand . . . . .	1,060 . . . . .	\$11.36 . . . . .	\$13.77 . . . . .	\$17.51
Packers and Packagers, Hand . . . . .	237 . . . . .	\$11.80 . . . . .	\$13.68 . . . . .	\$16.13
Stockers and Order Fillers . . . . .	3,185 . . . . .	\$10.20 . . . . .	\$12.05 . . . . .	\$15.03
Material Moving Workers, All Other . . . . .	10 . . . . .	\$13.69 . . . . .	\$18.82 . . . . .	\$28.87

# BENEFITS



**Professional, Financial and Information Services**

# Northeast Indiana Benefits: Leisure, Hospitality, Retail, Restaurants

Eleven County Region

Hourly

Salary

## PAID TIME OFF

### HOLIDAYS

Percentage of companies offering paid holidays . . . . .	97%	97%
Typical number of paid holidays offered annually . . . . .	10	10

#### Percentage of those companies offering these common holidays

New Year's Eve . . . . .	51%	50%
New Year's Day . . . . .	100%	100%
Martin Luther King Jr. . . . .	3%	2%
Lincoln's Birthday . . . . .	0%	0%
President's Day . . . . .	2%	2%
Washington's Birthday . . . . .	0%	0%
Good Friday . . . . .	52%	52%
Memorial Day . . . . .	99%	98%
Independence Day . . . . .	98%	98%
Labor Day . . . . .	95%	95%
Columbus Day . . . . .	1%	0%
Election Day . . . . .	0%	0%
Floating Holiday . . . . .	34%	36%
Veterans' Day . . . . .	3%	2%
Thanksgiving Day . . . . .	99%	99%
Day After Thanksgiving . . . . .	79%	79%
Christmas Eve . . . . .	75%	74%
Christmas Day . . . . .	100%	100%
Other . . . . .	12%	10%

### COMBINED PAID TIME OFF

Percentage of companies that combine vacation, sick and personal days . . . . .	18%	18%
Average number of PTO days offered first year . . . . .	5	6
Typical number of PTO days offered first year . . . . .	10	15
Average number of carryover days per year . . . . .	10	11

#### How Paid Time Off is earned

Average number of years that must be worked to earn 5 days . . . . .	First Year	First Year
Typical number of years that must be worked to earn 5 days . . . . .	1	First Year
Average number of years that must be worked to earn 10 days . . . . .	2	1
Typical number of years that must be worked to earn 10 days . . . . .	5	1
Average number of years that must be worked to earn 15 days . . . . .	4	3
Typical number of years that must be worked to earn 15 days . . . . .	5	5
Average number of years that must be worked to earn 20 days (when offered) . . . . .	10	10
Typical number of years that must be worked to earn 20 days (when offered) . . . . .	10	10
Average number of years that must be worked to earn more than 20 days (when offered) . . . . .	9	9
Typical number of years that must be worked to earn more than 20 days (when offered) . . . . .	15	15

# Northeast Indiana Benefits: Leisure, Hospitality, Retail, Restaurants (continued)

Eleven County Region

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## PAID TIME OFF (continued)

### VACATION

Percentage of all companies that offer paid vacation . . . . . **78%** . . . . . **78%**

#### How soon after hire may employee take paid vacation?

One to 30 days . . . . .	18%	40%
One to three months . . . . .	18%	13%
Three to six months . . . . .	11%	6%
Six months to one year . . . . .	14%	14%
After 1 year . . . . .	39%	27%

#### Number of days offered

Average number of paid vacation days offered in first year: . . . . .	5	5
Typical number of vacation days offered in first year: . . . . .	5	5

#### How vacation time is earned

Average number of years that must be worked to earn 5 days . . . . .	1	First Year
Typical number of years that must be worked to earn 5 days . . . . .	First Year	First Year
Average number of years that must be worked to earn 10 days . . . . .	2	2
Typical number of years that must be worked to earn 10 days . . . . .	2	1
Average number of years that must be worked to earn 15 days . . . . .	7	6
Typical number of years that must be worked to earn 15 days . . . . .	5	5
Average number of years that must be worked to earn 20 days (when offered) . . . . .	13	12
Typical number of years that must be worked to earn 20 days (when offered) . . . . .	10	10
Average number of years that must be worked to earn more than 20 days (when offered) . . . . .	11	11
Typical number of years that must be worked to earn more than 20 days (when offered) . . . . .	15	15

### PERSONAL DAYS

Percentage of companies offering paid personal days . . . . . **25%** . . . . . **28%**

Average number of personal days offered per year . . . . .	4	4
Typical number of personal days offered in first year: . . . . .	5	5

#### How soon after hire may employee take personal day?

One to 30 days . . . . .	28%	47%
One to three months . . . . .	31%	22%
Three to six months . . . . .	10%	6%
Six months to one year . . . . .	10%	6%
After 1 year . . . . .	21%	19%

# Northeast Indiana Benefits: Leisure, Hospitality, Retail, Restaurants (continued)

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## PAID TIME OFF (continued)

### BEREAVEMENT LEAVE

Percentage of companies offering paid bereavement leave	95%	94%
Average number of bereavement days offered annually	3	3
Typical number of bereavement days offered annually	3	3

#### How soon after hire is employee eligible?

One to 30 days	62%	69%
One to three months	23%	20%
Three to six months	13%	9%
Six months to year	1%	1%
After one year	1%	1%

### COMPENSATION DURING JURY SERVICE

Percentage of companies that pay employees during jury service	71%	73%
Percentage of those that pay regular wages plus payment from court	40%	46%
Percentage of those that pay regular wages minus payment from court	60%	54%
Percentage where employee receives only payment from court	29%	27%

### ILLNESS DAYS

Percentage of companies that offer paid illness days	6%	6%
Average number of paid illness days offered annually	2	4
Typical number of paid illness days offered per year	5	5
Average maximum number of illness days that may be accumulated	4	4
Typical number of paid illness days that may be accumulated	10	10

#### How soon after hire is employee eligible?

One to 30 days	50%	50%
One to three months	0%	0%
Three to six months	50%	50%
Six months to one year	0%	0%
After 1 year	0%	0%

# Northeast Indiana Benefits: Leisure, Hospitality, Retail, Restaurants (continued)

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## PAID TIME OFF (continued)

### FAMILY MEDICAL LEAVE

Percentage of companies that offer Family Medical Leave . . . . .	77%	76%
Average number of weeks paid . . . . .	1	2
Typical number of weeks paid . . . . .	0	0
Average number of weeks unpaid . . . . .	11	11
Typical number of weeks unpaid . . . . .	0	0

### MATERNITY LEAVE

Percentage of companies that offer Maternity Leave . . . . .	50%	49%
Average number of weeks paid . . . . .	3	3
Typical number of weeks paid . . . . .	0	0
Average number of weeks unpaid . . . . .	8	7
Typical number of weeks unpaid . . . . .	0	0

### PATERNITY LEAVE

Percentage of companies that offer Paternity Leave . . . . .	38%	37%
Average number of weeks paid . . . . .	1	1
Typical number of weeks paid . . . . .	0	0
Average number of weeks unpaid . . . . .	8	8
Typical number of weeks unpaid . . . . .	0	0

# Northeast Indiana Benefits: Leisure, Hospitality, Retail, Restaurants (continued)

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## HEALTH RELATED BENEFITS

### HEALTH INSURANCE OFFERED

Percentage of companies offering health insurance to employees . . . . .	93%	93%
Percentage of those offering health insurance to families and children . . . . .	100%	99%
Percentage of companies reporting as self-insured . . . . .	68%	68%
Percentage of companies reporting indemnity insurance . . . . .	33%	33%
Percentage of companies that offer a single plan . . . . .	40%	41%
Percentage of companies that offer multiple plans . . . . .	60%	59%
Percentage of companies offering traditional plans . . . . .	79%	79%
Percentage of companies offering high-deductible plans . . . . .	62%	62%
Percentage of companies considering dropping health plan in coming year . . . . .	1%	1%

### HEALTH SAVINGS ACCOUNTS AND HEALTH REIMBURSEMENT ARRANGEMENTS

Percentage of companies offering only HSA or HRA plans . . . . .	21%	21%
Percentage of companies offering optional HSA or HRA plan . . . . .	40%	39%
Percentage of companies with no HSA or HRA plan . . . . .	38%	39%

#### Average company contribution to HSA/HRA account

For employee only plan . . . . .	\$1,634	\$1,500
For family plan . . . . .	\$2,565	\$2,366

#### Typical company contribution to HSA/HRA account

For employee only plan . . . . .	\$500	\$500
For family plan . . . . .	\$1,000	\$1,000

#### Average annual out of pocket limit with HSA/HRA plan

Average maximum annual out of pocket expense single . . . . .	\$4,178	\$4,178
Average maximum annual out of pocket expense family . . . . .	\$8,029	\$8,029

#### Typical annual out of pocket limit with HSA/HRA plan

Typical maximum annual out of pocket expense single . . . . .	\$5,000	\$5,000
Typical maximum annual out of pocket expense family . . . . .	\$10,000	\$10,000

### WELLNESS INCENTIVE

Percentage of companies that offer a wellness incentive . . . . .	38%	38%
Average amount that may be earned . . . . .	\$501	\$505
Typical amount that may be earned . . . . .	\$500	\$500

# Northeast Indiana Benefits: Leisure, Hospitality, Retail, Restaurants (continued)

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## HEALTH INSURANCE COSTS AND BENEFITS

### SELF-INSURED COMPANIES

#### Traditional Plans

Percentage of self insured companies offering a traditional plan	79%	79%
Percentage that offer family coverage	98%	97%

#### How soon after hire is employee eligible?

One to 30 days	20%	31%
One to three months	63%	58%
Three to six months	17%	12%
Six months to year	0%	0%
After one year	0%	0%

#### Average monthly premium paid by employee for:

Employee only coverage	\$154.57	\$139.80
Employee and spouse	\$335.92	\$334.67
Employee and child	\$314.79	\$314.51
Family	\$479.40	\$483.04

#### Average monthly cost paid by employer for each employee

Employee-only coverage	\$512.73	\$521.50
Employee and spouse	\$999.14	\$1,005.14
Employee and child	\$973.99	\$978.39
Family	\$1,339.69	\$1,365.88

#### Deductibles

Average annual deductible per person	\$1,522.76	\$1,492.32
Typical annual deductible per person	\$1,500.00	\$1,500.00
Average annual deductible per family	\$3,205.18	\$3,136.85
Typical annual deductible per family	\$3,000.00	\$3,000.00

#### Copays and Limits

Average percentage of costs covered by insurance	72%	69%
Typical percentage of costs covered by insurance	80%	80%
Average copay for physician office visit	\$24.74	\$24.55
Typical copay for physician office visit	\$20.00	\$20.00

#### Average out of pocket limit

Single coverage	\$4,090.00	\$3,925.09
Family Coverage	\$8,285.34	\$8,142.86

#### Typical out of pocket limit

Single coverage	\$5,000.00	\$5,000.00
Family Coverage	\$10,000.00	\$10,000.00

# Northeast Indiana Benefits: Leisure, Hospitality, Retail, Restaurants (continued)

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## HEALTH INSURANCE COSTS AND BENEFITS (continued)

### SELF-INSURED COMPANIES

#### High-Deductible Plan

Percentage of self insured companies offering a high-deductible plan . . . . .	62%	62%
Percentage that offer family coverage . . . . .	100%	100%

#### How soon after hire is employee eligible?

One to 30 days . . . . .	28%	37%
One to three months . . . . .	49%	47%
Three to six months . . . . .	23%	14%
Six months to year . . . . .	0%	0%
After one year . . . . .	0%	0%

#### Average monthly premium paid by employee for:

Employee only coverage . . . . .	\$104.38	\$96.71
Employee and spouse . . . . .	\$253.02	\$249.58
Employee and child . . . . .	\$220.82	\$218.14
Family . . . . .	\$362.09	\$354.87

#### Average monthly cost paid by employer for each employee

Employee-only coverage . . . . .	\$455.95	\$445.39
Employee and spouse . . . . .	\$885.41	\$897.94
Employee and child . . . . .	\$797.74	\$808.42
Family . . . . .	\$1,214.56	\$1,227.76

#### Deductibles

Average annual deductible per person . . . . .	\$3,182.56	\$3,182.56
Typical annual deductible per person . . . . .	\$1,500.00	\$1,500.00
Average annual deductible per family . . . . .	\$6,129.07	\$6,129.07
Typical annual deductible per family . . . . .	\$3,000.00	\$3,000.00

#### Copays and Limits

Average percentage of costs covered by insurance . . . . .	73%	72%
Typical percentage of costs covered by insurance . . . . .	80%	80%
Average copay for physician office visit . . . . .	\$19.63	\$19.63
Typical copay for physician office visit . . . . .	\$20.00	\$20.00

#### Average out of pocket limit

Single coverage . . . . .	\$4,856.40	\$4,716.86
Family Coverage . . . . .	\$9,459.30	\$9,250.00

#### Typical out of pocket limit

Single coverage . . . . .	\$5,000.00	\$5,000.00
Family Coverage . . . . .	\$10,000.00	\$10,000.00

# Northeast Indiana Benefits: Leisure, Hospitality, Retail, Restaurants (continued)

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## HEALTH INSURANCE COSTS AND BENEFITS (continued)

### INDEMNITY-INSURED COMPANIES

#### Traditional Plans

Percentage of Indemnity insured companies offering a traditional plan . . . . .	33%	33%
Percentage that offer family coverage . . . . .	100%	95%

#### How soon after hire is employee eligible?

One to 30 days . . . . .	19%	36%
One to three months . . . . .	52%	41%
Three to six months . . . . .	29%	23%
Six months to year . . . . .	0%	0%
After one year . . . . .	0%	0%

#### Average monthly premium paid by employee for:

Employee only coverage . . . . .	\$156.21	\$137.16
Employee and spouse . . . . .	\$451.35	\$391.95
Employee and child . . . . .	\$430.52	\$380.43
Family . . . . .	\$663.57	\$589.28

#### Average monthly cost paid by employer for each employee for

Employee-only coverage . . . . .	\$469.26	\$482.13
Employee and spouse . . . . .	\$889.58	\$904.98
Employee and child . . . . .	\$791.61	\$808.27
Family . . . . .	\$1,123.83	\$1,135.99

#### Deductibles

Average annual deductible per person . . . . .	\$2,367.50	\$2,085.71
Typical annual deductible per person . . . . .	\$1,500.00	\$1,500.00
Average annual deductible per family . . . . .	\$4,835.00	\$4,685.00
Typical annual deductible per family . . . . .	\$3,000.00	\$3,000.00

#### Copays and Limits

Average percentage of costs covered by insurance . . . . .	75%	75%
Typical percentage of costs covered by insurance . . . . .	80%	80%
Average copay for physician office visit . . . . .	\$25.71	\$24.77
Typical copay for physician office visit . . . . .	\$20.00	\$20.00

#### Average out of pocket limit

Single coverage . . . . .	\$5,783.33	\$5,802.38
Family Coverage . . . . .	\$11,328.57	\$11,414.29

#### Typical out of pocket limit

Single coverage . . . . .	\$5,000.00	\$5,000.00
Family Coverage . . . . .	\$10,000.00	\$10,000.00

# Northeast Indiana Benefits: Leisure, Hospitality, Retail, Restaurants (continued)

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## HEALTH INSURANCE COSTS AND BENEFITS (continued)

### INDEMNITY INSURED COMPANIES

#### High-Deductible Plan

Percentage of indemnity insured companies offering a high-deductible plan . . . . .	64%	67%
Percentage that offer family coverage . . . . .	95%	100%

#### How soon after hire is employee eligible?

One to 30 days . . . . .	19%	30%
One to three months . . . . .	62%	50%
Three to six months . . . . .	14%	15%
Six months to year . . . . .	5%	5%
After one year . . . . .	0%	0%

#### Average monthly premium paid by employee for:

Employee only coverage . . . . .	\$85.38	\$87.62
Employee and spouse . . . . .	\$343.83	\$344.70
Employee and child . . . . .	\$261.65	\$262.50
Family . . . . .	\$500.47	\$501.52

#### Average monthly cost paid by employer for each employee

Employee-only coverage . . . . .	\$457.46	\$458.89
Employee and spouse . . . . .	\$805.58	\$804.62
Employee and child . . . . .	\$752.30	\$751.36
Family . . . . .	\$1,017.53	\$1,016.35

#### Deductibles

Average annual deductible per person . . . . .	\$4,083.33	\$4,137.50
Typical annual deductible per person . . . . .	\$1,500.00	\$1,500.00
Average annual deductible per family . . . . .	\$8,275.00	\$8,275.00
Typical annual deductible per family . . . . .	\$3,000.00	\$3,000.00

#### Copays and Limits

Average percentage of costs covered by insurance . . . . .	76%	72%
Typical percentage of costs covered by insurance . . . . .	80%	80%
Average copay for physician office visit . . . . .	\$19.69	\$21.00
Typical copay for physician office visit . . . . .	\$20.00	\$20.00

#### Average out of pocket limit

Single coverage . . . . .	\$5,704.76	\$5,840.00
Family Coverage . . . . .	\$11,680.00	\$11,680.00

#### Typical out of pocket limit

Single coverage . . . . .	\$5,000.00	\$5,000.00
Family Coverage . . . . .	\$10,000.00	\$10,000.00

# Northeast Indiana Benefits: Leisure, Hospitality, Retail, Restaurants (continued)

Eleven County Region

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## HEALTH INSURANCE COSTS AND BENEFITS (continued)

### PRESCRIPTION DRUG BENEFIT

Percentage of all companies where insurance covers prescription drugs . . . . . **90%** . . . . . **90%**

#### Retail copay when paying dollars

What is the average employee copay for retail generic? . . . . .	\$10.56	. . . . .	\$10.57
What is the typical employee copay for retail generic? . . . . .	\$15.00	. . . . .	\$15.00
What is the average employee copay for retail formulary?. . . . .	\$34.24	. . . . .	\$34.43
What is the typical employee copay for retail formulary? . . . . .	\$35.00	. . . . .	\$35.00
What is the average employee copay for retail non-formulary? . . . . .	\$65.08	. . . . .	\$65.78
What is the typical employee copay for retail non-formulary? . . . . .	\$60.00	. . . . .	\$60.00

#### Mail order copay when paying dollars

What is the average employee copay for mail-order generic? . . . . .	\$16.40	. . . . .	\$16.52
What is the typical employee copay for mail-order generic? . . . . .	\$25.00	. . . . .	\$25.00
What is the average employee copay for mail-order formulary? . . . . .	\$62.55	. . . . .	\$62.87
What is the typical employee copay for mail-order formulary? . . . . .	\$120.00	. . . . .	\$120.00
What is the average employee copay for mail-order non-formulary?. . . . .	\$115.36	. . . . .	\$362.88
What is the typical employee copay for mail-order nonformulary? . . . . .	\$150.00	. . . . .	\$150.00

#### Retail copay when paying a percentage

What is the average employee copay for retail generic? . . . . .	31%	. . . . .	31%
What is the typical employee copay for retail generic? . . . . .	20%	. . . . .	20%
What is the average employee copay for retail formulary?. . . . .	34%	. . . . .	34%
What is the typical employee copay for retail formulary? . . . . .	20%	. . . . .	20%
What is the average employee copay for retail non-formulary? . . . . .	42%	. . . . .	42%
What is the typical employee copay for retail non-formulary? . . . . .	60%	. . . . .	60%

#### Mail order copay when paying a percentage

What is the average employee copay for mail-order generic? . . . . .	32%	. . . . .	32%
What is the typical employee copay for mail-order generic? . . . . .	20%	. . . . .	20%
What is the average employee copay for mail-order formulary? . . . . .	35%	. . . . .	35%
What is the typical employee copay for mail-order formulary? . . . . .	20%	. . . . .	20%
What is the average employee copay for mail-order non-formulary?. . . . .	43%	. . . . .	43%
What is the typical employee copay for mail-order nonformulary? . . . . .	30%	. . . . .	30%

# Northeast Indiana Benefits: Leisure, Hospitality, Retail, Restaurants (continued)

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## HEALTH INSURANCE COSTS AND BENEFITS (continued)

### DENTAL INSURANCE

Percentage of all companies that offer a dental plan . . . . .	79%	80%
Percentage of those plans that cover orthodontia . . . . .	79%	78%

#### How soon after hire is employee eligible for coverage?

One to 30 days after hire: . . . . .	21%	32%
One to three months after hire . . . . .	63%	58%
Three to six months after hire: . . . . .	16%	11%
Six months to one year after hire: . . . . .	0%	0%
After first year: . . . . .	0%	0%

#### Deductibles and Limits

Average annual deductible . . . . .	\$69.22	\$70.64
Typical annual deductible . . . . .	\$50.00	\$50.00
Average annual limit single coverage: . . . . .	\$1,252	\$1,233
Typical annual limit single coverage . . . . .	\$1,000	\$1,000
Average annual limit family coverage: . . . . .	\$1,790	\$1,749
Typical annual limit family coverage . . . . .	\$1,000	\$1,000

#### Premiums and Costs

##### Average monthly premium paid by employee for

Employee only coverage. . . . .	\$13.57	\$13.71
Employee and spouse. . . . .	\$29.98	\$30.37
Employee and child(ren) . . . . .	\$33.94	\$34.22
Family . . . . .	\$49.48	\$49.87

##### Average monthly premium paid by employer for

Employee only coverage. . . . .	\$12.64	\$12.67
Employee and spouse. . . . .	\$24.04	\$24.32
Employee and child(ren) . . . . .	\$26.12	\$26.44
Family . . . . .	\$37.38	\$37.56

##### Typical monthly premium paid by employer for

Employee only coverage. . . . .	\$0.00	\$0.00
Employee and spouse. . . . .	\$0.00	\$0.00
Employee and child(ren) . . . . .	\$0.00	\$0.00
Family . . . . .	\$0.00	\$0.00

#### Percentage of Costs Covered

Average of preventive costs covered . . . . .	95%	94%
Typical percentage of preventive costs covered . . . . .	100%	100%
Average of basic costs covered . . . . .	73%	72%
Typical percentage of basic costs covered . . . . .	80%	80%
Average of major costs covered . . . . .	49%	48%
Typical percentage of major costs covered . . . . .	50%	50%

# Northeast Indiana Benefits: Leisure, Hospitality, Retail, Restaurants (continued)

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## HEALTH INSURANCE COSTS AND BENEFITS (continued)

### VISION INSURANCE

<b>Percentage of all companies offering a separate vision plan.</b> . . . . .	<b>72%</b> . . . . .	<b>71%</b>
Percentage of those plans that cover glasses/contacts . . . . .	96% . . . . .	98%
Percentage of those plans that cover LASIK or similar procedures . . . . .	23% . . . . .	23%

#### How soon after hire is employee eligible for coverage?

One to 30 days . . . . .	22% . . . . .	34%
One to three months . . . . .	63% . . . . .	56%
Three to six months . . . . .	16% . . . . .	10%
Six months to one year . . . . .	0% . . . . .	0%
After first year . . . . .	0% . . . . .	0%

#### Premiums and Costs

##### Average monthly premium paid by employee for:

Employee only coverage . . . . .	\$5.58 . . . . .	\$5.66
Employee and spouse . . . . .	\$10.77 . . . . .	\$10.78
Employee and child(ren) . . . . .	\$11.26 . . . . .	\$11.47
Family . . . . .	\$16.61 . . . . .	\$16.54

##### Average monthly premium paid by employer for

Employee only coverage . . . . .	\$2.65 . . . . .	\$2.65
Employee and spouse . . . . .	\$4.72 . . . . .	\$4.76
Employee and child(ren) . . . . .	\$4.73 . . . . .	\$4.77
Family . . . . .	\$6.50 . . . . .	\$6.57

##### Typical monthly premium paid by employer for

Employee only coverage . . . . .	\$0.00 . . . . .	\$0.00
Employee and spouse . . . . .	\$0.00 . . . . .	\$0.00
Employee and child(ren) . . . . .	\$0.00 . . . . .	\$0.00
Family . . . . .	\$0.00 . . . . .	\$0.00

# Northeast Indiana Benefits: Leisure, Hospitality, Retail, Restaurants (continued)

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## FINANCIAL BENEFITS AND INCENTIVES

### LIFE INSURANCE

Percentage of all companies offering life insurance . . . . .	87%	90%
Percentage of those plans that pay a set dollar amount . . . . .	79%	73%
Percentage of those plans that pay a percentage of salary . . . . .	28%	35%

#### How soon after hire is employee covered?

One to 30 days . . . . .	22%	32%
One to three months . . . . .	59%	53%
Three to six months . . . . .	18%	13%
Six months to one year . . . . .	1%	1%
After 1 year . . . . .	0%	1%

### SHORT TERM DISABILITY

Percentage of all companies that offer a short-term disability benefit . . . . .	72%	70%
Average percentage of wages employee receives while on short-term disability . . . . .	61%	69%
Typical percentage of wages employee receives while on short-term disability . . . . .	60%	60%
Average number of weeks employee receives payment . . . . .	19	19
Typical number of weeks employee receives payment . . . . .	26	26

#### How soon after hire is employee covered?

One to 30 days . . . . .	18%	26%
One to three months . . . . .	54%	56%
Three to six months . . . . .	18%	10%
Six months to one year . . . . .	2%	1%
After first year . . . . .	7%	7%

### LONG TERM DISABILITY

Percentage of all companies that offer a long-term disability benefit . . . . .	48%	55%
Average percentage of wages employee receives while on disability . . . . .	53%	56%
Typical percentage of wages employee receives while on disability . . . . .	60%	60%
Average age when employee no longer receives payment . . . . .	58	59
Typical age when employee no longer receives payment . . . . .	65	65

#### How soon after hire is employee covered?

One to 30 days . . . . .	19%	33%
One to three months . . . . .	56%	56%
Three to six months . . . . .	19%	6%
Six months to one year . . . . .	6%	6%
After first year . . . . .	0%	0%

# Northeast Indiana Benefits: Leisure, Hospitality, Retail, Restaurants (continued)

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## FINANCIAL BENEFITS AND INCENTIVES (continued)

### COMMISSIONS AND INCENTIVES

Percentage of employers that pay commission on sales, contracts or transactions . . .	15%	33%
Average percentage of compensation that comes from commission . . . . .	13%	

### PROFIT SHARING AND BONUSES

Percentage of companies that offer profit-sharing or performance incentives . . . . .	36%	42%
<b>How soon after hire is employee eligible?</b>		
One to 30 days . . . . .	17%	21%
One to three months . . . . .	17%	14%
Three to six months . . . . .	17%	14%
Six months to one year . . . . .	25%	14%
After 1 year . . . . .	25%	36%
<b>How are incentives awarded?</b>		
Percentage where incentives are team based . . . . .	50%	50%
Percentage where incentives are individually based . . . . .	33%	57%

### BONUS POOL

Percentage of employers who have a bonus pool . . . . .	9%	9%
Average annual amount per employee . . . . .	\$1,840	\$2,404

### REFERRAL BONUS

Percentage of employers that pay a referral bonus . . . . .	42%
-------------------------------------------------------------	-----

### RETENTION BONUS

Percentage of employers offering a retention bonus . . . . .	10%	7%
<b>When are employees eligible?</b>		
After six months . . . . .	67%	75%
After one year . . . . .	38%	25%

### SHIFT DIFFERENTIAL

Percentage of companies with more than one shift . . . . .	58%
Percentage that pay a shift differential . . . . .	95%
Average hourly differential for second shift . . . . .	.63 cents
Average hourly differential for third shift . . . . .	.75 cents

# Northeast Indiana Benefits: Leisure, Hospitality, Retail, Restaurants (continued)

Eleven County Region

Hourly

Salary

## RETIREMENT

### COMPANY FUNDED PENSION

Percentage of companies that offer traditional pension plan	10%	8%
Percentage of companies where the employee also contributes	36%	44%
Average age when employee is eligible to receive benefits	62	61
Typical age when employee is eligible to receive benefits	65	65

### 401(K) AND SIMILAR PLANS

Percentage of companies that offer a 401(k)/403(b) plan	90%	90%
Average percentage of wages an employee may contribute to fund	58%	57%
Typical percentage of wages an employee may contribute to fund	100%	100%
Percentage of companies where the employer contributes	84%	85%
Average percentage of contribution the employer matches	11%	10%
Typical percentage of contribution the employer matches	5%	5%
Average percentage of contribution the company matches	70% of the first 7%	
Percentage of companies where the match is guaranteed	83%	82%
Percentage of companies where the match is intended	28%	27%

#### How soon after hire is employee eligible to participate?

One to 30 days	20%	22%
One to three months	26%	15%
Three to six months	16%	15%
Six months to a year	13%	12%
After one year	25%	24%

# Northeast Indiana Benefits: Leisure, Hospitality, Retail, Restaurants (continued)

Eleven County Region

Hourly

Salary

## OTHER INCENTIVES

### WORKPLACE

#### Percentage of companies that offer these workplace benefits

Casual dress day (one per week) . . . . .	11%	22%
Casual dress (every day) . . . . .	59%	56%
Child day care services . . . . .	1%	0%
Child care subsidy . . . . .	3%	3%
Compressed work week . . . . .	10%	9%
Discounted product purchases . . . . .	29%	27%
Employee assistance programs . . . . .	60%	37%
Emergency/sick child care . . . . .	4%	4%
English as second language assistance . . . . .	1%	2%
Fitness center membership subsidy . . . . .	26%	25%
Fitness center on site . . . . .	6%	6%
Flex time . . . . .	14%	20%
Flexible spending account . . . . .	44%	34%
Job sharing . . . . .	3%	3%
Informal recognition program . . . . .	38%	34%
Open communication policy . . . . .	61%	59%
Scholarships-employees/spouses/children . . . . .	13%	12%
Smoking cessation programs . . . . .	36%	36%
Smoke-free work environment . . . . .	59%	59%
Telecommuting . . . . .	6%	19%
Transit subsidy . . . . .	1%	1%
Tutoring-employees/spouses/children . . . . .	1%	1%
Wellness program, resources and information . . . . .	49%	48%
Other . . . . .	8%	4%

### COST OF BENEFITS

Cost of benefits as percentage of wages . . . . . **25%**

# WORKPLACE



**Leisure, Hospitality, Retail and Restaurants**

# Northeast Indiana Workplace: Leisure, Hospitality, Retail, Restaurants

Eleven County Region

## HIRING AND LAYOFFS

### EXPECTED CHANGES IN STAFFING PRECEDING YEAR

#### Hiring

Percentage of companies that added workers in preceding six months . . . . . 93%

Total number of employees added in preceding six months . . . . . 4,765

Average number of employees added in preceding six months . . . . . 45

#### Layoffs

Percentage of companies that laid off employees in preceding six months . . . . . 11%

Total number of employees laid off in preceding six months . . . . . 260

Average number of employees laid off in preceding six months . . . . . 20

### CHANGES IN STAFFING IN 2021

#### Hiring

Percentage of companies adding workers later in 2021 . . . . . 63%

Total anticipated increase later 2021 . . . . . 1,446

Average anticipated increase later in 2021 . . . . . 20

#### Layoffs

Percentage of companies expecting layoffs later in 2021 . . . . . 0%

Total anticipated layoffs later in 2021 . . . . . 0

Average anticipated layoffs later in 2021 . . . . . 0

#### No change

Percentage of companies anticipating neither hiring nor layoffs in 2021 . . . . . 63%

Percentage of companies uncertain of change in 2021 . . . . . 13%

### EXPECTED CHANGES IN STAFFING IN 2022

#### Hiring

Percentage of companies adding workers in 2022 . . . . . 34%

Total anticipated increase in 2022 . . . . . 610

Average anticipated increase in 2022 . . . . . 16

#### Layoffs

Percentage of companies anticipating layoffs in 2022 . . . . . 0%

Total anticipated layoffs in 2022 . . . . . 0

Average anticipated layoff in 2022 . . . . . 0

#### No change

Percentage of companies anticipating no change in 2022 . . . . . 66%

Percentage of companies uncertain of change in 2022 . . . . . 0%

### ANNUAL TURNOVER

Average annual turnover as percentage of employees . . . . . 25%

# Northeast Indiana Workplace Leisure, Hospitality, Retail, Restaurants (continued)

Eleven County Region

Hourly

Salary

## STAFFING

### INCENTIVES

#### Percentage of those companies offering these staffing incentives

Relax drug screening requirements . . . . .	12%
Hire persons with disabilities . . . . .	7%
Hire persons with felony records . . . . .	27%
Expand internships . . . . .	21%
Hire persons without high school or GED diploma . . . . .	44%
Increase starting pay . . . . .	56%
Pay hiring bonus . . . . .	14%
Pay referral bonus . . . . .	55%
Pay retention bonus . . . . .	23%
Offer housing assistance . . . . .	3%
Offer child care assistance . . . . .	3%
None or none of above . . . . .	12%

### RECRUITING

#### Where employers recruit new workers

Employment agencies . . . . .	47%
Indiana Career Connect . . . . .	43%
Job fairs . . . . .	46%
Newspapers . . . . .	37%
Online . . . . .	69%
Referrals . . . . .	90%

### PANDEMIC

#### Impact of the pandemic on employment environment

No impact . . . . .	15%
Layoffs . . . . .	15%
Furloughs . . . . .	25%
Delay filling openings . . . . .	15%
More flexible work from home policies . . . . .	15%
Employment has grown . . . . .	0%

#### COVID19 Vaccine policies

Hourly

Salaried

Employees are required to be vaccinated . . . . .	5%	30%
Financial incentives offered to encourage vaccination . . . . .	25%	15%

# Northeast Indiana Workplace: Leisure, Hospitality, Retail, Restaurants (continued)

Eleven County Region

Hourly

Salary

## WORKFORCE DEVELOPMENT

### MOST NEEDED SKILLS

#### Employers who say these abilities are most needed in workforce

Customer service . . . . .	16%
Communications skills. . . . .	5%
People skills . . . . .	4%
Strong work ethic. . . . .	14%
Showing up for work. . . . .	21%
Time management. . . . .	3%
Problem solving. . . . .	9%
Commitment to quality. . . . .	29%
Detail oriented. . . . .	10%
Willingness to learn . . . . .	6%
Ability to follow instructions . . . . .	3%
Computer literacy . . . . .	10%
Mathematics . . . . .	9%
Read ruler/scale . . . . .	9%
Machinist. . . . .	10%
Welding. . . . .	11%

### NEEDED TECHNICAL SKILLS

#### Employers who say these tech skills are most needed in workforce

Office. . . . .	44%
Outlook. . . . .	30%
Excel . . . . .	36%
AutoCAD . . . . .	17%
SAP . . . . .	1%
CAM. . . . .	4%
Computer/Internet . . . . .	8%
Machinist. . . . .	10%
Welding. . . . .	11%
Specialized to position . . . . .	25%

### MINIMUM EDUCATION REQUIREMENTS

#### Employers who set these minimum education requirements

High School/GED. . . . .	42%
Some college . . . . .	0%
Associates degree. . . . .	3%
Bachelors degree . . . . .	13%
Graduate degree. . . . .	13%
Professional license/tech certification . . . . .	20%
None required . . . . .	38%

# Northeast Indiana Workplace: Leisure, Hospitality, Retail, Restaurants (continued)

Eleven County Region

Hourly

Salary

## WORKFORCE DEVELOPMENT

### EMPLOYERS FIND THESE POSITIONS MOST DIFFICULT TO FILL

Management . . . . .	3%
All openings . . . . .	9%
Maintenance positions . . . . .	19%
Skilled trades . . . . .	10%
Welders . . . . .	10%
Machinists . . . . .	11%
Technicians . . . . .	4%
CDL drivers . . . . .	6%
Production positions . . . . .	13%
Off-shift openings . . . . .	6%
Labor . . . . .	13%
Engineers . . . . .	10%
Other . . . . .	9%

## SALARY OUTLOOK

### PAY INCREASES

#### In 2020

Percentage of companies giving pay raises in preceding 12 months . . . . .	77%
Average raise given in preceding 12 months . . . . .	4.20%
Typical raise given in preceding 12 months . . . . .	3%

#### In 2021

Percentage of companies planning pay raises in next 12 months . . . . .	89%
Average raise planned in next 12 months . . . . .	3.62%
Typical increase planned in next 12 months . . . . .	3%

# Northeast Indiana Workplace: Leisure, Hospitality, Retail, Restaurants (continued)

Eleven County Region

Hourly

Salary

## TRAINING AND CAREER DEVELOPMENT

### TRAINING AND CAREER DEVELOPMENT

Percentage of companies with training, career development and education benefits. . 58% . . . . . 59%

#### How soon after hire is employee eligible?

One to 30 days . . . . .	51%	. . . . .	54%
One to three months . . . . .	18%	. . . . .	15%
Three to six months . . . . .	7%	. . . . .	6%
Six months to one year. . . . .	3%	. . . . .	3%
After 1 year . . . . .	21%	. . . . .	22%

### TUITION ASSISTANCE

Percentage of companies offering tuition assistance. . . . .	47%	. . . . .	50%
Percentage that require classes be job related to receive tuition assistance . . . . .	89%	. . . . .	91%
Average percent of tuition reimbursement . . . . .	79%	. . . . .	76%

### JOB SKILLS AND CAREER DEVELOPMENT

Percentage of companies that offer in-house skills and career development programs 54% . . . . .	53%
Percentage of companies that offer off-site and career development programs . . . . .	53% . . . . . 54%

### MENTORING

Percentage of companies with formal mentoring programs . . . . .	30%	. . . . .	28%
------------------------------------------------------------------	-----	-----------	-----

### IN-HOUSE TRAINING

Percentage of companies where training is done in-house . . . . .	54%	. . . . .	53%
-------------------------------------------------------------------	-----	-----------	-----

### OFF-SITE TRAINING

Percentage of companies where training is done off-site. . . . .	53%	. . . . .	54%
------------------------------------------------------------------	-----	-----------	-----

### ORIENTATION

Percentage of companies that offer orientation for new employees . . . . .	55%	. . . . .	56%
----------------------------------------------------------------------------	-----	-----------	-----

### INTERNSHIPS

Percentage of companies with internships. . . . .	47%
---------------------------------------------------	-----

# Northeast Indiana Workplace: Leisure, Hospitality, Retail, Restaurants (continued)

Eleven County Region

Hourly

Salary

## SUBSTANCE SCREENING

### DRUG TESTING

Percentage of companies that conduct drug testing . . . . . **90%**

#### Which screening protocol is used?

Five panel . . . . . 42%  
 Seven panel . . . . . 14%  
 DOT . . . . . 18%  
 Other . . . . . 42%

	Hourly	Salary
Percentage of those companies that require new applicants to pass . . . . .	92%	87%

#### Current employees are screened

Randomly . . . . .	33%	30%
After incident/injury . . . . .	75%	72%
For cause . . . . .	84%	83%

#### Employees who fail are

Dismissed . . . . .	70%	70%
Referred to an EAP or counseling program . . . . .	46%	45%

## MARIJUANA TESTING

Percentage of companies that test for marijuana use . . . . . **87%**

Percentage of companies that make allowance for prescription . . . . . 48%

#### When are tests done?

As part of hiring process . . . . .	79%
For cause or after incident . . . . .	81%

# Eleven County Region Northeast Indiana

## Supplemental Reports 2021



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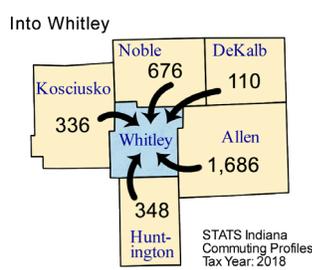
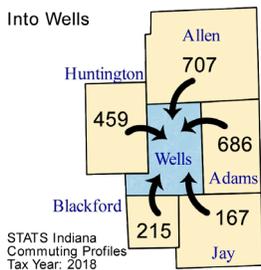
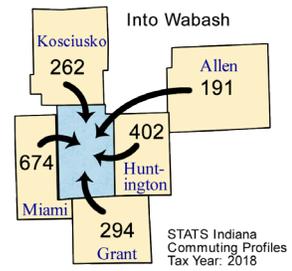
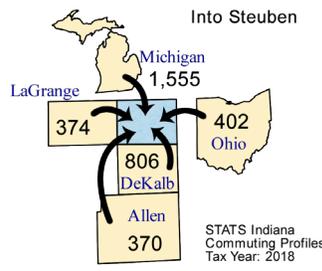
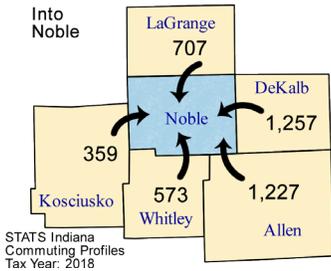
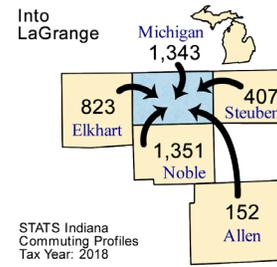
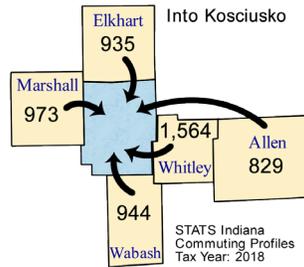
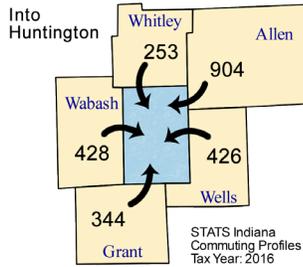
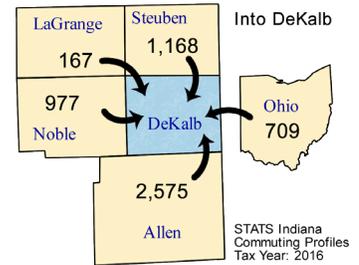
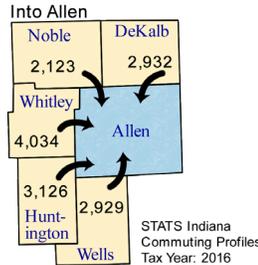
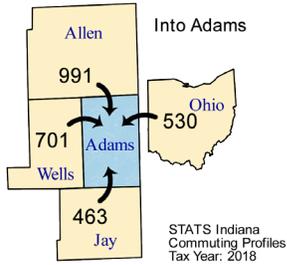
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**Members of the Northeast Indiana  
Regional Partnership . . . . . Back Cover**

# Northeast Indiana Region Profile Eleven County Region

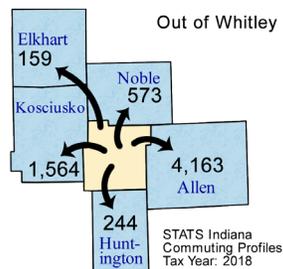
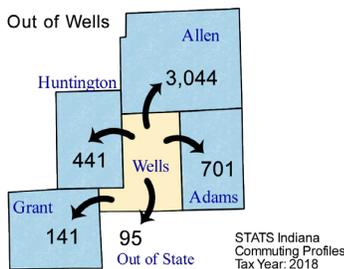
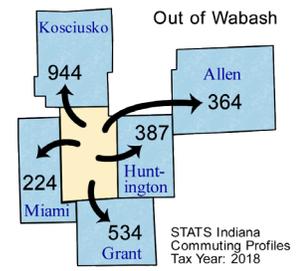
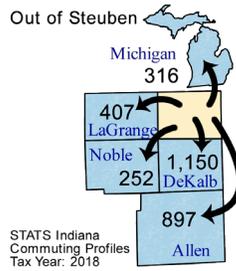
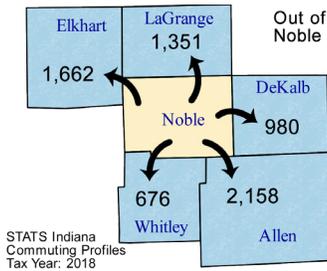
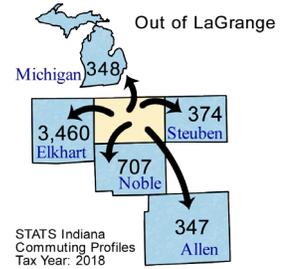
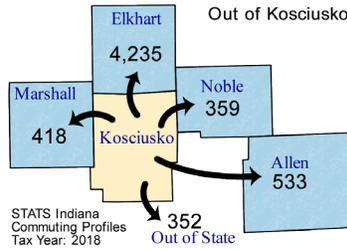
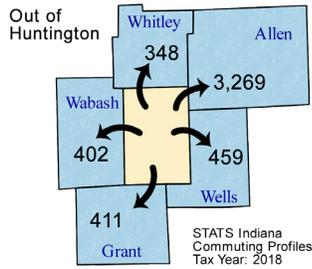
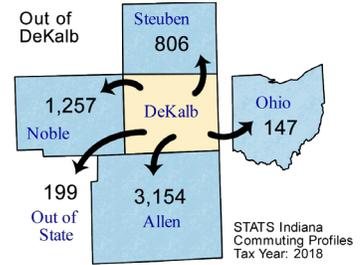
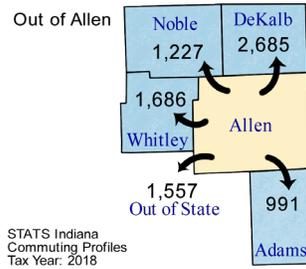
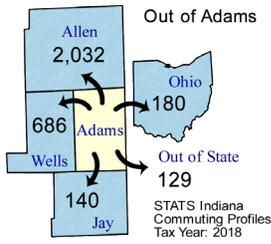
## WORKFORCE MOBILITY

### COMMUTING INTO COUNTY



## WORKFORCE MOBILITY

### COMMUTING FROM COUNTY



# Northeast Indiana Region Profile Eleven County Region

## POPULATION AND EDUCATIONAL ATTAINMENT

2017 Data:	Adams	Allen	DeKalb	Huntington	Kosciusko	LaGrange
Population Estimates . . . . .	35,777	379,299	43,475	36,520	79,456	39,614
Total Population 25 and Older . . .	21,520	248,056	29,474	25,142	53,496	23,124
<b>Educational Attainment 2020</b>						
- % High School or Higher . . . . .	84.7%	89.4%	90.2%	91.8%	85.7%	61.8%
- % Bachelors or Higher . . . . .	15.5%	28.5%	18.0%	20.1%	23.3%	10.5%
Median Age . . . . .	33.7	36	39.3	40.6	38.5	31.8

Sources - U.S. Census Bureau, Indiana Department of Workforce Development, Indiana Department of Education (Stats Indiana)

## LABOR FORCE AND INDUSTRY SECTORS

2019 Data:	Adams	Allen	DeKalb	Huntington	Kosciusko	LaGrange
<b>By Place of Residence:</b>						
Labor Force Estimates	17,255	186,799	22,758	18,344	42,438	20,073
Employed	16,785	180,923	22,116	17,745	41,248	19,514
Unemployed	470	5,876	642	599	1,190	559
Unemployment Rate	2.70%	3.10%	2.80%	3.30%	2.80%	2.80%
Average Wage per Job	\$41,092	\$48,969	\$50,268	\$40,696	\$52,017	\$44,277
<b>2019 Data:</b>						
Total by Place of Work	21,202	250,512	28,531	18,400	50,793	23,057
Wage & Salary	14,805	206,818	23,375	14,580	41,181	15,336
Private	17,317	228,598	25,455	16,136	46,074	19,322
- Accommodates, Food Service	986	18,355	1,486	1,202	2,906	1,061
- Arts, Ent. & Recreation	158	5,028	369	230	588	137
- Construction	2,329	14,624	1,166	876	2,476	1,246
- Health Care, Social Services	1,145	38,514	1,948	1,805	4,013	NA
- Information	196	2,770	125	451	374	38
- Manufacturing	5,246.00	30,480	10,088	3,643	15,918	7,912
- Professional, Technical Services	N/A	10704	790	NA	1,904	420
- Retail Trade	1,936	25,820	1,989	1,701	4,780	2,134
- Transportation, Warehousing	653	9,744	1,944	768	912	647
- Wholesale Trade	N/A	10,347	NA	718	1,658	925
- Other Private (not above)	3517*	61764*	4485*	3982*	10634*	2406*
Government (Local, State, Fed.)	2,375	20,259	2,216	1,559	3,269	1,418

Source - U.S. Bureau of Economic Analysis (Stats Indiana)

\* These totals do not include county data that are not available due to BEA non-disclosure requirements.

# Northeast Indiana Region Profile Eleven County Region

## POPULATION AND EDUCATIONAL ATTAINMENT

2017 Data:	Eleven County Region					
	Noble	Steuben	Wabash	Wells	Whitley	Region
<b>Population Estimates</b>	47,744	34,594	30,996	28,296	33,964	789,735
<b>Total Population 25 and Older</b>	61.8%	83.6%	91.1%	88.8%	92.20%	91.8%
<b>Educational Attainment 2020</b>						
- % High School or Higher	83.6%	91.1%	88.8%	92.20%	91.8%	n/a
- % Bachelor's or Higher	13.7%	21.8%	18.1%	18.20%	20.7%	n/a
<b>Median Age</b>	39.3	44	42.8	40	41.8	n/a

Sources - U.S. Census Bureau, Indiana Department of Workforce Development, Indiana Department of Education (Stats Indiana)

## LABOR FORCE AND INDUSTRY SECTORS

2019 Data:	Eleven County Region					
	Noble	Steuben	Wabash	Wells	Whitley	Region
<b>By Place of Residence:</b>						
<b>Labor Force Estimates</b>	23,760	20,785	15,101	14,514	17,881	399,708
<b>Employed</b>	23,023	20,323	14,630	14,123	17,354	387,784
<b>Unemployed</b>	737	553	471	391	527	12,015
<b>Unemployment Rate</b>	3.10%	2.70%	3.10%	2.70%	2.90%	2.91%
<b>Average Wage per Job</b>	\$42,277	\$38,471	\$39,142	\$41,240	\$45,764	\$44,019

2019 Data:						
Total by Place of Work	Noble	Steuben	Wabash	Wells	Whitley	Region
<b>Total by Place of Work</b>	24,779	21,611	16,514	14,674	17,820	487,893
<b>Wage &amp; Salary</b>	19,603	17,448	12,812	11,417	13,765	391,140
<b>Private</b>	21,555	19,492	14,074	12,567	15,533	436,123
- Accommodates, Food Service	1,222	1,604	1,048	632	1,000	31,502
- Arts, Ent. & Recreation	191	240	400	105	218	7,664
- Construction	1,008	906	948	782	951	27,312
- Health Care, Social Services	1,413	NA	NA	1,595	NA	50,433
- Information	198	138	69	NA	NA	4,359
- Manufacturing	9,321	5,762	2,787	2,680	5,662	99,499
- Professional, Technical Services	NA	600	412	NA	NA	14,830
- Retail Trade	2,163	2,499	1,670	1,681	1,639	48,012
- Transportation, Warehousing	641	904	294	1,588	NA	18,095
- Wholesale Trade	607	NA	488	NA	NA	14,743
- Other Private (not above)	3944*	3636*	3983*	1946*	2274*	97,371
<b>Government (Local, State, Fed.)</b>	2,014	1,581	1,623	1,402	1,583	39,299

Source - U.S. Bureau of Economic Analysis (Stats Indiana)

\* These totals do not include county data that are not available due to BEA non-disclosure requirements.

## BENEFITS SURVEY PARTICIPANTS

We appreciate the assistance of 143 employers in the eleven-county northeastern Indiana region who contributed benefits data for this report. Most wished to remain confidential to protect corporate privacy. These agreed to be acknowledged:

20/20 Custom Molded Plastics, Bluffton  
Adams Health Network, Decatur  
Ag Plus, South Whitley  
Alum-Elec Structures, Inc., Kendallville  
American Mitsuba Corporation, Monroeville  
Audiences Unlimited, Inc., Fort Wayne  
Autoform Tool & Mfg., LLC, Angola  
AWS Foundation Inc., Fort Wayne  
Bollhoff, Inc., Kendallville  
Briner Building Inc., Bluffton  
Brotherhood Mutual Insurance Company, Fort Wayne

Bulldog Battery Corporation, Wabash  
Cable Bullet, Warsaw  
DeKalb Molded Plastics, Butler  
Dexter Axle Company, Albion  
FCC (Adams), LLC, Berne  
Fort Wayne Metals, Fort Wayne  
Goldshield Fiberglass, Inc., Decatur  
Graphic Packaging Int'l, Kendallville  
Heidtman Steel Products, Inc., Butler  
Hendrickson, Kendallville  
HF Group, LLC, North Manchester  
IMI Greenfield  
Janus International Group, LLC, Butler  
JH Specialty, Inc., Fort Wayne  
JICI, Inc., Angola  
Kautex Textron, Avilla  
KZ Inc., Shipshewana  
Leggett & Platt Inc., Kendallville  
Messenger, Auburn  
Mid-States Tool & Machine, Decatur  
MPS Egg Farms, North Manchester  
NiSource, Merrillville

Novae Corp., Markle  
ONXX Tool, Inc., Avilla  
Parkview Health, Fort Wayne  
Pena's Mechanical Contractors, Inc., Ossian  
Rea Magnet Wire Company, Fort Wayne  
ReliablePMW, Kendallville  
Restoration Medical Polymers, Columbia City  
Star Engineering and Machine Company, Bluffton  
Swager Communications, Inc., Fremont  
The Literacy Alliance Inc, Fort Wayne  
Wabash County Animal Shelter, Inc., Wabash  
Warner Electric Inc, Columbia City  
Wayne Pipe & Supply, Inc., Fort Wayne  
Whiteshire Hamroc LLC, Albion  
Whitley Manufacturing Co., Inc, South Whitley  
Wolfpack Chassis LLC, Kendallville

## ABOUT THE WAGE DATA

### Industry Data

Emsi industry data have various sources depending on the class of worker.

- For QCEW Employees, Emsi primarily uses the QCEW (Quarterly Census of Employment and Wages), with supplemental estimates from County Business Patterns.
- Non-QCEW employees data are based on a number of sources including QCEW, Current Employment Statistics, County Business Patterns, BEA State and Local Personal Income reports, the National Industry-Occupation Employment Matrix (NIOEM), the American Community Survey, and Railroad Retirement Board statistics.
- Self-Employed and Extended Proprietor classes of worker data are primarily based on the American Community Survey, Nonemployer Statistics, and BEA State and Local Personal Income Reports. Projections for QCEW and Non-QCEW Employees are informed by NIOEM and long-term industry projections published by individual states.

### Indiana Data Sources

This report uses state data from the Indiana Department of Workforce Development.

### Occupation Data

Emsi occupation employment data are based on final Emsi industry data and final Emsi staffing patterns. Wage estimates are based on Occupational Employment Statistics (QCEW and Non-QCEW Employees classes of worker) and the American Community Survey (Self-Employed and Extended Proprietors). Occupational wage estimates also affected by county-level Emsi earnings by industry.

### Staffing Patterns Data

The staffing pattern data in this report are compiled from several sources using a specialized process. For QCEW and Non-QCEW Employees classes of worker, sources include Occupational Employment Statistics, the National Industry-Occupation Employment Matrix, and the American Community Survey. For the Self-Employed and Extended Proprietors classes of worker, the primary source is the American Community Survey, with a small amount of information from Occupational Employment Statistics.



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