

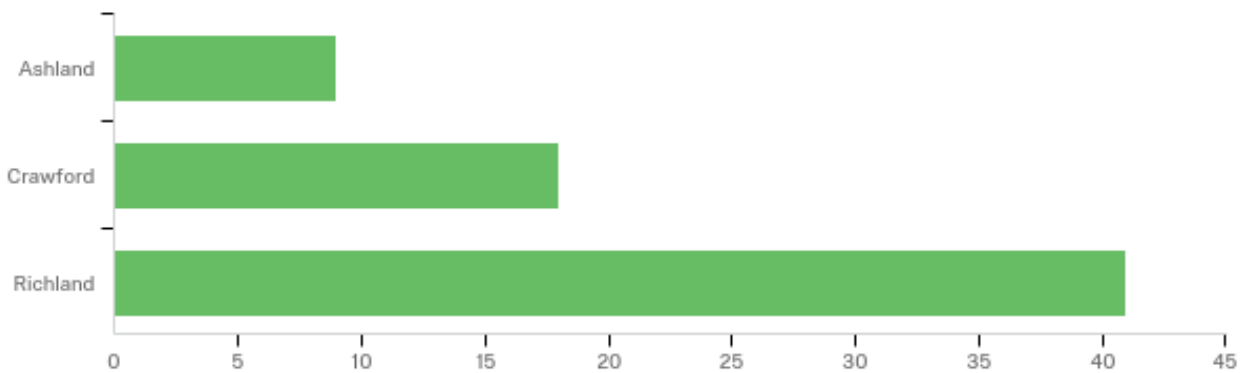


Ashland, Crawford and Richland Counties Manufacturing Wage and Benefits Survey 2018 Summary Report

The Corporate University, Kent State University at Stark conducted a wage and benefits survey in December 2018 covering manufacturers in Ashland, Crawford and Richland Counties. Sixty-eight participants responded to the online survey solicited via email and online. Kent State University research professionals have compiled the survey responses providing a summary of data collected in the following report.

Organization Location

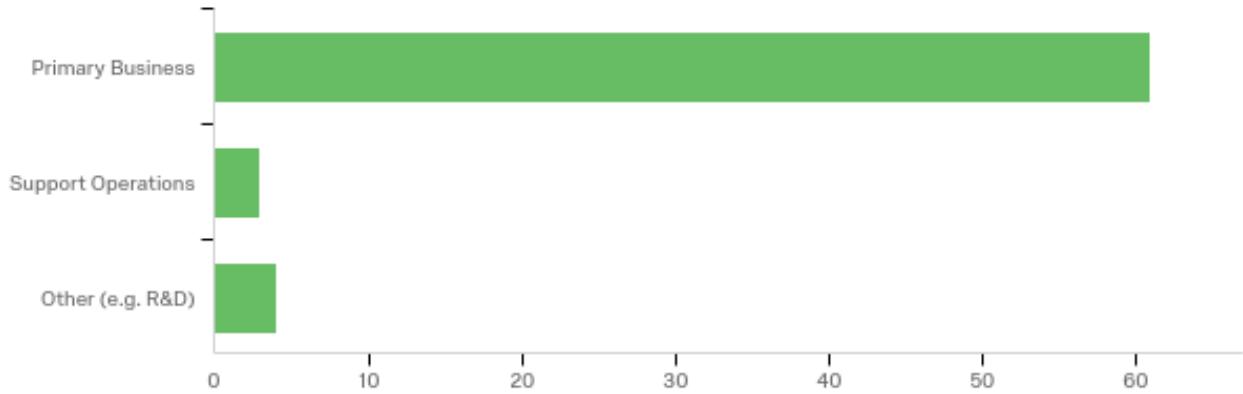
Please select the county or counties your company has locations:



Answer	%	Count
Ashland	13.24%	9
Crawford	26.47%	18
Richland	60.29%	41
Total	100%	68

Organization Type

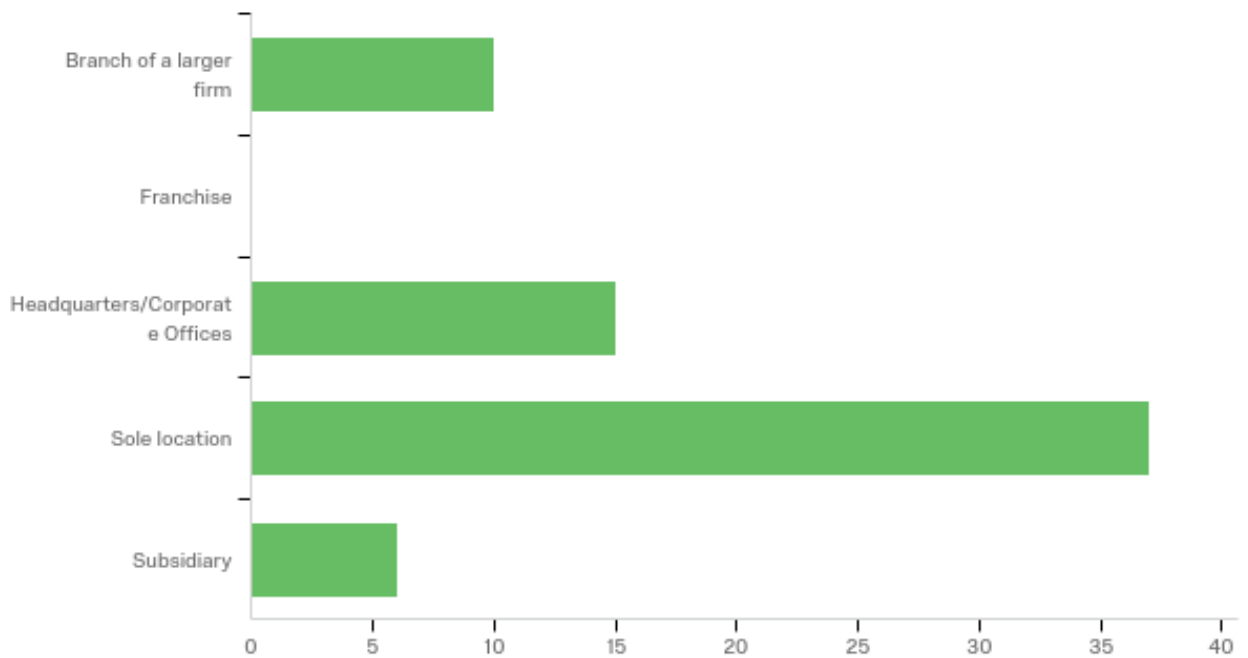
Are the facilities at this location a component of the company's primary business or is it a support facility for business or production conducted elsewhere?



Answer	%	Count
Primary Business	89.71%	61
Support Operations	4.41%	3
Other (e.g. R&D)	5.88%	4
Total	100%	68

Location Business Operations

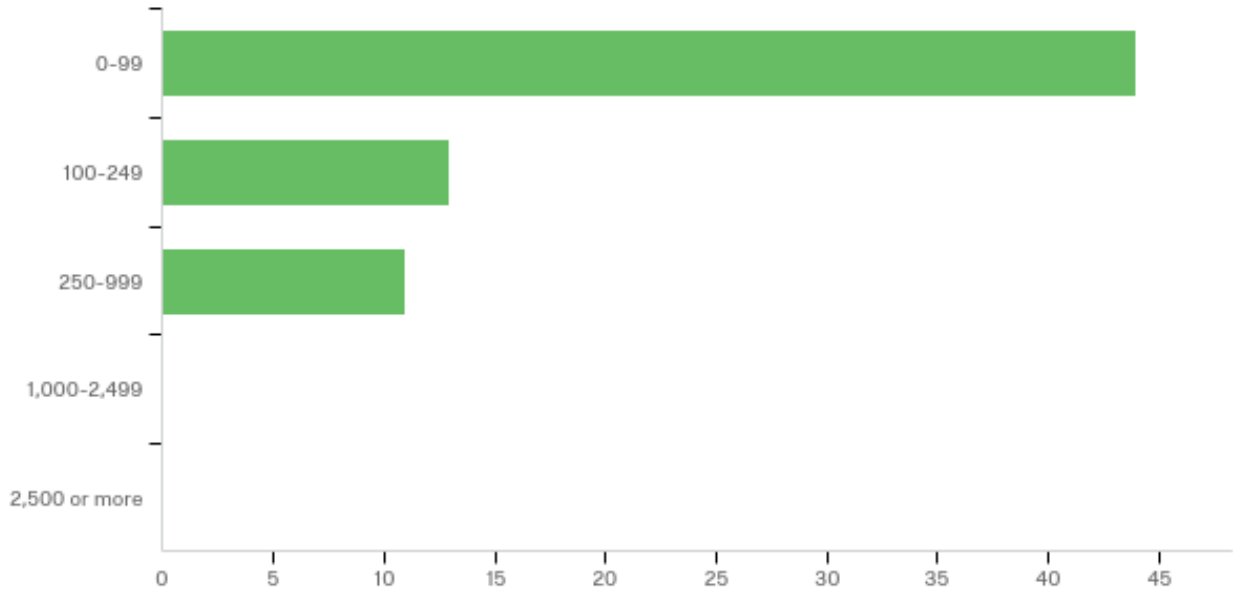
Which of the following BEST describes the operations?



Answer	%	Count
Branch of a larger firm	14.71%	10
Franchise	0.00%	0
Headquarters/Corporate Offices	22.06%	15
Sole location	54.41%	37
Subsidiary	8.82%	6
Total	100%	68

Number of Employees

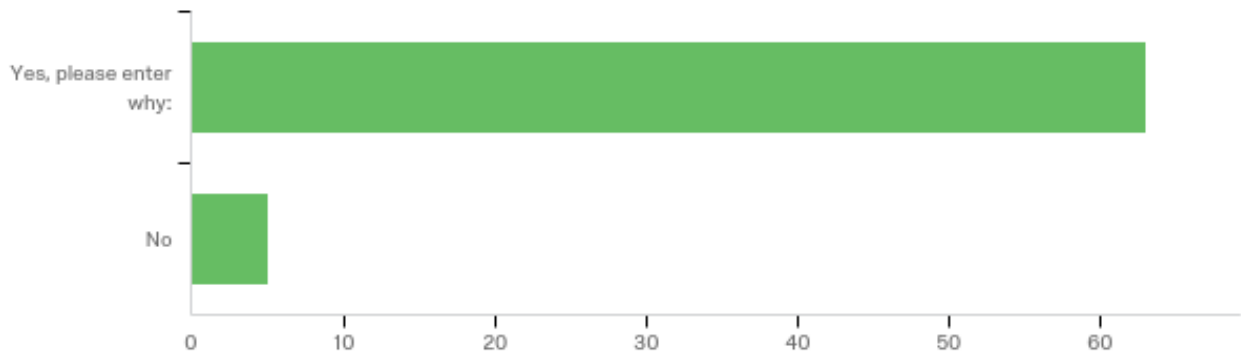
Please indicate the size of this location by selecting the most appropriate employment range:



Answer	%	Count
0-99	64.71%	44
100-249	19.12%	13
250-999	16.18%	11
1,000-2,499	0.00%	0
2,500 or more	0.00%	0
Total	100%	68

Hiring Challenges

Are you having challenges hiring employees?

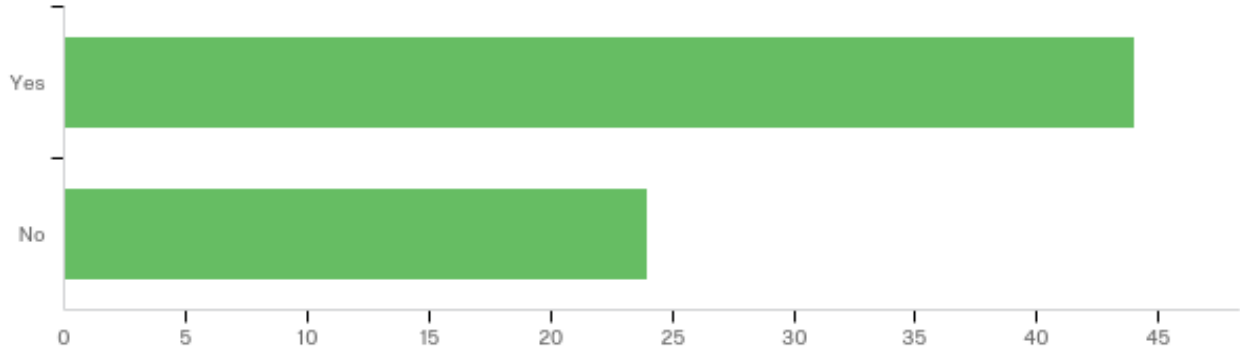


Answer	%	Count
Yes, please enter why:	92.65%	63
No	7.35%	5
Total	100%	68

Hiring Challenges (Yes, please enter why:)	Responses
Availability of skilled labor or qualified applicants	26
Lack of applicants/tight labor market	18
Low work ethic/attendance	18
Low wages	8
Can't pass drug test	6
High turnover	3
2 nd Shift	3

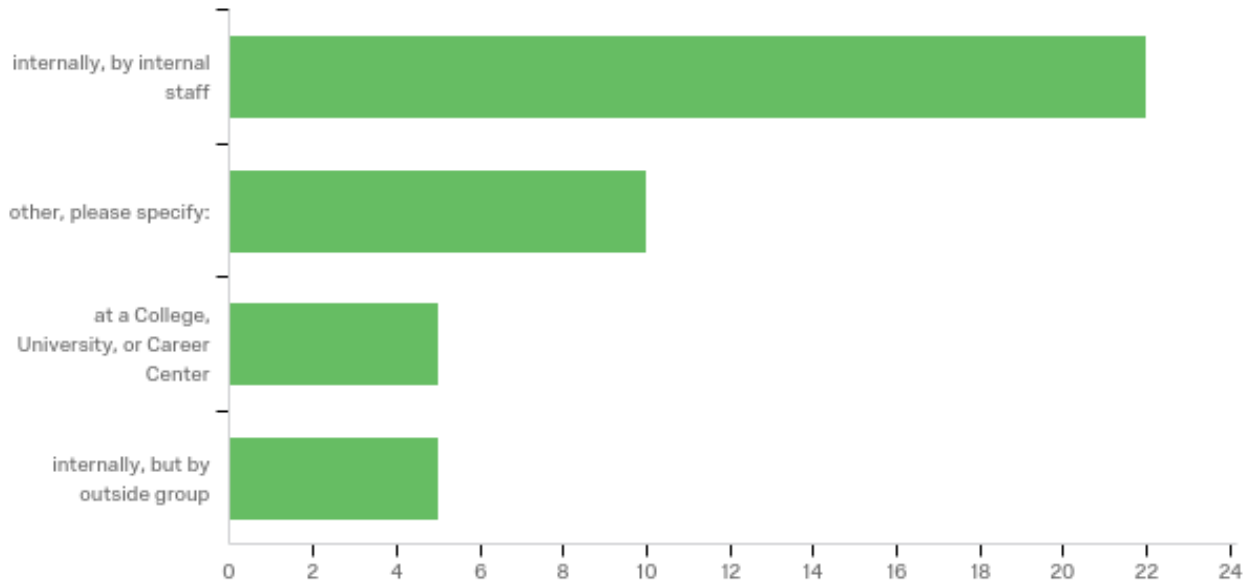
Training Opportunities

Do you offer opportunities for employees to participate in skill training that will result in a pay increase?



Answer	%	Count
Yes	64.71%	44
No	35.29%	24
Total	100%	68

Is this training offered:

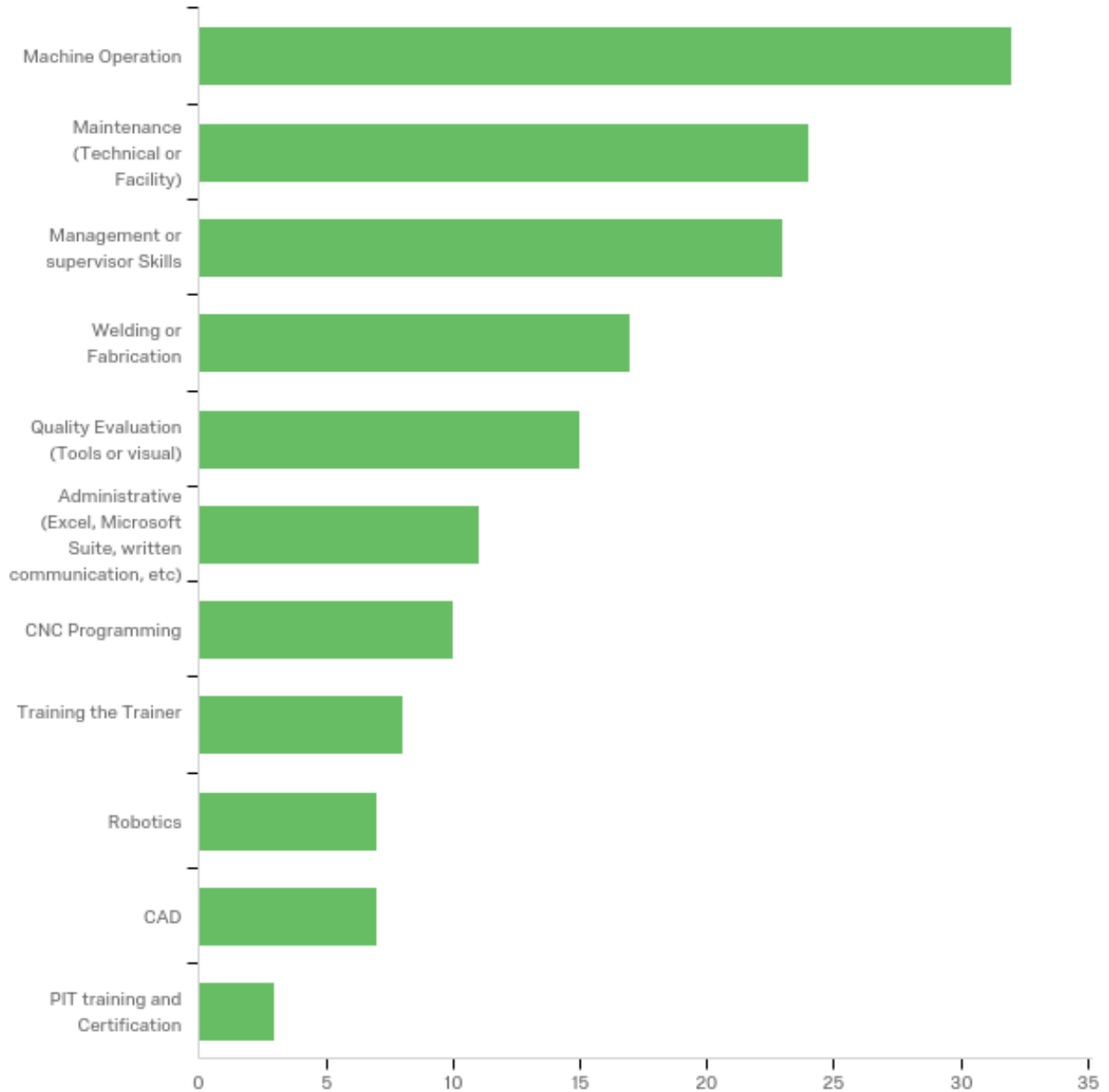


Answer	%	Count
internally, by internal staff	52.38%	22
at a College, University, or Career Center	11.90%	5
internally, but by outside group	11.90%	5
other, please specify:	23.81%	10
Total	100%	42

other, please specify:

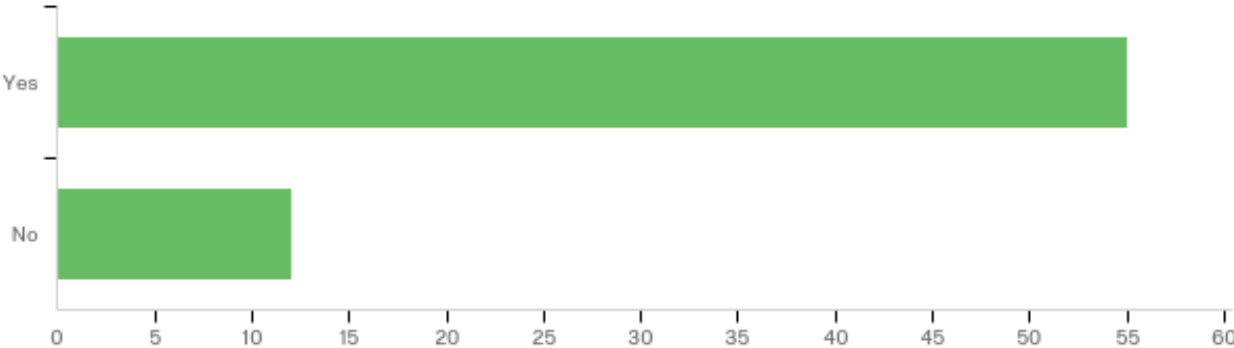
both internal and external

Please select the areas in which you offer an organized skill training: (Please select all that apply)



Answer	%	Count
Machine Operation	57.14%	32
Maintenance (Technical or Facility)	42.86%	24
Management or supervisor Skills	41.07%	23
Welding or Fabrication	30.36%	17
Quality Evaluation (Tools or visual)	26.79%	15
Administrative (Excel, Microsoft Suite, written communication, etc)	19.64%	11
CNC Programming	17.86%	10
Training the Trainer	14.29%	8
Robotics	12.50%	7
CAD	12.50%	7
PIT training and Certification	5.36%	3
Total	100%	56

If you had the opportunity to offer onsite training to staff (at the work site) during the workday/shift, would you take advantage of onsite, training opportunities?



Answer	%	Count
Yes	82.09%	55
No	17.91%	12
Total	100%	67

Open Positions

How many, of positions included in this survey, do you expect to have unfilled at the start of 2019? (Open position shall be defined as a job that is not currently or will not be filled by a full time or contracted employee.)

Answer	Minimum	Maximum	Mean	Count
Open Positions	0.00	30.00	3.95	63

Benefits Information

Paid Time Off (Vacation + Sick Time)

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

Continuous Years of Employment	Employment	Minimum	Maximum	Mean	Responses
up to 1 year	Full-Time	0.00	15.00	4.93	58
	Part-Time	0.00	11.00	0.66	32
1-2 years	Full-Time	0.00	20.00	7.91	66
	Part-Time	0.00	11.00	0.97	30
3-5 years	Full-Time	0.00	20.00	10.85	66
	Part-Time	0.00	13.00	1.17	30
6-10 years	Full-Time	0.00	21.00	13.67	64
	Part-Time	0.00	15.00	1.33	30
11 years or more	Full-Time	3.00	25.00	16.54	63
	Part-Time	0.00	17.00	1.40	30

Benefits Eligibility and Percent Paid by Employee

The table shows the number of months of service for eligibility and percent paid by the employee for each benefit.

Benefit	Requirement	Minimum	Maximum	Mean	Responses
Health Insurance	Number of Months of Continuous Service for Eligibility Full-time	0.00	12.00	2.44	52
	% Paid by Employee Full-time	0.00	100.00	27.93	46
	Number of Months of Continuous Service for Eligibility Part-time	0.00	3.00	0.42	12
	% Paid by Employee Part-time	0.00	100.00	15.83	12
Dental Insurance	Number of Months of Continuous Service for Eligibility Full-time	0.00	3.00	1.76	37
	% Paid by Employee Full-time	0.00	100.00	36.55	31
	Number of Months of Continuous Service for Eligibility Part-time	0.00	3.00	0.56	9
	% Paid by Employee Part-time	0.00	100.00	30.00	9
Vision Insurance	Number of Months of Continuous Service for Eligibility Full-time	0.00	3.00	1.74	34
	% Paid by Employee Full-time	0.00	100.00	45.89	28
	Number of Months of Continuous Service for Eligibility Part-time	0.00	3.00	0.63	8
	% Paid by Employee Part-time	0.00	100.00	35.56	9
Long-term disability insurance	Number of Months of Continuous Service for Eligibility Full-time	0.00	18.00	2.52	33
	% Paid by Employee Full-time	0.00	100.00	42.88	26
	Number of Months of Continuous Service for Eligibility Part-time	0.00	1.00	0.29	7
	% Paid by Employee Part-time	0.00	100.00	15.00	8
Short-term disability insurance	Number of Months of Continuous Service for Eligibility Full-time	0.00	12.00	2.27	37
	% Paid by Employee Full-time	0.00	100.00	40.00	30
	Number of Months of Continuous Service for Eligibility Part-time	0.00	1.00	0.29	7
	% Paid by Employee Part-time	0.00	100.00	12.50	8
Life Insurance	Number of Months of Continuous Service for Eligibility Full-time	0.00	6.00	2.07	46
	% Paid by Employee Full-time	0.00	100.00	17.95	39
	Number of Months of Continuous Service for Eligibility Part-time	0.00	3.00	0.63	8
	% Paid by Employee Part-time	0.00	100.00	13.33	9
Health Savings Accounts	Number of Months of Continuous Service for Eligibility Full-time	0.00	12.00	2.00	30
	% Paid by Employee Full-time	0.00	100.00	57.61	23
	Number of Months of Continuous Service for Eligibility Part-time	0.00	1.00	0.29	7
	% Paid by Employee Part-time	0.00	100.00	25.00	8
Tuition Assistance	Number of Months of Continuous Service for Eligibility Full-time	0.00	12.00	3.86	21
	% Paid by Employee Full-time	0.00	100.00	16.54	13
	Number of Months of Continuous Service for Eligibility Part-time	0.00	0.00	0.00	6
	% Paid by Employee Part-time	0.00	100.00	14.29	7
Wellness Program	Number of Months of Continuous Service for Eligibility Full-time	0.00	3.00	1.12	17
	% Paid by Employee Full-time	0.00	100.00	11.11	9
	Number of Months of Continuous Service for Eligibility Part-time	0.00	1.00	0.29	7
	% Paid by Employee Part-time	0.00	100.00	12.50	8
Company-provided Childcare	Number of Months of Continuous Service for Eligibility Full-time	0.00	0.00	0.00	5
	% Paid by Employee Full-time	0.00	100.00	16.67	6
	Number of Months of Continuous Service for Eligibility Part-time	0.00	0.00	0.00	6
	% Paid by Employee Part-time	0.00	100.00	14.29	7
Profit Sharing	Number of Months of Continuous Service for Eligibility Full-time	0.00	24.00	6.40	15
	% Paid by Employee Full-time	0.00	0.00	0.00	10
	Number of Months of Continuous Service for Eligibility Part-time	0.00	12.00	1.71	7
	% Paid by Employee Part-time	0.00	0.00	0.00	7
Pension Plan	Number of Months of Continuous Service for Eligibility Full-time	0.00	3.00	1.29	7
	% Paid by Employee Full-time	0.00	100.00	14.71	7
	Number of Months of Continuous Service for Eligibility Part-time	0.00	0.00	0.00	6
	% Paid by Employee Part-time	0.00	100.00	14.29	7
Section 401(k) / 403(b) Contributions	Number of Months of Continuous Service for Eligibility Full-time	0.00	12.00	5.67	46
	% Paid by Employee Full-time	0.00	100.00	44.58	24
	Number of Months of Continuous Service for Eligibility Part-time	0.00	12.00	2.22	9
	% Paid by Employee Part-time	0.00	100.00	34.33	9
Uniforms	Number of Months of Continuous Service for Eligibility Full-time	0.00	3.00	1.48	21
	% Paid by Employee Full-time	0.00	100.00	29.41	17
	Number of Months of Continuous Service for Eligibility Part-time	0.00	3.00	0.43	7
	% Paid by Employee Part-time	0.00	100.00	12.50	8

Employee and Wage Data by Standard Occupational Classification Code

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

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

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

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

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

Job Title	Category	Total	Responses	Mean	Min	Max
11-1021 General and Operations Managers	# of employees	121	40	3.03	1	30
	Average Wage		37	\$ 35.35	\$ 12.00	\$ 73.07
	Starting Wage		30	\$ 28.57	\$ 10.00	\$ 54.00
11-3051 Industrial Production Managers	# of employees	77	29	2.66	1	8
	Average Wage		27	\$ 31.75	\$ 12.50	\$ 64.00
	Starting Wage		27	\$ 27.62	\$ 10.10	\$ 53.00
13-1023 Purchasing Agents	# of employees	56	29	1.93	1	6
	Average Wage		27	\$ 24.38	\$ 14.00	\$ 45.00
	Starting Wage		22	\$ 21.53	\$ 10.00	\$ 36.00
13-1071 Human Resources Specialists	# of employees	43	27	1.59	1	4
	Average Wage		25	\$ 25.69	\$ 15.00	\$ 43.96
	Starting Wage		22	\$ 22.92	\$ 10.00	\$ 32.00
13-1151 Training and Development Specialists	# of employees	13	7	1.86	1	6
	Average Wage		7	\$ 23.40	\$ 15.00	\$ 35.44
	Starting Wage		5	\$ 19.64	\$ 10.00	\$ 28.34
15-1142 Network and Computer Systems Administrators	# of employees	35	18	1.94	1	5
	Average Wage		17	\$ 32.93	\$ 17.50	\$ 64.35
	Starting Wage		14	\$ 27.67	\$ 16.00	\$ 52.00
17-2071 Electrical Engineers	# of employees	21	9	2.33	1	5
	Average Wage		8	\$ 32.71	\$ 18.00	\$ 50.00
	Starting Wage		8	\$ 28.30	\$ 15.00	\$ 35.71

Job Title	Category	Total	Responses	Mean	Min	Max
17-2112 Industrial Engineers	# of employees	22	12	1.83	1	6
	Average Wage		11	\$ 36.20	\$ 21.25	\$ 51.50
	Starting Wage		9	\$ 30.09	\$ 15.00	\$ 51.50
17-2141 Mechanical Engineers	# of employees	78	17	4.59	1	13
	Average Wage		16	\$ 34.16	\$ 18.00	\$ 49.92
	Starting Wage		13	\$ 27.82	\$ 18.00	\$ 38.00
17-3013 Mechanical Drafters	# of employees	28	14	2.00	1	5
	Average Wage		13	\$ 23.13	\$ 16.12	\$ 38.46
	Starting Wage		12	\$ 20.68	\$ 13.50	\$ 28.00
41-4012 Sales Representatives, Except Technical and Scientific Products	# of employees	125	22	5.68	1	45
	Average Wage		20	\$ 32.73	\$ 15.00	\$ 73.07
	Starting Wage		16	\$ 29.49	\$ 10.00	\$ 60.10
43-4161 Human Resources Assistants	# of employees	15	15	1.00	1	1
	Average Wage		13	\$ 20.48	\$ 11.73	\$ 28.85
	Starting Wage		11	\$ 17.60	\$ 11.00	\$ 33.00
43-4171 Receptionists and Information Clerks	# of employees	34	24	1.42	1	6
	Average Wage		21	\$ 15.05	\$ 11.00	\$ 23.10
	Starting Wage		20	\$ 13.09	\$ 9.00	\$ 22.00
43-5061 Production, Planning, and Expediting Clerks	# of employees	78	22	3.55	1	30
	Average Wage		22	\$ 22.50	\$ 11.00	\$ 43.96
	Starting Wage		18	\$ 17.99	\$ 9.00	\$ 29.23
43-5071 Shipping, Receiving, and Traffic Clerks	# of employees	124	34	3.65	1	17
	Average Wage		31	\$ 16.69	\$ 11.00	\$ 26.96
	Starting Wage		29	\$ 13.94	\$ 9.00	\$ 24.00
49-9041 Industrial Machinery Mechanics	# of employees	175	18	9.72	1	42
	Average Wage		16	\$ 22.00	\$ 11.53	\$ 32.00
	Starting Wage		14	\$ 17.88	\$ 10.72	\$ 25.00
49-9071 Maintenance and Repair Workers, General	# of employees	186	34	5.47	1	27
	Average Wage		31	\$ 21.78	\$ 13.00	\$ 41.25
	Starting Wage		30	\$ 18.39	\$ 10.00	\$ 27.00
51-1011 First Line Supervisors of Production and Operating Workers	# of employees	303	43	7.05	1	61
	Average Wage		39	\$ 23.47	\$ 12.50	\$ 38.62
	Starting Wage		34	\$ 18.45	\$ 10.00	\$ 26.00
51-2028 Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers	# of employees	21	4	5.25	1	11
	Average Wage		3	\$ 20.19	\$ 18.75	\$ 22.83
	Starting Wage		3	\$ 19.57	\$ 14.50	\$ 24.60
51-2031 Engine and Other Machine Assemblers	# of employees	29	3	9.67	1	25
	Average Wage		2	\$ 18.02	\$ 15.00	\$ 21.04
	Starting Wage		1	\$ 18.25	\$ 18.25	\$ 18.25
51-2041 Structural Metal Fabricators and Fitters	# of employees	11	4	2.75	1	4
	Average Wage		3	\$ 15.50	\$ 12.00	\$ 22.00
	Starting Wage		3	\$ 13.70	\$ 10.00	\$ 21.00
51-2098 Assemblers and Fabricators, All Other, Including Team Assemblers	# of employees	1378	23	59.91	1	550
	Average Wage		20	\$ 15.86	\$ 11.32	\$ 24.04
	Starting Wage		20	\$ 12.90	\$ 9.50	\$ 19.00

Job Title	Category	Total	Responses	Mean	Min	Max
51-4011 Computer Controlled Machine Tool Operators, Metal and Plastic	# of employees	67	8	8.38	1	44
	Average Wage		7	\$ 18.98	\$ 12.00	\$ 24.00
	Starting Wage		7	\$ 15.16	\$ 10.00	\$ 19.90
51-4012 Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic	# of employees	19	6	3.17	1	7
	Average Wage		6	\$ 24.28	\$ 16.50	\$ 32.00
	Starting Wage		5	\$ 18.81	\$ 15.10	\$ 23.00
51-4021 Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	# of employees	21	3	7.00	2	14
	Average Wage		3	\$ 18.55	\$ 15.10	\$ 24.34
	Starting Wage		3	\$ 13.07	\$ 11.00	\$ 16.22
51-4031 Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	# of employees	198	7	28.29	2	85
	Average Wage		6	\$ 17.36	\$ 14.25	\$ 19.32
	Starting Wage		4	\$ 14.60	\$ 12.00	\$ 16.91
51-4033 Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	# of employees	171	3	57.00	1	167
	Average Wage		2	\$ 16.93	\$ 15.75	\$ 18.10
	Starting Wage		3	\$ 14.53	\$ 13.00	\$ 16.08
51-4041 Machinists	# of employees	159	16	9.94	1	40
	Average Wage		16	\$ 21.03	\$ 16.50	\$ 30.00
	Starting Wage		14	\$ 16.02	\$ 10.00	\$ 24.98
51-4081 Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	# of employees	164	4	41.00	4	137
	Average Wage		4	\$ 16.77	\$ 15.50	\$ 17.90
	Starting Wage		3	\$ 13.43	\$ 12.08	\$ 14.70
51-4111 Tool and Die Makers	# of employees	84	10	8.40	1	23
	Average Wage		9	\$ 22.36	\$ 18.54	\$ 28.00
	Starting Wage		8	\$ 17.79	\$ 11.00	\$ 25.00
51-4121 Welders, Cutters, Solderers, and Brazers	# of employees	128	13	9.85	2	65
	Average Wage		12	\$ 18.39	\$ 12.50	\$ 29.00
	Starting Wage		10	\$ 15.14	\$ 10.10	\$ 20.33
51-4122 Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	# of employees	94	4	23.50	2	79
	Average Wage		3	\$ 16.28	\$ 12.50	\$ 22.81
	Starting Wage		3	\$ 13.14	\$ 10.10	\$ 17.25
51-7042 Woodworking Machine Setters, Operators, and Tenders	# of employees	28	3	9.33	3	17
	Average Wage		3	\$ 15.37	\$ 15.00	\$ 16.00
	Starting Wage		1	\$ 12.00	\$ 12.00	\$ 12.00
51-9023 Mixing and Blending Machine Setters, Operators, and Tenders	# of employees	24	4	6.00	2	15
	Average Wage		4	\$ 16.46	\$ 12.00	\$ 20.88
	Starting Wage		4	\$ 13.70	\$ 10.00	\$ 16.75
51-9061 Inspectors, Testers, Sorters, Samplers, and Weighers	# of employees	181	17	10.65	1	80
	Average Wage		15	\$ 16.51	\$ 12.29	\$ 22.00
	Starting Wage		14	\$ 14.33	\$ 11.23	\$ 19.11
51-9111 Packaging and Filling Machine Operators and Tenders	# of employees	58	5	11.60	2	26
	Average Wage		5	\$ 13.84	\$ 11.10	\$ 16.20
	Starting Wage		4	\$ 13.61	\$ 11.00	\$ 16.20
51-9121 Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	# of employees	56	10	5.60	1	15
	Average Wage		9	\$ 16.97	\$ 14.00	\$ 21.00
	Starting Wage		7	\$ 13.66	\$ 10.00	\$ 17.15

Job Title	Category	Total	Responses	Mean	Min	Max
51-9196 Paper Goods Machine Setters, Operators, and Tenders	# of employees	48	4	12.00	1	30
	Average Wage		4	\$ 14.86	\$ 12.75	\$ 16.35
	Starting Wage		3	\$ 13.33	\$ 11.00	\$ 16.00
51-9198 Helpers, Production Workers	# of employees	77	11	7.00	1	22
	Average Wage		12	\$ 13.22	\$ 10.00	\$ 21.00
	Starting Wage		10	\$ 12.13	\$ 10.00	\$ 17.00
51-9199 Production Workers, All Others	# of employees	1198	19	63.05	3	433
	Average Wage		17	\$ 14.24	\$ 10.50	\$ 21.00
	Starting Wage		17	\$ 11.90	\$ 9.00	\$ 17.00
53-7021 Crane and Tower Operators	# of employees	3	2	1.50	1	2
	Average Wage		2	\$ 13.39	\$ 12.50	\$ 14.27
	Starting Wage		2	\$ 12.25	\$ 12.00	\$ 12.50
53-7051 Industrial Truck and Tractor Operators	# of employees	199	17	11.71	1	73
	Average Wage		16	\$ 16.43	\$ 11.63	\$ 21.00
	Starting Wage		12	\$ 13.81	\$ 10.61	\$ 17.93
53-7062 Laborers and Freight, Stock, and Material Movers, Hand	# of employees	323	14	23.07	1	130
	Average Wage		13	\$ 15.01	\$ 11.00	\$ 21.00
	Starting Wage		12	\$ 14.40	\$ 10.10	\$ 19.00
53-7063 Machine Feeders and Offbearers	# of employees	37	3	12.33	5	25
	Average Wage		3	\$ 13.10	\$ 11.43	\$ 15.90
	Starting Wage		3	\$ 12.07	\$ 10.72	\$ 14.50
53-7064 Packers and Packagers, Hand	# of employees	145	8	18.13	1	71
	Average Wage		7	\$ 14.86	\$ 13.00	\$ 21.00
	Starting Wage		5	\$ 12.00	\$ 10.00	\$ 15.40