

**THE
EASTERN JACKSON COUNTY, MISSOURI
AREA
WAGE & FRINGE BENEFITS
SURVEY**

November, 2003

Compiled and Prepared by

THE PATHFINDERS



Dallas, Texas

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INTRODUCTION

This Eastern Jackson County, Missouri Area Wage and Fringe Benefits Survey was sponsored by the Jackson County Department of Economic Development in conjunction with the Lee's Summit Economic Development Council (LSEDC). It was conducted by The Pathfinders, an economic development and corporate site-selection consultant firm.

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

Low Entry Pay	Low Average Pay
Average Entry Pay	Average Average Pay
High Entry Pay	High Average Pay
	Weighted Average Pay

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

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

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

Information from participating companies is held in confidence; however, general information regarding this survey can be obtained by contacting the offices of The Pathfinders via telephone (972-418-7588); fax (972-418-1588); or, e-mail (info@thepathfindersus.com). The LSEDC can be reached at 816-525-6617.

SURVEY SUMMARY

Thirty-eight (38) firms participated in the Eastern Jackson County, Missouri Area Wage and Fringe Benefits Survey, representing an employment base of over eleven thousand (11,000) workers. Thirteen companies (35%) reported more than 250 employees each. Eleven of the participating firms (29%) during the past twelve months increased employment, and eleven (29%) decreased employment for a net of -207 jobs. Eleven firms (29%) project increasing employment during the next twelve months for a total of more than 150 jobs, while four of the reporting companies (11%) project decreasing the number of jobs over the next twelve months for a net of +134 jobs.

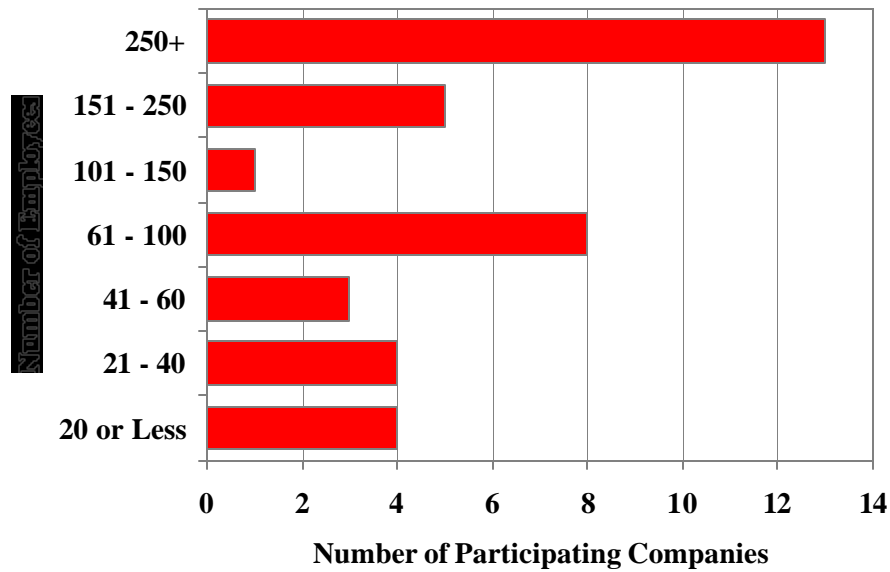
Of the reporting companies, five (14%) are unionized, with an average of approximately 64% of workers belonging to the unions. The reported total annual payroll for the participating companies approached \$283 million, although it should be noted that not all companies responded to the annual payroll question.

When responding to questions about employee attitudes and productivity, the responses were favorable. Most companies did, however, report more difficulty in finding skilled workers than unskilled workers. The participating companies reported lower turnover among skilled workers than unskilled workers.

Survey participants were asked to report the percentage of their workforce using a personal computer every day. All 38 companies responded to this question, resulting in an average of 53.3% of employees working on a computer on a daily basis.

A chart illustrating the number of participating companies by number of employees is shown on the following page. The chart is followed by a table outlining various economic impacts the workforce has on the local community.

Participating Companies by Total Employment

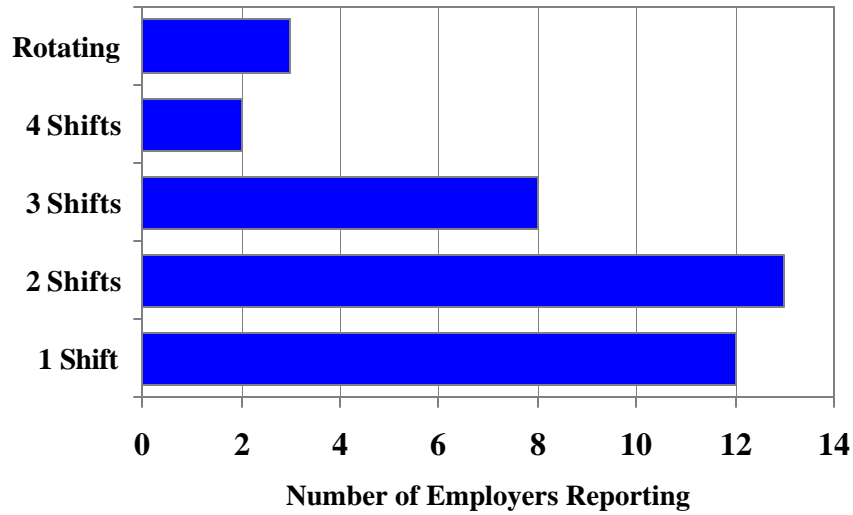


Economic Impacts

Total Employment of Participating Companies	11,290
Annual local income	\$ 725 million
Local retail sales (annual)	\$ 379 million
Additional bank deposits	\$ 278 million

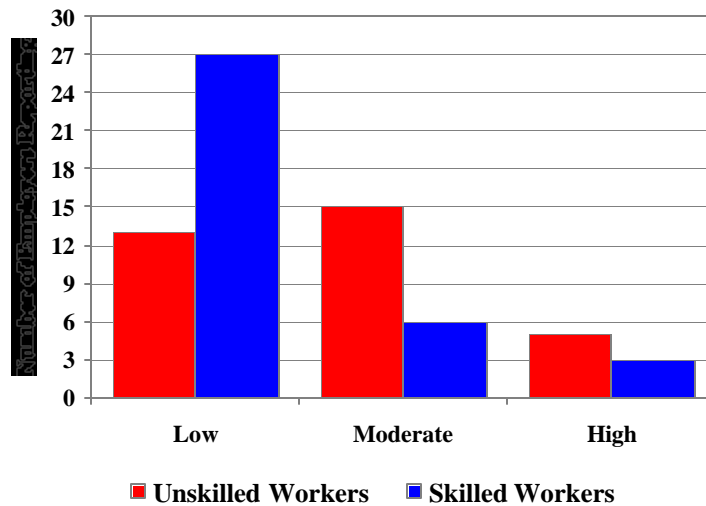
Companies responding to the survey were asked to report the number of shifts worked. This information is reported on the chart below.

Shifts Reported



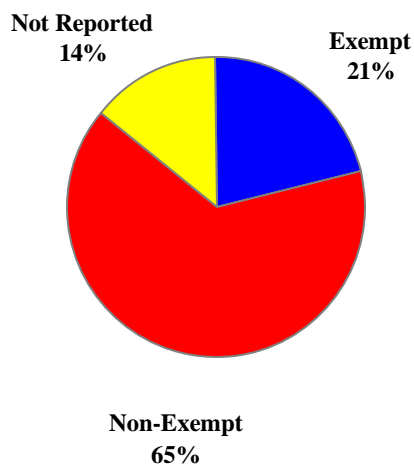
Survey respondents were asked to rate turnover among unskilled and skilled workers as low, moderate, or high. The results are indicated below.

Turnover Ratings

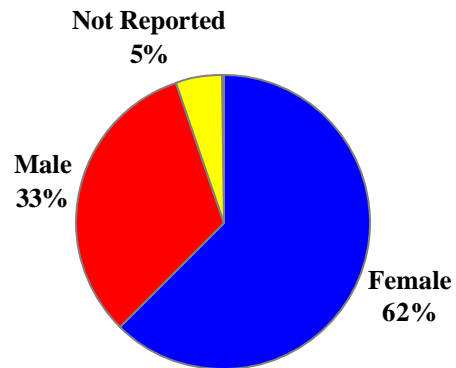


The percentages of exempt and non-exempt employees, as well as male and female employees, of the reporting companies are illustrated in the pie charts below. An exempt employee is not eligible for overtime.

Exempt / Non-Exempt Employees



Female / Male Employees

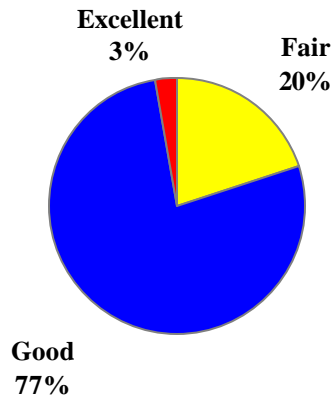


Employers were asked to rate their employees on an “excellent”, “good”, “fair” or “poor” basis with regard to worker productivity and attitudes. Further, employers were asked to rate the availability of skilled and unskilled workers using the same measures. The pie charts on the next page reflect the findings of this series of questions.

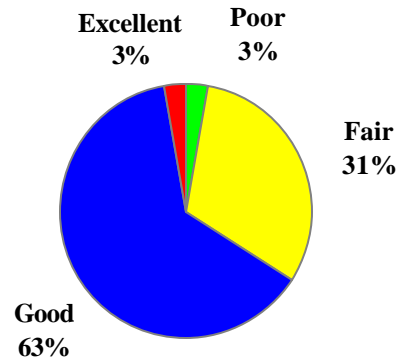
EMPLOYER RATINGS OF WORKFORCE

(percentages of employers surveyed)

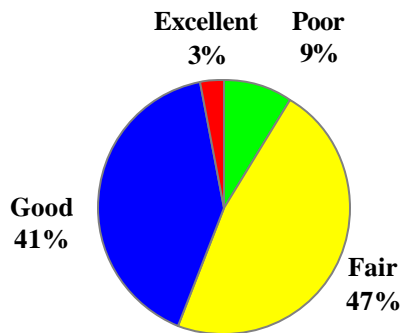
Productivity



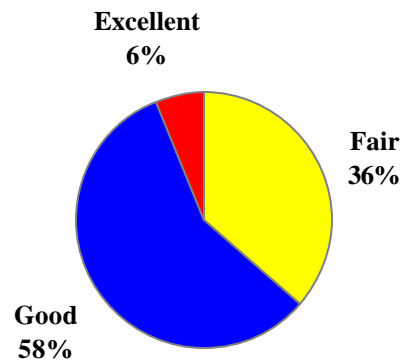
Attitudes



Skilled Availability



Unskilled Availability



WAGE SECTION

SUMMARY OF WAGES REPORTED

Employers were asked to report entry-level wage, average wage, and number of employees for each job classification.

- Some companies did not report both entry and average hourly wages for their employees. In those instances, whatever wage was reported (entry or average) was used for both.
- Some companies reported the hourly wages, but not the number of employees associated with the job. In those instances, the hourly wages were entered and the number of employees for the job was entered as one (1).
- In cases where only one company had a particular listed job title, the wages for that job were not reported for confidentiality reasons.

The wage data presented includes:

- Low Entry Pay – the lowest entry pay by each job title among all companies responding
- Average Entry Pay – the average entry pay by each job title when all participating companies are considered
- High Entry Pay – the highest entry pay by each job title among all companies responding

Average Pay – While companies typically have a single “entry pay rate” by job title, over time people working within that job title may have different pay rates (even in the same company) because of length of job tenure, merit raises, etc. The “average pay” in a job title reported by a participant considers the average of the pay rates of everyone in that job title.

Some workers because of short tenure in that job may still be at the entry rate while others will be higher.

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

SOC Code	EASTERN JACKSON COUNTY, MISSOURI AREA WAGE SUMMARY	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Average Average Wage	Weighted Average Wage	Number of Employees	Number of Firms
11.1021	General and Operations Manager	\$12.00	\$64.90	\$31.65	\$17.00	\$64.90	\$39.12	\$30.13	86	23
11.2022	Sales Managers	\$10.00	\$52.25	\$29.66	\$13.50	\$52.25	\$32.25	\$31.86	24	14
11.3011	Administrative Services Managers	\$11.50	\$50.48	\$26.31	\$15.83	\$50.48	\$30.84	\$24.28	29	7
11.3031	Financial Managers	\$11.00	\$52.88	\$25.83	\$13.00	\$52.88	\$29.72	\$24.93	49	17
11.3051	Industrial Production Managers	\$12.00	\$45.00	\$25.47	\$19.70	\$50.00	\$33.12	\$33.46	15	7
11.9041	Engineering Managers	\$29.00	\$58.90	\$39.25	\$30.00	\$58.90	\$43.09	\$47.22	16	7
11.9111	Medical and Health Services Managers	\$26.20	\$26.50	\$26.35	\$29.00	\$33.50	\$31.25	\$31.65	17	2
17.2071	Electrical Engineers	\$19.52	\$34.00	\$28.59	\$24.43	\$52.00	\$36.23	\$35.13	11	3
17.2081	Environmental Engineers	\$23.56	\$27.00	\$25.28	\$27.00	\$27.81	\$27.41	\$27.41	2	2
17.3011	Architectural and Civil Drafters	\$15.00	\$26.00	\$20.50	\$18.76	\$26.00	\$22.38	\$19.97	6	2
17.3013	Mechanical Drafters	\$12.00	\$14.14	\$13.05	\$16.83	\$21.00	\$18.28	\$18.30	9	3
17.3023	Electrical and Electronic Engineering Technicians	\$11.50	\$22.00	\$16.10	\$14.80	\$25.85	\$19.92	\$20.86	32	3
17.3026	Industrial Engineering Technicians	\$11.56	\$24.00	\$16.40	\$20.00	\$24.00	\$22.56	\$23.46	15	3
19.2031	Chemists	\$22.00	\$31.25	\$26.56	\$29.00	\$31.25	\$30.06	\$29.86	19	4
19.4031	Chemical Technicians	*	*	*	*	*	*	*	2	1
29.2051	Dietetic Technicians	\$7.01	\$16.20	\$10.94	\$8.37	\$16.20	\$12.42	\$8.60	52	3
29.2061	Licensed Practical and Vocational Nurses	\$10.96	\$13.35	\$12.69	\$13.00	\$16.54	\$15.64	\$16.34	155	5
29.2071	Medical Records and Health Information Technicians	\$7.93	\$10.45	\$9.05	\$9.19	\$12.50	\$10.79	\$11.01	25	4
31.1011	Home Health Aides	*	*	*	*	*	*	*	22	1
31.1012	Nursing Aides, Orderlies and Attendants	\$7.70	\$9.55	\$8.46	\$9.53	\$10.76	\$10.08	\$10.25	361	4
35.2011	Cooks, Fast Food	\$8.50	\$9.85	\$9.30	\$10.55	\$11.50	\$11.14	\$10.94	36	3
35.3022	Counter Attendants	*	*	*	*	*	*	*	20	1

SOC Code	EASTERN JACKSON COUNTY, MISSOURI AREA WAGE SUMMARY	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Average Average Wage	Weighted Average Wage	Number of Employees	Number of Firms
35.3031	Waiters and Waitresses	*	*	*	*	*	*	*	66	1
35.3041	Food Servers, Non-Restaurant	\$6.00	\$8.55	\$7.39	\$7.40	\$9.18	\$8.62	\$8.75	107	4
37.2011	Janitors and Cleaners	\$6.95	\$15.37	\$9.45	\$8.37	\$19.37	\$11.21	\$11.78	152	13
37.2012	Maids and Housekeeping	\$4.38	\$8.53	\$6.67	\$7.75	\$9.69	\$9.02	\$9.47	122	4
41.1011	First Line Supervisors of Retail/Sales Workers	\$6.50	\$14.42	\$10.42	\$10.00	\$15.30	\$12.53	\$11.22	47	4
41.2011	Counter and Rental Clerks	*	*	*	*	*	*	*	15	1
41.2011	Cashiers	\$6.00	\$8.85	\$7.39	\$7.20	\$12.74	\$8.94	\$8.07	210	5
41.2031	Retail Salespersons	\$7.50	\$8.18	\$7.77	\$8.25	\$14.14	\$10.80	\$9.74	77	3
41.9041	Telemarketers	\$10.00	\$11.52	\$10.76	\$12.20	\$17.00	\$14.60	\$13.40	4	2
43.1011	First Line Supervisors of Office and Administrative Support Workers	\$9.00	\$26.49	\$17.53	\$12.00	\$28.00	\$22.01	\$21.19	286	12
43.3071	Tellers	\$7.00	\$10.00	\$8.35	\$9.10	\$13.15	\$10.57	\$9.99	67	5
43.4051	Customer Service Representatives	\$5.40	\$13.46	\$10.13	\$7.35	\$16.96	\$12.45	\$15.78	1523	20
43.4151	Order Clerks	\$10.00	\$10.43	\$10.22	\$12.00	\$14.23	\$13.12	\$12.56	4	2
43.4171	Receptionists and Information Clerks	\$7.01	\$12.84	\$9.50	\$8.00	\$16.55	\$12.22	\$11.51	51	21
43.9061	Office Clerks, General	\$7.30	\$16.68	\$10.26	\$8.59	\$18.24	\$13.15	\$13.48	206	17
47.2141	Painters, Construction Maintenance	\$11.40	\$20.57	\$15.99	\$14.59	\$20.57	\$17.58	\$15.59	6	2
49.1011	First Line Supervisors of Mechanics, Installers and Repairers	\$17.00	\$30.77	\$24.99	\$19.11	\$35.00	\$26.95	\$27.00	12	9
49.9041	Industrial Machinery Mechanics	\$12.05	\$20.11	\$14.37	\$13.46	\$23.11	\$17.06	\$20.90	34	5
49.9042	Maintenance and Repair Workers, General	\$8.50	\$20.11	\$12.48	\$11.50	\$23.11	\$15.72	\$16.05	76	13
49.9043	Maintenance Workers Machinery	\$10.71	\$15.00	\$12.94	\$15.66	\$17.75	\$16.92	\$16.98	26	4
49.9098	Helpers, Installation, Maintenance and Repair Workers	\$10.77	\$12.07	\$11.61	\$12.07	\$14.64	\$13.40	\$13.40	3	3

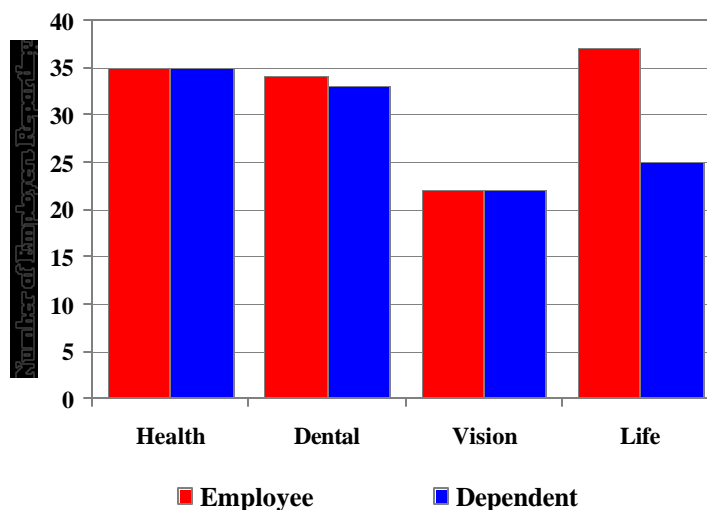
SOC Code	EASTERN JACKSON COUNTY, MISSOURI AREA WAGE SUMMARY	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Average Average Wage	Weighted Average Wage	Number of Employees	Number of Firms
51.1011	First Line Supervisors of Production and Operating Workers	\$10.00	\$30.00	\$18.19	\$12.00	\$38.00	\$21.13	\$21.96	77	16
51.2023	Electromechanical Equipment assemblers	*	*	*	*	*	*	*	24	1
51.2031	Engine and Other Machine Assemblers	*	*	*	*	*	*	*	14	1
51.4012	Numerical Tool and Process Control Programmers	\$10.71	\$18.00	\$14.01	\$16.64	\$22.00	\$18.52	\$18.69	17	3
51.4031	Cutting, Punching and Press Machine Setters	*	*	*	*	*	*	*	1	1
51.4041	Machinists	\$9.50	\$21.52	\$13.82	\$11.04	\$24.52	\$17.43	\$17.28	84	7
51.4072	Molding, Coremaking and Casting Machine Setters	\$10.00	\$14.69	\$11.80	\$15.00	\$19.94	\$17.52	\$19.26	36	3
51.4081	Multiple Machine Setters, Operators and Tenders	\$10.00	\$11.54	\$10.77	\$11.54	\$13.62	\$12.58	\$12.54	27	2
51.4111	Tool and Die Makers	\$10.00	\$23.87	\$16.39	\$14.61	\$23.87	\$20.32	\$21.32	41	7
51.4121	Welders, Cutters, Solderers and Brazers	\$10.00	\$12.05	\$11.03	\$12.14	\$13.57	\$12.86	\$12.26	12	2
51.4193	Plating and Coating Machine Setters, Operators and Tenders	*	*	*	*	*	*	*	1	1
51.5023	Printing Machine Operators	\$8.00	\$10.00	\$9.12	\$9.50	\$13.95	\$12.33	\$12.69	55	3
51.9023	Mixing and Blending Machine Setters, Operators and Tenders	\$9.00	\$15.37	\$11.53	\$11.75	\$19.37	\$13.78	\$18.51	69	4
51.9041	Extruding, Forming, Pressing and Compacting Machine Setters, Operators and Tenders	\$9.00	\$13.05	\$11.03	\$12.97	\$15.66	\$14.32	\$13.35	7	2
51.9061	Inspectors, Testers, Sorters, Samplers, and Weighers	\$8.00	\$15.00	\$11.48	\$11.00	\$19.50	\$13.92	\$14.49	52	8
51.9111	Packaging and Filling Machine Operators and Tenders	\$8.00	\$15.37	\$10.91	\$9.69	\$20.41	\$14.81	\$18.69	134	4

SOC Code	EASTERN JACKSON COUNTY, MISSOURI AREA WAGE SUMMARY	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Average Average Wage	Weighted Average Wage	Number of Employees	Number of Firms
51.9198	Helpers - Production Workers	\$6.00	\$11.73	\$8.02	\$7.00	\$11.73	\$9.37	\$9.75	200	7
53.1021	First Line Supervisors of Helpers, Laborers and Material Movers	\$9.00	\$20.00	\$15.20	\$11.56	\$25.00	\$18.47	\$17.53	16	9
53.3032	Truck Drivers, Heavy and Tractor-Trailer	\$8.00	\$11.54	\$10.11	\$10.68	\$16.10	\$13.04	\$14.33	25	7
53.7011	Conveyer Operators and Tenders	\$9.20	\$9.57	\$9.39	\$10.37	\$10.68	\$10.53	\$10.39	13	2
53.7051	Industrial Truck and Tractor Operators	\$8.00	\$10.86	\$9.71	\$9.30	\$13.86	\$11.54	\$12.20	77	5
53.7064	Packers and Packagers	\$8.00	\$14.69	\$9.30	\$9.20	\$14.69	\$11.17	\$10.01	125	7

* omitted for confidentiality purposes

FRINGE BENEFITS SECTION

INSURANCE COVERAGE



The above chart separates insurance coverage into the categories of health, dental, life and vision care insurance and depicts the number of participating employers offering each type of insurance coverage for their workers and families regardless of the percent of premium paid for by the company.

The tables on the following page illustrate the number of companies reporting specific percentages of insurance premiums paid for employees and dependents for the four categories of health, dental, vision and life insurance. The companies which reported having coverage for the plans but declined to report the percent paid by the company are excluded from these tables. Twenty-three (23) companies reported other types of insurance than the ones listed, including long and short-term disability and accidental death and dismemberment. Thirty-five of the reporting companies (93%) stated that the health insurance coverage afforded their employees included some type of prescription drug plan.

Health Insurance

Company Pays	Employee	Dependent
	Number of Companies	Number of Companies
100%	6	1
90 to 99%	10	6
80 to 89%	6	5
70 to 79%	7	8
60 to 69%	2	2
50 to 59%	1	5
1 to 49%	1	2
0%	0	5

Dental Insurance

Company Pays	Employee	Dependent
	Number of Companies	Number of Companies
100%	8	2
90 to 99%	5	3
80 to 89%	3	2
70 to 79%	5	5
60 to 69%	0	1
50 to 59%	4	6
1 to 49%	2	3
0%	5	10

Vision Care Insurance

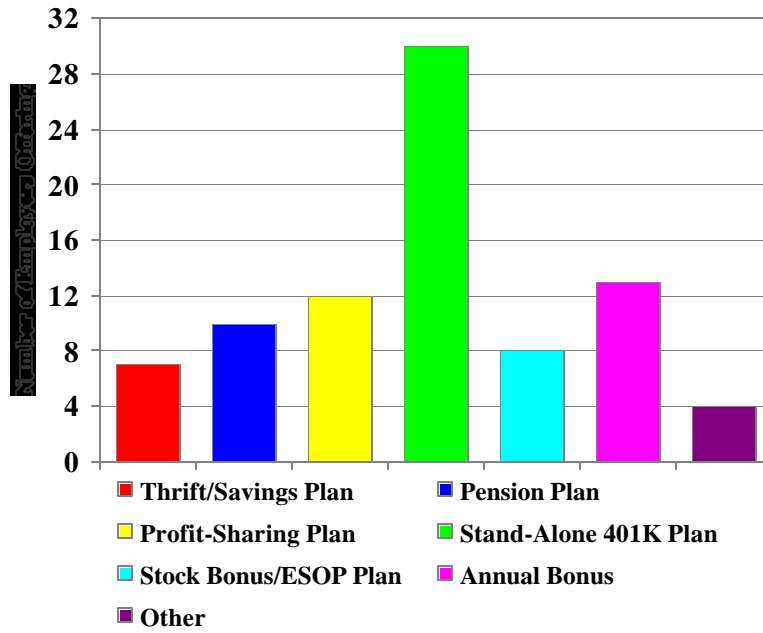
Company Pays	Employee	Dependent
	Number of Companies	Number of Companies
100%	7	6
90 to 99%	2	1
80 to 89%	0	0
70 to 79%	4	3
60 to 69%	0	0
50 to 59%	0	1
1 to 49%	1	2
0%	2	4

Life Insurance

Company Pays	Employee	Dependent
	Number of Companies	Number of Companies
100%	32	5
90 to 99%	0	2
80 to 89%	0	1
70 to 79%	2	2
60 to 69%	0	0
50 to 59%	0	0
1 to 49%	0	0
0%	2	13

FINANCIAL PLANS

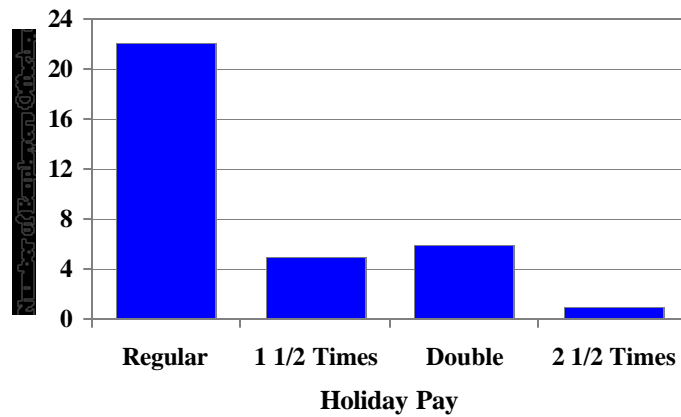
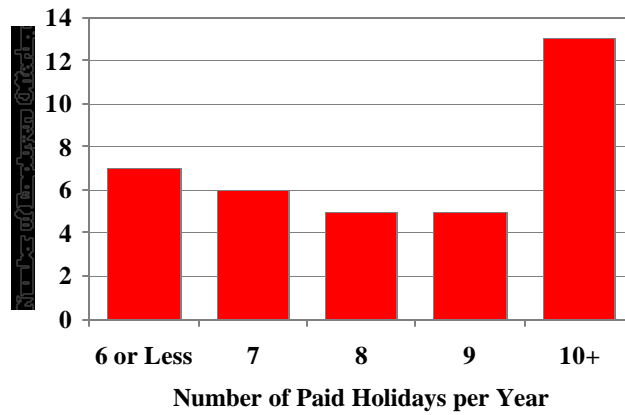
Many of the participating companies offered various financial plans to their employees, as illustrated in the following chart. Examples of “other” include credit union and 403B plan.



PAID LEAVE

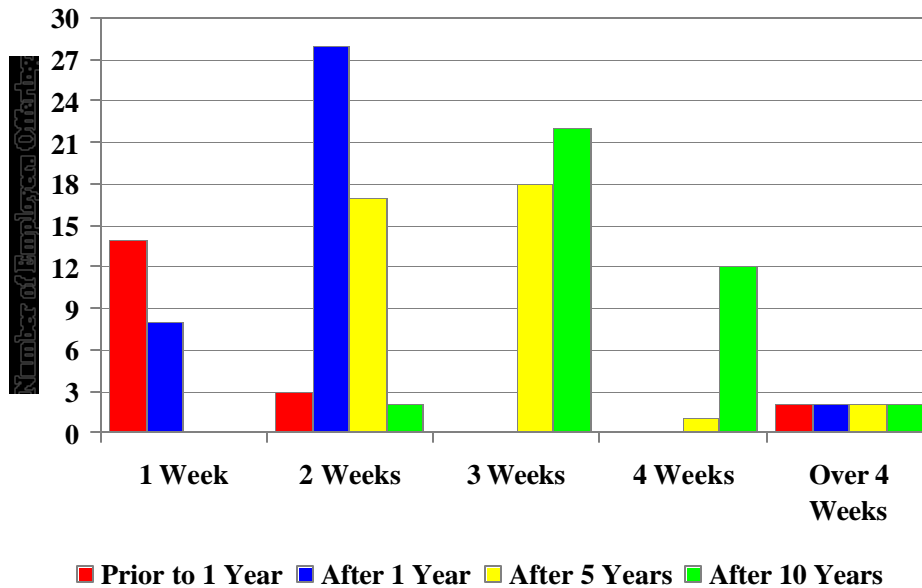
Examples of paid leave include holidays, vacation, and sick leave. Information from the participant companies on different types of paid leave is included in the following pages. Although most companies reported information for each of the paid leave categories, a few companies reported combining these categories into general leave or personal time off.

Holidays



Vacation

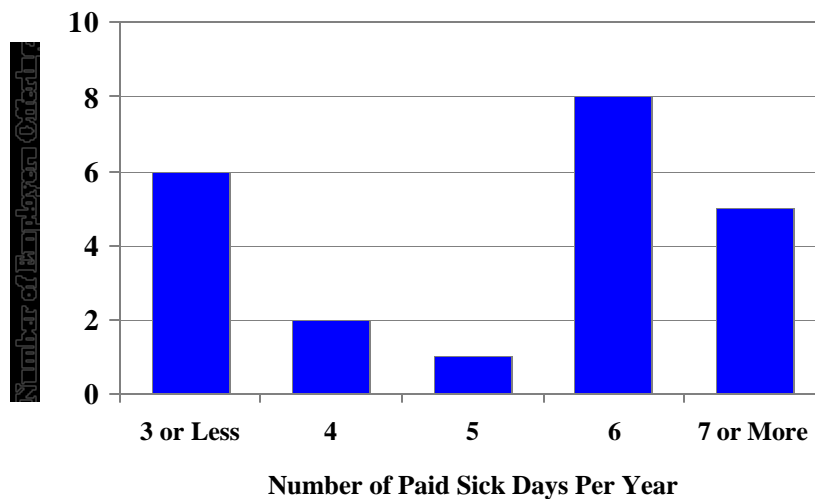
Half of the reporting companies (50% or nineteen companies) were eligible for paid vacation prior to one year of employment, and half were eligible for paid vacation after one year of employment. Further, of the reporting companies, seventeen (45%) reported pay for unused vacation time, and sixteen companies (43%) allowed vacation carry-over. The chart below shows the number of participating companies who reported offering specific numbers of vacation weeks prior to one year of employment, after one year of employment, after five years, and after ten years of employment.



In addition, thirteen (13) companies offered paid vacation other than that listed above, including two weeks after two years and four weeks after twenty years.

Sick Leave

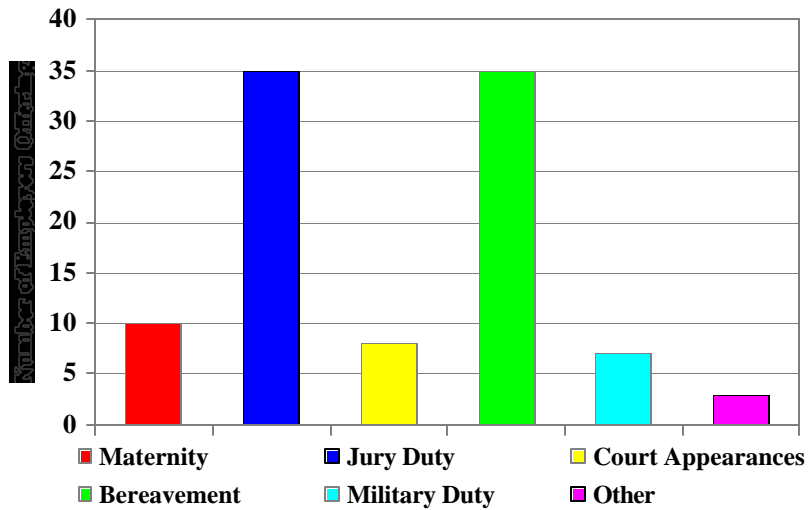
Of the participating companies, eleven (29%) reported offering no paid sick leave. The following charts give eligibility times and number of paid sick days per year for those companies which did offer paid sick leave.



Additionally, of the reporting companies, sixteen (43%) offered sick leave carry-over, and nine companies (24%) reported paying for unused sick leave.

Other Paid Leave

Participating employers were asked to report whether their companies gave additional paid time off to employees for maternity, jury duty, court appearances, bereavement, military duty or other categories. An example of “other” is personal days.



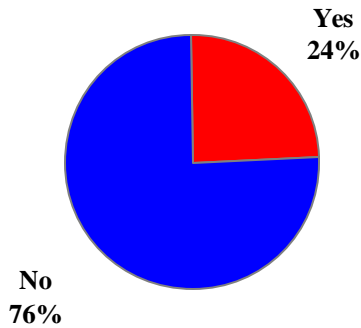
ADDITIONAL BENEFITS

Participating companies were asked whether or not they offered the following additional benefits to their employees:

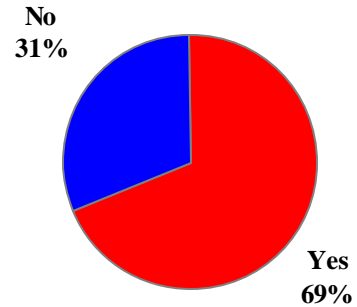
- A Formal Internship Program
- An Employee Assistance Plan
- A Formal Tuition Reimbursement Plan

The results are illustrated in the pie charts below.

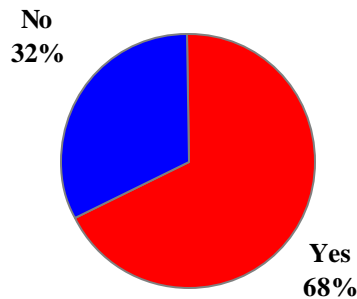
Formal Internship Program



Employee Assistance Plan



Formal Tuition Reimbursement Plan





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