

# Survey of Area Employers

The following is a survey of the actual experience from some of our area companies.

Questions	Company A	Company B	Company C	Company D	Company E
Union / Non-Union	Non-Union	Non-Union	Non-Union	Non-Union	Non-Union
Public / Private	Private	Public	Private	Public	Public
Position of Person Responding	People Service Mgr	HR mgr	HR mgr	Comp Analyst	Director HR
How many employees work at this site?	Less than 500	Over 500	Over 500	Over 500	Over 500
What is the starting hourly wage for general assembler positions (can also include manufacturing or shop labor)	\$10.00/ hr	\$10.35/hr 1st shift \$11.10/ hr 2nd shift	\$10.50 /hr	\$11.40/hr	\$11.08/hr
What is your average hourly wage for all general assembler positions?	\$14.00/ hr	\$14.00/hr	\$15.00/hr	\$14.31/hr	\$16.54/hr
What is the starting hourly wage for maintenance positions?	\$13.50 /hr	\$14.35/ hr	\$23-25.00 for skilled journeyman	\$14.90/hr	\$15.33/hr
Describe "tolerance" (unacceptable - tolerated - appreciated) for working overtime or on weekends	Appreciated	Appreciated	Requirement	Tolerated	Overtime appreciated
What shifts do you operate?	2	3	2	3	3
What is your turnover rate - annualized?	1%	10%	6%	4.90%	2.20%
What is your absentee rate?	1%	2%	2%	3.50%	9.80%
What is your applicant-to-job ratio for these manufacturing positions?	60 to 1	13 to 1	15 to 1	120 to 1	No outside hiring for a few years

<b>Weighted Average Start Wage:</b>	<b>\$10.77</b>	<b>Weighted Average Average Wage:</b>	<b>\$14.23</b>
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