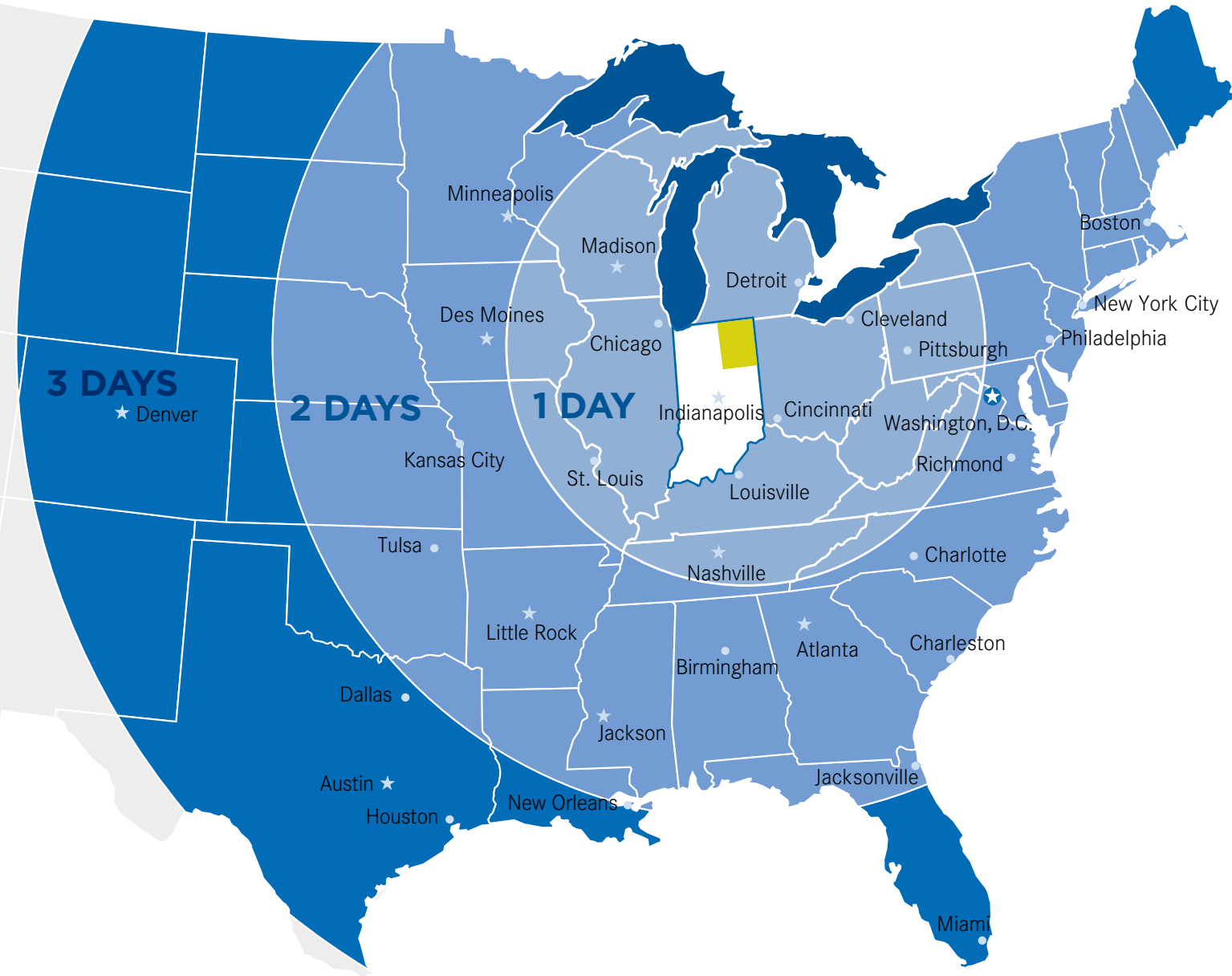


NORTHEAST INDIANA WAGE AND BENEFITS SURVEY FOUR COUNTY WEST REGION

2021



SPONSORS



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INTRODUCTION

This 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 three-county region of northeastern Indiana.

Almost 30 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

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 132.

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 survey is conducted online and the report prepared by Two Things LLC. For more information, contact twothingsllc@gmail.com.

Goods Producing, Construction and Logistics



NORTHEAST INDIANA

2021 FOUR COUNTY WEST REGION

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, Construction and Logistics

Four County West Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
MANAGEMENT OCCUPATIONS				
Chief Executives	48	\$21.52	\$49.75	\$75.05
General and Operations Managers	586	\$26.36	\$38.14	\$59.07
Marketing Managers	35	\$29.49	\$42.76	\$62.22
Sales Managers	70	\$38.30	\$52.96	\$75.79
Administrative Services and Facilities Managers	41	\$27.47	\$34.10	\$47.46
Computer and Information Systems Managers	26	\$38.35	\$50.90	\$65.29
Financial Managers	61	\$32.02	\$46.42	\$65.91
Industrial Production Managers	238	\$33.34	\$43.95	\$57.79
Purchasing Managers	34	\$30.41	\$39.81	\$52.46
Transportation, Storage, and Distribution Managers	22	\$27.56	\$40.00	\$56.48
Human Resources Managers	29	\$34.07	\$42.01	\$51.08
Training and Development Managers	10	\$55.30	\$72.67	\$96.05
Farmers, Ranchers, and Other Agricultural Managers	809	\$10.93	\$23.28	\$35.64
Construction Managers	155	\$13.59	\$26.84	\$41.68
Architectural and Engineering Managers	97	\$45.37	\$55.25	\$66.41
Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other	198	\$14.04	\$20.72	\$32.61
BUSINESS AND FINANCIAL OPERATIONS OCCUPATIONS				
Buyers and Purchasing Agents	170	\$20.16	\$25.36	\$31.33
Compliance Officers	33	\$23.08	\$28.37	\$35.55
Cost Estimators	74	\$20.15	\$28.97	\$35.13
Human Resources Specialists	111	\$19.46	\$24.32	\$30.63
Logisticians	47	\$21.94	\$32.13	\$40.21
Management Analysts	28	\$24.06	\$33.63	\$51.32
Training and Development Specialists	34	\$18.63	\$25.57	\$31.33
Market Research Analysts and Marketing Specialists	79	\$16.52	\$22.55	\$30.87
Project Management Specialists and Business Operations Specialists, All Other	74	\$19.19	\$28.42	\$38.78
Accountants and Auditors	168	\$23.11	\$29.46	\$38.79
Financial and Investment Analysts, Financial Risk Specialists, and Financial Specialists, All Other	14	\$21.01	\$30.37	\$43.26
COMPUTER AND MATHEMATICAL OCCUPATIONS				
Computer Systems Analysts	25	\$23.92	\$29.36	\$40.15
Computer User Support Specialists	56	\$15.83	\$18.90	\$24.02
Computer Network Architects	11	\$31.81	\$41.98	\$60.02
Network and Computer Systems Administrators	52	\$27.02	\$33.36	\$39.21
Computer Programmers	13	\$26.91	\$36.85	\$47.18
Software Developers and Software Quality Assurance Analysts and Testers	103	\$31.52	\$40.36	\$52.11
Computer Occupations, All Other	11	\$18.87	\$30.62	\$39.51

Northeast Indiana Wages: Goods Producing, Construction and Logistics

Four County West Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
ARCHITECTURE AND ENGINEERING OCCUPATIONS				
Bioengineers and Biomedical Engineers	18.	\$28.81	\$34.88	\$43.50
Chemical Engineers	11.	\$37.95	\$49.39	\$62.37
Electrical Engineers	70.	\$32.18	\$37.94	\$47.67
Electronics Engineers, Except Computer	39.	\$33.06	\$44.07	\$58.51
Industrial Engineers	723.	\$28.93	\$35.95	\$43.43
Materials Engineers	37.	\$32.92	\$37.41	\$42.85
Mechanical Engineers	203.	\$28.55	\$34.82	\$42.81
Engineers, All Other	71.	\$21.65	\$27.50	\$37.15
Mechanical Drafters	37.	\$17.63	\$21.85	\$25.97
Drafters, All Other	14.	\$15.76	\$17.84	\$23.32
Electrical and Electronic Engineering Technologists and Technicians	39.	\$18.79	\$25.54	\$33.79
Electro-Mechanical and Mechatronics Technologists and Technicians	16.	\$24.06	\$28.11	\$33.30
Industrial Engineering Technologists and Technicians	122.	\$20.02	\$23.55	\$27.84
Mechanical Engineering Technologists and Technicians	30.	\$22.15	\$26.19	\$30.38
Calibration Technologists and Technicians and Engineering Technologists and Technicians, Except Drafters, All Other	50.	\$20.07	\$26.81	\$33.25
LIFE, PHYSICAL, AND SOCIAL SCIENCE OCCUPATIONS				
Biochemists and Biophysicists	13.	\$61.42	\$84.88	\$110.91
Medical Scientists, Except Epidemiologists	12.	\$30.09	\$36.49	\$42.46
Chemists	26.	\$27.05	\$33.51	\$41.75
Agricultural and Food Science Technicians	13.	\$14.62	\$18.58	\$24.32
Chemical Technicians	18.	\$17.94	\$21.96	\$26.58
Occupational Health and Safety Specialists	29.	\$21.20	\$30.05	\$36.66
ARTS, DESIGN, ENTERTAINMENT, SPORTS, AND MEDIA OCCUPATIONS				
Commercial and Industrial Designers	25.	\$24.56	\$29.70	\$36.51
Graphic Designers	59.	\$13.52	\$17.02	\$24.58
Merchandise Displayers and Window Trimmers	10.	\$20.01	\$20.99	\$22.27
Public Relations Specialists	11.	\$18.36	\$22.22	\$27.63
Technical Writers	10.	\$21.79	\$27.58	\$34.52
PROTECTIVE SERVICE OCCUPATIONS				
Security Guards	16.	\$10.17	\$12.42	\$19.46

Northeast Indiana Wages: Goods Producing, Construction and Logistics

Four County West Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
FOOD PREPARATION AND SERVING RELATED OCCUPATIONS				
Bartenders	15	\$8.78	\$10.05	\$11.63
Waiters and Waitresses	13	\$8.85	\$9.79	\$13.70
BUILDING AND GROUNDS CLEANING AND MAINTENANCE OCCUPATIONS				
Janitors and Cleaners, Except Maids and				
Housekeeping Cleaners	139	\$10.56	\$13.21	\$15.80
Landscaping and Groundskeeping Workers	21	\$9.92	\$13.23	\$17.66
PERSONAL CARE AND SERVICE OCCUPATIONS				
Animal Trainers	20	\$8.15	\$11.16	\$18.14
Animal Caretakers	34	\$8.67	\$10.25	\$12.81
SALES AND RELATED OCCUPATIONS				
First-Line Supervisors of Non-Retail Sales Workers	17	\$16.21	\$26.87	\$39.43
Retail Salespersons	56	\$8.99	\$10.63	\$13.70
Sales Representatives of Services, Except Advertising,				
Insurance, Financial Services, and Travel	85	\$20.16	\$26.97	\$44.20
Sales Representatives, Wholesale and Manufacturing,				
Technical and Scientific Products	140	\$27.74	\$41.62	\$56.89
Sales Representatives, Wholesale and Manufacturing,				
Except Technical and Scientific Products	472	\$20.89	\$27.95	\$40.01
Sales Engineers	17	\$38.44	\$62.09	\$84.77
OFFICE AND ADMINISTRATIVE SUPPORT OCCUPATIONS				
First-Line Supervisors of Office and Administrative				
Support Workers	178	\$17.58	\$24.15	\$33.09
Billing and Posting Clerks	33	\$14.77	\$16.98	\$19.38
Bookkeeping, Accounting, and Auditing Clerks	235	\$13.55	\$16.80	\$20.51
Payroll and Timekeeping Clerks	19	\$15.11	\$18.27	\$23.29
Procurement Clerks	15	\$16.06	\$19.11	\$21.96
Customer Service Representatives	353	\$13.94	\$18.02	\$22.65
Order Clerks	22	\$13.86	\$17.40	\$20.83
Receptionists and Information Clerks	43	\$10.78	\$13.20	\$15.64
Cargo and Freight Agents	15	\$17.41	\$21.68	\$24.66
Couriers and Messengers	18	\$9.38	\$11.59	\$17.05
Dispatchers, Except Police, Fire, and Ambulance	41	\$14.11	\$20.38	\$28.43
Production, Planning, and Expediting Clerks	159	\$19.15	\$23.52	\$28.60
Shipping, Receiving, and Inventory Clerks	534	\$14.11	\$17.00	\$20.28
Weighers, Measurers, Checkers, and Samplers,				
Recordkeeping	23	\$12.83	\$16.18	\$19.80

Northeast Indiana Wages: Goods Producing, Construction and Logistics

Four County West Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
OFFICE AND ADMINISTRATIVE SUPPORT OCCUPATIONS <i>CONTINUED</i>				
Executive Secretaries and Executive				
Administrative Assistants	31	\$17.79	\$21.81	\$27.34
Secretaries and Administrative Assistants, Except Legal,				
Medical, and Executive	186	\$11.33	\$14.52	\$18.02
Data Entry Keyers	11	\$11.57	\$14.47	\$17.61
Mail Clerks and Mail Machine Operators,				
Except Postal Service	16	\$14.42	\$16.25	\$18.15
Office Clerks, General	662	\$12.43	\$15.45	\$18.55
Office and Administrative Support Workers, All Other	13	\$9.41	\$15.71	\$22.04
FARMING, FISHING, AND FORESTRY OCCUPATIONS				
First-Line Supervisors of Farming, Fishing, and				
Forestry Workers	42	\$17.03	\$24.70	\$30.77
Graders and Sorters, Agricultural Products	26	\$9.48	\$12.53	\$14.47
AGRICULTURAL EQUIPMENT OPERATORS				
		\$13.86	\$17.23	\$20.47
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	521	\$10.87	\$12.17	\$14.75
Farmworkers, Farm, Ranch, and Aquacultural Animals	220	\$10.35	\$12.36	\$16.01
Agricultural Workers, All Other	91	\$8.39	\$9.53	\$13.90
Logging Equipment Operators	25	\$10.57	\$14.77	\$23.34
CONSTRUCTION AND EXTRACTION OCCUPATIONS				
First-Line Supervisors of Construction Trades and				
Extraction Workers	263	\$19.58	\$25.82	\$33.81
Brickmasons and Blockmasons	32	\$13.62	\$20.53	\$28.76
Carpenters	480	\$12.59	\$18.06	\$25.84
Tile and Stone Setters	18	\$8.69	\$12.72	\$19.32
Cement Masons and Concrete Finishers	132	\$14.42	\$18.53	\$24.91
Construction Laborers	833	\$11.81	\$15.85	\$20.35
Paving, Surfacing, and Tamping Equipment Operators	16	\$15.31	\$17.68	\$22.20
Operating Engineers and Other Construction				
Equipment Operators	195	\$18.14	\$23.01	\$28.69
Drywall and Ceiling Tile Installers	23	\$10.57	\$16.80	\$21.51
Electricians	429	\$18.09	\$23.58	\$30.24
Glaziers	23	\$15.88	\$20.37	\$23.90
Insulation Workers, Floor, Ceiling, and Wall	14	\$10.92	\$15.01	\$19.05
Insulation Workers, Mechanical	11	\$41.35	\$57.90	\$78.28
Painters, Construction and Maintenance	149	\$10.14	\$15.65	\$21.51
Plumbers, Pipefitters, and Steamfitters	177	\$19.09	\$25.47	\$34.09
Reinforcing Iron and Rebar Workers	13	\$15.34	\$21.03	\$29.56
Roofers	55	\$9.25	\$14.86	\$21.26

Northeast Indiana Wages: Goods Producing, Construction and Logistics

Four County West Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
CONSTRUCTION AND EXTRACTION OCCUPATIONS <i>CONTINUED</i>				
Sheet Metal Workers	49	\$18.86	\$26.73	\$39.58
Structural Iron and Steel Workers	55	\$17.08	\$21.75	\$27.01
Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	11	\$12.53	\$16.19	\$20.52
Helpers--Carpenters	13	\$13.50	\$17.06	\$23.51
Helpers--Electricians	39	\$11.79	\$12.55	\$13.32
Helpers, Construction Trades, All Other	10	\$13.21	\$15.84	\$17.55
Fence Erectors	11	\$11.66	\$14.22	\$18.63
INSTALLATION, MAINTENANCE, AND REPAIR OCCUPATIONS				
First-Line Supervisors of Mechanics, Installers, and Repairers Telecommunications Equipment Installers and Repairers, Except Line Installers	135	\$23.91	\$31.14	\$40.08
Electrical and Electronics Repairers, Commercial and Industrial Equipment	41	\$20.48	\$26.99	\$29.66
Audiovisual Equipment Installers and Repairers	10	\$15.83	\$17.76	\$19.66
Security and Fire Alarm Systems Installers	15	\$13.39	\$16.05	\$20.37
Bus and Truck Mechanics and Diesel Engine Specialists	74	\$17.82	\$21.02	\$24.40
Mobile Heavy Equipment Mechanics, Except Engines	39	\$19.25	\$22.73	\$27.51
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	152	\$17.17	\$21.58	\$27.37
Industrial Machinery Mechanics	305	\$18.61	\$22.88	\$27.86
Maintenance Workers, Machinery	36	\$17.42	\$20.77	\$24.32
Millwrights	53	\$18.90	\$23.94	\$31.30
Electrical Power-Line Installers and Repairers	55	\$24.83	\$33.71	\$40.07
Telecommunications Line Installers and Repairers	12	\$15.01	\$18.64	\$25.61
Medical Equipment Repairers	16	\$16.55	\$18.99	\$23.74
Maintenance and Repair Workers, General	525	\$16.05	\$20.66	\$25.22
Riggers	23	\$19.75	\$23.85	\$33.39
Helpers--Installation, Maintenance, and Repair Workers	13	\$11.52	\$13.61	\$15.67
Installation, Maintenance, and Repair Workers, All Other	18	\$13.48	\$17.17	\$24.11

Northeast Indiana Wages: Goods Producing, Construction and Logistics

Four County West Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
PRODUCTION OCCUPATIONS				
First-Line Supervisors of Production and Operating Workers	1,171	\$21.13	\$27.28	\$34.33
Coil Winders, Tapers, and Finishers	58	\$14.75	\$17.36	\$20.12
Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers	406	\$11.75	\$14.41	\$17.58
Engine and Other Machine Assemblers	73	\$14.89	\$17.63	\$19.93
Structural Metal Fabricators and Fitters	45	\$13.31	\$15.49	\$17.87
Fiberglass Laminators and Fabricators	116	\$13.19	\$16.14	\$21.06
Miscellaneous Assemblers and Fabricators	3,133	\$13.24	\$16.98	\$19.74
Butchers and Meat Cutters	11	\$11.82	\$14.11	\$16.81
Meat, Poultry, and Fish Cutters and Trimmers	70	\$12.21	\$14.08	\$16.04
Slaughterers and Meat Packers	25	\$11.25	\$13.71	\$16.28
Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders	24	\$16.09	\$18.49	\$23.39
Food Batchmakers	98	\$13.92	\$16.59	\$19.78
Food Cooking Machine Operators and Tenders	17	\$11.86	\$14.67	\$17.94
Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	229	\$14.66	\$17.09	\$19.77
Forging Machine Setters, Operators, and Tenders, Metal and Plastic	46	\$18.17	\$21.17	\$24.41
Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	200	\$19.52	\$24.58	\$28.02
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	584	\$13.85	\$16.38	\$19.35
Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic	24	\$13.02	\$15.55	\$19.98
Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	584	\$14.25	\$17.44	\$21.28
Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	162	\$14.25	\$17.85	\$21.96
Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic	33	\$11.74	\$17.02	\$21.78
Machinists	1,173	\$17.02	\$20.89	\$25.54
Metal-Refining Furnace Operators and Tenders	101	\$16.84	\$20.05	\$24.47
Pourers and Casters, Metal	45	\$15.04	\$17.05	\$19.45
Patternmakers, Metal and Plastic	26	\$22.09	\$26.62	\$29.80
Foundry Mold and Coremakers	95	\$13.88	\$16.01	\$19.30
Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	873	\$14.38	\$17.77	\$21.65
Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	311	\$16.66	\$19.13	\$22.32

Northeast Indiana Wages: Goods Producing, Construction and Logistics

Four County West Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
PRODUCTION OCCUPATIONS <i>CONTINUED</i>				
Tool and Die Makers	215	\$19.49	\$24.11	\$28.92
Welders, Cutters, Solderers, and Brazers	533	\$15.22	\$17.76	\$21.32
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	59	\$14.44	\$16.39	\$18.51
Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	81	\$17.03	\$20.37	\$24.36
Plating Machine Setters, Operators, and Tenders, Metal and Plastic	206	\$12.08	\$14.78	\$18.55
Metal Workers and Plastic Workers, All Other	29	\$15.82	\$17.66	\$19.91
Prepress Technicians and Workers	40	\$14.12	\$18.19	\$22.55
Printing Press Operators	274	\$11.97	\$14.58	\$18.34
Print Binding and Finishing Workers	111	\$12.98	\$15.74	\$18.63
Sewing Machine Operators	168	\$10.32	\$13.30	\$16.90
Shoe Machine Operators and Tenders	15	\$9.12	\$11.18	\$12.47
Textile Bleaching and Dyeing Machine Operators and Tenders	53	\$13.59	\$14.65	\$15.47
Textile Winding, Twisting, and Drawing Out Machine Setters, Operators, and Tenders	11	\$12.00	\$13.44	\$14.70
Upholsterers	49	\$12.98	\$15.93	\$20.22
Cabinetmakers and Bench Carpenters	208	\$13.44	\$15.83	\$18.64
Furniture Finishers	74	\$12.81	\$15.09	\$17.98
Sawing Machine Setters, Operators, and Tenders, Wood	46	\$13.40	\$16.04	\$19.07
Woodworking Machine Setters, Operators, and Tenders, Except Sawing	157	\$13.27	\$15.43	\$17.85
Woodworkers, All Other	11	\$10.58	\$17.04	\$24.51
Chemical Plant and System Operators	18	\$18.10	\$21.85	\$33.65
Chemical Equipment Operators and Tenders	104	\$16.93	\$20.22	\$25.39
Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	21	\$16.02	\$18.63	\$22.30
Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	26	\$12.77	\$14.76	\$17.58
Grinding and Polishing Workers, Hand	81	\$12.66	\$15.67	\$19.31
Mixing and Blending Machine Setters, Operators, and Tenders	148	\$15.58	\$18.12	\$21.17
Cutters and Trimmers, Hand	24	\$12.22	\$14.04	\$15.90
Cutting and Slicing Machine Setters, Operators, and Tenders	123	\$12.38	\$14.54	\$18.03
Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	158	\$13.34	\$15.13	\$17.79

Northeast Indiana Wages: Goods Producing, Construction and Logistics

Four County West Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
PRODUCTION OCCUPATIONS <small>CONTINUED</small>				
Furnace, Kiln, Oven, Drier, and Kettle				
Operators and Tenders	28	\$16.32	\$18.68	\$20.90
Inspectors, Testers, Sorters, Samplers, and Weighers	1,027	\$15.80	\$19.03	\$23.40
Dental Laboratory Technicians	128	\$13.29	\$17.06	\$21.63
Medical Appliance Technicians	276	\$12.59	\$14.61	\$24.48
Ophthalmic Laboratory Technicians	138	\$12.65	\$16.40	\$18.44
Packaging and Filling Machine Operators and Tenders	274	\$11.35	\$13.83	\$16.72
Painting, Coating, and Decorating Workers	16	\$11.87	\$13.51	\$17.63
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders				
Operators, and Tenders	315	\$13.88	\$16.82	\$20.43
Semiconductor Processing Technicians	51	\$18.78	\$23.06	\$28.03
Computer Numerically Controlled Tool Operators	453	\$16.54	\$19.10	\$23.15
Computer Numerically Controlled Tool Programmers	35	\$23.22	\$27.55	\$31.86
Adhesive Bonding Machine Operators and Tenders	33	\$12.25	\$14.38	\$17.31
Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders				
Operators and Tenders	25	\$12.34	\$14.88	\$18.05
Cooling and Freezing Equipment Operators and Tenders	13	\$12.07	\$15.66	\$20.95
Etchers and Engravers	10	\$11.86	\$15.35	\$19.59
Molders, Shapers, and Casters, Except Metal and Plastic	62	\$13.47	\$16.30	\$19.25
Paper Goods Machine Setters, Operators, and Tenders	155	\$12.66	\$14.35	\$18.41
Tire Builders	20	\$23.84	\$29.54	\$33.22
Helpers--Production Workers	424	\$11.65	\$14.47	\$17.69
Production Workers, All Other	91	\$13.22	\$16.74	\$21.58
TRANSPORTATION AND MATERIAL MOVING OCCUPATIONS				
First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors				
Workers, Except Aircraft Cargo Handling Supervisors	108	\$18.02	\$25.26	\$32.44
Driver/Sales Workers	14	\$8.93	\$13.32	\$17.94
Heavy and Tractor-Trailer Truck Drivers	972	\$17.11	\$20.24	\$25.27
Light Truck Drivers	196	\$9.69	\$15.49	\$20.31
Passenger Vehicle Drivers, Except Bus Drivers, Transit and Intercity				
Drivers, Transit and Intercity	23	\$8.65	\$9.91	\$14.50
Locomotive Engineers	18	\$25.95	\$28.95	\$32.27
Railroad Conductors and Yardmasters	22	\$26.43	\$32.71	\$36.74
Crane and Tower Operators	68	\$17.78	\$28.64	\$40.03
Industrial Truck and Tractor Operators	302	\$13.91	\$16.30	\$19.12
Cleaners of Vehicles and Equipment	41	\$9.79	\$12.37	\$15.55
Laborers and Freight, Stock, and Material Movers, Hand.	932	\$13.01	\$16.13	\$18.99
Machine Feeders and Offbearers	122	\$10.82	\$12.81	\$15.37
Packers and Packagers, Hand	241	\$12.32	\$14.53	\$17.18
Stockers and Order Fillers	201	\$10.08	\$12.10	\$15.89

BENEFITS



Goods Producing, Construction and Logistics

Northeast Indiana Benefits: Goods Producing, Logistics, Construction

Four County West Region

Hourly

Salary

PAID TIME OFF

HOLIDAYS

Percentage of companies offering paid holidays	90%	90%
Typical number of paid holidays offered annually	9	9

Percentage of those companies offering these common holidays

New Year's Eve	33%	33%
New Year's Day	100%	100%
Martin Luther King Jr.	0%	0%
Lincoln's Birthday	0%	0%
President's Day	0%	0%
Washington's Birthday	0%	0%
Good Friday	44%	44%
Memorial Day	100%	100%
Independence Day	100%	100%
Labor Day	94%	94%
Columbus Day	0%	0%
Election Day	0%	0%
Floating Holiday	39%	39%
Veterans' Day	0%	0%
Thanksgiving Day	94%	94%
Day After Thanksgiving	89%	83%
Christmas Eve	83%	83%
Christmas Day	100%	100%
Other	0%	0%

COMBINED PAID TIME OFF

Percentage of companies that combine vacation, sick and personal days	35%	35%
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	15	15

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	First Year	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	3	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)	8	8
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)	12	12
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)

Four County West Region

Hourly

Salary

PAID TIME OFF (continued)

VACATION

Percentage of all companies that offer paid vacation **55%** **60%**

How soon after hire may employee take paid vacation?

One to 30 days	0%	. . . . . 25%
One to three months	18%	. . . . . 8%
Three to six months	9%	. . . . . 8%
Six months to one year.	27%	. . . . . 25%
After 1 year	45%	. . . . . 33%

Number of days offered

Average number of paid vacation days offered in first year:	7	. . . . . 7
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	. . . . . 1
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	3	. . . . . 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)	12	. . . . . 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)	7	. . . . . 6
Typical number of years that must be worked to earn more than 20 days (when offered)	20	. . . . . 20

PERSONAL DAYS

Percentage of companies offering paid personal days **15%** **25%**

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	67%	. . . . . 60%
One to three months	33%	. . . . . 20%
Three to six months	0%	. . . . . 0%
Six months to one year.	0%	. . . . . 0%
After 1 year	0%	. . . . . 20%

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

Four County West Region

Hourly

Salary

PAID TIME OFF (continued)

BEREAVEMENT LEAVE

Percentage of companies offering paid bereavement leave	90%	90%
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%

COMPENSATION DURING JURY SERVICE

Percentage of companies that pay employees during jury service	70%	70%
Percentage of those that pay regular wages plus payment from court	29%	36%
Percentage of those that pay regular wages minus payment from court.	71%	64%
Percentage where employee receives only payment from court	30%	30%

ILLNESS DAYS

Percentage of companies that offer paid illness days	5%	10%
Average number of paid illness days offered annually	0	5
Typical number of paid illness days offered per year	5	5
Average maximum number of illness days that may be accumulated	0	5
Typical number of paid illness days that may be accumulated	10	10

How soon after hire is employee eligible?

One to 30 days	100%	50%
One to three months	0%	0%
Three to six months	0%	0%
Six months to one year	0%	0%
After 1 year	0%	50%

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

Four County West Region

Hourly

Salary

PAID TIME OFF (continued)

FAMILY MEDICAL LEAVE

Percentage of companies that offer Family Medical Leave	65%	60%
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	45%	40%
Average number of weeks paid	4	.6
Typical number of weeks paid	0	.0
Average number of weeks unpaid	9	.8
Typical number of weeks unpaid	0	.0

PATERNITY LEAVE

Percentage of companies that offer Paternity Leave	20%	15%
Average number of weeks paid	1	.4
Typical number of weeks paid	0	.0
Average number of weeks unpaid	10	.8
Typical number of weeks unpaid	0	.0

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

Four County West Region

Hourly

Salary

HEALTH RELATED BENEFITS

HEALTH INSURANCE OFFERED

Percentage of companies offering health insurance to employees	85%	90%
Percentage of those offering health insurance to families and children	100%	94%
Percentage of companies reporting as self-insured	65%	65%
Percentage of companies reporting indemnity insurance	41%	39%
Percentage of companies that offer a single plan	35%	39%
Percentage of companies that offer multiple plans	65%	61%
Percentage of companies offering traditional plans	76%	72%
Percentage of companies offering high-deductible plans	76%	72%
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	35%	33%
Percentage of companies offering optional HSA or HRA plan	47%	44%
Percentage of companies with no HSA or HRA plan	18%	22%

Average company contribution to HSA/HRA account

For employee only plan	\$556	\$556
For family plan	\$847	\$847

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	\$4,368	\$4,368
Average maximum annual out of pocket expense family	\$7,950	\$7,950

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	53%	50%
Average amount that may be earned	\$505	\$505
Typical amount that may be earned	\$500	\$500

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

Four County West Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS

SELF-INSURED COMPANIES

Traditional Plans

Percentage that offer family coverage **100%** **89%**

How soon after hire is employee eligible?

One to 30 days	11%	11%
One to three months	67%	67%
Three to six months	22%	22%
Six months to year	0%	0%
After one year	0%	0%

Average monthly premium paid by employee for:

Employee only coverage	\$105.40	\$109.53
Employee and spouse	\$267.79	\$302.02
Employee and child	\$243.76	\$274.09
Family	\$411.44	\$465.49

Average monthly cost paid by employer for each employee

Employee-only coverage	\$493.73	\$553.46
Employee and spouse	\$1,026.29	\$1,072.59
Employee and child	\$1,035.83	\$1,079.76
Family	\$1,298.39	\$1,386.14

Deductibles

Average annual deductible per person	\$1,646.67	\$1,646.67
Typical annual deductible per person	\$1,500.00	\$1,500.00
Average annual deductible per family	\$3,571.11	\$3,830.00
Typical annual deductible per family	\$3,000.00	\$3,000.00

Copays and Limits

Average percentage of costs covered by insurance	66%	56%
Typical percentage of costs covered by insurance	80%	80%
Average copay for physician office visit	\$29.38	\$29.38
Typical copay for physician office visit	\$20.00	\$20.00

Average out of pocket limit

Single coverage	\$4,066.67	\$4,066.67
Family Coverage	\$8,283.33	\$9,006.25

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)

Four County West Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

SELF-INSURED COMPANIES

High-Deductible Plan

Percentage that offer family coverage **100%** **100%**

How soon after hire is employee eligible?

One to 30 days	33%	42%
One to three months	67%	58%
Three to six months	8%	0%
Six months to year	0%	0%
After one year	0%	0%

Average monthly premium paid by employee for:

Employee only coverage	\$112.93	\$108.55
Employee and spouse	\$258.52	\$237.63
Employee and child	\$224.08	\$207.12
Family	\$388.73	\$349.87

Average monthly cost paid by employer for each employee

Employee-only coverage	\$410.60	\$415.37
Employee and spouse	\$794.97	\$817.95
Employee and child	\$631.86	\$650.51
Family	\$1,116.75	\$1,159.50

Deductibles

Average annual deductible per person	\$3,020.83	\$3,020.83
Typical annual deductible per person	\$1,500.00	\$1,500.00
Average annual deductible per family	\$6,158.33	\$6,158.33
Typical annual deductible per family	\$3,000.00	\$3,000.00

Copays and Limits

Average percentage of costs covered by insurance	61%	61%
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	\$4,483.33	\$4,483.33
Family Coverage	\$9,120.83	\$9,120.83

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)

Four County West Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

INDEMNITY-INSURED COMPANIES

Traditional Plans

Percentage that offer family coverage **100%** **75%**

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	\$153.75	\$115.31
Employee and spouse	\$482.51	\$482.51
Employee and child	\$427.86	\$427.86
Family	\$735.91	\$735.91

Average monthly cost paid by employer for each employee

Employee-only coverage	\$355.58	\$341.68
Employee and spouse	\$595.32	\$595.32
Employee and child	\$561.43	\$561.43
Family	\$773.61	\$773.61

Deductibles

Average annual deductible per person	\$2,166.67	\$1,775.00
Typical annual deductible per person	\$1,500.00	\$1,500.00
Average annual deductible per family	\$4,333.33	\$4,333.33
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	\$25.00	\$20.00
Typical copay for physician office visit	\$20.00	\$20.00

Average out of pocket limit

Single coverage	\$5,716.67	\$5,716.67
Family Coverage	\$11,433.33	\$11,433.33

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)

Four County West Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

INDEMNITY INSURED COMPANIES

High-Deductible Plan

Percentage that offer family coverage **100%** **100%**

How soon after hire is employee eligible?

One to 30 days	40%	60%
One to three months	60%	40%
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.....	\$83.44	\$83.44
Employee and spouse.....	\$409.54	\$409.54
Employee and child.....	\$301.87	\$301.87
Family.....	\$631.03	\$631.03

Average monthly cost paid by employer for each employee

Employee-only coverage.....	\$384.74	\$384.74
Employee and spouse.....	\$840.52	\$840.52
Employee and child.....	\$594.01	\$594.01
Family.....	\$828.44	\$828.44

Deductibles

Average annual deductible per person	\$3,580.00	\$3,580.00
Typical annual deductible per person.....	\$1,500.00	\$1,500.00
Average annual deductible per family.....	\$7,160.00	\$7,160.00
Typical annual deductible per family	\$3,000.00	\$3,000.00

Copays and Limits

Average percentage of costs covered by insurance	89%	89%
Typical percentage of costs covered by insurance	80%	80%
Average copay for physician office visit.....	\$-	\$-
Typical copay for physician office visit	\$20.00	\$20.00

Average out of pocket limit

Single coverage	\$4,360.00	\$4,360.00
Family Coverage	\$8,720.00	\$8,720.00

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)

Four County West Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

PRESCRIPTION DRUG BENEFIT

Percentage of all companies where insurance covers prescription drugs 85% 90%

Retail copay when paying dollars

What is the average employee copay for retail generic?	\$7.71	. . . . .	\$8.20
What is the typical employee copay for retail generic?	\$15.00	. . . . .	\$15.00
What is the average employee copay for retail formulary?	\$30.36	. . . . .	\$31.00
What is the typical employee copay for retail formulary?	\$35.00	. . . . .	\$35.00
What is the average employee copay for retail non-formulary?	\$72.50	. . . . .	\$72.50
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?	\$14.38	. . . . .	\$14.38
What is the typical employee copay for mail-order generic?	\$25.00	. . . . .	\$25.00
What is the average employee copay for mail-order formulary?	\$54.62	. . . . .	\$54.62
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?	\$102.31	. . . . .	\$102.31
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?	12%	. . . . .	12%
What is the typical employee copay for retail generic?	20%	. . . . .	20%
What is the average employee copay for retail formulary?	15%	. . . . .	15%
What is the typical employee copay for retail formulary?	20%	. . . . .	20%
What is the average employee copay for retail non-formulary?	20%	. . . . .	20%
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?	15%	. . . . .	15%
What is the typical employee copay for mail-order generic?	20%	. . . . .	20%
What is the average employee copay for mail-order formulary?	15%	. . . . .	15%
What is the typical employee copay for mail-order formulary?	20%	. . . . .	20%
What is the average employee copay for mail-order non-formulary?	20%	. . . . .	20%
What is the typical employee copay for mail-order nonformulary?	30%	. . . . .	30%

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

Four County West Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

DENTAL INSURANCE

Percentage of all companies that offer a dental plan	65%	70%
Percentage of those plans that cover orthodontia	77%	71%

How soon after hire is employee eligible for coverage?

One to 30 days after hire:	31%	43%
One to three months after hire	62%	50%
Three to six months after hire:	8%	7%
Six months to one year after hire:	0%	0%
After first year:	0%	0%

Deductibles and Limits

Average annual deductible	\$73.85	\$68.57
Typical annual deductible	\$50.00	\$50.00
Average annual limit single coverage:	\$1,127	\$1,046
Typical annual limit single coverage	\$1,000	\$1,000
Average annual limit family coverage:	\$1,573	\$1,461
Typical annual limit family coverage	\$1,000	\$1,000

Premiums and Costs

Average monthly premium paid by employee for

Employee only coverage	\$17.27	\$17.50
Employee and spouse	\$34.78	\$34.78
Employee and child(ren)	\$40.36	\$40.36
Family	\$58.34	\$58.34

Average monthly premium paid by employer for

Employee only coverage	\$6.38	\$6.38
Employee and spouse	\$9.21	\$9.21
Employee and child(ren)	\$12.58	\$12.58
Family	\$18.46	\$18.46

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%	88%
Typical percentage of preventive costs covered	100%	100%
Average of basic costs covered	75%	70%
Typical percentage of basic costs covered	80%	80%
Average of major costs covered	53%	49%
Typical percentage of major costs covered	50%	50%

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

Four County West Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

VISION INSURANCE

Percentage of all companies offering a separate vision plan	70%	70%
Percentage of those plans that cover glasses/contacts	100%	100%
Percentage of those plans that cover LASIK or similar procedures	29%	29%

How soon after hire is employee eligible for coverage?

One to 30 days	36%	43%
One to three months	57%	50%
Three to six months	7%	7%
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	\$6.52	\$6.52
Employee and spouse	\$12.25	\$12.25
Employee and child(ren)	\$12.27	\$12.27
Family	\$17.09	\$17.09

Average monthly premium paid by employer for

Employee only coverage	\$4.49	\$4.49
Employee and spouse	\$8.39	\$8.39
Employee and child(ren)	\$7.60	\$7.60
Family	\$11.01	\$11.01

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)

Four County West Region

Hourly

Salary

FINANCIAL BENEFITS AND INCENTIVES

LIFE INSURANCE

Percentage of all companies offering life insurance	75%	90%
Percentage of those plans that pay a set dollar amount	67%	72%
Percentage of those plans that pay a percentage of salary	40%	39%

How soon after hire is employee covered?

One to 30 days	27%	33%
One to three months	53%	44%
Three to six months	13%	11%
Six months to one year	7%	6%
After 1 year	0%	6%

SHORT TERM DISABILITY

Percentage of all companies that offer a short-term disability benefit	70%	75%
Average percentage of wages employee receives while on short-term disability	55%	62%
Typical percentage of wages employee receives while on short-term disability	60%	60%
Average number of weeks employee receives payment	20	18
Typical number of weeks employee receives payment	26	26

How soon after hire is employee covered?

One to 30 days	36%	40%
One to three months	50%	60%
Three to six months	7%	0%
Six months to one year	7%	0%
After first year	0%	0%

LONG TERM DISABILITY

Percentage of all companies that offer a long-term disability benefit	60%	70%
Average percentage of wages employee receives while on disability	58%	58%
Typical percentage of wages employee receives while on disability	60%	60%
Average age when employee no longer receives payment	68	68
Typical age when employee no longer receives payment	65	65

How soon after hire is employee covered?

One to 30 days	33%	36%
One to three months	58%	50%
Three to six months	8%	14%
Six months to one year	0%	0%
After first year	0%	0%

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

Four County West Region

Hourly

Salary

FINANCIAL BENEFITS AND INCENTIVES (continued)

COMMISSIONS AND INCENTIVES

Percentage of employers that pay commission on sales, contracts or transactions . . .	5%	20%
Average percentage of compensation that comes from commission	20%	

PROFIT SHARING AND BONUSES

Percentage of companies that offer profit-sharing or performance incentives	50%	45%
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How soon after hire is employee eligible?

One to 30 days	10%	22%
One to three months	30%	11%
Three to six months	10%	11%
Six months to one year	20%	22%
After 1 year	30%	33%

Percentage where incentives are team based	70%	78%
Percentage where incentives are individually based	30%	33%

BONUS POOL

Percentage of employers who have a bonus pool	10%	15%
Average annual amount per employee	\$1,770	\$2,900

REFERRAL BONUS

Percentage of employers that pay a referral bonus	35%
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RETENTION BONUS

Percentage of employers offering a retention bonus	0%	0%
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When are employees eligible?

After six months	N/A	N/A
After one year	N/A	N/A

SHIFT DIFFERENTIAL

Percentage of companies with more than one shift	70%
Percentage that pay a shift differential	57%
Average hourly differential for second shift . . . . .	.75 cents
Average hourly differential for third shift . . . . .	.75 cents

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

Four County West Region

Hourly

Salary

RETIREMENT

COMPANY FUNDED PENSION

Percentage of companies that offer traditional pension plan	0%	0%
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	85%	85%
Average percentage of wages an employee may contribute to fund	74%	74%
Typical percentage of wages an employee may contribute to fund	100%	100%
Percentage of companies where the employer contributes	76%	76%
Average percentage of contribution the employer matches	16%	16%
Typical percentage of contribution the employer matches	5%	5%
Average percentage of contribution the company matches	77% of the first 5%	
Percentage of companies where the match is guaranteed	85%	85%
Percentage of companies where the match is intended	23%	23%

How soon after hire is employee eligible to participate?

One to 30 days	18%	18%
One to three months	24%	24%
Three to six months	24%	24%
Six months to a year	18%	18%
After one year	18%	18%

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

Four County West Region

Hourly

Salary

OTHER INCENTIVES

WORKPLACE

Percentage of companies that offer these workplace benefits

Casual dress day (one per week)	20%	30%
Casual dress (every day)	65%	60%
Child day care services	0%	0%
Child care subsidy	10%	10%
Compressed work week	10%	10%
Discounted product purchases	20%	25%
Employee assistance programs	50%	37%
Emergency/sick child care	0%	0%
English as second language assistance.	0%	0%
Fitness center membership subsidy	35%	30%
Fitness center on site	10%	10%
Flex time	25%	35%
Flexible spending account	40%	25%
Job sharing.	5%	0%
Informal recognition program	25%	25%
Open communication policy	70%	65%
Scholarships-employees/spouses/children.	5%	5%
Smoking cessation programs	15%	15%
Smoke-free work environment.	60%	65%
Telecommuting	10%	20%
Transit subsidy.	0%	0%
Tutoring-employees/spouses/children.	0%	0%
Wellness program, resources and information	45%	45%
Other	10%	10%

COST OF BENEFITS

Cost of benefits as percentage of wages **21%**

WORKPLACE



Goods Producing, Construction and Logistics

Northeast Indiana Workplace: Goods Producing, Logistics, Construction

Four County West Region

HIRING AND LAYOFFS

CHANGES IN STAFFING PRECEDING YEAR

Hiring

Percentage of companies that added workers in preceding six months 95%

Total number of employees added in preceding six months 594

Average number of employees added in preceding six months 31

Layoffs

Percentage of companies that laid off employees in preceding six months 10%

Total number of employees laid off in preceding six months 21

Average number of employees laid off in preceding six months 11

EXPECTED CHANGES IN STAFFING IN 2021

Hiring

Percentage of companies adding workers later in 2021 65%

Total anticipated increase later 2021 173

Average anticipated increase later in 2021 13

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 35%

Percentage of companies uncertain of change in 2021 0%

EXPECTED CHANGES IN STAFFING IN 2022

Hiring

Percentage of companies adding workers in 2022 35%

Total anticipated increase in 2022 112

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 65%

Percentage of companies uncertain of change in 2022 0%

ANNUAL TURNOVER

Average annual turnover as percentage of employees 21%

Northeast Indiana Workplace: Goods Producing, Logistics, Construction

Four County West Region

STAFFING

INCENTIVES

Percentage of those companies offering these staffing incentives

Relax drug screening requirements	10%
Hire persons with disabilities	5%
Hire persons with felony records	30%
Expand internships	20%
Hire persons without high school or GED diploma	40%
Increase starting pay	55%
Pay hiring bonus	0%
Pay referral bonus	45%
Pay retention bonus	5%
Offer housing assistance	10%
Offer child care assistance	10%
None or none of above	10%

RECRUITING

Where employers recruit new workers

Employment agencies	30%
Indiana Career Connect	30%
Job fairs	35%
Newspapers	50%
Online	70%
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

Four County West Region

WORKFORCE DEVELOPMENT

MOST NEEDED SKILLS

Employers who say these abilities are most needed in workforce

Customer service	20%
Communications skills.	0%
People skills	5%
Strong work ethic.	15%
Showing up for work	10%
Time management.	5%
Problem solving.	10%
Commitment to quality.	20%
Detail oriented.	5%
Willingness to learn	5%
Ability to follow instructions	0%
Computer literacy	0%
Mathematics	10%
Read ruler/scale	10%
Machinist.	10%
Welding.	0%

NEEDED TECHNICAL SKILLS

Employers who say these tech skills are most needed in workforce

Office.	55%
Outlook.	35%
Excel	50%
AutoCAD	25%
SAP	0%
CAM.	10%
Computer/Internet	10%
Machinist.	10%
Welding.	0%
Specialized to position	30%

MINIMUM EDUCATION REQUIREMENTS

Employers who set these minimum education requirements

High School/GED.	50%
Some college	0%
Associates degree.	0%
Bachelors degree	15%
Graduate degree.	15%
Professional license/tech certification	10%
None required	40%

Northeast Indiana Workforce: Goods Producing, Logistics, Construction

Four County West Region

WORKFORCE DEVELOPMENT

EMPLOYERS FIND THESE POSITIONS MOST DIFFICULT TO FILL

Management	10%
All openings	5%
Maintenance positions	15%
Skilled trades	10%
Welders	10%
Machinists	5%
Technicians	5%
CDL drivers	1%
Production positions	0%
Off-shift openings	10%
Labor	0%
Engineers	20%
Other	15%

SALARY OUTLOOK

PAY INCREASES

In 2020

Percentage of companies giving pay raises in preceding 12 months	90%
Average raise given in preceding 12 months	4.94%
Typical raise given in preceding 12 months	3%

In 2021

Percentage of companies planning pay raises in next 12 months	95%
Average raise planned in next 12 months	4.84%
Typical increase planned in next 12 months	3%

Northeast Indiana Workforce: Goods Producing, Logistics, Construction

Four County West Region

TRAINING AND EDUCATION

TRAINING AND CAREER DEVELOPMENT

Percentage of companies with training, career development and education benefits. . 55% 60%

How soon after hire is employee eligible?

One to 30 days	45%	. . . . .	50%
One to three months	18%	. . . . .	17%
Three to six months	0%	. . . . .	0%
Six months to one year.	9%	. . . . .	8%
After 1 year	27%	. . . . .	25%

TUITION ASSISTANCE

Percentage of companies offering tuition assistance.	55%	. . . . .	55%
Percentage that require classes be job related to receive tuition assistance	91%	. . . . .	91%
Average percent of tuition reimbursement	69%	. . . . .	69%

JOB SKILLS AND CAREER DEVELOPMENT

Percentage of companies that offer in-house skills and career development programs	50%	. . . . .	50%
Percentage of companies that offer off-site skills and career development programs	45%	. . . . .	45%

MENTORING

Percentage of companies with formal mentoring programs 15% 15%

IN-HOUSE TRAINING

Percentage of companies where training is done in-house 50% 50%

OFF-SITE TRAINING

Percentage of companies where training is done off-site. 45% 45%

ORIENTATION

Percentage of companies that offer orientation for new employees 50% 55%

INTERNSHIPS

Percentage of companies with internships. 60%

Northeast Indiana Workforce: Goods Producing, Logistics, Construction

Four County West Region

SUBSTANCE SCREENING

DRUG TESTING

Percentage of companies that conduct drug screening 50%

Which screening protocol is used?

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

	Hourly	Salary
Percentage of those companies that require new applicants to pass	100%	100%

Current employees are screened

Randomly	50%	50%
After incident/injury	50%	50%
For cause	0%	0%

Employees who fail are

Dismissed	100%	100%
Referred to an EAP or counseling program	0%	0%

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 FOUR COUNTY WEST REGION

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

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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

Four County West Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
MANAGEMENT OCCUPATIONS				
Chief Executives	21	\$21.52	\$49.75	\$75.05
General and Operations Managers	194	\$26.36	\$38.14	\$59.07
Marketing Managers	17	\$29.49	\$42.76	\$62.22
Sales Managers	19	\$38.30	\$52.96	\$75.79
Administrative Services and Facilities Managers	12	\$27.47	\$34.10	\$47.46
Computer and Information Systems Managers	17	\$38.35	\$50.90	\$65.29
Financial Managers	61	\$32.02	\$46.42	\$65.91
Social and Community Service Managers	10	\$17.83	\$22.32	\$28.22
Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other	40	\$14.04	\$20.72	\$32.61
BUSINESS AND FINANCIAL OPERATIONS OCCUPATIONS				
Claims Adjusters, Examiners, and Investigators	17	\$23.89	\$32.40	\$39.10
Human Resources Specialists	41	\$19.46	\$24.32	\$30.63
Labor Relations Specialists	58	\$9.48	\$16.50	\$19.78
Management Analysts	83	\$24.06	\$33.63	\$51.32
Meeting, Convention, and Event Planners	12	\$12.72	\$19.37	\$27.97
Fundraisers	19	\$15.05	\$21.02	\$28.64
Training and Development Specialists	15	\$18.63	\$25.57	\$31.33
Market Research Analysts and Marketing Specialists	67	\$16.52	\$22.55	\$30.87
Project Management Specialists and Business Operations Specialists, All Other	47	\$19.19	\$28.42	\$38.78
Accountants and Auditors	174	\$23.11	\$29.46	\$38.79
Credit Analysts	16	\$19.38	\$24.11	\$30.45
Personal Financial Advisors	108	\$31.51	\$42.93	\$55.61
Insurance Underwriters	19	\$26.04	\$34.38	\$44.28
Loan Officers	110	\$22.26	\$30.86	\$38.76
Tax Preparers	36	\$9.34	\$14.06	\$21.94
Financial and Investment Analysts, Financial Risk Specialists, and Financial Specialists, All Other	28	\$21.01	\$30.37	\$43.26
COMPUTER AND MATHEMATICAL OCCUPATIONS				
Computer Systems Analysts	28	\$23.92	\$29.36	\$40.15
Computer User Support Specialists	56	\$15.83	\$18.90	\$24.02
Computer Network Architects	17	\$31.81	\$41.98	\$60.02
Network and Computer Systems Administrators	37	\$27.02	\$33.36	\$39.21
Computer Programmers	11	\$26.91	\$36.85	\$47.18
Software Developers and Software Quality Assurance Analysts and Testers	61	\$31.52	\$40.36	\$52.11
Web Developers and Digital Interface Designers	22	\$17.29	\$24.21	\$32.36
Computer Occupations, All Other	10	\$18.87	\$30.62	\$39.51

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

Four County West Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
ARCHITECTURE AND ENGINEERING OCCUPATIONS				
Architects, Except Landscape and Naval	15	\$22.24	\$31.40	\$42.38
COMMUNITY AND SOCIAL SERVICE OCCUPATIONS				
Social and Human Service Assistants	18	\$12.64	\$14.63	\$17.03
Clergy	172	\$17.22	\$20.37	\$24.30
Directors, Religious Activities and Education	110	\$15.27	\$18.41	\$24.49
Religious Workers, All Other	49	\$8.45	\$13.14	\$21.48
LEGAL OCCUPATIONS				
Lawyers	101	\$31.90	\$56.53	\$86.07
Paralegals and Legal Assistants	39	\$15.84	\$20.33	\$24.38
Title Examiners, Abstractors, and Searchers	16	\$15.29	\$17.77	\$20.43
EDUCATIONAL INSTRUCTION AND LIBRARY OCCUPATIONS				
Preschool Teachers, Except Special Education	65	\$9.74	\$11.95	\$15.58
Elementary School Teachers, Except Special Education	12	\$18.20	\$22.49	\$28.56
Self-Enrichment Teachers	56	\$10.16	\$17.35	\$23.66
Tutors and Teachers and Instructors, All Other	11	\$11.19	\$19.96	\$26.79
Teaching Assistants, Except Postsecondary	35	\$8.57	\$10.27	\$12.76
ARTS, DESIGN, ENTERTAINMENT, SPORTS, AND MEDIA OCCUPATIONS				
Graphic Designers	46	\$13.52	\$17.02	\$24.58
Interior Designers	13	\$13.43	\$17.05	\$21.49
Merchandise Displayers and Window Trimmers	13	\$20.01	\$20.99	\$22.27
Coaches and Scouts	21	\$8.51	\$11.25	\$18.95
Music Directors and Composers	26	\$16.33	\$19.18	\$22.76
Musicians and Singers	58	\$15.99	\$32.54	\$40.21
Broadcast Announcers and Radio Disc Jockeys	13	\$8.36	\$9.62	\$12.71
News Analysts, Reporters, and Journalists	29	\$13.12	\$14.99	\$19.00
Public Relations Specialists	41	\$18.36	\$22.22	\$27.63
Editors	45	\$15.06	\$20.70	\$27.78
Writers and Authors	16	\$11.29	\$21.89	\$33.78
Interpreters and Translators	13	\$14.90	\$17.27	\$22.02
Photographers	35	\$8.20	\$12.83	\$23.34
HEALTHCARE PRACTITIONERS AND TECHNICAL OCCUPATIONS				
Veterinarians	56	\$38.19	\$44.77	\$54.05
Registered Nurses	10	\$23.84	\$27.55	\$32.05
Veterinary Technologists and Technicians	50	\$13.45	\$16.01	\$18.04

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

Four County West Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
HEALTHCARE SUPPORT OCCUPATIONS				
Veterinary Assistants and Laboratory Animal Caretakers . . .	52	\$11.41	\$13.14	\$14.97
PROTECTIVE SERVICE OCCUPATIONS				
Security Guards	12	\$10.17	\$12.42	\$19.46
Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	43	\$7.88	\$8.50	\$9.23
FOOD PREPARATION AND SERVING RELATED OCCUPATIONS				
First-Line Supervisors of Food Preparation and Serving Workers	12	\$12.40	\$14.40	\$16.96
Cooks, Institution and Cafeteria	12	\$9.10	\$10.90	\$13.24
Cooks, Restaurant	13	\$10.22	\$11.49	\$12.83
Bartenders	70	\$8.78	\$10.05	\$11.63
Fast Food and Counter Workers.	34	\$8.73	\$9.69	\$11.06
Waiters and Waitresses	23	\$8.85	\$9.79	\$13.70
BUILDING AND GROUNDS CLEANING AND MAINTENANCE OCCUPATIONS				
Janitors and Cleaners, Except Maids and Housekeeping Cleaners.	110	\$10.56	\$13.21	\$15.80
Maids and Housekeeping Cleaners.	21	\$8.61	\$10.34	\$12.77
Landscaping and Groundskeeping Workers	14	\$9.92	\$13.23	\$17.66
PERSONAL CARE AND SERVICE OCCUPATIONS				
First-Line Supervisors of Personal Service and Entertainment and Recreation Workers, Except Gambling Services	19	\$11.73	\$14.23	\$17.71
Animal Caretakers	48	\$8.67	\$10.25	\$12.81
Ushers, Lobby Attendants, and Ticket Takers.	38	\$8.12	\$9.02	\$9.99
Childcare Workers	81	\$7.42	\$8.76	\$11.33
Exercise Trainers and Group Fitness Instructors	57	\$8.29	\$9.90	\$12.97
Recreation Workers	86	\$8.28	\$9.39	\$11.66

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

Four County West Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
SALES AND RELATED OCCUPATIONS				
First-Line Supervisors of Non-Retail Sales Workers	16	\$16.21	\$26.87	\$39.43
Cashiers	13	\$8.73	\$9.86	\$11.44
Retail Salespersons	18	\$8.99	\$10.63	\$13.70
Advertising Sales Agents	67	\$11.25	\$14.67	\$23.26
Insurance Sales Agents	372	\$17.25	\$26.51	\$38.74
Securities, Commodities, and Financial Services				
Sales Agents	60	\$23.79	\$37.89	\$63.10
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	79	\$20.16	\$26.97	\$44.20
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	17	\$20.89	\$27.95	\$40.01
OFFICE AND ADMINISTRATIVE SUPPORT OCCUPATIONS				
First-Line Supervisors of Office and Administrative Support Workers	140	\$17.58	\$24.15	\$33.09
Bill and Account Collectors	14	\$14.26	\$16.37	\$19.19
Billing and Posting Clerks	18	\$14.77	\$16.98	\$19.38
Bookkeeping, Accounting, and Auditing Clerks	161	\$13.55	\$16.80	\$20.51
Tellers	279	\$11.21	\$12.88	\$15.16
Brokerage Clerks	13	\$14.19	\$17.39	\$20.70
Customer Service Representatives	226	\$13.94	\$18.02	\$22.65
Loan Interviewers and Clerks	57	\$14.99	\$18.21	\$21.83
New Accounts Clerks	19	\$16.13	\$18.46	\$24.05
Receptionists and Information Clerks	77	\$10.78	\$13.20	\$15.64
Shipping, Receiving, and Inventory Clerks	10	\$14.11	\$17.00	\$20.28
Executive Secretaries and Executive Administrative Assistants	32	\$17.79	\$21.81	\$27.34
Legal Secretaries and Administrative Assistants	13	\$13.16	\$15.52	\$18.27
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	183	\$11.33	\$14.52	\$18.02
Insurance Claims and Policy Processing Clerks	64	\$15.40	\$18.22	\$21.64
Mail Clerks and Mail Machine Operators, Except Postal Service	35	\$14.42	\$16.25	\$18.15
Office Clerks, General	302	\$12.43	\$15.45	\$18.55
Office and Administrative Support Workers, All Other	28	\$9.41	\$15.71	\$22.04

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

Four County West Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
INSTALLATION, MAINTENANCE, AND REPAIR OCCUPATIONS				
First-Line Supervisors of Mechanics, Installers, and Repairers	10	\$23.91	\$31.14	\$40.08
Telecommunications Equipment Installers and Repairers, Except Line Installers	22	\$17.49	\$24.55	\$29.18
Telecommunications Line Installers and Repairers	11	\$15.01	\$18.64	\$25.61
Maintenance and Repair Workers, General	78	\$16.05	\$20.66	\$25.22
PRODUCTION OCCUPATIONS				
First-Line Supervisors of Production and Operating Workers	11	\$21.13	\$27.28	\$34.33
Printing Press Operators	24	\$11.97	\$14.58	\$18.34
Inspectors, Testers, Sorters, Samplers, and Weighers	14	\$15.80	\$19.03	\$23.40
TRANSPORTATION AND MATERIAL MOVING OCCUPATIONS				
Laborers and Freight, Stock, and Material Movers, Hand	23	\$13.01	\$16.13	\$18.99

BENEFITS



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

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

Four County West Region

Hourly Salary

PAID TIME OFF

HOLIDAYS

Percentage of companies offering paid holidays	50%	100%
Typical number of paid holidays offered annually	9	8

Percentage of those companies offering these common holidays

New Year's Eve	0%	50%
New Year's Day	100%	100%
Martin Luther King Jr.	0%	0%
Lincoln's Birthday	0%	0%
President's Day	0%	0%
Washington's Birthday	0%	0%
Good Friday	100%	50%
Memorial Day	100%	100%
Independence Day	100%	100%
Labor Day	100%	100%
Columbus Day	0%	0%
Election Day	0%	0%
Floating Holiday	0%	0%
Veterans' Day	0%	0%
Thanksgiving Day	100%	100%
Day After Thanksgiving	100%	50%
Christmas Eve	100%	100%
Christmas Day	100%	100%
Other	0%	0%

COMBINED PAID TIME OFF

Percentage of companies that combine vacation, sick and personal days	50%	50%
Average number of PTO days offered first year	5	10
Typical number of PTO days offered first year	10	10
Average number of carryover days per year	0	0

How Paid Time Off 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	5	0
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	10	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)	10	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

Four County West Region

Hourly

Salary

PAID TIME OFF (continued)

VACATION

Percentage of all companies that offer paid vacation 0% 50%

How soon after hire may employee take paid vacation?

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

Number of days offered

Average number of paid vacation days offered in first year:	N/A . . . . .	.0
Average number of paid vacation days offered in first year:	N/A . . . . .	.5

How vacation time is earned

Average number of years that must be worked to earn 5 days	N/A . . . . .	.1
Typical number of years that must be worked to earn 5 days	N/A . . . . .	.1
Average number of years that must be worked to earn 10 days	N/A . . . . .	.1
Typical number of years that must be worked to earn 10 days	N/A . . . . .	.1
Average number of years that must be worked to earn 15 days	N/A . . . . .	.2
Typical number of years that must be worked to earn 15 days	N/A . . . . .	.5
Average number of years that must be worked to earn 20 days (when offered)	N/A . . . . .	.2
Typical number of years that must be worked to earn 20 days (when offered)	N/A . . . . .	.5
Average number of years that must be worked to earn more than 20 days (when offered)	N/A . . . . .	.2
Typical number of years that must be worked to earn more than 20 days (when offered)	N/A . . . . .	.5

PERSONAL DAYS

Percentage of companies offering paid personal days 0% 50%

Average number of personal days offered per year	N/A . . . . .	.5
Typical number of personal days offered in first year:	N/A . . . . .	.5

How soon after hire may employee take personal day?

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

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

Four County West Region

Hourly

Salary

PAID TIME OFF (continued)

BEREAVEMENT LEAVE

Percentage of companies offering paid bereavement leave	100%	100%
Average number of bereavement days offered annually	3	5
Typical number of bereavement days offered annually	3	3

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%

COMPENSATION DURING JURY SERVICE

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

ILLNESS DAYS

Percentage of companies that offer paid illness days	0%	50%
Average number of paid illness days offered annually	N/A	5
Typical number of paid illness days offered per year	N/A	5
Average maximum number of illness days that may be accumulated	N/A	5
Typical number of paid illness days that may be accumulated	N/A	5

How soon after hire is employee eligible?

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

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

Four County West Region

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PAID TIME OFF (continued)

FAMILY MEDICAL LEAVE

Percentage of companies that offer Family Medical Leave	0%	50%
Average number of weeks paid	0	. . . . .	.6
Typical number of weeks paid	0	. . . . .	.0
Average number of weeks unpaid	0	. . . . .	.0
Typical number of weeks unpaid	0	. . . . .	.0

MATERNITY LEAVE

Percentage of companies that offer Maternity Leave	50%	. . . . .	50%
Average number of weeks paid . . . . .	.6	. . . . .	.6
Typical number of weeks paid	0	. . . . .	.0
Average number of weeks unpaid	0	. . . . .	.0
Typical number of weeks unpaid	0	. . . . .	.0

PATERNITY LEAVE

Percentage of companies that offer Paternity Leave	0%	. . . . .	.0%
Average number of weeks paid	0	. . . . .	.0
Typical number of weeks paid	0	. . . . .	.0
Average number of weeks unpaid	0	. . . . .	.0
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	0%	0%
Percentage of those offering health insurance to families and children	N/A	N/A
Percentage of companies reporting as self-insured	N/A	N/A
Percentage of companies reporting indemnity insurance	N/A	N/A
Percentage of companies that offer a single plan	N/A	N/A
Percentage of companies that offer multiple plans	N/A	N/A
Percentage of companies offering traditional plans	N/A	N/A
Percentage of companies offering high-deductible plans	N/A	N/A
Percentage of companies considering dropping health plan in coming year	N/A	N/A

HEALTH SAVINGS ACCOUNTS AND HEALTH REIMBURSEMENT ARRANGEMENTS

Percentage of companies offering only HSA or HRA plans	0%	0%
Percentage of companies offering optional HSA or HRA plan	N/A	N/A
Percentage of companies with no HSA or HRA plan	N/A	N/A

Average company contribution to HSA/HRA account

For employee only plan	N/A	N/A
For family plan	N/A	N/A

Typical company contribution to HSA/HRA account

For employee only plan	N/A	N/A
For family plan	N/A	N/A

Average annual out of pocket limit with HSA/HRA plan

Average maximum annual out of pocket expense single	N/A	N/A
Average maximum annual out of pocket expense family	N/A	N/A

Typical annual out of pocket limit with HSA/HRA plan

Typical maximum annual out of pocket expense single	N/A	N/A
Typical maximum annual out of pocket expense family	N/A	N/A

WELLNESS INCENTIVE

Percentage of companies that offer a wellness incentive	N/A	N/A
Average amount that may be earned	N/A	N/A
Typical amount that may be earned	N/A	N/A

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HEALTH INSURANCE COSTS AND BENEFITS

SELF-INSURED COMPANIES

Traditional Plans

Percentage of self-insured employers that offer 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: Professional, Financial and Information Services and Not-For-Profits

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HEALTH INSURANCE COSTS AND BENEFITS (continued)

SELF-INSURED COMPANIES

High-Deductible Plan

Percentage of self-insured employers that offer 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: Professional, Financial and Information Services and Not-For-Profits

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HEALTH INSURANCE COSTS AND BENEFITS (continued)

INDEMNITY-INSURED COMPANIES

Traditional Plans

Percentage of indemnity-insured employers that offer 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: Professional, Financial and Information Services and Not-For-Profits

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HEALTH INSURANCE COSTS AND BENEFITS (continued)

INDEMNITY INSURED COMPANIES

High-Deductible Plan

Percentage of indemnity employers that offer 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	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	\$77.00	\$77.00
Employee and spouse	\$906.54	\$719.86
Employee and child	\$733.50	\$586.97
Family	\$1,666.92	\$1,290.14

Average monthly cost paid by employer for each employee

Employee-only coverage	\$564.92	\$564.92
Employee and spouse	\$666.20	\$564.92
Employee and child	\$666.20	\$564.92
Family	\$666.20	\$564.92

Deductibles

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

Copays and Limits

Average percentage of costs covered by insurance	0%	0%
Typical percentage of costs covered by insurance	80%	80%
Average copay for physician office visit	\$0	\$0
Typical copay for physician office visit	\$20.00	\$20.00

Average out of pocket limit

Single coverage	\$4,000.00	\$4,000.00
Family Coverage	\$10,000.00	\$8,000.00

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

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HEALTH INSURANCE COSTS AND BENEFITS (continued)

PRESCRIPTION DRUG BENEFIT

Percentage of all companies where insurance covers prescription drugs N/A N/A

Retail copay when paying dollars

What is the average employee copay for retail generic? N/A N/A
 What is the typical employee copay for retail generic? N/A N/A
 What is the average employee copay for retail formulary? N/A N/A
 What is the typical employee copay for retail formulary? N/A N/A
 What is the average employee copay for retail non-formulary? N/A N/A
 What is the typical employee copay for retail non-formulary? N/A N/A

Mail order copay when paying dollars

What is the average employee copay for mail-order generic? N/A N/A
 What is the typical employee copay for mail-order generic? N/A N/A
 What is the average employee copay for mail-order formulary? N/A N/A
 What is the typical employee copay for mail-order formulary? N/A N/A
 What is the average employee copay for mail-order non-formulary? N/A N/A
 What is the typical employee copay for mail-order nonformulary? N/A N/A

Retail copay when paying a percentage

What is the average employee copay for retail generic? N/A N/A
 What is the typical employee copay for retail generic? N/A N/A
 What is the average employee copay for retail formulary? N/A N/A
 What is the typical employee copay for retail formulary? N/A N/A
 What is the average employee copay for retail non-formulary? N/A N/A
 What is the typical employee copay for retail non-formulary? N/A N/A

Mail order copay when paying a percentage

What is the average employee copay for mail-order generic? N/A N/A
 What is the typical employee copay for mail-order generic? N/A N/A
 What is the average employee copay for mail-order formulary? N/A N/A
 What is the typical employee copay for mail-order formulary? N/A N/A
 What is the average employee copay for mail-order non-formulary? N/A N/A
 What is the typical employee copay for mail-order nonformulary? N/A N/A

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HEALTH INSURANCE COSTS AND BENEFITS (continued)

DENTAL INSURANCE

Percentage of all companies that offer a dental plan	0%	0%
Percentage of those plans that cover orthodontia	N/A	N/A
How soon after hire is employee eligible for coverage?		
One to 30 days after hire:	N/A	N/A
One to three months after hire	N/A	N/A
Three to six months after hire:	N/A	N/A
Six months to one year after hire:	N/A	N/A
After first year:	N/A	N/A
Deductibles and Limits		
Average annual deductible	N/A	N/A
Typical annual deductible	N/A	N/A
Average annual limit single coverage:	N/A	N/A
Typical annual limit single coverage	N/A	N/A
Average annual limit family coverage:	N/A	N/A
Typical annual limit family coverage	N/A	N/A
Premiums and Costs		
Average monthly premium paid by employee for		
Employee only coverage.	N/A	N/A
Employee and spouse.	N/A	N/A
Employee and child(ren)	N/A	N/A
Family	N/A	N/A
Average monthly premium paid by employer for		
Employee only coverage.	N/A	N/A
Employee and spouse.	N/A	N/A
Employee and child(ren)	N/A	N/A
Family	N/A	N/A
Typical monthly premium paid by employer for		
Employee only coverage.	N/A	N/A
Employee and spouse.	N/A	N/A
Employee and child(ren)	N/A	N/A
Family	N/A	N/A
Percentage of Costs Covered		
Average of preventive costs covered	N/A	N/A
Typical percentage of preventive costs covered	N/A	N/A
Average of basic costs covered	N/A	N/A
Typical percentage of basic costs covered	N/A	N/A
Average of major costs covered.	N/A	N/A
Typical percentage of major costs covered	N/A	N/A

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HEALTH INSURANCE COSTS AND BENEFITS (continued)

VISION INSURANCE

Percentage of all companies offering a separate vision plan.	0%	0%
Percentage of those plans that cover glasses/contacts	N/A	N/A
Percentage of those plans that cover LASIK or similar procedures	N/A	N/A

How soon after hire is employee eligible for coverage?

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 one year.	N/A	N/A
After first year	N/A	N/A

Premiums and Costs

Average monthly premium paid by employee for:

Employee only coverage.	N/A	N/A
Employee and spouse.	N/A	N/A
Employee and child(ren)	N/A	N/A
Family	N/A	N/A

Average monthly premium paid by employer for

Employee only coverage.	N/A	N/A
Employee and spouse.	N/A	N/A
Employee and child(ren)	N/A	N/A
Family	N/A	N/A

Typical monthly premium paid by employer for

Employee only coverage.	N/A	N/A
Employee and spouse.	N/A	N/A
Employee and child(ren)	N/A	N/A
Family	N/A	N/A

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FINANCIAL BENEFITS AND INCENTIVES

LIFE INSURANCE

Percentage of all companies offering life insurance	0%	0%
Percentage of those plans that pay a set dollar amount	N/A	N/A
Percentage of those plans that pay a percentage of salary	N/A	N/A

How soon after hire is employee covered?

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 one year	N/A	N/A
After 1 year	N/A	N/A

SHORT TERM DISABILITY

Percentage of all companies that offer a short-term disability benefit	0%	0%
Average percentage of wages employee receives while on short-term disability	N/A	N/A
Typical percentage of wages employee receives while on short-term disability	N/A	N/A
Average number of weeks employee receives payment	N/A	N/A
Typical number of weeks employee receives payment	N/A	N/A

How soon after hire is employee covered?

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 one year	N/A	N/A
After first year	N/A	N/A

LONG TERM DISABILITY

Percentage of all companies that offer a long-term disability benefit	0%	0%
Average percentage of wages employee receives while on disability	N/A	N/A
Typical percentage of wages employee receives while on disability	N/A	N/A
Average age when employee no longer receives payment	N/A	N/A
Typical age when employee no longer receives payment	N/A	N/A

How soon after hire is employee covered?

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 one year	N/A	N/A
After first year	N/A	N/A

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FINANCIAL BENEFITS AND INCENTIVES (continued)

COMMISSIONS AND INCENTIVES

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

PROFIT SHARING AND BONUSES

Percentage of companies that offer profit-sharing or performance incentives	50%	50%
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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.	100%	100%

BONUS POOL

Percentage of employers who have a bonus pool	50%	50%
Average annual amount per employee	\$500	\$2,000

REFERRAL BONUS

Percentage of employers that pay a referral bonus	0%
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RETENTION BONUS

Percentage of employers offering a retention bonus	0%	0%
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When are employees eligible?

After six months	N/A	N/A
After one year	N/A	N/A

SHIFT DIFFERENTIAL

Percentage of companies with more than one shift.	0%
Percentage that pay a shift differential	0%
Average hourly differential for second shift.	N/A
Average hourly differential for third shift	N/A

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RETIREMENT

COMPANY FUNDED PENSION

Percentage of companies that offer traditional pension plan	0%	0%
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	50%	50%
Average percentage of wages an employee may contribute to fund	15%	15%
Typical percentage of wages an employee may contribute to fund	100%	100%
Percentage of companies where the employer contributes	100%	100%
Average percentage of contribution the employer matches	3%	3%
Typical percentage of contribution the employer matches	5%	5%
Average percentage of contribution the company matches	100% of the first 3%	
Percentage of companies where the match is guaranteed	100%	100%
Percentage of companies where the match is intended	0%	0%

How soon after hire is employee eligible to participate?

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

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OTHER INCENTIVES

WORKPLACE

Percentage of companies that offer these workplace benefits

Casual dress day (one per week)	0%	0%
Casual dress (every day)	50%	50%
Child day care services	0%	0%
Child care subsidy	0%	0%
Compressed work week	50%	50%
Discounted product purchases	0%	0%
Employee assistance programs	0%	37%
Emergency/sick child care	0%	0%
English as second language assistance	0%	0%
Fitness center membership subsidy	0%	0%
Fitness center on site	0%	0%
Flex time	50%	50%
Flexible spending account	0%	0%
Job sharing	0%	0%
Informal recognition program	0%	0%
Open communication policy	0%	0%
Scholarships-employees/spouses/children	0%	0%
Smoking cessation programs	0%	0%
Smoke-free work environment	0%	0%
Telecommuting	50%	50%
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 3%

WORKPLACE



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

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

HIRING AND LAYOFFS

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	4
Average number of employees added in preceding six months	2

Layoffs

Percentage of companies that laid off employees in preceding six months	0%
Total number of employees laid off in preceding six months	0
Average number of employees laid off in preceding six months	0

EXPECTED CHANGES IN STAFFING IN 2021

Hiring

Percentage of companies adding workers later in 2021	50%
Total anticipated increase later 2021	6
Average anticipated increase later in 2021	6

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	100%
Percentage of companies uncertain of change in 2021	0%

EXPECTED CHANGES IN STAFFING IN 2022

Hiring

Percentage of companies adding workers in 2022	50%
Total anticipated increase in 2022	2
Average anticipated increase in 2022	2

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	100%
Percentage of companies uncertain of change in 2022	0%

ANNUAL TURNOVER

Average annual turnover as percentage of employees	0%
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Northeast Indiana Workplace: Professional, Financial and Information Services and Not-For-Profits

Four County West Region

STAFFING

INCENTIVES

Percentage of those companies offering these staffing incentives

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

RECRUITING

Where employers recruit new workers

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

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%

WORKFORCE DEVELOPMENT

MOST NEEDED SKILLS

Employers who say these abilities are most needed in workforce

Customer service	50%
Communications skills.	50%
People skills	0%
Strong work ethic.	0%
Showing up for work	0%
Time management.	0%
Problem solving.	0%
Commitment to quality.	0%
Detail oriented.	0%
Willingness to learn	0%
Ability to follow instructions	0%
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.	100%
Outlook.	0%
Excel	50%
AutoCAD	0%
SAP	0%
CAM.	0%
Computer/Internet	0%
Machinist.	0%
Welding.	0%
Specialized to position	100%

MINIMUM EDUCATION REQUIREMENTS

Employers who set these minimum education requirements

High School/GED.	50%
Some college	0%
Associates degree.	0%
Bachelors degree	100%
Graduate degree.	100%
Professional license/tech certification	50%
None required	0%

Northeast Indiana Workplace: Professional, Financial and Information Services and Not-For-Profits
 Four County West 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

Percentage of companies giving pay raises in preceding 12 months	100%
Average raise given in preceding 12 months.....	3.00%
Typical raise given in preceding 12 months	3%

Next 12 months

Percentage of companies planning pay raises in next 12 months.....	100%
Average raise planned in next 12 months	3.00%
Typical increase planned in next 12 months.....	3%

TRAINING AND EDUCATION

TRAINING AND CAREER DEVELOPMENT

Percentage of companies with training, career development and education benefits. . 50% 50%

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 one year.	0%	. . . . .	0%
After 1 year	0%	. . . . .	0%

TUITION ASSISTANCE

Percentage of companies offering tuition assistance.	0%	. . . . .	0%
Percentage that require classes be job related to receive tuition assistance	N/A	. . . . .	N/A
Average percent of tuition reimbursement	N/A	. . . . .	N/A

JOB SKILLS AND CAREER DEVELOPMENT

Percentage of companies that offer in-house skills and career development programs	50%	. . . . .	50%
Percentage of companies that offer off-site skills and career development programs	50%	. . . . .	50%

MENTORING

Percentage of companies with formal mentoring programs 0% 0%

IN-HOUSE TRAINING

Percentage of companies where training is done in-house 50% 50%

OFF-SITE TRAINING

Percentage of companies where training is done off-site. 50% 50%

ORIENTATION

Percentage of companies that offer orientation for new employees 50% 50%

INTERNSHIPS

Percentage of companies with internships. 100%

SUBSTANCE SCREENING

DRUG TESTING

Percentage of companies that conduct drug testing 0%

Which screening protocol is used?

Five panel N/A
 Seven panel N/A
 DOT N/A
 Other N/A

	Hourly	Salary
Percentage of those companies that require new applicants to pass	0%	.0%

Current employees are screened

Randomly	N/A	N/A
After incident/injury	N/A	N/A
For cause	N/A	N/A

Employees who fail are

Dismissed	N/A	N/A
Referred to an EAP or counseling program	N/A	N/A

MARIJUANA TESTING

Percentage of companies that test for marijuana use 50%
 Percentage of companies that make allowance for prescription 0%

When are tests done?

As part of hiring process 0%
 For cause or after incident 100%

Healthcare



NORTHEAST INDIANA

2021 FOUR COUNTY WEST REGION

WAGES AND BENEFITS SURVEY



Healthcare

Includes healthcare and social assistance

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WAGES

Healthcare



Northeast Indiana Wages: Healthcare

Four County West Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
GENERAL AND OPERATIONS MANAGERS⁶⁹				
Administrative Services and Facilities Managers	10	\$27.47	\$34.10	\$47.46
Education and Childcare Administrators, Preschool and Daycare	13	\$15.06	\$17.98	\$23.37
Medical and Health Services Managers	104	\$30.19	\$37.25	\$47.41
Social and Community Service Managers	34	\$17.83	\$22.32	\$28.22
BUSINESS AND FINANCIAL OPERATIONS OCCUPATIONS				
Human Resources Specialists	38	\$19.46	\$24.32	\$30.63
Training and Development Specialists	12	\$18.63	\$25.57	\$31.33
Project Management Specialists and Business Operations Specialists, All Other	13	\$19.19	\$28.42	\$38.78
Accountants and Auditors	18	\$23.11	\$29.46	\$38.79
COMPUTER AND MATHEMATICAL OCCUPATIONS				
Computer User Support Specialists	12	\$15.83	\$18.90	\$24.02
COMMUNITY AND SOCIAL SERVICE OCCUPATIONS				
Educational, Guidance, and Career Counselors and Advisors	16	\$17.28	\$21.65	\$27.23
Marriage and Family Therapists	20	\$18.52	\$21.42	\$24.89
Rehabilitation Counselors	45	\$12.27	\$16.52	\$19.20
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	139	\$15.67	\$18.98	\$23.06
Child, Family, and School Social Workers	93	\$17.34	\$19.47	\$22.31
Healthcare Social Workers	66	\$15.38	\$18.48	\$24.52
Mental Health and Substance Abuse Social Workers	50	\$16.43	\$19.70	\$24.40
Social and Human Service Assistants	158	\$12.64	\$14.63	\$17.03
Community Health Workers	14	\$10.66	\$15.63	\$20.30
Clergy	11	\$17.22	\$20.37	\$24.30
EDUCATIONAL INSTRUCTION AND LIBRARY OCCUPATIONS				
Preschool Teachers, Except Special Education	49	\$9.74	\$11.95	\$15.58
Teaching Assistants, Except Postsecondary	37	\$8.57	\$10.27	\$12.76

Northeast Indiana Wages: Healthcare (continued)

Four County West Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
HEALTHCARE PRACTITIONERS AND TECHNICAL OCCUPATIONS				
Chiropractors	21	\$29.43	\$41.19	\$54.27
Dentists, General	42	\$49.41	\$93.93	\$126.45
Dietitians and Nutritionists	16	\$20.22	\$25.32	\$31.25
Optometrists	23	\$36.12	\$49.60	\$62.73
Pharmacists	38	\$53.87	\$59.86	\$67.89
Physician Assistants	15	\$28.47	\$38.89	\$48.47
Occupational Therapists	34	\$27.17	\$35.95	\$44.09
Physical Therapists	43	\$31.48	\$38.32	\$45.63
Respiratory Therapists	58	\$21.47	\$24.36	\$27.53
Speech-Language Pathologists	15	\$21.92	\$29.51	\$39.74
Therapists, All Other	12	\$7.66	\$10.20	\$24.30
Registered Nurses	712	\$23.84	\$27.55	\$32.05
Nurse Practitioners	57	\$42.23	\$50.11	\$57.60
Anesthesiologists	22	\$110.95	\$126.35	\$146.28
Family Medicine Physicians	20	\$71.46	\$91.84	\$104.64
Pediatricians, General	11	\$45.62	\$54.86	\$61.18
Psychiatrists	16	\$99.62	\$124.86	\$146.78
Physicians, All Other; and Ophthalmologists, Except Pediatric	41	\$70.06	\$94.69	\$111.04
Dental Hygienists	69	\$30.11	\$35.45	\$40.69
Clinical Laboratory Technologists and Technicians	56	\$15.75	\$20.81	\$27.50
Radiologic Technologists and Technicians	55	\$21.98	\$26.06	\$30.47
Magnetic Resonance Imaging Technologists	13	\$24.10	\$26.95	\$30.12
Emergency Medical Technicians and Paramedics	103	\$12.96	\$16.22	\$19.69
Dietetic Technicians	14	\$10.68	\$12.49	\$15.44
Pharmacy Technicians	21	\$12.40	\$14.34	\$16.90
Psychiatric Technicians	16	\$11.74	\$13.98	\$17.05
Surgical Technologists	22	\$17.79	\$20.91	\$25.00
Ophthalmic Medical Technicians	34	\$12.71	\$14.66	\$16.73
Licensed Practical and Licensed Vocational Nurses	382	\$18.16	\$20.38	\$22.97
Opticians, Dispensing	18	\$13.64	\$15.33	\$17.39
Medical Dosimetrists, Medical Records Specialists, and Health Technologists and Technicians, All Other	52	\$16.23	\$20.39	\$25.70
Health Information Technologists, Medical Registrars, Surgical Assistants, and Healthcare Practitioners and Technical Workers	12	\$13.73	\$20.47	\$30.24

Northeast Indiana Wages: Healthcare (continued)

Four County West Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
HEALTHCARE SUPPORT OCCUPATIONS				
Home Health and Personal Care Aides	1,054	\$9.69	\$10.73	\$12.14
Nursing Assistants	834	\$11.10	\$12.67	\$14.49
Orderlies	24	\$11.74	\$13.26	\$15.16
Psychiatric Aides	38	\$12.38	\$14.16	\$16.14
Occupational Therapy Assistants	23	\$22.15	\$26.59	\$30.86
Physical Therapist Assistants	33	\$19.89	\$25.23	\$29.88
Dental Assistants	99	\$15.86	\$18.60	\$21.54
Medical Assistants	237	\$13.28	\$14.84	\$17.48
Medical Equipment Preparers	17	\$14.08	\$15.06	\$16.99
Phlebotomists	33	\$11.73	\$13.32	\$15.38
Healthcare Support Workers, All Other	13	\$13.28	\$15.99	\$19.33
PROTECTIVE SERVICE OCCUPATIONS				
Security Guards	19	\$10.17	\$12.42	\$19.46
FOOD PREPARATION AND SERVING RELATED OCCUPATIONS				
First-Line Supervisors of Food Preparation and Serving Workers	27	\$12.40	\$14.40	\$16.96
Cooks, Institution and Cafeteria	183	\$9.10	\$10.90	\$13.24
Food Preparation Workers	46	\$8.67	\$9.64	\$11.42
Fast Food and Counter Workers	50	\$8.73	\$9.69	\$11.06
Waiters and Waitresses	16	\$8.85	\$9.79	\$13.70
Food Servers, Nonrestaurant	133	\$8.66	\$9.88	\$12.40
Dishwashers	12	\$8.71	\$9.41	\$10.29
BUILDING AND GROUNDS CLEANING AND MAINTENANCE OCCUPATIONS				
First-Line Supervisors of Housekeeping and Janitorial Workers	12	\$13.17	\$17.03	\$22.63
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	103	\$10.56	\$13.21	\$15.80
Maids and Housekeeping Cleaners	170	\$8.61	\$10.34	\$12.77

Northeast Indiana Wages: Healthcare (continued)

Four County West Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
PERSONAL CARE AND SERVICE OCCUPATIONS				
First-Line Supervisors of Personal Service and Entertainment and Recreation Workers, Except Gambling Services 41 \$11.73 \$14.23 \$17.71				
Childcare Workers	202	\$7.42	\$8.76	\$11.33
Recreation Workers	109	\$8.28	\$9.39	\$11.66
Residential Advisors	53	\$10.50	\$12.00	\$14.90
SALES AND RELATED OCCUPATIONS				
Retail Salespersons	19	\$8.99	\$10.63	\$13.70
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel 11 \$20.16 \$26.97 \$44.20				
OFFICE AND ADMINISTRATIVE SUPPORT OCCUPATIONS				
First-Line Supervisors of Office and Administrative Support Workers 94 \$17.58 \$24.15 \$33.09				
Billing and Posting Clerks	48	\$14.77	\$16.98	\$19.38
Bookkeeping, Accounting, and Auditing Clerks	41	\$13.55	\$16.80	\$20.51
Customer Service Representatives	49	\$13.94	\$18.02	\$22.65
Interviewers, Except Eligibility and Loan	46	\$12.50	\$14.44	\$17.25
Receptionists and Information Clerks	142	\$10.78	\$13.20	\$15.64
Executive Secretaries and Executive Administrative Assistants 10 \$17.79 \$21.81 \$27.34				
Medical Secretaries and Administrative Assistants	110	\$14.07	\$16.52	\$19.52
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive 63 \$11.33 \$14.52 \$18.02				
Office Clerks, General	211	\$12.43	\$15.45	\$18.55
Office and Administrative Support Workers, All Other	17	\$9.41	\$15.71	\$22.04
INSTALLATION, MAINTENANCE, AND REPAIR OCCUPATIONS				
First-Line Supervisors of Mechanics, Installers, and Repairers 13 \$23.91 \$31.14 \$40.08				
Maintenance and Repair Workers, General	125	\$16.05	\$20.66	\$25.22
PRODUCTION OCCUPATIONS				
Miscellaneous Assemblers and Fabricators	16	\$13.24	\$16.98	\$19.74
Laundry and Dry-Cleaning Workers	65	\$10.46	\$12.88	\$15.36
TRANSPORTATION AND MATERIAL MOVING OCCUPATIONS				
Passenger Vehicle Drivers, Except Bus Drivers, Transit and Intercity 73 \$8.65 \$9.91 \$14.50				
Laborers and Freight, Stock, and Material Movers, Hand.	19	\$13.01	\$16.13	\$18.99
Stockers and Order Fillers	15	\$10.08	\$12.10	\$15.89

BENEFITS



Healthcare

Northeast Indiana Benefits: Healthcare

Four County West Region

Hourly

Salary

PAID TIME OFF

HOLIDAYS

Percentage of companies offering paid holidays	100%	100%
Typical number of paid holidays offered annually	7	7

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	67%	67%
Average number of PTO days offered first year	12	11
Typical number of PTO days offered first year	10	15
Average number of carryover days per year	52	52

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	First Year	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	2	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)	5	5
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

Northeast Indiana Benefits: Healthcare (continued)

Four County West 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	N/A	N/A
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 33% 33%

Average number of personal days offered per year	22	22
Typical number of personal days offered in first year:	5	5

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)

Four County West Region

Hourly

Salary

PAID TIME OFF (continued)

BEREAVEMENT LEAVE

Percentage of companies offering paid bereavement leave	67%	67%
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	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%

COMPENSATION DURING JURY SERVICE

Percentage of companies that pay employees during jury service	100%	67%
Percentage of those that pay regular wages plus payment from court	33%	50%
Percentage of those that pay regular wages minus payment from court.	67%	50%
Percentage where employee receives only payment from court	0%	33%

ILLNESS DAYS

Percentage of companies that offer paid illness days	33%	33%
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	10	10

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)

Four County West 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	13	13
Typical number of weeks paid	0	0
Average number of weeks unpaid	4	4
Typical number of weeks unpaid	0	0

MATERNITY LEAVE

Percentage of companies that offer Maternity Leave	67%	67%
Average number of weeks paid	6	12
Typical number of weeks paid	0	0
Average number of weeks unpaid	6	0
Typical number of weeks unpaid	0	0

PATERNITY LEAVE

Percentage of companies that offer Paternity Leave	67%	67%
Average number of weeks paid	6	9
Typical number of weeks paid	0	0
Average number of weeks unpaid	6	0
Typical number of weeks unpaid	0	0

Northeast Indiana Benefits: Healthcare (continued)

Four County West 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	0%	0%
Percentage of companies that offer multiple plans	100%	100%
Percentage of companies offering traditional plans	100%	100%
Percentage of companies offering high-deductible plans	33%	33%
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	0%	0%
Percentage of companies offering optional HSA or HRA plan	33%	33%
Percentage of companies with no HSA or HRA plan	67%	67%

Average company contribution to HSA/HRA account

For employee only plan	\$520	\$520
For family plan	\$520	\$520

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	0%	0%
Average amount that may be earned	N/A	N/A
Typical amount that may be earned	N/A	N/A

Northeast Indiana Benefits: Healthcare (continued)

Four County West Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS

SELF-INSURED COMPANIES

Traditional Plans

Percentage that offer family coverage **100%** **100%**

How soon after hire is employee eligible?

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

Average monthly premium paid by employee for:

Employee only coverage	\$133.35	. . . . .	\$133.35
Employee and spouse	\$501.68	. . . . .	\$501.68
Employee and child	\$268.90	. . . . .	\$265.57
Family	\$729.81	. . . . .	\$729.81

Average monthly cost paid by employer for each employee

Employee-only coverage	\$535.70	. . . . .	\$535.70
Employee and spouse	\$709.38	. . . . .	\$709.38
Employee and child	\$1,001.93	. . . . .	\$1,001.93
Family	\$1,191.77	. . . . .	\$1,191.77

Deductibles

Average annual deductible per person	\$1,600.00	. . . . .	\$1,600.00
Typical annual deductible per person	\$1,500.00	. . . . .	\$1,500.00
Average annual deductible per family	\$2,966.67	. . . . .	\$2,966.67
Typical annual deductible per family	\$3,000.00	. . . . .	\$3,000.00

Copays and Limits

Average percentage of costs covered by insurance	82%	. . . . .	82%
Typical percentage of costs covered by insurance	80%	. . . . .	80%
Average copay for physician office visit	\$26.67	. . . . .	\$26.67
Typical copay for physician office visit	\$20.00	. . . . .	\$20.00

Average out of pocket limit

Single coverage	\$6,883.33	. . . . .	\$6,883.33
Family Coverage	\$13,766.67	. . . . .	\$13,766.67

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)

Four County West Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

SELF-INSURED COMPANIES

High-Deductible Plan

Percentage that offer family coverage 100% 100%

How soon after hire is employee eligible?

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

Average monthly premium paid by employee for:

Employee only coverage.....	\$89.92	\$89.92
Employee and spouse.....	\$738.84	\$738.84
Employee and child.....	\$257.30	\$257.30
Family.....	\$1,194.38	\$1,194.38

Average monthly cost paid by employer for each employee

Employee-only coverage.....	\$569.05	\$569.05
Employee and spouse.....	\$644.99	\$644.99
Employee and child.....	\$994.74	\$994.74
Family.....	\$808.89	\$808.89

Deductibles

Average annual deductible per person	\$6,000.00	\$6,000.00
Typical annual deductible per person.....	\$1,500.00	\$1,500.00
Average annual deductible per family.....	\$12,000.00	\$12,000.00
Typical annual deductible per family	\$3,000.00	\$3,000.00

Copays and Limits

Average percentage of costs covered by insurance	100%	100%
Typical percentage of costs covered by insurance	80%	80%
Average copay for physician office visit.....	\$-	\$-
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)

Four County West 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)

Four County West 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)

Four County West 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)

Four County West 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	67%	67%

How soon after hire is employee eligible for coverage?

One to 30 days after hire:	0%	33%
One to three months after hire	67%	33%
Three to six months after hire:	33%	33%
Six months to one year after hire:	0%	0%
After first year:	0%	0%

Deductibles and Limits

Average annual deductible	\$66.67	\$66.67
Typical annual deductible	\$50.00	\$50.00
Average annual limit single coverage:	\$767	\$767
Typical annual limit single coverage	\$1,000	\$1,000
Average annual limit family coverage:	\$1,100	\$1,100
Typical annual limit family coverage	\$1,000	\$1,000

Premiums and Costs

Average monthly premium paid by employee for

Employee only coverage:	\$18.93	\$18.93
Employee and spouse:	\$38.38	\$38.38
Employee and child(ren)	\$42.19	\$42.19
Family	\$62.90	\$62.90

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

Percentage of Costs Covered

Average of preventive costs covered	100%	100%
Typical percentage of preventive costs covered	100%	100%
Average of basic costs covered	80%	80%
Typical percentage of basic costs covered	80%	80%
Average of major costs covered	33%	33%
Typical percentage of major costs covered	50%	50%

Northeast Indiana Benefits: Healthcare (continued)

Four County West Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

VISION INSURANCE

Percentage of all companies offering a separate vision plan.	100%	100%
Percentage of those plans that cover glasses/contacts	100%	100%
Percentage of those plans that cover LASIK or similar procedures	67%	67%

How soon after hire is employee eligible for coverage?

One to 30 days	0%	33%
One to three months	67%	33%
Three to six months	33%	33%
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.	\$5.49	\$5.49
Employee and spouse.	\$9.79	\$9.79
Employee and child(ren)	\$9.90	\$9.90
Family	\$15.47	\$15.47

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)

Four County West 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	33%	67%
Average percentage of wages employee receives while on disability.	50%	40%
Typical percentage of wages employee receives while on disability	60%	60%
Average age when employee no longer receives payment	0	33
Typical age when employee no longer receives payment.	65	65

How soon after hire is employee covered?

One to 30 days	0%	50%
One to three months	100%	50%
Three to six months	0%	0%
Six months to one year.	0%	0%
After first year	0%	0%

Northeast Indiana Benefits: Healthcare (continued)

Four County West Region

Hourly

Salary

FINANCIAL BENEFITS AND INCENTIVES (continued)

COMMISSIONS AND INCENTIVES

HOURLY

SALARY

Percentage of employers that pay commission on sales, contracts or transactions.	0%	33%
Average percentage of compensation that comes from commission		30%

PROFIT SHARING AND BONUSES

Percentage of companies that offer profit-sharing or performance incentives	0%	0%
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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 one year.	N/A	N/A
After 1 year	N/A	N/A

Percentage where incentives are team based	N/A	N/A
Percentage where incentives are individually based.	N/A	N/A

BONUS POOL

Percentage of employers who have a bonus pool	0%	0%
Average annual amount per employee	\$0	\$0

REFERRAL BONUS

Percentage of employers that pay a referral bonus	67%
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RETENTION BONUS

Percentage of employers offering a retention bonus	50%	0%
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When are employees eligible?

After six months	100%	N/A
After one year	0%	N/A

SHIFT DIFFERENTIAL

Percentage of companies with more than one shift.	100%
Percentage that pay a shift differential	100%
Average hourly differential for second shift.	\$2.50
Average hourly differential for third shift	\$2.33

Northeast Indiana Benefits: Healthcare (continued)

Four County West Region

Hourly

Salary

RETIREMENT

COMPANY FUNDED PENSION

Percentage of companies that offer traditional pension plan	0%	0%
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	75%	75%
Typical percentage of wages an employee may contribute to fund	100%	100%
Percentage of companies where the employer contributes	67%	67%
Average percentage of contribution the employer matches	3%	3%
Typical percentage of contribution the employer matches	5%	5%
Average percentage of contribution the company matches	75% of the first 5%	
Percentage of companies where the match is guaranteed	100%	100%
Percentage of companies where the match is intended	50%	50%

How soon after hire is employee eligible to participate?

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

Northeast Indiana Benefits: Healthcare (continued)

Four County West Region

Hourly

Salary

OTHER INCENTIVES

WORKPLACE

Percentage of companies that offer these workplace benefits

Casual dress day (one per week)	100%	100%
Casual dress (every day)	0%	0%
Child day care services	33%	0%
Child care subsidy	0%	0%
Compressed work week	0%	0%
Discounted product purchases	33%	33%
Employee assistance programs	100%	37%
Emergency/sick child care	0%	0%
English as second language assistance	0%	0%
Fitness center membership subsidy	67%	67%
Fitness center on site	100%	100%
Flex time	0%	33%
Flexible spending account	67%	67%
Job sharing	0%	0%
Informal recognition program	67%	67%
Open communication policy	67%	67%
Scholarships-employees/spouses/children	33%	33%
Smoking cessation programs	67%	67%
Smoke-free work environment	67%	67%
Telecommuting	0%	0%
Transit subsidy	0%	0%
Tutoring-employees/spouses/children	0%	0%
Wellness program, resources and information	33%	33%
Other	0%	0%

COST OF BENEFITS

Cost of benefits as percentage of wages **20%**

WORKPLACE

Healthcare



Northeast Indiana Workforce: Healthcare

Four County West Region

HIRING AND LAYOFFS

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 162

Average number of employees added in preceding six months 54

Layoffs

Percentage of companies that laid off employees in preceding six months 67%

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 67%

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 33%

Percentage of companies uncertain of change in 2021 0%

CHANGES IN STAFFING IN 2022

Hiring

Percentage of companies adding workers in 2022 33%

Total anticipated increase in 2022 20

Average anticipated increase in 2022 20

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 67%

Percentage of companies uncertain of change in 2022 0%

ANNUAL TURNOVER

Average annual turnover as percentage of employees 39%

Northeast Indiana Workforce: Healthcare (continued)

Four County West Region

Hourly

Salary

STAFFING

INCENTIVES

Percentage of those companies offering these staffing incentives

Relax drug screening requirements	0%
Hire persons with disabilities	0%
Hire persons with felony records	0%
Expand internships	0%
Hire persons without high school or GED diploma	33%
Increase starting pay	67%
Pay hiring bonus	100%
Pay referral bonus	100%
Pay retention bonus	67%
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	33%
Layoffs	0%
Furloughs	67%
Delay filling openings	0%
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%	0%

Northeast Indiana Workforce: Healthcare (continued)

Four County West Region

Hourly

Salary

WORKFORCE DEVELOPMENT

MOST NEEDED SKILLS

Employers who say these abilities are most needed in workforce

Customer service	100%
Communications skills.	0%
People skills	0%
Strong work ethic.	0%
Showing up for work	0%
Time management.	33%
Problem solving.	0%
Commitment to quality.	33%
Detail oriented.	0%
Willingness to learn	0%
Ability to follow instructions	0%
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.	33%
Outlook.	33%
Excel	33%
AutoCAD	0%
SAP	0%
CAM.	0%
Computer/Internet	33%
Machinist.	0%
Welding.	0%
Specialized to position	33%

MINIMUM EDUCATION REQUIREMENTS

Employers who set these minimum education requirements

High School/GED.	33%
Some college	0%
Associates degree.	0%
Bachelors degree	0%
Graduate degree.	0%
Professional license/tech certification	33%
None required	33%

Northeast Indiana Workforce: Healthcare (continued)

Four County West Region

Hourly

Salary

WORKFORCE DEVELOPMENT

EMPLOYERS FIND THESE POSITIONS MOST DIFFICULT TO FILL

Management	0%
All openings	0%
Maintenance positions	0%
Skilled trades	33%
Welders	0%
Machinists	0%
Technicians	0%
CDL drivers	0%
Production positions	0%
Off-shift openings	0%
Labor	0%
Engineers	0%
Nursing	0%
Other	0%

SALARY OUTLOOK

PAY INCREASES

In 2020

Percentage of companies giving pay raises in preceding 12 months	100%
Average raise given in preceding 12 months	2.33%
Typical raise given in preceding 12 months	3%

In 2022

Percentage of companies planning pay raises in next 12 months	100%
Average raise planned in next 12 months	2.33%
Typical increase planned in next 12 months	3%

Northeast Indiana Workforce: Healthcare (continued)

Four County West Region

Hourly

Salary

TRAINING AND EDUCATION

TRAINING AND CAREER DEVELOPMENT

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

How soon after hire is employee eligible?

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

TUITION ASSISTANCE

Percentage of companies offering tuition assistance	100%	. . . . .	100%
Percentage that require classes be job related to receive tuition assistance	100%	. . . . .	100%
Average percent of tuition reimbursement	67%	. . . . .	67%

JOB SKILLS AND CAREER DEVELOPMENT

Percentage of companies that offer in-house skills and career development programs 67%	67%
Percentage of companies that offer off-site skills and career development programs	100% 100%

MENTORING

Percentage of companies with formal mentoring programs 33% 33%

IN-HOUSE TRAINING

Percentage of companies where training is done in-house 67% 67%

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. 33%

Northeast Indiana Workforce: Healthcare (continued)

Four County West Region

Hourly

Salary

SUBSTANCE SCREENING

DRUG TESTING

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

Which screening protocol is used?

Five panel 33%
 Seven panel 0%
 DOT 0%
 Other 67%

	Hourly	Salary
Percentage of those companies that require new applicants to pass	67%	67%

Current employees are screened

Randomly	33%	33%
After incident/injury	100%	100%
For cause	100%	100%

Employees who fail are

Dismissed	100%	100%
Referred to an EAP or counseling program	67%	67%

MARIJUANA TESTING

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

Percentage of companies that make allowance for prescription 0%

When are tests done?

As part of hiring process 0%
 For cause or after incident 0%

Leisure, Retail, Hospitality and Restaurants



NORTHEAST INDIANA

2021 FOUR COUNTY WEST REGION

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 and Restaurants

Four County West Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
MANAGEMENT OCCUPATIONS				
General and Operations Managers	209	\$26.36	\$38.14	\$59.07
Sales Managers	22	\$38.30	\$52.96	\$75.79
Food Service Managers	85	\$17.27	\$22.68	\$26.16
Lodging Managers	12	\$14.20	\$20.48	\$27.86
Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other	11	\$14.04	\$20.72	\$32.61
BUSINESS AND FINANCIAL OPERATIONS OCCUPATIONS				
Buyers and Purchasing Agents	18	\$20.16	\$25.36	\$31.33
Human Resources Specialists	10	\$19.46	\$24.32	\$30.63
Market Research Analysts and Marketing Specialists	11	\$16.52	\$22.55	\$30.87
Accountants and Auditors	12	\$23.11	\$29.46	\$38.79
EDUCATIONAL INSTRUCTION AND LIBRARY OCCUPATIONS				
Self-Enrichment Teachers	13	\$10.16	\$17.35	\$23.66
ARTS, DESIGN, ENTERTAINMENT, SPORTS, AND MEDIA OCCUPATIONS				
Fine Artists, Including Painters, Sculptors, and Illustrators	13	\$3.95	\$10.04	\$21.86
Floral Designers	22	\$9.39	\$12.24	\$16.18
Merchandise Displayers and Window Trimmers	32	\$20.01	\$20.99	\$22.27
Coaches and Scouts	39	\$8.51	\$11.25	\$18.95
Musicians and Singers	16	\$15.99	\$32.54	\$40.21
Writers and Authors	14	\$11.29	\$21.89	\$33.78
HEALTHCARE PRACTITIONERS AND TECHNICAL OCCUPATIONS				
Pharmacists	91	\$53.87	\$59.86	\$67.89
Pharmacy Technicians	106	\$12.40	\$14.34	\$16.90
Opticians, Dispensing	12	\$13.64	\$15.33	\$17.39
PROTECTIVE SERVICE OCCUPATIONS				
Security Guards	32	\$10.17	\$12.42	\$19.46
Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	21	\$7.88	\$8.50	\$9.23

Northeast Indiana Wages: Leisure, Hospitality, Retail and Restaurants

Four County West Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
FOOD PREPARATION AND SERVING RELATED OCCUPATIONS				
Chefs and Head Cooks	40	\$15.91	\$20.46	\$25.66
First-Line Supervisors of Food Preparation and Serving Workers	378	\$12.40	\$14.40	\$16.96
Cooks, Fast Food	121	\$8.53	\$9.44	\$10.71
Cooks, Institution and Cafeteria	31	\$9.10	\$10.90	\$13.24
Cooks, Restaurant	578	\$10.22	\$11.49	\$12.83
Cooks, Short Order	28	\$8.81	\$9.65	\$10.67
Food Preparation Workers	293	\$8.67	\$9.64	\$11.42
Bartenders	231	\$8.78	\$10.05	\$11.63
Fast Food and Counter Workers	2,002	\$8.73	\$9.69	\$11.06
Waiters and Waitresses	930	\$8.85	\$9.79	\$13.70
Food Servers, Nonrestaurant	19	\$8.66	\$9.88	\$12.40
Dining Room and Cafeteria Attendants and Bartender Helpers	87	\$8.71	\$9.66	\$11.26
Dishwashers	126	\$8.71	\$9.41	\$10.29
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	163	\$8.84	\$9.78	\$11.27
Food Preparation and Serving Related Workers, All Other	26	\$8.95	\$10.07	\$11.74
BUILDING AND GROUNDS CLEANING AND MAINTENANCE OCCUPATIONS				
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	99	\$10.56	\$13.21	\$15.80
Maids and Housekeeping Cleaners	95	\$8.61	\$10.34	\$12.77
Landscaping and Groundskeeping Workers	56	\$9.92	\$13.23	\$17.66
PERSONAL CARE AND SERVICE OCCUPATIONS				
First-Line Supervisors of Personal Service and Entertainment and Recreation Workers, Except Gambling Services	18	\$11.73	\$14.23	\$17.71
Animal Caretakers	17	\$8.67	\$10.25	\$12.81
Ushers, Lobby Attendants, and Ticket Takers	30	\$8.12	\$9.02	\$9.99
Amusement and Recreation Attendants	49	\$8.45	\$9.59	\$11.06
Hairdressers, Hairstylists, and Cosmetologists	19	\$8.41	\$10.42	\$15.01
Exercise Trainers and Group Fitness Instructors	64	\$8.29	\$9.90	\$12.97
Recreation Workers	34	\$8.28	\$9.39	\$11.66

Northeast Indiana Wages: Leisure, Hospitality, Retail and Restaurants

Four County West Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
SALES AND RELATED OCCUPATIONS				
First-Line Supervisors of Retail Sales Workers	551	\$12.78	\$15.89	\$21.97
Cashiers	1,604	\$8.73	\$9.86	\$11.44
Counter and Rental Clerks	40	\$8.29	\$9.13	\$10.98
Parts Salespersons	137	\$12.63	\$14.50	\$17.95
Retail Salespersons	1,978	\$8.99	\$10.63	\$13.70
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	75	\$20.16	\$26.97	\$44.20
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	36	\$20.89	\$27.95	\$40.01
Door-to-Door Sales Workers, News and Street Vendors, and Related Workers	36	\$4.34	\$9.48	\$17.94
Sales and Related Workers, All Other	22	\$9.12	\$11.05	\$19.18

OFFICE AND ADMINISTRATIVE SUPPORT OCCUPATIONS				
First-Line Supervisors of Office and Administrative Support Workers	104	\$17.58	\$24.15	\$33.09
Bookkeeping, Accounting, and Auditing Clerks	72	\$13.55	\$16.80	\$20.51
Customer Service Representatives	167	\$13.94	\$18.02	\$22.65
Hotel, Motel, and Resort Desk Clerks	74	\$10.78	\$12.36	\$14.51
Order Clerks	15	\$13.86	\$17.40	\$20.83
Receptionists and Information Clerks	23	\$10.78	\$13.20	\$15.64
Shipping, Receiving, and Inventory Clerks	82	\$14.11	\$17.00	\$20.28
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	33	\$11.33	\$14.52	\$18.02
Office Clerks, General	161	\$12.43	\$15.45	\$18.55

INSTALLATION, MAINTENANCE, AND REPAIR OCCUPATIONS				
First-Line Supervisors of Mechanics, Installers, and Repairers	43	\$23.91	\$31.14	\$40.08
Computer, Automated Teller, and Office Machine Repairers	10	\$11.27	\$14.96	\$20.27
Automotive Body and Related Repairers	11	\$15.54	\$18.92	\$24.80
Automotive Service Technicians and Mechanics	142	\$12.77	\$16.42	\$21.97
Motorboat Mechanics and Service Technicians	16	\$14.08	\$17.07	\$19.89
Outdoor Power Equipment and Other Small Engine Mechanics	38	\$12.77	\$14.96	\$17.32
Recreational Vehicle Service Technicians	81	\$18.18	\$20.97	\$24.18
Tire Repairers and Changers	46	\$12.55	\$14.90	\$17.97
Maintenance and Repair Workers, General	108	\$16.05	\$20.66	\$25.22
Coin, Vending, and Amusement Machine Servicers and Repairers	59	\$12.58	\$14.38	\$16.47

Northeast Indiana Wages: Leisure, Hospitality, Retail and Restaurants

Four County West Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
PRODUCTION OCCUPATIONS				
First-Line Supervisors of Production and Operating Workers	15	\$21.13	\$27.28	\$34.33
Miscellaneous Assemblers and Fabricators	14	\$13.24	\$16.98	\$19.74
Bakers	24	\$9.64	\$11.30	\$13.33
Butchers and Meat Cutters	38	\$11.82	\$14.11	\$16.81
Laundry and Dry-Cleaning Workers	14	\$10.46	\$12.88	\$15.36
Ophthalmic Laboratory Technicians	11	\$12.65	\$16.40	\$18.44
TRANSPORTATION AND MATERIAL MOVING OCCUPATIONS				
First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	27	\$18.02	\$25.26	\$32.44
Driver/Sales Workers	100	\$8.93	\$13.32	\$17.94
Heavy and Tractor-Trailer Truck Drivers	34	\$17.11	\$20.24	\$25.27
Light Truck Drivers	115	\$9.69	\$15.49	\$20.31
Passenger Vehicle Drivers, Except Bus Drivers, Transit and Intercity	17	\$8.65	\$9.91	\$14.50
Automotive and Watercraft Service Attendants	23	\$10.46	\$11.93	\$13.90
Industrial Truck and Tractor Operators	16	\$13.91	\$16.30	\$19.12
Cleaners of Vehicles and Equipment	48	\$9.79	\$12.37	\$15.55
Laborers and Freight, Stock, and Material Movers, Hand.	173	\$13.01	\$16.13	\$18.99
Packers and Packagers, Hand	52	\$12.32	\$14.53	\$17.18
Stockers and Order Fillers	643	\$10.08	\$12.10	\$15.89
FARMING, FISHING, AND FORESTRY OCCUPATIONS				
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	12	\$10.87	\$12.17	\$14.75

BENEFITS



Leisure, Hospitality, Retail and Restaurants

Northeast Indiana Benefits: Leisure, Hospitality, Retail, Restaurants

Four County West Region

Hourly

Salary

PAID TIME OFF

HOLIDAYS

Percentage of companies offering paid holidays	100%	100%
Typical number of paid holidays offered annually	7	7

Percentage of those companies offering these common holidays

New Year's Eve	100%	100%
New Year's Day	100%	100%
Martin Luther King Jr.	50%	50%
Lincoln's Birthday	0%	0%
President's Day	0%	0%
Washington's Birthday	0%	0%
Good Friday	0%	0%
Memorial Day	100%	100%
Independence Day	100%	100%
Labor Day	50%	50%
Columbus Day	0%	0%
Election Day	0%	0%
Floating Holiday	0%	0%
Veterans' Day	0%	0%
Thanksgiving Day	100%	100%
Day After Thanksgiving	50%	50%
Christmas Eve	100%	100%
Christmas Day	100%	100%
Other	0%	0%

COMBINED PAID TIME OFF

Percentage of companies that combine vacation, sick and personal days	100%	100%
Average number of PTO days offered first year	15	15
Typical number of PTO days offered first year	10	15
Average number of carryover days per year	14	14

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	First Year	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)	6	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)	10	10
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)

Four County West 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	N/A	N/A
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 50% 50%

Average number of personal days offered per year	15	15
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: Leisure, Hospitality, Retail, Restaurants (continued)

Four County West Region

Hourly

Salary

PAID TIME OFF (continued)

BEREAVEMENT LEAVE

Percentage of companies offering paid bereavement leave	100%	100%
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	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%

COMPENSATION DURING JURY SERVICE

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

ILLNESS DAYS

Percentage of companies that offer paid illness days	0%	0%
Average number of paid illness days offered annually	N/A	N/A
Typical number of paid illness days offered per year	N/A	N/A
Average maximum number of illness days that may be accumulated	N/A	N/A
Typical number of paid illness days that may be accumulated	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 one year	N/A	N/A
After 1 year	N/A	N/A

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

Four County West Region

Hourly

Salary

PAID TIME OFF (continued)

FAMILY MEDICAL LEAVE

Percentage of companies that offer Family Medical Leave	50%	50%
Average number of weeks paid	22	.22
Typical number of weeks paid	0	.0
Average number of weeks unpaid	1	.1
Typical number of weeks unpaid	0	.0

MATERNITY LEAVE

Percentage of companies that offer Maternity Leave	50%	50%
Average number of weeks paid	12	.12
Typical number of weeks paid	0	.0
Average number of weeks unpaid	4	.4
Typical number of weeks unpaid	0	.0

PATERNITY LEAVE

Percentage of companies that offer Paternity Leave	50%	50%
Average number of weeks paid	2	.2
Typical number of weeks paid	0	.0
Average number of weeks unpaid	0	.0
Typical number of weeks unpaid	0	.0

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

Four County West 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	50%	50%
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	100%	100%
Percentage of companies that offer multiple plans	0%	0%
Percentage of companies offering traditional plans	0%	0%
Percentage of companies offering high-deductible plans	100%	100%
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	100%	100%
Percentage of companies offering optional HSA or HRA plan	0%	0%
Percentage of companies with no HSA or HRA plan	0%	0%

Average company contribution to HSA/HRA account

For employee only plan	\$1,275	\$1,275
For family plan	\$750	\$750

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	\$1,000	\$1,000
Average maximum annual out of pocket expense family	\$2,000	\$2,000

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	0%	0%
Average amount that may be earned	N/A	N/A
Typical amount that may be earned	N/A	N/A

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

Four County West Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS

SELF-INSURED COMPANIES

Traditional Plans

Percentage that offer family coverage 0% 0%

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: Leisure, Hospitality, Retail, Restaurants (continued)

Four County West Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

SELF-INSURED COMPANIES

High-Deductible Plan

Percentage that offer family coverage 0% 0%

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: Leisure, Hospitality, Retail, Restaurants (continued)

Four County West Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS

INDEMNITY-INSURED COMPANIES

Traditional Plans

Percentage that offer family coverage 0% 0%

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: Leisure, Hospitality, Retail, Restaurants (continued)

Four County West Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

INDEMNITY-INSURED COMPANIES

High-Deductible Plan

Percentage that offer family coverage 0% 0%

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: Leisure, Hospitality, Retail, Restaurants (continued)

Four County West Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

PRESCRIPTION DRUG BENEFIT

Percentage of all companies where insurance covers prescription drugs **100%** **100%**

Retail copay when paying dollars

What is the average employee copay for retail generic?	\$45.00	. . . . .	\$45.00
What is the typical employee copay for retail generic?	\$15.00	. . . . .	\$15.00
What is the average employee copay for retail formulary?	\$85.00	. . . . .	\$85.00
What is the typical employee copay for retail formulary?	\$35.00	. . . . .	\$35.00
What is the average employee copay for retail non-formulary?	\$250.00	. . . . .	\$250.00
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?	\$0.00	. . . . .	\$0.00
What is the typical employee copay for mail-order generic?	\$25.00	. . . . .	\$25.00
What is the average employee copay for mail-order formulary?	\$0.00	. . . . .	\$0.00
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?	\$0.00	. . . . .	\$0.00
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?	N/A	. . . . .	N/A
What is the typical employee copay for retail generic?	N/A	. . . . .	N/A
What is the average employee copay for retail formulary?	N/A	. . . . .	N/A
What is the typical employee copay for retail formulary?	N/A	. . . . .	N/A
What is the average employee copay for retail non-formulary?	N/A	. . . . .	N/A
What is the typical employee copay for retail non-formulary?	N/A	. . . . .	N/A

Mail order copay when paying a percentage

What is the average employee copay for mail-order generic?	N/A	. . . . .	N/A
What is the typical employee copay for mail-order generic?	N/A	. . . . .	N/A
What is the average employee copay for mail-order formulary?	N/A	. . . . .	N/A
What is the typical employee copay for mail-order formulary?	N/A	. . . . .	N/A
What is the average employee copay for mail-order non-formulary?	N/A	. . . . .	N/A
What is the typical employee copay for mail-order nonformulary?	N/A	. . . . .	N/A

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

Four County West Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

DENTAL INSURANCE

Percentage of all companies that offer a dental plan	0%	0%
Percentage of those plans that cover orthodontia	N/A	N/A

How soon after hire is employee eligible for coverage?

One to 30 days after hire:	N/A	N/A
One to three months after hire	N/A	N/A
Three to six months after hire:	N/A	N/A
Six months to one year after hire:	N/A	N/A

Deductibles and Limits

Average annual deductible	N/A	N/A
Typical annual deductible	N/A	N/A
Average annual limit single coverage:	N/A	N/A
Typical annual limit single coverage	N/A	N/A
Average annual limit family coverage:	N/A	N/A
Typical annual limit family coverage	N/A	N/A

Premiums and Costs

Average monthly premium paid by employee for

Employee only coverage	N/A	N/A
Employee and spouse	N/A	N/A
Employee and child(ren)	N/A	N/A
Family	N/A	N/A

Average monthly premium paid by employer for

Employee only coverage	N/A	N/A
Employee and spouse	N/A	N/A
Employee and child(ren)	N/A	N/A
Family	N/A	N/A

Typical monthly premium paid by employer for

Employee only coverage	N/A	N/A
Employee and spouse	N/A	N/A
Employee and child(ren)	N/A	N/A
Family	N/A	N/A

Percentage of Costs Covered

Average of preventive costs covered	N/A	N/A
Typical percentage of preventive costs covered	N/A	N/A
Average of basic costs covered	N/A	N/A
Typical percentage of basic costs covered	N/A	N/A
Average of major costs covered	N/A	N/A
Typical percentage of major costs covered	N/A	N/A

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

Four County West Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

VISION INSURANCE

Percentage of all companies offering a separate vision plan.	0%	0%
Percentage of those plans that cover glasses/contacts	N/A	N/A
Percentage of those plans that cover LASIK or similar procedures	N/A	N/A

How soon after hire is employee eligible for coverage?

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 one year	N/A	N/A
After first year	N/A	N/A

Premiums and Costs

Average monthly premium paid by employee for:

Employee only coverage	N/A	N/A
Employee and spouse	N/A	N/A
Employee and child(ren)	N/A	N/A
Family	N/A	N/A

Average monthly premium paid by employer for

Employee only coverage	N/A	N/A
Employee and spouse	N/A	N/A
Employee and child(ren)	N/A	N/A
Family	N/A	N/A

Typical monthly premium paid by employer for

Employee only coverage	N/A	N/A
Employee and spouse	N/A	N/A
Employee and child(ren)	N/A	N/A
Family	N/A	N/A

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

Four County West Region

Hourly

Salary

FINANCIAL BENEFITS AND INCENTIVES

LIFE INSURANCE

Percentage of all companies offering life insurance	50%	50%
Percentage of those plans that pay a set dollar amount	100%	100%
Percentage of those plans that pay a percentage of salary	0%	0%

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 1 year	0%	0%

SHORT TERM DISABILITY

Percentage of all companies that offer a short-term disability benefit	50%	50%
--	-----	-----

Average percentage of wages employee receives while on short-term disability	75%	75%
--	-----	-----

Typical percentage of wages employee receives while on short-term disability	60%	60%
Average number of weeks employee receives payment	22	22
Typical number of weeks employee receives payment	26	26

How soon after hire is employee covered?

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

LONG TERM DISABILITY

Percentage of all companies that offer a long-term disability benefit	0%	0%
---	----	----

Average percentage of wages employee receives while on disability	N/A	N/A
---	-----	-----

Typical percentage of wages employee receives while on disability	N/A	N/A
Average age when employee no longer receives payment	N/A	N/A
Typical age when employee no longer receives payment	N/A	N/A

How soon after hire is employee covered?

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 one year	N/A	N/A
After first year	N/A	N/A

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

Four County West Region

Hourly

Salary

FINANCIAL BENEFITS AND INCENTIVES (continued)

COMMISSIONS AND INCENTIVES

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

PROFIT SHARING AND BONUSES

Percentage of companies that offer profit-sharing or performance incentives 50% 50%

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 one year. 0% 0%
 After 1 year 0% 0%

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

BONUS POOL

Percentage of employers who have a bonus pool 50% 50%
 Average annual amount per employee \$4,500 \$6,000

REFERRAL BONUS

Percentage of employers that pay a referral bonus 0%

RETENTION BONUS

Percentage of employers that pay a retention bonus. 0% 0%

When are employees eligible?

After six months N/A N/A
 After one year N/A N/A

SHIFT DIFFERENTIAL

Percentage of companies with more than one shift. 0%
 Percentage that pay a shift differential N/A
 Average hourly differential for second shift. N/A
 Average hourly differential for third shift N/A

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

Four County West Region

Hourly

Salary

RETIREMENT

COMPANY FUNDED PENSION

Percentage of companies that offer traditional pension plan	0%	0%
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	50%	50%
Average percentage of wages an employee may contribute to fund	1%	1%
Typical percentage of wages an employee may contribute to fund	100%	100%
Percentage of companies where the employer contributes	100%	100%
Average percentage of contribution the employer matches	6%	6%
Typical percentage of contribution the employer matches	5%	5%
Average percentage of contribution the company matches	100% of the first 2%	
Percentage of companies where the match is guaranteed	0%	0%
Percentage of companies where the match is intended	0%	0%

How soon after hire is employee eligible to participate?

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

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

Four County West Region

Hourly

Salary

OTHER INCENTIVES

WORKPLACE

Percentage of companies that offer these workplace benefits

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

COST OF BENEFITS

Cost of benefits as percentage of wages **42%**

WORKPLACE



Leisure, Hospitality, Retail and Restaurants

Northeast Indiana Workplace: Leisure, Hospitality, Retail, Restaurants

Four County West Region

HIRING AND LAYOFFS

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 8

Average number of employees added in preceding six months 4

Layoffs

Percentage of companies that laid off employees in preceding six months 0%

Total number of employees laid off in preceding six months 4

Average number of employees laid off in preceding six months 0

EXPECTED CHANGES IN STAFFING IN 2021

Hiring

Percentage of companies adding workers later in 2021 50%

Total anticipated increase later 2021 3

Average anticipated increase later in 2021 3

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 100%

Percentage of companies uncertain of change in 2021 0%

EXPECTED CHANGES IN STAFFING IN 2022

Hiring

Percentage of companies adding workers in 2022 50%

Total anticipated increase in 2022 2

Average anticipated increase in 2022 2

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 100%

Percentage of companies uncertain of change in 2022 0%

ANNUAL TURNOVER

Average annual turnover as percentage of employees 0%

Northeast Indiana Workplace Leisure, Hospitality, Retail, Restaurants (continued)

Four County West Region

Hourly

Salary

STAFFING

INCENTIVES

Percentage of those companies offering these staffing incentives

Relax drug screening requirements	0%
Hire persons with disabilities	0%
Hire persons with felony records	0%
Expand internships	50%
Hire persons without high school or GED diploma	0%
Increase starting pay	50%
Pay hiring bonus	50%
Pay referral bonus	50%
Pay retention bonus	0%
Offer housing assistance	0%
Offer child care assistance	0%
None or none of above	50%

RECRUITING

Where employers recruit new workers

Employment agencies	0%
Indiana Career Connect	50%
Job fairs	50%
Newspapers	50%
Online	100%
Referrals	100%

PANDEMIC

Impact of the pandemic on employment environment

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

COVID19 Vaccine policies

Hourly

Salaried

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

Northeast Indiana Workplace: Leisure, Hospitality, Retail, Restaurants (continued)

Four County West Region

Hourly

Salary

WORKFORCE DEVELOPMENT

MOST NEEDED SKILLS

Employers who say these abilities are most needed in workforce

Customer service	50%
Communications skills.	0%
People skills	0%
Strong work ethic.	0%
Showing up for work	0%
Time management.	0%
Problem solving.	0%
Commitment to quality.	50%
Detail oriented.	0%
Willingness to learn	0%
Ability to follow instructions	0%
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.	50%
Outlook.	50%
Excel	0%
AutoCAD	0%
SAP	0%
CAM.	0%
Computer/Internet	0%
Machinist.	0%
Welding.	0%
Specialized to position	50%

MINIMUM EDUCATION REQUIREMENTS

Employers who set these minimum education requirements

High School/GED.	0%
Some college	0%
Associates degree.	0%
Bachelors degree	0%
Graduate degree.	0%
Professional license/tech certification	50%
None required	50%

Northeast Indiana Workplace: Leisure, Hospitality, Retail, Restaurants (continued)

Four County West Region

Hourly

Salary

WORKFORCE DEVELOPMENT

EMPLOYERS FIND THESE POSITIONS MOST DIFFICULT TO FILL

Management	0%
All openings	0%
Maintenance positions	0%
Skilled trades	0%
Welders	0%
Machinists	0%
Technicians	0%
CDL drivers	0%
Production positions	0%
Off-shift openings	0%
Labor	50%
Engineers	0%
Other	0%

SALARY OUTLOOK

PAY INCREASES

In 2020

Percentage of companies giving pay raises in preceding 12 months	50%
Average raise given in preceding 12 months	3.00%
Typical raise given in preceding 12 months	3%

In 2022

Percentage of companies planning pay raises in next 12 months	100%
Average raise planned in next 12 months	3.00%
Typical increase planned in next 12 months	3%

Northeast Indiana Workplace: Leisure, Hospitality, Retail, Restaurants (continued)

Four County West Region

Hourly

Salary

TRAINING AND EDUCATION

TRAINING AND CAREER DEVELOPMENT

Percentage of companies with training, career development and education benefits. . . 0%0%

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 one year.	N/A	N/A
After 1 year	N/A	N/A

TUITION ASSISTANCE

Percentage of companies offering tuition assistance. 0%0%

Percentage that require classes be job related to receive tuition assistance N/A N/A

Average percent of tuition reimbursement N/A N/A

JOB SKILLS AND CAREER DEVELOPMENT

Percentage of companies that offer in-house skills and career development programs. 0%0%

Percentage of companies that offer off-site skills and career development programs 0%0%

MENTORING

Percentage of companies with formal mentoring programs 0%0%

IN-HOUSE TRAINING

Percentage of companies where training is done in-house 0%0%

OFF-SITE TRAINING

Percentage of companies where training is done off-site. 0%0%

ORIENTATION

Percentage of companies that offer orientation for new employees 0%0%

INTERNSHIPS

Percentage of companies with internships. 50%

Northeast Indiana Workplace: Leisure, Hospitality, Retail, Restaurants (continued)

Four County West Region

Hourly

Salary

SUBSTANCE SCREENING

DRUG TESTING

Percentage of companies that conduct drug screening 50%

Which screening protocol is used?

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

	Hourly	Salary
Percentage of those companies that require new applicants to pass	100%	100%

Current employees are screened

Randomly	50%	50%
After incident/injury	50%	50%
For cause	0%	0%

Employees who fail are

Dismissed	100%	100%
Referred to an EAP or counseling program	0%	0%

MARIJUANA TESTING

Percentage of companies that test for marijuana use 100%

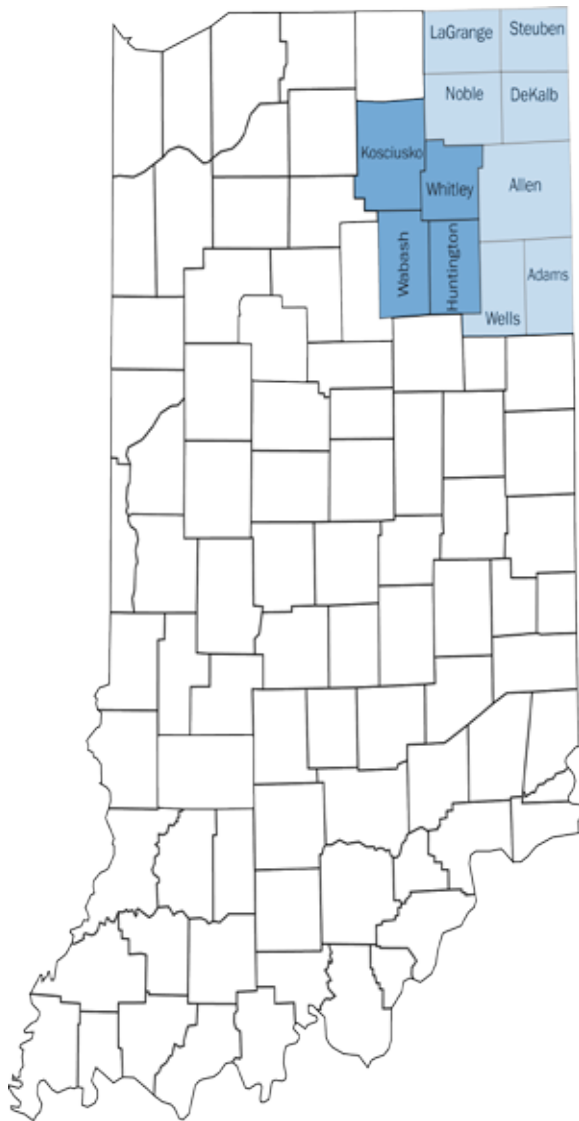
Percentage of companies that make allowance for prescription 0%

When are tests done?

As part of hiring process 0%
 For cause or after incident 0%

Four County West Region Northeast Indiana

Supplemental Reports 2021



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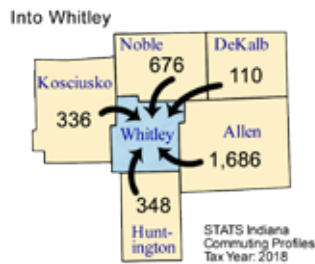
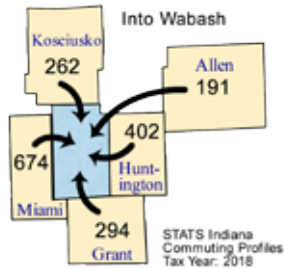
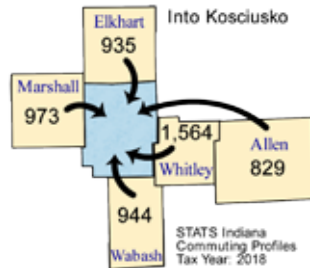
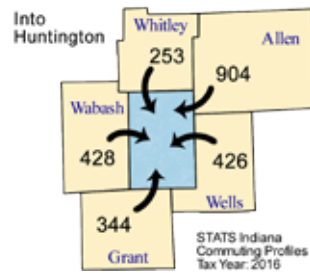
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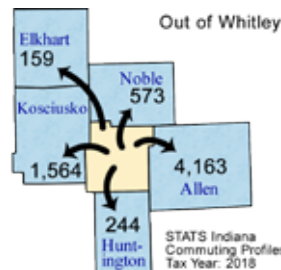
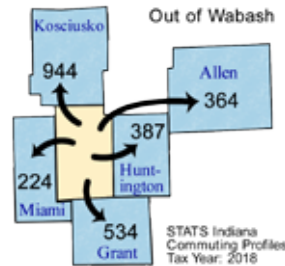
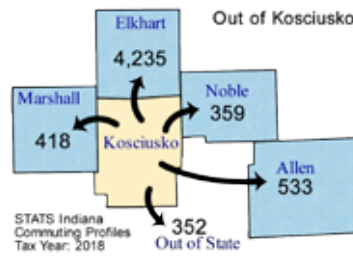
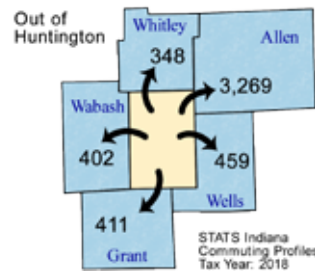
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Regional Partnership Back Cover**

WORKFORCE MOBILITY

COMMUTING INTO COUNTY



COMMUTING FROM COUNTY



Northeast Indiana Region Profile Four County West Region

POPULATION AND EDUCATIONAL ATTAINMENT

	Four County Western Region				
2019 Data:	Huntington	Kosciusko	Wabash	Whitley	Region
Population Estimates	36,520	79,456	30,996	33,964	180,936
Total Population 25 and Older	25,142	53,496	21,492	23,714	123,844
Educational Attainment 2020					
- % High School or Higher	91.8%	85.7%	88.8%	91.8%	n/a
- % Bachelors or Higher	20.1%	23.3%	18.1%	20.7%	n/a
Median Age	40.6	38.5	42.8	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

	Four County Western Region				
2019 Data:	Huntington	Kosciusko	Wabash	Whitley	Region
By Place of Residence:					
Labor Force Estimates	18,344	42,438	15,101	17,881	93,764
Employed	17,745	41,248	14,630	17,354	90,977
Unemployed	599	1,190	471	527	2,787
Unemployment Rate	3.30%	2.80%	3.10%	2.90%	3.03%
Average Wage per Job	\$40,696	\$52,017	\$39,142	\$45,764	\$44,405
2019 Data:					
Total by Place of Work	18,400	50,793	16,514	17,820	103,527
Wage & Salary	14,580	41,181	12,812	13,765	82,338
Private	16,136	46,074	14,074	15,533	91,817
- Accommodates, Food Service	1,202	2,906	1,048	1,000	6,156
- Arts, Ent. & Recreation	230	588	400	218	1,436
- Construction	876	2,476	948	951	5,251
- Health Care, Social Services	1,805	4,013	NA	NA	5,818
- Information	451	374	69	NA	894
- Manufacturing	3,643	15,918	2,787	5,662	28,010
- Professional, Technical Services	NA	1,904	412	NA	2,316
- Retail Trade	1,701	4,780	1,670	1,639	9,790
- Transportation, Warehousing	768	912	294	NA	1,974
- Wholesale Trade	718	1,658	488	NA	2,864
- Other Private (not above)	3982*	10634*	3983*	2274*	97,371
Government (Local, State, Fed.)	1,559	3,269	1,623	1,583	8,034

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., Shippshewana
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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