

Introduction

Thank you for your interest in the 2006 Regional Wage and Benefit Survey. This Survey was conducted to provide an overall view of the current labor costs and offered benefits in the Northwest Missouri region. Data was collected beginning in October of 2006 through December 2006, for publication in January 2007. Survey results were received from twelve of the targeted eighteen counties. (Buchanan County- St. Joseph results listed separately in the St. Joseph Area Chamber of Commerce Wage and Benefit Survey.) Response rate for the survey was 31%. The Cameron area had enough respondents to give a limited scope look at the local wage and benefit scene.

The Wage and Benefit Survey is designed to provide a snapshot picture of different jobs and the salary/wage-scale range for each of those jobs. Information is only reported in aggregate. In some instances, there is only one company reporting or one job type. Single submission jobs and unique job descriptions are included in the survey only if an individual company can not be identified by the data. There are over 40 different job descriptions within the Survey. Not every job description is appropriate for every responding company. Benefit information targets part-time and full-time data.

The Survey is also designed to be an annual data collection tool for wage and benefit comparison throughout the Northwest Missouri Region. Northwest Missouri Regional Development Alliance (the-link) administered the regional survey for the Northwest Roundtable of Economic Developers. A special thank you goes to the City of Cameron and the Cameron Economic Development Organization for distributing the surveys to local businesses and encouraging participation. This direct professional support makes the project possible.

The Regional Development Alliance shows special appreciation to the Business Department of Missouri Western State University. This data analysis was completed by Brandon M. Spaeth, Business Instructor.



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Monetary Compensation

The following is an analysis of the wage information reported by participating companies. Respondents were asked to report the minimum, maximum, and average wage or salary paid for each applicable job category and the number of workers in each category. The tables below show the average, standard deviation, lowest and highest wage or salary reported, total number of workers, and number of respondents in each job category.

(11) MANAGEMENT

ADMINISTRATIVE SERVICES MANAGEMENT (11-3011):

Plan, direct, or coordinate supportive services of an organization, such as recordkeeping, mail distribution, telephone operator/receptionist, and other office support services. May oversee facilities planning and maintenance and custodial operations.

	Average	Standard Deviation	Lowest Reported	Highest Reported	Number of Respondents	Number of Employees
Minimum Wage or Salary	\$28,335	\$7,497	\$20,000	\$34,528	3	4
Maximum Wage or Salary	\$45,433	\$3,242	\$42,000	\$48,443	3	4
Average Wage or Salary	\$41,489	\$12,257	\$29,000	\$53,500	3	4

CHIEF EXECUTIVE (11-1011):

Determine and formulate policies and provide the overall direction of companies or private and public sector organizations within the guidelines set up by a board of directors or similar governing body. Plan, direct, or coordinate operational activities at the highest level of management with the help of subordinate executives and staff managers.

	Average	Standard Deviation	Lowest Reported	Highest Reported	Number of Respondents	Number of Employees
Minimum Wage or Salary	\$71,087				1	1
Maximum Wage or Salary	\$93,836				1	1
Average Wage or Salary	\$110,771	\$29,038	\$90,238	\$131,304	2	2

COMPENSATION AND BENEFITS MANAGER (11-3041):

Plan, direct, or coordinate compensation and benefits activities and staff of an organization.

	Average	Standard Deviation	Lowest Reported	Highest Reported	Number of Respondents	Number of Employees
Minimum Wage or Salary	\$44,928				1	1
Maximum Wage or Salary	\$62,088				1	1
Average Wage or Salary						

MANAGERS, ALL OTHERS (11-9199):

All managers not listed separately.

	Average	Standard Deviation	Lowest Reported	Highest Reported	Number of Respondents	Number of Employees
Minimum Wage or Salary	\$30,120				1	7
Maximum Wage or Salary	\$72,568				1	7
Average Wage or Salary	\$67,542	\$30,961	\$45,649	\$89,435	2	8

(13) BUSINESS AND FINANCE

ACCOUNTANTS AND AUDITORS (13-2011):

Examine, analyze, and interpret accounting records for the purpose of giving advice or preparing statements and installing or advising on systems of recording costs or other financial and budgetary data.

	Average	Standard Deviation	Lowest Reported	Highest Reported	Number of Respondents	Number of Employees
Minimum Wage or Salary	\$41,156	\$14,670	\$27,456	\$60,819	4	6
Maximum Wage or Salary	\$63,194	\$41,752	\$23,350	\$11,000	4	6
Average Wage or Salary	\$37,093	\$16,182	\$23,350	\$54,928	3	5

LOAN OFFICERS AND COUNCILORS (13-2071 & 13-2072):

Evaluate, authorize, or recommend approval of commercial, real estate, or credit loans. Advise borrowers on financial status and methods of payments. Includes mortgage loan officers and agents, collection analysts, loan servicing officers, and loan underwriters.

	Average	Standard Deviation	Lowest Reported	Highest Reported	Number of Respondents	Number of Employees
Minimum Wage or Salary	\$41,525	23,511	\$26,000	\$68,574	3	12
Maximum Wage or Salary	\$110,852	\$55,682	\$75,000	\$175,000	3	12
Average Wage or Salary	\$62,237	\$14,060	\$49,430	\$77,282	3	12

(15) COMPUTER AND MATHEMATICS

COMPUTER PROGRAMMERS (15-1021):

Convert project specifications and statements of problems and procedures to detailed logical flow charts for coding into computer language. Develop and write computer programs to store, locate, and retrieve specific documents, data, and information. May program web sites.

	Average	Standard Deviation	Lowest Reported	Highest Reported	Number of Respondents	Number of Employees
Minimum Wage or Salary	\$35,963				1	5
Maximum Wage or Salary	\$65,000				1	5
Average Wage or Salary	\$50,051				1	5

COMPUTER SUPPORT SPECIALISTS (15-1041):

Provide technical assistance to computer system users. Answer questions or resolve computer problems for clients in person, via telephone or from remote location. May provide assistance concerning the use of computer hardware and software, including printing, installation, word processing, electronic mail, and operating systems.

	Average	Standard Deviation	Lowest Reported	Highest Reported	Number of Respondents	Number of Employees
Minimum Wage or Salary	\$35,440	\$9,707	\$24,645	\$43,451	3	5
Maximum Wage or Salary	\$65,142	\$32,567	\$34,528	\$99,362	3	5
Average Wage or Salary	\$41,840	\$11,370	\$33,800	\$49,880	2	4

NETWORK AND COMPUTER SYSTEMS ADMINISTRATOR (15-1071):

Install, configure, and support an organization's local area network (LAN), wide area network (WAN), and Internet system or a segment of a network system. Maintain network hardware and software. Monitor network to ensure network availability to all system users and perform necessary maintenance to support network availability. May supervise other network support and client server specialists and plan, coordinate, and implement network security measures. Exclude "Computer Support Specialists".

	Average	Standard Deviation	Lowest Reported	Highest Reported	Number of Respondents	Number of Employees
Minimum Wage or Salary	\$71,024	\$21,657	\$40,997	\$89,898	4	4
Maximum Wage or Salary	\$82,786	\$21,521	\$65,000	\$112,944	4	4
Average Wage or Salary	\$69,614	\$13,783	\$55,642	\$83,200	3	3

(17) ARCHITECTURE AND ENGINEERING

ELECTRICAL AND ELECTRONIC ENGINEERING TECHNICIANS (17-3023):

Lay out, build, test, troubleshoot, repair, and modify developmental and production electronic components, parts, equipment, and systems, such as computer equipment, missile control instrumentation, electron tubes, test equipment, and machine tool numerical controls, applying principles and theories of electronics, electrical circuitry, engineering mathematics, electronic and electrical testing, and physics. Usually work under direction of engineering staff.

	Average	Standard Deviation	Lowest Reported	Highest Reported	Number of Respondents	Number of Employees
Minimum Wage or Salary	\$52,770				1	12
Maximum Wage or Salary	\$78,104				1	12
Average Wage or Salary	\$58,240				1	12

(43) OFFICE AND ADMINISTRATION

BILL AND ACCOUNT COLLECTORS (43-3011):

Locate and notify customers of delinquent accounts by mail, telephone, or personal visit to solicit payment. Duties include receiving payment and posting amount to customer's account; preparing statements to credit department if customer fails to respond; initiating repossession proceedings or service disconnection; keeping records of collection and status of accounts.

	Average	Standard Deviation	Lowest Reported	Highest Reported	Number of Respondents	Number of Employees
Minimum Wage or Salary						
Maximum Wage or Salary						
Average Wage or Salary	\$31,493				1	1

BOOKKEEPING, ACCOUNTING AND AUDITING (43-3031):

Compute, classify, and record numerical data to keep sets of financial records complete. Perform any combination of routine calculating, posting, and verifying duties to obtain primary financial data for use in maintaining accounting records. May also check the accuracy of figures, calculations, and postings pertaining to business transactions recorded by other workers. Workers whose primary duty is operation of special office machines are classified as Billing, Posting, and Calculating Machine Operators.

	Average	Standard Deviation	Lowest Reported	Highest Reported	Number of Respondents	Number of Employees
Minimum Wage or Salary	\$25,752	\$10,081	\$18,210	\$43,056	5	14
Maximum Wage or Salary	\$37,466	\$13,008	\$27,560	\$60,278	5	14
Average Wage or Salary	\$30,765	\$8,415	\$23,217	\$43,800	5	14

CUSTOMER SERVICE REPRESENTATIVE—FINANCIAL (43-4051):

Opens accounts, explains and processes investments and other financial services, and corrects records.

	Average	Standard Deviation	Lowest Reported	Highest Reported	Number of Respondents	Number of Employees
Minimum Wage or Salary	\$24,222	\$5,665	\$16,640	\$31,200	5	19
Maximum Wage or Salary	\$37,764	\$12,731	\$23,504	\$56,160	5	19
Average Wage or Salary	\$32,039	\$9,093	\$23,504	\$45,760	5	19

EXECUTIVE SECRETARIES (43-6011):

Provide high-level administrative support by conducting research, preparing statistical reports, handling information requests, and performing clerical functions such as preparing correspondence, receiving visitors, arranging conference calls, and scheduling meetings. May also train and supervise lower-level clerical staff.

	Average	Standard Deviation	Lowest Reported	Highest Reported	Number of Respondents	Number of Employees
Minimum Wage or Salary	\$54,976				1	1
Maximum Wage or Salary	\$72,568				1	1
Average Wage or Salary	\$56,921	\$16,232	\$45,443	\$68,398	2	2

FIRST LINE SUPERVISORS AND MANAGER/SUPERVISORS – CLERICAL AND ADMINISTRATIVE SUPPORT OCCUPATIONS (43-1011):

Directly supervise and coordinate activities of clerical and administrative support workers. Manager/Supervisors are generally found in smaller establishments where they perform both supervisory and management functions, such as accounting, marketing, and personnel work. In addition, Manager/Supervisors may also engage, in part, in the same clerical work as the workers they supervise.

	Average	Standard Deviation	Lowest Reported	Highest Reported	Number of Respondents	Number of Employees
Minimum Wage or Salary	\$30,913	\$6,823	\$20,800	\$38,043	5	19
Maximum Wage or Salary	\$53,953	\$6,230	\$48,960	\$63,851	5	19
Average Wage or Salary	\$42,993	\$7,288	\$38,742	\$55,952	5	19

GENERAL OFFICE (43-9061):

Workers should be classified as General Office Clerks only if their duties are too varied and diverse to be classified in any specific office clerical occupation. Clerical duties may be assigned in accordance with the office procedures of individual establishments and may include a combination of bookkeeping, typing, stenography, office machine operation, and filing.

	Average	Standard Deviation	Lowest Reported	Highest Reported	Number of Respondents	Number of Employees
Minimum Wage or Salary	\$18,783	\$8,178	\$13,000	\$24,566	2	9
Maximum Wage or Salary	\$24,991	\$10,516	\$17,555	\$32,472	2	9
Average Wage or Salary	\$22,740	\$10,480	\$15,330	\$30,151	2	9

INSURANCE CLAIMS CLERKS (43-9041.01):

Obtain information from insured or designated persons for purpose of settling claim with insurance carrier.

	Average	Standard Deviation	Lowest Reported	Highest Reported	Number of Respondents	Number of Employees
Minimum Wage or Salary	\$17,482	\$15	\$17,472	\$17,493	2	8
Maximum Wage or Salary	\$24,690	\$1,530	\$23,608	\$25,771	2	8
Average Wage or Salary	\$18,418	\$1,338	\$17,472	\$19,365	2	8

PRODUCTION, PLANNING AND EXPEDITING CLERKS (43-5061):

Coordinate and expedite the flow of work and materials within or between departments of an establishment according to production schedule. Duties include reviewing and distributing production, work, and shipment schedules; conferring with department supervisors to determine progress of work and completion dates; and compiling reports on progress of work, inventory levels, costs, and production problems.

	Average	Standard Deviation	Lowest Reported	Highest Reported	Number of Respondents	Number of Employees
Minimum Wage or Salary	\$19,952				1	6
Maximum Wage or Salary	\$28,870				1	6
Average Wage or Salary	\$23,099				1	6

RECEPTIONISTS AND INFORMATION CLERKS (43-4171):

Answer inquiries and obtain information for general public (customers, visitors, and other interested parties) concerning activities conducted at an establishment, location of offices or persons within firm, departments within store, or services within hotel. May perform variety of other clerical duties. Exclude Receptionists who operate switchboards.

	Average	Standard Deviation	Lowest Reported	Highest Reported	Number of Respondents	Number of Employees
Minimum Wage or Salary	\$22,927	\$4,848	\$17,472	\$26,743	3	9
Maximum Wage or Salary	\$29,654	\$5,664	\$25,771	\$36,153	3	9
Average Wage or Salary	\$25,288	\$4,647	\$20,052	\$28,922	3	9

SECRETARIES, EXCEPT LEGAL AND MEDICAL (43-6014):

Relieve officials of clerical work and minor administrative and business detail by scheduling appointments, giving information to callers, taking dictation, composing and typing routine correspondence (using typewriter or word processor), reading and routing incoming mail, and filing correspondence and other records. May perform various other assigned clerical duties.

	Average	Standard Deviation	Lowest Reported	Highest Reported	Number of Respondents	Number of Employees
Minimum Wage or Salary	\$19,108	\$5,012	\$14,159	\$24,523	4	18
Maximum Wage or Salary	\$28,589	\$9,049	\$21,070	\$40,581	4	18
Average Wage or Salary	\$24,310	\$7,140	\$20,010	\$34,920	4	18

TELLERS (43-3071):

Receive and pay out money, and keep records of money and negotiable instruments involved in various financial institutions' transactions.

	Average	Standard Deviation	Lowest Reported	Highest Reported	Number of Respondents	Number of Employees
Minimum Wage or Salary	\$14,482	\$3,040	\$10,712	\$17,680	4	25
Maximum Wage or Salary	\$23,509	\$5,316	\$16,640	\$28,305	4	25
Average Wage or Salary	\$18,384	\$5,639	\$12,480	\$24,186	4	25

(47) CONSTRUCTION AND EXTRACTION

INSPECTOR (47-4011):

Inspect structures using engineering skills to determine structural soundness and compliance with specifications, building codes, and other regulations. Inspections may be general in nature or may be limited to a specific area, such as electrical systems or plumbing.

	Average	Standard Deviation	Lowest Reported	Highest Reported	Number of Respondents	Number of Employees
Minimum Wage or Salary	\$38,866				1	1
Maximum Wage or Salary	\$51,302				1	1
Average Wage or Salary	\$51,302				1	1

OPERATING ENGINEERS/OTHER CONSTRUCTION EQUIPMENT OPERATORS (47-2073):

Operate one or several types of power construction equipment, such as motor graders, bulldozers, scrapers, compressors, pumps, derricks, shovels, tractors, or front-end loaders to excavate, move, and grade earth, erect structures, or pour concrete or other hard surface pavement. May repair and maintain equipment in addition to other duties.

	Average	Standard Deviation	Lowest Reported	Highest Reported	Number of Respondents	Number of Employees
Minimum Wage or Salary	\$24,566				1	5
Maximum Wage or Salary	\$38,017				1	5
Average Wage or Salary	\$38,017				1	5

(49) INSTALLATION, MAINTENANCE AND REPAIR

MACHINERY MAINTENANCE MECHANICS (49-9041):

Repair, install, adjust, or maintain industrial production and processing machinery or refinery and pipeline distribution systems.

	Average	Standard Deviation	Lowest Reported	Highest Reported	Number of Respondents	Number of Employees
Minimum Wage or Salary	\$36,618	\$17,105	\$24,523	\$48,713	2	3
Maximum Wage or Salary	\$42,962	\$13,928	\$33,114	\$52,811	2	3
Average Wage or Salary	\$32,302				1	2

MAINTENANCE REPAIRERS, GENERAL UTILITY (49-9042):

Perform work involving the skills of two or more maintenance or craft occupations to keep machines, mechanical equipment, or the structure of an establishment in repair. Duties may involve pipe fitting; boiler making; insulating; welding; machining; carpentry; repairing electrical or mechanical equipment; installing, aligning, and balancing new equipment; and repairing buildings, floors, or stairs.

	Average	Standard Deviation	Lowest Reported	Highest Reported	Number of Respondents	Number of Employees
Minimum Wage or Salary	\$33,318	\$6,906	\$25,977	\$39,686	3	5
Maximum Wage or Salary	\$40,713	\$11,125	\$34,290	\$53,560	3	5
Average Wage or Salary	\$30,862	\$4,848	\$27,434	\$34,290	2	4

(51) PRODUCTION

CHEMICAL PLANT AND SYSTEM OPERATORS (51-8091):

Control or operate an entire chemical process or system of machines..

	Average	Standard Deviation	Lowest Reported	Highest Reported	Number of Respondents	Number of Employees
Minimum Wage or Salary	\$30,212				1	6
Maximum Wage or Salary	\$58,392				1	6
Average Wage or Salary	\$40,291				1	6

Benefit Analysis

Company Size and Turnover Rate

Company Size		
# of Employees	# of Respondents	% of Total
0-10	0	0.00%
11-30	2	25%
31-50	1	12.50%
51-100	2	25%
101-250	2	25%
251-500	1	12.50%
501-1,000	0	0.00%
1,000 +	0	0.00%
Total	8	100%

Employee Trade		
# of Employees	# of Respondents	% of Total
Full – Time Hourly	474	49.32%
Part – Time Hourly	159	16.55%
Salary	328	34.13%
Total	961	100%

Turnover Rate		
# of Employees	Percent Turnover	Standard Deviation
Full – Time Hourly	6.9	5.8
Part – Time Hourly	14.8	17.3
Salary	3.9	4.4

Salary Increase		
# of Respondents	Average Increase	Standard Deviation
	3.8	0.9

Union Workers		
% Unionized	% Not Unionized	Of Unionized Businesses % of Union Employees
0.00%	100%	

Holidays

Respondents were asked to report the number of paid holidays given to each class of employees. Most salaried and full-time hourly workers receive between seven and twelve paid holidays. Half of the respondents reported giving no paid holidays to their part-time staff. The number of paid holidays given to the remainder was spread fairly evenly between five and twelve holidays.

	Full-time hourly	Part-time hourly	Salaried
Average	9.2	2.2	9.3
Standard Deviation	2.04	3.37	1.91
Minimum	6	0	6
Maximum	12	7	12
Number of Respondents	7	6	8

Number of Paid Holidays	Full – Time Hourly		Part – Time Hourly		Salaried	
	Number of Companies	% of Total	Number of Companies	% of Total	Number of Companies	% of Total
0	0	0.00%	4	66.67%	0	0.00%
2	0	0.00%	0	0.00%	0	0.00%
5	0	0.00%	0	0.00%	0	0.00%
6	1	14.29%	1	16.67%	1	12.50%
7	1	14.29%	1	16.67%	1	12.50%
9	4	57.14%	0	0.00%	0	0.00%
10	0	0.00%	0	0.00%	5	62.50%
11	0	0.00%	0	0.00%	0	0.00%
12	1	14.29%	0	0.00%	1	12.50%
TOTAL	7	100%	6	100%	8	100%

Sick Days

Well over half of the respondents do not provide any paid sick days to their part-time staff, and close to 40% do not provide paid sick days for their full-time hourly employees. Those who do provide paid sick days report allowing their employees from two to an unlimited number of days. The majority of respondents (71%) allow their employees to use their sick days to care for a sick family member.

	Full – Time Hourly	Part – Time Hourly	Salaried
Average	7.2	3	8.5
Standard Deviation	2.68	6	3.99
Minimum	6	0	6
Maximum	12	12	15
Number of Respondents	5	2	7

Number of Paid Sick Days	Full – Time Employees		Part – Time Employees		Salaried Employees	
	Number of Companies	% of Total	Number of Companies	% of Total	Number of Companies	% of Total
0	0	0.00%	0	0.00%	0	0.00%
2	0	0.00%	0	0.00%	0	0.00%
3	0	0.00%	0	0.00%	0	0.00%
4	0	0.00%	0	0.00%	0	0.00%
5	0	0.00%	0	0.00%	0	0.00%
6	3	60.00%	0	0.00%	4	57.14%
7	0	0.00%	0	0.00%	0	0.00%
8	0	0.00%	0	0.00%	0	0.00%
9	0	0.00%	0	0.00%	0	0.00%
10	0	0.00%	0	0.00%	0	0.00%
11	0	0.00%	0	0.00%	0	0.00%
12	1	20.00%	1	50%	1	14.29%
15	0	0.00%	0	0.00%	1	14.29%
PTO or Flex	1	20.00%	1	50%	1	14.29%
TOTAL	5	100%	2	100%	7	100%

Sick Days can be used to care for Family Members	Allow	Do Not Allow
# of Companies	8	0
% of Companies	100%	0.00%
# of Respondents	8	0

Insurance

Most respondents reported offering health, dental and life insurance to their full-time and salaried employees, while few offer those benefits to their part-time workers. The amount of premium paid by the companies varied widely, with salaried workers having the highest percentage paid by the company. The tables below show the detailed results for each class of worker and type of insurance.

Health Care Insurance			
	Full-Time Hourly	Part-Time Hourly	Salaried
# Companies Providing Health Coverage	6	1	7
% Companies Providing Health Coverage	100%	16.67%	100%
# Companies NOT Providing Health Coverage	0	5	0
% Companies NOT Providing Health Coverage	0.00%	83.33%	0.00%
Ave. Premium Paid by Company	86%	75%	88%
SD of % Premium Paid by Company	14.65		14.34
# of Respondents	6	6	7

Dental Insurance			
	Full-Time Hourly	Part-Time Hourly	Salaried
# Companies Providing Dental Coverage	5	1	6
% Companies Providing Dental Coverage	71.43%	14.29%	75.00%
# Companies NOT Providing Dental Coverage	2	6	2
% Companies NOT Providing Dental Coverage	28.57%	85.71%	25%
Ave. Premium Paid by Company	51%	0.00%	43%
SD of % Premium Paid by Company	50.10		49.48
# of Respondents	7	7	8

Life Insurance			
	Full-Time Hourly	Part-Time Hourly	Salaried
# Companies Providing Life Coverage	7	1	8
% Companies Providing Life Coverage	100%	12.50%	100%
# Companies NOT Providing Life Coverage	0	7	0
% Companies NOT Providing Life Coverage	0.00%	87.50%	0.00%
Ave. Premium Paid by Company	93%	100%	94%
SD of % Premium Paid by Company	18.9		17.68
# of Respondents	7	8	8

Retirement

Most respondents reported providing their full-time and salaried employees with either a retirement or 410K plan, while few offer this benefit to their part-time workers. The tables below show detailed results for each class of worker and type of plan.

Retirement Plan						
	Full – Time Hourly		Part – Time Hourly		Salaried	
	# of Companies	% of Total	# of Companies	% of Total	# of Companies	% of Total
Companies Providing Retirement Plan	6	85.71%	4	50%	7	87.50%
Companies NOT Providing Retirement Plan	1	14.29%	4	50%	1	12.50%
# of Respondents	7	100%	8	100%	8	100%

401K Plan						
	Full – Time Hourly		Part – Time Hourly		Salaried	
	# of Companies	% of Total	# of Companies	% of Total	# of Companies	% of Total
Companies Providing 401K Plan	6	85.71%	3	37.50%	7	87.50%
Companies NOT Providing 401K Plan	1	14.29%	5	62.50%	1	12.50%
# of Respondents	7	100%	8	100%	8	100%