

THE
**NORTHWEST TENNESSEE/
SOUTHWEST KENTUCKY**
AREA
WAGE & FRINGE BENEFITS
SURVEY REPORT

February, 2006

Compiled and Produced by

THE PATHFINDERS



Dallas, Texas

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INTRODUCTION

The Northwest Tennessee/Southwest Kentucky Area Wage and Fringe Benefits Survey was sponsored by the Obion County Joint Economic Development Council. It was conducted by The Pathfinders, an economic development and corporate site-selection consultant firm. Information was gathered via a printed survey form and by telephone.

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

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

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

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

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

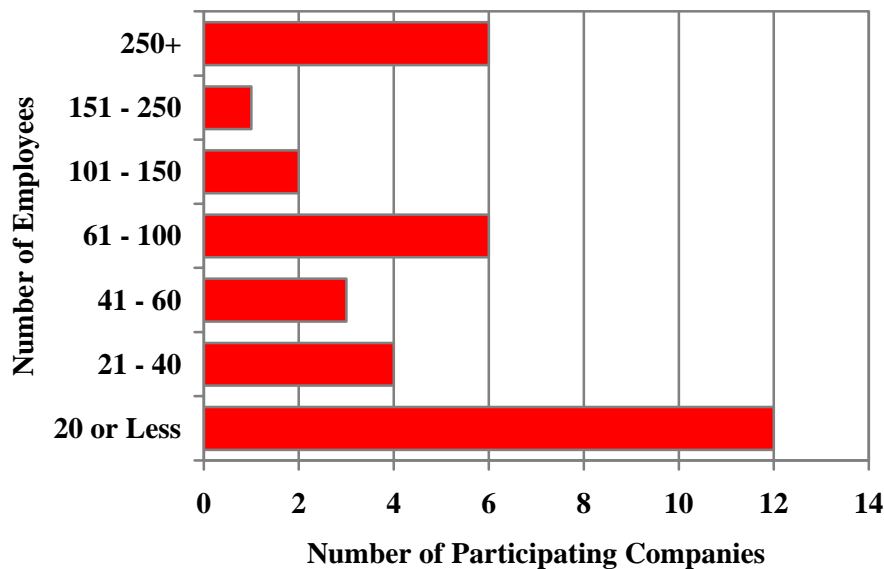
Information from participating companies is held in confidence; however, general information regarding this survey can be obtained by contacting the offices of The Pathfinders via telephone (972-418-7588); fax (972-418-1588); or, e-mail (info@thepathfindersus.com).

SURVEY SUMMARY

34 companies participated in the Northwest Tennessee/Southwest Kentucky Area Wage and Fringe Benefits Survey. Of the reporting companies, 4 are unionized, with an average of 78% of workers belonging to the unions. The reported total annual payroll for the participating companies was over \$118 million, although it should be noted that not all companies responded to the annual payroll question.

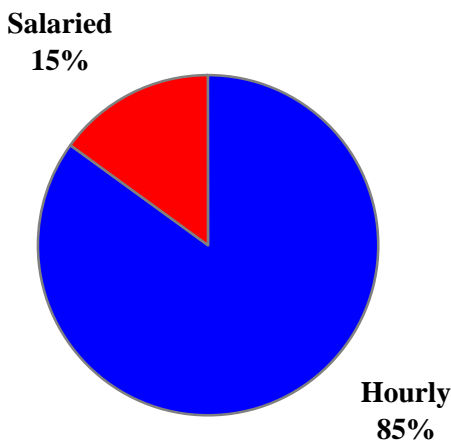
The total employment of the participating companies was approximately 7,000 workers. Companies of various sizes were represented in the survey ranging from twenty or less employees to 250 or more workers. The number of participating companies by number of employees is shown in the chart below. In the Northwest Tennessee/Southwest Kentucky survey, 6 companies reported employment of 250 or more.

Participating Companies by Total Employment

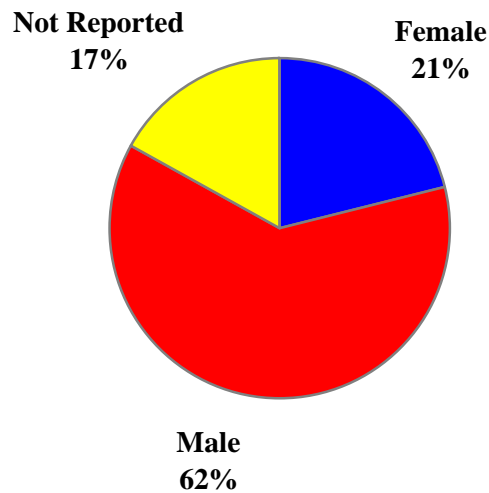


The total reported employment of 7,006 was comprised of 85% hourly workers and 15% salaried workers. Of the total reported employment, female workers made up 21% and male workers 62%; however, these percentages might not be entirely accurate since gender was not reported for 17% of the workers. The percentages of hourly and salaried employees, as well as male and female employees, of the reporting companies are illustrated in the pie charts below.

Hourly / Salaried Employees

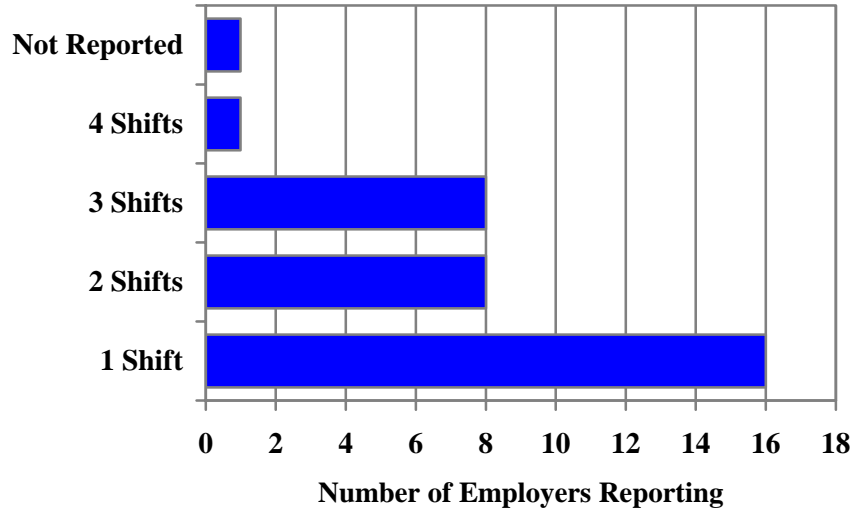


Female / Male Employees



Companies responding to the survey were asked to report the number of shifts worked. This information is shown below. As indicated, 16 of the participating employers work 1 shift.

Number of Shifts Worked



14 companies reported shift premiums. The average reported for second shift was \$.36, and the average for third shift was \$.25.

Companies were surveyed as to their overtime pay. All of the participating employers pay 1½ times regular pay for overtime. In addition, 2 companies reported double pay for Sunday work.

WAGE SECTION

SUMMARY OF WAGES REPORTED

Employers were asked to report entry-level wage, average wage, and number of employees for each job title. 33 of the participating employers responded to this section of the survey.

It should be noted that some of the participating companies did not report all the requested information. For example, some companies did not report both entry and average hourly wages for their employees. In those instances, whatever wage was reported (entry or average) was used for both.

Some job titles that were particular to only one company were not listed, but the wages reported for those titles were included in another listed job title that appeared to be similar in description and pay rate. Wages that were reported in weekly, monthly or annual amounts were converted to hourly rates.

The wage data presented includes:

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

Average Pay

While companies typically have a single “entry pay rate” by job title, over time people working within that job title may have different pay rates (even in the same company) because of length of job tenure, merit raises, etc. The “average pay” in a job title reported by a participant considers the average of the pay rates of everyone in that job title. Some workers because of short tenure in that job may still be at the entry rate while others will be higher.

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

WAGE SUMMARY BY JOB TITLE
NORTHWEST TENNESSEE/SOUTHWEST KENTUCKY AREA

JOB TITLE	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number of Employees	Number of Firms
Assembler	\$6.00	\$15.00	\$10.29	\$8.00	\$22.35	\$12.50	\$11.74	631	13
Bldg & Grounds Maintenance	\$7.00	\$11.73	\$8.55	\$7.50	\$11.95	\$9.74	\$9.99	7	4
Electrician	\$12.90	\$18.50	\$15.43	\$12.90	\$18.50	\$15.86	\$17.35	14	6
Electronic Technician	\$14.91	\$15.00	\$14.96	\$20.00	\$21.31	\$20.66	\$20.87	3	2
Foreman	\$9.00	\$26.25	\$15.94	\$10.30	\$26.25	\$17.50	\$18.66	27	12
Fork Lift Operator	\$8.00	\$12.31	\$9.65	\$9.00	\$14.00	\$11.11	\$11.42	123	8
General Laborer	\$7.00	\$12.31	\$8.54	\$7.00	\$14.00	\$9.78	\$10.15	1296	17
Grinder/Polisher	\$7.50	\$12.00	\$9.75	\$7.65	\$16.00	\$11.83	\$10.43	3	2
Heavy Equipment Operator	\$8.20	\$10.00	\$9.34	\$9.75	\$10.31	\$10.02	\$10.02	12	3
Inventory/Stock Clerk	\$6.00	\$15.33	\$10.57	\$10.00	\$15.33	\$12.59	\$12.19	24	10
Janitor	\$7.00	\$12.06	\$9.08	\$7.73	\$13.28	\$10.67	\$9.10	30	9
Line Supervisor	\$7.00	\$28.85	\$14.54	\$10.23	\$28.85	\$16.33	\$15.97	120	12
Machine Operator No Set-up	\$7.39	\$13.00	\$10.45	\$8.39	\$14.50	\$11.68	\$12.15	280	10
Machine Operator with Set-up	\$8.20	\$17.50	\$11.30	\$9.75	\$17.50	\$13.88	\$13.22	189	14

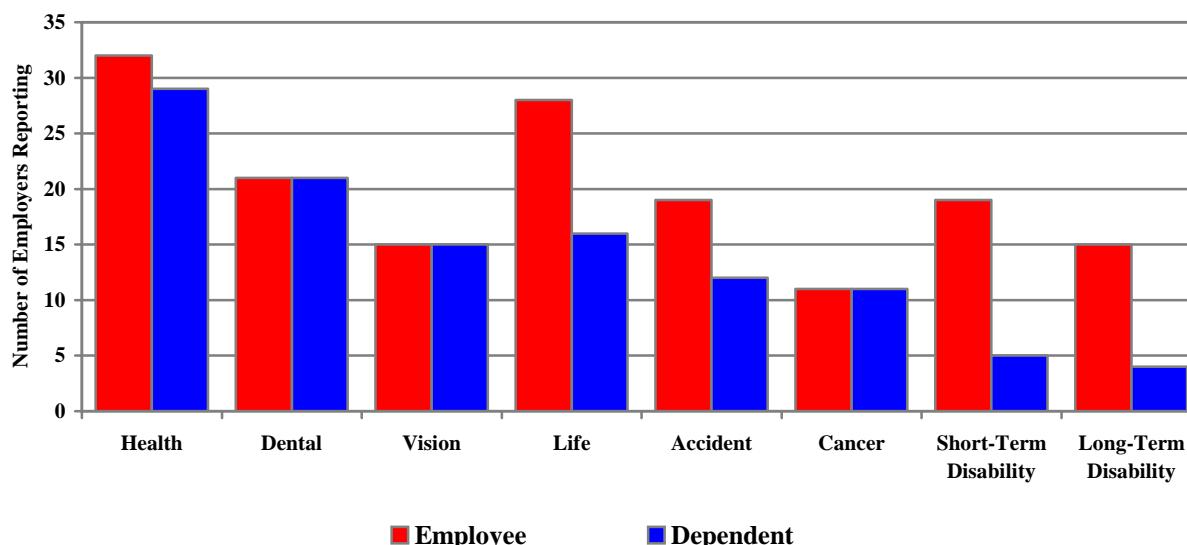
JOB TITLE	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number of Employees	Number of Firms
Machinist-Journeyman	\$12.00	\$16.00	\$14.29	\$14.86	\$16.00	\$15.62	\$15.49	9	3
Maintenance-General	\$7.00	\$17.54	\$12.35	\$9.64	\$19.38	\$14.85	\$14.33	156	12
Maintenance Helper	\$7.75	\$13.57	\$10.40	\$9.25	\$14.65	\$11.98	\$13.05	27	9
Maintenance Mechanic	\$7.00	\$17.00	\$11.09	\$11.83	\$17.39	\$13.98	\$14.82	43	11
Materials Handler	\$7.00	\$11.00	\$8.27	\$8.98	\$13.00	\$10.40	\$10.73	48	4
Packer/Picker	\$6.50	\$13.15	\$8.93	\$8.22	\$13.15	\$9.74	\$9.67	142	5
Painter	\$13.22	\$13.22	\$13.22	\$13.22	\$13.22	\$13.22	\$13.22	6	1
Quality Assurance/Inspection	\$7.00	\$14.91	\$9.84	\$8.50	\$17.03	\$11.73	\$10.59	73	13
Safety Manager	\$7.00	\$23.00	\$15.52	\$12.04	\$32.40	\$21.60	\$23.76	5	4
Shipping/Receiving Clerk	\$6.50	\$15.75	\$9.85	\$8.50	\$15.75	\$11.43	\$10.27	35	16
Tool & Die Makers	\$9.87	\$17.27	\$14.07	\$17.00	\$19.38	\$17.71	\$17.68	52	7
Truck Driver	\$6.00	\$16.25	\$11.73	\$10.00	\$18.20	\$13.67	\$13.83	123	12
Warehouse Supervisor	\$8.00	\$30.00	\$17.08	\$8.50	\$30.00	\$18.05	\$20.05	17	8
Welders	\$8.50	\$13.16	\$11.30	\$10.13	\$16.00	\$13.32	\$12.88	82	10
Accounts Payable Clerk	\$7.00	\$19.71	\$11.32	\$9.00	\$19.71	\$12.61	\$12.48	13	12
Accounts Receivable Clerk	\$7.00	\$12.75	\$8.63	\$9.00	\$12.75	\$10.22	\$10.06	9	6
Administrative Assistant	\$8.00	\$15.00	\$10.50	\$10.00	\$16.84	\$12.37	\$12.96	10	8

JOB TITLE	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number of Employees	Number of Firms
Bookkeeper	\$7.50	\$21.25	\$12.21	\$7.50	\$21.25	\$13.87	\$13.87	7	7
Buyer/Purchaser	\$7.00	\$32.72	\$15.00	\$10.00	\$45.50	\$17.96	\$24.66	21	9
Computer Operator	\$10.00	\$12.00	\$11.00	\$12.00	\$18.00	\$15.00	\$14.00	3	2
Computer Programmer	\$17.00	\$26.00	\$21.50	\$17.00	\$31.50	\$24.25	\$28.60	5	2
Computer Technician	\$8.75	\$17.00	\$12.58	\$8.75	\$17.00	\$13.42	\$13.42	3	3
Customer Service	\$7.00	\$15.98	\$9.39	\$7.50	\$19.28	\$12.11	\$12.56	61	9
Drafter	\$10.00	\$18.00	\$14.00	\$14.00	\$18.00	\$16.00	\$16.00	2	2
Expeditor	\$8.00	\$17.26	\$12.63	\$10.20	\$18.71	\$14.46	\$13.39	8	2
File Clerk	\$7.00	\$7.00	\$7.00	\$8.95	\$8.95	\$8.95	\$8.95	1	1
General Office	\$6.00	\$8.35	\$7.14	\$7.25	\$10.75	\$8.70	\$9.89	26	6
Human Resources Assistant	\$7.00	\$13.95	\$10.85	\$9.75	\$14.12	\$12.28	\$11.54	12	5
IT Specialist	\$8.25	\$32.25	\$20.19	\$10.25	\$32.25	\$23.32	\$15.15	8	3
Management	\$18.16	\$36.00	\$25.19	\$18.16	\$40.40	\$29.89	\$31.67	15	4
Network Administrator	\$12.00	\$12.00	\$12.00	\$20.40	\$20.40	\$20.40	\$20.40	1	1
Office Manager	\$7.00	\$26.25	\$17.03	\$10.00	\$26.25	\$18.86	\$19.43	9	8
Payroll Clerk	\$7.50	\$10.97	\$9.53	\$8.25	\$13.64	\$10.79	\$10.79	4	4
Receptionist/Switchboard	\$7.00	\$9.00	\$8.00	\$8.00	\$10.75	\$9.25	\$9.25	5	5

JOB TITLE	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number of Employees	Number of Firms
Sales	\$10.25	\$10.25	\$10.25	\$10.25	\$10.25	\$10.25	\$10.25	6	1
Secretary	\$7.50	\$10.56	\$9.70	\$8.12	\$18.50	\$12.11	\$12.45	7	5
Security Guard	\$6.07	\$6.07	\$6.07	\$6.07	\$6.07	\$6.07	\$6.07	1	1
Telemarketer	\$12.01	\$12.01	\$12.01	\$12.01	\$12.01	\$12.01	\$12.01	1	1

FRINGE BENEFITS SECTION

INSURANCE COVERAGE



The above chart separates insurance coverage into the categories of health, dental, vision, life, accident, cancer, short-term disability and long-term disability and gives the number of participating employers offering each type of insurance coverage for their workers and families regardless of the percent of premium paid for by the company. As noted, 32 of the participating companies provide health insurance for employees. 3 companies reported other types of insurance than the ones listed above, an example being long-term care.

The tables on the following page illustrate the number of companies reporting either 100%, partial % or 0% of insurance premiums paid for employees and dependents for the categories listed. For example, 7 companies reported paying 100% of the premium for health insurance for their employees and 22 companies reported paying a partial percentage of the premium for health insurance for dependents. The companies which reported having coverage for the plans but declined to report the percent paid by the company are excluded from these tables.

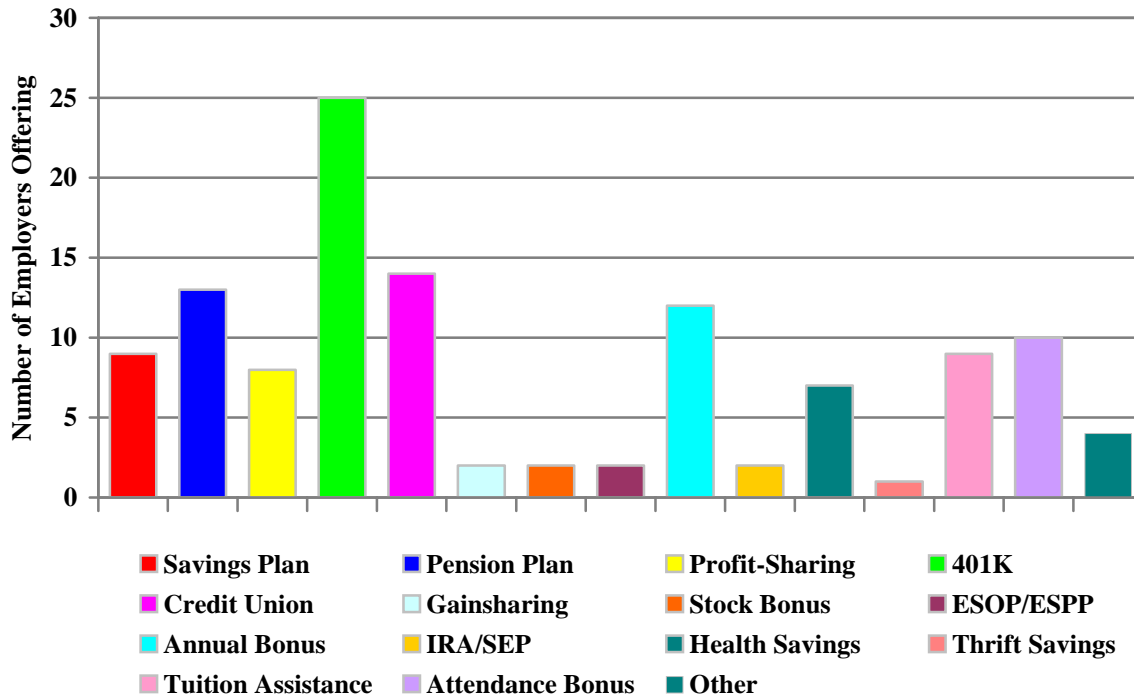
30 of the reporting companies stated that health insurance included a prescription drug plan and 13 offer an employee assistance plan (EAP).

**NUMBER OF COMPANIES REPORTING
PERCENT OF INSURANCE PREMIUMS PAID**

Type of Insurance	100% of Premium Paid by Company	Partial Premium Paid by Company	0% of Premium Paid by Company
Health	# of Companies	# of Companies	# of Companies
Employee	7	25	0
Dependent	1	22	6
Dental	# of Companies	# of Companies	# of Companies
Employee	1	14	6
Dependent	1	13	7
Vision	# of Companies	# of Companies	# of Companies
Employee	2	10	3
Dependent	2	10	3
Life	# of Companies	# of Companies	# of Companies
Employee	21	5	1
Dependent	2	6	7
Accident	# of Companies	# of Companies	# of Companies
Employee	7	5	7
Dependent	0	5	7
Cancer	# of Companies	# of Companies	# of Companies
Employee	0	1	10
Dependent	0	1	10
Short-Term Disability	# of Companies	# of Companies	# of Companies
Employee	12	3	4
Dependent	1	2	2
Long-Term Disability	# of Companies	# of Companies	# of Companies
Employee	5	5	5
Dependent	1	1	2

FINANCIAL PLANS

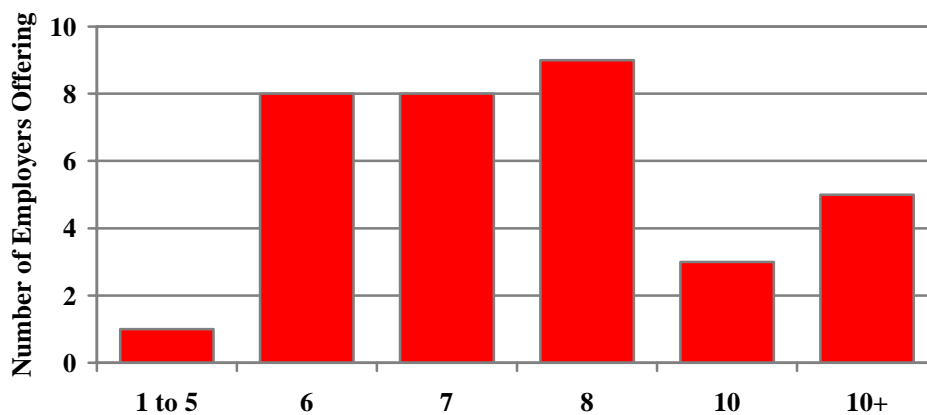
Many of the participating companies offered various financial plans to their employees, as illustrated in the following chart. An example of “other” includes quarterly bonus.



HOLIDAYS

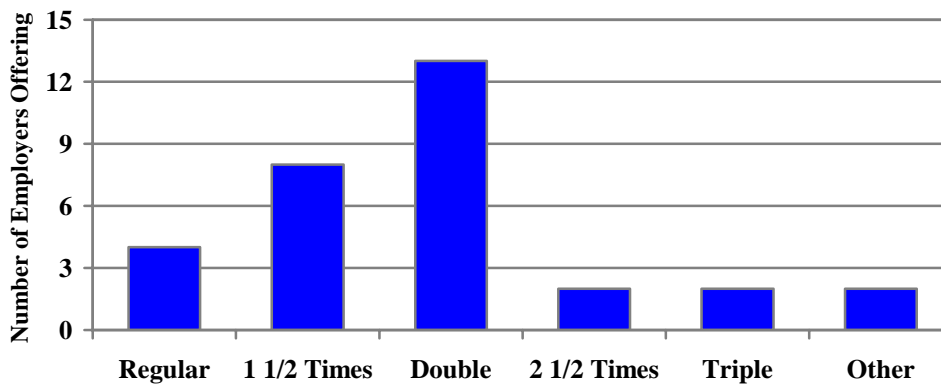
The number of paid holidays per year reported by the participating employers in the Northwest Tennessee/Southwest Kentucky area ranges from 1 to over 10. Additionally, 2 companies reported allowing employees to take 1 – 2 unpaid holidays per year, and 1 company reported that the number of unpaid holidays varies.

Number of Paid Holidays Per Year



When employees work on holidays, the pay ranges from regular to triple in the Northwest Tennessee/Southwest Kentucky area, as illustrated in the chart below.

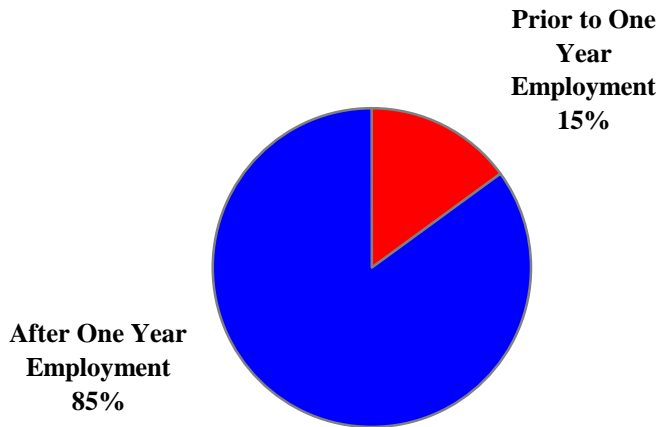
Holiday Pay



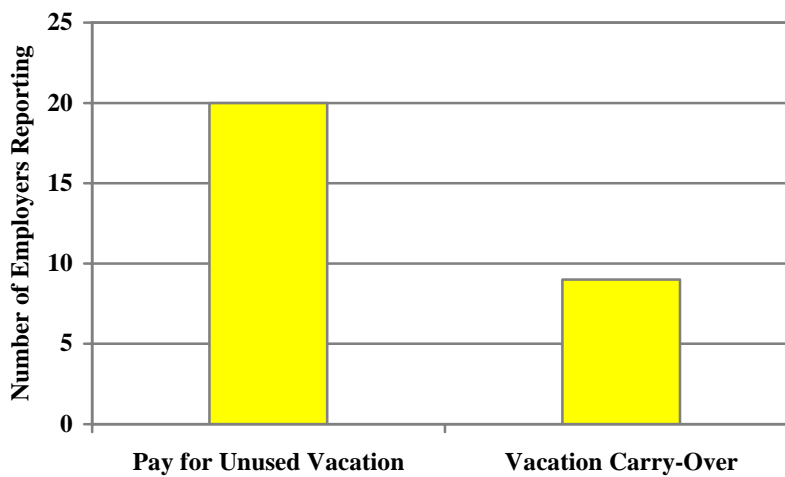
VACATION

Employees in 5 of the reporting companies were eligible for paid vacation prior to one year of employment, and employees in 29 companies were eligible for paid vacation after one year of employment.

Eligibility Period for Paid Vacation

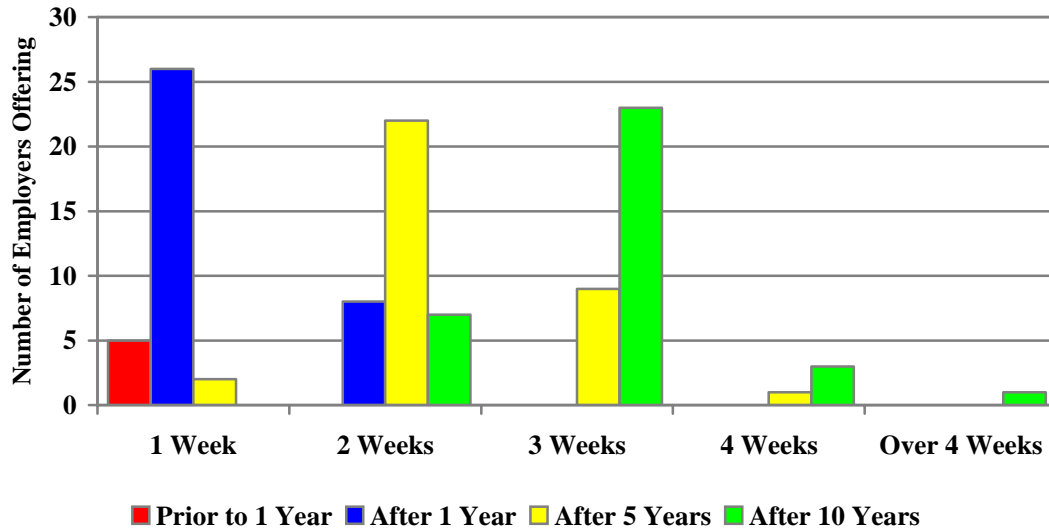


Further, of the reporting companies, 20 reported pay for unused vacation time, and 9 companies allowed vacation carry-over.



The accompanying chart shows the number of participating companies who reported offering specific numbers of vacation weeks prior to one year of employment, after one year of employment, after five years, and after ten years of employment. In addition, 8 companies offered paid vacation other than that listed above, including 4 weeks after 15 years and 5 weeks after 20 years.

Number of Vacation Weeks



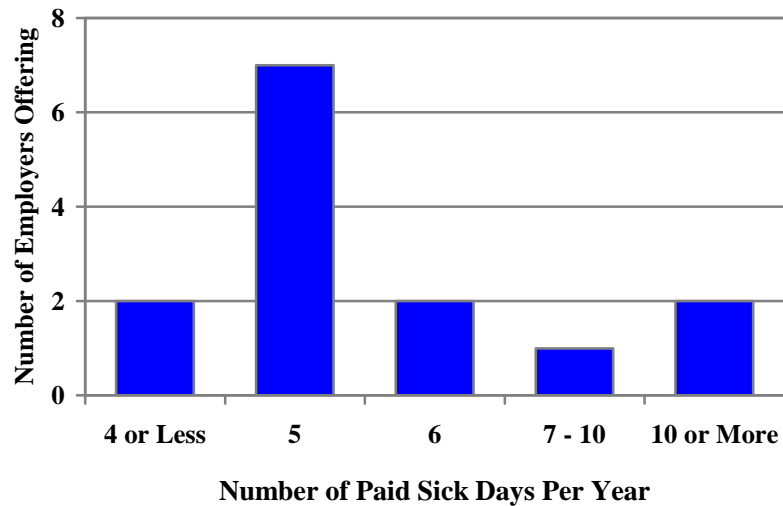
SICK LEAVE

Of the participating companies, 18 reported offering no paid sick leave. The following charts give eligibility times and number of paid sick days per year for those companies which did offer paid sick leave.

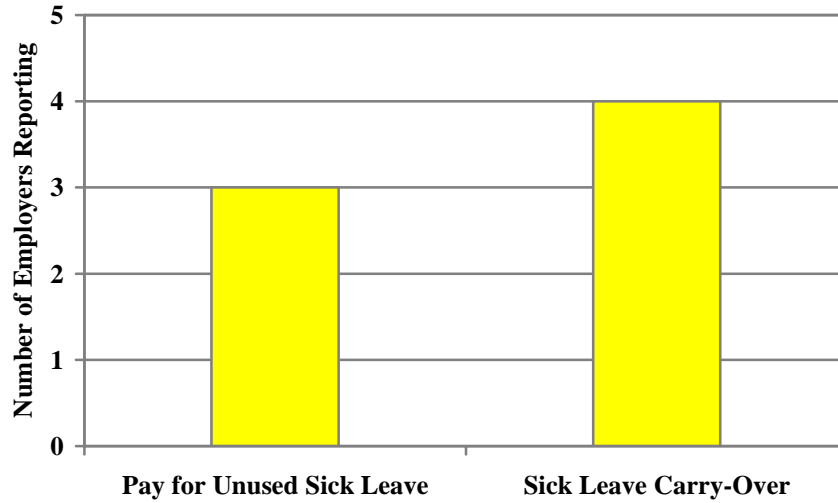
Sick Leave Eligibility Periods



Paid Sick Days



Further, of the reporting companies, 3 reported pay for unused sick leave, and 4 companies allowed sick leave carry-over.

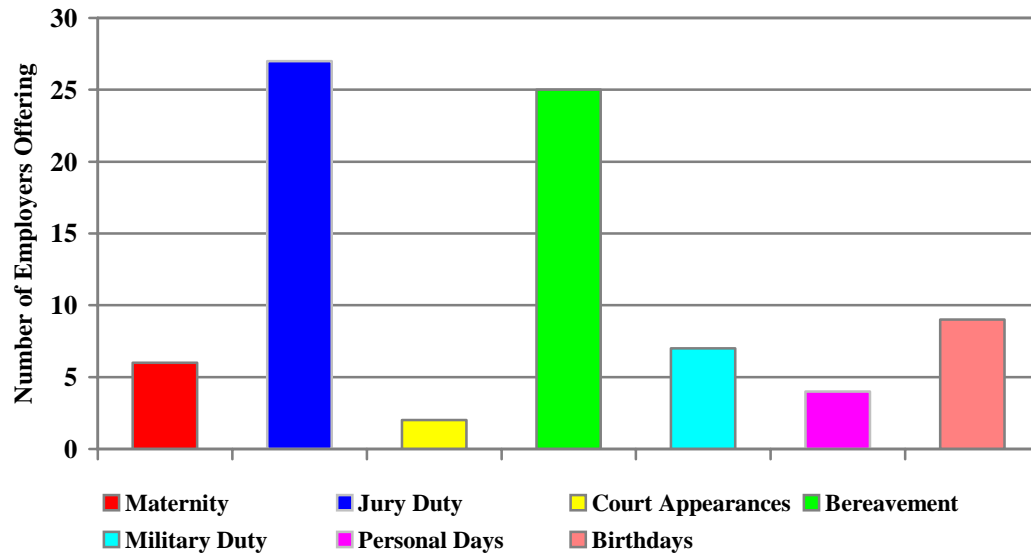


Other sick pay information includes:

- The number of paid sick days is given at the discretion of the supervisor
- Sick leave is for salaried employees only
- The number of paid sick days accrues with length of employment
- Paid sick time is part of a company attendance policy

OTHER PAID LEAVE

Participating employers were asked to report whether their companies gave additional paid time off to employees for maternity/paternity, jury duty, court appearances, bereavement, military duty, personal days or birthdays. The chart below shows the number of companies reporting each category.





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