

EAST CENTRAL
Indiana
REGIONAL PARTNERSHIP

Wage & Benefit Analysis

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Center for Regional Development

Survey Methodology

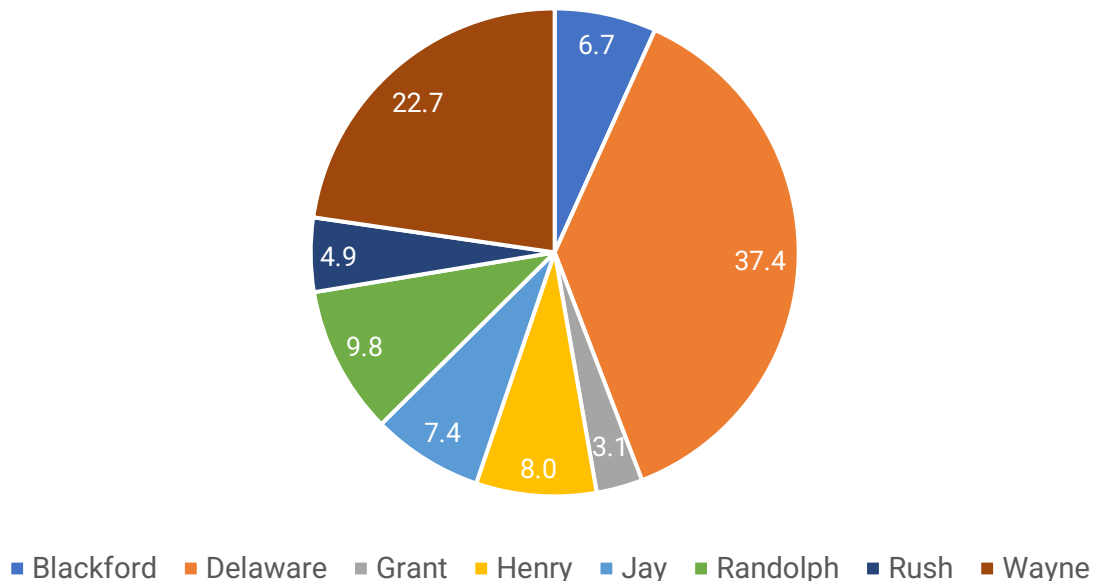
The East Central Indiana Regional Partnership conducted a wage and benefit online survey among businesses in their region. The survey gathered data throughout August 2022 resulting in 165 valid responses.

The survey asked about total number of employees, including hourly and salaried employees. It also asked about the entry, average, and highest wages for 119 different jobs grouped into 14 major categories. Types of benefits offered were also included in the survey including but not limited to health and dental insurance, life and disability insurance, bonus programs, and personal time off and vacation.

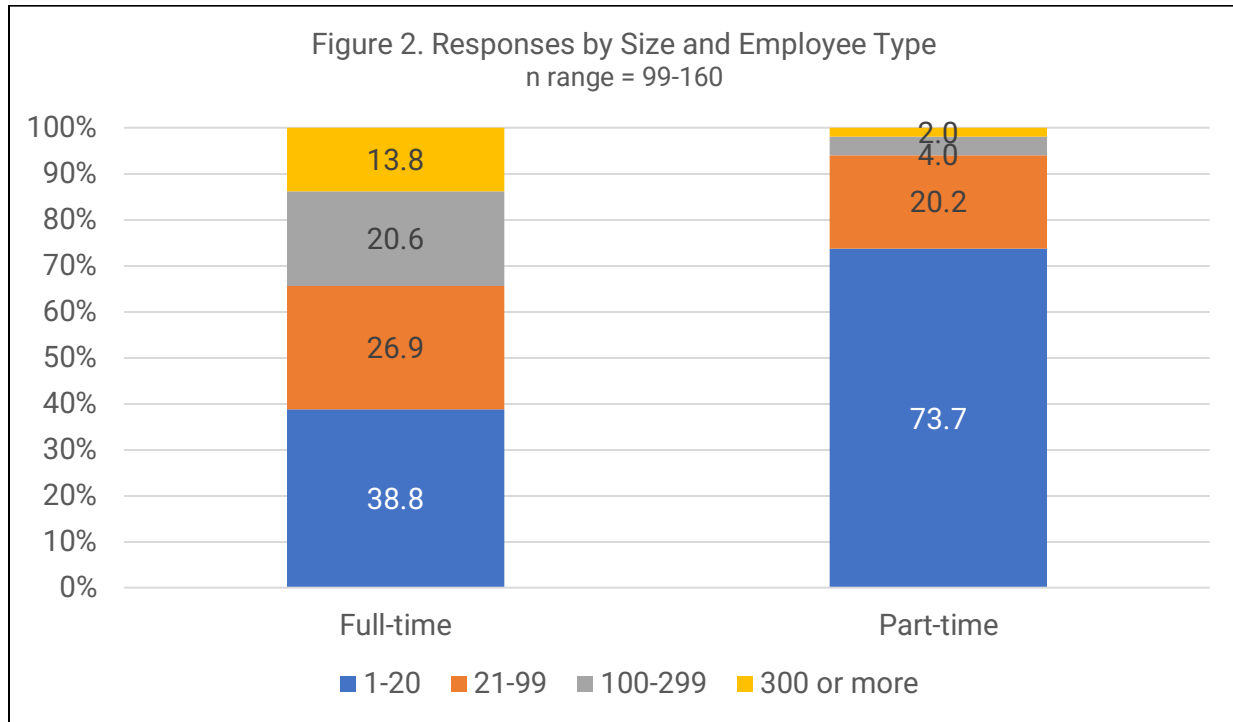
Overview of Responses

Figure 1 below shows the response breakdown by county. The largest share of responses came from Delaware County with 37.4% followed by Wayne County with 22.7%. Grant's share was the lowest with 3.1% followed by Rush County with 4.9%.

Figure 1. Survey Responses by County, Percent



Regarding the business size and employee type, Figure 2 shows that more than 38% of respondents said they had between 1 and 20 full-time employees compared to close to three-quarters (73.7%) saying they had between 1 and 20 part-time employees.



Employee Analysis

A total of 165 businesses reporting on 114 different jobs resulted in 12,605 employees. Of these, 10,337 (82%) were hourly employees versus 2,268 (18%) salaried employees. Figure 3 shows the percent of total employees by job group. Close to 44% of employees reported in the region belonged to the production worker category followed by 23.7% in the healthcare group. Advertising and public relations had the lowest share of employees reported with 0.5% followed by computer and information technology with 1%.

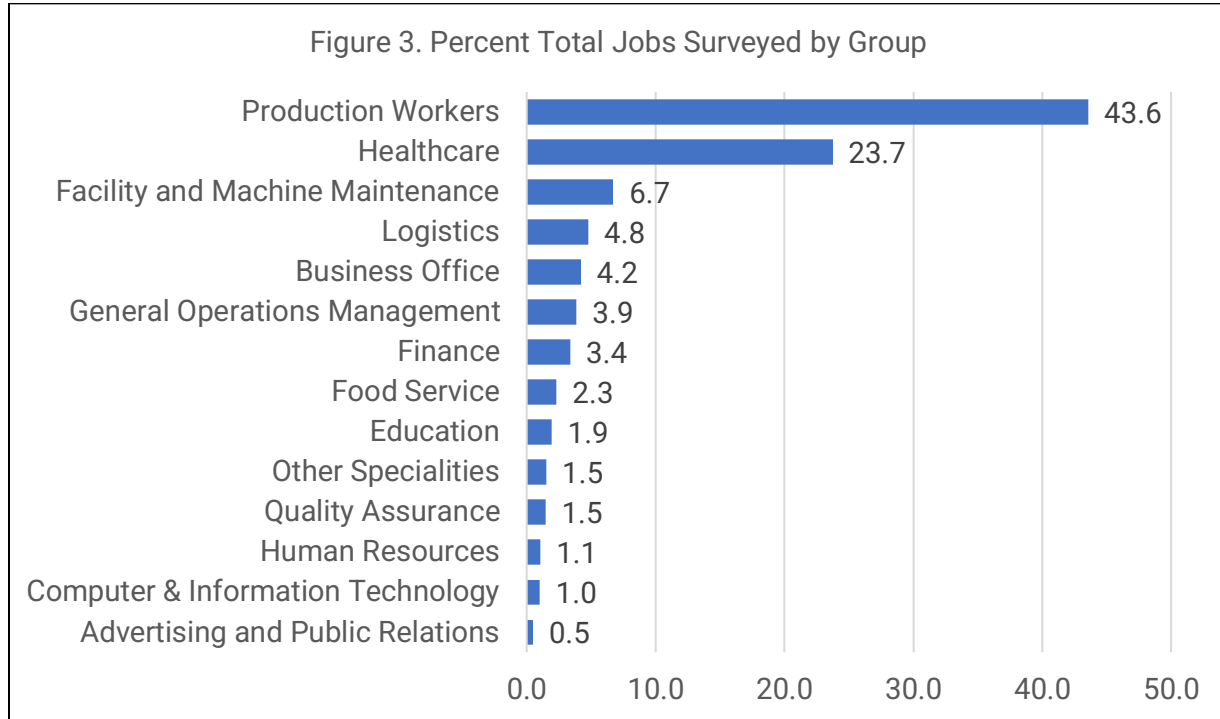
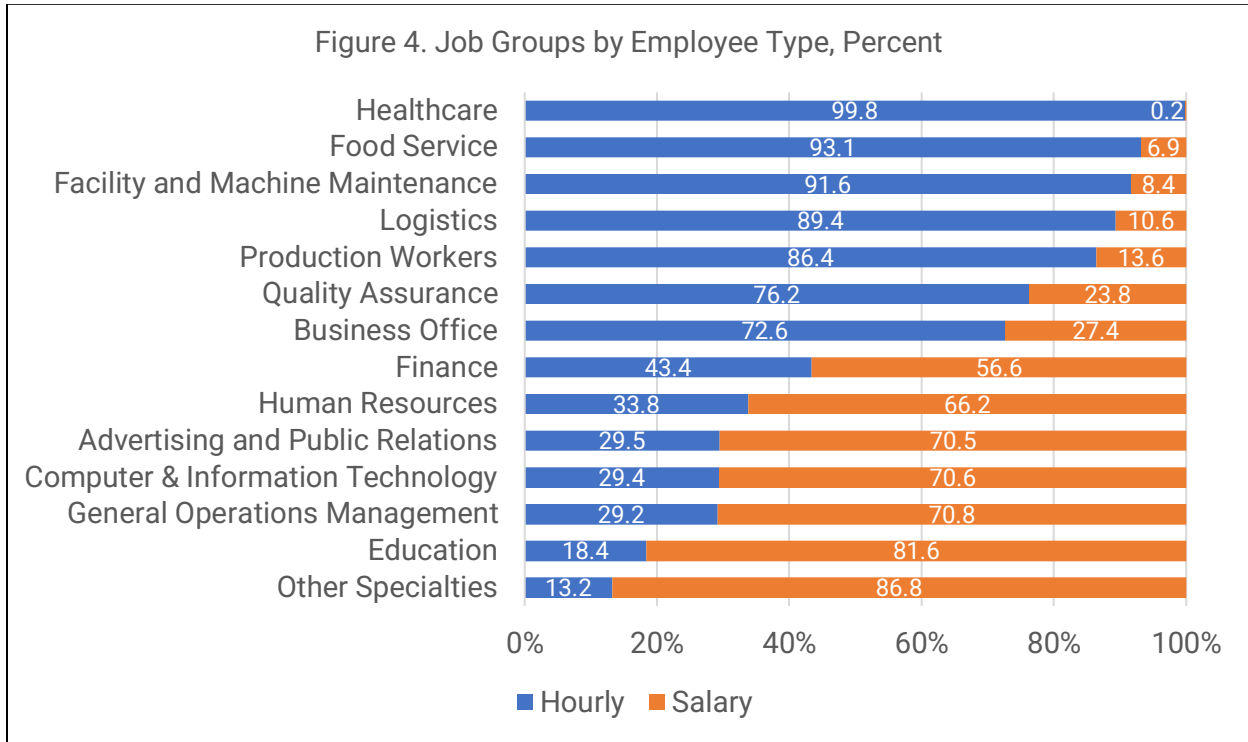


Figure 4 shows the percent of employees by type within each job group. The job group with the highest share of hourly employees were those in the healthcare group with 99.8% followed by food service and production workers (93.1%). On the other hand, other specialties (e.g., compliance specialist, mechanical engineer, safety director, etc.) had the highest share of salaried workers with 86.8% followed by education with 81.6%.



About 35% of businesses that participated in the survey offered benefits to part-time employees, especially paid leave (vacation) and retirement benefits. Also, respondents indicated multiple thresholds to define full-time and part-time but out of 88 comments received, it seems that 29-35 hours per week were considered full-time employees.

Wage Analysis

Overall, the average hourly wages in the region were \$25.57 for the actual entry wage, \$29.46 for the average wage, and \$32.12 for the highest wage. Regarding wages by job groups, Figure 5 shows the average wages (entry, average, and highest) among the 14 job groups analyzed sorted from lowest to highest based on the average highest wage reported (gray bar).

Food service had the lowest average wages at \$17.89 followed by business office with \$22.20 while the other specialties group had the highest with \$51.61 followed by general operations management with \$42.50. The highest average wage was \$56.75 in the other specialties group while food service had the lowest with \$18.33.

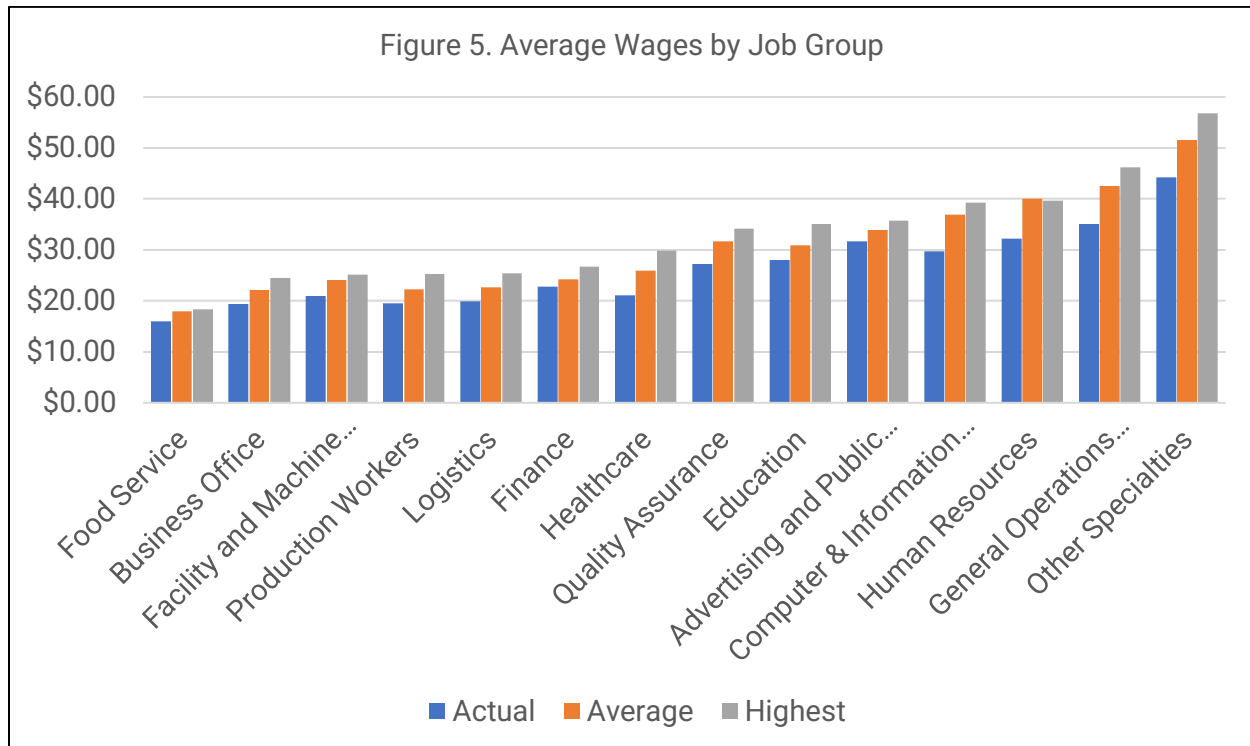


Table 1 shows the average actual entry, average, and highest wages per specific jobs. Also included are the number of responses. The number of responses is important to keep in mind because the lower the number, the more susceptible to outliers the averages are.

Note that in the human resources group, the average wage (\$40.12) was higher than the average highest wage (\$39.73). The issue lies with the human resources director job where the average wage (\$59.10) was higher than the highest wage (\$51.90) as well as the chief human resource office. These affected the overall average.

Average wages for jobs in the education group had the least number of survey responses at 13 while the average wages for jobs in the production group had the highest survey responses with 200. In the end, actual entry wages on average 70 responses while average wages had on average 74 and highest wages 69.

Table 1. Average wages by category, job group, and jobs

Job Group	Actual Entry Wage	Count	Average Wage	Count	Highest Wage	Count
Finance	\$22.75		\$24.27		\$26.65	
Accountant	\$28.41	19	\$34.11	18	\$34.31	20
Accounting Clerk	\$16.45	20	\$18.77	17	\$19.54	17
Accounts Payable Clerk	\$18.57	18	\$20.36	13	\$22.45	14
Accounts Payable Supervisor	\$25.73	8	\$26.68	7	\$30.74	7
Accounts Receivable Clerk	\$16.53	11	\$19.49	10	\$19.59	8
Accounts Receivable Supervisor	\$25.41	4	\$28.71	4	\$28.71	4
Auditor	\$28.71	2	\$33.34	1	\$33.34	1
Bank/Branch Manager	\$19.23	1	\$26.08	2	\$23.08	1
Bank/Branch Manager, Assistant	\$15.00	1	\$18.78	2	\$15.50	1
Controller	\$41.30	20	\$46.82	21	\$52.66	18
Credit Analyst	\$24.26	2	\$22.10	2	\$24.26	2
Loan Manager	\$27.93	2	\$21.44	1	\$33.81	2
Loan Processor	\$15.00	1	\$18.36	2	\$18.50	1
Mortgage Processor	\$18.00	1	\$18.75	2	\$19.50	1
Payroll Clerk	\$19.92	15	\$21.58	13	\$23.44	13
Payroll Supervisor/Manager	\$32.27	7	\$30.20	8	\$37.22	7
Personal Banker		0	\$16.41	1		0
Teller	\$14.00	1	\$14.92	3	\$16.45	2
Business Office	\$19.42		\$22.20		\$24.50	
Administrative Assistant	\$17.39	26	\$19.42	28	\$20.70	21
Business Office Manager	\$25.45	13	\$26.72	15	\$26.01	12
Customer Service Manager	\$25.22	11	\$30.19	16	\$32.89	17
Customer Service Representative	\$17.05	21	\$21.54	27	\$24.13	22
Data Entry	\$17.25	2	\$18.61	2	\$27.77	2
Executive Assistant	\$23.54	11	\$27.37	8	\$27.71	10
Receptionist	\$15.06	9	\$17.15	9	\$19.02	9
Secretary	\$14.45	5	\$16.61	5	\$17.77	5
Advertising and Public Relations	\$31.72		\$33.88		\$35.72	
Advertising & Promotions Manager	\$29.88	2	\$34.48	2	\$33.51	4
Advertising & Promotions Specialist	\$20.21	5	\$24.38	4	\$26.35	4
Graphic Designer	\$25.20	6	\$26.49	6	\$26.95	6
Marketer	\$21.45	5	\$22.75	5	\$26.83	6
Marketing Manager	\$29.09	10	\$32.96	9	\$38.22	8
Public Relations Support	\$29.57	2	\$36.05	1	\$29.57	2
Public Relations Chief	\$66.66	3	\$60.08	2	\$68.66	3

Job Group	Actual Entry Wage	Count	Average Wage	Count	Highest Wage	Count
Production Workers	\$19.46		\$22.21		\$25.34	
Assembler	\$16.33	10	\$17.42	12	\$19.04	12
Assembler, Mechanical	\$17.49	5	\$22.47	5	\$26.19	6
CNC Operator/Set-up	\$19.32	14	\$21.70	16	\$24.65	16
Crushing, Grinding & Polishing Machine Operators/Setters/Tenders	\$17.28	5	\$18.22	5	\$21.45	5
Fabricators	\$17.50	6	\$20.29	8	\$26.01	6
Production Supervisors/Managers	\$32.78	20	\$32.99	31	\$38.41	26
Foreman	\$21.08	5	\$29.54	7	\$31.85	4
Forklift Operator	\$18.20	17	\$19.56	18	\$20.82	18
General Laborer	\$15.45	12	\$16.45	14	\$16.99	10
Grinder Polisher	\$17.00	1	\$20.48	2	\$24.00	1
Inventory/Stock Clerk	\$20.66	11	\$22.89	11	\$24.13	12
Machine Operators	\$17.77	21	\$21.02	23	\$24.26	22
Machinist	\$22.08	8	\$24.71	6	\$29.21	8
Production Lead Person/Non-Management	\$20.06	15	\$21.65	14	\$24.96	13
Production Worker	\$17.18	18	\$19.56	20	\$23.10	17
Tool and Die Maker	\$21.13	7	\$26.50	8	\$30.34	9
Facility and Machine Maintenance	\$20.99		\$24.04		\$25.13	
Custodian (non-Janitorial)	\$14.50	4	\$15.00	3	\$16.14	4
Janitorial Custodian	\$15.16	15	\$16.51	15	\$17.14	14
Custodial Manager	\$18.35	3	\$19.46	3	\$20.52	3
Electrician	\$27.72	12	\$32.35	14	\$33.39	12
Groundskeeper	\$17.01	7	\$19.60	6	\$20.16	7
Maintenance General/Helper	\$18.60	24	\$19.99	23	\$22.47	24
Maintenance Manager	\$33.70	22	\$41.35	25	\$42.03	22
Industrial and Machina Maintenance	\$23.81	21	\$27.88	24	\$30.44	21
Facility Maintenance	\$20.04	15	\$24.19	15	\$23.86	17
General Operations Management	\$35.07		\$42.50		\$46.22	
Department Manager	\$34.01	16	\$37.54	20	\$37.82	17
District/Regional Managers	\$35.42	5	\$46.51	6	\$51.12	5
General Operations/Plant Managers	\$47.05	19	\$52.50	22	\$57.83	19
Manager, Assistant/Shift	\$21.08	6	\$25.87	8	\$26.57	7
Executive Director	\$42.23	10	\$57.87	12	\$65.39	12
Administrator	\$30.66	7	\$34.70	7	\$38.62	9

Job Group	Actual Entry Wage	Count	Average Wage	Count	Highest Wage	Count
Healthcare	\$21.08		\$25.90		\$29.87	
Certified Nurse Assistant (CNA)	\$12.41	3	\$15.91	3	\$17.28	3
Emergency Medical Technician (EMT)	\$15.27	1	\$17.01	1	\$19.67	1
Lab Technician	\$20.36	2	\$22.78	3	\$28.53	2
Licensed Practical Nurse (LPN)	\$20.29	10	\$24.77	8	\$26.72	9
Medical Assistant	\$15.43	7	\$17.92	6	\$20.22	7
Patient Care Technician (PCT)	\$15.34	3	\$17.20	3	\$19.26	3
Pharmacy Technician	\$16.10	3	\$20.23	3	\$22.32	3
Radiologic Technician	\$23.15	3	\$28.64	3	\$33.44	3
Registered Nurse (RN)	\$27.49	8	\$34.56	7	\$40.40	8
Sonographer	\$29.53	3	\$38.59	3	\$40.87	3
Therapist	\$36.53	2	\$47.30	2	\$59.88	2
Human Resources	\$32.20		\$40.12		\$39.73	
Benefits Coordinator	\$25.02	3	\$27.00	3	\$29.34	3
Benefits Director	\$44.77	2	\$53.44	2	\$53.44	2
HR Coordinator/Specialist	\$18.37	12	\$22.58	11	\$22.83	11
Human Resources Director	\$43.16	7	\$59.10	8	\$51.90	7
Human Resource Generalist	\$25.01	11	\$28.91	13	\$30.82	12
Human Resource Manager	\$36.89	19	\$45.45	18	\$47.00	14
Human Resource Office, Chief	\$49.16	4	\$65.32	3	\$58.01	5
Recruiter	\$24.50	5	\$31.06	4	\$36.54	4
Trainer/Instructor	\$22.96	6	\$28.23	10	\$27.69	7
Computer & Information Technology	\$29.77		\$36.90		\$39.25	
Data Entry Clerk	\$14.65	5	\$16.67	5	\$17.49	4
Data Entry Supervisor	\$26.76	2	\$36.20	2	\$37.92	2
Information Technology Manager	\$30.24	15	\$43.47	11	\$39.73	14
Information Technology Chief	\$50.90	6	\$56.43	5	\$59.89	6
IT/Help Desk Technician	\$20.40	12	\$26.74	11	\$27.99	12
Project Manager	\$35.70	7	\$41.90	7	\$52.47	6
Logistics	\$19.89		\$22.65		\$25.34	
Materials Handler	\$16.27	13	\$17.96	12	\$20.04	12
Packer/Picker/Stock Worker	\$14.74	4	\$17.17	5	\$17.38	4
Scheduler	\$22.92	12	\$25.50	10	\$28.72	8
Shipping/Receiving Clerk	\$18.39	16	\$20.45	17	\$21.52	13
Truck Driver	\$20.59	7	\$23.01	9	\$30.27	6
Warehouse Supervisor	\$26.43	13	\$31.84	15	\$34.12	13

Job Group	Actual Entry Wage	Count	Average Wage	Count	Highest Wage	Count
Quality Assurance	\$27.21		\$31.62		\$34.11	
QA/Inspection Technician	\$18.45	25	\$20.78	27	\$23.90	23
Quality Manager	\$35.97	20	\$42.46	26	\$44.32	20
Education	\$28.07		\$30.84		\$35.13	
Guidance Counselor	\$24.54	2	\$25.00	1	\$31.84	3
Principal	\$45.70	2	\$47.72	3	\$51.11	4
Principal, Vice	\$38.83	3	\$45.00	1	\$45.61	3
Professor	\$25.00	1	\$30.00	1	\$35.00	1
Professor, Adjunct	\$20.00	1	\$25.00	1	\$30.00	1
Professor, Associate	\$20.00	1	\$25.00	1	\$30.00	1
Teacher, Elementary or Secondary	\$36.23	1	\$34.04	2	\$40.94	3
Teacher, Assistant	\$14.28	5	\$14.98	3	\$16.51	4
Food Service	\$16.04		\$17.89		\$18.33	
Chef	\$26.41	3	\$30.04	2	\$26.98	3
Cook	\$13.54	9	\$15.00	8	\$16.53	9
Dietary Aide	\$12.00	3	\$13.30	3	\$14.69	3
Food Service Worker	\$12.21	12	\$13.23	11	\$15.12	13
Server		0		0		0
Other Specialties	\$44.21		\$51.61		\$56.75	
Compliance Specialist	\$22.98	4	\$27.17	4	\$31.27	6
Corporate Counsel/Staff Attorney	\$108.04	3	\$116.68	3	\$116.68	3
Mechanical Engineers	\$32.55	9	\$41.69	8	\$51.58	7
Risk Management Director	\$46.91	3	\$56.30	2	\$66.45	2
Safety Director	\$38.11	7	\$48.71	7	\$49.84	7
Industrial Engineer	\$36.76	2	\$41.21	3	\$40.50	3
Quality Engineer	\$30.82	7	\$36.76	8	\$44.74	6
Product Engineer	\$37.51	10	\$44.38	12	\$52.91	9

When looking at jobs with three or more responses, different patterns emerge. Table 2 looks at the lowest and highest averages across all three types of wages: actual entry, average, and highest with three or more responses. The lowest average actual entry wage in the region was dietary aides at \$12.00 per hour compared to the highest which was corporate counsel at \$108.04 per hour.

Regarding the average wage offered, the lowest was food service worker with \$13.23 per hour compared to the highest of corporate counsel at \$116.68 per hour. Lastly, the lowest average highest wage reported was also dietary aide with \$14.69 per hour compared to corporate counsel at \$116.68 per hour.

Table 2. Lowest and Highest Average Wages

Average Wages	Actual Entry	Average	Highest
Lowest	Dietary Aide \$12.00	Food Service Worker \$13.23	Dietary Aide \$14.69
Highest	Corporate Counsel \$108.04	Corporate Counsel \$116.68	Corporate Counsel \$116.68

Tables 3-5 show the top 5 highest and lowest averages for entry, average, and highest wages in the region with three or more responses.

Table 3. Top 5 Lowest/Highest - Entry Average Wages by Job

Job	Average Entry Wage per Hour
Corporate Counsel	\$108.04
Public Relations Chief	\$66.66
Information Technology Chief	\$50.90
Human Resource Office, Chief	\$49.16
General Operations / Plant Manager	\$47.05
Teacher, Assistant	\$14.28
Cook	\$13.54
Certified Nurse Assistant (CNA)	\$12.41
Food Service Worker	\$12.21
Dietary Aide	\$12.00

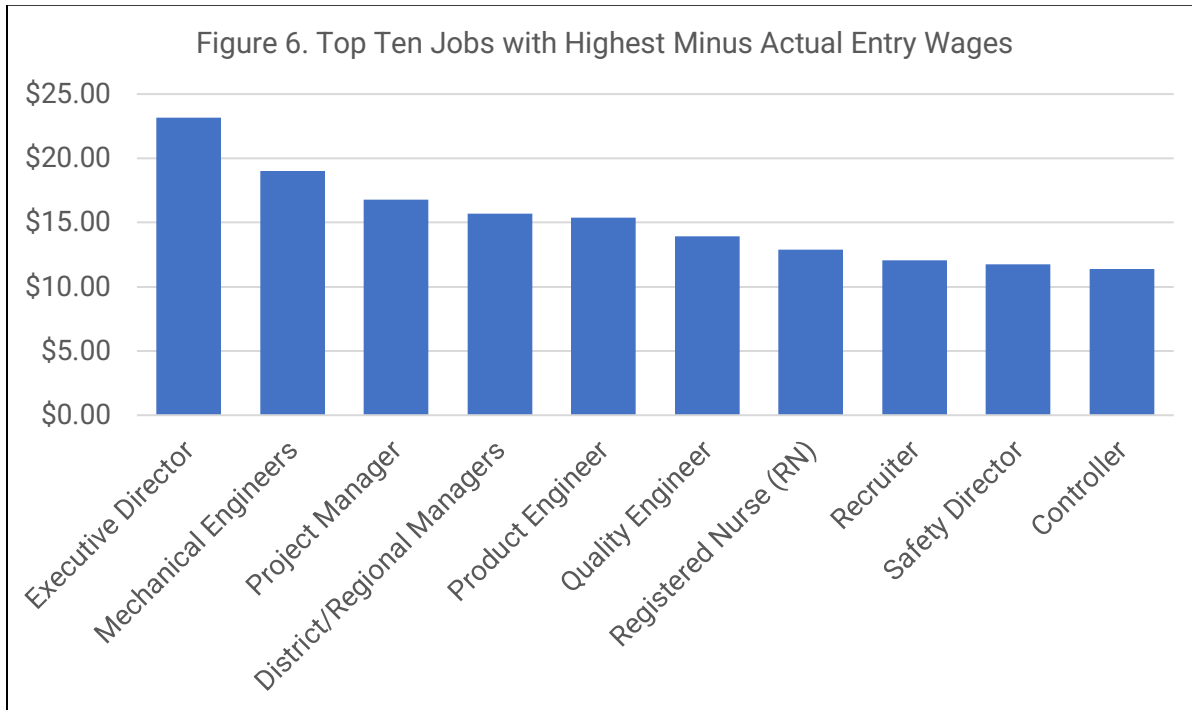
Table 4. Top 5 Lowest/Highest - Average Wages by Job

Job	Average Wage per Hour
Corporate Counsel	\$116.68
Human Resource Office, Chief	\$65.32
Human Resources Director	\$59.10
Executive Director	\$57.87
Information Technology Chief	\$56.43
Custodian (non-Janitorial)	\$15.00
Teacher, Assistant	\$14.98
Teller	\$14.92
Dietary Aide	\$13.30
Food Service Worker	\$13.23

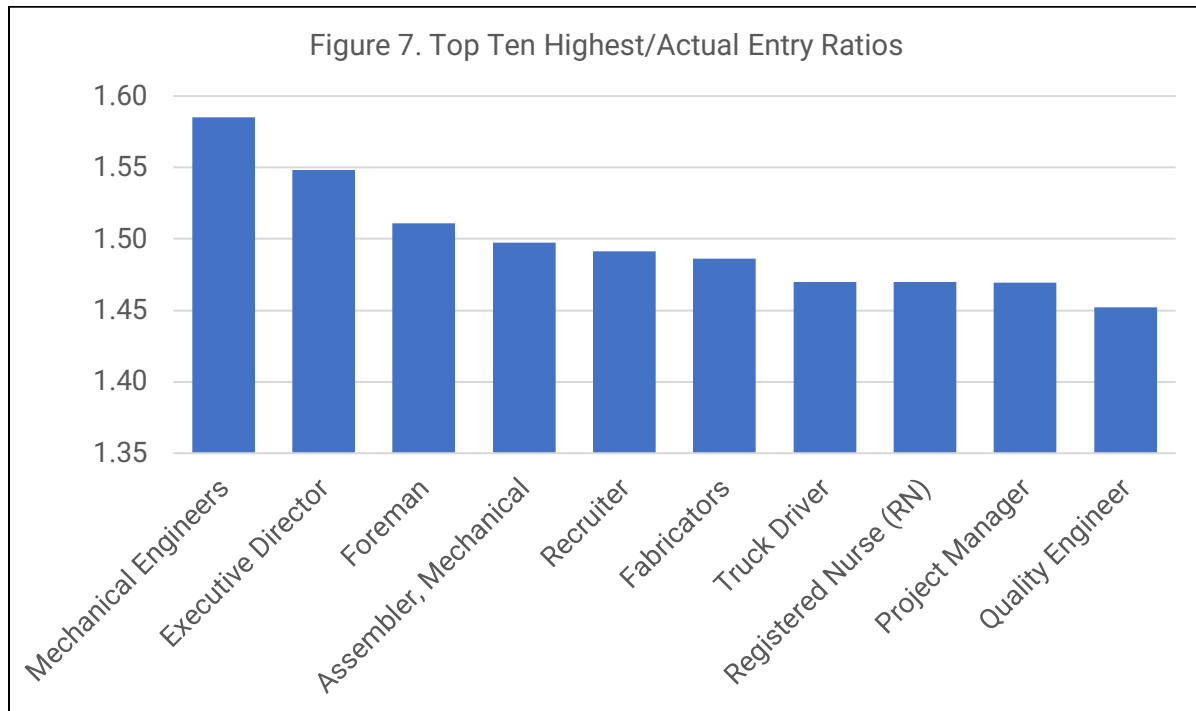
Table 5. Top 5 Lowest/Highest - Highest Average Wages by Job

Job	Average Highest Wage per Hour
Corporate Counsel	\$116.68
Public Relations Chief	\$68.66
Executive Director	\$65.39
Information Technology Chief	\$59.89
Human Resource Office, Chief	\$58.01
Cook	\$16.53
Teacher, Assistant	\$16.51
Custodian (non-Janitorial)	\$16.14
Food Service Worker	\$15.12
Dietary Aide	\$14.69

Regarding actual entry versus highest wages by job, Figure 6 shows the top ten jobs with the largest difference between highest and actual entry wages among those with three or more responses. Executive directors had the largest difference (\$23.16) between the average highest wage (\$65.39 per hour) versus the average actual entry wage (\$42.23 per hour). All top ten jobs had a difference of more than \$10 dollars.



Lastly regarding average wages, Figure 7 shows the top ten largest ratios between highest and actual entry wages. The job with the highest ratio was mechanical engineers where the average highest wage was 1.58 times higher than the average actual entry wage. Notice how jobs are not the same as the top ten with highest difference.



In summary, production workers accounted for more than 40% of the number of jobs reported compared to only 0.5% of advertising and public relations jobs. Regarding type of workers, healthcare had the highest share of hourly workers (99.8%) compared to other specialties with 13.2% of hourly workers. Important to note is that respondents in the healthcare group reported only six salaried employees.

Overall, the average hourly wages in the region were \$25.57 for the actual entry wage, \$29.46 for the average wage, and \$32.12 for the highest wage. Food service jobs had the lowest average wages while other specialties had the highest.

Jobs with the lowest average wages in the region included dietary aide, food service worker, and teacher assistants, among others. Jobs with the highest wage averages included corporate counsels and information technology chiefs, among others.

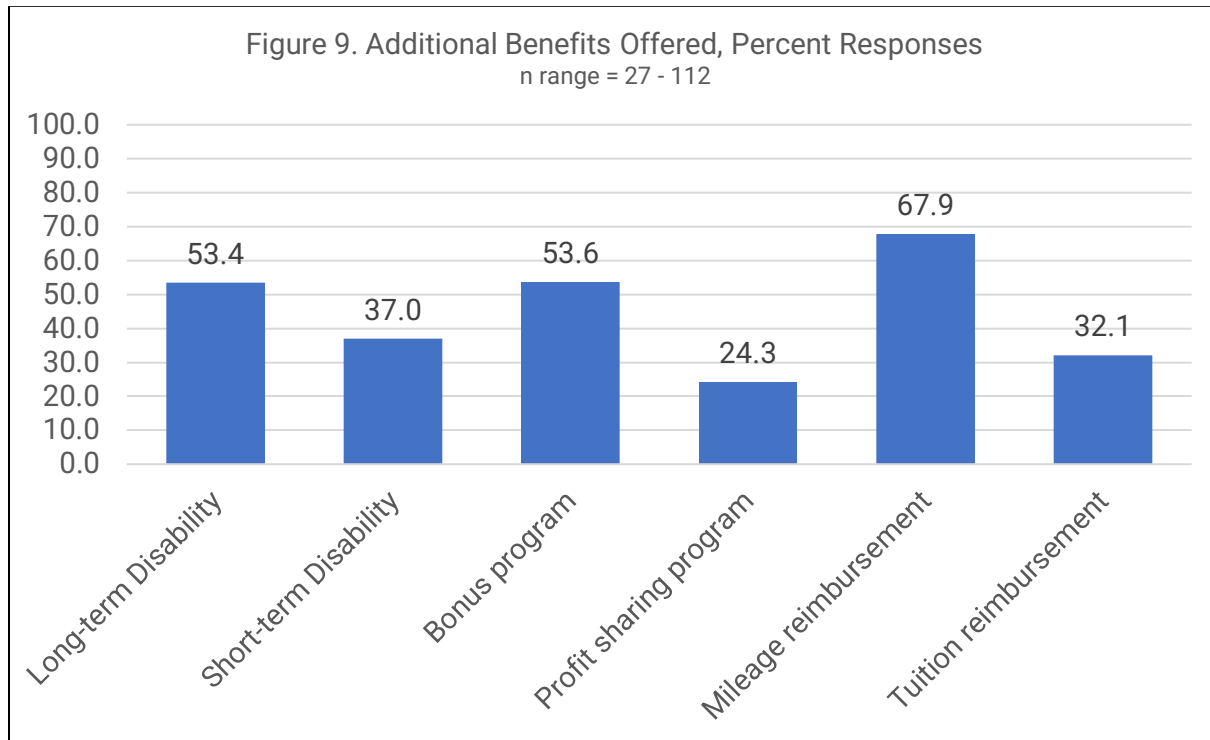
The largest difference between highest and actual entry wages was among executive directors where the highest average wage was \$23.16 per hour higher compared to the average actual entry wage. On the other hand, the largest ratio between highest and actual entry wages were among mechanical engineers where the highest average wage was 1.58 times higher than the average actual entry wage.

Benefits

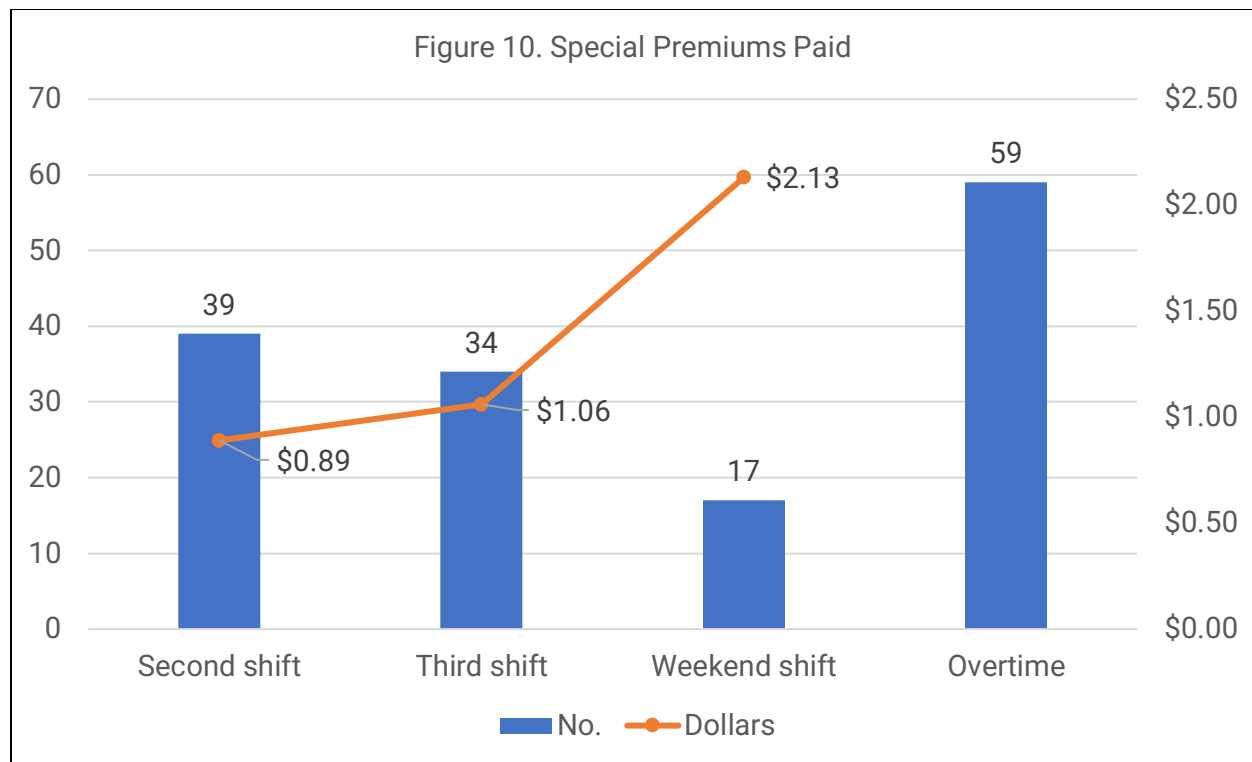
The total number of valid responses received was 165. Figure 8 shows the number of respondents offering benefits to full-time and part-time employees. Note that 35.7% of respondents offered benefits to hourly employees. As shown in Figure 8, more respondents offered more benefits to full-time versus part-time employees. The most popular benefits for full-time employees were health insurance, vacation, life insurance, and retirement benefits with roughly 85 respondents offering these benefits to full-time employees. For part-time employees, vacation and retirement benefits were the most popular with roughly 25 respondents offering these benefits to part-time employees. Regarding the other category, some responses included pet insurance, show vouchers, and a gym membership stipend.



Figure 9 shows additional benefits offered by survey respondents. Close to 88% of those offering a bonus program said it was effective (not shown). Mileage reimbursement was the most popular benefit offered among respondents (close to 68% of respondents offered this benefit) while a profit sharing was the least popular with a little less than one-quarter of respondents saying they offered one.



Respondents were also asked if they paid a special premium for the second or third shift as well as weekend shifts and overtime. Figure 10 shows the number of respondents paying a special premium and the average amount per hour (note that overtime average was not possible to calculate). The left-hand side shows number of responses (bars) while the right-hand side axis shows average rate (lines). Close to 60 respondents said they paid overtime compared to 17 paying weekend shift premiums. Between 34-39 paid second and third shift premiums. The highest average premium paid was for the weekend shift at \$2.13 per hour.

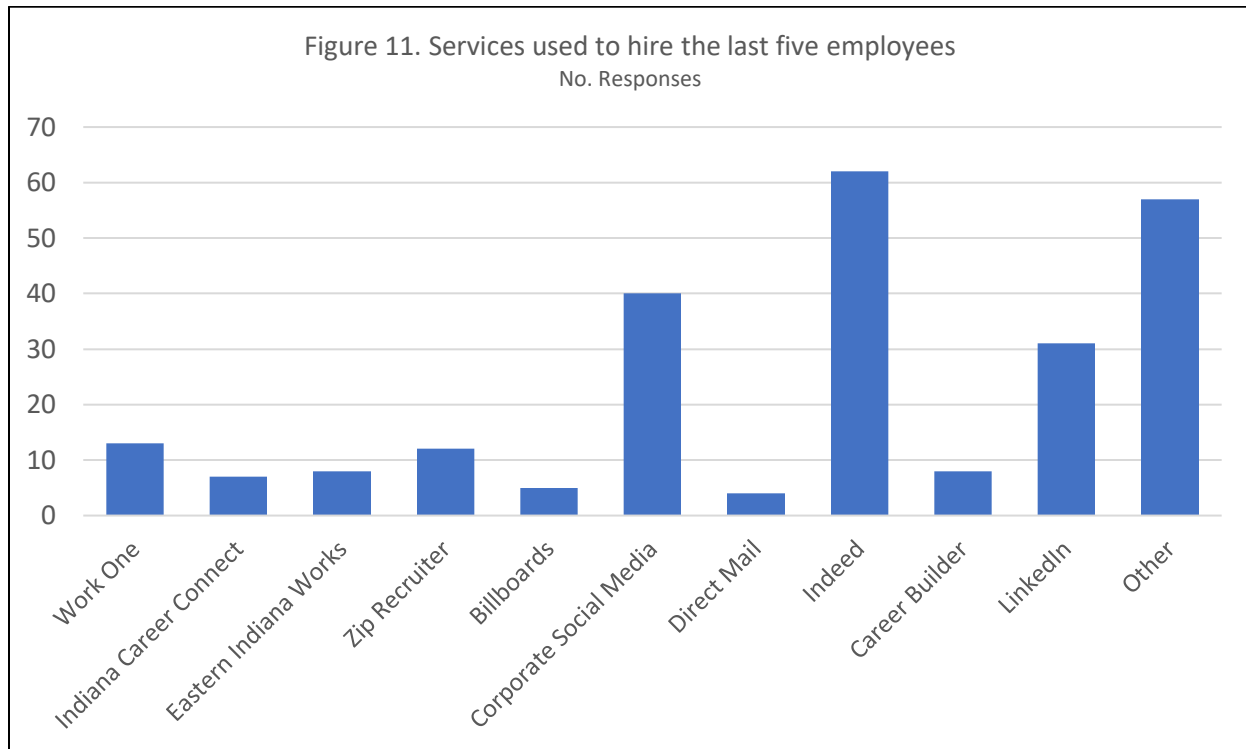


Future Hiring, Screening, Healthcare Costs, Remote Work, Childcare, and Hiring Services

In addition to wages and benefits, the survey asked respondents about future hiring, THC screening, healthcare costs, remote work, childcare, and hiring services used among other questions. When asked how many employees they are planning, respondents said 1,876 of which 654 would be added during the next year, 644 over the next two years, and 578 over the next three years.

About 42% of respondents said they screen for THC and the average age of the workforce reported by survey respondents was 40.6 years. Note that the male to female ratio was not possible to calculate due to data quality issues. More than three-quarters of respondents said training happens on-site while 6.1% said they take place at universities or outside workshops/lectures. A little over 5% said trainings took place online.

Figure 11 shows a breakdown of hiring services used by respondents for their past five hires. The most popular service used was Indeed (n=62) followed by other (n=57) and corporate social media (n=40). The other category includes referrals, job fairs, website, staffing/temp agency, and walk-ins.



Regarding remote work, most survey respondents (51.3%) did not offer remote work flexibility while 10.6% did offer remote work flexibility to more than half of their workers as shown in Figure 12. A little over 38% of respondents did so to less than half of their workers.

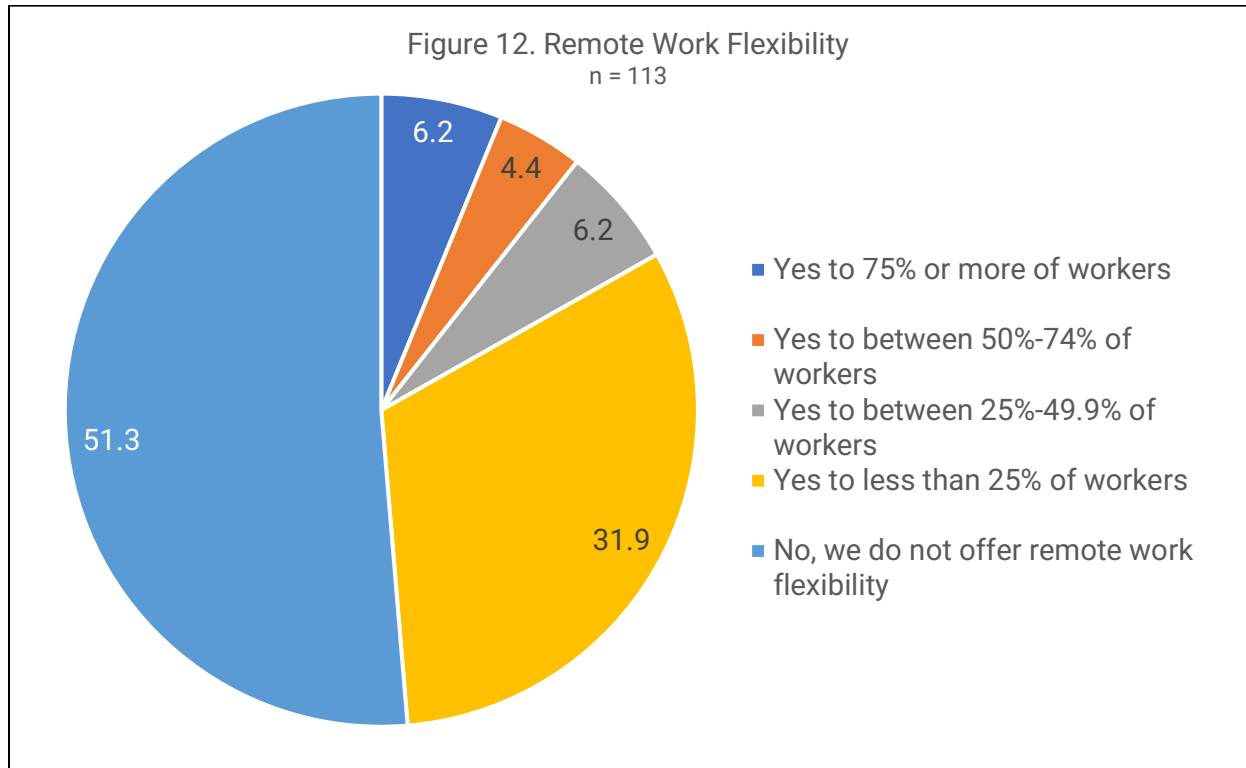
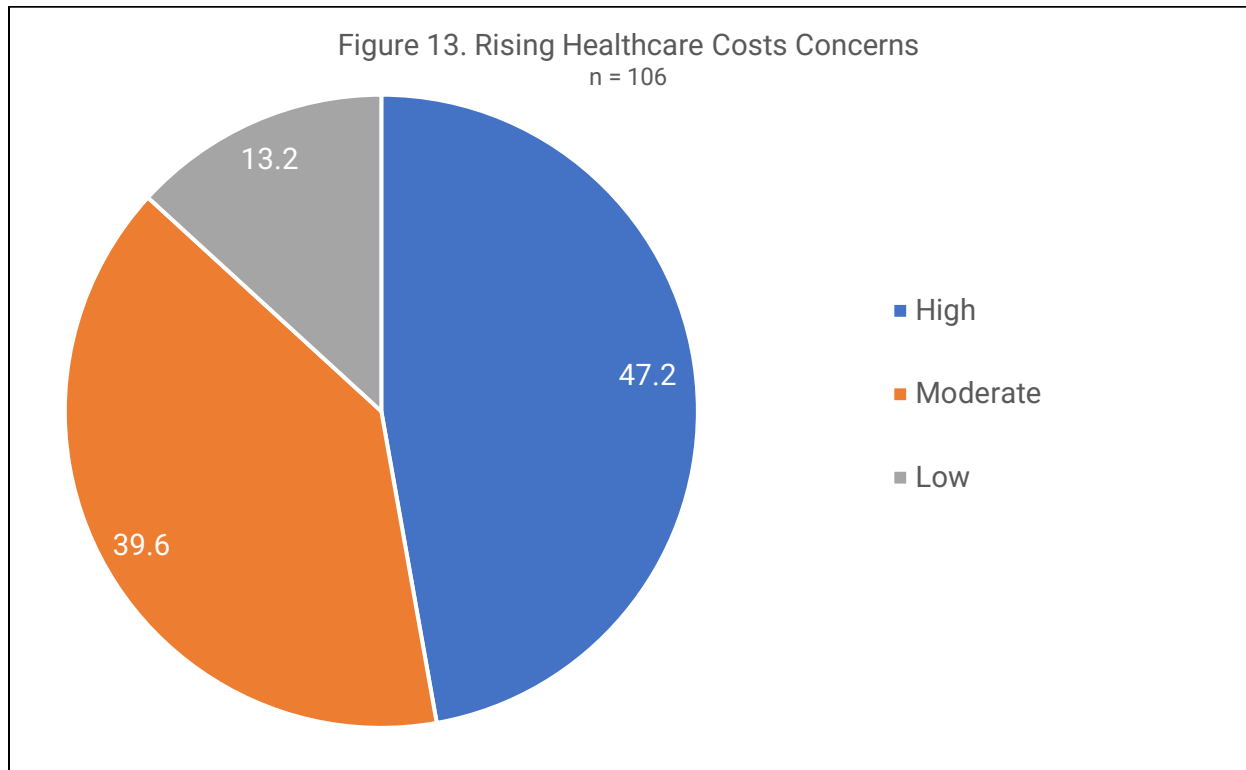
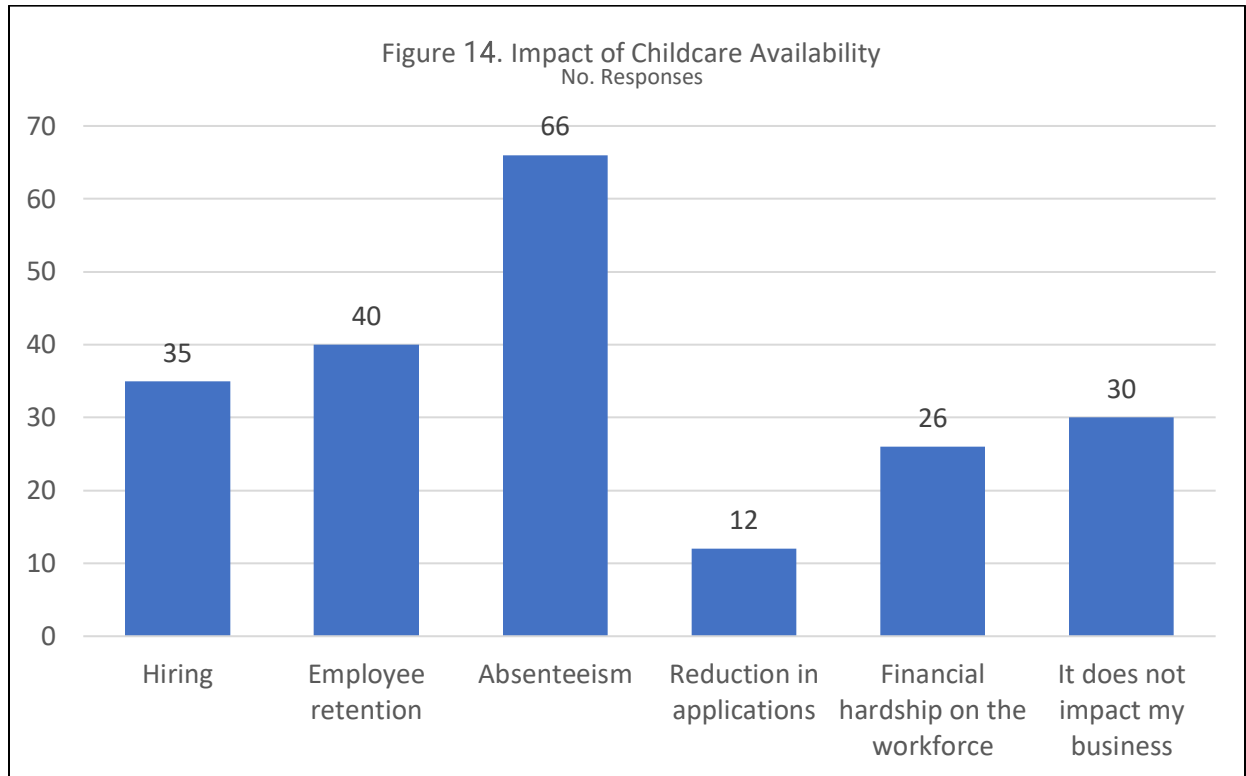


Figure 13 shows that close to 50% of respondents said that rising healthcare costs is a high concern while close to 40% said it was a moderate concern and a little more than 13% said it was a low concern. In other words, more than 85% of respondents thought rising healthcare costs were a moderate to high concern.



Lastly, Figure 14 shows the impact of childcare availability among respondents. The major impact childcare availability had on respondents was absenteeism (n=66) followed by employee retention (n=40) and hiring (n=35).





Trevor Friedeberg
President & CEO



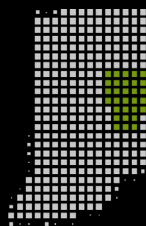
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