

**THE
FORT HOOD ECONOMIC REGION
WAGE & FRINGE BENEFITS
SURVEY REPORT**

February, 2013

Compiled and Produced by

THE PATHFINDERS



Dallas, Texas

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INTRODUCTION

The 2013 Fort Hood Economic Region Wage and Fringe Benefits Survey was sponsored by the Greater Killeen Chamber of Commerce. The Pathfinders, an economic development and corporate site-selection consultant firm located in Dallas, Texas, conducted the survey. Information was gathered via a printed or emailed survey form.

The wage data presented by job title for hourly positions 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.

The wage data presented by job title for salaried positions includes average annual salary.

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

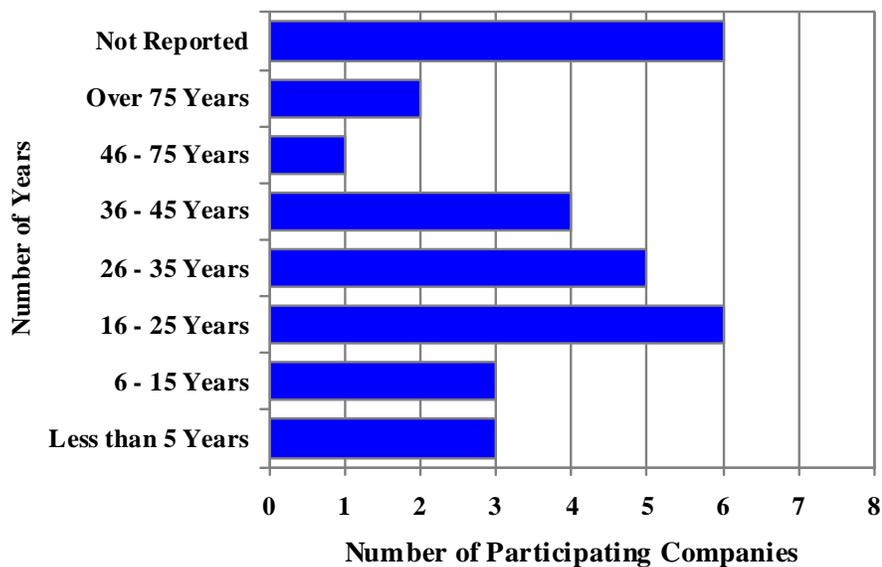
Please note that some of the companies responding to the survey did not answer all the questions on the form; therefore, the total number of responses for each question will not always equal the total number of participants.

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 (972-387-3750) or e-mail (info@thepathfindersus.com).

SURVEY SUMMARY

Thirty (30) companies, with a combined total employment of almost 8,000 workers, participated in the 2013 Fort Hood Economic Region Wage and Fringe Benefits Survey, representing business sectors including manufacturing, distribution, construction and others. The participating employers have been in business in the Fort Hood Economic Region from less than five years to over seventy-five years, as illustrated below.

Participating Companies - Length of Time in Community

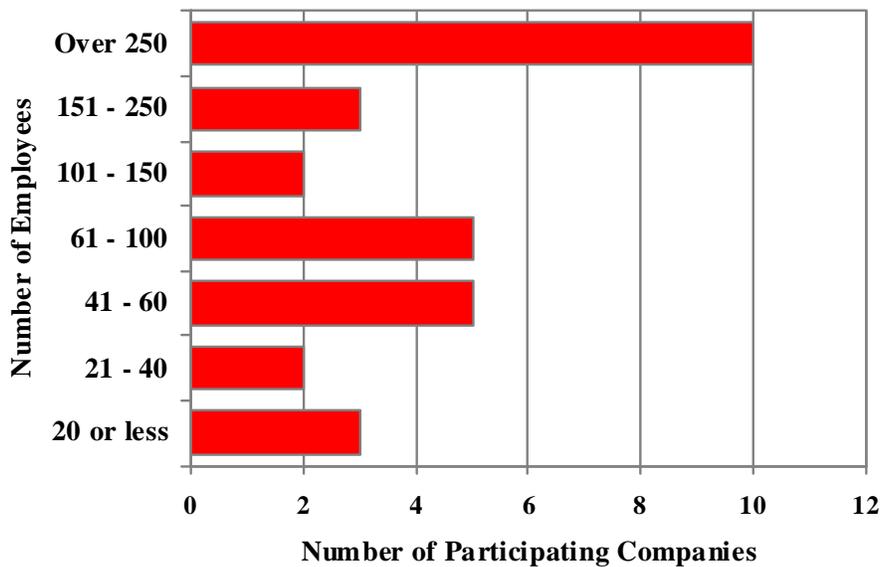


The reported total annual payroll for the participating companies was approximately \$148 million, although it should be noted that not participants reported annual payroll figures.

With regard to hiring practices, fourteen (14) of the participating firms increased employment during the past twelve months, and nine (9) decreased employment, resulting in a net of +276 jobs. In addition, three (3) companies reported increases during this time period, but did not report the number of workers. Twelve (12) firms project increasing employment during the next twelve months and one (1) projects decreasing employment for a net of +213 jobs. Further, four (4) employers project increasing employment during the next twelve months but are unsure of the number of workers to be added.

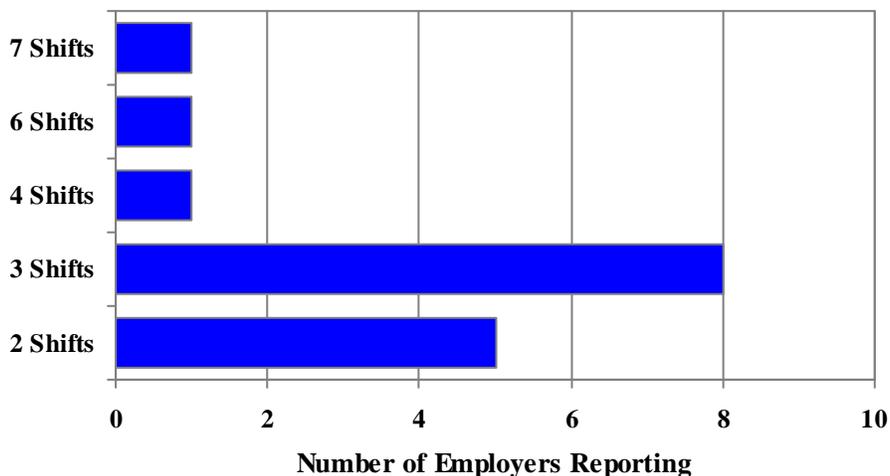
Companies of various sizes were represented in the survey ranging from twenty or less employees to 250 or more workers. The number of participating companies by number of employees is shown in the chart below. The total reported employment of 7,846 was comprised of hourly workers and salaried workers.

Participating Companies by Total Employment



In the Fort Hood Economic Region survey, sixteen (16) firms reported the number of shifts worked as follows:

Number of Shifts Worked



Thirteen (13) companies reported shift premiums, averaging \$.53. Other shift premiums reported included:

- 5%
- 8%
- 15%

All participating companies reported overtime pay at 1½ times.

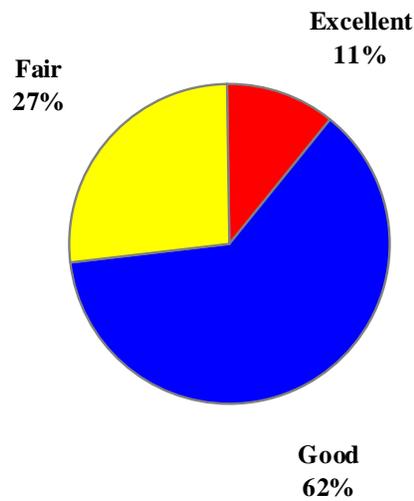
As indicated by the participating employers, the following table reflects various methods used to recruit workers in the Fort Hood Economic Region and the number of employers utilizing that method. Many employers use more than one method.

Recruitment Method	# of Employers
Walk-Ins	20
Word of Mouth	19
Newspaper Ads	17
Staffing/Temp Agency	15
Internet	15
Referrals	13
State Agency	7
Job Fairs	7
Networking	7
Colleges	7
Recruiters	7
Job Board/Sign	5

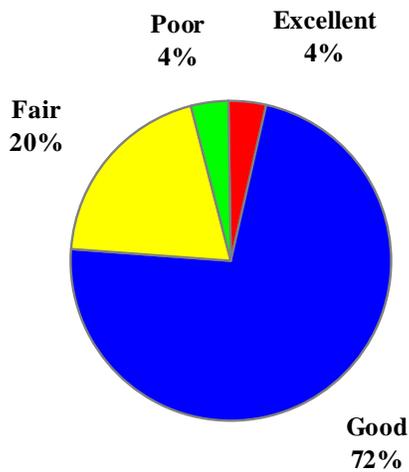
EMPLOYER RATINGS – EDUCATIONAL PROVIDERS

The Fort Hood Economic Region employers were asked to rate the local educational providers in terms of delivering the skills needed or required for workers. These ratings are shown below.

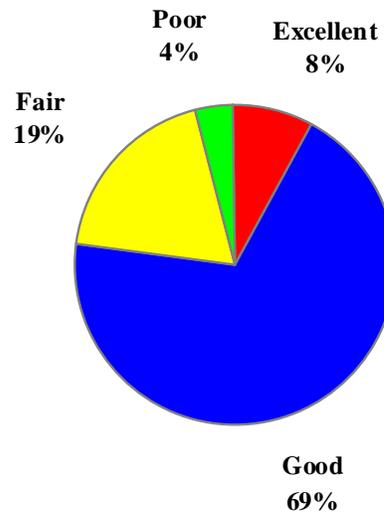
Public Schools



Technical / Trade Schools



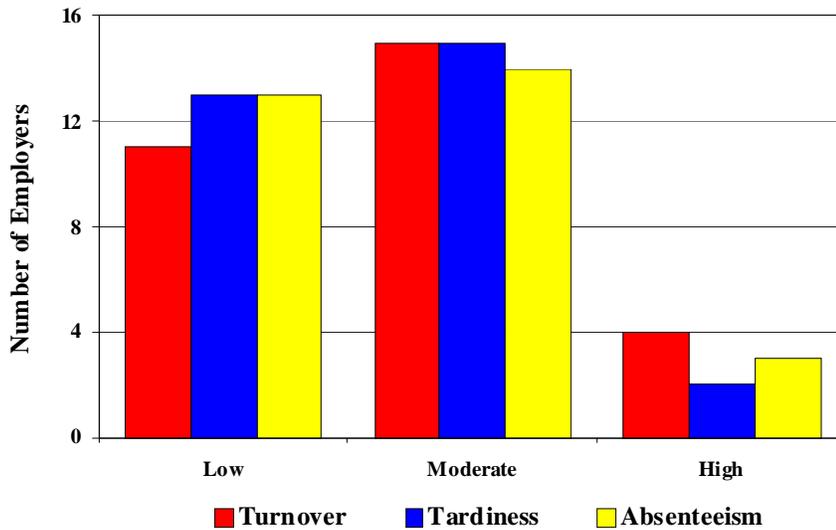
Community Colleges



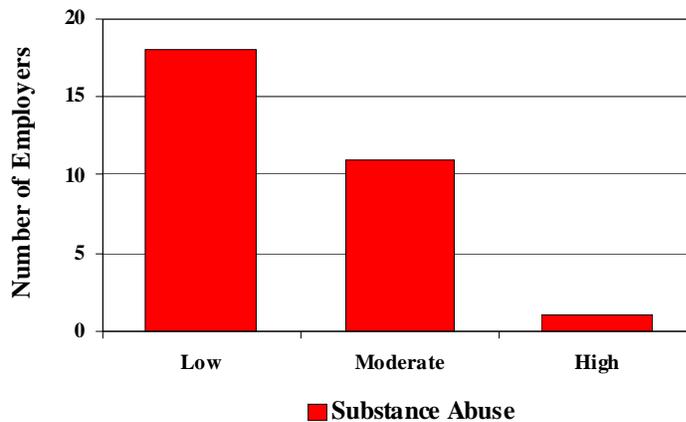
EMPLOYER RATINGS

TURNOVER / TARDINESS / ABSENTEEISM / SUBSTANCE ABUSE

Participating employers were asked to rate turnover, tardiness and absenteeism among their workers as “Low”, “Moderate”, or “High”. The chart below shows the number of employers and their ratings for each factor.



Further, employers were asked to evaluate substance abuse in the workforce as “Low”, “Moderate” or “High”.



Twenty-six (26) of the participating employers reported that testing for substance abuse was conducted in their companies using one or more of the following methods.

Testing Method	# of Employers
Pre-Employment	25
Post-Accident	25
For Cause / Suspicion	23
Random	21
Return to Work	10

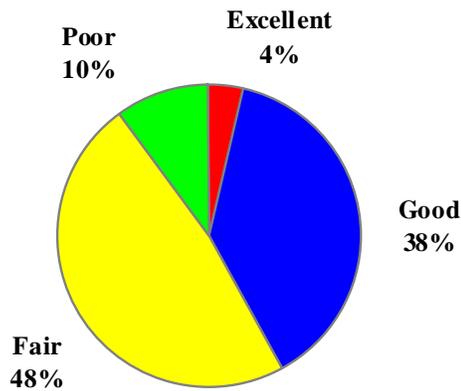
Other checks in addition to substance abuse testing were reported by the responding employers and are shown in the chart below.

Checks	# of Employers
Criminal Background Check	20
Drivers License Check	14

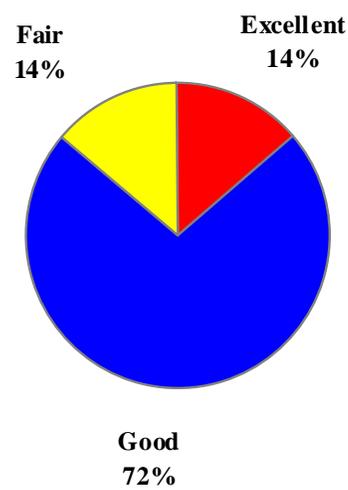
EMPLOYER RATINGS - WORKFORCE FACTORS

The participating employers were asked to rate their workers on a number of workforce factors. Those factors included worker productivity, reliability, basic skills and availability. Local employers were asked to rate each factor either “Excellent”, “Good”, “Fair”, or “Poor”.

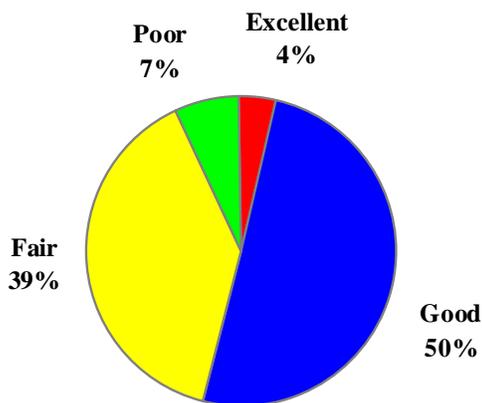
Skilled Labor Availability



Unskilled Labor Availability



Professional Labor Availability

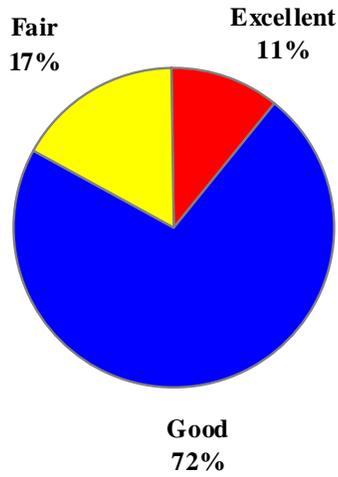


Technical Labor Availability

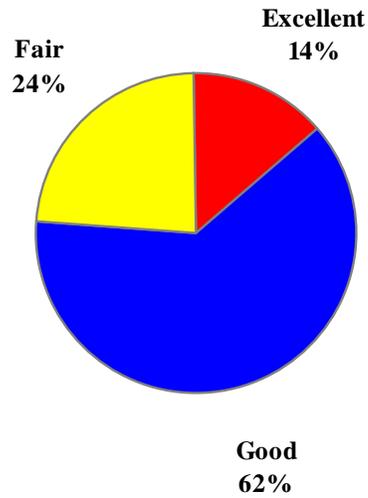


EMPLOYER RATINGS – WORKFORCE FACTORS

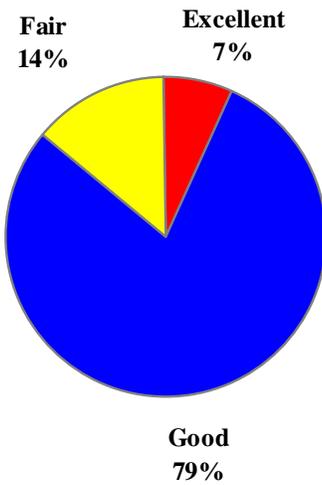
Worker Productivity



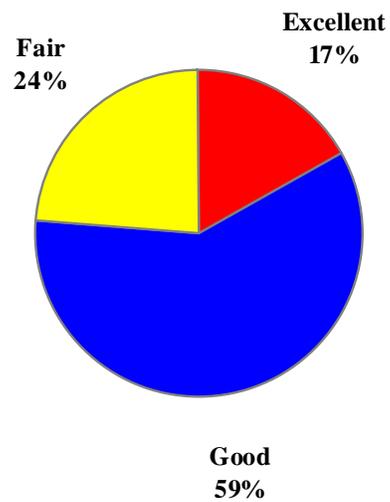
Worker Reliability



Worker Attitudes

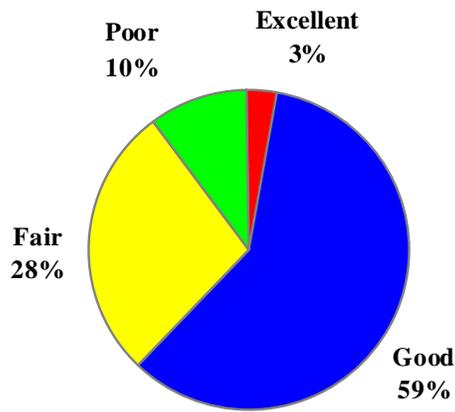


Teamwork Skills

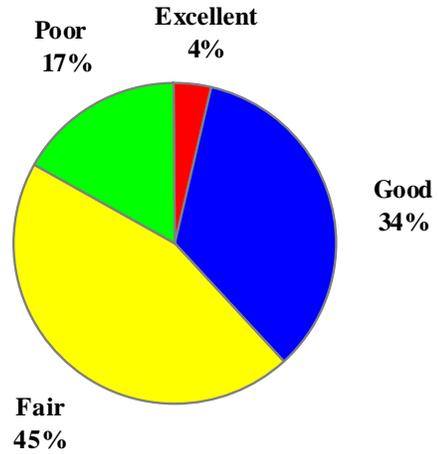


EMPLOYER RATINGS – WORKFORCE FACTORS

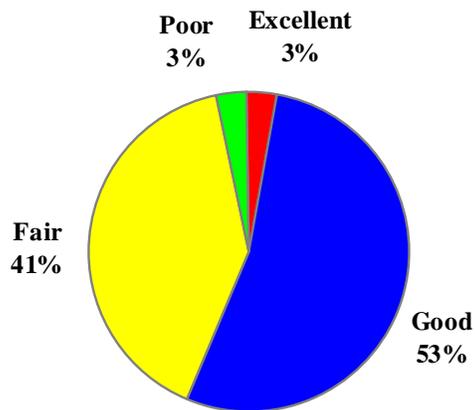
Reading Skills



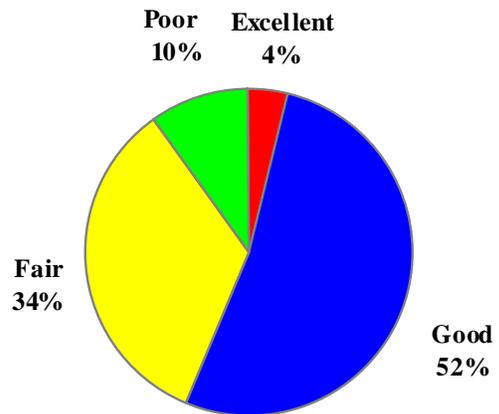
Writing Skills



Math Skills

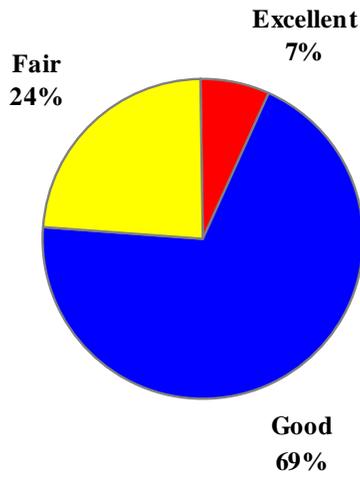


Computer Skills

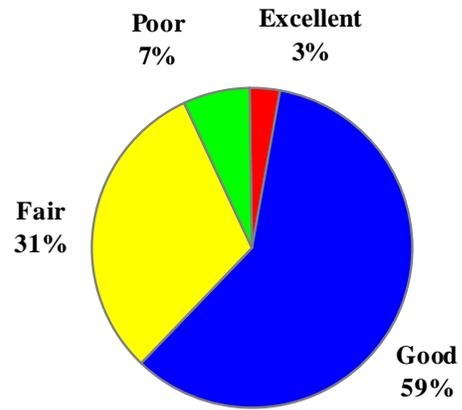


EMPLOYER RATINGS – WORKFORCE FACTORS

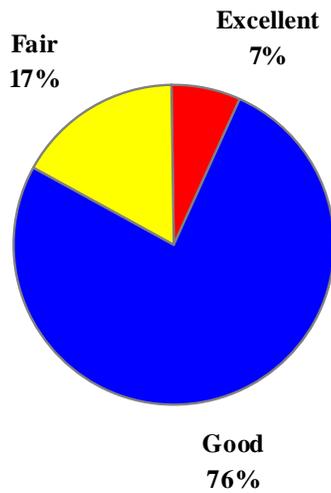
Entry Level Skills



Job Readiness Skills



Trainability



Workforce Overall Rating

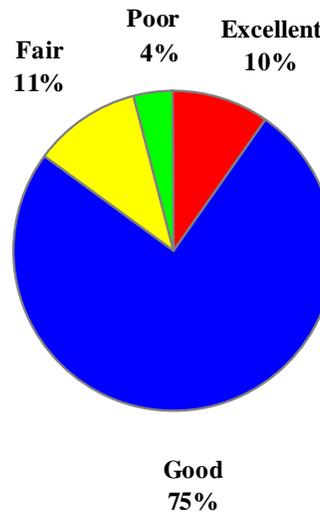


EMPLOYER RATINGS – AREA FACTORS

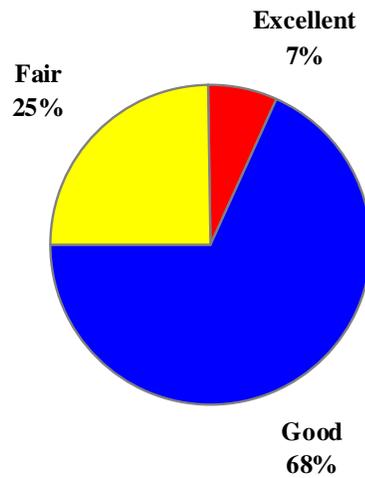
Area Transportation



Area Quality of Life



Area Business Climate



WAGE SECTION

SUMMARY OF WAGES REPORTED

Area employers were asked to report entry-level wage, average wage, and number of employees for each hourly job classification. The participating employers were also asked to provide average annual salary figures and number of employees for those positions held by salaried workers. **Please note that not all of the requested information was reported.** In some instances, notations of “n/a” (not available) or “n/r” (not reported) may appear in the wage tables.

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.

The wage data presented for salaried employees is the average annual salary for all the employees in the job title when all participating companies are considered. Again, workers with that job title may have different pay rates because of length of job tenure, merit raises, etc.

The wage summary for hourly workers is presented on the following page. The wage summary for salaried workers begins on page 25.

WAGE SUMMARY – HOURLY WORKERS
Fort Hood Economic Region

HOURLY WORKERS JOB CLASSIFICATION	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number of Employees Reported	Number of Firms Reporting
Accountant	\$12.00	\$18.64	\$16.37	\$16.95	\$25.96	\$20.46	\$15.34	4	4
Accounts Payable Clerk	\$8.00	\$13.58	\$11.27	\$11.00	\$15.25	\$13.19	\$12.63	16	9
Accounts Receivable Clerk	\$10.21	\$12.00	\$11.18	\$11.55	\$14.15	\$12.69	\$13.07	10	5
Admin – Support	\$9.91	\$9.91	\$9.91	\$12.11	\$12.11	\$12.11	\$12.11	5	1
Administrative Assistant	\$8.00	\$17.40	\$11.64	\$11.75	\$18.08	\$14.82	\$15.23	41	9
Aircraft Mechanics and Service Technicians	\$16.00	\$16.00	\$16.00	\$18.00	\$18.00	\$18.00	\$18.00	1	1
Assembler	\$8.50	\$10.62	\$9.17	\$9.84	\$13.01	\$11.06	\$11.71	178	8
Assistant Manager	n/r	n/r	n/a	\$14.98	\$14.98	\$14.98	\$14.98	3	1
Asst. Director of Nurses	\$25.00	\$25.00	\$25.00	\$25.00	\$25.00	\$25.00	\$25.00	1	1
Bookkeeper	\$12.00	\$14.00	\$12.67	\$13.80	\$19.00	\$15.60	\$12.12	5	4
Building and Grounds Maintenance	\$11.00	\$16.70	\$13.20	\$11.50	\$22.19	\$15.88	\$15.89	9	4
Buyer/Purchaser	\$17.00	\$20.00	\$18.50	\$22.00	\$22.34	\$22.17	\$22.23	3	2
Cardiovascular Clinical Nurse Spec	\$37.99	\$37.99	\$37.99	\$52.88	\$52.88	\$52.88	\$52.88	1	1
Cardiovascular Radiology Tech	\$23.59	\$23.59	\$23.59	\$27.67	\$27.67	\$27.67	\$27.67	3	1
Cardiovascular Ultrasound Tech	\$23.59	\$23.59	\$23.59	\$26.50	\$26.50	\$26.50	\$26.50	1	1

HOURLY WORKERS JOB CLASSIFICATION	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number of Employees Reported	Number of Firms Reporting
Certified Med Aide	\$11.00	\$11.00	\$11.00	\$12.00	\$12.00	\$12.00	\$12.00	3	1
Certified OT Assistant	n/r	n/r	n/a	\$48.00	\$48.00	\$48.00	\$48.00	1	1
Certified PT Assistant	n/r	n/r	n/a	\$48.00	\$48.00	\$48.00	\$48.00	1	1
Charge Nurse	\$27.46	\$27.46	\$27.46	\$33.70	\$33.70	\$33.70	\$33.70	21	1
Clinic Administrator	n/r	n/r	n/a	\$40.00	\$40.00	\$40.00	\$40.00	1	1
Clinic Supervisor	n/r	n/r	n/a	\$31.01	\$31.01	\$31.01	\$31.01	1	1
CNA	\$8.50	\$10.02	\$9.26	\$9.50	\$11.23	\$10.37	\$10.10	46	2
CNC Operator/Set-up	\$14.00	\$14.00	\$14.00	\$15.67	\$15.67	\$15.67	\$15.67	140	1
Computer Operator	\$11.50	\$16.40	\$13.88	\$12.04	\$18.08	\$15.39	\$15.82	17	3
Computer Programmer	\$20.00	\$20.00	\$20.00	\$26.28	\$34.07	\$30.18	\$31.47	3	2
Computer Support Specialists	\$8.00	\$15.00	\$11.50	\$8.50	\$16.78	\$12.68	\$13.97	13	3
Computer Technician	\$11.50	\$21.02	\$15.51	\$14.05	\$23.35	\$17.98	\$15.57	118	3
Cooks, Institution and Cafeteria	\$8.00	\$9.91	\$8.64	\$8.50	\$11.75	\$10.13	\$9.88	8	3
Coord Central Sterile	\$16.88	\$16.88	\$16.88	\$23.55	\$23.55	\$23.55	\$23.55	1	1
Core Measure Clinical Abstractor	\$18.84	\$18.84	\$18.84	\$23.08	\$23.08	\$23.08	\$23.08	1	1
Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	\$8.50	\$8.50	\$8.50	\$10.50	\$10.50	\$10.50	\$9.69	13	2
Customer Service	\$10.00	\$15.00	\$12.18	\$11.76	\$17.07	\$14.46	\$13.65	116	9

HOURLY WORKERS JOB CLASSIFICATION	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number of Employees Reported	Number of Firms Reporting
Customer Service Manager	\$12.00	\$12.00	\$12.00	\$14.35	\$14.35	\$14.35	\$14.35	2	1
Cutting and Slicing Machine Operators	\$8.50	\$8.50	\$8.50	\$10.40	\$10.40	\$10.40	\$10.40	4	1
Dietary Manager	\$14.00	\$14.00	\$14.00	\$14.00	\$14.00	\$14.00	\$14.00	1	1
Dietitians/Nutritionist	\$21.07	\$21.07	\$21.07	\$26.00	\$26.00	\$26.00	\$26.00	1	1
Drafter	\$12.00	\$18.00	\$14.33	\$14.75	\$15.00	\$14.88	\$11.13	4	3
ED Technician	\$11.08	\$11.08	\$11.08	\$13.45	\$13.45	\$13.45	\$13.45	4	1
Electrical and Electronics Repairers, Commercial and Industrial Equipment, All Industries	\$18.50	\$18.50	\$18.50	\$18.08	\$18.08	\$18.08	\$18.08	1	1
Electrical Engineers	\$16.70	\$16.70	\$16.70	\$22.00	\$22.00	\$22.00	\$22.00	1	1
Electrician	\$9.00	\$18.84	\$13.95	\$16.50	\$21.98	\$18.83	\$18.77	55	3
Electronic Technician	\$12.00	\$12.00	\$12.00	\$14.71	\$14.71	\$14.71	\$14.71	6	1
Emergency IT QA Coordinator	n/r	n/r	n/a	\$37.15	\$37.15	\$37.15	\$37.15	1	1
Endoscopy Technician	\$13.63	\$13.63	\$13.63	\$16.40	\$16.40	\$16.40	\$16.40	2	1
EVS Perioperative Tech	\$9.91	\$9.91	\$9.91	\$11.00	\$11.00	\$11.00	\$11.00	1	1
Executive Assistant	\$14.99	\$14.99	\$14.99	\$20.15	\$20.15	\$20.15	\$20.15	1	1
Extruding Machine Operator	\$9.00	\$9.00	\$9.00	\$10.25	\$10.25	\$10.25	\$9.11	9	2
Fabricators	\$8.50	\$11.00	\$9.75	\$15.30	\$15.30	\$15.30	\$11.48	4	2

HOURLY WORKERS JOB CLASSIFICATION	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number of Employees Reported	Number of Firms Reporting
File Clerk	\$9.76	\$9.76	\$9.76	\$9.76	\$9.76	\$9.76	\$9.76	2	1
First Line Supervisors/Managers of Production Workers	\$15.00	\$15.00	\$15.00	\$23.80	\$29.72	\$26.76	\$26.49	11	2
First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle Operators	\$9.00	\$13.00	\$11.00	\$13.00	\$16.00	\$14.50	\$14.50	2	2
Floor Tech	\$8.98	\$8.98	\$8.98	\$10.37	\$10.37	\$10.37	\$10.37	2	1
Food Preparation and Serving Related Workers, All Other	\$7.25	\$8.14	\$7.70	\$7.25	\$9.54	\$8.40	\$9.36	13	2
Foreman	\$12.00	\$16.41	\$14.10	\$14.83	\$19.98	\$17.27	\$15.19	22	4
Fork Lift Operator	\$7.25	\$14.40	\$10.35	\$8.50	\$18.08	\$12.47	\$15.21	212	10
General Laborer	\$7.25	\$10.00	\$8.95	\$9.00	\$12.00	\$10.25	\$9.26	65	5
General Office	\$10.00	\$13.00	\$11.00	\$10.00	\$17.20	\$12.81	\$10.54	10	6
Grinder/Polisher	\$8.50	\$8.50	\$8.50	\$8.96	\$8.96	\$8.96	\$5.97	3	2
House Supervisor	\$30.28	\$30.28	\$30.28	\$36.24	\$36.24	\$36.24	\$36.24	4	1
Housekeeper	\$7.25	\$7.25	\$7.25	\$8.00	\$8.00	\$8.00	\$8.00	4	1
Housekeeping/Laundry Supervisor	\$16.00	\$16.00	\$16.00	\$16.00	\$16.00	\$16.00	\$16.00	1	1
Human Resources Assistant	\$10.00	\$16.40	\$13.10	\$14.63	\$18.25	\$16.99	\$14.82	9	5
Industrial Engineers	n/r	n/r	n/a	\$26.18	\$26.18	\$26.18	\$26.18	3	1

HOURLY WORKERS JOB CLASSIFICATION	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number of Employees Reported	Number of Firms Reporting
Industrial Truck and Tractor Operators	\$12.00	\$12.00	\$12.00	\$12.00	\$14.50	\$13.25	\$13.88	4	2
Injection Molding Operator	\$9.00	\$9.00	\$9.00	\$10.85	\$10.85	\$10.85	\$10.85	42	1
Inventory/Stock Clerk	\$8.50	\$11.20	\$9.97	\$11.50	\$14.30	\$12.39	\$11.59	27	9
IT Specialist	\$19.00	\$19.00	\$19.00	\$21.63	\$21.63	\$21.63	\$21.63	1	1
Janitor	\$8.00	\$14.40	\$9.78	\$8.00	\$18.08	\$11.05	\$11.98	54	11
Laundry Worker	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	2	1
Lead Cath Lab RN	\$27.46	\$27.46	\$27.46	\$37.50	\$37.50	\$37.50	\$37.50	1	1
Line Supervisor	\$12.00	\$17.00	\$13.95	\$13.00	\$18.74	\$15.65	\$16.21	21	6
LP and LV Nurses	\$14.00	\$19.00	\$16.50	\$22.00	\$22.00	\$22.00	\$20.43	14	2
Machine Operator	\$8.00	\$13.98	\$10.80	\$9.23	\$15.83	\$11.85	\$12.98	128	7
Machinists	\$9.00	\$14.00	\$11.00	\$13.01	\$15.00	\$14.03	\$13.16	161	3
Maintenance – General	\$9.25	\$18.00	\$13.29	\$10.39	\$21.50	\$16.42	\$15.85	17	6
Maintenance Helper	\$12.00	\$13.00	\$12.50	\$15.06	\$19.50	\$17.28	\$16.17	4	2
Maintenance Mechanic	\$14.00	\$16.50	\$15.60	\$16.50	\$19.98	\$18.55	\$18.71	40	4
Maintenance Supervisor	\$15.00	\$19.00	\$16.85	\$19.49	\$24.50	\$22.00	\$15.87	4	3
Marketing Managers	\$18.00	\$18.00	\$18.00	\$18.00	\$18.00	\$18.00	\$18.00	1	1
Materials Clerk	\$9.25	\$9.25	\$9.25	\$9.43	\$9.43	\$9.43	\$9.43	33	1

HOURLY WORKERS JOB CLASSIFICATION	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number of Employees Reported	Number of Firms Reporting
Materials Handler	\$8.00	\$9.00	\$8.67	\$10.00	\$10.86	\$10.44	\$10.52	17	3
Materials Management Clerk	\$9.91	\$9.91	\$9.91	\$10.50	\$10.50	\$10.50	\$10.50	2	1
MDS Nurse	\$23.00	\$23.00	\$23.00	\$23.00	\$23.00	\$23.00	\$23.00	2	1
Mechanical Engineers	\$25.00	\$25.00	\$25.00	\$33.23	\$36.18	\$34.71	\$35.69	6	2
Medical and Clinical Laboratory Workers	\$16.88	\$16.88	\$16.88	\$25.12	\$25.12	\$25.12	\$25.12	10	1
Mixing and Blending Machine Setters, Operators, and Tenders	\$7.25	\$7.25	\$7.25	\$9.00	\$9.00	\$9.00	\$9.00	2	1
Monitor Technician	\$11.08	\$11.08	\$11.08	\$13.91	\$13.91	\$13.91	\$13.91	4	1
Monitor Technician	\$11.08	\$11.08	\$11.08	\$13.91	\$13.91	\$13.91	\$13.91	4	1
Network and Computer Systems Administrators	n/r	n/r	n/a	\$26.41	\$26.41	\$26.41	\$26.41	2	1
Nuclear Med Tech	\$26.47	\$26.47	\$26.47	\$37.00	\$37.00	\$37.00	\$37.00	1	1
Nurse Chart Auditor	n/r	n/r	n/a	\$20.57	\$20.57	\$20.57	\$20.57	1	1
Nurse Manager	\$34.21	\$34.21	\$34.21	\$41.83	\$41.83	\$41.83	\$41.83	3	1
Occupational Therapist	n/r	n/r	n/a	\$51.00	\$51.00	\$51.00	\$51.00	1	1
Office Manager	\$11.00	\$20.00	\$14.83	\$13.00	\$25.30	\$17.28	\$17.28	4	4
Operations Research Analysts	n/r	n/r	n/a	\$12.61	\$12.61	\$12.61	\$12.61	2	1
OR Scheduler	\$12.15	\$12.15	\$12.15	\$12.91	\$12.91	\$12.91	\$12.91	1	1

HOURLY WORKERS JOB CLASSIFICATION	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number of Employees Reported	Number of Firms Reporting
Packaging and Filling Machine Operators and Tenders	\$12.32	\$12.32	\$12.32	\$14.02	\$14.02	\$14.02	\$14.02	35	1
Packer/Picker	\$9.50	\$10.00	\$9.75	\$10.00	\$11.35	\$10.68	\$10.90	3	2
Payroll Clerk	\$8.00	\$16.40	\$12.18	\$11.53	\$18.08	\$15.04	\$11.33	5	4
PBX Supervisor	\$10.96	\$10.96	\$10.96	\$13.70	\$13.70	\$13.70	\$13.70	1	1
Perioperative Materials Mgmt Coord	\$16.70	\$16.70	\$16.70	\$19.00	\$19.00	\$19.00	\$19.00	1	1
Perioperative Technician	\$10.02	\$10.02	\$10.02	\$11.66	\$11.66	\$11.66	\$11.66	5	1
Pharmacist	\$40.55	\$42.70	\$41.63	\$53.52	\$53.52	\$53.52	\$40.14	4	2
Pharmacy Clinical Programs Coord	\$42.70	\$42.70	\$42.70	\$61.00	\$61.00	\$61.00	\$61.00	1	1
Pharmacy Technicians	\$12.00	\$13.63	\$12.82	\$17.25	\$17.25	\$17.25	\$14.38	6	2
Phlebotomist	\$10.02	\$10.02	\$10.02	\$12.18	\$12.18	\$12.18	\$12.18	9	1
Physical Therapists	\$29.00	\$55.00	\$42.00	\$55.00	\$55.00	\$55.00	\$27.50	2	2
Physician & Business Develop Coord	\$18.64	\$18.64	\$18.64	\$26.44	\$26.44	\$26.44	\$26.44	1	1
Polysomnography Tech	\$16.88	\$16.88	\$16.88	\$17.25	\$17.25	\$17.25	\$17.25	1	1
Production Lead Person	\$11.10	\$15.00	\$13.28	\$12.44	\$21.10	\$16.71	\$16.19	12	4
Production Worker	\$9.50	\$14.40	\$10.91	\$10.90	\$18.08	\$14.83	\$17.73	493	4
Purchasing Clerk	\$10.96	\$10.96	\$10.96	\$14.00	\$14.00	\$14.00	\$14.00	1	1

HOURLY WORKERS JOB CLASSIFICATION	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number of Employees Reported	Number of Firms Reporting
Purchasing Coordinator	\$12.15	\$12.15	\$12.15	\$16.00	\$16.00	\$16.00	\$16.00	1	1
Quality ACNO	\$37.99	\$37.99	\$37.99	\$51.92	\$51.92	\$51.92	\$51.92	1	1
Quality Assurance/Inspection	\$7.25	\$14.40	\$10.24	\$9.25	\$18.08	\$12.22	\$15.42	48	7
Quality Control	\$15.40	\$15.40	\$15.40	\$18.08	\$18.08	\$18.08	\$18.08	4	1
Quality Coordinator	n/r	n/r	n/a	\$18.64	\$18.64	\$18.64	\$18.64	1	1
Quality Engineers	\$15.00	\$15.00	\$15.00	\$16.34	\$16.34	\$16.34	\$16.34	1	1
Quality Manager	\$14.00	\$14.00	\$14.00	\$14.78	\$14.78	\$14.78	\$14.78	1	1
Radiologic Technologists/	\$18.84	\$18.84	\$18.84	\$26.16	\$26.16	\$26.16	\$26.16	19	1
Receiving Clerk	\$9.91	\$9.91	\$9.91	\$12.00	\$12.00	\$12.00	\$12.00	1	1
Receptionist/Switchboard	\$8.98	\$18.00	\$11.10	\$10.37	\$18.00	\$13.03	\$10.70	9	6
Registered Nurses	\$20.00	\$23.62	\$21.87	\$24.00	\$30.85	\$27.43	\$30.47	116	3
Respiratory Therapist	\$18.84	\$18.84	\$18.84	\$25.14	\$25.14	\$25.14	\$25.14	16	1
RN Case Manager	\$27.46	\$27.46	\$27.46	\$33.13	\$33.13	\$33.13	\$33.13	1	1
Safety Manager	\$13.00	\$13.00	\$13.00	\$16.00	\$16.00	\$16.00	\$16.00	1	1
Scheduler / Planner	\$12.00	\$14.50	\$13.25	\$13.15	\$15.50	\$14.33	\$13.93	3	2
Secretary-Executive	\$11.00	\$14.99	\$13.00	\$11.75	\$20.15	\$15.95	\$15.95	2	2
Secretary-General	\$11.00	\$15.81	\$12.60	\$11.75	\$15.81	\$13.78	\$9.19	3	3

HOURLY WORKERS JOB CLASSIFICATION	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number of Employees Reported	Number of Firms Reporting
Security Guard	\$10.65	\$14.40	\$12.07	\$13.36	\$18.08	\$15.44	\$16.28	29	3
Shipping/Receiving Clerk	\$8.50	\$14.40	\$10.50	\$10.50	\$18.08	\$12.96	\$13.44	49	11
Social Worker	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00	1	1
Social Worker (LMSW)	\$21.07	\$21.07	\$21.07	\$25.02	\$25.02	\$25.02	\$25.02	1	1
Sterile Processing Tech	\$11.08	\$11.08	\$11.08	\$11.43	\$11.43	\$11.43	\$11.43	1	1
Supervisor, Cardiac Cath Lab	\$26.47	\$26.47	\$26.47	\$38.50	\$38.50	\$38.50	\$38.50	1	1
Supervisor, Environmental Services	\$16.70	\$16.70	\$16.70	\$16.70	\$16.70	\$16.70	\$16.70	1	1
Supervisor, Food Service	\$16.70	\$16.70	\$16.70	\$18.00	\$18.00	\$18.00	\$18.00	3	1
Supervisor, Imaging Services	\$26.47	\$26.47	\$26.47	\$30.50	\$30.50	\$30.50	\$30.50	1	1
Supervisor, Respiratory, Sleep	\$26.47	\$26.47	\$26.47	\$32.50	\$32.50	\$32.50	\$32.50	1	1
Surgical Technicians	\$16.88	\$16.88	\$16.88	\$19.39	\$19.39	\$19.39	\$19.39	5	1
Team Leader	\$11.35	\$11.70	\$11.53	\$16.75	\$17.20	\$16.98	\$16.93	5	2
Trainer	\$13.00	\$13.00	\$13.00	\$14.95	\$14.95	\$14.95	\$14.95	3	1
Truck Driver	\$11.00	\$15.40	\$13.10	\$12.00	\$18.08	\$15.03	\$12.74	17	4
Truck Drivers, Heavy and Tractor-Trailer	\$13.15	\$15.00	\$14.08	\$29.88	\$29.88	\$29.88	\$29.75	233	2
Ultrasound Tech Prn	n/r	n/r	n/a	\$33.50	\$33.50	\$33.50	\$33.50	2	1

HOURLY WORKERS JOB CLASSIFICATION	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number of Employees Reported	Number of Firms Reporting
Vascular Ultrasound	\$26.47	\$26.47	\$26.47	\$31.00	\$31.00	\$31.00	\$31.00	1	1
Volunteer Coordinator	\$14.99	\$14.99	\$14.99	\$18.03	\$18.03	\$18.03	\$18.03	1	1
Warehouse Supervisor	\$10.00	\$17.00	\$13.62	\$11.50	\$19.22	\$14.58	\$12.92	6	5
Welders, Cutters, Solderers, etc.	\$10.00	\$12.00	\$11.50	\$15.41	\$15.53	\$15.49	\$15.24	57	4

WAGE SUMMARY – SALARIED WORKERS
Fort Hood Economic Region

SALARIED WORKERS JOB CLASSIFICATION	Average Annual Salary	Number of Employees Reported	Number of Firms Reporting
Accountant	\$48,698.71	12	7
Accounting Manager	\$76,248.25	8	4
Accounts Payable Clerk	\$32,500.00	1	1
Accounts Receivable Clerk	\$32,500.00	1	1
Administrative Assistant	\$33,500.00	4	2
Assistant Manager	\$51,988.00	18	3
Banking Coordinator	\$55,200.00	1	1
Building and Grounds Maintenance	\$24,000.00	1	1
Buyer/Purchaser	\$40,066.00	3	2
Chief Executives	\$130,369.00	17	7
Computer & Information Systems Managers	\$73,521.67	7	3
Computer Operator	\$43,229.00	3	1
Computer Programmer	\$71,500.00	15	1
Computer Software Engineers, Systems Software	\$92,574.00	6	2
Computer Support Specialists	\$35,875.00	1	1

SALARIED WORKERS JOB CLASSIFICATION	Average Annual Salary	Number of Employees Reported	Number of Firms Reporting
Computer Systems Analysts	\$53,908.00	16	2
Computer Technician	\$46,559.00	13	1
Cost Accountant	\$46,248.00	2	1
Customer Service	\$51,000.00	3	1
Customer Service Manager	\$64,380.46	7	7
Database Administrators	\$55,700.00	5	2
Department Coordinator	\$90,700.00	1	1
Director of Nurses	\$75,000.00	1	1
Director, Case Management	\$82,499.00	1	1
Director, Chaplaincy & Pastoral Care	\$70,000.00	1	1
Director, Emergency Services	\$98,010.00	1	1
Director, Human Resources	\$120,000.00	1	1
Director, Laboratory Services	\$101,999.00	1	1
Director, Marketing & Public Affairs	\$80,018.00	1	1
Director, Materials Management	\$92,000.00	1	1
Director, Nutritional Services	\$85,010.00	1	1
Director, Outpatient Services	\$110,000.00	1	1

SALARIED WORKERS JOB CLASSIFICATION	Average Annual Salary	Number of Employees Reported	Number of Firms Reporting
Director, Perioperative Services	\$130,000.00	1	1
Director, Pharmacy	\$135,000.00	1	1
Director, Plant Operations	\$90,002.00	1	1
Director, Risk & Service Excellence	\$86,002.00	1	1
Director, Women's Services	\$115,000.00	1	1
Drafter	\$65,290.00	9	1
Electrician	\$71,240.00	2	1
Electronic Technician	\$39,000.00	1	1
Engineering Managers	\$79,390.17	7	6
Engineers, General	\$81,300.00	2	1
Financial Managers	\$80,100.67	8	3
First Line Supervisors/Managers of Production Workers	\$52,354.50	6	2
First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle Operators	\$47,683.75	9	3
Foreman	\$34,000.00	1	1
Fork Lift Operator	\$25,000.00	1	1
General and Operations Managers	\$76,365.00	106	8

SALARIED WORKERS JOB CLASSIFICATION	Average Annual Salary	Number of Employees Reported	Number of Firms Reporting
General Laborer	\$31,000.00	2	1
General Office	\$20,040.00	2	2
Human Resources Assistant	\$46,876.66	3	3
Human Resources Managers	\$66,323.38	13	8
Industrial Engineers	\$62,000.00	1	1
Industrial Production Managers	\$55,000.00	6	1
Industrial Truck and Tractor Operators	\$36,000.00	12	1
Maintenance Supervisor	\$70,000.00	2	2
Manager, Education	\$87,360.00	1	1
Manager, EVS	\$55,000.00	1	1
Manager, Plant Operations	\$62,504.00	1	1
Marketing Engineers	\$60,000.00	4	2
Marketing Managers	\$71,500.00	2	2
Mechanical Engineers	\$72,000.00	1	1
Network Administrator	\$52,000.00	1	1
Network and Computer Systems Administrators	\$70,347.67	5	3
Occup Health Infection Cont Coord	\$88,005.00	1	1

SALARIED WORKERS JOB CLASSIFICATION	Average Annual Salary	Number of Employees Reported	Number of Firms Reporting
Office Manager	\$41,181.50	4	4
Operations Research Analysts	\$64,044.00	4	2
Payroll Clerk	\$49,730.00	3	2
Purchasing Manager	\$59,692.00	2	2
Quality Assurance/Inspection	\$25,000.00	1	1
Quality Engineers	\$56,000.00	4	1
Quality Manager	\$46,969.50	3	3
Regional Manager	\$92,726.00	11	1
Research and Development Technician	\$30,000.00	1	1
Safety Manager	\$64,913.67	5	3
Sales Representative	\$93,000.00	4	1
Scheduler / Planner	\$55,015.00	5	1
Secretary-Executive	\$45,368.67	7	3
Sr. HR Generalist	\$58,000.00	1	1
Team Leader	\$55,000.00	1	1
Technical Sales Assistant	\$40,000.00	2	1
Technical Sales Manager	\$69,000.00	4	2

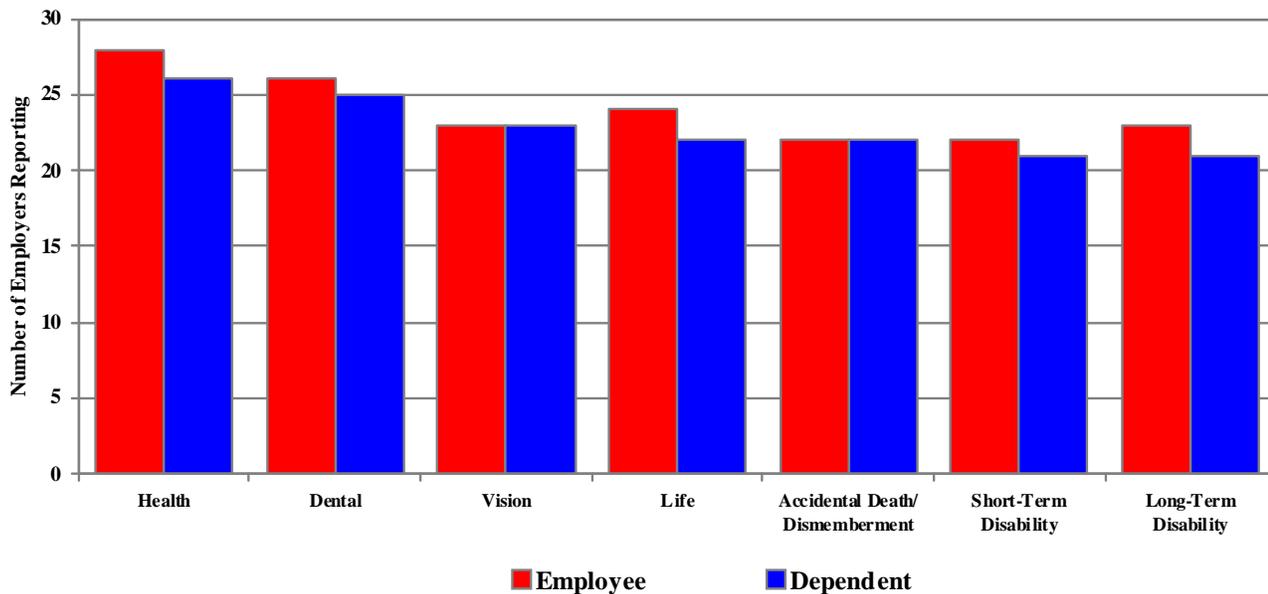
SALARIED WORKERS JOB CLASSIFICATION	Average Annual Salary	Number of Employees Reported	Number of Firms Reporting
Technical Sales People	\$51,984.50	22	2
Technical Service	\$55,042.00	7	2
Trainer	\$39,980.00	11	1
Transportation, Storage, and Distribution Managers	\$73,825.00	2	1
Warehouse Supervisor	\$40,194.04	22	5

FRINGE BENEFITS SECTION

FRINGE BENEFITS – HOURLY WORKERS

The following pages deal with fringe benefits reported by the participating companies for their hourly workers.

INSURANCE COVERAGE – HOURLY WORKERS



The above chart separates insurance coverage into the categories of health, dental, vision, life, accident, short-term disability and long-term disability and gives the number of participating employers reporting offering each type of insurance coverage for their hourly workers and families. As noted, twenty-eight (28) of the participating companies reported providing health insurance for hourly employees, and twenty-six (26) companies reported providing health insurance for dependents.

The table on the following page shows the average percent of premium paid by the company, as reported by several of the participating companies, for hourly employees and dependents in each of the insurance categories.

INSURANCE PREMIUMS PAID – HOURLY WORKERS

Type of Insurance	Number of Companies Providing	Average % of Premium Paid
Health		
Employee	28	40%
Dependent	26	25%
Dental		
Employee	26	37%
Dependent	25	27%
Vision		
Employee	23	19%
Dependent	23	13%
Life		
Employee	24	33%
Dependent	22	7%
Accidental Death/ Dismemberment		
Employee	22	26%
Dependent	22	5%
Short-Term Disability		
Employee	22	15%
Dependent	21	-
Long-Term Disability		
Employee	23	22%
Dependent	21	-

FINANCIAL PLANS – HOURLY WORKERS

Many of the participating companies offered various financial plans to their hourly employees, as illustrated in the following chart. Many employers offer more than one plan.

Financial Plans Offered – Hourly Workers	# of Employers
401K Plan	23
Health Savings Plan/FSA	16
Tuition Reimbursement	12
Annual Bonus	10
Profit-Sharing Plan/Gainsharing	9
Production/Incentive Bonus	8
Safety Bonus	7
Attendance Bonus	5
Quarterly Bonus	5
Credit Union	3
Stock Purchase/Options	3
Pension Plan	2
403B Plan	2
Monthly Bonus	2
IRA/SEP	1
Childcare Assistance	1
ESOP/ESPP	1
Thrift Savings Plan	1

In addition to insurance benefits and financial plans, many of the participating companies reported offering other benefits to their hourly employees as shown below. Many employers offer more than one other benefit.

Other Benefits – Hourly Workers	# of Employers
Supplemental Life Insurance	21
Business Travel/Mileage	19
Eyewear Discount	14
Prescription Drug Card	12
Employee Assistance Plan	12
Cell Phone	10
Uniform Discount	10
Legal	6
Identity Theft	6
Computer	3
Transportation	3

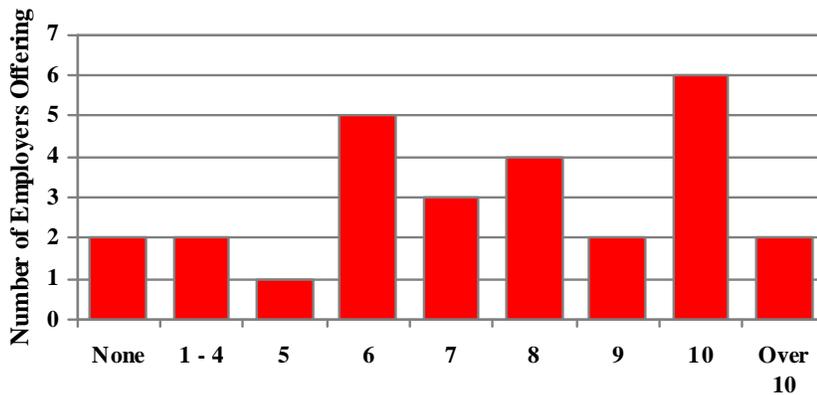
PAID LEAVE – HOURLY WORKERS

The following pages reflect the data collected from the participating employers on paid time off or paid leave for hourly workers. Examples of paid leave include holidays, vacation, and sick leave.

Holidays – Hourly Workers

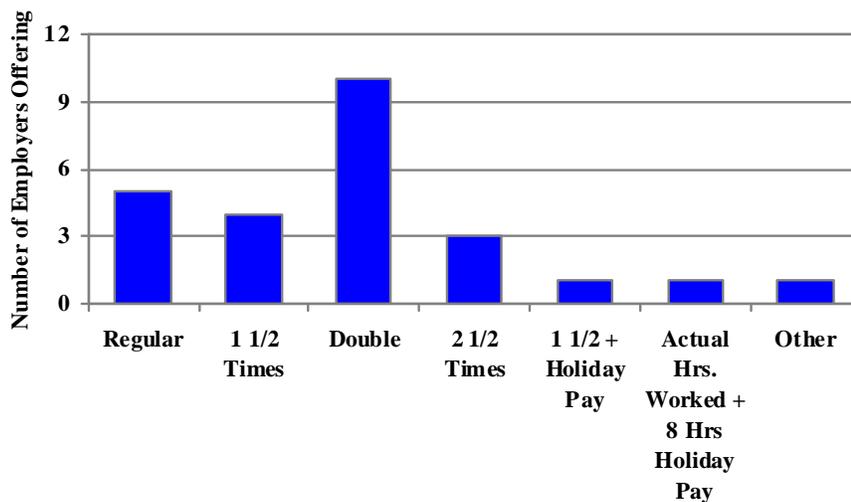
The number of paid holidays per year for hourly workers as reported by the responding employers ranges from none to over ten as illustrated in the chart below.

**Number of Paid Holidays Per Year
Hourly Workers**



Those companies which responded to the holiday pay question reported the following pay rates for those hourly workers who work on holidays.

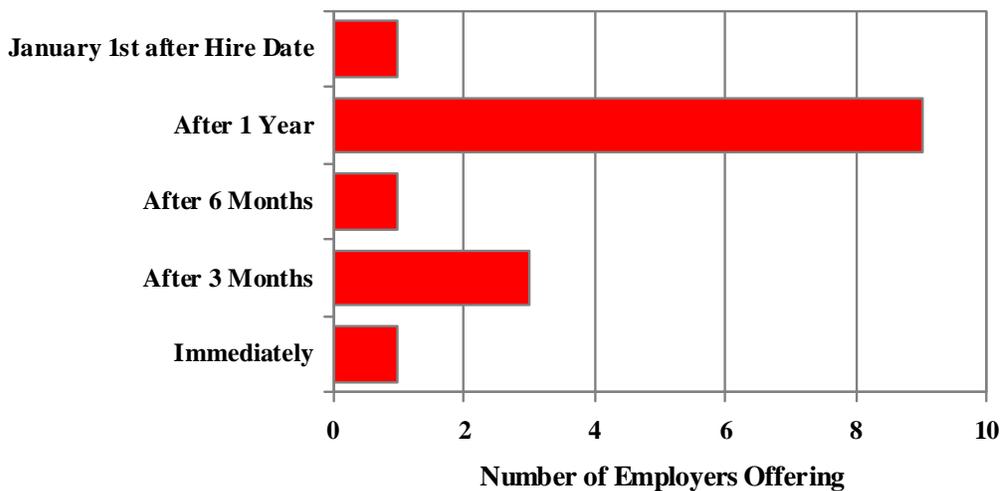
Holiday Pay - Hourly Workers



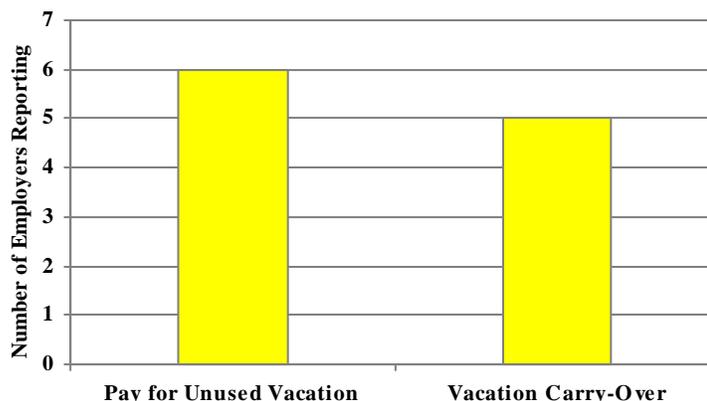
Vacation – Hourly Workers

Twenty-seven (27) of the participating employers reported vacation time for hourly employees. It is noted that in two (2) of the participating companies, vacation is offered only to certain hourly positions, not to all. Reported eligibility periods for vacation time are shown in the following chart.

Vacation Eligibility Periods - Hourly Workers

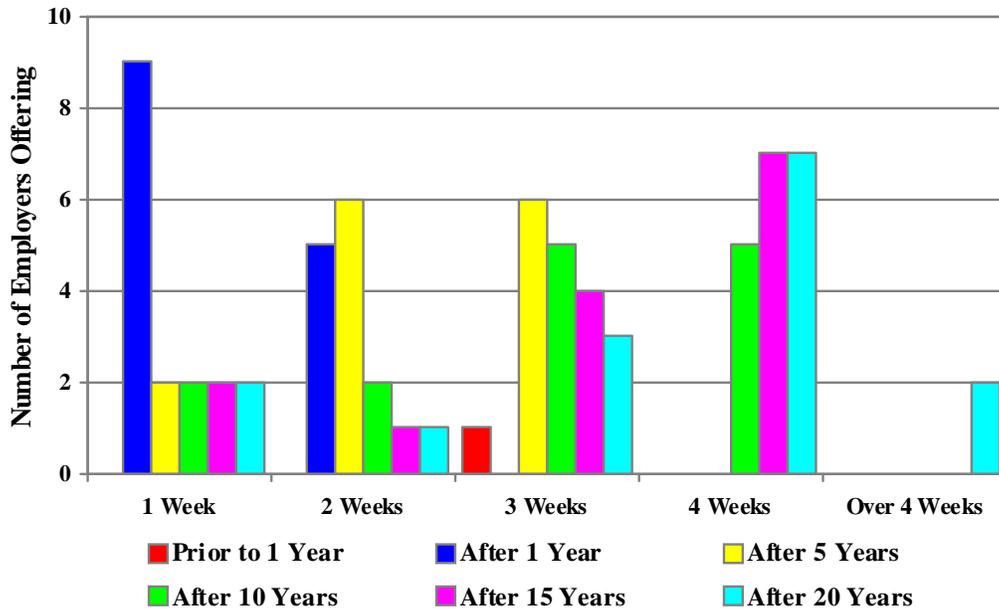


Further, of the reporting companies, six (6) reported pay for unused vacation time, and five (5) companies allowed vacation carry-over for their hourly workers. Other information includes unused vacation pay is given only when an employee leaves the company and vacation carry-over is limited to 40 hrs.



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, after ten years, after fifteen years and after twenty years of employment. Seven (7) companies reported prorating vacation time during the first year.

Number of Vacation Weeks - Hourly Workers



Other vacation information as reported by the participating employers includes vacation time is counted in days rather than weeks, e.g. 19 days after five years, or in hours, e.g. 40 hours.

Sick Leave – Hourly Workers

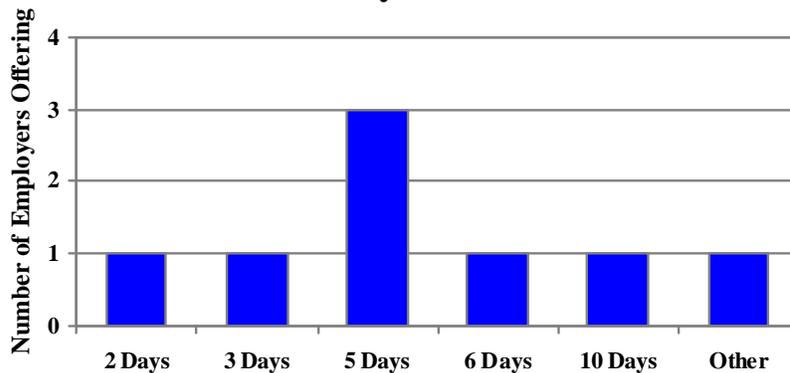
Of the participating companies, sixteen (16) reported offering paid sick leave for hourly employees. The following chart gives eligibility times for sick leave for hourly workers.

**Sick Leave Eligibility Periods
Hourly Workers**



Participating employers reported the number of paid sick days per year to be the following:

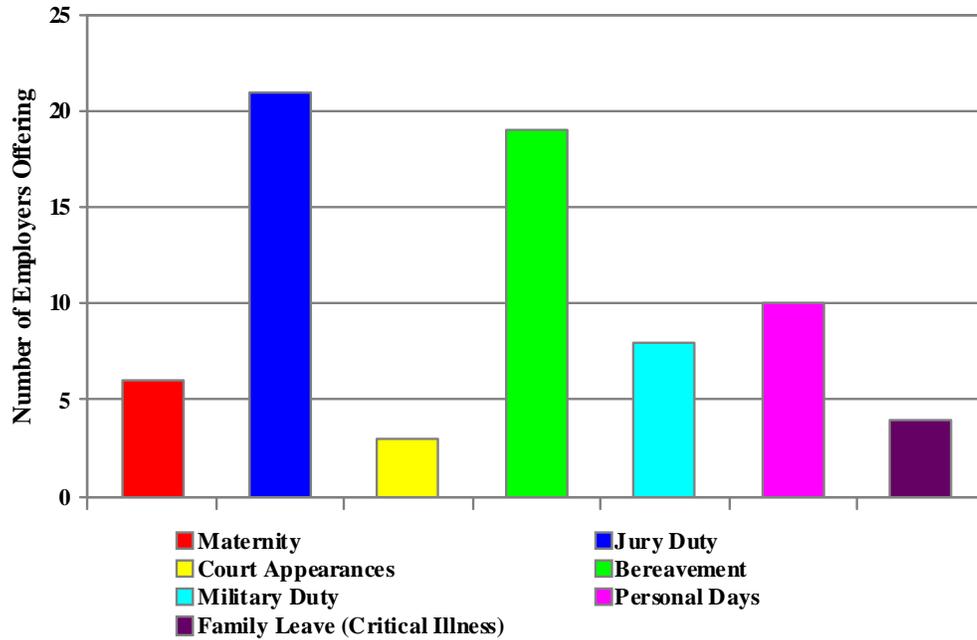
**Number of Paid Sick Days Per Year
Hourly Workers**



Additionally, of the reporting companies, one (1) company reported pay for unused sick leave, and two (2) allowed sick leave carry-over for hourly workers.

Other Paid Leave – Hourly Workers

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

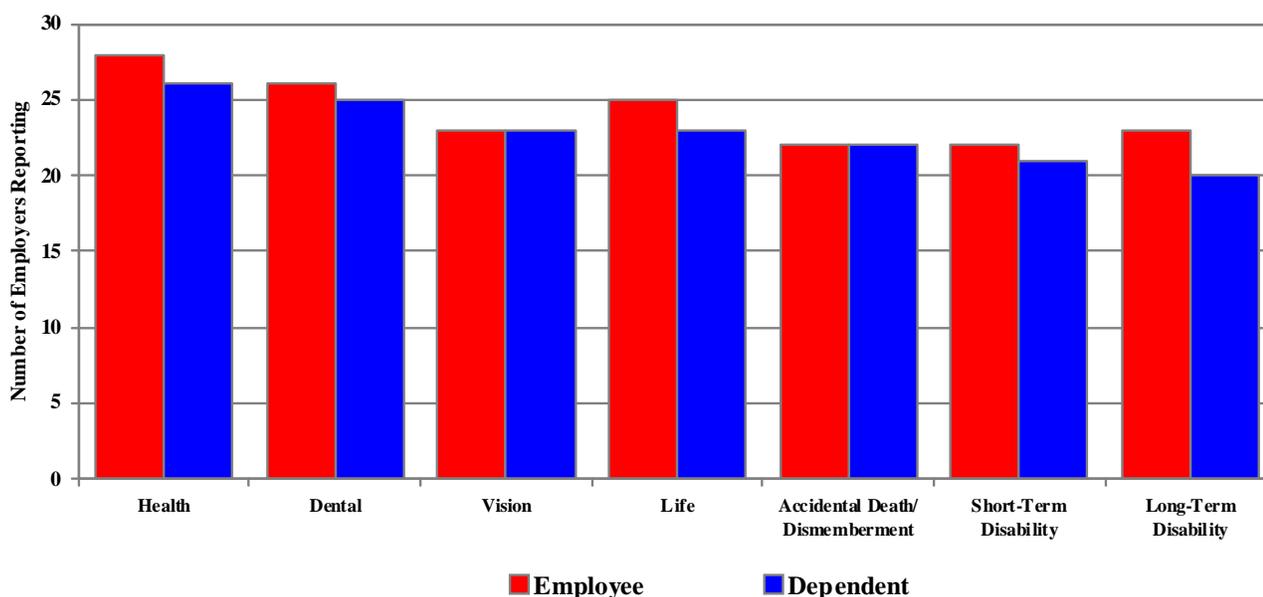


Finally, one company reported a PDO system whereby hourly employees can take leave for any reason.

FRINGE BENEFITS – SALARIED WORKERS

The following pages deal with fringe benefits reported by the participating companies for their salaried workers.

INSURANCE COVERAGE – SALARIED WORKERS



The above chart separates insurance coverage into the categories of health, dental, vision, life, accident, short-term disability and long-term disability and gives the number of participating employers reporting offering each type of insurance coverage for their salaried workers and families regardless of the percent of premium paid for by the company. As noted, twenty-eight (28) of the participating companies reported providing health insurance for salaried employees, and twenty-six (26) companies reported providing health insurance for dependents.

The table on the following page shows the average percent of premium paid by the company, as reported by several of the participating companies, for salaried employees and dependents in each of the insurance categories.

INSURANCE PREMIUMS PAID – SALARIED WORKERS

Type of Insurance	Number of Companies Providing	Average % of Premium Paid
Health		
Employee	28	40%
Dependent	26	25%
Dental		
Employee	26	64%
Dependent	25	27%
Vision		
Employee	23	19%
Dependent	23	13%
Life		
Employee	25	36%
Dependent	23	11%
Accidental Death/ Dismemberment		
Employee	22	26%
Dependent	22	5%
Short-Term Disability		
Employee	22	15%
Dependent	21	-
Long-Term Disability		
Employee	23	27%
Dependent	20	-

FINANCIAL PLANS – SALARIED WORKERS

Many of the participating companies offered various financial plans to their salaried employees, as illustrated in the following chart. Many employers offer more than one plan.

Financial Plans Offered – Salaried Workers	# of Employers
401K Plan	23
Annual Bonus	20
Health Savings Plan/FSA	16
Tuition Reimbursement	11
Profit-Sharing Plan/Gainsharing	7
Production/Incentive Bonus	6
Quarterly Bonus	5
Credit Union	3
Safety Bonus	3
Stock Purchase/Options	3
Monthly Bonus	3
Attendance Bonus	3
403B Plan	2
Pension Plan	2
IRA/SEP	1
Childcare Assistance	1
Thrift Savings Plan	1

In addition to insurance benefits and financial plans, many of the participating companies reported offering other benefits to their salaried employees as shown below. Many employers offer more than one other benefit.

Other Benefits – Salaried Workers	# of Employers
Business Travel/Mileage	23
Supplemental Life Insurance	22
Cell Phone	21
Eyewear Discount	14
Prescription Drug Card	13
Computer	13
Employee Assistance Plan	11
Uniform Discount	8
Legal	6
Identity Theft	6
Transportation	6

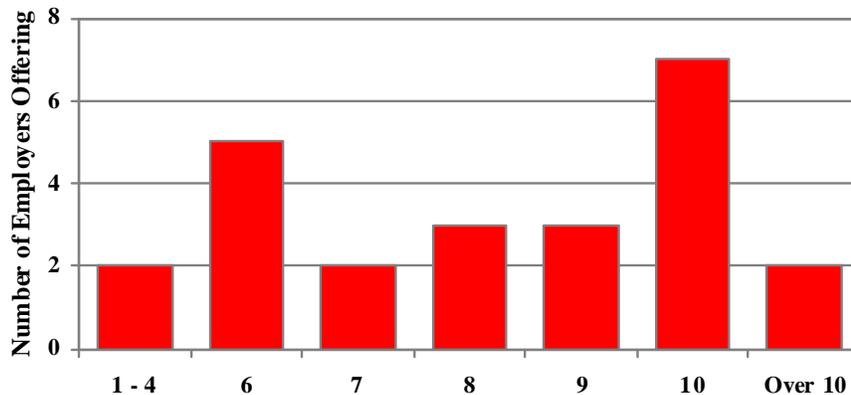
PAID LEAVE – SALARIED WORKERS

The following information reflects the data collected from the participating employers on paid time off or paid leave for salaried workers. Examples of paid leave include holidays, vacation, and sick leave.

Holidays – Salaried Workers

The number of paid holidays per year for salaried workers as reported by the responding employers ranges from one to over ten as illustrated in the chart below.

**Number of Paid Holidays Per Year
Salaried Workers**

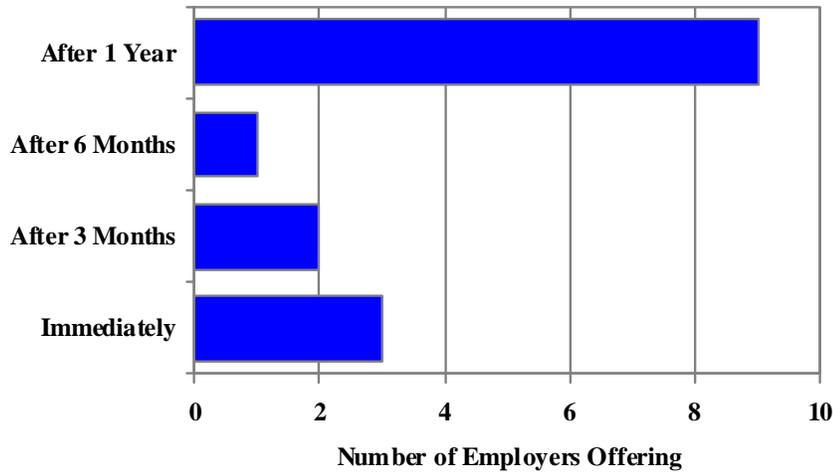


Six (6) employers reported that salaried employees were given additional time off as compensation for working on holidays, in the form of “a day for a day”.

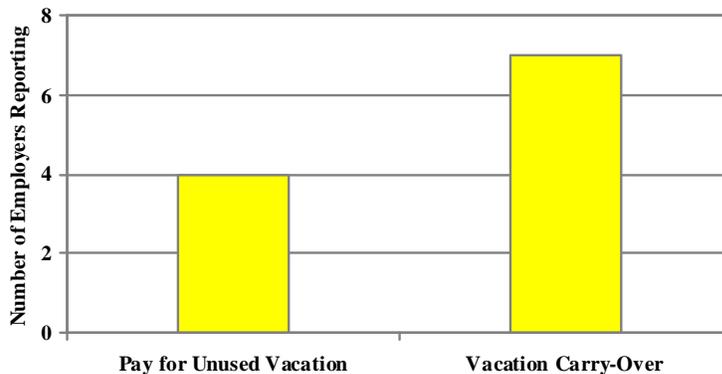
Vacation – Salaried Workers

Twenty-eight (28) of the participating employers reported vacation time for salaried employees. Reported eligibility periods for vacation time are shown in the chart below.

Vacation Eligibility Periods - Salaried Workers

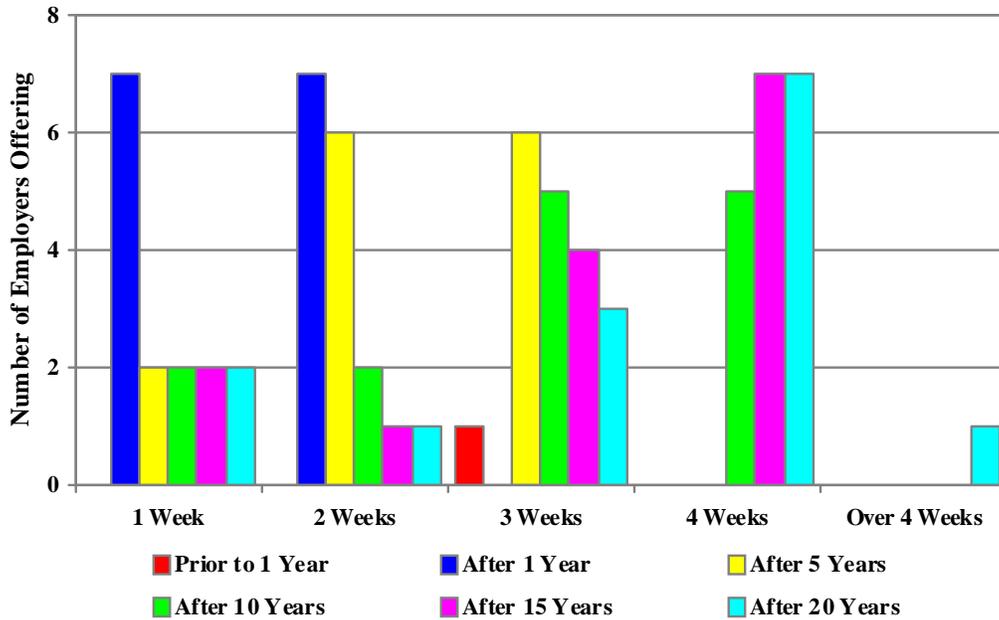


Further, of the reporting companies, four (4) reported pay for unused vacation time, and seven (7) companies allowed vacation carry-over for their salaried workers. Other information includes unused vacation pay is given only when an employee leaves the company and vacation carry-over is limited to 40 hrs.



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, after ten years, after fifteen years and after twenty years of employment. Seven (7) companies reported prorating vacation time during the first year.

Number of Vacation Weeks - Salaried Workers

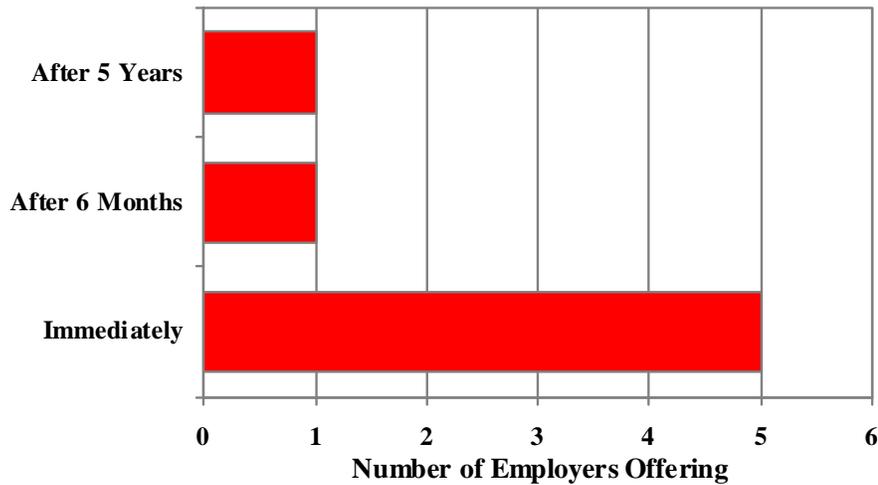


Other vacation information as reported by the participating employers includes vacation time is counted in days rather than weeks, e.g. 19 days after five years, or in hours, e.g. 40 hours.

Sick Leave – Salaried Workers

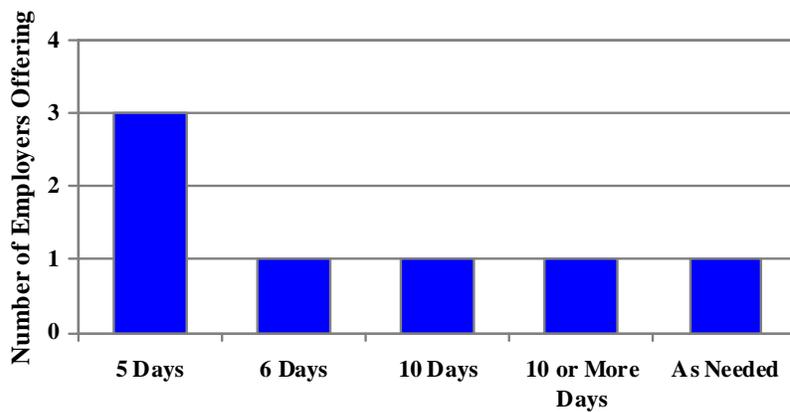
Of the participating companies, seventeen (17) reported offering paid sick leave for salaried employees. The following chart gives eligibility times for sick leave for salaried workers.

**Sick Leave Eligibility Periods
Salaried Workers**



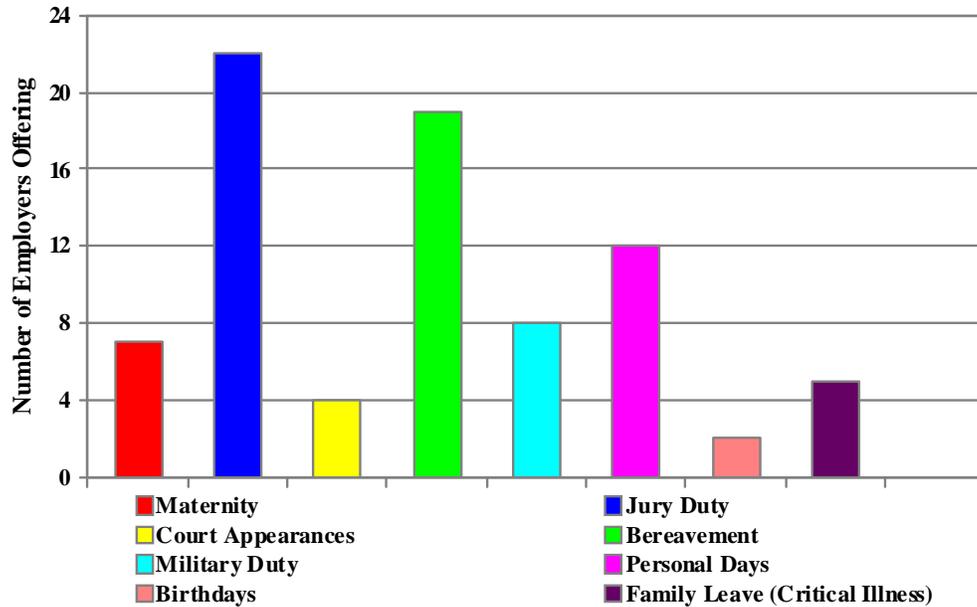
Participating employers reported the number of paid sick days per year to be the following:

**Number of Paid Sick Days Per Year
Salaried Workers**



Other Paid Leave – Salaried Workers

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





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