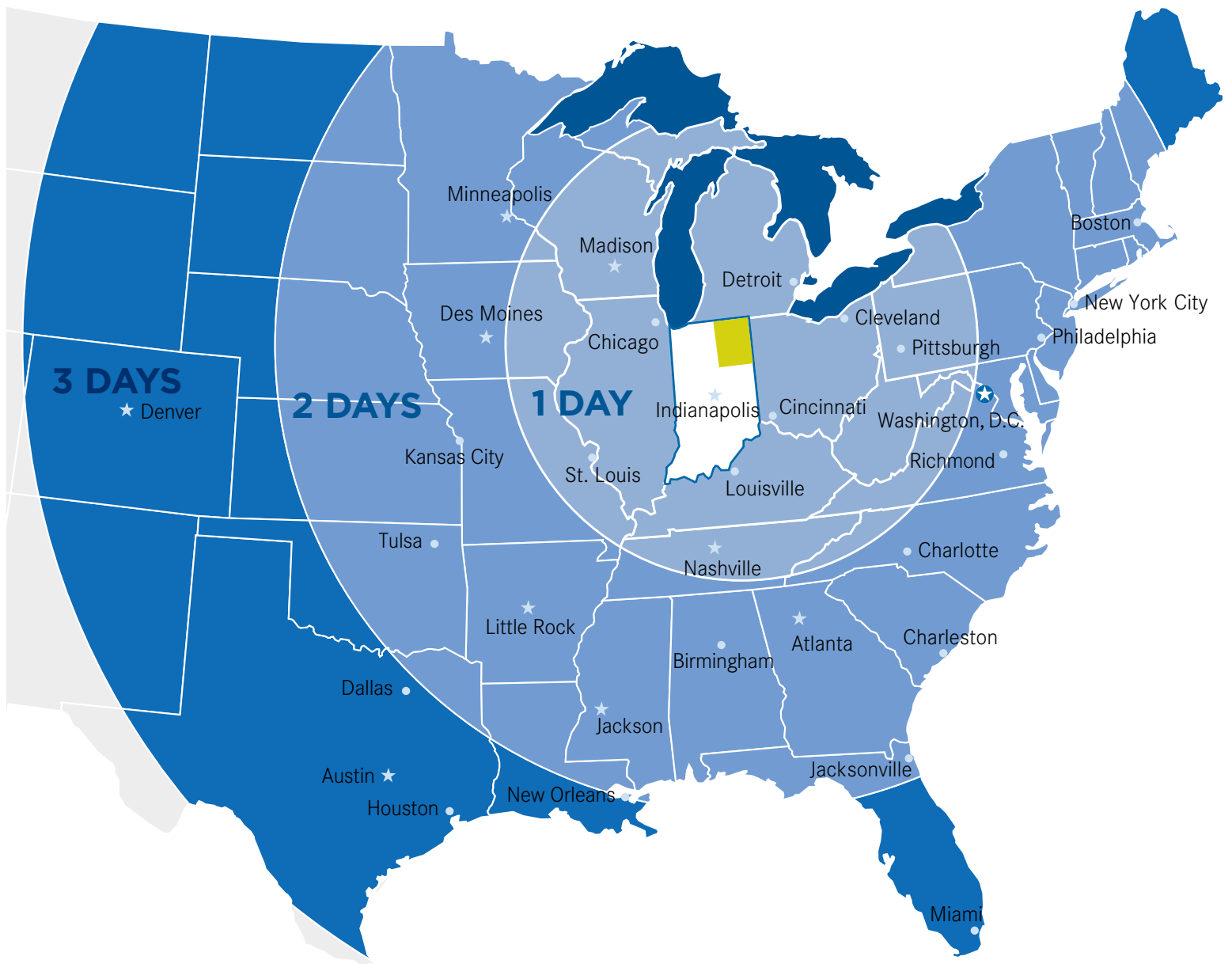


NORTHEAST INDIANA WAGES AND BENEFITS SURVEY

2021



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INTRODUCTION

This survey of human resource and payroll incorporates data from two primary sources. The Indiana Department of Workforce Development contributed wage data covering hundreds of job titles and employers in this 11-county region of northeastern Indiana.

More than 140 employers in the region responded to an online survey of benefits practices and policies covering topics including time off, health insurance coverage and financial incentives.

The reports are organized into four categories specific to type of business:

- Goods producing, construction and logistics;
- Professional, financial and information services and not-for-profits;
- Healthcare and social assistance organizations; and
- Leisure, hospitality, retail and restaurants.

Wages are reported for the 25th and 75th percentiles as well as the median for each job title. The report also includes the number of people working in each position.

Benefit reports express typical as well as average practices since averages may be skewed by numbers that are significantly higher or lower than what is most common.

While the benefits sections accurately reflects data given by participants, they do not claim to be a statistically accurate study of all benefits practices in the 11 county region. It may be useful to also consider other sources.

This report also includes workplace sections that assess employee skills and employer needs, the impact of the Covid 19 pandemic and vaccine availability on employment; and staffing and salary outlooks for 2021 and 2022.

This analysis was supported by the Adams County Economic Development Corporation; DeKalb County Economic Development Partnership; Greater Fort Wayne Incorporated; Huntington County Economic Development; Kosciusko County Economic Development Corporation; LaGrange County Economic Development Corporation; Noble County Economic Development Corporation; Steuben County Economic Development Corporation; Grow Wabash County; Wells County Economic Development Corporation; and Whitley County Economic Development Corporation. Further supporting sponsors include Duke Energy, Indiana Michigan Power, NIPSCO, Wabash Valley Power, Indiana Municipal Power Agency, Northeast Indiana Works, the Regional Chamber, and the Northeast Indiana Regional Partnership

Both electronic and hard copies of this survey report are available and will be distributed to participating companies. Additional copies may be purchased for \$200 from a local participating EDC office.

If you have questions or comments or would like to order additional copies of this publication, please contact your local member of the Northeast Indiana Regional Partnership listed at right:

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DEFINITIONS AND INTERPRETATION OF THE DATA

EMPLOYER Classifications

This report is divided into these four industry classifications:

Goods Producing, Construction, and Logistics:

Includes manufacturing; transportation and warehousing; wholesale trade; utilities; construction; logging; and mining.

Professional, Finance and Information Services and

Not-for-Profits: Includes finance and insurance; information; media; real estate development, sales rental and leasing; professional and business services; scientific and technical services; management, administration and support; waste management and remediation; and not-for-profit organizations.

Healthcare: Includes healthcare and social assistance.

Leisure, Hospitality, Retail, and Restaurants: Includes retail trade; arts, entertainment and recreation accommodation; and food services.

WAGES Section

Wage data is provided by the Indiana Department of Workforce Development using data compiled by Emsi. Emsi assembles labor market data from numerous sources, primarily the federal Bureau of Labor Statistics Occupational Employment and Wage Statistics reports. This wage and employment data is from Emsi's report from the first quarter of 2021. See *About the Wage Data* on Page 146.

Number of Workers: The number of employees in a position within the region. Data isn't reported for positions with fewer than 10 workers.

Wage Ranges: We report median wages rates as well as those at the 25th percentile and the 75th percentile. Wages are industry specific but not sorted by region.

BENEFITS Section

Benefits data were assembled from a voluntary online survey of employers in the region. Participants were asked to report their benefits packages for full-time workers. Benefits are reported for the four participant classifications described above.

BENEFITS Section Definitions

Average: This represents the average (statistical mean) benefit, practice or contribution among all companies or organizations reporting in each participant classification.

Typical: The most common (statistical mode) benefit, practice or contribution among all companies or organizations reporting in each participant classification.

Confidentiality and Missing Data

Information used in this survey is self-reported by the participating organizations and is only as accurate and complete as provided by them. Not all participants provided data for all sections so totals may be inconsistent across the survey.

To protect the confidentiality of the participants, benefit information is not disclosed for benefit categories unless it is provided by at least two sources. The use of N/A in a report field indicates when a particular benefit isn't offered or when too few respondents supplied information. If data is missing from one section, similar information may be found in one of the other sections of the report.

Survey Preparation

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

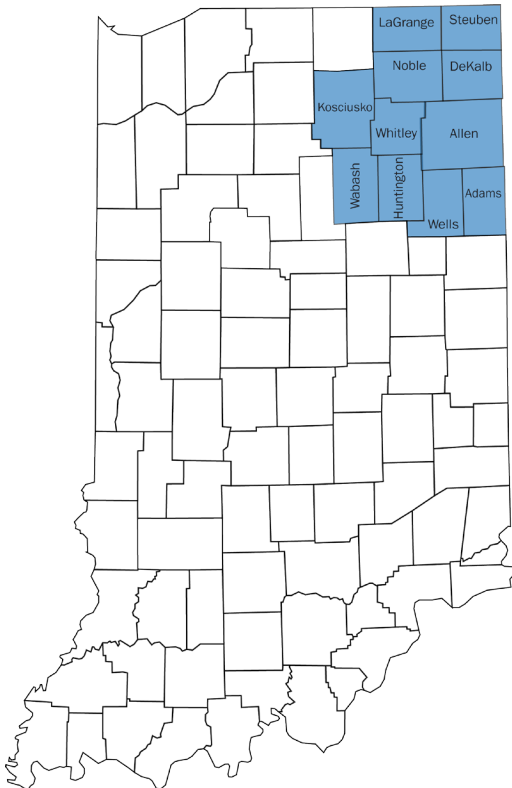
Goods Producing, Construction and Logistics



NORTHEAST INDIANA

2021 ELEVEN COUNTY REGIONAL

WAGES AND BENEFITS SURVEY



Goods Producing, Construction, and Logistics

Includes manufacturing, transportation and warehousing, wholesale trade, utilities, construction, logging, and mining

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WAGES



Goods Producing, Construction and Logistics

Northeast Indiana Wages: Goods Producing, Logistics, Construction

Eleven County Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
MANAGEMENT OCCUPATIONS / ADMINISTRATIVE				
Chief Executives	163	\$22.72	\$57.21	\$91.51
General and Operations Managers	2,066	\$28.35	\$41.02	\$61.07
Marketing Managers	103	\$32.83	\$45.74	\$66.13
Sales Managers	236	\$35.45	\$50.42	\$73.54
Administrative Services and Facilities Managers	169	\$29.79	\$37.15	\$48.47
Computer and Information Systems Managers	99	\$44.99	\$59.71	\$73.92
Financial Managers	208	\$30.27	\$48.06	\$70.17
Industrial Production Managers	830	\$31.88	\$42.17	\$56.32
Purchasing Managers	110	\$32.20	\$41.76	\$55.58
Transportation, Storage, and Distribution Managers	130	\$31.39	\$42.75	\$55.99
Human Resources Managers	90	\$35.39	\$43.53	\$53.72
Training and Development Managers	22	\$39.94	\$57.33	\$79.72
Farmers, Ranchers, and Other Agricultural Managers	1,580	\$10.45	\$20.87	\$34.01
Construction Managers	956	\$16.21	\$30.07	\$46.11
Architectural and Engineering Managers	312	\$45.37	\$55.55	\$66.40
Property, Real Estate, and				
Community Association Managers	19	\$17.66	\$21.84	\$29.81
Personal Service Managers, All Other;				
Entertainment and Recreation Managers,				
Except Gambling; and Managers, All Other	925	\$13.69	\$22.32	\$37.01
BUSINESS AND FINANCIAL OPERATIONS OCCUPATIONS				
Buyers and Purchasing Agents	639	\$20.22	\$25.50	\$31.55
Compliance Officers	72	\$20.32	\$27.66	\$36.53
Cost Estimators	482	\$19.80	\$29.62	\$37.10
Human Resources Specialists	413	\$19.96	\$25.16	\$30.89
Logisticians	168	\$25.27	\$33.67	\$44.05
Management Analysts	95	\$28.29	\$35.88	\$46.94
Training and Development Specialists	122	\$21.88	\$28.51	\$34.57
Market Research Analysts and Marketing Specialists	267	\$18.63	\$24.11	\$32.89
Project Management Specialists and				
Business Operations Specialists, All Other.	265	\$21.85	\$29.11	\$38.58
Accountants and Auditors	620	\$23.56	\$29.98	\$38.31
Budget Analysts	11	\$31.92	\$38.43	\$47.50
Financial and Investment Analysts, Financial Risk				
Specialists, and Financial Specialists, All Other	45	\$23.18	\$29.96	\$41.67

Northeast Indiana Wages: Goods Producing, Logistics, Construction

Eleven County Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
COMPUTER AND MATHEMATICAL OCCUPATIONS				
Computer Systems Analysts	103	\$25.92	\$33.39	\$43.50
Computer Network Support Specialists	23	\$24.96	\$29.23	\$35.33
Computer User Support Specialists	191	\$16.54	\$20.19	\$24.82
Computer Network Architects	49	\$34.05	\$42.15	\$51.58
Network and Computer Systems Administrators	173	\$26.49	\$32.70	\$40.10
Database Administrators and Architects	11	\$22.49	\$29.45	\$41.64
Computer Programmers	69	\$19.92	\$33.92	\$43.45
Software Developers and Software Quality Assurance Analysts and Testers	434	\$34.18	\$44.93	\$56.92
Web Developers and Digital Interface Designers	22	\$19.98	\$26.10	\$33.14
Computer Occupations, All Other	39	\$15.33	\$22.44	\$36.76
Operations Research Analysts	19	\$20.29	\$25.28	\$34.64
ARCHITECTURE AND ENGINEERING OCCUPATIONS				
Architects, Except Landscape and Naval	12	\$27.61	\$35.74	\$46.03
Bioengineers and Biomedical Engineers	40	\$30.63	\$37.34	\$46.23
Chemical Engineers	30	\$38.51	\$50.36	\$63.15
Civil Engineers	79	\$28.47	\$35.31	\$43.56
Computer Hardware Engineers	40	\$34.55	\$42.51	\$52.18
Electrical Engineers	342	\$32.97	\$38.98	\$52.41
Electronics Engineers, Except Computer	150	\$34.59	\$44.94	\$61.06
Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	27	\$28.02	\$38.29	\$49.62
Industrial Engineers	1,948	\$29.22	\$36.65	\$44.59
Marine Engineers and Naval Architects	16	\$35.17	\$42.56	\$52.77
Materials Engineers	110	\$32.97	\$38.08	\$45.41
Mechanical Engineers	870	\$29.42	\$35.93	\$45.19
Engineers, All Other	215	\$23.32	\$31.86	\$50.14
Architectural and Civil Drafters	55	\$20.15	\$24.09	\$29.97
Electrical and Electronics Drafters	32	\$15.82	\$19.21	\$23.42
Mechanical Drafters	194	\$18.04	\$22.64	\$26.89
Drafters, All Other	48	\$16.11	\$18.25	\$22.99
Civil Engineering Technologists and Technicians	14	\$18.98	\$24.41	\$30.78
Electrical and Electronic Engineering Technologists and Technicians	173	\$20.07	\$26.30	\$34.10
Electro-Mechanical and Mechatronics Technologists and Technicians	37	\$23.64	\$27.62	\$32.73
Industrial Engineering Technologists and Technicians	354	\$20.25	\$23.97	\$27.98
Mechanical Engineering Technologists and Technicians	107	\$20.96	\$25.65	\$29.95
Calibration Technologists and Technicians and Engineering Technologists and Technicians, Except Drafters, All Other	131	\$19.24	\$25.08	\$34.19

Northeast Indiana Wages: Goods Producing, Logistics, Construction

Eleven County Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
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LIFE, PHYSICAL, AND SOCIAL SCIENCE OCCUPATIONS

Food Scientists and Technologists	25	\$21.77	\$29.40	\$42.73
Biochemists and Biophysicists	18	\$47.49	\$62.61	\$91.26
Medical Scientists, Except Epidemiologists	17	\$36.83	\$50.87	\$69.98
Chemists	72	\$25.49	\$30.08	\$40.07
Agricultural and Food Science Technicians	56	\$13.98	\$16.60	\$23.17
Chemical Technicians	47	\$14.82	\$18.54	\$24.19
Life, Physical, and Social Science Technicians, All Other	16	\$22.51	\$27.46	\$35.14
Occupational Health and Safety Specialists	124	\$23.88	\$31.83	\$37.36
Occupational Health and Safety Technicians	13	\$16.83	\$21.68	\$28.89

LEGAL OCCUPATIONS

Lawyers	22	\$38.91	\$61.98	\$85.70
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ARTS, DESIGN, ENTERTAINMENT, SPORTS, AND MEDIA OCCUPATIONS

Art Directors	14	\$9.28	\$25.56	\$39.43
Fine Artists, Including Painters, Sculptors, and Illustrators	13	\$4.11	\$9.26	\$17.21
Commercial and Industrial Designers	111	\$22.92	\$30.90	\$36.90
Graphic Designers	227	\$15.48	\$19.84	\$26.93
Interior Designers	21	\$17.09	\$21.46	\$24.48
Merchandise Displayers and Window Trimmers	28	\$16.52	\$20.12	\$21.91
Designers, All Other	27	\$13.55	\$23.20	\$36.10
Public Relations Specialists	32	\$18.11	\$23.10	\$29.48
Technical Writers	22	\$18.57	\$24.00	\$31.97

HEALTHCARE PRACTITIONERS AND TECHNICAL OCCUPATIONS

Orthotists and Prosthetists	11	\$21.79	\$29.37	\$35.25
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PROTECTIVE SERVICE OCCUPATIONS

Security Guards	63	\$10.51	\$13.65	\$23.91
School Bus Monitors and Protective Service Workers, All Other	11	\$11.32	\$14.49	\$19.46

FOOD PREPARATION AND SERVING RELATED OCCUPATIONS

First-Line Supervisors of Food Preparation and Serving Workers	12	\$12.73	\$14.79	\$17.83
Cooks, Restaurant	11	\$10.16	\$11.68	\$13.48
Food Preparation Workers	43	\$8.69	\$9.91	\$11.93
Bartenders	37	\$8.84	\$9.93	\$12.26
Fast Food and Counter Workers	85	\$8.85	\$10.00	\$11.41
Waiters and Waitresses	29	\$8.89	\$10.03	\$14.17

Northeast Indiana Wages: Goods Producing, Logistics, Construction

Eleven County Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
BUILDING AND GROUNDS CLEANING AND MAINTENANCE OCCUPATIONS				
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	472	\$9.74	\$12.10	\$14.98
Landscaping and Groundskeeping Workers	80	\$9.61	\$12.76	\$17.04
PERSONAL CARE AND SERVICE OCCUPATIONS				
Animal Trainers	45	\$7.77	\$10.98	\$18.21
Animal Caretakers	80	\$8.81	\$10.50	\$14.30
SALES AND RELATED OCCUPATIONS				
First-Line Supervisors of Retail Sales Workers	26	\$13.16	\$16.81	\$22.76
First-Line Supervisors of Non-Retail Sales Workers	75	\$22.24	\$30.78	\$44.41
Cashiers	64	\$8.77	\$10.01	\$11.51
Counter and Rental Clerks	14	\$8.78	\$10.57	\$15.00
Parts Salespersons	17	\$12.63	\$14.85	\$18.39
Retail Salespersons	223	\$9.22	\$10.93	\$13.94
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel.	468	\$19.29	\$26.22	\$39.99
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	353	\$23.32	\$36.61	\$57.33
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	1,760	\$20.52	\$28.23	\$41.79
Real Estate Sales Agents	35	\$10.93	\$20.59	\$33.11
Sales Engineers	70	\$39.91	\$50.32	\$83.95
Sales and Related Workers, All Other	14	\$10.32	\$12.69	\$19.66
OFFICE AND ADMINISTRATIVE SUPPORT OCCUPATIONS				
First-Line Supervisors of Office and Administrative Support Workers	644	\$18.89	\$25.60	\$33.55
Bill and Account Collectors	28	\$15.08	\$17.27	\$20.00
Billing and Posting Clerks	119	\$15.52	\$18.00	\$21.44
Bookkeeping, Accounting, and Auditing Clerks	894	\$14.18	\$17.35	\$21.41
Payroll and Timekeeping Clerks	75	\$15.37	\$18.65	\$23.96
Procurement Clerks	45	\$16.26	\$19.39	\$22.20
Customer Service Representatives	1,051	\$14.58	\$18.15	\$22.47
File Clerks	13	\$13.84	\$16.56	\$20.31
Order Clerks	60	\$12.45	\$16.56	\$20.09
Human Resources Assistants, Except Payroll and Timekeeping	21	\$15.66	\$17.89	\$20.54
Receptionists and Information Clerks	148	\$11.25	\$13.48	\$15.68
Reservation and Transportation Ticket Agents and Travel Clerks	69	\$13.13	\$16.83	\$27.16
Cargo and Freight Agents	343	\$16.71	\$20.61	\$23.02

Northeast Indiana Wages: Goods Producing, Logistics, Construction

Eleven County Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
OFFICE AND ADMINISTRATIVE SUPPORT OCCUPATIONS <i>CONTINUED</i>				
Couriers and Messengers	107	\$9.71	\$12.83	\$17.67
Dispatchers, Except Police, Fire, and Ambulance	313	\$14.04	\$19.22	\$24.44
Production, Planning, and Expediting Clerks.	579	\$19.01	\$23.92	\$28.94
Shipping, Receiving, and Inventory Clerks.	1,775	\$13.46	\$16.37	\$19.71
Weighers, Measurers, Checkers, and Samplers, Recordkeeping	108	\$11.90	\$15.24	\$18.92
Executive Secretaries and Executive Administrative Assistants	124	\$19.05	\$22.61	\$26.76
Secretaries and Administrative Assistants, Except				
Legal, Medical, and Executive	713	\$12.60	\$16.13	\$19.80
Data Entry Keyers	27	\$12.19	\$14.74	\$17.63
Mail Clerks and Mail Machine Operators, Except				
Postal Service	38	\$14.01	\$15.98	\$17.92
Office Clerks, General	2,545	\$12.62	\$15.78	\$19.13
Office and Administrative Support Workers, All Other	34	\$11.21	\$17.48	\$22.13
FARMING, FISHING, AND FORESTRY OCCUPATIONS				
First-Line Supervisors of Farming, Fishing, and				
Forestry Workers	89	\$16.55	\$24.12	\$30.86
Graders and Sorters, Agricultural Products.	61	\$9.58	\$12.57	\$14.57
Agricultural Equipment Operators.	147	\$13.56	\$16.65	\$19.98
Farmworkers and Laborers, Crop, Nursery, Greenhouse.	1,050	\$10.26	\$11.65	\$14.05
Farmworkers, Farm, Ranch, and Aquacultural Animals	429	\$9.96	\$12.06	\$15.74
Agricultural Workers, All Other.	169	\$8.14	\$9.30	\$13.59
Fallers	11	\$16.30	\$20.98	\$25.17
Logging Equipment Operators.	75	\$8.26	\$11.64	\$20.43
CONSTRUCTION AND EXTRACTION OCCUPATIONS				
First-Line Supervisors of Construction Trades and				
Extraction Workers	1,277	\$21.53	\$28.34	\$36.25
Boilermakers	39	\$19.10	\$30.63	\$38.46
Brickmasons and Blockmasons.	243	\$15.98	\$24.01	\$32.06
Stonemasons	13	\$8.29	\$14.16	\$23.85
Carpenters	2,710	\$13.43	\$19.19	\$25.87
Carpet Installers.	67	\$12.82	\$16.25	\$21.18
Floor Layers, Except Carpet, Wood, and Hard Tiles.	39	\$12.00	\$16.60	\$23.07
Floor Sanders and Finishers	23	\$13.12	\$16.60	\$20.85
Tile and Stone Setters.	123	\$11.24	\$15.60	\$21.34
Cement Masons and Concrete Finishers	614	\$15.14	\$19.84	\$24.51
Construction Laborers	3,257	\$11.97	\$16.21	\$21.86
Paving, Surfacing, and Tamping Equipment Operators	63	\$15.27	\$18.44	\$24.98
Operating Engineers and Other Construction				
Equipment Operators	967	\$20.96	\$27.38	\$33.94
Drywall and Ceiling Tile Installers.	245	\$16.45	\$21.24	\$25.32

Northeast Indiana Wages: Goods Producing, Logistics, Construction

Eleven County Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
CONSTRUCTION AND EXTRACTION OCCUPATIONS CONTINUED				
Tapers	16	\$11.10	\$16.98	\$25.47
Electricians	1,834	\$19.27	\$25.61	\$32.11
Glaziers	127	\$16.55	\$20.55	\$24.69
Insulation Workers, Floor, Ceiling, and Wall	181	\$12.51	\$15.05	\$20.00
Insulation Workers, Mechanical	57	\$22.23	\$33.74	\$41.67
Painters, Construction and Maintenance	816	\$10.96	\$16.63	\$23.08
Pipelayers	45	\$16.52	\$23.20	\$28.88
Plumbers, Pipefitters, and Steamfitters	1,266	\$19.97	\$26.18	\$35.38
Plasterers and Stucco Masons	13	\$8.61	\$13.87	\$24.58
Reinforcing Iron and Rebar Workers	60	\$15.67	\$22.38	\$31.46
Roofers	447	\$15.13	\$17.69	\$21.80
Sheet Metal Workers	265	\$20.58	\$27.82	\$38.74
Structural Iron and Steel Workers	331	\$17.83	\$22.30	\$27.33
Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	79	\$15.32	\$19.50	\$23.52
Helpers--Carpenters	48	\$12.74	\$15.73	\$21.38
Helpers--Electricians	111	\$11.62	\$12.76	\$14.13
Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	67	\$14.13	\$16.50	\$18.28
Helpers, Construction Trades, All Other	57	\$12.02	\$13.87	\$16.00
Construction and Building Inspectors	15	\$17.12	\$21.65	\$26.09
Elevator and Escalator Installers and Repairers	27	\$36.63	\$48.43	\$57.35
Fence Erectors	35	\$11.48	\$14.68	\$19.76
Highway Maintenance Workers	25	\$15.68	\$17.48	\$19.78
Rail-Track Laying and Maintenance Equipment Operators	33	\$25.68	\$29.60	\$33.90
Miscellaneous Construction and Related Workers	39	\$11.91	\$15.98	\$25.40
Excavating and Loading Machine and Dragline Operators, Surface Mining	40	\$17.16	\$23.83	\$36.12
Continuous Mining Machine Operators	25	\$21.07	\$24.77	\$28.37
Rock Splitters, Quarry	49	\$12.84	\$19.83	\$27.13
Helpers--Extraction Workers	22	\$10.65	\$13.66	\$16.14
Earth Drillers, Except Oil and Gas; and Explosives Workers, Ordnance Handling Experts, and Blasters	29	\$18.86	\$21.04	\$23.36

Northeast Indiana Wages: Goods Producing, Logistics, Construction

Eleven County Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
INSTALLATION, MAINTENANCE, AND REPAIR OCCUPATIONS				
First-Line Supervisors of Mechanics, Installers, and Repairers	594	\$24.03	\$31.13	\$40.83
Radio, Cellular, and Tower Equipment Installers and Repairers	42	\$25.17	\$27.80	\$30.39
Telecommunications Equipment Installers and Repairers, Except Line Installers	28	\$13.20	\$20.01	\$27.94
Avionics Technicians	11	\$19.36	\$23.76	\$27.63
Electric Motor, Power Tool, and Related Repairers	15	\$14.34	\$17.62	\$20.23
Electrical and Electronics Installers and Repairers, Transportation Equipment	12	\$25.25	\$27.55	\$29.75
Electrical and Electronics Repairers, Commercial and Industrial Equipment	122	\$21.89	\$28.29	\$31.83
Electronic Equipment Installers and Repairers, Motor Vehicles	10	\$13.29	\$16.85	\$22.13
Audiovisual Equipment Installers and Repairers	31	\$14.38	\$16.89	\$21.78
Security and Fire Alarm Systems Installers	49	\$14.67	\$17.53	\$21.86
Aircraft Mechanics and Service Technicians	110	\$26.76	\$29.07	\$31.13
Automotive Body and Related Repairers	23	\$16.32	\$19.18	\$23.60
Automotive Service Technicians and Mechanics	94	\$13.34	\$16.63	\$20.91
Bus and Truck Mechanics and Diesel Engine Specialists	569	\$18.93	\$21.84	\$24.65
Mobile Heavy Equipment Mechanics, Except Engines	176	\$18.95	\$22.61	\$27.54
Rail Car Repairers	47	\$18.28	\$23.89	\$29.64
Recreational Vehicle Service Technicians	17	\$16.93	\$19.84	\$22.58
Tire Repairers and Changers	10	\$12.28	\$15.05	\$17.65
Mechanical Door Repairers	29	\$14.14	\$16.73	\$19.71
Control and Valve Installers and Repairers, Except Mechanical Door	22	\$19.81	\$28.94	\$41.19
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	990	\$19.57	\$24.39	\$30.01
Industrial Machinery Mechanics	1,089	\$18.68	\$22.96	\$28.00
Maintenance Workers, Machinery	173	\$17.96	\$21.31	\$24.77
Millwrights	284	\$19.19	\$25.24	\$33.23
Electrical Power-Line Installers and Repairers	102	\$24.26	\$33.51	\$40.53
Telecommunications Line Installers and Repairers	76	\$16.47	\$19.80	\$27.85
Medical Equipment Repairers	19	\$17.47	\$21.90	\$27.17
Maintenance and Repair Workers, General	1,871	\$16.05	\$20.88	\$25.72
Riggers	64	\$13.37	\$18.30	\$25.24
Signal and Track Switch Repairers	16	\$34.46	\$39.06	\$44.11
Helpers--Installation, Maintenance, and Repair Workers	93	\$11.60	\$14.58	\$17.21
Installation, Maintenance, and Repair Workers, All Other	98	\$13.03	\$17.28	\$23.22

Northeast Indiana Wages: Goods Producing, Logistics, Construction

Eleven County Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
PRODUCTION OCCUPATIONS CONTINUED				
First-Line Supervisors of Production and				
Operating Workers	3,947	\$21.47	\$27.55	\$34.83
Coil Winders, Tapers, and Finishers	173	\$14.88	\$17.34	\$19.90
Electrical, Electronic, and Electromechanical Assemblers,				
Except Coil Winders, Tapers, and Finishers	1,304	\$11.80	\$14.52	\$17.90
Engine and Other Machine Assemblers	349	\$13.81	\$16.90	\$19.43
Structural Metal Fabricators and Fitters	295	\$14.04	\$16.28	\$18.75
Fiberglass Laminators and Fabricators	236	\$13.55	\$16.81	\$21.54
Miscellaneous Assemblers and Fabricators	12,509	\$13.99	\$17.69	\$22.79
Bakers	134	\$10.33	\$12.27	\$14.29
Butchers and Meat Cutters	27	\$12.65	\$14.75	\$17.67
Meat, Poultry, and Fish Cutters and Trimmers	180	\$12.38	\$14.28	\$16.68
Slaughterers and Meat Packers	62	\$11.78	\$14.39	\$17.30
Food and Tobacco Roasting, Baking, and				
Drying Machine Operators and Tenders	88	\$16.36	\$17.97	\$23.21
Food Batchmakers	637	\$12.70	\$15.18	\$18.60
Food Cooking Machine Operators and Tenders	45	\$12.01	\$14.72	\$17.95
Food Processing Workers, All Other	22	\$11.19	\$13.12	\$16.12
Extruding and Drawing Machine Setters,				
Operators, and Tenders, Metal and Plastic	1,023	\$15.18	\$17.41	\$20.06
Forging Machine Setters, Operators, and Tenders,				
Metal and Plastic	185	\$17.79	\$20.73	\$23.94
Rolling Machine Setters, Operators, and Tenders,				
Metal and Plastic	760	\$16.01	\$19.84	\$23.72
Cutting, Punching, and Press Machine Setters,				
Operators, and Tenders, Metal and Plastic	2,483	\$13.68	\$16.19	\$19.12
Drilling and Boring Machine Tool Setters,				
Operators, and Tenders, Metal and Plastic	68	\$13.31	\$16.01	\$20.56
Grinding, Lapping, Polishing, and Buffing Machine Tool				
Setters, Operators, and Tenders, Metal and Plastic	1,299	\$13.94	\$17.09	\$20.93
Lathe and Turning Machine Tool Setters, Operators, and				
Tenders, Metal and Plastic	504	\$13.81	\$17.29	\$21.43
Milling and Planing Machine Setters, Operators, and				
Tenders, Metal and Plastic	124	\$12.86	\$17.15	\$21.51
Machinists	3,880	\$17.05	\$21.04	\$25.88
Metal-Refining Furnace Operators and Tenders	244	\$16.03	\$18.89	\$22.96
Pourers and Casters, Metal	134	\$14.50	\$16.43	\$18.66
Model Makers, Metal and Plastic	15	\$17.02	\$20.91	\$31.96
Patternmakers, Metal and Plastic	45	\$21.66	\$26.05	\$29.06
Foundry Mold and Coremakers	180	\$13.55	\$15.70	\$19.04

Northeast Indiana Wages: Goods Producing, Logistics, Construction

Eleven County Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
PRODUCTION OCCUPATIONS CONTINUED				
Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	2,275	\$14.37	\$17.77	\$21.75
Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	1,108	\$16.83	\$19.29	\$22.18
Tool and Die Makers	812	\$19.37	\$24.05	\$28.92
Welders, Cutters, Solderers, and Brazers	3,135	\$15.64	\$18.13	\$21.70
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	421	\$14.71	\$16.76	\$19.05
Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	236	\$16.23	\$19.48	\$23.48
Layout Workers, Metal and Plastic	25	\$20.68	\$24.86	\$29.65
Plating Machine Setters, Operators, and Tenders, Metal and Plastic	664	\$11.61	\$14.33	\$17.86
Tool Grinders, Filers, and Sharpeners	15	\$15.58	\$18.82	\$23.75
Metal Workers and Plastic Workers, All Other	91	\$15.23	\$17.08	\$19.65
Prepress Technicians and Workers	111	\$14.97	\$18.70	\$22.77
Printing Press Operators	784	\$12.62	\$15.71	\$19.84
Print Binding and Finishing Workers	348	\$12.54	\$15.53	\$19.08
Sewing Machine Operators	449	\$10.70	\$13.14	\$16.14
Shoe and Leather Workers and Repairers	86	\$8.91	\$10.64	\$12.83
Shoe Machine Operators and Tenders	38	\$8.99	\$11.33	\$12.98
Tailors, Dressmakers, and Custom Sewers	14	\$7.72	\$9.42	\$13.53
Textile Bleaching and Dyeing Machine Operators and Tenders	59	\$13.12	\$14.50	\$15.37
Textile Cutting Machine Setters, Operators, and Tenders	41	\$8.57	\$11.99	\$14.24
Textile Winding, Twisting, and Drawing Out Machine Setters, Operators, and Tenders	23	\$11.69	\$13.19	\$14.56
Extruding and Forming Machine Setters, Operators and Tenders, Synthetic and Glass Fibers	63	\$12.97	\$13.88	\$15.56
Upholsterers	163	\$13.12	\$15.88	\$19.67
Textile, Apparel, and Furnishings Workers, All Other	40	\$11.65	\$13.76	\$15.76
Cabinetmakers and Bench Carpenters	655	\$13.88	\$16.53	\$19.95
Furniture Finishers	192	\$12.78	\$14.98	\$18.23
Sawing Machine Setters, Operators, and Tenders, Wood	171	\$13.77	\$16.79	\$20.12
Woodworking Machine Setters, Operators, and Tenders, Except Sawing	648	\$13.84	\$16.14	\$18.63
Woodworkers, All Other	90	\$8.25	\$15.86	\$25.99
Stationary Engineers and Boiler Operators	23	\$19.12	\$28.65	\$37.02
Water and Wastewater Treatment Plant and System Operators	32	\$19.21	\$22.34	\$25.47

Northeast Indiana Wages: Goods Producing, Logistics, Construction

Eleven County Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
PRODUCTION OCCUPATIONS CONTINUED				
Chemical Plant and System Operators	48	\$18.51	\$22.60	\$34.27
Petroleum Pump System Operators, Refinery Operators, and Gaugers	15	Insf. Data	Insf. Data	Insf. Data
Chemical Equipment Operators and Tenders	282	\$18.65	\$24.54	\$38.79
Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	90	\$11.40	\$15.79	\$19.60
Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	101	\$12.57	\$14.77	\$17.63
Grinding and Polishing Workers, Hand	196	\$12.57	\$15.73	\$20.02
Mixing and Blending Machine Setters, Operators, and Tenders	468	\$15.40	\$18.06	\$21.18
Cutters and Trimmers, Hand	83	\$13.11	\$14.97	\$16.61
Cutting and Slicing Machine Setters, Operators, and Tenders	481	\$12.64	\$14.67	\$18.10
Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	654	\$14.01	\$16.48	\$19.80
Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	124	\$16.82	\$19.30	\$21.18
Inspectors, Testers, Sorters, Samplers, and Weighers	2,827	\$15.57	\$19.01	\$23.41
Jewelers and Precious Stone and Metal Workers	42	\$15.03	\$17.63	\$20.96
Dental Laboratory Technicians	176	\$14.22	\$18.30	\$22.94
Medical Appliance Technicians	285	\$12.56	\$14.59	\$24.44
Ophthalmic Laboratory Technicians	141	\$12.70	\$16.41	\$18.55
Packaging and Filling Machine Operators and Tenders	916	\$11.33	\$13.68	\$16.30
Painting, Coating, and Decorating Workers	105	\$12.85	\$15.69	\$20.25
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	1,300	\$13.93	\$16.89	\$20.60
Semiconductor Processing Technicians	148	\$20.21	\$25.35	\$32.25
Computer Numerically Controlled Tool Operators	1,498	\$16.55	\$19.22	\$23.21
Computer Numerically Controlled Tool Programmers	108	\$22.90	\$27.61	\$32.26
Adhesive Bonding Machine Operators and Tenders	119	\$13.37	\$15.16	\$18.63
Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	64	\$12.23	\$14.77	\$17.94
Cooling and Freezing Equipment Operators and Tenders	33	\$12.07	\$15.60	\$20.86
Etchers and Engravers	40	\$13.48	\$18.57	\$26.88
Molders, Shapers, and Casters, Except Metal and Plastic	368	\$13.11	\$15.77	\$19.38
Paper Goods Machine Setters, Operators, and Tenders	652	\$13.44	\$14.51	\$15.66
Tire Builders	330	\$27.57	\$34.67	\$42.52
Helpers--Production Workers	1,474	\$11.44	\$14.03	\$17.08
Production Workers, All Other	408	\$13.28	\$16.62	\$20.28

Northeast Indiana Wages: Goods Producing, Logistics, Construction

Eleven County Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
TRANSPORTATION AND MATERIAL MOVING OCCUPATIONS				
First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	641	\$19.01	\$25.73	\$31.16
Airline Pilots, Copilots, and Flight Engineers	26	\$26.33	\$40.19	\$51.77
Commercial Pilots	20	\$20.06	\$27.16	\$41.61
Flight Attendants	27	\$18.35	\$30.08	\$33.72
Driver/Sales Workers	118	\$8.96	\$10.49	\$17.40
Heavy and Tractor-Trailer Truck Drivers	5,493	\$17.25	\$20.35	\$24.55
Light Truck Drivers	1,222	\$9.92	\$14.61	\$20.40
Bus Drivers, Transit and Intercity	62	\$11.62	\$13.45	\$19.90
Passenger Vehicle Drivers, Except Bus Drivers, Transit and Intercity	387	\$8.76	\$10.44	\$16.55
Motor Vehicle Operators, All Other	37	\$11.87	\$23.28	\$27.68
Locomotive Engineers	109	\$25.21	\$28.32	\$33.03
Railroad Brake, Signal, and Switch Operators and Locomotive Firers	28	\$23.00	\$26.32	\$31.78
Railroad Conductors and Yardmasters	132	\$24.92	\$30.37	\$36.09
Transportation Inspectors	21	\$18.96	\$24.72	\$38.83
Passenger Attendants	20	\$10.04	\$15.85	\$21.00
Conveyor Operators and Tenders	31	\$11.22	\$14.69	\$18.65
Crane and Tower Operators	229	\$17.25	\$26.15	\$36.76
Industrial Truck and Tractor Operators	1,825	\$13.59	\$15.71	\$18.58
Cleaners of Vehicles and Equipment	183	\$9.59	\$11.70	\$14.55
Laborers and Freight, Stock, and Material Movers, Hand	5,050	\$11.36	\$13.77	\$17.51
Machine Feeders and Offbearers	525	\$10.57	\$12.21	\$14.86
Packers and Packagers, Hand	861	\$11.80	\$13.68	\$16.13
Stockers and Order Fillers	1,026	\$10.20	\$12.05	\$15.03
Tank Car, Truck, and Ship Loaders	11	\$12.81	\$15.36	\$21.69
Material Moving Workers, All Other	16	\$13.69	\$18.82	\$28.87

BENEFITS



Goods Producing, Construction and Logistics

Northeast Indiana Benefits: Goods Producing, Logistics, Construction

Eleven County Region

Hourly

Salary

PAID TIME OFF

HOLIDAYS

Percentage of companies offering paid holidays	97%	97%
Typical number of paid holidays offered annually	10	10

Percentage of those companies offering these common holidays

New Year's Eve	51%	50%
New Year's Day	100%	100%
Martin Luther King Jr.	3%	2%
Lincoln's Birthday	0%	0%
President's Day	2%	2%
Washington's Birthday	0%	0%
Good Friday	52%	52%
Memorial Day	99%	98%
Independence Day	98%	98%
Labor Day	95%	95%
Columbus Day	1%	0%
Election Day	0%	0%
Floating Holiday	34%	36%
Veterans' Day	3%	2%
Thanksgiving Day	99%	99%
Day After Thanksgiving	79%	79%
Christmas Eve	75%	74%
Christmas Day	100%	100%
Other	12%	10%

COMBINED PAID TIME OFF

Percentage of companies that combine vacation, sick and personal days	18%	18%
Average number of PTO days offered first year	5	6
Typical number of PTO days offered first year	10	15
Average number of carryover days per year	10	11

How Paid Time Off is earned

Average number of years that must be worked to earn 5 days	First Year	First Year
Typical number of years that must be worked to earn 5 days	1	First Year
Average number of years that must be worked to earn 10 days	2	1
Typical number of years that must be worked to earn 10 days	5	1
Average number of years that must be worked to earn 15 days	4	3
Typical number of years that must be worked to earn 15 days	5	5
Average number of years that must be worked to earn 20 days (when offered)	10	10
Typical number of years that must be worked to earn 20 days (when offered)	10	10
Average number of years that must be worked to earn more than 20 days (when offered)	9	9
Typical number of years that must be worked to earn more than 20 days (when offered)	15	15

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

Eleven County Region

Hourly

Salary

PAID TIME OFF (continued)

VACATION

Percentage of all companies that offer paid vacation 78% 78%

How soon after hire may employee take paid vacation?

One to 30 days	18%	40%
One to three months	18%	13%
Three to six months	11%	6%
Six months to one year	14%	14%
After 1 year	39%	27%

Number of days offered

Average number of paid vacation days offered in first year:	5	5
Typical number of vacation days offered in first year:	5	5

How vacation time is earned

Average number of years that must be worked to earn 5 days	1	First Year
Typical number of years that must be worked to earn 5 days	First Year	First Year
Average number of years that must be worked to earn 10 days	2	2
Typical number of years that must be worked to earn 10 days	2	1
Average number of years that must be worked to earn 15 days	7	6
Typical number of years that must be worked to earn 15 days	5	5
Average number of years that must be worked to earn 20 days (when offered)	13	12
Typical number of years that must be worked to earn 20 days (when offered)	10	10
Average number of years that must be worked to earn more than 20 days (when offered)	11	11
Typical number of years that must be worked to earn more than 20 days (when offered)	15	15

PERSONAL DAYS

Percentage of companies offering paid personal days 25% 28%

Average number of personal days offered per year	4	4
Typical number of personal days offered in first year:	5	5

How soon after hire may employee take personal day?

One to 30 days	28%	47%
One to three months	31%	22%
Three to six months	10%	6%
Six months to one year	10%	6%
After 1 year	21%	19%

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

Eleven County Region

Hourly

Salary

PAID TIME OFF (continued)

BEREAVEMENT LEAVE

Percentage of companies offering paid bereavement leave	95%	94%
Average number of bereavement days offered annually	3	3
Typical number of bereavement days offered annually	3	3

How soon after hire is employee eligible?

One to 30 days	62%	69%
One to three months	23%	20%
Three to six months	13%	9%
Six months to year	1%	1%
After one year	1%	1%

COMPENSATION DURING JURY SERVICE

Percentage of companies that pay employees during jury service	71%	73%
Percentage of those that pay regular wages plus payment from court	40%	46%
Percentage of those that pay regular wages minus payment from court	60%	54%
Percentage where employee receives only payment from court	29%	27%

ILLNESS DAYS

Percentage of companies that offer paid illness days	6%	6%
Average number of paid illness days offered annually	2	4
Typical number of paid illness days offered per year	5	5
Average maximum number of illness days that may be accumulated	4	4
Typical number of paid illness days that may be accumulated	10	10

How soon after hire is employee eligible?

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

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

Eleven County Region

Hourly

Salary

PAID TIME OFF (continued)

FAMILY MEDICAL LEAVE

Percentage of companies that offer Family Medical Leave	77%	76%
Average number of weeks paid	1	.2
Typical number of weeks paid	0	.0
Average number of weeks unpaid	11	.11
Typical number of weeks unpaid	0	.0

MATERNITY LEAVE

Percentage of companies that offer Maternity Leave	50%	49%
Average number of weeks paid	3	.3
Typical number of weeks paid	0	.0
Average number of weeks unpaid	8	.7
Typical number of weeks unpaid	0	.0

PATERNITY LEAVE

Percentage of companies that offer Paternity Leave	38%	37%
Average number of weeks paid	1	.1
Typical number of weeks paid	0	.0
Average number of weeks unpaid	8	.8
Typical number of weeks unpaid	0	.0

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

Eleven County Region

Hourly

Salary

HEALTH RELATED BENEFITS

HEALTH INSURANCE OFFERED

Percentage of companies offering health insurance to employees	93%	93%
Percentage of those offering health insurance to families and children	100%	99%
Percentage of companies reporting as self-insured	68%	68%
Percentage of companies reporting indemnity insurance	33%	33%
Percentage of companies that offer a single plan	40%	41%
Percentage of companies that offer multiple plans	60%	59%
Percentage of companies offering traditional plans	79%	79%
Percentage of companies offering high-deductible plans	62%	62%
Percentage of companies considering dropping health plan in coming year	1%	1%

HEALTH SAVINGS ACCOUNTS AND HEALTH REIMBURSEMENT ARRANGEMENTS

Percentage of companies offering only HSA or HRA plans	21%	21%
Percentage of companies offering optional HSA or HRA plan	40%	39%
Percentage of companies with no HSA or HRA plan	38%	39%

Average company contribution to HSA/HRA account

For employee only plan	\$1,634	\$1,500
For family plan	\$2,565	\$2,366

Typical company contribution to HSA/HRA account

For employee only plan	\$500	\$500
For family plan	\$1,000	\$1,000

Average annual out of pocket limit with HSA/HRA plan

Average maximum annual out of pocket expense single	\$4,178	\$4,178
Average maximum annual out of pocket expense family	\$8,029	\$8,029

Typical annual out of pocket limit with HSA/HRA plan

Typical maximum annual out of pocket expense single	\$5,000	\$5,000
Typical maximum annual out of pocket expense family	\$10,000	\$10,000

WELLNESS INCENTIVE

Percentage of companies that offer a wellness incentive	38%	38%
Average amount that may be earned	\$501	\$505
Typical amount that may be earned	\$500	\$500

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

Eleven County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS

SELF-INSURED COMPANIES

Traditional Plans

Percentage of self insured companies offering a traditional plan	79%	79%
Percentage that offer family coverage	98%	97%

How soon after hire is employee eligible?

One to 30 days	20%	31%
One to three months	63%	58%
Three to six months	17%	12%
Six months to year	0%	0%
After one year	0%	0%

Average monthly premium paid by employee for:

Employee only coverage	\$154.57	\$139.80
Employee and spouse	\$335.92	\$334.67
Employee and child	\$314.79	\$314.51
Family	\$479.40	\$483.04

Average monthly cost paid by employer for each employee

Employee-only coverage	\$512.73	\$521.50
Employee and spouse	\$999.14	\$1,005.14
Employee and child	\$973.99	\$978.39
Family	\$1,339.69	\$1,365.88

Deductibles

Average annual deductible per person	\$1,522.76	\$1,492.32
Typical annual deductible per person	\$1,500.00	\$1,500.00
Average annual deductible per family	\$3,205.18	\$3,136.85
Typical annual deductible per family	\$3,000.00	\$3,000.00

Copays and Limits

Average percentage of costs covered by insurance	72%	69%
Typical percentage of costs covered by insurance	80%	80%
Average copay for physician office visit	\$24.74	\$24.55
Typical copay for physician office visit	\$20.00	\$20.00

Average out of pocket limit

Single coverage	\$4,090.00	\$3,925.09
Family Coverage	\$8,285.34	\$8,142.86

Typical out of pocket limit

Single coverage	\$5,000.00	\$5,000.00
Family Coverage	\$10,000.00	\$10,000.00

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

Eleven County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

SELF-INSURED COMPANIES

High-Deductible Plan

Percentage of self insured companies offering a high-deductible plan	62%	62%
Percentage that offer family coverage	100%	100%

How soon after hire is employee eligible?

One to 30 days	28%	37%
One to three months	49%	47%
Three to six months	23%	14%
Six months to year	0%	0%
After one year	0%	0%

Average monthly premium paid by employee for:

Employee only coverage	\$104.38	\$96.71
Employee and spouse	\$253.02	\$249.58
Employee and child	\$220.82	\$218.14
Family	\$362.09	\$354.87

Average monthly cost paid by employer for each employee

Employee-only coverage	\$455.95	\$445.39
Employee and spouse	\$885.41	\$897.94
Employee and child	\$797.74	\$808.42
Family	\$1,214.56	\$1,227.76

Deductibles

Average annual deductible per person	\$3,182.56	\$3,182.56
Typical annual deductible per person	\$1,500.00	\$1,500.00
Average annual deductible per family	\$6,129.07	\$6,129.07
Typical annual deductible per family	\$3,000.00	\$3,000.00

Copays and Limits

Average percentage of costs covered by insurance	73%	72%
Typical percentage of costs covered by insurance	80%	80%
Average copay for physician office visit	\$19.63	\$19.63
Typical copay for physician office visit	\$20.00	\$20.00

Average out of pocket limit

Single coverage	\$4,856.40	\$4,716.86
Family Coverage	\$9,459.30	\$9,250.00

Typical out of pocket limit

Single coverage	\$5,000.00	\$5,000.00
Family Coverage	\$10,000.00	\$10,000.00

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

Eleven County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

INDEMNITY-INSURED COMPANIES

Traditional Plans

Percentage of Indemnity insured companies offering a traditional plan	33%	33%
Percentage that offer family coverage	100%	95%

How soon after hire is employee eligible?

One to 30 days	19%	36%
One to three months	52%	41%
Three to six months	29%	23%
Six months to year	0%	0%
After one year	0%	0%

Average monthly premium paid by employee for:

Employee only coverage	\$156.21	\$137.16
Employee and spouse	\$451.35	\$391.95
Employee and child	\$430.52	\$380.43
Family	\$663.57	\$589.28

Average monthly cost paid by employer for each employee for

Employee-only coverage	\$469.26	\$482.13
Employee and spouse	\$889.58	\$904.98
Employee and child	\$791.61	\$808.27
Family	\$1,123.83	\$1,135.99

Deductibles

Average annual deductible per person	\$2,367.50	\$2,085.71
Typical annual deductible per person	\$1,500.00	\$1,500.00
Average annual deductible per family	\$4,835.00	\$4,685.00
Typical annual deductible per family	\$3,000.00	\$3,000.00

Copays and Limits

Average percentage of costs covered by insurance	75%	75%
Typical percentage of costs covered by insurance	80%	80%
Average copay for physician office visit	\$25.71	\$24.77
Typical copay for physician office visit	\$20.00	\$20.00

Average out of pocket limit

Single coverage	\$5,783.33	\$5,802.38
Family Coverage	\$11,328.57	\$11,414.29

Typical out of pocket limit

Single coverage	\$5,000.00	\$5,000.00
Family Coverage	\$10,000.00	\$10,000.00

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

Eleven County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

INDEMNITY INSURED COMPANIES

High-Deductible Plan

Percentage of indemnity insured companies offering a high-deductible plan	64%	67%
Percentage that offer family coverage	95%	100%

How soon after hire is employee eligible?

One to 30 days	19%	30%
One to three months	62%	50%
Three to six months	14%	15%
Six months to year	5%	5%
After one year	0%	0%

Average monthly premium paid by employee for:

Employee only coverage	\$85.38	\$87.62
Employee and spouse	\$343.83	\$344.70
Employee and child	\$261.65	\$262.50
Family	\$500.47	\$501.52

Average monthly cost paid by employer for each employee

Employee-only coverage	\$457.46	\$458.89
Employee and spouse	\$805.58	\$804.62
Employee and child	\$752.30	\$751.36
Family	\$1,017.53	\$1,016.35

Deductibles

Average annual deductible per person	\$4,083.33	\$4,137.50
Typical annual deductible per person	\$1,500.00	\$1,500.00
Average annual deductible per family	\$8,275.00	\$8,275.00
Typical annual deductible per family	\$3,000.00	\$3,000.00

Copays and Limits

Average percentage of costs covered by insurance	76%	72%
Typical percentage of costs covered by insurance	80%	80%
Average copay for physician office visit	\$19.69	\$21.00
Typical copay for physician office visit	\$20.00	\$20.00

Average out of pocket limit

Single coverage	\$5,704.76	\$5,840.00
Family Coverage	\$11,680.00	\$11,680.00

Typical out of pocket limit

Single coverage	\$5,000.00	\$5,000.00
Family Coverage	\$10,000.00	\$10,000.00

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

Eleven County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

PRESCRIPTION DRUG BENEFIT

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

Retail copay when paying dollars

What is the average employee copay for retail generic?	\$10.56	.....	\$10.57
What is the typical employee copay for retail generic?	\$15.00	.....	\$15.00
What is the average employee copay for retail formulary?	\$34.24	.....	\$34.43
What is the typical employee copay for retail formulary?	\$35.00	.....	\$35.00
What is the average employee copay for retail non-formulary?	\$65.08	.....	\$65.78
What is the typical employee copay for retail non-formulary?	\$60.00	.....	\$60.00

Mail order copay when paying dollars

What is the average employee copay for mail-order generic?	\$16.40	.....	\$16.52
What is the typical employee copay for mail-order generic?	\$25.00	.....	\$25.00
What is the average employee copay for mail-order formulary?	\$62.55	.....	\$62.87
What is the typical employee copay for mail-order formulary?	\$120.00	.....	\$120.00
What is the average employee copay for mail-order non-formulary?	\$115.36	.....	\$362.88
What is the typical employee copay for mail-order nonformulary?	\$150.00	.....	\$150.00

Retail copay when paying a percentage

What is the average employee copay for retail generic?	31%	.....	31%
What is the typical employee copay for retail generic?	20%	.....	20%
What is the average employee copay for retail formulary?	34%	.....	34%
What is the typical employee copay for retail formulary?	20%	.....	20%
What is the average employee copay for retail non-formulary?	42%	.....	42%
What is the typical employee copay for retail non-formulary?	60%	.....	60%

Mail order copay when paying a percentage

What is the average employee copay for mail-order generic?	32%	.....	32%
What is the typical employee copay for mail-order generic?	20%	.....	20%
What is the average employee copay for mail-order formulary?	35%	.....	35%
What is the typical employee copay for mail-order formulary?	20%	.....	20%
What is the average employee copay for mail-order non-formulary?	43%	.....	43%
What is the typical employee copay for mail-order nonformulary?	30%	.....	30%

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

Eleven County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

DENTAL INSURANCE

Percentage of all companies that offer a dental plan	79%	80%
Percentage of those plans that cover orthodontia	79%	78%

How soon after hire is employee eligible for coverage?

One to 30 days after hire:	21%	32%
One to three months after hire	63%	58%
Three to six months after hire:	16%	11%
Six months to one year after hire:	0%	0%
After first year:	0%	0%

Deductibles and Limits

Average annual deductible	\$69.22	\$70.64
Typical annual deductible	\$50.00	\$50.00
Average annual limit single coverage:	\$1,252	\$1,233
Typical annual limit single coverage	\$1,000	\$1,000
Average annual limit family coverage:	\$1,790	\$1,749
Typical annual limit family coverage	\$1,000	\$1,000

Premiums and Costs

Average monthly premium paid by employee for

Employee only coverage:	\$13.57	\$13.71
Employee and spouse:	\$29.98	\$30.37
Employee and child(ren)	\$33.94	\$34.22
Family	\$49.48	\$49.87

Average monthly premium paid by employer for

Employee only coverage:	\$12.64	\$12.67
Employee and spouse:	\$24.04	\$24.32
Employee and child(ren)	\$26.12	\$26.44
Family	\$37.38	\$37.56

Typical monthly premium paid by employer for

Employee only coverage:	\$0.00	\$0.00
Employee and spouse:	\$0.00	\$0.00
Employee and child(ren)	\$0.00	\$0.00
Family	\$0.00	\$0.00

Percentage of Costs Covered

Average of preventive costs covered	95%	94%
Typical percentage of preventive costs covered	100%	100%
Average of basic costs covered	73%	72%
Typical percentage of basic costs covered	80%	80%
Average of major costs covered:	49%	48%
Typical percentage of major costs covered	50%	50%

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

Eleven County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

VISION INSURANCE

Percentage of all companies offering a separate vision plan.	72%	71%
Percentage of those plans that cover glasses/contacts	96%	98%
Percentage of those plans that cover LASIK or similar procedures	23%	23%

How soon after hire is employee eligible for coverage?

One to 30 days	22%	34%
One to three months	63%	56%
Three to six months	16%	10%
Six months to one year.	0%	0%
After first year	0%	0%

Premiums and Costs

Average monthly premium paid by employee for:

Employee only coverage.	\$5.58	\$5.66
Employee and spouse.	\$10.77	\$10.78
Employee and child(ren)	\$11.26	\$11.47
Family	\$16.61	\$16.54

Average monthly premium paid by employer for

Employee only coverage.	\$2.65	\$2.65
Employee and spouse.	\$4.72	\$4.76
Employee and child(ren)	\$4.73	\$4.77
Family	\$6.50	\$6.57

Typical monthly premium paid by employer for

Employee only coverage.	\$0.00	\$0.00
Employee and spouse.	\$0.00	\$0.00
Employee and child(ren)	\$0.00	\$0.00
Family	\$0.00	\$0.00

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

Eleven County Region

Hourly

Salary

FINANCIAL BENEFITS AND INCENTIVES

LIFE INSURANCE

Percentage of all companies offering life insurance.	87%	90%
Percentage of those plans that pay a set dollar amount	79%	73%
Percentage of those plans that pay a percentage of salary	28%	35%

How soon after hire is employee covered?

One to 30 days	22%	32%
One to three months	59%	53%
Three to six months	18%	13%
Six months to one year.	1%	1%
After 1 year	0%	1%

SHORT TERM DISABILITY

Percentage of all companies that offer a short-term disability benefit	72%	70%
Average percentage of wages employee receives while on short-term disability	61%	69%
Typical percentage of wages employee receives while on short-term disability	60%	60%
Average number of weeks employee receives payment	19	19
Typical number of weeks employee receives payment.	26	26

How soon after hire is employee covered?

One to 30 days	18%	26%
One to three months	54%	56%
Three to six months	18%	10%
Six months to one year.	2%	1%
After first year	7%	7%

LONG TERM DISABILITY

Percentage of all companies that offer a long-term disability benefit	48%	55%
Average percentage of wages employee receives while on disability	53%	56%
Typical percentage of wages employee receives while on disability	60%	60%
Average age when employee no longer receives payment	58	59
Typical age when employee no longer receives payment.	65	65

How soon after hire is employee covered?

One to 30 days	19%	33%
One to three months	56%	56%
Three to six months	19%	6%
Six months to one year.	6%	6%
After first year	0%	0%

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

Eleven County Region

Hourly

Salary

FINANCIAL BENEFITS AND INCENTIVES (continued)

COMMISSIONS AND INCENTIVES

Percentage of employers that pay commission on sales, contracts or transactions . . . 15% 33%

Average percentage of compensation that comes from commission 13%

PROFIT SHARING AND BONUSES

Percentage of companies that offer profit-sharing or performance incentives 36% 42%

How soon after hire is employee eligible?

One to 30 days 17% 21%

One to three months 17% 14%

Three to six months 17% 14%

Six months to one year 25% 14%

After 1 year 25% 36%

How are incentives awarded?

Percentage where incentives are team based 50% 50%

Percentage where incentives are individually based 33% 57%

BONUS POOL

Percentage of employers who have a bonus pool 9% 9%

Average annual amount per employee \$1,840 \$2,404

REFERRAL BONUS

Percentage of employers that pay a referral bonus 42%

RETENTION BONUS

Percentage of employers offering a retention bonus 10% 7%

When are employees eligible?

After six months 67% 75%

After one year 38% 25%

SHIFT DIFFERENTIAL

Percentage of companies with more than one shift 58%

Percentage that pay a shift differential 95%

Average hourly differential for second shift 63 cents

Average hourly differential for third shift 75 cents

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

Eleven County Region

Hourly

Salary

RETIREMENT

COMPANY FUNDED PENSION

Percentage of companies that offer traditional pension plan	10%	8%
Percentage of companies where the employee also contributes	36%	44%
Average age when employee is eligible to receive benefits	62	61
Typical age when employee is eligible to receive benefits	65	65

401(K) AND SIMILAR PLANS

Percentage of companies that offer a 401(k)/403(b) plan	90%	90%
Average percentage of wages an employee may contribute to fund	58%	57%
Typical percentage of wages an employee may contribute to fund	100%	100%
Percentage of companies where the employer contributes	84%	85%
Average percentage of contribution the employer matches	11%	10%
Typical percentage of contribution the employer matches	5%	5%
Average percentage of contribution the company matches	70% of the first 7%	
Percentage of companies where the match is guaranteed	83%	82%
Percentage of companies where the match is intended	28%	27%

How soon after hire is employee eligible to participate?

One to 30 days	20%	22%
One to three months	26%	15%
Three to six months	16%	15%
Six months to a year	13%	12%
After one year	25%	24%

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

Eleven County Region

Hourly

Salary

OTHER INCENTIVES

WORKPLACE

Percentage of companies that offer these workplace benefits

Casual dress day (one per week)	11%	22%
Casual dress (every day)	59%	56%
Child day care services	1%	0%
Child care subsidy	3%	3%
Compressed work week	10%	9%
Discounted product purchases	29%	27%
Employee assistance programs	60%	37%
Emergency/sick child care	4%	4%
English as second language assistance	1%	2%
Fitness center membership subsidy	26%	25%
Fitness center on site	6%	6%
Flex time	14%	20%
Flexible spending account	44%	34%
Job sharing	3%	3%
Informal recognition program	38%	34%
Open communication policy	61%	59%
Scholarships-employees/spouses/children	13%	12%
Smoking cessation programs	36%	36%
Smoke-free work environment	59%	59%
Telecommuting	6%	19%
Transit subsidy	1%	1%
Tutoring-employees/spouses/children	1%	1%
Wellness program, resources and information	49%	48%
Other	8%	4%

COST OF BENEFITS

Cost of benefits as percentage of wages 25%

WORKPLACE



Goods Producing, Construction and Logistics

Northeast Indiana Workplace: Goods Producing, Logistics, Construction

Eleven County Region

HIRING AND LAYOFFS

CHANGES IN STAFFING PRECEDING YEAR

Hiring

Percentage of companies that added workers in preceding six months 93%

Total number of employees added in preceding six months 4,765

Average number of employees added in preceding six months 45

Layoffs

Percentage of companies that laid off employees in preceding six months 11%

Total number of employees laid off in preceding six months 260

Average number of employees laid off in preceding six months 20

EXPECTED CHANGES IN STAFFING IN 2021

Hiring

Percentage of companies adding workers later in 2021 63%

Total anticipated increase later 2021 1,446

Average anticipated increase later in 2021 20

Layoffs

Percentage of companies expecting layoffs later in 2021 0%

Total anticipated layoffs later in 2021 0

Average anticipated layoffs later in 2021 0

No change

Percentage of companies anticipating neither hiring nor layoffs in 2021 63%

Percentage of companies uncertain of change in 2021 13%

EXPECTED CHANGES IN STAFFING IN 2022

Hiring

Percentage of companies adding workers in 2022 34%

Total anticipated increase in 2022 610

Average anticipated increase in 2022 16

Layoffs

Percentage of companies anticipating layoffs in 2022 0%

Total anticipated layoffs in 2022 0

Average anticipated layoff in 2022 0

No change

Percentage of companies anticipating no change in 2022 66%

Percentage of companies uncertain of change in 2022 0%

ANNUAL TURNOVER

Average annual turnover as percentage of employees. 25%

Northeast Indiana Workplace: Goods Producing, Logistics, Construction

Eleven County Region

STAFFING

INCENTIVES

Percentage of those companies offering these staffing incentives

Relax drug screening requirements	12%
Hire persons with disabilities	7%
Hire persons with felony records	27%
Expand internships	21%
Hire persons without high school or GED diploma	44%
Increase starting pay	56%
Pay hiring bonus	14%
Pay referral bonus	55%
Pay retention bonus	23%
Offer housing assistance	3%
Offer child care assistance	3%
None or none of above	12%

RECRUITING

Where employers recruit new workers

Employment agencies	47%
Indiana Career Connect	43%
Job fairs	46%
Newspapers	37%
Online	69%
Referrals	90%

PANDEMIC

Impact of the pandemic on employment environment

No impact	15%
Layoffs	15%
Furloughs	25%
Delay filling openings	15%
More flexible work from home policies	15%
Employment has grown	0%

COVID19 Vaccine policies

	Hourly	Salaried
Employees are required to be vaccinated	5%	30%
Financial incentives offered to encourage vaccination	25%	15%

Northeast Indiana Workforce: Goods Producing, Logistics, Construction

Eleven County Region

WORKFORCE DEVELOPMENT

MOST NEEDED SKILLS

Employers who say these abilities are most needed in workforce

Customer service	16%
Communications skills.	5%
People skills	4%
Strong work ethic.	14%
Showing up for work	21%
Time management.	3%
Problem solving.	9%
Commitment to quality.	29%
Detail oriented.	10%
Willingness to learn	6%
Ability to follow instructions	3%
Computer literacy	10%
Mathematics	9%
Read ruler/scale	9%
Machinist.	10%
Welding.	11%

NEEDED TECHNICAL SKILLS

Employers who say these tech skills are most needed in workforce

Office.	44%
Outlook.	30%
Excel	36%
AutoCAD	17%
SAP	1%
CAM.	4%
Computer/Internet	8%
Machinist.	10%
Welding.	11%
Specialized to position	25%

MINIMUM EDUCATION REQUIREMENTS

Employers who set these minimum education requirements

High School/GED.	42%
Some college	0%
Associates degree.	3%
Bachelors degree	13%
Graduate degree.	13%
Professional license/tech certification	20%
None required	38%

Northeast Indiana Workforce: Goods Producing, Logistics, Construction

Eleven County Region

WORKFORCE DEVELOPMENT

EMPLOYERS FIND THESE POSITIONS MOST DIFFICULT TO FILL

Management	3%
All openings	9%
Maintenance positions	19%
Skilled trades	10%
Welders	10%
Machinists	11%
Technicians	4%
CDL drivers	6%
Production positions	13%
Off-shift openings	6%
Labor	13%
Engineers	10%
Other	9%

SALARY OUTLOOK

PAY INCREASES

In 2020

Percentage of companies giving pay raises in preceding 12 months	77%
Average raise given in preceding 12 months	4.20%
Typical raise given in preceding 12 months	3%

In 2021

Percentage of companies planning pay raises in next 12 months	89%
Average raise planned in next 12 months	3.62%
Typical increase planned in next 12 months	3%

Northeast Indiana Workplace: Goods Producing, Logistics, Construction)

Eleven County Region

Hourly

Salary

TRAINING AND CAREER DEVELOPMENT

TRAINING AND EDUCATION

Percentage of companies with training and education benefits 58% 59%

How soon after hire is employee eligible?

One to 30 days	51%	.....	54%
One to three months	18%	.....	15%
Three to six months	7%	.....	6%
Six months to one year	3%	.....	3%
After 1 year	21%	.....	22%

TUITION ASSISTANCE

Percentage of companies offering tuition assistance	47%	.....	50%
Percentage that require classes be job related to receive tuition assistance	89%	.....	91%
Average percent of tuition reimbursement	79%	.....	76%

JOB SKILLS AND CAREER DEVELOPMENT

Percentage of companies that offer in-house skills and career development programs	54%	.....	53%
Percentage of companies that offer off-site and career development programs	53%	.....	54%

MENTORING

Percentage of companies with formal mentoring programs 30% 28%

IN-HOUSE TRAINING

Percentage of companies where training is done in-house 54% 53%

OFF-SITE TRAINING

Percentage of companies where training is done off-site. 53% 54%

ORIENTATION

Percentage of companies that offer orientation for new employees 55% 56%

INTERNSHIPS

Percentage of companies with internships..... 47%

Northeast Indiana Workforce: Goods Producing, Logistics, Construction
Eleven County Region

SUBSTANCE SCREENING

DRUG TESTING

Percentage of companies that conduct drug testing	90%		
Which screening protocol is used?			
Five panel	42%		
Seven panel	14%		
DOT	18%		
Other	42%		
		Hourly	Salary
Percentage of those companies that require new applicants to pass	92%		87%
Current employees are screened			
Randomly	33%		30%
After incident/injury	75%		72%
For cause	84%		83%
Employees who fail are			
Dismissed	70%		70%
Referred to an EAP or counseling program	46%		45%

MARIJUANA TESTING

Percentage of companies that test for marijuana use	87%		
Percentage of companies that make allowance for prescription	48%		
When are tests done?			
As part of hiring process	79%		
For cause or after incident	81%		

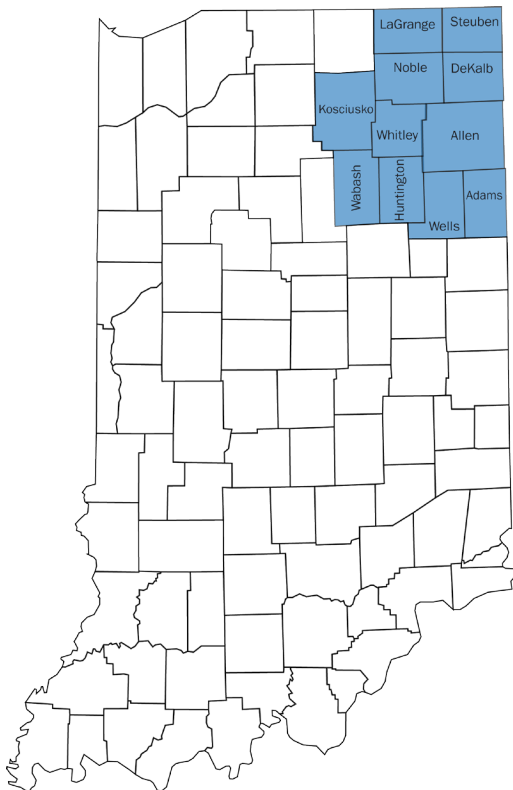
Professional, Financial and Information Services And Not-For-Profits



NORTHEAST INDIANA

2021 ELEVEN COUNTY REGIONAL

WAGES AND BENEFITS SURVEY



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

Includes finance and insurance; information; media; real estate development, sales rental and leasing; professional and business services; scientific and technical services; management, administration and support; waste management and remediation; and not-for-profit organizations

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WAGES



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

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

Eleven County Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
MANAGEMENT OCCUPATIONS / ADMINISTRATIVE				
Chief Executives	98	\$22.72	\$57.21	\$91.51
General and Operations Managers	902	\$28.35	\$41.02	\$61.07
Advertising and Promotions Managers	17	\$23.28	\$32.99	\$39.78
Marketing Managers	116	\$32.83	\$45.74	\$66.13
Sales Managers	147	\$35.45	\$50.42	\$73.54
Public Relations and Fundraising Managers	33	\$27.03	\$37.68	\$50.76
Administrative Services and Facilities Managers	131	\$29.79	\$37.15	\$48.47
Computer and Information Systems Managers	180	\$44.99	\$59.71	\$73.92
Financial Managers	427	\$30.27	\$48.06	\$70.17
Human Resources Managers	40	\$35.39	\$43.53	\$53.72
Training and Development Managers	11	\$39.94	\$57.33	\$79.72
Construction Managers	11	\$16.21	\$30.07	\$46.11
Education and Childcare Administrators, Preschool and Daycare	39	\$16.27	\$19.54	\$25.79
Architectural and Engineering Managers	58	\$45.37	\$55.55	\$66.40
Medical and Health Services Managers	21	\$33.29	\$43.24	\$58.33
Natural Sciences Managers	12	\$25.89	\$30.41	\$54.30
Property, Real Estate, and Community Association Managers	17	\$17.66	\$21.84	\$29.81
Social and Community Service Managers	55	\$21.53	\$28.23	\$34.36
Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other	205	\$13.69	\$22.32	\$37.01
BUSINESS AND FINANCIAL OPERATIONS OCCUPATIONS				
Buyers and Purchasing Agents	64	\$20.22	\$25.50	\$31.55
Claims Adjusters, Examiners, and Investigators	262	\$22.84	\$30.76	\$36.65
Insurance Appraisers, Auto Damage	43	\$25.03	\$31.55	\$39.81
Compliance Officers	86	\$20.32	\$27.66	\$36.53
Human Resources Specialists	241	\$19.96	\$25.16	\$30.89
Labor Relations Specialists	131	\$13.78	\$20.42	\$39.18
Logisticians	29	\$25.27	\$33.67	\$44.05
Management Analysts	573	\$28.29	\$35.88	\$46.94
Meeting, Convention, and Event Planners	75	\$13.73	\$19.50	\$25.11
Fundraisers	101	\$16.51	\$20.46	\$26.19
Compensation, Benefits, and Job Analysis Specialists	34	\$21.18	\$26.16	\$33.28
Training and Development Specialists	143	\$21.88	\$28.51	\$34.57
Market Research Analysts and Marketing Specialists	473	\$18.63	\$24.11	\$32.89
Project Management Specialists and Business Operations Specialists, All Other	312	\$21.85	\$29.11	\$38.58
Accountants and Auditors	1,106	\$23.56	\$29.98	\$38.31

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

Eleven County Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
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BUSINESS AND FINANCIAL OPERATIONS OCCUPATIONS CONTINUED

Property Appraisers and Assessors	13	\$17.07	\$22.18	\$27.90
Budget Analysts	14	\$31.92	\$38.43	\$47.50
Credit Analysts	98	\$20.72	\$26.01	\$34.74
Personal Financial Advisors	517	\$29.55	\$44.78	\$81.61
Insurance Underwriters	255	\$24.37	\$32.80	\$38.87
Financial Examiners	31	\$25.11	\$35.09	\$47.66
Credit Counselors	13	\$14.87	\$19.63	\$25.24
Loan Officers	547	\$21.08	\$30.80	\$42.55
Tax Preparers	188	\$10.10	\$16.89	\$35.34
Financial and Investment Analysts, Financial Risk Specialists, and Financial Specialists, All Other	219	\$23.18	\$29.96	\$41.67

COMPUTER AND MATHEMATICAL OCCUPATIONS

Computer Systems Analysts	333	\$25.92	\$33.39	\$43.50
Information Security Analysts	72	\$30.91	\$37.87	\$47.04
Computer Network Support Specialists	74	\$24.96	\$29.23	\$35.33
Computer User Support Specialists	350	\$16.54	\$20.19	\$24.82
Computer Network Architects	188	\$34.05	\$42.15	\$51.58
Network and Computer Systems Administrators	216	\$26.49	\$32.70	\$40.10
Database Administrators and Architects	57	\$22.49	\$29.45	\$41.64
Computer Programmers	123	\$19.92	\$33.92	\$43.45
Software Developers and Software Quality Assurance Analysts and Testers	677	\$34.18	\$44.93	\$56.92
Web Developers and Digital Interface Designers	138	\$19.98	\$26.10	\$33.14
Computer Occupations, All Other	86	\$15.33	\$22.44	\$36.76
Actuaries	44	\$40.42	\$53.10	\$68.56
Operations Research Analysts	60	\$20.29	\$25.28	\$34.64
Data Scientists and Mathematical Science Occupations, All Other	26	\$26.59	\$34.97	\$47.49

ARCHITECTURE AND ENGINEERING OCCUPATIONS

Architects, Except Landscape and Naval	149	\$27.61	\$35.74	\$46.03
Landscape Architects	42	\$19.47	\$25.56	\$30.10
Surveyors	63	\$21.15	\$26.56	\$34.54
Civil Engineers	150	\$28.47	\$35.31	\$43.56
Computer Hardware Engineers	17	\$34.55	\$42.51	\$52.18
Electrical Engineers	71	\$32.97	\$38.98	\$52.41
Electronics Engineers, Except Computer	68	\$34.59	\$44.94	\$61.06
Environmental Engineers	22	\$25.97	\$32.95	\$42.09
Industrial Engineers	54	\$29.22	\$36.65	\$44.59
Mechanical Engineers	84	\$29.42	\$35.93	\$45.19

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

Eleven County Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
ARCHITECTURE AND ENGINEERING OCCUPATIONS <i>CONTINUED</i>				
Engineers, All Other	52	\$23.32	\$31.86	\$50.14
Architectural and Civil Drafters	119	\$20.15	\$24.09	\$29.97
Electrical and Electronics Drafters	21	\$15.82	\$19.21	\$23.42
Mechanical Drafters	13	\$18.04	\$22.64	\$26.89
Civil Engineering Technologists and Technicians	63	\$18.98	\$24.41	\$30.78
Electrical and Electronic Engineering Technologists and Technicians	19	\$20.07	\$26.30	\$34.10
Environmental Engineering Technologists and Technicians	11	\$13.19	\$31.04	\$43.02
Surveying and Mapping Technicians	58	\$16.12	\$18.37	\$25.63
Calibration Technologists and Technicians and Engineering Technologists and Technicians, Except Drafters, All Other	15	\$19.24	\$25.08	\$34.19
LIFE, PHYSICAL, AND SOCIAL SCIENCE OCCUPATIONS				
Biochemists and Biophysicists	17	\$47.49	\$62.61	\$91.26
Medical Scientists, Except Epidemiologists	17	\$36.83	\$50.87	\$69.98
Chemists	23	\$25.49	\$30.08	\$40.07
Environmental Scientists and Specialists, Including Health	26	\$18.93	\$24.76	\$29.09
Agricultural and Food Science Technicians	12	\$13.98	\$16.60	\$23.17
Environmental Science and Protection Technicians, Including Health	19	\$9.16	\$9.50	\$10.91
Social Science Research Assistants	48	\$14.61	\$20.10	\$25.27
Occupational Health and Safety Specialists	13	\$23.88	\$31.83	\$37.36
COMMUNITY AND SOCIAL SERVICE OCCUPATIONS				
Educational, Guidance, and Career Counselors and Advisors	18	\$18.32	\$23.91	\$30.26
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	19	\$16.00	\$20.53	\$28.62
Counselors, All Other	13	\$16.69	\$18.54	\$29.15
Child, Family, and School Social Workers	32	\$18.57	\$20.89	\$23.96
Healthcare Social Workers	14	\$16.27	\$20.71	\$26.45
Social and Human Service Assistants	84	\$12.55	\$14.43	\$16.84
Community Health Workers	32	\$9.30	\$15.78	\$21.86
Community and Social Service Specialists, All Other	28	\$11.50	\$16.30	\$20.68
Clergy	1,038	\$18.83	\$22.68	\$27.32
Directors, Religious Activities and Education	683	\$15.86	\$19.12	\$25.38
Religious Workers, All Other	295	\$8.80	\$13.65	\$22.29

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

Eleven County Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
LEGAL OCCUPATIONS				
Lawyers	670	\$38.91	\$61.98	\$85.70
Paralegals and Legal Assistants	497	\$17.65	\$23.26	\$30.17
Title Examiners, Abstractors, and Searchers	65	\$13.00	\$17.49	\$20.68
Legal Support Workers, All Other	16	\$12.16	\$22.42	\$36.84
EDUCATIONAL INSTRUCTION AND LIBRARY OCCUPATIONS				
Preschool Teachers, Except Special Education	383	\$10.06	\$11.64	\$14.32
Kindergarten Teachers, Except Special Education	11	\$20.89	\$24.12	\$29.99
Elementary School Teachers, Except Special Education	75	\$19.31	\$23.65	\$29.63
Middle School Teachers, Except Special and Career/Technical Education	11	\$20.22	\$24.39	\$30.22
Secondary School Teachers, Except Special and Career/Technical Education	29	\$19.57	\$24.10	\$30.53
Self-Enrichment Teachers	291	\$12.27	\$19.48	\$26.65
Substitute Teachers, Short-Term	14	\$9.92	\$12.16	\$14.39
Tutors and Teachers and Instructors, All Other	66	\$13.85	\$23.15	\$28.66
Instructional Coordinators	14	\$17.35	\$21.35	\$28.66
Teaching Assistants, Except Postsecondary	186	\$9.19	\$11.43	\$13.73
ARTS, DESIGN, ENTERTAINMENT, SPORTS, AND MEDIA OCCUPATIONS				
Art Directors	52	\$9.28	\$25.56	\$39.43
Special Effects Artists and Animators	14	\$4.56	\$11.45	\$23.51
Fashion Designers	11	\$8.72	\$12.63	\$18.80
Graphic Designers	196	\$15.48	\$19.84	\$26.93
Interior Designers	91	\$17.09	\$21.46	\$24.48
Merchandise Displayers and Window Trimmers	38	\$16.52	\$20.12	\$21.91
Set and Exhibit Designers	31	\$8.97	\$13.70	\$23.01
Designers, All Other	36	\$13.55	\$23.20	\$36.10
Producers and Directors	100	\$13.67	\$19.00	\$27.18
Coaches and Scouts	85	\$8.81	\$11.25	\$17.88
Music Directors and Composers	162	\$16.82	\$19.92	\$23.63
Musicians and Singers	357	\$21.31	\$35.90	\$44.18
Broadcast Announcers and Radio Disc Jockeys	127	\$10.89	\$16.53	\$26.49
News Analysts, Reporters, and Journalists	92	\$14.13	\$18.08	\$28.00
Public Relations Specialists	210	\$18.11	\$23.10	\$29.48
Editors	144	\$13.48	\$17.11	\$25.69
Technical Writers	12	\$18.57	\$24.00	\$31.97
Writers and Authors	80	\$11.35	\$22.03	\$35.54
Interpreters and Translators	63	\$14.72	\$18.43	\$29.13
Media and Communication Workers, All Other	12	\$8.59	\$13.76	\$19.82
Audio and Video Technicians	69	\$12.79	\$21.08	\$27.60

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

Eleven County Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
ARTS, DESIGN, ENTERTAINMENT, SPORTS, AND MEDIA OCCUPATIONS <i>CONTINUED</i>				
Broadcast Technicians	71	\$10.42	\$14.11	\$19.88
Sound Engineering Technicians	16	\$13.88	\$19.80	\$29.62
Photographers	168	\$9.74	\$16.32	\$27.24
Camera Operators, Television, Video, and Film	34	\$11.00	\$13.46	\$17.30
Film and Video Editors	14	\$11.99	\$17.81	\$27.39
HEALTHCARE PRACTITIONERS AND TECHNICAL OCCUPATIONS				
Veterinarians	210	\$38.14	\$45.08	\$57.62
Registered Nurses	82	\$24.74	\$28.50	\$33.11
Veterinary Technologists and Technicians	219	\$13.43	\$15.78	\$18.29
Licensed Practical and Licensed Vocational Nurses	24	\$19.44	\$21.83	\$24.22
Medical Dosimetrists, Medical Records Specialists, and Health Technologists and Technicians, All Other	21	\$17.72	\$22.64	\$28.09
HEALTHCARE SUPPORT OCCUPATIONS				
Home Health and Personal Care Aides	29	\$10.24	\$11.34	\$12.56
Nursing Assistants	41	\$11.84	\$13.48	\$15.24
Veterinary Assistants and Laboratory Animal Caretakers	194	\$11.26	\$12.76	\$15.20
PROTECTIVE SERVICE OCCUPATIONS				
Private Detectives and Investigators	13	\$12.35	\$20.85	\$24.02
Security Guards	67	\$10.51	\$13.65	\$23.91
Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	176	\$8.37	\$9.12	\$10.24
FOOD PREPARATION AND SERVING RELATED OCCUPATIONS				
First-Line Supervisors of Food Preparation and Serving Workers	43	\$12.73	\$14.79	\$17.83
Cooks, Institution and Cafeteria	67	\$10.31	\$12.60	\$14.70
Cooks, Restaurant	43	\$10.16	\$11.68	\$13.48
Cooks, All Other	18	\$15.72	\$19.55	\$23.06
Food Preparation Workers	40	\$8.69	\$9.91	\$11.93
Bartenders	242	\$8.84	\$9.93	\$12.26
Fast Food and Counter Workers	116	\$8.85	\$10.00	\$11.41
Waiters and Waitresses	77	\$8.89	\$10.03	\$14.17
Food Servers, Nonrestaurant	20	\$9.05	\$10.80	\$13.39
Dining Room and Cafeteria Attendants and Bartender Helpers	20	\$8.63	\$9.74	\$11.68
Dishwashers	16	\$8.72	\$9.57	\$11.00

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

Eleven County Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
BUILDING AND GROUNDS CLEANING AND MAINTENANCE OCCUPATIONS				
First-Line Supervisors of Housekeeping and Janitorial Workers	19	\$13.71	\$17.93	\$23.66
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	582	\$9.74	\$12.10	\$14.98
Maids and Housekeeping Cleaners	117	\$8.75	\$10.28	\$12.10
Landscaping and Groundskeeping Workers	81	\$9.61	\$12.76	\$17.04
PERSONAL CARE AND SERVICE OCCUPATIONS				
First-Line Supervisors of Personal Service and Entertainment and Recreation Workers, Except Gambling Services	70	\$11.99	\$14.38	\$17.90
Animal Caretakers	150	\$8.81	\$10.50	\$14.30
Ushers, Lobby Attendants, and Ticket Takers	129	\$8.44	\$9.34	\$10.50
Amusement and Recreation Attendants	58	\$8.87	\$9.89	\$11.35
Childcare Workers	414	\$7.89	\$9.03	\$11.08
Exercise Trainers and Group Fitness Instructors	251	\$9.93	\$12.82	\$16.93
Recreation Workers	333	\$8.64	\$10.14	\$13.36
SALES AND RELATED OCCUPATIONS				
First-Line Supervisors of Retail Sales Workers	29	\$13.16	\$16.81	\$22.76
First-Line Supervisors of Non-Retail Sales Workers	123	\$22.24	\$30.78	\$44.41
Cashiers	50	\$8.77	\$10.01	\$11.51
Retail Salespersons	107	\$9.22	\$10.93	\$13.94
Advertising Sales Agents	224	\$12.62	\$19.44	\$26.01
Insurance Sales Agents	1,888	\$17.64	\$29.37	\$37.62
Securities, Commodities, and Financial Services Sales Agents	411	\$21.46	\$26.84	\$45.55
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	481	\$19.29	\$26.22	\$39.99
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	61	\$23.32	\$36.61	\$57.33
Sales Representatives, Wholesale and Manufacturing, except Technical and Scientific Products	60	\$20.52	\$28.23	\$41.79
Demonstrators and Product Promoters	12	\$8.62	\$11.38	\$16.04
Real Estate Sales Agents	11	\$10.93	\$20.59	\$33.11
Sales Engineers	19	\$39.91	\$50.32	\$83.95
Telemarketers	26	\$8.72	\$10.31	\$12.53
Door-to-Door Sales Workers, News and Street Vendors, and Related Workers	13	\$4.38	\$9.60	\$18.09
Sales and Related Workers, All Other	29	\$10.32	\$12.69	\$19.66

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

Eleven County Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
OFFICE AND ADMINISTRATIVE SUPPORT OCCUPATIONS				
First-Line Supervisors of Office and Administrative				
Support Workers	697	\$18.89	\$25.60	\$33.55
Bill and Account Collectors	133	\$15.08	\$17.27	\$20.00
Billing and Posting Clerks	152	\$15.52	\$18.00	\$21.44
Bookkeeping, Accounting, and Auditing Clerks	794	\$14.18	\$17.35	\$21.41
Payroll and Timekeeping Clerks	33	\$15.37	\$18.65	\$23.96
Tellers	1,278	\$11.49	\$13.25	\$15.22
Financial Clerks, All Other	23	\$15.70	\$18.23	\$22.93
Brokerage Clerks	43	\$13.52	\$15.10	\$18.64
Customer Service Representatives	1,472	\$14.58	\$18.15	\$22.47
File Clerks	41	\$13.84	\$16.56	\$20.31
Interviewers, Except Eligibility and Loan	44	\$13.62	\$15.63	\$18.16
Loan Interviewers and Clerks	292	\$13.86	\$17.57	\$21.17
New Accounts Clerks	150	\$17.06	\$18.95	\$20.91
Receptionists and Information Clerks	389	\$11.25	\$13.48	\$15.68
Information and Record Clerks, All Other	12	\$10.33	\$13.49	\$19.86
Cargo and Freight Agents	19	\$16.71	\$20.61	\$23.02
Dispatchers, Except Police, Fire, and Ambulance	27	\$14.04	\$19.22	\$24.44
Production, Planning, and Expediting Clerks	46	\$19.01	\$23.92	\$28.94
Shipping, Receiving, and Inventory Clerks	33	\$13.46	\$16.37	\$19.71
Executive Secretaries and Executive Administrative				
Assistants	256	\$19.05	\$22.61	\$26.76
Legal Secretaries and Administrative Assistants	140	\$15.67	\$20.95	\$28.47
Medical Secretaries and Administrative Assistants	14	\$14.03	\$16.52	\$19.18
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	1,017	\$12.60	\$16.13	\$19.80
Data Entry Keyers	59	\$12.19	\$14.74	\$17.63
Insurance Claims and Policy Processing Clerks	1,097	\$15.19	\$18.01	\$21.64
Mail Clerks and Mail Machine Operators, Except				
Postal Service	73	\$14.01	\$15.98	\$17.92
Office Clerks, General	1,461	\$12.62	\$15.78	\$19.13
Office Machine Operators, Except Computer	17	\$11.84	\$15.38	\$18.90
Office and Administrative Support Workers, All Other	79	\$11.21	\$17.48	\$22.13

CONSTRUCTION AND EXTRACTION OCCUPATIONS				
Construction Laborers	11	\$11.97	\$16.21	\$21.86
Operating Engineers and Other Construction				
Equipment Operators	12	\$20.96	\$27.38	\$33.94
Construction and Building Inspectors	36	\$17.12	\$21.65	\$26.09

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

Eleven County Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
INSTALLATION, MAINTENANCE, AND REPAIR OCCUPATIONS				
First-Line Supervisors of Mechanics, Installers, and Repairers	67	\$24.03	\$31.13	\$40.83
Radio, Cellular, and Tower Equipment Installers and Repairers	59	\$25.17	\$27.80	\$30.39
Telecommunications Equipment Installers and Repairers, Except Line Installers	160	\$13.20	\$20.01	\$27.94
Telecommunications Line Installers and Repairers	264	\$16.47	\$19.80	\$27.85
Maintenance and Repair Workers, General	398	\$16.05	\$20.88	\$25.72
PRODUCTION OCCUPATIONS				
First-Line Supervisors of Production and Operating Workers	30	\$21.47	\$27.55	\$34.83
Miscellaneous Assemblers and Fabricators	13	\$13.99	\$17.69	\$22.79
Prepress Technicians and Workers	13	\$14.97	\$18.70	\$22.77
Printing Press Operators	48	\$12.62	\$15.71	\$19.84
Inspectors, Testers, Sorters, Samplers, and Weighers	83	\$15.57	\$19.01	\$23.41
Photographic Process Workers and Processing Machine Operators	15	\$12.32	\$14.88	\$18.31
TRANSPORTATION AND MATERIAL MOVING OCCUPATIONS				
First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	15	\$19.01	\$25.73	\$31.16
Driver/Sales Workers	18	\$8.96	\$10.49	\$17.40
Heavy and Tractor-Trailer Truck Drivers	14	\$17.25	\$20.35	\$24.55
Light Truck Drivers	25	\$9.92	\$14.61	\$20.40
Passenger Vehicle Drivers, Except Bus Drivers, Transit and Intercity	30	\$8.76	\$10.44	\$16.55
Laborers and Freight, Stock, and Material Movers, Hand.	93	\$11.36	\$13.77	\$17.51
Machine Feeders and Offbearers	13	\$10.57	\$12.21	\$14.86
Packers and Packagers, Hand	13	\$11.80	\$13.68	\$16.13
Stockers and Order Fillers	35	\$10.20	\$12.05	\$15.03

BENEFITS



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

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

Eleven County Region

Hourly

Salary

PAID TIME OFF

HOLIDAYS

Percentage of companies offering paid holidays	88%	100%
Typical number of paid holidays offered annually	10	10

Percentage of those companies offering these common holidays

New Year's Eve	36%	38%
New Year's Day	100%	100%
Martin Luther King Jr.	29%	25%
Lincoln's Birthday	0%	0%
President's Day	29%	25%
Washington's Birthday	0%	0%
Good Friday	50%	50%
Memorial Day	86%	88%
Independence Day	86%	88%
Labor Day	86%	88%
Columbus Day	7%	6%
Election Day	0%	0%
Floating Holiday	36%	31%
Veterans' Day	7%	6%
Thanksgiving Day	100%	100%
Day After Thanksgiving	57%	56%
Christmas Eve	43%	50%
Christmas Day	100%	100%
Other	29%	25%

COMBINED PAID TIME OFF

Percentage of companies that combine vacation, sick and personal days	50%	56%
Average number of PTO days offered first year	11	12
Typical number of PTO days offered first year	10	15
Average number of carryover days per year	9	8

How Paid Time Off is earned

Average number of years that must be worked to earn 5 days	First Year	First Year
Typical number of years that must be worked to earn 5 days	1	First Year
Average number of years that must be worked to earn 10 days	2	1
Typical number of years that must be worked to earn 10 days	5	1
Average number of years that must be worked to earn 15 days	4	3
Typical number of years that must be worked to earn 15 days	5	5
Average number of years that must be worked to earn 20 days (when offered)	9	9
Typical number of years that must be worked to earn 20 days (when offered)	10	10
Average number of years that must be worked to earn more than 20 days (when offered)	9	10
Typical number of years that must be worked to earn more than 20 days (when offered)	15	15

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

Eleven County Region

Hourly

Salary

PAID TIME OFF (continued)

VACATION

Percentage of all companies that offer paid vacation 38% 44%

How soon after hire may employee take paid vacation?

One to 30 days	50%		43%
One to three months	17%		14%
Three to six months	17%		14%
Six months to one year	0%		0%
After 1 year	17%		29%

Number of days offered

Average number of paid vacation days offered in first year:	10		10
Typical number of vacation days offered in first year:	5		5

How vacation time is earned

Average number of years that must be worked to earn 5 days	1		First Year
Typical number of years that must be worked to earn 5 days	First Year		First Year
Average number of years that must be worked to earn 10 days	3		1
Typical number of years that must be worked to earn 10 days	2		1
Average number of years that must be worked to earn 15 days	6		2
Typical number of years that must be worked to earn 15 days	5		5
Average number of years that must be worked to earn 20 days (when offered)	5		6
Typical number of years that must be worked to earn 20 days (when offered)	10		10
Average number of years that must be worked to earn more than 20 days (when offered)	7		7
Typical number of years that must be worked to earn more than 20 days (when offered)	10		10

PERSONAL DAYS

Percentage of companies offering paid personal days 25% 25%

Average number of personal days offered per year	1		3
Typical number of personal days offered in first year:	5		5

How soon after hire may employee take personal day?

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

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

Eleven County Region

Hourly

Salary

PAID TIME OFF (continued)

BEREAVEMENT LEAVE

Percentage of companies offering paid bereavement leave	94%	94%
Average number of bereavement days offered annually	3	4
Typical number of bereavement days offered annually	3	3

How soon after hire is employee eligible?

One to 30 days	80%	87%
One to three months	13%	7%
Three to six months	7%	7%
Six months to year	0%	0%
After one year	0%	0%

COMPENSATION DURING JURY SERVICE

Percentage of companies that pay employees during jury service	75%	88%
Percentage of those that pay regular wages plus payment from court	50%	57%
Percentage of those that pay regular wages minus payment from court	50%	43%
Percentage where employee receives only payment from court	25%	13%

ILLNESS DAYS

Percentage of companies that offer paid illness days	38%	44%
Average number of paid illness days offered annually	8	8
Typical number of paid illness days offered per year	5	5
Average maximum number of illness days that may be accumulated	56	54
Typical number of paid illness days that may be accumulated	20	20

How soon after hire is employee eligible?

One to 30 days	67%	71%
One to three months	17%	14%
Three to six months	17%	14%
Six months to one year	0%	0%
After 1 year	0%	0%

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

Eleven County Region

Hourly

Salary

PAID TIME OFF (continued)

FAMILY MEDICAL LEAVE

Percentage of companies that offer Family Medical Leave	63%	69%
Average number of weeks paid	2	.3
Typical number of weeks paid	0	.0
Average number of weeks unpaid	9	.9
Typical number of weeks unpaid	0	.0

Maternity Leave

Percentage of companies that offer Maternity Leave	69%	69%
Average number of weeks paid	2	.2
Typical number of weeks paid	0	.0
Average number of weeks unpaid	9	.9
Typical number of weeks unpaid	0	.0

Paternity Leave

Percentage of companies that offer Paternity Leave	31%	31%
Average number of weeks paid	2	.2
Typical number of weeks paid	0	.0
Average number of weeks unpaid	10	.10
Typical number of weeks unpaid	0	.0

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

Eleven County Region

Hourly

Salary

HEALTH RELATED BENEFITS

HEALTH INSURANCE OFFERED

Percentage of companies offering health insurance to employees	69%	75%
Percentage of those offering health insurance to families and children	100%	100%
Percentage of companies reporting as self-insured	36%	36%
Percentage of companies reporting indemnity insurance	64%	64%
Percentage of companies that offer a single plan	45%	50%
Percentage of companies that offer multiple plans	55%	50%
Percentage of companies offering traditional plans	36%	33%
Percentage of companies offering high-deductible plans	91%	83%
Percentage of companies considering dropping health plan in coming year	0%	0%

HEALTH SAVINGS ACCOUNTS AND HEALTH REIMBURSEMENT ARRANGEMENT

Percentage of companies offering only HSA or HRA plans	55%	50%
Percentage of companies offering optional HSA or HRA plan	27%	33%
Percentage of companies with no HSA or HRA plan	18%	17%

Average company contribution to HSA/HRA account

For employee only plan	\$2,435	\$2,192
For family plan	\$3,824	\$3,441

Typical company contribution to HSA/HRA account

For employee only plan	\$500	\$500
For family plan	\$1,000	\$1,000

Average annual out of pocket limit with HSA/HRA plan

Average maximum annual out of pocket expense single	\$4,455	\$4,455
Average maximum annual out of pocket expense family	\$7,905	\$7,905

Typical annual out of pocket limit with HSA/HRA plan

Typical maximum annual out of pocket expense single	\$5,000	\$5,000
Typical maximum annual out of pocket expense family	\$10,000	\$10,000

WELLNESS INCENTIVE

Percentage of companies that offer a wellness incentive	36%	33%
Average amount that may be earned	\$111	\$111
Typical amount that may be earned	\$500	\$500

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

Eleven County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS

SELF-INSURED COMPANIES

Traditional Plans

Percentage of self insured companies offering a traditional plan	36%	36%
Percentage that offer family coverage	100%	100%

How soon after hire is employee eligible?

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

Average monthly premium paid by employee for:

Employee only coverage.	\$161.56	\$161.56
Employee and spouse.	\$352.82	\$352.82
Employee and child	\$311.70	\$311.70
Family	\$520.06	\$520.06

Average monthly cost paid by employer for each employee

Employee-only coverage.	\$502.16	\$502.16
Employee and spouse.	\$1,096.60	\$1,096.60
Employee and child	\$968.84	\$968.84
Family	\$1,616.44	\$1,616.44

Deductibles

Average annual deductible per person	\$1,250.00	\$1,250.00
Typical annual deductible per person	\$1,500.00	\$1,500.00
Average annual deductible per family.	\$3,750.00	\$3,750.00
Typical annual deductible per family	\$3,000.00	\$3,000.00

Copays and Limits

Average percentage of costs covered by insurance	80%	80%
Typical percentage of costs covered by insurance	80%	80%
Average copay for physician office visit.	\$25.00	\$25.00
Typical copay for physician office visit	\$20.00	\$20.00

Average out of pocket limit

Single coverage	\$3,500.00	\$3,500.00
Family Coverage	\$9,000.00	\$9,000.00

Typical out of pocket limit

Single coverage	\$5,000.00	\$5,000.00
Family Coverage	\$10,000.00	\$10,000.00

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

Eleven County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

SELF-INSURED COMPANIES

High-Deductible Plan

Percentage of self insured companies offering a high-deductible plan	73%	73%
Percentage that offer family coverage	100%	100%

How soon after hire is employee eligible?

One to 30 days	67%	75%
One to three months	33%	25%
Three to six months	0%	0%
Six months to year	0%	0%
After one year	0%	0%

Average monthly premium paid by employee for:

Employee only coverage	\$55.17	\$66.38
Employee and spouse	\$198.90	\$395.70
Employee and child	\$181.05	\$343.42
Family	\$293.79	\$647.00

Average monthly cost paid by employer for each employee

Employee-only coverage	\$520.56	\$586.95
Employee and spouse	\$996.06	\$943.57
Employee and child	\$888.92	\$863.21
Family	\$1,448.61	\$1,282.98

Deductibles

Average annual deductible per person	\$3,183.33	\$3,137.50
Typical annual deductible per person	\$1,500.00	\$1,500.00
Average annual deductible per family	\$6,300.00	\$6,225.00
Typical annual deductible per family	\$3,000.00	\$3,000.00

Copays and Limits

Average percentage of costs covered by insurance	53%	53%
Typical percentage of costs covered by insurance	80%	80%
Average copay for physician office visit	\$0.00	\$0.00
Typical copay for physician office visit	\$20.00	\$20.00

Average out of pocket limit

Single coverage	\$4,433.33	\$4,075.00
Family Coverage	\$8,850.00	\$8,137.50

Typical out of pocket limit

Single coverage	\$5,000.00	\$5,000.00
Family Coverage	\$10,000.00	\$10,000.00

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

Eleven County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

INDEMNITY-INSURED COMPANIES

Traditional Plans

Percentage of Indemnity insured companies offering a traditional plan	33%	33%
Percentage that offer family coverage	100%	50%

How soon after hire is employee eligible?

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

Average monthly premium paid by employee for:

Employee only coverage	\$105.75	\$105.75
Employee and spouse	\$557.38	\$557.38
Employee and child	\$456.04	\$456.04
Family	\$1,033.70	\$1,033.70

Average monthly cost paid by employer for each employee

Employee-only coverage	\$528.71	\$422.86
Employee and spouse	\$528.71	\$422.86
Employee and child	\$528.71	\$422.86
Family	\$528.71	\$422.86

Deductibles

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

Copays and Limits

Average percentage of costs covered by insurance	60%	60%
Typical percentage of costs covered by insurance	80%	80%
Average copay for physician office visit	\$25.00	\$25.00
Typical copay for physician office visit	\$20.00	\$20.00

Average out of pocket limit

Single coverage	\$5,000.00	\$5,500.00
Family Coverage	\$10,000.00	\$10,000.00

Typical out of pocket limit

Single coverage	\$5,000.00	\$5,000.00
Family Coverage	\$10,000.00	\$10,000.00

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

Eleven County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

INDEMNITY INSURED COMPANIES

High-Deductible Plan

Percentage of indemnity insured companies offering a high-deductible plan	74%	77%
Percentage that offer family coverage	83%	100%

How soon after hire is employee eligible?

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

Average monthly premium paid by employee for:

Employee only coverage	\$115.88	\$115.88
Employee and spouse	\$596.91	\$586.29
Employee and child	\$491.04	\$482.61
Family	\$1,005.07	\$989.79

Average monthly cost paid by employer for each employee

Employee-only coverage	\$418.48	\$418.48
Employee and spouse	\$482.81	\$479.61
Employee and child	\$475.73	\$473.71
Family	\$541.69	\$528.68

Deductibles

Average annual deductible per person	\$3,500.00	\$3,500.00
Typical annual deductible per person	\$1,500.00	\$1,500.00
Average annual deductible per family	\$7,200.00	\$7,000.00
Typical annual deductible per family	\$3,000.00	\$3,000.00

Copays and Limits

Average percentage of costs covered by insurance	25%	25%
Typical percentage of costs covered by insurance	80%	80%
Average copay for physician office visit	\$0.00	\$0.00
Typical copay for physician office visit	\$20.00	\$20.00

Average out of pocket limit

Single coverage	\$4,375.00	\$4,375.00
Family Coverage	\$9,300.00	\$8,750.00

Typical out of pocket limit

Single coverage	\$5,000.00	\$5,000.00
Family Coverage	\$10,000.00	\$10,000.00

HEALTH INSURANCE COSTS AND BENEFITS (continued)

PRESCRIPTION DRUG BENEFIT

Percentage of all companies where insurance covers prescription drugs 50% 50%

Retail copay when paying dollars

What is the average employee copay for retail generic?	\$4.00	.....	\$4.00
What is the typical employee copay for retail generic?	\$15.00	.....	\$15.00
What is the average employee copay for retail formulary?	\$26.67	.....	\$26.67
What is the typical employee copay for retail formulary?	\$35.00	.....	\$35.00
What is the average employee copay for retail non-formulary?	\$42.50	.....	\$42.50
What is the typical employee copay for retail non-formulary?	\$60.00	.....	\$60.00

Mail order copay when paying dollars

What is the average employee copay for mail-order generic?	\$7.17	.....	\$7.17
What is the typical employee copay for mail-order generic?	\$25.00	.....	\$25.00
What is the average employee copay for mail-order formulary?	\$53.75	.....	\$53.75
What is the typical employee copay for mail-order formulary?	\$120.00	.....	\$120.00
What is the average employee copay for mail-order non-formulary?	\$87.92	.....	\$87.92
What is the typical employee copay for mail-order nonformulary?	\$150.00	.....	\$150.00

Retail copay when paying a percentage

What is the average employee copay for retail generic?	50%	.....	50%
What is the typical employee copay for retail generic?	20%	.....	20%
What is the average employee copay for retail formulary?	50%	.....	50%
What is the typical employee copay for retail formulary?	20%	.....	20%
What is the average employee copay for retail non-formulary?	50%	.....	50%
What is the typical employee copay for retail non-formulary?	60%	.....	60%

Mail order copay when paying a percentage

What is the average employee copay for mail-order generic?	50%	.....	50%
What is the typical employee copay for mail-order generic?	20%	.....	20%
What is the average employee copay for mail-order formulary?	50%	.....	50%
What is the typical employee copay for mail-order formulary?	20%	.....	20%
What is the average employee copay for mail-order non-formulary?	50%	.....	50%
What is the typical employee copay for mail-order nonformulary?	30%	.....	30%

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

Eleven County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

DENTAL INSURANCE

Percentage of all companies that offer a dental plan	44%	44%
Percentage of those plans that cover orthodontia	86%	86%

How soon after hire is employee eligible for coverage?

One to 30 days after hire:	71%	71%
One to three months after hire	29%	29%
Three to six months after hire:	0%	0%
Six months to one year after hire:	0%	0%
After first year:	0%	0%

Deductibles and Limits

Average annual deductible	\$39.29	\$39.29
Typical annual deductible	\$50.00	\$50.00
Average annual limit single coverage:	\$929	\$929
Typical annual limit single coverage	\$1,000	\$1,000
Average annual limit family coverage:	\$786	\$786
Typical annual limit family coverage	\$1,000	\$1,000

Premiums and Costs

Average monthly premium paid by employee for

Employee only coverage.	\$9.96	\$9.96
Employee and spouse.	\$29.35	\$29.35
Employee and child(ren)	\$31.52	\$31.52
Family	\$48.11	\$48.11

Average monthly premium paid by employer for

Employee only coverage.	\$23.67	\$23.67
Employee and spouse.	\$41.01	\$41.01
Employee and child(ren)	\$41.75	\$41.75
Family	\$53.22	\$53.22

Typical monthly premium paid by employer for

Employee only coverage.	\$0.00	\$0.00
Employee and spouse.	\$0.00	\$0.00
Employee and child(ren)	\$0.00	\$0.00
Family	\$0.00	\$0.00

Percentage of Costs Covered

Average of preventive costs covered	86%	86%
Typical percentage of preventive costs covered	100%	100%
Average of basic costs covered	64%	64%
Typical percentage of basic costs covered	80%	80%
Average of major costs covered.	44%	44%
Typical percentage of major costs covered	50%	50%

HEALTH INSURANCE COSTS AND BENEFITS (continued)

VISION INSURANCE

Percentage of all companies offering a separate vision plan.	56%	63%
Percentage of those plans that cover glasses/contacts	100%	100%
Percentage of those plans that cover LASIK or similar procedures	11%	10%

How soon after hire is employee eligible for coverage?

One to 30 days	56%	60%
One to three months	33%	30%
Three to six months	11%	10%
Six months to one year	0%	0%
After first year	0%	0%

Premiums and Costs

Average monthly premium paid by employee for:

Employee only coverage	\$4.09	\$4.66
Employee and spouse	\$9.51	\$10.22
Employee and child(ren)	\$9.06	\$10.04
Family	\$18.99	\$20.03

Average monthly premium paid by employer for

Employee only coverage	\$1.75	\$1.55
Employee and spouse	\$1.70	\$1.51
Employee and child(ren)	\$1.96	\$1.72
Family	\$1.96	\$1.72

Typical monthly premium paid by employer for

Employee only coverage	\$0.00	\$0.00
Employee and spouse	\$0.00	\$0.00
Employee and child(ren)	\$0.00	\$0.00
Family	\$0.00	\$0.00

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

Eleven County Region

Hourly

Salary

FINANCIAL BENEFITS AND INCENTIVES

LIFE INSURANCE

Percentage of all companies offering life insurance.	63%	69%
Percentage of those plans that pay a set dollar amount	90%	91%
Percentage of those plans that pay a percentage of salary	30%	27%

How soon after hire is employee covered?

One to 30 days	80%	82%
One to three months	20%	18%
Three to six months	0%	0%
Six months to one year.	0%	0%
After 1 year	0%	0%

SHORT TERM DISABILITY

Percentage of all companies offering life insurance.	63%	69%
Percentage of those plans that pay a set dollar amount	90%	91%
Percentage of those plans that pay a percentage of salary	30%	27%

How soon after hire is employee covered?

One to 30 days	80%	82%
One to three months	20%	18%
Three to six months	0%	0%
Six months to one year.	0%	0%
After 1 year	0%	0%

LONG TERM DISABILITY

Percentage of all companies that offer a long-term disability benefit	50%	50%
Average percentage of wages employee receives while on disability	62%	62%
Typical percentage of wages employee receives while on disability	60%	60%
Average age when employee no longer receives payment	67	67
Typical age when employee no longer receives payment.	65	65

How soon after hire is employee covered?

One to 30 days	75%	75%
One to three months	25%	25%
Three to six months	0%	0%
Six months to one year.	0%	0%
After first year	0%	0%

FINANCIAL BENEFITS AND INCENTIVES (continued)

COMMISSIONS AND INCENTIVES

Percentage of employers that pay commission on sales, contracts or transactions . . .	13%	19%
Average percentage of compensation that comes from commission	23%	

PROFIT SHARING AND BONUSES

Percentage of companies that offer profit-sharing or performance incentives	38%	38%
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How soon after hire is employee eligible?

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

Percentage where incentives are team based	67%	33%
Percentage where incentives are individually based	50%	83%

BONUS POOL

Percentage of employers who have a bonus pool	13%	13%
Average annual amount per employee	\$2,795	\$3,008

REFERRAL BONUS

Percentage of employers that pay a referral bonus	13%
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RETENTION BONUS

Percentage of employers offering a retention bonus	60%	20%
When are employees eligible?		
After six months	33%	100%
After one year	67%	0%

SHIFT DIFFERENTIAL

Percentage of companies with more than one shift	25%
Percentage that pay a shift differential	75%
Average hourly differential for second shift	.27 cents
Average hourly differential for third shift	.44 cents

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

Eleven County Region

Hourly

Salary

RETIREMENT

COMPANY FUNDED PENSION

Percentage of companies that offer traditional pension plan	13%	13%
Percentage of companies where the employee also contributes	50%	50%
Average age when employee is eligible to receive benefits	65	60
Typical age when employee is eligible to receive benefits	65	65

401(K) AND SIMILAR PLANS

Percentage of companies that offer a 401(k)/403(b) plan	81%	81%
Average percentage of wages an employee may contribute to fund	61%	61%
Typical percentage of wages an employee may contribute to fund	100%	100%
Percentage of companies where the employer contributes	77%	77%
Average percentage of contribution the employer matches	9%	9%
Typical percentage of contribution the employer matches	5%	5%
Average percentage of contribution the company matches	68% of the first 5%	
Percentage of companies where the match is guaranteed	90%	90%
Percentage of companies where the match is intended	30%	30%

How soon after hire is employee eligible to participate?

One to 30 days	46%	46%
One to three months	15%	31%
Three to six months	31%	31%
Six months to a year	0%	0%
After one year	8%	8%

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

Eleven County Region

Hourly

Salary

OTHER INCENTIVES

WORKPLACE

Percentage of companies that offer these workplace benefits

Casual dress day (one per week)	38%	38%
Casual dress (every day)	38%	38%
Child day care services	0%	0%
Child care subsidy	0%	0%
Compressed work week	13%	13%
Discounted product purchases	19%	19%
Employee assistance programs	38%	37%
Emergency/sick child care	6%	6%
English as second language assistance	0%	0%
Fitness center membership subsidy	25%	25%
Fitness center on site	25%	25%
Flex time	50%	50%
Flexible spending account	19%	50%
Job sharing	0%	0%
Informal recognition program	50%	50%
Open communication policy	56%	56%
Scholarships-employees/spouses/children	6%	6%
Smoking cessation programs	6%	6%
Smoke-free work environment	56%	56%
Telecommuting	44%	50%
Transit subsidy	0%	0%
Tutoring-employees/spouses/children	0%	0%
Wellness program, resources and information	38%	38%
Other	6%	6%

COST OF BENEFITS

Cost of benefits as percentage of wages	12%
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WORKPLACE



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

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

HIRING AND LAYOFFS

CHANGES IN STAFFING PRECEDING YEAR

Hiring

Percentage of companies that added workers in preceding six months 88%

Total number of employees added in preceding six months 202

Average number of employees added in preceding six months 14

Layoffs

Percentage of companies that laid off employees in preceding six months 13%

Total number of employees laid off in preceding six months 5

Average number of employees laid off in preceding six months 3

EXPECTED CHANGES IN STAFFING IN 2021

Hiring

Percentage of companies adding workers later in 2021 44%

Total anticipated increase later 2021 125

Average anticipated increase later in 2021 18

Layoffs

Percentage of companies expecting layoffs later in 2021 0%

Total anticipated layoffs later in 2021 0

Average anticipated layoffs later in 2021 0

No change

Percentage of companies anticipating neither hiring nor layoffs in 2021 56%

Percentage of companies uncertain of change in 2021 0%

EXPECTED CHANGES IN STAFFING IN 2022

Hiring

Percentage of companies adding workers in 2022 38%

Total anticipated increase in 2022 57

Average anticipated increase in 2022 10

Layoffs

Percentage of companies anticipating layoffs in 2022 0%

Total anticipated layoffs in 2022 0

Average anticipated layoff in 2022 0

No change

Percentage of companies anticipating no change in 2022 63%

Percentage of companies uncertain of change in 2022 0%

ANNUAL TURNOVER

Average annual turnover as percentage of employees 11%

Northeast Indiana Workforce: Professional, Financial and Information Services and Not-For-Profits Eleven County Region

STAFFING

INCENTIVES

Percentage of those companies offering these staffing incentives

Relax drug screening requirements	0%
Hire persons with disabilities	13%
Hire persons with felony records	0%
Expand internships	19%
Hire persons without high school or GED diploma	0%
Increase starting pay	69%
Pay hiring bonus	6%
Pay referral bonus	25%
Pay retention bonus	6%
Offer housing assistance	0%
Offer child care assistance	0%
None or none of above	13%

RECRUITING

Where employers recruit new workers

Employment agencies	13%
Indiana Career Connect	6%
Job fairs	19%
Newspapers	25%
Online	81%
Referrals	88%

PANDEMIC

Impact of the pandemic on employment environment

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

COVID19 Vaccine policies

	Hourly	Salaried
Employees are required to be vaccinated	0%	0%
Financial incentives offered to encourage vaccination	0%	50%

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

Eleven County Region

WORKFORCE DEVELOPMENT

MOST NEEDED SKILLS

Employers who say these abilities are most needed in workforce

Customer service	63%
Communications skills.	25%
People skills	0%
Strong work ethic.	6%
Showing up for work	0%
Time management.	0%
Problem solving.	0%
Commitment to quality.	6%
Detail oriented.	6%
Willingness to learn	6%
Ability to follow instructions	0%
Computer literacy	6%
Mathematics	0%
Read ruler/scale	13%
Machinist.	0%
Welding.	0%

NEEDED TECHNICAL SKILLS

Employers who say these tech skills are most needed in workforce

Office.	56%
Outlook.	19%
Excel	25%
AutoCAD	0%
SAP	0%
CAM.	0%
Computer/Internet	6%
Machinist.	0%
Welding.	0%
Specialized to position	63%

MINIMUM EDUCATION REQUIREMENTS

Employers who set these minimum education requirements

High School/GED.	31%
Some college	0%
Associates degree.	6%
Bachelors degree	44%
Graduate degree.	44%
Professional license/tech certification	13%
None required	0%

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

Eleven County Region

WORKFORCE DEVELOPMENT

EMPLOYERS FIND THESE POSITIONS MOST DIFFICULT TO FILL

Management	13%
All openings.	6%
Maintenance positions.	0%
Skilled trades	6%
Welders	0%
Machinists.	0%
Technicians	19%
CDL drivers.	0%
Production positions	0%
Off-shift openings	6%
Labor.	0%
Engineers.	0%
Other.	31%

SALARY OUTLOOK

PAY INCREASES

In 2020

Percentage of companies giving pay raises in preceding 12 months 77%

Average raise given in preceding 12 months 4.20%

Typical raise given in preceding 12 months 3%

In 2021

Percentage of companies planning pay raises in next 12 months. 89%

Average raise planned in next 12 months 3.62%

Typical increase planned in next 12 months. 3%

TRAINING AND CAREER DEVELOPMENT

TRAINING AND EDUCATION

Percentage of companies with training, career development and education benefits. . 81% 81%

How soon after hire is employee eligible?

One to 30 days	69%	69%
One to three months	0%	0%
Three to six months	0%	0%
Six months to one year.	8%	8%
After 1 year	23%	23%

TUITION ASSISTANCE

Percentage of companies offering tuition assistance.	44%	44%
Percentage that require classes be job related to receive tuition assistance	86%	86%
Average percent of tuition reimbursement	45%	45%

JOB SKILLS AND CAREER DEVELOPMENT

Percentage of companies that offer in-house skills and career development programs	81%	81%
Percentage of companies that offer off-site skills and career development programs	81%	81%

MENTORING

Percentage of companies with formal mentoring programs 50% 50%

IN-HOUSE TRAINING

Percentage of companies where training is done in-house 81% 81%

OFF-SITE TRAINING

Percentage of companies where training is done off-site. 81% 81%

ORIENTATION

Percentage of companies that offer orientation for new employees 75% 75%

INTERNSHIPS

Percentage of employers that offer internships 73%

SUBSTANCE SCREENING

DRUG TESTING

Percentage of companies that conduct drug screening **25%**

Which screening protocol is used?

Five panel 100%
Seven panel 25%
DOT 0%
Other 25%

	Hourly	Salary
Percentage of those companies that require new applicants to pass	50%	50%

Current employees are screened

Randomly	6%	6%
After incident/injury	19%	19%
For cause	31%	31%

Employees who fail are

Dismissed	100%	100%
Referred to an EAP or counseling program	75%	75%

MARIJUANA TESTING

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

Percentage of companies that make allowance for prescription 86%

When are tests done?

As part of hiring process 43%
For cause or after incident 86%

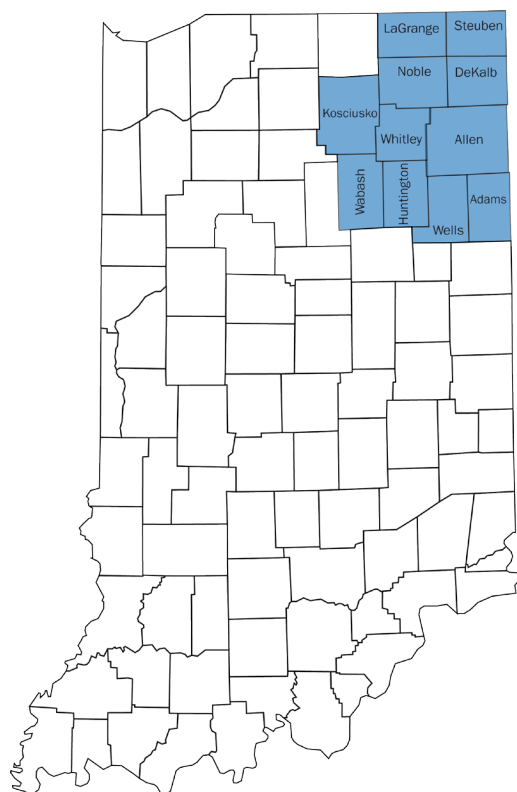
Healthcare



NORTHEAST INDIANA

2021 ELEVEN COUNTY REGIONAL

WAGES AND BENEFITS SURVEY



Healthcare

Includes healthcare and social assistance

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WAGES



Northeast Indiana Wages: Healthcare

Eleven County Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
MANAGEMENT OCCUPATIONS / ADMINISTRATIVE				
Chief Executives	41	\$22.72	\$57.21	\$91.51
General and Operations Managers	307	\$28.35	\$41.02	\$61.07
Marketing Managers	13	\$32.83	\$45.74	\$66.13
Public Relations and Fundraising Managers	16	\$27.03	\$37.68	\$50.76
Administrative Services and Facilities Managers	138	\$29.79	\$37.15	\$48.47
Computer and Information Systems Managers	21	\$44.99	\$59.71	\$73.92
Financial Managers	46	\$30.27	\$48.06	\$70.17
Human Resources Managers	19	\$35.39	\$43.53	\$53.72
Education and Childcare Administrators, Preschool and Daycare	92	\$16.27	\$19.54	\$25.79
Food Service Managers	17	\$17.27	\$22.45	\$27.62
Medical and Health Services Managers	846	\$33.29	\$43.24	\$58.33
Social and Community Service Managers	233	\$21.53	\$28.23	\$34.36
Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other	39	\$13.69	\$22.32	\$37.01
BUSINESS AND FINANCIAL OPERATIONS OCCUPATIONS				
Buyers and Purchasing Agents	42	\$20.22	\$25.50	\$31.55
Compliance Officers	47	\$20.32	\$27.66	\$36.53
Human Resources Specialists	229	\$19.96	\$25.16	\$30.89
Management Analysts	47	\$28.29	\$35.88	\$46.94
Fundraisers	53	\$16.51	\$20.46	\$26.19
Training and Development Specialists	119	\$21.88	\$28.51	\$34.57
Market Research Analysts and Marketing Specialists	82	\$18.63	\$24.11	\$32.89
Project Management Specialists and Business Operations Specialists, All Other	96	\$21.85	\$29.11	\$38.58
Accountants and Auditors	141	\$23.56	\$29.98	\$38.31
Financial and Investment Analysts, Financial Risk Specialists, and Financial Specialists, All Other	18	\$23.18	\$29.96	\$41.67
COMPUTER AND MATHEMATICAL OCCUPATIONS				
Computer Systems Analysts	77	\$25.92	\$33.39	\$43.50
Computer User Support Specialists	70	\$16.54	\$20.19	\$24.82
Computer Network Architects	17	\$34.05	\$42.15	\$51.58
Network and Computer Systems Administrators	48	\$26.49	\$32.70	\$40.10
Software Developers and Software Quality Assurance Analysts and Testers	28	\$34.18	\$44.93	\$56.92
Computer Occupations, All Other	10	\$15.33	\$22.44	\$36.76

Northeast Indiana Wages: Healthcare

Eleven County Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
LIFE, PHYSICAL, AND SOCIAL SCIENCE OCCUPATIONS				
Medical Scientists, Except Epidemiologists	73	\$36.83	\$50.87	\$69.98
Clinical, Counseling, and School Psychologists	86	\$27.89	\$33.84	\$42.04
Psychologists, All Other	38	\$20.22	\$35.68	\$54.31
Social Science Research Assistants	11	\$14.61	\$20.10	\$25.27
Occupational Health and Safety Specialists	16	\$23.88	\$31.83	\$37.36
COMMUNITY AND SOCIAL SERVICE OCCUPATIONS				
Educational, Guidance, and Career Counselors and Advisors	89	\$18.32	\$23.91	\$30.26
Marriage and Family Therapists	91	\$19.90	\$22.81	\$27.49
Rehabilitation Counselors	188	\$11.83	\$16.22	\$18.88
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	734	\$16.00	\$20.53	\$28.62
Counselors, All Other	117	\$16.69	\$18.54	\$29.15
Child, Family, and School Social Workers	345	\$18.57	\$20.89	\$23.96
Healthcare Social Workers	741	\$16.27	\$20.71	\$26.45
Mental Health and Substance Abuse Social Workers	192	\$16.07	\$18.72	\$22.82
Social Workers, All Other	35	\$22.07	\$30.95	\$36.66
Health Education Specialists	82	\$20.15	\$25.74	\$33.87
Social and Human Service Assistants	758	\$12.55	\$14.43	\$16.84
Community Health Workers	154	\$9.30	\$15.78	\$21.86
Community and Social Service Specialists, All Other	35	\$11.50	\$16.30	\$20.68
Clergy	77	\$18.83	\$22.68	\$27.32
EDUCATIONAL INSTRUCTION AND LIBRARY OCCUPATIONS				
Postsecondary Teachers	52	\$21.82	\$32.53	\$49.20
Preschool Teachers, Except Special Education	469	\$10.06	\$11.64	\$14.32
Adult Basic Education, Adult Secondary Education, and English as a Second Language Instructors	18	\$20.99	\$24.38	\$33.39
Self-Enrichment Teachers	32	\$12.27	\$19.48	\$26.65
Substitute Teachers, Short-Term	12	\$9.92	\$12.16	\$14.39
Tutors and Teachers and Instructors, All Other	27	\$13.85	\$23.15	\$28.66
Teaching Assistants, Except Postsecondary	223	\$9.19	\$11.43	\$13.73

Northeast Indiana Wages: Healthcare

Eleven County Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
ARTS, DESIGN, ENTERTAINMENT, SPORTS, AND MEDIA OCCUPATIONS				
Public Relations Specialists	59	\$18.11	\$23.10	\$29.48
Interpreters and Translators	48	\$14.72	\$18.43	\$29.13
HEALTHCARE PRACTITIONERS AND TECHNICAL OCCUPATIONS				
Chiropractors	116	\$27.72	\$35.39	\$47.65
Dentists, General	208	\$49.68	\$81.08	\$118.37
Dietitians and Nutritionists	158	\$20.95	\$26.46	\$32.10
Optometrists	120	\$40.38	\$53.31	\$63.35
Pharmacists	242	\$53.71	\$60.17	\$68.94
Physician Assistants	200	\$36.94	\$49.57	\$59.31
Podiatrists	17	\$61.64	\$84.05	\$123.50
Occupational Therapists	244	\$33.06	\$40.95	\$48.86
Physical Therapists	401	\$32.60	\$40.62	\$48.19
Radiation Therapists	109	\$30.17	\$35.87	\$43.73
Recreational Therapists	33	\$17.94	\$22.18	\$27.43
Respiratory Therapists	343	\$22.92	\$26.58	\$30.69
Speech-Language Pathologists	106	\$26.64	\$34.14	\$43.42
Exercise Physiologists	44	\$20.45	\$22.15	\$26.61
Therapists, All Other	139	\$17.32	\$29.00	\$32.42
Registered Nurses	6,594	\$24.74	\$28.50	\$33.11
Nurse Anesthetists	84	\$52.73	\$64.58	\$77.01
Nurse Practitioners	610	\$43.40	\$50.20	\$57.57
Audiologists	17	\$54.67	\$66.28	\$80.09
Anesthesiologists	41	\$108.12	\$125.47	\$148.76
Family Medicine Physicians	179	\$57.68	\$75.24	\$104.42
General Internal Medicine Physicians	54	\$122.46	\$167.16	\$240.13
Obstetricians and Gynecologists	28	\$79.09	\$99.19	\$128.25
Pediatricians, General	23	\$46.23	\$55.77	\$71.57
Psychiatrists	51	\$99.92	\$120.32	\$142.80
Physicians, All Other; and Ophthalmologists, Except Pediatric	1,205	\$76.15	\$103.84	\$111.64
Surgeons, Except Ophthalmologists	48	\$69.61	\$105.70	\$119.86
Dental Hygienists	448	\$29.53	\$34.28	\$38.94
Acupuncturists and Healthcare Diagnosing or Treating Practitioners, All Other	39	\$27.07	\$33.88	\$41.93
Clinical Laboratory Technologists and Technicians	686	\$16.49	\$22.50	\$30.63
Cardiovascular Technologists and Technicians	99	\$21.86	\$31.04	\$35.87
Diagnostic Medical Sonographers	95	\$27.79	\$32.66	\$36.83
Nuclear Medicine Technologists	37	\$28.33	\$32.40	\$36.21
Radiologic Technologists and Technicians	468	\$21.89	\$25.96	\$29.95

Northeast Indiana Wages: Healthcare

Eleven County Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
HEALTHCARE PRACTITIONERS AND TECHNICAL OCCUPATIONS <i>CONTINUED</i>				
Magnetic Resonance Imaging Technologists.	68.	\$26.54.	\$30.64.	\$35.67
Emergency Medical Technicians and Paramedics	423.	\$13.63.	\$16.64.	\$20.58
Dietetic Technicians.	53.	\$10.82.	\$12.92.	\$16.39
Pharmacy Technicians	275.	\$13.28.	\$15.37.	\$17.71
Psychiatric Technicians.	171.	\$12.20.	\$14.17.	\$17.26
Surgical Technologists	321.	\$19.63.	\$23.08.	\$27.79
Ophthalmic Medical Technicians.	175.	\$13.69.	\$16.60.	\$20.49
Licensed Practical and Licensed Vocational Nurses.	1,908.	\$19.44.	\$21.83.	\$24.22
Opticians, Dispensing	163.	\$13.57.	\$15.29.	\$17.88
Medical Dosimetrists, Medical Records Specialists, and Health Technologists and Technicians, All Other	606.	\$17.72.	\$22.64.	\$28.09
Athletic Trainers.	18.	\$19.68.	\$23.03.	\$27.44
Health Information Technologists, Medical Registrars, Surgical Assistants, and Healthcare Practitioners and Technical Workers,	123.	\$13.18.	\$16.57.	\$21.69
HEALTHCARE SUPPORT OCCUPATIONS				
Home Health and Personal Care Aides.	4,783.	\$10.24.	\$11.34.	\$12.56
Nursing Assistants	3,878.	\$11.84.	\$13.48.	\$15.24
Orderlies	279.	\$13.03.	\$14.60.	\$17.13
Psychiatric Aides	108.	\$10.89.	\$13.01.	\$15.09
Occupational Therapy Assistants	110.	\$23.89.	\$27.95.	\$31.46
Physical Therapist Assistants.	270.	\$20.39.	\$25.74.	\$30.23
Physical Therapist Aides.	140.	\$8.21.	\$9.01.	\$10.42
Massage Therapists.	51.	\$12.12.	\$19.51.	\$24.98
Dental Assistants	789.	\$16.92.	\$18.98.	\$21.92
Medical Assistants	1,927.	\$13.60.	\$15.35.	\$17.81
Medical Equipment Preparers	164.	\$13.87.	\$15.33.	\$17.87
Medical Transcriptionists	51.	\$14.35.	\$17.25.	\$27.64
Phlebotomists	239.	\$12.88.	\$14.54.	\$17.49
Healthcare Support Workers, All Other	156.	\$12.87.	\$17.45.	\$22.83
PROTECTIVE SERVICE OCCUPATIONS				
Security Guards	176.	\$10.51.	\$13.65.	\$23.91

Northeast Indiana Wages: Healthcare

Eleven County Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
FOOD PREPARATION AND SERVING RELATED OCCUPATIONS				
Chefs and Head Cooks	16	\$17.62	\$21.55	\$24.93
First-Line Supervisors of Food Preparation and Serving Workers	112	\$12.73	\$14.79	\$17.83
Cooks, Institution and Cafeteria	639	\$10.31	\$12.60	\$14.70
Food Preparation Workers	156	\$8.69	\$9.91	\$11.93
Fast Food and Counter Workers	259	\$8.85	\$10.00	\$11.41
Waiters and Waitresses	46	\$8.89	\$10.03	\$14.17
Food Servers, Nonrestaurant	586	\$9.05	\$10.80	\$13.39
Dining Room and Cafeteria Attendants and Bartender Helpers	28	\$8.63	\$9.74	\$11.68
Dishwashers	38	\$8.72	\$9.57	\$11.00
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	11	\$8.57	\$9.47	\$11.32
Food Preparation and Serving Related Workers, All Other	50	\$9.81	\$10.96	\$12.14
BUILDING AND GROUNDS CLEANING AND MAINTENANCE OCCUPATIONS				
First-Line Supervisors of Housekeeping and Janitorial Workers	63	\$13.71	\$17.93	\$23.66
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	584	\$9.74	\$12.10	\$14.98
Maids and Housekeeping Cleaners	667	\$8.75	\$10.28	\$12.10
Landscaping and Groundskeeping Workers	43	\$9.61	\$12.76	\$17.04
PERSONAL CARE AND SERVICE OCCUPATIONS				
First-Line Supervisors of Personal Service and Entertainment and Recreation Workers, Except Gambling Services	164	\$11.99	\$14.38	\$17.90
Skincare Specialists	15	\$8.55	\$9.56	\$12.64
Concierges	17	\$12.42	\$14.10	\$15.94
Childcare Workers	982	\$7.89	\$9.03	\$11.08
Exercise Trainers and Group Fitness Instructors	33	\$9.93	\$12.82	\$16.93
Recreation Workers	342	\$8.64	\$10.14	\$13.36
Residential Advisors	198	\$11.38	\$13.72	\$16.67
Crematory Operators and Personal Care and Service Workers, All Other	41	\$8.61	\$11.35	\$15.58
SALES AND RELATED OCCUPATIONS				
First-Line Supervisors of Retail Sales Workers	22	\$13.16	\$16.81	\$22.76
Cashiers	44	\$8.77	\$10.01	\$11.51
Retail Salespersons	100	\$9.22	\$10.93	\$13.94
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	58	\$19.29	\$26.22	\$39.99

Northeast Indiana Wages: Healthcare

Eleven County Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
OFFICE AND ADMINISTRATIVE SUPPORT OCCUPATIONS				
First-Line Supervisors of Office and Administrative				
Support Workers	548	\$18.89	\$25.60	\$33.55
Switchboard Operators, Including Answering Service	59	\$12.28	\$13.86	\$15.61
Bill and Account Collectors	70	\$15.08	\$17.27	\$20.00
Billing and Posting Clerks	492	\$15.52	\$18.00	\$21.44
Bookkeeping, Accounting, and Auditing Clerks	223	\$14.18	\$17.35	\$21.41
Payroll and Timekeeping Clerks	30	\$15.37	\$18.65	\$23.96
Customer Service Representatives	352	\$14.58	\$18.15	\$22.47
Eligibility Interviewers, Government Programs	15	\$15.35	\$16.20	\$18.94
File Clerks	40	\$13.84	\$16.56	\$20.31
Interviewers, Except Eligibility and Loan	486	\$13.62	\$15.63	\$18.16
Human Resources Assistants, Except				
Payroll and Timekeeping	20	\$15.66	\$17.89	\$20.54
Receptionists and Information Clerks	900	\$11.25	\$13.48	\$15.68
Information and Record Clerks, All Other	27	\$10.33	\$13.49	\$19.86
Couriers and Messengers	14	\$9.71	\$12.83	\$17.67
Public Safety Telecommunicators	22	\$17.51	\$21.03	\$24.68
Production, Planning, and Expediting Clerks	53	\$19.01	\$23.92	\$28.94
Shipping, Receiving, and Inventory Clerks	35	\$13.46	\$16.37	\$19.71
Executive Secretaries and Executive				
Administrative Assistants	117	\$19.05	\$22.61	\$26.76
Medical Secretaries and Administrative Assistants	1,063	\$14.03	\$16.52	\$19.18
Secretaries and Administrative Assistants, Except				
Legal, Medical, and Executive	375	\$12.60	\$16.13	\$19.80
Data Entry Keyers	15	\$12.19	\$14.74	\$17.63
Insurance Claims and Policy Processing Clerks	40	\$15.19	\$18.01	\$21.64
Office Clerks, General	1,132	\$12.62	\$15.78	\$19.13
Office and Administrative Support Workers, All Other	55	\$11.21	\$17.48	\$22.13
CONSTRUCTION AND EXTRACTION OCCUPATIONS				
Carpenters	10	\$13.43	\$19.19	\$25.87
Electricians	17	\$19.27	\$25.61	\$32.11
INSTALLATION, MAINTENANCE, AND REPAIR OCCUPATIONS				
First-Line Supervisors of Mechanics, Installers, and Repairers	61	\$24.03	\$31.13	\$40.83
Medical Equipment Repairers	50	\$17.47	\$21.90	\$27.17
Maintenance and Repair Workers, General	495	\$16.05	\$20.88	\$25.72

Northeast Indiana Wages: Healthcare

Eleven County Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
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PRODUCTION OCCUPATIONS

First-Line Supervisors of Production and

Operating Workers	27	\$21.47	\$27.55	\$34.83
Miscellaneous Assemblers and Fabricators	96	\$13.99	\$17.69	\$22.79
Laundry and Dry-Cleaning Workers	184	\$10.16	\$11.99	\$14.29
Sewing Machine Operators	14	\$10.70	\$13.14	\$16.14
Stationary Engineers and Boiler Operators	14	\$19.12	\$28.65	\$37.02
Inspectors, Testers, Sorters, Samplers, and Weighers	11	\$15.57	\$19.01	\$23.41
Ophthalmic Laboratory Technicians	29	\$12.70	\$16.41	\$18.55
Production Workers, All Other	22	\$13.28	\$16.62	\$20.28

TRANSPORTATION AND MATERIAL MOVING OCCUPATIONS

First-Line Supervisors of Transportation and Material

Moving Workers, Except Aircraft Cargo

Handling Supervisors	18	\$19.01	\$25.73	\$31.16
Light Truck Drivers	39	\$9.92	\$14.61	\$20.40
Passenger Vehicle Drivers, Except Bus Drivers,				
Transit and Intercity	227	\$8.76	\$10.44	\$16.55
Laborers and Freight, Stock, and Material Movers, Hand.	154	\$11.36	\$13.77	\$17.51
Packers and Packagers, Hand	26	\$11.80	\$13.68	\$16.13
Stockers and Order Fillers	119	\$10.20	\$12.05	\$15.03

BENEFITS

Healthcare



Northeast Indiana Benefits: Healthcare

Eleven County Region

Hourly Salary

PAID TIME OFF

HOLIDAYS

Percentage of companies offering paid holidays	60%	60%
Typical number of paid holidays offered annually	5	5

Percentage of those companies offering these common holidays

New Year's Eve	0%	0%
New Year's Day	67%	67%
Martin Luther King Jr.	0%	0%
Lincoln's Birthday	0%	0%
President's Day	0%	0%
Washington's Birthday	0%	0%
Good Friday	0%	0%
Memorial Day	67%	67%
Independence Day	67%	67%
Labor Day	67%	67%
Columbus Day	0%	0%
Election Day	0%	0%
Floating Holiday	0%	0%
Veterans' Day	0%	0%
Thanksgiving Day	67%	67%
Day After Thanksgiving	0%	0%
Christmas Eve	0%	0%
Christmas Day	67%	67%
Other	33%	33%

COMBINED PAID TIME OFF

Percentage of companies that combine vacation, sick and personal days	80%	80%
Average number of PTO days offered first year	16	17
Typical number of PTO days offered first year	10	15
Average number of carryover days per year	50	47

How Paid Time Off is earned

Average number of years that must be worked to earn 5 days	First Year	First Year
Typical number of years that must be worked to earn 5 days	1	First Year
Average number of years that must be worked to earn 10 days	1	1
Typical number of years that must be worked to earn 10 days	5	1
Average number of years that must be worked to earn 15 days	1	3
Typical number of years that must be worked to earn 15 days	5	5
Average number of years that must be worked to earn 20 days (when offered)	3	3
Typical number of years that must be worked to earn 20 days (when offered)	5	5
Average number of years that must be worked to earn more than 20 days (when offered)	6	6
Typical number of years that must be worked to earn more than 20 days (when offered)	10	10

Northeast Indiana Benefits: Healthcare (continued)

Eleven County Region

Hourly

Salary

PAID TIME OFF (continued)

VACATION

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

How soon after hire may employee take paid vacation?

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

Number of days offered

Average number of paid vacation days offered in first year:	N/A	N/A
Typical number of vacation days offered in first year:	N/A	N/A

How vacation time is earned

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

PERSONAL DAYS

Percentage of companies offering paid personal days 20% 20%

Average number of personal days offered per year	22	22
Typical number of personal days offered in first year:	25	25

How soon after hire may employee take personal day?

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

Northeast Indiana Benefits: Healthcare (continued)

Eleven County Region

Hourly

Salary

PAID TIME OFF (continued)

BEREAVEMENT LEAVE

Percentage of companies offering paid bereavement leave	60%	60%
Average number of bereavement days offered annually	3	3
Typical number of bereavement days offered annually	3	3

How soon after hire is employee eligible?

One to 30 days	67%	67%
One to three months	33%	33%
Three to six months	0%	0%
Six months to year	0%	0%
After one year	0%	0%
1%		

COMPENSATION DURING JURY SERVICE

Percentage of companies that pay employees during jury service	100%	80%
Percentage of those that pay regular wages plus payment from court	40%	50%
Percentage of those that pay regular wages minus payment from court	60%	50%
Percentage where employee receives only payment from court	0%	20%

ILLNESS DAYS

Percentage of companies that offer paid illness days	20%	20%
Average number of paid illness days offered annually	7	7
Typical number of paid illness days offered per year	5	5
Average maximum number of illness days that may be accumulated	45	45
Typical number of paid illness days that may be accumulated	20	20

How soon after hire is employee eligible?

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

Northeast Indiana Benefits: Healthcare (continued)

Eleven County Region

Hourly

Salary

PAID TIME OFF (continued)

FAMILY MEDICAL LEAVE

Percentage of companies that offer Family Medical Leave	100%	100%
Average number of weeks paid	8	.8
Typical number of weeks paid	0	.0
Average number of weeks unpaid	7	.7
Typical number of weeks unpaid	0	.0

MATERNITY LEAVE

Percentage of companies that offer Maternity Leave	80%	80%
Average number of weeks paid	5	.8
Typical number of weeks paid	0	.0
Average number of weeks unpaid	8	.5
Typical number of weeks unpaid	0	.0

PATERNITY LEAVE

Percentage of companies that offer Paternity Leave	60%	60%
Average number of weeks paid	4	.6
Typical number of weeks paid	0	.0
Average number of weeks unpaid	8	.4
Typical number of weeks unpaid	0	.0

Northeast Indiana Benefits: Healthcare (continued)
 Eleven County Region

Hourly

Salary

HEALTH RELATED BENEFITS

HEALTH INSURANCE OFFERED

Percentage of companies offering health insurance to employees	100%	100%
Percentage of those offering health insurance to families and children	100%	100%
Percentage of companies reporting as self-insured	100%	100%
Percentage of companies reporting indemnity insurance	0%	0%
Percentage of companies that offer a single plan	20%	20%
Percentage of companies that offer multiple plans	80%	80%
Percentage of companies offering traditional plans	80%	80%
Percentage of companies offering high-deductible plans	40%	40%
Percentage of companies considering dropping health plan in coming year	0%	0%

HEALTH SAVINGS ACCOUNTS AND HEALTH REIMBURSEMENT ARRANGEMENTS

Percentage of companies offering only HSA or HRA plans	20%	20%
Percentage of companies offering optional HSA or HRA plan	20%	20%
Percentage of companies with no HSA or HRA plan	60%	60%

Average company contribution to HSA/HRA account

For employee only plan	\$2,449	\$2,449
For family plan	\$7,929	\$7,929

Typical company contribution to HSA/HRA account

For employee only plan	\$500	\$500
For family plan	\$1,000	\$1,000

Average annual out of pocket limit with HSA/HRA plan

Average maximum annual out of pocket expense single	\$6,000	\$6,000
Average maximum annual out of pocket expense family	\$12,000	\$12,000

Typical annual out of pocket limit with HSA/HRA plan

Typical maximum annual out of pocket expense single	\$5,000	\$5,000
Typical maximum annual out of pocket expense family	\$10,000	\$10,000

WELLNESS INCENTIVE

Percentage of companies that offer a wellness incentive	40%	40%
Average amount that may be earned	\$497	\$497
Typical amount that may be earned	\$500	\$500

Northeast Indiana Benefits: Healthcare (continued)

Eleven County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS

SELF-INSURED COMPANIES

Traditional Plans

Percentage of self insured companies offering a traditional plan	79%	79%
Percentage that offer family coverage	100%	100%

How soon after hire is employee eligible?

One to 30 days	25%	25%
One to three months	50%	50%
Three to six months	25%	25%
Six months to year	0%	0%
After one year	0%	0%

Average monthly premium paid by employee for:

Employee only coverage	\$117.51	\$117.51
Employee and spouse	\$436.26	\$436.26
Employee and child	\$240.93	\$238.43
Family	\$629.86	\$629.86

Average monthly cost paid by employer for each employee

Employee-only coverage	\$602.80	\$602.80
Employee and spouse	\$929.59	\$929.59
Employee and child	\$1,128.95	\$1,128.95
Family	\$1,422.51	\$1,422.51

Deductibles

Average annual deductible per person	\$1,356.25	\$1,356.25
Typical annual deductible per person	\$1,500.00	\$1,500.00
Average annual deductible per family	\$2,537.50	\$2,537.50
Typical annual deductible per family	\$3,000.00	\$3,000.00

Copays and Limits

Average percentage of costs covered by insurance	66%	66%
Typical percentage of costs covered by insurance	80%	80%
Average copay for physician office visit	\$25.00	\$25.00
Typical copay for physician office visit	\$20.00	\$20.00

Average out of pocket limit

Single coverage	\$6,037.50	\$6,037.50
Family Coverage	\$12,075.00	\$12,075.00

Typical out of pocket limit

Single coverage	\$5,000.00	\$5,000.00
Family Coverage	\$10,000.00	\$10,000.00

Northeast Indiana Benefits: Healthcare (continued)

Eleven County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

SELF-INSURED COMPANIES

High-Deductible Plan

Percentage of self insured companies offering a high-deductible plan	53%	53%
Percentage that offer family coverage	100%	100%

How soon after hire is employee eligible?

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

Average monthly premium paid by employee for:

Employee only coverage	\$103.96	\$103.96
Employee and spouse	\$535.42	\$535.42
Employee and child	\$279.15	\$279.15
Family	\$783.19	\$783.19

Average monthly cost paid by employer for each employee

Employee-only coverage	\$467.03	\$467.03
Employee and spouse	\$654.50	\$654.50
Employee and child	\$909.87	\$909.87
Family	\$1,043.45	\$1,043.45

Deductibles

Average annual deductible per person	\$3,250.00	\$3,250.00
Typical annual deductible per person	\$1,500.00	\$1,500.00
Average annual deductible per family	\$6,500.00	\$6,500.00
Typical annual deductible per family	\$3,000.00	\$3,000.00

Copays and Limits

Average percentage of costs covered by insurance	95%	95%
Typical percentage of costs covered by insurance	80%	80%
Average copay for physician office visit	\$12.50	\$12.50
Typical copay for physician office visit	\$20.00	\$20.00

Average out of pocket limit

Single coverage	\$6,000.00	\$6,000.00
Family Coverage	\$12,000.00	\$12,000.00

Typical out of pocket limit

Single coverage	\$5,000.00	\$5,000.00
Family Coverage	\$10,000.00	\$10,000.00

Northeast Indiana Benefits: Healthcare (continued)

Eleven County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

INDEMNITY-INSURED COMPANIES

Traditional Plans

Percentage of Indemnity insured companies offering a traditional plan	0%	0%
Percentage that offer family coverage	N/A	N/A

How soon after hire is employee eligible?

One to 30 days	N/A	N/A
One to three months	N/A	N/A
Three to six months	N/A	N/A
Six months to year	N/A	N/A
After one year	N/A	N/A

Average monthly premium paid by employee for:

Employee only coverage	N/A	N/A
Employee and spouse	N/A	N/A
Employee and child	N/A	N/A
Family	N/A	N/A

Average monthly cost paid by employer for each employee

Employee-only coverage	N/A	N/A
Employee and spouse	N/A	N/A
Employee and child	N/A	N/A
Family	N/A	N/A

Deductibles

Average annual deductible per person	N/A	N/A
Typical annual deductible per person	N/A	N/A
Average annual deductible per family	N/A	N/A
Typical annual deductible per family	N/A	N/A

Copays and Limits

Average percentage of costs covered by insurance	N/A	N/A
Typical percentage of costs covered by insurance	N/A	N/A
Average copay for physician office visit	N/A	N/A
Typical copay for physician office visit	N/A	N/A

Average out of pocket limit

Single coverage	N/A	N/A
Family Coverage	N/A	N/A

Typical out of pocket limit

Single coverage	N/A	N/A
Family Coverage	N/A	N/A

Northeast Indiana Benefits: Healthcare (continued)

Eleven County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

INDEMNITY INSURED COMPANIES

High-Deductible Plan

Percentage of Indemnity insured companies offering a high-deductible plan	0%	0%
Percentage that offer family coverage	N/A	N/A

How soon after hire is employee eligible?

One to 30 days	N/A	N/A
One to three months	N/A	N/A
Three to six months	N/A	N/A
Six months to year	N/A	N/A
After one year	N/A	N/A

Average monthly premium paid by employee for:

Employee only coverage	N/A	N/A
Employee and spouse	N/A	N/A
Employee and child	N/A	N/A
Family	N/A	N/A

Average monthly cost paid by employer for each employee

Employee-only coverage	N/A	N/A
Employee and spouse	N/A	N/A
Employee and child	N/A	N/A
Family	N/A	N/A

Deductibles

Average annual deductible per person	N/A	N/A
Typical annual deductible per person	N/A	N/A
Average annual deductible per family	N/A	N/A
Typical annual deductible per family	N/A	N/A

Copays and Limits

Average percentage of costs covered by insurance	N/A	N/A
Typical percentage of costs covered by insurance	N/A	N/A
Average copay for physician office visit	N/A	N/A
Typical copay for physician office visit	N/A	N/A

Average out of pocket limit

Single coverage	N/A	N/A
Family Coverage	N/A	N/A

Typical out of pocket limit

Single coverage	N/A	N/A
Family Coverage	N/A	N/A

HEALTH INSURANCE COSTS AND BENEFITS (continued)

PRESCRIPTION DRUG BENEFIT

Percentage of all companies where insurance covers prescription drugs 70% 69%

Retail copay when paying dollars

What is the average employee copay for retail generic?	\$11.41	.....	\$11.26
What is the typical employee copay for retail generic?	\$10.00	.....	\$10.00
What is the average employee copay for retail formulary?	\$30.70	.....	\$31.08
What is the typical employee copay for retail formulary?	\$30.00	.....	\$30.00
What is the average employee copay for retail non-formulary?	\$52.95	.....	\$53.26
What is the typical employee copay for retail non-formulary?	\$60.00	.....	\$60.00

Mail order copay when paying dollars

What is the average employee copay for mail-order generic?	\$21.53	.....	\$21.93
What is the typical employee copay for mail-order generic?	\$20.00	.....	\$20.00
What is the average employee copay for mail-order formulary?	\$63.01	.....	\$64.27
What is the typical employee copay for mail-order formulary?	\$75.00	.....	\$75.00
What is the average employee copay for mail-order non-formulary?	\$113.13	.....	\$113.13
What is the typical employee copay for mail-order nonformulary?	\$150.00	.....	\$150.00

Retail copay when paying a percentage

What is the average employee copay for retail generic?	20%	.....	20%
What is the typical employee copay for retail generic?	10%	.....	10%
What is the average employee copay for retail formulary?	25%	.....	25%
What is the typical employee copay for retail generic?	20%	.....	20%
What is the average employee copay for retail non-formulary?	34%	.....	34%
What is the typical employee copay for retail generic?	30%	.....	30%

Mail order copay when paying a percentage

What is the average employee copay for mail-order generic?	41%	.....	41%
What is the typical employee copay for retail generic?	20%	.....	20%
What is the average employee copay for mail-order formulary?	28%	.....	28%
What is the typical employee copay for retail generic?	20%	.....	20%
What is the average employee copay for mail-order non-formulary?	31%	.....	31%
What is the typical employee copay for retail generic?	20%	.....	20%

HEALTH INSURANCE COSTS AND BENEFITS (continued)

DENTAL INSURANCE

Percentage of all companies that offer a dental plan	100%	100%
Percentage of those plans that cover orthodontia	80%	80%

How soon after hire is employee eligible for coverage?

One to 30 days after hire:	40%	60%
One to three months after hire	40%	20%
Three to six months after hire:	20%	20%
Six months to one year after hire:	0%	0%
After first year:	0%	0%

Deductibles and Limits

Average annual deductible	\$45.00	\$45.00
Typical annual deductible	\$50.00	\$50.00
Average annual limit single coverage:	\$1,060	\$1,060
Typical annual limit single coverage	\$1,000	\$1,000
Average annual limit family coverage:	\$2,460	\$2,460
Typical annual limit family coverage	\$1,000	\$1,000

Premiums and Costs

Average monthly premium paid by employee for

Employee only coverage:	\$18.76	\$18.76
Employee and spouse:	\$38.23	\$38.23
Employee and child(ren)	\$42.92	\$42.92
Family	\$60.94	\$60.94

Average monthly premium paid by employer for

Employee only coverage:	\$5.00	\$5.00
Employee and spouse:	\$10.25	\$10.25
Employee and child(ren)	\$22.75	\$22.75
Family	\$22.75	\$22.75

Typical monthly premium paid by employer for

Employee only coverage:	\$0.00	\$0.00
Employee and spouse:	\$0.00	\$0.00
Employee and child(ren)	\$0.00	\$0.00
Family	\$0.00	\$0.00

Percentage of Costs Covered

Average of preventive costs covered	100%	100%
Typical percentage of preventive costs covered	100%	100%
Average of basic costs covered	82%	82%
Typical percentage of basic costs covered	80%	80%
Average of major costs covered:	44%	44%
Typical percentage of major costs covered	50%	50%

Northeast Indiana Benefits: Healthcare (continued)

Eleven County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

VISION INSURANCE

Percentage of all companies offering a separate vision plan.	100%	100%
Percentage of those plans that cover glasses/contacts	100%	100%
Percentage of those plans that cover LASIK or similar procedures	60%	60%

How soon after hire is employee eligible for coverage?

One to 30 days	40%	60%
One to three months	40%	20%
Three to six months	20%	20%
Six months to one year.	0%	0%
After first year	0%	0%

Premiums and Costs

Average monthly premium paid by employee for:

Employee only coverage.	\$6.16	\$6.16
Employee and spouse.	\$11.26	\$11.26
Employee and child(ren)	\$12.27	\$12.27
Family	\$16.99	\$16.99

Average monthly premium paid by employer for

Employee only coverage.	\$0.00	\$0.00
Employee and spouse.	\$0.00	\$0.00
Employee and child(ren)	\$0.00	\$0.00
Family	\$0.00	\$0.00

Typical monthly premium paid by employer for

Employee only coverage.	\$0.00	\$0.00
Employee and spouse.	\$0.00	\$0.00
Employee and child(ren)	\$0.00	\$0.00
Family	\$0.00	\$0.00

Northeast Indiana Benefits: Healthcare (continued)

Eleven County Region

Hourly

Salary

FINANCIAL BENEFITS AND INCENTIVES

LIFE INSURANCE

Percentage of all companies offering life insurance.	100%	100%
Percentage of those plans that pay a set dollar amount	40%	40%
Percentage of those plans that pay a percentage of salary	60%	60%

How soon after hire is employee covered?

One to 30 days	40%	60%
One to three months	40%	20%
Three to six months	20%	20%
Six months to one year.	0%	0%
After 1 year	0%	0%

SHORT TERM DISABILITY

Percentage of all companies that offer a short-term disability benefit	100%	100%
Average percentage of wages employee receives while on short-term disability	61%	61%
Typical percentage of wages employee receives while on short-term disability	60%	60%
Average number of weeks employee receives payment	23	23
Typical number of weeks employee receives payment.	26	26

How soon after hire is employee covered?

One to 30 days	40%	60%
One to three months	40%	20%
Three to six months	20%	20%
Six months to one year.	0%	0%
After first year	0%	0%

LONG TERM DISABILITY

Percentage of all companies that offer a long-term disability benefit	50%	50%
Average percentage of wages employee receives while on disability	60%	60%
Typical percentage of wages employee receives while on disability	60%	60%
Average age when employee no longer receives payment	62	62
Typical age when employee no longer receives payment.	65	65

How soon after hire is employee covered?

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

FINANCIAL BENEFITS AND INCENTIVES (continued)

COMMISSIONS AND INCENTIVES

Percentage of employers that pay commission on sales, contracts or transactions . . .	0%	20%
Average percentage of compensation that comes from commission	30%	

PROFIT SHARING AND BONUSES

Percentage of companies that offer profit-sharing or performance incentives	20%	20%
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How soon after hire is employee eligible?

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

Percentage where incentives are team based	100%	100%
Percentage where incentives are individually based	0%	0%

Percentage of employers who have a bonus pool	20%	0%
Average annual amount per employee	\$2,000	\$0

REFERRAL BONUS

Percentage of employers that pay a referral bonus	60%
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RETENTION BONUS

Percentage of employers offering a retention bonus	60%	40%
When are employees eligible?		
After six months	33%	50%
After one year	67%	50%

SHIFT DIFFERENTIAL

Percentage of companies with more than one shift	100%
Percentage that pay a shift differential	100%
Average hourly differential for second shift	\$2.10
Average hourly differential for third shift	\$2.20

Northeast Indiana Benefits: Healthcare (continued)

Eleven County Region

Hourly

Salary

RETIREMENT

COMPANY FUNDED PENSION

Percentage of companies where the employee also contributes	N/A	N/A
Average age when employee is eligible to receive benefits	N/A	N/A
Typical age when employee is eligible to receive benefits	N/A	N/A

401(K) AND SIMILAR PLANS

Percentage of companies that offer a 401(k)/403(b) plan	100%	100%
Average percentage of wages an employee may contribute to fund	67%	67%
Typical percentage of wages an employee may contribute to fund	100%	100%
Percentage of companies where the employer contributes.	80%	80%
Average percentage of contribution the employer matches	4%	4%
Typical percentage of contribution the employer matches	5%	5%
Average percentage of contribution the company matches	75% of the first 4%	
Percentage of companies where the match is guaranteed	75%	75%
Percentage of companies where the match is intended	50%	50%

How soon after hire is employee eligible to participate?

One to 30 days	80%	80%
One to three months	0%	20%
Three to six months	20%	20%
Six months to a year.	0%	0%
After one year	0%	0%

Northeast Indiana Benefits: Healthcare (continued)

Eleven County Region

Hourly

Salary

OTHER INCENTIVES

WORKPLACE

Casual dress day (one per week)	0%	0%
Casual dress (every day)	43%	43%
Child day care services	0%	0%
Child care subsidy	0%	0%
Compressed work week	29%	29%
Discounted product purchases	29%	14%
Employee assistance programs	0%	37%
Emergency/sick child care	0%	0%
English as second language assistance	0%	0%
Fitness center membership subsidy	14%	14%
Fitness center on site	14%	14%
Flex time	14%	14%
Flexible spending account	0%	0%
Job sharing	0%	0%
Informal recognition program	0%	0%
Open communication policy	43%	43%
Scholarships-employees/spouses/children	0%	0%
Smoking cessation programs	0%	0%
Smoke-free work environment	43%	43%
Telecommuting	14%	14%
Transit subsidy	0%	0%
Tutoring-employees/spouses/children	0%	0%
Wellness program, resources and information	0%	0%
Other	0%	0%

COST OF BENEFITS

Cost of benefits as percentage of wages **22%**

WORKPLACE

Healthcare



Northeast Indiana Workplace: Healthcare

Eleven County Region

HIRING AND LAYOFFS

EXPECTED CHANGES IN STAFFING PRECEDING YEAR

Hiring

Percentage of companies that added workers in preceding six months 100%

Total number of employees added in preceding six months 1,400

Average number of employees added in preceding six months 280

Layoffs

Percentage of companies that laid off employees in preceding six months 40%

Total number of employees laid off in preceding six months 11

Average number of employees laid off in preceding six months 6

CHANGES IN STAFFING IN 2021

Hiring

Percentage of companies adding workers later in 2021 40%

Total anticipated increase later 2021 65

Average anticipated increase later in 2021 33

Layoffs

Percentage of companies expecting layoffs later in 2021 0%

Total anticipated layoffs later in 2021 0

Average anticipated layoffs later in 2021 0

No change

Percentage of companies anticipating neither hiring nor layoffs in 2021 60%

Percentage of companies uncertain of change in 2021 0%

EXPECTED CHANGES IN STAFFING IN 2022

Hiring

Percentage of companies adding workers in 2022 40%

Total anticipated increase in 2022 1,620

Average anticipated increase in 2022 810

Layoffs

Percentage of companies anticipating layoffs in 2022 0%

Total anticipated layoffs in 2022 0

Average anticipated layoff in 2022 0

No change

Percentage of companies anticipating no change in 2022 60%

Percentage of companies uncertain of change in 2022 0%

ANNUAL TURNOVER

Average annual turnover as percentage of employees 31%

Northeast Indiana Workplace: Healthcare

Eleven County Region

STAFFING

INCENTIVES

Percentage of those companies offering these staffing incentives

Relax drug screening requirements	0%
Hire persons with disabilities	20%
Hire persons with felony records	0%
Expand internships	20%
Hire persons without high school or GED diploma	40%
Increase starting pay	80%
Pay hiring bonus	100%
Pay referral bonus	80%
Pay retention bonus	40%
Offer housing assistance	0%
Offer child care assistance	0%
None or none of above	0%

RECRUITING

Where employers recruit new workers

Employment agencies	60%
Indiana Career Connect	20%
Job fairs	100%
Newspapers	0%
Online	100%
Referrals	100%

PANDEMIC

Impact of the pandemic on employment environment

No impact	20%
Layoffs	0%
Furloughs	0%
Delay filling openings	60%
More flexible work from home policies	0%
Employment has grown	20%

COVID19 Vaccine policies

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

Northeast Indiana Workforce: Healthcare

Eleven County Region

WORKFORCE DEVELOPMENT

MOST NEEDED SKILLS

Employers who say these abilities are most needed in workforce

Customer service	29%
Communications skills.	0%
People skills	14%
Strong work ethic.	14%
Showing up for work	14%
Time management.	0%
Problem solving.	14%
Commitment to quality.	14%
Detail oriented.	0%
Willingness to learn	0%
Ability to follow instructions	14%
Computer literacy	0%
Mathematics	0%
Read ruler/scale	0%
Machinist.	0%
Welding.	0%

NEEDED TECHNICAL SKILLS

Employers who say these tech skills are most needed in workforce

Office.	40%
Outlook.	20%
Excel	20%
AutoCAD	0%
SAP	0%
CAM.	0%
Computer/Internet	20%
Machinist.	0%
Welding.	0%
Specialized to position	40%

MINIMUM EDUCATION REQUIREMENTS

Employers who set these minimum education requirements

High School/GED.	60%
Some college	0%
Associates degree.	0%
Bachelors degree	0%
Graduate degree.	0%
Professional license/tech certification	20%
None required	20%

Northeast Indiana Workforce: Healthcare

Eleven County Region

WORKFORCE DEVELOPMENT

EMPLOYERS FIND THESE POSITIONS MOST DIFFICULT TO FILL

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

SALARY OUTLOOK

PAY INCREASES

In 2020

Percentage of companies giving pay raises in preceding 12 months	77%
Average raise given in preceding 12 months	4.20%
Typical raise given in preceding 12 months	3%

In 2021

Percentage of companies planning pay raises in next 12 months	89%
Average raise planned in next 12 months	3.62%
Typical increase planned in next 12 months	3%

Northeast Indiana Workforce: Healthcare

Eleven County Region

TRAINING AND CAREER DEVELOPMENT

Hourly Salary

TRAINING AND EDUCATION

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

How soon after hire is employee eligible?

One to 30 days	20%	20%
One to three months	20%	20%
Three to six months	20%	20%
Six months to one year.	20%	20%
After 1 year	20%	20%

TUITION ASSISTANCE

Percentage of companies offering tuition assistance.	100%	100%
Percentage that require classes be job related to receive tuition assistance	80%	80%
Average percent of tuition reimbursement	62%	62%

JOB SKILLS AND CAREER DEVELOPMENT

Percentage of companies that offer in-house skills and career development programs	80%	80%
Percentage of companies that offer off-site skills and career development programs	100%	100%

MENTORING

Percentage of companies with formal mentoring programs	60%	60%
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IN-HOUSE TRAINING

Percentage of companies where training is done in-house	80%	80%
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OFF-SITE TRAINING

Percentage of companies where training is done off-site.	100%	100%
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ORIENTATION

Percentage of companies that offer orientation for new employees	100%	100%
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INTERNSHIPS

Percentage of companies with internships.	60%
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Northeast Indiana Workforce: Healthcare

Eleven County Region

SUBSTANCE SCREENING

DRUG TESTING

Percentage of companies that conduct drug screening 100%

Which screening protocol is used?

Five panel	20%
Seven panel	20%
DOT	0%
Other	60%

	Hourly	Salary
Percentage of those companies that require new applicants to pass	80%	80%

Current employees are screened

Randomly	20%	20%
After incident/injury	100%	100%
For cause	100%	100%

Employees who fail are

Dismissed	100%	100%
Referred to an EAP or counseling program	60%	60%

MARIJUANA TESTING

Percentage of companies that test for marijuana use 100%

Percentage of companies that make allowance for prescription 20%

When are tests done?

As part of hiring process	80%
For cause or after incident	60%

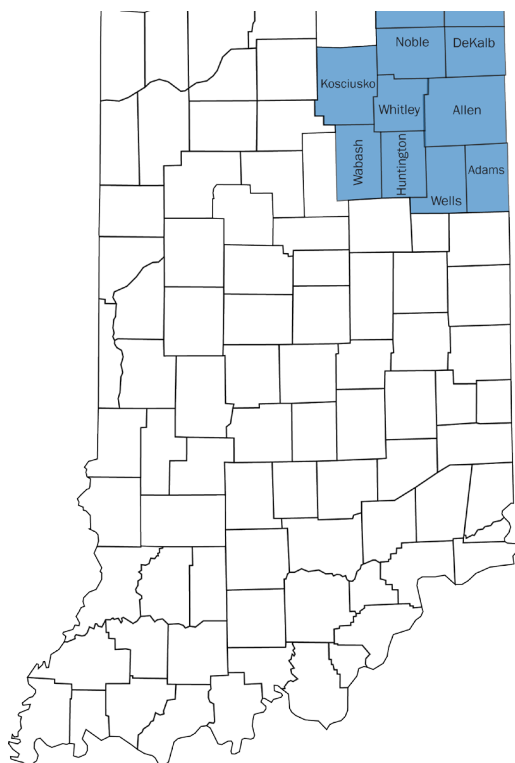
Leisure, Retail, Hospitality and Restaurants



NORTHEAST INDIANA

2021 ELEVEN COUNTY REGIONAL

WAGES AND BENEFITS SURVEY



Leisure, Hospitality, Retail, and Restaurants

Includes retail trade, arts, entertainment and recreation, accommodation and food services.

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WAGES



Leisure, Hospitality, Retail and Restaurants

Northeast Indiana Wages: Leisure, Hospitality, Retail, Restaurants

Eleven County Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
MANAGEMENT OCCUPATIONS / ADMINISTRATIVE				
Chief Executives	27	\$22.72	\$57.21	\$91.51
General and Operations Managers	969	\$28.35	\$41.02	\$61.07
Marketing Managers	19	\$32.83	\$45.74	\$66.13
Sales Managers	144	\$35.45	\$50.42	\$73.54
Administrative Services and Facilities Managers	34	\$29.79	\$37.15	\$48.47
Financial Managers	27	\$30.27	\$48.06	\$70.17
Transportation, Storage, and Distribution Managers	10	\$31.39	\$42.75	\$55.99
Food Service Managers	413	\$17.27	\$22.45	\$27.62
Lodging Managers	65	\$15.36	\$22.41	\$28.29
Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other	57	\$13.69	\$22.32	\$37.01
BUSINESS AND FINANCIAL OPERATIONS OCCUPATIONS				
Agents and Business Managers of Artists, Performers, and Athletes	22	\$19.44	\$34.01	\$59.47
Buyers and Purchasing Agents	129	\$20.22	\$25.50	\$31.55
Cost Estimators	22	\$19.80	\$29.62	\$37.10
Human Resources Specialists	62	\$19.96	\$25.16	\$30.89
Management Analysts	13	\$28.29	\$35.88	\$46.94
Meeting, Convention, and Event Planners	33	\$13.73	\$19.50	\$25.11
Training and Development Specialists	39	\$21.88	\$28.51	\$34.57
Market Research Analysts and Marketing Specialists	99	\$18.63	\$24.11	\$32.89
Project Management Specialists and Business Operations Specialists, All Other	30	\$21.85	\$29.11	\$38.58
Accountants and Auditors	91	\$23.56	\$29.98	\$38.31
Loan Officers	28	\$21.08	\$30.80	\$42.55
COMPUTER AND MATHEMATICAL OCCUPATIONS				
Computer User Support Specialists	24	\$16.54	\$20.19	\$24.82
Network and Computer Systems Administrators	12	\$26.49	\$32.70	\$40.10
Software Developers and Software Quality Assurance Analysts and Testers	35	\$34.18	\$44.93	\$56.92
Web Developers and Digital Interface Designers	23	\$19.98	\$26.10	\$33.14
HEALTHCARE PRACTITIONERS AND TECHNICAL OCCUPATIONS				
Optometrists	20	\$40.38	\$53.31	\$63.35
Pharmacists	319	\$53.71	\$60.17	\$68.94
Pharmacy Technicians	602	\$13.28	\$15.37	\$17.71
Opticians, Dispensing	131	\$13.57	\$15.29	\$17.88

Northeast Indiana Wages: Leisure, Hospitality, Retail, Restaurants

Eleven County Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
HEALTHCARE SUPPORT OCCUPATIONS				
Massage Therapists	11	\$12.12	\$19.51	\$24.98
Pharmacy Aides	25	\$10.99	\$12.63	\$14.80
EDUCATIONAL INSTRUCTION AND LIBRARY OCCUPATIONS				
Self-Enrichment Teachers	68	\$12.27	\$19.48	\$26.65
Curators	31	\$11.97	\$15.87	\$18.83
ARTS, DESIGN, ENTERTAINMENT, SPORTS, AND MEDIA OCCUPATIONS				
Art Directors	45	\$9.28	\$25.56	\$39.43
Craft Artists	25	\$1.83	\$4.68	\$10.88
Fine Artists, Including Painters, Sculptors, and Illustrators	66	\$4.11	\$9.26	\$17.21
Special Effects Artists and Animators	16	\$4.56	\$11.45	\$23.51
Floral Designers	99	\$9.61	\$12.05	\$15.83
Graphic Designers	37	\$15.48	\$19.84	\$26.93
Interior Designers	30	\$17.09	\$21.46	\$24.48
Merchandise Displayers and Window Trimmers	136	\$16.52	\$20.12	\$21.91
Designers, All Other	19	\$13.55	\$23.20	\$36.10
Actors	36	\$7.45	\$9.80	\$17.57
Producers and Directors	25	\$13.67	\$19.00	\$27.18
Athletes and Sports Competitors	29	\$25.87	\$59.04	\$146.63
Coaches and Scouts	187	\$8.81	\$11.25	\$17.88
Music Directors and Composers	18	\$16.82	\$19.92	\$23.63
Musicians and Singers	185	\$21.31	\$35.90	\$44.18
Miscellaneous Entertainers and Performers, Sports and Related Workers	57	\$8.23	\$11.51	\$19.88
Public Relations Specialists	23	\$18.11	\$23.10	\$29.48
Writers and Authors	84	\$11.35	\$22.03	\$35.54
Audio and Video Technicians	31	\$12.79	\$21.08	\$27.60
Photographers	19	\$9.74	\$16.32	\$27.24
PROTECTIVE SERVICE OCCUPATIONS				
Miscellaneous First-Line Supervisors, Protective Service Workers	11	\$17.55	\$22.90	\$28.62
Private Detectives and Investigators	17	\$12.35	\$20.85	\$24.02
Security Guards	220	\$10.51	\$13.65	\$23.91
Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	92	\$8.37	\$9.12	\$10.24
School Bus Monitors and Protective Service Workers, All Other	22	\$11.32	\$14.49	\$19.46

Northeast Indiana Wages: Leisure, Hospitality, Retail, Restaurants

Eleven County Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
FOOD PREPARATION AND SERVING RELATED OCCUPATIONS				
Chefs and Head Cooks	224	\$17.62	\$21.55	\$24.93
First-Line Supervisors of Food Preparation and Serving Workers	1,829	\$12.73	\$14.79	\$17.83
Cooks, Fast Food	727	\$8.60	\$9.46	\$10.52
Cooks, Institution and Cafeteria	151	\$10.31	\$12.60	\$14.70
Cooks, Restaurant	2,807	\$10.16	\$11.68	\$13.48
Cooks, Short Order	115	\$8.43	\$9.32	\$10.61
Cooks, All Other	40	\$15.72	\$19.55	\$23.06
Food Preparation Workers	1,139	\$8.69	\$9.91	\$11.93
Bartenders	1,205	\$8.84	\$9.93	\$12.26
Fast Food and Counter Workers	9,968	\$8.85	\$10.00	\$11.41
Waiters and Waitresses	5,046	\$8.89	\$10.03	\$14.17
Food Servers, Nonrestaurant	112	\$9.05	\$10.80	\$13.39
Dining Room and Cafeteria Attendants and Bartender Helpers	419	\$8.63	\$9.74	\$11.68
Dishwashers	663	\$8.72	\$9.57	\$11.00
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	769	\$8.57	\$9.47	\$11.32
Food Preparation and Serving Related Workers, All Other	269	\$9.81	\$10.96	\$12.14

BUILDING AND GROUNDS CLEANING AND MAINTENANCE OCCUPATIONS

First-Line Supervisors of Housekeeping and Janitorial Workers	37	\$13.71	\$17.93	\$23.66
First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	20	\$14.04	\$20.54	\$26.76
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	442	\$9.74	\$12.10	\$14.98
Maids and Housekeeping Cleaners	415	\$8.75	\$10.28	\$12.10
Landscaping and Groundskeeping Workers	218	\$9.61	\$12.76	\$17.04

PERSONAL CARE AND SERVICE OCCUPATIONS

First-Line Supervisors of Personal Service and Entertainment and Recreation Workers, Except Gambling Services	75	\$11.99	\$14.38	\$17.90
Animal Trainers	13	\$7.77	\$10.98	\$18.21
Animal Caretakers	120	\$8.81	\$10.50	\$14.30
Gambling Dealers	22	\$11.28	\$12.55	\$14.42
Ushers, Lobby Attendants, and Ticket Takers	136	\$8.44	\$9.34	\$10.50
Amusement and Recreation Attendants	509	\$8.87	\$9.89	\$11.35
Locker Room, Coatroom, and Dressing Room Attendants ..	18	\$9.84	\$11.31	\$13.09

Northeast Indiana Wages: Leisure, Hospitality, Retail, Restaurants

Eleven County Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
PERSONAL CARE AND SERVICE OCCUPATIONS <i>CONTINUED</i>				
Hairdressers, Hairstylists, and Cosmetologists	104	\$8.66	\$11.38	\$16.33
Skincare Specialists	19	\$8.55	\$9.56	\$12.64
Baggage Porters and Bellhops	21	\$8.57	\$10.06	\$11.98
Tour and Travel Guides	76	\$7.35	\$7.95	\$8.65
Childcare Workers	30	\$7.89	\$9.03	\$11.08
Exercise Trainers and Group Fitness Instructors	305	\$9.93	\$12.82	\$16.93
Recreation Workers	113	\$8.64	\$10.14	\$13.36
SALES AND RELATED OCCUPATIONS				
First-Line Supervisors of Retail Sales Workers	2,935	\$13.16	\$16.81	\$22.76
First-Line Supervisors of Non-Retail Sales Workers	49	\$22.24	\$30.78	\$44.41
Cashiers	7,651	\$8.77	\$10.01	\$11.51
Counter and Rental Clerks	265	\$8.78	\$10.57	\$15.00
Parts Salespersons	583	\$12.63	\$14.85	\$18.39
Retail Salespersons	10,060	\$9.22	\$10.93	\$13.94
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	359	\$19.29	\$26.22	\$39.99
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	26	\$23.32	\$36.61	\$57.33
Sales Representatives, Wholesale and Manufacturing Except Technical and Scientific Products	194	\$20.52	\$28.23	\$41.79
Demonstrators and Product Promoters	17	\$8.62	\$11.38	\$16.04
Door-to-Door Sales Workers, News and Street Vendors, and Related Workers	156	\$4.38	\$9.60	\$18.09
Sales and Related Workers, All Other	117	\$10.32	\$12.69	\$19.66
OFFICE AND ADMINISTRATIVE SUPPORT OCCUPATIONS				
First-Line Supervisors of Office and Administrative Support Workers	515	\$18.89	\$25.60	\$33.55
Bill and Account Collectors	19	\$15.08	\$17.27	\$20.00
Billing and Posting Clerks	47	\$15.52	\$18.00	\$21.44
Bookkeeping, Accounting, and Auditing Clerks	360	\$14.18	\$17.35	\$21.41
Customer Service Representatives	956	\$14.58	\$18.15	\$22.47
Hotel, Motel, and Resort Desk Clerks	332	\$9.99	\$11.25	\$12.74
Order Clerks	106	\$12.45	\$16.56	\$20.09

Northeast Indiana Wages: Leisure, Hospitality, Retail, Restaurants

Eleven County Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
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OFFICE AND ADMINISTRATIVE SUPPORT OCCUPATIONS *CONTINUED*

Human Resources Assistants, Except Payroll and Timekeeping	18.	\$15.66	\$17.89	\$20.54
Receptionists and Information Clerks	131.	\$11.25	\$13.48	\$15.68
Dispatchers, Except Police, Fire, and Ambulance	13.	\$14.04	\$19.22	\$24.44
Production, Planning, and Expediting Clerks.	32.	\$19.01	\$23.92	\$28.94
Shipping, Receiving, and Inventory Clerks.	395.	\$13.46	\$16.37	\$19.71
Executive Secretaries and Executive Administrative Assistants.	13.	\$19.05	\$22.61	\$26.76
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	173.	\$12.60	\$16.13	\$19.80
Office Clerks, General	789.	\$12.62	\$15.78	\$19.13
Office and Administrative Support Workers, All Other	16.	\$11.21	\$17.48	\$22.13

FARMING, FISHING, AND FORESTRY OCCUPATIONS

Farmworkers and Laborers, Crop, Nursery, and Greenhouse	42.	\$10.26	\$11.65	\$14.05
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CONSTRUCTION AND EXTRACTION OCCUPATIONS

Carpenters	33.	\$13.43	\$19.19	\$25.87
Carpet Installers.	19.	\$12.82	\$16.25	\$21.18
Glaziers	25.	\$16.55	\$20.55	\$24.69

INSTALLATION, MAINTENANCE, AND REPAIR OCCUPATIONS

First-Line Supervisors of Mechanics, Installers, and Repairers	219.	\$24.03	\$31.13	\$40.83
Computer, Automated Teller, and Office Machine Repairers	35.	\$12.61	\$16.43	\$20.54
Radio, Cellular, and Tower Equipment Installers and Repairers	11.	\$25.17	\$27.80	\$30.39
Audiovisual Equipment Installers and Repairers.	30.	\$14.38	\$16.89	\$21.78
Automotive Body and Related Repairers	69.	\$16.32	\$19.18	\$23.60
Automotive Service Technicians and Mechanics.	915.	\$13.34	\$16.63	\$20.91
Bus and Truck Mechanics and Diesel Engine Specialists.	40.	\$18.93	\$21.84	\$24.65
Motorboat Mechanics and Service Technicians	30.	\$12.95	\$16.35	\$19.67
Outdoor Power Equipment and Other Small Engine Mechanics	131.	\$12.95	\$14.82	\$17.72
Bicycle Repairers	67.	\$7.63	\$9.09	\$11.20
Recreational Vehicle Service Technicians	164.	\$16.93	\$19.84	\$22.58
Tire Repairers and Changers	158.	\$12.28	\$15.05	\$17.65
Mechanical Door Repairers	10.	\$14.14	\$16.73	\$19.71
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	23.	\$19.57	\$24.39	\$30.01

Northeast Indiana Wages: Leisure, Hospitality, Retail, Restaurants

Eleven County Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
INSTALLATION, MAINTENANCE AND REPAIR OCCUPATIONS <i>CONTINUED</i>				
Home Appliance Repairers	26	\$13.93	\$18.52	\$24.08
Musical Instrument Repairers and Tuners	14	\$11.48	\$15.35	\$23.58
Maintenance and Repair Workers, General	436	\$16.05	\$20.88	\$25.72
Coin, Vending, and Amusement Machine Servicers and Repairers	261	\$12.98	\$15.72	\$17.87
Helpers--Installation, Maintenance, and Repair Workers	15	\$11.60	\$14.58	\$17.21
Installation, Maintenance, and Repair Workers, All Other	31	\$13.03	\$17.28	\$23.22

PRODUCTION OCCUPATIONS

First-Line Supervisors of Production and Operating Workers	65	\$21.47	\$27.55	\$34.83
Miscellaneous Assemblers and Fabricators	90	\$13.99	\$17.69	\$22.79
Bakers	140	\$10.33	\$12.27	\$14.29
Butchers and Meat Cutters	201	\$12.65	\$14.75	\$17.67
Meat, Poultry, and Fish Cutters and Trimmers	23	\$12.38	\$14.28	\$16.68
Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders	10	\$16.36	\$17.97	\$23.21
Food Batchmakers	19	\$12.70	\$15.18	\$18.60
Food Processing Workers, All Other	22	\$11.19	\$13.12	\$16.12
Laundry and Dry-Cleaning Workers	53	\$10.16	\$11.99	\$14.29
Sewing Machine Operators	13	\$10.70	\$13.14	\$16.14
Shoe and Leather Workers and Repairers	16	\$8.91	\$10.64	\$12.83
Tailors, Dressmakers, and Custom Sewers	37	\$7.72	\$9.42	\$13.53
Furniture Finishers	16	\$12.78	\$14.98	\$18.23
Inspectors, Testers, Sorters, Samplers, and Weighers	33	\$15.57	\$19.01	\$23.41
Jewelers and Precious Stone and Metal Workers	57	\$15.03	\$17.63	\$20.96
Ophthalmic Laboratory Technicians	19	\$12.70	\$16.41	\$18.55
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	14	\$13.93	\$16.89	\$20.60
Molders, Shapers, and Casters, Except Metal and Plastic	12	\$13.11	\$15.77	\$19.38

TRANSPORTATION AND MATERIAL MOVING OCCUPATIONS

First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	148	\$19.01	\$25.73	\$31.16
Driver/Sales Workers	576	\$8.96	\$10.49	\$17.40
Heavy and Tractor-Trailer Truck Drivers	137	\$17.25	\$20.35	\$24.55
Light Truck Drivers	613	\$9.92	\$14.61	\$20.40
Passenger Vehicle Drivers, Except Bus Drivers, Transit and Intercity	68	\$8.76	\$10.44	\$16.55

Northeast Indiana Wages: Leisure, Hospitality, Retail, Restaurants

Eleven County Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
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TRANSPORTATION AND MATERIAL MOVING OCCUPATIONS CONTINUED

Motor Vehicle Operators, All Other.	47.	\$11.87.	\$23.28.	\$27.68
Parking Attendants.	57.	\$8.37.	\$9.79.	\$12.61
Automotive and Watercraft Service Attendants	137.	\$10.42.	\$11.57.	\$13.12
Industrial Truck and Tractor Operators	114.	\$13.59.	\$15.71.	\$18.58
Cleaners of Vehicles and Equipment	234.	\$9.59.	\$11.70.	\$14.55
Laborers and Freight, Stock, and				
Material Movers, Hand.	1,060.	\$11.36.	\$13.77.	\$17.51
Packers and Packagers, Hand	237.	\$11.80.	\$13.68.	\$16.13
Stockers and Order Fillers	3,185.	\$10.20.	\$12.05.	\$15.03
Material Moving Workers, All Other	10.	\$13.69.	\$18.82.	\$28.87

BENEFITS



Professional, Financial and Information Services

Northeast Indiana Benefits: Leisure, Hospitality, Retail, Restaurants

Eleven County Region

Hourly

Salary

PAID TIME OFF

HOLIDAYS

Percentage of companies offering paid holidays	97%	97%
Typical number of paid holidays offered annually	10	10

Percentage of those companies offering these common holidays

New Year's Eve	51%	50%
New Year's Day	100%	100%
Martin Luther King Jr.	3%	2%
Lincoln's Birthday	0%	0%
President's Day	2%	2%
Washington's Birthday	0%	0%
Good Friday	52%	52%
Memorial Day	99%	98%
Independence Day	98%	98%
Labor Day	95%	95%
Columbus Day	1%	0%
Election Day	0%	0%
Floating Holiday	34%	36%
Veterans' Day	3%	2%
Thanksgiving Day	99%	99%
Day After Thanksgiving	79%	79%
Christmas Eve	75%	74%
Christmas Day	100%	100%
Other	12%	10%

COMBINED PAID TIME OFF

Percentage of companies that combine vacation, sick and personal days	18%	18%
Average number of PTO days offered first year	5	6
Typical number of PTO days offered first year	10	15
Average number of carryover days per year	10	11

How Paid Time Off is earned

Average number of years that must be worked to earn 5 days	First Year	First Year
Typical number of years that must be worked to earn 5 days	1	First Year
Average number of years that must be worked to earn 10 days	2	1
Typical number of years that must be worked to earn 10 days	5	1
Average number of years that must be worked to earn 15 days	4	3
Typical number of years that must be worked to earn 15 days	5	5
Average number of years that must be worked to earn 20 days (when offered)	10	10
Typical number of years that must be worked to earn 20 days (when offered)	10	10
Average number of years that must be worked to earn more than 20 days (when offered)	9	9
Typical number of years that must be worked to earn more than 20 days (when offered)	15	15

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

Eleven County Region

Hourly

Salary

PAID TIME OFF (continued)

VACATION

Percentage of all companies that offer paid vacation 78% 78%

How soon after hire may employee take paid vacation?

One to 30 days	18%	40%
One to three months	18%	13%
Three to six months	11%	6%
Six months to one year.	14%	14%
After 1 year	39%	27%

Number of days offered

Average number of paid vacation days offered in first year:.	5	5
Typical number of vacation days offered in first year:.	5	5

How vacation time is earned

Average number of years that must be worked to earn 5 days.	1	First Year
Typical number of years that must be worked to earn 5 days	First Year	First Year
Average number of years that must be worked to earn 10 days.	2	2
Typical number of years that must be worked to earn 10 days	2	1
Average number of years that must be worked to earn 15 days.	7	6
Typical number of years that must be worked to earn 15 days	5	5
Average number of years that must be worked to earn 20 days (when offered)	13	12
Typical number of years that must be worked to earn 20 days (when offered)	10	10
Average number of years that must be worked to earn more than 20 days (when offered)	11	11
Typical number of years that must be worked to earn more than 20 days (when offered).	15	15

PERSONAL DAYS

Percentage of companies offering paid personal days. 25% 28%

Average number of personal days offered per year	4	4
Typical number of personal days offered in first year:.	5	5

How soon after hire may employee take personal day?

One to 30 days	28%	47%
One to three months	31%	22%
Three to six months	10%	6%
Six months to one year.	10%	6%
After 1 year	21%	19%

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

Eleven County Region

Hourly

Salary

PAID TIME OFF (continued)

BEREAVEMENT LEAVE

Percentage of companies offering paid bereavement leave	95%	94%
Average number of bereavement days offered annually	3	3
Typical number of bereavement days offered annually	3	3

How soon after hire is employee eligible?

One to 30 days	62%	69%
One to three months	23%	20%
Three to six months	13%	9%
Six months to year	1%	1%
After one year	1%	1%

COMPENSATION DURING JURY SERVICE

Percentage of companies that pay employees during jury service	71%	73%
Percentage of those that pay regular wages plus payment from court	40%	46%
Percentage of those that pay regular wages minus payment from court	60%	54%
Percentage where employee receives only payment from court	29%	27%

ILLNESS DAYS

Percentage of companies that offer paid illness days	6%	6%
Average number of paid illness days offered annually	2	4
Typical number of paid illness days offered per year	5	5
Average maximum number of illness days that may be accumulated	4	4
Typical number of paid illness days that may be accumulated	10	10

How soon after hire is employee eligible?

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

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

Eleven County Region

Hourly

Salary

PAID TIME OFF (continued)

FAMILY MEDICAL LEAVE

Percentage of companies that offer Family Medical Leave	77%	76%
Average number of weeks paid	1	.2
Typical number of weeks paid	0	.0
Average number of weeks unpaid	11	.11
Typical number of weeks unpaid	0	.0

MATERNITY LEAVE

Percentage of companies that offer Maternity Leave	50%	49%
Average number of weeks paid	3	.3
Typical number of weeks paid	0	.0
Average number of weeks unpaid	8	.7
Typical number of weeks unpaid	0	.0

PATERNITY LEAVE

Percentage of companies that offer Paternity Leave	38%	37%
Average number of weeks paid	1	.1
Typical number of weeks paid	0	.0
Average number of weeks unpaid	8	.8
Typical number of weeks unpaid	0	.0

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

Eleven County Region

Hourly

Salary

HEALTH RELATED BENEFITS

HEALTH INSURANCE OFFERED

Percentage of companies offering health insurance to employees	93%	93%
Percentage of those offering health insurance to families and children	100%	99%
Percentage of companies reporting as self-insured	68%	68%
Percentage of companies reporting indemnity insurance	33%	33%
Percentage of companies that offer a single plan	40%	41%
Percentage of companies that offer multiple plans	60%	59%
Percentage of companies offering traditional plans	79%	79%
Percentage of companies offering high-deductible plans	62%	62%
Percentage of companies considering dropping health plan in coming year	1%	1%

HEALTH SAVINGS ACCOUNTS AND HEALTH REIMBURSEMENT ARRANGEMENTS

Percentage of companies offering only HSA or HRA plans	21%	21%
Percentage of companies offering optional HSA or HRA plan	40%	39%
Percentage of companies with no HSA or HRA plan	38%	39%

Average company contribution to HSA/HRA account

For employee only plan	\$1,634	\$1,500
For family plan	\$2,565	\$2,366

Typical company contribution to HSA/HRA account

For employee only plan	\$500	\$500
For family plan	\$1,000	\$1,000

Average annual out of pocket limit with HSA/HRA plan

Average maximum annual out of pocket expense single	\$4,178	\$4,178
Average maximum annual out of pocket expense family	\$8,029	\$8,029

Typical annual out of pocket limit with HSA/HRA plan

Typical maximum annual out of pocket expense single	\$5,000	\$5,000
Typical maximum annual out of pocket expense family	\$10,000	\$10,000

WELLNESS INCENTIVE

Percentage of companies that offer a wellness incentive	38%	38%
Average amount that may be earned	\$501	\$505
Typical amount that may be earned	\$500	\$500

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

Eleven County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS

SELF-INSURED COMPANIES

Traditional Plans

Percentage of self insured companies offering a traditional plan	79%	79%
Percentage that offer family coverage	98%	97%

How soon after hire is employee eligible?

One to 30 days	20%	31%
One to three months	63%	58%
Three to six months	17%	12%
Six months to year	0%	0%
After one year	0%	0%

Average monthly premium paid by employee for:

Employee only coverage	\$154.57	\$139.80
Employee and spouse	\$335.92	\$334.67
Employee and child	\$314.79	\$314.51
Family	\$479.40	\$483.04

Average monthly cost paid by employer for each employee

Employee-only coverage	\$512.73	\$521.50
Employee and spouse	\$999.14	\$1,005.14
Employee and child	\$973.99	\$978.39
Family	\$1,339.69	\$1,365.88

Deductibles

Average annual deductible per person	\$1,522.76	\$1,492.32
Typical annual deductible per person	\$1,500.00	\$1,500.00
Average annual deductible per family	\$3,205.18	\$3,136.85
Typical annual deductible per family	\$3,000.00	\$3,000.00

Copays and Limits

Average percentage of costs covered by insurance	72%	69%
Typical percentage of costs covered by insurance	80%	80%
Average copay for physician office visit	\$24.74	\$24.55
Typical copay for physician office visit	\$20.00	\$20.00

Average out of pocket limit

Single coverage	\$4,090.00	\$3,925.09
Family Coverage	\$8,285.34	\$8,142.86

Typical out of pocket limit

Single coverage	\$5,000.00	\$5,000.00
Family Coverage	\$10,000.00	\$10,000.00

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

Eleven County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

SELF-INSURED COMPANIES

High-Deductible Plan

Percentage of self insured companies offering a high-deductible plan	62%	62%
Percentage that offer family coverage	100%	100%

How soon after hire is employee eligible?

One to 30 days	28%	37%
One to three months	49%	47%
Three to six months	23%	14%
Six months to year	0%	0%
After one year	0%	0%

Average monthly premium paid by employee for:

Employee only coverage	\$104.38	\$96.71
Employee and spouse	\$253.02	\$249.58
Employee and child	\$220.82	\$218.14
Family	\$362.09	\$354.87

Average monthly cost paid by employer for each employee

Employee-only coverage	\$455.95	\$445.39
Employee and spouse	\$885.41	\$897.94
Employee and child	\$797.74	\$808.42
Family	\$1,214.56	\$1,227.76

Deductibles

Average annual deductible per person	\$3,182.56	\$3,182.56
Typical annual deductible per person	\$1,500.00	\$1,500.00
Average annual deductible per family	\$6,129.07	\$6,129.07
Typical annual deductible per family	\$3,000.00	\$3,000.00

Copays and Limits

Average percentage of costs covered by insurance	73%	72%
Typical percentage of costs covered by insurance	80%	80%
Average copay for physician office visit	\$19.63	\$19.63
Typical copay for physician office visit	\$20.00	\$20.00

Average out of pocket limit

Single coverage	\$4,856.40	\$4,716.86
Family Coverage	\$9,459.30	\$9,250.00

Typical out of pocket limit

Single coverage	\$5,000.00	\$5,000.00
Family Coverage	\$10,000.00	\$10,000.00

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

Eleven County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

INDEMNITY-INSURED COMPANIES

Traditional Plans

Percentage of Indemnity insured companies offering a traditional plan	33%	33%
Percentage that offer family coverage	100%	95%

How soon after hire is employee eligible?

One to 30 days	19%	36%
One to three months	52%	41%
Three to six months	29%	23%
Six months to year	0%	0%
After one year	0%	0%

Average monthly premium paid by employee for:

Employee only coverage	\$156.21	\$137.16
Employee and spouse	\$451.35	\$391.95
Employee and child	\$430.52	\$380.43
Family	\$663.57	\$589.28

Average monthly cost paid by employer for each employee for

Employee-only coverage	\$469.26	\$482.13
Employee and spouse	\$889.58	\$904.98
Employee and child	\$791.61	\$808.27
Family	\$1,123.83	\$1,135.99

Deductibles

Average annual deductible per person	\$2,367.50	\$2,085.71
Typical annual deductible per person	\$1,500.00	\$1,500.00
Average annual deductible per family	\$4,835.00	\$4,685.00
Typical annual deductible per family	\$3,000.00	\$3,000.00

Copays and Limits

Average percentage of costs covered by insurance	75%	75%
Typical percentage of costs covered by insurance	80%	80%
Average copay for physician office visit	\$25.71	\$24.77
Typical copay for physician office visit	\$20.00	\$20.00

Average out of pocket limit

Single coverage	\$5,783.33	\$5,802.38
Family Coverage	\$11,328.57	\$11,414.29

Typical out of pocket limit

Single coverage	\$5,000.00	\$5,000.00
Family Coverage	\$10,000.00	\$10,000.00

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

Eleven County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

INDEMNITY INSURED COMPANIES

High-Deductible Plan

Percentage of indemnity insured companies offering a high-deductible plan	64%	67%
Percentage that offer family coverage	95%	100%

How soon after hire is employee eligible?

One to 30 days	19%	30%
One to three months	62%	50%
Three to six months	14%	15%
Six months to year	5%	5%
After one year	0%	0%

Average monthly premium paid by employee for:

Employee only coverage	\$85.38	\$87.62
Employee and spouse	\$343.83	\$344.70
Employee and child	\$261.65	\$262.50
Family	\$500.47	\$501.52

Average monthly cost paid by employer for each employee

Employee-only coverage	\$457.46	\$458.89
Employee and spouse	\$805.58	\$804.62
Employee and child	\$752.30	\$751.36
Family	\$1,017.53	\$1,016.35

Deductibles

Average annual deductible per person	\$4,083.33	\$4,137.50
Typical annual deductible per person	\$1,500.00	\$1,500.00
Average annual deductible per family	\$8,275.00	\$8,275.00
Typical annual deductible per family	\$3,000.00	\$3,000.00

Copays and Limits

Average percentage of costs covered by insurance	76%	72%
Typical percentage of costs covered by insurance	80%	80%
Average copay for physician office visit	\$19.69	\$21.00
Typical copay for physician office visit	\$20.00	\$20.00

Average out of pocket limit

Single coverage	\$5,704.76	\$5,840.00
Family Coverage	\$11,680.00	\$11,680.00

Typical out of pocket limit

Single coverage	\$5,000.00	\$5,000.00
Family Coverage	\$10,000.00	\$10,000.00

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

Eleven County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

PRESCRIPTION DRUG BENEFIT

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

Retail copay when paying dollars

What is the average employee copay for retail generic?	\$10.56	.....	\$10.57
What is the typical employee copay for retail generic?	\$15.00	.....	\$15.00
What is the average employee copay for retail formulary?	\$34.24	.....	\$34.43
What is the typical employee copay for retail formulary?	\$35.00	.....	\$35.00
What is the average employee copay for retail non-formulary?	\$65.08	.....	\$65.78
What is the typical employee copay for retail non-formulary?	\$60.00	.....	\$60.00

Mail order copay when paying dollars

What is the average employee copay for mail-order generic?	\$16.40	.....	\$16.52
What is the typical employee copay for mail-order generic?	\$25.00	.....	\$25.00
What is the average employee copay for mail-order formulary?	\$62.55	.....	\$62.87
What is the typical employee copay for mail-order formulary?	\$120.00	.....	\$120.00
What is the average employee copay for mail-order non-formulary?	\$115.36	.....	\$362.88
What is the typical employee copay for mail-order nonformulary?	\$150.00	.....	\$150.00

Retail copay when paying a percentage

What is the average employee copay for retail generic?	31%	.....	31%
What is the typical employee copay for retail generic?	20%	.....	20%
What is the average employee copay for retail formulary?	34%	.....	34%
What is the typical employee copay for retail formulary?	20%	.....	20%
What is the average employee copay for retail non-formulary?	42%	.....	42%
What is the typical employee copay for retail non-formulary?	60%	.....	60%

Mail order copay when paying a percentage

What is the average employee copay for mail-order generic?	32%	.....	32%
What is the typical employee copay for mail-order generic?	20%	.....	20%
What is the average employee copay for mail-order formulary?	35%	.....	35%
What is the typical employee copay for mail-order formulary?	20%	.....	20%
What is the average employee copay for mail-order non-formulary?	43%	.....	43%
What is the typical employee copay for mail-order nonformulary?	30%	.....	30%

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

Eleven County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

DENTAL INSURANCE

Percentage of all companies that offer a dental plan	79%	80%
Percentage of those plans that cover orthodontia	79%	78%

How soon after hire is employee eligible for coverage?

One to 30 days after hire:	21%	32%
One to three months after hire	63%	58%
Three to six months after hire:	16%	11%
Six months to one year after hire:	0%	0%
After first year:	0%	0%

Deductibles and Limits

Average annual deductible	\$69.22	\$70.64
Typical annual deductible	\$50.00	\$50.00
Average annual limit single coverage:	\$1,252	\$1,233
Typical annual limit single coverage	\$1,000	\$1,000
Average annual limit family coverage:	\$1,790	\$1,749
Typical annual limit family coverage	\$1,000	\$1,000

Premiums and Costs

Average monthly premium paid by employee for

Employee only coverage:	\$13.57	\$13.71
Employee and spouse:	\$29.98	\$30.37
Employee and child(ren)	\$33.94	\$34.22
Family	\$49.48	\$49.87

Average monthly premium paid by employer for

Employee only coverage:	\$12.64	\$12.67
Employee and spouse:	\$24.04	\$24.32
Employee and child(ren)	\$26.12	\$26.44
Family	\$37.38	\$37.56

Typical monthly premium paid by employer for

Employee only coverage:	\$0.00	\$0.00
Employee and spouse:	\$0.00	\$0.00
Employee and child(ren)	\$0.00	\$0.00
Family	\$0.00	\$0.00

Percentage of Costs Covered

Average of preventive costs covered	95%	94%
Typical percentage of preventive costs covered	100%	100%
Average of basic costs covered	73%	72%
Typical percentage of basic costs covered	80%	80%
Average of major costs covered:	49%	48%
Typical percentage of major costs covered	50%	50%

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

Eleven County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

VISION INSURANCE

Percentage of all companies offering a separate vision plan.	72%	71%
Percentage of those plans that cover glasses/contacts	96%	98%
Percentage of those plans that cover LASIK or similar procedures	23%	23%

How soon after hire is employee eligible for coverage?

One to 30 days	22%	34%
One to three months	63%	56%
Three to six months	16%	10%
Six months to one year.	0%	0%
After first year	0%	0%

Premiums and Costs

Average monthly premium paid by employee for:

Employee only coverage.	\$5.58	\$5.66
Employee and spouse.	\$10.77	\$10.78
Employee and child(ren)	\$11.26	\$11.47
Family	\$16.61	\$16.54

Average monthly premium paid by employer for

Employee only coverage.	\$2.65	\$2.65
Employee and spouse.	\$4.72	\$4.76
Employee and child(ren)	\$4.73	\$4.77
Family	\$6.50	\$6.57

Typical monthly premium paid by employer for

Employee only coverage.	\$0.00	\$0.00
Employee and spouse.	\$0.00	\$0.00
Employee and child(ren)	\$0.00	\$0.00
Family	\$0.00	\$0.00

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

Eleven County Region

Hourly

Salary

FINANCIAL BENEFITS AND INCENTIVES

LIFE INSURANCE

Percentage of all companies offering life insurance.	87%	90%
Percentage of those plans that pay a set dollar amount	79%	73%
Percentage of those plans that pay a percentage of salary	28%	35%

How soon after hire is employee covered?

One to 30 days	22%	32%
One to three months	59%	53%
Three to six months	18%	13%
Six months to one year.	1%	1%
After 1 year	0%	1%

SHORT TERM DISABILITY

Percentage of all companies that offer a short-term disability benefit	72%	70%
Average percentage of wages employee receives while on short-term disability	61%	69%
Typical percentage of wages employee receives while on short-term disability	60%	60%
Average number of weeks employee receives payment	19	19
Typical number of weeks employee receives payment.	26	26

How soon after hire is employee covered?

One to 30 days	18%	26%
One to three months	54%	56%
Three to six months	18%	10%
Six months to one year.	2%	1%
After first year	7%	7%

LONG TERM DISABILITY

Percentage of all companies that offer a long-term disability benefit	48%	55%
Average percentage of wages employee receives while on disability	53%	56%
Typical percentage of wages employee receives while on disability	60%	60%
Average age when employee no longer receives payment	58	59
Typical age when employee no longer receives payment.	65	65

How soon after hire is employee covered?

One to 30 days	19%	33%
One to three months	56%	56%
Three to six months	19%	6%
Six months to one year.	6%	6%
After first year	0%	0%

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

Eleven County Region

Hourly

Salary

FINANCIAL BENEFITS AND INCENTIVES (continued)

COMMISSIONS AND INCENTIVES

Percentage of employers that pay commission on sales, contracts or transactions... 15% 33%

Average percentage of compensation that comes from commission 13%

PROFIT SHARING AND BONUSES

Percentage of companies that offer profit-sharing or performance incentives 36% 42%

How soon after hire is employee eligible?

One to 30 days 17% 21%

One to three months 17% 14%

Three to six months 17% 14%

Six months to one year 25% 14%

After 1 year 25% 36%

How are incentives awarded?

Percentage where incentives are team based 50% 50%

Percentage where incentives are individually based 33% 57%

BONUS POOL

Percentage of employers who have a bonus pool 9% 9%

Average annual amount per employee \$1,840 \$2,404

REFERRAL BONUS

Percentage of employers that pay a referral bonus 42%

RETENTION BONUS

Percentage of employers offering a retention bonus 10% 7%

When are employees eligible?

After six months 67% 75%

After one year 38% 25%

SHIFT DIFFERENTIAL

Percentage of companies with more than one shift 58%

Percentage that pay a shift differential 95%

Average hourly differential for second shift 63 cents

Average hourly differential for third shift 75 cents

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

Eleven County Region

Hourly

Salary

RETIREMENT

COMPANY FUNDED PENSION

Percentage of companies that offer traditional pension plan	10%	8%
Percentage of companies where the employee also contributes	36%	44%
Average age when employee is eligible to receive benefits	62	61
Typical age when employee is eligible to receive benefits	65	65

401(K) AND SIMILAR PLANS

Percentage of companies that offer a 401(k)/403(b) plan	90%	90%
Average percentage of wages an employee may contribute to fund	58%	57%
Typical percentage of wages an employee may contribute to fund	100%	100%
Percentage of companies where the employer contributes	84%	85%
Average percentage of contribution the employer matches	11%	10%
Typical percentage of contribution the employer matches	5%	5%
Average percentage of contribution the company matches	70% of the first 7%	
Percentage of companies where the match is guaranteed	83%	82%
Percentage of companies where the match is intended	28%	27%

How soon after hire is employee eligible to participate?

One to 30 days	20%	22%
One to three months	26%	15%
Three to six months	16%	15%
Six months to a year	13%	12%
After one year	25%	24%

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

Eleven County Region

Hourly

Salary

OTHER INCENTIVES

WORKPLACE

Percentage of companies that offer these workplace benefits

Casual dress day (one per week)	11%	22%
Casual dress (every day)	59%	56%
Child day care services	1%	0%
Child care subsidy	3%	3%
Compressed work week	10%	9%
Discounted product purchases	29%	27%
Employee assistance programs	60%	37%
Emergency/sick child care	4%	4%
English as second language assistance	1%	2%
Fitness center membership subsidy	26%	25%
Fitness center on site	6%	6%
Flex time	14%	20%
Flexible spending account	44%	34%
Job sharing	3%	3%
Informal recognition program	38%	34%
Open communication policy	61%	59%
Scholarships-employees/spouses/children	13%	12%
Smoking cessation programs	36%	36%
Smoke-free work environment	59%	59%
Telecommuting	6%	19%
Transit subsidy	1%	1%
Tutoring-employees/spouses/children	1%	1%
Wellness program, resources and information	49%	48%
Other	8%	4%

COST OF BENEFITS

Cost of benefits as percentage of wages	25%
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WORKPLACE



Leisure, Hospitality, Retail and Restaurants

Northeast Indiana Workplace: Leisure, Hospitality, Retail, Restaurants

Eleven County Region

HIRING AND LAYOFFS

EXPECTED CHANGES IN STAFFING PRECEDING YEAR

Hiring

Percentage of companies that added workers in preceding six months 93%

Total number of employees added in preceding six months 4,765

Average number of employees added in preceding six months 45

Layoffs

Percentage of companies that laid off employees in preceding six months 11%

Total number of employees laid off in preceding six months 260

Average number of employees laid off in preceding six months 20

CHANGES IN STAFFING IN 2021

Hiring

Percentage of companies adding workers later in 2021 63%

Total anticipated increase later 2021 1,446

Average anticipated increase later in 2021 20

Layoffs

Percentage of companies expecting layoffs later in 2021 0%

Total anticipated layoffs later in 2021 0

Average anticipated layoffs later in 2021 0

No change

Percentage of companies anticipating neither hiring nor layoffs in 2021 63%

Percentage of companies uncertain of change in 2021 13%

EXPECTED CHANGES IN STAFFING IN 2022

Hiring

Percentage of companies adding workers in 2022 34%

Total anticipated increase in 2022 610

Average anticipated increase in 2022 16

Layoffs

Percentage of companies anticipating layoffs in 2022 0%

Total anticipated layoffs in 2022 0

Average anticipated layoff in 2022 0

No change

Percentage of companies anticipating no change in 2022 66%

Percentage of companies uncertain of change in 2022 0%

ANNUAL TURNOVER

Average annual turnover as percentage of employees. 25%

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

Eleven County Region

Hourly

Salary

STAFFING

INCENTIVES

Percentage of those companies offering these staffing incentives

Relax drug screening requirements	12%
Hire persons with disabilities	7%
Hire persons with felony records	27%
Expand internships	21%
Hire persons without high school or GED diploma	44%
Increase starting pay	56%
Pay hiring bonus	14%
Pay referral bonus	55%
Pay retention bonus	23%
Offer housing assistance	3%
Offer child care assistance	3%
None or none of above	12%

RECRUITING

Where employers recruit new workers

Employment agencies	47%
Indiana Career Connect	43%
Job fairs	46%
Newspapers	37%
Online	69%
Referrals	90%

PANDEMIC

Impact of the pandemic on employment environment

No impact	15%
Layoffs	15%
Furloughs	25%
Delay filling openings	15%
More flexible work from home policies	15%
Employment has grown	0%

COVID19 Vaccine policies

Hourly

Salaried

Employees are required to be vaccinated	5%	30%
Financial incentives offered to encourage vaccination	25%	15%

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

Eleven County Region

Hourly

Salary

WORKFORCE DEVELOPMENT

MOST NEEDED SKILLS

Employers who say these abilities are most needed in workforce

Customer service	16%
Communications skills.	5%
People skills	4%
Strong work ethic.	14%
Showing up for work.	21%
Time management.	3%
Problem solving.	9%
Commitment to quality.	29%
Detail oriented.	10%
Willingness to learn	6%
Ability to follow instructions	3%
Computer literacy	10%
Mathematics	9%
Read ruler/scale	9%
Machinist.	10%
Welding.	11%

NEEDED TECHNICAL SKILLS

Employers who say these tech skills are most needed in workforce

Office.	44%
Outlook.	30%
Excel	36%
AutoCAD	17%
SAP	1%
CAM.	4%
Computer/Internet	8%
Machinist.	10%
Welding.	11%
Specialized to position	25%

MINIMUM EDUCATION REQUIREMENTS

Employers who set these minimum education requirements

High School/GED.	42%
Some college	0%
Associates degree.	3%
Bachelors degree	13%
Graduate degree.	13%
Professional license/tech certification	20%
None required	38%

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

Eleven County Region

Hourly

Salary

WORKFORCE DEVELOPMENT

EMPLOYERS FIND THESE POSITIONS MOST DIFFICULT TO FILL

Management	3%
All openings	9%
Maintenance positions	19%
Skilled trades	10%
Welders	10%
Machinists	11%
Technicians	4%
CDL drivers	6%
Production positions	13%
Off-shift openings	6%
Labor	13%
Engineers	10%
Other	9%

SALARY OUTLOOK

PAY INCREASES

In 2020

Percentage of companies giving pay raises in preceding 12 months	77%
Average raise given in preceding 12 months	4.20%
Typical raise given in preceding 12 months	3%

In 2021

Percentage of companies planning pay raises in next 12 months	89%
Average raise planned in next 12 months	3.62%
Typical increase planned in next 12 months	3%

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

Eleven County Region

Hourly

Salary

TRAINING AND CAREER DEVELOPMENT

TRAINING AND CAREER DEVELOPMENT

Percentage of companies with training, career development and education benefits. . 58% 59%

How soon after hire is employee eligible?

One to 30 days	51%		54%
One to three months	18%		15%
Three to six months	7%		6%
Six months to one year.	3%		3%
After 1 year	21%		22%

TUITION ASSISTANCE

Percentage of companies offering tuition assistance.	47%		50%
Percentage that require classes be job related to receive tuition assistance	89%		91%
Average percent of tuition reimbursement	79%		76%

JOB SKILLS AND CAREER DEVELOPMENT

Percentage of companies that offer in-house skills and career development programs	54%		53%
Percentage of companies that offer off-site and career development programs	53%		54%

MENTORING

Percentage of companies with formal mentoring programs 30% 28%

IN-HOUSE TRAINING

Percentage of companies where training is done in-house 54% 53%

OFF-SITE TRAINING

Percentage of companies where training is done off-site. 53% 54%

ORIENTATION

Percentage of companies that offer orientation for new employees 55% 56%

INTERNSHIPS

Percentage of companies with internships. 47%

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

Eleven County Region

Hourly

Salary

SUBSTANCE SCREENING

DRUG TESTING

Percentage of companies that conduct drug testing 90%

Which screening protocol is used?

Five panel 42%
 Seven panel 14%
 DOT 18%
 Other 42%

Hourly

Salary

Percentage of those companies that require new applicants to pass 92% 87%

Current employees are screened

Randomly 33% 30%
 After incident/injury 75% 72%
 For cause 84% 83%

Employees who fail are

Dismissed 70% 70%
 Referred to an EAP or counseling program 46% 45%

MARIJUANA TESTING

Percentage of companies that test for marijuana use 87%

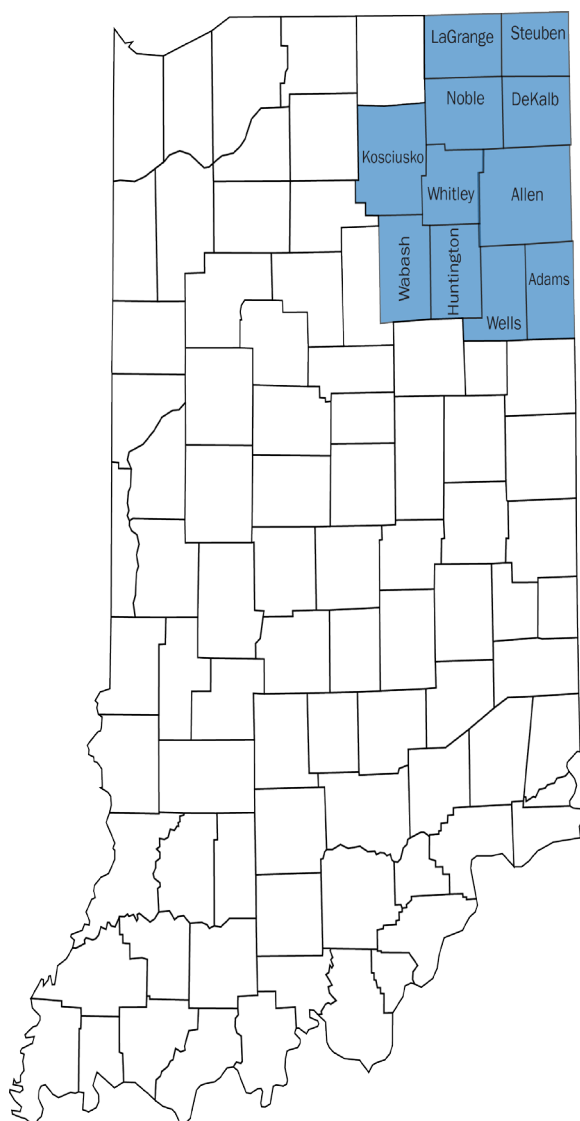
Percentage of companies that make allowance for prescription 48%

When are tests done?

As part of hiring process 79%
 For cause or after incident 81%

Eleven County Region Northeast Indiana

Supplemental Reports 2021



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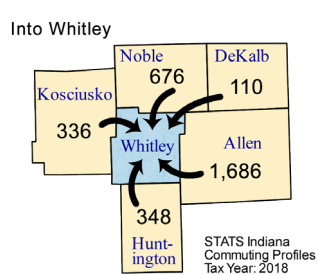
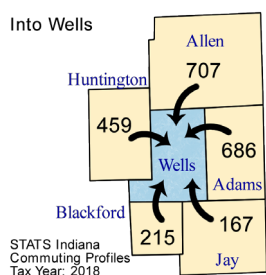
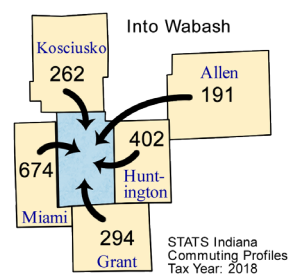
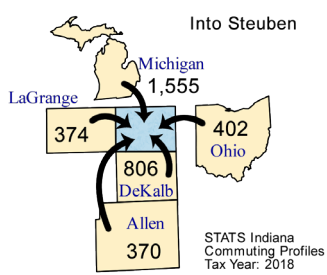
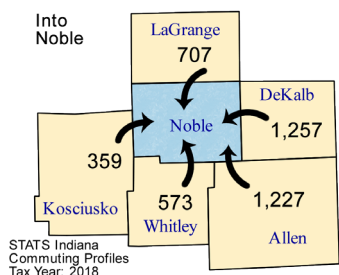
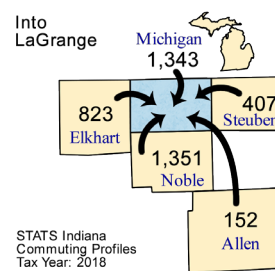
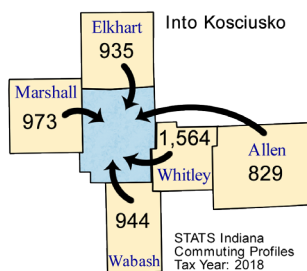
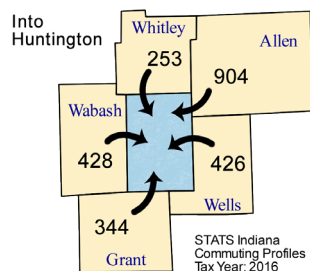
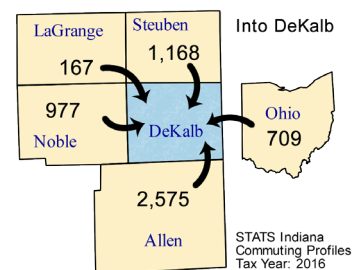
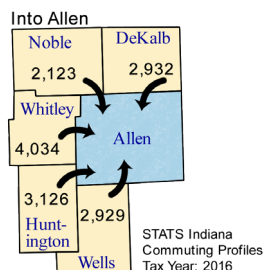
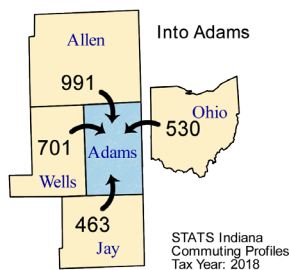
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**Members of the Northeast Indiana
Regional Partnership Back Cover**

Northeast Indiana Region Profile Eleven County Region

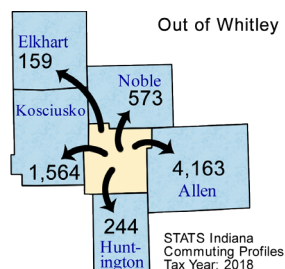
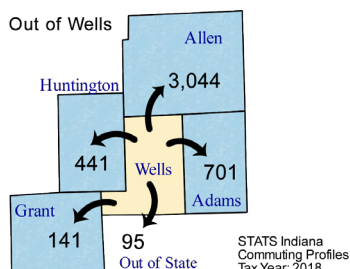
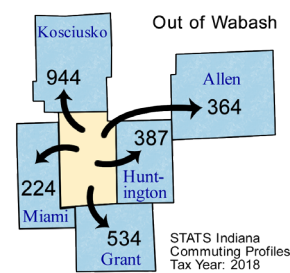
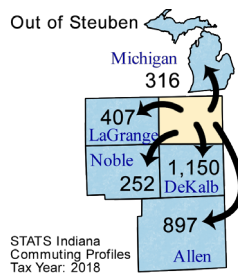
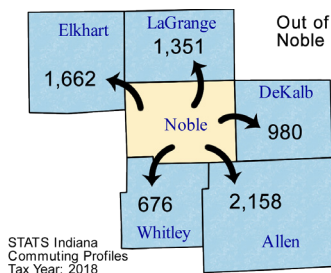
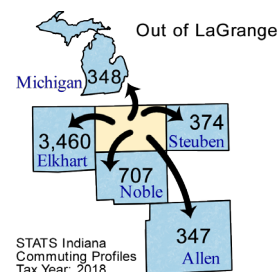
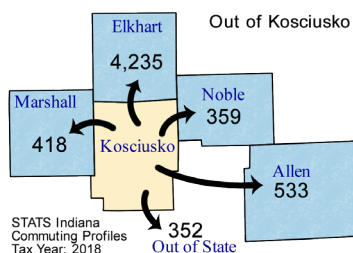
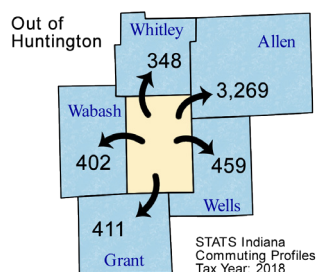
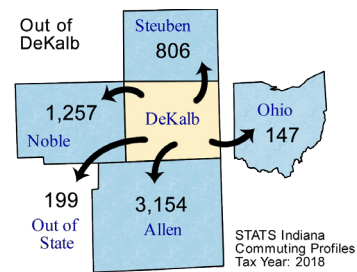
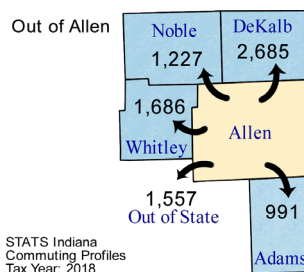
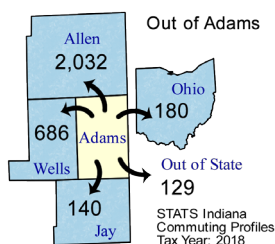
WORKFORCE MOBILITY

COMMUTING INTO COUNTY



WORKFORCE MOBILITY

COMMUTING FROM COUNTY



Northeast Indiana Region Profile Eleven County Region

POPULATION AND EDUCATIONAL ATTAINMENT

2017 Data:	Adams	Allen	DeKalb	Huntington	Kosciusko	LaGrange
Population Estimates	35,777	379,299	43,475	36,520	79,456	39,614
Total Population 25 and Older . . .	21,520	248,056	29,474	25,142	53,496	23,124
Educational Attainment 2020						
- % High School or Higher	84.7%	89.4%	90.2%	91.8%	85.7%	61.8%
- % Bachelors or Higher	15.5%	28.5%	18.0%	20.1%	23.3%	10.5%
Median Age	33.7	36	39.3	40.6	38.5	31.8

Sources - U.S. Census Bureau, Indiana Department of Workforce Development, Indiana Department of Education (Stats Indiana)

LABOR FORCE AND INDUSTRY SECTORS

2019 Data:	Adams	Allen	DeKalb	Huntington	Kosciusko	LaGrange
By Place of Residence:						
Labor Force Estimates	17,255	186,799	22,758	18,344	42,438	20,073
Employed	16,785	180,923	22,116	17,745	41,248	19,514
Unemployed	470	5,876	642	599	1,190	559
Unemployment Rate	2.70%	3.10%	2.80%	3.30%	2.80%	2.80%
Average Wage per Job	\$41,092	\$48,969	\$50,268	\$40,696	\$52,017	\$44,277
2019 Data:						
Total by Place of Work	21,202	250,512	28,531	18,400	50,793	23,057
Wage & Salary	14,805	206,818	23,375	14,580	41,181	15,336
Private	17,317	228,598	25,455	16,136	46,074	19,322
- Accommodates, Food Service	986	18,355	1,486	1,202	2,906	1,061
- Arts, Ent. & Recreation	158	5,028	369	230	588	137
- Construction	2,329	14,624	1,166	876	2,476	1,246
- Health Care, Social Services	1,145	38,514	1,948	1,805	4,013	NA
- Information	196	2,770	125	451	374	38
- Manufacturing	5,246.00	30,480	10,088	3,643	15,918	7,912
- Professional, Technical Services	N/A	10704	790	NA	1,904	420
- Retail Trade	1,936	25,820	1,989	1,701	4,780	2,134
- Transportation, Warehousing	653	9,744	1,944	768	912	647
- Wholesale Trade	N/A	10,347	NA	718	1,658	925
- Other Private (not above)	3517*	61764*	4485*	3982*	10634*	2406*
Government (Local, State, Fed.)	2,375	20,259	2,216	1,559	3,269	1,418

Source - U.S. Bureau of Economic Analysis (Stats Indiana)

* These totals do not include county data that are not available due to BEA non-disclosure requirements.

Northeast Indiana Region Profile Eleven County Region

POPULATION AND EDUCATIONAL ATTAINMENT

2017 Data:	Noble	Steuben	Wabash	Wells	Whitley	Eleven County Region
Population Estimates	47,744	34,594	30,996	28,296	33,964	789,735
Total Population 25 and Older	61.8%	83.6%	91.1%	88.8%	92.20%	91.8%
Educational Attainment 2020						
- % High School or Higher	83.6%	91.1%	88.8%	92.20%	91.8%	n/a
- % Bachelor's or Higher	13.7%	21.8%	18.1%	18.20%	20.7%	n/a
Median Age	39.3	44	42.8	40	41.8	n/a

Sources - U.S. Census Bureau, Indiana Department of Workforce Development, Indiana Department of Education (Stats Indiana)

LABOR FORCE AND INDUSTRY SECTORS

2019 Data:	Noble	Steuben	Wabash	Wells	Whitley	Eleven County Region
By Place of Residence:						
Labor Force Estimates	23,760	20,785	15,101	14,514	17,881	399,708
Employed	23,023	20,323	14,630	14,123	17,354	387,784
Unemployed	737	553	471	391	527	12,015
Unemployment Rate	3.10%	2.70%	3.10%	2.70%	2.90%	2.91%

Average Wage per Job \$42,277 \$38,471 \$39,142 \$41,240 \$45,764 \$44,019

2019 Data:

Total by Place of Work	24,779	21,611	16,514	14,674	17,820	487,893
Wage & Salary	19,603	17,448	12,812	11,417	13,765	391,140
Private	21,555	19,492	14,074	12,567	15,533	436,123
- Accommodates, Food Service	1,222	1,604	1,048	632	1,000	31,502
- Arts, Ent. & Recreation	191	240	400	105	218	7,664
- Construction	1,008	906	948	782	951	27,312
- Health Care, Social Services	1,413	NA	NA	1,595	NA	50,433
- Information	198	138	69	NA	NA	4,359
- Manufacturing	9,321	5,762	2,787	2,680	5,662	99,499
- Professional, Technical Services	NA	600	412	NA	NA	14,830
- Retail Trade	2,163	2,499	1,670	1,681	1,639	48,012
- Transportation, Warehousing	641	904	294	1,588	NA	18,095
- Wholesale Trade	607	NA	488	NA	NA	14,743
- Other Private (not above)	3944*	3636*	3983*	1946*	2274*	97,371
Government (Local, State, Fed.)	2,014	1,581	1,623	1,402	1,583	39,299

Source - U.S. Bureau of Economic Analysis (Stats Indiana)

* These totals do not include county data that are not available due to BEA non-disclosure requirements.

BENEFITS SURVEY PARTICIPANTS

We appreciate the assistance of 143 employers in the eleven-county northeastern Indiana region who contributed benefits data for this report. Most wished to remain confidential to protect corporate privacy. These agreed to be acknowledged:

20/20 Custom Molded Plastics, Bluffton
Adams Health Network, Decatur
Ag Plus, South Whitley
Alum-Elec Structures, Inc., Kendallville
American Mitsuba Corporation, Monroeville
Audiences Unlimited, Inc., Fort Wayne
Autoform Tool & Mfg., LLC, Angola
AWS Foundation Inc., Fort Wayne
Bollhoff, Inc., Kendallville
Briner Building Inc., Bluffton
Brotherhood Mutual Insurance Company, Fort Wayne

Bulldog Battery Corporation, Wabash
Cable Bullet, Warsaw
DeKalb Molded Plastics, Butler
Dexter Axle Company, Albion
FCC (Adams), LLC, Berne
Fort Wayne Metals, Fort Wayne
Goldshield Fiberglass, Inc., Decatur
Graphic Packaging Int'l, Kendallville
Heidtman Steel Products, Inc., Butler
Hendrickson, Kendallville
HF Group, LLC, North Manchester
IMI Greenfield
Janus International Group, LLC, Butler
JH Specialty, Inc., Fort Wayne
JICI, Inc., Angola
Kautex Textron, Avilla
KZ Inc., Shipshewana
Leggett & Platt Inc., Kendallville
Messenger, Auburn
Mid-States Tool & Machine, Decatur
MPS Egg Farms, North Manchester
NiSource, Merrillville

Novae Corp., Markle
ONXX Tool, Inc., Avilla
Parkview Health, Fort Wayne
Pena's Mechanical Contractors, Inc., Ossian
Rea Magnet Wire Company, Fort Wayne
ReliablePMW, Kendallville
Restoration Medical Polymers, Columbia City
Star Engineering and Machine Company, Bluffton
Swager Communications, Inc., Fremont
The Literacy Alliance Inc, Fort Wayne
Wabash County Animal Shelter, Inc., Wabash
Warner Electric Inc, Columbia City
Wayne Pipe & Supply, Inc., Fort Wayne
Whiteshire Hamroc LLC, Albion
Whitley Manufacturing Co., Inc, South Whitley
Wolfpack Chassis LLC, Kendallville

ABOUT THE WAGE DATA

Industry Data

Emsi industry data have various sources depending on the class of worker.

- For QCEW Employees, Emsi primarily uses the QCEW (Quarterly Census of Employment and Wages), with supplemental estimates from County Business Patterns.
- Non-QCEW employees data are based on a number of sources including QCEW, Current Employment Statistics, County Business Patterns, BEA State and Local Personal Income reports, the National Industry-Occupation Employment Matrix (NIOEM), the American Community Survey, and Railroad Retirement Board statistics.
- Self-Employed and Extended Proprietor classes of worker data are primarily based on the American Community Survey, Nonemployer Statistics, and BEA State and Local Personal Income Reports. Projections for QCEW and Non-QCEW Employees are informed by NIOEM and long-term industry projections published by individual states.

Indiana Data Sources

This report uses state data from the Indiana Department of Workforce Development.

Occupation Data

Emsi occupation employment data are based on final Emsi industry data and final Emsi staffing patterns. Wage estimates are based on Occupational Employment Statistics (QCEW and Non-QCEW Employees classes of worker) and the American Community Survey (Self-Employed and Extended Proprietors). Occupational wage estimates also affected by county-level Emsi earnings by industry.

Staffing Patterns Data

The staffing pattern data in this report are compiled from several sources using a specialized process. For QCEW and Non-QCEW Employees classes of worker, sources include Occupational Employment Statistics, the National Industry-Occupation Employment Matrix, and the American Community Survey. For the Self-Employed and Extended Proprietors classes of worker, the primary source is the American Community Survey, with a small amount of information from Occupational Employment Statistics.

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