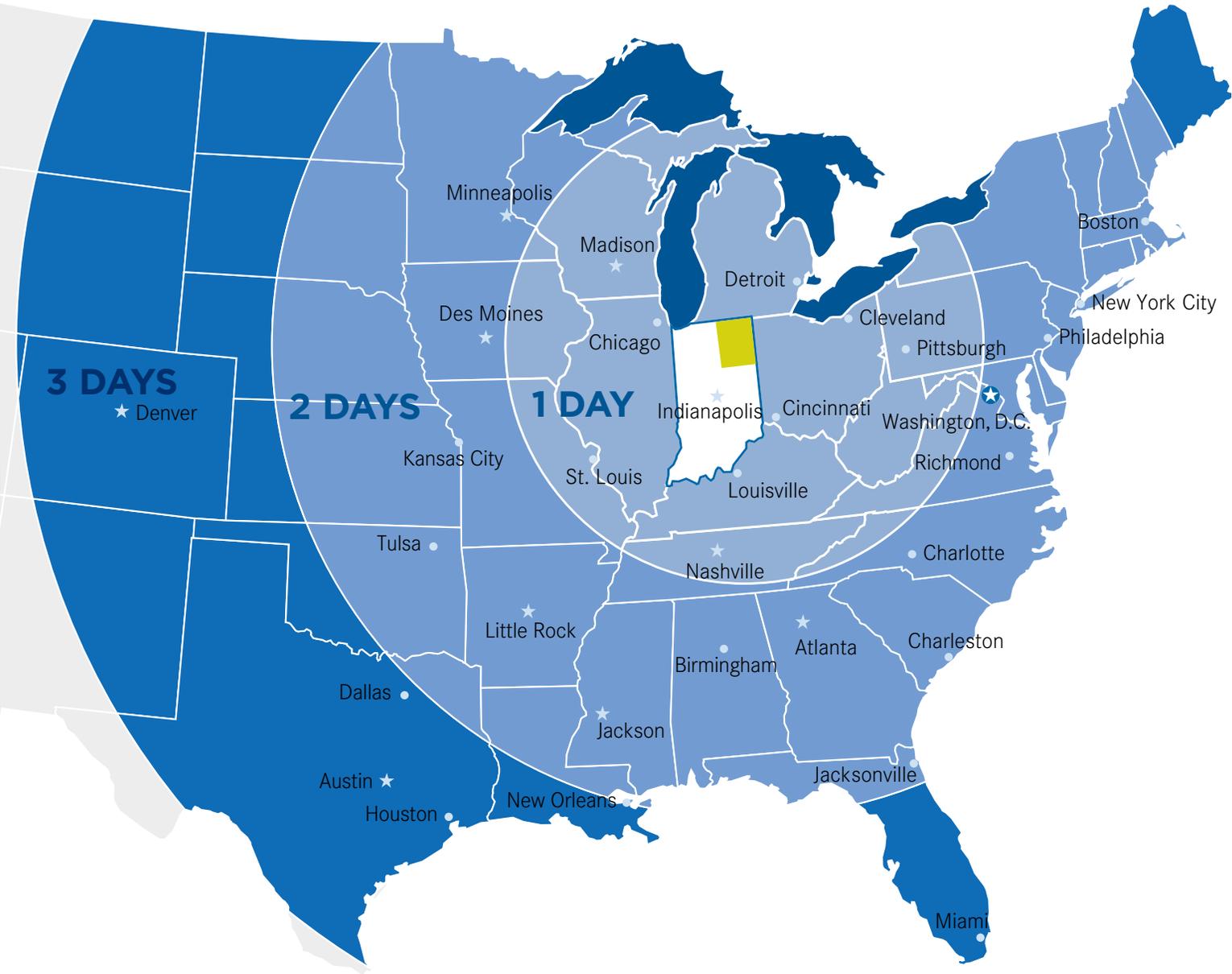


NORTHEAST INDIANA

WAGE AND BENEFITS SURVEY

FIVE COUNTY NORTH REGION

2021



DEKALB >> LAGRANGE >> NOBLE >> STEUBEN >> WHITLEY

SPONSORS



An **AEP** Company

BOUNDLESS ENERGY™



TABLE OF CONTENTS

INTRODUCTION 2

INTERPRETATIONS 3



GOODS PRODUCING, CONSTRUCTION, LOGISTICS

Wages 5
 Benefits 14
 Employment Outlook 32
 Workforce Issues 31



PROFESSIONAL, FINANCIAL AND INFORMATION SERVICES AND NOT-FOR-PROFITS

Wages 39
 Benefits 44
 Employment Outlook 62
 Workforce Issues 61



HEALTHCARE

Wages 69
 Benefits Insufficient Data
 Employment Outlook Insufficient Data
 Workforce Issues Insufficient Data



LEISURE, HOSPITALITY, RETAIL AND RESTAURANTS

Wages 79
 Benefits 83
 Employment Outlook 101
 Workforce Issues 100

SUPPLEMENTAL REPORTS

Workers commuting into the region's counties 108
 Workers commuting out of the region's counties 108
 Educational attainment 109
 Employment 109
 Employment by industry sector 109
 Labor force 109
 Population 109
 Acknowledgement of participants 110
 Wage data sources 110

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

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 five-county region of northeastern Indiana.

More than 65 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:

REGIONAL PARTNERSHIP

Anton King

Executive Director
DeKalb County EDP
260.927.1180
anton@dekalbedp.org

Bill Bradley

President & CEO
LaGrange County EDC
260.499.4994
bbradley@lagrangecountyedc.com

Gary Gatman

Executive Director
Noble County EDC
260.636.3800
info@noblecountyedc.com

Isaac Lee

Executive Director
Steuben County EDC
260.665.6889
isaac@steubenedc.com

Dale Buuck

President
Whitley County EDC
260.244.5506
dbuuck@whitleyedc.com

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 110.

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 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 FIVE COUNTY NORTHERN REGION

WAGES AND BENEFITS SURVEY



Goods Producing, Construction, and Logistics
Includes manufacturing, transportation and warehousing, wholesale trade, utilities, construction, logging, and mining

INSIDE THIS SECTION

Wages	6-13
Benefits	
Time off	15-18
Health insurance plans and costs.....	19-26
Financial benefits and incentives.....	27-29
Other benefits.....	30
Employment and Workplace	
Staffing forecasts	32
Recruiting and workforce assessments.....	33-35
Salary forecasts	35
Training and career development	36
Covid 19 Issues	
Impact on employment.....	33
Vaccination policies.....	33

WAGES



Goods Producing, Construction and Logistics

Northeast Indiana Wages: Goods Producing, Logistics, Construction

Five County North Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
MANAGEMENT OCCUPATIONS				
Chief Executives	52	\$19.73	\$47.62	\$75.05
General and Operations Managers	704	\$26.36	\$38.18	\$59.14
Marketing Managers	24	\$28.49	\$41.27	\$60.95
Sales Managers	71	\$37.22	\$51.76	\$74.37
Administrative Services and Facilities Managers	38	\$27.49	\$34.10	\$47.17
Computer and Information Systems Managers	26	\$38.45	\$51.08	\$65.44
Financial Managers	64	\$30.27	\$44.38	\$63.50
Industrial Production Managers	302	\$33.61	\$44.54	\$58.59
Purchasing Managers	29	\$30.38	\$39.77	\$52.54
Transportation, Storage, and Distribution Managers	34	\$27.42	\$39.95	\$56.90
Human Resources Managers	28	\$33.22	\$41.28	\$50.44
Farmers, Ranchers, and Other Agricultural Managers	501	\$10.04	\$20.51	\$32.94
Construction Managers	185	\$12.93	\$24.92	\$40.54
Architectural and Engineering Managers	97	\$44.99	\$54.87	\$66.04
Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other	306	\$13.12	\$21.18	\$35.04
BUSINESS AND FINANCIAL OPERATIONS OCCUPATIONS				
Buyers and Purchasing Agents	195	\$20.10	\$25.32	\$31.33
Compliance Officers	15	\$21.58	\$27.07	\$34.11
Cost Estimators	105	\$21.10	\$30.04	\$36.38
Human Resources Specialists	134	\$19.09	\$23.90	\$30.15
Logisticians	43	\$21.88	\$31.95	\$40.29
Management Analysts	23	\$24.23	\$33.90	\$51.75
Training and Development Specialists	26	\$18.68	\$25.57	\$31.24
Market Research Analysts and Marketing Specialists	64	\$16.66	\$22.65	\$31.11
Project Management Specialists and Business Operations Specialists, All Other	66	\$19.09	\$28.00	\$38.13
Accountants and Auditors	178	\$21.88	\$27.65	\$36.45
Financial and Investment Analysts, Financial Risk Specialists, and Financial Specialists, All Other	11	\$20.40	\$29.19	\$41.70
COMPUTER AND MATHEMATICAL OCCUPATIONS				
Computer Systems Analysts	24	\$24.02	\$29.66	\$40.32
Computer User Support Specialists	59	\$15.91	\$18.99	\$24.06
Network and Computer Systems Administrators	56	\$26.84	\$33.19	\$39.01
Computer Programmers	17	\$28.02	\$38.10	\$49.01
Software Developers and Software Quality Assurance Analysts and Testers	90	\$31.53	\$40.64	\$52.43
Computer Occupations, All Other	13	\$18.35	\$29.81	\$38.53

Northeast Indiana Wages: Goods Producing, Logistics, Construction

Five County North Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
ARCHITECTURE AND ENGINEERING OCCUPATIONS				
Bioengineers and Biomedical Engineers	17	\$28.21	\$33.95	\$41.76
Civil Engineers	13	\$29.48	\$36.78	\$43.98
Electrical Engineers	82	\$31.99	\$37.73	\$46.86
Electronics Engineers, Except Computer	38	\$32.36	\$43.10	\$56.79
Industrial Engineers	674	\$28.92	\$36.02	\$43.59
Materials Engineers	38	\$32.39	\$37.01	\$42.90
Mechanical Engineers	255	\$28.25	\$34.53	\$42.30
Engineers, All Other	53	\$21.88	\$28.27	\$40.45
Architectural and Civil Drafters	14	\$20.07	\$24.22	\$30.09
Mechanical Drafters	80	\$18.17	\$22.21	\$26.06
Drafters, All Other	14	\$16.51	\$19.04	\$24.49
Electrical and Electronic Engineering Technologists and Technicians	45	\$18.45	\$25.41	\$33.70
Electro-Mechanical and Mechatronics Technologists and Technicians	12	\$22.65	\$26.21	\$31.15
Industrial Engineering Technologists and Technicians	97	\$19.88	\$23.58	\$27.72
Mechanical Engineering Technologists and Technicians	30	\$22.31	\$26.34	\$30.61
Calibration Technologists and Technicians and Engineering Technologists and Technicians, Except Drafters, All Other	53	\$20.26	\$27.28	\$33.63
LIFE, PHYSICAL, AND SOCIAL SCIENCE OCCUPATIONS				
Chemists	16	\$27.29	\$34.44	\$43.85
Agricultural and Food Science Technicians	13	\$14.34	\$18.13	\$23.53
Chemical Technicians	15	\$18.65	\$23.74	\$28.85
Occupational Health and Safety Specialists	37	\$21.33	\$30.29	\$37.12
ARTS, DESIGN, ENTERTAINMENT, SPORTS, AND MEDIA OCCUPATIONS				
Commercial and Industrial Designers	34	\$25.34	\$30.49	\$37.45
Graphic Designers	74	\$13.89	\$17.47	\$25.17
Merchandise Displayers and Window Trimmers	13	\$19.22	\$20.81	\$22.17
PROTECTIVE SERVICE OCCUPATIONS				
Security Guards	18	\$10.15	\$12.39	\$19.56
FOOD PREPARATION AND SERVING RELATED OCCUPATIONS				
Food Preparation Workers	14	\$8.42	\$9.37	\$11.11
Bartenders	17	\$8.40	\$9.53	\$10.97
Fast Food and Counter Workers	18	\$8.45	\$9.42	\$10.74
Waiters and Waitresses	10	\$8.38	\$9.31	\$13.04

Northeast Indiana Wages: Goods Producing, Logistics, Construction

Five County North 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	170	\$10.64	\$13.36	\$16.02
Landscaping and Groundskeeping Workers	24	\$9.29	\$12.54	\$16.92

PERSONAL CARE AND SERVICE OCCUPATIONS

Animal Trainers	16	\$7.38	\$11.87	\$20.67
Animal Caretakers	31	\$8.65	\$10.36	\$13.45

SALES AND RELATED OCCUPATIONS

First-Line Supervisors of Retail Sales Workers	10	\$12.54	\$15.74	\$21.92
First-Line Supervisors of Non-Retail Sales Workers	21	\$14.31	\$25.20	\$38.12
Cashiers	21	\$8.49	\$9.61	\$11.16
Retail Salespersons	95	\$9.07	\$10.76	\$13.94
Sales Representatives of Services, Except Advertising,				
Insurance, Financial Services, and Travel	105	\$20.03	\$26.92	\$43.95
Sales Representatives, Wholesale and Manufacturing,				
Technical and Scientific Products	74	\$24.18	\$37.64	\$55.24
Sales Representatives, Wholesale and Manufacturing,				
Except Technical and Scientific Products	673	\$20.69	\$27.66	\$39.55
Real Estate Sales Agents	11	\$9.92	\$18.99	\$39.39
Sales Engineers	15	\$38.31	\$58.48	\$83.93

OFFICE AND ADMINISTRATIVE SUPPORT OCCUPATIONS

First-Line Supervisors of Office and Administrative				
Support Workers	205	\$17.51	\$24.06	\$32.92
Billing and Posting Clerks	25	\$14.56	\$16.72	\$19.01
Bookkeeping, Accounting, and Auditing Clerks	290	\$13.38	\$16.57	\$20.17
Payroll and Timekeeping Clerks	23	\$14.88	\$17.88	\$22.87
Procurement Clerks	17	\$15.84	\$18.85	\$21.71
Customer Service Representatives	306	\$13.75	\$17.75	\$22.29
Order Clerks	20	\$13.72	\$17.38	\$20.86
Receptionists and Information Clerks	42	\$11.07	\$13.58	\$16.23
Reservation and Transportation Ticket Agents				
and Travel Clerks	16	\$8.69	\$9.39	\$13.19
Cargo and Freight Agents	19	\$17.85	\$22.07	\$25.06
Couriers and Messengers	18	\$9.08	\$12.68	\$19.47
Dispatchers, Except Police, Fire, and Ambulance	66	\$14.46	\$21.06	\$29.68
Production, Planning, and Expediting Clerks	209	\$19.29	\$23.65	\$28.79
Shipping, Receiving, and Inventory Clerks	719	\$14.24	\$17.14	\$20.43
Weighers, Measurers, Checkers, and Samplers, Recordkeeping	31	\$13.37	\$16.79	\$20.53
Executive Secretaries and Executive Administrative Assistants	29	\$17.59	\$21.48	\$26.76

Northeast Indiana Wages: Goods Producing, Logistics, Construction

Five County North Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
OFFICE AND ADMINISTRATIVE SUPPORT OCCUPATIONS <i>CONTINUED</i>				
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive 211 \$11.37 \$14.60 \$18.13				
Mail Clerks and Mail Machine Operators, Except Postal Service 17 \$14.09 \$15.90 \$17.68				
Office Clerks, General 772 \$12.47 \$15.50 \$18.58				
Office and Administrative Support Workers, All Other 15 \$9.41 \$15.77 \$22.12				
FARMING, FISHING, AND FORESTRY OCCUPATIONS				
First-Line Supervisors of Farming, Fishing, and Forestry Workers 30 \$15.87 \$23.54 \$30.49				
Graders and Sorters, Agricultural Products 21 \$9.67 \$12.66 \$14.72				
Agricultural Equipment Operators 42 \$13.21 \$16.37 \$19.67				
Farmworkers and Laborers, Crop, Nursery, and Greenhouse 321 \$10.12 \$11.43 \$13.84				
Farmworkers, Farm, Ranch, and Aquacultural Animals 138 \$9.90 \$11.97 \$15.51				
Agricultural Workers, All Other 49 \$7.78 \$8.85 \$13.07				
Logging Equipment Operators 26 \$8.86 \$12.84 \$21.19				
CONSTRUCTION AND EXTRACTION OCCUPATIONS				
First-Line Supervisors of Construction Trades and Extraction Workers 289 \$19.74 \$26.14 \$34.45				
Boilermakers 12 \$17.25 \$18.70 \$24.80				
Brickmasons and Blockmasons 48 \$14.53 \$21.08 \$28.52				
Carpenters 633 \$12.74 \$18.29 \$26.32				
Carpet Installers 24 \$13.94 \$17.04 \$22.17				
Floor Layers, Except Carpet, Wood, and Hard Tiles 17 \$13.27 \$17.43 \$23.19				
Tile and Stone Setters 31 \$8.46 \$12.22 \$17.69				
Cement Masons and Concrete Finishers 146 \$13.95 \$18.02 \$24.26				
Construction Laborers 918 \$11.62 \$15.84 \$20.38				
Paving, Surfacing, and Tamping Equipment Operators 13 \$14.66 \$16.96 \$21.62				
Operating Engineers and Other Construction Equipment Operators 190 \$18.25 \$23.29 \$28.95				
Drywall and Ceiling Tile Installers 31 \$10.76 \$17.07 \$21.75				
Electricians 339 \$18.15 \$23.88 \$30.68				
Glaziers 42 \$17.06 \$22.37 \$27.08				
Insulation Workers, Floor, Ceiling, and Wall 14 \$11.05 \$14.88 \$19.23				
Painters, Construction and Maintenance 183 \$9.83 \$15.69 \$22.08				
Plumbers, Pipefitters, and Steamfitters 216 \$19.79 \$26.66 \$35.54				
Reinforcing Iron and Rebar Workers 22 \$17.09 \$22.98 \$31.36				
Roofers 62 \$9.53 \$14.89 \$22.06				
Sheet Metal Workers 118 \$20.75 \$29.41 \$43.69				

Northeast Indiana Wages: Goods Producing, Logistics, Construction

Five County North Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
--	----------------------	--------------------------------	-----------------------	--------------------------------

CONSTRUCTION AND EXTRACTION OCCUPATIONS *CONTINUED*

Structural Iron and Steel Workers	89	\$18.56	\$23.46	\$29.78
Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	27	\$13.53	\$17.02	\$21.41
Helpers--Carpenters	18	\$13.49	\$17.05	\$23.50
Helpers--Electricians	18	\$11.52	\$12.36	\$13.20
Helpers, Construction Trades, All Other	13	\$13.96	\$16.54	\$18.27
Fence Erectors	12	\$11.50	\$14.46	\$19.38
Rock Splitters, Quarry	17	\$21.72	\$24.89	\$30.30

INSTALLATION, MAINTENANCE, AND REPAIR OCCUPATIONS

First-Line Supervisors of Mechanics, Installers, and Repairers	177	\$23.99	\$31.26	\$40.22
Electrical and Electronics Repairers, Commercial and Industrial Equipment	50	\$20.23	\$26.32	\$29.79
Aircraft Mechanics and Service Technicians	47	\$25.04	\$28.91	\$31.14
Automotive Service Technicians and Mechanics	39	\$12.49	\$16.26	\$21.86
Bus and Truck Mechanics and Diesel Engine Specialists	126	\$18.11	\$21.44	\$24.95
Mobile Heavy Equipment Mechanics, Except Engines	48	\$18.09	\$21.52	\$26.19
Rail Car Repairers	11	\$18.34	\$24.02	\$29.80
Recreational Vehicle Service Technicians	10	\$16.54	\$19.40	\$22.46
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	182	\$17.76	\$22.46	\$28.62
Industrial Machinery Mechanics	423	\$18.17	\$22.42	\$27.36
Maintenance Workers, Machinery	67	\$16.88	\$20.15	\$23.75
Millwrights	62	\$18.45	\$23.28	\$30.36
Electrical Power-Line Installers and Repairers	19	\$26.78	\$36.52	\$43.83
Maintenance and Repair Workers, General	726	\$16.17	\$20.83	\$25.42
Riggers	14	\$19.49	\$23.87	\$33.13
Helpers--Installation, Maintenance, and Repair Workers	17	\$11.75	\$13.80	\$15.86
Installation, Maintenance, and Repair Workers, All Other	30	\$13.64	\$17.29	\$24.49

PRODUCTION OCCUPATIONS

First-Line Supervisors of Production and Operating Workers	1,556	\$21.36	\$27.67	\$34.87
Coil Winders, Tapers, and Finishers	53	\$14.70	\$17.33	\$20.08
Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers	626	\$11.67	\$14.27	\$17.34
Engine and Other Machine Assemblers	120	\$15.18	\$17.82	\$20.22
Structural Metal Fabricators and Fitters	152	\$13.87	\$15.98	\$18.40
Fiberglass Laminators and Fabricators	74	\$13.70	\$16.84	\$21.83
Miscellaneous Assemblers and Fabricators	4,288	\$13.14	\$16.84	\$19.61
Bakers	29	\$9.62	\$11.26	\$13.41

Northeast Indiana Wages: Goods Producing, Logistics, Construction

Five County North Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
PRODUCTION OCCUPATIONS CONTINUED				
Meat, Poultry, and Fish Cutters and Trimmers	62	\$13.39	\$15.50	\$17.97
Slaughterers and Meat Packers	22	\$12.57	\$15.45	\$18.24
Food and Tobacco Roasting, Baking, and Drying				
Machine Operators and Tenders	45	\$17.19	\$18.28	\$24.81
Food Batchmakers	164	\$13.99	\$16.81	\$19.47
Food Cooking Machine Operators and Tenders	19	\$12.41	\$15.25	\$18.70
Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	299	\$14.72	\$17.22	\$20.20
Forging Machine Setters, Operators, and Tenders, Metal and Plastic	106	\$17.75	\$20.55	\$23.43
Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	533	\$15.79	\$19.51	\$24.45
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	1,326	\$13.91	\$16.45	\$19.26
Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic	37	\$13.55	\$16.37	\$21.01
Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	574	\$14.03	\$17.15	\$20.93
Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	287	\$13.61	\$17.25	\$21.39
Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic	56	\$11.02	\$15.93	\$19.94
Machinists	1,680	\$17.23	\$21.11	\$25.74
Metal-Refining Furnace Operators and Tenders	141	\$16.16	\$19.05	\$23.47
Pourers and Casters, Metal	86	\$14.54	\$16.38	\$18.48
Patternmakers, Metal and Plastic	21	\$20.61	\$24.92	\$27.70
Foundry Mold and Coremakers	69	\$12.90	\$14.87	\$17.94
Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	1,020	\$14.80	\$18.41	\$22.41
Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	434	\$16.48	\$18.83	\$22.11
Tool and Die Makers	310	\$19.38	\$23.92	\$28.67
Welders, Cutters, Solderers, and Brazers	1,673	\$15.80	\$18.33	\$22.08
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	170	\$15.25	\$17.40	\$19.53
Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	129	\$16.54	\$19.72	\$23.63
Layout Workers, Metal and Plastic	11	\$20.23	\$24.38	\$29.05
Plating Machine Setters, Operators, and Tenders, Metal and Plastic	308	\$11.15	\$13.63	\$17.32
Metal Workers and Plastic Workers, All Other	49	\$15.22	\$17.28	\$19.75
Prepress Technicians and Workers	41	\$14.33	\$18.47	\$22.98
Printing Press Operators	323	\$12.27	\$15.00	\$18.88

Northeast Indiana Wages: Goods Producing, Logistics, Construction

Five County North Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
PRODUCTION OCCUPATIONS CONTINUED				
Print Binding and Finishing Workers	130	\$13.35	\$16.19	\$19.24
Sewing Machine Operators	158	\$10.41	\$13.63	\$17.87
Shoe and Leather Workers and Repairers	14	\$8.20	\$11.26	\$15.91
Shoe Machine Operators and Tenders	16	\$9.86	\$12.11	\$13.83
Extruding and Forming Machine Setters, Operators, and Tenders, Synthetic and Glass Fibers	21	\$13.29	\$14.65	\$16.00
Upholsterers	38	\$13.14	\$16.18	\$20.68
Cabinetmakers and Bench Carpenters	207	\$14.01	\$16.74	\$20.35
Furniture Finishers	58	\$13.28	\$15.66	\$18.83
Sawing Machine Setters, Operators, and Tenders, Wood	104	\$14.28	\$17.34	\$20.65
Woodworking Machine Setters, Operators, and Tenders, Except Sawing	393	\$14.24	\$16.50	\$18.89
Woodworkers, All Other	46	\$7.91	\$15.72	\$26.51
Water and Wastewater Treatment Plant and System Operators	12	\$18.47	\$21.53	\$24.37
Chemical Plant and System Operators	15	\$19.17	\$23.11	\$35.68
Chemical Equipment Operators and Tenders	77	\$18.00	\$21.66	\$27.62
Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	22	\$15.42	\$17.80	\$21.37
Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	38	\$12.70	\$14.76	\$17.57
Grinding and Polishing Workers, Hand	86	\$12.31	\$15.21	\$18.78
Mixing and Blending Machine Setters, Operators, and Tenders	123	\$16.01	\$18.64	\$21.81
Cutters and Trimmers, Hand	28	\$12.86	\$14.74	\$17.02
Cutting and Slicing Machine Setters, Operators, and Tenders	186	\$12.84	\$15.16	\$18.83
Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	222	\$13.50	\$15.50	\$18.21
Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	52	\$16.34	\$18.56	\$21.11
Inspectors, Testers, Sorters, Samplers, and Weighers	1,117	\$15.95	\$19.28	\$23.73
Jewelers and Precious Stone and Metal Workers	10	\$9.46	\$15.11	\$19.26
Dental Laboratory Technicians	51	\$14.05	\$18.03	\$21.45
Packaging and Filling Machine Operators and Tenders	229	\$11.33	\$13.79	\$16.61
Painting, Coating, and Decorating Workers	23	\$11.99	\$13.40	\$16.19
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	626	\$14.06	\$17.04	\$20.67
Semiconductor Processing Technicians	63	\$19.22	\$23.58	\$28.55
Computer Numerically Controlled Tool Operators	706	\$16.66	\$19.39	\$23.48
Computer Numerically Controlled Tool Programmers	43	\$23.71	\$28.22	\$32.61
Adhesive Bonding Machine Operators and Tenders	47	\$12.76	\$15.17	\$18.26

Northeast Indiana Wages: Goods Producing, Logistics, Construction

Five County North Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
PRODUCTION OCCUPATIONS <i>CONTINUED</i>				
Cleaning, Washing, and Metal Pickling Equipment				
Operators and Tenders	27	\$12.01	\$14.61	\$17.91
Etchers and Engravers	15	\$11.39	\$14.60	\$18.24
Molders, Shapers, and Casters, Except Metal and Plastic	89	\$14.09	\$16.94	\$19.87
Paper Goods Machine Setters, Operators, and Tenders.	98	\$12.41	\$13.69	\$16.56
Tire Builders	40	\$24.41	\$30.38	\$34.49
Helpers--Production Workers.	611	\$11.72	\$14.58	\$17.84
Production Workers, All Other	143	\$12.81	\$16.59	\$22.04

TRANSPORTATION AND MATERIAL MOVING OCCUPATIONS

First-Line Supervisors of Transportation and Material Moving				
Workers, Except Aircraft Cargo Handling Supervisors	175	\$18.07	\$25.48	\$32.84
Driver/Sales Workers	20	\$8.86	\$13.10	\$17.80
Heavy and Tractor-Trailer Truck Drivers	1,578	\$17.35	\$20.59	\$25.86
Light Truck Drivers	228	\$9.68	\$15.53	\$20.37
Bus Drivers, Transit and Intercity.	33	\$10.99	\$11.87	\$12.87
Passenger Vehicle Drivers, Except Bus Drivers,				
Transit and Intercity	80	\$8.92	\$10.26	\$15.02
Locomotive Engineers	27	\$26.11	\$29.04	\$32.16
Railroad Conductors and Yardmasters	33	\$26.84	\$33.02	\$36.78
Crane and Tower Operators	101	\$16.81	\$23.47	\$36.81
Industrial Truck and Tractor Operators	562	\$13.98	\$16.42	\$19.16
Cleaners of Vehicles and Equipment	62	\$9.65	\$12.24	\$15.34
Laborers and Freight, Stock, and Material				
Movers, Hand.	1,444	\$13.10	\$16.01	\$18.66
Machine Feeders and Offbearers	183	\$11.21	\$13.52	\$16.06
Packers and Packagers, Hand	294	\$12.24	\$14.42	\$17.05
Stockers and Order Fillers	351	\$10.18	\$12.24	\$16.10

BENEFITS



Goods Producing, Construction and Logistics

Northeast Indiana Benefits: Goods Producing, Logistics and Construction

Five County North Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
--	----------------------	--------------------------------	-----------------------	--------------------------------

PAID TIME OFF

HOLIDAYS

Percentage of companies offering paid holidays	97%	98%
Typical number of paid holidays offered annually	10	10

Percentage of those companies offering these common holidays

New Year's Eve	59%	58%
New Year's Day	100%	100%
Martin Luther King Jr.	3%	2%
Lincoln's Birthday	0%	0%
President's Day	3%	2%
Washington's Birthday	0%	0%
Good Friday	54%	53%
Memorial Day	100%	98%
Independence Day	98%	98%
Labor Day	95%	95%
Columbus Day	2%	0%
Election Day	0%	0%
Floating Holiday	37%	42%
Veterans' Day	5%	3%
Thanksgiving Day	100%	100%
Day After Thanksgiving	78%	80%
Christmas Eve	78%	78%
Christmas Day	100%	100%
Other	12%	10%

COMBINED PAID TIME OFF

Percentage of companies that combine vacation, sick and personal days	13%	11%
Average number of PTO days offered first year	6	6
Typical number of PTO days offered first year	10	10
Average number of carryover days per year	16	17

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	First Year	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	2	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)	8	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)	12	13
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)

Five County North Region

Hourly

Salary

PAID TIME OFF (continued)

VACATION

Percentage of all companies that offer paid vacation **82%** **84%**

How soon after hire may employee take paid vacation?

One to 30 days	22%	. . . . .	51%
One to three months	12%	. . . . .	8%
Three to six months	16%	. . . . .	6%
Six months to one year	16%	. . . . .	16%
After 1 year	34%	. . . . .	20%

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	. . . . .	1
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	. . . . .	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)	12	. . . . .	11
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	. . . . .	10
Typical number of years that must be worked to earn more than 20 days (when offered)	15	. . . . .	20

PERSONAL DAYS

Percentage of companies offering paid personal days **30%** **31%**

Average number of personal days offered per year	3	. . . . .	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	22%	. . . . .	47%
One to three months	33%	. . . . .	16%
Three to six months	11%	. . . . .	11%
Six months to one year	11%	. . . . .	11%
After 1 year	22%	. . . . .	16%

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

Five County North Region

Hourly

Salary

PAID TIME OFF (continued)

BEREAVEMENT LEAVE

Percentage of companies offering paid bereavement leave	93%	92%
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	68%	73%
One to three months	23%	18%
Three to six months	9%	9%
Six months to year	0%	0%
After one year	0%	0%

COMPENSATION DURING JURY SERVICE

Percentage of companies that pay employees during jury service	76%	80%
Percentage of those that pay regular wages plus payment from court	33%	44%
Percentage of those that pay regular wages minus payment from court	67%	56%
Percentage where employee receives only payment from court	24%	20%

ILLNESS DAYS

Percentage of companies that offer paid illness days	10%	15%
Average number of paid illness days offered annually	5	6
Typical number of paid illness days offered per year	5	5
Average maximum number of illness days that may be accumulated	5	4
Typical number of paid illness days that may be accumulated	10	10

How soon after hire is employee eligible?

One to 30 days	33%	56%
One to three months	33%	11%
Three to six months	17%	11%
Six months to one year	0%	0%
After 1 year	17%	22%

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

Five County North Region

Hourly

Salary

PAID TIME OFF (continued)

FAMILY MEDICAL LEAVE

Percentage of companies that offer Family Medical Leave	84%	80%
Average number of weeks paid	2	2
Typical number of weeks paid	0	0
Average number of weeks unpaid	11	12
Typical number of weeks unpaid	0	0

MATERNITY LEAVE

HOURLY

SALARY

Percentage of companies that offer Maternity Leave	57%	54%
Average number of weeks paid	3	3
Typical number of weeks paid	0	0
Average number of weeks unpaid	7	7
Typical number of weeks unpaid	0	0

PATERNITY LEAVE

HOURLY

SALARY

Percentage of companies that offer Paternity Leave	44%	41%
Average number of weeks paid	1	1
Typical number of weeks paid	0	0
Average number of weeks unpaid	7	7
Typical number of weeks unpaid	0	0

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

Five County North Region

Hourly

Salary

HEALTH RELATED BENEFITS

HEALTH INSURANCE OFFERED

Percentage of companies offering health insurance to employees	95%	95%
Percentage of those offering health insurance to families and children	100%	98%
Percentage of companies reporting as self-insured	74%	74%
Percentage of companies reporting indemnity insurance	28%	28%
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	83%	83%
Percentage of companies offering high-deductible plans	59%	59%
Percentage of companies considering dropping health plan in coming year	2%	2%

HEALTH SAVINGS ACCOUNTS AND HEALTH REIMBURSEMENT ARRANGEMENTS

Percentage of companies offering only HSA or HRA plans	12%	12%
Percentage of companies offering optional HSA or HRA plan	45%	43%
Percentage of companies with no HSA or HRA plan	43%	45%

Average company contribution to HSA/HRA account

For employee only plan	\$1,161	\$873
For family plan	\$2,579	\$2,174

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	\$4,246	\$4,246
Average maximum annual out of pocket expense family	\$8,136	\$8,136

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	\$574	\$574
Typical amount that may be earned	\$500	\$500

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

Five County North 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	97%	94%

How soon after hire is employee eligible?

One to 30 days	24%	29%
One to three months	56%	56%
Three to six months	21%	15%
Six months to year	0%	0%
After one year	0%	0%

Average monthly premium paid by employee for:

Employee only coverage	\$154.62	\$133.62
Employee and spouse	\$327.07	\$336.14
Employee and child	\$306.39	\$317.06
Family	\$472.13	\$491.06

Average monthly cost paid by employer for each employee

Employee-only coverage	\$537.15	\$542.95
Employee and spouse	\$1,047.23	\$1,061.05
Employee and child	\$1,034.82	\$1,048.10
Family	\$1,371.93	\$1,420.75

Deductibles

Average annual deductible per person	\$1,296.06	\$1,313.13
Typical annual deductible per person	\$1,500.00	\$1,500.00
Average annual deductible per family	\$2,667.42	\$2,686.33
Typical annual deductible per family	\$3,000.00	\$3,000.00

Copays and Limits

Average percentage of costs covered by insurance	76%	70%
Typical percentage of costs covered by insurance	80%	80%
Average copay for physician office visit	\$24.69	\$24.35
Typical copay for physician office visit	\$20.00	\$20.00

Average out of pocket limit

Single coverage	\$3,855.71	\$3,852.94
Family Coverage	\$7,392.42	\$7,350.00

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)

Five County North 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	29%	42%
One to three months	42%	42%
Three to six months	29%	17%
Six months to year	0%	0%
After one year	0%	0%

Average monthly premium paid by employee for:

Employee only coverage	\$97.07	\$85.52
Employee and spouse	\$234.55	\$238.11
Employee and child	\$196.90	\$199.97
Family	\$336.17	\$341.34

Average monthly cost paid by employer for each employee

Employee-only coverage	\$464.79	\$443.20
Employee and spouse	\$942.42	\$954.20
Employee and child	\$875.60	\$886.04
Family	\$1,278.11	\$1,282.08

Deductibles

Average annual deductible per person	\$3,229.17	\$3,229.17
Typical annual deductible per person	\$1,500.00	\$1,500.00
Average annual deductible per family	\$5,991.67	\$5,991.67
Typical annual deductible per family	\$3,000.00	\$3,000.00

Copays and Limits

Average percentage of costs covered by insurance	81%	78%
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	\$5,067.71	\$4,817.71
Family Coverage	\$9,510.42	\$9,135.42

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)

Five County North 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%	88%

How soon after hire is employee eligible?

One to 30 days	29%	38%
One to three months	43%	38%
Three to six months	29%	25%
Six months to year	0%	0%
After one year	0%	0%

Average monthly premium paid by employee for:

Employee only coverage	\$131.63	\$125.51
Employee and spouse	\$415.49	\$444.07
Employee and child	\$443.24	\$467.24
Family	\$660.43	\$701.13

Average monthly cost paid by employer for each employee

Employee-only coverage	\$458.61	\$439.81
Employee and spouse	\$850.91	\$849.60
Employee and child	\$702.66	\$702.03
Family	\$923.64	\$920.60

Deductibles

Average annual deductible per person	\$2,642.86	\$2,262.50
Typical annual deductible per person	\$1,500.00	\$1,500.00
Average annual deductible per family	\$5,500.00	\$5,071.43
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	\$30.00	\$26.88
Typical copay for physician office visit	\$20.00	\$20.00

Average out of pocket limit

Single coverage	\$6,814.29	\$6,528.57
Family Coverage	\$13,628.57	\$13,057.14

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)

Five County North 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	90%	100%

How soon after hire is employee eligible?

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

Average monthly premium paid by employee for:

Employee only coverage	\$91.84	\$96.91
Employee and spouse	\$317.69	\$317.69
Employee and child	\$265.82	\$265.82
Family	\$429.81	\$429.81

Average monthly cost paid by employer for each employee

Employee-only coverage	\$484.90	\$492.62
Employee and spouse	\$1,041.73	\$1,041.73
Employee and child	\$894.76	\$894.76
Family	\$1,257.71	\$1,257.71

Deductibles

Average annual deductible per person	\$4,025.00	\$4,138.89
Typical annual deductible per person	\$1,500.00	\$1,500.00
Average annual deductible per family	\$8,277.78	\$8,277.78
Typical annual deductible per family	\$3,000.00	\$3,000.00

Copays and Limits

Average percentage of costs covered by insurance	67%	67%
Typical percentage of costs covered by insurance	80%	80%
Average copay for physician office visit	\$24.29	\$28.33
Typical copay for physician office visit	\$20.00	\$20.00

Average out of pocket limit

Single coverage	\$5,435.00	\$5,705.56
Family Coverage	\$11,411.11	\$11,411.11

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)

Five County North Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

PRESCRIPTION DRUG BENEFIT

Percentage of all companies where insurance covers prescription drugs **92%** **92%**

Retail copay when paying dollars

What is the average employee copay for retail generic?	\$9.88	. . . . .	\$9.88
What is the typical employee copay for retail generic?	\$15.00	. . . . .	\$15.00
What is the average employee copay for retail formulary?	\$34.92	. . . . .	\$35.32
What is the typical employee copay for retail formulary?	\$35.00	. . . . .	\$35.00
What is the average employee copay for retail non-formulary?	\$56.31	. . . . .	\$57.30
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?	\$17.09	. . . . .	\$17.42
What is the typical employee copay for mail-order generic?	\$25.00	. . . . .	\$25.00
What is the average employee copay for mail-order formulary?	\$67.25	. . . . .	\$68.30
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?	\$117.14	. . . . .	\$117.31
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?	32%	. . . . .	32%
What is the typical employee copay for retail formulary?	20%	. . . . .	20%
What is the average employee copay for retail non-formulary?	44%	. . . . .	44%
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?	33%	. . . . .	33%
What is the typical employee copay for mail-order generic?	20%	. . . . .	20%
What is the average employee copay for mail-order formulary?	34%	. . . . .	34%
What is the typical employee copay for mail-order formulary?	20%	. . . . .	20%
What is the average employee copay for mail-order non-formulary?	45%	. . . . .	45%
What is the typical employee copay for mail-order nonformulary?	30%	. . . . .	30%

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

Five County North Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

DENTAL INSURANCE

Percentage of all companies that offer a dental plan	85%	87%
Percentage of those plans that cover orthodontia	81%	79%

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:	15%	9%
Six months to one year after hire:	0%	0%
After first year:	0%	0%

Deductibles and Limits

Average annual deductible	\$55.48	\$56.32
Typical annual deductible	\$50.00	\$50.00
Average annual limit single coverage:	\$1,284	\$1,250
Typical annual limit single coverage	\$1,000	\$1,000
Average annual limit family coverage:	\$1,930	\$1,856
Typical annual limit family coverage	\$1,000	\$1,000

Premiums and Costs

Average monthly premium paid by employee for

Employee only coverage:	\$14.75	\$14.87
Employee and spouse:	\$31.52	\$31.68
Employee and child(ren)	\$35.53	\$35.59
Family	\$51.79	\$52.03

Average monthly premium paid by employer for

Employee only coverage:	\$14.07	\$14.12
Employee and spouse:	\$28.32	\$28.42
Employee and child(ren)	\$31.36	\$31.45
Family	\$43.29	\$43.45

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	99%	98%
Typical percentage of preventive costs covered	100%	100%
Average of basic costs covered	78%	77%
Typical percentage of basic costs covered	80%	80%
Average of major costs covered:	52%	51%
Typical percentage of major costs covered	50%	50%

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

Five County North Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

VISION INSURANCE

Percentage of all companies offering a separate vision plan.	77%	75%
Percentage of those plans that cover glasses/contacts	98%	100%
Percentage of those plans that cover LASIK or similar procedures	23%	24%

How soon after hire is employee eligible for coverage?

One to 30 days	23%	35%
One to three months	62%	57%
Three to six months	15%	9%
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.	\$5.60	\$5.67
Employee and spouse.	\$10.84	\$10.95
Employee and child(ren)	\$11.68	\$11.80
Family	\$16.90	\$17.06

Average monthly premium paid by employer for

Employee only coverage.	\$2.21	\$2.21
Employee and spouse.	\$3.73	\$3.73
Employee and child(ren)	\$4.24	\$4.24
Family	\$5.24	\$5.24

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)

Five County North Region

Hourly

Salary

FINANCIAL BENEFITS AND INCENTIVES

LIFE INSURANCE

Percentage of all companies offering life insurance	90%	90%
Percentage of those plans that pay a set dollar amount	84%	76%
Percentage of those plans that pay a percentage of salary	27%	35%

How soon after hire is employee covered?

One to 30 days	22%	33%
One to three months	56%	53%
Three to six months	22%	15%
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	77%	74%
Average percentage of wages employee receives while on short-term disability	63%	67%
Typical percentage of wages employee receives while on short-term disability	60%	60%
Average number of weeks employee receives payment	20	21
Typical number of weeks employee receives payment	26	26

How soon after hire is employee covered?

One to 30 days	17%	24%
One to three months	55%	51%
Three to six months	17%	13%
Six months to one year	0%	0%
After first year	11%	11%

LONG TERM DISABILITY

Percentage of all companies that offer a long-term disability benefit	64%	72%
Average percentage of wages employee receives while on disability	59%	59%
Typical percentage of wages employee receives while on disability	60%	60%
Average age when employee no longer receives payment	66	63
Typical age when employee no longer receives payment	65	65

How soon after hire is employee covered?

One to 30 days	13%	23%
One to three months	51%	48%
Three to six months	21%	16%
Six months to one year	5%	5%
After first year	10%	9%

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

Five County North Region

Hourly

Salary

FINANCIAL BENEFITS AND INCENTIVES (continued)

COMMISSIONS AND INCENTIVES

Percentage of employers that pay commission on sales, contracts or transactions. . . .	8%	13%
Average percentage of compensation that comes from commission	5%	

PROFIT SHARING AND BONUSES

Percentage of companies that offer profit-sharing or performance incentives	44%	48%
---	-----	-----

How soon after hire is employee eligible?

One to 30 days	30%	31%
One to three months	11%	10%
Three to six months	15%	17%
Six months to one year.	15%	10%
After 1 year	30%	31%

Percentage where incentives are team based	59%	66%
Percentage where incentives are individually based.	37%	34%

BONUS POOL

Percentage of employers who have a bonus pool	20%	16%
Average annual amount per employee	\$1,718	\$3,455

REFERRAL BONUS

Percentage of employers that pay a referral bonus	46%
---	-----

RETENTION BONUS

Percentage of employers offering a retention bonus	0%	0%
--	----	----

When are employees eligible?

After six months	N/A	N/A
After one year	N/A	N/A

SHIFT DIFFERENTIAL

Percentage of companies with more than one shift.	72%
Percentage that pay a shift differential	86%
Average hourly differential for second shift. . . . .	.64 cents
Average hourly differential for third shift . . . . .	.64 cents

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

Five County North Region

Hourly

Salary

RETIREMENT

COMPANY FUNDED PENSION

Percentage of companies that offer traditional pension plan	11%	10%
Percentage of companies where the employee also contributes	43%	50%
Average age when employee is eligible to receive benefits	60	59
Typical age when employee is eligible to receive benefits	60	60

401(K) AND SIMILAR PLANS

Percentage of companies that offer a 401(k)/403(b) plan	87%	87%
Average percentage of wages an employee may contribute to fund	72%	70%
Typical percentage of wages an employee may contribute to fund	100%	100%
Percentage of companies where the employer contributes	81%	81%
Average percentage of contribution the employer matches	12%	12%
Typical percentage of contribution the employer matches	5%	5%
Average percentage of contribution the company matches	67% of the first 11%	
Percentage of companies where the match is guaranteed	84%	84%
Percentage of companies where the match is intended	30%	30%

How soon after hire is employee eligible to participate?

One to 30 days	28%	30%
One to three months	25%	17%
Three to six months	17%	17%
Six months to a year	8%	8%
After one year	23%	21%

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

Five County North Region

Hourly

Salary

OTHER INCENTIVES

WORKPLACE

Percentage of companies that offer these workplace benefits

Casual dress day (one per week)	10%	20%
Casual dress (every day)	72%	69%
Child day care services	2%	0%
Child care subsidy	3%	3%
Compressed work week	8%	8%
Discounted product purchases	25%	23%
Employee assistance programs	69%	37%
Emergency/sick child care	7%	7%
English as second language assistance	0%	0%
Fitness center membership subsidy	25%	25%
Fitness center on site	5%	5%
Flex time	13%	18%
Flexible spending account	52%	38%
Job sharing	3%	2%
Informal recognition program	46%	38%
Open communication policy	66%	62%
Scholarships-employees/spouses/children	16%	15%
Smoking cessation programs	41%	43%
Smoke-free work environment	61%	59%
Telecommuting	10%	23%
Transit subsidy	2%	2%
Tutoring-employees/spouses/children	2%	2%
Wellness program, resources and information	52%	51%
Other	10%	7%

COST OF BENEFITS

Cost of benefits as percentage of wages 25%

WORKPLACE



Goods Producing, Construction and Logistics

Northeast Indiana Workplace: Goods Producing, Logistics, Construction

Five County North 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	2,968
Average number of employees added in preceding six months	52

Layoffs

Percentage of companies that laid off employees in preceding six months	10%
Total number of employees laid off in preceding six months	180
Average number of employees laid off in preceding six months	30

EXPECTED CHANGES IN STAFFING IN 2021

Hiring

Percentage of companies adding workers later in 2021	67%
Total anticipated increase later 2021	897
Average anticipated increase later in 2021	22

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	33%
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	376
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	62%
Percentage of companies uncertain of change in 2022	0%

ANNUAL TURNOVER

Average annual turnover as percentage of employees	28%
--	-----

Northeast Indiana Workplace: Goods Producing, Logistics, Construction

Five County North Region

STAFFING

INCENTIVES

Percentage of those companies offering these staffing incentives

Relax drug screening requirements	15%
Hire persons with disabilities	10%
Hire persons with felony records	26%
Expand internships	18%
Hire persons without high school or GED diploma	56%
Increase starting pay	48%
Pay hiring bonus	11%
Pay referral bonus	59%
Pay retention bonus	15%
Offer housing assistance	2%
Offer child care assistance	2%
None or none of above	11%

RECRUITING

Where employers recruit new workers

Employment agencies	44%
Indiana Career Connect	49%
Job fairs	56%
Newspapers	31%
Online	79%
Referrals	89%

PANDEMIC

Impact of the pandemic on employment environment

No impact	0%
Layoffs	0%
Furloughs	50%
Delay filling openings	0%
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%	0%

Northeast Indiana Workplace: Goods Producing, Logistics, Construction

Five County North Region

WORKFORCE DEVELOPMENT

MOST NEEDED SKILLS

Employers who say these abilities are most needed in workforce

Customer service	11%
Communications skills.	3%
People skills	5%
Strong work ethic.	15%
Showing up for work	20%
Time management.	3%
Problem solving.	7%
Commitment to quality.	25%
Detail oriented.	11%
Willingness to learn	8%
Ability to follow instructions	3%
Computer literacy	18%
Mathematics	10%
Read ruler/scale	10%
Machinist.	8%
Welding.	18%

NEEDED TECHNICAL SKILLS

Employers who say these tech skills are most needed in workforce

Office.	38%
Outlook.	30%
Excel	38%
AutoCAD	10%
SAP	0%
CAM.	0%
Computer/Internet	15%
Machinist.	5%
Welding.	13%
Specialized to position	18%

MINIMUM EDUCATION REQUIREMENTS

Employers who set these minimum education requirements

High School/GED.	43%
Some college	0%
Associates degree.	3%
Bachelors degree	8%
Graduate degree.	8%
Professional license/tech certification	16%
None required	39%

Northeast Indiana Workplace: Goods Producing, Logistics, Construction

Five County North Region

WORKFORCE DEVELOPMENT

MOST DIFFICULT POSITIONS TO FILL

Employers who say these positions are hardest to fill

Management	3%
All openings	10%
Maintenance positions	20%
Skilled trades	10%
Welders	13%
Machinists	10%
Technicians	7%
CDL drivers	1%
Production positions	13%
Off-shift openings	3%
Labor	16%
Engineers	8%
Other	10%

SALARY OUTLOOK

PAY INCREASES

In 2020

Percentage of companies giving pay raises in preceding 12 months	30%
Average raise given in preceding 12 months	4.94%
Typical raise given in preceding 12 months	3%

In 2021

Percentage of companies planning pay raises in next 12 months	75%
Average raise planned in next 12 months	4.41%
Typical increase planned in next 12 months	3%

Northeast Indiana Workplace: Goods Producing, Logistics, Construction

Five County North Region

TRAINING AND CAREER DEVELOPMENT

TRAINING AND EDUCATION

Percentage of companies with training, career development and education benefits. . 62% 59%

How soon after hire is employee eligible?

One to 30 days	50%	. . . . .	56%
One to three months	13%	. . . . .	8%
Three to six months	11%	. . . . .	8%
Six months to one year.	3%	. . . . .	3%
After 1 year	24%	. . . . .	25%

TUITION ASSISTANCE

Percentage of companies offering tuition assistance.	52%	. . . . .	52%
Percentage that require classes be job related to receive tuition assistance	88%	. . . . .	91%
Average percent of tuition reimbursement	80%	. . . . .	80%

JOB SKILLS AND CAREER DEVELOPMENT

Percentage of companies that offer in-house skills and career development programs	61%	. . . . .	56%
Percentage of companies that offer off-site skills and career development programs	57%	. . . . .	54%

MENTORING

Percentage of companies with formal mentoring programs 41% 38%

IN-HOUSE TRAINING

Percentage of companies where training is done in-house 61% 56%

OFF-SITE TRAINING

Percentage of companies where training is done off-site. 57% 54%

ORIENTATION

Percentage of companies that offer orientation for new employees 59% 56%

INTERNSHIPS

Percentage of companies with internships. 52%

Northeast Indiana Workplace: Goods Producing, Logistics, Construction

Five County North Region

SUBSTANCE SCREENING

DRUG TESTING

Percentage of companies that conduct drug screening **92%**

Which screening protocol is used?

Five panel 39%
Seven panel 13%
DOT 14%
Other 46%

	Hourly	Salary
Percentage of those companies that require new applicants to pass	96%	89%

Current employees are screened

Randomly	36%	33%
After incident/injury	72%	69%
For cause	89%	87%

Employees who fail are

Dismissed	71%	71%
Referred to an EAP or counseling program	48%	46%

MARIJUANA TESTING

Percentage of companies that test for marijuana use **89%**

Percentage of companies that make allowance for prescription 44%

When are tests done?

As part of hiring process 85%
For cause or after incident 83%

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



NORTHEAST INDIANA

2021 FIVE COUNTY NORTHERN 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

INSIDE THIS SECTION

Wages 40-43

Benefits

Time off 45-48
 Health insurance plans and costs 49-56
 Financial benefits and incentives 57-60

Employment and Workplace

Staffing forecasts 62
 Recruiting and workforce assessments 63-65
 Salary forecasts 65
 Training and career development 66

Covid 19 Issues 63

WAGES



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

Northeast Indiana Wages: Professional, Financial and Information Services and Nor-For-Profits

Five County North Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
MANAGEMENT OCCUPATIONS				
Chief Executives	16	\$19.73	\$47.62	\$75.05
General and Operations Managers	137	\$26.36	\$38.18	\$59.14
Marketing Managers	11	\$28.49	\$41.27	\$60.95
Sales Managers	12	\$37.22	\$51.76	\$74.37
Computer and Information Systems Managers	15	\$38.45	\$51.08	\$65.44
Financial Managers	51	\$30.27	\$44.38	\$63.50
Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other	33	\$13.12	\$21.18	\$35.04
BUSINESS AND FINANCIAL OPERATIONS OCCUPATIONS				
Human Resources Specialists	32	\$19.09	\$23.90	\$30.15
Labor Relations Specialists	11	\$8.56	\$15.43	\$18.47
Management Analysts	69	\$24.23	\$33.90	\$51.75
Fundraisers	17	\$14.89	\$20.45	\$27.90
Training and Development Specialists	12	\$18.68	\$25.57	\$31.24
Market Research Analysts and Marketing Specialists	47	\$16.66	\$22.65	\$31.11
Project Management Specialists and Business Operations Specialists, All Other	36	\$19.09	\$28.00	\$38.13
Accountants and Auditors	166	\$21.88	\$27.65	\$36.45
Credit Analysts	13	\$17.77	\$22.20	\$27.87
Personal Financial Advisors	61	\$28.58	\$39.61	\$54.22
Insurance Underwriters	11	\$24.63	\$32.56	\$41.39
Loan Officers	94	\$20.46	\$28.71	\$35.38
Tax Preparers	41	\$8.74	\$13.53	\$20.72
Financial and Investment Analysts, Financial Risk Specialists, and Financial Specialists, All Other	21	\$20.40	\$29.19	\$41.70
Specialists, and Financial Specialists, All Other	11	\$20.40	\$29.19	\$41.70
COMPUTER AND MATHEMATICAL OCCUPATIONS				
Computer Systems Analysts	26	\$24.02	\$29.66	\$40.32
Computer User Support Specialists	54	\$15.91	\$18.99	\$24.06
Computer Network Architects	18	\$30.99	\$40.70	\$56.98
Network and Computer Systems Administrators	32	\$26.84	\$33.19	\$39.01
Computer Programmers	11	\$28.02	\$38.10	\$49.01
Software Developers and Software Quality Assurance Analysts and Testers	61	\$31.53	\$40.64	\$52.43
Web Developers and Digital Interface Designers	17	\$17.46	\$24.31	\$32.82

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

Five County North Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
ARCHITECTURE AND ENGINEERING OCCUPATIONS				
Architects, Except Landscape and Naval.	21	\$22.48	\$31.91	\$42.87
Surveyors	13	\$19.80	\$23.79	\$28.63
Civil Engineers.	24	\$29.48	\$36.78	\$43.98
Industrial Engineers	11	\$28.92	\$36.02	\$43.59
Civil Engineering Technologists and Technicians	18	\$19.63	\$23.66	\$28.61
COMMUNITY AND SOCIAL SERVICE OCCUPATIONS				
Social and Human Service Assistants	18	\$12.21	\$14.08	\$16.42
Clergy	130	\$17.24	\$20.69	\$24.75
Directors, Religious Activities and Education.	82	\$15.41	\$18.63	\$24.76
Religious Workers, All Other	37	\$8.54	\$13.24	\$21.70
LEGAL OCCUPATIONS				
Lawyers	108	\$31.49	\$55.76	\$85.22
Paralegals and Legal Assistants	44	\$15.51	\$19.71	\$23.68
Title Examiners, Abstractors, and Searchers	20	\$15.84	\$18.50	\$21.29
EDUCATIONAL INSTRUCTION AND LIBRARY OCCUPATIONS				
Preschool Teachers, Except Special Education	51	\$9.82	\$12.02	\$15.67
Self-Enrichment Teachers.	46	\$9.91	\$17.21	\$24.06
Teaching Assistants, Except Postsecondary	29	\$9.01	\$10.74	\$13.36
ARTS, DESIGN, ENTERTAINMENT, SPORTS, AND MEDIA OCCUPATIONS				
Graphic Designers	27	\$13.89	\$17.47	\$25.17
Interior Designers	11	\$13.93	\$17.46	\$21.27
Coaches and Scouts	21	\$8.93	\$11.80	\$19.92
Music Directors and Composers	19	\$16.16	\$19.40	\$23.20
Musicians and Singers	43	\$15.87	\$32.38	\$41.00
Broadcast Announcers and Radio Disc Jockeys	12	\$8.80	\$10.26	\$13.71
News Analysts, Reporters, and Journalists	11	\$12.72	\$15.78	\$24.96
Public Relations Specialists.	28	\$17.76	\$21.82	\$27.26
Editors	17	\$13.90	\$18.82	\$27.19
Writers and Authors.	10	\$8.69	\$19.50	\$32.70
Photographers	24	\$7.91	\$13.92	\$26.73
HEALTHCARE PRACTITIONERS AND TECHNICAL OCCUPATIONS				
Veterinarians	59	\$38.00	\$44.85	\$54.30
Veterinary Technologists and Technicians.	54	\$13.37	\$15.91	\$18.26

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

Five County North Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
HEALTHCARE SUPPORT OCCUPATIONS				
Veterinary Assistants and Laboratory Animal Caretakers . . .	57	\$11.21	\$13.08	\$15.28
PROTECTIVE SERVICE OCCUPATIONS				
Lifeguards, Ski Patrol, and Other Recreational				
Protective Service Workers	42	\$8.02	\$8.79	\$9.77
FOOD PREPARATION AND SERVING RELATED OCCUPATIONS				
Cooks, Restaurant	12	\$9.66	\$10.86	\$12.20
Bartenders	68	\$8.40	\$9.53	\$10.97
Fast Food and Counter Workers	23	\$8.45	\$9.42	\$10.74
Waiters and Waitresses	21	\$8.38	\$9.31	\$13.04
BUILDING AND GROUNDS CLEANING AND MAINTENANCE OCCUPATIONS				
Janitors and Cleaners, Except Maids				
and Housekeeping Cleaners	86	\$10.64	\$13.36	\$16.02
Maids and Housekeeping Cleaners	16	\$8.53	\$10.20	\$12.56
Landscaping and Groundskeeping Workers	12	\$9.29	\$12.54	\$16.92
PERSONAL CARE AND SERVICE OCCUPATIONS				
First-Line Supervisors of Personal Service and Entertainment				
and Recreation Workers, Except Gambling Services	16	\$12.14	\$14.96	\$18.82
Animal Caretakers	53	\$8.65	\$10.36	\$13.45
Ushers, Lobby Attendants, and Ticket Takers	24	\$8.35	\$9.27	\$10.39
Childcare Workers	67	\$7.60	\$9.11	\$11.80
Exercise Trainers and Group Fitness Instructors	56	\$9.13	\$11.02	\$14.48
Recreation Workers	82	\$8.48	\$9.73	\$12.09
SALES AND RELATED OCCUPATIONS				
First-Line Supervisors of Non-Retail Sales Workers	12	\$14.31	\$25.20	\$38.12
Retail Salespersons	16	\$9.07	\$10.76	\$13.94
Advertising Sales Agents	26	\$11.33	\$16.28	\$24.83
Insurance Sales Agents	192	\$16.13	\$25.00	\$36.33
Securities, Commodities, and Financial Services				
Sales Agents	45	\$21.33	\$32.39	\$55.41
Sales Representatives of Services, Except Advertising,				
Insurance, Financial Services, and Travel	67	\$20.03	\$26.92	\$43.95

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

Five County North 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	107	\$17.51	\$24.06	\$32.92
Bill and Account Collectors	13	\$13.94	\$16.06	\$18.81
Billing and Posting Clerks	17	\$14.56	\$16.72	\$19.01
Bookkeeping, Accounting, and Auditing Clerks	130	\$13.38	\$16.57	\$20.17
Tellers	235	\$10.39	\$11.92	\$13.76
Customer Service Representatives	161	\$13.75	\$17.75	\$22.29
Loan Interviewers and Clerks	49	\$13.96	\$16.80	\$20.12
New Accounts Clerks	17	\$15.33	\$17.32	\$22.18
Receptionists and Information Clerks	71	\$11.07	\$13.58	\$16.23
Executive Secretaries and Executive				
Administrative Assistants	23	\$17.59	\$21.48	\$26.76
Legal Secretaries and Administrative Assistants	15	\$12.61	\$14.84	\$17.50
Secretaries and Administrative Assistants,				
Except Legal, Medical, and Executive	133	\$11.37	\$14.60	\$18.13
Insurance Claims and Policy Processing Clerks	39	\$14.55	\$16.92	\$20.26
Mail Clerks and Mail Machine Operators,				
Except Postal Service	12	\$14.09	\$15.90	\$17.68
Office Clerks, General	214	\$12.47	\$15.50	\$18.58
Office and Administrative Support Workers, All Other	18	\$9.41	\$15.77	\$22.12
INSTALLATION, MAINTENANCE, AND REPAIR OCCUPATIONS				
Telecommunications Equipment Installers and Repairers,				
Except Line Installers	28	\$16.83	\$23.74	\$28.24
Telecommunications Line Installers and Repairers	13	\$15.02	\$19.22	\$26.62
Maintenance and Repair Workers, General	60	\$16.17	\$20.83	\$25.42
PRODUCTION OCCUPATIONS				
Inspectors, Testers, Sorters, Samplers, and Weighers	17	\$15.95	\$19.28	\$23.73
TRANSPORTATION AND MATERIAL MOVING OCCUPATIONS				
Laborers and Freight, Stock, and Material				
Movers, Hand	12	\$13.10	\$16.01	\$18.66

BENEFITS



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

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

Five County North Region

Hourly

Salary

PAID TIME OFF

HOLIDAYS

Percentage of companies offering paid holidays	100%	100%
Typical number of paid holidays offered annually	11	11

Percentage of those companies offering these common holidays

New Year's Eve	67%	67%
New Year's Day	100%	100%
Martin Luther King Jr.	33%	33%
Lincoln's Birthday	0%	0%
President's Day	33%	33%
Washington's Birthday	0%	0%
Good Friday	0%	0%
Memorial Day	67%	67%
Independence Day	67%	67%
Labor Day	67%	67%
Columbus Day	33%	33%
Election Day	0%	0%
Floating Holiday	33%	33%
Veterans' Day	33%	33%
Thanksgiving Day	100%	100%
Day After Thanksgiving	0%	0%
Christmas Eve	33%	33%
Christmas Day	100%	100%
Other	0%	0%

COMBINED PAID TIME OFF

Percentage of companies that combine vacation, sick and personal days	67%	67%
Average number of PTO days offered first year	7	7
Typical number of PTO days offered first year	10	15
Average number of carryover days per year	6	6

How Paid Time Off is earned

Average number of years that must be worked to earn 5 days	First Year	0
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	3
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	6	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)	11	11
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)	18	18
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

Five County North Region

Hourly

Salary

PAID TIME OFF (continued)

VACATION

Percentage of all companies that offer paid vacation **33%** **33%**

How soon after hire may employee take paid vacation?

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

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	1
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	3	3
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	5	5
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)	8	8
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)	12	12
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

Five County North Region

Hourly

Salary

PAID TIME OFF (continued)

BEREAVEMENT LEAVE

Percentage of companies offering paid bereavement leave	67%	67%
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	0%	50%
One to three months	50%	0%
Three to six months	50%	50%
Six months to year	0%	0%
After one year	0%	0%

COMPENSATION DURING JURY SERVICE

Percentage of companies that pay employees during jury service	67%	67%
Percentage of those that pay regular wages plus payment from court	50%	50%
Percentage of those that pay regular wages minus payment from court	50%	50%
Percentage where employee receives only payment from court	33%	33%

ILLNESS DAYS

Percentage of companies that offer paid illness days	33%	33%
Average number of paid illness days offered annually	5	5
Typical number of paid illness days offered per year	5	5
Average maximum number of illness days that may be accumulated	7	7
Typical number of paid illness days that may be accumulated	10	10

How soon after hire is employee eligible?

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

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

Five County North Region

Hourly

Salary

PAID TIME OFF (continued)

FAMILY MEDICAL LEAVE

Percentage of companies that offer Family Medical Leave	67%	67%
Average number of weeks paid	0	0
Typical number of weeks paid	0	0
Average number of weeks unpaid	12	12
Typical number of weeks unpaid	0	0

MATERNITY LEAVE

HOURLY

SALARY

Percentage of companies that offer Maternity Leave	100%	100%
Average number of weeks paid	2	2
Typical number of weeks paid	0	0
Average number of weeks unpaid	12	12
Typical number of weeks unpaid	0	0

PATERNITY LEAVE

HOURLY

SALARY

Percentage of companies that offer Paternity Leave	0%	0%
Average number of weeks paid	0	0
Typical number of weeks paid	0	0
Average number of weeks unpaid	0	0
Typical number of weeks unpaid	0	0

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

Five County North Region

Hourly

Salary

HEALTH RELATED BENEFITS

HEALTH INSURANCE OFFERED

Percentage of companies offering health insurance to employees	67%	67%
Percentage of those offering health insurance to families and children	100%	100%
Percentage of companies reporting as self-insured	50%	50%
Percentage of companies reporting indemnity insurance	50%	50%
Percentage of companies that offer a single plan	0%	0%
Percentage of companies that offer multiple plans	100%	100%
Percentage of companies offering traditional plans	50%	50%
Percentage of companies offering high-deductible plans	100%	100%
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	50%	50%
Percentage of companies offering optional HSA or HRA plan	50%	50%
Percentage of companies with no HSA or HRA plan	0%	0%

Average company contribution to HSA/HRA account

For employee only plan	\$2,601	\$2,601
For family plan	\$5,909	\$5,909

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	\$7,500	\$7,500
Average maximum annual out of pocket expense family	\$10,000	\$10,000

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	50%	50%
Average amount that may be earned	\$125	\$125
Typical amount that may be earned	\$250	\$250

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

Five County North Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS

SELF-INSURED COMPANIES

Traditional Plans

Percentage of self insured companies offering a traditional plan	0%	05%
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: Professional, Financial and Information Services and Not-For-Profits

Five County North 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	100%	100%
Percentage that offer family coverage	100%	100%

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	\$40.00	\$40.00
Employee and spouse	\$180.00	\$180.00
Employee and child	\$165.00	\$165.00
Family	\$260.00	\$260.00

Average monthly cost paid by employer for each employee

Employee-only coverage	\$427.03	\$427.03
Employee and spouse	\$704.75	\$704.75
Employee and child	\$633.35	\$633.35
Family	\$1,021.39	\$1,021.39

Deductibles

Average annual deductible per person	\$2,800.00	\$2,800.00
Typical annual deductible per person	\$1,500.00	\$1,500.00
Average annual deductible per family	\$5,400.00	\$5,400.00
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	N/A	N/A
Typical copay for physician office visit	\$20.00	\$20.00

Average out of pocket limit

Single coverage	\$5,000.00	\$5,000.00
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

Five County North 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: Professional, Financial and Information Services and Not-For-Profits

Five County North 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	100%	100%
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	\$159.01	\$159.01
Employee and spouse	\$445.23	\$445.23
Employee and child	\$381.62	\$381.62
Family	\$614.84	\$614.84

Average monthly cost paid by employer for each employee

Employee-only coverage	\$371.02	\$371.02
Employee and spouse	\$667.84	\$667.84
Employee and child	\$572.44	\$572.44
Family	\$922.26	\$922.26

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	\$7,000.00	\$7,000.00
Typical annual deductible per family	\$3,000.00	\$3,000.00

Copays and Limits

Average percentage of costs covered by insurance	N/A	N/A
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	\$5,000.00	\$5,000.00
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

Five County North Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

PRESCRIPTION DRUG BENEFIT

Percentage of all companies where insurance covers prescription drugs 67% 67%

Retail copay when paying dollars

What is the average employee copay for retail generic?	\$0.00	. . . . .	\$0.00
What is the typical employee copay for retail generic?	\$15.00	. . . . .	\$15.00
What is the average employee copay for retail formulary?	\$15.00	. . . . .	\$15.00
What is the typical employee copay for retail formulary?	\$35.00	. . . . .	\$35.00
What is the average employee copay for retail non-formulary?	\$5.00	. . . . .	\$5.00
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?	\$0.00	. . . . .	\$0.00
What is the typical employee copay for mail-order generic?	\$25.00	. . . . .	\$25.00
What is the average employee copay for mail-order formulary?	\$37.50	. . . . .	\$37.50
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?	\$25.00	. . . . .	\$25.00
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?	N/A	. . . . .	N/A
What is the typical employee copay for retail generic?	N/A	. . . . .	N/A
What is the average employee copay for retail formulary?	N/A	. . . . .	N/A
What is the typical employee copay for retail formulary?	N/A	. . . . .	N/A
What is the average employee copay for retail non-formulary?	N/A	. . . . .	N/A
What is the typical employee copay for retail non-formulary?	N/A	. . . . .	N/A

Mail order copay when paying a percentage

What is the average employee copay for retail generic?	N/A	. . . . .	N/A
What is the typical employee copay for retail generic?	N/A	. . . . .	N/A
What is the average employee copay for retail formulary?	N/A	. . . . .	N/A
What is the typical employee copay for retail formulary?	N/A	. . . . .	N/A
What is the average employee copay for retail non-formulary?	N/A	. . . . .	N/A

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

Five County North Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

DENTAL INSURANCE

Percentage of all companies that offer a dental plan	67%	67%
Percentage of those plans that cover orthodontia	100%	100%

How soon after hire is employee eligible for coverage?

One to 30 days after hire:	50%	50%
One to three months after hire	50%	50%
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	\$25.00	\$25.00
Typical annual deductible	\$50.00	\$50.00
Average annual limit single coverage:	\$1,000	\$1,000
Typical annual limit single coverage	\$1,000	\$1,000
Average annual limit family coverage:	\$500	\$500
Typical annual limit family coverage	\$1,000	\$1,000

Premiums and Costs

Average monthly premium paid by employee for

Employee only coverage:	\$11.53	\$11.53
Employee and spouse:	\$24.93	\$24.93
Employee and child(ren)	\$32.11	\$32.11
Family	\$61.00	\$61.00

Average monthly premium paid by employer for

Employee only coverage:	\$19.57	\$19.57
Employee and spouse:	\$38.35	\$38.35
Employee and child(ren)	\$38.35	\$38.35
Family	\$46.22	\$46.22

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	100%	100%
Typical percentage of preventive costs covered	100%	100%
Average of basic costs covered	65%	65%
Typical percentage of basic costs covered	80%	80%
Average of major costs covered:	50%	50%
Typical percentage of major costs covered	50%	50%

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

Five County North 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	0%	0%

How soon after hire is employee eligible for coverage?

One to 30 days	33%	33%
One to three months	33%	33%
Three to six months	33%	33%
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.	\$2.55	\$2.55
Employee and spouse.	\$4.64	\$4.64
Employee and child(ren)	\$4.96	\$4.96
Family	\$14.12	\$14.12

Average monthly premium paid by employer for

Employee only coverage.	\$1.85	\$1.85
Employee and spouse.	\$3.65	\$3.65
Employee and child(ren)	\$3.70	\$3.70
Family	\$3.70	\$3.70

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

Five County North Region

Hourly

Salary

FINANCIAL BENEFITS AND INCENTIVES

LIFE INSURANCE

Percentage of all companies offering life insurance	67%	67%
Percentage of those plans that pay a set dollar amount	100%	100%
Percentage of those plans that pay a percentage of salary	0%	0%

How soon after hire is employee covered?

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

SHORT TERM DISABILITY

Percentage of all companies that offer a short-term disability benefit	67%	67%
Average percentage of wages employee receives while on short-term disability	55%	55%
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	50%	50%
One to three months	0%	0%
Three to six months	0%	0%
Six months to one year	0%	0%
After first year	50%	50%

LONG TERM DISABILITY

Percentage of all companies that offer a long-term disability benefit	33%	33%
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	70	70
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%

Northeast Indiana Benefits: Professional, Financial and Information Services and Not-For-Profits
 Five County North Region

Hourly Salary

FINANCIAL BENEFITS AND INCENTIVES (continued)

COMMISSIONS AND INCENTIVES

Percentage of employers that pay commission on sales, contracts or transactions. **33%** **33%**
 Average percentage of compensation that comes from commission 10%

PROFIT SHARING AND BONUSES

Percentage of companies that offer profit-sharing or performance incentives **33%** **33%**

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 one year. 0% 0%
 After 1 year 0% 0%

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

BONUS POOL

Percentage of employers who have a bonus pool **67%** **67%**
 Average annual amount per employee \$1,200 \$1,500

REFERRAL BONUS

Percentage of employers that pay a referral bonus **67%**

RETENTION BONUS

Percentage of employers offering a retention bonus **0%** **0%**

When are employees eligible?

After six months N/A N/A
 After one year N/A N/A

SHIFT DIFFERENTIAL

Percentage of companies with more than one shift. **33%**
 Percentage that pay a shift differential 100%
 Average hourly differential for second shift. 50 cents
 Average hourly differential for third shift 25 cents

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

Five County North Region

Hourly

Salary

RETIREMENT

COMPANY FUNDED PENSION

Percentage of companies that offer traditional pension plan	0%	0%
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	43%	43%
Typical percentage of wages an employee may contribute to fund	100%	100%
Percentage of companies where the employer contributes	100%	100%
Average percentage of contribution the employer matches	6%	6%
Typical percentage of contribution the employer matches	5%	5%
Average percentage of contribution the company matches	48% of the first 8%	
Percentage of companies where the match is guaranteed	100%	100%
Percentage of companies where the match is intended	67%	67%

How soon after hire is employee eligible to participate?

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

Northeast Indiana Benefits: Professional, Financial and Information Services and Not-For-Profits
Five County North Region

Hourly

Salary

OTHER INCENTIVES

WORKPLACE

Percentage of companies that offer these workplace benefits

Casual dress day (one per week)	67%	67%
Casual dress (every day)	33%	33%
Child day care services	0%	0%
Child care subsidy	0%	0%
Compressed work week	0%	0%
Discounted product purchases	33%	33%
Employee assistance programs	67%	37%
Emergency/sick child care	33%	33%
English as second language assistance	0%	0%
Fitness center membership subsidy	67%	67%
Fitness center on site	0%	0%
Flex time	33%	33%
Flexible spending account	0%	67%
Job sharing	0%	0%
Informal recognition program	67%	67%
Open communication policy	67%	67%
Scholarships-employees/spouses/children	0%	0%
Smoking cessation programs	0%	0%
Smoke-free work environment	67%	67%
Telecommuting	67%	67%
Transit subsidy	0%	0%
Tutoring-employees/spouses/children	0%	0%
Wellness program, resources and information	67%	67%
Other	0%	0%

COST OF BENEFITS

Cost of benefits as percentage of wages 12%

WORKPLACE



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

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

Five County North Region

HIRING AND LAYOFFS

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	98
Average number of employees added in preceding six months	33

Layoffs

Percentage of companies that laid off employees in preceding six months	33%
Total number of employees laid off in preceding six months	4
Average number of employees laid off in preceding six months	4

CHANGES IN STAFFING IN 2021

Hiring

Percentage of companies adding workers later in 2021	33%
Total anticipated increase later 2021	6
Average anticipated increase later in 2021	6

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	67%
Percentage of companies uncertain of change in 2021	0%

CHANGES IN STAFFING IN 2022

Hiring

Percentage of companies adding workers in 2022	33%
Total anticipated increase in 2022	2
Average anticipated increase in 2022	2

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	67%
Percentage of companies uncertain of change in 2022	0%

ANNUAL TURNOVER

Average annual turnover as percentage of employees	19%
--	-----

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

STAFFING

INCENTIVES

Percentage of those companies offering these staffing incentives

Relax drug screening requirements	0%
Hire persons with disabilities	33%
Hire persons with felony records	0%
Expand internships	67%
Hire persons without high school or GED diploma	0%
Increase starting pay	100%
Pay hiring bonus	0%
Pay referral bonus	67%
Pay retention bonus	0%
Offer housing assistance	0%
Offer child care assistance	0%
None or none of above	0%

RECRUITING

Where employers recruit new workers

Employment agencies	0%
Indiana Career Connect	0%
Job fairs	33%
Newspapers	33%
Online	100%
Referrals	100%

PANDEMIC

Impact of the pandemic on employment environment

No impact	33%
Layoffs	33%
Furloughs	33%
Delay filling openings	0%
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%	0%

WORKFORCE DEVELOPMENT

MOST NEEDED SKILLS

Employers who say these abilities are most needed in workforce

Customer service	67%
Communications skills.	33%
People skills	0%
Strong work ethic.	0%
Showing up for work	0%
Time management.	0%
Problem solving.	0%
Commitment to quality.	33%
Detail oriented.	0%
Willingness to learn	33%
Ability to follow instructions	0%
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.	50%
Outlook.	50%
Excel	0%
AutoCAD	0%
SAP	0%
CAM.	0%
Computer/Internet	0%
Machinist.	0%
Welding.	0%
Specialized to position	50%

MINIMUM EDUCATION REQUIREMENTS

Employers who set these minimum education requirements

High School/GED.	67%
Some college	0%
Associates degree.	0%
Bachelors degree	0%
Graduate degree.	0%
Professional license/tech certification	0%
None required	0%

WORKFORCE DEVELOPMENT

MOST DIFFICULT POSITIONS TO FILL

Employers who say these positions are hardest 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	67%
Average raise given in preceding 12 months	3.50%
Typical raise given in preceding 12 months	3%

In 2021

Percentage of companies planning pay raises in next 12 months	100%
Average raise planned in next 12 months	5.33%
Typical increase planned in next 12 months	3%

TRAINING AND EDUCATION

TRAINING AND CAREER DEVELOPMENT

Percentage of companies with training, career development and education benefits. . 67% 67%

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 one year.	0%	. . . . .	0%
After 1 year	0%	. . . . .	0%

TUITION ASSISTANCE

Percentage of companies offering tuition assistance.	0%	. . . . .	0%
Percentage that require classes be job related to receive tuition assistance	N/A	. . . . .	N/A
Average percent of tuition reimbursement	0%	. . . . .	0%

JOB SKILLS AND CAREER DEVELOPMENT

Percentage of companies that offer in-house skills and career development programs	67%	. . . . .	67%
Percentage of companies that offer off-site career skills and development programs	67%	. . . . .	67%

MENTORING

Percentage of companies with formal mentoring programs 33% 33%

IN-HOUSE TRAINING

Percentage of companies where training is done in-house 67% 67%

OFF-SITE TRAINING

Percentage of companies where training is done off-site. 67% 67%

ORIENTATION

Percentage of companies that offer orientation for new employees 67% 67%

INTERNSHIPS

Percentage of companies with internships. 67%

SUBSTANCE SCREENING

DRUG TESTING

Percentage of companies that conduct drug screening **33%**

Which screening protocol is used?

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

	Hourly	Salary
Percentage of those companies that require new applicants to pass	0%	.0%

Current employees are screened

Randomly	0%	.0%
After incident/injury	33%	33%
For cause	67%	67%

Employees who fail are

Dismissed	100%	100%
Referred to an EAP or counseling program	0%	0%

MARIJUANA TESTING

Percentage of companies that test for marijuana use **33%**
 Percentage of companies that make allowance for prescription 67%

When are tests done?

As part of hiring process 100%
 For cause or after incident 0%

Healthcare



NORTHEAST INDIANA

2021 FIVE COUNTY NORTHERN REGIONAL

WAGES AND BENEFITS SURVEY



Healthcare

Includes healthcare and social assistance

INSIDE THIS SECTION

Wages..... 70-73

Benefits

Insufficient Data

Employment and Workplace

Insufficient Data

WAGES

Healthcare



Northeast Indiana Wages: Healthcare

Five County North Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
MANAGEMENT OCCUPATIONS				
General and Operations Managers	41	\$26.36	\$38.18	\$59.14
Education and Childcare Administrators, Preschool and Daycare	14	\$15.03	\$17.75	\$23.32
Medical and Health Services Managers	84	\$30.75	\$38.01	\$48.52
Social and Community Service Managers	25	\$17.99	\$22.85	\$28.69
Business and Financial Operations Occupations				
Human Resources Specialists	29	\$19.09	\$23.90	\$30.15
Training and Development Specialists	10	\$18.68	\$25.57	\$31.24
Project Management Specialists and Business Operations Specialists, All Other	10	\$19.09	\$28.00	\$38.13
Accountants and Auditors	14	\$21.88	\$27.65	\$36.45
COMMUNITY AND SOCIAL SERVICE OCCUPATIONS				
Educational, Guidance, and Career Counselors and Advisors	14	\$18.07	\$22.73	\$28.59
Marriage and Family Therapists	13	\$17.50	\$20.03	\$23.13
Rehabilitation Counselors	40	\$11.73	\$15.52	\$18.17
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	102	\$14.29	\$17.16	\$20.90
Child, Family, and School Social Workers	53	\$17.40	\$19.79	\$23.01
Healthcare Social Workers	52	\$15.64	\$18.89	\$24.85
Mental Health and Substance Abuse Social Workers	36	\$14.93	\$17.42	\$21.65
Social and Human Service Assistants	104	\$12.21	\$14.08	\$16.42
Community Health Workers	11	\$9.98	\$15.19	\$19.84
EDUCATIONAL INSTRUCTION AND LIBRARY OCCUPATIONS				
Preschool Teachers, Except Special Education	56	\$9.82	\$12.02	\$15.67
Teaching Assistants, Except Postsecondary	38	\$9.01	\$10.74	\$13.36
HEALTHCARE PRACTITIONERS AND TECHNICAL OCCUPATIONS				
Chiropractors	31	\$29.84	\$43.22	\$57.46
Dentists, General	49	\$47.91	\$95.29	\$121.12
Dietitians and Nutritionists	13	\$20.60	\$25.96	\$32.15
Optometrists	15	\$33.93	\$46.61	\$58.47
Pharmacists	39	\$54.53	\$61.12	\$69.43
Physician Assistants	12	\$29.05	\$39.63	\$49.36
Occupational Therapists	28	\$28.65	\$37.77	\$46.44
Physical Therapists	36	\$32.99	\$40.09	\$48.00
Respiratory Therapists	60	\$22.67	\$25.73	\$29.07
Speech-Language Pathologists	13	\$23.05	\$30.91	\$41.62
Therapists, All Other	11	\$7.56	\$10.29	\$24.56
Registered Nurses	659	\$24.77	\$28.71	\$33.45

Northeast Indiana Wages: Healthcare

Five County North Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
HEALTHCARE PRACTITIONERS AND TECHNICAL OCCUPATIONS <i>CONTINUED</i>				
Nurse Practitioners	43	\$42.12	\$50.20	\$57.79
Anesthesiologists	15	\$109.77	\$127.21	\$149.47
Family Medicine Physicians	15	\$70.98	\$93.20	\$113.49
Psychiatrists	12	\$92.42	\$115.36	\$132.68
Physicians, All Other; and Ophthalmologists, Except Pediatric	37	\$70.17	\$94.97	\$113.50
Dental Hygienists	85	\$30.17	\$34.31	\$38.81
Clinical Laboratory Technologists and Technicians	48	\$16.01	\$21.26	\$28.18
Radiologic Technologists and Technicians	51	\$22.73	\$27.02	\$31.68
Magnetic Resonance Imaging Technologists	11	\$25.21	\$28.26	\$31.57
Emergency Medical Technicians and Paramedics	52	\$13.30	\$16.65	\$20.21
Dietetic Technicians	11	\$11.35	\$13.32	\$16.52
Pharmacy Technicians	21	\$12.37	\$14.46	\$16.92
Psychiatric Technicians	14	\$11.10	\$12.91	\$15.71
Surgical Technologists	22	\$18.38	\$21.61	\$25.84
Ophthalmic Medical Technicians	22	\$12.22	\$14.13	\$16.23
Licensed Practical and Licensed Vocational Nurses	257	\$18.86	\$21.19	\$23.99
Opticians, Dispensing	13	\$13.13	\$14.82	\$16.90
Medical Dosimetrists, Medical Records Specialists, and Health Technologists and Technicians, All Other	44	\$16.52	\$20.75	\$26.12
Health Information Technologists, Medical Registrars, Surgical Assistants, and Healthcare Practitioners and Technical Workers,	11	\$14.02	\$19.76	\$30.89
HEALTHCARE SUPPORT OCCUPATIONS				
Home Health and Personal Care Aides	574	\$10.07	\$11.27	\$12.64
Nursing Assistants	594	\$11.67	\$13.33	\$15.36
Orderlies	25	\$12.31	\$14.01	\$16.00
Psychiatric Aides	40	\$11.84	\$13.46	\$15.23
Occupational Therapy Assistants	18	\$23.58	\$28.23	\$32.68
Physical Therapist Assistants	27	\$20.86	\$26.60	\$31.30
Dental Assistants	119	\$15.75	\$17.98	\$20.65
Medical Assistants	169	\$13.55	\$15.18	\$17.81
Medical Equipment Preparers	18	\$14.45	\$15.74	\$17.64
Phlebotomists	23	\$11.87	\$13.50	\$15.72
Healthcare Support Workers, All Other	11	\$13.36	\$16.34	\$19.91

Northeast Indiana Wages: Healthcare

Five County North Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
PROTECTIVE SERVICE OCCUPATIONS				
Security Guards	15	\$10.15	\$12.39	\$19.56
FOOD PREPARATION AND SERVING RELATED OCCUPATIONS				
First-Line Supervisors of Food Preparation and Serving Workers	16	\$11.98	\$13.90	\$16.40
Cooks, Institution and Cafeteria	107	\$9.48	\$11.33	\$13.69
Food Preparation Workers	30	\$8.42	\$9.37	\$11.11
Fast Food and Counter Workers	34	\$8.45	\$9.42	\$10.74
Food Servers, Nonrestaurant	74	\$9.01	\$10.30	\$12.83
BUILDING AND GROUNDS CLEANING AND MAINTENANCE OCCUPATIONS				
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	93	\$10.64	\$13.36	\$16.02
Maids and Housekeeping Cleaners	116	\$8.53	\$10.20	\$12.56
PERSONAL CARE AND SERVICE OCCUPATIONS				
First-Line Supervisors of Personal Service and Entertainment and Recreation Workers, Except Gambling Services	24	\$12.14	\$14.96	\$18.82
Childcare Workers	175	\$7.60	\$9.11	\$11.80
Recreation Workers	64	\$8.48	\$9.73	\$12.09
Residential Advisors	22	\$10.46	\$12.04	\$14.90
SALES AND RELATED OCCUPATIONS				
Retail Salespersons	17	\$9.07	\$10.76	\$13.94
OFFICE AND ADMINISTRATIVE SUPPORT OCCUPATIONS				
First-Line Supervisors of Office and Administrative Support Workers	76	\$17.51	\$24.06	\$32.92
Billing and Posting Clerks	38	\$14.56	\$16.72	\$19.01
Bookkeeping, Accounting, and Auditing Clerks	31	\$13.38	\$16.57	\$20.17
Customer Service Representatives	39	\$13.75	\$17.75	\$22.29
Interviewers, Except Eligibility and Loan	44	\$13.14	\$15.17	\$18.01
Receptionists and Information Clerks	111	\$11.07	\$13.58	\$16.23
Medical Secretaries and Administrative Assistants	100	\$14.32	\$16.80	\$19.85
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	49	\$11.37	\$14.60	\$18.13
Office Clerks, General	166	\$12.47	\$15.50	\$18.58
Office and Administrative Support Workers, All Other	13	\$9.41	\$15.77	\$22.12

Northeast Indiana Wages: Healthcare

Five County North Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
--	----------------------	--------------------------------	-----------------------	--------------------------------

INSTALLATION, MAINTENANCE, AND REPAIR OCCUPATIONS

Maintenance and Repair Workers, General	78	\$16.17	\$20.83	\$25.42
---	----	---------	---------	---------

PRODUCTION OCCUPATIONS

Miscellaneous Assemblers and Fabricators	16	\$13.14	\$16.84	\$19.61
Laundry and Dry-Cleaning Workers	44	\$10.00	\$12.33	\$14.81

TRANSPORTATION AND MATERIAL MOVING OCCUPATIONS

Passenger Vehicle Drivers, Except Bus Drivers, Transit and Intercity	44	\$8.92	\$10.26	\$15.02
Laborers and Freight, Stock, and Material Movers, Hand.	19	\$13.10	\$16.01	\$18.66
Stockers and Order Fillers	15	\$10.18	\$12.24	\$16.10

BENEFITS

Healthcare



Northeast Indiana Benefits: Healthcare

Five County North Region

Hourly

Salary

Insufficient Data

Because of limited survey participation by healthcare employers in the five county north region, there was insufficient data to complete the benefits section. Please check one of the other three sections for benefits data in the region.

WORKPLACE

Healthcare



Northeast Indiana Workforce: Healthcare

Five County North Region

Insufficient Data

Because of limited survey participation by healthcare employers in the five county north region, there was insufficient data to complete the Workforce section. Please check one of the other three sections for workforce data in the region.

Leisure, Retail, Hospitality and Restaurants



NORTHEAST INDIANA 2021 FIVE COUNTY NORTH REGIONAL WAGES AND BENEFITS SURVEY



Leisure, Hospitality, Retail, and Restaurants

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

INSIDE THIS SECTION

Wages..... 80-82

Benefits

Time off 84-87
 Health insurance plans and costs..... 88-95
 Financial benefits and incentives..... 96-98
 Other benefits..... 99

Employment and Workplace

Staffing forecasts 101
 Recruiting and workforce assessments..... 102-104
 Salary forecasts 104
 Training and career development 105

Covid 19 Issues

Impact on employment..... 102
 Vaccination policies..... 102

WAGES



Leisure, Hospitality, Retail and Restaurants

Northeast Indiana Wages: Leisure, Hospitality, Retail, Restaurants

Five County North Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
MANAGEMENT OCCUPATIONS				
General and Operations Managers	212	\$26.36	\$38.18	\$59.14
Sales Managers	23	\$37.22	\$51.76	\$74.37
Food Service Managers	97	\$15.10	\$21.39	\$25.01
Lodging Managers	12	\$13.06	\$19.21	\$25.65
Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other	13	\$13.12	\$21.18	\$35.04
BUSINESS AND FINANCIAL OPERATIONS OCCUPATIONS				
Buyers and Purchasing Agents	20	\$20.10	\$25.32	\$31.33
Accountants and Auditors	12	\$21.88	\$27.65	\$36.45
EDUCATIONAL INSTRUCTION AND LIBRARY OCCUPATIONS				
Self-Enrichment Teachers	16	\$9.91	\$17.21	\$24.06
ARTS, DESIGN, ENTERTAINMENT, SPORTS, AND MEDIA OCCUPATIONS				
Fine Artists, Including Painters, Sculptors, and Illustrators	13	\$3.85	\$9.83	\$21.12
Floral Designers	19	\$9.69	\$12.62	\$16.05
Merchandise Displayers and Window Trimmers	35	\$19.22	\$20.81	\$22.17
Coaches and Scouts	32	\$8.93	\$11.80	\$19.92
Musicians and Singers	17	\$15.87	\$32.38	\$41.00
Writers and Authors	13	\$8.69	\$19.50	\$32.70
HEALTHCARE PRACTITIONERS AND TECHNICAL OCCUPATIONS				
Pharmacists	73	\$54.53	\$61.12	\$69.43
Pharmacy Technicians	89	\$12.37	\$14.46	\$16.92
Opticians, Dispensing	10	\$13.13	\$14.82	\$16.90
PROTECTIVE SERVICE OCCUPATIONS				
Security Guards	26	\$10.15	\$12.39	\$19.56
Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	16	\$8.02	\$8.79	\$9.77

Northeast Indiana Wages: Leisure, Hospitality, Retail, Restaurants

Five County North 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	42	\$15.46	\$20.14	\$25.33
First-Line Supervisors of Food Preparation and Serving Workers	386	\$11.98	\$13.90	\$16.40
Cooks, Fast Food	124	\$8.24	\$9.12	\$10.34
Cooks, Institution and Cafeteria	28	\$9.48	\$11.33	\$13.69
Cooks, Restaurant	616	\$9.66	\$10.86	\$12.20
Cooks, Short Order	29	\$8.28	\$9.05	\$10.01
Food Preparation Workers	301	\$8.42	\$9.37	\$11.11
Bartenders	218	\$8.40	\$9.53	\$10.97
Fast Food and Counter Workers	2,024	\$8.45	\$9.42	\$10.74
Waiters and Waitresses	980	\$8.38	\$9.31	\$13.04
Food Servers, Nonrestaurant	17	\$9.01	\$10.30	\$12.83
Dining Room and Cafeteria Attendants and Bartender Helpers	92	\$8.28	\$9.16	\$10.72
Dishwashers	132	\$8.29	\$8.93	\$9.74
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	176	\$8.37	\$9.25	\$10.75
Food Preparation and Serving Related Workers, All Other	27	\$8.89	\$10.00	\$11.60

BUILDING AND GROUNDS CLEANING AND MAINTENANCE OCCUPATIONS

Janitors and Cleaners, Except Maids and Housekeeping Cleaners	94	\$10.64	\$13.36	\$16.02
Maids and Housekeeping Cleaners	95	\$8.53	\$10.20	\$12.56
Landscaping and Groundskeeping Workers	50	\$9.29	\$12.54	\$16.92

PERSONAL CARE AND SERVICE OCCUPATIONS

First-Line Supervisors of Personal Service and Entertainment and Recreation Workers, Except Gambling Services	14	\$12.14	\$14.96	\$18.82
Animal Caretakers	31	\$8.65	\$10.36	\$13.45
Amusement and Recreation Attendants	45	\$8.37	\$9.50	\$10.97
Hairdressers, Hairstylists, and Cosmetologists	18	\$8.89	\$11.18	\$16.25
Tour and Travel Guides	11	\$7.29	\$7.64	\$9.24
Exercise Trainers and Group Fitness Instructors	43	\$9.13	\$11.02	\$14.48
Recreation Workers	34	\$8.48	\$9.73	\$12.09

Northeast Indiana Wages: Leisure, Hospitality, Retail, Restaurants

Five County North Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
SALES AND RELATED OCCUPATIONS				
First-Line Supervisors of Retail Sales Workers	624	\$12.54	\$15.74	\$21.92
Cashiers	1,799	\$8.49	\$9.61	\$11.16
Counter and Rental Clerks.	39	\$8.31	\$9.23	\$11.30
Parts Salespersons.	118	\$12.45	\$14.34	\$17.76
Retail Salespersons	2,144	\$9.07	\$10.76	\$13.94
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel.	48	\$20.03	\$26.92	\$43.95
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products.	36	\$20.69	\$27.66	\$39.55
Door-to-Door Sales Workers, News and Street Vendors, and Related Workers.	46	\$4.29	\$9.37	\$18.04
Sales and Related Workers, All Other.	21	\$9.36	\$11.51	\$20.08
OFFICE AND ADMINISTRATIVE SUPPORT OCCUPATIONS				
First-Line Supervisors of Office and Administrative Support Workers.	102	\$17.51	\$24.06	\$32.92
Bookkeeping, Accounting, and Auditing Clerks.	72	\$13.38	\$16.57	\$20.17
Customer Service Representatives	157	\$13.75	\$17.75	\$22.29
Hotel, Motel, and Resort Desk Clerks	72	\$9.52	\$10.85	\$12.65
Order Clerks	12	\$13.72	\$17.38	\$20.86
Receptionists and Information Clerks	19	\$11.07	\$13.58	\$16.23
Shipping, Receiving, and Inventory Clerks.	74	\$14.24	\$17.14	\$20.43
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive.	32	\$11.37	\$14.60	\$18.13
Office Clerks, General	162	\$12.47	\$15.50	\$18.58
FARMING, FISHING, AND FORESTRY OCCUPATIONS				
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	11	\$10.12	\$11.43	\$13.84

BENEFITS



Leisure, Hospitality, Retail and Restaurants

Northeast Indiana Benefits: Leisure, Hospitality, Retail, Restaurants

Five County North Region

Hourly

Salary

PAID TIME OFF

HOLIDAYS

Percentage of companies offering paid holidays	50%	50%
Typical number of paid holidays offered annually	10	10

Percentage of those companies offering these common holidays

New Year's Eve	0%	0%
New Year's Day	100%	100%
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	100%	100%
Independence Day	100%	100%
Labor Day	100%	100%
Columbus Day	0%	0%
Election Day	0%	0%
Floating Holiday	0%	0%
Veterans' Day	0%	0%
Thanksgiving Day	100%	100%
Day After Thanksgiving	0%	0%
Christmas Eve	0%	0%
Christmas Day	100%	100%
Other	0%	0%

COMBINED PAID TIME OFF

Percentage of companies that combine vacation, sick and personal days	50%	50%
Average number of PTO days offered first year	3	5
Typical number of PTO days offered first year	10	15
Average number of carryover days per year	0	0

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	5	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	5	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)	20	20
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)

Five County North Region

Hourly

Salary

PAID TIME OFF (continued)

VACATION

Percentage of all companies that offer paid vacation N/A N/A

How soon after hire may employee take paid vacation?

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 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	0%	N/A
Average number of personal days offered per year	0	N/A
Typical number of personal days offered in first year:	0	N/A

How soon after hire may employee take personal day?

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 one year	N/A	N/A
After 1 year	N/A	N/A

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

Five County North 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%

COMPENSATION DURING JURY SERVICE

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

ILLNESS DAYS

Percentage of companies that offer paid illness days	0%	0%
Average number of paid illness days offered annually	N/A	N/A
Typical number of paid illness days offered per year	N/A	N/A
Average maximum number of illness days that may be accumulated	N/A	N/A
Typical number of paid illness days that may be accumulated	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 one year	N/A	N/A
After 1 year	N/A	N/A

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

Five County North Region

Hourly

Salary

PAID TIME OFF (continued)

FAMILY MEDICAL LEAVE

Percentage of companies that offer Family Medical Leave	50%	. . . . .	50%
Average number of weeks paid	0	. . . . .	0
Typical number of weeks paid	0	. . . . .	0
Average number of weeks unpaid	12	. . . . .	12
Typical number of weeks unpaid	0	. . . . .	0

MATERNITY LEAVE

Percentage of companies that offer Maternity Leave	50%	. . . . .	50%
Average number of weeks paid	0	. . . . .	0
Typical number of weeks paid	0	. . . . .	0
Average number of weeks unpaid	12	. . . . .	12
Typical number of weeks unpaid	0	. . . . .	0

PATERNITY LEAVE

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

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

Five County North Region

Hourly

Salary

HEALTH RELATED BENEFITS

HEALTH INSURANCE OFFERED

Percentage of companies offering health insurance to employees	50%	50%
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	100%	100%
Percentage of companies that offer multiple plans	0%	0%
Percentage of companies offering traditional plans	100%	100%
Percentage of companies offering high-deductible plans	0%	0%
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	100%	100%
Percentage of companies offering optional HSA or HRA plan	0%	0%
Percentage of companies with no HSA or HRA plan	0%	0%

Average company contribution to HSA/HRA account

For employee only plan	\$0	\$0
For family plan	\$0	\$0

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	\$13,000	\$13,000

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	0%	0%
Average amount that may be earned	N/A	N/A
Typical amount that may be earned	N/A	N/A

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

Five County North 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	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	\$0.00	\$0.00
Employee and spouse	\$127.51	\$127.51
Employee and child	\$81.97	\$81.97
Family	\$200.37	\$200.37

Average monthly cost paid by employer for each employee

Employee-only coverage	\$400.00	\$400.00
Employee and spouse	\$400.00	\$400.00
Employee and child	\$400.00	\$400.00
Family	\$400.00	\$400.00

Deductibles

Average annual deductible per person	\$3,000.00	\$3,000.00
Typical annual deductible per person	\$1,500.00	\$1,500.00
Average annual deductible per family	\$6,000.00	\$6,000.00
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	\$40.00	\$40.00
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	\$13,000.00	\$13,000.00

Typical out of pocket limit

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

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

Five County North 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	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: Leisure, Hospitality, Retail, Restaurants (continued)

Five County North 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

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

Five County North 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: Leisure, Hospitality, Retail, Restaurants (continued)

Five County North Region

Hourly

Salary

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%

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

Five County North Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

DENTAL INSURANCE

Percentage of all companies that offer a dental plan	0%	0%
Percentage of those plans that cover orthodontia	N/A	N/A

How soon after hire is employee eligible for coverage?

One to 30 days after hire:	N/A	N/A
One to three months after hire	N/A	N/A
Three to six months after hire:	N/A	N/A
Six months to one year after hire:	N/A	N/A
After first year:	N/A	N/A

Deductibles and Limits

Average annual deductible	N/A	N/A
Typical annual deductible	N/A	N/A
Average annual limit single coverage:	N/A	N/A
Typical annual limit single coverage	N/A	N/A
Average annual limit family coverage:	N/A	N/A
Typical annual limit family coverage	N/A	N/A

Premiums and Costs

Average monthly premium paid by employee for

Employee only coverage:	N/A	N/A
Employee and spouse:	N/A	N/A
Employee and child(ren)	N/A	N/A
Family	N/A	N/A

Average monthly premium paid by employer for

Employee only coverage:	N/A	N/A
Employee and spouse:	N/A	N/A
Employee and child(ren)	N/A	N/A
Family	N/A	N/A

Typical monthly premium paid by employer for

Employee only coverage:	N/A	N/A
Employee and spouse:	N/A	N/A
Employee and child(ren)	N/A	N/A
Family	N/A	N/A

Percentage of Costs Covered

Average of preventive costs covered	N/A	N/A
Typical percentage of preventive costs covered	N/A	N/A
Average of basic costs covered	N/A	N/A
Typical percentage of basic costs covered	N/A	N/A
Average of major costs covered:	N/A	N/A
Typical percentage of major costs covered	N/A	N/A

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

Five County North Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

VISION INSURANCE

Percentage of all companies offering a separate vision plan.	0%	0%
Percentage of those plans that cover glasses/contacts	N/A	N/A
Percentage of those plans that cover LASIK or similar procedures	N/A	N/A

How soon after hire is employee eligible for coverage?

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 one year.	N/A	N/A
After first year	N/A	N/A

Premiums and Costs

Average monthly premium paid by employee for:

Employee only coverage.	N/A	N/A
Employee and spouse.	N/A	N/A
Employee and child(ren)	N/A	N/A
Family	N/A	N/A

Average monthly premium paid by employer for

Employee only coverage.	N/A	N/A
Employee and spouse.	N/A	N/A
Employee and child(ren)	N/A	N/A
Family	N/A	N/A

Typical monthly premium paid by employer for

Employee only coverage.	N/A	N/A
Employee and spouse.	N/A	N/A
Employee and child(ren)	N/A	N/A
Family	N/A	N/A

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

Five County North Region

Hourly

Salary

FINANCIAL BENEFITS AND INCENTIVES

LIFE INSURANCE

Percentage of all companies offering life insurance	0%	0%
Percentage of those plans that pay a set dollar amount	N/A	N/A
Percentage of those plans that pay a percentage of salary	N/A	N/A

How soon after hire is employee covered?

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 one year	N/A	N/A
After 1 year	N/A	N/A

SHORT TERM DISABILITY

Percentage of all companies that offer a short-term disability benefit	0%	0%
Average percentage of wages employee receives while on short-term disability	N/A	N/A
Typical percentage of wages employee receives while on short-term disability	N/A	N/A
Average number of weeks employee receives payment	N/A	N/A
Typical number of weeks employee receives payment	N/A	N/A

How soon after hire is employee covered?

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 one year	N/A	N/A
After first year	N/A	N/A

LONG TERM DISABILITY

Percentage of all companies that offer a long-term disability benefit	0%	0%
Average percentage of wages employee receives while on disability	N/A	N/A
Typical percentage of wages employee receives while on disability	N/A	N/A
Average age when employee no longer receives payment	N/A	N/A
Typical age when employee no longer receives payment	N/A	N/A

How soon after hire is employee covered?

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 one year	N/A	N/A
After first year	N/A	N/A

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

Five County North Region

Hourly

Salary

FINANCIAL BENEFITS AND INCENTIVES (continued)

COMMISSIONS AND INCENTIVES

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

PROFIT SHARING AND BONUSES

Percentage of companies that offer profit-sharing or performance incentives	50%	50%
---	-----	-----

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 one year	0%	0%
After 1 year	0%	0%

Percentage where incentives are team based	0%	0%
--	----	----

Percentage where incentives are individually based	100%	100%
--	------	------

BONUS POOL

Percentage of employers who have a bonus pool	50%	50%
---	-----	-----

Average annual amount per employee	\$4,000	\$4,000
--	---------	---------

REFERRAL BONUS

Percentage of employers that pay a referral bonus	50%	
---	-----	--

RETENTION BONUS

Percentage of employers offering a retention bonus	0%	0%
--	----	----

When are employees eligible?

After six months	N/A	N/A
After one year	N/A	N/A

SHIFT DIFFERENTIAL

Percentage of companies with more than one shift	0%	
--	----	--

Percentage that pay a shift differential	N/A	
--	-----	--

Average hourly differential for second shift	N/A	
--	-----	--

Average hourly differential for third shift	N/A	
---	-----	--

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

Five County North Region

Hourly

Salary

RETIREMENT

COMPANY FUNDED PENSION

Percentage of employers offering a retention bonus	0%	0%
When are employees eligible?		
After six months	N/A	N/A
After one year	N/A	N/A

401(K) AND SIMILAR PLANS

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

How soon after hire is employee eligible to participate?

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

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

Five County North Region

Hourly

Salary

OTHER INCENTIVES

WORKPLACE

Percentage of companies that offer these workplace benefits

Casual dress day (one per week)	0%	0%
Casual dress (every day)	50%	50%
Child day care services	0%	0%
Child care subsidy	0%	0%
Compressed work week	50%	50%
Discounted product purchases	50%	0%
Employee assistance programs	0%	37%
Emergency/sick child care	0%	0%
English as second language assistance	0%	0%
Fitness center membership subsidy	0%	0%
Fitness center on site	0%	0%
Flex time	0%	0%
Flexible spending account	0%	0%
Job sharing	0%	0%
Informal recognition program	0%	0%
Open communication policy	50%	50%
Scholarships-employees/spouses/children	0%	0%
Smoking cessation programs	0%	0%
Smoke-free work environment	0%	0%
Telecommuting	0%	0%
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 **10%**

WORKPLACE



Leisure, Hospitality, Retail and Restaurants

Northeast Indiana Workplace: Leisure, Hospitality, Retail, Restaurants

Five County North 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 25

Average number of employees added in preceding six months 13

Layoffs

Percentage of companies that laid off employees in preceding six months 0%

Total number of employees laid off in preceding six months 0

Average number of employees laid off in preceding six months 0

CHANGES IN STAFFING IN 2021

Hiring

Percentage of companies adding workers later in 2021 100%

Total anticipated increase later 2021 18

Average anticipated increase later in 2021 9

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 0%

Percentage of companies uncertain of change in 2021 0%

EXPECTED CHANGES IN STAFFING IN 2022

Hiring

Percentage of companies adding workers in 2022 50%

Total anticipated increase in 2022 8

Average anticipated increase in 2022 8

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 50%

Percentage of companies uncertain of change in 2022 0%

ANNUAL TURNOVER

Average annual turnover as percentage of employees 68%

Northeast Indiana Workplace Leisure, Hospitality, Retail, Restaurants (continued)
 Five County North Region

STAFFING

INCENTIVES

Percentage of those companies offering these staffing incentives

Relax drug screening requirements	0%
Hire persons with disabilities	0%
Hire persons with felony records	50%
Expand internships	0%
Hire persons without high school or GED diploma	50%
Increase starting pay	100%
Pay hiring bonus	50%
Pay referral bonus	50%
Pay retention bonus	0%
Offer housing assistance	0%
Offer child care assistance	0%
None or none of above	0%

RECRUITING

Where employers recruit new workers

Employment agencies	50%
Indiana Career Connect	50%
Job fairs	0%
Newspapers	0%
Online	100%
Referrals	100%

PANDEMIC

Impact of the pandemic on employment environment

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

COVID19 Vaccine policies

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

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

Five County North Region

WORKFORCE DEVELOPMENT

MOST NEEDED SKILLS

Employers who say these abilities are most needed in workforce

Customer service	0%
Communications skills.	0%
People skills	50%
Strong work ethic.	50%
Showing up for work	50%
Time management.	0%
Problem solving.	0%
Commitment to quality.	0%
Detail oriented.	0%
Willingness to learn	0%
Ability to follow instructions	50%
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.	50%
Outlook.	50%
Excel	0%
AutoCAD	0%
SAP	0%
CAM.	0%
Computer/Internet	0%
Machinist.	0%
Welding	0%
Specialized to position	50%

MINIMUM EDUCATION REQUIREMENTS

Employers who set these minimum education requirements

High School/GED.	0%
Some college	0%
Associates degree.	0%
Bachelors degree	50%
Graduate degree.	50%
Professional license/tech certification	50%
None required	50%

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

Five County North Region

WORKFORCE DEVELOPMENT

MOST DIFFICULT POSITIONS TO FILL

Employers who say these positions are hardest to fill

Management	3%
All openings	10%
Maintenance positions	20%
Skilled trades	10%
Welders	13%
Machinists	10%
Technicians	7%
CDL drivers	1%
Production positions	13%
Off-shift openings	3%
Labor	16%
Engineers	8%
Other	10%

SALARY OUTLOOK

PAY INCREASES

In 2020

Percentage of companies giving pay raises in preceding 12 months	100%
Average raise given in preceding 12 months	7.50%
Typical raise given in preceding 12 months	3%

Next 12 months

Percentage of companies planning pay raises in next 12 months	100%
Average raise planned in next 12 months	7.50%
Typical increase planned in next 12 months	3%

Northeast Indiana Workplace Leisure, Hospitality, Retail, Restaurants (continued)
 Five County North Region

TRAINING AND EDUCATION

TRAINING AND CAREER DEVELOPMENT

Percentage of companies with training, career development and education benefits. . 50% 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 one year. 0% 0%
 After 1 year 0% 0%

TUITION ASSISTANCE

Percentage of companies offering tuition assistance. 50% 50%
 Percentage that require classes be job related to receive tuition assistance 100% 100%
 Average percent of tuition reimbursement 0% 0%

JOB SKILLS AND CAREER DEVELOPMENT

Percentage of companies that offer in-house skills and career development programs 50% 50%
 Percentage of companies that offer off-site skills and career development programs 50% 50%

MENTORING

Percentage of companies with formal mentoring programs 50% 50%

IN-HOUSE TRAINING

Percentage of companies where training is done in-house 50% 50%

OFF-SITE TRAINING

Percentage of companies where training is done off-site. 50% 50%

ORIENTATION

Percentage of companies that offer orientation for new employees 0% 0%
 %

INTERNSHIPS

Percentage of companies with internships. 0%

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

Five County North Region

SUBSTANCE SCREENING

DRUG TESTING

Percentage of companies that conduct drug screening **43%**

Which screening protocol is used?

Five panel 33%
Seven panel 0%
DOT 0%
Other 67%

Percentage of those companies that require new applicants to pass **67%** **67%**

	Hourly	Salary
--	--------	--------

Current employees are screened

Randomly	14%	14%
After incident/injury	43%	43%
For cause	14%	14%

Employees who fail are

Dismissed	100%	100%
Referred to an EAP or counseling program	0%	0%

MARIJUANA TESTING

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

Percentage of companies that make allowance for prescription 50%

When are tests done?

As part of hiring process 100%
For cause or after incident 100%

Five County North Region Northeast Indiana

Supplemental Reports 2021



INSIDE THIS SECTION

WORKFORCE MOBILITY

Workers commuting into and from DeKalb County	108
Workers commuting into and from LaGrange County	108
Workers commuting into and from Noble County	108
Workers commuting into and from Steuben County	108
Workers commuting into and from Whitley County	108

REGIONAL DEMOGRAPHICS

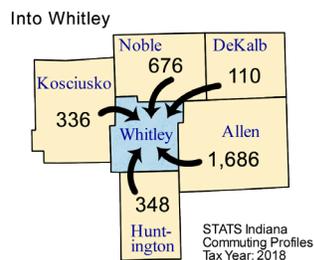
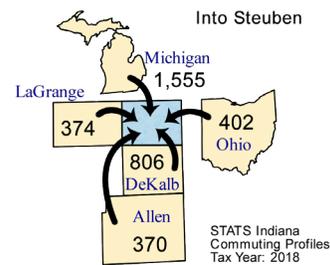
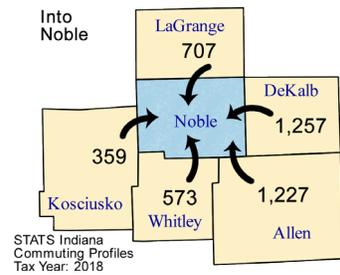
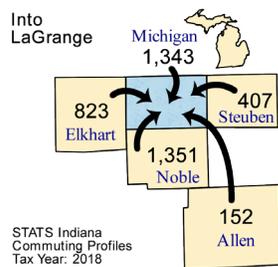
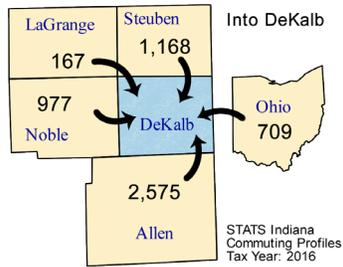
Educational Attainment	109
Employment	109
Employment by Industry Sector	109
Labor Force	109
Population	109

SOURCES OF DATA

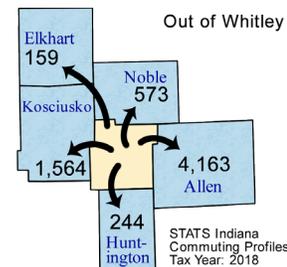
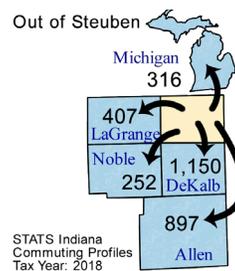
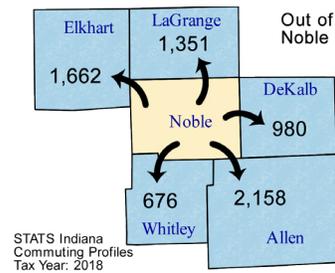
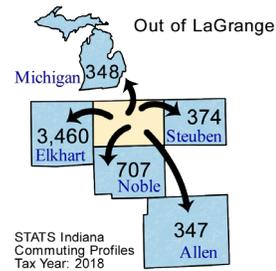
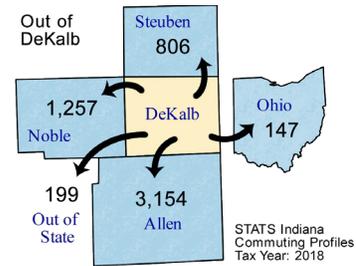
Acknowledgement of survey participants	110
About the wages and jobs data	110

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

COMMUTING INTO COUNTY



COMMUTING FROM COUNTY



Northeast Indiana Region Profile Eleven County Region

POPULATION AND EDUCATIONAL ATTAINMENT

						Five County Northern Region
2019 Data:	DeKalb	LaGrange	Noble	Steuben	Whitley	
Population Estimates	43,475	39,614	47,744	34,594	33,964	199,391
Total Population 25 and Older	29,474	23,124	32,122	24,170	23,714	132,604
Educational Attainment 2020						
- % High School or Higher	90.2%	61.8%	83.6%	91.1%	91.8%	n/a
- % Bachelors or Higher	18.0%	10.5%	13.7%	21.8%	20.7%	n/a
Median Age	39.3	31.8	39.3	44	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

						Five County Northern Region
2019 Data:	DeKalb	LaGrange	Noble	Steuben	Whitley	
By Place of Residence:	DeKalb	LaGrange	Noble	Steuben	Whitley	
Labor Force Estimates	22,758	20,073	23,760	20,785	17,881	105,257
Employed	22,116	19,514	23,023	20,323	17,354	102,330
Unemployed	642	559	737	553	527	3,018
Unemployment Rate	2.80%	2.80%	3.10%	2.70%	2.90%	2.86%
Average Wage per Job	\$50,268	\$44,277	\$42,277	\$38,471	\$45,764	\$44,211
2019 Data:						
Total by Place of Work	28,531	23,057	24,779	21,611	17,820	115,798
Wage & Salary	23,375	15,336	19,603	17,448	13,765	89,527
Private	25,455	19,322	21,555	19,492	15,533	101,357
- Accommodates, Food Service	1,486	1,061	1,222	1,604	1,000	6,373
- Arts, Ent. & Recreation	369	137	191	240	218	1,155
- Construction	1,166	1,246	1,008	906	951	5,277
- Health Care, Social Services	1,948	NA	1,413	NA	NA	3,361
- Information	125	38	198	138	NA	499
- Manufacturing	10,088	7,912	9,321	5,762	5,662	38,745
- Professional, Technical Services	790	420	NA	600	NA	1,810
- Retail Trade	1,989	2,134	2,163	2,499	1,639	10,424
- Transportation, Warehousing	1,944	647	641	904	NA	4,136
- Wholesale Trade	NA	925	607	NA	NA	1,532
- Other Private (not above)	4485*	2406*	3944*	3636*	2274*	97,371
Government (Local, State, Fed.)	2,216	1,418	2,014	1,581	1,583	8,812

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

* *These totals do not include county data that 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.

MEMBER OF
NORTHEAST INDIANA
REGIONAL PARTNERSHIP



ANTON KING, DeKalb County Economic Development Partnership, Inc.

E: anton@dekalbedp.org
P: 260-927-1180
A: 4483 CR 19, Auburn, IN 46706
W: www.dekalbedp.org



BILL BRADLEY, LaGrange County Economic Development Corp.

E: bbradley@lagrangepartnership.com
P: 260-499-4994
A: 304 N Townline Rd., LaGrange, IN 46761
W: www.lagrangepartnership.com



GARY GATMAN, Noble County Economic Development Corp.

E: info@noblecountyedc.com
P: 260-636-3800
A: 110 S. Orange Street, Albion, IN 46701
W: www.noblecountyedc.com



ISAAC LEE, Steuben County Economic Development Corp.

E: isaac@steubenedc.com
P: 260-665-6889
A: 907 South Wayne St., Angola, IN 46703
W: www.steubenedc.com



DALE BUUCK, Whitley County Economic Development Corp.

E: dbuuck@whitleyedc.com
P: 260-244-5506
A: 220 W Van Buren, Suite 102, Columbia City, IN 46725
W: www.whitleyedc.com