



# Wage & Benefit Survey Results

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JULY 2020

# Table of Contents

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Company Level Information	3
Job Descriptions	11
Insurance	29
Paid Time Off	31
Other Benefits and Incentives	37

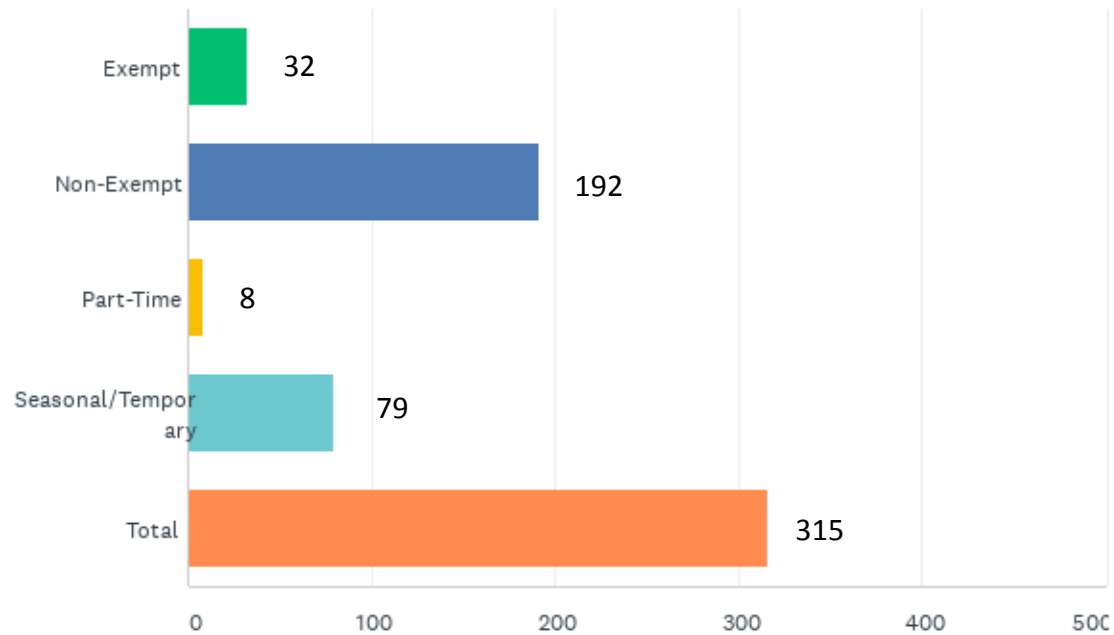
# COMPANY LEVEL INFORMATION

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# Number of associates

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Q2 Number of Associates:



# Zip Codes

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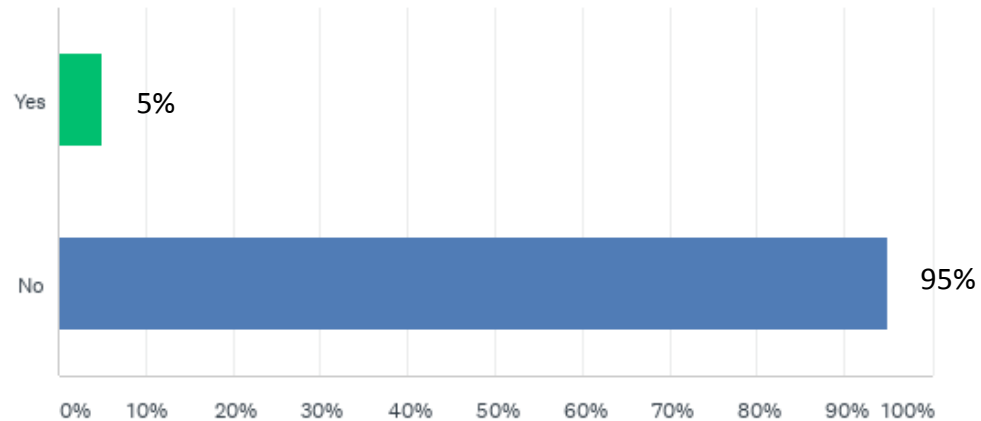
43207	797
43232	712
43110	248
43227	191
43213	140
43123	106
43229	79
43068	76
43228	55
43204	53
43113	35
43206	31
43224	21
43125	18
43215	18
43103	16

43130	16
43147	15
43065	10
43062	7
43220	6
43085	5
43219	5
45601	5
43222	4
43016	3
43302	3
43026	2
43102	2
43105	1
43160	1

# Union vs. Non-Union

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Q13 Do you have one or more unions within your organization?



# Average Turnover

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NON-EXEMPT – 10.2%

EXEMPT – 29%

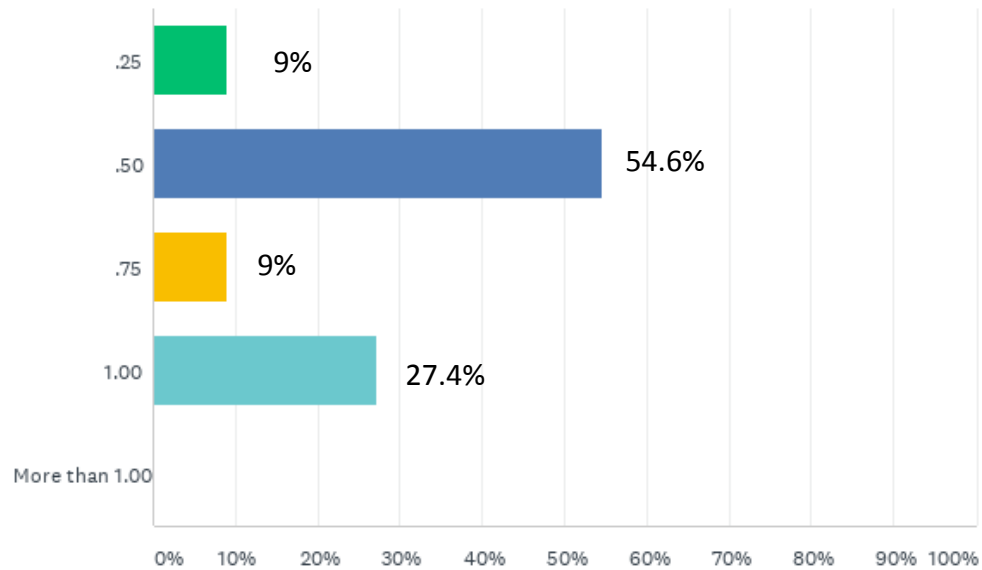
SEASONAL/TEMPORARY – 120%

# Shift Diff – 2<sup>nd</sup> shift

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73.3% offer 2<sup>nd</sup> shift diff

Q18 Amount of shift diff for 2nd shift:



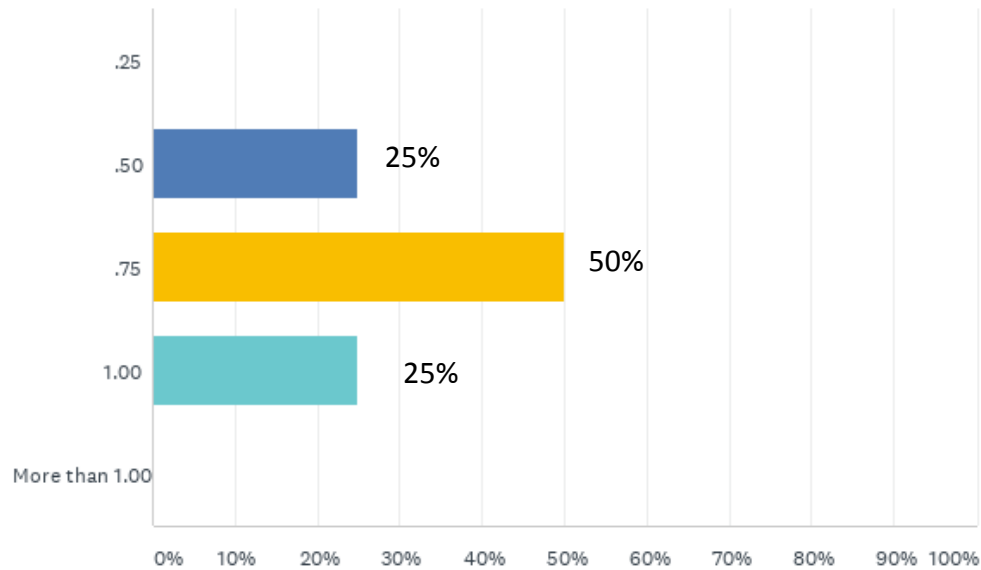


# Shift Diff – 3<sup>rd</sup> shift

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53% offer 3<sup>rd</sup> shift diff

Q20 Amount of shift diff for 3rd shift:

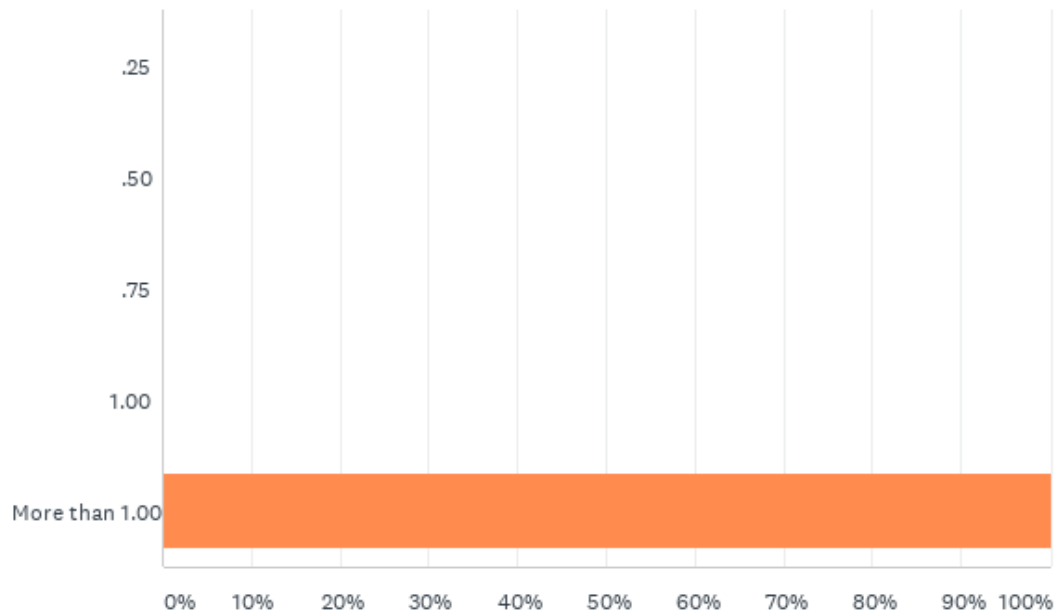


# Shift Diff – Weekend

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13% offer weekend shift diff

Q22 Amount of shift diff for weekend shifts:



# JOB DESCRIPTIONS

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# GENERAL WAREHOUSE WORKER (PICK/PACK)

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86.7% of employers have workers who fit this job description

Average number of full-time employees: 141

Starting Rate	\$13.66
Mid Point	\$15.34
Maximum Rate	\$17.52

Average number of seasonal/temporary employees: 64

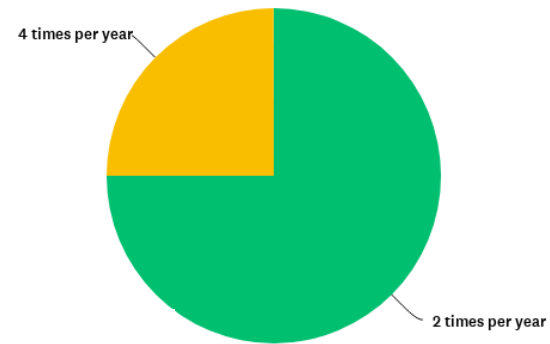
Starting Rate	\$12.87
Mid Point	\$14.04
Maximum Rate	\$15.03

# GENERAL WAREHOUSE WORKER – STEP INCREASE

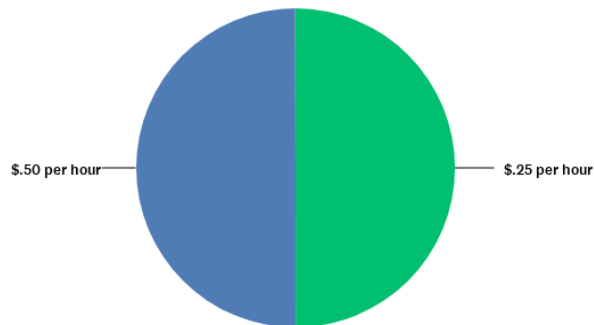
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30.8% of employers  
offer Step Increases

Q29 Frequency of STEP increases?



Q30 What is the average STEP increase given?

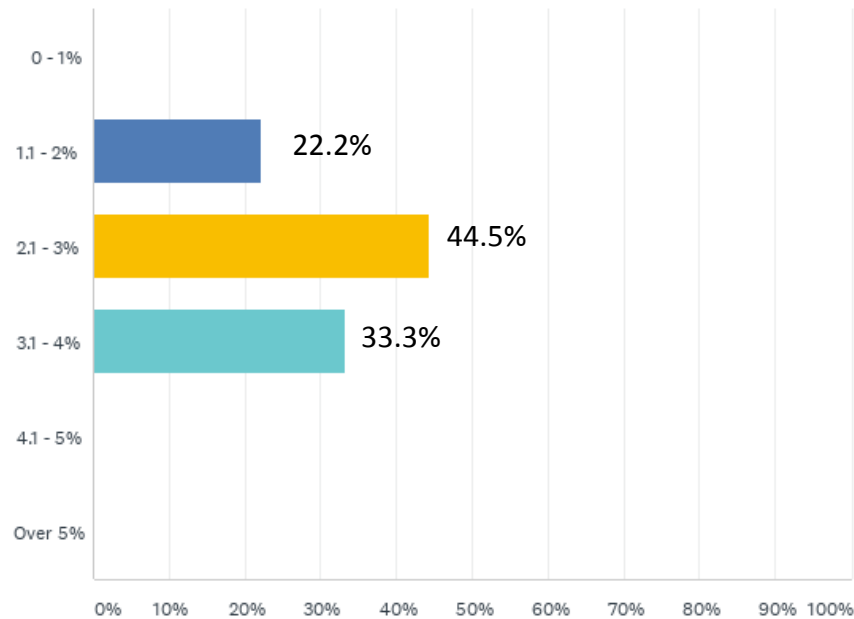


# GENERAL WAREHOUSE WORKER – MERIT INCREASE

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69.2% of employers offer Merit Increases

Q32 Average MERIT increase percentage for this position?



# EQUIPMENT OPERATOR (FORKLIFT/CHERRY PICKER)

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93.3% of employers have workers who fit this job description

Average number of full-time employees: 43

Starting Rate	\$13.92
Mid Point	\$15.81
Maximum Rate	\$18.69

Average number of seasonal/temporary employees: 7

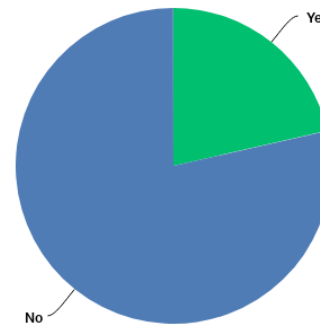
Starting Rate	\$14.32
Mid Point	\$14.89
Maximum Rate	\$15.50

# DRIVER PAY DIFFERENTIAL

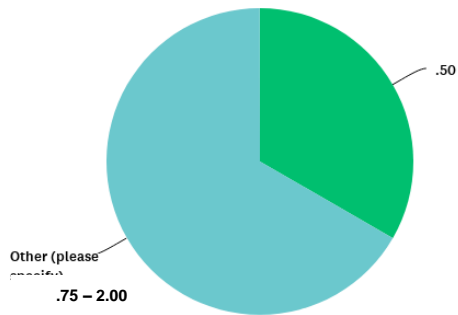
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21.4% of employers offer Driver Pay diff

Q38 Do you offer driver pay differential?



Q39 How much is driver pay differential?



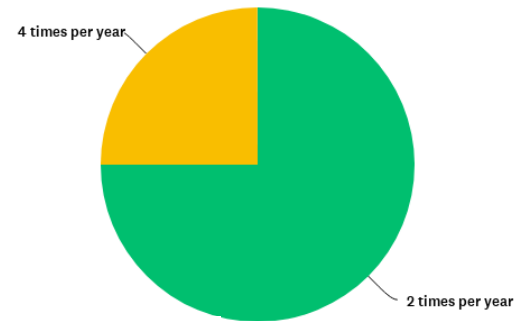


# EQUIPMENT OPERATOR (FORKLIFT/CHERRY PICKER) - STEP

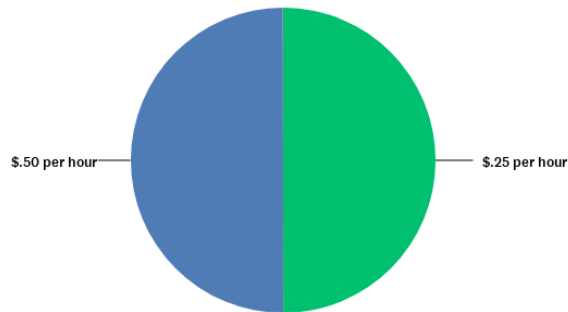
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28.8% of employers  
offer Step Increases

Q41 Frequency of STEP increases?



Q42 What is the average STEP increase given?

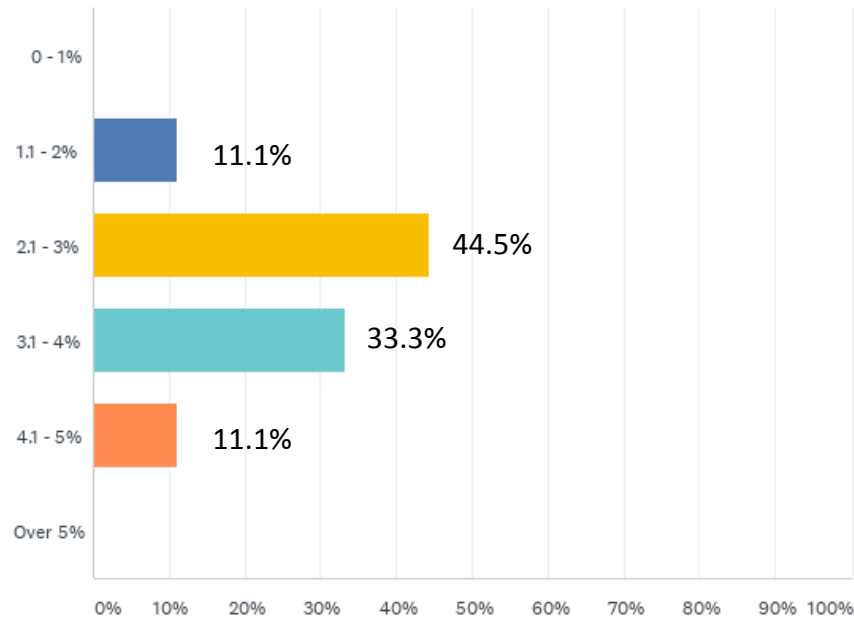


# EQUIPMENT OPERATOR (FORKLIFT/CHERRY PICKER) - MERIT

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64.3% of employers offer Merit Increases

Q44 Average MERIT increase percentage for this position?



# LEAD/GROUP LEADER/COORDINATOR (GENERALLY NON/EXEMPT)

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80% of employers have workers who fit this job description.

Average number of full-time employees: 14

Starting Rate	\$16.20
Mid Point	\$18.24
Maximum Rate	\$20.71

Average number of seasonal/temporary employees: 0

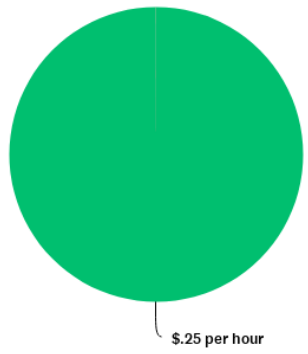
Starting Rate	\$14.75
Mid Point	\$15.00
Maximum Rate	\$18.00

# LEAD/GROUP LEADER/COORDINATOR (GENERALLY NON/EXEMPT) - STEP

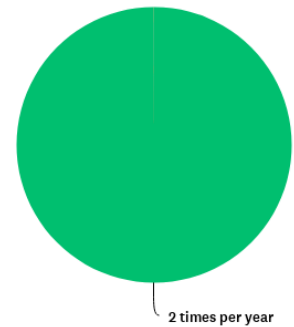
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8.3% of employers  
offer Step Increases

Q52 What is the average STEP increase



Q51 Frequency of STEP increases?

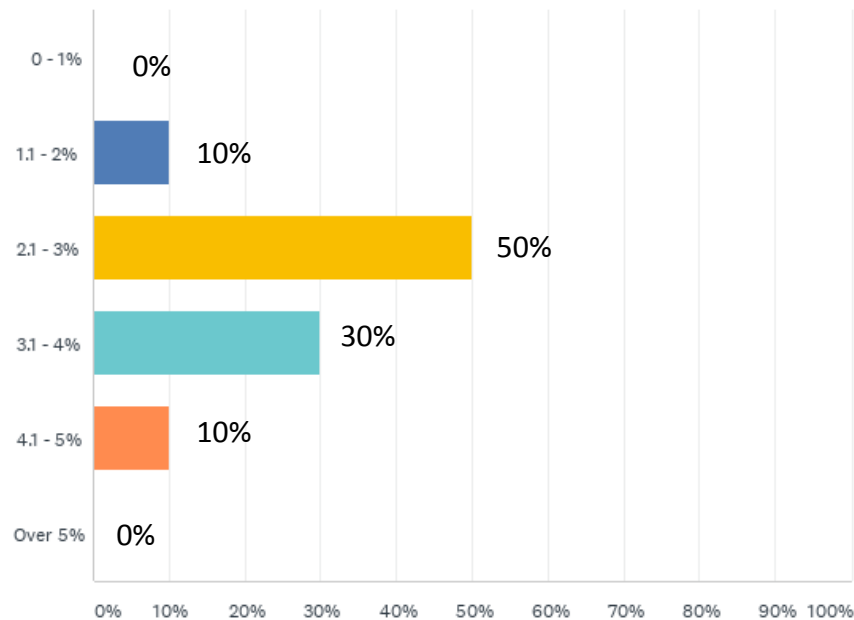


# LEAD/GROUP LEADER/COORDINATOR (GENERALLY NON/EXEMPT) - MERIT

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83.3% of employers offer Merit Increases

Q54 Average MERIT increase percentage for this position?



# GENERAL MAINTENANCE

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60% of employers have workers who fit this job description

20% outsource this position

## Wages by Level:

ENTRY level workers (0-2 years experience)

Starting Rate	\$16.34
Mid Point	\$18.09
Maximum Rate	\$20.01

# GENERAL MAINTENANCE – con't

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## EXPERIENCED level workers (3-5 years experience)

Starting Rate	\$18.39
Mid Point	\$21.51
Maximum Rate	\$24.09

## ADVANCED level workers (5+ years experience)

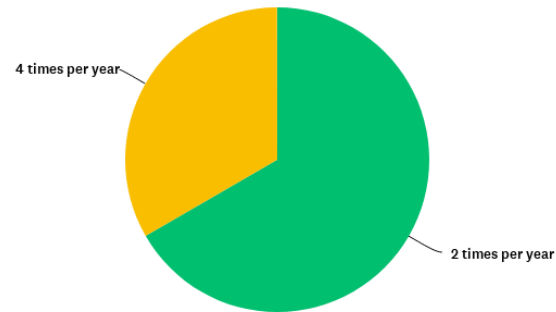
Starting Rate	\$23.19
Mid Point	\$25.00
Maximum Rate	\$26.96

# GENERAL MAINTENANCE – STEP INCREASE

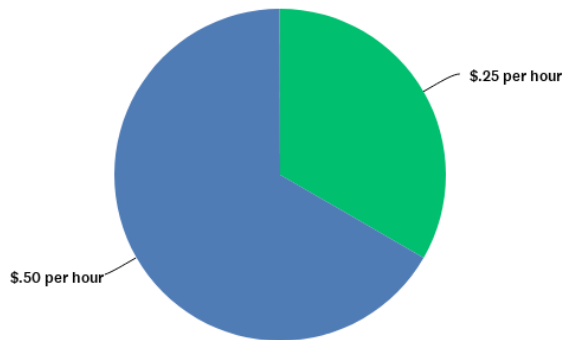
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66.7% of employers offer Step Increases

Q60 Frequency of STEP increases?



Q61 What is the average STEP increase given?



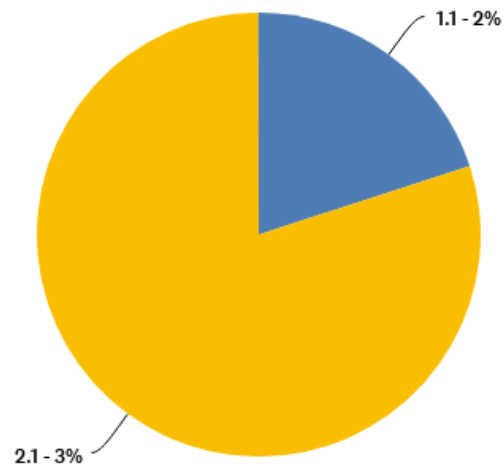


# GENERAL MAINTENANCE – MERIT INCREASE

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55.6% of employers offer Merit Increases

Q63 Average MERIT increase percentage for this position?



# CUSTODIAN

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40% of employers have workers who fit this job description

26.7% outsource this position

Average number of full-time employees: 5

Starting Rate	\$13.73
Mid Point	\$15.19
Maximum Rate	\$17.11

Average number of seasonal/temporary employees: 2

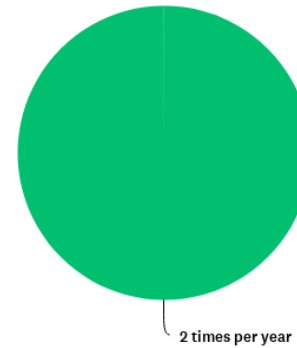
Starting Rate	\$14.08
Mid Point	\$14.83
Maximum Rate	\$15.58

# CUSTODIAN – STEP INCREASE

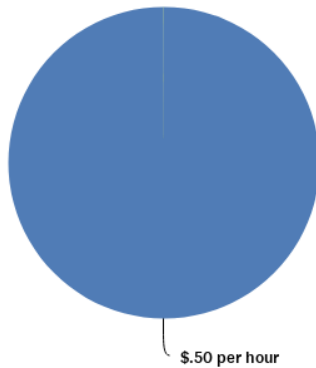
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16.7% of employers offer Step Increases

Q70 Frequency of STEP increases?



Q71 What is the average STEP

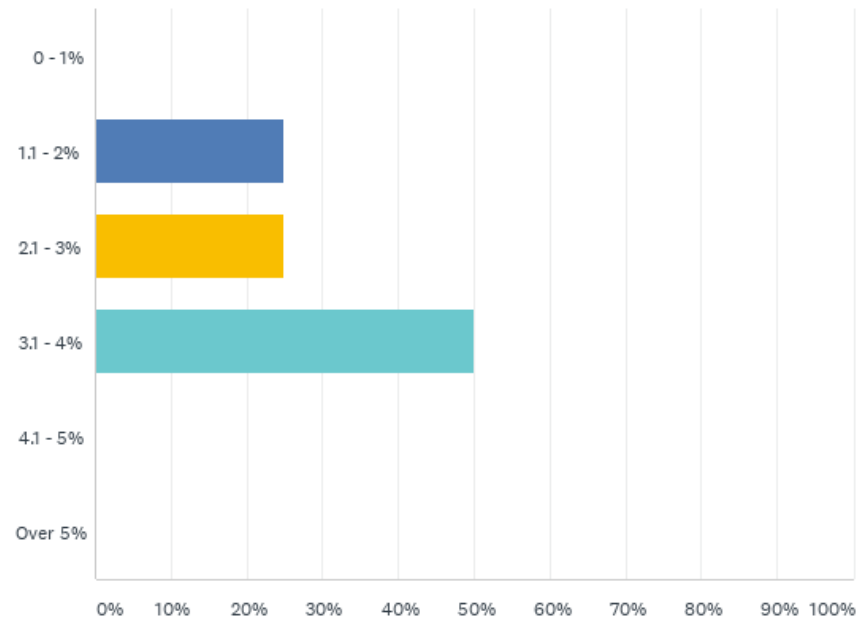


# CUSTODIAN – MERIT INCREASE

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66.7% of employers offer Merit Increases

Q73 Average MERIT increase percentage for this position?

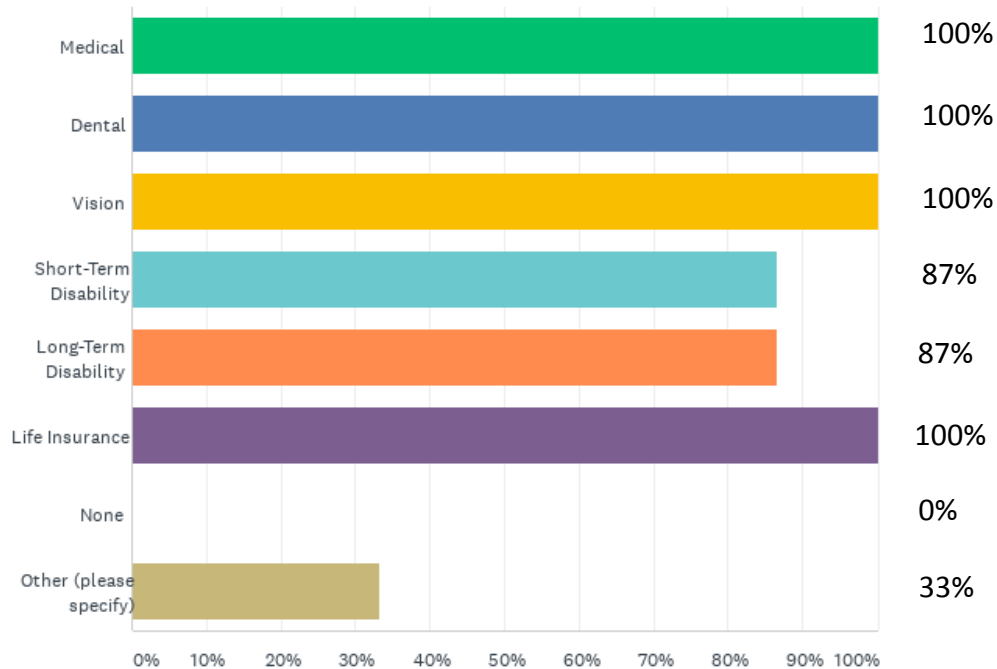


# INSURANCE

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# INSURANCE OFFERED

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Other responses include:

- AD&D, critical illness
- Pet insurance
- Identity Theft Protection
- Company perks

# PAID TIME OFF

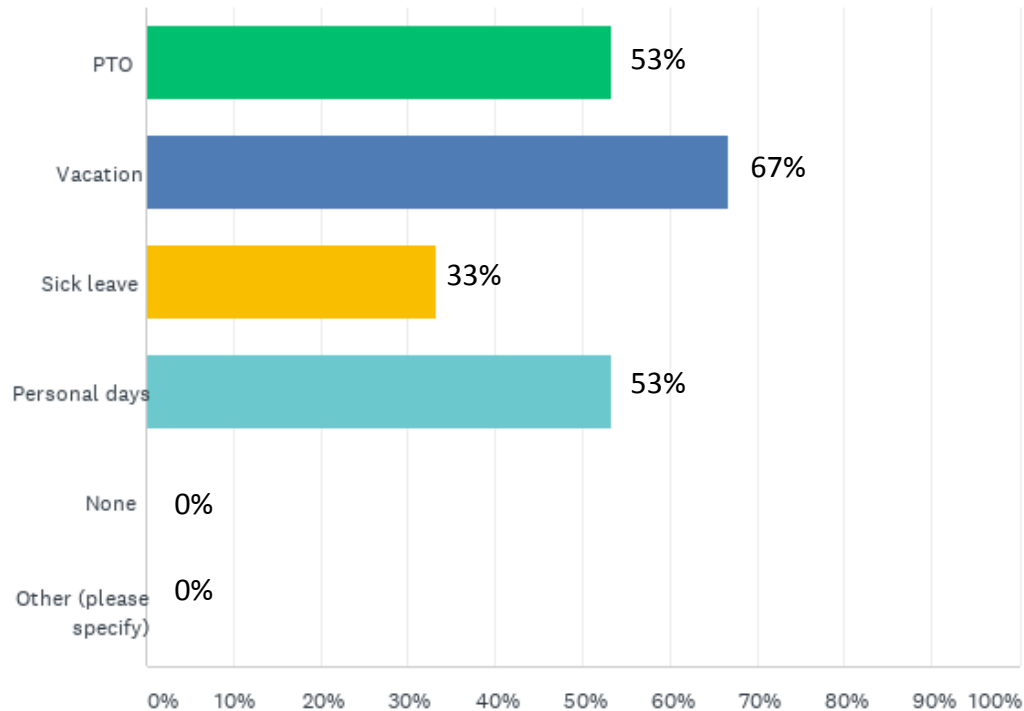
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# NON-EXEMPT

## Types of Paid Time Off

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Q74 What type of Time Off do you offer NON-EXEMPT employees (check all that apply).

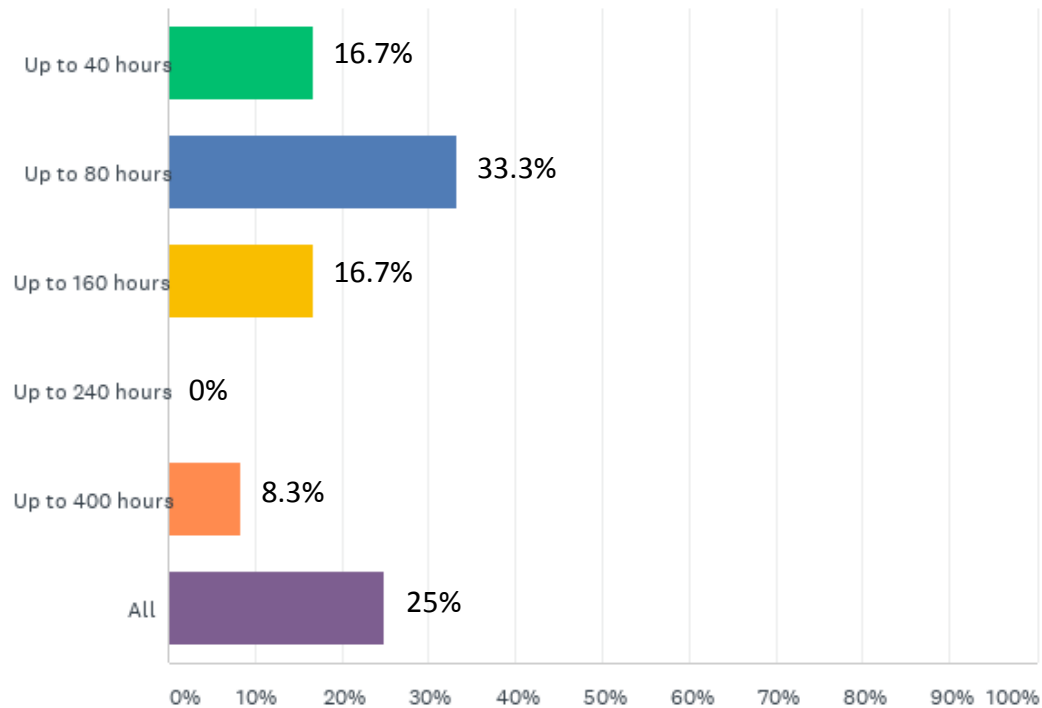




# NON-EXEMPT Time Carried Over

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80% of employers said Paid Time Off can be carried over

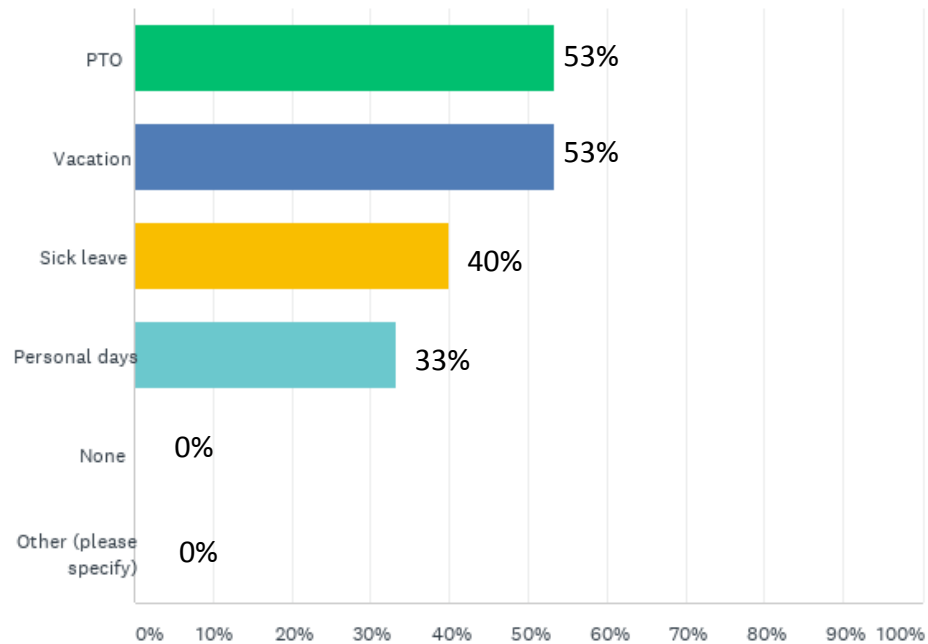


# EXEMPT

## Types of Paid Time Off

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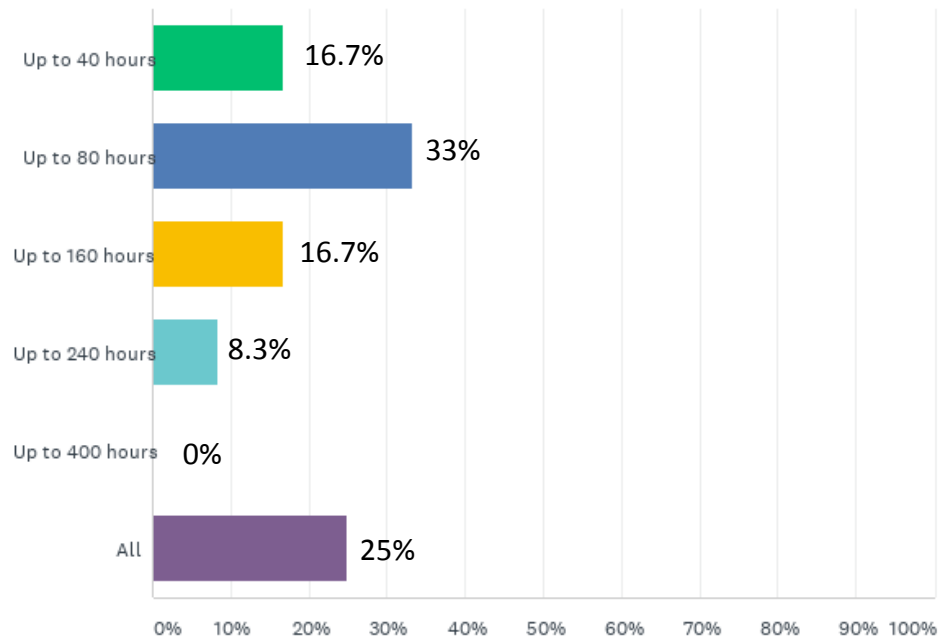
Q77 What type of Time Off do you offer EXEMPT employees (check all that apply)?



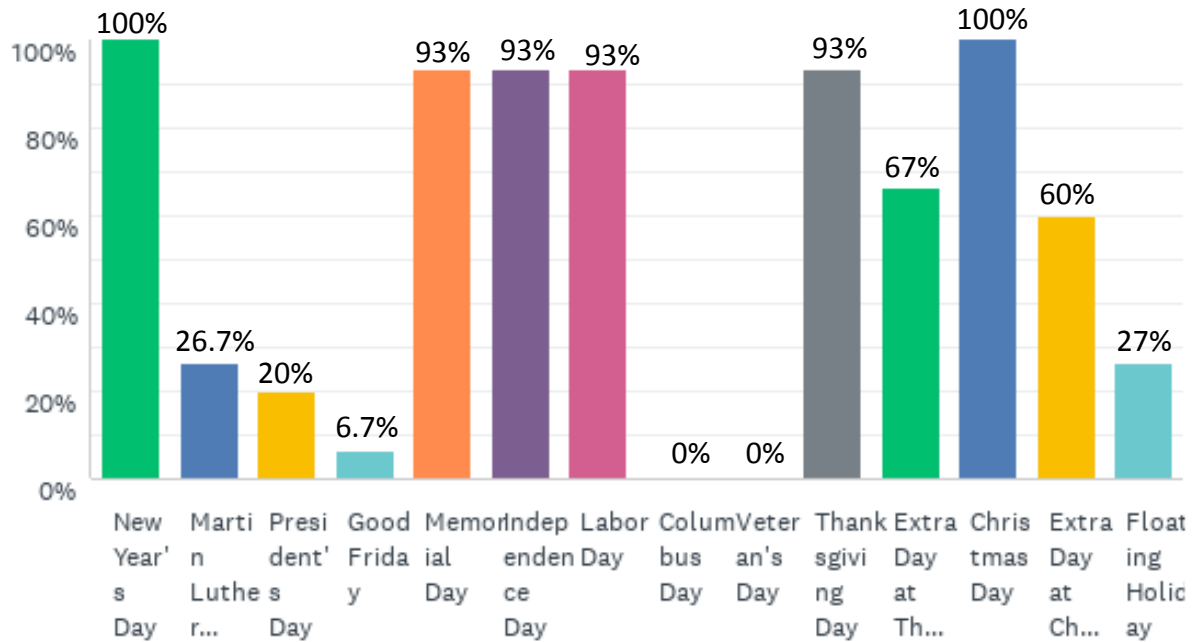
# EXEMPT Time Carried Over

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80% of employers said Paid Time Off can be carried over



# HOLIDAYS



# OTHER BENEFITS AND INCENTIVES

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# OTHER BENEFITS

401K	87.0%
Adoption Services	27.0%
Child Care Subsidy	7.0%
Community Service Opportunities	47.0%
Company Events	73.0%
Company Product Discounts/Giveaways	67.0%
Company Savings Match	33.0%
Discount Cellular Service	47.0%
Discount Computer Purchase Program	27.0%
Elder Care	20.0%
Employee Assistance Program	93.0%
Employee Credit Union	30.0%
Expanded or Paid Family Leave	33.0%
Financial Planning	27.0%
Fitness Center Discounts	27.0%
Flex Time	13.0%
Flexible Spending Account	80.0%
Free Parking	87.0%
Home and Auto Insurance Plan	7.0%
HSA/HRA	67.0%
Legal Assistance Plan	47.0%
On-Site ATM	7.0%
On-Site Cafeteria	27.0%
On-Site Child Care	0.0%

On-Site Dry Cleaning	0.0%
On-Site Fitness Center	20.0%
On-Site Medical Center	7.0%
On-Site Pharmacy	0.0%
Paid Lunch Period	20.0%
Professional Development	60.0%
Profit Sharing	47.0%
Scholarship Program	27.0%
Severance Program	33.0%
Service Awards	53.0%
Smoking Cessation Program	60.0%
Stock Option Purchase	20.0%
Telecommuting Program	0.0%
Tool Allowance	13.0%
Tuition Reimbursement	80.0%
Wellness Program	73.0%
Work Uniforms and Safety Equipment	40%
Other	33%

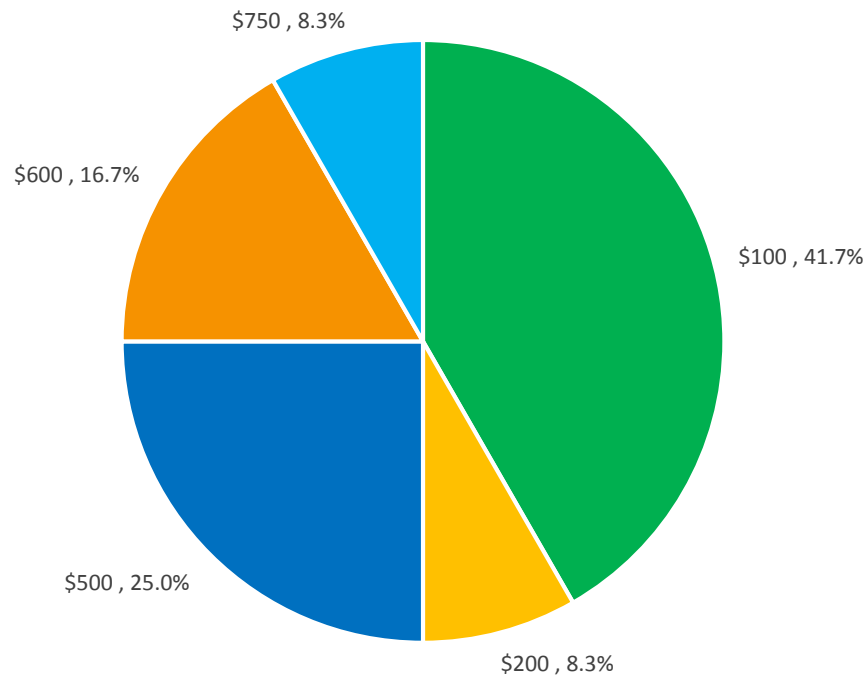
## Other answers include:

- ESOP
- Discount programs
- Associate Recognition
- Marketplace Chaplains
- Student Loan Assistance
- Match 529 accounts
- Textbook subsidy
- DB pension
- Other educational benefits not listed

# REFERRAL BONUS – NON-EXEMPT

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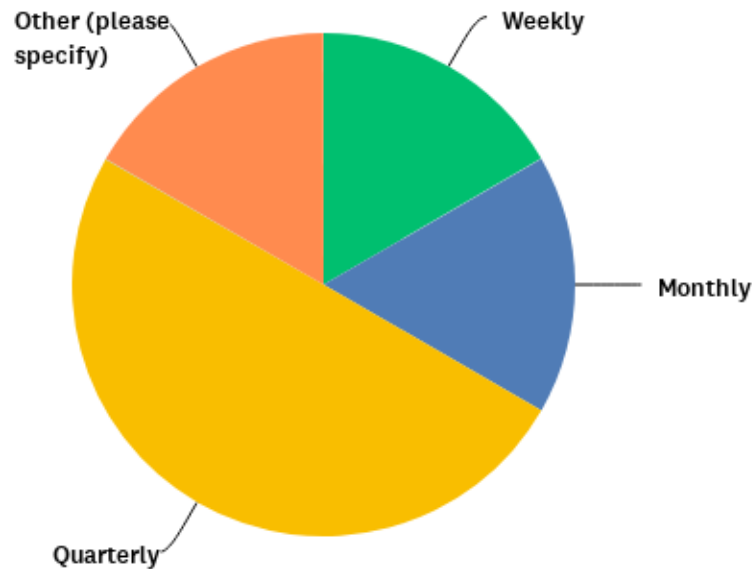
73.3% of employers offer a referral bonus



# PERFORMANCE BONUS – NON-EXEMPT

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40% of employers offer a performance bonus



Other answers include:

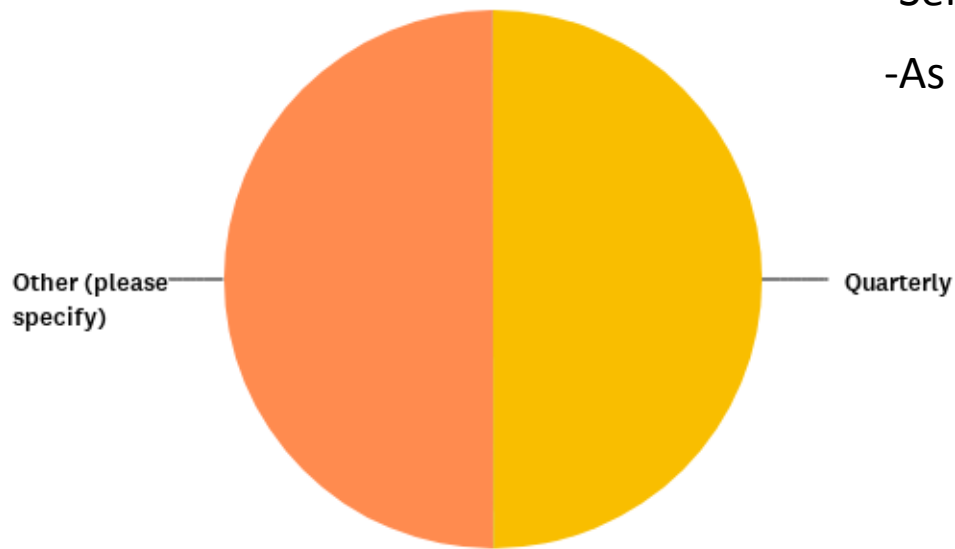
- Bi-weekly
- Weekly, when running incentive program



# ATTENDANCE BONUS – NON-EXEMPT

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26.7% of employers offer an attendance bonus



Other answers include:

-Semi-Annually

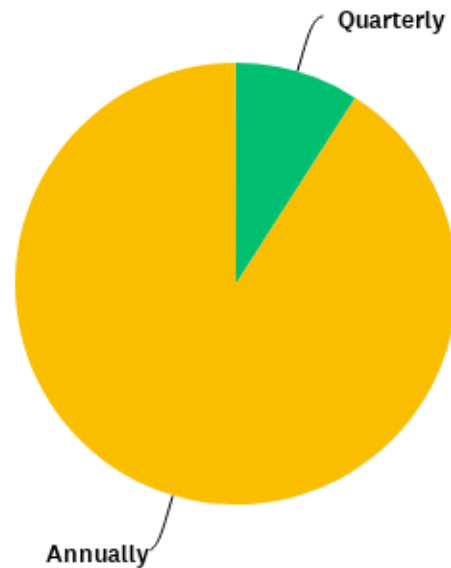
-As needed

# PERFORMANCE BONUS – EXEMPT

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73% of respondents give performance bonuses

Q90 Frequency EXEMPT employees can earn a Performance Bonus:



# Thank you for your participation

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WE LOOK FORWARD TO YOUR SUPPORT NEXT YEAR