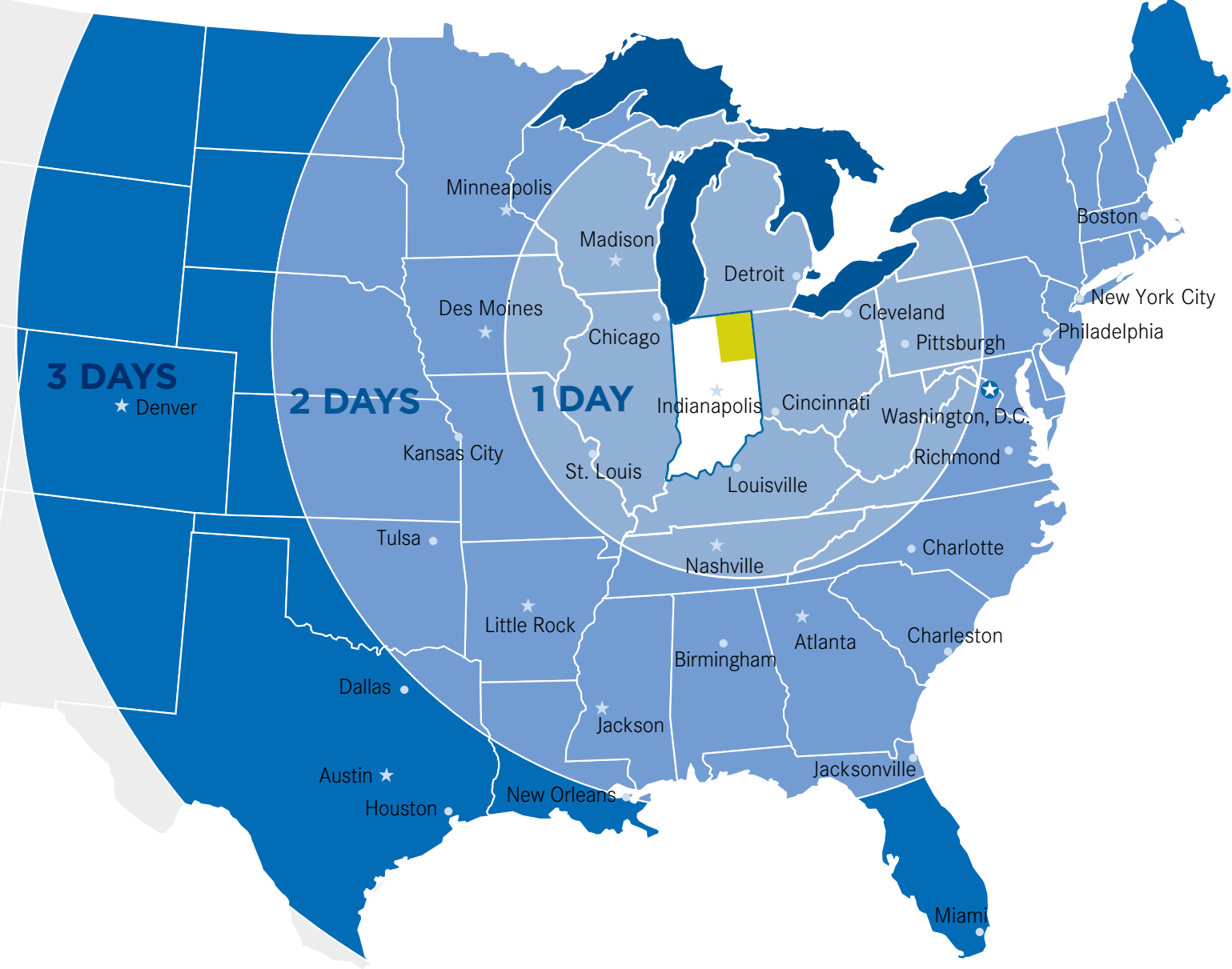


NORTHEAST INDIANA WAGE AND BENEFITS SURVEY FOUR COUNTY WEST REGION

2023



SPONSORS



TABLE OF CONTENTS

INTRODUCTION 2

INTERPRETATIONS 3



GOODS PRODUCING AND LOGISTICS

Wages 5
Benefits 16
Employment Outlook 34
Workforce Issues 33



PROFESSIONAL, FINANCIAL AND INFORMATION SERVICES

Wages 41
Benefits 49
Employment Outlook 67
Workforce Issues 66



CONSTRUCTION

Wages 74
Benefits 79
Employment Outlook 97
Workforce Issues 96



LEISURE, HOSPITALITY, RETAIL AND RESTAURANTS

Wages 104
Benefits 110
Employment Outlook 128
Workforce Issues 127

SUPPLEMENTAL REPORTS

Workers commuting into the region's counties 135
Workers commuting out of the region's counties 135
Educational attainment 136
Employment 136
Employment by industry sector 136
Labor force 136
Population 136
Wage data sources 137

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

INTRODUCTION

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

Employers in the region responded to an online survey of benefits practices and policies covering topics including time off, health insurance coverage and a wide range of financial incentives.

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

- Goods producing and logistics;
- Professional, financial and information services;
- Construction; and
- Leisure, hospitality, retail and restaurants.

Wages are reported for the 25th and 75th percentiles as well as the median for each job title. This 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 state, national and industry 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 2023 and 2024.

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 Economic Development Corporation; LaGrange County Economic Development Corporation; Be Noble Inc.; Steuben County Economic Development Corporation; Grow Wabash County; Wells County Economic Development Corporation; and Whitley County Economic Development Corporation.

Further supporting sponsors include Indiana Michigan Power, Wabash Valley Power, Northeast Indiana Works, the Regional Chamber, the Northeast Indiana Regional Partnership and the Building Contractors Association of Northeast Indiana.

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

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

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DEFINITIONS AND INTERPRETATION OF THE DATA

EMPLOYER Classifications

This report is divided into these four industry classifications:

Goods Producing and Logistics: Includes manufacturing; transportation and warehousing; and wholesale trade.

Professional, Finance and Information Services: 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.

Construction: Includes construction utilities, logging, and mining.

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

WAGES Section

Wages and employment data are provided by Lightcast, which uses a broad set of sources, including reports from the Bureau of Labor Statistics and its Quarterly Census of Employment and Wages. Industry data have various sources depending on the class of worker.

QCEW Employees: The Bureau of Labor Statistics' (BLS) Quarterly Census of Employment and Wages (QCEW) dataset is the most reliable source for job counts data in the United States. This quarterly near-census of workers is a byproduct of unemployment insurance reporting, which businesses are required to file monthly. QCEW covers 95% of the positions held by employees in the U.S.

See *About the Wage Data* on Page 137.

Number of Workers: The number of employees in a position within each included industry classification the region.

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.

WORKPLACE Section

Information in this section is from the same online survey that generated the Benefits reports. Participating employers were asked about salary, staffing, recruiting and incentives in the current economic and employment environment.

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.

The use of N/A in a report field indicates that a particular benefit isn't offered or that too few respondents supplied information. If data is missing from one section, similar information may be found in one of the other sections of the report.

Survey Preparation

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

Goods Producing and Logistics



NORTHEAST INDIANA

2023 FOUR COUNTY WEST REGION

WAGES AND BENEFITS SURVEY



Goods Producing and Logistics

Includes manufacturing, transportation and warehousing and wholesale trade

INSIDE THIS SECTION

Wages 5-15

Benefits

Time off 17-20
Health insurance plans and costs 21-28
Financial benefits and incentives 29-31
Other benefits 32

Employment and Workplace

Staffing forecasts 34
Recruiting and workforce assessment 35-37
Salary forecasts 37
Training and career development 38

COVID-19 Issues

Impact on employment 35
Vaccination policies 35

WAGES



Goods Producing and Logistics

Northeast Indiana Wages: Goods Producing and Logistics

Four County Region

Number of Workers Percentage of Workforce 25th Percentile Hourly Wage Median Hourly Wage 75th Percentile Hourly Wage

MANAGEMENT OCCUPATIONS

Chief Executives	22	0.1%	\$33.44	\$69.02	\$112.49
General and Operations Managers	533	1.8%	\$28.21	\$39.12	\$61.14
Marketing Managers	27	0.1%	\$36.32	\$46.78	\$73.00
Sales Managers	83	0.3%	\$36.59	\$47.28	\$68.51
Administrative Services Managers	24	0.1%	\$28.20	\$37.36	\$49.96
Facilities Managers	14	0.0%	\$28.60	\$36.30	\$47.08
Computer and Information Systems Managers	26	0.1%	\$38.55	\$50.68	\$64.69
Financial Managers	66	0.2%	\$30.58	\$46.40	\$62.87
Industrial Production Managers	301	1.0%	\$36.20	\$45.99	\$57.66
Purchasing Managers	25	0.1%	\$32.26	\$45.13	\$50.78
Transportation, Storage, and Distribution Managers	23	0.1%	\$35.02	\$45.86	\$57.62
Human Resources Managers	25	0.1%	\$37.19	\$47.59	\$58.81
Training and Development Managers	9	0.0%	\$39.13	\$44.50	\$58.20
Farmers, Ranchers, and Other Agricultural Managers	858	2.9%	\$7.54	\$15.40	\$29.06
Architectural and Engineering Managers	137	0.5%	\$47.79	\$61.35	\$78.98
Medical and Health Services Managers	5	0.0%	\$30.06	\$37.76	\$48.41
Natural Sciences Managers	11	0.0%	\$23.38	\$30.06	\$47.87
Property, Real Estate, and Community Association Managers	4	0.0%	\$19.95	\$26.09	\$30.04
Managers, All Other	79	0.3%	\$15.51	\$24.75	\$38.07

BUSINESS AND FINANCIAL OPERATIONS OCCUPATIONS

Buyers and Purchasing Agents	168	0.6%	\$22.04	\$24.27	\$31.86
Compliance Officers	26	0.1%	\$22.57	\$29.13	\$37.08
Cost Estimators	45	0.2%	\$21.43	\$27.97	\$35.56
Human Resources Specialists	118	0.4%	\$18.72	\$23.65	\$30.42
Labor Relations Specialists	4	0.0%	\$22.26	\$28.26	\$36.20
Logisticians	36	0.1%	\$26.02	\$31.74	\$39.70
Project Management Specialists	53	0.2%	\$24.14	\$31.55	\$44.87
Management Analysts	23	0.1%	\$26.12	\$34.46	\$45.85
Meeting, Convention, and Event Planners	4	0.0%	\$13.80	\$15.65	\$23.32
Compensation, Benefits, and Job Analysis Specialists	5	0.0%	\$21.96	\$28.95	\$38.86
Training and Development Specialists	36	0.1%	\$19.67	\$24.60	\$34.94
Market Research Analysts and Marketing Specialists	83	0.3%	\$18.95	\$23.69	\$31.08
Business Operations Specialists, All Other	27	0.1%	\$22.33	\$29.22	\$36.63
Accountants and Auditors	168	0.6%	\$23.18	\$29.93	\$39.01
Financial and Investment Analysts	15	0.1%	\$29.57	\$38.20	\$48.77

Northeast Indiana Wages: Goods Producing and Logistics

Four County Region

	Number of Workers	Percentage of Workforce	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
COMPUTER AND MATHEMATICAL OCCUPATIONS					
Computer Systems Analysts	30	0.1%	\$29.40	\$38.13	\$48.67
Computer Network Support Specialists	11	0.0%	\$22.74	\$28.84	\$37.72
Computer User Support Specialists	53	0.2%	\$17.79	\$22.55	\$28.51
Computer Network Architects	8	0.0%	\$30.04	\$38.38	\$48.39
Database Administrators	5	0.0%	\$26.63	\$33.84	\$44.07
Network and Computer Systems Administrators	39	0.1%	\$28.16	\$35.64	\$46.54
Computer Programmers	12	0.0%	\$26.67	\$36.03	\$46.92
Software Developers	80	0.3%	\$31.78	\$40.54	\$51.16
Software Quality Assurance Analysts and Testers	13	0.0%	\$28.96	\$36.75	\$46.38
Web Developers	5	0.0%	\$18.43	\$23.89	\$32.80
Web and Digital Interface Designers	4	0.0%	\$23.78	\$29.09	\$40.18
Computer Occupations, All Other	5	0.0%	\$20.34	\$28.31	\$38.82
Operations Research Analysts	6	0.0%	\$36.36	\$43.61	\$52.79
Data Scientists	3	0.0%	\$22.79	\$27.68	\$37.16
ARCHITECTURE AND ENGINEERING JOBS					
Bioengineers and Biomedical Engineers	6	0.0%	\$27.20	\$33.16	\$46.53
Chemical Engineers	8	0.0%	\$36.79	\$46.94	\$52.76
Computer Hardware Engineers	13	0.0%	\$37.03	\$49.25	\$62.56
Electrical Engineers	75	0.3%	\$32.39	\$41.72	\$52.34
Electronics Engineers, Except Computer	31	0.1%	\$37.00	\$41.48	\$59.38
Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	4	0.0%	\$33.55	\$38.38	\$54.04
Industrial Engineers	819	2.8%	\$30.28	\$37.91	\$48.22
Marine Engineers and Naval Architects	3	0.0%	\$30.67	\$36.80	\$42.60
Materials Engineers	18	0.1%	\$24.52	\$34.43	\$46.43
Mechanical Engineers	177	0.6%	\$29.98	\$37.17	\$45.91
Engineers, All Other	60	0.2%	\$28.82	\$37.98	\$48.45
Architectural and Civil Drafters	17	0.1%	\$20.42	\$22.54	\$29.96
Mechanical Drafters	65	0.2%	\$21.28	\$26.63	\$33.72
Drafters, All Other	15	0.1%	\$18.13	\$23.41	\$29.43
Electrical and Electronic Engineering Technologists and Technicians	50	0.2%	\$22.80	\$26.85	\$34.67
Electro-Mechanical and Mechatronics Technologists and Technicians	8	0.0%	\$22.66	\$26.08	\$30.02
Industrial Engineering Technologists and Technicians	140	0.5%	\$22.64	\$24.25	\$30.62
Mechanical Engineering Technologists and Technicians	48	0.2%	\$22.40	\$25.75	\$29.40
Calibration Technologists and Technicians	22	0.1%	\$22.43	\$28.97	\$30.47
Engineering Technologists and Technicians, Except Drafters, All Other	19	0.1%	\$20.17	\$26.94	\$37.76

Northeast Indiana Wages: Goods Producing and Logistics

Four County Region

	Number of Workers	Percentage of Workforce	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
LIFE, PHYSICAL, AND SOCIAL SCIENCE OCCUPATIONS					
Food Scientists and Technologists	5	0.0%	\$21.28	\$26.93	\$37.35
Biochemists and Biophysicists	3	0.0%	\$33.61	\$40.93	\$49.01
Microbiologists	8	0.0%	\$24.14	\$26.66	\$32.89
Biological Scientists, All Other	4	0.0%	\$25.10	\$30.41	\$39.48
Medical Scientists, Except Epidemiologists	5	0.0%	\$28.62	\$35.50	\$42.05
Life Scientists, All Other	5	0.0%	\$25.85	\$31.72	\$45.93
Chemists	23	0.1%	\$29.25	\$35.87	\$46.04
Materials Scientists	3	0.0%	\$43.42	\$52.84	\$69.47
Physical Scientists, All Other	4	0.0%	\$26.63	\$35.38	\$45.56
Agricultural Technicians	12	0.0%	\$13.68	\$14.36	\$19.84
Food Science Technicians	5	0.0%	\$15.62	\$19.32	\$28.09
Chemical Technicians	36	0.1%	\$19.30	\$22.39	\$24.75
Life, Physical, and Social Science Technicians, All Other	9	0.0%	\$24.53	\$30.78	\$36.57
Occupational Health and Safety Specialists	24	0.1%	\$22.51	\$29.46	\$38.80
Occupational Health and Safety Technicians	19	0.1%	\$23.09	\$28.54	\$37.80
LEGAL OCCUPATIONS					
Lawyers	6	0.0%	\$29.88	\$37.44	\$50.14
ARTS, DESIGN, ENTERTAINMENT, SPORTS, AND MEDIA OCCUPATIONS					
Commercial and Industrial Designers	12	0.0%	\$24.60	\$31.11	\$38.34
Graphic Designers	60	0.2%	\$17.06	\$19.33	\$23.28
Interior Designers	4	0.0%	\$20.65	\$23.07	\$25.34
Merchandise Displayers and Window Trimmers	13	0.0%	\$14.56	\$15.41	\$19.66
Designers, All Other	5	0.0%	\$18.94	\$28.88	\$33.57
Public Relations Specialists	6	0.0%	\$18.12	\$23.13	\$29.63
Technical Writers	13	0.0%	\$22.80	\$31.28	\$39.57
HEALTHCARE PRACTITIONERS AND TECHNICAL OCCUPATIONS					
Registered Nurses	3	0.0%	\$26.56	\$28.70	\$34.59
Clinical Laboratory Technologists and Technicians	7	0.0%	\$15.20	\$20.47	\$27.33
Orthotists and Prosthetists	21	0.1%	\$16.58	\$23.97	\$38.68
HEALTHCARE AND SUPPORT OCCUPATIONS					
Medical Assistants	18	0.1%	\$14.37	\$17.08	\$18.28
Veterinary Assistants and Laboratory Animal Caretakers	4	0.0%	\$10.77	\$12.67	\$13.62
Healthcare Support Workers, All Other	3	0.0%	\$14.00	\$17.78	\$18.89

Northeast Indiana Wages: Goods Producing and Logistics

Four County Region

	Number of Workers	Percentage of Workforce	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
PROTECTIVE SERVICE OCCUPATIONS					
Security Guards	16	0.1%	\$12.37	\$14.87	\$19.04
FOOD PREPARATION AND SERVING RELATED OCCUPATIONS					
First-Line Supervisors of Food Preparation and Serving Workers	9	0.0%	\$13.47	\$15.31	\$18.22
Food Preparation Workers	7	0.0%	\$9.37	\$11.12	\$13.68
Waiters and Waitresses	28	0.1%	\$8.58	\$9.49	\$13.26
Dining Room and Cafeteria Attendants and Bartender Helpers	3	0.0%	\$8.75	\$9.55	\$11.52
BUILDING AND GROUNDS CLEANING AND MAINTENANCE OCCUPATIONS					
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	145	0.5%	\$10.84	\$13.05	\$16.67
Maids and Housekeeping Cleaners	3	0.0%	\$9.90	\$11.66	\$13.37
Landscaping and Groundskeeping Workers	14	0.0%	\$12.85	\$14.73	\$17.76
PERSONAL CARE AND SERVICE OCCUPATIONS					
Animal Trainers	11	0.0%	\$9.56	\$13.13	\$14.88
Animal Caretakers	22	0.1%	\$10.08	\$10.79	\$13.37
SALES AND RELATED OCCUPATIONS					
First-Line Supervisors of Retail Sales Workers	6	0.0%	\$14.12	\$17.99	\$22.95
First-Line Supervisors of Non-Retail Sales Workers	12	0.0%	\$19.25	\$32.23	\$46.37
Cashiers	8	0.0%	\$8.72	\$10.76	\$11.39
Parts Salespersons	6	0.0%	\$13.50	\$14.43	\$18.11
Retail Salespersons	57	0.2%	\$10.82	\$12.79	\$14.37
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	46	0.2%	\$18.66	\$29.56	\$44.94
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	50	0.2%	\$24.79	\$37.97	\$60.11
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	506	1.7%	\$22.93	\$30.15	\$40.58
Demonstrators and Product Promoters	28	0.1%	\$11.20	\$13.20	\$14.56
Sales Engineers	25	0.1%	\$27.53	\$37.54	\$53.60
Sales and Related Workers, All Other	11	0.0%	\$13.03	\$14.31	\$15.26

Northeast Indiana Wages: Goods Producing and Logistics

Four County Region

	Number of Workers	Percentage of Workforce	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
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OFFICE AND ADMINISTRATIVE SUPPORT OCCUPATIONS

First-Line Supervisors of Office

and Administrative Support Workers	142	0.5%	\$18.67	\$24.02	\$30.32
Bill and Account Collectors	9	0.0%	\$14.06	\$16.66	\$18.43
Billing and Posting Clerks	50	0.2%	\$14.29	\$17.46	\$21.12
Bookkeeping, Accounting, and Auditing Clerks	226	0.8%	\$14.67	\$18.02	\$22.37
Payroll and Timekeeping Clerks	17	0.1%	\$16.74	\$19.01	\$22.90
Procurement Clerks	4	0.0%	\$16.84	\$19.76	\$22.03
Customer Service Representatives	297	1.0%	\$14.09	\$17.82	\$22.22
File Clerks	9	0.0%	\$13.45	\$17.56	\$21.02
Order Clerks	28	0.1%	\$13.55	\$14.36	\$18.61
Human Resources Assistants, Except Payroll and Timekeeping	3	0.0%	\$16.13	\$18.71	\$21.50
Receptionists and Information Clerks	50	0.2%	\$11.45	\$13.67	\$16.49
Reservation and Transportation Ticket Agents and Travel Clerks	9	0.0%	\$10.27	\$10.51	\$12.27
Information and Record Clerks, All Other	4	0.0%	\$14.63	\$17.62	\$22.07
Cargo and Freight Agents	6	0.0%	\$18.84	\$22.33	\$26.61
Couriers and Messengers	11	0.0%	\$11.14	\$12.77	\$14.78
Dispatchers, Except Police, Fire, and Ambulance	30	0.1%	\$14.82	\$19.24	\$22.66
Production, Planning, and Expediting Clerks	159	0.5%	\$21.30	\$23.57	\$29.78
Shipping, Receiving, and Inventory Clerks	573	1.9%	\$14.48	\$16.60	\$21.79
Weighers, Measurers, Checkers, and Samplers, Recordkeeping	16	0.1%	\$16.87	\$18.11	\$22.06
Executive Secretaries and Executive Administrative Assistants	13	0.0%	\$18.92	\$22.43	\$28.97
Medical Secretaries and Administrative Assistants	8	0.0%	\$13.95	\$16.43	\$20.41
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	109	0.4%	\$13.41	\$14.84	\$17.73
Data Entry Keyers	17	0.1%	\$13.75	\$14.93	\$18.25
Mail Clerks and Mail Machine Operators, Except Postal Service	9	0.0%	\$13.94	\$15.01	\$17.89
Office Clerks, General	518	1.7%	\$13.61	\$14.74	\$18.57
Office and Administrative Support Workers, All Other	4	0.0%	\$14.29	\$17.25	\$22.59

FARMING, FISHING, AND FORESTRY OCCUPATIONS

First-Line Supervisors of Farming, Fishing,

and Forestry Workers	40	0.1%	\$13.96	\$20.34	\$27.32
Agricultural Inspectors	3	0.0%	\$18.01	\$21.90	\$26.98
Graders and Sorters, Agricultural Products	16	0.1%	\$12.53	\$13.87	\$16.26
Agricultural Equipment Operators	73	0.2%	\$11.62	\$14.43	\$19.68
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	452	1.5%	\$10.10	\$12.60	\$16.92

Northeast Indiana Wages: Goods Producing and Logistics

Four County Region

	Number of Workers	Percentage of Workforce	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
Farmworkers, Farm, Ranch, and Aquacultural Animals . . .	219	0.7%	\$8.54	\$12.55	\$17.10
Agricultural Workers, All Other	90	0.3%	\$9.79	\$13.70	\$18.02
Fallers	11	0.0%	\$18.70	\$23.57	\$26.99
Logging Equipment Operators	19	0.1%	\$8.35	\$14.08	\$22.47
Log Graders and Scalers	4	0.0%	\$15.18	\$19.04	\$22.48

CONSTRUCTION AND EXTRACTION OCCUPATIONS

First-Line Supervisors of Construction Trades

and Extraction Workers	26	0.1%	\$20.91	\$27.65	\$35.54
Carpenters	74	0.2%	\$15.73	\$21.57	\$28.72
Tile and Stone Setters	4	0.0%	\$11.51	\$16.32	\$23.14
Cement Masons and Concrete Finishers	6	0.0%	\$18.07	\$22.78	\$27.50
Construction Laborers	28	0.1%	\$13.39	\$16.92	\$22.15

Operating Engineers and Other

Construction Equipment Operators	40	0.1%	\$18.08	\$23.33	\$31.07
Electricians	73	0.2%	\$20.19	\$26.23	\$33.22
Painters, Construction and Maintenance	8	0.0%	\$12.59	\$15.81	\$21.41
Plumbers, Pipefitters, and Steamfitters	15	0.1%	\$16.98	\$22.51	\$33.53
Sheet Metal Workers	25	0.1%	\$15.72	\$20.07	\$30.02
Structural Iron and Steel Workers	12	0.0%	\$17.34	\$21.70	\$28.35
Rail-Track Laying and Maintenance Equipment Operators	7	0.0%	\$22.76	\$29.16	\$36.19
Excavating and Loading Machine and Dragline Operators, Surface Mining	6	0.0%	\$15.95	\$19.22	\$22.78
Underground Mining Machine Operators, All Other	3	0.0%	\$37.81	\$42.18	\$42.79
Rock Splitters, Quarry	3	0.0%	\$14.70	\$18.45	\$21.37

INSTALLATION, MAINTENANCE, AND REPAIR OCCUPATIONS

First-Line Supervisors of Mechanics,

Installers, and Repairers	110	0.4%	\$22.99	\$29.52	\$37.43
Electrical and Electronics Installers and Repairers, Transportation Equipment	3	0.0%	\$32.94	\$36.16	\$38.35
Electrical and Electronics Repairers, Commercial and Industrial Equipment	25	0.1%	\$24.67	\$28.69	\$37.26
Aircraft Mechanics and Service Technicians	5	0.0%	\$26.56	\$30.66	\$34.11
Automotive Service Technicians and Mechanics	6	0.0%	\$13.83	\$16.57	\$22.34
Bus and Truck Mechanics and Diesel Engine Specialists	78	0.3%	\$18.46	\$22.23	\$23.92
Farm Equipment Mechanics and Service Technicians	3	0.0%	\$18.71	\$22.30	\$25.07
Mobile Heavy Equipment Mechanics, Except Engines	17	0.1%	\$19.15	\$23.73	\$28.83
Rail Car Repairers	14	0.0%	\$21.86	\$28.78	\$38.66
Motorboat Mechanics and Service Technicians	3	0.0%	\$15.24	\$18.17	\$23.08
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	7	0.0%	\$16.69	\$21.74	\$27.96
Industrial Machinery Mechanics	294	1.0%	\$20.20	\$24.23	\$29.71

Northeast Indiana Wages: Goods Producing and Logistics

Four County Region

	Number of Workers	Percentage of Workforce	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
Maintenance Workers, Machinery	51	0.2%	\$14.39	\$18.83	\$24.19
Millwrights	23	0.1%	\$23.72	\$29.31	\$32.00
Medical Equipment Repairers	9	0.0%	\$16.96	\$23.06	\$29.24
Maintenance and Repair Workers, General	499	1.7%	\$17.19	\$22.22	\$27.86
Coin, Vending, and Amusement Machine Servicers and Repairers	7	0.0%	\$16.45	\$17.37	\$19.15
Signal and Track Switch Repairers	3	0.0%	\$30.13	\$30.44	\$37.14
Helpers--Installation, Maintenance, and Repair Workers	3	0.0%	\$11.06	\$13.55	\$16.95
Installation, Maintenance, and Repair Workers, All Other	11	0.0%	\$14.05	\$16.81	\$18.75

PRODUCTION OCCUPATIONS

First-Line Supervisors of Production and Operating Workers	1,052	3.5%	\$23.11	\$29.19	\$36.76
Coil Winders, Tapers, and Finishers	61	0.2%	\$17.32	\$18.70	\$22.86
Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers	348	1.2%	\$14.55	\$17.82	\$18.79
Engine and Other Machine Assemblers	45	0.2%	\$17.73	\$20.43	\$23.38
Structural Metal Fabricators and Fitters	47	0.2%	\$16.86	\$20.01	\$21.62
Fiberglass Laminators and Fabricators	48	0.2%	\$17.48	\$21.63	\$22.11
Miscellaneous Assemblers and Fabricators	3,158	10.6%	\$14.61	\$18.16	\$23.26
Bakers	6	0.0%	\$10.24	\$12.83	\$14.30
Butchers and Meat Cutters	9	0.0%	\$11.52	\$13.16	\$16.73
Meat, Poultry, and Fish Cutters and Trimmers	50	0.2%	\$13.06	\$15.86	\$16.00
Slaughterers and Meat Packers	20	0.1%	\$12.50	\$12.86	\$16.53
Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders	7	0.0%	\$12.89	\$17.08	\$21.59
Food Batchmakers	119	0.4%	\$14.54	\$18.02	\$21.23
Food Cooking Machine Operators and Tenders	11	0.0%	\$12.06	\$13.70	\$17.63
Food Processing Workers, All Other	10	0.0%	\$13.23	\$16.52	\$17.44
Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	196	0.7%	\$18.01	\$21.32	\$24.00
Forging Machine Setters, Operators, and Tenders, Metal and Plastic	16	0.1%	\$19.02	\$24.10	\$31.51
Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	150	0.5%	\$18.23	\$20.34	\$27.08
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	764	2.6%	\$16.64	\$18.62	\$21.69
Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic	15	0.1%	\$15.73	\$20.29	\$21.57
Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	426	1.4%	\$14.57	\$17.97	\$21.76
Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	129	0.4%	\$17.83	\$21.63	\$22.94

Northeast Indiana Wages: Goods Producing and Logistics

Four County Region

	Number of Workers	Percentage of Workforce	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
Milling and Planing Machine Setters, Operators, and Tenders,					
Metal and Plastic	41	0.1%	\$18.94	\$22.36	\$23.63
Machinists	1,264	4.2%	\$18.31	\$23.06	\$28.26
Metal-Refining Furnace Operators and Tenders	99	0.3%	\$18.57	\$21.35	\$26.29
Pourers and Casters, Metal	60	0.2%	\$15.98	\$19.51	\$24.34
Model Makers, Metal and Plastic	4	0.0%	\$20.87	\$26.90	\$36.72
Foundry Mold and Coremakers	99	0.3%	\$14.45	\$17.37	\$18.63
Molding, Coremaking, and Casting Machine Setters, Operators, and					
Tenders, Metal and Plastic	731	2.5%	\$16.69	\$18.49	\$23.10
Multiple Machine Tool Setters, Operators, and Tenders,					
Metal and Plastic	470	1.6%	\$16.90	\$18.42	\$23.21
Tool and Die Makers	175	0.6%	\$18.44	\$25.17	\$29.31
Welders, Cutters, Solderers, and Brazers	399	1.3%	\$17.03	\$18.71	\$22.20
Welding, Soldering, and Brazing Machine Setters,					
Operators, and Tenders	44	0.1%	\$16.95	\$18.21	\$19.93
Heat Treating Equipment Setters, Operators, and Tenders,					
Metal and Plastic	61	0.2%	\$14.29	\$18.72	\$22.19
Plating Machine Setters, Operators, and Tenders,					
Metal and Plastic	136	0.5%	\$14.47	\$15.20	\$17.54
Tool Grinders, Filers, and Sharpeners	10	0.0%	\$25.19	\$29.53	\$31.83
Metal Workers and Plastic Workers, All Other	25	0.1%	\$17.88	\$18.80	\$22.66
Prepress Technicians and Workers	78	0.3%	\$10.80	\$11.84	\$17.08
Printing Press Operators	231	0.8%	\$13.77	\$17.01	\$21.61
Print Binding and Finishing Workers	121	0.4%	\$13.31	\$14.34	\$17.61
Sewing Machine Operators	259	0.9%	\$11.88	\$13.60	\$16.61
Shoe and Leather Workers and Repairers	6	0.0%	\$12.77	\$14.02	\$14.48
Sewers, Hand	10	0.0%	\$14.94	\$17.63	\$18.50
Textile Bleaching and Dyeing Machine Operators					
and Tenders	3	0.0%	\$12.27	\$12.95	\$15.87
Textile Cutting Machine Setters, Operators, and Tenders	16	0.1%	\$12.91	\$16.18	\$16.67
Textile Knitting and Weaving Machine Setters, Operators,					
and Tenders	7	0.0%	\$14.31	\$16.81	\$18.53
Extruding and Forming Machine Setters, Operators, and Tenders,					
Synthetic and Glass Fibers	18	0.1%	\$19.00	\$20.62	\$23.49
Fabric and Apparel Patternmakers	11	0.0%	\$11.04	\$13.95	\$17.82
Upholsterers	92	0.3%	\$17.88	\$18.43	\$18.43
Textile, Apparel, and Furnishings Workers, All Other	11	0.0%	\$12.71	\$16.25	\$17.94
Cabinetmakers and Bench Carpenters	365	1.2%	\$15.03	\$22.10	\$29.11
Furniture Finishers	69	0.2%	\$14.68	\$15.16	\$18.71
Sawing Machine Setters, Operators, and Tenders, Wood	50	0.2%	\$14.68	\$15.12	\$18.96
Woodworking Machine Setters, Operators, and Tenders,					
Except Sawing	120	0.4%	\$14.91	\$18.62	\$22.28

Northeast Indiana Wages: Goods Producing and Logistics

Four County Region

	Number of Workers	Percentage of Workforce	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
Woodworkers, All Other	19	0.1%	\$14.03	\$16.78	\$20.19
Water and Wastewater Treatment Plant and System Operators	10	0.0%	\$18.99	\$22.43	\$24.34
Chemical Plant and System Operators	4	0.0%	\$13.98	\$17.29	\$22.26
Petroleum Pump System Operators, Refinery Operators, and Gaugers	12	0.0%	\$19.68	\$27.87	\$33.96
Plant and System Operators, All Other	7	0.0%	\$20.46	\$25.86	\$27.80
Chemical Equipment Operators and Tenders	88	0.3%	\$17.47	\$21.24	\$23.12
Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	55	0.2%	\$18.12	\$19.65	\$22.77
Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	47	0.2%	\$14.50	\$18.48	\$22.59
Grinding and Polishing Workers, Hand	40	0.1%	\$13.73	\$15.15	\$17.65
Mixing and Blending Machine Setters, Operators, and Tenders	217	0.7%	\$14.61	\$18.11	\$22.13
Cutters and Trimmers, Hand	18	0.1%	\$13.74	\$17.72	\$18.37
Cutting and Slicing Machine Setters, Operators, and Tenders	53	0.2%	\$14.69	\$18.62	\$22.36
Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	93	0.3%	\$14.48	\$18.59	\$23.28
Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	26	0.1%	\$15.58	\$20.53	\$22.15
Inspectors, Testers, Sorters, Samplers, and Weighers	973	3.3%	\$17.06	\$18.47	\$22.82
Dental Laboratory Technicians	106	0.4%	\$14.70	\$17.24	\$22.25
Medical Appliance Technicians	171	0.6%	\$14.62	\$16.86	\$23.92
Ophthalmic Laboratory Technicians	54	0.2%	\$10.13	\$16.52	\$22.89
Packaging and Filling Machine Operators and Tenders	300	1.0%	\$14.00	\$16.34	\$18.13
Painting, Coating, and Decorating Workers	65	0.2%	\$14.25	\$14.60	\$17.92
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	298	1.0%	\$14.47	\$17.84	\$22.29
Semiconductor Processing Technicians	6	0.0%	\$12.73	\$15.98	\$22.63
Photographic Process Workers and Processing Machine Operators	11	0.0%	\$15.11	\$17.80	\$19.66
Computer Numerically Controlled Tool Operators	361	1.2%	\$17.41	\$20.87	\$22.81
Computer Numerically Controlled Tool Programmers	36	0.1%	\$22.01	\$25.88	\$31.33
Adhesive Bonding Machine Operators and Tenders	100	0.3%	\$12.49	\$13.07	\$14.06
Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	17	0.1%	\$14.70	\$17.79	\$19.13
Cooling and Freezing Equipment Operators and Tenders	3	0.0%	\$20.56	\$25.74	\$25.79
Etchers and Engravers	16	0.1%	\$16.50	\$21.11	\$21.91
Molders, Shapers, and Casters, Except Metal and Plastic	47	0.2%	\$17.14	\$17.92	\$19.41
Paper Goods Machine Setters, Operators, and Tenders	77	0.3%	\$13.01	\$14.11	\$19.71
Tire Builders	12	0.0%	\$22.88	\$25.86	\$31.88
Helpers--Production Workers	212	0.7%	\$14.28	\$16.99	\$18.25
Production Workers, All Other	76	0.3%	\$13.80	\$14.73	\$18.33

Northeast Indiana Wages: Goods Producing and Logistics

Four County Region

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

First-Line Supervisors of Transportation and Material Moving Workers,

Except Aircraft Cargo Handling Supervisors	125	0.4%	\$18.54	\$23.30	\$29.79
Driver/Sales Workers	31	0.1%	\$8.39	\$8.81	\$17.95
Heavy and Tractor-Trailer Truck Drivers	831	2.8%	\$18.15	\$22.83	\$27.44
Light Truck Drivers	214	0.7%	\$12.18	\$17.67	\$22.37
Motor Vehicle Operators, All Other	4	0.0%	\$8.39	\$9.09	\$11.73
Locomotive Engineers	20	0.1%	\$23.62	\$30.78	\$35.16
Railroad Brake, Signal, and Switch Operators and Locomotive Firers	8	0.0%	\$38.99	\$39.18	\$39.28
Railroad Conductors and Yardmasters	23	0.1%	\$27.27	\$28.96	\$31.11
Sailors and Marine Oilers	3	0.0%	\$16.90	\$20.85	\$25.60
Captains, Mates, and Pilots of Water Vessels	19	0.1%	\$33.80	\$52.62	\$70.44
Motorboat Operators	3	0.0%	\$25.89	\$30.98	\$40.51
Passenger Attendants	4	0.0%	\$10.49	\$10.66	\$15.80
Conveyor Operators and Tenders	12	0.0%	\$13.81	\$16.67	\$20.72
Crane and Tower Operators	45	0.2%	\$19.33	\$23.76	\$29.55
Industrial Truck and Tractor Operators	258	0.9%	\$16.66	\$18.72	\$22.07
Cleaners of Vehicles and Equipment	29	0.1%	\$10.82	\$13.23	\$15.76
Laborers and Freight, Stock, and Material Movers, Hand.	952	3.2%	\$14.43	\$17.08	\$18.59
Machine Feeders and Offbearers	118	0.4%	\$13.75	\$15.56	\$20.42
Packers and Packagers, Hand	220	0.7%	\$12.69	\$16.88	\$18.04
Stockers and Order Fillers	176	0.6%	\$11.23	\$13.60	\$16.31
Tank Car, Truck, and Ship Loaders	3	0.0%	\$18.74	\$22.92	\$35.44

BENEFITS



Goods Producing, Construction and Logistics

Northeast Indiana Benefits: Goods Producing and Logistics

Four County West Region

Hourly

Salary

PAID TIME OFF

HOLIDAYS

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

Percentage of those companies offering these common holidays

New Year's Eve	55%	55%
New Year's Day	95%	95%
Martin Luther King Jr.	5%	5%
Lincoln's Birthday	0%	0%
President's Day	9%	9%
Washington's Birthday	0%	0%
Good Friday	36%	36%
Memorial Day	100%	100%
Independence Day	100%	95%
Labor Day	100%	100%
Columbus Day	0%	0%
Election Day	0%	0%
Floating Holiday	41%	41%
Veterans' Day	0%	0%
Thanksgiving Day	100%	100%
Day After Thanksgiving	77%	77%
Christmas Eve	77%	77%
Christmas Day	100%	100%
Other	9%	5%

COMBINED PAID TIME OFF

Percentage of companies that combine vacation, sick and personal days	32%	32%
Average number of PTO days offered first year	4	4
Typical number of PTO days offered first year	10	15
Average number of carryover days per year	18	18

How Paid Time Off 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	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	3	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	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: Goods Producing and Logistics (continued)

Four County West Region

Hourly

Salary

PAID TIME OFF (continued)

VACATION

Percentage of all companies that offer paid vacation **64%** **64%**

How soon after hire may employee take paid vacation?

One to 30 days	7%	36%
One to three months	21%	29%
Three to six months	36%	14%
Six months to one year	7%	14%
After 1 year	29%	7%

Number of days offered

Average number of paid vacation days offered in first year:	6	6
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	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	2	1
Typical number of years that must be worked to earn 10 days	2	1
Average number of years that must be worked to earn 15 days	7	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)	18	18
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	16
Typical number of years that must be worked to earn more than 20 days (when offered)	20	20

PERSONAL DAYS

Percentage of companies offering paid personal days **14%** **23%**

Average number of personal days offered per year	5	6
Typical number of personal days offered in first year:	5	5

How soon after hire may employee take personal day?

One to 30 days	33%	40%
One to three months	67%	40%
Three to six months	0%	20%
Six months to one year	0%	0%
After 1 year	0%	0%

Northeast Indiana Benefits: Goods Producing and Logistics (continued)

Four County West Region

Hourly

Salary

PAID TIME OFF (continued)

BEREAVEMENT LEAVE

Percentage of companies offering paid bereavement leave	90%	90%
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	73%	77%
Percentage of those that pay regular wages plus payment from court	31%	41%
Percentage of those that pay regular wages minus payment from court.	69%	59%
Percentage where employee receives only payment from court	27%	23%

ILLNESS DAYS

Percentage of companies that offer paid illness days	5%	18%
Average number of paid illness days offered annually	4	5
Typical number of paid illness days offered per year	5	5
Average maximum number of illness days that may be accumulated	0	4
Typical number of paid illness days that may be accumulated	10	10

How soon after hire is employee eligible?

One to 30 days	100%	75%
One to three months	0%	25%
Three to six months	0%	0%
Six months to one year.	0%	0%
After 1 year	0%	0%

Northeast Indiana Benefits: Goods Producing and Logistics (continued)

Four County West 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	1	1
Typical number of weeks paid	0	0
Average number of weeks unpaid	5	5
Typical number of weeks unpaid	0	0

MATERNITY LEAVE

Percentage of companies that offer Maternity Leave	67%	67%
Average number of weeks paid	4	4
Typical number of weeks paid	0	0
Average number of weeks unpaid	5	5
Typical number of weeks unpaid	0	0

PATERNITY LEAVE

Percentage of companies that offer Paternity Leave	50%	50%
Average number of weeks paid	2	2
Typical number of weeks paid	0	0
Average number of weeks unpaid	6	6
Typical number of weeks unpaid	0	0

Northeast Indiana Benefits: Goods Producing and Logistics (continued)

Four County West Region

Hourly

Salary

HEALTH RELATED BENEFITS

HEALTH INSURANCE OFFERED

Percentage of companies offering health insurance to employees	100%	100%
Percentage of those offering health insurance to families and children	100%	100%
Percentage of companies reporting as self-insured	68%	68%
Percentage of companies reporting indemnity insurance	32%	32%
Percentage of companies that offer a single plan	36%	36%
Percentage of companies that offer multiple plans	64%	64%
Percentage of companies offering traditional plans	77%	77%
Percentage of companies offering high-deductible plans	77%	77%
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	14%	14%
Percentage of companies offering optional HSA or HRA plan	59%	59%
Percentage of companies with no HSA or HRA plan	27%	27%

Average company contribution to HSA/HRA account

For employee only plan	\$991	\$991
For family plan	\$1,444	\$1,444

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	\$4,562	\$4,562
Average maximum annual out of pocket expense family	\$8,584	\$8,584

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	45%	45%
Average amount that may be earned	\$678	\$678
Typical amount that may be earned	\$500	\$500

Northeast Indiana Benefits: Goods Producing and Logistics (continued)

Four County West Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS

SELF-INSURED COMPANIES

Traditional Plans

Percentage of self-insured companies offering traditional plans	59%	59%
Percentage that offer family coverage	100%	100%

How soon after hire is employee eligible?

One to 30 days	23%	62%
One to three months	69%	38%
Three to six months	8%	0%
Six months to year	0%	0%
After one year	0%	0%

Average monthly premium paid by employee for:

Employee only coverage	\$140.66	\$148.16
Employee and spouse	\$380.57	\$404.41
Employee and child	\$318.70	\$342.54
Family	\$534.47	\$556.97

Average monthly cost paid by employer for each employee

Employee-only coverage	\$583.16	\$580.64
Employee and spouse	\$580.64	\$1,241.41
Employee and child	\$1,102.68	\$1,096.65
Family	\$1,675.32	\$1,667.78

Deductibles

Average annual deductible per person	\$1,726.15	\$1,726.15
Typical annual deductible per person	\$1,500.00	\$1,500.00
Average annual deductible per family	\$3,702.31	\$3,702.31
Typical annual deductible per family	\$3,000.00	\$3,000.00

Copays and Limits

Average percentage of costs covered by insurance	77%	77%
Typical percentage of costs covered by insurance	80%	80%
Average copay for physician office visit	\$28.85	\$28.85
Typical copay for physician office visit	\$20.00	\$20.00

Average out of pocket limit

Single coverage	\$4,536.15	\$4,536.15
Family Coverage	\$9,533.85	\$9,533.85

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 and Logistics (continued)

Four County West Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

SELF-INSURED COMPANIES

High-Deductible Plan

Percentage of self-insured companies offering high-deductible plans	55%	55%
Percentage that offer family coverage	100%	100%

How soon after hire is employee eligible?

One to 30 days	33%	58%
One to three months	67%	42%
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	\$101.74	\$103.82
Employee and spouse	\$315.08	\$320.24
Employee and child	\$257.88	\$263.05
Family	\$453.77	\$461.44

Average monthly cost paid by employer for each employee

Employee-only coverage	\$558.72	\$558.72
Employee and spouse	\$1,161.37	\$1,161.37
Employee and child	\$1,040.06	\$1,040.06
Family	\$1,611.43	\$1,611.60

Deductibles

Average annual deductible per person	\$3,191.67	\$3,191.67
Typical annual deductible per person	\$1,500.00	\$1,500.00
Average annual deductible per family	\$6,383.33	\$6,383.33
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	\$22.22	\$22.22
Typical copay for physician office visit	\$20.00	\$20.00

Average out of pocket limit

Single coverage	\$3,891.67	\$3,891.67
Family Coverage	\$7,750.00	\$7,750.00

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 and Logistics (continued)

Four County West Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

INDEMNITY-INSURED COMPANIES

Traditional Plans

Percentage of indemnity-insured companies offering traditional plans	18%	18%
Percentage that offer family coverage	100%	100%

How soon after hire is employee eligible?

One to 30 days	25%	75%
One to three months	75%	75%
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	\$192.90	\$192.90
Employee and spouse	\$612.39	\$612.39
Employee and child	\$467.90	\$467.90
Family	\$924.22	\$924.22

Average monthly cost paid by employer for each employee

Employee-only coverage	\$424.87	\$424.87
Employee and spouse	\$424.87	\$676.21
Employee and child	\$655.44	\$655.44
Family	\$898.56	\$898.56

Deductibles

Average annual deductible per person	\$1,625.00	\$1,625.00
Typical annual deductible per person	\$1,500.00	\$1,500.00
Average annual deductible per family	\$3,500.00	\$3,500.00
Typical annual deductible per family	\$3,000.00	\$3,000.00

Copays and Limits

Average percentage of costs covered by insurance	79%	79%
Typical percentage of costs covered by insurance	80%	80%
Average copay for physician office visit	\$21.25	\$21.25
Typical copay for physician office visit	\$20.00	\$20.00

Average out of pocket limit

Single coverage	\$6,450.00	\$6,450.00
Family Coverage	\$10,400.00	\$10,400.00

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 and Logistics (continued)

Four County West Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

INDEMNITY INSURED COMPANIES

High-Deductible Plan

Percentage of indemnity-insured companies offering high-deductible plans **23%** **23%**

Percentage that offer family coverage 100% 100%

How soon after hire is employee eligible?

One to 30 days 20% 20%

One to three months 80% 80%

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 \$107.14 \$107.14

Employee and spouse \$332.07 \$342.75

Employee and child \$268.33 \$267.77

Family \$485.70 \$497.60

Average monthly cost paid by employer for each employee

Employee-only coverage \$519.30 \$343.30

Employee and spouse \$1,288.79 \$1,051.72

Employee and child \$808.23 \$780.97

Family \$1,173.30 \$1,191.07

Deductibles

Average annual deductible per person \$4,000.00 \$4,000.00

Typical annual deductible per person \$1,500.00 \$1,500.00

Average annual deductible per family \$7,500.00 \$6,000.00

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

Copays and Limits

Average percentage of costs covered by insurance 73% 73%

Typical percentage of costs covered by insurance 80% 80%

Average copay for physician office visit \$21.00 \$21.00

Typical copay for physician office visit \$20.00 \$20.00

Average out of pocket limit

Single coverage \$6,980.00 \$6,980.00

Family Coverage \$- \$-

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 and Logistics (continued)

Four County West Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

PRESCRIPTION DRUG BENEFIT

Percentage of all companies where insurance covers prescription drugs **91%** **91%**

Retail copay when paying dollars

What is the average employee copay for retail generic?	\$10.76	. . . . .	\$10.76
What is the typical employee copay for retail generic?	\$15.00	. . . . .	\$15.00
What is the average employee copay for retail formulary?	\$34.69	. . . . .	\$34.69
What is the typical employee copay for retail formulary?	\$35.00	. . . . .	\$35.00
What is the average employee copay for retail non-formulary?	\$56.67	. . . . .	\$56.67
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?	\$21.96	. . . . .	\$21.96
What is the typical employee copay for mail-order generic?	\$25.00	. . . . .	\$25.00
What is the average employee copay for mail-order formulary?	\$71.00	. . . . .	\$71.00
What is the typical employee copay for mail-order formulary?	\$120.00	. . . . .	\$120.00
What is the average employee copay for mail-order non-formulary?	\$115.46	. . . . .	\$195.89
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?	55%	. . . . .	55%
What is the typical employee copay for retail generic?	20%	. . . . .	20%
What is the average employee copay for retail formulary?	55%	. . . . .	55%
What is the typical employee copay for retail formulary?	20%	. . . . .	20%
What is the average employee copay for retail non-formulary?	55%	. . . . .	55%
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?	55%	. . . . .	55%
What is the typical employee copay for mail-order generic?	20%	. . . . .	20%
What is the average employee copay for mail-order formulary?	55%	. . . . .	55%
What is the typical employee copay for mail-order formulary?	20%	. . . . .	20%
What is the average employee copay for mail-order non-formulary?	55%	. . . . .	55%
What is the typical employee copay for mail-order nonformulary?	30%	. . . . .	30%

Northeast Indiana Benefits: Goods Producing and Logistics (continued)

Four County West Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

DENTAL INSURANCE

Percentage of all companies that offer a dental plan	73%	73%
Percentage of those plans that cover orthodontia	63%	63%

How soon after hire is employee eligible for coverage?

One to 30 days after hire:	44%	44%
One to three months after hire	56%	56%
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	\$43.75	\$43.75
Typical annual deductible	\$50.00	\$50.00
Average annual limit single coverage:	\$1,422	\$1,422
Typical annual limit single coverage	\$1,000	\$1,000
Average annual limit family coverage:	\$1,734	\$1,734
Typical annual limit family coverage	\$1,000	\$1,000

Premiums and Costs

Average monthly premium paid by employee for

Employee only coverage	\$16.19	\$16.19
Employee and spouse	\$32.79	\$32.79
Employee and child(ren)	\$38.02	\$38.02
Family	\$54.80	\$54.80

Average monthly premium paid by employer for

Employee only coverage	\$50.32	\$50.62
Employee and spouse	\$103.59	\$103.99
Employee and child(ren)	\$134.35	\$134.35
Family	\$177.46	\$177.46

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	94%	94%
Typical percentage of preventive costs covered	100%	100%
Average of basic costs covered	68%	68%
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: Goods Producing and Logistics (continued)

Four County West Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

VISION INSURANCE

Percentage of all companies offering a separate vision plan.	82%	82%
Percentage of those plans that cover glasses/contacts	100%	100%
Percentage of those plans that cover LASIK or similar procedures	22%	22%

How soon after hire is employee eligible for coverage?

One to 30 days	33%	39%
One to three months	61%	61%
Three to six months	6%	0%
Six months to one year.	0%	0%
After first year	0%	0%

Premiums and Costs

Average monthly premium paid by employee for:

Employee only coverage.	\$4.48	\$4.55
Employee and spouse.	\$8.40	\$8.56
Employee and child(ren)	\$8.64	\$8.83
Family	\$12.21	\$152.83

Average monthly premium paid by employer for

Employee only coverage.	\$10.73	\$10.73
Employee and spouse.	\$18.54	\$18.54
Employee and child(ren)	\$18.75	\$18.75
Family	\$28.01	\$28.01

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 and Logistics (continued)

Four County West Region

Hourly

Salary

FINANCIAL BENEFITS AND INCENTIVES

LIFE INSURANCE

Percentage of all companies offering life insurance	75%	90%
Percentage of those plans that pay a set dollar amount	67%	72%
Percentage of those plans that pay a percentage of salary	40%	39%

How soon after hire is employee covered?

One to 30 days	27%	33%
One to three months	53%	44%
Three to six months	13%	11%
Six months to one year	7%	6%
After 1 year	0%	6%

SHORT TERM DISABILITY

Percentage of all companies that offer a short-term disability benefit	77%	82%
Average percentage of wages employee receives while on short-term disability	57%	62%
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	29%	33%
One to three months	53%	50%
Three to six months	6%	0%
Six months to one year	0%	0%
After first year	12%	17%

LONG TERM DISABILITY

Percentage of all companies that offer a Long-Term Disability benefit	73%	82%
Average percentage of wages employee receives while on Long-Term Disability	58%	58%
Typical percentage of wages employee receives while on Long-Term Disability	60%	60%
Average number of weeks employee receives payment	66	68
Typical number of weeks employee receives payment	26	26

How soon after hire is employee covered?

One to 30 days	31%	33%
One to three months	56%	56%
Three to six months	0%	0%
Six months to one year	0%	0%
After first year	13%	11%

Northeast Indiana Benefits: Goods Producing and Logistics (continued)

Four County West Region

Hourly

Salary

FINANCIAL BENEFITS AND INCENTIVES (continued)

COMMISSIONS AND INCENTIVES

Percentage of employers that pay commission on sales, contracts or transactions . . .	18%	27%
Average percentage of compensation that comes from commission	17%	

PROFIT SHARING AND BONUSES

Percentage of companies that offer profit-sharing or performance incentives	50%	55%
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How soon after hire is employee eligible?

One to 30 days	18%	17%
One to three months	27%	25%
Three to six months	9%	8%
Six months to one year	9%	8%
After 1 year	36%	42%

Percentage where incentives are team based	55%	25%
Percentage where incentives are individually based	45%	75%

BONUS POOL

Percentage of employers who have a bonus pool	0%	0%
Average annual amount per employee	N/A	N/A

REFERRAL BONUS

Percentage of employers that pay a referral bonus	50%
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RETENTION BONUS

Percentage of employers that pay a retention bonus	5%	5%
When is employee eligible?	After six months	After one year
	100%	0%

SHIFT DIFFERENTIAL

Percentage of companies with more than one shift	73%
Percentage that pay a shift differential	88%
Average hourly differential for second shift	\$1.05
Average hourly differential for third shift	\$1.21

Northeast Indiana Benefits: Goods Producing and Logistics (continued)

Four County West Region

Hourly

Salary

RETIREMENT

COMPANY FUNDED PENSION

Percentage of companies that offer traditional pension plan	12%	9%
Percentage of companies where the employee also contributes	75%	67%
Average age when employee is eligible to receive benefits	63	63
Typical age when employee is eligible to receive benefits	65	65

401(K) AND SIMILAR PLANS

Percentage of companies that offer a 401(k)/403(b) plan	97%	100%
Average percentage of wages an employee may contribute to fund	63%	61%
Typical percentage of wages an employee may contribute to fund	100%	100%
Percentage of companies where the employer contributes	94%	94%
Average percentage of contribution the employer matches	11%	11%
Typical percentage of contribution the employer matches	5%	5%
Average percentage of contribution the company matches 71% of the first 9%	71%	9%
Percentage of companies where the match is guaranteed	81%	78%
Percentage of companies where the match is intended	39%	38%

How soon after hire is employee eligible to participate?

One to 30 days	21%	26%
One to three months	30%	18%
Three to six months	18%	18%
Six months to a year	18%	15%
After one year	12%	12%

Northeast Indiana Benefits: Goods Producing and Logistics (continued)

Four County West Region

Hourly

Salary

OTHER INCENTIVES

WORKPLACE

Percentage of companies that offer these workplace benefits

Casual dress day (one per week)	9%	23%
Casual dress (every day)	59%	64%
Child day care services	5%	0%
Child care subsidy	5%	5%
Compressed work week	18%	5%
Discounted product purchases	32%	27%
Employee assistance programs	73%	37%
Emergency/sick child care	0%	0%
English as second language assistance	14%	9%
Fitness center membership subsidy	32%	32%
Fitness center on site	14%	14%
Flex time	23%	32%
Flexible spending account	41%	32%
Job sharing	5%	5%
Informal recognition program	32%	32%
Open communication policy	59%	59%
Scholarships-employees/spouses/children	14%	14%
Smoking cessation programs	14%	14%
Smoke-free work environment	32%	32%
Telecommuting	0%	9%
Transit subsidy	0%	0%
Tutoring-employees/spouses/children	0%	0%
Wellness program, resources and information	41%	41%
Other	0%	0%

COST OF BENEFITS

Cost of benefits as percentage of wages **15%**

WORKPLACE



Goods Producing and Logistics

Northeast Indiana Workplace: Goods Producing and Logistics

Four County West Region

HIRING AND LAYOFFS

CHANGES IN STAFFING PRECEDING YEAR

Hiring

Percentage of companies that added workers in preceding six months 91%

Total number of employees added in preceding six months 1,705

Average number of employees added in preceding six months 85

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

EXPECTED CHANGES IN STAFFING IN 2023

Hiring

Percentage of companies adding workers later in 2023 55%

Total anticipated increase later 2023 425

Average anticipated increase later in 2023 35

Layoffs

Percentage of companies expecting layoffs later in 2023 0%

Total anticipated layoffs later in 2023 0

Average anticipated layoffs later in 2023 0

No change

Percentage of companies anticipating neither hiring nor layoffs in 2023 45%

Percentage of companies uncertain of change in 2023 0%

EXPECTED CHANGES IN STAFFING IN 2024

Hiring

Percentage of companies adding workers in 2024 41%

Total anticipated increase in 2024 385

Average anticipated increase in 2024 43

Layoffs

Percentage of companies anticipating layoffs in 2024 0%

Total anticipated layoffs in 2024 0

Average anticipated layoff in 2024 0

No change

Percentage of companies anticipating no change in 2024 59%

Percentage of companies uncertain of change in 2024 0%

ANNUAL TURNOVER

Average annual turnover as percentage of employees 31%

Northeast Indiana Workplace: Goods Producing and Logistics

Four County West Region

STAFFING

INCENTIVES

Percentage of those companies offering these staffing incentives

Relax drug screening requirements	5%
Hire persons with disabilities	5%
Hire persons with felony records	36%
Expand internships	18%
Hire persons without high school or GED diploma	41%
Increase starting pay	91%
Pay hiring bonus	9%
Pay referral bonus	55%
Pay retention bonus	9%
Offer housing assistance	5%
Offer child care assistance	5%
None or none of above	5%

RECRUITING

Where employers recruit new workers

Employment agencies	41%
Indiana Career Connect	18%
Job fairs	64%
Newspapers	45%
Online	86%
Referrals	77%

PANDEMIC

Impact of the pandemic on employment environment

No impact	32%
Layoffs	0%
Furloughs	5%
Delay filling openings	41%
More flexible work from home policies	9%
Employment has grown	14%

COVID-19 Vaccine policies

Employees are required to be vaccinated	9%
Financial incentives offered to encourage vaccination	27%

Northeast Indiana Workplace: Goods Producing and Logistics

Four County West Region

WORKFORCE DEVELOPMENT

MOST NEEDED SKILLS

Employers who say these abilities are most needed in workforce

Good work ethic	23%
Welding	5%
Communication	9%
Attention to quality/detail	64%
Read and write English	0%
CNC machinist	23%
Customer service	0%
People skills	14%
Teamwork	14%
Math	0%
Accounting	0%
Leadership/Project management	0%

NEEDED TECHNICAL SKILLS

Employers who say these tech skills are most needed in workforce

Office	55%
Outlook	35%
Excel	50%
AutoCAD	25%
SAP	0%
CAM	10%
Computer/Internet	10%
Machinist	10%
Welding	0%
Specialized to position	30%

MINIMUM EDUCATION REQUIREMENTS

Percentage of companies citing these minimum education requirements

No degree required	32%
High school or GED diploma	55%
Some college	0%
Associates degree	0%
Bachelors degree	5%
Graduate degree	5%
Professional degree	0%
Professional license	5%
Professional certification	5%

Northeast Indiana Workforce: Goods Producing and Logistics

Four County West Region

WORKFORCE DEVELOPMENT

EMPLOYERS FIND THESE POSITIONS MOST DIFFICULT TO FILL

Off-shift openings	0%
Programmers	0%
Engineers	0%
Machinists	0%
Maintenance	0%
Skilled labor	0%
Unskilled labor	0%
Management	0%
Other	0%
Mechanical	0%
Skilled trades	50%

SALARY OUTLOOK

PAY INCREASES

In 2022/2023

Percentage of companies giving pay raises in preceding 12 months	100%
Average raise given in preceding 12 months	5.14%
Typical raise given in preceding 12 months	3%

In 2023/2024

Percentage of companies planning pay raises in next 12 months	95%
Average raise planned in next 12 months	4.19%
Typical increase planned in next 12 months	3%

Northeast Indiana Workforce: Goods Producing and Logistics

Four County West Region

TRAINING AND EDUCATION

TRAINING AND CAREER DEVELOPMENT

Percentage of companies with training, career development and education benefits. . 68% 73%

How soon after hire is employee eligible?

One to 30 days	20%	. . . . .	31%
One to three months	27%	. . . . .	25%
Three to six months	20%	. . . . .	13%
Six months to one year.	20%	. . . . .	19%
After 1 year	13%	. . . . .	13%

TUITION ASSISTANCE

Percentage of companies offering tuition assistance. 68% 73%

Percentage that require classes be job related to receive tuition assistance	93%	. . . . .	94%
Average percent of tuition reimbursement	82%	. . . . .	80%

Job Skills and Career Development

Percentage of companies that offer in-house skills and career development programs	64%	. . . . .	68%
Percentage of companies that offer off-site skills and career development programs	59%	. . . . .	68%

MENTORING

Percentage of companies with formal mentoring programs 41% 41%

IN-HOUSE TRAINING

Percentage of companies where training is done in-house 64% 68%

OFF-SITE TRAINING

Percentage of companies where training is done off-site. 59% 68%

ORIENTATION

Percentage of companies that offer orientation for new employees 59% 64%

INTERNSHIPS

Percentage of companies with internships. 68%

Northeast Indiana Workforce: Goods Producing and Logistics

Four County West Region

SUBSTANCE SCREENING

DRUG TESTING

Percentage of companies that conduct drug screening **86%**

Which screening protocol is used?

Five panel 53%

Seven panel 5%

DOT 11%

Other 58%

Percentage of those companies that require new applicants to pass **95%** **89%**

Current employees are screened

Randomly 27% 27%

After incident/injury 86% 82%

For cause 86% 86%

Employees who fail are

Dismissed 95% 89%

Referred to an EAP or counseling program 53% 47%

MARIJUANA TESTING

Percentage of companies that test for marijuana use **33%**

Percentage of companies that make allowance for prescription 50%

When are tests done?

As part of hiring process 0%

For cause or after incident 100%

Professional, Financial and Information Services



NORTHEAST INDIANA

2023 FOUR COUNTY WEST REGION

WAGES AND BENEFITS SURVEY

Professional, Financial and Information Services

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; and waste management and remediation



INSIDE THIS SECTION

Wages	41-48
Benefits	
Time off	50-53
Health insurance plans and costs.....	54-61
Financial benefits and incentives.....	62-64
Employment and Workplace	
Staffing forecasts.....	67
Recruiting and workforce assessments.....	68-70
Salary forecasts	70
Training and career development	71
COVID-19 Issues	68

WAGES



Professional, Financial and Information Services

Northeast Indiana Wages: Professional, Financial and Information Services

Four County Region

	Number of Workers	Percentage of Workforce	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
MANAGEMENT OCCUPATIONS					
Chief Executives	10	0.2%	\$33.44	\$69.02	\$112.49
General and Operations Managers	222	3.7%	\$28.21	\$39.12	\$61.14
Advertising and Promotions Managers	3	0.0%	\$26.48	\$41.65	\$52.60
Marketing Managers	16	0.3%	\$36.32	\$46.78	\$73.00
Sales Managers	21	0.3%	\$36.59	\$47.28	\$68.51
Public Relations Managers	5	0.1%	\$33.60	\$43.26	\$55.36
Fundraising Managers	6	0.1%	\$32.78	\$44.26	\$65.08
Administrative Services Managers	12	0.2%	\$28.20	\$37.36	\$49.96
Facilities Managers	4	0.1%	\$28.60	\$36.30	\$47.08
Computer and Information Systems Managers	21	0.3%	\$38.55	\$50.68	\$64.69
Financial Managers	70	1.2%	\$30.58	\$46.40	\$62.87
Human Resources Managers	7	0.1%	\$37.19	\$47.59	\$58.81
Training and Development Managers	3	0.0%	\$39.13	\$44.50	\$58.20
Education and Childcare Administrators, Preschool and Daycare	8	0.1%	\$17.12	\$20.21	\$26.17
Education Administrators, Kindergarten through Secondary	3	0.1%	\$33.50	\$37.85	\$43.90
Education Administrators, All Other	3	0.0%	\$21.52	\$28.39	\$35.98
Architectural and Engineering Managers	7	0.1%	\$47.79	\$61.35	\$78.98
Property, Real Estate, and Community Association Managers	4	0.1%	\$19.95	\$26.09	\$30.04
Social and Community Service Managers	8	0.1%	\$18.99	\$24.38	\$31.15
Managers, All Other	22	0.4%	\$15.51	\$24.75	\$38.07
BUSINESS AND FINANCIAL OPERATIONS OCCUPATIONS					
Buyers and Purchasing Agents	7	0.1%	\$22.04	\$24.27	\$31.86
Claims Adjusters, Examiners, and Investigators	20	0.3%	\$25.52	\$32.72	\$36.82
Compliance Officers	9	0.1%	\$22.57	\$29.13	\$37.08
Human Resources Specialists	43	0.7%	\$18.72	\$23.65	\$30.42
Labor Relations Specialists	162	2.7%	\$22.26	\$28.26	\$36.20
Project Management Specialists	25	0.4%	\$24.14	\$31.55	\$44.87
Management Analysts	50	0.8%	\$26.12	\$34.46	\$45.85
Meeting, Convention, and Event Planners	14	0.2%	\$13.80	\$15.65	\$23.32
Fundraisers	27	0.4%	\$17.60	\$22.67	\$34.89
Compensation, Benefits, and Job Analysis Specialists	20	0.3%	\$21.96	\$28.95	\$38.86
Training and Development Specialists	15	0.2%	\$19.67	\$24.60	\$34.94
Market Research Analysts and Marketing Specialists	74	1.2%	\$18.95	\$23.69	\$31.08
Business Operations Specialists, All Other	30	0.5%	\$22.33	\$29.22	\$36.63
Accountants and Auditors	162	2.7%	\$23.18	\$29.93	\$39.01

Northeast Indiana Wages: Professional, Financial and Information Services

Four County Region

	Number of Workers	Percentage of Workforce	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
Property Appraisers and Assessors	5	0.1%	\$15.57	\$20.81	\$24.00
Credit Analysts	16	0.3%	\$22.06	\$25.29	\$29.04
Financial and Investment Analysts	18	0.3%	\$29.57	\$38.20	\$48.77
Personal Financial Advisors	97	1.6%	\$20.27	\$30.30	\$50.47
Insurance Underwriters	10	0.2%	\$26.53	\$32.78	\$42.63
Financial Risk Specialists	9	0.2%	\$26.11	\$33.03	\$42.15
Loan Officers	113	1.9%	\$17.87	\$28.56	\$39.48
Tax Preparers	48	0.8%	\$13.65	\$18.17	\$22.98
Financial Specialists, All Other	4	0.1%	\$15.76	\$20.51	\$34.22

COMPUTER AND MATHEMATICAL OCCUPATIONS

Computer Systems Analysts	28	0.5%	\$29.40	\$38.13	\$48.67
Information Security Analysts	5	0.1%	\$38.88	\$53.48	\$62.80
Computer Network Support Specialists	14	0.2%	\$22.74	\$28.84	\$37.72
Computer User Support Specialists	64	1.1%	\$17.79	\$22.55	\$28.51
Computer Network Architects	11	0.2%	\$30.04	\$38.38	\$48.39
Database Administrators	5	0.1%	\$26.63	\$33.84	\$44.07
Database Architects	3	0.1%	\$22.26	\$23.56	\$24.95
Network and Computer Systems Administrators	31	0.5%	\$28.16	\$35.64	\$46.54
Computer Programmers	16	0.3%	\$26.67	\$36.03	\$46.92
Software Developers	69	1.1%	\$31.78	\$40.54	\$51.16
Software Quality Assurance Analysts and Testers	12	0.2%	\$28.96	\$36.75	\$46.38
Web Developers	9	0.2%	\$18.43	\$23.89	\$32.80
Web and Digital Interface Designers	8	0.1%	\$23.78	\$29.09	\$40.18
Computer Occupations, All Other	10	0.2%	\$20.34	\$28.31	\$38.82
Operations Research Analysts	7	0.1%	\$36.36	\$43.61	\$52.79
Data Scientists	7	0.1%	\$22.79	\$27.68	\$37.16

ARCHITECTURE AND ENGINEERING JOBS

Architects, Except Landscape and Naval	12	0.2%	\$26.01	\$33.13	\$42.67
Surveyors	7	0.1%	\$21.64	\$26.18	\$31.05
Civil Engineers	3	0.1%	\$28.09	\$36.36	\$45.89
Electronics Engineers, Except Computer	3	0.0%	\$37.00	\$41.48	\$59.38
Industrial Engineers	7	0.1%	\$30.28	\$37.91	\$48.22
Engineers, All Other	4	0.1%	\$28.82	\$37.98	\$48.45
Architectural and Civil Drafters	7	0.1%	\$20.42	\$22.54	\$29.96
Surveying and Mapping Technicians	4	0.1%	\$16.75	\$20.39	\$26.03

Northeast Indiana Wages: Professional, Financial and Information Services

Four County Region

Number of Workers Percentage of Workforce 25th Percentile Hourly Wage Median Hourly Wage 75th Percentile Hourly Wage

LIFE, PHYSICAL, AND SOCIAL SCIENCE OCCUPATIONS

Environmental Scientists and Specialists, Including Health	5	0.1%	\$26.25	\$29.69	\$32.19
Agricultural Technicians	3	0.1%	\$13.68	\$14.36	\$19.84

COMMUNITY AND SOCIAL SERVICE OCCUPATIONS

Educational, Guidance, and Career Counselors and Advisors	3	0.1%	\$18.06	\$22.42	\$27.06
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	3	0.1%	\$17.62	\$20.76	\$25.56
Child, Family, and School Social Workers	6	0.1%	\$17.55	\$19.28	\$22.30
Social and Human Service Assistants	14	0.2%	\$13.47	\$15.36	\$18.17
Community Health Workers	3	0.1%	\$14.12	\$18.02	\$19.94
Community and Social Service Specialists, All Other	5	0.1%	\$12.62	\$14.46	\$18.10
Clergy	151	2.5%	\$18.70	\$23.00	\$26.47
Directors, Religious Activities and Education	113	1.9%	\$14.38	\$20.56	\$26.62
Religious Workers, All Other	50	0.8%	\$10.03	\$13.14	\$18.38

LEGAL OCCUPATIONS

Lawyers	76	1.2%	\$29.88	\$37.44	\$50.14
Paralegals and Legal Assistants	50	0.8%	\$17.50	\$19.61	\$24.12
Title Examiners, Abstractors, and Searchers	17	0.3%	\$14.88	\$17.77	\$21.90

EDUCATIONAL INSTRUCTION AND LIBRARY OCCUPATIONS

Preschool Teachers, Except Special Education	51	0.8%	\$10.35	\$12.59	\$14.40
Elementary School Teachers, Except Special Education	8	0.1%	\$18.33	\$21.51	\$27.26
Secondary School Teachers, Except Special and Career/Technical Education	6	0.1%	\$18.25	\$21.90	\$27.72
Self-Enrichment Teachers	53	0.9%	\$11.41	\$16.84	\$22.91
Tutors	11	0.2%	\$8.95	\$11.53	\$19.42
Teachers and Instructors, All Other	8	0.1%	\$11.47	\$17.46	\$29.85
Instructional Coordinators	3	0.0%	\$20.81	\$23.67	\$28.04
Teaching Assistants, Except Postsecondary	23	0.4%	\$9.93	\$11.12	\$12.98

ARTS, DESIGN, ENTERTAINMENT, SPORTS, AND MEDIA OCCUPATIONS

Art Directors	3	0.1%	\$24.15	\$33.13	\$44.46
Graphic Designers	35	0.6%	\$17.06	\$19.33	\$23.28
Interior Designers	11	0.2%	\$20.65	\$23.07	\$25.34
Producers and Directors	11	0.2%	\$22.88	\$32.25	\$42.66
Coaches and Scouts	16	0.3%	\$10.29	\$13.57	\$17.95
Music Directors and Composers	25	0.4%	\$9.96	\$19.71	\$29.00
Musicians and Singers	48	0.8%	\$16.06	\$22.81	\$31.45
Broadcast Announcers and Radio Disc Jockeys	20	0.3%	\$10.85	\$16.53	\$21.73

Northeast Indiana Wages: Professional, Financial and Information Services

Four County Region

	Number of Workers	Percentage of Workforce	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
News Analysts, Reporters, and Journalists	25	0.4%	\$14.92	\$16.64	\$21.65
Public Relations Specialists	40	0.7%	\$18.12	\$23.13	\$29.63
Editors	51	0.8%	\$18.99	\$20.73	\$26.76
Technical Writers	3	0.0%	\$22.80	\$31.28	\$39.57
Writers and Authors	17	0.3%	\$11.10	\$21.68	\$30.27
Interpreters and Translators	7	0.1%	\$18.02	\$20.93	\$26.03
Audio and Video Technicians	8	0.1%	\$11.94	\$15.38	\$19.29
Photographers	4	0.1%	\$11.58	\$13.56	\$14.65
Camera Operators, Television, Video, and Film	3	0.0%	\$22.38	\$33.25	\$42.78

HEALTHCARE PRACTITIONERS AND TECHNICAL OCCUPATIONS

Veterinarians	49	0.8%	\$34.89	\$38.28	\$47.75
Registered Nurses	8	0.1%	\$26.56	\$28.70	\$34.59
Veterinary Technologists and Technicians	57	0.9%	\$12.90	\$14.19	\$16.47
Medical Records Specialists	3	0.0%	\$16.02	\$18.14	\$21.74

HEALTHCARE AND SUPPORT OCCUPATIONS

Home Health and Personal Care Aides	4	0.1%	\$10.55	\$11.73	\$13.11
Nursing Assistants	3	0.1%	\$12.92	\$13.91	\$16.64
Veterinary Assistants and Laboratory Animal Caretakers	62	1.0%	\$10.77	\$12.67	\$13.62

PROTECTIVE SERVICE OCCUPATIONS

Security Guards	12	0.2%	\$12.37	\$14.87	\$19.04
Lifeguards, Ski Patrol, and Other					
Recreational Protective Service Workers	32	0.5%	\$8.15	\$8.84	\$9.88

FOOD PREPARATION AND SERVING RELATED OCCUPATIONS

First-Line Supervisors of Food Preparation and Serving Workers	16	0.3%	\$13.47	\$15.31	\$18.22
Cooks, Institution and Cafeteria	11	0.2%	\$11.07	\$13.22	\$14.24
Cooks, Restaurant	13	0.2%	\$11.44	\$13.15	\$15.01
Food Preparation Workers	6	0.1%	\$9.37	\$11.12	\$13.68
Bartenders	67	1.1%	\$8.90	\$10.21	\$12.64
Fast Food and Counter Workers	24	0.4%	\$8.84	\$10.18	\$11.70
Waiters and Waitresses	22	0.4%	\$8.58	\$9.49	\$13.26
Food Servers, Nonrestaurant	4	0.1%	\$9.40	\$11.10	\$13.32
Dining Room and Cafeteria Attendants and Bartender Helpers	4	0.1%	\$8.75	\$9.55	\$11.52
Dishwashers	4	0.1%	\$8.63	\$9.87	\$11.62

Northeast Indiana Wages: Professional, Financial and Information Services

Four County Region

Number of Workers Percentage of Workforce 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	100	1.7%	\$10.84	\$13.05	\$16.67
Maids and Housekeeping Cleaners	18	0.3%	\$9.90	\$11.66	\$13.37
Landscaping and Groundskeeping Workers	17	0.3%	\$12.85	\$14.73	\$17.76

PERSONAL CARE AND SERVICE OCCUPATIONS

First-Line Supervisors of Entertainment and Recreation Workers,

Except Gambling Services	11	0.2%	\$12.96	\$14.71	\$20.83
First-Line Supervisors of Personal Service Workers	10	0.2%	\$16.05	\$17.87	\$22.13
Animal Caretakers	30	0.5%	\$10.08	\$10.79	\$13.37
Ushers, Lobby Attendants, and Ticket Takers	48	0.8%	\$7.40	\$8.61	\$9.66
Amusement and Recreation Attendants	10	0.2%	\$7.76	\$9.76	\$12.26
Childcare Workers	77	1.3%	\$8.44	\$10.45	\$13.87
Exercise Trainers and Group Fitness Instructors	38	0.6%	\$11.02	\$13.10	\$17.38
Recreation Workers	76	1.3%	\$8.79	\$10.58	\$13.50

SALES AND RELATED OCCUPATIONS

First-Line Supervisors of Retail Sales Workers	4	0.1%	\$14.12	\$17.99	\$22.95
First-Line Supervisors of Non-Retail Sales Workers	9	0.1%	\$19.25	\$32.23	\$46.37
Cashiers	11	0.2%	\$8.72	\$10.76	\$11.39
Retail Salespersons	16	0.3%	\$10.82	\$12.79	\$14.37
Advertising Sales Agents	43	0.7%	\$15.00	\$19.97	\$26.93
Insurance Sales Agents	287	4.7%	\$16.14	\$24.62	\$39.87
Securities, Commodities, and Financial Services					
Sales Agents	79	1.3%	\$23.52	\$35.99	\$49.27
Sales Representatives of Services, Except Advertising,					
Insurance, Financial Services, and Travel	70	1.2%	\$18.66	\$29.56	\$44.94
Sales Representatives, Wholesale and Manufacturing,					
Except Technical and Scientific Products	14	0.2%	\$22.93	\$30.15	\$40.58
Telemarketers	3	0.1%	\$11.76	\$14.38	\$17.82
Sales and Related Workers, All Other	6	0.1%	\$13.03	\$14.31	\$15.26

Northeast Indiana Wages: Professional, Financial and Information Services

Four County Region

Number of Workers Percentage of Workforce 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	114	1.9%	\$18.67	\$24.02	\$30.32
Bill and Account Collectors	12	0.2%	\$14.06	\$16.66	\$18.43
Billing and Posting Clerks	26	0.4%	\$14.29	\$17.46	\$21.12
Bookkeeping, Accounting, and Auditing Clerks	173	2.9%	\$14.67	\$18.02	\$22.37
Payroll and Timekeeping Clerks	7	0.1%	\$16.74	\$19.01	\$22.90
Tellers	262	4.3%	\$12.74	\$15.10	\$16.30
Brokerage Clerks	13	0.2%	\$18.47	\$22.40	\$26.44
Credit Authorizers, Checkers, and Clerks	4	0.1%	\$14.27	\$16.67	\$18.28
Customer Service Representatives	187	3.1%	\$14.09	\$17.82	\$22.22
File Clerks	6	0.1%	\$13.45	\$17.56	\$21.02
Interviewers, Except Eligibility and Loan	5	0.1%	\$13.43	\$14.37	\$17.12
Library Assistants, Clerical	3	0.0%	\$9.56	\$10.88	\$13.56
Loan Interviewers and Clerks	59	1.0%	\$15.26	\$17.31	\$21.89
New Accounts Clerks	22	0.4%	\$16.54	\$20.60	\$23.77
Receptionists and Information Clerks	87	1.4%	\$11.45	\$13.67	\$16.49
Production, Planning, and Expediting Clerks	8	0.1%	\$21.30	\$23.57	\$29.78
Shipping, Receiving, and Inventory Clerks	9	0.1%	\$14.48	\$16.60	\$21.79
Executive Secretaries and Executive					
Administrative Assistants	23	0.4%	\$18.92	\$22.43	\$28.97
Legal Secretaries and Administrative Assistants	16	0.3%	\$13.79	\$16.01	\$17.96
Secretaries and Administrative Assistants,					
Except Legal, Medical, and Executive	146	2.4%	\$13.41	\$14.84	\$17.73
Data Entry Keyers	11	0.2%	\$13.75	\$14.93	\$18.25
Insurance Claims and Policy Processing Clerks	40	0.7%	\$16.77	\$21.75	\$24.80
Mail Clerks and Mail Machine Operators,					
Except Postal Service	9	0.2%	\$13.94	\$15.01	\$17.89
Office Clerks, General	277	4.6%	\$13.61	\$14.74	\$18.57
Office and Administrative Support Workers, All Other	5	0.1%	\$14.29	\$17.25	\$22.59

Northeast Indiana Wages: Professional, Financial and Information Services

Four County Region

	Number of Workers	Percentage of Workforce	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
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CONSTRUCTION AND EXTRACTION OCCUPATIONS

Construction and Building Inspectors	4	0.1%	\$18.28	\$22.30	\$28.72
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INSTALLATION, MAINTENANCE, AND REPAIR OCCUPATIONS

First-Line Supervisors of Mechanics, Installers, and Repairers	9	0.1%	\$22.99	\$29.52	\$37.43
Telecommunications Equipment Installers and Repairers, Except Line Installers	27	0.4%	\$17.48	\$22.75	\$27.23
Telecommunications Line Installers and Repairers	13	0.2%	\$13.40	\$17.96	\$26.15
Maintenance and Repair Workers, General	84	1.4%	\$17.19	\$22.22	\$27.86

PRODUCTION OCCUPATIONS

First-Line Supervisors of Production and Operating Workers	5	0.1%	\$23.11	\$29.19	\$36.76
Prepress Technicians and Workers	7	0.1%	\$10.80	\$11.84	\$17.08
Printing Press Operators	16	0.3%	\$13.77	\$17.01	\$21.61
Print Binding and Finishing Workers	4	0.1%	\$13.31	\$14.34	\$17.61
Inspectors, Testers, Sorters, Samplers, and Weighers	8	0.1%	\$17.06	\$18.47	\$22.82
Photographic Process Workers and Processing Machine Operators	5	0.1%	\$15.11	\$17.80	\$19.66

TRANSPORTATION AND MATERIAL MOVING OCCUPATIONS

First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	3	0.1%	\$18.54	\$23.30	\$29.79
Driver/Sales Workers	10	0.2%	\$8.39	\$8.81	\$17.95
Heavy and Tractor-Trailer Truck Drivers	3	0.0%	\$18.15	\$22.83	\$27.44
Light Truck Drivers	8	0.1%	\$12.18	\$17.67	\$22.37
Shuttle Drivers and Chauffeurs	4	0.1%	\$9.57	\$11.67	\$13.93
Laborers and Freight, Stock, and Material Movers, Hand.	16	0.3%	\$14.43	\$17.08	\$18.59
Machine Feeders and Offbearers	3	0.1%	\$13.75	\$15.56	\$20.42
Packers and Packagers, Hand	3	0.1%	\$12.69	\$16.88	\$18.04
Stockers and Order Fillers	4	0.1%	\$11.23	\$13.60	\$16.31

BENEFITS



Professional, Financial and Information Services

Northeast Indiana Benefits: Professional, Financial and Information Services

Four County West Region

Hourly

Salary

PAID TIME OFF

HOLIDAYS

Percentage of companies offering paid holidays	100%	100%
Typical number of paid holidays offered annually	10	10
Percentage of those companies offering these common holidays		
New Year's Eve	50%	50%
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	67%	67%
Memorial Day	100%	100%
Independence Day	100%	100%
Labor Day	83%	83%
Columbus Day	0%	0%
Election Day	0%	0%
Floating Holiday	50%	50%
Veterans' Day	17%	17%
Thanksgiving Day	100%	100%
Day After Thanksgiving	67%	50%
Christmas Eve	67%	67%
Christmas Day	100%	100%
Other	33%	33%
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	9	10
Typical number of PTO days offered first year	10	15
Average number of carryover days per year	19	19
How Paid Time Off is earned		
Average number of years that must be worked to earn 5 days	0	0
Typical number of years that must be worked to earn 5 days	1	First Year
Average number of years that must be worked to earn 10 days	1	0
Typical number of years that must be worked to earn 10 days	5	1
Average number of years that must be worked to earn 15 days	1	3
Typical number of years that must be worked to earn 15 days	5	5
Average number of years that must be worked to earn 20 days (when offered)	3	2
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)	3	2
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

Four County West Region

Hourly

Salary

PAID TIME OFF (continued)

VACATION

Percentage of all companies that offer paid vacation **50%** **50%**

How soon after hire may employee take paid vacation?

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

Number of days offered

Average number of paid vacation days offered in first year:	8	8
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	1	1
Typical number of years that must be worked to earn 10 days	2	1
Average number of years that must be worked to earn 15 days	3	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	6
Typical number of years that must be worked to earn 20 days (when offered)	10	10
Average number of years that must be worked to earn more than 20 days (when offered)	10	8
Typical number of years that must be worked to earn more than 20 days (when offered)	20	20

PERSONAL DAYS

Personal Days

Percentage of companies offering paid personal days **33%** **33%**

Average number of personal days offered per year	10	10
Typical number of personal days offered in first year:	5	5

How soon after hire may employee take personal day?

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

Northeast Indiana Benefits: Professional, Financial and Information Services

Four County West Region

Hourly

Salary

PAID TIME OFF (continued)

BEREAVEMENT LEAVE

Percentage of companies offering paid bereavement leave	82%	84%
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	48%	54%
One to three months	35%	32%
Three to six months	13%	12%
Six months to year	3%	2%
After one year	3%	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	25%	25%
Percentage of those that pay regular wages minus payment from court	75%	75%
Percentage where employee receives only payment from court	33%	33%

ILLNESS DAYS

Percentage of companies that offer paid illness days	50%	50%
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	46	46
Typical number of paid illness days that may be accumulated	10	10

How soon after hire is employee eligible?

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

Northeast Indiana Benefits: Professional, Financial and Information Services

Four County West 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	1	.1
Typical number of weeks paid	0	.0
Average number of weeks unpaid	5	.5
Typical number of weeks unpaid	0	.0

MATERNITY LEAVE

Percentage of companies that offer Maternity Leave	67%	67%
Average number of weeks paid	4	.4
Typical number of weeks paid	0	.0
Average number of weeks unpaid	5	.5
Typical number of weeks unpaid	0	.0

PATERNITY LEAVE

Percentage of companies that offer Paternity Leave	50%	50%
Average number of weeks paid	2	.2
Typical number of weeks paid	0	.0
Average number of weeks unpaid	6	.6
Typical number of weeks unpaid	0	.0

Northeast Indiana Benefits: Professional, Financial and Information Services

Four County West Region

Hourly

Salary

HEALTH RELATED BENEFITS

HEALTH INSURANCE OFFERED

Percentage of companies offering health insurance to employees	33%	33%
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	50%	50%
Percentage of companies that offer multiple plans	50%	50%
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	\$800	\$800
For family plan	\$1,600	\$1,600

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	\$4,000	\$4,000
Average maximum annual out of pocket expense family	\$8,000	\$8,000

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	100%	100%
Average amount that may be earned	\$470	\$470
Typical amount that may be earned	\$500	\$500

Northeast Indiana Benefits: Professional, Financial and Information Services

Four County West Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS

SELF-INSURED COMPANIES

Traditional Plans

Percentage of self-insured companies offering traditional plans	17%	17%
Percentage that offer family coverage	100%	100%

How soon after hire is employee eligible?

One to 30 days	0%	100%
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	\$200.00	\$200.00
Employee and spouse	\$460.00	\$460.00
Employee and child	\$370.00	\$370.00
Family	\$670.00	\$670.00

Average monthly cost paid by employer for each employee

Employee-only coverage	\$699.55	\$699.55
Employee and spouse	\$699.55	\$1,395.36
Employee and child	\$1,294.19	\$1,294.19
Family	\$2,028.67	\$2,028.67

Deductibles

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

Copays and Limits

Average percentage of costs covered by insurance	80%	80%
Typical percentage of costs covered by insurance	80%	80%
Average copay for physician office visit	\$30.00	\$30.00
Typical copay for physician office visit	\$20.00	\$20.00

Average out of pocket limit

Single coverage	\$4,000.00	\$4,000.00
Family Coverage	\$8,000.00	\$8,000.00

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

Four County West Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

SELF-INSURED COMPANIES

High-Deductible Plan

Percentage of self-insured companies offering high-deductible plans	33%	33%
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	\$149.40	\$149.00
Employee and spouse	\$340.50	\$340.50
Employee and child	\$262.50	\$262.50
Family	\$485.55	\$485.50

Average monthly cost paid by employer for each employee

Employee-only coverage	\$585.70	\$585.59
Employee and spouse	\$1,272.02	\$1,271.96
Employee and child	\$1,050.02	\$1,049.65
Family	\$1,806.21	\$1,806.03

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	\$-	\$-
Typical copay for physician office visit	\$20.00	\$20.00

Average out of pocket limit

Single coverage	\$4,000.00	\$4,000.00
Family Coverage	\$8,000.00	\$8,000.00

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

Four County West Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

INDEMNITY-INSURED COMPANIES

Traditional Plans

Percentage of indemnity-insured employers that offer 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

Four County West Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

INDEMNITY INSURED COMPANIES

High-Deductible Plan

Percentage of indemnity employers that offer 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: Professional, Financial and Information Services

Four County West Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

PRESCRIPTION DRUG BENEFIT

Percentage of all companies where insurance covers prescription drugs **17%** **17%**

Retail copay when paying dollars

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 dollars

What is the average employee copay for mail-order generic?	N/A	N/A
What is the typical employee copay for mail-order generic?	N/A	N/A
What is the average employee copay for mail-order formulary?	N/A	N/A
What is the typical employee copay for mail-order formulary?	N/A	N/A
What is the average employee copay for mail-order non-formulary?	N/A	N/A
What is the typical employee copay for mail-order nonformulary?	N/A	N/A

Retail copay when paying a percentage

What is the average employee copay for retail generic?	10%	10%
What is the typical employee copay for retail generic?	20%	20%
What is the average employee copay for retail formulary?	30%	30%
What is the typical employee copay for retail formulary?	20%	20%
What is the average employee copay for retail non-formulary?	30%	30%
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?	20%	20%
What is the typical employee copay for mail-order generic?	20%	20%
What is the average employee copay for mail-order formulary?	30%	30%
What is the typical employee copay for mail-order formulary?	20%	20%
What is the average employee copay for mail-order non-formulary?	30%	30%
What is the typical employee copay for mail-order nonformulary?	30%	30%

Northeast Indiana Benefits: Professional, Financial and Information Services

Four County West Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

DENTAL INSURANCE

Percentage of all companies that offer a dental plan **50%** **50%**

Percentage of those plans that cover orthodontia 100% 100%

How soon after hire is employee eligible for coverage?

One to 30 days after hire: 0% 0%

One to three months after hire 100% 100%

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 \$41.67 \$41.67

Typical annual deductible \$50.00 \$50.00

Average annual limit single coverage: \$1,500 \$1,500

Typical annual limit single coverage \$1,000 \$1,000

Average annual limit family coverage: \$2,833 \$2,833

Typical annual limit family coverage \$1,000 \$1,000

Premiums and Costs

Average monthly premium paid by employee for

Employee only coverage \$16.16 \$16.16

Employee and spouse \$58.51 \$47.08

Employee and child(ren) \$47.93 \$44.50

Family \$87.05 \$71.02

Average monthly premium paid by employer for

Employee only coverage \$23.91 \$23.91

Employee and spouse \$24.49 \$24.49

Employee and child(ren) \$25.13 \$25.13

Family \$59.27 \$59.27

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 83% 83%

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

Four County West Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

VISION INSURANCE

Percentage of all companies offering a separate vision plan.	50%	50%
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	0%	0%
One to three months	100%	100%
Three to six months	0%	0%
Six months to one year.	0%	0%
After first year	0%	0%

Premiums and Costs

Average monthly premium paid by employee for:

Employee only coverage.	\$4.00	\$4.00
Employee and spouse.	\$23.49	\$23.49
Employee and child(ren)	\$32.37	\$32.37
Family	\$55.97	\$55.97

Average monthly premium paid by employer for

Employee only coverage.	\$2.76	\$2.76
Employee and spouse.	\$2.76	\$2.76
Employee and child(ren)	\$2.76	\$2.76
Family	\$2.76	\$2.76

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

Four County West Region

Hourly

Salary

FINANCIAL BENEFITS AND INCENTIVES

LIFE INSURANCE

Percentage of all companies offering life insurance	50%	50%
Percentage of those plans that pay a set dollar amount	67%	67%
Percentage of those plans that pay a percentage of salary	67%	67%

How soon after hire is employee covered?

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%

SHORT TERM DISABILITY

Percentage of all companies that offer a short-term disability benefit	33%	33%
Average percentage of wages employee receives while on short-term disability	60%	60%
Typical percentage of wages employee receives while on short-term disability	60%	60%
Average number of weeks employee receives payment	20	20
Typical number of weeks employee receives payment	26	26

How soon after hire is employee covered?

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

LONG TERM DISABILITY

Percentage of all companies that offer a Long-Term Disability benefit	50%	50%
Average percentage of wages employee receives while on Long-Term Disability	62%	62%
Typical percentage of wages employee receives while on Long-Term Disability	60%	60%
Average number of weeks employee receives payment	65	65
Typical number of weeks employee receives payment	26	26

How soon after hire is employee covered?

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 first year	0%	0%

Northeast Indiana Benefits: Professional, Financial and Information Services

Four County West Region

Hourly

Salary

FINANCIAL BENEFITS AND INCENTIVES (continued)

COMMISSIONS AND INCENTIVES

Percentage of employers that pay commission on sales, contracts or transactions . . . 17% 17%
 Average percentage of compensation that comes from commission 35%

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 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%

Percentage where incentives are team based 50% 50%
 Percentage where incentives are individually based 50% 50%

BONUS POOL

Percentage of employers who have a bonus pool 0% 0%
 Average annual amount per employee N/A N/A

REFERRAL BONUS

Percentage of employers that pay a referral bonus 17%

RETENTION BONUS

Percentage of employers that pay a retention bonus 17% 17%
 When is employee eligible? After six months After one year
 Employee becomes eligible after one year 0% 100%

SHIFT DIFFERENTIAL

Percentage of companies with more than one shift 17%
 Percentage that pay a shift differential 100%
 Average hourly differential for second shift 50 cents
 Average hourly differential for third shift \$1.00

Northeast Indiana Benefits: Professional, Financial and Information Services

Four County West 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	67%	67%
Average percentage of wages an employee may contribute to fund	57%	57%
Typical percentage of wages an employee may contribute to fund	100%	100%
Percentage of companies where the employer contributes	75%	75%
Average percentage of contribution the employer matches	4%	4%
Typical percentage of contribution the employer matches	5%	5%
Average percentage of contribution the company matches	51% of the first 4%	
Percentage of companies where the match is guaranteed	100%	100%
Percentage of companies where the match is intended	33%	33%

How soon after hire is employee eligible to participate?

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

Northeast Indiana Benefits: Professional, Financial and Information Services)

Four County West Region

Hourly

Salary

OTHER INCENTIVES

WORKPLACE

Percentage of companies that offer these workplace benefits

Casual dress day (one per week)	17%	17%
Casual dress (every day)	50%	50%
Child day care services	0%	0%
Child care subsidy	0%	0%
Compressed work week	0%	0%
Discounted product purchases	0%	0%
Employee assistance programs	50%	37%
Emergency/sick child care	0%	0%
English as second language assistance	0%	0%
Fitness center membership subsidy	50%	50%
Fitness center on site	17%	17%
Flex time	33%	33%
Flexible spending account	33%	50%
Job sharing	0%	0%
Informal recognition program	50%	50%
Open communication policy	50%	50%
Scholarships-employees/spouses/children	0%	0%
Smoking cessation programs	33%	33%
Smoke-free work environment	33%	33%
Telecommuting	50%	50%
Transit subsidy	0%	0%
Tutoring-employees/spouses/children	0%	0%
Wellness program, resources and information	50%	50%
Other	0%	0%

COST OF BENEFITS

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

WORKPLACE



Professional, Financial and Information Services

Northeast Indiana Workplace: Professional, Financial and Information Services

Four County West Region

HIRING AND LAYOFFS

CHANGES IN STAFFING PRECEDING YEAR

Hiring

Percentage of companies that added workers in preceding six months 0%

Total number of employees added in preceding six months 0

Average number of employees added in preceding six months 0

Layoffs

Percentage of companies that laid off employees in preceding six months 17%

Total number of employees laid off in preceding six months 8

Average number of employees laid off in preceding six months 8

CHANGES IN STAFFING EXPECTED IN 2023

Hiring

Percentage of companies adding workers later in 2023 100%

Total anticipated increase later 2023 199

Average anticipated increase later in 2023 33

Layoffs

Percentage of companies expecting layoffs later in 2023 0%

Total anticipated layoffs later in 2023 0

Average anticipated layoffs later in 2023 0

No change

Percentage of companies anticipating neither hiring nor layoffs in 2023 83%

Percentage of companies uncertain of change in 2023 0%

CHANGES IN STAFFING EXPECTED IN 2024

Hiring

Percentage of companies adding workers in 2024 0%

Total anticipated increase in 2024 0

Average anticipated increase in 2024 0

Layoffs

Percentage of companies anticipating layoffs in 2024 17%

Total anticipated layoffs in 2024 100

Average anticipated layoff in 2024 100

No change

Percentage of companies anticipating no change in 2024 83%

Percentage of companies uncertain of change in 2024 0%

ANNUAL TURNOVER

Average annual turnover as percentage of employees 19%

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	0%
Expand internships	33%
Hire persons without high school or GED diploma	0%
Increase starting pay	83%
Pay hiring bonus	17%
Pay referral bonus	17%
Pay retention bonus	17%
Offer housing assistance	0%
Offer child care assistance	0%
None or none of above	17%

RECRUITING

Where employers recruit new workers

Employment agencies	17%
Indiana Career Connect	33%
Job fairs	33%
Newspapers	33%
Online	50%
Referrals	67%

PANDEMIC

Impact of the pandemic on employment environment

No impact	50%
Layoffs	17%
Furloughs	0%
Delay filling openings	17%
More flexible work from home policies	33%
Employment has grown	0%

COVID-19 Vaccine policies

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

Northeast Indiana Workplace: Professional, Financial and Information Services

Four County West Region

WORKFORCE DEVELOPMENT

MOST NEEDED SKILLS

Employers who say these abilities are most needed in workforce

Good work ethic	0%
Welding	0%
Communication	33%
Attention to quality/detail	17%
Read and write English	0%
CNC machinist	0%
Customer service	67%
People skills	0%
Teamwork	0%
Math	0%
Accounting	17%
Leadership/Project management	0%

NEEDED TECHNICAL SKILLS

Employers who say these tech skills are most needed in workforce

Office	100%
Outlook	0%
Excel	50%
AutoCAD	0%
SAP	0%
CAM	0%
Computer/Internet	0%
Machinist	0%
Welding	0%
Specialized to position	100%

MINIMUM EDUCATION REQUIREMENTS

Employers who set these minimum education requirements

No degree required	0%
High school or GED diploma	17%
Some college	0%
Associates degree	0%
Bachelors degree	50%
Graduate degree	0%
Professional degree	0%
Professional license	33%
Professional certification	0%

WORKFORCE DEVELOPMENT

EMPLOYERS FIND THESE POSITIONS MOST DIFFICULT TO FILL

Off-shift openings	0%
Programmers	0%
Engineers	0%
Machinists	0%
Maintenance	33%
Skilled labor	0%
Unskilled labor	0%
Management	17%
Other	0%
Mechanical	0%
Skilled trades	0%

SALARY OUTLOOK

PAY INCREASES

In 2022/2023

Percentage of companies giving pay raises in preceding 12 months	83%
Average raise given in preceding 12 months	4.40%
Typical raise given in preceding 12 months	3%

In 2023/2024

Percentage of companies planning pay raises in next 12 months	83%
Average raise planned in next 12 months	4.40%
Typical increase planned in next 12 months	3%

Northeast Indiana Workplace: Professional, Financial and Information Services

Four County West Region

TRAINING AND EDUCATION

TRAINING AND CAREER DEVELOPMENT

Percentage of companies with training, career development and education benefits. . 83% 83%

How soon after hire is employee eligible?

One to 30 days	40%	. . . . .	40%
One to three months	60%	. . . . .	60%
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.	67%	. . . . .	67%
Percentage that require classes be job related to receive tuition assistance	75%	. . . . .	75%
Average percent of tuition reimbursement	29%	. . . . .	49%

JOB SKILLS AND CAREER DEVELOPMENT

Percentage of companies offering in-house skills and career development programs . 67%	67%
Percentage of companies that offer off-site skills and career development programs	83%

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. 83% 83%

ORIENTATION

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

INTERNSHIPS

Percentage of companies with internships. 33%

Northeast Indiana Workplace: Professional, Financial and Information Services

Four County West Region

SUBSTANCE SCREENING

DRUG TESTING

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

Which screening protocol is used?

Five panel 50%
Seven panel 100%
DOT 0%
Other 50%

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

Current employees are screened

Randomly 0% 0%
After incident/injury 17% 17%
For cause 50% 50%

Employees who fail are

Dismissed 50% 50%
Referred to an EAP or counseling program 150% 150%

MARIJUANA TESTING

Percentage of companies that test for marijuana use **33%**

Percentage of companies that make allowance for prescription 50%

When are tests done?

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

Construction



NORTHEAST INDIANA

2023 FOUR COUNTY WEST REGION

WAGES AND BENEFITS SURVEY



Construction

Includes construction utilities, logging, and mining

INSIDE THIS SECTION

Wages..... **74-78**

Benefits

Time off 80-83
Health insurance plans and costs..... 84-91
Financial benefits and incentives..... 92-94
Other benefits..... 95

Employment and Workplace

Staffing forecasts 97
Recruiting and workforce assessments..... 98-100
Salary forecasts 100
Training and career development 101

COVID-19 Issues

Impact on employment..... 98
Vaccination policies..... 98

WAGES

Construction



Northeast Indiana Wages: Construction

Four County Region

	Number of Workers	Percentage of Workforce	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
MANAGEMENT OCCUPATIONS					
Chief Executives	6	0.1%	\$33.44	\$69.02	\$112.49
General and Operations Managers	104	2.4%	\$28.21	\$39.12	\$61.14
Administrative Services Managers	3	0.1%	\$28.20	\$37.36	\$49.96
Financial Managers	4	0.1%	\$30.58	\$46.40	\$62.87
Construction Managers	161	3.7%	\$16.61	\$28.53	\$42.76
Managers, All Other	86	2.0%	\$15.51	\$24.75	\$38.07
BUSINESS AND FINANCIAL OPERATIONS OCCUPATIONS					
Buyers and Purchasing Agents	7	0.2%	\$22.04	\$24.27	\$31.86
Cost Estimators	48	1.1%	\$21.43	\$27.97	\$35.56
Human Resources Specialists	6	0.1%	\$18.72	\$23.65	\$30.42
Project Management Specialists	28	0.6%	\$24.14	\$31.55	\$44.87
Market Research Analysts and Marketing Specialists	4	0.1%	\$18.95	\$23.69	\$31.08
Business Operations Specialists, All Other	4	0.1%	\$22.33	\$29.22	\$36.63
Accountants and Auditors	20	0.5%	\$23.18	\$29.93	\$39.01
COMPUTER AND MATHEMATICAL OCCUPATIONS					
Computer User Support Specialists	3	0.1%	\$17.79	\$22.55	\$28.51
ARCHITECTURE AND ENGINEERING JOBS					
Civil Engineers	11	0.2%	\$28.09	\$36.36	\$45.89
Electrical Engineers	3	0.1%	\$32.39	\$41.72	\$52.34
Architectural and Civil Drafters	5	0.1%	\$20.42	\$22.54	\$29.96
LIFE, PHYSICAL, AND SOCIAL SCIENCE OCCUPATIONS					
Occupational Health and Safety Specialists	3	0.1%	\$22.51	\$29.46	\$38.80
ARTS, DESIGN, ENTERTAINMENT, SPORTS, AND MEDIA OCCUPATIONS					
Interior Designers	3	0.1%	\$20.65	\$23.07	\$25.34

Northeast Indiana Wages: Construction

Four County Region

	Number of Workers	Percentage of Workforce	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
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BUILDING AND GROUNDS CLEANING AND MAINTENANCE OCCUPATIONS

Janitors and Cleaners, Except Maids and Housekeeping Cleaners	10	0.2%	\$10.84	\$13.05	\$16.67
Landscaping and Groundskeeping Workers	10	0.2%	\$12.85	\$14.73	\$17.76

SALES AND RELATED OCCUPATIONS

Retail Salespersons	3	0.1%	\$10.82	\$12.79	\$14.37
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	43	1.0%	\$18.66	\$29.56	\$44.94
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	10	0.2%	\$22.93	\$30.15	\$40.58
Real Estate Sales Agents	9	0.2%	\$14.54	\$22.51	\$42.56

OFFICE AND ADMINISTRATIVE SUPPORT OCCUPATIONS

First-Line Supervisors of Office and Administrative Support Workers	19	0.4%	\$18.67	\$24.02	\$30.32
Billing and Posting Clerks	5	0.1%	\$14.29	\$17.46	\$21.12
Bookkeeping, Accounting, and Auditing Clerks	57	1.3%	\$14.67	\$18.02	\$22.37
Payroll and Timekeeping Clerks	5	0.1%	\$16.74	\$19.01	\$22.90
Customer Service Representatives	11	0.2%	\$14.09	\$17.82	\$22.22
Receptionists and Information Clerks	9	0.2%	\$11.45	\$13.67	\$16.49
Dispatchers, Except Police, Fire, and Ambulance	8	0.2%	\$14.82	\$19.24	\$22.66
Production, Planning, and Expediting Clerks	5	0.1%	\$21.30	\$23.57	\$29.78
Shipping, Receiving, and Inventory Clerks	5	0.1%	\$14.48	\$16.60	\$21.79
Executive Secretaries and Executive Administrative Assistants Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	3	0.1%	\$18.92	\$22.43	\$28.97
Office Clerks, General	188	4.3%	\$13.61	\$14.74	\$18.57

Northeast Indiana Wages: Construction

Four County Region

	Number of Workers	Percentage of Workforce	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
CONSTRUCTION AND EXTRACTION OCCUPATIONS					
First-Line Supervisors of Construction Trades and Extraction Workers 272 6.2% \$20.91 \$27.65 \$35.54					
Brickmasons and Blockmasons 22 0.5% \$16.75 \$22.00 \$27.38					
Carpenters 411 9.4% \$15.73 \$21.57 \$28.72					
Carpet Installers 4 0.1% \$13.57 \$19.12 \$23.99					
Floor Layers, Except Carpet, Wood, and Hard Tiles 6 0.1% \$14.73 \$20.07 \$27.99					
Tile and Stone Setters 11 0.2% \$11.51 \$16.32 \$23.14					
Cement Masons and Concrete Finishers 139 3.2% \$18.07 \$22.78 \$27.50					
Construction Laborers 643 14.7% \$13.39 \$16.92 \$22.15					
Paving, Surfacing, and Tamping Equipment Operators 18 0.4% \$16.90 \$20.82 \$28.72					
Operating Engineers and Other					
Construction Equipment Operators 239 5.5% \$18.08 \$23.33 \$31.07					
Drywall and Ceiling Tile Installers 25 0.6% \$14.86 \$19.31 \$24.19					
Electricians 435 9.9% \$20.19 \$26.23 \$33.22					
Glaziers 15 0.4% \$17.51 \$21.11 \$26.70					
Insulation Workers, Floor, Ceiling, and Wall 9 0.2% \$13.85 \$16.41 \$20.55					
Insulation Workers, Mechanical 24 0.6% \$17.61 \$21.83 \$24.36					
Painters, Construction and Maintenance 123 2.8% \$12.59 \$15.81 \$21.41					
Pipelayers 7 0.2% \$17.12 \$24.44 \$35.57					
Plumbers, Pipefitters, and Steamfitters 191 4.4% \$16.98 \$22.51 \$33.53					
Reinforcing Iron and Rebar Workers 6 0.1% \$21.80 \$29.28 \$36.09					
Roofers 47 1.1% \$15.06 \$19.25 \$24.35					
Sheet Metal Workers 35 0.8% \$15.72 \$20.07 \$30.02					
Structural Iron and Steel Workers 46 1.0% \$17.34 \$21.70 \$28.35					
Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters 8 0.2% \$10.46 \$12.92 \$15.89					
Helpers--Carpenters 14 0.3% \$11.57 \$14.31 \$20.30					
Helpers--Electricians 33 0.8% \$11.83 \$12.03 \$12.35					
Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters 8 0.2% \$14.27 \$16.07 \$17.11					
Helpers, Construction Trades, All Other 9 0.2% \$14.81 \$16.09 \$17.44					
Construction and Building Inspectors 3 0.1% \$18.28 \$22.30 \$28.72					
Fence Erectors 5 0.1% \$11.62 \$14.69 \$21.25					
Highway Maintenance Workers 7 0.2% \$15.91 \$18.47 \$22.83					
Miscellaneous Construction and Related Workers 6 0.1% \$12.37 \$15.97 \$18.88					
Excavating and Loading Machine and Dragline Operators, Surface Mining 5 0.1% \$15.95 \$19.22 \$22.78					
Earth Drillers, Except Oil and Gas 10 0.2% \$16.53 \$20.41 \$26.75					

Northeast Indiana Wages: Construction

Four County Region

Number of Workers Percentage of Workforce 25th Percentile Hourly Wage Median Hourly Wage 75th Percentile Hourly Wage

INSTALLATION, MAINTENANCE, AND REPAIR OCCUPATIONS

First-Line Supervisors of Mechanics, Installers, and Repairers	41	0.9%	\$22.99	\$29.52	\$37.43
Telecommunications Equipment Installers and Repairers, Except Line Installers	18	0.4%	\$17.48	\$22.75	\$27.23
Audiovisual Equipment Installers and Repairers	7	0.2%	\$15.30	\$16.33	\$18.41
Security and Fire Alarm Systems Installers	9	0.2%	\$17.60	\$20.66	\$24.43
Bus and Truck Mechanics and Diesel Engine Specialists	5	0.1%	\$18.46	\$22.23	\$23.92
Mobile Heavy Equipment Mechanics, Except Engines	17	0.4%	\$19.15	\$23.73	\$28.83
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	147	3.4%	\$16.69	\$21.74	\$27.96
Industrial Machinery Mechanics	5	0.1%	\$20.20	\$24.23	\$29.71
Millwrights	17	0.4%	\$23.72	\$29.31	\$32.00
Electrical Power-Line Installers and Repairers	47	1.1%	\$27.00	\$34.21	\$42.50
Telecommunications Line Installers and Repairers	20	0.5%	\$13.40	\$17.96	\$26.15
Maintenance and Repair Workers, General	26	0.6%	\$17.19	\$22.22	\$27.86
Riggers	3	0.1%	\$17.18	\$20.07	\$31.51
Helpers--Installation, Maintenance, and Repair Workers	9	0.2%	\$11.06	\$13.55	\$16.95
Installation, Maintenance, and Repair Workers, All Other	8	0.2%	\$14.05	\$16.81	\$18.75

PRODUCTION OCCUPATIONS

First-Line Supervisors of Production and Operating Workers	3	0.1%	\$23.11	\$29.19	\$36.76
Miscellaneous Assemblers and Fabricators	6	0.1%	\$14.61	\$18.16	\$23.26
Welders, Cutters, Solderers, and Brazers	14	0.3%	\$17.03	\$18.71	\$22.20
Inspectors, Testers, Sorters, Samplers, and Weighers	3	0.1%	\$17.06	\$18.47	\$22.82

TRANSPORTATION AND MATERIAL MOVING OCCUPATIONS

First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	4	0.1%	\$18.54	\$23.30	\$29.79
Heavy and Tractor-Trailer Truck Drivers	62	1.4%	\$18.15	\$22.83	\$27.44
Light Truck Drivers	9	0.2%	\$12.18	\$17.67	\$22.37
Crane and Tower Operators	8	0.2%	\$19.33	\$23.76	\$29.55
Laborers and Freight, Stock, and Material Movers, Hand	28	0.6%	\$14.43	\$17.08	\$18.59
Stockers and Order Fillers	6	0.1%	\$11.23	\$13.60	\$16.31

BENEFITS



Construction

Northeast Indiana Benefits: Construction

Four County West Region

Hourly

Salary

PAID TIME OFF

HOLIDAYS

Percentage of those companies offering these common holidays

New Year's Eve	100%	100%
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	100%	100%
Veterans' Day	0%	0%
Thanksgiving Day	100%	100%
Day After Thanksgiving	100%	100%
Christmas Eve	100%	100%
Christmas Day	100%	100%
Other	0%	0%

COMBINED PAID TIME OFF

Percentage of companies that combine vacation, sick and personal days	0%	0%
Average number of PTO days offered first year	N/A	N/A
Typical number of PTO days offered first year	N/A	N/A
Average number of carryover days per year	N/A	N/A

How Paid Time Off 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

Northeast Indiana Benefits: Construction (continued)

Four County West Region

Hourly

Salary

PAID TIME OFF (continued)

VACATION

Percentage of all companies that offer paid vacation **100%** **100%**

How soon after hire may employee take paid vacation?

One to 30 days	0%	100%
One to three months	0%	0%
Three to six months	100%	0%
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	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	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)	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)	15	15
Typical number of years that must be worked to earn more than 20 days (when offered)	20	20

PERSONAL DAYS

Percentage of companies offering paid personal days **100%** **100%**

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

How soon after hire may employee take personal day?

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

Northeast Indiana Benefits: Construction (continued)

Four County West Region

Hourly

Salary

PAID TIME OFF (continued)

BEREAVEMENT LEAVE

Percentage of companies offering paid bereavement leave	100%	100%
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	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%

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: Construction (continued)

Four County West Region

Hourly

Salary

PAID TIME OFF (continued)

FAMILY MEDICAL LEAVE

Percentage of companies that offer Family Medical Leave	100%	100%
Average number of weeks paid	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	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

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: Construction (continued)

Four County West Region

Hourly

Salary

HEALTH RELATED BENEFITS

HEALTH INSURANCE OFFERED

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

HEALTH SAVINGS ACCOUNTS AND HEALTH REIMBURSEMENT ARRANGEMENTS

Percentage of companies offering only HSA or HRA plans	0%	0%
Percentage of companies offering optional HSA or HRA plan	N/A	N/A
Percentage of companies with no HSA or HRA plan	N/A	N/A

Average company contribution to HSA/HRA account

For employee only plan	N/A	N/A
For family plan	N/A	N/A

Typical company contribution to HSA/HRA account

For employee only plan	N/A	N/A
For family plan	N/A	N/A

Average annual out of pocket limit with HSA/HRA plan

Average maximum annual out of pocket expense single	N/A	N/A
Average maximum annual out of pocket expense family	N/A	N/A

Typical annual out of pocket limit with HSA/HRA plan

Typical maximum annual out of pocket expense single	N/A	N/A
Typical maximum annual out of pocket expense family	N/A	N/A

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: Construction (continued)

Four County West Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS

SELF-INSURED COMPANIES

Traditional Plans

Percentage of self-insured companies offering traditional plans	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: Construction (continued)

Four County West 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: Construction (continued)

Four County West 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: Construction (continued)

Four County West 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: Construction (continued)

Four County West Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

PRESCRIPTION DRUG BENEFIT

Percentage of all companies where insurance covers prescription drugs N/A N/A

Retail copay when paying dollars

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 dollars

What is the average employee copay for mail-order generic? N/A N/A

What is the typical employee copay for mail-order generic? N/A N/A

What is the average employee copay for mail-order formulary? N/A N/A

What is the typical employee copay for mail-order formulary? N/A N/A

What is the average employee copay for mail-order non-formulary? N/A N/A

What is the typical employee copay for mail-order nonformulary? N/A N/A

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 mail-order generic? N/A N/A

What is the typical employee copay for mail-order generic? N/A N/A

What is the average employee copay for mail-order formulary? N/A N/A

What is the typical employee copay for mail-order formulary? N/A N/A

What is the average employee copay for mail-order non-formulary? N/A N/A

What is the typical employee copay for mail-order nonformulary? N/A N/A

Northeast Indiana Benefits: Construction (continued)

Four County West 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

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: Construction (continued)

Four County West 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: Construction (continued)

Four County West Region

Hourly

Salary

FINANCIAL BENEFITS AND INCENTIVES

LIFE INSURANCE

Percentage of all companies offering life insurance.	N/A	N/A
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 Long-Term Disability	N/A	N/A
Typical percentage of wages employee receives while on Long-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

Northeast Indiana Benefits: Construction (continued)

Four County West 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	N/A		

PROFIT SHARING AND BONUSES

Percentage of companies that offer profit-sharing or performance incentives	0%	0%
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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

Percentage where incentives are team based	N/A	. . . . .	N/A
Percentage where incentives are individually based.	N/A	. . . . .	N/A

BONUS POOL

Percentage of employers who have a bonus pool	0%	. . . . .	0%
Average annual amount per employee	N/A	N/A

REFERRAL BONUS

Percentage of employers that pay a retention bonus.	0%	0%
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RETENTION BONUS

Percentage of employers that pay a retention bonus.	0%	0%
When is employee eligible?	After six months	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: Construction (continued)

Four County West 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	54%	54%
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	4%	4%
Typical percentage of contribution the employer matches	5%	5%
Average percentage of contribution the company matches	100% of the first 3%	
Percentage of companies where the match is guaranteed	50%	50%
Percentage of companies where the match is intended	50%	50%

How soon after hire is employee eligible to participate?

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

Northeast Indiana Benefits: Construction (continued)

Four County West Region

Hourly

Salary

OTHER INCENTIVES

WORKPLACE

Percentage of companies that offer these workplace benefits

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

COST OF BENEFITS

Cost of benefits as percentage of wages N/A

WORKPLACE



Construction

Northeast Indiana Workforce: Construction

Four County West Region

HIRING AND LAYOFFS

CHANGES IN STAFFING PRECEDING YEAR

Hiring

Percentage of companies that added workers in preceding six months N/A

Total number of employees added in preceding six monthsN/A

Average number of employees added in preceding six monthsN/A

Layoffs

Percentage of companies that laid off employees in preceding six months N/A

Total number of employees laid off in preceding six monthsN/A

Average number of employees laid off in preceding six monthsN/A

EXPECTED CHANGES IN STAFFING IN 2023

Hiring

Percentage of companies adding workers later in 2023 N/A

Total anticipated increase later 2021N/A

Average anticipated increase later in 2023N/A

Layoffs

Percentage of companies expecting layoffs later in 2023 N/A

Total anticipated layoffs later in 2023N/A

Average anticipated layoffs later in 2023N/A

No change

Percentage of companies anticipating neither hiring nor layoffs in 2023 N/A

Percentage of companies uncertain of change in 2023N/A

EXPECTED CHANGES IN STAFFING IN 2024

Hiring

Percentage of companies adding workers in 2024 N/A

Total anticipated increase in 2024N/A

Average anticipated increase in 2024N/A

Layoffs

Percentage of companies anticipating layoffs in 2024 N/A

Total anticipated layoffs in 2024N/A

Average anticipated layoff in 2022N/A

No change

Percentage of companies anticipating no change in 2024 N/A

Percentage of companies uncertain of change in 2024N/A

ANNUAL TURNOVER

Average annual turnover as percentage of employees. N/A

Northeast Indiana Workforce: Construction (continued)

Four County West Region

Hourly

Salary

STAFFING

INCENTIVES

Percentage of those companies offering these staffing incentives

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

RECRUITING

Where employers recruit new workers

Employment agencies	N/A
Indiana Career Connect	N/A
Job fairs	N/A
Newspapers	N/A
Online	N/A
Referrals	N/A

PANDEMIC

No impact	67%
Layoffs	0%
Furloughs	0%
Delay filling openings	0%
More flexible work from home policies	0%
Employment has grown	0%

COVID-19 Vaccine policies

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

Northeast Indiana Workforce: Construction (continued)

Four County West Region

Hourly

Salary

WORKFORCE DEVELOPMENT

MOST NEEDED SKILLS

Employers who say these abilities are most needed in workforce

Good work ethic	0%
Welding	0%
Communication	0%
Attention to quality/detail	100%
Read and write English	0%
CNC machinist	0%
Customer service	0%
People skills	0%
Teamwork	0%
Math	0%
Accounting	0%
Leadership/Project management	0%

NEEDED TECHNICAL SKILLS

Employers who say these tech skills are most needed in workforce

Office	33%
Outlook	33%
Excel	33%
AutoCAD	0%
SAP	0%
CAM	0%
Computer/Internet	33%
Machinist	0%
Welding	0%
Specialized to position	33%

MINIMUM EDUCATION REQUIREMENTS

Employers who set these minimum education requirements

No degree required	N/A
High school or GED diploma	N/A
Some college	N/A
Associates degree	N/A
Bachelors degree	N/A
Graduate degree	N/A
Professional degree	N/A
Professional license	N/A
Professional certification	N/A

Northeast Indiana Workforce: Construction (continued)

Four County West Region

Hourly

Salary

WORKFORCE DEVELOPMENT

EMPLOYERS FIND THESE POSITIONS MOST DIFFICULT TO FILL

Off-shift openings	N/A
Programmers	N/A
Engineers	N/A
Machinists	N/A
Maintenance	N/A
Skilled labor	N/A
Unskilled labor	N/A
Management	N/A
Other	N/A
Mechanical	N/A
Skilled trades	N/A

SALARY OUTLOOK

PAY INCREASES

In 2022/2023

Percentage of companies giving pay raises in preceding 12 months	N/A
Average raise given in preceding 12 months	N/A
Typical raise given in preceding 12 months	N/A

In 2023/2024

Percentage of companies planning pay raises in next 12 months	N/A
Average raise planned in next 12 months	N/A
Typical increase planned in next 12 months	N/A

Northeast Indiana Workforce: Construction (continued)

Four County West Region

Hourly

Salary

TRAINING AND EDUCATION

TRAINING AND CAREER DEVELOPMENT

Percentage of companies with training and education benefits 0% 0%

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

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	N/A	N/A

JOB SKILLS AND CAREER DEVELOPMENT

Percentage of companies that offer in-house skills and career development programs . 0% 0%

Percentage of companies that offer in-house career development programs 0% 0%

MENTORING

Percentage of companies with formal mentoring program 0% 0%

IN-HOUSE TRAINING

Percentage of companies where training is done in-house 0% 0%

OFF-SITE TRAINING

Percentage of companies where training is done off-site. 0% 0%

ORIENTATION

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

INTERNSHIPS

Percentage of companies with internships. N/A

Northeast Indiana Workforce: Construction (continued)

Four County West Region

Hourly

Salary

SUBSTANCE SCREENING

DRUG TESTING

Percentage of companies that conduct drug screening 0%

Which screening protocol is used?

Five panel N/A

Seven panel N/A

DOT N/A

Other N/A

Percentage of those companies that require new applicants to pass N/A N/A

Current employees are screened

Randomly N/A N/A

After incident/injury N/A N/A

For cause N/A N/A

MARIJUANA TESTING

Percentage of companies that test for marijuana use N/A

Percentage of companies that make allowance for prescription N/A

When are tests done?

As part of hiring process N/A

For cause or after incident N/A

Leisure, Retail, Hospitality and Restaurants



NORTHEAST INDIANA

2023 FOUR COUNTY WEST REGION

WAGES AND BENEFITS SURVEY



Leisure, Hospitality, Retail, and Restaurants

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

INSIDE THIS SECTION

Wages 104-109

Benefits

Time off 111-114

Health insurance plans and costs 115-122

Financial benefits and incentives 123-126

Other benefits 126

Employment and Workplace

Staffing forecasts 128

Recruiting and workforce assessments 129-131

Salary forecasts 131

Training and career development 132

COVID-19 Issues

Impact on employment 129

Vaccination policies 129

WAGES



Leisure, Hospitality, Retail and Restaurants

Northeast Indiana Wages: Leisure, Hospitality, Retail, Restaurants

Four County Region

	Number of Workers	Percentage of Workforce	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
MANAGEMENT OCCUPATIONS					
General and Operations Managers	270	1.9%	\$28.21	\$39.12	\$61.14
Marketing Managers	3	0.0%	\$36.32	\$46.78	\$73.00
Sales Managers	29	0.2%	\$36.59	\$47.28	\$68.51
Facilities Managers	4	0.0%	\$28.60	\$36.30	\$47.08
Financial Managers	6	0.0%	\$30.58	\$46.40	\$62.87
Food Service Managers	74	0.5%	\$22.53	\$27.54	\$31.87
Entertainment and Recreation Managers, Except Gambling	4	0.0%	\$16.36	\$20.26	\$32.05
Lodging Managers	15	0.1%	\$15.83	\$19.38	\$20.30
Managers, All Other	5	0.0%	\$15.51	\$24.75	\$38.07
BUSINESS AND FINANCIAL OPERATIONS OCCUPATIONS					
Buyers and Purchasing Agents	19	0.1%	\$22.04	\$24.27	\$31.86
Human Resources Specialists	16	0.1%	\$18.72	\$23.65	\$30.42
Meeting, Convention, and Event Planners	8	0.1%	\$13.80	\$15.65	\$23.32
Fundraisers	4	0.0%	\$17.60	\$22.67	\$34.89
Training and Development Specialists	9	0.1%	\$19.67	\$24.60	\$34.94
Market Research Analysts and Marketing Specialists	22	0.2%	\$18.95	\$23.69	\$31.08
Business Operations Specialists, All Other	7	0.1%	\$22.33	\$29.22	\$36.63
Accountants and Auditors	23	0.2%	\$23.18	\$29.93	\$39.01
Loan Officers	6	0.0%	\$17.87	\$28.56	\$39.48
COMPUTER AND MATHEMATICAL OCCUPATIONS					
Computer User Support Specialists	7	0.0%	\$17.79	\$22.55	\$28.51
Software Developers	4	0.0%	\$31.78	\$40.54	\$51.16
EDUCATIONAL INSTRUCTION AND LIBRARY OCCUPATIONS					
Self-Enrichment Teachers	13	0.1%	\$11.41	\$16.84	\$22.91
Curators	15	0.1%	\$19.54	\$21.88	\$31.77
ARTS, DESIGN, ENTERTAINMENT, SPORTS, AND MEDIA OCCUPATIONS					
Floral Designers	18	0.1%	\$10.38	\$12.73	\$13.97
Graphic Designers	5	0.0%	\$17.06	\$19.33	\$23.28
Interior Designers	8	0.1%	\$20.65	\$23.07	\$25.34
Merchandise Displayers and Window Trimmers	28	0.2%	\$14.56	\$15.41	\$19.66
Producers and Directors	4	0.0%	\$22.88	\$32.25	\$42.66
Coaches and Scouts	29	0.2%	\$10.29	\$13.57	\$17.95
Musicians and Singers	8	0.1%	\$16.06	\$22.81	\$31.45
Public Relations Specialists	3	0.0%	\$18.12	\$23.13	\$29.63
Audio and Video Technicians	6	0.0%	\$11.94	\$15.38	\$19.29

Northeast Indiana Wages: Leisure, Hospitality, Retail, Restaurants

Four County Region

	Number of Workers	Percentage of Workforce	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
HEALTHCARE PRACTITIONERS AND TECHNICAL OCCUPATIONS					
Pharmacists	53	0.4%	\$48.44	\$55.98	\$62.09
Pharmacy Technicians	146	1.0%	\$13.63	\$14.20	\$16.79
Opticians, Dispensing	18	0.1%	\$13.98	\$14.36	\$17.49
HEALTHCARE AND SUPPORT OCCUPATIONS					
Pharmacy Aides	9	0.1%	\$10.13	\$10.90	\$12.19
PROTECTIVE SERVICE OCCUPATIONS					
First-Line Supervisors of Security Workers	3	0.0%	\$16.48	\$22.17	\$27.70
Security Guards	35	0.2%	\$12.37	\$14.87	\$19.04
Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	11	0.1%	\$8.15	\$8.84	\$9.88
FOOD PREPARATION AND SERVING RELATED OCCUPATIONS					
Chefs and Head Cooks	13	0.1%	\$19.16	\$25.12	\$30.86
First-Line Supervisors of Food Preparation and Serving Workers	496	3.5%	\$13.47	\$15.31	\$18.22
Cooks, Fast Food	330	2.4%	\$8.43	\$9.80	\$10.81
Cooks, Institution and Cafeteria	43	0.3%	\$11.07	\$13.22	\$14.24
Cooks, Restaurant	562	4.0%	\$11.44	\$13.15	\$15.01
Cooks, Short Order	38	0.3%	\$8.67	\$10.17	\$12.00
Cooks, All Other	5	0.0%	\$11.07	\$13.68	\$13.99
Food Preparation Workers	254	1.8%	\$9.37	\$11.12	\$13.68
Bartenders	201	1.4%	\$8.90	\$10.21	\$12.64
Fast Food and Counter Workers	1950	13.9%	\$8.84	\$10.18	\$11.70
Waiters and Waitresses	867	6.2%	\$8.58	\$9.49	\$13.26
Food Servers, Nonrestaurant	33	0.2%	\$9.40	\$11.10	\$13.32
Dining Room and Cafeteria Attendants and Bartender Helpers	184	1.3%	\$8.75	\$9.55	\$11.52
Dishwashers	122	0.9%	\$8.63	\$9.87	\$11.62
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	146	1.0%	\$8.92	\$9.72	\$10.94
Food Preparation and Serving Related Workers, All Other	29	0.2%	\$10.48	\$11.81	\$13.76
BUILDING AND GROUNDS CLEANING AND MAINTENANCE OCCUPATIONS					
First-Line Supervisors of Housekeeping and Janitorial Workers	9	0.1%	\$14.36	\$20.46	\$22.74
First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	8	0.1%	\$17.95	\$23.25	\$28.39

Northeast Indiana Wages: Leisure, Hospitality, Retail and Restaurants

Four County Region

	Number of Workers	Percentage of Workforce	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	130	0.9%	\$10.84	\$13.05	\$16.67
Maids and Housekeeping Cleaners	93	0.7%	\$9.90	\$11.66	\$13.37
Landscaping and Groundskeeping Workers	85	0.6%	\$12.85	\$14.73	\$17.76

PERSONAL CARE AND SERVICE OCCUPATIONS

First-Line Supervisors of Entertainment and Recreation Workers, Except Gambling Services	9	0.1%	\$12.96	\$14.71	\$20.83
First-Line Supervisors of Personal Service Workers	7	0.1%	\$16.05	\$17.87	\$22.13
Animal Caretakers	27	0.2%	\$10.08	\$10.79	\$13.37
Ushers, Lobby Attendants, and Ticket Takers	11	0.1%	\$7.40	\$8.61	\$9.66
Amusement and Recreation Attendants	72	0.5%	\$7.76	\$9.76	\$12.26
Hairdressers, Hairstylists, and Cosmetologists	14	0.1%	\$10.51	\$13.46	\$17.45
Baggage Porters and Bellhops	3	0.0%	\$9.73	\$10.27	\$11.17
Tour and Travel Guides	5	0.0%	\$9.08	\$10.72	\$13.15
Childcare Workers	9	0.1%	\$8.44	\$10.45	\$13.87
Exercise Trainers and Group Fitness Instructors	42	0.3%	\$11.02	\$13.10	\$17.38
Recreation Workers	26	0.2%	\$8.79	\$10.58	\$13.50

SALES AND RELATED OCCUPATIONS

First-Line Supervisors of Retail Sales Workers	489	3.5%	\$14.12	\$17.99	\$22.95
First-Line Supervisors of Non-Retail Sales Workers	7	0.0%	\$19.25	\$32.23	\$46.37
Cashiers	1592	11.4%	\$8.72	\$10.76	\$11.39
Counter and Rental Clerks	43	0.3%	\$8.84	\$13.37	\$16.69
Parts Salespersons	108	0.8%	\$13.50	\$14.43	\$18.11
Retail Salespersons	1579	11.3%	\$10.82	\$12.79	\$14.37
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	82	0.6%	\$18.66	\$29.56	\$44.94
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	34	0.2%	\$22.93	\$30.15	\$40.58
Demonstrators and Product Promoters	5	0.0%	\$11.20	\$13.20	\$14.56
Door-to-Door Sales Workers, News and Street Vendors, and Related Workers	23	0.2%	\$4.61	\$9.93	\$18.23
Sales and Related Workers, All Other	88	0.6%	\$13.03	\$14.31	\$15.26

OFFICE AND ADMINISTRATIVE SUPPORT OCCUPATIONS

First-Line Supervisors of Office and Administrative Support Workers	82	0.6%	\$18.67	\$24.02	\$30.32
Billing and Posting Clerks	8	0.1%	\$14.29	\$17.46	\$21.12
Bookkeeping, Accounting, and Auditing Clerks	87	0.6%	\$14.67	\$18.02	\$22.37
Customer Service Representatives	211	1.5%	\$14.09	\$17.82	\$22.22
Hotel, Motel, and Resort Desk Clerks	98	0.7%	\$10.17	\$11.76	\$12.15

Northeast Indiana Wages: Leisure, Hospitality, Retail, Restaurants

Four County Region

	Number of Workers	Percentage of Workforce	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
Order Clerks	21	0.2%	\$13.55	\$14.36	\$18.61
Receptionists and Information Clerks	32	0.2%	\$11.45	\$13.67	\$16.49
Production, Planning, and Expediting Clerks	5	0.0%	\$21.30	\$23.57	\$29.78
Shipping, Receiving, and Inventory Clerks	115	0.8%	\$14.48	\$16.60	\$21.79
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	26	0.2%	\$13.41	\$14.84	\$17.73
Office Clerks, General	172	1.2%	\$13.61	\$14.74	\$18.57

FARMING, FISHING, AND FORESTRY OCCUPATIONS

Farmworkers and Laborers, Crop, Nursery, and Greenhouse	12	0.1%	\$10.10	\$12.60	\$16.92
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CONSTRUCTION AND EXTRACTION OCCUPATIONS

Carpenters	3	0.0%	\$15.73	\$21.57	\$28.72
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INSTALLATION, MAINTENANCE, AND REPAIR OCCUPATIONS

First-Line Supervisors of Mechanics, Installers, and Repairers	49	0.3%	\$22.99	\$29.52	\$37.43
Computer, Automated Teller, and Office Machine Repairers	15	0.1%	\$11.21	\$15.08	\$20.31
Electronic Equipment Installers and Repairers, Motor Vehicles	5	0.0%	\$14.92	\$17.80	\$20.30
Audiovisual Equipment Installers and Repairers	3	0.0%	\$15.30	\$16.33	\$18.41
Automotive Body and Related Repairers	10	0.1%	\$16.48	\$21.25	\$23.89
Automotive Service Technicians and Mechanics	115	0.8%	\$13.83	\$16.57	\$22.34
Bus and Truck Mechanics and Diesel Engine Specialists	8	0.1%	\$18.46	\$22.23	\$23.92
Motorboat Mechanics and Service Technicians	40	0.3%	\$15.24	\$18.17	\$23.08
Motorcycle Mechanics	21	0.2%	\$15.07	\$19.11	\$23.79
Outdoor Power Equipment and Other Small Engine Mechanics	37	0.3%	\$13.83	\$17.48	\$20.91
Recreational Vehicle Service Technicians	33	0.2%	\$14.91	\$22.36	\$24.91
Tire Repairers and Changers	44	0.3%	\$12.29	\$13.23	\$13.94
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	5	0.0%	\$16.69	\$21.74	\$27.96
Home Appliance Repairers	9	0.1%	\$13.19	\$17.71	\$24.60
Maintenance and Repair Workers, General	136	1.0%	\$17.19	\$22.22	\$27.86
Coin, Vending, and Amusement Machine Servicers and Repairers	29	0.2%	\$16.45	\$17.37	\$19.15
Installation, Maintenance, and Repair Workers, All Other	6	0.0%	\$14.05	\$16.81	\$18.75

Northeast Indiana Wages: Leisure, Hospitality, Retail and Restaurants

Four County Region

Number of Workers Percentage of Workforce 25th Percentile Hourly Wage Median Hourly Wage 75th Percentile Hourly Wage

PRODUCTION OCCUPATIONS

First-Line Supervisors of Production and Operating Workers	14	0.1%	\$23.11	\$29.19	\$36.76
Miscellaneous Assemblers and Fabricators	17	0.1%	\$14.61	\$18.16	\$23.26
Bakers	20	0.1%	\$10.24	\$12.83	\$14.30
Butchers and Meat Cutters	57	0.4%	\$11.52	\$13.16	\$16.73
Meat, Poultry, and Fish Cutters and Trimmers	7	0.0%	\$13.06	\$15.86	\$16.00
Food Batchmakers	8	0.1%	\$14.54	\$18.02	\$21.23
Food Processing Workers, All Other	4	0.0%	\$13.23	\$16.52	\$17.44
Laundry and Dry-Cleaning Workers	7	0.1%	\$10.38	\$11.33	\$13.73
Sewing Machine Operators	3	0.0%	\$11.88	\$13.60	\$16.61
Inspectors, Testers, Sorters, Samplers, and Weighers	8	0.1%	\$17.06	\$18.47	\$22.82
Jewelers and Precious Stone and Metal Workers	21	0.2%	\$18.32	\$21.12	\$24.29
Photographic Process Workers and Processing Machine Operators	11	0.1%	\$15.11	\$17.80	\$19.66

TRANSPORTATION AND MATERIAL MOVING OCCUPATIONS

First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	64	0.5%	\$18.54	\$23.30	\$29.79
Driver/Sales Workers	146	1.0%	\$8.39	\$8.81	\$17.95
Heavy and Tractor-Trailer Truck Drivers	35	0.2%	\$18.15	\$22.83	\$27.44
Light Truck Drivers	112	0.8%	\$12.18	\$17.67	\$22.37
Shuttle Drivers and Chauffeurs	16	0.1%	\$9.57	\$11.67	\$13.93
Motor Vehicle Operators, All Other	5	0.0%	\$8.39	\$9.09	\$11.73
Parking Attendants	7	0.0%	\$8.63	\$9.87	\$12.34
Automotive and Watercraft Service Attendants	36	0.3%	\$11.78	\$12.91	\$15.38
Industrial Truck and Tractor Operators	15	0.1%	\$16.66	\$18.72	\$22.07
Cleaners of Vehicles and Equipment	44	0.3%	\$10.82	\$13.23	\$15.76
Laborers and Freight, Stock, and Material Movers, Hand	208	1.5%	\$14.43	\$17.08	\$18.59
Packers and Packagers, Hand	64	0.5%	\$12.69	\$16.88	\$18.04
Stockers and Order Fillers	659	4.7%	\$11.23	\$13.60	\$16.31

BENEFITS



Leisure, Hospitality, Retail and Restaurants

Northeast Indiana Benefits: Leisure, Hospitality, Retail, Restaurants

Four County West Region

Hourly

Salary

PAID TIME OFF

HOLIDAYS

Percentage of companies offering paid holidays	100%	. . . . .	0%
Typical number of paid holidays offered annually	6	. . . . .	6

Percentage of those companies offering these common holidays

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

COMBINED PAID TIME OFF

Percentage of companies that combine vacation, sick and personal days	100%	. . . . .	100%
Average number of PTO days offered first year	5	. . . . .	0
Typical number of PTO days offered first year	10	. . . . .	15
Average number of carryover days per year	5	. . . . .	0

How Paid Time Off 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	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	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)	10	. . . . .	10
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)

Four County West Region

Hourly

Salary

PAID TIME OFF (continued)

VACATION

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

How soon after hire may employee take paid vacation?

One to 30 days	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% 0%

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

Four County West Region

Hourly

Salary

PAID TIME OFF (continued)

BEREAVEMENT LEAVE

Percentage of companies offering paid bereavement leave	100%	100%
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%	0%
One to three months	100%	100%
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	100%	0%
Percentage of those that pay regular wages plus payment from court	100%	0%
Percentage of those that pay regular wages minus payment from court	0%	0%
Percentage where employee receives only payment from court	0%	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)

Four County West Region

Hourly

Salary

PAID TIME OFF (continued)

FAMILY MEDICAL LEAVE

Percentage of companies that offer Family Medical Leave	100%	100%
Average number of weeks paid	0	0
Typical number of weeks paid	0	0
Average number of weeks unpaid	4	4
Typical number of weeks unpaid	0	0

MATERNITY LEAVE

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

PATERNITY LEAVE

Percentage of companies that offer Paternity Leave	100%	100%
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

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

Four County West Region

Hourly

Salary

HEALTH RELATED BENEFITS

HEALTH INSURANCE OFFERED

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

HEALTH SAVINGS ACCOUNTS AND HEALTH REIMBURSEMENT ARRANGEMENTS

Percentage of companies offering only HSA or HRA plans	0%	.0%
Percentage of companies offering optional HSA or HRA plan	N/A	N/A
Percentage of companies with no HSA or HRA plan	N/A	N/A

Average company contribution to HSA/HRA account

For employee only plan	N/A	N/A
For family plan	N/A	N/A

Typical company contribution to HSA/HRA account

For employee only plan	N/A	N/A
For family plan	N/A	N/A

Average annual out of pocket limit with HSA/HRA plan

Average maximum annual out of pocket expense single	N/A	N/A
Average maximum annual out of pocket expense family	N/A	N/A

Typical annual out of pocket limit with HSA/HRA plan

Typical maximum annual out of pocket expense single	N/A	N/A
Typical maximum annual out of pocket expense family	N/A	N/A

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)

Four County West Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS

SELF-INSURED COMPANIES

Traditional Plans

Percentage of self-insured companies offering traditional plans	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)

Four County West Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

SELF-INSURED COMPANIES

High-Deductible Plan

Percentage of selfinsured companies offering traditional plans	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)

Four County West Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS

INDEMNITY-INSURED COMPANIES

Traditional Plans

Percentage of indemnity-insured companies offering traditional plans	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)

Four County West Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

INDEMNITY-INSURED COMPANIES

High-Deductible Plan

Percentage of indemnity-insured companies offering high deductible plans	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)

Four County West Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

PRESCRIPTION DRUG BENEFIT

Percentage of all companies where insurance covers prescription drugs 100% 100%

Retail copay when paying dollars

Percentage of all companies where insurance covers prescription drugs N/A N/A

Retail copay when paying dollars

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 dollars

What is the average employee copay for mail-order generic? N/A N/A
 What is the typical employee copay for mail-order generic? N/A N/A
 What is the average employee copay for mail-order formulary? N/A N/A
 What is the typical employee copay for mail-order formulary? N/A N/A
 What is the average employee copay for mail-order non-formulary? N/A N/A
 What is the typical employee copay for mail-order nonformulary? N/A N/A

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 mail-order generic? N/A N/A
 What is the typical employee copay for mail-order generic? N/A N/A
 What is the average employee copay for mail-order formulary? N/A N/A
 What is the typical employee copay for mail-order formulary? N/A N/A
 What is the average employee copay for mail-order non-formulary? N/A N/A
 What is the typical employee copay for mail-order nonformulary? N/A N/A

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

Four County West 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

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)

Four County West 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)

Four County West 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 Long-Term Disability	N/A	N/A
Typical percentage of wages employee receives while on Long-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

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

Four County West 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 commissionN/A

PROFIT SHARING AND BONUSES

Percentage of companies that offer profit-sharing or performance incentives 0%0%

How soon after hire is employee eligible?

One to 30 daysN/A N/A

One to three monthsN/A N/A

Three to six monthsN/A N/A

Six months to one year.N/A N/A

After 1 yearN/A N/A

Percentage where incentives are team based N/A N/A

Percentage where incentives are individually based.N/A N/A

BONUS POOL

Percentage of employers who have a bonus pool 0%0%

Average annual amount per employeeN/A N/A

REFERRAL BONUS

Percentage of employers that pay a retention bonus. 0%0%

RETENTION BONUS

Percentage of employers that pay a retention bonus. 0%0%

When is employee eligible? After six monthsAfter one year

N/A N/A

SHIFT DIFFERENTIAL

Percentage of companies with more than one shift. 0%

Percentage that pay a shift differentialN/A

Average hourly differential for second shift.N/A

Average hourly differential for third shiftN/A

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

Four County West 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	0%	0%
Average percentage of wages an employee may contribute to fund	N/A	N/A
Typical percentage of wages an employee may contribute to fund	N/A	N/A
Percentage of companies where the employer contributes	N/A	N/A
Average percentage of contribution the employer matches	N/A	
Typical percentage of contribution the employer matches	N/A	
Average percentage of contribution the company matches	N/A	N/A
Percentage of companies where the match is guaranteed	N/A	N/A
Percentage of companies where the match is intended	N/A	N/A

How soon after hire is employee eligible to participate?

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 a year	N/A	N/A
After one year	N/A	N/A

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

Four County West 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)	0%	0%
Child day care services	0%	0%
Child care subsidy	0%	0%
Compressed work week	0%	0%
Discounted product purchases	0%	0%
Employee assistance programs	0%	0%
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	0%	0%
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 30%

WORKPLACE



Leisure, Hospitality, Retail and Restaurants

Northeast Indiana Workplace: Leisure, Hospitality, Retail, Restaurants

Four County West Region

HIRING AND LAYOFFS

CHANGES IN STAFFING PRECEDING YEAR

Hiring

Percentage of companies that added workers in preceding six months 0%

Total number of employees added in preceding six months 0

Average number of employees added in preceding six months 0

Layoffs

Percentage of companies that laid off employees in preceding six months 100%

Total number of employees laid off in preceding six months 2

Average number of employees laid off in preceding six months 2

STAFFING CHANGES EXPECTED IN 2023

Hiring

Percentage of companies adding workers later in 2023 100%

Total anticipated increase later 2023 1

Average anticipated increase later in 2023 1

Layoffs

Percentage of companies expecting layoffs later in 2023 0%

Total anticipated layoffs later in 2023 0

Average anticipated layoffs later in 2023 0

No change

Percentage of companies anticipating neither hiring nor layoffs in 2023 0%

Percentage of companies uncertain of change in 2023 0%

STAFFING CHANGES EXPECTED IN 2024

Hiring

Percentage of companies adding workers in 2024 100%

Total anticipated increase in 2024 5

Average anticipated increase in 2024 5

Layoffs

Percentage of companies anticipating layoffs in 2024 0%

Total anticipated layoffs in 2024 0

Average anticipated layoff in 2024 0

No change

Percentage of companies anticipating no change in 2024 0%

Percentage of companies uncertain of change in 2024 0%

ANNUAL TURNOVER

Average annual turnover as percentage of employees 0%

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

Four County West Region

Hourly

Salary

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	0%
Expand internships	100%
Hire persons without high school or GED diploma	100%
Increase starting pay	100%
Pay hiring bonus	0%
Pay referral bonus	0%
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	0%
Newspapers	0%
Online	100%
Referrals	100%

PANDEMIC

Impact of the pandemic on employment environment

No impact	100%
Layoffs	0%
Furloughs	0%
Delay filling openings	0%
More flexible work from home policies	0%
Employment has grown	0%

COVID-19 Vaccine policies

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

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

Four County West Region

Hourly

Salary

WORKFORCE DEVELOPMENT

MOST NEEDED SKILLS

Employers who say these abilities are most needed in workforce

Good work ethic	0%
Welding	0%
Communication	0%
Attention to quality/detail	0%
Read and write English	0%
CNC machinist	0%
Customer service	0%
People skills	0%
Teamwork	100%
Math	0%
Accounting	0%
Leadership/Project management	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

No degree required	100%
High school or GED diploma	0%
Some college	0%
Associates degree	0%
Bachelors degree	0%
Graduate degree	0%
Professional degree	0%
Professional license	0%
Professional certification	0%

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

Four County West Region

Hourly

Salary

WORKFORCE DEVELOPMENT

EMPLOYERS FIND THESE POSITIONS MOST DIFFICULT TO FILL

Off-shift openings	N/A
Programmers	N/A
Engineers	N/A
Machinists	N/A
Maintenance	N/A
Skilled labor	N/A
Unskilled labor	N/A
Management	N/A
Other	N/A
Mechanical	N/A
Skilled trades	N/A

SALARY OUTLOOK

PAY INCREASES

In 2022/2023

Percentage of companies giving pay raises in preceding 12 months	100%
Average raise given in preceding 12 months	10%
Typical raise given in preceding 12 months	3%

In 2023/2024

Percentage of companies planning pay raises in next 12 months	100%
Average raise planned in next 12 months	10%
Typical increase planned in next 12 months	3%

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

Four County West Region

Hourly

Salary

TRAINING AND EDUCATION

TRAINING AND CAREER DEVELOPMENT

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

TUITION ASSISTANCE

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

JOB SKILLS AND CAREER DEVELOPMENT

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

MENTORING

Percentage of companies with formal mentoring programs	100%	100%
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IN-HOUSE TRAINING

Percentage of companies where training is done in-house	100%	100%
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OFF-SITE TRAINING

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

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

INTERNSHIPS

Percentage of companies with internships.	100%		
---	------	--	--

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

Four County West Region

Hourly

Salary

SUBSTANCE SCREENING

DRUG TESTING

Percentage of companies that conduct drug screening 0%

Which screening protocol is used?

Five panel N/A
 Seven panel N/A
 DOT N/A
 Other N/A

Percentage of those companies that require new applicants to pass N/A N/A

Current employees are screened

Randomly N/A N/A
 After incident/injury N/A N/A
 For cause N/A N/A

Employees who fail are

Dismissed N/A N/A
 Referred to an EAP or counseling program N/A N/A

MARIJUANA TESTING

Percentage of companies that test for marijuana use 0%

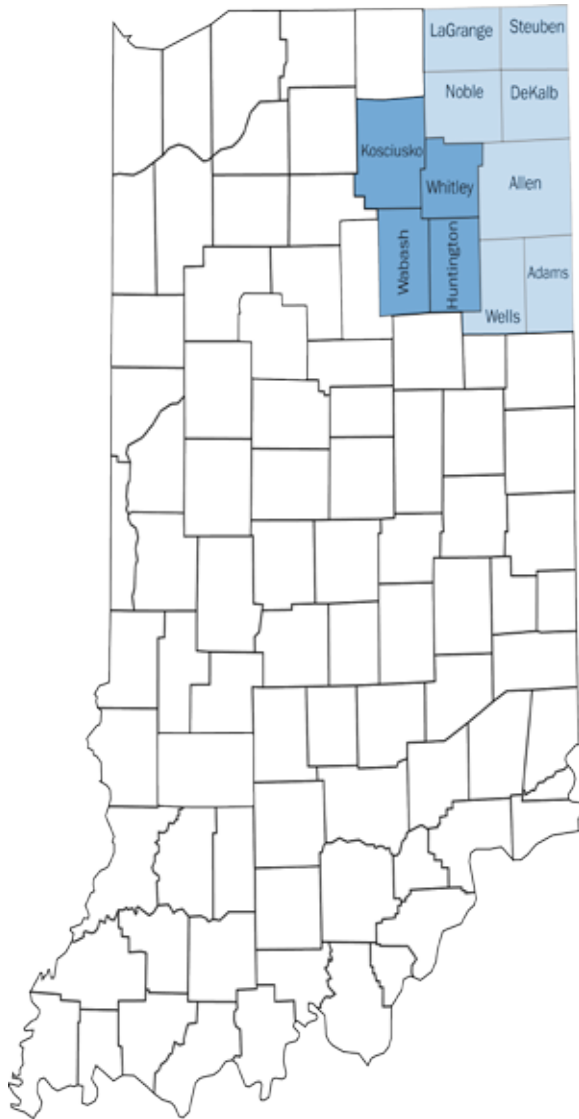
Percentage of companies that make allowance for prescription 100%

When are tests done?

As part of hiring process N/A
 For cause or after incident N/A

Four County West Region Northeast Indiana

Supplemental Reports 2023



INSIDE THIS SECTION

WORKFORCE MOBILITY

Workers commuting into and from Huntington County . .	135
Workers commuting into and from KosciuskoCounty	135
Workers commuting into and from Wabash County	135
Workers commuting into and from WhitleyCounty	135

REGIONAL DEMOGRAPHICS

Educational Attainment	136
Employment	136
Employment by Industry Sector	136
Labor Force	136
Population	136

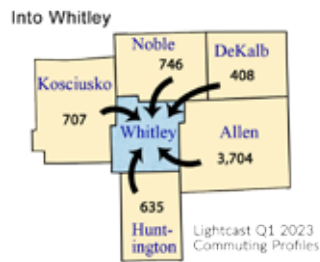
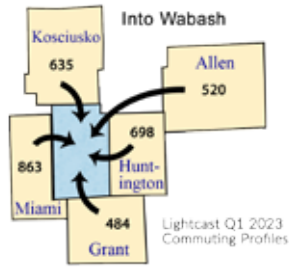
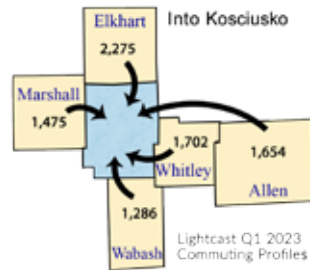
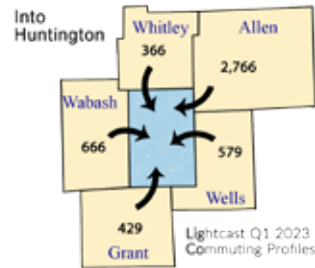
SOURCES OF DATA

About the wages and jobs data	137
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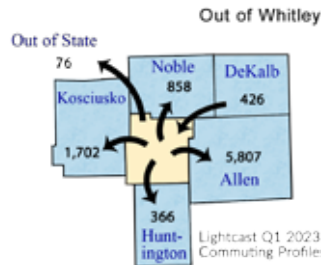
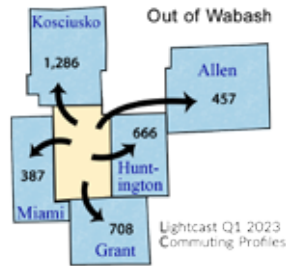
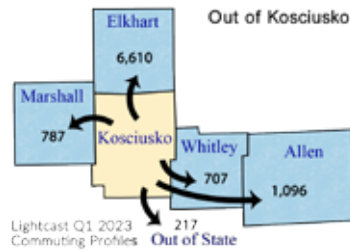
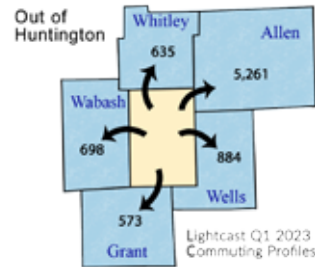
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Regional Partnership Back Cover**

WORKFORCE MOBILITY

COMMUTING INTO COUNTY



COMMUTING FROM COUNTY



Northeast Indiana Region Profile Four County West Region

POPULATION AND EDUCATIONAL ATTAINMENT

					Four County Western Region
2022 Data:	Huntington	Kosciusko	Wabash	Whitley	Region
Population Estimates	36,834	80,826	30,828	34,627	183,115
Total Population 25 and Older	25,233	54,050	21,325	23,976	124,584
Educational Attainment 2020					
- % High School or Higher	92.8%	87.7%	89.9%	92.1%	n/a
- % Bachelors or Higher	20.9%	24.3%	19.9%	23.1%	n/a
Median Age	40.6	38.9	42.3	41.4	n/a

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

LABOR FORCE AND INDUSTRY SECTORS

					Four County Western Region
2022 Data:	Huntington	Kosciusko	Wabash	Whitley	Region
By Place of Residence:					
Labor Force Estimates	18,421	40,920	14,626	17,877	91,844
Employed	17,934	39,890	14,227	17,445	89,496
Unemployed	487	1,030	399	432	2,348
Unemployment Rate	2.60%	2.50%	2.70%	2.40%	2.55%
Average Wage per Job	\$49,403	\$64,086	\$50,296	\$57,696	\$55,370
2019 Data:					
Total by Place of Work	18,233	48,277	1,568	17,786	85,864
Wage & Salary	14,352	38,541	12,308	13,785	78,986
Private	16,037	43,745	13,502	15,574	88,858
- Accommodates, Food Service	1,258	2,825	992	950	6,025
- Arts, Ent. & Recreation	194	560	337	219	1,310
- Construction	986	2,717	1,011	989	5,703
- Health Care, Social Services	1,663	3,823	NA	1,148	6,634
- Information	411	310	67	114	902
- Manufacturing	3,520	14,220	2,677	5,781	26,198
- Professional, Technical Services	NA	1,366	396	NA	1,762
- Retail Trade	1,728	4,616	1,670	1,649	9,663
- Transportation, Warehousing	716	1,012	308	NA	2,036
- Wholesale Trade	620	1,898	528	574	3,620
- Other Private (not above)	4156*	10209*	2955*	2957*	100,971
Government (Local, State, Fed.)	1,523	3,163	1,597	1,537	7,820

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

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

Lightcast Industry Data

Industry data is the backbone of Lightcast’s core labor market information (LMI) data. Industry data have various sources depending on the class of worker. Class of worker categorizes jobs according to the type of employment of the worker. This variable identifies whether the respondent is a salaried employee or is self-employed. Lightcast further splits both categories in two, resulting in four classes of worker in Lightcast Data.

Salaried Employees

QCEW Employees: The Bureau of Labor Statistics’ (BLS) Quarterly Census of Employment and Wages (QCEW) dataset is the best source for job counts data in the United States. This quarterly near-census of workers is a byproduct of unemployment insurance reporting, which businesses are required to file monthly. QCEW covers 95% of the positions held by employees in the United States.

Non-QCEW Employees: The remaining 5% of employment not covered by QCEW occurs marginally in specific industries and is accounted for in other government datasets, including BLS Current Employment Statistics (CES), BLS Employment Projections (EP) National Employment Matrix, Census Bureau County Business Patterns (CBP), Census Bureau American Community Survey (ACS), Bureau of Economic Analysis (BEA) State and Local Area Personal Income, and Railroad Retirement Board statistics. In other words, these jobs are held by employees of businesses, but for various reasons they are not covered by unemployment insurance and therefore aren’t counted in QCEW.

Self-Employed

Self-Employed: This class of worker includes job counts for work we typically think of as constituting self-employment. The data comes from multiple sources, including the ACS and Census Bureau Nonemployer Statistics (NES), and counts respondents who list self-

employment as their primary source of income.

Extended Proprietors: This class of worker contains miscellaneous job counts recorded by the BEA that exceed counts reported in ACS data. Many of these jobs are incidental self-employment that does not constitute a primary source of income (e.g., selling handmade goods on Etsy). It’s important to note that, although the goal of this class of worker is to account for miscellaneous income from labor, it inherently contains miscellaneous income from capital as well (since BEA looks at profits rather than earnings).

Lightcast recommends the use of single or combinations of class of worker for distinct purposes.

To match the BLS’s QCEW dataset most closely, Lightcast recommends using the QCEW Employees class of worker by itself.

For a complete picture of the employed workforce, Lightcast recommends using the QCEW and Non-QCEW classes together.

To capture the entire employed workforce, plus self-employed persons, Lightcast suggests using the QCEW Employees, Non-QCEW Employees, and Self-Employed classes in conjunction. This is the default class of worker setting and generally fits most use cases. This setting was used for the data extracts included in this report.

The gig economy can be approximated using the Extended Proprietors class of worker; however, it is critically important to keep in mind that some income and “jobs” from capital will likely be included, due to the nature of the BEA’s data. This will approximate the gig economy only, likely with jobs and earnings higher than they are in actuality because of the inclusion of some “extra” jobs and income.

Lightcast Occupation Data

Occupation data in the United States is generally less complete and reliable than industry data. Lightcast generates occupation job counts by taking industry job counts from QCEW and combining them with staffing patterns from the

BLS Occupational Employment Statistics (OES) dataset. Staffing patterns are unique to industries and show the percentage breakout of each industry into its component occupations. Lightcast regionalizes OES staffing patterns, creating location-specific staffing patterns that account for a region’s particular industry mix. The result is tailored staffing patterns that generate location-specific occupation employment data.

Basic occupation earnings data come from OES as well. Lightcast unsuppresses earnings data where necessary and models the MSA-level earnings native to OES down to the county level. Although OES is not published as a time series, Lightcast has developed one using historical OES data. This time series offers several benefits, including historical occupation earnings back to 2005, reduced volatility between years of published OES data, and the ability to use historical years of OES to unsuppress latest year OES data. More information on Lightcast’s occupation process and historical OES time series is available [here](#).

Lightcast Staffing Patterns

Staffing patterns show the percentage occupational makeup of jobs within each industry. The primary sources for the staffing patterns Lightcast uses to create occupation data are QCEW and BLS Occupational Employment Statistics (OES) for QCEW and Non-QCEW classes of worker and the OES and ACS for Self-Employed and Extended Proprietors.

Processes used by Lightcast for creating staffing patterns for QCEW and Non-QCEW employees and those used for creating Self-Employed and Extended Proprietors staffing patterns are described [here](#).

Other Data Sources

The BLS collaborates with all 50 state LMI offices in the development of QCEW and OES. Accordingly, data from the Indiana Department of Workforce Development (DWD) was used to develop the data contained in this report.

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