

**2010 NORTHEAST INDIANA
FRINGE BENEFIT SURVEY
AND OCCUPATIONAL WAGE DATA**

Northern Counties Summary

**Survey Prepared for and Sponsored by
WorkOne Northeast**

**In Cooperation with the
Northeast Indiana Regional Partnership**

**Prepared and Analyzed by the
Community Research Institute at IPFW**



Table of Contents

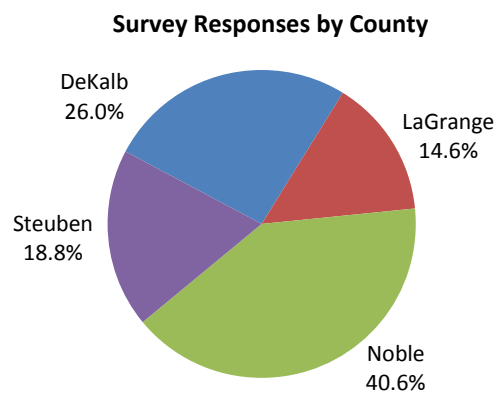
NORTHERN COUNTIES SUMMARY: DEKALB, LAGRANGE, NOBLE, AND STEUBEN COUNTIES.....	1
FRINGE BENEFITS REGIONALLY.....	2
VACATION AND LEAVE.....	2
Paid Leaves.....	2
Paid Time Off (PTO).....	2
Leave in “non PTO Companies”.....	3
Vacation.....	3
Sick Leave.....	3
Other Paid Leaves.....	4
Part-Time Employees and Paid Leaves.....	4
HEALTH, MEDICAL, AND OTHER INSURANCE.....	5
Dependent Coverage.....	6
Prescription Plans.....	6
Insurance Benefits to Part-Time or Retired Employees.....	7
RETIREMENT BENEFITS.....	7
Retirement Benefits by Classification.....	7
Retirement Plan Benefits and Part-Time Employees.....	8
OTHER BENEFITS.....	8
BENEFIT COST.....	10
GENERAL QUESTIONS ON SURVEY.....	10
Raises.....	10
Union or Labor Agreements.....	11
Shutdowns During Past Year.....	11
OPEN ENDED QUESTION SUMMARY.....	11
Critical Job-Specific Skills.....	11
Software/Technology Skills.....	12
Difficult to Fill Positions.....	12
Skills, Degrees, Certifications.....	12
Hiring in 2010.....	12
OCCUPATIONAL SALARY AND WAGES.....	13
APPENDICES.....	21
APPENDIX A. Commuting Patterns of the Region.....	21
APPENDIX B. Survey Instrument.....	23
APPENDIX C. Map of EGR3.....	30

INTRODUCTION AND METHODOLOGY TO THE 2010 NORTHEAST INDIANA FRINGE BENEFIT SURVEY:

NORTHERN COUNTIES SUMMARY: DEKALB, LAGRANGE, NOBLE, AND STEUBEN COUNTIES

In early 2010, a fringe benefit survey was conducted by the Community Research Institute on behalf of WorkOne Northeast. The eleven counties in northeast Indiana¹ were surveyed. This is a sub-report from that survey that reviews responses from companies in the northern tier of the region -DeKalb, LaGrange, Noble, and Steuben counties. The four northern counties have significant “intra-commuting” as a group with approximately 40 percent of all the commuting done in these four counties are within these same four counties. The most up-to-date information on commuting is included in Appendix A.

Within the northern counties, there was a response rate of 28.7 percent, just slightly higher than the overall survey response rate. Within the northern counties, there were differences in response rates, with Noble County accounting for over 40 percent of all responses. While largely based on the number of businesses in each county, Noble County received 28.7 percent of all surveys sent within this group, DeKalb 29.9 percent, LaGrange 18 percent and Steuben 23.4 percent.



A sincere thank you is offered to all the employers whom devoted time and effort toward the completion of the survey. An additional thank you is extended to the local economic development officials for their invaluable assistance and to those individuals who assisted in the creation of the survey.

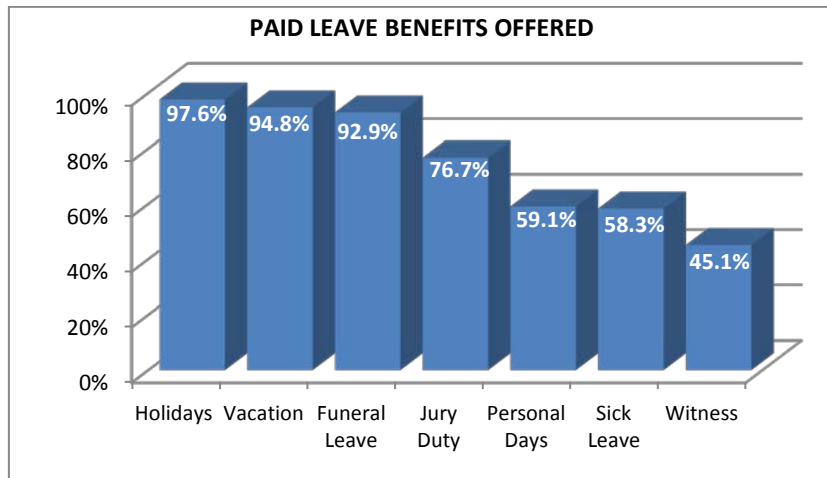
¹ The 11 counties of northeast Indiana include Adams, Allen, DeKalb, Grant, Huntington, LaGrange, Noble, Steuben, Wabash, Wells, and Whitley.

FRINGE BENEFITS REGIONALLY

VACATION AND LEAVE

Vacation and Sick Leave can be offered separately, or as part of a leave package known as “PAID TIME OFF”. There does not appear to be an exact definition of PTO since in some companies, all paid leave is part of PTO, while other companies offer additional days off for other leaves, such as holidays or jury duty. For the purposes of this report, if PTO is offered, then vacation, sick leave, and personal days are included in our statistics. The percent of employers offering PTO in lieu of separate benefits was 29.2 percent of all respondents. The data below reflect responses combined from the “PTO” and “non-PTO” companies to give an overall perspective.

The chart to the right represents TOTAL RESPONSES from both PTO and Traditional Leave Programs. This is the percent of responses which offered Paid Leave to at least one classification (exempt or non-exempt). Note: Our calculation assumes that if PTO was offered, vacation, sick leave, and personal days are offered. Other leaves (funeral, jury, witness, holiday) are calculated as offered if companies indicated the leave is offered in addition to PTO. See next section.



Paid Leaves

Paid Time Off (PTO)

- 29.2 Percent of companies offer PTO. *In these companies:*
 - 96.4 percent of exempt employees in these companies receive PTO
 - 100 percent of non-exempt employees in these companies receive PTO
 - 82.1 percent of companies offering Paid Time Off responded that the same policy was available for both exempt and non-exempt staff.
- Number of days of PTO based on length of service and classification

EXEMPT			NON-EXEMPT		
Years:	Average	Mode	Years:	Average	Mode
1	10.1	10	1	9.1	10
5	13.8	10	5	13.1	10
10	17.5	15	10	17.3	15
20	20.3	20	20	20.0	20

- Leave in addition to PTO
 - Some companies assign all leave to PTO; others allot additional days for other leave. A range of “PTO companies” offering additional leave for these types of leave are indicated below. Note: percentages were in the same range for both exempt and non-exempt classifications.
 - Holidays 75.0%
 - Funeral Leave 78.6%
 - Jury Duty 67.9%
 - Witness in Court 50.0%

Leave in “non PTO Companies”

Vacation

- 92.6 percent offered a vacation policy (of those not offering PTO). In these companies offering vacation,
 - 98.4 percent of exempt employees in these companies are eligible for vacation.
 - 100 percent of non-exempt employees in these companies are eligible for vacation.
- 73 percent of companies which offered vacation responded that exempt and non-exempt have the same vacation policy.
- Number of days of vacation days based on length of service and classification:

EXEMPT			NON-EXEMPT		
Years:	Average	Mode	Years:	Average	Mode
1	7.0	10	1	6.2	5
5	11.4	10	5	11.0	10
10	17.7	15	10	14.8	15
20	18.0	20	20	18.3	20

Sick Leave

- 41.2 percent of companies with separate leave policies (i.e. non PTO) offer sick leave. *In these companies:*
 - 92.9 percent of exempt employees in these companies are eligible for sick leave.
 - 75.0 percent of non-exempt employees in these companies are eligible for sick leave.
- Almost 78 percent of companies which offered paid sick leave responded that exempt and non-exempt have the same sick leave policy.
- Number of days of sick leave days based on length of service and classification (note wide variance between average and mode indicate the influence of some outliers. Some companies may have been referring to their long term disability policy when responding, but these responses were included in the statistics regardless of the possible confusion):

EXEMPT			NON-EXEMPT		
Years:	Average	Mode	Years:	Average	Mode
1	16.6	5	1	15.0	5
5	24.2	5	5	20.4	5
10	23.1	5	10	20.4	5
20	34.5	5	20	29.7	5

(Note: “0” was only included when the company offered sick leave to another classification or at another range of service years; that is, if a company simply did not offer sick leave, it was not included in these statistics.)

- Additional Sick Leave Policy Observations:
 - In the subset of companies which offered separate sick leave benefits for exempt and non-exempt, there were several (approximately 14 percent in this subset) which indicated “no limit” or “as needed” number of days available for exempt staff only.
 - Additionally, wide ranges in sick leave days were observed for both exempt and non-exempt classifications. For example, the range with 20 years of service was 0 days to two years of paid sick leave.

Other Paid Leaves

- 91 percent of companies indicated that they offered at least one other type of Other Paid Leave. There was some difference in which leaves were offered and how many days were paid by classification, as shown in the table below.
- 79 percent of companies indicated that the same leave policy was available to exempt and non-exempt.
- Number of days of other leave days by classification:

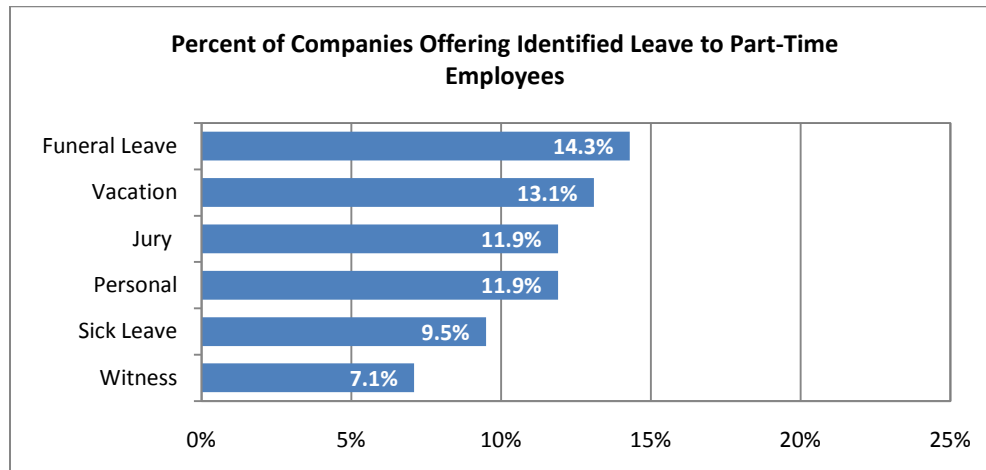
EXEMPT				NON-EXEMPT			
Type	Percent of Companies:	Average: in Days	Mode: in Days	Type:	Percent of Companies:	Average: in Days	Mode: in Days
Paid Holidays	91.0%	9.1	10	Paid Holidays	91.0%	9.5	10
Funeral Leave	87.9%	3.3	3	Funeral Leave	86.4%	3.3	3
Jury Duty*	74.7%	7.7	3	Jury Duty*	71.2%	7.6	5
Witness Leave	35.9%	4.1	3	Witness Leave	31.3%	3.8	2
Personal Days	38.5%	3.9	5	Personal Days	36.9%	3.1	3

* There were no limits to Jury Leave in approximately 4 percent of both exempt and non-exempt classifications in companies offering this leave.

Note: There is an assumption in these calculations. Companies which indicated that they offered no vacation days also left all responses to these leave questions blank. The assumption is that these companies also do not offer any other paid leave.

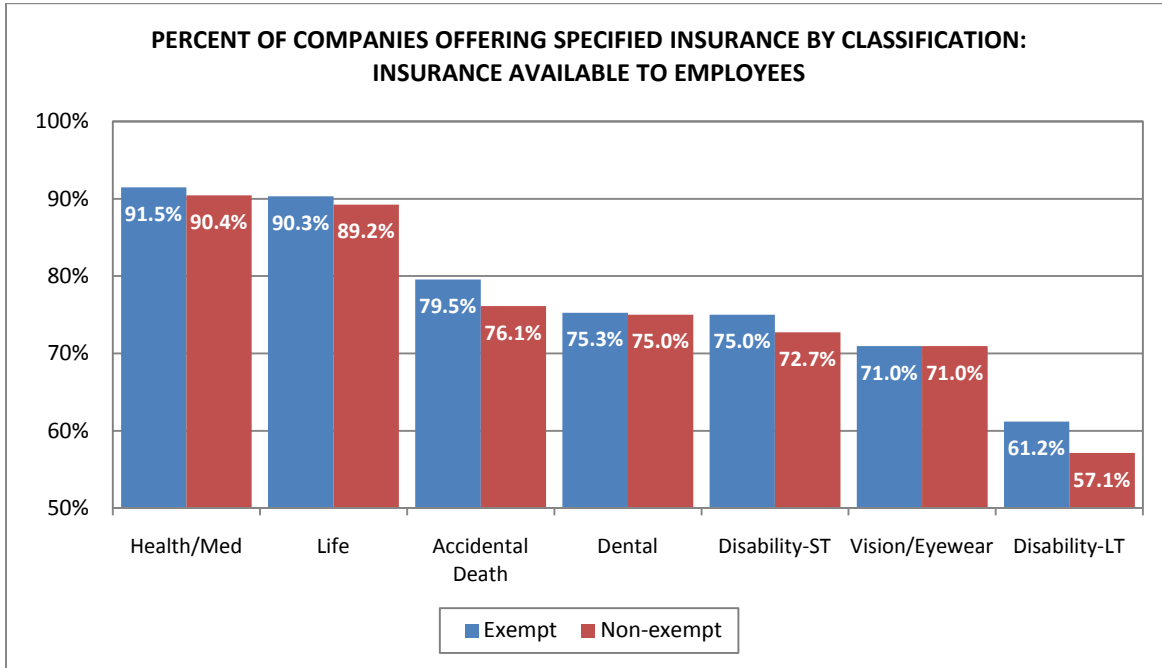
Part-Time Employees and Paid Leaves

- 16.7 percent of companies offered at least one type of Paid Leave to part-time employees. This includes holidays, sick leave, funeral leave, jury duty, personal days.



HEALTH, MEDICAL, AND OTHER INSURANCE

More than 79 percent of the respondents indicated that non-exempt and exempt were offered the same insurance plans. Most of the differences in insurance offerings between the classifications are very small, with one of the few differences between exempt and non-exempt insurance was that long-term disability was available less often to non-exempt personnel.



WHO PAYS FOR EMPLOYEE COST OF INSURANCE?

Type	Company Pays	Employee Pays	Shared Expense Between Company and Employee
Health	10.2%	2.3%	87.5%
Life	64.7%	3.5%	31.8%
Accidental Death & Dismemberment	60.8%	9.5%	29.7%
Dental	11.4%	22.9%	65.7%
Disability-Short Term	57.1%	20.0%	22.9%
Vision/Eyewear	22.9%	18.6%	58.6%
Disability-Long Term	50.0%	23.4%	26.6%

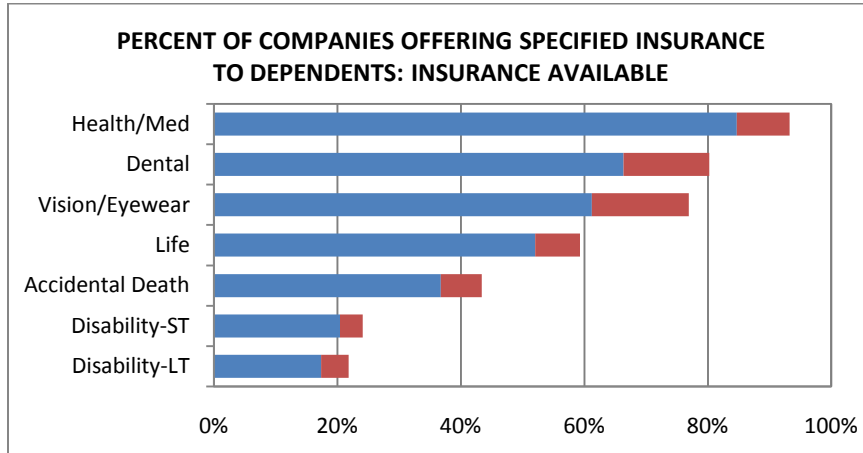
RESPONSES FROM COMPANIES OFFERING MEDICAL(HEALTH) BENEFITS:

	NO	YES	NOT KNOWN
Does your company's medical insurance cover pre-existing conditions?	22.0%	52.4%	25.6%
Do you offer a choice in provider, such as a Preferred Provider Organization (PPO) or Health Maintenance Organization, etc	63.4%	34.1%	2.4%
Does your company offer Health Savings Accounts?	56.8%	43.2%	0.0%

Note: Respondents were given an opportunity to specifically indicate if the responses to these particular questions were unknown to them.

Dependent Coverage

Some respondents did not complete certain sections of the dependent health questions. Rather than assume the non-response had a specific intent, a range is shown. For example, between 84.7 to 93.3 percent of the companies surveyed have a health insurance plan available to dependents.



Insurance	Range
Health/Med	84.7-93.3%
Dental	66.3-80.2%
Vision/Eyewear	61.2-76.9%
Life	52.0-59.3%
Accidental Death	36.7-43.4%
Disability-ST	20.4-24.1%
Disability-LT	17.3-21.8%

WHO PAYS FOR DEPENDENT COST OF INSURANCE?

TYPE OF INSURANCE	Company Pays	Employee Pays	Shared Expense between Company and Employee
Health	3.6%	13.3%	83.1%
Dental	7.7%	32.3%	60.0%
Vision/Eyewear	15.0%	30.0%	55.0%
Life	25.5%	49.0%	25.5%
Accidental Death & Dismemberment	30.6%	44.4%	25.0%
Disability-Short-term	35.0%	35.0%	30.0%
Disability-Long-term	35.3%	29.4%	35.3%

Prescription Plans

- 81.3 percent of companies indicated that they offered a separate prescription plan or one that is part of an insurance program.
 - 14.6 percent responded that no prescription plan was available.
 - 4.2 percent did not respond.
- Of those responding, the following indicate payment responsibility:

Prescription Plan Payment:

	Employee Plan Only	Dependent Plan Only
Company	9.0%	3.8%
Employee	1.3%	12.8%
Shared	89.7%	83.8%

Insurance Benefits to Part-Time or Retired Employees

- 10.9 percent of companies indicated that they offered some type of insurance plan(s) to part-time employees.
- 19.6 percent of companies indicated that they offered some type of insurance plan(s) to retired employees.

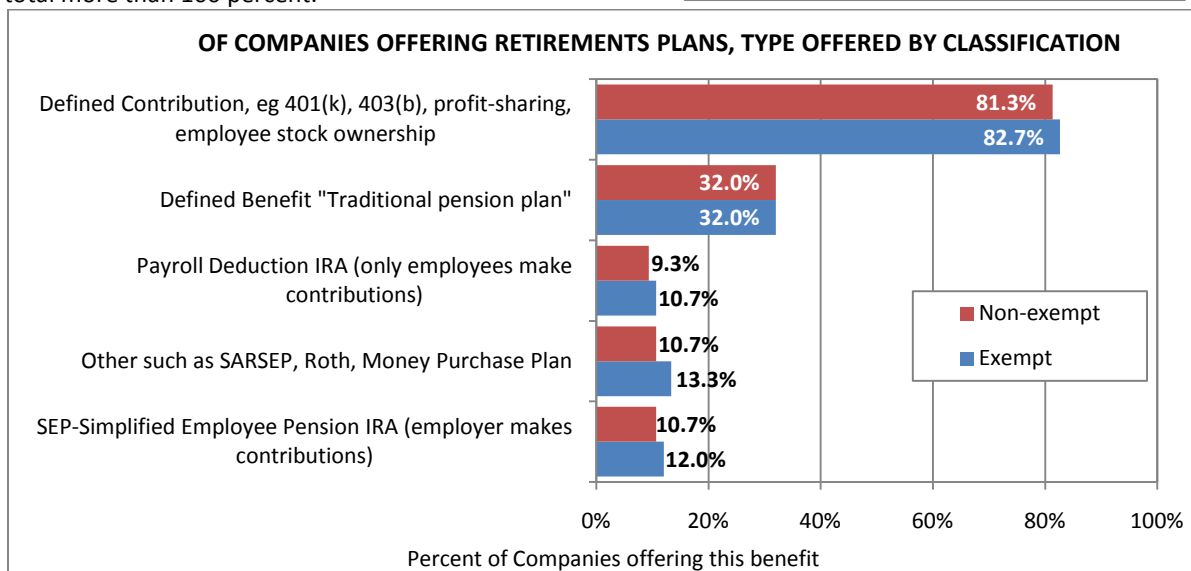
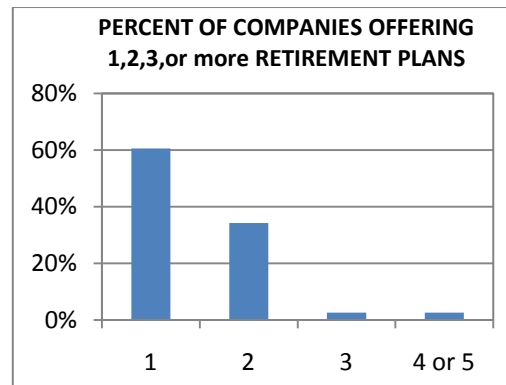
Insurance Benefits Offered To: (Percent of Companies Indicating that they offered the Identified Insurance)	Part-Time	Retired
Health	10.9%	19.6%
Dental	9.8%	10.9%
Vision/Eyeware	8.7%	7.8%
Life	8.7%	5.1%
Disability-Short-term	6.5%	na
Disability-Long-term	5.4%	1.0%
Accidental Death & Dismemberment	8.7%	1.0%

Who pays for plans/premiums?	Part-Time	Retired
Shared	100%	36.8 %
Employee	0%	57.9 %
Company	0%	5.3%

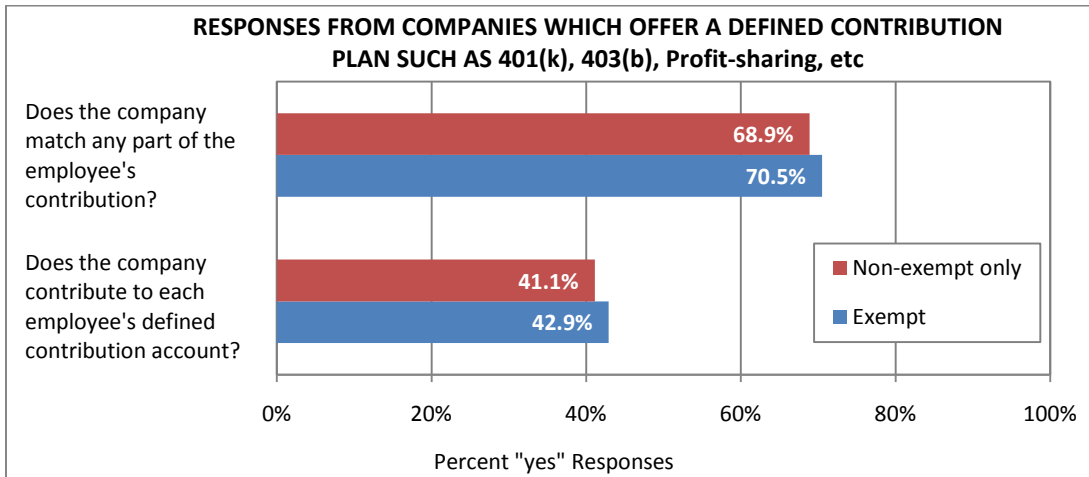
RETIREMENT BENEFITS

Retirement Benefits by Classification

- Approximately 81.7 percent of all companies offered some type of retirement plan. There were some differences in the types of plans offered to exempt or non-exempt, but in general, if a retirement plan was available; both classifications had some type of plan.
- Of those offering plans, 38.7 percent of all companies offered multiple retirement plans. The percentage offering multiple plans is shown on the right. For example, of those offering a defined benefit plan, only 21 percent offered this as their only retirement plan. Given this, the summary of the retirement plans offered in the chart below will total more than 100 percent.

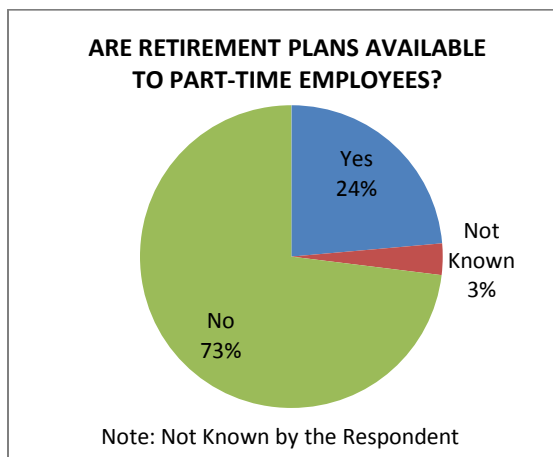


If a defined contribution plan was offered, questions concerning employer contribution were asked, and responses are summarized below.



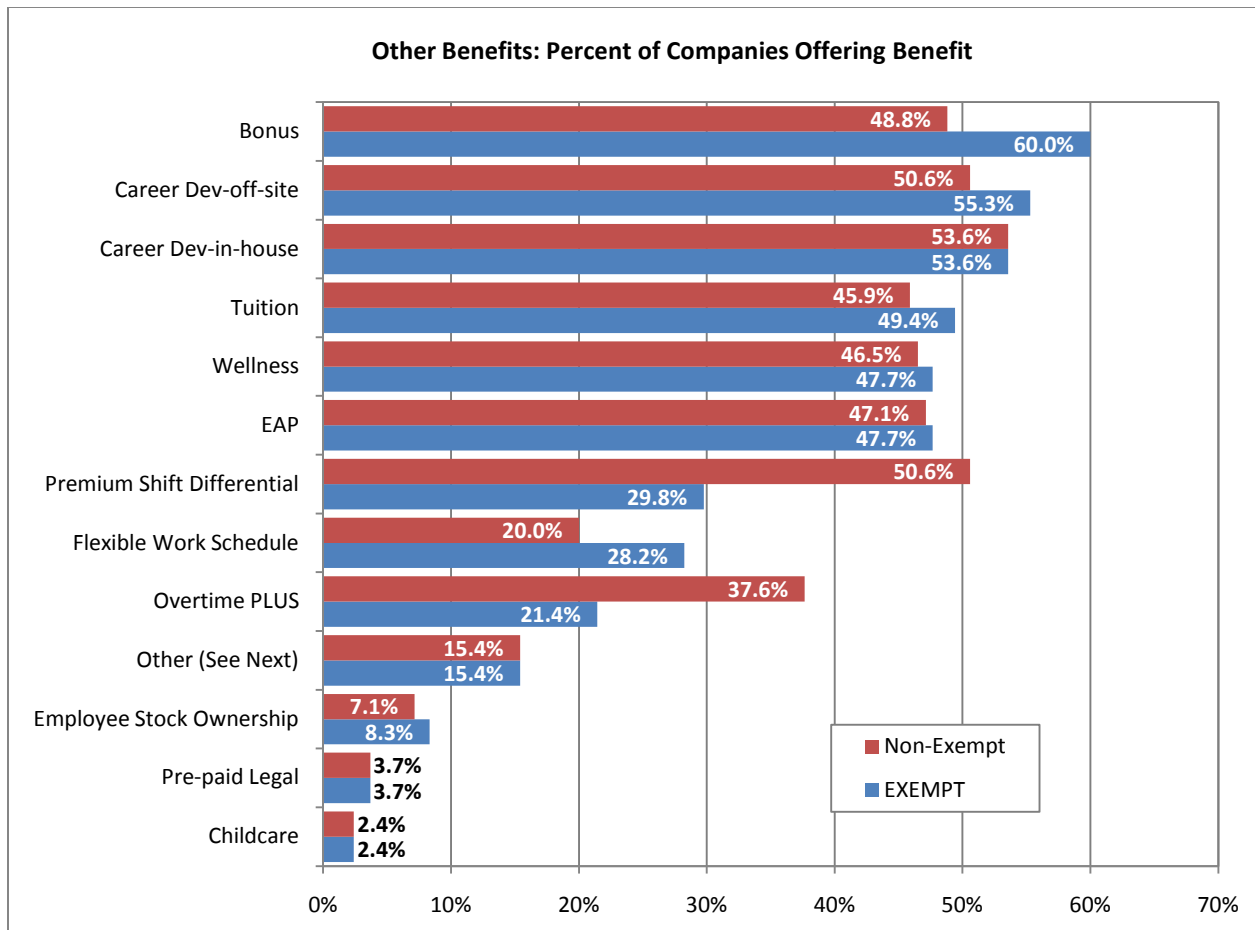
Retirement Plan Benefits and Part-Time Employees

- 24 percent of companies indicated that they offered some type of retirement plan(s) to part-time employees.



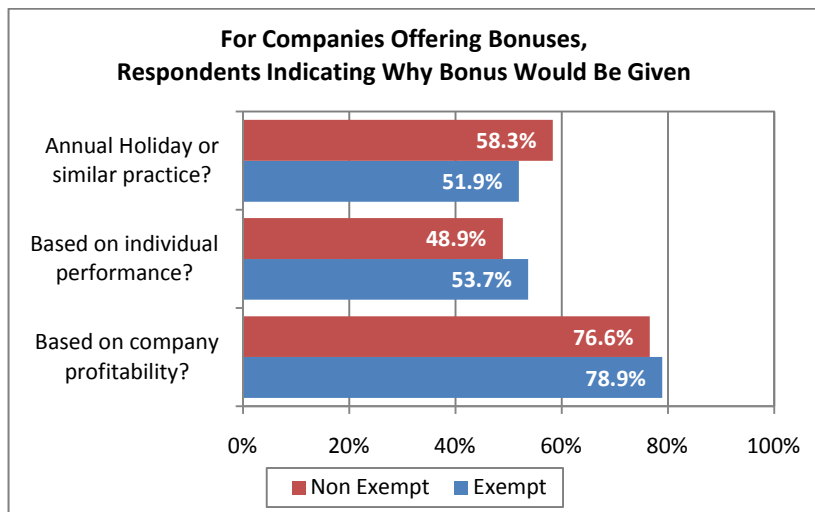
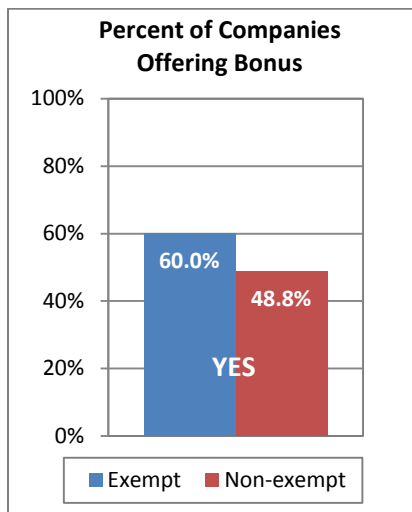
OTHER BENEFITS

- *Bonus* was the other benefit available most often to exempt personnel. 60 percent of the companies had bonus programs for exempt personnel; 48.8 percent for non-exempt.
- *Career Development in house* was the other benefit most often available to non-exempt personnel with 53.6 percent of the companies offering this to non-exempt.
- Overall, 57.8 percent responded that they offered the same "other" benefits to both classifications; in many instances, this also includes the lack of the benefit offered.



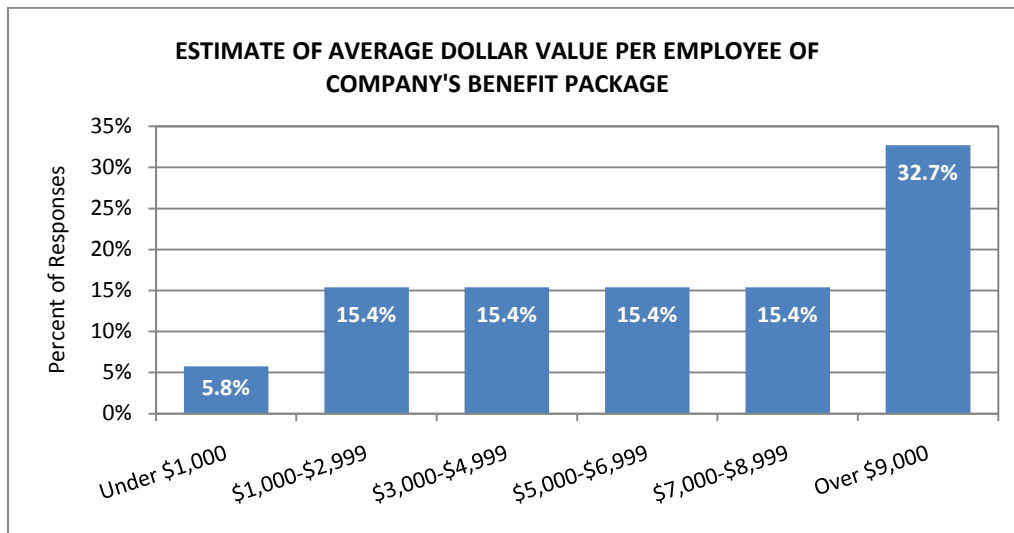
Other is broken out below in greater detail.

For those responding that a bonus was offered (see left chart below), three additional questions were asked. These are reviewed in the chart below. Responses are not mutually exclusive.



Respondents were also given an opportunity to write-in other benefits, and this was completed by approximately eight percent of the respondents. The predominant response was flexible spending accounts, and no other response received more than one response. The entire summary is presented in the overall NEI report.

BENEFIT COST



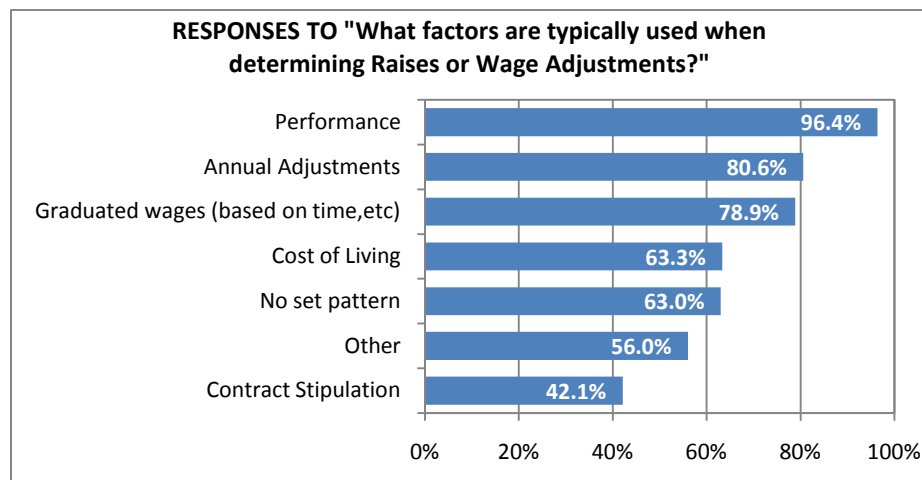
RESPONSES TO "Estimate of Benefit Value as a Percent of Wages?"	
Range	6-68%
Average	31.7%
Median	28.3%
Mode	18.0%

RESPONSES TO "What Percent of Payroll is Applied Toward Providing Health/Medical Insurance?"	
Range	8.6-48%
Average	20.8%
Median	15%
Mode	14%

GENERAL QUESTIONS ON SURVEY

Raises

More than one response was possible when asked what were factors used in determining raises or wage adjustments in normal economic conditions (given the understanding that many companies have not given raises in the past year or so due to the economic climate).



Union or Labor Agreements

Ninety-four percent of all companies responded to the question asking about union activity.

- 13.5 percent of all companies responded that there was a labor agreement at the NEI location. Note that this includes all companies, including educational institutions, construction entities, other service unions, and manufacturers.
 - Within the set of responses from manufacturers, 9.1 percent of manufacturers responded that at least some employees were members of a union, and 6.1 percent of the manufacturers did not respond to this question.
- 53.8 percent of all companies with unions responded that there was some type of union activity within the last year. Most of these were teacher associations.
 - Within the set of responses from manufacturers, one-third of manufacturers with union employees responded that there was some type of union activity within the last year, although the number of responses in this category was too small to generalize to the entire population.

Shutdowns During Past Year

One-third of the manufacturing companies responded that there was at least one shutdown “during the year”, and 7.6 percent of manufacturers did not respond to this question. Thirty-six percent of the companies which had shutdowns responded that employees were paid during the shutdown although our question could have been more specific. For example, employees could use vacation or other factors could exist. Most often, we seem to associate shutdowns with capital conversions or labor issues; however, in the northern counties and in NEI in general, recent shutdowns are not associated with labor issues. Only 13.6 percent of all manufacturers with shutdowns also had a union presence. Quite possibly, this percentage of companies with shutdowns is higher than usual due to the recession, but further research in this area may be helpful.

OPEN ENDED QUESTION SUMMARY

Questions and responses are summarized below.

Critical Job-Specific Skills

75 percent of the companies responded to this question, and most identified three job-specific skills. This particular question did not ask if these skills were lacking-just what was needed to be successful in that particular workplace. Two-thirds of the major responses are summarized below. This question was posed by WorkOne in order to identify the need for potential training programs and strategies, so in-depth review may be done by that organization.

RESPONSE to Question: What are the three most critical job-specific skills that workers must possess to ensure success in the workplace (e.g. welding skills, quality skills, customer service skills, electrical skills, process engineering skills, others)?

Skills Identified 10 times or More (in order by number of responses): Quality skills; Customer service skills; Machining (excluding CNC-see below); Computer or Computer Skills

Skills identified by at least 4 respondents (but less than 10): Welding; Math (note: shop and basic math skills were mainly identified, but "math/physics" and "math analysis" were also listed; Engineering (technical) ;Communication skills; Team Player, Work well with a team; (Good) Work Ethic; Detail (attention to); CNC.

Software/Technology Skills

73 percent of the companies responded to this question, and there were on average 2 needs from each respondent. The table below represents 76 percent of the skills identified. Microsoft products were clearly identified.

RESPONSE to Question: What are the two most software/technology skills that workers must possess to be effective on the job (e.g. Excel, AutoCAD, Unigraphics, Outlook, others)?

Excel; Outlook, Word, and MICROSOFT OFFICE in general; Autocad, basic computer skills

Difficult to Fill Positions

Sixty percent of the companies identified positions that were difficult to fill with Indiana workers, but another seven percent took the time to respond that they had no particular problems.

RESPONSE to Question: What jobs/positions are most difficult to fill with workers from Indiana?

PRODUCTION RELATED (and with over 50 percent of our survey respondents from this sector, a large number of responses in this area is not surprising) such as Maintenance; Welder; CNC; Tool & Die and machine set-up (mold, mechanical); Labor (general); Engineer

Management-could be Upper Level or line/production

Skills, Degrees, Certifications

59 percent of the companies identified preferred skills, certifications, or degrees, or took the time to indicate that their particular business had no specific requirements. Some commented that these positions were hard to fill; others simply identified their needs regardless of any difficulty in filling their positions.(e.g. schools would obviously need individuals with Indiana Teacher Certifications).

RESPONSE to Question: What specific skills are the most difficult to find in workers from northeast Indiana? What degrees or certifications do you require/prefer workers to possess?

None; Attendance/dependable/dedication; Work ethic; Quality (skills, assurance); Electrical/electrician ;Web, Internet skills, graphic; High school

Certifications such as Wastewater/IDEM certifications (other specific certifications were noted, but none except water received multiple responses.

Engineering degrees. Also, non-specific Associates and Bachelor degrees were identified.

Hiring in 2010

75 percent of the companies responded to this final question. As can be expected, there were many companies who did not anticipate any hiring, some who would be calling back laid-off employees, some with replacement hiring, and then other who would be expanding with new hires. Overall, a little more than half of the respondents planned some type of new or replacement hiring.

RESPONSE to Question: Do you anticipate hiring in 2010? IF yes, how many new positions? Do you anticipate many "replacement" positions? Percent of Companies which responded to this question which plan the identified activity:

Do not anticipate any hiring	35.2%
Plan to call-back laid off workers	14%
Plan to hire replacement workers	21.1%
Plan to hire new personnel (or have already hired since January 2010)	32.2%
Plan to hire seasonal or temporary	1.4%
Uncommitted, but hopeful (*)	8.5%

(note some companies planned more than one adjustment, e.g. hiring replacement employees and new employees so totals will exceed 100 percent)

*Of course, most of these responses could be considered "uncommitted". They are simply the future plans for this year.

OCCUPATIONAL SALARY AND WAGES

2008 Northern Counties

Total all occupations	14
Management Occupations.....	14
Business and Financial Operations Occupations	14
Computer and Mathematical Occupations.....	14
Architecture and Engineering Occupations	14
Life, Physical, and Social Science Occupations	15
Community and Social Services Occupations	15
Legal Occupations	15
Education, Training, and Library Occupations	15
Arts, Design, Entertainment, Sports, and Media Occupations	15
Healthcare Practitioners and Technical Occupations	16
Healthcare Support Occupations	16
Protective Service Occupations	16
Food Preparation and Serving-Related Occupations.....	16
Building and Grounds Cleaning and Maintenance Occupations	16
Personal Care and Service Occupations.....	17
Sales and Related Occupations	17
Office and Administrative Support Occupations	17
Construction and Extraction Occupations	18
Installation, Maintenance, and Repair Occupations.....	18
Production Occupations.....	19
Transportation and Material Moving Occupations.....	20

Source: Indiana Department of Workforce Development, Research & Analysis, Occupational Employment Statistics (OES) Program

Note: Those occupations with an estimated employment of NA or less than 50 were excluded.

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Total all occupations	65,860	\$33,388	\$17,752	\$41,206

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Management Occupations	2,010	\$80,248	\$43,192	\$98,775
Top Executives	680	\$103,024	\$49,762	\$129,656
Chief Executives	110	\$140,295	\$73,918	\$173,484
General and Operations Managers	500	\$99,446	\$55,203	\$121,568
Legislators	70	\$68,979	\$17,905	\$94,516
Advertising, Marketing, Promotions, Public Relations, & Sales Managers	110	\$67,595	\$34,587	\$84,099
Sales Managers	70	\$75,851	\$34,679	\$96,438
Operations Specialties Managers	610	\$76,128	\$48,963	\$89,710
Financial Managers	100	\$89,175	\$61,313	\$103,106
Industrial Production Managers	310	\$74,315	\$48,574	\$87,186
Purchasing Managers	60	\$81,719	\$51,970	\$96,593
Other Management Occupations	610	\$61,127	\$37,102	\$73,139
Education Administrators, Elementary and Secondary School	110	\$73,400	\$59,710	\$80,246
Engineering Managers	100	\$84,016	\$65,319	\$93,364
Food Service Managers	60	\$40,391	\$31,859	\$44,657
Medical and Health Services Managers	70	\$69,249	\$55,792	\$75,977
Managers, All Other	120	\$43,772	\$30,310	\$50,502

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Business and Financial Operations Occupations	1,080	\$45,116	\$21,121	\$57,114
Business Operations Specialists	710	\$42,655	\$19,452	\$54,257
Purchasing Agents, Except Wholesale, Retail, and Farm Products	210	\$51,256	\$35,001	\$59,383
Cost Estimators	50	\$45,037	\$33,921	\$50,594
Employment, Recruitment, and Placement Specialists	60	\$34,312	\$24,115	\$39,410
Compensation, Benefits, and Job Analysis Specialists	150	\$36,485	\$20,151	\$44,652
Human Resources, Training, & Labor Relations Specialists, All Other	150	\$17,407	\$14,291	\$18,965
Financial Specialists	370	\$49,790	\$25,584	\$61,893
Accountants and Auditors	210	\$56,684	\$38,420	\$65,817
Loan Officers	50	\$48,324	\$23,212	\$60,880
Tax Preparers	50	\$20,021	\$15,312	\$22,375

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Computer and Mathematical Occupations	370	\$52,114	\$31,366	\$62,488
Computer Specialists	370	\$52,074	\$31,336	\$62,443
Computer Programmers	60	\$53,321	\$39,119	\$60,422
Computer Support Specialists	110	\$35,716	\$26,879	\$40,135
Computer Systems Analysts	50	\$65,519	\$47,856	\$74,350
Network and Computer Systems Administrators	80	\$62,022	\$46,197	\$69,934

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Architecture and Engineering Occupations	1,120	\$54,988	\$34,927	\$65,019
Engineers	660	\$64,568	\$48,621	\$72,542
Industrial Engineers	310	\$62,883	\$48,456	\$70,097
Mechanical Engineers	210	\$64,013	\$48,508	\$71,765
Drafters, Engineering, and Mapping Technicians	430	\$40,811	\$26,405	\$48,014
Architectural and Civil Drafters	100	\$43,500	\$33,089	\$48,706

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Engineering Technicians, Except Drafters	200	\$37,105	\$20,996	\$45,160
Electrical and Electronic Engineering Technicians	80	\$24,512	\$18,429	\$27,553
Industrial Engineering Technicians	90	\$45,580	\$34,316	\$51,212

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Life, Physical, and Social Science Occupations	210	\$42,707	\$25,105	\$51,508

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Community and Social Services Occupations	570	\$37,173	\$26,724	\$42,397
Counselors, Social Workers, & Other Community & Social Service Specialists	560	\$36,911	\$26,781	\$41,976
Educational, Vocational, and School Counselors	60	\$52,918	\$39,616	\$59,568
Social Workers	310	\$31,913	\$25,636	\$35,051
Child, Family, and School Social Workers	110	\$31,820	\$24,051	\$35,705
Mental Health and Substance Abuse Social Workers	90	\$33,134	\$26,045	\$36,678
Social Workers, All Other	90	\$29,947	\$27,527	\$31,158
Social and Human Service Assistants	60	\$34,139	\$26,766	\$37,825

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Legal Occupations	230	\$85,404	\$30,124	\$113,043
Lawyers, Judges, and Related Workers	170	\$104,141	\$47,192	\$132,616
Lawyers	150	\$107,128	\$47,388	\$136,998

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Education, Training, and Library Occupations	3,420	\$37,570	\$20,633	\$46,038
Primary, Secondary, and Special Education School Teachers	2,000	\$46,589	\$32,559	\$53,604
Preschool Teachers, Except Special Education	110	\$21,046	\$14,343	\$24,398
Elementary School Teachers, Except Special Education	460	\$48,496	\$35,009	\$55,239
Middle School Teachers, Except Special & Vocational Education	720	\$47,539	\$35,468	\$53,575
Secondary School Teachers, Except Special & Vocational Education	510	\$49,048	\$35,294	\$55,924
Other Teachers and Instructors	670	\$23,780	\$19,280	\$26,030
Teachers and Instructors, All Other	610	\$23,570	\$18,868	\$25,921
Librarians, Curators, and Archivists	90	\$39,254	\$21,662	\$48,049
Librarians	50	\$51,337	\$37,320	\$58,345
Other Education, Training, and Library Occupations	620	\$21,589	\$16,342	\$24,213
Teacher Assistants	610	\$21,159	\$16,306	\$23,586

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Arts, Design, Entertainment, Sports, and Media Occupations	530	\$28,336	\$15,131	\$34,939
Art and Design Workers	140	\$38,166	\$18,982	\$47,759
Graphic Designers	70	\$39,133	\$22,460	\$47,470
Entertainers and Performers, Sports and Related Workers	110	\$19,861	\$14,220	\$22,682
Coaches and Scouts	90	\$15,228	\$14,216	\$15,734
Media and Communication Workers	260	\$25,486	\$15,844	\$30,307
Public Relations Specialists	80	\$30,709	\$24,613	\$33,758
Editors	60	\$29,393	\$22,475	\$32,852

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Healthcare Practitioners and Technical Occupations	2,000	\$51,164	\$29,814	\$61,839
Health Diagnosing and Treating Practitioners	960	\$65,270	\$39,994	\$77,909
Pharmacists	120	\$85,169	\$63,092	\$96,207
Registered Nurses	620	\$49,368	\$38,304	\$54,900
Health Technologists and Technicians	1,010	\$37,844	\$24,799	\$44,367
Dental Hygienists	80	\$60,066	\$59,716	\$60,241
Radiologic Technologists and Technicians	70	\$49,395	\$41,690	\$53,247
Pharmacy Technicians	190	\$28,216	\$21,118	\$31,766
Licensed Practical and Licensed Vocational Nurses	410	\$39,497	\$35,445	\$41,522

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Healthcare Support Occupations	1,180	\$24,494	\$19,358	\$27,061
Nursing, Psychiatric, and Home Health Aides	790	\$22,856	\$18,932	\$24,818
Nursing Aides, Orderlies, and Attendants	360	\$23,240	\$18,960	\$25,380
Other Healthcare Support Occupations	370	\$26,685	\$20,432	\$29,811
Dental Assistants	150	\$28,082	\$22,926	\$30,660
Medical Assistants	80	\$23,935	\$21,705	\$25,050

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Protective Service Occupations	760	\$31,403	\$19,673	\$37,269
First-Line Supervisors/Managers, Protective Service Workers	60	\$44,078	\$33,333	\$49,450
Fire Fighting and Prevention Workers	100	\$36,375	\$22,723	\$43,200
Fire Fighters	80	\$32,414	\$21,646	\$37,798
Law Enforcement Workers	420	\$33,260	\$26,713	\$36,533
Correctional Officers and Jailers	130	\$29,697	\$25,989	\$31,550
Police and Sheriff's Patrol Officers	250	\$35,115	\$29,260	\$38,042
Other Protective Service Workers	190	\$20,971	\$14,157	\$24,378
Lifeguards, Ski Patrol, & Other Recreational Protective Service Workers	90	\$15,180	\$14,109	\$15,715

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Food Preparation and Serving-Related Occupations	6,140	\$17,002	\$13,986	\$18,511
Supervisors, Food Preparation and Serving Workers	360	\$25,681	\$16,699	\$30,172
First-Line Supervisors/Managers of Food Preparation & Serving Workers	350	\$25,692	\$16,620	\$30,227
Cooks and Food Preparation Workers	2,320	\$17,210	\$13,809	\$18,911
Cooks, Institution and Cafeteria	410	\$21,069	\$15,798	\$23,704
Cooks, Restaurant	1,050	\$15,685	\$13,651	\$16,702
Food Preparation Workers	490	\$17,500	\$13,989	\$19,256
Food and Beverage Serving Workers	2,990	\$16,117	\$14,066	\$17,143
Bartenders	310	\$17,051	\$14,114	\$18,520
Combined Food Preparation & Serving Workers, Including Fast Food	1,610	\$14,979	\$14,012	\$15,462
Waiters and Waitresses	920	\$17,794	\$14,142	\$19,620
Other Food Preparation and Serving Related Workers	470	\$14,864	\$14,123	\$15,235
Dining Room and Cafeteria Attendants and Bartender Helpers	100	\$14,703	\$14,089	\$15,010
Dishwashers	280	\$14,465	\$14,086	\$14,655
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	80	\$16,529	\$14,359	\$17,614

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Building and Grounds Cleaning and Maintenance Occupations	1,950	\$25,643	\$16,609	\$30,160
Supervisors, Building and Grounds Cleaning and Maintenance Workers	160	\$42,949	\$28,426	\$50,211

Occupational Title	Estimated Employment	Mean	Entry	Experienced
First-Line Supervisors/Managers of Housekeeping & Janitorial Workers	60	\$35,097	\$26,768	\$39,262
First-Line Supervisors/Managers of Landscaping, Lawn Service, & Groundskeeping Workers	90	\$48,138	\$30,379	\$57,017
Building Cleaning and Pest Control Workers	1,260	\$24,376	\$16,710	\$28,208
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	890	\$26,397	\$17,765	\$30,713
Maids and Housekeeping Cleaners	360	\$19,066	\$16,155	\$20,521
Grounds Maintenance Workers	540	\$23,606	\$15,882	\$27,468
Landscaping and Groundskeeping Workers	460	\$22,648	\$15,443	\$26,250

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Personal Care and Service Occupations	1,050	\$18,969	\$13,935	\$21,486
Supervisors, Personal Care and Service Workers	50	\$36,172	\$20,072	\$44,222
First-Line Supervisors/Managers of Personal Service Workers	50	\$36,172	\$20,072	\$44,222
Animal Care and Service Workers	100	\$17,228	\$13,632	\$19,025
Nonfarm Animal Caretakers	100	\$17,228	\$13,632	\$19,025
Entertainment Attendants and Related Workers	80	\$16,760	\$14,239	\$18,020
Other Personal Care and Service Workers	810	\$18,277	\$13,966	\$20,433
Child Care Workers	340	\$15,183	\$14,003	\$15,774
Personal and Home Care Aides	210	\$19,911	\$18,210	\$20,762
Fitness Trainers and Aerobics Instructors	90	\$19,866	\$16,539	\$21,530
Recreation Workers	110	\$18,325	\$13,757	\$20,609

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Sales and Related Occupations	5,350	\$30,368	\$14,199	\$38,452
Supervisors, Sales Workers	620	\$42,524	\$22,342	\$52,615
First-Line Supervisors/Managers of Retail Sales Workers	480	\$33,587	\$21,670	\$39,545
First-Line Supervisors/Managers of Non-Retail Sales Workers	130	\$74,655	\$40,687	\$91,639
Retail Sales Workers	3,510	\$18,918	\$14,003	\$21,375
Cashiers	1,350	\$16,050	\$13,973	\$17,088
Counter and Rental Clerks	260	\$21,782	\$13,988	\$25,679
Retail Salespersons	1,860	\$20,518	\$14,075	\$23,740
Sales Representatives, Services	270	\$54,612	\$25,763	\$69,037
Insurance Sales Agents	140	\$59,782	\$29,379	\$74,983
Sales Representatives, Services, All Other	60	\$44,832	\$19,748	\$57,374
Sales Representatives, Wholesale and Manufacturing	890	\$59,349	\$27,336	\$75,356
Sales Representatives, Wholesale & Manufacturing, Technical & Scientific Products	60	\$69,754	\$44,560	\$82,351
Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products	840	\$58,643	\$26,787	\$74,571
Other Sales and Related Workers	60	\$34,159	\$16,267	\$43,105

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Office and Administrative Support Occupations	6,870	\$29,110	\$18,696	\$34,317
Supervisors, Office and Administrative Support Workers	270	\$46,226	\$27,158	\$55,760
First-Line Supervisors/Managers of Office & Administrative Support Workers	270	\$46,226	\$27,158	\$55,760
Financial Clerks	1,190	\$28,606	\$20,982	\$32,418
Billing and Posting Clerks and Machine Operators	120	\$27,678	\$21,192	\$30,920
Bookkeeping, Accounting, and Auditing Clerks	830	\$29,184	\$21,589	\$32,981
Payroll and Timekeeping Clerks	100	\$29,117	\$20,112	\$33,619
Tellers	50	\$21,987	\$18,727	\$23,616

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Information and Record Clerks	1,310	\$25,878	\$16,788	\$30,423
Customer Service Representatives	530	\$30,091	\$18,757	\$35,758
Hotel, Motel, and Resort Desk Clerks	80	\$17,773	\$15,277	\$19,021
Library Assistants, Clerical	80	\$18,564	\$14,214	\$20,740
Human Resources Assistants, Except Payroll and Timekeeping	80	\$30,961	\$23,222	\$34,831
Receptionists and Information Clerks	350	\$21,926	\$16,533	\$24,622
Material Recording, Scheduling, Dispatching, and Distributing Workers	1,410	\$33,925	\$22,055	\$39,859
Dispatchers, Except Police, Fire, and Ambulance	70	\$31,643	\$25,483	\$34,723
Postal Service Mail Carriers	180	\$46,159	\$34,380	\$52,048
Production, Planning, and Expediting Clerks	170	\$41,010	\$28,779	\$47,125
Shipping, Receiving, and Traffic Clerks	450	\$30,171	\$21,681	\$34,416
Stock Clerks and Order Fillers	390	\$28,319	\$17,370	\$33,794
Secretaries and Administrative Assistants	1,230	\$30,906	\$22,527	\$35,096
Executive Secretaries and Administrative Assistants	480	\$36,955	\$27,910	\$41,477
Medical Secretaries	80	\$23,336	\$19,290	\$25,359
Secretaries, Except Legal, Medical, and Executive	610	\$26,831	\$21,969	\$29,262
Other Office and Administrative Support Workers	1,450	\$23,075	\$14,883	\$27,171
Data Entry Keyers	60	\$22,882	\$16,364	\$26,141
Office Clerks, General	1,190	\$21,651	\$14,327	\$25,313

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Construction and Extraction Occupations	2,500	\$41,532	\$24,863	\$49,867
Supervisors, Construction and Extraction Workers	190	\$52,646	\$30,918	\$63,510
First-Line Supervisors/Managers of Construction Trades & Extraction Workers	190	\$52,646	\$30,918	\$63,510
Construction Trades Workers	2,010	\$42,387	\$25,606	\$50,778
Carpenters	610	\$45,831	\$28,994	\$54,250
Cement Masons and Concrete Finishers	180	\$32,617	\$24,507	\$36,672
Construction Laborers	250	\$28,619	\$18,669	\$33,593
Operating Engineers and Other Construction Equipment Operators	80	\$44,704	\$31,382	\$51,365
Electricians	400	\$47,231	\$28,154	\$56,770
Plumbers, Pipefitters, and Steamfitters	50	\$48,689	\$36,182	\$54,943
Sheet Metal Workers	100	\$36,392	\$19,507	\$44,835
Helpers, Construction Trades	60	\$19,858	\$15,610	\$21,981
Helpers--Carpenters	40	\$21,819	\$18,506	\$23,475
Other Construction and Related Workers	200	\$30,725	\$23,537	\$34,320
Highway Maintenance Workers	180	\$30,083	\$22,881	\$33,684

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Installation, Maintenance, and Repair Occupations	2,780	\$40,375	\$25,551	\$47,787
Supervisors of Installation, Maintenance, and Repair Workers	280	\$60,123	\$37,751	\$71,309
First-Line Supervisors/Managers of Mechanics, Installers, & Repairers	280	\$60,123	\$37,751	\$71,309
Vehicle and Mobile Equipment Mechanics, Installers, & Repairers	520	\$33,715	\$21,036	\$40,055
Automotive Service Technicians and Mechanics	110	\$34,180	\$22,159	\$40,191
Bus and Truck Mechanics and Diesel Engine Specialists	100	\$38,302	\$33,026	\$40,939
Other Installation, Maintenance, and Repair Occupations	1,970	\$39,350	\$26,119	\$45,965
Heating, Air Conditioning, and Refrigeration Mechanics & Installers	80	\$42,264	\$35,804	\$45,494
Industrial Machinery Mechanics	370	\$40,651	\$30,816	\$45,568
Maintenance and Repair Workers, General	1,040	\$37,198	\$24,067	\$43,763
Maintenance Workers, Machinery	100	\$41,439	\$28,596	\$47,860
Electrical Power-Line Installers and Repairers	50	\$50,636	\$40,199	\$55,855

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Production Occupations	19,710	\$31,970	\$21,382	\$37,264
Supervisors, Production Workers	1,230	\$50,449	\$33,923	\$58,712
First-Line Supervisors/Managers of Production & Operating Workers	1,230	\$50,449	\$33,923	\$58,712
Assemblers and Fabricators	5,220	\$29,437	\$21,154	\$33,578
Electrical and Electronic Equipment Assemblers	480	\$22,043	\$16,707	\$24,711
Structural Metal Fabricators and Fitters	200	\$32,837	\$27,911	\$35,301
Team Assemblers	4,080	\$30,215	\$21,485	\$34,580
Assemblers and Fabricators, All Other	290	\$26,310	\$21,983	\$28,473
Food Processing Workers	350	\$28,248	\$18,432	\$33,157
Bakers	160	\$25,847	\$16,932	\$30,305
Butchers and Meat Cutters	70	\$28,610	\$22,322	\$31,753
Metal Workers and Plastic Workers	6,140	\$32,948	\$23,892	\$37,476
Computer-Controlled Machine Tool Operators, Metal and Plastic	580	\$31,121	\$24,332	\$34,515
Extruding and Drawing Machine Setters, Operators, & Tenders, Metal and Plastic	60	\$29,900	\$25,770	\$31,965
Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	160	\$24,302	\$17,976	\$27,465
Cutting, Punching, & Press Machine Setters, Operators, & Tenders, Metal and Plastic	970	\$29,885	\$23,510	\$33,073
Drilling and Boring Machine Tool Setters, Operators, & Tenders, Metal and Plastic	270	\$34,921	\$24,498	\$40,132
Grinding, Lapping, Polishing, & Buffing Machine Tool Setters, Operators, & Tenders, Metal and Plastic	320	\$29,958	\$22,215	\$33,829
Lathe and Turning Machine Tool Setters, Operators, & Tenders, Metal and Plastic	190	\$27,690	\$18,830	\$32,120
Milling and Planing Machine Setters, Operators, & Tenders, Metal and Plastic	60	\$39,063	\$28,648	\$44,270
Machinists	500	\$39,649	\$28,415	\$45,266
Metal-Refining Furnace Operators & Tenders	110	\$46,588	\$33,810	\$52,976
Pourers & Casters, Metal	50	\$46,840	\$26,832	\$56,844
Molding, Coremaking, & Casting Machine Setters, Operators, & Tenders, Metal and Plastic	1,120	\$29,482	\$24,953	\$31,747
Multiple Machine Tool Setters, Operators, & Tenders, Metal and Plastic	190	\$27,982	\$22,789	\$30,579
Tool and Die Makers	320	\$43,460	\$34,051	\$48,165
Welders, Cutters, Solderers, and Brazers	530	\$29,874	\$22,169	\$33,726
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	200	\$28,645	\$26,028	\$29,953
Heat Treating Equipment Setters, Operators, & Tenders, Metal and Plastic	50	\$48,433	\$33,514	\$55,892
Tool Grinders, Filers, and Sharpeners	60	\$37,760	\$25,210	\$44,035
Printing Workers	430	\$33,636	\$24,319	\$38,294
Prepress Technicians and Workers	70	\$32,570	\$25,296	\$36,207
Printing Machine Operators	290	\$35,126	\$24,941	\$40,219
Textile, Apparel, and Furnishings Workers	630	\$25,175	\$18,353	\$28,585
Sewing Machine Operators	280	\$21,680	\$17,607	\$23,716
Upholsterers	150	\$29,511	\$23,562	\$32,485
Woodworkers	620	\$33,704	\$23,520	\$38,796
Cabinetmakers and Bench Carpenters	410	\$34,195	\$25,089	\$38,748
Sawing Machine Setters, Operators, & Tenders, Wood	100	\$34,209	\$22,247	\$40,190
Plant and System Operators	180	\$39,353	\$30,297	\$43,882
Water and Liquid Waste Treatment Plant and System Operators	110	\$35,362	\$27,244	\$39,421
Other Production Occupations	4,930	\$29,339	\$19,705	\$34,155
Grinding and Polishing Workers, Hand	120	\$26,534	\$20,937	\$29,333
Mixing and Blending Machine Setters, Operators, and Tenders	200	\$29,857	\$21,417	\$34,076
Cutters and Trimmers, Hand	110	\$36,786	\$22,287	\$44,036
Cutting and Slicing Machine Setters, Operators, and Tenders	320	\$28,720	\$19,667	\$33,247
Extruding, Forming, Pressing, & Compacting Machine Setters, Operators, & Tenders	520	\$34,433	\$23,894	\$39,703

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Inspectors, Testers, Sorters, Samplers, and Weighers	830	\$31,595	\$22,177	\$36,304
Jewelers and Precious Stone and Metal Workers	60	\$33,929	\$16,651	\$42,567
Packaging and Filling Machine Operators and Tenders	460	\$23,679	\$17,443	\$26,797
Coating, Painting, & Spraying Machine Setters, Operators, & Tenders	420	\$31,530	\$23,357	\$35,616
Painting, Coating, and Decorating Workers	80	\$23,412	\$20,534	\$24,851
Cementing and Gluing Machine Operators and Tenders	140	\$27,384	\$21,411	\$30,370
Molders, Shapers, and Casters, Except Metal and Plastic	190	\$33,809	\$24,585	\$38,421
Paper Goods Machine Setters, Operators, and Tenders	70	NA	NA	NA
Helpers--Production Workers	840	\$24,155	\$18,515	\$26,974

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Transportation and Material Moving Occupations	5,990	\$28,794	\$17,265	\$34,558
Supervisors, Transportation and Material Moving Workers	270	\$49,823	\$33,961	\$57,755
First-Line Supervisors/Managers of Transportation & Material-Moving Machine & Vehicle Operators	140	\$54,262	\$36,069	\$63,359
Motor Vehicle Operators	1,860	\$30,976	\$17,363	\$37,783
Bus Drivers, Transit and Intercity	90	\$18,764	\$14,413	\$20,940
Bus Drivers, School	340	\$19,533	\$13,899	\$22,351
Driver/Sales Workers	80	\$29,993	\$14,288	\$37,846
Truck Drivers, Heavy and Tractor-Trailer	760	\$37,931	\$27,260	\$43,267
Truck Drivers, Light or Delivery Services	440	\$34,079	\$21,454	\$40,392
Taxi Drivers and Chauffeurs	60	\$16,246	\$13,866	\$17,436
Motor Vehicle Operators, All Other	90	\$22,482	\$14,365	\$26,540
Material Moving Workers	3,820	\$26,376	\$17,014	\$31,058
Industrial Truck and Tractor Operators	730	\$29,814	\$24,252	\$32,595
Laborers and Freight, Stock, and Material Movers, Hand	1,220	\$26,052	\$17,856	\$30,150
Machine Feeders and Offbearers	360	\$31,287	\$20,440	\$36,710
Packers and Packers, Hand	1,320	\$22,073	\$15,773	\$25,223

APPENDICES

APPENDIX A. Commuting Patterns of the Region

<i>Working IN:</i>	<i>Traveling From:</i>	<i>Number of Commuters:</i>
Northern NEI Counties	Northern Counties (intra-commute)	8,064
	other NEI counties	5,190
	other Indiana counties:	2,760
	out-of-state:	2,882
	Total Commuting into northern counties	18,896

<i>Traveling From :</i>	<i>Working in:</i>	<i>Number of Commuters:</i>
Northern NEI Counties	Northern Counties (intra-commute)	8,064
	other NEI counties	8,259
	other Indiana counties:	7,443
	out-of-state:	3,645
	Total Commuting out of northern counties	27,411

Note: Sources for this data (IBRC, who analyze State Dept of Revenue data) report that unexplained numbers of out-of-state commuters are observed for 2008 data. CRI notes that this increase is not observed in contiguous state commuting. IBRC will continue to investigate this as a possible error in the data.

<i>Working IN:</i>	<i>Traveling From:</i>	<i>Number of Commuters:</i>
DEKALB COUNTY	DeKalb	-
	LaGrange	197
	Noble	1,088
	Steuben	1,249
	Total Northern commuting	2,534
	other NEI counties:	2,989
	other Indiana counties:	200
	out-of-state:	660
	Total Commuting Into	6,383

<i>Traveling From :</i>	<i>Working in:</i>	<i>Number of Commuters:</i>
DEKALB COUNTY	DeKalb	-
	LaGrange	90
	Noble	1,427
	Steuben	749
	Total Northern commuting	2,266
	other NEI counties:	3,392
	other Indiana counties:	299
	out-of-state:	838
	Total Commuting Out of	6,795

<i>Working IN:</i>	<i>Traveling From:</i>	<i>Number of Commuters:</i>
LAGRANGE CO	DeKalb	90
	LaGrange	-
	Noble	1,261
	Steuben	325
	Total Northern commuting	1,676
	other NEI counties:	180
	other Indiana counties:	1,634
	out-of-state:	826
Total Commuting Into	4,316	

<i>Traveling From :</i>	<i>Working in:</i>	<i>Number of Commuters:</i>
LAGRANGE CO	DeKalb	197
	LaGrange	-
	Noble	842
	Steuben	319
	Total Northern commuting	1,358
	other NEI counties:	438
	other Indiana counties:	4,182
	out-of-state:	956
Total	6,934	

<i>Working IN:</i>	<i>Traveling From:</i>	<i>Number of Commuters:</i>
NOBLE COUNTY	DeKalb	1,427
	LaGrange	842
	Noble	-
	Steuben	379
	Total Northern commuting	2,648
	other NEI counties:	1,775
	other Indiana counties:	764
	out-of-state:	161
	Total	5,348

<i>Traveling From :</i>	<i>Working in:</i>	<i>Number of Commuters:</i>
NOBLE COUNTY	DeKalb	1,088
	LaGrange	1,261
	Noble	-
	Steuben	138
	Total Northern commuting	2,487
	other NEI counties:	3,347
	other Indiana counties:	2,580
	out-of-state:	760
	Total	9,174

<i>Working IN:</i>	<i>Traveling From:</i>	<i>Number of Commuters:</i>
STEUBEN COUNTY	DeKalb	749
	LaGrange	319
	Noble	138
	Steuben	-
	Total Northern commuting	1,206
	other NEI counties:	246
	other Indiana counties:	162
	out-of-state:	1,235
	Total	2,849

<i>Traveling From :</i>	<i>Working in:</i>	<i>Number of Commuters:</i>
STEUBEN COUNTY	DeKalb	1,249
	LaGrange	325
	Noble	379
	Steuben	-
	Total Northern commuting	1,953
	other NEI counties:	1,082
	other Indiana counties:	393
	out-of-state:	1,080
	Total	4,508

APPENDIX B. Survey Instrument

Below is a copy of the paper version of the survey. Companies were given the option of taking the survey electronically, which was available at the Community Research Institute's website, or contacting the Community Research Institute to request a paper version. Both the electronic and paper versions of the survey had the same questions. However, the electronic survey included skip logic so that if a company replied in a certain way to one or more questions they could skip related questions if it did not pertain to their benefit package.

2010 NORTHEAST INDIANA FRINGE BENEFIT SURVEY

Please feel confident that the benefit data and responses to open-ended questions will remain confidential. Although you are asked for the number of employees by company name in order to complete the major employers list for each county and the region, all individual benefit data will never be disclosed.

- In order to provide information to companies such as yours, the major users of this report, we are collecting information for two types of employees-exempt or salaried, and by non-exempt or hourly paid. If your company provides different benefits for these classifications, please use the left hand side for salaried and the right hand side for hourly. Opportunities exist within each of the survey categories to indicate that responses are the same for each classification.
- The final report will provide separate reports based on type of employee, by type of business, and by geography, if sufficient responses are received.
- Final Report(s) will be available at the CRI web site, or by contacting your county's economic development office.

A. DEMOGRAPHICS

Company Name: _____

Current Number Employed at this location: _____ (do not include any laid off employees)

Current Number of Full Time: _____ Current Number of Part-Time: _____

Temporary or Seasonal Employment Expected in 2010 (approx): _____ people for _____ months.

Business Description (or Primary NAICS Code if known) : _____

Which person or department should these surveys be directed to in the future:

E-mail of appropriate person or department: _____

B. LEAVES

1. **PAID TIME OFF (PTO)** - a "resource" of hours or days that an employee can draw from to take time off.

CHECK HERE IF PTO IS OFFERED. If vacation and sick leave are offered separately, please proceed to Question B2.

If yes, how many PTO days per year for	Salaried or Exempt	Hourly or Non-Exempt
<input type="radio"/> <i>check here if benefits are the same for both classifications and then skip the non-exempt</i>		
1 year of service		
5 years of service:		
10 years of service:		
20 years of service:		
FOR PTO plans only: Please indicate if the following leaves are included as part of your PTO plan		
Are holidays included in your PTO?	Yes or No	Yes or No
Is funeral leave included in your PTO?	Yes or No	Yes or No
Is jury duty included in your PTO?	Yes or No	Yes or No
Is time-off as witness included in your PTO?	Yes or No	Yes or No

This survey is printed on both sides of the paper.

If you offered PTO, please skip vacation and sick leave sections below, and proceed to Question B4.

2. PAID VACATION Please check if the benefit is offered

If yes, how many paid vacation days per year for	Salaried or Exempt	Hourly or Non-Exempt
<input type="radio"/> <i>check here if benefits are the same for both classification and then skip the non-exempt</i>		
1 year of service:		
5 years of service:		
10 years of service		
20 years of service		

3. PAID SICK LEAVE Please check if the benefit is offered

If yes, how many sick leave days per year for	Salaried or Exempt	Hourly or Non-Exempt
<input type="radio"/> <i>check here if benefits are the same for both classifications and then skip the non-exempt</i>		
1 year of service:		
5 years of service:		
10 years of service		
20 years of service		

4. OTHER PAID LEAVE Please check each benefit if offered

	Salaried or Exempt	Hourly or Non-Exempt
<input type="radio"/> <i>check here if benefits are the same for both classifications and then skip the non-exempt</i>		
PAID HOLIDAYS-if yes, how many days per year (please exclude this question if part of PTO above) :		
PAID FUNERAL LEAVE?(please exclude this question if part of PTO above)	Yes or No	Yes or No
PAID JURY DUTY?(please exclude this question if part of PTO above)	Yes or No	Yes or No
PAID TIME OFF AS WITNESS (please exclude this question if part of PTO above)	Yes or No	Yes or No
PAID PERSONAL DAYS(please exclude this question if part of PTO above) If yes, how many paid personal days per year?	Yes or No _____	Yes or No _____

Do you offer any of these paid days off to part-time employees? **Yes or No or Not Known** If offered, please circle which types: vacation, sick leave, holidays, funeral/bereavement, jury duty, witness, personal days.

C.HEALTH/MEDICAL and other INSURANCE Please indicate if these types of insurance are available, and whether the Company pays or Employee pays for the plan/premiums, or if the cost is Shared.

This is abbreviated as C—E—S.

Type of Insurance	Salaried/exempt		Hourly/nonexempt	
<input type="radio"/> <i>check here if benefits are the same for both classifications and then skip the non-exempt</i>				
HEALTH/MEDICAL Insurance	Check if available to salary/exempt Yes <input type="checkbox"/>	Who pays for employee? (please circle)C—E—S	Check if available to hourly/non-exempt Yes <input type="checkbox"/>	Who pays for employee? (please circle)C—E—S
	Who pays for dependent? (please circle) C—E—S or Not Offered		Who pays for dependent? (please circle) C—E—S or Not Offered	

Health/Medical, continued: If Yes, does medical insurance cover pre-existing conditions Yes or No or Not Known If Yes, do you offer options, such as a choice among type of provider, such as Preferred Provider Organization(PPO), Health Maintenance Organization(HMO) Yes or No or Not Known Does your company offer Health Savings Accounts (HSA) Yes or No				
	Salaried/exempt		Hourly/nonexempt	
DENTAL Insurance	Check if available to salary/exempt Yes <input type="checkbox"/>	Who pays for employee? (please circle) C---E---S	Check if available to hourly/non-exempt Yes <input type="checkbox"/>	Who pays for employee? (please circle)C---E---S
	Who pays for dependent? (please circle) C---E---S or Not Offered		Who pays for dependent? (please circle) C---E---S or Not Offered	
VISION-Eyewear	Check if available to salary/exempt Yes <input type="checkbox"/>	Who pays for employee? (please circle) C---E---S	Check if available to hourly/non-exempt Yes <input type="checkbox"/>	Who pays for employee? (please circle)C---E---S
	Who pays for dependent? (please circle) C---E---S or Not Offered		Who pays for dependent? (please circle) C---E---S or Not Offered	
LIFE Insurance	Check if available to salary/exempt Yes <input type="checkbox"/>	Who pays for employee? (please circle) C---E---S	Check if available to hourly/non-exempt Yes <input type="checkbox"/>	Who pays for employee? (please circle)C---E---S
	Who pays for dependent? (please circle) C---E---S or Not Offered		Who pays for dependent? (please circle) C---E---S or Not Offered	
DISABILITY-Short term	Check if available to salary/exempt Yes <input type="checkbox"/>	Who pays for employee? (please circle) C---E---S	Check if available to hourly/non-exempt Yes <input type="checkbox"/>	Who pays for employee? (please circle)C---E---S
	Who pays for dependent? (please circle) C---E---S or Not Offered		Who pays for dependent? (please circle) C---E---S or Not Offered	
DISABILITY-Long term	Check if available to salary/exempt Yes <input type="checkbox"/>	Who pays for employee? (please circle) C---E---S	Check if available to hourly/non-exempt Yes <input type="checkbox"/>	Who pays for employee? (please circle)C---E---S
	Who pays for dependent? (please circle) C---E---S or Not Offered		Who pays for dependent? (please circle) C---E---S or Not Offered	
Accidental Death & Dismemberment	Check if available to salary/exempt Yes <input type="checkbox"/>	Who pays for employee? (please circle) C---E---S	Check if available to hourly/non-exempt Yes <input type="checkbox"/>	Who pays for employee? (please circle)C---E---S
	Who pays for dependent? (please circle) C---E---S or Not Offered		Who pays for dependent? (please circle) C---E---S or Not Offered	
Does your company offer either a separate Prescription Plan or a Prescription plan as part of an insurance plan? Yes or No or Not Known				
If yes, who is covered by the prescription plan and who pays for the plan? (circle)				
Employee		C---E---S		
Dependent		C---E---S or Not Offered or available to dependents		

Do you offer any of these insurance plans to part-time employees? Yes or No Who Pays? C-E-S
 IF YES, WHICH TYPES? _____

Do you offer any of these insurance plans to retired employees? Yes or No Who Pays? C-E(retiree)-S
 IF YES, WHICH TYPES? _____



D. RETIREMENT BENEFITS:

Please Circle:

	Salaried or Exempt	Hourly or Non-Exempt
<input type="radio"/> <i>check here if benefits are the same for both classifications and then skip the non-exempt</i>		
Does your company offer a defined benefit pension plan, also known as "traditional pension plan"?	Yes or No	Yes or No
Does your company offer a defined contribution plan, such as 401(k) or 403(b) plan, profit-sharing plan*, employee stock ownership plan* *these plans could include a 401(k)	Yes or No	Yes or No
If yes— Does the company contribute to each employee's defined contribution account, regardless of employee contribution?	Yes or No	Yes or No
Does the company match any part of the employee's contribution?	Yes or No	Yes or No
•Does your company offer a Payroll Deduction IRA as a retirement plan? (only employees make contributions)	Yes or No	Yes or No
•Does your company offer a SEP (Simplified Employee Pension) IRA as a retirement plan? (employer makes contributions to each employee's IRA)	Yes or No	Yes or No
•Does your company offer another retirement plan, such as a SARSEP, Designated Roth Account, Money Purchase Plan?	Yes or No	Yes or No
Do you offer any retirement plans to part-time employees? Yes or No or Not Known		

E. OTHER BENEFITS:

check here if benefits are the same for both classifications and then skip the non-exempt/hourly
Does your company offer:

Please Circle:	Salaried/Exempt	Hourly/Non-Ex.
•Bonus: If yes, please answer the following questions: <i>Are bonuses based on company profitability?</i>	Yes or No	Yes or No
<i>Are they based on Individual Performance?</i>	Yes or No	Yes or No
<i>Is the bonus an Annual Holiday Bonus or similar?</i>	Yes or No	Yes or No
•Career Development <i>In-house</i>	Yes or No	Yes or No
<i>Off-site</i>	Yes or No	Yes or No
•Childcare	Yes or No	Yes or No
•Employee Assistance Programs	Yes or No	Yes or No
•Employee Stock Ownership Plan	Yes or No	Yes or No
•Flexible Spending Accounts	Yes or No	Yes or No
•Flexible Work Schedule	Yes or No	Yes or No
• Premium Pay for Overtime (above mandated overtime pay)	Yes or No	Yes or No
• Premium Paid Shift Differential	Yes or No	Yes or No

	Salaried/Exempt	Hourly/Non-Ex.
•Pre-Paid Legal	Yes or No	Yes or No
•Tuition Program	Yes or No	Yes or No
•Wellness Incentives or Programs	Yes or No	Yes or No
•Other-Please indicate:	_____	_____

F. BENEFIT COST

What is your estimate of the average dollar value per employee of your company's benefit package (insurance, paid leaves, retirement, and other)? If not known or easily estimated, please leave blank.

- Under \$1,000
 \$1,000-\$2,999
 \$3,000-\$4,999
 \$5,000-\$6,999
 \$7,000-\$8,999
 over \$9,000

What is your estimate of benefit value as a percent of wages? If not known or easily estimated, please leave blank.

What percent of total payroll is applied toward providing health/medical insurance? If not known or easily estimated, please leave blank. _____

G. GENERAL

Which of the following are factors when determining raises or wage adjustments at your company (at this northeast IN location)? With the understanding that most companies have not given raises recently, please indicate the factors that would be used by your company in normal economic conditions.

- No set pattern
 Cost of living
 Annual Adjustments
 Contract stipulation
 Performance
 Other
 Graduated wages - based on time in job or in meeting certain qualifications

Is any part of the company (at this location) covered by a labor agreement? Yes or No

If yes, which union(s)? _____

Has the company (at this location) had any union activity in the last year? Yes or No

Does your company (at this location) shut down any time during the year? Yes or No If yes, was it paid? Yes or No

H. OPEN ENDED QUESTIONS AND YOUR OPPORTUNITY FOR SUGGESTIONS

WorkOne Northeast is committed to funding training activities that produce workers with the specific skills, certifications, and/or degrees required by employers in the region. Please take a few minutes to answer the following questions which will assist WorkOne Northeast in identifying and developing training programs and strategies that will meet the needs of employers in northeast Indiana.

1. What are the three most critical job-specific skills that workers must possess to ensure success in the workplace (e.g. welding skills, quality skills, customer service skills, electrical skills, process engineering skills, others)?

2. What are the two most critical software/technology skills that workers must possess to be effective on the job (e.g. Excel, AutoCAD, Unigraphics, Outlook, others)

3. What jobs/positions are most difficult to fill with workers from northeast Indiana?

4. What specific skills are the most difficult to find in workers from northeast Indiana? What degrees or certifications do you require/prefer workers to possess?

5. Do you anticipate doing any hiring in 2010? If yes, about how many new positions do you anticipate hiring? About how many replacement positions would you anticipate hiring?

APPENDIX C. Map of EGR3

