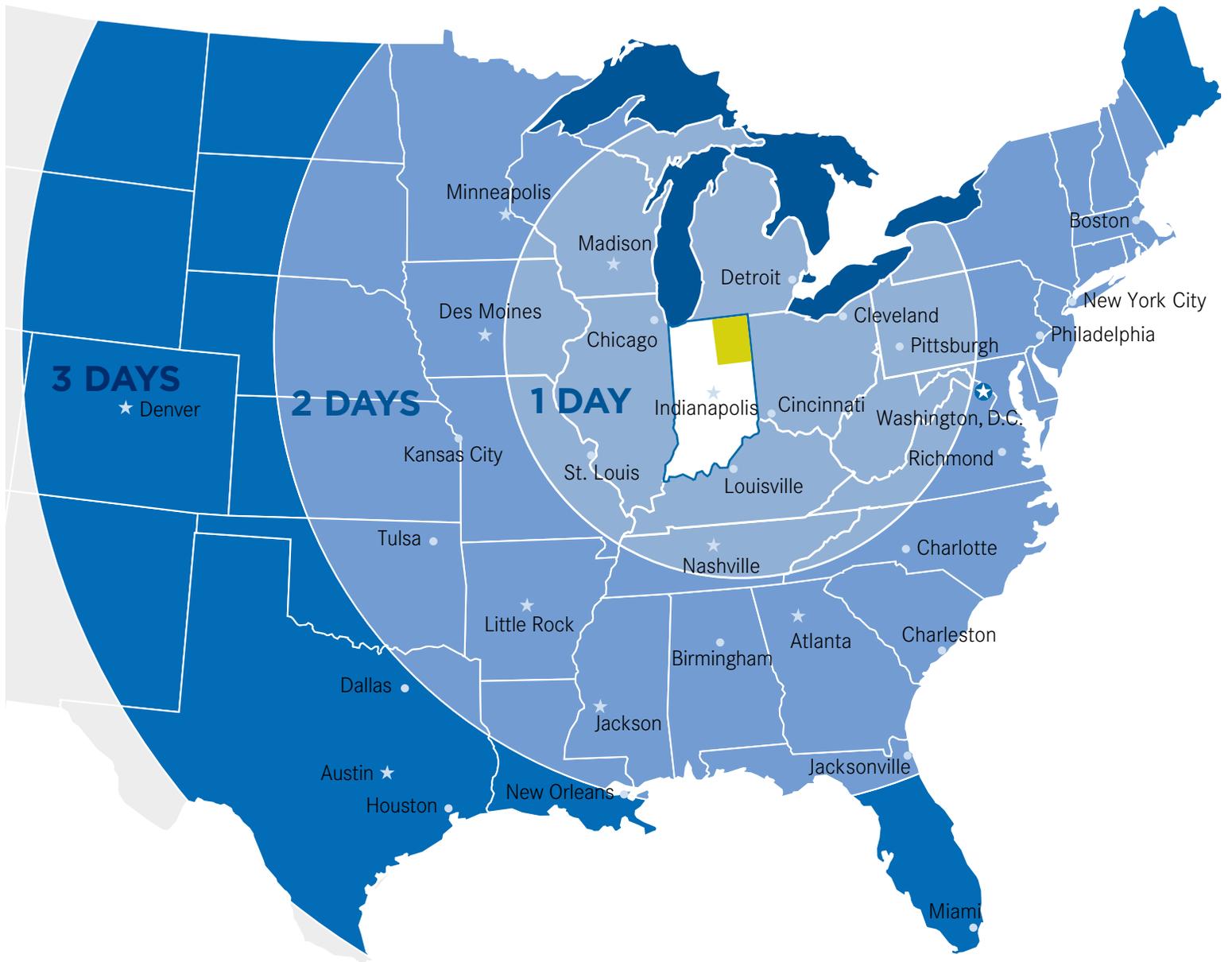


NORTHEAST INDIANA WAGES AND BENEFITS SURVEY

2023



SPONSORS



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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 152.

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 ELEVEN COUNTY REGIONAL

WAGES AND BENEFITS SURVEY



Goods Producing and Logistics

Includes manufacturing, transportation and warehousing and wholesale trade

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WAGES



Goods Producing and Logistics

Northeast Indiana Wages: Goods Producing and Logistics

Eleven County Region

	Number of Workers	Percentage of Workforce	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
MANAGEMENT OCCUPATIONS					
Chief Executives	79	0.1%	\$35.63	\$72.51	\$121.77
General and Operations Managers	1,809	1.6%	\$28.65	\$42.09	\$62.86
Legislators	5	0.0%	\$9.05	\$18.05	\$33.61
Marketing Managers	78	0.1%	\$38.01	\$47.37	\$72.62
Sales Managers	280	0.2%	\$35.66	\$46.80	\$65.82
Administrative Services Managers	92	0.1%	\$30.08	\$42.75	\$57.24
Facilities Managers	48	0.0%	\$28.86	\$37.37	\$47.45
Computer and Information Systems Managers	100	0.1%	\$44.64	\$56.28	\$72.69
Financial Managers	216	0.2%	\$33.94	\$47.88	\$68.01
Industrial Production Managers	1,040	0.9%	\$36.19	\$46.26	\$57.70
Purchasing Managers	83	0.1%	\$34.59	\$45.93	\$57.20
Transportation, Storage, and Distribution Managers	127	0.1%	\$35.37	\$45.41	\$51.64
Human Resources Managers	87	0.1%	\$37.04	\$47.49	\$59.60
Training and Development Managers	23	0.0%	\$38.26	\$45.07	\$57.15
Farmers, Ranchers, and Other Agricultural Managers	1,713	1.5%	\$7.77	\$15.63	\$29.72
Construction Managers	10	0.0%	\$18.56	\$33.54	\$50.52
Architectural and Engineering Managers	410	0.4%	\$47.43	\$59.99	\$76.45
Medical and Health Services Managers	5	0.0%	\$33.95	\$44.76	\$58.16
Natural Sciences Managers	14	0.0%	\$25.29	\$33.54	\$48.49
Property, Real Estate, and Community Association Managers	5	0.0%	\$18.87	\$24.14	\$31.82
Managers, All Other	330	0.3%	\$14.09	\$24.14	\$41.33
BUSINESS AND FINANCIAL OPERATIONS OCCUPATIONS					
Buyers and Purchasing Agents	605	0.5%	\$22.10	\$25.99	\$34.23
Compliance Officers	69	0.1%	\$22.01	\$28.96	\$37.95
Cost Estimators	211	0.2%	\$22.62	\$29.26	\$37.12
Human Resources Specialists	453	0.4%	\$18.62	\$23.65	\$30.62
Labor Relations Specialists	28	0.0%	\$21.35	\$29.17	\$40.19
Logisticians	139	0.1%	\$24.44	\$30.65	\$39.98
Project Management Specialists	205	0.2%	\$27.06	\$35.60	\$47.02
Management Analysts	95	0.1%	\$24.07	\$30.61	\$39.68
Meeting, Convention, and Event Planners	5	0.0%	\$14.76	\$20.08	\$27.28
Compensation, Benefits, and Job Analysis Specialists	12	0.0%	\$22.57	\$24.95	\$33.72
Training and Development Specialists	139	0.1%	\$20.75	\$27.87	\$36.50
Market Research Analysts and Marketing Specialists	269	0.2%	\$20.29	\$24.23	\$31.97
Business Operations Specialists, All Other	85	0.1%	\$19.38	\$27.38	\$36.82
Accountants and Auditors	590	0.5%	\$23.78	\$29.85	\$38.89
Budget Analysts	7	0.0%	\$33.01	\$38.21	\$43.30
Financial and Investment Analysts	52	0.0%	\$28.75	\$37.21	\$53.62
Financial Specialists, All Other	4	0.0%	\$17.46	\$22.18	\$37.21

Northeast Indiana Wages: Goods Producing and Logistics

Eleven 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	111	0.1%	\$29.21	\$37.48	\$47.92
Information Security Analysts	7	0.0%	\$30.83	\$40.49	\$53.64
Computer Network Support Specialists	56	0.0%	\$23.42	\$29.31	\$38.15
Computer User Support Specialists	191	0.2%	\$17.97	\$22.63	\$28.68
Computer Network Architects	34	0.0%	\$30.32	\$38.56	\$49.12
Database Administrators	11	0.0%	\$27.75	\$30.92	\$40.30
Database Architects	4	0.0%	\$24.16	\$39.93	\$47.59
Network and Computer Systems Administrators	143	0.1%	\$28.36	\$34.38	\$41.91
Computer Programmers	51	0.0%	\$26.29	\$37.33	\$47.29
Software Developers	313	0.3%	\$34.58	\$44.48	\$56.98
Software Quality Assurance Analysts and Testers	28	0.0%	\$28.36	\$35.71	\$45.33
Web Developers	21	0.0%	\$20.19	\$27.34	\$35.33
Web and Digital Interface Designers	10	0.0%	\$23.04	\$29.48	\$38.60
Computer Occupations, All Other	27	0.0%	\$18.35	\$28.18	\$40.17
Operations Research Analysts	15	0.0%	\$28.90	\$33.34	\$46.36
Data Scientists	8	0.0%	\$23.00	\$28.93	\$38.30

ARCHITECTURE AND ENGINEERING JOBS

Aerospace Engineers	13	0.0%	\$30.06	\$46.48	\$59.04
Bioengineers and Biomedical Engineers	12	0.0%	\$29.24	\$35.62	\$49.85
Chemical Engineers	22	0.0%	\$36.61	\$46.75	\$53.54
Civil Engineers	11	0.0%	\$29.18	\$37.04	\$46.49
Computer Hardware Engineers	50	0.0%	\$37.84	\$48.84	\$62.31
Electrical Engineers	274	0.2%	\$34.42	\$44.22	\$55.87
Electronics Engineers, Except Computer	136	0.1%	\$37.08	\$43.16	\$63.79
Environmental Engineers	7	0.0%	\$33.98	\$37.10	\$46.67
Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	13	0.0%	\$33.42	\$38.06	\$53.82
Industrial Engineers	2,219	2.0%	\$30.37	\$37.93	\$48.16
Marine Engineers and Naval Architects	13	0.0%	\$30.83	\$37.00	\$42.86
Materials Engineers	54	0.0%	\$25.46	\$33.60	\$44.80
Mechanical Engineers	679	0.6%	\$30.12	\$37.33	\$46.47
Engineers, All Other	141	0.1%	\$29.04	\$42.59	\$53.96
Architectural and Civil Drafters	60	0.1%	\$21.67	\$23.43	\$30.83
Electrical and Electronics Drafters	12	0.0%	\$19.42	\$22.57	\$30.54
Mechanical Drafters	277	0.2%	\$20.38	\$26.21	\$33.15
Drafters, All Other	35	0.0%	\$18.08	\$23.32	\$29.01
Aerospace Engineering and Operations Technologists and Technicians	8	0.0%	\$28.82	\$32.38	\$41.93
Electrical and Electronic Engineering Technologists and Technicians	154	0.1%	\$22.53	\$25.86	\$31.52

Northeast Indiana Wages: Goods Producing and Logistics

Eleven County Region

	Number of Workers	Percentage of Workforce	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
Electro-Mechanical and Mechatronics					
Technologists and Technicians	21	0.0%	\$23.15	\$26.86	\$30.88
Industrial Engineering Technologists and Technicians	391	0.3%	\$22.37	\$25.88	\$29.68
Mechanical Engineering Technologists and Technicians	157	0.1%	\$22.33	\$25.48	\$28.95
Calibration Technologists and Technicians	75	0.1%	\$22.66	\$25.38	\$33.61
Engineering Technologists and Technicians,					
Except Drafters, All Other	52	0.0%	\$18.65	\$22.19	\$32.42

LIFE, PHYSICAL, AND SOCIAL SCIENCE OCCUPATIONS

Food Scientists and Technologists	15	0.0%	\$22.27	\$30.12	\$41.60
Soil and Plant Scientists	5	0.0%	\$19.98	\$25.75	\$35.34
Biochemists and Biophysicists	6	0.0%	\$36.96	\$40.84	\$49.95
Microbiologists	10	0.0%	\$23.75	\$26.34	\$31.88
Biological Scientists, All Other	4	0.0%	\$25.73	\$31.57	\$39.01
Conservation Scientists	10	0.0%	\$20.21	\$26.55	\$34.99
Foresters	4	0.0%	\$19.13	\$33.65	\$56.21
Medical Scientists, Except Epidemiologists	7	0.0%	\$34.60	\$47.53	\$63.72
Life Scientists, All Other	6	0.0%	\$25.87	\$32.11	\$46.25
Chemists	56	0.0%	\$28.67	\$32.80	\$43.58
Materials Scientists	5	0.0%	\$43.36	\$50.49	\$64.45
Environmental Scientists and Specialists, Including Health	3	0.0%	\$19.74	\$26.94	\$31.74
Physical Scientists, All Other	9	0.0%	\$31.89	\$38.92	\$49.72
Agricultural Technicians	29	0.0%	\$13.95	\$15.05	\$20.65
Food Science Technicians	25	0.0%	\$15.39	\$17.57	\$24.54
Biological Technicians	3	0.0%	\$16.00	\$18.32	\$22.42
Chemical Technicians	95	0.1%	\$18.23	\$22.38	\$27.46
Life, Physical, and Social Science Technicians, All Other	22	0.0%	\$19.14	\$27.33	\$33.60
Occupational Health and Safety Specialists	110	0.1%	\$22.65	\$29.82	\$38.65
Occupational Health and Safety Technicians	60	0.1%	\$24.40	\$31.56	\$38.93

LEGAL OCCUPATIONS

Lawyers	14	0.0%	\$35.21	\$49.82	\$72.67
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EDUCATIONAL INSTRUCTION AND LIBRARY OCCUPATIONS

Self-Enrichment Teachers	4	0.0%	\$11.12	\$15.34	\$22.58
Teachers and Instructors, All Other	3	0.0%	\$13.11	\$18.12	\$25.34
Teaching Assistants, Except Postsecondary	3	0.0%	\$10.91	\$12.41	\$14.38

ARTS, DESIGN, ENTERTAINMENT, SPORTS, AND MEDIA OCCUPATIONS

Art Directors	26	0.0%	\$10.12	\$29.13	\$42.75
Craft Artists	11	0.0%	\$2.03	\$5.12	\$11.73

Northeast Indiana Wages: Goods Producing and Logistics

Eleven County Region

	Number of Workers	Percentage of Workforce	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
Fine Artists, Including Painters, Sculptors, and Illustrators	25	0.0%	\$3.62	\$9.15	\$19.99
Special Effects Artists and Animators	22	0.0%	\$4.72	\$12.04	\$22.37
Artists and Related Workers, All Other	8	0.0%	\$4.48	\$10.91	\$21.42
Commercial and Industrial Designers	44	0.0%	\$19.13	\$26.50	\$36.06
Fashion Designers	3	0.0%	\$26.44	\$31.87	\$46.91
Graphic Designers	231	0.2%	\$17.25	\$21.97	\$24.60
Interior Designers	8	0.0%	\$21.04	\$23.58	\$26.17
Merchandise Displayers and Window Trimmers	37	0.0%	\$14.17	\$17.57	\$18.33
Set and Exhibit Designers	4	0.0%	\$9.89	\$17.65	\$30.30
Designers, All Other	16	0.0%	\$11.84	\$23.43	\$36.27
Coaches and Scouts	4	0.0%	\$10.80	\$14.24	\$20.65
Public Relations Specialists	27	0.0%	\$18.46	\$23.58	\$29.96
Technical Writers	31	0.0%	\$19.75	\$27.31	\$37.77
Writers and Authors	4	0.0%	\$9.31	\$20.27	\$29.73
Interpreters and Translators	3	0.0%	\$14.88	\$19.60	\$26.00
Media and Communication Workers, All Other	4	0.0%	\$11.57	\$13.06	\$21.99
Audio and Video Technicians	3	0.0%	\$14.27	\$17.30	\$22.12

HEALTHCARE PRACTITIONERS AND TECHNICAL OCCUPATIONS

Registered Nurses	10	0.0%	\$29.07	\$29.61	\$36.33
Clinical Laboratory Technologists and Technicians	8	0.0%	\$14.20	\$18.49	\$27.19
Orthotists and Prosthetists	40	0.0%	\$19.96	\$25.65	\$41.34

HEALTHCARE AND SUPPORT OCCUPATIONS

Medical Assistants	20	0.0%	\$14.35	\$17.47	\$18.18
Veterinary Assistants and Laboratory Animal Caretakers	5	0.0%	\$11.27	\$13.18	\$14.48
Healthcare Support Workers, All Other	4	0.0%	\$13.97	\$17.70	\$22.47

PROTECTIVE SERVICE OCCUPATIONS

Security Guards	63	0.1%	\$12.21	\$15.08	\$21.37
Protective Service Workers, All Other	8	0.0%	\$15.87	\$19.47	\$23.17

FOOD PREPARATION AND SERVING RELATED OCCUPATIONS

First-Line Supervisors of Food Preparation and Serving Workers	22	0.0%	\$13.81	\$15.35	\$18.74
Cooks, Institution and Cafeteria	3	0.0%	\$11.67	\$13.59	\$14.85
Food Preparation Workers	52	0.0%	\$9.93	\$11.89	\$14.07
Waiters and Waitresses	48	0.0%	\$8.59	\$9.94	\$13.83
Food Servers, Nonrestaurant	3	0.0%	\$10.11	\$11.25	\$13.46
Dining Room and Cafeteria Attendants and Bartender Helpers	5	0.0%	\$8.54	\$9.77	\$13.05
Dishwashers	9	0.0%	\$9.13	\$10.05	\$13.24
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	4	0.0%	\$8.68	\$10.28	\$11.17

Northeast Indiana Wages: Goods Producing and Logistics

Eleven 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	511	0.5%	\$10.98	\$13.57	\$15.75
Maids and Housekeeping Cleaners	6	0.0%	\$9.83	\$11.39	\$13.74
Landscaping and Groundskeeping Workers	37	0.0%	\$13.17	\$14.48	\$17.71
Pesticide Handlers, Sprayers, and Applicators, Vegetation	5	0.0%	\$17.48	\$18.34	\$20.28

PERSONAL CARE AND SERVICE OCCUPATIONS

Animal Trainers	116	0.1%	\$8.36	\$14.07	\$26.17
Animal Caretakers	169	0.1%	\$10.14	\$11.45	\$16.01
Baggage Porters and Bellhops	3	0.0%	\$8.75	\$10.19	\$11.21
Tour and Travel Guides	8	0.0%	\$8.74	\$9.54	\$11.55

SALES AND RELATED OCCUPATIONS

First-Line Supervisors of Retail Sales Workers	26	0.0%	\$14.24	\$17.97	\$23.38
First-Line Supervisors of Non-Retail Sales Workers	50	0.0%	\$19.67	\$32.06	\$44.89
Cashiers	70	0.1%	\$9.58	\$10.90	\$12.80
Counter and Rental Clerks	16	0.0%	\$10.23	\$13.80	\$17.26
Parts Salespersons	37	0.0%	\$13.50	\$14.48	\$18.16
Retail Salespersons	201	0.2%	\$10.80	\$11.94	\$14.48
Advertising Sales Agents	8	0.0%	\$16.18	\$21.58	\$28.53
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	250	0.2%	\$18.16	\$28.59	\$39.22
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	137	0.1%	\$25.67	\$37.76	\$59.52
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	1,759	1.6%	\$22.45	\$29.54	\$39.57
Demonstrators and Product Promoters	48	0.0%	\$10.35	\$11.80	\$12.87
Sales Engineers	106	0.1%	\$21.28	\$35.33	\$54.68
Sales and Related Workers, All Other	27	0.0%	\$11.72	\$13.93	\$15.35

OFFICE AND ADMINISTRATIVE SUPPORT OCCUPATIONS

First-Line Supervisors of Office and

Administrative Support Workers	539	0.5%	\$20.43	\$26.68	\$34.04
Bill and Account Collectors	41	0.0%	\$14.49	\$17.43	\$18.37
Billing and Posting Clerks	142	0.1%	\$14.58	\$18.01	\$22.22

Northeast Indiana Wages: Goods Producing and Logistics

Eleven County Region

	Number of Workers	Percentage of Workforce	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
Bookkeeping, Accounting, and Auditing Clerks	813	0.7%	\$15.77	\$18.29	\$22.57
Payroll and Timekeeping Clerks	69	0.1%	\$17.70	\$20.35	\$24.48
Procurement Clerks	16	0.0%	\$17.25	\$18.70	\$22.60
Correspondence Clerks	3	0.0%	\$18.20	\$19.06	\$19.57
Credit Authorizers, Checkers, and Clerks	4	0.0%	\$14.53	\$14.88	\$18.28
Customer Service Representatives	958	0.8%	\$14.30	\$17.75	\$22.13
File Clerks	23	0.0%	\$13.83	\$17.53	\$22.01
Order Clerks	96	0.1%	\$13.70	\$15.55	\$21.09
Human Resources Assistants, Except					
Payroll and Timekeeping	25	0.0%	\$14.55	\$18.32	\$22.34
Receptionists and Information Clerks	129	0.1%	\$12.80	\$14.25	\$17.41
Reservation and Transportation Ticket Agents					
and Travel Clerks	44	0.0%	\$12.44	\$14.69	\$19.94
Information and Record Clerks, All Other	14	0.0%	\$15.13	\$17.98	\$22.49
Cargo and Freight Agents	191	0.2%	\$14.56	\$18.96	\$23.83
Couriers and Messengers	197	0.2%	\$9.40	\$13.25	\$16.64
Dispatchers, Except Police, Fire, and Ambulance	269	0.2%	\$15.89	\$21.31	\$23.10
Production, Planning, and Expediting Clerks	603	0.5%	\$19.64	\$23.59	\$29.67
Shipping, Receiving, and Inventory Clerks	2,170	1.9%	\$14.43	\$15.31	\$20.95
Weighers, Measurers, Checkers, and Samplers,					
Recordkeeping	80	0.1%	\$17.39	\$18.36	\$22.72
Executive Secretaries and					
Executive Administrative Assistants	44	0.0%	\$21.29	\$23.63	\$29.34
Medical Secretaries and Administrative Assistants	9	0.0%	\$14.00	\$17.55	\$18.43
Secretaries and Administrative Assistants,					
Except Legal, Medical, and Executive	378	0.3%	\$14.03	\$16.69	\$18.39
Data Entry Keyers	40	0.0%	\$13.32	\$15.80	\$18.22
Mail Clerks and Mail Machine Operators, Except					
Postal Service	21	0.0%	\$13.34	\$14.83	\$17.74
Office Clerks, General	1,825	1.6%	\$13.73	\$15.90	\$20.76
Office and Administrative Support Workers, All Other	11	0.0%	\$14.84	\$18.20	\$23.46

FARMING, FISHING, AND FORESTRY OCCUPATIONS

First-Line Supervisors of Farming, Fishing,					
and Forestry Workers	90	0.1%	\$14.03	\$20.56	\$28.33
Agricultural Inspectors	11	0.0%	\$17.66	\$21.51	\$26.19
Animal Breeders	4	0.0%	\$12.52	\$17.16	\$25.65
Graders and Sorters, Agricultural Products	46	0.0%	\$12.60	\$14.32	\$16.86
Agricultural Equipment Operators	147	0.1%	\$11.68	\$14.81	\$19.79
Farmworkers and Laborers, Crop,					
Nursery, and Greenhouse	959	0.8%	\$9.80	\$12.73	\$16.77
Farmworkers, Farm, Ranch, and Aquacultural Animals	445	0.4%	\$8.71	\$12.73	\$17.40

Northeast Indiana Wages: Goods Producing and Logistics

Eleven County Region

	Number of Workers	Percentage of Workforce	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
Agricultural Workers, All Other	170	0.2%	\$9.78	\$13.68	\$18.05
Fishing and Hunting Workers	8	0.0%	\$10.34	\$19.18	\$37.95
Forest and Conservation Workers.	18	0.0%	\$11.12	\$13.74	\$20.18
Fallers	23	0.0%	\$17.14	\$21.58	\$25.13
Logging Equipment Operators.	40	0.0%	\$8.46	\$14.30	\$22.33
Log Graders and Scalers	17	0.0%	\$14.10	\$18.48	\$22.00
Logging Workers, All Other.	4	0.0%	\$6.53	\$12.78	\$24.21

CONSTRUCTION AND EXTRACTION OCCUPATIONS

First-Line Supervisors of Construction Trades

and Extraction Workers.	127	0.1%	\$21.93	\$29.11	\$37.51
Boilermakers	10	0.0%	\$33.71	\$38.83	\$41.31
Carpenters	251	0.2%	\$16.05	\$21.81	\$28.59
Floor Layers, Except Carpet, Wood, and Hard Tiles.	3	0.0%	\$15.75	\$21.44	\$28.52
Tile and Stone Setters.	16	0.0%	\$11.93	\$16.76	\$22.95
Cement Masons and Concrete Finishers	27	0.0%	\$17.89	\$22.52	\$27.73
Construction Laborers	117	0.1%	\$13.98	\$19.08	\$23.46
Paving, Surfacing, and Tamping Equipment Operators	3	0.0%	\$17.05	\$21.98	\$33.69
Operating Engineers and Other					
Construction Equipment Operators	159	0.1%	\$19.84	\$28.17	\$36.79
Drywall and Ceiling Tile Installers	4	0.0%	\$18.01	\$20.61	\$28.23
Electricians.	437	0.4%	\$21.32	\$27.97	\$35.56
Glaziers	17	0.0%	\$18.28	\$22.34	\$28.01
Insulation Workers, Mechanical	3	0.0%	\$19.10	\$24.13	\$29.51
Painters, Construction and Maintenance	39	0.0%	\$13.04	\$17.38	\$22.61
Plumbers, Pipefitters, and Steamfitters	85	0.1%	\$19.64	\$28.05	\$35.87
Reinforcing Iron and Rebar Workers	4	0.0%	\$20.39	\$29.80	\$36.29
Roofers	6	0.0%	\$16.33	\$20.79	\$27.84
Sheet Metal Workers	174	0.2%	\$17.16	\$22.34	\$34.07
Structural Iron and Steel Workers	93	0.1%	\$18.12	\$22.66	\$29.49
Helpers--Carpenters.	5	0.0%	\$11.75	\$13.06	\$19.15
Helpers, Construction Trades, All Other	5	0.0%	\$15.55	\$16.38	\$17.76
Hazardous Materials Removal Workers	4	0.0%	\$14.11	\$15.56	\$21.54
Rail-Track Laying and Maintenance Equipment Operators	38	0.0%	\$22.61	\$28.87	\$35.24
Miscellaneous Construction and Related Workers	3	0.0%	\$12.98	\$16.69	\$19.72
Excavating and Loading Machine and					
Dragline Operators, Surface Mining	40	0.0%	\$19.34	\$24.34	\$29.89
Earth Drillers, Except Oil and Gas.	8	0.0%	\$19.78	\$25.25	\$31.49
Underground Mining Machine Operators, All Other.	13	0.0%	\$33.23	\$36.51	\$37.58
Rock Splitters, Quarry	11	0.0%	\$14.69	\$18.42	\$21.37
Roustabouts, Oil and Gas	3	0.0%	\$17.34	\$17.71	\$18.12

Northeast Indiana Wages: Goods Producing and Logistics

Eleven 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 452 0.4% \$23.34 \$30.16 \$38.40					
Computer, Automated Teller, and Office Machine Repairers . 3 0.0% \$12.82 \$16.72 \$22.65					
Radio, Cellular, and Tower Equipment Installers and Repairers 3 0.0% \$20.84 \$26.61 \$29.13					
Telecommunications Equipment Installers and Repairers, Except Line Installers 3 0.0% \$17.82 \$23.08 \$28.85					
Avionics Technicians 10 0.0% \$20.94 \$26.70 \$31.52					
Electric Motor, Power Tool, and Related Repairers 3 0.0% \$19.55 \$21.96 \$24.23					
Electrical and Electronics Installers and Repairers, Transportation Equipment 21 0.0% \$34.47 \$37.59 \$38.89					
Electrical and Electronics Repairers, Commercial and Industrial Equipment 110 0.1% \$23.85 \$28.06 \$35.24					
Electronic Equipment Installers and Repairers, Motor Vehicles 3 0.0% \$15.08 \$18.11 \$21.89					
Aircraft Mechanics and Service Technicians 122 0.1% \$27.01 \$32.94 \$36.69					
Automotive Body and Related Repairers 29 0.0% \$16.74 \$21.97 \$24.22					
Automotive Service Technicians and Mechanics 67 0.1% \$14.43 \$16.83 \$22.81					
Bus and Truck Mechanics and Diesel Engine Specialists . . 554 0.5% \$19.75 \$22.51 \$27.67					
Farm Equipment Mechanics and Service Technicians 10 0.0% \$17.59 \$20.33 \$24.09					
Mobile Heavy Equipment Mechanics, Except Engines 79 0.1% \$20.48 \$26.41 \$29.53					
Rail Car Repairers 46 0.0% \$22.64 \$30.19 \$38.91					
Motorboat Mechanics and Service Technicians 11 0.0% \$14.64 \$17.58 \$22.28					
Recreational Vehicle Service Technicians 7 0.0% \$14.54 \$20.58 \$24.73					
Tire Repairers and Changers 13 0.0% \$12.69 \$13.66 \$16.66					
Mechanical Door Repairers 6 0.0% \$15.30 \$20.49 \$25.42					
Control and Valve Installers and Repairers, Except Mechanical Door 9 0.0% \$22.26 \$31.54 \$42.55					
Heating, Air Conditioning, and Refrigeration Mechanics and Installers 27 0.0% \$19.82 \$26.54 \$32.04					
Industrial Machinery Mechanics 1,101 1.0% \$20.69 \$23.87 \$29.36					
Maintenance Workers, Machinery 176 0.2% \$14.82 \$19.75 \$26.23					
Millwrights 135 0.1% \$24.05 \$29.62 \$36.51					
Medical Equipment Repairers 12 0.0% \$15.32 \$22.75 \$28.96					
Musical Instrument Repairers and Tuners 16 0.0% \$13.21 \$20.14 \$24.55					
Precision Instrument and Equipment Repairers, All Other . . 3 0.0% \$16.88 \$20.00 \$23.60					
Maintenance and Repair Workers, General 1,833 1.6% \$17.18 \$22.15 \$26.73					
Coin, Vending, and Amusement Machine Servicers and Repairers 32 0.0% \$17.87 \$20.72 \$22.51					
Riggers 13 0.0% \$17.02 \$20.29 \$26.20					
Signal and Track Switch Repairers 17 0.0% \$28.33 \$30.54 \$33.75					
Helpers--Installation, Maintenance, and Repair Workers . . 26 0.0% \$11.40 \$14.09 \$17.96					
Installation, Maintenance, and Repair Workers, All Other . . 77 0.1% \$14.46 \$17.50 \$20.73					

Northeast Indiana Wages: Goods Producing and Logistics

Eleven 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	3,688	3.3%	\$23.23	\$29.36	\$36.99
Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	9	0.0%	\$17.71	\$21.37	\$23.71
Coil Winders, Tapers, and Finishers	161	0.1%	\$16.64	\$18.03	\$21.66
Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers	1,411	1.2%	\$14.42	\$17.77	\$18.50
Engine and Other Machine Assemblers	185	0.2%	\$17.94	\$21.07	\$24.67
Structural Metal Fabricators and Fitters	287	0.3%	\$17.80	\$18.90	\$22.43
Fiberglass Laminators and Fabricators	197	0.2%	\$18.88	\$22.44	\$24.23
Miscellaneous Assemblers and Fabricators	13,420	11.9%	\$15.30	\$18.23	\$24.63
Bakers	106	0.1%	\$11.23	\$13.43	\$14.48
Butchers and Meat Cutters	34	0.0%	\$12.77	\$14.42	\$17.59
Meat, Poultry, and Fish Cutters and Trimmers	201	0.2%	\$14.77	\$15.99	\$18.81
Slaughterers and Meat Packers	78	0.1%	\$12.60	\$14.90	\$17.50
Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders	52	0.0%	\$15.64	\$18.03	\$20.84
Food Batchmakers	568	0.5%	\$14.18	\$16.75	\$20.31
Food Cooking Machine Operators and Tenders	43	0.0%	\$12.05	\$13.50	\$17.42
Food Processing Workers, All Other	57	0.1%	\$11.58	\$14.24	\$17.36
Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	1,031	0.9%	\$17.41	\$21.33	\$22.57
Forging Machine Setters, Operators, and Tenders, Metal and Plastic	63	0.1%	\$18.33	\$23.33	\$30.47
Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	394	0.3%	\$17.34	\$19.76	\$25.22
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	3,626	3.2%	\$16.48	\$18.42	\$21.59
Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic	39	0.0%	\$14.98	\$19.32	\$21.46
Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	1,082	1.0%	\$14.47	\$17.79	\$21.42
Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	394	0.3%	\$17.98	\$20.66	\$23.04
Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic	110	0.1%	\$19.51	\$22.38	\$24.42
Machinists	4,275	3.8%	\$18.63	\$23.29	\$28.85

Northeast Indiana Wages: Goods Producing and Logistics

Eleven County Region

	Number of Workers	Percentage of Workforce	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
Metal-Refining Furnace Operators and Tenders	268	0.2%	\$17.27	\$19.74	\$23.33
Pourers and Casters, Metal	132	0.1%	\$14.88	\$18.04	\$22.02
Model Makers, Metal and Plastic	13	0.0%	\$19.84	\$25.75	\$34.18
Patternmakers, Metal and Plastic	5	0.0%	\$17.91	\$23.19	\$27.36
Foundry Mold and Coremakers	200	0.2%	\$13.98	\$16.11	\$17.66
Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	2,621	2.3%	\$16.40	\$18.66	\$23.28
Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	1,760	1.6%	\$15.92	\$18.92	\$24.02
Tool and Die Makers	721	0.6%	\$18.40	\$25.92	\$29.20
Welders, Cutters, Solderers, and Brazers	2,545	2.3%	\$17.96	\$19.11	\$23.47
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	241	0.2%	\$17.19	\$18.07	\$19.52
Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	179	0.2%	\$14.15	\$17.37	\$21.68
Layout Workers, Metal and Plastic	17	0.0%	\$17.80	\$21.62	\$25.75
Plating Machine Setters, Operators, and Tenders, Metal and Plastic	426	0.4%	\$14.15	\$15.26	\$18.05
Tool Grinders, Filers, and Sharpeners	35	0.0%	\$21.09	\$26.38	\$30.24
Metal Workers and Plastic Workers, All Other	92	0.1%	\$16.98	\$18.26	\$21.59
Prepress Technicians and Workers	178	0.2%	\$10.80	\$12.96	\$17.38
Printing Press Operators	706	0.6%	\$14.20	\$17.40	\$22.35
Print Binding and Finishing Workers	264	0.2%	\$13.62	\$15.24	\$18.82
Sewing Machine Operators	638	0.6%	\$12.34	\$14.17	\$17.14
Shoe and Leather Workers and Repairers	33	0.0%	\$12.64	\$12.79	\$13.47
Sewers, Hand	40	0.0%	\$14.68	\$17.15	\$20.72
Tailors, Dressmakers, and Custom Sewers	10	0.0%	\$9.67	\$11.47	\$16.60
Textile Bleaching and Dyeing Machine Operators and Tenders	8	0.0%	\$12.27	\$12.96	\$15.88
Textile Cutting Machine Setters, Operators, and Tenders	42	0.0%	\$12.23	\$15.30	\$17.04
Textile Knitting and Weaving Machine Setters, Operators, and Tenders	12	0.0%	\$13.95	\$16.30	\$18.35
Textile Winding, Twisting, and Drawing Out Machine Setters, Operators, and Tenders	22	0.0%	\$13.67	\$15.63	\$18.67
Extruding and Forming Machine Setters, Operators, and Tenders, Synthetic and Glass Fibers	86	0.1%	\$18.81	\$19.63	\$22.40
Fabric and Apparel Patternmakers	21	0.0%	\$11.33	\$14.18	\$18.11
Upholsterers	223	0.2%	\$17.34	\$18.13	\$18.69
Textile, Apparel, and Furnishings Workers, All Other	50	0.0%	\$14.74	\$16.28	\$18.32

Northeast Indiana Wages: Goods Producing and Logistics

Eleven County Region

	Number of Workers	Percentage of Workforce	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
Cabinetmakers and Bench Carpenters	898	0.8%	\$14.87	\$19.84	\$27.83
Furniture Finishers	184	0.2%	\$13.94	\$14.95	\$18.28
Sawing Machine Setters, Operators, and Tenders, Wood . .	170	0.2%	\$14.58	\$15.25	\$20.40
Woodworking Machine Setters, Operators, and Tenders, Except Sawing	455	0.4%	\$14.70	\$18.30	\$21.95
Woodworkers, All Other	83	0.1%	\$12.66	\$16.80	\$20.77
Stationary Engineers and Boiler Operators	16	0.0%	\$19.81	\$33.24	\$41.47
Water and Wastewater Treatment Plant and System Operators	29	0.0%	\$19.81	\$23.37	\$24.86
Chemical Plant and System Operators	13	0.0%	\$15.56	\$18.58	\$24.41
Petroleum Pump System Operators, Refinery Operators, and Gaugers	20	0.0%	\$19.35	\$27.59	\$33.25
Plant and System Operators, All Other	18	0.0%	\$21.43	\$26.41	\$29.48
Chemical Equipment Operators and Tenders	218	0.2%	\$17.31	\$21.73	\$23.58
Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	170	0.2%	\$14.18	\$17.98	\$19.33
Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	155	0.1%	\$14.72	\$18.69	\$22.56
Grinding and Polishing Workers, Hand	118	0.1%	\$13.99	\$16.03	\$18.22
Mixing and Blending Machine Setters, Operators, and Tenders	676	0.6%	\$15.42	\$18.35	\$23.25
Cutters and Trimmers, Hand	58	0.1%	\$13.40	\$14.95	\$18.35
Cutting and Slicing Machine Setters, Operators, and Tenders	236	0.2%	\$14.84	\$18.46	\$22.85
Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	426	0.4%	\$15.39	\$20.01	\$24.32
Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	96	0.1%	\$15.90	\$20.39	\$21.85
Inspectors, Testers, Sorters, Samplers, and Weighers . . .	2,973	2.6%	\$16.05	\$18.62	\$22.86
Jewelers and Precious Stone and Metal Workers	17	0.0%	\$19.47	\$22.48	\$24.66
Dental Laboratory Technicians	141	0.1%	\$15.23	\$18.75	\$22.63
Medical Appliance Technicians	174	0.2%	\$14.62	\$16.87	\$24.00
Ophthalmic Laboratory Technicians	71	0.1%	\$12.57	\$17.56	\$20.40
Packaging and Filling Machine Operators and Tenders . .	985	0.9%	\$13.71	\$15.60	\$17.89
Painting, Coating, and Decorating Workers	256	0.2%	\$14.49	\$15.60	\$18.75
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	1,268	1.1%	\$15.16	\$18.19	\$22.89
Semiconductor Processing Technicians	14	0.0%	\$13.11	\$16.18	\$22.52
Photographic Process Workers and Processing Machine Operators	20	0.0%	\$15.32	\$18.23	\$20.89
Computer Numerically Controlled Tool Operators	1,132	1.0%	\$17.67	\$20.67	\$23.51

Northeast Indiana Wages: Goods Producing and Logistics

Eleven County Region

	Number of Workers	Percentage of Workforce	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
Computer Numerically Controlled Tool Programmers . . .	128	0.1%	\$22.56	\$25.24	\$30.66
Adhesive Bonding Machine Operators and Tenders	323	0.3%	\$13.07	\$13.37	\$15.53
Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	57	0.1%	\$14.06	\$16.47	\$17.89
Cooling and Freezing Equipment Operators and Tenders . .	17	0.0%	\$16.77	\$23.14	\$28.88
Etchers and Engravers	55	0.0%	\$15.41	\$19.74	\$22.29
Molders, Shapers, and Casters, Except Metal and Plastic .	161	0.1%	\$16.33	\$18.09	\$19.47
Paper Goods Machine Setters, Operators, and Tenders . . .	294	0.3%	\$13.53	\$16.83	\$22.07
Tire Builders	52	0.0%	\$23.35	\$26.63	\$32.54
Helpers--Production Workers	784	0.7%	\$14.20	\$16.54	\$18.58
Production Workers, All Other	265	0.2%	\$13.64	\$14.55	\$18.12

TRANSPORTATION AND MATERIAL MOVING OCCUPATIONS

First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	706	0.6%	\$18.67	\$23.55	\$29.99
Airline Pilots, Copilots, and Flight Engineers	22	0.0%	\$49.66	\$63.18	\$67.01
Commercial Pilots	30	0.0%	\$31.27	\$45.45	\$62.16
Airfield Operations Specialists	5	0.0%	\$21.18	\$26.47	\$35.06
Flight Attendants	5	0.0%	\$18.90	\$29.43	\$33.84
Ambulance Drivers and Attendants, Except Emergency Medical Technicians	3	0.0%	\$13.35	\$14.58	\$17.57
Driver/Sales Workers	138	0.1%	\$8.59	\$10.10	\$19.89
Heavy and Tractor-Trailer Truck Drivers	5,220	4.6%	\$18.49	\$23.08	\$27.24
Light Truck Drivers	1,579	1.4%	\$13.26	\$17.88	\$22.65
Bus Drivers, School	48	0.0%	\$9.33	\$14.32	\$20.78
Bus Drivers, Transit and Intercity	35	0.0%	\$17.99	\$24.83	\$28.93
Shuttle Drivers and Chauffeurs	150	0.1%	\$10.41	\$12.96	\$14.17
Taxi Drivers	86	0.1%	\$7.36	\$11.23	\$16.83
Motor Vehicle Operators, All Other	50	0.0%	\$8.58	\$8.78	\$12.03
Locomotive Engineers	116	0.1%	\$23.66	\$30.66	\$35.15
Rail Yard Engineers, Dinkey Operators, and Hostlers	8	0.0%	\$31.52	\$36.75	\$40.92
Railroad Brake, Signal, and Switch Operators and Locomotive Firers	42	0.0%	\$39.05	\$39.21	\$39.29
Railroad Conductors and Yardmasters	128	0.1%	\$27.99	\$30.88	\$32.43
Sailors and Marine Oilers	3	0.0%	\$17.69	\$21.51	\$26.35
Captains, Mates, and Pilots of Water Vessels	21	0.0%	\$32.17	\$51.52	\$70.72
Motorboat Operators	3	0.0%	\$25.41	\$30.79	\$40.48
Automotive and Watercraft Service Attendants	3	0.0%	\$11.41	\$13.74	\$14.68
Aircraft Service Attendants	9	0.0%	\$13.00	\$15.99	\$18.62
Transportation Inspectors	15	0.0%	\$27.67	\$37.16	\$49.82

Northeast Indiana Wages: Goods Producing and Logistics

Eleven County Region

	Number of Workers	Percentage of Workforce	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
Passenger Attendants	10	0.0%	\$10.54	\$11.56	\$16.23
Transportation Workers, All Other	5	0.0%	\$14.52	\$17.31	\$18.72
Conveyor Operators and Tenders	71	0.1%	\$14.39	\$16.68	\$21.24
Crane and Tower Operators	167	0.1%	\$19.45	\$22.43	\$28.21
Industrial Truck and Tractor Operators	1,632	1.4%	\$16.69	\$18.37	\$22.02
Cleaners of Vehicles and Equipment	160	0.1%	\$10.77	\$13.72	\$16.32
Laborers and Freight, Stock, and Material Movers, Hand	5,294	4.7%	\$13.94	\$15.72	\$18.47
Machine Feeders and Offbearers	549	0.5%	\$13.75	\$16.37	\$22.00
Packers and Packagers, Hand	1,095	1.0%	\$11.65	\$16.04	\$17.79
Stockers and Order Fillers	1,094	1.0%	\$11.34	\$13.82	\$15.41
Gas Compressor and Gas Pumping Station Operators	5	0.0%	\$28.80	\$40.49	\$44.20
Tank Car, Truck, and Ship Loaders	8	0.0%	\$18.69	\$22.93	\$35.20
Material Moving Workers, All Other	7	0.0%	\$14.00	\$18.41	\$23.86

BENEFITS



Goods Producing and Logistics

Northeast Indiana Benefits: Goods Producing and Logistics

Eleven County 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	57%	57%
New Year's Day	97%	97%
Martin Luther King Jr.	4%	4%
Lincoln's Birthday	0%	0%
President's Day	3%	3%
Washington's Birthday	0%	0%
Good Friday	60%	60%
Memorial Day	100%	100%
Independence Day	100%	97%
Labor Day	97%	97%
Columbus Day	0%	0%
Election Day	0%	0%
Floating Holiday	41%	38%
Veterans' Day	4%	4%
Thanksgiving Day	100%	99%
Day After Thanksgiving	81%	82%
Christmas Eve	78%	79%
Christmas Day	100%	100%
Other	19%	15%

COMBINED PAID TIME OFF

Percentage of companies that combine vacation, sick and personal days	24%	24%
Average number of PTO days offered first year	2	3
Typical number of PTO days offered first year	10	15
Average number of carryover days per year	24	24

How Paid Time Off is earned

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

Eleven County Region

Hourly

Salary

PAID TIME OFF (continued)

VACATION

Percentage of all companies that offer paid vacation **78%** **76%**

How soon after hire may employee take paid vacation?

One to 30 days	21%	54%
One to three months	23%	15%
Three to six months	25%	12%
Six months to one year	11%	10%
After 1 year	21%	10%

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	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	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	6
Typical number of years that must be worked to earn 15 days	5	5
Average number of years that must be worked to earn 20 days (when offered)	14	14
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)	13	12
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 **32%** **31%**

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

How soon after hire may employee take personal day?

One to 30 days	23%	38%
One to three months	36%	33%
Three to six months	18%	14%
Six months to one year	0%	0%
After 1 year	23%	14%

Northeast Indiana Benefits: Goods Producing and Logistics (continued)

Eleven County Region

Hourly

Salary

PAID TIME OFF (continued)

BEREAVEMENT LEAVE

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

How soon after hire is employee eligible?

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

COMPENSATION DURING JURY SERVICE

Percentage of companies that pay employees during jury service	72%	75%
Percentage of those that pay regular wages plus payment from court	33%	45%
Percentage of those that pay regular wages minus payment from court	67%	55%
Percentage where employee receives only payment from court	28%	25%

ILLNESS DAYS

Percentage of companies that offer paid illness days	7%	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	6	5
Typical number of paid illness days that may be accumulated	10	10

How soon after hire is employee eligible?

One to 30 days	60%	58%
One to three months	20%	42%
Three to six months	20%	0%
Six months to one year	0%	0%
After 1 year	0%	0%

Northeast Indiana Benefits: Goods Producing and Logistics (continued)

Eleven County Region

Hourly

Salary

PAID TIME OFF (continued)

FAMILY MEDICAL LEAVE

Percentage of companies that offer Family Medical Leave	82%	82%
Average number of weeks paid	1	1
Typical number of weeks paid	0	0
Average number of weeks unpaid	11	11
Typical number of weeks unpaid	0	0

MATERNITY LEAVE

HOURLY

SALARY

Percentage of companies that offer Maternity Leave	57%	62%
Average number of weeks paid	3	3
Typical number of weeks paid	0	0
Average number of weeks unpaid	7	7
Typical number of weeks unpaid	0	0

PATERNITY LEAVE

HOURLY

SALARY

Percentage of companies that offer Paternity Leave	40%	43%
Average number of weeks paid	1	2
Typical number of weeks paid	0	0
Average number of weeks unpaid	8	8
Typical number of weeks unpaid	0	0

Northeast Indiana Benefits: Goods Producing and Logistics (continued)

Eleven County Region

Hourly

Salary

HEALTH RELATED BENEFITS

HEALTH INSURANCE OFFERED

Percentage of companies offering health insurance to employees	100%	100%
Percentage of those offering health insurance to families and children	100%	100%
Percentage of companies reporting as self-insured	74%	74%
Percentage of companies reporting indemnity insurance	28%	28%
Percentage of companies that offer a single plan	37%	38%
Percentage of companies that offer multiple plans	63%	62%
Percentage of companies offering traditional plans	72%	72%
Percentage of companies offering high-deductible plans	62%	62%
Percentage of companies considering dropping health plan in coming year	1%	1%

HEALTH SAVINGS ACCOUNTS AND HEALTH REIMBURSEMENT ARRANGEMENTS

Percentage of companies offering only HSA or HRA plans	15%	16%
Percentage of companies offering optional HSA or HRA plan	49%	49%
Percentage of companies with no HSA or HRA plan	37%	35%

Average company contribution to HSA/HRA account

For employee only plan	\$787	\$784
For family plan	\$1,465	\$1,450

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	\$4,454	\$4,454
Average maximum annual out of pocket expense family	\$8,691	\$8,691

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	43%	43%
Average amount that may be earned	\$647	\$647
Typical amount that may be earned	\$500	\$500

Northeast Indiana Benefits: Goods Producing and Logistics (continued)

Eleven County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS

SELF-INSURED COMPANIES

Traditional Plans

Percentage of self-insured companies offering traditional plans	57%	55%
Percentage that offer family coverage	100%	100%

How soon after hire is employee eligible?

One to 30 days	24%	57%
One to three months	66%	54%
Three to six months	8%	0%
Six months to year	3%	3%
After one year	0%	0%

Average monthly premium paid by employee for:

Employee only coverage	\$149.83	\$158.38
Employee and spouse	\$354.92	\$355.71
Employee and child	\$315.26	\$318.97
Family	\$496.05	\$496.53

Average monthly cost paid by employer for each employee

Employee-only coverage	\$655.67	\$632.67
Employee and spouse	\$632.67	\$1,274.53
Employee and child	\$1,177.87	\$1,421.23
Family	\$1,760.62	\$1,769.28

Deductibles

Average annual deductible per person	\$1,456.32	\$1,501.08
Typical annual deductible per person	\$1,500.00	\$1,500.00
Average annual deductible per family	\$3,292.70	\$3,314.32
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	\$24.59	\$24.44
Typical copay for physician office visit	\$20.00	\$20.00

Average out of pocket limit

Single coverage	\$3,957.76	\$4,025.54
Family Coverage	\$8,347.03	\$8,326.76

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)

Eleven County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

SELF-INSURED COMPANIES

High-Deductible Plan

Percentage of self-insured companies offering high-deductible plans	45%	45%
Percentage that offer family coverage	100%	100%

How soon after hire is employee eligible?

One to 30 days	40%	57%
One to three months	53%	40%
Three to six months	7%	3%
Six months to year	0%	0%
After one year	0%	0%

Average monthly premium paid by employee for:

Employee only coverage	\$96.46	\$97.49
Employee and spouse	\$263.71	\$256.25
Employee and child	\$227.34	\$221.83
Family	\$382.21	\$369.94

Average monthly cost paid by employer for each employee

Employee-only coverage	\$538.17	\$537.66
Employee and spouse	\$1,063.94	\$1,074.38
Employee and child	\$922.80	\$931.02
Family	\$1,493.43	\$1,511.38

Deductibles

Average annual deductible per person	\$3,145.00	\$3,145.00
Typical annual deductible per person	\$1,500.00	\$1,500.00
Average annual deductible per family	\$6,288.33	\$6,288.33
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	\$12.50	\$12.50
Typical copay for physician office visit	\$20.00	\$20.00

Average out of pocket limit

Single coverage	\$4,258.62	\$4,258.62
Family Coverage	\$8,362.07	\$8,362.07

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)

Eleven County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

INDEMNITY-INSURED COMPANIES

Traditional Plans

Percentage of indemnity-insured companies offering traditional plans	15%	15%
Percentage that offer family coverage	100%	100%

How soon after hire is employee eligible?

One to 30 days	30%	70%
One to three months	70%	70%
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	\$202.03	\$202.03
Employee and spouse	\$563.36	\$563.36
Employee and child	\$445.30	\$445.30
Family	\$858.83	\$858.83

Average monthly cost paid by employer for each employee

Employee-only coverage	\$505.25	\$505.25
Employee and spouse	\$505.25	\$921.18
Employee and child	\$815.32	\$815.32
Family	\$1,198.87	\$1,198.87

Deductibles

Average annual deductible per person	\$2,500.00	\$2,500.00
Typical annual deductible per person	\$1,500.00	\$1,500.00
Average annual deductible per family	\$4,950.00	\$4,950.00
Typical annual deductible per family	\$3,000.00	\$3,000.00

Copays and Limits

Average percentage of costs covered by insurance	74%	74%
Typical percentage of costs covered by insurance	80%	80%
Average copay for physician office visit	\$24.50	\$24.50
Typical copay for physician office visit	\$20.00	\$20.00

Average out of pocket limit

Single coverage	\$5,630.00	\$5,630.00
Family Coverage	\$9,360.00	\$8,460.00

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)

Eleven County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

INDEMNITY INSURED COMPANIES

High-Deductible Plan

Percentage of indemnity-insured companies offering high-deductible plans	16%	15%
Percentage that offer family coverage	91%	100%

How soon after hire is employee eligible?

One to 30 days	27%	20%
One to three months	64%	70%
Three to six months	9%	10%
Six months to year	0%	0%
After one year	0%	0%

Average monthly premium paid by employee for:

Employee only coverage	\$105.68	\$105.68
Employee and spouse	\$393.97	\$407.40
Employee and child	\$250.26	\$247.44
Family	\$518.83	\$528.66

Average monthly cost paid by employer for each employee

Employee-only coverage	\$625.61	\$371.82
Employee and spouse	\$1,103.51	\$828.62
Employee and child	\$775.53	\$759.18
Family	\$1,277.89	\$1,062.56

Deductibles

Average annual deductible per person	\$4,285.00	\$4,372.22
Typical annual deductible per person	\$1,500.00	\$1,500.00
Average annual deductible per family	\$9,100.00	\$8,957.14
Typical annual deductible per family	\$3,000.00	\$3,000.00

Copays and Limits

Average percentage of costs covered by insurance	68%	68%
Typical percentage of costs covered by insurance	80%	80%
Average copay for physician office visit	\$25.50	\$25.50
Typical copay for physician office visit	\$20.00	\$20.00

Average out of pocket limit

Single coverage	\$6,715.00	\$6,738.89
Family Coverage	\$14,633.33	\$15,642.86

Typical out of pocket limit

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

Northeast Indiana Benefits: Goods Producing and Logistics (continued)

Eleven County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

PRESCRIPTION DRUG BENEFIT

Percentage of all companies where insurance covers prescription drugs **87%** **87%**

Retail copay when paying dollars

What is the average employee copay for retail generic?	\$10.06	. . . . .	\$10.28
What is the typical employee copay for retail generic?	\$15.00	. . . . .	\$15.00
What is the average employee copay for retail formulary?	\$33.60	. . . . .	\$34.82
What is the typical employee copay for retail formulary?	\$35.00	. . . . .	\$35.00
What is the average employee copay for retail non-formulary?	\$62.35	. . . . .	\$64.55
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?	\$20.73	. . . . .	\$22.00
What is the typical employee copay for mail-order generic?	\$25.00	. . . . .	\$25.00
What is the average employee copay for mail-order formulary?	\$69.91	. . . . .	\$74.46
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?	\$130.41	. . . . .	\$168.14
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?	73%	. . . . .	73%
What is the typical employee copay for retail generic?	20%	. . . . .	20%
What is the average employee copay for retail formulary?	78%	. . . . .	78%
What is the typical employee copay for retail formulary?	20%	. . . . .	20%
What is the average employee copay for retail non-formulary?	78%	. . . . .	78%
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?	75%	. . . . .	75%
What is the typical employee copay for mail-order generic?	20%	. . . . .	20%
What is the average employee copay for mail-order formulary?	78%	. . . . .	78%
What is the typical employee copay for mail-order formulary?	20%	. . . . .	20%
What is the average employee copay for mail-order non-formulary?	78%	. . . . .	78%
What is the typical employee copay for mail-order nonformulary?	30%	. . . . .	30%

Northeast Indiana Benefits: Goods Producing and Logistics (continued)

Eleven County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

DENTAL INSURANCE

Percentage of all companies that offer a dental plan	60%	67%
Percentage of those plans that cover orthodontia	67%	70%

How soon after hire is employee eligible for coverage?

One to 30 days after hire:	22%	20%
One to three months after hire	78%	80%
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	\$44.78	\$45.30
Typical annual deductible	\$50.00	\$50.00
Average annual limit single coverage:	\$1,306	\$1,275
Typical annual limit single coverage	\$1,000	\$1,000
Average annual limit family coverage:	\$1,639	\$1,775
Typical annual limit family coverage	\$1,000	\$1,000

Premiums and Costs

Average monthly premium paid by employee for

Employee only coverage	\$13.78	\$13.86
Employee and spouse	\$39.83	\$34.79
Employee and child(ren)	\$39.59	\$37.76
Family	\$61.90	\$55.36

Average monthly premium paid by employer for

Employee only coverage	\$13.34	\$13.52
Employee and spouse	\$17.31	\$19.21
Employee and child(ren)	\$19.24	\$21.59
Family	\$37.17	\$39.50

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	97%	97%
Typical percentage of preventive costs covered	100%	100%
Average of basic costs covered	74%	75%
Typical percentage of basic costs covered	80%	80%
Average of major costs covered	48%	48%
Typical percentage of major costs covered	50%	50%

Northeast Indiana Benefits: Goods Producing and Logistics (continued)

Eleven County 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	98%	98%
Percentage of those plans that cover LASIK or similar procedures	25%	25%

How soon after hire is employee eligible for coverage?

One to 30 days	31%	40%
One to three months	56%	53%
Three to six months	11%	5%
Six months to one year	2%	2%
After first year	0%	0%

Premiums and Costs

Average monthly premium paid by employee for:

Employee only coverage	\$4.41	\$4.47
Employee and spouse	\$8.98	\$9.10
Employee and child(ren)	\$9.56	\$9.69
Family	\$13.40	\$63.59

Average monthly premium paid by employer for

Employee only coverage	\$6.93	\$6.93
Employee and spouse	\$11.92	\$11.92
Employee and child(ren)	\$13.43	\$13.43
Family	\$18.00	\$17.98

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)

Eleven County 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	84%	82%
Average percentage of wages employee receives while on short-term disability	61%	67%
Typical percentage of wages employee receives while on short-term disability	60%	60%
Average number of weeks employee receives payment	20	19
Typical number of weeks employee receives payment.	26	26

How soon after hire is employee covered?

One to 30 days	25%	33%
One to three months	43%	42%
Three to six months	18%	13%
Six months to one year.	5%	4%
After first year	9%	9%

LONG TERM DISABILITY

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

How soon after hire is employee covered?

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

Northeast Indiana Benefits: Goods Producing and Logistics (continued)

Eleven County Region

Hourly

Salary

RETIREMENT

COMPANY FUNDED PENSION

Percentage of companies that offer traditional pension plan	10%	9%
Percentage of companies where the employee also contributes	71%	67%
Average age when employee is eligible to receive benefits	56	55
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%	97%
Average percentage of wages an employee may contribute to fund	59%	59%
Typical percentage of wages an employee may contribute to fund	100%	100%
Percentage of companies where the employer contributes	92%	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	.67% of the first 8%	
Percentage of companies where the match is guaranteed	80%	79%
Percentage of companies where the match is intended	30%	21%

How soon after hire is employee eligible to participate?

One to 30 days	22%	26%
One to three months	26%	20%
Three to six months	22%	20%
Six months to a year	17%	15%
After one year	14%	12%

Northeast Indiana Benefits: Goods Producing and Logistics (continued)

Eleven County Region

Hourly

Salary

OTHER INCENTIVES

WORKPLACE

Percentage of companies that offer these workplace benefits

Casual dress day (one per week)	7%	19%
Casual dress (every day)	66%	67%
Child day care services	1%	0%
Child care subsidy	1%	1%
Compressed work week	19%	7%
Discounted product purchases	36%	34%
Employee assistance programs	72%	37%
Emergency/sick child care	1%	0%
English as second language assistance	6%	3%
Fitness center membership subsidy	36%	36%
Fitness center on site	7%	9%
Flex time	19%	25%
Flexible spending account	45%	36%
Job sharing	3%	3%
Informal recognition program	37%	36%
Open communication policy	69%	67%
Scholarships-employees/spouses/children	15%	15%
Smoking cessation programs	37%	37%
Smoke-free work environment	52%	51%
Telecommuting	1%	9%
Transit subsidy	0%	0%
Tutoring-employees/spouses/children	1%	1%
Wellness program, resources and information	52%	52%
Other	3%	3%

COST OF BENEFITS

Cost of benefits as percentage of wages **24%**

WORKPLACE



Goods Producing and Logistics

Northeast Indiana Workplace: Goods Producing and Logistics

Eleven County Region

HIRING AND LAYOFFS

CHANGES IN STAFFING PRECEDING YEAR

Hiring

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

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

Average number of employees added in preceding six months 45

Layoffs

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

Total number of employees laid off in preceding six months 260

Average number of employees laid off in preceding six months 20

EXPECTED CHANGES IN STAFFING IN 2023

Hiring

Percentage of companies adding workers later in 2023 63%

Total anticipated increase later 2023 1,446

Average anticipated increase later in 2023 20

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 63%

Percentage of companies uncertain of change in 2023 13%

EXPECTED CHANGES IN STAFFING IN 2024

Hiring

Percentage of companies adding workers in 2024 34%

Total anticipated increase in 2024 610

Average anticipated increase in 2024 16

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 66%

Percentage of companies uncertain of change in 2024 0%

ANNUAL TURNOVER

Average annual turnover as percentage of employees 25%

Northeast Indiana Workplace: Goods Producing and Logistics

Eleven County Region

STAFFING

INCENTIVES

Percentage of those companies offering these staffing incentives

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

RECRUITING

Where employers recruit new workers

Employment agencies	46%
Indiana Career Connect	36%
Job fairs	63%
Newspapers	30%
Online	82%
Referrals	87%

PANDEMIC

Impact of the pandemic on employment environment

No impact	34%
Layoffs	1%
Furloughs	6%
Delay filling openings	46%
More flexible work from home policies	6%
Employment has grown	6%

COVID-19 Vaccine policies

	Hourly	Salaried
Employees are required to be vaccinated	13%	9%
Financial incentives offered to encourage vaccination	9%	4%

Northeast Indiana Workplace: Goods Producing and Logistics

Eleven County Region

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	50%
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

Excel	33%
Outlook	11%
Word	0%
Office Suite	11%
Computer basics	33%
Quickbooks/Accounting	11%
CAD/Autocad	11%
SAP	0%
Employer specific	0%
None	33%

MINIMUM EDUCATION REQUIREMENTS

Employers who set these minimum education requirements

No degree required	30%
High school or GED diploma	45%
Some college	0%
Associates degree	0%
Bachelors degree	13%
Graduate degree	3%
Professional degree	1%
Professional license	15%
Professional certification	7%

Northeast Indiana Workforce: Goods Producing and Logistics

Eleven County Region

WORKFORCE DEVELOPMENT

EMPLOYERS FIND THESE POSITIONS MOST DIFFICULT TO FILL

Off-shift openings	6%
Programmers	4%
Engineers	18%
Machinists	9%
Maintenance	16%
Skilled labor	3%
Unskilled labor	5%
Management	4%
Other	4%
Mechanical	4%
Skilled trades	6%

SALARY OUTLOOK

PAY INCREASES

In 2022

Percentage of companies giving pay raises in preceding 12 months	99%
Average raise given in preceding 12 months	9.23%
Typical raise given in preceding 12 months	3%

In 2023

Percentage of companies planning pay raises in next 12 months	94%
Average raise planned in next 12 months	6.21%
Typical increase planned in next 12 months	3%

Northeast Indiana Workplace: Goods Producing and Logistics)

Eleven County Region

Hourly

Salary

TRAINING AND CAREER DEVELOPMENT

TRAINING AND EDUCATION

Percentage of companies with training, career development and education benefits. . 75% 78%

How soon after hire is employee eligible?

One to 30 days	34%	. . . . .	40%
One to three months	20%	. . . . .	19%
Three to six months	16%	. . . . .	12%
Six months to one year.	8%	. . . . .	8%
After 1 year	22%	. . . . .	21%

TUITION ASSISTANCE

Percentage of companies offering tuition assistance.	66%	. . . . .	67%
Percentage that require classes be job related to receive tuition assistance	82%	. . . . .	84%
Average percent of tuition reimbursement	89%	. . . . .	88%

JOB SKILLS AND CAREER DEVELOPMENT

Percentage of companies that offer in-house skills and career development programs	72%	. . . . .	75%
Percentage of companies that offer off-site skills and career development programs	67%	. . . . .	76%

MENTORING

Percentage of companies with formal mentoring programs 42% 45%

IN-HOUSE TRAINING

Percentage of companies where training is done in-house 72% 75%

OFF-SITE TRAINING

Percentage of companies where training is done off-site. 67% 76%

ORIENTATION

Percentage of companies that offer orientation for new employees 70% 75%

INTERNSHIPS

Percentage of companies with internships. 47%

Northeast Indiana Workforce: Goods Producing and Logistics

Eleven County Region

SUBSTANCE SCREENING

DRUG TESTING

Percentage of companies that conduct drug screening **87%**

Which screening protocol is used?

Five panel 53%
Seven panel 5%
DOT 7%
Other 57%

	Hourly	Salary
Percentage of those companies that require new applicants to pass	93%	90%

Current employees are screened

Randomly	22%	22%
After incident/injury	76%	70%
For cause	88%	85%

Employees who fail are

Dismissed	81%	81%
Referred to an EAP or counseling program	55%	50%

MARIJUANA TESTING

Percentage of companies that test for marijuana use **76%**

Percentage of companies that make allowance for prescription 55%

When are tests done?

As part of hiring process 86%
For cause or after incident 84%

Professional, Financial and Information Services



NORTHEAST INDIANA

2023 ELEVEN COUNTY REGIONAL

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; waste management and remediation; and not-for-profit organizations

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WAGES



Professional, Financial and Information Services

Northeast Indiana Wages: Professional, Financial and Information Services

Eleven County Region

	Number of Workers	Percentage of Workforce	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
MANAGEMENT OCCUPATIONS					
Chief Executives	66	0.2%	\$35.63	\$72.51	\$121.77
General and Operations Managers	1124	3.0%	\$28.65	\$42.09	\$62.86
Advertising and Promotions Managers	12	0.0%	\$26.50	\$42.07	\$53.52
Marketing Managers	137	0.4%	\$38.01	\$47.37	\$72.62
Sales Managers	181	0.5%	\$35.66	\$46.80	\$65.82
Public Relations Managers	25	0.1%	\$34.85	\$45.68	\$57.72
Fundraising Managers	38	0.1%	\$30.89	\$40.57	\$58.95
Administrative Services Managers	138	0.4%	\$30.08	\$42.75	\$57.24
Facilities Managers	25	0.1%	\$28.86	\$37.37	\$47.45
Computer and Information Systems Managers	242	0.7%	\$44.64	\$56.28	\$72.69
Financial Managers	474	1.3%	\$33.94	\$47.88	\$68.01
Industrial Production Managers	7	0.0%	\$36.19	\$46.26	\$57.70
Compensation and Benefits Managers	3	0.0%	\$45.89	\$58.24	\$73.15
Human Resources Managers	50	0.1%	\$37.04	\$47.49	\$59.60
Training and Development Managers	15	0.0%	\$38.26	\$45.07	\$57.15
Construction Managers	11	0.0%	\$18.56	\$33.54	\$50.52
Education and Childcare Administrators, Preschool and Daycare	42	0.1%	\$17.49	\$19.96	\$27.69
Education Administrators, Kindergarten through Secondary	19	0.1%	\$35.45	\$42.49	\$48.18
Education Administrators, All Other	14	0.0%	\$21.78	\$27.69	\$35.84
Architectural and Engineering Managers	73	0.2%	\$47.43	\$59.99	\$76.45
Food Service Managers	6	0.0%	\$22.64	\$28.64	\$31.22
Entertainment and Recreation Managers, Except Gambling	7	0.0%	\$16.45	\$20.50	\$32.41
Medical and Health Services Managers	18	0.0%	\$33.95	\$44.76	\$58.16
Natural Sciences Managers	10	0.0%	\$25.29	\$33.54	\$48.49
Property, Real Estate, and Community Association Managers	15	0.0%	\$18.87	\$24.14	\$31.82
Social and Community Service Managers	53	0.1%	\$20.86	\$27.16	\$35.30
Managers, All Other	155	0.4%	\$14.09	\$24.14	\$41.33

Northeast Indiana Wages: Professional, Financial and Information Services

Eleven County Region

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

BUSINESS AND FINANCIAL OPERATIONS OCCUPATIONS

Buyers and Purchasing Agents	61	0.2%	\$22.10	\$25.99	\$34.23
Claims Adjusters, Examiners, and Investigators	352	0.9%	\$22.95	\$28.98	\$37.09
Insurance Appraisers, Auto Damage	9	0.0%	\$25.27	\$27.28	\$35.39
Compliance Officers	81	0.2%	\$22.01	\$28.96	\$37.95
Cost Estimators	6	0.0%	\$22.62	\$29.26	\$37.12
Human Resources Specialists	280	0.8%	\$18.62	\$23.65	\$30.62
Labor Relations Specialists	326	0.9%	\$21.35	\$29.17	\$40.19
Logisticians	15	0.0%	\$24.44	\$30.65	\$39.98
Project Management Specialists	209	0.6%	\$27.06	\$35.60	\$47.02
Management Analysts	668	1.8%	\$24.07	\$30.61	\$39.68
Meeting, Convention, and Event Planners	67	0.2%	\$14.76	\$20.08	\$27.28
Fundraisers	137	0.4%	\$18.12	\$23.49	\$31.69
Compensation, Benefits, and Job Analysis Specialists	92	0.2%	\$22.57	\$24.95	\$33.72
Training and Development Specialists	142	0.4%	\$20.75	\$27.87	\$36.50
Market Research Analysts and Marketing Specialists	533	1.4%	\$20.29	\$24.23	\$31.97
Business Operations Specialists, All Other	208	0.6%	\$19.38	\$27.38	\$36.82
Accountants and Auditors	1003	2.7%	\$23.78	\$29.85	\$38.89
Property Appraisers and Assessors	30	0.1%	\$17.99	\$21.88	\$28.21
Credit Analysts	76	0.2%	\$19.90	\$23.89	\$29.50
Financial and Investment Analysts	196	0.5%	\$28.75	\$37.21	\$53.62
Personal Financial Advisors	601	1.6%	\$22.63	\$29.85	\$50.82
Insurance Underwriters	250	0.7%	\$28.19	\$30.33	\$38.33
Financial Risk Specialists	86	0.2%	\$26.58	\$35.60	\$39.26
Financial Examiners	26	0.1%	\$30.00	\$31.50	\$43.01
Credit Counselors	27	0.1%	\$15.08	\$18.06	\$22.69
Loan Officers	647	1.7%	\$15.64	\$25.24	\$38.59
Tax Preparers	202	0.5%	\$14.02	\$19.90	\$23.87
Financial Specialists, All Other	31	0.1%	\$17.46	\$22.18	\$37.21

COMPUTER AND MATHEMATICAL OCCUPATIONS

Computer Systems Analysts	304	0.8%	\$29.21	\$37.48	\$47.92
Information Security Analysts	54	0.1%	\$30.83	\$40.49	\$53.64
Computer and Information Research Scientists	5	0.0%	\$35.92	\$41.49	\$52.95
Computer Network Support Specialists	157	0.4%	\$23.42	\$29.31	\$38.15
Computer User Support Specialists	381	1.0%	\$17.97	\$22.63	\$28.68
Computer Network Architects	128	0.3%	\$30.32	\$38.56	\$49.12
Database Administrators	37	0.1%	\$27.75	\$30.92	\$40.30
Database Architects	22	0.1%	\$24.16	\$39.93	\$47.59
Network and Computer Systems Administrators	187	0.5%	\$28.36	\$34.38	\$41.91
Computer Programmers	110	0.3%	\$26.29	\$37.33	\$47.29

Northeast Indiana Wages: Professional, Financial and Information Services

Eleven County Region

	Number of Workers	Percentage of Workforce	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
Software Developers	584	1.6%	\$34.58	\$44.48	\$56.98
Software Quality Assurance Analysts and Testers	73	0.2%	\$28.36	\$35.71	\$45.33
Web Developers	52	0.1%	\$20.19	\$27.34	\$35.33
Web and Digital Interface Designers	64	0.2%	\$23.04	\$29.48	\$38.60
Computer Occupations, All Other	68	0.2%	\$18.35	\$28.18	\$40.17
Actuaries	53	0.1%	\$36.12	\$56.00	\$77.03
Operations Research Analysts	72	0.2%	\$28.90	\$33.34	\$46.36
Statisticians	3	0.0%	\$24.18	\$35.17	\$43.75
Data Scientists	80	0.2%	\$23.00	\$28.93	\$38.30

ARCHITECTURE AND ENGINEERING JOBS

Architects, Except Landscape and Naval	163	0.4%	\$28.71	\$36.47	\$46.35
Landscape Architects	40	0.1%	\$18.18	\$18.44	\$29.14
Surveyors	67	0.2%	\$24.12	\$30.59	\$42.29
Aerospace Engineers	3	0.0%	\$30.06	\$46.48	\$59.04
Civil Engineers	143	0.4%	\$29.18	\$37.04	\$46.49
Computer Hardware Engineers	34	0.1%	\$37.84	\$48.84	\$62.31
Electrical Engineers	60	0.2%	\$34.42	\$44.22	\$55.87
Electronics Engineers, Except Computer	62	0.2%	\$37.08	\$43.16	\$63.79
Environmental Engineers	17	0.0%	\$33.98	\$37.10	\$46.67
Industrial Engineers	54	0.1%	\$30.37	\$37.93	\$48.16
Materials Engineers	3	0.0%	\$25.46	\$33.60	\$44.80
Mechanical Engineers	69	0.2%	\$30.12	\$37.33	\$46.47
Engineers, All Other	37	0.1%	\$29.04	\$42.59	\$53.96
Architectural and Civil Drafters	132	0.4%	\$21.67	\$23.43	\$30.83
Electrical and Electronics Drafters	4	0.0%	\$19.42	\$22.57	\$30.54
Mechanical Drafters	15	0.0%	\$20.38	\$26.21	\$33.15
Aerospace Engineering and Operations					
Technologists and Technicians	3	0.0%	\$28.82	\$32.38	\$41.93
Civil Engineering Technologists and Technicians	35	0.1%	\$21.75	\$27.63	\$33.56
Electrical and Electronic Engineering					
Technologists and Technicians	17	0.0%	\$22.53	\$25.86	\$31.52
Industrial Engineering Technologists and Technicians	6	0.0%	\$22.37	\$25.88	\$29.68
Mechanical Engineering Technologists and Technicians	13	0.0%	\$22.33	\$25.48	\$28.95
Calibration Technologists and Technicians	32	0.1%	\$22.66	\$25.38	\$33.61
Engineering Technologists and Technicians,					
Except Drafters, All Other	15	0.0%	\$18.65	\$22.19	\$32.42
Surveying and Mapping Technicians	56	0.2%	\$17.98	\$21.93	\$28.10

Northeast Indiana Wages: Professional, Financial and Information Services

Eleven 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					
Soil and Plant Scientists	5	0.0%	\$19.98	\$25.75	\$35.34
Biological Scientists, All Other	5	0.0%	\$25.73	\$31.57	\$39.01
Conservation Scientists	8	0.0%	\$20.21	\$26.55	\$34.99
Medical Scientists, Except Epidemiologists	11	0.0%	\$34.60	\$47.53	\$63.72
Chemists	15	0.0%	\$28.67	\$32.80	\$43.58
Environmental Scientists and Specialists, Including Health	35	0.1%	\$19.74	\$26.94	\$31.74
Geoscientists, Except Hydrologists and Geographers	4	0.0%	\$22.65	\$29.41	\$38.50
Physical Scientists, All Other	5	0.0%	\$31.89	\$38.92	\$49.72
Clinical and Counseling Psychologists	6	0.0%	\$28.17	\$30.67	\$48.99
Urban and Regional Planners	8	0.0%	\$27.00	\$34.99	\$37.77
Anthropologists and Archeologists	5	0.0%	\$20.29	\$24.48	\$26.58
Social Scientists and Related Workers, All Other	11	0.0%	\$28.75	\$38.30	\$50.07
Agricultural Technicians	17	0.0%	\$13.95	\$15.05	\$20.65
Biological Technicians	8	0.0%	\$16.00	\$18.32	\$22.42
Chemical Technicians	21	0.1%	\$18.23	\$22.38	\$27.46
Environmental Science and Protection Technicians, Including Health	19	0.1%	\$16.18	\$18.35	\$22.63
Social Science Research Assistants	3	0.0%	\$18.31	\$21.19	\$23.21
Life, Physical, and Social Science Technicians, All Other	9	0.0%	\$19.14	\$27.33	\$33.60
Occupational Health and Safety Specialists	13	0.0%	\$22.65	\$29.82	\$38.65
Occupational Health and Safety Technicians	8	0.0%	\$24.40	\$31.56	\$38.93
COMMUNITY AND SOCIAL SERVICE OCCUPATIONS					
Educational, Guidance, and Career Counselors and Advisors	21	0.1%	\$18.94	\$23.00	\$28.80
Marriage and Family Therapists	3	0.0%	\$21.69	\$23.90	\$29.73
Rehabilitation Counselors	3	0.0%	\$16.18	\$18.98	\$21.30
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	24	0.1%	\$17.34	\$21.30	\$27.59
Counselors, All Other	9	0.0%	\$20.91	\$23.54	\$31.91
Child, Family, and School Social Workers	24	0.1%	\$18.19	\$20.14	\$23.18
Healthcare Social Workers	11	0.0%	\$21.97	\$24.06	\$29.73
Mental Health and Substance Abuse Social Workers	3	0.0%	\$17.37	\$18.99	\$22.80
Social Workers, All Other	6	0.0%	\$28.12	\$34.20	\$39.91
Health Education Specialists	14	0.0%	\$21.49	\$28.25	\$36.80
Social and Human Service Assistants	71	0.2%	\$13.88	\$15.07	\$18.27
Community Health Workers	22	0.1%	\$14.59	\$18.22	\$21.89
Community and Social Service Specialists, All Other	25	0.1%	\$12.41	\$15.23	\$19.63
Clergy	1051	2.8%	\$20.89	\$23.29	\$28.38
Directors, Religious Activities and Education	718	1.9%	\$14.64	\$20.94	\$27.01
Religious Workers, All Other	330	0.9%	\$10.10	\$13.31	\$18.76

Northeast Indiana Wages: Professional, Financial and Information Services

Eleven County Region

	Number of Workers	Percentage of Workforce	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
LEGAL OCCUPATIONS					
Lawyers	575	1.5%	\$35.21	\$49.82	\$72.67
Arbitrators, Mediators, and Conciliators	4	0.0%	\$20.23	\$21.13	\$22.00
Paralegals and Legal Assistants	468	1.3%	\$17.70	\$21.06	\$28.18
Title Examiners, Abstractors, and Searchers	120	0.3%	\$14.85	\$18.03	\$21.97
Legal Support Workers, All Other	18	0.0%	\$16.74	\$22.79	\$34.06
EDUCATIONAL INSTRUCTION AND LIBRARY OCCUPATIONS					
Preschool Teachers, Except Special Education	294	0.8%	\$10.92	\$13.20	\$16.45
Kindergarten Teachers, Except Special Education	6	0.0%	\$20.80	\$23.35	\$28.97
Elementary School Teachers, Except Special Education	48	0.1%	\$19.97	\$23.09	\$28.69
Middle School Teachers, Except Special and Career/Technical Education	15	0.0%	\$20.52	\$23.66	\$29.30
Secondary School Teachers, Except Special and Career/Technical Education	41	0.1%	\$19.95	\$23.57	\$28.91
Adult Basic Education, Adult Secondary Education, and English as a Second Language Instructors	6	0.0%	\$22.47	\$24.14	\$29.22
Self-Enrichment Teachers	289	0.8%	\$11.12	\$15.34	\$22.58
Substitute Teachers, Short-Term	11	0.0%	\$11.17	\$13.86	\$17.09
Tutors	65	0.2%	\$11.99	\$20.71	\$23.19
Teachers and Instructors, All Other	52	0.1%	\$13.11	\$18.12	\$25.34
Archivists	5	0.0%	\$17.10	\$22.02	\$28.07
Librarians and Media Collections Specialists	12	0.0%	\$15.53	\$21.06	\$28.84
Library Technicians	4	0.0%	\$11.20	\$12.78	\$14.44
Instructional Coordinators	17	0.0%	\$16.11	\$22.30	\$29.22
Teaching Assistants, Except Postsecondary	125	0.3%	\$10.91	\$12.41	\$14.38
Educational Instruction and Library Workers, All Other	4	0.0%	\$10.66	\$13.47	\$17.95
ARTS, DESIGN, ENTERTAINMENT, SPORTS, AND MEDIA OCCUPATIONS					
Art Directors	23	0.1%	\$10.12	\$29.13	\$42.75
Special Effects Artists and Animators	5	0.0%	\$4.72	\$12.04	\$22.37
Commercial and Industrial Designers	6	0.0%	\$19.13	\$26.50	\$36.06
Graphic Designers	146	0.4%	\$17.25	\$21.97	\$24.60
Interior Designers	40	0.1%	\$21.04	\$23.58	\$26.17
Merchandise Displayers and Window Trimmers	18	0.0%	\$14.17	\$17.57	\$18.33
Actors	14	0.0%	\$14.34	\$26.34	\$41.41
Producers and Directors	126	0.3%	\$18.22	\$24.12	\$32.22
Coaches and Scouts	55	0.1%	\$10.80	\$14.24	\$20.65
Music Directors and Composers	162	0.4%	\$10.65	\$22.48	\$29.97
Musicians and Singers	330	0.9%	\$14.87	\$19.29	\$33.86
Entertainers and Performers, Sports and Related Workers, All Other	7	0.0%	\$10.56	\$21.27	\$29.44
Broadcast Announcers and Radio Disc Jockeys	103	0.3%	\$13.17	\$17.83	\$23.02

Northeast Indiana Wages: Professional, Financial and Information Services

Eleven County Region

	Number of Workers	Percentage of Workforce	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
News Analysts, Reporters, and Journalists	105	0.3%	\$15.35	\$18.16	\$24.59
Public Relations Specialists	224	0.6%	\$18.46	\$23.58	\$29.96
Editors	158	0.4%	\$17.13	\$20.92	\$27.58
Technical Writers	14	0.0%	\$19.75	\$27.31	\$37.77
Writers and Authors	85	0.2%	\$9.31	\$20.27	\$29.73
Interpreters and Translators	68	0.2%	\$14.88	\$19.60	\$26.00
Court Reporters and Simultaneous Captioners	4	0.0%	\$18.86	\$22.38	\$28.39
Media and Communication Workers, All Other	6	0.0%	\$11.57	\$13.06	\$21.99
Audio and Video Technicians	77	0.2%	\$14.27	\$17.30	\$22.12
Broadcast Technicians	54	0.1%	\$11.35	\$14.69	\$23.70
Sound Engineering Technicians	14	0.0%	\$11.80	\$18.31	\$33.34
Lighting Technicians	4	0.0%	\$16.12	\$22.14	\$27.65
Photographers	196	0.5%	\$11.11	\$15.47	\$28.24
Camera Operators, Television, Video, and Film	46	0.1%	\$14.84	\$23.50	\$26.98
Film and Video Editors	23	0.1%	\$14.18	\$23.71	\$34.28
Media and Communication Equipment Workers, All Other	4	0.0%	\$17.53	\$26.18	\$41.57

HEALTHCARE PRACTITIONERS AND TECHNICAL OCCUPATIONS

Dietitians and Nutritionists	3	0.0%	\$23.23	\$28.98	\$31.28
Veterinarians	200	0.5%	\$37.25	\$40.95	\$54.96
Registered Nurses	75	0.2%	\$29.07	\$29.61	\$36.33
Nurse Practitioners	4	0.0%	\$48.12	\$49.48	\$61.12
Physicians, All Other	3	0.0%	\$100.12	\$111.18	\$160.72
Clinical Laboratory Technologists and Technicians	4	0.0%	\$14.20	\$18.49	\$27.19
Pharmacy Technicians	3	0.0%	\$14.08	\$16.55	\$17.84
Psychiatric Technicians	3	0.0%	\$14.14	\$17.28	\$17.73
Veterinary Technologists and Technicians	247	0.7%	\$13.85	\$15.60	\$17.86
Licensed Practical and Licensed Vocational Nurses	12	0.0%	\$21.95	\$22.96	\$28.50
Medical Records Specialists	24	0.1%	\$17.16	\$21.92	\$22.89

HEALTHCARE AND SUPPORT OCCUPATIONS

Home Health and Personal Care Aides	19	0.1%	\$11.02	\$11.60	\$13.64
Nursing Assistants	21	0.1%	\$13.43	\$14.28	\$17.00
Medical Assistants	3	0.0%	\$14.35	\$17.47	\$18.18
Veterinary Assistants and Laboratory Animal Caretakers	264	0.7%	\$11.27	\$13.18	\$14.48

PROTECTIVE SERVICE OCCUPATIONS

Private Detectives and Investigators	8	0.0%	\$16.60	\$23.14	\$26.97
Security Guards	64	0.2%	\$12.21	\$15.08	\$21.37
Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	92	0.2%	\$8.41	\$9.44	\$10.57

Northeast Indiana Wages: Professional, Financial and Information Services

Eleven County Region

	Number of Workers	Percentage of Workforce	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
FOOD PREPARATION AND SERVING RELATED OCCUPATIONS					
Chefs and Head Cooks	5	0.0%	\$20.97	\$26.14	\$31.40
First-Line Supervisors of Food Preparation and Serving Workers	55	0.1%	\$13.81	\$15.35	\$18.74
Cooks, Institution and Cafeteria	58	0.2%	\$11.67	\$13.59	\$14.85
Cooks, Private Household	7	0.0%	\$13.37	\$18.94	\$22.67
Cooks, Restaurant	47	0.1%	\$11.47	\$13.68	\$14.58
Cooks, Short Order	7	0.0%	\$8.60	\$10.72	\$11.53
Food Preparation Workers	30	0.1%	\$9.93	\$11.89	\$14.07
Bartenders	212	0.6%	\$8.59	\$10.41	\$13.24
Fast Food and Counter Workers	69	0.2%	\$8.80	\$10.65	\$11.64
Waiters and Waitresses	73	0.2%	\$8.59	\$9.94	\$13.83
Food Servers, Nonrestaurant	13	0.0%	\$10.11	\$11.25	\$13.46
Dining Room and Cafeteria Attendants and Bartender Helpers	14	0.0%	\$8.54	\$9.77	\$13.05
Dishwashers	13	0.0%	\$9.13	\$10.05	\$13.24
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	5	0.0%	\$8.68	\$10.28	\$11.17
Food Preparation and Serving Related Workers, All Other	3	0.0%	\$10.82	\$12.50	\$15.13

BUILDING AND GROUNDS CLEANING AND MAINTENANCE OCCUPATIONS

First-Line Supervisors of Housekeeping and Janitorial Workers	11	0.0%	\$14.12	\$17.84	\$22.92
First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	6	0.0%	\$17.99	\$22.92	\$28.51
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	530	1.4%	\$10.98	\$13.57	\$15.75
Maids and Housekeeping Cleaners	108	0.3%	\$9.83	\$11.39	\$13.74
Landscaping and Groundskeeping Workers	89	0.2%	\$13.17	\$14.48	\$17.71

PERSONAL CARE AND SERVICE OCCUPATIONS

First-Line Supervisors of Entertainment and Recreation Workers, Except Gambling Services	32	0.1%	\$13.68	\$15.53	\$22.56
First-Line Supervisors of Personal Service Workers	37	0.1%	\$14.94	\$18.26	\$22.84
Animal Caretakers	113	0.3%	\$10.14	\$11.45	\$16.01
Gambling and Sports Book Writers and Runners	13	0.0%	\$15.96	\$16.72	\$18.17
Gambling Service Workers, All Other	4	0.0%	\$10.01	\$12.79	\$16.01
Ushers, Lobby Attendants, and Ticket Takers	164	0.4%	\$8.79	\$10.35	\$10.54
Amusement and Recreation Attendants	39	0.1%	\$8.44	\$9.04	\$11.77
Tour and Travel Guides	4	0.0%	\$8.74	\$9.54	\$11.55
Childcare Workers	349	0.9%	\$8.28	\$10.44	\$13.95
Exercise Trainers and Group Fitness Instructors	133	0.4%	\$12.42	\$16.36	\$21.80
Recreation Workers	240	0.6%	\$9.58	\$11.55	\$14.14
Residential Advisors	10	0.0%	\$11.80	\$14.52	\$16.04
Personal Care and Service Workers, All Other	5	0.0%	\$8.89	\$11.72	\$17.32

Northeast Indiana Wages: Professional, Financial and Information Services

Eleven County Region

	Number of Workers	Percentage of Workforce	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
SALES AND RELATED OCCUPATIONS					
First-Line Supervisors of Retail Sales Workers	26	0.1%	\$14.24	\$17.97	\$23.38
First-Line Supervisors of Non-Retail Sales Workers	90	0.2%	\$19.67	\$32.06	\$44.89
Cashiers	36	0.1%	\$9.58	\$10.90	\$12.80
Gambling Change Persons and Booth Cashiers	7	0.0%	\$8.82	\$11.72	\$13.33
Counter and Rental Clerks	5	0.0%	\$10.23	\$13.80	\$17.26
Retail Salespersons	112	0.3%	\$10.80	\$11.94	\$14.48
Advertising Sales Agents	190	0.5%	\$16.18	\$21.58	\$28.53
Insurance Sales Agents	1670	4.5%	\$20.32	\$33.19	\$45.65
Securities, Commodities, and Financial Services					
Sales Agents	467	1.3%	\$19.04	\$30.71	\$41.97
Sales Representatives of Services, Except Advertising,					
Insurance, Financial Services, and Travel	472	1.3%	\$18.16	\$28.59	\$39.22
Sales Representatives, Wholesale and Manufacturing,					
Technical and Scientific Products	18	0.0%	\$25.67	\$37.76	\$59.52
Sales Representatives, Wholesale and Manufacturing,					
Except Technical and Scientific Products	55	0.1%	\$22.45	\$29.54	\$39.57
Demonstrators and Product Promoters	36	0.1%	\$10.35	\$11.80	\$12.87
Real Estate Brokers	8	0.0%	\$14.47	\$17.97	\$42.45
Real Estate Sales Agents	9	0.0%	\$13.94	\$23.18	\$42.14
Sales Engineers	40	0.1%	\$21.28	\$35.33	\$54.68
Telemarketers	23	0.1%	\$11.18	\$13.91	\$17.23
Door-to-Door Sales Workers, News and Street Vendors,					
and Related Workers	4	0.0%	\$4.50	\$9.70	\$18.74
Sales and Related Workers, All Other	63	0.2%	\$11.72	\$13.93	\$15.35
OFFICE AND ADMINISTRATIVE SUPPORT OCCUPATIONS					
First-Line Supervisors of Office					
and Administrative Support Workers	627	1.7%	\$20.43	\$26.68	\$34.04
Switchboard Operators, Including Answering Service	3	0.0%	\$11.48	\$14.07	\$15.29
Telephone Operators	5	0.0%	\$12.30	\$15.26	\$21.45
Bill and Account Collectors	153	0.4%	\$14.49	\$17.43	\$18.37
Billing and Posting Clerks	162	0.4%	\$14.58	\$18.01	\$22.22
Bookkeeping, Accounting, and Auditing Clerks	925	2.5%	\$15.77	\$18.29	\$22.57
Payroll and Timekeeping Clerks	46	0.1%	\$17.70	\$20.35	\$24.48
Tellers	1074	2.9%	\$14.05	\$14.51	\$17.11
Financial Clerks, All Other	30	0.1%	\$17.49	\$21.13	\$24.06
Brokerage Clerks	68	0.2%	\$15.04	\$15.80	\$20.99
Correspondence Clerks	12	0.0%	\$18.20	\$19.06	\$19.57
Credit Authorizers, Checkers, and Clerks	32	0.1%	\$14.53	\$14.88	\$18.28

Northeast Indiana Wages: Professional, Financial and Information Services

Eleven County Region

	Number of Workers	Percentage of Workforce	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
Customer Service Representatives	1242	3.3%	\$14.30	\$17.75	\$22.13
File Clerks	50	0.1%	\$13.83	\$17.53	\$22.01
Interviewers, Except Eligibility and Loan	26	0.1%	\$13.90	\$16.73	\$18.18
Library Assistants, Clerical	6	0.0%	\$10.00	\$11.43	\$13.84
Loan Interviewers and Clerks	525	1.4%	\$16.72	\$17.99	\$22.44
New Accounts Clerks	118	0.3%	\$18.03	\$19.12	\$23.39
Order Clerks	5	0.0%	\$13.70	\$15.55	\$21.09
Human Resources Assistants, Except Payroll and Timekeeping	8	0.0%	\$14.55	\$18.32	\$22.34
Receptionists and Information Clerks	440	1.2%	\$12.80	\$14.25	\$17.41
Information and Record Clerks, All Other	3	0.0%	\$15.13	\$17.98	\$22.49
Cargo and Freight Agents	3	0.0%	\$14.56	\$18.96	\$23.83
Couriers and Messengers	12	0.0%	\$9.40	\$13.25	\$16.64
Dispatchers, Except Police, Fire, and Ambulance	16	0.0%	\$15.89	\$21.31	\$23.10
Production, Planning, and Expediting Clerks	37	0.1%	\$19.64	\$23.59	\$29.67
Shipping, Receiving, and Inventory Clerks	40	0.1%	\$14.43	\$15.31	\$20.95
Executive Secretaries and Executive Administrative Assistants	163	0.4%	\$21.29	\$23.63	\$29.34
Legal Secretaries and Administrative Assistants	107	0.3%	\$15.91	\$18.02	\$25.23
Medical Secretaries and Administrative Assistants	23	0.1%	\$14.00	\$17.55	\$18.43
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	920	2.5%	\$14.03	\$16.69	\$18.39
Data Entry Keyers	72	0.2%	\$13.32	\$15.80	\$18.22
Word Processors and Typists	3	0.0%	\$14.02	\$17.06	\$22.16
Insurance Claims and Policy Processing Clerks	638	1.7%	\$17.44	\$18.51	\$23.46
Mail Clerks and Mail Machine Operators, Except Postal Service	37	0.1%	\$13.34	\$14.83	\$17.74
Office Clerks, General	1372	3.7%	\$13.73	\$15.90	\$20.76
Office Machine Operators, Except Computer	21	0.1%	\$14.12	\$17.40	\$17.93
Proofreaders and Copy Markers	4	0.0%	\$13.40	\$18.16	\$25.08
Office and Administrative Support Workers, All Other	29	0.1%	\$14.84	\$18.20	\$23.46

Northeast Indiana Wages: Professional, Financial and Information Services

Eleven 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	11	0.0%	\$21.93	\$29.11	\$37.51
Carpenters	4	0.0%	\$16.05	\$21.81	\$28.59
Construction Laborers	13	0.0%	\$13.98	\$19.08	\$23.46
Operating Engineers and Other Construction					
Equipment Operators	9	0.0%	\$19.84	\$28.17	\$36.79
Electricians	5	0.0%	\$21.32	\$27.97	\$35.56
Construction and Building Inspectors	40	0.1%	\$20.72	\$23.76	\$30.13
Earth Drillers, Except Oil and Gas	4	0.0%	\$19.78	\$25.25	\$31.49

INSTALLATION, MAINTENANCE, AND REPAIR OCCUPATIONS

First-Line Supervisors of Mechanics,

Installers, and Repairers	56	0.2%	\$23.34	\$30.16	\$38.40
Computer, Automated Teller, and Office Machine Repairers	8	0.0%	\$12.82	\$16.72	\$22.65
Radio, Cellular, and Tower Equipment					
Installers and Repairers	9	0.0%	\$20.84	\$26.61	\$29.13
Telecommunications Equipment Installers and Repairers,					
Except Line Installers	299	0.8%	\$17.82	\$23.08	\$28.85
Audiovisual Equipment Installers and Repairers	6	0.0%	\$12.84	\$16.10	\$22.77
Aircraft Mechanics and Service Technicians	3	0.0%	\$27.01	\$32.94	\$36.69
Automotive Service Technicians and Mechanics	3	0.0%	\$14.43	\$16.83	\$22.81
Telecommunications Line Installers and Repairers	131	0.4%	\$16.03	\$22.11	\$28.04
Maintenance and Repair Workers, General	418	1.1%	\$17.18	\$22.15	\$26.73

PRODUCTION OCCUPATIONS

First-Line Supervisors of Production

and Operating Workers	18	0.0%	\$23.23	\$29.36	\$36.99
Electrical, Electronic, and Electromechanical Assemblers,					
Except Coil Winders, Tapers, and Finishers	6	0.0%	\$14.42	\$17.77	\$18.50
Miscellaneous Assemblers and Fabricators	15	0.0%	\$15.30	\$18.23	\$24.63
Machinists	9	0.0%	\$18.63	\$23.29	\$28.85
Prepress Technicians and Workers	13	0.0%	\$10.80	\$12.96	\$17.38
Printing Press Operators	38	0.1%	\$14.20	\$17.40	\$22.35
Print Binding and Finishing Workers	7	0.0%	\$13.62	\$15.24	\$18.82
Stationary Engineers and Boiler Operators	3	0.0%	\$19.81	\$33.24	\$41.47
Inspectors, Testers, Sorters, Samplers, and Weighers	73	0.2%	\$16.05	\$18.62	\$22.86
Photographic Process Workers					
and Processing Machine Operators	14	0.0%	\$15.32	\$18.23	\$20.89

Northeast Indiana Wages: Professional, Financial and Information Services

Eleven County Region

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

TRANSPORTATION AND MATERIAL MOVING OCCUPATIONS

First-Line Supervisors of Transportation and Material Moving Workers,

Except Aircraft Cargo Handling Supervisors	10	0.0%	\$18.67	\$23.55	\$29.99
Driver/Sales Workers	19	0.1%	\$8.59	\$10.10	\$19.89
Heavy and Tractor-Trailer Truck Drivers	15	0.0%	\$18.49	\$23.08	\$27.24
Light Truck Drivers	26	0.1%	\$13.26	\$17.88	\$22.65
Bus Drivers, School	7	0.0%	\$9.33	\$14.32	\$20.78
Shuttle Drivers and Chauffeurs	15	0.0%	\$10.41	\$12.96	\$14.17
Parking Attendants.	5	0.0%	\$9.01	\$9.17	\$11.35
Industrial Truck and Tractor Operators	3	0.0%	\$16.69	\$18.37	\$22.02
Laborers and Freight, Stock, and Material Movers, Hand. . .	67	0.2%	\$13.94	\$15.72	\$18.47
Machine Feeders and Offbearers	7	0.0%	\$13.75	\$16.37	\$22.00
Packers and Packagers, Hand	8	0.0%	\$11.65	\$16.04	\$17.79
Stockers and Order Fillers	29	0.1%	\$11.34	\$13.82	\$15.41

BENEFITS



Professional, Financial and Information Services

Northeast Indiana Benefits: Professional, Financial and Information Services

Eleven County Region

Hourly

Salary

PAID TIME OFF

HOLIDAYS

Percentage of companies offering paid holidays	93%	100%
Typical number of paid holidays offered annually	10	10

Percentage of those companies offering these common holidays

New Year's Eve	29%	27%
New Year's Day	100%	100%
Martin Luther King Jr.	29%	27%
Lincoln's Birthday	0%	0%
President's Day	21%	20%
Washington's Birthday	0%	0%
Good Friday	50%	53%
Memorial Day	100%	100%
Independence Day	100%	100%
Labor Day	93%	93%
Columbus Day	7%	7%
Election Day	0%	0%
Floating Holiday	50%	47%
Veterans' Day	21%	20%
Thanksgiving Day	100%	100%
Day After Thanksgiving	57%	53%
Christmas Eve	57%	60%
Christmas Day	100%	100%
Other	21%	20%

COMBINED PAID TIME OFF

Percentage of companies that combine vacation, sick and personal days	47%	47%
Average number of PTO days offered first year	8	9
Typical number of PTO days offered first year	10	15
Average number of carryover days per year	14	14

How Paid Time Off is earned

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

Eleven County Region

Hourly

Salary

PAID TIME OFF (continued)

VACATION

Percentage of all companies that offer paid vacation **47%** **53%**

How soon after hire may employee take paid vacation?

One to 30 days	57%	. . . . .	63%
One to three months	29%	. . . . .	38%
Three to six months	0%	. . . . .	0%
Six months to one year	0%	. . . . .	0%
After 1 year	14%	. . . . .	0%

Number of days offered

Average number of paid vacation days offered in first year:	10	. . . . .	10
Typical number of vacation days offered in first year:	8	. . . . .	8

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	. . . . .	4
Typical number of years that must be worked to earn 15 days	5	. . . . .	5
Average number of years that must be worked to earn 20 days (when offered)	9	. . . . .	9
Typical number of years that must be worked to earn 20 days (when offered)	10	. . . . .	10
Average number of years that must be worked to earn more than 20 days (when offered)	8	. . . . .	8
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 **40%** **40%**

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	50%	. . . . .	50%
One to three months	50%	. . . . .	50%
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

Eleven County 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	73%	80%
Percentage of those that pay regular wages plus payment from court	45%	42%
Percentage of those that pay regular wages minus payment from court	55%	58%
Percentage where employee receives only payment from court	27%	20%

ILLNESS DAYS

Percentage of companies that offer paid illness days	47%	53%
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	36	32
Typical number of paid illness days that may be accumulated	10	10

How soon after hire is employee eligible?

One to 30 days	43%	50%
One to three months	43%	38%
Three to six months	0%	0%
Six months to one year	0%	0%
After 1 year	14%	13%

Northeast Indiana Benefits: Professional, Financial and Information Services

Eleven County Region

Hourly

Salary

PAID TIME OFF (continued)

FAMILY MEDICAL LEAVE

Percentage of companies that offer Family Medical Leave	67%	67%
Average number of weeks paid	3	3
Typical number of weeks paid	0	0
Average number of weeks unpaid	9	9
Typical number of weeks unpaid	0	0

MATERNITY LEAVE

Percentage of companies that offer Maternity Leave	53%	60%
Average number of weeks paid	4	5
Typical number of weeks paid	0	0
Average number of weeks unpaid	6	7
Typical number of weeks unpaid	0	0

PATERNITY LEAVE

Percentage of companies that offer Paternity Leave	40%	47%
Average number of weeks paid	3	2
Typical number of weeks paid	0	0
Average number of weeks unpaid	4	4
Typical number of weeks unpaid	0	0

Northeast Indiana Benefits: Professional, Financial and Information Services

Eleven County Region

Hourly

Salary

HEALTH RELATED BENEFITS

HEALTH INSURANCE OFFERED

Percentage of companies offering health insurance to employees	67%	73%
Percentage of those offering health insurance to families and children	100%	100%
Percentage of companies reporting as self-insured	60%	60%
Percentage of companies reporting indemnity insurance	50%	45%
Percentage of companies that offer a single plan	60%	64%
Percentage of companies that offer multiple plans	40%	36%
Percentage of companies offering traditional plans	30%	27%
Percentage of companies offering high-deductible plans	110%	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	30%	27%
Percentage of companies offering optional HSA or HRA plan	50%	45%
Percentage of companies with no HSA or HRA plan	20%	27%

Average company contribution to HSA/HRA account

For employee only plan	\$969	\$969
For family plan	\$1,589	\$1,589

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	\$2,863	\$2,863
Average maximum annual out of pocket expense family	\$5,581	\$5,581

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	70%	64%
Average amount that may be earned	\$643	\$643
Typical amount that may be earned	\$500	\$500

Northeast Indiana Wages: Professional, Financial and Information Services

Eleven County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS

SELF-INSURED COMPANIES

Traditional Plans

Percentage of self-insured companies offering traditional plans	40%	40%
Percentage that offer family coverage	100%	100%

How soon after hire is employee eligible?

One to 30 days	17%	33%
One to three months	50%	33%
Three to six months	33%	33%
Six months to year	0%	0%
After one year	0%	0%

Average monthly premium paid by employee for:

Employee only coverage	\$168.85	\$186.35
Employee and spouse	\$382.85	\$430.52
Employee and child	\$308.57	\$356.24
Family	\$551.06	\$601.57

Average monthly cost paid by employer for each employee

Employee-only coverage	\$418.90	\$412.36
Employee and spouse	\$412.36	\$895.16
Employee and child	\$812.01	\$796.35
Family	\$1,229.44	\$1,209.86

Deductibles

Average annual deductible per person	\$2,125.00	\$2,208.33
Typical annual deductible per person	\$1,500.00	\$1,500.00
Average annual deductible per family	\$4,666.67	\$4,833.33
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	\$30.83	\$30.83
Typical copay for physician office visit	\$20.00	\$20.00

Average out of pocket limit

Single coverage	\$4,058.33	\$4,141.67
Family Coverage	\$8,450.00	\$8,616.67

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

Eleven County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

SELF-INSURED COMPANIES

High-Deductible Plans

Percentage of self-insured companies offering high-deductible plans	40%	40%
Percentage that offer family coverage	100%	100%

How soon after hire is employee eligible?

One to 30 days	17%	17%
One to three months	83%	83%
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	\$123.18	\$123.05
Employee and spouse	\$444.60	\$444.60
Employee and child	\$360.03	\$360.03
Family	\$708.45	\$708.77

Average monthly cost paid by employer for each employee

Employee-only coverage	\$606.15	\$606.10
Employee and spouse	\$1,000.95	\$1,000.93
Employee and child	\$837.96	\$837.82
Family	\$1,233.63	\$1,233.55

Deductibles

Average annual deductible per person	\$2,366.67	\$2,366.67
Typical annual deductible per person	\$1,500.00	\$1,500.00
Average annual deductible per family	\$4,733.33	\$4,733.33
Typical annual deductible per family	\$3,000.00	\$3,000.00

Copays and Limits

Average percentage of costs covered by insurance	72%	72%
Typical percentage of costs covered by insurance	80%	80%
Average copay for physician office visit	\$12.50	\$12.50
Typical copay for physician office visit	\$20.00	\$20.00

Average out of pocket limit

Single coverage	\$3,583.33	\$3,583.33
Family Coverage	\$6,975.00	\$6,975.00

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

Eleven County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

INDEMNITY-INSURED COMPANIES

Traditional Plans

Percentage of indemnity-insured companies offering traditional plans	7%	7%
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	\$185.29	\$185.29
Employee and spouse	\$389.10	\$389.10
Employee and child	\$352.03	\$352.03
Family	\$563.25	\$563.25

Average monthly cost paid by employer for each employee

Employee-only coverage	\$741.15	\$741.15
Employee and spouse	\$741.15	\$1,556.41
Employee and child	\$1,408.10	\$1,408.10
Family	\$2,253.01	\$2,253.01

Deductibles

Average annual deductible per person	\$2,000.00	\$2,000.00
Typical annual deductible per person	\$1,500.00	\$1,500.00
Average annual deductible per family	\$4,000.00	\$4,000.00
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	\$5,000.00	\$5,000.00
Family Coverage	\$10,000.00	\$10,000.00

Typical out of pocket limit

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

Northeast Indiana Benefits: Professional, Financial and Information Services

Eleven County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

INDEMNITY INSURED COMPANIES

High-Deductible Plan

Percentage of indemnity-insured companies offering high-deductible plans	27%	33%
Percentage that offer family coverage	100%	100%

How soon after hire is employee eligible?

One to 30 days	50%	40%
One to three months	50%	60%
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	\$152.42	\$167.60
Employee and spouse	\$234.60	\$294.62
Employee and child	\$208.96	\$261.93
Family	\$349.06	\$419.38

Average monthly cost paid by employer for each employee

Employee-only coverage	\$695.87	\$557.32
Employee and spouse	\$1,067.00	\$811.77
Employee and child	\$972.29	\$729.25
Family	\$1,529.81	\$1,166.43

Deductibles

Average annual deductible per person	\$3,875.00	\$3,800.00
Typical annual deductible per person	\$1,500.00	\$1,500.00
Average annual deductible per family	\$7,666.67	\$7,500.00
Typical annual deductible per family	\$3,000.00	\$3,000.00

Copays and Limits

Average percentage of costs covered by insurance	70%	71%
Typical percentage of costs covered by insurance	80%	80%
Average copay for physician office visit	N/A	\$7.50
Typical copay for physician office visit	\$20.00	\$20.00

Average out of pocket limit

Single coverage	\$7,125.00	\$7,100.00
Family Coverage	\$8,333.33	\$8,500.00

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

Eleven County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

PRESCRIPTION DRUG BENEFIT

Percentage of all companies where insurance covers prescription drugs 60% 67%

Retail copay when paying dollars

What is the average employee copay for retail generic?	\$7.00	. . . . .	\$7.25
What is the typical employee copay for retail generic?	\$15.00	. . . . .	\$15.00
What is the average employee copay for retail formulary?	\$13.33	. . . . .	\$13.33
What is the typical employee copay for retail formulary?	\$35.00	. . . . .	\$35.00
What is the average employee copay for retail non-formulary?	\$36.67	. . . . .	\$36.67
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?	\$32.00	. . . . .	\$25.50
What is the typical employee copay for mail-order generic?	\$25.00	. . . . .	\$25.00
What is the average employee copay for mail-order formulary?	\$23.33	. . . . .	\$23.33
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?	\$30.00	. . . . .	\$30.00
What is the typical employee copay for mail-order nonformulary?	\$150.00	. . . . .	\$150.00

Retail copay when paying a percentage

What is the average employee copay for retail generic?	73%	. . . . .	73%
What is the typical employee copay for retail generic?	20%	. . . . .	20%
What is the average employee copay for retail formulary?	78%	. . . . .	78%
What is the typical employee copay for retail formulary?	20%	. . . . .	20%
What is the average employee copay for retail non-formulary?	78%	. . . . .	78%
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?	75%	. . . . .	75%
What is the typical employee copay for mail-order generic?	20%	. . . . .	20%
What is the average employee copay for mail-order formulary?	78%	. . . . .	78%
What is the typical employee copay for mail-order formulary?	20%	. . . . .	20%
What is the average employee copay for mail-order non-formulary?	78%	. . . . .	78%
What is the typical employee copay for mail-order nonformulary?	30%	. . . . .	30%

Northeast Indiana Benefits: Professional, Financial and Information Services

Eleven County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

DENTAL INSURANCE

Percentage of all companies that offer a dental plan	60%	67%
Percentage of those plans that cover orthodontia	67%	70%

How soon after hire is employee eligible for coverage?

One to 30 days after hire:	22%	20%
One to three months after hire	78%	80%
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	\$44.78	\$45.30
Typical annual deductible	\$50.00	\$50.00
Average annual limit single coverage:	\$1,306	\$1,275
Typical annual limit single coverage	\$1,000	\$1,000
Average annual limit family coverage:	\$1,639	\$1,775
Typical annual limit family coverage	\$1,000	\$1,000

Premiums and Costs

Average monthly premium paid by employee for

Employee only coverage	\$13.78	\$13.86
Employee and spouse	\$39.83	\$34.79
Employee and child(ren)	\$39.59	\$37.76
Family	\$61.90	\$55.36

Average monthly premium paid by employer for

Employee only coverage	\$13.34	\$13.52
Employee and spouse	\$17.31	\$19.21
Employee and child(ren)	\$19.24	\$21.59
Family	\$37.17	\$39.50

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	97%	97%
Typical percentage of preventive costs covered	100%	100%
Average of basic costs covered	74%	75%
Typical percentage of basic costs covered	80%	80%
Average of major costs covered	48%	48%
Typical percentage of major costs covered	50%	50%

Northeast Indiana Benefits: Professional, Financial and Information Services

Eleven County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

VISION INSURANCE

Percentage of all companies offering a separate vision plan	73%	80%
Percentage of those plans that cover glasses/contacts	100%	100%
Percentage of those plans that cover LASIK or similar procedures	36%	42%

How soon after hire is employee eligible for coverage?

One to 30 days	27%	25%
One to three months	73%	75%
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	\$4.34	\$4.26
Employee and spouse	\$11.96	\$11.48
Employee and child(ren)	\$14.85	\$13.87
Family	\$22.59	\$21.33

Average monthly premium paid by employer for

Employee only coverage	\$1.91	\$2.11
Employee and spouse	\$2.30	\$2.90
Employee and child(ren)	\$1.38	\$2.04
Family	\$3.21	\$4.05

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

Eleven County Region

Hourly

Salary

FINANCIAL BENEFITS AND INCENTIVES

LIFE INSURANCE

Percentage of all companies offering life insurance	67%	67%
Percentage of those plans that pay a set dollar amount	40%	40%
Percentage of those plans that pay a percentage of salary	70%	70%

How soon after hire is employee covered?

One to 30 days	10%	10%
One to three months	80%	80%
Three to six months	0%	0%
Six months to one year	10%	10%
After 1 year	0%	0%

SHORT TERM DISABILITY

Percentage of all companies that offer a short-term disability benefit	60%	60%
Average percentage of wages employee receives while on short-term disability	63%	63%
Typical percentage of wages employee receives while on short-term disability	60%	60%
Average number of weeks employee receives payment	15	15
Typical number of weeks employee receives payment	26	26

How soon after hire is employee covered?

One to 30 days	22%	22%
One to three months	67%	67%
Three to six months	0%	0%
Six months to one year	11%	11%
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	65%	65%
Typical percentage of wages employee receives while on Long-Term Disability	60%	60%
Average number of weeks employee receives payment	18	18
Typical number of weeks employee receives payment	26	26

How soon after hire is employee covered?

One to 30 days	38%	38%
One to three months	25%	25%
Three to six months	13%	13%
Six months to one year	0%	0%
After first year	25%	25%
After first year	0%	0%

Northeast Indiana Benefits: Professional, Financial and Information Services

Eleven County Region

Hourly

Salary

FINANCIAL BENEFITS AND INCENTIVES (continued)

COMMISSIONS AND INCENTIVES

Percentage of employers that pay commission on sales, contracts or transactions.	20%	20%
Average percentage of compensation that comes from commission	23%	

PROFIT SHARING AND BONUSES

Percentage of companies that offer profit-sharing or performance incentives	47%	53%
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How soon after hire is employee eligible?

One to 30 days	57%	63%
One to three months	14%	13%
Three to six months	14%	13%
Six months to one year.	0%	0%
After 1 year	14%	13%

Percentage where incentives are team based	57%	43%
Percentage where incentives are individually based.	57%	43%

BONUS POOL

Percentage of employers who have a bonus pool	7%	7%
Average annual amount per employee	\$1,625	\$4,500

REFERRAL BONUS

Percentage of employers that pay a referral bonus	33%
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RETENTION BONUS

Percentage of employers that pay a retention bonus.	20%
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When is employee eligible?

After six Months	67%
After One Year.	33%

SHIFT DIFFERENTIAL

Percentage of companies with more than one shift.	33%
Percentage that pay a shift differential	80%
Average hourly differential for second shift. . . . .	.68 cents
Average hourly differential for third shift	\$1.15

Northeast Indiana Benefits: Professional, Financial and Information Services

Eleven County 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	73%	80%
Average percentage of wages an employee may contribute to fund	71%	66%
Typical percentage of wages an employee may contribute to fund	100%	100%
Percentage of companies where the employer contributes	91%	92%
Average percentage of contribution the employer matches	9%	8%
Typical percentage of contribution the employer matches	5%	5%
Average percentage of contribution the company matches	.63% of the first 4%	
Percentage of companies where the match is guaranteed	100%	91%
Percentage of companies where the match is intended	30%	27%

How soon after hire is employee eligible to participate?

One to 30 days	45%	42%
One to three months	36%	0%
Three to six months	0%	0%
Six months to a year	0%	0%
After one year	18%	17%

Northeast Indiana Benefits: Professional, Financial and Information Services

Eleven County Region

Hourly

Salary

OTHER INCENTIVES

WORKPLACE

Percentage of companies that offer these workplace benefits

Casual dress day (one per week)	27%	27%
Casual dress (every day)	47%	47%
Child day care services	0%	0%
Child care subsidy	7%	7%
Compressed work week	13%	7%
Discounted product purchases	0%	0%
Employee assistance programs	60%	37%
Emergency/sick child care	0%	0%
English as second language assistance	0%	0%
Fitness center membership subsidy	33%	33%
Fitness center on site	40%	40%
Flex time	33%	47%
Flexible spending account	40%	47%
Job sharing	0%	0%
Informal recognition program	47%	47%
Open communication policy	53%	53%
Scholarships-employees/spouses/children	13%	13%
Smoking cessation programs	27%	27%
Smoke-free work environment	60%	60%
Telecommuting	53%	53%
Transit subsidy	0%	0%
Tutoring-employees/spouses/children	0%	0%
Wellness program, resources and information	47%	47%
Other	7%	7%

COST OF BENEFITS

Cost of benefits as percentage of wages **18%**

WORKPLACE



Professional, Financial and Information Services

Northeast Indiana Workplace: Professional, Financial and Information Services

Eleven County Region

HIRING AND LAYOFFS

CHANGES IN STAFFING PRECEDING YEAR

Hiring

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

Total number of employees added in preceding six months 519

Average number of employees added in preceding six months 37

Layoffs

Percentage of companies that laid off employees in preceding six months 7%

Total number of employees laid off in preceding six months 8

Average number of employees laid off in preceding six months 8

EXPECTED CHANGES IN STAFFING IN 2023

Hiring

Percentage of companies adding workers later in 2023 40%

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 53%

Percentage of companies uncertain of change in 2023 0%

EXPECTED CHANGES IN STAFFING IN 2024

Hiring

Percentage of companies adding workers in 2024 33%

Total anticipated increase in 2024 256

Average anticipated increase in 2024 51

Layoffs

Percentage of companies anticipating layoffs in 2024 7%

Total anticipated layoffs in 2024 100

Average anticipated layoff in 2024 100

No change

Percentage of companies anticipating no change in 2024 60%

Percentage of companies uncertain of change in 2024 0%

ANNUAL TURNOVER

Average annual turnover as percentage of employees 18%

Northeast Indiana Workforce: Professional, Financial and Information Services

Eleven County Region

STAFFING

INCENTIVES

Percentage of those companies offering these staffing incentives

Relax drug screening requirements	7%
Hire persons with disabilities	0%
Hire persons with felony records	0%
Expand internships	40%
Hire persons without high school or GED diploma	7%
Increase starting pay	73%
Pay hiring bonus	27%
Pay referral bonus	33%
Pay retention bonus	13%
Offer housing assistance	0%
Offer child care assistance	0%
None or none of above	7%

RECRUITING

Where employers recruit new workers

Employment agencies	33%
Indiana Career Connect	40%
Job fairs	60%
Newspapers	27%
Online	80%
Referrals	73%

PANDEMIC

Impact of the pandemic on employment environment

No impact	20%
Layoffs	13%
Furloughs	0%
Delay filling openings	33%
More flexible work from home policies	27%
Employment has grown	7%

COVID-19 Vaccine policies

Hourly

Employees are required to be vaccinated	7%
Financial incentives offered to encourage vaccination	0%

WORKFORCE DEVELOPMENT

MOST NEEDED SKILLS

Employers who say these abilities are most needed in workforce

Good work ethic	7%
Welding	0%
Communication	33%
Attention to quality/detail	20%
Read and write English	7%
CNC machinist	0%
Customer service	53%
People skills	7%
Teamwork	7%
Math	7%
Accounting	7%
Leadership/Project management	0%

NEEDED TECHNICAL SKILLS

Employers who say these tech skills are most needed in workforce

Excel	33%
Outlook	11%
Word	0%
Office Suite	11%
Computer basics	33%
Quickbooks/Accounting	11%
CAD/Autocad	11%
SAP	0%
Employer specific	0%
None	33%

MINIMUM EDUCATION REQUIREMENTS

Employers who set these minimum education requirements

No degree required	0%
High school or GED diploma	13%
Some college	0%
Associates degree	0%
Bachelors degree	40%
Graduate degree	0%
Professional degree	7%
Professional license	33%
Professional certification	13%

Northeast Indiana Workforce: Professional, Financial and Information Services

Eleven County Region

WORKFORCE DEVELOPMENT

EMPLOYERS FIND THESE POSITIONS MOST DIFFICULT TO FILL

Off-shift openings	0%
Programmers	0%
Engineers	20%
Machinists	0%
Maintenance	13%
Skilled labor	7%
Unskilled labor	0%
Management	13%
Other	7%
Mechanical	7%
Skilled trades	0%

SALARY OUTLOOK

PAY INCREASES

In 2022/2023

Percentage of companies giving pay raises in preceding 12 months	87%
Average raise given in preceding 12 months	5.69%
Typical raise given in preceding 12 months	3%

In 2023/2024

Percentage of companies planning pay raises in next 12 months	87%
Average raise planned in next 12 months	4.08%
Typical increase planned in next 12 months	3%

Northeast Indiana Workforce: Professional, Financial and Information Services

Eleven County Region

Hourly

Salary

TRAINING AND CAREER DEVELOPMENT

TRAINING AND EDUCATION

Percentage of companies with training, career development and education benefits. . 87% 93%

How soon after hire is employee eligible?

One to 30 days	46%	. . . . .	43%
One to three months	31%	. . . . .	36%
Three to six months	8%	. . . . .	7%
Six months to one year.	8%	. . . . .	7%
After 1 year	8%	. . . . .	7%

TUITION ASSISTANCE

Percentage of companies offering tuition assistance	73%	. . . . .	87%
Percentage that require classes be job related to receive tuition assistance	91%	. . . . .	92%
Average percent of tuition reimbursement	40%	. . . . .	51%

JOB SKILLS AND CAREER DEVELOPMENT

Percentage of companies that offer in-house skills and career development programs	80%	. . . . .	87%
Percentage of companies that offer off-site skills and career development programs	80%	. . . . .	87%

MENTORING

Percentage of companies with formal mentoring programs	40%	40%
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IN-HOUSE TRAINING

Percentage of companies where training is done in-house.	80%	87%
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OFF-SITE TRAINING

Percentage of companies where training is done off-site	80%	87%
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ORIENTATION

Percentage of companies that offer orientation for new employees	80%	80%
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INTERNSHIPS

Percentage of employers that offer internships	60%		
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Northeast Indiana Workforce: Professional, Financial and Information Services
 Eleven County Region

SUBSTANCE SCREENING

DRUG TESTING

Percentage of companies that conduct drug screening 33%

Which screening protocol is used?	
Five panel	60%
Seven panel	40%
DOT	20%
Other	100%

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

Current employees are screened

Randomly	7%	0%
After incident/injury	27%	27%
For cause	60%	60%
.....		

Employees who fail are

Dismissed	100%	100%
Referred to an EAP or counseling program	16%	60%

MARIJUANA TESTING

Percentage of companies that test for marijuana use	33%
Percentage of companies that make allowance for prescription	40%

When are tests done?

As part of hiring process	40%
For cause or after incident	80%

Construction



NORTHEAST INDIANA 2023 ELEVEN COUNTY REGIONAL WAGES AND BENEFITS SURVEY



Construction

Includes construction utilities, logging, and mining

INSIDE THIS SECTION

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WAGES

Construction



Northeast Indiana Wages: Construction

Eleven County Region

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

Chief Executives	30	0.1%	\$35.63	\$72.51	\$121.77
General and Operations Managers	506	2.3%	\$28.65	\$42.09	\$62.86
Marketing Managers	5	0.0%	\$38.01	\$47.37	\$72.62
Sales Managers	15	0.1%	\$35.66	\$46.80	\$65.82
Administrative Services Managers	27	0.1%	\$30.08	\$42.75	\$57.24
Financial Managers	26	0.1%	\$33.94	\$47.88	\$68.01
Purchasing Managers	4	0.0%	\$34.59	\$45.93	\$57.20
Construction Managers	904	4.1%	\$18.56	\$33.54	\$50.52
Architectural and Engineering Managers	6	0.0%	\$47.43	\$59.99	\$76.45
Property, Real Estate, and Community Association Managers	10	0.0%	\$18.87	\$24.14	\$31.82
Managers, All Other	428	2.0%	\$14.09	\$24.14	\$41.33

BUSINESS AND FINANCIAL OPERATIONS OCCUPATIONS

Buyers and Purchasing Agents	41	0.2%	\$22.10	\$25.99	\$34.23
Compliance Officers	5	0.0%	\$22.01	\$28.96	\$37.95
Cost Estimators	316	1.4%	\$22.62	\$29.26	\$37.12
Human Resources Specialists	37	0.2%	\$18.62	\$23.65	\$30.62
Project Management Specialists	198	0.9%	\$27.06	\$35.60	\$47.02
Management Analysts	3	0.0%	\$24.07	\$30.61	\$39.68
Training and Development Specialists	3	0.0%	\$20.75	\$27.87	\$36.50
Market Research Analysts and Marketing Specialists	34	0.2%	\$20.29	\$24.23	\$31.97
Business Operations Specialists, All Other	17	0.1%	\$19.38	\$27.38	\$36.82
Accountants and Auditors	115	0.5%	\$23.78	\$29.85	\$38.89

COMPUTER AND MATHEMATICAL OCCUPATIONS

Computer Network Support Specialists	4	0.0%	\$23.42	\$29.31	\$38.15
Computer User Support Specialists	14	0.1%	\$17.97	\$22.63	\$28.68
Network and Computer Systems Administrators	4	0.0%	\$28.36	\$34.38	\$41.91

Northeast Indiana Wages: Construction

Eleven County Region

	Number of Workers	Percentage of Workforce	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
ARCHITECTURE AND ENGINEERING JOBS					
Architects, Except Landscape and Naval.....	12.....	0.1%	\$28.71.....	\$36.47	\$46.35
Surveyors.....	7.....	0.0%	\$24.12.....	\$30.59	\$42.29
Civil Engineers.....	77.....	0.4%	\$29.18.....	\$37.04	\$46.49
Electrical Engineers.....	12.....	0.1%	\$34.42.....	\$44.22	\$55.87
Health and Safety Engineers, Except Mining Safety					
Engineers and Inspectors.....	3.....	0.0%	\$33.42.....	\$38.06	\$53.82
Industrial Engineers.....	6.....	0.0%	\$30.37.....	\$37.93	\$48.16
Mechanical Engineers.....	16.....	0.1%	\$30.12.....	\$37.33	\$46.47
Engineers, All Other.....	3.....	0.0%	\$29.04.....	\$42.59	\$53.96
Architectural and Civil Drafters.....	40.....	0.2%	\$21.67.....	\$23.43	\$30.83
Electrical and Electronics Drafters.....	4.....	0.0%	\$19.42.....	\$22.57	\$30.54
Mechanical Drafters.....	15.....	0.1%	\$20.38.....	\$26.21	\$33.15
Civil Engineering Technologists and Technicians.....	3.....	0.0%	\$21.75.....	\$27.63	\$33.56
Electrical and Electronic Engineering					
Technologists and Technicians.....	3.....	0.0%	\$22.53.....	\$25.86	\$31.52
LIFE, PHYSICAL, AND SOCIAL SCIENCE OCCUPATIONS					
Occupational Health and Safety Specialists.....	25.....	0.1%	\$22.65.....	\$29.82	\$38.65
Occupational Health and Safety Technicians.....	5.....	0.0%	\$24.40.....	\$31.56	\$38.93
ARTS, DESIGN, ENTERTAINMENT, SPORTS, AND MEDIA OCCUPATIONS					
Interior Designers.....	12.....	0.1%	\$21.04.....	\$23.58	\$26.17
Designers, All Other.....	3.....	0.0%	\$11.84.....	\$23.43	\$36.27
Audio and Video Technicians.....	5.....	0.0%	\$14.27.....	\$17.30	\$22.12
PROTECTIVE SERVICE OCCUPATIONS					
Crossing Guards and Flaggers.....	7.....	0.0%	\$13.16.....	\$14.61	\$16.59
BUILDING AND GROUNDS CLEANING AND MAINTENANCE OCCUPATIONS					
First-Line Supervisors of Landscaping, Lawn Service,					
and Groundskeeping Workers.....	4.....	0.0%	\$17.99.....	\$22.92	\$28.51
Janitors and Cleaners, Except Maids					
and Housekeeping Cleaners.....	50.....	0.2%	\$10.98.....	\$13.57	\$15.75
Landscaping and Groundskeeping Workers.....	57.....	0.3%	\$13.17.....	\$14.48	\$17.71

Northeast Indiana Wages: Construction

Eleven County Region

	Number of Workers	Percentage of Workforce	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
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SALES AND RELATED OCCUPATIONS

First-Line Supervisors of Non-Retail Sales Workers	5	0.0%	\$19.67	\$32.06	\$44.89
Counter and Rental Clerks	15	0.1%	\$10.23	\$13.80	\$17.26
Parts Salespersons	9	0.0%	\$13.50	\$14.48	\$18.16
Retail Salespersons	25	0.1%	\$10.80	\$11.94	\$14.48
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	282	1.3%	\$18.16	\$28.59	\$39.22
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	53	0.2%	\$22.45	\$29.54	\$39.57
Real Estate Sales Agents	45	0.2%	\$13.94	\$23.18	\$42.14
Sales Engineers	4	0.0%	\$21.28	\$35.33	\$54.68
Sales and Related Workers, All Other	3	0.0%	\$11.72	\$13.93	\$15.35

OFFICE AND ADMINISTRATIVE SUPPORT OCCUPATIONS

First-Line Supervisors of Office and Administrative Support Workers	102	0.5%	\$20.43	\$26.68	\$34.04
Bill and Account Collectors	3	0.0%	\$14.49	\$17.43	\$18.37
Billing and Posting Clerks	26	0.1%	\$14.58	\$18.01	\$22.22
Bookkeeping, Accounting, and Auditing Clerks	312	1.4%	\$15.77	\$18.29	\$22.57
Payroll and Timekeeping Clerks	26	0.1%	\$17.70	\$20.35	\$24.48
Customer Service Representatives	71	0.3%	\$14.30	\$17.75	\$22.13
Receptionists and Information Clerks	53	0.2%	\$12.80	\$14.25	\$17.41
Dispatchers, Except Police, Fire, and Ambulance	54	0.2%	\$15.89	\$21.31	\$23.10
Production, Planning, and Expediting Clerks	25	0.1%	\$19.64	\$23.59	\$29.67
Shipping, Receiving, and Inventory Clerks	24	0.1%	\$14.43	\$15.31	\$20.95
Executive Secretaries and Executive Administrative Assistants	20	0.1%	\$21.29	\$23.63	\$29.34
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	194	0.9%	\$14.03	\$16.69	\$18.39
Data Entry Keyers	3	0.0%	\$13.32	\$15.80	\$18.22
Office Clerks, General	921	4.2%	\$13.73	\$15.90	\$20.76

CONSTRUCTION AND EXTRACTION OCCUPATIONS

First-Line Supervisors of Construction Trades and Extraction Workers	1362	6.2%	\$21.93	\$29.11	\$37.51
Boilermakers	7	0.0%	\$33.71	\$38.83	\$41.31
Brickmasons and Blockmasons	151	0.7%	\$19.64	\$26.86	\$30.69
Stonemasons	6	0.0%	\$8.40	\$13.06	\$21.93

Northeast Indiana Wages: Construction

Eleven County Region

	Number of Workers	Percentage of Workforce	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
Carpenters	2231	10.2%	\$16.05	\$21.81	\$28.59
Carpet Installers	54	0.2%	\$14.63	\$18.54	\$23.39
Floor Layers, Except Carpet, Wood, and Hard Tiles	60	0.3%	\$15.75	\$21.44	\$28.52
Floor Sanders and Finishers	5	0.0%	\$9.24	\$14.37	\$22.23
Tile and Stone Setters	54	0.2%	\$11.93	\$16.76	\$22.95
Cement Masons and Concrete Finishers	555	2.5%	\$17.89	\$22.52	\$27.73
Construction Laborers	2805	12.9%	\$13.98	\$19.08	\$23.46
Paving, Surfacing, and Tamping Equipment Operators	69	0.3%	\$17.05	\$21.98	\$33.69
Operating Engineers and Other					
Construction Equipment Operators	911	4.2%	\$19.84	\$28.17	\$36.79
Drywall and Ceiling Tile Installers	294	1.3%	\$18.01	\$20.61	\$28.23
Tapers	9	0.0%	\$10.75	\$17.10	\$24.81
Electricians	1385	6.4%	\$21.32	\$27.97	\$35.56
Glaziers	106	0.5%	\$18.28	\$22.34	\$28.01
Insulation Workers, Floor, Ceiling, and Wall	139	0.6%	\$14.65	\$18.07	\$23.08
Insulation Workers, Mechanical	74	0.3%	\$19.10	\$24.13	\$29.51
Painters, Construction and Maintenance	652	3.0%	\$13.04	\$17.38	\$22.61
Pipelayers	35	0.2%	\$17.85	\$25.30	\$36.85
Plumbers, Pipefitters, and Steamfitters	1205	5.5%	\$19.64	\$28.05	\$35.87
Plasterers and Stucco Masons	9	0.0%	\$12.78	\$20.40	\$27.49
Reinforcing Iron and Rebar Workers	26	0.1%	\$20.39	\$29.80	\$36.29
Roofers	404	1.9%	\$16.33	\$20.79	\$27.84
Sheet Metal Workers	223	1.0%	\$17.16	\$22.34	\$34.07
Structural Iron and Steel Workers	281	1.3%	\$18.12	\$22.66	\$29.49
Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters					
	45	0.2%	\$12.08	\$15.66	\$18.24
Helpers--Carpenters					
	55	0.3%	\$11.75	\$13.06	\$19.15
Helpers--Electricians					
	93	0.4%	\$11.93	\$12.80	\$17.38
Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters					
	57	0.3%	\$15.21	\$17.80	\$19.72
Helpers, Construction Trades, All Other					
	52	0.2%	\$15.55	\$16.38	\$17.76
Construction and Building Inspectors					
	18	0.1%	\$20.72	\$23.76	\$30.13
Elevator and Escalator Installers and Repairers					
	22	0.1%	\$26.85	\$37.25	\$43.14
Fence Erectors					
	35	0.2%	\$12.80	\$15.07	\$19.61
Highway Maintenance Workers					
	32	0.1%	\$16.33	\$19.20	\$22.58
Septic Tank Servicers and Sewer Pipe Cleaners					
	7	0.0%	\$17.84	\$21.38	\$22.79
Miscellaneous Construction and Related Workers					
	40	0.2%	\$12.98	\$16.69	\$19.72
Excavating and Loading Machine and Dragline Operators, Surface Mining					
	26	0.1%	\$19.34	\$24.34	\$29.89
Earth Drillers, Except Oil and Gas					
	36	0.2%	\$19.78	\$25.25	\$31.49

Northeast Indiana Wages: Construction

Eleven 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	184	0.8%	\$23.34	\$30.16 \$38.40
Computer, Automated Teller, and Office Machine Repairers	3	0.0%	\$12.82	\$16.72 \$22.65
Telecommunications Equipment Installers and Repairers,				
Except Line Installers	50	0.2%	\$17.82	\$23.08 \$28.85
Electrical and Electronics Repairers,				
Commercial and Industrial Equipment	4	0.0%	\$23.85	\$28.06 \$35.24
Audiovisual Equipment Installers and Repairers	22	0.1%	\$12.84	\$16.10 \$22.77
Security and Fire Alarm Systems Installers	33	0.2%	\$17.82	\$21.97 \$23.39
Automotive Service Technicians and Mechanics	5	0.0%	\$14.43	\$16.83 \$22.81
Bus and Truck Mechanics and Diesel Engine Specialists	25	0.1%	\$19.75	\$22.51 \$27.67
Mobile Heavy Equipment Mechanics, Except Engines	107	0.5%	\$20.48	\$26.41 \$29.53
Mechanical Door Repairers	35	0.2%	\$15.30	\$20.49 \$25.42
Control and Valve Installers and Repairers,				
Except Mechanical Door	5	0.0%	\$22.26	\$31.54 \$42.55
Heating, Air Conditioning, and Refrigeration				
Mechanics and Installers	962	4.4%	\$19.82	\$26.54 \$32.04
Home Appliance Repairers	11	0.0%	\$15.25	\$21.52 \$27.18
Industrial Machinery Mechanics	17	0.1%	\$20.69	\$23.87 \$29.36
Millwrights	62	0.3%	\$24.05	\$29.62 \$36.51
Electrical Power-Line Installers and Repairers	85	0.4%	\$28.60	\$36.53 \$45.45
Telecommunications Line Installers and Repairers	51	0.2%	\$16.03	\$22.11 \$28.04
Maintenance and Repair Workers, General	118	0.5%	\$17.18	\$22.15 \$26.73
Wind Turbine Service Technicians	4	0.0%	\$20.06	\$23.33 \$28.34
Riggers	9	0.0%	\$17.02	\$20.29 \$26.20
Helpers--Installation, Maintenance, and Repair Workers	62	0.3%	\$11.40	\$14.09 \$17.96
Installation, Maintenance, and Repair Workers, All Other	35	0.2%	\$14.46	\$17.50 \$20.73

PRODUCTION OCCUPATIONS

First-Line Supervisors of Production				
and Operating Workers	18	0.1%	\$23.23	\$29.36 \$36.99
Structural Metal Fabricators and Fitters	11	0.0%	\$17.80	\$18.90 \$22.43
Miscellaneous Assemblers and Fabricators	29	0.1%	\$15.30	\$18.23 \$24.63
Machinists	11	0.0%	\$18.63	\$23.29 \$28.85
Welders, Cutters, Solderers, and Brazers	85	0.4%	\$17.96	\$19.11 \$23.47
Cabinetmakers and Bench Carpenters	27	0.1%	\$14.87	\$19.84 \$27.83

Northeast Indiana Wages: Construction

Eleven County Region

	Number of Workers	Percentage of Workforce	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
Mixing and Blending Machine Setters, Operators, and Tenders	5	0.0%	\$15.42	\$18.35	\$23.25
Cutting and Slicing Machine Setters, Operators, and Tenders	4	0.0%	\$14.84	\$18.46	\$22.85
Inspectors, Testers, Sorters, Samplers, and Weighers	18	0.1%	\$16.05	\$18.62	\$22.86
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	5	0.0%	\$15.16	\$18.19	\$22.89
Molders, Shapers, and Casters, Except Metal and Plastic	4	0.0%	\$16.33	\$18.09	\$19.47
Helpers--Production Workers	7	0.0%	\$14.20	\$16.54	\$18.58

TRANSPORTATION AND MATERIAL MOVING OCCUPATIONS

First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	22	0.1%	\$18.67	\$23.55	\$29.99
Heavy and Tractor-Trailer Truck Drivers	275	1.3%	\$18.49	\$23.08	\$27.24
Light Truck Drivers	59	0.3%	\$13.26	\$17.88	\$22.65
Crane and Tower Operators	34	0.2%	\$19.45	\$22.43	\$28.21
Dredge Operators	3	0.0%	\$15.90	\$24.70	\$48.66
Industrial Truck and Tractor Operators	12	0.1%	\$16.69	\$18.37	\$22.02
Laborers and Freight, Stock, and Material Movers, Hand.	132	0.6%	\$13.94	\$15.72	\$18.47
Stockers and Order Fillers	32	0.1%	\$11.34	\$13.82	\$15.41
Pump Operators, Except Wellhead Pumpers	4	0.0%	\$20.10	\$21.52	\$26.47
Material Moving Workers, All Other	6	0.0%	\$14.00	\$18.41	\$23.86

BENEFITS

Construction



Northeast Indiana Benefits: Construction

Eleven County 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	25%	25%
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	75%	75%
Labor Day	100%	100%
Columbus Day	0%	0%
Election Day	0%	0%
Floating Holiday	25%	25%
Veterans' Day	0%	0%
Thanksgiving Day	100%	100%
Day After Thanksgiving	50%	50%
Christmas Eve	50%	50%
Christmas Day	100%	100%
Other	0%	0%

COMBINED PAID TIME OFF

Percentage of companies that combine vacation, sick and personal days	25%	25%
Average number of PTO days offered first year	7	7
Typical number of PTO days offered first year	10	15
Average number of carryover days per year	3	3

How Paid Time Off is earned

Average number of years that must be worked to earn 5 days	First Year	First Year
Typical number of years that must be worked to earn 5 days	1	First Year
Average number of years that must be worked to earn 10 days	1	1
Typical number of years that must be worked to earn 10 days	5	1
Average number of years that must be worked to earn 15 days	7	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)	16	16
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: Construction (continued)

Eleven County Region

Hourly

Salary

PAID TIME OFF (continued)

VACATION

Percentage of all companies that offer paid vacation 75% 75%

How soon after hire may employee take paid vacation?

One to 30 days	0%	. . . . . 33%
One to three months	33%	. . . . . 33%
Three to six months	67%	. . . . . 33%
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)	12	. . . . . 12
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 75% 75%

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

How soon after hire may employee take personal day?

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

Northeast Indiana Benefits: Construction (continued)

Eleven County Region

Hourly

Salary

PAID TIME OFF (continued)

BEREAVEMENT LEAVE

Percentage of companies offering paid bereavement leave	94%	92%
Average number of bereavement days offered annually	3	4
Typical number of bereavement days offered annually	3	3

How soon after hire is employee eligible?

One to 30 days	60%	81%
One to three months	18%	8%
Three to six months	17%	7%
Six months to year	0%	0%
After one year	5%	3%

COMPENSATION DURING JURY SERVICE

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

ILLNESS DAYS

Percentage of companies that offer paid illness days	25%	25%
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	15	15
Typical number of paid illness days that may be accumulated	10	10

How soon after hire is employee eligible?

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

Northeast Indiana Benefits: Construction (continued)
 Eleven County Region

Hourly

Salary

PAID TIME OFF (continued)

FAMILY MEDICAL LEAVE

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

MATERNITY LEAVE

HOURLY

SALARY

Percentage of companies that offer Maternity Leave	25%	25%
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

HOURLY

SALARY

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

Northeast Indiana Benefits: Construction (continued)

Eleven County Region

Hourly

Salary

HEALTH RELATED BENEFITS

HEALTH INSURANCE OFFERED

Percentage of companies offering health insurance to employees	100%	100%
Percentage of those offering health insurance to families and children	100%	100%
Percentage of companies reporting as self-insured	74%	74%
Percentage of companies reporting indemnity insurance	28%	28%
Percentage of companies that offer a single plan	37%	38%
Percentage of companies that offer multiple plans	63%	62%
Percentage of companies offering traditional plans	72%	72%
Percentage of companies offering high-deductible plans	62%	62%
Percentage of companies considering dropping health plan in coming year	1%	1%

HEALTH SAVINGS ACCOUNTS AND HEALTH REIMBURSEMENT ARRANGEMENTS

Percentage of companies offering only HSA or HRA plans	15%	16%
Percentage of companies offering optional HSA or HRA plan	49%	49%
Percentage of companies with no HSA or HRA plan	37%	35%

Average company contribution to HSA/HRA account

For employee only plan	\$787	\$784
For family plan	\$1,465	\$1,450

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	\$4,454	\$4,454
Average maximum annual out of pocket expense family	\$8,691	\$8,691

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	43%	43%
Average amount that may be earned	\$647	\$647
Typical amount that may be earned	\$500	\$500

Northeast Indiana Benefits: Construction (continued)

Eleven County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS

SELF-INSURED COMPANIES

Traditional Plans

Percentage of self-insured companies offering traditional plans	67%	67%
Percentage that offer family coverage	100%	100%

How soon after hire is employee eligible?

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

Average monthly premium paid by employee for:

Employee only coverage	\$103.57	\$103.57
Employee and spouse	\$365.97	\$365.97
Employee and child	\$301.04	\$300.89
Family	\$601.43	\$601.43

Average monthly cost paid by employer for each employee

Employee-only coverage	\$532.46	\$532.46
Employee and spouse	\$532.46	\$674.81
Employee and child	\$641.96	\$641.96
Family	\$818.16	\$818.16

Deductibles

Average annual deductible per person	\$2,250.00	\$2,250.00
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	\$25.00	\$25.00
Typical copay for physician office visit	\$20.00	\$20.00

Average out of pocket limit

Single coverage	\$5,250.00	\$5,250.00
Family Coverage	\$10,500.00	\$7,500.00

Typical out of pocket limit

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

Northeast Indiana Benefits: Construction (continued)

Eleven County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

SELF-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: Construction (continued)

Eleven County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

INDEMNITY-INSURED COMPANIES

Traditional Plans

Percentage of indemnity-insured companies offering traditional plans	0%	. . . . .	0%
Percentage that offer family coverage	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 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)

Eleven County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

INDEMNITY INSURED COMPANIES

High-Deductible Plan

Percentage of indemnity-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	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	\$400.00	\$400.00
Employee and spouse	\$800.00	\$800.00
Employee and child	\$1,100.00	\$1,100.00
Family	\$1,100.00	\$1,100.00

Deductibles

Average annual deductible per person	\$7,000.00	\$7,000.00
Typical annual deductible per person	\$1,500.00	\$1,500.00
Average annual deductible per family	\$14,000.00	\$14,000.00
Typical annual deductible per family	\$3,000.00	\$3,000.00

Copays and Limits

Average percentage of costs covered by insurance	100%	100%
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	\$7,000.00	\$7,000.00
Family Coverage	\$14,000.00	\$14,000.00

Typical out of pocket limit

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

HEALTH INSURANCE COSTS AND BENEFITS (continued)

PRESCRIPTION DRUG BENEFIT

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

Retail copay when paying dollars

What is the average employee copay for retail generic?	\$10.00	. . . . .	\$10.00
What is the typical employee copay for retail generic?	\$15.00	. . . . .	\$15.00
What is the average employee copay for retail formulary?	\$50.00	. . . . .	\$50.00
What is the typical employee copay for retail formulary?	\$35.00	. . . . .	\$35.00
What is the average employee copay for retail non-formulary?	\$80.00	. . . . .	\$80.00
What is the typical employee copay for retail non-formulary?	\$60.00	. . . . .	\$60.00

Mail order copay when paying dollars

What is the average employee copay for mail-order generic?	\$25.00	. . . . .	\$25.00
What is the typical employee copay for mail-order generic?	\$25.00	. . . . .	\$25.00
What is the average employee copay for mail-order formulary?	\$100.00	. . . . .	\$100.00
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?	\$150.00	. . . . .	\$150.00
What is the typical employee copay for mail-order nonformulary?	\$150.00	. . . . .	\$150.00

Retail copay when paying a percentage

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

Mail order copay when paying a percentage

What is the average employee copay for 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)

Eleven County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

DENTAL INSURANCE

Percentage of all companies that offer a dental plan **33%** **33%**
 Percentage of those plans that cover orthodontia 0% 0%

How soon after hire is employee eligible for coverage?

One to 30 days after hire: 100% 100%
 One to three months after hire 0% 0%
 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 \$50.00 \$50.00
 Typical annual deductible \$50.00 \$50.00
 Average annual limit single coverage: \$1,000 \$1,000
 Typical annual limit single coverage \$1,000 \$1,000
 Average annual limit family coverage: \$1,000 \$1,000
 Typical annual limit family coverage \$1,000 \$1,000

Premiums and Costs

Average monthly premium paid by employee for

Employee only coverage \$0.00 \$0.00
 Employee and spouse \$10.95 \$10.95
 Employee and child(ren) \$15.63 \$15.63
 Family \$28.46 \$28.46

Average monthly premium paid by employer for

Employee only coverage \$20.38 \$20.38
 Employee and spouse \$31.33 \$31.33
 Employee and child(ren) \$36.01 \$36.01
 Family \$48.84 \$48.84

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 80% 80%
 Typical percentage of basic costs covered 80% 80%
 Average of major costs covered 25% 25%
 Typical percentage of major costs covered 50% 50%

Northeast Indiana Benefits: Construction (continued)

Eleven County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

VISION INSURANCE

Percentage of all companies offering a separate vision plan.	33%	33%
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	100%	100%
One to three months	0%	0%
Three to six months	0%	0%
Six months to one year.	0%	0%
After first year	0%	0%

Premiums and Costs

Average monthly premium paid by employee for:

Employee only coverage.	\$5.72	\$5.72
Employee and spouse.	\$11.94	\$11.94
Employee and child(ren)	\$13.27	\$13.27
Family	\$20.84	\$20.84

Average monthly premium paid by employer for

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

Typical monthly premium paid by employer for

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

Northeast Indiana Benefits: Construction (continued)

Eleven County Region

Hourly

Salary

FINANCIAL BENEFITS AND INCENTIVES

LIFE INSURANCE

Percentage of all companies offering life insurance	33%	33%
Percentage of those plans that pay a set dollar amount	100%	100%
Percentage of those plans that pay a percentage of salary	0%	0%

How soon after hire is employee covered?

One to 30 days	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%

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	12	12
Typical number of weeks employee receives payment	26	26

How soon after hire is employee covered?

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

LONG TERM DISABILITY

Percentage of all companies that offer a Long-Term Disability benefit	100%	100%
Average percentage of wages employee receives while on Long-Term Disability	61%	61%
Typical percentage of wages employee receives while on Long-Term Disability	60%	60%
Average number of weeks employee receives payment	23	23
Typical number of weeks employee receives payment	26	26

How soon after hire is employee covered?

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

Northeast Indiana Benefits: Construction (continued)

Eleven County Region

Hourly

Salary

FINANCIAL BENEFITS AND INCENTIVES (continued)

COMMISSIONS AND INCENTIVES

Commissions and incentives

Percentage of employers that pay commission on sales, contracts or transactions.	33%
Average percentage of compensation that comes from commission	7%

PROFIT SHARING AND BONUSES

Percentage of companies that offer profit-sharing or performance incentives	67%
---	-----

How soon after hire is employee eligible?

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

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

Percentage where incentives are individually based.	0%
---	----

BONUS POOL

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

Average annual amount per employee	N/A
--	-----

REFERRAL BONUS

Percentage of employers that pay a referral bonus	33%
---	-----

RETENTION BONUS

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

When is employee eligible?	N/A
--------------------------------------	-----

Employee becomes eligible after one year.	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)

Eleven County Region

Hourly

Salary

RETIREMENT

COMPANY FUNDED PENSION

Percentage of companies that offer traditional pension plan	33%	33%
Percentage of companies where the employee also contributes	100%	100%
Average age when employee is eligible to receive benefits	65	65
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	67%	67%
Average percentage of wages an employee may contribute to fund	58%	58%
Typical percentage of wages an employee may contribute to fund	100%	100%
Percentage of companies where the employer contributes.	50%	50%
Average percentage of contribution the employer matches	5%	5%
Typical percentage of contribution the employer matches	5%	5%
Average percentage of contribution the company matches	100% of the first 3%	
Percentage of companies where the match is guaranteed	100%	100%
Percentage of companies where the match is intended	0%	0%

How soon after hire is employee eligible to participate?

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

Northeast Indiana Benefits: Construction (continued)

Eleven County Region

Hourly

Salary

OTHER INCENTIVES

WORKPLACE

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

COST OF BENEFITS

Cost of benefits as percentage of wages **23%**

WORKPLACE



Construction

Northeast Indiana Workplace: Construction

Eleven County Region

HIRING AND LAYOFFS

EXPECTED CHANGES IN STAFFING PRECEDING YEAR

Hiring

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

Total number of employees added in preceding six months 8

Average number of employees added in preceding six months 3

Layoffs

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

Total number of employees laid off in preceding six months 55

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 100%

Total anticipated increase later 2023 11

Average anticipated increase later in 2023 4

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%

EXPECTED CHANGES IN STAFFING IN 2024

Hiring

Percentage of companies adding workers in 2024 33%

Total anticipated increase in 2024 7

Average anticipated increase in 2024 7

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 67%

Percentage of companies uncertain of change in 2024 0%

ANNUAL TURNOVER

Average annual turnover as percentage of employees 11%

Northeast Indiana Workplace: Construction

Eleven County Region

STAFFING

INCENTIVES

Percentage of those companies offering these staffing incentives

Relax drug screening requirements	0%
Hire persons with disabilities	0%
Hire persons with felony records	0%
Expand internships	67%
Hire persons without high school or GED diploma	67%
Increase starting pay	67%
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	67%
Indiana Career Connect	33%
Job fairs	100%
Newspapers	0%
Online	67%
Referrals	67%

PANDEMIC

Impact of the pandemic on employment environment

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

Eleven County Region

WORKFORCE DEVELOPMENT

MOST NEEDED SKILLS

Employers who say these abilities are most needed in workforce

Good work ethic	25%
Welding	0%
Communication	25%
Attention to quality/detail	50%
Read and write English	0%
CNC machinist	0%
Customer service	50%
People skills	0%
Teamwork	0%
Math	0%
Accounting	0%
Leadership/Project management	25%

NEEDED TECHNICAL SKILLS

Employers who say these tech skills are most needed in workforce

Excel	33%
Outlook	11%
Word	0%
Office Suite	11%
Computer basics	33%
Quickbooks/Accounting	11%
CAD/Autocad	11%
SAP	0%
Employer specific	0%
None	33%

MINIMUM EDUCATION REQUIREMENTS

Employers who set these minimum education requirements

No degree required	67%
High school or GED diploma	0%
Some college	0%
Associates degree	0%
Bachelors degree	67%
Graduate degree	0%
Professional degree	0%
Professional license	0%
Professional certification	0%

Northeast Indiana Workforce: Construction

Eleven County 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	25%
Mechanical	25%
Skilled trades	25%

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	4.33%
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	4.00%
Typical increase planned in next 12 months	3%

Northeast Indiana Workforce: Construction

Eleven County Region

TRAINING AND CAREER DEVELOPMENT

Hourly Salary

TRAINING AND EDUCATION

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

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.	50%	50%
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	100%	100%
Average percent of tuition reimbursement	52%	52%

JOB SKILLS AND CAREER DEVELOPMENT

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

MENTORING

Percentage of companies with formal mentoring programs 67% 67%

IN-HOUSE TRAINING

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

OFF-SITE TRAINING

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

ORIENTATION

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

INTERNSHIPS

Percentage of companies with internships. 67%

Northeast Indiana Workforce: Construction

Eleven County Region

SUBSTANCE SCREENING

DRUG TESTING

Percentage of companies that conduct drug screening **100%**

Which screening protocol is used?

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

	Hourly	Salary
Percentage of those companies that require new applicants to pass	100%	100%

Current employees are screened

Randomly	67%	67%
After incident/injury	100%	100%
For cause	100%	100%

Employees who fail are

Dismissed	33%	33%
Referred to an EAP or counseling program	67%	67%

MARIJUANA TESTING

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

Percentage of companies that make allowance for prescription 33%

When are tests done?

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

Leisure, Retail, Hospitality and Restaurants



NORTHEAST INDIANA

2023 ELEVEN COUNTY REGIONAL

WAGES AND BENEFITS SURVEY



Leisure, Hospitality, Retail, and Restaurants

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

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WAGES



Leisure, Hospitality, Retail and Restaurants

Northeast Indiana Wages: Leisure, Hospitality, Retail, Restaurants

Eleven County Region

	Number of Workers	Percentage of Workforce	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
MANAGEMENT OCCUPATIONS					
Chief Executives	24	0.0%	\$35.63	\$72.51	\$121.77
General and Operations Managers	1265	1.8%	\$28.65	\$42.09	\$62.86
Marketing Managers	28	0.0%	\$38.01	\$47.37	\$72.62
Sales Managers	182	0.3%	\$35.66	\$46.80	\$65.82
Fundraising Managers	4	0.0%	\$30.89	\$40.57	\$58.95
Administrative Services Managers	33	0.0%	\$30.08	\$42.75	\$57.24
Facilities Managers	19	0.0%	\$28.86	\$37.37	\$47.45
Computer and Information Systems Managers	18	0.0%	\$44.64	\$56.28	\$72.69
Financial Managers	38	0.1%	\$33.94	\$47.88	\$68.01
Industrial Production Managers	3	0.0%	\$36.19	\$46.26	\$57.70
Purchasing Managers	8	0.0%	\$34.59	\$45.93	\$57.20
Transportation, Storage, and Distribution Managers	15	0.0%	\$35.37	\$45.41	\$51.64
Human Resources Managers	9	0.0%	\$37.04	\$47.49	\$59.60
Food Service Managers	506	0.7%	\$22.64	\$28.64	\$31.22
Gambling Managers	8	0.0%	\$23.80	\$28.82	\$42.75
Entertainment and Recreation Managers, Except Gambling	18	0.0%	\$16.45	\$20.50	\$32.41
Lodging Managers	56	0.1%	\$15.70	\$19.79	\$24.87
Medical and Health Services Managers	5	0.0%	\$33.95	\$44.76	\$58.16
Managers, All Other	33	0.0%	\$14.09	\$24.14	\$41.33

BUSINESS AND FINANCIAL OPERATIONS OCCUPATIONS					
Agents and Business Managers of Artists, Performers, and Athletes	8	0.0%	\$10.10	\$18.38	\$37.49
Buyers and Purchasing Agents	137	0.2%	\$22.10	\$25.99	\$34.23
Compliance Officers	5	0.0%	\$22.01	\$28.96	\$37.95
Cost Estimators	19	0.0%	\$22.62	\$29.26	\$37.12
Human Resources Specialists	102	0.1%	\$18.62	\$23.65	\$30.62
Logisticians	6	0.0%	\$24.44	\$30.65	\$39.98
Project Management Specialists	9	0.0%	\$27.06	\$35.60	\$47.02
Management Analysts	18	0.0%	\$24.07	\$30.61	\$39.68
Meeting, Convention, and Event Planners	36	0.1%	\$14.76	\$20.08	\$27.28
Fundraisers	21	0.0%	\$18.12	\$23.49	\$31.69
Training and Development Specialists	58	0.1%	\$20.75	\$27.87	\$36.50
Market Research Analysts and Marketing Specialists	167	0.2%	\$20.29	\$24.23	\$31.97
Business Operations Specialists, All Other	78	0.1%	\$19.38	\$27.38	\$36.82
Accountants and Auditors	130	0.2%	\$23.78	\$29.85	\$38.89
Financial and Investment Analysts	5	0.0%	\$28.75	\$37.21	\$53.62
Loan Officers	31	0.0%	\$15.64	\$25.24	\$38.59

Northeast Indiana Wages: Leisure, Hospitality, Retail, Restaurants

Eleven 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	8	0.0%	\$29.21	\$37.48	\$47.92
Computer Network Support Specialists	6	0.0%	\$23.42	\$29.31	\$38.15
Computer User Support Specialists	37	0.1%	\$17.97	\$22.63	\$28.68
Computer Network Architects	5	0.0%	\$30.32	\$38.56	\$49.12
Database Administrators	3	0.0%	\$27.75	\$30.92	\$40.30
Network and Computer Systems Administrators	13	0.0%	\$28.36	\$34.38	\$41.91
Computer Programmers	6	0.0%	\$26.29	\$37.33	\$47.29
Software Developers	40	0.1%	\$34.58	\$44.48	\$56.98
Software Quality Assurance Analysts and Testers	3	0.0%	\$28.36	\$35.71	\$45.33
Web Developers	20	0.0%	\$20.19	\$27.34	\$35.33
Web and Digital Interface Designers	22	0.0%	\$23.04	\$29.48	\$38.60
Computer Occupations, All Other	10	0.0%	\$18.35	\$28.18	\$40.17
Operations Research Analysts	3	0.0%	\$28.90	\$33.34	\$46.36
Data Scientists	9	0.0%	\$23.00	\$28.93	\$38.30

ARCHITECTURE AND ENGINEERING JOBS

Mechanical Engineers	5	0.0%	\$30.12	\$37.33	\$46.47
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LIFE, PHYSICAL, AND SOCIAL SCIENCE OCCUPATIONS

Soil and Plant Scientists	3	0.0%	\$19.98	\$25.75	\$35.34
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LEGAL OCCUPATIONS

Lawyers	3	0.0%	\$35.21	\$49.82	\$72.67
Title Examiners, Abstractors, and Searchers	5	0.0%	\$14.85	\$18.03	\$21.97

EDUCATIONAL INSTRUCTION AND LIBRARY OCCUPATIONS

Self-Enrichment Teachers	83	0.1%	\$11.12	\$15.34	\$22.58
Curators	36	0.1%	\$19.09	\$22.64	\$31.55
Museum Technicians and Conservators	15	0.0%	\$13.89	\$17.09	\$21.29
Librarians and Media Collections Specialists	4	0.0%	\$15.53	\$21.06	\$28.84

ARTS, DESIGN, ENTERTAINMENT, SPORTS, AND MEDIA OCCUPATIONS

Art Directors	32	0.0%	\$10.12	\$29.13	\$42.75
Craft Artists	38	0.1%	\$2.03	\$5.12	\$11.73
Fine Artists, Including Painters, Sculptors, and Illustrators	61	0.1%	\$3.62	\$9.15	\$19.99
Special Effects Artists and Animators	9	0.0%	\$4.72	\$12.04	\$22.37
Artists and Related Workers, All Other	5	0.0%	\$4.48	\$10.91	\$21.42
Commercial and Industrial Designers	3	0.0%	\$19.13	\$26.50	\$36.06
Fashion Designers	12	0.0%	\$26.44	\$31.87	\$46.91

Northeast Indiana Wages: Leisure, Hospitality, Retail and Restaurants

Eleven County Region

	Number of Workers	Percentage of Workforce	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
Floral Designers	111	0.2%	\$11.82	\$14.00	\$15.43
Graphic Designers	57	0.1%	\$17.25	\$21.97	\$24.60
Interior Designers	38	0.1%	\$21.04	\$23.58	\$26.17
Merchandise Displayers and Window Trimmers	260	0.4%	\$14.17	\$17.57	\$18.33
Set and Exhibit Designers	4	0.0%	\$9.89	\$17.65	\$30.30
Designers, All Other	8	0.0%	\$11.84	\$23.43	\$36.27
Actors	23	0.0%	\$14.34	\$26.34	\$41.41
Producers and Directors	37	0.1%	\$18.22	\$24.12	\$32.22
Athletes and Sports Competitors	11	0.0%	\$16.11	\$32.67	\$83.35
Coaches and Scouts	197	0.3%	\$10.80	\$14.24	\$20.65
Umpires, Referees, and Other Sports Officials	6	0.0%	\$9.10	\$14.95	\$26.01
Dancers	11	0.0%	\$11.28	\$18.93	\$29.29
Music Directors and Composers	34	0.0%	\$10.65	\$22.48	\$29.97
Musicians and Singers	160	0.2%	\$14.87	\$19.29	\$33.86
Disc Jockeys, Except Radio	24	0.0%	\$11.98	\$16.65	\$18.28
Entertainers and Performers, Sports and Related Workers, All Other	18	0.0%	\$10.56	\$21.27	\$29.44
Broadcast Announcers and Radio Disc Jockeys	4	0.0%	\$13.17	\$17.83	\$23.02
News Analysts, Reporters, and Journalists	6	0.0%	\$15.35	\$18.16	\$24.59
Public Relations Specialists	34	0.0%	\$18.46	\$23.58	\$29.96
Editors	7	0.0%	\$17.13	\$20.92	\$27.58
Technical Writers	5	0.0%	\$19.75	\$27.31	\$37.77
Writers and Authors	87	0.1%	\$9.31	\$20.27	\$29.73
Audio and Video Technicians	42	0.1%	\$14.27	\$17.30	\$22.12
Photographers	26	0.0%	\$11.11	\$15.47	\$28.24
Camera Operators, Television, Video, and Film	7	0.0%	\$14.84	\$23.50	\$26.98

HEALTHCARE PRACTITIONERS AND TECHNICAL OCCUPATIONS

Dietitians and Nutritionists	10	0.0%	\$23.23	\$28.98	\$31.28
Optometrists	15	0.0%	\$41.93	\$51.28	\$70.99
Pharmacists	278	0.4%	\$54.73	\$61.42	\$63.19
Respiratory Therapists	3	0.0%	\$22.97	\$28.50	\$29.30
Registered Nurses	4	0.0%	\$29.07	\$29.61	\$36.33
Audiologists	6	0.0%	\$36.11	\$42.64	\$54.37
Pharmacy Technicians	695	1.0%	\$14.08	\$16.55	\$17.84
Ophthalmic Medical Technicians	4	0.0%	\$14.27	\$17.84	\$22.21
Opticians, Dispensing	92	0.1%	\$14.08	\$15.85	\$18.24
Hearing Aid Specialists	8	0.0%	\$17.20	\$23.04	\$28.88
Athletic Trainers	5	0.0%	\$21.57	\$24.13	\$26.68

Northeast Indiana Wages: Leisure, Hospitality, Retail and Restaurants

Eleven County Region

	Number of Workers	Percentage of Workforce	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
HEALTHCARE AND SUPPORT OCCUPATIONS					
Massage Therapists	11	0.0%	\$17.80	\$24.76	\$37.22
Medical Assistants	6	0.0%	\$14.35	\$17.47	\$18.18
Pharmacy Aides	52	0.1%	\$11.41	\$12.44	\$14.18
PROTECTIVE SERVICE OCCUPATIONS					
First-Line Supervisors of Security Workers	15	0.0%	\$20.68	\$24.35	\$28.73
First-Line Supervisors of Protective Service Workers, All Other	7	0.0%	\$20.26	\$22.22	\$32.29
Private Detectives and Investigators	10	0.0%	\$16.60	\$23.14	\$26.97
Security Guards	217	0.3%	\$12.21	\$15.08	\$21.37
Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	39	0.1%	\$8.41	\$9.44	\$10.57
Protective Service Workers, All Other	10	0.0%	\$15.87	\$19.47	\$23.17
FOOD PREPARATION AND SERVING RELATED OCCUPATIONS					
Chefs and Head Cooks	66	0.1%	\$20.97	\$26.14	\$31.40
First-Line Supervisors of Food Preparation and Serving Workers	2270	3.2%	\$13.81	\$15.35	\$18.74
Cooks, Fast Food	1633	2.3%	\$8.97	\$10.36	\$11.50
Cooks, Institution and Cafeteria	181	0.3%	\$11.67	\$13.59	\$14.85
Cooks, Restaurant	2998	4.2%	\$11.47	\$13.68	\$14.58
Cooks, Short Order	180	0.3%	\$8.60	\$10.72	\$11.53
Cooks, All Other	19	0.0%	\$11.38	\$13.80	\$14.60
Food Preparation Workers	1179	1.6%	\$9.93	\$11.89	\$14.07
Bartenders	939	1.3%	\$8.59	\$10.41	\$13.24
Fast Food and Counter Workers	8990	12.6%	\$8.80	\$10.65	\$11.64
Waiters and Waitresses	4779	6.7%	\$8.59	\$9.94	\$13.83
Food Servers, Nonrestaurant	137	0.2%	\$10.11	\$11.25	\$13.46
Dining Room and Cafeteria Attendants and Bartender Helpers	840	1.2%	\$8.54	\$9.77	\$13.05
Dishwashers	662	0.9%	\$9.13	\$10.05	\$13.24
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	796	1.1%	\$8.68	\$10.28	\$11.17
Food Preparation and Serving Related Workers, All Other	110	0.2%	\$10.82	\$12.50	\$15.13

Northeast Indiana Wages: Leisure, Hospitality, Retail and Restaurants

Eleven 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

First-Line Supervisors of Housekeeping and Janitorial Workers	42	0.1%	\$14.12	\$17.84	\$22.92
First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	26	0.0%	\$17.99	\$22.92	\$28.51
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	526	0.7%	\$10.98	\$13.57	\$15.75
Maids and Housekeeping Cleaners	364	0.5%	\$9.83	\$11.39	\$13.74
Landscaping and Groundskeeping Workers	302	0.4%	\$13.17	\$14.48	\$17.71
Pesticide Handlers, Sprayers, and Applicators, Vegetation	3	0.0%	\$17.48	\$18.34	\$20.28

PERSONAL CARE AND SERVICE OCCUPATIONS

First-Line Supervisors of Entertainment and Recreation Workers, Except Gambling Services	49	0.1%	\$13.68	\$15.53	\$22.56
First-Line Supervisors of Personal Service Workers	37	0.1%	\$14.94	\$18.26	\$22.84
Animal Caretakers	171	0.2%	\$10.14	\$11.45	\$16.01
Gambling Dealers	7	0.0%	\$8.93	\$9.86	\$11.69
Gambling and Sports Book Writers and Runners	3	0.0%	\$15.96	\$16.72	\$18.17
Ushers, Lobby Attendants, and Ticket Takers	104	0.1%	\$8.79	\$10.35	\$10.54
Amusement and Recreation Attendants	427	0.6%	\$8.44	\$9.04	\$11.77
Hairdressers, Hairstylists, and Cosmetologists	82	0.1%	\$9.40	\$13.94	\$21.67
Skincare Specialists	14	0.0%	\$11.20	\$16.15	\$21.76
Baggage Porters and Bellhops	15	0.0%	\$8.75	\$10.19	\$11.21
Concierges	6	0.0%	\$12.04	\$12.79	\$14.13
Tour and Travel Guides	28	0.0%	\$8.74	\$9.54	\$11.55
Childcare Workers	44	0.1%	\$8.28	\$10.44	\$13.95
Exercise Trainers and Group Fitness Instructors	195	0.3%	\$12.42	\$16.36	\$21.80
Recreation Workers	87	0.1%	\$9.58	\$11.55	\$14.14
Residential Advisors	3	0.0%	\$11.80	\$14.52	\$16.04

SALES AND RELATED OCCUPATIONS

First-Line Supervisors of Retail Sales Workers	2760	3.9%	\$14.24	\$17.97	\$23.38
First-Line Supervisors of Non-Retail Sales Workers	32	0.0%	\$19.67	\$32.06	\$44.89
Cashiers	7178	10.0%	\$9.58	\$10.90	\$12.80
Gambling Change Persons and Booth Cashiers	48	0.1%	\$8.82	\$11.72	\$13.33
Counter and Rental Clerks	226	0.3%	\$10.23	\$13.80	\$17.26
Parts Salespersons	564	0.8%	\$13.50	\$14.48	\$18.16
Retail Salespersons	9367	13.1%	\$10.80	\$11.94	\$14.48
Advertising Sales Agents	9	0.0%	\$16.18	\$21.58	\$28.53
Insurance Sales Agents	4	0.0%	\$20.32	\$33.19	\$45.65

Northeast Indiana Wages: Leisure, Hospitality, Retail and Restaurants

Eleven County Region

	Number of Workers	Percentage of Workforce	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
Securities, Commodities, and Financial Services					
Sales Agents	7	0.0%	\$19.04	\$30.71	\$41.97
Sales Representatives of Services, Except Advertising,					
Insurance, Financial Services, and Travel	355	0.5%	\$18.16	\$28.59	\$39.22
Sales Representatives, Wholesale and Manufacturing,					
Technical and Scientific Products	6	0.0%	\$25.67	\$37.76	\$59.52
Sales Representatives, Wholesale and Manufacturing,					
Except Technical and Scientific Products	191	0.3%	\$22.45	\$29.54	\$39.57
Demonstrators and Product Promoters	43	0.1%	\$10.35	\$11.80	\$12.87
Sales Engineers	10	0.0%	\$21.28	\$35.33	\$54.68
Telemarketers	8	0.0%	\$11.18	\$13.91	\$17.23
Door-to-Door Sales Workers, News and Street Vendors, and Related Workers					
Sales and Related Workers, All Other	117	0.2%	\$4.50	\$9.70	\$18.74
	384	0.5%	\$11.72	\$13.93	\$15.35

OFFICE AND ADMINISTRATIVE SUPPORT OCCUPATIONS

First-Line Supervisors of Office

and Administrative Support Workers	417	0.6%	\$20.43	\$26.68	\$34.04
Switchboard Operators, Including Answering Service	6	0.0%	\$11.48	\$14.07	\$15.29
Telephone Operators	3	0.0%	\$12.30	\$15.26	\$21.45
Bill and Account Collectors	31	0.0%	\$14.49	\$17.43	\$18.37
Billing and Posting Clerks	56	0.1%	\$14.58	\$18.01	\$22.22
Bookkeeping, Accounting, and Auditing Clerks	440	0.6%	\$15.77	\$18.29	\$22.57
Payroll and Timekeeping Clerks	14	0.0%	\$17.70	\$20.35	\$24.48
Procurement Clerks	9	0.0%	\$17.25	\$18.70	\$22.60
Credit Authorizers, Checkers, and Clerks	12	0.0%	\$14.53	\$14.88	\$18.28
Customer Service Representatives	1219	1.7%	\$14.30	\$17.75	\$22.13
File Clerks	12	0.0%	\$13.83	\$17.53	\$22.01
Hotel, Motel, and Resort Desk Clerks	419	0.6%	\$10.16	\$11.03	\$12.86
Order Clerks	155	0.2%	\$13.70	\$15.55	\$21.09
Human Resources Assistants,					
Except Payroll and Timekeeping	11	0.0%	\$14.55	\$18.32	\$22.34
Receptionists and Information Clerks	173	0.2%	\$12.80	\$14.25	\$17.41
Reservation and Transportation Ticket Agents and Travel Clerks					
	6	0.0%	\$12.44	\$14.69	\$19.94
Information and Record Clerks, All Other	3	0.0%	\$15.13	\$17.98	\$22.49
Couriers and Messengers	5	0.0%	\$9.40	\$13.25	\$16.64
Dispatchers, Except Police, Fire, and Ambulance	12	0.0%	\$15.89	\$21.31	\$23.10
Production, Planning, and Expediting Clerks	28	0.0%	\$19.64	\$23.59	\$29.67

Northeast Indiana Wages: Leisure, Hospitality, Retail and Restaurants

Eleven County Region

	Number of Workers	Percentage of Workforce	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
Shipping, Receiving, and Inventory Clerks, Weighers, Measurers, Checkers, and Samplers, Recordkeeping	610	0.9%	\$14.43	\$15.31	\$20.95
Executive Secretaries and Executive Administrative Assistants	11	0.0%	\$17.39	\$18.36	\$22.72
Medical Secretaries and Administrative Assistants	10	0.0%	\$21.29	\$23.63	\$29.34
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	4	0.0%	\$14.00	\$17.55	\$18.43
Data Entry Keyers	149	0.2%	\$14.03	\$16.69	\$18.39
Office Clerks, General	9	0.0%	\$13.32	\$15.80	\$18.22
Office and Administrative Support Workers, All Other	791	1.1%	\$13.73	\$15.90	\$20.76
	7	0.0%	\$14.84	\$18.20	\$23.46

FARMING, FISHING, AND FORESTRY OCCUPATIONS

First-Line Supervisors of Farming, Fishing, and Forestry Workers	3	0.0%	\$14.03	\$20.56	\$28.33
Agricultural Equipment Operators	5	0.0%	\$11.68	\$14.81	\$19.79
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	40	0.1%	\$9.80	\$12.73	\$16.77
Farmworkers, Farm, Ranch, and Aquacultural Animals	7	0.0%	\$8.71	\$12.73	\$17.40

CONSTRUCTION AND EXTRACTION OCCUPATIONS

First-Line Supervisors of Construction Trades and Extraction Workers	6	0.0%	\$21.93	\$29.11	\$37.51
Carpenters	17	0.0%	\$16.05	\$21.81	\$28.59
Carpet Installers	42	0.1%	\$14.63	\$18.54	\$23.39
Floor Layers, Except Carpet, Wood, and Hard Tiles	11	0.0%	\$15.75	\$21.44	\$28.52
Cement Masons and Concrete Finishers	3	0.0%	\$17.89	\$22.52	\$27.73
Construction Laborers	7	0.0%	\$13.98	\$19.08	\$23.46
Electricians	4	0.0%	\$21.32	\$27.97	\$35.56
Glaziers	18	0.0%	\$18.28	\$22.34	\$28.01
Plumbers, Pipefitters, and Steamfitters	4	0.0%	\$19.64	\$28.05	\$35.87

INSTALLATION, MAINTENANCE, AND REPAIR OCCUPATIONS

First-Line Supervisors of Mechanics, Installers, and Repairers	207	0.3%	\$23.34	\$30.16	\$38.40
Computer, Automated Teller, and Office Machine Repairers	55	0.1%	\$12.82	\$16.72	\$22.65
Radio, Cellular, and Tower Equipment Installers and Repairers	3	0.0%	\$20.84	\$26.61	\$29.13
Electronic Equipment Installers and Repairers, Motor Vehicles	15	0.0%	\$15.08	\$18.11	\$21.89
Audiovisual Equipment Installers and Repairers	12	0.0%	\$12.84	\$16.10	\$22.77

Northeast Indiana Wages: Leisure, Hospitality, Retail and Restaurants

Eleven County Region

	Number of Workers	Percentage of Workforce	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
Automotive Body and Related Repairers	64	0.1%	\$16.74	\$21.97	\$24.22
Automotive Glass Installers and Repairers	3	0.0%	\$14.52	\$17.71	\$22.17
Automotive Service Technicians and Mechanics	760	1.1%	\$14.43	\$16.83	\$22.81
Bus and Truck Mechanics and Diesel Engine Specialists	35	0.0%	\$19.75	\$22.51	\$27.67
Farm Equipment Mechanics and Service Technicians	5	0.0%	\$17.59	\$20.33	\$24.09
Mobile Heavy Equipment Mechanics, Except Engines	3	0.0%	\$20.48	\$26.41	\$29.53
Motorboat Mechanics and Service Technicians	82	0.1%	\$14.64	\$17.58	\$22.28
Motorcycle Mechanics	59	0.1%	\$15.35	\$18.00	\$22.67
Outdoor Power Equipment and					
Other Small Engine Mechanics	112	0.2%	\$14.75	\$18.72	\$21.45
Recreational Vehicle Service Technicians	65	0.1%	\$14.54	\$20.58	\$24.73
Tire Repairers and Changers	206	0.3%	\$12.69	\$13.66	\$16.66
Mechanical Door Repairers	11	0.0%	\$15.30	\$20.49	\$25.42
Heating, Air Conditioning, and Refrigeration					
Mechanics and Installers	19	0.0%	\$19.82	\$26.54	\$32.04
Home Appliance Repairers	32	0.0%	\$15.25	\$21.52	\$27.18
Medical Equipment Repairers	7	0.0%	\$15.32	\$22.75	\$28.96
Musical Instrument Repairers and Tuners	33	0.0%	\$13.21	\$20.14	\$24.55
Maintenance and Repair Workers, General	493	0.7%	\$17.18	\$22.15	\$26.73
Coin, Vending, and Amusement Machine					
Servicers and Repairers	190	0.3%	\$17.87	\$20.72	\$22.51
Helpers--Installation, Maintenance, and Repair Workers	9	0.0%	\$11.40	\$14.09	\$17.96
Installation, Maintenance, and Repair Workers, All Other	34	0.0%	\$14.46	\$17.50	\$20.73

PRODUCTION OCCUPATIONS

First-Line Supervisors of Production

and Operating Workers	56	0.1%	\$23.23	\$29.36	\$36.99
Miscellaneous Assemblers and Fabricators	111	0.2%	\$15.30	\$18.23	\$24.63
Bakers	95	0.1%	\$11.23	\$13.43	\$14.48
Butchers and Meat Cutters	270	0.4%	\$12.77	\$14.42	\$17.59
Meat, Poultry, and Fish Cutters and Trimmers	25	0.0%	\$14.77	\$15.99	\$18.81
Slaughterers and Meat Packers	3	0.0%	\$12.60	\$14.90	\$17.50
Food Batchmakers	22	0.0%	\$14.18	\$16.75	\$20.31
Food Cooking Machine Operators and Tenders	6	0.0%	\$12.05	\$13.50	\$17.42
Food Processing Workers, All Other	22	0.0%	\$11.58	\$14.24	\$17.36
Machinists	8	0.0%	\$18.63	\$23.29	\$28.85
Printing Press Operators	9	0.0%	\$14.20	\$17.40	\$22.35
Laundry and Dry-Cleaning Workers	29	0.0%	\$10.73	\$11.44	\$13.81
Sewing Machine Operators	25	0.0%	\$12.34	\$14.17	\$17.14
Sewers, Hand	8	0.0%	\$14.68	\$17.15	\$20.72
Tailors, Dressmakers, and Custom Sewers	14	0.0%	\$9.67	\$11.47	\$16.60
Upholsterers	3	0.0%	\$17.34	\$18.13	\$18.69

Northeast Indiana Wages: Leisure, Hospitality, Retail and Restaurants

Eleven County Region

	Number of Workers	Percentage of Workforce	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
Cabinetmakers and Bench Carpenters	7	0.0%	\$14.87	\$19.84	\$27.83
Furniture Finishers	11	0.0%	\$13.94	\$14.95	\$18.28
Woodworking Machine Setters, Operators, and Tenders, Except Sawing	3	0.0%	\$14.70	\$18.30	\$21.95
Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	17	0.0%	\$14.18	\$17.98	\$19.33
Mixing and Blending Machine Setters, Operators, and Tenders	6	0.0%	\$15.42	\$18.35	\$23.25
Inspectors, Testers, Sorters, Samplers, and Weighers	38	0.1%	\$16.05	\$18.62	\$22.86
Jewelers and Precious Stone and Metal Workers	57	0.1%	\$19.47	\$22.48	\$24.66
Medical Appliance Technicians	5	0.0%	\$14.62	\$16.87	\$24.00
Ophthalmic Laboratory Technicians	10	0.0%	\$12.57	\$17.56	\$20.40
Packaging and Filling Machine Operators and Tenders	8	0.0%	\$13.71	\$15.60	\$17.89
Painting, Coating, and Decorating Workers	5	0.0%	\$14.49	\$15.60	\$18.75
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	10	0.0%	\$15.16	\$18.19	\$22.89
Photographic Process Workers and Processing Machine Operators	18	0.0%	\$15.32	\$18.23	\$20.89
Etchers and Engravers	13	0.0%	\$15.41	\$19.74	\$22.29
Molders, Shapers, and Casters, Except Metal and Plastic	5	0.0%	\$16.33	\$18.09	\$19.47
Helpers--Production Workers	5	0.0%	\$14.20	\$16.54	\$18.58
Production Workers, All Other	4	0.0%	\$13.64	\$14.55	\$18.12

TRANSPORTATION AND MATERIAL MOVING OCCUPATIONS

First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	291	0.4%	\$18.67	\$23.55	\$29.99
Driver/Sales Workers	738	1.0%	\$8.59	\$10.10	\$19.89
Heavy and Tractor-Trailer Truck Drivers	146	0.2%	\$18.49	\$23.08	\$27.24
Light Truck Drivers	612	0.9%	\$13.26	\$17.88	\$22.65
Shuttle Drivers and Chauffeurs	63	0.1%	\$10.41	\$12.96	\$14.17
Motor Vehicle Operators, All Other	51	0.1%	\$8.58	\$8.78	\$12.03
Parking Attendants	73	0.1%	\$9.01	\$9.17	\$11.35
Automotive and Watercraft Service Attendants	178	0.2%	\$11.41	\$13.74	\$14.68
Transportation Workers, All Other	5	0.0%	\$14.52	\$17.31	\$18.72
Industrial Truck and Tractor Operators	97	0.1%	\$16.69	\$18.37	\$22.02
Cleaners of Vehicles and Equipment	251	0.4%	\$10.77	\$13.72	\$16.32
Laborers and Freight, Stock, and Material Movers, Hand.	989	1.4%	\$13.94	\$15.72	\$18.47
Machine Feeders and Offbearers	13	0.0%	\$13.75	\$16.37	\$22.00
Packers and Packagers, Hand	357	0.5%	\$11.65	\$16.04	\$17.79
Stockers and Order Fillers	3338	4.7%	\$11.34	\$13.82	\$15.41
Material Moving Workers, All Other	8	0.0%	\$14.00	\$18.41	\$23.86

BENEFITS



Leisure, Hospitality, Retail, Restaurants

Northeast Indiana Benefits: Leisure, Hospitality, Retail, Restaurants

Eleven County Region

Hourly

Salary

PAID TIME OFF

HOLIDAYS

Percentage of companies offering paid holidays	100%	67%
Typical number of paid holidays offered annually	10	10

Percentage of those companies offering these common holidays

New Year's Eve	33%	50%
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	33%	50%
Memorial Day	100%	100%
Independence Day	100%	100%
Labor Day	100%	100%
Columbus Day	0%	0%
Election Day	0%	0%
Floating Holiday	33%	50%
Veterans' Day	0%	0%
Thanksgiving Day	100%	100%
Day After Thanksgiving	33%	50%
Christmas Eve	33%	50%
Christmas Day	100%	100%
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	8	8
Typical number of PTO days offered first year	10	15
Average number of carryover days per year	5	5

How Paid Time Off is earned

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

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

Eleven County Region

Hourly

Salary

PAID TIME OFF (continued)

VACATION

Percentage of all companies that offer paid vacation 0% 14%

How soon after hire may employee take paid vacation?

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

Number of days offered

Average number of paid vacation days offered in first year:	N/A	.0
Typical number of vacation days offered in first year:	N/A	.5

How vacation time is earned

Average number of years that must be worked to earn 5 days	N/A	1
Typical number of years that must be worked to earn 5 days	N/A	First Year
Average number of years that must be worked to earn 10 days	N/A	.2
Typical number of years that must be worked to earn 10 days	N/A	.1
Average number of years that must be worked to earn 15 days	N/A	.5
Typical number of years that must be worked to earn 15 days	N/A	.5
Average number of years that must be worked to earn 20 days (when offered)	N/A	.5
Typical number of years that must be worked to earn 20 days (when offered)	N/A	.10
Average number of years that must be worked to earn more than 20 days (when offered)	N/A	.5
Typical number of years that must be worked to earn more than 20 days (when offered)	N/A	.20

PERSONAL DAYS

Percentage of companies offering paid personal days 67% 67%

Average number of personal days offered per year	4	.5
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%	50%
One to three months	50%	50%
Three to six months	0%	0%
Six months to one year	50%	0%
After 1 year	0%	0%

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

Eleven County Region

Hourly

Salary

PAID TIME OFF (continued)

BEREAVEMENT LEAVE

Bereavement Leave.	Hourly	Salary
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	100%	67%
Percentage of those that pay regular wages plus payment from court	67%	50%
Percentage of those that pay regular wages minus payment from court.	33%	50%
Percentage where employee receives only payment from court	0%	33%

ILLNESS DAYS

Percentage of companies that offer paid illness days	0%	33%
Average number of paid illness days offered annually	N/A	.5
Typical number of paid illness days offered per year	N/A	.5
Average maximum number of illness days that may be accumulated	N/A	.5
Typical number of paid illness days that may be accumulated	N/A	10
 How soon after hire is employee eligible?		
One to 30 days	N/A	100%
One to three months	N/A	0%
Three to six months	N/A	0%
Six months to one year.	N/A	0%
After 1 year	N/A	0%

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

Eleven County Region

Hourly

Salary

PAID TIME OFF (continued)

FAMILY MEDICAL LEAVE HOURLY SALARY

Percentage of companies that offer Family Medical Leave	67%	67%
Average number of weeks paid	6	6
Typical number of weeks paid	0	0
Average number of weeks unpaid	4	4
Typical number of weeks unpaid	0	0

MATERNITY LEAVE HOURLY SALARY

Percentage of companies that offer Maternity Leave	33%	67%
Average number of weeks paid	6	9
Typical number of weeks paid	0	0
Average number of weeks unpaid	0	3
Typical number of weeks unpaid	0	0

PATERNITY LEAVE HOURLY SALARY

Percentage of companies that offer Paternity Leave	33%	33%
Average number of weeks paid	0	0
Typical number of weeks paid	0	0
Average number of weeks unpaid	6	6
Typical number of weeks unpaid	0	0

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

Eleven County Region

Hourly

Salary

HEALTH RELATED BENEFITS

HEALTH INSURANCE OFFERED

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

Average company contribution to HSA/HRA account

For employee only plan	\$500	\$500
For family plan	\$750	\$750

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

Typical annual out of pocket limit with HSA/HRA plan

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

WELLNESS INCENTIVE

Percentage of companies that offer a wellness incentive	0%	0%
Average amount that may be earned	\$0	\$0
Typical amount that may be earned	\$500	\$500

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

Eleven County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS

SELF-INSURED COMPANIES

Traditional Plans

Percentage of self-insured companies offering traditional plans	33%	33%
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	\$355.00	\$355.00
Employee and spouse	\$782.00	\$782.00
Employee and child	\$707.00	\$707.00
Family	\$1,124.00	\$1,124.00

Average monthly cost paid by employer for each employee

Employee-only coverage	\$1,065.00	\$1,065.00
Employee and spouse	\$1,065.00	\$2,346.00
Employee and child	\$2,121.00	\$2,121.00
Family	\$3,372.00	\$3,372.00

Deductibles

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

Copays and Limits

Average percentage of costs covered by insurance	75%	75%
Typical percentage of costs covered by insurance	80%	80%
Average copay for physician office visit	\$20.00	\$20.00
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: Leisure, Hospitality, Retail, Restaurants (continued)

Eleven County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

SELF-INSURED COMPANIES

High-Deductible Plan

Percentage of self-insured companies offering 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	\$207.00	\$207.00
Employee and spouse	\$454.00	\$454.00
Employee and child	\$411.00	\$411.00
Family	\$652.00	\$652.00

Average monthly cost paid by employer for each employee

Employee-only coverage	\$621.00	\$621.00
Employee and spouse	\$1,362.00	\$1,362.00
Employee and child	\$1,233.00	\$1,233.00
Family	\$1,956.00	\$1,956.00

Deductibles

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

Copays and Limits

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

Average out of pocket limit

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

Typical out of pocket limit

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

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

Eleven County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

INDEMNITY-INSURED COMPANIES

Traditional Plans

Percentage of indemnity-insured companies offering traditional plans	0%	.0%
Percentage that offer family coverage	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 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)

Eleven County 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)

Eleven County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

PRESCRIPTION DRUG BENEFIT

Percentage of all companies where insurance covers prescription drugs **33%** **33%**

Retail copay when paying dollars

What is the average employee copay for retail generic?	\$10.00	.....	\$10.00
What is the typical employee copay for retail generic?	\$15.00	.....	\$15.00
What is the average employee copay for retail formulary?	\$25.00	.....	\$25.00
What is the typical employee copay for retail formulary?	\$35.00	.....	\$35.00
What is the average employee copay for retail non-formulary?	\$50.00	.....	\$50.00
What is the typical employee copay for retail non-formulary?	\$60.00	.....	\$60.00

Mail order copay when paying dollars

What is the average employee copay for mail-order generic?	\$30.00	.....	\$30.00
What is the typical employee copay for mail-order generic?	\$25.00	.....	\$25.00
What is the average employee copay for mail-order formulary?	\$75.00	.....	\$75.00
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?	\$150.00	.....	\$150.00
What is the typical employee copay for mail-order nonformulary?	\$150.00	.....	\$150.00

Retail copay when paying a percentage

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

Mail order copay when paying a percentage

What is the average employee copay for 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)

Eleven County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

DENTAL INSURANCE

Percentage of all companies that offer a dental plan	33%	33%
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	\$50.00	\$50.00
Typical annual deductible	\$50.00	\$50.00
Average annual limit single coverage:	\$1,000	\$1,000
Typical annual limit single coverage	\$1,000	\$1,000
Average annual limit family coverage:	\$1,000	\$1,000
Typical annual limit family coverage	\$1,000	\$1,000

Premiums and Costs

Average monthly premium paid by employee for

Employee only coverage	\$11.00	\$11.00
Employee and spouse	\$23.00	\$23.00
Employee and child(ren)	\$32.00	\$32.00
Family	\$44.00	\$44.00

Average monthly premium paid by employer for

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

Typical monthly premium paid by employer for

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

Percentage of Costs Covered

Average of preventive costs covered	100%	100%
Typical percentage of preventive costs covered	100%	100%
Average of basic costs covered	80%	80%
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: Leisure, Hospitality, Retail, Restaurants (continued)

Eleven County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

VISION INSURANCE

Percentage of all companies offering a separate vision plan	33%	33%
Percentage of those plans that cover glasses/contacts	100%	100%
Percentage of those plans that cover LASIK or similar procedures	100%	100%

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	\$8.00	\$8.00
Employee and spouse	\$15.00	\$15.00
Employee and child(ren)	\$16.00	\$16.00
Family	\$26.00	\$26.00

Average monthly premium paid by employer for

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

Typical monthly premium paid by employer for

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

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

Eleven County Region

Hourly

Salary

FINANCIAL BENEFITS AND INCENTIVES

LIFE INSURANCE

Percentage of all companies offering life insurance	33%	33%
Percentage of those plans that pay a set dollar amount	0%	0%
Percentage of those plans that pay a percentage of salary	100%	100%

How soon after hire is employee covered?

One to 30 days	100%	100%
One to three months	0%	0%
Three to six months	0%	0%
Six months to one year	0%	0%
After 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	11	11
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	0%	0%
Three to six months	0%	0%
Six months to one year	100%	100%
After first year	0%	0%

LONG TERM DISABILITY

Percentage of all companies that offer a Long-Term Disability benefit	29%	29%
Average percentage of wages employee receives while on Long-Term Disability	75%	75%
Typical percentage of wages employee receives while on Long-Term Disability	60%	60%
Average number of weeks employee receives payment	17	17
Typical number of weeks employee receives payment	26	26

How soon after hire is employee covered?

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

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

Eleven County Region

Hourly

Salary

FINANCIAL BENEFITS AND INCENTIVES (continued)

COMMISSIONS AND INCENTIVES

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

How soon after hire is employee eligible?

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

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

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 33%

RETENTION BONUS

Percentage of employers that pay a retention bonus. 0% 0%
 When is employee eligible? N/A N/A

SHIFT DIFFERENTIAL

Percentage of companies with more than one shift 33%
 Percentage that pay a shift differential 100%
 Average hourly differential for second shift. \$2.00
 Average hourly differential for third shift \$2.00

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

Eleven County Region

Hourly

Salary

RETIREMENT

COMPANY FUNDED PENSION

Percentage of companies that offer traditional pension plan	33%	33%
Percentage of companies where the employee also contributes	100%	100%
Average age when employee is eligible to receive benefits	65	65
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	33%	67%
Average percentage of wages an employee may contribute to fund	15%	11%
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	3%	52%
Typical percentage of contribution the employer matches	5%	5%
Average percentage of contribution the company matches	100% of the first 5%	
Percentage of companies where the match is guaranteed	100%	100%
Percentage of companies where the match is intended	0%	0%

How soon after hire is employee eligible to participate?

One to 30 days	100%	50%
One to three months	0%	0%
Three to six months	0%	0%
Six months to a year	0%	0%
After one year	0%	50%

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

Eleven County Region

Hourly

Salary

OTHER INCENTIVES

WORKPLACE

Percentage of companies that offer these workplace benefits

Casual dress day (one per week)	33%	33%
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	33%	37%
Emergency/sick child care	33%	33%
English as second language assistance.	0%	0%
Fitness center membership subsidy	0%	0%
Fitness center on site	0%	0%
Flex time	33%	67%
Flexible spending account	0%	33%
Job sharing.	0%	0%
Informal recognition program	33%	33%
Open communication policy	67%	33%
Scholarships-employees/spouses/children.	0%	0%
Smoking cessation programs	0%	0%
Smoke-free work environment.	100%	67%
Telecommuting	33%	67%
Transit subsidy.	0%	0%
Tutoring-employees/spouses/children.	0%	0%
Wellness program, resources and information	33%	67%
Other	0%	0%

COST OF BENEFITS

Cost of benefits as percentage of wages **18%**

WORKPLACE



Leisure, Hospitality, Retail and Restaurants

Northeast Indiana Workplace: Leisure, Hospitality, Retail, Restaurants

Eleven County Region

HIRING AND LAYOFFS

EXPECTED CHANGES IN STAFFING PRECEDING YEAR

Hiring

Percentage of companies that added workers in preceding six months 67%

Total number of employees added in preceding six months 20

Average number of employees added in preceding six months 10

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

IN 2023

Hiring

Percentage of companies adding workers later in 2023 67%

Total anticipated increase later 2023 7

Average anticipated increase later in 2023 4

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 33%

Percentage of companies uncertain of change in 2023 0%

IN 2024

Hiring

Percentage of companies adding workers in 2024 100%

Total anticipated increase in 2024 12

Average anticipated increase in 2024 4

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 16%

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

Eleven County Region

Hourly

Salary

STAFFING

INCENTIVES

Percentage of those companies offering these staffing incentives

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

RECRUITING

Where employers recruit new workers

Employment agencies	33%
Indiana Career Connect	33%
Job fairs	0%
Newspapers	33%
Online	67%
Referrals	100%

PANDEMIC

Impact of the pandemic on employment environment

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

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)

Eleven County Region

Hourly

Salary

WORKFORCE DEVELOPMENT

MOST NEEDED SKILLS

Employers who say these abilities are most needed in workforce

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

NEEDED TECHNICAL SKILLS

Employers who say these tech skills are most needed in workforce

Excel	33%
Outlook	11%
Word	0%
Office Suite	11%
Computer basics	33%
Quickbooks/Accounting	11%
CAD/Autocad	11%
SAP	0%
Employer specific	0%
None	33%

MINIMUM EDUCATION REQUIREMENTS

Employers who set these minimum education requirements

No degree required	33%
High school or GED diploma	0%
Some college	0%
Associates degree	0%
Bachelors degree	33%
Graduate degree	0%
Professional degree	0%
Professional license	67%
Professional certification	0%

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

Eleven County Region

Hourly

Salary

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	0%

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	10.67%
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	5.33%
Typical increase planned in next 12 months	3%

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

Eleven County Region

Hourly

Salary

TRAINING AND CAREER DEVELOPMENT

TRAINING AND CAREER DEVELOPMENT

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

How soon after hire is employee eligible?

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

TUITION ASSISTANCE

Percentage of companies offering tuition assistance	67%	. . . . .	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 67% 67%

IN-HOUSE TRAINING

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

OFF-SITE TRAINING

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

ORIENTATION

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

INTERNSHIPS

Percentage of companies with internships. 67%

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

Eleven County Region

Hourly

Salary

SUBSTANCE SCREENING

DRUG TESTING

Percentage of companies that conduct drug screening	33%
Which screening protocol is used?	
Five panel	0%
Seven panel	100%
DOT	0%
Other	100%
Percentage of those companies that require new applicants to pass	100% 100%

Current employees are screened

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

Employees who fail are

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

MARIJUANA TESTING

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

When are tests done?

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

Eleven County Region Northeast Indiana

Supplemental Reports 2023



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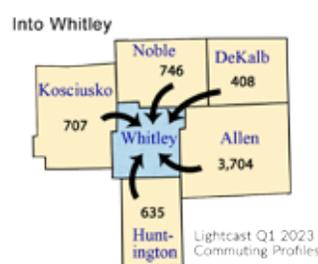
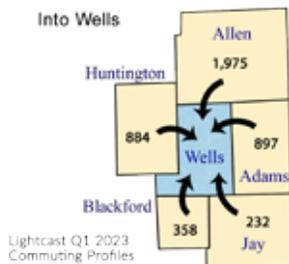
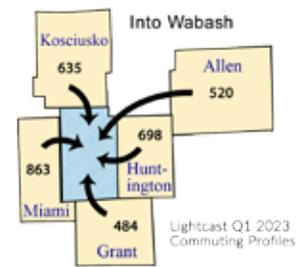
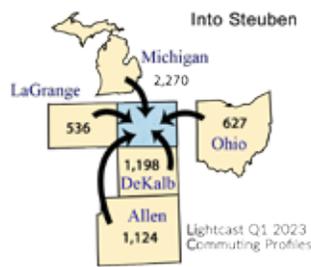
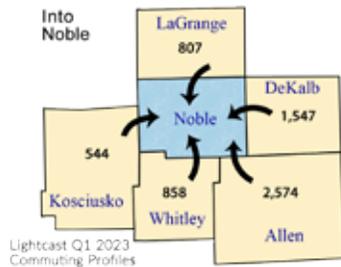
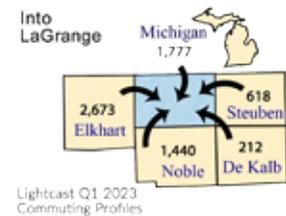
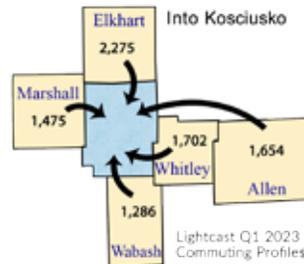
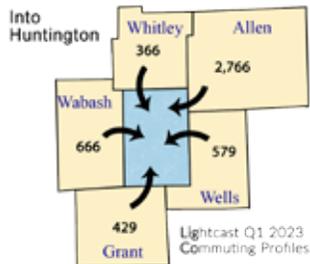
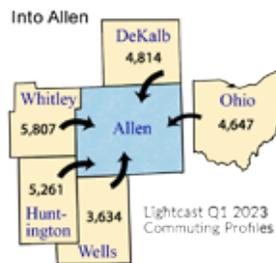
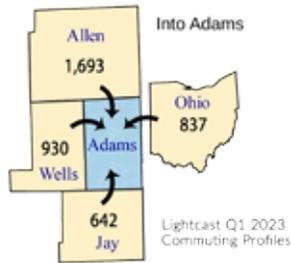
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Northeast Indiana Region Profile Eleven County Region

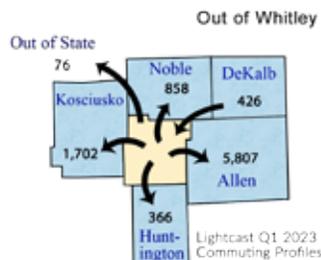
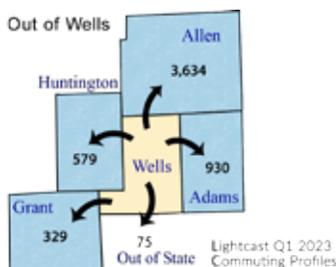
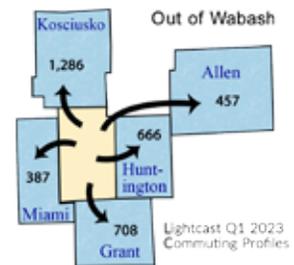
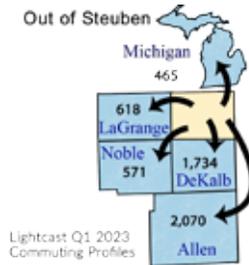
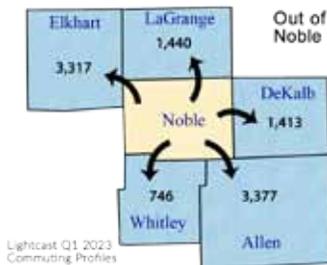
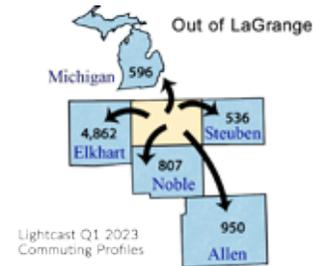
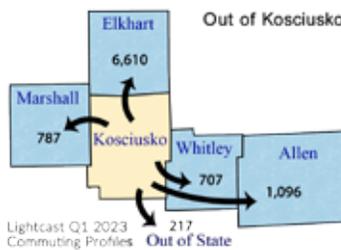
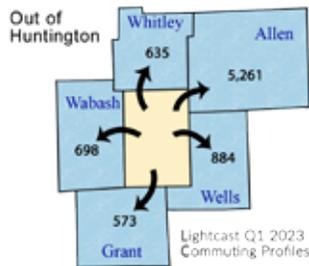
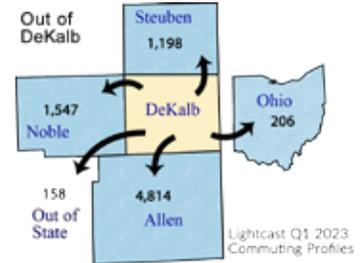
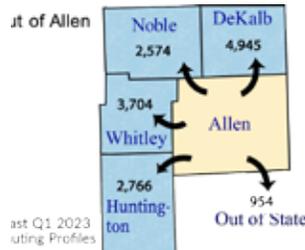
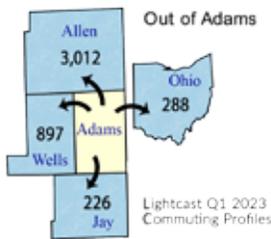
WORKFORCE MOBILITY

COMMUTING INTO COUNTY



WORKFORCE MOBILITY

COMMUTING FROM COUNTY



Northeast Indiana Region Profile Eleven County Region

POPULATION AND EDUCATIONAL ATTAINMENT

2022 Data:	Adams	Allen	DeKalb	Huntington	Kosciusko	LaGrange
Population Estimates	36,068	391,449	43,731	36,834	80,826	40,866
Total Population 25 and Older	21,602	254,471	29,408	25,233	54,050	23,729
Educational Attainment 2020						
- % High School or Higher	86.3%	90.1%	91.0%	92.8%	87.7%	59.6%
- % Bachelors or Higher	14.4%	29.9%	18.7%	20.9%	24.3%	10.4%
Median Age	33.5	36	39.3	40.6	38.9	32.3

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

LABOR FORCE AND INDUSTRY SECTORS

2022 Data:	Adams	Allen	DeKalb	Huntington	Kosciusko	LaGrange
By Place of Residence:						
Labor Force Estimates	17,121	189,481	22,489	18,421	40,920	21,647
Employed	16,744	184,053	21,894	17,934	39,890	21,180
Unemployed	377	5,428	595	487	1,030	467
Unemployment Rate	2.20%	2.90%	2.60%	2.60%	2.50%	2.20%
Average Wage per Job	\$56,330	\$61,937	\$63,646	\$49,403	\$64,086	\$59,885

2019 Data:						
Total by Place of Work	20,682	248,466	27,597	18,233	48,277	23,548
Wage & Salary	14,352	202,451	22,553	14,352	38,541	15,801
Private	16,967	227,016	24,591	16,037	43,745	19,931
- Accommodates, Food Service	878	16,959	1,409	1,258	2,825	1,019
- Arts, Ent. & Recreation	158	4,555	323	194	560	142
- Construction	2,411	15,303	1,197	986	2,717	1,413
- Health Care, Social Services	994	38,385	1,527	1,663	3,823	NA
- Information	190	2,537	122	411	310	31
- Manufacturing	4,977	29,557	9,896	3,520	14,220	8,400
- Professional, Technical Services	N/A	10834	825	NA	1,366	436
- Retail Trade	1,933	26,023	2,055	1,728	4,616	2,129
- Transportation, Warehousing	NA	11,419	2,004	716	1,012	628
- Wholesale Trade	546	9,926	NA	620	1,898	958
- Other Private (not above)	2584*	61,518	4240*	4156*	10209*	2442*
Government (Local, State, Fed.)	2,272	19,859	2,178	1,523	3,163	1,383

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

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

Northeast Indiana Region Profile Eleven County Region

POPULATION AND EDUCATIONAL ATTAINMENT

	Eleven County					
2022 Data:	Noble	Steuben	Wabash	Wells	Whitley	Region
Population Estimates	47,367	34,725	30,828	28,335	34,627	805,656
Total Population 25 and Older	31,891	23,233	21,325	19,089	23,976	528,007
Educational Attainment 2020						
- % High School or Higher	82.8%	92.4%	89.9%	93.20%	92.1%	n/a
- % Bachelors or Higher	16.3%	22.9%	19.9%	18.00%	23.1%	n/a
Median Age	39.4	44.1	42.3	40	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

	Eleven County					
2022 Data:	Noble	Steuben	Wabash	Wells	Whitley	Region
By Place of Residence:						
Labor Force Estimates	21,912	20,778	14,626	14,353	17,877	399,625
Employed	21,291	20,331	14,227	14,022	17,445	389,011
Unemployed	621	447	399	331	432	10,614
Unemployment Rate	2.80%	2.20%	2.70%	2.30%	2.40%	2.49%
Average Wage per Job	\$53,616	\$49,387	\$50,296	\$52,091	\$57,696	\$56,216

2019 Data:

Total by Place of Work	23,065	20,998	1,568	14,354	17,786	464,574
Wage & Salary	17,763	16,780	12,308	11,110	13,785	379,796
Private	19,990	18,944	13,502	12,322	15,574	428,619
- Accommodates, Food Service	1,104	1,520	992	556	950	29,470
- Arts, Ent. & Recreation	197	228	337	97	219	7,010
- Construction	1,027	955	1,011	780	989	28,789
- Health Care, Social Services	1,192	NA	NA	NA	1,148	48,732
- Information	308	116	67	NA	114	4,206
- Manufacturing	7,807	5,178	2,677	2,651	5,781	94,664
- Professional, Technical Services	NA	NA	396	NA	NA	13,857
- Retail Trade	2,128	2,488	1,670	1,460	1,649	47,879
- Transportation, Warehousing	629	882	308	1,517	NA	19,115
- Wholesale Trade	503	NA	528	NA	574	15,553
- Other Private (not above)	4256*	3806*	2955*	1848*	2957*	100,971
Government (Local, State, Fed.)	1,916	1,541	1,597	1,367	1,537	38,336

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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