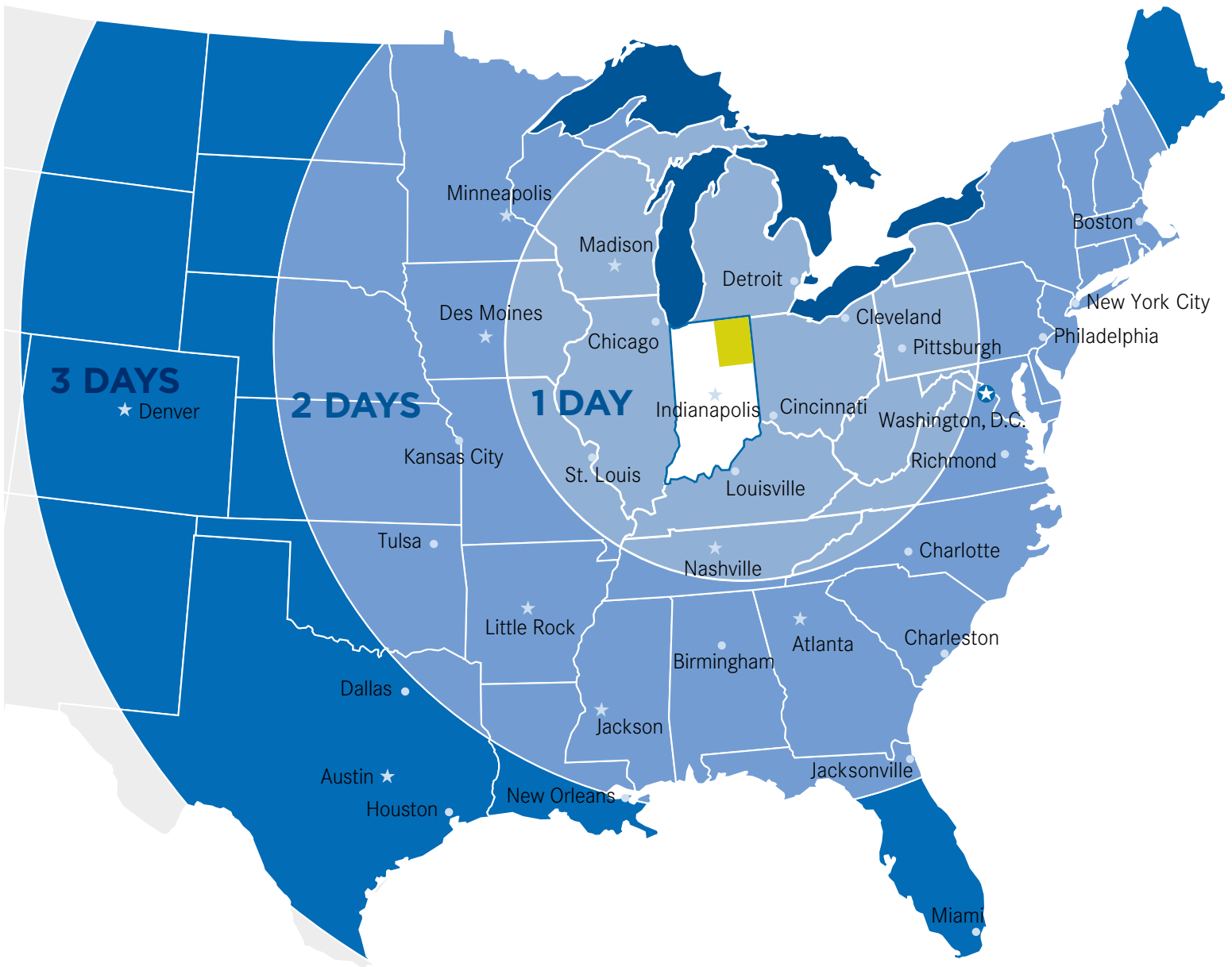


NORTHEAST INDIANA

WAGE AND BENEFITS SURVEY

THREE COUNTY SOUTH REGION

2021



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INTRODUCTION

This survey of human resource and payroll incorporates data from two primary sources. The Indiana Department of Workforce Development contributed wage data covering hundreds of job titles and employers in this three-county region of northeastern Indiana.

More than 40 employers in the region responded to an online survey of benefits practices and policies covering topics including time off, health insurance coverage and financial incentives.

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

- Goods producing, construction and logistics;
- Professional, financial and information services and not-for-profits;
- Healthcare and social assistance organizations; and
- Leisure, hospitality, retail and restaurants.

Wages are reported for the 25th and 75th percentiles as well as the median for each job title. The report also includes the number of people working in each position.

Benefit reports express typical as well as average practices since averages may be skewed by numbers that are significantly higher or lower than what is most common.

While the benefits sections accurately reflects data given by participants, they do not claim to be a statistically accurate study of all benefits practices in the 11 county region. It may be useful to also consider other sources.

This report also includes workplace sections that assess employee skills and employer needs, the impact of the Covid 19 pandemic and vaccine availability on employment; and staffing and salary outlooks for 2021 and 2022.

This analysis was supported by the Adams County Economic Development Corporation; DeKalb County Economic Development Partnership; Greater Fort Wayne Incorporated; Huntington County Economic Development; Kosciusko County Economic Development Corporation; LaGrange County Economic Development Corporation; Noble County Economic Development Corporation; Steuben County Economic Development Corporation; Grow Wabash County; Wells County Economic Development Corporation; and Whitley County Economic Development Corporation. Further supporting sponsors include Duke Energy, Indiana Michigan Power, NIPSCO, Wabash Valley Power, Indiana Municipal Power Agency, Northeast Indiana Works, the Regional Chamber, and the Northeast Indiana Regional Partnership

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

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

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DEFINITIONS AND INTERPRETATION OF THE DATA

EMPLOYER Classifications

This report is divided into these four industry classifications:

Goods Producing, Construction, and Logistics:

Includes manufacturing; transportation and warehousing; wholesale trade; utilities; construction; logging; and mining.

Professional, Finance and Information Services and Not-for-Profits: Includes finance and insurance; information; media; real estate development, sales rental and leasing; professional and business services; scientific and technical services; management, administration and support; waste management and remediation; and not-for-profit organizations.

Healthcare: Includes healthcare and social assistance.

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

WAGES Section

Wage data is provided by the Indiana Department of Workforce Development using data compiled by Emsi. Emsi assembles labor market data from numerous sources, primarily the federal Bureau of Labor Statistics Occupational Employment and Wage Statistics reports. This wage and employment data is from Emsi's report from the first quarter of 2021. See *About the Wage Data* on Page 127.

Number of Workers: The number of employees in a position within the region. Data isn't reported for positions with fewer than 10 workers.

Wage Ranges: We report median wages rates as well as those at the 25th percentile and the 75th percentile. Wages are industry specific but not sorted by region.

BENEFITS Section

Benefits data were assembled from a voluntary online survey of employers in the region. Participants were asked to report their benefits packages for full-time workers. Benefits are reported for the four participant classifications described above.

BENEFITS Section Definitions

Average: This represents the average (statistical mean) benefit, practice or contribution among all companies or organizations reporting in each participant classification.

Typical: The most common (statistical mode) benefit, practice or contribution among all companies or organizations reporting in each participant classification.

Confidentiality and Missing Data

Information used in this survey is self-reported by the participating organizations and is only as accurate and complete as provided by them. Not all participants provided data for all sections so totals may be inconsistent across the survey.

To protect the confidentiality of the participants, benefit information is not disclosed for benefit categories unless it is provided by at least two sources. The use of N/A in a report field indicates when a particular benefit isn't offered or when too few respondents supplied information. If data is missing from one section, similar information may be found in one of the other sections of the report.

Survey Preparation

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

Goods Producing, Construction and Logistics



NORTHEAST INDIANA

2021 THREE COUNTY SOUTH REGION

WAGES AND BENEFITS SURVEY



Goods Producing, Construction, and Logistics

Includes manufacturing, transportation and warehousing, wholesale trade, utilities, construction, logging, and mining

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WAGES



Goods Producing, Construction and Logistics

Northeast Indiana Wages: Goods Producing, Construction and Logistics

Three County South Region

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

MANAGEMENT OCCUPATIONS / ADMINISTRATIVE

Chief Executives	20	\$20.54	\$49.49	\$77.69
General and Operations Managers	237	\$26.13	\$37.79	\$57.91
Marketing Managers	12	\$29.56	\$42.38	\$62.05
Sales Managers	29	\$35.82	\$50.60	\$72.92
Administrative Services and Facilities Managers	17	\$27.18	\$33.78	\$45.57
Financial Managers	24	\$30.79	\$45.56	\$65.27
Industrial Production Managers	93	\$32.84	\$43.40	\$57.23
Purchasing Managers	12	\$30.85	\$40.25	\$53.47
Transportation, Storage, and Distribution Managers	22	\$30.04	\$42.31	\$56.19
Human Resources Managers	12	\$33.89	\$41.80	\$51.10
Farmers, Ranchers, and Other Agricultural Managers	340	\$10.70	\$20.31	\$33.18
Construction Managers	158	\$11.72	\$21.16	\$36.58
Architectural and Engineering Managers	32	\$45.10	\$54.99	\$66.34
Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other	156	\$11.63	\$19.62	\$32.23

BUSINESS AND FINANCIAL OPERATIONS OCCUPATIONS

Buyers and Purchasing Agents	74	\$19.92	\$25.14	\$31.12
Cost Estimators	40	\$19.49	\$28.59	\$35.46
Human Resources Specialists	51	\$18.75	\$23.43	\$29.24
Logisticians	21	\$22.94	\$32.43	\$41.27
Management Analysts	10	\$24.86	\$33.60	\$49.80
Training and Development Specialists	16	\$19.13	\$25.74	\$31.26
Market Research Analysts and Marketing Specialists	35	\$16.79	\$22.41	\$30.66
Project Management Specialists and Business Operations Specialists, All Other	26	\$19.50	\$27.98	\$38.00
Accountants and Auditors	71	\$22.55	\$28.73	\$37.47

COMPUTER AND MATHEMATICAL OCCUPATIONS

Computer User Support Specialists	21	\$15.44	\$18.53	\$23.35
Network and Computer Systems Administrators	18	\$26.25	\$32.74	\$38.66
Software Developers and Software Quality Assurance Analysts and Testers	24	\$30.49	\$39.19	\$50.53

Northeast Indiana Wages: Goods Producing, Construction and Logistics

Three County South Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
ARCHITECTURE AND ENGINEERING OCCUPATIONS				
Electrical Engineers	43	\$32.37	\$38.18	\$49.20
Industrial Engineers	200	\$28.84	\$35.91	\$43.45
Materials Engineers	11	\$32.12	\$36.65	\$42.14
Mechanical Engineers	86	\$28.13	\$34.22	\$41.88
Engineers, All Other	16	\$21.63	\$28.08	\$40.04
Mechanical Drafters	27	\$17.67	\$21.70	\$25.47
Electrical and Electronic Engineering Technologists and Technicians	13	\$18.53	\$25.21	\$34.23
Industrial Engineering Technologists and Technicians	29	\$19.76	\$23.29	\$27.30
Mechanical Engineering Technologists and Technicians	12	\$21.73	\$25.82	\$30.12
LIFE, PHYSICAL, AND SOCIAL SCIENCE OCCUPATIONS				
Food Scientists and Technologists	11	\$23.65	\$31.75	\$46.09
Agricultural and Food Science Technicians	15	\$15.84	\$19.79	\$26.26
Occupational Health and Safety Specialists	17	\$21.98	\$30.62	\$36.90
ARTS, DESIGN, ENTERTAINMENT, SPORTS, AND MEDIA OCCUPATIONS				
Commercial and Industrial Designers	18	\$23.93	\$30.39	\$36.39
Graphic Designers	17	\$14.29	\$18.02	\$25.60
FOOD PREPARATION AND SERVING RELATED OCCUPATIONS				
Food Preparation Workers	13	\$8.12	\$9.10	\$10.82
Fast Food and Counter Workers	11	\$8.29	\$9.23	\$10.52
BUILDING AND GROUNDS CLEANING AND MAINTENANCE OCCUPATIONS				
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	76	\$9.77	\$12.27	\$14.92
Landscaping and Groundskeeping Workers	12	\$9.03	\$12.12	\$16.30
Personal Care and Service Occupations				
Animal Trainers	11	\$7.79	\$11.19	\$18.63
Animal Caretakers	20	\$8.00	\$9.57	\$12.79

Northeast Indiana Wages: Goods Producing, Construction and Logistics

Three County South Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
SALES AND RELATED OCCUPATIONS				
Retail Salespersons	26	\$8.60	\$10.18	\$13.11
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	50	\$18.65	\$25.34	\$40.73
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	25	\$24.55	\$38.09	\$56.79
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	224	\$20.32	\$27.44	\$39.78
OFFICE AND ADMINISTRATIVE SUPPORT OCCUPATIONS				
First-Line Supervisors of Office and Administrative				
Support Workers	83	\$17.31	\$23.70	\$32.00
Billing and Posting Clerks	13	\$14.47	\$16.65	\$19.14
Bookkeeping, Accounting, and Auditing Clerks	108	\$13.35	\$16.48	\$20.17
Customer Service Representatives	122	\$13.82	\$17.69	\$22.10
Receptionists and Information Clerks	16	\$10.28	\$12.49	\$14.61
Cargo and Freight Agents	21	\$16.91	\$20.89	\$23.40
Couriers and Messengers	10	\$9.22	\$12.77	\$18.59
Dispatchers, Except Police, Fire, and Ambulance	42	\$14.26	\$20.21	\$26.72
Production, Planning, and Expediting Clerks	74	\$18.99	\$23.49	\$28.51
Shipping, Receiving, and Inventory Clerks	239	\$13.44	\$16.23	\$19.39
Weighers, Measurers, Checkers, and Samplers, Recordkeeping	21	\$13.07	\$16.32	\$20.29
Executive Secretaries and Executive				
Administrative Assistants	13	\$17.57	\$21.34	\$26.29
Secretaries and Administrative Assistants,				
Except Legal, Medical, and Executive	82	\$11.25	\$14.47	\$17.93
Office Clerks, General	290	\$12.10	\$15.05	\$18.08
FARMING, FISHING, AND FORESTRY OCCUPATIONS				
First-Line Supervisors of Farming, Fishing, and Forestry Workers				
Graders and Sorters, Agricultural Products	17	\$9.60	\$12.74	\$14.77
Agricultural Equipment Operators	35	\$13.68	\$16.53	\$19.70
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	255	\$10.06	\$11.38	\$13.72
Farmworkers, Farm, Ranch, and Aquacultural Animals	103	\$9.77	\$11.85	\$15.59
Agricultural Workers, All Other	40	\$8.16	\$9.28	\$13.52
Logging Equipment Operators	21	\$11.34	\$18.19	\$24.37

Northeast Indiana Wages: Goods Producing, Construction and Logistics

Three County South Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
CONSTRUCTION AND EXTRACTION OCCUPATIONS				
First-Line Supervisors of Construction Trades				
and Extraction Workers	151	\$18.41	\$25.49	\$34.34
Brickmasons and Blockmasons	20	\$10.68	\$16.79	\$25.64
Carpenters	404	\$11.44	\$16.97	\$24.68
Carpet Installers	11	\$11.61	\$15.14	\$20.98
Tile and Stone Setters	19	\$9.45	\$13.90	\$20.85
Cement Masons and Concrete Finishers	56	\$14.13	\$17.98	\$23.92
Construction Laborers	548	\$10.59	\$15.59	\$20.99
Operating Engineers and Other Construction				
Equipment Operators	98	\$19.20	\$24.90	\$30.56
Drywall and Ceiling Tile Installers	28	\$10.38	\$16.42	\$21.20
Electricians	157	\$16.53	\$22.49	\$29.38
Glaziers	13	\$15.45	\$20.03	\$23.51
Insulation Workers, Floor, Ceiling, and Wall	12	\$10.84	\$14.12	\$18.39
Painters, Construction and Maintenance	156	\$9.14	\$14.13	\$20.75
Plumbers, Pipefitters, and Steamfitters	124	\$17.00	\$23.66	\$32.32
Roofers	37	\$8.59	\$13.62	\$19.58
Sheet Metal Workers	29	\$17.79	\$25.40	\$37.52
Structural Iron and Steel Workers	29	\$16.79	\$21.28	\$26.59
INSTALLATION, MAINTENANCE, AND REPAIR OCCUPATIONS				
First-Line Supervisors of Mechanics, Installers,				
and Repairers	69	\$23.00	\$29.95	\$38.74
Electrical and Electronics Repairers, Commercial				
and Industrial Equipment	12	\$19.90	\$25.11	\$28.62
Aircraft Mechanics and Service Technicians	10	\$24.41	\$27.35	\$28.93
Automotive Service Technicians and Mechanics	13	\$12.22	\$15.51	\$20.27
Bus and Truck Mechanics and Diesel Engine Specialists	87	\$18.00	\$21.27	\$24.30
Mobile Heavy Equipment Mechanics, Except Engines	18	\$17.87	\$21.34	\$25.88
Heating, Air Conditioning, and Refrigeration Mechanics				
and Installers	95	\$16.21	\$21.09	\$26.89
Industrial Machinery Mechanics	136	\$18.00	\$22.16	\$26.99
Maintenance Workers, Machinery	19	\$17.36	\$20.70	\$24.14
Millwrights	21	\$17.53	\$22.11	\$28.82
Maintenance and Repair Workers, General	274	\$15.50	\$20.07	\$24.54
Installation, Maintenance, and Repair Workers, All Other	13	\$12.35	\$16.30	\$22.40

Northeast Indiana Wages: Goods Producing, Construction and Logistics

Three County South Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
PRODUCTION OCCUPATIONS				
First-Line Supervisors of Production and				
Operating Workers	475	\$21.15	\$27.26	\$34.33
Coil Winders, Tapers, and Finishers	14	\$14.30	\$16.45	\$19.19
Electrical, Electronic, and Electromechanical Assemblers,				
Except Coil Winders, Tapers, and Finishers	220	\$12.05	\$14.75	\$17.95
Engine and Other Machine Assemblers	45	\$13.20	\$16.13	\$18.48
Structural Metal Fabricators and Fitters	53	\$13.21	\$15.25	\$17.54
Fiberglass Laminators and Fabricators	24	\$12.60	\$15.42	\$20.07
Miscellaneous Assemblers and Fabricators	1,431	\$13.09	\$16.74	\$19.89
Meat, Poultry, and Fish Cutters and Trimmers	57	\$13.01	\$15.14	\$17.61
Slaughterers and Meat Packers	18	\$12.64	\$15.48	\$18.03
Food and Tobacco Roasting, Baking, and Drying				
Machine Operators and Tenders	25	\$16.58	\$18.64	\$24.01
Food Batchmakers	192	\$13.87	\$16.26	\$19.60
Food Cooking Machine Operators and Tenders	15	\$12.57	\$15.47	\$18.94
Extruding and Drawing Machine Setters, Operators,				
and Tenders, Metal and Plastic	60	\$13.64	\$15.97	\$18.82
Forging Machine Setters, Operators,				
and Tenders, Metal and Plastic	16	\$16.57	\$19.40	\$22.50
Rolling Machine Setters, Operators,				
and Tenders, Metal and Plastic	13	\$14.51	\$17.82	\$21.76
Cutting, Punching, and Press Machine Setters,				
Operators, and Tenders, Metal and Plastic	305	\$13.11	\$15.50	\$18.14
Grinding, Lapping, Polishing, and Buffing Machine				
Tool Setters, Operators, and Tenders, Metal and Plastic	130	\$13.37	\$16.30	\$19.84
Lathe and Turning Machine Tool Setters, Operators,				
and Tenders, Metal and Plastic	47	\$13.46	\$16.85	\$20.89
Machinists	367	\$16.54	\$20.28	\$24.78
Foundry Mold and Coremakers	17	\$12.94	\$14.94	\$18.05
Molding, Coremaking, and Casting Machine Setters, Operators,				
and Tenders, Metal and Plastic	263	\$13.66	\$16.84	\$20.47
Multiple Machine Tool Setters, Operators,				
and Tenders, Metal and Plastic	113	\$16.07	\$18.11	\$21.04
Tool and Die Makers	103	\$18.89	\$23.30	\$27.97

Northeast Indiana Wages: Goods Producing, Construction and Logistics

Three County South Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
PRODUCTION OCCUPATIONS (continued)				
Welders, Cutters, Solderers, and Brazers	605	\$15.23	\$17.67	\$21.27
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	79	\$14.59	\$16.68	\$18.79
Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	16	\$15.58	\$18.53	\$21.81
Plating Machine Setters, Operators, and Tenders, Metal and Plastic	50	\$10.43	\$12.74	\$16.12
Printing Press Operators	39	\$12.73	\$15.60	\$19.70
Print Binding and Finishing Workers	12	\$14.71	\$17.80	\$21.07
Sewing Machine Operators	22	\$9.98	\$12.60	\$16.55
Upholsterers	19	\$13.06	\$16.07	\$20.82
Cabinetmakers and Bench Carpenters	99	\$14.89	\$17.57	\$20.99
Furniture Finishers	34	\$14.27	\$16.84	\$20.41
Sawing Machine Setters, Operators, and Tenders, Wood	16	\$15.24	\$18.24	\$21.50
Woodworking Machine Setters, Operators, and Tenders, Except Sawing	59	\$14.44	\$16.74	\$19.24
Chemical Equipment Operators and Tenders	48	\$17.61	\$20.53	\$24.63
Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	17	\$16.29	\$19.09	\$22.92
Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	19	\$12.66	\$14.80	\$17.71
Grinding and Polishing Workers, Hand	21	\$11.43	\$14.12	\$17.22
Mixing and Blending Machine Setters, Operators, and Tenders	79	\$16.45	\$19.13	\$22.37
Cutting and Slicing Machine Setters, Operators, and Tenders	43	\$12.57	\$14.76	\$18.24
Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	35	\$13.19	\$14.99	\$17.69
Inspectors, Testers, Sorters, Samplers, and Weighers	326	\$15.50	\$18.68	\$23.01
Packaging and Filling Machine Operators and Tenders	213	\$11.95	\$14.52	\$17.39
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	196	\$13.45	\$16.25	\$19.70
Semiconductor Processing Technicians	28	\$19.65	\$24.11	\$29.22
Computer Numerically Controlled Tool Operators	157	\$16.07	\$18.45	\$22.43
Adhesive Bonding Machine Operators and Tenders	13	\$12.16	\$14.35	\$17.34
Cooling and Freezing Equipment Operators and Tenders	17	\$12.65	\$16.26	\$21.69
Molders, Shapers, and Casters, Except Metal and Plastic	20	\$12.67	\$15.86	\$18.81
Paper Goods Machine Setters, Operators, and Tenders	31	\$12.49	\$14.31	\$17.95
Helpers--Production Workers	193	\$11.43	\$14.26	\$17.28
Production Workers, All Other	48	\$12.73	\$16.05	\$20.49

Northeast Indiana Wages: Goods Producing, Construction and Logistics

Three County South Region

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

First-Line Supervisors of Transportation and Material Moving

Workers, Except Aircraft Cargo Handling Supervisors	107	\$18.67	\$25.78	\$31.70
Driver/Sales Workers	21	\$9.03	\$11.49	\$17.76
Heavy and Tractor-Trailer Truck Drivers	959	\$17.34	\$20.57	\$25.10
Light Truck Drivers	126	\$9.72	\$15.04	\$20.14
Passenger Vehicle Drivers, Except Bus Drivers,				
Transit and Intercity	24	\$8.19	\$9.51	\$14.12
Locomotive Engineers	13	\$25.69	\$28.78	\$32.48
Railroad Conductors and Yardmasters	16	\$25.76	\$31.92	\$36.45
Crane and Tower Operators	14	\$16.07	\$18.94	\$30.85
Industrial Truck and Tractor Operators	405	\$13.80	\$15.88	\$18.66
Cleaners of Vehicles and Equipment	43	\$9.18	\$11.49	\$14.28
Laborers and Freight, Stock, and Material Movers, Hand.	791	\$11.86	\$14.44	\$17.46
Machine Feeders and Offbearers	74	\$10.88	\$12.64	\$15.28
Packers and Packagers, Hand	149	\$11.96	\$13.78	\$16.14
Stockers and Order Fillers	216	\$10.05	\$11.96	\$15.21

BENEFITS



Goods Producing, Construction and Logistics

Northeast Indiana Benefits: Goods Producing, Logistics, Construction

Three County South 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	36%	36%
New Year's Day	100%	100%
Martin Luther King Jr.	3%	3%
Lincoln's Birthday	0%	0%
President's Day	0%	3%
Washington's Birthday	0%	0%
Good Friday	48%	52%
Memorial Day	97%	97%
Independence Day	97%	97%
Labor Day	94%	94%
Columbus Day	0%	0%
Election Day	0%	0%
Floating Holiday	24%	21%
Veterans' Day	0%	0%
Thanksgiving Day	100%	100%
Day After Thanksgiving	76%	76%
Christmas Eve	64%	61%
Christmas Day	100%	100%
Other	12%	9%

COMBINED PAID TIME OFF

Percentage of companies that combine vacation, sick and personal days	21%	24%
Average number of PTO days offered first year	4	7
Typical number of PTO days offered first year	10	15
Average number of carryover days per year	4	7

How Paid Time Off is earned

Average number of years that must be worked to earn 5 days	First Year	First Year
Typical number of years that must be worked to earn 5 days	First Year	First Year
Average number of years that must be worked to earn 10 days	3	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	6	3
Typical number of years that must be worked to earn 15 days	5	5
Average number of years that must be worked to earn 20 days (when offered)	11	10
Typical number of years that must be worked to earn 20 days (when offered)	10	10
Average number of years that must be worked to earn more than 20 days (when offered)	10	9
Typical number of years that must be worked to earn more than 20 days (when offered)	15	15

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

Three County South Region

Hourly

Salary

PAID TIME OFF (continued)

VACATION

Percentage of all companies that offer paid vacation **79%** **76%**

How soon after hire may employee take paid vacation?

One to 30 days	15%	28%
One to three months	23%	20%
Three to six months	4%	4%
Six months to one year	12%	12%
After 1 year	46%	36%

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	First Year	First Year
Average number of years that must be worked to earn 10 days	2	2
Typical number of years that must be worked to earn 10 days	2	1
Average number of years that must be worked to earn 15 days	7	6
Typical number of years that must be worked to earn 15 days	5	5
Average number of years that must be worked to earn 20 days (when offered)	11	11
Typical number of years that must be worked to earn 20 days (when offered)	10	10
Average number of years that must be worked to earn more than 20 days (when offered)	8	9
Typical number of years that must be worked to earn more than 20 days (when offered)	10	10

PERSONAL DAYS

Percentage of companies offering paid personal days	18%	18%
Average number of personal days offered per year	6	7
Typical number of personal days offered in first year:	5	5

How soon after hire may employee take personal day?

One to 30 days	33%	67%
One to three months	17%	17%
Three to six months	17%	0%
Six months to one year	17%	0%
After 1 year	17%	17%

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

Three County South Region

Hourly

Salary

PAID TIME OFF (continued)

BEREAVEMENT LEAVE

Percentage of companies offering paid bereavement leave	97%	97%
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	50%	63%
One to three months	22%	19%
Three to six months	22%	13%
Six months to year	3%	3%
After one year	3%	3%

COMPENSATION DURING JURY SERVICE

Percentage of companies that pay employees during jury service	76%	79%
Percentage of those that pay regular wages plus payment from court	48%	54%
Percentage of those that pay regular wages minus payment from court	52%	46%
Percentage where employee receives only payment from court	24%	21%

ILLNESS DAYS

Percentage of companies that offer paid illness days	6%	6%
Average number of paid illness days offered annually	2	4
Typical number of paid illness days offered per year	5	5
Average maximum number of illness days that may be accumulated	4	4
Typical number of paid illness days that may be accumulated	10	10

How soon after hire is employee eligible?

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

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

Three County South Region

Hourly

Salary

PAID TIME OFF (continued)

FAMILY MEDICAL LEAVE

Percentage of companies that offer Family Medical Leave	77%	76%
Average number of weeks paid	1	.2
Typical number of weeks paid	0	.0
Average number of weeks unpaid	11	.11
Typical number of weeks unpaid	0	.0

MATERNITY LEAVE

Percentage of companies that offer Maternity Leave	50%	49%
Average number of weeks paid	3	.3
Typical number of weeks paid	0	.0
Average number of weeks unpaid	8	.7
Typical number of weeks unpaid	0	.0

PATERNITY LEAVE

Percentage of companies that offer Paternity Leave	38%	37%
Average number of weeks paid	1	.1
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, Logistics, Construction (continued)

Three County South Region

Hourly

Salary

HEALTH RELATED BENEFITS

HEALTH INSURANCE OFFERED

Percentage of companies offering health insurance to employees	91%	91%
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	40%	40%
Percentage of companies that offer a single plan	40%	40%
Percentage of companies that offer multiple plans	60%	60%
Percentage of companies offering traditional plans	73%	73%
Percentage of companies offering high-deductible plans	67%	67%
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	37%	37%
Percentage of companies offering optional HSA or HRA plan	37%	37%
Percentage of companies with no HSA or HRA plan	27%	27%

Average company contribution to HSA/HRA account

For employee only plan	\$674	\$674
For family plan	\$1,175	\$1,175

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	\$3,716	\$3,716
Average maximum annual out of pocket expense family	\$7,089	\$7,089

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	37%	37%
Average amount that may be earned	\$419	\$432
Typical amount that may be earned	\$500	\$500

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

Three County South Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS

SELF-INSURED COMPANIES

Traditional Plans

Percentage that offer family coverage **100%** **100%**

How soon after hire is employee eligible?

One to 30 days	21%	.....	36%
One to three months	64%	.....	57%
Three to six months	14%	.....	7%
Six months to year	0%	.....	0%
After one year	0%	.....	0%

Average monthly premium paid by employee for:

Employee only coverage	\$163.45	.....	\$149.52
Employee and spouse	\$369.09	.....	\$336.59
Employee and child	\$329.39	.....	\$298.46
Family	\$489.07	.....	\$455.07

Average monthly cost paid by employer for each employee

Employee-only coverage	\$414.52	.....	\$398.37
Employee and spouse	\$744.54	.....	\$716.63
Employee and child	\$658.98	.....	\$630.90
Family	\$1,066.81	.....	\$1,035.15

Deductibles

Average annual deductible per person	\$1,914.29	.....	\$1,753.85
Typical annual deductible per person	\$1,500.00	.....	\$1,500.00
Average annual deductible per family	\$4,057.14	.....	\$3,753.85
Typical annual deductible per family	\$3,000.00	.....	\$3,000.00

Copays and Limits

Average percentage of costs covered by insurance	62%	.....	62%
Typical percentage of costs covered by insurance	80%	.....	80%
Average copay for physician office visit	\$24.64	.....	\$24.62
Typical copay for physician office visit	\$20.00	.....	\$20.00

Average out of pocket limit

Single coverage	\$4,435.71	.....	\$3,715.77
Family Coverage	\$9,396.43	.....	\$8,903.85

Typical out of pocket limit

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

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

Three County South Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

SELF-INSURED COMPANIES

High-Deductible Plan

Percentage that offer family coverage **100%** **100%**

How soon after hire is employee eligible?

One to 30 days	33%	.....	42%
One to three months	58%	.....	50%
Three to six months	8%	.....	0%
Six months to year	0%	.....	0%
After one year	0%	.....	0%

Average monthly premium paid by employee for:

Employee only coverage.....	\$112.93	.....	\$108.55
Employee and spouse.....	\$258.52	.....	\$237.63
Employee and child.....	\$224.08	.....	\$207.12
Family.....	\$388.73	.....	\$349.87

Average monthly cost paid by employer for each employee

Employee-only coverage.....	\$410.60	.....	\$415.37
Employee and spouse.....	\$794.97	.....	\$817.95
Employee and child.....	\$631.86	.....	\$650.51
Family.....	\$1,116.75	.....	\$1,159.50

Deductibles

Average annual deductible per person	\$3,020.83	.....	\$3,020.83
Typical annual deductible per person.....	\$1,500.00	.....	\$1,500.00
Average annual deductible per family.....	\$6,158.33	.....	\$6,158.33
Typical annual deductible per family	\$3,000.00	.....	\$3,000.00

Copays and Limits

Average percentage of costs covered by insurance	61%	.....	61%
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	\$4,483.33	.....	\$4,483.33
Family Coverage	\$9,120.83	.....	\$9,120.83

Typical out of pocket limit

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

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

Three County South Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

INDEMNITY-INSURED COMPANIES

Traditional Plans

Percentage that offer family coverage **100%** **100%**

How soon after hire is employee eligible?

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

Average monthly premium paid by employee for:

Employee only coverage.....	\$152.58	.....	\$133.23
Employee and spouse.....	\$369.13	.....	\$327.90
Employee and child.....	\$336.36	.....	\$299.71
Family.....	\$542.44	.....	\$484.92

Average monthly cost paid by employer for each employee

Employee-only coverage.....	\$499.92	.....	\$487.01
Employee and spouse.....	\$956.47	.....	\$929.57
Employee and child.....	\$867.80	.....	\$844.31
Family.....	\$1,283.89	.....	\$1,248.20

Deductibles

Average annual deductible per person	\$2,670.00	.....	\$2,040.00
Typical annual deductible per person.....	\$1,500.00	.....	\$1,500.00
Average annual deductible per family.....	\$5,340.00	.....	\$5,340.00
Typical annual deductible per family	\$3,000.00	.....	\$3,000.00

Copays and Limits

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

Average out of pocket limit

Single coverage	\$4,675.00	.....	\$5,075.00
Family Coverage	\$8,516.67	.....	\$9,483.33

Typical out of pocket limit

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

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

Three County South Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

INDEMNITY INSURED COMPANIES

High-Deductible Plan

Percentage that offer family coverage **100%** **100%**

How soon after hire is employee eligible?

One to 30 days	0%	.....	17%
One to three months	67%	.....	50%
Three to six months	17%	.....	17%
Six months to year	17%	.....	17%
After one year	0%	.....	0%

Average monthly premium paid by employee for:

Employee only coverage.....	\$61.59	.....	\$63.00
Employee and spouse.....	\$342.45	.....	\$345.35
Employee and child.....	\$207.25	.....	\$210.08
Family.....	\$493.73	.....	\$497.26

Average monthly cost paid by employer for each employee

Employee-only coverage.....	\$505.45	.....	\$503.75
Employee and spouse.....	\$678.53	.....	\$675.05
Employee and child.....	\$752.36	.....	\$748.97
Family.....	\$927.39	.....	\$923.16

Deductibles

Average annual deductible per person	\$3,583.33	.....	\$3,583.33
Typical annual deductible per person.....	\$1,500.00	.....	\$1,500.00
Average annual deductible per family.....	\$7,166.67	.....	\$7,166.67
Typical annual deductible per family	\$3,000.00	.....	\$3,000.00

Copays and Limits

Average percentage of costs covered by insurance	81%	.....	72%
Typical percentage of costs covered by insurance	80%	.....	80%
Average copay for physician office visit.....	\$17.00	.....	\$17.00
Typical copay for physician office visit	\$20.00	.....	\$20.00

Average out of pocket limit

Single coverage	\$5,983.33	.....	\$5,983.33
Family Coverage	\$11,966.67	.....	\$11,966.67

Typical out of pocket limit

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

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

Three County South Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

PRESCRIPTION DRUG BENEFIT

Percentage of all companies where insurance covers prescription drugs **85%** **85%**

Retail copay when paying dollars

What is the average employee copay for retail generic?	\$13.20	. . . . .	\$13.20
What is the typical employee copay for retail generic?	\$15.00	. . . . .	\$15.00
What is the average employee copay for retail formulary?	\$34.74	. . . . .	\$34.74
What is the typical employee copay for retail formulary?	\$35.00	. . . . .	\$35.00
What is the average employee copay for retail non-formulary?	\$60.00	. . . . .	\$60.00
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?	\$16.65	. . . . .	\$16.65
What is the typical employee copay for mail-order generic?	\$25.00	. . . . .	\$25.00
What is the average employee copay for mail-order formulary?	\$64.25	. . . . .	\$64.25
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?	\$120.16	. . . . .	\$120.16
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?	30%	. . . . .	30%
What is the typical employee copay for retail generic?	20%	. . . . .	20%
What is the average employee copay for retail formulary?	38%	. . . . .	38%
What is the typical employee copay for retail formulary?	20%	. . . . .	20%
What is the average employee copay for retail non-formulary?	38%	. . . . .	38%
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?	30%	. . . . .	30%
What is the typical employee copay for mail-order generic?	20%	. . . . .	20%
What is the average employee copay for mail-order formulary?	38%	. . . . .	38%
What is the typical employee copay for mail-order formulary?	20%	. . . . .	20%
What is the average employee copay for mail-order non-formulary?	38%	. . . . .	38%
What is the typical employee copay for mail-order nonformulary?	30%	. . . . .	30%

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

Three County South Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

DENTAL INSURANCE

Percentage of all companies that offer a dental plan	79%	79%
Percentage of those plans that cover orthodontia	69%	69%

How soon after hire is employee eligible for coverage?

One to 30 days after hire:	19%	31%
One to three months after hire	62%	58%
Three to six months after hire:	19%	12%
Six months to one year after hire:	0%	0%
After first year:	0%	0%

Deductibles and Limits

Average annual deductible	\$46.15	\$50.00
Typical annual deductible	\$50.00	\$50.00
Average annual limit single coverage:	\$1,270	\$1,270
Typical annual limit single coverage	\$1,000	\$1,000
Average annual limit family coverage:	\$1,639	\$1,639
Typical annual limit family coverage	\$1,000	\$1,000

Premiums and Costs

Average monthly premium paid by employee for

Employee only coverage	\$11.44	\$11.61
Employee and spouse	\$27.98	\$29.05
Employee and child(ren)	\$33.03	\$33.91
Family	\$47.76	\$48.64

Average monthly premium paid by employer for

Employee only coverage	\$11.89	\$11.84
Employee and spouse	\$19.56	\$20.31
Employee and child(ren)	\$17.70	\$18.37
Family	\$28.93	\$28.75

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	88%	88%
Typical percentage of preventive costs covered	100%	100%
Average of basic costs covered	63%	63%
Typical percentage of basic costs covered	80%	80%
Average of major costs covered	43%	43%
Typical percentage of major costs covered	50%	50%

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

Three County South Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

VISION INSURANCE

Percentage of all companies offering a separate vision plan.	73%	73%
Percentage of those plans that cover glasses/contacts	96%	96%
Percentage of those plans that cover LASIK or similar procedures	33%	33%

How soon after hire is employee eligible for coverage?

One to 30 days	21%	33%
One to three months	58%	54%
Three to six months	21%	13%
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.	\$4.97	\$5.10
Employee and spouse.	\$9.89	\$9.63
Employee and child(ren)	\$10.11	\$10.57
Family	\$15.74	\$15.10

Average monthly premium paid by employer for

Employee only coverage.	\$1.71	\$1.65
Employee and spouse.	\$2.91	\$2.95
Employee and child(ren)	\$2.42	\$2.42
Family	\$4.25	\$4.39

Typical monthly premium paid by employer for

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

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

Three County South 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	64%	67%
Average percentage of wages employee receives while on short-term disability	61%	73%
Typical percentage of wages employee receives while on short-term disability	60%	60%
Average number of weeks employee receives payment	18	17
Typical number of weeks employee receives payment	26	26

How soon after hire is employee covered?

One to 30 days	19%	27%
One to three months	57%	59%
Three to six months	19%	9%
Six months to one year	0%	0%
After first year	5%	5%

LONG TERM DISABILITY

Percentage of all companies that offer a long-term disability benefit	48%	55%
Average percentage of wages employee receives while on disability	53%	56%
Typical percentage of wages employee receives while on disability	60%	60%
Average age when employee no longer receives payment	58	59
Typical age when employee no longer receives payment	62	62

How soon after hire is employee covered?

One to 30 days	19%	33%
One to three months	56%	56%
Three to six months	19%	6%
Six months to one year	6%	6%
After first year	0%	0%

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

Three County South Region

Hourly

Salary

FINANCIAL BENEFITS AND INCENTIVES (continued)

COMMISSIONS AND INCENTIVES

HOURLY

SALARY

Percentage of employers that pay commission on sales, contracts or transactions . . .	15%	33%
Average percentage of compensation that comes from commission	13%	

PROFIT SHARING AND BONUSES

Percentage of companies that offer profit-sharing or performance incentives	36%	42%
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How soon after hire is employee eligible?

One to 30 days	17%	21%
One to three months	17%	14%
Three to six months	17%	14%
Six months to one year	25%	14%
After 1 year	25%	36%

Percentage where incentives are team based	50%	50%
Percentage where incentives are individually based	33%	57%

BONUS POOL

Percentage of employers who have a bonus pool	9%	9%
Average annual amount per employee	\$1,840	\$2,404

REFERRAL BONUS

Percentage of employers that pay a referral bonus	42%
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RETENTION BONUS

Percentage of employers offering a retention bonus	6%	3%
When are employees eligible?		
After six months	50%	100%
After one year	50%	0%

SHIFT DIFFERENTIAL

Percentage of companies with more than one shift	58%
Percentage that pay a shift differential	95%
Average hourly differential for second shift . . . . .	.63 cents
Average hourly differential for third shift . . . . .	.75 cents

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

Three County South Region

Hourly

Salary

RETIREMENT

COMPANY FUNDED PENSION

Percentage of companies that offer traditional pension plan	9%	. . . . .	6%
Percentage of companies where the employee also contributes	33%	. . . . .	50%
Average age when employee is eligible to receive benefits	64	. . . . .	64
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	39%	. . . . .	39%
Typical percentage of wages an employee may contribute to fund	100%	. . . . .	100%
Percentage of companies where the employer contributes.	88%	. . . . .	91%
Average percentage of contribution the employer matches	9%	. . . . .	9%
Typical percentage of contribution the employer matches	5%	. . . . .	5%
Average percentage of contribution the company matches	74% of the first 4%		
Percentage of companies where the match is guaranteed	86%	. . . . .	83%
Percentage of companies where the match is intended	21%	. . . . .	21%

How soon after hire is employee eligible to participate?

One to 30 days	13%	. . . . .	16%
One to three months	22%	. . . . .	13%
Three to six months	16%	. . . . .	13%
Six months to a year.	16%	. . . . .	13%
After one year	34%	. . . . .	34%

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

Three County South Region

Hourly

Salary

OTHER INCENTIVES

WORKPLACE

Percentage of companies that offer these workplace benefits

Casual dress day (one per week)	3%	12%
Casual dress (every day)	39%	42%
Child day care services	0%	0%
Child care subsidy	0%	0%
Compressed work week	9%	6%
Discounted product purchases	30%	30%
Employee assistance programs	45%	37%
Emergency/sick child care	0%	0%
English as second language assistance	0%	3%
Fitness center membership subsidy	24%	24%
Fitness center on site	0%	0%
Flex time	9%	9%
Flexible spending account	30%	27%
Job sharing	0%	0%
Informal recognition program	27%	27%
Open communication policy	52%	52%
Scholarships-employees/spouses/children	6%	6%
Smoking cessation programs	21%	21%
Smoke-free work environment	48%	48%
Telecommuting	0%	12%
Transit subsidy	0%	0%
Tutoring-employees/spouses/children	0%	0%
Wellness program, resources and information	36%	36%
Other	6%	0%

COST OF BENEFITS

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

WORKPLACE



Goods Producing, Construction and Logistics

Northeast Indiana Workplace: Goods Producing, Logistics, Construction

Three County South Region

HIRING AND LAYOFFS

CHANGES IN STAFFING 2020

Hiring

Percentage of companies that added workers in preceding six months	91%
Total number of employees added in preceding six months	1179
Average number of employees added in preceding six months	39

Layoffs

Percentage of companies that laid off employees in preceding six months	9%
Total number of employees laid off in preceding six months	38
Average number of employees laid off in preceding six months	13

EXPECTED CHANGES IN STAFFING IN 2021

Hiring

Percentage of companies adding workers later in 2021	67%
Total anticipated increase later 2021	472
Average anticipated increase later in 2021	21

Layoffs

Percentage of companies expecting layoffs later in 2021	0%
Total anticipated layoffs later in 2021	0
Average anticipated layoffs later in 2021	0

No change

Percentage of companies anticipating neither hiring nor layoffs in 2021	33%
Percentage of companies uncertain of change in 2021	0%

EXPECTED CHANGES IN STAFFING IN 2022

Hiring

Percentage of companies adding workers in 2022	36%
Total anticipated increase in 2022	172
Average anticipated increase in 2022	14

Layoffs

Percentage of companies anticipating layoffs in 2022	0%
Total anticipated layoffs in 2022	0
Average anticipated layoff in 2022	0

No change

Percentage of companies anticipating no change in 2022	64%
Percentage of companies uncertain of change in 2022	0%

ANNUAL TURNOVER

Average annual turnover as percentage of employees	23%
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Northeast Indiana Workplace: Goods Producing, Logistics, Construction

Three County South Region

STAFFING

STAFFING INCENTIVES

Percentage of companies offering these staffing incentives

Relax drug screening requirements	12%
Hire persons with disabilities	0%
Hire persons with felony records	24%
Expand internships	27%
Hire persons without high school or GED diploma	27%
Increase starting pay	64%
Pay hiring bonus	18%
Pay referral bonus	52%
Pay retention bonus	45%
Offer housing assistance	0%
Offer child care assistance	0%
None or none of above	12%

RECRUITING

Where employers recruit new workers

Employment agencies	61%
Indiana Career Connect	36%
Job fairs	39%
Newspapers	45%
Online	48%
Referrals	94%

PANDEMIC

Impact of the pandemic on employment environment

No impact	24%
Layoffs	27%
Furloughs	6%
Delay filling openings	30%
More flexible work from home policies	0%
Employment has grown	18%

COVID19 Vaccine policies

	Hourly	Salaried
Employees are required to be vaccinated	0%	0%
Financial incentives offered to encourage vaccination	6%	6%

Northeast Indiana Workforce: Goods Producing, Logistics, Construction

Three County South Region

WORKFORCE DEVELOPMENT

MOST NEEDED SKILLS

Employers who say these abilities are most needed in workforce

Customer service	12%
Communications skills.	12%
People skills	3%
Strong work ethic.	9%
Showing up for work	24%
Time management.	3%
Problem solving.	15%
Commitment to quality.	36%
Detail oriented.	6%
Willingness to learn	3%
Ability to follow instructions	3%
Computer literacy	3%
Mathematics	6%
Read ruler/scale	6%
Machinist.	18%
Welding.	6%

NEEDED TECHNICAL SKILLS

Employers who say these tech skills are most needed in workforce

Office.	39%
Outlook.	33%
Excel	30%
AutoCAD	18%
SAP	0%
CAM.	0%
Computer/Internet	0%
Machinist.	18%
Welding.	6%
Specialized to position	30%

MINIMUM EDUCATION REQUIREMENTS

Employers who set these minimum education requirements

High School/GED.	30%
Some college	0%
Associates degree.	0%
Bachelors degree	18%
Graduate degree.	18%
Professional license/tech certification	27%
None required	42%

Northeast Indiana Workplace: Goods Producing, Logistics, Construction

Three County Southern Region

WORKFORCE DEVELOPMENT

EMPLOYERS FIND THESE POSITIONS MOST DIFFICULT TO FILL

Management	0%
All openings	0%
Maintenance positions	0%
Skilled trades	0%
Welders	0%
Machinists	0%
Technicians	0%
CDL drivers	0%
Production positions	0%
Off-shift openings	0%
Labor	0%
Engineers	0%
Other	0%

SALARY OUTLOOK

PAY INCREASES

In 2020

Percentage of companies giving pay raises in preceding 12 months	82%
Average raise given in preceding 12 months	3.52%
Typical raise given in preceding 12 months	3%

In 2021

Percentage of companies planning pay raises in next 12 months	91%
Average raise planned in next 12 months	2.90%
Typical increase planned in next 12 months	3%

Northeast Indiana Workforce: Goods Producing, Logistics, Construction

Three County South Region

Hourly

Salary

TRAINING AND CAREER DEVELOPMENT

TRAINING AND EDUCATION

Percentage of companies with training, career development and education benefits. . 48% 52%

How soon after hire is employee eligible?

One to 30 days	63%	. . . . .	59%
One to three months	19%	. . . . .	18%
Three to six months	0%	. . . . .	0%
Six months to one year.	0%	. . . . .	0%
After 1 year	19%	. . . . .	24%

TUITION ASSISTANCE

Percentage of companies offering tuition assistance.	33%	. . . . .	42%
Percentage that require classes be job related to receive tuition assistance	100%	. . . . .	100%
Average percent of tuition reimbursement	75%	. . . . .	66%

JOB SKILLS AND CAREER DEVELOPMENT

Percentage of companies that offer in-house skills and career development programs	42%	. . . . .	45%
Percentage of companies that offer off-site skills and career development programs	42%	. . . . .	48%

MENTORING

Percentage of companies with formal mentoring programs 15% 15%

IN-HOUSE TRAINING

Percentage of companies where training is done in-house 42% 45%

OFF-SITE TRAINING

Percentage of companies where training is done off-site. 42% 48%

ORIENTATION

Percentage of companies that offer orientation for new employees 42% 45%

INTERNSHIPS

Percentage of companies with internships. 32%

Northeast Indiana Workforce: Goods Producing, Logistics, Construction

Three County South Region

SUBSTANCE SCREENING

DRUG TESTING

Percentage of companies that conduct drug screening **85%**

Which screening protocol is used?

Five panel 50%
Seven panel 11%
DOT 14%
Other 39%

Percentage of those companies that require new applicants to pass **89%** **86%**

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

Current employees are screened

Randomly	27%	27%
After incident/injury	73%	70%
For cause	79%	76%

Employees who fail are

Dismissed	75%	75%
Referred to an EAP or counseling program	36%	36%

MARIJUANA TESTING

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

Percentage of companies that make allowance for prescription 50%

When are tests done?

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

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



NORTHEAST INDIANA

2021 THREE COUNTY SOUTH REGION

WAGES AND BENEFITS SURVEY



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

Includes finance and insurance; information; media; real estate development, sales rental and leasing; professional and business services; scientific and technical services; management, administration and support; waste management and remediation; and not-for-profit organizations

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WAGES



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

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

Three County South Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
MANAGEMENT OCCUPATIONS / ADMINISTRATIVE				
Chief Executives	11	\$20.54	\$49.49	\$77.69
General and Operations Managers	99	\$26.13	\$37.79	\$57.91
Sales Managers	11	\$35.82	\$50.60	\$72.92
Computer and Information Systems Managers	10	\$38.73	\$51.38	\$65.45
Financial Managers	35	\$30.79	\$45.56	\$65.27
Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other	20	\$11.63	\$19.62	\$32.23
BUSINESS AND FINANCIAL OPERATIONS OCCUPATIONS				
Human Resources Specialists	21	\$18.75	\$23.43	\$29.24
Labor Relations Specialists	54	\$9.65	\$17.13	\$20.70
Management Analysts	33	\$24.86	\$33.60	\$49.80
Market Research Analysts and Marketing Specialists	32	\$16.79	\$22.41	\$30.66
Project Management Specialists and Business Operations Specialists, All Other	25	\$19.50	\$27.98	\$38.00
Accountants and Auditors	105	\$22.55	\$28.73	\$37.47
Personal Financial Advisors	43	\$28.11	\$40.09	\$59.36
Insurance Underwriters	11	\$27.15	\$35.82	\$46.28
Loan Officers	63	\$20.61	\$28.97	\$36.52
Tax Preparers	24	\$9.08	\$14.12	\$23.38
Financial and Investment Analysts, Financial Risk Specialists, and Financial Specialists, All Other	15	\$20.72	\$29.53	\$42.39
COMPUTER AND MATHEMATICAL OCCUPATIONS				
Computer Systems Analysts	16	\$23.65	\$29.23	\$39.67
Computer User Support Specialists	31	\$15.44	\$18.53	\$23.35
Computer Network Architects	10	\$31.92	\$41.07	\$56.43
Network and Computer Systems Administrators	21	\$26.25	\$32.74	\$38.66
Software Developers and Software Quality Assurance Analysts and Testers	36	\$30.49	\$39.19	\$50.53
Web Developers and Digital Interface Designers	12	\$17.14	\$23.62	\$31.18
COMMUNITY AND SOCIAL SERVICE OCCUPATIONS				
Clergy	113	\$16.56	\$19.61	\$23.50
Directors, Religious Activities and Education	71	\$15.25	\$18.35	\$24.37
Religious Workers, All Other	32	\$8.41	\$13.07	\$21.39
LEGAL OCCUPATIONS				
Lawyers	65	\$32.09	\$55.27	\$82.28
Paralegals and Legal Assistants	32	\$15.30	\$19.78	\$24.42

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

Three County South Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
EDUCATIONAL INSTRUCTION AND LIBRARY OCCUPATIONS				
Preschool Teachers, Except Special Education	40	\$9.18	\$10.92	\$14.06
Self-Enrichment Teachers	31	\$9.40	\$16.46	\$22.48
Teaching Assistants, Except Postsecondary	20	\$8.71	\$10.61	\$12.99
ARTS, DESIGN, ENTERTAINMENT, SPORTS, AND MEDIA OCCUPATIONS				
Graphic Designers	24	\$14.29	\$18.02	\$25.60
Music Directors and Composers	16	\$16.39	\$19.13	\$22.65
Musicians and Singers	37	\$16.56	\$32.61	\$39.97
News Analysts, Reporters, and Journalists	23	\$13.11	\$14.78	\$17.87
Public Relations Specialists	17	\$17.81	\$21.77	\$27.18
Editors	37	\$14.21	\$20.11	\$27.15
Writers and Authors	11	\$11.99	\$22.40	\$34.11
Photographers	23	\$9.27	\$12.92	\$17.32
HEALTHCARE PRACTITIONERS AND TECHNICAL OCCUPATIONS				
Veterinarians	17	\$36.22	\$41.93	\$49.68
Veterinary Technologists and Technicians	16	\$12.67	\$15.07	\$16.93
HEALTHCARE SUPPORT OCCUPATIONS				
Veterinary Assistants and Laboratory Animal Caretakers	17	\$10.80	\$12.41	\$14.02
PROTECTIVE SERVICE OCCUPATIONS				
Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	17	\$7.72	\$8.31	\$9.05
FOOD PREPARATION AND SERVING RELATED OCCUPATIONS				
Bartenders	28	\$7.91	\$8.88	\$10.21
Fast Food and Counter Workers	17	\$8.29	\$9.23	\$10.52
BUILDING AND GROUNDS CLEANING AND MAINTENANCE OCCUPATIONS				
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	65	\$9.77	\$12.27	\$14.92
Maids and Housekeeping Cleaners	12	\$7.90	\$9.46	\$11.44
PERSONAL CARE AND SERVICE OCCUPATIONS				
Animal Caretakers	14	\$8.00	\$9.57	\$12.79
Ushers, Lobby Attendants, and Ticket Takers	18	\$8.30	\$9.14	\$10.16
Childcare Workers	44	\$7.30	\$8.44	\$10.80
Exercise Trainers and Group Fitness Instructors	22	\$8.32	\$10.11	\$13.51
Recreation Workers	37	\$7.85	\$8.92	\$11.26

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

Three County South Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
SALES AND RELATED OCCUPATIONS				
First-Line Supervisors of Non-Retail Sales Workers	10	\$15.52	\$26.42	\$38.88
Advertising Sales Agents	47	\$11.05	\$14.30	\$22.12
Insurance Sales Agents	223	\$17.18	\$26.35	\$38.49
Securities, Commodities, and Financial Services				
Sales Agents	33	\$21.15	\$30.86	\$55.44
Sales Representatives of Services, Except Advertising,				
Insurance, Financial Services, and Travel	41	\$18.65	\$25.34	\$40.73
Sales Representatives, Wholesale and Manufacturing,				
Except Technical and Scientific Products	11	\$20.32	\$27.44	\$39.78
OFFICE AND ADMINISTRATIVE SUPPORT OCCUPATIONS				
First-Line Supervisors of Office and Administrative				
Support Workers	77	\$17.31	\$23.70	\$32.00
Billing and Posting Clerks	12	\$14.47	\$16.65	\$19.14
Bookkeeping, Accounting, and Auditing Clerks	97	\$13.35	\$16.48	\$20.17
Tellers	165	\$10.53	\$12.09	\$14.02
Customer Service Representatives	128	\$13.82	\$17.69	\$22.10
Loan Interviewers and Clerks	33	\$13.84	\$16.85	\$20.17
New Accounts Clerks	13	\$15.44	\$17.41	\$21.75
Receptionists and Information Clerks	36	\$10.28	\$12.49	\$14.61
Executive Secretaries and Executive				
Administrative Assistants	19	\$17.57	\$21.34	\$26.29
Secretaries and Administrative Assistants, Except				
Legal, Medical, and Executive	109	\$11.25	\$14.47	\$17.93
Insurance Claims and Policy Processing Clerks	37	\$15.10	\$18.01	\$21.34
Mail Clerks and Mail Machine Operators,				
Except Postal Service	24	\$14.40	\$16.20	\$18.05
Office Clerks, General	168	\$12.10	\$15.05	\$18.08
Office and Administrative Support Workers, All Other	16	\$9.18	\$15.56	\$21.50
INSTALLATION, MAINTENANCE, AND REPAIR OCCUPATIONS				
Telecommunications Equipment Installers and Repairers,				
Except Line Installers	15	\$19.11	\$26.98	\$32.64
Maintenance and Repair Workers, General	46	\$15.50	\$20.07	\$24.54
PRODUCTION OCCUPATIONS				
Printing Press Operators	18	\$12.73	\$15.60	\$19.70
TRANSPORTATION AND MATERIAL MOVING OCCUPATIONS				
Laborers and Freight, Stock, and Material Movers, Hand.	15	\$11.86	\$14.44	\$17.46

BENEFITS



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

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

Hourly

Salary

PAID TIME OFF

HOLIDAYS

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

Percentage of those companies offering these common holidays

New Year's Eve	0%	0%
New Year's Day	100%	100%
Martin Luther King Jr.	0%	0%
Lincoln's Birthday	0%	0%
President's Day	25%	25%
Washington's Birthday	0%	0%
Good Friday	50%	50%
Memorial Day	75%	75%
Independence Day	75%	75%
Labor Day	75%	75%
Columbus Day	0%	0%
Election Day	0%	0%
Floating Holiday	0%	0%
Veterans' Day	0%	0%
Thanksgiving Day	100%	100%
Day After Thanksgiving	50%	50%
Christmas Eve	50%	50%
Christmas Day	100%	100%
Other	50%	50%

COMBINED PAID TIME OFF

Percentage of companies that combine vacation, sick and personal days	50%	50%
Average number of PTO days offered first year	15	15
Typical number of PTO days offered first year	15	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	1	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	3	3
Typical number of years that must be worked to earn 15 days	5	5
Average number of years that must be worked to earn 20 days (when offered)	8	8
Typical number of years that must be worked to earn 20 days (when offered)	10	10
Average number of years that must be worked to earn more than 20 days (when offered)	1	1
Typical number of years that must be worked to earn more than 20 days (when offered)	1	1

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

Hourly

Salary

PAID TIME OFF (continued)

VACATION

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

How soon after hire may employee take paid vacation?

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

Number of days offered

Average number of paid vacation days offered in first year:	7	. . . . .	7
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	3	. . . . .	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	8	. . . . .	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	13	. . . . .	3
Typical number of years that must be worked to earn 15 days	5	. . . . .	5
Average number of years that must be worked to earn 20 days (when offered)	8	. . . . .	13
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	. . . . .	13
Typical number of years that must be worked to earn more than 20 days (when offered)	15	. . . . .	15

PERSONAL DAYS

Percentage of companies offering paid personal days **25%** **25%**

Average number of personal days offered per year	1	. . . . .	3
Typical number of personal days offered in first year:	5	. . . . .	5

How soon after hire may employee take personal day?

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

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

Hourly

Salary

PAID TIME OFF (continued)

BEREAVEMENT LEAVE

Percentage of companies offering paid bereavement leave	100%	100%
Average number of bereavement days offered annually	2	3
Typical number of bereavement days offered annually	3	3

How soon after hire is employee eligible?

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

COMPENSATION DURING JURY SERVICE

Percentage of companies that pay employees during jury service	100%	100%
Percentage of those that pay regular wages plus payment from court	25%	25%
Percentage of those that pay regular wages minus payment from court	75%	75%
Percentage where employee receives only payment from court	0%	0%

ILLNESS DAYS

Percentage of companies that offer paid illness days	50%	50%
Average number of paid illness days offered annually	6	9
Typical number of paid illness days offered per year	5	5
Average maximum number of illness days that may be accumulated	16	35
Typical number of paid illness days that may be accumulated	10	10

How soon after hire is employee eligible?

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 and Not-For-Profits
Three County South Region

Hourly

Salary

PAID TIME OFF (continued)

FAMILY MEDICAL LEAVE

Percentage of companies that offer Family Medical Leave	100%	100%
Average number of weeks paid	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	100%	100%
Average number of weeks paid	1	1
Typical number of weeks paid	0	0
Average number of weeks unpaid	10	10
Typical number of weeks unpaid	0	0

PATERNITY LEAVE

Percentage of companies that offer Paternity 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

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

Three County South Region

Hourly

Salary

HEALTH RELATED BENEFITS

HEALTH INSURANCE OFFERED

Percentage of companies offering health insurance to employees	75%	100%
Percentage of those offering health insurance to families and children	100%	100%
Percentage of companies reporting as self-insured	33%	33%
Percentage of companies reporting indemnity insurance	100%	75%
Percentage of companies that offer a single plan	67%	75%
Percentage of companies that offer multiple plans	33%	25%
Percentage of companies offering traditional plans	33%	25%
Percentage of companies offering high-deductible plans	100%	75%
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	67%	50%
Percentage of companies offering optional HSA or HRA plan	0%	25%
Percentage of companies with no HSA or HRA plan	33%	25%

Average company contribution to HSA/HRA account

For employee only plan	\$5,797	\$3,865
For family plan	\$7,597	\$5,065

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	\$2,667	\$2,667
Average maximum annual out of pocket expense family	\$5,333	\$5,333

Typical annual out of pocket limit with HSA/HRA plan

Typical maximum annual out of pocket expense single	\$2,500	\$2,500
Typical maximum annual out of pocket expense family	\$5,000	\$5,000

Wellness Incentive

Percentage of companies that offer a wellness incentive	33%	25%
Average amount that may be earned	\$70	\$70
Typical amount that may be earned	\$500	\$500

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

Three County South Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS

SELF-INSURED COMPANIES

Traditional Plans

Percentage of Self-Insured companies that offer a traditional plan: 0% 0%
 Percentage that offer family coverage N/A N/A

How soon after hire is employee eligible?

One to 30 days N/A N/A
 One to three months N/A N/A
 Three to six months N/A N/A
 Six months to year N/A N/A
 After one year N/A N/A

Average monthly premium paid by employee for:

Employee only coverage N/A N/A
 Employee and spouse N/A N/A
 Employee and child N/A N/A
 Family N/A N/A

Average monthly cost paid by employer for each employee

Employee-only coverage N/A N/A
 Employee and spouse N/A N/A
 Employee and child N/A N/A
 Family N/A N/A

Deductibles

Average annual deductible per person N/A N/A
 Typical annual deductible per person N/A N/A
 Average annual deductible per family N/A N/A
 Typical annual deductible per family N/A N/A

Copays and Limits

Average percentage of costs covered by insurance N/A N/A
 Typical percentage of costs covered by insurance N/A N/A
 Average copay for physician office visit N/A N/A
 Typical copay for physician office visit N/A N/A

Average out of pocket limit

Single coverage N/A N/A
 Family Coverage N/A N/A

Typical out of pocket limit

Single coverage N/A N/A
 Family Coverage N/A N/A

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

Three County South Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

SELF-INSURED COMPANIES

High-Deductible Plan

Percentage that offer family coverage 0% 100%

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 year	N/A	0%
After one year	N/A	0%

Average monthly premium paid by employee for:

Employee only coverage.....	N/A	\$100.00
Employee and spouse.....	N/A	\$986.09
Employee and child	N/A	\$830.54
Family	N/A	\$1,706.63

Average monthly cost paid by employer for each employee

Employee-only coverage.....	N/A	\$786.09
Employee and spouse.....	N/A	\$786.09
Employee and child	N/A	\$786.09
Family	N/A	\$786.09

Deductibles

Average annual deductible per person	N/A	\$3,000.00
Typical annual deductible per person.....	N/A	\$1,500.00
Average annual deductible per family.....	N/A	\$6,000.00
Typical annual deductible per family	N/A	\$3,000.00

Copays and Limits

Average percentage of costs covered by insurance	N/A	0%
Typical percentage of costs covered by insurance	N/A	80%
Average copay for physician office visit.....	N/A	\$0.00
Typical copay for physician office visit	N/A	\$20.00

Average out of pocket limit

Single coverage	N/A	\$3,000.00
Family Coverage	N/A	\$6,000.00

Typical out of pocket limit

Single coverage	N/A	\$5,000.00
Family Coverage	N/A	\$10,000.00

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

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

INDEMNITY-INSURED COMPANIES

Traditional Plans

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.....	\$248.08	.....	\$248.08
Employee and spouse.....	\$625.17	.....	\$625.17
Employee and child.....	\$535.85	.....	\$535.85
Family.....	\$1,007.23	.....	\$1,007.23

Average monthly cost paid by employer for each employee

Employee-only coverage.....	\$307.15	.....	\$307.15
Employee and spouse.....	\$516.01	.....	\$516.01
Employee and child.....	\$442.29	.....	\$442.29
Family.....	\$534.44	.....	\$534.44

Deductibles

Average annual deductible per person	\$4,000.00	.....	\$4,000.00
Typical annual deductible per person.....	\$1,500.00	.....	\$1,500.00
Average annual deductible per family.....	\$8,000.00	.....	\$8,000.00
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	\$8,000.00	.....	\$8,000.00
Family Coverage	\$16,000.00	.....	\$16,000.00

Typical out of pocket limit

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

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

Three County South Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

INDEMNITY INSURED COMPANIES

High-Deductible Plan

Percentage that offer family coverage 50% 100%

How soon after hire is employee eligible?

One to 30 days	50%	50%
One to three months	50%	50%
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.....	\$77.00	\$77.00
Employee and spouse.....	\$906.54	\$719.86
Employee and child.....	\$733.50	\$586.97
Family.....	\$1,666.92	\$1,290.14

Average monthly cost paid by employer for each employee

Employee-only coverage.....	\$564.92	\$564.92
Employee and spouse.....	\$666.20	\$564.92
Employee and child.....	\$666.20	\$564.92
Family.....	\$666.20	\$564.92

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	0%	0%
Typical percentage of costs covered by insurance	80%	80%
Average copay for physician office visit.....	\$0.00	\$0.00
Typical copay for physician office visit	\$20.00	\$20.00

Average out of pocket limit

Single coverage	\$4,000.00	\$4,000.00
Family Coverage	\$10,000.00	\$8,000.00

Typical out of pocket limit

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

HEALTH INSURANCE COSTS AND BENEFITS (continued)

PRESCRIPTION DRUG BENEFIT

Percentage of all companies where insurance covers prescription drugs **50%** **50%**

Retail copay when paying dollars

What is the average employee copay for retail generic?	\$0.00	. . . . .	\$0.00
What is the typical employee copay for retail generic?	\$15.00	. . . . .	\$15.00
What is the average employee copay for retail formulary?.	\$35.00	. . . . .	\$35.00
What is the typical employee copay for retail formulary?	\$35.00	. . . . .	\$35.00
What is the average employee copay for retail non-formulary?	\$60.00	. . . . .	\$60.00
What is the typical employee copay for retail non-formulary?	\$60.00	. . . . .	\$60.00

Mail order copay when paying dollars

What is the average employee copay for mail-order generic?	\$0.00	. . . . .	\$0.00
What is the typical employee copay for mail-order generic?	\$25.00	. . . . .	\$25.00
What is the average employee copay for mail-order formulary?	\$85.00	. . . . .	\$85.00
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: Professional, Financial and Information Services and Not-For-Profits
 Three County South Region

Hourly Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

DENTAL INSURANCE

Percentage of those plans that cover orthodontia N/A N/A

How soon after hire is employee eligible for coverage?

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

Deductibles and Limits

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

Premiums and Costs

Average monthly premium paid by employee for

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

Average monthly premium paid by employer for

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

Typical monthly premium paid by employer for

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

Percentage of Costs Covered

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

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

Three County South Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

VISION INSURANCE

Percentage of all companies offering a separate vision plan.	25%	50%
Percentage of those plans that cover glasses/contacts	100%	100%
Percentage of those plans that cover LASIK or similar procedures	0%	0%

How soon after hire is employee eligible for coverage?

One to 30 days	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.	\$0.00	\$4.93
Employee and spouse.	\$8.81	\$12.70
Employee and child(ren)	\$7.38	\$12.16
Family	\$20.38	\$23.84

Average monthly premium paid by employer for

Employee only coverage.	\$6.34	\$3.17
Employee and spouse.	\$6.34	\$3.17
Employee and child(ren)	\$6.34	\$3.17
Family	\$6.34	\$3.17

Typical monthly premium paid by employer for

Employee only coverage.	\$6.34	\$3.17
Employee and spouse.	\$6.34	\$3.17
Employee and child(ren)	\$6.34	\$3.17
Family	\$6.34	\$3.17

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

Three County South Region

Hourly

Salary

FINANCIAL BENEFITS AND INCENTIVES

LIFE INSURANCE

Percentage of all companies offering life insurance	25%	50%
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	25%	25%
Average percentage of wages employee receives while on short-term disability	66%	66%
Typical percentage of wages employee receives while on short-term disability	60%	60%
Average number of weeks employee receives payment	0	0
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	0%	0%
After first year	100%	100%

LONG TERM DISABILITY

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

How soon after hire is employee covered?

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

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

Hourly

Salary

FINANCIAL BENEFITS AND INCENTIVES (continued)

COMMISSIONS AND INCENTIVES

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

PROFIT SHARING AND BONUSES

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

How soon after hire is employee eligible?

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

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

BONUS POOL

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

REFERRAL BONUS

Percentage of employers that pay a referral bonus 25%

RETENTION BONUS

Percentage of employers offering a retention bonus 25% 25%

When are employees eligible?

After six months 100% 100%
 After one year 0% 0%

SHIFT DIFFERENTIAL

Percentage of companies with more than one shift. 25%

Percentage that pay a shift differential 100%

Average hourly differential for second shift. 0 cents
 Average hourly differential for third shift \$1.00

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

Hourly

Salary

RETIREMENT

COMPANY FUNDED PENSION

Percentage of companies that offer traditional pension plan	0%	25%
Percentage of companies where the employee also contributes	N/A	0%
Average age when employee is eligible to receive benefits	N/A	.60
Typical age when employee is eligible to receive benefits	N/A	.60

401(K) AND SIMILAR PLANS

Percentage of companies that offer a 401(k)/403(b) plan	50%	50%
Average percentage of wages an employee may contribute to fund	52%	52%
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	4%	4%
Typical percentage of contribution the employer matches	5%	5%
Average percentage of contribution the company matches	100% of the first 4%	
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: Professional, Financial and Information Services and Not-For-Profits
Three County South Region

Hourly

Salary

OTHER INCENTIVES

WORKPLACE

Percentage of companies that offer these workplace benefits

Casual dress day (one per week)	50%	50%
Casual dress (every day)	25%	25%
Child day care services	0%	0%
Child care subsidy	0%	0%
Compressed work week	0%	0%
Discounted product purchases	25%	25%
Employee assistance programs	25%	37%
Emergency/sick child care	0%	0%
English as second language assistance	0%	0%
Fitness center membership subsidy	0%	0%
Fitness center on site	25%	25%
Flex time	0%	25%
Flexible spending account	0%	75%
Job sharing	0%	0%
Informal recognition program	75%	75%
Open communication policy	50%	50%
Scholarships-employees/spouses/children	0%	0%
Smoking cessation programs	0%	0%
Smoke-free work environment	50%	50%
Telecommuting	25%	25%
Transit subsidy	0%	0%
Tutoring-employees/spouses/children	0%	0%
Wellness program, resources and information	25%	25%
Other	0%	0%

COST OF BENEFITS

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

WORKPLACE



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

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

Three County South Region

HIRING AND LAYOFFS

CHANGES IN STAFFING PRECEDING YEAR

Hiring

Percentage of companies that added workers in preceding six months 50%

Total number of employees added in preceding six months 33

Average number of employees added in preceding six months 17

Layoffs

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

Total number of employees laid off in preceding six months 0

Average number of employees laid off in preceding six months 0

EXPECTED CHANGES IN STAFFING IN 2021

Hiring

Percentage of companies adding workers later in 2021 50%

Total anticipated increase later 2021 52

Average anticipated increase later in 2021 26

Layoffs

Percentage of companies expecting layoffs later in 2021 0%

Total anticipated layoffs later in 2021 0

Average anticipated layoffs later in 2021 0

No change

Percentage of companies anticipating neither hiring nor layoffs in 2021 50%

Percentage of companies uncertain of change in 2021 0%

EXPECTED CHANGES IN STAFFING IN 2022

Hiring

Percentage of companies adding workers in 2022 25%

Total anticipated increase in 2022 1

Average anticipated increase in 2022 1

Layoffs

Percentage of companies anticipating layoffs in 2022 0%

Total anticipated layoffs in 2022 0

Average anticipated layoff in 2022 0

No change

Percentage of companies anticipating no change in 2022 75%

Percentage of companies uncertain of change in 2022 0%

ANNUAL TURNOVER

Average annual turnover as percentage of employees 18%

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

Three County South 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	0%
Hire persons without high school or GED diploma	0%
Increase starting pay	75%
Pay hiring bonus	0%
Pay referral bonus	25%
Pay retention bonus	25%
Offer housing assistance	0%
Offer child care assistance	0%
None or none of above	25%

RECRUITING

Where employers recruit new workers

Employment agencies	0%
Indiana Career Connect	0%
Job fairs	25%
Newspapers	50%
Online	25%
Referrals	100%

PANDEMIC

Impact of the pandemic on employment environment

No impact	50%
Layoffs	0%
Furloughs	0%
Delay filling openings	25%
More flexible work from home policies	0%
Employment has grown	0%

COVID19 Vaccine policies

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

WORKFORCE DEVELOPMENT

MOST NEEDED SKILLS

Employers who say these abilities are most needed in workforce

Customer service	50%
Communications skills.	0%
People skills	0%
Strong work ethic.	0%
Showing up for work	0%
Time management.	0%
Problem solving.	0%
Commitment to quality.	0%
Detail oriented.	25%
Willingness to learn	0%
Ability to follow instructions	0%
Computer literacy	0%
Mathematics	0%
Read ruler/scale	0%
Machinist.	0%
Welding.	0%

NEEDED TECHNICAL SKILLS

Employers who say these tech skills are most needed in workforce

Office.	25%
Outlook.	0%
Excel	0%
AutoCAD	0%
SAP	0%
CAM.	0%
Computer/Internet	0%
Machinist.	0%
Welding.	0%
Specialized to position	50%

MINIMUM EDUCATION REQUIREMENTS

Employers who set these minimum education requirements

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

WORKFORCE DEVELOPMENT

EMPLOYERS FIND THESE POSITIONS MOST DIFFICULT TO FILL

Management	3%
All openings.....	9%
Maintenance positions.....	19%
Skilled trades	10%
Welders	10%
Machinists	11%
Technicians	4%
CDL drivers.....	6%
Production positions	13%
Off-shift openings	6%
Labor.....	13%
Engineers.....	10%
Other.....	9%

SALARY OUTLOOK

PAY INCREASES

In 2020

Percentage of companies giving pay raises in preceding 12 months	100%
Average raise given in preceding 12 months.....	4.00%
Typical raise given in preceding 12 months	3%

In 2021

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

Hourly

Salary

TRAINING AND EDUCATION

TRAINING AND CAREER DEVELOPMENT

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

How soon after hire is employee eligible?

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

TUITION ASSISTANCE

Percentage of companies offering tuition assistance. 50% 50%
 Percentage that require classes be job related to receive tuition assistance 100% 100%
 Average percent of tuition reimbursement 20% 20%

JOB SKILLS AND CAREER DEVELOPMENT

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

MENTORING

Percentage of companies with formal mentoring programs 50% 50%

IN-HOUSE TRAINING

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

OFF-SITE TRAINING

Percentage of companies where training is done off-site. 75% 75%

ORIENTATION

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

INTERNSHIPS

Percentage of companies with internships. 25%

SUBSTANCE SCREENING

DRUG TESTING

Percentage of companies that conduct drug screening **25%**

Which screening protocol is used?

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

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

Current employees are screened

Randomly	25%	25%
After incident/injury	25%	25%
For cause	25%	25%

Employees who fail are

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

MARIJUANA TESTING

Percentage of companies that test for marijuana use **25%**
 Percentage of companies that make allowance for prescription 75%

When are tests done?

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

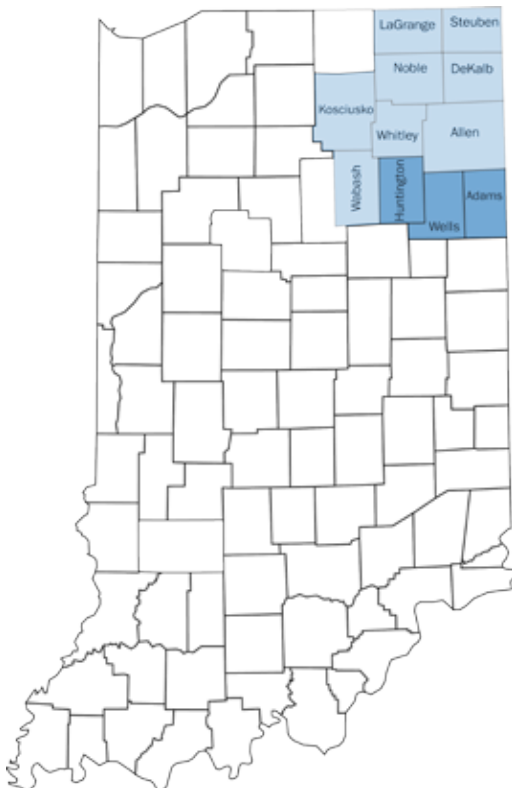
Healthcare



NORTHEAST INDIANA

2021 THREE COUNTY SOUTH REGION

WAGES AND BENEFITS SURVEY



Healthcare

Includes healthcare and social assistance

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WAGES

Healthcare



Northeast Indiana Wages: Healthcare

Three County South Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
MANAGEMENT OCCUPATIONS				
General and Operations Managers	29	\$26.13	\$37.79	\$57.91
Medical and Health Services Managers	52	\$29.75	\$37.11	\$47.83
Social and Community Service Managers	16	\$17.19	\$22.49	\$28.25
BUSINESS AND FINANCIAL OPERATIONS OCCUPATIONS				
Human Resources Specialists	21	\$18.75	\$23.43	\$29.24
Training and Development Specialists	10	\$19.13	\$25.74	\$31.26
COMMUNITY AND SOCIAL SERVICE OCCUPATIONS				
Educational, Guidance, and Career Counselors and Advisors	12	\$17.41	\$22.30	\$27.86
Rehabilitation Counselors	35	\$10.85	\$15.15	\$17.16
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	48	\$15.14	\$18.55	\$22.92
Child, Family, and School Social Workers	24	\$17.01	\$19.10	\$21.72
Healthcare Social Workers	39	\$15.03	\$18.30	\$24.04
Mental Health and Substance Abuse Social Workers	16	\$15.59	\$18.38	\$22.67
Social and Human Service Assistants	60	\$11.78	\$13.54	\$15.76
HEALTHCARE PRACTITIONERS AND TECHNICAL OCCUPATIONS				
Chiropractors	18	\$26.88	\$35.65	\$49.37
Dentists, General	24	\$48.63	\$95.27	\$121.28
Optometrists	14	\$34.72	\$46.38	\$55.40
Pharmacists	14	\$53.41	\$59.47	\$67.51
Occupational Therapists	16	\$27.51	\$35.64	\$43.33
Physical Therapists	19	\$30.88	\$37.55	\$44.63
Respiratory Therapists	23	\$21.58	\$24.47	\$27.67
Registered Nurses	338	\$23.66	\$27.22	\$31.66
Nurse Practitioners	25	\$40.30	\$47.54	\$54.53
Physicians, All Other; and Ophthalmologists, Except Pediatric	38	\$68.63	\$93.64	\$106.38
Dental Hygienists	46	\$29.84	\$34.81	\$39.48
Clinical Laboratory Technologists and Technicians	23	\$15.78	\$20.85	\$27.60
Radiologic Technologists and Technicians	21	\$21.88	\$25.93	\$30.21
Emergency Medical Technicians and Paramedics	60	\$12.47	\$15.42	\$19.02
Surgical Technologists	10	\$17.77	\$20.83	\$24.89
Ophthalmic Medical Technicians	16	\$11.68	\$13.72	\$16.77
Licensed Practical and Licensed Vocational Nurses	223	\$17.66	\$19.71	\$21.91
Opticians, Dispensing	18	\$12.30	\$13.84	\$16.05
Medical Dosimetrists, Medical Records Specialists, and Health Technologists and Technicians, All Other	26	\$16.07	\$20.25	\$25.40

Northeast Indiana Wages: Healthcare

Three County South Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
HEALTHCARE SUPPORT OCCUPATIONS				
Home Health and Personal Care Aides	499	\$9.51	\$10.51	\$11.63
Nursing Assistants	483	\$10.77	\$12.23	\$13.84
Orderlies	12	\$11.80	\$13.28	\$15.20
Psychiatric Aides	11	\$11.61	\$13.25	\$15.00
Occupational Therapy Assistants	10	\$21.61	\$25.65	\$29.19
Physical Therapist Assistants	15	\$19.18	\$24.44	\$28.50
Dental Assistants	66	\$15.83	\$18.23	\$20.91
Medical Assistants	108	\$12.32	\$13.87	\$16.19
Phlebotomists	10	\$11.71	\$13.31	\$15.36
FOOD PREPARATION AND SERVING RELATED OCCUPATIONS				
First-Line Supervisors of Food Preparation and				
Serving Workers	14	\$11.50	\$13.34	\$15.78
Cooks, Institution and Cafeteria	81	\$8.88	\$10.77	\$12.94
Food Preparation Workers	22	\$8.12	\$9.10	\$10.82
Fast Food and Counter Workers	28	\$8.29	\$9.23	\$10.52
Food Servers, Nonrestaurant	69	\$8.13	\$9.39	\$11.85
BUILDING AND GROUNDS CLEANING AND MAINTENANCE OCCUPATIONS				
Janitors and Cleaners, Except Maids and				
Housekeeping Cleaners	63	\$9.77	\$12.27	\$14.92
Maids and Housekeeping Cleaners	82	\$7.90	\$9.46	\$11.44
PERSONAL CARE AND SERVICE OCCUPATIONS				
First-Line Supervisors of Personal Service and Entertainment				
and Recreation Workers, Except Gambling Services	20	\$11.02	\$13.28	\$16.53
Childcare Workers	70	\$7.30	\$8.44	\$10.80
Recreation Workers	52	\$7.85	\$8.92	\$11.26
Residential Advisors	16	\$10.24	\$11.82	\$14.69
SALES AND RELATED OCCUPATIONS				
Retail Salespersons	16	\$8.60	\$10.18	\$13.11

Northeast Indiana Wages: Healthcare

Three County South Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
OFFICE AND ADMINISTRATIVE SUPPORT OCCUPATIONS				
First-Line Supervisors of Office and Administrative				
Support Workers	43	\$17.31	\$23.70	\$32.00
Billing and Posting Clerks	26	\$14.47	\$16.65	\$19.14
Bookkeeping, Accounting, and Auditing Clerks	20	\$13.35	\$16.48	\$20.17
Customer Service Representatives	21	\$13.82	\$17.69	\$22.10
Interviewers, Except Eligibility and Loan	20	\$12.29	\$14.13	\$16.83
Receptionists and Information Clerks	70	\$10.28	\$12.49	\$14.61
Medical Secretaries and Administrative Assistants	57	\$13.45	\$15.77	\$18.55
Secretaries and Administrative Assistants, Except				
Legal, Medical, and Executive	27	\$11.25	\$14.47	\$17.93
Office Clerks, General	97	\$12.10	\$15.05	\$18.08
INSTALLATION, MAINTENANCE, AND REPAIR OCCUPATIONS				
Maintenance and Repair Workers, General	56	\$15.50	\$20.07	\$24.54
PRODUCTION OCCUPATIONS				
Miscellaneous Assemblers and Fabricators	18	\$13.09	\$16.74	\$19.89
Laundry and Dry-Cleaning Workers	33	\$9.42	\$11.34	\$13.35
TRANSPORTATION AND MATERIAL MOVING OCCUPATIONS				
Passenger Vehicle Drivers, Except Bus Drivers,				
Transit and Intercity	30	\$8.19	\$9.51	\$14.12
Laborers and Freight, Stock, and Material Movers, Hand.	23	\$11.86	\$14.44	\$17.46

BENEFITS

Healthcare



Northeast Indiana Benefits: Healthcare

Three County South Region

Hourly

Salary

PAID TIME OFF

HOLIDAYS

Percentage of companies offering paid holidays	50%	50%
Typical number of paid holidays offered annually	6	6

Percentage of those companies offering these common holidays

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

COMBINED PAID TIME OFF

Percentage of companies that combine vacation, sick and personal days	100%	100%
Average number of PTO days offered first year	14	12
Typical number of PTO days offered first year	10	15
Average number of carryover days per year	33	33

How Paid Time Off is earned

Average number of years that must be worked to earn 5 days	1	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)	9	9
Typical number of years that must be worked to earn more than 20 days (when offered)	15	15

Northeast Indiana Benefits: Healthcare (continued)

Three County South Region

Hourly

Salary

PAID TIME OFF (continued)

VACATION

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

How soon after hire may employee take paid vacation?

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

Number of days offered

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

How vacation time is earned

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

PERSONAL DAYS

Percentage of companies offering paid personal days 0% 0%

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

How soon after hire may employee take personal day?

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

Northeast Indiana Benefits: Healthcare (continued)

Three County South Region

Hourly

Salary

PAID TIME OFF (continued)

BEREAVEMENT LEAVE

Percentage of companies offering paid bereavement leave	0%	0%
Average number of bereavement days offered annually	N/A	N/A
Typical number of bereavement days offered annually	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

COMPENSATION DURING JURY SERVICE

Percentage of companies that pay employees during jury service	100%	50%
Percentage of those that pay regular wages plus payment from court	0%	0%
Percentage of those that pay regular wages minus payment from court	100%	100%
Percentage where employee receives only payment from court	0%	50%

ILLNESS DAYS

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

How soon after hire is employee eligible?

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

Northeast Indiana Benefits: Healthcare (continued)

Three County South Region

Hourly

Salary

PAID TIME OFF (continued)

FAMILY MEDICAL LEAVE

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

MATERNITY LEAVE

Percentage of companies that offer Maternity Leave	100%	100%
Average number of weeks paid	0	.6
Typical number of weeks paid	0	.0
Average number of weeks unpaid	12	.6
Typical number of weeks unpaid	0	.0

PATERNITY LEAVE

Percentage of companies that offer Paternity Leave	100%	100%
Average number of weeks paid	0	.3
Typical number of weeks paid	0	.0
Average number of weeks unpaid	12	.6
Typical number of weeks unpaid	0	.0

Northeast Indiana Benefits: Healthcare (continued)

Three County South 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	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	50%	50%
Percentage of companies offering high-deductible plans	100%	100%
Percentage of companies considering dropping health plan in coming year	0%	0%

HEALTH SAVINGS ACCOUNTS AND HEALTH REIMBURSEMENT ARRANGEMENTS

Percentage of companies offering only HSA or HRA plans	50%	50%
Percentage of companies offering optional HSA or HRA plan	50%	50%
Percentage of companies with no HSA or HRA plan	0%	0%

Average company contribution to HSA/HRA account

For employee only plan	\$2,449	\$2,449
For family plan	\$7,929	\$7,929

Typical company contribution to HSA/HRA account

For employee only plan	\$500	\$500
For family plan	\$1,000	\$1,000

Average annual out of pocket limit with HSA/HRA plan

Average maximum annual out of pocket expense single	\$6,000	\$6,000
Average maximum annual out of pocket expense family	\$12,000	\$12,000

Typical annual out of pocket limit with HSA/HRA plan

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

WELLNESS INCENTIVE

Percentage of companies that offer a wellness incentive	50%	50%
Average amount that may be earned	\$600	\$600
Typical amount that may be earned	\$500	\$500

Northeast Indiana Benefits: Healthcare (continued)

Three County South Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS

SELF-INSURED COMPANIES

Traditional Plans

Percentage that offer family coverage **100%** **100%**

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

Average monthly premium paid by employee for:

Employee only coverage	\$251.34	\$251.34
Employee and spouse	\$1,115.84	\$1,115.84
Employee and child	\$474.50	\$474.50
Family	\$1,718.70	\$1,718.70

Average monthly cost paid by employer for each employee

Employee-only coverage	\$543.85	\$543.85
Employee and spouse	\$554.06	\$554.06
Employee and child	\$1,036.36	\$1,036.36
Family	\$698.68	\$698.68

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	\$30.00	\$30.00
Typical copay for physician office visit	\$20.00	\$20.00

Average out of pocket limit

Single coverage	\$6,000.00	\$6,000.00
Family Coverage	\$12,000.00	\$12,000.00

Typical out of pocket limit

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

Northeast Indiana Benefits: Healthcare (continued)

Three County South Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

SELF-INSURED COMPANIES

High-Deductible Plan

Percentage that offer family coverage **100%** **100%**

How soon after hire is employee eligible?

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

Average monthly premium paid by employee for:

Employee only coverage.....	\$103.96	.....	\$103.96
Employee and spouse.....	\$535.42	.....	\$535.42
Employee and child.....	\$279.15	.....	\$279.15
Family	\$783.19	.....	\$783.19

Average monthly cost paid by employer for each employee

Employee-only coverage.....	\$467.03	.....	\$467.03
Employee and spouse.....	\$654.50	.....	\$654.50
Employee and child.....	\$909.87	.....	\$909.87
Family	\$1,043.45	.....	\$1,043.45

Deductibles

Average annual deductible per person	\$3,250.00	.....	\$3,250.00
Typical annual deductible per person.....	\$1,500.00	.....	\$1,500.00
Average annual deductible per family.....	\$6,500.00	.....	\$6,500.00
Typical annual deductible per family	\$3,000.00	.....	\$3,000.00

Copays and Limits

Average percentage of costs covered by insurance	95%	.....	95%
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	\$6,000.00	.....	\$6,000.00
Family Coverage	\$12,000.00	.....	\$12,000.00

Typical out of pocket limit

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

Northeast Indiana Benefits: Healthcare (continued)

Three County South Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

INDEMNITY-INSURED COMPANIES

Traditional Plans

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: Healthcare (continued)

Three County South Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

INDEMNITY INSURED COMPANIES

High-Deductible Plan

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: Healthcare (continued)

Three County South Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

PRESCRIPTION DRUG BENEFIT

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

Retail copay when paying dollars

What is the average employee copay for retail generic?	\$15.00	. . . . .	\$15.00
What is the typical employee copay for retail generic?	\$15.00	. . . . .	\$15.00
What is the average employee copay for retail formulary?	\$35.00	. . . . .	\$35.00
What is the typical employee copay for retail formulary?	\$35.00	. . . . .	\$35.00
What is the average employee copay for retail non-formulary?	\$62.50	. . . . .	\$62.50
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?	\$70.00	. . . . .	\$70.00
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?	\$125.00	. . . . .	\$125.00
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?	20%	. . . . .	20%
What is the typical employee copay for retail generic?	20%	. . . . .	20%
What is the average employee copay for retail formulary?	20%	. . . . .	20%
What is the typical employee copay for retail formulary?	20%	. . . . .	20%
What is the average employee copay for retail non-formulary?	20%	. . . . .	20%
What is the typical employee copay for retail non-formulary?	60%	. . . . .	60%

1

Mail order copay when paying a percentage

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

Northeast Indiana Benefits: Healthcare (continued)

Three County South Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

DENTAL INSURANCE

Percentage of all companies that offer a dental plan	100%	100%
Percentage of those plans that cover orthodontia	50%	50%

How soon after hire is employee eligible for coverage?

One to 30 days after hire:	50%	50%
One to three months after hire	0%	0%
Three to six months after hire:	50%	50%
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:	\$750	\$750
Typical annual limit single coverage	\$1,000	\$1,000
Average annual limit family coverage:	\$3,750	\$3,750
Typical annual limit family coverage	\$1,000	\$1,000

Premiums and Costs

Average monthly premium paid by employee for

Employee only coverage	\$27.75	\$27.75
Employee and spouse	\$57.93	\$57.93
Employee and child(ren)	\$59.85	\$59.85
Family	\$90.52	\$90.52

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	99%	99%
Typical percentage of preventive costs covered	100%	100%
Average of basic costs covered	79%	79%
Typical percentage of basic costs covered	80%	80%
Average of major costs covered	53%	53%
Typical percentage of major costs covered	50%	50%

Northeast Indiana Benefits: Healthcare (continued)

Three County South Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

VISION INSURANCE

Percentage of all companies offering a separate vision plan.	100%	100%
Percentage of those plans that cover glasses/contacts	100%	100%
Percentage of those plans that cover LASIK or similar procedures	0%	0%

How soon after hire is employee eligible for coverage?

One to 30 days	50%	50%
One to three months	0%	0%
Three to six months	50%	50%
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	\$7.93	\$7.93
Employee and spouse	\$14.14	\$14.14
Employee and child(ren)	\$14.65	\$14.65
Family	\$22.35	\$22.35

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: Healthcare (continued)

Three County South Region

Hourly

Salary

FINANCIAL BENEFITS AND INCENTIVES

LIFE INSURANCE

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

How soon after hire is employee covered?

One to 30 days	50%	50%
One to three months	0%	0%
Three to six months	50%	50%
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	100%	100%
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	26	26
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	50%	50%
Six months to one year.	0%	0%
After first year	0%	0%

LONG TERM DISABILITY

Percentage of all companies that offer a short-term disability benefit	100%	100%
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	26	26
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	50%	50%
Six months to one year.	0%	0%
After first year	0%	0%

Northeast Indiana Benefits: Healthcare (continued)

Three County South Region

Hourly

Salary

FINANCIAL BENEFITS AND INCENTIVES (continued)

COMMISSIONS AND INCENTIVES

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

PROFIT SHARING AND BONUSES

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

How soon after hire is employee eligible?

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

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

BONUS POOL

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

REFERRAL BONUS

Percentage of employers that pay a referral bonus 50%

RETENTION BONUS

Percentage of employers offering a retention bonus 50%0%
When are employees eligible?
 After six months 100% N/A
 After one year 0% N/A

SHIFT DIFFERENTIAL

Percentage of companies with more than one shift. 100%
 Percentage that pay a shift differential 100%
 Average hourly differential for second shift. \$1.63
 Average hourly differential for third shift \$1.38

Northeast Indiana Benefits: Healthcare (continued)

Three County South Region

Hourly

Salary

RETIREMENT

COMPANY FUNDED PENSION

Percentage of companies that offer traditional pension plan	0%	0%
Percentage of companies where the employee also contributes	N/A	N/A
Average age when employee is eligible to receive benefits	N/A	N/A
Typical age when employee is eligible to receive benefits	N/A	N/A

401(K) AND SIMILAR PLANS

Percentage of companies that offer a 401(k)/403(b) plan	100%	100%
Average percentage of wages an employee may contribute to fund	54%	54%
Typical percentage of wages an employee may contribute to fund	100%	100%
Percentage of companies where the employer contributes	100%	100%
Average percentage of contribution the employer matches	4%	4%
Typical percentage of contribution the employer matches	5%	5%
Average percentage of contribution the company matches	100% of the first 3%	
Percentage of companies where the match is guaranteed	50%	50%
Percentage of companies where the match is intended	50%	50%

How soon after hire is employee eligible to participate?

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

Northeast Indiana Benefits: Healthcare (continued)

Three County South Region

Hourly

Salary

OTHER INCENTIVES

WORKPLACE

Percentage of companies that offer these workplace benefits

Casual dress day (one per week)	100%	100%
Casual dress (every day)	0%	0%
Child day care services	50%	0%
Child care subsidy	0%	0%
Compressed work week	0%	0%
Discounted product purchases	50%	50%
Employee assistance programs	100%	37%
Emergency/sick child care	0%	0%
English as second language assistance	0%	0%
Fitness center membership subsidy	50%	50%
Fitness center on site	100%	100%
Flex time	50%	50%
Flexible spending account	50%	50%
Job sharing	0%	0%
Informal recognition program	50%	50%
Open communication policy	100%	100%
Scholarships-employees/spouses/children	50%	50%
Smoking cessation programs	0%	0%
Smoke-free work environment	50%	50%
Telecommuting	50%	50%
Transit subsidy	0%	0%
Tutoring-employees/spouses/children	0%	0%
Wellness program, resources and information	50%	50%
Other	0%	0%

COST OF BENEFITS

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

WORKPLACE

Healthcare



Northeast Indiana Workforce: Healthcare

Three County South Region

HIRING AND LAYOFFS

CHANGES IN STAFFING PRECEDING YEAR

Hiring

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

Total number of employees added in preceding six months 173

Average number of employees added in preceding six months 87

Layoffs

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

Total number of employees laid off in preceding six months 0

Average number of employees laid off in preceding six months 0

EXPECTED CHANGES IN STAFFING IN 2021

Hiring

Percentage of companies adding workers later in 2021 50%

Total anticipated increase later 2021 15

Average anticipated increase later in 2021 15

Layoffs

Percentage of companies expecting layoffs later in 2021 0%

Total anticipated layoffs later in 2021 0

Average anticipated layoffs later in 2021 0

No change

Percentage of companies anticipating neither hiring nor layoffs in 2021 50%

Percentage of companies uncertain of change in 2021 0%

EXPECTED CHANGES IN STAFFING IN 2022

Hiring

Percentage of companies adding workers in 2022 50%

Total anticipated increase in 2022 20

Average anticipated increase in 2022 20

Layoffs

Percentage of companies anticipating layoffs in 2022 0%

Total anticipated layoffs in 2022 0

Average anticipated layoff in 2022 0

No change

Percentage of companies anticipating no change in 2022 50%

Percentage of companies uncertain of change in 2022 0%

ANNUAL TURNOVER

Average annual turnover as percentage of employees 29%

Northeast Indiana Workforce: Healthcare (continued)

Three County South Region

STAFFING

INCENTIVES

Percentage of those companies offering these staffing incentives

Relax drug screening requirements	0%
Hire persons with disabilities	13%
Hire persons with felony records	0%
Expand internships	19%
Hire persons without high school or GED diploma	0%
Increase starting pay	69%
Pay hiring bonus	6%
Pay referral bonus	25%
Pay retention bonus	6%
Offer housing assistance	0%
Offer child care assistance	0%
None or none of above	13%

RECRUITING

Where employers recruit new workers

Employment agencies	60%
Indiana Career Connect	20%
Job fairs	100%
Newspapers	0%
Online	100%
Referrals	100%

PANDEMIC

Impact of the pandemic on employment environment

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

COVID19 Vaccine policies

	Hourly	Salaried
Employees are required to be vaccinated	5%	30%
Financial incentives offered to encourage vaccination	25%	15%

Northeast Indiana Workforce: Healthcare (continued)

Three County South Region

WORKFORCE DEVELOPMENT

MOST NEEDED SKILLS

Employers who say these abilities are most needed in workforce

Customer service	100%
Communications skills.	0%
People skills	0%
Strong work ethic.	0%
Showing up for work	0%
Time management.	0%
Problem solving.	0%
Commitment to quality.	50%
Detail oriented.	0%
Willingness to learn	0%
Ability to follow instructions	0%
Computer literacy	0%
Mathematics	0%
Read ruler/scale	0%
Machinist.	0%
Welding.	0%

NEEDED TECHNICAL SKILLS

Employers who say these tech skills are most needed in workforce

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

MINIMUM EDUCATION REQUIREMENTS

Employers who set these minimum education requirements

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

Northeast Indiana Workforce: Healthcare (continued)

Three County South Region

WORKFORCE DEVELOPMENT

EMPLOYERS FIND THESE POSITIONS MOST DIFFICULT TO FILL

Employers who say these positions are hardest to fill

Management	0%
All openings	0%
Maintenance positions	0%
Skilled trades	0%
Welders	0%
Machinists	0%
Technicians	0%
CDL drivers	0%
Production positions	0%
Off-shift openings	0%
Labor	0%
Engineers	0%
Nursing	100%
Other	0%

SALARY OUTLOOK

PAY INCREASES

In 2020

Percentage of companies giving pay raises in preceding 12 months	100%
Average raise given in preceding 12 months	2%
Typical raise given in preceding 12 months	3%

In 2022

Percentage of companies planning pay raises in next 12 months	100%
Average raise planned in next 12 months	2.00%
Typical increase planned in next 12 months	3%

Northeast Indiana Workforce: Healthcare (continued)

Three County South 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	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. 100% 100%

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

JOB SKILLS AND CAREER DEVELOPMENT

Percentage of companies with in-house skills and career development programs . . . 100% 100%

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

MENTORING

Percentage of companies with formal mentoring programs 100% 100%

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. 50%

Northeast Indiana Workforce: Healthcare (continued)

Three County South Region

SUBSTANCE SCREENING

DRUG TESTING

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

Which screening protocol is used?

Five panel 20%
 Seven panel 20%
 DOT 0%
 Other 60%

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

Current employees are screened

Randomly	20%	20%
After incident/injury	100%	100%
For cause	100%	100%

Employees who fail are

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

MARIJUANA TESTING

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

Percentage of companies that make allowance for prescription 50%

When are tests done?

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

Leisure, Retail, Hospitality and Restaurants



NORTHEAST INDIANA

2021 THREE COUNTY SOUTH REGION

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

Three County South Region	Number of Workers	Average Minimum Rate	Average Actual Rate	Average Maximum Rate
MANAGEMENT OCCUPATIONS				
General and Operations Managers	93	\$26.13	\$37.79	\$57.91
Sales Managers	12	\$35.82	\$50.60	\$72.92
Food Service Managers	46	\$14.59	\$20.46	\$24.19
BUSINESS AND FINANCIAL OPERATIONS OCCUPATIONS				
Buyers and Purchasing Agents	10	\$19.92	\$25.14	\$31.12
ARTS, DESIGN, ENTERTAINMENT, SPORTS, AND MEDIA OCCUPATIONS				
Merchandise Displayers and Window Trimmers	15	\$20.07	\$21.70	\$23.07
HEALTHCARE PRACTITIONERS AND TECHNICAL OCCUPATIONS				
Pharmacists	33	\$53.41	\$59.47	\$67.51
Pharmacy Technicians	44	\$12.22	\$14.16	\$16.55
PROTECTIVE SERVICE OCCUPATIONS				
Security Guards	10	\$9.81	\$12.07	\$19.27
FOOD PREPARATION AND SERVING RELATED OCCUPATIONS				
Chefs and Head Cooks	19	\$15.48	\$19.98	\$24.89
First-Line Supervisors of Food Preparation and Serving Workers	177	\$11.50	\$13.34	\$15.78
Cooks, Fast Food	61	\$8.10	\$8.92	\$10.06
Cooks, Restaurant	269	\$9.22	\$10.37	\$11.69
Cooks, Short Order	13	\$7.95	\$8.68	\$9.61
Food Preparation Workers	131	\$8.12	\$9.10	\$10.82
Bartenders	93	\$7.91	\$8.88	\$10.21
Fast Food and Counter Workers	960	\$8.29	\$9.23	\$10.52
Waiters and Waitresses	429	\$8.04	\$8.92	\$12.53
Dining Room and Cafeteria Attendants and Bartender Helpers	39	\$7.96	\$8.79	\$10.33
Dishwashers	58	\$7.94	\$8.55	\$9.33
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	76	\$8.02	\$8.84	\$10.30
Food Preparation and Serving Related Workers, All Other	13	\$8.90	\$9.96	\$11.40

Northeast Indiana Wages: Leisure, Hospitality, Retail, Restaurants

Three County South Region

	Number of Workers	Average Minimum Rate	Average Actual Rate	Average Maximum Rate
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BUILDING AND GROUNDS CLEANING AND MAINTENANCE OCCUPATIONS

Janitors and Cleaners, Except Maids and

Housekeeping Cleaners	39	\$9.77	\$12.27	\$14.92
Maids and Housekeeping Cleaners	25	\$7.90	\$9.46	\$11.44
Landscaping and Groundskeeping Workers	15	\$9.03	\$12.12	\$16.30

PERSONAL CARE AND SERVICE OCCUPATIONS

Amusement and Recreation Attendants	10	\$7.95	\$8.83	\$10.21
Exercise Trainers and Group Fitness Instructors	10	\$8.32	\$10.11	\$13.51

SALES AND RELATED OCCUPATIONS

First-Line Supervisors of Retail Sales Workers	309	\$11.99	\$15.16	\$21.08
Cashiers	826	\$8.13	\$9.19	\$10.63
Counter and Rental Clerks	22	\$8.20	\$9.34	\$12.70
Parts Salespersons	80	\$11.97	\$13.70	\$17.04
Retail Salespersons	997	\$8.60	\$10.18	\$13.11
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	25	\$18.65	\$25.34	\$40.73
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	19	\$20.32	\$27.44	\$39.78
Door-to-Door Sales Workers, News and Street Vendors, and Related Workers	21	\$4.37	\$9.57	\$17.96
Sales and Related Workers, All Other	11	\$9.07	\$11.12	\$18.90

OFFICE AND ADMINISTRATIVE SUPPORT OCCUPATIONS

First-Line Supervisors of Office and

Administrative Support Workers	49	\$17.31	\$23.70	\$32.00
Bookkeeping, Accounting, and Auditing Clerks	33	\$13.35	\$16.48	\$20.17
Customer Service Representatives	80	\$13.82	\$17.69	\$22.10
Hotel, Motel, and Resort Desk Clerks	19	\$9.17	\$10.36	\$12.10
Shipping, Receiving, and Inventory Clerks	39	\$13.44	\$16.23	\$19.39
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	14	\$11.25	\$14.47	\$17.93
Office Clerks, General	70	\$12.10	\$15.05	\$18.08

Northeast Indiana Wages: Leisure, Hospitality, Retail, Restaurants

Three County South Region

	Number of Workers	Average Minimum Rate	Average Actual Rate	Average Maximum Rate
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INSTALLATION, MAINTENANCE, AND REPAIR OCCUPATIONS

First-Line Supervisors of Mechanics, Installers, and Repairers	22	\$23.00	\$29.95	\$38.74
Automotive Service Technicians and Mechanics	94	\$12.22	\$15.51	\$20.27
Outdoor Power Equipment and Other Small Engine Mechanics	17	\$13.17	\$15.10	\$17.72
Recreational Vehicle Service Technicians	24	\$16.35	\$19.12	\$22.10
Tire Repairers and Changers	28	\$11.90	\$14.15	\$16.93
Maintenance and Repair Workers, General	31	\$15.50	\$20.07	\$24.54

PRODUCTION OCCUPATIONS

Bakers	11	\$10.33	\$12.12	\$14.08
Butchers and Meat Cutters	17	\$12.76	\$15.06	\$17.93

TRANSPORTATION AND MATERIAL MOVING OCCUPATIONS

First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	13	\$18.67	\$25.78	\$31.70
Driver/Sales Workers	44	\$9.03	\$11.49	\$17.76
Heavy and Tractor-Trailer Truck Drivers	17	\$17.34	\$20.57	\$25.10
Light Truck Drivers	62	\$9.72	\$15.04	\$20.14
Automotive and Watercraft Service Attendants	14	\$9.65	\$10.80	\$12.43
Cleaners of Vehicles and Equipment	27	\$9.18	\$11.49	\$14.28
Laborers and Freight, Stock, and Material Movers, Hand.	86	\$11.86	\$14.44	\$17.46
Packers and Packagers, Hand	23	\$11.96	\$13.78	\$16.14
Stockers and Order Fillers	319	\$10.05	\$11.96	\$15.21

BENEFITS



Leisure, Hospitality Retail and Restaurants

Northeast Indiana Benefits: Leisure, Hospitality, Retail, Restaurants

Three County South Region

Hourly

Salary

PAID TIME OFF

HOLIDAYS

Percentage of companies offering paid holidays	100%	100%
Typical number of paid holidays offered annually	7	7

Percentage of those companies offering these common holidays

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

COMBINED PAID TIME OFF

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

How Paid Time Off is earned

Average number of years that must be worked to earn 5 days	N/A	N/A
Typical number of years that must be worked to earn 5 days	N/A	N/A
Average number of years that must be worked to earn 10 days	N/A	N/A
Typical number of years that must be worked to earn 10 days	N/A	N/A
Average number of years that must be worked to earn 15 days	N/A	N/A
Typical number of years that must be worked to earn 15 days	N/A	N/A
Average number of years that must be worked to earn 20 days (when offered)	N/A	N/A
Typical number of years that must be worked to earn 20 days (when offered)	N/A	N/A

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

Three County South Region

Hourly

Salary

PAID TIME OFF (continued)

VACATION

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

How soon after hire may employee take paid vacation?

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

Number of days offered

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

How vacation time is earned

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

PERSONAL DAYS

Percentage of companies offering paid personal days 0% 0%

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

How soon after hire may employee take personal day?

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

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

Three County South Region

Hourly

Salary

PAID TIME OFF (continued)

BEREAVEMENT LEAVE

Percentage of companies offering paid bereavement leave	0%	0%
Average number of bereavement days offered annually	N/A	N/A
Typical number of bereavement days offered annually	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

COMPENSATION DURING JURY SERVICE

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

ILLNESS DAYS

Percentage of companies that offer paid illness days	100%	100%
Average number of paid illness days offered annually	0	0
Typical number of paid illness days offered per year	5	5
Average maximum number of illness days that may be accumulated	5	5
Typical number of paid illness days that may be accumulated	10	10

How soon after hire is employee eligible?

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

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

Three County South Region

Hourly

Salary

PAID TIME OFF (continued)

FAMILY MEDICAL LEAVE

Percentage of companies that offer Family Medical Leave	0%	.0%
Average number of weeks paid	N/A	N/A
Typical number of weeks paid	N/A	N/A
Average number of weeks unpaid	N/A	N/A
Typical number of weeks unpaid	N/A	N/A

MATERNITY LEAVE

Percentage of companies that offer Maternity Leave	0%	.0%
Average number of weeks paid	N/A	N/A
Typical number of weeks paid	N/A	N/A
Average number of weeks unpaid	N/A	N/A
Typical number of weeks unpaid	N/A	N/A

PATERNITY LEAVE

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

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

Three County South Region

Hourly

Salary

HEALTH RELATED BENEFITS

HEALTH INSURANCE OFFERED

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

HEALTH SAVINGS ACCOUNTS AND HEALTH REIMBURSEMENT ARRANGEMENTS

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

Average company contribution to HSA/HRA account

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

Typical company contribution to HSA/HRA account

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

Average annual out of pocket limit with HSA/HRA plan

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

Typical annual out of pocket limit with HSA/HRA plan

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

WELLNESS INCENTIVE

Percentage of companies that offer a wellness incentive	N/A	N/A
Average amount that may be earned	N/A	N/A
Typical amount that may be earned	N/A	N/A

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

Three County South Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS

SELF-INSURED COMPANIES

Traditional Plans

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)

Three County South Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

SELF-INSURED COMPANIES

High-Deductible Plan

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)

Three County South Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

INDEMNITY-INSURED COMPANIES

Traditional Plans

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)

Three County South Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

INDEMNITY INSURED COMPANIES

High-Deductible Plan

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)

Three County South Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

PRESCRIPTION DRUG BENEFIT

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

Retail copay when paying dollars

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

Mail order copay when paying dollars

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

Retail copay when paying a percentage

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

Mail order copay when paying a percentage

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

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

Three County South Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

DENTAL INSURANCE

Percentage of those plans that cover orthodontia N/A N/A

How soon after hire is employee eligible for coverage?

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

Deductibles and Limits

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

Premiums and Costs

Average monthly premium paid by employee for

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

Average monthly premium paid by employer for

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

Typical monthly premium paid by employer for

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

Percentage of Costs Covered

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

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

Three County South Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

VISION INSURANCE

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

How soon after hire is employee eligible for coverage?

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

Premiums and Costs

Average monthly premium paid by employee for:

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

Average monthly premium paid by employer for

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

Typical monthly premium paid by employer for

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

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

Three County South Region

Hourly

Salary

FINANCIAL BENEFITS AND INCENTIVES

LIFE INSURANCE

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

How soon after hire is employee covered?

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

SHORT TERM DISABILITY

Percentage of all companies that offer a short-term disability benefit	72%	70%
Average percentage of wages employee receives while on disability	N/A	N/A
Typical percentage of wages employee receives while on disability	N/A	N/A
Average age when employee no longer receives payment	N/A	N/A
Typical age when employee no longer receives payment	N/A	N/A

How soon after hire is employee covered?

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

LONG TERM DISABILITY

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

How soon after hire is employee covered?

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

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

Three County South Region

Hourly

Salary

FINANCIAL BENEFITS AND INCENTIVES (continued)

COMMISSIONS AND INCENTIVES

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

PROFIT SHARING AND BONUSES

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

How soon after hire is employee eligible?

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

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

BONUS POOL

Percentage of employers who have a bonus pool 50% 50%
 Average annual amount per employee \$4,500 \$6,000

REFERRAL BONUS

Percentage of employers that pay a referral bonus 0%

RETENTION BONUS

Percentage of employers offering a retention bonus N/A N/A

When are employees eligible?

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

SHIFT DIFFERENTIAL

Percentage of companies with more than one shift. 0%
 Percentage that pay a shift differential N/A
 Average hourly differential for second shift. N/A
 Average hourly differential for third shift N/A

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

Three County South Region

Hourly

Salary

RETIREMENT

COMPANY FUNDED PENSION

Percentage of companies that offer traditional pension plan	0%	0%
Percentage of companies where the employee also contributes	N/A	N/A
Average age when employee is eligible to receive benefits	N/A	N/A
Typical age when employee is eligible to receive benefits	N/A	N/A

401(K) AND SIMILAR PLANS

Percentage of companies that offer a 401(k)/403(b) plan	0%	0%
Average percentage of wages an employee may contribute to fund	N/A	N/A
Typical percentage of wages an employee may contribute to fund	N/A	N/A
Percentage of companies where the employer contributes	N/A	N/A
Average percentage of contribution the employer matches	N/A	N/A
Typical percentage of contribution the employer matches	N/A	N/A
Average percentage of contribution the company matches	N/A	N/A
Percentage of companies where the match is guaranteed	N/A	N/A
Percentage of companies where the match is intended	N/A	N/A

How soon after hire is employee eligible to participate?

One to 30 days	N/A	N/A
One to three months	N/A	N/A
Three to six months	N/A	N/A
Six months to a year	N/A	N/A
After one year	N/A	N/A

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

Three County South Region

Hourly

Salary

OTHER INCENTIVES

WORKPLACE

Percentage of companies that offer these workplace benefits

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

COST OF BENEFITS

Cost of benefits as percentage of wages N/A

WORKPLACE



Leisure, Hospitality, Retail and Restaurants

Northeast Indiana Workplace: Leisure, Hospitality, Retail, Restaurants

Three County South Region

HIRING AND LAYOFFS

CHANGES IN STAFFING PRECEDING YEAR

Hiring

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

Total number of employees added in preceding six months 2

Average number of employees added in preceding six months 2

Layoffs

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

Total number of employees laid off in preceding six months 0

Average number of employees laid off in preceding six months 0

EXPECTED CHANGES IN STAFFING IN 2021

Hiring

Percentage of companies adding workers later in 2021 100%

Total anticipated increase later 2021 2

Average anticipated increase later in 2021 2

Layoffs

Percentage of companies expecting layoffs later in 2021 0%

Total anticipated layoffs later in 2021 0

Average anticipated layoffs later in 2021 0

No change

Percentage of companies anticipating neither hiring nor layoffs in 2021 0%

Percentage of companies uncertain of change in 2021 0%

EXPECTED CHANGES IN STAFFING IN 2021

Hiring

Percentage of companies adding workers in 2022 0%

Total anticipated increase in 2022 0

Average anticipated increase in 2022 0

Layoffs

Percentage of companies anticipating layoffs in 2022 0%

Total anticipated layoffs in 2022 0

Average anticipated layoff in 2022 0

No change

Percentage of companies anticipating no change in 2022 100%

Percentage of companies uncertain of change in 2022 0%

ANNUAL TURNOVER

Average annual turnover as percentage of employees 0%

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

Three County South 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	0%
Hire persons without high school or GED diploma	0%
Increase starting pay	100%
Pay hiring bonus	0%
Pay referral bonus	0%
Pay retention bonus	0%
Offer housing assistance	0%
Offer child care assistance	0%
None or none of above	0%

RECRUITING

Where employers recruit new workers

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

PANDEMIC

Impact of the pandemic on employment environment

No impact	50%
Layoffs	6%
Furloughs	13%
Delay filling openings	6%
More flexible work from home policies	19%
Employment has grown	6%

COVID19 Vaccine policies

	Hourly	Salaried
Employees are required to be vaccinated	0%	0%
Financial incentives offered to encourage vaccination	6%	6%

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

Three County South Region

Hourly

Salary

WORKFORCE DEVELOPMENT

MOST NEEDED SKILLS

Employers who say these abilities are most needed in workforce

Customer service	100%
Communications skills.	0%
People skills	0%
Strong work ethic.	0%
Showing up for work	0%
Time management.	0%
Problem solving.	0%
Commitment to quality.	0%
Detail oriented.	0%
Willingness to learn	0%
Ability to follow instructions	0%
Computer literacy	0%
Mathematics	0%
Read ruler/scale	0%
Machinist.	0%
Welding.	0%

NEEDED TECHNICAL SKILLS

Employers who say these tech skills are most needed in workforce

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

MINIMUM EDUCATION REQUIREMENTS

Employers who set these minimum education requirements

High School/GED.	0%
Some college	0%
Associates degree.	0%
Bachelors degree	0%
Graduate degree.	0%
Professional license/tech certification	0%
None required	100%

Hourly

Salary

WORKFORCE DEVELOPMENT

EMPLOYERS FIND THESE POSITIONS MOST DIFFICULT TO FILL

Management	100%
All openings.....	0%
Maintenance positions.....	0%
Skilled trades	0%
Welders	0%
Machinists	0%
Technicians	0%
CDL drivers.....	0%
Production positions	0%
Off-shift openings	0%
Labor.....	0%
Engineers.....	0%
Other.....	0%

SALARY OUTLOOK

PAY INCREASES

In 2020

Percentage of companies giving pay raises in preceding 12 months	100%
Average raise given in preceding 12 months.....	5%
Typical raise given in preceding 12 months	3%

In 2021

Percentage of companies planning pay raises in next 12 months.....	100%
Average raise planned in next 12 months	5%
Typical increase planned in next 12 months.....	3%

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

Three County South 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	100%	. . . . .	100%
One to three months	0%	. . . . .	0%
Three to six months	0%	. . . . .	0%
Six months to one year	0%	. . . . .	0%
After 1 year	0%	. . . . .	0%

TUITION ASSISTANCE

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

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 0% 0%

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. 0%

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

Three County South Region

Hourly

Salary

SUBSTANCE SCREENING

DRUG TESTING

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

Which screening protocol is used?

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

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

Current employees are screened

Randomly	0%	.0%
After incident/injury	100%	100%
For cause	0%	.0%

Employees who fail are

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

MARIJUANA TESTING

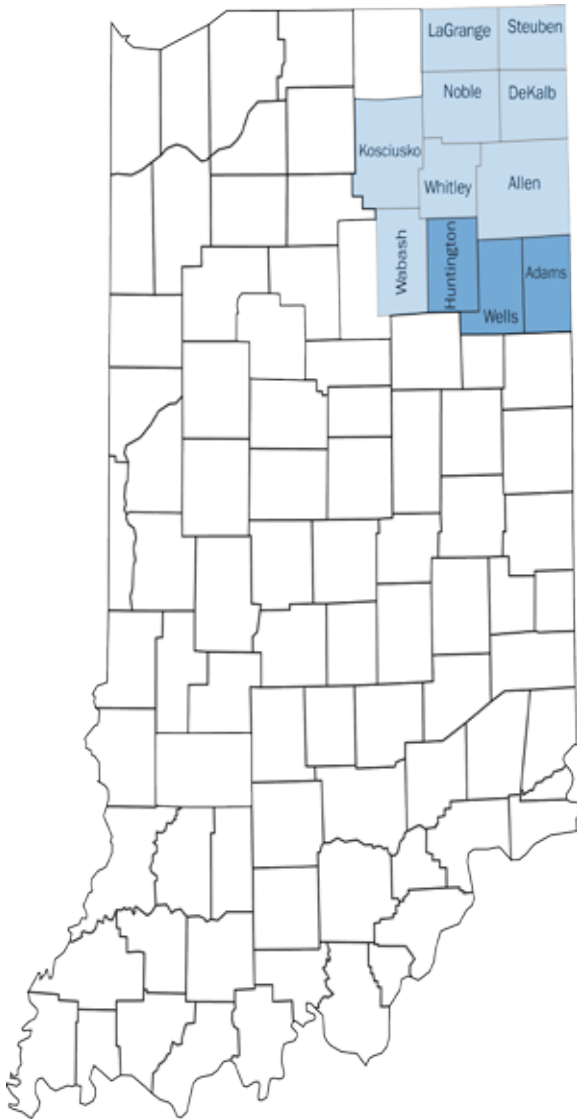
Percentage of companies that test for marijuana use **38%**
 Percentage of companies that make allowance for prescription 69%

When are tests done?

As part of hiring process 50%
 For cause or after incident 67%

Three County South Region Northeast Indiana

Supplemental Reports 2021



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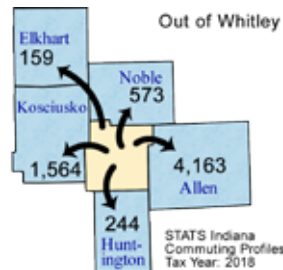
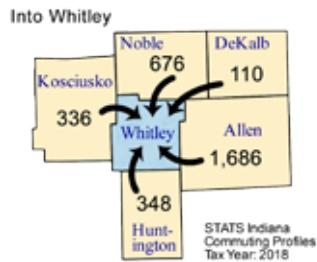
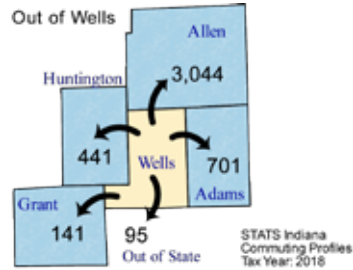
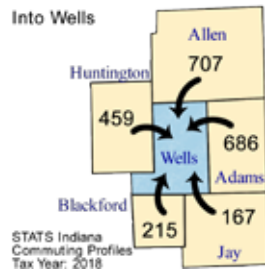
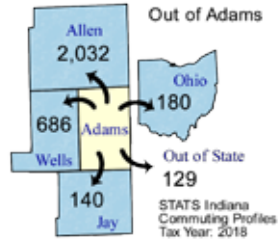
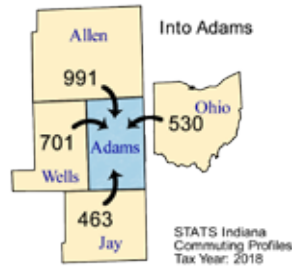
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WORKFORCE MOBILITY

COMMUTING INTO COUNTY

COMMUTING FROM COUNTY



Northeast Indiana Region Profile Three County South Region

POPULATION AND EDUCATIONAL ATTAINMENT

2019 Data:	Adams	Huntington	Wells	Three County South Region
Population Estimates	35,777	36,520	28,296	100,593
Total Population 25 and Older	21,520	25,142	19,186	65,848
Educational Attainment 2020				
- % High School or Higher	84.7%	91.8%	92.20%	n/a
- % Bachelors or Higher	15.5%	20.1%	18.20%	n/a
Median Age	33.7	40.6	40	n/a

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

LABOR FORCE AND INDUSTRY SECTORS

2019 Data:	Adams	Huntington	Wells	Three County South Region
By Place of Residence:				
Labor Force Estimates	17,255	18,344	14,514	50,113
Employed	16,785	17,745	14,123	48,653
Unemployed	470	599	391	1,460
Unemployment Rate	2.70%	3.30%	2.70%	2.90%
Average Wage per Job	\$41,092	\$40,696	\$41,240	\$41,009
2019 Data:				
Total by Place of Work	21,202.00	18,400	14,674	54,276
Wage & Salary	14,805.00	14,580	11,417	40,802
Private	17,317.00	16,136	12,567	46,020
- Accommodates, Food Service	986.00	1,202	632	2,820
- Arts, Ent. & Recreation	158.00	230	105	493
- Construction	2,329.00	876	782	3,987
- Health Care, Social Services	1,145.00	1,805	1,595	4,545
- Information	196.00	451	NA	647
- Manufacturing	5,246.00	3,643	2,680	11,569
- Professional, Technical Services	N/A	NA	NA	-
- Retail Trade	1,936	1,701	1,681	5,318
- Transportation, Warehousing	653	768	1,588	3,009
- Wholesale Trade	N/A	718	NA	718
- Other Private (not above)	3517*	3982*	1946*	97,371
Government (Local, State, Fed.)	2,375	1,559	1,402	5,336

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.

BENEFITS SURVEY PARTICIPANTS

We appreciate the assistance of 143 employers in the eleven-county northeastern Indiana region who contributed benefits data for this report. Most wished to remain confidential to protect corporate privacy. These agreed to be acknowledged:

20/20 Custom Molded Plastics, Bluffton
Adams Health Network, Decatur
Ag Plus, South Whitley
Alum-Elec Structures, Inc., Kendallville
American Mitsuba Corporation, Monroeville
Audiences Unlimited, Inc., Fort Wayne
Autoform Tool & Mfg., LLC, Angola
AWS Foundation Inc., Fort Wayne
Bollhoff, Inc., Kendallville
Briner Building Inc., Bluffton
Brotherhood Mutual Insurance Company, Fort Wayne

Bulldog Battery Corporation, Wabash
Cable Bullet, Warsaw
DeKalb Molded Plastics, Butler
Dexter Axle Company, Albion
FCC (Adams), LLC, Berne
Fort Wayne Metals, Fort Wayne
Goldshield Fiberglass, Inc., Decatur
Graphic Packaging Int'l, Kendallville
Heidtman Steel Products, Inc., Butler
Hendrickson, Kendallville
HF Group, LLC, North Manchester
IMI Greenfield
Janus International Group, LLC, Butler
JH Specialty, Inc., Fort Wayne
JICI, Inc., Angola
Kautex Textron, Avilla
KZ Inc., Shipshewana
Leggett & Platt Inc., Kendallville
Messenger, Auburn
Mid-States Tool & Machine, Decatur
MPS Egg Farms, North Manchester
NiSource, Merrillville

Novae Corp., Markle
ONXX Tool, Inc., Avilla
Parkview Health, Fort Wayne
Pena's Mechanical Contractors, Inc., Ossian
Rea Magnet Wire Company, Fort Wayne
ReliablePMW, Kendallville
Restoration Medical Polymers, Columbia City
Star Engineering and Machine Company, Bluffton
Swager Communications, Inc., Fremont
The Literacy Alliance Inc, Fort Wayne
Wabash County Animal Shelter, Inc., Wabash
Warner Electric Inc, Columbia City
Wayne Pipe & Supply, Inc., Fort Wayne
Whiteshire Hamroc LLC, Albion
Whitley Manufacturing Co., Inc, South Whitley
Wolfpack Chassis LLC, Kendallville

ABOUT THE WAGE DATA

Industry Data

Emsi industry data have various sources depending on the class of worker.

- For QCEW Employees, Emsi primarily uses the QCEW (Quarterly Census of Employment and Wages), with supplemental estimates from County Business Patterns.
- Non-QCEW employees data are based on a number of sources including QCEW, Current Employment Statistics, County Business Patterns, BEA State and Local Personal Income reports, the National Industry-Occupation Employment Matrix (NIOEM), the American Community Survey, and Railroad Retirement Board statistics.
- Self-Employed and Extended Proprietor classes of worker data are primarily based on the American Community Survey, Nonemployer Statistics, and BEA State and Local Personal Income Reports. Projections for QCEW and Non-QCEW Employees are informed by NIOEM and long-term industry projections published by individual states.

Indiana Data Sources

This report uses state data from the Indiana Department of Workforce Development.

Occupation Data

Emsi occupation employment data are based on final Emsi industry data and final Emsi staffing patterns. Wage estimates are based on Occupational Employment Statistics (QCEW and Non-QCEW Employees classes of worker) and the American Community Survey (Self-Employed and Extended Proprietors). Occupational wage estimates also affected by county-level Emsi earnings by industry.

Staffing Patterns Data

The staffing pattern data in this report are compiled from several sources using a specialized process. For QCEW and Non-QCEW Employees classes of worker, sources include Occupational Employment Statistics, the National Industry-Occupation Employment Matrix, and the American Community Survey. For the Self-Employed and Extended Proprietors classes of worker, the primary source is the American Community Survey, with a small amount of information from Occupational Employment Statistics.

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