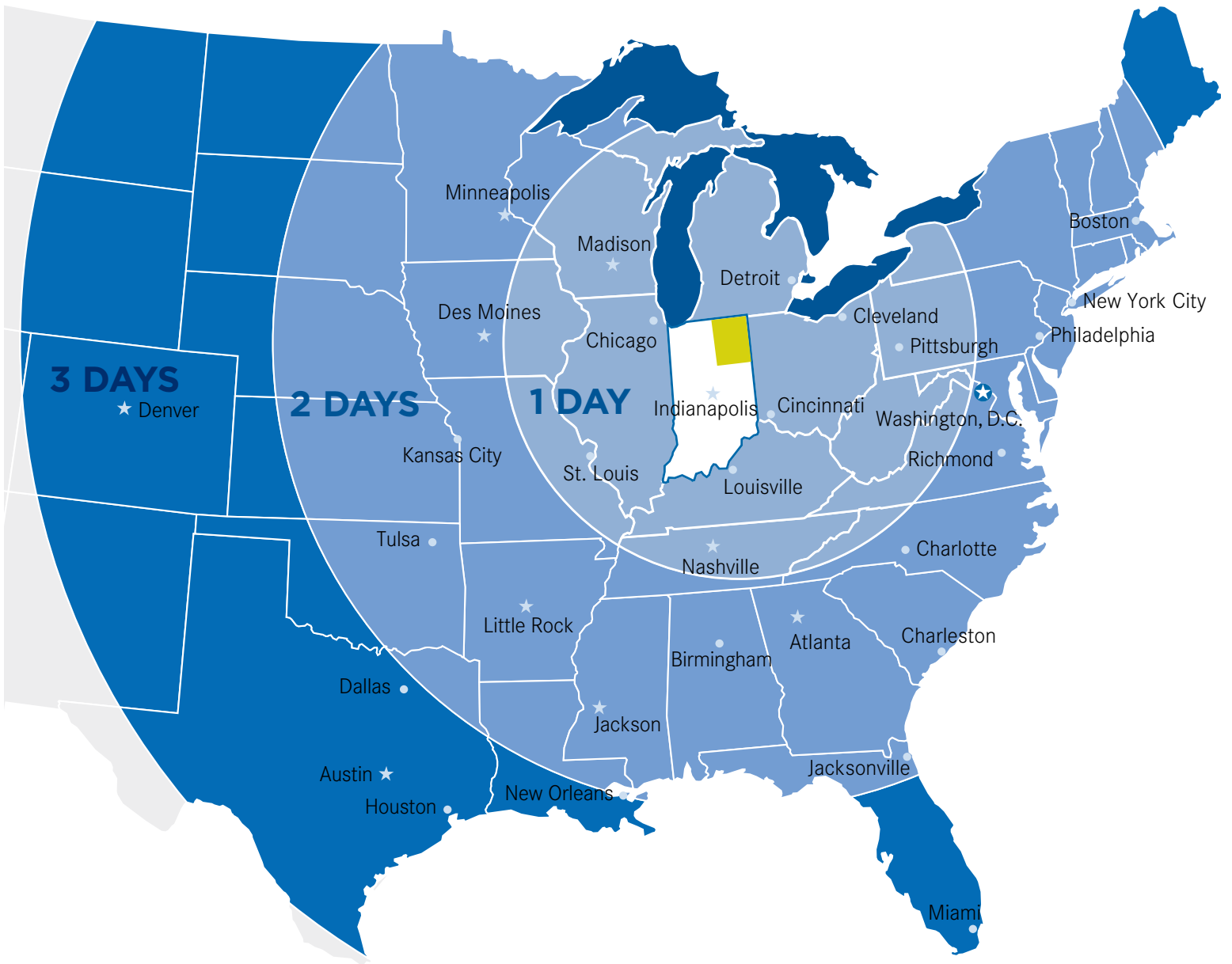


NORTHEAST INDIANA

WAGE AND BENEFITS SURVEY

THREE COUNTY SOUTH REGION

2023



SPONSORS



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INTRODUCTION

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

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

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

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

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

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

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

This report also includes workplace sections that assess employee skills and employer needs; the impact of the COVID-19 pandemic and vaccine availability on employment; and staffing and salary outlooks for 2023 and 2024.

This analysis was supported by the Adams County Economic Development Corporation; DeKalb County Economic Development Partnership; Greater Fort Wayne Incorporated; Huntington County Economic Development; Kosciusko Economic Development Corporation; LaGrange County Economic Development Corporation; Be Noble Inc.; Steuben County Economic Development Corporation; Grow Wabash County; Wells County Economic Development Corporation; and Whitley County Economic Development Corporation.

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

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

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

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DEFINITIONS AND INTERPRETATION OF THE DATA

EMPLOYER Classifications

This report is divided into these four industry classifications:

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

Professional, Finance and Information Services:

Includes finance and insurance; information; media; real estate development, sales rental and leasing; professional and business services; scientific and technical services; management, administration and support; waste management and remediation.

Construction: Includes construction utilities, logging, and mining.

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

WAGES Section

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

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

See *About the Wage Data* on Page 132.

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

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

BENEFITS Section

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

BENEFITS Section Definitions

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

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

WORKPLACE Section

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

Missing Data

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

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

Survey Preparation

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

Goods Producing and Logistics



NORTHEAST INDIANA

2023 THREE COUNTY SOUTH REGION

WAGES AND BENEFITS SURVEY



Goods Producing and Logistics

Includes manufacturing, transportation and warehousing, and wholesale trade,

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WAGES



Goods Producing and Logistics

Northeast Indiana Wages: Goods Producing and Logistics

Three County Region

	Number of Workers	Percentage of Workforce	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
MANAGEMENT OCCUPATIONS					
Chief Executives	8	0.1%	\$33.75	\$68.97	\$112.00
General and Operations Managers	205	1.4%	\$27.50	\$38.57	\$59.64
Marketing Managers	9	0.1%	\$36.59	\$46.42	\$72.57
Sales Managers	31	0.2%	\$35.40	\$45.99	\$65.73
Administrative Services Managers	10	0.1%	\$27.45	\$37.77	\$50.34
Facilities Managers	5	0.0%	\$27.18	\$34.67	\$44.76
Computer and Information Systems Managers	8	0.1%	\$38.90	\$50.14	\$64.25
Financial Managers	26	0.2%	\$30.13	\$45.21	\$61.62
Industrial Production Managers	119	0.8%	\$36.49	\$46.42	\$58.15
Purchasing Managers	9	0.1%	\$33.01	\$45.86	\$52.87
Transportation, Storage, and Distribution Managers	19	0.1%	\$35.04	\$45.29	\$52.84
Human Resources Managers	11	0.1%	\$36.08	\$46.32	\$58.00
Training and Development Managers	3	0.0%	\$38.68	\$43.93	\$57.30
Farmers, Ranchers, and Other Agricultural Managers	413	2.9%	\$7.56	\$15.15	\$28.61
Architectural and Engineering Managers	49	0.3%	\$48.08	\$61.85	\$79.50
Managers, All Other	29	0.2%	\$14.41	\$23.49	\$37.34
BUSINESS AND FINANCIAL OPERATIONS OCCUPATIONS					
Buyers and Purchasing Agents	72	0.5%	\$22.17	\$24.44	\$32.16
Compliance Officers	6	0.0%	\$21.44	\$27.86	\$35.64
Cost Estimators	20	0.1%	\$21.43	\$27.84	\$35.38
Human Resources Specialists	56	0.4%	\$18.24	\$22.94	\$29.63
Labor Relations Specialists	4	0.0%	\$21.70	\$27.49	\$35.34
Logisticians	15	0.1%	\$25.12	\$31.05	\$39.44
Project Management Specialists	19	0.1%	\$24.61	\$32.06	\$44.57
Management Analysts	9	0.1%	\$24.37	\$32.29	\$43.11
Training and Development Specialists	16	0.1%	\$19.07	\$24.42	\$33.37
Market Research Analysts and Marketing Specialists	33	0.2%	\$19.31	\$23.70	\$31.24
Business Operations Specialists, All Other	9	0.1%	\$20.78	\$27.56	\$34.95
Accountants and Auditors	71	0.5%	\$22.06	\$28.44	\$37.11
Financial and Investment Analysts	4	0.0%	\$28.10	\$36.43	\$47.97
COMPUTER AND MATHEMATICAL OCCUPATIONS					
Computer Systems Analysts	8	0.1%	\$28.80	\$37.50	\$48.20
Computer Network Support Specialists	6	0.0%	\$22.37	\$28.53	\$37.25
Computer User Support Specialists	22	0.2%	\$17.42	\$22.10	\$27.95
Computer Network Architects	3	0.0%	\$29.29	\$37.75	\$47.77
Network and Computer Systems Administrators	17	0.1%	\$27.55	\$34.64	\$46.08
Computer Programmers	5	0.0%	\$26.75	\$36.34	\$47.39
Software Developers	22	0.2%	\$31.47	\$39.87	\$49.88
Computer Occupations, All Other	3	0.0%	\$19.25	\$27.19	\$37.55

Northeast Indiana Wages: Goods Producing and Logistics

Three County Region

	Number of Workers	Percentage of Workforce	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
ARCHITECTURE AND ENGINEERING JOBS					
Chemical Engineers	4	0.0%	\$35.95	\$46.19	\$51.19
Electrical Engineers	29	0.2%	\$33.89	\$43.48	\$54.63
Electronics Engineers, Except Computer	10	0.1%	\$36.03	\$40.22	\$54.08
Industrial Engineers	268	1.9%	\$30.38	\$38.05	\$48.38
Materials Engineers	4	0.0%	\$23.47	\$31.15	\$45.92
Mechanical Engineers	65	0.5%	\$29.94	\$37.46	\$46.62
Engineers, All Other	13	0.1%	\$29.37	\$39.61	\$50.66
Architectural and Civil Drafters	4	0.0%	\$21.57	\$24.97	\$31.72
Mechanical Drafters	33	0.2%	\$21.34	\$26.83	\$34.07
Drafters, All Other	3	0.0%	\$17.03	\$22.03	\$27.38
Electrical and Electronic Engineering Technologists and Technicians	11	0.1%	\$22.24	\$26.92	\$35.80
Electro-Mechanical and Mechatronics Technologists and Technicians	3	0.0%	\$22.69	\$26.01	\$30.29
Industrial Engineering Technologists and Technicians	45	0.3%	\$22.68	\$24.52	\$30.21
Mechanical Engineering Technologists and Technicians	19	0.1%	\$22.26	\$25.67	\$28.78
Calibration Technologists and Technicians	7	0.1%	\$22.71	\$30.93	\$31.00
Engineering Technologists and Technicians, Except Drafters, All Other	4	0.0%	\$18.91	\$27.01	\$37.40
LIFE, PHYSICAL, AND SOCIAL SCIENCE OCCUPATIONS					
Food Scientists and Technologists	4	0.0%	\$21.28	\$26.90	\$37.27
Chemists	7	0.1%	\$30.17	\$36.18	\$46.65
Agricultural Technicians	6	0.0%	\$13.98	\$14.54	\$19.80
Food Science Technicians	7	0.0%	\$17.13	\$19.54	\$28.66
Chemical Technicians	10	0.1%	\$19.65	\$22.64	\$24.95
Occupational Health and Safety Specialists	12	0.1%	\$22.16	\$29.63	\$38.97
Occupational Health and Safety Technicians	8	0.1%	\$24.35	\$30.33	\$39.42
ARTS, DESIGN, ENTERTAINMENT, SPORTS, AND MEDIA OCCUPATIONS					
Commercial and Industrial Designers	5	0.0%	\$19.91	\$28.76	\$37.03
Graphic Designers	16	0.1%	\$18.44	\$20.56	\$24.19
Merchandise Displayers and Window Trimmers	5	0.0%	\$14.64	\$17.25	\$18.25
Public Relations Specialists	3	0.0%	\$17.96	\$23.00	\$29.50
PROTECTIVE SERVICE OCCUPATIONS					
Security Guards	9	0.1%	\$11.78	\$14.26	\$18.58

Northeast Indiana Wages: Goods Producing and Logistics

Three County Region

	Number of Workers	Percentage of Workforce	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
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FOOD PREPARATION AND SERVING RELATED OCCUPATIONS

First-Line Supervisors of Food Preparation and

Serving Workers	3	0.0%	\$12.73	\$13.71	\$16.93
Food Preparation Workers	15	0.1%	\$8.85	\$10.92	\$13.01

BUILDING AND GROUNDS CLEANING AND MAINTENANCE OCCUPATIONS

Janitors and Cleaners, Except Maids and

Housekeeping Cleaners	86	0.6%	\$10.49	\$12.51	\$16.34
Landscaping and Groundskeeping Workers	6	0.0%	\$12.43	\$13.75	\$16.74

SALES AND RELATED OCCUPATIONS

First-Line Supervisors of Non-Retail Sales Workers	5	0.0%	\$18.39	\$30.22	\$43.92
Cashiers	6	0.0%	\$8.36	\$9.95	\$10.95
Parts Salespersons	5	0.0%	\$12.57	\$13.53	\$16.85
Retail Salespersons	21	0.1%	\$10.01	\$11.84	\$13.69
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	25	0.2%	\$17.95	\$28.20	\$42.31
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	14	0.1%	\$25.26	\$37.96	\$59.75
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	204	1.4%	\$22.39	\$29.33	\$39.34
Sales Engineers	10	0.1%	\$22.49	\$35.15	\$51.36
Sales and Related Workers, All Other	3	0.0%	\$12.57	\$13.91	\$15.03

OFFICE AND ADMINISTRATIVE SUPPORT OCCUPATIONS

First-Line Supervisors of Office and Administrative

Support Workers	71	0.5%	\$18.36	\$23.78	\$30.07
Bill and Account Collectors	3	0.0%	\$13.16	\$15.81	\$17.19
Billing and Posting Clerks	15	0.1%	\$13.65	\$16.87	\$20.36
Bookkeeping, Accounting, and Auditing Clerks	103	0.7%	\$14.41	\$17.29	\$21.66
Payroll and Timekeeping Clerks	8	0.1%	\$16.50	\$18.55	\$22.34
Customer Service Representatives	111	0.8%	\$13.73	\$17.35	\$21.48
Order Clerks	13	0.1%	\$12.93	\$14.36	\$18.82
Human Resources Assistants, Except Payroll and Timekeeping	4	0.0%	\$15.38	\$17.67	\$21.02
Receptionists and Information Clerks	14	0.1%	\$11.04	\$12.84	\$15.69
Reservation and Transportation Ticket Agents and Travel Clerks	3	0.0%	\$10.27	\$11.14	\$15.12
Information and Record Clerks, All Other	3	0.0%	\$14.30	\$17.32	\$21.58
Cargo and Freight Agents	17	0.1%	\$17.90	\$21.28	\$25.45

Northeast Indiana Wages: Goods Producing and Logistics

Three County Region

	Number of Workers	Percentage of Workforce	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
Dispatchers, Except Police, Fire, and Ambulance	35	0.2%	\$14.67	\$19.71	\$22.42
Production, Planning, and Expediting Clerks.	81	0.6%	\$20.97	\$23.49	\$29.59
Shipping, Receiving, and Inventory Clerks.	280	1.9%	\$14.33	\$15.47	\$21.14
Weighers, Measurers, Checkers, and Samplers, Recordkeeping	16	0.1%	\$17.52	\$18.41	\$22.89
Executive Secretaries and Executive Administrative Assistants	5	0.0%	\$18.64	\$22.07	\$28.04
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	45	0.3%	\$12.87	\$14.57	\$17.62
Data Entry Keyers	5	0.0%	\$13.49	\$14.49	\$17.62
Office Clerks, General	223	1.5%	\$13.33	\$14.47	\$18.51

FARMING, FISHING, AND FORESTRY OCCUPATIONS

First-Line Supervisors of Farming, Fishing, and Forestry Workers	24	0.2%	\$13.01	\$19.61	\$27.38
Agricultural Inspectors	4	0.0%	\$17.26	\$21.03	\$25.89
Graders and Sorters, Agricultural Products.	12	0.1%	\$12.74	\$14.66	\$17.13
Agricultural Equipment Operators.	36	0.3%	\$11.57	\$14.72	\$19.68
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	238	1.7%	\$9.64	\$12.50	\$16.18
Farmworkers, Farm, Ranch, and Aquacultural Animals	112	0.8%	\$8.63	\$12.58	\$16.90
Agricultural Workers, All Other	43	0.3%	\$9.56	\$13.33	\$17.51
Fallers	15	0.1%	\$17.89	\$22.65	\$26.64
Logging Equipment Operators.	26	0.2%	\$8.29	\$13.92	\$22.20
Logging Workers, All Other.	3	0.0%	\$6.37	\$12.42	\$23.52

CONSTRUCTION AND EXTRACTION OCCUPATIONS

First-Line Supervisors of Construction Trades and Extraction Workers	12	0.1%	\$21.63	\$28.66	\$36.94
Carpenters	23	0.2%	\$16.02	\$21.70	\$27.99
Cement Masons and Concrete Finishers	3	0.0%	\$17.60	\$22.40	\$27.02
Construction Laborers	11	0.1%	\$14.72	\$18.17	\$23.29
Operating Engineers and Other Construction Equipment Operators	20	0.1%	\$20.10	\$26.71	\$32.79
Electricians.	33	0.2%	\$19.72	\$25.75	\$33.02
Painters, Construction and Maintenance	4	0.0%	\$12.81	\$16.82	\$21.52
Plumbers, Pipefitters, and Steamfitters	9	0.1%	\$17.54	\$24.17	\$33.28
Sheet Metal Workers	17	0.1%	\$15.58	\$19.90	\$29.97
Structural Iron and Steel Workers	7	0.1%	\$17.96	\$22.80	\$29.60
Rail-Track Laying and Maintenance Equipment Operators	5	0.0%	\$22.67	\$29.00	\$35.99
Excavating and Loading Machine and Dragline Operators, Surface Mining	6	0.0%	\$19.49	\$23.41	\$27.53

Northeast Indiana Wages: Goods Producing and Logistics

Three County Region

	Number of Workers	Percentage of Workforce	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
INSTALLATION, MAINTENANCE, AND REPAIR OCCUPATIONS					
First-Line Supervisors of Mechanics, Installers, and Repairers	55	0.4%	\$22.25	\$28.61	\$36.29
Electrical and Electronics Repairers, Commercial and Industrial Equipment	7	0.1%	\$24.33	\$27.73	\$34.33
Aircraft Mechanics and Service Technicians	12	0.1%	\$25.41	\$29.72	\$32.90
Automotive Body and Related Repairers	4	0.0%	\$15.68	\$20.41	\$22.28
Automotive Service Technicians and Mechanics	10	0.1%	\$13.04	\$15.81	\$21.04
Bus and Truck Mechanics and Diesel Engine Specialists	82	0.6%	\$18.63	\$21.84	\$24.33
Mobile Heavy Equipment Mechanics, Except Engines	11	0.1%	\$20.05	\$26.06	\$30.39
Rail Car Repairers	5	0.0%	\$21.83	\$28.78	\$38.45
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	3	0.0%	\$17.36	\$22.87	\$28.35
Industrial Machinery Mechanics	129	0.9%	\$19.65	\$24.30	\$28.99
Maintenance Workers, Machinery	22	0.2%	\$14.25	\$18.90	\$24.44
Millwrights	10	0.1%	\$22.28	\$27.32	\$31.23
Maintenance and Repair Workers, General	263	1.8%	\$16.64	\$21.14	\$26.97
Coin, Vending, and Amusement Machine Servicers and Repairers	5	0.0%	\$17.74	\$21.06	\$23.33
Helpers--Installation, Maintenance, and Repair Workers	4	0.0%	\$10.56	\$13.13	\$16.56
Installation, Maintenance, and Repair Workers, All Other	8	0.1%	\$14.38	\$16.48	\$18.59

PRODUCTION OCCUPATIONS					
First-Line Supervisors of Production and Operating Workers	431	3.0%	\$23.21	\$29.34	\$36.96
Coil Winders, Tapers, and Finishers	15	0.1%	\$17.00	\$18.87	\$24.02
Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers	206	1.4%	\$15.03	\$18.01	\$19.18
Engine and Other Machine Assemblers	30	0.2%	\$17.18	\$19.91	\$23.00
Structural Metal Fabricators and Fitters	26	0.2%	\$16.47	\$18.76	\$21.17
Fiberglass Laminators and Fabricators	27	0.2%	\$18.82	\$21.97	\$23.89
Miscellaneous Assemblers and Fabricators	1479	10.3%	\$14.54	\$17.87	\$23.17
Bakers	5	0.0%	\$10.82	\$13.25	\$14.51
Butchers and Meat Cutters	13	0.1%	\$12.31	\$13.93	\$17.81
Meat, Poultry, and Fish Cutters and Trimmers	73	0.5%	\$14.84	\$17.82	\$18.42
Slaughterers and Meat Packers	25	0.2%	\$14.18	\$14.77	\$18.55
Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	101	0.7%	\$16.58	\$19.75	\$22.05
Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders	20	0.1%	\$18.24	\$19.91	\$20.66
Food Batchmakers	170	1.2%	\$14.49	\$18.36	\$20.58

Northeast Indiana Wages: Goods Producing and Logistics

Three County Region

	Number of Workers	Percentage of Workforce	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
Food Cooking Machine Operators and Tenders	15	0.1%	\$12.05	\$13.68	\$17.56
Food Processing Workers, All Other	19	0.1%	\$12.90	\$16.02	\$17.67
Forging Machine Setters, Operators, and Tenders, Metal and Plastic	6	0.0%	\$16.84	\$21.19	\$27.76
Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	17	0.1%	\$16.79	\$18.39	\$24.28
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	506	3.5%	\$16.50	\$17.69	\$21.40
Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic	3	0.0%	\$14.14	\$19.12	\$21.03
Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	108	0.7%	\$14.02	\$17.48	\$20.97
Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	41	0.3%	\$17.53	\$21.41	\$22.37
Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic	9	0.1%	\$18.29	\$21.43	\$22.73
Machinists	427	3.0%	\$18.42	\$23.38	\$29.28
Metal-Refining Furnace Operators and Tenders	12	0.1%	\$17.35	\$18.16	\$22.92
Pourers and Casters, Metal	8	0.1%	\$14.87	\$17.82	\$20.56
Foundry Mold and Coremakers	13	0.1%	\$13.76	\$17.13	\$17.23
Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	391	2.7%	\$15.96	\$17.55	\$22.04
Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	215	1.5%	\$16.41	\$17.97	\$22.75
Tool and Die Makers	103	0.7%	\$18.13	\$24.10	\$29.03
Welders, Cutters, Solderers, and Brazers	372	2.6%	\$18.02	\$18.97	\$23.42
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	26	0.2%	\$16.94	\$17.88	\$20.20
Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	14	0.1%	\$13.15	\$16.96	\$20.26
Plating Machine Setters, Operators, and Tenders, Metal and Plastic	26	0.2%	\$12.83	\$13.50	\$16.43
Metal Workers and Plastic Workers, All Other	8	0.1%	\$16.47	\$17.71	\$20.89
Prepress Technicians and Workers	13	0.1%	\$12.05	\$12.49	\$19.07
Printing Press Operators	50	0.3%	\$14.85	\$18.62	\$23.53
Print Binding and Finishing Workers	17	0.1%	\$15.57	\$15.93	\$19.91
Sewing Machine Operators	42	0.3%	\$12.16	\$13.80	\$16.33
Extruding and Forming Machine Setters, Operators, and Tenders, Synthetic and Glass Fibers	9	0.1%	\$18.44	\$20.38	\$22.21
Upholsterers	30	0.2%	\$17.88	\$18.69	\$18.69
Textile, Apparel, and Furnishings Workers, All Other	3	0.0%	\$13.93	\$14.99	\$17.71
Cabinetmakers and Bench Carpenters	80	0.6%	\$15.39	\$22.65	\$29.83

Northeast Indiana Wages: Goods Producing and Logistics

Three County Region

	Number of Workers	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
Furniture Finishers	14	0.1%	\$14.95	\$15.59 \$19.12
Sawing Machine Setters, Operators, and Tenders, Wood	10	0.1%	\$13.82	\$16.78 \$20.80
Woodworking Machine Setters, Operators, and Tenders, Except Sawing	34	0.2%	\$14.18	\$17.72 \$21.05
Woodworkers, All Other	4	0.0%	\$8.45	\$15.45 \$23.11
Water and Wastewater Treatment Plant and System Operators	4	0.0%	\$17.98	\$20.67 \$23.11
Chemical Plant and System Operators	3	0.0%	\$14.13	\$17.73 \$22.64
Chemical Equipment Operators and Tenders	44	0.3%	\$18.02	\$22.41 \$23.18
Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	24	0.2%	\$17.74	\$19.29 \$22.40
Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	23	0.2%	\$14.93	\$19.24 \$23.07
Grinding and Polishing Workers, Hand	11	0.1%	\$14.74	\$15.39 \$18.21
Mixing and Blending Machine Setters, Operators, and Tenders	112	0.8%	\$15.16	\$19.99 \$23.55
Cutters and Trimmers, Hand	5	0.0%	\$13.06	\$17.62 \$19.05
Cutting and Slicing Machine Setters, Operators, and Tenders	19	0.1%	\$14.95	\$18.86 \$22.90
Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	23	0.2%	\$14.58	\$18.78 \$22.60
Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	7	0.0%	\$14.86	\$18.53 \$22.07
Inspectors, Testers, Sorters, Samplers, and Weighers	370	2.6%	\$16.77	\$18.35 \$22.79
Dental Laboratory Technicians	7	0.0%	\$14.58	\$16.97 \$21.02
Medical Appliance Technicians	12	0.1%	\$13.24	\$15.80 \$22.02
Ophthalmic Laboratory Technicians	4	0.0%	\$11.54	\$15.71 \$17.53
Packaging and Filling Machine Operators and Tenders	222	1.5%	\$14.53	\$16.29 \$18.34
Painting, Coating, and Decorating Workers	22	0.2%	\$13.23	\$14.62 \$17.32
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	146	1.0%	\$14.17	\$17.67 \$21.87
Computer Numerically Controlled Tool Operators	120	0.8%	\$17.73	\$20.87 \$23.04
Computer Numerically Controlled Tool Programmers	13	0.1%	\$22.58	\$25.69 \$31.19
Adhesive Bonding Machine Operators and Tenders	36	0.3%	\$11.94	\$13.04 \$13.68
Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	8	0.1%	\$14.82	\$16.36 \$19.41
Cooling and Freezing Equipment Operators and Tenders	3	0.0%	\$22.89	\$28.88 \$28.93
Etchers and Engravers	3	0.0%	\$14.96	\$19.23 \$20.20
Molders, Shapers, and Casters, Except Metal and Plastic	13	0.1%	\$16.81	\$17.85 \$20.11
Paper Goods Machine Setters, Operators, and Tenders	23	0.2%	\$12.93	\$13.23 \$19.39
Helpers--Production Workers	85	0.6%	\$14.21	\$16.76 \$18.26
Production Workers, All Other	28	0.2%	\$13.41	\$14.25 \$17.73

Northeast Indiana Wages: Goods Producing and Logistics

Three County Region

	Number of Workers	Percentage of Workforce	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
TRANSPORTATION AND MATERIAL MOVING OCCUPATIONS					
First-Line Supervisors of Transportation and Material Moving					
Workers, Except Aircraft Cargo Handling Supervisors	105	0.7%	\$18.41	\$23.00	\$29.37
Driver/Sales Workers	20	0.1%	\$8.22	\$9.12	\$18.22
Heavy and Tractor-Trailer Truck Drivers	865	6.0%	\$18.09	\$22.66	\$27.00
Light Truck Drivers	102	0.7%	\$12.21	\$17.41	\$21.99
Shuttle Drivers and Chauffeurs	12	0.1%	\$8.60	\$10.74	\$12.66
Motor Vehicle Operators, All Other	7	0.0%	\$7.97	\$8.51	\$11.15
Locomotive Engineers	15	0.1%	\$23.59	\$30.69	\$35.11
Railroad Brake, Signal, and Switch Operators and Locomotive Firers					
	5	0.0%	\$38.94	\$39.11	\$39.24
Railroad Conductors and Yardmasters	16	0.1%	\$27.31	\$29.26	\$31.28
Conveyor Operators and Tenders	10	0.1%	\$15.12	\$18.96	\$22.18
Crane and Tower Operators	11	0.1%	\$19.60	\$21.41	\$27.74
Industrial Truck and Tractor Operators	320	2.2%	\$16.67	\$18.41	\$21.82
Cleaners of Vehicles and Equipment	35	0.2%	\$10.01	\$12.54	\$14.12
Laborers and Freight, Stock, and Material Movers, Hand.	780	5.4%	\$13.89	\$16.43	\$17.84
Machine Feeders and Offbearers	75	0.5%	\$13.79	\$16.48	\$22.15
Packers and Packagers, Hand	191	1.3%	\$12.13	\$16.36	\$18.28
Stockers and Order Fillers	245	1.7%	\$11.08	\$13.52	\$15.37

BENEFITS



Goods Producing and Logistics

Northeast Indiana Benefits: Goods Producing and Logistics

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	9	9

Percentage of those companies offering these common holidays

New Year's Eve	53%	53%
New Year's Day	94%	94%
Martin Luther King Jr.	0%	0%
Lincoln's Birthday	0%	0%
President's Day	0%	0%
Washington's Birthday	0%	0%
Good Friday	71%	71%
Memorial Day	100%	100%
Independence Day	100%	94%
Labor Day	94%	94%
Columbus Day	0%	0%
Election Day	0%	0%
Floating Holiday	41%	41%
Veterans' Day	0%	0%
Thanksgiving Day	100%	100%
Day After Thanksgiving	88%	88%
Christmas Eve	65%	65%
Christmas Day	100%	100%
Other	24%	18%

COMBINED PAID TIME OFF

Percentage of companies that combine vacation, sick and personal days	18%	12%
Average number of PTO days offered first year	1	2
Typical number of PTO days offered first year	10	15
Average number of carryover days per year	2	3

How Paid Time Off is earned

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

Northeast Indiana Benefits: Goods Producing and Logistics (continued)

Three County South Region

Hourly

Salary

PAID TIME OFF (continued)

VACATION

Percentage of all companies that offer paid vacation **88%** **88%**

How soon after hire may employee take paid vacation?

One to 30 days	13%	47%
One to three months	20%	13%
Three to six months	27%	20%
Six months to one year	20%	7%
After 1 year	20%	13%

Number of days offered

Average number of paid vacation days offered in first year:	6	6
Typical number of vacation days offered in first year:	5	5

How vacation time is earned

Average number of years that must be worked to earn 5 days	1	1
Typical number of years that must be worked to earn 5 days	1	First Year
Average number of years that must be worked to earn 10 days	2	1
Typical number of years that must be worked to earn 10 days	2	1
Average number of years that must be worked to earn 15 days	7	6
Typical number of years that must be worked to earn 15 days	5	5
Average number of years that must be worked to earn 20 days (when offered)	20	20
Typical number of years that must be worked to earn 20 days (when offered)	10	10
Average number of years that must be worked to earn more than 20 days (when offered)	15	14
Typical number of years that must be worked to earn more than 20 days (when offered)	20	20

PERSONAL DAYS

Percentage of companies offering paid personal days **29%** **18%**

Average number of personal days offered per year	4	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	20%	33%
One to three months	40%	0%
Three to six months	20%	33%
Six months to one year	0%	0%
After 1 year	20%	33%

Northeast Indiana Benefits: Goods Producing and Logistics (continued)

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	3	3
Typical number of bereavement days offered annually	3	3

How soon after hire is employee eligible?

One to 30 days	47%	71%
One to three months	29%	24%
Three to six months	24%	6%
Six months to year	0%	0%
After one year	0%	0%

COMPENSATION DURING JURY SERVICE

Percentage of companies that pay employees during jury service	76%	76%
Percentage of those that pay regular wages plus payment from court	31%	54%
Percentage of those that pay regular wages minus payment from court	69%	46%
Percentage where employee receives only payment from court	24%	24%

ILLNESS DAYS

Percentage of companies that offer paid illness days	12%	29%
Average number of paid illness days offered annually	3	5
Typical number of paid illness days offered per year	5	5
Average maximum number of illness days that may be accumulated	10	7
Typical number of paid illness days that may be accumulated	10	10

How soon after hire is employee eligible?

One to 30 days	50%	40%
One to three months	50%	60%
Three to six months	0%	0%
Six months to one year	0%	0%
After 1 year	0%	0%

Northeast Indiana Benefits: Goods Producing and Logistics (continued)

Three County South Region

Hourly

Salary

PAID TIME OFF (continued)

FAMILY MEDICAL LEAVE

Percentage of companies that offer Family Medical Leave	67%	67%
Average number of weeks paid	1	1
Typical number of weeks paid	0	0
Average number of weeks unpaid	11	11
Typical number of weeks unpaid	0	0

MATERNITY LEAVE

Percentage of companies that offer Maternity Leave	48%	48%
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

PATERNITY LEAVE

Percentage of companies that offer Paternity Leave	36%	36%
Average number of weeks paid	0	0
Typical number of weeks paid	0	0
Average number of weeks unpaid	9	9
Typical number of weeks unpaid	0	0

Northeast Indiana Benefits: Goods Producing and Logistics (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	80%	80%
Percentage of companies reporting indemnity insurance	23%	23%
Percentage of companies that offer a single plan	40%	43%
Percentage of companies that offer multiple plans	60%	57%
Percentage of companies offering traditional plans	83%	83%
Percentage of companies offering high-deductible plans	49%	49%
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	9%	11%
Percentage of companies offering optional HSA or HRA plan	46%	46%
Percentage of companies with no HSA or HRA plan	46%	43%

Average company contribution to HSA/HRA account

For employee only plan	\$437	\$423
For family plan	\$718	\$698

Typical company contribution to HSA/HRA account

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

Average annual out of pocket limit with HSA/HRA plan

Average maximum annual out of pocket expense single	\$4,133	\$4,133
Average maximum annual out of pocket expense family	\$8,103	\$8,103

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	54%	54%
Average amount that may be earned	\$624	\$624
Typical amount that may be earned	\$500	\$500

Northeast Indiana Benefits: Goods Producing and Logistics (continued)

Three County South Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS

SELF-INSURED COMPANIES

Traditional Plans

Percentage of self-insured companies offering traditional plans	61%	58%
Percentage that offer family coverage	100%	100%

How soon after hire is employee eligible?

One to 30 days	26%	59%
One to three months	65%	41%
Three to six months	4%	0%
Six months to year	4%	0%
After one year	0%	0%

Average monthly premium paid by employee for:

Employee only coverage	\$128.07	\$136.29
Employee and spouse	\$319.63	\$307.93
Employee and child	\$287.90	\$279.90
Family	\$443.48	\$430.50

Average monthly cost paid by employer for each employee

Employee-only coverage	\$701.74	\$667.16
Employee and spouse	\$667.16	\$1,303.40
Employee and child	\$1,222.14	\$1,651.26
Family	\$1,811.73	\$1,830.81

Deductibles

Average annual deductible per person	\$1,260.43	\$1,304.09
Typical annual deductible per person	\$1,500.00	\$1,500.00
Average annual deductible per family	\$2,880.91	\$2,871.82
Typical annual deductible per family	\$3,000.00	\$3,000.00

Copays and Limits

Average percentage of costs covered by insurance	78%	78%
Typical percentage of costs covered by insurance	80%	80%
Average copay for physician office visit	\$21.14	\$20.71
Typical copay for physician office visit	\$20.00	\$20.00

Average out of pocket limit

Single coverage	\$3,636.74	\$3,713.41
Family Coverage	\$7,606.36	\$7,526.82

Typical out of pocket limit

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

Northeast Indiana Benefits: Goods Producing and Logistics (continued)

Three County South Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

SELF-INSURED COMPANIES

High-Deductible Plan

Percentage of self-insured companies offering high-deductible plans	53%	53%
Percentage that offer family coverage	100%	100%

How soon after hire is employee eligible?

One to 30 days	22%	44%
One to three months	67%	56%
Three to six months	11%	0%
Six months to year	0%	0%
After one year	0%	0%

Average monthly premium paid by employee for:

Employee only coverage	\$103.44	\$106.86
Employee and spouse	\$291.95	\$267.05
Employee and child	\$239.42	\$222.27
Family	\$426.91	\$386.03

Average monthly cost paid by employer for each employee

Employee-only coverage	\$410.11	\$408.34
Employee and spouse	\$817.13	\$853.66
Employee and child	\$736.33	\$764.08
Family	\$1,146.31	\$1,210.13

Deductibles

Average annual deductible per person	\$2,905.56	\$2,905.56
Typical annual deductible per person	\$1,500.00	\$1,500.00
Average annual deductible per family	\$6,205.56	\$6,205.56
Typical annual deductible per family	\$3,000.00	\$3,000.00

Copays and Limits

Average percentage of costs covered by insurance	92%	92%
Typical percentage of costs covered by insurance	80%	80%
Average copay for physician office visit	\$56.25	\$56.25
Typical copay for physician office visit	\$20.00	\$20.00

Average out of pocket limit

Single coverage	\$4,356.25	\$4,356.25
Family Coverage	\$8,662.50	\$8,662.50

Typical out of pocket limit

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

Northeast Indiana Benefits: Goods Producing and Logistics (continued)

Three County South Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

INDEMNITY-INSURED COMPANIES

Traditional Plans

Percentage of indemnity-insured companies offering traditional plans	50%	50%
Percentage that offer family coverage	100%	100%

How soon after hire is employee eligible?

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

Average monthly premium paid by employee for:

Employee only coverage	\$240.00	\$240.00
Employee and spouse	\$425.00	\$425.00
Employee and child	\$374.00	\$374.00
Family	\$548.00	\$548.00

Average monthly cost paid by employer for each employee

Employee-only coverage	\$452.00	\$452.00
Employee and spouse	\$452.00	\$1,030.00
Employee and child	\$942.00	\$942.00
Family	\$1,558.00	\$1,558.00

Deductibles

Average annual deductible per person	\$5,000.00	\$5,000.00
Typical annual deductible per person	\$1,500.00	\$1,500.00
Average annual deductible per family	\$10,000.00	\$10,000.00
Typical annual deductible per family	\$3,000.00	\$3,000.00

Copays and Limits

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

Average out of pocket limit

Single coverage	\$2,000.00	\$2,000.00
Family Coverage	\$4,000.00	\$4,000.00

Typical out of pocket limit

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

Northeast Indiana Benefits: Goods Producing and Logistics (continued)

Three County South Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

INDEMNITY INSURED COMPANIES

High-Deductible Plan

Percentage of indemnity-insured companies offering high-deductible plans	29%	24%
Percentage that offer family coverage	100%	100%

How soon after hire is employee eligible?

One to 30 days	40%	25%
One to three months	60%	75%
Three to six months	0%	0%
Six months to year	0%	0%
After one year	0%	0%

Average monthly premium paid by employee for:

Employee only coverage	\$80.79	\$80.79
Employee and spouse	\$454.84	\$532.26
Employee and child	\$189.59	\$149.38
Family	\$510.27	\$540.40

Average monthly cost paid by employer for each employee

Employee-only coverage	\$946.91	\$292.64
Employee and spouse	\$1,344.10	\$622.60
Employee and child	\$852.12	\$833.18
Family	\$1,475.96	\$920.37

Deductibles

Average annual deductible per person	\$4,375.00	\$4,666.67
Typical annual deductible per person	\$1,500.00	\$1,500.00
Average annual deductible per family	\$10,300.00	\$11,000.00
Typical annual deductible per family	\$3,000.00	\$3,000.00

Copays and Limits

Average percentage of costs covered by insurance	82%	82%
Typical percentage of costs covered by insurance	80%	80%
Average copay for physician office visit	\$37.50	\$37.50
Typical copay for physician office visit	\$20.00	\$20.00

Average out of pocket limit

Single coverage	\$6,312.50	\$6,250.00
Family Coverage	\$6,250.00	\$11,925.00

Typical out of pocket limit

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

Northeast Indiana Benefits: Goods Producing and Logistics (continued)

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 and Logistics (continued)

Three County South Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

DENTAL INSURANCE

Percentage of all companies that offer a dental plan	71%	71%
Percentage of those plans that cover orthodontia	75%	75%

How soon after hire is employee eligible for coverage?

One to 30 days after hire:	25%	33%
One to three months after hire	58%	58%
Three to six months after hire:	17%	8%
Six months to one year after hire:	0%	0%
After first year:	0%	0%

Deductibles and Limits

Average annual deductible	\$39.58	\$39.58
Typical annual deductible	\$50.00	\$50.00
Average annual limit single coverage:	\$1,558	\$1,558
Typical annual limit single coverage	\$1,000	\$1,000
Average annual limit family coverage:	\$1,933	\$1,933
Typical annual limit family coverage	\$1,000	\$1,000

Premiums and Costs

Average monthly premium paid by employee for

Employee only coverage	\$12.46	\$12.46
Employee and spouse	\$27.03	\$27.03
Employee and child(ren)	\$31.73	\$31.73
Family	\$48.10	\$48.10

Average monthly premium paid by employer for

Employee only coverage	\$61.34	\$61.34
Employee and spouse	\$124.41	\$124.41
Employee and child(ren)	\$161.11	\$161.11
Family	\$227.36	\$227.36

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	98%	93%
Typical percentage of preventive costs covered	100%	100%
Average of basic costs covered	71%	66%
Typical percentage of basic costs covered	80%	80%
Average of major costs covered	60%	55%
Typical percentage of major costs covered	50%	50%

Northeast Indiana Benefits: Goods Producing and Logistics (continued)

Three County South Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

VISION INSURANCE

Percentage of all companies offering a separate vision plan.	71%	71%
Percentage of those plans that cover glasses/contacts	100%	100%
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	25%	42%
One to three months	50%	50%
Three to six months	25%	8%
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	\$3.66	\$3.81
Employee and spouse	\$7.61	\$7.90
Employee and child(ren)	\$7.53	\$7.88
Family	\$12.02	\$12.42

Average monthly premium paid by employer for

Employee only coverage	\$15.88	\$15.88
Employee and spouse	\$26.05	\$26.05
Employee and child(ren)	\$26.45	\$26.45
Family	\$42.95	\$42.95

Typical monthly premium paid by employer for

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

Northeast Indiana Benefits: Goods Producing and Logistics (continued)

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	88%	82%
Average percentage of wages employee receives while on short-term disability	58%	65%
Typical percentage of wages employee receives while on short-term disability	60%	60%
Average number of weeks employee receives payment	18	19
Typical number of weeks employee receives payment	26	26

How soon after hire is employee covered?

One to 30 days	20%	36%
One to three months	33%	43%
Three to six months	27%	14%
Six months to one year	7%	0%
After first year	13%	7%

LONG TERM DISABILITY

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

How soon after hire is employee covered?

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

Northeast Indiana Benefits: Goods Producing and Logistics (continued)

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. **12%** **18%**

Average percentage of compensation that comes from commission 23%

PROFIT SHARING AND BONUSES

Percentage of companies that offer profit-sharing or performance incentives **47%** **47%**

How soon after hire is employee eligible?

One to 30 days 13% 13%

One to three months 38% 38%

Three to six months 13% 13%

Six months to one year. 25% 25%

After 1 year 13% 13%

Percentage where incentives are team based **38%** **13%**

Percentage where incentives are individually based. 62% 87%

BONUS POOL

Percentage of employers who have a bonus pool **18%** **12%**

Average annual amount per employee \$1,125 \$1,113

REFERRAL BONUS

Percentage of employers that pay a referral bonus **65%**

RETENTION BONUS

Percentage of employers that pay a retention bonus. **18%** **18%**

When is employee eligible? After six months After one year

100%. 0%

SHIFT DIFFERENTIAL

Percentage of companies with more than one shift. **59%**

Percentage that pay a shift differential 100%

Average hourly differential for second shift. 89 cents

Average hourly differential for third shift 67 cents

Northeast Indiana Benefits: Goods Producing and Logistics (continued)

Three County South Region

Hourly

Salary

RETIREMENT

COMPANY FUNDED PENSION

Percentage of companies that offer traditional pension plan	12%	12%
Percentage of companies where the employee also contributes	50%	50%
Average age when employee is eligible to receive benefits	61	61
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	94%	88%
Average percentage of wages an employee may contribute to fund	49%	51%
Typical percentage of wages an employee may contribute to fund	100%	100%
Percentage of companies where the employer contributes	88%	93%
Average percentage of contribution the employer matches	14%	14%
Typical percentage of contribution the employer matches	5%	5%
Average percentage of contribution the company matches	58% of the first 6%	
Percentage of companies where the match is guaranteed	79%	79%
Percentage of companies where the match is intended	29%	29%

How soon after hire is employee eligible to participate?

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

Northeast Indiana Benefits: Goods Producing and Logistics (continued)

Three County South Region

Hourly

Salary

OTHER INCENTIVES

WORKPLACE

Percentage of companies that offer these workplace benefits

Casual dress day (one per week)	0%	0%
Casual dress (every day)	71%	82%
Child day care services	0%	0%
Child care subsidy	0%	0%
Compressed work week	29%	6%
Discounted product purchases	41%	41%
Employee assistance programs	59%	37%
Emergency/sick child care	6%	0%
English as second language assistance	0%	0%
Fitness center membership subsidy	24%	24%
Fitness center on site	6%	6%
Flex time	18%	24%
Flexible spending account	35%	18%
Job sharing	0%	0%
Informal recognition program	24%	18%
Open communication policy	65%	59%
Scholarships-employees/spouses/children	0%	0%
Smoking cessation programs	24%	24%
Smoke-free work environment	47%	41%
Telecommuting	0%	12%
Transit subsidy	0%	0%
Tutoring-employees/spouses/children	6%	6%
Wellness program, resources and information	35%	35%
Other	6%	6%

COST OF BENEFITS

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

WORKPLACE



Goods Producing and Logistics

Northeast Indiana Workplace: Goods Producing and Logistics

Three County South Region

HIRING AND LAYOFFS

CHANGES IN STAFFING 2020

Hiring

Percentage of companies that added workers in preceding six months	94%
Total number of employees added in preceding six months	527
Average number of employees added in preceding six months	33

Layoffs

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

EXPECTED CHANGES IN STAFFING IN 2023

Hiring

Percentage of companies adding workers later in 2023	65%
Total anticipated increase later 2023	228
Average anticipated increase later in 2023	21

Layoffs

Percentage of companies expecting layoffs later in 2023	0%
Total anticipated layoffs later in 2023	0
Average anticipated layoffs later in 2023	0

No change

Percentage of companies anticipating neither hiring nor layoffs in 2023	35%
Percentage of companies uncertain of change in 2023	0%

EXPECTED CHANGES IN STAFFING IN 2024

Hiring

Percentage of companies adding workers in 2024	29%
Total anticipated increase in 2024	135
Average anticipated increase in 2024	27

Layoffs

Percentage of companies anticipating layoffs in 2024	0%
Total anticipated layoffs in 2024	0
Average anticipated layoff in 2024	0

No change

Percentage of companies anticipating no change in 2024	71%
Percentage of companies uncertain of change in 2024	0%

ANNUAL TURNOVER

Average annual turnover as percentage of employees	27%
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Northeast Indiana Workforce: Goods Producing and Logistics

Three County South Region

STAFFING

STAFFING INCENTIVES

Percentage of companies offering these staffing incentives

Relax drug screening requirements	12%
Hire persons with disabilities	6%
Hire persons with felony records	47%
Expand internships	6%
Hire persons without high school or GED diploma	65%
Increase starting pay	100%
Pay hiring bonus	6%
Pay referral bonus	65%
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	59%
Indiana Career Connect	47%
Job fairs	71%
Newspapers	41%
Online	82%
Referrals	82%

PANDEMIC

Impact of the pandemic on employment environment

No impact	41%
Layoffs	0%
Furloughs	6%
Delay filling openings	47%
More flexible work from home policies	0%
Employment has grown	6%

COVID19 Vaccine policies

Employees are required to be vaccinated	0%
Financial incentives offered to encourage vaccination	35%

Northeast Indiana Workplace: Goods Producing and Logistics

Three County South Region

WORKFORCE DEVELOPMENT

MOST NEEDED SKILLS

Employers who say these abilities are most needed in workforce

Good work ethic	29%
Welding	0%
Communication	12%
Attention to quality/detail	47%
Read and write English	0%
CNC machinist	12%
Customer service	6%
People skills	0%
Teamwork	0%
Math	6%
Accounting	0%
Leadership/Project management	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

No degree required	35%
High school or GED diploma	41%
Some college	0%
Associates degree	0%
Bachelors degree	6%
Graduate degree	0%
Professional degree	0%
Professional license	18%
Professional certification	0%

Northeast Indiana Workplace: Goods Producing and Logistics

Three County South Region

WORKFORCE DEVELOPMENT

EMPLOYERS FIND THESE POSITIONS MOST DIFFICULT TO FILL

Employers who say these positions are hardest to fill

Off-shift openings	6%
Programmers	0%
Engineers	12%
Machinists	12%
Maintenance	18%
Skilled labor	0%
Unskilled labor	0%
Management	0%
Other	6%
Mechanical	6%
Skilled trades	12%

SALARY OUTLOOK

PAY INCREASES

In 2022/2023

Percentage of companies giving pay raises in preceding 12 months	94%
Average raise given in preceding 12 months	8.31%
Typical raise given in preceding 12 months	3%

In 2023/2024

Percentage of companies planning pay raises in In 2023/2024	88%
Average raise planned in In 2023/2024	4.20%
Typical increase planned in In 2023/2024	3%

Northeast Indiana Workforce: Goods Producing and Logistics

Three County South Region

Hourly

Salary

TRAINING AND CAREER DEVELOPMENT

TRAINING AND EDUCATION

Percentage of companies with training, career development and education benefits. . 65% 71%

How soon after hire is employee eligible?

One to 30 days	45%	. . . . .	58%
One to three months	9%	. . . . .	8%
Three to six months	18%	. . . . .	8%
Six months to one year.	0%	. . . . .	0%
After 1 year	27%	. . . . .	25%

TUITION ASSISTANCE

Percentage of companies offering tuition assistance.	53%	. . . . .	53%
Percentage that require classes be job related to receive tuition assistance	89%	. . . . .	89%
Average percent of tuition reimbursement	91%	. . . . .	91%

JOB SKILLS AND CAREER DEVELOPMENT

Percentage of companies that offer in-house skills and career development programs	59%	. . . . .	65%
Percentage of companies that offer off-site skills and career development programs	59%	. . . . .	71%

MENTORING

Percentage of companies with formal mentoring programs 35% 41%

IN-HOUSE TRAINING

Percentage of companies where training is done in-house 59% 65%

OFF-SITE TRAINING

Percentage of companies where training is done off-site. 59% 71%

ORIENTATION

Percentage of companies that offer orientation for new employees 59% 71%

INTERNSHIPS

Percentage of companies with internships. 41%

Northeast Indiana Workforce: Goods Producing and Logistics

Three County South Region

SUBSTANCE SCREENING

DRUG TESTING

Percentage of companies that conduct drug screening **88%**

Which screening protocol is used?

Five panel 53%
Seven panel 0%
DOT 7%
Other 53%

Percentage of those companies that require new applicants to pass **100%** **87%**

	Hourly	Salary
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Current employees are screened

Randomly	24%	24%
After incident/injury	71%	65%
For cause	88%	88%

MARIJUANA TESTING

Percentage of companies that test for marijuana use **82%**

Percentage of companies that make allowance for prescription 53%

When are tests done?

As part of hiring process 100%
For cause or after incident 86%

Professional, Financial and Information Services



NORTHEAST INDIANA

2023 THREE COUNTY SOUTH REGION

WAGES AND BENEFITS SURVEY



Professional, Financial and Information Services

Includes finance and insurance; information; media; real estate development, sales rental and leasing; professional and business services; scientific and technical services; management, administration and support; waste management and remediation;

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WAGES



Professional, Financial and Information Services

Northeast Indiana Wages: Professional, Financial and Information Services

Three County Region

	Number of Workers	Percentage of Workforce	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
MANAGEMENT OCCUPATIONS					
Chief Executives	7	0.2%	\$33.75	\$68.97	\$112.00
General and Operations Managers	127	3.5%	\$27.50	\$38.57	\$59.64
Marketing Managers	8	0.2%	\$36.59	\$46.42	\$72.57
Sales Managers	13	0.4%	\$35.40	\$45.99	\$65.73
Public Relations Managers	3	0.1%	\$33.55	\$43.31	\$55.61
Fundraising Managers	3	0.1%	\$32.28	\$43.05	\$63.23
Administrative Services Managers	7	0.2%	\$27.45	\$37.77	\$50.34
Computer and Information Systems Managers	12	0.3%	\$38.90	\$50.14	\$64.25
Financial Managers	40	1.1%	\$30.13	\$45.21	\$61.62
Human Resources Managers	4	0.1%	\$36.08	\$46.32	\$58.00
Education and Childcare Administrators, Preschool and Daycare	4	0.1%	\$16.52	\$19.84	\$25.94
Architectural and Engineering Managers	4	0.1%	\$48.08	\$61.85	\$79.50
Social and Community Service Managers	4	0.1%	\$17.75	\$23.02	\$29.57
Managers, All Other	15	0.4%	\$14.41	\$23.49	\$37.34
BUSINESS AND FINANCIAL OPERATIONS OCCUPATIONS					
Buyers and Purchasing Agents	5	0.1%	\$22.17	\$24.44	\$32.16
Claims Adjusters, Examiners, and Investigators	11	0.3%	\$25.54	\$30.91	\$36.20
Compliance Officers	5	0.1%	\$21.44	\$27.86	\$35.64
Human Resources Specialists	25	0.7%	\$18.24	\$22.94	\$29.63
Labor Relations Specialists	148	4.1%	\$21.70	\$27.49	\$35.34
Project Management Specialists	13	0.4%	\$24.61	\$32.06	\$44.57
Management Analysts	28	0.8%	\$24.37	\$32.29	\$43.11
Meeting, Convention, and Event Planners	8	0.2%	\$13.34	\$15.44	\$23.48
Fundraisers	12	0.3%	\$16.86	\$21.75	\$32.96
Compensation, Benefits, and Job Analysis Specialists	14	0.4%	\$21.25	\$27.04	\$36.41
Training and Development Specialists	9	0.2%	\$19.07	\$24.42	\$33.37
Market Research Analysts and Marketing Specialists	40	1.1%	\$19.31	\$23.70	\$31.24
Business Operations Specialists, All Other	17	0.5%	\$20.78	\$27.56	\$34.95
Accountants and Auditors	109	3.0%	\$22.06	\$28.44	\$37.11
Credit Analysts	8	0.2%	\$20.72	\$22.54	\$27.02
Financial and Investment Analysts	8	0.2%	\$28.10	\$36.43	\$47.97
Personal Financial Advisors	32	0.9%	\$19.79	\$27.64	\$46.00
Insurance Underwriters	6	0.2%	\$26.38	\$32.38	\$41.82
Financial Risk Specialists	5	0.1%	\$25.77	\$32.70	\$41.17
Loan Officers	60	1.7%	\$16.07	\$26.00	\$35.90
Tax Preparers	35	1.0%	\$13.30	\$17.93	\$22.17

Northeast Indiana Wages: Professional, Financial and Information Services

Three County Region

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

COMPUTER AND MATHEMATICAL OCCUPATIONS

Computer Systems Analysts	16	0.4%	\$28.80	\$37.50	\$48.20
Information Security Analysts	3	0.1%	\$32.53	\$46.36	\$60.24
Computer Network Support Specialists	9	0.2%	\$22.37	\$28.53	\$37.25
Computer User Support Specialists	35	1.0%	\$17.42	\$22.10	\$27.95
Computer Network Architects	6	0.2%	\$29.29	\$37.75	\$47.77
Database Administrators	3	0.1%	\$25.99	\$31.63	\$41.47
Network and Computer Systems Administrators	17	0.5%	\$27.55	\$34.64	\$46.08
Computer Programmers	8	0.2%	\$26.75	\$36.34	\$47.39
Software Developers	37	1.0%	\$31.47	\$39.87	\$49.88
Software Quality Assurance Analysts and Testers	6	0.2%	\$26.56	\$33.43	\$42.15
Web Developers	5	0.1%	\$19.46	\$25.19	\$34.35
Web and Digital Interface Designers	4	0.1%	\$23.88	\$30.35	\$40.54
Computer Occupations, All Other	5	0.1%	\$19.25	\$27.19	\$37.55
Operations Research Analysts	4	0.1%	\$32.88	\$42.11	\$49.36
Data Scientists	4	0.1%	\$22.94	\$27.86	\$37.35

ARCHITECTURE AND ENGINEERING JOBS

Architects, Except Landscape and Naval	3	0.1%	\$29.70	\$38.48	\$49.41
Civil Engineers	4	0.1%	\$28.29	\$36.58	\$46.19
Industrial Engineers	3	0.1%	\$30.38	\$38.05	\$48.38
Architectural and Civil Drafters	3	0.1%	\$21.57	\$24.97	\$31.72

LIFE, PHYSICAL, AND SOCIAL SCIENCE OCCUPATIONS

Environmental Scientists and Specialists, Including Health	3	0.1%	\$24.91	\$29.45	\$31.75
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COMMUNITY AND SOCIAL SERVICE OCCUPATIONS

Social and Human Service Assistants	6	0.2%	\$12.67	\$13.45	\$16.26
Clergy	104	2.9%	\$18.40	\$22.75	\$26.01
Directors, Religious Activities and Education	71	1.9%	\$14.14	\$20.22	\$26.09
Religious Workers, All Other	31	0.9%	\$9.87	\$12.92	\$18.06

LEGAL OCCUPATIONS

Lawyers	52	1.4%	\$29.78	\$38.51	\$55.73
Paralegals and Legal Assistants	37	1.0%	\$16.30	\$19.34	\$24.55
Title Examiners, Abstractors, and Searchers	9	0.3%	\$14.11	\$16.92	\$20.80

Northeast Indiana Wages: Professional, Financial and Information Services

Three County Region

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

EDUCATIONAL INSTRUCTION AND LIBRARY OCCUPATIONS

Preschool Teachers, Except Special Education	32	0.9%	\$10.31	\$12.11	\$13.86
Elementary School Teachers, Except Special Education	5	0.1%	\$19.06	\$21.54	\$26.58
Secondary School Teachers, Except Special and Career/Technical Education	4	0.1%	\$19.09	\$21.81	\$27.67
Self-Enrichment Teachers	31	0.9%	\$10.25	\$15.45	\$20.66
Tutors	6	0.2%	\$8.89	\$12.50	\$20.71
Teachers and Instructors, All Other	5	0.1%	\$11.36	\$17.61	\$28.08
Teaching Assistants, Except Postsecondary	14	0.4%	\$9.84	\$11.54	\$12.84

ARTS, DESIGN, ENTERTAINMENT, SPORTS, AND MEDIA OCCUPATIONS

Graphic Designers	22	0.6%	\$18.44	\$20.56	\$24.19
Producers and Directors	7	0.2%	\$22.02	\$31.34	\$42.09
Coaches and Scouts	7	0.2%	\$10.41	\$13.74	\$18.28
Music Directors and Composers	15	0.4%	\$9.80	\$19.41	\$28.49
Musicians and Singers	39	1.1%	\$14.98	\$21.78	\$30.45
Broadcast Announcers and Radio Disc Jockeys	15	0.4%	\$10.60	\$16.16	\$21.21
News Analysts, Reporters, and Journalists	24	0.7%	\$15.31	\$16.58	\$21.33
Public Relations Specialists	20	0.5%	\$17.96	\$23.00	\$29.50
Editors	48	1.3%	\$18.92	\$20.87	\$26.84
Writers and Authors	15	0.4%	\$10.43	\$21.39	\$28.96
Audio and Video Technicians	6	0.2%	\$15.00	\$16.84	\$23.49
Photographers	15	0.4%	\$12.24	\$13.86	\$15.27
Camera Operators, Television, Video, and Film	3	0.1%	\$21.20	\$29.45	\$37.88

HEALTHCARE PRACTITIONERS AND TECHNICAL OCCUPATIONS

Veterinarians	19	0.5%	\$33.16	\$35.06	\$43.76
Registered Nurses	7	0.2%	\$26.32	\$28.39	\$34.05
Veterinary Technologists and Technicians	22	0.6%	\$12.27	\$12.87	\$15.73

HEALTHCARE AND SUPPORT OCCUPATIONS

Veterinary Assistants and Laboratory Animal Caretakers	24	0.7%	\$10.23	\$12.34	\$12.69
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PROTECTIVE SERVICE OCCUPATIONS

Security Guards	7	0.2%	\$11.78	\$14.26	\$18.58
Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	15	0.4%	\$7.81	\$8.86	\$9.61

Northeast Indiana Wages: Professional, Financial and Information Services

Three County Region

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

FOOD PREPARATION AND SERVING RELATED OCCUPATIONS

First-Line Supervisors of Food Preparation

and Serving Workers	9	0.2%	\$12.73	\$13.71	\$16.93
Cooks, Institution and Cafeteria	7	0.2%	\$10.71	\$12.62	\$13.86
Cooks, Restaurant	6	0.2%	\$10.34	\$12.37	\$13.14
Food Preparation Workers	3	0.1%	\$8.85	\$10.92	\$13.01
Bartenders	32	0.9%	\$7.57	\$9.61	\$11.00
Fast Food and Counter Workers	19	0.5%	\$8.03	\$9.91	\$10.68
Waiters and Waitresses	11	0.3%	\$7.84	\$8.37	\$12.36
Food Servers, Nonrestaurant	3	0.1%	\$8.95	\$10.34	\$12.54

BUILDING AND GROUNDS CLEANING AND MAINTENANCE OCCUPATIONS

Janitors and Cleaners, Except Maids and

Housekeeping Cleaners	63	1.7%	\$10.49	\$12.51	\$16.34
Maids and Housekeeping Cleaners	12	0.3%	\$9.44	\$10.20	\$12.31
Landscaping and Groundskeeping Workers	10	0.3%	\$12.43	\$13.75	\$16.74

PERSONAL CARE AND SERVICE OCCUPATIONS

First-Line Supervisors of Entertainment and Recreation

Workers, Except Gambling Services	7	0.2%	\$12.52	\$13.48	\$19.87
First-Line Supervisors of Personal Service Workers	6	0.2%	\$15.27	\$16.48	\$20.94
Animal Caretakers	10	0.3%	\$9.83	\$10.35	\$12.96
Ushers, Lobby Attendants, and Ticket Takers	35	1.0%	\$7.30	\$8.25	\$9.10
Amusement and Recreation Attendants	5	0.1%	\$7.45	\$9.38	\$10.56
Childcare Workers	41	1.1%	\$7.83	\$9.81	\$12.71
Exercise Trainers and Group Fitness Instructors	17	0.5%	\$11.21	\$13.47	\$17.72
Recreation Workers	37	1.0%	\$8.19	\$10.25	\$12.69

SALES AND RELATED OCCUPATIONS

First-Line Supervisors of Non-Retail Sales Workers	5	0.1%	\$18.39	\$30.22	\$43.92
Cashiers	8	0.2%	\$8.36	\$9.95	\$10.95
Retail Salespersons	9	0.3%	\$10.01	\$11.84	\$13.69
Advertising Sales Agents	37	1.0%	\$15.27	\$20.02	\$26.54
Insurance Sales Agents	169	4.6%	\$16.14	\$24.67	\$39.85
Securities, Commodities, and Financial Services Sales Agents	38	1.0%	\$20.80	\$32.37	\$44.14
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	41	1.1%	\$17.95	\$28.20	\$42.31
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	10	0.3%	\$22.39	\$29.33	\$39.34
Sales and Related Workers, All Other	3	0.1%	\$12.57	\$13.91	\$15.03

Northeast Indiana Wages: Professional, Financial and Information Services

Three County Region

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

First-Line Supervisors of Office and Administrative

Support Workers	68	1.9%	\$18.36	\$23.78	\$30.07
Bill and Account Collectors	8	0.2%	\$13.16	\$15.81	\$17.19
Billing and Posting Clerks	18	0.5%	\$13.65	\$16.87	\$20.36
Bookkeeping, Accounting, and Auditing Clerks	111	3.1%	\$14.41	\$17.29	\$21.66
Payroll and Timekeeping Clerks	5	0.1%	\$16.50	\$18.55	\$22.34
Tellers	147	4.1%	\$12.56	\$13.81	\$15.52
Brokerage Clerks	5	0.1%	\$14.18	\$19.17	\$22.60
Customer Service Representatives	113	3.1%	\$13.73	\$17.35	\$21.48
File Clerks	4	0.1%	\$12.84	\$16.60	\$20.08
Loan Interviewers and Clerks	34	0.9%	\$13.75	\$16.23	\$20.33
New Accounts Clerks	13	0.3%	\$16.09	\$19.59	\$21.56
Receptionists and Information Clerks	47	1.3%	\$11.04	\$12.84	\$15.69
Production, Planning, and Expediting Clerks	6	0.2%	\$20.97	\$23.49	\$29.59
Shipping, Receiving, and Inventory Clerks	6	0.2%	\$14.33	\$15.47	\$21.14
Executive Secretaries and Executive					
Administrative Assistants	13	0.4%	\$18.64	\$22.07	\$28.04
Legal Secretaries and Administrative Assistants	11	0.3%	\$13.28	\$15.92	\$18.65
Secretaries and Administrative Assistants, Except					
Legal, Medical, and Executive	91	2.5%	\$12.87	\$14.57	\$17.62
Data Entry Keyers	7	0.2%	\$13.49	\$14.49	\$17.62
Insurance Claims and Policy Processing Clerks	24	0.7%	\$16.64	\$21.06	\$24.49
Mail Clerks and Mail Machine Operators,					
Except Postal Service	8	0.2%	\$13.77	\$15.72	\$19.51
Office Clerks, General	166	4.6%	\$13.33	\$14.47	\$18.51
Office and Administrative Support Workers, All Other	3	0.1%	\$14.23	\$16.93	\$22.30

INSTALLATION, MAINTENANCE, AND REPAIR OCCUPATIONS

First-Line Supervisors of Mechanics, Installers, and Repairers	6	0.2%	\$22.25	\$28.61	\$36.29
Telecommunications Equipment Installers and					
Repairers, Except Line Installers	19	0.5%	\$19.22	\$23.94	\$30.65
Telecommunications Line Installers and Repairers	9	0.2%	\$15.65	\$20.35	\$31.04
Maintenance and Repair Workers, General	52	1.4%	\$16.64	\$21.14	\$26.97

Northeast Indiana Wages: Professional, Financial and Information Services

Three County Region

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

First-Line Supervisors of Production and Operating Workers	5	0.1%	\$23.21	\$29.34	\$36.96
Prepress Technicians and Workers	6	0.2%	\$12.05	\$12.49	\$19.07
Printing Press Operators	13	0.4%	\$14.85	\$18.62	\$23.53
Print Binding and Finishing Workers	4	0.1%	\$15.57	\$15.93	\$19.91
Photographic Process Workers and Processing Machine Operators	5	0.1%	\$14.90	\$17.44	\$19.87

TRANSPORTATION AND MATERIAL MOVING OCCUPATIONS

First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	3	0.1%	\$18.41	\$23.00	\$29.37
Driver/Sales Workers	9	0.2%	\$8.22	\$9.12	\$18.22
Light Truck Drivers	6	0.2%	\$12.21	\$17.41	\$21.99
Laborers and Freight, Stock, and Material Movers, Hand	11	0.3%	\$13.89	\$16.43	\$17.84
Machine Feeders and Offbearers	3	0.1%	\$13.79	\$16.48	\$22.15
Packers and Packagers, Hand	3	0.1%	\$12.13	\$16.36	\$18.28
Stockers and Order Fillers	3	0.1%	\$11.08	\$13.52	\$15.37

BENEFITS



Professional, Financial and Information Services

Northeast Indiana Benefits: Professional, Financial and Information Services

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	11	11

Percentage of those companies offering these common holidays

New Year's Eve	0%	0%
New Year's Day	100%	100%
Martin Luther King Jr.	50%	50%
Lincoln's Birthday	0%	0%
President's Day	50%	50%
Washington's Birthday	0%	0%
Good Friday	50%	50%
Memorial Day	100%	100%
Independence Day	100%	100%
Labor Day	100%	100%
Columbus Day	50%	50%
Election Day	0%	0%
Floating Holiday	50%	50%
Veterans' Day	50%	50%
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	11	11
Typical number of PTO days offered first year	10	15
Average number of carryover days per year	3	3

How Paid Time Off is earned

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

Northeast Indiana Benefits: Professional, Financial and Information Services

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: Professional, Financial and Information Services

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	4	4
Typical number of bereavement days offered annually	3	3

How soon after hire is employee eligible?

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

COMPENSATION DURING JURY SERVICE

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

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: 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

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.	100%	100%
Percentage of companies that offer multiple plans	0%	0%
Percentage of companies offering traditional plans.	0%	0%
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.	100%	100%
Percentage of companies offering optional HSA or HRA plan	0%	0%
Percentage of companies with no HSA or HRA plan	0%	0%

Average company contribution to HSA/HRA account

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

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	\$2,000	\$2,000
Average maximum annual out of pocket expense family.	\$3,425	\$3,425

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	\$2,000	\$2,000
Typical amount that may be earned	\$500	\$500

Northeast Indiana Benefits: Professional, Financial and Information Services

Three County South Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS

SELF-INSURED COMPANIES

Traditional Plans

Percentage of self-insured companies offering traditional plans	0%	0%
Percentage that offer family coverage	N/A	N/A

How soon after hire is employee eligible?

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

Average monthly premium paid by employee for:

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

Average monthly cost paid by employer for each employee

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

Deductibles

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

Copays and Limits

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

Average out of pocket limit

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

Typical out of pocket limit

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

Northeast Indiana Benefits: Professional, Financial and Information Services

Three County South Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

SELF-INSURED COMPANIES

High-Deductible Plan

Percentage of self-insured companies offering high-deductible plans	100%	100%
Percentage that offer family coverage	100%	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	\$148.15	\$148.15
Employee and spouse	\$681.80	\$681.80
Employee and child	\$541.60	\$541.60
Family	\$1,186.30	\$1,186.30

Average monthly cost paid by employer for each employee

Employee-only coverage	\$479.67	\$479.67
Employee and spouse	\$930.37	\$930.37
Employee and child	\$744.90	\$744.90
Family	\$977.86	\$977.86

Deductibles

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

Copays and Limits

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

Average out of pocket limit

Single coverage	\$4,500.00	\$4,500.00
Family Coverage	\$8,425.00	\$8,425.00

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

Three County South Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

INDEMNITY-INSURED COMPANIES

Traditional Plans

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

How soon after hire is employee eligible?

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

Average monthly premium paid by employee for:

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

Average monthly cost paid by employer for each employee

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

Deductibles

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

Copays and Limits

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

Average out of pocket limit

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

Typical out of pocket limit

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

Northeast Indiana Benefits: Professional, Financial and Information Services

Three County South Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

INDEMNITY INSURED COMPANIES

High-Deductible Plan

Percentage of self-insured companies offering high-deductible plans	0%	0%
Percentage that offer family coverage	0%	0%

How soon after hire is employee eligible?

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

Average monthly premium paid by employee for:

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

Average monthly cost paid by employer for each employee

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

Deductibles

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

Copays and Limits

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

Average out of pocket limit

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

Typical out of pocket limit

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

Northeast Indiana Benefits: Professional, Financial and Information Services

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: Professional, Financial and Information Services

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	50%	50%
Three to six months after hire:	0%	0%
Six months to one year after hire:	0%	0%
After first year:	0%	0%

Deductibles and Limits

Average annual deductible	\$75.00	\$75.00
Typical annual deductible	\$50.00	\$50.00
Average annual limit single coverage:	\$1,500	\$1,500
Typical annual limit single coverage	\$1,000	\$1,000
Average annual limit family coverage:	\$1,000	\$1,000
Typical annual limit family coverage	\$1,000	\$1,000

Premiums and Costs

Average monthly premium paid by employee for

Employee only coverage:	\$13.62	\$13.62
Employee and spouse:	\$27.23	\$27.23
Employee and child(ren)	\$35.56	\$35.56
Family	\$49.14	\$49.14

Average monthly premium paid by employer for

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

Typical monthly premium paid by employer for

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

Percentage of Costs Covered

Average of preventive costs covered	100%	100%
Typical percentage of preventive costs covered	100%	100%
Average of basic costs covered	80%	80%
Typical percentage of basic costs covered	80%	80%
Average of major costs covered:	50%	50%
Typical percentage of major costs covered	50%	50%

Northeast Indiana Benefits: Professional, Financial and Information Services

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	50%	50%

How soon after hire is employee eligible for coverage?

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 first year	0%	0%

Premiums and Costs

Average monthly premium paid by employee for:

Employee only coverage	\$7.32	\$7.32
Employee and spouse	\$15.76	\$15.76
Employee and child(ren)	\$12.78	\$12.78
Family	\$21.20	\$21.20

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: Professional, Financial and Information Services

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	50%	50%
Percentage of those plans that pay a percentage of salary	50%	50%

How soon after hire is employee covered?

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%

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	16	16
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	50%	50%
Three to six months	0%	0%
Six months to one year	0%	0%
After first year	0%	0%

LONG TERM DISABILITY

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

How soon after hire is employee covered?

One to 30 days	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%

Northeast Indiana Benefits: Professional, Financial and Information Services

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 . . . N/A N/A

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 0% 0%

Average annual amount per employee \$0 \$0

REFERRAL BONUS

Percentage of employers that pay a referral bonus 50%

RETENTION BONUS

Percentage of employers that pay a retention bonus. 50% 50%

When is employee eligible? After six months After one year
 100% 0%

SHIFT DIFFERENTIAL

Percentage of companies with more than one shift. 50%

Percentage that pay a shift differential 100%

Average hourly differential for second shift. \$0.00

Average hourly differential for third shift \$1.00

Northeast Indiana Benefits: Professional, Financial and Information Services

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	50%	50%
Average percentage of wages an employee may contribute to fund	75%	75%
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	100%	100%
Percentage of companies where the match is intended	0%	0%

How soon after hire is employee eligible to participate?

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

Northeast Indiana Benefits: Professional, Financial and Information Services

Three County South Region

Hourly

Salary

OTHER INCENTIVES

WORKPLACE

Percentage of companies that offer these workplace benefits

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

COST OF BENEFITS

Cost of benefits as percentage of wages N/A

WORKPLACE



Professional, Financial and Information Services

Northeast Indiana Workplace: Professional, Financial and Information Services

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 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 2023

Hiring

Percentage of companies adding workers later in 2023 50%

Total anticipated increase later 2023 30

Average anticipated increase later in 2023 30

Layoffs

Percentage of companies expecting layoffs later in 2023 0%

Total anticipated layoffs later in 2023 0

Average anticipated layoffs later in 2023 0

No change

Percentage of companies anticipating neither hiring nor layoffs in 2023 50%

Percentage of companies uncertain of change in 2023 0%

EXPECTED CHANGES IN STAFFING IN 2024

Hiring

Percentage of companies adding workers in 2024 0%

Total anticipated increase in 2024 0

Average anticipated increase in 2024 0

Layoffs

Percentage of companies anticipating layoffs in 2024 0%

Total anticipated layoffs in 2024 0

Average anticipated layoff in 2024 0

No change

Percentage of companies anticipating no change in 2024 100%

Percentage of companies uncertain of change in 2024 0%

ANNUAL TURNOVER

Average annual turnover as percentage of employees 32%

Northeast Indiana Workplace: Professional, Financial and Information Services

Three County South Region

STAFFING

INCENTIVES

Percentage of those companies offering these staffing incentives

Relax drug screening requirements	50%
Hire persons with disabilities	0%
Hire persons with felony records	0%
Expand internships	50%
Hire persons without high school or GED diploma	50%
Increase starting pay	50%
Pay hiring bonus	50%
Pay referral bonus	50%
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	50%
Job fairs	50%
Newspapers	50%
Online	100%
Referrals	100%

PANDEMIC

Impact of the pandemic on employment environment

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

COVID19 Vaccine policies

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

WORKFORCE DEVELOPMENT

MOST NEEDED SKILLS

Employers who say these abilities are most needed in workforce

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

Percentage of companies citing these minimum education requirements

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

WORKFORCE DEVELOPMENT

EMPLOYERS FIND THESE POSITIONS MOST DIFFICULT TO FILL

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

SALARY OUTLOOK

PAY INCREASES

In 2022/2023

Percentage of companies giving pay raises in preceding 12 months	50%
Average raise given in preceding 12 months	5.00%
Typical raise given in preceding 12 months	3%

In 2023/2024

Percentage of companies planning pay raises in next 12 months	50%
Average raise planned in next 12 months	3.00%
Typical increase planned in next 12 months	3%

Northeast Indiana Workplace: Professional, Financial and Information Services

Three County South Region

Hourly

Salary

TRAINING AND EDUCATION

TRAINING AND CAREER DEVELOPMENT

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

How soon after hire is employee eligible?

One to 30 days 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 100% 100%

Percentage that require classes be job related to receive tuition assistance 100% 100%

Average percent of tuition reimbursement 6% 6%

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 50% 50%

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. 50% 50%

ORIENTATION

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

INTERNSHIPS

Percentage of companies with internships. 50%

SUBSTANCE SCREENING

DRUG TESTING

Percentage of companies that conduct drug screening **50%**

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	100%	100%

Current employees are screened

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

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 **50%**

Percentage of companies that make allowance for prescription 0%

When are tests done?

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

Construction



NORTHEAST INDIANA

2023 THREE COUNTY SOUTH REGION

WAGES AND BENEFITS SURVEY



Construction

Includes construction utilities, logging, and mining

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WAGES

Construction



Northeast Indiana Wages: Construction

Three County Region

	Number of Workers	Percentage of Workforce	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
MANAGEMENT OCCUPATIONS					
Chief Executives	3	0.1%	\$33.75	\$68.97	\$112.00
General and Operations Managers	44	2.4%	\$27.50	\$38.57	\$59.64
Construction Managers	72	4.0%	\$17.72	\$30.76	\$45.56
Managers, All Other	36	2.0%	\$14.41	\$23.49	\$37.34
BUSINESS AND FINANCIAL OPERATIONS OCCUPATIONS					
Buyers and Purchasing Agents	3	0.2%	\$22.17	\$24.44	\$32.16
Cost Estimators	23	1.3%	\$21.43	\$27.84	\$35.38
Human Resources Specialists	3	0.1%	\$18.24	\$22.94	\$29.63
Project Management Specialists	15	0.8%	\$24.61	\$32.06	\$44.57
Accountants and Auditors	9	0.5%	\$22.06	\$28.44	\$37.11
ARCHITECTURE AND ENGINEERING JOBS					
Civil Engineers	6	0.3%	\$28.29	\$36.58	\$46.19
Architectural and Civil Drafters	3	0.2%	\$21.57	\$24.97	\$31.72
BUILDING AND GROUNDS CLEANING AND MAINTENANCE OCCUPATIONS					
Janitors and Cleaners, Except Maids and					
Housekeeping Cleaners	5	0.3%	\$10.49	\$12.51	\$16.34
Landscaping and Groundskeeping Workers	6	0.3%	\$12.43	\$13.75	\$16.74
SALES AND RELATED OCCUPATIONS					
Sales Representatives of Services, Except					
Advertising, Insurance, Financial Services, and Travel	21	1.2%	\$17.95	\$28.20	\$42.31
Sales Representatives, Wholesale and Manufacturing,					
Except Technical and Scientific Products	5	0.3%	\$22.39	\$29.33	\$39.34
Real Estate Sales Agents	4	0.2%	\$14.58	\$21.86	\$42.39
OFFICE AND ADMINISTRATIVE SUPPORT OCCUPATIONS					
First-Line Supervisors of Office and Administrative					
Support Workers	8	0.4%	\$18.36	\$23.78	\$30.07
Bookkeeping, Accounting, and Auditing Clerks	26	1.4%	\$14.41	\$17.29	\$21.66
Customer Service Representatives	5	0.3%	\$13.73	\$17.35	\$21.48
Receptionists and Information Clerks	4	0.2%	\$11.04	\$12.84	\$15.69
Dispatchers, Except Police, Fire, and Ambulance	4	0.2%	\$14.67	\$19.71	\$22.42
Secretaries and Administrative Assistants,					
Except Legal, Medical, and Executive	15	0.8%	\$12.87	\$14.57	\$17.62
Office Clerks, General	79	4.3%	\$13.33	\$14.47	\$18.51

Northeast Indiana Wages: Construction

Three County Region

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

CONSTRUCTION AND EXTRACTION OCCUPATIONS

First-Line Supervisors of Construction Trades					
and Extraction Workers	114	6.3%	\$21.63	\$28.66	\$36.94
Brickmasons and Blockmasons	8	0.4%	\$16.04	\$24.23	\$28.56
Carpenters	202	11.1%	\$16.02	\$21.70	\$27.99
Carpet Installers	4	0.2%	\$13.06	\$16.95	\$20.81
Floor Layers, Except Carpet, Wood, and Hard Tiles	5	0.3%	\$14.19	\$19.52	\$25.74
Tile and Stone Setters	5	0.3%	\$11.06	\$15.63	\$22.26
Cement Masons and Concrete Finishers	48	2.6%	\$17.60	\$22.40	\$27.02
Construction Laborers	273	15.0%	\$14.72	\$18.17	\$23.29
Paving, Surfacing, and Tamping Equipment Operators	8	0.4%	\$17.93	\$22.19	\$30.07
Operating Engineers and Other Construction					
Equipment Operators	106	5.8%	\$20.10	\$26.71	\$32.79
Drywall and Ceiling Tile Installers	21	1.1%	\$15.95	\$19.37	\$22.18
Electricians	87	4.8%	\$19.72	\$25.75	\$33.02
Glaziers	8	0.4%	\$19.02	\$21.71	\$28.43
Insulation Workers, Floor, Ceiling, and Wall	9	0.5%	\$13.26	\$16.31	\$20.53
Insulation Workers, Mechanical	9	0.5%	\$16.57	\$20.74	\$24.55
Painters, Construction and Maintenance	61	3.4%	\$12.81	\$16.82	\$21.52
Pipelayers	3	0.2%	\$17.29	\$24.74	\$35.84
Plumbers, Pipefitters, and Steamfitters	92	5.0%	\$17.54	\$24.17	\$33.28
Reinforcing Iron and Rebar Workers	3	0.2%	\$24.70	\$30.93	\$37.68
Roofers	16	0.9%	\$12.69	\$17.03	\$23.08
Sheet Metal Workers	17	0.9%	\$15.58	\$19.90	\$29.97
Structural Iron and Steel Workers	25	1.4%	\$17.96	\$22.80	\$29.60
Helpers--Brickmasons, Blockmasons, Stonemasons,					
and Tile and Marble Setters	4	0.2%	\$11.42	\$13.82	\$16.97
Helpers--Carpenters	7	0.4%	\$11.34	\$13.64	\$19.29
Helpers--Electricians	6	0.3%	\$11.85	\$12.23	\$14.29
Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	4	0.2%	\$14.31	\$16.16	\$17.36
Helpers, Construction Trades, All Other	4	0.2%	\$14.12	\$15.14	\$16.37
Fence Erectors	3	0.2%	\$11.63	\$14.20	\$18.92
Miscellaneous Construction and Related Workers	4	0.2%	\$12.41	\$15.96	\$18.58
Earth Drillers, Except Oil and Gas	3	0.1%	\$20.52	\$25.46	\$32.43

Northeast Indiana Wages: Construction

Three County Region

	Number of Workers	Percentage of Workforce	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
INSTALLATION, MAINTENANCE, AND REPAIR OCCUPATIONS					
First-Line Supervisors of Mechanics, Installers, and Repairers	13	0.7%	\$22.25	\$28.61	\$36.29
Telecommunications Equipment Installers and Repairers, Except Line Installers	3	0.2%	\$19.22	\$23.94	\$30.65
Mobile Heavy Equipment Mechanics, Except Engines	8	0.4%	\$20.05	\$26.06	\$30.39
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	72	3.9%	\$17.36	\$22.87	\$28.35
Millwrights	7	0.4%	\$22.28	\$27.32	\$31.23
Maintenance and Repair Workers, General	11	0.6%	\$16.64	\$21.14	\$26.97
Helpers--Installation, Maintenance, and Repair Workers	4	0.2%	\$10.56	\$13.13	\$16.56
Installation, Maintenance, and Repair Workers, All Other	3	0.2%	\$14.38	\$16.48	\$18.59
PRODUCTION OCCUPATIONS					
Miscellaneous Assemblers and Fabricators	3	0.2%	\$14.54	\$17.87	\$23.17
Welders, Cutters, Solderers, and Brazers	7	0.4%	\$18.02	\$18.97	\$23.42
TRANSPORTATION AND MATERIAL MOVING OCCUPATIONS					
Heavy and Tractor-Trailer Truck Drivers	27	1.5%	\$18.09	\$22.66	\$27.00
Light Truck Drivers	4	0.2%	\$12.21	\$17.41	\$21.99
Crane and Tower Operators	5	0.3%	\$19.60	\$21.41	\$27.74
Laborers and Freight, Stock, and Material Movers, Hand.	11	0.6%	\$13.89	\$16.43	\$17.84

BENEFITS



Construction

Northeast Indiana Benefits: Construction

Three County South Region

Hourly

Salary

PAID TIME OFF

HOLIDAYS

Percentage of companies offering paid holidays	N/A	N/A
Typical number of paid holidays offered annually	N/A	N/A

Percentage of those companies offering these common holidays

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

COMBINED PAID TIME OFF

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

How Paid Time Off is earned

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

Northeast Indiana Benefits: Construction (continued)

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: Construction (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	0%	0%
Average number of paid illness days offered annually	N/A	N/A
Typical number of paid illness days offered per year	N/A	N/A
Average maximum number of illness days that may be accumulated	N/A	N/A
Typical number of paid illness days that may be accumulated	N/A	N/A

How soon after hire is employee eligible?

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

Northeast Indiana Benefits: Construction (continued)

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: Construction (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	0%	.0%
Average amount that may be earned	N/A	N/A
Typical amount that may be earned	N/A	N/A

Northeast Indiana Benefits: Construction (continued)

Three County South Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS

SELF-INSURED COMPANIES

Traditional Plans

Percentage of self-insured companies offering traditional plans	0%	0%
Percentage that offer family coverage	N/A	N/A

How soon after hire is employee eligible?

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

Average monthly premium paid by employee for:

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

Average monthly cost paid by employer for each employee

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

Deductibles

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

Copays and Limits

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

Average out of pocket limit

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

Typical out of pocket limit

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

Northeast Indiana Benefits: Construction (continued)

Three County South Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

SELF-INSURED COMPANIES

High Deductible Plans

Percentage of self-insured companies offering high-deductible plans	0%	0%
Percentage that offer family coverage	N/A	N/A

How soon after hire is employee eligible?

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

Average monthly premium paid by employee for:

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

Average monthly cost paid by employer for each employee

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

Deductibles

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

Copays and Limits

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

Average out of pocket limit

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

Typical out of pocket limit

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

Northeast Indiana Benefits: Construction (continued)

Three County South Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

INDEMNITY-INSURED COMPANIES

Traditional Plans

Percentage of indemnity-insured employers offering atraditional plan.	0%	. . . . .	0%
Percentage that offer family coverage	0%	. . . . .	0%

How soon after hire is employee eligible?

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

Average monthly premium paid by employee for:

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

Average monthly cost paid by employer for each employee

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

Deductibles

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

Copays and Limits

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

Average out of pocket limit

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

Typical out of pocket limit

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

Northeast Indiana Benefits: Construction (continued)

Three County South Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

INDEMNITY INSURED COMPANIES

High-Deductible Plan

Percentage of indemnity-insured employers offering a high-deductible plan	0%	. . . . .	0%
Percentage that offer family coverage	N/A%	. . . . .	N/A%

How soon after hire is employee eligible?

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

Average monthly premium paid by employee for:

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

Average monthly cost paid by employer for each employee

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

Deductibles

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

Copays and Limits

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

Average out of pocket limit

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

Typical out of pocket limit

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

Northeast Indiana Benefits: Construction (continued)

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: Construction (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: 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.	0%	0%
Percentage of those plans that cover glasses/contacts	N/A	N/A
Percentage of those plans that cover LASIK or similar procedures	N/A	N/A

How soon after hire is employee eligible for coverage?

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

Premiums and Costs

Average monthly premium paid by employee for:

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

Average monthly premium paid by employer for

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

Typical monthly premium paid by employer for

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

Northeast Indiana Benefits: Construction (continued)

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	0%	.0%
Average percentage of wages employee receives while on short-term disability	N/A	N/A
Typical percentage of wages employee receives while on short-term disability	N/A	N/A
Average number of weeks employee receives payment	N/A	N/A
Typical number of weeks employee receives payment	N/A	N/A

How soon after hire is employee covered?

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

LONG TERM DISABILITY

Percentage of all companies that offer a Long-Term Disability benefit	N/A	N/A
Average percentage of wages employee receives while on Long-Term Disability	N/A	N/A
Typical percentage of wages employee receives while on Long-Term Disability	N/A	N/A
Average number of weeks employee receives payment	N/A	N/A
Typical number of weeks employee receives payment	N/A	N/A

How soon after hire is employee covered?

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

Northeast Indiana Benefits: Construction (continued)

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 commissionN/A

PROFIT SHARING AND BONUSES

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

How soon after hire is employee eligible?

One to 30 daysN/A N/A

One to three monthsN/A N/A

Three to six monthsN/A N/A

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

After 1 yearN/A N/A

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

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

BONUS POOL%

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

Average annual amount per employeeN/A N/A

REFERRAL BONUS

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

RETENTION BONUS

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

When is employee eligible? After six monthsAfter one year
N/A N/A

SHIFT DIFFERENTIAL

Percentage of companies with more than one shift. 0%

Percentage that pay a shift differentialN/A

Average hourly differential for second shift.N/A

Average hourly differential for third shiftN/A

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

COST OF BENEFITS

Cost of benefits as percentage of wages N/A

WORKPLACE

Construction



Northeast Indiana Workforce: Construction

Three County South Region

HIRING AND LAYOFFS

CHANGES IN STAFFING PRECEDING YEAR

Hiring

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

Total number of employees added in preceding six monthsN/A

Average number of employees added in preceding six monthsN/A

Layoffs

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

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

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

EXPECTED CHANGES IN STAFFING IN 2023

Hiring

Percentage of companies adding workers later in 2023 N/A

Total anticipated increase later 2021N/A

Average anticipated increase later in 2023N/A

Layoffs

Percentage of companies expecting layoffs later in 2023 N/A

Total anticipated layoffs later in 2023N/A

Average anticipated layoffs later in 2023N/A

No change

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

Percentage of companies uncertain of change in 2023N/A

EXPECTED CHANGES IN STAFFING IN 2024

Hiring

Percentage of companies adding workers in 2024 N/A

Total anticipated increase in 2024N/A

Average anticipated increase in 2024N/A

Layoffs

Percentage of companies anticipating layoffs in 2024 N/A

Total anticipated layoffs in 2024N/A

Average anticipated layoff in 2022N/A

No change

Percentage of companies anticipating no change in 2024 N/A

Percentage of companies uncertain of change in 2024N/A

ANNUAL TURNOVER

Average annual turnover as percentage of employees N/A

Northeast Indiana Workforce: Construction (continued)

Three County South Region

STAFFING

INCENTIVES

Percentage of those companies offering these staffing incentives

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

RECRUITING

Where employers recruit new workers

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

PANDEMIC

Impact of the pandemic on employment environment

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

COVID19 Vaccine policies

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

Northeast Indiana Workforce: Construction (continued)

Three County South Region

WORKFORCE DEVELOPMENT

MOST NEEDED SKILLS

Employers who say these abilities are most needed in workforce

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

NEEDED TECHNICAL SKILLS

Employers who say these tech skills are most needed in workforce

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

MINIMUM EDUCATION REQUIREMENTS

Employers who set these minimum education requirements

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

Northeast Indiana Workforce: Construction (continued)
 Three County South Region

WORKFORCE DEVELOPMENT

EMPLOYERS FIND THESE POSITIONS MOST DIFFICULT TO FILL

Off-shift openings	0%
Programmers	0%
Engineers	0%
Machinists	0%
Maintenance	0%
Skilled labor	0%
Unskilled labor	0%
Management	0%
Other	25%
Mechanical	25%
Skilled trades	25%

SALARY OUTLOOK

PAY INCREASES

In 2022/2023

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

In 2023/2024

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

Northeast Indiana Workforce: Construction (continued)

Three County South Region

Hourly

Salary

TRAINING AND CAREER DEVELOPMENT

TRAINING AND CAREER DEVELOPMENT

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

How soon after hire is employee eligible?

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

TUITION ASSISTANCE

Percentage of companies offering tuition assistance. 0% 0%

Percentage that require classes be job related to receive tuition assistance	N/A	N/A
Average percent of tuition reimbursement	N/A	N/A

JOB SKILLS AND CAREER DEVELOPMENT

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

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

MENTORING

Percentage of companies with formal mentoring program 0% 0%

IN-HOUSE TRAINING

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

OFF-SITE TRAINING

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

ORIENTATION

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

INTERNSHIPS

Percentage of companies with internships. N/A%

Northeast Indiana Workforce: Construction (continued)

Three County South Region

DRUG TESTING

Percentage of companies that conduct drug screening 0%

Which screening protocol is used?

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

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

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

Current employees are screened

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

MARIJUANA TESTING

Percentage of companies that test for marijuana use 0%

Percentage of companies that make allowance for prescription N/A

When are tests done?

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

Leisure, Retail, Hospitality and Restaurants



NORTHEAST INDIANA

2023 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 Region

	Number of Workers	Percentage of Workforce	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
MANAGEMENT OCCUPATIONS					
General and Operations Managers	124	1.9%	\$27.50	\$38.57	\$59.64
Sales Managers	16	0.2%	\$35.40	\$45.99	\$65.73
Financial Managers	3	0.0%	\$30.13	\$45.21	\$61.62
Food Service Managers	34	0.5%	\$20.60	\$26.13	\$28.14
Lodging Managers	4	0.1%	\$13.33	\$16.13	\$20.54
BUSINESS AND FINANCIAL OPERATIONS OCCUPATIONS					
Buyers and Purchasing Agents	11	0.2%	\$22.17	\$24.44	\$32.16
Human Resources Specialists	8	0.1%	\$18.24	\$22.94	\$29.63
Training and Development Specialists	4	0.1%	\$19.07	\$24.42	\$33.37
Market Research Analysts and Marketing Specialists	10	0.2%	\$19.31	\$23.70	\$31.24
Business Operations Specialists, All Other	3	0.1%	\$20.78	\$27.56	\$34.95
Accountants and Auditors	10	0.2%	\$22.06	\$28.44	\$37.11
Loan Officers	4	0.1%	\$16.07	\$26.00	\$35.90
COMPUTER AND MATHEMATICAL OCCUPATIONS					
Computer User Support Specialists	3	0.0%	\$17.42	\$22.10	\$27.95
ARTS, DESIGN, ENTERTAINMENT, SPORTS, AND MEDIA OCCUPATIONS					
Floral Designers	6	0.1%	\$11.13	\$14.04	\$15.19
Graphic Designers	3	0.0%	\$18.44	\$20.56	\$24.19
Interior Designers	4	0.1%	\$21.29	\$24.81	\$27.57
Merchandise Displayers and Window Trimmers	23	0.4%	\$14.64	\$17.25	\$18.25
Coaches and Scouts	6	0.1%	\$10.41	\$13.74	\$18.28
HEALTHCARE PRACTITIONERS AND TECHNICAL OCCUPATIONS					
Pharmacists	23	0.4%	\$48.90	\$55.57	\$62.97
Pharmacy Technicians	65	1.0%	\$12.70	\$14.67	\$16.05
Opticians, Dispensing	8	0.1%	\$12.77	\$13.62	\$16.22
HEALTHCARE AND SUPPORT OCCUPATIONS					
Pharmacy Aides	4	0.1%	\$10.11	\$11.01	\$12.52
Protective Service Occupations					
Security Guards	14	0.2%	\$11.78	\$14.26	\$18.58

Northeast Indiana Wages: Leisure, Hospitality, Retail, Restaurants

Three County Region

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

FOOD PREPARATION AND SERVING RELATED OCCUPATIONS

Chefs and Head Cooks	6	0.1%	\$17.90	\$23.42	\$27.93
First-Line Supervisors of Food Preparation and Serving Workers	222	3.4%	\$12.73	\$13.71	\$16.93
Cooks, Fast Food	153	2.3%	\$8.22	\$8.64	\$10.27
Cooks, Institution and Cafeteria	20	0.3%	\$10.71	\$12.62	\$13.86
Cooks, Restaurant	249	3.8%	\$10.34	\$12.37	\$13.14
Cooks, Short Order	18	0.3%	\$7.63	\$9.78	\$10.22
Food Preparation Workers	115	1.7%	\$8.85	\$10.92	\$13.01
Bartenders	88	1.3%	\$7.57	\$9.61	\$11.00
Fast Food and Counter Workers	897	13.6%	\$8.03	\$9.91	\$10.68
Waiters and Waitresses	381	5.8%	\$7.84	\$8.37	\$12.36
Food Servers, Nonrestaurant	14	0.2%	\$8.95	\$10.34	\$12.54
Dining Room and Cafeteria Attendants and Bartender Helpers	79	1.2%	\$7.92	\$8.62	\$10.71
Dishwashers	54	0.8%	\$8.14	\$8.59	\$10.83
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	65	1.0%	\$7.95	\$8.80	\$10.04
Food Preparation and Serving Related Workers, All Other	13	0.2%	\$10.38	\$11.68	\$13.68

BUILDING AND GROUNDS CLEANING AND MAINTENANCE OCCUPATIONS

First-Line Supervisors of Housekeeping and Janitorial Workers	3	0.0%	\$13.43	\$19.06	\$21.05
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	55	0.8%	\$10.49	\$12.51	\$16.34
Maids and Housekeeping Cleaners	24	0.4%	\$9.44	\$10.20	\$12.31
Landscaping and Groundskeeping Workers	23	0.4%	\$12.43	\$13.75	\$16.74

PERSONAL CARE AND SERVICE OCCUPATIONS

Animal Caretakers	13	0.2%	\$9.83	\$10.35	\$12.96
Amusement and Recreation Attendants	14	0.2%	\$7.45	\$9.38	\$10.56
Hairdressers, Hairstylists, and Cosmetologists	7	0.1%	\$9.72	\$12.36	\$16.01
Exercise Trainers and Group Fitness Instructors	9	0.1%	\$11.21	\$13.47	\$17.72
Recreation Workers	5	0.1%	\$8.19	\$10.25	\$12.69

SALES AND RELATED OCCUPATIONS

First-Line Supervisors of Retail Sales Workers	257	3.9%	\$13.28	\$17.04	\$21.73
Cashiers	839	12.7%	\$8.36	\$9.95	\$10.95
Counter and Rental Clerks	23	0.3%	\$8.89	\$13.08	\$16.38
Parts Salespersons	63	1.0%	\$12.57	\$13.53	\$16.85
Retail Salespersons	836	12.6%	\$10.01	\$11.84	\$13.69
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	27	0.4%	\$17.95	\$28.20	\$42.31

Northeast Indiana Wages: Leisure, Hospitality, Retail and Restaurants

Three County Region

	Number of Workers	Percentage of Workforce	25th Percentile Hourly Wage	Median Hourly Wage	75th Percentile Hourly Wage
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	19	0.3%	\$22.39	\$29.33	\$39.34
Door-to-Door Sales Workers, News and Street Vendors, and Related Workers	9	0.1%	\$4.74	\$10.25	\$18.64
Sales and Related Workers, All Other	46	0.7%	\$12.57	\$13.91	\$15.03

OFFICE AND ADMINISTRATIVE SUPPORT OCCUPATIONS

First-Line Supervisors of Office and Administrative Support Workers	40	0.6%	\$18.36	\$23.78	\$30.07
Billing and Posting Clerks	4	0.1%	\$13.65	\$16.87	\$20.36
Bookkeeping, Accounting, and Auditing Clerks	40	0.6%	\$14.41	\$17.29	\$21.66
Customer Service Representatives	110	1.7%	\$13.73	\$17.35	\$21.48
Hotel, Motel, and Resort Desk Clerks	25	0.4%	\$9.43	\$9.62	\$10.26
Order Clerks	14	0.2%	\$12.93	\$14.36	\$18.82
Receptionists and Information Clerks	13	0.2%	\$11.04	\$12.84	\$15.69
Production, Planning, and Expediting Clerks	3	0.0%	\$20.97	\$23.49	\$29.59
Shipping, Receiving, and Inventory Clerks	58	0.9%	\$14.33	\$15.47	\$21.14
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	12	0.2%	\$12.87	\$14.57	\$17.62
Office Clerks, General	79	1.2%	\$13.33	\$14.47	\$18.51

FARMING, FISHING, AND FORESTRY OCCUPATIONS

Farmworkers and Laborers, Crop, Nursery, and Greenhouse	7	0.1%	\$9.64	\$12.50	\$16.18
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INSTALLATION, MAINTENANCE, AND REPAIR OCCUPATIONS

First-Line Supervisors of Mechanics, Installers, and Repairers	22	0.3%	\$22.25	\$28.61	\$36.29
Computer, Automated Teller, and Office Machine Repairers	4	0.1%	\$10.68	\$14.28	\$19.14
Automotive Body and Related Repairers	7	0.1%	\$15.68	\$20.41	\$22.28
Automotive Service Technicians and Mechanics	76	1.1%	\$13.04	\$15.81	\$21.04
Bus and Truck Mechanics and Diesel Engine Specialists	4	0.1%	\$18.63	\$21.84	\$24.33
Motorboat Mechanics and Service Technicians	11	0.2%	\$14.02	\$17.06	\$21.87
Motorcycle Mechanics	5	0.1%	\$13.84	\$17.87	\$22.42
Outdoor Power Equipment and Other Small Engine Mechanics	19	0.3%	\$13.92	\$18.24	\$21.09
Recreational Vehicle Service Technicians	9	0.1%	\$13.94	\$20.12	\$24.34
Tire Repairers and Changers	26	0.4%	\$12.04	\$12.81	\$13.82
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	3	0.0%	\$17.36	\$22.87	\$28.35
Home Appliance Repairers	3	0.1%	\$14.88	\$20.51	\$28.75
Maintenance and Repair Workers, General	41	0.6%	\$16.64	\$21.14	\$26.97
Installation, Maintenance, and Repair Workers, All Other	3	0.0%	\$14.38	\$16.48	\$18.59

Northeast Indiana Wages: Leisure, Hospitality, Retail, Restaurants

Three County Region

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

First-Line Supervisors of Production and Operating Workers	6	0.1%	\$23.21	\$29.34	\$36.96
Miscellaneous Assemblers and Fabricators	9	0.1%	\$14.54	\$17.87	\$23.17
Bakers	9	0.1%	\$10.82	\$13.25	\$14.51
Butchers and Meat Cutters	25	0.4%	\$12.31	\$13.93	\$17.81
Meat, Poultry, and Fish Cutters and Trimmers	3	0.0%	\$14.84	\$17.82	\$18.42
Food Batchmakers	3	0.0%	\$14.49	\$18.36	\$20.58
Inspectors, Testers, Sorters, Samplers, and Weighers	4	0.1%	\$16.77	\$18.35	\$22.79
Jewelers and Precious Stone and Metal Workers	15	0.2%	\$17.55	\$20.03	\$22.25
Photographic Process Workers and Processing Machine Operators	6	0.1%	\$14.90	\$17.44	\$19.87

TRANSPORTATION AND MATERIAL MOVING OCCUPATIONS

First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	32	0.5%	\$18.41	\$23.00	\$29.37
Driver/Sales Workers	65	1.0%	\$8.22	\$9.12	\$18.22
Heavy and Tractor-Trailer Truck Drivers	20	0.3%	\$18.09	\$22.66	\$27.00
Light Truck Drivers	63	1.0%	\$12.21	\$17.41	\$21.99
Shuttle Drivers and Chauffeurs	8	0.1%	\$8.60	\$10.74	\$12.66
Motor Vehicle Operators, All Other	3	0.1%	\$7.97	\$8.51	\$11.15
Parking Attendants	4	0.1%	\$8.11	\$8.76	\$11.53
Automotive and Watercraft Service Attendants	21	0.3%	\$10.03	\$12.43	\$13.08
Industrial Truck and Tractor Operators	9	0.1%	\$16.67	\$18.41	\$21.82
Cleaners of Vehicles and Equipment	26	0.4%	\$10.01	\$12.54	\$14.12
Laborers and Freight, Stock, and Material Movers, Hand	110	1.7%	\$13.89	\$16.43	\$17.84
Packers and Packagers, Hand	31	0.5%	\$12.13	\$16.36	\$18.28
Stockers and Order Fillers	341	5.2%	\$11.08	\$13.52	\$15.37

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	N/A	N/A
Typical number of paid holidays offered annually	N/A	N/A

Percentage of those companies offering these common holidays

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

COMBINED PAID TIME OFF

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

How Paid Time Off is earned

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

Northeast Indiana Benefits: 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	0%	0%
Average number of paid illness days offered annually	N/A	N/A
Typical number of paid illness days offered per year	N/A	N/A
Average maximum number of illness days that may be accumulated	N/A	N/A
Typical number of paid illness days that may be accumulated	N/A	N/A

How soon after hire is employee eligible?

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

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

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 of self-insured companies offering traditional plans	0%	0%
Percentage that offer family coverage	N/A	N/A

How soon after hire is employee eligible?

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

Average monthly premium paid by employee for:

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

Average monthly cost paid by employer for each employee

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

Deductibles

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

Copays and Limits

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

Average out of pocket limit

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

Typical out of pocket limit

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

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

Three County South Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

SELF-INSURED COMPANIES

High-Deductible Plan

Percentage of self-insured companies offering high-deductible plans	0%	0%
Percentage that offer family coverage	N/A	N/A

How soon after hire is employee eligible?

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

Average monthly premium paid by employee for:

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

Average monthly cost paid by employer for each employee

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

Deductibles

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

Copays and Limits

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

Average out of pocket limit

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

Typical out of pocket limit

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

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

Three County South Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

INDEMNITY-INSURED COMPANIES

Traditional Plans

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

How soon after hire is employee eligible?

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

Average monthly premium paid by employee for:

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

Average monthly cost paid by employer for each employee

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

Deductibles

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

Copays and Limits

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

Average out of pocket limit

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

Typical out of pocket limit

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

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

Three County South Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

INDEMNITY INSURED COMPANIES

High-Deductible Plan

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

How soon after hire is employee eligible?

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

Average monthly premium paid by employee for:

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

Average monthly cost paid by employer for each employee

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

Deductibles

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

Copays and Limits

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

Average out of pocket limit

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

Typical out of pocket limit

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

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

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 companies that offer a separate dental plan	0%	0%
Percentage of those plans that cover orthodontia	N/A	N/A

How soon after hire is employee eligible for coverage?

One to 30 days after hire:	N/A	N/A
One to three months after hire	N/A	N/A
Three to six months after hire:	N/A	N/A
Six months to one year after hire:	N/A	N/A
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	0%	0%
Average percentage of wages employee receives while on short-term disability	N/A	N/A
Typical percentage of wages employee receives while on short-term disability	N/A	N/A
Average number of weeks employee receives payment	N/A	N/A
Typical number of weeks employee receives payment	N/A	N/A

How soon after hire is employee covered?

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

LONG TERM DISABILITY

Percentage of all companies that offer a Long-Term Disability benefit	N/A	N/A
Average percentage of wages employee receives while on Long-Term Disability	N/A	N/A
Typical percentage of wages employee receives while on Long-Term Disability	N/A	N/A
Average number of weeks employee receives payment	N/A	N/A
Typical number of weeks employee receives payment	N/A	N/A

How soon after hire is employee covered?

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

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

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 retention bonus.	0%	0%
---	----	-----------	----

RETENTION BONUS

Percentage of employers that pay a retention bonus.	0%	. . . . .	0%
When is employee eligible?	After six months	. . . . .	After one year
	N/A	. . . . .	N/A

SHIFT DIFFERENTIAL

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

Northeast Indiana Benefits: 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 N/A

Total number of employees added in preceding six monthsN/A

Average number of employees added in preceding six monthsN/A

Layoffs

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

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

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

EXPECTED CHANGES IN STAFFING IN 2023

Hiring

Percentage of companies adding workers later in 2023 N/A

Total anticipated increase later 2021N/A

Average anticipated increase later in 2023N/A

Layoffs

Percentage of companies expecting layoffs later in 2023 N/A

Total anticipated layoffs later in 2023N/A

Average anticipated layoffs later in 2023N/A

No change

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

Percentage of companies uncertain of change in 2023N/A

EXPECTED CHANGES IN STAFFING IN 2024

Hiring

Percentage of companies adding workers in 2024 N/A

Total anticipated increase in 2024N/A

Average anticipated increase in 2024N/A

Layoffs

Percentage of companies anticipating layoffs in 2024 N/A

Total anticipated layoffs in 2024N/A

Average anticipated layoff in 2022N/A

No change

Percentage of companies anticipating no change in 2024 N/A

Percentage of companies uncertain of change in 2024N/A

ANNUAL TURNOVER

Average annual turnover as percentage of employees N/A

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

RECRUITING

Where employers recruit new workers

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

PANDEMIC

Impact of the pandemic on employment environment

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

COVID19 Vaccine policies

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

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

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

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

No degree required	N/A
High school or GED diploma	N/A
Some college	N/A
Associates degree	N/A
Bachelors degree	N/A
Graduate degree	N/A
Professional degree	N/A
Professional license	N/A
Professional certification	N/A
None required	100%

Hourly

Salary

WORKFORCE DEVELOPMENT

EMPLOYERS FIND THESE POSITIONS MOST DIFFICULT TO FILL

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

SALARY OUTLOOK

PAY INCREASES

In 2022/2023

Percentage of companies giving pay raises in preceding 12 months	100%
Average raise given in preceding 12 months	20%
Typical raise given in preceding 12 months	3%

In 2023/2024

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

Northeast Indiana 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 and education benefits 0% 0%

How soon after hire is employee eligible?

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

TUITION ASSISTANCE

Percentage of companies offering tuition assistance 0% 0%

Percentage that require classes be job related to receive tuition assistance	N/A	N/A
Average percent of tuition reimbursement	N/A	N/A

JOB SKILLS AND CAREER DEVELOPMENT

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

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

MENTORING

Percentage of companies with formal mentoring program 0% 0%

IN-HOUSE TRAINING

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

OFF-SITE TRAINING

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

ORIENTATION

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

INTERNSHIPS

Percentage of companies with internships. N/A%

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

Three County South Region

Hourly

Salary

SUBSTANCE SCREENING

DRUG TESTING

Percentage of companies that conduct drug screening 0%

Which screening protocol is used?

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

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

Current employees are screened

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

MARIJUANA TESTING

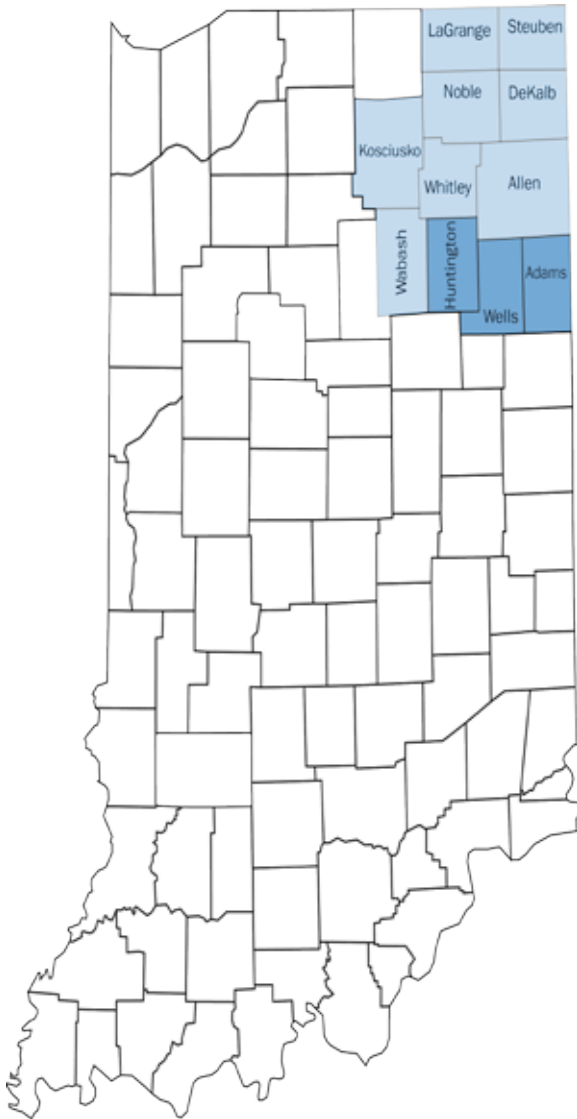
Percentage of companies that test for marijuana use 0%
 Percentage of companies that make allowance for prescription N/A

When are tests done?

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

Three County South Region Northeast Indiana

Supplemental Reports 2023



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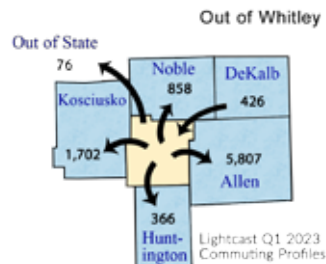
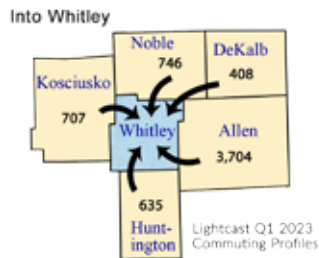
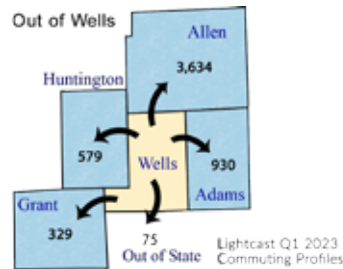
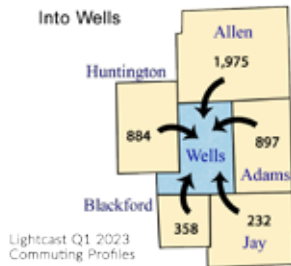
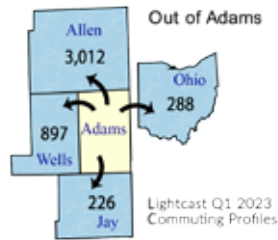
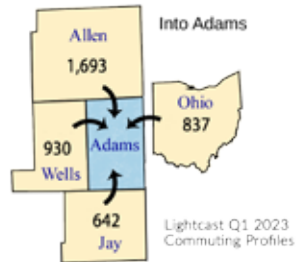
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WORKFORCE MOBILITY

COMMUTING INTO COUNTY

COMMUTING FROM COUNTY



Northeast Indiana Region Profile Three County South Region

POPULATION AND EDUCATIONAL ATTAINMENT

2022 Data:	Adams	Huntington	Wells	Three County South Region
Population Estimates	36,068	36,834	28,335	101,237
Total Population 25 and Older	21,602	25,233	19,089	65,924
Educational Attainment 2020				
- % High School or Higher	86.3%	92.8%	93.20%	n/a
- % Bachelors or Higher	14.4%	20.9%	18.00%	n/a
Median Age	33.5	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

2022 Data:	Adams	Huntington	Wells	Three County South Region
By Place of Residence:				
Labor Force Estimates	17,121	18,421	14,353	49,895
Employed	16,744	17,934	14,022	48,700
Unemployed	377	487	331	1,195
Unemployment Rate	2.20%	2.60%	2.30%	2.37%
Average Wage per Job	\$56,330	\$49,403	\$52,091	\$52,608
2019 Data:				
Total by Place of Work	20,682	18,233	14,354	53,269
Wage & Salary	14,352	14,352	11,110	39,814
Private	16,967	16,037	12,322	45,326
- Accommodates, Food Service	878	1,258	556	2,692
- Arts, Ent. & Recreation	158	194	97	449
- Construction	2,411	986	780	4,177
- Health Care, Social Services	994	1,663	NA	2,657
- Information	190	411	NA	601
- Manufacturing	4,977	3,520	2,651	11,148
- Professional, Technical Services	N/A	NA	NA	-
- Retail Trade	1,933	1,728	1,460	5,121
- Transportation, Warehousing	NA	716	1,517	2,233
- Wholesale Trade	546	620	NA	1,166
- Other Private (not above)	2,584*	4156*	1848*	100,971
Government (Local, State, Fed.)	2,272	1,523	1,367	5,162

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

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

Lightcast Industry Data

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

Salaried Employees

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

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

Self-Employed

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

employment as their primary source of income.

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

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

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

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

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

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

Lightcast Occupation Data

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

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

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

Lightcast Staffing Patterns

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

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

Other Data Sources

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

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