

# Central Texas Wage and Benefit Survey and Analysis

## ***Responding Companies***

Ag-Meier Industries Aldridge Building Center Bell County Engineer Bell County Bell County Sheriff Belton ISD Bland Construction Bob Jarvis Construction Buckholts ISD Cameron ISD Cedar Crest Hospital Central Texas College Charlotte Pipe & Foundry City of Killeen Connell Chevrolet Copperas Cove ISD Coryell memorial Healthcare System DA Fort Hood Texas Eventide Nursing Home Goodwill Industries (Heart of Texas) H.E. Butts Grocery Hamilton County Sheriff Hamilton General Hospital Johnny Marsh Motor Company Johnson Brothers Ford	Johnson Controls Killeen ISD Killeen Police Department King's Daughters Hospital La Casas Restaurant Lampasas County Sheriff Lampasas ISD Lampasas Police Department Lee Health Care McLane Southwest Milano ISD Pactiv Corporation Panel Specialists Inc. Red Lobster Rockdale ISD Rockdale Regional Home Health Sallie Mae Shelton & Shelton Plumbing Spring Oaks Nursing & Rehabilitation Temple Bottling Temple ISD The Rosewood Trevino Mechanical Contractors Weston Inn Zip Enterprises
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## ***Survey Overview***

Employers were asked to give the number of full-time (19,035), part-time (2,871), temporary (1,468), and union-affiliated (3,016) employees. Unions represented in this survey include the AFGE Local 1920 and the UA Plumbers and Pipefitters. Additionally, firms designated salaried and hourly employees separately. The total number of workers in each category are shown in the Table below, and provide a sound sampling of wages and benefits provided in the region.

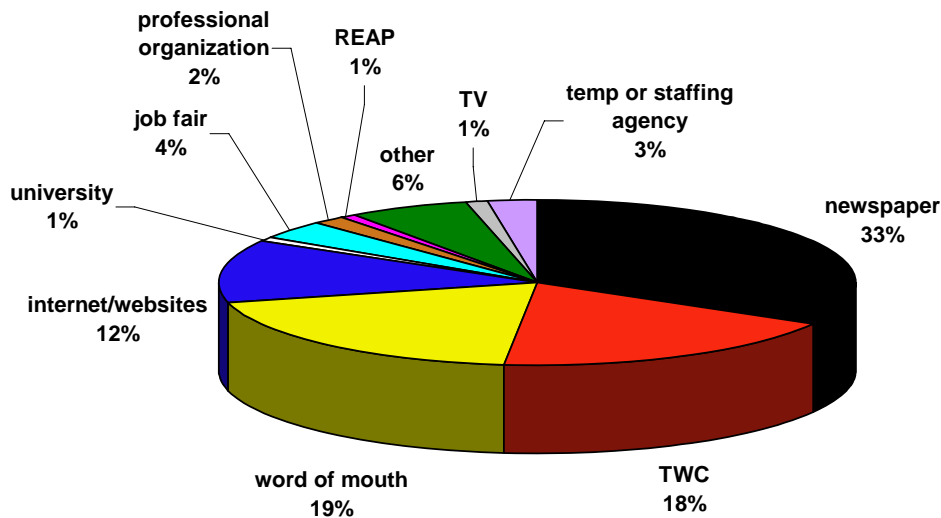
**Table 1: Employee Types and Numbers**

Type of Employee	Number of Employees
Full-time Salaried	10,637
Part-time Salaried	118
Full-time Hourly	8,398
Part-time Hourly	2,753

Respondents provided data concerning a variety of employer/employee issues. The average length of time job postings remain open in Central Texas totaled 19.7 days. Average rates for absenteeism, tardiness, and turnover totaled: absenteeism rate 5%, tardiness rate 5%, and annual turnover rate 26%. Respondents rated employees overall on common skills (2.06), productivity (2.14), and work ethic (2.04).<sup>1</sup>

Survey responses listed common skills needed by workers. The most reported skills needed in Central Texas include healthcare, office/clerical, computer, and mechanical. Other skills that are in demand consist of dietary, housekeeping, typing, patient care, nursing, maintenance, communication, law enforcement, sales, foreign language, customer service, administration, carpentry, electrical, painting, and plumbing. Finally, respondents provided data concerning methods of recruitment, which are detailed in the chart below.

### Recruitment Methods in Central Texas



<sup>1</sup> Number indicates a weighted average based on a three point scale (1-not satisfied, 2-somewhat satisfied, 3-very satisfied).

# Central Texas Wage and Benefit Survey and Analysis

## Wages and Salaries

The US Bureau of Labor Statistics (BLS) provides a report containing average annual pay data for the United States. Data was reported by Metropolitan Statistical Area (MSA). Additionally, Texas claims 27 of the 311 MSA's in the nation.<sup>1</sup>

Nationally, average annual MSA pay totaled \$38,423, representing a 1.4% increase from 2001 to 2002. The fastest growing wages in the state were: Texarkana (4.6%), **Killeen-Temple** (4.2%), Lubbock (3.9%), McAllen-Edinburg-Mission (3.9%), and Brownsville-Harlingen-San Benito (3.4%). Additionally, the Austin-San Marcos MSA reported a 3.2% decline in wages during the same period. Table 2 displays average annual pay for Texas MSA's ranked from highest to lowest.

**Table 2: Texas MSA's 2002 Average Annual Pay**

Metropolitan Area	Avg. Annual Pay
Dallas	\$43,000
Houston	42,712
Austin-San Marcos	39,540
All US MSA's	38,423
Fort-Worth/Arlington	37,195
Brazoria	36,253
Beaumont-Port Arthur	32,577
Galveston-Texas City	31,920
San Antonio	31,336
Odessa-Midland	31,295
Tyler	31,050
Corpus Christi	30,168
Sherman-Denison	30,085
Victoria	29,168
Waco	28,885
Amarillo	28,274
Longview-Marshall	28,172
Texarkana TX & AR	27,717
Lubbock	27,625
<b>Killeen-Temple</b>	<b>27,299</b>
El Paso	26,604
Wichita Falls	26,387
San Angelo	26,321

<sup>1</sup> See BLS "2002 Average Annual Pay for Metropolitan Areas" (most recent data available).

Chart continued from page 1

Metropolitan Area	Avg. Annual Pay
Bryan-College Station	26,051
Abilene	25,517
Laredo	24,739
McAllen/Edinburg/Mission	23,179
Brownsville/Harlingen/San Benito	22,892

The National Compensation Survey, conducted by the US Bureau of Labor Statistics, summarizes 2003 wage and salary data for several occupational categories. This section does not cover every category reported by the BLS. Wages in Table 3 represent average hourly pay reported at the national level and in Central Texas.<sup>2</sup>

**Table 3: Comparison of Selected Average Hourly Wage Rates**

Occupation	Central Texas	United States
Line Supervisor	\$14.34	\$22.45
Secretary-Executive	13.44	17.22
Payroll Clerk	12.49	14.75
Janitor	7.76	9.77
File Clerk	9.07	10.43
Human Resources Assistant	13.27	15.44
RN	23.52	24.63
LVN	15.15	15.97

### ***Wage Survey Results for Central Texas***

This section highlights the main findings of the wage survey. Note that some occupational categories from the survey do not include complete data due to lack of response or disclosure limitations.<sup>3</sup> Even though maximum and minimum wages cannot be reported, one can estimate wage ranges by observing the difference between median and mean wages. The greater the disparity between these two numbers, the greater the wage range. In several cases, the mean and median are exactly the same; this is because there were only two observations in those groups.

Due to disclosure limitations or lack of responses, there were several occupations that we did not report. These include: assembler (electrical), mold maker, tool & die maker, CNC operator, plastic molding machine operator, grinder/polisher, packaging machine operator, order picker (broken case), telemarketing representative, collector II, and drafter (CAD & general). Additionally, several occupations were added to the study including plumber, Certified Nursing Assistant, cook, activity director, nurses aide, administrative assistant, teacher, teaching assistant, law enforcement officer, and jail administrator.

<sup>2</sup> The data in Table 2 reflects average pay. The Central Texas data is from the 2005 EDS survey and reflects average mid-wage rates.

<sup>3</sup> Occupational categories with one or less responses are not included, and those with only two responses do not show a separate median and average wage level.

***Specific occupation and wage data are listed on the following pages***

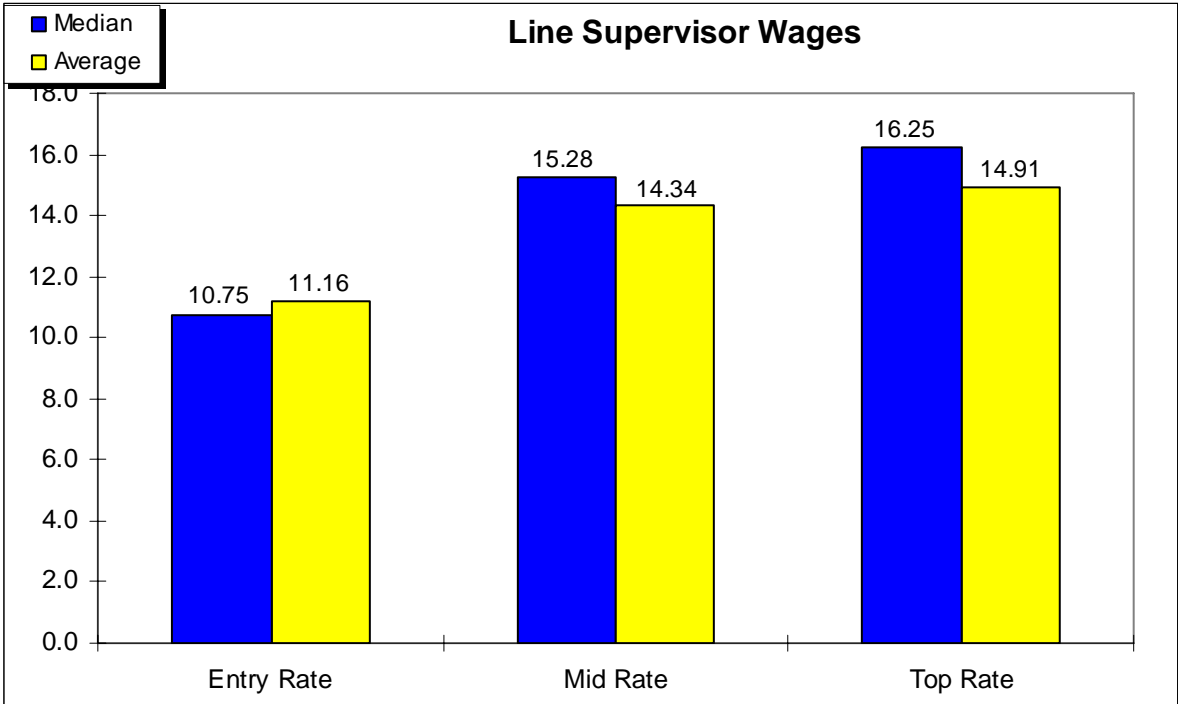
<b>Manufacturing Occupations</b>	<b>Page</b>	<b>Office Occupations</b>	<b>Page</b>
Line Supervisor	4	Office/Clerical/Cust. Service Super.	32
Assembler (general)	5	Secretary – Executive	33
Fork Lift Driver	6	Secretary – General	34
General Laborer	7	Word Processor/Typist	35
Machinist (journeyman)	8	File Clerk	36
Machine Operator (general)	9	Customer Service Rep. I	37
Machine Technician	10	Customer Service Rep. II	38
Welder	11	Payroll Clerk	39
Electrician	12	Collector I	40
Electronic Technician	13	Data Processing Supervisor	41
Quality Assurance Inspector/Grader	14	Computer Operator	42
Process Operator	15	Data Entry Operator	43
Janitor	16	Programmer	44
Warehouse Supervisor	17	Human Resources Clerk (gen.)	45
Order Picker (Full-case)	18	Human Resources Assistant	46
Material Handler	19	RN	47
Inventory/Stock Clerk	20	LVN	48
Shipping & Receiving Clerk	21	Certified Nursing Assistant	49
Truck Driver (straight job)	22	Cook	50
Truck Driver (tractor/trailer)	23	Activity Director	51
Maintenance Supervisor	24	Nurses Aide	52
Maintenance Mechanic	25	Administrative Assistant	53
Maintenance Electrician	26	Teacher	54
Maintenance (general)	27	Teaching Assistant	55
Maintenance Helper	28	Law Enforcement Officer	56
Building & Grounds Maintenance	29	Jail Administrator	57
Painter	30		
Plumber	31		

**Manufacturing Occupations**

**Line Supervisor**

- Number of Workers Reported: 45
- Number of Job Openings Reported: 0
- Ease of Recruitment:<sup>4</sup> 2.00
- Satisfaction with Entry Level Workers:<sup>5</sup> 1.75
- Average Weekly Overtime: 8.0 hours

**Hourly Wage Rates**



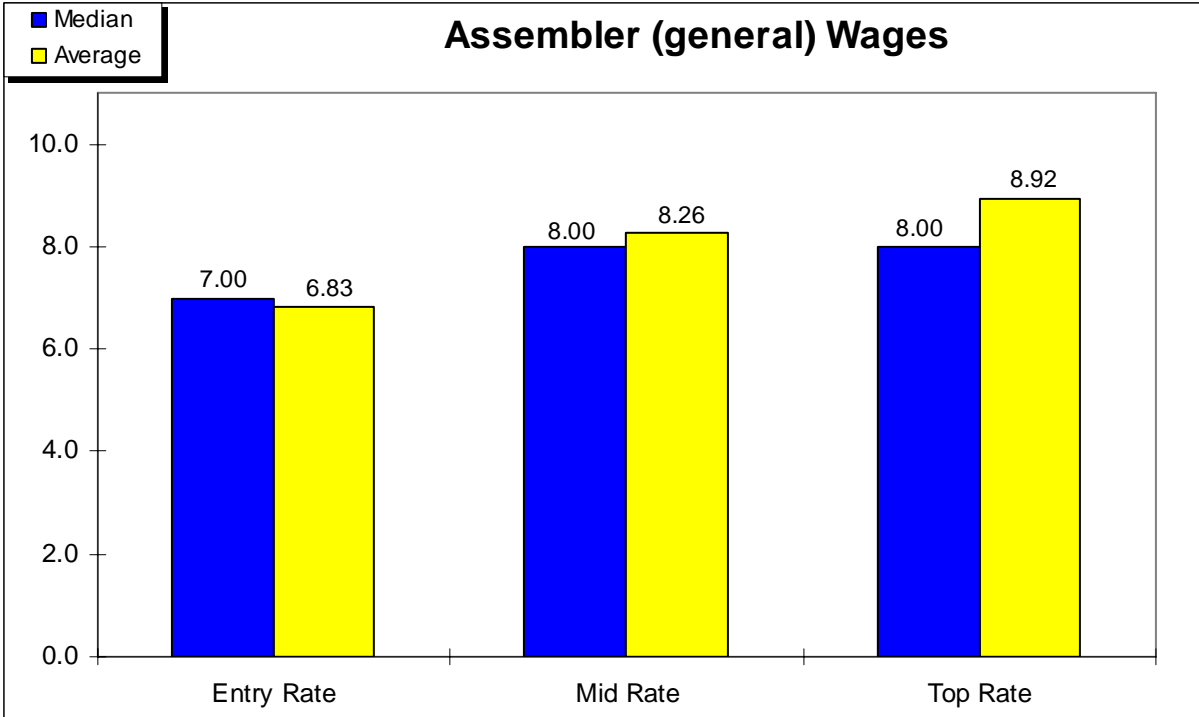
<sup>4</sup> Number indicates a weighted average based on a three point scale (1-not satisfied, 2-somewhat satisfied, 3-very satisfied).

<sup>5</sup> *ibid.*

**Assembler (general)**

- Number of Workers Reported: 23
- Number of Job Openings Reported: 1
- Ease of Recruitment: 2.00
- Satisfaction with Entry Level Workers: 2.00
- Average Weekly Overtime: 2.0 hours

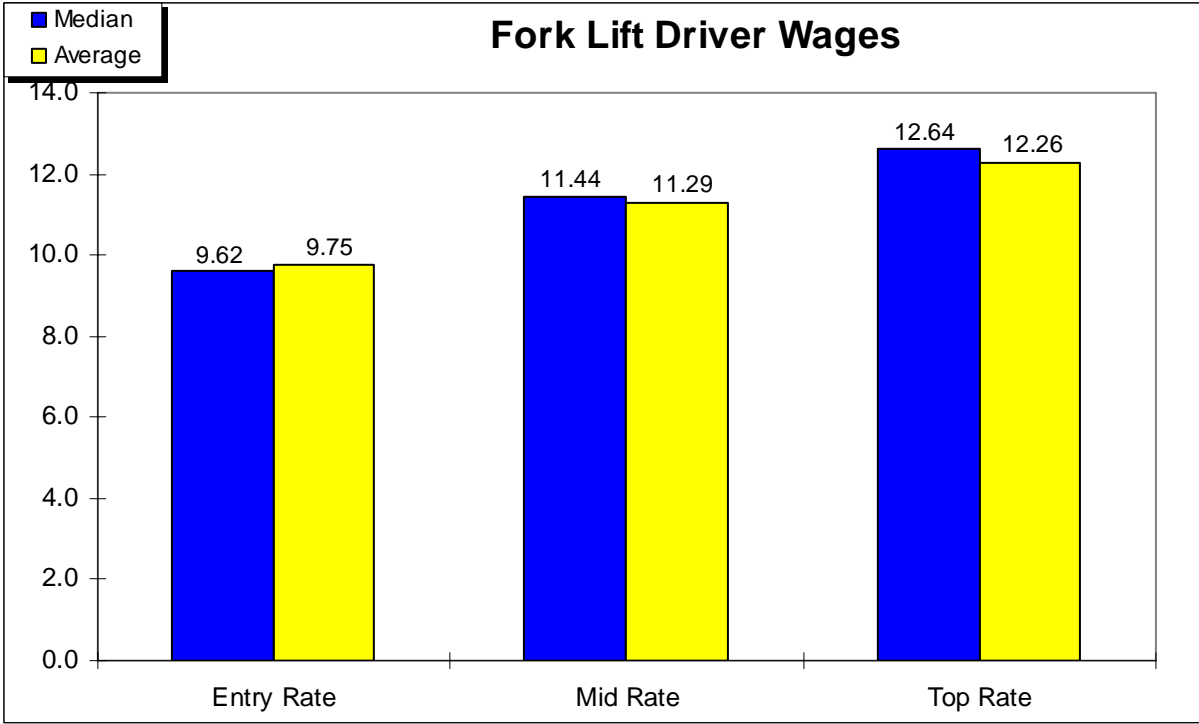
**Hourly Wage Rates**



**Fork Lift Driver**

- Number of Workers Reported: 184
- Number of Job Openings Reported: 0
- Ease of Recruitment: 2.67
- Satisfaction with Entry Level Workers: 2.67
- Average Weekly Overtime: 2.5 hours

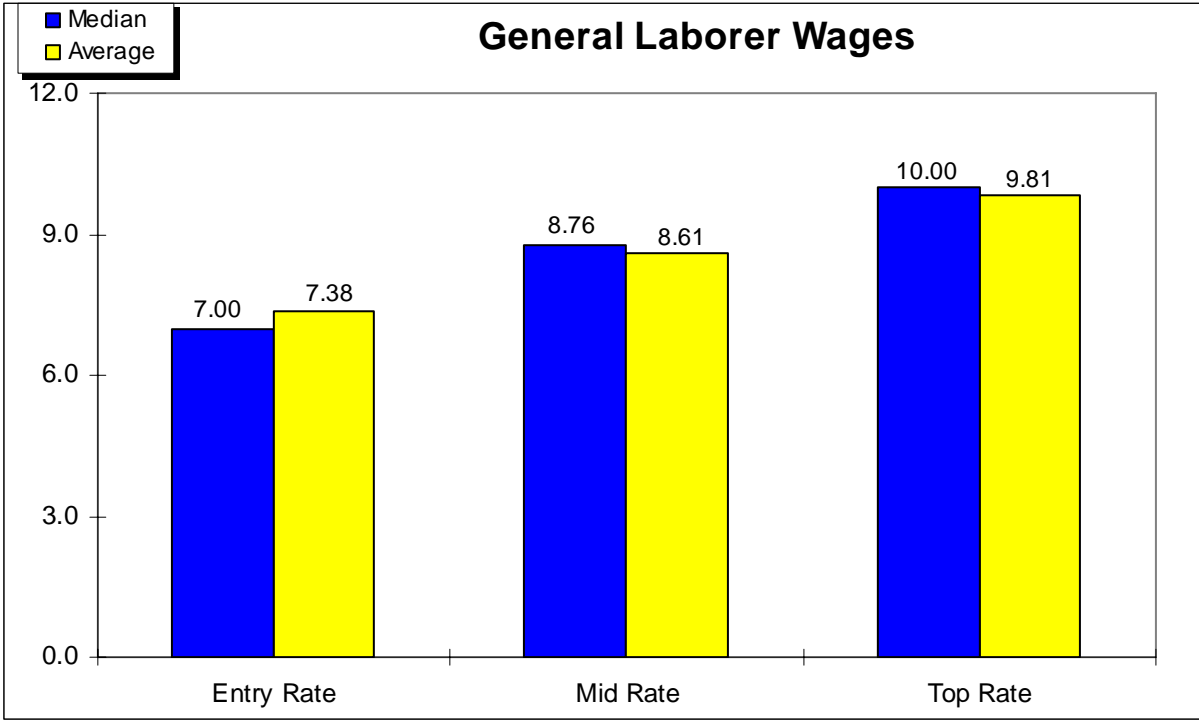
**Hourly Wage Rates**



**General Laborer**

- Number of Workers Reported: 161
- Number of Job Openings Reported: 1
- Ease of Recruitment: 2.43
- Satisfaction with Entry Level Workers: 2.14
- Average Weekly Overtime: 2.5 hours

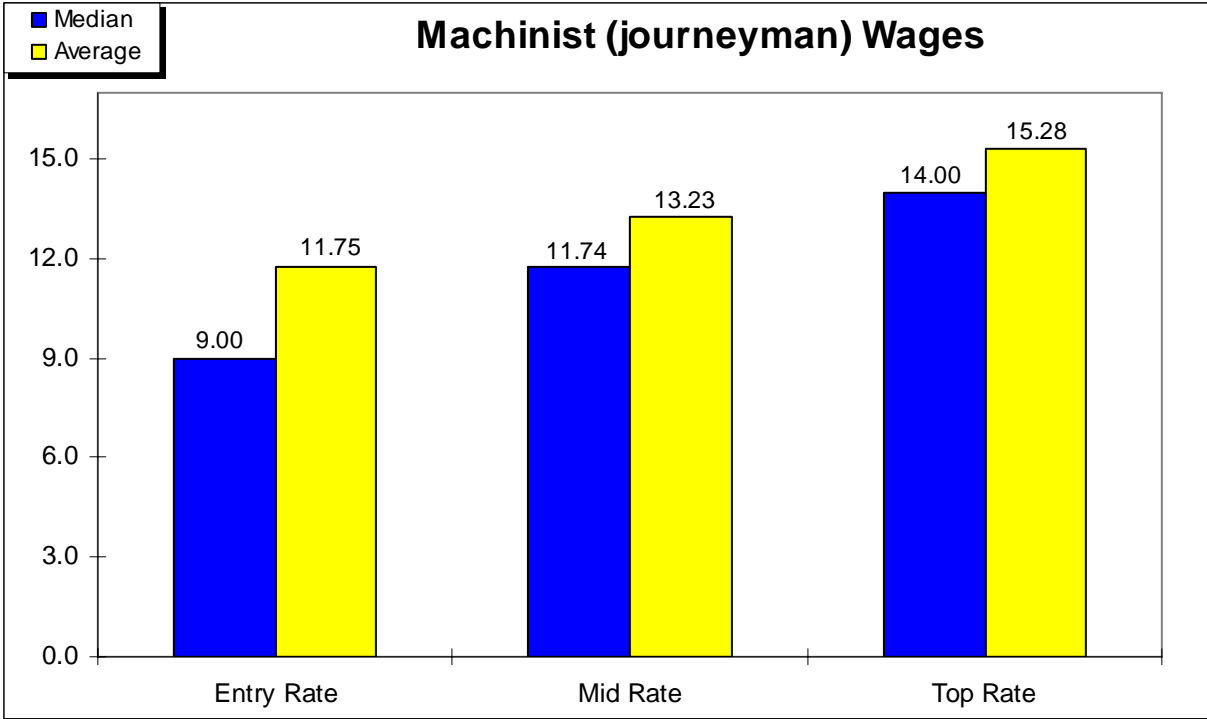
**Hourly Wage Rates**



**Machinist (journeyman)**

- Number of Workers Reported: 16
- Number of Job Openings Reported: 0
- Ease of Recruitment: 2.00
- Satisfaction with Entry Level Workers: 2.00
- Average Weekly Overtime: none reported

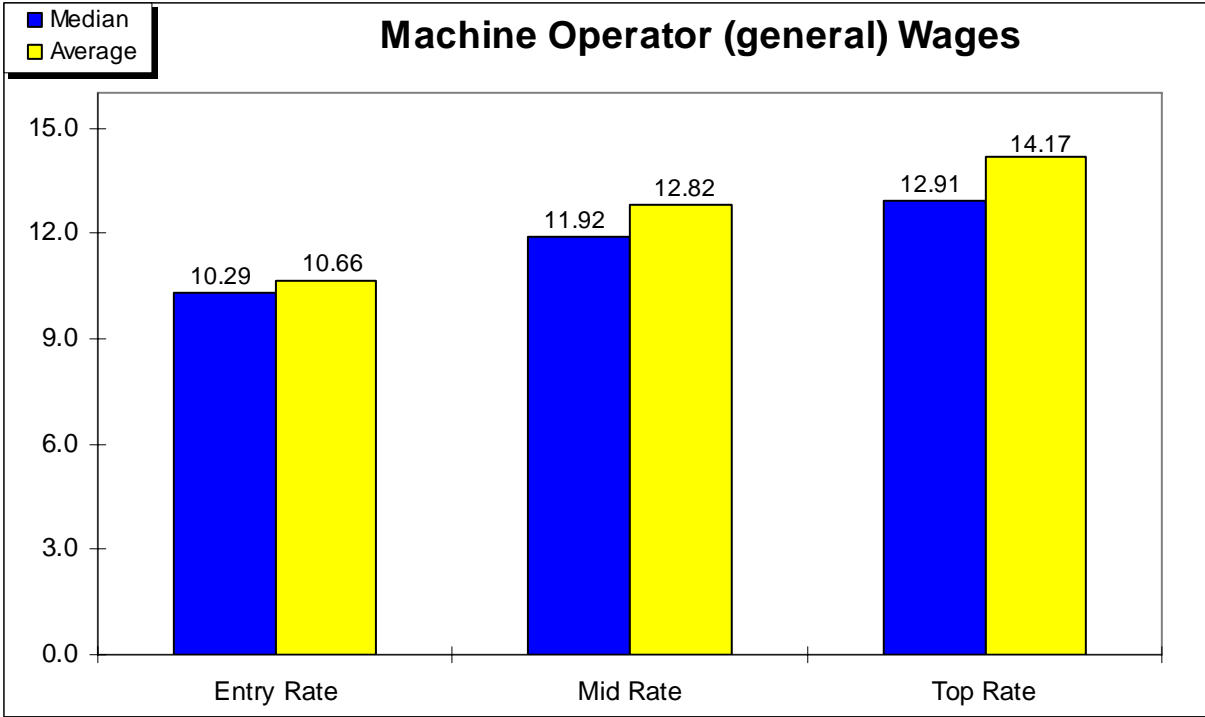
**Hourly Wage Rates**



**Machine Operator (general)**

- Number of Workers Reported: 220
- Number of Job Openings Reported: 0
- Ease of Recruitment: 2.33
- Satisfaction with Entry Level Workers: 2.33
- Average Weekly Overtime: 2.5 hours

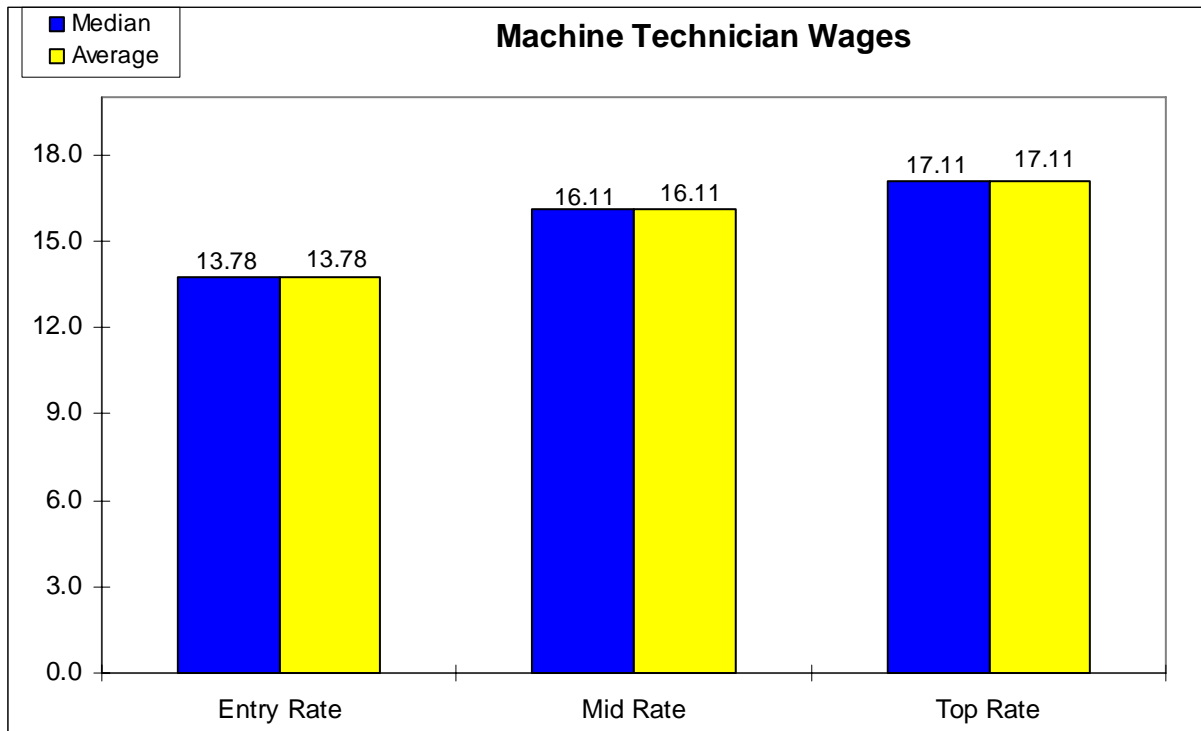
**Hourly Wage Rates**



**Machine Technician**

- Number of Workers Reported: 5
- Number of Job Openings Reported: 2
- Ease of Recruitment: 2.50
- Satisfaction with Entry Level Workers: 2.50
- Average Weekly Overtime: none reported

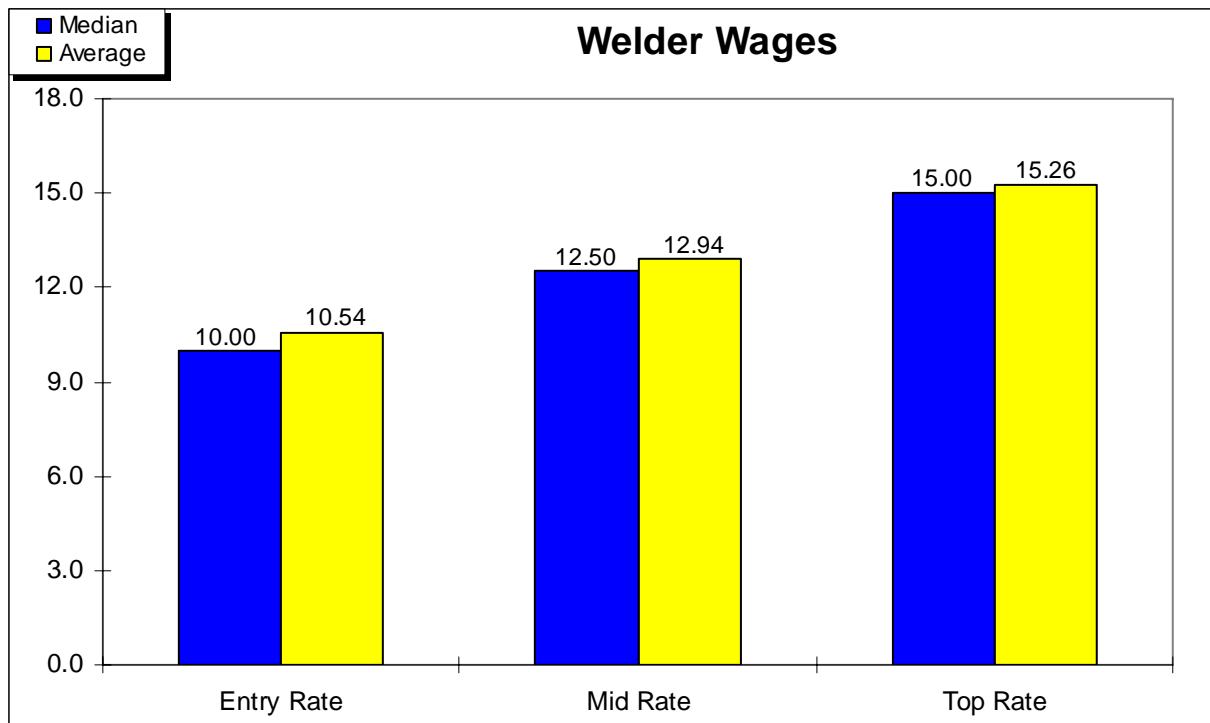
**Hourly Wage Rates**



**Welder**

- Number of Workers Reported: 19
- Number of Job Openings Reported: 1
- Ease of Recruitment: 2.40
- Satisfaction with Entry Level Workers: 2.40
- Average Weekly Overtime: none reported

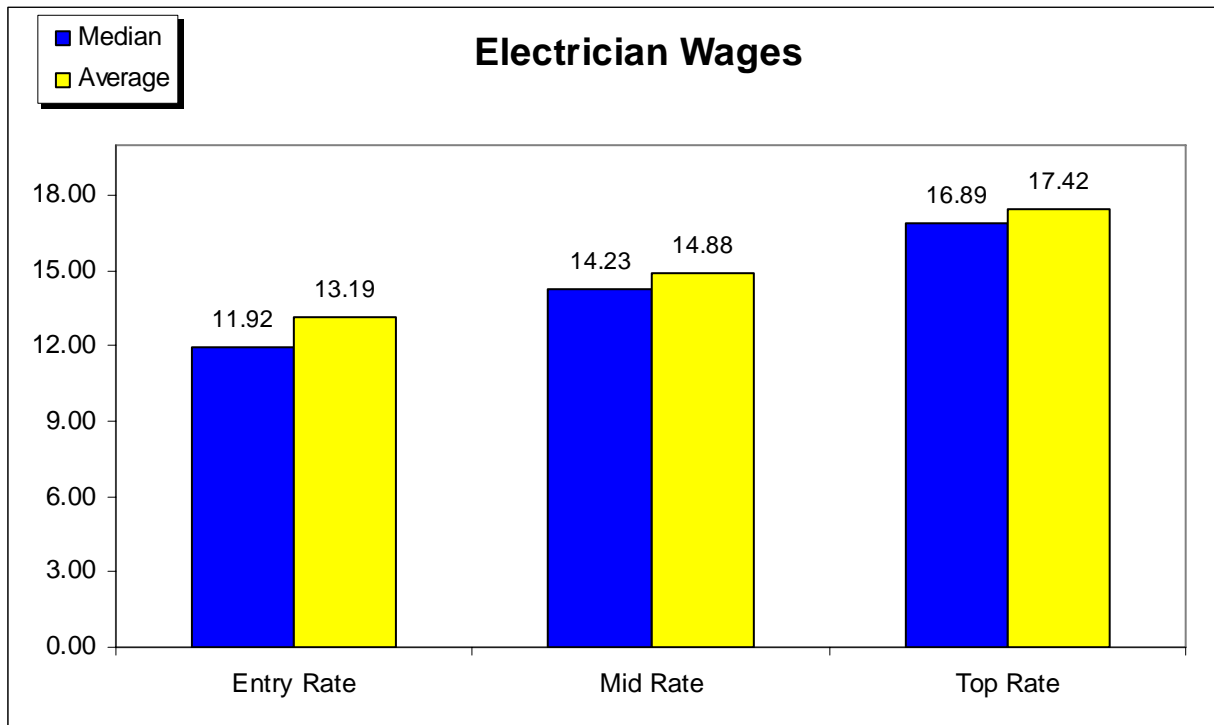
**Hourly Wage Rates**



**Electrician**

- Number of Workers Reported: 17
- Number of Job Openings Reported: 0
- Ease of Recruitment: 2.50
- Satisfaction with Entry Level Workers: 3.00
- Average Weekly Overtime: none reported

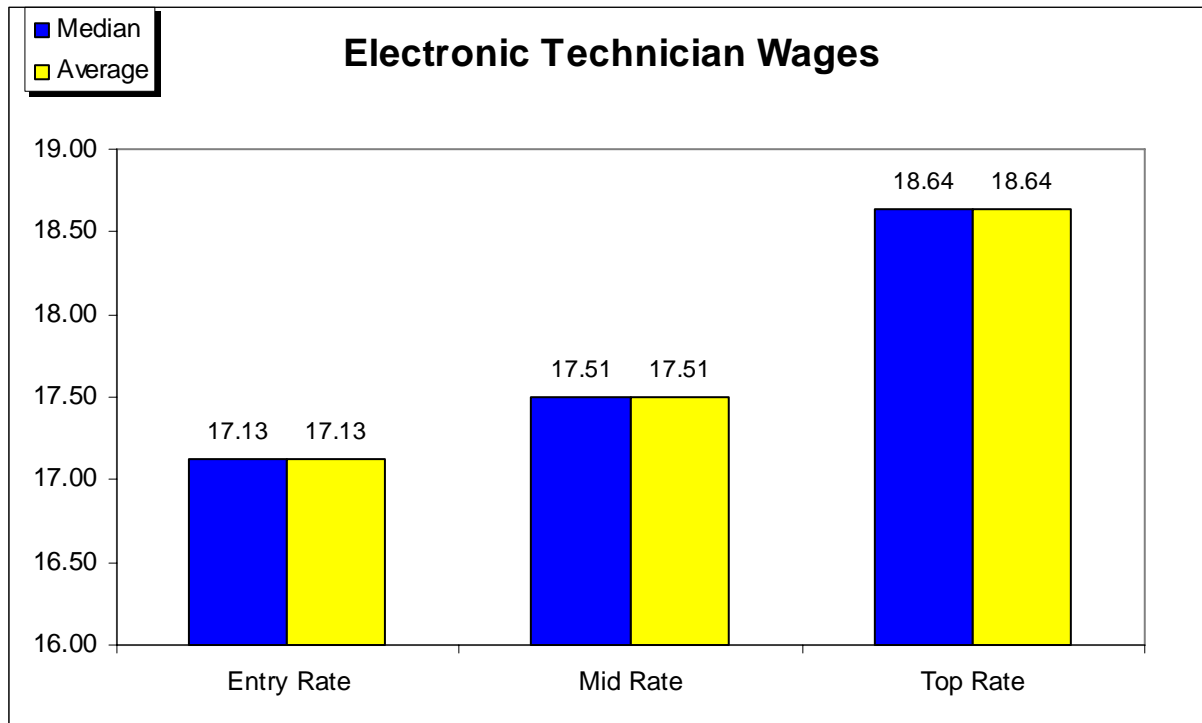
**Hourly Wage Rates**



**Electronic Technician**

- Number of Workers Reported: 27
- Number of Job Openings Reported: 0
- Ease of Recruitment: 2.50
- Satisfaction with Entry Level Workers: 2.50
- Average Weekly Overtime: none reported

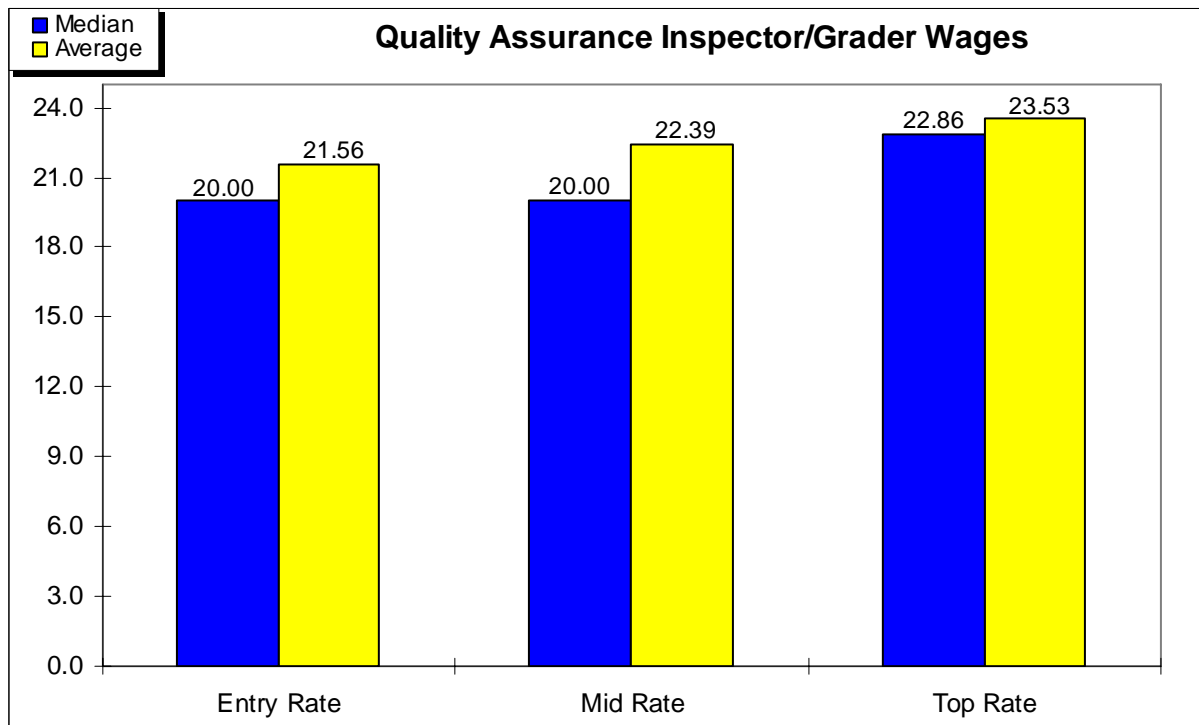
**Hourly Wage Rates**



**Quality Assurance Inspector/Grader**

- Number of Workers Reported: 26
- Number of Job Openings Reported: 0
- Ease of Recruitment: 2.00
- Satisfaction with Entry Level Workers: 2.25
- Average Weekly Overtime: none reported

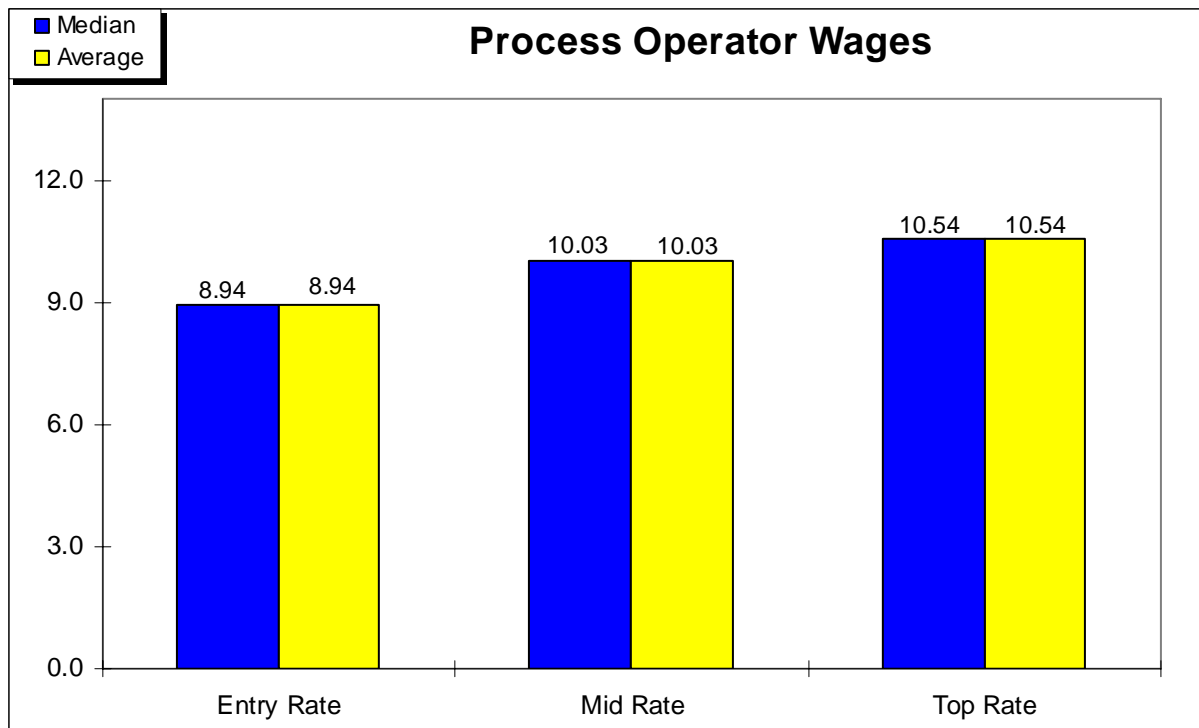
**Hourly Wage Rates**



**Process Operator**

- Number of Workers Reported: 215
- Number of Job Openings Reported: 0
- Ease of Recruitment: 2.00
- Satisfaction with Entry Level Workers: 2.00
- Average Weekly Overtime: 3.0 hours

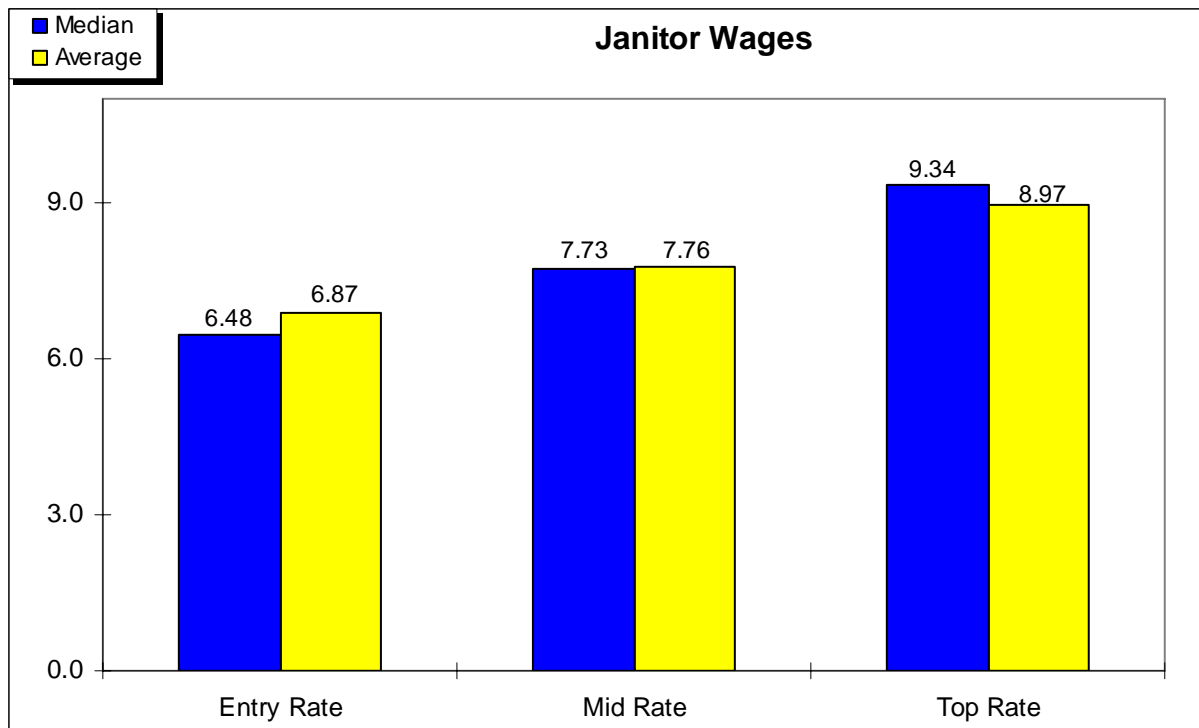
**Hourly Wage Rates**



**Janitor**

- Number of Workers Reported: 403
- Number of Job Openings Reported: 10
- Ease of Recruitment: 2.09
- Satisfaction with Entry Level Workers: 2.00
- Average Weekly Overtime: none reported

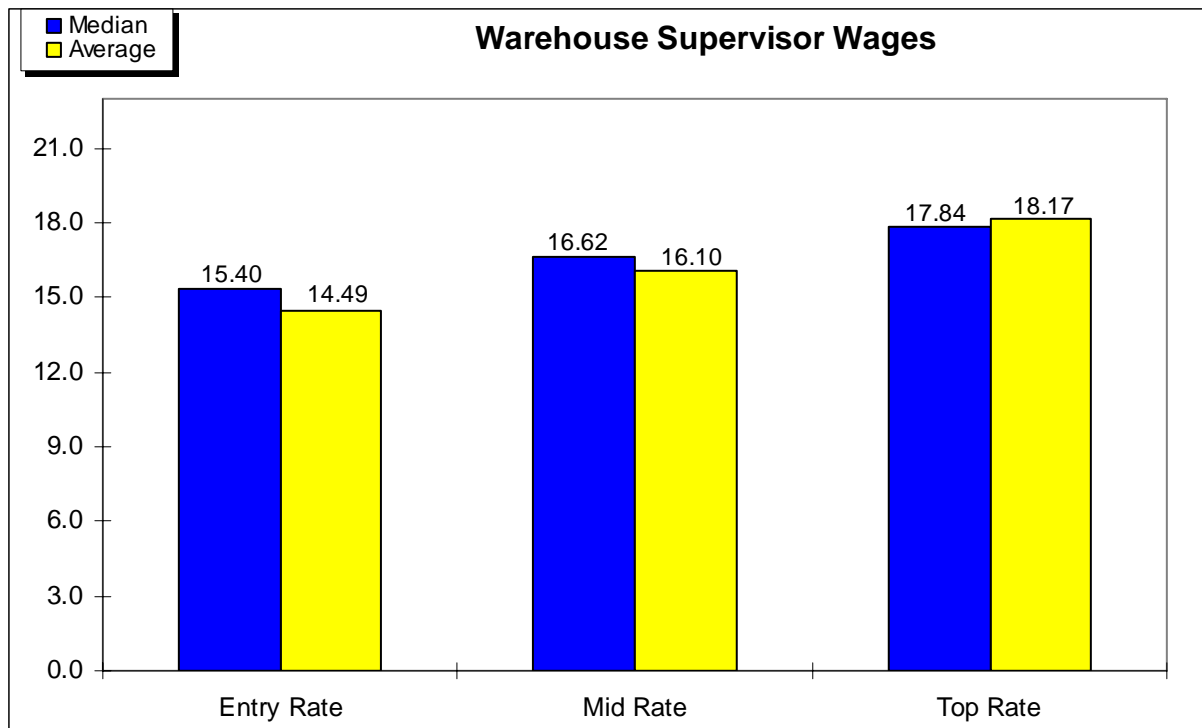
**Hourly Wage Rates**



**Warehouse Supervisor**

- Number of Workers Reported: 19
- Number of Job Openings Reported: 2
- Ease of Recruitment: 2.00
- Satisfaction with Entry Level Workers: 2.00
- Average Weekly Overtime: 2.0 hours

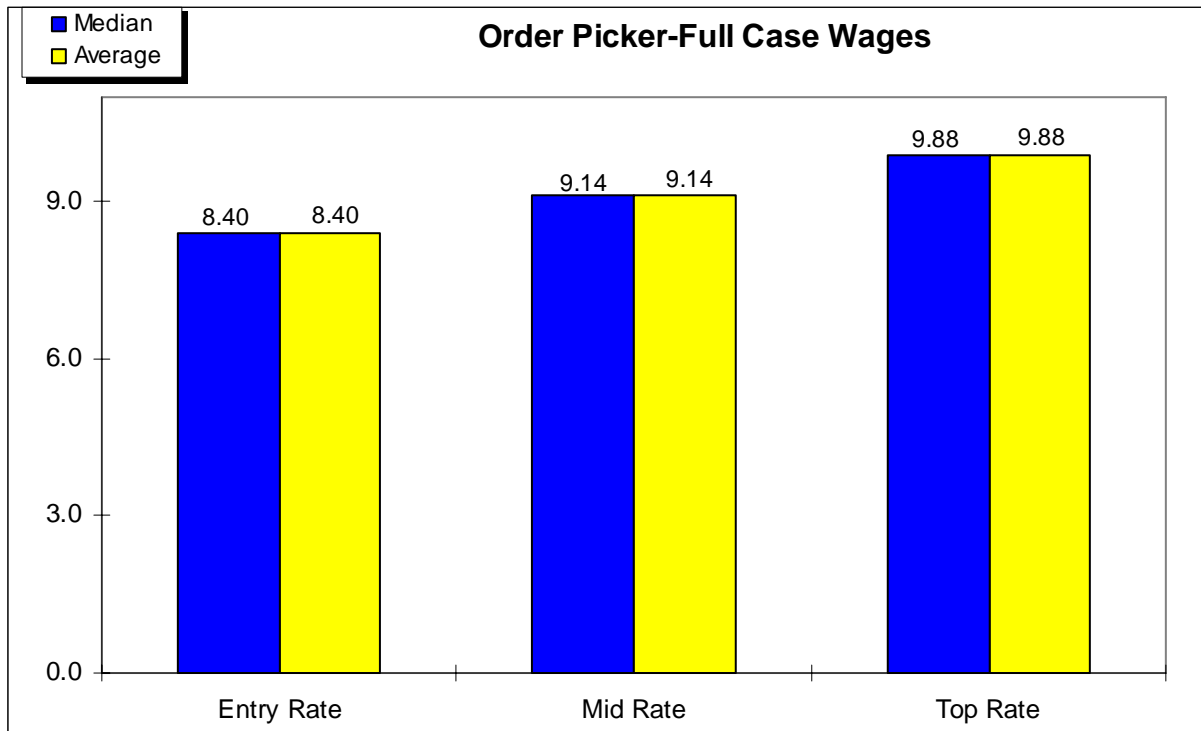
**Hourly Wage Rates**



**Order Picker (Full Case)**

- Number of Workers Reported: 63
- Number of Job Openings Reported: 0
- Ease of Recruitment: 1.00
- Satisfaction with Entry Level Workers: 1.00
- Average Weekly Overtime: none reported

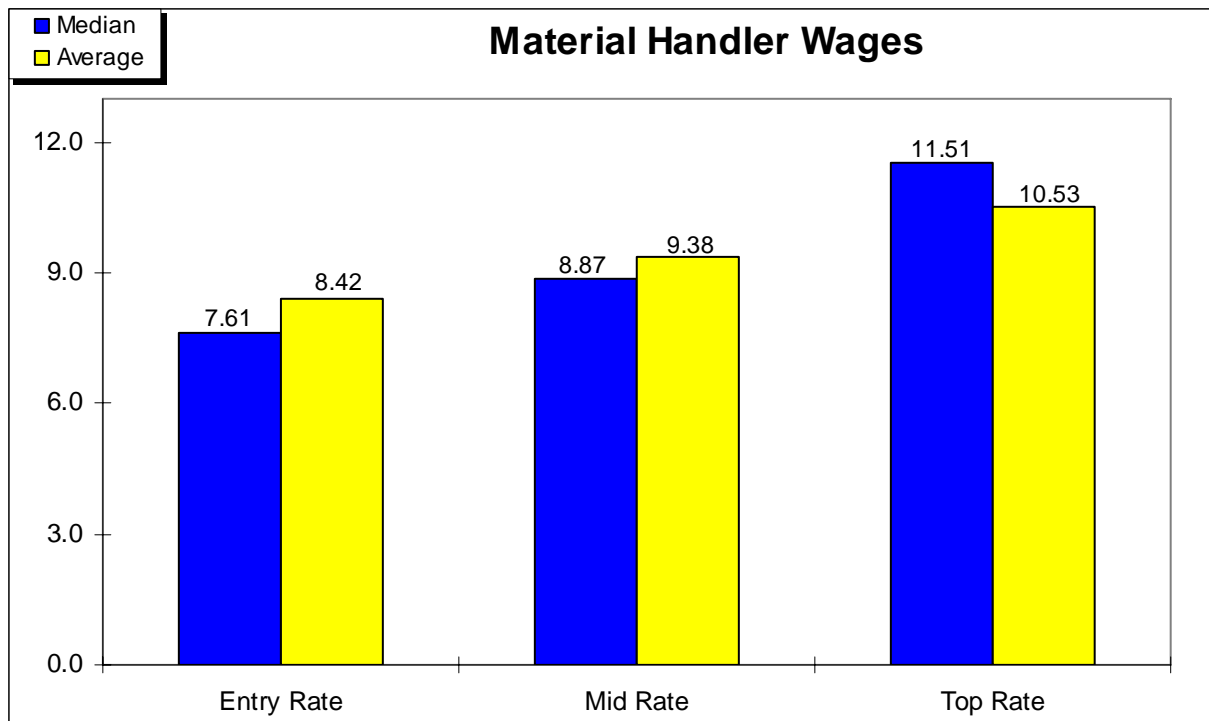
**Hourly Wage Rates**



**Material Handler**

- Number of Workers Reported: 100
- Number of Job Openings Reported: 0
- Ease of Recruitment: 2.25
- Satisfaction with Entry Level Workers: 2.25
- Average Weekly Overtime: 5.0 hours

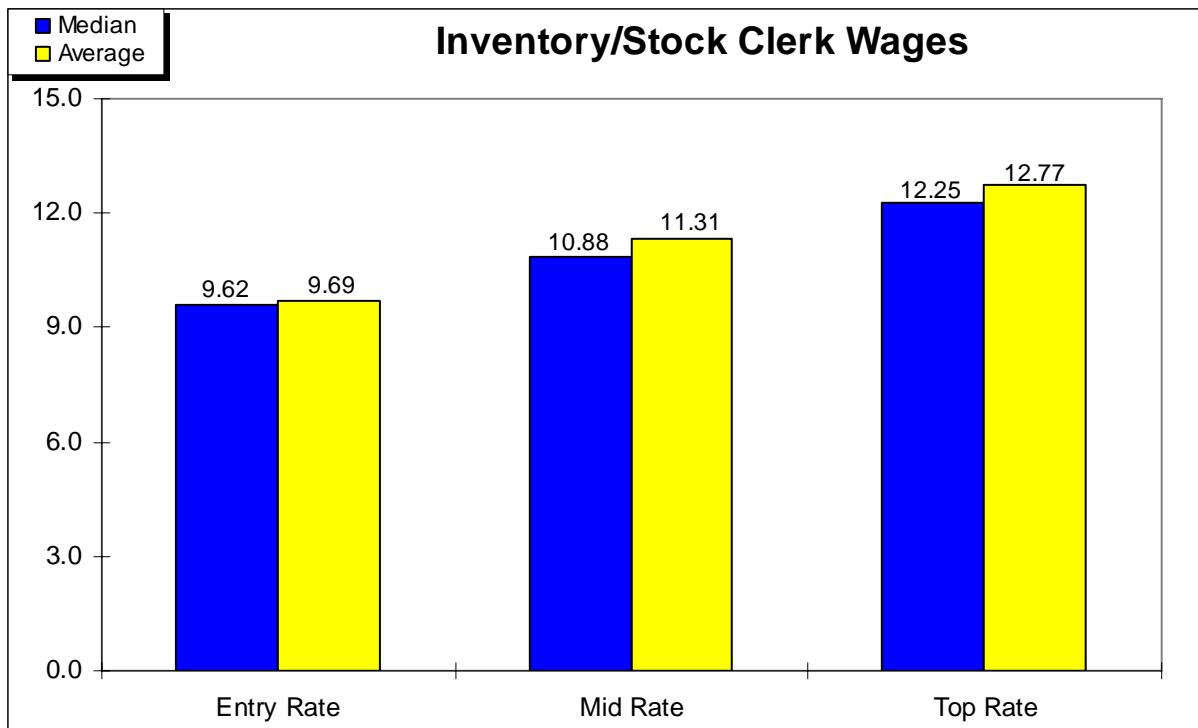
**Hourly Wage Rates**



**Inventory/Stock Clerk**

- Number of Workers Reported: 148
- Number of Job Openings Reported: 0
- Ease of Recruitment: 2.00
- Satisfaction with Entry Level Workers: 2.29
- Average Weekly Overtime: 2.0 hours

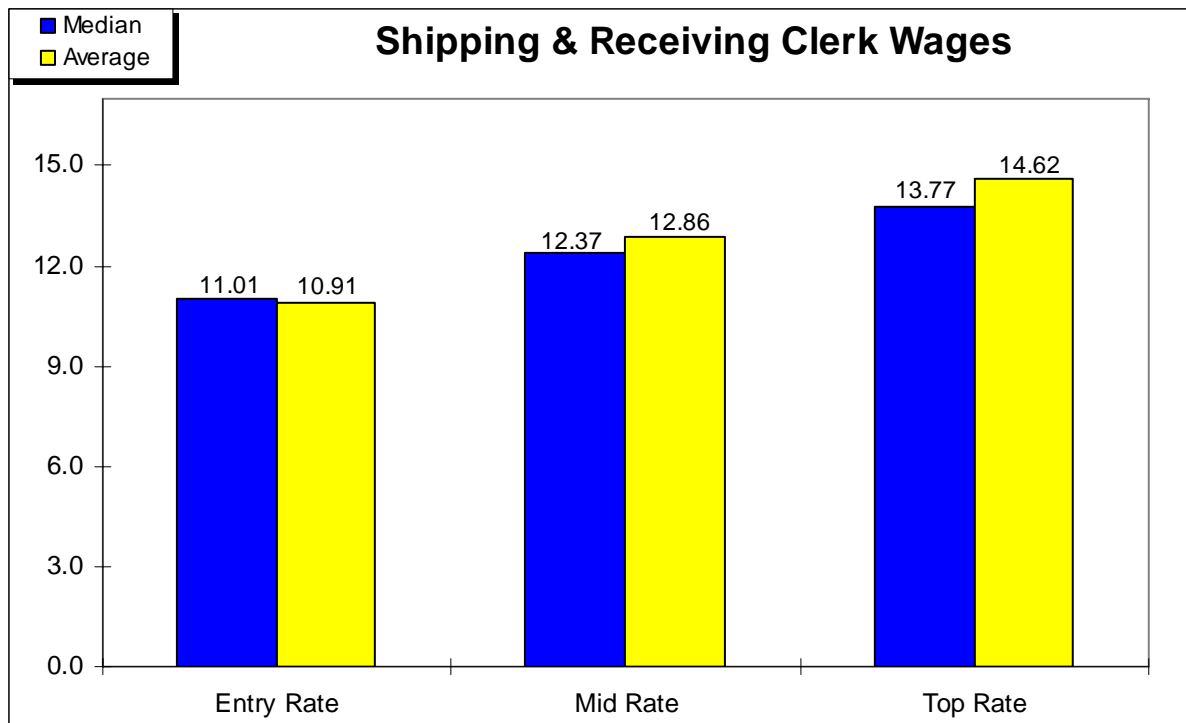
**Hourly Wage Rates**



**Shipping & Receiving Clerk**

- Number of Workers Reported: 120
- Number of Job Openings Reported: 0
- Ease of Recruitment: 2.50
- Satisfaction with Entry Level Workers: 2.50
- Average Weekly Overtime: 2.5 hours

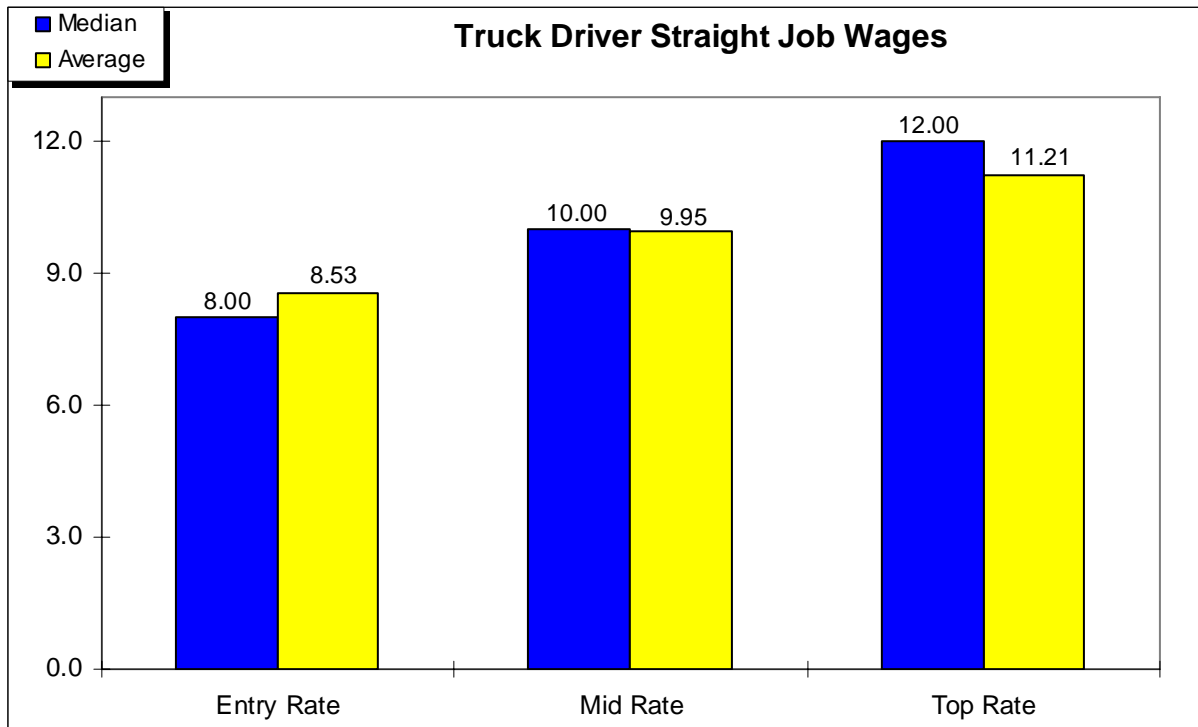
**Hourly Wage Rates**



**Truck Driver (Straight Job)**

- Number of Workers Reported: 109
- Number of Job Openings Reported: 1
- Ease of Recruitment: 2.40
- Satisfaction with Entry Level Workers: 2.60
- Average Weekly Overtime: 5.0 hours

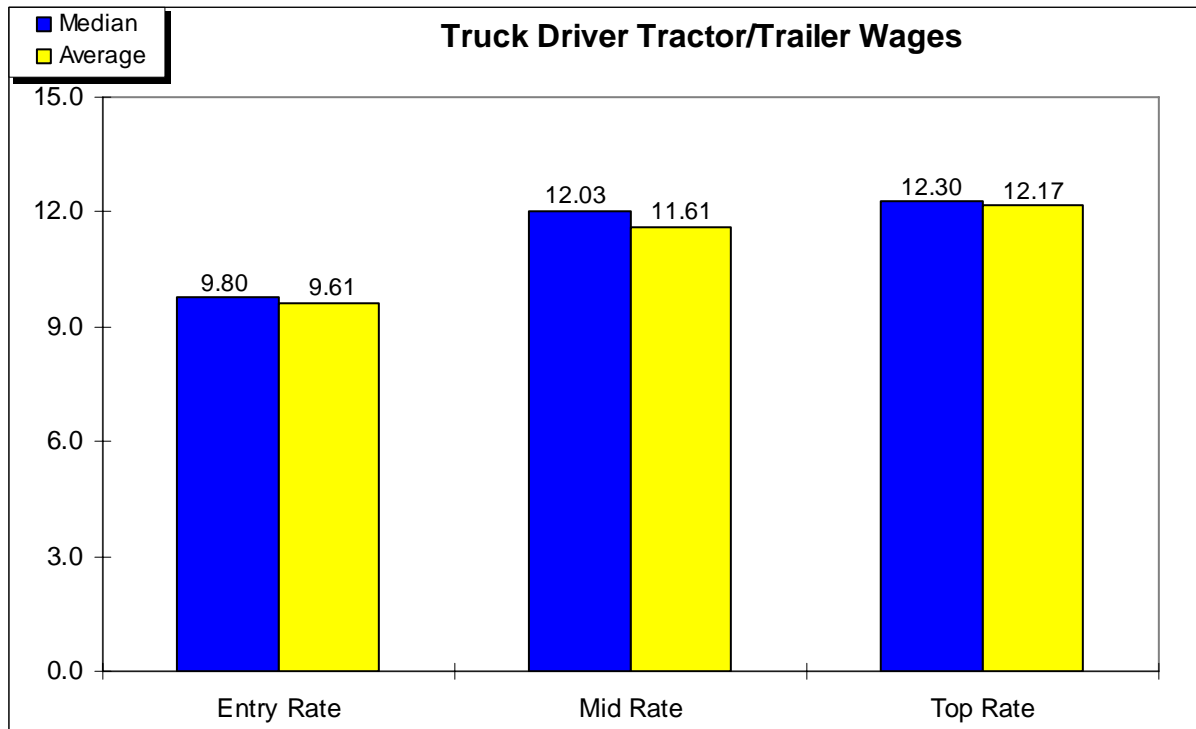
**Hourly Wage Rates**



**Truck Driver (Tractor/Trailer)**

- Number of Workers Reported: 184
- Number of Job Openings Reported: 0
- Ease of Recruitment: 2.00
- Satisfaction with Entry Level Workers: 2.00
- Average Weekly Overtime: 2.0 hours

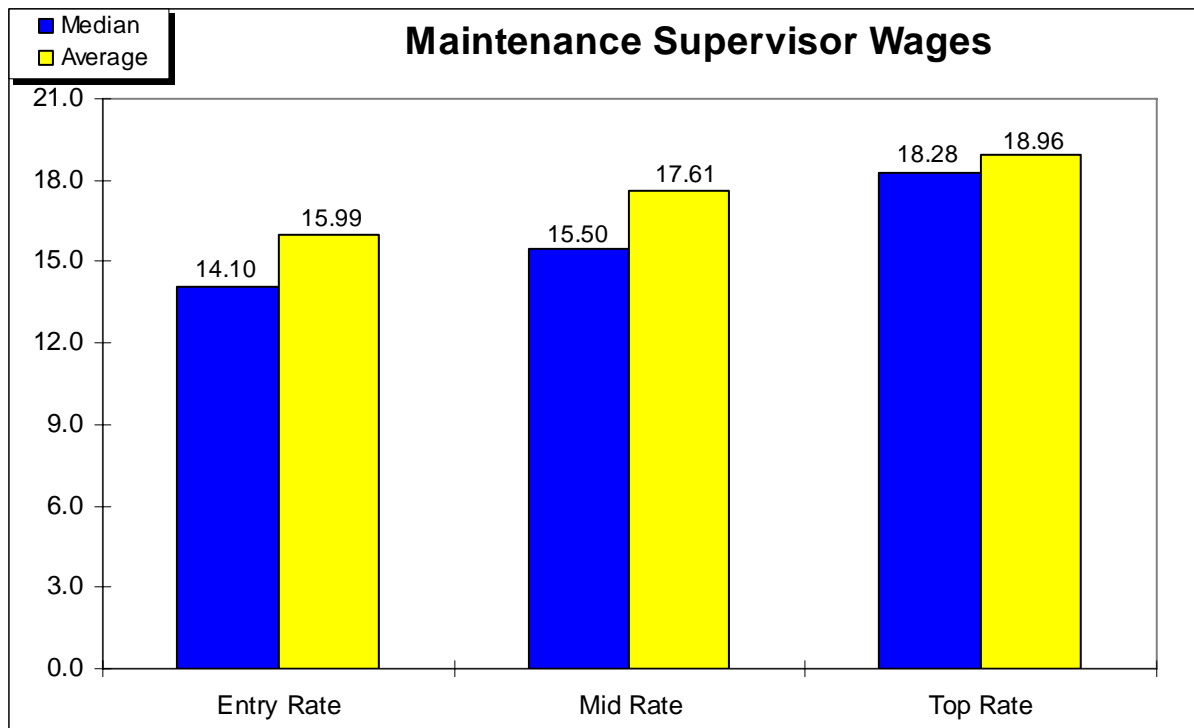
**Hourly Wage Rates**



**Maintenance Supervisor**

- Number of Workers Reported: 26
- Number of Job Openings Reported: 0
- Ease of Recruitment: 2.10
- Satisfaction with Entry Level Workers: 2.20
- Average Weekly Overtime: 3.5 hours

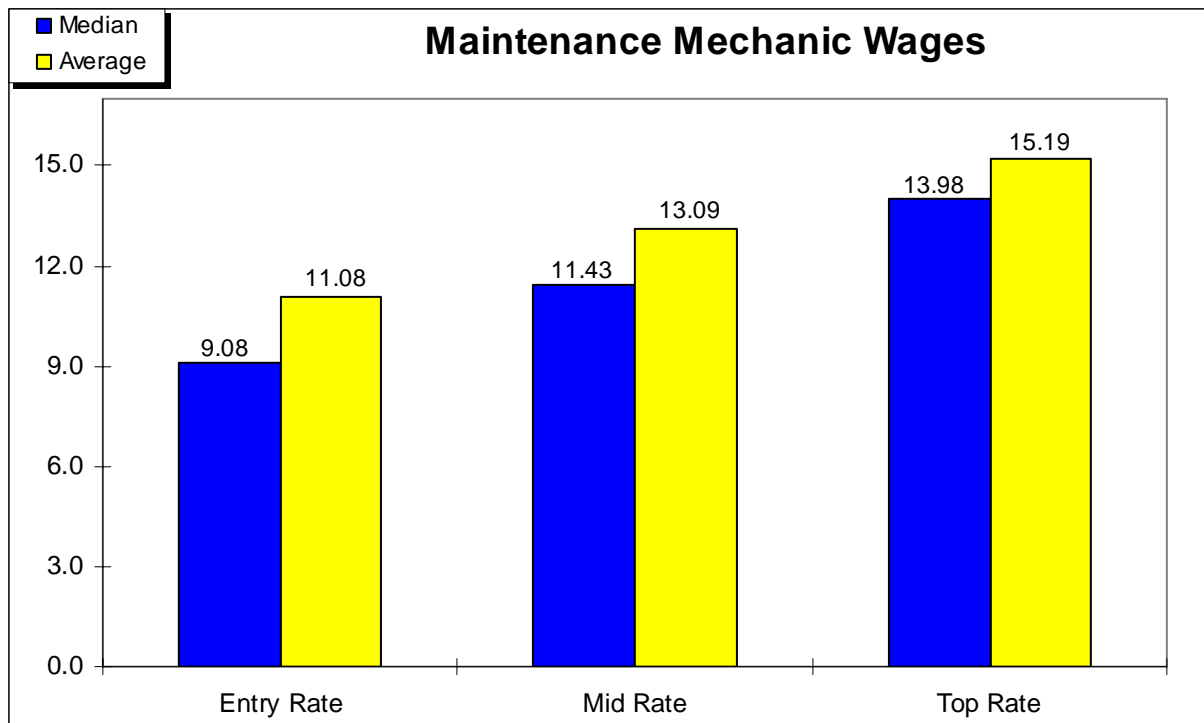
**Hourly Wage Rates**



**Maintenance Mechanic**

- Number of Workers Reported: 67
- Number of Job Openings Reported: 1
- Ease of Recruitment: 1.67
- Satisfaction with Entry Level Workers: 1.67
- Average Weekly Overtime: 5.0 hours

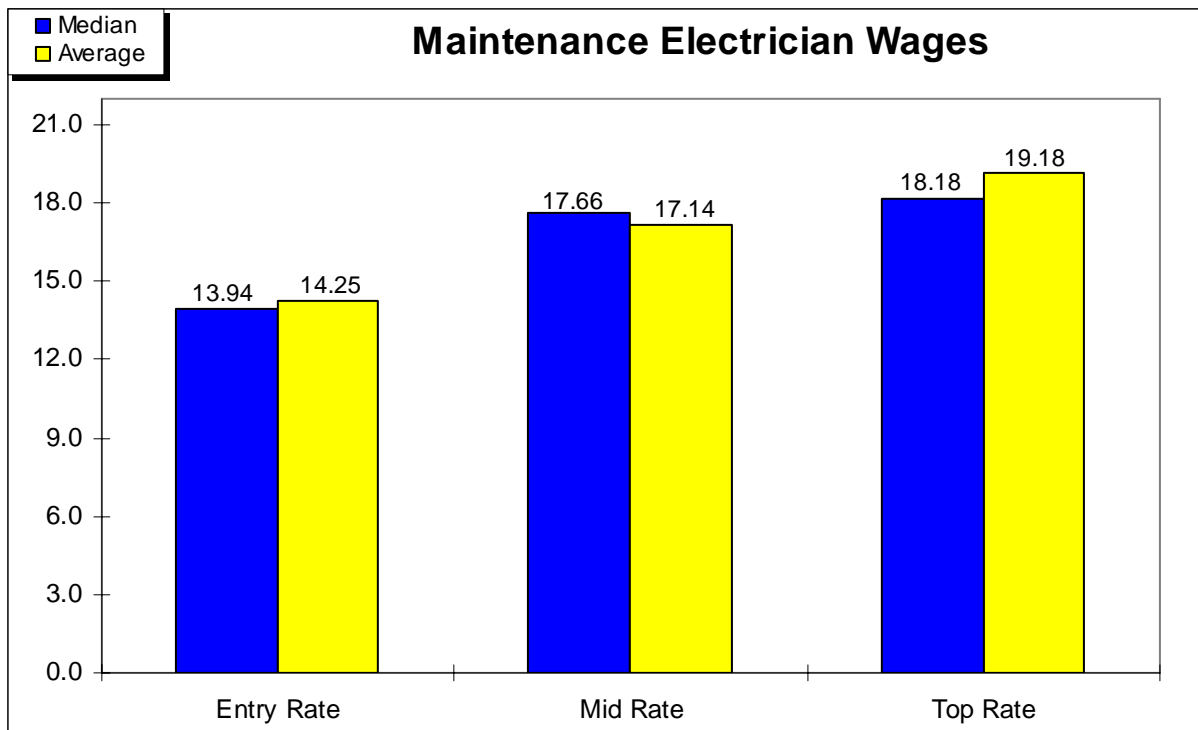
**Hourly Wage Rates**



**Maintenance Electrician**

- Number of Workers Reported: 23
- Number of Job Openings Reported: 0
- Ease of Recruitment: 2.67
- Satisfaction with Entry Level Workers: 2.67
- Average Weekly Overtime: 2.5 hours

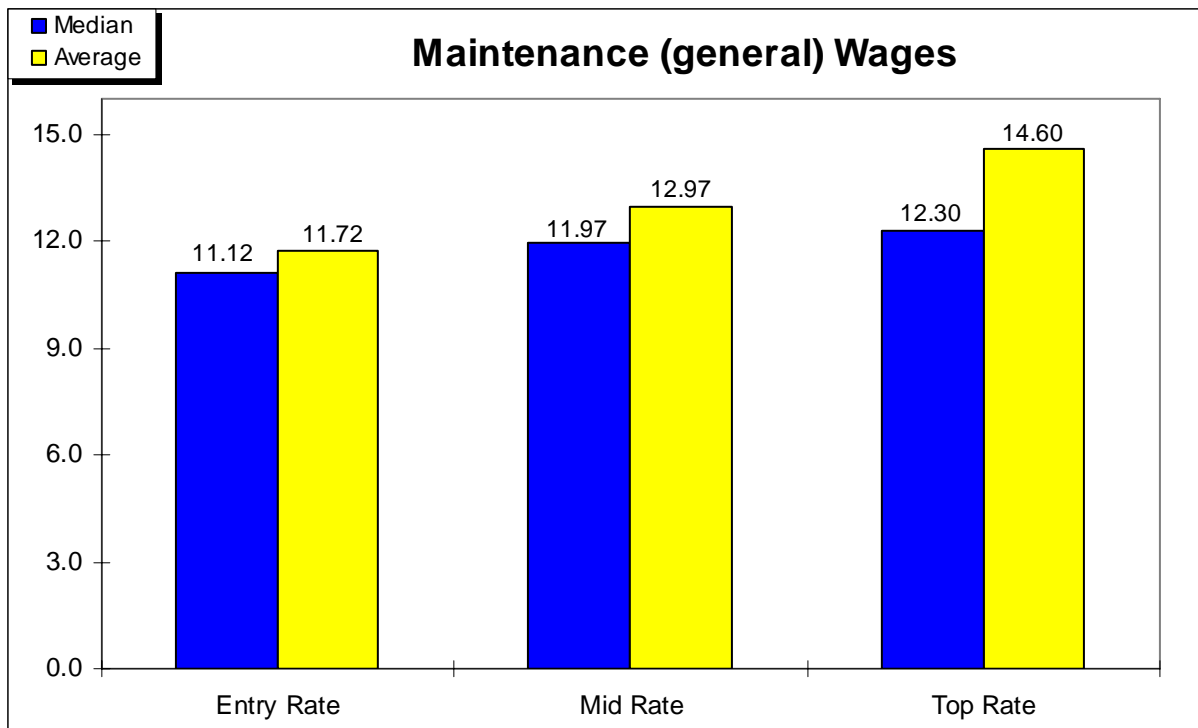
**Hourly Wage Rates**



**Maintenance (general)**

- Number of Workers Reported: 259
- Number of Job Openings Reported: 2
- Ease of Recruitment: 2.30
- Satisfaction with Entry Level Workers: 2.30
- Average Weekly Overtime: 3.5 hours

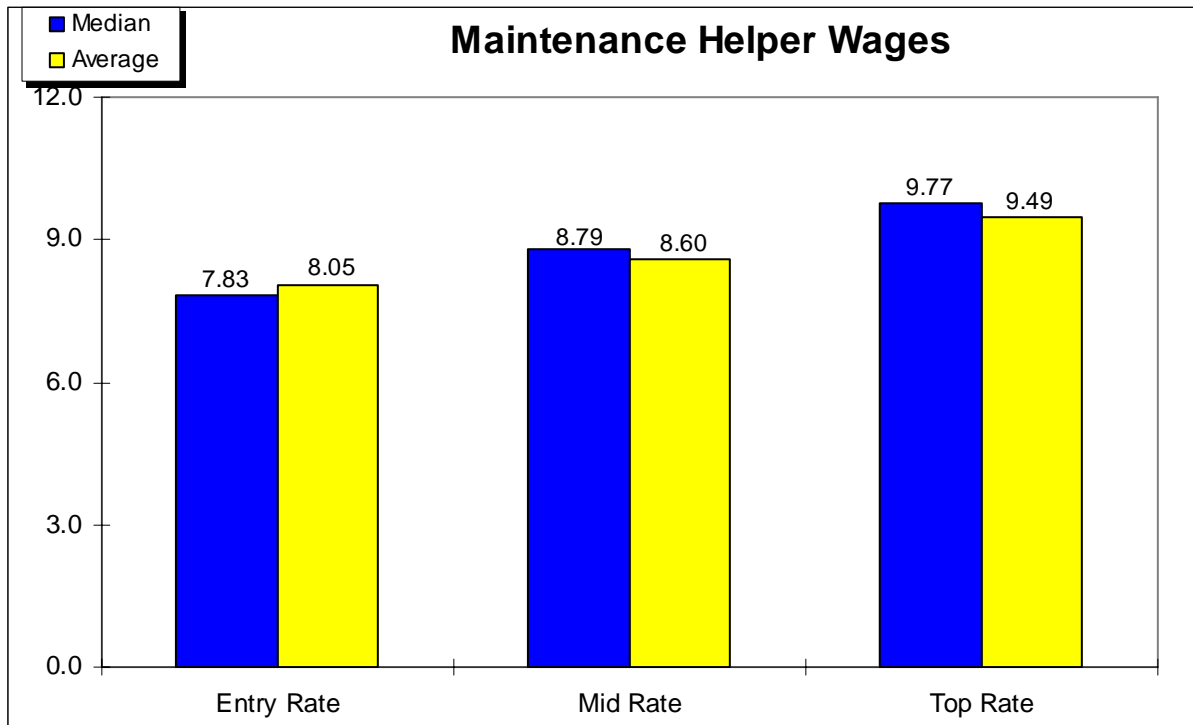
**Hourly Wage Rates**



**Maintenance Helper**

- Number of Workers Reported: 64
- Number of Job Openings Reported: 0
- Ease of Recruitment: 2.33
- Satisfaction with Entry Level Workers: 2.33
- Average Weekly Overtime: none reported

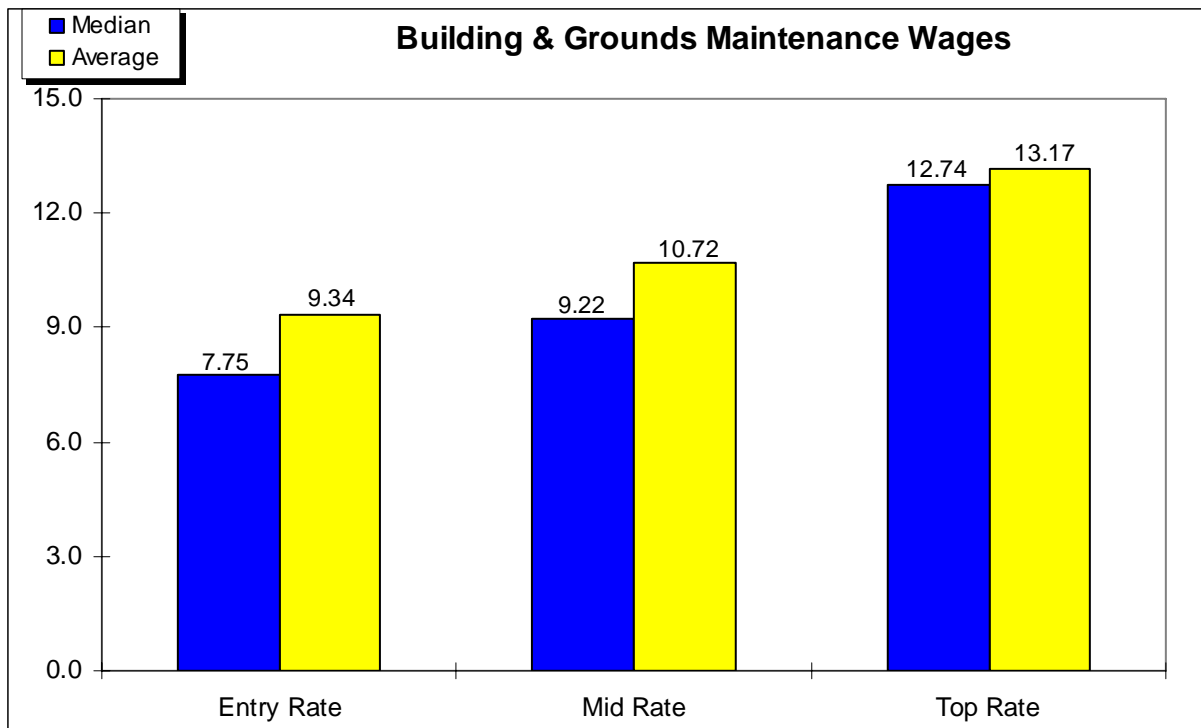
**Hourly Wage Rates**



**Building & Grounds Maintenance**

- Number of Workers Reported: 62
- Number of Job Openings Reported: 0
- Ease of Recruitment: 3.00
- Satisfaction with Entry Level Workers: 3.00
- Average Weekly Overtime: none reported

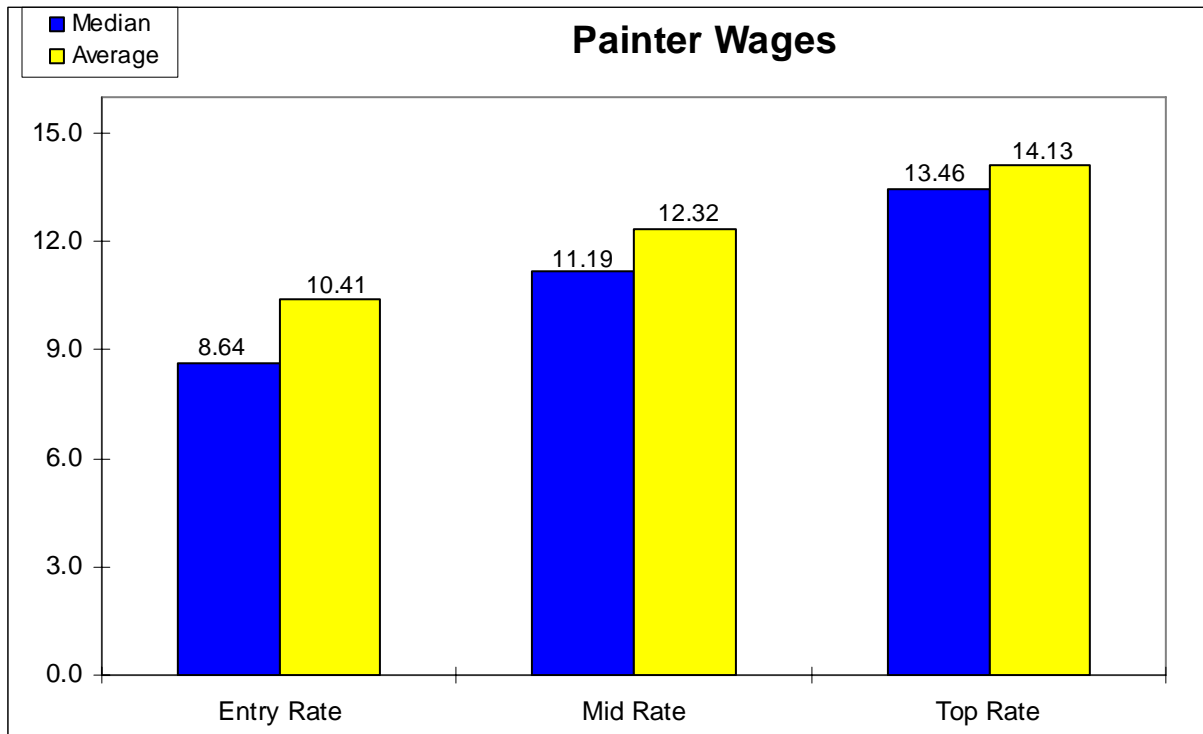
**Hourly Wage Rates**



**Painter**

- Number of Workers Reported: 25
- Number of Job Openings Reported: 2
- Ease of Recruitment: 2.67
- Satisfaction with Entry Level Workers: 2.67
- Average Weekly Overtime: 3.3 hours

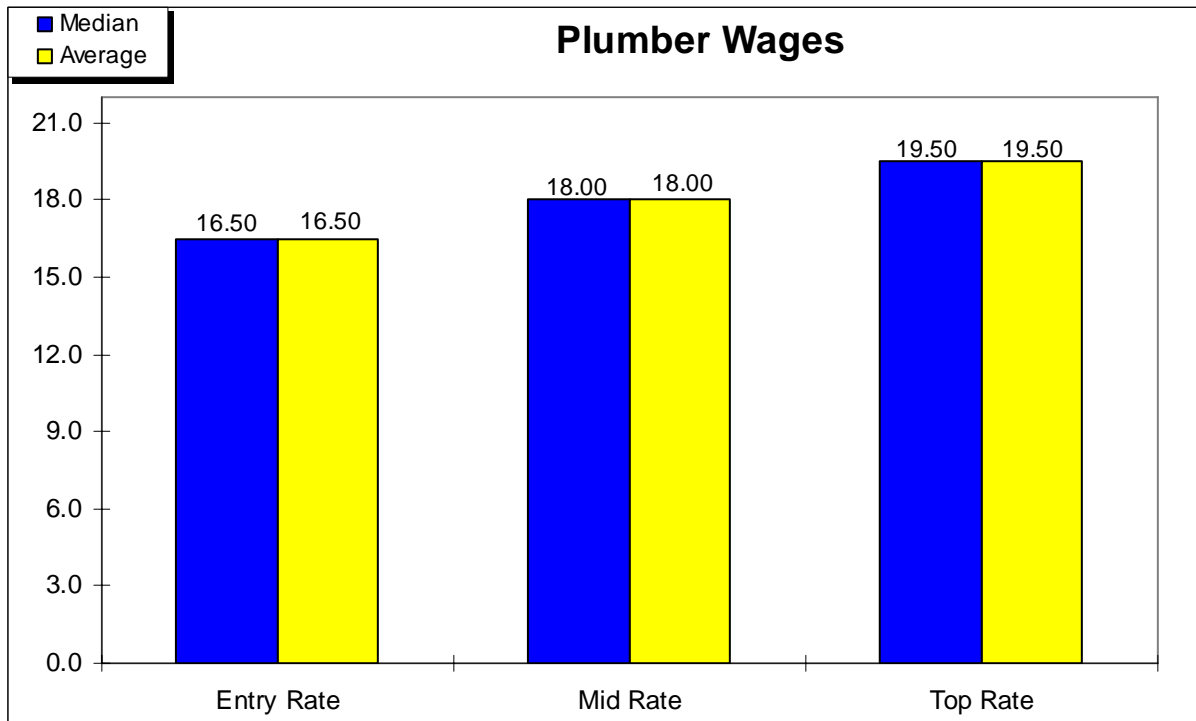
**Hourly Wage Rates**



**Plumber**

- Number of Workers Reported: 18
- Number of Job Openings Reported: 0
- Ease of Recruitment: 1.00
- Satisfaction with Entry Level Workers: 2.00
- Average Weekly Overtime: none reported

**Hourly Wage Rates**

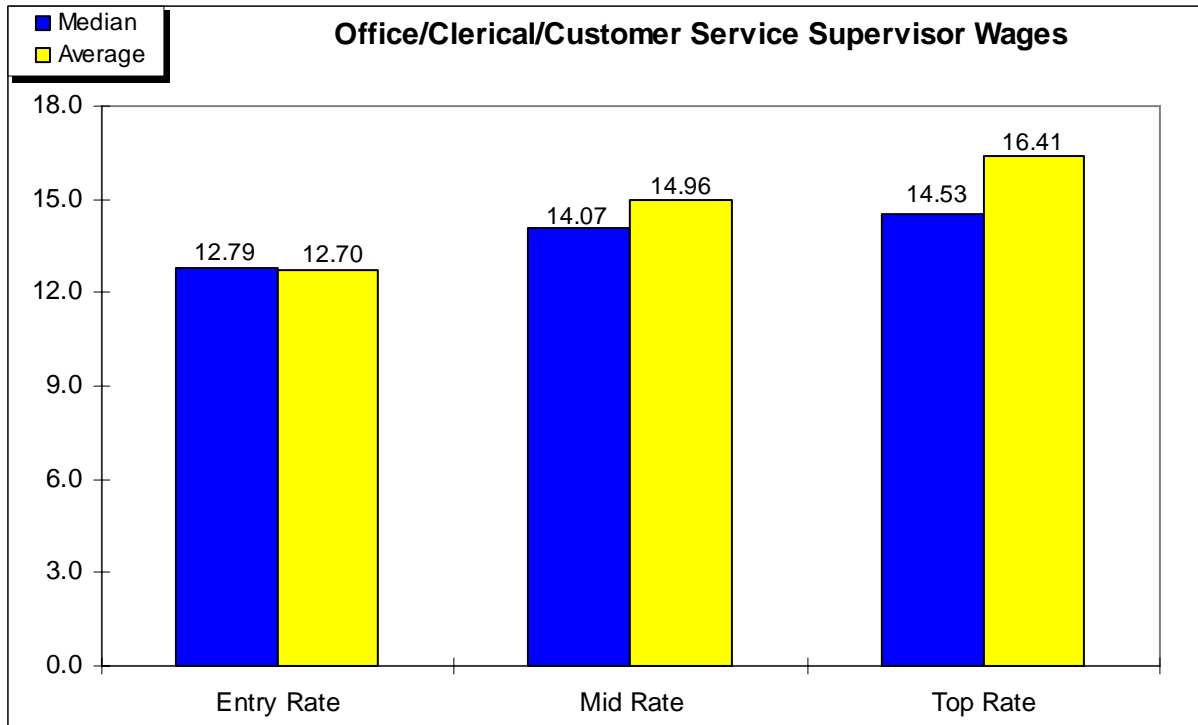


## Office Occupations

### Office/Clerical/Customer Service Supervisor

- Number of Workers Reported: 177
- Number of Job Openings Reported: 0
- Ease of Recruitment: 1.73
- Satisfaction with Entry Level Workers: 2.20
- Average Weekly Overtime: 5.0 hours

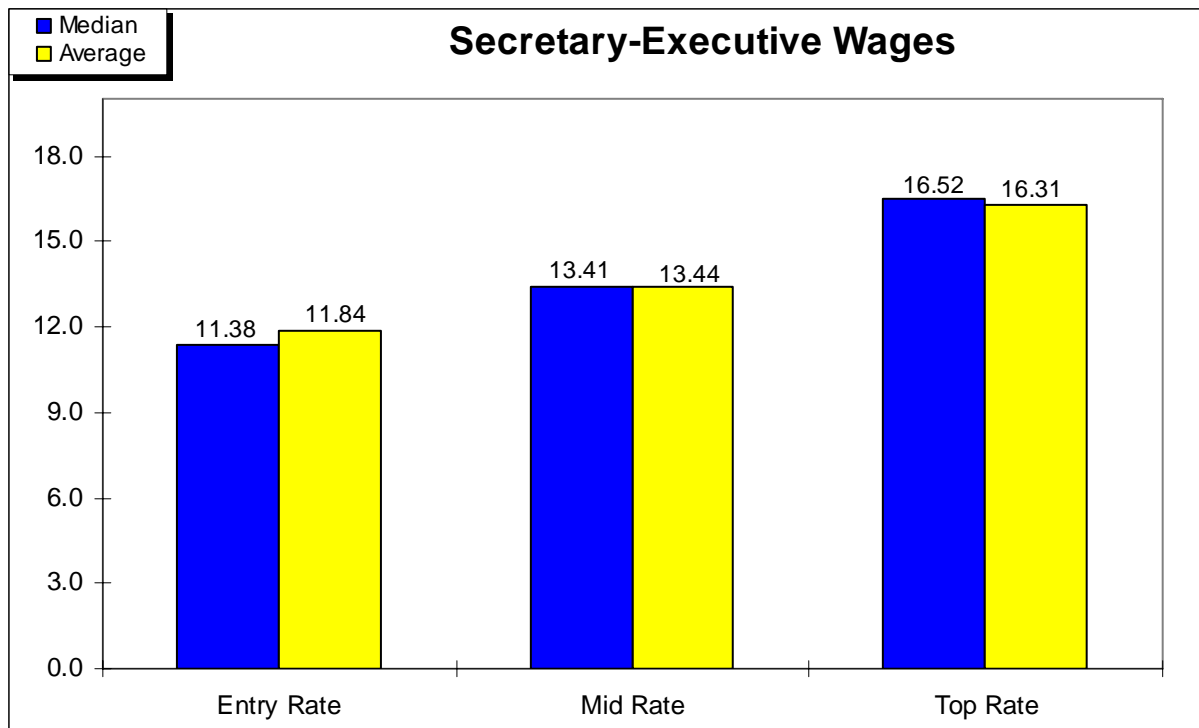
#### Hourly Wage Rates



**Secretary—Executive**

- Number of Workers Reported: 29
- Number of Job Openings Reported: 1
- Ease of Recruitment: 2.31
- Satisfaction with Entry Level Workers: 2.31
- Average Weekly Overtime: none reported

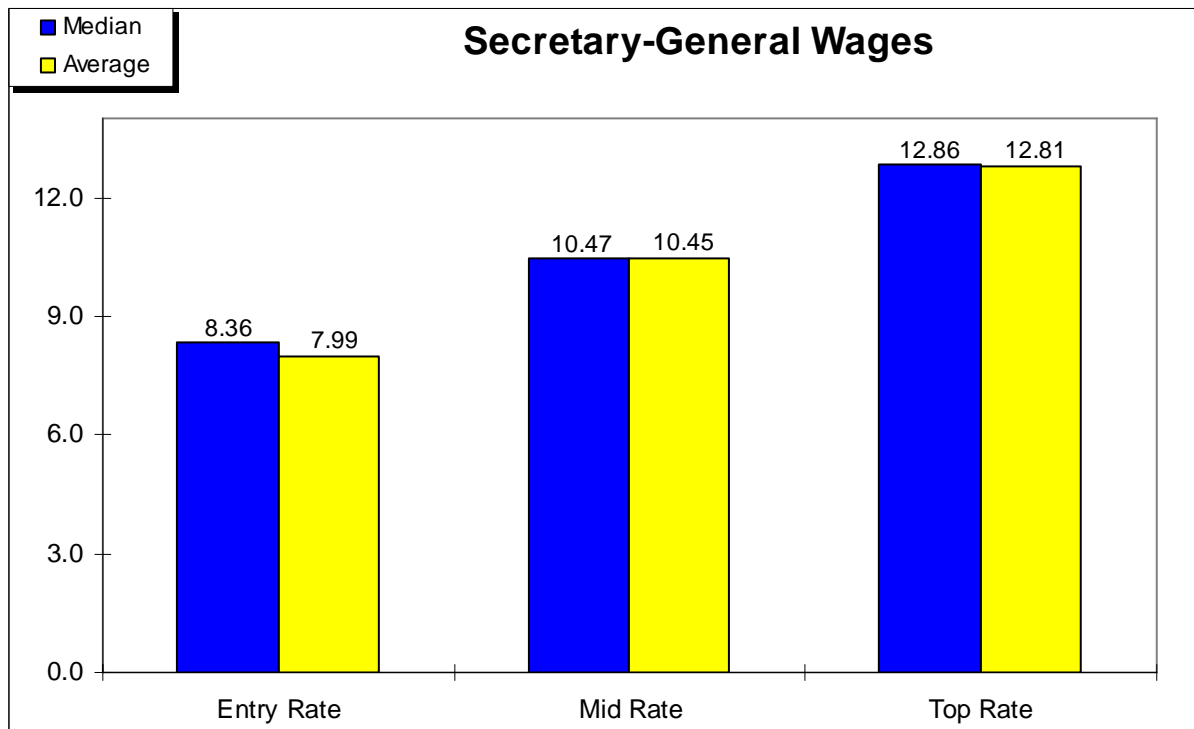
**Hourly Wage Rates**



**Secretary—General**

- Number of Workers Reported: 509
- Number of Job Openings Reported: 5
- Ease of Recruitment: 2.43
- Satisfaction with Entry Level Workers: 2.36
- Average Weekly Overtime: none reported

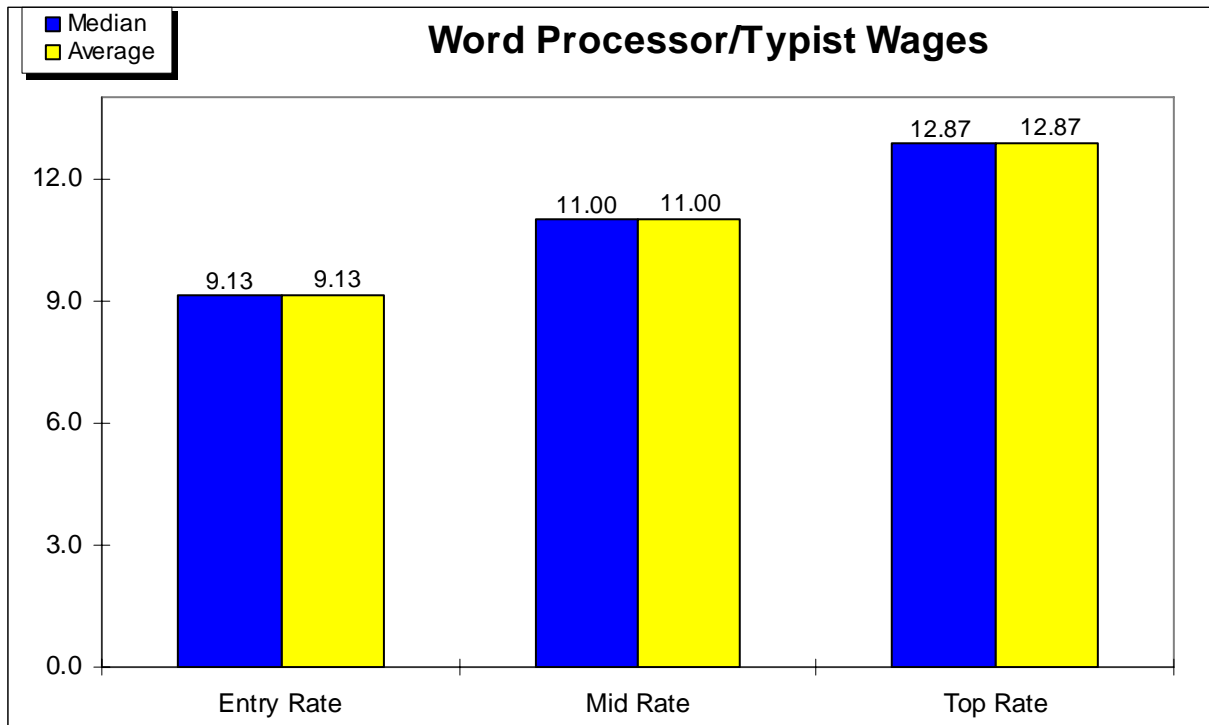
**Hourly Wage Rates**



**Word Processor/Typist**

- Number of Workers Reported: 7
- Number of Job Openings Reported: 1
- Ease of Recruitment: 1.67
- Satisfaction with Entry Level Workers: 2.00
- Average Weekly Overtime: none reported

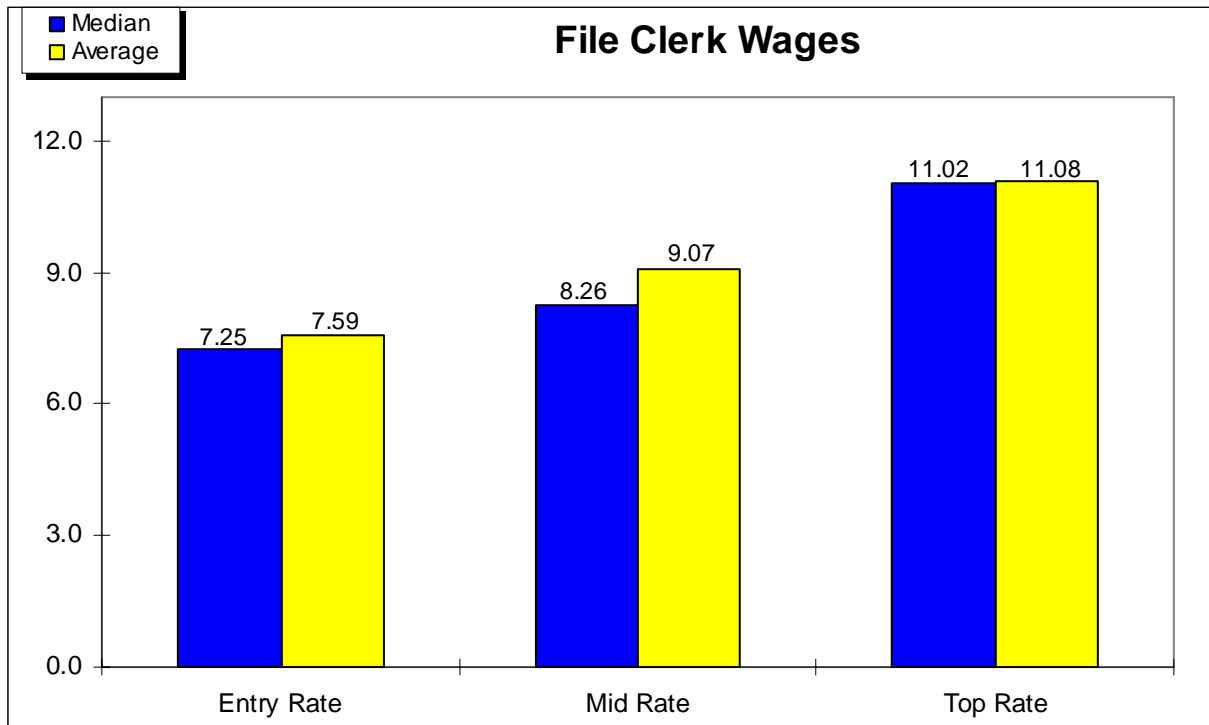
**Hourly Wage Rates**



**File Clerk**

- Number of Workers Reported: 43
- Number of Job Openings Reported: 0
- Ease of Recruitment: 2.43
- Satisfaction with Entry Level Workers: 2.29
- Average Weekly Overtime: none reported

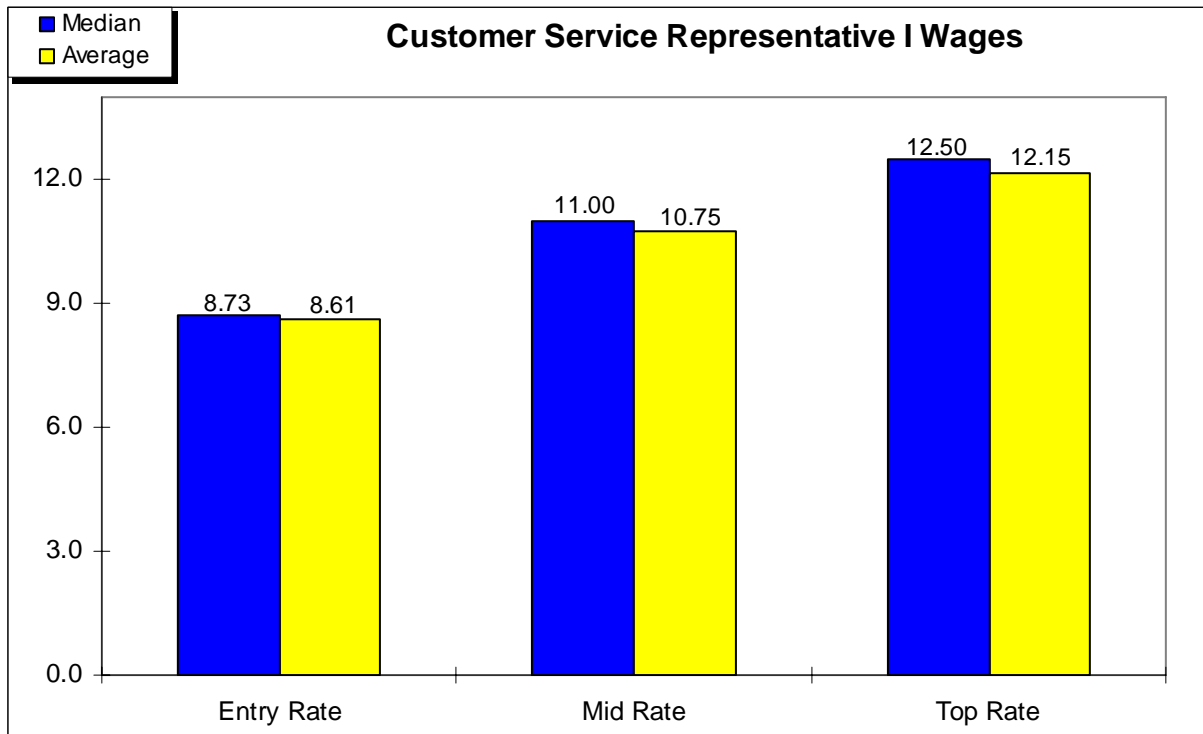
**Hourly Wage Rates**



**Customer Service Representative I**

- Number of Workers Reported: 130
- Number of Job Openings Reported: 4
- Ease of Recruitment: 1.67
- Satisfaction with Entry Level Workers: 2.00
- Average Weekly Overtime: none reported

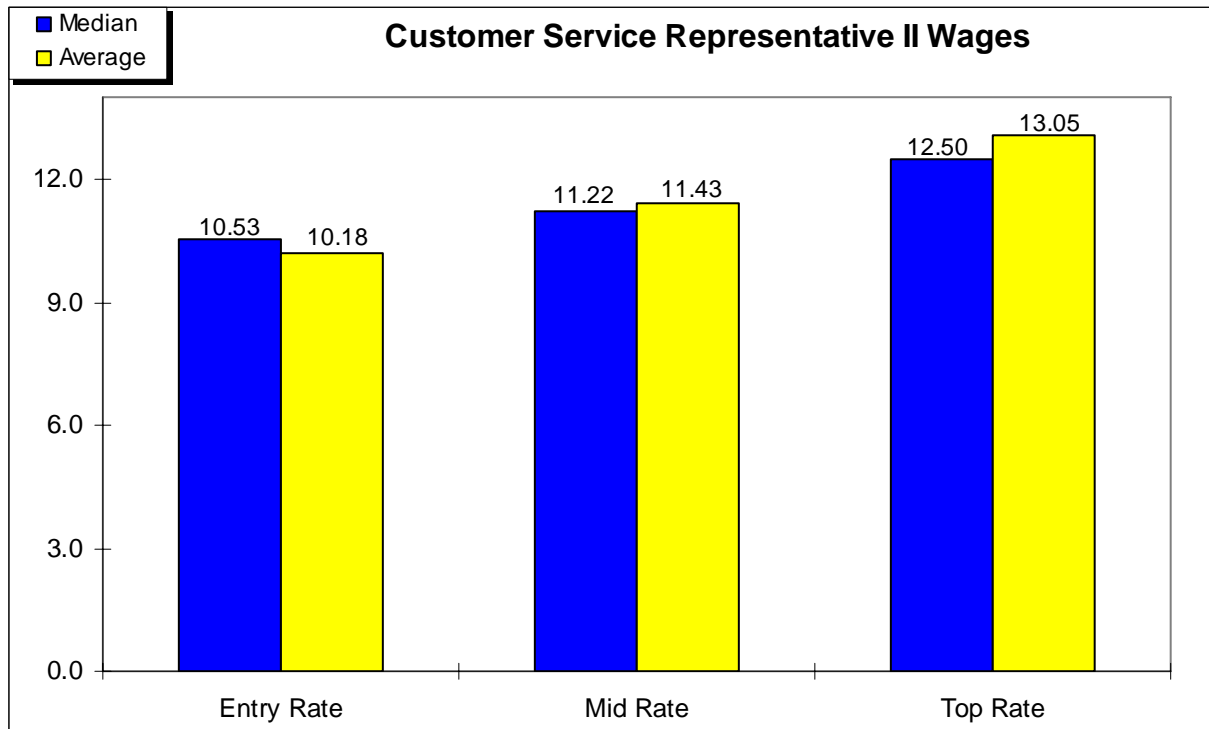
**Hourly Wage Rates**



**Customer Service Representative II**

- Number of Workers Reported: 29
- Number of Job Openings Reported: 0
- Ease of Recruitment: 1.00
- Satisfaction with Entry Level Workers: 1.50
- Average Weekly Overtime: none reported

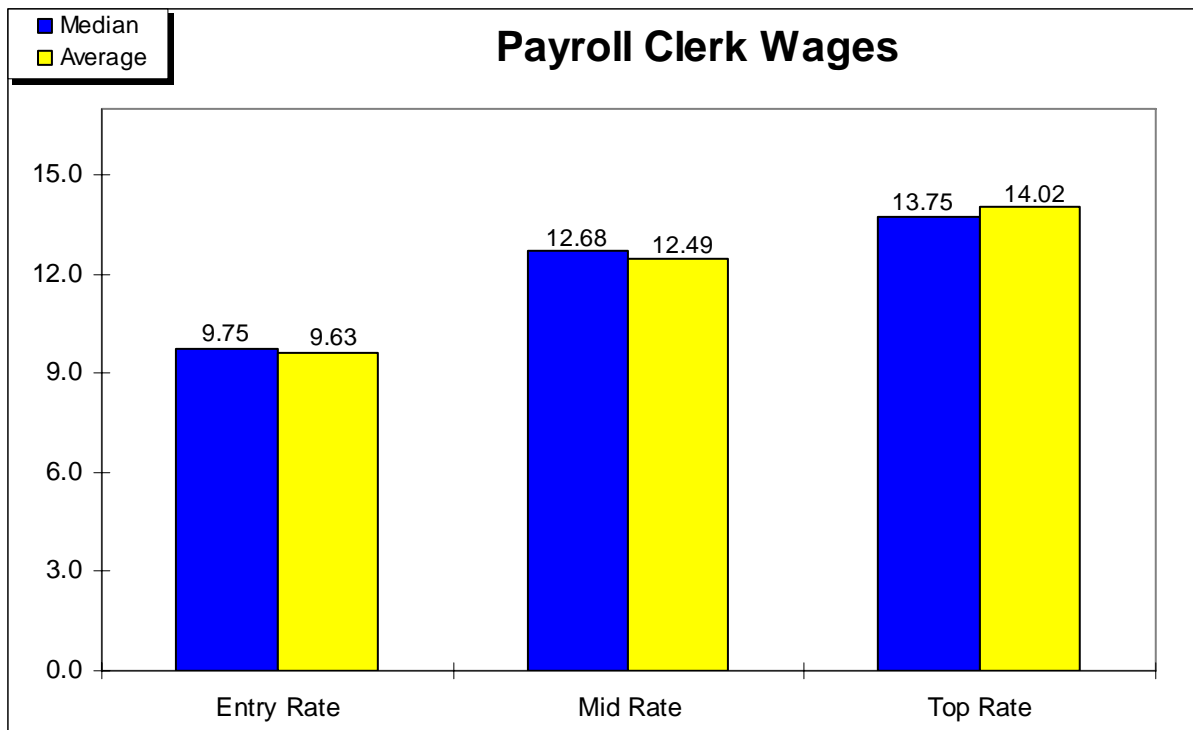
**Hourly Wage Rates**



**Payroll Clerk**

- Number of Workers Reported: 19
- Number of Job Openings Reported: 0
- Ease of Recruitment: 2.25
- Satisfaction with Entry Level Workers: 2.50
- Average Weekly Overtime: none reported

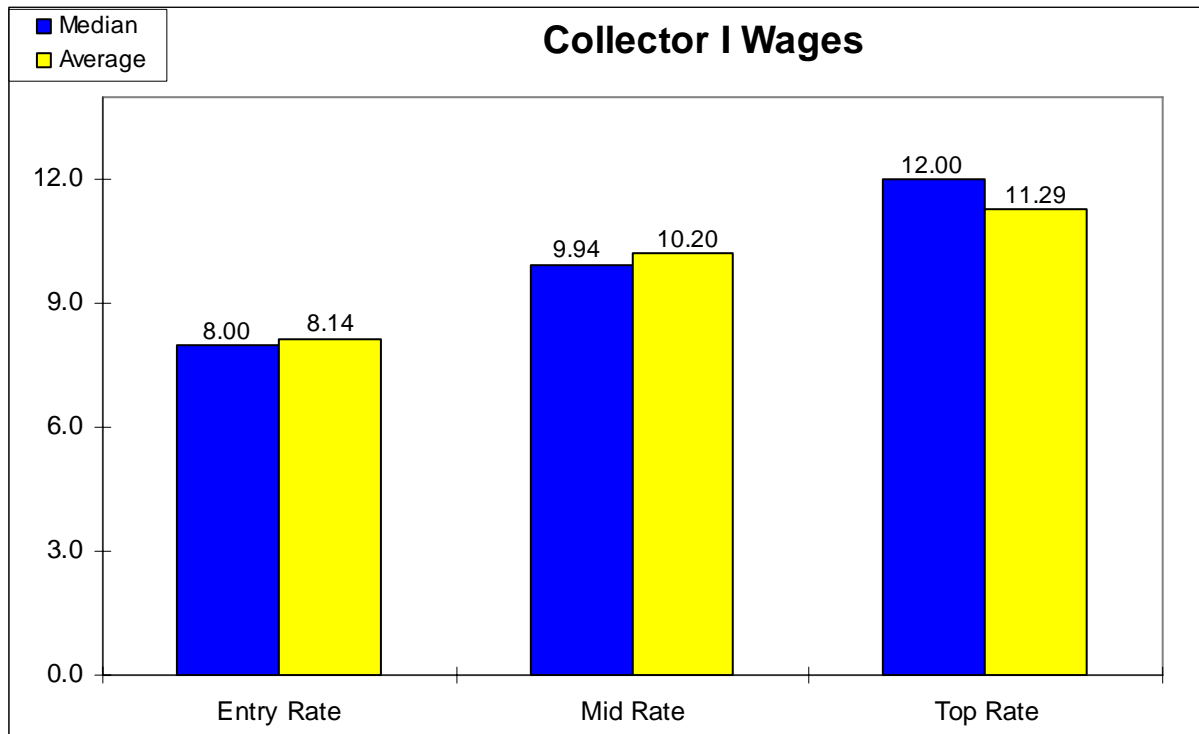
**Hourly Wage Rates**



**Collector I**

- Number of Workers Reported: 23
- Number of Job Openings Reported: 0
- Ease of Recruitment: 1.71
- Satisfaction with Entry Level Workers: 1.71
- Average Weekly Overtime: none reported

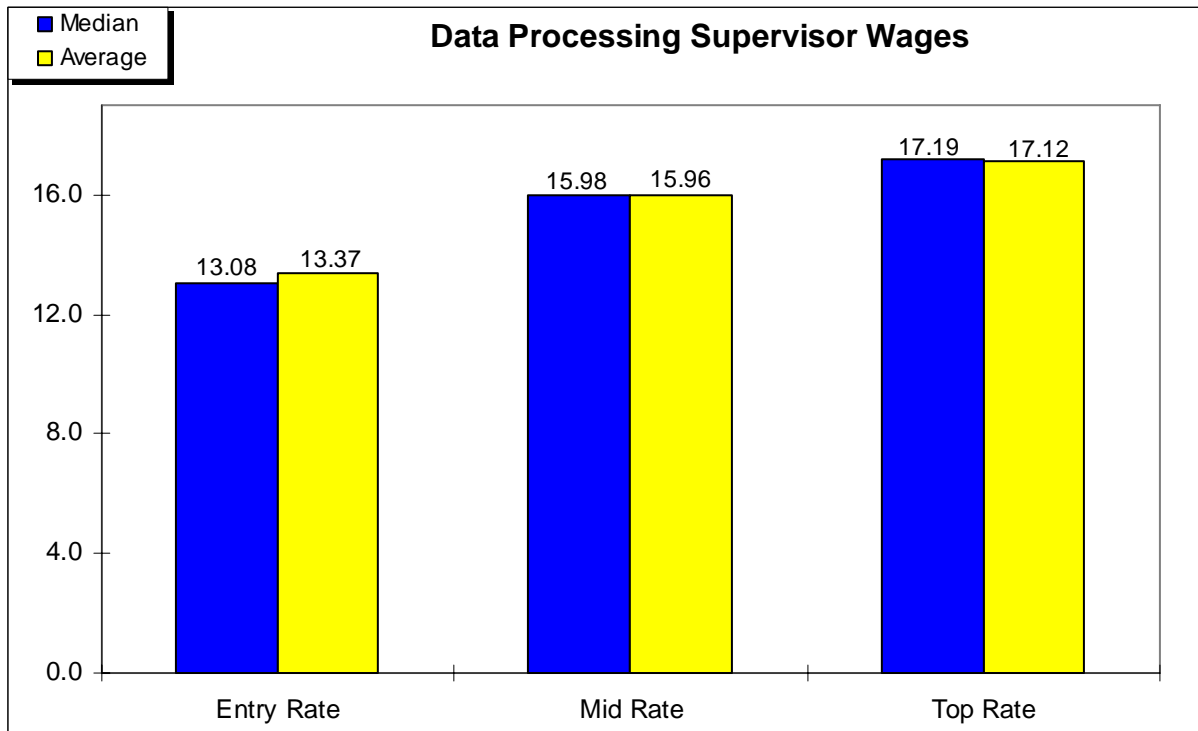
**Hourly Wage Rates**



**Data Processing Supervisor**

- Number of Workers Reported: 15
- Number of Job Openings Reported: 0
- Ease of Recruitment: 2.00
- Satisfaction with Entry Level Workers: 2.00
- Average Weekly Overtime: none reported

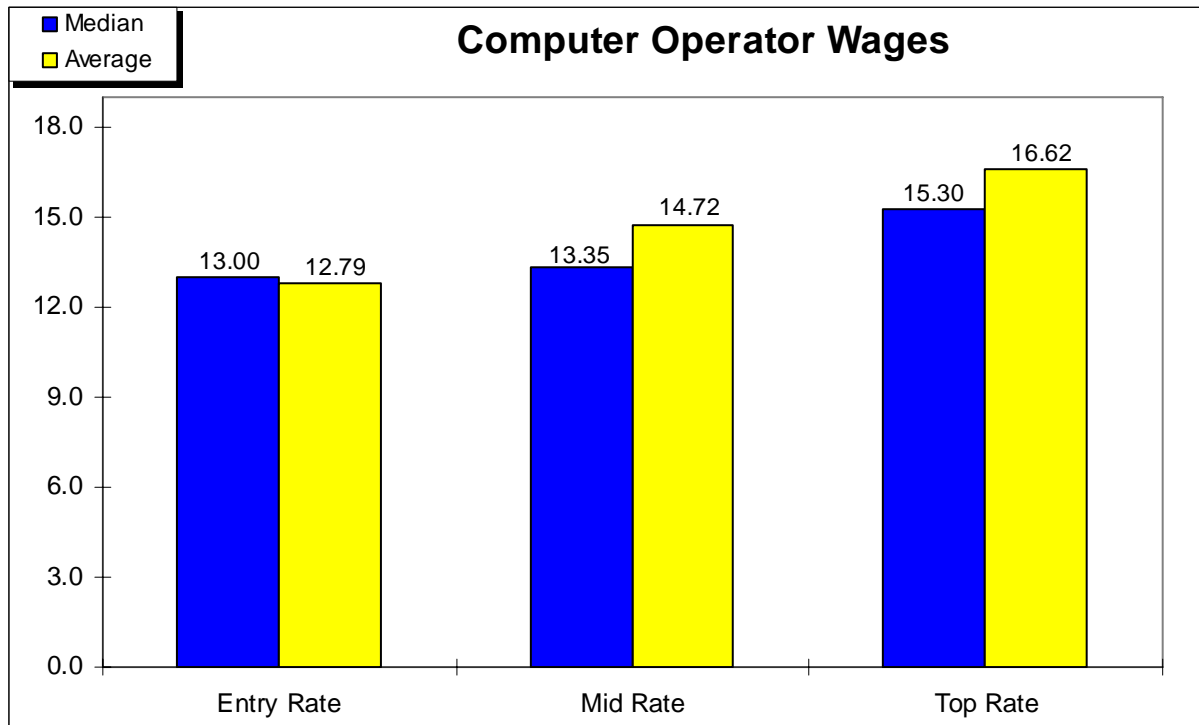
**Hourly Wage Rates**



**Computer Operator**

- Number of Workers Reported: 25
- Number of Job Openings Reported: 0
- Ease of Recruitment: 2.67
- Satisfaction with Entry Level Workers: 2.67
- Average Weekly Overtime: none reported

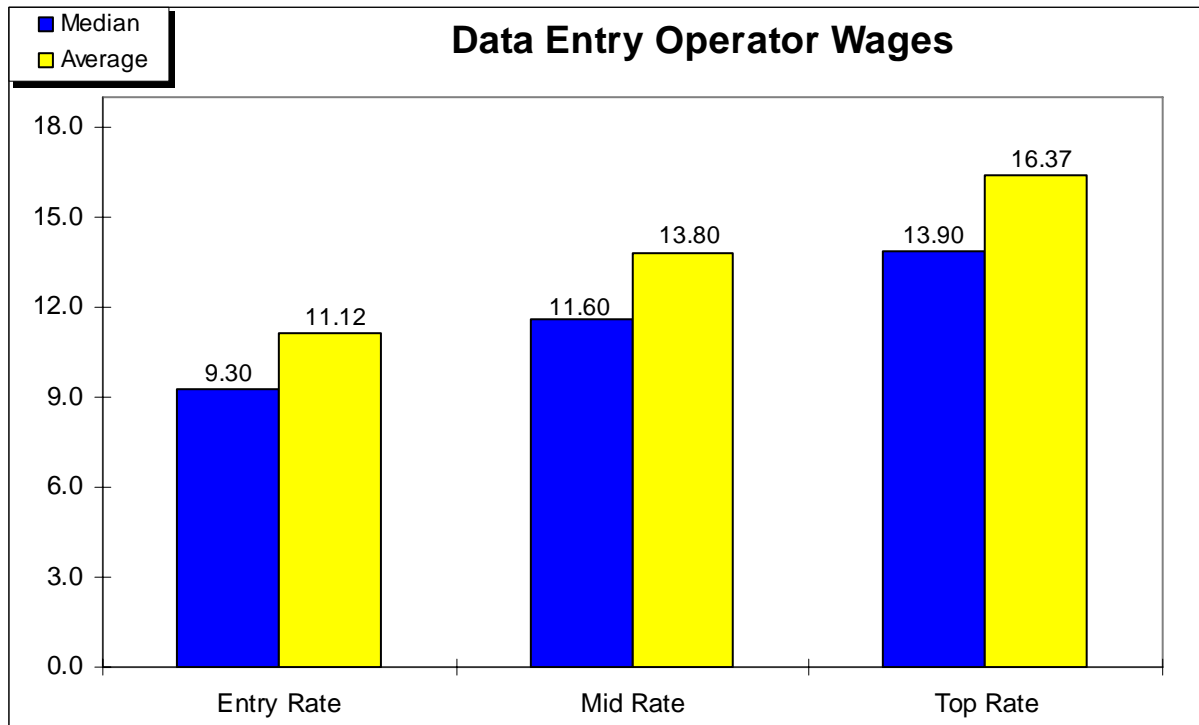
**Hourly Wage Rates**



**Data Entry Operator**

- Number of Workers Reported: 18
- Number of Job Openings Reported: 1
- Ease of Recruitment: 2.00
- Satisfaction with Entry Level Workers: 2.00
- Average Weekly Overtime: none reported

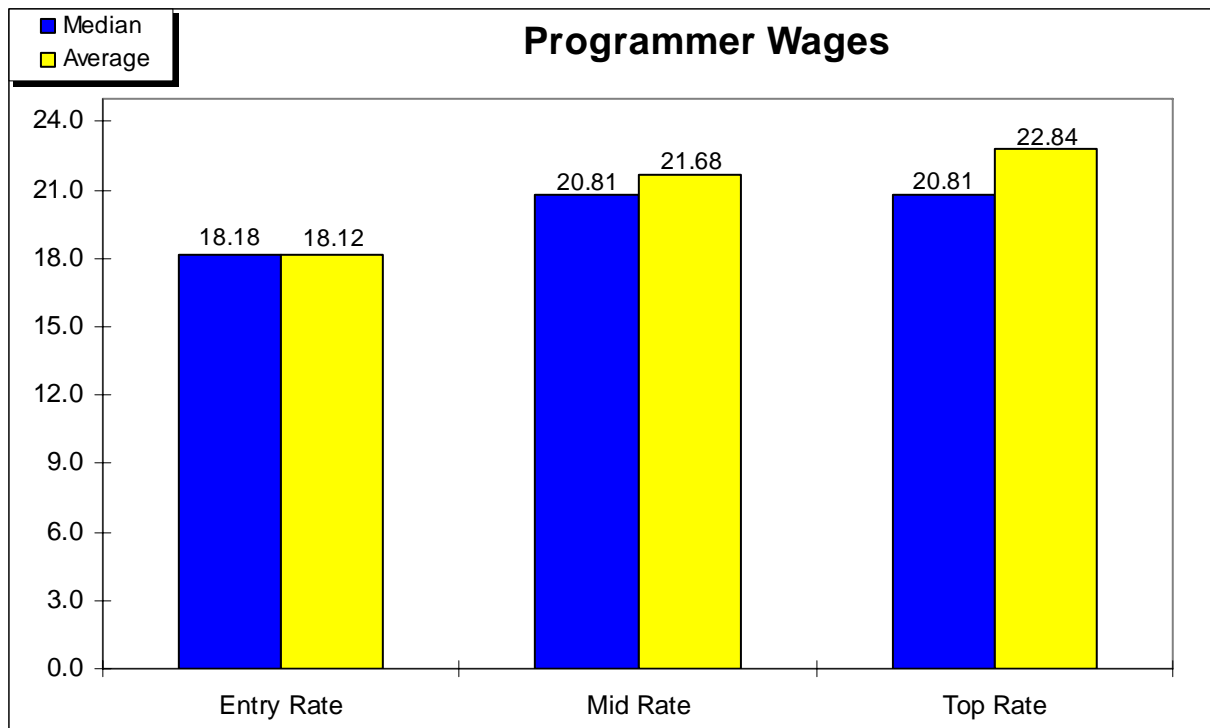
**Hourly Wage Rates**



**Programmer**

- Number of Workers Reported: 101
- Number of Job Openings Reported: 0
- Ease of Recruitment: 2.17
- Satisfaction with Entry Level Workers: 2.17
- Average Weekly Overtime: none reported

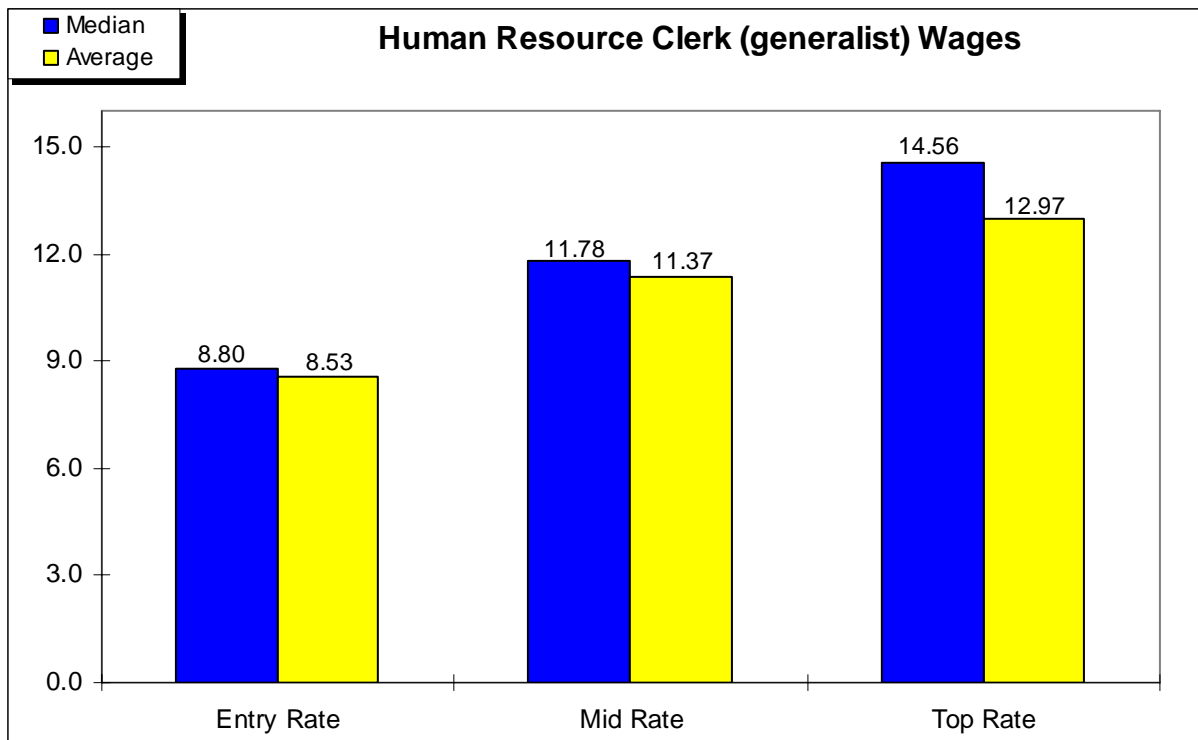
**Hourly Wage Rates**



**Human Resource Clerk (generalist)**

- Number of Workers Reported: 34
- Number of Job Openings Reported: 0
- Ease of Recruitment: 2.43
- Satisfaction with Entry Level Workers: 2.57
- Average Weekly Overtime: none reported

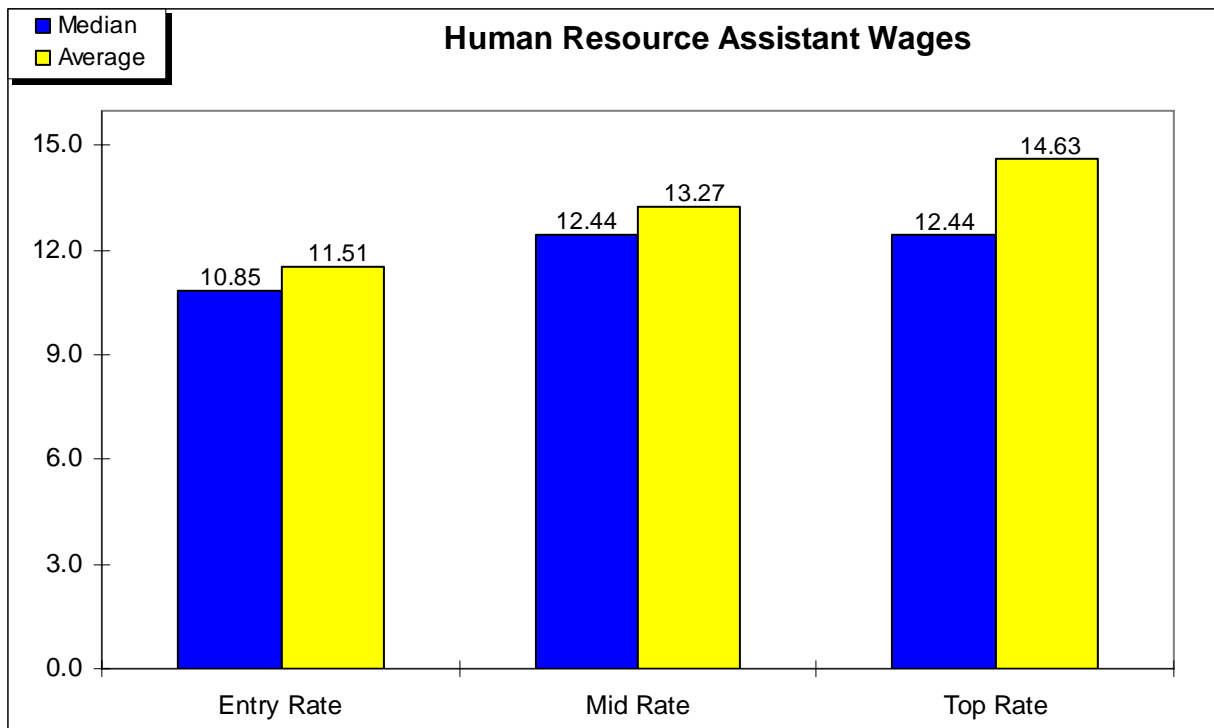
**Hourly Wage Rates**



**Human Resource Assistant**

- Number of Workers Reported: 98
- Number of Job Openings Reported: 0
- Ease of Recruitment: 2.42
- Satisfaction with Entry Level Workers: 2.50
- Average Weekly Overtime: none reported

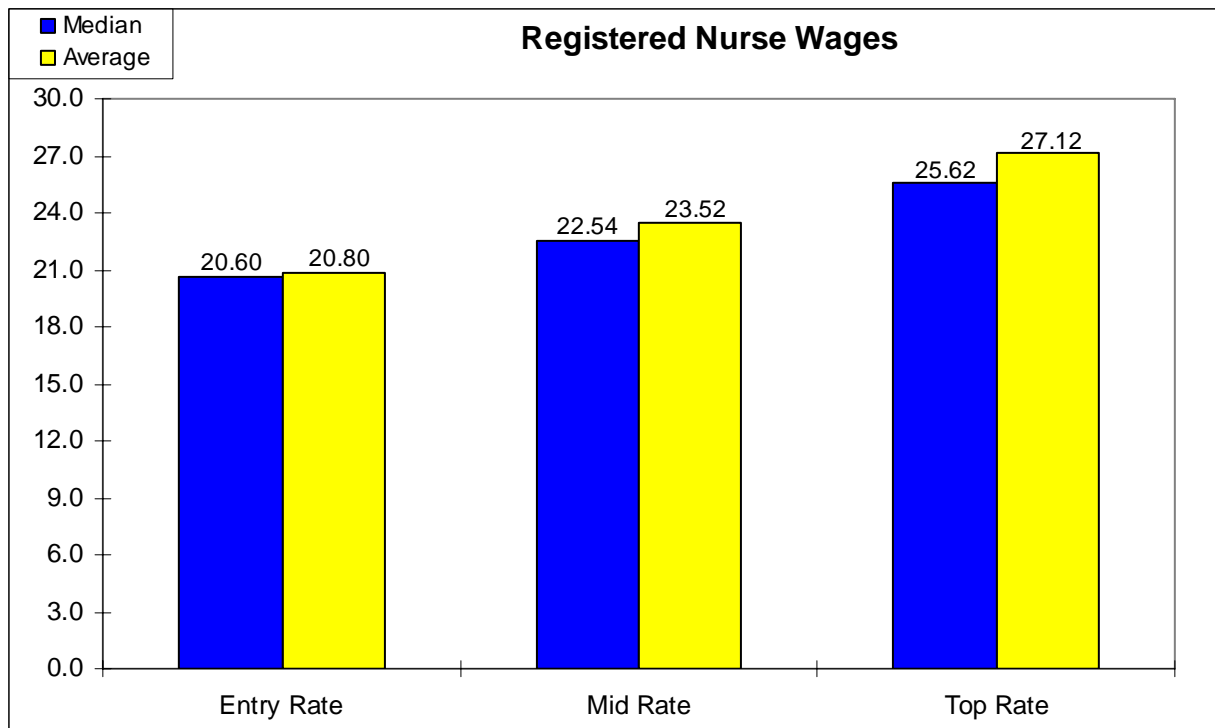
**Hourly Wage Rates**



**Registered Nurse**

- Number of Workers Reported: 320
- Number of Job Openings Reported: 2
- Ease of Recruitment: 2.00
- Satisfaction with Entry Level Workers: 2.38
- Average Weekly Overtime: 3.0 hours

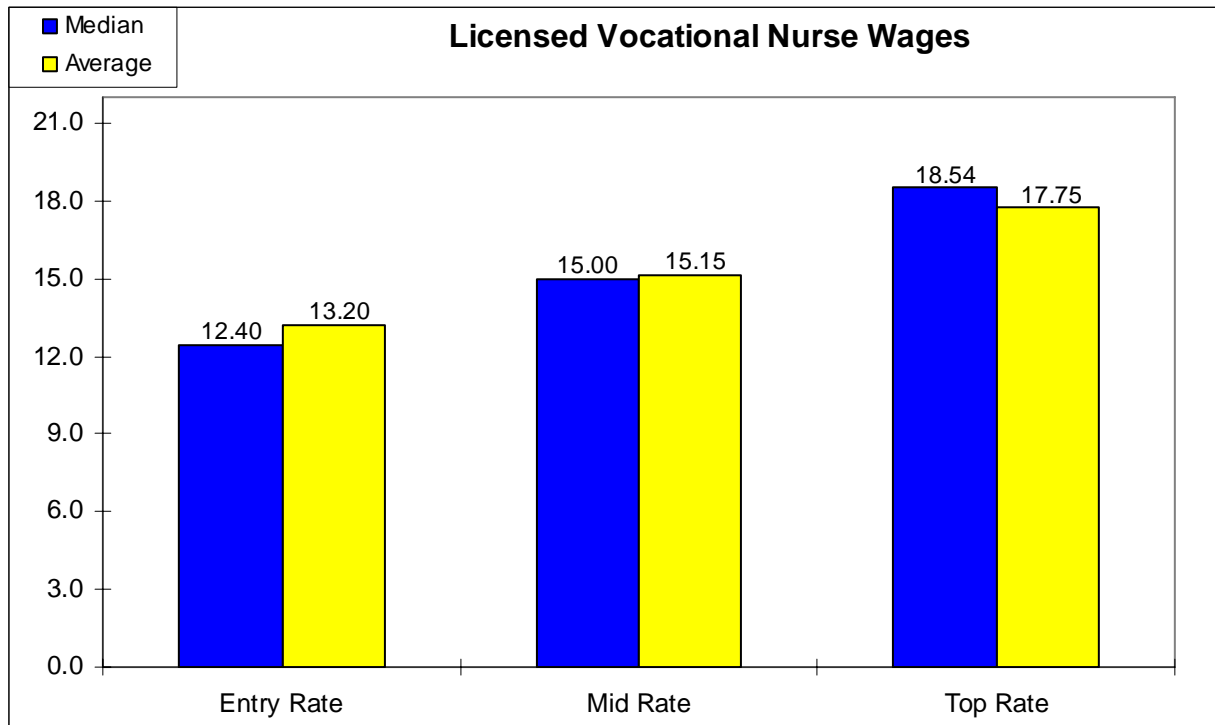
**Hourly Wage Rates**



**Licensed Vocational Nurse**

- Number of Workers Reported: 208
- Number of Job Openings Reported: 0
- Ease of Recruitment: 2.00
- Satisfaction with Entry Level Workers: 2..18
- Average Weekly Overtime: 4.0 hours

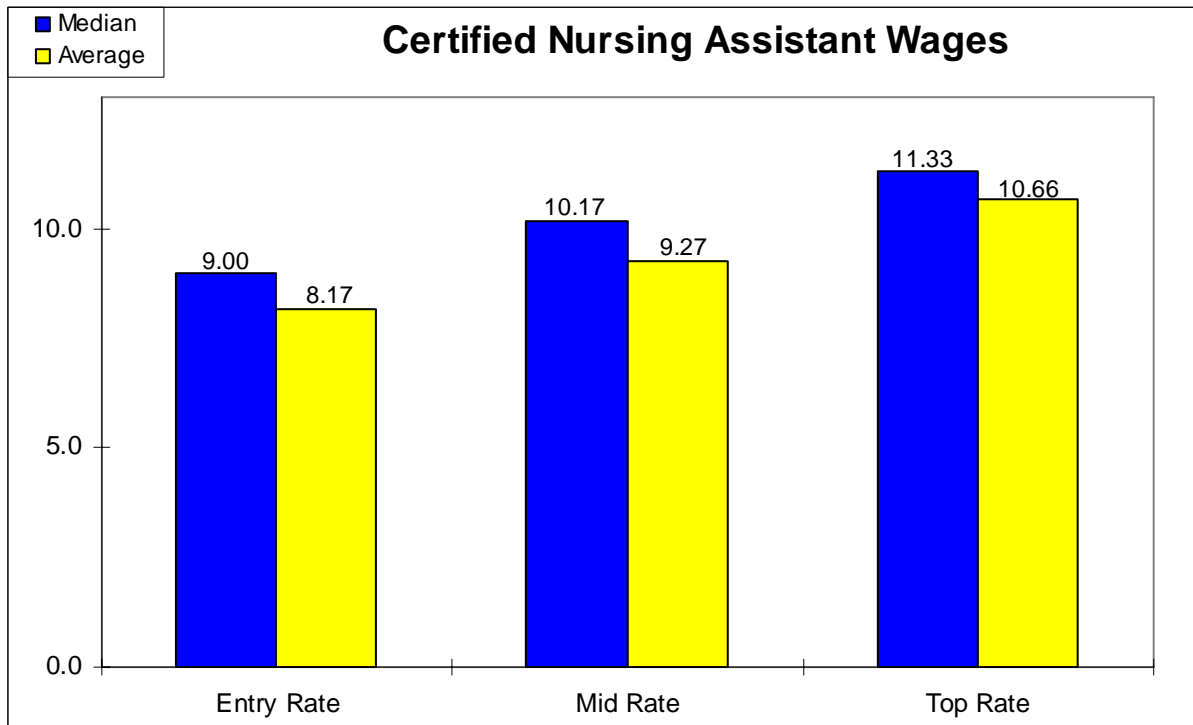
**Hourly Wage Rates**



**Certified Nursing Assistant**

- Number of Workers Reported: 87
- Number of Job Openings Reported: 6
- Ease of Recruitment: 2.00
- Satisfaction with Entry Level Workers: 1.50
- Average Weekly Overtime: none reported

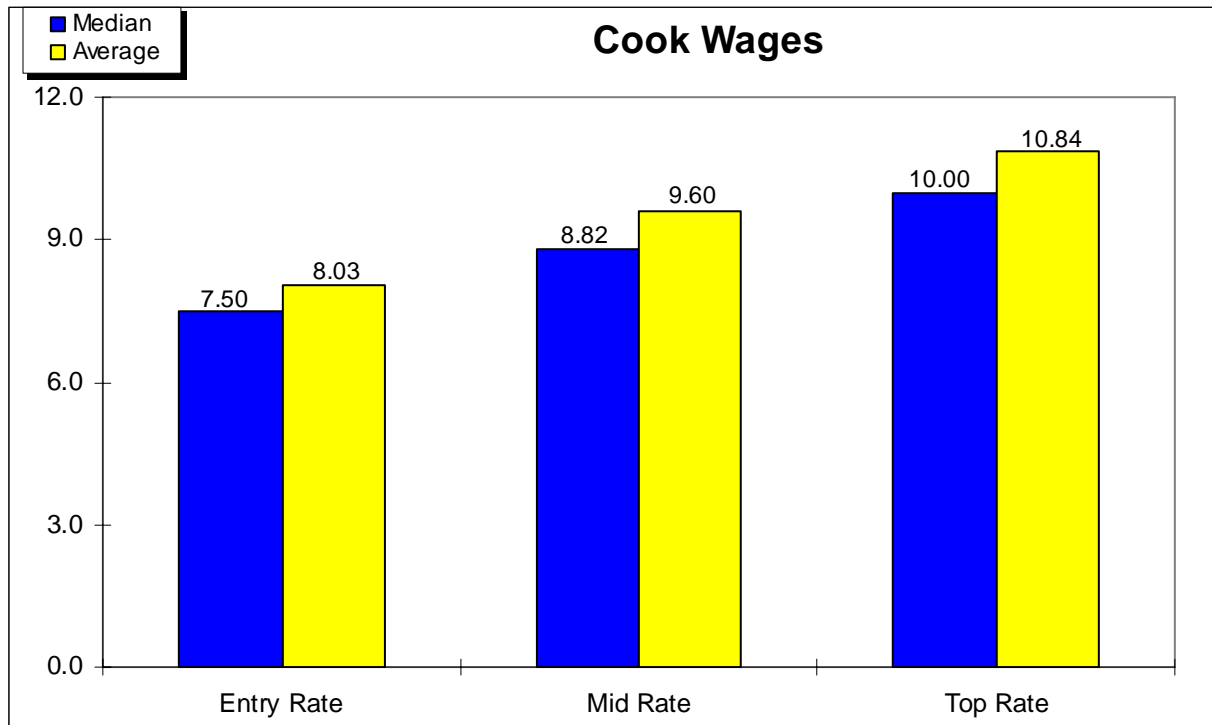
**Hourly Wage Rates**



**Cook**

- Number of Workers Reported: 233
- Number of Job Openings Reported: 50
- Ease of Recruitment: 2.14
- Satisfaction with Entry Level Workers: 2.14
- Average Weekly Overtime: 2.5 hours

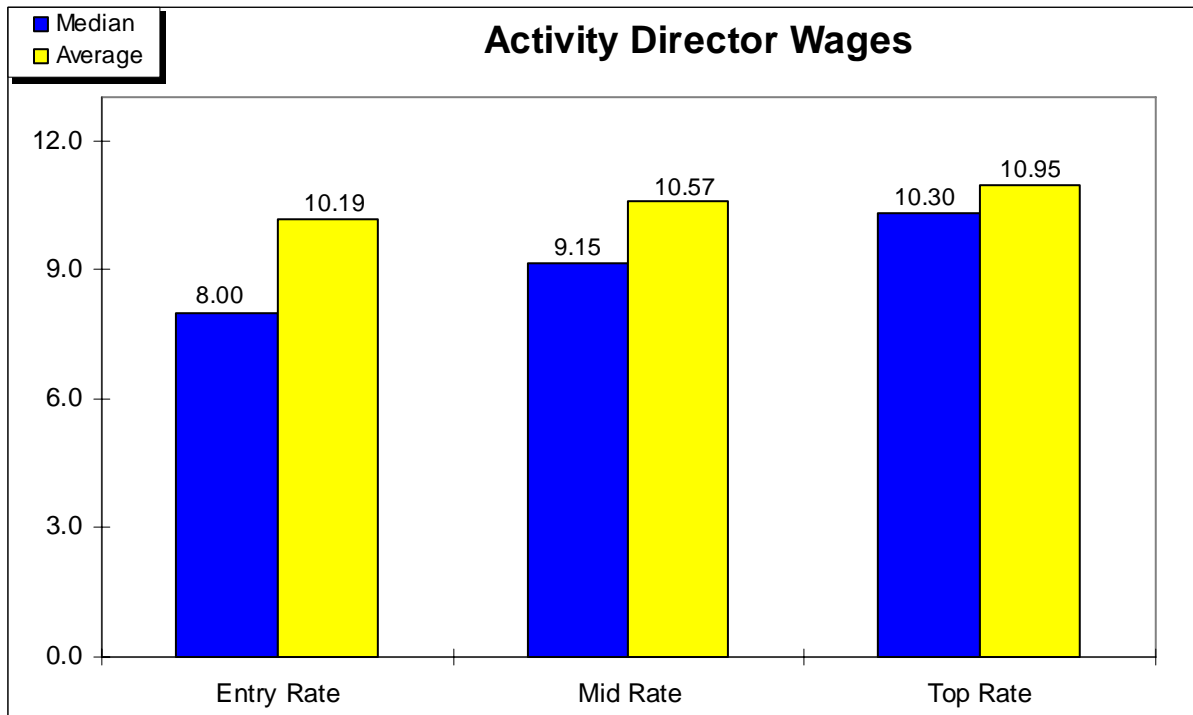
**Hourly Wage Rates**



**Activity Director**

- Number of Workers Reported: 3
- Number of Job Openings Reported: 0
- Ease of Recruitment: 2.00
- Satisfaction with Entry Level Workers: 2.00
- Average Weekly Overtime: none reported

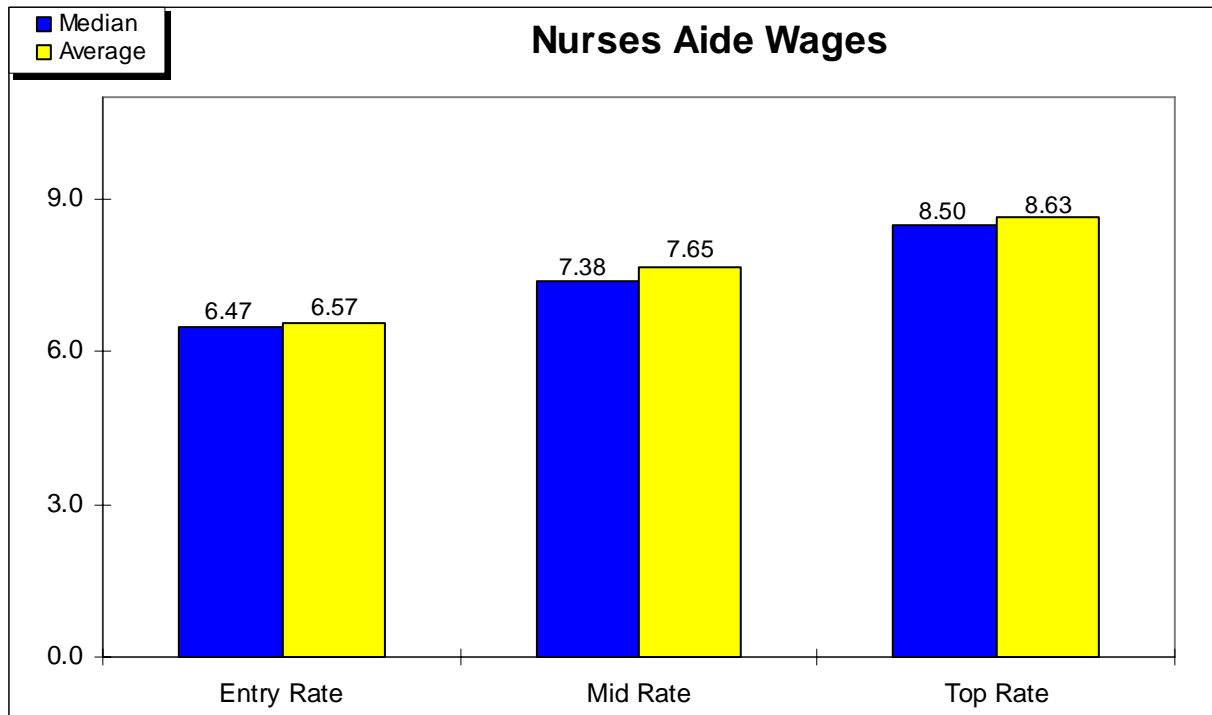
**Hourly Wage Rates**



**Nurses Aide**

- Number of Workers Reported: 53
- Number of Job Openings Reported: 0
- Ease of Recruitment: 2.00
- Satisfaction with Entry Level Workers: 2.25
- Average Weekly Overtime: 4.0 hours

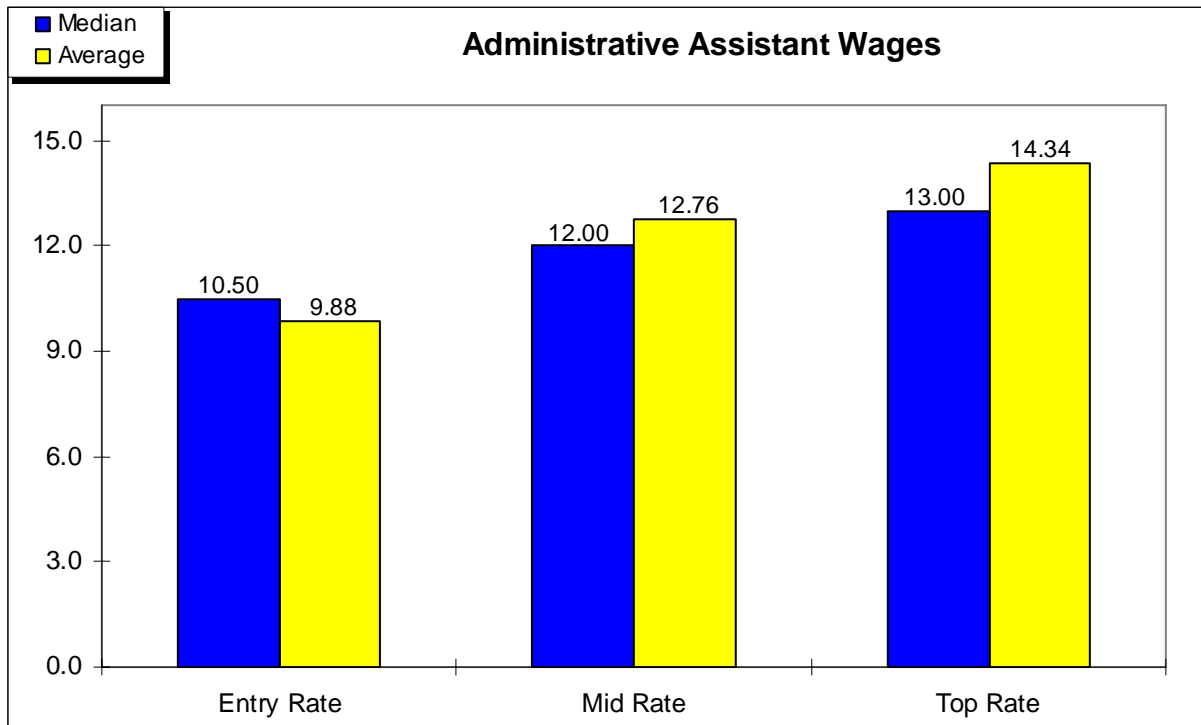
**Hourly Wage Rates**



**Administrative Assistant**

- Number of Workers Reported: 4
- Number of Job Openings Reported: 0
- Ease of Recruitment: 2.50
- Satisfaction with Entry Level Workers: 2.00
- Average Weekly Overtime: none reported

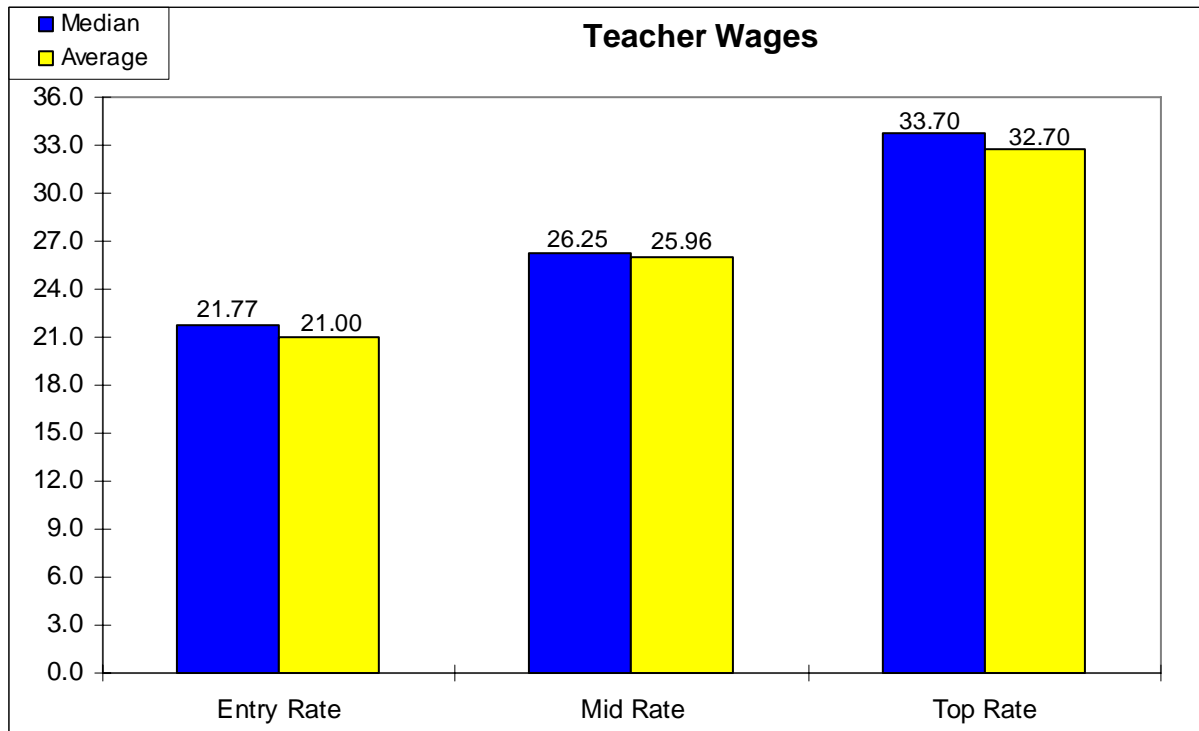
**Hourly Wage Rates**



**Teacher**

- Number of Workers Reported: 712
- Number of Job Openings Reported: 0
- Ease of Recruitment: 2.00
- Satisfaction with Entry Level Workers: 2.00
- Average Weekly Overtime: none reported

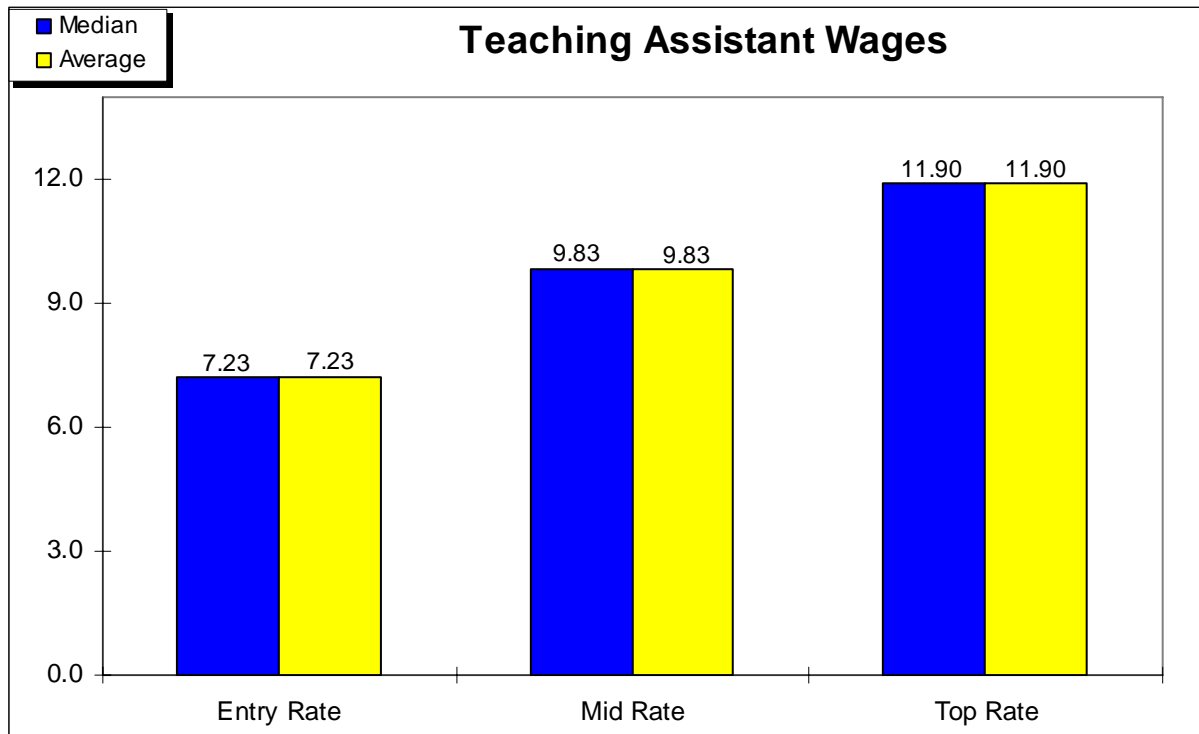
**Hourly Wage Rates**



**Teaching Assistant**

- Number of Workers Reported: 8
- Number of Job Openings Reported: 0
- Ease of Recruitment: 1.00
- Satisfaction with Entry Level Workers: 2.00
- Average Weekly Overtime: none reported

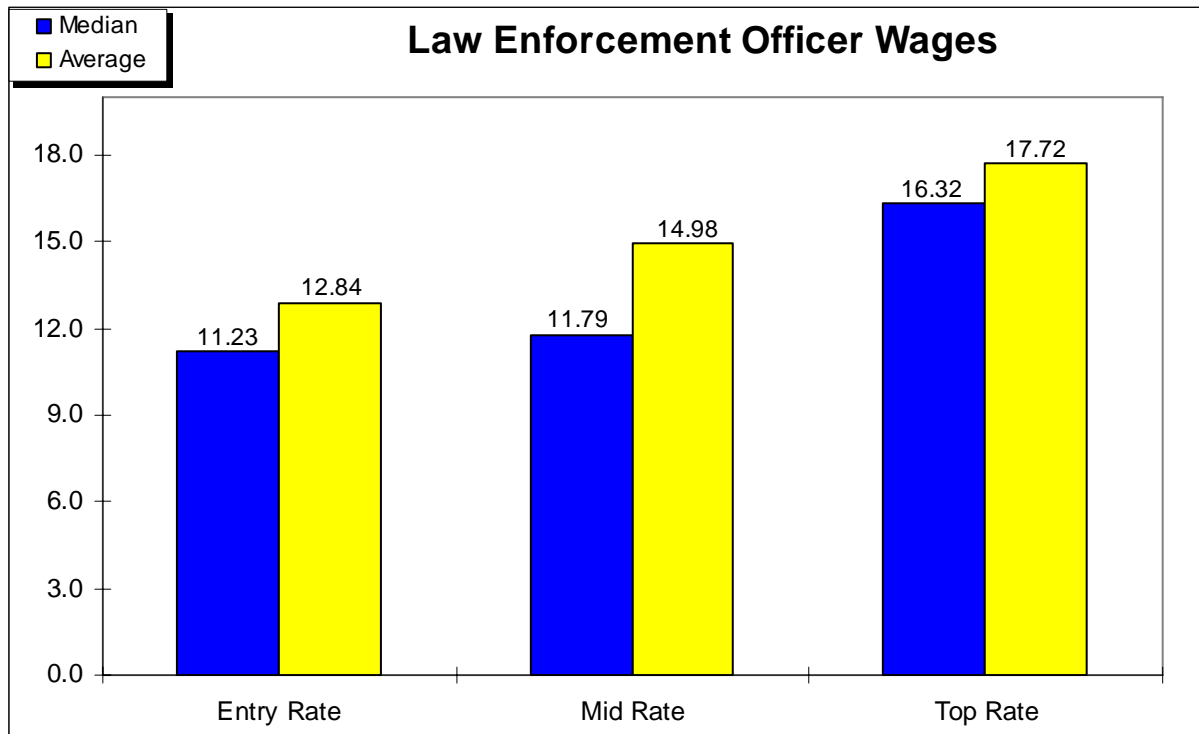
**Hourly Wage Rates**



**Law Enforcement Officer**

- Number of Workers Reported: 449
- Number of Job Openings Reported: 50
- Ease of Recruitment: 1.80
- Satisfaction with Entry Level Workers: 1.80
- Average Weekly Overtime: none reported

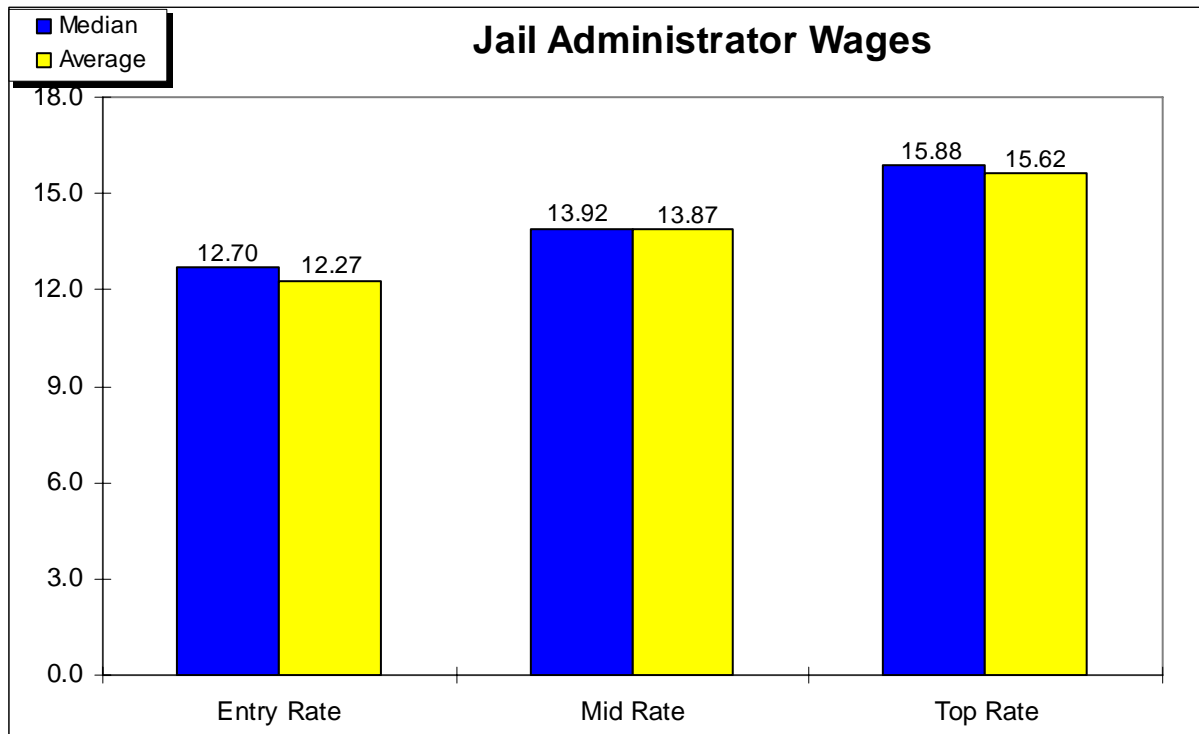
**Hourly Wage Rates**



**Jail Administrator**

- Number of Workers Reported: 32
- Number of Job Openings Reported: 0
- Ease of Recruitment: 2.50
- Satisfaction with Entry Level Workers: 2.33
- Average Weekly Overtime: none reported

**Hourly Wage Rates**



# Central Texas Wage and Benefit Survey and Analysis

## Benefits

The US Bureau of Labor Statistics produces an Employee Benefits Survey. The 2003 report provides the most recent data and outlines general benefit information for the nation. We use this data throughout this section, when possible, to provide a benchmark for benefits in Central Texas. The “national data” reported in this section covers all industry sectors, not just manufacturing.

### ***Benefit Data from Survey***

In recent years, companies have expanded their benefit programs to include a wide variety of products. The Central Texas survey queried respondents about three broad categories of benefits: insurance, holiday/vacation time, and other benefits.

#### **Insurance**

The survey asked several questions about insurance plans. Ninety percent of respondents offer health insurance for employees, and premiums paid by employers ranged from 0% to 100%. Sixty-one percent of firms offering health insurance for employees pay over 80% of premiums. Nationally, 52% of employees have medical insurance with employers paying the full premiums for 32% of these.

Seventy-eight percent of firms offer health insurance for employee dependents. Premiums paid for dependents ranged from 0% to 100%, with only 13% of the companies paying over 80% of dependent's premiums. Nationwide, firms pay the full premiums for 19% of dependent plans. Additionally, thirty-three percent of plans are strictly standard insurance, 50% offer strictly managed care coverage, and eleven percent offer both standard and managed care.<sup>1</sup>

Next, the survey asked about dental insurance. Dental insurance premiums vary significantly depending upon the service provided; however, this analysis standardizes responses as much as possible. Seventy-six percent of respondents offer dental insurance to employees, and 67% offer this benefit to dependents. Premiums paid by the employer range from 0% to 100%, with 31% of employee and 12% of dependent premiums covered over 80%. In the US, only 29% of employees have dental benefits.

Eighty-eight percent of employers offer life insurance benefits. The percent of life insurance covered by employers varied from 0% to 100%, with some employers offering a flat dollar value for this benefit. Additionally, almost seventy percent of employers offer disability insurance, while paying between 0% and 100% of the premium.

Finally, employers were asked if they offer reduced-fee prescription drug and vision/eyewear plans. Seventy-eight percent of respondents offer drug plans to employees and 75% to dependents. Fifty-three percent offer a vision plan, and 52% of these respondents' vision plan expenses are shared by the employee and the company, 15% paid by the company. For the entire nation, 17% of employees have vision benefits.

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<sup>1</sup> The other 6% did not respond to the question.

**Holiday/Leave**

Data about holidays and vacations were reported in a variety of forms. In order to standardize responses, all answers have been converted into days and weeks, based on an eight-hour day and a five-day week. This report consolidates vacation days per years of service in the following table.

**Table 4: Average Vacation Time**

<b>Years of Service</b>	<b>Average Vacation Days</b>
1-5 Years	9.98
6-10 Years	13.35
11-15 Years	15.84
16-20 Years	16.33
21 Years or longer	16.55

The average number of paid holidays per year totals 6.7 days. Most employers (79%) did not offer unpaid holidays. Sick leave varied substantially from 2 days to 18 days, with 65% of respondents offering this benefit. Thirty-three percent of employers offer pay in lieu of vacation, and 41% allow accrual of vacation time.

Seventy-five percent of respondents have a standard 40 hour work week, and all pay overtime for work over 40 hours per week or over 8 hours per day. Other companies normal work week ranges from 22 to 50 hours. Thirty-three percent of respondents offer a holiday pay premium ranging from 1.5 to 2.0 times regular pay. Finally, 22% of employers offer floating holidays to employees.

**Other Benefits**

The survey asked about several other benefits, including in-house training, tuition assistance, and pension/savings plans. Seventy-eight percent of employers offer formal in-house training programs. Forty-three percent of respondents have tuition assistance programs for employees.

Only 6% of employers provide daycare for employee's children and 16% offer health club benefits. Most companies have a break room or cafeteria, in fact; only 25% of employers do not provide these facilities. Additionally, twenty-five percent of respondents allow flextime, telecommuting, or job sharing.

Forty-five percent of employers use 401(k) programs, and matching contributions vary greatly. Many employers match 0% to 60% of their employees' contributions up to a specified ceiling (3-9% of wages). A few employers offer different types of savings plans such as stock purchase plans and profit sharing. Fifty-nine percent of companies offer pension plans, which vary significantly among employers.

Finally, 41% of respondents offer benefits to part-time employees. Some of the options available to these workers include 401(k), stock purchase, pension, vacation, and medical benefits. These benefits are supplied in proportion to the number of hours worked by the employee, and require part-time employees to work 20-30 hours per week. Thirty-one percent of employers offer incentive pay and 33% offer a shift differential. Pay for different shifts varies significantly from 17 cents to \$2 per hour.

# Central Texas Wage and Benefit Survey and Analysis

## Survey Analysis

Data shows employers are more satisfied with employee's entry-level skills in manufacturing occupations than in office occupations.<sup>1</sup> Some of the highest scoring manufacturing occupations include:

- Tool & Die Maker
- Electrician
- Building & Grounds Maintenance

While scoring lower than manufacturing occupations, these office occupations scored well:

- Computer Operator
- Human Resource Clerk (generalist)

Overall, office occupations scored low for ease of recruitment. Occupations that are the most difficult to recruit include: CNC Operator, Order Picker (full-case), Plumber, Customer Service II, and Teaching Assistant.

As shown in Table 3, some workers in Central Texas earn about the same as their peers nationwide. Occupations earning approximately the same as national levels include:

- RN
- LVN

In contrast, occupations earning significantly less than the national median include:

- Secretary (executive)
- Line Supervisor
- Janitor
- Payroll Clerk
- File Clerk
- Human Resource Assistant

Overall, employees in Central Texas enjoy more benefits than the typical US worker. In fact, in every category below Central Texas employees enjoy more benefit coverage than workers across the country. In Central Texas, 90% of employees receive medical insurance, compared to 52% in the nation. Eighty percent of Central Texas workers (US 77%) receive paid holidays.

Forty-eight percent of American workers enjoy retirement plan benefits, while 80% of Central Texas workers share this benefit. While 29% of US employees are offered dental insurance, 67% in Central Texas are covered. The table below displays a comparison of US (2000) and Central Texas benefits.

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<sup>1</sup> These scores are weighted averages based on a three-point scale; three is the most satisfied.

**Percent of Employers Offering Benefits in Central Texas and the US**

<b>Benefit</b>	<b>Central Texas</b>	<b>United States</b>
Medical Insurance	90%	52%
Dental Insurance	67	29
Retirement Plan	80	48
Paid Holidays	80	77

In conclusion, Central Texas maintains a competitive position with respect to wages and benefits in the US, Southwest, and Texas. As shown in Table 2, average annual wages in the Killeen/Temple MSA (\$27,299) fall below the average for all US MSA's (\$38,423). Combined, this data indicates Central Texas remains an affordable place to locate a manufacturing operation or business.