

**THE
SPRINGFIELD, ILLINOIS AREA
WAGE & FRINGE BENEFITS
SURVEY REPORT**

October, 2007

Compiled and Produced by

THE PATHFINDERS



Dallas, Texas

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INTRODUCTION

The Springfield, Illinois Area Wage and Fringe Benefits Survey was sponsored by Springfield Works and The Greater Springfield Chamber of Commerce. It was conducted by The Pathfinders, an economic development and corporate site-selection consultant firm. Information was gathered via a printed survey form.

The wage data presented by job title in this report includes:

Low Entry Pay	Low Average Pay
Average Entry Pay	Mean Average Pay
High Entry Pay	High Average Pay
	Weighted Average Pay

Weighted average corrects the distortion which would occur in a simple average if one company has ten employees in a position at an average of \$10 per hour and another company has one employee in the same position at \$20 per hour. The simple average of those two would be \$15 per hour, but the weighted average would be \$10.91 per hour.

Fringe benefits reported include insurance, sick leave, holidays, vacations, and financial plans.

Please note that some of the companies responding to the survey did not answer all the questions on the form; therefore, the total number of responses for each question will not always equal the total number of participants.

Information from participating companies is held in confidence; however, general information regarding this survey can be obtained by contacting the offices of The Pathfinders via telephone (972-387-3750); fax (214-393-3444); or, e-mail (info@thepathfindersus.com).

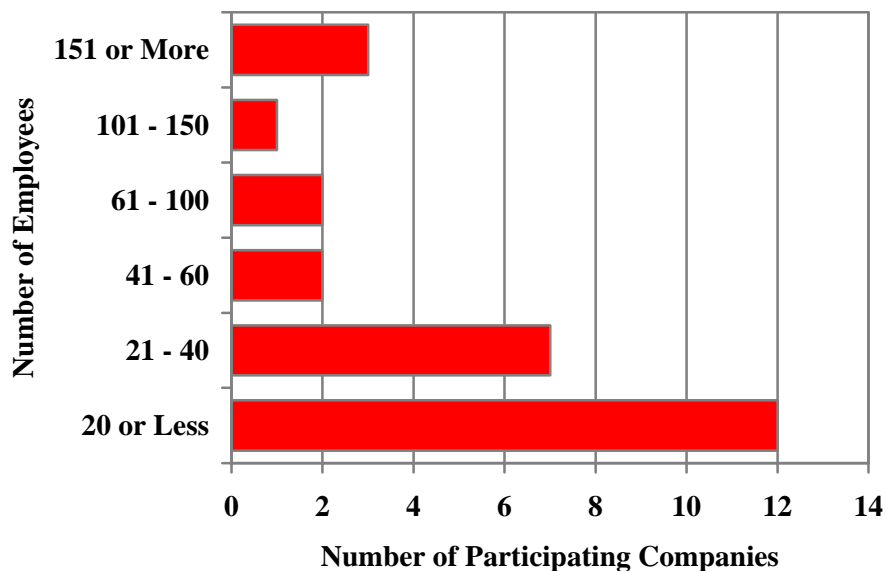
SURVEY SUMMARY

Twenty-seven companies, with a combined total employment of over 1,300 workers, participated in the 2007 Springfield, Illinois Area Wage and Fringe Benefits Survey. Of the reporting companies, four are unionized, with an average of 70% of their workers being members of the unions. The reported total annual payroll for the participating companies was over \$31 million, although it should be noted that not all companies responded to the annual payroll question.

Seven of the participating firms during the past twelve months increased employment for a total of over 50 jobs. Nine firms project increasing employment during the next twelve months for a total of more than 75 jobs. Three companies project an increase during the next twelve months, but are unsure of the number of workers to be hired.

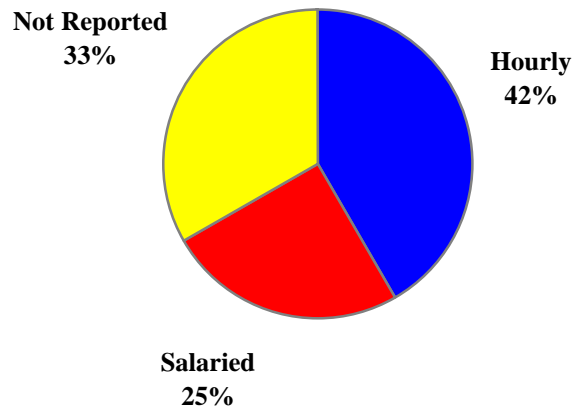
Companies of various sizes were represented in the survey ranging from twenty or less employees to 150 or more workers. The number of participating companies by number of employees is shown in the chart below.

Participating Companies by Total Employment

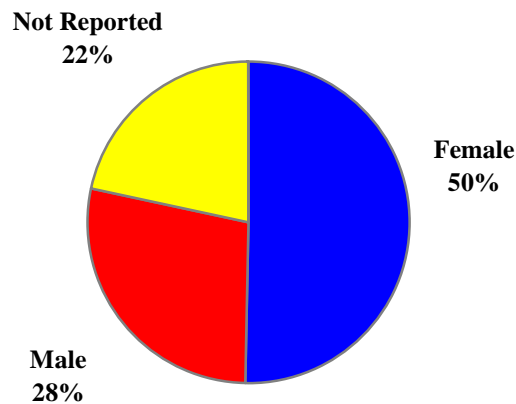


The total reported employment of 1,346 was comprised of 42% hourly workers and 25% salaried workers. The percentages of hourly and salaried employees, as well as male and female employees, of the reporting companies are illustrated in the following pie charts. It should be noted that these percentages might not be reflective of the workers since status and gender were not reported by all of the participating companies.

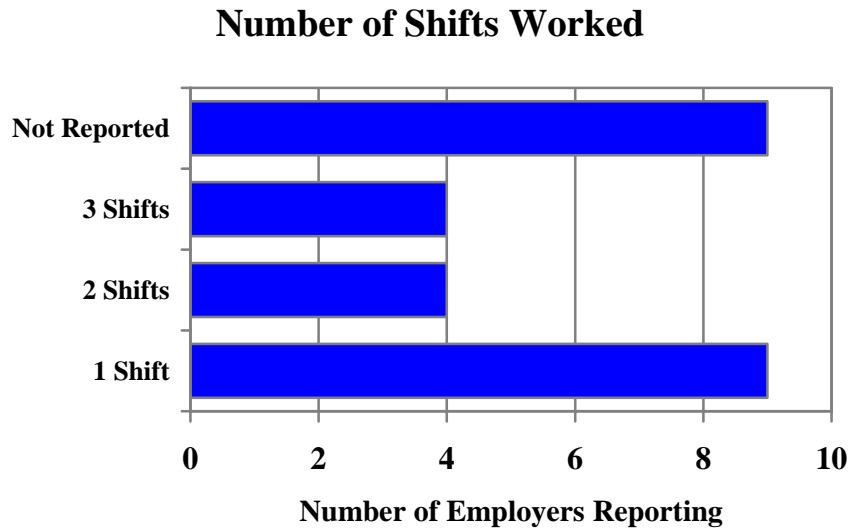
Hourly / Salaried Employees



Female / Male Employees



Companies responding to the survey were asked to report the number of shifts worked. This information is shown below. As indicated, nine of the participating employers reported one shift. One employer did not report the number of shifts worked, but indicated a 24/7 operation.



Three companies reported shift premiums. Two of these companies reported dollar premiums, with the averages reported being \$.45 and \$.35 for second and third shift respectively. The third company reported shift premium as a percentage. Since this was reported by only one company, the percentage is not included here for confidentiality purposes.

Overtime pay was reported at 1½ times by twenty-four of the participating employers and at regular pay by one employer. Two companies did not report overtime pay. Other overtime pay information reported included:

- double pay for Sunday work 2 companies
- 1½ times for nights and Saturdays 1 company

WAGE SECTION

SUMMARY OF WAGES REPORTED

Area employers were asked to report entry-level wage, average wage, and number of employees for each hourly job classification. The participating employers were also asked to provide average annual salary figures and number of employees for those positions held by salaried workers. It should be noted that in some instances not all the requested information was reported; therefore, notations of “N/R” may appear in the wage tables. Also, job titles reported by only one company are noted at the end of the tables; however the pay rates for these titles were omitted for confidentiality purposes and are marked with an asterisk (*).

Further, some job titles, particular to only one company, were not listed, but the wages reported for those titles were included in another listed job title that appeared to be similar in job description and pay rate.

While companies typically have a single “entry pay rate” by job title, over time people working within that job title may have different pay rates (even in the same company) because of length of job tenure, merit raises, etc. The “average pay” in a job title reported by a participant considers the average of the pay rates of everyone in that job title. Some workers because of short tenure in that job may still be at the entry rate while others will be higher.

The wage data presented by job title in this report includes:

- Low Entry Pay – the lowest entry pay by each job title among all companies responding
- High Entry Pay – the highest entry pay by each job title among all companies responding
- Average Entry Pay – the average entry pay by each job title when all participating companies are considered

- Low Average Pay – the lowest average pay by each job title among all companies responding
- High Average Pay – the highest average pay by each job title among all companies responding
- Mean Average Pay – Each individual company reported their “average” pay within each job title. This “mean average pay” is the average of all companies participating.
- Weighted average corrects the distortion which would occur in a simple average if one company has ten employees in a position at an average of \$10 per hour and another company has one employee in the same position at \$20 per hour. The simple average of those two would be \$15 per hour, but the weighted average would be \$10.91 per hour.

The wage data presented for salaried employees is the average annual salary for all the employees in the job title when all participating companies are considered. Again, workers with that job title may have different pay rates because of length of job tenure, merit raises, etc.

The wage summary for hourly workers is presented on the following page. The wage summary for salaried workers begins on Page 10.

SPRINGFIELD, ILLINOIS AREA HOURLY WAGE SUMMARY	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number of Employees	Number of Firms
Department Manager	N/R	N/R	N/R	\$12.00	\$25.26	\$17.09	\$17.72	8	3
Engineering Manager	N/R	N/R	N/R	\$15.00	\$17.50	\$16.25	\$16.25	2	2
Office Manager	\$11.50	\$18.50	\$15.00	\$12.50	\$18.50	\$15.82	\$16.11	5	4
Shop Manager	\$14.50	\$25.00	\$19.75	\$11.00	\$31.25	\$18.92	\$18.92	3	3
Director	N/R	N/R	N/R	\$17.04	\$22.49	\$19.77	\$18.60	7	2
Building & Grounds Maintenance	\$8.00	\$19.45	\$13.73	\$8.00	\$22.35	\$15.18	\$18.76	8	2
Engineering Technician	\$10.00	\$18.00	\$15.00	\$10.00	\$25.00	\$18.08	\$19.63	6	3
Inventory/Stock Clerk	\$7.50	\$10.00	\$8.50	\$8.00	\$17.00	\$11.67	\$8.39	28	3
Janitor	\$7.50	\$15.26	\$10.07	\$7.75	\$16.24	\$10.00	\$9.16	40	5
Maintenance-General	\$8.00	\$9.01	\$8.63	\$8.75	\$14.75	\$11.45	\$11.53	25	6
Maintenance Mechanic	\$11.00	\$17.00	\$14.00	\$15.50	\$20.00	\$17.17	\$17.08	6	3
Shipping/Receiving Clerk	\$7.50	\$9.25	\$8.25	\$9.00	\$9.83	\$9.44	\$9.60	10	3
Accounts Payable Clerk	\$9.00	\$17.00	\$12.69	\$11.25	\$17.00	\$14.24	\$14.24	5	5
Accounts Receivable Clerk	\$9.00	\$9.75	\$9.38	\$11.25	\$12.25	\$11.75	\$11.75	2	2
Administrative Assistant	\$8.70	\$15.00	\$11.88	\$11.00	\$15.15	\$13.52	\$14.09	11	6
Customer Service Representative	\$7.50	\$9.27	\$8.32	\$8.25	\$10.62	\$9.53	\$9.44	74	7

SPRINGFIELD, ILLINOIS AREA HOURLY WAGE SUMMARY	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number of Employees	Number of Firms
Food Service Worker	\$4.50	\$4.50	\$4.50	\$6.59	\$7.76	\$7.18	\$6.65	98	2
General Office	\$7.50	\$10.00	\$8.50	\$7.50	\$10.23	\$8.85	\$8.00	53	5
Receptionist	\$8.00	\$9.75	\$8.82	\$8.00	\$12.50	\$9.49	\$8.76	66	5
Maintenance Manager	*	*	*	*	*	*	*	1	1
Marketing Manager	*	*	*	*	*	*	*	1	1
Sales Manager	*	*	*	*	*	*	*	1	1
Foreman	*	*	*	*	*	*	*	1	1
Line Supervisor	*	*	*	*	*	*	*	1	1
Electrician	*	*	*	*	*	*	*	5	1
Fork Lift Operator	*	*	*	*	*	*	*	3	1
Machine Operator-with Set-up	*	*	*	*	*	*	*	5	1
Truck Driver	*	*	*	*	*	*	*	6	1
Warehouse Supervisor	*	*	*	*	*	*	*	1	1
Aerobic Instructor	*	*	*	*	*	*	*	75	1
Auditor	*	*	*	*	*	*	*	3	1
Computer Technician	*	*	*	*	*	*	*	1	1

SPRINGFIELD, ILLINOIS AREA HOURLY WAGE SUMMARY	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number of Employees	Number of Firms
Designers	*	*	*	*	*	*	*	1	1
Dispatcher	*	*	*	*	*	*	*	1	1
Fitness Trainer	*	*	*	*	*	*	*	21	1
Human Resources Assistant	*	*	*	*	*	*	*	1	1
IT Specialist	*	*	*	*	*	*	*	1	1
Nursery Worker	*	*	*	*	*	*	*	25	1
Payroll Clerk	*	*	*	*	*	*	*	1	1
Sales	*	*	*	*	*	*	*	6	1
Secretary	*	*	*	*	*	*	*	1	1
Security Guard	*	*	*	*	*	*	*	1	1
Valet	*	*	*	*	*	*	*	1	1
X-Ray Technician	*	*	*	*	*	*	*	1	1

SPRINGFIELD, ILLINOIS SALARIED WAGE SUMMARY	Mean Average Salary	Number of Employees	Number of Firms
Department Manager	\$52,390.44	51	10
General Manager	\$84,203.46	28	13
Human Resources Manager	\$53,000.00	3	3
Marketing Manager	\$41,150.00	3	3
Office Manager	\$42,048.36	18	12
Operations Manager	\$54,480.89	13	9
Sales Manager	\$48,693.40	15	5
Director	\$34,905.00	3	2
Building & Grounds Maintenance	\$56,050.00	2	2
Janitor	\$7,845.00*	2	2
Accountant	\$47,625.00	43	4
Accounts Receivable Clerk	\$32,949.50	2	2
Administrative Assistant	\$40,212.50	3	2
Auditor	\$59,650.00	2	2
Customer Service Representative	\$32,341.50	5	2
Designers	\$38,500.00	4	2

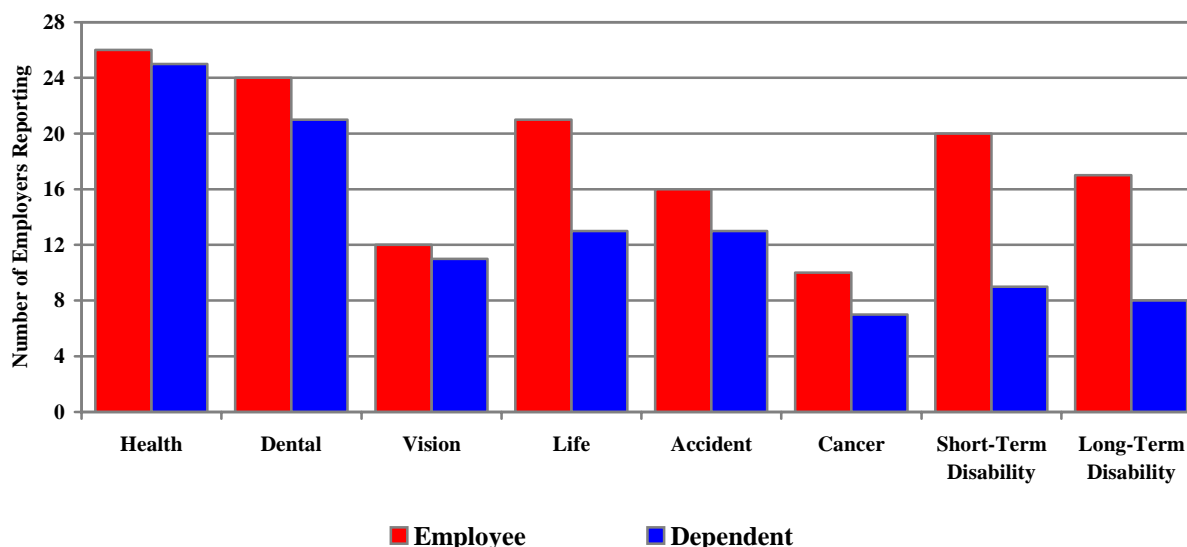
SPRINGFIELD, ILLINOIS SALARIED WAGE SUMMARY	Mean Average Salary	Number of Employees	Number of Firms
IT Specialist	\$45,100.00	2	2
Network Administrator	\$51,534.50	4	4
Sales	\$38,056.20	17	5
Therapist	\$57,750.00	17	2
Financial Manager	*	1	1
Fuel Manager	*	1	1
Maintenance Manager	*	1	1
Nursery Manager	*	1	1
Production Manager	*	3	1
Project Manager	*	1	1
Line Supervisor	*	1	1
Accounts Payable Clerk	*	1	1
Computer Technician	*	1	1
Design Team Support	*	4	1
Estheticians	*	35	1
Hairstylists	*	70	1

SPRINGFIELD, ILLINOIS SALARIED WAGE SUMMARY	Mean Average Salary	Number of Employees	Number of Firms
Law Enforcement Officer	*	2	1
Nail Techs	*	30	1
Nurse-LPN	*	1	1
Nurse-RN	*	1	1
Operations Specialist	*	3	1
Receptionist	*	1	1

* includes part-time salary reported

FRINGE BENEFITS SECTION

INSURANCE COVERAGE



The above chart separates insurance coverage into the categories of health, dental, vision, life, accident, cancer, short-term disability and long-term disability and gives the number of participating employers offering each type of insurance coverage for their workers and families regardless of the percent of premium paid for by the company. As noted, twenty-six of the participating companies provide health insurance for employees. Four companies reported other types of insurance provided for employees including pharmacy care and AFLAC supplemental.

The tables on the following page illustrate the number of companies reporting either 100%, partial % or 0% of insurance premiums paid for employees and dependents for the categories listed. For example, six companies reported paying 100% of the premium for health insurance for their employees and ten companies reported paying a partial percentage of the premium for health insurance for dependents.

Twenty-three of the reporting companies stated that the health insurance coverage for employees included a prescription drug plan and four companies reported offering an EAP (employee assistance plan).

**NUMBER OF COMPANIES REPORTING
PERCENT OF INSURANCE PREMIUMS PAID**

Type of Insurance	100% of Premium Paid by Company	Partial Premium Paid by Company	0% of Premium Paid by Company
Health	# of Companies	# of Companies	# of Companies
Employee	6	20	0
Dependent	1	10	14
Dental	# of Companies	# of Companies	# of Companies
Employee	3	11	10
Dependent	1	8	12
Vision	# of Companies	# of Companies	# of Companies
Employee	1	6	5
Dependent	1	5	5
Life	# of Companies	# of Companies	# of Companies
Employee	16	4	1
Dependent	2	5	6
Accident	# of Companies	# of Companies	# of Companies
Employee	3	4	9
Dependent	1	2	10
Cancer	# of Companies	# of Companies	# of Companies
Employee	0	1	9
Dependent	0	0	7
Short-Term Disability	# of Companies	# of Companies	# of Companies
Employee	6	6	8
Dependent	1	1	7
Long-Term Disability	# of Companies	# of Companies	# of Companies
Employee	6	4	7
Dependent	1	1	6

FINANCIAL PLANS

Many of the participating companies offered various financial plans to their employees, as illustrated in the following chart. Many companies may offer more than one plan.

Financial Plans Offered	# of Employers
401K	15
Tuition Reimbursement	12
Annual Bonus	7
Health Savings/Flex Spending Account	6
Pension Plan	5
Quarterly Bonus	4
IRA/SEP	4
Credit Union	3
Profit-Sharing	2
403B	2
Safety Bonus	1
ESOP/ESPP	1

PAID LEAVE

The following information reflects the data collected from the participating employers on paid time off or paid leave. Examples of paid leave include holidays, vacation, and sick leave.

Three companies reported combining these categories into general leave or personal time off (PTO). In these companies, employees are eligible for PTO as follows:

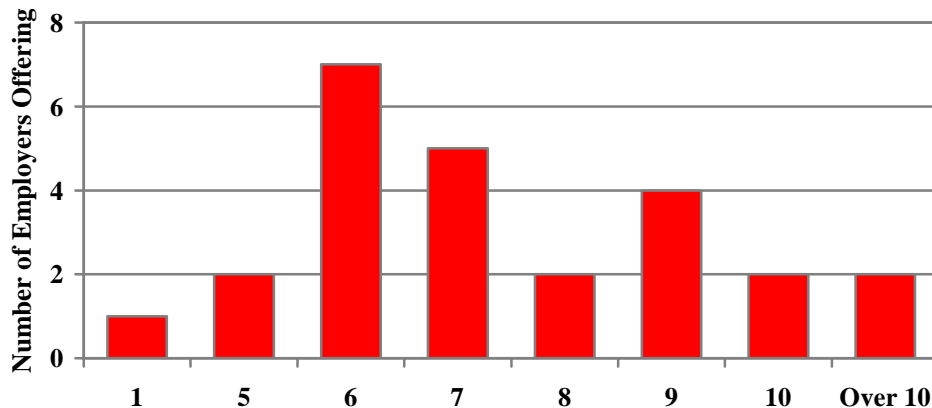
- first day of employment
- first of the month following hiring (full month)
- after 90 days

The number of PTO days per year is based on years/hours of service by two companies and is based on previous year’s sales and longevity for the third company.

Holidays

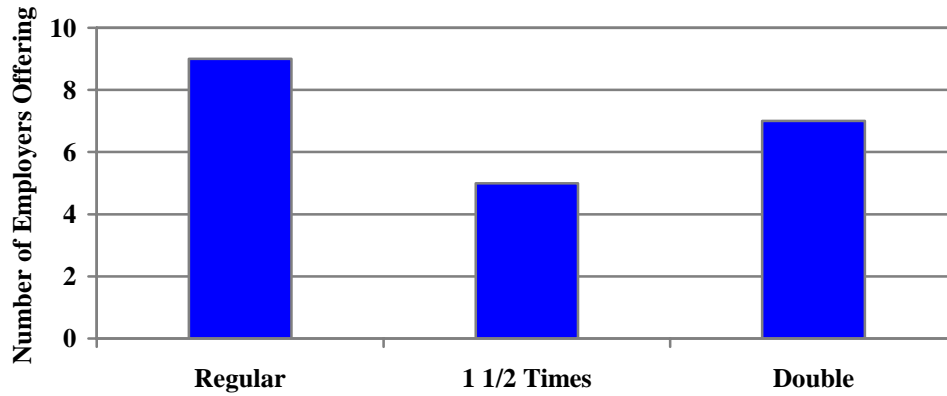
The number of paid holidays per year as reported by the participating employers ranges from one to over ten. In the category of unpaid holidays, one company reported four unpaid holidays per year; one company reported three; and, one company reported one unpaid holiday.

Number of Paid Holidays Per Year



When employees in the participating companies work on holidays, the pay ranges from regular to double, as illustrated in the chart below.

Holiday Pay



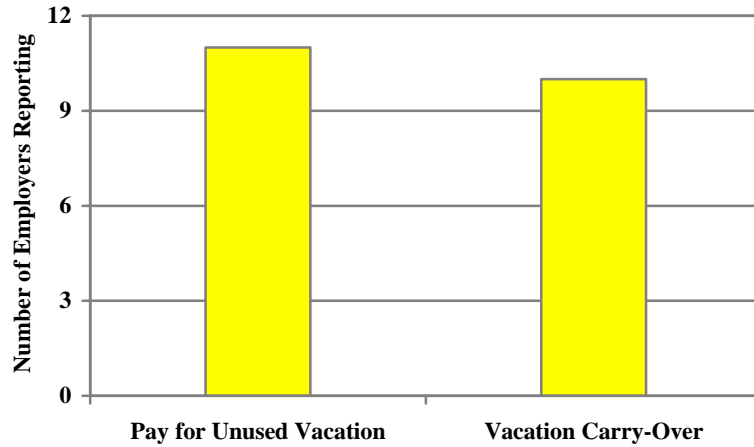
Vacation

Eligibility times for paid vacation, as reported by the participating employers, vary in the Springfield area, ranging from immediately upon hire to after one year of employment.

Vacation Eligibility Periods



Further, of the reporting companies, ten reported pay for unused vacation time, and ten companies allowed vacation carry-over, as illustrated in the chart below.



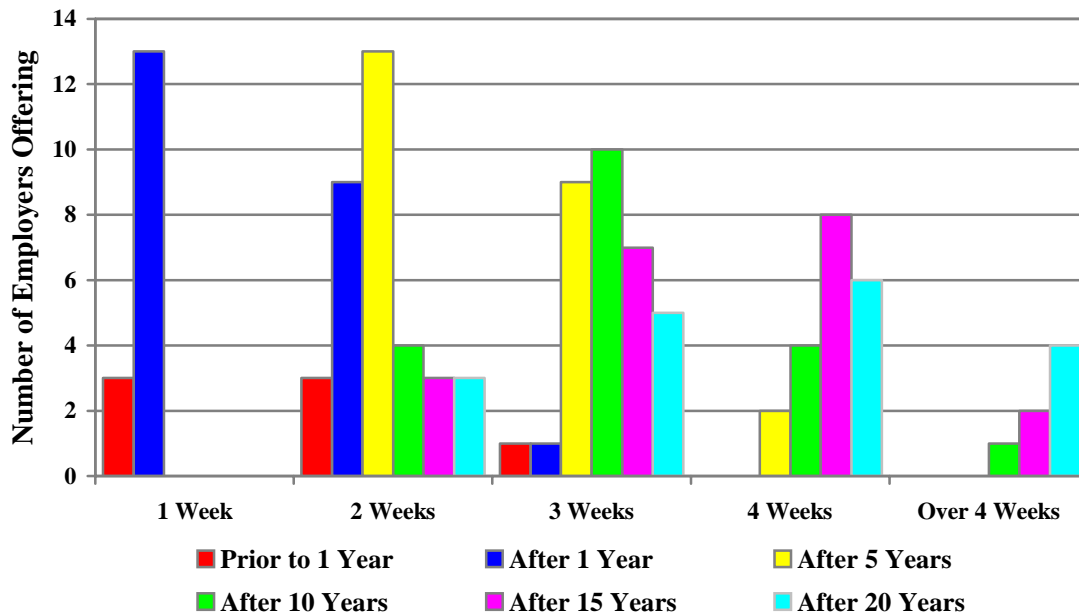
Concerning pay for unused vacation, three employers reported that payment is made upon termination.

Various policies concerning the maximum amount of vacation carry-over were reported as follows:

- 5 days 1 company
- 3 weeks 1 company
- 90 days 1 company
- 1 year 2 companies
- 2 years 1 company
- Unlimited 1 company

The following chart shows the number of participating companies who reported offering specific numbers of vacation weeks for specific years of employment. Six companies reported prorating vacation time during the first year.

Number of Paid Vacation Weeks



Other vacation information as reported by the participating employers included:

- After 10 years, employees accrue one day per additional year 1 company
- 2 weeks after 2 years 2 companies
- 5 weeks after 25 years 1 company
- Amount of vacation depends on job position 3 companies
- Paid vacation is for salaried employees only 2 companies

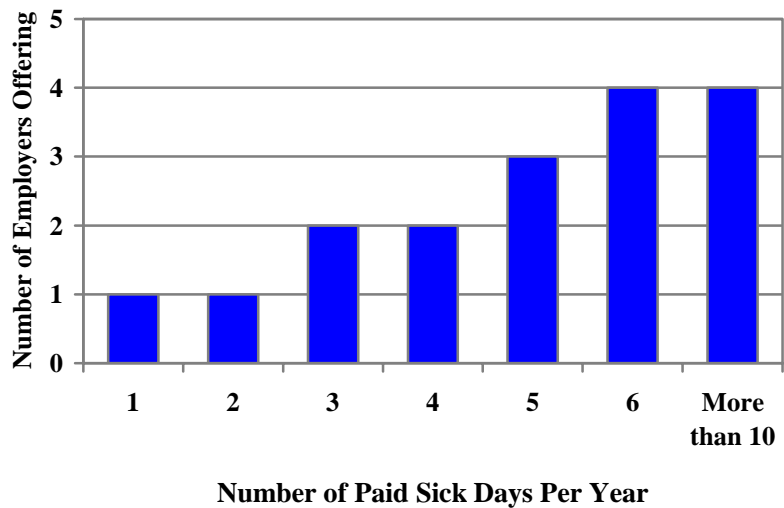
Sick Leave

The following charts give eligibility times and number of paid sick days per year for those companies which offer paid sick leave.

Sick Leave Eligibility Periods

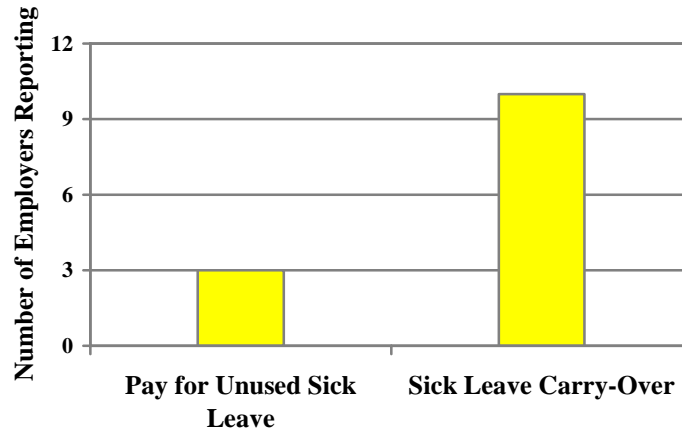


Paid Sick Days



Two employers reported that the number of paid sick days per year accrues at four hour per month; one employer reported that the number of paid sick days depends on length of service.

Further, of the reporting companies, three reported pay for unused sick leave, and nine companies allowed sick leave carry-over.



Other information reported concerning unused sick leave pay included:

- Payment is made upon leaving the company per union agreement 1 company
- ½ of accumulated time up to 480 hours is paid for non-union employees 1 company

Regarding the maximum amount of sick leave carry-over, the employers reported the following:

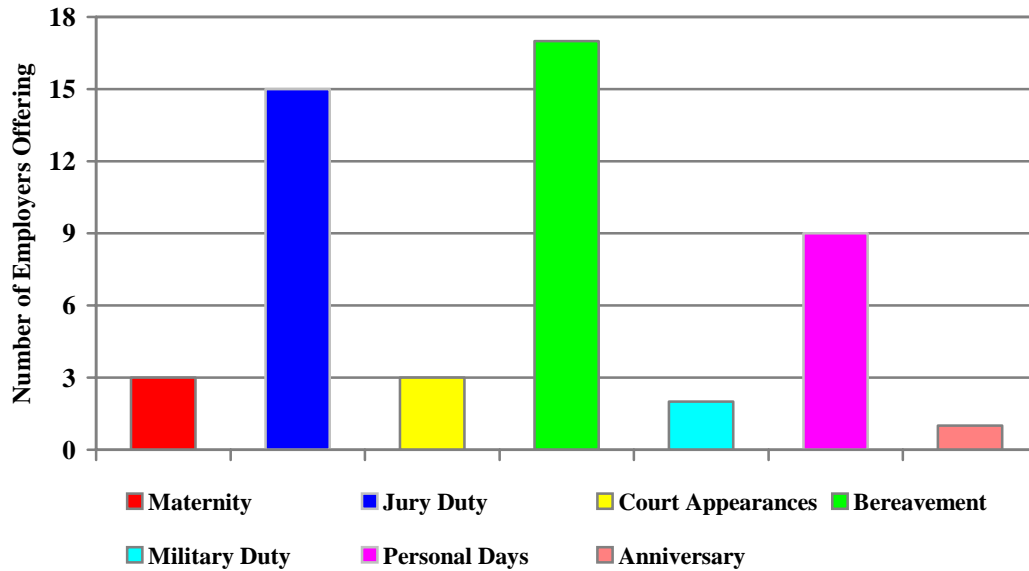
- 10 days 1 company
- 15 (unknown if days, weeks, etc.) 1 company
- 30 days 1 company
- 61 days 1 company
- 90 days 2 companies

(one of these companies specified that sick leave carry-over is for short-term disability only)

- 960 hours 1 company
- 2 years 1 company

Other Paid Leave

Participating employers were asked to report whether their companies gave additional paid time off to employees for other types of leave. The chart below shows the number of companies reporting each category.





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