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PROMOTING REGIONAL PROSPERITY IN NORTHWEST ILLINOIS

Wage and Benefit Report

IN PARTNERSHIP WITH
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*Special appreciation to Andrew Blanke for data compilation and statistical analysis.
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EXECUTIVE SUMMARY

The local wage and benefit survey of businesses in Carroll, Lee, Ogle, Stephenson, and Whiteside counties is a component of a larger regional project identifying advantages of the region for promoting business starts, expansions, and retention. The project is funded by the U.S. Economic Development Administration (EDA) along with local economic and community development agencies. Four main industry sectors within the counties were targeted: Manufacturing, Healthcare and Social Assistance, Agriculture, and Transportation and Warehousing. These industries have been major employers in the past and form the basis for a set of business clusters in the region.

Knowing the competitiveness of the region in terms of compensation practices and labor force will help local development practitioners market the region more effectively. Consequently, a companion study examines characteristics of the unemployed and underemployed in the region. These data are then used to more clearly identify opportunities to attract and start businesses in the region.

A total of 295 businesses in the 5-county region were invited to complete the compensation survey with 103 companies participating (34.9% response rate). Manufacturing business participation was highest and aligns with its industry dominance in the region but a cross-section of businesses in other sectors participated also. The compensation survey updates previous work on similar topics and regional business characteristics. While the data are based on electronic survey results voluntarily completed by employees, they provide benchmark information that can inform local decisions.

KEY FINDINGS:

» Most businesses have headquarters in the county where their business is located. The region contains many relatively small businesses with nearly half (46.5%) of regional employment in businesses with 1-49 employees. Large companies (1000+ employees) reported 100-249 full-time salaried positions, while those respondents reporting the least number of full-time salaried employees (1-4) were in businesses with total employment of 1-49. A majority (75.7%) of business respondents reported no labor union participation.

» Cost reduction efforts by businesses in the region affect full-time employees at almost double the frequency of part-time employees. Elimination and/or reduction of travel and increasing automation or adding technology were the two most commonly reported ways to reduce costs. Other cost-saving strategies involved elimination and/or reduction of overtime pay, training/employee development, and shorter work weeks. Cost-saving strategies differ among industry sectors.

» Lack of experience is the main reason cited for positions that were hard to fill (62.5%), with work ethic a close second (43.8%). These responses are not unlike those expressed by employers in other regions as well. In addition, only 4 of 12 (33.3%) of the highest ranking turnover positions can be filled by temporary agencies. More work with educational institutions to redesign training and educational programs will help build the work force.
Training needs are greatest for soft skills, mainly improved managerial skills. Training opportunities are available fairly equally to both hourly and salaried employees and include attending conferences, seminars, and workshops, external training, and informal on-the-job training. However, elimination or reduction of these opportunities is among the first cost-saving strategies used by businesses.

Traditional benefits (medical, dental, life insurance) and paid days leave (vacation, sick days, holidays) were reviewed for full- and part-time employees, as well as salaried vs. hourly. Life insurance is often paid in full by employers (71.3%), while 58.0% of respondents cover between 75.0%-100.0% of health insurance costs. Eight or more paid holidays per year are typical for full-time employees, while part-time employees are less likely to receive paid holidays. For both hourly and salaried employees, more vacation is available the longer they are employed with the business.

Beyond traditionally offered benefit packages, innovative benefits that contribute to the overall compensation package for employees are also offered and include flexible spending accounts, cafeteria plans, flexible scheduling, and company vehicles.

Annual wage levels were gathered and compared with both state and national average wage levels (which include metro areas). Average wage levels in four occupation categories and several individual occupation titles in the region exceeded 100% of the state and/or national averages, with the Agriculture occupation category and healthcare occupation titles leading the region. Only the Management occupation category is 25.0% or more below the state and/or national averages, with several occupation titles in healthcare and engineering below as well. These figures have not been adjusted based on productivity comparisons with other areas, nor do they consider the distribution of employees by seniority and/or years of experience. Both could affect comparisons of the region and state.

Performance-based (merit reviews) are the most common method across all industries for awarding pay increases (81.7%), while lump-sum bonuses are provided by more 43.0% of businesses. Length of service pay increases are the least likely method to be used (16.9%).

Overall, the region is competitive in terms of labor force characteristics and compensation levels, positioning the region to expand in several business sectors.
INTRODUCTION

The local wage and benefit survey of businesses in Carroll, Lee, Ogle, Stephenson, and Whiteside counties is a component of a larger regional project to identify the advantages the region has for promoting business starts, expansions, and retention. Funded by the U.S. Economic Development Administration (EDA) and local economic and community development agencies, the project includes conducting a labor force availability analysis for the region to help define the elements necessary to attract and retain area companies and/or launch new establishments, leading to increased growth and prosperity in the region. By identifying the skill levels of unemployed and underemployed workers, determining transferability of underutilized skills to potential new jobs, and making those results available for business prospecting and recruiting, the project will help local developers stimulate the regional economy.

The ultimate aim of the project is to identify business opportunities suited for the 5-county region and to assist local economic and community development partners in applying a regional approach to development strategies. Outcomes of the project include identifying emerging industries, developing strategies to encourage job growth, and improving the current business climate.

Wage and benefit data collected from the survey in April 2012, coupled with results from an underemployment study conducted by Pathfinders, Inc. completed in July 2012, provide information on workforce readiness initiatives for stakeholders in the region. The wage and benefit study is an update and expansion of a wage and benefit study conducted by the Center for Governmental Studies (CGS) at Northern Illinois University (NIU) in January 2009. The following partners are engaged in the project:

- Whiteside County Enterprise Zone and Economic Development
- Greater Sterling Development Corporation
- Lee County Industrial Development Corporation
- Rock Falls Community Development Corporation
- Northwest Illinois Development Alliance
SURVEY SCOPE AND METHODOLOGY

A survey instrument was designed to collect information about business practices, industry workforce composition, occupational wage ranges and employee benefits for the 5-county region. The survey gathered current wage and benefit information, as well as information on training needs, hiring issues, and high turnover positions. Respondents accessed the survey via Survey Monkey and completed online.

A total of 295 businesses in the region were invited to complete the survey on wages, benefits, and compensation practices. The survey was conducted between February and April 2012 with 103 business responses, a return rate of 34.9% (Appendix A lists responding businesses).

The wage and benefit survey was organized into five sections:

1. **Business Practices.** Basic information was collected about the characteristics of each business in terms of size, industry affiliation, location, and number of employees as well as status in terms of full- vs. part-time and salaried vs. hourly wages.

2. **Occupations and Wages.** Ten occupational groups based upon Standard Occupational Classifications (SOC) were used as they aligned with the four major industry sectors. Wages for these occupations were collected as well.

3. **Workforce Availability.** Positions with high turnover rates, positions difficult to fill, and positions that could be staffed by temporary employees were identified in this portion of the survey.

4. **Training Needs.** The importance of various topic areas for improving skills and work performance were ranked in this section of the survey.

5. **Benefit Information.** Information on traditional benefits, such as health and dental insurance, 401K, paid days leave (PDL) and innovative benefits were collected in this section. Methods of wage increases, training and educational opportunities, and cost-saving strategies were also obtained.

Targeted industries in the survey included Manufacturing, Healthcare and Social Assistance, Agriculture, and Transportation and Warehousing. These industries were selected based on their presence in the region and the interest by local development agencies in marketing the region to specific industries. Brief definitions of the selected industry sectors based on the North American Industry Classification System (NAICS) are as follows:

1. **Manufacturing (NAICS 31-33)**
   Establishments in the Manufacturing sector are described as plants, factories, or mills and characteristically use power-driven machines and materials-handling equipment. The subsectors in the Manufacturing sector generally reflect distinct production processes related to material inputs, production equipment, and employee skills.
2. **Healthcare and Social Assistance (NAICS 62)**
The Healthcare and Social Assistance sector is comprised of establishments providing healthcare and social assistance for individuals. The sector includes both healthcare and social assistance because it is sometimes difficult to distinguish between the boundaries of these two activities. Many of the industries in the sector are defined based on the educational degree held by the practitioners included in the industry.

3. **Agriculture, Forestry, Fishing and Hunting (NAICS 11)**
The Agriculture, Forestry, Fishing, and Hunting sector is comprised of establishments primarily engaged in growing crops, raising animals, harvesting timber, and harvesting fish and other animals from a farm, ranch, or their natural habitats. The establishments in this sector are often described as farms, ranches, dairies, greenhouses, nurseries, orchards, or hatcheries. The sector distinguishes two basic activities: agricultural production and agricultural support activities.

4. **Transportation and Warehousing (NAICS 48-49)**
The Transportation and Warehousing sector includes industries providing transportation of passengers and cargo, warehousing and storage for goods, scenic and sightseeing transportation, and support activities related to modes of transportation. Establishments in these industries use transportation equipment or transportation related facilities as a productive asset. This sector distinguishes three basic types of activities: subsectors for each mode of transportation, a subsector for warehousing and storage, and a subsector for establishments providing support activities for transportation.

Complete definitions for industry sectors can be found in Appendix B.

**DATA ANALYSIS**
Statistical analysis of results was performed to help draw inferences from the data collected. The T-test determines whether the difference between two averages is significant even after accounting for differences expected due to the standard deviation and sample size. In this report, we use T-tests to measure the difference between averages for the survey sample as a whole and the averages for relevant sub-samples. For example, a T-test could determine if a particular industry is significantly more or less likely than the sample as a whole to require employees to have a degree or certificate.

Similar to the T-test, the Chi-square test is used to measure the statistical significance of variation between two groups. Chi-square is used as a test against the assumption that no significant difference exists between the actual data and the expected data. In this report, we use the Chi-square test to determine when particular industries have practices that differ significantly from the sample as a whole. For example, a Chi-square test could determine whether the mix of business locations for one industry differs significantly from the mix of business locations for all industries surveyed.
The responses from the major industry sectors in the 5-county region indicate that Manufacturing businesses had the greatest participation rate with 42.7% (Figure 1). This rate supports its status as the highest source of employment in the region, and the largest number of businesses asked to participate (U.S. Census Bureau, County Business Patterns, 2009). The “Other” category represented the second largest participation rate (25.2%) and included Education, Construction, Utilities, Professional/Scientific, and Administrative/Support/Waste Management.

“Other” category includes Education, Construction, Utilities, Professional/Scientific, and Administrative/Support/Waste Management.
LOCATION TYPE BY INDUSTRY
Understanding whether businesses in the region are headquartered in their respective counties can help community and economic developers create better strategies. Over 70% of businesses responded that their headquarters are in the county where their business is located. This is important because it could mean the business is more involved with the community, possibly at both a business and personal level, and that decisions about expansion, employment, and other business practices are made locally. Although businesses in each of the four major industry sectors also had satellite locations within the region, Transportation and Warehousing was mainly a satellite operation (Figure 2). This response was not unexpected since warehousing often involves a network of distribution centers such as those used by Wal-Mart and other retail chains, where decisions about business issues are made outside of the region.

Figure 2: Headquarter and Satellite Operations by Industry Sector

OPERATING LOCATIONS
A majority of businesses (51.8%) responding to the survey have one location within their respective county (Figure 3). Equally important, however, is that nearly one in four responding businesses (24.7%) also reported locations outside of Illinois. This suggests that the companies serve other markets and may offer opportunities for expansion or relocation of other operations to the region. In fact, a total of 16 other states and Canada are represented by businesses responding to the survey.

Somewhat unexpected is the relatively low proportion of businesses with locations in the Chicago/Metro Area (4.7%). Strengthening these linkages may offer development opportunities. Businesses with international locations represented more than 17.0% of respondents and can be advantageous in an increasingly global society.
Comparing location patterns for each of the industry sectors provides an indication of core operations. For example, Agricultural businesses operate in multiple locations in the same county while Manufacturing businesses operate predominately from a single location (Figure 4). These differences may reflect organizational structure, such as separate farms owned by the same organization being counted as a separate unit. Transportation businesses reported mainly non-domestic operating locations, again reflecting links with the global economy. The greatest proportion of responses in the “Other” category, mainly Education, indicated only one location in the county or multiple locations in the same county, reflecting more localized operations.
BUSINESS SIZE AND EMPLOYMENT TYPE

The region contains many relatively small businesses with nearly half of respondents (46.0%) indicating 1-49 employees (Figure 5). The largest four companies completing the survey (1000+ employees) reported 100-249 full-time salaried positions. Three of the four also reported 500-999 full-time hourly employees. Those respondents with the least number of full-time salaried employees (1-4) were in businesses with total employment of 1-49. Hospitals and medical centers had the highest number of part-time hourly employees, possibly because they often utilize part-time and contract workers for specialty services and shift work needs.

As mentioned, the highest percentage of respondents reported total employment between 1 and 49 workers. By industry sector the percentage of businesses in this size category are listed below:

- Agriculture, 54.5%
- Manufacturing, 48.8%
- Transportation and Warehousing, 42.9%
- Healthcare and Social Assistance, 20.0%

Total employment for the “Other” industry category, which includes Education, Construction, Utilities, Professional/Scientific, and Administrative/Support/Waste Management, is equally divided between businesses that have either 1-49 employees or 100-499 employees.
UNIONS
A majority (75.7%) of business respondents reported no labor union participation in their businesses while 24.3% reported unionization. Most labor union participation was in Manufacturing and Transportation and Warehousing. In each of these sectors, 71.0%-100.0% of the employees are union members, reflecting a history of unionized workforces.

COST-SAVING STRATEGIES
The ongoing recession has forced many businesses to adopt cost-saving strategies. Based on the responses in the five counties, most of the cost-saving strategies used by businesses involved efforts to work with full-time employees at almost double the frequency of strategies involving part-time employees (Figure 6). Cost reduction efforts most often involved eliminating and/or reducing expenses for travel (41.7%), overtime pay (33.3%), training/employee development (26.7%), and shorter work weeks (25.0%).

Increasing use of automation or adding new technology was one of the most commonly reported ways to reduce costs (40.0%) even though this strategy requires an up-front expense with expectations of higher productivity in the future. This trend has been common in manufacturing where a smaller labor force now produces more output.

Figure 6: Cost-Saving Strategies

As expected, there are some differences evident in cost-saving strategies pursued by the various industry sectors. The following section discusses these differences.
AGRICULTURE

The most frequently cited strategies for cost-saving were the use of automation/new technology and reduced travel, predominately for full-time employees (Figure 7). Elimination of overtime affected full- and part-time employees equally, while shorter work weeks were implemented for part-time workers. Full-time workers were affected at half the frequency of part-time workers, possibly because part-time worker schedules provide more flexibility in the number of hours available. Work from home was only available for full-time workers.

Unpaid furlough, elimination of 2nd and 3rd shifts, reduction in training, employee development and seminars, or full-time employees changing to part-time were not reported. This sector may not require extended shift work and furloughs are not necessary if adjusting the hours of part-time workers is used as a strategy.

**Figure 7: Agriculture Sector Cost-Saving Strategies**
HEALTHCARE AND SOCIAL ASSISTANCE

Several strategies were used to reduce costs in Healthcare and Social Assistance including elimination of overtime and use of automation/new technology, both of which were nearly equal for full- and part-time employees. Reduced travel (Part-time, 20.0%; Full-time, 27.0%), elimination of bonuses, and reduced training/seminars (20.0% respectively) were also used for both full- and part-time employees.

Full-time employees changing to part-time, unpaid furlough, shorter work week, and work from home were indicated by a relatively low proportion of respondents at 13.0% or less (Figure 8). Elimination of 2nd and 3rd shifts, contract/outsourcing, or temporary closing/reduced pay were not implemented. The nature of the service provided by skilled employees in this industry may dictate the need for continuous shifts, and closing temporarily is not implemented in this sector due to the need for continuous access to care and services.

Figure 8: Healthcare and Social Assistance Sector Cost-Saving Strategies

- Eliminate all overtime
- Automation/new technology
- Reduced travel
- Eliminate cash bonuses, incentives
- Reduce training, employee development, seminars
- Allow more employees to work from home
- Shorter work week
- Unpaid furlough, temporary unpaid leave
- Full-time employees changed to part-time

![Bar chart showing cost-saving strategies for part-time and full-time employees.](chart.png)
MANUFACTURING
Respondents in the Manufacturing sector used all cost-saving strategies mainly impacting full-time workers. Among the most frequently cited strategies were reduced travel (30.0%), elimination of overtime (27.0%), use of automation/new technology (27.0%), shorter work week (20.0%), and reduced training, employee development, and seminars (20.0%) (Figure 9). The strategies are inter-related as the use of automation and new technology could cause a reduction of overtime and reduced training could lead to reduction of travel.

Figure 9: Manufacturing Sector Cost-Saving Strategies

TRANSPORTATION AND WAREHOUSING
Work from home, contractors/outsourcing, and shorter work weeks were the only cost-saving strategies implemented in this industry sector. These strategies affected only full-time employees in a relatively small proportion (14.0%) of respondents in this sector so a figure is not included.

Only Transportation and Warehousing did not implement any of the top three cost-saving strategies: reduced travel, use of automation/new technology, and elimination of overtime. Not using these strategies is understandable because travel is often essential and overtime may be unavoidable due to such issues as weather conditions or traffic congestion causing unanticipated delays in required travel.
OCCUPATIONS

The Wage Information section identified 10 Standard Occupation Classifications (SOC) in the 5-county region that are prevalent among the targeted industry sectors. In this section, the occupation data are grouped by whether the occupations exist in all four industry sectors and the “other” category (ubiquitous or universal), exist in four of the five categories (common) or are exclusive to one specific industry (unique). Ultimately, ubiquitous and common occupations provide more opportunities for workers to transfer their skills to other locations or sectors.

UBQUITOUS OCCUPATIONS IN THE REGION

Respondents in all four industry sectors, and the “Other” category, identified 12 ubiquitous occupation titles within 3 SOC categories: Management, Business and Financial, and Office and Administrative Support functions.

The Management occupations include the leadership and operations aspects of the business, such as the following:

- Chief Executive Officer
- Human Resources Manager
- General and Operations Manager
- IT Systems Supervisor/Computer and Information Systems Manager
- Business and Financial Manager
- Managers, All Other

One Business and Financial occupation was reported across all industry sectors: Compliance Officer. Office and Administrative Support occupations reported across all four industry sectors include the following:

- Receptionist
- Executive Secretary and Administrative Assistant
- Customer Service Representative
- General Clerk
- Secretary/Administrative Assistant
The percentage of ubiquitous occupations in each industry varies with the overall number of occupations. For example, Manufacturing had the greatest number of different occupation titles, therefore ubiquitous occupations represent the smallest proportion (17.9%). Conversely, Agriculture has the lowest number of different occupation titles, therefore ubiquitous occupations represent a higher proportion of the labor force in those businesses (42.9%) (Table 1).

<table>
<thead>
<tr>
<th>INDUSTRY</th>
<th>OCCUPATIONAL TITLES ON SURVEY</th>
<th>% UBQUITOUS OCCUPATION TITLES</th>
<th>% COMMON OCCUPATION TITLES</th>
<th>% UNIQUE OCCUPATION TITLES</th>
</tr>
</thead>
<tbody>
<tr>
<td>MANUFACTURING</td>
<td>67</td>
<td>17.9%</td>
<td>19.4%</td>
<td>28.4%</td>
</tr>
<tr>
<td>HEALTHCARE AND SOCIAL ASSISTANCE</td>
<td>53</td>
<td>22.6%</td>
<td>13.2%</td>
<td>45.3%</td>
</tr>
<tr>
<td>TRANSPORTATION AND WAREHOUSING</td>
<td>32</td>
<td>37.5%</td>
<td>37.5%</td>
<td>0.0%</td>
</tr>
<tr>
<td>AGRICULTURE</td>
<td>28</td>
<td>42.9%</td>
<td>17.9%</td>
<td>14.3%</td>
</tr>
<tr>
<td>OTHER</td>
<td>33</td>
<td>36.4%</td>
<td>36.4%</td>
<td>3.0%</td>
</tr>
</tbody>
</table>

**Common occupations in the region**

Further analysis of the occupation titles among industry sectors revealed additional, common occupation titles. Common occupations among industry sectors also indicate the potential to transfer skills used/developed in one industry and apply them in another industry. For example, in Transportation and Warehousing, 37.5% of occupations match those in four other industry sectors (including “Other” category) in the region, and 25.0% match occupations in three other industries (Table 1). Common occupation titles are listed below:

» First-Line Supervisor of Office and Administrative Support Worker
» Payroll Clerk
» Stock Clerk and Order Filler
» Computer Operator
» Shipping Receiving and Traffic Clerk
» Helper, Production Worker
» Maintenance Worker, General
» Janitor and Cleaner, Except Maid/Housekeeper
» Truck Driver, Heavy/Tractor-trailer
» Materials Handler
» Industrial Production Manager

Common responsibilities and functions for each of these positions can be adapted to other industries and represent possible transferability of skills and a larger available labor pool.
UNIQUE OCCUPATIONS IN THE REGION

Unique occupations are those reported by only one industry sector and may represent a higher level of specialized training or the need for advanced education. The occupations related to Healthcare and Social Assistance have the highest proportion of unique occupations at 45.3% (Table 1). These include nurses, physicians, and other highly trained individuals. Unique occupations do not offer many transferable skills as the ubiquitous and common occupations, however they do often represent higher paying jobs that the region would like to attract and retain.

EDUCATIONAL ATTAINMENT FOR REGIONAL OCCUPATIONS

Each industry sector is supported by a range of occupations, some of which are unique to that sector while others are found in many sectors. Often, the more an occupation is specialized, the greater need for advanced education, while occupations that require no specialized skills may indicate minimal to no need for formal education. Understanding the educational and training requirements for various occupations reported in the 5-county region is an important aspect to developing a work-ready labor force.

The Healthcare and Social Assistance sector requires a degree or certification for the largest proportion (58.4%) of occupations included in the SOC for Life, Physical and Social Science, Healthcare Practitioners, and Healthcare Support (Figure 10). The Transportation and Warehouse sector includes occupations categories least likely to require degrees or certifications such as Transportation and Material Moving, Building and Grounds, and Construction, Production and Maintenance (22.0%).

Figure 10: Certificate or Degree Required by Industry
The Healthcare and Social Assistance industry sector includes occupations ranging from physician to social worker, with varying degrees of education needed. For this reason, although in the same sector, healthcare and social services are separated into two occupation categories for analysis (Figure 11). Healthcare occupations reported by respondents required a degree 100.0% of the time, while social service occupations needed a certificate or degree nearly half as often (53.5%). Not surprisingly, engineering occupations needed a certificate or degree more than 75.0% of the time. Management (56.1%) and business and financial (43.6%) occupations also required a certificate or degree at a moderate rate. Other occupation categories are significantly less likely to require certification or a degree.

**Figure 11: Occupations Requiring Certificate or Degree**

<table>
<thead>
<tr>
<th>Occupation Category</th>
<th>Percentage</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Healthcare</td>
<td>100%</td>
<td>77.8%</td>
</tr>
<tr>
<td>Engineering/Computer</td>
<td>77.8%</td>
<td>56.1%</td>
</tr>
<tr>
<td>Management</td>
<td>56.1%</td>
<td>53.5%</td>
</tr>
<tr>
<td>Social Services</td>
<td>53.5%</td>
<td>43.6%</td>
</tr>
<tr>
<td>Business/Financial</td>
<td>43.6%</td>
<td>40.2%</td>
</tr>
<tr>
<td>Average ALL</td>
<td>40.2%</td>
<td>14.3%</td>
</tr>
<tr>
<td>Office/Administrative</td>
<td>14.3%</td>
<td>8.3%</td>
</tr>
<tr>
<td>Farming/Agriculture</td>
<td>8.3%</td>
<td>7.0%</td>
</tr>
<tr>
<td>Construction, Production and Maintenance</td>
<td>7.0%</td>
<td>2.0%</td>
</tr>
<tr>
<td>Transportation and Moving Materials</td>
<td>2.0%</td>
<td>1.9%</td>
</tr>
<tr>
<td>Building and Grounds</td>
<td>1.9%</td>
<td>0%</td>
</tr>
</tbody>
</table>

**Regional Workforce Availability and Training Needs**

As part of the Workforce Availability and Training needs sections in the survey, respondents were asked about difficulties filling open positions with qualified employees, employee turnover, positions that could be staffed by temporary employees and training needs of the workforce.

**Difficulty Filling Open Positions**

When asked about positions that are hard to fill, lack of experience was reported as the leading reason across all respondents at 62.5% (Figure 12). In later sections, training needs in the region and training offered by businesses are discussed. Interestingly, apprenticeships, which represent on-the-job training to gain experience often before a job is offered, rank the lowest among all trainings offered. This may be an opportunity to help new or potential employees gain needed work experience.
Figure 12: Reasons for Difficulty Filling Open Positions

- Lack of experience: 62.5%
- Work ethic: 43.8%
- Absenteeism: 29.2%
- Level of pay: 18.8%
- Pre-employment screening failures: 18.8%

Figure 13: Reasons for Difficulty Filling Open Positions by Industry Sector

In filling open positions, Agriculture is the most affected by a lack of experienced workers, while absenteeism is not an issue. Transportation and Warehousing reported failing pre-employment screening as the predominant reason that open positions cannot be filled, while level of pay had no effect in attracting qualified workers. Level of pay issues were seen in the Healthcare and Social Assistance sector more than any of the other industry sectors surveyed in the region. This issue is understandable given that for several occupation titles in both healthcare and social services, the 5-county region is below the state and/or national average in wages (Appendix C). Pre-employment screening had less impact for healthcare and Social Assistance positions, possibly because of the screening already associated with receiving a license in nursing and other healthcare positions.

When considering reasons for difficulty in filling positions along with cost-saving strategies, elimination of bonuses, and level of pay may suggest that financial incentives are a factor in attracting qualified employees.
Businesses citing lack of experience or work ethic as reasons for difficulty in filling positions also indicated outsourcing as a cost-saving strategy. One may infer that outsourcing is a stop-gap measure when qualified employees cannot be hired permanently. Using automation/new technology as a cost-saving strategy may be one reason why lack of experience is reported by several business respondents. Qualified employees need to be familiar with new technology to be considered for employment.

Although lack of experience is cited as a difficulty in filling positions, reduction in training and seminars for full-time employees was implemented as a cost-saving strategy. Lacking experienced workers and reducing training/seminars may be at cross purposes, because it is hard to gain experience if opportunities to enhance skills are reduced. Again, these challenges represent opportunities to address hiring and retention issues in the region.

**Employee Turnover**

Occupations with the highest turnover in the region are listed in Table 2 along with the median time needed to fill positions and whether temporary agencies can provide labor for the specific occupation. Only four occupations are being filled by temporary agencies.

**Table 2: Occupations with Highest Turnover Rates**

<table>
<thead>
<tr>
<th>Occupation (Highest to Lowest)</th>
<th>Time to Fill</th>
<th>Temp Agency Used?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Production Workers, All Other</td>
<td>Less than 30 days</td>
<td>Y</td>
</tr>
<tr>
<td>Customer Service Representative</td>
<td>Less than 30 days</td>
<td>N</td>
</tr>
<tr>
<td>Nursing Aide, Orderly/Attendant</td>
<td>Less than 30 days</td>
<td>N</td>
</tr>
<tr>
<td>Welders, Cutters, Solderers, and Brazer</td>
<td>Less than 30 days</td>
<td>N</td>
</tr>
<tr>
<td>Machinist</td>
<td>31-60 days</td>
<td>Y</td>
</tr>
<tr>
<td>Assemblers and Fabricators, All Other</td>
<td>31-60 days</td>
<td>Y</td>
</tr>
<tr>
<td>Managers, All Other</td>
<td>31-60 days</td>
<td>N</td>
</tr>
<tr>
<td>Registered Nurse</td>
<td>61-90 days</td>
<td>N</td>
</tr>
<tr>
<td>Maintenance Worker, General</td>
<td>61-90 days</td>
<td>N</td>
</tr>
<tr>
<td>Truck Driver, Heavy/Tractor-Trailer</td>
<td>61-90 days</td>
<td>N</td>
</tr>
<tr>
<td>Agricultural Equipment Operator</td>
<td>More than 90 days</td>
<td>N</td>
</tr>
<tr>
<td>CNC Programmer</td>
<td>More than 90 days</td>
<td>Y</td>
</tr>
</tbody>
</table>
Training Needs

Soft skills are personal attributes that enhance job performance through the ability to interact effectively with co-workers and customers. These are often the hardest skills to "teach" but lead the list of training needs for business respondents, especially in areas that require improved managerial skills (Figure 14). Training needs ranked as lower priorities, such as reading and math, may be skills that are basic or minimal requirements for employment and can be determined during pre-employment screening activities so they are not seen as issue for employers.

Figure 14: Training Needs

- Teamwork and problem-solving: 79.7%
- Supervisory/management skills: 75.3%
- Communications: 69.0%
- Executive/leadership development: 65.8%
- Advanced computer skills: 64.3%
- Sales and customer service: 64.0%
- Specialized technology: 62.2%
- Basic computer skills: 62.0%
- Equipment operation: 57.5%
- Basic math: 56.1%
- Reading: 54.5%
- Diversity sensitivity: 46.5%
- English as a second language: 21.7%
**BENEFIT INFORMATION**

In general, full-time or part-time and/or salaried or hourly status affect the level of employee benefits offered, and this is the case with the 5-county region. Benefits were examined on several levels, including training and education, health and dental insurance, 401K, paid holidays, and innovative benefits. Overall, Healthcare and Social Assistance has the most consistency in benefits offered to both full- and part-time employees. Data for Manufacturing show minimal benefits for part-time employees; however, most employment in manufacturing businesses is full-time hourly.

**TRAINING AND EDUCATION OPPORTUNITIES**

Survey respondents in the region identified several training needs, including soft skills such as problem-solving and hard skills such as computer operations. Several types of training and education opportunities are offered by employers to help address those needs. Hourly vs. salaried employees were provided opportunities fairly equally with conferences, seminars, and workshops, outside training, and informal on-the-job training offered by a majority of respondents (Figure 15). The apprenticeship option was the only noticeably low ranking opportunity. As mentioned above, respondents noted lack of experience as an issue, but seminars, workshops, and training were some of the highest ranked cost-saving strategies. It will be important to recognize the priority of a skilled workforce, and to identify strategies that will be most useful in both the short and long-term to address training needs while maintaining fiscal responsibility.

**Figure 15: Training and Educational Opportunities**

The willingness of a business to reimburse for training often demonstrates the importance it places on education and retention of employees. The percentage an employer pays or reimburses employees for education and training opportunities, as well as delivery methods, are consistent among hourly and salaried workers. Most businesses reimburse or pay 76.0%-100.0% of education/training expenses, again except for apprenticeships (Figure 16). In-house and on-the-job training appear to offer the most cost-effective education opportunities, both in terms of financial and time commitment, for employer and employee alike.
**Figure 16: Education/Training Opportunities Paid by Employer**

![Education/Training Opportunities Paid by Employer](image)

**Traditional Benefits**

Traditional benefits such as health and dental insurance, 401K, and disability are typically offered to full-time, salaried workers. In the survey, respondents were asked for information on the percentage they paid for each benefit for *salaried employees only*.

Life insurance is one benefit paid frequently in full by employers (71.3%). While health insurance is not paid in full by the employer at a high rate, nearly 58.0% of respondents cover between 75.0%-100.0% of the cost of health insurance (Figure 17). With the rising cost of health insurance, splitting costs between employers and employees is typical in businesses and organizations. Transportation and Warehousing and Agriculture responses were too few to yield statistically significant results.

**Figure 17: Benefits Offered to Salaried Employees**

![Benefits Offered to Salaried Employees](image)
PAID HOLIDAYS
Paid holidays, sick days, and vacation day accrual are other traditional benefits, although they are often offered to both full- and part-time employees. The survey indicates that only 2.4% of full-time employees do not receive any paid holidays (Figure 18). The majority (58.5%) receive eight or more paid holidays per year. Part-time employees are less likely to have paid holidays, with nearly 37.0% receiving no paid holidays. This may be driven by work schedules and facility holiday closures.

**Figure 18: Paid Holidays per Year**

<table>
<thead>
<tr>
<th>Number of paid holidays</th>
<th>Part-time</th>
<th>Full-time</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>18.3%</td>
<td>58.5%</td>
</tr>
<tr>
<td>1 – 5</td>
<td>25.6%</td>
<td>28.3%</td>
</tr>
<tr>
<td>6 – 7</td>
<td>16.7%</td>
<td>13.4%</td>
</tr>
<tr>
<td>8 +</td>
<td>2.4%</td>
<td>100%</td>
</tr>
</tbody>
</table>

VACATION DAYS
As is typical with many employers, the longer someone is employed, the more vacation is received. For both categories, hourly and salaried, employees receive more vacation the longer they are employed with the business. A majority of respondents indicated that a salaried employee with 20 years of service receives 15+ vacation days (73.0%), similarly an hourly employee with 20 years of service receives 15+ vacation days (71.0%). Salaried and hourly employees with only one year of experience are most likely to receive 1-5 days of vacation.

**Figure 19: Vacation Days Available Annually Based on Years Employed**
SICK DAYS
The number of sick days showed little variation regardless of the length of time of service. Approximately 40.0% of salaried and 45.0% of hourly workers have no sick days provided per year. Nearly 30.0% of all employees are provided 1-5 sick days per year (Figure 20).

Figure 20: Sick Days per Year

Vacation carryover is available more often than sick day carryover for both salaried and hourly employees. This benefit is used by less than 50.0% of respondents (Figure 21).

Figure 21: Carryover Vacation and Sick Days Offered
INNOVATIVE BENEFITS

While traditional benefits are the most used by businesses, innovative benefits may enhance the attractiveness of a compensation package for an employee. An innovative benefit is defined as one outside of traditionally offered benefit packages (i.e., health and dental insurance, 401K) but still contributes to the overall compensation package for employees. Flexible spending accounts are most widely implemented (61.8%) as well as cafeteria plans (41.8%), flexible scheduling, and company vehicles (both with 38.2%) (Figure 22). These represent opportunities for businesses, especially those utilizing cost-saving strategies, to offer alternative benefits that may be useful to employees but may not cost as much as traditional benefits. Part-time employees are offered innovative benefits at half the rate of full-time employees.

**Figure 22: Innovative Benefits**

- **Flexible spending accounts**: 23.6% (Part-time), 61.8% (Full-time)
- **Cafeteria plan**: 18.2% (Part-time), 41.8% (Full-time)
- **Use of company vehicle**: 16.4% (Part-time), 38.2% (Full-time)
- **Flexible scheduling**: 16.4% (Part-time), 38.2% (Full-time)
- **Gym membership**: 9.1% (Part-time), 16.4% (Full-time)
- **Telecommuting**: 1.8% (Part-time), 16.4% (Full-time)
- **Compensation time**: 1.8% (Part-time), 12.7% (Full-time)
- **On-site day care**: 3.6% (Part-time), 3.6% (Full-time)
- **Qualified parking**: 1.8% (Part-time), 1.8% (Full-time)
**WAGE INFORMATION**

One of the greatest expenses for business is payroll, no matter the industry sector. Respondents provided information on wage levels for 10 SOC categories representative of the employees in each major industry sector in the region. Annual wage levels were gathered for each occupation starting at $10,000 up through $200,000 using $10,000 increments. Wage data was compiled for minimum, maximum, and median amounts. Figure 23 displays the *median wage* information for the various SOC categories for employment in the region.

**Figure 23: Median Wages for SOC Categories in the 5-County Region**

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Median Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Management</td>
<td>$72,500</td>
</tr>
<tr>
<td>Engineering/Computer</td>
<td>$58,000</td>
</tr>
<tr>
<td>Healthcare</td>
<td>$53,889</td>
</tr>
<tr>
<td>Business/Financial</td>
<td>$50,000</td>
</tr>
<tr>
<td>ALL Occupations</td>
<td>$45,281</td>
</tr>
<tr>
<td>Farming/Agriculture</td>
<td>$41,667</td>
</tr>
<tr>
<td>Construction, Production and Maintenance</td>
<td>$39,565</td>
</tr>
<tr>
<td>Social Services</td>
<td>$34,000</td>
</tr>
<tr>
<td>Office/Administrative</td>
<td>$33,929</td>
</tr>
<tr>
<td>Transportation and Material Moving</td>
<td>$33,000</td>
</tr>
<tr>
<td>Building/Grounds</td>
<td>$22,500</td>
</tr>
</tbody>
</table>

**WAGE COMPARISONS**

Appendix C provides all wage data and occupation descriptions for the SOC categories by group associated with the major industry sectors in the region. The comparison includes national and state wage data (which include metro areas), along with survey results for minimum, maximum, and median wages paid by business respondents. In the sections below, those occupational categories that are either above or below the state and national average wages are discussed.

The experience level and years of service of the workforce and productivity level characteristics of specific industry sectors are not factored into the wage comparison section. Further analyses of this aspect of wage variations between the regional, state, and national levels are needed in order to understand how wage comparisons relate to productivity. The following discussions analyze those occupation categories and titles in the 5-county region that are above or below the state and national average wages.
5-COUNTY OCCUPATIONS ABOVE STATE AND NATIONAL AVERAGE WAGES

In the 5-county region, average wages in four occupation categories were above both state and national average wage levels (Table 3). The threshold for determining above average wages was the occupation categories and titles in the 5-county region that exceeded 100.0% of the state and/or national average wages.

**Table 3: 5-County Occupation Categories Above State and National Average Wages**

<table>
<thead>
<tr>
<th>OCCUPATION CATEGORY</th>
<th>% ABOVE STATE AVG</th>
<th>% ABOVE NATIONAL AVG</th>
</tr>
</thead>
<tbody>
<tr>
<td>Farming/Agriculture</td>
<td>21.0%</td>
<td>43.0%</td>
</tr>
<tr>
<td>Transportation and Material Moving</td>
<td>8.0</td>
<td>12.0</td>
</tr>
<tr>
<td>Construction, Production and Maintenance</td>
<td>4.0</td>
<td>9.0</td>
</tr>
<tr>
<td>Building and Grounds Cleaning and Maintenance, Protective Service</td>
<td>5.0</td>
<td>4.0</td>
</tr>
</tbody>
</table>

In the 5-county region, the remaining SOC categories did not exceed the state and national averages; however, several individual occupation titles reported average wages above state and/or national average wage levels (Table 4). The percentages are relatively small, except for Personal and Home Care Aides and Home Health Aides.

**Table 4: 5-County Occupation Titles Above State and National Average Wages**

<table>
<thead>
<tr>
<th>SOC CATEGORY</th>
<th>OCCUPATION TITLE</th>
<th>% ABOVE STATE AVG</th>
<th>% ABOVE NATIONAL AVG</th>
</tr>
</thead>
<tbody>
<tr>
<td>Office and Administrative Occupations</td>
<td>Receptionist and Information Clerk</td>
<td>4.0%</td>
<td>6.0%</td>
</tr>
<tr>
<td></td>
<td>Stock Clerk and Order Filler</td>
<td>4.0</td>
<td>3.0</td>
</tr>
<tr>
<td></td>
<td>Shipping, Receiving, and Traffic Clerk</td>
<td>2.0</td>
<td>3.0</td>
</tr>
<tr>
<td></td>
<td>General Clerk</td>
<td>1.0</td>
<td>4.0</td>
</tr>
<tr>
<td></td>
<td>Customer Service Representative</td>
<td>0.0</td>
<td>6.0</td>
</tr>
<tr>
<td>Healthcare Occupations</td>
<td>Personal and Home Care Aides</td>
<td>61.0</td>
<td>70.0</td>
</tr>
<tr>
<td></td>
<td>Home Health Aide</td>
<td>30.0</td>
<td>37.0</td>
</tr>
<tr>
<td></td>
<td>Cardiovascular Technologist/Technician</td>
<td>22.0</td>
<td>10.0</td>
</tr>
<tr>
<td></td>
<td>Recreational Therapist</td>
<td>11.0</td>
<td>5.0</td>
</tr>
<tr>
<td></td>
<td>Physician’s Assistant</td>
<td>8.0</td>
<td>0.0</td>
</tr>
<tr>
<td></td>
<td>Medical Assistant</td>
<td>2.0</td>
<td>7.0</td>
</tr>
<tr>
<td></td>
<td>Pediatric</td>
<td>0.0</td>
<td>7.0</td>
</tr>
</tbody>
</table>
5-COUNTY OCCUPATIONS BELOW STATE AND NATIONAL AVERAGE WAGES

While some occupation categories and titles in the 5-county region exceeded the state and/or national wage averages, there were also several below them. This section discusses occupational categories and titles that were 25.0% or more below the state and/or national average wages. Only the Management occupation category falls below the state and national averages wage level, with the 5-county region paying 28.0% below the state average wages and 34.0% below the national average wages.

There were several occupation titles below the state and/or national average wages as well. Those occupation titles that paid the most below the state and national averages included IT Systems Supervisor/Computer and Information Systems Manager, Business and Financial Manager, and Human Resources Manager (Table 5).

Table 5: 5-County Occupation Titles Below State and National Average Wages

<table>
<thead>
<tr>
<th>SOC CATEGORY</th>
<th>OCCUPATION TITLE</th>
<th>% BELOW STATE AVG.</th>
<th>% BELOW NATIONAL AVG.</th>
</tr>
</thead>
<tbody>
<tr>
<td>MANAGEMENT</td>
<td>IT Systems Supervisor/Computer and Information Systems Manager</td>
<td>-40.0%</td>
<td>-46.0%</td>
</tr>
<tr>
<td></td>
<td>Business and Financial Manager</td>
<td>-35.0</td>
<td>-38.0</td>
</tr>
<tr>
<td></td>
<td>Human Resources Manager</td>
<td>-33.0</td>
<td>-38.0</td>
</tr>
<tr>
<td></td>
<td>Managers, All Other</td>
<td>-29.0</td>
<td>-35.0</td>
</tr>
<tr>
<td>HEALTHCARE OCCUPATIONS</td>
<td>Registered Nurse</td>
<td>-29.0</td>
<td>-31.0</td>
</tr>
<tr>
<td></td>
<td>Radiation Therapist</td>
<td>-23.0</td>
<td>-31.0</td>
</tr>
<tr>
<td>ENGINEERING AND COMPUTER</td>
<td>Mechanical Engineer</td>
<td>-29.0</td>
<td>-26.0</td>
</tr>
<tr>
<td></td>
<td>Network and Computer Systems Administrator</td>
<td>-27.0</td>
<td>-27.0</td>
</tr>
<tr>
<td>BUSINESS AND FINANCIAL OCCUPATIONS</td>
<td>Market Research Analysts and Marketing Specialist</td>
<td>-30.0</td>
<td>-37.0</td>
</tr>
<tr>
<td></td>
<td>Logisticians</td>
<td>-24.0</td>
<td>-33.0</td>
</tr>
</tbody>
</table>
WAGE AND SALARY INCREASES

Survey respondents were asked which methods were used for wage/salary increases, and allowed to mark all methods that applied. These included performance-based (merit review), cost of living, length of service, and/or lump-sum bonuses. Performance-based reviews are the most common method across all industries for awarding pay increases (81.7%). Lump-sum bonuses are provided by more than 43.0% of businesses, while length of service pay increases are the least likely method to be used (15.9%) (Figure 24).

Figure 24: Methods for Determining Wage and Salary Increases

Healthcare and Social Assistance do not use lump-sum bonuses, instead they rely heavily (81.8%) on performance-based reviews to determine pay increases. Conversely, Transportation and Warehousing utilize lump-sum bonuses frequently (75.0%). Interestingly, the least used method for determining increases in all categories was length of service, suggesting that longevity alone does not always translate into good performance. For those respondents who selected other, the majority used collective bargaining agreements and bonuses based on overall performance of the company to determine wage and salary increases.

Figure 25: Methods for Wage and Salary Increases by Industry Sector
APPENDIX A: COMPANIES RESPONDING TO WAGE AND BENEFIT SURVEY

Thank you to the following businesses for their participation in the 2011-2012 5-county regional wage and benefit survey.

Adkins Energy
Allied-Locke Industries, Inc.
American Gear, Inc.
Astec Mobile Screens, Inc.
Behr Manufacturing
Beltway Scales
Berner Food and Beverage
Bi-County Special Education Co-Op
Bonnell Industries, Inc.
Boston Leather, Inc.
Brown Construction
Carroll Industrial Mold Products
CGH Medical Center
Champion Chisel Works
Christ Lutheran
City of Rochelle
Coilcraft
Compliance Signs Company
Dana Driveshaft Manufacturing, LLC
Dixon Direct
Donaldson Company, Inc.
East Coloma #12
Eco Grove Wind Farm - Acciona
ELSPEC
Eyelet Products and Engineering Corp.
FHN
Forster Products
Four Star
Frantz Manufacturing Company
Furst McNess
Genco
Generation 4
Halo Branded Solutions, Inc. (Lee Wayne)
High Plains Pork
Hughes Resources, Inc.
Hulsebus-Gehlsen Chiropractic
Hunter Haven Farms
J. T. Cullen Company

James Endress Consulting
Kolb-Lena Cheese, Inc.
KSB Hospital
L and J Industrial Staples
Lanark Ag Center
Mallard Manufacturing Corp.
Manor Court of Freeport
Manpower
Monroe Clinic
Montmorency #145
Morrison #6
Morrison Community Hospital
Morse Group
Newell Rubbermaid - Downtown Campus
Northwest Illinois Construction
Pearl City Elevators Co-Op
Phil’s Fresh Eggs
Prophet Gear
Proto Cutter
Provena St. Joseph Campus
Rentech Energy
Riverdale Elementary #14
Rochelle Community Hospital
Rochelle Foods, Inc.
Rock Falls Elementary #13
Rock River Lumber and Grain Company
Rock River Tool and Die
Rock River Valley Self Help Enterprise
Rotary Airlock, LLC
Roys Transfer
Ryder Logistics
Sauer-Danfoss
Sauk Valley Community College
Seaga Manufacturing
Sewer Equipment Company of America
Silgan Containers Corp.
Sinnissippi Centers, Inc.
Skoog Landscape Design
Promoting Regional Prosperity in Northwest Illinois

Snak King (bought CJ Vitners)  
Spectrum Brands  
SPG International  
Spherion Staffing Services  
Stephenson County Health Dept.  
Stephenson Nursing Center  
Stephenson Service Company  
Sterling #5  
Sterling Multi Products  
Sterling Steel Company, LLC  
SVA Healthcare Services  
Team Products, Inc.  
The IFH Group, Inc.  
Titan Tire  
TRAMEC Hill Fastener Corp.  

Transworld Plastics  
Tri Star Metals  
Triple Creek Farms  
United Parcel Service  
Wagner Printing, Company  
Wal-Mart Distribution Center #704  
West Carroll #314  
Westwood Machine and Tool  
Whiteside Area Career Center  
Whiteside County Court House  
Whiteside County ROE  
Woodhaven Association
APPENDIX B: NORTH AMERICAN INDUSTRY CLASSIFICATION SYSTEM (NAICS)

5-COUNTY INDUSTRY SECTOR DEFINITIONS

MANUFACTURING (NAICS 31-33)

Definition Source: [http://www.census.gov/econ/census02/naics/sector31/31-33.htm](http://www.census.gov/econ/census02/naics/sector31/31-33.htm)

The Manufacturing sector is comprised of establishments engaged in the mechanical, physical, or chemical transformation of materials, substances, or components into new products. The assembling of component parts of manufactured products is considered manufacturing, except in cases where the activity is appropriately classified in Sector 23, Construction.

Establishments in the Manufacturing sector are often described as plants, factories, or mills and characteristically use power-driven machines and materials-handling equipment. The materials, substances, or components transformed by manufacturing establishments are raw materials that are products of agriculture, forestry, fishing, mining, or quarrying as well as products of other manufacturing establishments. The subsectors in the Manufacturing sector generally reflect distinct production processes related to material inputs, production equipment, and employee skills.

The boundaries of manufacturing and the other sectors of the classification system can be somewhat blurry. The establishments in the manufacturing sector are engaged in the transformation of materials into new products. Their output is a new product. However, the definition of what constitutes a new product can be somewhat subjective.

HEALTHCARE AND SOCIAL ASSISTANCE (NAICS 62)


The Healthcare and Social Assistance sector is comprised of establishments providing healthcare and social assistance for individuals. The sector includes both healthcare and social assistance because it is sometimes difficult to distinguish between the boundaries of these two activities. The industries in this sector are arranged on a continuum starting with those establishments providing medical care exclusively, continuing with those providing healthcare and social assistance, and finally finishing with those providing only social assistance. The services provided by establishments in this sector are delivered by trained professionals. All industries in the sector share this commonality of process, namely, labor inputs of health practitioners or social workers with the requisite expertise. Many of the industries in the sector are defined based on the educational degree held by the practitioners included in the industry.
Agriculture, Forestry, Fishing and Hunting (NAICS 11)


The Agriculture, Forestry, Fishing, and Hunting sector is comprised of establishments primarily engaged in growing crops, raising animals, harvesting timber, and harvesting fish and other animals from a farm, ranch, or their natural habitats. The establishments in this sector are often described as farms, ranches, dairies, greenhouses, nurseries, orchards, or hatcheries.

The sector distinguishes two basic activities: agricultural production and agricultural support activities. Agricultural production includes establishments performing the complete farm or ranch operation, such as farm owner-operators, tenant farm operators, and sharecroppers. Agricultural support activities include establishments that perform one or more activities associated with farm operation, such as soil preparation, planting, harvesting, and management, on a contract or fee basis.

Transportation and Warehousing (NAICS 48-49)


The Transportation and Warehousing sector includes industries providing transportation of passengers and cargo, warehousing and storage for goods, scenic and sightseeing transportation, and support activities related to modes of transportation. Establishments in these industries use transportation equipment or transportation related facilities as a productive asset. The type of equipment depends on the mode of transportation. The modes of transportation are air, rail, water, road, and pipeline.

The Transportation and Warehousing sector distinguishes three basic types of activities: subsectors for each mode of transportation, a subsector for warehousing and storage, and a subsector for establishments providing support activities for transportation. In addition, there are subsectors for establishments that provide passenger transportation for scenic and sightseeing purposes, postal services, and courier services.
### APPENDIX C: OCCUPATIONAL WAGE DATA AND DESCRIPTIONS

Note: In instances where occupational titles used for 5-county wage and benefit survey did not match exactly to SOC titles, the closest matching titles were used when determining the state and national averages.

#### Management Wage Data

<table>
<thead>
<tr>
<th>MANAGEMENT OCCUPATIONS</th>
<th>NAT’L AVG. WAGE</th>
<th>IL AVG. WAGE</th>
<th>5-CTY AVG. WAGE</th>
<th>5-CTY % OF STATE AVG.</th>
<th>5-CTY % OF NAT’L AVG.</th>
<th>5-CTY MIN. WAGE</th>
<th>5-CTY MAX. WAGE</th>
<th>IL MEDIAN WAGE</th>
<th>5-CTY MEDIAN WAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>BUSINESS AND FINANCIAL MANAGERS</td>
<td>$120,450</td>
<td>$115,230</td>
<td>75,085</td>
<td>65%</td>
<td>62%</td>
<td>$60,000</td>
<td>$88,824</td>
<td>$100,630</td>
<td>$70,000</td>
</tr>
<tr>
<td>CHIEF EXECUTIVES</td>
<td>176,550</td>
<td>154,850</td>
<td>114,433</td>
<td>74</td>
<td>65</td>
<td>95,098</td>
<td>134,630</td>
<td>141,400</td>
<td>100,000</td>
</tr>
<tr>
<td>GENERAL AND OPERATIONS MANAGERS</td>
<td>114,490</td>
<td>110,870</td>
<td>84,419</td>
<td>76</td>
<td>74</td>
<td>65,319</td>
<td>105,918</td>
<td>92,980</td>
<td>80,000</td>
</tr>
<tr>
<td>HUMAN RESOURCE MANAGERS</td>
<td>108,600</td>
<td>101,090</td>
<td>67,600</td>
<td>67</td>
<td>62</td>
<td>54,074</td>
<td>80,345</td>
<td>94,940</td>
<td>60,000</td>
</tr>
<tr>
<td>INDUSTRIAL PRODUCTION MANAGERS</td>
<td>96,370</td>
<td>87,710</td>
<td>68,810</td>
<td>78</td>
<td>71</td>
<td>53,200</td>
<td>84,400</td>
<td>81,220</td>
<td>65,000</td>
</tr>
<tr>
<td>IT SYSTEMS SUPERVISORS/COMPUTER AND INFORMATION SYSTEMS MANAGERS</td>
<td>125,660</td>
<td>112,790</td>
<td>68,125</td>
<td>60</td>
<td>54</td>
<td>54,000</td>
<td>77,500</td>
<td>106,870</td>
<td>65,000</td>
</tr>
<tr>
<td>MANAGERS, ALL OTHER</td>
<td>104,910</td>
<td>95,180</td>
<td>68,000</td>
<td>71</td>
<td>65</td>
<td>49,643</td>
<td>84,828</td>
<td>85,870</td>
<td>60,000</td>
</tr>
<tr>
<td>SALES MANAGERS</td>
<td>116,860</td>
<td>105,590</td>
<td>85,278</td>
<td>81</td>
<td>73</td>
<td>67,143</td>
<td>110,952</td>
<td>92,250</td>
<td>80,000</td>
</tr>
<tr>
<td>CATEGORY AVERAGE</td>
<td>120,486</td>
<td>110,414</td>
<td>78,969</td>
<td>72</td>
<td>66</td>
<td>62,310</td>
<td>95,925</td>
<td>99,520</td>
<td>72,500</td>
</tr>
</tbody>
</table>

Data Sources: CGS 5-county Wage and Benefit Survey, 2011; State and National averages are from Bureau of Labor and Statistics OES dataset, 2011.

Note: All wage data are annual.
MANAGEMENT OCCUPATION DESCRIPTIONS

CHIEF EXECUTIVES
Determine and formulate policies and provide overall direction of companies or private and public sector organizations within guidelines set up by a board of directors or similar governing body. Plan, direct, or coordinate operational activities at the highest level of management with the help of subordinate executives and staff managers.

GENERAL AND OPERATIONS MANAGER
Plan, direct, or coordinate the operations of public or private sector organizations. Duties and responsibilities include formulating policies, managing daily operations, and planning the use of materials and human resources, but are too diverse and general in nature to be classified in any one functional area of management or administration, such as personnel, purchasing, or administrative services. Excludes First-Line Supervisors.

SALES MANAGERS
Plan, direct, or coordinate the actual distribution or movement of a product or service to the customer. Coordinate sales distribution by establishing sales territories, quotas, and goals and establish training programs for sales representatives. Analyze sales statistics gathered by staff to determine sales potential and inventory requirements and monitor the preferences of customers.

IT SYSTEMS SUPERVISORS/COMPUTER AND INFORMATION SYSTEMS MANAGERS
Plan, direct, or coordinate activities in such fields as electronic data processing, information systems, systems analysis, and computer programming.

HUMAN RESOURCE MANAGERS
Plan, direct, or coordinate human resources activities and staff of an organization. Excludes managers who primarily focus on compensation and benefits and training and development.

BUSINESS AND FINANCIAL MANAGERS
Plan, direct, or coordinate accounting, investing, banking, insurance, securities, and other financial activities of a branch, office, or department of an establishment.

MANAGERS, ALL OTHER
All managers not listed separately.
### Business and Financial Operations Wage Data

<table>
<thead>
<tr>
<th>BUSINESS AND FINANCIAL OCCUPATIONS</th>
<th>NAT’L AVG. WAGE</th>
<th>IL AVG. WAGE</th>
<th>5-CTY AVG. WAGE</th>
<th>5-CTY % OF STATE AVG.</th>
<th>5-CTY % OF NAT’L AVG.</th>
<th>5-CTY MIN. WAGE</th>
<th>5-CTY MAX. WAGE</th>
<th>IL MEDIAN WAGE</th>
<th>5-CTY MEDIAN WAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>AUDITORS AND ACCOUNTANTS</td>
<td>$70,130</td>
<td>$71,330</td>
<td>$55,500</td>
<td>78%</td>
<td>79%</td>
<td>$39,130</td>
<td>$68,261</td>
<td>$63,740</td>
<td>$50,000</td>
</tr>
<tr>
<td>COMPLIANCE OFFICERS, EXCEPT HEALTH/SAFETY</td>
<td>70,130</td>
<td>71,330</td>
<td>62,308</td>
<td>87</td>
<td>89</td>
<td>42,500</td>
<td>85,714</td>
<td>63,480</td>
<td>60,000</td>
</tr>
<tr>
<td>LOGISTICIANS</td>
<td>74,860</td>
<td>66,040</td>
<td>50,000</td>
<td>76</td>
<td>67</td>
<td>40,000</td>
<td>60,000</td>
<td>68,910</td>
<td>50,000</td>
</tr>
<tr>
<td>MARKET RESEARCH ANALYSTS AND MARKETING SPECIALISTS</td>
<td>67,130</td>
<td>60,510</td>
<td>42,500</td>
<td>70</td>
<td>63</td>
<td>32,000</td>
<td>50,000</td>
<td>54,660</td>
<td>40,000</td>
</tr>
<tr>
<td>SALES REPRESENTATIVES</td>
<td>69,870</td>
<td>68,607</td>
<td>63,478</td>
<td>93</td>
<td>91</td>
<td>40,833</td>
<td>83,846</td>
<td>68,070</td>
<td>60,000</td>
</tr>
<tr>
<td>WHOLESALE AND RETAIL BUYERS, EXCEPT FARM PRODUCTS</td>
<td>56,810</td>
<td>50,830</td>
<td>43,125</td>
<td>85</td>
<td>76</td>
<td>34,444</td>
<td>52,222</td>
<td>50,280</td>
<td>40,000</td>
</tr>
<tr>
<td>CATEGORY AVERAGE</td>
<td>68,155</td>
<td>64,774</td>
<td>52,818</td>
<td>81</td>
<td>77</td>
<td>38,151</td>
<td>66,674</td>
<td>61,523</td>
<td>50,000</td>
</tr>
</tbody>
</table>

Data Sources: CGS 5-county Wage and Benefit Survey, 2011; State and National averages are from Bureau of Labor and Statistics OES dataset, 2011.

Note: All wage data are annual.

A U D I T O R S  A N D  A C C O U N T A N T S
Examine, analyze, and interpret accounting records to prepare financial statements, give advice, or audit and evaluate statements prepared by others. Install or advise on systems of recording costs or other financial and budgetary data. Excludes Tax Examiners and Collectors and Revenue Agents.

C O M P L I A N C E  O F F I C I E R S ,  E X C E P T  H E A L T H / S A F E T Y
Examine, evaluate, and investigate eligibility for or conformity with laws and regulations governing contract compliance of licenses and permits, and perform other compliance and enforcement inspection and analysis activities not classified elsewhere.

L O G I S T I C I A N S
Analyze and coordinate the logistical functions of a firm or organization. Responsible for the entire life cycle of a product, including acquisition, distribution, internal allocation, delivery, and final disposal of resources.

M A R K E T  R E S E A R C H  A N A L Y S T S  A N D  M A R K E T I N G  S P E C I A L I S T S
Research market conditions in local, regional, or national areas, or gather information to determine potential sales of a product or service, or create a marketing campaign. May gather information on competitors, prices, sales, and methods of marketing and distribution.

Sell goods for wholesalers or manufacturers where technical or scientific knowledge is required in such areas as biology, engineering, chemistry, and electronics, normally obtained from at least two years of post-secondary education. Excludes Sales Engineers.
## Engineering Occupation and Computer/Mathematical Occupation Wage Data

<table>
<thead>
<tr>
<th>ENGINEERING AND COMPUTER OCCUPATIONS</th>
<th>NAT’L AVG. WAGE</th>
<th>IL AVG. WAGE</th>
<th>5-CTY AVG. WAGE</th>
<th>5-CTY % OF STATE AVG.</th>
<th>5-CTY % OF NAT’L AVG.</th>
<th>5-CTY MIN. WAGE</th>
<th>5-CTY MAX. WAGE</th>
<th>IL MEDIAN WAGE</th>
<th>5-CTY MEDIAN WAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>INDUSTRIAL ENGINEERS</td>
<td>$79,840</td>
<td>$71,700</td>
<td>$69,000</td>
<td>96%</td>
<td>86%</td>
<td>$48,333</td>
<td>$86,667</td>
<td>$69,190</td>
<td>$60,000</td>
</tr>
<tr>
<td>MECHANICAL DRAFTERS</td>
<td>52,150</td>
<td>49,230</td>
<td>46,250</td>
<td>94</td>
<td>89</td>
<td>34,444</td>
<td>55,556</td>
<td>47,120</td>
<td>50,000</td>
</tr>
<tr>
<td>MECHANICAL ENGINEERS</td>
<td>83,550</td>
<td>87,760</td>
<td>62,083</td>
<td>71</td>
<td>74</td>
<td>48,000</td>
<td>74,667</td>
<td>72,090</td>
<td>60,000</td>
</tr>
<tr>
<td>NETWORK AND COMPUTER SYSTEMS</td>
<td>74,270</td>
<td>73,810</td>
<td>54,167</td>
<td>73</td>
<td>73</td>
<td>43,846</td>
<td>66,154</td>
<td>70,850</td>
<td>55,000</td>
</tr>
<tr>
<td>ADMINISTRATORS</td>
<td>76,010</td>
<td>75,620</td>
<td>64,000</td>
<td>85</td>
<td>84</td>
<td>54,000</td>
<td>74,000</td>
<td>69,300</td>
<td>65,000</td>
</tr>
<tr>
<td>CATEGORY AVERAGE</td>
<td>73,164</td>
<td>71,624</td>
<td>59,100</td>
<td>84</td>
<td>81</td>
<td>45,725</td>
<td>71,409</td>
<td>65,710</td>
<td>58,000</td>
</tr>
</tbody>
</table>

*Data Sources: CGS 5-county Wage and Benefit Survey, 2011; State and National averages are from Bureau of Labor and Statistics OES dataset, 2011.*

*Note: All wage data are annual.*
ENGINEERING AND COMPUTER/MATHEMATICAL OCCUPATION DESCRIPTIONS

BIOMEDICAL ENGINEERS
Apply knowledge of engineering, biology, and biomechanical principles to the design, development, and evaluation of biomedical and health systems and products, such as artificial organs, prostheses, instrumentation, medical information systems, and health management and care delivery systems.

INDUSTRIAL ENGINEERS
Industrial engineers find ways to eliminate wastefulness in production processes. They devise efficient ways to use workers, machines, materials, information, and energy to make a product or provide a service.

MECHANICAL DRAFTERS
Prepare detailed working diagrams of machinery and mechanical devices including dimensions, fastening methods, and other engineering information.

MECHANICAL ENGINEER
Perform engineering duties in planning and designing tools, engines, machines, and other mechanically functioning equipment. Oversee installation, operation, maintenance, and repair of equipment such as centralized heat, gas, water, and steam systems.

NETWORK AND COMPUTER SYSTEMS ADMINISTRATORS
Install, configure, and support an organization’s local area network (LAN), wide area network (WAN), and Internet systems or a segment of a network system. Monitor network to ensure network availability to all system users and may perform necessary maintenance to support network availability. May monitor and test website performance to ensure websites operate correctly and without interruption. May assist in network modeling, analysis, planning, and coordination between network and data communications hardware and software. May supervise computer user support specialists and computer network support specialists. May administer network security measures. Excludes Information Security Analysts, Computer User Support Specialists, and Computer Network Support Specialists.

PROGRAMMERS, COMPUTER
Create, modify, and test the code, forms, and script that allow computer applications to run. Work from specifications drawn up by software developers or other individuals. May assist software developers by analyzing user needs and designing software solutions. May develop and write computer programs to store, locate, and retrieve specific documents, data, and information.

OPERATIONS RESEARCH ANALYSTS
Formulate and apply mathematical modeling and other optimizing methods to develop and interpret information that assists management with decision making, policy formulation, or other managerial functions. May collect and analyze data and develop decision support software, service, or products. May develop and supply optimal time, cost, or logistics networks for program evaluation, review, or implementation.
## Life, Physical and Social Science, Healthcare Practitioners, Healthcare Support Occupation Wage Data

<table>
<thead>
<tr>
<th>Healthcare Occupations</th>
<th>Nat’l Avg. Wage</th>
<th>IL Avg. Wage</th>
<th>5-CTY Avg. Wage</th>
<th>5-CTY % of State Avg.</th>
<th>5-CTY % of Nat’l Avg.</th>
<th>5-CTY Min. Wage</th>
<th>5-CTY Max. Wage</th>
<th>IL Median Wage</th>
<th>5-CTY Median Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cardiovascular Technologists/Technicians</td>
<td>$52,160</td>
<td>$47,010</td>
<td>$57,500</td>
<td>122%</td>
<td>110%</td>
<td>$45,000</td>
<td>$70,000</td>
<td>$41,820</td>
<td>$55,000</td>
</tr>
<tr>
<td>Chemists</td>
<td>74,780</td>
<td>70,560</td>
<td>60,000</td>
<td>85</td>
<td>80</td>
<td>50,000</td>
<td>70,000</td>
<td>65,210</td>
<td>60,000</td>
</tr>
<tr>
<td>Home Health Aides</td>
<td>21,820</td>
<td>23,010</td>
<td>30,000</td>
<td>130</td>
<td>137</td>
<td>20,000</td>
<td>40,000</td>
<td>21,080</td>
<td>25,000</td>
</tr>
<tr>
<td>Licensed Practical Nurses</td>
<td>42,040</td>
<td>41,700</td>
<td>36,071</td>
<td>87</td>
<td>86</td>
<td>25,714</td>
<td>46,429</td>
<td>40,900</td>
<td>30,000</td>
</tr>
<tr>
<td>Medical Assistants</td>
<td>30,170</td>
<td>31,440</td>
<td>32,143</td>
<td>102</td>
<td>107</td>
<td>21,429</td>
<td>42,857</td>
<td>29,200</td>
<td>30,000</td>
</tr>
<tr>
<td>Nursing Aides, Orderlies/Attendants</td>
<td>25,420</td>
<td>24,770</td>
<td>23,571</td>
<td>95</td>
<td>93</td>
<td>16,250</td>
<td>31,250</td>
<td>22,930</td>
<td>20,000</td>
</tr>
<tr>
<td>Occupational Therapist Assistants</td>
<td>52,150</td>
<td>49,250</td>
<td>48,333</td>
<td>98</td>
<td>93</td>
<td>40,000</td>
<td>56,667</td>
<td>50,780</td>
<td>50,000</td>
</tr>
<tr>
<td>Occupational Therapists</td>
<td>74,970</td>
<td>74,180</td>
<td>63,333</td>
<td>85</td>
<td>84</td>
<td>46,667</td>
<td>80,000</td>
<td>74,120</td>
<td>60,000</td>
</tr>
<tr>
<td>Pediatricians, General</td>
<td>168,650</td>
<td>182,770</td>
<td>180,000</td>
<td>98</td>
<td>107</td>
<td>160,000</td>
<td>200,000</td>
<td>126,750</td>
<td>180,000</td>
</tr>
<tr>
<td>Personal and Home Care Aides</td>
<td>20,560</td>
<td>21,800</td>
<td>35,000</td>
<td>161</td>
<td>170</td>
<td>30,000</td>
<td>40,000</td>
<td>20,160</td>
<td>35,000</td>
</tr>
<tr>
<td>Physical Therapist Assistants</td>
<td>51,110</td>
<td>47,430</td>
<td>43,750</td>
<td>92</td>
<td>86</td>
<td>32,500</td>
<td>55,000</td>
<td>49,600</td>
<td>45,000</td>
</tr>
<tr>
<td>Physical Therapists</td>
<td>79,830</td>
<td>77,840</td>
<td>73,571</td>
<td>95</td>
<td>92</td>
<td>55,714</td>
<td>91,429</td>
<td>78,570</td>
<td>70,000</td>
</tr>
<tr>
<td>Physician Assistants</td>
<td>89,470</td>
<td>76,680</td>
<td>83,000</td>
<td>108</td>
<td>93</td>
<td>68,000</td>
<td>98,000</td>
<td>79,010</td>
<td>85,000</td>
</tr>
<tr>
<td>Radiation Therapists</td>
<td>79,340</td>
<td>71,690</td>
<td>55,000</td>
<td>77</td>
<td>69</td>
<td>40,000</td>
<td>70,000</td>
<td>76,880</td>
<td>55,000</td>
</tr>
<tr>
<td>Recreational Therapists</td>
<td>42,940</td>
<td>40,560</td>
<td>45,000</td>
<td>111</td>
<td>105</td>
<td>40,000</td>
<td>50,000</td>
<td>37,320</td>
<td>45,000</td>
</tr>
<tr>
<td>Registered Nurses</td>
<td>69,110</td>
<td>67,190</td>
<td>48,000</td>
<td>71</td>
<td>69</td>
<td>31,875</td>
<td>61,875</td>
<td>33,440</td>
<td>40,000</td>
</tr>
<tr>
<td>Respiratory Therapists</td>
<td>56,260</td>
<td>52,690</td>
<td>50,000</td>
<td>95</td>
<td>89</td>
<td>36,667</td>
<td>63,333</td>
<td>53,920</td>
<td>50,000</td>
</tr>
<tr>
<td>Surgical Technologists</td>
<td>42,460</td>
<td>41,620</td>
<td>36,250</td>
<td>87</td>
<td>85</td>
<td>27,500</td>
<td>45,000</td>
<td>40,910</td>
<td>35,000</td>
</tr>
<tr>
<td>Category Average</td>
<td>59,624</td>
<td>57,899</td>
<td>55,855</td>
<td>100</td>
<td>98</td>
<td>43,740</td>
<td>67,324</td>
<td>52,367</td>
<td>53,889</td>
</tr>
</tbody>
</table>

*Data Sources: CGS 5-county Wage and Benefit Survey, 2011; State and National averages are from Bureau of Labor and Statistics OES dataset, 2011.*

*Note: All wage data are annual.*
LIFE, PHYSICAL, AND SOCIAL SCIENCE, HEALTHCARE PRACTITIONERS, HEALTHCARE SUPPORT OCCUPATION DESCRIPTIONS

CARDIOVASCULAR TECHNOLOGISTS/TECHNICIANS
Conduct tests on pulmonary or cardiovascular systems of patients for diagnostic purposes. May conduct or assist in electrocardiograms, cardiac catheterizations, pulmonary functions, lung capacity, and similar tests. Includes vascular technologists.

CHEMISTS
Conduct qualitative and quantitative chemical analyses or experiments in laboratories for quality or process control or to develop new products or knowledge. Excludes Geoscientists, Except Hydrologists and Geographers and Biochemists and Biophysicists.

HOME HEALTH AIDES
Provide routine individualized healthcare such as changing bandages and dressing wounds and applying topical medications to the elderly, convalescents, or persons with disabilities at the patient’s home or in a care facility. Monitor or report changes in health status. May also provide personal care such as bathing, dressing, and grooming of patient.

LICENSED PRACTICAL NURSES
Care for ill, injured, or convalescing patients or persons with disabilities in hospitals, nursing homes, clinics, private homes, group homes, and similar institutions. May work under the supervision of a registered nurse. Licensing required.

MEDICAL ASSISTANTS
Perform administrative and certain clinical duties under the direction of a physician. Administrative duties may include scheduling appointments, maintaining medical records, billing, and coding information for insurance purposes. Clinical duties may include taking and recording vital signs and medical histories, preparing patients for examination, drawing blood, and administering medications as directed by physician. Excludes Physician Assistants.

NURSING AIDES, ORDERLIES/ATTENDANTS
Transport patients to areas such as operating rooms or x-ray rooms using wheelchairs, stretchers, or moveable beds. May maintain stocks of supplies or clean and transport equipment. Psychiatric orderlies are included in Psychiatric Aides. Excludes Nursing Assistants.

OCCUPATIONAL THERAPIST ASSISTANTS
Assist occupational therapists in providing occupational therapy treatments and procedures. May, in accordance with State laws, assist in development of treatment plans; carry out routine functions, direct activity programs, and document the progress of treatments. Generally requires formal training.

OCCUPATIONAL THERAPISTS
Assess, plan, organize, and participate in rehabilitative programs that help build or restore vocational, homemaking, and daily living skills, as well as general independence, to persons with disabilities or developmental delays.

PEDIATRICIANS, GENERAL
Physicians who diagnose, treat, and help prevent children’s diseases and injuries.

PERSONAL AND HOME CARE AIDES
Assist the elderly, convalescents, or persons with disabilities with daily living activities at the person’s home or in a care facility. Duties performed at a place of residence may include keeping house (making beds, doing laundry, washing dishes) and preparing meals. May provide assistance at non-residential care facilities. May advise families, the elderly, convalescents, and persons with disabilities regarding such things as nutrition, cleanliness, and household activities.

PHYSICAL THERAPIST ASSISTANTS
Assist physical therapists in providing physical therapy treatments and procedures. May, in accordance with State laws, assist in the development of treatment plans, carry out routine functions, document the progress of treatment, and modify specific treatments in accordance with patient status and within the scope of treatment plans established by a physical therapist. Generally requires formal training.

PHYSICAL THERAPISTS
Assess, plan, organize, and participate in rehabilitative programs that improve mobility, relieve pain, increase strength, and improve or correct disabling conditions resulting from disease or injury.
PHYSICIAN ASSISTANTS
Provide healthcare services typically performed by a physician, under the supervision of a physician. Conduct complete physicals, provide treatment, and counsel patients. May, in some cases, prescribe medication. Must graduate from an accredited educational program for physician assistants. Excludes Emergency Medical Technicians and Paramedics, Medical Assistants, Registered Nurses, Nurse Anesthetists, Nurse Midwives, and Nurse Practitioners.

RADIATION THERAPISTS
Provide radiation therapy to patients as prescribed by a radiologist according to established practices and standards. Duties may include reviewing prescription and diagnosis; acting as liaison with physician and supportive care personnel; preparing equipment, such as immobilization, treatment, and protection devices; and maintaining records, reports, and files. May assist in dosimetry procedures and tumor localization.

RECREATIONAL THERAPISTS
Plan, direct, or coordinate medically-approved recreation programs for patients in hospitals, nursing homes, or other institutions. Activities include sports, trips, dramatics, social activities, and arts and crafts. May assess a patient condition and recommend appropriate recreational activity. Excludes Recreation Workers.

REGISTERED NURSES
Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. Administer nursing care to ill, injured, convalescent, or disabled patients. May advise patients on health maintenance and disease prevention or provide case management. Licensing or registration required. Includes Clinical Nurse Specialists. Excludes Nurse Anesthetists, Nurse Midwives, and Nurse Practitioners.

RESPIRATORY THERAPISTS
Assess, treat, and care for patients with breathing disorders. Assume primary responsibility for all respiratory care modalities, including the supervision of respiratory therapy technicians. Initiate and conduct therapeutic procedures; maintain patient records; and select, assemble, check, and operate equipment.

SURGICAL TECHNOLOGISTS
Assist in operations, under the supervision of surgeons, registered nurses, or other surgical personnel. May help set up operating room, prepare and transport patients for surgery, adjust lights and equipment, pass instruments and other supplies to surgeons and surgeon’s assistants, hold retractors, cut sutures, and help count sponges, needles, supplies, and instruments.
# Community and Social Service Occupation Wage Data

<table>
<thead>
<tr>
<th>COMMUNITY AND SOCIAL SERVICE OCCUPATIONS</th>
<th>NAT’L AVG. WAGE</th>
<th>IL AVG. WAGE</th>
<th>5-CTY AVG. WAGE</th>
<th>5-CTY % OF STATE AVG.</th>
<th>5-CTY % OF NAT’L AVG.</th>
<th>5-CTY MIN. WAGE</th>
<th>5-CTY MAX. WAGE</th>
<th>IL MEDIAN WAGE</th>
<th>5-CTY MEDIAN WAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>HEALTHCARE SOCIAL WORKERS</td>
<td>$50,500</td>
<td>$50,340</td>
<td>$43,571</td>
<td>87%</td>
<td>86%</td>
<td>$34,286</td>
<td>$52,857</td>
<td>$49,420</td>
<td>$40,000</td>
</tr>
<tr>
<td>MENTAL HEALTH COUNSELORS</td>
<td>42,590</td>
<td>41,530</td>
<td>35,000</td>
<td>84</td>
<td>82</td>
<td>25,000</td>
<td>45,000</td>
<td>35,740</td>
<td>35,000</td>
</tr>
<tr>
<td>REHABILITATION COUNSELORS</td>
<td>37,070</td>
<td>35,220</td>
<td>30,000</td>
<td>85</td>
<td>81</td>
<td>20,000</td>
<td>40,000</td>
<td>33,440</td>
<td>30,000</td>
</tr>
<tr>
<td>SOCIAL AND HUMAN SERVICE ASSISTANTS</td>
<td>30,710</td>
<td>30,410</td>
<td>30,000</td>
<td>99</td>
<td>98</td>
<td>20,000</td>
<td>40,000</td>
<td>27,110</td>
<td>25,000</td>
</tr>
<tr>
<td>SUBSTANCE ABUSE AND BEHAVIORAL DISORDER COUNSELORS</td>
<td>41,030</td>
<td>39,970</td>
<td>40,000</td>
<td>100</td>
<td>97</td>
<td>30,000</td>
<td>50,000</td>
<td>38,060</td>
<td>40,000</td>
</tr>
<tr>
<td>CATEGORY AVERAGE</td>
<td>40,380</td>
<td>39,494</td>
<td>35,714</td>
<td>91</td>
<td>89</td>
<td>25,857</td>
<td>45,571</td>
<td>36,754</td>
<td>34,000</td>
</tr>
</tbody>
</table>

Data Sources: CGS 5-county Wage and Benefit Survey, 2011; State and National averages are from Bureau of Labor and Statistics OES dataset, 2011.

Note: All wage data are annual.
COMMUNITY AND SOCIAL SERVICES OCCUPATION DESCRIPTIONS

HEALTHCARE SOCIAL WORKERS
Provide individuals, families, and groups with the psychosocial support needed to cope with chronic, acute, or terminal illnesses. Services include advising family caregivers, providing patient education and counseling, and making referrals for other services. May also provide care and case management or interventions designed to promote health, prevent disease, and address barriers to access to healthcare.

MENTAL HEALTH COUNSELORS
Counsel with emphasis on prevention. Work with individuals and groups to promote optimum mental and emotional health. May help individuals deal with issues associated with addictions and substance abuse; family, parenting, and marital problems; stress management; self-esteem; and aging. Excludes Social Workers, Psychiatrists, and Psychologists.

REHABILITATION COUNSELORS
Counsel individuals to maximize the independence and employability of persons coping with personal, social, and vocational difficulties that result from birth defects, illness, disease, accidents, or the stress of daily life. Coordinate activities for residents of care and treatment facilities. Assess client needs and design and implement rehabilitation programs that may include personal and vocational counseling, training, and job placement.

SOCIAL AND HUMAN SERVICE ASSISTANTS
Assist in providing client services in a wide variety of fields, such as psychology, rehabilitation, or social work, including support for families. May assist clients in identifying and obtaining available benefits and social and community services. May assist social workers with developing, organizing, and conducting programs to prevent and resolve problems relevant to substance abuse, human relationships, rehabilitation, or dependent care. Excludes Rehabilitation Counselors, Psychiatric Technicians, Personal Care Aides, and Eligibility Interviewers, Government Programs.

SUBSTANCE ABUSE AND BEHAVIORAL DISORDER COUNSELORS
Counsel and advise individuals with alcohol, tobacco, drug, or other problems, such as gambling and eating disorders. May counsel individuals, families, or groups or engage in prevention programs. Excludes Social Workers, Psychologists, and Mental Health Counselors providing these services.
## Building and Grounds Cleaning and Maintenance, Protective Service Occupation Wage Data

<table>
<thead>
<tr>
<th>Building and Grounds Occupations</th>
<th>Nat’l Avg. Wage</th>
<th>IL Avg. Wage</th>
<th>5-Cty Avg. Wage</th>
<th>5-Cty % of State Avg.</th>
<th>5-Cty % of Nat’l Avg.</th>
<th>5-Cty Min. Wage</th>
<th>5-Cty Max. Wage</th>
<th>IL Median Wage</th>
<th>5-Cty Median Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Janitors and Cleaners, Except Maid/ Housekeeper</td>
<td>$24,840</td>
<td>$25,930</td>
<td>$25,714</td>
<td>99%</td>
<td>104%</td>
<td>$18,276</td>
<td>$33,448</td>
<td>$23,020</td>
<td>$20,000</td>
</tr>
<tr>
<td>Security Guards</td>
<td>27,040</td>
<td>25,440</td>
<td>28,000</td>
<td>110</td>
<td>104</td>
<td>20,000</td>
<td>36,000</td>
<td>23,050</td>
<td>25,000</td>
</tr>
<tr>
<td>Category Average</td>
<td>25,940</td>
<td>25,685</td>
<td>26,857</td>
<td>105</td>
<td>104</td>
<td>19,138</td>
<td>34,724</td>
<td>23,035</td>
<td>22,500</td>
</tr>
</tbody>
</table>

Data Sources: CGS 5-county Wage and Benefit Survey, 2011; State and National averages are from Bureau of Labor and Statistics OES dataset, 2011.

Note: All wage data are annual.
BUILDING AND GROUNDS, CLEANING AND MAINTENANCE, PROTECTIVE SERVICE OCCUPATION DESCRIPTIONS

**JANITORS AND CLEANERS, EXCEPT MAID/HOUSEKEEPER**

Keep buildings in clean and orderly condition. Perform heavy cleaning duties, such as cleaning floors, shampooing rugs, washing walls and glass, and removing rubbish. Duties may include tending furnace and boiler, performing routine maintenance activities, notifying management of need for repairs, and cleaning snow or debris from sidewalk.

**SECURITY GUARDS**

Guard, patrol, or monitor premises to prevent theft, violence, or infractions of rules. May operate x-ray and metal detector equipment. Excludes Transportation Security Screeners.
### Office and Administrative Support Occupation Wage Data

<table>
<thead>
<tr>
<th>Office and Administrative Support Occupations</th>
<th>Nat'l Avg. Wage</th>
<th>IL Avg. Wage</th>
<th>5-Cty Avg. Wage</th>
<th>5-Cty % of State Avg.</th>
<th>5-Cty % of Nat’l Avg.</th>
<th>5-Cty Min. Wage</th>
<th>5-Cty Max. Wage</th>
<th>IL Median Wage</th>
<th>5-Cty Median Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$36,120</td>
<td>$36,330</td>
<td>$33,913</td>
<td>93%</td>
<td>94%</td>
<td>$25,789</td>
<td>$42,632</td>
<td>$34,490</td>
<td>$30,000</td>
</tr>
<tr>
<td>Computer Operators</td>
<td>39,280</td>
<td>42,860</td>
<td>38,333</td>
<td>89</td>
<td>98</td>
<td>30,000</td>
<td>42,857</td>
<td>42,170</td>
<td>40,000</td>
</tr>
<tr>
<td>Customer Service Representatives</td>
<td>33,120</td>
<td>34,890</td>
<td>35,000</td>
<td>100</td>
<td>106</td>
<td>25,455</td>
<td>44,545</td>
<td>32,700</td>
<td>30,000</td>
</tr>
<tr>
<td>Data Entry Operator</td>
<td>29,010</td>
<td>30,940</td>
<td>29,000</td>
<td>94</td>
<td>100</td>
<td>20,000</td>
<td>38,000</td>
<td>27,810</td>
<td>25,000</td>
</tr>
<tr>
<td>Executive Secretaries and Administrative Assistants</td>
<td>48,120</td>
<td>46,680</td>
<td>39,737</td>
<td>85</td>
<td>83</td>
<td>30,000</td>
<td>50,952</td>
<td>43,180</td>
<td>40,000</td>
</tr>
<tr>
<td>First-Line Supervisors of Office and Administrative Support Workers</td>
<td>52,330</td>
<td>53,440</td>
<td>51,071</td>
<td>96</td>
<td>98</td>
<td>35,625</td>
<td>63,125</td>
<td>48,920</td>
<td>50,000</td>
</tr>
<tr>
<td>General Clerk</td>
<td>28,920</td>
<td>29,750</td>
<td>30,000</td>
<td>101</td>
<td>104</td>
<td>22,500</td>
<td>37,500</td>
<td>27,530</td>
<td>30,000</td>
</tr>
<tr>
<td>Office and Administrative Support Workers, All Others</td>
<td>33,420</td>
<td>35,450</td>
<td>32,308</td>
<td>91</td>
<td>97</td>
<td>23,750</td>
<td>40,588</td>
<td>34,210</td>
<td>30,000</td>
</tr>
<tr>
<td>Payroll Clerk</td>
<td>38,080</td>
<td>39,260</td>
<td>38,974</td>
<td>99</td>
<td>102</td>
<td>31,429</td>
<td>46,364</td>
<td>37,860</td>
<td>40,000</td>
</tr>
<tr>
<td>Production Schedulers and Expediters</td>
<td>44,900</td>
<td>44,990</td>
<td>41,000</td>
<td>91</td>
<td>91</td>
<td>31,667</td>
<td>50,833</td>
<td>42,660</td>
<td>40,000</td>
</tr>
<tr>
<td>Receptionists and Information Clerks</td>
<td>26,730</td>
<td>27,180</td>
<td>28,333</td>
<td>104</td>
<td>106</td>
<td>20,741</td>
<td>35,769</td>
<td>25,800</td>
<td>30,000</td>
</tr>
<tr>
<td>Secretaries, Administrative Assistant</td>
<td>33,020</td>
<td>32,950</td>
<td>28,750</td>
<td>87</td>
<td>87</td>
<td>21,364</td>
<td>35,714</td>
<td>30,460</td>
<td>30,000</td>
</tr>
<tr>
<td>Shipping Receiving and Traffic Clerks</td>
<td>30,480</td>
<td>30,760</td>
<td>31,400</td>
<td>102</td>
<td>103</td>
<td>23,200</td>
<td>39,600</td>
<td>29,430</td>
<td>30,000</td>
</tr>
<tr>
<td>Stock Clerks and Order Fillers</td>
<td>24,250</td>
<td>24,110</td>
<td>25,000</td>
<td>104</td>
<td>103</td>
<td>21,667</td>
<td>33,333</td>
<td>20,380</td>
<td>30,000</td>
</tr>
<tr>
<td>Category Average</td>
<td>35,556</td>
<td>36,399</td>
<td>34,487</td>
<td>96</td>
<td>98</td>
<td>25,942</td>
<td>42,687</td>
<td>34,114</td>
<td>33,929</td>
</tr>
</tbody>
</table>

Data Sources: CGS 5-county Wage and Benefit Survey, 2011; State and National averages are from Bureau of Labor and Statistics OES dataset, 2011.

Note: All wage data are annual.
OFFICE AND ADMINISTRATIVE SUPPORT OCCUPATION DESCRIPTIONS

BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS
Compute, classify, and record numerical data to keep financial records complete. Perform any combination of routine calculating, posting, and verifying duties to obtain primary financial data for use in maintaining accounting records. May also check the accuracy of figures, calculations, and postings pertaining to business transactions recorded by other workers. Excludes Payroll and Timekeeping Clerks.

COMPUTER OPERATORS
Monitor and control electronic computer and peripheral electronic data processing equipment to process business, scientific, engineering, and other data according to operating instructions. Monitor and respond to operating and error messages. May enter commands at a computer terminal and set controls on computer and peripheral devices. Excludes Computer Occupations and Data Entry Keyers.

CUSTOMER SERVICE REPRESENTATIVES
Interact with customers to provide information in response to inquiries about products and services and to handle and resolve complaints. Excludes individuals whose duties are primarily installation, sales, or repair.

DATA ENTRY AND INFORMATION PROCESSING WORKERS

DATA ENTRY OPERATOR
Operate data entry device, such as keyboard or photo composing perforator. Duties may include verifying data and preparing materials for printing. Use word processor, computer or typewriter to type letters, reports, forms, or other material from rough draft, corrected copy, or voice recording. May perform other clerical duties as assigned.

EXECUTIVE SECRETARIES AND ADMIN ASSISTANTS
Provide high-level administrative support by conducting research, preparing statistical reports, handling information requests, and performing clerical functions such as preparing correspondence, receiving visitors, arranging conference calls, and scheduling meetings. May also train and supervise lower-level clerical staff. Excludes Secretaries.

FIRST-LINE SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS
Sell goods for wholesalers or manufacturers to businesses or groups of individuals. Work requires substantial knowledge of items sold.

GENERAL CLERK
Perform duties too varied and diverse to be classified in any specific office clerical occupation, requiring knowledge of office systems and procedures. Clerical duties may be assigned in accordance with the office procedures of individual establishments and may include a combination of answering telephones, bookkeeping, typing or word processing, stenography, office machine operation, and filing.

OFFICE AND ADMIN SUPPORT WORKERS, ALL OTHER
All office and administrative support workers not listed separately.

PAYROLL CLERK
Compile and record employee time and payroll data. May compute employees’ time worked, production, and commission. May compute and post wages and deductions, or prepare paychecks. Excludes Bookkeeping, Accounting, and Auditing Clerks.

PRODUCTION SCHEDULERS AND EXPEDITERS
Coordinate and expedite the flow of work and materials within or between departments of an establishment according to production schedule. Duties include reviewing and distributing production, work, and shipment schedules; conferring with department supervisors to determine progress of work and completion dates; and compiling reports on progress of work, inventory levels, costs, and production problems. Excludes Weighers, Measurers, Checkers, and Samplers, Recordkeeping.
**RECEPTIONISTS AND INFORMATION CLERKS**
Answer inquiries and provide information to the general public, customers, visitors, and other interested parties regarding activities conducted at establishment and location of departments, offices, and employees within the organization. Excludes Switchboard Operators, Including Answering Service.

**SECRETARIES, ADMINISTRATIVE ASSISTANT**
Perform routine clerical and administrative functions such as drafting correspondence, scheduling appointments, organizing and maintaining paper and electronic files, or providing information to callers. Excludes legal, medical, and executive secretaries.

**SHIPPING RECEIVING AND TRAFFIC CLERKS**
Verify and maintain records on incoming and outgoing shipments. Prepare items for shipment. Duties include assembling, addressing, stamping, and shipping merchandise or material; receiving, unpacking, verifying and recording incoming merchandise or material; and arranging for the transportation of products. Excludes Stock Clerks and Order Fillers and Weighers, Measurers, Checkers, and Samplers, Recordkeeping.

**STOCK CLERKS AND ORDER FILLERS**
Receive, store, and issue sales floor merchandise, materials, equipment, and other items from stockroom, warehouse, or storage yard to fill shelves, racks, tables, or customers’ orders. May mark prices on merchandise and set up sales displays. Excludes Laborers and Freight, Stock, and Material Movers, Hand, and Shipping, Receiving, and Traffic Clerks.
### Agriculture and Farming Occupation Wage Data

<table>
<thead>
<tr>
<th>Farm Occupations</th>
<th>Nat’l Avg. Wage</th>
<th>IL Avg. Wage</th>
<th>5-CTY Avg. Wage</th>
<th>5-CTY % of State Avg.</th>
<th>5-CTY % of Nat’l Avg.</th>
<th>5-CTY Min. Wage</th>
<th>5-CTY Max. Wage</th>
<th>IL Median Wage</th>
<th>5-CTY Median Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agricultural Equipment Operators</td>
<td>$26,830</td>
<td>$33,370</td>
<td>$42,500</td>
<td>127%</td>
<td>15.8%</td>
<td>$32,500</td>
<td>$52,500</td>
<td>$30,030</td>
<td>$40,000</td>
</tr>
<tr>
<td>Farm Workers/Laborers</td>
<td>20,020</td>
<td>24,380</td>
<td>32,500</td>
<td>133</td>
<td>162</td>
<td>25,000</td>
<td>40,000</td>
<td>25,320</td>
<td>35,000</td>
</tr>
<tr>
<td>First-Line Supervisors of Farming, Fishing, and Forestry Workers</td>
<td>45,690</td>
<td>48,410</td>
<td>50,000</td>
<td>103</td>
<td>109</td>
<td>45,000</td>
<td>55,000</td>
<td>50,590</td>
<td>50,000</td>
</tr>
<tr>
<td>Category Average</td>
<td>30,847</td>
<td>35,387</td>
<td>41,667</td>
<td>121</td>
<td>143</td>
<td>34,167</td>
<td>49,167</td>
<td>35,313</td>
<td>41,667</td>
</tr>
</tbody>
</table>

Data Sources: CGS 5-County Wage and Benefit Survey, 2011; State and National averages are from Bureau of Labor and Statistics OES dataset, 2011.

Note: All wage data are annual.
AGRICULTURE AND FARMING OCCUPATION DESCRIPTIONS

AGRICULTURAL EQUIPMENT OPERATORS
Drive and control farm equipment to till soil and to plant, cultivate, and harvest crops. May perform tasks, such as crop baling or hay bucking. May operate stationary equipment to perform post-harvest tasks, such as husking, shelling, threshing, and ginning.

FARM WORKERS/LABORERS
Manually plant, cultivate, and harvest vegetables, fruits, nuts, horticultural specialties, and field crops. Use hand tools, such as shovels, trowels, hoes, tampers, pruning hooks, shears, and knives. Duties may include tilling soil and applying fertilizers; transplanting, weeding, thinning, or pruning crops; applying pesticides; or cleaning, grading, sorting, packing, and loading harvested products. May construct trellises, repair fences and farm buildings, or participate in irrigation activities. Excludes Graders and Sorters, Agricultural Products and Forest, Conservation, and Logging Workers.

FIRST-LINE SUPERVISORS OF FARMING, FISHING, AND FORESTRY WORKERS
Directly supervise and coordinate the activities of agricultural, forestry, aquacultural, and related workers. Excludes First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers.
### Construction, Production, and Maintenance Occupation Wage Data

<table>
<thead>
<tr>
<th>CONSTRUCTION, PRODUCTION, AND MAINTENANCE OCCUPATIONS</th>
<th>NAT’L AVG. WAGE</th>
<th>IL AVG. WAGE</th>
<th>5-CTY AVG. WAGE</th>
<th>5-CTY % OF STATE AVG.</th>
<th>5-CTY % OF NAT’L AVG.</th>
<th>5-CTY MIN. WAGE</th>
<th>5-CTY MAX. WAGE</th>
<th>IL MEDIAN WAGE</th>
<th>5-CTY MEDIAN WAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>ASSEMBLERS AND FABRICATORS, ALL OTHER</td>
<td>$29,450</td>
<td>$28,350</td>
<td>$36,667</td>
<td>129%</td>
<td>125%</td>
<td>$25,714</td>
<td>$45,714</td>
<td>$25,710</td>
<td>$35,000</td>
</tr>
<tr>
<td>CNC PROGRAMMERS</td>
<td>48,460</td>
<td>41,830</td>
<td>41,667</td>
<td>100</td>
<td>86</td>
<td>31,818</td>
<td>49,167</td>
<td>38,250</td>
<td>40,000</td>
</tr>
<tr>
<td>COMPUTER AIDED DESIGN (C.A.D.) OPERATOR</td>
<td>50,160</td>
<td>49,720</td>
<td>45,000</td>
<td>91</td>
<td>90</td>
<td>36,667</td>
<td>53,333</td>
<td>45,690</td>
<td>40,000</td>
</tr>
<tr>
<td>DRILLING AND BORING MACHINE TOOL SETTERS, OPERATORS, AND TENDERS, METAL AND PLASTIC</td>
<td>35,410</td>
<td>34,360</td>
<td>28,750</td>
<td>84</td>
<td>81</td>
<td>22,000</td>
<td>36,000</td>
<td>31,770</td>
<td>30,000</td>
</tr>
<tr>
<td>ELECTRIC/ELECTRONIC EQUIPMENT ASSEMBLERS</td>
<td>31,290</td>
<td>31,990</td>
<td>45,000</td>
<td>141</td>
<td>144</td>
<td>30,000</td>
<td>60,000</td>
<td>33,890</td>
<td>45,000</td>
</tr>
<tr>
<td>ELECTRICIAN</td>
<td>52,910</td>
<td>70,430</td>
<td>55,000</td>
<td>78</td>
<td>104</td>
<td>42,000</td>
<td>63,000</td>
<td>70,510</td>
<td>50,000</td>
</tr>
<tr>
<td>FIRST-LINE SUPERVISORS OF CONSTRUCTION TRADES AND EXTRACTION WORKERS</td>
<td>62,910</td>
<td>76,050</td>
<td>72,000</td>
<td>95</td>
<td>114</td>
<td>56,000</td>
<td>88,000</td>
<td>74,290</td>
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<td>FIRST-LINE SUPERVISORS OF MECHANICS, INSTALLERS, AND REPAIRERS</td>
<td>62,190</td>
<td>63,120</td>
<td>60,625</td>
<td>96</td>
<td>97</td>
<td>48,889</td>
<td>71,111</td>
<td>62,600</td>
<td>55,000</td>
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<tr>
<td>FIRST-LINE SUPERVISORS OF PRODUCTION AND OPERATING WORKERS</td>
<td>56,890</td>
<td>59,790</td>
<td>53,333</td>
<td>89</td>
<td>94</td>
<td>39,474</td>
<td>64,737</td>
<td>57,060</td>
<td>50,000</td>
</tr>
<tr>
<td>GRINDING, LAPPING, POLISHING, AND BUFFING MACHINE TOOL SETTERS, OPERATORS, AND TENDERS, METAL AND PLASTIC</td>
<td>32,840</td>
<td>35,610</td>
<td>38,750</td>
<td>109</td>
<td>118</td>
<td>25,000</td>
<td>45,000</td>
<td>32,410</td>
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</tr>
<tr>
<td>HELPERS—PRODUCTION WORKERS</td>
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<td>24,470</td>
<td>29,167</td>
<td>119</td>
<td>120</td>
<td>20,000</td>
<td>38,333</td>
<td>21,430</td>
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<tr>
<td>INDUSTRIAL MACHINERY MECHANICS</td>
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<td>50,190</td>
<td>51,429</td>
<td>102</td>
<td>107</td>
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<td>62,857</td>
<td>47,030</td>
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<tr>
<td>INSPECTOR - PRECISION</td>
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<td>37,590</td>
<td>38,125</td>
<td>101</td>
<td>104</td>
<td>28,750</td>
<td>47,500</td>
<td>33,790</td>
<td>40,000</td>
</tr>
<tr>
<td>LATHE AND TURNING MACHINE TOOL SETTERS, OPERATORS, AND TENDERS, METAL AND PLASTIC</td>
<td>37,210</td>
<td>40,300</td>
<td>41,250</td>
<td>102</td>
<td>111</td>
<td>34,000</td>
<td>50,000</td>
<td>37,980</td>
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<tr>
<td>MACHINIST - MAINTENANCE</td>
<td>41,110</td>
<td>50,230</td>
<td>45,833</td>
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<td>111</td>
<td>35,000</td>
<td>56,667</td>
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<td>MACHINISTS</td>
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<td>45,000</td>
<td>112</td>
<td>111</td>
<td>31,429</td>
<td>54,286</td>
<td>37,400</td>
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</table>
## Appendix C

**Construction, Production, and Maintenance Occupations**

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Nat’l Avg. Wage</th>
<th>IL Avg. Wage</th>
<th>5-CTY Avg. Wage</th>
<th>5-CTY % of State Avg.</th>
<th>5-CTY % of Nat’l Avg.</th>
<th>5-CTY Min. Wage</th>
<th>5-CTY Max. Wage</th>
<th>IL Median Wage</th>
<th>5-CTY Median Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Maintenance Worker - General</td>
<td>$36,930</td>
<td>$40,780</td>
<td>$41,707</td>
<td>102%</td>
<td>113%</td>
<td>$32,727</td>
<td>$50,000</td>
<td>$38,080</td>
<td>$40,000</td>
</tr>
<tr>
<td>Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic</td>
<td>37,510</td>
<td>40,730</td>
<td>40,000</td>
<td>98</td>
<td>107</td>
<td>35,000</td>
<td>40,000</td>
<td>38,930</td>
<td>40,000</td>
</tr>
<tr>
<td>Packaging/Filling Mach Operators/ Tenders</td>
<td>27,950</td>
<td>27,670</td>
<td>31,667</td>
<td>114</td>
<td>113</td>
<td>20,000</td>
<td>43,333</td>
<td>23,710</td>
<td>25,000</td>
</tr>
<tr>
<td>Production Workers, All Other</td>
<td>30,670</td>
<td>31,590</td>
<td>36,471</td>
<td>115</td>
<td>119</td>
<td>23,529</td>
<td>49,412</td>
<td>29,380</td>
<td>30,000</td>
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<tr>
<td>Punch Press Operator</td>
<td>31,140</td>
<td>31,360</td>
<td>31,667</td>
<td>101</td>
<td>102</td>
<td>23,750</td>
<td>38,750</td>
<td>28,620</td>
<td>30,000</td>
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<tr>
<td>Team Assemblers</td>
<td>29,740</td>
<td>29,770</td>
<td>40,000</td>
<td>134</td>
<td>134</td>
<td>20,000</td>
<td>60,000</td>
<td>26,480</td>
<td>30,000</td>
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<tr>
<td>Welders Cutters Solderers and Brazers</td>
<td>37,920</td>
<td>37,640</td>
<td>35,417</td>
<td>94</td>
<td>93</td>
<td>25,000</td>
<td>45,385</td>
<td>34,100</td>
<td>30,000</td>
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<tr>
<td>Category Average</td>
<td>40,100</td>
<td>42,333</td>
<td>42,805</td>
<td>104</td>
<td>109</td>
<td>31,598</td>
<td>52,721</td>
<td>39,958</td>
<td>39,565</td>
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</table>

Data Sources: CGS 5-County Wage and Benefit Survey, 2011; State and National averages are from Bureau of Labor and Statistics OES dataset, 2011.

Note: All wage data are annual.
CONSTRUCTION, PRODUCTION, AND MAINTENANCE OCCUPATION DESCRIPTIONS

ASSEMBLERS AND FABRICATORS, ALL OTHER
All assemblers and fabricators not listed separately.

CNC PROGRAMMERS
Develop programs to control machining or processing of metal or plastic parts by automatic machine tools, equipment, or systems.

COMPUTER AIDED DESIGN (C.A.D.) OPERATOR
Operate computer-controlled machines or robots to perform one or more machine functions on metal or plastic work pieces.

DRILLING AND BORING MACHINE TOOL SETTERS, OPERATORS, AND TENDERS, METAL AND PLASTIC
Set up, operate, or tend drilling machines to drill, bore, ream, mill, or countersink metal or plastic work pieces.

ELECTRIC/ELECTRONIC EQUIPMENT ASSEMBLERS
Assemble or modify electrical or electronic equipment, such as computers, test equipment telemetering systems, electric motors, and batteries.

ELECTRICIAN MAINTENANCE
Install, maintain, and repair electrical wiring, equipment, and fixtures. Ensure that work is in accordance with relevant codes. May install or service street lights, intercom systems, or electrical control systems. Excludes Security and Fire Alarm Systems Installers.

FIRST-LINE SUPERVISORS OF CONSTRUCTION TRADES AND EXTRACTION WORKERS
Directly supervise and coordinate activities of construction or extraction workers.

FIRST-LINE SUPERVISORS OF MECHANICS, INSTALLERS, AND REPAIRERS
Directly supervise and coordinate the activities of mechanics, installers, and repairers. Excludes team or work leaders.

FIRST-LINE SUPERVISORS OF PRODUCTION AND OPERATING WORKERS
Directly supervise and coordinate the activities of production and operating workers, such as inspectors, precision workers, machine setters and operators, assemblers, fabricators, and plant and system operators. Excludes team or work leaders.

GRINDING, LAPPING, POLISHING, AND BUFFING MACHINE TOOL SETTERS, OPERATORS, AND TENDERS, METAL AND PLASTIC
Set up, operate, or tend grinding and related tools that remove excess material or burrs from surfaces, sharpen edges or corners, or buff, hone, or polish metal or plastic work pieces.

HELPERS-PRODUCTION WORKERS
Help production workers by performing duties requiring less skill. Duties include supplying or holding materials or tools, and cleaning work area and equipment. Apprentice workers are classified in the appropriate production occupations.

INDUSTRIAL MACHINERY MECHANICS
Repair, install, adjust, or maintain industrial production and processing machinery or refinery and pipeline distribution systems. Excludes Millwrights, Mobile Heavy Equipment Mechanics, Except Engines, and Maintenance Workers, Machinery.

INSPECTOR - PRECISION
Inspect, test, sort, sample, or weigh nonagricultural raw materials or processed, machined, fabricated, or assembled parts or products for defects, wear, and deviations from specifications. May use precision measuring instruments and complex test equipment.

LATHE AND TURNING MACHINE TOOL SETTERS, OPERATORS, AND TENDERS, METAL AND PLASTIC
Set up, operate, or tend lathe and turning machines to turn, bore, thread, form, or face metal or plastic materials, such as wire, rod, or bar stock.
MACHINIST - MAINTENANCE
Lubricate machinery, change parts, or perform other routine machinery maintenance. Excludes Maintenance and Repair Workers, General.

MACHINISTS
Set up and operate a variety of machine tools to produce precision parts and instruments. Includes precision instrument makers who fabricate, modify, or repair mechanical instruments. May also fabricate and modify parts to make or repair machine tools or maintain industrial machines, applying knowledge of mechanics, mathematics, metal properties, layout, and machining procedures.

MAINTENANCE WORKER - GENERAL
Perform work involving the skills of two or more maintenance or craft occupations to keep machines, mechanical equipment, or the structure of an establishment in repair. Duties may involve pipe fitting; boiler making; insulating; welding; machining; carpentry; repairing electrical or mechanical equipment; installing, aligning, and balancing new equipment; and repairing buildings, floors, or stairs. Excludes Maintenance Workers, Machinery.

MILLING AND PLANNING MACHINE SETTERS, OPERATORS, AND TENDERS, METAL AND PLASTIC
Set up, operate, or tend milling or planning machines to mill, plane, shape, groove, or profile metal or plastic work pieces.

PACKAGING/FILLING MACH OPERATORS/TENDERS
Operate or tend machines to prepare industrial or consumer products for storage or shipment. Includes cannery workers who pack food products.

PRODUCTION WORKERS, ALL OTHER
All production workers not listed separately.

PUNCH PRESS OPERATOR
Set up, operate, or tend machines to saw, cut, shear, slit, punch, crimp, notch, bend, or straighten metal or plastic material.

TEAM ASSEMBLERS
Work as part of a team having responsibility for assembling an entire product or component of a product. Team assemblers can perform all tasks conducted by the team in the assembly process and rotate through all or most of them rather than being assigned to a specific task on a permanent basis. May participate in making management decisions affecting the work. Includes team leaders who work as part of the team.

WELDERS CUTTERS SOLDERERS AND BRAZERS
Use hand-welding, flame-cutting, hand soldering, or brazing equipment to weld or join metal components or to fill holes, indentations, or seams of fabricated metal products.
Transportation and Material Moving Occupation Wage Data

<table>
<thead>
<tr>
<th>TRANSPORTATION AND MATERIAL MOVING OCCUPATIONS</th>
<th>NAT’L AVG. WAGE</th>
<th>IL AVG. WAGE</th>
<th>5-CTY AVG. WAGE</th>
<th>5-CTY % OF STATE AVG.</th>
<th>5-CTY % OF NAT’L AVG.</th>
<th>5-CTY MIN. WAGE</th>
<th>5-CTY MAX. WAGE</th>
<th>IL MEDIAN WAGE</th>
<th>5-CTY MEDIAN WAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>INDUSTRIAL TRUCK AND TRACTOR OPERATORS/FORKLIFT OPERATORS</td>
<td>$31,840</td>
<td>$31,540</td>
<td>$36,875</td>
<td>117%</td>
<td>116%</td>
<td>$27,778</td>
<td>$43,333</td>
<td>$29,510</td>
<td>$35,000</td>
</tr>
<tr>
<td>MATERIAL HANDLERS</td>
<td>26,240</td>
<td>26,250</td>
<td>30,833</td>
<td>117</td>
<td>118</td>
<td>23,333</td>
<td>37,895</td>
<td>23,430</td>
<td>30,000</td>
</tr>
<tr>
<td>PACKERS</td>
<td>22,480</td>
<td>22,980</td>
<td>25,000</td>
<td>109</td>
<td>111</td>
<td>20,000</td>
<td>30,000</td>
<td>19,820</td>
<td>25,000</td>
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<tr>
<td>TRUCK DRIVERS, HEAVY/TRACTOR-TRAILER</td>
<td>39,830</td>
<td>43,990</td>
<td>42,500</td>
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<td>107</td>
<td>30,000</td>
<td>55,000</td>
<td>40,130</td>
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<tr>
<td>TRUCK DRIVERS, LIGHT/DELIVERY SERVICES</td>
<td>33,120</td>
<td>35,080</td>
<td>35,833</td>
<td>102</td>
<td>108</td>
<td>28,333</td>
<td>43,333</td>
<td>31,280</td>
<td>35,000</td>
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<tr>
<td>CATEGORY AVERAGE</td>
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<td>31,968</td>
<td>34,208</td>
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<td>112</td>
<td>25,889</td>
<td>41,912</td>
<td>28,834</td>
<td>33,000</td>
</tr>
</tbody>
</table>

Data Sources: CGS 5-County Wage and Benefit Survey, 2011; State and National averages are from Bureau of Labor and Statistics OES dataset, 2011.

Note: All wage data are annual.
TRANSPORTATION AND MATERIAL MOVING OCCUPATION DESCRIPTIONS

**INDUSTRIAL TRUCK AND TRACTOR OPERATORS/FORKLIFT OPERATORS**
Operate industrial trucks or tractors equipped to move materials around a warehouse, storage yard, factory, construction site, or similar location. Excludes Logging Equipment Operators.

**MATERIAL HANDLERS**
Manually move freight, stock, or other materials or perform other general labor. Includes all manual laborers not elsewhere classified. Excludes Material Moving Workers who use power equipment. Excludes Construction Laborers and Construction Trades Helpers.

**PACKERS**
Pack or package by hand a wide variety of products and materials.

**TRUCK DRIVERS, HEAVY/TRACTOR-TRAILER**
Drive a tractor-trailer combination or a truck with a capacity of at least 26,000 pounds Gross Vehicle Weight (GVW). May be required to unload truck. Requires commercial drivers’ license.

**TRUCK DRIVERS, LIGHT/DELIVERY SERVICES**
Drive a light vehicle, such as a truck or van, with a capacity of less than 26,000 pounds Gross Vehicle Weight (GVW), primarily to deliver or pick up merchandise or to deliver packages. May load and unload vehicle. Excludes Couriers and Messengers and Driver/Sales Workers.
AUGUST 2012

PROMOTING REGIONAL PROSPERITY
IN NORTHWEST ILLINOIS

WAGE AND BENEFIT REPORT