

**THE
WACO, TEXAS
AREA
WAGE & FRINGE BENEFITS
SURVEY REPORT**

August, 2012

Compiled and Produced by

THE PATHFINDERS



Dallas, Texas

THANK YOU

We would like to thank the 55 businesses that participated in the 2012 Wage and Fringe Benefit Survey. We appreciate the time and attention given to make this report. This is a useful tool for any company considering an investment in our area. It highlights the diverse, reliable and dynamic labor force and the cost competitive environment in Greater Waco.

Thanks also to July Business Services for the sponsorship of the report. Their support helps us to expand our programs that assist business. We also express our gratitude to our partners, The Pathfinders, who conducted the survey and compiled the report.



Photo by Nathan Shands, Shands Photographics



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INTRODUCTION

The 2012 Waco, Texas Area Wage and Fringe Benefits Survey was sponsored by the July Business Services. The survey was conducted from March 2012 to July 2012 by The Pathfinders, an economic development and corporate site-selection consultant firm. Information was gathered via a printed survey form and e-mail.

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

Low Entry Pay	Low Average Pay
Average Entry Pay	Mean Average Pay
High Entry Pay	High Average Pay
Average Annual Salary	Weighted Average Pay

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

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

Further, every attempt was made to include as much as possible of the data reported by the participating employers; however, in some instances, data were omitted for various reasons, including confidentiality.

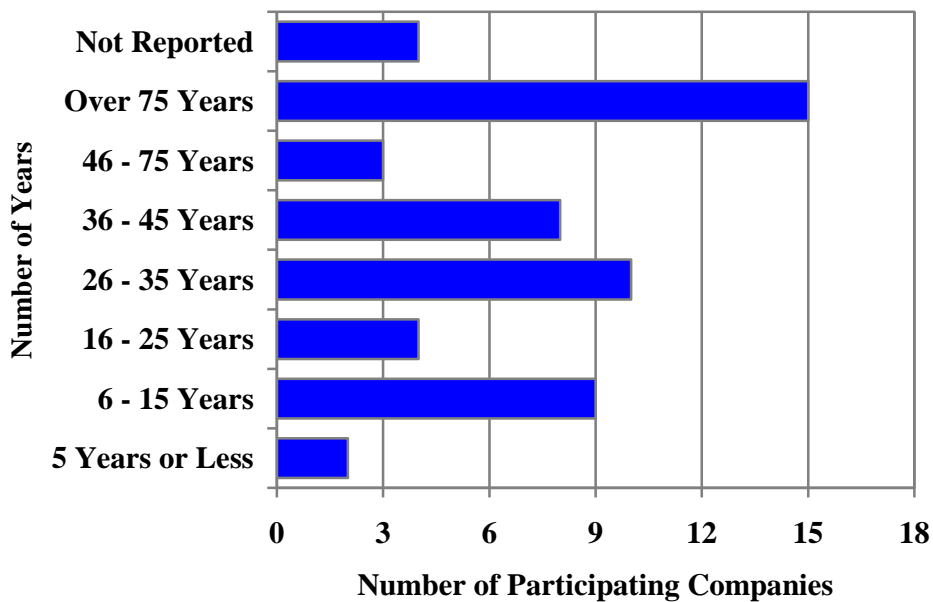
Information from participating companies is held in confidence; however, general information regarding this survey can be obtained by contacting the offices of The Pathfinders via telephone (972-387-3750) or e-mail (info@thepathfindersus.com).

SURVEY PARTICIPATION SUMMARY

55 companies participated in the 2012 Waco, Texas Area Wage and Fringe Benefits Survey. Participating companies represented various business and industry clusters in the Waco area including manufacturing, government, education, distribution and medical.

The participating employers have been in business in the Waco area from 5 years or less to over 75 years, as illustrated below.

Participating Companies - Length of Time in Community

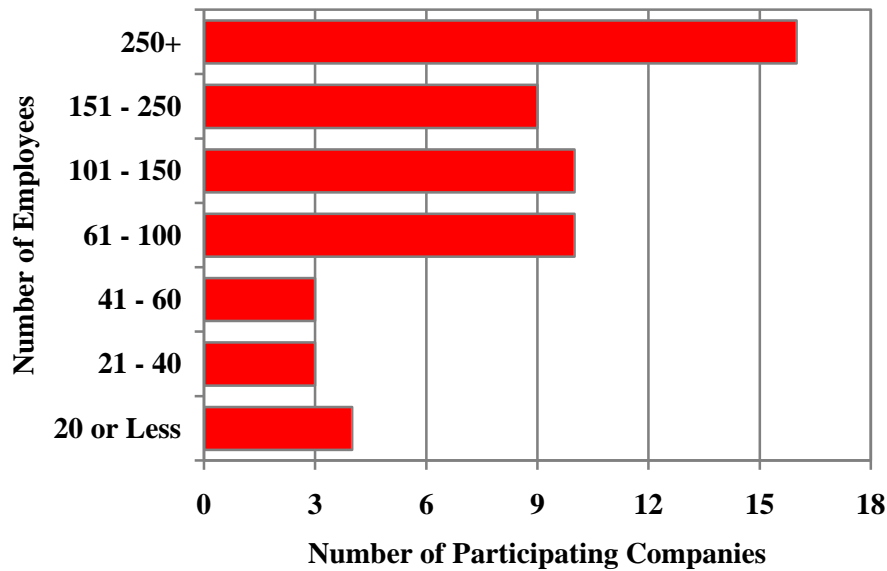


Of the 55 reporting companies, 4 are unionized, with a combined average of 39% of workers belonging to the unions.

The reported total annual payroll for the participating companies approached \$572 million, although it should be noted that not all companies responded to the annual payroll question.

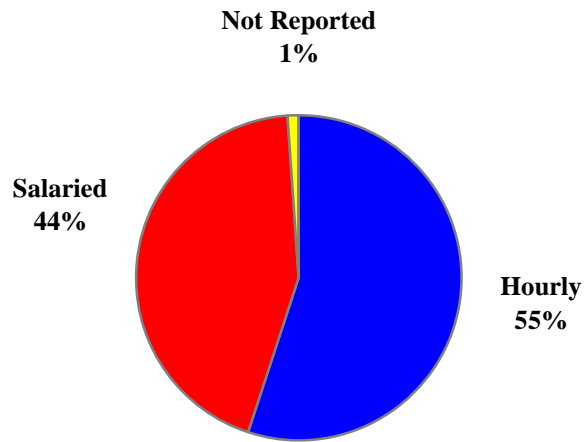
The total employment of the participating companies was approximately 20,200 workers. Companies of various sizes were represented in the survey as shown in the chart below. In the Waco survey, 16 companies reported employment of 250 or more.

Participating Companies by Total Employment

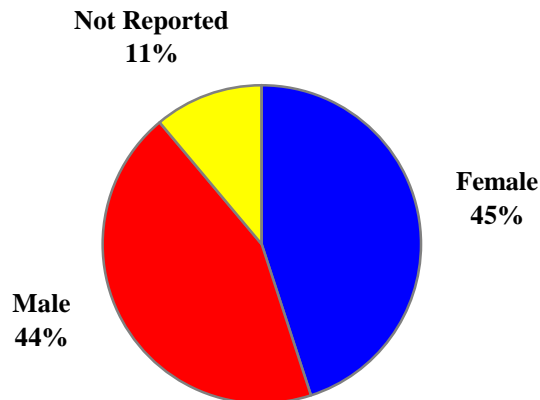


The total reported employment of 20,157 was comprised of 55% hourly workers and 44% salaried workers. Of the total reported employment, female workers made up 45% and male workers 44% with the remainder not reporting. The percentages of hourly and salaried employees, as well as male and female employees, of the reporting companies are illustrated in the pie charts below.

Hourly / Salaried Employees

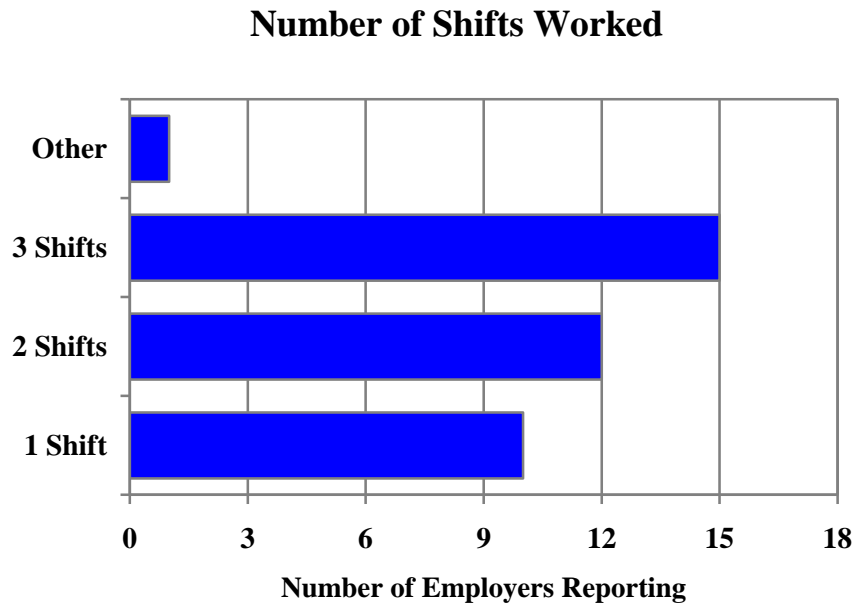


Female / Male Employees



SHIFTS / OVERTIME

Companies responding to the survey were asked to report the number of shifts worked. This information is shown below.



Shift premiums were reported by 20 of the responding employers. The average of the shift premiums reported was \$.65 per hour. 4 companies reported shift premiums as a percent of pay. The average of the percents reported by these companies was 8.69%.

Overtime pay was reported at 1½ times by 47 of the responding companies and double time by 6 companies.

Remarks made by the responding companies concerning overtime pay include:

- Overtime must be pre-approved by management
- Overtime pay is double on Sundays
- Workers cannot go over 20 hours of overtime
- Overtime excludes PTO, sick time and holiday pay

RECRUITING / HIRING / TRAINING

As indicated by the participating employers, the following table reflects various methods used to recruit workers in the Waco region and the number of employers utilizing that method. Many employers use more than one method.

Recruiting Method	# of Employers
Internet / Online	39
Word of Mouth	30
Newspaper	26
Referrals	22
Walk-Ins	19
Staffing Service	18
Job Fair	14
State Agency	14
Colleges	11
Recruiters	9
Job Board / Sign	8
Networking/Professional Associations	8
Radio/TV	5
Trade Journals	5

The participating employers were asked to report the geographic sources they used for recruiting labor. For unskilled labor, the employers cited the Greater Waco area as their main source.

Unskilled Labor Recruitment

Geographic Source	# of Employers
Greater Waco Area	50
Temple/Killeen	10
Bryan/College Station	3
Outside Texas	1

For skilled labor, the participating employers again cited the Greater Waco area as their main geographic source for recruitment.

Skilled Labor Recruitment

Geographic Source	# of Employers
Greater Waco Area	50
Temple/Killeen	16
Outside Texas	4
Dallas/Fort Worth	4
Austin/San Antonio	3
Other Texas	3
Bryan/College Station	2
Houston	1

For recruiting professional workers, the participating employers reported the following locations:

Professional Labor Recruitment

Geographic Source	# of Employers
Greater Waco Area	46
Dallas/Fort Worth	19
Temple/Killeen	15
Austin/San Antonio	13
Outside Texas	9
Bryan/College Station	9
Houston	8
Other Texas	3

Further, for skilled labor recruitment sources, other Texas locations reported in addition to those listed included Corpus Christi, McGregor, Stephenville and the Texas Panhandle. Locations outside Texas were reported as nationwide, with specific mention of the Southeastern U.S. and the Southwestern U.S.

For professional labor recruitment, every area of Texas and Texas colleges were reported by some employers as sources for these types of positions. In addition, all areas of the United States were reported as sources of recruitment, with specific mention of colleges in New Mexico, Washington, California and the Southeastern U.S.

The participating employers were asked to report the most difficult and the easiest job positions to fill in their respective operations. The most difficult positions as reported by the participating employers include skilled positions such as maintenance specialists and CNC machinists and professional positions relating to the medical field. A complete list can be found in Appendix A on Page 74. The easiest jobs to fill appear to be in the general labor/clerical/entry level fields. A complete list can be found in Appendix B on Page 76.

When asked to report what general or basic skills they consistently see lacking in the Waco area workforce, the participating employers cited communications skills including the spoken word and writing; computer skills; and customer service. A complete list can be found in Appendix C on Page 77.

18 of the participating firms during the past twelve months increased employment, and 8 decreased employment for a net of +226 jobs. Additionally, 3 companies reported an increase in employment and 5 companies reported a decrease during the past twelve months but did not report the number of workers.

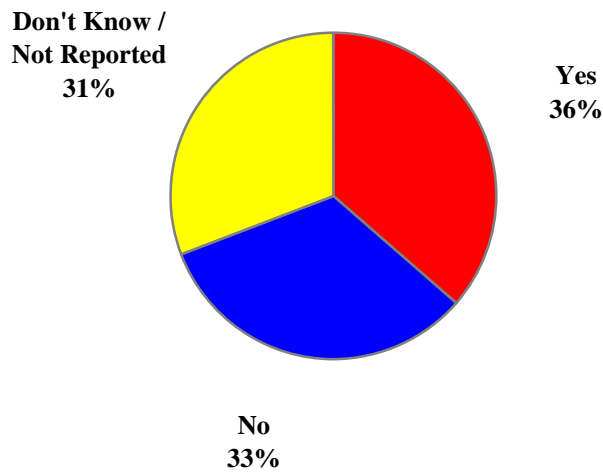
Further, 22 firms project increasing employment during the next twelve months for a total of more than 600 jobs, while none of the reporting companies project decreasing the number of jobs. However, 4 companies project an increase in hiring and 3 project a decrease in employment during the next twelve months but did not report the number of workers.

51 of the participating employers reported that employees were trained in-house. However, employers were surveyed as to what types of worker training courses could be offered that would benefit them in their operations. The employers expressed interest in technical and skilled training classes including blueprint reading, forklift certification and plumbing; computer courses in Microsoft Office; and basics such as math, communications, reading and job readiness training. A complete list can be found in Appendix D on Page 79.

Management development programs that were of interest to the participating employers included people management, teambuilding and safety management. A complete list can be found in Appendix E on Page 80.

Finally, the employees were asked if they would be interested in collaborating with others to create management development training. As indicated in the chart below, the responses were fairly equally divided between “Yes”, “No”, and “Don’t Know or Not Reported”.

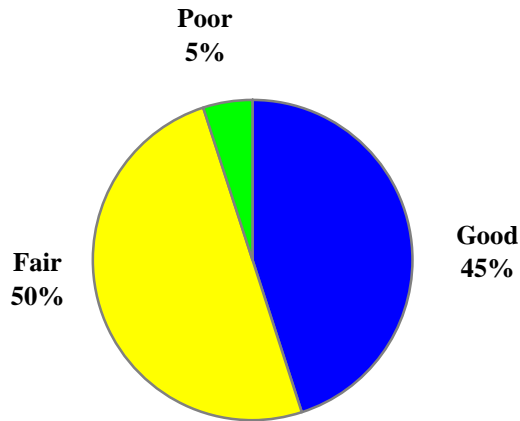
Management Development Training Collaboration



EMPLOYER RATINGS – EDUCATIONAL PROVIDERS

The Waco area employers were asked to rate the local educational providers in terms of delivering the skills needed or required for workers. These ratings are shown below.

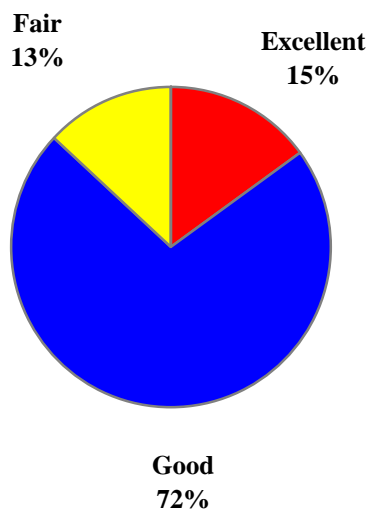
Public Schools



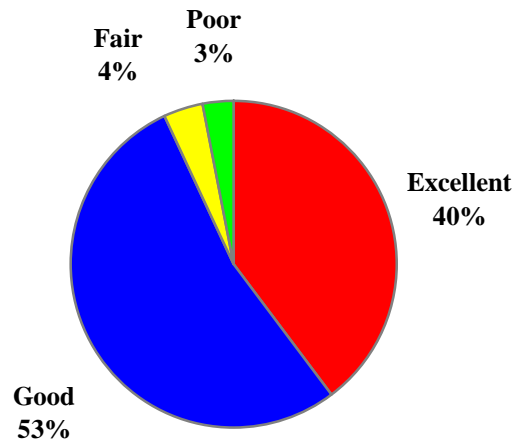
Trade Schools



Community Colleges



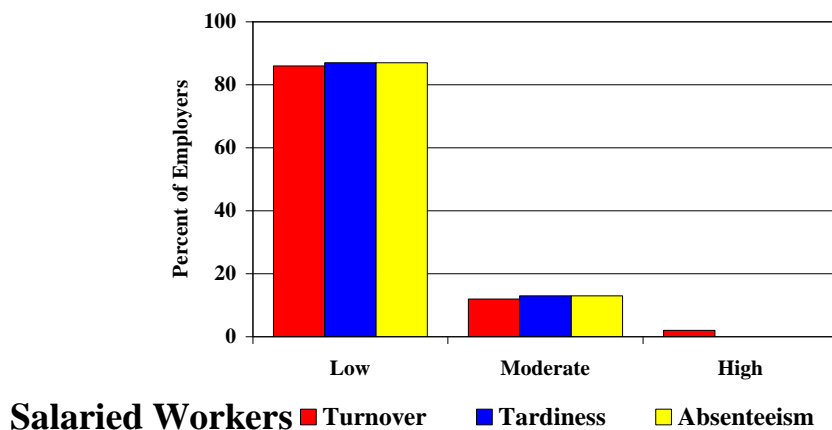
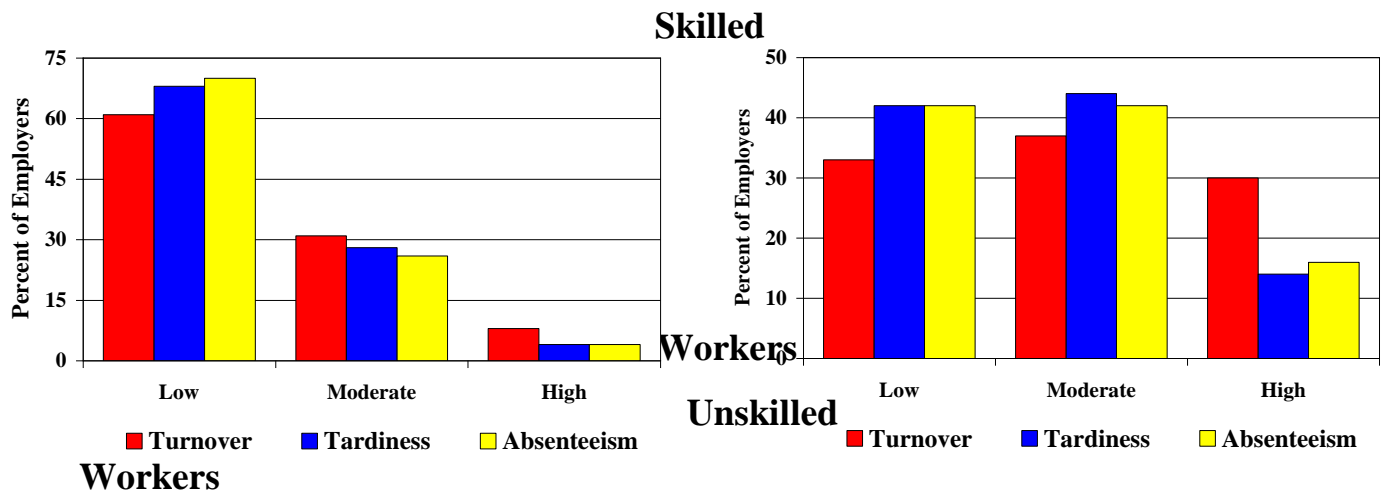
Universities



EMPLOYER RATINGS

TURNOVER / TARDINESS / ABSENTEEISM / SUBSTANCE ABUSE

Employers were asked to rate turnover, tardiness and absenteeism among their workers as “Low”, “Moderate”, or “High”. Employees were divided into three groups – skilled workers, unskilled workers and salaried workers.



Among the participating employers, 44 reported that testing for substance abuse was conducted in their respective companies using one or more of the following methods. It should be noted that many employers use more than one method of testing.

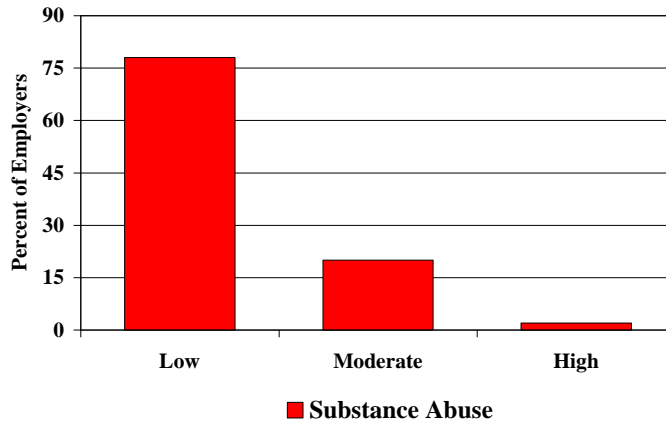
Testing Method	# of Employers
Post-Accident	38
Pre-Employment	37
For Cause / Suspicion	34
Random	23
Return to Work	5

Other checks in addition to substance abuse testing were reported by the responding employers and are shown in the chart below.

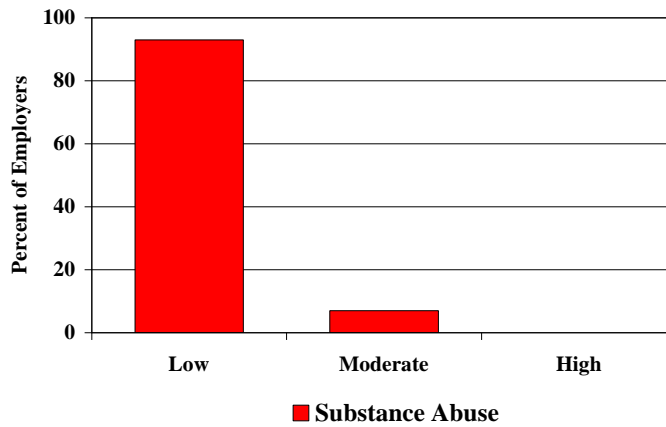
Checks	# of Employers
Criminal Background Check	51
Drivers License Check	27

Further, employers were asked to evaluate substance abuse in the workforce as “Low”, “Moderate” or “High”. For these ratings, employees were separated into hourly and salaried workers.

Hourly Workers



Salaried Workers

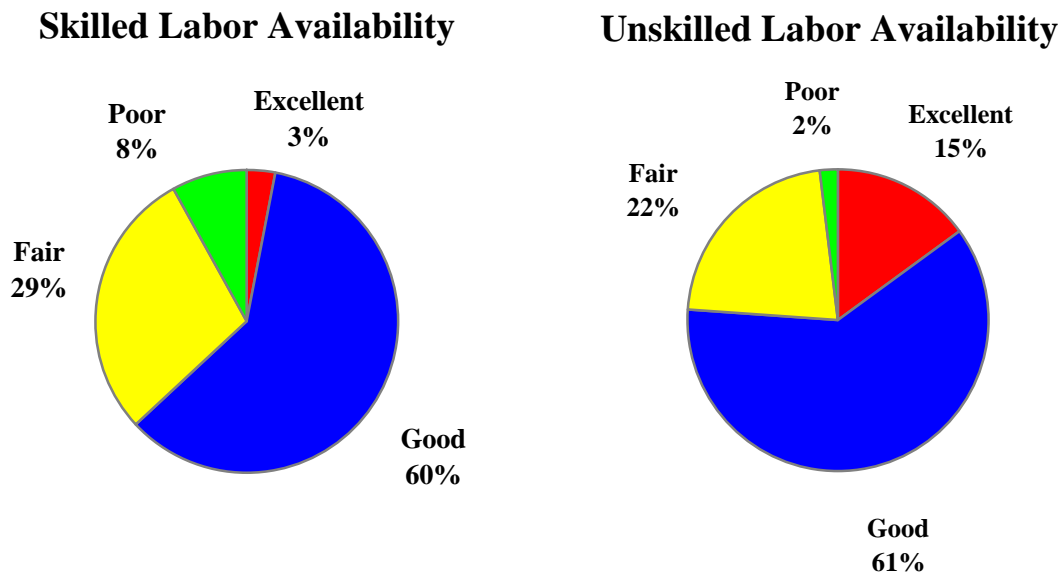


EMPLOYER RATINGS - WORKFORCE FACTORS

The participating employers were asked to rate their workers on a number of workforce factors. Those factors included: worker productivity; worker reliability and attitudes; reading/writing skills; arithmetic skills; availability of skilled workers; availability of unskilled workers; availability of technical workers; and, availability of professional workers. Local employers were asked to rate each factor either “Excellent”, “Good”, “Fair”, or “Poor”. Many of the factors were split by hourly and salaried workers.

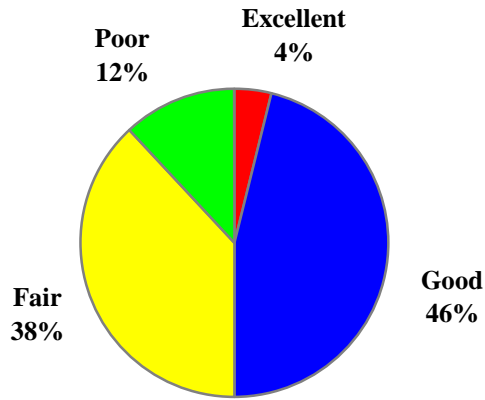
Skilled and technical workers are difficult to find in many areas of the nation. The availability of skilled labor in the Waco area was rated “Good” by 60% of the employers and “Fair” by 29% of the participating employers. Technical worker availability was rated “Good” by 50% of the employers and “Fair” by 40%.

Following are the ratings for the above-mentioned factors as well as others.

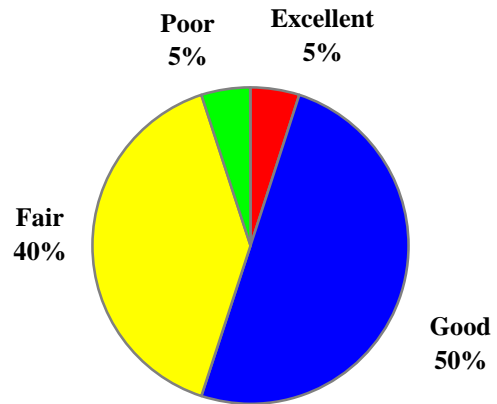


EMPLOYER RATINGS – WORKFORCE FACTORS

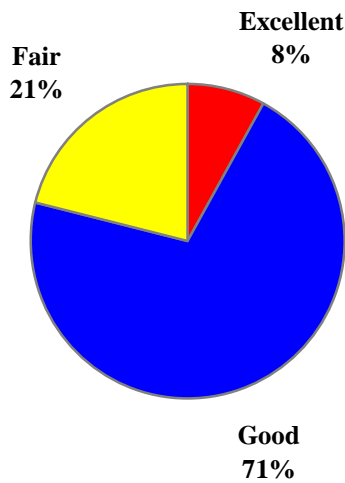
Professional Labor Availability



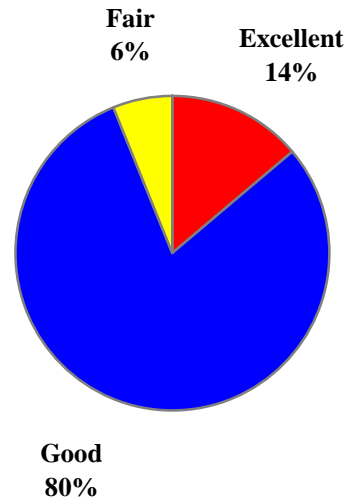
Technical Labor Availability



Productivity - Hourly

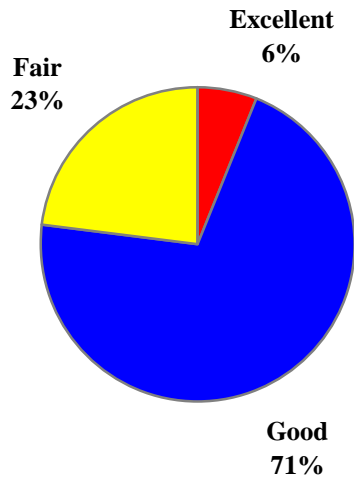


Productivity - Salaried

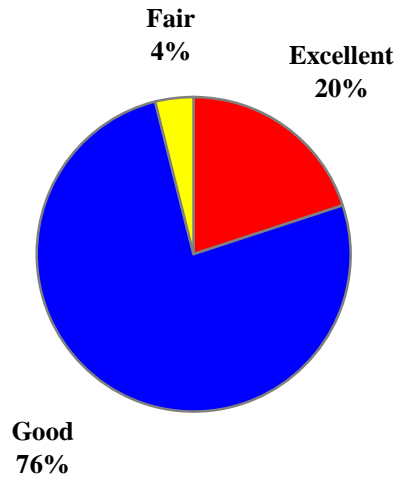


EMPLOYER RATINGS – WORKFORCE FACTORS

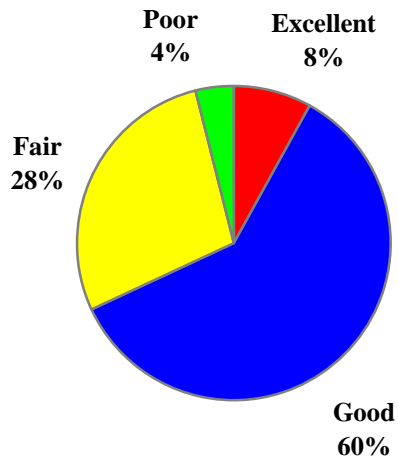
Attitudes - Hourly



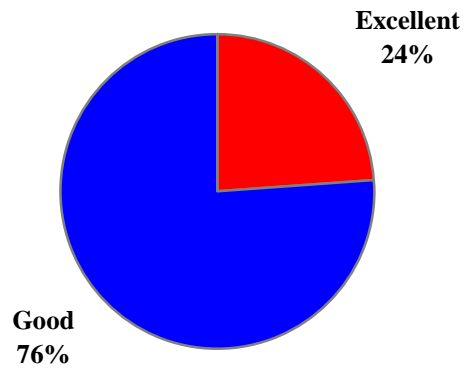
Attitudes - Salaried



Reliability - Hourly

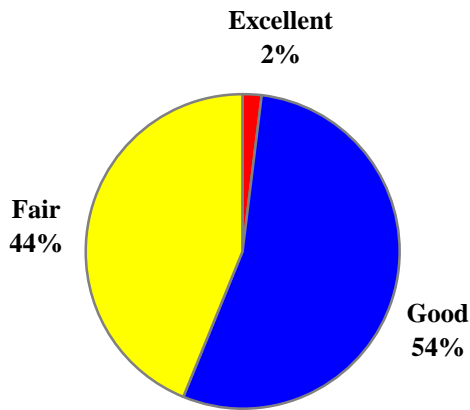


Reliability - Salaried



EMPLOYER RATINGS – WORKFORCE FACTORS

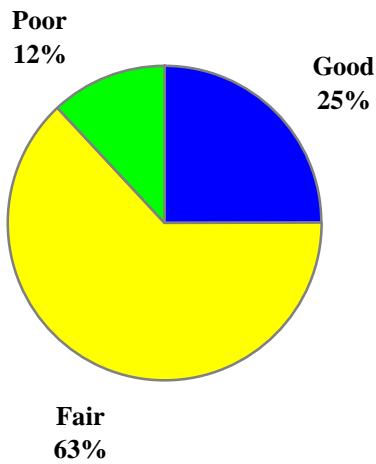
Reading - Hourly



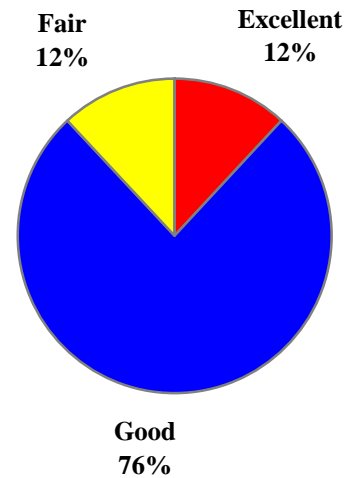
Reading - Salaried



Writing - Hourly

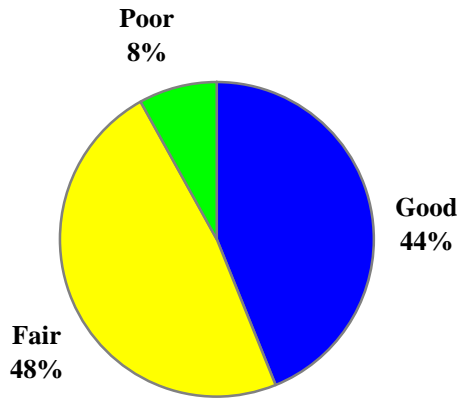


Writing - Salaried

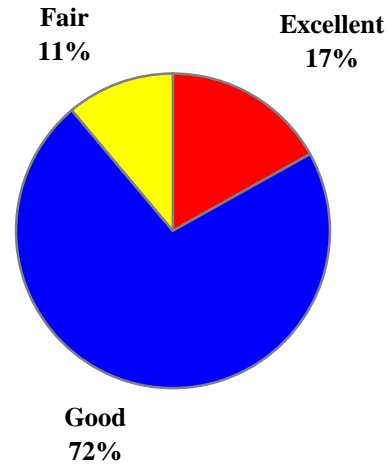


EMPLOYER RATINGS – WORKFORCE FACTORS

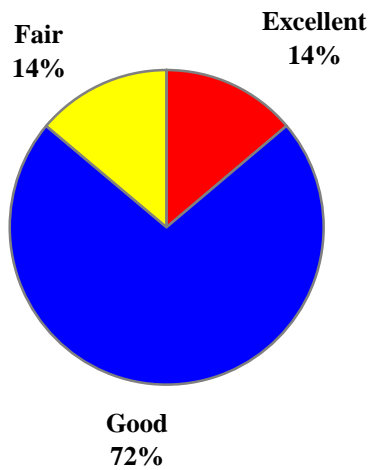
Math Skills - Hourly



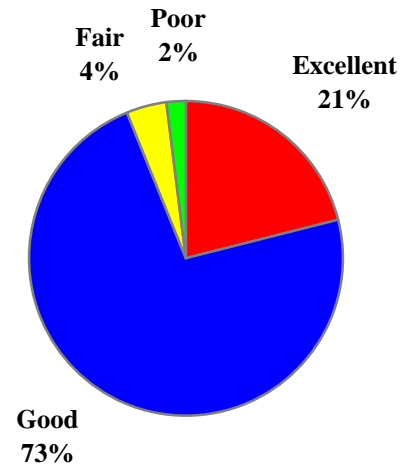
Math Skills - Salaried



Teamwork - Hourly



Teamwork - Salaried



WAGE SECTION

SUMMARY OF WAGES REPORTED

Area employers were asked to report entry-level wage, average wage, and number of employees for each hourly job classification. The participating employers were also asked to provide average annual salary figures and number of employees for those positions held by salaried workers. Over 225 total job titles were reported by the employers.

Please note that not all of the requested information was reported. In some instances, notations of “n/r” (not reported) or “n/a” (not available) may appear in the wage tables.

The wage data presented includes:

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

An explanation of the types of average pay reported in this report follows on the next page.

Average Pay

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

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

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

The wage summary for hourly workers is presented on the following page. The wage summary for salaried workers begins on Page 32.

WAGE SUMMARY – HOURLY WORKERS
Waco, Texas Area

WACO, TEXAS AREA HOURLY WAGE SUMMARY	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number Of Hourly Employees
PRODUCTION								
1 st Class Lineman	\$7.25	\$33.42	\$19.30	\$7.34	\$33.42	\$20.68	\$18.89	47
2 nd Class Lineman	\$7.25	\$25.76	\$15.56	\$7.58	\$29.85	\$17.43	\$16.97	15
3 rd Class Lineman	\$7.50	\$20.01	\$12.77	\$7.69	\$24.82	\$14.78	\$14.09	12
Apprentice	\$11.33	\$11.33	\$11.33	\$14.15	\$14.15	\$14.15	\$14.15	8
Assembler	\$9.00	\$9.62	\$9.31	\$9.99	\$15.75	\$12.77	\$10.90	24
Assembler, Mechanical	\$11.56	\$11.56	\$11.56	\$12.15	\$22.86	\$17.51	\$18.27	21
Carpenter	\$11.26	\$13.90	\$12.58	\$15.77	\$16.33	\$16.05	\$15.91	4
CNC Operator/Set-up	\$18.25	\$19.00	\$18.63	\$18.94	\$27.92	\$23.43	\$21.93	3
Construction Supervisor	\$22.50	\$22.50	\$22.50	\$24.80	\$24.80	\$24.80	\$24.80	4
Cutting and Slicing Machine Operators	\$13.00	\$17.05	\$15.03	\$16.82	\$17.05	\$16.94	\$16.85	8
Equipment Operator	\$10.19	\$21.96	\$16.05	\$13.18	\$29.07	\$19.12	\$14.82	349
Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	\$16.68	\$16.68	\$16.68	\$17.31	\$17.31	\$17.31	\$17.31	2
Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	\$11.96	\$12.00	\$11.98	\$12.00	\$12.50	\$12.25	\$12.40	5

WACO, TEXAS AREA HOURLY WAGE SUMMARY	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number Of Hourly Employees
Fabricators	\$13.00	\$13.00	\$13.00	\$15.00	\$15.00	\$15.00	\$15.00	12
First Line Supervisors/Managers of Production Workers	\$11.00	\$26.65	\$19.22	\$13.54	\$28.51	\$21.68	\$26.74	20
Foreman	\$8.50	\$17.50	\$14.27	\$9.62	\$24.41	\$19.18	\$21.73	21
General Laborer	\$7.25	\$11.45	\$9.30	\$7.34	\$15.00	\$11.07	\$9.65	316
Grinder/Polisher	\$18.25	\$18.25	\$18.25	\$18.75	\$18.75	\$18.75	\$18.75	2
Groundman	\$10.80	\$11.45	\$11.13	\$11.00	\$13.53	\$12.27	\$13.36	15
HVAC Mechanic	\$12.00	\$12.00	\$12.00	\$13.65	\$13.65	\$13.65	\$13.65	24
Lead Lineman	\$19.40	\$19.40	\$19.40	\$26.72	\$26.72	\$26.72	\$26.72	2
Line Supervisor	\$8.00	\$8.00	\$8.00	\$8.08	\$8.08	\$8.08	\$8.08	12
Machine Operator	\$7.25	\$15.00	\$10.69	\$7.89	\$18.88	\$12.86	\$11.14	142
Machinists	\$17.31	\$22.20	\$19.50	\$21.01	\$25.00	\$22.91	\$22.28	14
Manufacturing Specialist 1	\$12.00	\$13.31	\$12.66	\$13.50	\$15.00	\$14.25	\$14.97	102
Manufacturing Specialist 2	\$15.00	\$18.33	\$16.67	\$16.50	\$20.00	\$18.25	\$17.39	67
Manufacturing Specialist 3	\$17.00	\$21.44	\$19.22	\$18.00	\$24.94	\$21.47	\$18.85	57
Meter Technician	\$13.66	\$13.66	\$13.66	\$18.98	\$18.98	\$18.98	\$18.98	2
Mixing and Blending Machine Setters, Operators, and Tenders	\$14.00	\$18.25	\$16.13	\$17.83	\$18.65	\$18.24	\$18.24	6
Multiple Machine Tool Operators	n/r	n/r	n/a	\$22.85	\$22.85	\$22.85	\$22.85	21

WACO, TEXAS AREA HOURLY WAGE SUMMARY	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number Of Hourly Employees
Packaging and Filling Machine Operators and Tenders	\$9.50	\$15.35	\$12.43	\$10.23	\$16.34	\$12.35	\$15.08	380
Pipefitter	\$16.50	\$16.50	\$16.50	\$19.00	\$19.00	\$19.00	\$19.00	3
Plating and Coating Machine Setters, Operators, and Tenders, Metal and Plastic	\$18.25	\$18.25	\$18.25	\$18.94	\$18.94	\$18.94	\$18.94	2
Plumber	\$15.00	\$15.00	\$15.00	\$16.50	\$16.50	\$16.50	\$16.50	2
Production Coordinator	\$9.00	\$18.00	\$13.92	\$10.81	\$18.00	\$15.45	\$12.42	17
Production Lead Person	\$8.00	\$18.33	\$14.07	\$8.46	\$20.88	\$16.06	\$15.36	118
Production Painter	\$11.26	\$16.68	\$13.97	\$16.01	\$20.79	\$18.00	\$20.22	23
Production Worker	\$7.25	\$12.50	\$9.93	\$7.72	\$15.60	\$11.54	\$11.86	231
Quality Assurance/Inspection	\$9.00	\$25.00	\$14.56	\$10.23	\$30.00	\$17.23	\$21.05	113
Quality Technician	\$16.68	\$16.68	\$16.68	\$17.01	\$17.01	\$17.01	\$17.01	2
Service Tech	\$12.00	\$12.00	\$12.00	\$15.25	\$15.25	\$15.25	\$15.25	17
Serviceman	\$12.00	\$33.42	\$20.89	\$14.88	\$33.42	\$24.35	\$26.47	13
Six Sigma Black Belt	n/r	n/r	n/a	\$33.40	\$33.40	\$33.40	\$33.40	1
Staking Technician	\$13.66	\$13.66	\$13.66	\$17.50	\$17.50	\$17.50	\$17.50	1
Tool & Die Maker	\$22.20	\$22.20	\$22.20	\$22.63	\$25.08	\$23.86	\$24.26	3
Welders, Cutters, Solderers, etc.	\$10.00	\$15.00	\$12.89	\$11.22	\$20.28	\$15.11	\$15.31	49

WACO, TEXAS AREA HOURLY WAGE SUMMARY	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number Of Hourly Employees
DISTRIBUTION & LOGISTICS								
First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle Operators	\$13.75	\$13.75	\$13.75	\$14.89	\$30.94	\$22.92	\$16.39	32
Fork Lift Operator	\$9.00	\$13.00	\$11.07	\$9.00	\$15.89	\$12.49	\$12.93	634
Inventory/Stock Clerk	\$7.85	\$17.75	\$12.20	\$9.64	\$19.79	\$13.85	\$14.36	98
Materials Clerk	\$9.50	\$26.07	\$14.96	\$10.78	\$28.97	\$17.57	\$17.88	56
Materials Handler	\$7.50	\$15.00	\$11.32	\$7.63	\$17.07	\$13.32	\$12.29	320
Packer/Picker	\$9.50	\$16.80	\$12.38	\$11.03	\$16.80	\$13.47	\$12.88	230
Shipping/Receiving Clerk	\$7.25	\$17.75	\$11.96	\$7.69	\$23.60	\$14.90	\$12.81	243
Truck Driver	\$9.00	\$25.00	\$13.88	\$9.07	\$31.79	\$15.72	\$26.54	120
Truck Drivers, Heavy and Tractor-Trailer	\$12.00	\$15.40	\$13.35	\$13.38	\$18.70	\$15.92	\$15.06	70
Warehouse Supervisor	\$10.19	\$20.35	\$15.27	\$18.33	\$27.42	\$22.88	\$22.88	2
ENGINEERING & COMPUTER SCIENCE								
Chemical Engineers	\$25.00	\$25.00	\$25.00	\$30.00	\$30.00	\$30.00	\$30.00	5
Chemical Technicians	\$19.00	\$19.00	\$19.00	\$22.00	\$22.00	\$22.00	\$22.00	30
Computer and Information Scientists, Technician	\$20.00	\$20.00	\$20.00	\$25.00	\$25.00	\$25.00	\$25.00	4
Computer Operator	\$10.00	\$18.00	\$14.00	\$11.10	\$24.40	\$15.67	\$14.00	5
Computer Support Specialists	\$11.06	\$15.23	\$13.09	\$12.98	\$15.23	\$13.89	\$13.97	6

WACO, TEXAS AREA HOURLY WAGE SUMMARY	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number Of Hourly Employees
Computer Technician	\$13.72	\$13.72	\$13.72	\$17.79	\$17.79	\$17.79	\$17.79	4
Engineering Technician	\$16.25	\$26.07	\$21.16	\$16.25	\$29.88	\$23.07	\$28.37	9
Industrial Engineers	\$26.07	\$26.07	\$26.07	\$27.34	\$27.34	\$27.34	\$27.34	2
IT Specialist	\$10.65	\$26.07	\$18.36	\$12.65	\$28.00	\$21.79	\$24.35	6
Web Development	n/r	n/r	n/a	\$20.00	\$20.00	\$20.00	\$20.00	1
MANAGEMENT / ADMINISTRATION / FINANCIAL								
Accountant	\$9.61	\$16.80	\$13.14	\$15.00	\$18.28	\$16.20	\$16.56	9
Accounting Clerk	n/r	n/r	n/a	\$14.82	\$14.82	\$14.82	\$14.82	3
Accounting Manager	n/r	n/r	n/a	\$32.23	\$32.23	\$32.23	\$32.23	1
Accounts Payable Clerk	\$9.61	\$15.23	\$11.38	\$11.45	\$18.16	\$14.71	\$14.84	30
Accounts Payable Supervisor	n/r	n/r	n/a	\$19.23	\$19.23	\$19.23	\$19.23	1
Accounts Receivable Clerk	\$10.00	\$12.00	\$10.99	\$12.00	\$18.16	\$14.50	\$14.68	23
Administrative Assistant	\$8.35	\$20.86	\$12.57	\$9.88	\$21.50	\$15.15	\$13.91	144
Assistant Manager	\$8.50	\$8.50	\$8.50	\$1.00	\$9.13	\$5.07	\$9.13	8
Banking Coordinator	\$11.00	\$16.00	\$13.50	\$13.00	\$19.23	\$16.12	\$16.12	2
Bookkeeper	\$9.00	\$10.25	\$9.63	\$10.84	\$13.91	\$12.38	\$12.38	2
Buyer/Purchaser	\$14.00	\$14.00	\$14.00	\$15.03	\$20.00	\$17.52	\$16.02	5

WACO, TEXAS AREA HOURLY WAGE SUMMARY	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number Of Hourly Employees
CAD Designer	\$9.00	\$12.00	\$10.50	\$9.63	\$12.88	\$11.26	\$10.71	3
Communications Coordinator	n/r	n/r	n/a	\$17.07	\$17.07	\$17.07	\$17.07	1
Computer & Information Systems Managers	n/r	n/r	n/a	\$31.24	\$31.24	\$31.24	\$31.24	1
Cost Accountant	\$26.07	\$26.07	\$26.07	\$27.00	\$27.00	\$27.00	\$27.00	2
Customer Service	\$9.61	\$15.26	\$11.60	\$9.00	\$21.63	\$14.03	\$13.93	130
Department Coordinator	\$13.40	\$17.75	\$15.58	\$15.36	\$19.86	\$17.61	\$17.61	2
Drafter	\$10.19	\$10.19	\$10.19	\$13.50	\$24.88	\$19.19	\$24.39	23
Employment & Training Assistant	\$9.75	\$9.75	\$9.75	\$10.92	\$21.66	\$16.29	\$13.07	5
Estimator	\$15.50	\$15.50	\$15.50	\$17.00	\$17.00	\$17.00	\$17.00	1
Expeditor	n/r	n/r	n/a	\$17.00	\$22.87	\$19.94	\$22.67	29
Facilities Manager	\$26.07	\$26.07	\$26.07	\$26.66	\$55.89	\$41.28	\$41.28	2
File Clerk	\$8.43	\$14.00	\$10.74	\$9.25	\$15.38	\$11.89	\$11.11	12
General and Operations Managers	n/r	n/r	n/a	\$49.97	\$49.97	\$49.97	\$49.97	1
General Marketing	n/r	n/r	n/a	\$20.06	\$20.06	\$20.06	\$20.06	2
General Office	\$9.00	\$12.75	\$10.88	\$10.00	\$18.01	\$13.40	\$14.28	50
Graphic Artist	\$15.00	\$15.00	\$15.00	\$18.47	\$19.23	\$18.85	\$18.98	3
Human Resources Assistant	\$9.00	\$14.85	\$11.86	\$9.47	\$32.22	\$17.06	\$16.15	14

WACO, TEXAS AREA HOURLY WAGE SUMMARY	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number Of Hourly Employees
Human Resources Managers	n/r	n/r	n/a	\$44.51	\$44.51	\$44.51	\$44.51	1
Industrial Managers	\$26.07	\$26.07	\$26.07	\$27.61	\$27.61	\$27.61	\$27.61	1
Investment Financial Advisors	\$7.25	\$7.25	\$7.25	\$11.37	\$11.37	\$11.37	\$11.37	1
Legal	\$10.00	\$20.00	\$15.00	\$13.00	\$22.24	\$18.08	\$18.42	15
Marketing Managers	\$9.50	\$9.50	\$9.50	\$9.50	\$9.50	\$9.50	\$9.50	1
Mortgage Loan Processors	\$9.61	\$9.61	\$9.61	\$16.18	\$16.18	\$16.18	\$16.18	5
Mortgage Specialists	\$9.61	\$9.61	\$9.61	\$13.87	\$13.87	\$13.87	\$13.87	2
Office Manager	\$12.02	\$12.02	\$12.02	\$16.50	\$16.50	\$16.50	\$16.50	94
Operations Specialists	\$9.61	\$9.61	\$9.61	\$13.31	\$13.31	\$13.31	\$13.31	16
Payroll Clerk	\$10.00	\$18.00	\$13.62	\$13.44	\$27.29	\$18.67	\$17.65	10
Project Management Support	\$15.00	\$15.00	\$15.00	\$16.50	\$16.50	\$16.50	\$16.50	2
Receptionist/Switchboard	\$8.00	\$13.00	\$9.71	\$8.00	\$15.03	\$11.56	\$10.94	29
Resales	n/r	n/r	n/a	\$15.93	\$15.93	\$15.93	\$15.93	3
Research and Development Technician	\$10.00	\$10.00	\$10.00	\$14.44	\$14.44	\$14.44	\$14.44	2
Safety Manager	\$26.07	\$26.07	\$26.07	\$28.13	\$29.72	\$28.93	\$29.19	3
Sales Representative	\$10.00	\$10.00	\$10.00	\$11.34	\$11.34	\$11.34	\$11.34	5
Scheduler / Planner	\$12.00	\$20.86	\$16.43	\$13.00	\$25.32	\$19.16	\$21.21	3
Secretary-Executive	\$10.97	\$28.80	\$16.85	\$14.44	\$30.26	\$21.73	\$18.24	29

WACO, TEXAS AREA HOURLY WAGE SUMMARY	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number Of Hourly Employees
Secretary-General	\$9.61	\$10.99	\$10.35	\$10.97	\$13.28	\$12.20	\$12.64	33
Security Guard	\$9.24	\$12.00	\$10.43	\$10.68	\$13.14	\$12.06	\$12.46	41
Store Manager	\$10.50	\$10.50	\$10.50	\$12.03	\$12.03	\$12.03	\$12.03	13
Support Analysts	\$9.61	\$9.61	\$9.61	\$13.15	\$13.15	\$13.15	\$13.15	8
Team Leader	\$16.68	\$16.68	\$16.68	\$17.01	\$23.65	\$20.33	\$19.22	6
Technical Sales People	\$12.00	\$12.00	\$12.00	\$16.80	\$16.80	\$16.80	\$16.80	2
Technical Service	\$13.00	\$13.00	\$13.00	\$16.25	\$16.25	\$16.25	\$16.25	1
Telemarketer	\$11.00	\$11.00	\$11.00	\$15.00	\$15.00	\$15.00	\$15.00	21
Trainer	\$17.75	\$17.75	\$17.75	\$19.86	\$19.86	\$19.86	\$19.86	5
Transportation, Storage, and Distribution Managers	n/r	n/r	n/a	\$28.00	\$28.00	\$28.00	\$28.00	3
AVIATION								
Aircraft Mechanics and Service Technicians	\$15.00	\$15.00	\$15.00	\$21.00	\$24.29	\$22.65	\$24.11	503
Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	n/r	n/r	n/a	\$25.29	\$25.29	\$25.29	\$25.29	123
Avionics	\$14.25	\$14.25	\$14.25	\$16.52	\$16.52	\$16.52	\$16.52	4
ELECTRONICS & MAINTENANCE								
Building and Grounds Maintenance	\$8.50	\$15.00	\$11.20	\$10.00	\$23.07	\$13.67	\$16.13	34
Electrical and Electronic Equipment Assemblers, All Industries	\$12.60	\$12.60	\$12.60	\$12.72	\$21.80	\$17.26	\$20.89	40

WACO, TEXAS AREA HOURLY WAGE SUMMARY	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number Of Hourly Employees
Electrical and Electronics Repairers, Commercial and Industrial Equipment, All Industries	\$16.00	\$20.52	\$17.76	\$20.79	\$21.08	\$20.91	\$20.88	14
Electrician	\$13.85	\$24.30	\$17.51	\$17.14	\$24.77	\$21.13	\$20.83	11
Electronic Technician	\$18.00	\$18.00	\$18.00	\$23.00	\$23.00	\$23.00	\$23.00	13
Janitor	\$7.29	\$11.00	\$8.60	\$8.43	\$16.55	\$10.27	\$9.41	226
Maintenance – General	\$10.63	\$24.04	\$15.14	\$11.00	\$24.61	\$17.19	\$20.81	111
Maintenance Helper	\$9.00	\$10.99	\$10.00	\$9.25	\$12.00	\$10.82	\$10.43	4
Maintenance Mechanic	\$14.40	\$16.00	\$15.40	\$17.14	\$18.76	\$17.97	\$17.74	15
Maintenance Supervisor	\$13.79	\$26.65	\$19.16	\$18.46	\$32.07	\$23.90	\$25.85	20
FOOD PRODUCTION								
Cooks, Institution and Cafeteria	\$7.84	\$9.51	\$8.96	\$8.52	\$12.14	\$10.29	\$9.03	132
Food Preparation and Serving Related Workers, All Other	\$7.85	\$8.50	\$8.21	\$8.50	\$9.53	\$9.16	\$9.27	59
Head Cooks	\$10.00	\$11.53	\$10.77	\$10.50	\$12.23	\$11.37	\$12.18	32
HEALTH CARE								
Certified Nursing Assistant	\$10.88	\$10.88	\$10.88	\$11.79	\$11.79	\$11.79	\$11.79	2
LP and LV Nurses	\$14.42	\$16.14	\$15.21	\$16.25	\$18.12	\$17.03	\$16.80	242
Medical and Clinical Laboratory Workers	\$17.16	\$17.16	\$17.16	\$20.61	\$20.61	\$20.61	\$20.61	12

WACO, TEXAS AREA HOURLY WAGE SUMMARY	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number Of Hourly Employees
Pharmacist	\$39.17	\$53.00	\$46.09	\$55.00	\$58.68	\$56.84	\$56.36	27
Pharmacy Technician	\$10.01	\$11.50	\$10.92	\$12.75	\$14.99	\$14.07	\$13.46	28
Physical Therapist	\$28.00	\$28.00	\$28.00	\$32.00	\$32.00	\$32.00	\$32.00	17
Radiologic Technologists/Technicians	\$17.00	\$17.72	\$17.36	\$18.80	\$22.64	\$20.72	\$20.67	41
Registered Nurse	\$22.00	\$23.15	\$22.58	\$24.90	\$28.54	\$26.72	\$26.25	1011
Social Worker	\$12.98	\$16.25	\$14.62	\$14.90	\$18.56	\$16.73	\$15.03	86
Surgical Technicians	\$14.13	\$15.25	\$14.69	\$17.65	\$19.14	\$18.40	\$18.38	43

WAGE SUMMARY – SALARIED WORKERS
Waco, Texas Area

WACO, TEXAS AREA SALARIED WAGE SUMMARY	Average Annual Salary	Number of Salaried Employees
PRODUCTION		
First Line Supervisors/Managers of Production Workers	\$57,407.82	164
Foreman	\$40,000.00	5
Line Supervisor	\$74,911.50	3
Manufacturing Specialist 1	\$65,000.00	1
Meter Technician	\$58,482.00	1
Plant Operators	\$100,000.00	1
Production Coordinator	\$58,353.00	39
Production Lead Person	\$28,000.00	1
Quality Assurance/Inspection	\$50,400.00	3
Six Sigma Black Belt	\$78,117.00	3

WACO, TEXAS AREA SALARIED WAGE SUMMARY	Average Annual Salary	Number of Salaried Employees
DISTRIBUTION & LOGISTICS		
First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle Operators	\$65,668.75	12
Materials Clerk	\$33,286.00	1
Shipping/Receiving Clerk	\$30,000.00	2
Warehouse Supervisor	\$58,451.43	22
ENGINEERING & COMPUTER SCIENCE		
Aerospace Engineers	\$80,737.50	26
Chemical Engineers	\$87,395.00	1
Chemical Technicians	\$41,220.00	1
Chief Engineer	\$144,659.50	2
Civil Engineers	\$75,000.00	1
Computer and Information Scientists, Technician	\$55,000.00	1
Computer Operator	\$26,416.00	1
Computer Programmer	\$59,706.00	31
Computer Software Engineers, Systems Software	\$75,750.00	17
Computer Support Specialists	\$38,416.43	14

<p style="text-align: center;">WACO, TEXAS AREA SALARIED WAGE SUMMARY</p>	<p style="text-align: center;">Average Annual Salary</p>	<p style="text-align: center;">Number of Salaried Employees</p>
Computer Systems Analysts	\$61,750.57	18
Computer Technician	\$33,544.00	6
Database Administrators	\$70,904.33	9
Electrical Engineers	\$65,117.50	38
Engineering Managers	\$101,333.40	9
Engineering Technician	\$49,527.67	5
Engineers, General	\$85,345.50	12
Environmental Engineers	\$76,721.50	2
Industrial Engineers	\$60,676.00	7
IT Specialist	\$43,000.00	3
Marketing Engineers	\$80,978.00	3
Mechanical Engineers	\$72,471.25	100
Network Administrator	\$59,443.00	10
Network and Computer Systems Administrators	\$68,332.00	5
Operations Research Analysts	\$61,380.00	5
Quality Engineers	\$72,314.75	19

WACO, TEXAS AREA SALARIED WAGE SUMMARY	Average Annual Salary	Number of Salaried Employees
MANAGEMENT / ADMINISTRATION / FINANCIAL		
Accountant	\$52,599.12	46
Accounting Manager	\$67,228.84	28
Accounting Supervisor	\$73,500.00	1
Accounts Payable Clerk	\$30,754.67	12
Accounts Receivable Clerk	\$29,571.67	3
Administrative Assistant	\$36,037.33	63
Analyst	\$42,000.00	4
Asset Managers	\$89,770.00	23
Asset Underwriters	\$73,603.00	6
Assistant Directors	\$85,645.00	6
Assistant Regional Manager	\$32,615.00	3
Banking Coordinator	\$28,000.00	1
Bookkeeper	\$23,791.00	2
Buyer/Purchaser	\$42,644.75	21
CAD Designer	\$44,541.00	2

<p style="text-align: center;">WACO, TEXAS AREA SALARIED WAGE SUMMARY</p>	<p style="text-align: center;">Average Annual Salary</p>	<p style="text-align: center;">Number of Salaried Employees</p>
Campus Liaison	\$83,575.00	2
Certification Manager	\$42,818.00	1
Chief Actuary	\$157,000.00	2
Chief Administrative Officer	\$183,766.00	4
Chief Executives	\$197,356.47	36
Chief Financial Officer	\$142,718.06	16
Chief HR Officer	\$106,681.43	7
Chief Information Officer	\$125,135.29	7
Chief Marketing Officer	\$132,700.83	6
Chief Operating Officer	\$198,394.92	12
Chief Technical Officer	\$120,088.00	3
Commercial Specialists - Loan	\$42,126.00	16
Communications Officer	\$46,632.00	1
Computer & Information Systems Managers	\$75,666.30	13
Controller	\$95,249.00	1
Corporate Development	\$112,168.33	3

<p style="text-align: center;">WACO, TEXAS AREA SALARIED WAGE SUMMARY</p>	<p style="text-align: center;">Average Annual Salary</p>	<p style="text-align: center;">Number of Salaried Employees</p>
Cost Accountant	\$56,481.25	6
Credit Manager	\$62,584.00	7
Customer Service	\$42,750.00	92
Customer Service Manager	\$68,159.36	14
Customer Service Supervisor	\$40,450.00	3
Department Coordinator	\$36,624.50	13
Department Director	\$98,338.00	7
Director - Communications/Events	\$102,500.00	1
Director - Human Resources	\$71,750.00	1
Director - Research	\$75,001.00	1
Director - Treasury Operations	\$95,249.00	1
Drafter	\$42,500.00	4
Editor in Chief	\$122,000.00	1
Education Specialists	\$66,016.00	37
Engineering Manager	\$133,917.33	8
Estimator	\$60,144.50	12

<p style="text-align: center;">WACO, TEXAS AREA SALARIED WAGE SUMMARY</p>	<p style="text-align: center;">Average Annual Salary</p>	<p style="text-align: center;">Number of Salaried Employees</p>
Events Manager	\$41,584.00	2
Executive VP Underwriting	\$192,233.00	5
Facilities Manager	\$70,275.38	8
Field Service Agent	\$96,869.00	2
Financial Managers	\$93,148.00	6
General and Operations Managers	\$94,823.36	140
General Counsel	\$138,347.50	11
General Marketing	\$57,440.67	8
General Office	\$36,967.00	3
Grant Director	\$60,600.00	1
Grant Positions	\$44,834.00	15
Graphic Artist	\$50,406.50	2
HR Generalists	\$51,170.00	2
Human Resources Assistant	\$40,219.86	14
Human Resources Managers	\$68,108.25	32

WACO, TEXAS AREA SALARIED WAGE SUMMARY	Average Annual Salary	Number of Salaried Employees
Industrial Managers	\$93,652.67	4
Industrial Production Managers	\$82,217.50	8
Instructional Media Developer	\$69,874.00	2
Insurance Claims Adjuster	\$45,982.00	1
Insurance Consultants	\$45,187.00	11
Insurance Specialists	\$37,329.00	15
Investment Associates	\$35,619.00	3
Investment Financial Advisors	\$88,216.00	5
Legal	\$75,449.00	7
Loan Officers	\$77,095.00	15
Loan Underwriters	\$49,980.00	4
Market Research Analysts	\$39,681.00	3
Marketing Managers	\$62,056.83	18
Mortgage Loan Officers	\$45,667.00	3
Office Manager	\$45,487.20	24
Operations Executive	\$150,000.00	1

<p style="text-align: center;">WACO, TEXAS AREA SALARIED WAGE SUMMARY</p>	<p style="text-align: center;">Average Annual Salary</p>	<p style="text-align: center;">Number of Salaried Employees</p>
Operations Specialists	\$29,032.00	4
Payroll Clerk	\$37,611.75	5
Personal E-Rate Partner	\$41,835.00	6
Print Center Operations	\$22,846.00	2
Project Manager	\$68,000.00	3
Public Relations Executive	\$55,823.75	10
Purchasing Manager	\$67,777.08	12
Quality Manager	\$88,835.00	14
Receptionist/Switchboard	\$19,798.00	1
Regional Manager	\$82,101.50	20
Safety Manager	\$69,294.11	10
Sales Representative	\$63,699.17	27
Scheduler / Planner	\$58,113.20	43
School Finance Agent	\$93,981.00	3
Secretary-Executive	\$45,003.50	35
Security Guard	\$21,102.00	14

WACO, TEXAS AREA SALARIED WAGE SUMMARY	Average Annual Salary	Number of Salaried Employees
Senior VP of Sales	\$147,988.83	8
Special Projects	\$20,800.00	1
Store Manager	\$62,000.00	1
Support Analysts	\$37,779.00	19
Tax Accountant	\$66,539.33	5
Team Leader	\$150,000.00	7
Technical Sales Manager	\$89,333.33	3
Technical Service	\$52,093.33	17
Trainer	\$66,835.67	6
Translation Specialist	\$11,835.00	1
Treasury Mgt. Services	\$69,072.00	4
Trust Department	\$68,105.00	7
VP of Finance	\$117,500.00	2
Writer/Editor	\$55,259.00	1
AVIATION		
Aircraft Pilot	\$81,501.00	1

WACO, TEXAS AREA SALARIED WAGE SUMMARY	Average Annual Salary	Number of Salaried Employees
ELECTRONICS & MAINTENANCE		
Building and Grounds Maintenance	\$60,512.00	1
Electrician	\$84,000.00	1
Electronic Technician	\$44,715.00	3
Maintenance – General	\$20,000.00	1
Maintenance Supervisor	\$68,500.00	8
FOOD PRODUCTION		
Cooks, Institution and Cafeteria	\$19,000.00	1
Head Cooks	\$26,000.00	1
HEALTH CARE		
Child Nutrition Program Technician	\$41,115.00	1
Coordinator of Health Services	\$66,000.00	1
Dietitian/Nutritionist	\$46,948.50	11
Director of Healthcare & Wellness Partnerships	\$80,001.00	1
LP and LV Nurses	\$47,000.00	2
Manager – Wellness	\$58,650.33	4

<p style="text-align: center;">WACO, TEXAS AREA SALARIED WAGE SUMMARY</p>	<p style="text-align: center;">Average Annual Salary</p>	<p style="text-align: center;">Number of Salaried Employees</p>
Pharmacist	\$89,139.00	2
Physical Therapist	\$87,318.00	20
Registered Nurse	\$48,268.25	26
Social Worker	\$43,272.00	11

The Waco, Texas Area Wage and Fringe Benefits Survey Report

The participating employers were asked to report whether the number of workers currently employed in each job classification in their operations would increase, decrease or stay the same over the next twelve months. The following table gives the number of companies reporting each category. For example, in the job title of “1st Class Lineman”, 3 companies reported that their number of employees would “Stay the Same” and in “Cutting and Slicing Machine Operators”, 2 companies reported that their number of employees in this job would increase over the next 12 months. It should be noted that not all employers reported this information and, also, employment status was not reported for all job titles.

JOB CLASSIFICATION	# of Companies Reporting INCREASE	# of Companies Reporting DECREASE	# of Companies Reporting STAY THE SAME
PRODUCTION			
1 st Class Lineman			3
2 nd Class Lineman			3
3 rd Class Lineman			3
Apprentice	1		
Assembler			1
Assembler, Mechanical			1
Carpenter			1
CNC Operator/Set-up	1		1
Construction Supervisor			1
Cutting and Slicing Machine Operators	2		
Equipment Operator			2
Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic			1
Fabricators	1		
First Line Supervisors/Managers of Production Workers	2		12

The Waco, Texas Area Wage and Fringe Benefits Survey Report

JOB CLASSIFICATION	# of Companies Reporting INCREASE	# of Companies Reporting DECREASE	# of Companies Reporting STAY THE SAME
Foreman	1		3
General Laborer	3		4
Grinder/Polisher			1
Groundman			2
HVAC Mechanic			1
Lead Lineman			1
Line Supervisor			3
Machine Operator	2		3
Machinists	1		2
Manufacturing Specialist 1			1
Manufacturing Specialist 2			1
Manufacturing Specialist 3			1
Mixing and Blending Machine Setters, Operators, and Tenders	1		1
Packaging and Filling Machine Operators and Tenders	1		2
Pipefitter	1		
Plant Operators			1
Plating and Coating Machine Setters, Operators, and Tenders, Metal and Plastic			1
Plumber	1		
Production Coordinator	1		4
Production Lead Person			10
Production Painter			1
Production Worker	4		3

The Waco, Texas Area Wage and Fringe Benefits Survey Report

JOB CLASSIFICATION	# of Companies Reporting INCREASE	# of Companies Reporting DECREASE	# of Companies Reporting STAY THE SAME
Quality Assurance/Inspection	2		6
Quality Technician			1
Senior Tech	1		
Serviceman			2
Six Sigma Black Belt			1
Staking Technician			2
Tool & Die Maker			1
Welders, Cutters, Solderers, etc.	2		5
DISTRIBUTION & LOGISTICS			
First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle Operators			6
Fork Lift Operator	1		7
Inventory/Stock Clerk	2		8
Materials Clerk	1		1
Materials Handler	2		4
Packer/Picker	2	1	2
Shipping/Receiving Clerk	2		11
Truck Driver			7
Truck Drivers, Heavy and Tractor-Trailer			3
Warehouse Supervisor	1		7
ENGINEERING & COMPUTER SCIENCE			
Aerospace Engineers	1		
Chemical Engineers			1
Chemical Technicians			1

The Waco, Texas Area Wage and Fringe Benefits Survey Report

JOB CLASSIFICATION	# of Companies Reporting INCREASE	# of Companies Reporting DECREASE	# of Companies Reporting STAY THE SAME
Chief Engineer			2
Civil Engineers			1
Computer and Information Scientists, Technician			1
Computer Operator		1	1
Computer Programmer			8
Computer Software Engineers, Systems Software			2
Computer Support Specialists	1		9
Computer Systems Analysts	1		5
Computer Technician	1		2
Database Administrators	1		3
Electrical Engineers	2		3
Engineering Managers	2		2
Engineering Technician	1		3
Engineers, General	2		1
Environmental Engineers			1
Industrial Engineers	1		3
IT Specialist			4
Marketing Engineers			1
Mechanical Engineers	3		1
Network Administrator			6
Network and Computer Systems Administrators			4
Operations Research Analysts			1
Quality Engineers	1		2

The Waco, Texas Area Wage and Fringe Benefits Survey Report

JOB CLASSIFICATION	# of Companies Reporting INCREASE	# of Companies Reporting DECREASE	# of Companies Reporting STAY THE SAME
Web Development			1
MANAGEMENT / ADMINISTRATION / FINANCIAL			
Accountant			15
Accounting Clerk			1
Accounting Manager			15
Accounting Supervisor			1
Accounts Payable Clerk	1		11
Accounts Payable Supervisor			1
Accounts Receivable Clerk		1	7
Administrative Assistant		2	13
Analyst			1
Asset Managers			1
Asset Underwriters			1
Assistant Directors			1
Assistant Manager			1
Assistant Regional Manager	1		
Banking Coordinator			2
Bookkeeper			3
Buyer/Purchaser	1		7
CAD Designer			2
Campus Liaison	1		
Certification Manager			1
Chief Actuary			1

The Waco, Texas Area Wage and Fringe Benefits Survey Report

JOB CLASSIFICATION	# of Companies Reporting INCREASE	# of Companies Reporting DECREASE	# of Companies Reporting STAY THE SAME
Chief Administrative Officer			4
Chief Executives	1		16
Chief Financial Officer			15
Chief HR Officer			6
Chief Information Officer			6
Chief Marketing Officer			5
Chief Operating Officer	1		9
Chief Technical Officer	1		1
Commercial Specialists - Loan			1
Communications Coordinator			1
Communications Officer			1
Computer & Information Systems Managers			10
Controller			1
Corporate Development			2
Cost Accountant			3
Credit Manager			1
Customer Service	2	1	8
Customer Service Manager			7
Customer Service Supervisor			1
Department Coordinator			3
Department Director			1
Director - Communications/Events			1
Director - Human Resources			1

The Waco, Texas Area Wage and Fringe Benefits Survey Report

JOB CLASSIFICATION	# of Companies Reporting INCREASE	# of Companies Reporting DECREASE	# of Companies Reporting STAY THE SAME
Director - Research			1
Director - Treasury Operations			1
Drafter			4
Editor in Chief			1
Education Specialists			1
Employment & Training Assistant			1
Engineering Manager			1
Estimator	1		1
Events Manager			1
Executive VP Underwriting			3
Facilities Manager			8
Field Service Agent			1
File Clerk			6
Financial Managers			4
General and Operations Managers			13
General Counsel			4
General Marketing			2
General Office	1		3
Grant Director	1		
Grant Positions	1		
Graphic Artist			1
HR Generalists			1
Human Resources Assistant			13

The Waco, Texas Area Wage and Fringe Benefits Survey Report

JOB CLASSIFICATION	# of Companies Reporting INCREASE	# of Companies Reporting DECREASE	# of Companies Reporting STAY THE SAME
Human Resources Managers			21
Industrial Managers			2
Industrial Production Managers			2
Instructional Media Developer			1
Insurance Claims Adjuster			1
Insurance Consultants			1
Insurance Specialists			1
Investment Associates			1
Investment Financial Advisors			1
Legal			4
Loan Officers			1
Market Research Analysts			2
Marketing Managers	1		7
Mortgage Loan Officers			1
Office Manager			5
Operations Executive			1
Operations Specialists			1
Payroll Clerk			8
Personal E-Rate Partner	1		
Print Center Operations			1
Project Management Support			1
Project Manager			1
Public Relations Executive			4

The Waco, Texas Area Wage and Fringe Benefits Survey Report

JOB CLASSIFICATION	# of Companies Reporting INCREASE	# of Companies Reporting DECREASE	# of Companies Reporting STAY THE SAME
Purchasing Manager			11
Quality Manager			6
Receptionist/Switchboard			9
Regional Manager	2		2
Resales			1
Research and Development Technician			1
Safety Manager			7
Sales Representative	3		9
Scheduler / Planner			4
School Finance Agent			1
Secretary-Executive			11
Secretary-General			1
Security Guard			4
Senior VP of Sales			6
Special Projects			1
Store Manager	1		1
Support Analysts			1
Tax Accountant			2
Team Leader			3
Technical Sales Manager			3
Technical Sales People			1
Technical Service	1		3
Telemarketer	1		

The Waco, Texas Area Wage and Fringe Benefits Survey Report

JOB CLASSIFICATION	# of Companies Reporting INCREASE	# of Companies Reporting DECREASE	# of Companies Reporting STAY THE SAME
Trainer			3
Translation Specialist	1		
Trust Department			1
VP of Finance			2
AVIATION			
Aircraft Mechanics and Service Technicians	1		
Aircraft Pilot			1
Avionics			1
ELECTRONICS & MAINTENANCE			
Building and Grounds Maintenance	1		5
Electrical and Electronic Equipment Assemblers, All Industries			1
Electrical and Electronics Repairers, Commercial and Industrial Equipment, All Industries			2
Electrician	1		3
Electronic Technician	1		2
Janitor		1	8
Maintenance – General	1		9
Maintenance Helper		1	1
Maintenance Mechanic			2
Maintenance Supervisor			6
FOOD PRODUCTION			
Cooks, Institution and Cafeteria	1	1	1
Food Preparation and Serving Related Workers, All Other	1		1

The Waco, Texas Area Wage and Fringe Benefits Survey Report

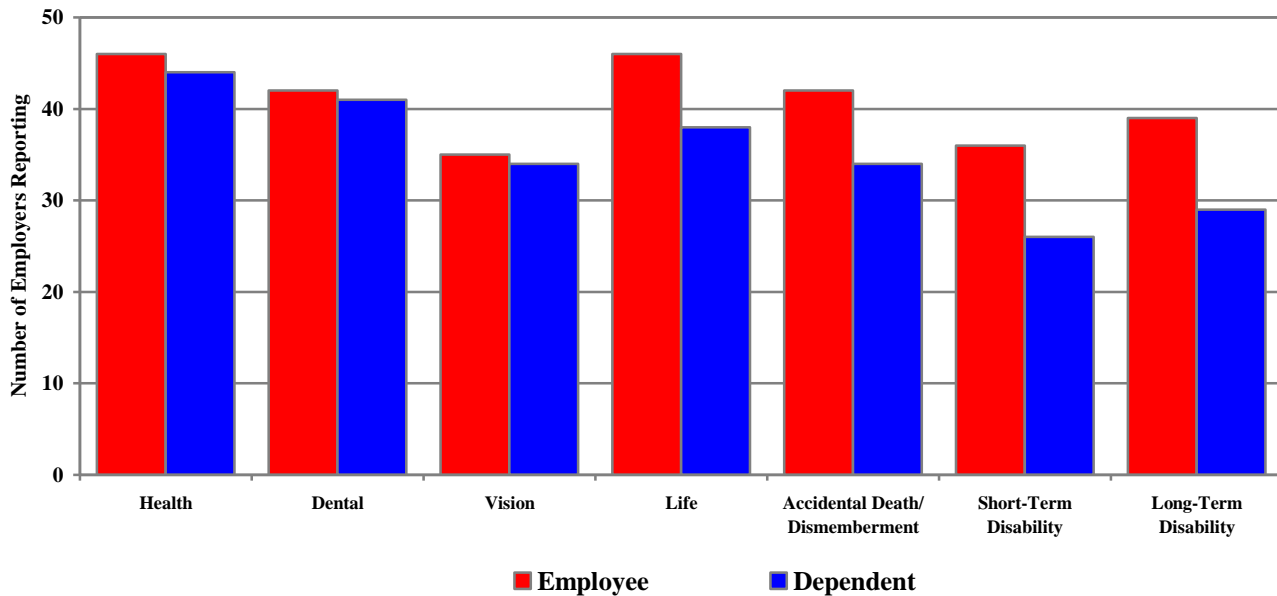
JOB CLASSIFICATION	# of Companies Reporting INCREASE	# of Companies Reporting DECREASE	# of Companies Reporting STAY THE SAME
Head Cooks		1	1
HEALTH CARE			
Certified Nursing Assistant			1
Child Nutrition Program Technician			1
Coordinator of Health Services			1
Dietitian/Nutritionist			3
Director of Healthcare & Wellness Partnerships			1
LP and LV Nurses		1	3
Manager – Wellness			3
Pharmacist			2
Pharmacy Technician			2
Physical Therapist			1
Radiologic Technologists/Technicians			1
Registered Nurse			5
Social Worker			3
Surgical Technicians			1

FRINGE BENEFITS SECTION

FRINGE BENEFITS – HOURLY WORKERS

The following pages deal with fringe benefits reported by the participating companies for their hourly workers.

INSURANCE COVERAGE – HOURLY WORKERS



The above chart separates insurance coverage into the categories of health, dental, vision, life, accident, short-term disability and long-term disability and gives the number of participating employers reporting offering each type of insurance coverage for their hourly workers and families regardless of the percent of premium paid for by the company. As noted, 46 of the participating companies reported providing health insurance for hourly employees, and 44 companies reported providing health insurance for dependents.

The table on the following page shows the average percent of premium paid by the company for hourly employees and dependents in each of the insurance categories.

INSURANCE PREMIUMS PAID – HOURLY WORKERS

Type of Insurance	Average % of Premium Paid by Company
Health	
Employee	74%
Dependent	47%
Dental	
Employee	44%
Dependent	31%
Vision	
Employee	30%
Dependent	25%
Life	
Employee	87%
Dependent	21%
Accidental Death/ Dismemberment	
Employee	71%
Dependent	12%
Short-Term Disability	
Employee	56%
Dependent	6%
Long-Term Disability	
Employee	48%
Dependent	8%

In addition to insurance benefits, many of the participating companies reported offering other benefits to their hourly employees as shown below. Many employers offer more than one other benefit.

Other Benefits – Hourly Workers	# of Employers
Supplemental Life Insurance	48
Business Travel/Mileage	43
Prescription Drug Card	35
Employee Assistance Plan	34
Eyewear Discount	32
Uniform Discount	15
Legal	14
Cell Phone	11
Computer	10
Transportation	6
Identity Theft	4

FINANCIAL PLANS – HOURLY WORKERS

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

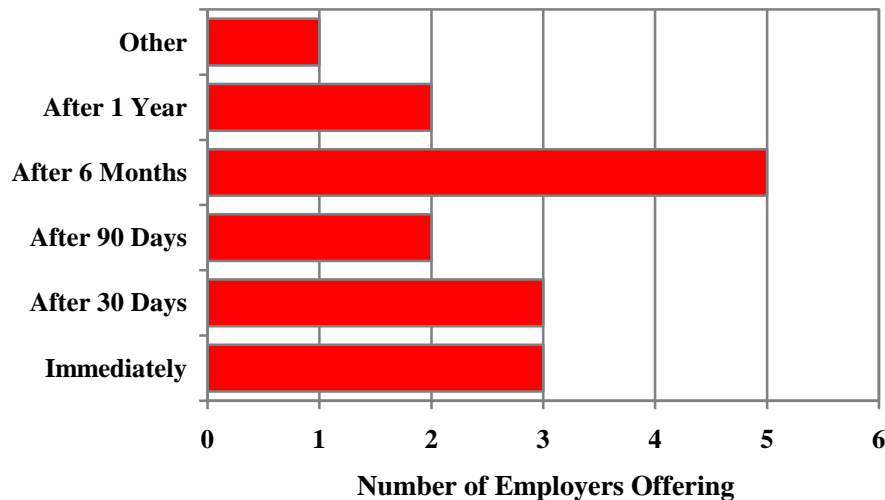
Financial Plans Offered	# of Employers
401K Plan	39
Health Savings Plan/FSA	34
Tuition Reimbursement	27
Credit Union	17
Annual Bonus	14
Pension Plan	12
Production/Incentive Bonus	10
Profit-Sharing Plan/Gainsharing	7
403B	7
Safety Bonus	5
Savings Plan	5
Stock Purchase/Stock Options	4
Quarterly Bonus	4
ESOP/ESPP	3
Attendance Bonus	2
Monthly Bonus	1
Childcare Assistance	1

15 companies reported their company's 401K match, averaging 11.1%.

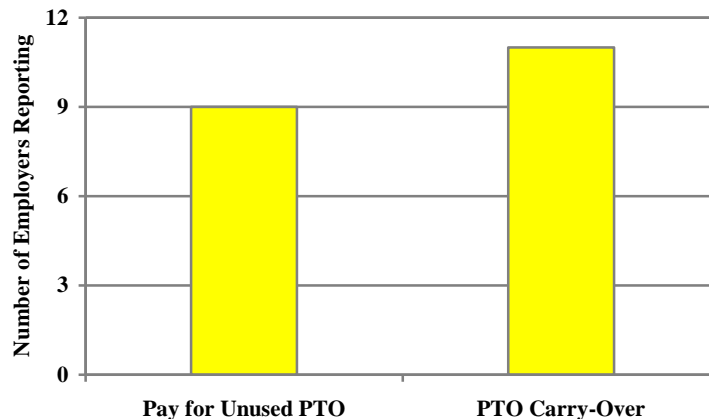
PAID LEAVE – HOURLY WORKERS

The following information reflects the data collected from the participating employers on paid time off or paid leave for hourly workers. Examples of paid leave include holidays, vacation, and sick leave. Although many companies reported information for each of the paid leave categories, 16 companies reported combining these categories into general leave or personal time off (PTO). Eligibility for PTO was reported by these companies as follows:

PTO Eligibility Periods - Hourly Workers

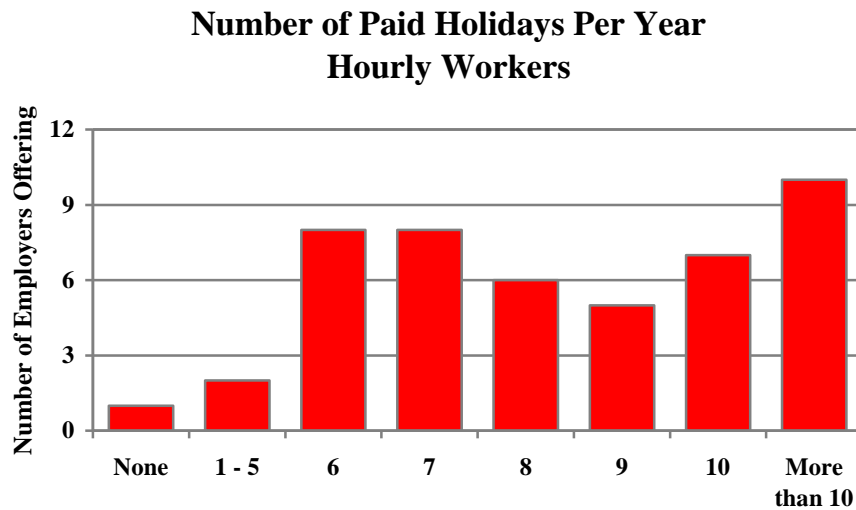


The companies reported that the amount of PTO was based on the length of service of employees. Of these companies, 9 offer pay for unused PTO and 11 offer PTO carry-over.

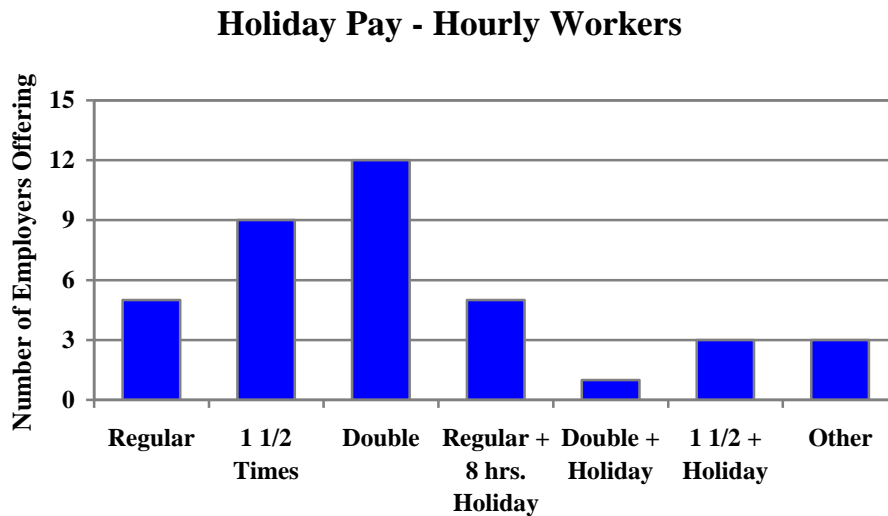


Holidays – Hourly Workers

The number of paid holidays per year for hourly workers as reported by the responding employers ranges from none to over ten as illustrated in the chart below.



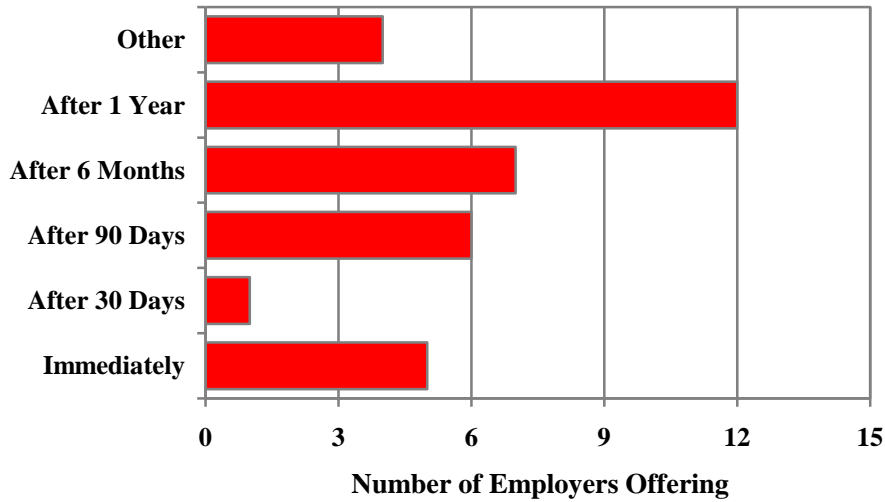
Those companies responding to the holiday pay question reported the following pay rates for those hourly workers who work on holidays.



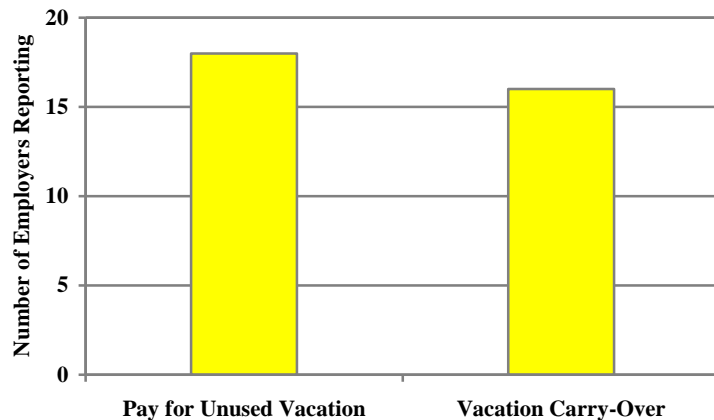
Vacation – Hourly Workers

38 of the participating employers reported vacation time for hourly employees. Reported eligibility periods for vacation time are shown in the chart below.

Vacation Eligibility Periods - Hourly Workers

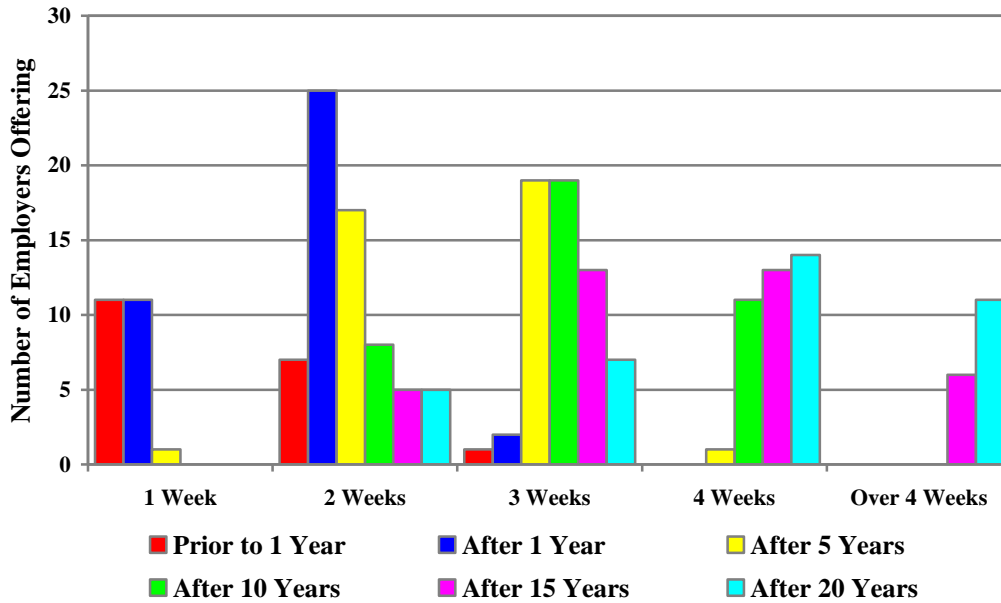


Further, of the reporting companies, 18 reported pay for unused vacation time, and 16 companies allowed vacation carry-over for their hourly workers.



The accompanying chart shows the number of participating companies who reported offering specific numbers of vacation weeks prior to one year of employment, after one year of employment, after five years, after ten years, after fifteen years and after twenty years of employment. 8 companies reported prorating vacation time during the first year.

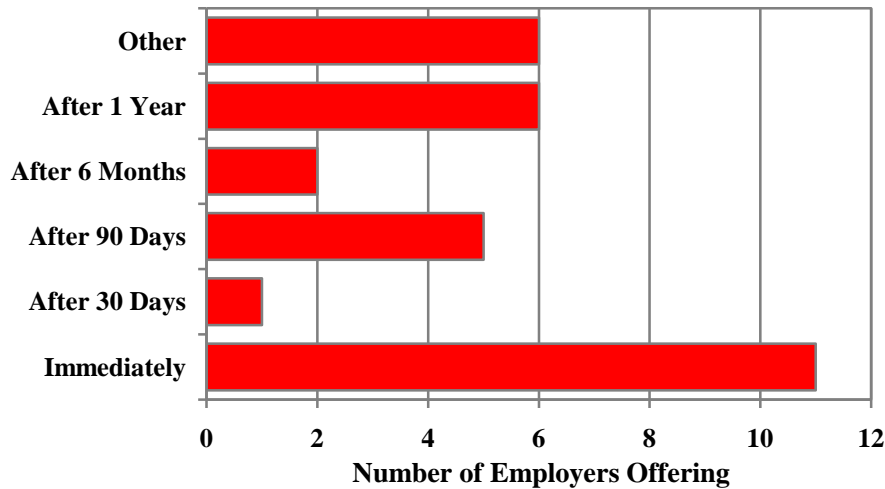
Number of Vacation Weeks - Hourly Workers



Sick Leave – Hourly Workers

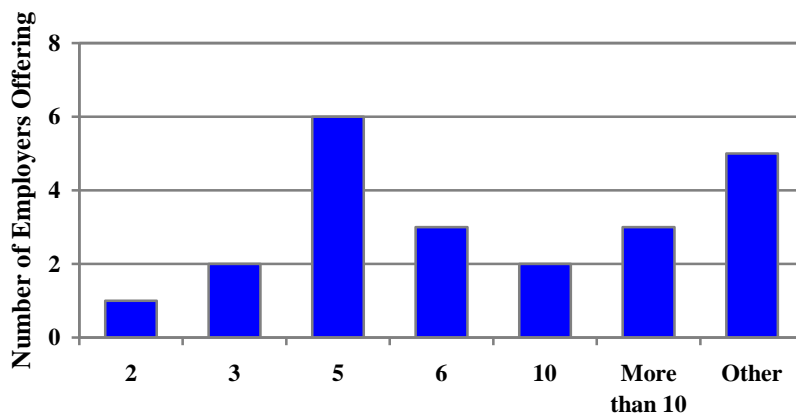
Of the participating companies, 31 reported offering paid sick leave for hourly employees. The following chart gives eligibility times for sick leave for hourly workers.

**Sick Leave Eligibility Periods
Hourly Workers**

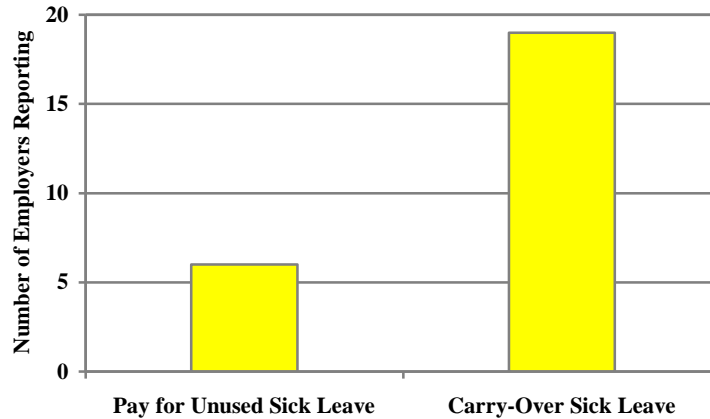


9 of the companies reported that the amount of sick leave was based on the length of service of employees. The remainder reported the number of sick days per year to be the following:

**Number of Sick Days Per Year
Hourly Workers**

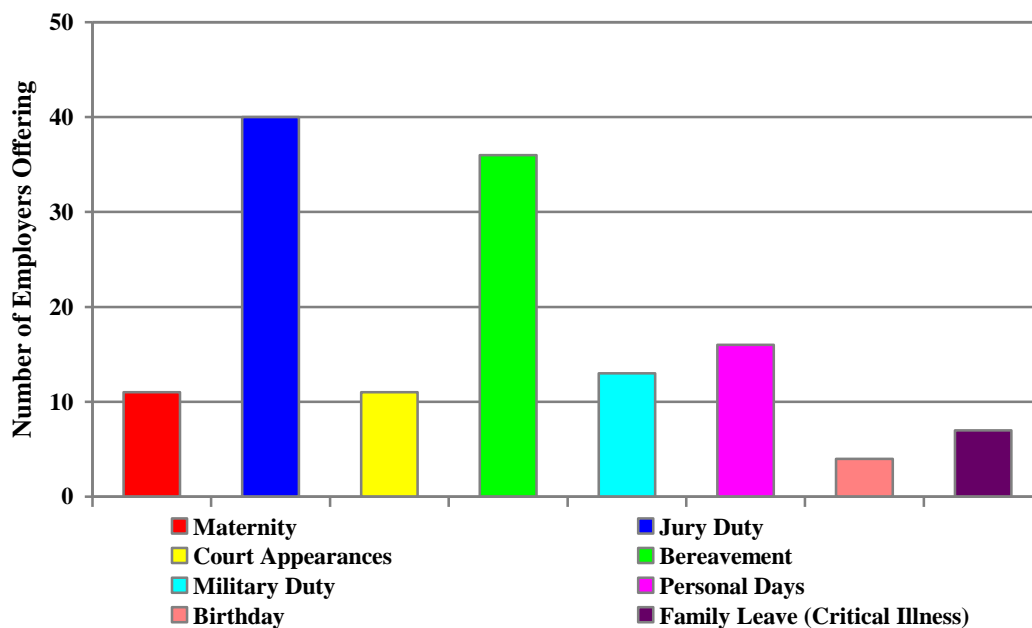


Additionally, of the reporting companies, 6 companies reported pay for unused sick leave, and 19 allowed sick leave carry-over for hourly workers.



Other Paid Leave – Hourly Workers

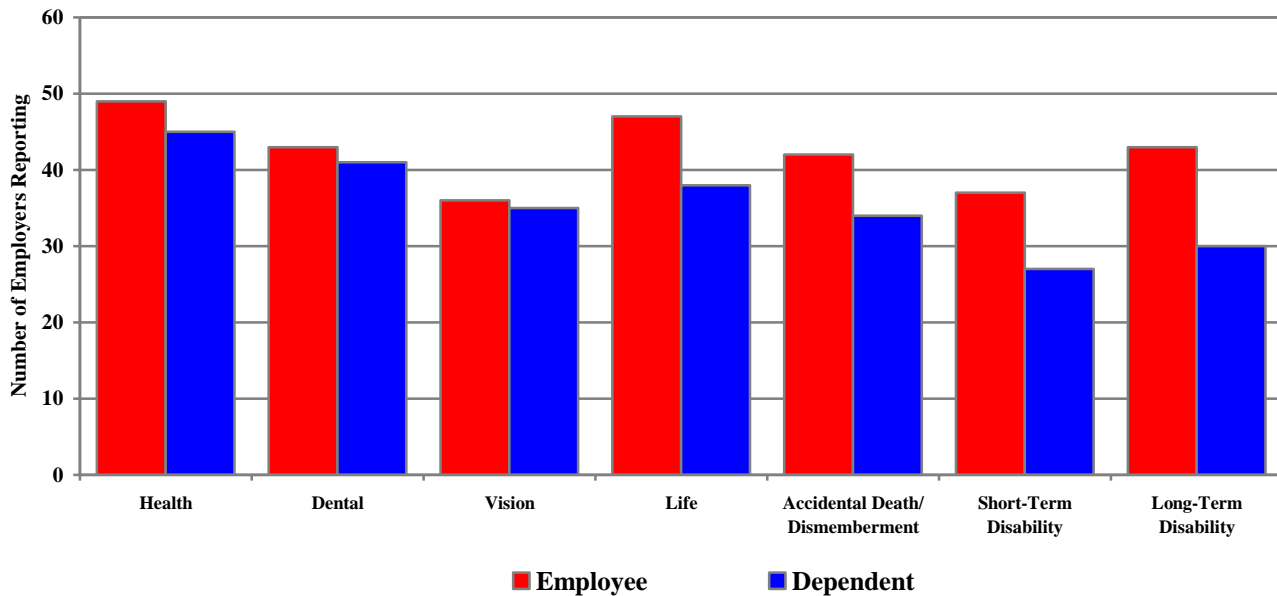
Participating employers were asked to report whether their companies gave additional paid time off to hourly employees for maternity/paternity, jury duty, court appearances, bereavement, military duty, personal days, birthdays or other categories. The chart below shows the number of companies reporting each category.



FRINGE BENEFITS – SALARIED WORKERS

The following pages deal with fringe benefits reported by the participating companies for their salaried workers.

INSURANCE COVERAGE – SALARIED WORKERS



The above chart separates insurance coverage into the categories of health, dental, vision, life, accident, short-term disability and long-term disability and gives the number of participating employers reporting offering each type of insurance coverage for their salaried workers and families regardless of the percent of premium paid for by the company. As noted, 49 of the participating companies reported providing health insurance for salaried employees, and 45 companies reported providing health insurance for dependents.

The table on the following page shows the average percent of premium paid by the company for salaried employees and dependents in each of the insurance categories.

INSURANCE PREMIUMS PAID – SALARIED WORKERS

Type of Insurance	Average % of Premium Paid by Company
Health	
Employee	76%
Dependent	48%
Dental	
Employee	47%
Dependent	32%
Vision	
Employee	29%
Dependent	25%
Life	
Employee	86%
Dependent	19%
Accidental Death/ Dismemberment	
Employee	71%
Dependent	12%
Short-Term Disability	
Employee	61%
Dependent	6%
Long-Term Disability	
Employee	58%
Dependent	5%

In addition to insurance benefits, many of the participating companies reported offering other benefits to their salaried employees as shown below. Many employers offer more than one other benefit.

Other Benefits – Salaried Workers	# of Employers
Business Travel/Mileage	49
Supplemental Life Insurance	48
Prescription Drug Card	35
Employee Assistance Plan	34
Cell Phone	33
Eyewear Discount	32
Computer	28
Legal	14
Uniform Discount	9
Transportation	8
Identity Theft	4

FINANCIAL PLANS – SALARIED WORKERS

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

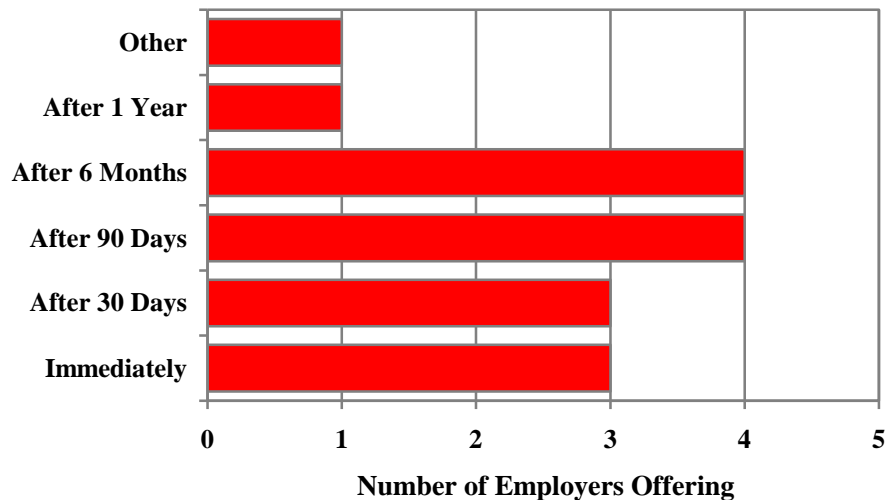
Financial Plans Offered	# of Employers
401K Plan	40
Health Savings Plan/FSA	37
Tuition Reimbursement	27
Annual Bonus	21
Credit Union	16
Pension Plan	12
Production/Incentive Bonus	10
Stock Purchase/Stock Options	8
403B	7
Quarterly Bonus	7
Profit-Sharing Plan/Gainsharing	6
Savings Plan	5
ESOP/ESPP	4
Safety Bonus	1
Attendance Bonus	1
Childcare Assistance	1
Monthly Bonus	1

15 companies reported their company's 401K match, averaging 11.47%.

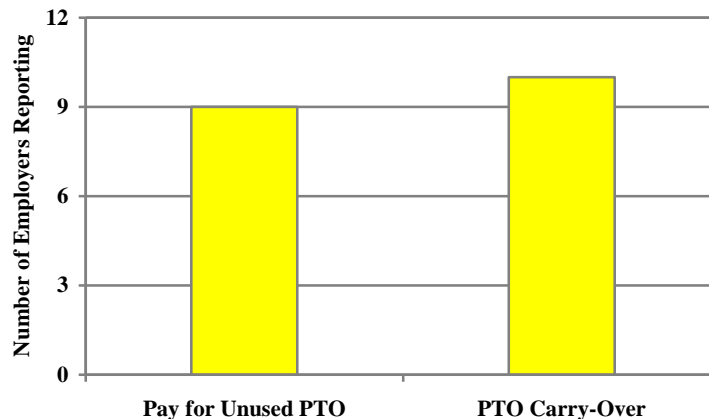
PAID LEAVE – SALARIED WORKERS

The following information reflects the data collected from the participating employers on paid time off or paid leave for salaried workers. Examples of paid leave include holidays, vacation, and sick leave. Although many companies reported information for each of the paid leave categories, 16 companies reported combining these categories into general leave or personal time off (PTO). Eligibility for PTO was reported by these companies as follows:

PTO Eligibility Periods - Salaried Workers



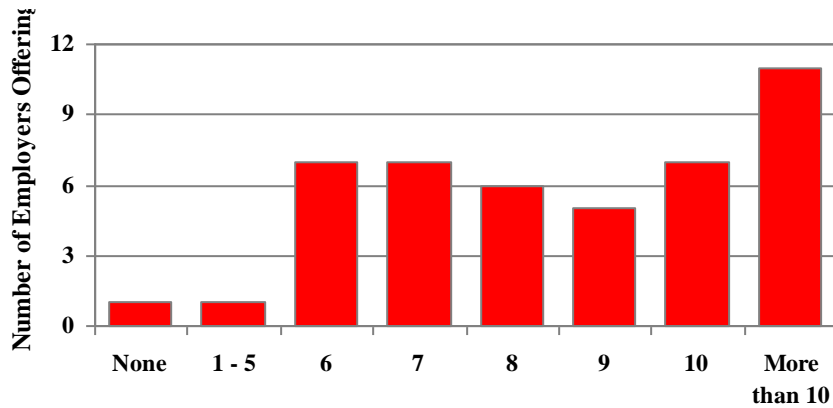
The companies reported that the amount of PTO was based on the length of service of employees. Of these companies, 9 offer pay for unused PTO and 10 offer PTO carry-over.



Holidays – Salaried Workers

The number of paid holidays per year for salaried workers as reported by the responding employers ranges from none to over ten. In addition, 5 companies reported that salaried employees may take an extra day off as comp time if they work on a holiday.

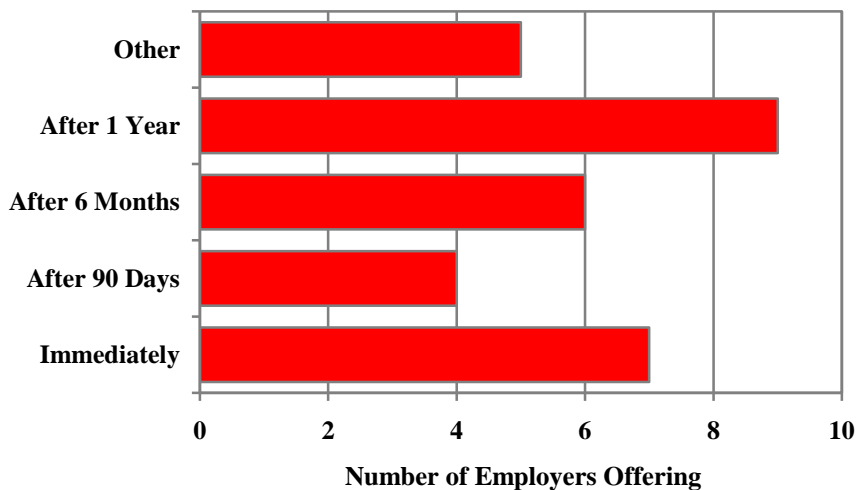
**Number of Paid Holidays Per Year
Salaried Workers**



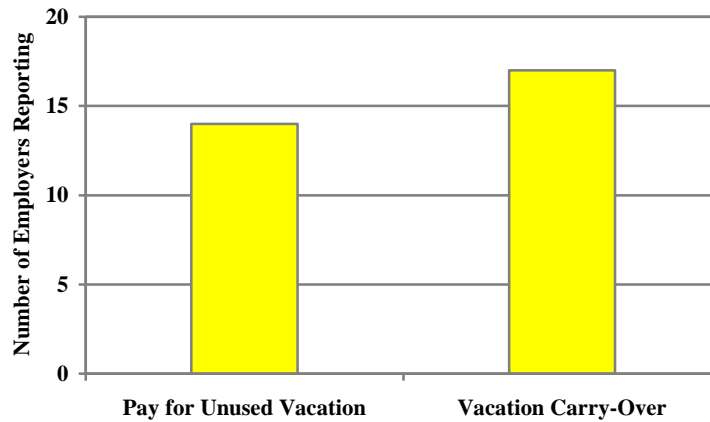
Vacation – Salaried Workers

36 of the participating employers reported vacation time for salaried employees. Reported eligibility periods for vacation time are shown in the chart below.

Vacation Eligibility Periods - Salaried Workers

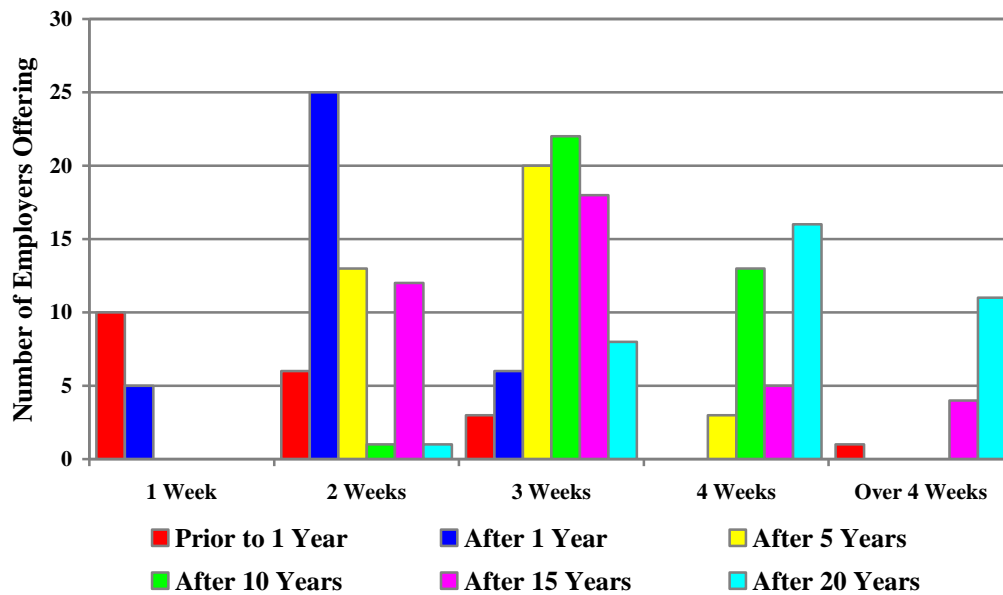


Further, of the reporting companies, 14 reported pay for unused vacation time, and 17 companies allowed vacation carry-over for their salaried workers.



The accompanying chart shows the number of participating companies who reported offering specific numbers of vacation weeks prior to one year of employment, after one year of employment, after five years, after ten years, after fifteen years and after twenty years of employment. 8 companies reported prorating vacation time during the first year.

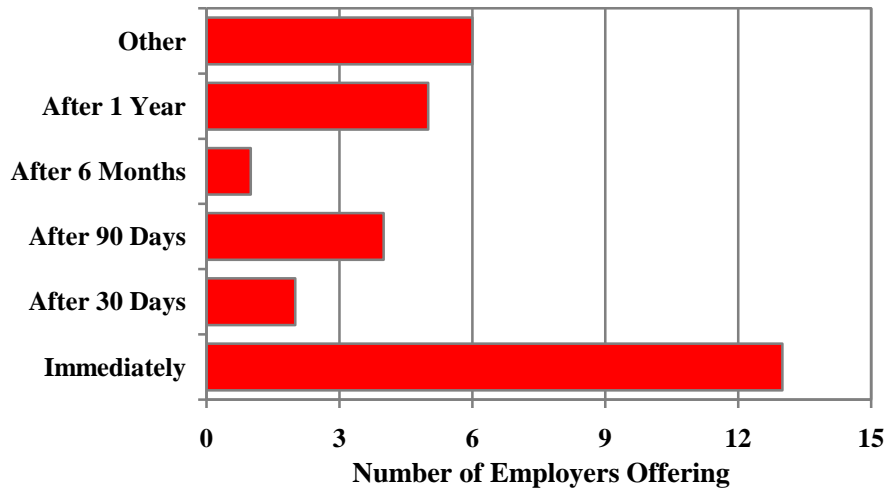
Number of Vacation Weeks - Salaried Workers



Sick Leave – Salaried Workers

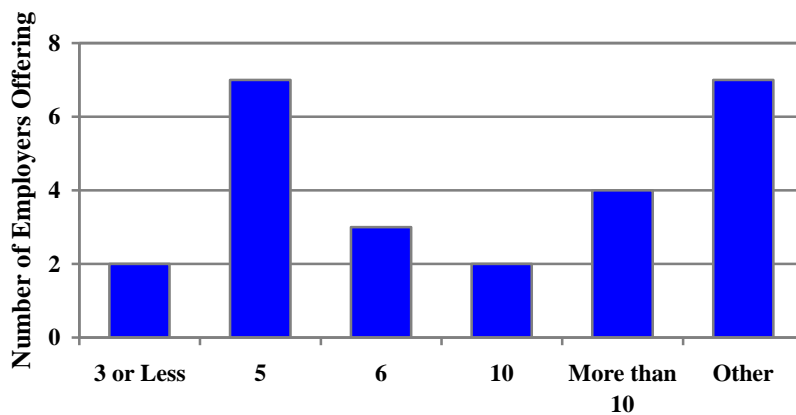
Of the participating companies, 32 reported offering paid sick leave for salaried employees. The following chart gives eligibility times for sick leave for salaried workers.

**Sick Leave Eligibility Periods
Salaried Workers**

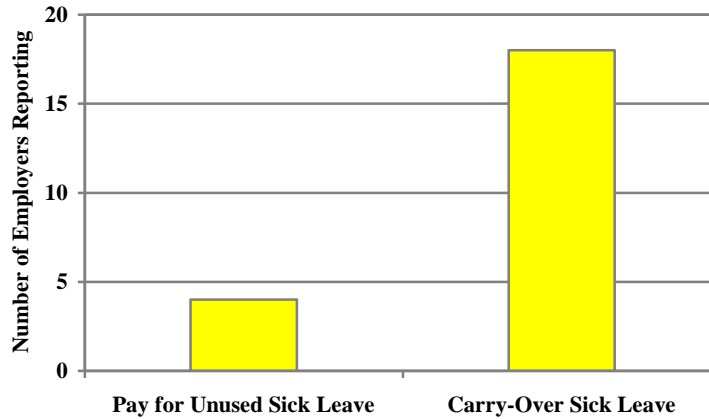


6 of the companies reported that the amount of sick leave was based on the length of service of employees. The remainder reported the number of sick days per year to be the following:

**Number of Sick Days Per Year
Salaried Workers**

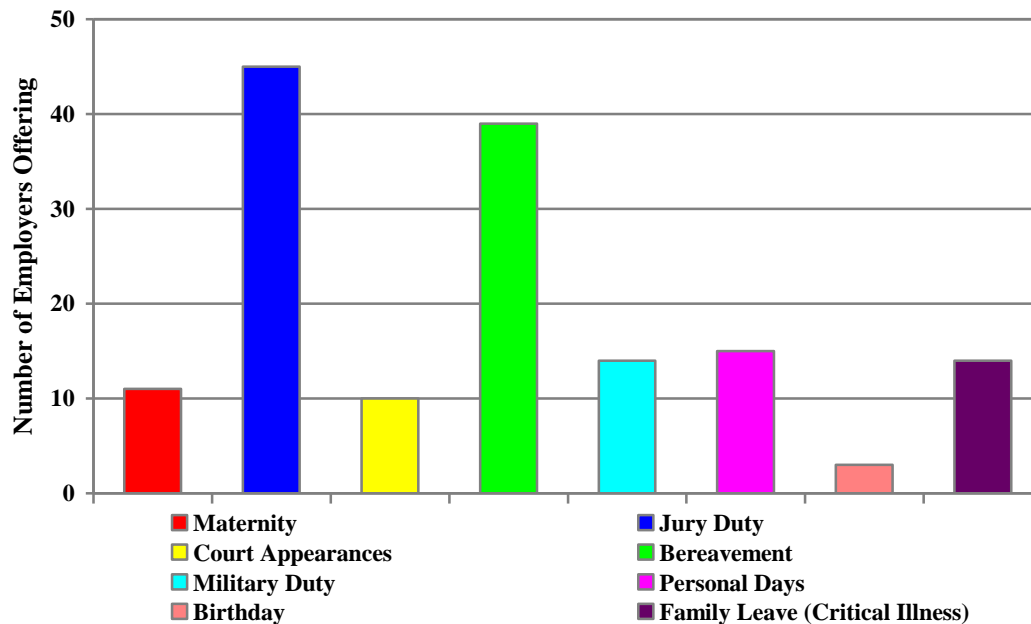


Additionally, of the reporting companies, 4 companies reported pay for unused sick leave, and 18 allowed sick leave carry-over for salaried workers.



Other Paid Leave – Salaried Workers

Participating employers were asked to report whether their companies gave additional paid time off to salaried employees for maternity/paternity, jury duty, court appearances, bereavement, military duty, personal days, birthdays or other categories. The chart below shows the number of companies reporting each category.



APPENDICES

APPENDIX A

Most Difficult Jobs to Fill (as reported by participating Waco area employers)

Difficult to Fill Position	Number of Companies Reporting
Skilled Labor	5
Licensed Therapists	4
Certified Science & Math Teachers	3
CDL Drivers	3
Professional Positions	2
Maintenance Specialists	2
Custodial	2
Engineers	2
Computer Programmers	1
Direct Care Providers	1
Psychologists	1
Case Managers	1
Night Shift	1
Senior Lenders	1
Certified Science & Math Teachers	1
Maintenance Specialists	1
CNC Machinist	1
Blueprint Reading	1
Design Engineer	1
Experienced Materials Managers	1
Professional Positions	1
Technical Jobs	1
Specialized Skills	1
Call Center	1
Finish Blade Operators	1
Cardiac Cath Lab	1
Director-Level Positions	1
Bilingual Teachers	1
Speech Pathologist	1
Operations Supervisor	1
Retail Cashiers	1
Donation Attendants	1
CDL Driver	1
Custodial	1
Cafeteria Workers	1
Machine Operators	1

Difficult to Fill Position	Number of Companies Reporting
Sales	1
Nursing Faculty	1
3 rd Shift	1
2 nd Shift Warehouse Associate	1
Front Counter Sales	1
Distribution	1
Engineers	1
Coders	1
Financial Professionals	1
Sales Management	1
Management Trainee	1
Mid-to-Upper Management	1
Mechanical Design Engineer	1
Electrical Engineers	1
Skilled Mechanic	1
Management	1
Controls Technician	1
Aircraft Engineers	1
Skilled Aircraft Techs	1
Quality Assurance	1

APPENDIX B**Easiest Jobs to Fill
(as reported by participating Waco area employers)**

Position	Number of Companies Reporting
Clerical	11
Entry Level	8
Factory Production	6
Warehouse Associate	5
Admin Clerks	3
Customer Service	3
General Labor	3
Hourly Unskilled	3
Support Staff	1
Wait Staff	1
Bachelor Level Case Managers	1
Correctional Officers	1
Relationship Bankers	1
Case Managers	1
Professional Truck Driver	1
Auxiliary Employees	1
Professional Staff	1
Line Feed	1
Custodial	1
1 st Shift	1
1 st Shift Warehouse Associate	1
Nursing Support	1
Test Technicians	1
Production Caseworkers	1

APPENDIX C

General Skills Lacking in the Workforce (as reported by participating Waco area employers)

General Skill Lacking	Number of Companies Reporting
Computer	12
Writing	9
Communication	8
Work Ethic	6
English Language	5
Customer Service	4
Accountability	2
Spoken Word	2
Technical Writing	2
Steady Employment History	2
Grammar	2
Getting to Work on Time/Attendance	2
Licensed Welders	2
Microsoft Office	2
Excel	2
Common Sense	1
General Interpersonal Relationship Building	1
Employer Loyalty	1
Staying with a Job for Any Length of Time	1
Reading	1
Speaking	1
Appropriate Interviewing Skills	1
Math	1
Measurement/Calculation	1
Blueprint Reading	1
Soldering for Electronic Components	1
People Management	1
Proofreading	1
Spelling	1
Adhering to Dress Code	1
Licensed Plumbers	1
Licensed Pipefitters	1
Electrical	1
Dependability	1
Clean Background Check	1
Willingness to Work	1
Life Management	1

General Skill Lacking	Number of Companies Reporting
Life Management	1
Lack of Professionalism	1
Orbital Tube Welding	1
Technical – Science, Technology, Engineering, Math	1
Mechanical	1
Maintenance – Industrial	1
Attention to Detail	1
Relevant Production Experience	1

APPENDIX D

Helpful Worker Training Courses (as reported by participating Waco area employers)

Training Courses	Number of Companies Reporting
General Computer	6
Microsoft Office	5
Customer Service	4
Communications	4
Excel/Word	3
Supervisory	2
Grammar	2
Professional Wait Staffing	1
Basic English Language	1
Blueprint Reading	1
Lean Manufacturing Processes	1
Math/Calculations/Measurement Readings	1
Chemical Processing/Reactions	1
Proofreading	1
Understanding Franchising	1
Leadership	1
Employment Laws & Benefits Explanation	1
Plumbing	1
Pipefitting	1
Life Management	1
Effective Safety Programs	1
Immigration-Related Seminars	1
Work Ethics, Professionalism	1
Technician Training (Electrical & Industrial)	1
Certifications for CPR	1
Certifications for Forklift	1
Certifications for Hazwoper	1
Presentation Skills	1
Proper Business Writing	1
Controls for Maintenance	1
Aerospace-Specific	1

APPENDIX E

Management Development Programs (as reported by participating Waco area employers)

Position	Number of Companies Reporting
Supervisory	8
People Management	4
Leadership	4
Managing Employees	2
Employee Feedback	2
Communication Skills	1
Creating Accountability	1
Change Management	1
Customer Service	1
Project Management	1
MAPICS	1
John Maxwell Programs	1
Stephen Covey Programs	1
Hiring/Training	1
Employee Engagement	1
Employee Coaching	1
Any Available	1
Team Building	1
Performance Feedback	1
Safety Management	1
Soft Skills	1
Making Good Business Decisions	1
Time Management	1



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