

# **Nacogdoches County Area Wage & Benefits Survey Report**

Prepared by the Nacogdoches Economic Development Corporation  
August 2022



# Table of Contents

<b>Introduction &amp; Executive Summary</b> .....	3
<b>Benefit Information</b>	
- <i>Holiday and Vacation</i> .....	5
- <i>Life Insurance</i> .....	10
- <i>Health Insurance</i> .....	14
- <i>Dental Insurance</i> .....	16
- <i>Vision Insurance</i> .....	18
- <i>Financial Plans/Misc.</i> .....	20
<b>Wage Information</b> .....	23
- <i>Wage Table Spreadsheets</i> .....	28

# Introduction & Executive Summary

Businesses within Nacogdoches County were contacted via email and asked to participate in a Wage and Benefits Survey. The intent was to collect current data and publish a report to help businesses determine their position in relation to other local businesses and portray Nacogdoches' business culture to potential employers. The survey was administered by Nacogdoches Economic Development Corporation staff during July and August 2022.

The survey was broken down into two parts – wage information by job description and fringe benefits offered to employees. Job descriptions were divided into exempt and non-exempt categories.

Respondents were asked to match their current job descriptions to the survey job categories, with a 50 % match as a minimum. The average wage was calculated using the lowest and highest-paid employees in each category.

The survey asked respondents if the company's benefits package was the same for both exempt and non-exempt employees. If different, responders completed two different sets of questions about benefits – one for exempt and one for non-exempt employees. The data in this summarized report has been conglomerated. To view specific data for exempt/non-exempt employees, please email [nedco@nedco.org](mailto:nedco@nedco.org).

## Executive Summary (Continued)

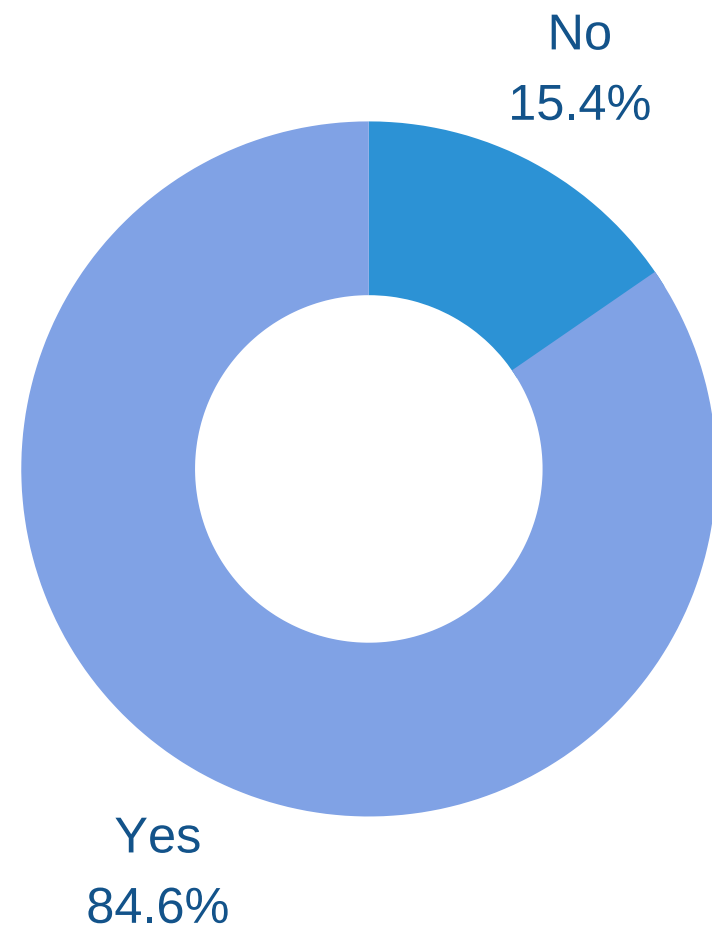
Responses were received from 26 Nacogdoches County firms, representing 9,144 workers and a variety of industry sectors. Twelve of the twenty-two businesses provided wage information. A few respondents filled out the benefits survey without providing wage information. Businesses ranged from the very small with 33 employees, all the way to the very large with 3,000 employees. As with most surveys, not all participants answered every question. As a result, the total number of responses for any single question may not equal the number of survey respondents.

All of the businesses surveyed provided the same wage and benefit package for exempt and non-exempt employees. Most companies reported offering some type of insurance to the employees and dependents. The most common insurance offered was health, life, dental, vision, and accidental death. Employers paid 50 to 100% of insurance costs for employees but typically didn't pay for dependent coverage costs.

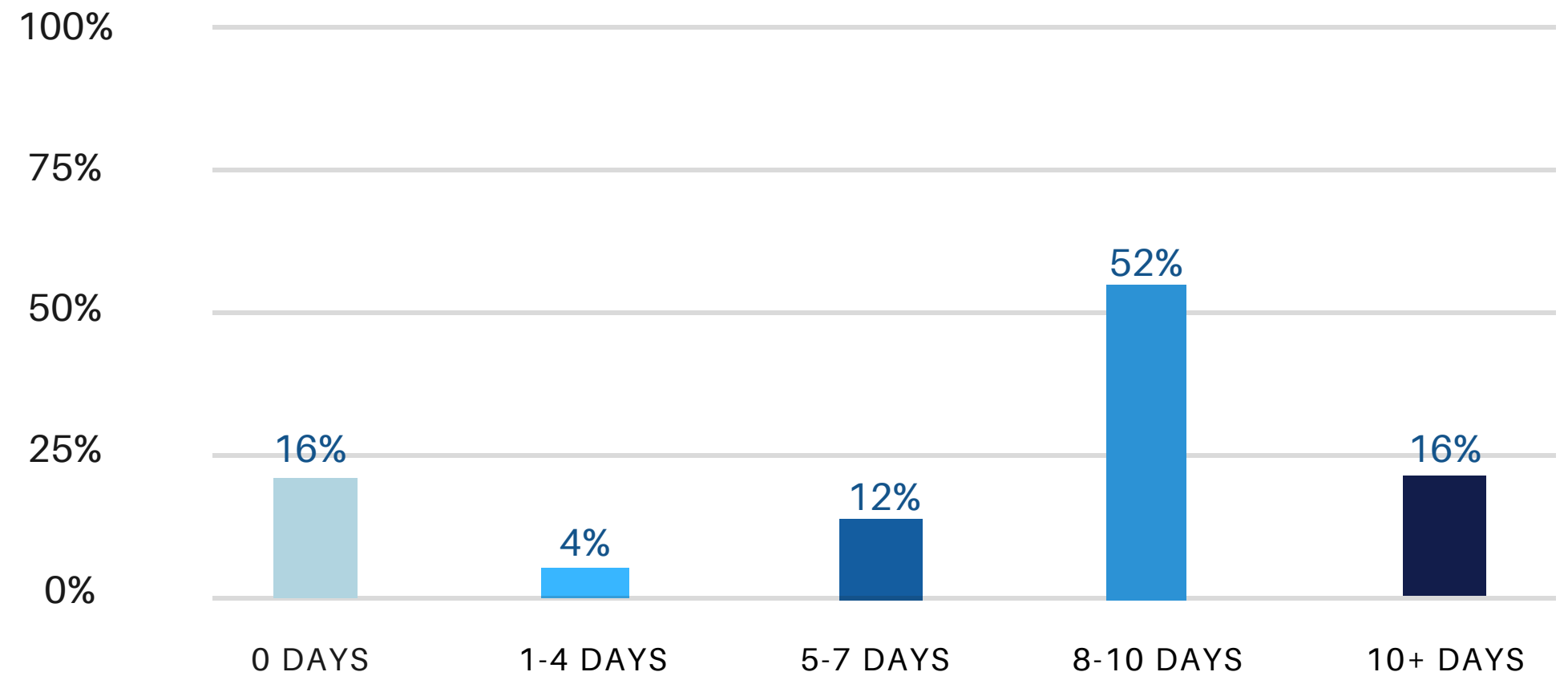
Though most companies offered various fringe benefits to their employees, the majority of them offered at least a 401K retirement and Health Savings Plan. Workers were also reimbursed for business travel and mileage. The largest percentage of companies used a Merit-based system to determine pay increases. Most businesses didn't provide an hourly shift differential for production workers.

# Benefits: Holidays & Vacation

Does your company offer paid holiday leave off?

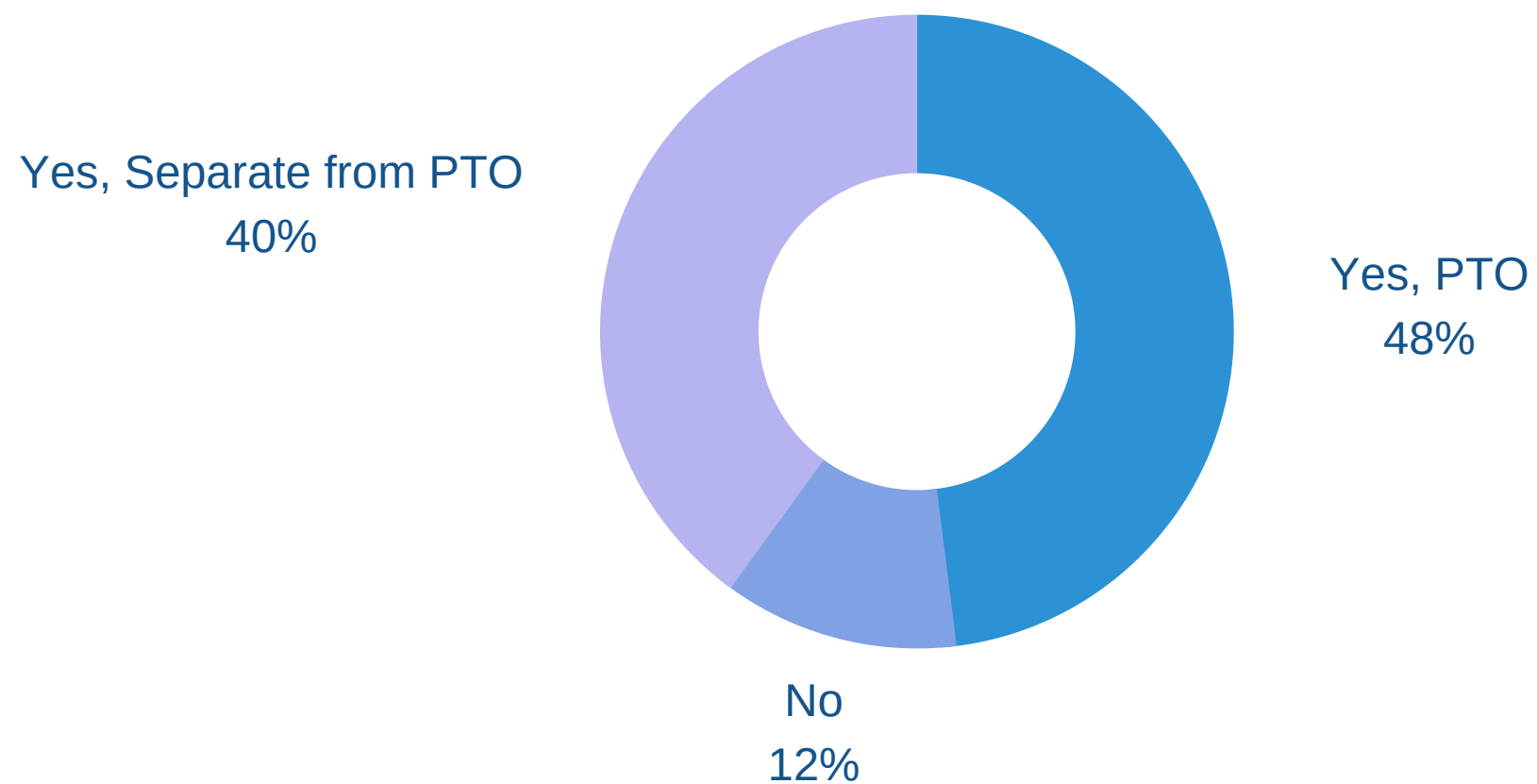


Number of Paid Holidays Given



# Benefits: Holidays & Vacation

Do you offer paid vacation time off?

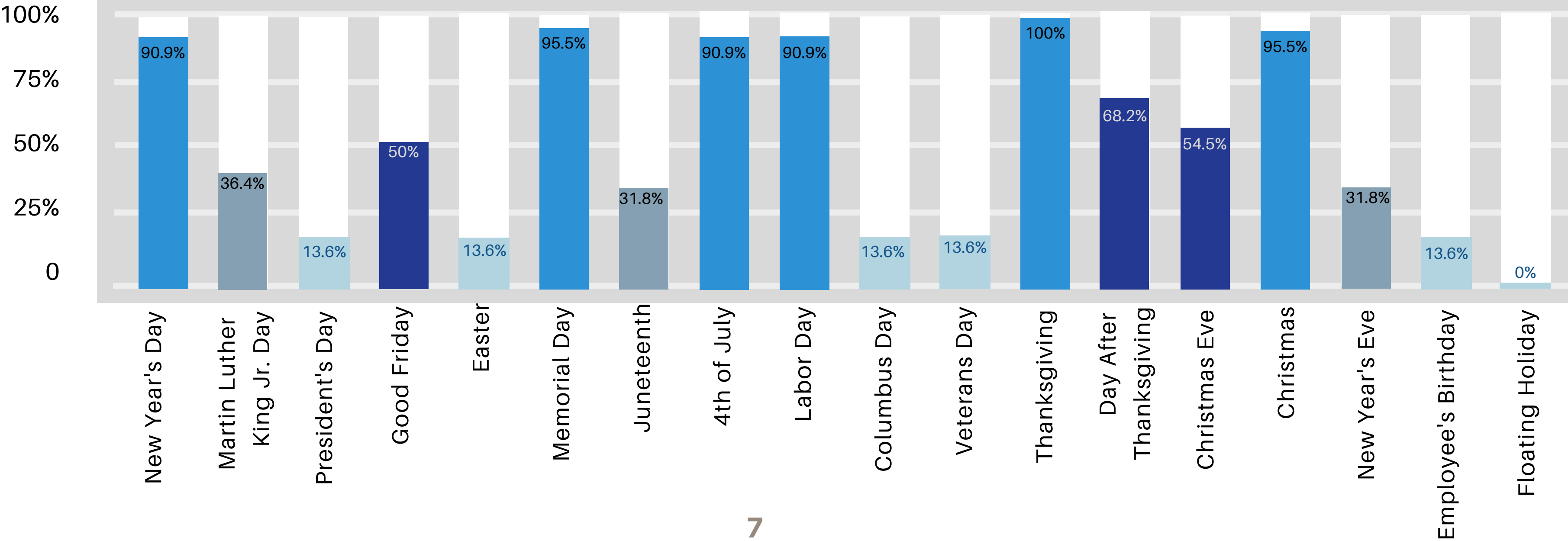


What are the attendance requirements to receive non-worked holiday pay?

- **47.8%** Work or take paid leave a full day before and after the holiday
- **30.4%** No requirements specified
- **17.4%** Work or take paid leave either the day before or day after the holiday
- **4.3%** For those who are off because of the holiday, they use their PTO (all in one bank), for those working the holiday they get paid time and a half

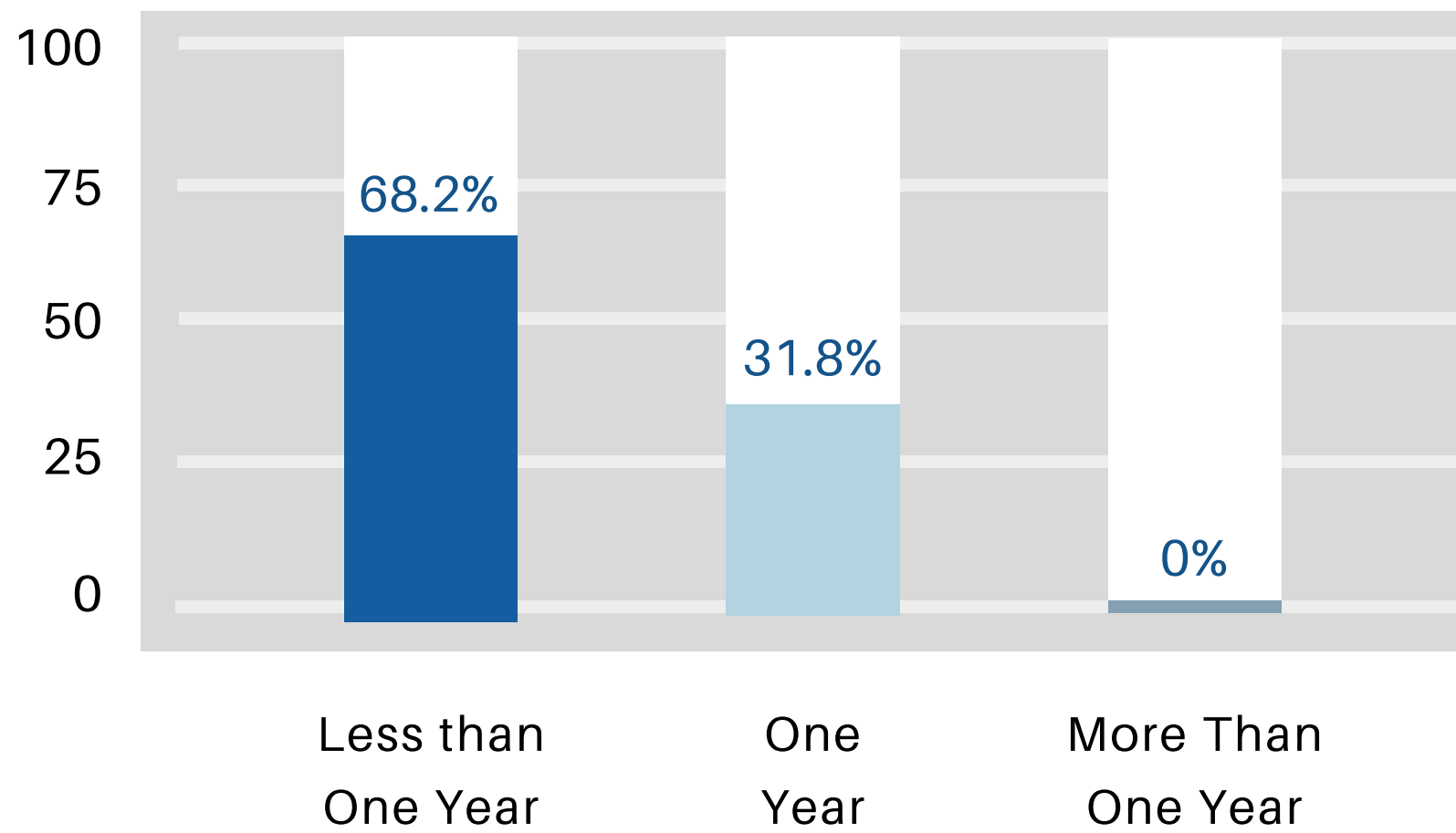
# Benefits: Holidays & Vacation

## Paid Holidays Offered

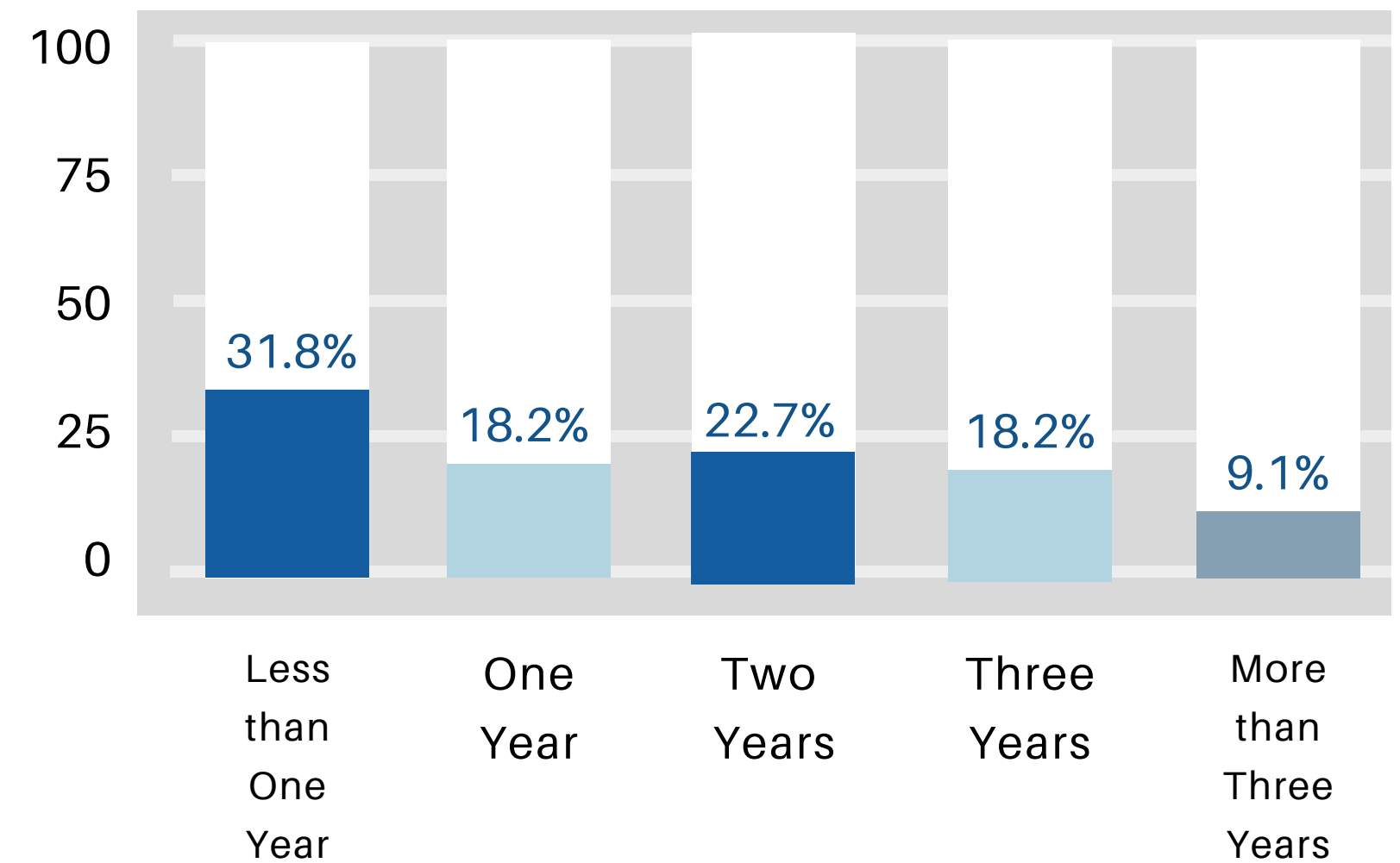


# Benefits: Holidays & Vacation

## Time of Service Required to Earn 1 Week of Paid Vacation



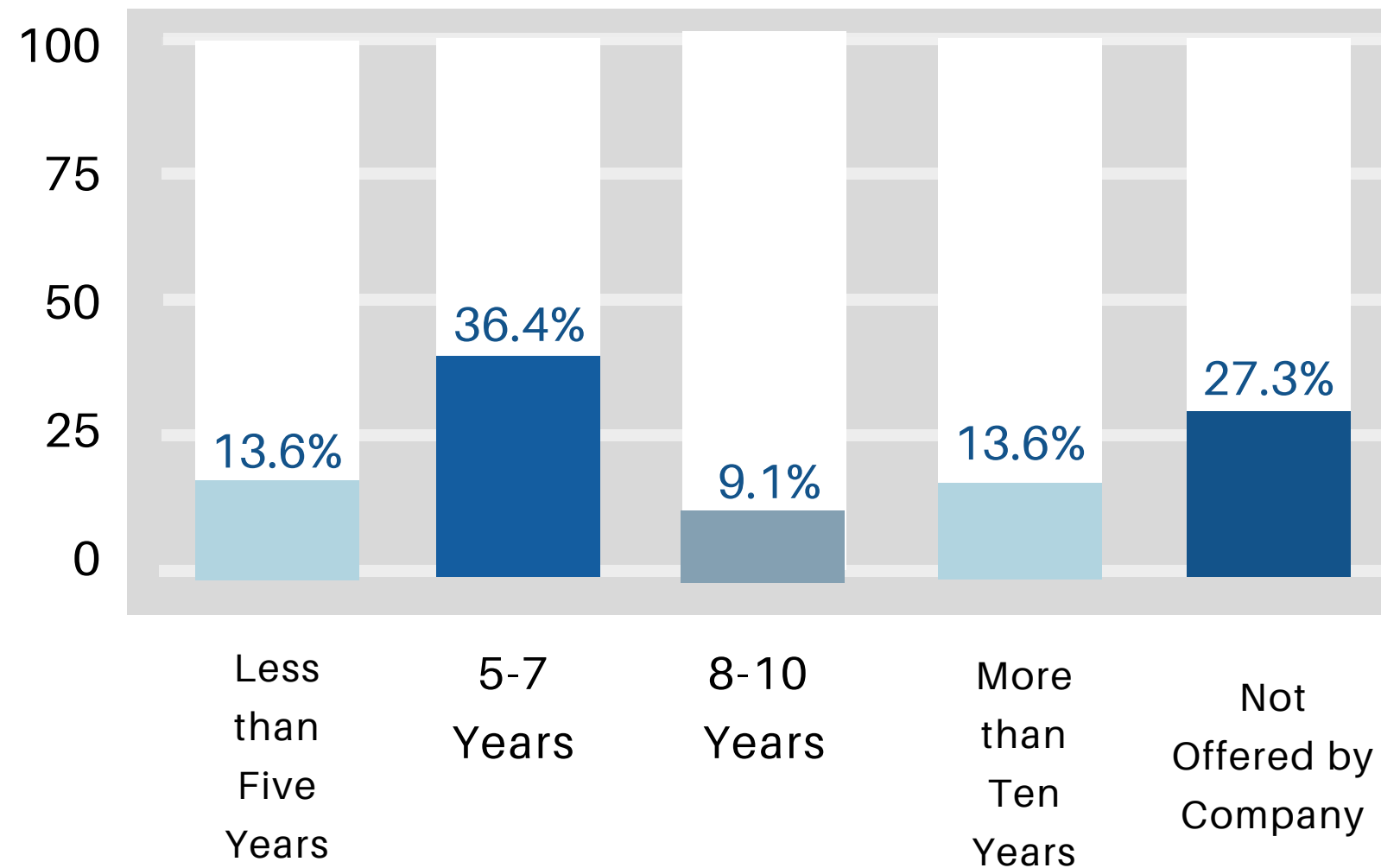
## Time of Service Required to Earn 2 Weeks of Paid Vacation



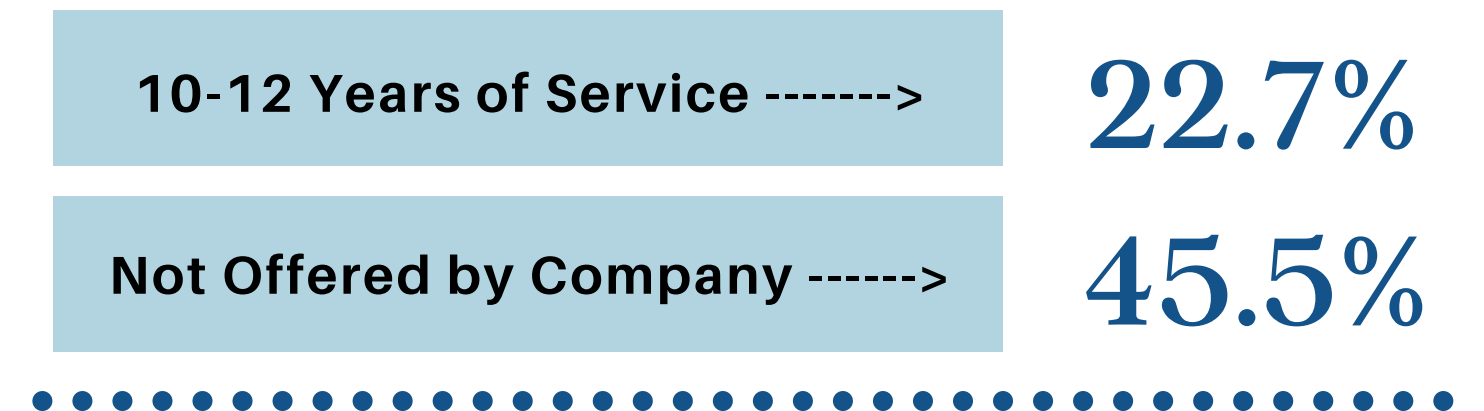


# Benefits: Holidays & Vacation

**Time of Service Required to Earn 3 Weeks of Paid Vacation**



**Time of Service Required to Earn 4 Weeks of Paid Vacation**

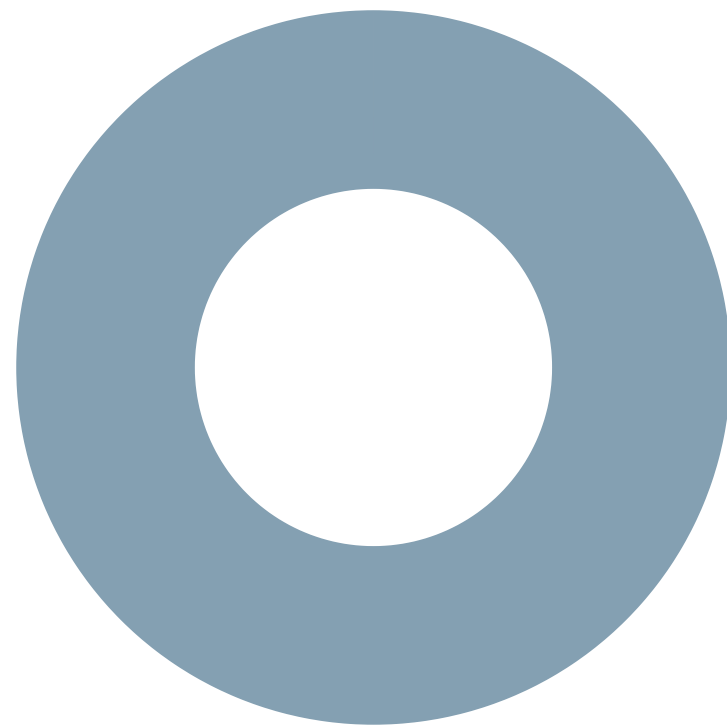


**Time of Service Required to Earn 5 Weeks of Paid Vacation**



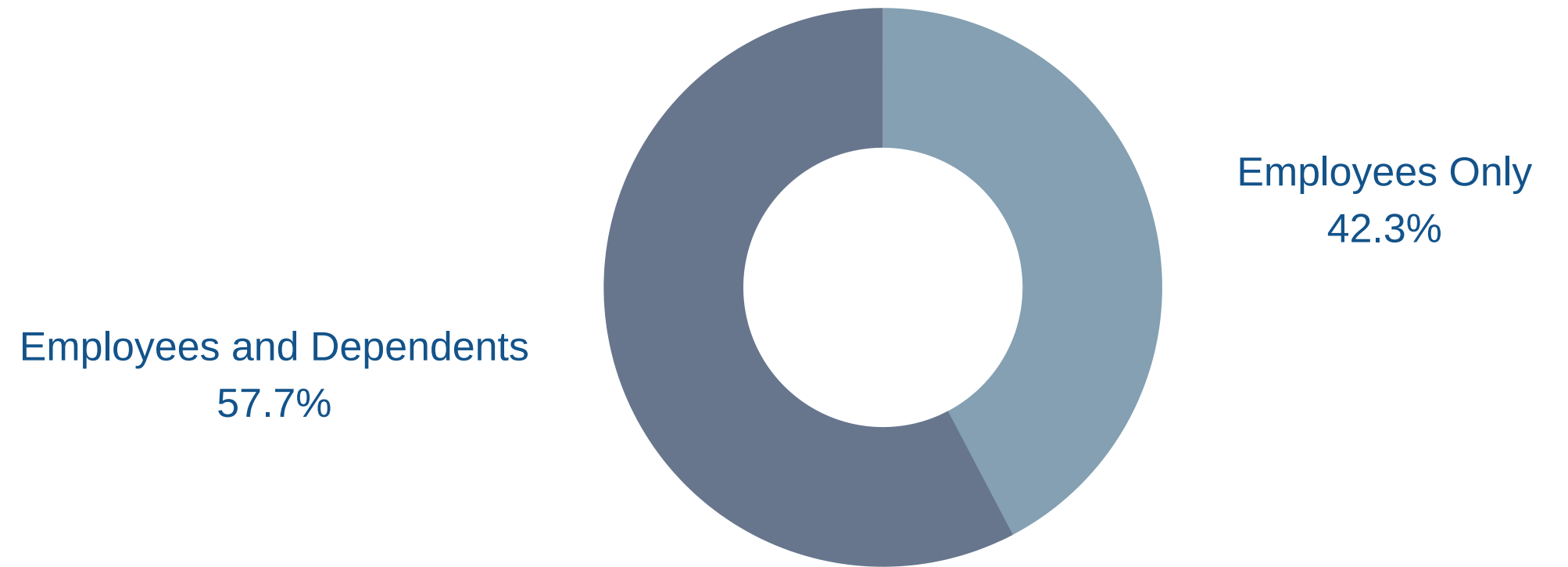
# Benefits: Life Insurance

Does Your Company Offer Life Insurance Coverage?



Yes  
100%

Who does your company offer life insurance to?

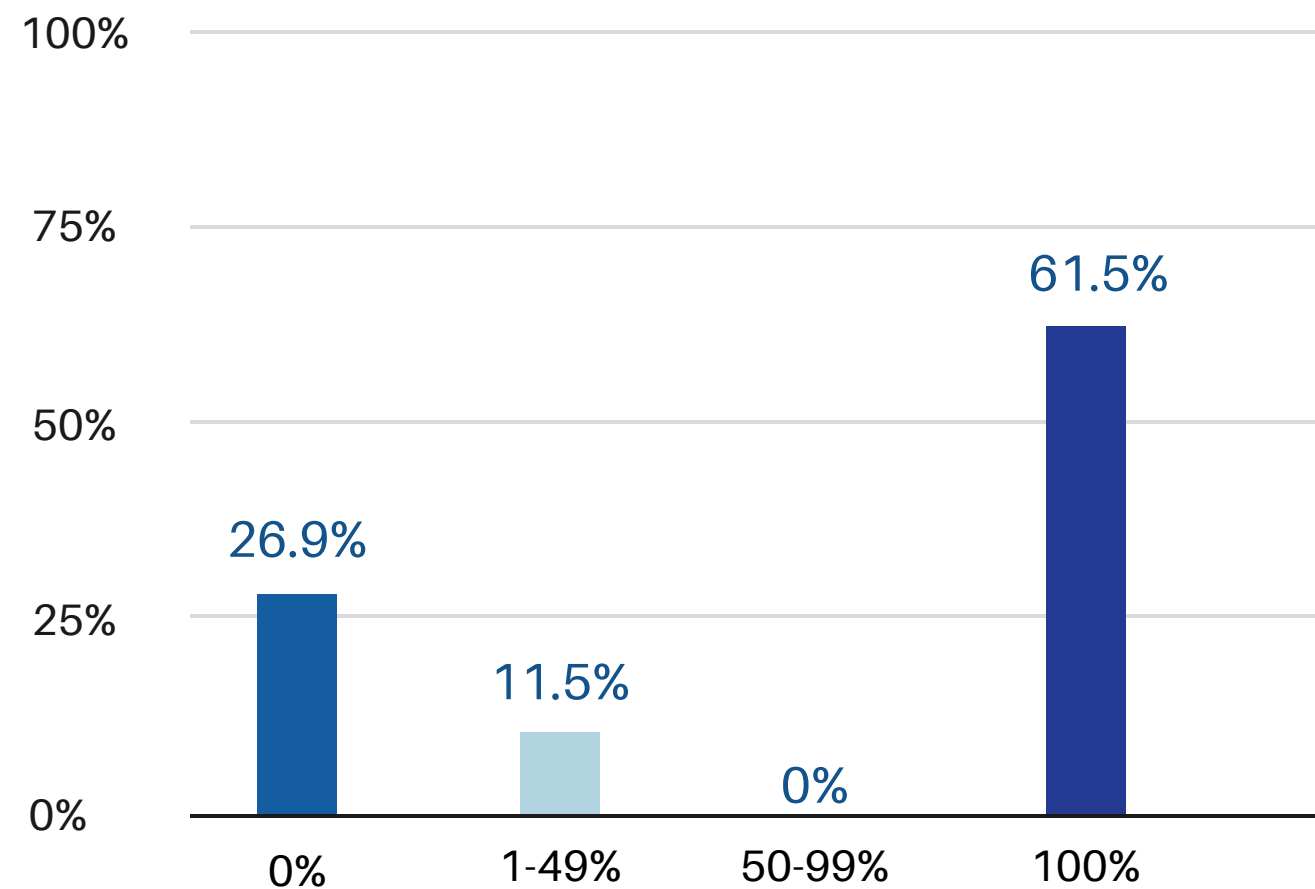


Employees and Dependents  
57.7%

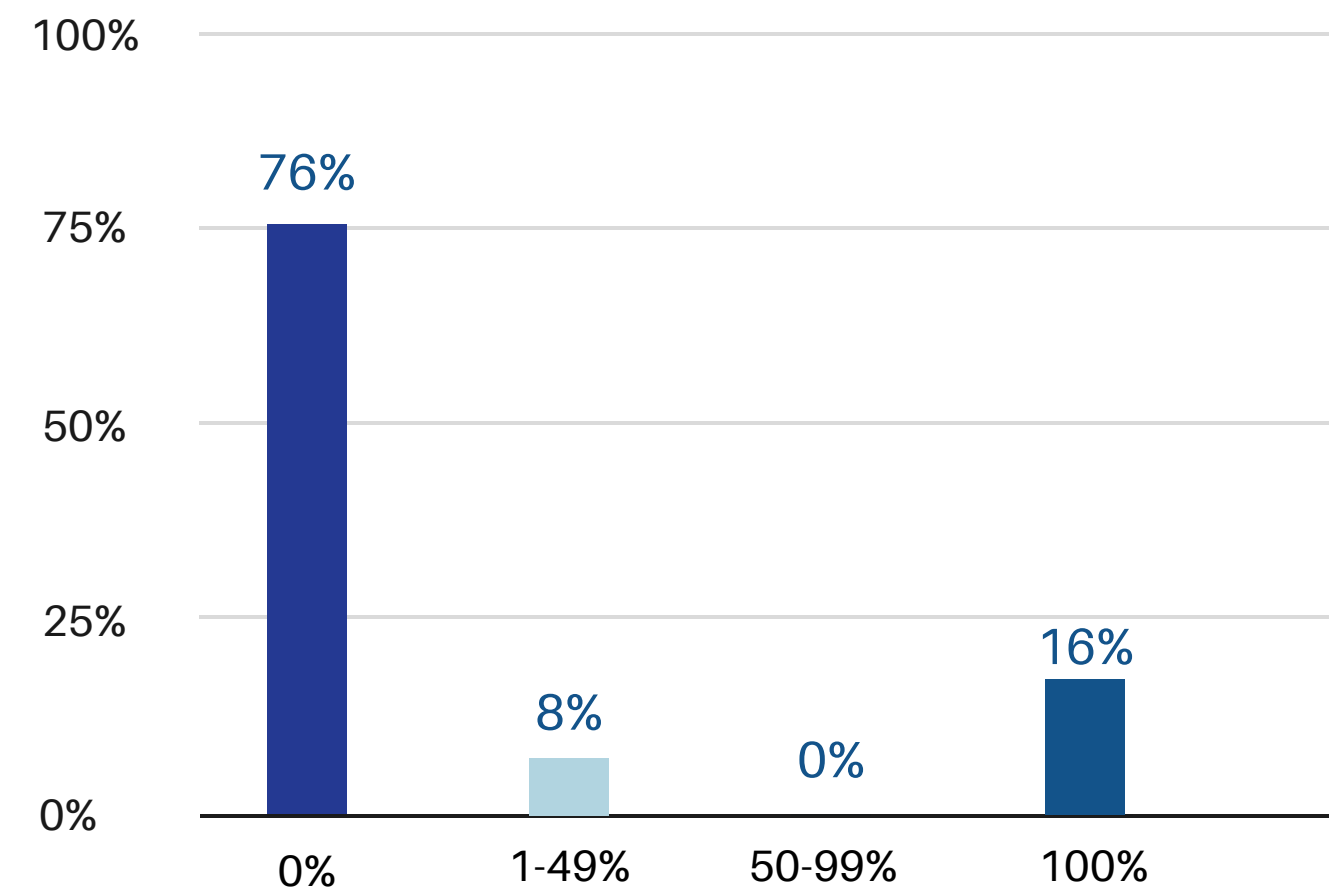
Employees Only  
42.3%

# Benefits: Life Insurance

What percent of the premium does the company pay for individual employee life insurance?

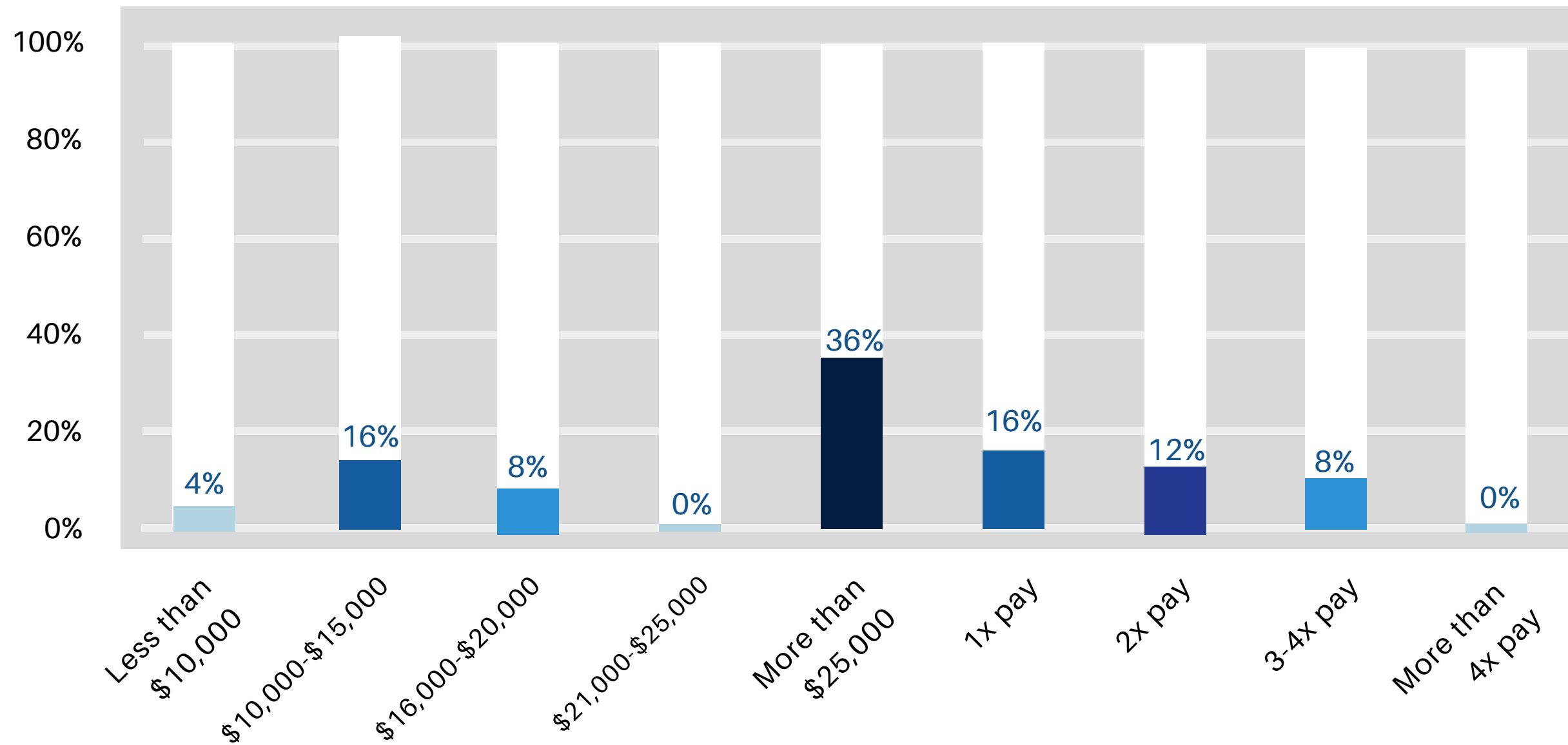


What percent of the premium does the company pay for dependents' life insurance?



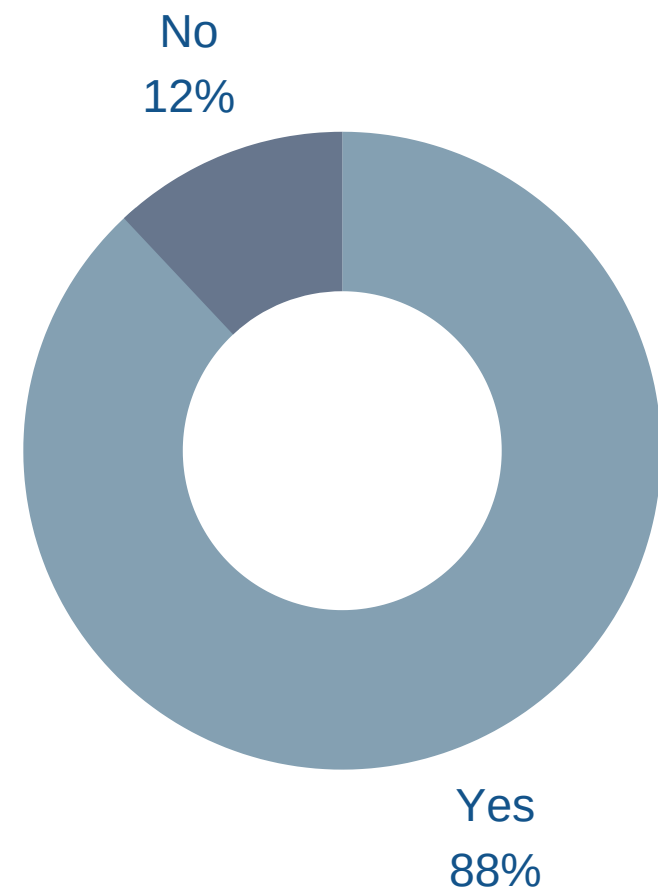
# Benefits: Life Insurance

What is the maximum employee death benefit?

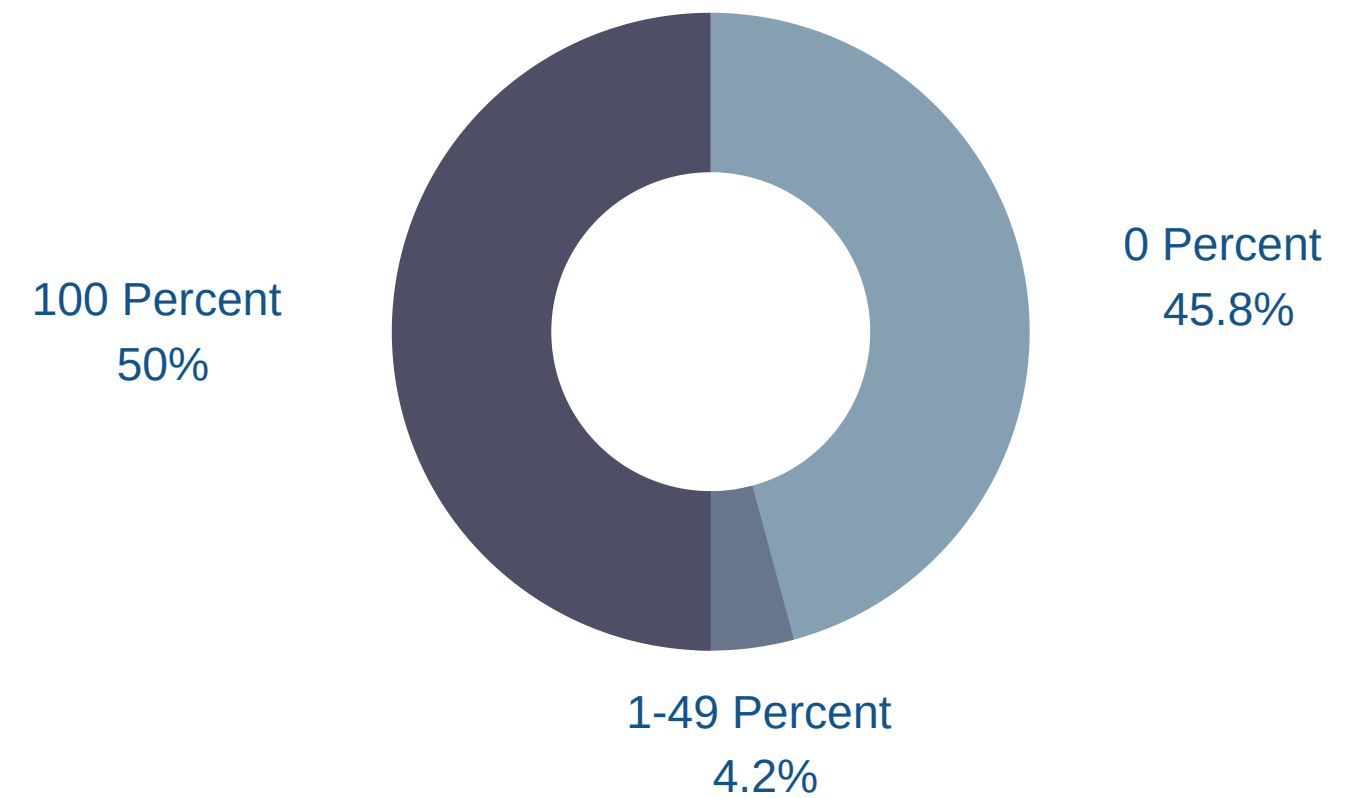


# Benefits: Life Insurance

Does your company offer employee accidental death insurance?

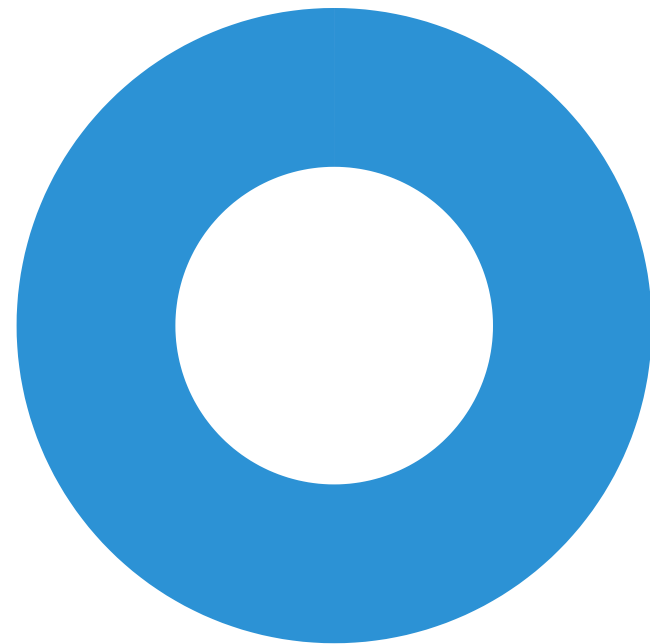


What percent of the premium does the company pay for accidental death insurance?



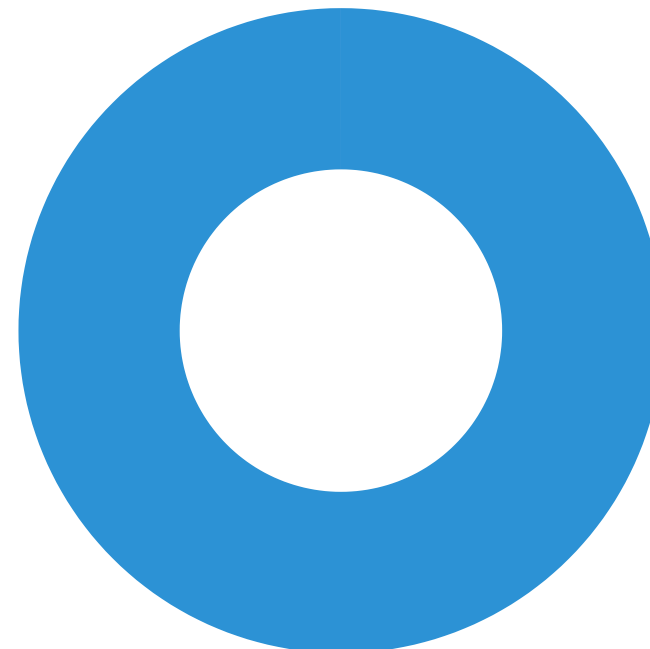
# Benefits: Health Insurance

Does your company offer health insurance coverage?



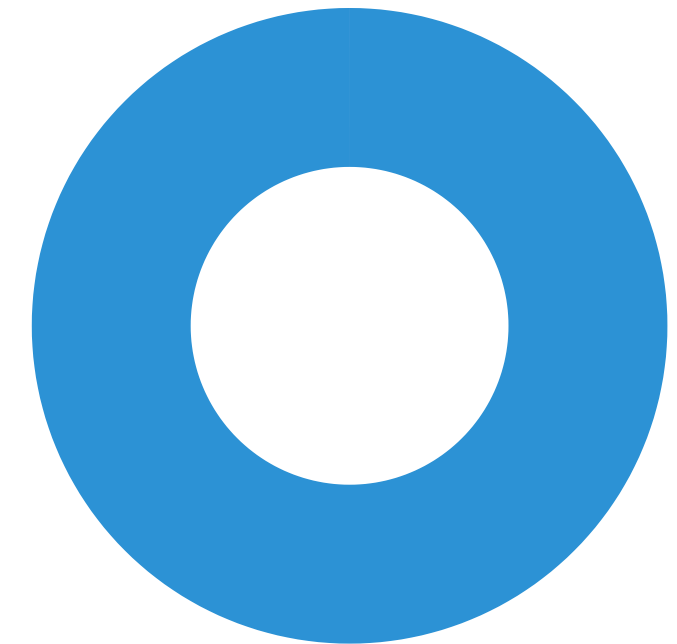
Yes  
100%

Who does your company offer health insurance to?



Employees and Dependents  
100%

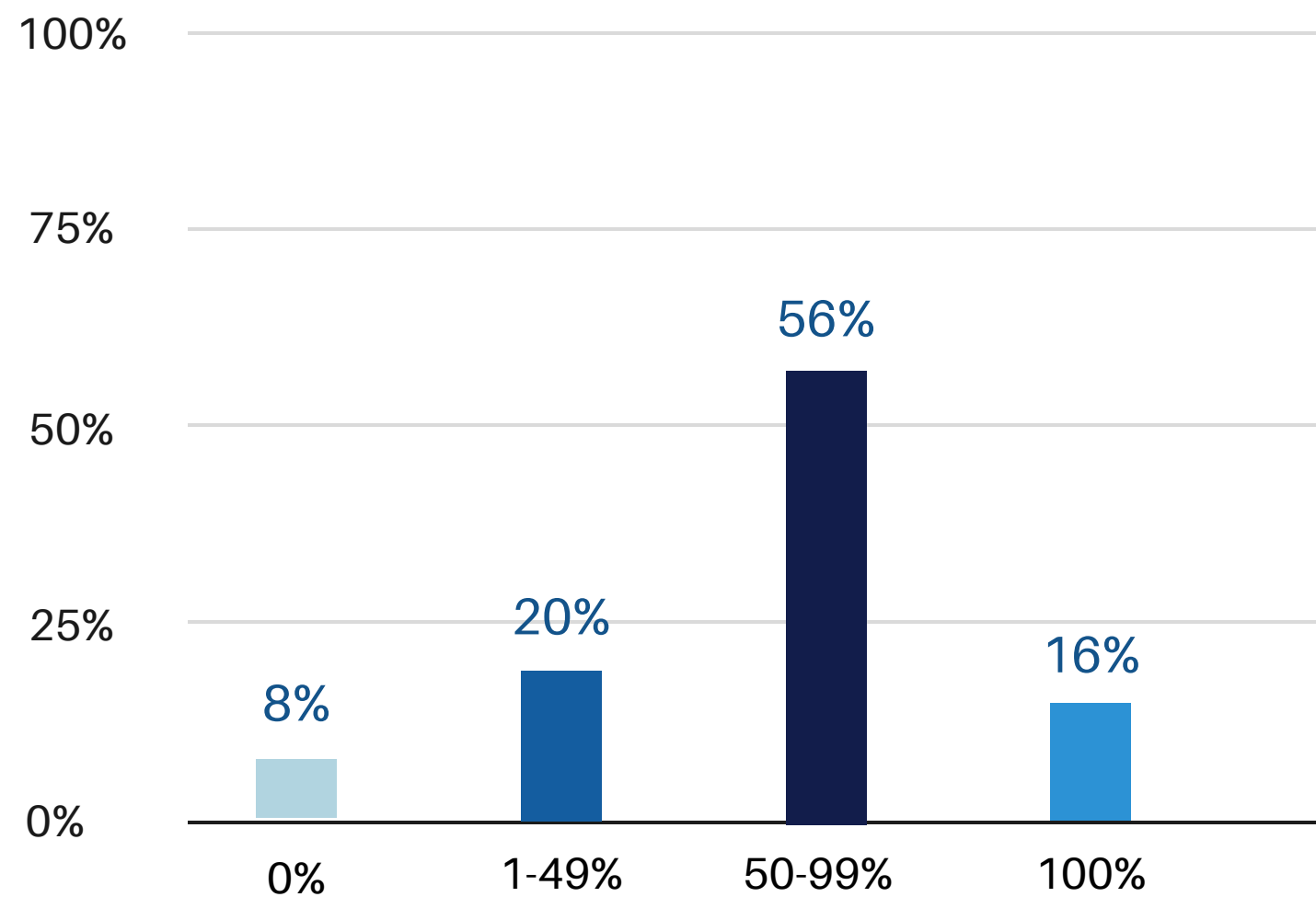
Does the medical insurance include prescription drug coverage?



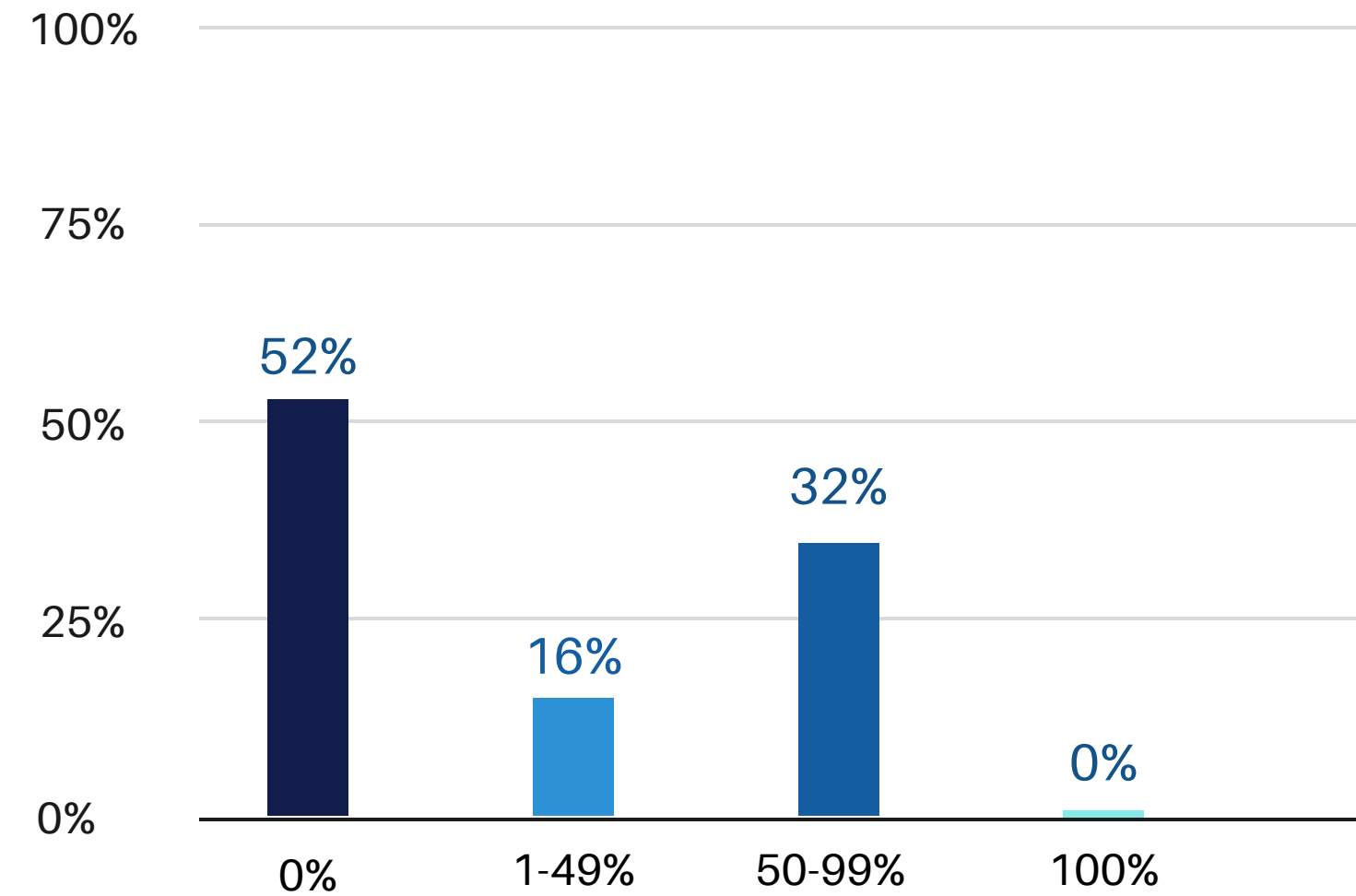
Yes  
100%

# Benefits: Health Insurance

What percent of the monthly premium does the company pay for individual employee's health insurance?

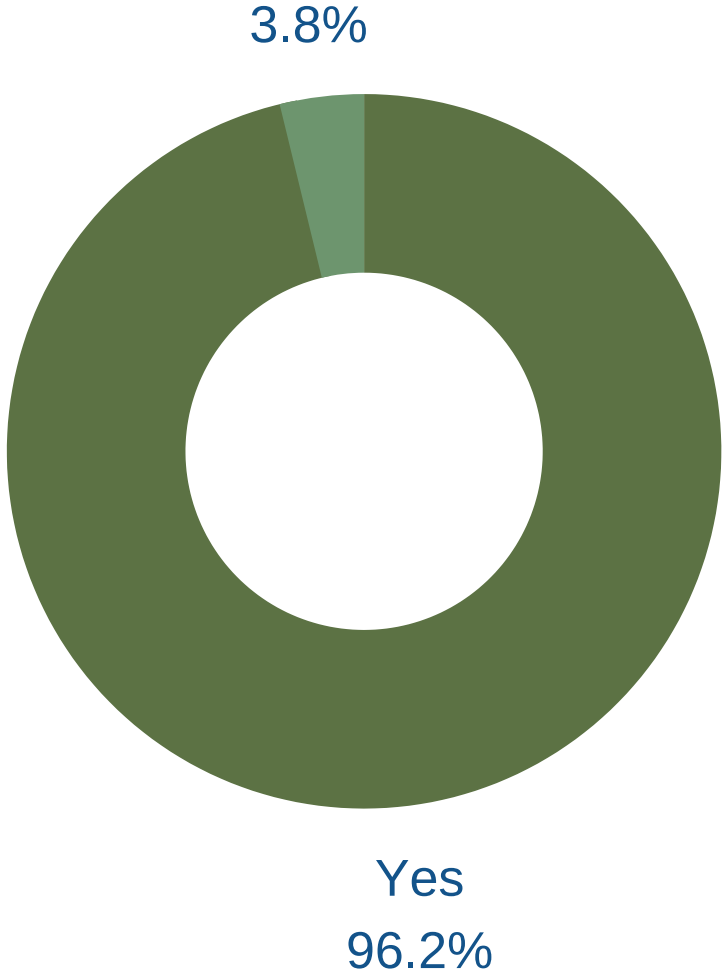


What percent of the monthly premium does the company pay for the dependent's health insurance?



# Benefits: Dental Insurance

Does your company offer dental insurance coverage?



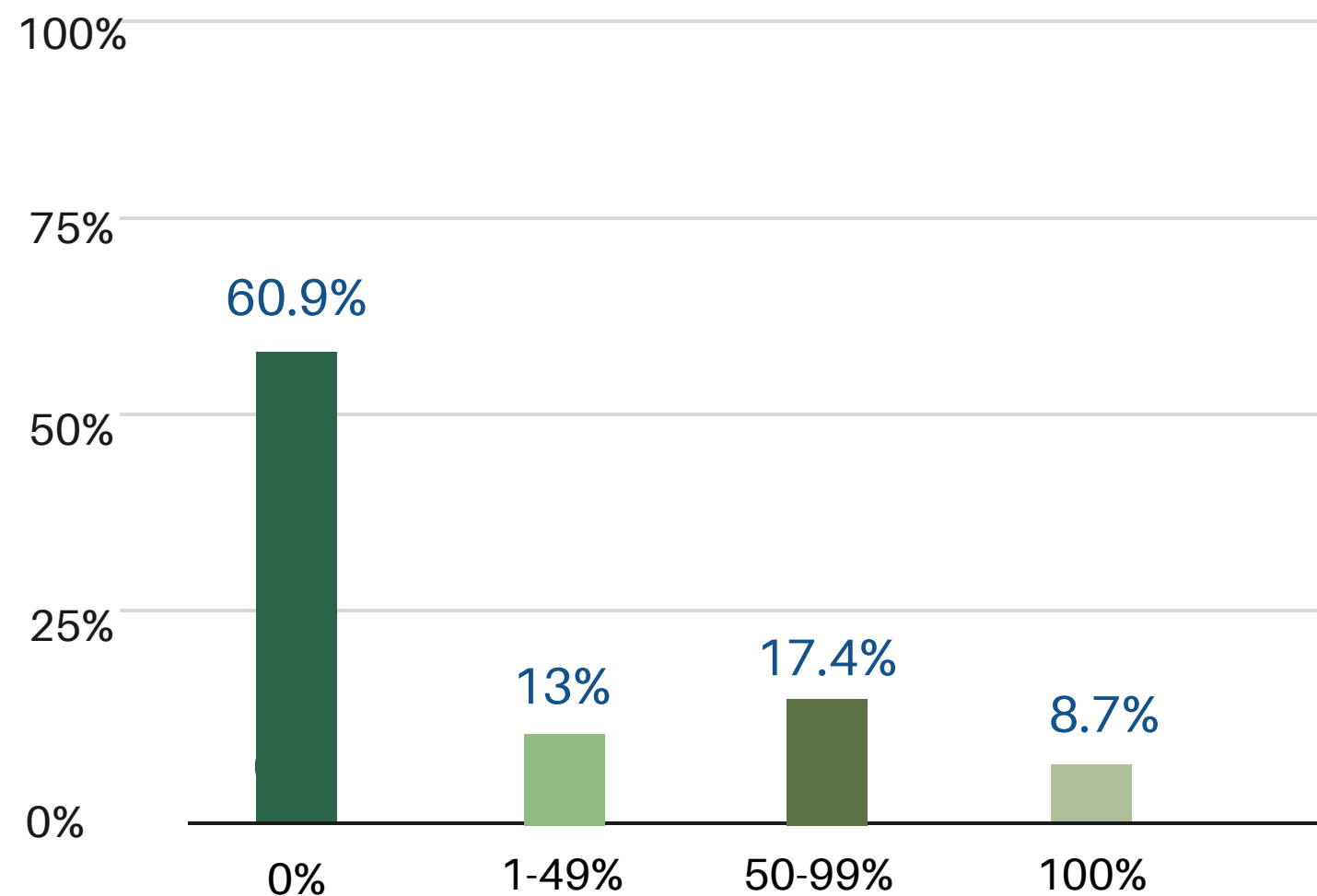
Who does your company offer dental insurance to?



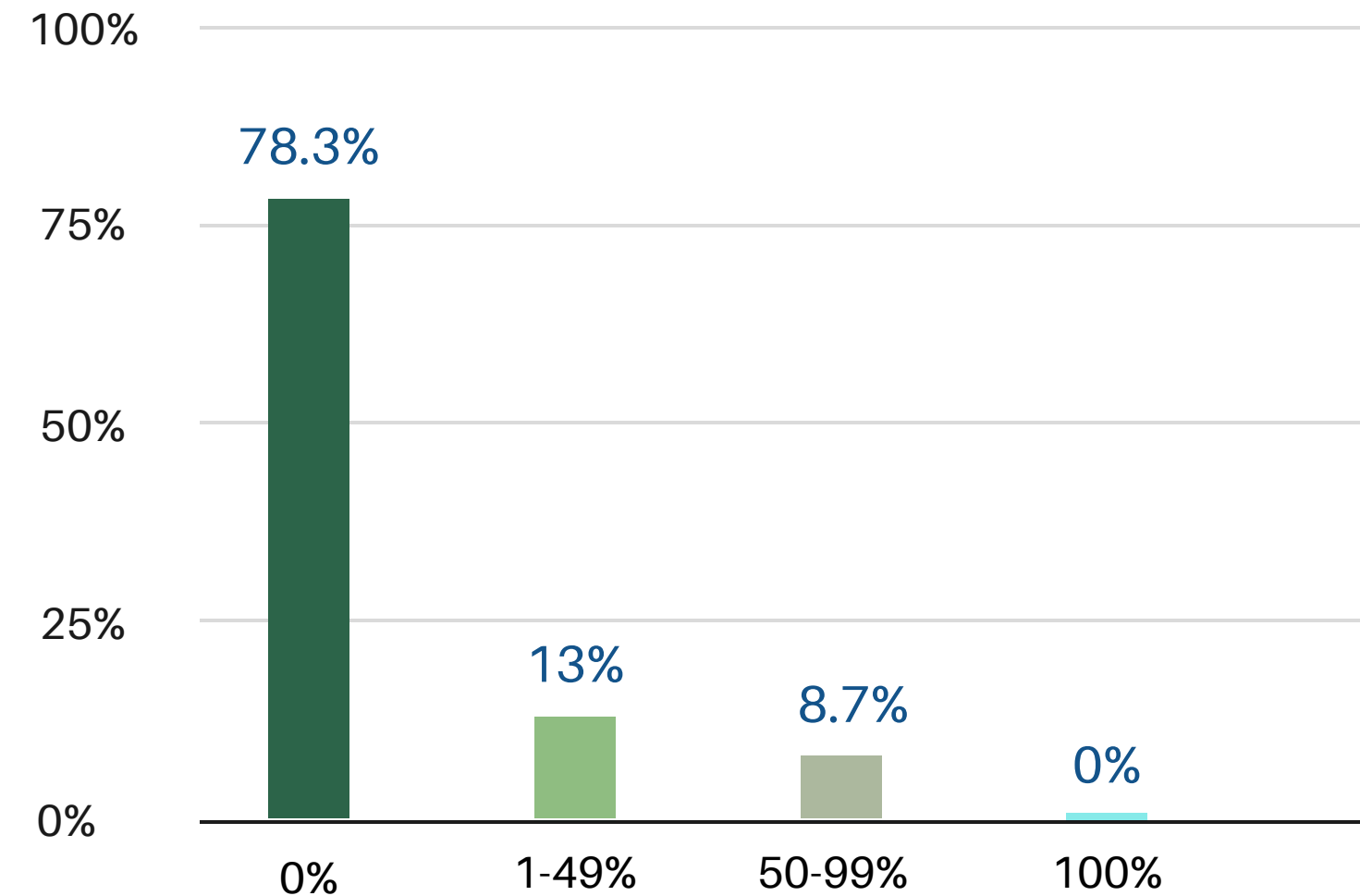


# Benefits: Dental Insurance

What percent of the monthly premium does the company pay for individual employee's dental insurance?

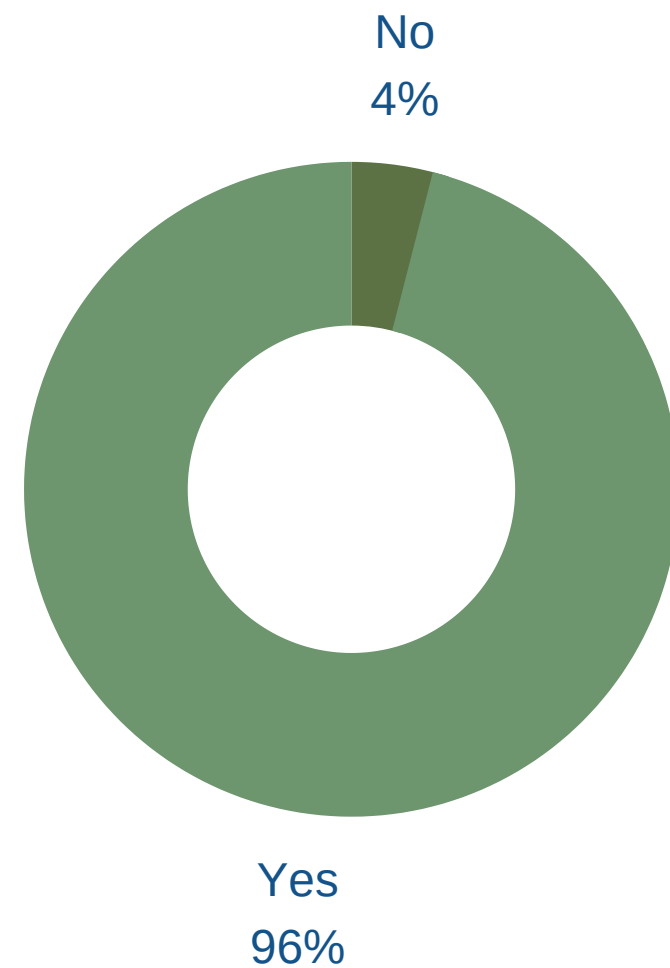


What percent of the monthly premium does the company pay for dependent's dental insurance?



# Benefits: Vision Insurance

Does your company offer vision insurance coverage?

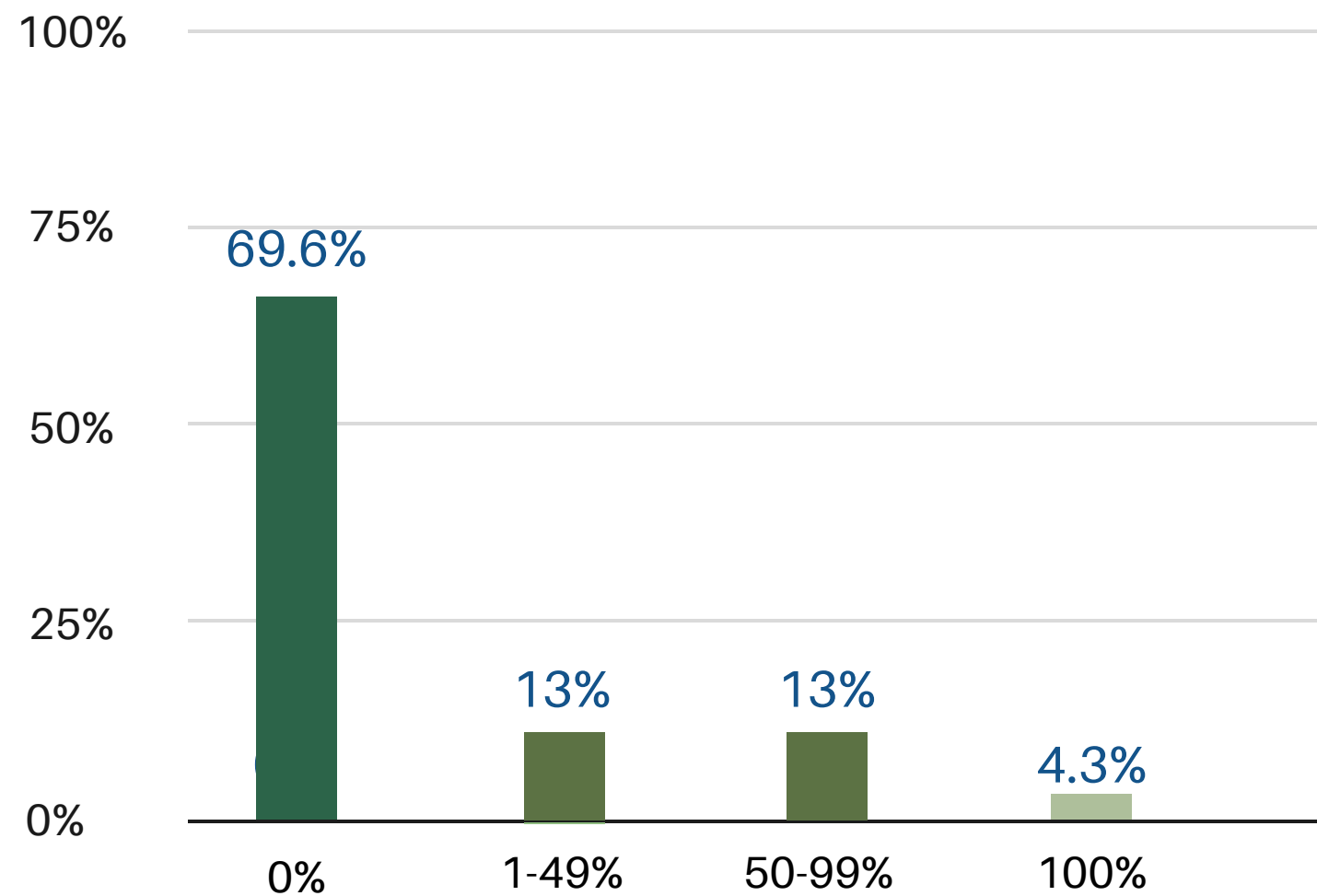


Who does your company offer vision insurance to?

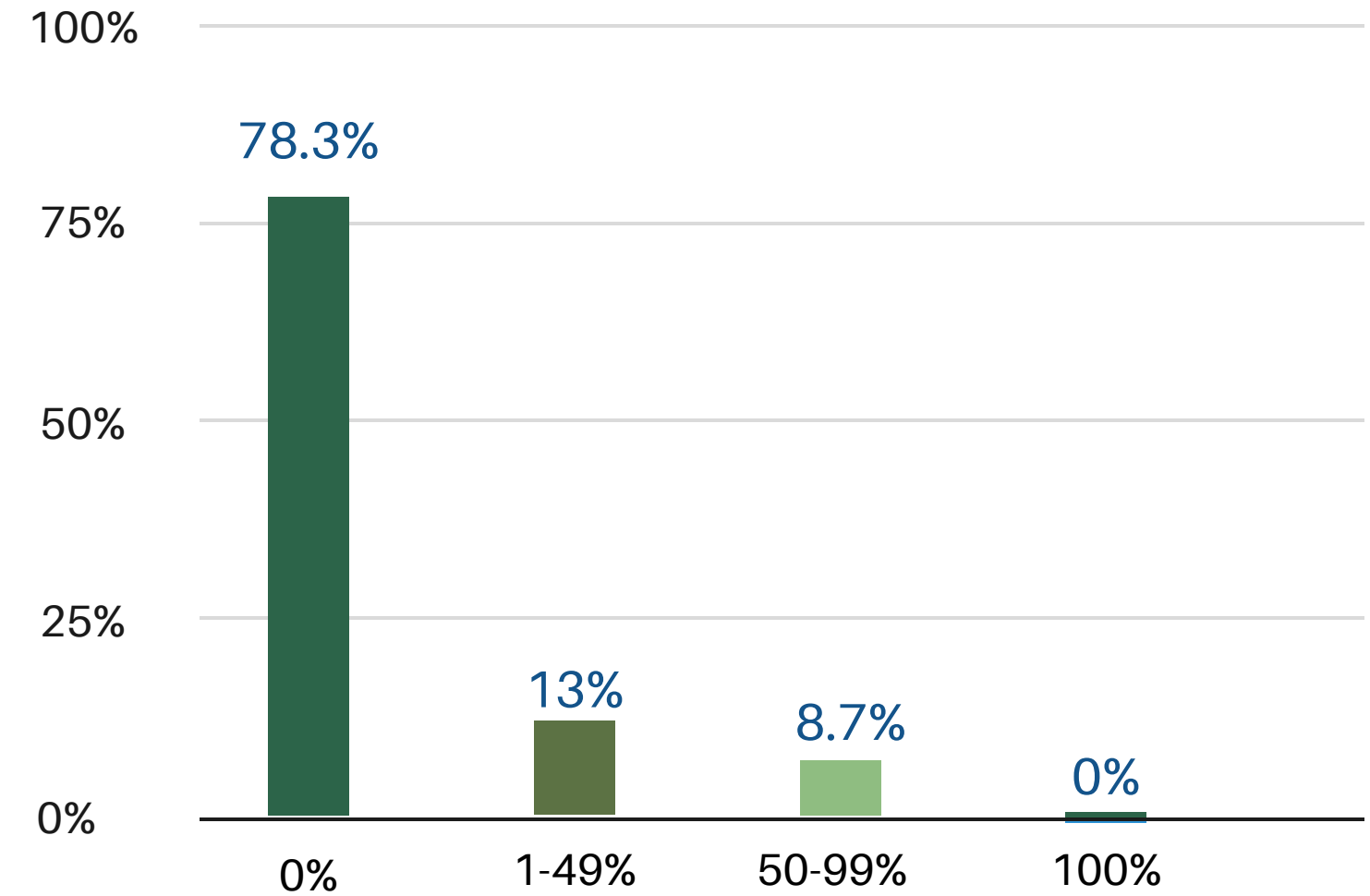


# Benefits: Vision Insurance

What percent of the monthly premium does the company pay for individual employee's vision insurance?

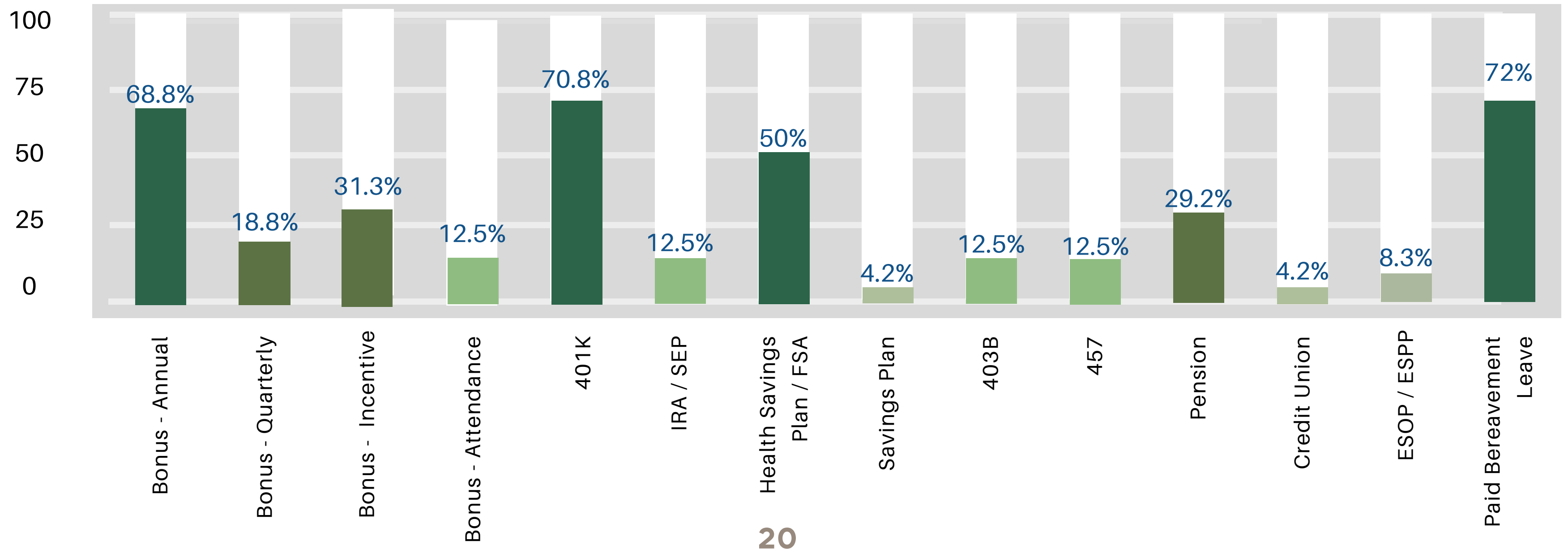


What percent of the monthly premium does the company pay for dependents' vision insurance?



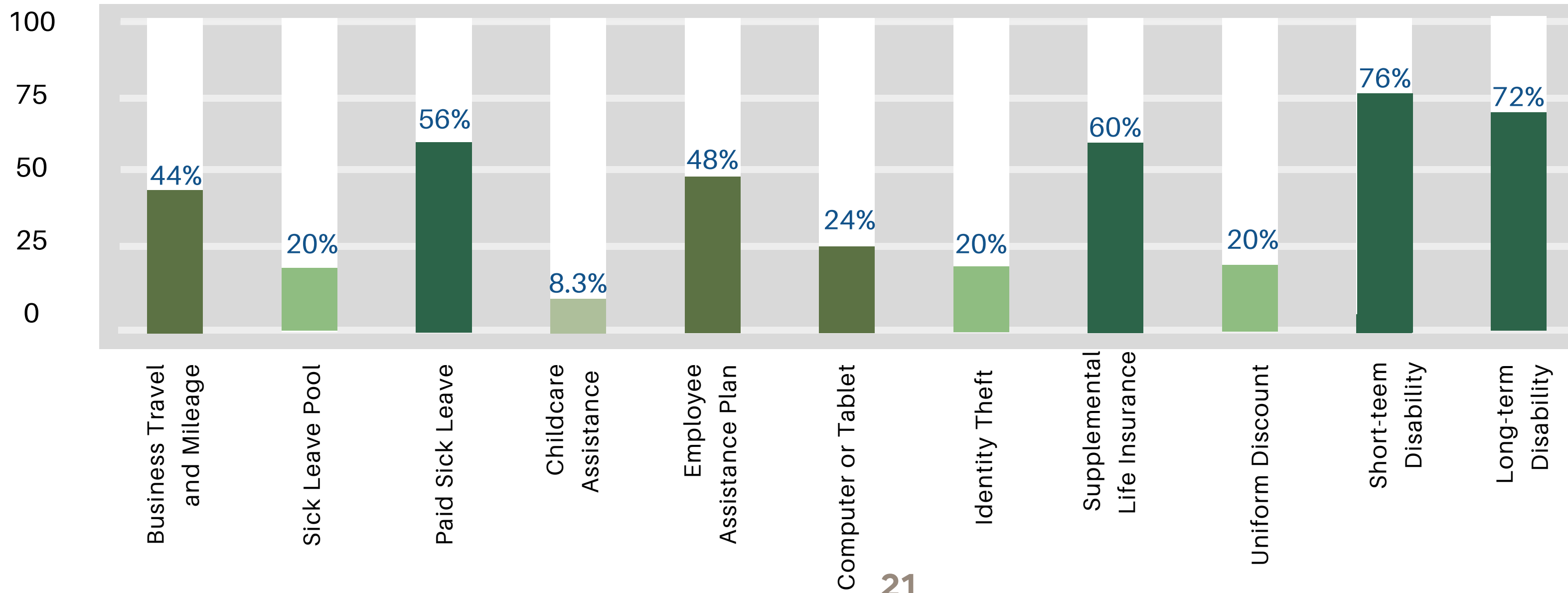
# Benefits: Financial Plans

What financial plans are offered to employees?



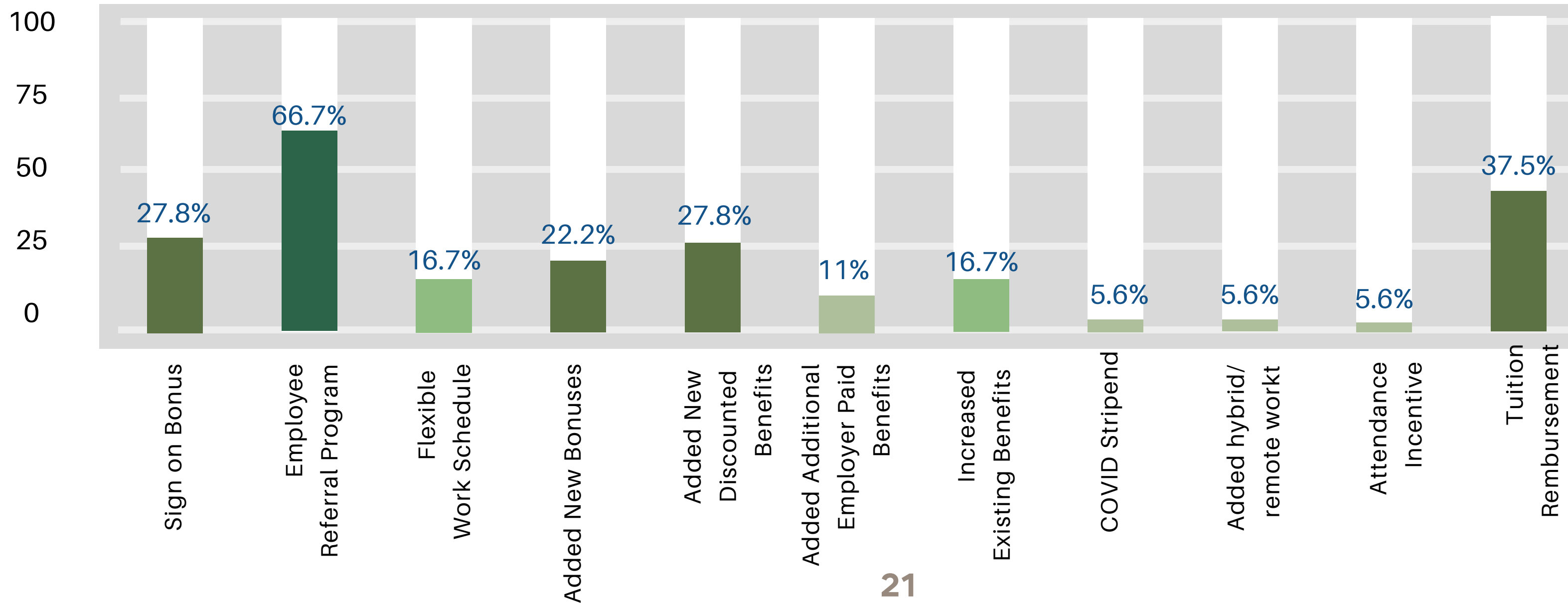
# Benefits: Additional Benefits

## Additional Benefits Offered to Employees



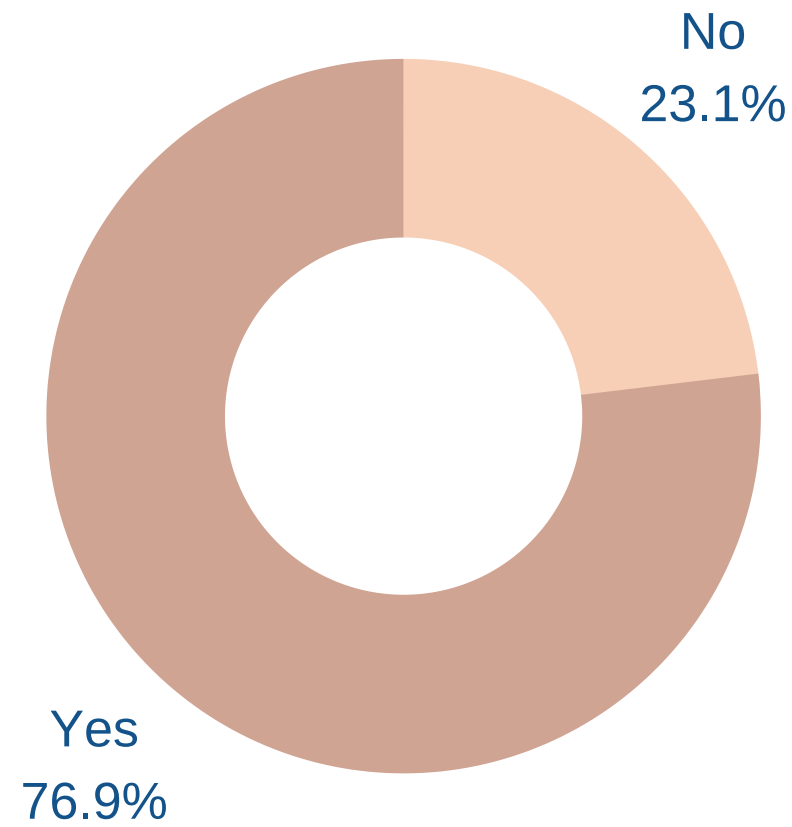
# Benefits: Retention Incentives

## Retention Incentives Offered to Employees

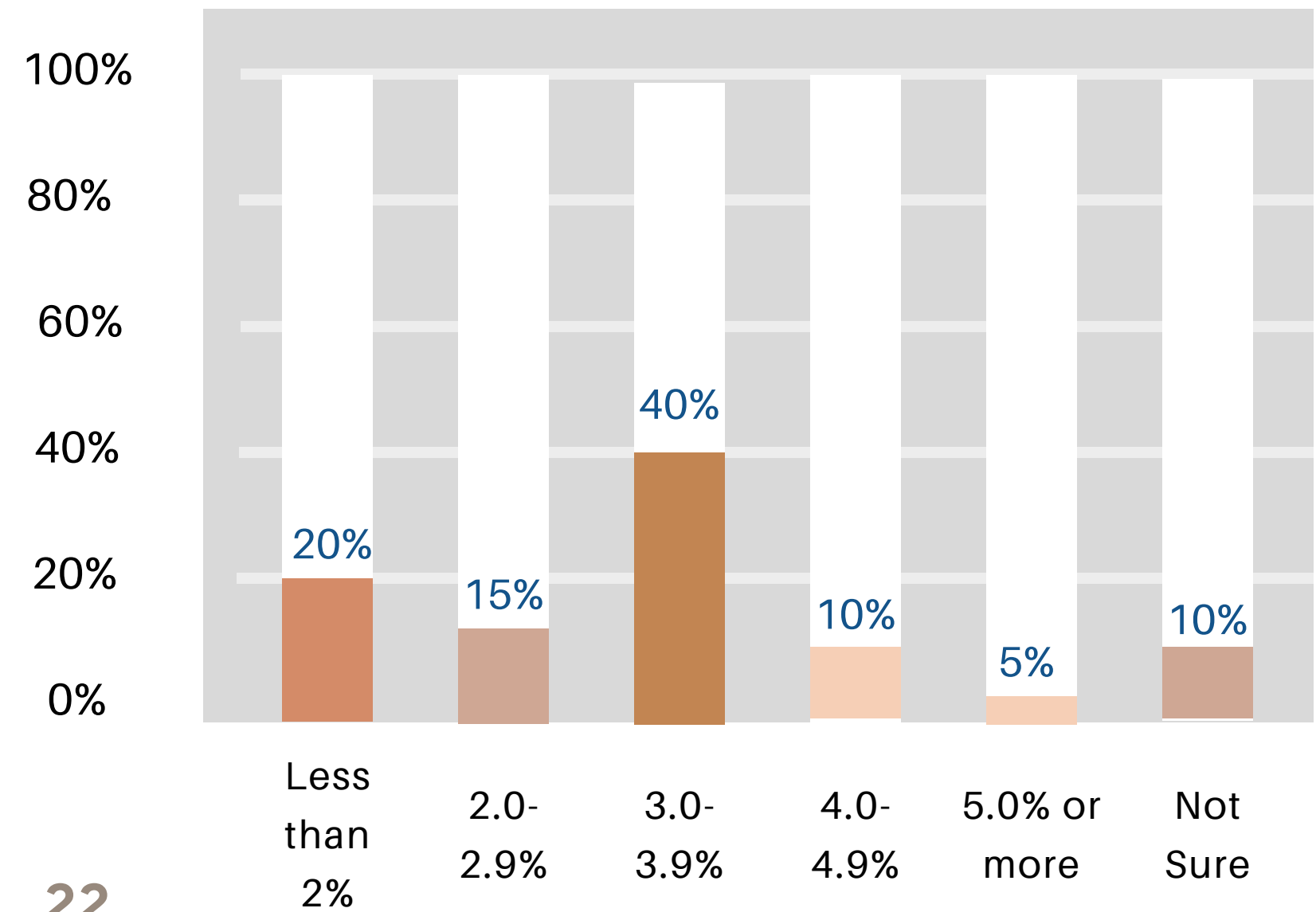


# Wage Summary

Does your company have a wage increase budget?

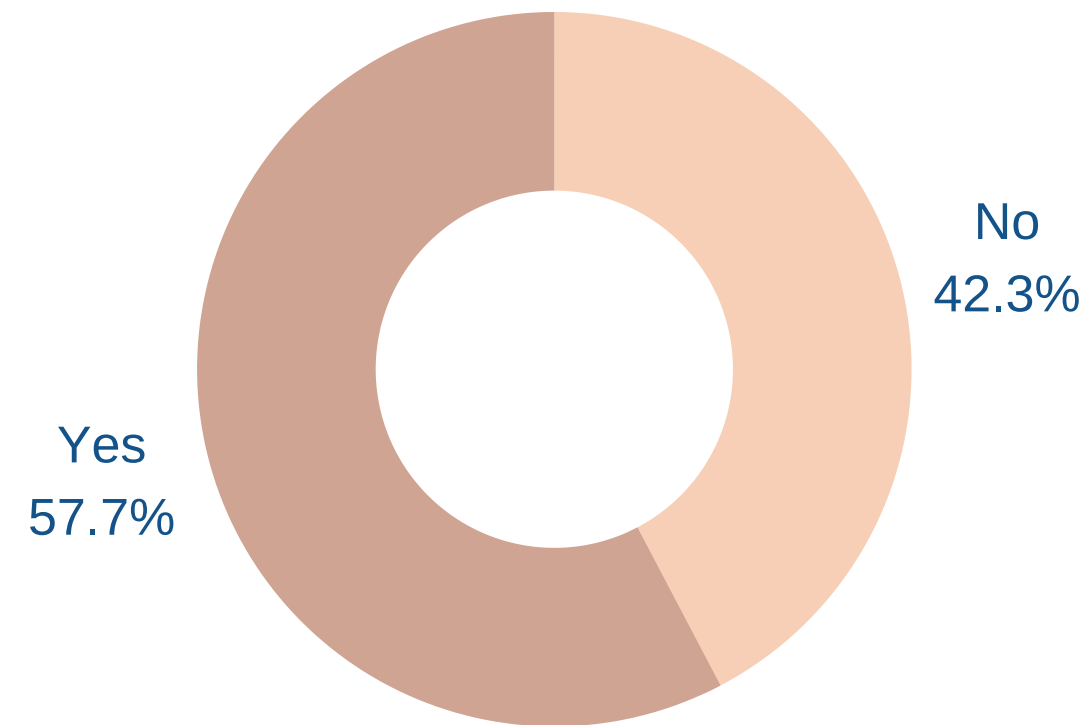


What is your current wage increase budget?

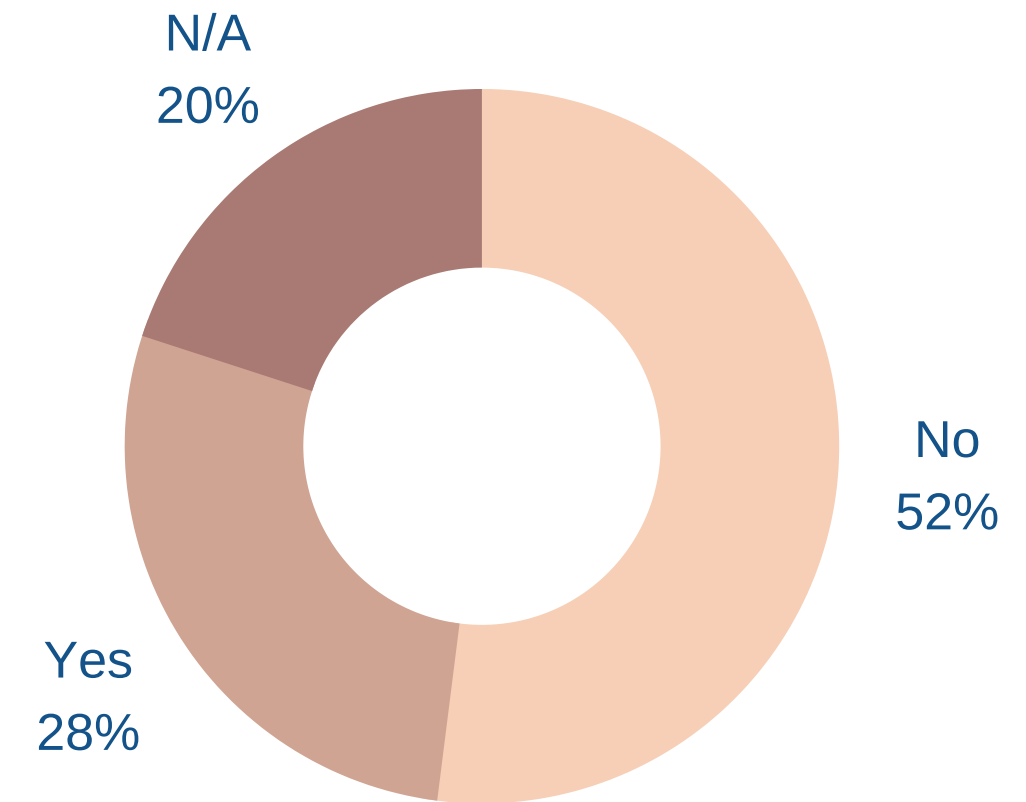


# Wage Summary

Are employees eligible for bonuses?



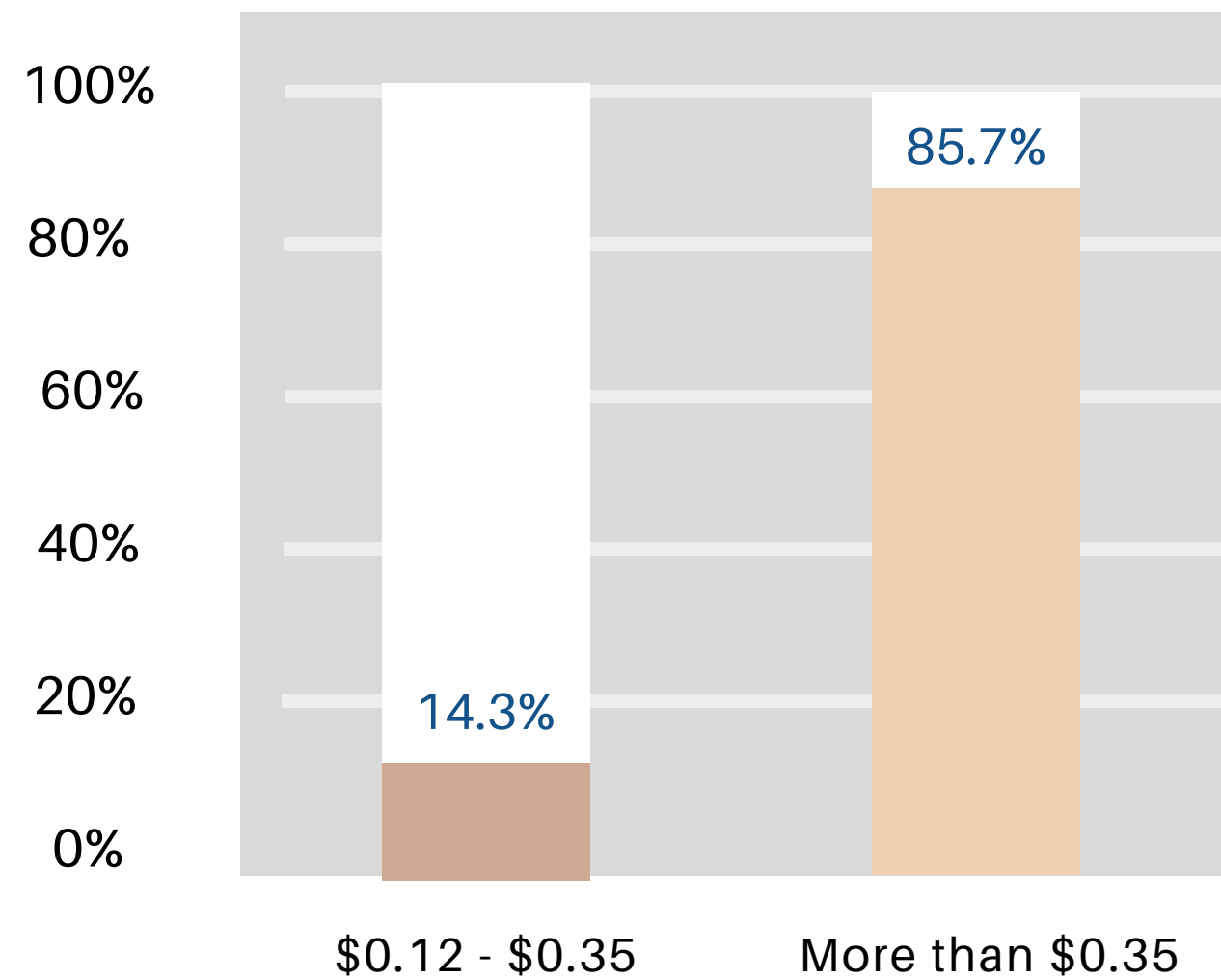
Does your company have hourly shift differentials for production employees?



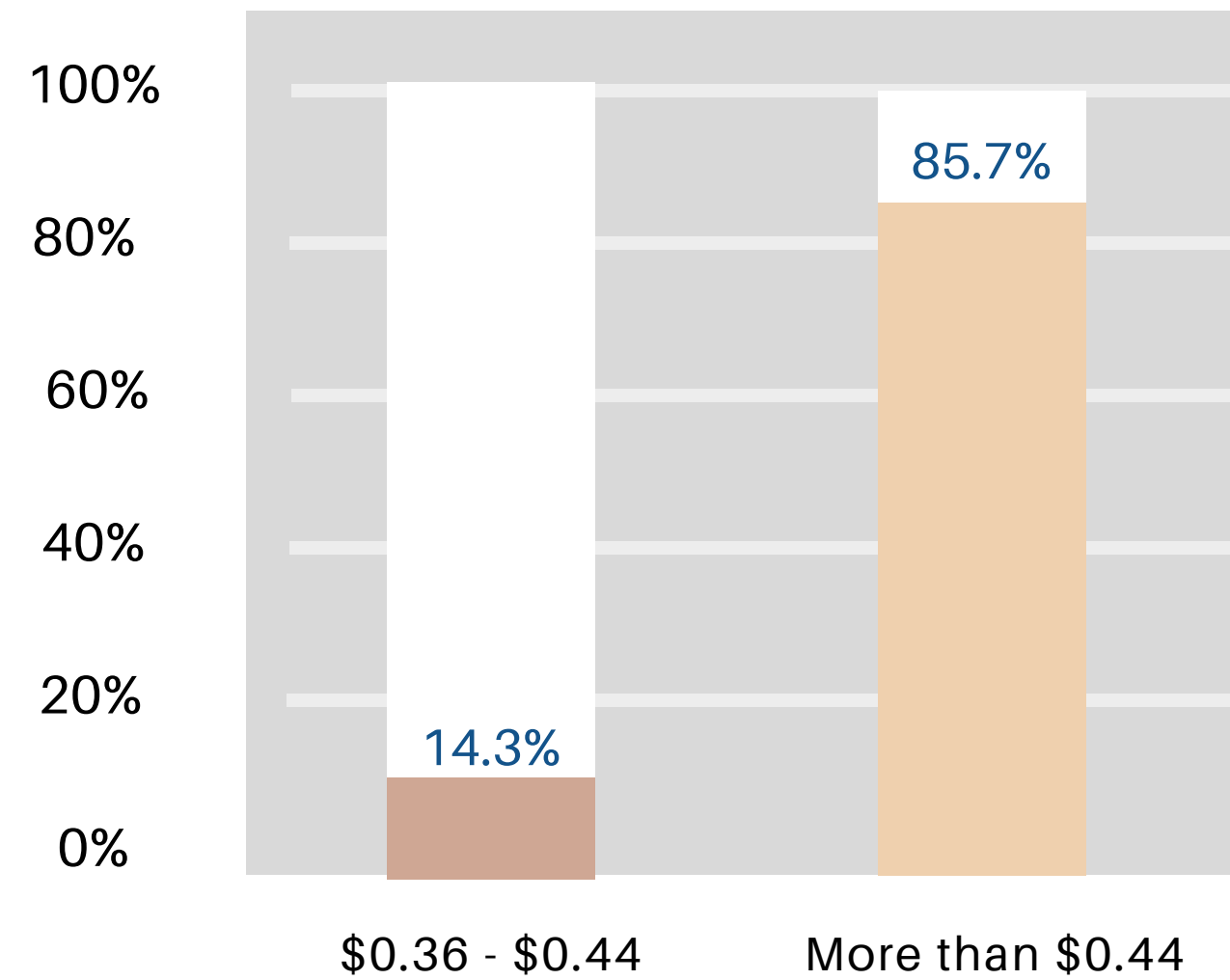


# Wage Summary

What are your shift differentials for production employees on the second shift?

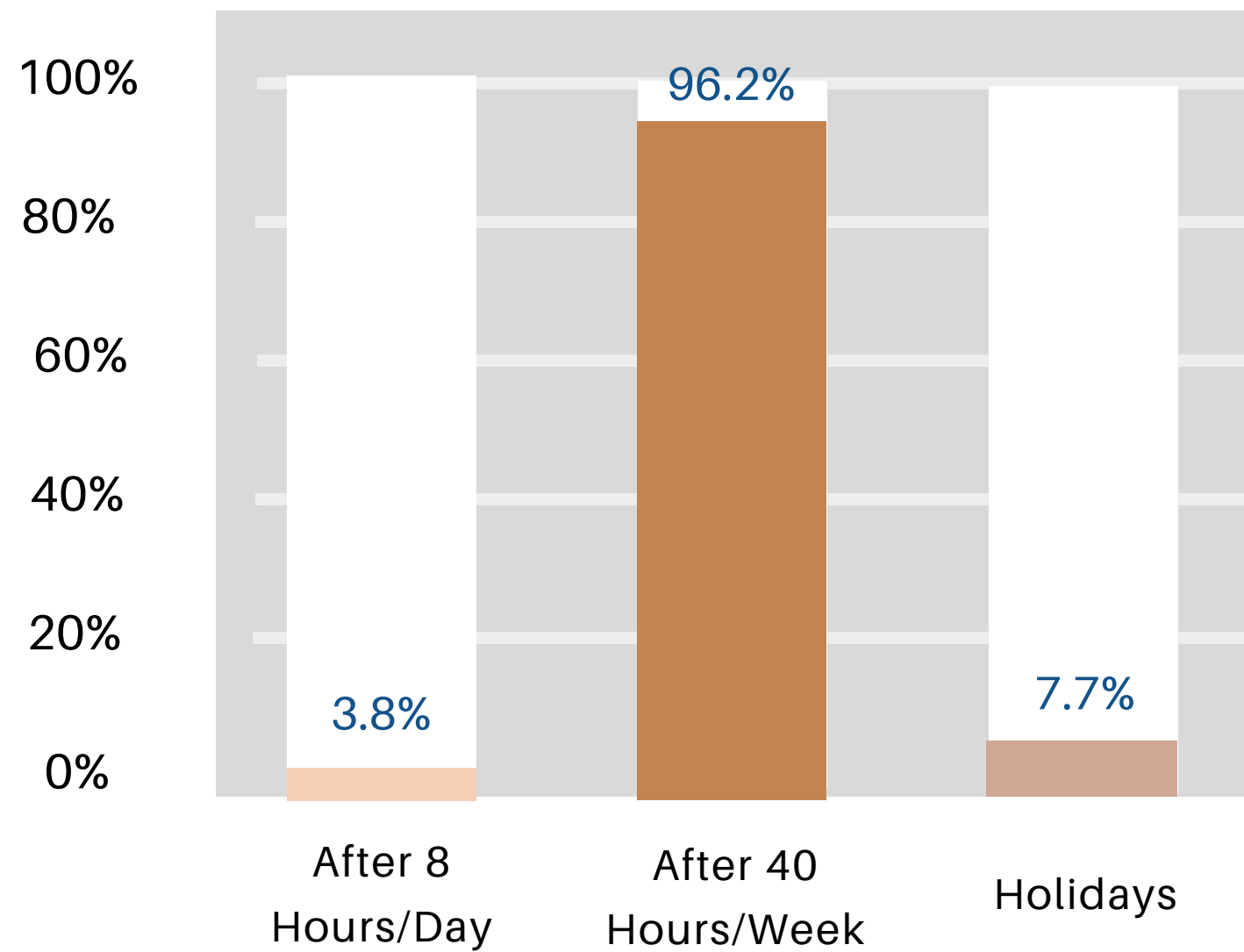


What are your shift differentials for production employees on the third shift?

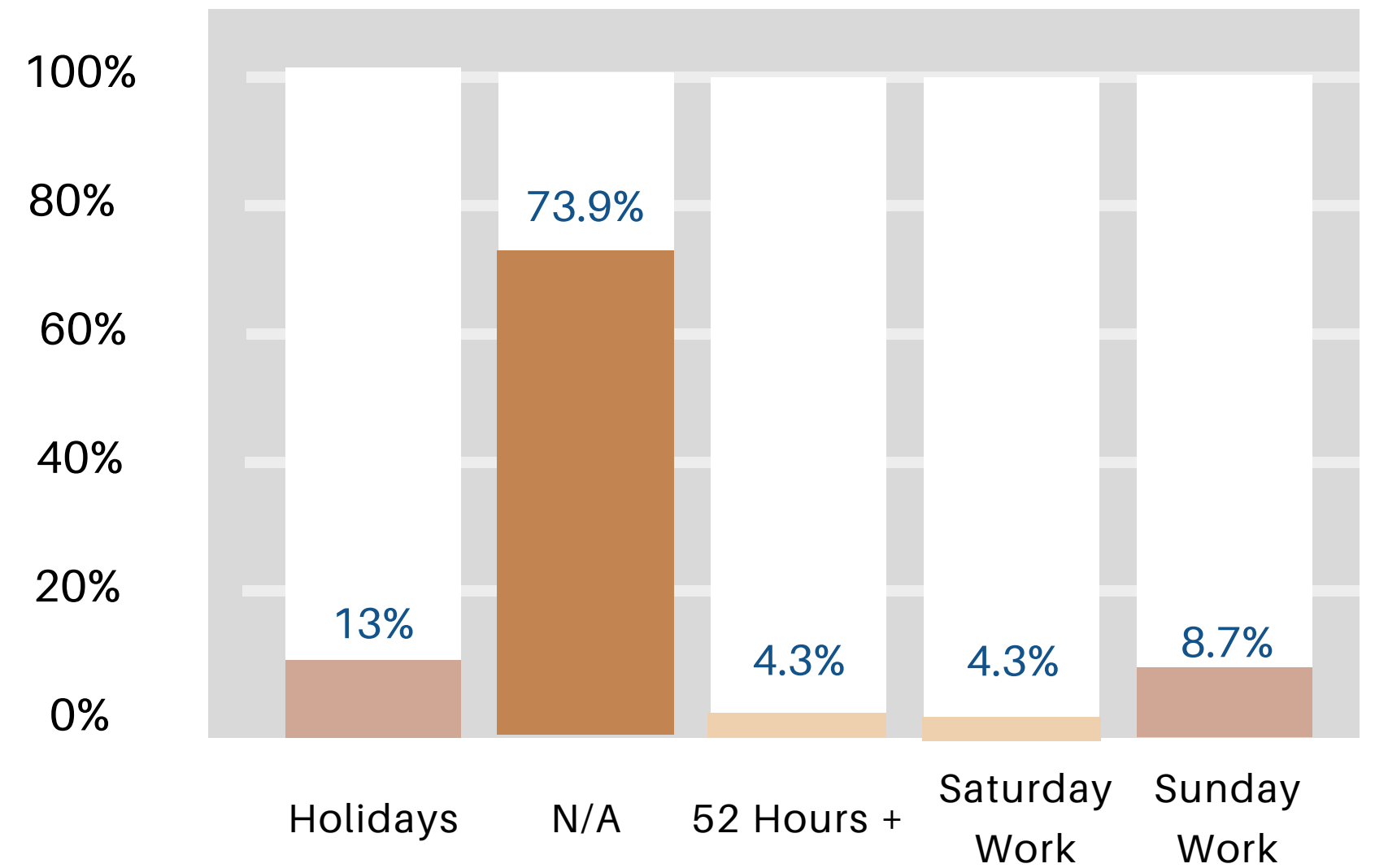


# Wage Summary

When do you pay overtime for employees?

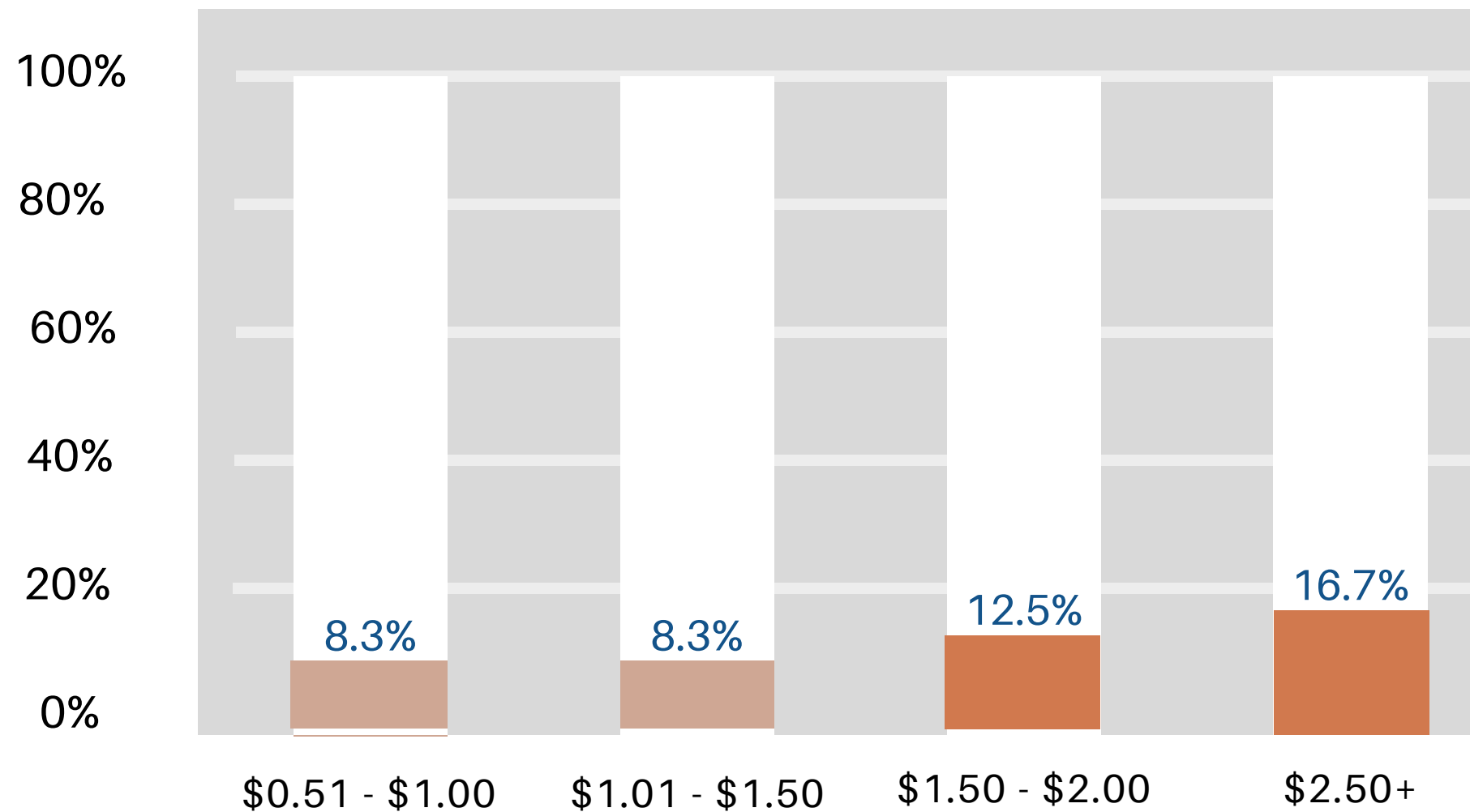


When do you pay double overtime for employees?



# Wage Summary

For companies with Group Leads, do you pay Group Leads additional wages for performing their lead duties?



**41.7%** of companies surveyed do not have Group Lead positions

**12.5%** of companies surveyed do not pay Group Leads an additional wage

# Wage Tables

## NON-EXEMPT WAGES, Part 1

Non-Exempt Wages				
Job Title	% Match	Lowest (\$)	Highest (\$)	Average (\$)
Accounting Clerk	90%	\$ 11.00	\$ 22.21	\$ 17.94
Administrative Assistant	96%	\$ 8.17	\$ 28.85	\$ 18.44
Calibration Technician	n/a	\$ -	\$ -	\$ -
Cashier	87%	\$ 11.55	\$ 21.79	\$ 14.69
Computer Operator	75%	\$ 17.25	\$ 35.77	\$ 26.51
Credit Collection Clerk	83%	\$ 11.00	\$ 25.74	\$ 16.08
Customer Service Representative	83%	\$ 9.25	\$ 27.41	\$ 17.51
Document Control Assistant	75%	\$ 9.96	\$ 14.90	\$ 12.43
Electrician	88%	\$ 19.28	\$ 31.85	\$ 24.21
Electrical Assembler	80%	\$ 16.00	\$ 20.03	\$ 18.02
Estimator	50%	\$ 17.78	\$ 17.78	\$ 17.78
Foreman	93%	\$ 12.36	\$ 49.28	\$ 26.84
Forklift Operator	89%	\$ 13.00	\$ 25.53	\$ 18.04
Human Resources Assistant	92%	\$ 14.00	\$ 23.00	\$ 18.76
Inspector	85%	\$ 16.20	\$ 20.03	\$ 17.56
Janitorial Cleaner	100%	\$ 9.00	\$ 21.00	\$ 12.82
Laborer	81%	\$ 10.68	\$ 20.00	\$ 14.32
Machine Operator/Tender	93%	\$ 11.00	\$ 24.17	\$ 17.32

# Wage Tables

## NON-EXEMPT WAGES, Part 2

Machinist	83%	\$ 18.00	\$ 28.99	\$ 24.35
Maintenance Worker	99%	\$ 9.13	\$ 30.00	\$ 21.39
Mechanic-Automotive	100%	\$ 16.78	\$ 30.00	\$ 22.20
Nurse Aid	100%	\$ 8.99	\$ 15.63	\$ 12.31
Payroll Clerk	89%	\$ 11.00	\$ 21.50	\$ 17.85
Production Worker	95%	\$ 13.96	\$ 23.81	\$ 16.92
Purchasing Clerk	98%	\$ 11.00	\$ 27.00	\$ 18.95
Quality Assurance	95%	\$ 11.00	\$ 31.43	\$ 20.63
Receiver	75%	\$ 11.77	\$ 22.25	\$ 15.95
Receptionist/Secretary	95%	\$ 8.17	\$ 21.63	\$ 15.03
RN Staff	100%	\$ 25.29	\$ 40.00	\$ 32.65
Security Guard	94%	\$ 11.04	\$ 33.65	\$ 18.66
Storekeeper	85%	\$ 16.70	\$ 31.25	\$ 23.17
System Technician	80%	\$ 15.00	\$ 33.79	\$ 20.71
Test Technician	n/a	\$ -	\$ -	\$ -
Unit Coordinator	100%	\$ 9.12	\$ 23.00	\$ 16.33
Welder	90%	\$ 18.52	\$ 23.75	\$ 21.17

# Wage Tables

## EXEMPT WAGES, Part 1

Exempt Wages				
Job Title	% Match	Lowest (\$)	Highest (\$)	Average (\$)
Accountant/Auditors	85%	\$ 47,940	\$ 107,000	\$ 68,423
Accounting Managers	83%	\$ 68,750	\$ 85,000	\$ 77,000
Administrative Assistant (Exempt position)	82%	\$ 16,900	\$ 74,750	\$ 56,839
Assistant Manager	50%	\$ 27,800	\$ 36,000	\$ 31,900
Benefits Clerk	75%	\$ 44,300	\$ 56,500	\$ 50,400
Buyer	70%	\$ 38,400	\$ 48,000	\$ 43,200
CEO	98%	\$ 40,000	\$ 360,000	\$ 259,400
Computer Information Systems Manager	83%	\$ 45,000	\$ 145,000	\$ 88,997
Computer Programmer	90%	\$ 41,000	\$ 68,796	\$ 54,898
Controller (If not top financial executive)	80%	\$105,000	\$ 191,300	\$ 142,100
Customer Service Supervisor	76%	\$ 35,006	\$ 82,500	\$ 58,928
Environmental Engineer	100%	\$ 50,000	\$ 50,000	\$ 50,000
General Manager	75%	\$100,000	\$ 130,000	\$ 115,000
Human Resources Manager	91%	\$ 44,300	\$ 100,006	\$ 63,365
Industrial Production Manager	93%	\$ 50,000	\$ 75,608	\$ 64,702
Manufacturing Engineer	100%	\$ 50,000	\$ 69,305	\$ 59,652
Network & Computer Systems Admin.	91%	\$ 55,000	\$ 113,750	\$ 79,374
Operations Manager	83%	\$ 14,300	\$ 180,107	\$ 80,706

# Wage Tables

## EXEMPT WAGES, Part 2

Plant Manager	97%	\$ 50,000	\$ 119,000	\$ 88,000
Plant/ Facility Maintenance Engineer Manager	100%	\$ 53,300	\$ 119,995	\$ 86,647
Principal	100%	\$ 56,000	\$ 99,778	\$ 87,139
Purchasing Manager	92%	\$ 50,000	\$ 122,500	\$ 91,494
Quality Control Manager	78%	\$ 50,000	\$ 100,006	\$ 68,116
Quality Engineer	0%	\$ -	\$ -	\$ -
Receiving and Shipping Supervisor	100%	\$ 80,059	\$ 80,059	\$ 80,059
Reliability/Quality Assurance Manager	50%	\$ 93,600	\$ 108,000	\$ 100,800
Safety Director	90%	\$115,000	\$ 115,000	\$ 115,000
Safety Manager	93%	\$ 39,690	\$ 56,846	\$ 47,621
Sales Manager	58%	\$ 35,568	\$ 168,000	\$ 92,198
Superintendent	88%	\$ 43,500	\$ 112,000	\$ 66,099
Supervisor	81%	\$ 50,000	\$ 100,006	\$ 71,278