

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

Prepared by the Nacogdoches Economic Development Corporation  
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# 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 and an SFASU intern during November and December of 2020.

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)

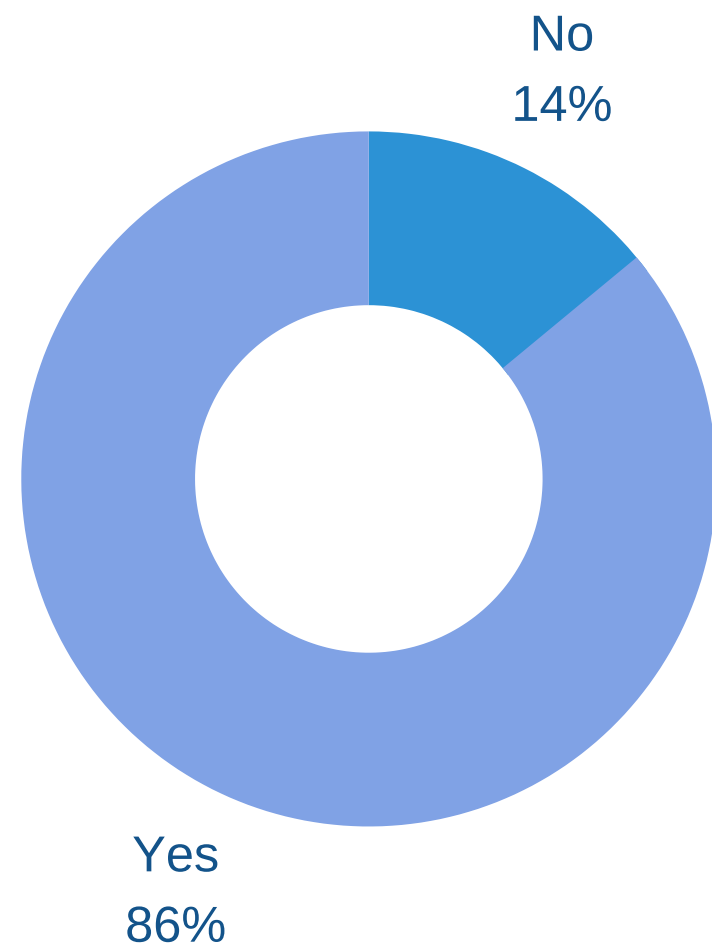
Responses were received from 22 Nacogdoches County firms, representing 7,524 workers and a variety of industry sectors. Twelve of the twenty-two businesses provided wage information. Only one respondent provided wage information without completing the benefits survey. Businesses ranged from the very small with 9 employees, all the way to the very large with 2,180 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

The majority of 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.

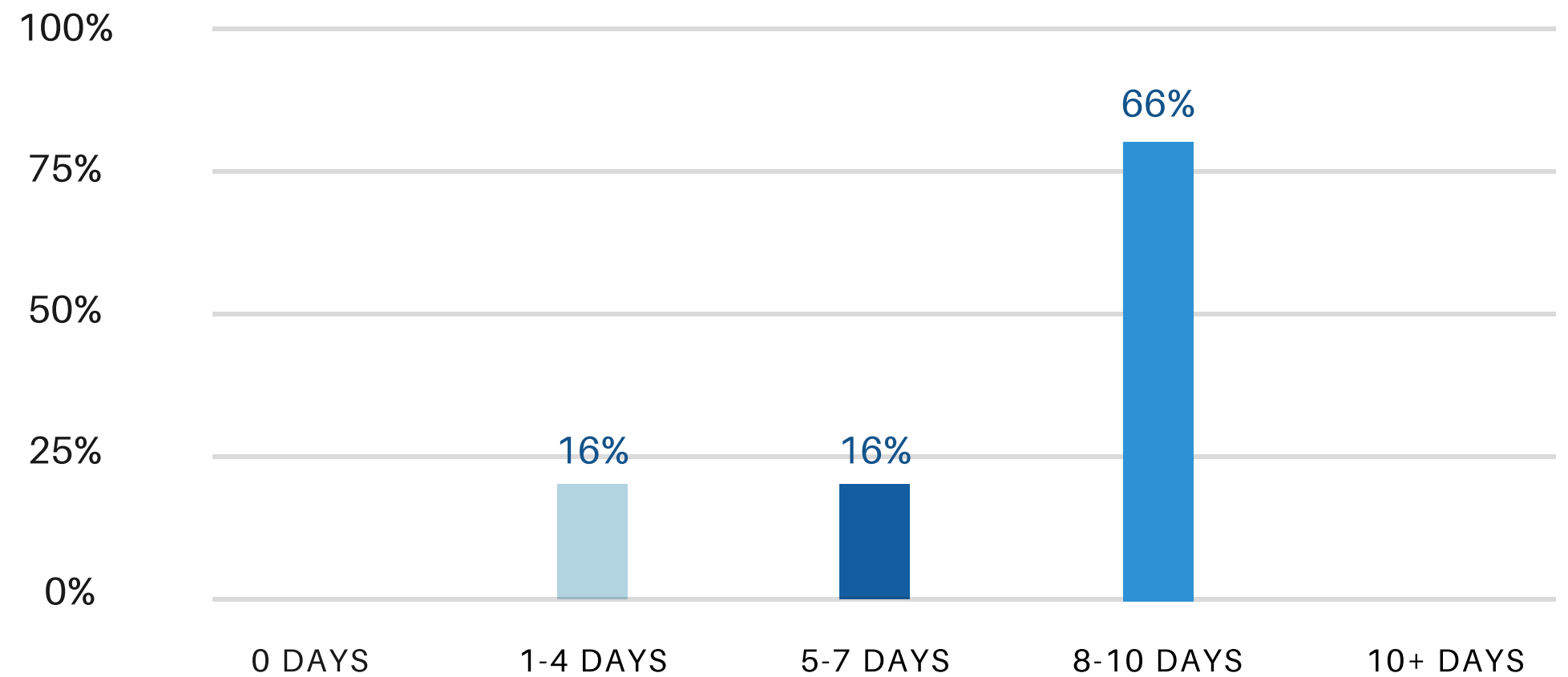
Though most companies offered various fringe benefits to their employees, the majority of them offered at least a 401K retirement and Health Savings Plan. Workers were also reimbursed for business travel and mileage. The largest percentage of companies used a Merit-based system to determine pay increases.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

# Benefits: Holidays & Vacation

Does your company offer paid holiday leave off?

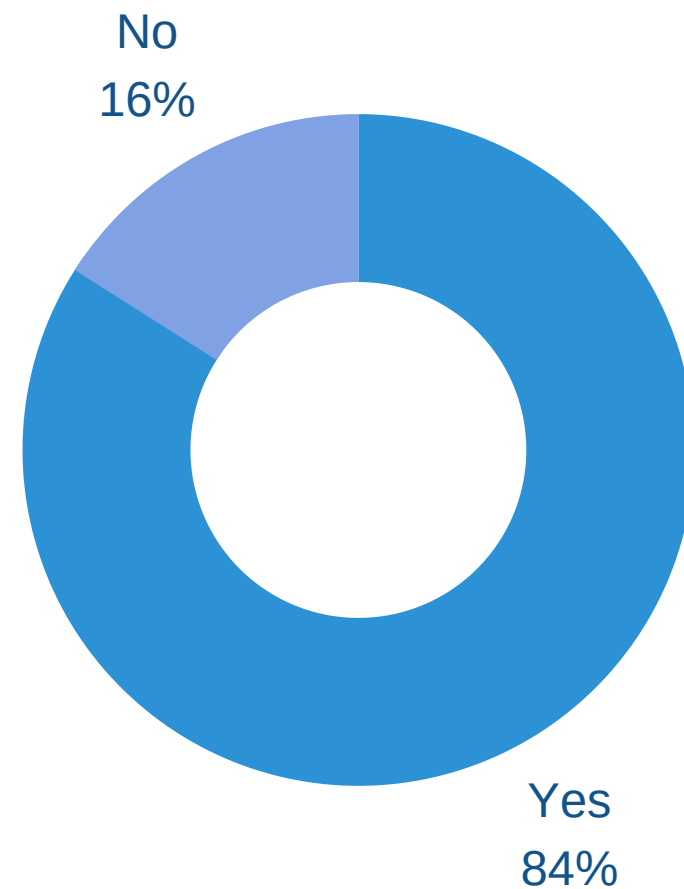


Number of Paid Holidays Given



# Benefits: Holidays & Vacation

Do you offer paid vacation time off?



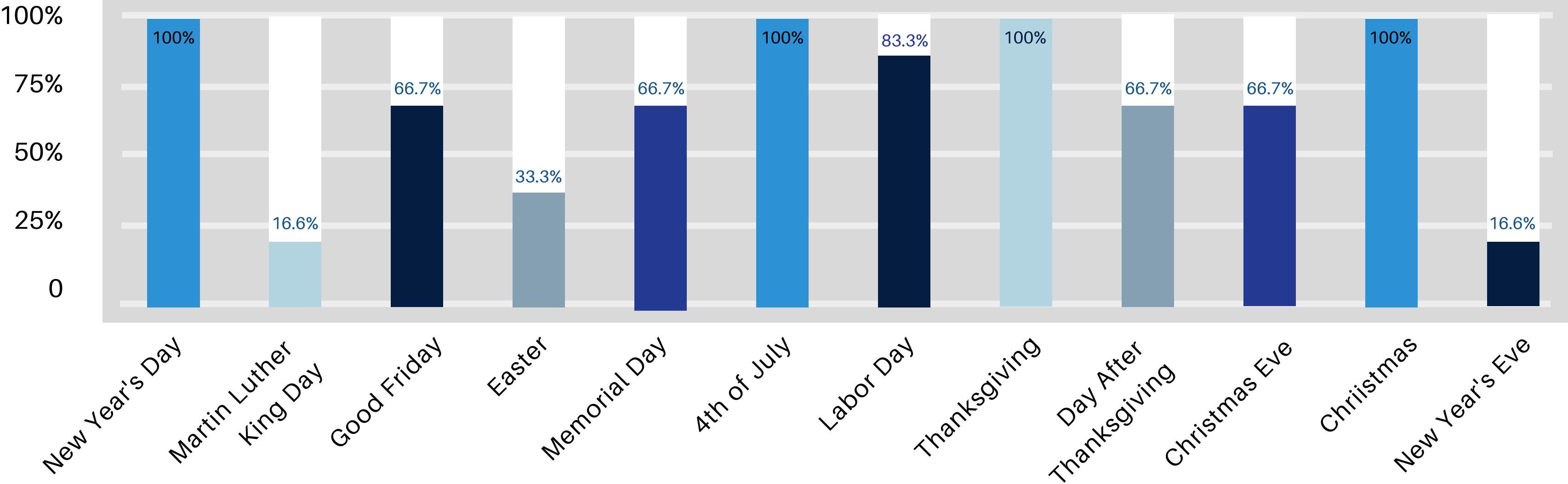
What are the attendance requirements to receive non-worked holiday pay?

50% / 50%

*50% of companies surveyed require an employee to work a full day before and after the holiday. The other 50% of companies do not have requirement guidelines.*

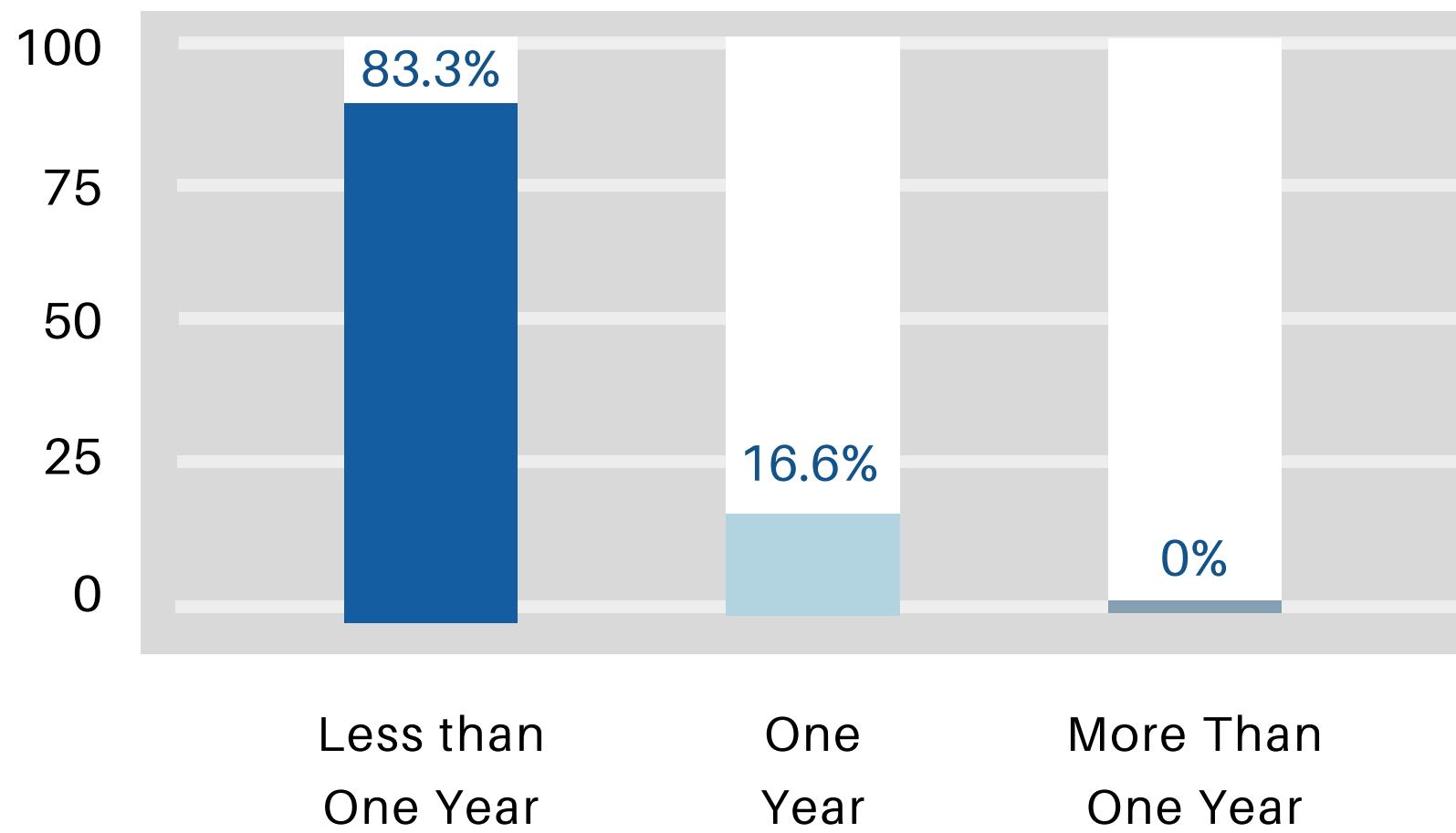
# Benefits: Holidays & Vacation

### Paid Holidays Offered

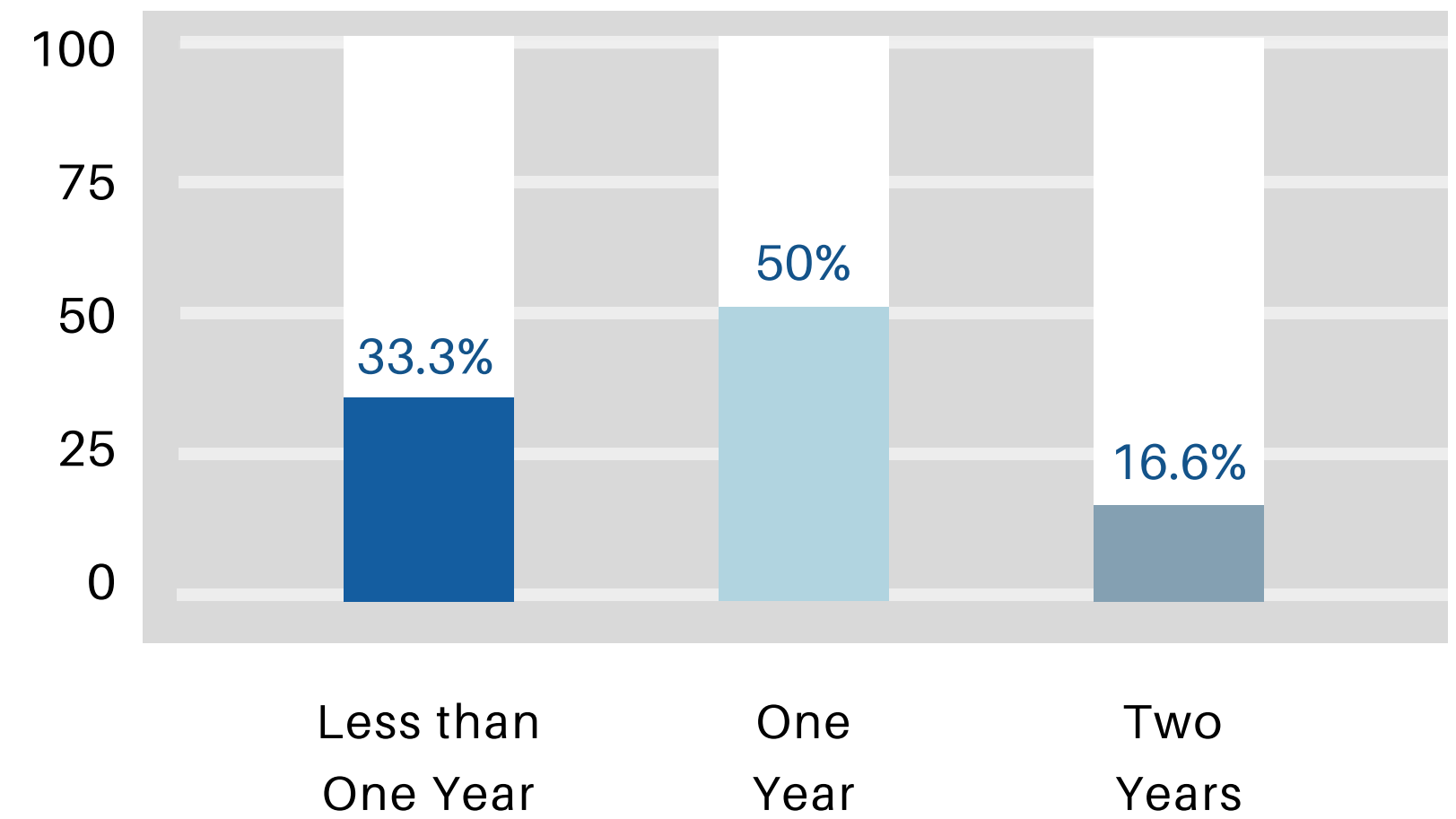


# Benefits: Holidays & Vacation

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



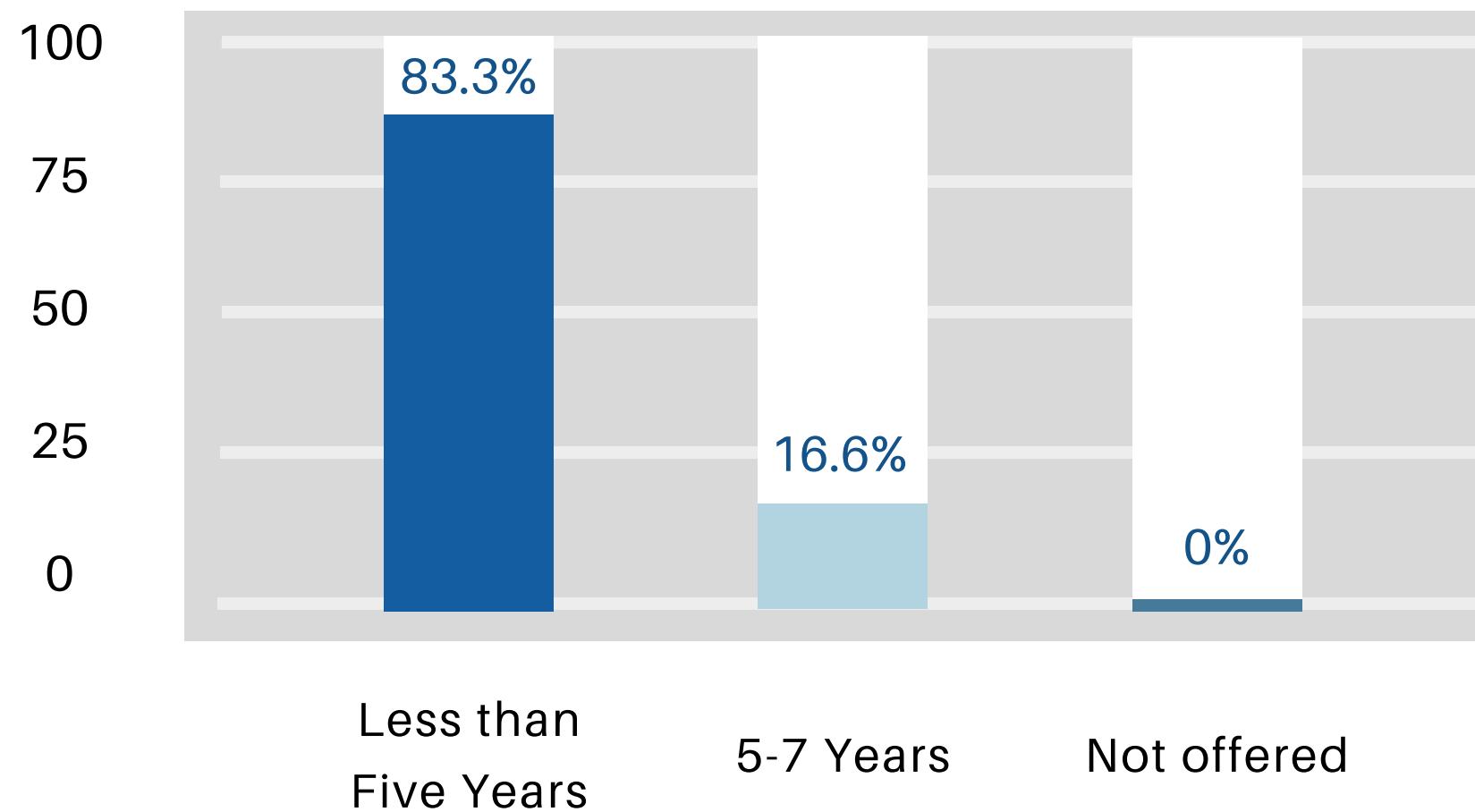
## Time of Service Required to Earn 2 Weeks of Paid Vacation



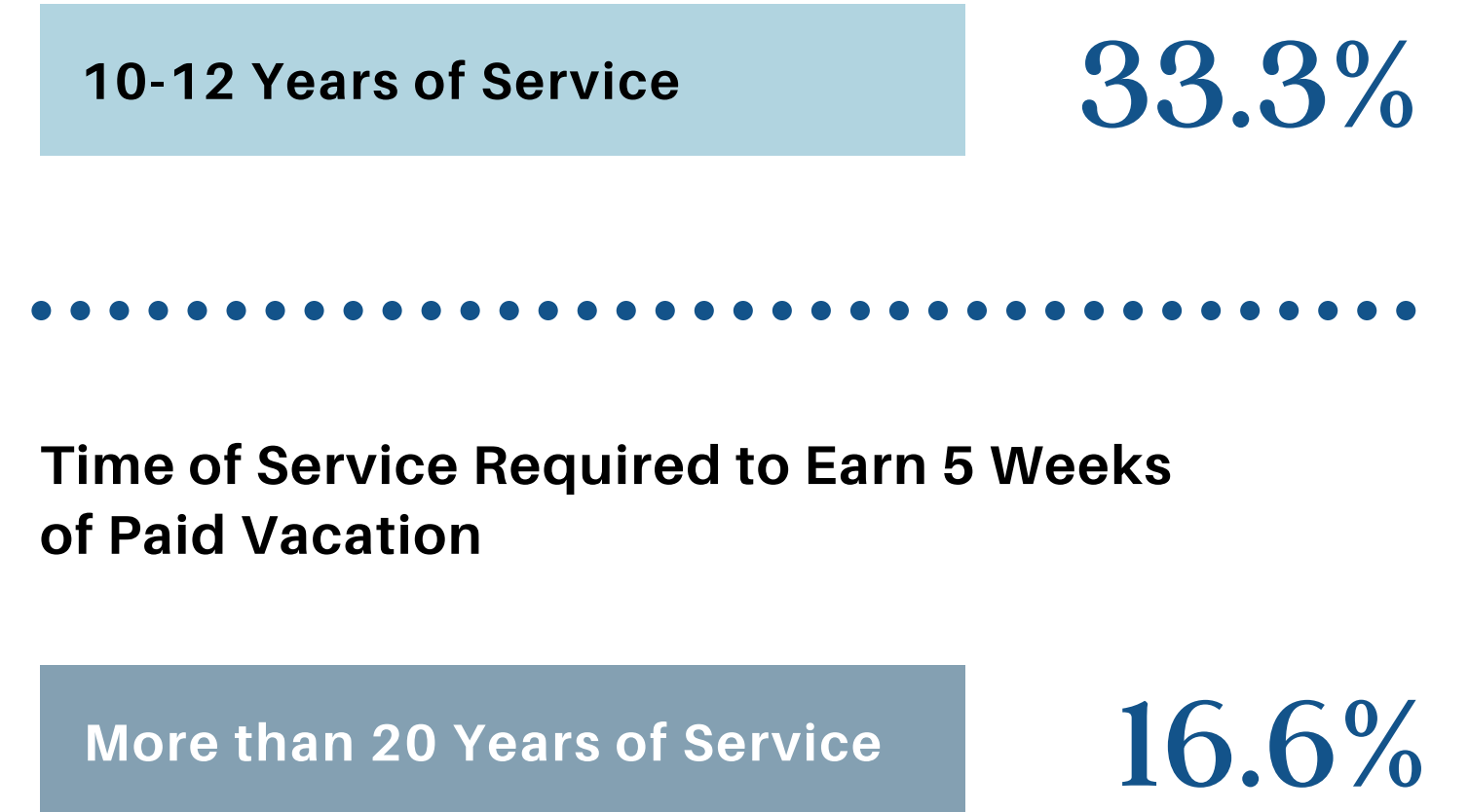


# Benefits: Holidays & Vacation

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



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

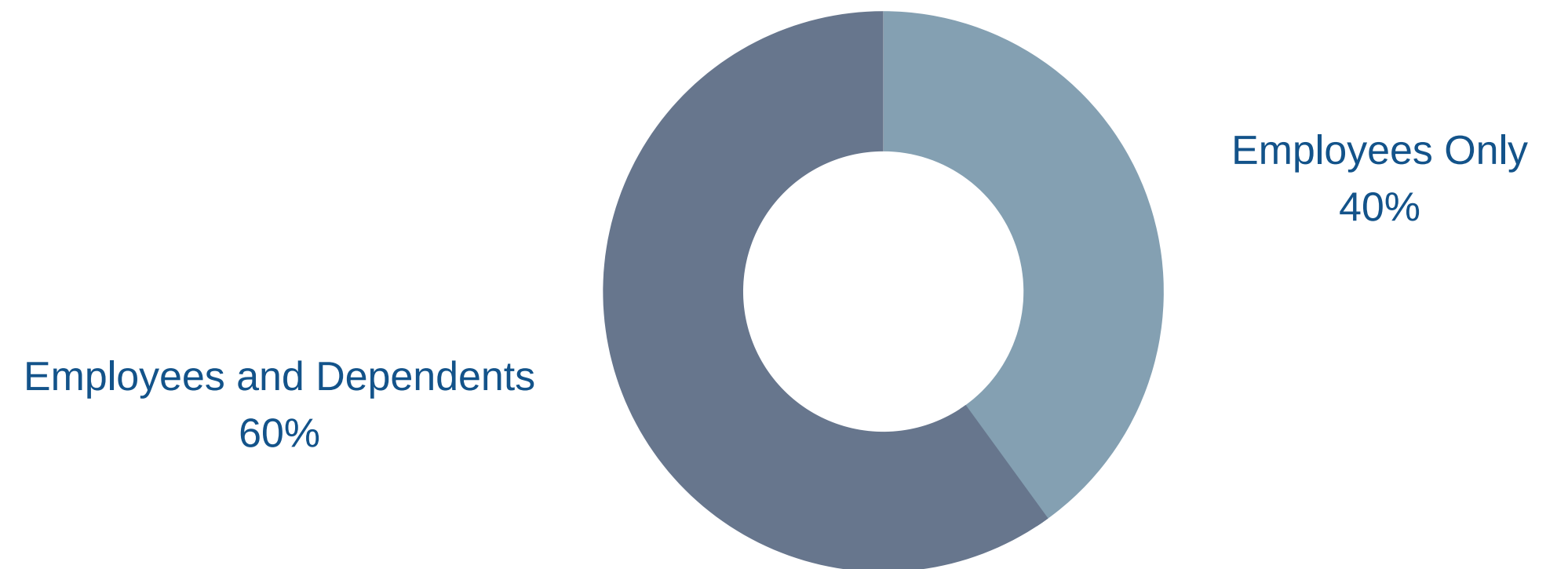


# Benefits: Life Insurance

Does Your Company Offer Life Insurance Coverage?

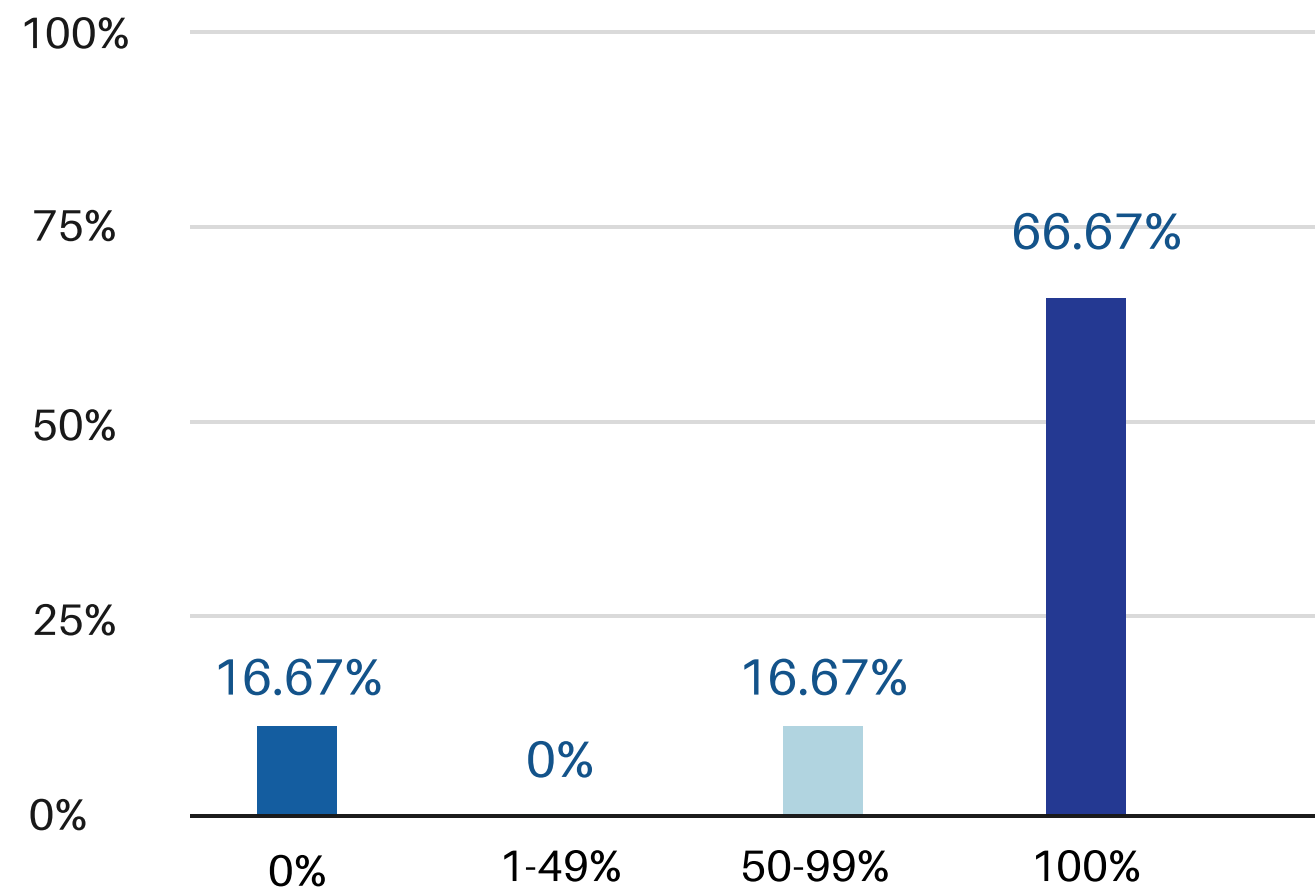


Who does your company offer life insurance to?

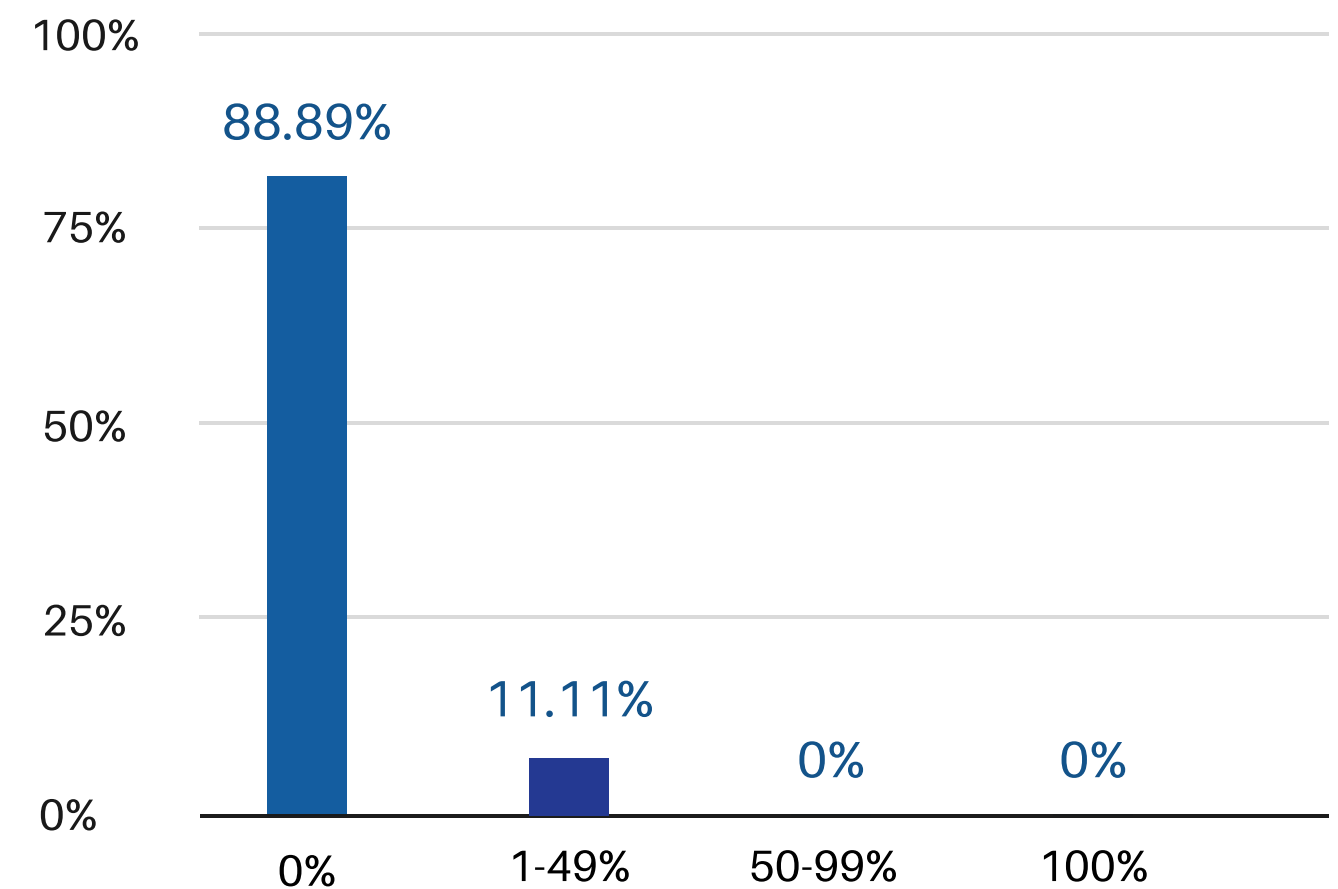


# Benefits: Life Insurance

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

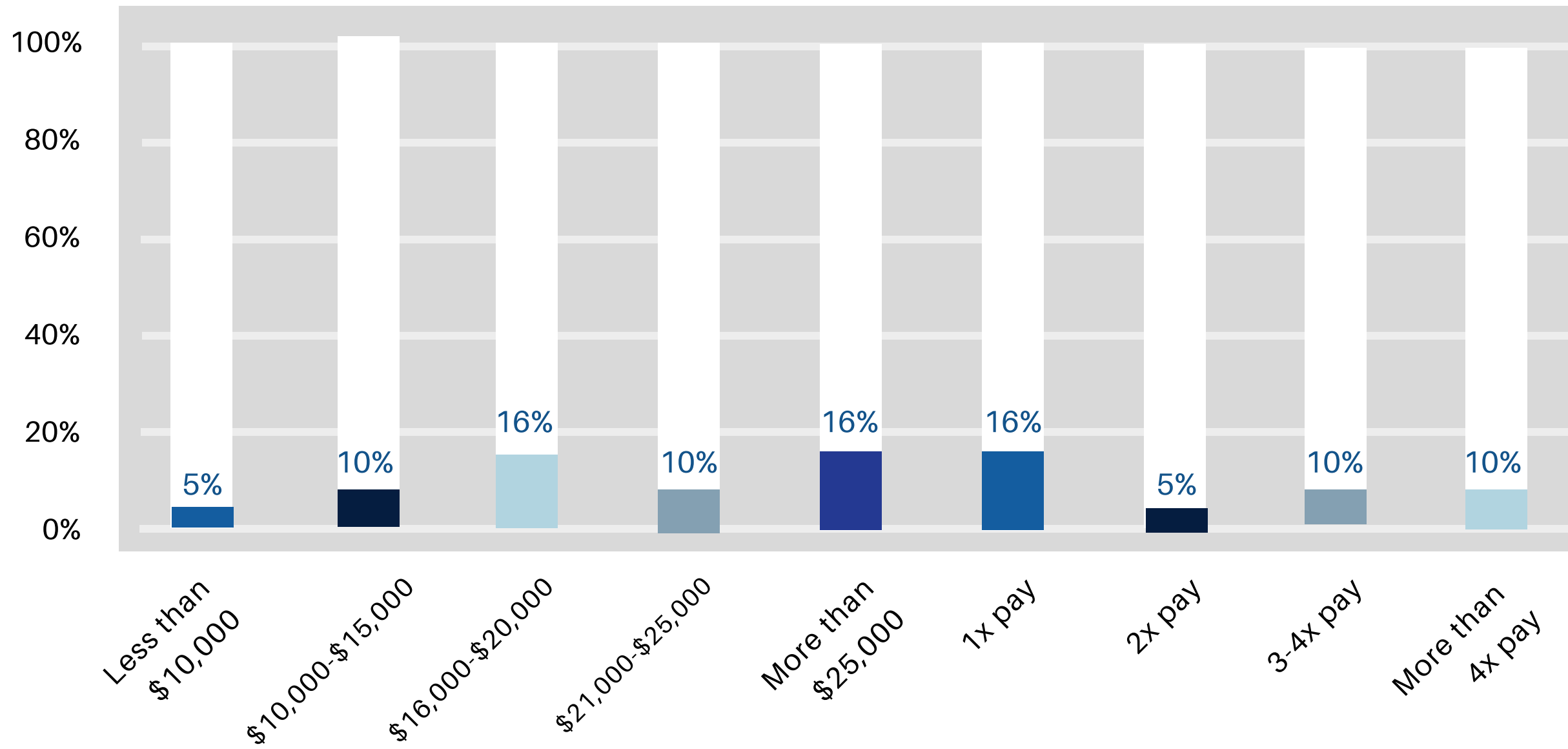


What percent of the premium does the company pay for dependents' life insurance?

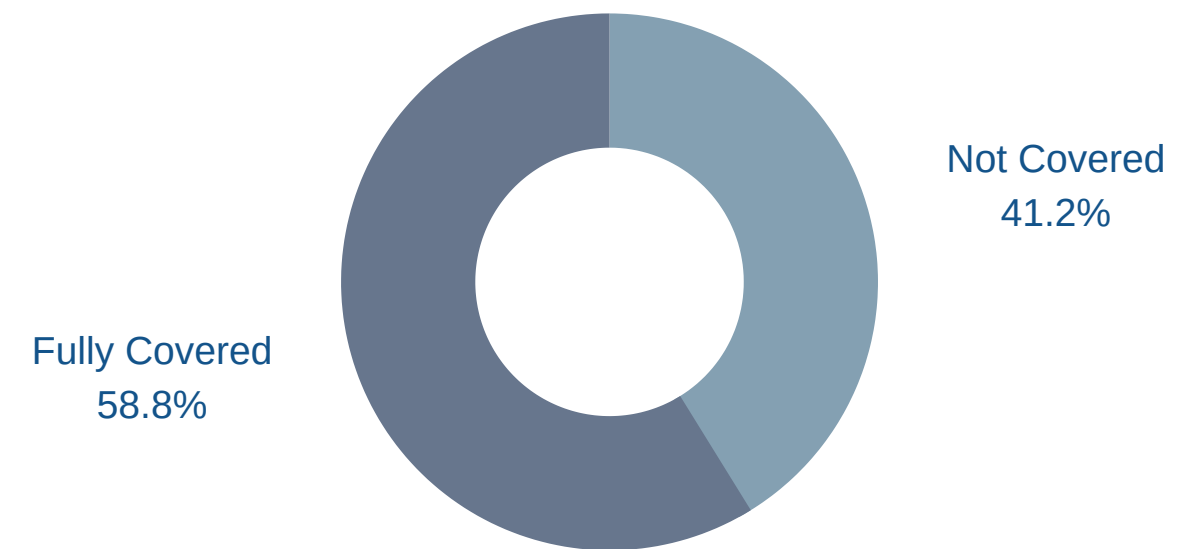


# Benefits: Life Insurance

## What is the maximum employee death benefit?

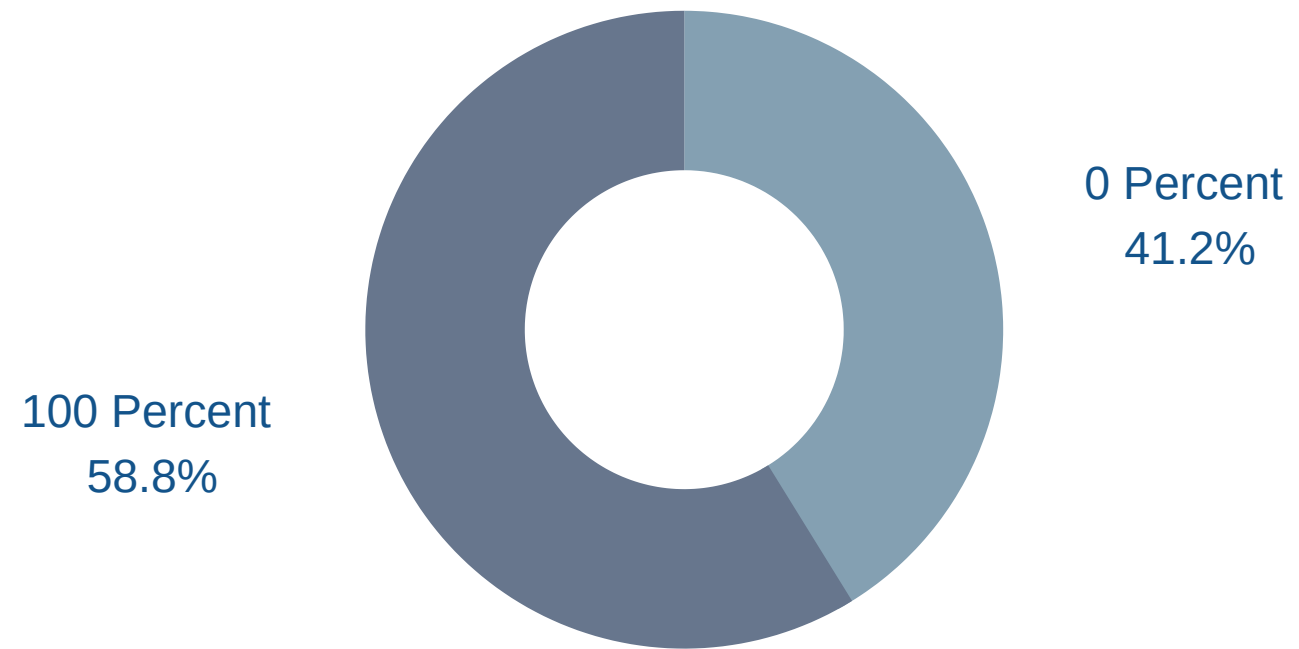


## What percent of the premium does the company pay for accidental death insurance?

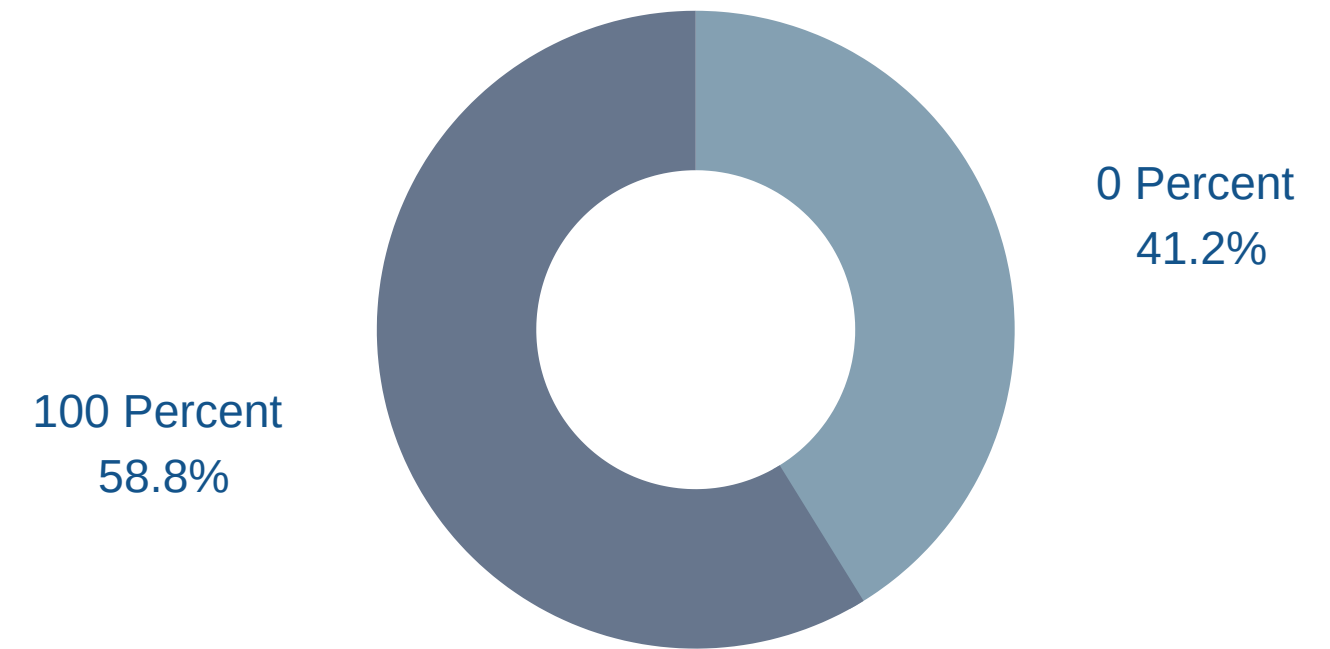


# Benefits: Life Insurance

Does your company offer employee accidental death insurance?

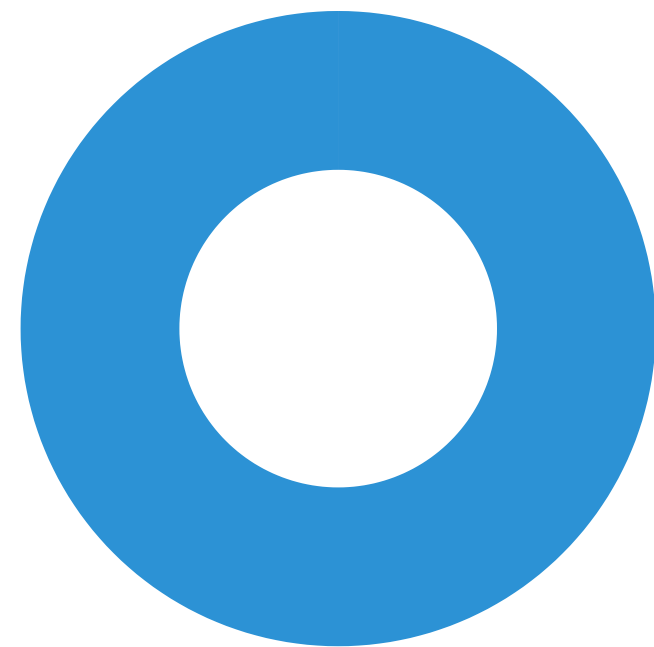


What percent of the premium does the company pay for accidental death insurance?



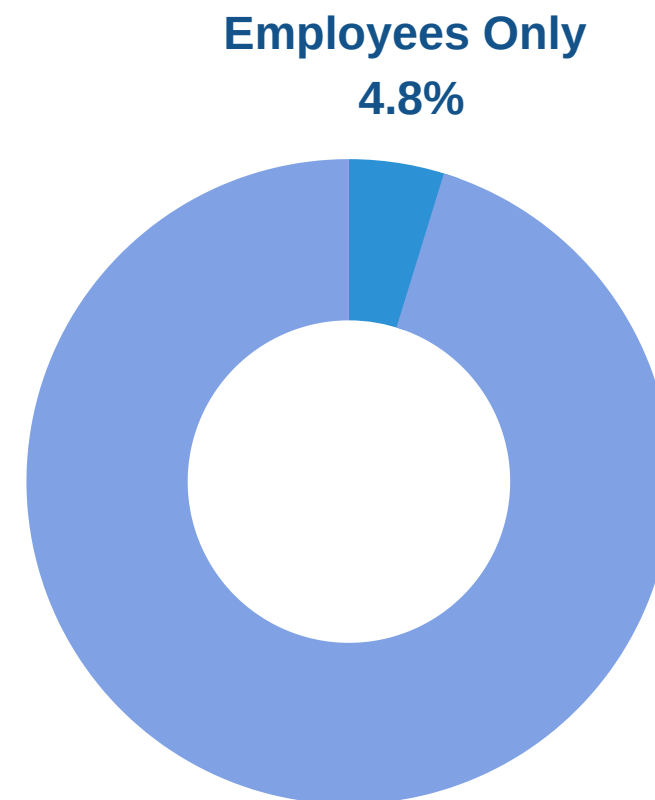
# Benefits: Health Insurance

Does your company offer health insurance coverage?



Yes  
100%

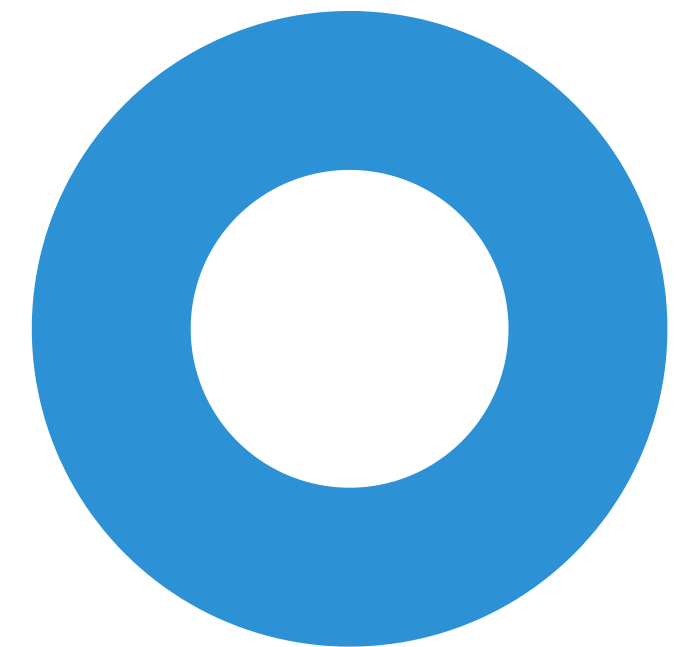
Who does your company offer health insurance to?



Employees and Dependents  
95.2%

Employees Only  
4.8%

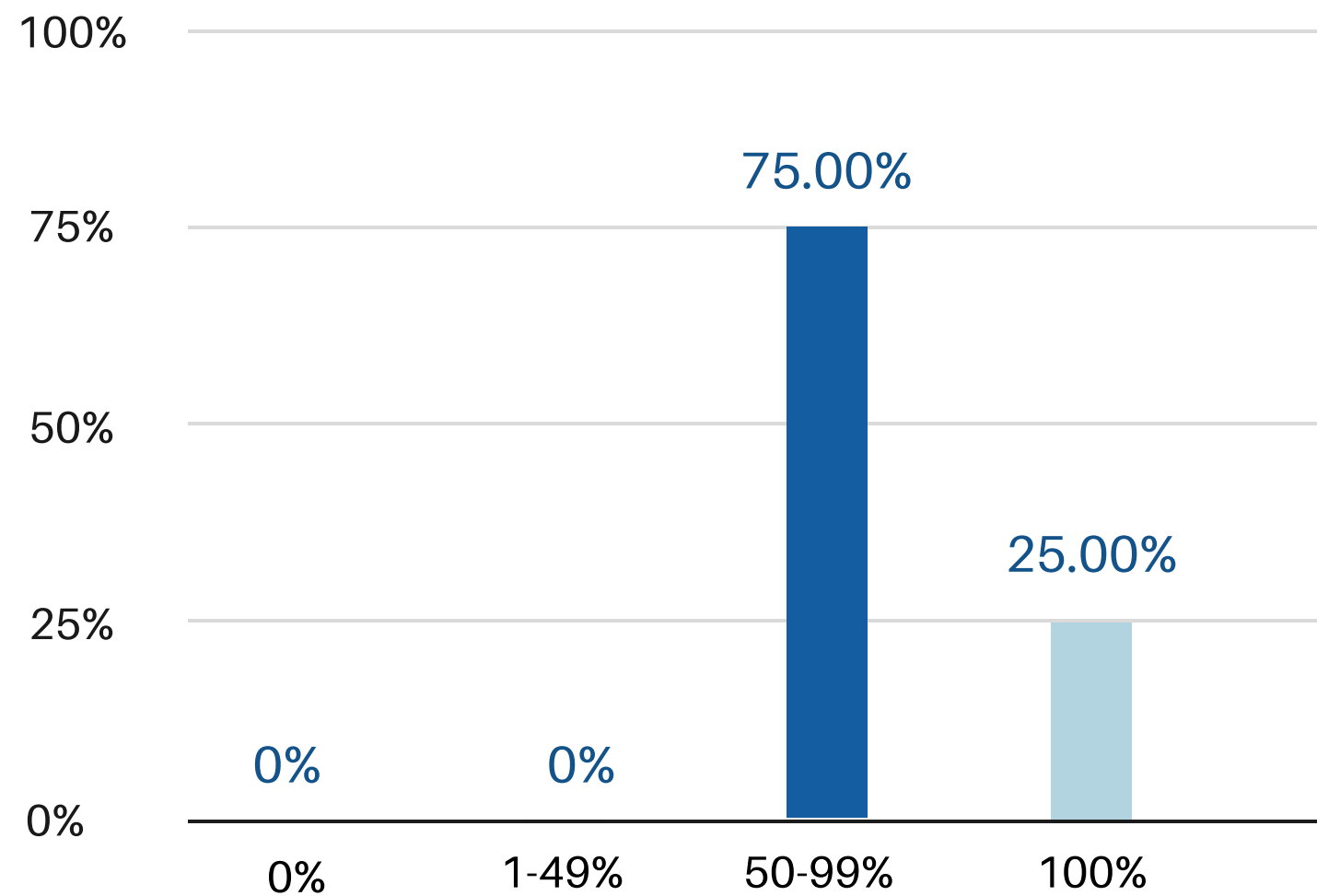
Does the medical insurance include prescription drug coverage?



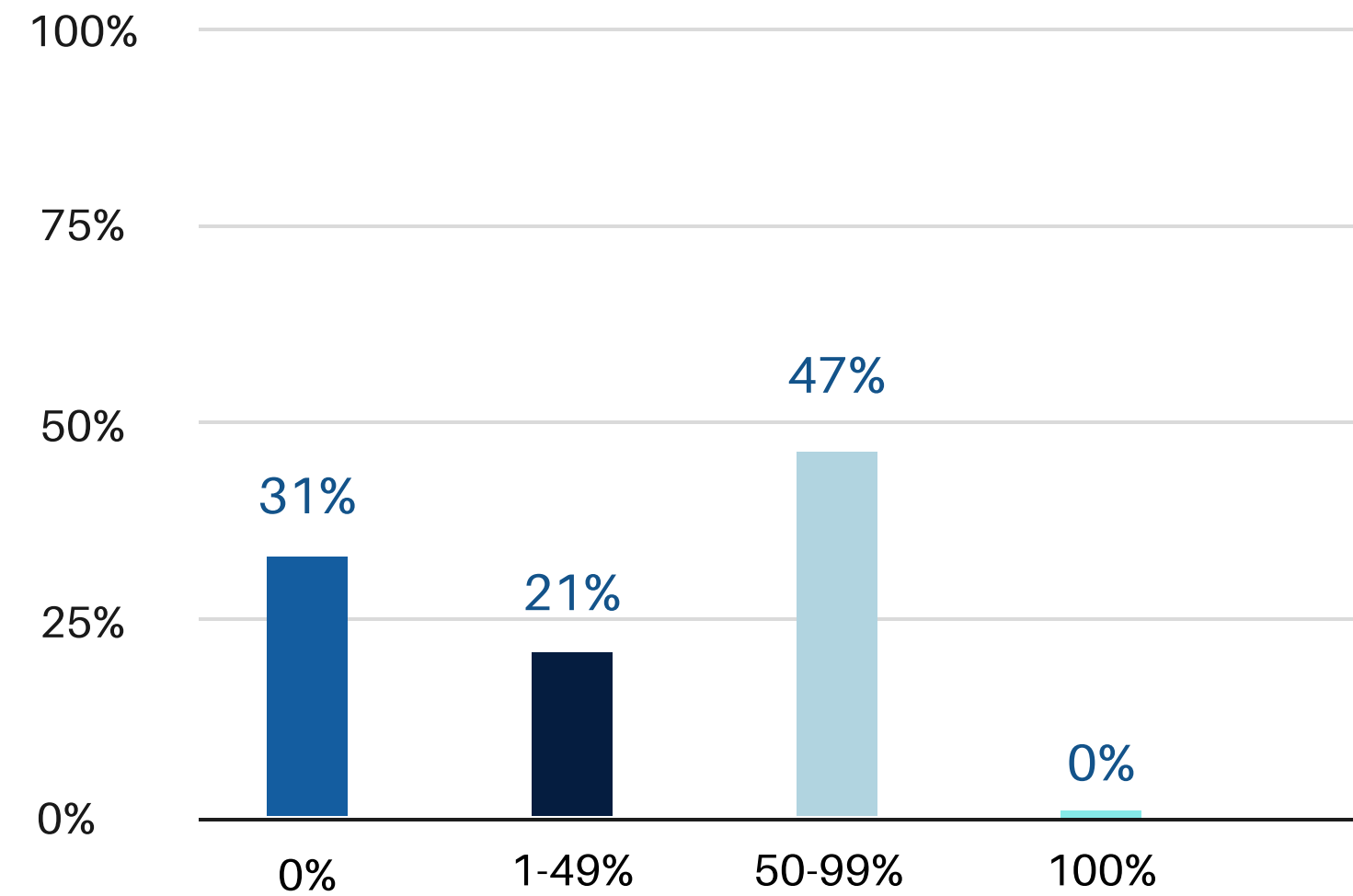
Yes  
100%

# Benefits: Health Insurance

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

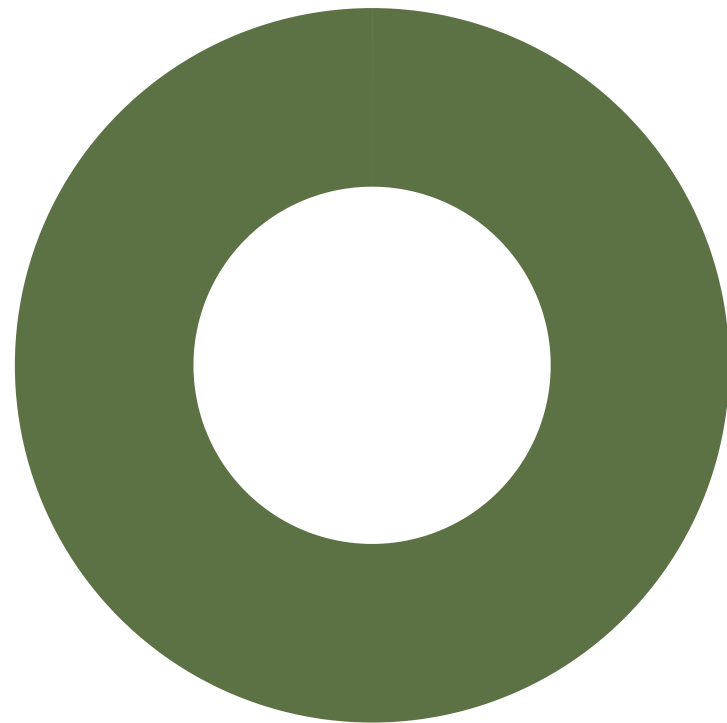


What percent of the monthly premium does the company pay for the dependent's health insurance?



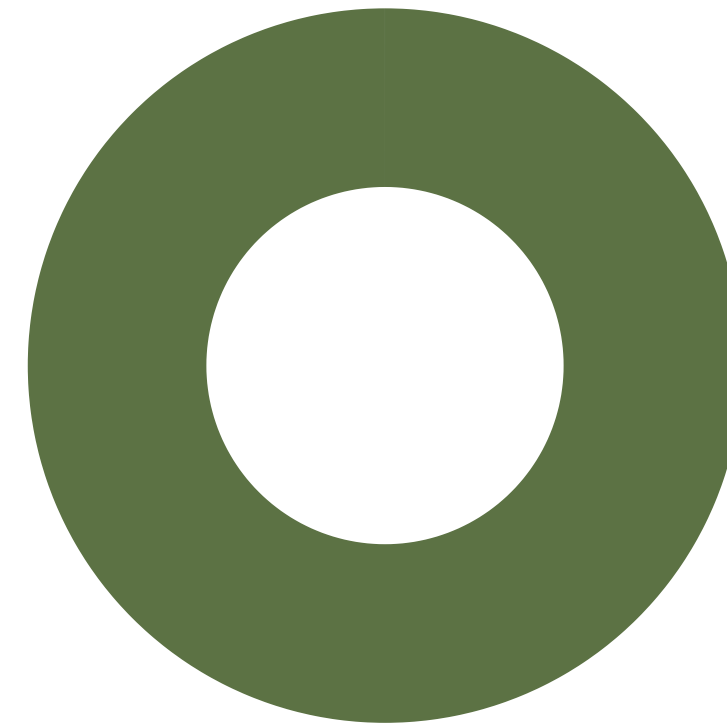
# Benefits: Dental Insurance

**Does your company offer dental insurance coverage?**



Yes  
100%

**Who does your company offer dental insurance to?**

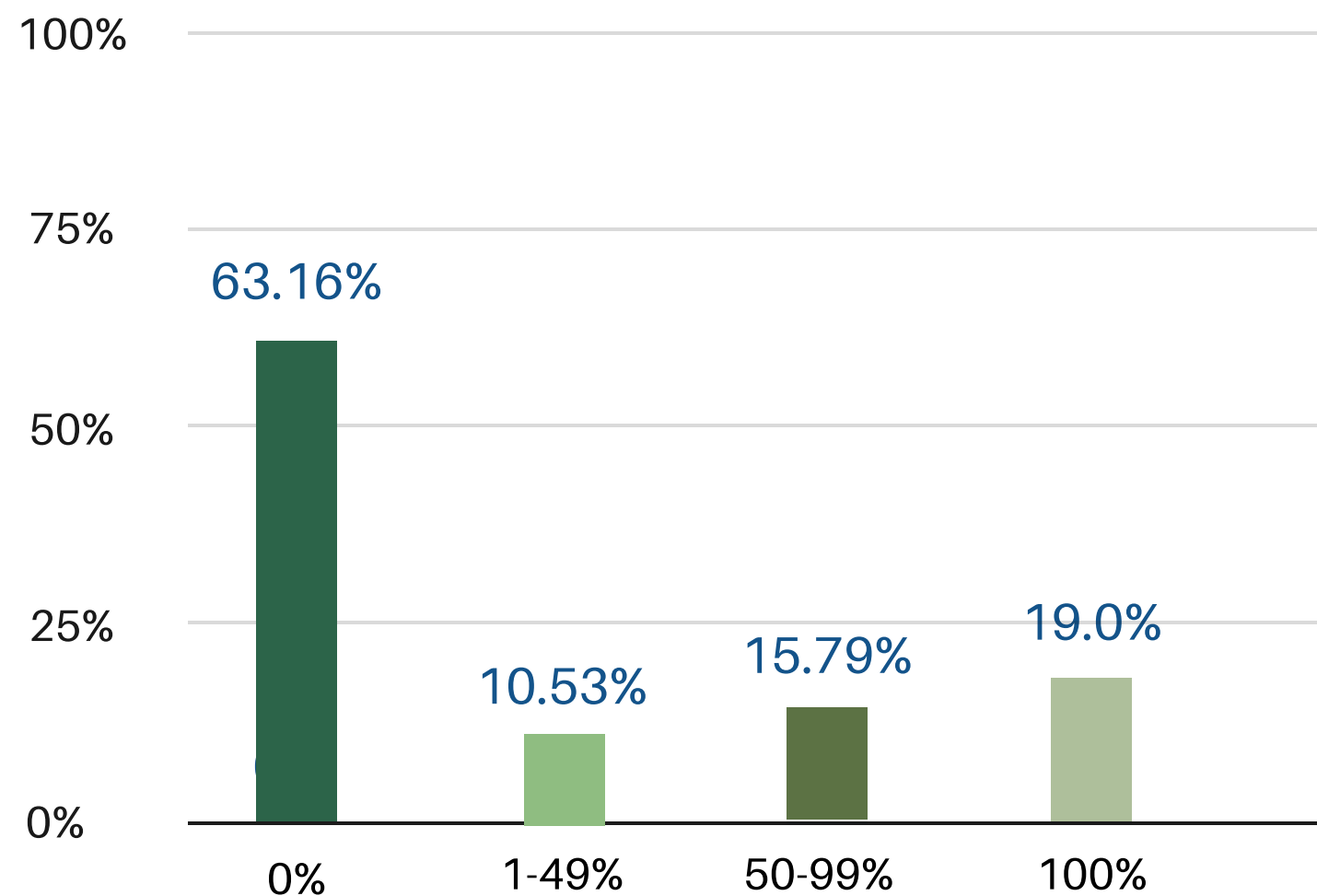


Employees and Dependents  
100%

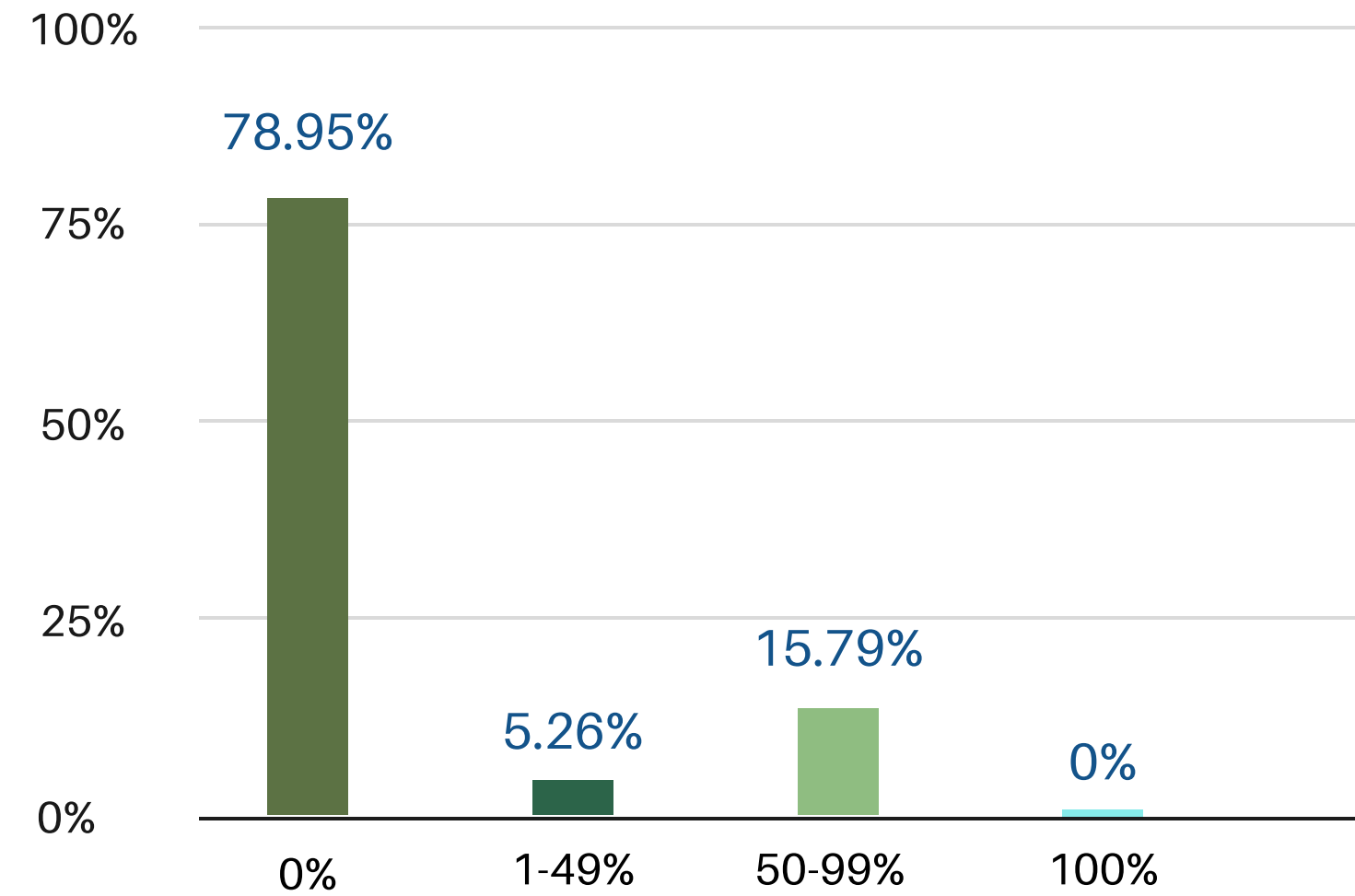


# Benefits: Dental Insurance

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

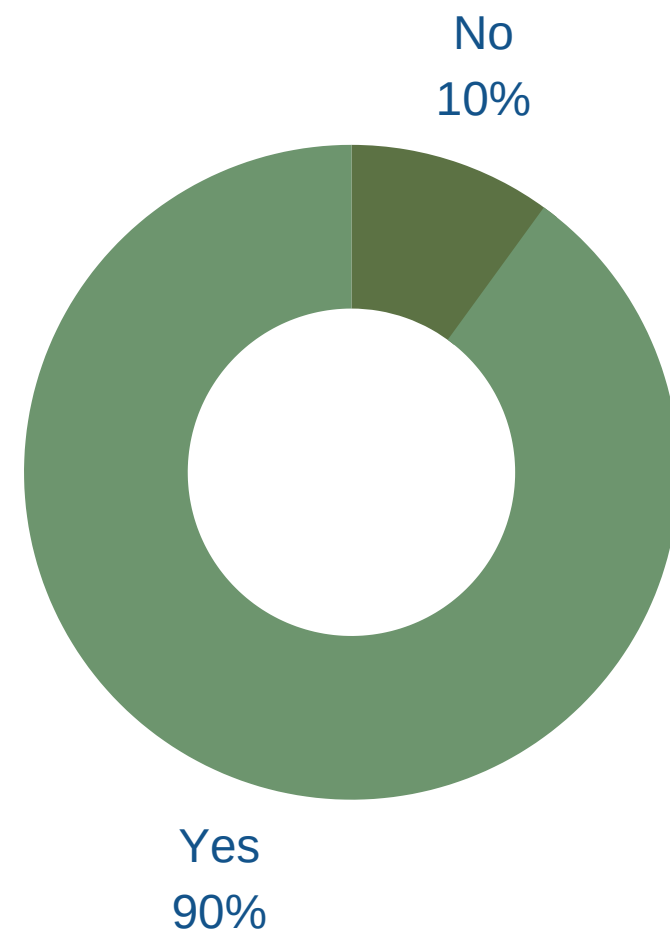


What percent of the monthly premium does the company pay for dependent's dental insurance?



# Benefits: Vision Insurance

Does your company offer vision insurance coverage?

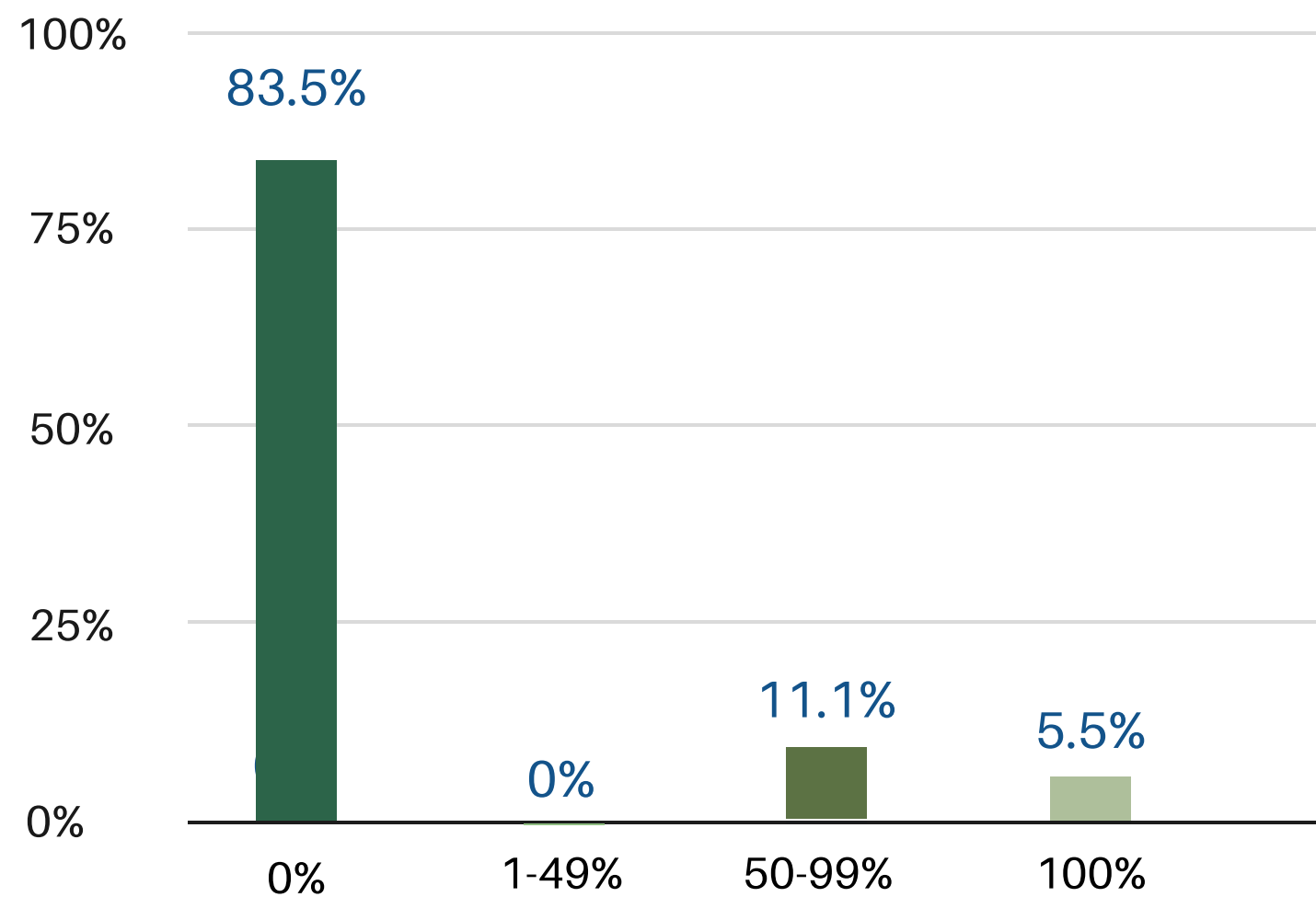


Who does your company offer vision insurance to?

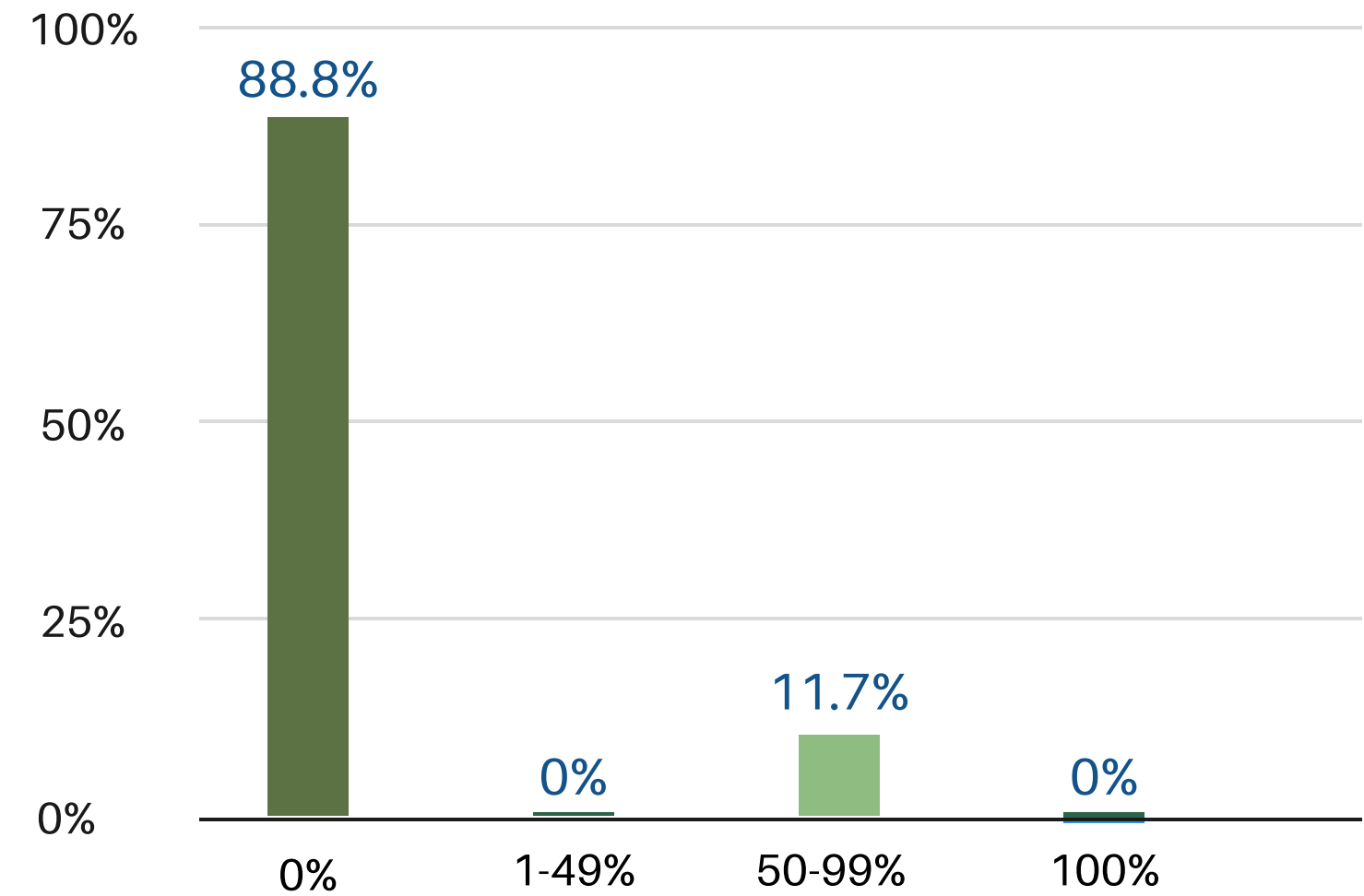


# Benefits: Vision Insurance

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

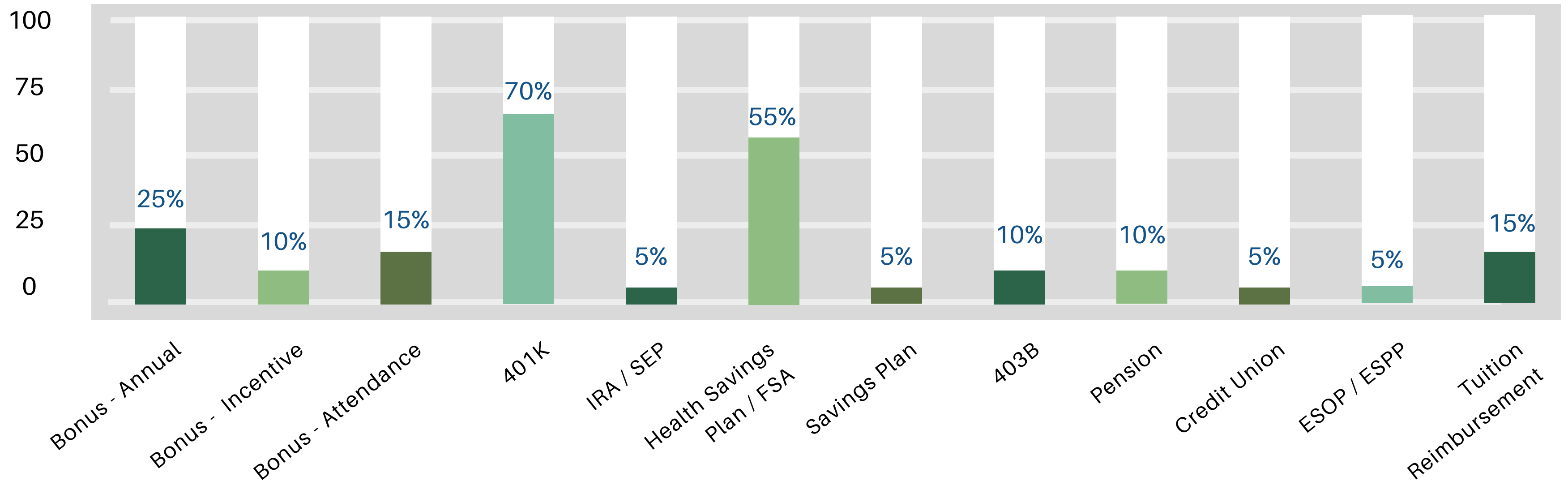


What percent of the monthly premium does the company pay for dependents' vision insurance?



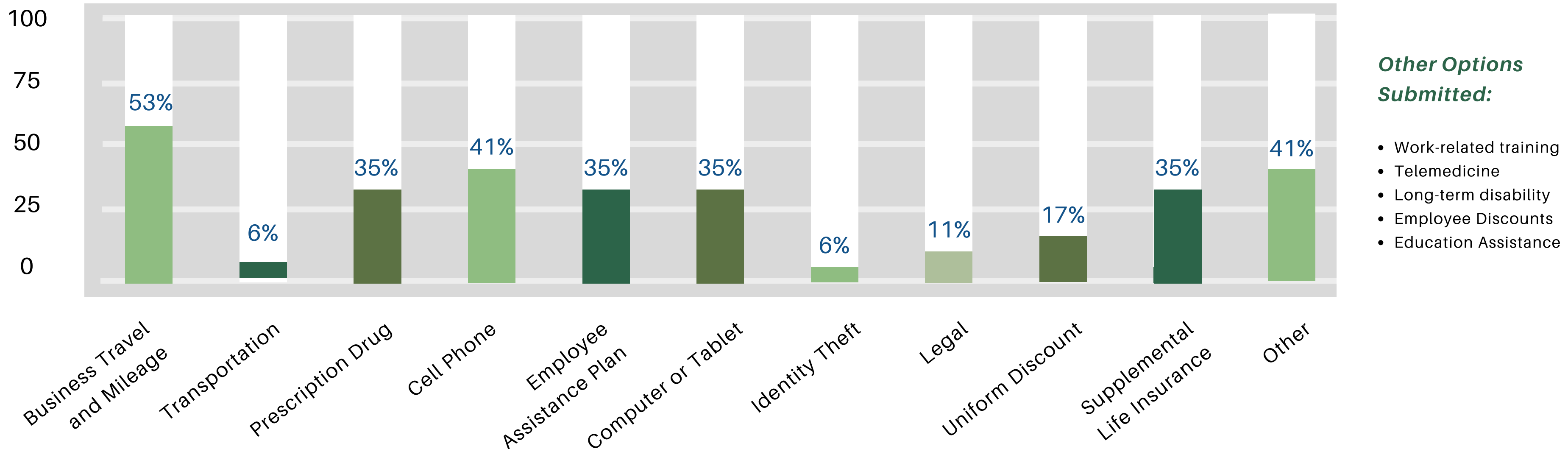
# Benefits: Financial Plans

What financial plans are offered to employees?



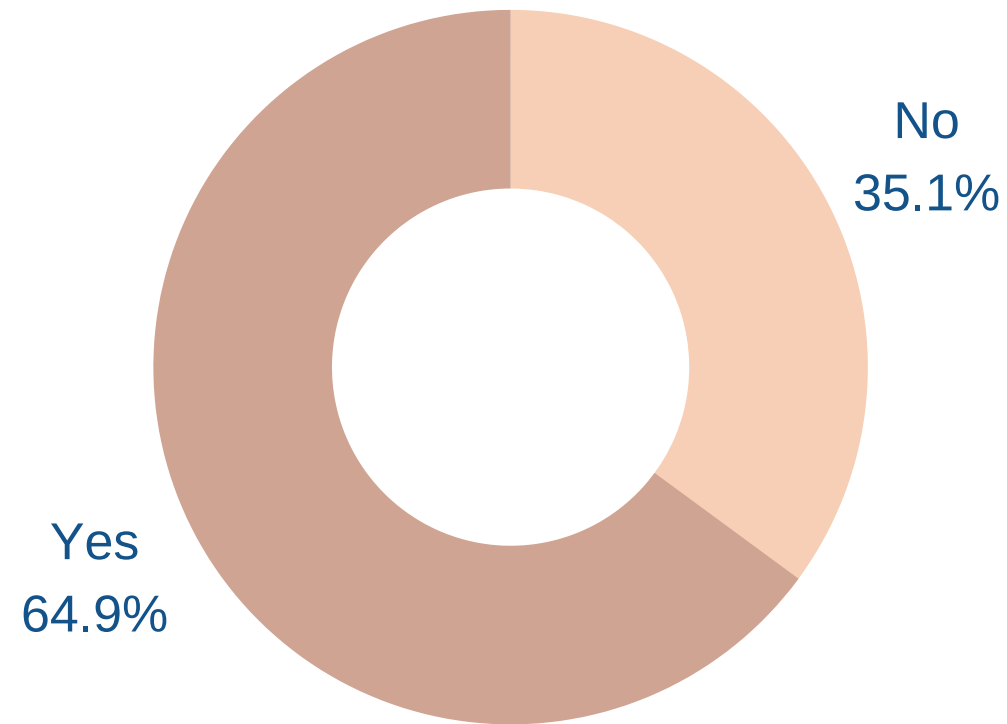
# Benefits: Additional Benefits

## Additional Benefits Offered to Employees

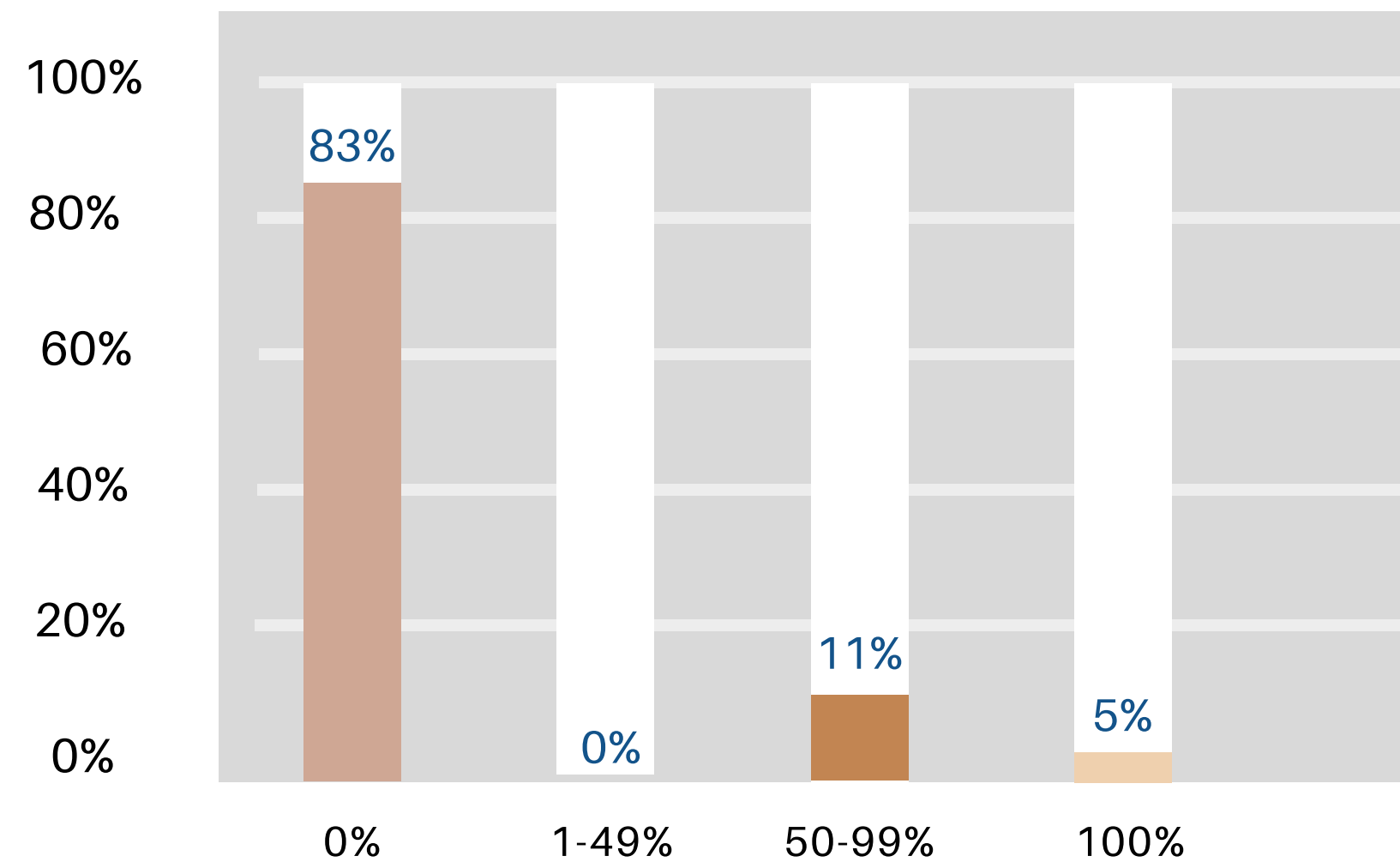


# Wage Summary

Does your company have a wage increase budget?

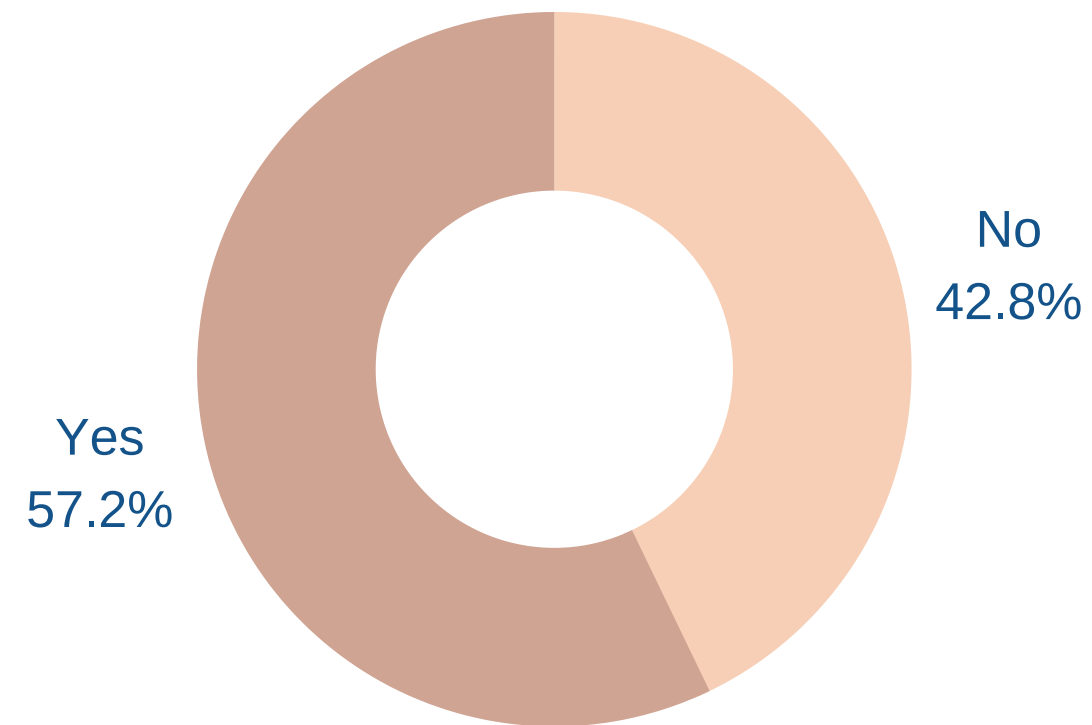


What is your current wage increase budget?

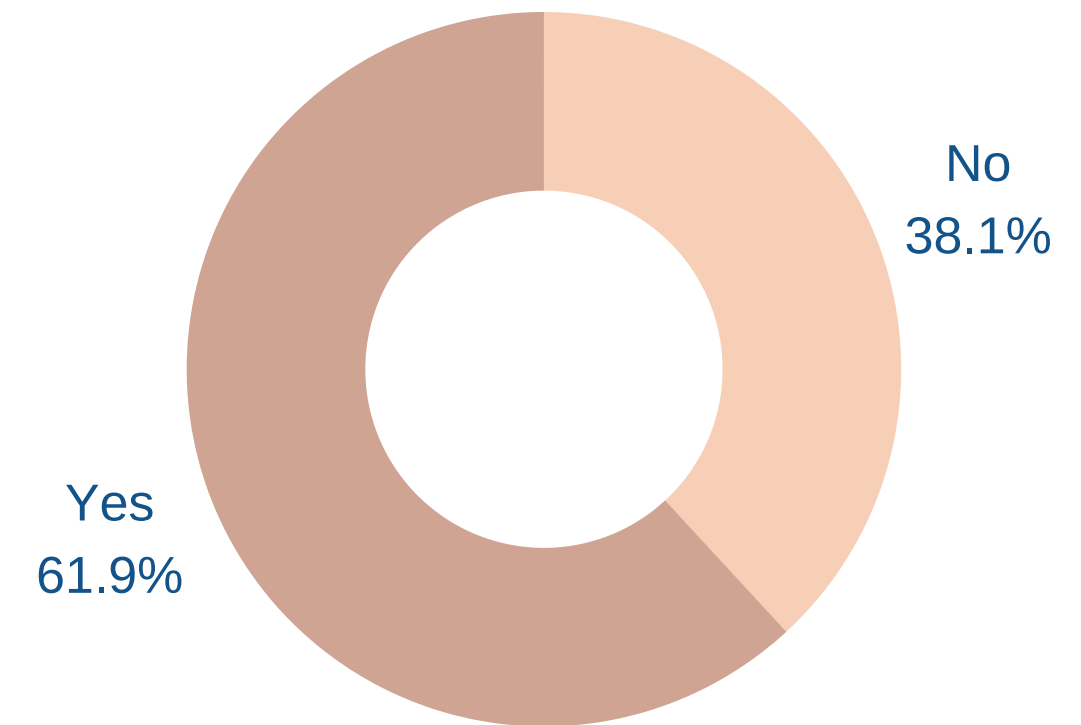


# Wage Summary

**Are employees eligible for bonuses?**

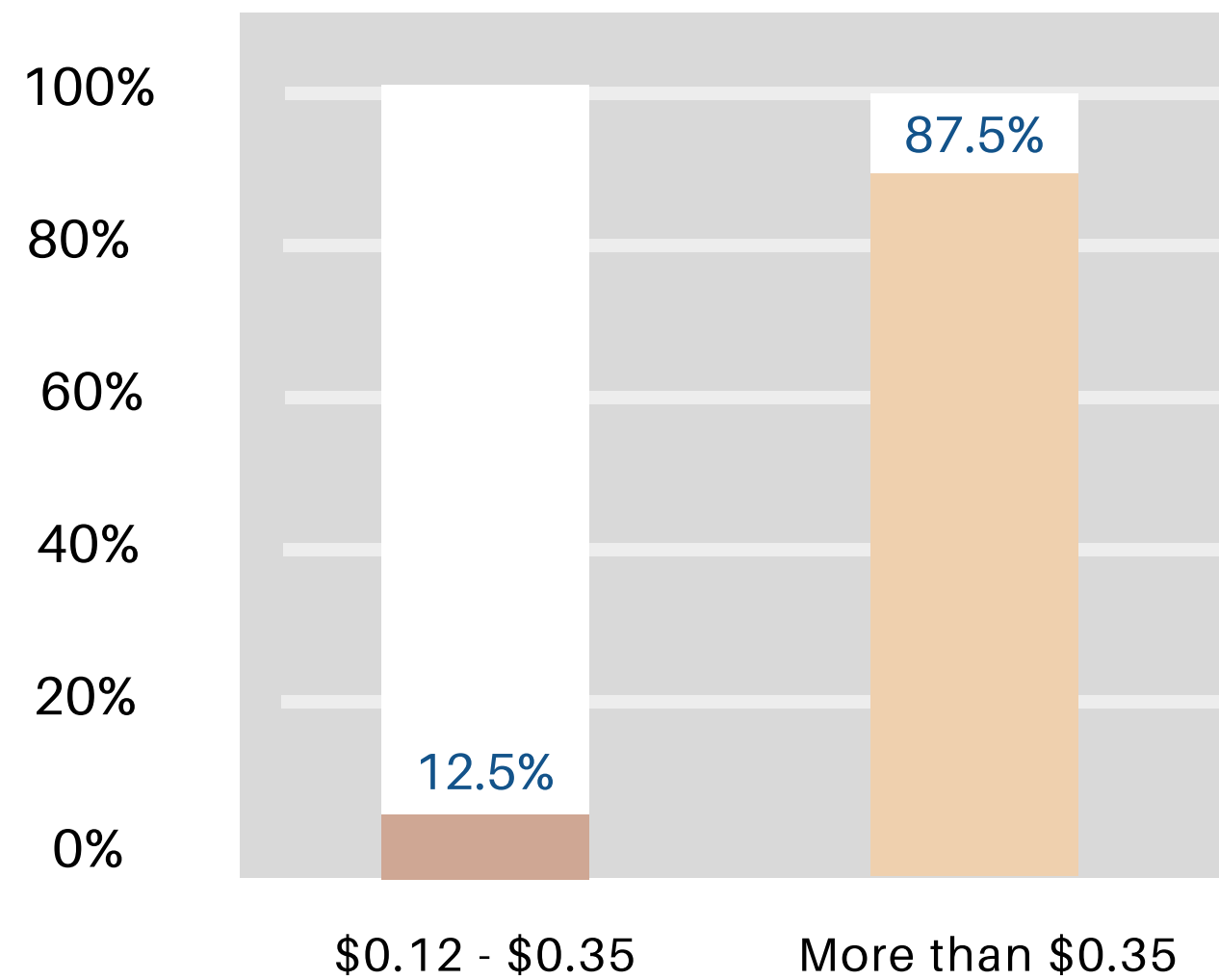


**Does your company have hourly shift differentials for production employees?**

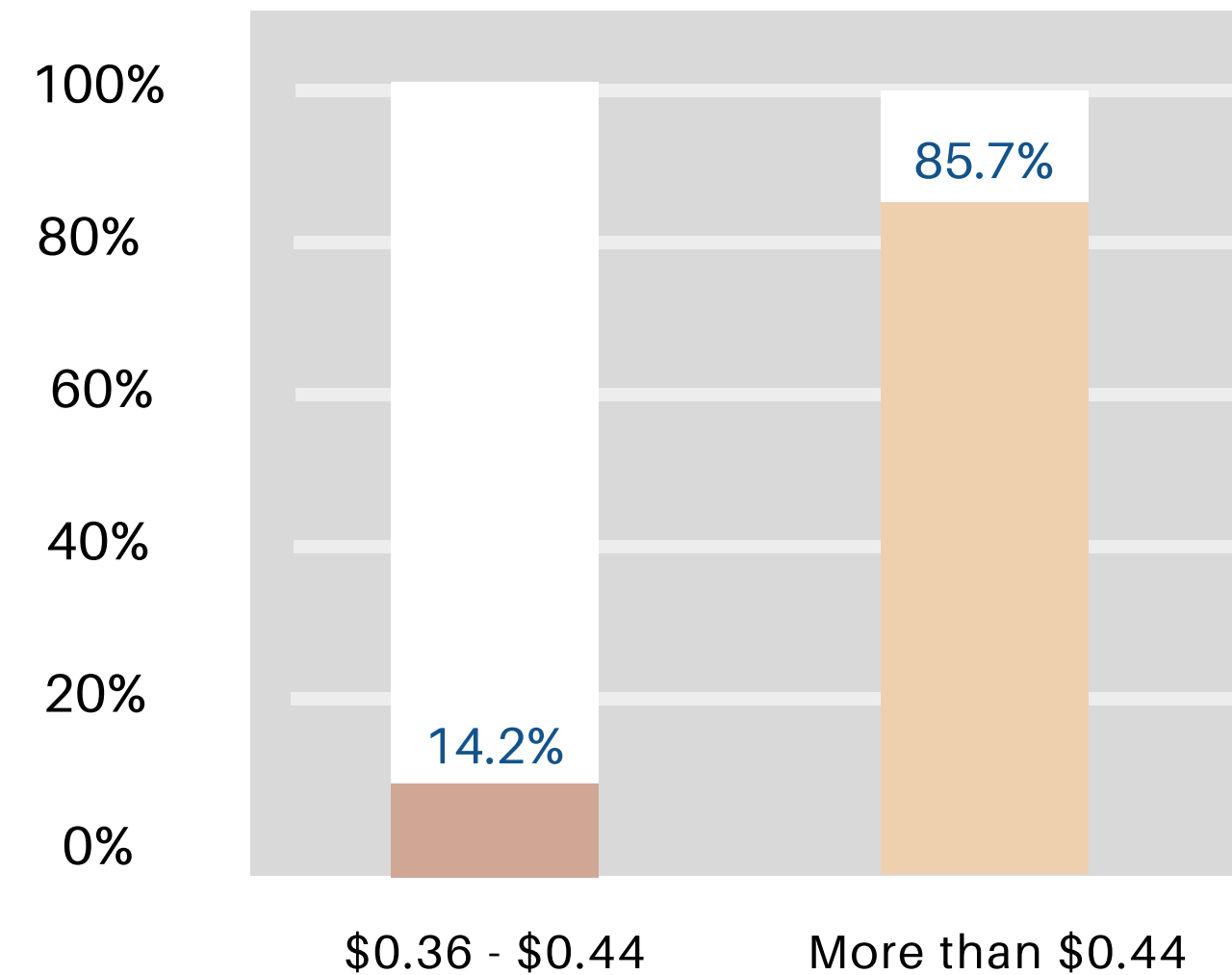


# Wage Summary

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



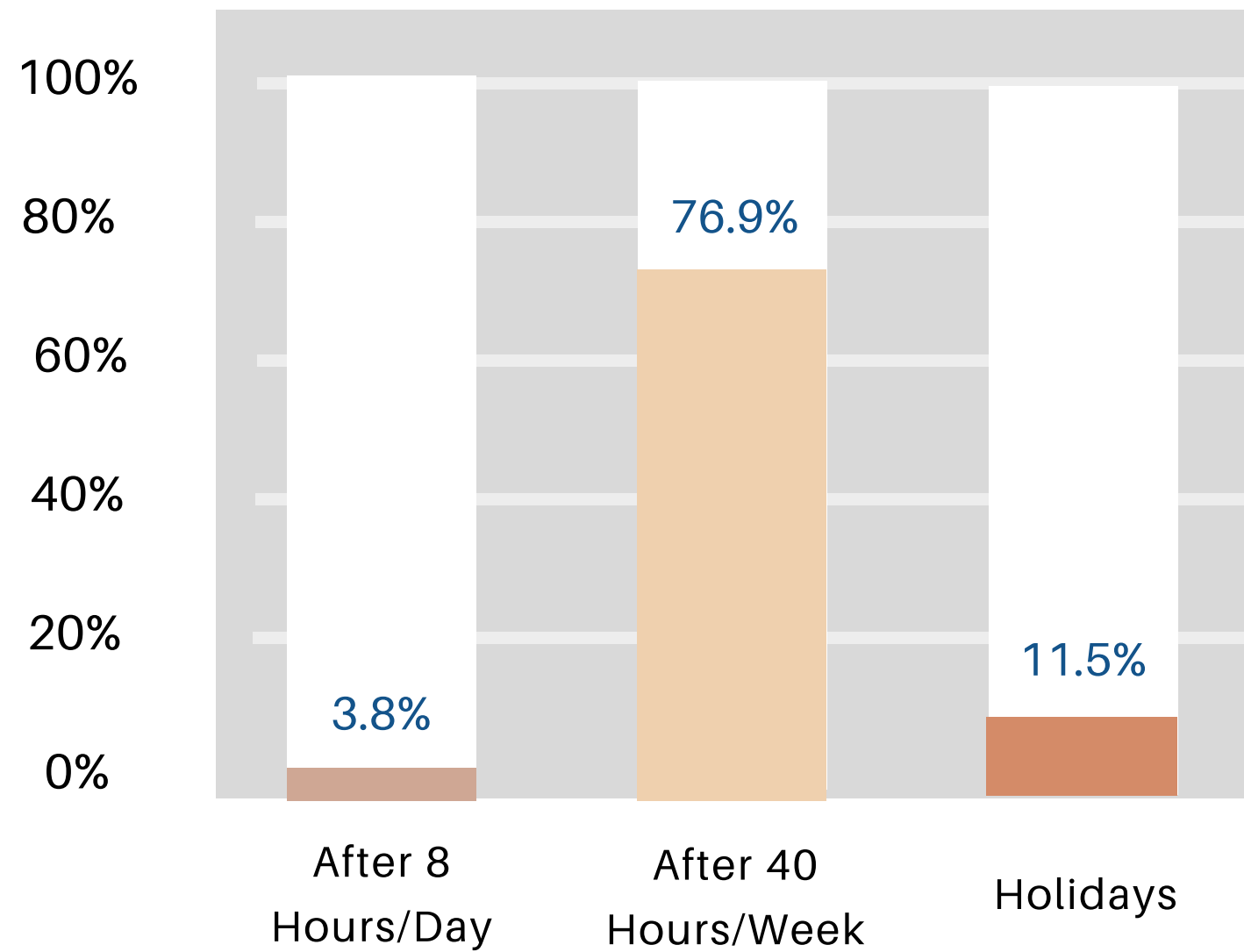
What are your shift differentials for production employees on the third shift?



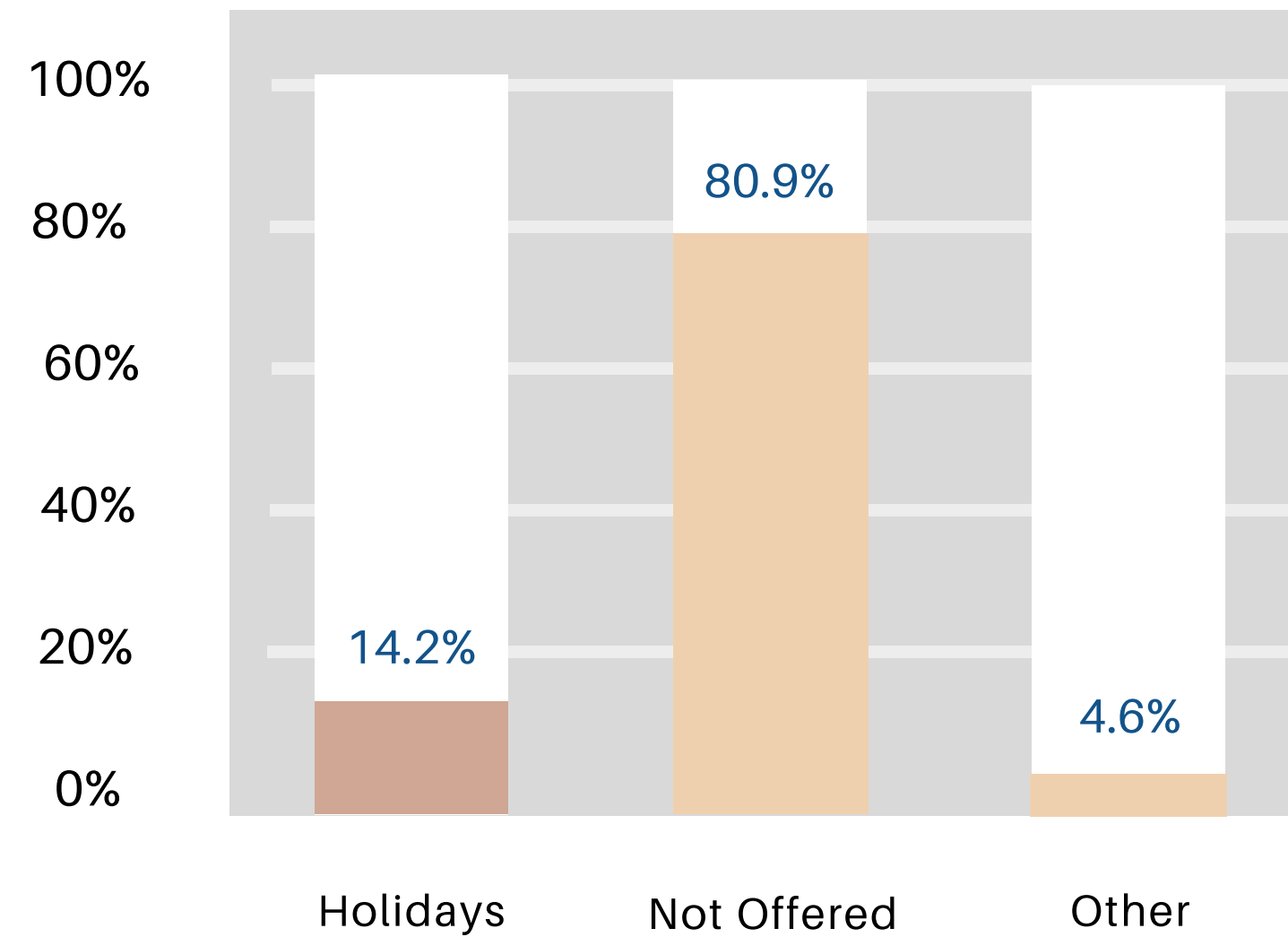


# Wage Summary

When do you pay overtime for employees?

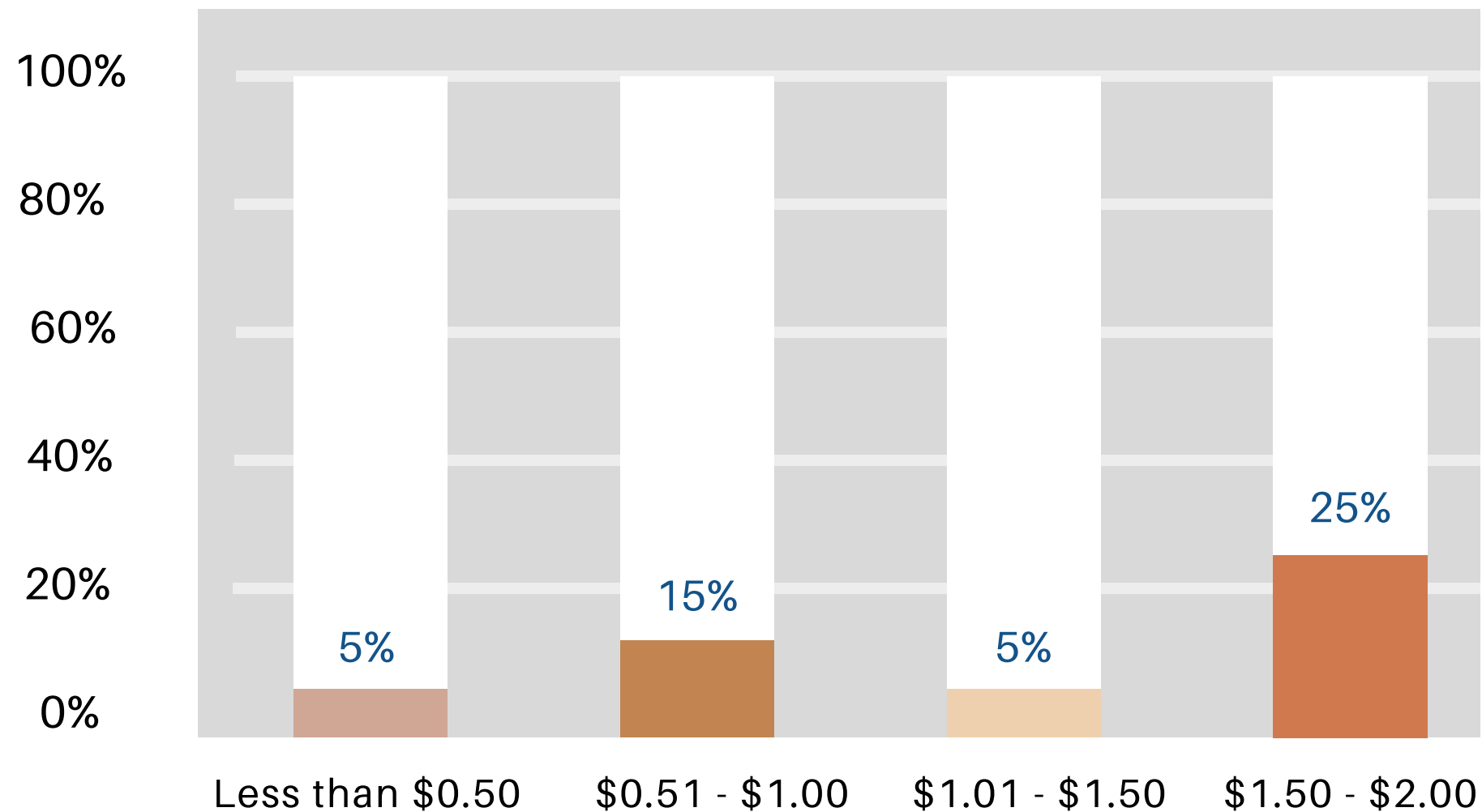


When do you pay double overtime for employees?



# Wage Summary

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



35%

of companies surveyed do not have Group Lead positions

15%

of companies surveyed do not pay Group Leads an additional wage

# Wage Tables

## NON-EXEMPT WAGES, Part 1

2020 Non-Exempt Wages				
<u>Job Title</u>	<u>% Match</u>	<u>Lowest (\$)</u>	<u>Highest (\$)</u>	<u>Average (\$)</u>
Accounting Clerk	94%	\$ 16,751	\$ 44,720	\$ 32,577
Administrative Assistant	94%	\$ 22,880	\$ 67,000	\$ 35,700
Calibration Technician	50%	\$ 35,006	\$ 50,232	\$ 42,619
Cashier	95%	\$ 26,395	\$ 42,245	\$ 34,320
Computer Operator	75%	\$ 29,120	\$ 60,000	\$ 43,272
Credit Collection Clerk	53%	\$ 18,699	\$ 29,931	\$ 23,078
Customer Service Representative	97%	\$ 22,214	\$ 60,000	\$ 35,377
Document Control Assistant	50%	\$ 42,099	\$ 54,350	\$ 48,225
Electrician	86%	\$ 37,274	\$ 62,058	\$ 48,401
Electrical Assembler	N/A	\$ 32,302	\$ 42,682	\$ 37,492
Estimator	75%	\$ 27,040	\$ 36,983	\$ 32,012
Foreman	100%	\$ 25,707	\$ 65,120	\$ 43,218
Forklift Operator	83%	\$ 18,720	\$ 42,016	\$ 29,823
Human Resources Assistant	72%	\$ 20,551	\$ 47,715	\$ 36,416
Inspector	N/A	\$ 28,288	\$ 45,996	\$ 36,912
Janitorial Cleaner	90%	\$ 18,782	\$ 37,502	\$ 26,343
Laborer	90%	\$ 22,152	\$ 39,853	\$ 27,304
Machine Operator/Tender	95%	\$ 27,040	\$ 43,347	\$ 32,665

# Wage Tables

## NON-EXEMPT WAGES, Part 2

2020 Non-Exempt Wages				
<u>Job Title</u>	<u>% Match</u>	<u>Lowest (\$)</u>	<u>Highest (\$)</u>	<u>Average (\$)</u>
Machinist	75%	\$ 30,368	\$ 60,301	\$ 42,813
Maintenance Worker	83%	\$ 25,251	\$ 53,560	\$ 38,946
Mechanic-Automotive	100%	\$ 29,390	\$ 48,880	\$ 39,044
Nurse Aid	100%	\$ 17,680	\$ 53,963	\$ 33,766
Payroll Clerk	78%	\$ 23,652	\$ 62,000	\$ 38,651
Production Worker	100%	\$ 23,566	\$ 45,427	\$ 31,811
Purchasing Clerk	97%	\$ 20,551	\$ 47,840	\$ 34,907
Quality Assurance	97%	\$ 20,551	\$ 60,000	\$ 37,205
Receiver	80%	\$ 20,551	\$ 46,800	\$ 33,137
Receptionist/Secretary	91%	\$ 16,500	\$ 42,723	\$ 27,346
RN Staff	80%	\$ 42,500	\$ 78,750	\$ 57,587
Security Guard	85%	\$ 22,961	\$ 49,763	\$ 35,661
Storekeeper	83%	\$ 18,720	\$ 43,075	\$ 32,834
System Technician	70%	\$ 29,390	\$ 46,556	\$ 40,251
Test Technician	N/A	N/A	N/A	N/A
Unit Coordinator	100%	\$ 18,699	\$ 29,931	\$ 24,315
Welder	50%	\$ 32,302	\$ 44,034	\$ 39,957

# Wage Tables

## EXEMPT WAGES, Part 1

2020 Exempt Wages					
Job Title	% Match	Lowest (\$)	Highest (\$)	Average (\$)	
Accountant/Auditors	90%	\$ 29,120	\$ 77,814	\$ 56,582	
Accounting Managers	88%	\$ 43,100	\$ 93,057	\$ 78,334	
Administrative Assistant (Exempt position)	82%	\$ 37,274	\$ 70,000	\$ 55,437	
Assistant Manager	100%	\$ 36,500	\$ 41,200	\$ 38,850	
Benefits Clerk	50%	\$ 56,500	\$ 56,500	\$ 56,500	
Buyer	90%	\$ 22,214	\$ 102,500	\$ 54,006	
CEO	100%	\$ 165,000	\$ 365,000	\$ 260,889	
Computer Information Systems Manager	98%	\$ 55,700	\$ 180,000	\$ 99,211	
Computer Programmer	95%	\$ 39,000	\$ 68,796	\$ 53,449	
Controller (If not top financial executive)	78%	\$ 73,700	\$ 180,000	\$ 116,823	
Customer Service Supervisor	N/A	\$ 43,100	\$ 68,900	\$ 56,000	
Environmental Engineer	50%	\$ 50,000	\$ 124,656	\$ 89,162	
General Manager	N/A	\$ 85,000	\$ 280,600	\$ 141,825	
Human Resources Manager	100%	\$ 40,300	\$ 124,264	\$ 77,728	
Industrial Production Manager	100%	\$ 52,000	\$ 56,134	\$ 54,067	
Manufacturing Engineer	50%	\$ 50,000	\$ 50,000	\$ 50,000	

# Wage Tables

## EXEMPT WAGES, Part 2

2020 Exempt Wages				
<u>Job Title</u>	<u>% Match</u>	<u>Lowest (\$)</u>	<u>Highest (\$)</u>	<u>Average (\$)</u>
Network & Computer Systems Admin.	88%	\$ 52,603	\$ 90,833	\$ 73,103
Operations Manager	100%	\$ 64,100	\$ 194,800	\$ 104,900
Plant Manager	100%	\$ 50,000	\$ 165,100	\$ 87,517
Plant/ Facility Maintenance Engineer Manager	100%	\$ 50,000	\$ 50,000	\$ 50,000
Principal	100%	\$ 68,072	\$ 133,037	\$ 114,603
Purchasing Manager	90%	\$ 100,000	\$ 119,000	\$ 109,800
Quality Control Manager	50%	\$ 50,000	\$ 50,180	\$ 50,060
Quality Engineer	N/A	N/A	N/A	N/A
Receiving and Shipping Supervisor	100%	\$ 43,100	\$ 78,750	\$ 59,213
Reliability/Quality Assurance Manager	100%	\$ 55,700	\$ 130,000	\$ 85,778
Safety Director	80%	\$ 38,000	\$ 115,000	\$ 88,452
Safety Manager	90%	\$ 43,100	\$ 139,900	\$ 64,225
Sales Manager	100%	\$ 64,100	\$ 165,100	\$ 126,400
Superintendent	70%	\$ 43,100	\$ 130,000	\$ 74,857
Supervisor	100%	\$ 37,300	\$ 102,500	\$ 58,084