



NACOGDOCHES COUNTY WAGE & BENEFITS SURVEY REPORT

September 2023

 Prepared by the
Nacogdoches Economic
Development Corporation

AGENDA

01 Introduction & Executive Summary.

02 Benefit Information

03 Employee Statistics

04 Parental & Bereavement Leave

05 Holiday & Vacation

06 Life Insurance

07 Health Insurance

08 Vision Insurance

09 Dental Insurance

10 Bonuses & Incentives

11 Misc. Information

12 Salary Information

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 August and September 2023.

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.

EXECUTIVE SUMMARY (Continued)

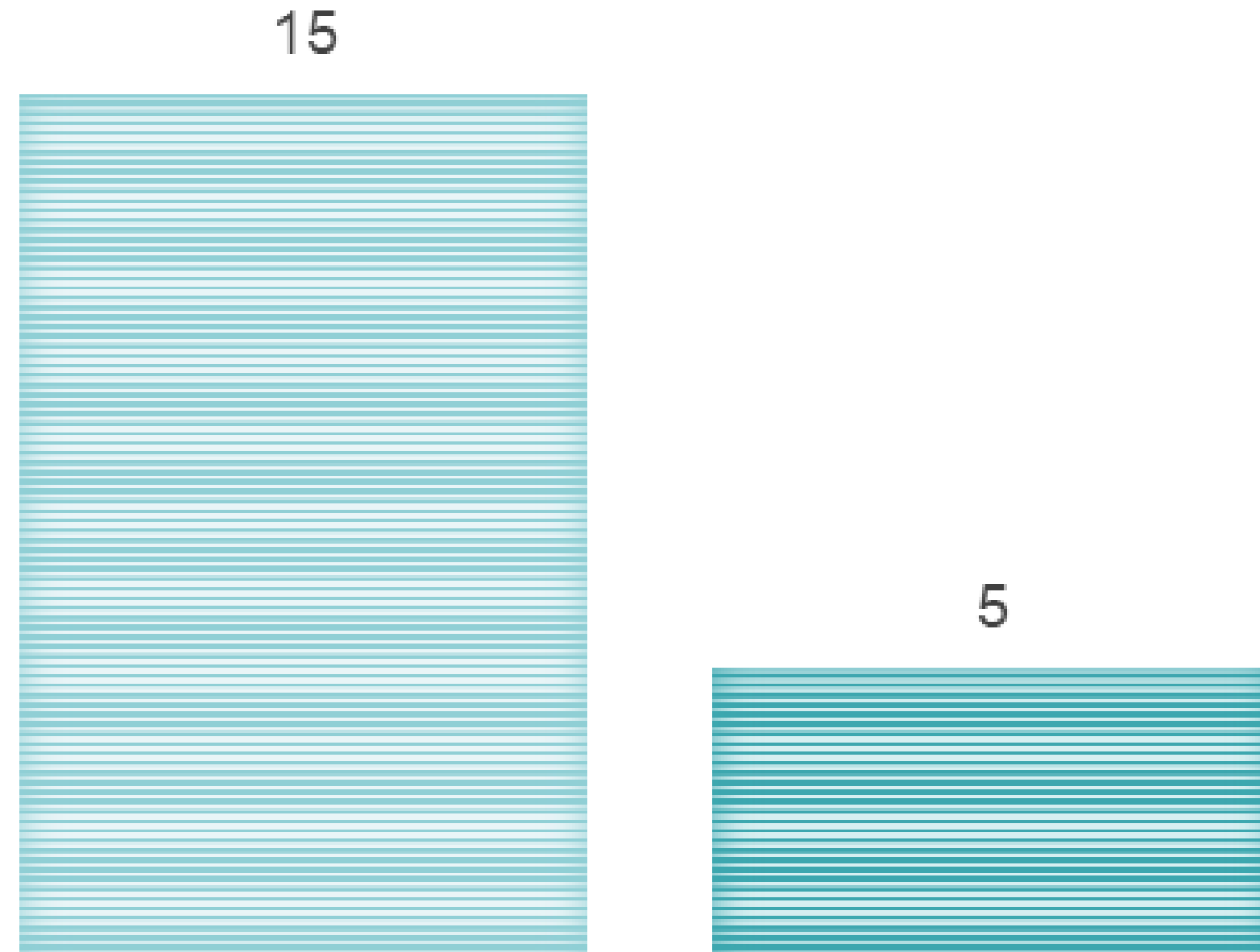
Responses were received from 20 Nacogdoches County firms, representing 6,296 workers and a variety of industry sectors. Twelve of the twenty-two businesses provided wage information. A few respondents filled out the benefits survey without providing wage information. Businesses ranged from the very small with 7 employees, all the way to the very large with 1,322 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.

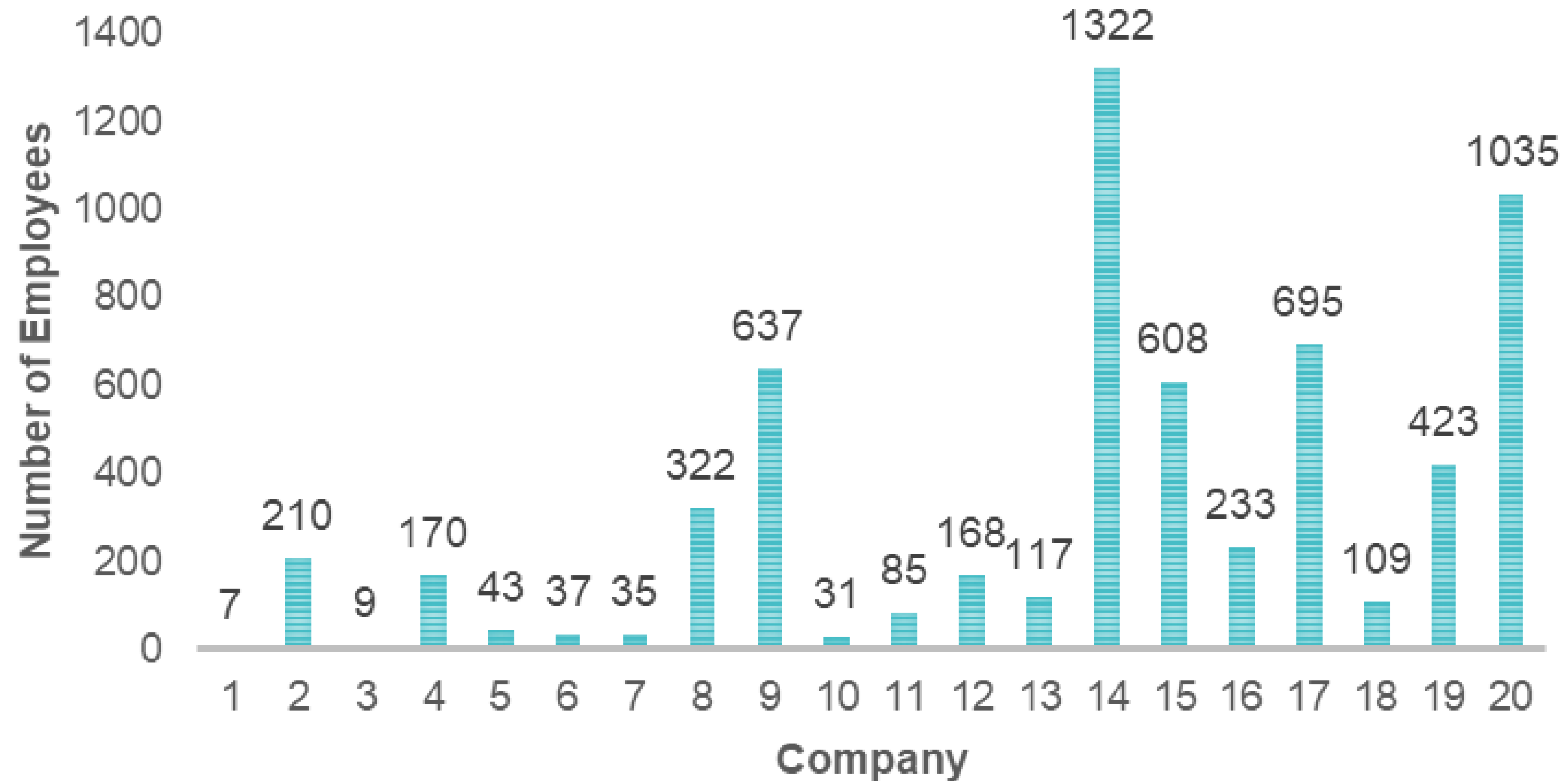
Though most companies offered various fringe benefits to their employees, the majority of them offered at least a 401K retirement and Health Savings Plan. Workers were also reimbursed for business travel and mileage. The largest percentage of companies used a Merit-based system to determine pay increases.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

In what County does your company conduct operations?

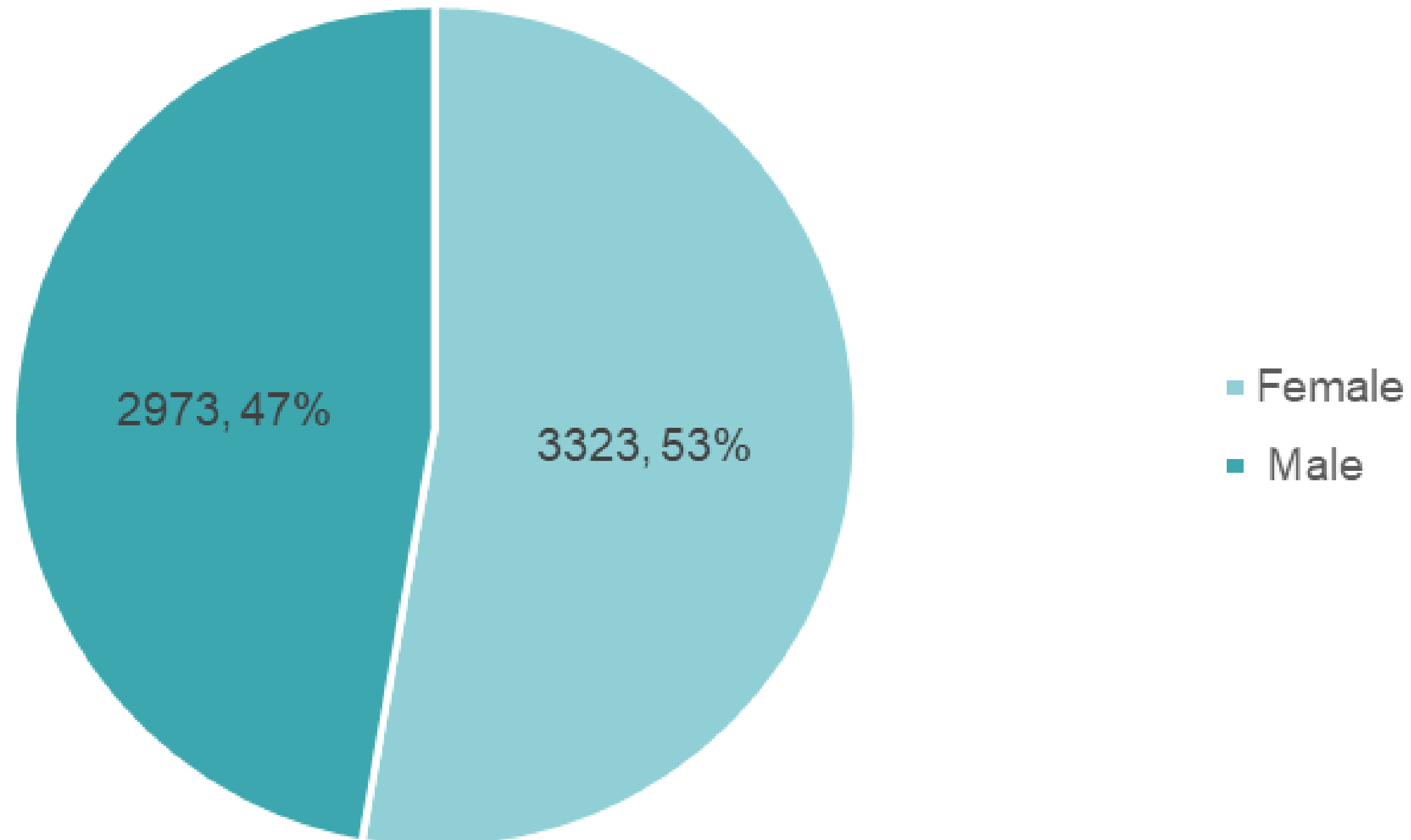
■ Nacogdoches County ■ Angelina & Nacogdoches County



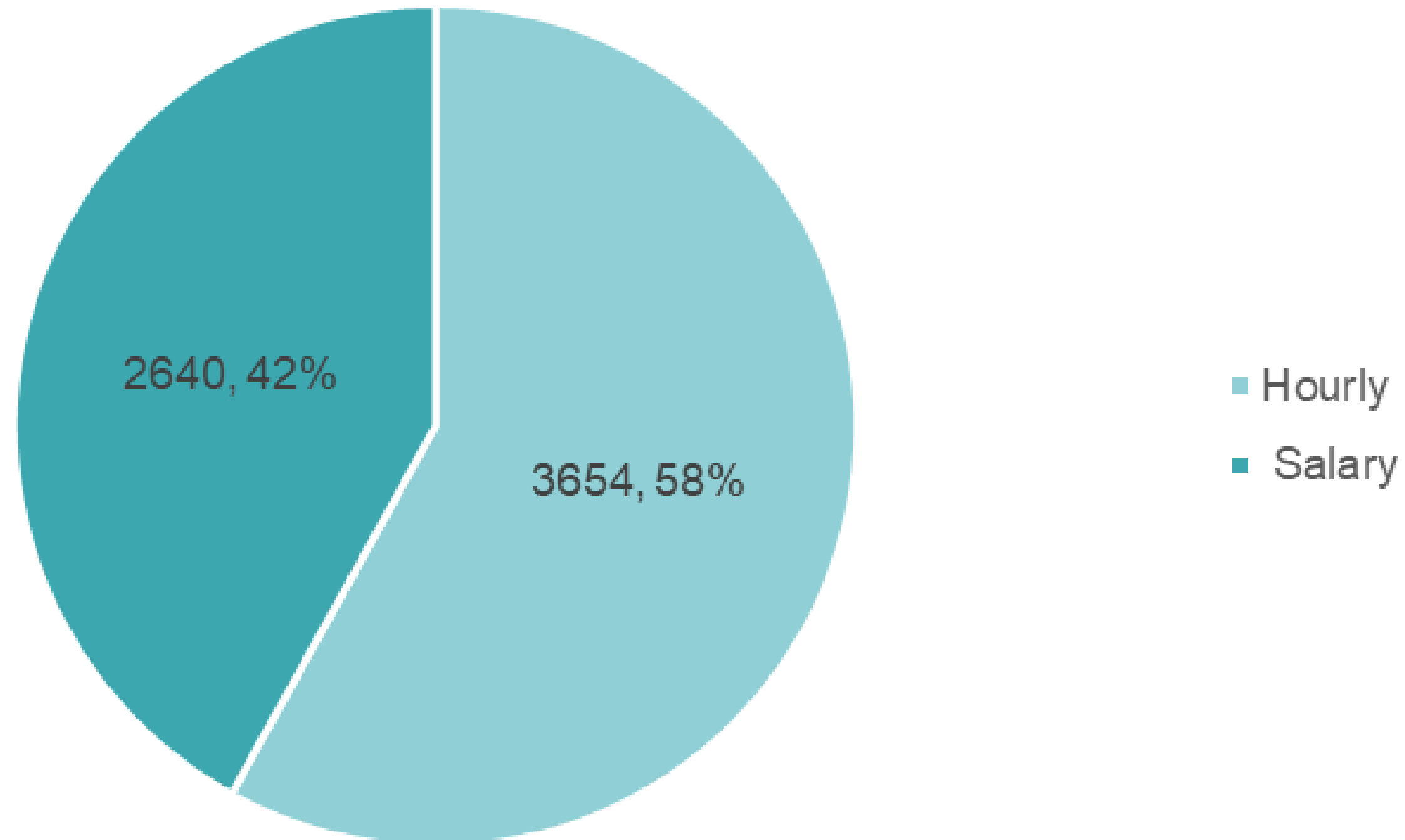
How many employees does your company currently operate with?



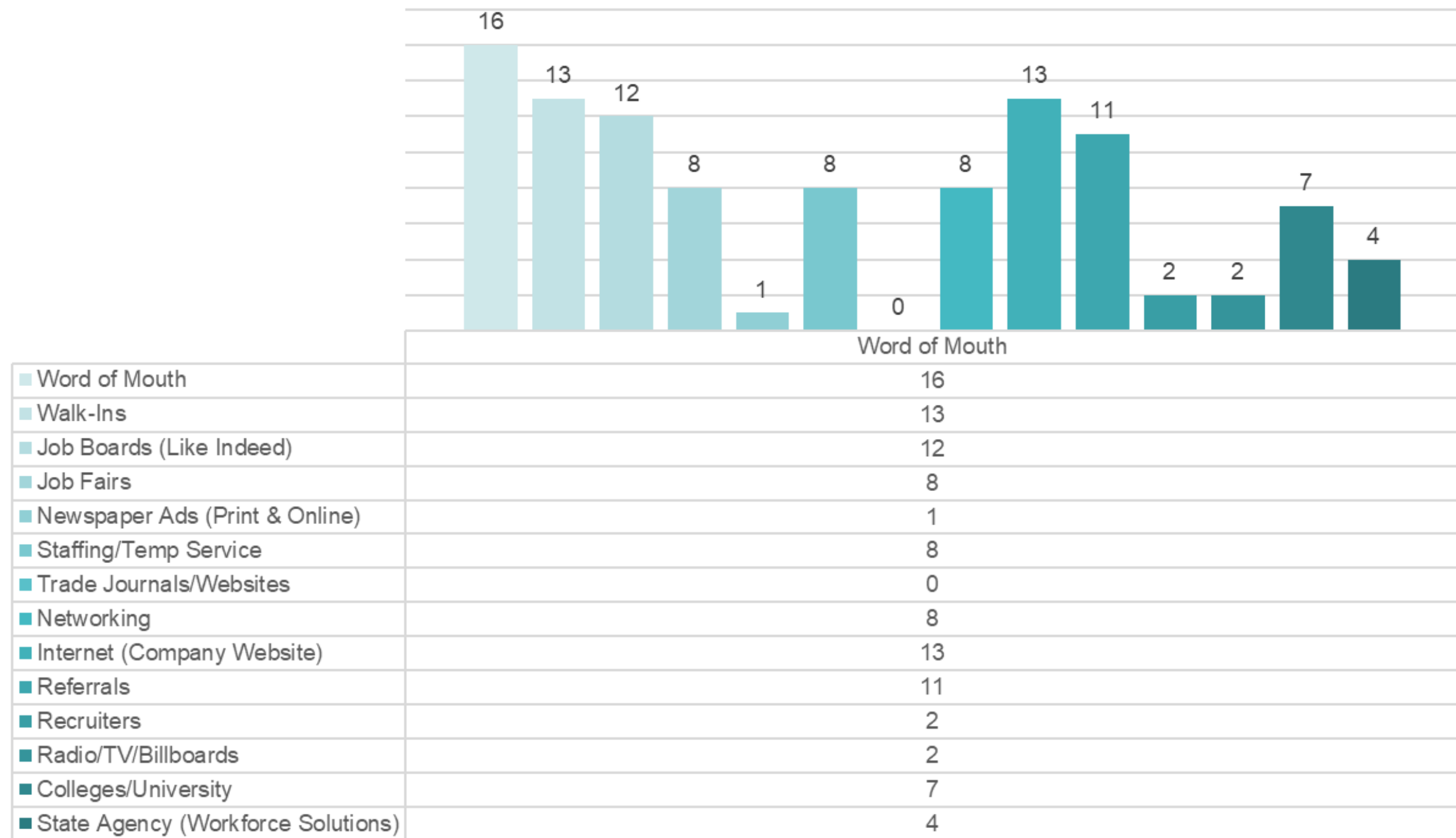
How many employees are Male and Female?



How many employees are Salary and Hourly?

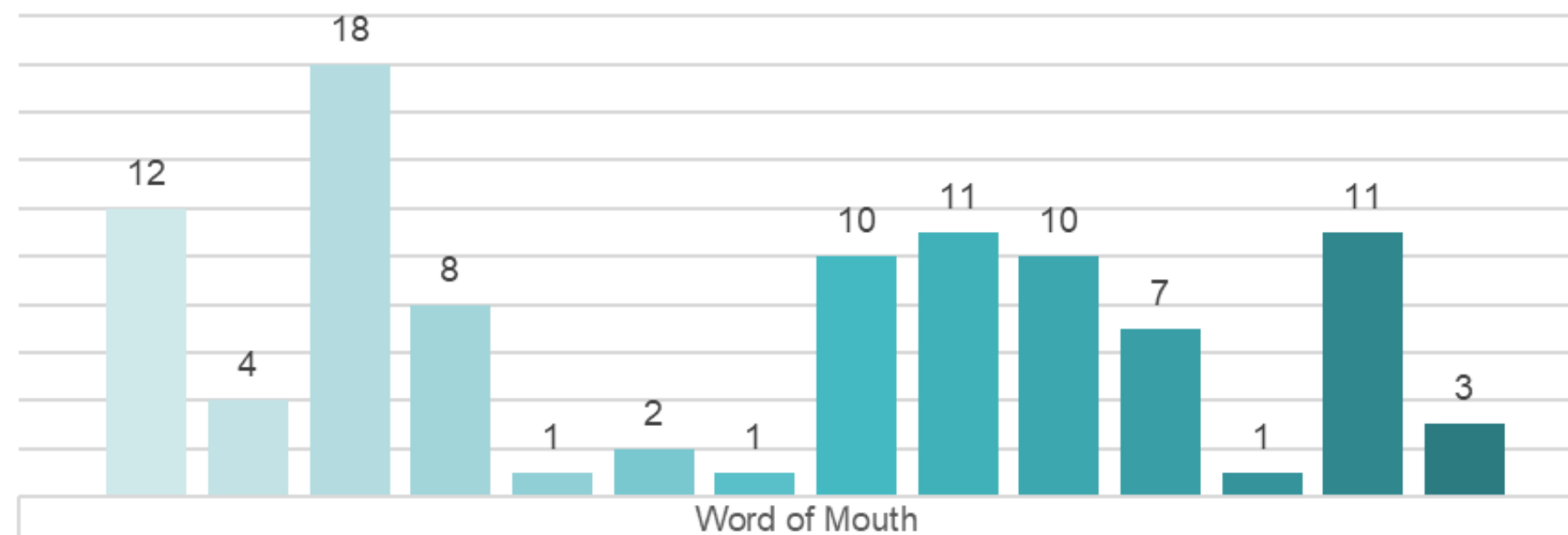


How do you recruit Hourly Workers?



- Other responses include:
- Facebook Page
 - Social Media

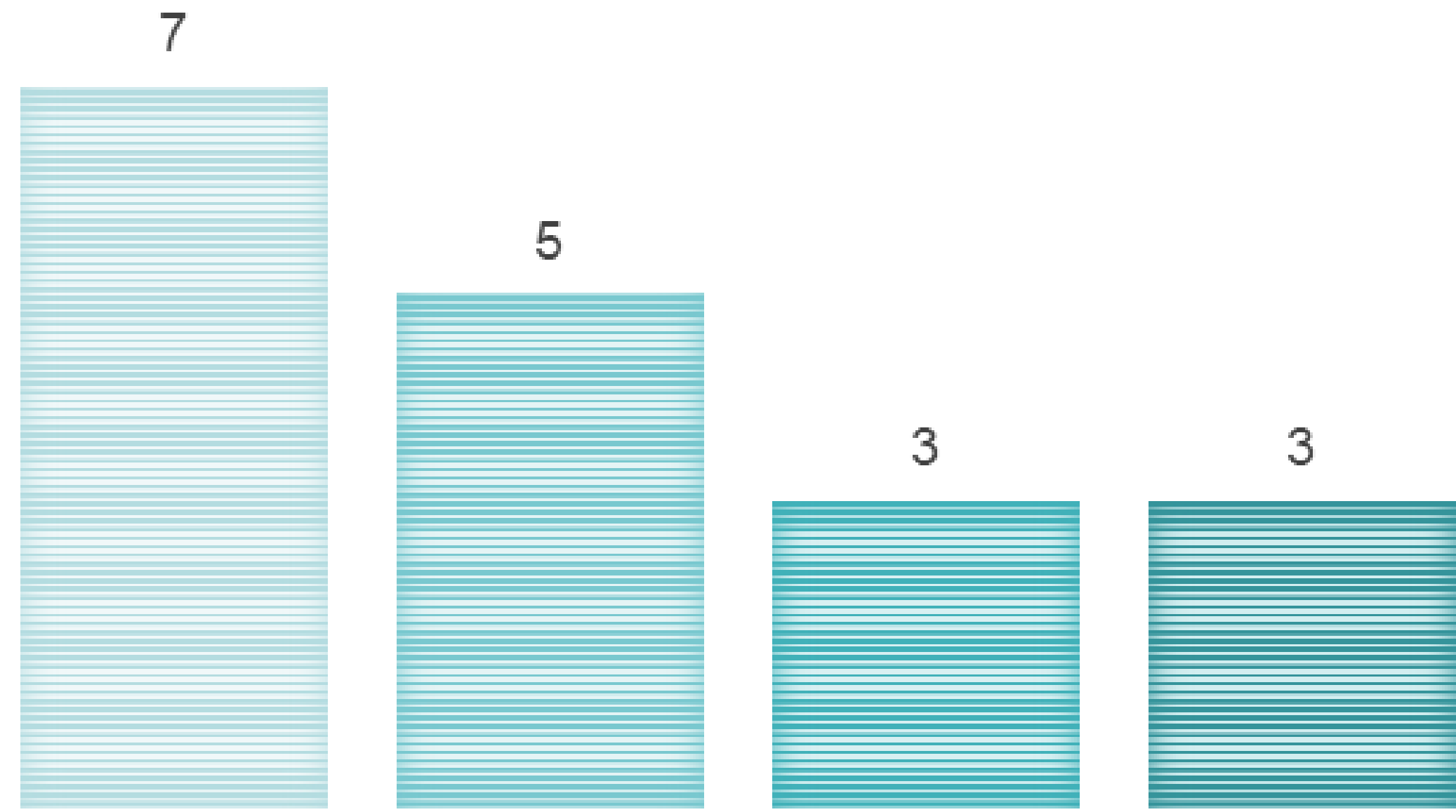
How do you recruit Salary Workers?



Word of Mouth	12
Walk-Ins	4
Job Boards (Like Indeed)	18
Job Fairs	8
Newspaper Ads (Print & Online)	1
Staffing/Temp Service	2
Trade Journals/Websites	1
Networking	10
Internet (Company Website)	11
Referrals	10
Recruiters	7
Radio/TV/Billboards	1
Colleges/University	11
State Agency (Workforce Solutions)	3

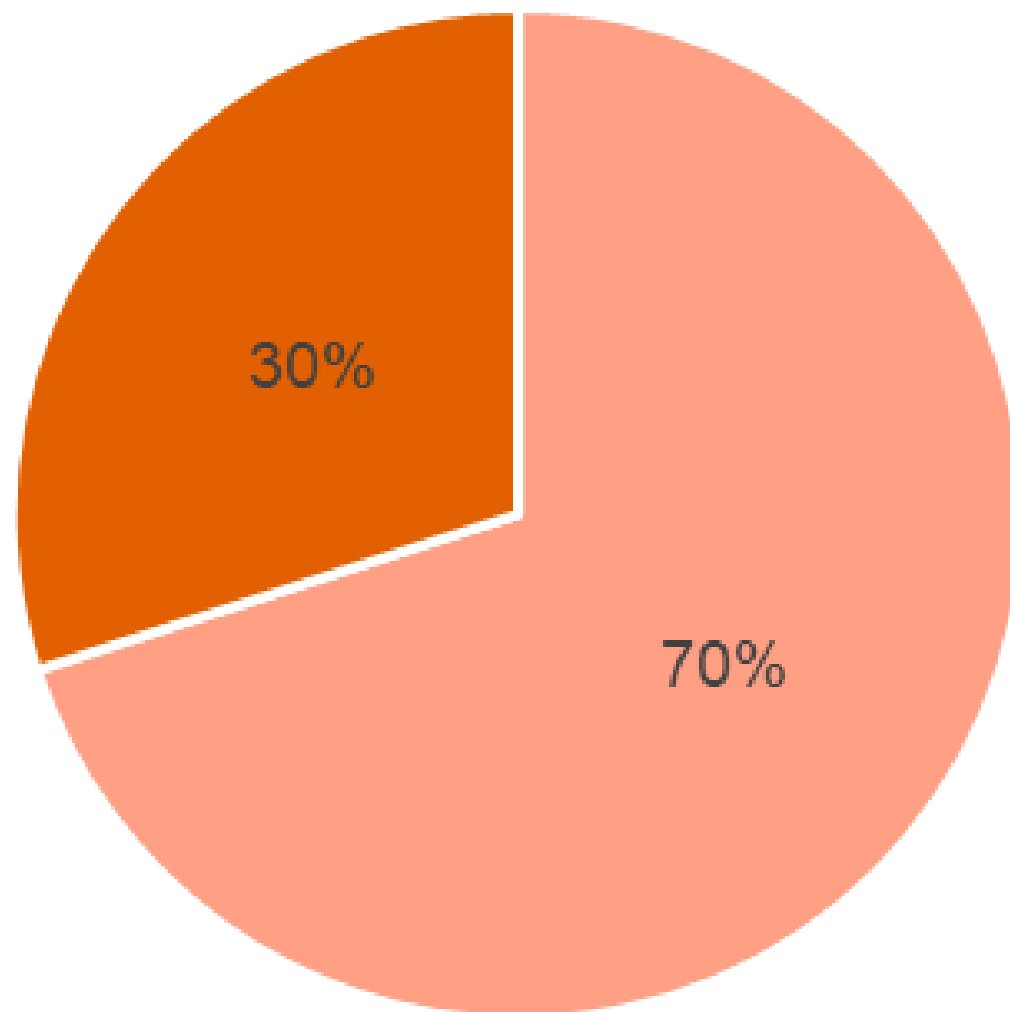
How many shifts do you operate with?

■ 1 Shift ■ 2 Shifts ■ 3 Shifts ■ 5+ Shifts



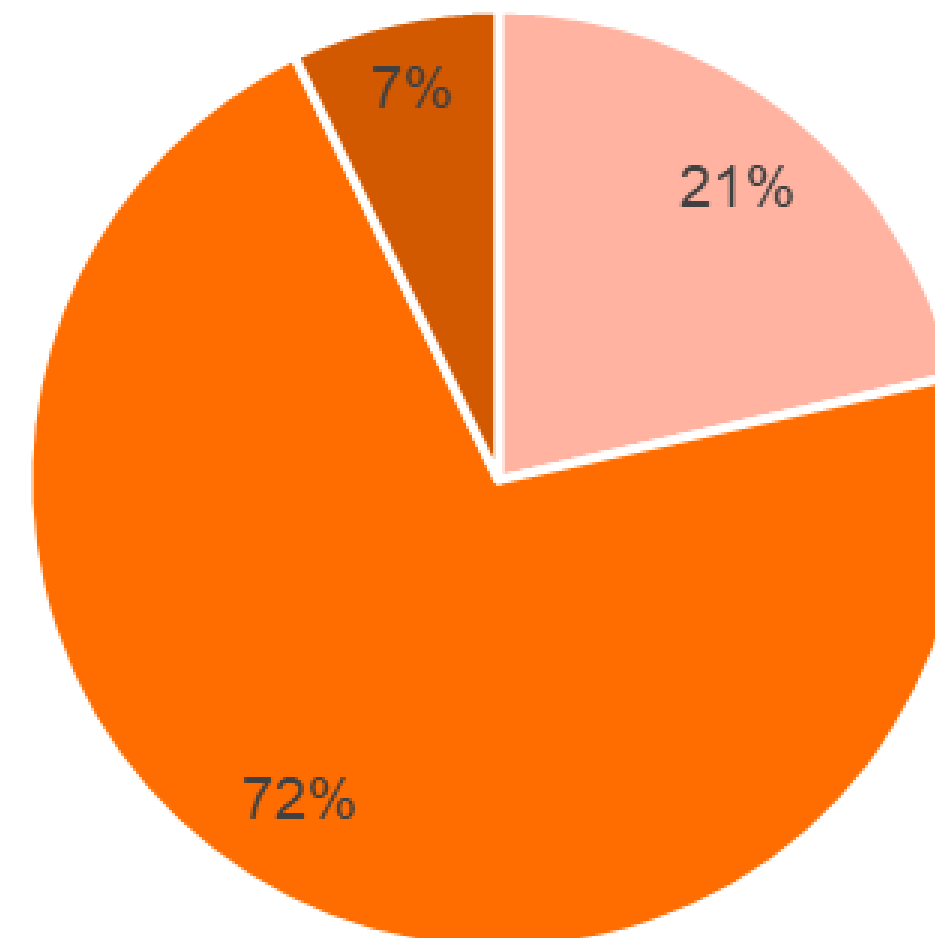
Is Parental Leave offered? What type?

Offer Parental Leave



■ Yes
■ No

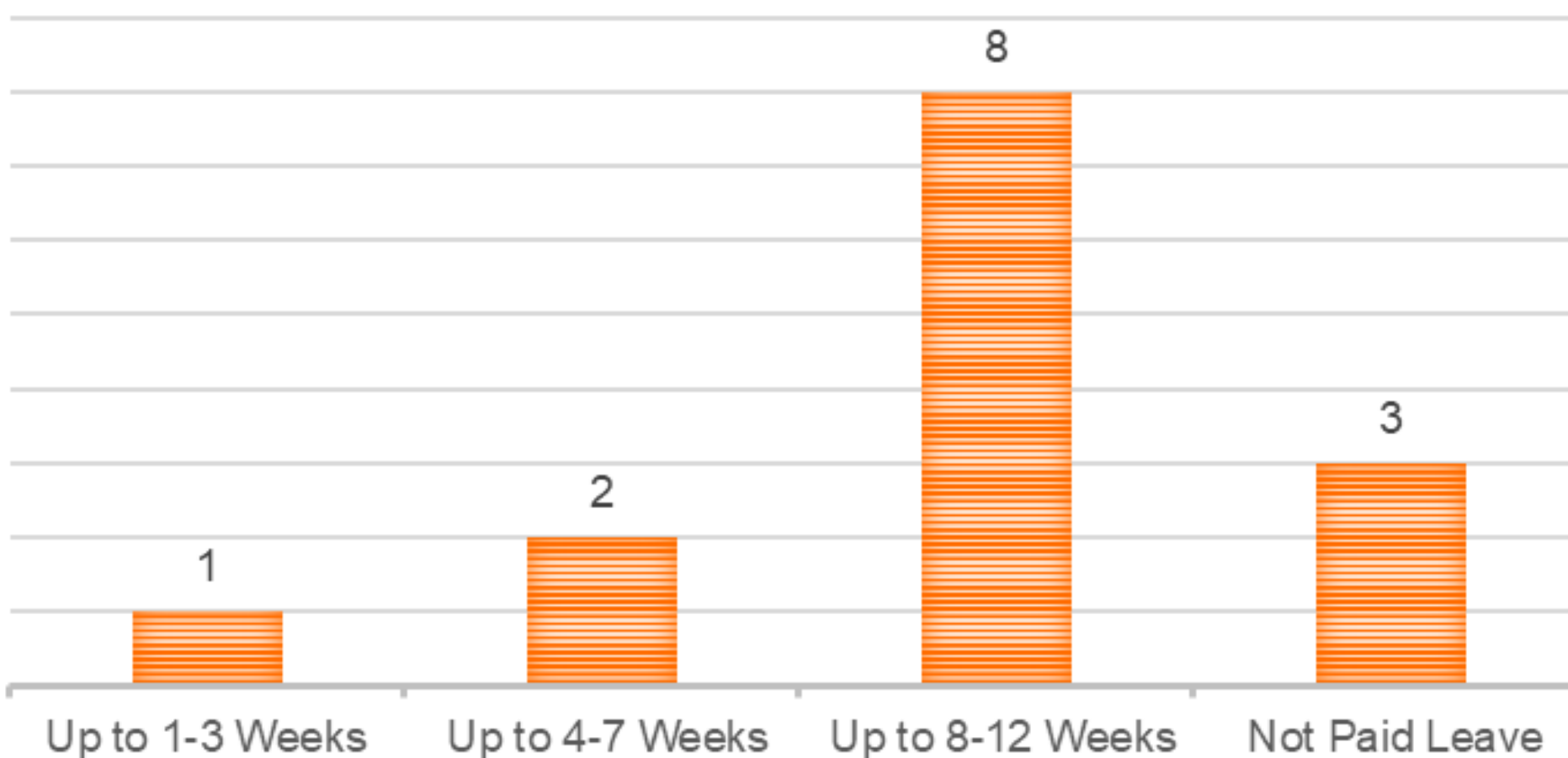
Type of Parental Leave



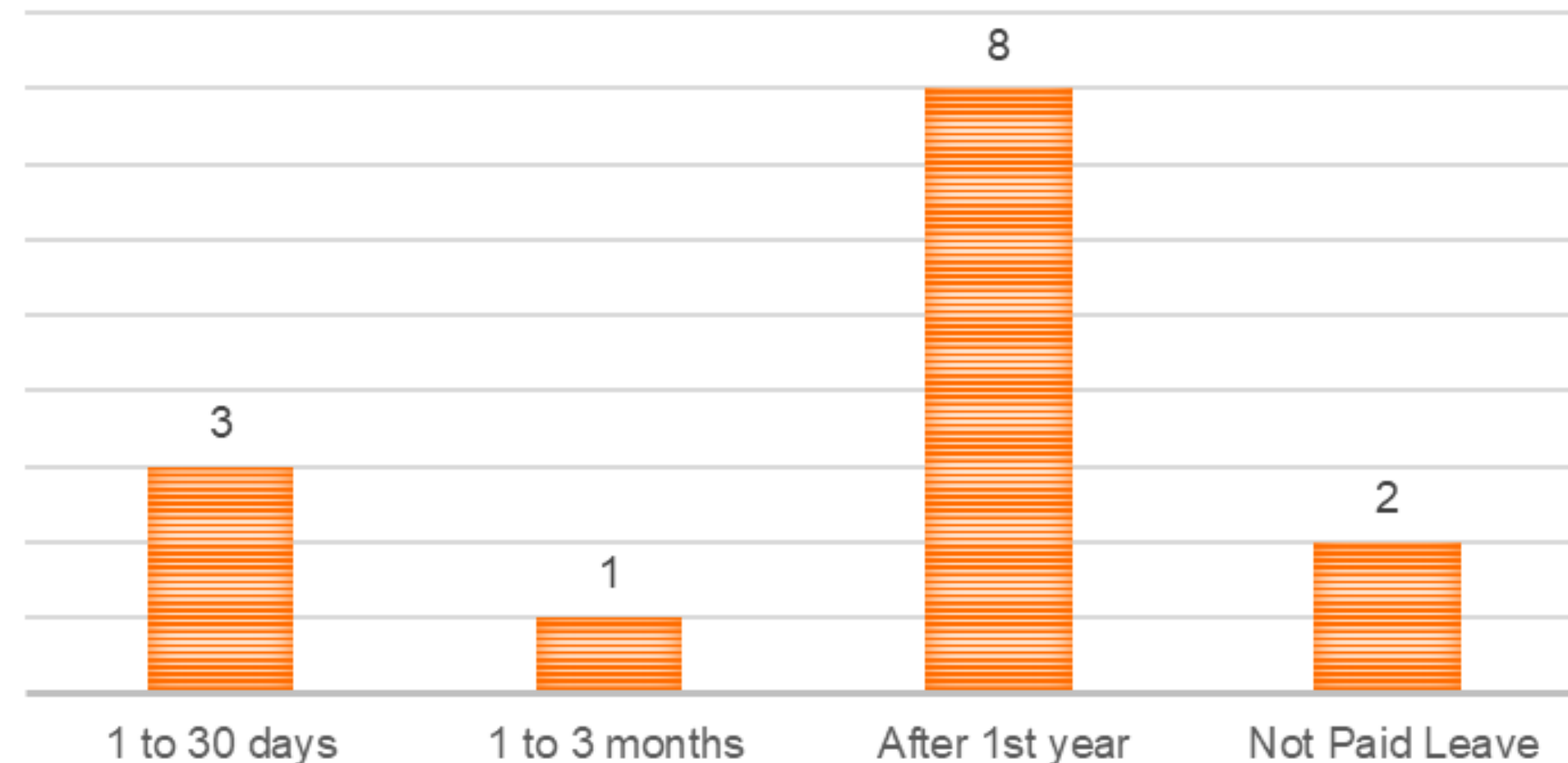
■ Maternal Leave
■ Both Maternal & Paternal Leave
■ Paternal Leave

How long is your paid Parental Leave? How long after hire is paid Parental Leave offered?

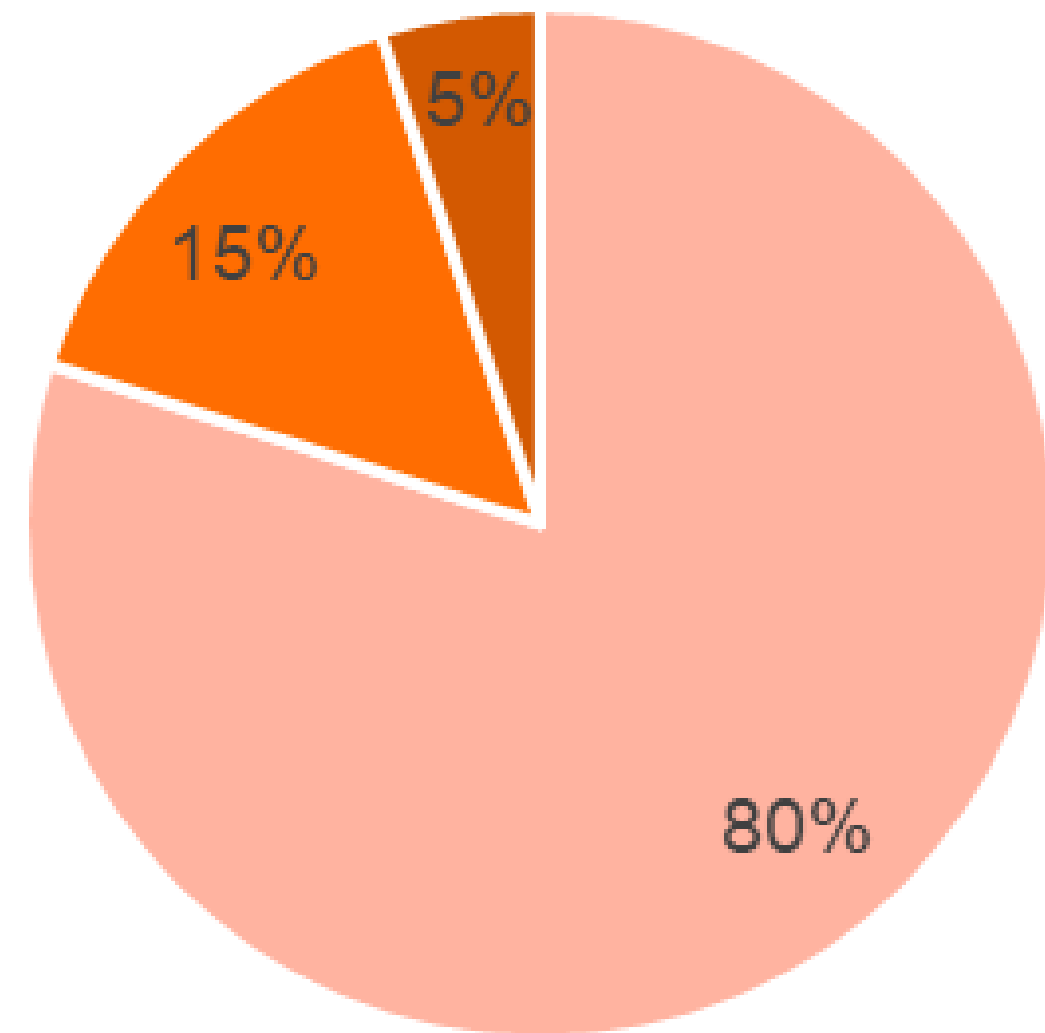
LENGTH OF PAID PARENTAL LEAVE



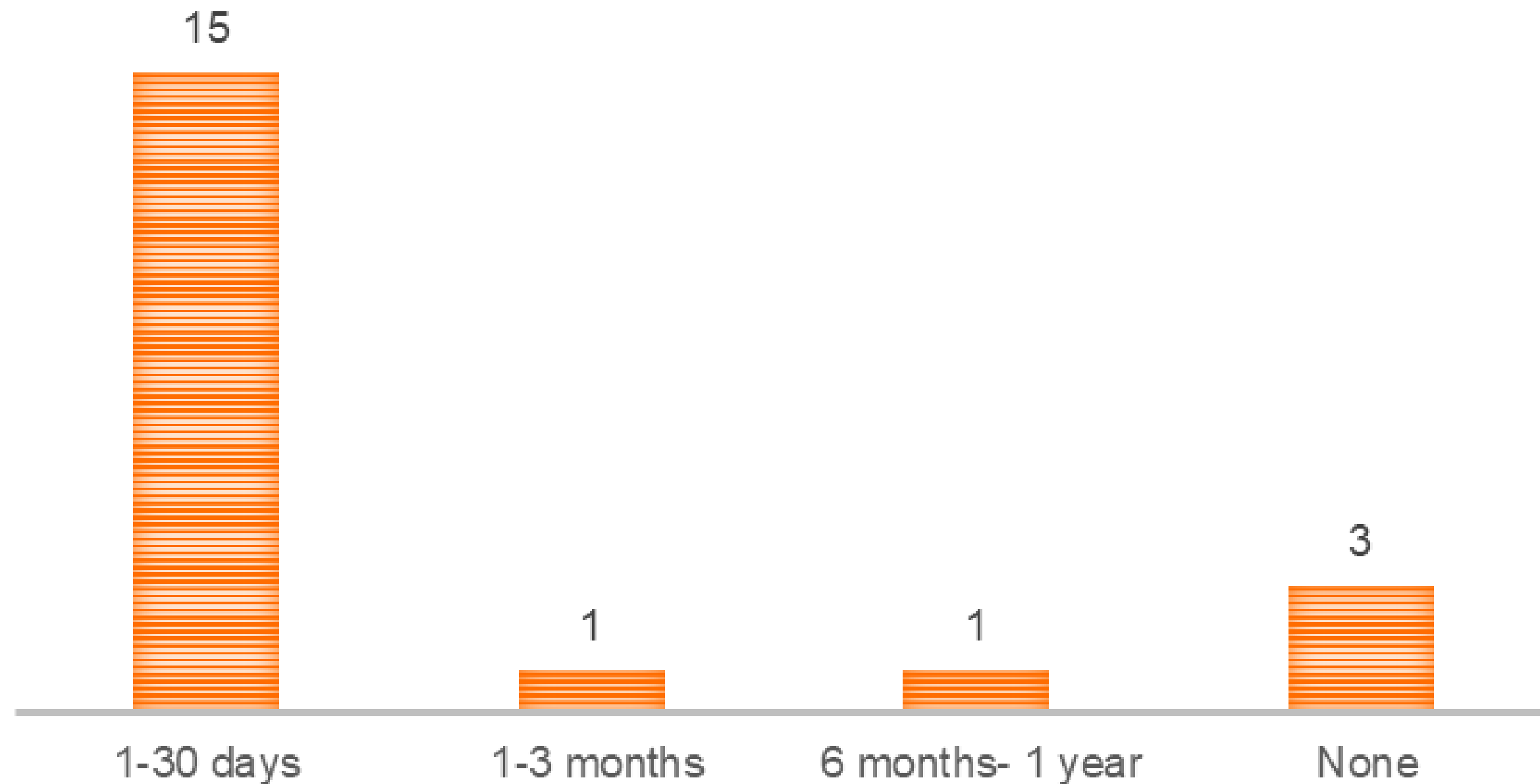
LENGTH AFTER HIRE PAID PARENTAL LEAVE OFFERED



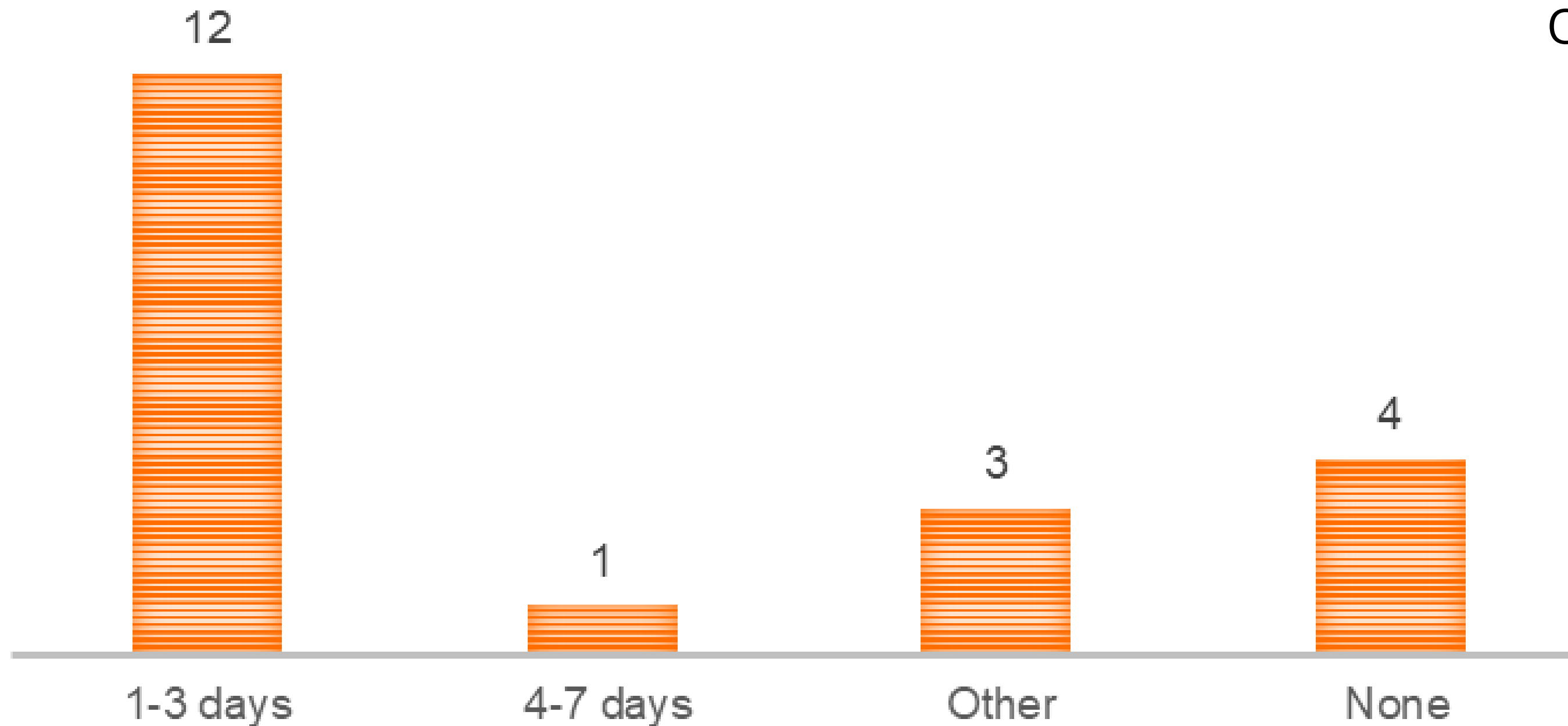
Is Bereavement Leave offered? How long after hire is Bereavement Leave offered?



■ Yes- Paid ■ No ■ Yes- Not Paid



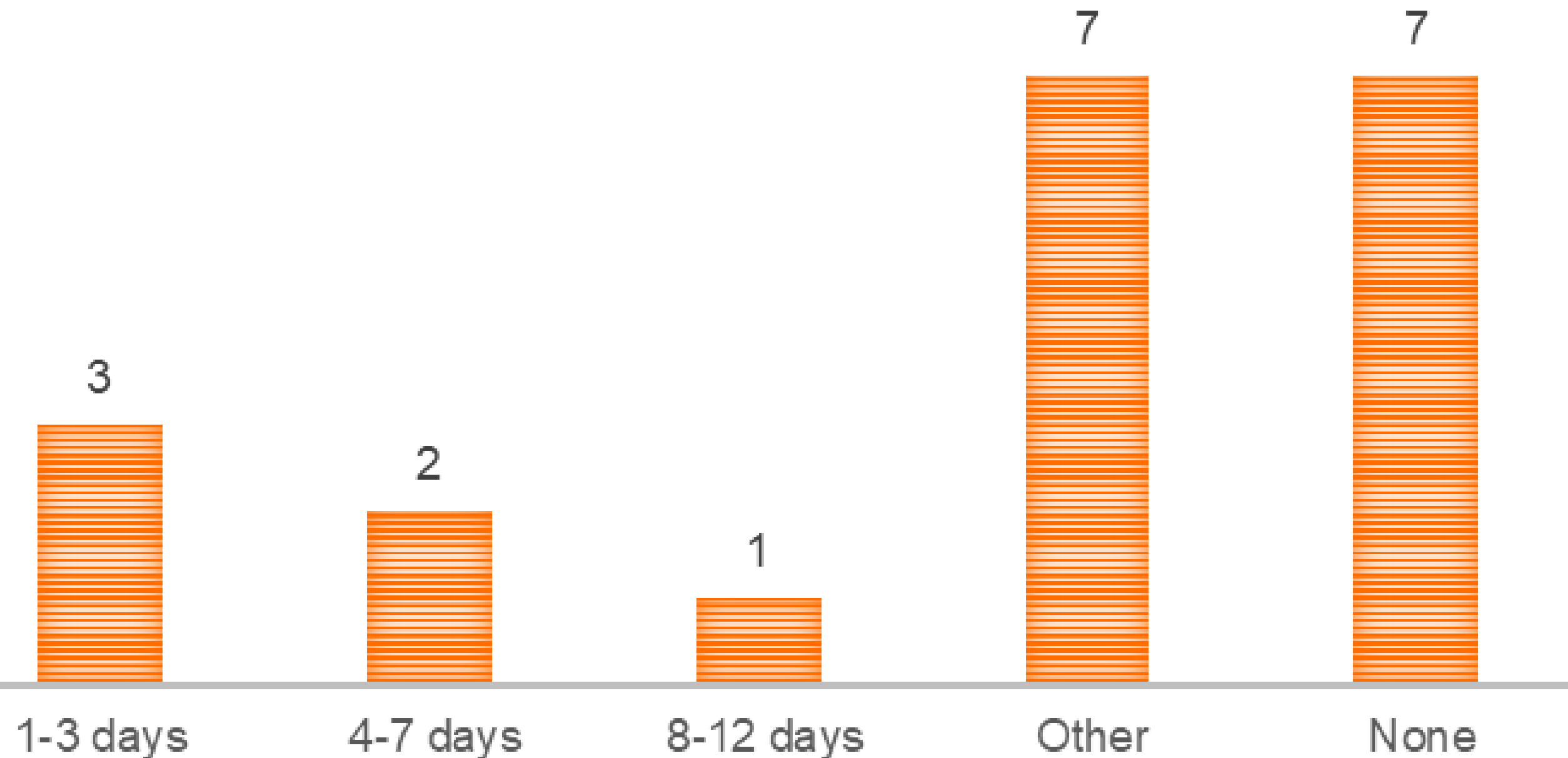
How long is your paid Bereavement Leave?



Other responses include:

- 3-10 days based on relationship to the deceased.
- 2 days
- 1-10 days based on specific needs, we are flexible and work with the employee

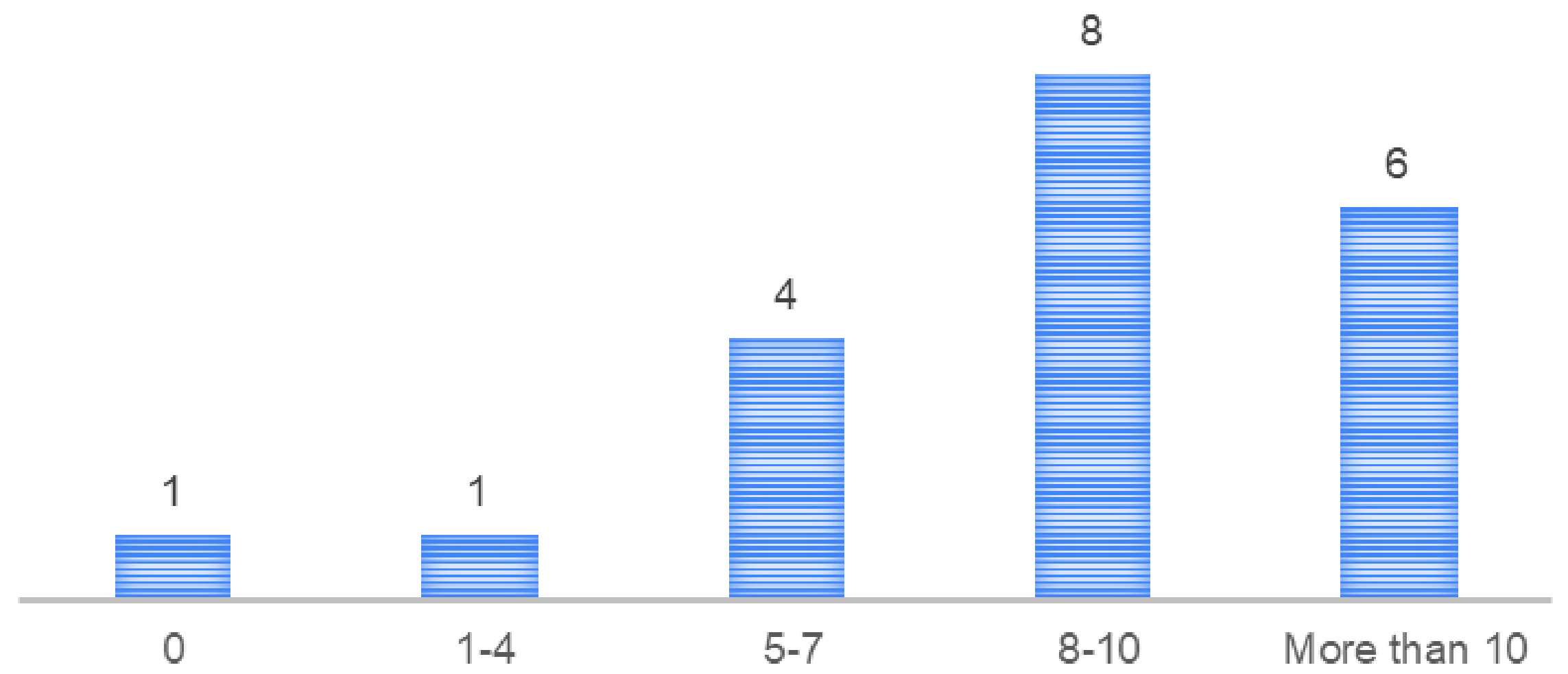
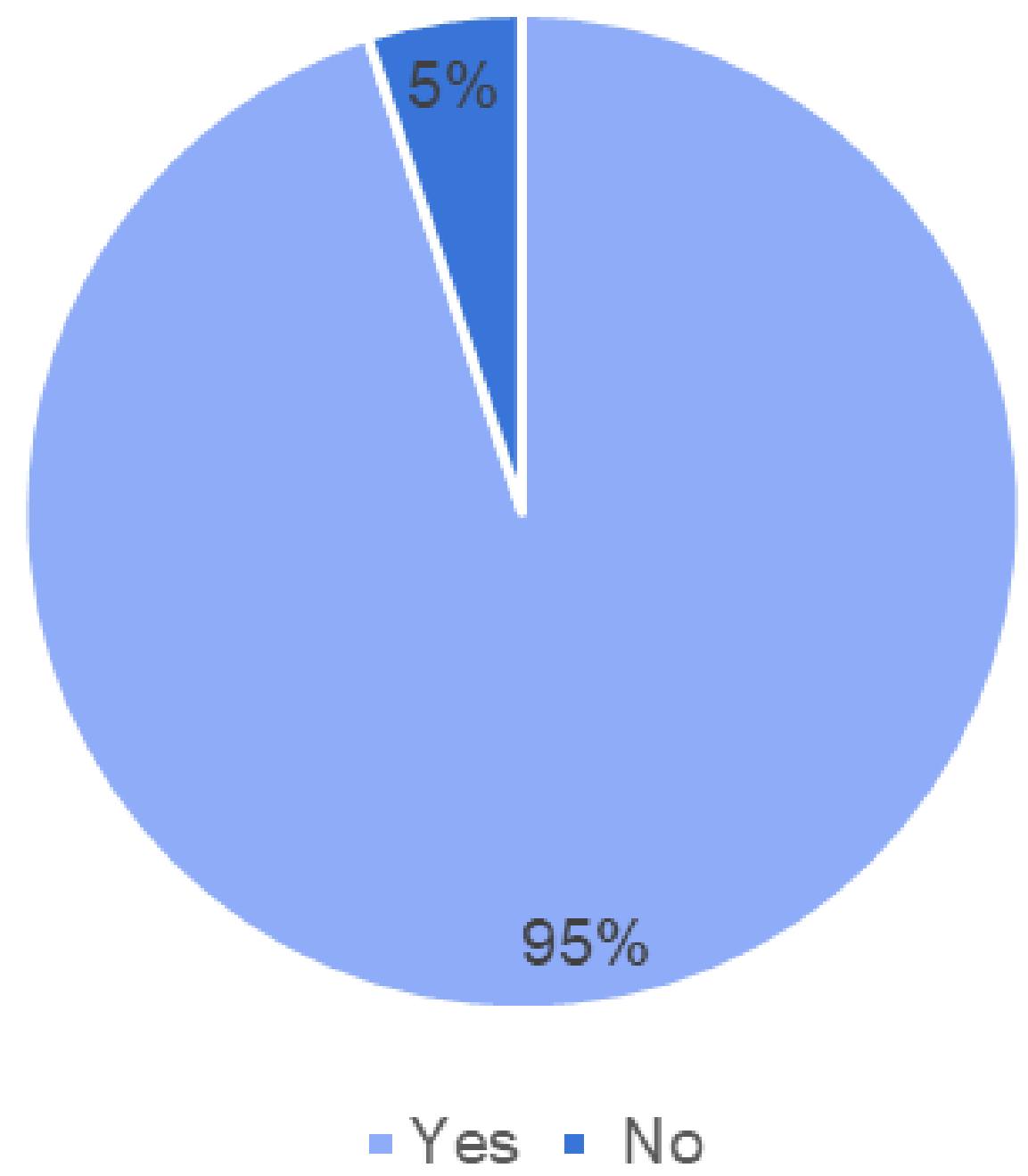
How long is your unpaid Bereavement Leave?



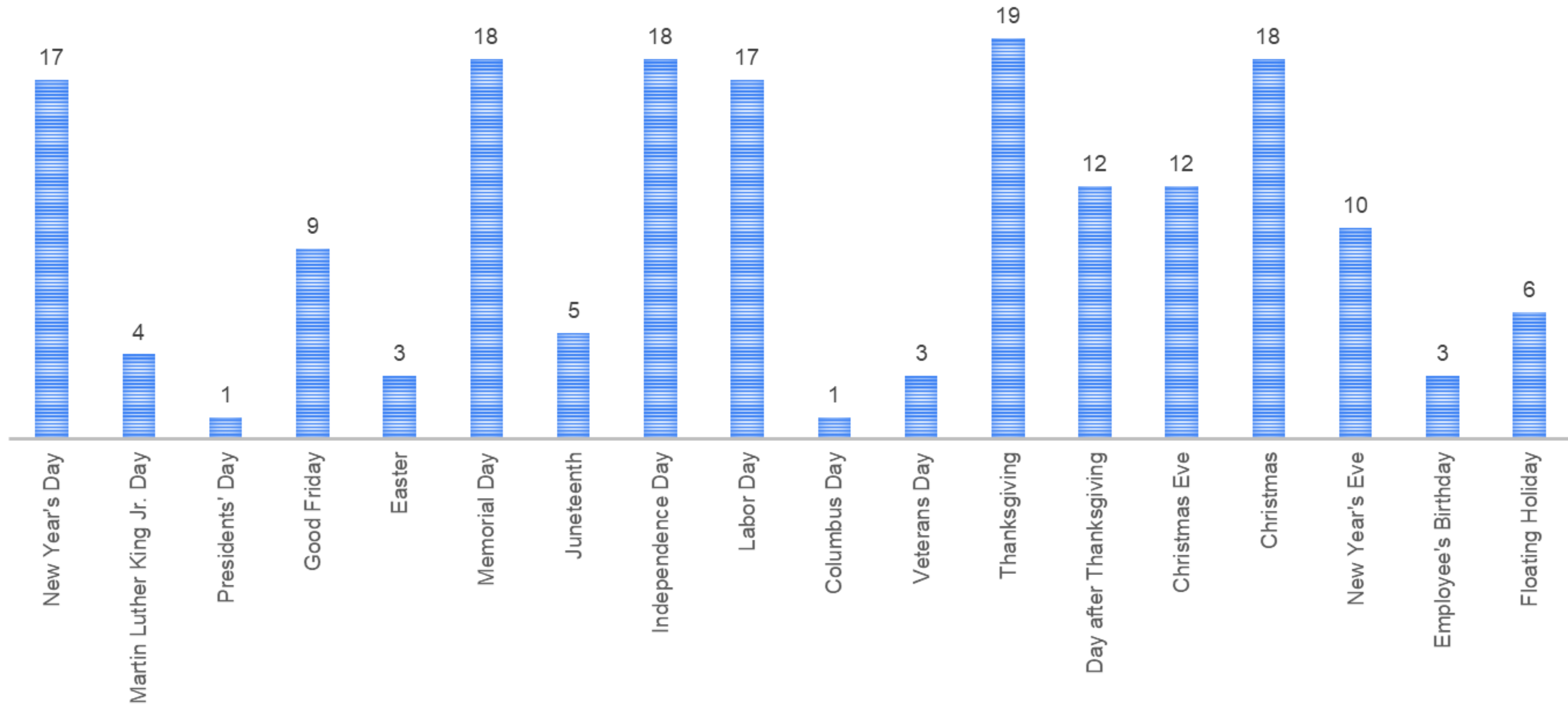
Other responses include:

- Sick or vacation time is used
- Offer personal leave up to 58 days
- Management approval of days required
- As needed
- Must use accrued paid leave before unpaid
- Manager approval
- Granted by need

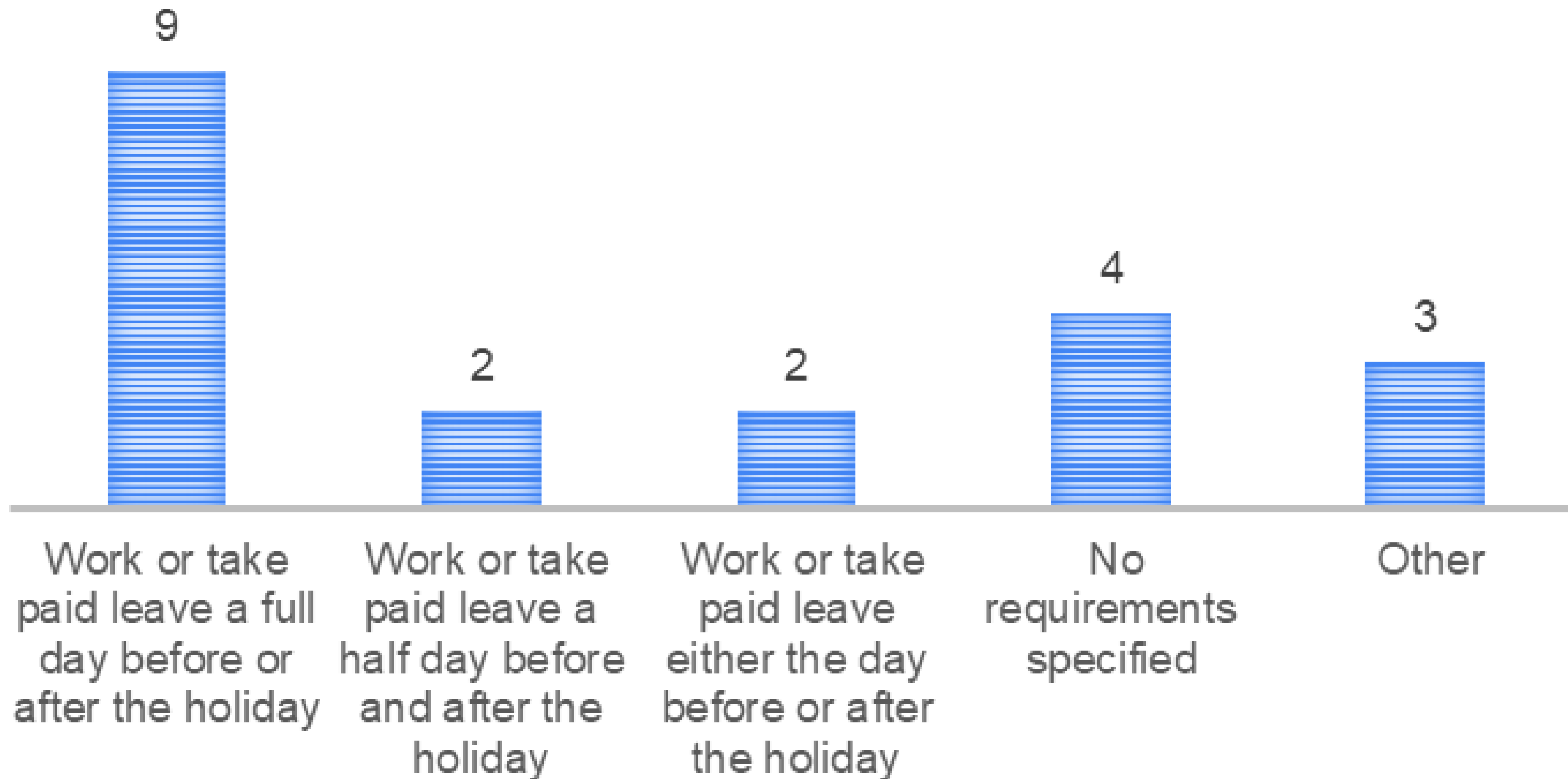
Is Paid Holiday Time Off offered? How many Paid Holidays are given per year?



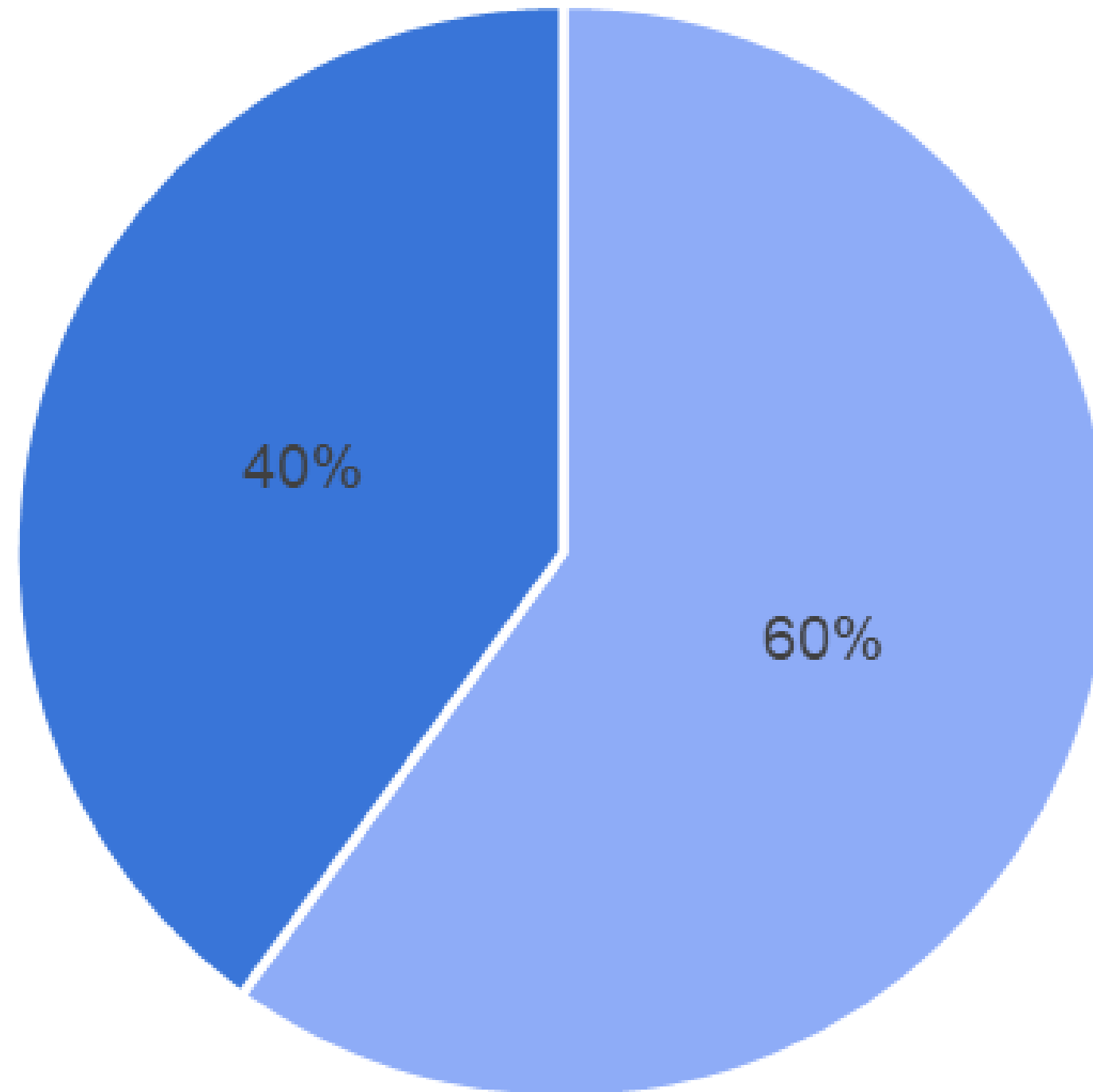
What Paid Holidays are offered?



What are the Attendance Requirements to receive Non-Worked Holiday Pay?

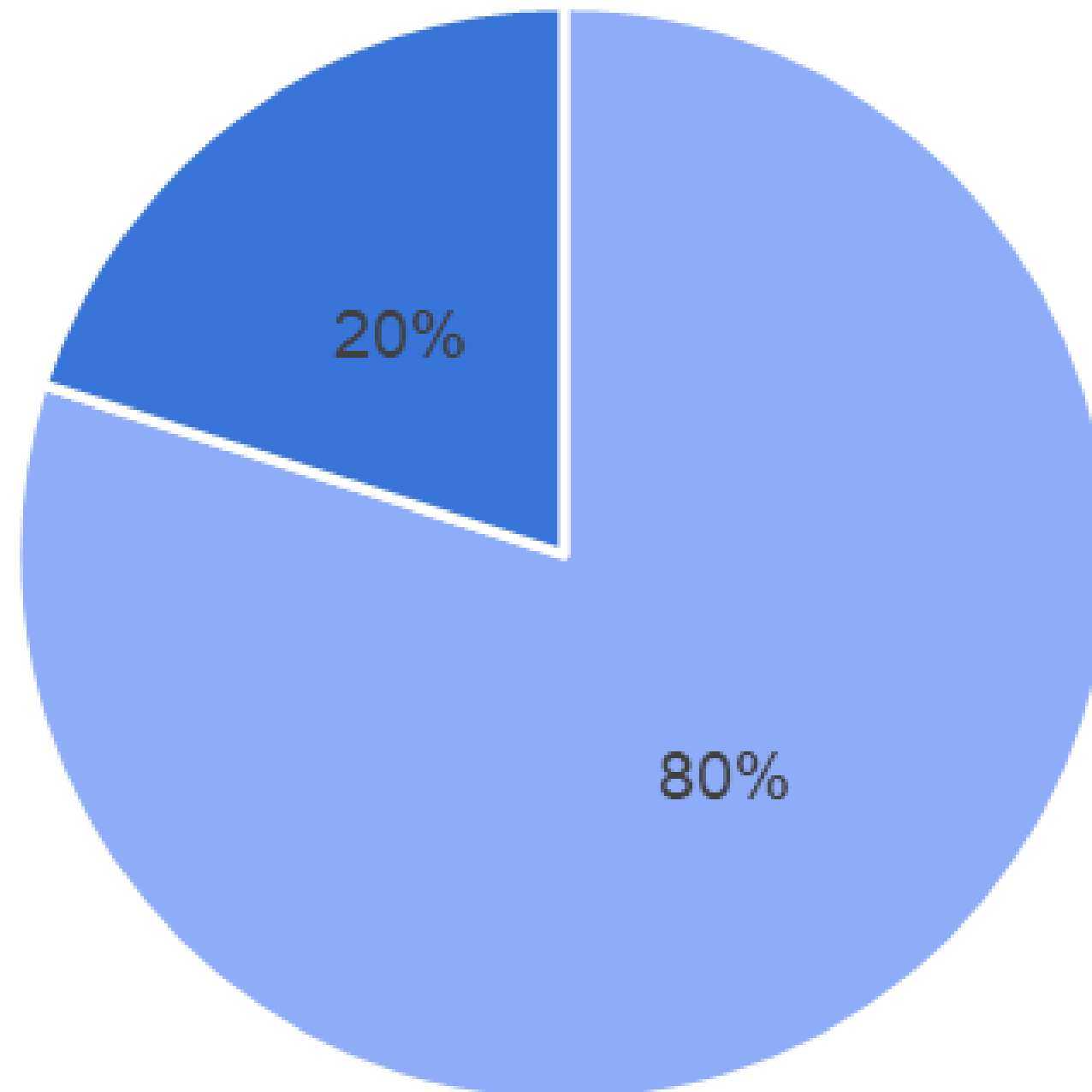


Is Paid Vacation Time Off offered?



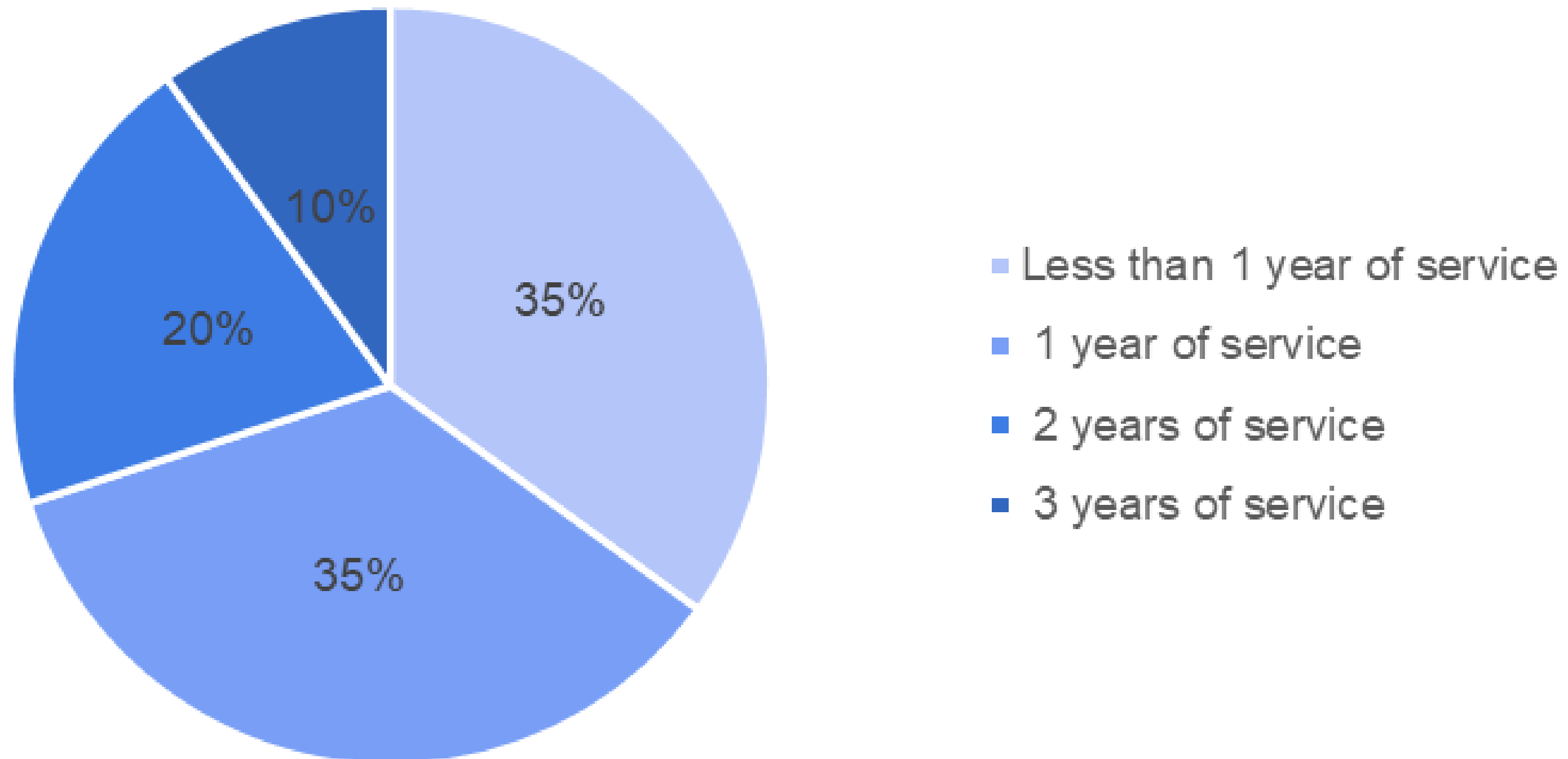
- Yes as a separate type of leave
- Yes as part of a Paid Time Off (PTO) leave plan

What is the minimum time of service required to earn 1 week of Paid Vacation or PTO?

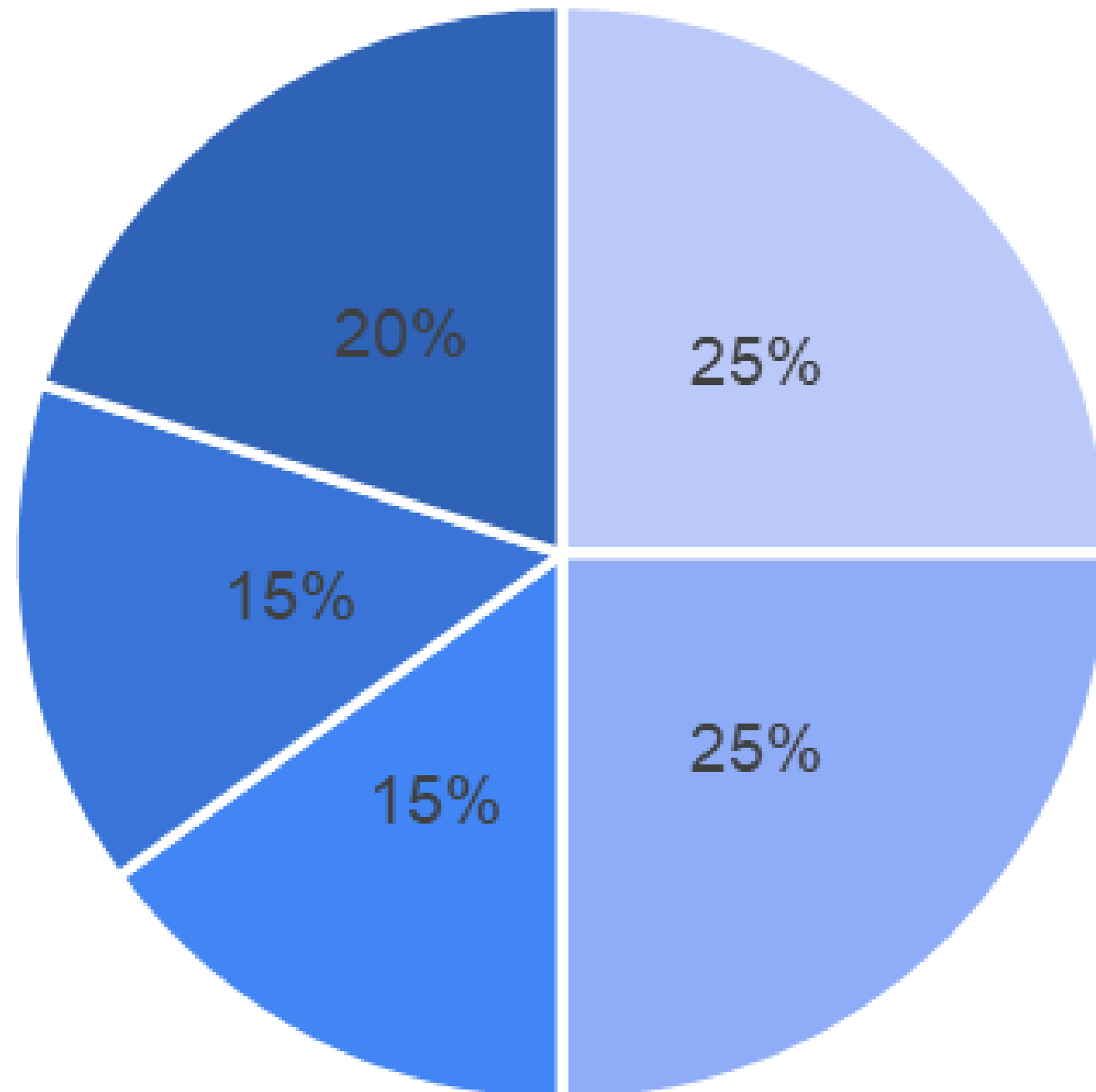


- Less than 1 year of service
- 1 year of service

What is the minimum time of service required to earn 2 weeks of Paid Vacation or PTO?

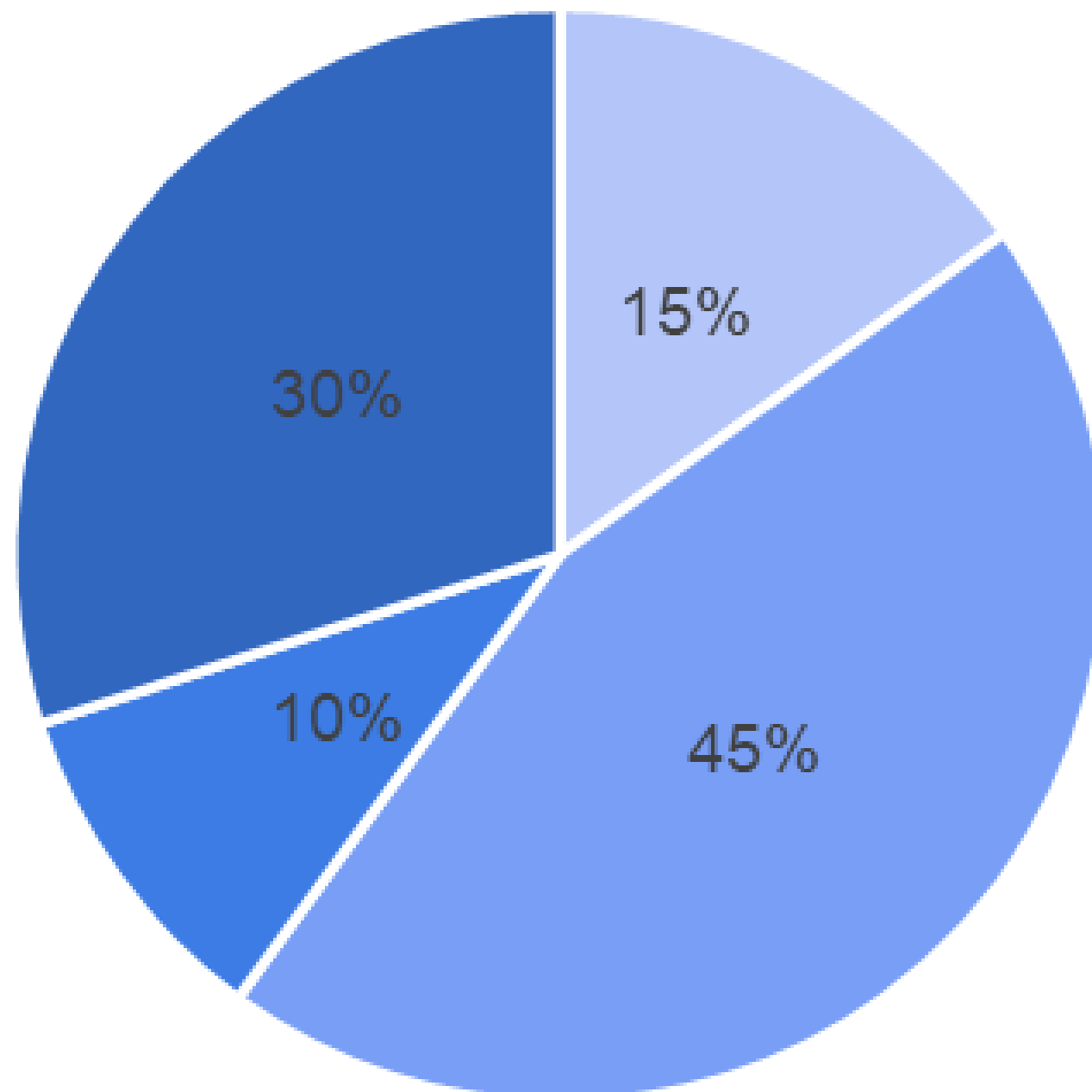


What is the minimum time of service required to earn 3 week of Paid Vacation or PTO?



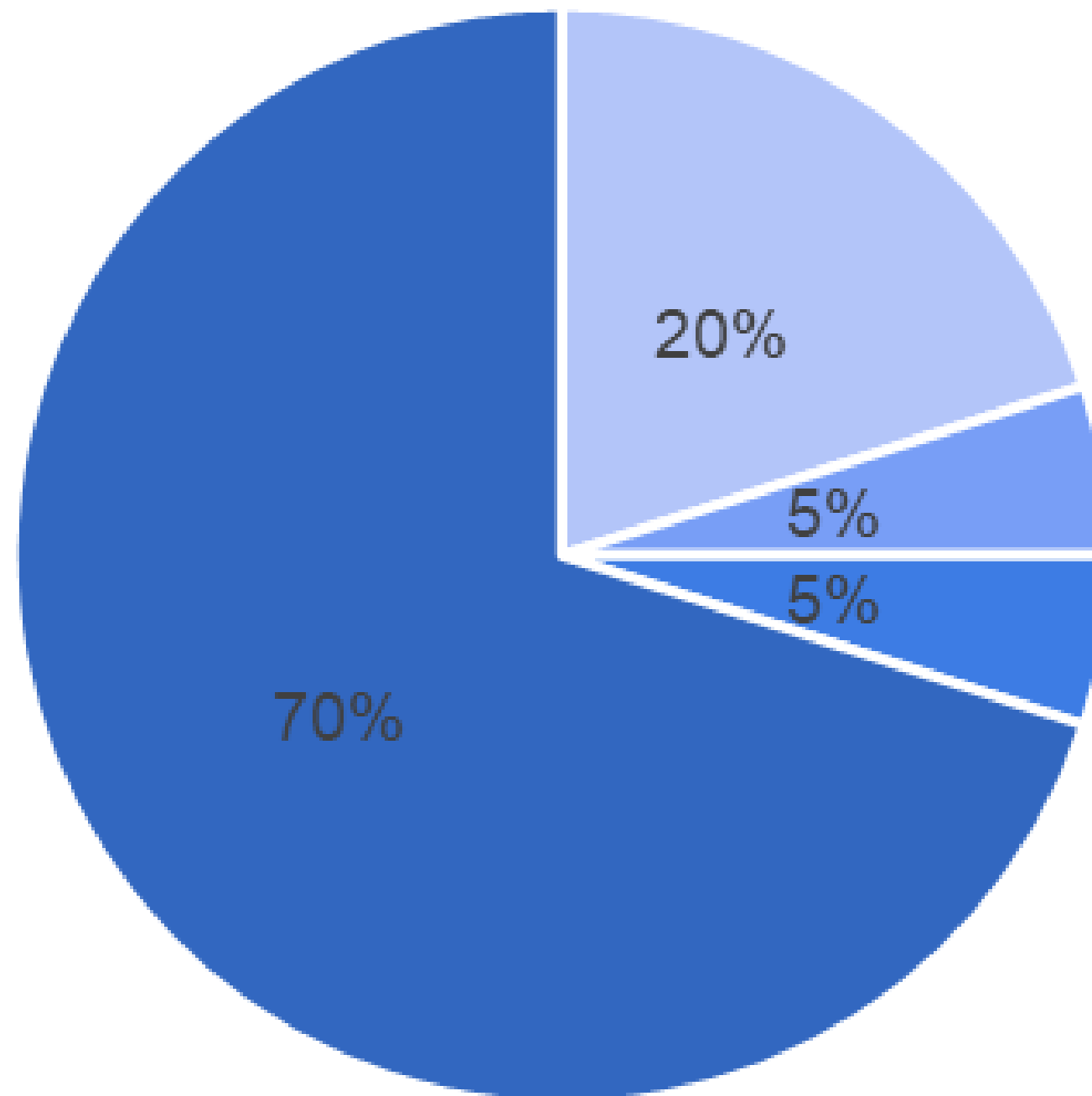
- Less than 5 years of service
- 5-7 years of service
- 8-10 years of service
- More than 10 years of service

What is the minimum time of service required to earn 4 weeks of Paid Vacation or PTO?



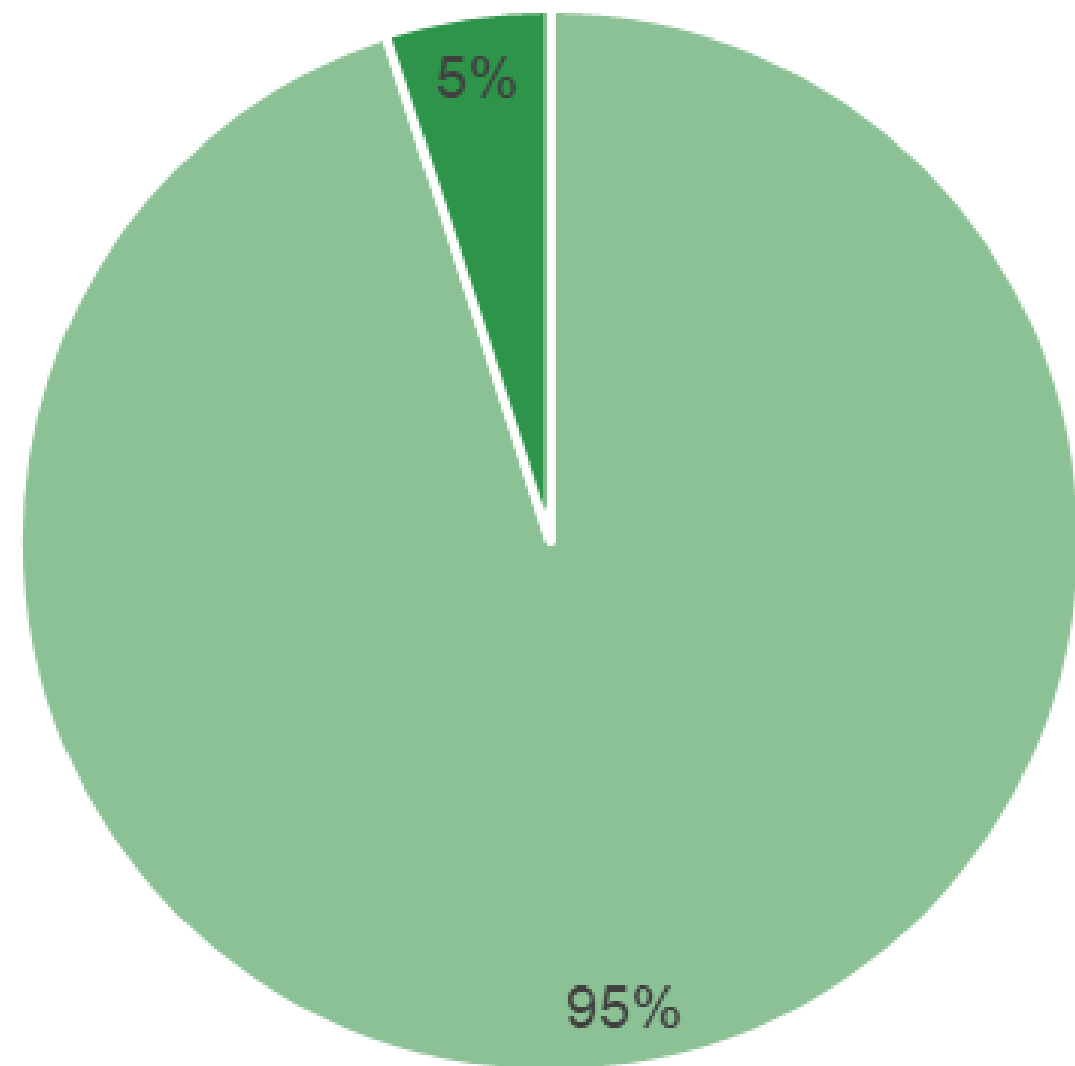
- Less than 10 years of service
- 10-12 years of service
- More than 20 years of service
- Company does not offer 4 weeks of paid vacation or PTO

What is the minimum time of service required to earn 5 weeks of Paid Vacation or PTO?

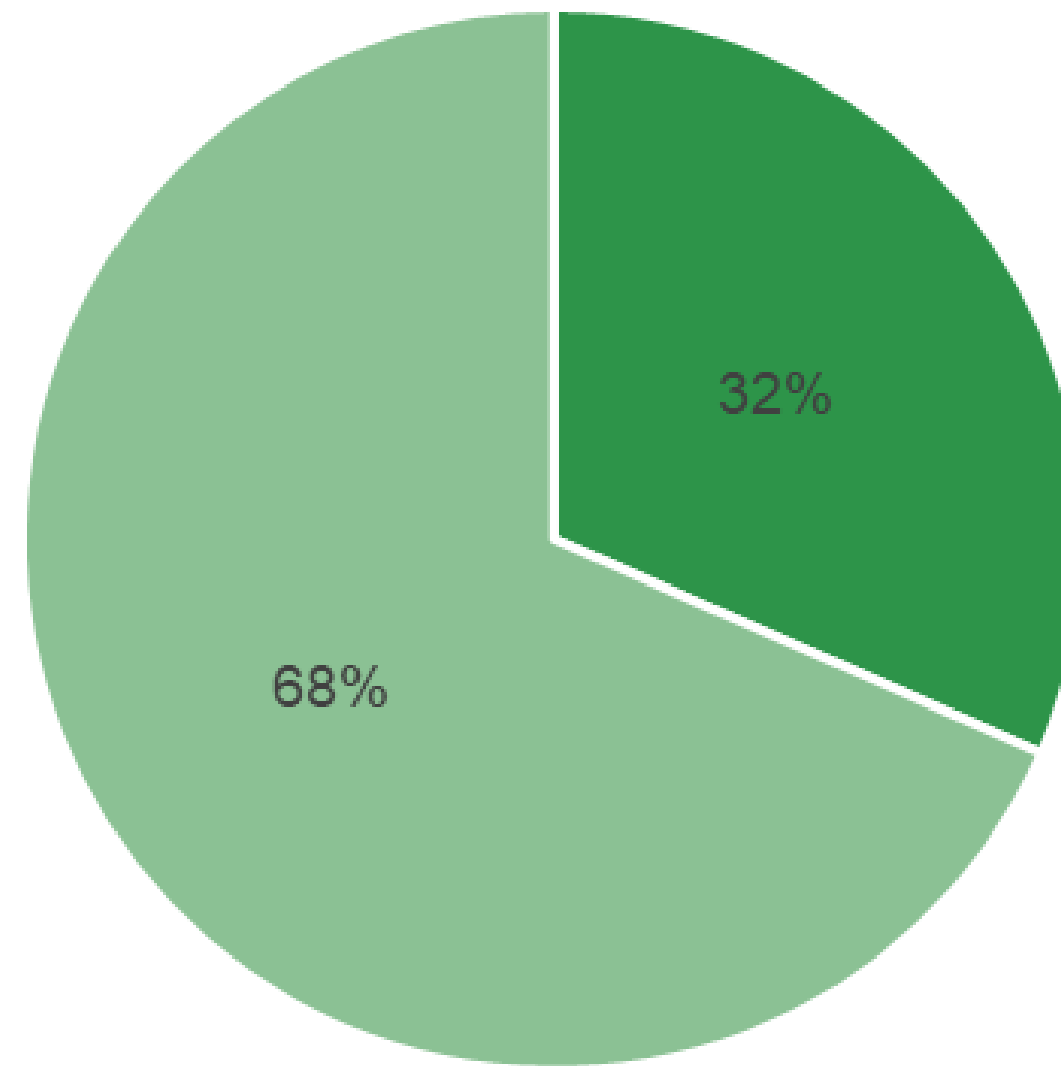


- Less than 15 years of service
- 15-20 years of service
- More than 20 years of service
- Company does not offer 5 weeks of paid vacation or PTO

Does your company offer Life Insurance coverage and who is eligible?



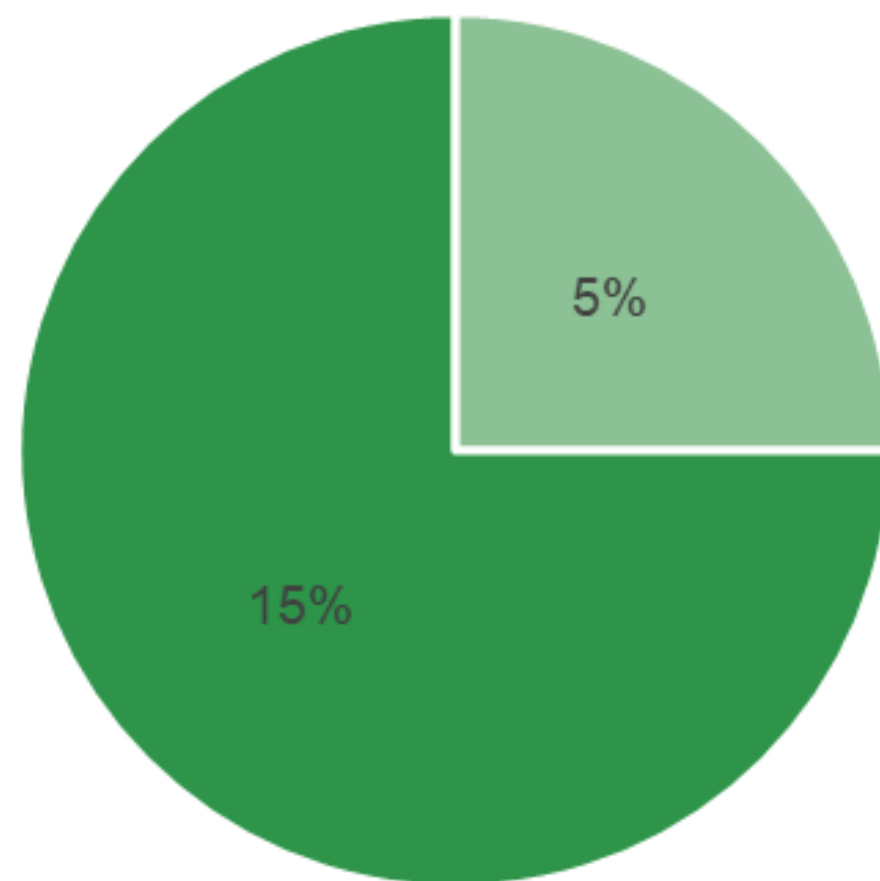
- Yes
- No



- Employees only
- Employees & Dependents

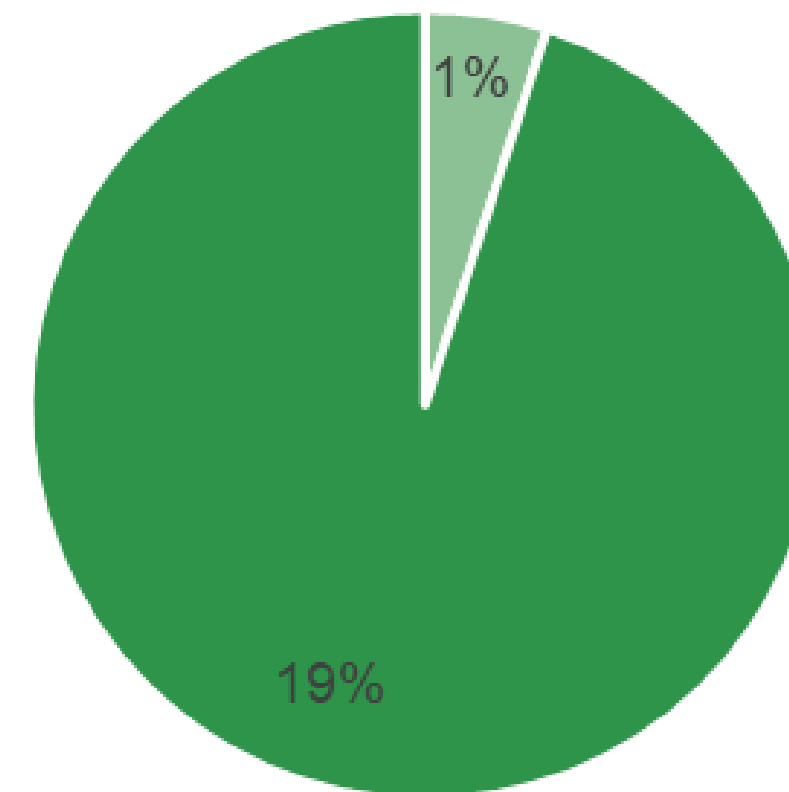
What percentage of Monthly Premium does your company pay for Employee and Dependent Life Insurance?

% of Monthly Premium the Company Pays for Employee Life Insurance



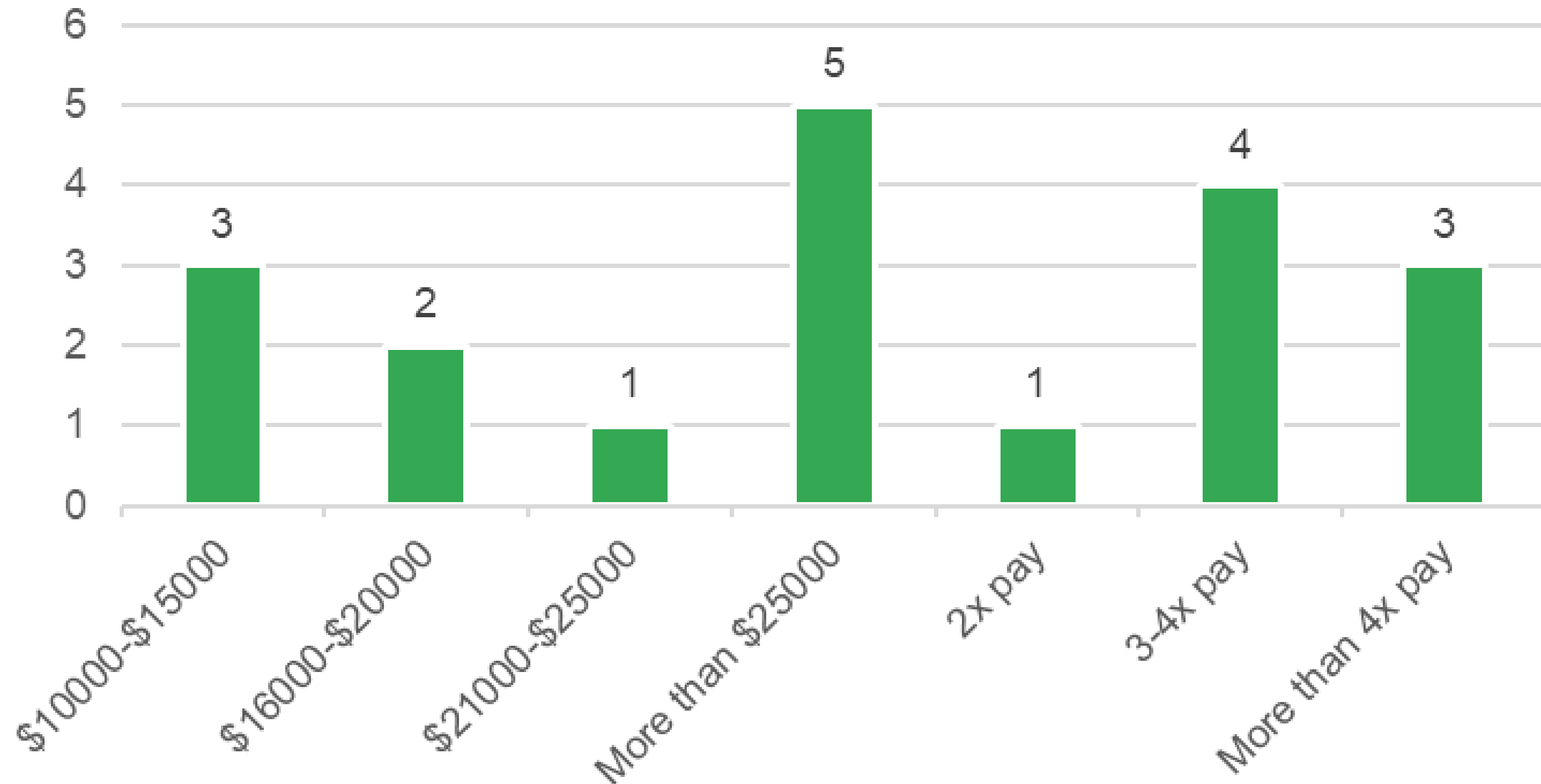
■ 0%
■ 100%

% of Monthly Premium the Company Pays for Dependent Life Insurance



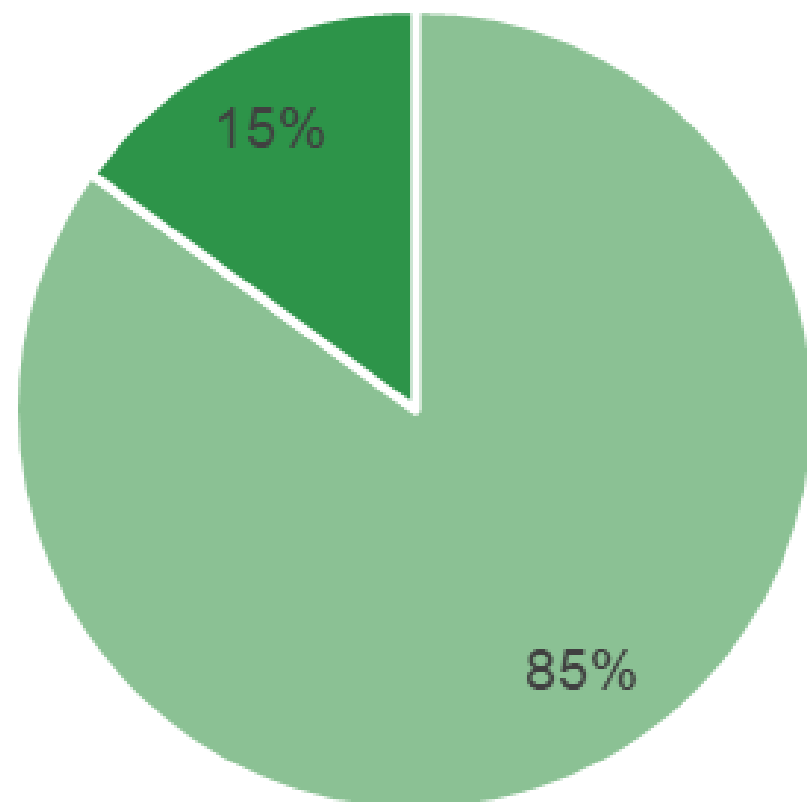
■ 100%
■ 0%

What is the Maximum Employee Death Benefit?

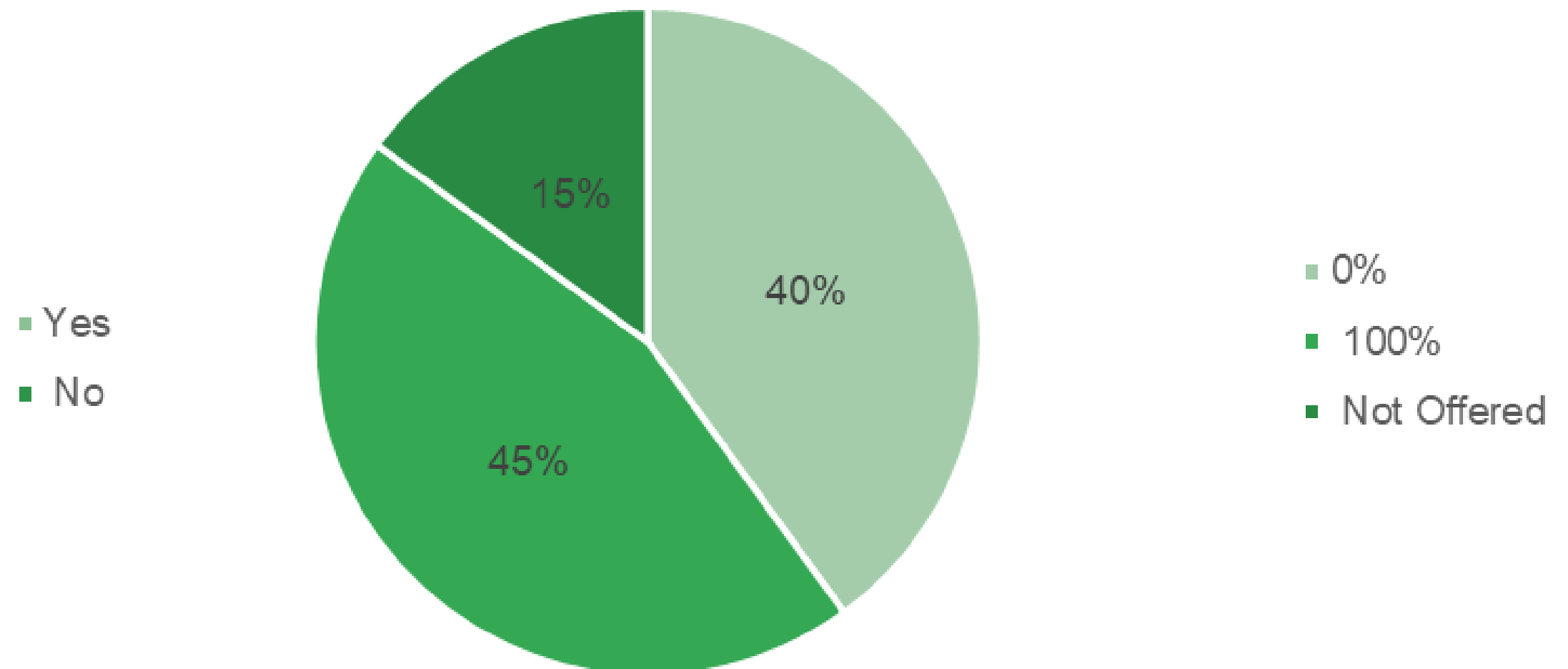


Does your company offer Employee Accidental Death Insurance, if yes what percentage does the company pay?

Employee Accidental Death Insurance Offered

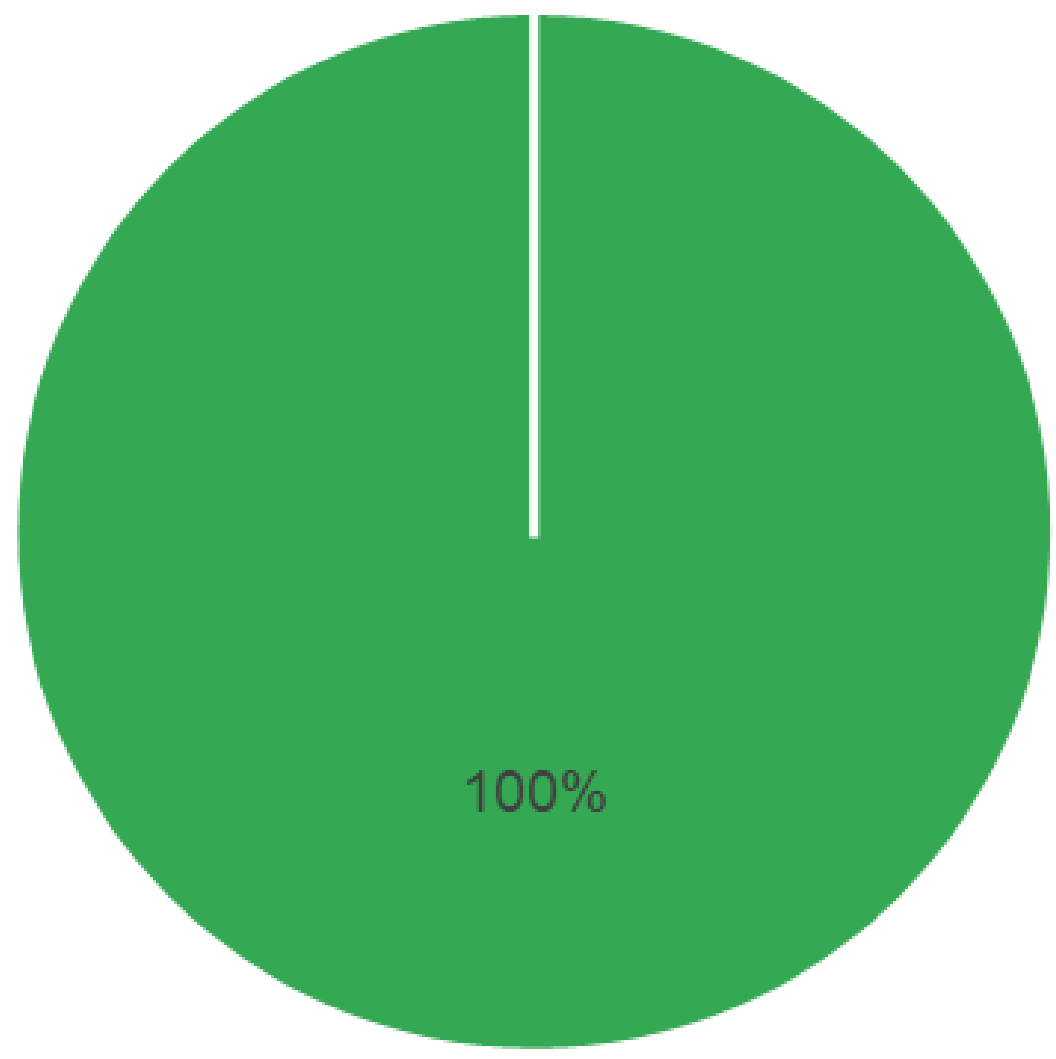


% of Monthly Premium Company Pays for Accidental Death Insurance

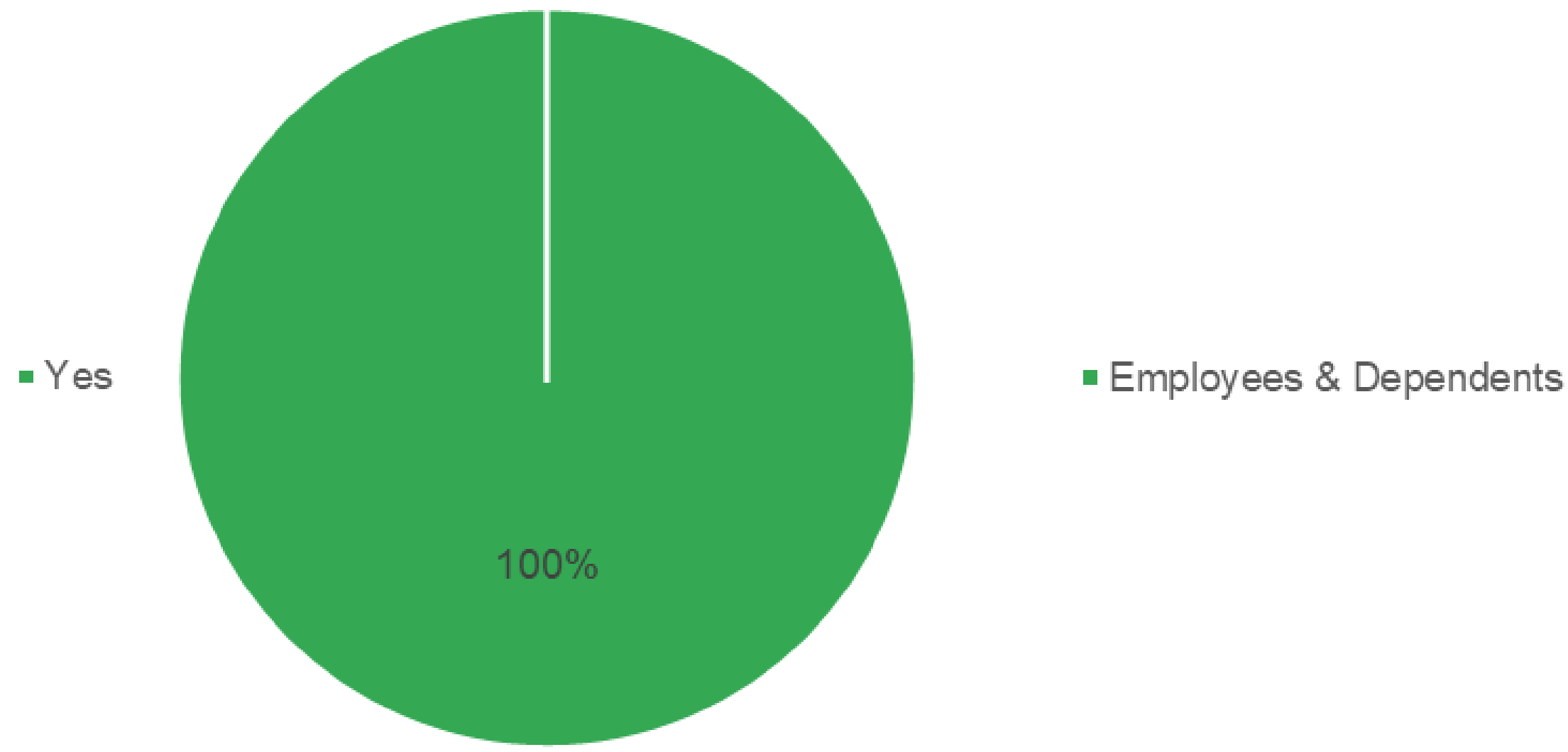


Is Health Insurance offered and who is eligible?

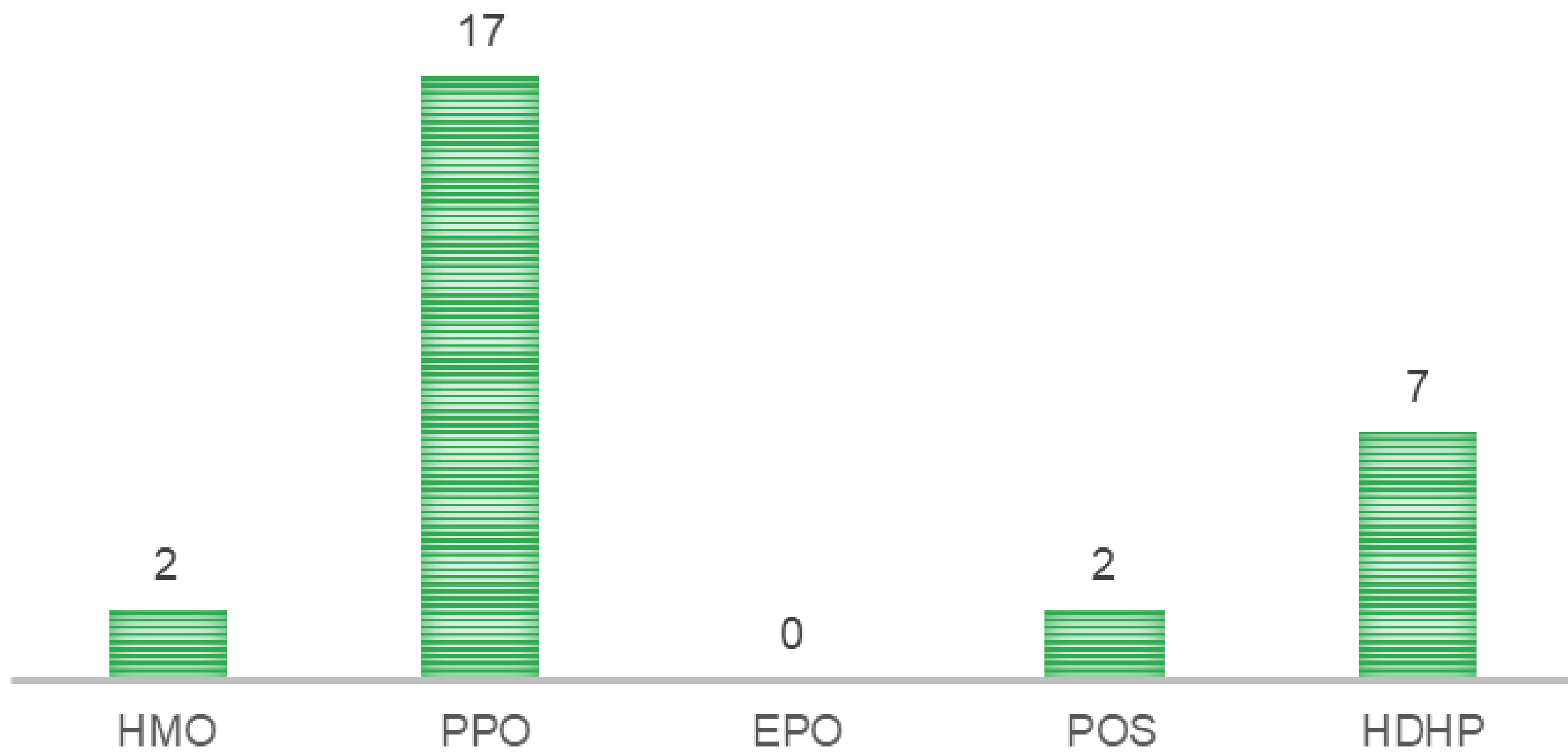
Health Insurance Offered



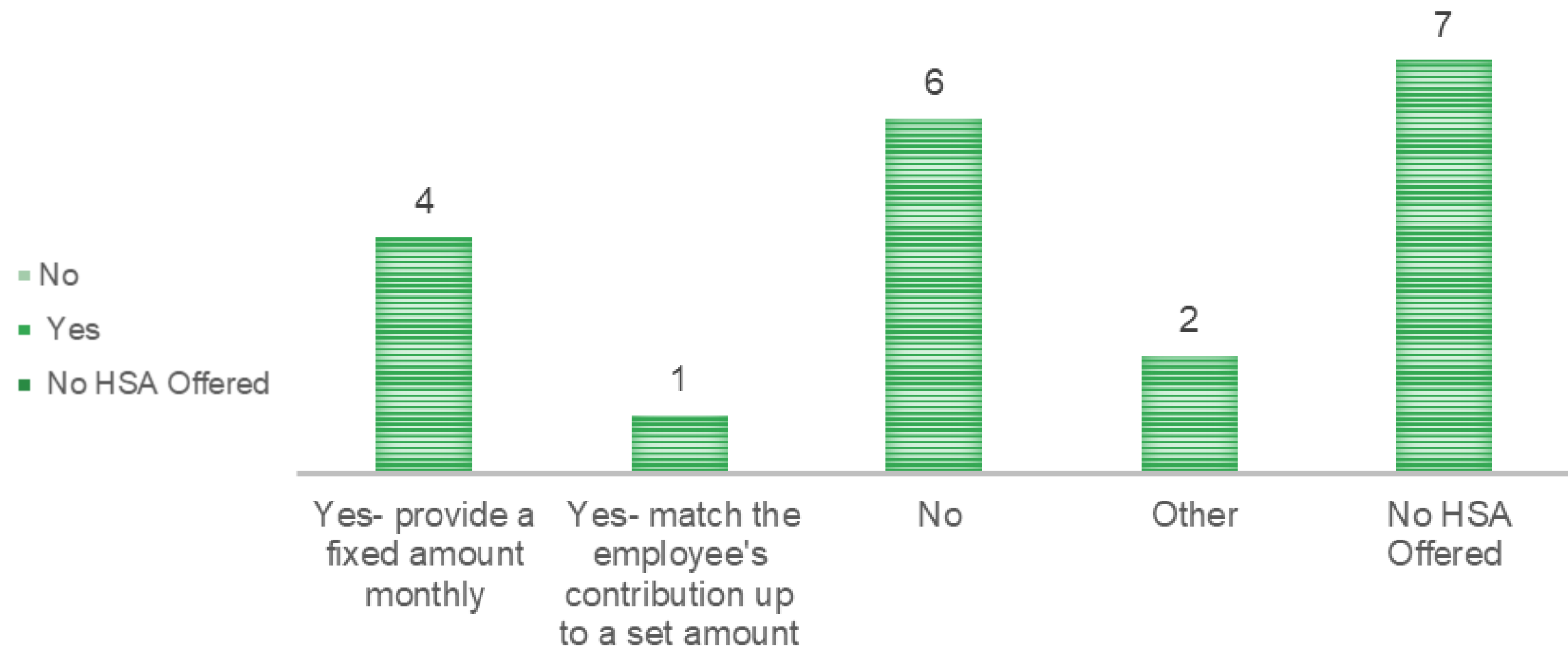
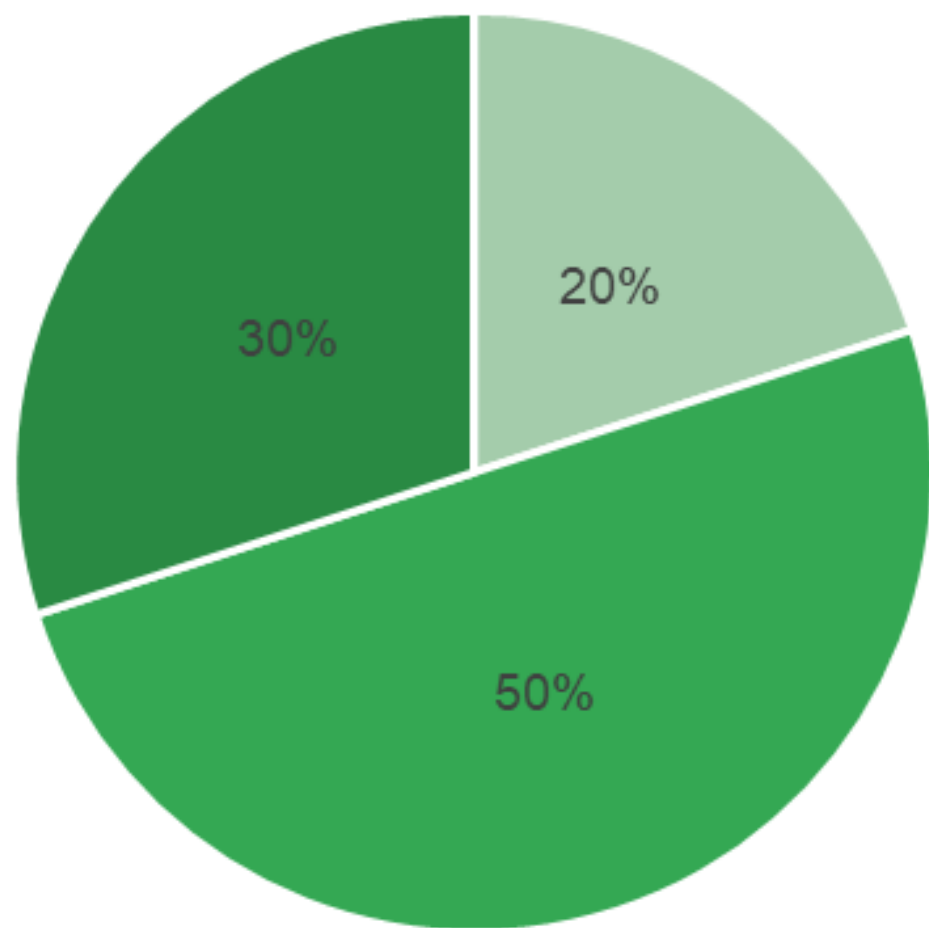
Eligible for Health Insurance



What type of Health Insurance is offered?

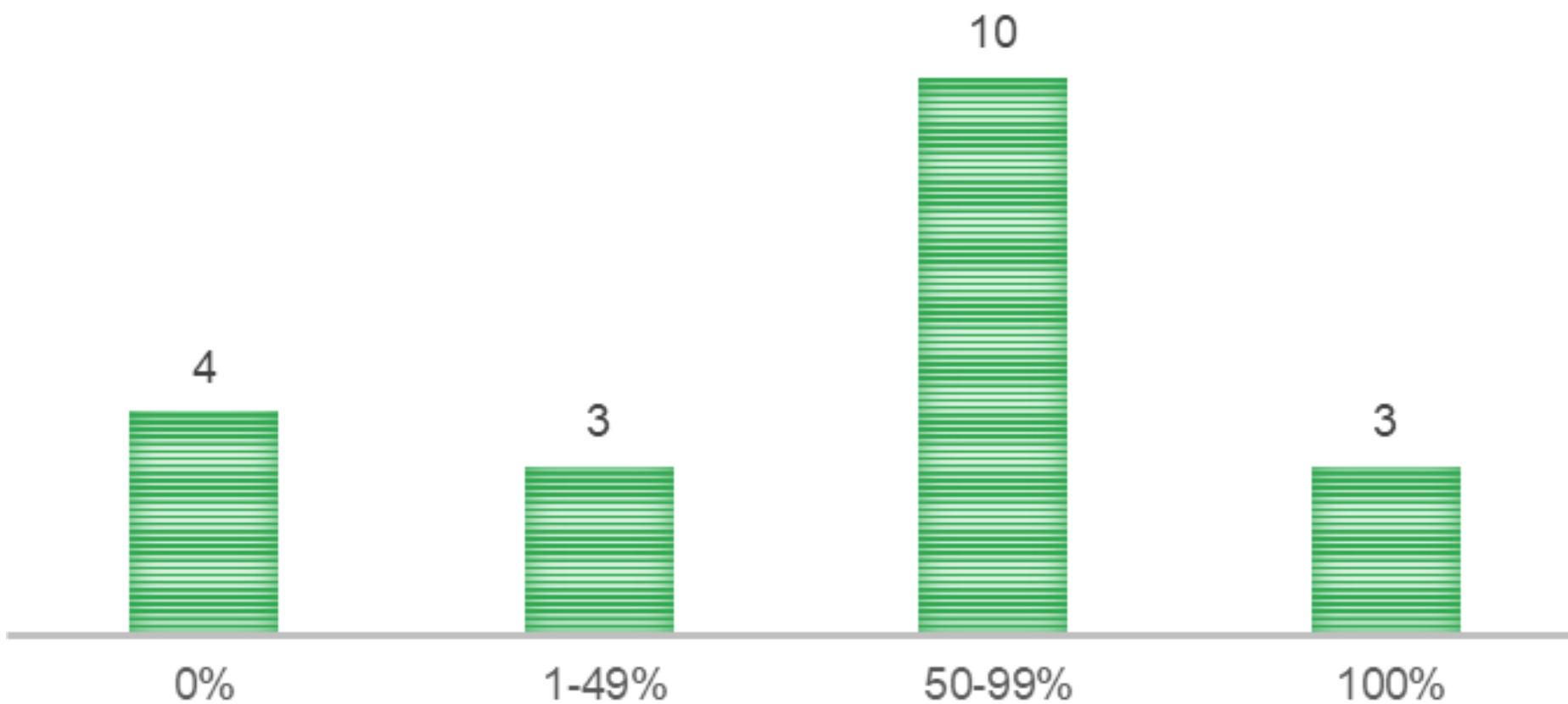


If your company offers a HDHP, is Health Savings Account (HSA) offered, and how is HSA funded?

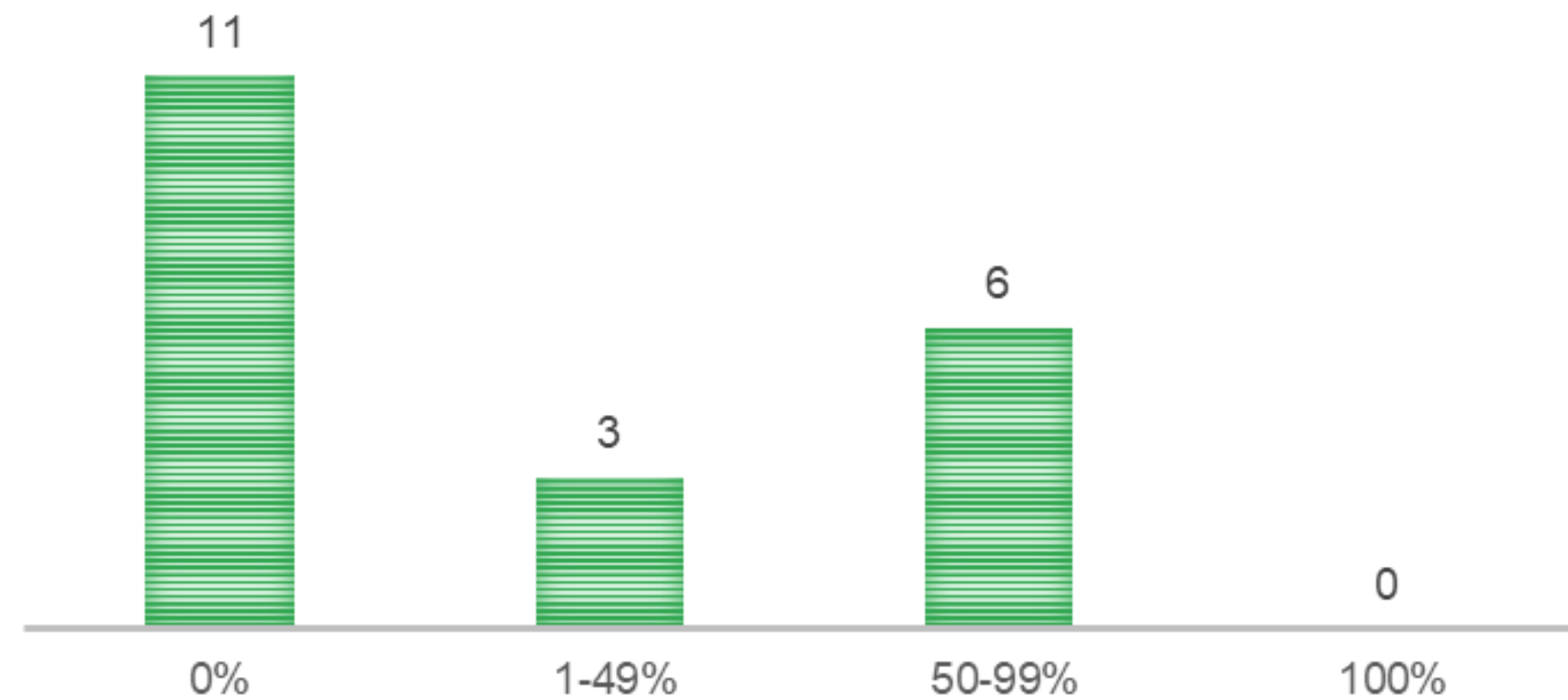


What percentage of monthly premium does the company pay for Employee and Dependent Health Insurance?

% MONTHLY PREMIUM COMPANY PAYS FOR EMPLOYEE HEALTH INSURANCE

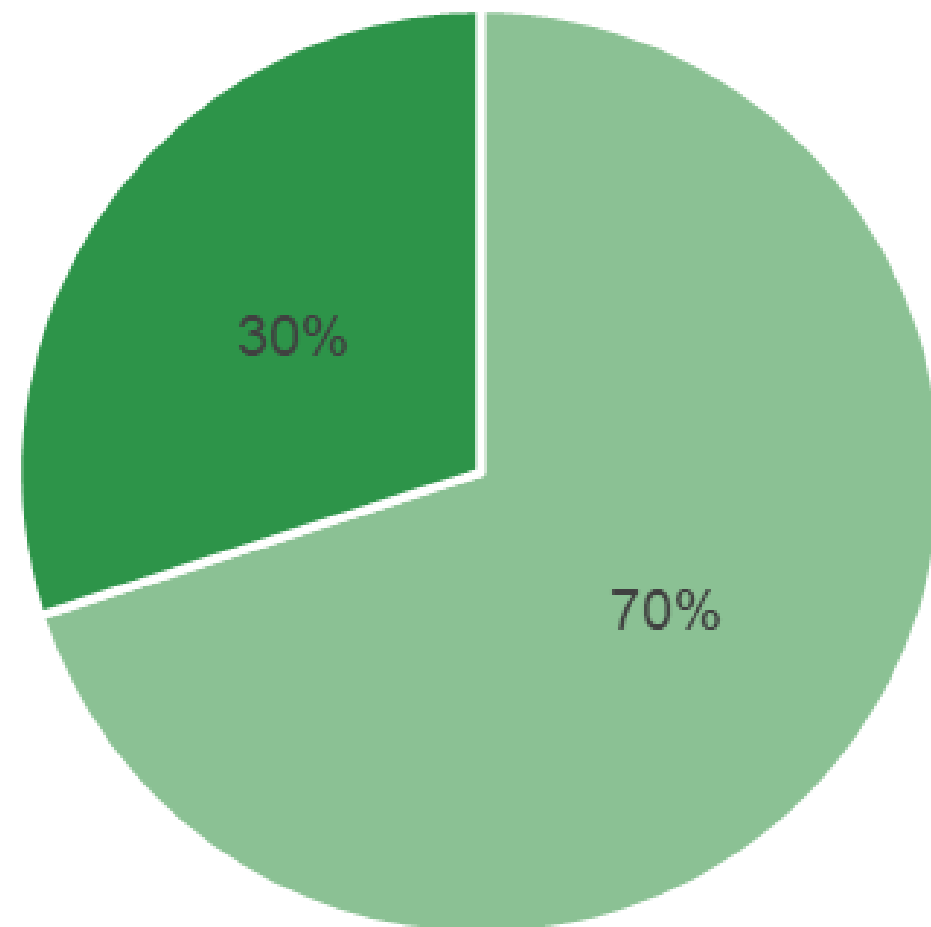


% OF MONTHLY PREMIUM COMPANY PAYS FOR DEPENDENT HEALTH INSURANCE

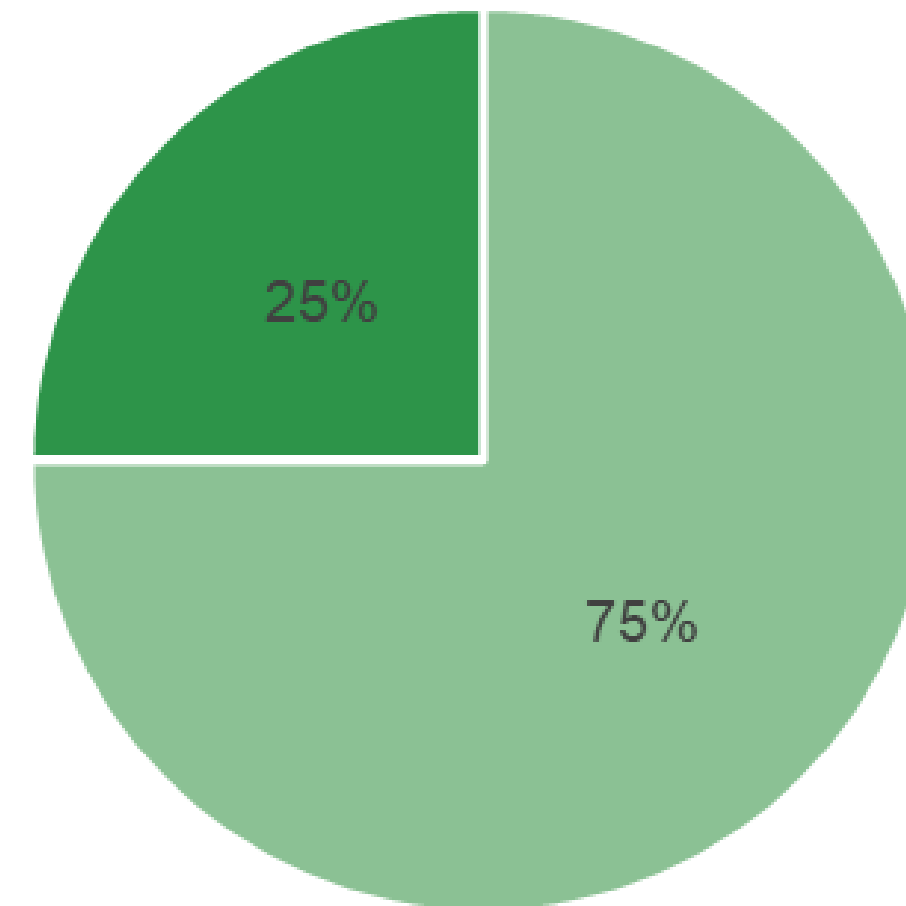


Is a Tobacco Surcharge added to the monthly Health Insurance premium for Employees or Dependents?

Tobacco Surcharge Added to Monthly Health Insurance Premium



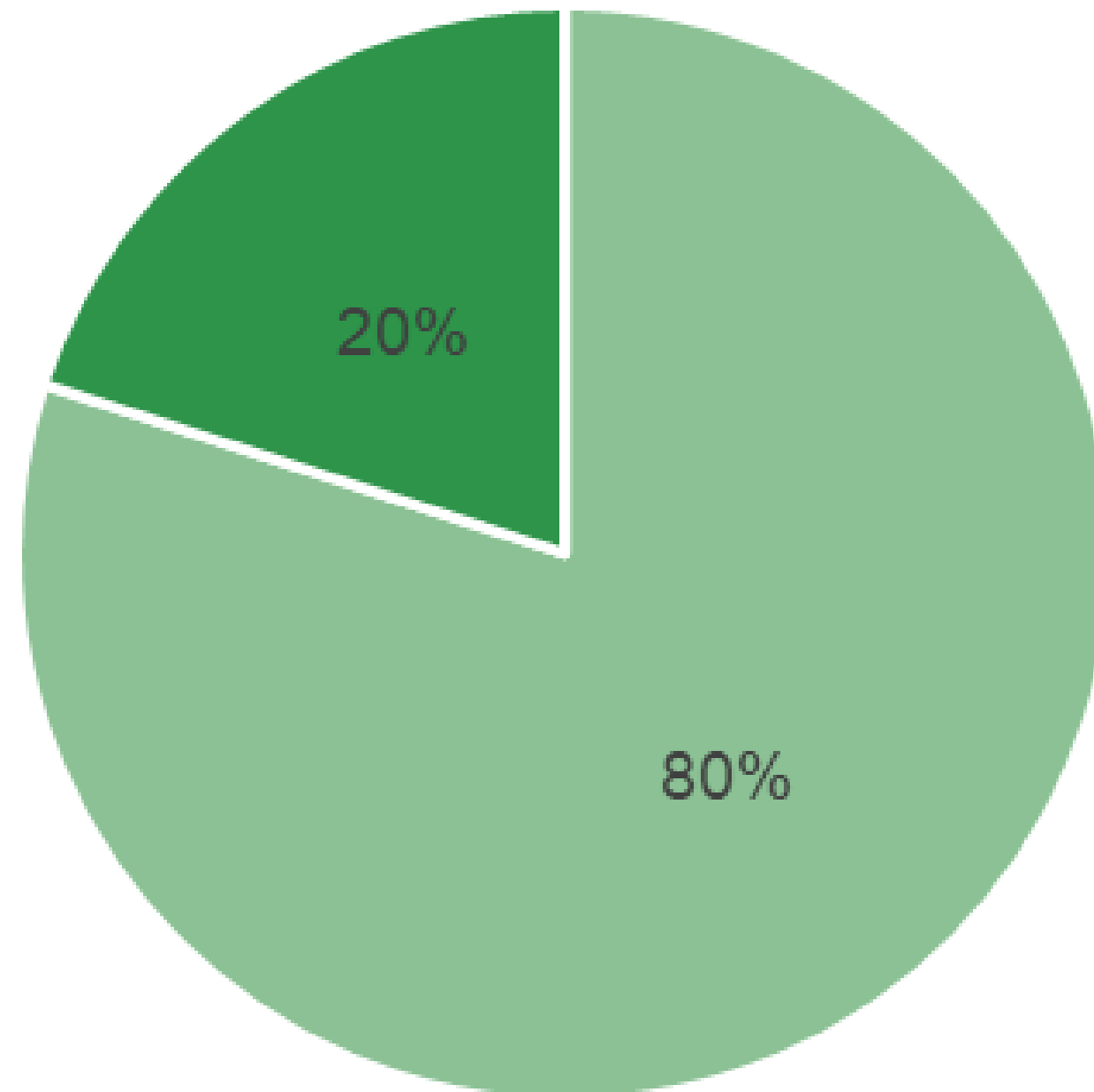
Spousal Tobacco Surcharge to the Monthly Health Insurance Premium



■ No
■ Yes

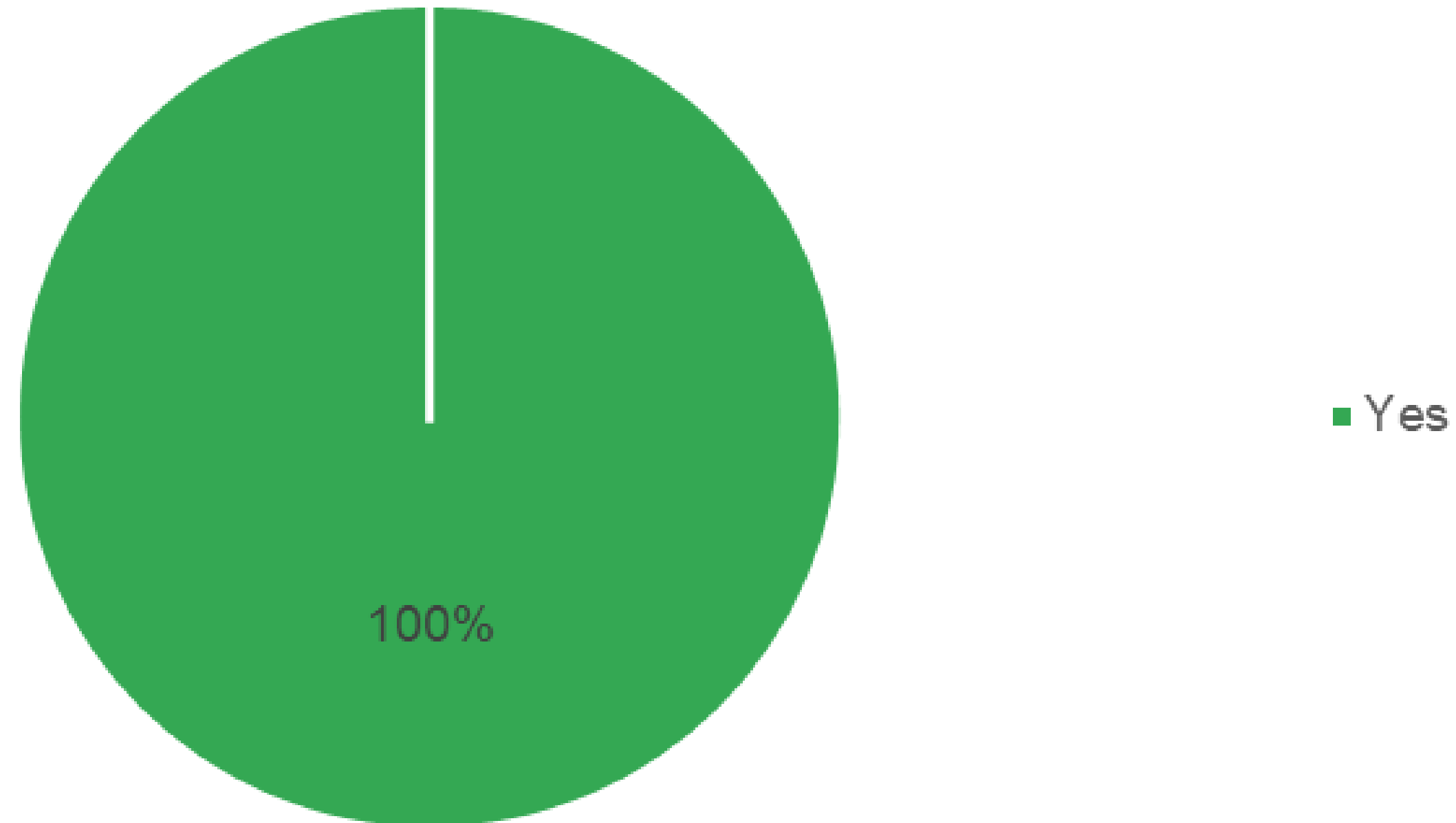
■ No
■ Yes

Does your company charge the same monthly Health Insurance premium to all employees or is the premium based on the employee's salary?

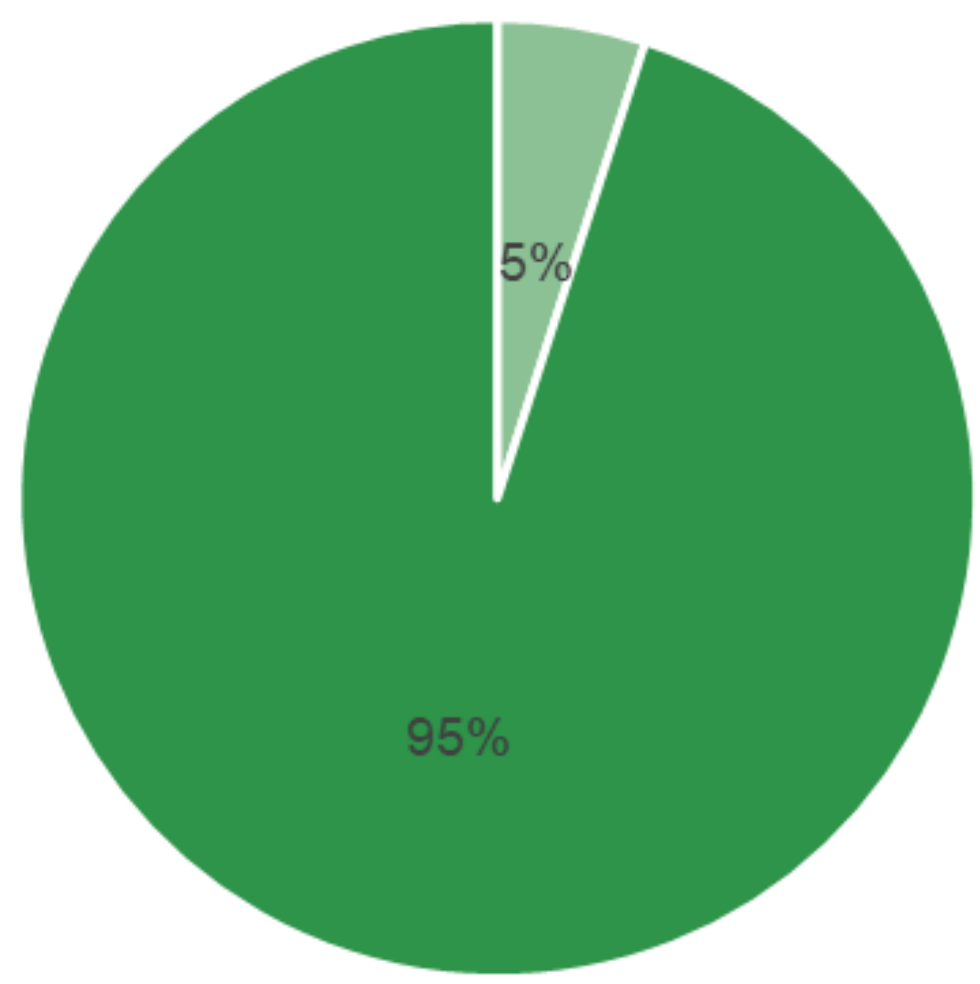


- Same premium is charged to all employees
- Premium amount is based on the employee's salary

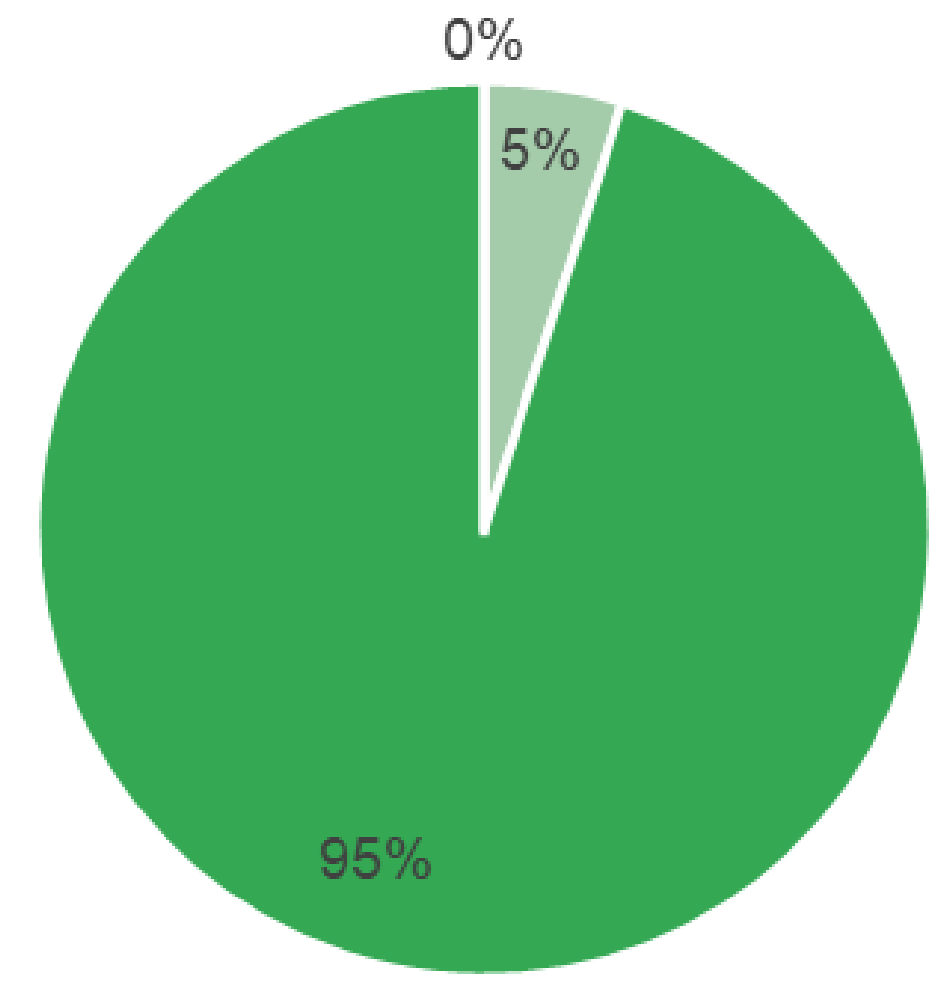
Does the Health Insurance include Prescription Drug coverage?



Does your company offer Vision Insurance coverage and who is eligible?



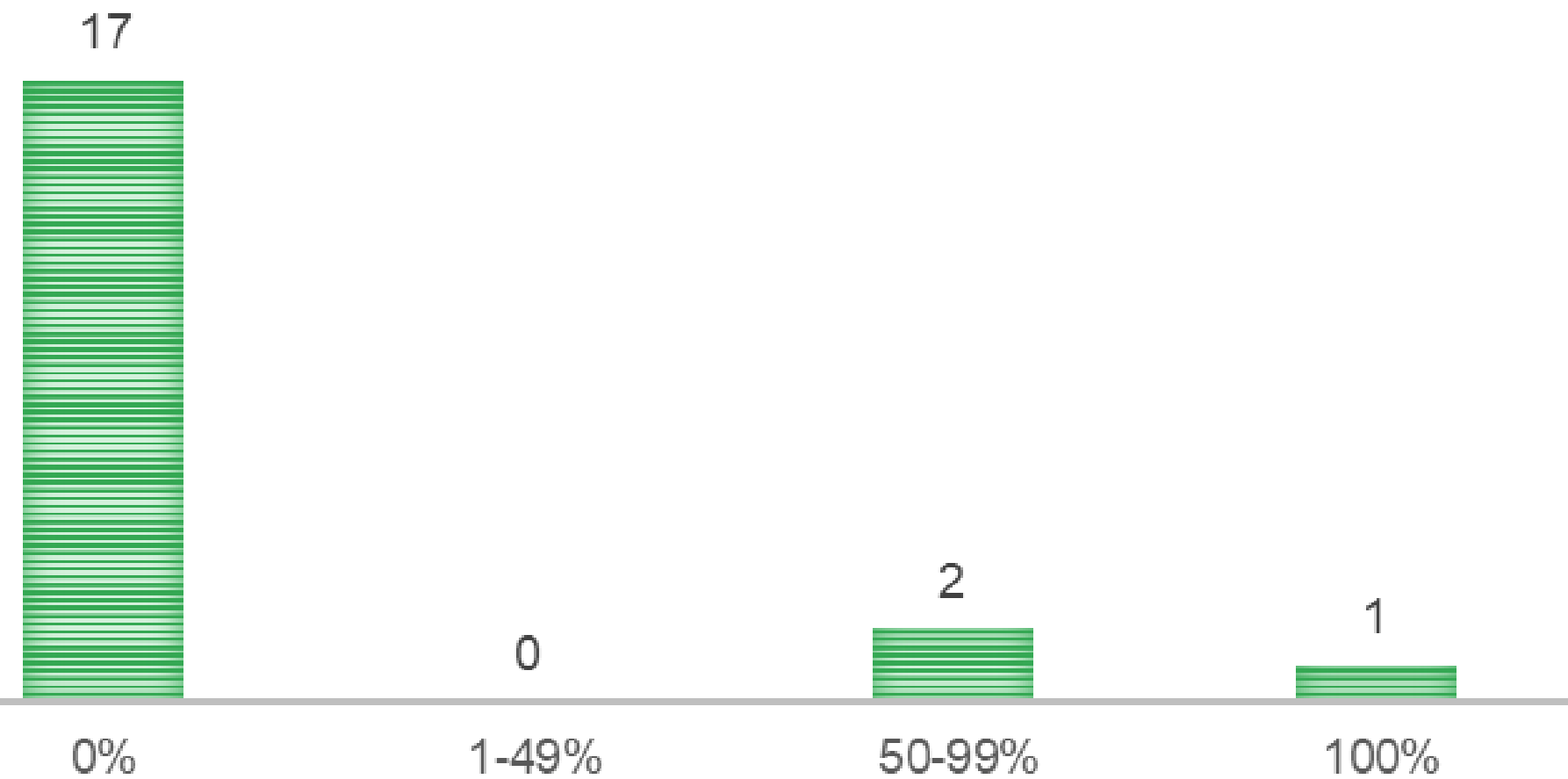
- Yes
- No



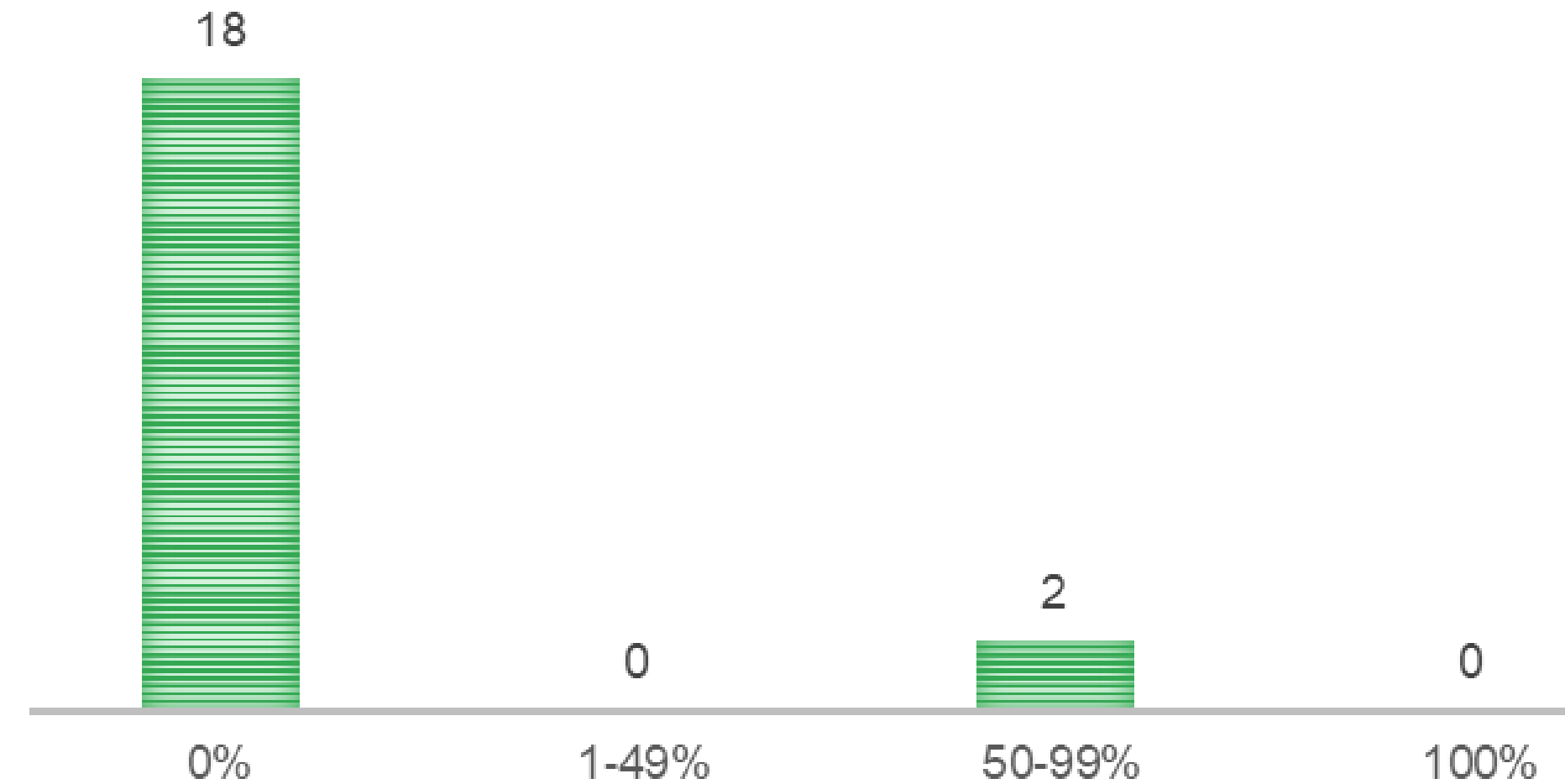
- Not Offered
- Employees & Dependents
- Employees Only

What percentage of monthly premium does the company pay for Employee and Dependent Vision Insurance?

% OF MONTHLY PREMIUM COMPANY PAYS FOR EMPLOYEE VISION INSURANCE

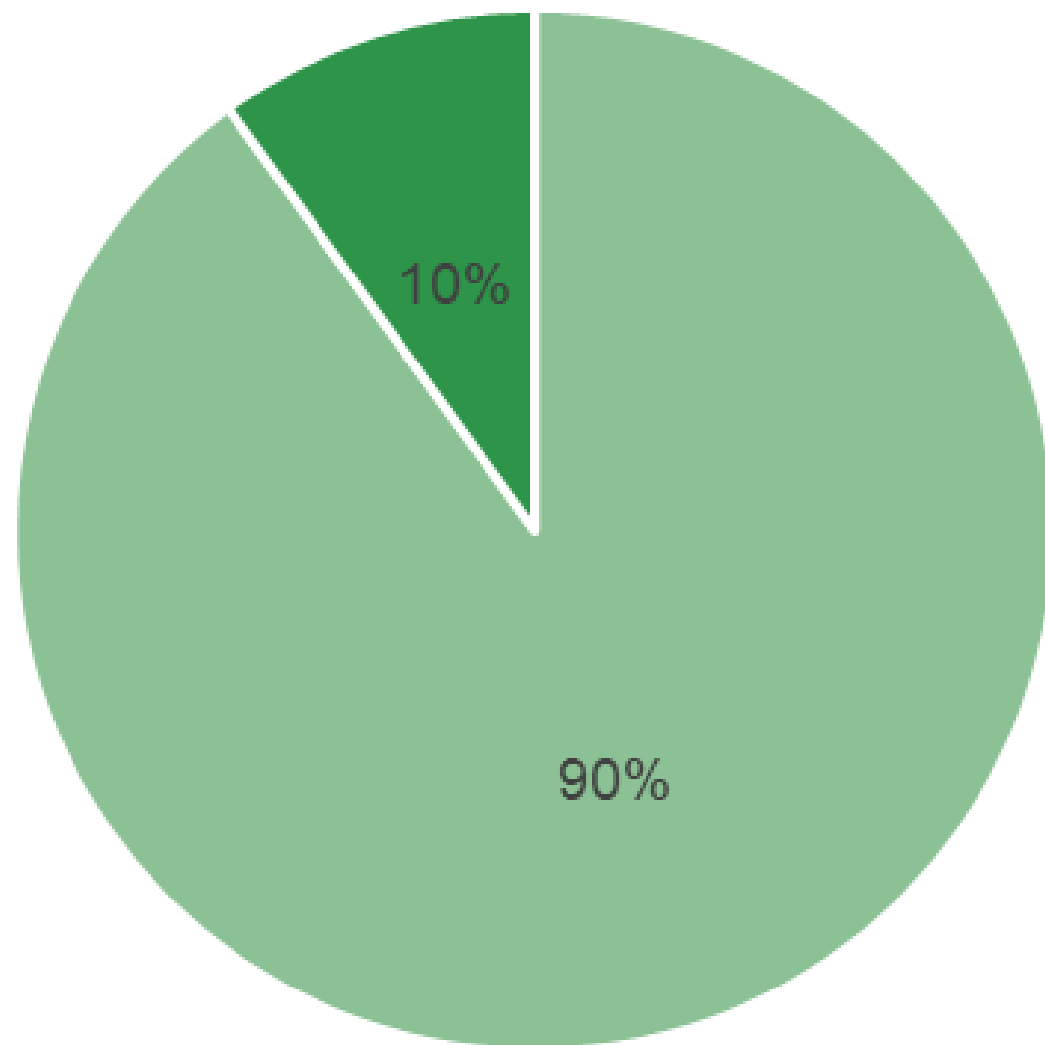


% OF MONTHLY PREMIUM COMPANY PAYS FOR DEPENDENT VISION INSURANCE



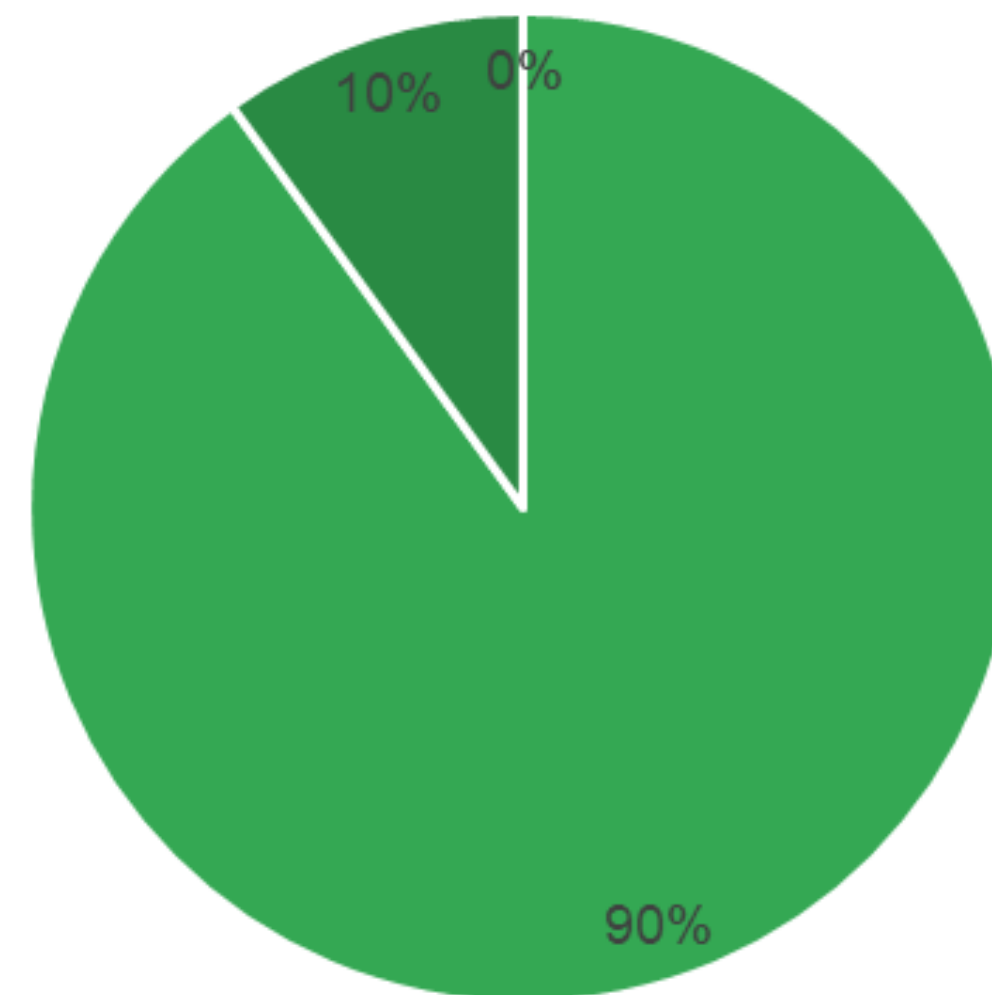
Does your company offer Dental Insurance, if yes who is eligible?

Dental Insurance Coverage Offered



- Yes
- No

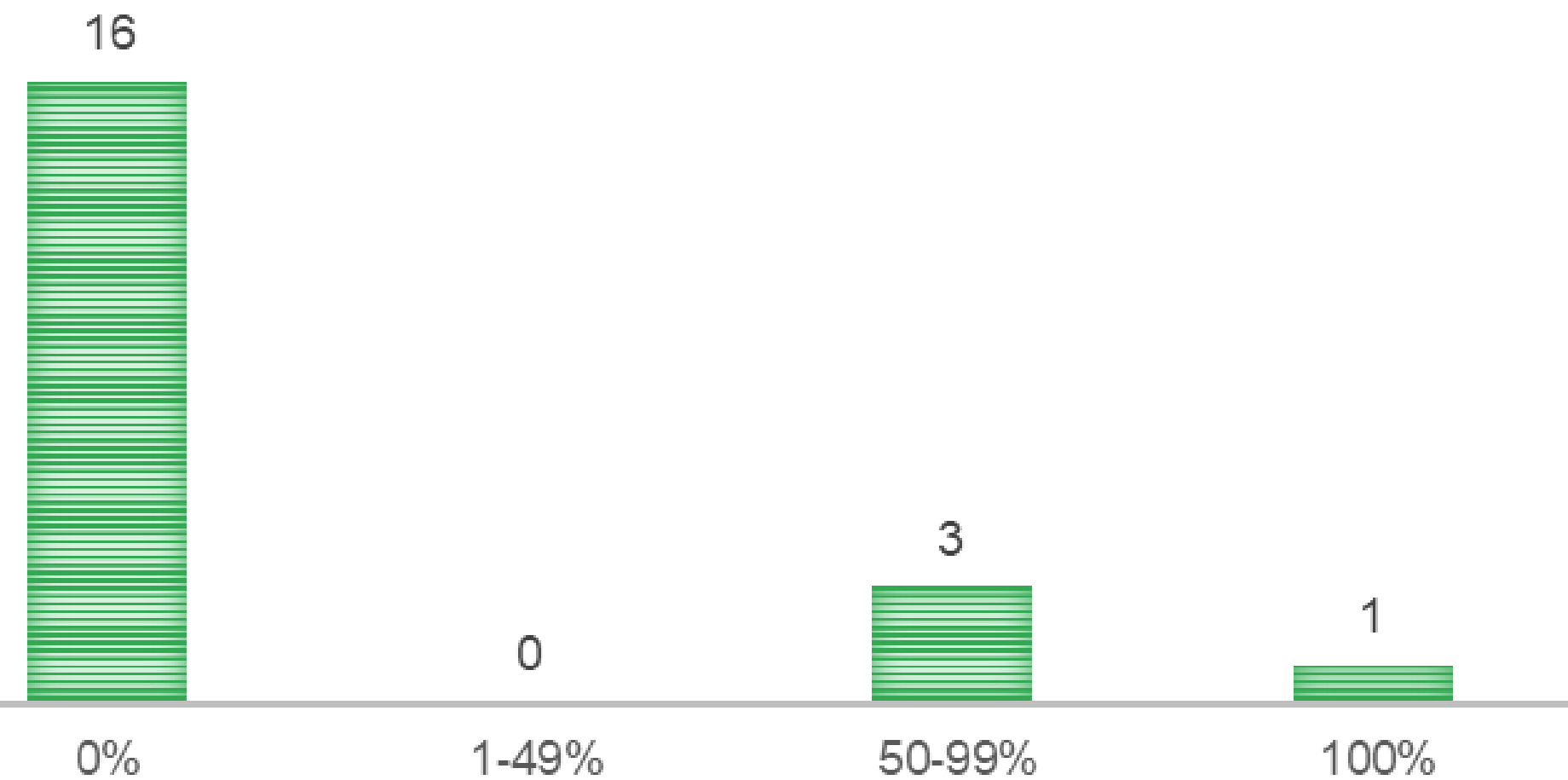
Eligible for Dental Insurance



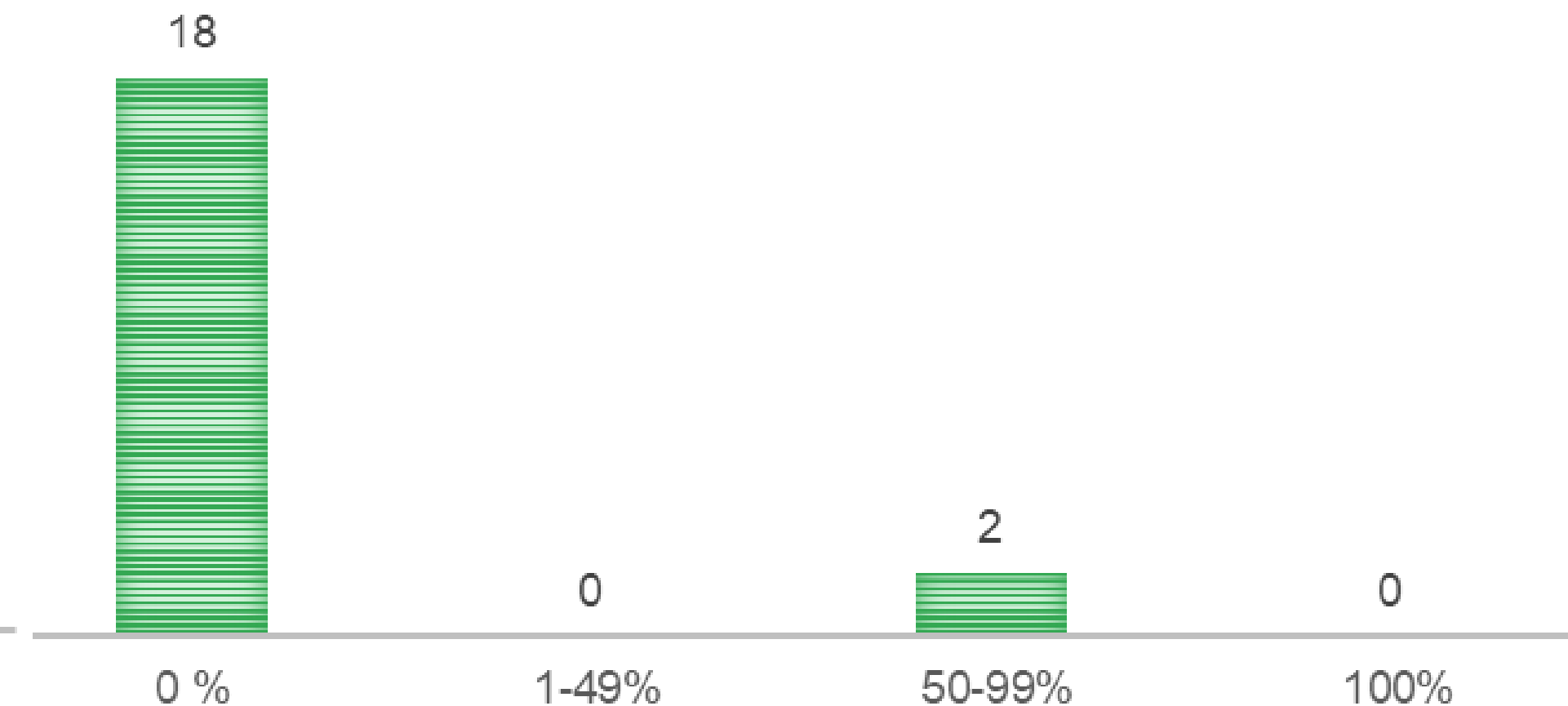
- Employees Only
- Employees & Dependents
- Not Offered

What percentage of monthly premium does the company pay for Employee and Dependent Dental Insurance?

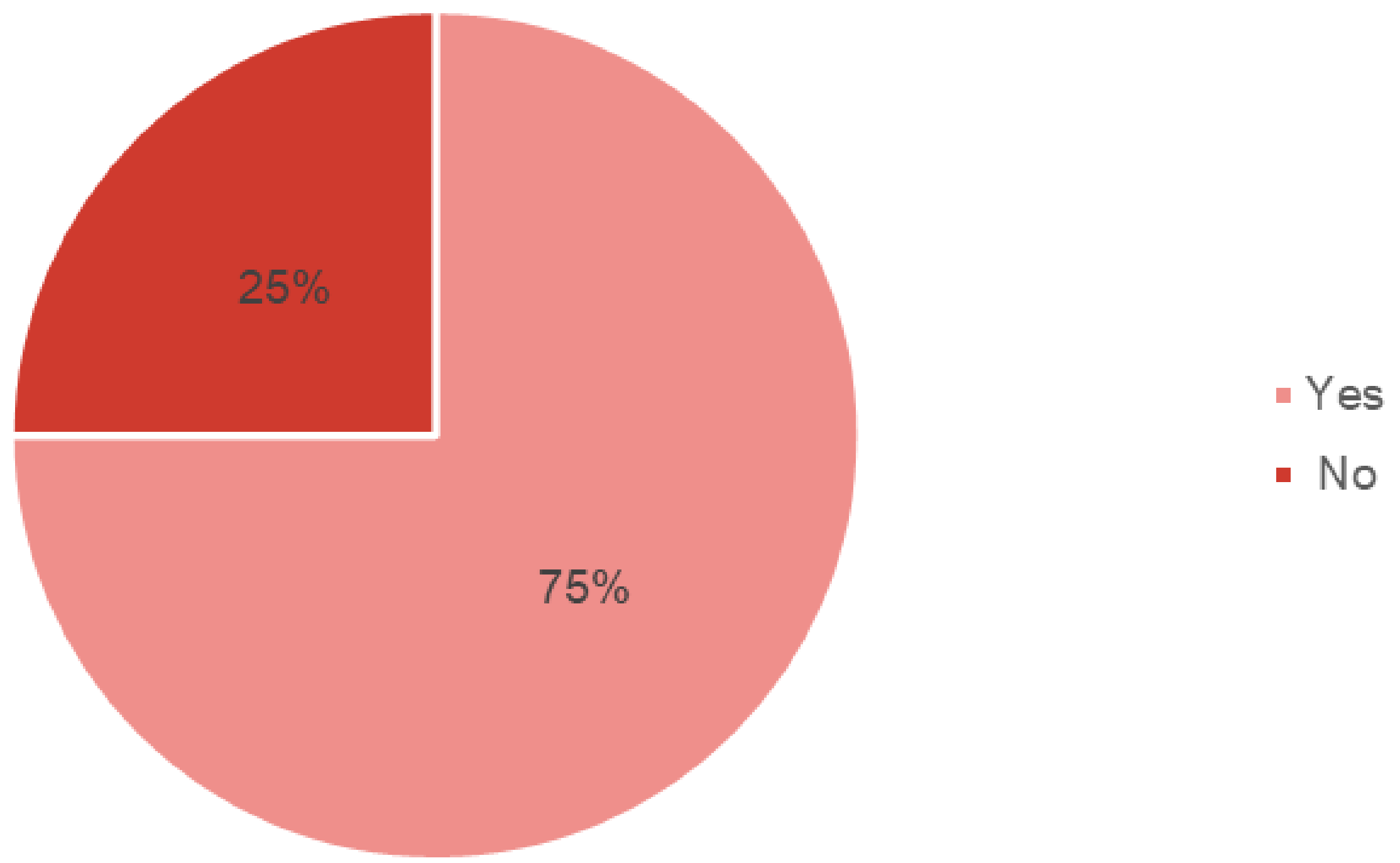
% OF MONTHLY PREMIUM
COMPANY PAYS FOR EMPLOYEE
DENTAL INSURANCE



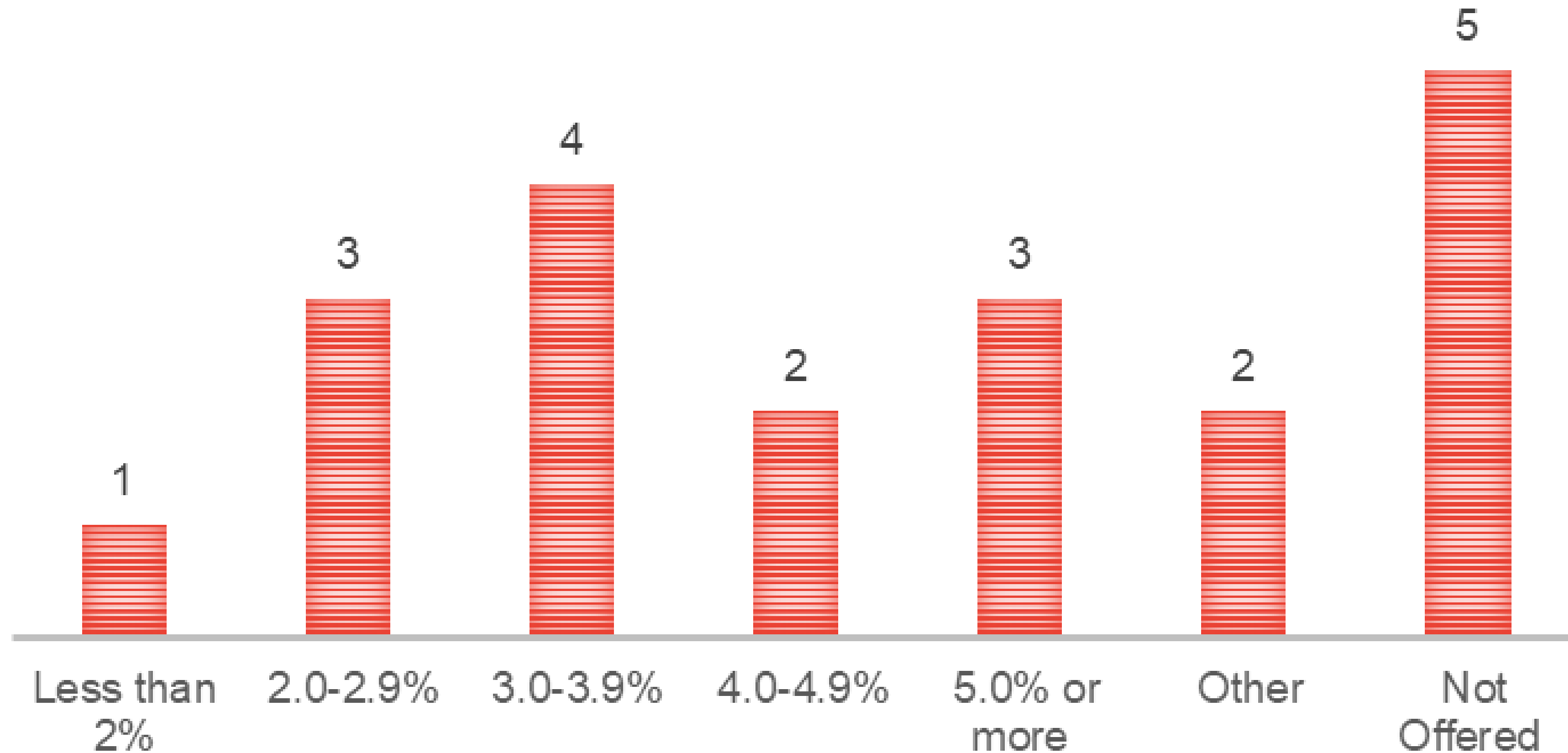
% OF MONTHLY PREMIUM
COMPANY PAYS FOR DEPENDENT
DENTAL INSURANCE



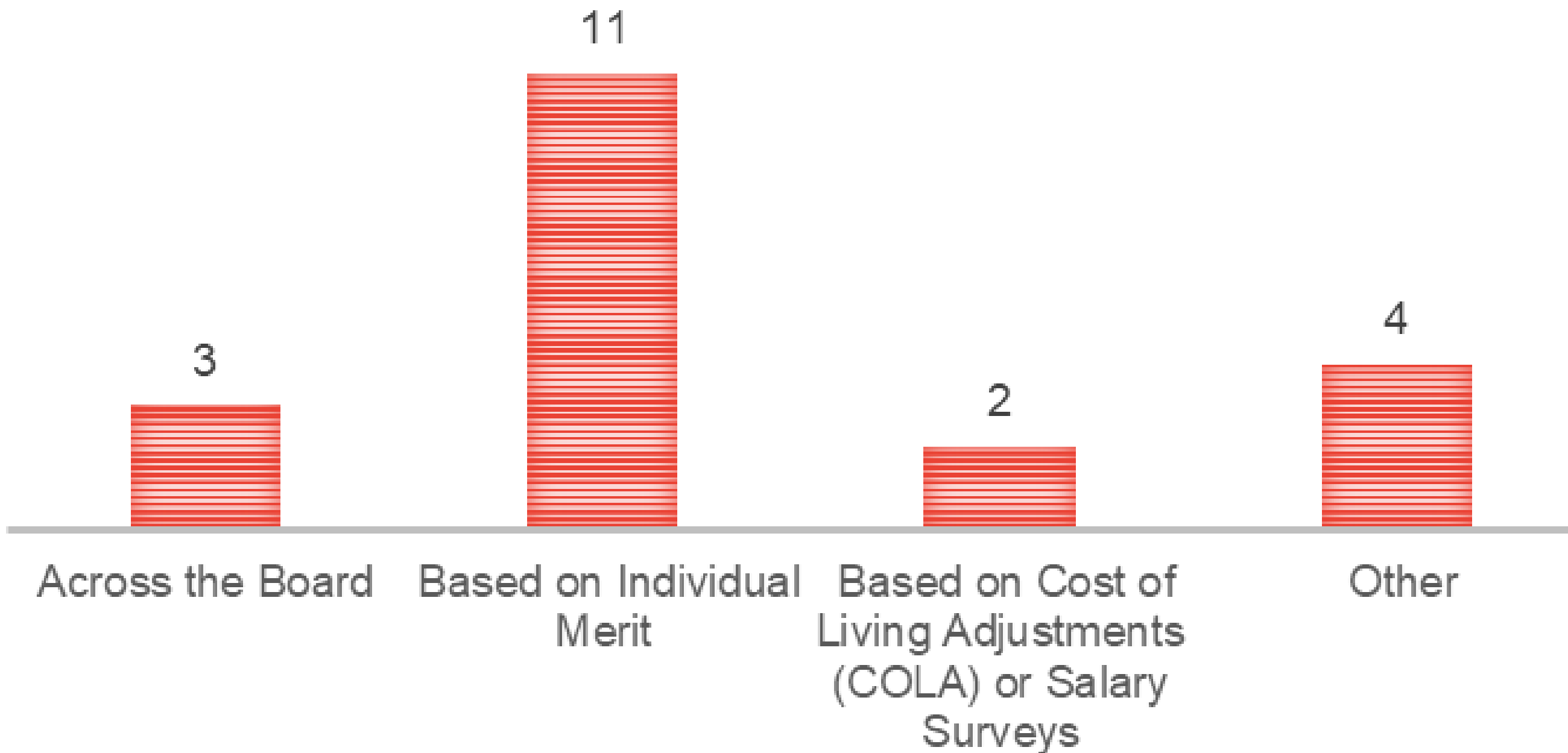
Does your company have a Wage Increase Budget for the current fiscal year?



What is your Wage Increase Budget?



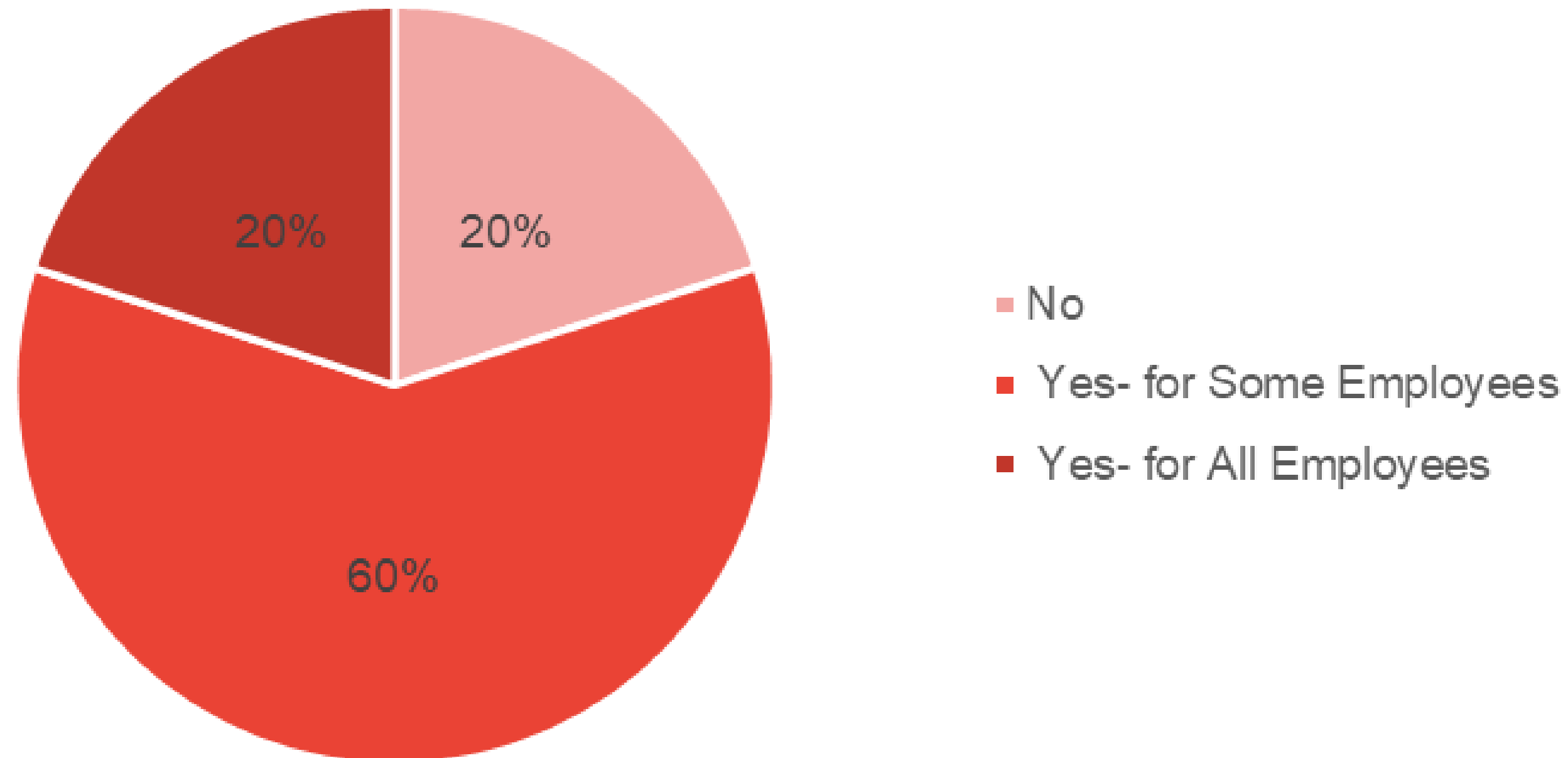
How are Wage Increases given?



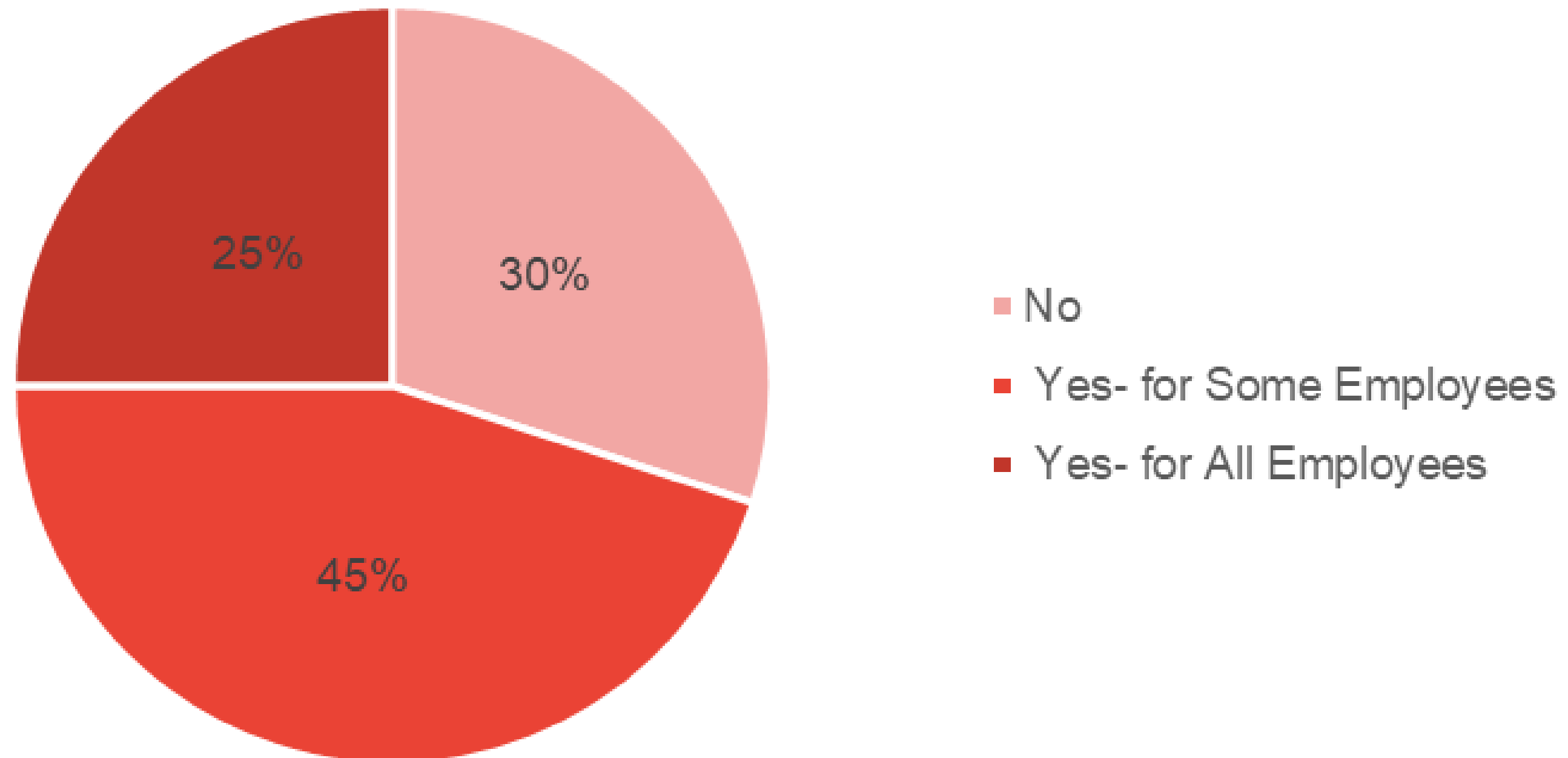
Other responses include:

- All of the above options are considered.
- Hourly workers are given across the board
- Various factors including market, equity, promotions, etc.
- Both merit and COLA

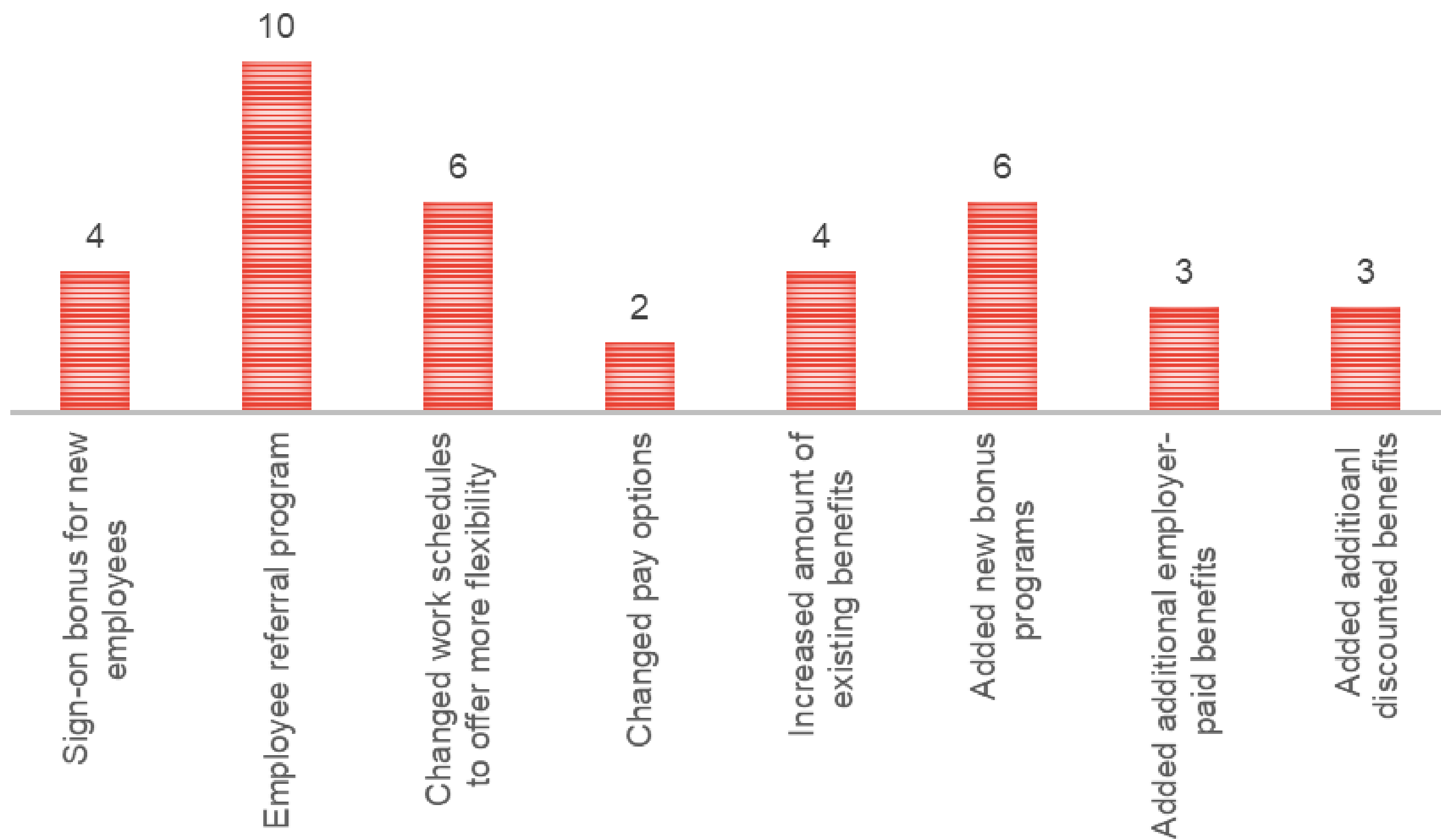
In the last 12 months, has your company given off-cycle Wage Increase(s) to employees?



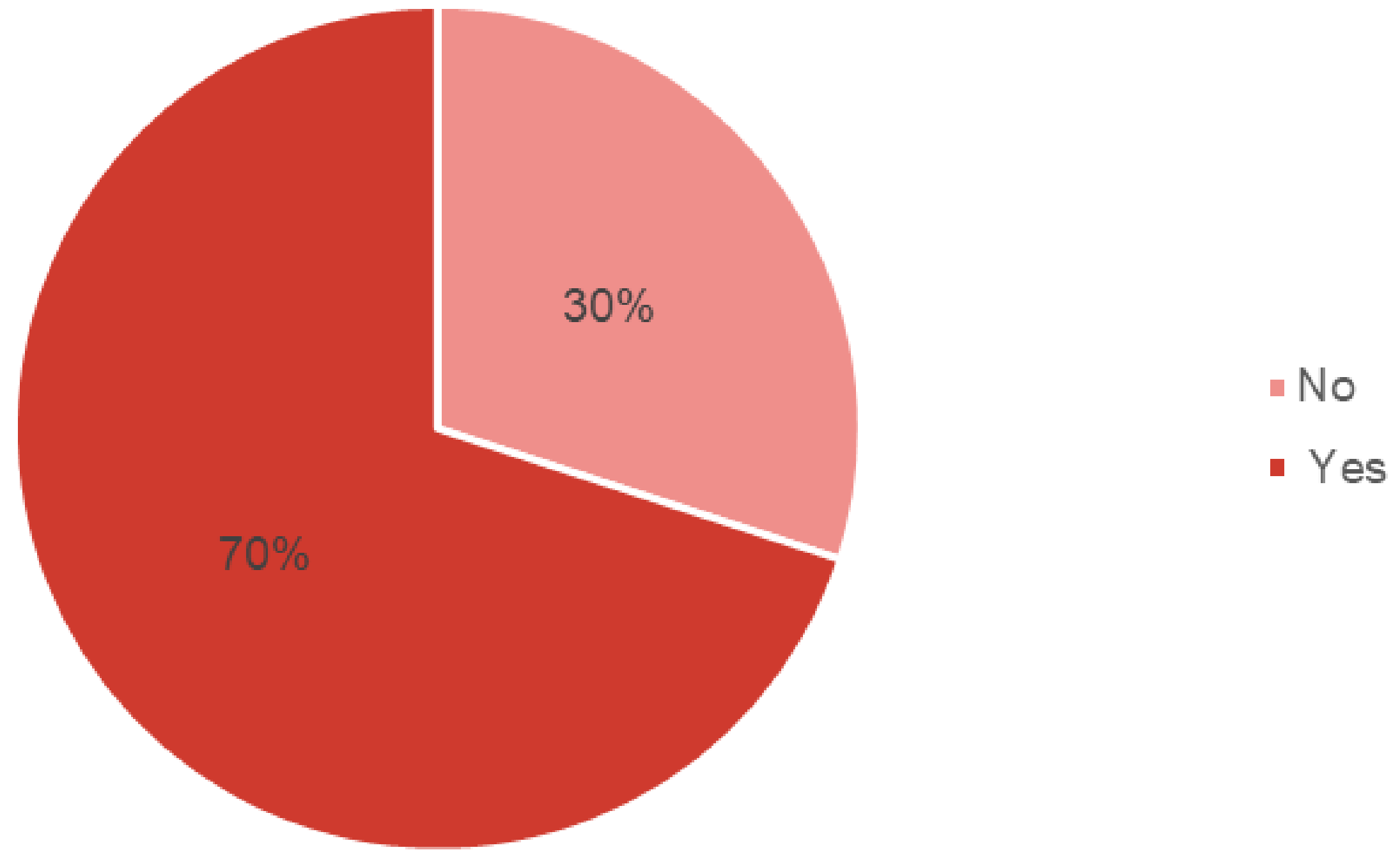
In the last 12 months, has your company increased the Starting Wage for new employees as a result of the competitive job market and economic conditions?



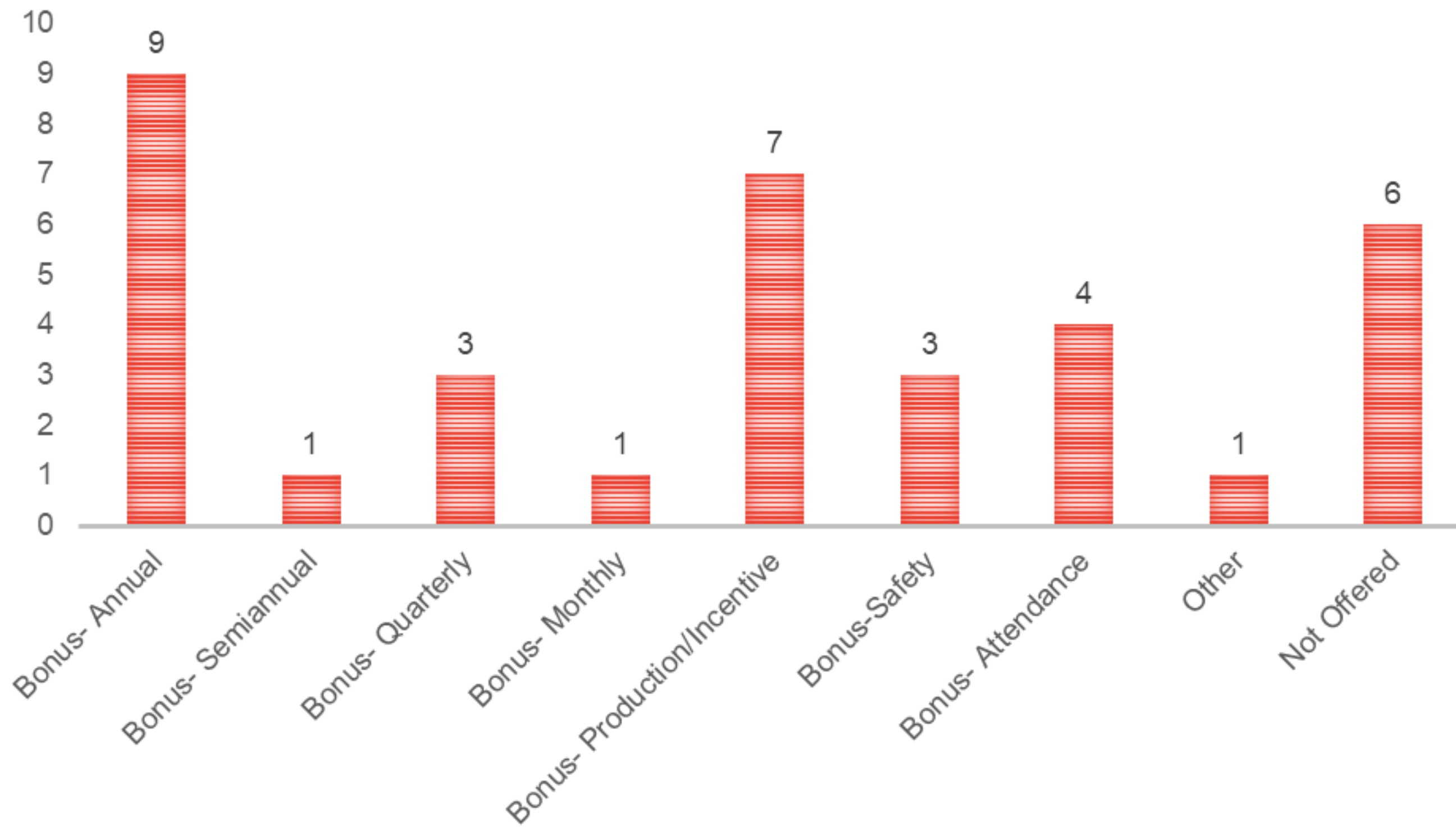
What other Incentives has your company offered employees to retain them?



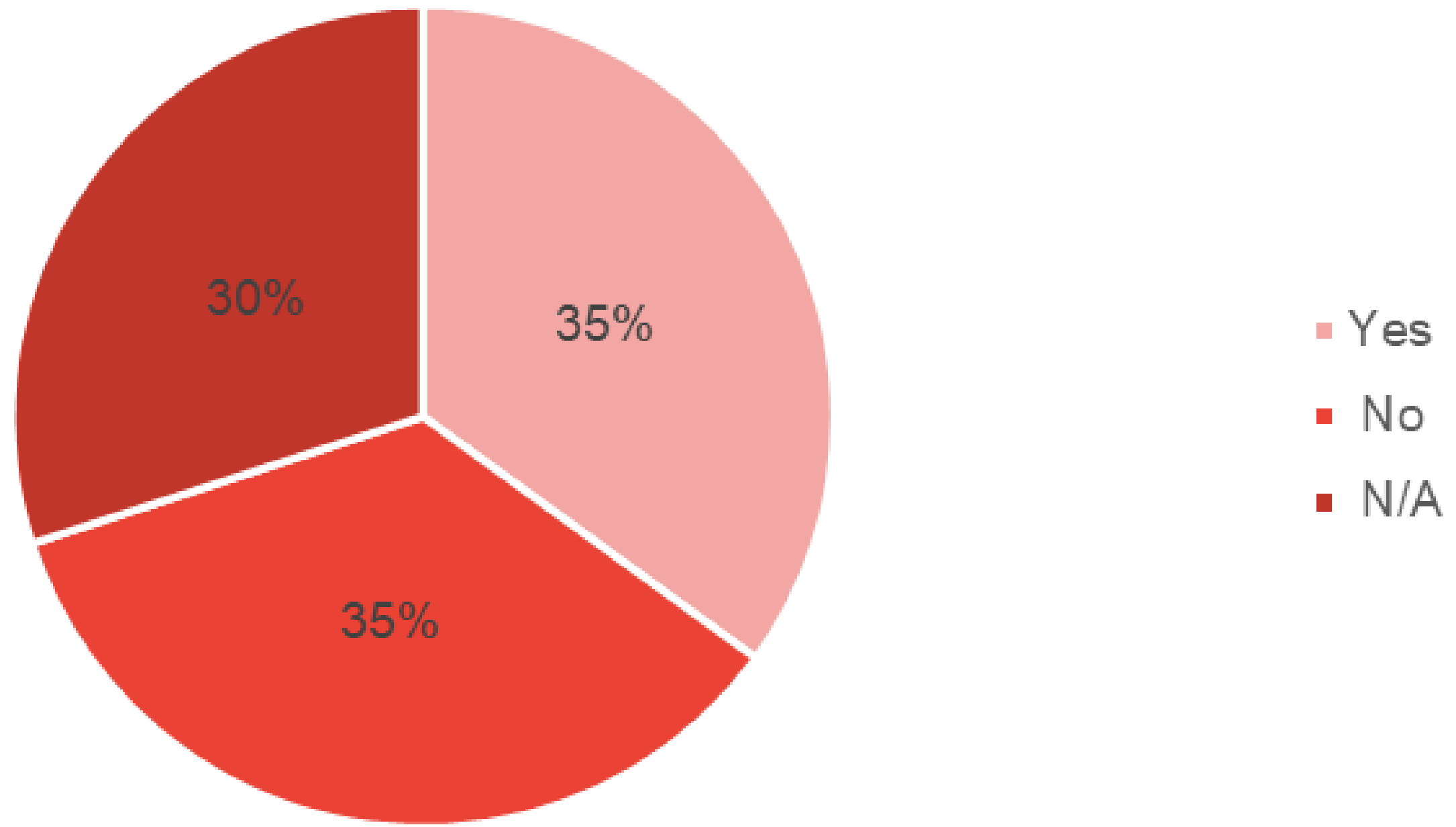
Are employees eligible for Bonuses?



What kind of Bonuses are awarded?

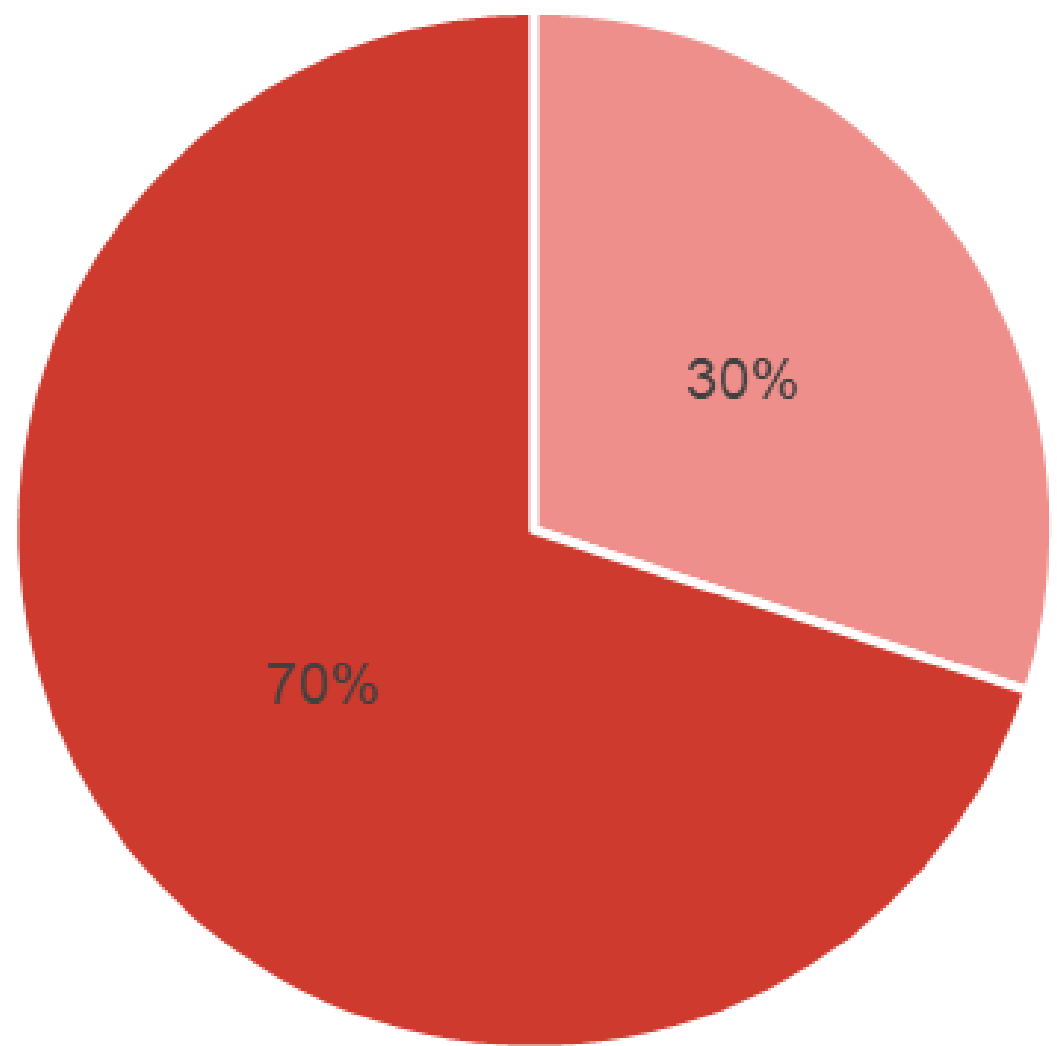


Does your company have Hourly Shift Differentials for production employees?



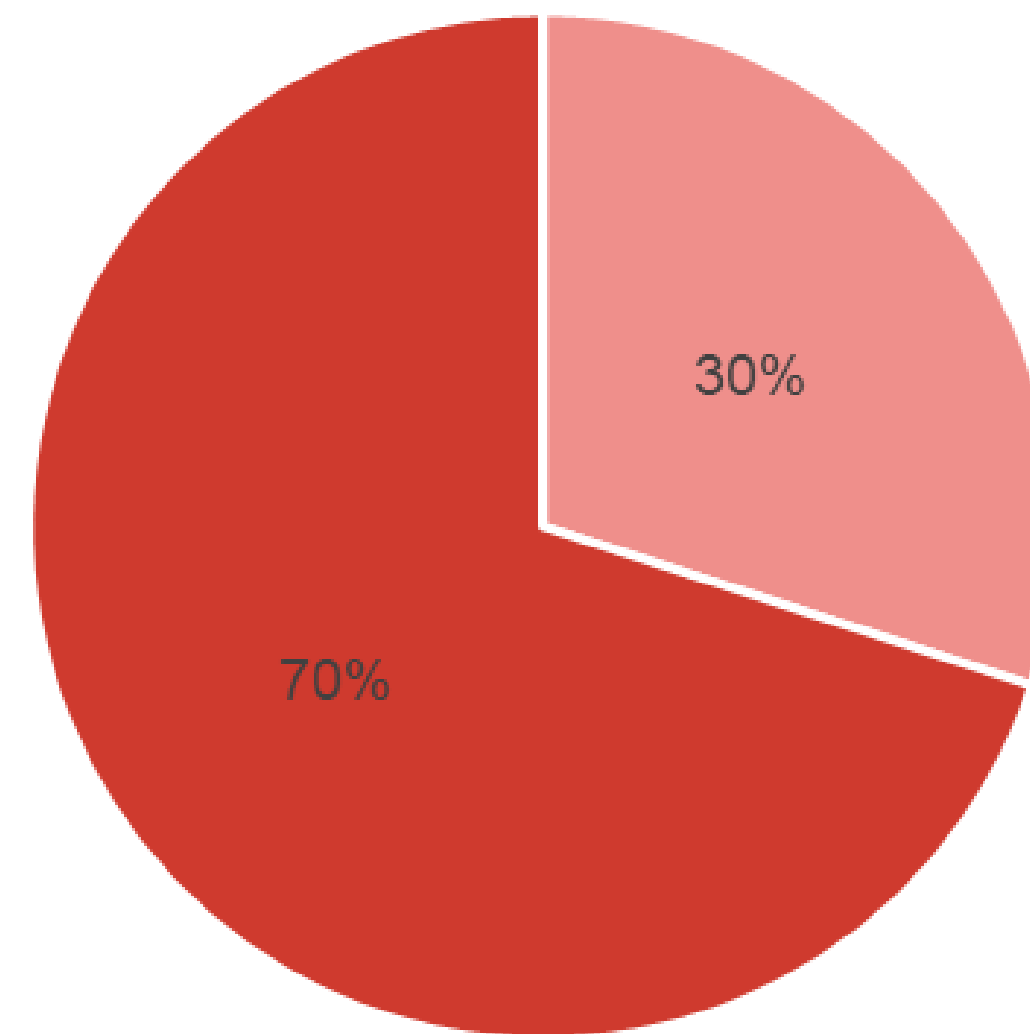
What is your company's Shift Differential for production employees on 2nd and 3rd shifts?

2nd Shift Employees Differential



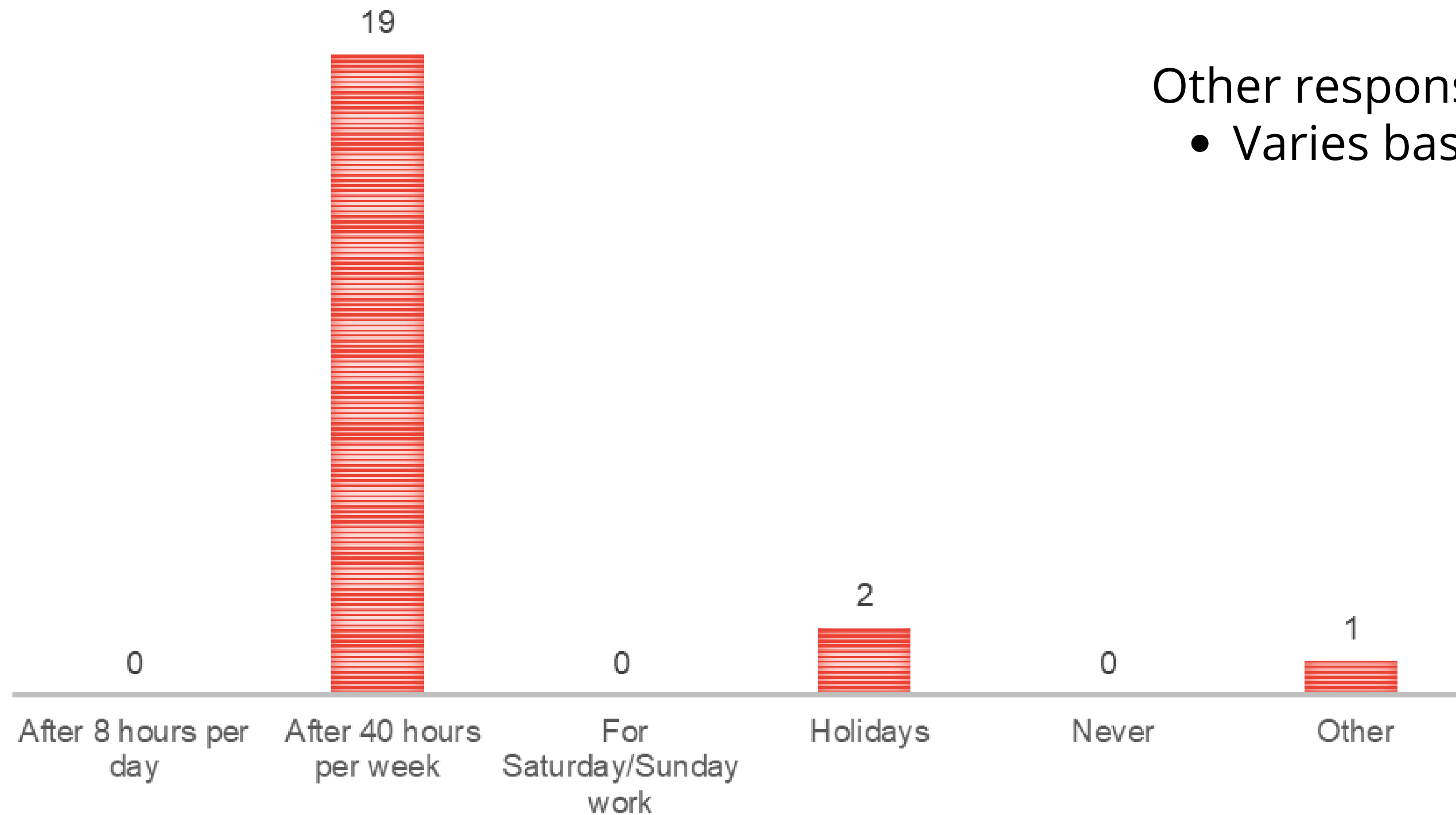
- \$.36 or More
- Not Applicable

3rd Shift Employees Differential



- \$.45 or More
- Not Applicable

When do you pay Overtime for employees?



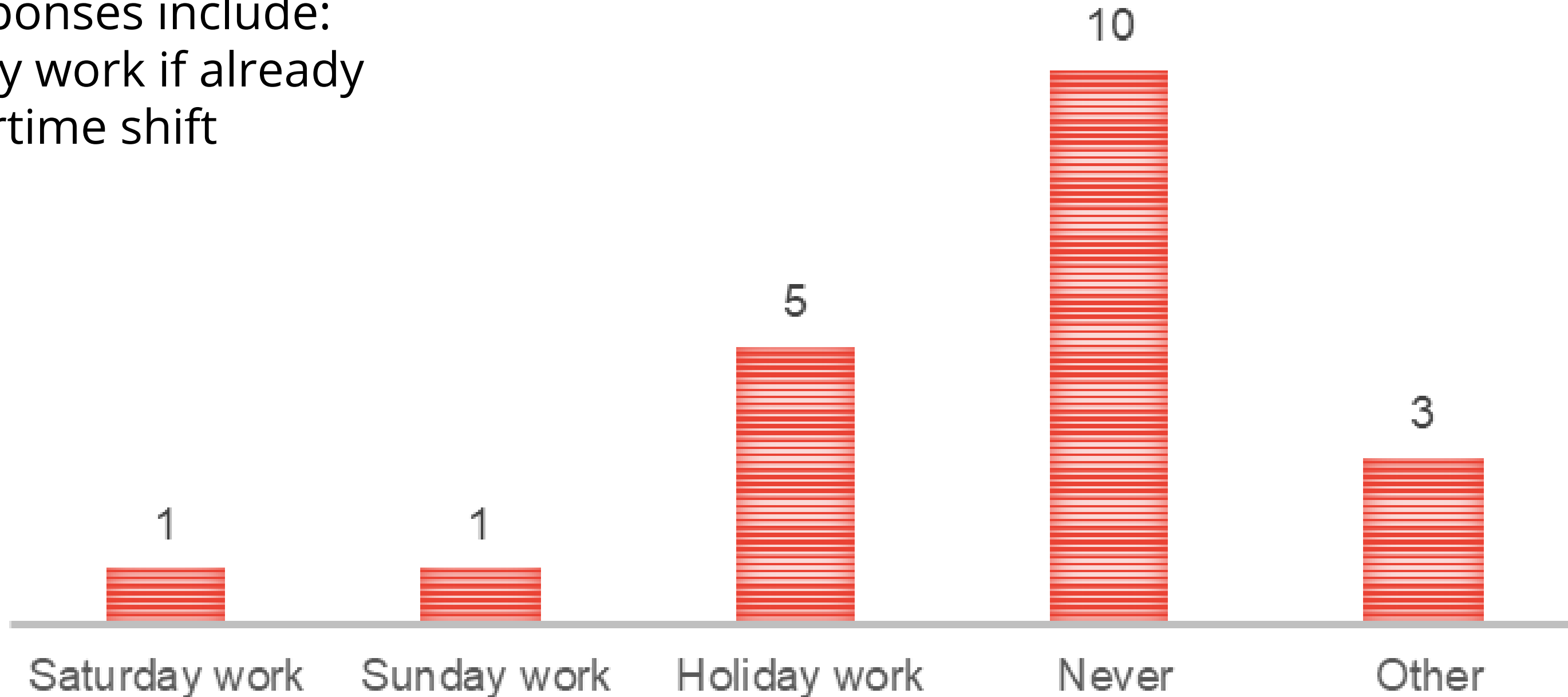
Other responses include:

- Varies based on position.

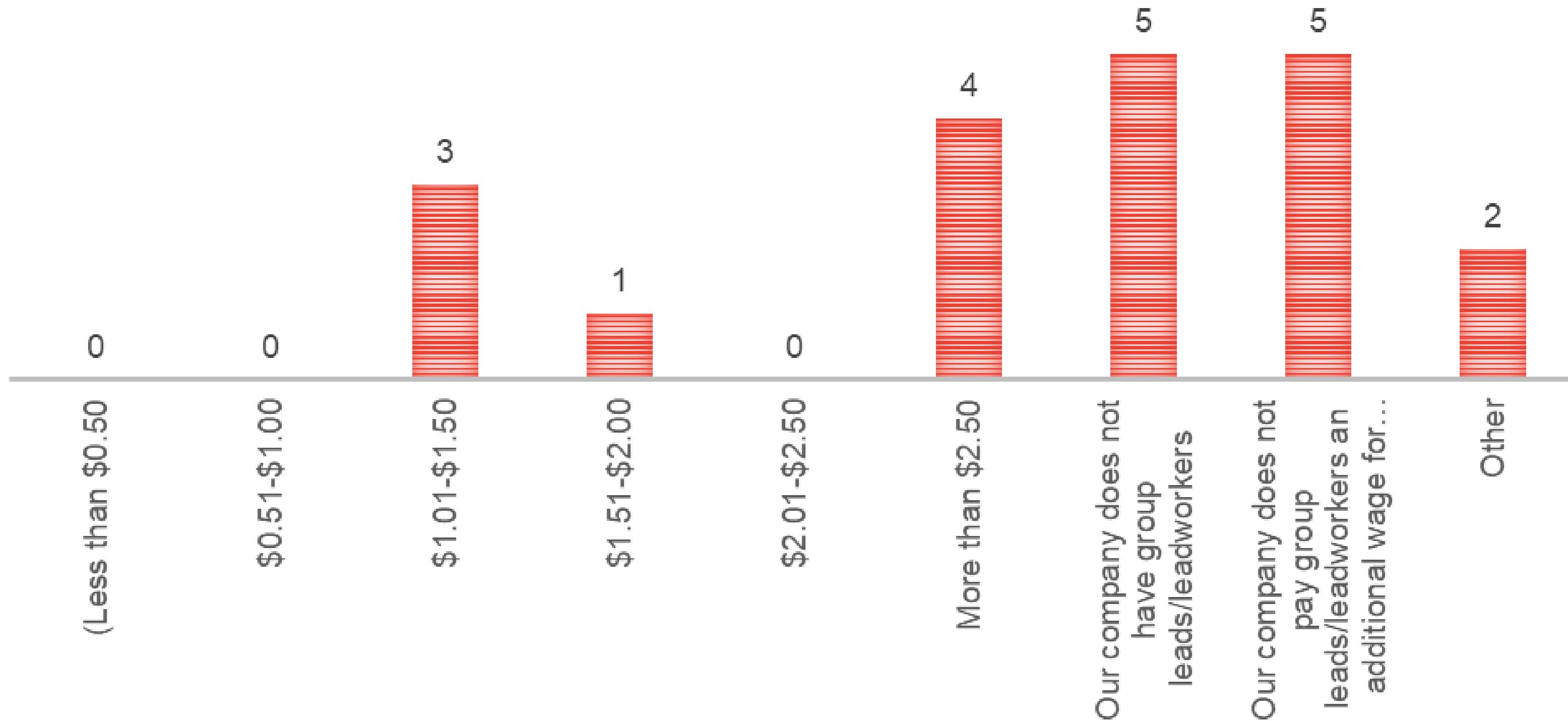
When do you pay Double Overtime for employees?

Other responses include:

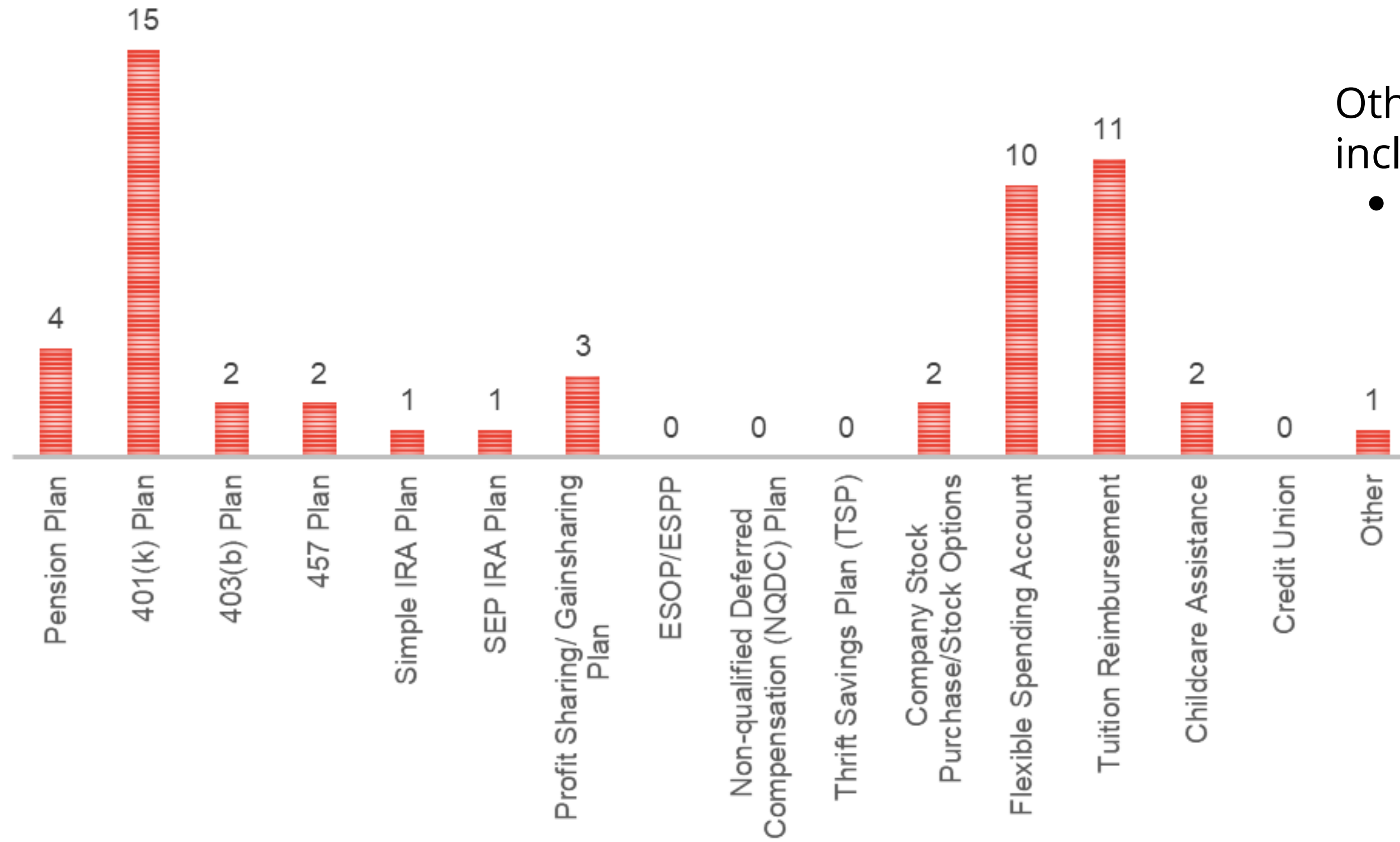
- Holiday work if already in overtime shift



If your company has Group Leads/Lead Workers, do you pay these employees additional wages for performing lead duties?



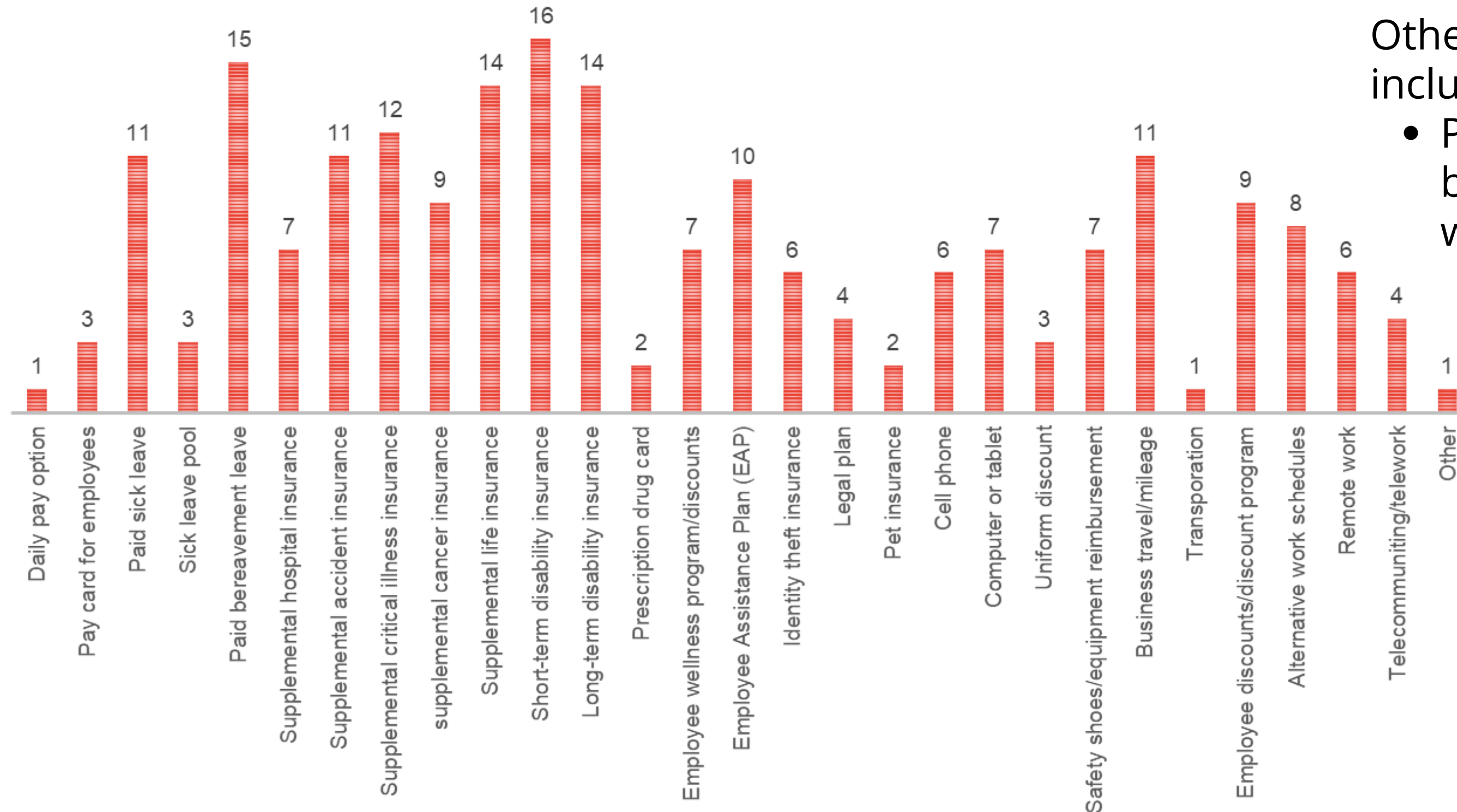
What Financial Benefits are offered to employees?



Other responses include:

- Free degree programs

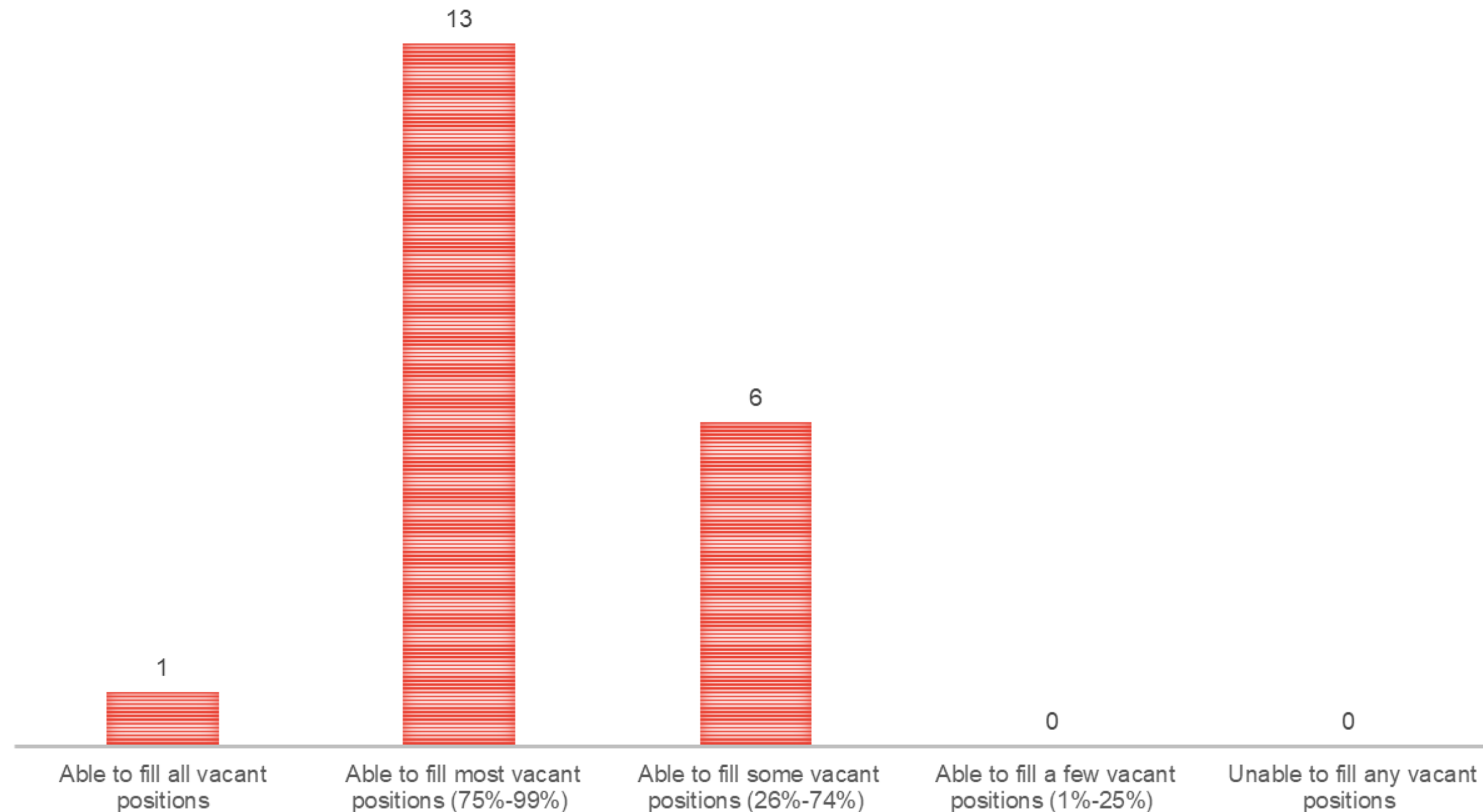
What additional Benefits are offered to employees?



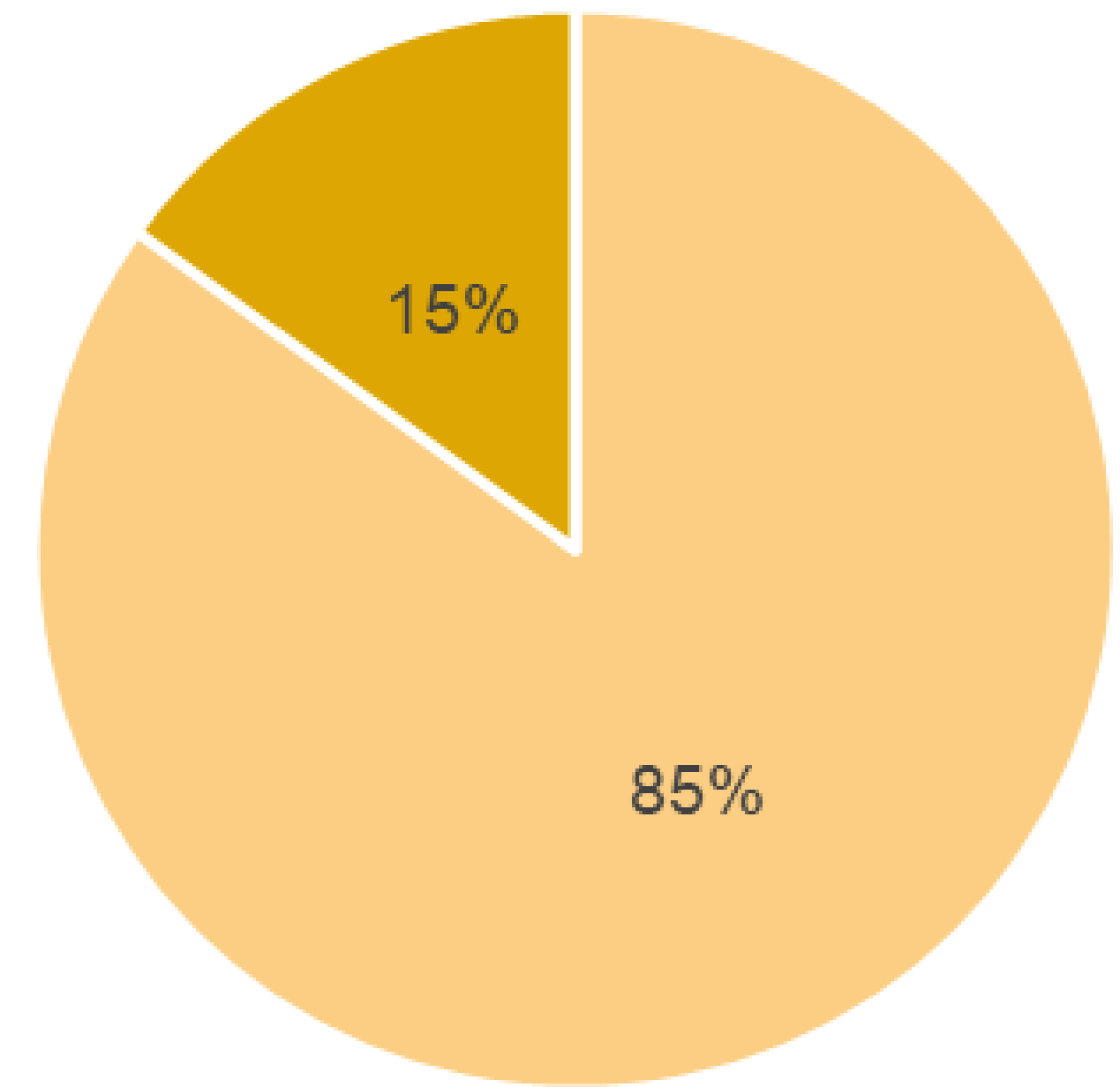
Other responses include:

- Paid time off based on hours worked

What would you describe your company's ability to fill vacant positions in the last six months?

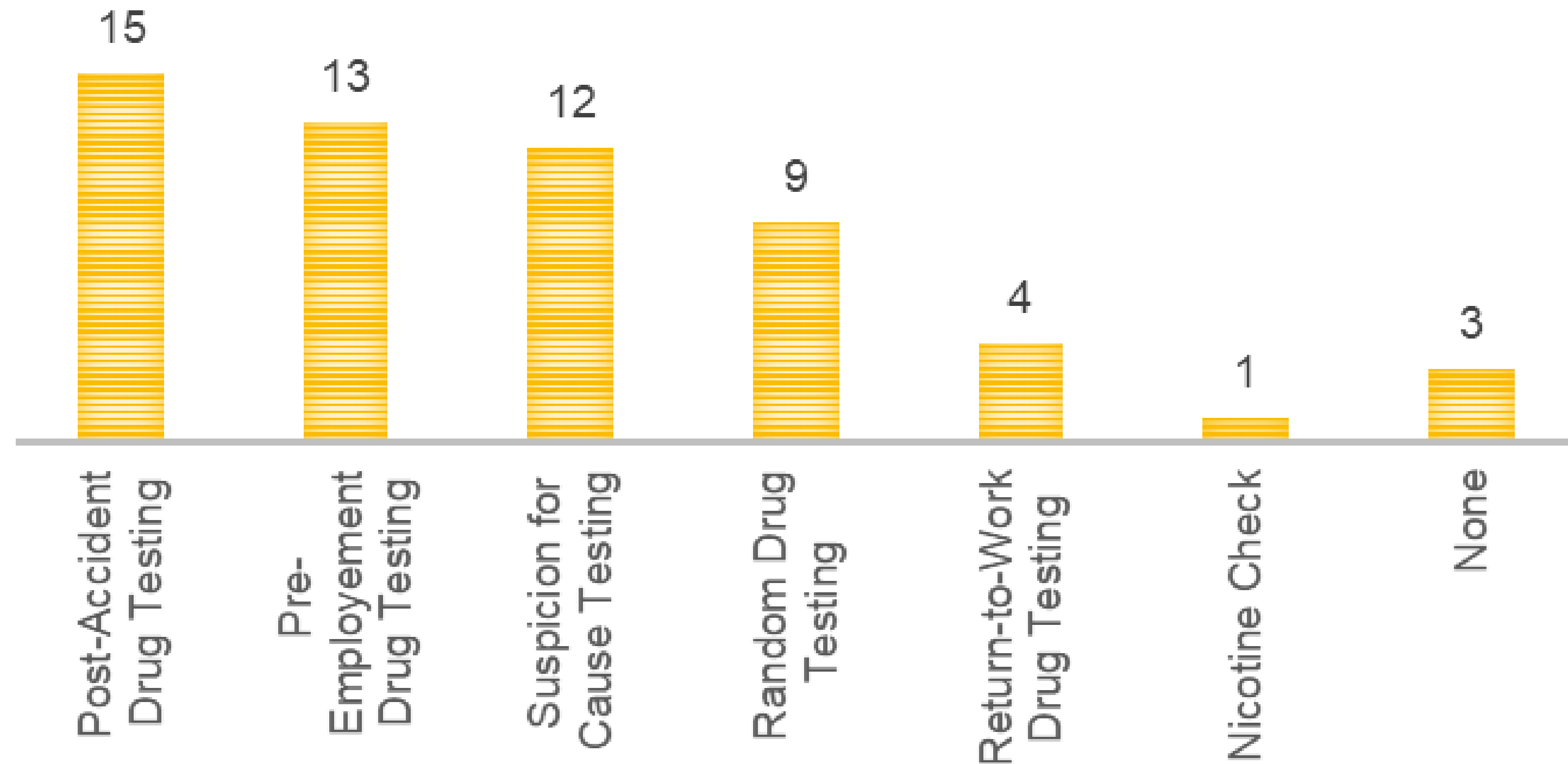


Does your company offer Substance Abuse testing?

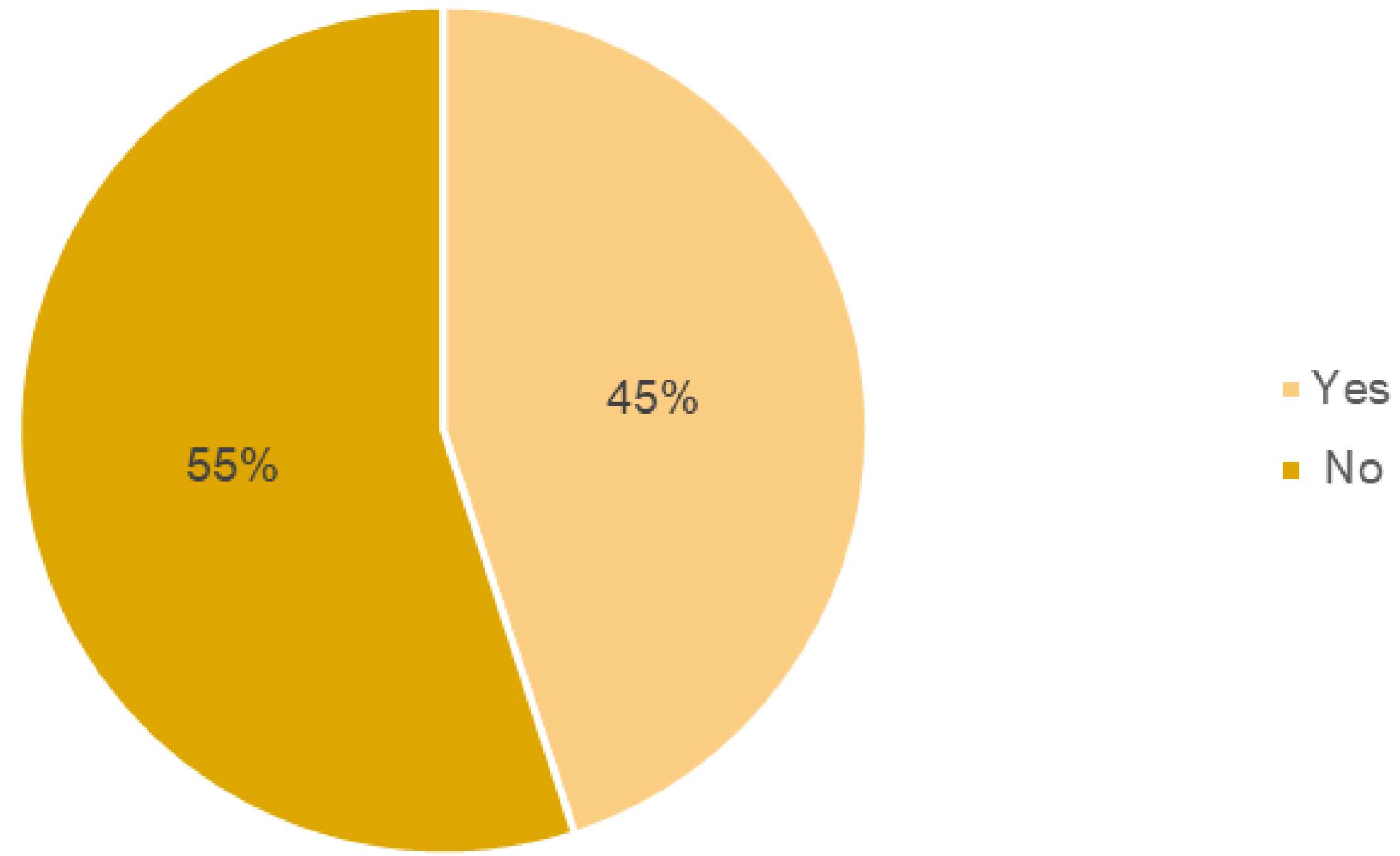


■ Yes ■ No

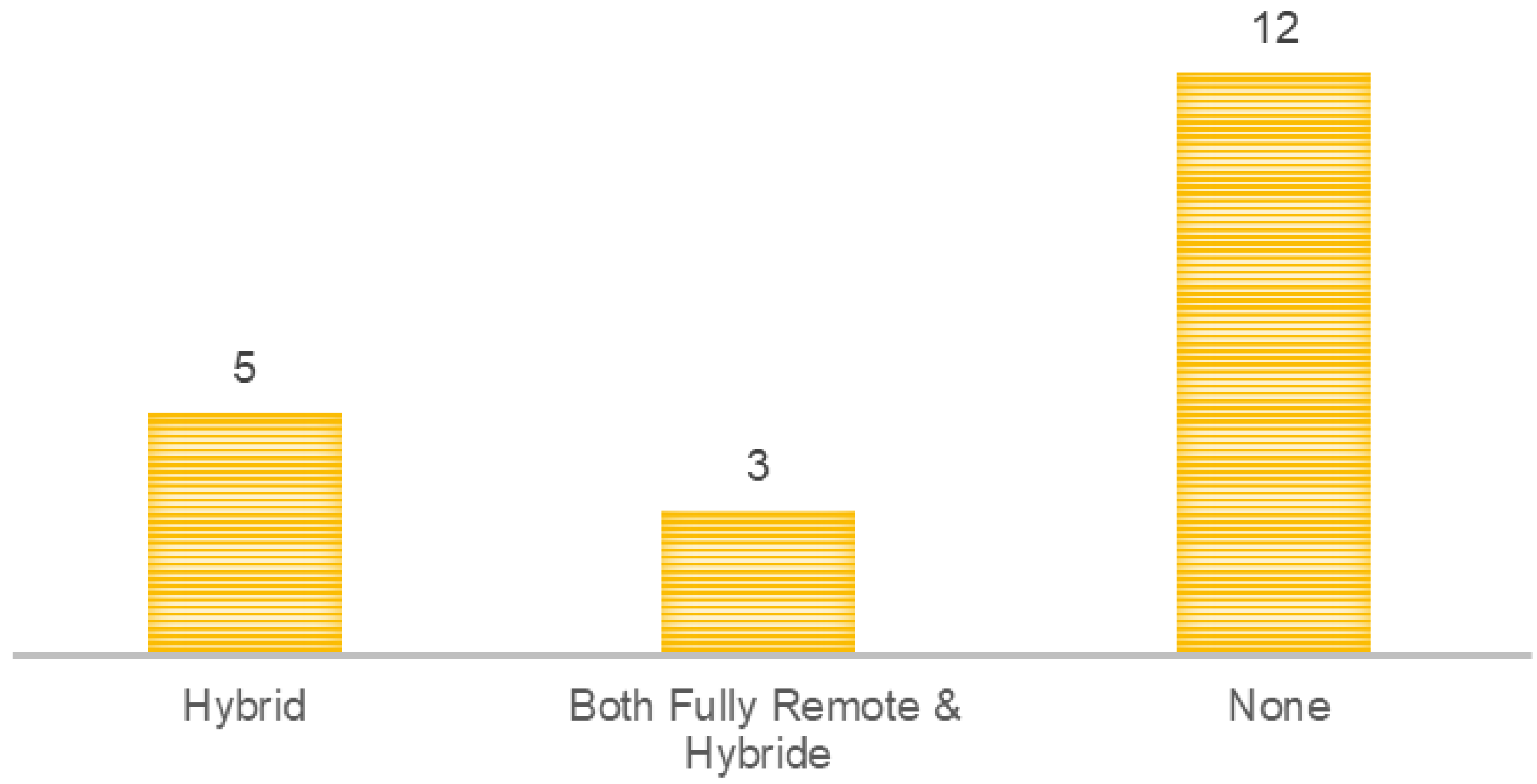
What are your Substance Abuse Testing practices?



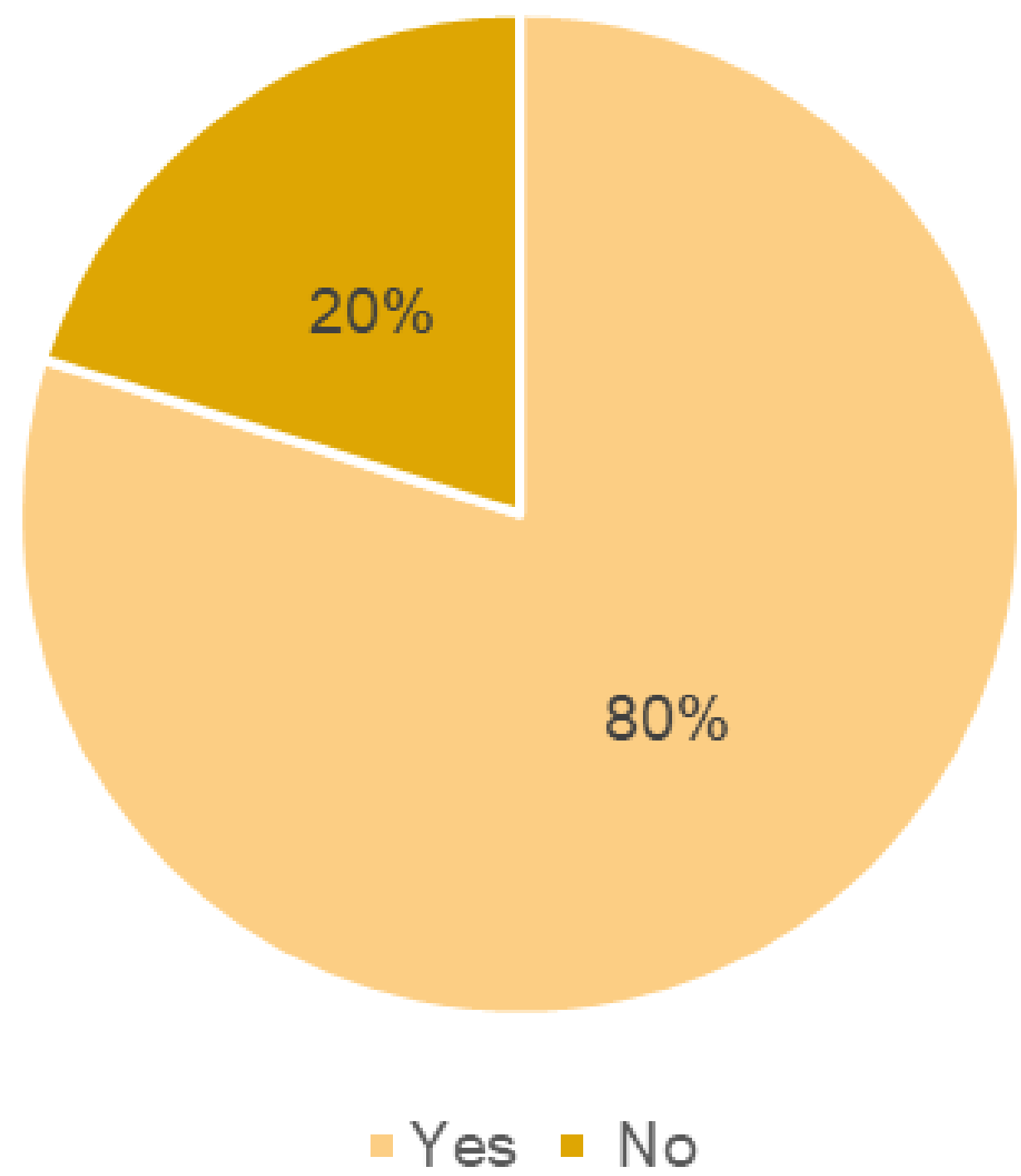
Does your company offer Remote Work opportunities?



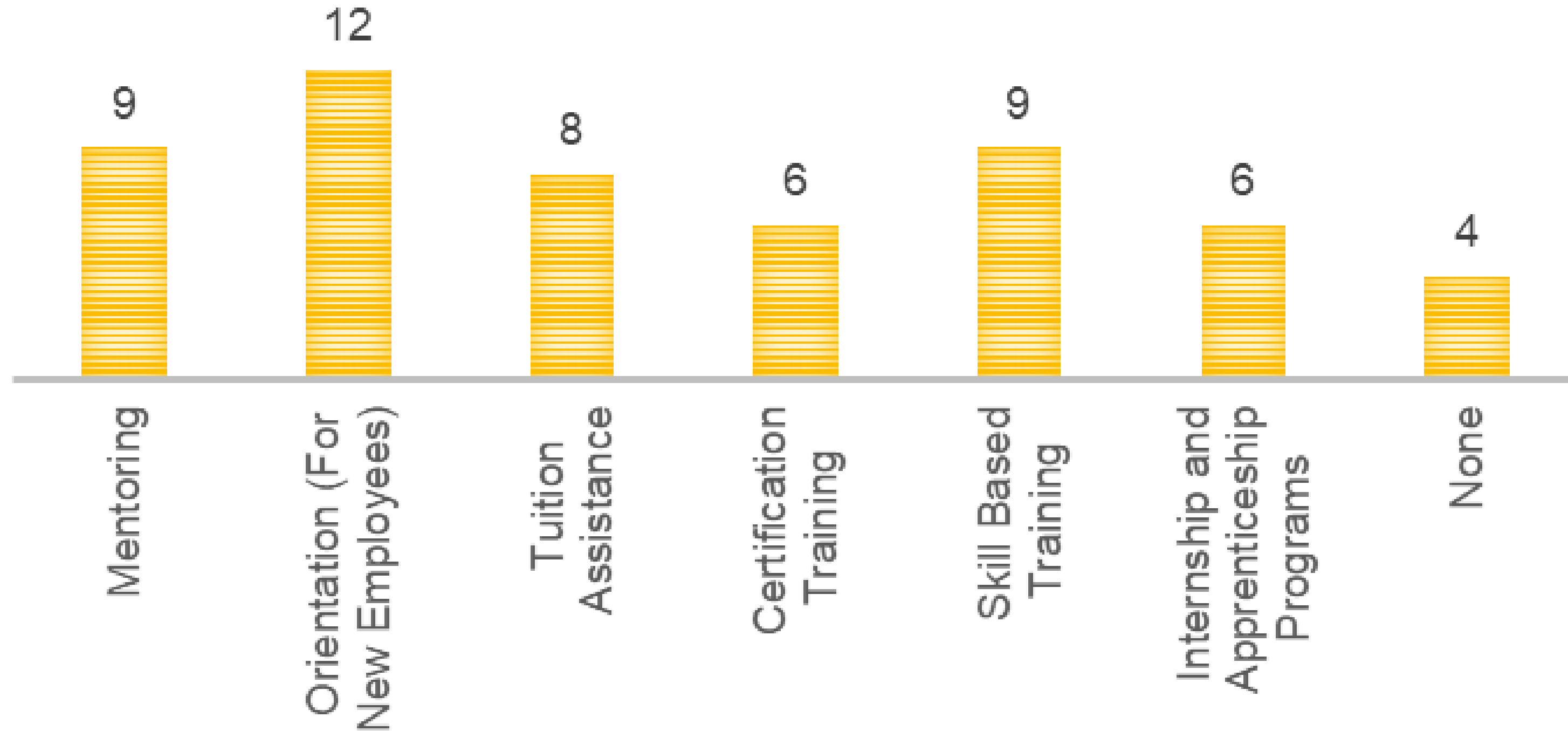
What type of Remote Work is offered?



Does your company offer Training or Career Development programs?



What type of Training and Career Development programs are offered?



Wage Table: Non-Exempt Wages

Job Title	Match Avg	Minimum	Maximum	Average
Accounting Clerk	92%	\$ 13.10	\$ 22.94	\$ 18.13
Administrative Assistant	80%	\$ 8.95	\$ 27.38	\$ 18.33
Calibration Technician	70%	\$ 22.18	\$ 26.68	\$ 24.43
Cashier	77%	\$ 13.47	\$ 21.79	\$ 16.26
Computer Operator	50%	\$ 15.00	\$ 21.50	\$ 18.25
Credit Collection Clerk	68%	\$ 13.00	\$ 28.31	\$ 18.33
Customer Service Representative	75%	\$ 13.47	\$ 21.79	\$ 16.74
Electrician	98%	\$ 19.22	\$ 31.50	\$ 25.63
Estimator	50%	\$ 18.50	\$ 19.00	\$ 18.75
Foreman	77%	\$ 13.10	\$ 36.06	\$ 24.58
Forklift Operator	75%	\$ 13.00	\$ 22.00	\$ 17.08
Human Resources Assistant	83%	\$ 17.19	\$ 24.00	\$ 20.17
Inspector	100%	\$ 19.90	\$ 26.55	\$ 23.22
Janitorial Cleaner	96%	\$ 9.59	\$ 17.97	\$ 13.56
Laborer	83%	\$ 11.00	\$ 18.00	\$ 15.05
Machine Operator/Tender	95%	\$ 14.50	\$ 32.00	\$ 22.62
Machinist	93%	\$ 18.00	\$ 32.88	\$ 26.22
Maintenance Worker	97%	\$ 15.59	\$ 28.99	\$ 21.81
Mechanic-Automotive	98%	\$ 14.23	\$ 26.00	\$ 20.62
Nurse Aid	95%	\$ 11.00	\$ 14.00	\$ 12.50
Payroll Clerk	93%	\$ 18.00	\$ 23.64	\$ 19.96
Production Worker	100%	\$ 14.00	\$ 25.62	\$ 18.91
Purchasing Clerk	70%	\$ 14.00	\$ 31.35	\$ 20.97
Quality Assurance	65%	\$ 18.41	\$ 24.00	\$ 22.33
Receiver	80%	\$ 13.00	\$ 25.43	\$ 18.22
Receptionist/Secretary	83%	\$ 12.83	\$ 18.00	\$ 15.61
RN Staff	100%	\$ 27.00	\$ 45.89	\$ 36.45
Security Guard	100%	\$ 11.70	\$ 15.00	\$ 13.44
Storekeeper	93%	\$ 11.77	\$ 24.97	\$ 17.32
System Technician	75%	\$ 18.00	\$ 45.00	\$ 27.36
Unit Coordinator	100%	\$ 10.50	\$ 16.18	\$ 13.34
Welder	n/a%	\$ 17.00	\$ 24.00	\$ 20.50

Wage Table: Exempt Wages

Job Title	Match Avg	Minimum	Maximum	Average
Accountant/Auditors	98%	\$ 22.60	\$ 35.83	\$ 28.69
Accounting Managers	83%	\$ 31.25	\$ 53.52	\$ 38.34
Administrative Assistant (Exempt position)	85%	\$ 33.65	\$ 34.76	\$ 34.21
Benefits Clerk	85%	\$ 21.00	\$ 32.93	\$ 26.97
Buyer	98%	\$ 21.15	\$ 35.58	\$ 27.10
CEO	95%	\$ 60.10	\$ 60.10	\$ 60.10
Computer Information Systems Manager	95%	\$ 43.43	\$ 89.18	\$ 62.65
Computer Programmer	95%	\$ 20.89	\$ 57.69	\$ 34.42
Customer Service Supervisor	100%	\$ 17.19	\$ 22.94	\$ 20.06
Human Resources Manager	92%	\$ 28.00	\$ 60.10	\$ 45.89
Manufacturing Engineer	90%	\$ 40.86	\$ 43.27	\$ 42.07
Network & Computer Systems Admin.	87%	\$ 28.00	\$ 45.67	\$ 35.70
Operations Manager	91%	\$ 24.00	\$ 56.00	\$ 42.18
Plant Manager	97%	\$ 34.03	\$ 83.66	\$ 56.62
Plant/ Facility Maintenance Engineer Manager	90%	\$ 47.60	\$ 64.61	\$ 58.34
Principal	95%	\$ 52.37	\$ 52.37	\$ 52.37
Purchasing Manager	94%	\$ 30.29	\$ 60.81	\$ 44.16
Quality Control Manager	90%	\$ 50.04	\$ 50.04	\$ 50.04
Quality Engineer	90%	\$ 38.44	\$ 38.44	\$ 38.44
Receiving and Shipping Supervisor	75%	\$ 24.00	\$ 24.00	\$ 24.00
Safety Director	100%	\$ 58.61	\$ 58.61	\$ 58.61
Safety Manager	73%	\$ 28.85	\$ 31.60	\$ 30.23
Sales Manager	95%	\$ 21.63	\$ 21.63	\$ 21.63
Superintendent	95%	\$ 38.22	\$ 38.22	\$ 38.22
Supervisor	88%	\$ 14.00	\$ 45.00	\$ 28.98