

Coffee County Plant Managers Association
2005 Annual Wage and Benefit Survey

SURVEY ANALYSIS AND SUMMARY REPORT

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**Coffee County Plant Managers Association
2005 Annual Wage and Benefit Survey**

Summary of All Companies

Total Number of Companies in Category: 31 (Not every company provided complete data. The number of companies contained in the statistic is indicated in the column headed N.)

WAGES						
Level	Minimum			Maximum		
	Average	Median	N	Average	Median	N
Entry Level	9.04	7.70	29	10.81	10.32	24
Non-Skilled	9.45	8.50	26	11.60	10.64	23
Semi-Skilled	10.68	10.00	27	14.32	13.50	24
Skilled	12.93	12.00	27	18.66	17.98	24

Annual Wage Increase: 3.125% (Avg) 3% (Median) N = 25

Shift Premium (per hour) 2nd: \$0.35 (Avg) \$0.25 (Median) N = 21
 3rd: \$0.35 (Avg) \$0.35 (Median) N = 13

FRINGE BENEFITS:

HOLIDAYS			
	Average	Median	N
Eligibility (Required days of employment)	36.50	30	10
Annual Holidays (days)	9.27	10	26

Paid Vacation (Weeks)¹											
Years	Avg	Med	N	Years	Avg	Med	N	Years	Avg	Med	N
0	2.67	3	3	6	3.11	3	9	14	3.7	3.7	2
0.5	1.00	1	1	7	4.00	4	1	15	3.9	4	5
1	1.34	1	21	8	3.44	3.6	2	16	3.6	3.6	1
2	1.88	2	8	9	3.8	3.8	2	18	3.8	3.8	1
3	1.90	2	5	10	3.11	3	9	20	4.3	4	6
4	2.67	3	3	11	4.0	4	1	23	6	6	1
5	2.78	3	14	12	3.6	3.6	2	25	4.5	4.5	1

Notes: 1. The year value is the threshold for a change. If the vacation remains the same until another threshold, the intervening years and vacation weeks are not reported. Responses like "11-15 years = 2 weeks + 1 day/year" are

evaluated annually for this table based on 1 day = 0.2 weeks.

MEDICAL INSURANCE

Eligibility (Days of Employment): Average: 62.83; Median: 60; N = 24

Proportion offering insurance coverage: 90.3% (28 of 31)

Proportion including family coverage: 51.6% (16 of 31)

Prescription Cards: 71% (22 of 31)

Deductibles vary greatly from company to company.
Responses include:

Deductible	N
0	3
0 - 1500	1
50	1
200	1
250	1
300	1
400	1
500	1
300-600	1
1000	1
2500	1
Co-payment	2 (one \$10, one unspecified)
20% Cost Share	1
\$5000 Health Savings Account	1
No Response	14

The proportion of premium paid by the company also varies considerably. Responses include:

Company Paid Medical Insurance			
Employee		Family	
Amount Company Paid	N	Amount Company Paid	N
Yes	13		
No	1		
50%	1	50%	1
80%	2		
90%	11		
100%	1		
11.5	1		
20	1		
220	1		
300	1		

RETIREMENT (Pension and/or 401K)

Pension Plans: 22.6% (7 of 31)

401K Plans: 90.3% (28 of 31)

Max Employee Contribution: Average 26.167%, Median: 15%, N = 18

Company Contribution: Average 53.21% , Median: 50%, N = 19

Max Company Contribution (%): Average: 4.739% , Median: 4.5%, N = 18

**Coffee County Plant Managers Association
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Summary of Small Companies (1 - 25 Employees)

Total Number of Companies in Category: 9 (Not every company provided complete data. The number of companies contained in the statistic is indicated in the column headed N.)

WAGES						
Level	Minimum			Maximum		
	Average	Median	N	Average	Median	N
Entry Level	7.27	7.00	8	10.73	10.00	7
Non-Skilled	7.50	7.00	5	10.10	10.50	5
Semi-Skilled	9.70	10.00	5	15.38	15.50	4
Skilled	12.86	13.00	7	18.89	18.50	6

Annual Wage Increase: 2.286% (Avg) 3% (Median) N = 7

Shift Premium (per hour) 2nd: \$0.283 (Avg) \$0.25 (Median) N = 3
 3rd: \$0.5 (Avg) \$0.5 (Median) N = 1

FRINGE BENEFITS:

HOLIDAYS			
	Average	Median	N
Eligibility (Required days of employment)	60	60	2
Annual Holidays (days)	9.14	10	7

Paid Vacation (Weeks)¹			
Years	Avg	Med	N
1	1.38	1	8
2	2.00	2	2
3	2.00	2	2
5	2.20	2	5
10	2.5	2.5	2
15	3.67	4	3

Notes: 1. The year value is the threshold for a change. If the vacation remains the same until another threshold, the intervening years and vacation weeks are not reported.

MEDICAL INSURANCE

Eligibility (Days of Employment): Average: 133.0; Median: 90; N = 5

Proportion offering insurance coverage: 55.6% (5 of 9)

Proportion including family coverage: 44.4% (4 of 9)

Prescription Cards: 33.3% (3 of 9)

Deductibles vary greatly from company to company.

Responses include:

Deductible	N
50	1
250	1
300	1
1000	1
\$5000 Health Savings Account	1
No Response	4

The proportion of premium paid by the company also varies considerably. Responses include:

Company Paid Medical Insurance			
Employee		Family	
Amount Company Paid	N	Amount Company Paid	N
Yes	1		
50%	1	50%	1
11.5	1		
20	1		
300	1		

RETIREMENT (Pension and/or 401K)

Pension Plans: None

401K Plans: 66.7% (6 of 9)

Eligibility (Years of employment): Average .67, Median: 0.5, N = 3. Three only responded “yes.”

Max Employee Contribution: Average 15%, Median: 15%, N = 3

Company Contribution: Average 68.3% , Median: 3%, N = 3

Max Company Contribution (%): Average: 4.667% , Median: 6%, N = 3

**Coffee County Plant Managers Association
2005 Annual Wage and Benefit Survey**

Summary of Medium-Sized Companies (26 - 50 Employees)

Total Number of Companies in Category: 7 (Not every company provided complete data. The number of companies contained in the statistic is indicated in the column headed N.)

WAGES						
Level	Minimum			Maximum		
	Average	Median	N	Average	Median	N
Entry Level	10.08	7.75	6	9.96	10.00	5
Non-Skilled	9.55	8.50	7	10.49	9.50	6
Semi-Skilled	10.54	10.00	7	11.97	11.25	6
Skilled	12.60	12.00	7	15.51	88.00	6

Annual Wage Increase: 2.92% (Avg) 3% (Median) N = 6

Shift Premium (per hour) 2nd: \$0.33 (Avg) \$0.28 (Median) N = 4
 3rd: \$0.40 (Avg) \$0.40 (Median) N = 1

FRINGE BENEFITS:

HOLIDAYS			
	Average	Median	N
Eligibility (Required days of employment)	37.00	3	5
Annual Holidays (days)	5.00	4.5	4

Paid Vacation (Weeks)¹							
Years	Avg	Med	N	Years	Avg	Med	N
1	1.2	1	5	6	2	2	1
2	2.0	2	3	8	4	4	1
3	1.50	1.5	1	9	3.8	3.8	2
4	3	3	1	10	4	4	1
5	2.75	3	4	12	4	4	1

Notes: 1. The year value is the threshold for a change. If the vacation remains the same until another threshold, the intervening years and vacation weeks are not reported

MEDICAL INSURANCE

Eligibility (Days of Employment): Average: 62.14; Median: 60; N = 7

Proportion offering insurance coverage: 100.0%

Proportion including family coverage: 100%

Prescription Cards: 71.4% (5 of 7)

Deductibles vary greatly from company to company.

Responses include:

Deductible	N
500	1
1000	1
2500	1
\$10 Co-payment	1
No Response	3

The proportion of premium paid by the company also varies considerably. Responses include:

Company Paid Medical Insurance			
Employee		Family	
Amount Company Paid	N	Amount Company Paid	N
Yes	4	Yes	4
		No	2
80%	1		
100%	1	100%	1
220	1		

RETIREMENT (Pension and/or 401K)

Pension Plans: 14.28% (1 of 7) Eligibility: 10 years.

401K Plans: 100% (7 of 7)

Eligibility (Years of employment): Average .507; Median: .375, N = 6

Max Employee Contribution: Average 39.25%, Median: 32.5%, N = 4 (Additionally, one with \$10,000 max.)

Company Contribution: Average 28% , Median: 8%, N = 5

Max Company Contribution (%): Average: 4.75% , Median: 5%, N = 4

**Coffee County Plant Managers Association
2005 Annual Wage and Benefit Survey**

Summary of Medium-Large Companies (51 - 100 Employees)

Total Number of Companies in Category: 4 (Not every company provided complete data. The number of companies contained in the statistic is indicated in the column headed N.)

WAGES						
Level	Minimum			Maximum		
	Average	Median	N	Average	Median	N
Entry Level	7.75	7.75	4	10.08	8.95	4
Non-Skilled	8.83	8.50	3	12.40	10.00	3
Semi-Skilled	10.13	9.50	4	14.32	11.75	4
Skilled	11.73	10.00	4	18.19	15.38	4

Annual Wage Increase: 3.17% (Avg) 3% (Median) N = 3

Shift Premium (per hour) 2nd: \$0.42 (Avg) \$0.20 (Median) N = 3 (Additionally, one with 6% premium.)
3rd: None

FRINGE BENEFITS:

HOLIDAYS			
	Average	Median	N
Eligibility (Required days of employment)	None	None	0
Annual Holidays (days)	8.75	8	4

Paid Vacation (Weeks)¹							
Years	Avg	Med	N	Years	Avg	Med	N
0	3	3	1	8	3	3	1
1	1	1	2	10	3	3	2
2	1	1	1	15	5	5	1
3	2	2	2	20	4	4	1
4	2	2	1	23	6	6	1
5	4	4	1				

Notes: 1. The year value is the threshold for a change. If the vacation remains the same until another threshold, the intervening years and vacation weeks are not reported. Responses like "11-15 years = 2 weeks + 1 day/year" are evaluated annually for this table based on 1 day = 0.2 weeks.

MEDICAL INSURANCE

Eligibility (Days of Employment): Average: 60; Median: 90; N = 3 (No response for one company with insurance.)

Proportion offering insurance coverage: 100%

Proportion including family coverage: 75% (3 of 4)

Prescription Cards: 100%

Deductibles vary greatly from company to company.

Responses include:

Deductible	N
0 - 1500	1
No Response	3

The proportion of premium paid by the company also varies considerably. Responses include:

Company Paid Medical Insurance			
Employee		Family	
Amount Company Paid	N	Amount Company Paid	N
Yes	3	Yes	2
80%	1		

RETIREMENT (Pension and/or 401K)

Pension Plans: 50% (2 of 4).

Eligibility (Years of employment): 5, N = 1. No Response: N = 1

Employee Contributions: 4%, N = 1, 100%, N = 1

401K Plans: 100%

Eligibility (Years of employment): Average: 0.5, Median: 0.5, N = 2

Max Employee Contribution: Average 32.5%, Median: 32.5%, N = 2

Company Contribution: Average 50.5% , Median: 50.5%, N = 2

Max Company Contribution (%): Average: 3.5% , Median: 3.5%, N = 2

**Coffee County Plant Managers Association
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Summary of Large Companies (Over 100 Employees)

Total Number of Companies in Category: 31 (Not every company provided complete data. The number of companies contained in the statistic is indicated in the column headed N.)

WAGES						
Level	Minimum			Maximum		
	Average	Median	N	Average	Median	N
Entry Level	10.24	9.5	11	11.78	11.18	8
Non-Skilled	10.45	9.50	11	12.91	11.36	9
Semi-Skilled	11.42	9.50	11	15.30	13.62	10
Skilled	13.78	12.00	9	21.08	21.54	8

Annual Wage Increase: 3.89% (Avg) 4% (Median) N = 9 (Additionally, one each at .50 and .60 per hour.)

Shift Premium (per hour) 2nd: \$0.38 (Avg) \$0.35 (Median) N = 10 (Additionally, one at 5%.)
3rd: \$0.36 (Avg) \$0.35 (Median) N = 10 (Additionally, one at 5%.)

FRINGE BENEFITS:

HOLIDAYS			
	Average	Median	N
Eligibility (Required days of employment)	20	30	3
Annual Holidays (days)	11.09	11	11

Paid Vacation (Weeks)¹											
Years	Avg	Med	N	Years	Avg	Med	N	Years	Avg	Med	N
0	2.50	2.5	2	6	2.2	2.2	2	13	5	5	1
0.5	.80	.80	2	7	2.6	2.4	3	14	3.4	3.4	2
1	1.7	1.5	8	8	2.6	2.6	2	15	4.25	4.25	2
2	2	2	3	9	2.8	2.8	2	16	3.6	3.6	1
				10	3	3	3	18	3.8	3.8	1
4	3	3	1	11	4.5	4.5	2	20	4	4	3
5	3.18	3.4	5	12	3.2	3.2	2	25	4.5	4.5	1

Notes: 1. The year value is the threshold for a change. If the vacation remains the same until another threshold, the intervening years and vacation weeks are not reported. Responses like "11-15 years = 2 weeks + 1 day/year" are

evaluated annually for this table based on 1 day = 0.2 weeks.

MEDICAL INSURANCE

Eligibility (Days of employment): Average 25.3 ; Median: 2; N = 9

Proportion offering insurance coverage: 100%

Proportion including family coverage: 100%

Prescription Cards: 90.9% (10 of 11)

Deductibles vary greatly from company to company.

Responses include:

Deductible	N
0	3
200	1
250	1
500	1
300-600	1
Co-payment	1 (unspecified)
20% Cost Share	1
No Response	2

The proportion of premium paid by the company also varies considerably. Responses include:

Company Paid Medical Insurance			
Employee		Family	
Amount Company Paid	N	Amount Company Paid	N
Yes	5	Yes	3
No	1	No	1
		12%	1
		75%	1
88%	1	88%	1
90%	2	90%	2

Note: Six companies responded with “Yes” in the percent paid by the company but some indicated a percentage paid by the employee. That was applied to get the percentages shown above.

RETIREMENT (Pension and/or 401K)

Pension Plans: 45.45% (5 of 11)

Eligibility (Years of employment): Average: 1.6; Median: 1; N = 5

Employee Contribution Average 26%; Median: 2%; N = 4. One responded “variable.”

401K Plans: 100%

Eligibility (Years of employment) Average: 1.156; Median: 0.75; N = 8

Max Employee Contribution: Average 22.67%, Median: 15%, N = 9

Company Contribution: Average 65.89% , Median: 50%, N = 9

Max Company Contribution (%): Average: 4.739% , Median: 5.55%, N = 9