

**SURRY COUNTY
ECONOMIC DEVELOPMENT PARTNERSHIP**

2018 WAGE AND BENEFIT SURVEY



Dear Surry County business community,

First and foremost, thank you for participating in the Surry County Economic Development Partnership's 2018 Wage and Benefit Survey for Surry County. This survey reveals a snapshot of the general climate for existing industry wage and benefit information within Surry County. The data was collected during the months of May and June, 2018. The results of the survey were compiled from data provided by mostly small to medium size local manufacturers.

More than 80 businesses were asked to participate in the 2018 Wage and Benefit Survey. We were fortunate to have 20 companies fully respond and contribute wage and benefit data. Each company's involvement enabled us to capture current and relevant existing industry wage and benefit information. All of the participating businesses shall remain confidential.

The results revealed that the average number of total workers onsite per company at this time (full-time, part-time, and temporary) totaled **170** people. The total number of full-time employees averaged **155** individuals per company. The average number of part-time employees per company was only **5** employees. Out of 20 companies, 12 companies had part time employees at this time. There was an average of **18** people working temporary/contract positions per company (from the companies who utilize temporary staffing services). From the 20 responding companies, 13 companies answered that they employed temporary/ contract workers.

The survey revealed that 60% of the companies operate with first, second, and third shifts. There were 25% of the companies that operate with first shift only. There were 15% of the companies who operate on first as well as second shifts.

Of the respondents, 85% of the companies require a drug screen for new employees. A criminal background check is required by 80% of the companies, and 95% of companies did not have a labor union at this time.

When asked, 80% of the companies said that they were "currently hiring".

**Please keep in mind that a wide variety of employers responded. The employment numbers per company ranged from 30 people to as high as 1,050 people. This effected portions of the results, mostly in the number of employees as well as some wage data.*

Survey Highlights

- 80 manufacturing related companies were asked to participate
- 20 companies fully completed the survey, resulting in 25% participation
- The total number of all employees averaged 170 people per company
- The total number of full-time employees averaged 155 people per company
- The total number of part-time employees averaged 5 people per company
- The number of Temporary/ Contract employees averaged 18 people per company
- 13 out of 20 companies employ Temporary/ Contract labor at this time
- 60% of the participants operate on First, Second and Third shifts. 25% operate a First shift only and 15% of the companies operate on First & Second shift
- 85% of companies require a drug screen for new employees
- 80% of companies require a criminal background check for new employees
- 80% of companies were currently hiring at the time of the survey
- 95% of the companies did not have a labor union at this time

Benefit Highlights

- 95% of companies currently offer full time employees a Benefit package
- Participating companies cover an average of 70% of the employee's Health Insurance
- Participating companies cover 62% of the employee, plus dependant's Health Insurance
- 85% of participating companies provide Life Insurance to employees
- 75% of companies provide paid leave for Sick Days
- 100% of companies offer Paid Holidays. 7.4 days of Paid Holidays on average per year
- 100% of the companies allow their employees to accrue Vacation Days
- 90% of companies offered employees a 401K match
- The average 401K match was 8% for companies who provided this option; the companies who responded reported a range from 3% to 25%.
- 80% of companies offer a Prescription Drug program
- 75% of companies offer a Vision plan
- 85% of companies offer Dental Insurance
- 85% of companies provide Short-Term Disability coverage
- 75% of companies provide Long-Term Disability coverage
- 35% of companies have a Wellness Program of some form in place

Other Benefits included: pension (fully funded), educational assistance programs (various), tuition reimbursement, fitness reimbursement, monthly profit share plan, employee stock ownership program, financial service assistance, paid uniforms, one employee retreat and also one employee plus family outing paid by the company each year

Survey Average by Position and Wages

Below are wage averages (Starting, Average and Maximum) of each generalized position listed by job title. The hourly pay rate to the right of each average indicates the lowest to highest individual hourly pay rate per position.

- **Administration** (Office Manager, Secretary, Data Entry, Administrative Assistants)

The average number of employees per company was **7** in this job category.

The number of employees ranged from 1 to 20 individuals per company.

Starting wage:	\$13.23	\$10.00- \$21.50
Average wage:	\$16.12	\$11.61- \$29.50
Maximum wage:	\$21.80	\$15.00- \$79.80

- **Finance Professional** (Accounts Payable, Accounting Staff)

The average number of employees per company was **4** in this job category.

The number of employees ranged from 1-19 individuals per company.

Starting wage:	\$18.34	\$10.00- \$41.50
Average wage:	\$27.07	\$13.00- \$45.72
Maximum wage:	\$33.66	\$13.00- \$54.51

- **Human Resource Professional**

The average number of employees per company was **2** in this job category.

The number of employees ranged from 1-7 individuals per company.

Starting wage:	\$20.07	\$15.00- \$31.25
Average wage:	\$21.57	\$17.00- \$38.50
Maximum wage:	\$37.56	\$20.00- \$79.58

- **Packer**

The average number of employees per company was **30** in this job category.

The number of employees ranged from 1-114 individuals per company.

Starting wage:	\$11.10	\$9.00- \$12.50
Average wage:	\$11.57	\$9.50- \$14.50
Maximum wage:	\$13.72	\$12.00- \$16.64

- **Material Handler**

The average number of employees per company was **7** in this job category.

Number of employees ranged from 2-15 individuals per company.

Starting wage:	\$12.67	\$9.75- \$13.00
Average wage:	\$16.43	\$12.00- \$14.42
Maximum wage:	\$18.52	\$10.70- \$22.00

- **Forklift Operator**

The average number of employees per company was **8** in this job category.

The number of employees ranged from 2-23 individuals per company.

Starting wage:	\$11.16	\$10.00- \$13.00
Average wage:	\$14.04	\$12.00- \$16.56
Maximum wage:	\$15.25	\$14.00- \$16.56

- **Truck Driver (Class-A CDL)**

The average number of employees per company was **12** in this job category.

The number of employees ranged from 1-35 individuals per company.

Starting wage:	\$14.70	\$12.30- \$16.50
Average wage:	\$17.06	\$13.30- \$21.00
Maximum wage:	\$22.70	\$13.30- \$26.00

- **Production Worker**

The average number of employees per company was **85** in this job category.

The number of employees ranged from 1-650 individuals per company.

Starting wage:	\$10.76	\$9.00- \$13.50
Average wage:	\$13.07	\$11.00- \$16.38
Maximum wage:	\$16.22	\$11.71- \$22.80

- **Machine Operator**

The average number of employees per company was **45** in this job category.

The number of employees ranged from 8-127 individuals per company.

Starting wage:	\$11.63	\$10.00- \$13.79
Average wage:	\$15.96	\$13.00- \$17.20
Maximum wage:	\$18.20	\$13.00- \$22.94

- **CNC Machine Operator**

The average number of employees per company was **3** in this job category.

The number of employees ranged from 2-4 individuals per company.

Starting wage:	\$14.33	\$14.00- \$15.00
Average wage:	\$15.50	\$15.00- \$16.00
Maximum wage:	\$18.00	\$18.00- \$18.00

- **Fabricator**

The average number of employees per company was **4** in this job category.

Number of employees ranged from 1-12 individuals per company.

Starting wage:	\$11.33	\$9.50- \$15.00
Average wage:	\$16.00	\$11.50- \$22.00
Maximum wage:	\$20.67	\$14.00- \$28.00

- **Welder**

The average number of employees per company was **15** in this job category.

Number of employees ranged from 1-21 individuals per company.

Starting wage: \$12.45 \$10.00- \$15.00

Average wage: \$15.08 \$14.00- \$17.00

Maximum wage: \$17.75 \$17.50- \$18.00

- **Production Supervisor**

The average number of employees per company was **5** in this job category.

Number of employees ranged from 2-30 individuals per company.

Starting wage: \$25.02 \$12.50- \$28.45

Average wage: \$28.54 \$15.00- \$39.47

Maximum wage: \$39.64 \$17.00- \$47.00

- **Quality Inspector**

The average number of employees per company was **5** in this job category.

Number of employees ranged from 1-16 individuals per company.

Starting wage: \$12.24 \$9.97- \$17.00

Average wage: \$14.70 \$12.00- \$19.55

Maximum wage: \$14.85 \$13.00- \$20.00

- **Maintenance Mechanic**

The average number of employees per company was **7** in this job category.

Number of employees ranged from 1-20 individuals per company.

Starting wage: \$15.25 \$10.00- \$20.25

Average wage: \$18.89 \$13.00- \$28.01

Maximum wage: \$23.97 \$15.00- \$37.50

- **Electrician**

The average number of employees per company was **1** in this job category.

Number of employees ranged from 1-3 individuals per company.

Starting wage: \$13.43 \$10.50- \$16.00

Average wage: \$18.29 \$13.25- \$22.50

Maximum wage: \$18.91 \$15.50- \$21.50

- **Engineering Staff**

The average number of employees per company was **4** in this category.

Number of employees ranged from 1-16 individuals per company.

Starting wage: \$22.91 \$16.00- \$32.75

Average wage: \$34.86 \$25.00- \$45.00

Maximum wage: \$39.75 \$30.00- \$49.50

- **Sales/ Marketing Staff**

The average number of employees per company was **8** in this job category.

Number of employees ranged from 2-19 individuals per company.

Starting wage: \$17.19 \$10.00- \$25.00

Average wage: \$26.13 \$18.00- \$42.50

Maximum wage: \$41.42 \$21.50- \$70.00

- **Management** (C-level, VP, GM, Plant Manager)

The average number of employees per company was **7** in this job category.

Number of employees ranged from 1-20 individuals per company.

Starting wage: \$27.55 \$16.00- \$45.00

Average wage: \$51.90 \$26.00- \$70.00

Maximum wage: \$67.15 \$37.50- \$112.50

This Wage and Benefit Survey was designed to give employers an indication of what the current wage rates and benefit conditions are in Surry County. In an effort to minimize the length and the time involved to participate, the job titles and positions were grouped as simplistic as possible. While some employers were similar in size and product, please keep in mind that there was a very wide range in positions, number of employees and capacities. For example: one employer to respond had approximately 1,000 employees, while several other employers were under 40 total employees. Another example of diverse employee numbers was seen in the use of temporary/ contract workers. While some employers did not use any temporary labor, others fluctuate employing over 100 temporary/ contract workers. Just over half of participants hired temporary labor and half of the participants also had part time employees.

Thank you once again for participating and including your data to create quality, realistic results. All individual responses will remain confidential. If there are any further questions about the survey results please contact Andrew Wright at the Surry County Economic Development Partnership at 336-401-9900 or at andrewwright@surry.net.

Thank you for your support!

Sincerely,

Andrew Wright, VP

Surry County Economic Development Partnership