

SURRY COUNTY

ECONOMIC DEVELOPMENT PARTNERSHIP

2021 WAGE AND BENEFIT SURVEY



Dear Surry County business community,

Thank you for participating in the Surry County Economic Development Partnership 2021 Wage and Benefit Survey. This survey is typically conducted every two years and is designed to provide businesses with a snapshot of the current wage and benefit rates in Surry County, NC. The vast amount of the wage and benefit information was collected in the first quarter of 2021. The survey remained open until July 2021 with a few responses received as late as June 2021. This survey is a product of the data provided anonymously by local manufacturers, industrial and or service-related entities in Surry County.

More than 80 businesses were asked to participate in the 2021 Wage and Benefit Survey. We were fortunate to have **21** companies 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 business names and the individual responses used for this survey will remain confidential.

The results revealed that the average number of total workers onsite at each company, at the time of the survey totaled **176** people (full-time, part-time, and temporary). The total number of full-time employees averaged **155** individuals per company. The average number of part-time employees per company was only **4** employees. Out of 21 companies, **11** companies had part time employees at this time. There was an average of **25** people employed in temporary/contract positions per company (up from an average of 17 people in 2019). From the 21 responding companies, **14** companies answered that they currently employ temporary/ contract workers.

The survey revealed that **33%** of the companies operate with a first shift only. A total of **29%** of the companies operated with both a first and a second shift, and **38%** of companies operate with a first, second, and a third shift operation.

Of the respondents, **86%** of the companies require a drug screen for new employees. A criminal background check for new hires was required by **81%** of the companies. Only **5%** of companies answered that they currently have a labor union at this time.

When asked, **90%** of the companies answered that they were "currently hiring" for multiple positions (This is up from 80% in 2019).

Of the companies involved in this survey, **95%** offered full-time employees a full benefit package, and **50%** of companies had an additional wellness program of some form in place.

Just over half of the companies (**52%**) currently have a "second chance program" in place to employ former offenders or job seekers with past alcohol and or substance abuse disorders.

**Please keep in mind that a wide variety of employers responded to the survey. The employee numbers per company ranged from as small as 6 people, and as high as over 850 people. This is reflective in some of the results such as the number of employees and some wage data.*

2021 Wage Survey Highlights

- Over **80** manufacturing related companies were asked to participate in the survey
- **21** companies fully completed the survey
- The total number of all employees averaged **176** people per company
- The total number of full-time employees averaged **155** people per company
- The total number of part-time employees averaged **4** people per company
- The number of Temporary/ Contract employees averaged **25** people per company
- **13** out of **21** companies employ Temporary/ Contract labor at this time
- **33%** of the companies operate with a first shift only
- **29%** of the companies operated with both a first and a second shift
- **38%** of companies operate with a first, second, and a third shift operation.
- **86%** of companies require a negative drug screen for new applicants hired
- **81%** of companies require a criminal background check for new applicants
- **90%** of companies were currently hiring at the time of the survey
- **5%** of the companies to respond currently have a labor union

2021 Benefits 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 53% of the employee, plus dependant's Health Insurance
- **100%** of participating companies provide Life Insurance to employees
- **30%** of companies provide paid leave for Sick Days
- **95%** of companies offer Paid Holidays. (**8.5** days of Paid Holidays on average per year)
- **95%** 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%.
- **85%** of companies offer a Prescription Drug program
- **85%** of companies offer a Vision plan
- **95%** of companies offer Dental Insurance
- **90%** of companies provide Short-Term Disability coverage
- **85%** of companies provide Long-Term Disability coverage
- **50%** of companies have a Wellness Program in place (up from 35% in 2019)

Other unique Benefits offered:

- Employee referral bonuses
- On-site medical clinic
- Chaplain services On-site
- Telemedicine
- Life assistance programs
- Attendance incentives- up to \$2.00 per hour for perfect attendance each week
- Legal insurance
- Pet insurance
- GED / educational programs
- Paid Paternal leave
- 4-day work week
- Tuition reimbursement
- Fitness reimbursement
- Monthly profit share plan
- Employee stock ownership program
- Financial service assistance
- Paid uniforms

Survey Averages by Position and Wage

Listed below are the average wages (Starting, Average and Maximum) for each general position listed by job title. The hourly pay rate on the right of each average wage indicates the lowest to highest individual response per position. Any annual salary figures that were provided were aggregated into an hourly wage format for the overall wage comparison.

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

The average number of employees per company was **10** in this job category.

The number of employees ranged from 1 to 52 individuals per company.

Starting wage:	\$14.88	\$10.00- \$25.00
Average wage:	\$20.66	\$11.00- \$50.00
Maximum wage:	\$28.26	\$15.00- \$70.00

- **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 1-35 individuals per company.

Starting wage:	\$23.04	\$10.00- \$44.10
Average wage:	\$30.43	\$20.00- \$55.00
Maximum wage:	\$50.60	\$30.00- \$54.51

- **Human Resource Professional**

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

The number of employees ranged from 1-8 individuals per company.

Starting wage:	\$21.41	\$13.20- \$36.85
Average wage:	\$25.90	\$15.00- \$42.50
Maximum wage:	\$39.45	\$18.00- \$69.10

- **Packer**

The average number of employees per company was **31** in this job category.

The number of employees ranged from 2-120 individuals per company.

Starting wage:	\$11.70	\$9.00- \$14.50
Average wage:	\$13.05	\$11.00- \$15.25
Maximum wage:	\$14.72	\$11.50- \$18.00

- **Material Handler**

The average number of employees per company was **6** in this job category.

Number of employees ranged from 1-22 individuals per company.

Starting wage:	\$12.96	\$10.00- \$16.50
Average wage:	\$14.60	\$12.00- \$22.50
Maximum wage:	\$16.96	\$10.70- \$24.07

- **Forklift Operator**

The average number of employees per company was **11** in this job category.

The number of employees ranged from 1-26 individuals per company.

Starting wage: \$13.18 \$12.00- \$15.50

Average wage: \$14.61 \$13.00- \$17.00

Maximum wage: \$16.08 \$13.50- \$18.75

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

The average number of employees per company was **10** in this job category.

The number of employees ranged from 1-41 individuals per company.

Starting wage: \$18.40 \$15.00- \$26.00

Average wage: \$20.45 \$16.00- \$30.00

Maximum wage: \$24.67 \$16.00- \$37.50

- **Production Worker**

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

The number of employees ranged from 2-572 individuals per company.

Starting wage: \$12.26 \$8.75- \$14.56

Average wage: \$14.23 \$11.00- \$17.00

Maximum wage: \$17.12 \$12.50- \$22.50

- **Machine Operator**

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

The number of employees ranged from 1-135 individuals per company.

Starting wage: \$13.53 \$11.00- \$16.50

Average wage: \$16.18 \$13.00- \$23.22

Maximum wage: \$19.02 \$15.00- \$27.21

- **CNC Machine Operator**

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

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

Starting wage: \$15.00 \$15.00- \$15.00

Average wage: \$18.00 \$18.00- \$18.00

Maximum wage: \$20.00 \$20.00- \$20.00

- **Fabricator**

The average number of employees per company was **10** in this job category.

Number of employees ranged from 6-14 individuals per company.

Starting wage: \$13.16 \$11.00- \$15.00

Average wage: \$17.00 \$14.00- \$19.00

Maximum wage: \$19.00 \$18.00- \$20.00

- **Welder**

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

Number of employees ranged from 1-15 individuals per company.

Starting wage: \$13.87 \$12.10- \$15.00

Average wage: \$17.50 \$16.00- \$18.50

Maximum wage: \$17.89 \$15.77- \$20.00

- **Production Supervisor**

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

Number of employees ranged from 1-42 individuals per company.

Starting wage: \$21.18 \$12.50- \$28.45

Average wage: \$24.14 \$19.00- \$30.00

Maximum wage: \$31.07 \$22.00- \$53.50

- **Quality Inspector**

The average number of employees per company was **6** in this job category.

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

Starting wage: \$14.03 \$9.50- \$16.50

Average wage: \$16.39 \$12.00- \$23.72

Maximum wage: \$17.88 \$14.00- \$25.57

- **Maintenance Mechanic**

The average number of employees per company was **10** in this job category.

Number of employees ranged from 1-38 individuals per company.

Starting wage: \$16.90 \$14.50- \$20.00

Average wage: \$21.00 \$17.10- \$29.21

Maximum wage: \$25.16 \$19.55- \$31.60

- **Electrician**

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

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

Starting wage: \$19.98 \$15.85- \$24.00

Average wage: \$23.74 \$22.00- \$29.21

Maximum wage: \$28.49 \$25.00- \$31.60

- **Engineering Staff**

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

Number of employees ranged from 1-13 individuals per company.

Starting wage: \$32.42 \$18.50- \$48.45

Average wage: \$41.66 \$22.50- \$64.75

Maximum wage: \$50.05 \$37.50- \$72.65

- **Sales/ Marketing Staff**

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

Number of employees ranged from 1-23 individuals per company.

Starting wage: \$18.95 \$8.00- \$30.00

Average wage: \$27.38 \$16.00- \$37.50

Maximum wage: \$40.78 \$20.00- \$65.00

- **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 1-40 individuals per company.

Starting wage: \$44.92 \$15.00- \$75.00

Average wage: \$55.54 \$15.00- \$90.00

Maximum wage: \$83.38 \$37.50- \$165.00

- **Painters** (Automotive, Parts, other industrial)

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

Number of employees ranged from 1-40 individuals per company.

Starting wage: \$13.55 \$12.10- \$15.00

Average wage: \$18.00 \$15.00- \$90.00

Maximum wage: \$20.00 \$14.35- \$22.00

- **Carpenters**

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

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

Starting wage: \$15.00 \$15.00- \$15.00

Average wage: \$18.00 \$18.00- \$18.00

Maximum wage: \$20.00 \$20.00- \$22.00

- **Information Technology Director**

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

Number of employees ranged from 1-2 individuals per company.

Starting wage: \$25.00 \$25.00- \$25.00

Average wage: \$42.50 \$42.50- \$42.50

Maximum wage: \$60.00 \$60.00- \$60.00

- **Janitorial/ Cleaners/ PPE Checkers**

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

Number of employees ranged from 1-4 individuals per company.

Starting wage: \$12.50 \$11.00- \$14.00

Average wage: \$13.75 \$11.00- \$16.50

Maximum wage: \$14.68 \$12.87- \$16.50

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 may have been similar in size and product, please note that there was a very wide range overall in company size, positions and skill levels, number of employees, and other capacities. For example: one respondent had approximately 850 employees, while several other employers were under 40 total employees. Another example of diverse employee numbers was recognized in the use of temporary/ contract workers. While some employers did not use any temporary labor at all, others fluctuated employing up to 100 temporary/ contract workers seasonally or on occasion throughout the year. Three quarters (or 14 out of 21) of all participants hired some temporary/ contract labor, and less than half of all participants hired part time employees.

Thank you once again for participating and including the valuable data required to create accurate and up to date wage analysis. All individual responses will remain confidential. Please contact the Surry County Economic Development Partnership at 336-401-9900 with any questions and or future suggestions.

Thank you for your support!

Sincerely,

Andrew Wright

Vice President of Existing Business Services

Surry County Economic Development Partnership