



SANDUSKY & SENECA COUNTIES REGIONAL WAGE AND BENEFIT SURVEY

SUBMITTED TO:

Sandusky County DJFS &
Tiffin-Seneca Economic Partnership

SUBMITTED BY:



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This survey was completed in partnership with:



Seneca County

A proud partner of the
American Job Center network



Sandusky County

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American Job Center network



**Sandusky County
Department of
Job & Family
Services**

Thank you to our regional partners in Erie, Lucas, Huron, Hancock, and Wyandot counties for their assistance in sharing the wage and benefit survey. Thank you to the employers who took the time to complete the survey.

EXECUTIVE SUMMARY

A total of 123 organizations across 7 counties in North Central Ohio Region completed the Wage and Benefits Survey, offering key information on company demographics, types of benefits offered to employees, retention strategies, and compensation patterns. The survey targeted employers in Manufacturing, Logistics and Warehousing, Healthcare, and Construction industries. Employers in other sectors, who were interested in completing the survey, were welcome to participate completing the “Other” category. Respondents most frequently reported having 100-300 employees, with 51-100 and less than 25 employees being the second and third most frequently reported options thereafter.



Benefits

Over 91% of companies offer some type of health insurance, with another 80% offering dental care and 71% offering vision care. 95% of respondents have some sort of paid holiday system, while more than 81% offered at least one financial benefit (e.g. contribution to retirement plan, bonus, and profit sharing).

Retention Strategies

The most common retention strategies include having a competitive wage and benefit package, including health, vision, and dental insurance; providing performance-based bonuses and pay raises; and offering training programs or ways for employees to develop their skills. These strategies can be used individually or collectively.

Hiring and Retaining Difficulties

Lack of local talent and difficulty finding candidates who “want to work” are the most reported difficulties companies face when hiring. Employers also reported that retention is a big issue currently; candidates do not want to commit to employers long-term. Respondents reported “job hopping” as a problem meaning candidates will leave one job for another nearby for a small increase in pay.

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INTRODUCTION

To better serve their workforce, employers have for many years requested an updated wage and benefit survey. Recently, both the Seneca County Department of Job and Family Services/OhioMeansJobs-Seneca County and Sandusky County Department of Job and Family Services/OhioMeansJobs-Sandusky County were able to secure funding through the Greater Ohio Workforce Board to develop and distribute the survey to employers. Thomas P. Miller & Associates (TPMA) was hired to design and complete a Wage and Benefits Survey for both counties, as well as the five surrounding counties. The Sandusky County Economic Development Corporation and Tiffin-Seneca Economic Partnership aided in efforts to promote and distribute the survey.

The survey targeted industrial employers (including manufacturing, logistics, and warehousing) as well as other employers (healthcare and construction). Employers in other sectors, who were interested in completing the survey, were welcome to participate completing the “Other” category. All employers in Sandusky, Seneca, Erie, Hancock, Huron, Lucas, and Wyandot counties were invited to participate in this survey. The survey contained a general section focused on demographic information and benefits as well as questions about specific occupations. A complete copy of the survey can be found in Appendix A.

This survey was distributed by email via SurveyLegend. Efforts for distribution included:

- (1) Initial survey emails,
- (2) Follow up emails,
- (3) Follow up phone calls, and
- (4) A final reminder email.

As a result, a total of 123 survey records were analyzed.

Survey Summary

The following report summarizes respondents’ demographic information, benefits, recruiting and retention strategies, wages, estimated job openings for coming years, and more. This study targets companies located in seven counties with primary focus being on Seneca and Sandusky counties. To meet the need for better labor market information, this study focuses on benefits, wage, and recruiting and retention strategies. To protect the confidentiality of the organizations that responded to the survey, survey results are presented in the aggregate. This report also includes labor market data from Emsi to supplement sections where survey response rates were low or additional context would be beneficial.

SURVEY ANALYSIS & RESULTS

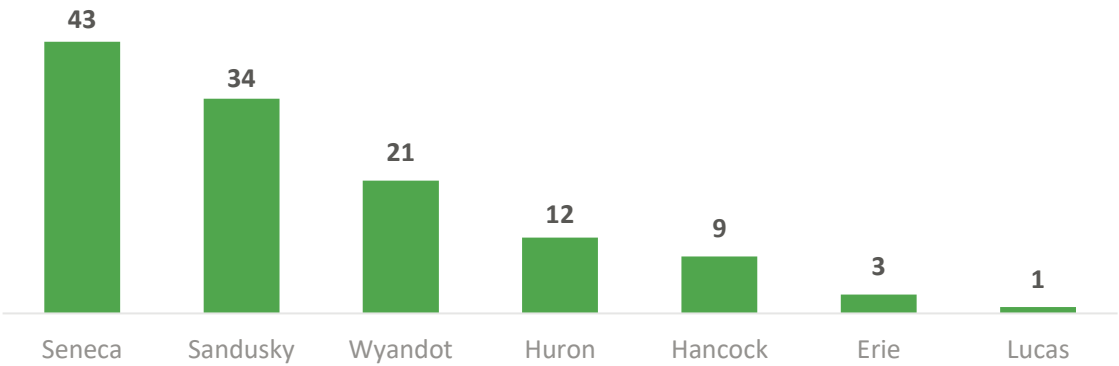
Part 1. Summary of Demographics

Organizations by County

The geographic scope of this analysis included seven counties in the North Central region of Ohio, as shown on the map to the right. Of the 123 completers¹, Seneca County had the most respondents (43) followed by Sandusky County (34), Wyandot County (21), Huron County (12) and Hancock County (9). Erie County had 3 participants and Lucas County had 1 participant. Full responses can be found in the chart below.



Distribution of Participating Companies by County



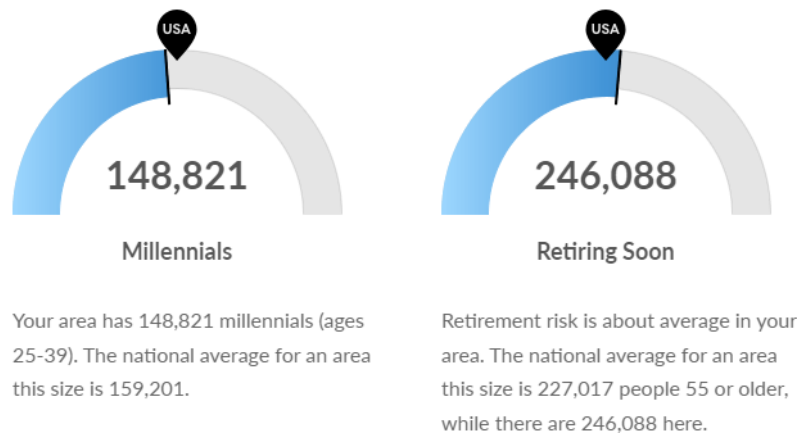
¹ A total of 123 employers entered the survey, 10 responses are assumed to be duplicate companies, who have locations in more than one of the counties listed so some may have provided different information if it differed between counties, and two were incomplete.

Emsi Regional Insights

In addition to the survey data, this report also contains data from Emsi to help supplement the survey findings. Below is the March 2021 Unemployment Rate for each of the seven counties and the Median Household Income. Wyandot County has the lowest unemployment rate at 3.3% while Lucas County (6.0%) and Erie County (6.1%) are the highest. Lucas County is the only county that has a median household income under \$52,000; all the other counties median household incomes exceed \$52,000 with Hancock County having the highest median household income at \$58,450.²

	Erie	Hancock	Huron	Lucas	Sandusky	Seneca	Wyandot
Unemployment Rate % (Mar 2021)	6.1%	4.4%	6.1%	6.0%	4.7%	4.4%	3.3%
Median Household Income (2019)	\$54,226	\$58,450	\$52,560	\$48,736	\$54,089	\$52,500	\$55,767

As employers look to recruit and retain employees, it is important to understand the demographics of the region. For the seven-county region, the retirement risk is above the national average for an area of this size, while the number of Millennials in the region is below the national average.³



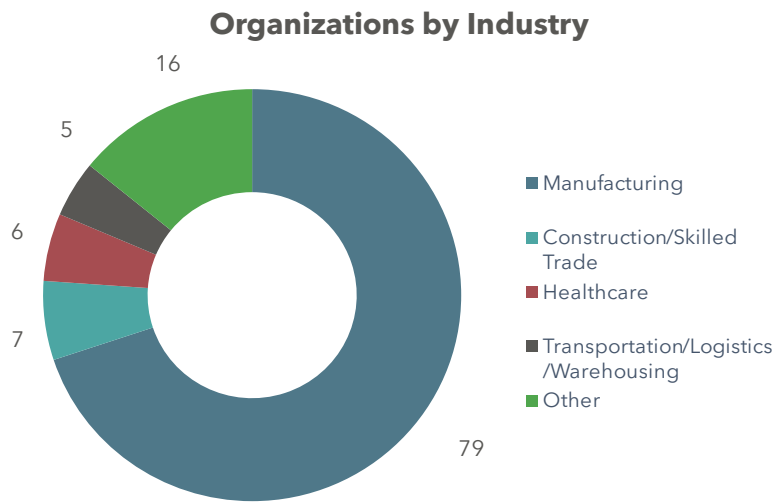
Source: Emsi Labor Market Analytics, 2021

² Emsi Regional Comparison Report

³ Emsi Economic Overview

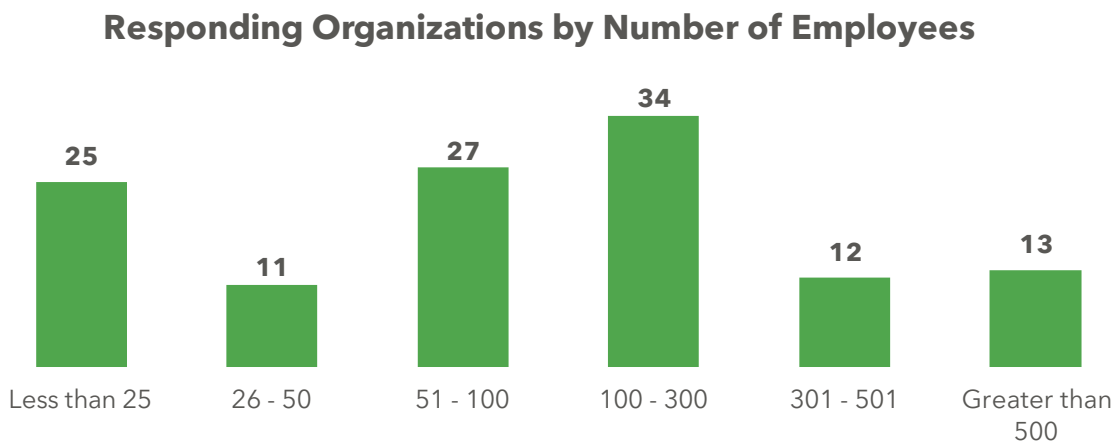
Organizations by Industry

Manufacturing organizations offered the most responses to the survey, with 79 organizations responding. “Other” industries⁴ comprised the second largest number of responses. Other organizations offering responses included Construction and Skilled Trades, Healthcare, and Transportation /Logistics/ Warehousing.



Responding Organizations by Number of Employees

The table below summarizes the size of organizations that responded to the survey. Respondents most frequently reported having 100-300 employees, with 51-100 and less than 25 employees being the second and third most frequently reported options thereafter.



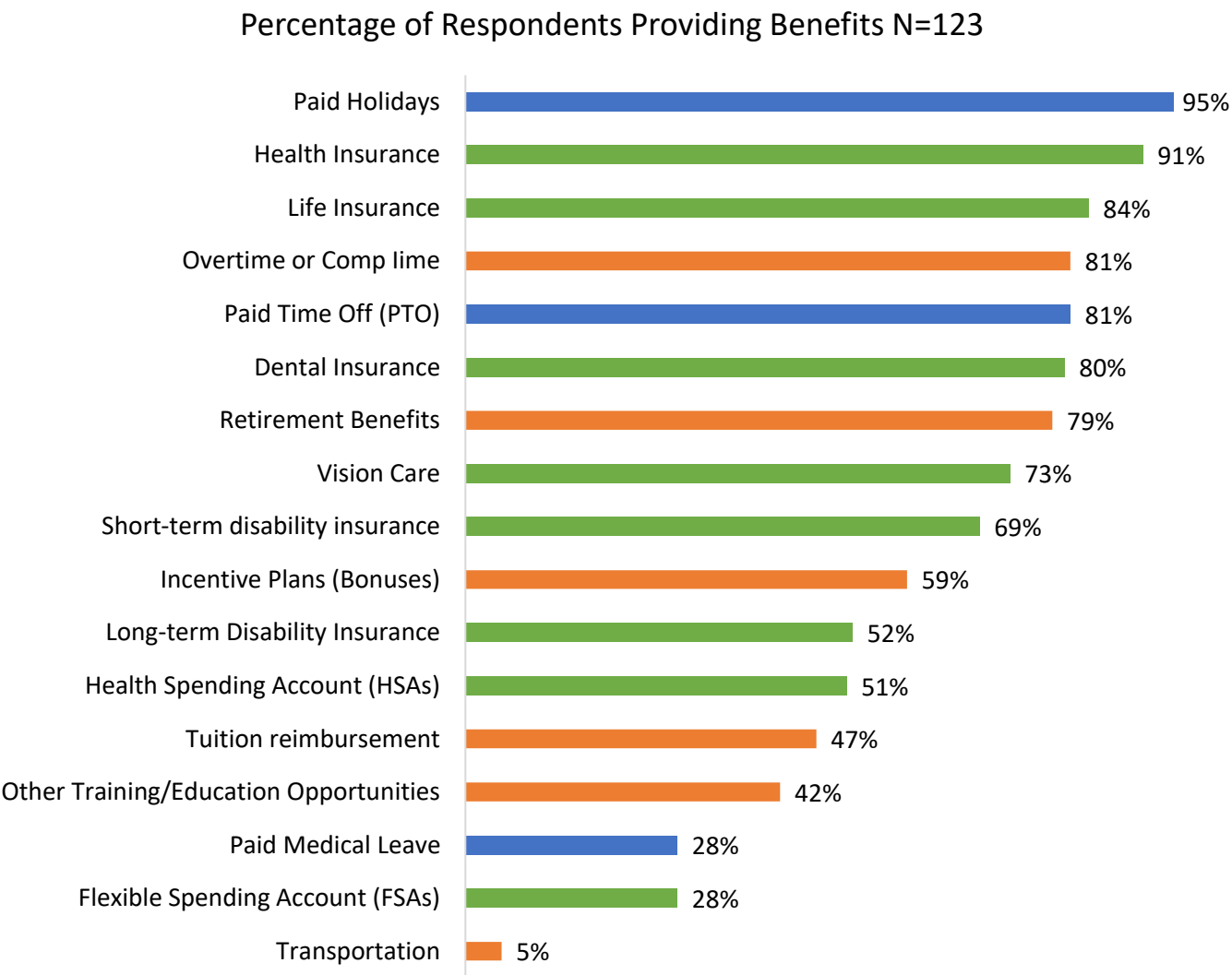
⁴ The 15 organizations that selected “other industries” include the following: Agriculture & Manufacturing (1), Nonprofit (1), Sales/Rental Housing (1), Lawn Care (1), Association/Office (1), Commercial/Residential Cleaning (1), Retail (1), Recruiting (2), County Park District (1), Professional/Funeral Home (1), Job Shop (1), Automotive (1), Service Provider (1), Security Services/Installation (1).

Part 2: Summary of Benefits

Benefits questions within this survey can be grouped into three general categories. These categories include:

- Insurance and health benefits – health insurance, life insurance, vision care, disability insurance, etc.
- Paid leave – paid vacation, holiday, and sick leave.
- Financial benefits – profit sharing, contributions to retirement plan, bonus, etc.

The chart below shows the percent of respondents who indicated they provided these benefits. Insurance benefits are highlighted in green, paid leave in blue, and financial benefits are highlighted in orange.



Insurance and Health Benefits

Of survey respondents the majority provided some sort of insurance benefit. Health insurance was the most provided insurance with 91% of respondents providing it. Flexible Spending Accounts (FSAs) were the least provided benefit with 35 employers (28%) selecting this option. Health Spending Accounts (HSAs) were more frequently a benefit and selected by 51% of responders.

Insurance Benefits		
Benefits	Frequency	Percent
Health Insurance	112	91%
Life Insurance	103	84%
Dental Insurance	99	80%
Vision Care	90	73%
Short-term Disability Insurance	85	69%
Long-term Disability Insurance	64	52%
Health Spending Account (HSAs)	63	51%
Flexible Spending Account (FSAs)	35	28%

When asked “What is your (the employer) contribution to the health insurance plan?” there were a range of answers from covering all the premium to covering none. While some employers paid 100% of the “entire cost for monthly health insurance premiums” others paid “85-100% depending on plan and coverage level selected” or paid “on average 75-90% of the premium”. There were also employers who covered around 75%, 50%, and 20%.

Paid Leave: Details

Almost all of respondents 117 (95%) provided paid holidays while 100 employers (81%) have paid time off. Paid medical leave is offered by 28% of respondents.

Paid Leave		
Benefits	Frequency	Percent
Paid Holidays	117	95%
Paid Time Off (PTO)	100	81%
Paid Medical Leave	35	28%

Financial Benefits: Details

Overtime or comp time was provided by 81% of respondents while retirement benefits were provided by 79% of respondents. These were the most frequent ways survey respondents provided financial benefits. 59% of respondents did have an incentive plan or provided bonuses to their employees as a financial benefit. Less frequent were benefits geared toward education or training. 47% of respondents selected they offer tuition reimbursement and 42% offer other training or education options. Only 6 employers (5%) offer transportation as a benefit to employees.

Financial Benefits		
Benefits	Frequency	Percent
Overtime or Comp Time	100	81%
Retirement Benefits	97	79%
Incentive Plan (bonuses)	73	59%
Tuition Reimbursement	58	47%
Other Training/Education Opportunities	52	42%
Transportation	6	5%

Part 3: Summary of Recruiting and Retention

In this survey, 104 respondents provided information on their challenges and successes as it relates to recruiting/attracting and/or retaining employees.

Challenges in Retaining Staff

Employers reported that retention is a big issue currently. Candidates do not want to commit to employers long-term. Respondents reported “job hopping” as a problem meaning candidates will leave one job for another nearby for a small increase in pay/additional pay. A respondent commented: “As a small business, I have been unable to compete with the higher wages being paid by larger companies. If employees don't like the hours/schedule/anything about job, they leave and go down the street.”

Challenges in Recruiting New Staff

The most common difficulties noted for recruiting staff included:

- Highly competitive market, especially with area’s manufacturing companies. Survey respondents reported there is currently a low candidate pool and there is a difficulty finding candidates who “want to work”. One respondent wrote they “have been having issues with applicant flow and people that are applying showing up to interviews/orientations.”
- State and federal unemployment benefits “incentivize” people not to work.
- Wages and/or benefits are not competitive in the local market.
- Specific employers report difficulty with hiring for certain roles (skilled trades, warehousing, registered nurses, cleaning were mentioned specifically) and hiring for shift work (10- or 12-hour shifts, second and third shift) and overtime requirements. One respondent noted “We hire highly skilled labor. It is difficult to find those skills and also to find people dedicated to improving the business. Secondly, people tend to think medical insurance is impossible to buy as an individual. Few people seem to understand there is a cost for everything, including medical services. Our size does not attract cost-effective medical plans to offer employees.”

Recruitment and Retention Strategies

The most common recruiting and retention strategies noted were:

- Incentivizing or “paying employees for doing a good job”.
- Offering competitive wage and benefits packages, including health, vision, and dental insurance. One respondent shared: “We find it somewhat difficult to find individuals with strong work experience who are able to fill available job openings. There does not appear to be a lot of strong candidates available. We have better success retaining employees once they are hired and we attribute that to our wage and benefit offering.”
- Removing “pedigree requirements” and adopting skills-based hiring practices instead. One respondent stated: “I just started offering health, vision and dental insurance. I also removed the pedigree requirements for hiring and focus more skills and personality. This has helped but my wages are still low compared to similar organizations.”
- Offering team members opportunities for skills development or training to advance their careers and increase earnings. One respondent noted: “Our wages are lower to start, but

over time members have a better opportunity to progress their skills to earn higher wages.”

While not based on survey results, the following examples and strategies were formulated to address challenges and needs identified by survey respondents.

Additional Strategies

Employers can further maximize existing talent pools by promoting a skills-based hiring approach with employers and focusing on the recruitment of candidates from diverse talent pools.

The disconnect between jobseeker qualifications and employer requirements is often experienced across industries, employer size, and geography. This result is a familiar story of jobseekers going unemployed or underemployed, while employers report that they are unable to find the requisite talent for their open positions.⁵ While the talent divide is a multi-faceted challenge, skills-based sourcing, hiring, and development provides a comprehensive and objective way to identify qualified candidates and maximize a region’s existing talent pool. Research shows that the use of skills-based hiring practices has positive outcomes for employers, jobseekers, and the workforce system.

Employers

Through better job matching, employers see a larger, more diverse talent pool that is objectively assessed as qualified for their openings. In addition to providing a more robust talent pool, it can provide cost savings through decreased time-to-fill open positions, reduced turn-over, and decreased time to full productivity.

Jobseekers

In a skills-based approach, jobseekers have increased access to opportunities because they have an objective way to quantify their skills and abilities for employers. With the continually increasing costs of education and the general stagnation of wages⁶, this allows jobseekers to be intentional about their educational investments, rather than spending time and money on degrees they may not need.

Workforce & Education System

A workforce system aligned with skills-based hiring could better allocate resources to strengthen efficiencies between career-readiness providers, adult education, the public workforce system, and industry groups. This type of demand driven alignment can ensure that employers are effectively signaling the required skills for a job, education and training providers are able to prepare workers, and workers are empowered to communicate their proficiency in the required skills.⁷

Diverse & Non-Traditional Talent

To maximize its existing talent pool, regional partners should develop concerted strategies to recruit and hire racially diverse workers and individuals from non-traditional talent pools who

⁵[https://www.knack.it/docs/MGI Online talent A labor market that works Full report June 2015.pdf](https://www.knack.it/docs/MGI%20Online%20talent%20A%20labor%20market%20that%20works%20Full%20report%20June%202015.pdf)

⁶ <https://www.forbes.com/sites/camilomaldonado/2018/07/24/price-of-college-increasing-almost-8-times-faster-than-wages/?sh=60f2234866c1>

⁷ [https://hopestreetgroup.org/wp-content/uploads/2018/05/HSG18-008 SOS Program-Summary FIN Online.pdf](https://hopestreetgroup.org/wp-content/uploads/2018/05/HSG18-008%20SOS%20Program-Summary%20FIN%20Online.pdf)

are not currently connected to work or who have faced systemic barriers to quality employment in the past.

Open Skills Network defines skills-based hiring as “hiring focused on a candidate’s verified skills rather than other subjective criteria. Skills-based hiring can help employers access talent that is generally overlooked by traditional hiring methods, such as people of color, women, people with disabilities, people with criminal records, people who have paused their careers to care for family members, and people who lack a four-year degree.”⁸ By its very definition, skills-based hiring can begin to expand and diversify the local pool of available talent, but it must be done in parallel with other strategies that position a diverse talent pool as win-win for both business and workers.

Manufacturing Sector Recruitment and Retention Best Practices

In early 2021 Deloitte and The Manufacturing Institute conducted their fifth manufacturing talent study. In “Creating pathways for tomorrow’s workforce today: Beyond reskilling in manufacturing” the two organizations offer reflection on the growing skills gap, and the impact of the pandemic on manufacturing over the past year.⁹ The publication offers up possible approaches to help manufacturers deliver solutions to top challenges in filling entry-level, skilled manufacturing workforce, keeping the manufacturing workforce upskilled and trained, and increasing retention rates for underrepresented minorities and women in manufacturing. The full report can be found [here](#).

The Manufacturing Institute is publishing a series of case studies meant to highlight the successful recruitment and retention of [Veterans](#) and how [second chance](#) hiring offers opportunities to manufacturers.

The Ohio Manufacturers’ Association (OMA) has embraced industry-sector partnerships as a model for addressing workforce development challenges through community collaboration. Several sector partnerships exist across the seven-county area. More information can be found at Ohiomfg.com/workforce-services/.

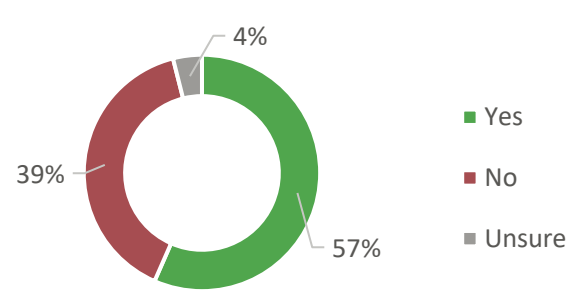
⁸ <https://www.openskillsnetwork.org/faq>

⁹ Deloitte Insights – Creating pathways for tomorrow’s workforce today. 2021. Retrieved July 12, 2021.

Part 4. Summary of Compensation and Job Openings by Industry

In Part 4 of this report each of the industries, 1. Manufacturing, 2. Transportation, Logistics, and Warehousing, 3. Construction, and 4. Healthcare, have a breakdown of compensation and job openings. Only Manufacturing had enough data to analyze the top five job openings in depth. The other industries have a high-level overview. Also included is a breakdown of companies who responded they fell into “Other” as the industry.

Company Policy on Annual Wage Increase



Manufacturing Sector Summary

Manufacturing had the highest number of respondents of all industries (79) and the most selections of positions with job openings. In the survey, each company could select up to 5 positions in their company that had the most job openings. The 79 respondents recorded 162 selections of job opening/positions. Team Assemblers was selected the most out of any position, with 43 companies selecting it as a position within their company that had openings.

Selected Job Openings	Frequency
Team Assemblers/Assemblers and Fabricators	43
Other*	35
Maintenance Tech	33
Floor Supervisors and/or Managers of Production/Operating Workers	20
Machinists	20
Welders (including Cutters, Solderers and Brazers)	11
Total	162

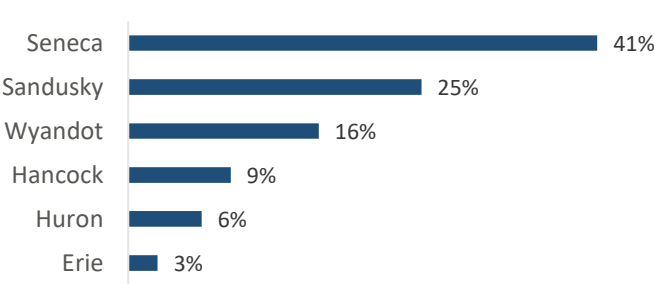
*Popular “other” positions noted included production, press operators, field service workers, machine operators, electricians, and shipping and packaging.

Manufacturing Respondents by County

Seneca County recorded the highest number of respondents that selected Manufacturing as the best industry that describes their company (32); Seneca County also had the highest respondents overall for the entire survey.

County	Frequency
Seneca	32
Sandusky	20
Wyandot	13
Hancock	7
Huron	5
Erie	2
Total	79

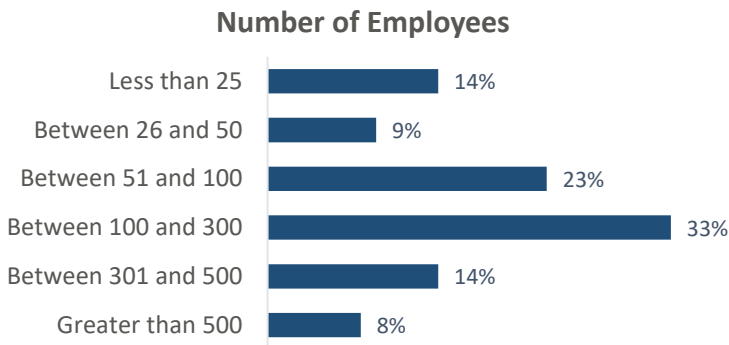
Response Rate by County



Manufacturing Respondents by Employee Count

Companies “Between 100 and 300” were the most represented for the Manufacturing industry (26), followed by companies “Between 51 and 100” (18). This data followed a similar pattern to the overall responses.

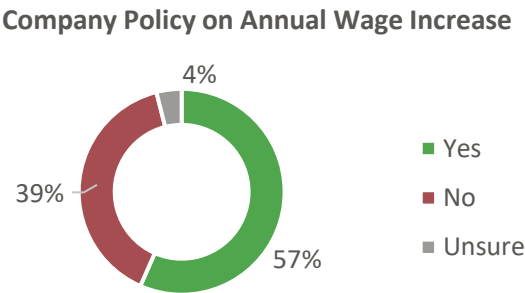
Company Size	Frequency
Less than 25	11
Between 26 and 50	7
Between 51 and 100	18
Between 100 and 300	26
Between 301 and 500	11
Greater than 500	6
Total	79



Annual Wage Increase Policy Representation

57% of companies in the Manufacturing industry have a policy on Annual Wage Increases.

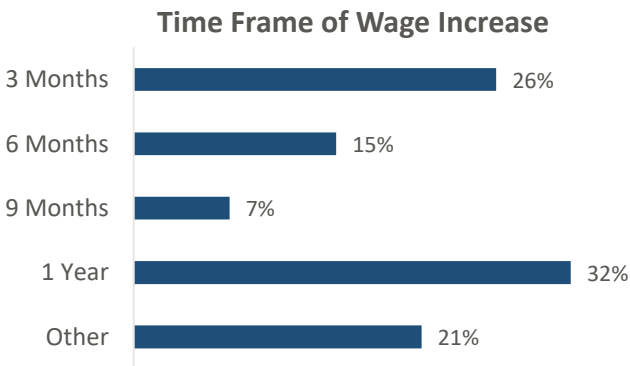
Response	Frequency
Yes	43
No	30
Unsure	3
Total	76



When Wage Increase is Offered After Hiring

The most common time when companies offered a wage increase was 1 year after hiring (41), closely followed by 3 months (34).

Time Frame	Frequency
3 Months	34
6 Months	19
9 Months	9
1 Year	41
Other	27
Total	130



How Many People Do You Plan on Hiring by December 31, 2022, and 2025?

In the Manufacturing industry, employers who responded to the survey plan to hire an estimated total of 4,091 jobs by December 31, 2022, and 6,594 jobs by December 31, 2025.

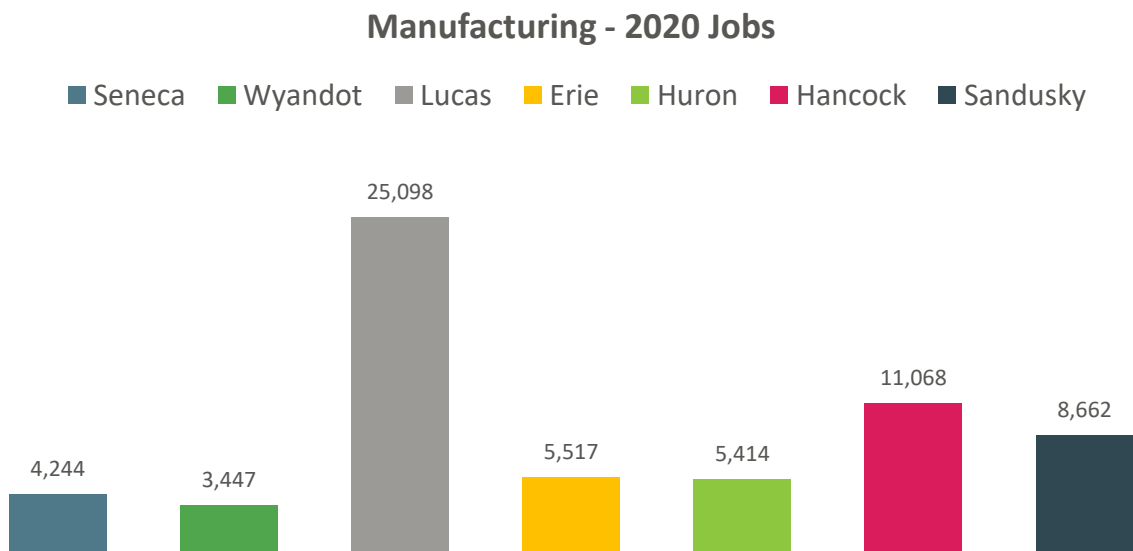
	By December 31, 2022	By December 31, 2025
Sum	4,091	6,594
Average	100	187
Median	100	175
Maximum	260	500
Minimum	15	50

Additional Insights

While significant data was collected from the survey responses on the Manufacturing industry in the seven-county region, additional insights into the sector using labor market information from Emsi was obtained for further analysis. Specifically, job comparison across counties and average earnings for Manufacturing for the region are detailed below.

Industry Comparison

The chart below details the jobs in the Manufacturing industry in 2020. Lucas County has the most jobs in manufacturing with 25,098 jobs whereas Hancock County has the second most jobs with 11,068. Wyandot County has the fewest jobs in this sector with 3,447 jobs in 2020.



Summary of Selected Positions

Floor Supervisors

- 20 organizations responded currently seeking to fill 382 total positions. Median hourly wages for Floor Supervisors are \$19.00/hr. for entry-level positions, \$24.04/hr. for mid-level positions, and \$29.43/hr. for experienced positions.
- Floor Supervisors garnered the highest wages for mid-level and experienced positions for all surveyed manufacturing occupations.
- 20 organizations responded to union representation for Floor Supervisors with 17 selecting that they do not have unionized roles for this position at their company. Only 2 organizations responded with unionized roles for this position.
- 17 organizations listed they do have multiple shifts for Floor Supervisors with 3 shifts being the most common. Of these 17 organizations with multiple shifts, 7 provided shift differentials in wages.

Team Assemblers

- 39 organizations responded seeking to fill 670 positions. Median hourly wages for Team Assemblers are \$14.38/hr. for entry-level positions, \$15.75/hr. for mid-level positions, and \$18.26/hr. for advanced positions.
- Team Assemblers had the highest number of total positions seeking to fill, with also the highest median response per company. That said, Team Assemblers had the highest selection and response rate which could have impacted the data.
- 38 organizations responded to union representation for Team Assemblers with 31 selecting that they do not have unionized roles for this position at their company. Only 6 organizations responded with unionized roles for this position.
- 32 organizations listed they do have multiple shifts for Team Assemblers with 3 shifts being the most common. Of these 32 organizations with multiple shifts, 26 provided shift differentials in wages.

Machinists

- 20 organizations responded seeking to fill 106 positions. Median hourly wages for Machinists are \$16.00/hr. for entry-level positions, \$20.00/hr. for mid-level positions, and \$24.00/hr. for experienced positions.
- 18 organizations responded to union representation for Machinists with 12 selecting that they do not have unionized roles for this position at their company. Only 5 organizations responded with unionized roles for this position.
- 12 organizations listed they do have multiple shifts for Machinists with 3 shifts being the most common. Of these 12 organizations with multiple shifts, all provided shift differentials in wages.

Maintenance Technician

- 31 organizations responded currently seeking to fill 121 positions. Median hourly wages for Maintenance Technicians are \$20.00/hr. for entry-level positions, \$23.43/hr. for mid-level positions, and \$26.00/hr. for advanced positions.

- Maintenance Technicians garnered the highest wages for entry-level positions for all surveyed manufacturing positions. They also report the second highest wages for mid-level and advanced positions behind Floor Supervisors.
- 28 organizations responded to union representation for Maintenance Technicians with 19 selecting that they do not have unionized roles for this position at their company. Only 8 organizations responded with unionized roles for this position.
- 21 organizations listed they do have multiple shifts for Maintenance Technicians with 3 shifts being the most common. Of these 21 organizations with multiple shifts, 16 organizations provided shift differentials in wages.

Welder

- 11 organizations responded seeking to fill 19 positions. Entry-level wages for Welders are \$15.00/hr. for entry-level positions, \$17.50/hr. for mid-level positions, and \$22.00/hr. for advanced positions.
- 11 organizations responded to union representation for Welders with only 3 selecting that they do not have unionized roles for this position at their company. 6 organizations responded with unionized roles for this position.
- Welders had the highest unionization rate compared to all other surveyed manufacturing positions.
- 6 organizations reported having 1 shift for the Welder position, making it the only manufacturing position to favor 1 shift over multiple. That said, 4 organizations reported having multiple shifts for Welder's, and of these organizations, all provided shift differentials in wages.

Manufacturing Compensation and Hiring/Opening Overview

	Entry-level Hourly Wage	Mid-level Hourly Wage	Experienced Hourly Wage	New Hires in the Last 12 Months	Current Open Positions
Floor Supervisor	\$19.00	\$24.04	\$29.43	791	382
Team Assembler	\$14.38	\$15.75	\$18.26	1,903	670
Machinist	\$16.00	\$20.00	\$24.00	190	106
Maintenance Tech	\$20.00	\$23.43	\$26.00	270	121
Welder	\$15.00	\$17.50	\$22.00	28	19

Manufacturing Unionization Rate Overview

	Roles Unionized	Roles Not Unionized	Partial Unionization
Floor Supervisor	10%	85%	5%
Team Assembler	16%	81%	3%
Machinist	28%	67%	5%
Maintenance Tech	29%	68%	3%
Welder	55%	27%	9%

Breakdown by Position

1. FLOOR SUPERVISORS AND/OR MANAGERS OF PRODUCTION/OPERATING WORKERS

Among the 79 companies that selected Manufacturing as the best industry that describes their company, 20 respondents selected Floor Supervisors and/or Managers of Production/Operating Workers as a top five position in which their company has the most openings.

The following charts and tables summarize the job hiring and openings, annual wages, unionization, and shift differentials for Floor Supervisors and/or Managers of Production/Operating Workers. For the sake of brevity, Floor Supervisors and/or Managers of Production/Operating Workers will be simply called “Floor Supervisors” for the rest of this section.

Job Hiring and Openings

16 respondents reported a total of 791 new hires for Floor Supervisors in the past 12 months. That said, the median response for new hires was 3 jobs, with 3 larger companies resulting in a significant majority of the total new hires. Similarly in weight, 17 respondents reported a total of 382 current job openings for Floor Supervisors, with the median response being 3 job openings. The table below showcases these numbers while also highlighting the response rate for each question.

	New Hires in Last 12 months	Current Job Openings
Respondents	16 of 20	17 of 20
Total	791	382
Median	3 new hires/company	3 job openings/company

Wages

The aggregate median wage for an entry-level Floor Supervisor is \$19.00/hr. The median wage for a mid-level Floor Supervisor position is \$24.04/hr., while the median wage for an experienced position is \$29.43/hr. The 10th and 90th percentile wages are also included in this table.

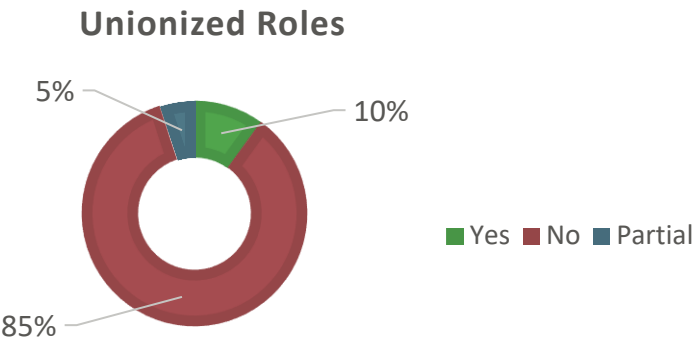
	Entry-level hourly wage	Mid-level hourly wage	Experienced hourly wage
10th Percentile	\$10.07	\$13.73	\$16.18
Median	<u>\$19.00</u>	<u>\$24.04</u>	<u>\$29.43</u>
90th Percentile	\$27.59	\$33.39	\$37.91

Notes:

1. Some respondents provided annual wages instead of hourly. The hourly wage was estimated by dividing the annual wage by 2,080 (2,080 = 40 hours/week x 52 weeks).
2. Among the 20 respondents who selected Floor Supervisors as a top five position in their company with the most openings, 17 answered this question for Entry-level, 15 for Mid-level, and 16 for Experienced.

Union Representation

Among the 20 companies who answered this question, only 2 selected that they employ Floor Supervisor(s) whose roles are unionized, while 17 do not, and 1 that has partial unionization. The pie chart below highlights these findings in percentages.

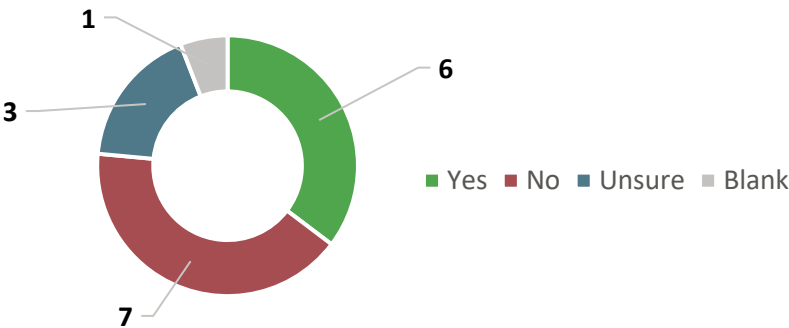


Shift Differential

Most respondents to this question listed multiple shifts at their company for the Floor Supervisors position, with 3 shifts being the most common. Of the 17 respondents who listed multiple shifts, 6 companies reported having shift differentials in wages. Wage differences per shift varied widely on the amount and incentive, but generally were in between an additional \$0.25-\$1.00.

Number of Shifts	Frequency
One	3
Two	4
Three	11
Greater than three	2

Among companies that did have different shifts, 35% provided shift differentials in wages.



2. TEAM ASSEMBLERS/ASSEMBLERS AND FABRICATORS

Among the 79 companies that selected Manufacturing as the best industry that describes their company, 39 respondents selected Team Assembler/Assemblers and Fabricators as a top 5 position in which their company has the most openings, the most selected position of any in manufacturing.

The following charts and tables summarize the job hiring and openings, annual wages, unionization, and shift differentials for Team Assembler/Assemblers and Fabricators. For the sake of brevity, Team Assembler/Assemblers and Fabricators will be simply called “Team Assemblers” for the rest of this section.

Job Hiring and Openings

33 respondents reported a total of 1,903 new hires for Team Assemblers in the past 12 months. The median response for new hires was 45 jobs, with the maximum new hires reported at 271. 30 respondents reported a total of 670 current job openings for Team Assemblers, with the median response being 15 job openings. Both new hires and current job openings for Team Assemblers had the highest numbers of all manufacturing jobs. The table below showcases these numbers while also highlighting the response rate for each question.

	New Hires in Last 12 months	Current Job Openings
Respondents	33 of 39	30 of 39
Total	1,903	670
Median	45 new hires/company	15 job openings/company

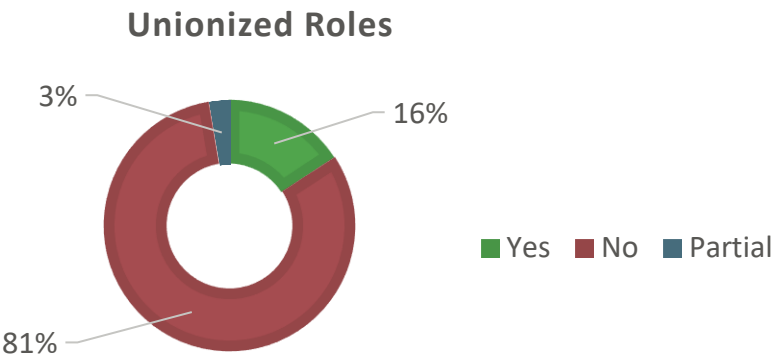
Wages

The aggregate median wage for an entry-level Team Assembler is \$14.38/hr. The median wage for a mid-level Team Assembler position is \$15.75/hr., while the median wage for an experienced position is \$18.26/hr. The 10th and 90th percentile wages are also included in this table.

	Entry-level Hourly Wage	Mid-level Hourly Wage	Experienced Hourly Wage
10th Percentile	\$12.68	\$13.10	\$13.50
Median	<u>\$14.38</u>	<u>\$15.75</u>	<u>\$18.26</u>
90th Percentile	\$16.65	\$22.40	\$25.88
<p>Notes:</p> <ol style="list-style-type: none">Some respondents provided a range of hourly wages per experience level. The average was taken from these responses (Ex: \$16.00-\$18.00 for Entry-level = \$17.00)For consistency purposes, hourly wages do not include weekly/monthly bonuses or incentives that were mentioned in selected responsesAmong the 39 respondents who selected Team Assemblers as a top five position in their company with the most openings, 37 answered this question for Entry-Level, 34 for Mid-level, and 36 for Experienced			

Union Representation

Among the 38 companies who answered this question, only 6 selected that they employ Team Assemblers whose roles are unionized, while 31 do not, and 1 that has partial unionization. The pie chart below highlights these findings in percentages.

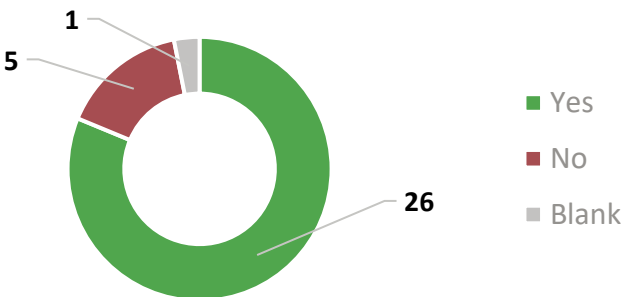


Shift Differential

Most respondents to this question listed multiple shifts at their company for the Team Assemblers position, with 3 shifts being the most common. Of the 32 respondents who listed multiple shifts, 26 companies reported to having shift differentials in wages. Wage differences per shift varied widely on the amount and incentive, but generally were in between an additional \$0.25-\$1.50, with \$0.50 being the most common answer.

Number of Shifts	Frequency
One	3
Two	9
Three	20
Greater than three	3

Among companies that did have different shifts, 81% provided shift differentials in wages



3. MACHINISTS

Among the 79 companies that selected Manufacturing as the best industry that describes their company, 20 respondents selected Machinists as a top 5 position in which their company has the most openings.

The following charts and tables summarize the job hiring and openings, annual wages, unionization, and shift differentials for Machinists.

Job Hiring and Openings

11 respondents reported a total of 190 new hires for Machinists in the past 12 months. That said, the median response for new hires was 7, with the maximum new hires reported at 100. 13 respondents reported a total of 106 current job openings for Machinists, with the median response being 2 job openings. The table below showcases these numbers while also highlighting the response rate for each question.

	New Hires in Last 12 Months	Current Job Openings
Respondents	11 of 20	13 of 20
Total	190	106
Median	7 new hires/company	2 job openings/company

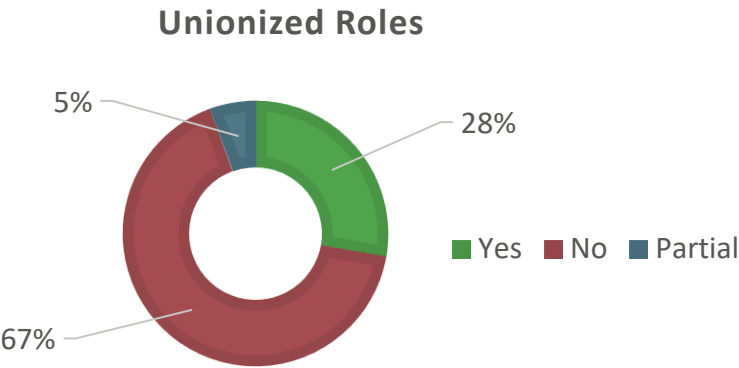
Wages

The aggregate median wage for an entry-level Machinists is \$16.00/hr. The median wage for a mid-level Machinists position is \$20.00/hr., while the median wage for an experienced position is \$24.00/hr. The 10th and 90th percentile wages are also included in this table.

	Entry-level Hourly Wage	Mid-level Hourly Wage	Experienced Hourly Wage
10th Percentile	\$12.45	\$13.75	\$14.59
Median	<u>\$16.00</u>	<u>\$20.00</u>	<u>\$24.00</u>
90th Percentile	\$27.15	\$27.13	\$29.87
<p>Notes:</p> <ol style="list-style-type: none">Some respondents provided a range of hourly wages per experience level. The average was taken from these responses (Ex: \$16.00-\$18.00 for Entry-level = \$17.00)Among the 20 respondents who selected Machinists as a top five position in their company with the most openings, 18 answered this question for Entry-Level, 14 for Mid-level, and 14 for Experienced			

Union Representation

Among the 18 companies who answered this question, only 5 selected that they employ Machinists whose roles are unionized, while 12 do not, and 1 that has partial unionization. The pie chart below highlights these findings in percentages.

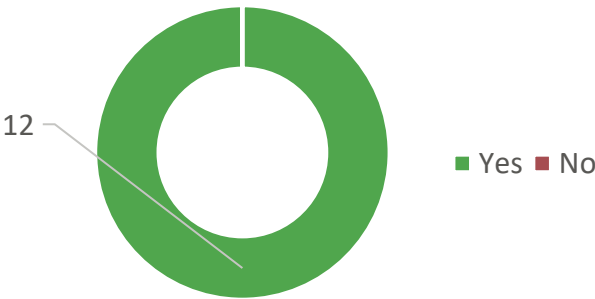


Shift Differential

Most respondents to this question listed multiple shifts at their company for the Machinist position, with 3 shifts being the most common. Of the 12 respondents who listed multiple shifts, all 12 companies reported to having shift differentials in wages. Wage differences per shift varied widely on the amount and incentive, but generally were in between an additional \$0.35-\$1.25.

Number of Shifts	Frequency
One	4
Two	3
Three	8
Greater than three	1

Among companies that did have different shifts, 100% provided shift differentials in wages.



4. MAINTENANCE TECHNICIAN

Among the 79 companies that selected Manufacturing as the best industry that describes their company, 31 respondents selected Maintenance Technician as a top 5 position in which their company has the most openings, the most selected position of any in manufacturing.

The following charts and tables summarize the job hiring and openings, annual wages, unionization, and shift differentials for Maintenance Technicians.

Job Hiring and Openings

19 respondents reported a total of 270 new hires for Maintenance Technicians in the past 12 months. That said, the median response for new hires was 3 jobs, with 2 larger companies resulting in a significant majority of the total new hires. 21 respondents reported a total of 121 current job openings for Maintenance Technicians, with the median response being 21 job openings. The table below showcases these numbers while also highlighting the response rate for each question.

	New Hires in Last 12 months	Current Job Openings
Respondents	19 of 31	21 of 31
Total	270	121
Median	3 new hires/company	21 job openings/company

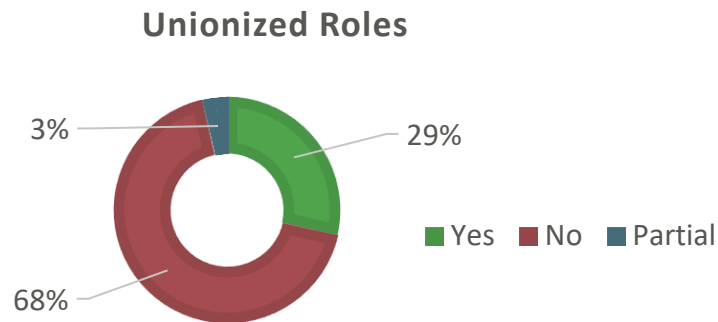
Wages

The aggregate median wage for an entry-level Maintenance Technician is \$20.00/hr. The median wage for a mid-level Maintenance Technician position is \$23.43/hr., while the median wage for an experienced position is \$26.00/hr. The 10th and 90th percentile wages are also included in this table.

	Entry-level Hourly Wage	Mid-level Hourly Wage	Experienced Hourly Wage
10th Percentile	\$14.48	\$15.30	\$16.45
Median	\$20.00	\$23.43	\$26.00
90th Percentile	\$28.62	\$29.54	\$32.40
<p>Notes:</p> <ol style="list-style-type: none">Some respondents provided a range of hourly wages per experience level. The average was taken from these responses (Ex: \$16.00-\$18.00 for Entry-level = \$17.00)Among the 31 respondents who selected Maintenance Technicians as a top five position in their company with the most openings, 27 answered this question for Entry-Level, 22 for Mid-level, and 25 for Experienced			

Union Representation

Among the 28 companies who answered this question, only 8 selected that they employ Maintenance Technicians whose roles are unionized, while 19 do not, and 1 that has partial unionization. The pie chart below highlights these findings in percentages.

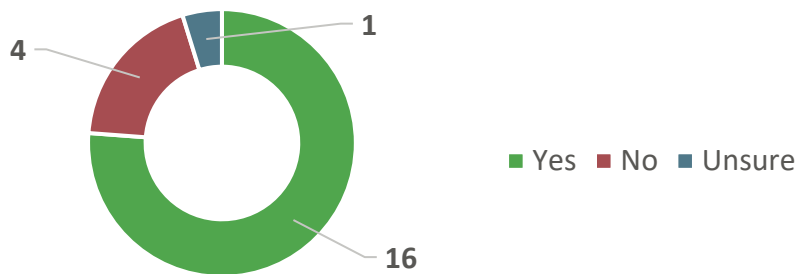


Shift Differential

Most respondents to this question listed multiple shifts at their company for the Maintenance Technician position, with 3 shifts being the most common. Of the 21 respondents who listed multiple shifts, 16 companies reported to having shift differentials in wages. Wage differences per shift varied widely on the amount and incentive, but generally were in between an additional \$0.25-\$1.50.

Number of Shifts	Frequency
One	6
Two	5
Three	13
Greater than three	3

Among companies that did have different shifts, 76% provided shift differentials in wages



5. WELDER’S (INCLUDING CUTTERS, SOLDERERS, AND BRAZERS)

Among the 79 companies that selected Manufacturing as the best industry that describes their company, 11 respondents selected Welder’s (including Cutters, Solderers, and Brazers) as a top 5 position in which their company has the most openings.

The following charts and tables summarize the job hiring and openings, annual wages, unionization, and shift differentials for Welder’s (including Cutters, Solderers, and Brazers). For the sake of brevity, Welder’s (including Cutters, Solderers, and Brazers) will be simply called “Welders” for the rest of this section.

Job Hiring and Openings

5 respondents reported a total of 28 new hires for Welders in the past 12 months. That said, the median response for new hires was 3, with the maximum new hires reported at 16. 7 respondents reported a total of 19 current job openings for Welders, with the median response being 2 job openings. The table below showcases these numbers while also highlighting the response rate for each question.

	New Hires in Last 12 Months	Current Job Openings
Respondents	5 of 11	7 of 11
Total	28	19
Median	3 new hires/company	2 job openings/company

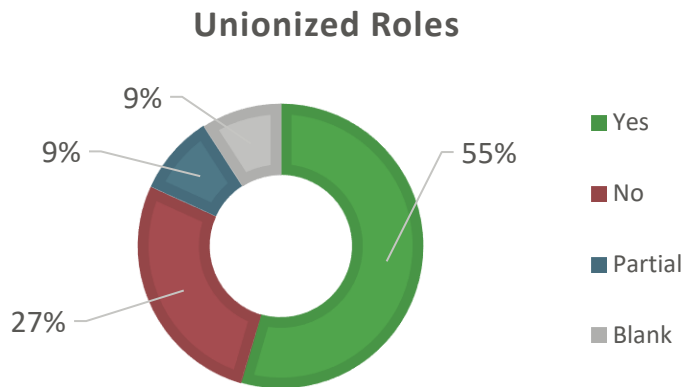
Wages

The aggregate median wage for an entry-level Welders is \$15.00/hr. The median wage for a mid-level Welder position is \$17.50/hr., while the median wage for an experienced position is \$22.00/hr. The 10th and 90th percentile wages are also included in this table.

	Entry-level hourly wage	Mid-level hourly wage	Experienced hourly wage
10th Percentile	\$12.65	N/A	\$14.95
Median	<u>\$15.00</u>	<u>\$17.50</u>	<u>\$22.00</u>
90th Percentile	\$24.53	N/A	\$28.80
<p>Notes:</p> <ol style="list-style-type: none">Some respondents provided a range of hourly wages per experience level. The average was taken from these responses (Ex: \$16.00-\$18.00 for Entry-level = \$17.00)Mid-level hourly wage breakdown by percentile was not available due to insufficient dataAmong the 11 respondents who selected Welders as a top five position in their company with the most openings, 10 answered this question for Entry-Level, 8 for Mid-level, and 10 for Experienced			

Union Representation

Among the 11 companies who answered this question, 6 selected that they employ Welders whose roles are unionized, while 3 selected having no roles unionized. Additionally, 1 company selected partial unionization, and 1 respondent did not answer. The pie chart below highlights these findings in percentages.

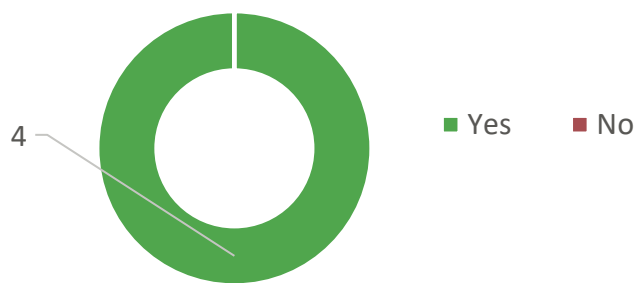


Shift Differential

Most respondents to this question listed 1 shift at their company for the Welder position, making it the only position in manufacturing to favor 1 shift over multiple. Of the 4 respondents who listed multiple shifts, all companies reported to having shift differentials in wages. Wage differences per shift varied widely on the amount and incentive, but generally were in between an additional \$0.30-\$0.75.

Number of Shifts	Frequency
One	6
Two	3
Three	1

Among companies that did have different shifts, 100% provided shift differentials in wages.



Transportation, Logistics, and Warehousing

The Transportation, Logistics, and Warehousing industry had 6 respondents that selected it as an industry that best represented their company. In the survey, each company could select up to 5 positions in their company that had the most job openings. The employers noted the largest need is for drivers – both heavy tractor-trailer truck drivers and light truck or delivery service drivers. Additionally, these employers report the need to hire fork-lift/lift truck drivers; laborers and freight/stock/material movers, hand; and packers and handlers, hand.

Selected Job Openings	Frequency
Heavy and Tractor-Trailer Truck Drivers	3
Light Truck or Delivery Service Drivers	3
Forklift or Lift Truck Operator/Driver	1
Laborers and Freight/Stock/Material Movers	1
Packers and Handlers	1
Total	9

Transportation, Logistics, and Warehousing Respondents by County

Only 2 counties were represented by the Transportation, Logistics, and Warehousing respondents. Seneca County recorded most respondents with five companies, with Huron County representing the last and final company.¹⁰

County	Frequency
Seneca	5
Huron	1
Total	6

Response Rate by County



Transportation, Logistics, and Warehousing Respondents by Employee Count

Companies “Between 51 and 100” employees were the highest represented in the Transportation, Logistics, and Warehousing industry.¹¹

Company Size	Frequency
Less than 25	0
Between 26 and 50	1
Between 51 and 100	2
Between 100 and 300	1
Between 301 and 500	1
Greater than 500	1
Total	6

Number of Employees



¹⁰ Limited survey responses for this question may have impacted County representation

¹¹ Limited survey responses for this question may have impacted Company employee size representation

Job Hiring and Openings

Respondents had the opportunity to select up to 5 positions with the most openings, as well as select and specify any additional positions that were not listed. There was a reported total of 104 new hires for the entire Transportation, Logistics, and Warehousing industry in the past 12 months. That said, the median response for new hires was 11, with the maximum new hires reported at 20. Respondents reported a total of 29 current job openings for the Transportation sector, with the median response being 2 job openings. The table below showcases these numbers.

	New Hires in Last 12 Months	Current Job Openings
Total	104	29
Median	11 new hires/company	2 job openings/company

Wages

The aggregate median wage for the entire Transportation, Logistics, and Warehousing industry is \$18.00/hr. for entry-level positions. The median wage for mid-level positions is \$18.00/hr., while the median wage for an experienced position is also \$18.00/hr. Only 3 of the 9 responses indicated any increase in hourly wage dependent on skill level.

	Entry-level hourly wage	Mid-level hourly wage	Experienced hourly wage
<u>Median</u>	<u>\$18.00</u>	<u>\$18.00</u>	<u>\$18.00</u>
<p><i>Notes:</i></p> <p>1. Among the entire Transportation industry, 9 answers were recorded for Entry-Level positions, 9 for Mid-level positions, and 9 for Experienced positions, encompassing a range of positions/job titles.</p>			

How Many People Do You Plan on Hiring by December 31, 2022, and 2025?

In the Transportation, Logistics, and Warehousing industry, employers who responded to the survey plan to hire and estimated total of 72 jobs by December 31, 2022, and 137 jobs by December 31, 2025. The median hire rate per company was 19 employees for 2022, and 23.5 employees for 2025. The average, maximum, and minimum responses are also noted below.

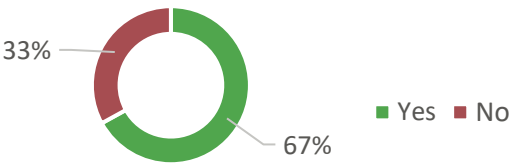
	By December 31, 2022	By December 31, 2025
Sum	72	137
Average	18	34
Median	19	24
Maximum	30	80
Minimum	5	10

Policy on Annual Wage Increase

Most companies (67%) in the Transportation, Logistics, and Warehousing industry have a policy on Annual Wage Increases.

Response	Frequency
Yes	4
No	2
Total	6

Company Policy on Annual Wage Increase



When Wage Increase is Offered after Hiring

All respondents indicated that wage increases are offered 1 year after hiring for the Transportation, Logistics, and Warehousing industry.

Time Frame	Frequency
3 Months	0
6 Months	0
9 Months	0
1 Year	6
Other	0
Total	6

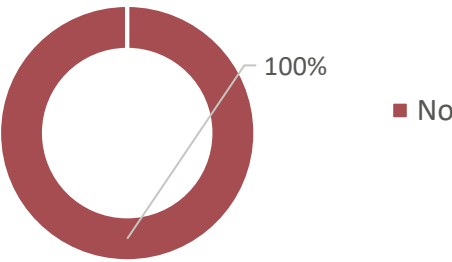
Time Frame of Wage Increase



Union Representation

Among the entire Transportation, Logistics, and Warehousing industry, 10 answers were recorded regarding unionization among positions, with all positions reported as having no roles that were unionized.

Unionized Roles

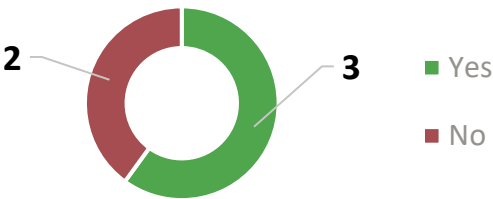


Shift Differential

Respondents in the Transportation, Logistics, and Warehousing industry selected either 1, 2, or 3 shifts available at their company for the positions listed, with 1 and 3 being the most common. Of the 5 respondents who listed multiple shifts, 3 companies reported to having shift differentials in wages. Wage differences per shift varied slightly, either being listed as \$0.25 or \$0.50.

Number of Shifts	Frequency
One	4
Two	1
Three	4

Among companies that did have different shifts, 60% provided shift differentials in wages

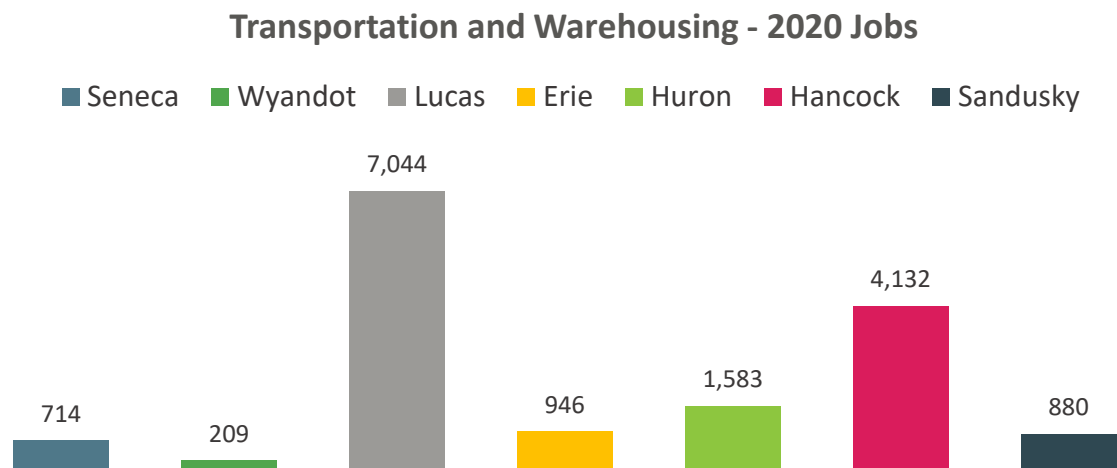


Additional Insights

While the lower response rates for the survey would not allow the report to break out positions for Transportation, Logistics, and Warehousing industry, additional insights using labor market information from Emsi, economicmodeling.com, for the Transportation and Warehousing industry and the selected occupations are detailed below.¹²

Industry Comparison

The chart below details the jobs in the Transportation and Warehousing industry in 2020. Lucas County has the most jobs in transportation and warehousing with 7,044 jobs whereas Hancock County has the second most jobs with 4,132. Wyandot County has the fewest jobs in this sector with 209 jobs in 2020. ¹³



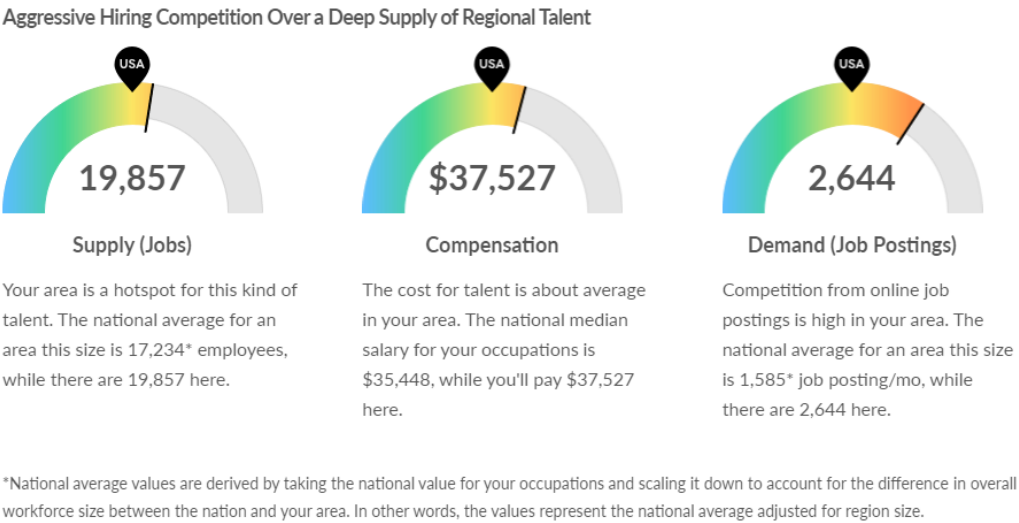
¹² The closest Industry that represented “Transportation, Logistics, and Warehousing” on the database for Emsi was the “Transportation and Warehousing” industry and therefore was selected for use.
¹³ Emsi Regional Comparison by Industry 2021

Occupation Overview

There were 5 selected occupations available for respondents to choose from for the Transportation, Logistics, and Warehousing industry. These 5 occupations were: (1) Heavy and Tractor-Trailer Truck Drivers, (2) Light Truck or Delivery Service Drivers (3) Forklift or Lift Truck Operator/Driver, (4) Laborers and Freight/Stock/Material Movers, and (5) Packers and Handlers. Using Emsi’s Occupational Snapshot for each of the listed positions over the seven-county region, a combined executive summary with compensation data is provided.

Executive Summary

Detailed below is a regional snapshot of the occupations in Emsi that best aligned with the Transportation, Logistics, and Warehousing occupations that were chosen for the survey. As the occupations on the survey for this specific industry did not align identically with Emsi’s database, the five best representative industries chosen were: (1) Heavy and Tractor-Trailer Truck Driver, (2) Light Truck Drivers, (3) Industrial Truck and Tractor Operators, (4) Laborers and Freight, Stock, and Material Movers, and (5) Packers and Packagers. The executive summary highlights the supply, compensation, and demand of all the selected occupations in the region combined.



Source: Emsi Labor Market Analytics, 2021

Compensation Summary

In 2020, the median compensation for the selected occupations in the region provided is \$18.04/hr., compared to a national median wage of \$17.04/hr.¹⁴ Based on these findings, for these positions, employers in the seven-county region will spend roughly 12% more to employ Transportation, Logistics, and Warehousing occupations. Additionally, the actual purchasing power for employees will be 12% greater than the national median when adjusted for regional cost of living (which is 6% lower than average). This may make it easier to attract talent to the region at this price.”¹⁵

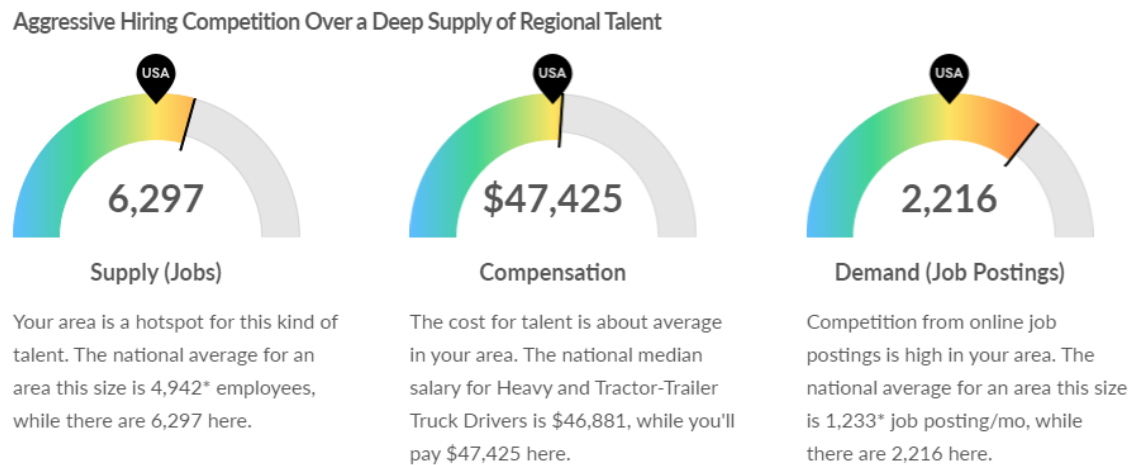
¹⁴ Data based on Emsi Occupation Snapshot Report
¹⁵ Emsi Occupational Snapshot Report for 5 Occupations in 7 Ohio Counties

Individual Transportation, Logistics, and Warehousing Occupation Breakdown

The occupations listed in the Transportation, Logistics, and Warehousing part of the survey did not align identically with Emsi’s database. For this reason, the best five representative occupations were selected: (1) Heavy and Tractor-Trailer Truck Driver, (2) Light Truck Drivers, (3) Industrial Truck and Tractor Operators, (4) Laborers and Freight, Stock, and Material Movers, and (5) Packers and Packagers. As seen, many occupations still align, or align very closely. Below is a snapshot for each individual occupation, detailing the supply, compensation, and demand of each occupation for the region. Supply indicates if the region is a hotspot for the kind of talent the occupation provides. Compensation showcases how costly this talent is to employ in the region, and how the employees working in the occupation are paid compared to the national average. Finally, the demand highlights how competitive the occupation is in the region.¹⁶ The demand is derived from scrubbing online job postings and comparing the number of unique postings in 2020 to the national average.¹⁷ It is important to note that the national average is scaled and adjusted according to the regions size.

1. HEAVY AND TRACTOR-TRAILER TRUCK DRIVER

As seen in the snapshot below, Heavy and Tractor-Trailer Truck Drivers are in high supply for the seven-county area, as 6,297 employees work in the region compared to the national average of 4,942. Additionally, with 2,216 unique job postings in 2020, the demand and competition for the occupation is well above average for the region. Finally, compensation in the region is \$47,425 for Heavy and Tractor-Trailer Truck Drivers, slightly above, roughly \$500 more, than the national average.



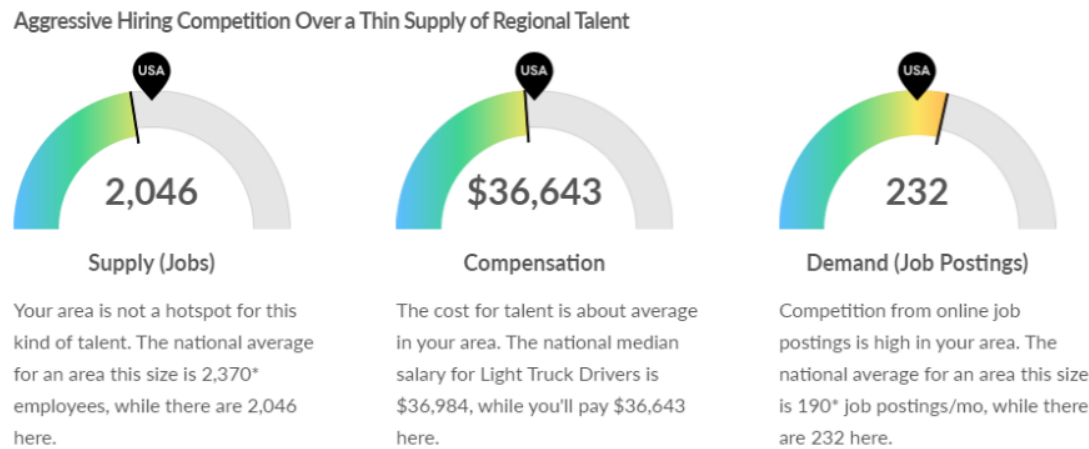
Source: Emsi Labor Market Analytics, 2021

¹⁶ Descriptions of supply, compensation, and demand from Emsi.

¹⁷ Unique Job Postings is the number of deduplicated job vacancy advertisements scraped from over 100,000 websites.

2. LIGHT TRUCK DRIVERS

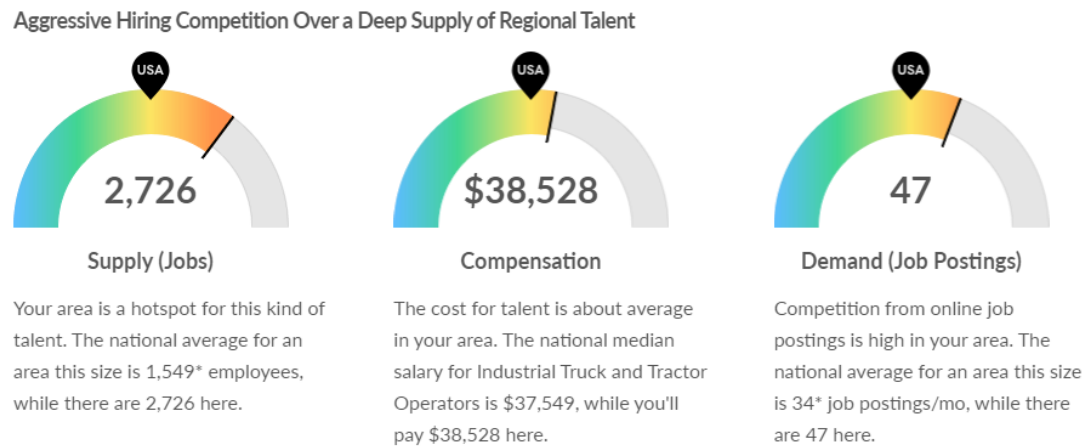
As seen in the snapshot below, Light Truck Drivers are in slightly lower supply for the seven-county area, as 2,046 employees work in the region compared to the national average of 2,370. With 232 unique job postings in 2020, the demand and competition for the occupation is higher than average for the region. Finally, compensation in the region is \$36,643 for Light Truck Drivers, right even, with the national average.



Source: Emsi Labor Market Analytics, 2021

3. INDUSTRIAL TRUCK AND TRACTOR OPERATORS

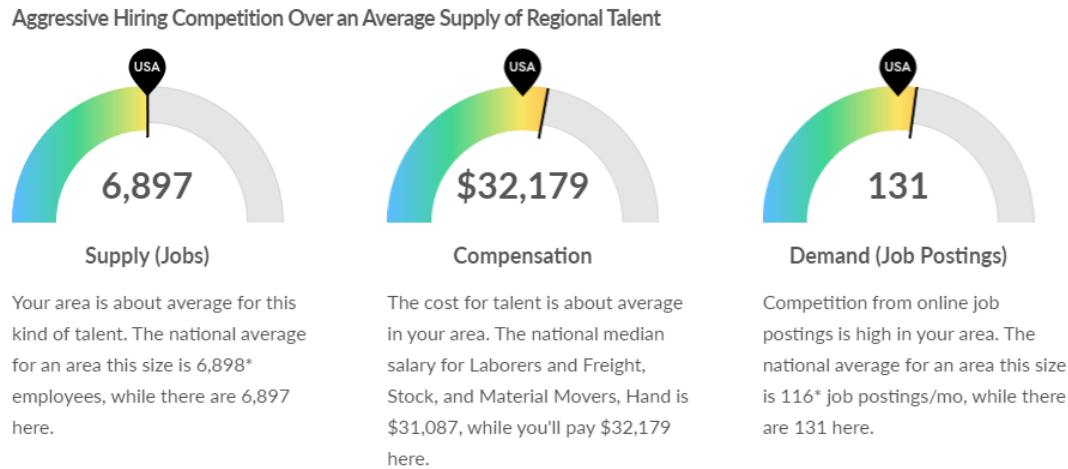
As seen in the snapshot below, Industrial Truck and Tractor Operators are in high supply for the seven-county area, as 2,726 employees work in the region compared to the national average of 1,549. With 47 unique job postings in 2020, the demand and competition for the occupation is about average for the region. Finally, compensation in the region is \$38,528 for Industrial Truck and Tractor Operators, slightly higher, roughly \$1,000 more, than the national average.



Source: Emsi Labor Market Analytics, 2021

4. LABORERS AND FREIGHT, STOCK, AND MATERIAL MOVERS

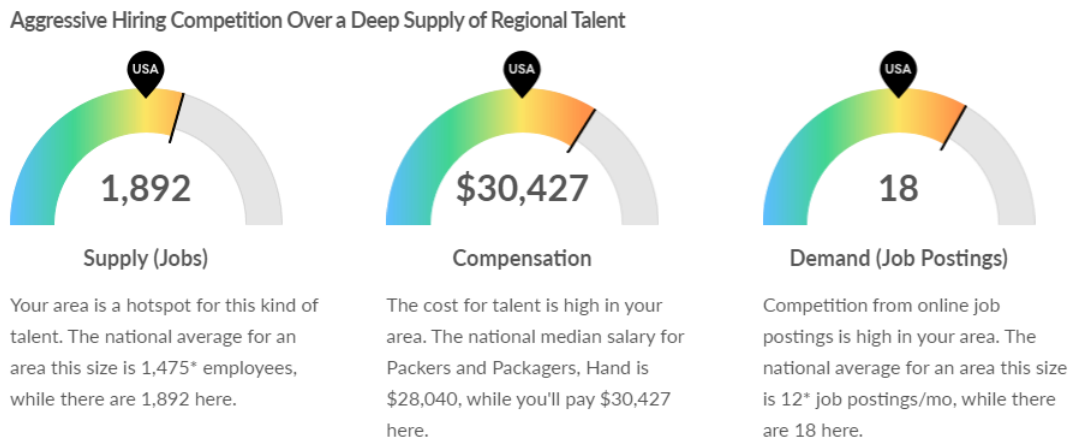
As seen in the snapshot below, Laborers and Freight, Stock, and Material Movers are in almost exactly average supply for the seven-county area, as 6,897 employees work in the region compared to the national average of 6,898. With 131 unique job postings in 2020, the demand and competition for the occupation is slightly above average for the region. Finally, compensation in the region is \$32,179 for Laborers and Freight, Stock, and Material Movers, marginally higher, roughly \$1,000 more, than the national average.



Source: Emsi Labor Market Analytics, 2021

5. PACKERS AND PACKAGERS

As seen in the snapshot below, Packers and Packers are in high supply for the seven-county area, as 1,892 employees work in the region compared to the national average of 1,475. With 18 unique job postings in 2020, the demand and competition for the occupation is above average for the region. Finally, compensation in the region is \$30,427 for Packers and Packers, well above, roughly \$2,000 more, than the national average.



Source: Emsi Labor Market Analytics, 2021

Construction

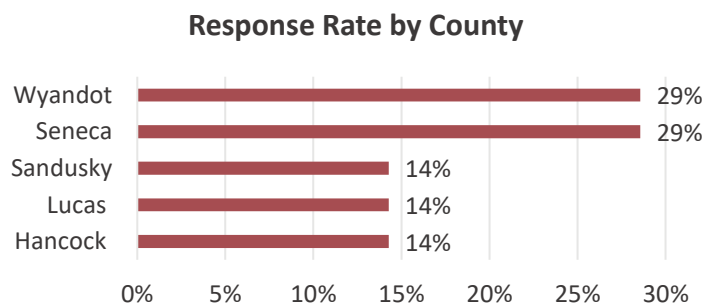
The Construction industry had 7 respondents that selected it as an industry that best represented their company. In the survey, each company could select up to 5 positions in their company that had the most job openings for this specific industry. Respondents reported largest need is for Construction Laborers and Operating Engineers/Other Construction Equipment Operators. Additionally, Carpenters, Electricians and Plumbers, Pipefitters and Steamfitters were reported as being needed for the Construction industry.

Selected Job Openings	Frequency
Construction Laborers	4
Operating Engineers and Other Construction Equipment Operators	3
Electricians	2
Plumbers, Pipefitters, and Steamfitters	1
Carpenters	1
Total	9

Construction Respondents by County

6 counties were represented by the respondents for the Construction industry. Wyandot County recorded the highest number of respondents with 2.¹⁸

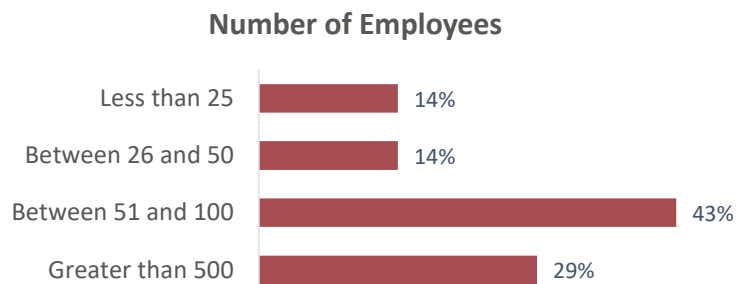
County	Frequency
Wyandot	2
Seneca	2
Sandusky	1
Hancock	1
Lucas	1
Total	6



Construction Respondents by Employee Count

Companies "Between 51 and 100" employees were the most represented in the Construction industry (3), followed by "Greater than 500" (2) and "Less than 25" (1).¹⁹

Company Size	Frequency
Less than 25	1
Between 26 and 50	0
Between 51 and 100	3
Between 100 and 300	0
Between 301 and 500	0
Greater than 500	2
Total	6



¹⁸ Limited survey responses for this question may have impacted County representation

¹⁹ Limited survey responses for this question may have impacted Company Employee Size representation

Job Hiring and Openings

Respondents had the opportunity to select up to 5 positions with the most openings, as well as select and specify any additional position that were not listed. There was a reported total of 97 new hires for the entire Construction industry in the past 12 months. The median response for new hires was 3, with the maximum new hires reported at 50. Respondents reported a total of 85 current job openings for the Construction industry, with the median response being 5 job openings. The table below showcases these numbers.

	New Hires in Last 12 Months	Current Job Openings
Total	97	85
Median	3 new hires/company	5 job openings/company

Wages

The aggregate median wage for the entire Construction industry is \$18.60/hr. for entry-level positions. The median wage for mid-level positions is \$23.19/hr., while the median wage for an experienced position is \$26.13/hr.

	Entry-level hourly wage	Mid-level hourly wage	Experienced hourly wage
Median	<u>\$18.60</u>	<u>\$23.19</u>	<u>\$26.13</u>
<p><i>Notes:</i></p> <p>1. Among the entire Construction industry, 9 answers were recorded for Entry-Level positions, 7 for Mid-level positions, and 8 for Experienced positions, encompassing a range of position/job titles.</p>			

How Many People Do You Plan on Hiring by December 31, 2022, and 2025?

In the Construction industry, employers who responded to the survey plan to hire and estimated total of 131 jobs by December 31, 2022, and 332 jobs by December 31, 2025. The median hire rate per company was 15 employees for 2022, and 15 employees for 2025. The average, maximum, and minimum responses are also noted below.

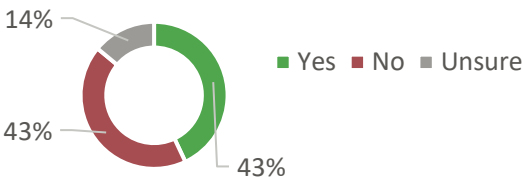
	By December 31, 2022	By December 31, 2025
Sum	131	332
Average	22	83
Median	15	15
Maximum	75	300
Minimum	3	2

Policy on Annual Wage Increase

Companies in the Construction industry were split equally on having a policy on Annual Wage Increases, with one company being unsure.

Response	Frequency
Yes	3
No	3
Unsure	1
Total	7

Company Policy on Annual Wage Increase

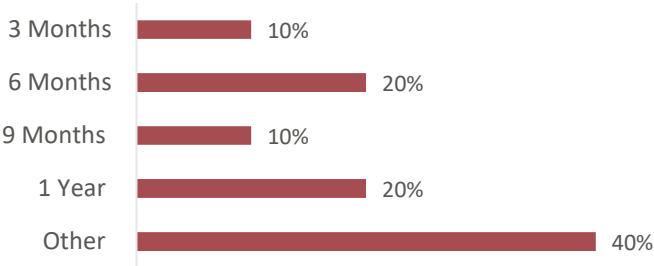


When Wage Increase is Offered After Hiring

One company had several selections for when wage increases were offered after hiring, impacting the total selections. Overall, “Other” had the highest response rate for timeframe with each response considering different and specific variables and exceptions.

Time Frame	Frequency
3 Months	1
6 Months	2
9 Months	1
1 Year	2
Other	4
Total	10

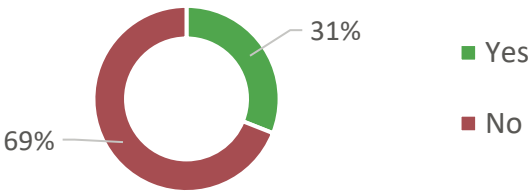
Time Frame of Wage Increase



Union Representation

Among the entire Construction industry, 16 answers were recorded regarding unionization among positions with 11 positions reported having no roles unionized while 5 did.

Unionized Roles



Shift Differential

A majority of respondents in the Construction industry selected 1 shift at their company for the positions listed. Of the 4 respondents who listed multiple shifts, all companies reported to having shift differentials in wages. No information on what the specific wage differences were for each position was listed.

Number of Shifts	Frequency
One	7
Three	4

Among companies that did have different shifts, 100% provided shift differentials in wages.

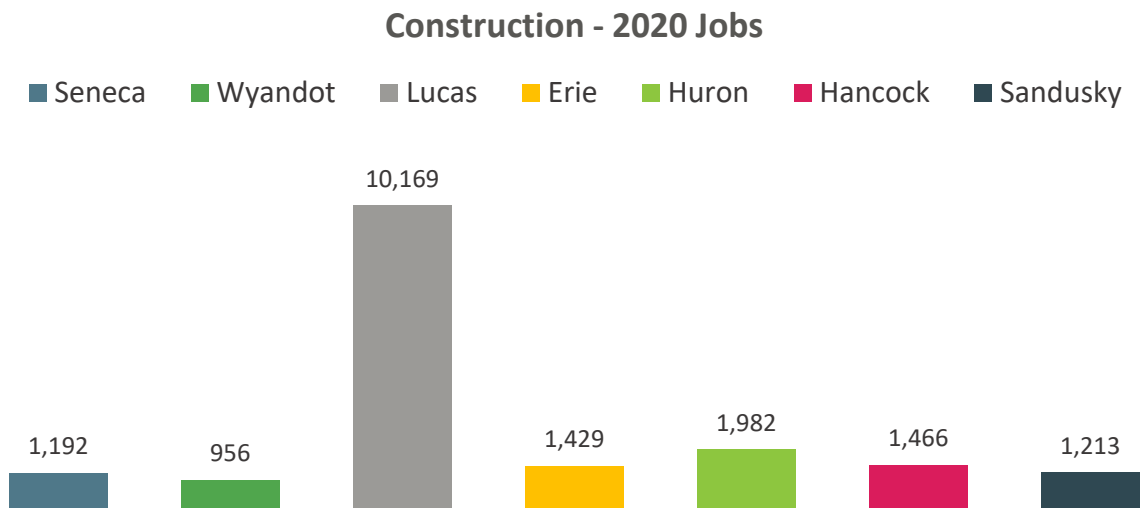


Additional Insights

While the lower response rates for the survey would not allow the report to break out positions for Construction, additional insights using labor market information from Emsi, economicmodeling.com, for the Construction industry and the selected occupations are detailed below.

Industry Comparison

The chart below details the jobs in the Construction industry in 2020. Lucas County has the most jobs in construction with 10,169 jobs whereas Huron County has the second most jobs with 1,982. Wyandot County has the fewest jobs in this sector with 956 jobs in 2020.²⁰



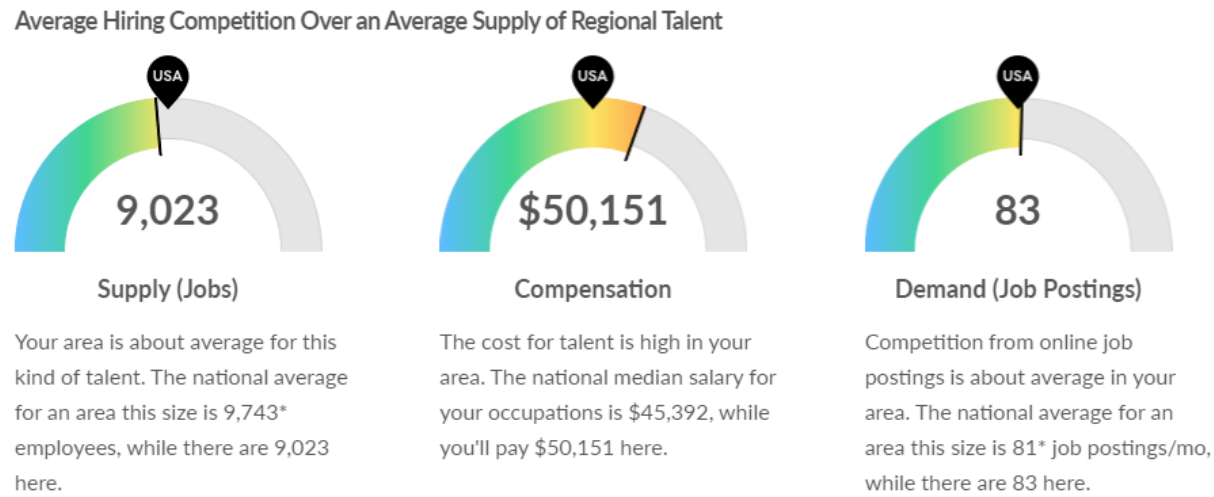
²⁰ Emsi Regional Comparison by Industry (2021)

Occupation Overview

There were 5 selected occupations available for respondents to choose from for the Construction industry. These 5 occupations were: (1) Construction Laborers, (2) Operating Engineers and Other Construction Equipment Operators (3) Electricians, (4) Plumbers, Pipefitters, and Steamfitters, and (5) Carpenters. Using Emsi’s Occupational Snapshot for each of the listed positions over the seven-county region, a combined executive summary with compensation data is provided.

Executive Summary

Detailed below is a regional snapshot of the five Construction occupations that were chosen for the survey. The executive summary highlights the supply, compensation, and demand of all the selected occupations in the region combined.



*National average values are derived by taking the national value for your occupations and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

Source: Emsi Labor Market Analytics, 2021

Compensation Summary

In 2020, the median compensation for the selected occupations in the region provided is \$24.11/hr., compared to a national median wage of \$21.82/hr.²¹ Based on these findings, for these positions, employers in the seven-county region will spend roughly 10% more to employ construction occupations. Additionally, the “actual purchasing power for employees will be 17% greater than the national median when adjusted for regional cost of living (which is 6% lower than average). This may make it easier to attract talent to the region at this price.”²²

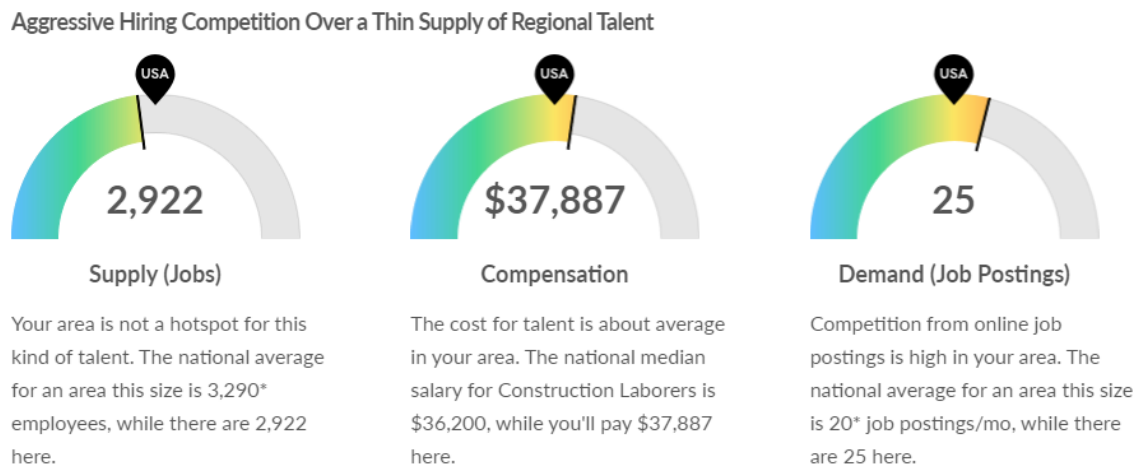
²¹ Data based on Emsi Occupation Snapshot Report
²² Emsi Occupational Snapshot Report for 5 Occupations in 7 Ohio Counties

Individual Construction Occupation Breakdown

The Construction industry in the survey had the following jobs: (1) Construction Laborers, (2) Operating Engineers and Other Construction Equipment Operators (3) Electricians, (4) Plumbers, Pipefitters, and Steamfitters, and (5) Carpenters. Below is a snapshot for each individual occupation, detailing the supply, compensation, and demand of each occupation for the region. Supply will indicate if the region is a hotspot for the kind of talent the occupation provides. Compensation highlights how costly this talent is to employ in the region, and how the employees working in the occupation are paid compared to the national average. Finally, the demand showcases how competitive the occupation is in the region.²³ The demand is derived from scrubbing online job postings and comparing the number of unique postings in 2020 to the national average.²⁴ It is important to note that the national average is scaled and adjusted according to the regions size.

1. CONSTRUCTION LABORERS

As seen in the snapshot below, Construction Laborers have a lower supply for the seven-county area, as 2,922 employees work in the region compared to the national average of 3,290. However, with 25 unique job postings in 2020, the demand and competition for the occupation is above average for the region. Finally, compensation in the region is \$37,887 for Construction Laborers, slightly higher, roughly \$1,500 more, than the national average.



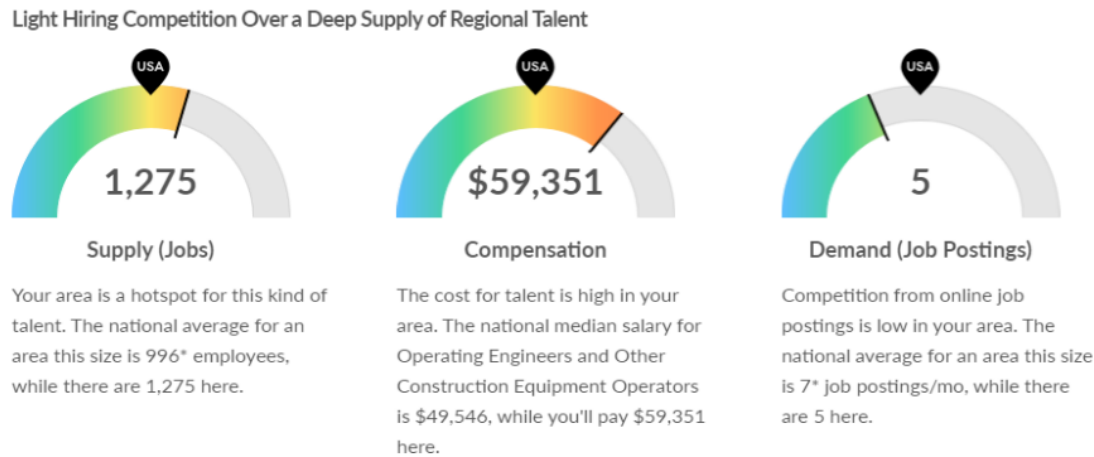
Source: Emsi Labor Market Analytics, 2021

²³ Descriptions of supply, compensation, and demand from Emsi.

²⁴ Unique Job Postings is the number of deduplicated job vacancy advertisements scraped from over 100,000 websites.

2. OPERATING ENGINEERS AND OTHER CONSTRUCTION EQUIPMENT OPERATORS

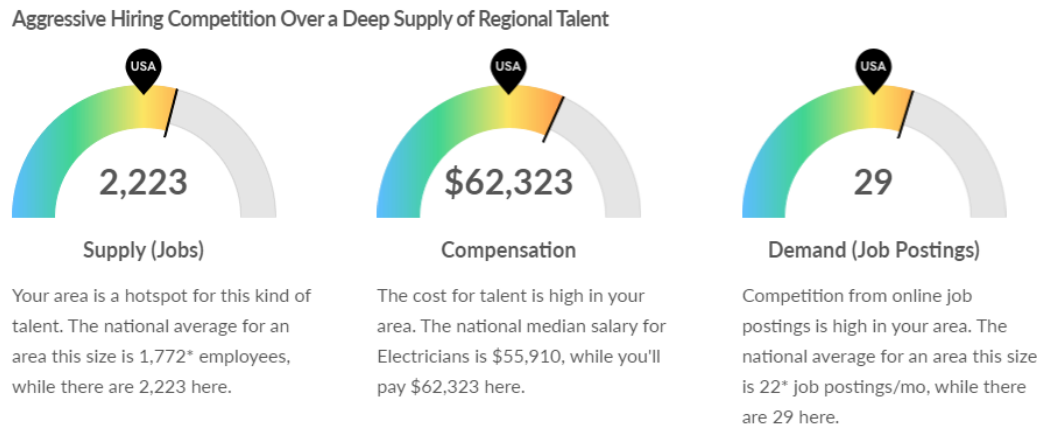
As seen in the snapshot below, Operating Engineers and Other Construction Equipment Operators are in high supply for the seven-county area, as 1,275 employees work in the region compared to the national average of 966. With just 5 unique job postings in 2020, the demand and competition for the occupation is lower than average for the region but varies only slightly due to the limited number of postings. Finally, compensation in the region is \$59,351 for Operating Engineers and Other Construction Equipment Operators, significantly higher, roughly \$10,000 more, than the national average.



Source: Emsi Labor Market Analytics, 2021

3. ELECTRICIANS

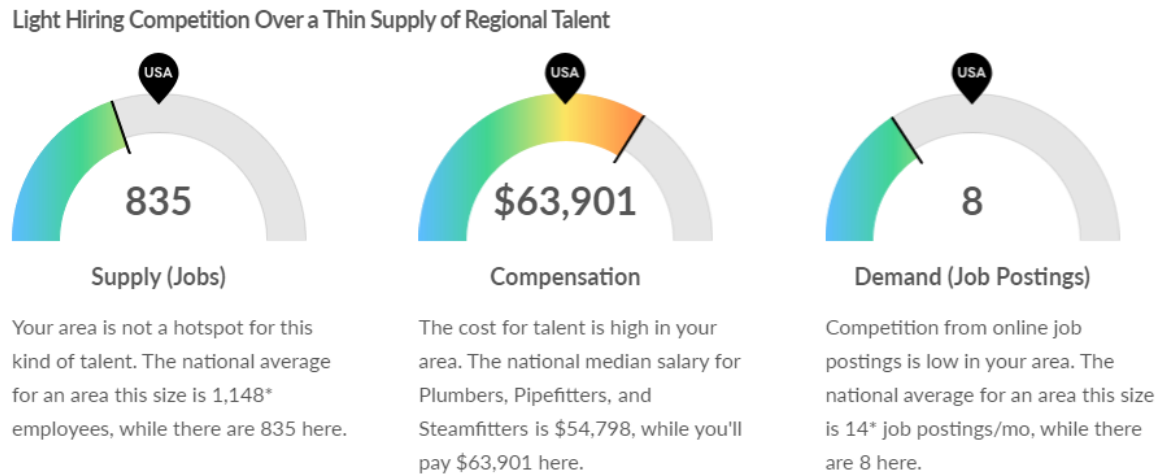
As seen in the snapshot below, Electricians are in high supply for the seven-county area, as 2,223 employees work in the region compared to the national average of 1,772. With 29 unique job postings in 2020, the demand and competition for the occupation is about average for the region. Finally, compensation in the region is \$62,323 for Electricians, significantly higher, roughly \$6,500 more, than the national average.



Source: Emsi Labor Market Analytics, 2021

4. PLUMBERS, PIPERFITTERS, AND STEAMFITTERS

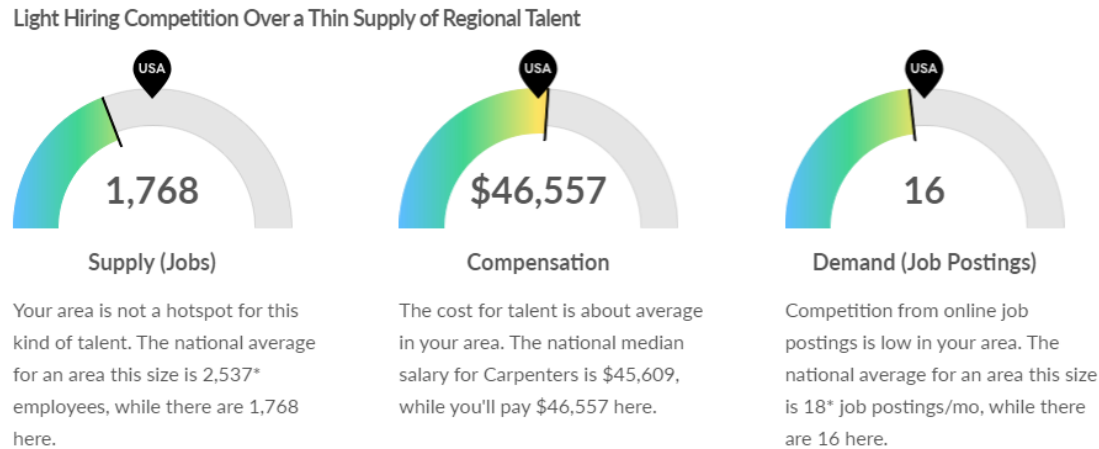
As seen in the snapshot below, Plumbers, Pipefitters, and Steamfitters are in low supply for the seven-county area, as 835 employees work in the region compared to the national average of 1,148. With only 8 unique job postings in 2020, the demand and competition for the occupation is low for the region but varies only slightly due to the limited number of postings. Finally, compensation in the region is \$63,901 for Plumbers, Pipefitters, and Steamfitters, considerably higher, roughly \$9,000 more, than the national average.



Source: Emsi Labor Market Analytics, 2021

5. CARPENTERS

As seen in the snapshot below, Carpenters are in low supply for the seven-county area, as 1,768 employees work in the region compared to the national average of 2,537. With 16 unique job postings in 2020, the demand and competition for the occupation is about average for the region. Finally, compensation in the region is \$46,557 for Carpenters, slightly above, roughly \$1,000 more, than the national average.



Source: Emsi Labor Market Analytics, 2021

Healthcare

The Healthcare industry had 6 respondents that selected it as an industry that best represented their company. In the survey, each company could select up to 5 positions in their company that had the most job openings for this specific industry. Employers responded with a variety of positions that are difficult to fill; Registered Nurses and Licensed Practical Nurses/Licensed Vocational Nurses were most mentioned as hiring needs. Also mentioned as hiring needs were Pharmacists and Pharmacy Technicians, Home Health Aides/Nursing Aides, Medical Assistants, Respiratory Therapists, Office Administrators and Medical Clerks, Laundry Associates and Housekeeping Assistance, Cooks and Dietary Aides, and Activities Professionals.

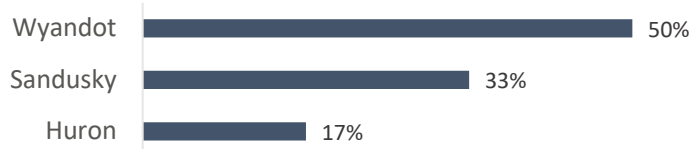
Selected Job Openings	Frequency
Registered Nurses	4
Licensed Practical and Licensed Vocational Nurses	3
Pharmacy Technicians	2
Home Health Aides/Nursing Assistants	2
Medical Assistants	1
Total	12

Healthcare Respondents by County

Overall, 3 counties were represented by the Healthcare respondents. Wyandot County recorded the highest number of respondents with 3 companies.²⁵

County	Frequency
Wyandot	3
Sandusky	2
Huron	1
Total	6

Response Rate by County

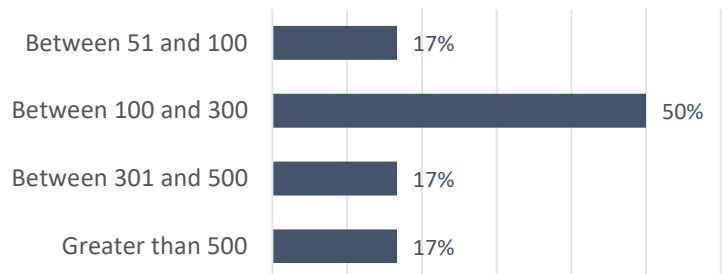


Healthcare Respondents by Employee Count

Companies “Between 100 and 300” employees were the highest represented in the Healthcare sector.²⁶

Company Size	Frequency
Less than 25	0
Between 26 and 50	0
Between 51 and 100	1
Between 100 and 300	3
Between 301 and 500	1
Greater than 500	1
Total	6

Number of Employees



²⁵Limited survey responses for this question may have impacted County representation

²⁶ Limited survey responses for this question may have impacted Company Employee Size representation

Job Hiring and Openings

Respondents had the opportunity to select up to 5 positions with the most openings, plus the opportunity to write in other positions if necessary. There was a reported total of 228 new hires for the entire Healthcare sector in the past 12 months. That said, the median response for new hires was 17, with the maximum new hires reported at 80. Respondents reported a total of 104 current job openings for the Healthcare sector, with the median response being 3 job openings. The table below showcases these numbers.

	New Hires in Last 12 Months	Current Job Openings
Total	228	104
Median	17 new hires/company	3 job openings/company

Wages

The aggregate median wage for the entire Healthcare sector is \$17.32/hr. for entry-level positions. The median wage for mid-level positions is \$19.94/hr., while the median wage for an experienced position is \$22.22/hr.

	Entry-level Hourly Wage	Mid-level Hourly Wage	Experienced Hourly Wage
Median	<u>\$17.32</u>	<u>\$19.94</u>	<u>\$22.22</u>
<i>Notes:</i> 1. Among the entire Healthcare industry, 11 answers were recorded for Entry-Level positions, 10 for Mid-level positions, and 10 for Experienced positions, encompassing a range of position/job titles.			

How Many People Do You Plan on Hiring by December 31, 2022, and 2025?

In the Healthcare industry, employers who responded to the survey plan to hire and estimated total of 920 jobs by December 31, 2022, and 1,775 jobs by December 31, 2025. The data was heavily influenced by 1 larger company accounting for a large majority of the new hires. This bias is reflected in the median, as the hire rate per company was 53 employees for 2022, and 150 employees for 2025. The average, maximum, and minimum responses are also noted below.

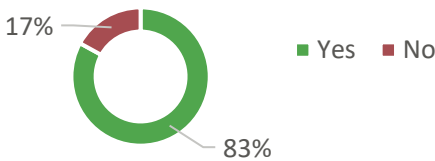
	By December 31, 2022	By December 31, 2025
Sum	920	1,775
Average	230	591
Median	53	150
Maximum	800	1600
Minimum	15	25

Policy on Annual Wage Increase

A majority of companies (5) in the Healthcare industry have a policy on Annual Wage Increases.

Response	Frequency
Yes	5
No	1
Total	6

Company Policy on Annual Wage Increase

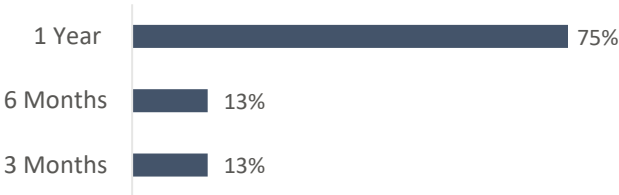


When Wage Increase is Offered After Hiring

Overall, most companies (6) selected “1 Year” as being the timeframe for when a wage increase is offered after hiring. One company had multiple selections on when they offer increases impacting the total amount of frequencies.

Time Frame	Frequency
3 Months	1
6 Months	1
1 Year	6
Total	8

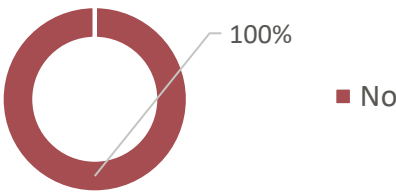
Time Frame of Wage Increase



Union Representation

Among the entire Healthcare industry, 11 answers were recorded regarding unionization among positions, with all 11 positions listed having no roles unionized.

Unionized Roles

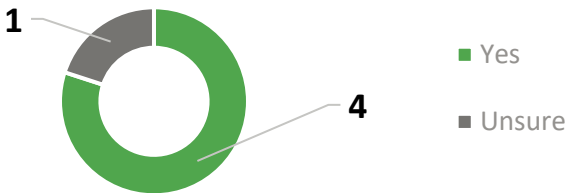


Shift Differential

A slight majority of respondents in the Healthcare industry selected 1 shift at their company for the positions listed. Of the 5 respondents who listed multiple shifts, 4 companies reported to having shift differentials in wages, while 1 was unsure. Wage differences for shift differentials varied slightly, but the most common answer was an additional 15% of base salary.

Number of Shifts	Frequency
One	5
Two	4
Three	1

Among companies that did have different shifts,
80% provided shift differentials in wages

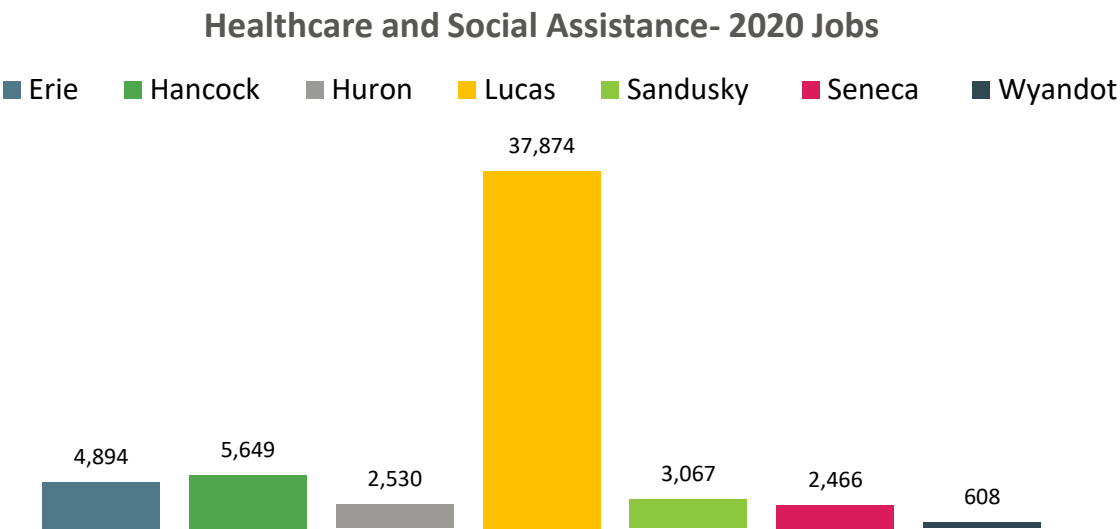


Additional Insights

While the lower response rates for the survey would not allow the report to break out positions for Healthcare, additional insights, using labor market information from Emsi, economicmodeling.com, for the Healthcare and Social Assistance industry and the selected occupations are detailed below.

Industry Comparison

The chart below details the jobs in the Healthcare and Social Assistance industry in 2020. Lucas County has the most jobs in healthcare with 37,874 jobs whereas Hancock County has the second most jobs with 5,649. Wyandot County has the least jobs in this sector with 608 jobs in 2020. ²⁷



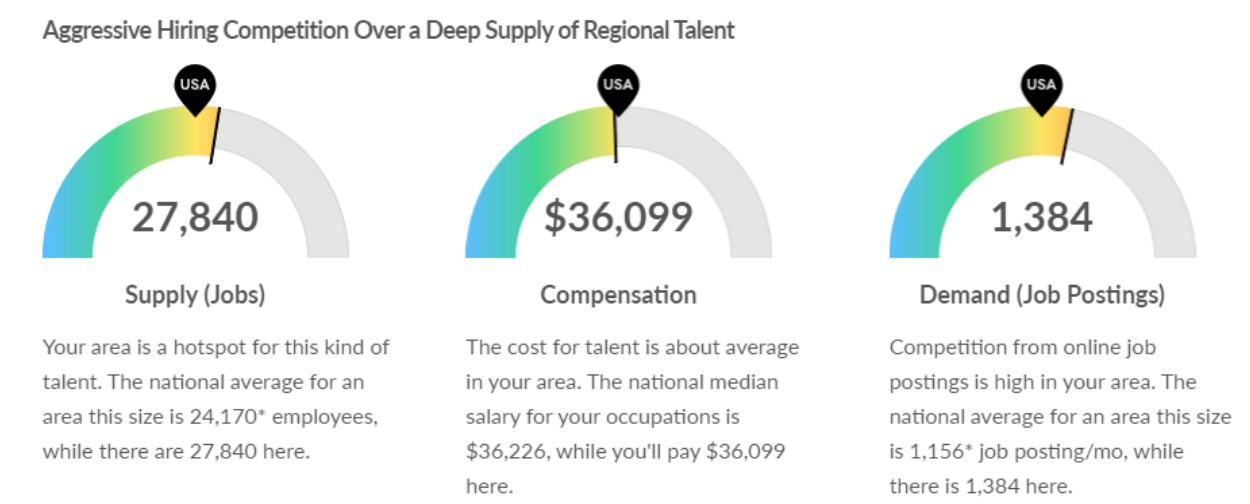
²⁷ Emsi Regional Comparison by Industry

Occupation Overview

There were five selected occupations available for respondents to choose from for the Healthcare industry. These five occupations were: (1) Registered Nurses, (2) Licensed Practical and Licensed Vocational Nurses, (3) Pharmacy Technicians, (4) Home Health Aides/Nursing Assistants, and (5) Medical Assistants. Using Emsi’s Occupational Snapshot for each of the listed positions over the seven-county region, a combined executive summary with compensation data is provided.²⁸

Executive Summary

Detailed below is a regional snapshot of the five Healthcare and Social Assistance occupations that were chosen for the survey. The executive summary highlights the supply, compensation, and demand of all the selected occupations in the region combined.



*National average values are derived by taking the national value for your occupations and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

Source: Emsi Labor Market Analytics, 2021

Compensation Summary

In 2020, the median compensation for the selected occupations in the region is \$17.36/hr., compared to a national median wage of \$17.42/hr.²⁹ Based on these findings, for these positions, employers in the seven-county region will spend slightly less to employ the selected healthcare occupations. Additionally, the actual purchasing power for employees will be 6% greater than the national median when adjusted for regional cost of living (which is 6% lower than average). This may make it easier to attract talent to the region at this price.³⁰

²⁸ To account for each occupation listed in the survey, 6 occupations were chosen for the Occupational Snapshot, as Home Health Aides/Nursing Assistants had to be each selected separately and thus split up.

²⁹ Data based on Emsi Occupational Snapshot Report

³⁰ Emsi Occupational Snapshot Report for 6 Occupations in 7 Ohio Counties

Individual Healthcare Occupation Breakdown

The Healthcare industry in the survey had the following jobs: (1) Registered Nurses, (2) Licensed Practical and Licensed Vocational Nurses, (3) Pharmacy Technicians, (4) Home Health Aides/Nursing Assistants, and (5) Medical Assistants. As noted, in order to collect individual data on all occupations, Home Health Aides/Nursing Assistants had to be separated to run each report in Emsi.³¹ Below is a snapshot for each individual occupation, detailing the supply, compensation, and demand of each occupation for the region. Supply is important as it can show if the region is a hotspot for the kind of talent the occupation provides. Compensation can show how costly this talent is to employ in the region, and how the employees working in the occupation are paid compared to the national average. Finally, demand can show how competitive the occupation is in the region.³² Demand is derived from scrubbing online job postings and comparing the number of unique postings in 2020 to the national average.³³ It is important to note that the national average is scaled and adjusted according to the regions size.

1. REGISITERED NURSES

As seen in the snapshot below, Registered Nurses are in high supply for the seven-county area, as 9,507 employees work in the region compared to the national average of 7,283. With 731 unique job postings in 2020, the demand and competition for the occupation is about average for the region. Finally, compensation in the region is \$66,573 for Registered Nurses, significantly lower, roughly \$10,000 less, than the national average.



Source: Emsi Labor Market Analytics, 2021

³¹ In the Wage Benefit Survey Home Health Aides and Nursing Assistants were combined into one selection. In order to run a report that covered these occupations in Emsi, the two had to be separated.

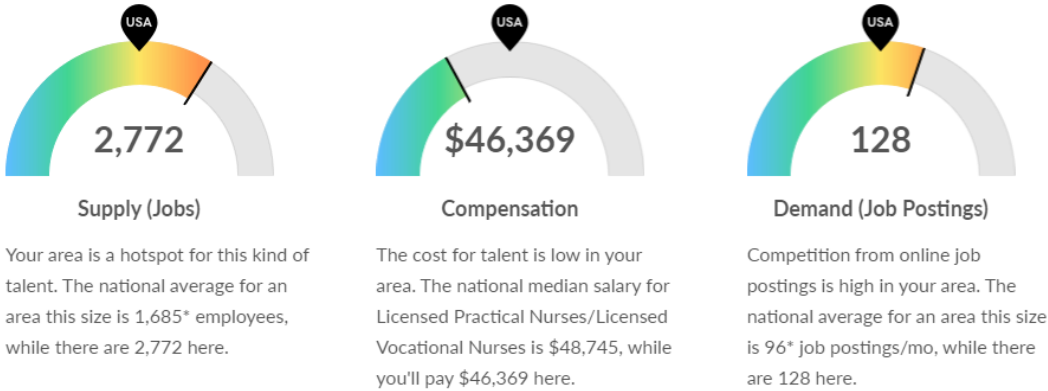
³² Descriptions of supply, compensation, and demand from Emsi.

³³ Unique Job Postings is the number of deduplicated job vacancy advertisements scraped from over 100,000 websites.

2. LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES

As seen in the snapshot below, Licensed Practical and Licensed Vocational Nurses are in high supply for the seven-county area, as 2,772 employees work in the region compared to the national average of 1,685. With 128 unique job postings in 2020, the demand and competition for the occupation is above average for the region. Finally, compensation in the region is \$46,369 for Licensed Practical and Licensed Vocational Nurses, slightly lower, roughly \$2,500 less, than the national average.

Aggressive Hiring Competition Over a Deep Supply of Regional Talent

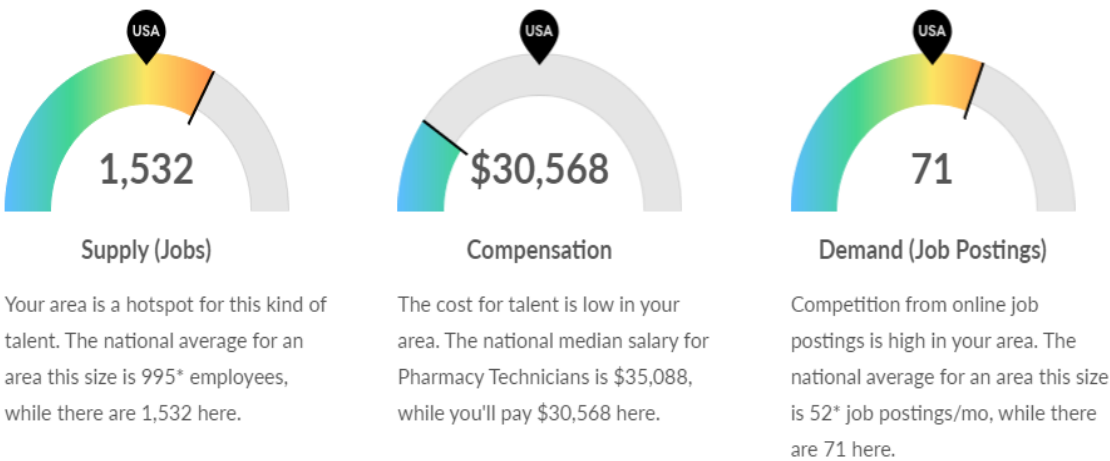


Source: Emsi Labor Market Analytics, 2021

3. PHARMACY TECHNICIANS

As seen in the snapshot below, Pharmacy Technicians are in high supply for the seven-county area, as 1,532 employees work in the region compared to the national average of 995. With 71 unique job postings in 2020, the demand and competition for the occupation is about average for the region. Finally, compensation in the region is \$30,568 for Pharmacy Technicians, considerably lower, roughly \$5,000 less, than the national average.

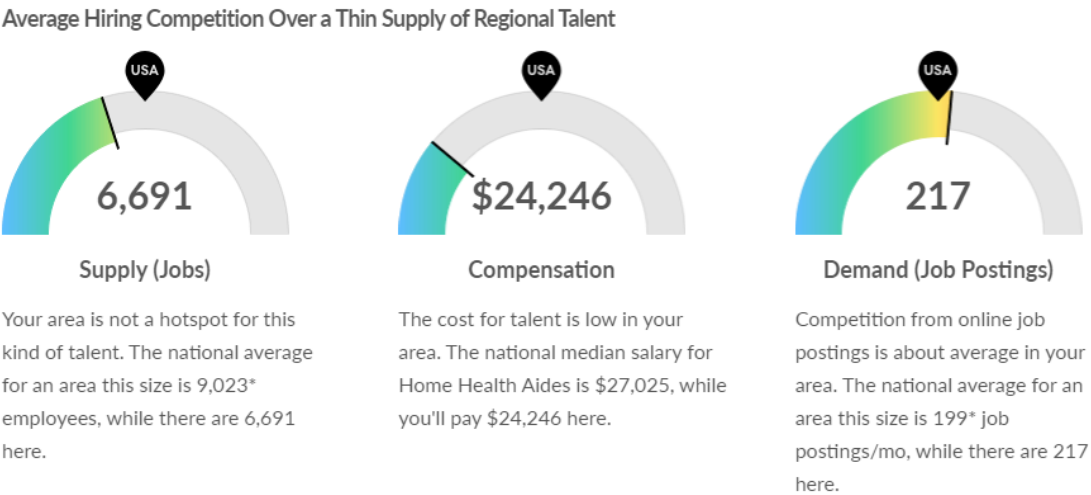
Aggressive Hiring Competition Over a Deep Supply of Regional Talent



Source: Emsi Labor Market Analytics, 2021

4. HOME HEALTH AIDES

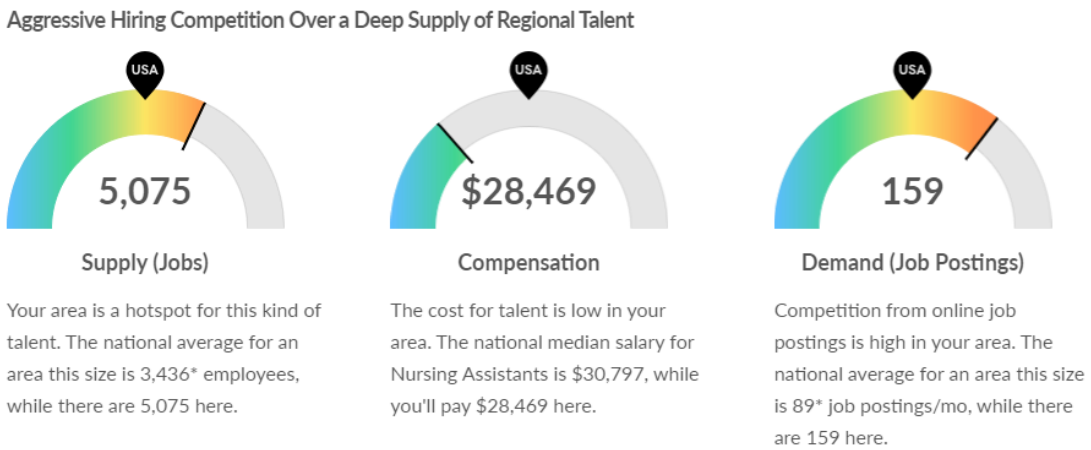
As seen in the snapshot below, Home Health Aides are in low supply for the seven-county area, as 6,691 employees work in the region compared to the national average of 9,023. With 217 unique job postings in 2020, the demand and competition for the occupation is about average for the region. Finally, compensation in the region is \$24,246 for Home Health Aides, considerably lower, roughly \$3,000 less, than the national average.



Source: Emsi Labor Market Analytics, 2021

5. NURSING ASSISTANTS

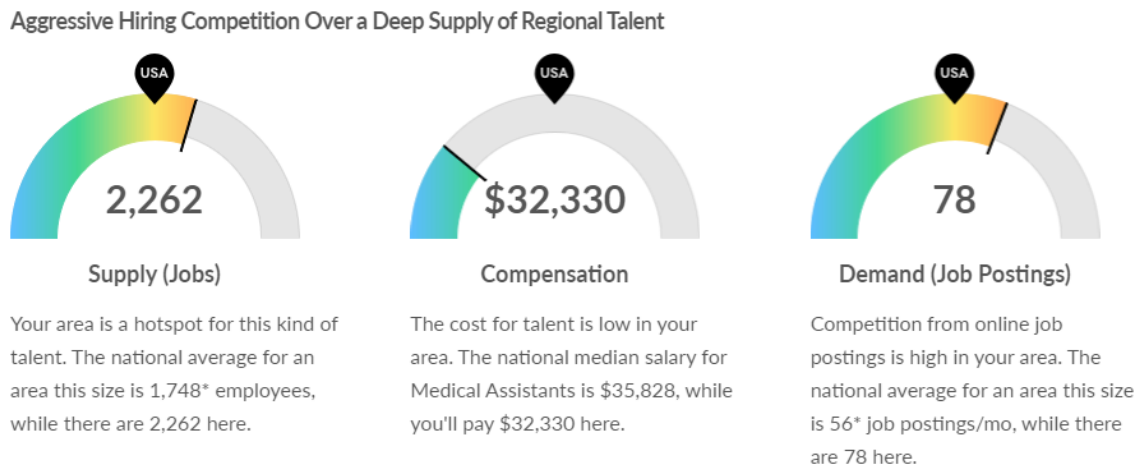
As seen in the snapshot below, Nursing Assistants are in high supply for the seven-county area, as 5,075 employees work in the region compared to the national average of 3,436. With 159 unique job postings in 2020, the demand and competition for the occupation is well above average for the region. Finally, compensation in the region is \$28,469 for Nursing Assistants, slightly lower, roughly \$2,000 less, than the national average.



Source: Emsi Labor Market Analytics, 2021

6. MEDICAL ASSISTANTS

As seen in the snapshot below, Medical Assistants are in high supply for the seven-county area, as 2,262 employees work in the region compared to the national average of 1,748. With 78 unique job postings in 2020, the demand and competition for the occupation is above average for the region. Finally, compensation in the region is \$32,330 for Medical Assistants, considerably lower, roughly \$3,500 less, than the national average.



Source: Emsi Labor Market Analytics, 2021

“Other” Write-In Section

Employers were able to write in industries and fill out information on their needs. Below is the list of industries and positions companies shared.

Industries and Positions Written-In by Companies:

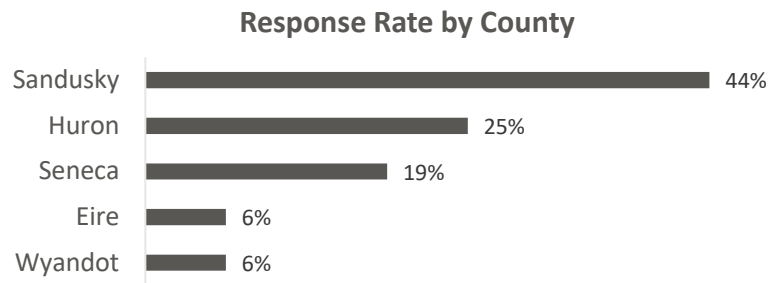
- **Job Shop**
 - CNC Late
 - CNC Mill
- **Milling**
 - Technician
 - Maintenance Technician
 - Truck Driver
- **Recruiting**
 - Outreach Coordinator
 - Job Placement Developer
 - Office Manager
- **Automotive**
 - Certified Automotive Technician
 - Accounting
 - Service Manager
- **Professional, Funeral Home**
 - N/A
- **Service Provider**
 - Production
 - Customer Service
 - Maintenance
- **Agriculture and Manufacturing**
 - Harvest/Post-Harvest
 - Cultivation
 - Processing
- **Security Services Installation of Systems**
 - Installer Trainee
 - Installer
 - Lead Tech
- **Lawn Care**
 - Lawn Care Technician
- **Sales Rental Housing**
 - N/A
- **Association/Office**
 - Program and Events Coordinator
- **County Park District**
 - Operations
 - Ranger

- Programs
- **Non-Profit**
 - Direct Support Professional
- **Commercial and Residential Cleaning**
 - Office Cleaner
 - Housekeeper
 - Window Cleaner
- **Retail**
 - Retail Associate
 - Keyholder
 - Assistant Manager
- **Recruiting and Staffing**
 - Machine Operator
 - General Labor
 - Industrial Cleaning

“Other” Respondents by County

Overall, “Other” respondents were well represented by several counties. 7 companies were from Sandusky County, the most represented accounting for 44% of all respondents.

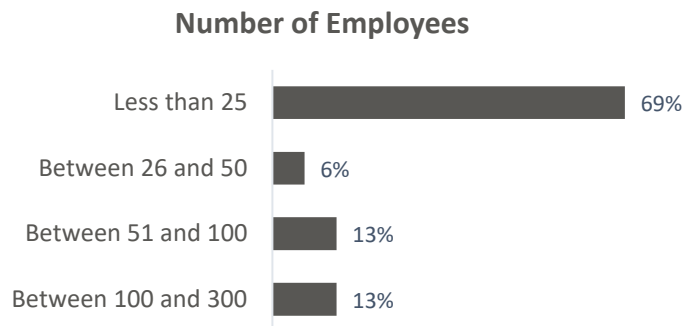
County	Frequency
Wyandot	1
Erie	1
Seneca	3
Huron	4
Sandusky	7
Total	16



“Other” Respondents by Employee Count

Overall, most “Other” respondents were small companies, with 11 of the 16, or 69% of all respondents having less than 25 employees.

Company Size	Frequency
Less than 25	11
Between 26 and 50	1
Between 51 and 100	2
Between 100 and 300	2
Between 301 and 500	0
Greater than 500	0
Total	16



Job Hiring and Openings

“Other” respondents had the opportunity to write in up to 3 positions with the most openings. There was a reported total of 251 new hires for the entire “Other” write in section in the past 12 months. That said, the median response for new hires was 6, with the maximum new hires reported at 50. Respondents reported a total of 42 current job openings for the “Other” respondents, with the median response being 2 job openings. The table below showcases these numbers.

	New Hires in Last 12 Months	Current Job Openings
Total	251	64
Median	4 new hires/company	2 job openings/company

Wages

The aggregate median wage for all the “Other” respondents is \$12.00/hr. for entry-level positions. The median wage for mid-level positions is \$14.50/hr., while the median wage for an experienced positions is \$18.00/hr.

	Entry-level Hourly Wage	Mid-level Hourly Wage	Experienced Hourly Wage
Median	<u>\$12.00</u>	<u>\$15.00</u>	<u>\$21.00</u>
<p><i>Notes:</i></p> <ol style="list-style-type: none"> Among the “Other” responses, 26 answers were recorded for Entry-Level positions, 24 for Mid-level positions, and 18 for Experienced positions, encompassing a range of position/job titles. 			

How Many People Do You Plan on Hiring by December 31, 2022, and 2025?

For the “Other” responses, employers who responded to the survey plan to hire and estimated total of 87 jobs by December 31, 2022, and 150 jobs by December 31, 2025. The median is 3 new hires per company for 2022, and 5 new hires for 2025. The average, maximum, and minimum responses are also noted below.

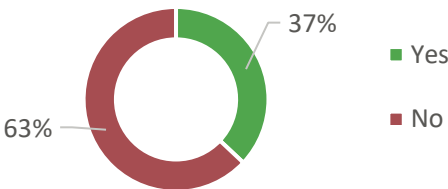
	By December 31, 2022	By December 31, 2025
Sum	87	150
Average	7	12
Median	3	5
Maximum	22	67
Minimum	1	1

Policy on Annual Wage Increase

A majority of companies who selected “Other” do not have a policy on Annual Wage Increases.

Response	Frequency
Yes	6
No	10
Total	16

Company Policy on Annual Wage Increase

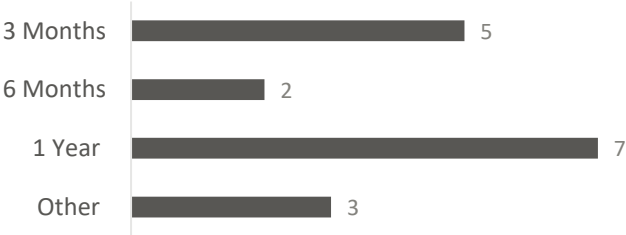


When Wage Increase is Offered After Hiring

Overall, companies selected “1 Year” most frequently as being the timeframe for when a wage increase is offered after hiring. One company had multiple selections on when they offer increases impacting the total amount of frequencies.

Time Frame	Frequency
3 Months	5
6 Months	2
1 Year	7
Other	3
Total	17

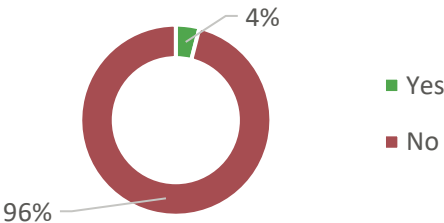
Time Frame of Wage Increase



Union Representation

Among the entire “Other” write in section, 26 answers were recorded regarding unionization among positions, with 25 respondents selecting no roles are unionized, and only 1 of the 26 selecting roles are unionized at their company for the position written in.

Unionized Roles



Shift Differential

Shift differential questions were not asked for the “Other” write in section positions.

APPENDIX A: SURVEY

Wage and Benefit Survey

To better serve their workforce, employers have for many years requested an updated wage and benefit survey. This survey will be targeted at industrial employers (including manufacturing, logistics, and warehousing) as well as other employers (healthcare and construction). Employers in other sectors, who are interested in completing the survey, are welcome to participate completing the other category; we welcome all feedback. Employers in Sandusky, Seneca, Erie, Hancock, Huron, Lucas, and Wyandot counties are invited to participate in this survey.

This survey is voluntary and will take approximately 15-25 minutes to complete. The survey will be easier to complete if you have information on wages and benefits in front of you. To see the list of questions prior to starting please click this link. You can stop taking the survey at any time. **Your responses are completely anonymous and individual responses will only be reported in aggregate.** No identifying (company or personal) information will be tied to specific response, but participating organizations will have access to the final report.

By clicking “Next” below, you are consenting for TPMA to use your feedback to help inform the evaluation. If you have any questions about this survey, please contact Joely Pope, TPMA Project Consultant, at jpope@tpma-inc.com.

Thank you for your participation!

Directions: For each question, please answer as it relates to your company

Company Information

1. Company Name
2. Street Address
3. City
4. State
5. Zip Code
6. County (Drop down)

7. Number of Employees (full-time or part-time with minimum of 20 hours)
(dropdown/multiple choice: Less than 25, Between 26 and 50, Between 51 and 100, Between 100 and 300, Between 300 and 500, Greater than 500)

8. For the positions that comprise the largest percentage of your company, what is the most common work week? (multiple choice: 3-day workweek, 4-day workweek, 5-day workweek, etc.)

9. Please select all of the below benefits your company currently offers to full-time employees.
 - a. Health Insurance
 - b. Life Insurance

- c. Dental Insurance
 - d. Vision care
 - e. Short-term disability insurance
 - f. Long-term disability insurance
 - g. Flexible Spending Account (FSAs)
 - h. Health Spending Account (HSAs)
 - i. Paid Holidays
 - j. Paid Medical Leave
 - k. Paid Time Off (PTO)
 - l. Retirement benefits (Contribution to 401k, Simple IRA or other similar retirement plan)
 - m. Overtime or comp time
 - n. Incentive plans (bonuses)
 - o. Tuition reimbursement
 - p. Other training/education opportunities
 - q. Transportation
 - r. Other (please specify)
10. (if selected yes to health plan) What is your (the employer) contribution to the health plan?
- a. Comment box
11. Does your company have a policy on annual wage increases? (yes/no/unsure)
12. (If yes) What is your company's policy on annual wage increases (i.e. by what percent are any wages increased annually)?
- a. Comment box
13. When do you offer wage increases after hiring? Check all that apply (checkbox: 3-month, 6-month, 9-month, 1 year, Other (please specify)
14. As an employer, what difficulties do you encounter in attracting and/or retaining employees based on available wage and benefit offerings at your company? (comment box)
15. How many people do you plan on hiring by 12/31/2022
16. How many people do you plan on hiring by 12/31/2025
17. Which of the following industries best describes your company?
- a. Manufacturing
 - b. Transportation/Logistics/ Warehousing
 - c. Construction/Skilled Trades
 - d. Healthcare
 - e. Other (please specify)

Questions For Each Job Position

In this section we will ask you specific information about the positions in which your company has the most openings. This will help to not only understand wage and benefits across sectors but also across job types.

1. Please select up to five positions/job titles in which your company has the most openings. You will be asked more detailed questions about the wages for each position selected. (check boxes)
 - a. Position/Job Title 1
 - b. Position/Job Title 2
 - c. Position/ Job Title 3
 - d. Position/ Job Title 4
 - e. Position/ Job Title 5
 - f. Position/ Job Title 6
 - g. Position/ Job Title 7
 - h. Other

(Logic to these questions for each of the positions checked)

2. Please list the starting hourly wages at each level for X position:
 - a. Entry
 - b. Mid-level
 - c. Experienced
3. Are positions/roles identified above unionized?
 - a. Yes, all roles are unionized.
 - b. No roles are unionized.
 - c. Some are unionized.
4. New hires in last 12 months
5. Current job openings
6. How many shifts are there within your company?
 - a. 1
 - b. 2
 - c. 3
 - d. 4
 - e. Other
7. What are the working hours for shifts at your company (i.e. 8 am – 4 pm, 8 am – 8 pm, etc.)?
8. Are there shift differentials in wages for off-shifts? (dropdown: yes, no, unsure)
9. *(If shift differentials exist)* What are your company's current wage differentials for each shift? (comment box)

General

10. Can you be contacted for any follow-up to this survey? (yes/no)

11. (If yes 29) Contact Information

1. Name
2. Title
3. Phone
4. Email Address

Thank you again for your participation!

If you have any questions or comments about the survey, please contact Joely Pope, TPMA Project Consultant at jpope@tpma-inc.com

Positions by Industry

Healthcare Occupations

- Registered Nurses
- Licensed Practical and Licensed Vocational Nurses
- Pharmacy Technicians
- Home Health Aides/ Nursing Assistants
- Medical Assistants
- Other

Construction/Skilled Trades

- Carpenters
- Construction Laborers
- Electricians
- Plumbers, Pipefitters and Steamfitters
- Operating Engineers and Other Construction Equipment Operators
- Other

Manufacturing

- Floor Supervisors and/or Managers of Production/Operating Workers
- Team Assemblers/Assemblers and Fabricators
- Machinists
- Maintenance Tech
- Welders (including Cutters, Solderers and Brazers)
- Other

Transportation/Logistics / Warehousing

- Heavy and Tractor-Trailer Truck Drivers
- Light Truck or Delivery Service Drivers
- Fork Lift or Lift Truck Operator/Driver
- Laborers and Freight/Stock/Material Movers, Hand
- Packers & Handlers, Hand
- Other