



# ECIRP WAGE SURVEY 2020

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Purdue Center for Regional Development  
Roberto Gallardo, Ph.D.

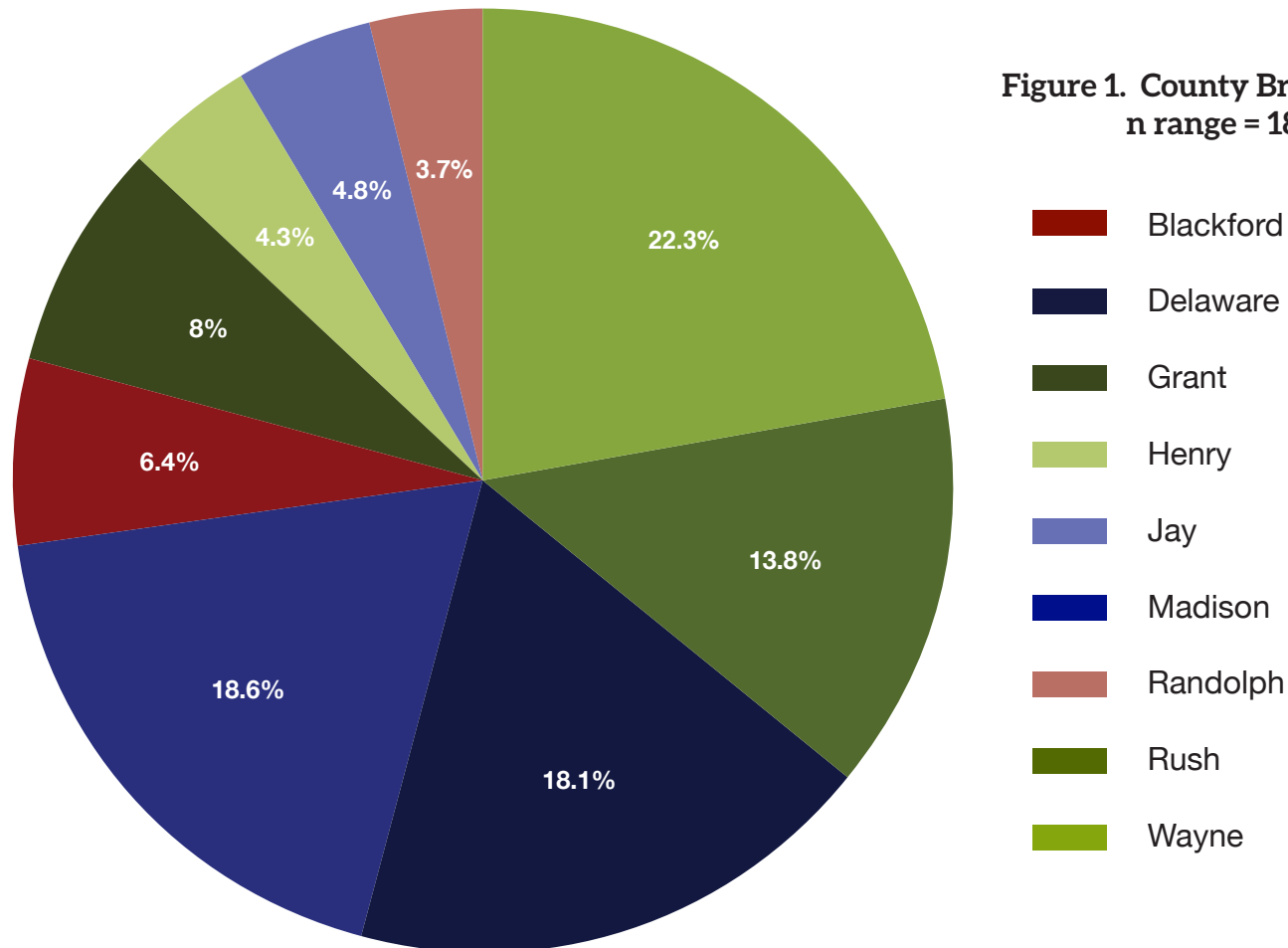
# Methodology

The East Central Indiana Regional Partnership conducted a wage and benefit online survey among businesses in their region. The survey gathered data for three weeks in October 2020 resulting in 189 valid responses.

The survey included questions regarding the impact of COVID-19 and total number of employees. It also asked about number of hourly and salaried workers as well as the entry, average, and highest wages for 113 different jobs grouped into 14 major categories. Types of benefits offered were also included in the survey including but not limited to health and dental insurance, life and disability insurance, bonus programs, and personal time off and vacation.

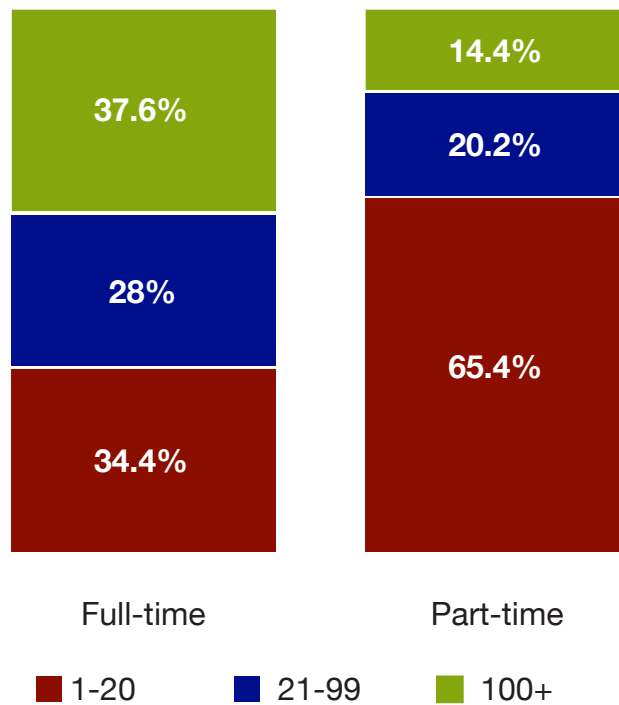
## Overview of Responses and COVID Impact

A total of 189 valid responses were received from businesses in multiple counties. Figure 1 below shows the response breakdown by county. Business in Wayne County had the highest share with a little more than one-fifth (22.3%) followed by Madison with 18.6% and Delaware with 18.1%. Jay County had the lowest response share with 4.8%.



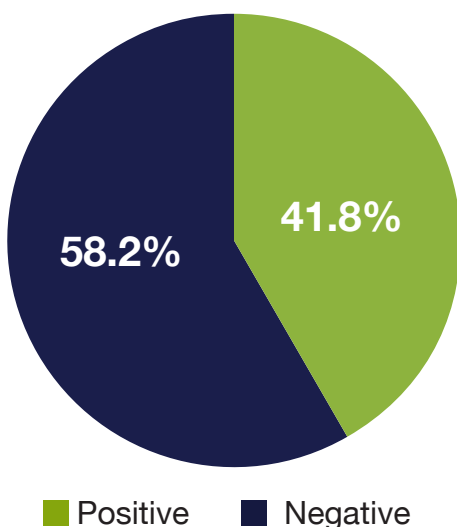
Regarding the number of full and part-time employees, Figure 2 shows that roughly a little more than one-third (34.4%) of respondents had between 1 and 20 full-time employees compared to 28% with 21-99 full-time employees and 37.6% with 100 or more full-time employees. Regarding part-time employees, smaller businesses (between 1 and 20 employees) rely more on these types of employees (65.4%) compared to only 14.4% of those with more than 100 employees.

**Figure 2. Responses by Number and Type of Employees**  
n range =104-189

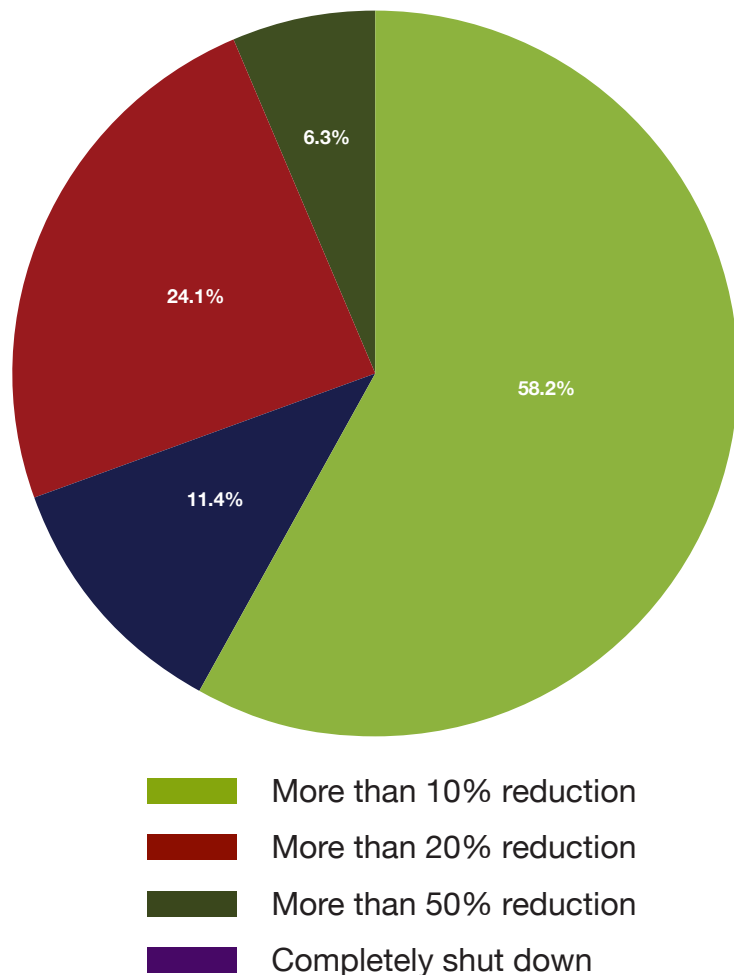


Regarding the impact of COVID-19, more than half (58.2%) of respondents said it had a negative impact on their workforce as shown in Figure 3. However, among those impacted in a negative way, 58.2% indicated they had to reduce more than 10% of their full time equivalent (FTEs) jobs while 11.4% said they had to completely shut down as shown in Figure 4.

**Figure 3. COVID Workforce Impact**  
n range = 170

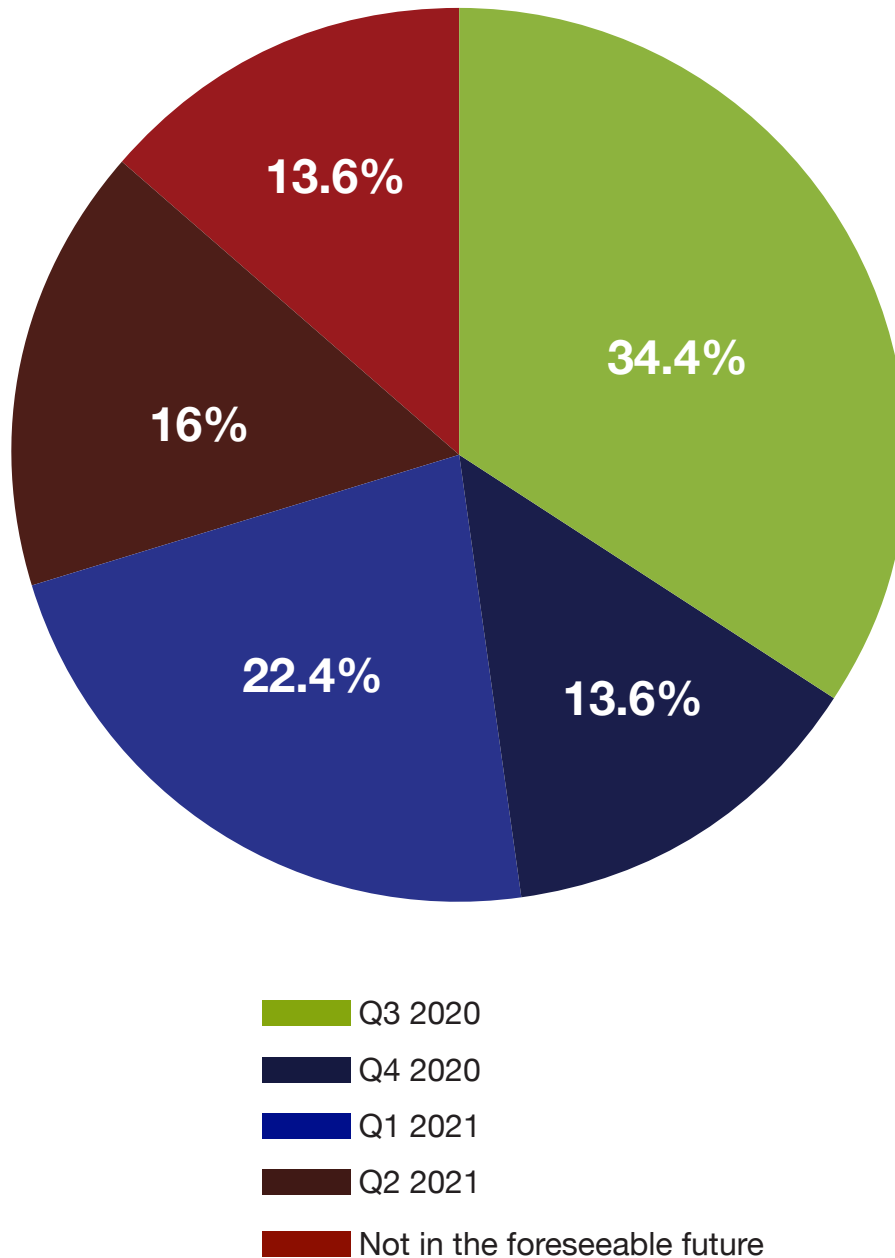


**Figure 4. COVID FTE Reduction**  
n range = 79



Moreover, roughly 13.6% of respondents said they do not expect their business and workforce operations to return to pre-COVID levels in the foreseeable future. About 47% of those who responded said they expect to return to pre-COVID levels this year (Q3 & Q4) while roughly 38% hope to get there by mid-2021 (Q1 & Q2 2021).

**Figure 5. Business & Workforce back to pre-COVID Levels**  
n range = 125



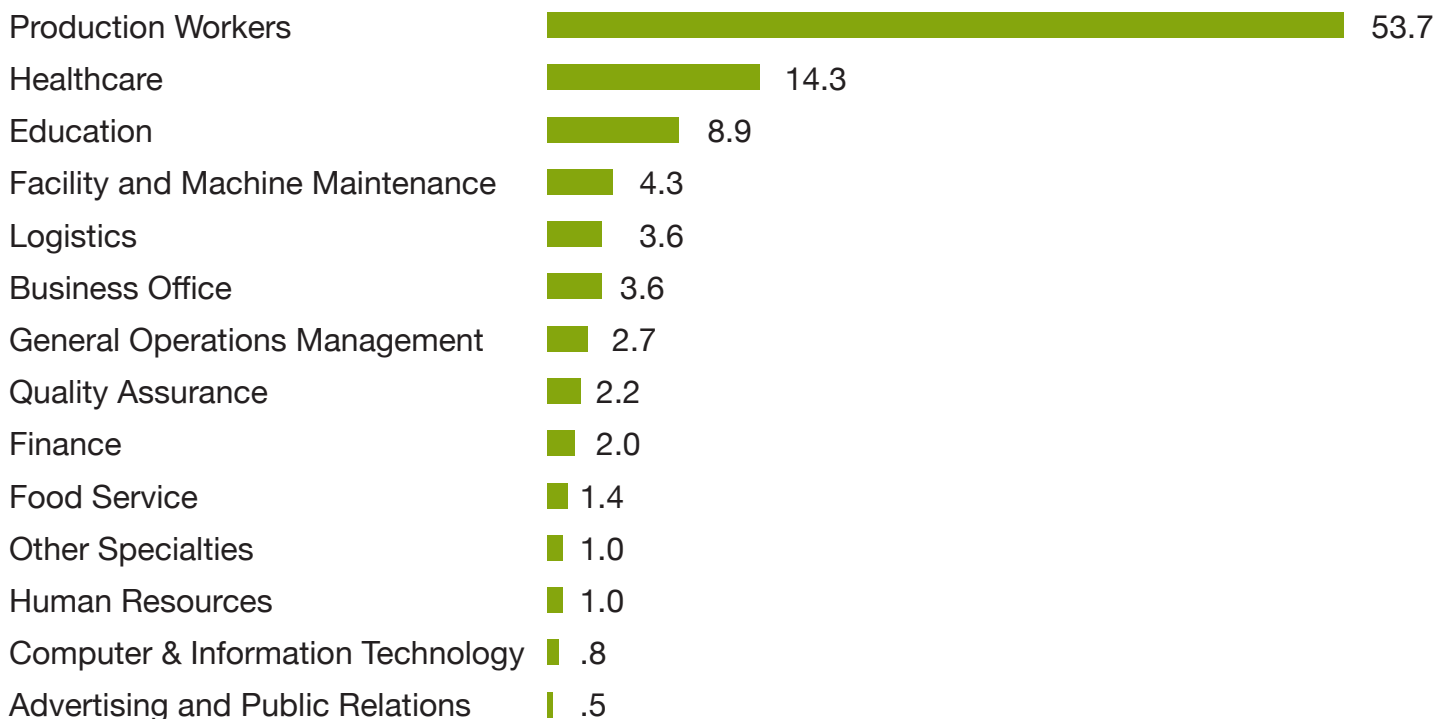
In summary, 58% of responses came from Wayne, Madison, and Delaware counties. Smaller businesses (between 1 and 20 employees) had a higher share of part-time employees and more than half of respondents were negatively impacted by COVID-19. On the other hand, more than half of those affected by COVID-19 reduced more than 10% of full-time equivalent jobs compared to 11.4% which had to completely shut down.

# Employee Analysis

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A total of 189 businesses reporting on 113 different jobs resulted in 13,550 employees. Of these, roughly 10,922 (80.6%) were hourly employees versus 2,628 (19.4%) salaried employees. Figure 6 shows the percent of total employees by job group. More than half of employees reported in the region (53.7%) belonged to the production worker category followed by 14.3% in the healthcare group. Advertising and public relations had the lowest share of employees reported with 0.5% followed by computer and information technology with 0.8%.

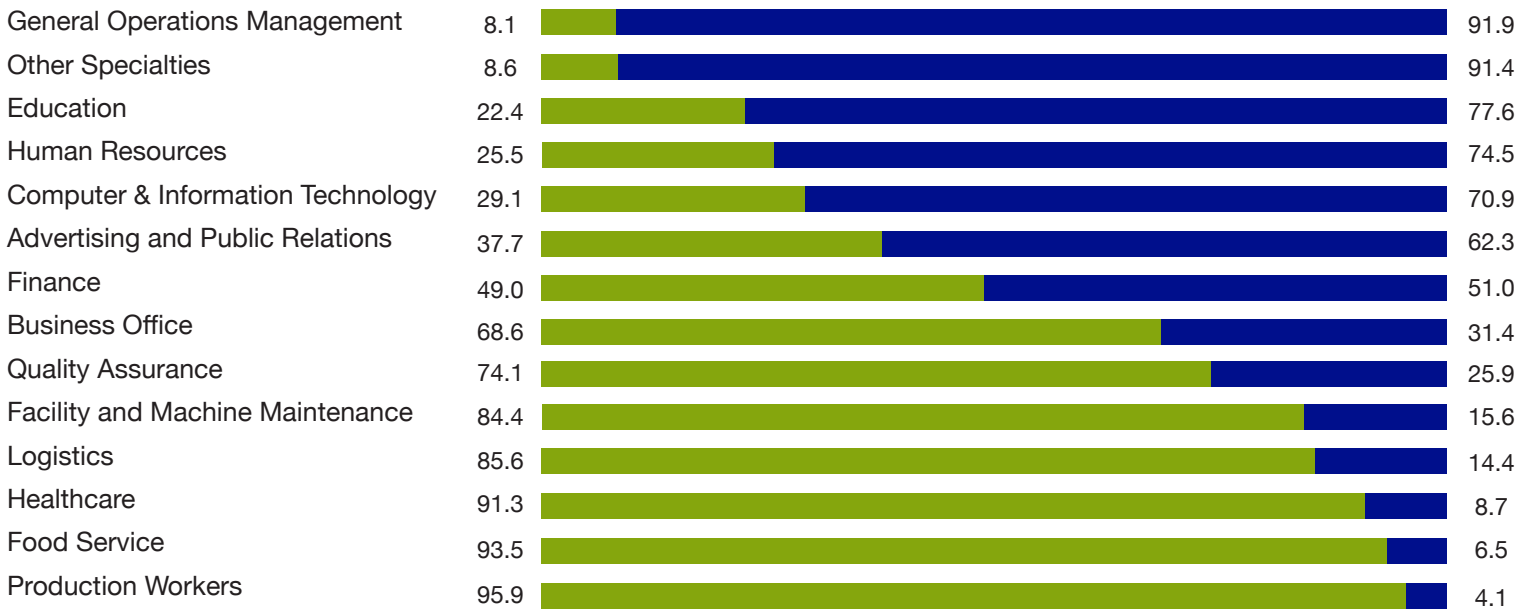
**Figure 6. % Total Employees by Job Group**  
n range = 28-306



Note: keep in mind that n size is larger than the total number of respondents because businesses reported both full-time and part-time employees.

Figure 7 shows the percent of employees by type within each job group. The job group with the highest share of salaried employees were those in the general operations management group with 91.9% compared to 8.1% that were hourly. On the other hand, 4.1% of those in the production workers job group, which also had more than half of the share of total employees (see Figure 6), were salaried compared to almost 96% hourly. Salaried versus hourly employees in the finance job group were almost half and half with 51% and 49% respectively.

**Figure 7. % Job Groups by Employee**  
n range = 28-306



Note: keep in mind that n size is larger than the total number of respondents because businesses reported both full-time and part-time employees.

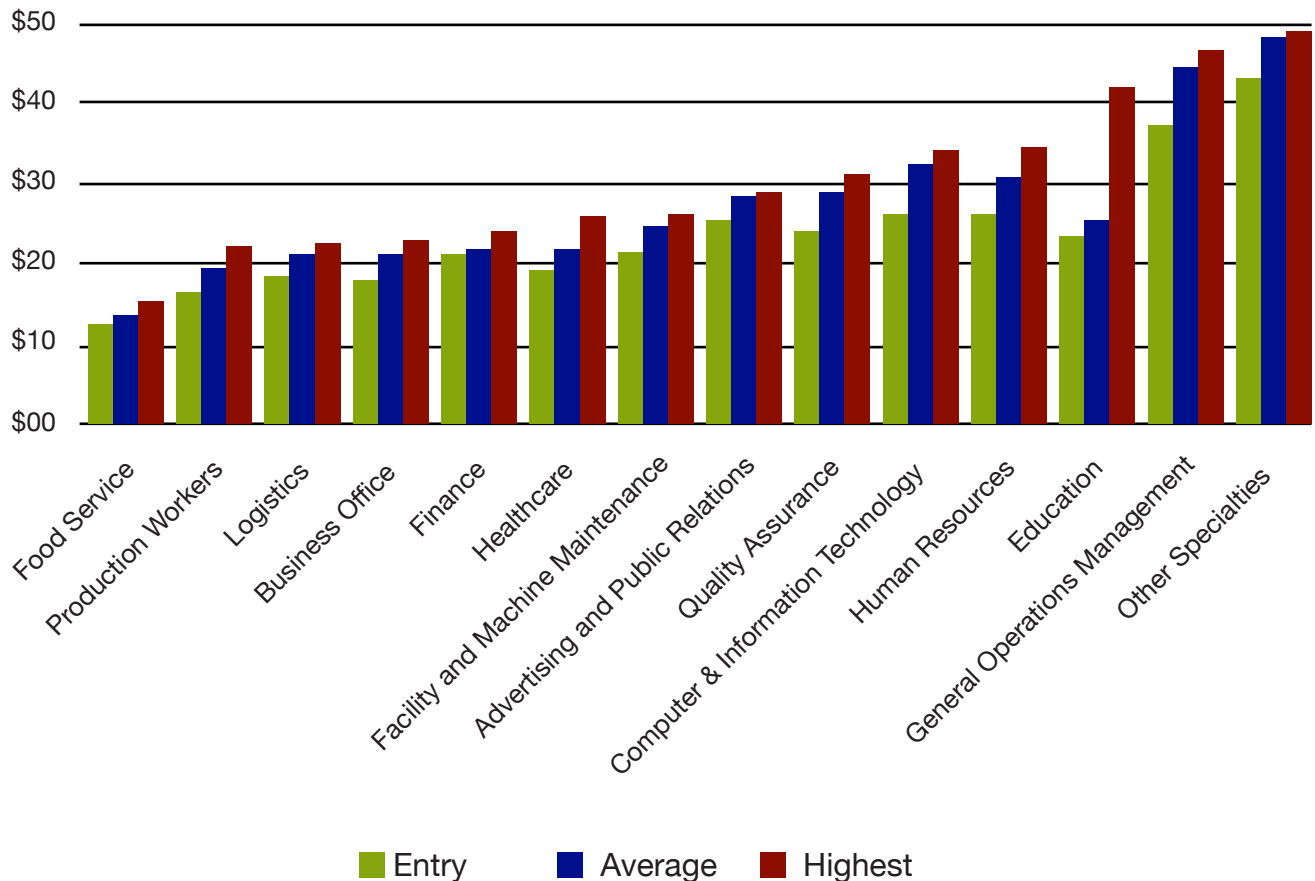
■ Hourly     ■ Salaried

# Wage Analysis

Overall, the average hourly wages in the region were \$22.59 for the entry wage, \$25.71 for the average wage, and \$28.87 for the highest wage. Regarding wages by job groups, Figure 8 shows the average wages (entry, average, and highest) among the 14 job groups analyzed sorted from lowest to highest based on the average highest wage reported (gray bar).

Food service had the lowest average wages followed by production workers while the other specialties group had the highest followed by general operations management. Differences between entry, average, and highest wages were consistent across most job groups except for the education job group. In this group, the average highest wage was \$18 per hour higher compared to the average entry wage (blue bar). On the other hand, the difference between higher and entry wages was lowest in the finance group.

Figure 8. Average Wages by Job Groups



The tables below show the average actual entry, average, and highest wages per job group and specific jobs listed. Also included are the number of responses per job. The number of responses is important to keep in mind because the lower the number of responses the less accurate or more susceptible to outliers the averages are.

For example, the highest average actual entry wage and average wage was \$106.99 per hour for the corporate counsel/staff attorney under the other specialties job group. However, there was only one response. Likewise, the highest average highest wage was the professor job under the education job group. However, this too is based only on one response.

On the other hand, the lowest average entry wage was for food service worker while the lowest average and highest wages were for teaching assistants. These, however, did have more than one response.

Highest averages have been highlighted in teal below while lowest averages have been highlighted

## Finance

<i>Occupation</i>	<i>Actual Entry Wage</i>	<i>Count</i>	<i>Average Wage</i>	<i>Count</i>	<i>Highest Wage</i>	<i>Count</i>
<i>Finance</i>	\$21.33		\$21.74		\$24.22	
<b>Accountant</b>	<b>\$25.03</b>	<b>23</b>	<b>\$27.55</b>	<b>21</b>	<b>\$28.41</b>	<b>22</b>
<b>Accounting Clerk</b>	<b>\$17.59</b>	<b>19</b>	<b>\$18.62</b>	<b>16</b>	<b>\$18.69</b>	<b>15</b>
<b>Accounts Payable Clerk</b>	<b>\$15.52</b>	<b>17</b>	<b>\$17.37</b>	<b>11</b>	<b>\$17.72</b>	<b>13</b>
<b>Accounts Payable Supervisor</b>	<b>\$23.93</b>	<b>4</b>	<b>\$22.26</b>	<b>4</b>	<b>\$27.38</b>	<b>4</b>
<b>Accounts Receivable Clerk</b>	<b>\$15.28</b>	<b>11</b>	<b>\$17.00</b>	<b>8</b>	<b>\$18.50</b>	<b>9</b>
<b>Accounts Receivable Supervisor</b>	<b>\$21.09</b>	<b>5</b>	<b>\$25.24</b>	<b>4</b>	<b>\$27.51</b>	<b>7</b>
<b>Auditor</b>		<b>0</b>		<b>0</b>		<b>0</b>
<b>Bank/Branch Manager</b>	<b>\$23.32</b>	<b>2</b>	<b>\$24.55</b>	<b>2</b>	<b>\$26.44</b>	<b>1</b>
<b>Bank/Brand Manager, Assistant</b>	<b>\$16.87</b>	<b>2</b>	<b>\$16.48</b>	<b>2</b>	<b>\$15.11</b>	<b>1</b>
<b>Controller</b>	<b>\$41.66</b>	<b>21</b>	<b>\$47.75</b>	<b>19</b>	<b>\$50.41</b>	<b>20</b>
<b>Credit Analyst</b>	<b>\$26.09</b>	<b>2</b>	<b>\$20.19</b>	<b>1</b>	<b>\$20.19</b>	<b>1</b>
<b>Loan Manager</b>	<b>\$28.85</b>	<b>1</b>		<b>0</b>		<b>0</b>
<b>Loan Processor</b>	<b>\$14.00</b>	<b>1</b>	<b>\$14.00</b>	<b>1</b>	<b>\$14.00</b>	<b>1</b>
<b>Mortgage Processor</b>	<b>\$14.00</b>	<b>1</b>	<b>\$15.50</b>	<b>1</b>	<b>\$17.00</b>	<b>1</b>
<b>Payroll Clerk</b>	<b>\$20.43</b>	<b>15</b>	<b>\$20.37</b>	<b>13</b>	<b>\$22.84</b>	<b>15</b>
<b>Payroll Supervisor/Manager</b>	<b>\$33.22</b>	<b>6</b>	<b>\$34.42</b>	<b>5</b>	<b>\$43.61</b>	<b>7</b>
<b>Personal Banker</b>	<b>\$14.42</b>	<b>1</b>	<b>\$13.87</b>	<b>1</b>		<b>1</b>
<b>Teller</b>	<b>\$11.29</b>	<b>2</b>	<b>\$12.72</b>	<b>2</b>	<b>\$15.45</b>	<b>2</b>



## Business Office

Occupation	Actual Entry. Wage	Count	Avg. Hourly	Count	Highest Wage	Count
<i>Business Office</i>	\$17.82		\$21.10		\$22.85	
<b>Administrative Assistant</b>	\$14.81	28	\$16.92	31	\$19.33	28
<b>Business Office Manager</b>	\$24.54	19	\$35.04	17	\$32.67	18
<b>Customer Service Manager</b>	\$25.38	12	\$29.53	12	\$30.60	11
<b>Customer Service Representative</b>	\$16.24	16	\$18.59	18	\$20.42	16
<b>Data Entry</b>	\$15.34	4	\$17.39	4	\$18.97	5
<b>Executive Assistant</b>	\$21.14	8	\$22.79	7	\$26.52	9
<b>Receptionist</b>	\$12.14	16	\$13.99	14	\$15.98	16
<b>Secretary</b>	\$12.99	7	\$14.54	5	\$18.29	8

## Advertising and Public Relations

Occupation	Actual Entry. Wage	Count	Avg. Hourly	Count	Highest Wage	Count
<i>Advertising and Public Relations</i>	\$25.76		\$28.36		\$29.13	
<b>Advertising &amp; Promotions Manager</b>	\$27.40	3	\$33.33	3	\$33.41	2
<b>Advertising &amp; Promotions Specialist</b>	\$20.35	4	\$21.91	3	\$23.30	4
<b>Graphic Designer</b>	\$23.22	10	\$23.96	9	\$25.30	9
<b>Marketer</b>	\$20.66	1	\$20.66	1	\$20.66	1
<b>Marketing Manager</b>	\$26.04	14	\$33.07	10	\$30.85	12
<b>Public Relations Support</b>	\$23.00	2	\$21.77	4	\$26.94	3
<b>Public Relations Chief</b>	\$39.62	5	\$43.80	5	\$43.42	6

## Production Workers

Occupation	Actual Entry. Wage	Count	Avg. Hourly	Count	Highest Wage	Count
<i>Production Workers</i>	\$16.58		\$19.61		\$22.15	
<b>Assembler</b>	\$13.54	17	\$15.83	18	\$17.70	17
<b>Assembler, Mechanical</b>	\$15.27	4	\$19.76	6	\$23.65	6
<b>CNC Operator/Set-up</b>	\$15.38	14	\$18.44	17	\$20.55	15
<b>Crushing, Grinding, &amp; Polishing Machine Operators/Setters/Tenders</b>	\$13.59	3	\$17.02	3	\$22.33	3
<b>Fabricators</b>	\$15.23	11	\$19.20	11	\$21.15	11
<b>Production Supervisors/Managers</b>	\$23.51	34	\$29.81	44	\$36.28	43

## Production Workers Cont.

Occupation	Actual Entry. Wage	Count	Avg. Hourly	Count	Highest Wage	Count
Foreman	\$20.07	6	\$24.12	5	\$25.31	6
Forklift Operator	\$14.80	23	\$16.18	23	\$18.39	22
General Laborer	\$14.20	17	\$14.91	15	\$16.80	15
Grinder Polisher	\$15.70	4	\$17.78	4	\$19.17	3
Inventory/Stock Clerk	\$17.57	10	\$18.75	10	\$19.38	10
Machine Operators	\$15.31	22	\$17.85	26	\$19.61	24
Machinist	\$16.40	7	\$20.91	10	\$23.73	9
Production Lead Person/ Non-Management	\$17.95	17	\$20.28	17	\$22.86	20
Production Worker	\$14.83	30	\$17.25	32	\$20.12	28
Tool and Die Maker	\$12.86	10	\$25.61	11	\$27.30	11

## Facility and Machine Maintenance

Occupation	Actual Entry. Wage	Count	Avg. Hourly	Count	Highest Wage	Count
Facility and Machine Maintenance	\$21.46		\$24.64		\$26.23	
Custodian (non-Janitorial)	\$14.09	15	\$15.23	14	\$16.84	17
Custodial Manager	\$22.13	8	\$28.04	4	\$26.84	7
Electrician	\$25.94	13	\$28.14	16	\$30.51	15
Groundskeeper	\$15.14	6	\$17.43	6	\$20.31	6
Maintenance General/Helper	\$19.37	40	\$22.23	39	\$25.27	38
Maintenance Manager	\$32.08	29	\$36.75	27	\$37.59	31

## General Operations Management

Occupation	Actual Entry. Wage	Count	Avg. Hourly	Count	Highest Wage	Count
General Operations Management	\$37.37		\$44.46		\$46.60	
Department Manager	\$30.61	20	\$36.94	31	\$44.49	26
District/Regional Mangers	\$34.65	3	\$48.76	3	\$47.56	4
General Operations/Plant Managers	\$44.45	30	\$50.03	34	\$53.64	32
Manager, Assistant/Shift	\$35.96	5	\$32.22	5	\$37.84	6
Executive Director	\$45.92	11	\$53.86	12	\$52.32	13
Administrator	\$32.61	3	\$44.92	3	\$43.73	3

## Healthcare

<i>Occupation</i>	<i>Actual Entry. Wage</i>	<i>Count</i>	<i>Avg. Hourly</i>	<i>Count</i>	<i>Highest Wage</i>	<i>Count</i>
<i>Healthcare</i>	<i>\$19.35</i>		<i>\$21.77</i>		<i>\$25.72</i>	
<b>Certified Nurse Assistant (CNA)</b>	<b>\$12.46</b>	<b>4</b>	<b>\$13.75</b>	<b>3</b>	<b>\$14.06</b>	<b>5</b>
<b>Emergency Medical Technician (EMT)</b>	<b>\$13.81</b>	<b>2</b>	<b>\$15.57</b>	<b>2</b>	<b>\$18.21</b>	<b>2</b>
<b>Lab Technician</b>	<b>\$21.54</b>	<b>5</b>	<b>\$24.46</b>	<b>6</b>	<b>\$27.25</b>	<b>7</b>
<b>Licensed Practical Nurse (LPN)</b>	<b>\$19.08</b>	<b>9</b>	<b>\$20.46</b>	<b>5</b>	<b>\$22.92</b>	<b>7</b>
<b>Medical Assistant</b>	<b>\$14.42</b>	<b>8</b>	<b>\$15.90</b>	<b>7</b>	<b>\$18.93</b>	<b>6</b>
<b>Patient Care Technician (PCT)</b>	<b>\$12.94</b>	<b>3</b>	<b>\$15.48</b>	<b>3</b>	<b>\$19.23</b>	<b>3</b>
<b>Pharmacy Technician</b>	<b>\$14.78</b>	<b>2</b>	<b>\$16.25</b>	<b>2</b>	<b>\$18.79</b>	<b>2</b>
<b>Radiologic Technician</b>	<b>\$21.74</b>	<b>3</b>	<b>\$27.18</b>	<b>3</b>	<b>\$32.22</b>	<b>3</b>
<b>Registered Nurse (RN)</b>	<b>\$26.76</b>	<b>7</b>	<b>\$28.96</b>	<b>6</b>	<b>\$33.73</b>	<b>6</b>
<b>Sonographer</b>	<b>\$26.45</b>	<b>2</b>	<b>\$26.41</b>	<b>2</b>	<b>\$35.06</b>	<b>2</b>
<b>Therapist</b>	<b>\$28.87</b>	<b>5</b>	<b>\$35.07</b>	<b>4</b>	<b>\$42.56</b>	<b>5</b>

## Human Resources

<i>Occupation</i>	<i>Actual Entry. Wage</i>	<i>Count</i>	<i>Avg. Hourly</i>	<i>Count</i>	<i>Highest Wage</i>	<i>Count</i>
<i>Human Resources</i>	<i>\$26.48</i>		<i>\$30.79</i>		<i>\$34.33</i>	
<b>Benefits Coordinator</b>	<b>\$22.35</b>	<b>4</b>	<b>\$23.76</b>	<b>3</b>	<b>\$28.26</b>	<b>4</b>
<b>Benefits Director</b>		<b>0</b>	<b>\$18.45</b>	<b>1</b>		<b>0</b>
<b>HR Coordinator/Specialist</b>	<b>\$20.71</b>	<b>17</b>	<b>\$26.71</b>	<b>13</b>	<b>\$26.38</b>	<b>15</b>
<b>Human Resources Director</b>	<b>\$37.86</b>	<b>8</b>	<b>\$50.50</b>	<b>4</b>	<b>\$51.55</b>	<b>6</b>
<b>Human Resources Generalist</b>	<b>\$24.06</b>	<b>16</b>	<b>\$26.85</b>	<b>12</b>	<b>\$28.76</b>	<b>13</b>
<b>Human Resources Manager</b>	<b>\$34.05</b>	<b>22</b>	<b>\$40.72</b>	<b>23</b>	<b>\$40.76</b>	<b>22</b>
<b>Human Resource Office, Chief</b>	<b>\$30.93</b>	<b>3</b>	<b>\$39.42</b>	<b>1</b>	<b>\$41.98</b>	<b>4</b>
<b>Recruiter</b>	<b>\$21.19</b>	<b>5</b>	<b>\$23.68</b>	<b>3</b>	<b>\$28.71</b>	<b>3</b>
<b>Trainer/Instructor</b>	<b>\$20.74</b>	<b>6</b>	<b>\$27.04</b>	<b>5</b>	<b>\$28.22</b>	<b>4</b>

## Computer & Information Technology

Occupation	Actual Entry. Wage	Count	Avg. Hourly	Count	Highest Wage	Count
<i>Computer &amp; Information Technology</i>	\$26.34		\$32.78		\$34.12	
Data Entry Clerk	\$13.51	2	\$16.66	3	\$17.25	2
Data Entry Supervisor	\$20.87	2	\$34.38	2	\$28.66	2
Information Technology Manager	\$26.35	9	\$36.54	11	\$36.62	12
Information Technology Chief	\$46.96	4	\$52.07	5	\$51.90	7
IT/Help Desk Technician	\$22.94	12	\$26.64	9	\$29.55	12
Project Manager	\$27.41	7	\$30.40	8	\$40.74	9

## Logistics

Occupation	Actual Entry. Wage	Count	Avg. Hourly	Count	Highest Wage	Count
<i>Logistics</i>	\$18.45		\$21.20		\$22.50	
Materials Handler	\$15.56	17	\$17.98	17	\$19.59	15
Packer/Picker/Stock Worker	\$14.56	4	\$17.15	4	\$19.26	4
Scheduler	\$23.99	10	\$26.61	10	\$32.13	8
Shipping/Receiving Clerk	\$16.05	17	\$17.79	18	\$18.88	17
Truck Driver	\$16.12	15	\$18.87	15	\$19.45	15
Warehouse Supervisor	\$24.40	17	\$28.78	15	\$25.71	12

## Quality Assurance

Occupation	Actual Entry. Wage	Count	Avg. Hourly	Count	Highest Wage	Count
<i>Quality Assurance</i>	\$24.02		\$29.08		\$31.19	
QA/Inspection Technician	\$16.96	24	\$19.85	27	\$22.47	25
Quality Manager	\$31.07	23	\$38.30	26	\$39.91	25

## Education

Occupation	Actual Entry. Wage	Count	Avg. Hourly	Count	Highest Wage	Count
<i>Education</i>	\$23.29		\$25.39		\$42.24	
Guidance Counselor	\$19.08	5	\$21.54	3	\$27.88	5
Principal	\$33.00	4	\$31.18	3	\$41.04	5
Principal, Vice	\$36.63	4	\$35.58	1	\$41.08	3
Professor		0	\$36.36	1	\$125.00	1
Professor, Adjunct	\$25.00	1	\$23.30	2	\$25.00	2
Professor, Associate		0		0		0
Teacher, Elementary or Secondary	\$16.44	4	\$20.46	4	\$27.18	4
Teacher, Assistant	\$9.58	2	\$9.32	3	\$8.50	2

## Food Service

Occupation	Actual Entry. Wage	Count	Avg. Hourly	Count	Highest Wage	Count
<i>Food Service</i>	\$12.30		\$13.35		\$15.29	
Chef	\$16.57	3	\$18.43	4	\$17.23	3
Cook	\$13.23	6	\$15.29	4	\$17.09	4
Dietary Aide	\$12.01	1	\$13.55	1	\$17.42	1
Food Service Worker	\$9.18	2	\$9.50	3	\$11.69	2
Server	\$10.50	2	\$10.00	1	\$13.00	1

## Other Specialties

Occupation	Actual Entry. Wage	Count	Avg. Hourly	Count	Highest Wage	Count
<i>Other Specialties</i>	\$43.15		\$48.21		\$49.00	
Compliance Specialist	\$21.69	5	\$28.40	5	\$29.03	6
Corporate Counsel/Staff Attorney	\$106.99	1	\$106.99	1	\$106.99	1
Mechanical Engineer	\$29.37	13	\$36.65	14	\$40.05	14
Risk Management Director	\$30.83	3	\$35.08	2	\$34.06	3
Safety Director	\$26.89	13	\$33.95	11	\$34.87	13

When looking at jobs with two or more responses, different patterns emerge. Table 2 looks at the lowest and highest averages across all three types of wages: entry, average, and highest. The lowest average entry wage in the region was food service workers at \$9.18 per hour compared to the highest which was information technology chief at \$46.96 per hour.

Regarding the average wage offered, the lowest was teaching assistant with \$9.32 per hour compared to the highest of executive director at \$53.86 per hour. Lastly, the lowest average highest wage reported was also a teacher assistant with \$8.50 per hour compared to general operations/plant managers at \$53.64 per hour.

Notice that the teacher assistant highest average wage was lower compared to the average wage. The reason for this is that the highest wage had two responses while the average wage had three. That may have increased the average but this same third response was not included for the highest bracket.

**Table 2: Lowest and Highest - Average Wages**

Average Wages	Actual Entry	Average	Highest
Lowest	Food Service Worker: \$9.18	Teacher Assistant: \$9.32	Teacher Assistant \$8.50
Highest	Information Technology Chief: \$46.96	Executive Director: \$53.86	General Operations/plant manager \$53.64

Tables 3-5 show the top 5 highest and lowest averages for entry, average, and highest wages in the region with two or more responses. There are no major changes in jobs across wage types. In other words, the top 5 highest and lowest remain consistent between entry, average, and highest. The rankings within wage types do change slightly. For example, information technology chief is the highest in the entry wages while ranking second in the average wages and third in the average highest wages.

**Table 3: Top 5 Lowest and Highest – Entry Average Wage**

Job	Average Entry Wages Per Hour
Information Technology Chief	\$46.96
Executive Director	\$45.92
General Operations/Plant Manager	\$44.45
Controller	\$41.66
Public Relations Chief	\$39.62
Certified Nurse Assistant (CNA)	\$12.46
Receptionist	\$12.14
Teller	\$11.29
Teacher Assistant	\$9.58
Food Service Worker	\$9.18

### Table 4: Top 5 Lowest and Highest - Average Wages

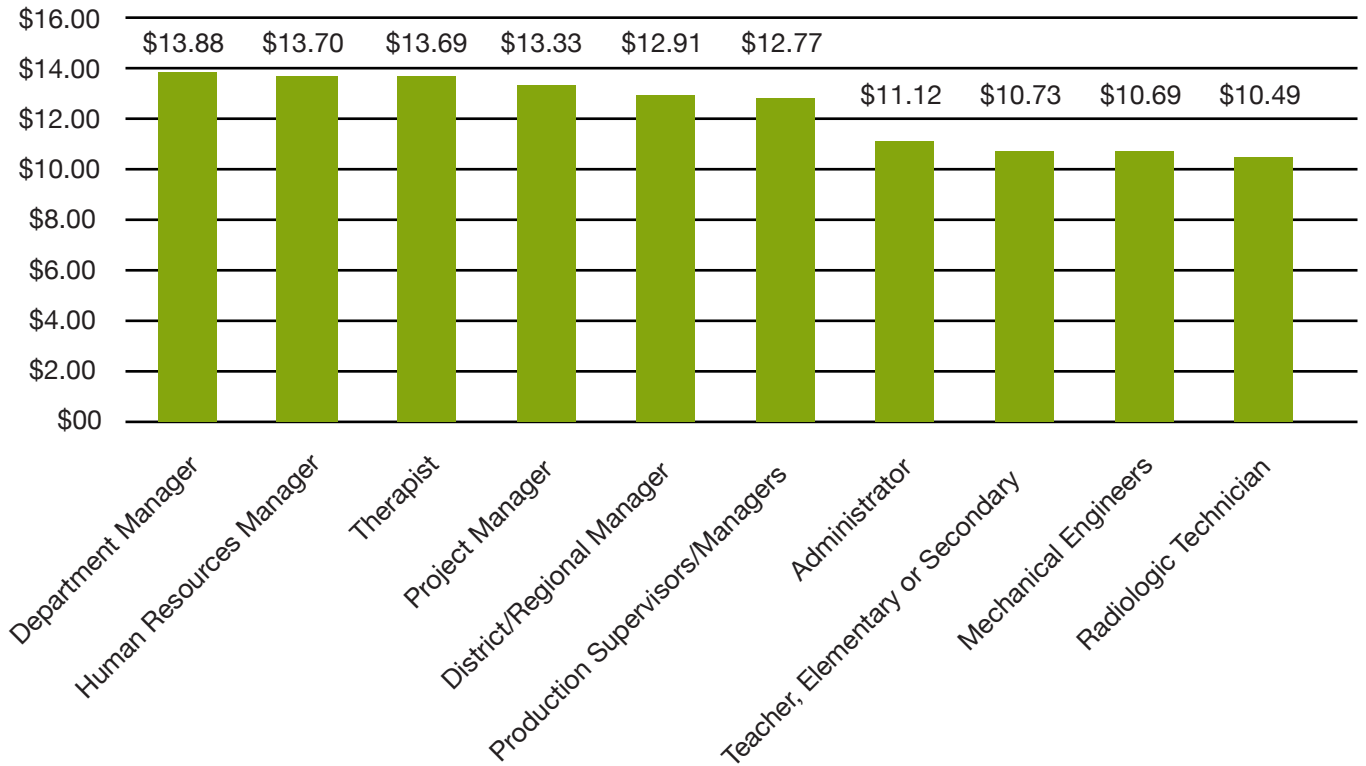
Job	Average Entry Wages Per Hour
Executive Director	\$53.86
Information Technology Chief	\$52.07
Human Resources Director	\$50.50
General Operations/Plant Manager	\$50.03
District/Regional Managers	\$48.76
Receptionist	\$13.99
Certified Nurse Assistant (CNA)	\$13.75
Teller	\$12.72
Food Service Worker	\$9.50
Teacher Assistant	\$9.32

### Table 5: Top 5 Lowest and Highest - Highest Average

Job	Average Entry Wages Per Hour
General Operations/Plant Manager	\$53.64
Executive Director	\$52.32
Information Technology Chief	\$51.90
Human Resources Director	\$51.55
Controller	\$50.41
Receptionist	\$15.98
Teller	\$15.45
Certified Nurse Assistant (CNA)	\$14.06
Food Service Worker	\$11.69
Teacher Assistant	\$8.50

Regarding entry versus highest wages by job, Figure 9 shows the top ten jobs with the largest difference between highest and entry wages. Department managers had the largest difference between the average highest wage (\$44.49 per hour) versus the average entry wage (\$30.61 per hour) among all jobs analyzed.

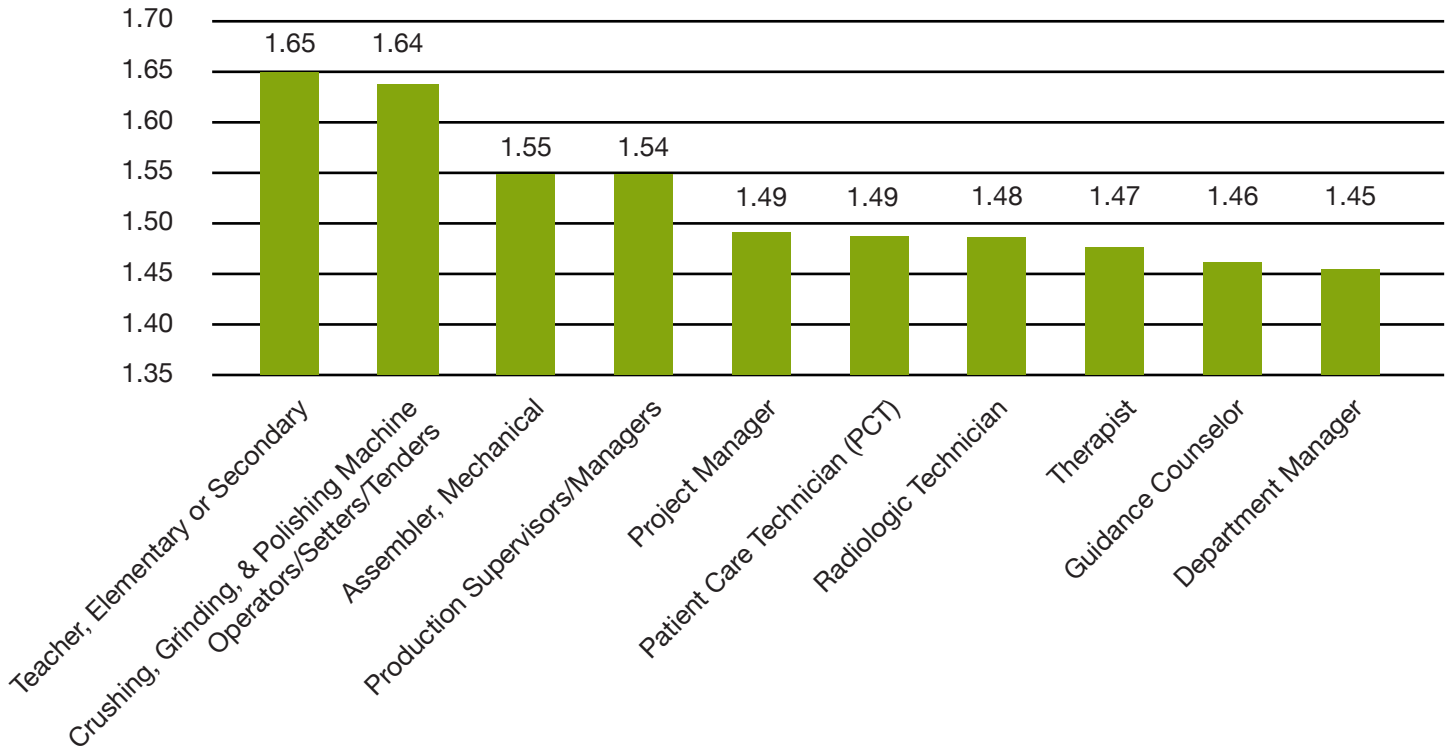
**Figure 9. Average Wages by Job Groups**





Lastly regarding average wages, Figure 10 shows the top ten largest ratios between highest and entry wages. The job with the highest ratio was elementary or secondary teachers where the average highest wage was 1.65 times higher than the average entry wage.

**Figure 10. Top Ten Highest/Entry Ratios**



In summary, production workers accounted for more than half of the number of jobs reported (53.7%) compared to only 0.5% of advertising and public relations jobs. Regarding type of workers, production workers had the highest share of hourly workers (96.9%) compared to general operations management with 8.1% of hourly workers.

Overall, the average wages in the region were \$22.59 for the entry wage, \$25.71 for the average wage, and \$28.87 for the highest wage. Food service jobs had the lowest average wages while other specialties had the highest.

Jobs with the lowest average wages in the region included teacher assistant, food service worker, and receptionists, among others. Jobs with the highest wage averages include information technology chief, executive directors, controllers, and general operations/plant managers, among others.

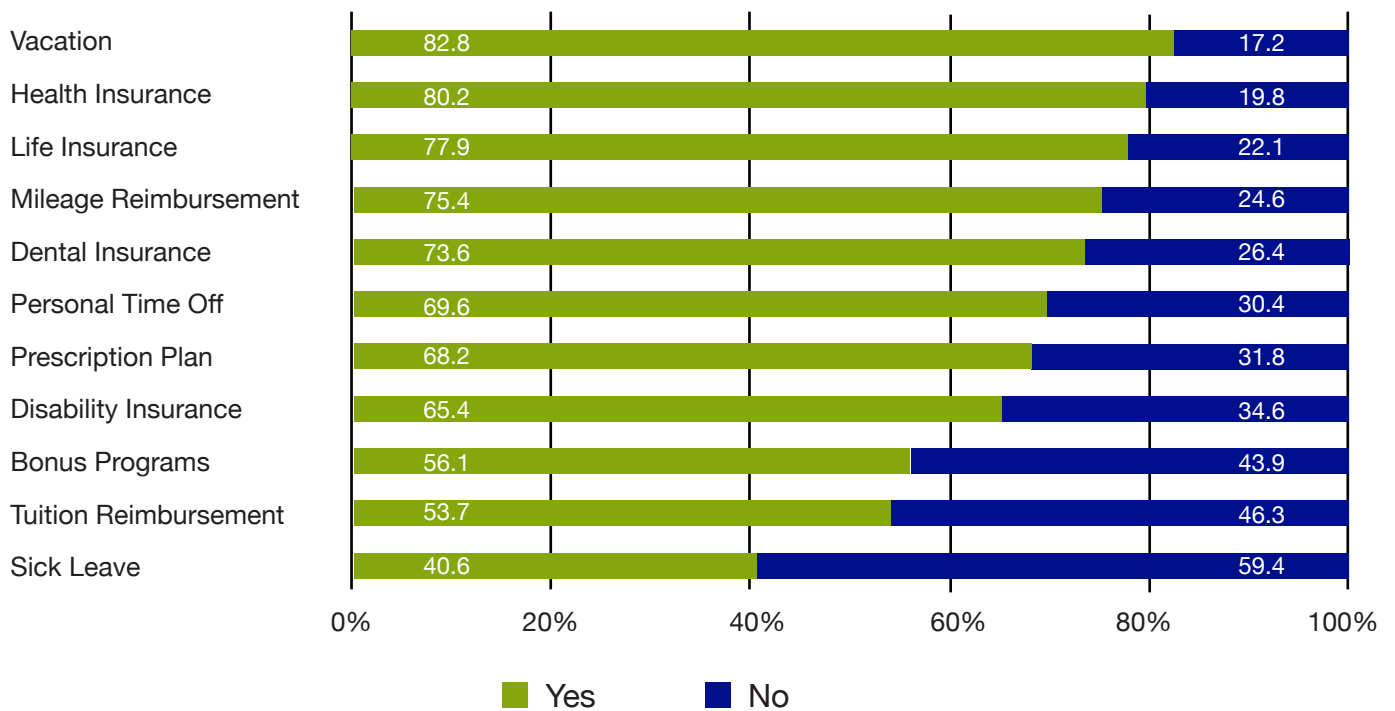
The largest difference between highest and entry wages was among department managers where the highest average wage was \$13.88 higher compared to the average entry wage. On the other hand, the largest ratio between highest and entry wages were among elementary or secondary teachers where the highest average wage was 1.65 times higher than the average entry wage.

# Benefits

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Figures 11-12 show the benefit breakdown. Vacation days was the most offered benefit among respondents (82.8%) as well as retirement benefits offered (77.5%).

**Figure 11. Benefits Offered**  
n range = 116-132



**Figure 12. Retirement Benefits**  
n range = 104-129

