

**THE
TRI-CITY REGION
OF ARIZONA
WAGE & FRINGE BENEFITS
SURVEY REPORT**

February, 2006

Compiled and Produced by

THE PATHFINDERS



Dallas, Texas

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INTRODUCTION

The Tri-City Region of Arizona Wage and Fringe Benefits Survey was sponsored by the Tri-City Regional Workforce Study Partnership. It was conducted by The Pathfinders, an economic development and corporate site-selection consultant firm. Information was gathered via a printed survey form and by telephone.

The wage data presented by job title in this report includes:

Low Entry Pay	Low Average Pay
Average Entry Pay	Mean Average Pay
High Entry Pay	High Average Pay
	Weighted Average Pay

Weighted average corrects the distortion which would occur in a simple average if one company has ten employees in a position at an average of \$10 per hour and another company has one employee in the same position at \$20 per hour. The simple average of those two would be \$15 per hour, but the weighted average would be \$10.91 per hour.

Fringe benefits reported include insurance, sick leave, holidays, vacations, and financial plans.

Please note that some of the companies responding to the survey did not answer all the questions on the form; therefore, the total number of responses for each question will not always equal the total number of participants.

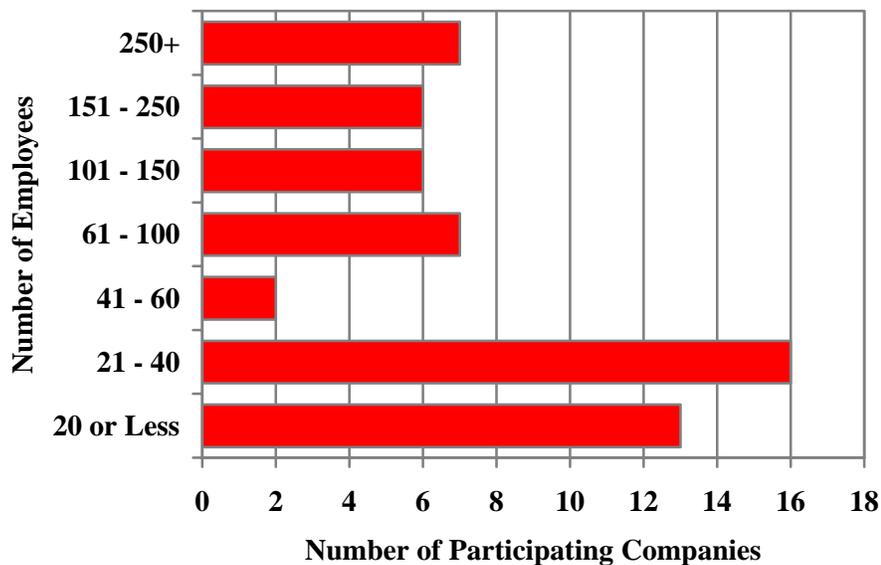
Information from participating companies is held in confidence; however, general information regarding this survey can be obtained by contacting the offices of The Pathfinders via telephone (972-418-7588); fax (972-418-1588); or, e-mail (info@thepathfindersus.com).

SURVEY SUMMARY

57 companies participated in the Tri-City Region Wage and Fringe Benefits Survey. Of the reporting companies, 2 are unionized, with an average of 42% of workers belonging to the unions. The reported total annual payroll for the participating companies was over \$290 million, although it should be noted that not all companies responded to the annual payroll question.

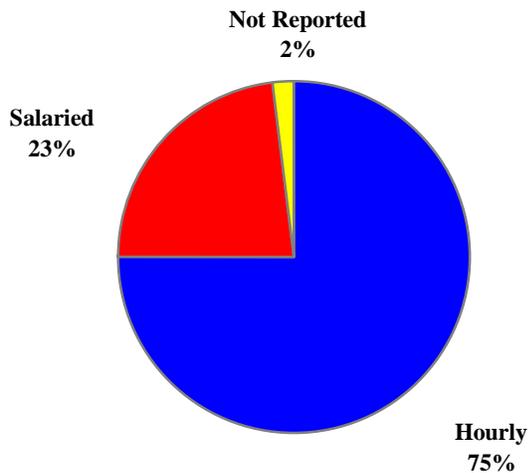
The total employment of the participating companies was approximately 8,700 workers. Companies of various sizes were represented in the survey ranging from twenty or less employees to 250 or more workers. The number of participating companies by number of employees is shown in the chart below. In the Tri-City Region survey, 7 companies reported employment of 250 or more.

Participating Companies by Total Employment

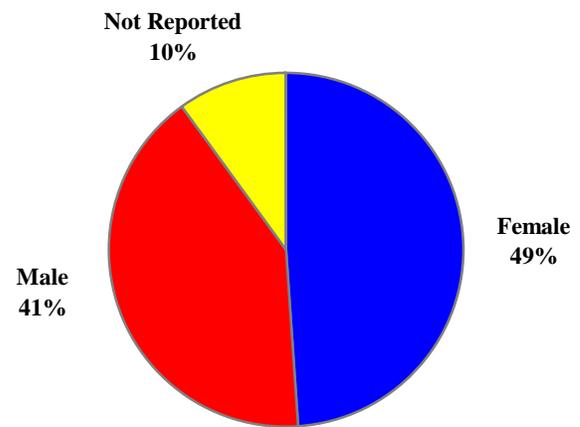


The total reported employment of 8,721 was comprised of 75% hourly workers and 23% salaried workers, with the remaining 2% not reported. Of the total reported employment, female workers made up 49% and male workers 41%; however, gender was not reported for 10% of the workers. The percentages of hourly and salaried employees, as well as male and female employees, of the reporting companies are illustrated in the pie charts below.

Hourly / Salaried Employees



Female / Male Employees



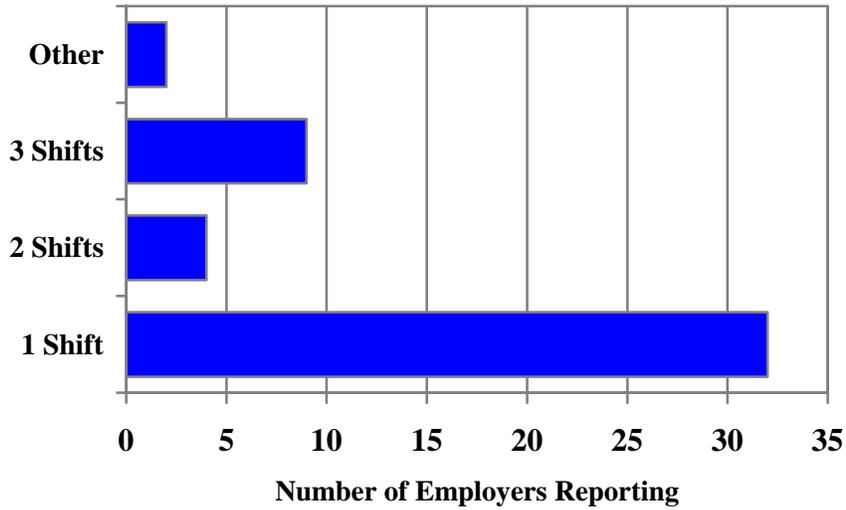
The following table shows approximate economic effects on the local economy of the reported workers.

Economic Impacts

Total Employment of Participating Companies	8,721
Annual Local Income	\$ 560 million
Local Retail Sales (Annual)	\$ 292 million
Additional Bank Deposits	\$ 215 million

Companies responding to the survey were asked to report the number of shifts worked. This information is shown below. As indicated, 32 of the participating employers work one shift.

Number of Shifts Worked



24 of the participating firms during the past twelve months increased employment, and 7 decreased employment for a net of +378 jobs. 32 firms project increasing employment during the next twelve months, while 1 of the reporting companies projects decreasing the number of jobs over the next twelve months, resulting in a net of +646. 5 companies project an increase but are unsure of the number of workers.

WAGE SECTION

SUMMARY OF WAGES REPORTED

Employers were asked to report entry-level wage, average wage, and number of employees for each job classification. Some companies did not report both entry and average hourly wages for their employees. In those instances, whatever wage was reported (entry or average) was used for both.

Some job titles, particular to only one company, were not listed, but the wages reported for those titles were included in another listed job title that appeared to be similar in description and pay rate.

Additionally, when only one company reported data for a job title, and that job title could not be combined into a similar category, the title was listed, but the wage information was not reported. This was done for confidentiality purposes.

The wage data presented includes:

- Low Entry Pay – the lowest entry pay by each job title among all companies responding
- High Entry Pay – the highest entry pay by each job title among all companies responding
- Average Entry Pay – the average entry pay by each job title when all participating companies are considered

Average Pay

While companies typically have a single “entry pay rate” by job title, over time people working within that job title may have different pay rates (even in the same company) because of length of job tenure, merit raises, etc. The “average pay” in a job title reported by a participant considers the average of the pay rates of everyone in that job title. Some workers because of short tenure in that job may still be at the entry rate while others will be higher.

- Low Average Pay – the lowest average pay by each job title among all companies responding
- High Average Pay – the highest average pay by each job title among all companies responding
- Mean Average Pay – Each individual company reported their “average” pay within each job title. This “mean average pay” is the average of all companies participating.
- Weighted average corrects the distortion which would occur in a simple average if one company has ten employees in a position at an average of \$10 per hour and another company has one employee in the same position at \$20 per hour. The simple average of those two would be \$15 per hour, but the weighted average would be \$10.91 per hour.

TRI-CITY REGION OF ARIZONA WAGE SUMMARY	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number of Employees	Number of Firms
Assembler-Electrical	*	*	*	*	*	*	*	40	1
Assembler-General	\$7.50	\$10.00	\$8.75	\$11.50	\$14.00	\$12.61	\$12.64	321	4
Bldg. & Grounds Maintenance	\$7.50	\$18.08	\$11.47	\$9.00	\$20.00	\$13.95	\$13.26	30	10
Cabinet Maker	*	*	*	*	*	*	*	4	1
Carpenter	\$11.54	\$16.92	\$14.24	\$14.26	\$18.63	\$15.85	\$16.87	7	3
Cement/Block worker	*	*	*	*	*	*	*	6	1
CNC Operator/Set-up	*	*	*	*	*	*	*	2	1
Construction-Operations Mgr.	\$20.00	\$32.69	\$24.39	\$25.00	\$47.00	\$31.56	\$31.56	4	4
Construction-Supervisor	\$15.00	\$21.46	\$18.22	\$18.50	\$28.00	\$22.61	\$21.74	9	6
Construction Manager	\$18.00	\$23.34	\$20.45	\$20.00	\$30.34	\$23.78	\$22.47	5	3
Department Manager	\$15.00	\$26.20	\$20.71	\$15.00	\$40.25	\$25.73	\$28.51	31	6
Electrician	\$16.92	\$23.25	\$20.09	\$20.95	\$31.67	\$26.31	\$30.65	21	2
Electronic Technician	\$13.00	\$19.00	\$15.33	\$19.00	\$25.77	\$22.26	\$24.28	52	3
Engineer	\$16.00	\$34.91	\$23.30	\$20.44	\$42.90	\$30.86	\$33.18	41	10
Engineering Technician	\$12.00	\$18.50	\$14.38	\$17.33	\$21.73	\$18.99	\$18.44	6	4
Fabricators	*	*	*	*	*	*	*	3	1
Foreman	\$10.00	\$27.54	\$18.66	\$10.00	\$29.96	\$20.87	\$24.30	22	6

TRI-CITY REGION OF ARIZONA WAGE SUMMARY	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number of Employees	Number of Firms
Fork Lift Operator	*	*	*	*	*	*	*	9	1
General Laborer	\$7.00	\$10.94	\$9.14	\$7.55	\$15.33	\$11.46	\$11.25	104	10
General Manager	\$20.00	\$23.00	\$21.50	\$23.00	\$50.00	\$36.50	\$36.50	2	2
Grinder/Polisher	*	*	*	*	*	*	*	5	1
Heavy Equipment Operator	\$12.46	\$28.60	\$15.27	\$13.12	\$28.60	\$16.65	\$15.18	76	8
HVAC Installation	\$8.00	\$11.00	\$9.50	\$14.00	\$15.00	\$14.50	\$14.55	40	2
HVAC Repair	\$14.10	\$16.00	\$14.95	\$15.46	\$18.00	\$16.88	\$17.12	24	5
HVAC Supervisor	\$15.40	\$22.00	\$18.70	\$17.18	\$22.00	\$19.59	\$19.59	2	2
Inventory Stock Clerk	\$7.00	\$23.71	\$10.51	\$9.00	\$27.40	\$14.00	\$14.93	18	8
Janitor	\$7.00	\$10.43	\$8.71	\$8.50	\$14.00	\$10.10	\$9.71	211	16
Line Supervisor	\$8.50	\$16.35	\$12.71	\$8.50	\$22.45	\$16.80	\$16.70	28	4
Machine Operator with Set-up	\$9.00	\$14.26	\$11.63	\$14.26	\$16.95	\$15.61	\$14.43	32	2
Machine Operator without Set-up	*	*	*	*	*	*	*	6	1
Machinist-Journeyman	\$10.00	\$15.00	\$12.50	\$16.00	\$18.00	\$17.00	\$16.18	11	2
Maintenance-General	\$9.00	\$13.60	\$11.22	\$9.45	\$19.03	\$12.66	\$11.80	94	8
Maintenance Mechanic	\$12.00	\$15.95	\$13.81	\$14.70	\$19.14	\$16.32	\$17.52	10	5
Masonry	*	*	*	*	*	*	*	5	1

TRI-CITY REGION OF ARIZONA WAGE SUMMARY	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number of Employees	Number of Firms
Materials Handler	\$8.50	\$11.29	\$9.40	\$9.71	\$11.29	\$10.46	\$9.81	197	4
Mechanic-Heavy Equipment	\$13.42	\$18.00	\$15.39	\$15.77	\$24.38	\$19.38	\$21.38	5	3
Mechanic-Certified Automotive	\$13.00	\$30.59	\$17.15	\$16.00	\$31.67	\$21.25	\$20.40	29	6
Plumbing Installation	\$12.00	\$15.00	\$13.50	\$16.00	\$17.00	\$16.50	\$16.69	39	2
Plumbing Repair	\$14.26	\$17.00	\$15.42	\$15.10	\$19.00	\$17.03	\$17.82	5	3
Plumbing Supervisor	*	*	*	*	*	*	*	1	1
Process Operator	*	*	*	*	*	*	*	35	1
Production Control Specialist	\$12.00	\$25.00	\$20.33	\$19.59	\$32.00	\$27.20	\$27.20	3	3
Quality Assurance/Inspection	\$9.50	\$34.37	\$16.01	\$10.83	\$35.58	\$18.12	\$15.45	29	7
Repairman	\$12.00	\$31.83	\$21.92	\$15.10	\$33.70	\$24.40	\$22.33	18	2
Safety Manager	\$21.99	\$29.50	\$25.98	\$26.38	\$32.69	\$29.52	\$29.52	3	3
Safety Technician	*	*	*	*	*	*	*	1	1
Shipping/Receiving Clerk	\$8.50	\$11.32	\$9.23	\$10.00	\$13.50	\$11.70	\$12.09	55	8
Tool & Die Maker	*	*	*	*	*	*	*	5	1
Truck Driver	\$7.50	\$24.76	\$14.04	\$7.50	\$26.99	\$15.29	\$13.54	76	5
Warehouse Supervisor	\$11.00	\$20.00	\$16.10	\$12.00	\$25.00	\$18.10	\$21.08	17	4
Accountant	\$9.00	\$40.00	\$19.15	\$11.25	\$52.00	\$23.24	\$20.99	23	16

TRI-CITY REGION OF ARIZONA WAGE SUMMARY	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number of Employees	Number of Firms
Accounts Payable Clerk	\$8.00	\$16.00	\$11.21	\$9.00	\$19.58	\$13.01	\$13.70	36	22
Accounts Receivable Clerk	\$8.00	\$12.00	\$10.22	\$9.00	\$16.82	\$12.25	\$13.33	33	13
Administrative Assistant	\$8.00	\$15.95	\$11.65	\$8.00	\$18.74	\$13.98	\$13.43	127	25
Bookkeeper	\$10.00	\$18.00	\$12.75	\$11.00	\$19.00	\$14.25	\$14.25	4	4
Buyer/Purchaser	\$8.00	\$22.54	\$13.37	\$10.00	\$30.00	\$17.27	\$16.95	22	14
Cashier/Money Handler	\$7.00	\$11.86	\$9.40	\$7.81	\$14.48	\$11.39	\$10.79	69	10
Coordinator	\$8.25	\$14.00	\$10.95	\$12.00	\$16.00	\$13.67	\$13.31	13	3
Courier	*	*	*	*	*	*	*	1	1
Dispatcher	\$10.00	\$15.18	\$12.27	\$11.00	\$18.22	\$15.28	\$17.12	36	5
Drafter-CAD	\$15.00	\$18.36	\$16.07	\$20.00	\$24.00	\$21.52	\$22.05	12	5
Drafter-General	*	*	*	*	*	*	*	1	1
File Clerk	\$7.00	\$13.75	\$9.25	\$7.00	\$16.50	\$10.99	\$11.77	26	10
General Office	\$8.00	\$12.00	\$10.17	\$10.00	\$14.00	\$12.04	\$12.20	70	14
Human Resources Assistant	\$9.00	\$18.00	\$12.04	\$9.00	\$22.00	\$13.50	\$13.90	25	20
Membership Assistant	\$8.00	\$12.50	\$10.17	\$8.00	\$15.45	\$11.82	\$8.76	15	3
Office Manager	\$9.00	\$29.00	\$17.35	\$10.00	\$47.37	\$23.04	\$21.91	25	16
Paralegal	\$12.00	\$16.92	\$15.08	\$18.96	\$21.83	\$19.98	\$19.43	11	4

TRI-CITY REGION OF ARIZONA WAGE SUMMARY	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number of Employees	Number of Firms
Payroll Clerk	\$9.46	\$20.93	\$13.20	\$10.81	\$25.11	\$15.85	\$15.73	16	14
Receptionist/Switchboard	\$7.00	\$15.00	\$9.70	\$8.00	\$18.00	\$10.93	\$11.02	56	24
Sales/Customer Service-Manager	\$11.00	\$38.00	\$19.76	\$11.00	\$53.10	\$29.96	\$37.66	8	5
Sales/Customer Service-Supervisor	\$15.00	\$20.00	\$16.63	\$15.00	\$20.00	\$17.88	\$18.79	7	4
Sales/Marketing	\$8.00	\$25.34	\$16.96	\$9.50	\$25.44	\$19.15	\$17.35	46	6
Secretary-Executive	\$11.00	\$16.00	\$14.17	\$15.50	\$19.39	\$16.82	\$16.99	28	8
Secretary-General	\$8.50	\$15.87	\$11.28	\$9.00	\$20.29	\$13.13	\$13.65	102	14
Secretary-Legal	\$12.00	\$13.98	\$13.18	\$12.86	\$16.50	\$15.36	\$15.68	50	5
Security Guard	\$8.62	\$10.50	\$9.46	\$10.00	\$11.26	\$10.57	\$10.59	61	4
Computer Network Operator	\$11.00	\$12.85	\$11.93	\$12.18	\$14.26	\$13.22	\$13.84	5	2
Computer System Installation	\$12.50	\$16.92	\$14.71	\$14.60	\$18.50	\$16.55	\$16.55	2	2
Computer Technical Support	\$8.00	\$18.46	\$12.58	\$9.40	\$20.97	\$14.44	\$14.17	17	5
Data Entry Operator	\$8.00	\$12.00	\$10.00	\$10.35	\$13.46	\$11.44	\$10.67	17	3
IT Specialist	\$12.00	\$35.13	\$18.92	\$12.00	\$35.13	\$21.52	\$20.18	24	13
Network Administrator	\$11.54	\$26.79	\$21.52	\$13.80	\$32.14	\$24.85	\$26.07	13	7
Programmer	\$17.80	\$25.00	\$21.63	\$17.80	\$30.00	\$23.02	\$23.02	6	6
Bartender	\$6.35	\$11.00	\$8.68	\$7.20	\$11.00	\$9.10	\$7.47	14	2

TRI-CITY REGION OF ARIZONA WAGE SUMMARY	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number of Employees	Number of Firms
Chef	\$12.00	\$15.76	\$13.88	\$12.00	\$16.50	\$14.25	\$14.25	2	2
Cook	\$7.00	\$14.00	\$9.71	\$8.50	\$14.00	\$10.90	\$10.70	40	7
Dishwasher	\$5.50	\$7.46	\$6.51	\$5.50	\$8.31	\$6.97	\$7.26	19	5
Food Service Supervisor	\$10.50	\$18.61	\$14.52	\$12.08	\$18.61	\$15.96	\$13.11	15	4
Food Service Worker-non-tipped	\$6.00	\$8.00	\$6.95	\$6.00	\$8.50	\$7.68	\$8.17	57	5
Food Service Worker-tipped	\$2.13	\$6.35	\$3.91	\$2.32	\$7.03	\$4.20	\$3.62	29	3
Restaurant Manager	\$14.42	\$17.27	\$15.85	\$18.27	\$19.55	\$18.91	\$19.23	4	2
Aesthetician	*	*	*	*	*	*	*	2	1
Case Worker	\$13.58	\$17.21	\$15.39	\$14.04	\$20.65	\$17.50	\$15.21	30	3
Certified Nurse Assistant	\$8.25	\$11.00	\$9.66	\$9.55	\$11.21	\$10.69	\$10.64	206	4
Dental Assistant	*	*	*	*	*	*	*	1	1
EMT	\$8.76	\$11.63	\$10.20	\$12.08	\$12.88	\$12.48	\$12.30	90	2
Health Services Tech	\$8.48	\$11.00	\$10.09	\$10.65	\$13.00	\$11.79	\$11.57	42	3
Medical Assistant	\$9.50	\$10.00	\$9.83	\$11.55	\$12.00	\$11.85	\$11.80	11	3
Medical Referrals	*	*	*	*	*	*	*	2	1
Nurse-LPN	\$13.50	\$16.66	\$14.92	\$14.50	\$25.00	\$18.77	\$22.55	23	4
Nurse Practitioner	*	*	*	*	*	*	*	1	1

TRI-CITY REGION OF ARIZONA WAGE SUMMARY	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number of Employees	Number of Firms
Nurse-Registered	\$16.30	\$50.00	\$22.40	\$18.88	\$51.50	\$26.07	\$29.75	412	9
Paramedic	\$11.61	\$13.87	\$12.74	\$15.63	\$16.74	\$16.19	\$16.54	68	2
Physician	\$59.00	\$168.00	\$87.00	\$59.00	\$168.00	\$91.25	\$83.41	18	5
Physician's Assistant	*	*	*	*	*	*	*	1	1
Therapist-Certified	\$18.74	\$40.00	\$27.58	\$19.93	\$40.00	\$31.64	\$29.17	25	3
Therapist-Non-Certified	*	*	*	*	*	*	*	20	1
X-Ray Technician	\$18.50	\$22.00	\$19.73	\$19.50	\$25.30	\$22.69	\$23.77	20	4
Driver-Bus	\$7.85	\$10.50	\$9.28	\$9.48	\$11.42	\$10.25	\$11.04	58	4
Driver-Passenger Vehicle	\$8.62	\$9.00	\$8.81	\$9.37	\$13.50	\$11.44	\$10.20	5	2
Field Manager	\$10.00	\$20.00	\$15.00	\$13.00	\$31.00	\$22.00	\$22.00	2	2
Field Supervisor	\$8.50	\$18.00	\$13.44	\$8.50	\$26.00	\$16.83	\$18.50	9	4
Assistant Fire Chief	\$34.29	\$35.88	\$35.08	\$41.15	\$54.53	\$47.84	\$45.61	3	2
Fire Captain	\$17.71	\$21.45	\$19.58	\$25.43	\$25.74	\$25.58	\$25.57	33	2
Fire Chief	\$39.77	\$40.54	\$40.15	\$47.72	\$60.93	\$54.32	\$54.32	2	2
Fire Engineer	*	*	*	*	*	*	*	18	1
Fire Inspector	\$15.56	\$17.42	\$16.49	\$20.00	\$25.73	\$22.87	\$22.87	4	2
Fire Marshall	\$23.79	\$29.50	\$26.64	\$30.60	\$49.07	\$39.83	\$39.83	2	2

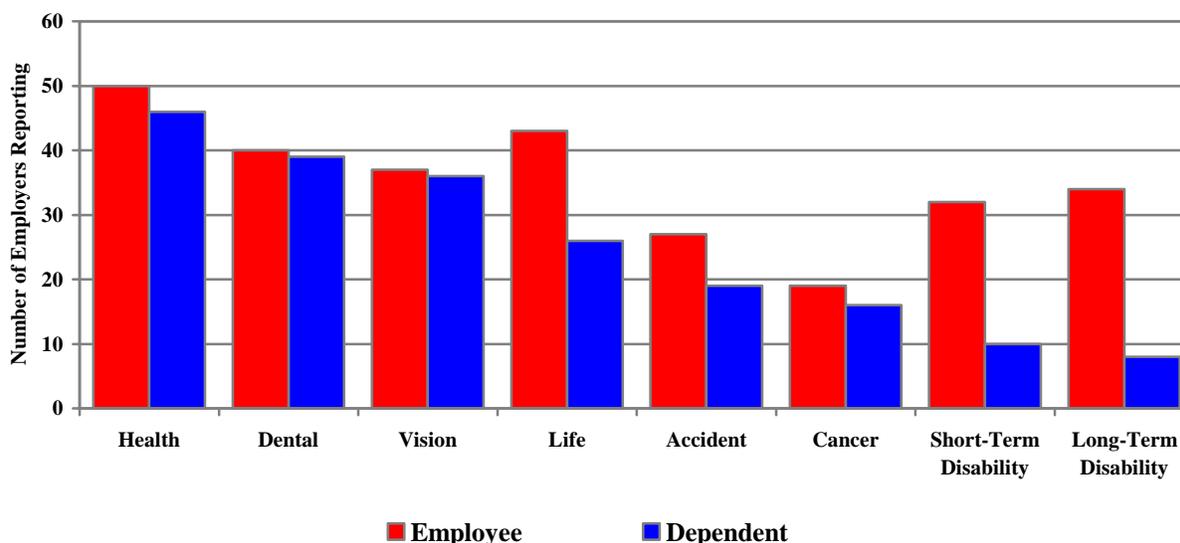
TRI-CITY REGION OF ARIZONA WAGE SUMMARY	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number of Employees	Number of Firms
Firefighter	\$12.27	\$16.35	\$14.31	\$15.17	\$19.62	\$17.39	\$17.30	48	2
Battalion Chief	\$23.79	\$25.50	\$24.64	\$30.60	\$34.99	\$32.79	\$32.48	7	2
Police Lieutenant	*	*	*	*	*	*	*	3	1
Police Officer	\$15.40	\$18.96	\$17.71	\$16.21	\$22.28	\$20.11	\$20.72	189	6
Police Sergeant	\$17.97	\$23.68	\$21.59	\$21.87	\$28.77	\$26.00	\$27.62	42	6
Teacher	\$9.00	\$17.90	\$14.04	\$9.00	\$26.69	\$17.10	\$25.97	308	4
Teaching Aide	\$7.50	\$10.00	\$8.80	\$7.50	\$15.00	\$10.56	\$9.63	138	5
Librarian	\$17.17	\$24.70	\$19.20	\$17.90	\$32.41	\$23.39	\$20.16	23	5
Library Assistant	*	*	*	*	*	*	*	9	1
Animal Control	*	*	*	*	*	*	*	4	1
Carpet Cleaner	*	*	*	*	*	*	*	1	1
Chief Mechanic	*	*	*	*	*	*	*	1	1
Construction Inspector	*	*	*	*	*	*	*	1	1
Estimator	\$12.00	\$30.00	\$21.00	\$16.00	\$30.00	\$23.00	\$25.33	3	2
Fitness & Sports Instructors	*	*	*	*	*	*	*	67	1
Installer	*	*	*	*	*	*	*	14	1
Lifeguard	\$7.00	\$7.00	\$7.00	\$7.00	\$8.00	\$7.50	\$7.46	56	2

TRI-CITY REGION OF ARIZONA WAGE SUMMARY	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number of Employees	Number of Firms
Photographer	*	*	*	*	*	*	*	1	1
Surveyor	*	*	*	*	*	*	*	5	1
Upper Management	\$50.00	\$96.15	\$61.41	\$58.75	\$96.15	\$73.34	\$71.01	9	5

* omitted for confidentiality purposes

FRINGE BENEFITS SECTION

INSURANCE COVERAGE



The above chart separates insurance coverage into the categories of health, dental, vision, life, accident, cancer, short-term disability and long-term disability and gives the number of participating employers offering each type of insurance coverage for their workers and families regardless of the percent of premium paid for by the company. As noted, 50 of the participating companies provide health insurance for employees. 3 companies reported other types of insurance than the ones listed above, an example being long-term care.

The tables on the following page illustrate the number of companies reporting either 100%, partial % or 0% of insurance premiums paid for employees and dependents for the categories listed. For example, 18 companies reported paying 100% of the premium for health insurance for their employees and 30 companies reported paying a partial percentage of the premium for health insurance for dependents. The companies that reported having coverage for the plans but declined to report the percent paid by the company are excluded from these tables.

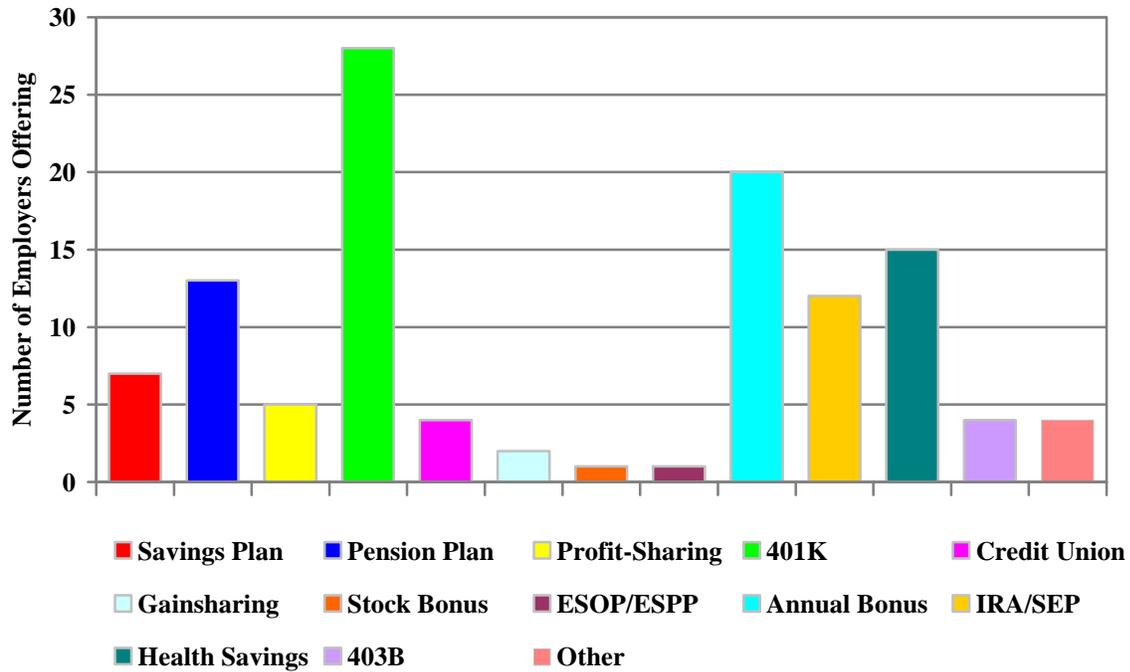
44 of the reporting companies stated that health insurance included a prescription drug plan; 20 offer an employee assistance plan (EAP); and 1 company reported flex spending accounts for employees.

**NUMBER OF COMPANIES REPORTING
PERCENT OF INSURANCE PREMIUMS PAID**

Type of Insurance	100% of Premium Paid by Company	Partial Premium Paid by Company	0% of Premium Paid by Company
Health	# of Companies	# of Companies	# of Companies
Employee	18	30	1
Dependent	0	25	19
Dental	# of Companies	# of Companies	# of Companies
Employee	13	16	11
Dependent	0	21	17
Vision	# of Companies	# of Companies	# of Companies
Employee	10	18	9
Dependent	0	19	17
Life	# of Companies	# of Companies	# of Companies
Employee	31	6	6
Dependent	2	7	17
Accident	# of Companies	# of Companies	# of Companies
Employee	7	3	17
Dependent	1	2	16
Cancer	# of Companies	# of Companies	# of Companies
Employee	1	0	18
Dependent	0	0	16
Short-Term Disability	# of Companies	# of Companies	# of Companies
Employee	13	4	14
Dependent	0	1	9
Long-Term Disability	# of Companies	# of Companies	# of Companies
Employee	16	6	10
Dependent	1	0	7

FINANCIAL PLANS

Many of the participating companies offered various financial plans to their employees, as illustrated in the following chart. An example of “other” includes 401A.



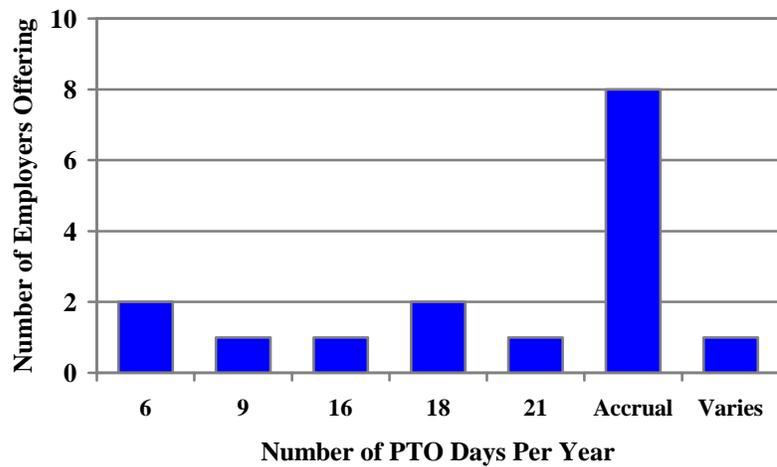
PAID LEAVE

The following information reflects the data collected from the participating employers on paid time off or paid leave. Examples of paid leave include holidays, vacation, and sick leave. Although most companies reported information for each of the paid leave categories, 16 companies reported combining these categories into general leave or personal time off (PTO). Information on PTO is reflected in the charts below.

PTO Eligibility Periods



PTO Days



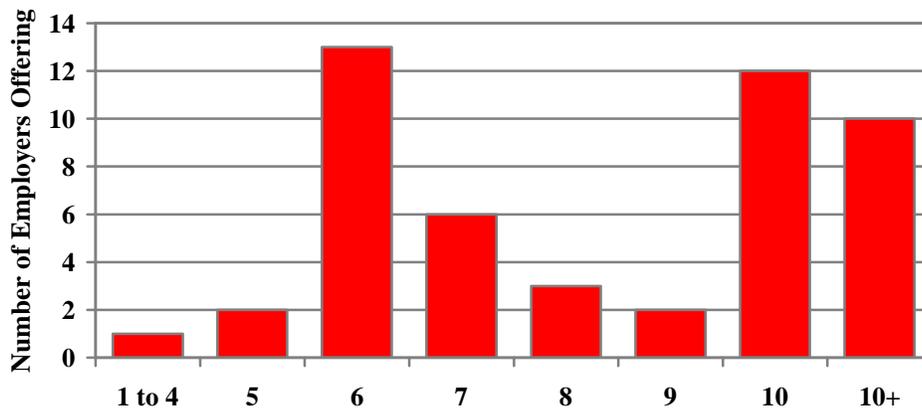
Other PTO information collected is as follows:

- 1 company reported that PTO can be carried over, but with a specific cap
- 1 company pays for unused PTO only upon separation
- 1 company reported that PTO can be cashed out in lieu of time off

Holidays

The number of paid holidays per year reported by the participating employers in the Tri-City Region ranges from 1 to over 10, as shown in the accompanying chart.

Number of Paid Holidays Per Year

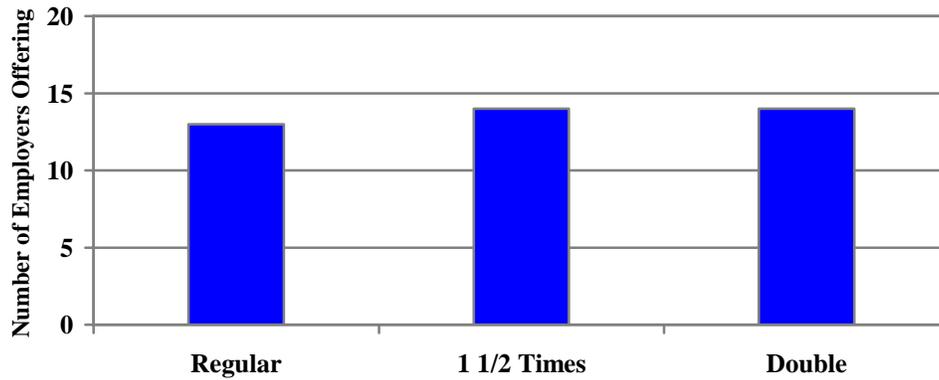


The following chart illustrates holiday pay rates as reported by the participating employees.

Other holiday pay reported includes:

- Regular pay plus hours worked @ 1½ times
- Higher percent of flat rate
- \$100 per holiday
- Comp time

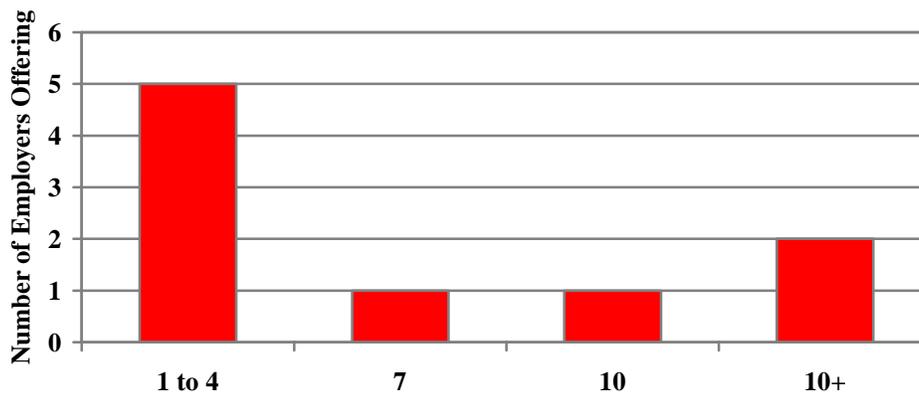
Holiday Pay



Further, 1 company reported that holiday work can be accrued for use at a later date.

Additionally, 9 companies reported allowing employees to take from 1 to over 10 unpaid holidays per year, as shown below.

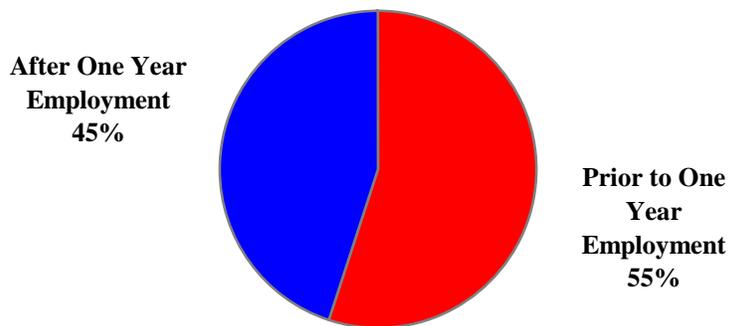
Number of Unpaid Holidays Per Year



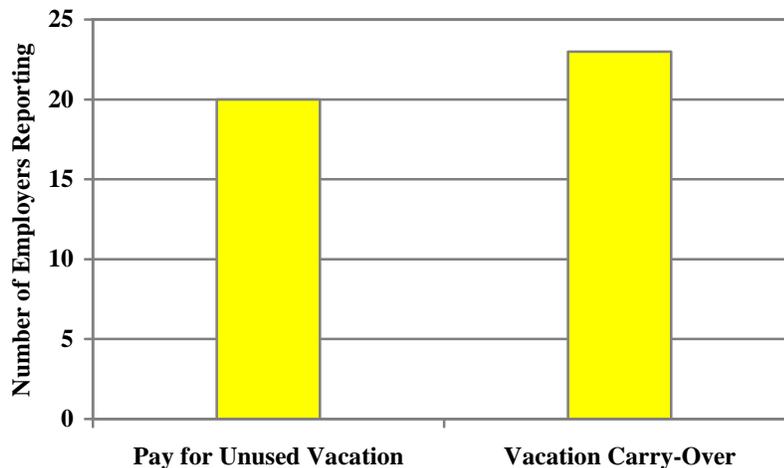
Vacation

Employees in 22 of the reporting companies were eligible for paid vacation prior to one year of employment, and employees in 18 companies were eligible for paid vacation after one year of employment.

Eligibility Period for Paid Vacation

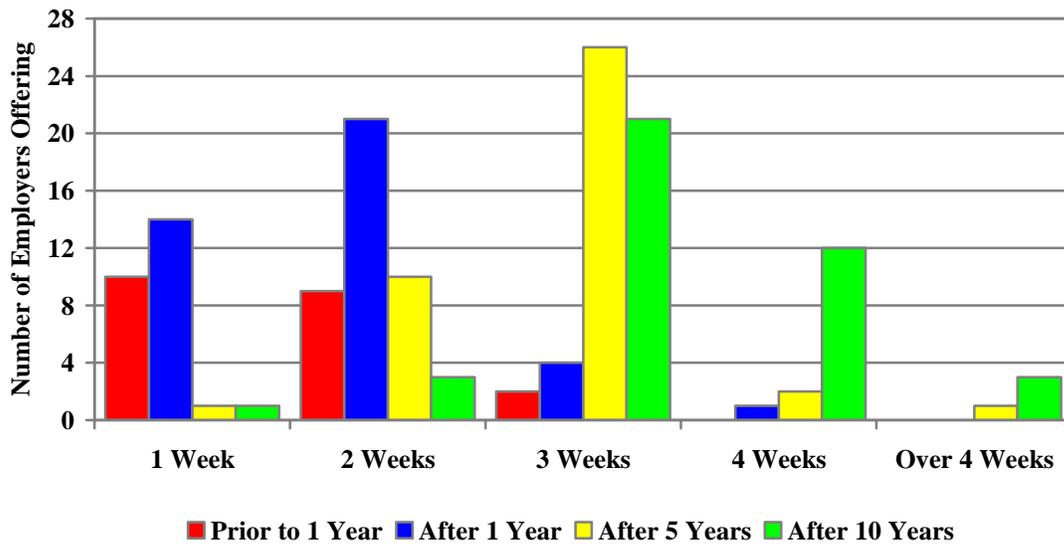


Further, of the reporting companies, 20 reported pay for unused vacation time, and 23 companies allowed vacation carry-over.



The accompanying chart shows the number of participating companies who reported offering specific numbers of vacation weeks prior to one year of employment, after one year of employment, after five years, and after ten years of employment. In addition, 5 companies offered paid vacation other than that listed above, including 4 weeks after 15 years.

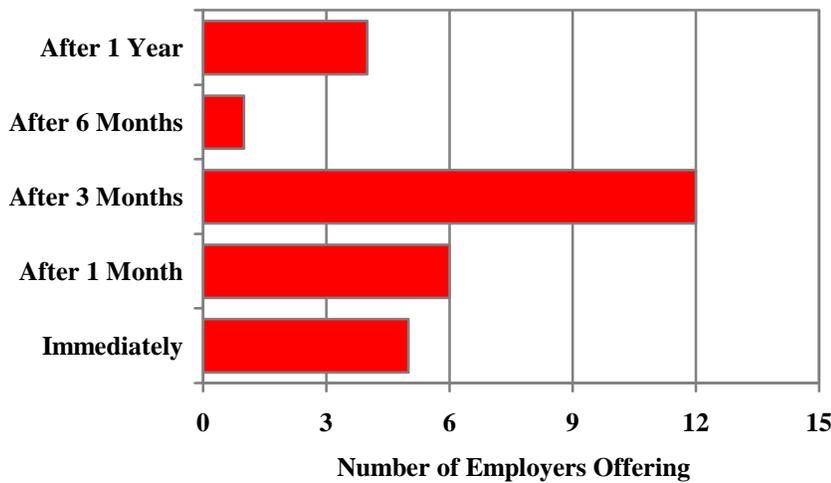
Number of Vacation Weeks



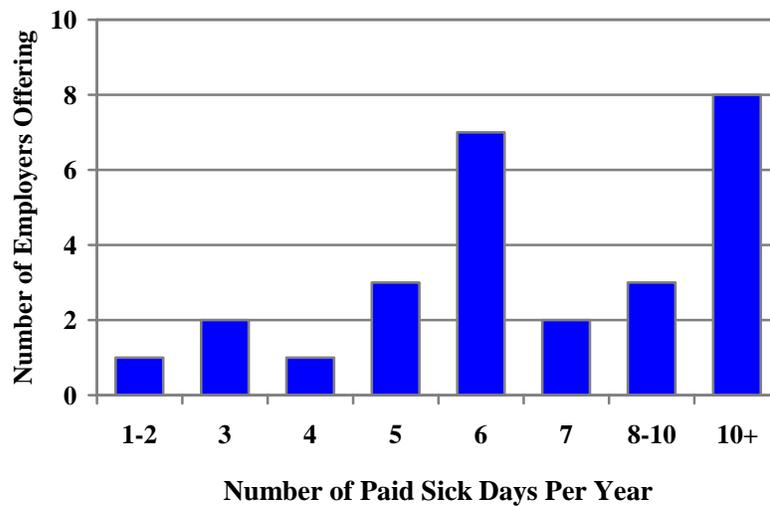
Sick Leave

Of the participating companies, 29 reported offering no paid sick leave. The following charts give eligibility times and number of paid sick days per year for those companies which did offer paid sick leave.

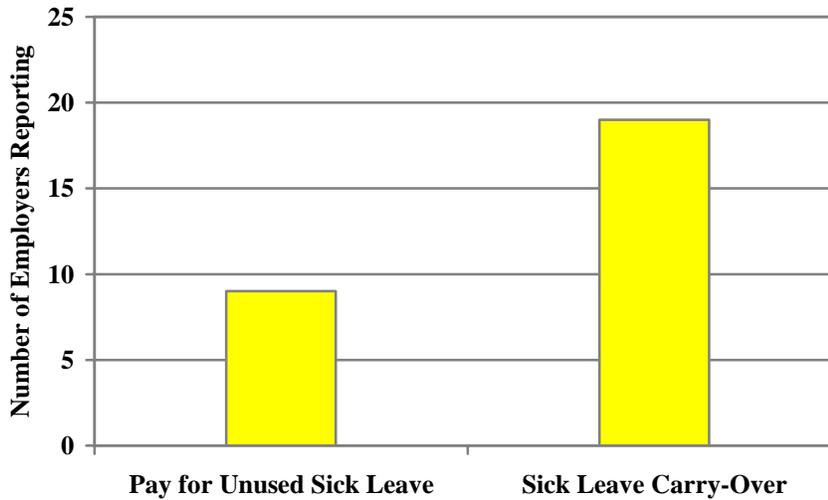
Sick Leave Eligibility Periods



Paid Sick Days



Further, of the reporting companies, 9 reported pay for unused sick leave, and 19 companies allowed sick leave carry-over.

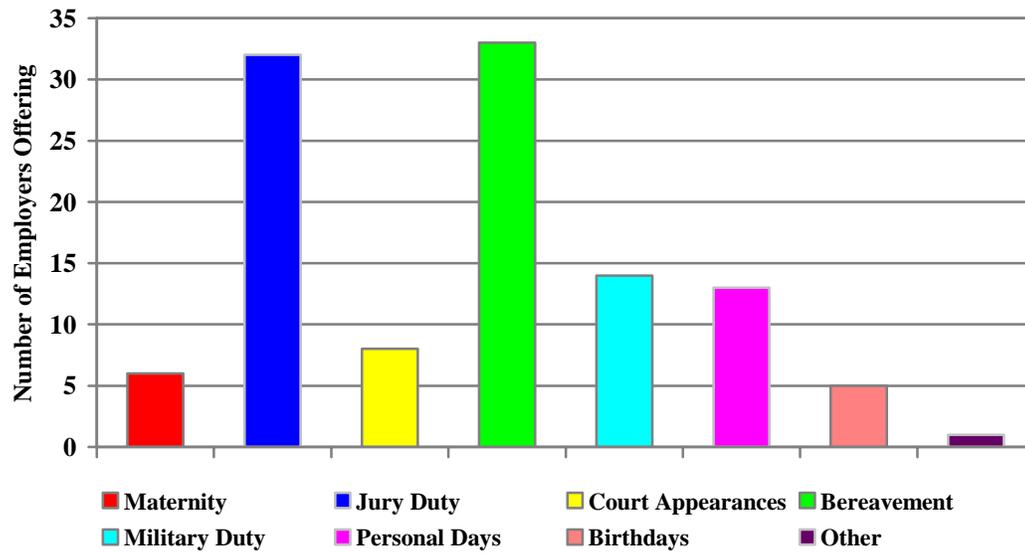


Other sick leave information includes:

- Catastrophic Time Off Program
- Employees can convert sick days to vacation days @ ½ the value on anniversary

Other Paid Leave

Participating employers were asked to report whether their companies gave additional paid time off to employees for maternity/paternity, jury duty, court appearances, bereavement, military duty, personal days, birthdays or other categories. The chart below shows the number of companies reporting each category.





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