

Chambers County & Greater Valley Area

Wage and Labor Survey

2006



**Industrial
Development
Authority
of Chambers County**

P.O. Box 269, Lanett, AL 36863
334/642-1412

Fringe Benefit Survey Results

Twenty-two Chambers County, Alabama and Greater Valley Area companies were selected as a representative sample of the area's diverse industrial base. Thorough responses from ten companies employing 51% of the area's workforce comprise the results of this section of the survey.

1) Total number of employees: 3,479

<50:	1 (companies)
50-99:	3
100-149:	2
150-199:	0
>199:	4

Average number of employees:	348
Median number of employees:	142

Percentage male employees:	60%
Percentage female employees:	40%

2) Average annual personnel turnover rate: 10% *

3) Average annual personnel absenteeism rate: 4.2% *

4) Average overtime rate of pay for work performed:

On Saturday:	1.5 [if over 40 hours]
On Sunday:	1.5 - 2.0
On Holidays:	1.5 - 2.0
Over 40 hours:	1.5

5) Average amount of paid vacation granted after:

6 months:	5.5 days
1 year:	6.6 days
5 years:	11.4 days
10 years:	11.6 days
15 years:	17 days
20 years:	17.5 days
25 years:	22.5 days

* May include layoffs and vacation time

6) Number of paid holidays per year:

<5:	1 (company)
5-7:	2
8-10:	5
>10:	2

Average number of paid holidays per year: 8.5

Median number of paid holidays per year: 9

7) Number of companies paying for holidays that fall on Saturday or Sunday:

9 of 10 (90%)

8) Number of companies that have or provide a health insurance program:

10 of 10 (100%)

Average percent of employee's premium paid by the employer: 73%

Number of health policies covering dependents: 9 of 10 (90%)

Average percent of dependent's premium paid by the employer: 55%

Waiting period for benefits: 40% - 90 days; 30% - 30 days;
10% - 60 days 20% - no waiting period

Deductible: Several option plans ranging from \$250/\$500 option; \$300; and
\$350/\$700 option

Maximum Deductible Range: Single: \$1,000 - \$5,000
Family: \$3,000 - \$6,200

Co-pay: \$15, \$20, \$25, and \$30 - Dr. visits

9) Number of companies providing and/or insurance programs including life insurance:

9 of 10 (90%)

Coverage ranged from \$42,000 - \$45,000 in actual dollar amounts
and 1 to 2 X base salary.

Amount of coverage based on salaries: 5 companies

10) Number of companies providing and/or insurance programs including dental

coverage: 10 of 10 (100%)

- 11) Number of companies providing and/or insurance programs including vision coverage: 7 of 10 (70%)
- 12) Number of companies offering short term disability: 7 of 10 (70%)
- 13) Number of companies having a savings or 401k plan: 9 of 10 (90%)
 Number of companies matching funds: 7 of 10 (70%)
- 14) Number of companies having a profit sharing plan: 2 of 10 (20%)
- 15) Number of companies paying shift differentials: 6 of 10 (60%)
 Differential amount: range from \$.05/hr to \$.90/hr
- 16) Date of companies last wage adjustment: These results varied considerably, ranging from the past 12 months to the employees date of hire, and ongoing.
 Average Increase: 3.4%
- | | | |
|--------------------------|----------------------|----------------------|
| Type of wage adjustment: | Annual: | 4 of 10 (40%) |
| | Merit: 1 of 10 (10%) | Other: 3 of 10 (30%) |
- 17) Number of companies providing bonuses: 7 of 10 (70%) - 10% Salaried only
- 18) Number of companies allowing particular number of breaks:
- | | |
|------------|---------------|
| None: | - |
| One: | - |
| Two: | 2 (companies) |
| Three: | 3 |
| Four: | 4 |
| No Policy: | 1 |

Note: Companies operating on 8 hour and 12 hour shifts allow a different number of breaks for each shift.
 [Example: 8hr shift – 3 breaks / 12hr shift – 4 breaks]

19) Number of companies providing additional following benefits:

Funeral attendance pay:	10 (companies)
Jury duty pay:	10
Tuition refund plan:	7
Paid lunch break:	8
Reserve/Nat'l Guard leave:	8
Prescription drug card:	9
Credit union:	10
Vending machines:	9
Cash bonuses:	3
Employee Assistance Program:	6
Fitness Center Plans:	2
Uniforms:	6
Reimbursements/safety items:	7
Other:	3

Classification	Number Employed	< \$7.00	7.01 - 8.00	8.01 - 9.00	9.01 - 10.00	10.01 - 11.00	11.01 - 12.00	12.01 - 13.00	13.01 - 14.00	14.01 - 15.00	15.01 - 16.00	16.01 - 17.00	Over \$17.00
ACCTS PAYABLE CLERK	3						1		1	1			
ACCTS RECEIVABLE CLERK													
ASSEMBLER	2								2				
ASSORTER	3			2		1							
AUTO MACHINE FIXER	38								38				
BAD HEM REPAIRER	41			4	8		29						
BOX MAKER													
BOXING YARN													
BULER/BATCHER													
BURN-IN OPERATOR	27							27					
CARPENTER	2								1	1			
CLEANER/SWEEPER	16			16									
CLERICAL	7					1	1			3	2		
CLIP/CLASS/TRIMMER	25					25							
CLOTH DOFFER	14					14							
CLOTH INSPECTOR	30				12	18							
CNC TECHNICIAN	8								1	4	1		2
COATER OPERATOR	8								4	4			

Classification	Number Employed	< \$7.00	7.01 - 8.00	8.01 - 9.00	9.01 - 10.00	10.01 - 11.00	11.01 - 12.00	12.01 - 13.00	13.01 - 14.00	14.01 - 15.00	15.01 - 16.00	16.01 - 17.00	Over \$17.00
COMPUTER OPR	1												1
CONCRETE FINISHER													
CONFERENCE OPR													
CONTROL CLERK	1					1							
CRANE OPERATOR													
CUSTODIAL	3			2	1								
CUSTOMER SERV CLERK	7					1				6			
CUSTOMER SERV REP	2										2		
DIE CUTTER OPR	13												13
DRAFTERS													
DRAWING OPERATOR	49					48	1						
DRILL OPERATOR													
ELECTRICIAN	68								1	7	28	3	29
EXECUTIVE SECRETARY	1									1			
FABRICATORS	6										6		
FILLING DISTRIBUTOR	18				18								
FILM WRAP MCH OPR													

Classification	Number	< \$7.00	7.01 -	8.01 -	9.01 -	10.01 -	11.01 -	12.01 -	13.01 -	14.01 -	15.01 -	16.01 -	Over
-----------------------	--------	----------	--------	--------	--------	---------	---------	---------	---------	---------	---------	---------	------

	Employed		8.00	9.00	10.00	11.00	12.00	13.00	14.00	15.00	16.00	17.00	\$17.00
FIXER	24											12	12
FOLDER	12					12							
FOREMAN	4								1		3		
FORKLIFT OPERATOR	172			2	5	84				36	45		
FURNACE OPERATOR	10							1		1		8	
INDUSTRIAL NURSE	1												1
INJECTION MOLD OPR													
INSPECTORS	55								1	2	52		
INSTALLER													
LAB TECHNICIANS	13									8	5		
LABORER, GENERAL	13		1	11	1								
LABORER, SKILLED	192				2	51	12	4	33	24	66		
LOADER/LTO	12			1		11							
LOCAL TRAC TRL OPR	1								1				
LOOM CLEANER & BLOWER	21				20	1							
LOOM MECHANIC	16									16			
LUBRICATOR	2					2							

Classification	Number Employed	< \$7.00	7.01 - 8.00	8.01 - 9.00	9.01 - 10.00	10.01 - 11.00	11.01 - 12.00	12.01 - 13.00	13.01 - 14.00	14.01 - 15.00	15.01 - 16.00	16.01 - 17.00	Over \$17.00
----------------	-----------------	----------	-------------	-------------	--------------	---------------	---------------	---------------	---------------	---------------	---------------	---------------	--------------

MACHINIST	15								1	7	3	3	1
MAINTENANCE WORKER	43				1				1	3	3	1	34
MATERIAL HANDLER/ LIFT DRIVER	51				2			49					
MANAGERS	8												8
MECHANIC	86			1			1	1	44	33		3	3
MILLWRIGHT	47						3	3	3	3	3	3	29
OFFSET PRINTING PRESSMAN	15												15
ORDER FILLER	34					34							
PACKER/PACKAGER	31			1	10	13	6	1					
PAINTER	4					1		1	2				
PAYROLL CLERK	3						1		1				1
PLANNING / SCHEDULER	4								2		2		
PRESS OPERATOR	38				3			10		1	15		9
PRINTER FEEDER	15												15
PROCESS IMPROVEMENT	2												2
PRODUCTION CONTROL CLERK	3							1	2				
PRODUCT DEVELOPMENT	2												2

Classification	Number Employed	< \$7.00	7.01 - 8.00	8.01 - 9.00	9.01 - 10.00	10.01 - 11.00	11.01 - 12.00	12.01 - 13.00	13.01 - 14.00	14.01 - 15.00	15.01 - 16.00	16.01 - 17.00	Over \$17.00

PROGRAM ANALYST													
PURCHASING CLERK	4							1					3
QUALITY CONTROL CLERK	24				1	1	16	4		1		1	
RECEPTIONIST	2						1	1					
REWINDER OPR	20				19	1							
ROLL-UP OPERATOR	4							4					
ROOFER													
SEAMER	3							3					
SECURITY	1				1								
SEWING MACHINE OPERATOR	25			2		23							
SHIFT SUPERVISOR	46								1		3	1	41
SLASHER OPERATOR	49							49					
SR. OPERATOR	15									15			
SWATCH CUTTER													
TECHNICIAN	106						2	17	58	16	11		2
TERRY DRYER OPR	37				8	29							
TIME STUDY TECH													
Classification	Number Employed	< \$7.00	7.01 - 8.00	8.01 - 9.00	9.01 - 10.00	10.01 - 11.00	11.01 - 12.00	12.01 - 13.00	13.01 - 14.00	14.01 - 15.00	15.01 - 16.00	16.01 - 17.00	Over \$17.00
TRAINING INSTRUCTOR	2												2

TRIMMER	12				9	3							
TRUCKER	5				4				1				
TUFTING OPERATOR	68								68				
WAREHOUSE / STOREKEEPER	7				1			4	1				1
WARP CREELER	59					38	21						
WARPER OPERATOR	37					37							
WASHCLOTH CLASSER	24				20	4							
WASHCLOTH OVEREDGER	11					11							
WEAVER	179					19		160					
WELDER	9					1	1	5		1	1		
YARN HANDLER	21				20		1						
YARN PREP OPERATOR	123							123					
YARN PREP SR. OPERATOR	15									15			