The East Texas I-20 Corridor Area Wage & Fringe Benefits Survey Report

June 5, 2017

Prepared for the Interstate-20 Consortium

By Avalanche Consulting, Inc.

avalanche

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INTRODUCTION & EXECUTIVE SUMMARY

The 2017 East Texas I-20 Corridor Area Wage & Fringe Benefits Survey is sponsored by the East Texas I-20 Corridor Regional Economic Development Organization. The survey was conducted by Avalanche Consulting, an economic development consultancy based in Austin, Texas. Conducted in April and May of 2017, the survey was completed by 39 firms. Not all participants answered every question of the survey. As a result, the total number of responses for any single question may not equal the number of survey participants.

Companies that participated in the 2017 East Texas I-20 Corridor Area Wage & Fringe Benefits Survey employ approximately 7,400 workers in the region with a total payroll exceeding $174.9 million annually. The survey included companies from a variety of industrial sectors.

Employment among companies that participated in the survey has remained relatively stable during the past year. While 11 firms reported an employment decline during the past year, 15 firms reported adding workers. Regional employment among survey participants is likely to increase in the year ahead. More than half of companies surveyed believe they will add workers during the next year. Just 3 companies reported that they may eliminate workers during the coming year.

Companies in the East Texas I-20 Corridor generally reported being satisfied with the local workforce. Respondents were split when asked about workforce quality, with 51% characterizing local workers as “Good” and 49% as “Fair.” Approximately half of all companies surveyed also characterized the reading, writing and computer skills of local workers as ‘Good.’ Surveyed companies also reported that the local workforce is typically reliable and trainable. On the whole, finding workers for unskilled positions is easier than for technical, skilled, or professional positions. While most employers require some form of substance abuse testing for their workers, the issue doesn’t appear to be a significant concern among local businesses.

EXECUTIVE SUMMARY (continued)

The majority of East Texas I-20 Corridor companies surveyed provide some type of insurance coverage to both their hourly and salaried workers. Most companies also reported offering some type of insurance to the dependents of these workers. The most commonly offered insurance includes health, life, and dental coverage. Many companies also offer supplemental life insurance policies to their workers.

Most surveyed companies also offer various financial fringe benefits to their hourly and salaried employees. 70% of survey respondents offer 401K plans. Approximately half of firms reported providing annual bonuses and health savings plans / flexible spending accounts to salaried workers. A majority of companies also reimburse both salaried and hourly workers for business travel and mileage.

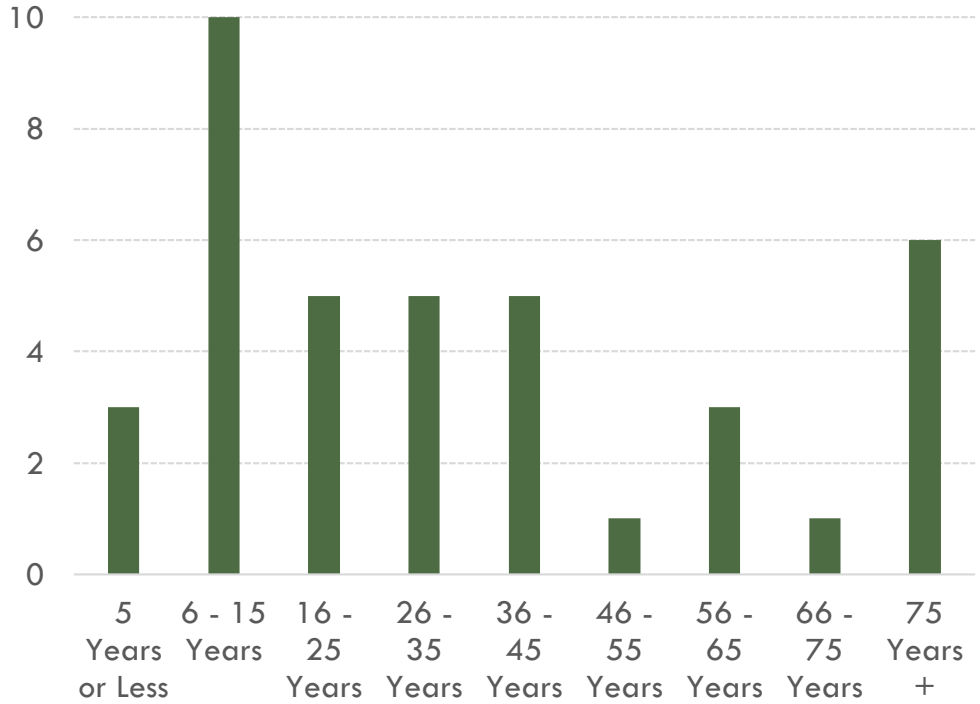
The overwhelming share of companies reported offering paid vacation time to both hourly and salaried employees. The amount of vacation time offered by individual companies, however, varies widely. While many companies provide paid sick leave for salaried workers, only about half provide this benefit to hourly workers. Only a minority of surveyed firms either pay workers for unused sick leave or allow workers to carry over this unused benefit.

SURVEY FINDINGS - GENERAL INFORMATION

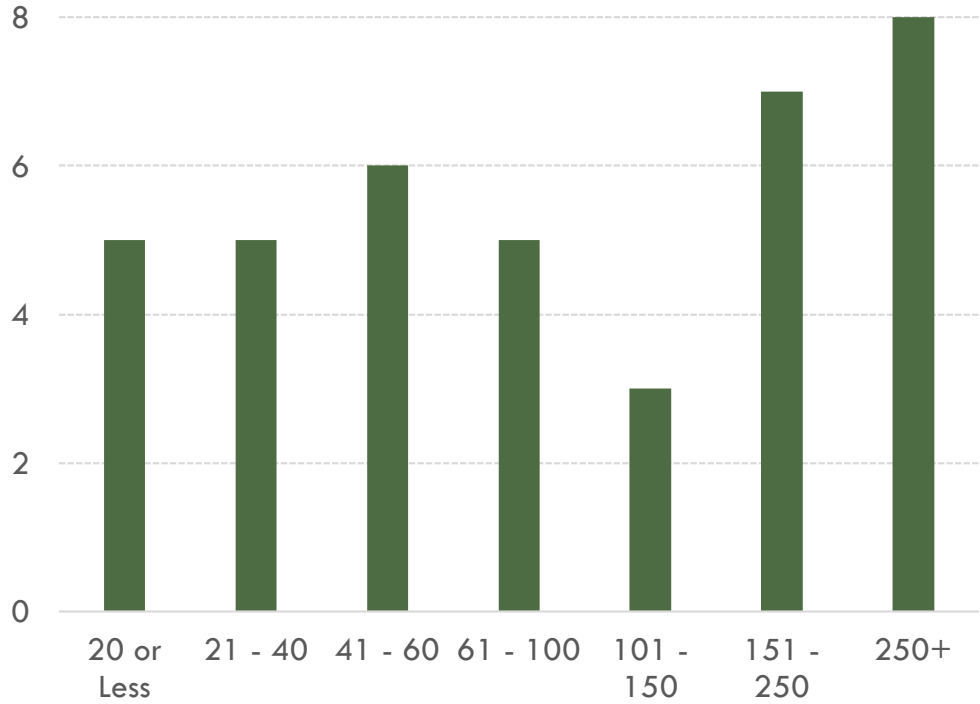
Company Characteristics

39 companies participated in the 2017 East Texas I-20 Corridor Area Wages & Fringe Benefits Survey. Collectively, these companies employ approximately 7,400 workers in the region. Total payroll, as reported by 29 firms, exceeded $174.9 million annually. Respondents included representatives from private industry, with an emphasis on manufacturing, as well as public organizations such as education providers. Survey respondents included representatives from companies with deep roots in the East Texas I-20 Corridor as well as firms new to the region. Both small businesses and large enterprises participated in the survey.

PARTICIPATING EMPLOYERS
Length of Time in Community



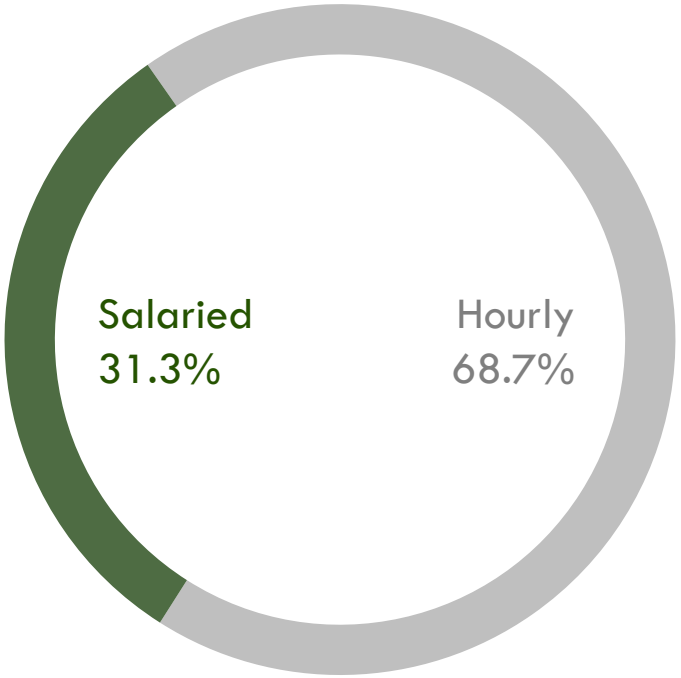
PARTICIPATING EMPLOYERS
Number of Employees



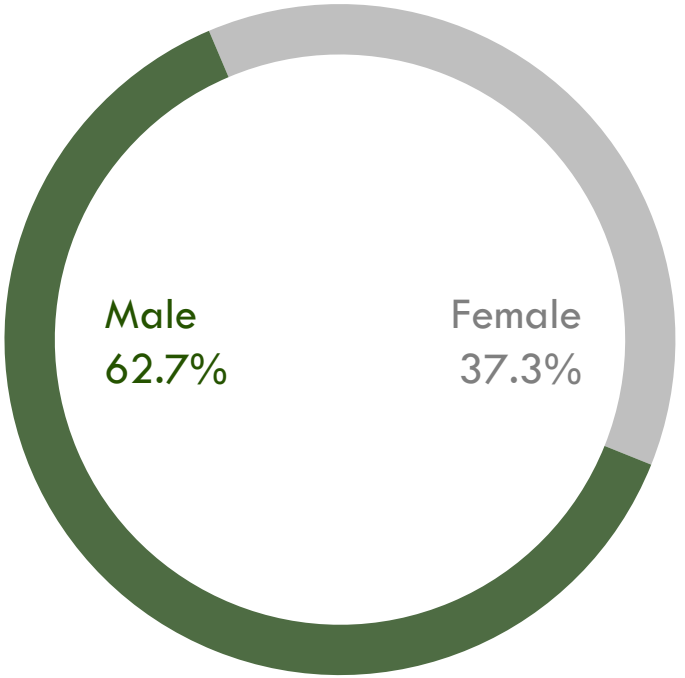
Worker Composition

Salaried workers represented slightly less than a third of workers employed at surveyed companies. The remaining two-thirds of workers were hourly employees. Women comprised approximately 37% of workers at surveyed companies, with men representing the remaining 63% of employees.

Hourly / Salaried Employees

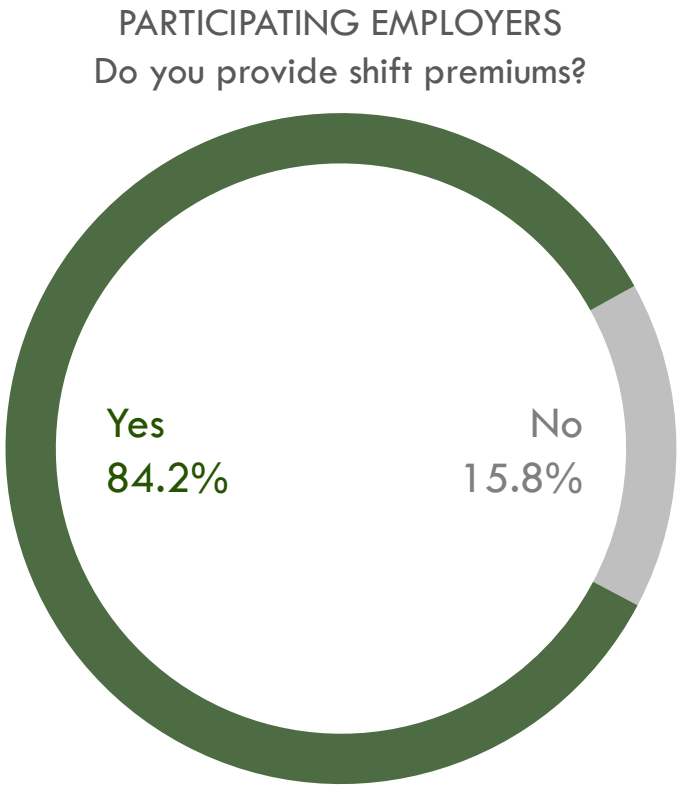


Female / Male Employees



Shifts Worked

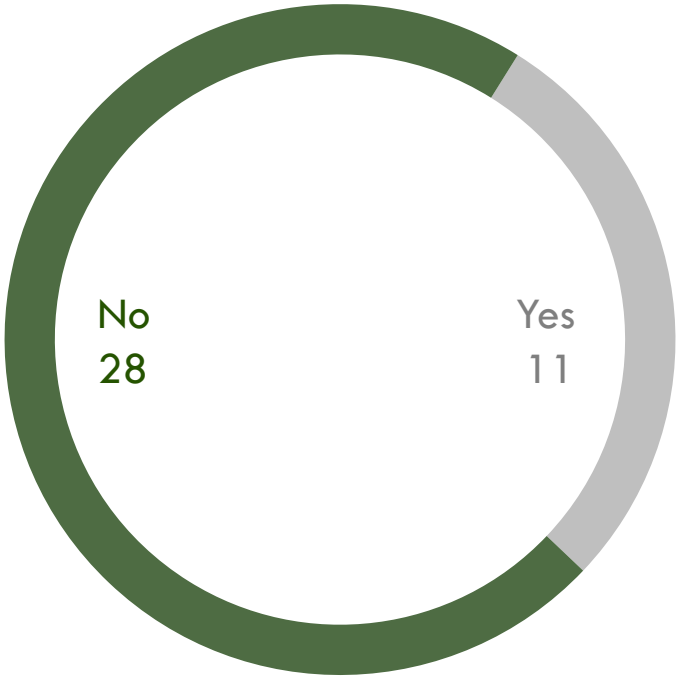
Surveyed companies were nearly equally split between those that have one shift and those that have more than one shift. 20 firms reported having one shift, with the remaining 19 companies reporting more than one shift. Among companies with multiple shifts, nearly 85% provide shift premiums. The average wage premium for hourly workers is 55 cents per hour.



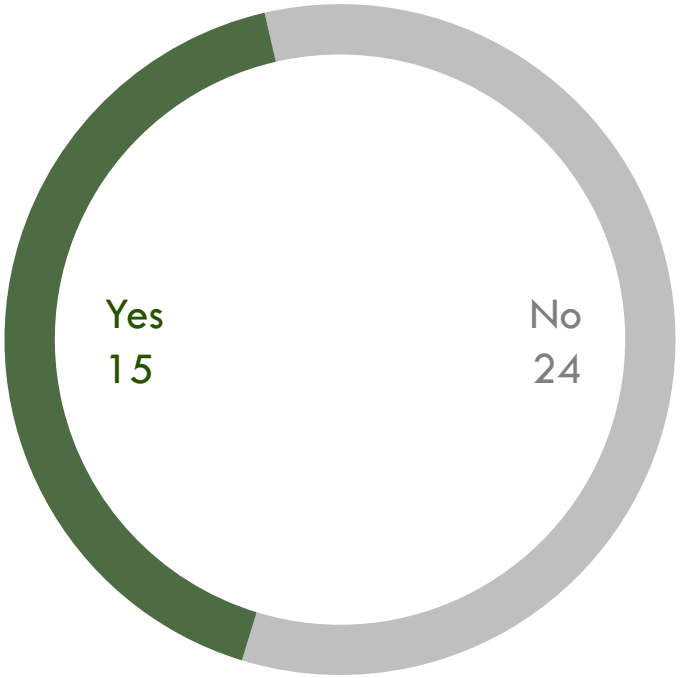
Recent Hiring Trends

Surveyed companies reported relatively stable payrolls during the past 12 months. Just 11 companies surveyed experienced an employment decline. On average, these firms reported decline of approximately 60 jobs. During the past year, 15 firms reported an increase in employment. The average increase reported by these firms approached 55 workers.

During the past 12 months,
did you experience a decline in employment?



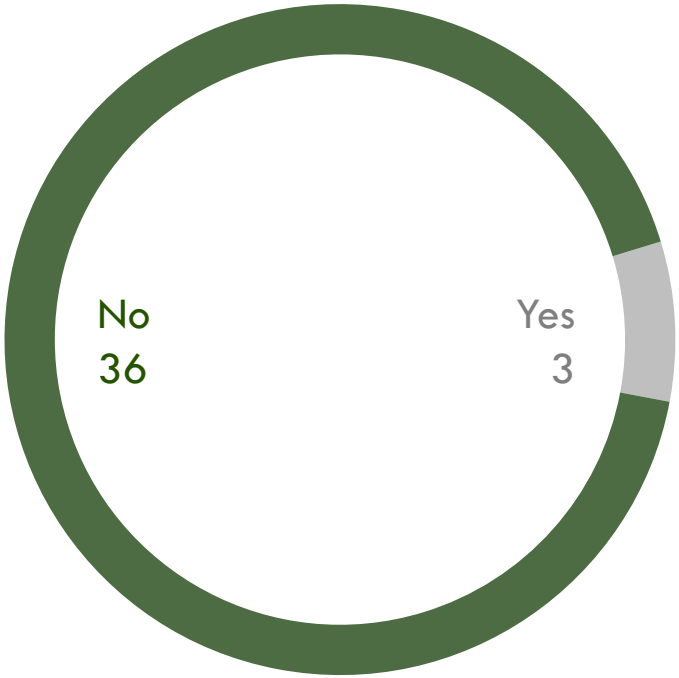
During the past 12 months,
did you experience an increase in employment?



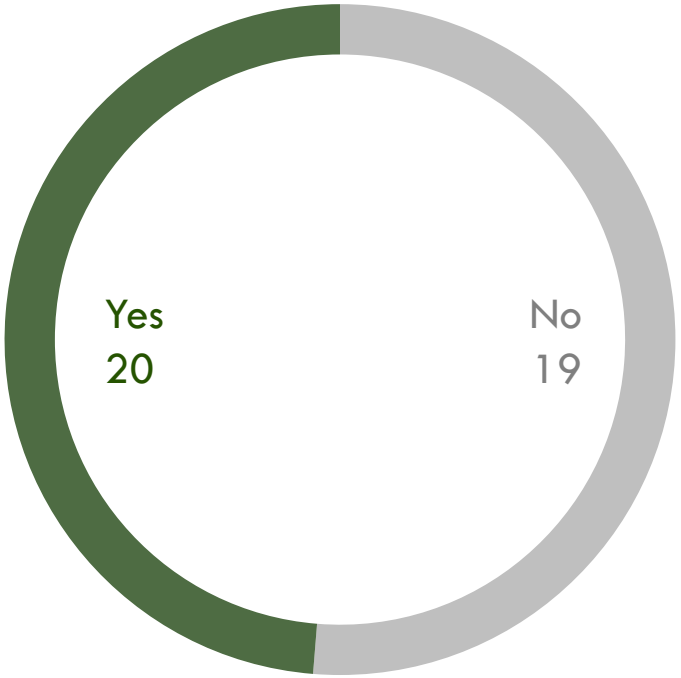
Anticipated Hiring Trends

Almost all respondents do not anticipate decreasing employment during the next 12 months. Among firms surveyed, just three believe they may experience declining employment. On average, these employers anticipate declines of approximately 175 workers. More than half of surveyed companies believe they will add workers during the next year. On average, survey participants anticipate hiring approximately 40 workers each during the next 12 months. On the whole, job gains are expected to exceed job losses.

In the next 12 months,
do you anticipate decreasing employment?

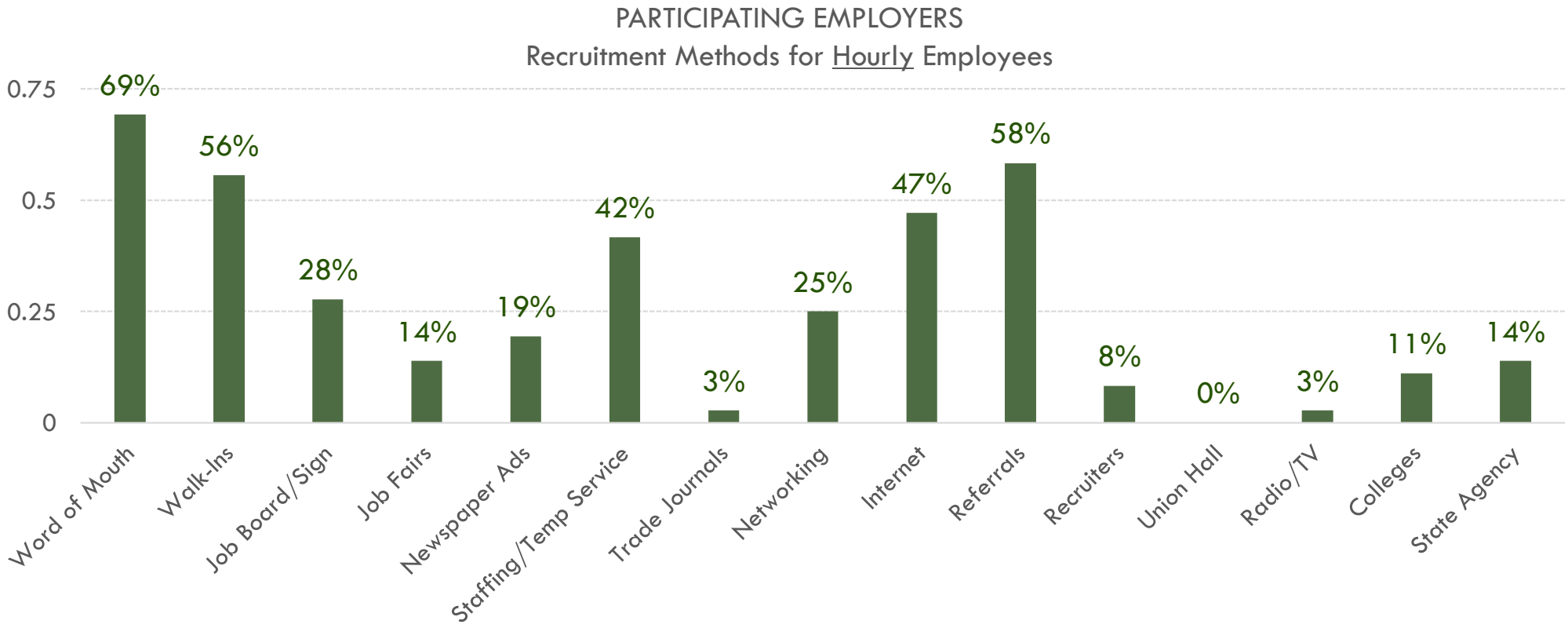


In the next 12 months,
do you anticipate increasing employment?



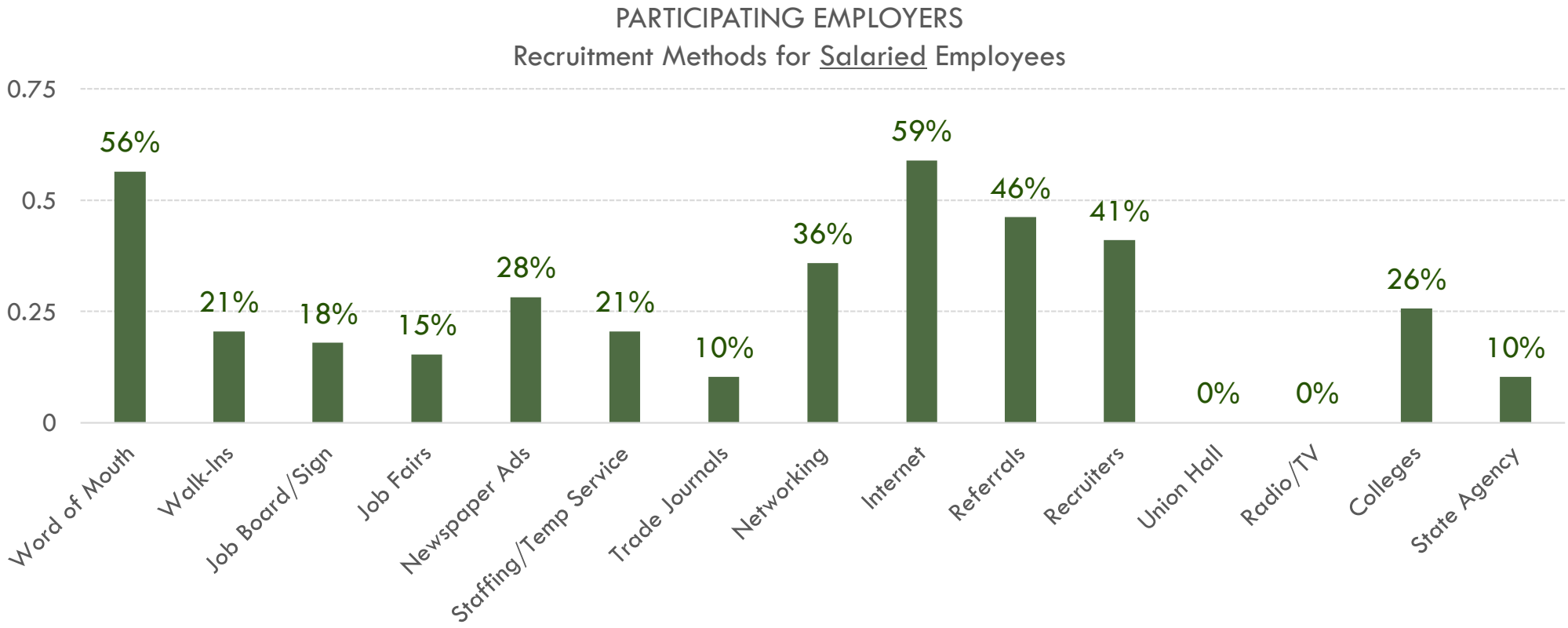
Recruitment Methods (Hourly Workers)

Surveyed employers in the East Texas I-20 Corridor reported employing a variety of methods to recruit new hourly workers. The three most common labor recruitment methods—Word of Mouth, Referrals, and Walk-Ins—were used by a majority of respondents. Nearly half of respondents reported using the Internet to recruit hourly workers. 42% of survey participants reported relying on Staffing/Temp Services. Nearly 30% of respondents employ Job Boards/Signs to solicit labor.



Recruitment Methods (Salaried Workers)

East Texas I-20 Corridor employers rely on slightly different recruitment methods to recruit salaried workers. The most common recruitment tool is the Internet. 59% of surveyed firms reported using the Internet to recruit new workers, making it the most commonly used tool. More than half of survey participants reported relying on Word of Mouth to find new workers. The use of Referrals and Recruiters was also widespread, at 46% and 41%, respectively. A quarter of respondents reported the use of Newspaper Ads and Colleges to find new salaried workers. More than 20% of surveyed participants employ Staffing/Temp Services to recruit salaried talent.

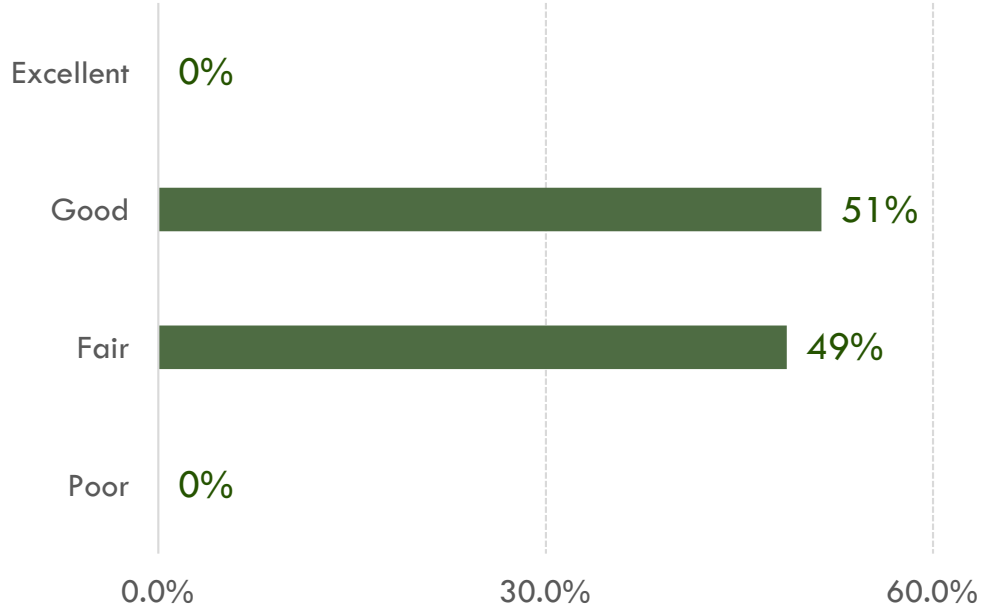


Labor Force
Overall Workforce Ratings

Survey participants typically reported that the workforce in the East Texas I-20 Corridor is comparable to other communities. Among the 39 East Texas I-20 Corridor companies that completed survey, 21 have facilities in other locales. Most companies believe the local workforce is about the same as in other communities. Overall, approximately half of surveyed firms characterized the local workforce as 'Good.' The remaining half of survey participants believe the local workforce is 'Fair.'

PARTICIPATING EMPLOYERS
Workforce Comparison with Other Locations

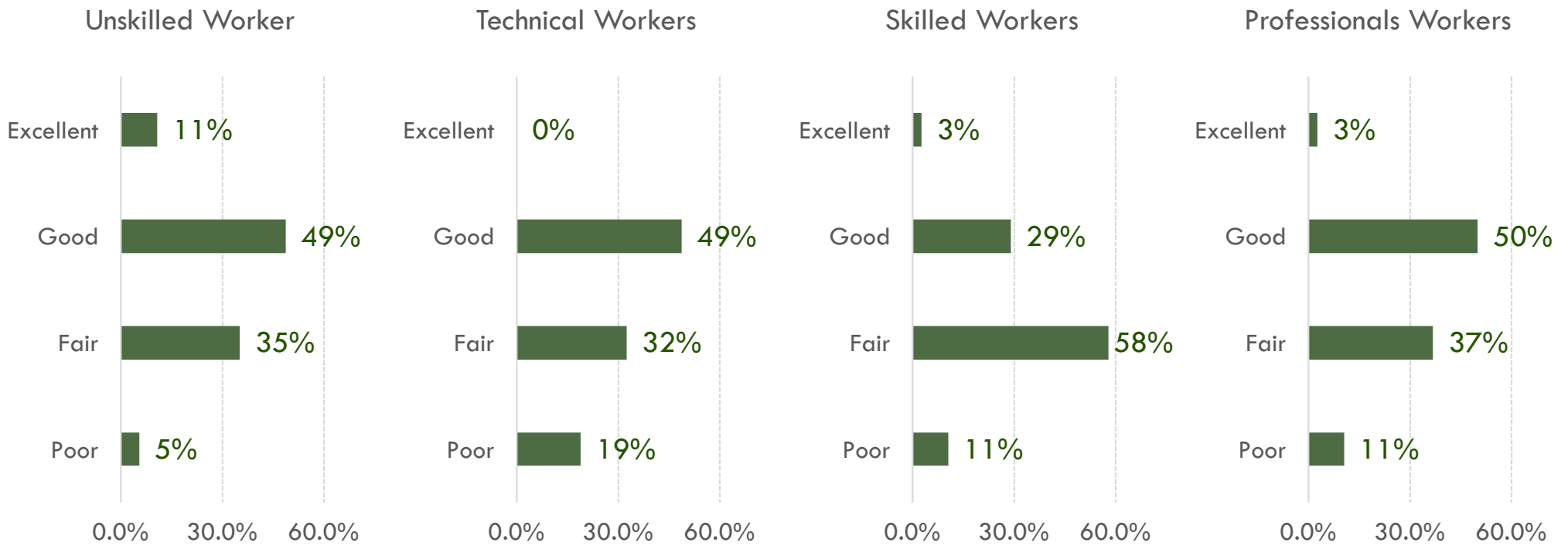
PARTICIPATING EMPLOYERS
Overall Workforce Rating



Labor Force Availability by Type

Most employers characterized the availability of workers in the East Texas I-20 Corridor as 'Good' or 'Fair.' Unskilled positions are viewed as the most easily filled jobs. 11% of employers rated the availability of unskilled workers as 'Excellent.' Just 5% of respondents described the availability of unskilled workers as 'Poor.' The availability of technical talent appears more limited. Not a single respondent characterized the availability of technical workers as 'Excellent' and nearly 20% described technical worker availability as 'Poor.' Employers were slightly more positive about finding skilled workers. Nearly 60% characterized the availability of such workers as 'Fair.' Obtaining professional workers in the region is even easier, with half of all survey participants describing availability of professional workers as 'Good.'

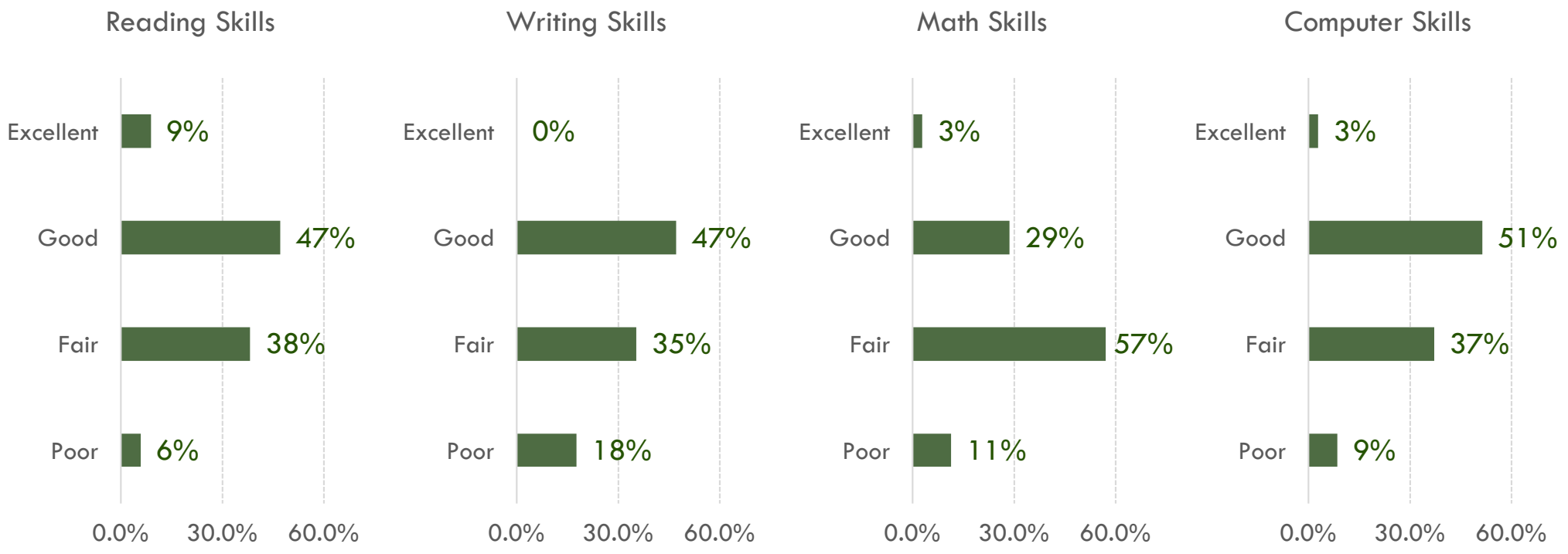
EMPLOYER RATINGS OF LOCAL LABOR FORCE AVAILABILITY



Labor Force Skills

Employers in the East Texas I-20 Corridor generally hold positive views of the skills available among the local workforce. Approximately half of all companies surveyed characterized the reading, writing, and computer skills of local workers as 'Good.' Nearly 20% of respondents, however, described the writing skills of workers as 'Poor.' Surveyed companies have a less favorable impression of the math skills possessed by the local workforce. Less than 30% characterized the math skills of workers as 'Good.' Nearly 70% described the math skills of workers as either 'Fair' or 'Poor.'

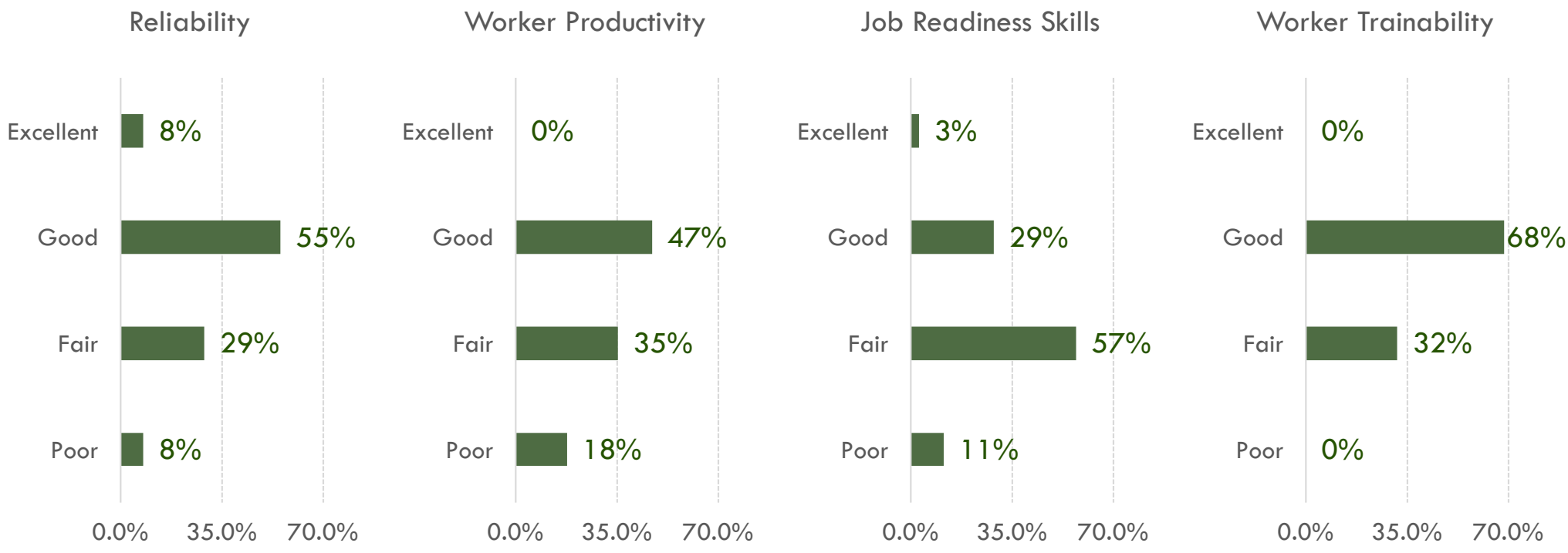
EMPLOYER RATINGS OF LOCAL LABOR FORCE SKILLS



Labor Force Worker Characteristics

Surveyed companies typically characterize the East Texas I-20 Corridor workforce as reliable and trainable. Local employers, however, gave lower ratings to the productivity of the workforce and the job readiness of workers. Nearly 70% of participating companies described local worker trainability as 'Good.' More than half believe the reliability of the local workforce is 'Good.' Only a minority of surveyed companies characterized worker productivity as 'Good,' with the remaining respondents instead describing workforce productivity as either 'Fair' or 'Poor.' Nearly 60% of companies surveyed characterized the job readiness skills of local workers as 'Fair.'

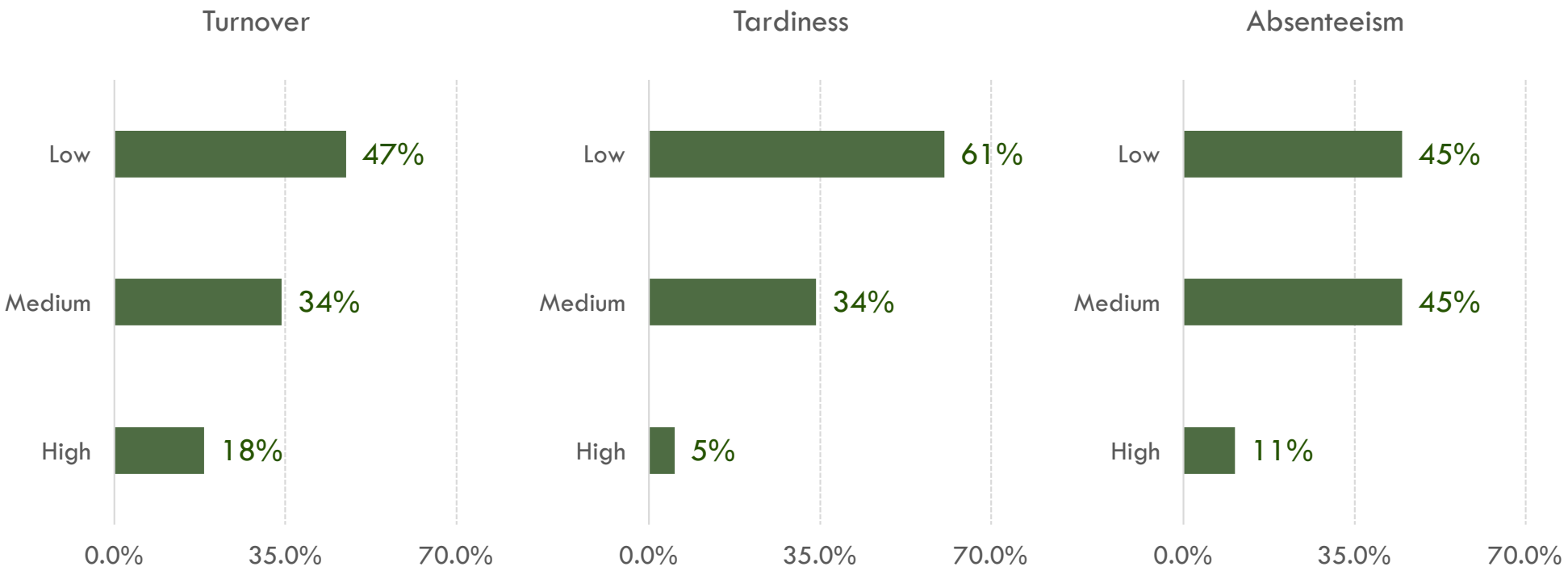
EMPLOYER RATINGS OF LOCAL LABOR FORCE CHARACTERISTICS



Labor Force
Worker Characteristics (continued)

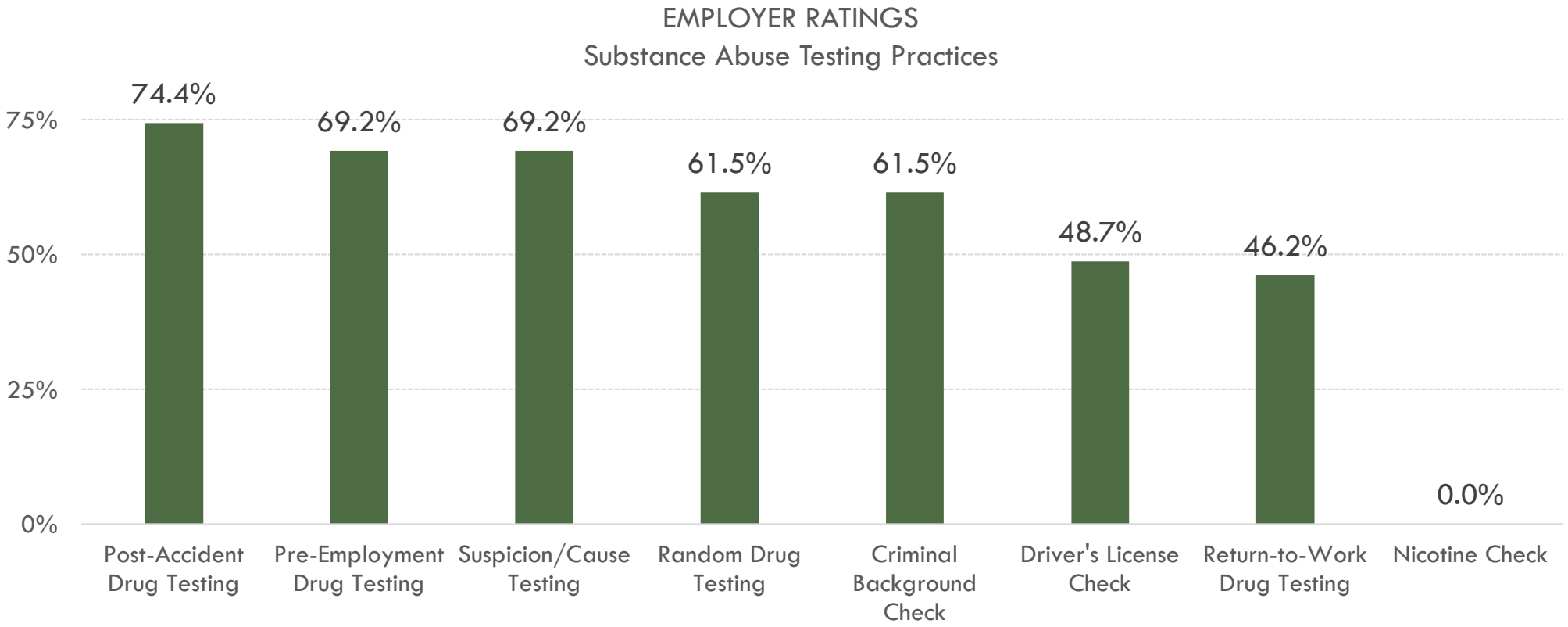
Surveyed companies generally do not view employee turnover, tardiness, or absenteeism as significant problems. More than 60% of surveyed firms characterized employee tardiness as 'Low.' Just 5% rated employee tardiness as 'High.' Nearly half of all survey participants described employee turnover as 'Low.' At the same time, nearly 20% characterized employee turnover as 'High.' 45% of companies surveyed rated employee absenteeism as 'Low.' Just 11% of firms described employee absenteeism as 'High.'

EMPLOYER RATINGS OF LOCAL LABOR FORCE CHARACTERISTICS



Labor Force
Substance Abuse

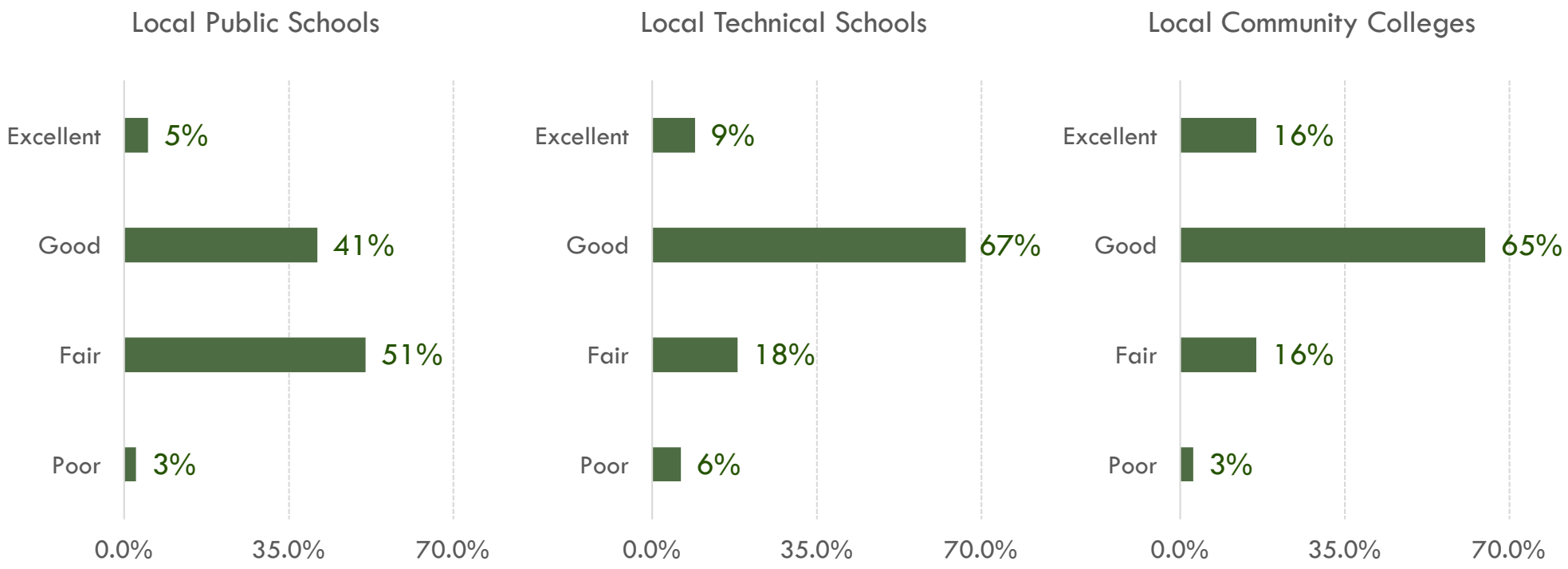
Although most employers have substance abuse testing practices for their workers, substance abuse doesn't appear to be a significant concern among local businesses. Nearly 80% of companies described the level of substance abuse among their workers as 'Low.' Approximately 75% of businesses, however, reported using post-accident drug testing. Another 70% perform pre-employment drug testing and suspicion cause testing. Slightly more than 70% of surveyed firms conduct random drug testing and criminal background checks on new hires. A minority of firms perform driver's license checks or return-to-work drug test. Not a single surveyed company has a nicotine check for workers.



Local Educational Providers Quality

Employers in the East Texas I-20 Corridor hold favorable impressions of the region's technical schools and community colleges. 65% of surveyed firms characterized local community colleges as 'Good' and another 16% believe local community colleges are 'Excellent.' More than 65% of survey participants described local technical schools as 'Good.' Employers are less enthusiastic about local public schools. A slight majority described local public schools as 'Fair.' More than 40% of respondents characterized local public schools as 'Good.'

EMPLOYER RATINGS OF LOCAL EDUCATIONAL QUALITY



SURVEY FINDINGS - WAGE INFORMATION

Summary of Wages Reported

Companies in the East Texas I-20 Corridor that participated in the survey were asked to provide information on entry-level wage, average wage, and number of employees for each of their job classifications. Respondents were also asked to provide average annual salary information for salaried workers and the number of individuals employed in each of these positions. The wage data on salaried workers presented in the following pages is the weighted average annual salary for all employees with corresponding job titles, regardless of employer.

Wage information presented in the following pages includes the following:

- Low Entry Pay – The lowest entry pay for each position among all participating firms.
- High Entry Pay – The highest entry pay for each position among all participating firms.
- Average Entry Pay – The average, unweighted entry pay for each position among all participating firms.
- Low Average Pay – The average entry pay for each position among all participating firms.
- High Average Pay – The highest entry pay for each position among all participating firms.
- Mean Average Pay – Each company was asked to provide information on the average pay for each position. The mean average is an average of this figure across all participating firms.
- Weighted Average Pay – The average pay for each position among all participating firms corrected to account for the differences in the number of people employed in each position by participating firms.

Wage Summary – Hourly Workers

Job Classification	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	# of Hourly Employees	# of Firms Reporting
Accountant/Auditor	$24.75	$31.62	$28.19	$24.75	$31.62	$28.19	$28.19	2	2
Accounting Clerk	$12.98	$20.95	$16.97	$14.00	$21	$17	$17.58	32	13
Administrative Assistant	$11.25	$26.09	$18.67	$12.36	$26	$19	$14.88	12	8
Assembler	$9.00	$17.44	$13.22	$9.88	$22	$16	$14.98	1,166	8
Bookkeeper	$11.00	$11.00	$11.00	$10.00	$10	$10	$10.00	1	1
Buyer/Purchaser	$12.00	$18.80	$15.40	$15.00	$26	$20	$22.47	8	4
Cashier	$12.00	$12.00	$12.00	$13.00	$13	$13	$13.00	1	1
CNC Operator	$14.06	$26.80	$20.43	$18.36	$28	$23	$27.41	32	3
Computer Programmer	$40.00	$40.00	$40.00	$43.00	$43	$43	$43.00	1	1
Computer Systems Analyst	$35.55	$35.55	$35.55	$35.55	$36	$36	$35.55	1	1
Customer Service Representative	$9.00	$18.00	$13.50	$8.54	$18	$13	$14.63	33	9
Customer Service Supervisor	$13.60	$16.50	$15.05	$16.01	$21	$19	$21.42	1	2
Data Entry Operator	$10.50	$22.14	$16.32	$11.20	$22	$17	$19.48	10	3
Delivery Driver	$12.50	$21.00	$16.75	$14.00	$23	$19	$22.44	63	4
Dispatcher	$15.75	$16.82	$16.29	$16.04	$17	$17	$16.23	5	2
Drafter	$14.50	$35.00	$24.75	$16.20	$58	$37	$42.12	15	4
Engineer	$20.94	$20.94	$20.94	$20.94	$21	$21	$20.94	2	1
Extrusion Worker	$9.25	$18.22	$13.74	$12.00	$19	$16	$16.46	99	7
Fork Lift Driver	$10.00	$15.50	$12.75	$12.11	$18	$15	$16.24	205	13
General Labor	$8.50	$19.69	$14.10	$10.00	$20	$15	$13.07	204	12
General Maintenance	$10.96	$21.80	$16.38	$9.10	$24	$17	$17.43	82	8
General Office	$9.00	$12.73	$10.87	$10.00	$15	$13	$13.51	4	4
Heavy Equipment Operator	$10.00	$35.00	$22.50	$15.63	$35	$25	$21.93	21	5
Human Resources Clerk	$9.25	$21.63	$15.44	$13.00	$22	$17	$15.80	8	7
Inspector/Tester/Quality Assurance	$10.00	$17.06	$13.53	$13.04	$23	$18	$15.51	77	11

Wage Summary – Hourly Workers (continued)

Job Classification	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	# of Hourly Employees	# of Firms Reporting
Janitor/Custodian	$8.00	$13.44	$10.72	$10.00	$15	$13	$12.51	35	13
Lab Technician	$10.00	$25.00	$17.50	$15.39	$35	$25	$20.31	6	4
Line Supervisor	$12.00	$30.00	$21.00	$12.50	$40	$26	$19.92	48	6
Machine Operator	$9.50	$19.00	$14.25	$7.55	$25	$16	$16.44	375	15
Machinist	$13.13	$22.00	$17.57	$15.57	$25	$20	$20.19	35	4
Maintenance Mechanic	$14.50	$29.89	$22.20	$15.50	$30	$23	$24.24	158	16
Materials Handler	$9.00	$32.00	$20.50	$10.00	$32	$21	$13.64	49	11
Molder	$10.00	$22.00	$16.00	$17.54	$25	$21	$18.02	156	3
Office Manager	$12.00	$21.00	$16.50	$14.50	$21	$18	$17.75	2	2
Payroll Clerk	$15.05	$18.84	$16.95	$18.50	$19	$19	$18.91	4	4
Plant Manager	$12.00	$25.75	$18.88	$15.00	$27	$21	$21.05	2	2
Production Manager	$10.00	$23.00	$16.50	$1.00	$13	$7	$13.00	2	2
Production Supervisor	$10.00	$17.06	$13.53	$13.04	$23	$18	$15.51	77	11
Production Worker	$8.00	$17.50	$12.75	$9.54	$21	$15	$13.63	969	11
Receptionist	$10.00	$23.08	$16.54	$11.00	$23	$17	$15.14	9	7
Safety Manager	$20.00	$20.00	$20.00	$24.32	$24	$24	$24.32	1	1
Sales Support	$14.13	$14.13	$14.13	$14.13	$14	$14	$14.13	2	1
Sales/Marketing Manager	$13.60	$13.60	$13.60	$17.60	$18	$18	$17.60	2	1
Shipping/Receiving Clerk	$8.89	$30.00	$19.45	$8.89	$32	$20	$18.50	103	16
Tool & Die Maker	$14.32	$26.80	$20.56	$17.65	$28	$23	$26.47	38	5
Transportation Manager	$16.00	$16.00	$16.00	$22.50	$23	$23	$22.50	1	1
Truck Driver	$12.00	$19.52	$15.76	$14.50	$21	$18	$15.70	16	5
Warehouse Supervisor	$17.00	$34.00	$25.50	$18.00	$34	$26	$21.24	5	3
Warehouse Worker	$10.00	$22.00	$16.00	$11.00	$22	$17	$16.83	131	11
Welder	$12.00	$21.00	$16.50	$14.50	$21	$18	$24.55	57	7

Wage Summary – Salaried Workers (continued)

Job Classification	Average Annual Salary	# of Salaried Workers	# of Firms Reporting
Accountant/Auditor	$68,034	17	12
Accounting Clerk	$72,033	10	6
Accounting Manager	$81,905	12	8
Accounting Supervisor	$60,384	3	3
Administrative Assistant	$28,819	21	3
Administrative Manager	$80,000	1	1
Bookkeeper	$35,000	3	1
Buyer/Purchaser	$55,602	20	11
Cashier	$74,623	2	2
Chief Executive Officer	$340,631	15	14
Chemist	$50,000	1	1
Computer Programmer	$85,890	3	2
Computer Systems Analyst	$81,423	6	5
Controller	$105,325	16	16
Customer Service Manager	$64,480	10	9
Customer Service Representative	$41,898	35	11
Customer Service Supervisor	$39,775	21	4
Data Entry Operator	$34,550	2	2
Delivery Driver	$61,000	47	1
Dispatcher	$19,500	1	1
Drafter	$80,320	5	5
Engineer	$85,634	28	9
Engineer, Electrical	$81,909	10	7
Engineer, Mechanical	$74,724	14	8
Engineering Manager	$124,497	11	11
Executive Secretary	$32,765	15	1
Extrusion Worker	$55,000	10	2
General and Operations Manager	$119,234	23	16

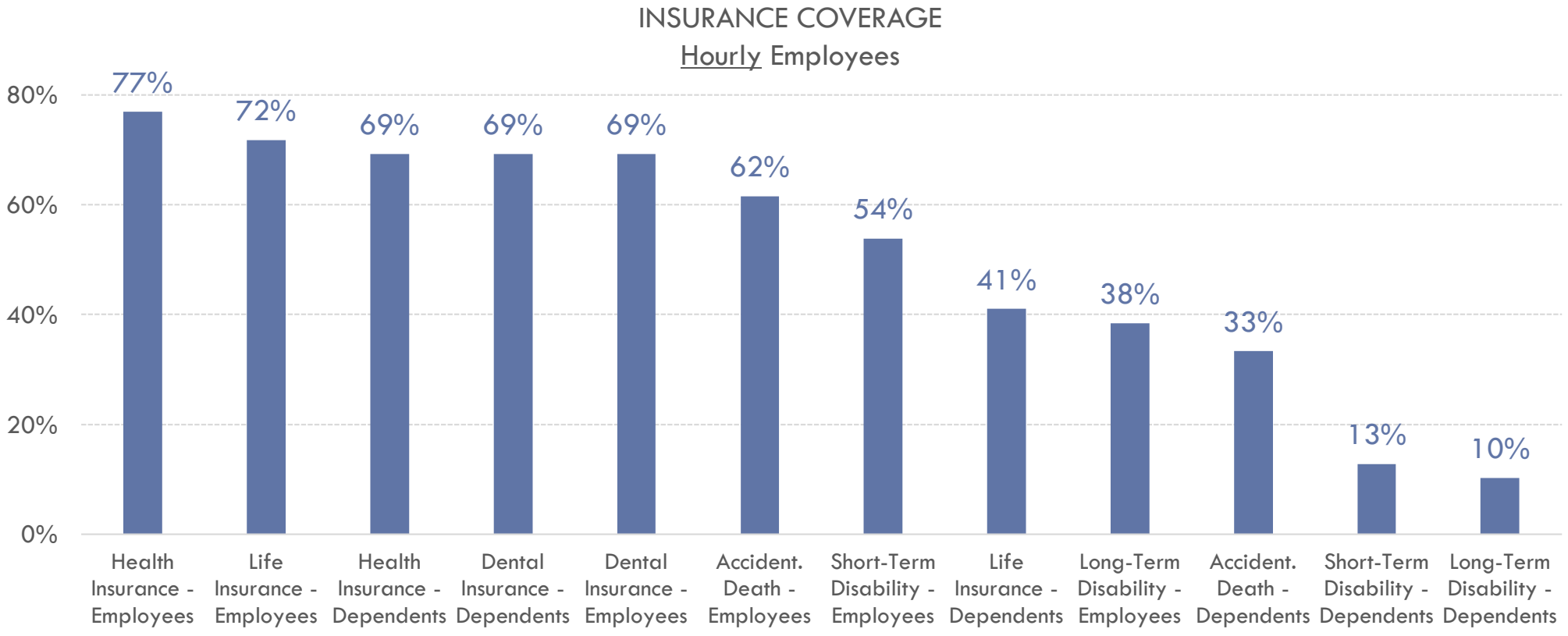
Wage Summary – Salaried Workers (continued)

Job Classification	Average Annual Salary	# of Salaried Workers	# of Firms Reporting
General Labor	$45,968	2	1
General Maintenance	$34,355	4	1
General Office	$31,000	2	2
Human Resources Clerk	$49,218	9	8
Human Resources Manager	$86,600	20	19
Janitor/Custodian	$65,000	2	1
Lab Technician	$42,929	2	1
Line Supervisor	$58,959	22	6
Maintenance Supervisor	$45,946	12	9
Network/Systems Administrator	$80,305	3	3
Office Manager	$70,616	3	3
Payroll Clerk	$55,417	4	3
Plant Manager	$97,891	15	11
Production Manager	$75,328	32	13
Production Supervisor	$63,633	28	6
Production Worker	$53,410	2	1
Purchasing Assistant	$57,234	3	2
Purchasing Manager	$80,772	7	7
Quality Assurance Supervisor	$60,597	8	5
Quality Control Manager	$88,894	8	8
Receptionist	$27,000	1	1
Registered Nurse	$51,858	4	2
Safety Manager	$64,758	15	12
Sales Support	$75,868	17	7
Sales/Marketing Manager	$85,000	40	11
Shipping/Receiving Clerk	$33,831	2	2
Software Engineer	$55,323	6	3
Transportation Manager	$62,327	7	7
Warehouse Supervisor	$53,474	10	7

SURVEY FINDINGS - FRINGE BENEFIT INFORMATION

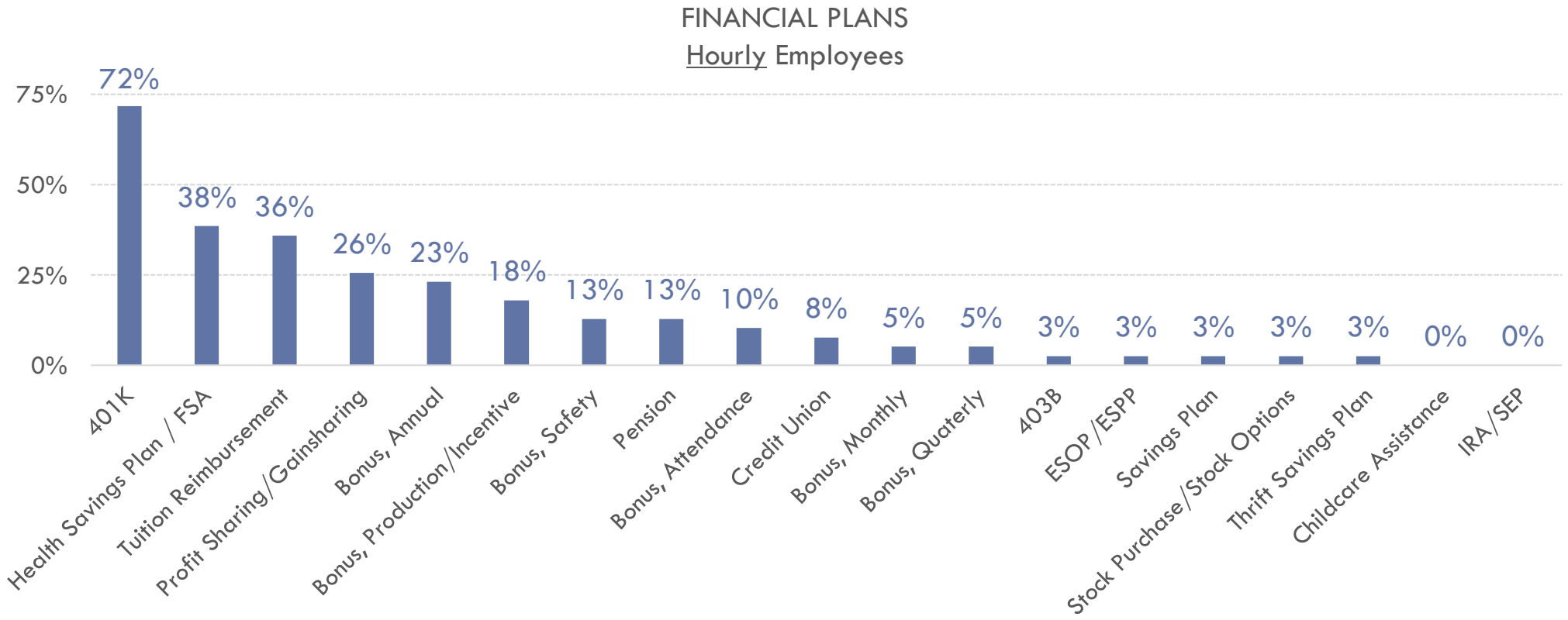
Wage & Benefit Information – Insurance Coverage (Hourly Employees)

The majority of East Texas I-20 Corridor companies surveyed provide some type of insurance coverage to their hourly workers and the dependents of these workers. The proportion of companies that provide health insurance to their hourly employees and their dependents was 77% and 69%, respectively. More than 70% of surveyed companies provide life insurance coverage to hourly employees. Nearly 70% of firms provide dental insurance to both employees and dependents. More than half of companies that participated in the survey provide accidental death and dismemberment and short-term disability coverage to their hourly workers.



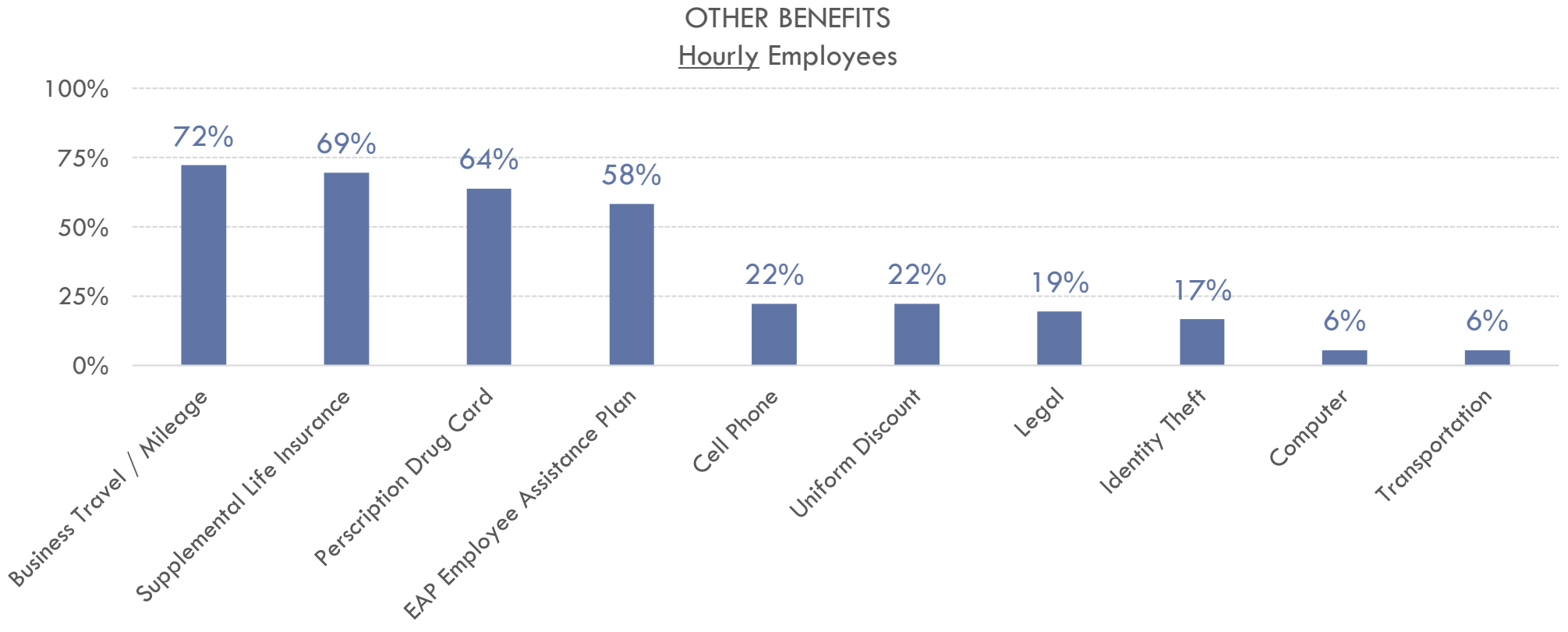
Wage & Benefit Information – Financial Plans (Hourly Employees)

Most surveyed firms in the East Texas I-20 Corridor offer at least one type of financial fringe benefit to their hourly employees. The most common benefit is a 401K plan, which is provided by more than 70% of surveyed firms. More than 35% of employers offer a health savings plan / FSA and tuition reimbursement. More than 20% of surveyed firms provide some form of profit sharing/gainsharing and bonus to their hourly workers. Other fringe financial benefits are far less common, including 403B plans, ESOP/ESPP, savings plans, stock purchase/stock options, and thrift savings plans. No surveyed employer provides childcare assistance or an IRA/SEP to their hourly employees.



Wage & Benefit Information – Other Benefits (Hourly Employees)

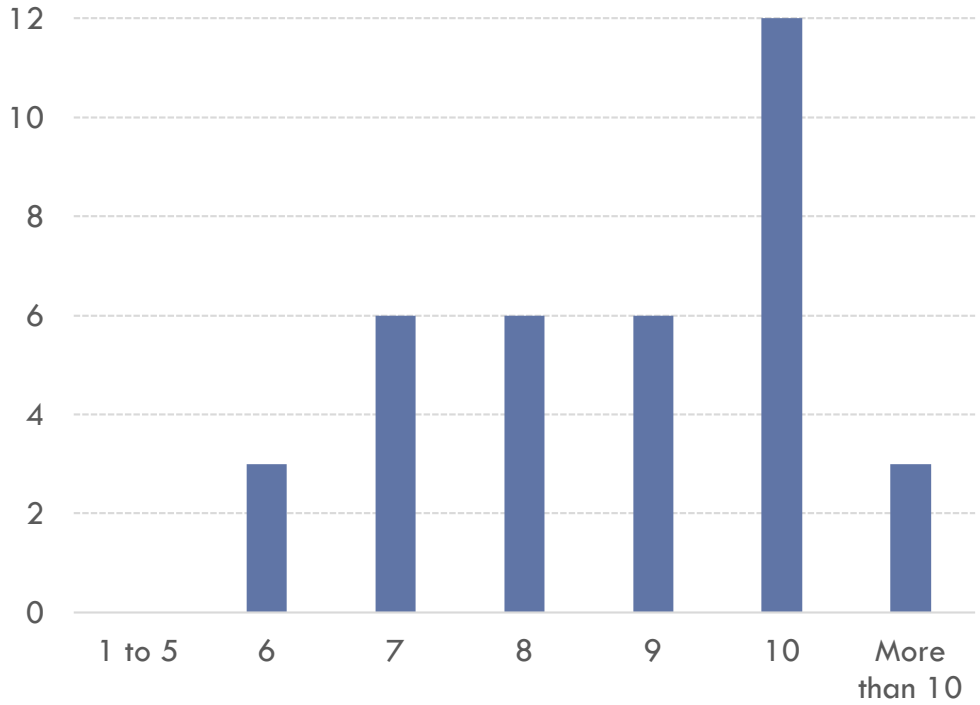
Beyond financial plans, a majority of companies surveyed offer additional benefits to hourly workers. More than 70% of participating companies reported reimbursing travel expenses and/or mileage to hourly employees. Nearly 70% of surveyed firms provide supplemental life insurance. More than 60% of companies provide prescription drug cards to hourly workers. Nearly 60% of surveyed companies also provide hourly workers with an employee assistance plan.



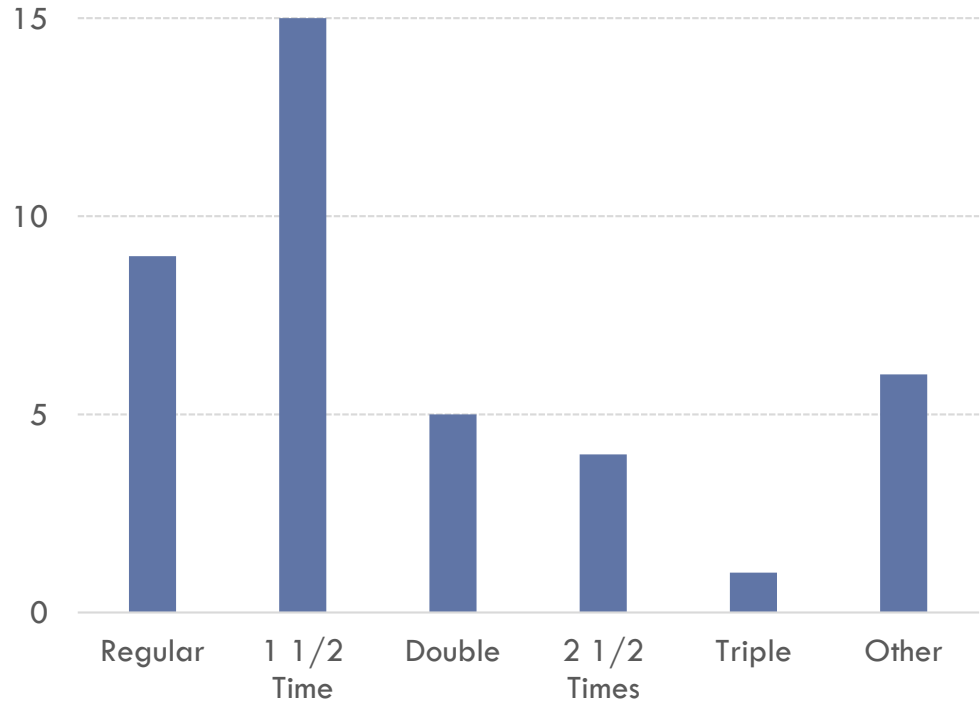
Wage & Benefit Information – Paid Leave (Hourly Employees)

All but three companies surveyed provide their hourly employees with paid holidays. The most common number of paid holidays offered by companies in the East Texas I-20 Corridor is 10, though most firms offer fewer days of paid holidays. A majority of surveyed firms provide hourly employees with a higher wage during holidays. 15 firms reported giving hourly employees time and a half for working holidays. 10 firms reported higher holiday pay premiums.

NUMBER OF PAID HOLIDAYS PER YEAR
Hourly Employees

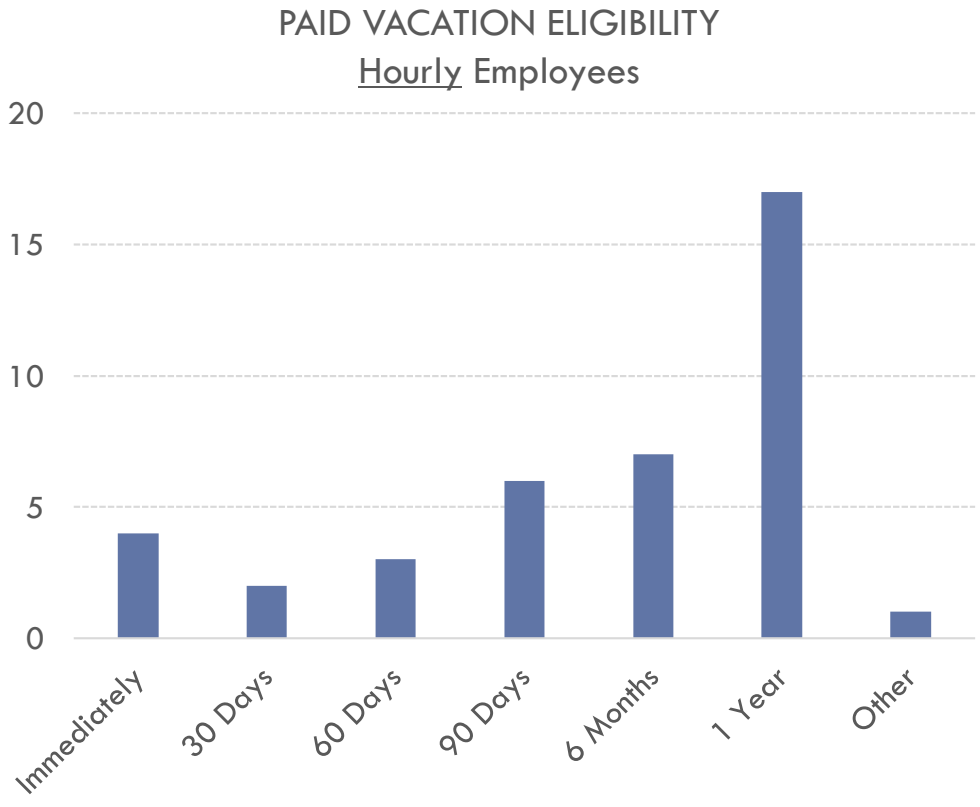


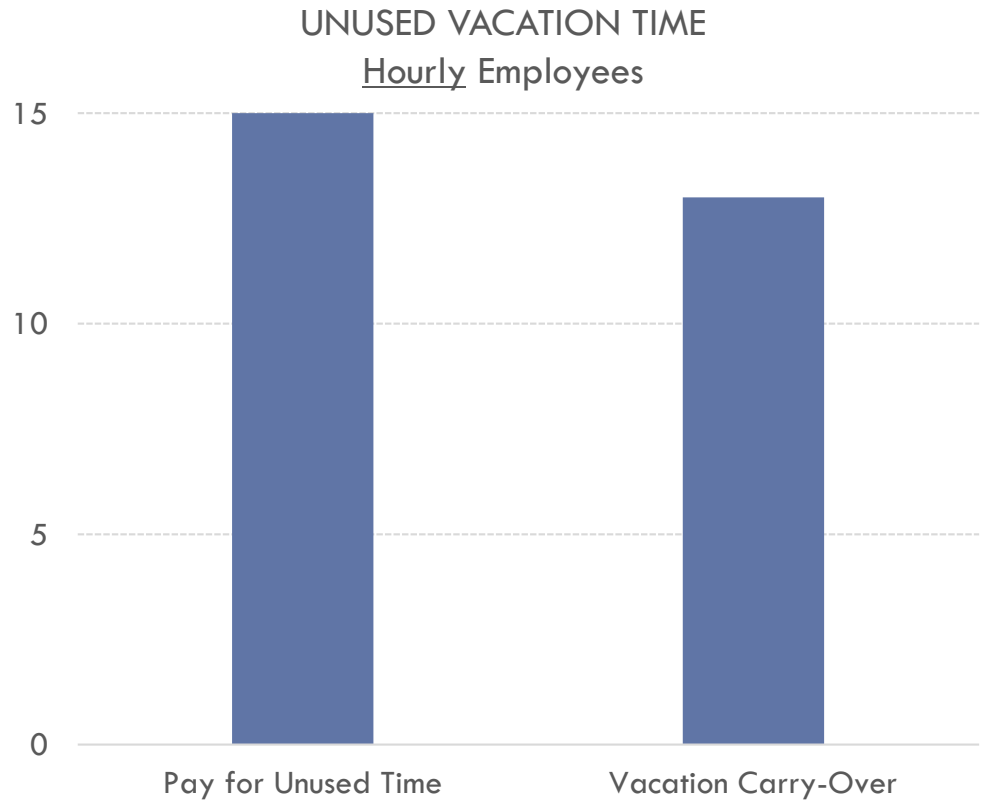
HOLIDAY PAY
Hourly Employees



Wage & Benefit Information – Vacation Eligibility (Hourly Employees)

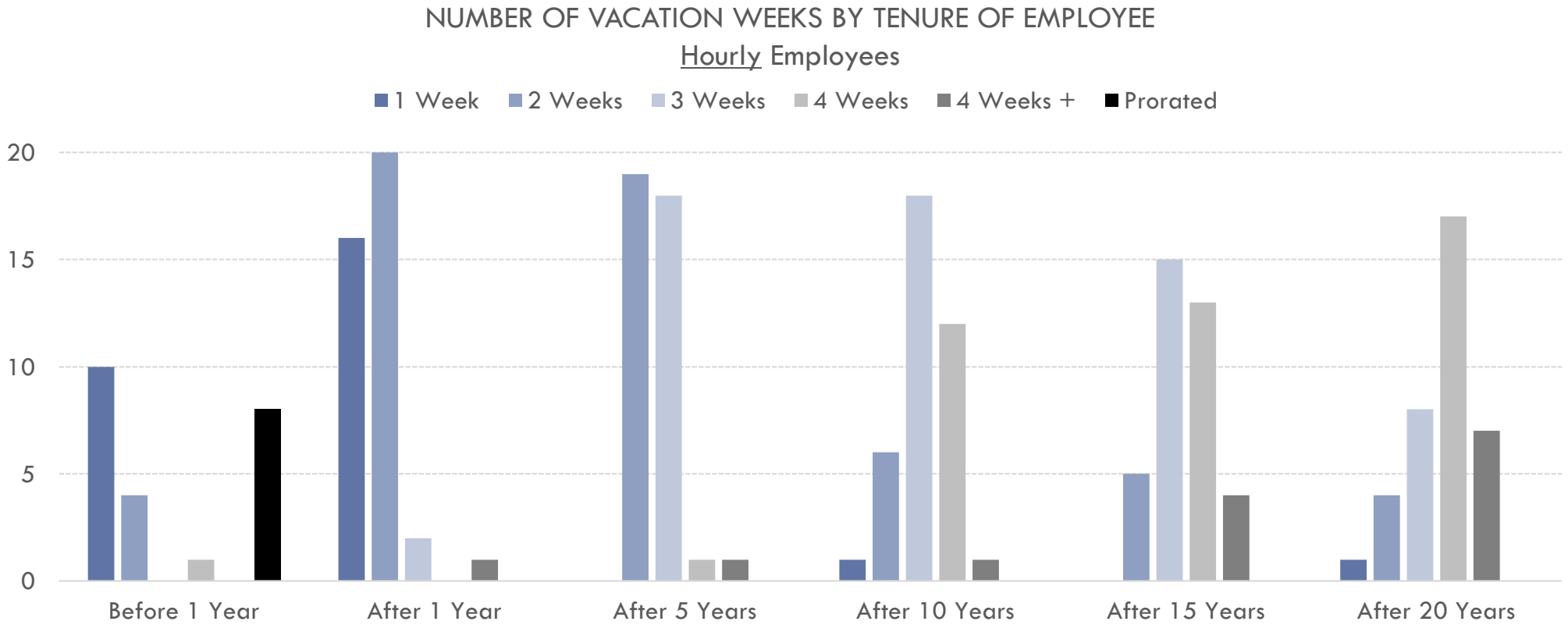
Most surveyed employers provide paid vacation to their hourly workers only after a specific period of employment. Employees at just four companies are immediately eligible for paid vacation time. 18 firms reported eligibility periods of between 30 days and one year of employment. An additional 17 companies provide paid vacation to employees that have been on the job for one year or longer. Among companies surveyed, 15 pay hourly employees for unused vacation time. 13 companies allow hourly employees to carry over unused vacation time.





Wage & Benefit Information – Weeks of Vacation Offered (Hourly Employees)

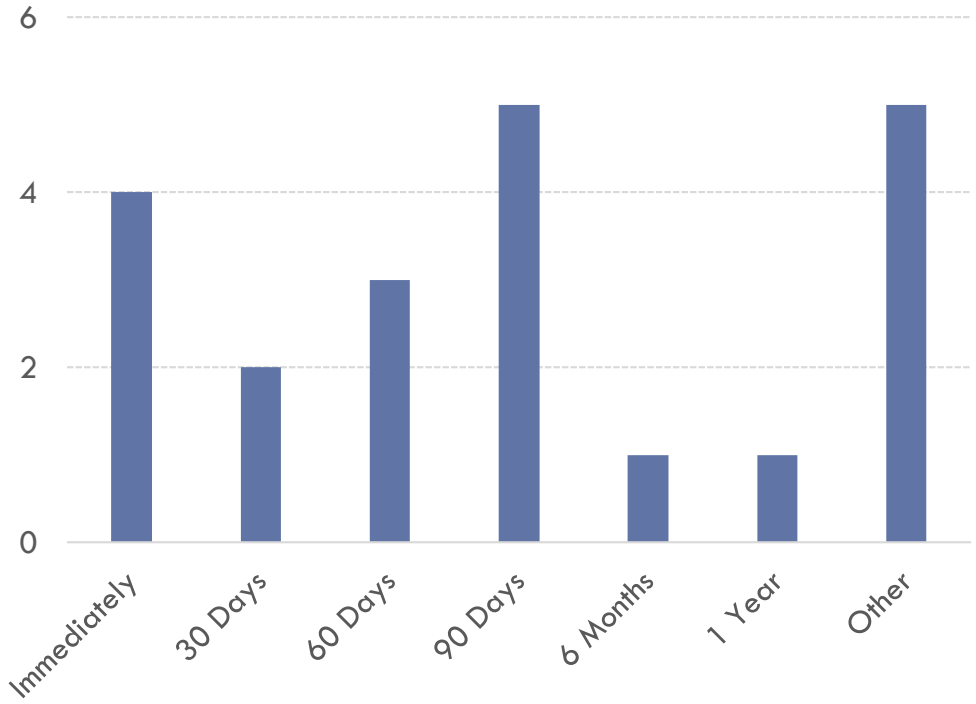
Slightly more than half of companies provide vacation time to employees prior to one year of employment. Paid vacation time for these workers is typically either 10 days or prorated based on the duration of employment. Virtually all employers provide paid vacation for all hourly employees after one year of employment. For employees with one year of employment, paid vacation is typically 1 or 2 weeks. After 5 years of employment, most employers provide 2 or 3 weeks of paid vacation time. Hourly workers with between 10 and 19 years of employment are typically provided with 3 or 4 weeks of paid vacation. Most employers provide hourly workers who have been on the job 20 years or more with 4 or more weeks of paid vacation time.



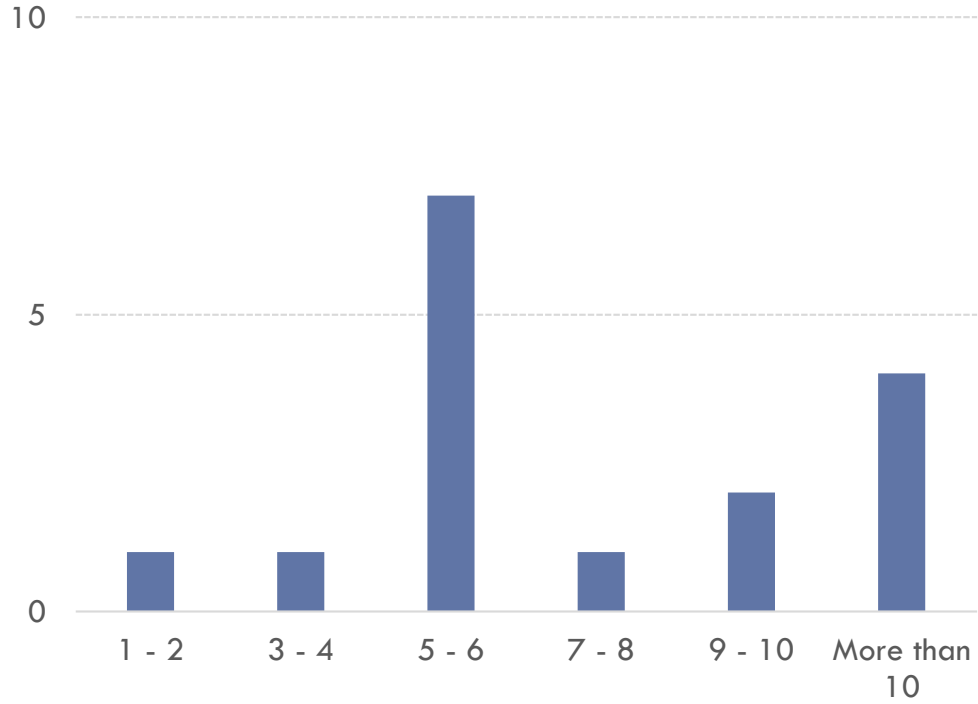
Wage & Benefit Information – Sick Leave (Hourly Employees)

Of the participating firms, 21 reported offering sick leave to hourly workers. In contrast to paid vacation time, paid sick time is more likely to be offered relatively early in an employee's tenure with a company. Among surveyed firms, 4 companies reported immediately offering paid sick leave for hourly workers. An additional 5 companies provide paid sick leave after 30 or 60 days of employment. Another 5 firms reported providing paid sick leave to workers on the job 90 days or longer. The remaining companies require at least 6 months of employment or make decisions about paid sick leave on a case-by-case-basis. The number of paid sick days varies widely, with some companies offering 2 days of sick leave to hourly employees while other firms offer 10 or more paid sick days.

PAID SICK LEAVE ELIGIBILITY
Hourly Employees

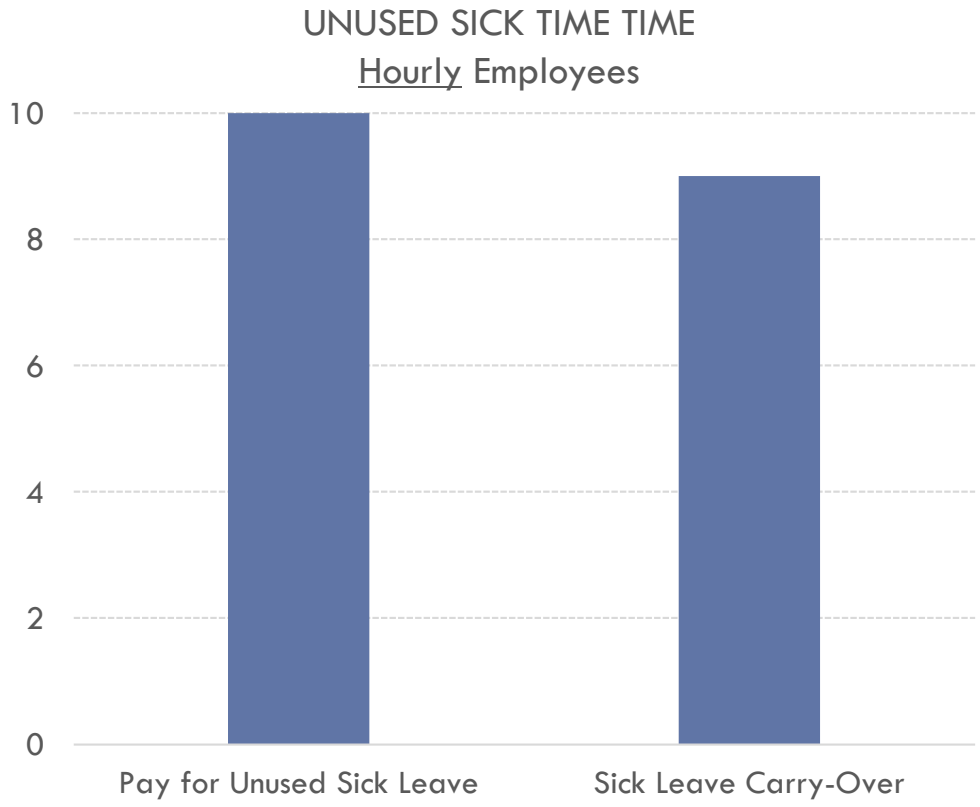


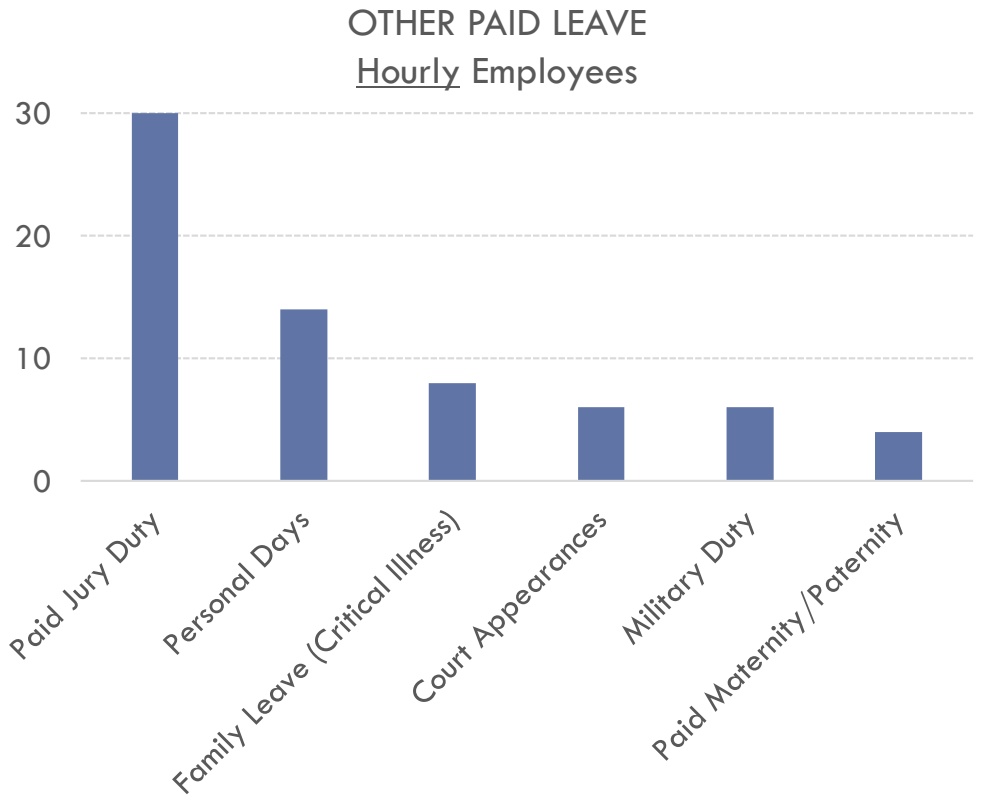
NUMBER OF PAID SICK DAYS PER YEAR
Hourly Employees



Wage & Benefit Information – Sick Leave & Other Paid Leave (Hourly Employees)

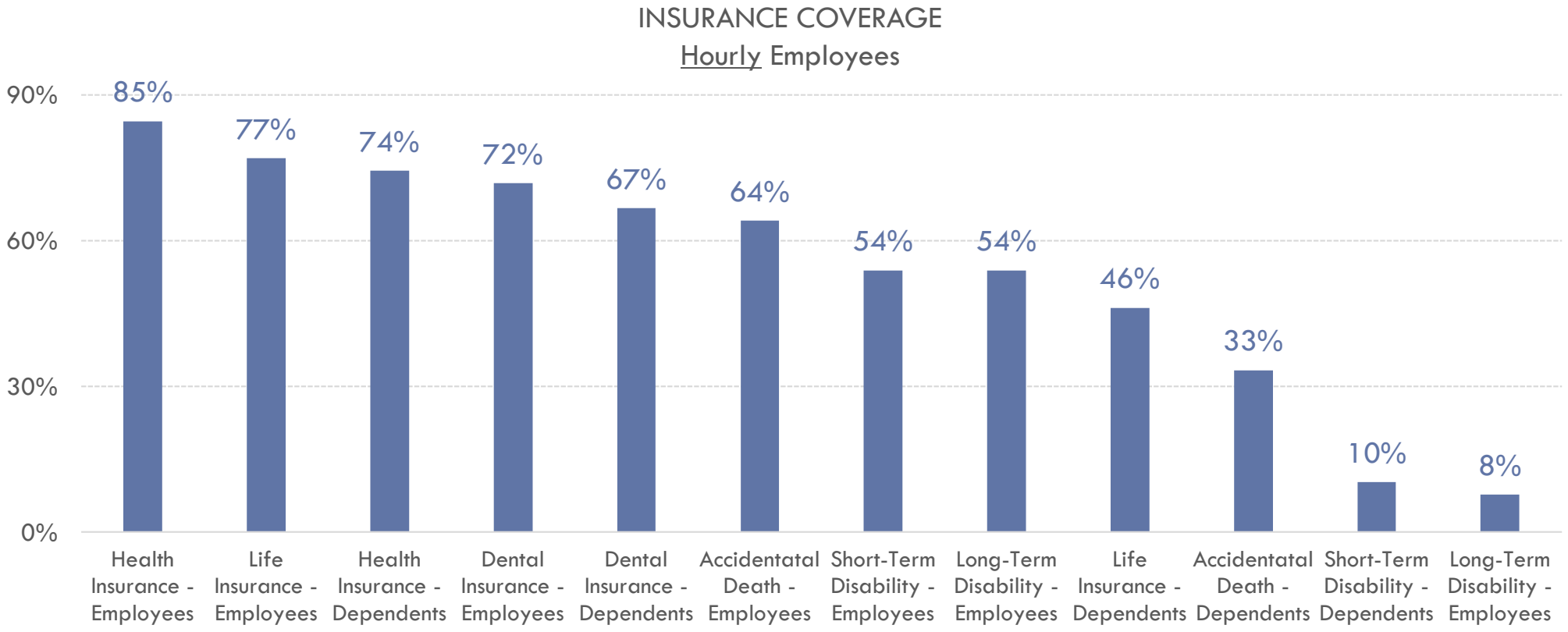
Among surveyed companies in the East Texas I-20 Corridor, 10 reported paying hourly employees for unused sick leave. 9 firms allow hourly workers to carry-over unused sick time. Most (30) surveyed companies provide hourly workers with paid leave for Jury Duty. Just 14 firms provide hourly employees with paid personal leave. The prevalence of paid family leave (critical illness), military duty, and maternity/paternity leave in the East Texas I-20 Corridor is limited.





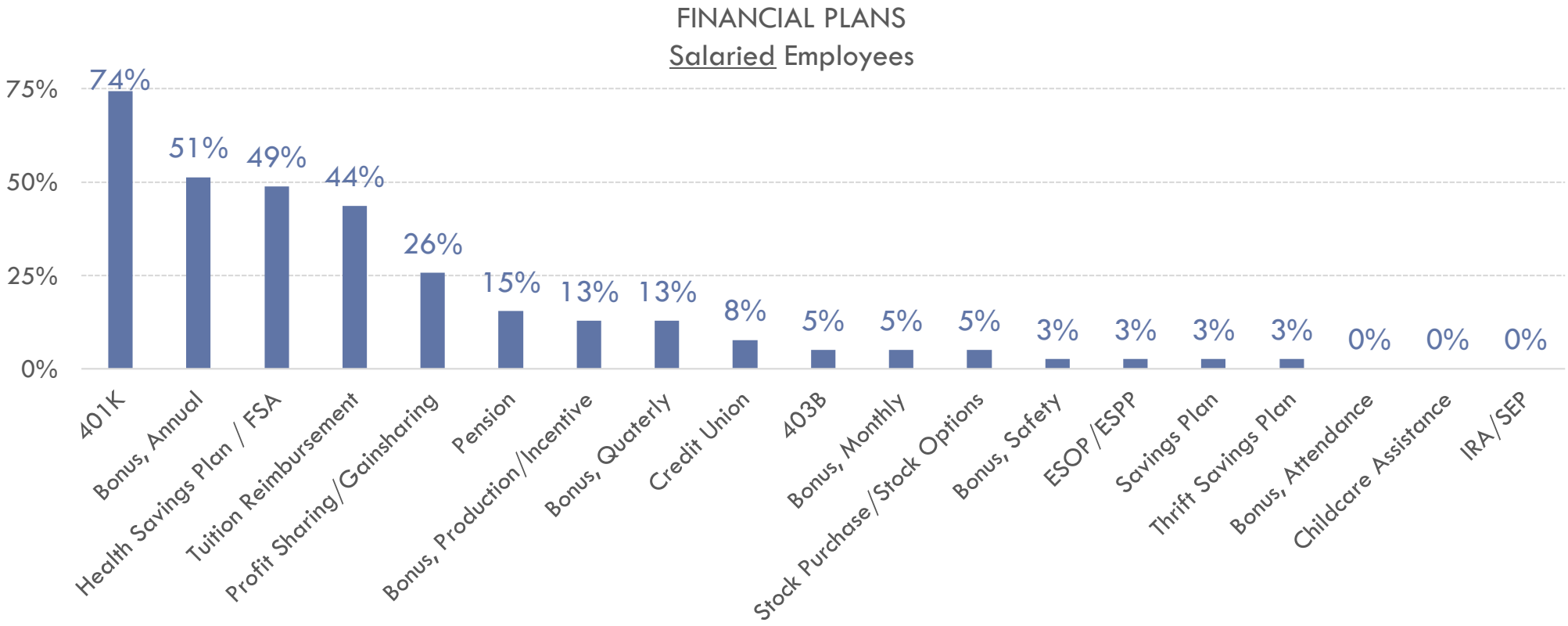
Wage & Benefit Information – Insurance Coverage (Salaried Employees)

Most survey respondents provide multiple types of insurance coverage to their salaried employees. 85% of surveyed firms provide health insurance to salaried workers. Nearly 75% also provide health insurance to the dependents of their salaried employees. More than 70% of companies also reported providing salaried workers with both life and dental insurance. Nearly 70% of firms also provide dental insurance to the dependents of their salaried workers. A majority of companies surveyed also provide accidental death and dismemberment and short-term disability coverage to their salaried employees.



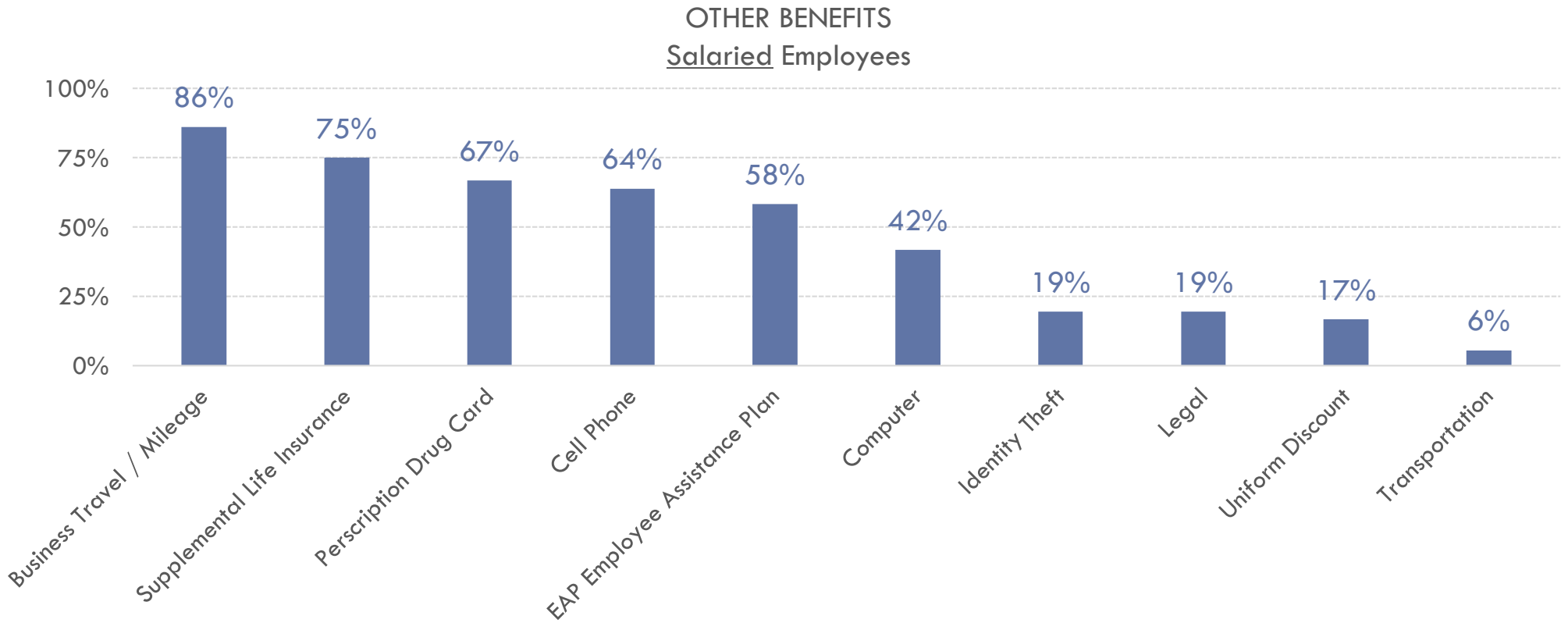
Wage & Benefit Information – Financial Plans (Salaried Employees)

Companies in the East Texas I-20 Corridor are more likely to provide financial fringe benefits to their salaried employees compared to hourly workers. Nearly 75% of surveyed firms provide their salaried employees with a 401K plan. Approximately half of firms reported providing annual bonuses and health savings plans / FSA to salaried workers. More than 40% have tuition reimbursement plans. A quarter of firms reported having profit sharing/gainsharing plans. Most other fringe financial benefits are far less common, including 403B plans, ESOP/ESPP, savings plans, stock purchase/stock options, and thrift savings plans. No surveyed employer in the region provides attendance bonuses, childcare assistance or an IRA/SEP to their salaried employees.



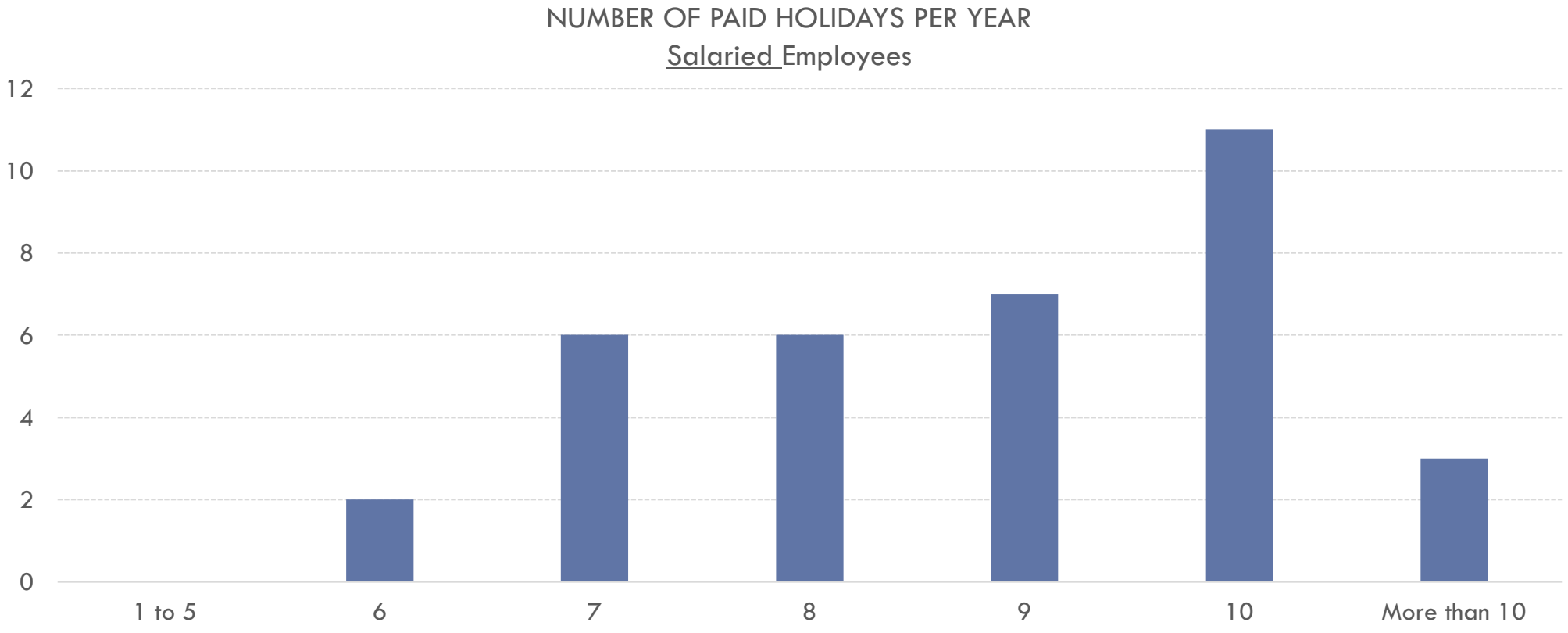
Wage & Benefit Information – Other Benefits (Salaried Employees)

In addition to financial plans, most surveyed companies offer additional benefits to their salaried employees. More than 85% of participating companies reported reimbursing travel expenses and/or mileage to salaried workers. 75% of surveyed firms provide supplemental life insurance. The proportion of firms that reported providing prescription drug cards and cell phones was 67% and 64%, respectively. Nearly 60% of surveyed companies also provide salaried workers with an employee assistance plan.



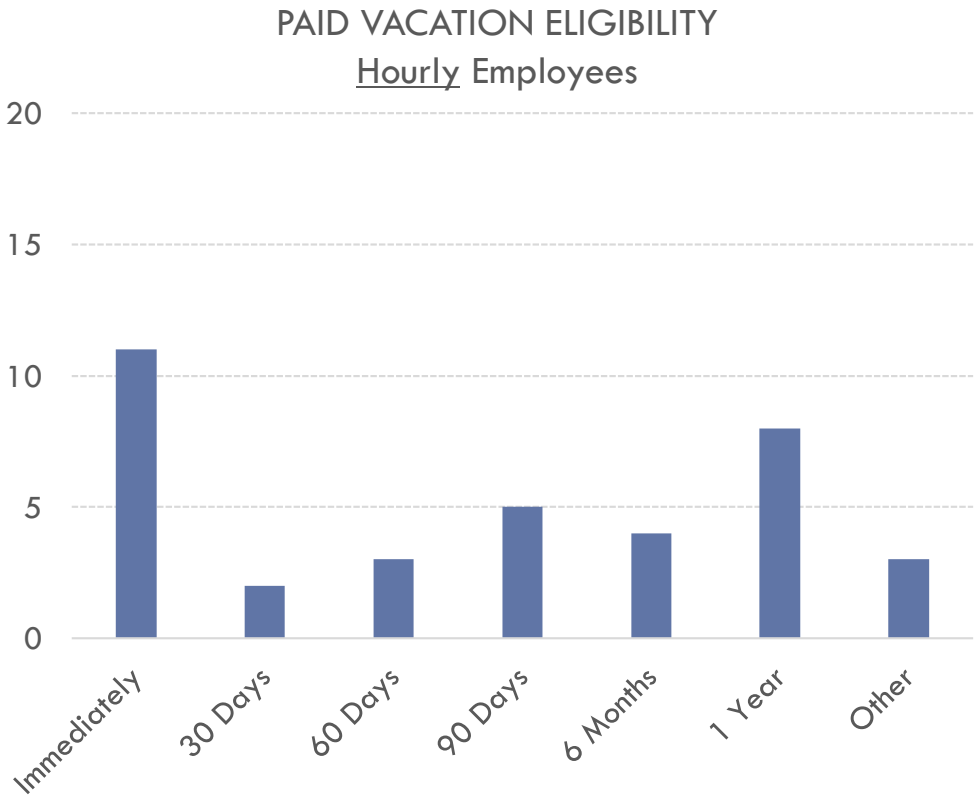
Wage & Benefit Information – Paid Leave (Salaried Employees)

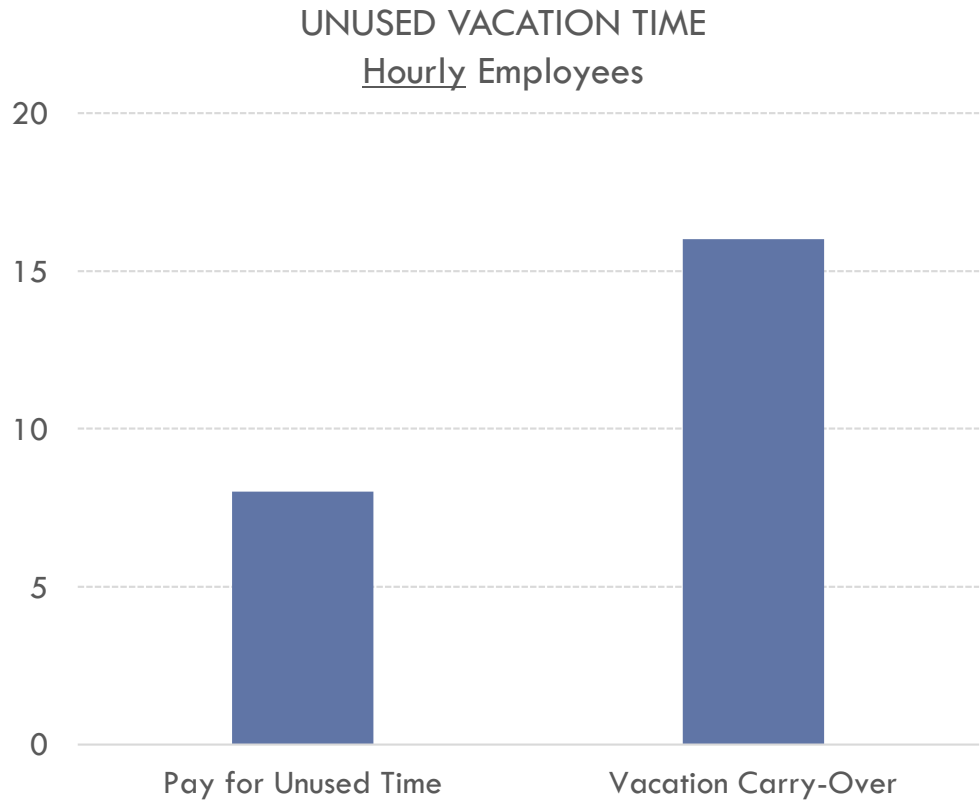
Virtually all surveyed companies in the East Texas I-20 Corridor provide salaried employees with paid vacation time. 34 firms provided information on vacation time available to salaried employees (four firms did not answer this question). 11 firms reported offering 10 vacation days annually to salaried workers. Seven companies provide 9 days of vacation time. Six firms each reported providing either 7 or 8 vacation days.



Wage & Benefit Information – Vacation Eligibility (Hourly Employees)

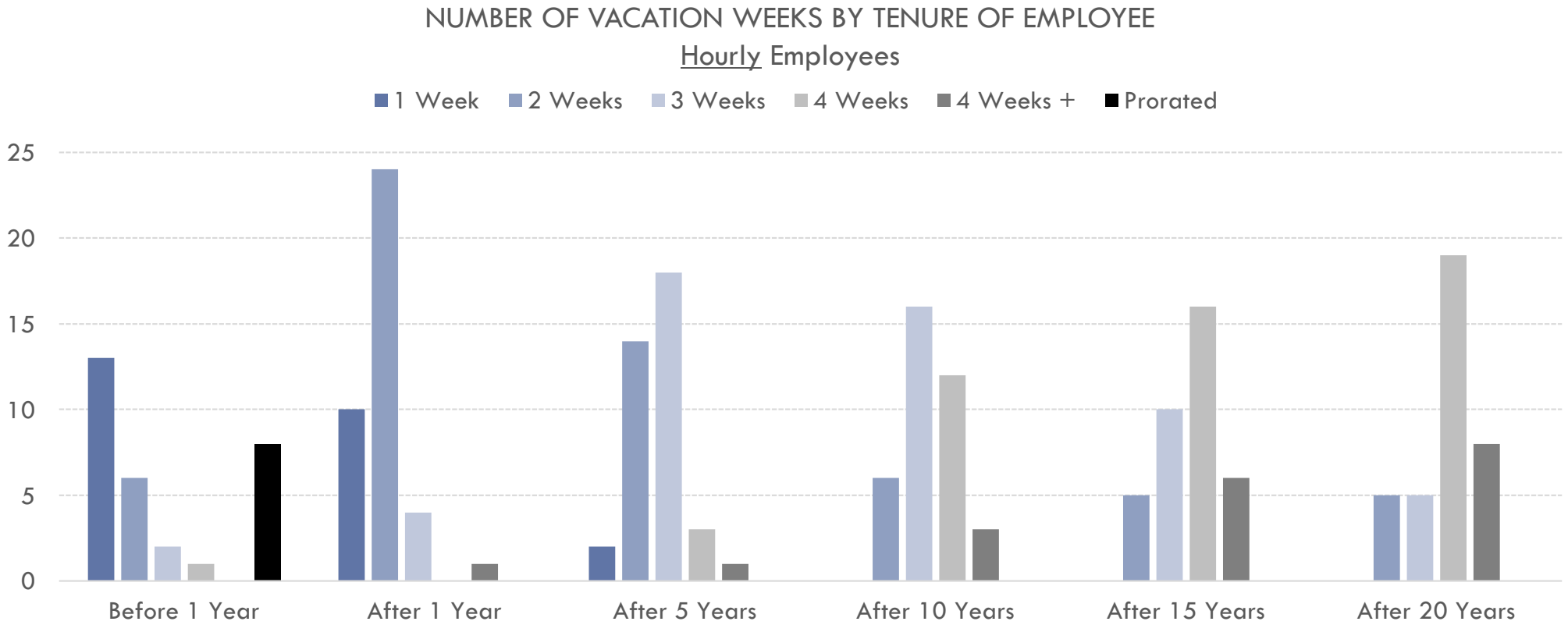
Companies in the East Texas I-20 Corridor are more likely to provide salaried workers with vacation time immediately upon employment. Among the 36 surveyed firms that addressed the vacation eligibility of salaried workers, 11 provide paid vacation to salaried workers immediately upon hiring. 22 companies reported eligibility periods of between 30 days and one year of employment. An additional 8 firms provide paid vacation to employees that have been on the job for one year or longer. Among those companied surveyed, just 8 pay salaried employees for unused vacation time. 16 companies allow salaried employees to carry over unused vacation time.





Wage & Benefit Information – Weeks of Vacation Offered (Hourly Employees)

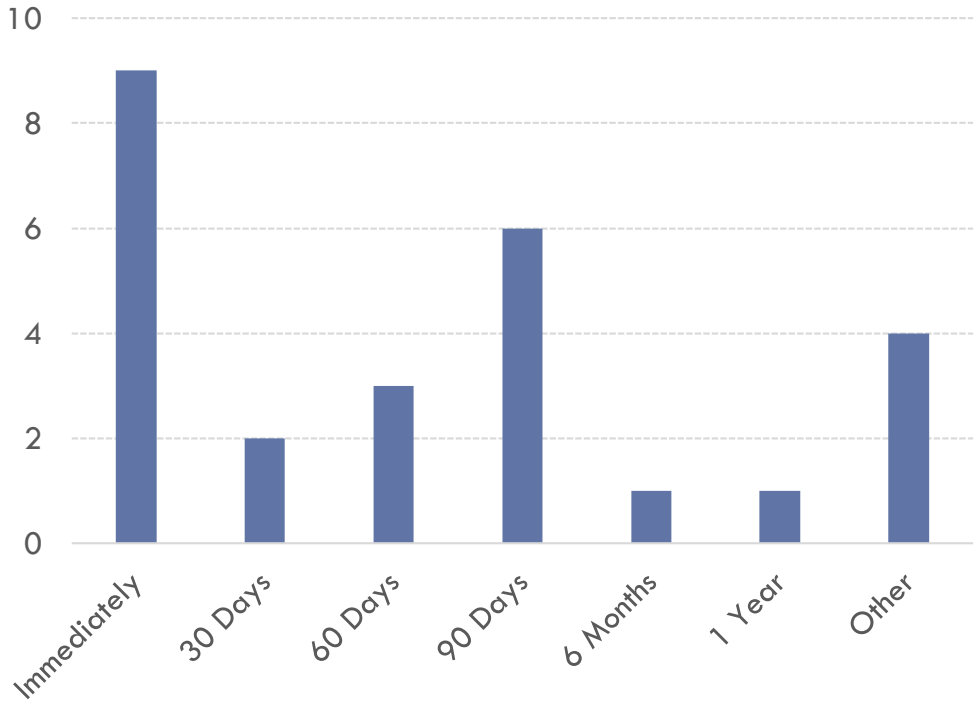
Like hourly workers, salaried workers with less than one year of employment are most likely to be offered either 10 days or prorated based on the duration of employment. After one year of employment, most surveyed firms reported providing 2 weeks of vacation time to salaried workers. After 5 year of employment, salaried workers are most likely to be offered 3 weeks of vacation time. The same is true for salaried workers with 10 years of employment. Salaried workers employed by East Texas I-20 Corridor companies for more than 15 years are most likely to be given 4 weeks of vacation time.



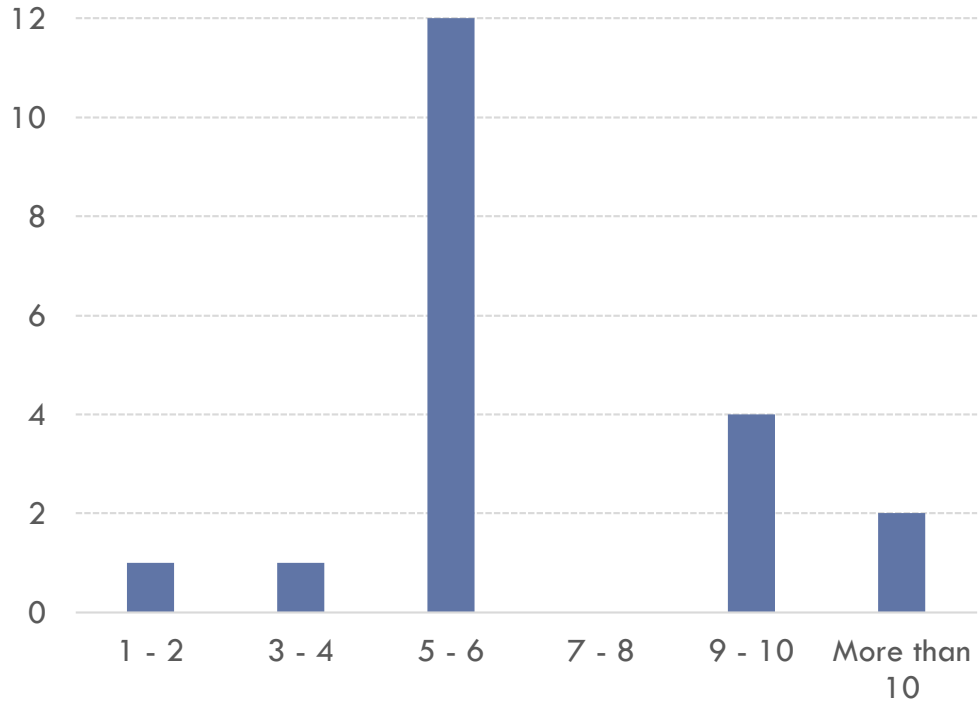
Wage & Benefit Information – Sick Leave (Salaried Employees)

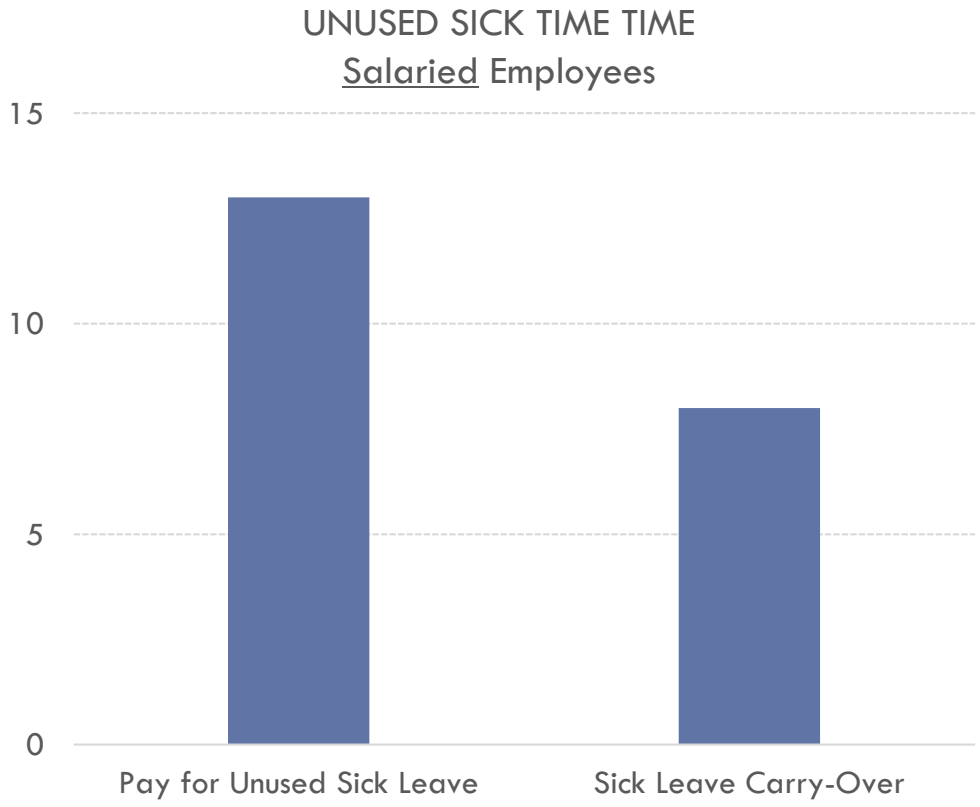
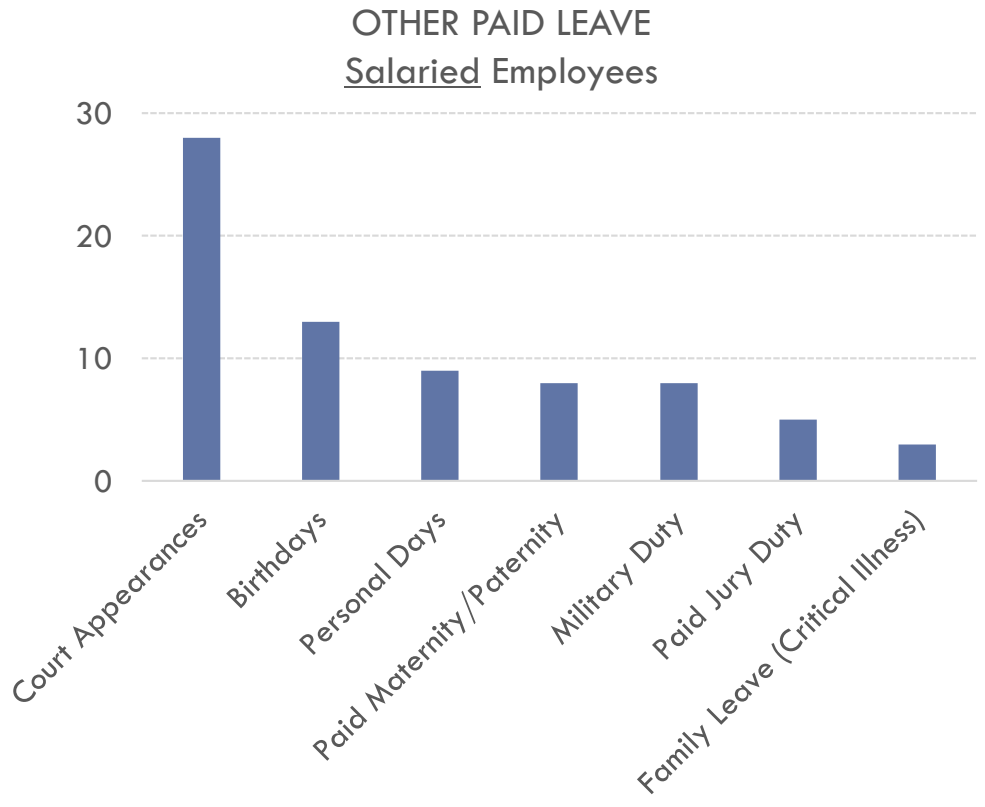
20 companies that participated in the survey reported offering sick leave to salaried workers. Eligibility for paid sick leave varies considerably among employers in the East Texas I-20 Corridor. 9 firms provide salaried workers with paid sick leave immediately upon hiring. 6 companies reported that new salaried workers must wait 90 days before becoming eligible for paid sick leave. Just two companies have eligibility criteria of 6 months or longer. On average, local employers provide 5 sick days to salaried workers annually. The actual number of paid sick days provided by employers, however, varies significantly among individual firms.

PAID SICK LEAVE ELIGIBILITY
Salaried Employees



NUMBER OF PAID SICK DAYS PER YEAR
Salaried Employees



Wage & Benefit Information – Sick Leave & Other Paid Leave (Salaried Employees)

Companies in the East Texas I-20 Corridor are more likely to pay salaried workers for unused vacation time compared to hourly workers. 13 firms surveyed reported that they pay salaried workers for unused sick time. Local employers, however, are less likely to allow salaried workers to carry-over sick leave compared to hourly workers. Just 8 firms allow salaried workers to carry-over unused sick time. Most surveyed companies also provide salaried workers with paid leave for specific events. 28 companies, for example, provide paid leave for court appearances. A handful of firms also reported providing salaried workers with paid leave for birthdays, personal days, and maternity/paternity leave.