



CompClub™ 2024 NI Spring Report

enabling you to have those conversations.

A Members-Only Confidential Wage & Benefit Survey

**SG HR Consulting LLC
Susan Golwitzer MBA SHRM-CP PHR**





North Iowa CompClub™ Members

Spring 2024

Dear CompClub Member,

Thank you for your contributions to the North Iowa CompClub Report.

Special notes:

This report includes 21 Professional positions and 12 Production/Hourly positions. I currently have 40 professional position job descriptions and 26 production/hourly descriptions. If you would like to add more positions let me know.

As a valued member, you can earn a referral bonus for bringing in new members. I will be implementing a price increase for 2025 and to keep your current pricing the referral bonus (bringing on a new member) will ensure you have the same cost to your budget for 2025.

Your current report will be located on my website at www.smgolwitzerconsulting.com

Look under COMPCLUB, and then under your specific Club.

1. Password for your North Iowa (NI) is CompClubWSNI

Hope to see you at the Chicago SHRM Conference in June or the Iowa SHRM Conference in Coralville!

Sue

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If you know of a Company I should contact for potential membership, please let me know. The Company need not be industrial in nature. If possible, please provide a contact name, phone number or email.

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Membership Profiles

Company Name	Brief Explanation of Business	Survey Contact Name	Title	Address	City/State/Zip	Phone #	Email	#FT Prod	#FT Prof	Notes	Repr by a Union? (Yes/No)	Represented by:	Contract Expiration Date:
Church & Dwight Co., Inc.	Producer of all-natural animal nutrition additives	Kyle Elfving	HR Manager	905 S Carolina	Mason City, IA 50401	419-992-7214	kyle.elfring@churchdwight.com	29	8		No		
Country Maid	Manufacturer of frozen, specialty foods	Sara Blair	HR	213 4th Avenue NE	West Bend, IA 50597	515-887-6243	sblair@countrymaid.net	61	30		N		
Curries/Assy Abloy	Curries is a leading manufacturer of essential steel door and frame openings for healthcare, institutional, commercial and industrial construction. We produce strong and secure steel doors and frames to meet the full range of safety, security, and aesthetic requirements for any project. We supply a full line of quality custom and standard hollow metal doors and frames for new and retrofit construction projects for critical infrastructure, healthcare, commercial and educational markets	Pamela Lampman	Director of Human Resources	1502 12th Street NW	Mason City, IA 50401	641.494.2820 641.530.8043	pamela.lampman@assaabloy.com	497	71		No		
Dragotec USA, Inc	Known for their corn head and yield-loss prevention expertise, Fenton, Iowa-based Dragotec USA is the exclusive North American distributor of Olimac Products. Headquartered in Margarita, Italy, Olimac is a family-owned, global manufacturer passionately dedicated to creating the highest-quality, best-performing corn heads in the industry. Helping to manage stalk variability and minimize yield loss at harvest, products marketed by Dragotec USA include the Drago GT and Drago II corn heads.	Lisa Hobbs	Human Resources/SR Accounting Manager	3701 30th Ave	Fenton, IA 50539	515-349-1453	lisahobbs@dragousa.com	12	22		No		
Grain Millers	Small grain ingredient supplier.	Melissa Edgington	Human Resources Manager	605 Grain Miller Drive	St. Ansgar, IA 50472	641.713.4801	melissa.edgington@grainmillers.com	178	35		No		
Homeland Energy Solutions LLC	We are an ethanol agri-manufacturer where we take field corn, process through a fermentation and then separate the mash from the liquid. We produce ethanol, DDGS, Corn Oil, Industrial Ethanol and CO2.	Katherine Balk	VP of HR	2779 Iowa Hwy 24	Lawler, IA 52154	563-238-5555 x212 alt ph 641-229-0615	kbalk@etoh.us	41	21		No		
Metalcraft, Inc.	Manufacturer of nameplates and labels for the property control market.	Brian Perkins	CFO	3360 9th Street SW	Mason City, IA 50401	641.423.9460 641.428.9121	brianp@idplate.com	73	46		No		
Michael Foods	Egg processing - dry and liquid.	Miriam Zamago	Human Resource Representative	1260 Highway 18	Britt, IA 50423	641.843.9330	miriam.zamago@michaelfoods.com	89	22		No		
PPI	Precision Pulley & Idler	Ashley Vaske	Human Resources Manager	P.O. Box 69	Humboldt, IA 50548	515-604-4759	avaske@ppi-global.com	110	9		No	Employee Owned	
Snap-on Tools	Manufacturing plant in the Tools Division of Snap-on Incorporated. The Algona Plant manufactures a wide range of tool storage units (roll cabs, lockers, top chests, end cabs, risers), primarily for the professional mechanic and industrial markets. In this facility, sheet metal is cut, formed, welded, painted and assembled into finished units.	Jodie Rath	Human Resources Manager	2600 U.S. Hwy. 18 East	Algona/IA/50511	515-295-2456 515-295-9721	jodie.rath@snapon.com	412	54	486	Yes	IMA Association of Machinist and Aerospace Workers	4/12/2026
Stellar Industries Inc.	Manufacturer of Truck Bodies and Crane Equipment	Uriah Hansen	Director, HR	190 State Street	Garner IA 50438	641-640-1273 641.640.1273	uhansen@stellarindustries.com	372	271		N		
Valent BioSciences LLC	Biorational manufacturer of environmentally safe products for ag, forestry and public health applications.	Cindy Harris, SPHR	Sr. Human Resources Manager	2142 350th St	Osage, IA 50461	641.832.3695 641.852.0722	cindy.harris@valentbiosciences.com	36	26		No		
Winnabago Industries, Inc.	Manufacturing - Durable goods - Recreation Vehicles - Motor Homes	Gary McCarthy	Director of Human Resources	605 Crystal Lake Road	Forest City, IA 50436	641.585.6654	glmccarthy@winnebagoind.com	1137	441		No		
Wold Rim & Wheel	Manufacturer of rim and wheels for ag and construction	Jamie Remster	HR Manager	103 Industrial Park Drive	St. Ansgar, IA 50472	(641) 713-3795	jremster@woldinc.com	26	14		No		

Trends/ Concerns you are seeing in your company or local area
Biggest issue has been supplier constraints.
Rising wages, increasing turnover, high absenteeism
Picking up since 10/22 but still not terribly busy - averaging 45hr weeks
Attendance Attrition
Time to fill for 3rd shift is difficult and filled with temp. employees and struggling to find quality candidates for Forklift Operators
Labor market concerns are at the top of the list. Sales is selling

of Employees Analysis

Weighted Averages - Employee Counts are used for calculating weighted averages by position and overall production. If a percentage is over 25% this indicates the number be skewed; however, this calculation will show what is actually being paid in your local market area, and as such, would provide you with what the employees of your area can expect for an average rate. This information should be taken into consideration for planning purposes.

Percentages are sorted by # EE's in the position. They are not sorted by company or rate of pay.

	Assembler	Machine Operator	Other Production	Material Handler	Painter	Production Welder	Quality Technician	Set Up Production	Lead Person	Maintenance Gen Rep	Maintenance Craft	Maintenance Supervisor	All Employees
	74.8%	30.6%	71.6%	73.0%	52.1%	36.1%	30.4%	86.6%	50.0%	8.0%	32.2%	55.6%	56.4%
	10.8%	15.7%	10.4%	8.2%	23.9%	35.4%	16.3%	3.0%	15.4%	19.7%	15.3%	22.2%	14.6%
	6.1%	13.5%	9.0%	6.3%	14.1%	17.0%	12.0%	3.0%	13.4%	14.8%	11.9%	11.1%	9.8%
	2.6%	15.7%	10.4%	8.2%	23.9%	35.4%	16.3%	3.0%	15.4%	19.7%	15.3%	22.2%	14.6%
	1.8%	9.0%	1.5%	3.1%	2.8%	1.1%	9.8%	2.2%	3.5%	6.6%	8.5%	0.0%	4.0%
	1.8%	7.9%	0.0%	2.5%	0.0%	0.7%	7.6%	1.7%	2.4%	6.6%	8.5%	0.0%	3.4%
	1.0%	4.5%	0.0%	1.9%	0.0%	0.0%	5.4%	0.9%	2.0%	6.6%	3.4%	0.0%	2.1%
	0.9%	3.6%	0.0%	0.6%	0.0%	0.0%	4.3%	0.4%	1.6%	3.3%	3.4%	0.0%	1.5%
	0.2%	2.2%	0.0%	0.0%	0.0%	0.0%	2.2%	0.0%	1.2%	1.6%	3.4%	0.0%	0.8%
	0.1%	1.1%	0.0%	0.0%	0.0%	0.0%	2.2%	0.0%	0.8%	1.6%	3.4%	0.0%	0.5%
	0.0%	0.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.4%	1.6%	0.0%	0.0%	0.2%
	0.0%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	0.2%
	0.0%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Employees	1051	643	67	159	71	277	92	232	254	61	59	9	2975
# of Co's Represented	10	13	5	8	5	6	10	8	12	11	10	4	14

Production Detail

Summary of Reported Data

Job Title		Reported Entry Rates			Reported Top Rates			Reported Wtd Ave Rates			Wtd Ave, Weighted	# CO's	# EE's
		Bottom	Top	Ave	Bottom	Top	Ave	Bottom	Top	Ave			
1.0	Assembler	\$14.00	\$21.00	\$18.74	\$15.00	\$28.63	\$23.12	\$15.00	\$26.25	\$20.73	\$22.04	10	1051
2.0	Machine Operator	\$14.49	\$23.50	\$19.66	\$22.76	\$37.00	\$28.20	\$20.83	\$28.65	\$23.75	\$25.13	13	643
2.2	OTHER PRODUCTION	\$16.78	\$25.00	\$19.48	\$25.00	\$49.35	\$32.07	\$21.50	\$28.00	\$23.78	\$23.92	5	67
3.0	Material Handler (Forklift)	\$16.78	\$23.00	\$19.39	\$22.00	\$33.00	\$28.01	\$19.66	\$29.52	\$23.30	\$24.40	8	159
4.0	Painter	\$18.50	\$22.35	\$20.28	\$24.13	\$32.00	\$27.39	\$21.75	\$24.50	\$23.04	\$23.69	5	71
5.0	Production Welder	\$17.00	\$22.35	\$20.07	\$23.88	\$30.00	\$27.89	\$22.47	\$27.53	\$24.43	\$24.04	6	277
6.0	Quality Technician	\$14.49	\$23.00	\$19.23	\$23.04	\$34.00	\$27.07	\$18.56	\$29.40	\$23.15	\$24.39	10	92
6.5	Set-Up Production	\$18.00	\$21.90	\$20.23	\$19.50	\$45.43	\$27.92	\$19.38	\$27.45	\$22.41	\$23.45	8	232
7.0	Lead Person	\$19.00	\$35.00	\$24.07	\$19.50	\$49.35	\$31.39	\$21.00	\$40.08	\$28.33	\$27.31	12	254
8.0	Maintenance- General Repair	\$17.00	\$29.04	\$22.86	\$23.71	\$38.00	\$30.88	\$22.35	\$31.44	\$27.57	\$27.46	11	61
9.0	Maintenance- Craft	\$19.09	\$33.00	\$26.44	\$27.31	\$48.00	\$36.22	\$25.54	\$37.45	\$33.17	\$34.57	10	59
11.0	Maintenance Supervisor/Hourly	\$26.57	\$32.00	\$29.64	\$32.83	\$49.35	\$44.13	\$31.85	\$27.45	\$23.87	\$49.35	4	9
All Production Average Weighted Average											\$24.04	14	2975
All Production Weighted Average, Weighted											\$24.13		

Production Detail

1.0 Assembler

Position is sorted by Ave Starting Rate, NOT by Company

Note: At least one company individually represents more than 25% of reported employees this position.

Ave Starting Rate	Pay Scale			Weighted Average	Bonus Eligible (Y/N)	Date of Bonus Payout (M-Y)	Ave Annual Bonus	Ave Hourly Rate w/ Bonus	Annual Bonus Target (\$/%)	Date of Last Increase (Mo YY)	Average of Last Increase	Increase Type*	Date of Next Increase (Mo YY)	Projected Increase %	Pay Structure Type	# Steps in Pay Structure	Max-out Step Progression (MO's)
	Min	Mid	Max														
\$14.00	\$14.00	\$14.50	\$15.00	\$15.00	Y	n/a	\$0.00	\$15.00	10.00%	Apr-23	7.00%	1,3	Apr-24	3.50%	3	n/a	n/a
\$17.00	\$17.00	\$18.00	\$19.00	\$17.51	Y	9/1/23	\$0.00	\$17.51	3.00%	Dec-23	3.50%	1	Dec-24	3.50%	3	5	24
\$17.50	\$17.00	\$21.50	\$26.00	\$18.75	Y	1/4/24	\$0.00	\$18.75	n/a	Anniv.	4.00%	2, 3	Anniv	3.00%	n/a	n/a	n/a
\$18.50	\$18.50	\$20.75	\$23.00	\$20.75	Y	2/2/24	\$7,500.00	\$24.36	6.50%	Jan-23	4.00%	3	Jan-24	Unknown	3	4	n/a
\$19.50	\$19.50	\$21.95	\$24.40	\$21.13	Y	1/12/24	\$6,400.00	\$24.21	n/a	Jan-24	5.00%	n/a	Jan-25	n/a	2	7	n/a
\$20.00	\$20.00	\$23.25	\$26.50	\$26.25	Y	12/1/23	\$3,770.00	\$28.06	7%	Jan-24	4.00%	3	Jan-25	3.00%	4	n/a	n/a
\$20.54	\$20.54	\$22.21	\$23.88	\$22.19	N	1/10/24	\$0.00	\$22.19	n/a	Apr-23	5.00%	1	Apr-23	4.00%	1	16	16
\$21.00	\$21.00	\$22.25	\$23.49	\$23.49	Y	N/A	\$0.00	\$23.49	n/a	Feb-24	4.00%	3	Feb-25	n/a	n/a	n/a	n/a
\$23.48	\$19.83	\$20.58	\$21.33	\$19.83		N/A	\$0.00	\$19.83	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
\$20.00.	\$20.00	\$24.32	\$28.63	\$22.44	y	10/1/23	\$450.00	\$22.66	10.00%	Sep-23	3.50%	3	Sep-24	3.00%	3	3	n/a
\$19.06	\$18.74	\$20.93	\$23.12	\$20.73	Ave Bonus - Eligible CO's		\$1,812	\$21.61			4.44%			3.33%			
All averages are straight averages unless otherwise indicated.				Wtd Ave-Weighted	Ave Bonus - All CO's		\$1,812										
				\$22.04													

Quartile Analysis

10%	25%	Mid	75%	90%
\$16.80	\$19.13	\$20.88	\$23.19	\$24.56

Companies Represented **10**
Total # Employees **1051**

* Type of Pay Increase:
 1 = Structure – consistent increase for all incumbents
 2 = COLA – cost of living adjustment
 3 = Merit – differentiated based on performance
 4 = Market Adjustment – one-time increase based on market competitiveness
 5 = Lump Sum

Production Detail

2.0 Machine Operator

Position is sorted by Ave Starting Rate, NOT by Company

Note: At least one company individually represents more than 25% of reported employees this position.

Ave Starting Rate	Pay Scale			Weighted Average	Bonus Eligible (Y/N)	Date of Bonus Payout (M-Y)	Ave Annual Bonus	Ave Hourly Rate w/ Bonus	Annual Bonus Target (\$/%)	Date of Last Increase (Mo YY)	Average of Last Increase	Increase Type*	Date of Next Increase (Mo YY)	Projected Increase %	Pay Structure Type	# Steps in Pay Structure	Max-out Step Progression (MO's)
	Min	Mid	Max														
\$17.50	\$15.00	\$20.50	\$26.00	\$21.25	3	n/a	\$0.00	\$21.25	n/a	Apr-23	8.00%	1/3/4	Apr-24	3.50%	3	n/a	n/a
\$17.50	\$14.49	\$24.13	\$33.76	\$21.50	Y	11/1/23	\$2,630.00	\$22.76	4.00%	Oct-23	4.67%	1	Oct-24	4.00%	1	n/a	n/a
\$18.00	\$18.00	\$20.75	\$23.50	\$20.83	Y	12/2/23	\$1,250.00	\$21.43	3.00%	Dec-23	3.50%	1	Dec-24	3.50%	3	4	36
\$19.00	\$19.00	\$23.50	\$28.00	\$22.45	Y	1/4/24	\$0.00	\$22.45	n/a	n/a	4.00%	2, 3	n/a	3.00%	n/a	n/a	n/a
\$19.50	\$19.50	\$23.25	\$27.00	\$23.25	Y	2/3/24	\$7,500.00	\$26.86	6.50%	n/a	4.00%	3	Jan-24	Unknown	3	4	N/A
\$20.00	\$20.00	\$22.50	\$25.00	\$22.31	Y	12/1/23	\$2,561.24	\$23.54	7%	n/a	4.00%	3	n/a	3.00%	4	n/a	n/a
\$20.54	\$20.54	\$22.91	\$25.27	\$23.59	N	n/a	\$0.00	\$23.59	n/a	Apr-23	5.00%	1	Apr-23	4.00%	1	16	16
\$20.55	\$20.55	\$23.63	\$26.70	\$22.60	Y	n/a	\$6,400.00	\$25.68	n/a	Jan-24	5.00%	n/a	Jan-25	n/a	2	7	n/a
\$21.10	\$20.90	\$28.95	\$37.00	\$27.41	y	12/13/23	\$0.00	\$27.41	n/a	Dec-23	4.10%	3	Dec-24	4.00%	3	8	48
\$21.72	\$21.72	\$26.36	\$31.00	\$28.00	Y	n/a	\$0.00	\$28.00	10.00%	n/a	3.00%	1	Apr-24	n/a	n/a	n/a	n/a
\$22.50	\$22.50	\$27.24	\$31.97	\$25.70	Y	6/23/23	\$5,345.00	\$28.27	5%	n/a	3.50%	3	Jun-23	3.50%	3	N/A	N/A
\$23.50	\$23.50	\$26.08	\$28.65	\$28.65	Y	n/a	\$0.00	\$28.65	n/a	Feb-24	4.00%	3	Feb-25	n/a	n/a	n/a	n/a
\$26.06	\$19.83	\$21.30	\$22.76	\$21.26	N	n/a	\$0.00	\$21.26	n/a	Jan-23	5.00%	n/a	Jan-24	5.00%	n/a	n/a	n/a
\$20.57	\$19.66	\$23.93	\$28.20	\$23.75	Ave Bonus - Eligible CO's		\$1,976	\$24.70			4.44%			3.72%			
All averages are straight averages unless otherwise indicated.				Wtd Ave-Weighted \$25.13	Ave Bonus - All CO's		\$1,976										

Quartile Analysis

10%	25%	Mid	75%	90%
\$19.40	\$20.65	\$23.50	\$26.53	\$29.36

Companies Represented 13
Total # Employees 643

* Type of Pay Increase:
1 = Structure – consistent increase for all incumbents
2 = COLA – cost of living adjustment
3 = Merit – differentiated based on performance
4 = Market Adjustment – one-time increase based on market competitiveness
5 = Lump Sum

Production Detail

2.2 OTHER PRODUCTION

Position is sorted by Ave Starting Rate, NOT by Company

Note: At least one company individually represents more than 25% of reported employees this position.

Ave Starting Rate	Pay Scale			Weighted Average	Bonus Eligible (Y/N)	Date of Bonus Payout (M-Y)	Ave Annual Bonus	Ave Hourly Rate w/ Bonus	Annual Bonus Target (\$/%)	Date of Last Increase (Mo YY)	Average of Last Increase	Increase Type*	Date of Next Increase (Mo YY)	Projected Increase %	Pay Structure Type	# Steps in Pay Structure	Max-out Step Progression (MO's)
	Min	Mid	Max														
\$18.00	\$16.78	\$33.07	\$49.35	\$23.41	Y	Nov-23	\$5,573.00	\$26.09	4.00%	Oct-23	4.67%	1	Oct-24	4.00%	1	n/a	n/a
\$18.00	\$18.00	\$21.50	\$25.00	\$21.56	Y	12/1/23	\$1,250.00	\$22.16	3.00%	Dec-24	3.50%	1	Dec-24	3.50%	3	1	0
\$18.00	\$18.00	\$21.50	\$25.00	\$21.50	Y	2/4/24	\$7,500.00	\$25.11	6.50%	Jan-23	4.00%	3	Jan-24	Unknown	3	Jan-00	N/A
\$19.90	\$19.60	\$25.80	\$32.00	\$24.45	Y	12/14/23	\$0.00	\$24.45	n/a	Dec-23	4.10%	3	Dec-24	4.00%	3	8	48
\$25.00	\$25.00	\$27.00	\$29.00	\$28.00	Y	12/1/23	\$3,845.40	\$29.85	7%	n/a	4.00%	3	n/a	3.00%	4	n/a	n/a
\$19.78	\$19.48	\$25.77	\$32.07	\$23.78	Ave Bonus - Eligible CO's		\$3,634	\$25.53			4.05%			3.63%			
All averages are straight averages unless otherwise indicated.				Wtd Ave-Weighted	Ave Bonus - All CO's		\$3,634										
				\$23.92													

Quartile Analysis

10%	25%	Mid	75%	90%
\$18.00	\$20.55	\$25.00	\$28.00	\$32.64

Companies Represented **5**
Total # Employees **67**

* Type of Pay Increase:
1 = Structure – consistent increase for all incumbents
2 = COLA – cost of living adjustment
3 = Merit – differentiated based on performance
4 = Market Adjustment – one-time increase based on market competitiveness
5 = Lump Sum

Production Detail

3.0 Material Handler (Forklift)

Position is sorted by Ave Starting Rate, NOT by Company

Note: At least one company individually represents more than 25% of reported employees this position.

Ave Starting Rate	Pay Scale			Weighted Average	Bonus Eligible (Y/N)	Date of Bonus Payout (M-Y)	Ave Annual Bonus	Ave Hourly Rate w/ Bonus	Annual Bonus Target (\$/%)	Date of Last Increase (Mo YY)	Average of Last Increase	Increase Type*	Date of Next Increase (Mo YY)	Projected Increase %	Pay Structure Type	# Steps in Pay Structure	Max-out Step Progression (MO's)
	Min	Mid	Max														
\$17.50	\$16.78	\$20.98	\$25.18	\$19.66	Y	11/1/23	\$1,977.00	\$20.61	4.00%	Oct-23	4.67%	1	Oct-24	4.00%	1	n/a	n/a
\$18.50	\$17.25	\$25.13	\$33.00	\$22.94	Y	1/4/24	\$0.00	\$22.94	n/a	Anniv.	4.00%	2, 3	Anniv	3.00%	n/a	n/a	n/a
\$19.00	\$19.00	\$22.34	\$25.68	\$25.68	Y	n/a	\$0.00	\$25.68	n/a	Feb-24	4.00%	3	Feb-25	n/a	n/a	n/a	n/a
\$19.00	\$19.00	\$23.00	\$27.00	\$22.00	Y	12/1/23	\$2,766.60	\$23.33	7%	Jan-24	4.00%	3	Jan-25	3.00%	4	n/a	n/a
\$19.50	\$19.50	\$20.75	\$22.00	\$19.76	Y	12/1/23	\$1,500.00	\$20.48	3.00%	Dec-23	3.50%	1	Dec-24	3.50%	3	1	0
\$20.00	\$20.00	\$25.75	\$31.49	\$24.22	y	10/1/23	\$450.00	\$24.44	10.00%	Sep-23	3.50%	3	Sep-24	3.00%	3	4	n/a
\$20.55	\$20.55	\$23.63	\$26.70	\$22.60	Y	1/12/00	\$6,400.00	\$25.68	n/a	Jan-24	5.00%	n/a	Jan-25	n/a	2	7	n/a
\$23.00	\$23.00	\$28.00	\$33.00	\$29.52	Y	n/a	\$0.00	\$29.52	1.00%	n/a	3.00%	1	Apr-24	n/a	n/a	n/a	n/a
\$19.63	\$19.39	\$23.70	\$28.01	\$23.30	Ave Bonus - Eligible CO's		\$1,637	\$24.08			3.96%			3.30%			
All averages are straight averages unless otherwise indicated.				Wtd Ave-Weighted	Ave Bonus - All CO's		\$1,637										
				\$24.40													

Quartile Analysis

10%	25%	Mid	75%	90%
\$19.00	\$20.41	\$23.00	\$25.98	\$30.44

Companies Represented **8**
Total # Employees **159**

* Type of Pay Increase:
 1 = Structure – consistent increase for all incumbents
 2 = COLA – cost of living adjustment
 3 = Merit – differentiated based on performance
 4 = Market Adjustment – one-time increase based on market competitiveness
 5 = Lump Sum

Production Detail

4.0 Painter

Position is sorted by Ave Starting Rate, NOT by Company

Ave Starting Rate	Pay Scale			Weighted Average	Bonus Eligible (Y/N)	Date of Bonus Payout (M-Y)	Ave Annual Bonus	Ave Hourly Rate w/ Bonus	Annual Bonus Target (\$/%)	Date of Last Increase (Mo YY)	Average of Last Increase	Increase Type*	Date of Next Increase (Mo YY)	Projected Increase %	Pay Structure Type	# Steps in Pay Structure	Max-out Step Progression (MO's)
	Min	Mid	Max														
\$18.50	\$18.50	\$21.75	\$25.00	\$21.75	Y	2/6/24	\$7,500.00	\$25.36	6.50%	Jan-23	4.00%	n/a	Jan-24	n/a	n/a	n/a	n/a
\$20.00	\$20.00	\$26.00	\$32.00	\$23.67	Y	10/1/23	\$450.00	\$23.89	10.00%	n/a	3.50%	3	n/a	3.00%	3	2	n/a
\$20.00	\$20.00	\$23.50	\$27.00	\$22.00	Y	12/1/23	\$3,694.60	\$23.78	7%	n/a	4.00%	3	n/a	3.00%	4	n/a	n/a
\$20.54	\$20.54	\$22.34	\$24.13	\$23.29	N	n/a	\$0.00	\$23.29	n/a	Apr-23	5.00%	1	Apr-23	4.00%	1	16	16
\$22.35	\$22.35	\$25.58	\$28.80	\$24.50	Y	1/12/24	\$6,400.00	\$27.58	n/a	Jan-24	5.00%	n/a	Jan-25	n/a	2	7	n/a
\$20.28	\$20.28	\$23.83	\$27.39	\$23.04	Ave Bonus - Eligible CO's		\$3,609	\$24.78			4.30%			3.33%			
All averages are straight averages unless otherwise indicated.				Wtd Ave-Weighted	Ave Bonus - All CO's		\$3,609										
				\$23.69													

Quartile Analysis

10%	25%	Mid	75%	90%
\$20.00	\$21.15	\$23.50	\$25.79	\$28.08

Companies Represented **5**
Total # Employees **71**

* Type of Pay Increase:
1 = Structure – consistent increase for all incumbents
2 = COLA – cost of living adjustment
3 = Merit – differentiated based on performance
4 = Market Adjustment – one-time increase based on market competitiveness
5 = Lump Sum

Production Detail

5.0 Production Welder

Position is sorted by Ave Starting Rate, NOT by Company

Note: At least one company individually represents more than 25% of reported employees this position.

Ave Starting Rate	Pay Scale			Weighted Average	Bonus Eligible (Y/N)	Date of Bonus Payout (M-Y)	Ave Annual Bonus	Ave Hourly Rate w/ Bonus	Annual Bonus Target (\$/%)	Date of Last Increase (Mo YY)	Average of Last Increase	Increase Type*	Date of Next Increase (Mo YY)	Projected Increase %	Pay Structure Type	# Steps in Pay Structure	Max-out Step Progression (MO's)
	Min	Mid	Max														
\$17.00	\$17.00	\$23.50	\$30.00	\$27.53	Y	n/a	\$0.00	\$27.53	1.00%	n/a	3.00%	1	Apr-24	n/a	n/a	n/a	n/a
\$19.50	\$19.50	\$23.25	\$27.00	\$23.25	Y	2/7/24	\$7,500.00	\$26.86	6.50%	n/a	4.00%	3	Jan-24	Unknown	3	4	N/A
\$20.00	\$20.00	\$24.50	\$29.00	\$24.50	Y	12/1/23	\$2,537.93	\$25.72	7%	Jan-24	4.00%	3	Jan-25	3.00%	4	n/a	n/a
\$20.54	\$20.54	\$22.21	\$23.88	\$22.47	N	n/a	\$0.00	\$22.47	n/a	Apr-23	5.00%	1	Apr-23	4.00%	1	16	16
\$21.00	\$21.00	\$24.82	\$28.63	\$24.31	Y	10/1/23	\$450.00	\$24.53	10.00%	Sep-23	3.50%	3	Sep-24	3.00%	3	2	n/a
\$22.35	\$22.35	\$25.58	\$28.80	\$24.50	Y	1/12/24	\$6,400.00	\$27.58	n/a	Jan-24	5.00%	n/a	Jan-25	n/a	2	7	n/a
\$20.07	\$20.07	\$23.98	\$27.89	\$24.43	Ave Bonus - Eligible CO's		\$2,815	\$25.78			4.08%			3.33%			
All averages are straight averages unless otherwise indicated.				Wtd Ave-Weighted	Ave Bonus - All CO's		\$2,815										
				\$24.04													

Quartile Analysis

10%	25%	Mid	75%	90%
\$19.85	\$21.30	\$23.69	\$26.64	\$28.86

Companies Represented **6**
Total # Employees **277**

* Type of Pay Increase:
 1 = Structure – consistent increase for all incumbents
 2 = COLA – cost of living adjustment
 3 = Merit – differentiated based on performance
 4 = Market Adjustment – one-time increase based on market competitiveness
 5 = Lump Sum

Production Detail

6.0 Quality Technician

Position is sorted by Ave Starting Rate, NOT by Company

Note: At least one company individually represents more than 25% of reported employees this position.

Ave Starting Rate	Pay Scale			Weighted Average	Bonus Eligible (Y/N)	Date of Bonus Payout (M-Y)	Ave Annual Bonus	Ave Hourly Rate w/ Bonus	Annual Bonus Target (\$/%)	Date of Last Increase (Mo YY)	Average of Last Increase	Increase Type*	Date of Next Increase (Mo YY)	Projected Increase %	Pay Structure Type	# Steps in Pay Structure	Max-out Step Progression (MO's)
	Min	Mid	Max														
\$16.00	\$14.49	\$18.98	\$23.47	\$18.56	Y	11/1/23	\$2,353.00	\$19.69	4.00%	Oct-23	4.67%	1	Oct-24	4.00%	1	n/a	n/a
\$17.00	\$16.50	\$23.25	\$30.00	\$19.61	Y	1/4/24	\$0.00	\$19.61	n/a	Anniv.	4.00%	2, 3	Anniv	3.00%	n/a	n/a	n/a
\$18.00	\$18.00	\$20.52	\$23.04	\$23.04	Y	n/a	\$0.00	\$23.04	n/a	Feb-24	4.00%	3	Feb-25	n/a	n/a	n/a	n/a
\$18.00	\$18.00	\$20.75	\$23.50	\$19.44	Y	12/1/23	\$1,250.00	\$20.04	3.00%	Dec-23	3.50%	1	Dec-24	3.50%	3	4	36
\$18.50	\$18.50	\$21.75	\$25.00	\$21.75	Y	2/8/24	\$7,500.00	\$25.36	6.50%	Jan-23	4.00%	3	Jan-24	Unknown	3	4	N/A
\$20.00	\$20.00	\$24.32	\$28.63	\$24.87	y	10/1/23	\$450.00	\$25.09	10.00%	n/a	3.50%	3	n/a	3.00%	3	2	n/a
\$20.54	\$20.54	\$22.91	\$25.27	\$25.12	N	n/a	\$0.00	\$25.12	n/a	n/a	5.00%	1	Apr-23	4.00%	1	16	16
\$20.60	\$20.90	\$24.95	\$29.00	\$25.22	Y	12/14/23	\$0.00	\$25.22	n/a	Dec-23	4.10%	3	Dec-24	4.00%	3	8	48
\$22.35	\$22.35	\$25.58	\$28.80	\$24.50	Y	1/12/24	\$6,400.00	\$27.58	n/a	45315	5.00%	n/a	Jan-25	n/a	2	7	n/a
\$23.00	\$23.00	\$28.50	\$34.00	\$29.40	Y	n/a	\$0.00	\$29.40	10.00%	n/a	3.00%	1	Apr-24	n/a	n/a	n/a	n/a
\$19.40	\$19.23	\$23.15	\$27.07	\$23.15	Ave Bonus - Eligible CO's		\$1,795	\$24.01			4.08%			3.58%			
All averages are straight averages unless otherwise indicated.				Wtd Ave-Weighted	Ave Bonus - All CO's		\$1,795										
				\$24.39													

Quartile Analysis

10%	25%	Mid	75%	90%
\$18.00	\$20.53	\$23.02	\$25.20	\$28.82

Companies Represented **10**
Total # Employees **92**

* Type of Pay Increase:
 1 = Structure – consistent increase for all incumbents
 2 = COLA – cost of living adjustment
 3 = Merit – differentiated based on performance
 4 = Market Adjustment – one-time increase based on market competitiveness
 5 = Lump Sum

Production Detail

6.5 Set-Up Production

Position is sorted by Ave Starting Rate, NOT by Company

Note: At least one company individually represents more than 25% of reported employees this position.

Ave Starting Rate	Pay Scale			Weighted Average	Bonus Eligible (Y/N)	Date of Bonus Payout (M-Y)	Ave Annual Bonus	Ave Hourly Rate w/ Bonus	Annual Bonus Target (\$/%)	Date of Last Increase (Mo YY)	Average of Last Increase	Increase Type*	Date of Next Increase (Mo YY)	Projected Increase %	Pay Structure Type	# Steps in Pay Structure	Max-out Step Progression (MO's)
	Min	Mid	Max														
\$18.00	\$18.00	\$20.75	\$23.50	\$19.38	Y	12/2/232	\$1,250.00	\$19.98	3.00%	Dec-23	3.50%	1	Dec-24	3.50%	3	4	36
\$18.50	\$18.50	\$23.00	\$27.50	\$19.57	Y	1/4/24	\$0.00	\$19.57	n/a	Anniv.	4.00%	2, 3	Anniv	3.00%	n/a	n/a	n/a
\$19.00	\$19.00	\$19.25	\$19.50	\$19.50	Y	n/a	\$0.00	\$19.50	40560	Apr-23	3.00%	1,3	Apr-24	3.50%	3	n/a	n/a
\$20.00	\$20.00	\$23.02	\$26.03	\$23.85	Y	10/1/23	\$450.00	\$24.07	10.00%	Sep-23	3.50%	3	Sep-24	3.00%	3	2	n/a
\$21.00	\$21.00	\$24.00	\$27.00	\$24.00	Y	2/19/23	\$7,500.00	\$27.61	6.50%	Jan-23	4.00%	3	Jan-24	Unknown	3	4	N/A
\$21.68	\$21.68	\$26.34	\$31.00	\$23.60	Y	n/a	\$0.00	\$23.60	1.00%	n/a	3.00%	1	Apr-24	n/a	n/a	n/a	n/a
\$21.72	\$21.72	\$33.58	\$45.43	\$27.45	Y	n/a	\$0.00	\$27.45	n/a	Apr-23	5.00%	1	Apr-23	4.00%	3	n/a	n/a
\$26.78	\$21.90	\$22.65	\$23.40	\$21.90	n/a	n/a	1/0/00	\$21.90	n/a	Jun-23	5.00%	n/a	Jan-24	5.00%	n/a	n/a	n/a
\$20.84	\$20.23	\$24.07	\$27.92	\$22.41	Ave Bonus - Eligible CO's		\$1,150	\$22.96			3.88%			3.67%			
All averages are straight averages unless otherwise indicated.				Wtd Ave-Weighted	Ave Bonus - All CO's		\$1,150										
				\$23.45													

Quartile Analysis

10%	25%	Mid	75%	90%
\$19.08	\$20.56	\$22.83	\$26.11	\$29.95

Companies Represented **8**
Total # Employees **232**

* Type of Pay Increase:
1 = Structure – consistent increase for all incumbents
2 = COLA – cost of living adjustment
3 = Merit – differentiated based on performance
4 = Market Adjustment – one-time increase based on market competitiveness
5 = Lump Sum

Production Detail

7.0 Lead Person

Position is sorted by Ave Starting Rate, NOT by Company

Note: At least one company individually represents more than 25% of reported employees this position.

Ave Starting Rate	Pay Scale			Weighted Average	Bonus Eligible (Y/N)	Date of Bonus Payout (M-Y)	Ave Annual Bonus	Ave Hourly Rate w/ Bonus	Annual Bonus Target (\$/%)	Date of Last Increase (Mo YY)	Average of Last Increase	Increase Type*	Date of Next Increase (Mo YY)	Projected Increase %	Pay Structure Type	# Steps in Pay Structure	Max-out Step Progression (MO's)
	Min	Mid	Max														
\$19.00	\$19.00	\$19.50	\$19.50	\$21.00	Y	n/a	\$0.00	\$21.00	10.00%	Apr-23	5.00%	1,3	Apr-24	3.50%	3	n/a	n/a
\$20.54	\$20.54	\$25.36	\$30.18	\$26.40	N	n/a	\$0.00	\$26.40	n/a	Apr-23	5.00%	1	Apr-23	4.00%	1	16	16
\$21.16	\$21.16	\$26.33	\$31.49	\$27.07	y	10/1/23	\$450.00	\$27.29	10.00%	n/a	3.50%	3	9/1/24	3.00%	3	2	n/a
\$21.50	\$21.50	\$23.25	\$25.00	\$22.69	Y	12/3/23	\$1,800.00	\$23.56	3.00%	Dec-23	3.50%	1	Dec-24	3.50%	3	1	0
\$22.00	\$22.00	\$27.00	\$32.00	\$30.23	Y	12/14/23	\$0.00	\$30.23	n/a	Dec-23	4.10%	3	Dec-24	4.00%	1	n/a	n/a
\$24.00	\$22.67	\$36.01	\$49.35	\$36.83	Y	11/1/23	\$11,047.00	\$42.14	4.00%	Oct-23	4.67%	1	Oct-24	4.00%	1	n/a	n/a
\$24.20	\$24.20	\$27.70	\$31.20	\$26.53	Y	11/12/23	\$6,400.00	\$29.61	n/a	Jan-24	5.00%	n/a	Jan-25	n/a	2	7	n/a
\$24.50	\$24.50	\$26.25	\$28.00	\$26.25	Y	2/10/24	\$7,500.00	\$29.86	6.50%	Jan-23	4.00%	3	Jan-24	Unknown	3	4	N/A
\$26.00	\$26.00	\$28.00	\$30.00	\$28.00	Y	12/1/23	\$4,121.87	\$29.98	7%	n/a	4.00%	3	1/24/24	3.00%	4	n/a	n/a
\$28.00	\$28.00	\$31.00	\$34.00	\$30.55	Y	n/a	\$0.00	\$30.55	1.00%	n/a	3.00%	1	Apr-24	n/a	n/a	n/a	n/a
\$28.78	\$24.32	\$25.07	\$25.82	\$24.32	N	n/a	\$0.00	\$24.32	n/a	Jul-23	5.00%	n/a	Jan-24	5.00%	n/a	n/a	n/a
\$35.00	\$35.00	\$37.54	\$40.08	\$40.08	Y	n/a	\$0.00	\$40.08	n/a	Feb-24	4.00%	3	Feb-25	n/a	n/a	n/a	n/a
\$24.56	\$24.07	\$27.75	\$31.39	\$28.33	Ave Bonus - Eligible CO's		\$2,610	\$29.58			4.23%			3.75%			
All averages are straight averages unless otherwise indicated.				Wtd Ave-Weighted	Ave Bonus - All CO's		\$2,610										
				\$27.31													

Quartile Analysis

10%	25%	Mid	75%	90%
\$20.85	\$23.96	\$26.29	\$31.05	\$35.51

Companies Represented 12

Total # Employees 254

* Type of Pay Increase:

- 1 = Structure – consistent increase for all incumbents
- 2 = COLA – cost of living adjustment
- 3 = Merit – differentiated based on performance
- 4 = Market Adjustment – one-time increase based on market competitiveness
- 5 = Lump Sum

Production Detail

8.0 Maintenance- General Repair

Position is sorted by Ave Starting Rate, NOT by Company

Note: At least one company individually represents more than 25% of reported employees this position.

Ave Starting Rate	Pay Scale			Weighted Average	Bonus Eligible (Y/N)	Date of Bonus Payout (M-Y)	Ave Annual Bonus	Ave Hourly Rate w/ Bonus	Annual Bonus Target (\$/%)	Date of Last Increase (Mo YY)	Average of Last Increase	Increase Type*	Date of Next Increase (Mo YY)	Projected Increase %	Pay Structure Type	# Steps in Pay Structure	Max-out Step Progression (MO's)
	Min	Mid	Max														
\$17.00	\$17.00	\$24.00	\$31.00	\$26.00	Y	n/a	\$0.00	\$26.00	1.00%	n/a	3.00%	1	Apr-24	n/a	n/a	n/a	n/a
\$19.25	\$19.09	\$26.43	\$33.76	\$22.35	Y	11/1/23	\$2,003.00	\$23.31	4.00%	Oct-23	4.67%	1	Oct-24	4.00%	1	n/a	n/a
\$20.00	\$23.00	\$26.22	\$29.44	\$26.00	Y	n/a	\$0.00	\$26.00	10.00%	Apr-23	4.00%	1,3	Apr-24	3.50%	3	n/a	n/a
\$21.16	\$21.16	\$28.69	\$36.22	\$28.95	y	10/1/23	\$450.00	\$29.17	10.00%	n/a	3.50%	3	9/1/24	3.00%	3	2	n/a
\$22.50	\$22.50	\$26.00	\$29.50	\$25.93	Y	12/4/23	\$1,800.00	\$26.80	3.00%	Dec-23	3.50%	1	Dec-24	3.50%	3	4	36
\$22.87	\$22.87	\$24.70	\$26.52	\$26.60	N	n/a	\$0.00	\$26.60	n/a	Apr-23	5.00%	1	Apr-23	4.00%	1	16	16
\$23.00	\$23.00	\$23.36	\$23.71	\$29.71	Y	n/a	\$0.00	\$29.71	n/a	Feb-24	4.00%	3	Feb-25	n/a	n/a	n/a	n/a
\$24.00	\$20.00	\$24.50	\$29.00	\$26.00	Y	1/4/24	\$0.00	\$26.00	n/a	Anniv.	4.00%	2, 3	Anniv	3.00%	n/a	n/a	n/a
\$26.00	\$25.75	\$31.88	\$38.00	\$31.44	Y	12/14/23	\$0.00	\$31.44	n/a	Dec-23	4.10%	3	Dec-24	4.00%	3	4	24
\$28.00	\$28.00	\$30.00	\$32.00	\$31.25	Y	12/1/23	\$0.00	\$31.25	7%	n/a	4.00%	3	1/1/25	3.00%	4	n/a	n/a
\$29.91	\$29.04	\$29.79	\$30.54	\$29.04	N	n/a	\$0.00	\$29.04	n/a	Aug-23	5.00%	n/a	Jan-24	5.00%	n/a	n/a	n/a
\$23.06	\$22.86	\$26.87	\$30.88	\$27.57	Ave Bonus - Eligible CO's		\$387	\$27.76			4.07%			3.67%			
All averages are straight averages unless otherwise indicated.				Wtd Ave-Weighted	Ave Bonus - All CO's		\$387										
				\$27.46													

Quartile Analysis

10%	25%	Mid	75%	90%
\$21.43	\$23.36	\$26.43	\$29.79	\$31.98

Companies Represented 11
Total # Employees 61

* Type of Pay Increase:
1 = Structure – consistent increase for all incumbents
2 = COLA – cost of living adjustment
3 = Merit – differentiated based on performance
4 = Market Adjustment – one-time increase based on market competitiveness
5 = Lump Sum

Production Detail

9.0 Maintenance- Craft

Position is sorted by Ave Starting Rate, NOT by Company

Note: At least one company individually represents more than 25% of reported employees this position.

Ave Starting Rate	Pay Scale			Weighted Average	Bonus Eligible (Y/N)	Date of Bonus Payout (M-Y)	Ave Annual Bonus	Ave Hourly Rate w/ Bonus	Annual Bonus Target (\$/%)	Date of Last Increase (Mo YY)	Average of Last Increase	Increase Type*	Date of Next Increase (Mo YY)	Projected Increase %	Pay Structure Type	# Steps in Pay Structure	Max-out Step Progression (MO's)
	Min	Mid	Max														
\$21.16	\$21.16	\$31.36	\$41.55	\$36.40	y	10/1/23	\$450.00	\$36.62	10.00%	n/a	3.50%	3	9/1/24	3.00%	3	3	n/a
\$22.51	\$19.09	\$26.43	\$33.76	\$25.54	Y	11/1/23	\$3,266.00	\$27.11	4.00%	Oct-23	4.67%	1	Oct-24	4.00%	1	n/a	n/a
\$22.87	\$22.87	\$25.09	\$27.31	\$31.50	N	n/a	\$0.00	\$31.50	n/a	Apr-23	5.00%	1	Apr-23	4.00%	1	16	16
\$26.00	\$26.00	\$30.25	\$34.50	\$31.24	Y	12/5/23	\$2,200.00	\$32.30	3.00%	Dec-23	3.50%	1	Dec-24	3.50%	3	1	0
\$26.73	\$26.73	\$29.40	\$32.07	\$37.45	Y	6/23/23	\$6,650.00	\$40.65	5.00%	Jun-23	3.50%	3	Jun-23	3.50%	3	N/A	N/A
\$28.00	\$33.00	\$40.50	\$48.00	\$34.25	Y	1/4/24	0.00	\$34.25	n/a	Anniv.	4.00%	2, 3	Anniv	3.00%	n/a	n/a	n/a
\$28.00	\$28.00	\$30.00	\$32.00	\$30.83	Y	n/a	0.00	\$30.83	1.00%	n/a	3.00%	1	Apr-24	n/a	n/a	n/a	n/a
\$28.00	\$28.00	\$36.00	\$44.00	\$36.96	Y	12/14/23	0.00	\$36.96	n/a	Dec-23	4.10%	3	Dec-24	4.00%	3	4	24
\$28.00	\$28.00	\$31.98	\$35.95	\$35.95	Y	n/a	0.00	\$35.95	n/a	Feb-24	4.00%	3	Feb-25	n/a	n/a	n/a	n/a
\$33.63	\$31.55	\$32.30	\$33.05	\$31.55	N	n/a	0.00	\$31.55	n/a	Sep-23	5.00%	3	Jan-24	5.00%	n/a	n/a	n/a
\$26.49	\$26.44	\$31.33	\$36.22	\$33.17	Ave Bonus - Eligible CO's		\$1,257	\$33.77			4.03%			3.75%			
All averages are straight averages unless otherwise indicated.				Wtd Ave-Weighted	Ave Bonus - All CO's		\$1,257										
				\$34.57													

Quartile Analysis

10%	25%	Mid	75%	90%
\$24.87	\$27.48	\$31.45	\$33.58	\$40.61

Companies Represented **10**
Total # Employees **59**

* Type of Pay Increase:
 1 = Structure – consistent increase for all incumbents
 2 = COLA – cost of living adjustment
 3 = Merit – differentiated based on performance
 4 = Market Adjustment – one-time increase based on market competitiveness
 5 = Lump Sum

Production Detail

11.0 Maintenance Supervisor/Hourly

Position is sorted by Ave Starting Rate, NOT by Company

Note: At least one company individually represents more than 25% of reported employees this position.

Ave Starting Rate	Pay Scale			Weighted Average	Bonus Eligible (Y/N)	Date of Bonus Payout (M-Y)	Ave Annual Bonus	Ave Hourly Rate w/ Bonus	Annual Bonus Target (\$/%)	Date of Last Increase (Mo YY)	Average of Last Increase	Increase Type*	Date of Next Increase (Mo YY)	Projected Increase %	Pay Structure Type	# Steps in Pay Structure	Max-out Step Progression (MO's)
	Min	Mid	Max														
\$30.00	\$30.00	\$31.42	\$32.83	\$31.85	Y	n/a	\$0.00	\$31.85	1.00%	n/a	3.00%	1	Apr-24	n/a	n/a	n/a	n/a
\$30.00	\$30.00	\$39.00	\$48.00	\$40.50	Y	12/14/23	\$0.00	\$40.50	n/a	Dec-23	4.10%	3	Dec-24	4.00%	1	n/a	n/a
\$32.00	\$32.00	\$39.18	\$46.35	\$46.35	N	n/a	\$0.00	\$46.35	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
\$34.00	\$26.57	\$37.96	\$49.35	\$37.39	Y	11/1/23	\$10,920.00	\$42.64	4.00%	Oct-23	4.67%	1	Oct-24	4.00%	1	n/a	n/a
\$31.50	\$29.64	\$36.89	\$44.13	\$39.02	Ave Bonus - Eligible CO's		\$2,730	\$40.34			3.92%			4.00%			
All averages are straight averages unless otherwise indicated.				Wtd Ave-Weighted	Ave Bonus - All CO's		\$2,730										
				\$36.00													

Quartile Analysis

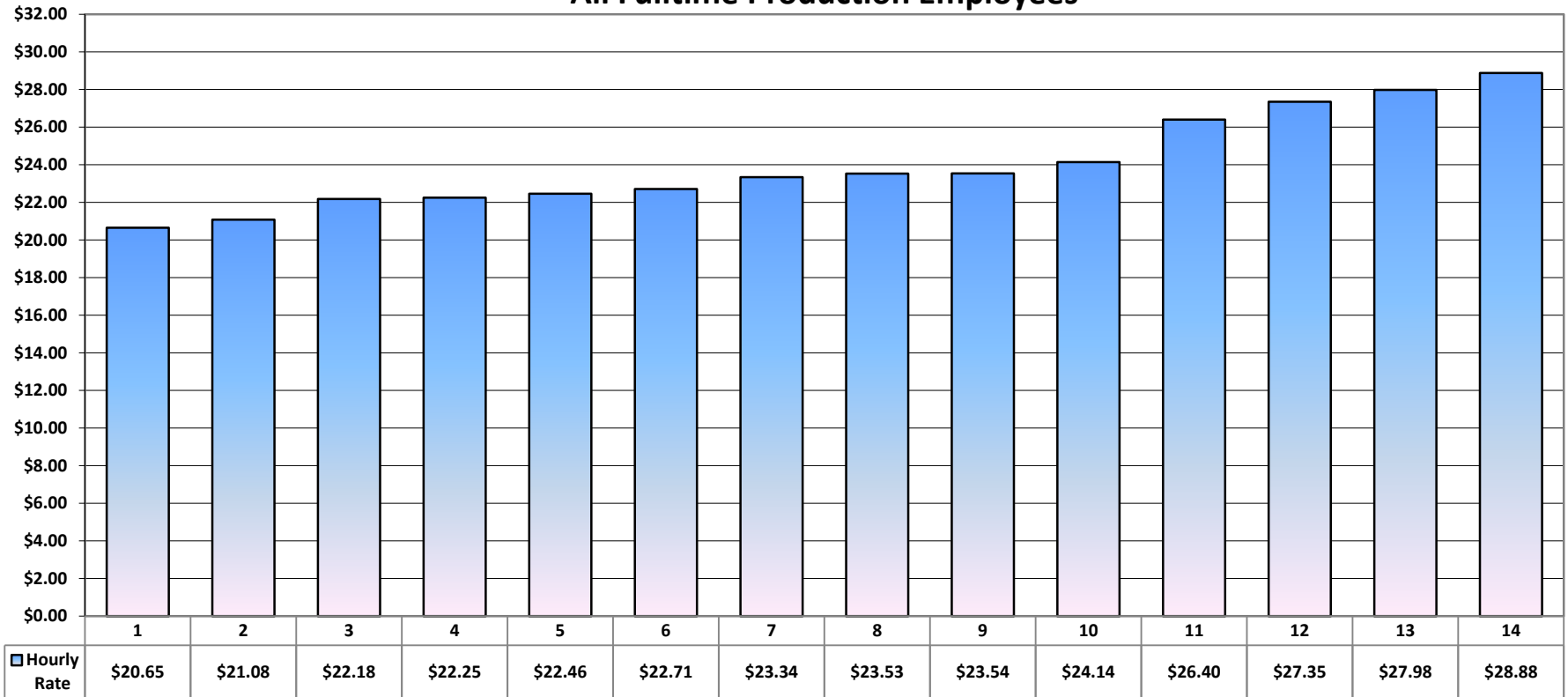
10%	25%	Mid	75%	90%
\$30.00	\$31.06	\$35.40	\$40.97	\$47.84

Companies Represented **4**
Total # Employees **9**

* Type of Pay Increase:
 1 = Structure – consistent increase for all incumbents
 2 = COLA – cost of living adjustment
 3 = Merit – differentiated based on performance
 4 = Market Adjustment – one-time increase based on market competitiveness
 5 = Lump Sum

Production Detail

Weighted Average All Fulltime Production Employees



Companies sorted by low weighted average to high

Survey Participants 14

All Production Employees 2,975

Production Average Hourly Rate \$24.04

Production Weighted Average Hourly Rate \$24.13

Professional Compensation Strategy				
Month-Year Last Adjustment	Percentage Last Adjustment	Type of Adjustment	Planned Next Adjustment	Budgeted or Estimated %
Aug-21	3.00%	3	Aug-22	3.00%
Jun	3.50%	3	Jun-23	3.50%
Dec-23	3.50%	3,4	Dec-24	3.00%
Jan-24	4.00%	3	Jan-25	4.00%
Jan-23	4.00%	3	Jan-24	3.00%
Dec-24	4.00%	3	Dec-24	4.00%
Jan-23	4.00%		Jan-24	
01-23	4.00%	2,3	Jan-23	3.00%
Oct-24	4.67%	3	Oct-24	4.00%
Apr-22	5.00%	3	Apr-23	5.00%
Feb-24	5.00%	3	Feb-25	
Dec-23	18.00%	6	Dec-23	15.00%

Professional Wages

Accounts Payable Clerk

Administrative / Clerical

# CO's	Total # EE's	FLSA Status		Straight Averages				Wtd Ave, Wtd	Reported Wages Range			Quartile Analysis				
		Exempt	Non- Exempt	Min	Mid	Max	Wtd Ave		Bottom	-	Top	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
11	15	1	13	\$40,072	\$49,906	\$59,837	\$53,517	\$53,733	\$33,000	-	\$84,261	\$37,340	\$41,600	\$47,480	\$55,952	\$62,240
				\$19.27	\$23.99	\$28.77	\$25.73	\$25.83	\$15.87	-	\$40.51	\$17.95	\$20.00	\$22.83	\$26.90	\$29.92

Sales

Professional Support

# CO's	Total # EE's	FLSA Status		Straight Averages				Wtd Ave, Wtd	Reported Wages Range			Quartile Analysis				
		Exempt	Non- Exempt	Min	Mid	Max	Wtd Ave		Bottom	-	Top	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
4	27	6	3	\$48,291	\$57,125	\$70,750	\$60,234	\$56,245	\$44,000	-	\$90,000	\$45,700	\$52,123	\$55,000	\$63,750	\$69,600
				\$23.22	\$27.46	\$34.01	\$28.96	\$27.04	\$21.15	-	\$43.27	\$21.97	\$25.06	\$26.44	\$30.65	\$33.46

Product and Technical Information Specialist

Senior Management

# CO's	Total # EE's	FLSA Status		Straight Averages				Wtd Ave, Wtd	Reported Wages Range			Quartile Analysis				
		Exempt	Non- Exempt	Min	Mid	Max	Wtd Ave		Bottom	-	Top	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
3	13	6	7	\$96,179	\$113,033	\$136,633	\$107,920	\$80,874	\$55,000	-	\$166,900	\$71,000	\$93,000	\$125,000	\$139,100	\$153,380
				\$46.24	\$54.34	\$65.69	\$51.88	\$38.88	\$26.44	-	\$80.24	\$34.13	\$44.71	\$60.10	\$66.88	\$73.74

General Clerical

Administrative / Clerical

# CO's	Total # EE's	FLSA Status		Straight Averages				Wtd Ave, Wtd	Reported Wages Range			Quartile Analysis				
		Exempt	Non- Exempt	Min	Mid	Max	Wtd Ave		Bottom	-	Top	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
10	23	0	20	\$36,351	\$45,819	\$56,537	\$45,107	\$46,994	\$23,000	-	\$76,000	\$24,996	\$37,567	\$45,302	\$55,714	\$61,348
				\$17.48	\$22.03	\$27.18	\$21.69	\$22.59	\$11.06	-	\$36.54	\$12.02	\$18.06	\$21.78	\$26.79	\$29.49

Marketing Manager

Senior Management

# CO's	Total # EE's	FLSA Status		Straight Averages				Wtd Ave, Wtd	Reported Wages Range			Quartile Analysis				
		Exempt	Non- Exempt	Min	Mid	Max	Wtd Ave		Bottom	-	Top	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
6	9	9	0	\$116,922	\$139,229	\$169,036	\$129,255	\$131,205	\$60,000	-	\$300,000	\$65,700	\$74,750	\$127,500	\$181,912	\$250,000
				\$56.21	\$66.94	\$81.27	\$62.14	\$63.08	\$28.85	-	\$144.23	\$31.59	\$35.94	\$61.30	\$87.46	\$120.19

Professional Wages

Maintenance Manager

Senior Management

# CO's	Total # EE's	FLSA Status		Straight Averages				Wtd Ave, Wtd	Reported Wages Range			Quartile Analysis				
		Exempt	Non- Exempt	Min	Mid	Max	Wtd Ave		Bottom	-	Top	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
9	10	9	0	\$97,879	\$115,765	\$145,330	\$126,723	\$121,551	\$60,000	-	\$184,216	\$82,397	\$100,000	\$119,700	\$134,850	\$167,800
				\$47.06	\$55.66	\$69.87	\$60.92	\$58.44	\$28.85	-	\$88.57	\$39.61	\$48.08	\$57.55	\$64.83	\$80.67

Process Engineer

Technical Support

# CO's	Total # EE's	FLSA Status		Straight Averages				Wtd Ave, Wtd	Reported Wages Range			Quartile Analysis				
		Exempt	Non- Exempt	Min	Mid	Max	Wtd Ave		Bottom	-	Top	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
9	45	43	2	\$64,086	\$82,559	\$105,312	\$87,669	\$80,926	\$46,000	-	\$141,721	\$53,800	\$64,359	\$80,000	\$101,000	\$119,000
				\$30.81	\$39.69	\$50.63	\$42.15	\$38.91	\$22.12	-	\$68.14	\$25.87	\$30.94	\$38.46	\$48.56	\$57.21

Human Resources Specialist

Professional Support

# CO's	Total # EE's	FLSA Status		Straight Averages				Wtd Ave, Wtd	Reported Wages Range			Quartile Analysis				
		Exempt	Non- Exempt	Min	Mid	Max	Wtd Ave		Bottom	-	Top	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
5	8	7	0	\$61,329	\$79,973	\$96,217	\$74,042	\$74,852	\$42,369	-	\$120,000	\$53,251	\$59,218	\$80,000	\$94,500	\$104,060
				\$29.48	\$38.45	\$46.26	\$35.60	\$35.99	\$20.37	-	\$57.69	\$25.60	\$28.47	\$38.46	\$45.43	\$50.03

Product Engineer

Technical Support

# CO's	Total # EE's	FLSA Status		Straight Averages				Wtd Ave, Wtd	Reported Wages Range			Quartile Analysis				
		Exempt	Non- Exempt	Min	Mid	Max	Wtd Ave		Bottom	-	Top	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
8	45	43	2	\$62,773	\$81,741	\$103,110	\$83,382	\$85,868	\$43,680	-	\$156,000	\$50,000	\$65,551	\$82,000	\$97,859	\$111,605
				\$30.18	\$39.30	\$49.57	\$40.09	\$41.28	\$21.00	-	\$75.00	\$24.04	\$31.51	\$39.42	\$47.05	\$53.66

Maintenance Supervisor/Salaried

Professional Support

# CO's	Total # EE's	FLSA Status		Straight Averages				Wtd Ave, Wtd	Reported Wages Range			Quartile Analysis				
		Exempt	Non- Exempt	Min	Mid	Max	Wtd Ave		Bottom	-	Top	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
5	11	10	0	\$64,901	\$81,352	\$99,784	\$81,007	\$81,942	\$55,274	-	\$105,000	\$62,892	\$71,500	\$80,800	\$94,250	\$102,721
				\$31.20	\$39.11	\$47.97	\$38.95	\$39.40	\$26.57	-	\$50.48	\$30.24	\$34.38	\$38.85	\$45.31	\$49.38

Professional Wages

IT Specialist

Professional Support

# CO's	Total # EE's	FLSA Status		Straight Averages				Wtd Ave, Wtd	Reported Wages Range			Quartile Analysis				
		Exempt	Non- Exempt	Min	Mid	Max	Wtd Ave		Bottom	-	Top	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
4	44	30	14	\$47,205	\$76,348	\$107,657	\$70,102	\$58,364	\$40,000	-	\$121,464	\$47,139	\$51,500	\$74,625	\$98,041	\$109,267
				\$22.69	\$36.71	\$51.76	\$33.70	\$28.06	\$19.23	-	\$58.40	\$22.66	\$24.76	\$35.88	\$47.14	\$52.53

Accountant

Professional Support

# CO's	Total # EE's	FLSA Status		Straight Averages				Wtd Ave, Wtd	Reported Wages Range			Quartile Analysis				
		Exempt	Non- Exempt	Min	Mid	Max	Wtd Ave		Bottom	-	Top	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
8	11	9	1	\$52,998	\$68,568	\$87,171	\$71,602	\$77,854	\$40,800	-	\$115,000	\$52,000	\$54,750	\$64,675	\$80,416	\$96,325
				\$25.48	\$32.97	\$41.91	\$34.42	\$37.43	\$19.62	-	\$55.29	\$25.00	\$26.32	\$31.09	\$38.66	\$46.31

Buyer

Professional Support

# CO's	Total # EE's	FLSA Status		Straight Averages				Wtd Ave, Wtd	Reported Wages Range			Quartile Analysis				
		Exempt	Non- Exempt	Min	Mid	Max	Wtd Ave		Bottom	-	Top	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
7	26	25	1	\$51,460	\$66,869	\$85,057	\$66,551	\$70,823	\$37,440	-	\$102,651	\$53,508	\$57,000	\$66,872	\$80,000	\$87,750
				\$24.74	\$32.15	\$40.89	\$32.00	\$34.05	\$18.00	-	\$49.35	\$25.73	\$27.40	\$32.15	\$38.46	\$42.19

Customer Service Associate

Professional Support

# CO's	Total # EE's	FLSA Status		Straight Averages				Wtd Ave, Wtd	Reported Wages Range			Quartile Analysis				
		Exempt	Non- Exempt	Min	Mid	Max	Wtd Ave		Bottom	-	Top	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
8	80	21	59	\$42,229	\$55,227	\$67,010	\$53,066	\$50,141	\$35,000	-	\$102,651	\$37,712	\$46,399	\$52,082	\$61,138	\$68,778
				\$20.30	\$26.55	\$32.22	\$25.51	\$24.11	\$16.83	-	\$49.35	\$18.13	\$22.31	\$25.04	\$29.39	\$33.07

Production Supervisor

Professional Support

# CO's	Total # EE's	FLSA Status		Straight Averages				Wtd Ave, Wtd	Reported Wages Range			Quartile Analysis				
		Exempt	Non- Exempt	Min	Mid	Max	Wtd Ave		Bottom	-	Top	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
11	131	115	10	\$63,909	\$79,760	\$102,663	\$82,347	\$79,025	\$49,920	-	\$145,000	\$54,604	\$67,500	\$80,000	\$89,300	\$111,520
				\$30.73	\$38.35	\$49.36	\$39.59	\$37.99	\$24.00	-	\$69.71	\$26.25	\$32.45	\$38.46	\$42.93	\$53.62

Professional Wages

Safety Professional

Professional Support

# CO's	Total # EE's	FLSA Status		Straight Averages				Wtd Ave, Wtd	Reported Wages Range			Quartile Analysis				
		Exempt	Non- Exempt	Min	Mid	Max	Wtd Ave		Bottom	-	Top	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
11	13	9	3	\$68,296	\$84,120	\$99,995	\$82,816	\$84,944	\$43,680	-	\$156,000	\$55,232	\$66,850	\$80,000	\$105,000	\$113,200
				\$32.83	\$40.44	\$48.07	\$39.82	\$40.84	\$21.00	-	\$75.00	\$26.55	\$32.14	\$38.46	\$50.48	\$54.42

Scheduler

Professional Support

# CO's	Total # EE's	FLSA Status		Straight Averages				Wtd Ave, Wtd	Reported Wages Range			Quartile Analysis				
		Exempt	Non- Exempt	Min	Mid	Max	Wtd Ave		Bottom	-	Top	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
11	18	5	10	\$53,368	\$65,470	\$79,371	\$66,080	\$62,701	\$38,000	-	\$130,000	\$44,870	\$54,080	\$61,360	\$75,000	\$91,460
				\$25.66	\$31.48	\$38.16	\$31.77	\$30.14	\$18.27	-	\$62.50	\$21.57	\$26.00	\$29.50	\$36.06	\$43.97

Accounting Manager / Controller

Senior Management

# CO's	Total # EE's	FLSA Status		Straight Averages				Wtd Ave, Wtd	Reported Wages Range			Quartile Analysis				
		Exempt	Non- Exempt	Min	Mid	Max	Wtd Ave		Bottom	-	Top	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
12	20	19	0	\$91,285	\$117,876	\$148,814	\$120,938	\$128,418	\$61,502	-	\$202,000	\$76,939	\$94,314	\$112,140	\$141,025	\$168,350
				\$43.89	\$56.67	\$71.55	\$58.14	\$61.74	\$29.57	-	\$97.12	\$36.99	\$45.34	\$53.91	\$67.80	\$80.94

Human Resource Manager

Senior Management

# CO's	Total # EE's	FLSA Status		Straight Averages				Wtd Ave, Wtd	Reported Wages Range			Quartile Analysis				
		Exempt	Non- Exempt	Min	Mid	Max	Wtd Ave		Bottom	-	Top	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
11	11	10	0	\$88,885	\$107,674	\$129,634	\$109,136	\$110,250	\$71,500	-	\$179,500	\$77,242	\$85,200	\$101,671	\$125,134	\$148,878
				\$42.73	\$51.77	\$62.32	\$52.47	\$53.00	\$34.38	-	\$86.30	\$37.14	\$40.96	\$48.88	\$60.16	\$71.58

Quality Manager

Senior Management

# CO's	Total # EE's	FLSA Status		Straight Averages				Wtd Ave, Wtd	Reported Wages Range			Quartile Analysis				
		Exempt	Non- Exempt	Min	Mid	Max	Wtd Ave		Bottom	-	Top	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
10	19	18	0	\$83,703	\$107,615	\$138,277	\$110,336	\$109,933	\$55,000	-	\$213,200	\$65,463	\$82,375	\$105,550	\$137,275	\$146,100
				\$40.24	\$51.74	\$66.48	\$53.05	\$52.85	\$26.44	-	\$102.50	\$31.47	\$39.60	\$50.75	\$66.00	\$70.24

Professional Wages

Plant Manager

Senior Management

# CO's	Total # EE's	FLSA Status		Straight Averages				Wtd Ave, Wtd	Reported Wages Range			Quartile Analysis				
		Exempt	Non- Exempt	Min	Mid	Max	Wtd Ave		Bottom	-	Top	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
9	26	25	0	\$106,110	\$137,739	\$170,218	\$143,826	\$122,547	\$60,000	-	\$250,000	\$86,636	\$96,050	\$125,000	\$172,160	\$206,800
				\$51.01	\$66.22	\$81.84	\$69.15	\$58.92	\$28.85	-	\$120.19	\$41.65	\$46.18	\$60.10	\$82.77	\$99.42

Benefits Report

CompClub™
Confidential Wage and Benefit Survey

North Iowa CompClub
Spring 2024

Employee BENEFITS	A	B	C	D	E	F	G	H	I	J	K	L	M	N
Pay Shift Differential														
2nd - Late Aft/Evening	\$1.50	1.00		\$.75		\$.85	\$1.00	2.00		.80	2.00	\$2.00	\$3.00	
3rd - Overnight	\$1.50	1.00		\$1.50	\$5 shift differential pay		\$1.00	N/A	1.50/hr	1.0		\$2.00	\$3.00	
Weekend	\$1.50	1.50					\$150 1/2 shift or \$300 full shift or Supervisors only	N/A	+ 10%			\$4.00*		
Other									N/A			\$5.00**		
Notes					Only Production night shift (6p-6a)				N/A		\$2 for Supervisors, Painters, Welders	*Wknd days, **Wknd nights,		
Holiday Pay - # Days														
	12	11	7 Plus	8		9	8	9		Paid Veteran's Day Off for Vets	80 Hours	12	11	8
Notes	6 Floating, EE's choice	Plus 2 personal holidays			9 paid Holidays; if worked, 1.5x for first 8 hours then 2.5x pay over 8 hours			2 floating holidays in addition	8 Production / 9 Office					Addl Personal Holiday after 5 Yrs Service Added MLK Day
Traditional Vacation Plan - Number of Years to Earn Vacation Hours:														
40 Hours - #Years Service	1	0-2		See PTO		See PTO	See PTO	N/A	N/A	1			1	
80 Hours - #Years Service	1-4	2-7	Combined with Personal/Sick					0-2	N/A	2	Hire date through 4 years	1	2	
120 Hours - #Years Service	5-9	7-15	Combined with Personal/Sick					8-9	N/A	5	5th year through 8th year	6	8	
160 Hours - #Years Service	10-19	15-20	Combined with Personal/Sick					18-19	N/A	12	8th year through 14th year	11	14	
200 Hours - #Years Service	20+	20+	Combined with Personal/Sick					28+	N/A	17	15th anniversary	21	19	
Notes					PTO hours				N/A	25	accrued weekly	240 Hrs @ 31 Yrs		
Carry over of unused vac hours? (Y/N)	n	N	No			N	Y	Y			Y	Y	Y	
Max accumulation of carryover?			No			N/A		80	N/A	N	Max hours allowed in bank +40 hours	Annual accrual + 40 Hrs	2 x Annual Eligible Vac	
Cash out of unused vac hours? (Y/N)	y	y	Yes					Y	N/A	N/A	N	N	N	
Cash out rate percentage?		All hourly vac paid out	100% up to 40 hours					100	N/A	Y				

Benefits Report

CompClub™
Confidential Wage and Benefit Survey

North Iowa CompClub
Spring 2024

Employee BENEFITS	A	B	C	D	E	F	G	H	I	J	K	L	M	N
Traditional Sick Days Plan		NA	n/a						N/A	(2) days unless increased w Ltr of Agreement annually				
# Hours per Year	40		n/a		PTO hours	N/A		80	N/A		0	40 - 1040 Hrs/Year depending on years of service.	24, after 90 days	
Carry over of unused sick hours?	n		n/a					no	N/A	0	NA	N	N	
Max accumulation of carryover?			n/a					no	N/A	N/A		N/A	N/A	
Cash out of unused sick hours?	40		n/a					no	N/A	N/A	N	N	N	
Cash out rate percentage?	Can cash out 24 hours if no sick time and no tardies		n/a					no	N/A	N/A			N/A	
Traditional Personal Days Plan			No						N/A	N/A	NA			
#Hours per Year	Floating Holidays, not Personal Days - 40 hrs	48 UPTO	0		PTO hours			x	N/A					
Paid Time Off Plans (Combination of Vac, Sick and Pers)-Hours earned based on years of service	N/A	NA	SEE Below:						N/A	0		N/A	N/A	
40 Hours - #Years Service										Yes - For Perfect Attendance. Earn 4 hours every 30 days of perf. attend.				60 Days
80 Hours - #Years Service					2 weeks PTO (accrued)	1	<1		.3					1
120 Hours - #Years Service			0-2 years 120 hours	<1	3 weeks PTO (accrued) after	2	5		.6		0-5 Years = 140			5
160 Hours - #Years Service			3-9 years 160 hours	6	4 weeks PTO (accrued) after	7	10		1					10
200 Hours - #Years Service			10-19 years 200 hours	11		18	20		10			5-10		
240 Hours - #Years Service			20 or more years 240 hours	21					20			10		
Notes				0 - 5 years 3.6 weeks, 6 - 10 years 4.1 weeks, 11 - 20 years 4.6 weeks, 20+ years 5.6 weeks					N/A					
Carry over of unused PTO hours?			n/a	Y	Yes	Y	Y			Approximately 40 hrs per year w/perf. Attendance	Annual plus 40 hours			Y
Max accumulation of carryover?			n/a	3 weeks for 9 months	240 hrs for hourly; 280 hrs for salary	Varies. Limited to 50% Annual Earned PTO	104 - 208 Hrs depending on years of service		Y	Y				40 Hrs
Cash out of unused PTO hours?			n/a	Y	No	N	N		200	16	40 hours at term			N
Cash out rate percentage?			n/a	100%	No				N	N	100%			

Benefits Report

CompClub™
Confidential Wage and Benefit Survey

North Iowa CompClub
Spring 2024

Employee BENEFITS	A	B	C	D	E	F	G	H	I	J	K	L	M	N
# Bereavement Days	5 Spouse, Child. 3 Other Family			1-3	24 hours for immediate family (parent/sibling/child) 12 hours for aunt/uncle/grandparent	Up to 3 days	3	1-5	1, 3, 5	4	Variable	5	Up to 3 days	24 Hrs
Short Term Disability	Y			Y		Y	Y	Y	Y		Y	Y	Y	Y
Percentage paid by the Company	100%	100%	0	100%	100% paid by HES; 2/3 pay while on leave	100%	100%	100	100	100%	100%	100%	60-70%	100%
Description of benefits	75% Base up to 26 weeks	26 weeks rolling calendar year		67%	up to 12 weeks	67% Base wage up to 13 Wks	100% for 30 days, then 60% up to 180 days	(salary is paid 100%)	60% after 2 weeks	52 WKS.	60% of wage to \$500 maximum	67% Base Pay	60-70% Base wage up to 26 Wks depending on length of service (after 90 days)	60% Base Wage up to 13 weeks
Long Term Disability	Y			Y		Y	Y	Y	Y		Y	Y	N	Y
Percentage paid by the Company	100%	100%	100	100%	100% paid by HES; 60% pay while on leave	100%	0%	100	100		100%	100%		100%
Description of benefits	60% Base Pay			67%	tax free-we add premiums to last payroll for EEs to pay taxes	60% Base. Limited to age 65 (if begins age 61 or younger). 62+ based on schedule	60% Base Pay	(Salary is paid 100%)	66% after 120 days	\$425/wk hourly associates	60% of monthly salary to \$5000 maximum	67% Base Pay		Benefit Percentage 60%. Min/Mo \$50; Max/Mo \$6,000
Company Paid Life Insurance								Y	Y		Y			
We do not offer this benefit														
1 x Base Pay	X							1X Salary			Up to \$50,000			
1.5 x Base Pay		hourly												
2 x Base Pay		salary					X		X	non-exempts & exempts	Select MGMT Group	X	X	
Flat \$ Amount (Please Specify)			50000	\$50000	\$50,000	\$50,000		20,000 spouse, 5,000 dependent		hourly \$45,000				\$50,000
Health Insurance								Wellmark						
The survey provides the opportunity for members to submit data on their two most popular plans. When reviewing plans please pay particular attention to the type of plan. The categories are: Health Maintenance Organization/Point of Service (HMO/PPO); Preferred Provider Organization (PPO); Traditional Indemnity (TI); and Consumer Driven - High Deductible w/Health Savings Account or Health Reimbursement Account (CD). The most popular plan is listed first followed by the member's second plan (if applicable).														

Benefits Report

CompClub™
Confidential Wage and Benefit Survey

North Iowa CompClub
Spring 2024

Employee BENEFITS	A	B	C	D	E	F	G	H	I	J	K	L	M	N
Most Popular Plan (P1)	H S A	BCBS Americas Platinum PPO		PPO	PPO	PPO	Core	PPO HSA Added	HMO		\$1500 deductible	PPO	PPO 2500	HDHP PPO
Fully-Insured (F)/Self-Insured (S)?	S	F	F	S	fully insured	S	F	Self Insured	F	S	Self-insured	F	F	
Day EE Eligible for coverage? (i.e. date of hire [DOH], 60 days, etc.)	DOH	1st of the month following hire	1st of the month following date of hire	1st of Mo following 30 days	1st full month after hire	30 Days	1st of month following DOH	30 days	1st of Mo after hire	30 days	1st of month following 30 days of employment	1st day of month following DOH. (If start date the 1st, they are covered)	1st of month following DOH	60 Days
Employer Monthly Contribution (Including EE Share)			80-90%					80%		75%				
Employee Only	\$19 - \$87		385-527	\$887.01	\$605.51	915	\$442		\$765	\$641	\$533.45	830	\$702	\$458
Employee & Spouse (or +1)	\$44 - \$197		2003-2385	\$1,633.43		1875	\$1,078		\$1,246	\$1,393	\$1,143.19	1741	\$1,405	\$1,065
Employee & Child(ren)	\$44 - \$197		n/a			1733	\$944		\$1,125	\$1,461	\$979.41	1575	\$1,355	\$0
Family	\$71 * \$320		1241-2044	\$2,311	\$1,336.68	\$2,810	\$1,618		\$2,084	\$2,206	\$1,515	\$2,486	\$2,184	\$782
Notes	Prem based on Salary		Age Based Ranges											
Employee Monthly Contribution										25%				
Employee Only	NC	200	21.32	\$130 or \$153	\$32.50 (\$15 biweekly)	\$159	\$159	\$138	\$119	\$100	\$169	\$105	\$264	\$85
Employee & Spouse (or +1)	NC	405	407.27	\$238 or \$289	n/a	\$561	\$331	\$270	\$531	\$331	\$515.67	\$220	\$591	\$555
Employee & Child(ren)	NC	290	na		n/a	538	324.94		\$520	\$350	\$411.67	199	\$456	\$0
Family	NC	\$600	\$933	\$347 or \$415	\$433.33 (\$200 biweekly)	\$608	\$460	\$430	\$563	\$610	\$650	\$314	\$821	624
Notes	Prem based on Salary Range, Higher Sal = Higher Cost	80-20 plan		Higher rate: If EE does not have annual physical and dental visit 1x/year; Employees earning > \$68,000 pay higher insurance premium. \$169/\$199, \$349/\$419							Premium deduction for Wellness participation \$56.33/mnth			Premiums are age-based. Do not receive a composite rate. Premiums listed are averages, not actual amounts.
Plan Deductible														
Single	\$1,750	1000	5500	\$500	\$4,000	1500	2250	900	3000	750	\$1,500	2500	\$2,500	\$7,500
Family	\$3,500	1500	11000	\$1,500	\$12,000	3000	4500	1800	9000	2250	\$3,000	5000	\$5,000	\$15,000
Do you partially self-fund your deductible (or help fund the deductible with an HSA, HRA, or other)? Y/N	Y		N	N	Yes	N	N	N	N	Y	N	Y	N	
If YES, after the employer subsidy, what is the deductible amount the employee actually pay?									N/A	\$500 Indiv. (\$1500 Fam) for expenses before deductibles				
Single	\$750			N/A	\$750	1500	N/A			500		\$1,500	N/A	\$3,600
Family	\$1,500			N/A	\$1,500	3000	N/A			1500		\$3,000	N/A	\$7,200

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Employee BENEFITS	A	B	C	D	E	F	G	H	I	J	K	L	M	N
What is this plan's coinsurance level for in-network and out-of-network care? (i.e., 90% in-network/70% out-of-network). (Under HSA, if coinsurance is not applicable, indicate 100%).			\$0					80/20			No network, Deductable 20%			
In-Network	70-30	\$80	\$100	80%		80%	80%			80/20		80%	80%	100%
Out-of-Network	50-50		100	70%		50%	60%		0	60/40		50%	60%	100%
Notes							Lower Reimbursement - Mayo		lowa-only coverage					
What is this plan's out-of-pocket maximum for single and family coverage?														
Single	\$5,000	\$5,250	11000	\$3,000	\$8000/\$1500	3000	4250	1800	6000	\$3000	\$3,000	\$3000	\$5,000	\$3,600
Family	\$10,000	\$9,800	\$22,000	\$6,000	\$24000/\$3000	\$6,000	\$8,500	\$3,600	\$12,000	\$9,000	\$6,000	\$6,000	\$10,000	\$7,200
Notes				EE+1 \$4500	Wellmark/after buy-down							100%		
What is the plan's average doctor's office visit co-pay or coinsurance? i.e. \$15 or 10%. (Under HSA, if deductible applies first for office visit, please indicate 100%)	\$10	25	100	\$25/ \$40	\$30/\$60 speciality	\$25	\$25	15	\$35	20% after health fund & ded.	\$20 \$10@HCHS	20%	\$30	100%
Notes	GP / Specialist	35 specialist		Family physician/										
What is this plan's co-pay or coinsurance for the following (under HSA, if deductible applies first for Rx, indicate 100%)			100											
Generic Drugs	\$10	10	100	\$10	\$8	\$10	\$10	5	25	20% after health fund & ded.	\$5	100%	\$10	100%
Brand Name Drugs	25%	20% copay	100	\$35	\$35	\$30	25%, up to \$55 max	30	50	20% after health fund & ded.	Tier2:\$45/Tier 3&4:\$60	100%	\$30	100%
Non-Preferred Brand Drugs	40%		100	\$60	\$50	\$50	35%, up to \$100 max		100	20% after health fund & ded.	30% up to \$400	100%	\$45	100%
Notes		1900 out of pocket max for single		Max out of pocket \$1000	Speciality \$85		Mail-Order is available		200		Maintenance meds must be filled through mail order		20% co-ins specialty drugs	
Second Most Popular Health Insurance Plan (P2)		BCBS Silver						Wellmark						
Type of Plan	PPO			N/A	HDHP	PPO/ HSA	H S A	HSA	HDHP	PPO	\$2,000	PPO	PPO 5000	CompleteBlue PPO
Fully-Insured (F)/Self-Insured (S)?	S	PPO	F		F	S	F	Self	F	S	Self-insured	F	F	S
Employer Monthly Contribution (Including EE Share)			Age Based Ranges							75%				
Employee Only	Member did not provide data		513-666		\$573	\$820	\$528		\$752	\$924	\$507.28	\$1,241	\$661	411
Employee & Spouse (or +1)			1409-2196			\$1,680	\$1,083		\$1,235	\$2,006	\$1,087.12	\$2,604	\$1,321	\$921
Employee & Child(ren)			n/a			\$1,553	\$923		\$1,200	\$2,109	\$931.37	\$2,356	\$1,275	\$679
Family			n/a		\$1,144	\$2,518	\$1,583		\$2,072	\$3,182	\$1,440.69	\$3,719	\$2,055	\$0

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Employee BENEFITS	A	B	C	D	E	F	G	H	I	J	K	L	M	N
Employee Monthly Contribution										25%				
Employee Only	\$37-\$58	\$160	\$44		\$21.67 (\$10 biweekly)	\$138	\$108	\$96	\$195	\$185	\$136.00	\$264	\$105	\$164
Employee & Spouse (or +1)	\$85-\$134	\$320	\$852			\$520	\$226	\$195	\$672	\$526	\$445.33	\$553	\$269	\$714
Employee & Child(ren)	\$81-\$128	230	na			\$497	\$221		\$650	\$555	\$350.00	\$500	\$150	\$530
Family	\$135-213	\$470	\$1,640		\$346.67 (\$160 biweekly)	\$567	\$315	\$302	\$769	\$1,008	\$555.33	\$789	\$333	\$0
Notes	Prem based on Salary Range, Higher Sal = Higher Cost							HSA (600-s, EE+1 900, family 1200)		Premium deduction for Wellness participation \$56.33/mnth				
Plan Deductible										500/1500				
Single	\$750	\$1,250	\$1,500		\$10,000	\$3,000	\$3,000	3200	\$5,000	\$500	\$2,000	\$750	\$5,000	\$4,000
Family	\$1,500	\$3,250	\$3,000		\$20,000	\$6,000	\$6,000	6400	\$10,000	\$1,500	\$4,000	\$1,500	\$10,000	\$8,000
Do you partially self-fund your deductible (or help fund the deductible with an HSA, HRA, or other)? Y/N	N	N	N		Yes	Y	N	Y	N	n/a	N	N	N	Y
If YES, after the employer subsidy, what is the deductible amount the employee actually pay?								EE Pays approx 20%		n/a				
Single	N/A				\$1500	1960	\$2,550			n/a		N/A	N/A	\$2,000
Family	N/A				\$3000	3660	\$4,850			n/a		N/A	N/A	\$4,000
What is this plan's coinsurance level for in-network and out-of-network care? (i.e., 90% in-network/70% out-of-network). (Under HSA, if coinsurance is not applicable, indicate 100%).		70-30						100		co pay in network vs. 40% after ded out of network	No network, Deductable 20%			
In-Network	80%		60		100	100%	90%	100	100	copay & 20% after \$500 ded.		90%	50%	30%
Out-of-Network	60%		180		100	100%	60%	100	100	\$1,000 ded & 40%		70%	50%	
Notes					HSA		Lower Reimbursement - Mayo							
What is this plan's out-of-pocket maximum for single and family coverage?														
Single	\$3,500	\$5,250	\$13,000		\$1,500	\$3,000	\$3,800	\$3,000	\$5,000	\$2000	\$4,000	\$2,000	\$7,150	\$4,000
Family	\$7,000	\$9,800	\$26,000		\$3,000	\$6,000	\$7,600	\$6,000	\$10,000	\$6000	\$8,000	\$4,000	\$14,300	\$8,000
What is the plan's average doctor's office visit co-pay or coinsurance? i.e. \$15 or 10%. (Under HSA, if deductible applies first for office visit, please indicate 100%)	\$25 GP/ \$50 Spec	35			100	100%	Deductable and Coinsurance	100	Applies to deductible	\$25 primary/\$40 specialist	\$15 \$15 @ HCHS	\$15	\$30	\$40
What is this plan's co-pay or coinsurance for the following (under HSA, if deductible applies first for Rx, indicate 100%)					100			100						
Generic Drugs	\$25*	10	15			100%	Deductable and Coinsurance		Applies to deductible	20% w/ \$10 min./\$50 max	\$5	\$10	\$10	30
Brand Name Drugs	25%	20% coinsurance	50			100%	Deductable and Coinsurance		Applies to deductible	20% w/ \$40 min./\$150 max	Tier 2 \$50/Tier 3&4 \$65	\$25	\$30	60
Non-Preferred Brand Drugs	40%		100			100%	Deductable and Coinsurance		Applies to deductible	20% w/ \$25 min./\$100 max	30% up to \$400	\$40	\$45	\$150

Benefits Report

Employee BENEFITS	A	B	C	D	E	F	G	H	I	J	K	L	M	N
Notes	3 Mo. Mail Order				0% after deductible					n/a	Maintenance meds must be filled through mail order			
Dental Insurance								Delta Dental						
If you have multiple dental plans, answer based on the plan with the most employees enrolled.														
Company Provided Benefit? Y/N	Y	N	Y	Y	Yes	Y	Y	Y	Y	Y	Y	Y	Y	
Fully-Insured (F)/Self-Insured (S)?	S		F	S	F	S	F	Self	F	S	Fully insured	F	F	
What is the <u>monthly</u> billed or budgeted rate (per employee) for dental insurance? The rates should include both employer and employee contributions.								Included with Health Insurance		unknown				
Employee Only	Member did not provide		\$34	Included with medical plan	\$38	\$32	\$17		\$27			\$53	\$29	100% EE Paid. \$6.25/Wk.
Employee & Spouse		\$73	n/a		\$64	\$36		\$55				\$112	\$58	
Employee & Child(ren)		\$80	n/a		\$74	\$33		\$47				\$117	\$67	
Family		\$126	\$128		\$106	\$45		\$82				\$176	\$83	
What is the average <u>monthly employee contribution</u> (premium) to enroll in the dental plan (per employee)									\$0					
Employee Only	\$2	\$10	\$34		\$8.67 (\$4 biweekly)	\$16	\$17		\$13	\$20	\$24.05	\$8	\$8	See above
Employee & Spouse	\$4	\$19	\$73		n/a	\$32	\$36		\$9	\$41	\$45.25	\$17	\$16	
Employee & Child(ren)	\$4	\$20	\$80		n/a	\$37	\$33		\$25	\$45	\$54.62	\$17	\$21	
Family	\$11	\$32	\$126		\$23.83 (\$11 biweekly)	\$53	\$45			\$72	\$88.36	\$26	\$26	
Notes	Based on Salary													
Miscellaneous									Y					
Do you offer Flexible Spending Accounts for your employees? Y/N	Y	Y	Y	Y	Yes	Y	Y	Y	Y	Y	Y	Y	Y	N
Do you offer a supplemental medical insurance plan (such as AFLAC)? Y/N	Y	N	Y	N	Yes	Y	Y	Y		N	Y	N	Y	Y

Benefits Report

Employee BENEFITS	A	B	C	D	E	F	G	H	I	J	K	L	M	N
Please provide a brief explanation of the following practices at your company:									N/A					
Bonus / Profit Sharing Plan	N/A	Bonus	Bonus % of salary based on job title	New hires not bonus eligible until year 4. They have wage increase every 6 months. Bonus is discretionary and 0 - 14% of base wage.	Yes	A semi-annual cash bonus is paid based on our operating profit as a percentage of sales. There is also an add-on for years of service so that members receive a bonus as a percentage of their wages plus 3% for each year of service. Year end 2022 bonus averaged 5.74%	Incentive Bonus based on meeting KPI goals and targets. 2.5% to 15% of wages.	% of annual salary in Nov.	ESOP, 401K to be added in 2024	See Notes Page	Annual percentage of salary based on profitability of company. Minimum 3% deposited in EE 401(k) plan.	Corporate Sharing Program: Officer group determine whether a payout will occur based on their analysis of the business. The amount of the payout is based on meeting or exceeding the management business plan (\$ amount TBD). Earned annually and paid at the end of the fiscal year, sometime after Labor Day. +++Hourly Bonuses are now paid out quarterly versus annually+++	Based on annual earnings performance. Currently undefined.	
401(k) Plan	Company match up to 5.0%. 25% vested at 2 years; 50% at 3 years; 75% at 4 years; 100% at 5 years. In addition, if a profit sharing target of 5% is met the money goes directly into the EE's 401(k) account.	Yes	Simple IRA with Match	Eligible @ 21 years of age. 1st day of employment. Automatically enrolled to contribute 8%. Make contribution (deferral) changes 4X/Yr - quarterly. Employer match 100% on EE 1-4% contribution, 50% on EE 5-8% Two year vesting. Began offering choice of Roth 401k this year	Yes	On 9/30/23 ESOP contribution from Company was average 11.6% of member's pay	Eff Jan 2018: After 1 year of service, employer match of up to 6% (safe harbor). No vesting.	ESOP and Traditional	\$.50 on the \$1 up to 6%	Employer match up to 5%	100% company match on first 3% and 50% match on the next 2% contributed.	Safe Harbor Plan. Employees are eligible after six months employment and 21 years of age. Company matches up to 4% of gross wages.		

Benefits Report

Employee BENEFITS	A	B	C	D	E	F	G	H	I	J	K	L	M	N
Additional Benefits (X)									Y					
Addl Employee voluntary life coverage	Y	Yes	X	X	X	X	X	Y	Y	X	X	X	X	
Dependent voluntary life coverage	Y	Yes	X	X	X	X	X	Y	Y	X	X	X	X	
Vision Coverage	Y	Yes	X		X	X	X	Y	Y	X	X	X	X	
Ed Assistance/Tuition Reimbursement	Y	Yes	X	X	X	X	X	Y	Y	X	X	X	X	
Employee Assistance Program (EAP)	Y	yes	X	X	X	X	X	Y	Y	X	X	X	X	
Fitness center or gym subsidy	Y	Yes	X	X		X	X	N	Y	X	X	X		
Wellness program		Yes		X		X	X	Y	Y	X	X		X	
Discount on company products or services	Free Company Product	Yes	X	X			X	Y	Y	X	X		X	
Stock ownership plan	Y	Yes		NO		X		Y	Y	X	X		X	
Telecommuting	Y	Yes		X				Y	Y		X	x		
Travel Assistant Program		Yes		X				Y	Y	X				
Identity Theft Recovery Service	Y	No						Y	N	X		X		
Surgery Benefit Program				x			X	N	N					
Online Diabetes Prevention & Management Program		Yes		YES			X	N	X	X	X			
Other (Please Specify)				No				Sons and Daughters Scholarship	X				Monthly Profit sharing (non-exempt)	
Other (Please Specify)				Minimal. Do allow some work from home based on position and not 100% of time.				Volunteer Paid PTO Day					Annual Bonus (exempt)	
Telecommuting	X	Yes				X	X	Prescription Safety Glasses and Boots Allowance	Y					
Flex time	X	No		X			X	X	X		X	X	X	X
Job sharing											Group Critical Illness Ins			
Other:	*Mrkt Place Chaplain			x							Offer Ben Pkg to 30-Hr PT Ees			
Other:				2 weeks paid paternity leave for birth or adoption. 6 to 8 weeks paid maternity leave for birth vaginal (6), C-section (8). 6 weeks adoption.										

Overview of Data Gathering and Reporting

Survey Participants,

Regarding the sharing of salary information when surveys are conducted:

In 1996, the FTC and DOJ issues a joint statement relating the antitrust laws and the sharing of salary information among health care competitors. This stance was bolstered in 2016 when these agencies announced the noncompliance would be met with criminal penalties. This statement has since been used as guidance for industries OUTSIDE the healthcare field. The agencies created a “safe harbor” for when salary sharing would be deemed permissible.

The following points are based on a white paper copyrighted in 2013 by Littler Mendelson, P.C. **“First of all, if you can show you are using the surveys for legitimate business purposes and not using this information as a means to contain wages, by all means there is value in participating in such surveys. However, if surveys are used, you may want to consider the following suggestions to minimize the risk of an anti-trust violation:”**

1. Surveys should be conducted by a third party. Competitors should not have direct contact with each other, and

2. Competitors should not discuss in any way the results of the third-party survey. The survey does fulfill the requirement of using a third party. The reason for this “rule” is to avoid price, or in the case of wages, rate fixing. Even though participants are not competitors as far as their specific product line, an argument could be made that you are competitors for labor and as such, identification of specific companies in the detail of the reports could be construed as “rate fixing.” I honestly believe that participants of this survey will not use this information to hold rates down and, in fact, the survey results may have quite the opposite effect as companies compete for labor in general. At no time will the participants of this survey meet as a group to discuss wages and develop agreed-upon compensation plans.

3. The survey results should not identify the participating companies.

Individual companies are not identified in the report in order to minimize a risk exposure to anti-trust regulations. Production data will be published from low to high entry rates by position.

4. There should be at least five reporting points with no one employer representing more than 25% of any statistic.

The report will publish information when there are three or more employers but at least five employees. Also, it will be noted when one company represents more than 25% of any statistic. Please consider this information when using the results of this survey. A percentage chart follows the wages.

5. The results are at least three months old. The older the information, the less likely it could be found to have an influence on current compensation/benefit rates.

All reports are published at least three months after the effective survey date.

6. Use surveys as only one factor in setting compensation or benefits.

This survey is intended simply as one tool in creating your compensation strategies. Other factors such as community, type of product line, affordability and price structure, philosophy, and market demand can influence your decisions and should be noted any time you create your compensation plans.

Descriptions of Calculations

Straight Averages – A straight average is calculated by summing the pay rates and dividing by the respondents. Zeros are not included when calculating straight averages for the minimum, mid-point, maximum and actual average pay rates. Example:

	Ave or Actual Pay
	\$12.00
	\$12.30
	\$13.00
	\$14.00
	\$15.00
sum =	\$66.30
# of rates =	5
The Straight Ave is calculated by dividing 66.30 by 5	\$13.26

Weighted Averages – A weighted average considers the number of people within a position.

Example:

Ave or Actual Pay	# EE's In Position	Pay x #EE's
\$12.00	2	\$24.00
\$12.30	5	\$61.50
\$13.00	2	\$26.00
\$14.00	10	\$140.00
\$15.00	5	\$75.00
sum =	24	\$326.50
Wtd Ave is calculated by dividing 326.5 by 24		\$13.60

Safety Range Spread – This is the guide used by a company when placing employees in a salary range from low to high by position/category.

Quartile Analysis – The quartile analysis divides data into ordered sets. The 25th quartile is the amount a quarter of the way up from the bottom of the data set, the 50th quartile is the median of the data set, and the 75th quartile is the amount a quarter of the way down from the top of the data set. In addition to the quartile analysis data was also calculated at the 10th and 90th percentile.

A quartile analysis was completed on the actual ranges (min, mid, max, and actual); a quartile analysis was not computed for weighted averages. NOTE: for production mid-point; the rate was calculated by dividing the entry and top rates by two. For professional, when only the entry and top of the range was provided, those wages were used in creating a mid-point.

When reviewing wage information, a more accurate analysis should include at least five reporting points (companies). When reviewing weighted averages, no one company should represent more than 25% of the total number of employees for that position. See #Employees Analysis immediately following the Production Ranges. (Production only). Professional data not shared by the company.

Example:

	10 Percent	25th Quartile	50th Quartile (Median)	75th Quartile	90 Percent
Ordered Data Set →	1	1	1	1	1
	2	2	2	2	2
	3	3	3	3	3
	4	4	4	4	4
	5	5	5	5	5
	6	6	6	6	6
	7	7	7	7	7
	8	8	8	8	8
	9	9	9	9	9
Result:	2	3	5	7	9

All information contained in this survey is strictly confidential and may not be shared with any company or individual outside the CompClub™ membership.