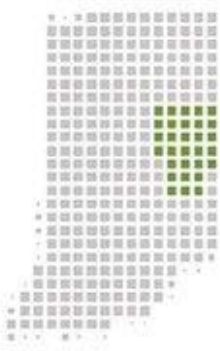


Wage & Benefits Survey 2018



EAST CENTRAL
Indiana
REGIONAL PARTNERSHIP

Report prepared by:

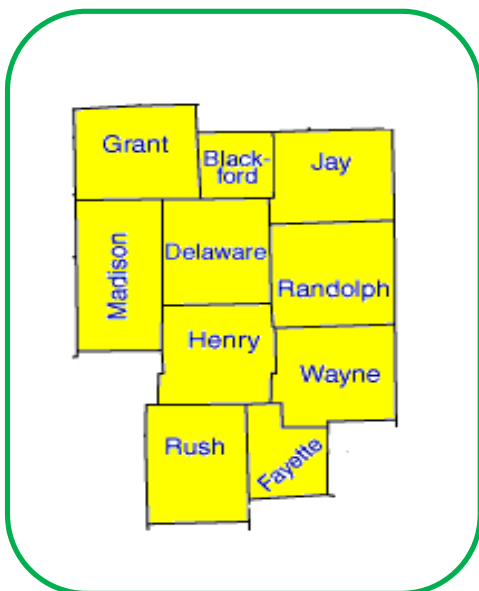
Indiana University
Kelley School of Business
Indiana Business Research Center

Overview

Employers in each of the ten counties that comprise the East Central Indiana Region were asked to participate in a wage and benefit survey for the purposes of providing timely data specific to the region. The results were tabulated and are provided here as a representative sampling of key occupational categories.

It is important to note that the results are based on confidential, employer provided information, which was then used to calculate the wages for the region.

Demographic Factors



The East Central Indiana region has a population of more than 522,000 people comprising nearly 10 percent of the state’s population. Both its overall population and working age population are projected to grow by 4.5% by 2050; this is notable as some regions of the state will experience population decline.

For purposes of targeting specific types of potential workers, there are nearly 50,000 veterans living in the region and more than 80,000 adults in East Central Indiana hold post-secondary credentials.

The more than 200,000+ workers in East Central Indiana fill a wide variety of jobs, as shown by the clusters of occupations shown below. The region is considered self-sufficient in terms of providing its workforce from within the region – nearly 80 percent of workers also live in the region (see table at end of report). About 35 percent of jobs in the region are goods-producing, with the remaining 65 percent services-providing.

Survey Methodology & Results

The following pages provide company based reported results of the East Central Indiana Regional Wage Survey. Unlike surveys from the federal government, these results are specific to this region, collected from 139 employers across the counties of Blackford, Delaware, Grant, Henry, Jay, Madison, Randolph and Wayne.

The results provide a more precise understanding of relative wages paid in this region for employers. Participation in the survey was voluntary. It accurately reflects the data provided by the responding companies, it does not claim to be a statistically weighted report of all pay and benefit practices. The results of the individual companies is confidential; the results are aggregated at the regional level to avoid disclosure.

Responses are not shown if fewer than three companies reported for a given occupation (whether the wages or the benefits).

The survey was conducted during the fall of 2018 by each of the economic development organization partners in the East Central Indiana Regional Partnership (ECIRP). Results were tabulated and analyzed by the Indiana University Business Research Center in the Kelley School of Business.

These results were produced to reflect the entire 10-county region that includes the following counties: Blackford, Delaware, Fayette, Grant, Henry, Jay, Madison, Randolph, Rush, and Wayne.

We encourage you to use these data to help guide pay decisions you may make for your company.

	Avg. Hourly Rate	Avg. Annual Wage	Entry Level Wage	Median Wage
Advertising and Public Relations	27.51	57,221	20.83	24.16
Advertising & Promotions Manager	35.47	73,767	18.13	18.13
Advertising & Promotions Specialist	22.53	46,862	17.71	17.71
Graphic Designer	24.27	50,477	21.36	22.02
Marketer	24.05	50,029	22.50	22.50
Marketing Manager	30.96	64,399	23.35	30.96
Public Relations Chief	31.12	64,735	23.30	38.35
Public Relations Support	24.17	50,274	19.46	19.46
	Avg. Hourly Rate	Avg. Annual Wage	Entry Level Wage	Median Wage
Business Office	18.85	39,207	13.62	16.76
Administrative Assistant	15.74	32,744	11.88	20.31
Business Office Manager	25.11	52,233	24.18	27.10
Customer Service Manager	31.68	65,890	17.71	17.71
Customer Service Representative	14.14	29,412	13.18	13.18
Data Entry	17.44	36,265	10.00	10.00
Executive Assistant	24.57	51,100	14.22	21.84
Receptionist	13.04	27,117	9.00	11.95
Secretary I	13.28	27,622	11.00	11.00
Secretary II	14.96	31,109	12.00	14.37

	Avg. Hourly Rate	Avg. Annual Wage	Entry Level Wage	Median Wage
Computer/Information Technology	26.60	55,331	17.65	29.75
Data Entry Clerk	16.38	34,070	NA	NA
Date Entry Supervisor	28.43	59,134	NA	NA
Information Technology Chief	28.43	59,129	16.93	34.95
Information Technology Manager	31.04	64,564	18.00	28.73
IT/Help Desk Technician	26.48	55,070	15.66	19.91
Project Manager	28.85	60,017	20.00	35.41
	Avg. Hourly Rate	Avg. Annual Wage	Entry Level Wage	Median Wage
Education	27.87	57,962	22.67	22.71
Guidance Counselor	21.63	45,000	20.19	20.19
Principal	40.63	84,500	32.35	32.35
Professor	40.25	83,720	29.32	29.32
Professor, Associate	33.79	70,283	27.64	27.64
Teacher, Assistant	12.69	26,390	10.35	10.60
Teacher, Elementary or Secondary	18.21	37,881	16.15	16.15
	Avg. Hourly Rate	Avg. Annual Wage	Entry Level Wage	Median Wage
Facility and Machine Maintenance	18.99	39,496	14.97	21.08
Custodial Manager	21.24	44,179	21.63	24.42
Custodian	12.00	24,960	9.00	9.00
Custodian (non-Janitorial)	14.04	29,201	10.00	16.68

Electrician	23.25	48,370	17.88	21.30
Groundskeeper	18.59	38,658	14.71	20.55
Maintenance General/Helper	19.03	39,578	11.16	18.55
Maintenance Manager	24.77	51,524	20.41	37.08
	Avg. Hourly Rate	Avg. Annual Wage	Entry Level Wage	Median Wage
Financial Operations	24.06	50,055	16.53	24.89
Accountant	24.44	50,831	14.42	21.40
Accounting Clerk	16.88	35,115	10.84	16.94
Accounts Payable Clerk	17.96	37,347	15.16	17.09
Accounts Payable Supervisor	21.14	43,964	NA	32.00
Accounts Receivable Clerk	17.19	35,762	11.12	13.26
Accounts Receivable Supervisor	34.04	70,803	NA	NA
Auditor	22.18	46,124	22.15	22.15
Bank/Branch Manager	32.00	66,560	NA	37.14
Bank/Branch Manager, Assistant	20.86	43,389	NA	NA
Controller	39.25	81,630	27.18	43.44
Credit Analyst	31.12	64,730	NA	NA
Loan Manager	35.43	73,694	NA	NA
Loan Processor	16.68	34,694	NA	NA
Mortgage Processor	12.74	26,499	NA	NA
Payroll Clerk	19.50	40,564	14.87	17.57
Payroll Supervisor/Manager	35.05	72,909	NA	41.80
Teller	12.65	26,312	NA	11.00

	Avg. Hourly Rate	Avg. Annual Wage	Entry Level Wage	Median Wage
Food Service	13.39	27,845	12.63	12.72
Chef	21.99	45,732	22.48	19.07
Cook	12.10	25,164	10.90	12.02
Dietary Aide	10.60	22,045	10.16	12.14
Food Service Worker	13.15	27,355	11.01	11.77
Server	9.10	18,928	8.63	8.63
	Avg. Hourly Rate	Avg. Annual Wage	Entry Level Wage	Median Wage
General Operations	28.83	59,972	20.25	24.90
Administrator	25.57	53,175	22.44	46.17
Department Manager	29.07	60,465	15.70	36.22
District/Regional/Managers	26.28	54,662	22.80	29.79
Executive Director	34.18	71,094	37.79	40.14
General Operations/ Plant Managers	37.58	78,156	32.55	47.56
Manager, Assistant/Shift	25.30	52,624	18.15	21.93
Radiologic Technician	23.86	49,629	19.96	19.96
	Avg. Hourly Rate	Avg. Annual Wage	Entry Level Wage	Median Wage
Healthcare	21.07	43,820	15.95	16.72
Certified Nurse Assistant (CNA)	11.75	24,440	11.32	11.32
Emergency Medical Technician (EMT)	14.29	29,723	12.50	12.50
Lab Technician	19.92	41,434	15.29	15.29
Licensed Practical Nurse (LPN)	19.30	40,151	15.24	15.90

Medical Assistant	15.03	31,268	13.43	14.02
Patient Care Technician (PCT)	11.92	24,783	10.00	11.00
Pharmacy Technician	16.09	33,467	13.00	13.00
Radiologic Technician	25.81	53,674	19.79	21.29
Registered Nurse (RN)	29.79	61,958	21.94	23.80
Sonographer	33.60	69,888	21.53	21.53
Therapist	34.25	71,230	21.42	24.30
	Avg. Hourly Rate	Avg. Annual Wage	Entry Level Wage	Median Wage
Human Resources	24.41	50,766	19.29	24.76
Benefits Coordinator	17.13	35,630	15.97	16.67
Benefits Director	31.67	65,863	29.13	29.13
HR Coordinator/Specialist	18.54	38,564	12.81	23.74
Human Resource Director	33.99	70,702	26.03	28.55
Human Resource Generalist	18.36	38,198	15.88	24.50
Human Resources Manager	33.57	69,829	19.54	35.83
Recruiter	20.59	42,817	19.23	19.23
Trainer/Instructor	21.41	44,529	15.77	20.43
	Avg. Hourly Rate	Avg. Annual Wage	Entry Level Wage	Median Wage
Line Workers	17.52	36,451	12.72	15.79
Assembler	12.83	26,696	11.23	12.28
Assembler, Mechanical	17.44	36,282	13.04	14.04
CNC Operator, Set-up	16.43	34,164	14.49	15.85

Crushing, Grinding & Polishing, Machine Operators/Setters/Tenders	16.01	33,301	12.50	15.47
Fabricators	17.46	36,317	13.75	15.75
Foreman	21.80	45,334	11.00	17.22
Fork Lift Operator	15.06	31,317	12.66	14.55
General Laborer	14.30	29,751	10.16	13.14
Grinder Polisher	14.15	29,432	13.15	13.15
Inventory/Stock Clerk	17.00	35,369	11.83	15.54
Machine Operators	15.82	32,905	12.56	15.37
Machinist	22.01	45,781	10.00	10.00
Production Lead Person/Non	17.00	35,362	11.78	17.19
Production Lead Person/Non-Mgt.	19.29	40,118	11.75	21.92
Production Supervisors/Managers	23.43	48,739	16.73	24.32
Production Worker	14.21	29,563	10.93	13.04
Tool and Die Maker	24.24	50,417	16.48	20.26
	Avg. Hourly Rate	Avg. Annual Wage	Entry Level Wage	Median Wage
Logistics	18.00	37,430	13.55	18.34
Materials Handler	14.17	29,471	11.22	15.52
Packer/Picker/Stock Worker	14.87	30,924	13.15	15.48
Scheduler	23.06	47,955	19.21	20.60
Shipping/Receiving Clerk	17.32	36,016	11.34	15.05
Truck Driver	16.48	34,279	11.45	16.06
Warehouse Supervisor	22.08	45,933	14.93	27.34

Other Specialties				
	27.62	57,459	27.26	30.87
Compliance Specialist	21.39	44,498	21.63	25.80
Mechanical Engineer	29.10	60,531	22.00	29.62
Mechanical Engineers	18.07	37,587	23.63	26.23
Risk Management Director	40.92	85,114	44.73	44.73
Safety Director	28.64	59,563	24.32	28.00
	Avg. Hourly Rate	Avg. Annual Wage	Entry Level Wage	Median Wage
Quality Assurance				
	21.43	44,582	13.95	26.92
QA/Inspection Technician	15.13	31,470	NA	NA
QA/Inspection Technician	16.99	35,330	12.25	18.71
Quality Manager	32.19	66,945	15.65	35.13
	Avg. Hourly Rate	Avg. Annual Wage	Entry Level Wage	Median Wage
Retail				
	14.19	29,514	11.37	14.25
Cashier	13.09	27,222	11.17	11.95
Inventory Specialist	18.56	38,594	12.02	20.00
Retail Customer Associate	10.59	22,017	11.29	13.30
Sales Clerk	14.53	30,222	11.00	11.75

Benefits Provided

A variety of questions were posed relating to the types of benefits provided to employees. Most responses were received for the top-line benefits, but insufficient responses were provided for the nuances of the benefits – for example, the amount of PTO or vacation time provided or the duration for disability benefits. We provide the percent of companies that responded to the question as to which benefits were provided to their workers.

Benefits Provided by Companies Surveyed	
Insurance	
Health	94%
Dental	72%
Prescriptions	76%
Life	93%
Disability	69%
Other benefits	
Bonus Programs	21%
Personal Time Off (PTO)	18%
Vacation	89%
Sick Leave	57%
Retirement Benefits	97%

The ECIRP Labor Shed

More than 80 percent of the people who live in this region also work in this region. This shows workforce cohesion and spotlights the opportunity to draw on a large labor shed for businesses.

Income and Education	ECIRP	Indiana
Per Capita Income - 2017	\$37,319	\$45,150
Unemployment Rate - Mar 2019	4.3	3.9
Jobs 2 Year Change - 2018 Q3	1%	2%
Goods-producing Jobs % of total - 2018 Q3	35%	24%
Services-providing Jobs % of total - 2018 Q3	65%	76%
Associate's and Bachelor's degrees	19%	24%

Source: U.S. Census Bureau, U.S. Bureau of Labor Statistics; StatsIndiana

The Labor Shed: Commuting Patterns

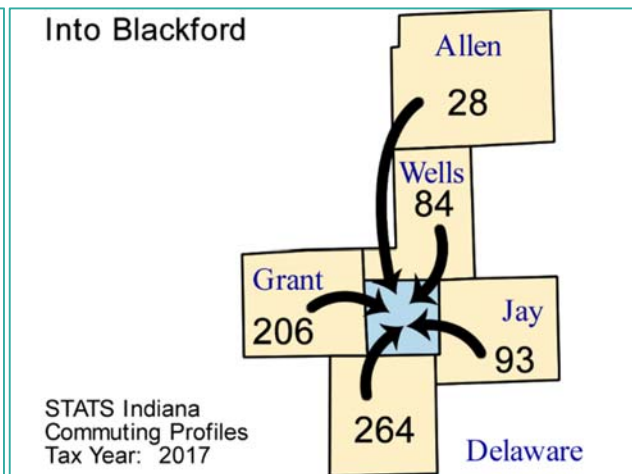
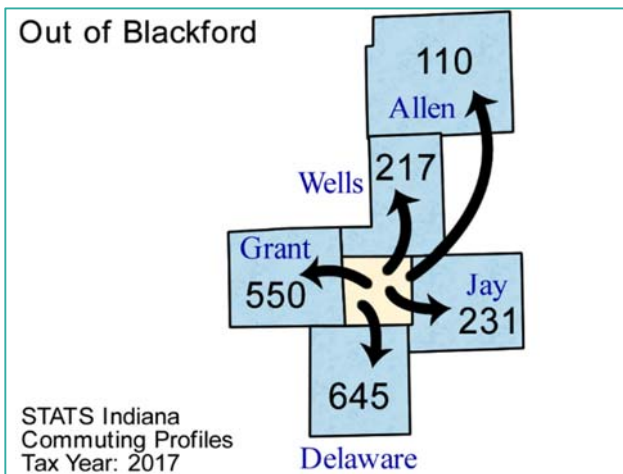
The East Central Indiana region is a strong, cohesive labor shed, with high labor availability in terms of workers living and working in the 10-county region. More than 80 percent of the adults in the region live in one of the 10 counties of the region as well as work in one of them.

The commuting patterns below (showing the top 5 counties for inflow and outflow for each of the 10 counties in the region), are calculated from the latest Indiana income tax returns available to the Indiana Business Research Center. The results show the central county of residence and county of work, revealing the distinct patterns among the 10 counties in the region in terms of in-flow and out-flow of commuters/workers.

Blackford

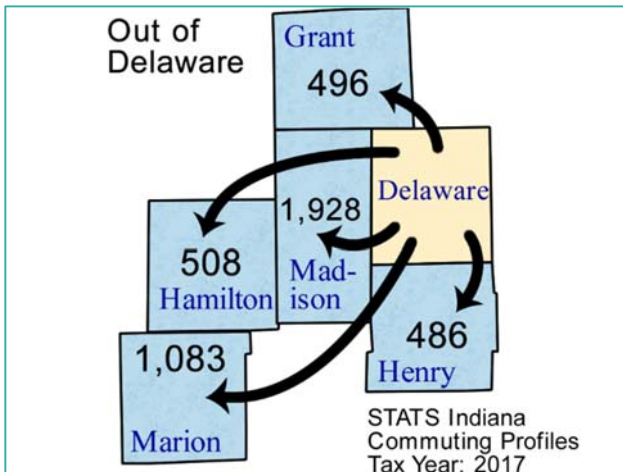
Out: 1,753

In: 675

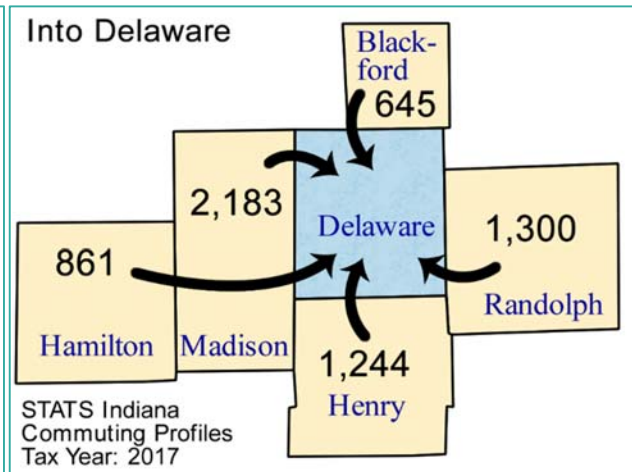


Delaware

Out: 4,501

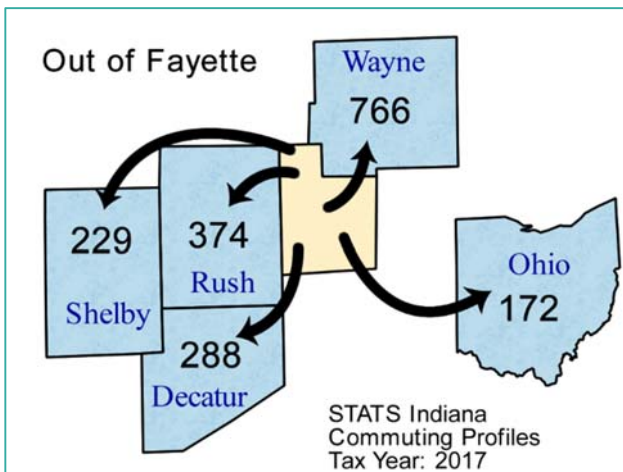


In: 6,233

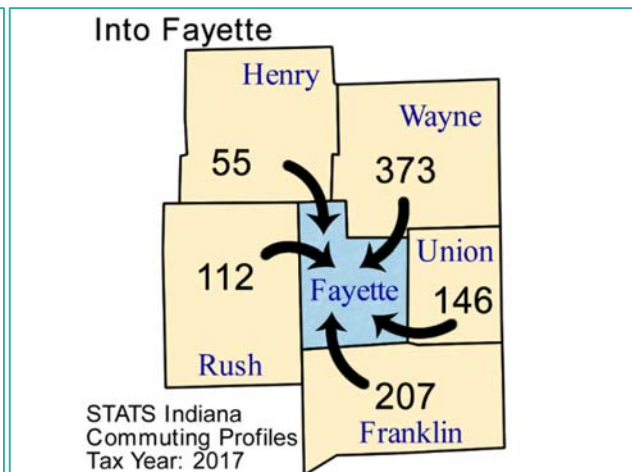


Fayette

Out: 1,829

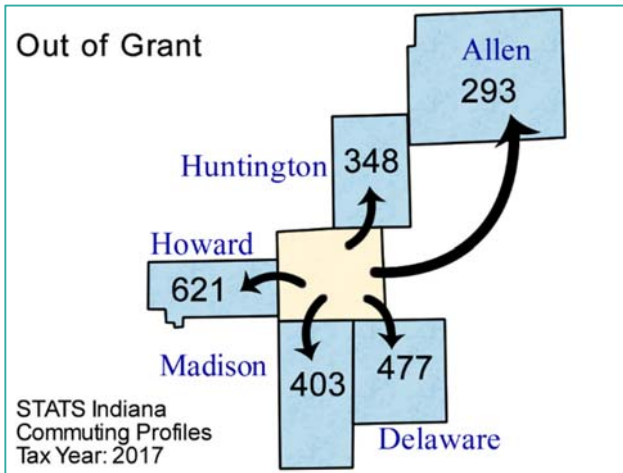


In: 893

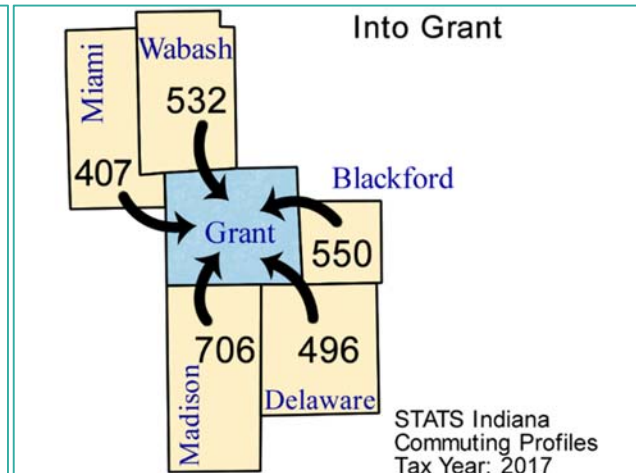


Grant

Out: 2,142

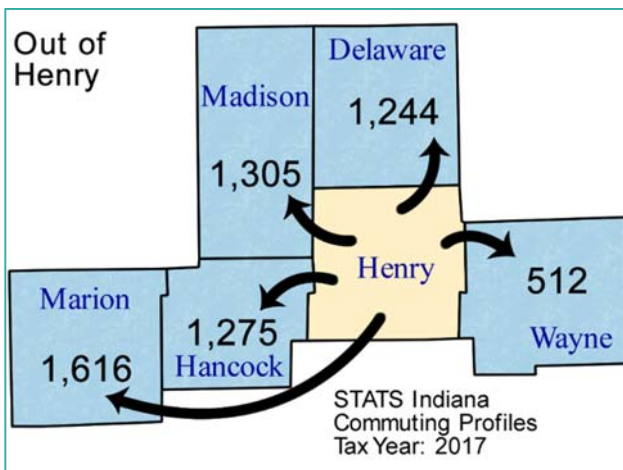


In: 2,691

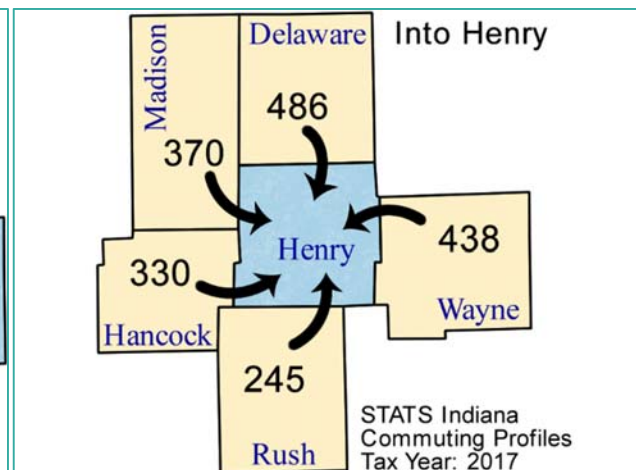


Henry

Out: 5,952

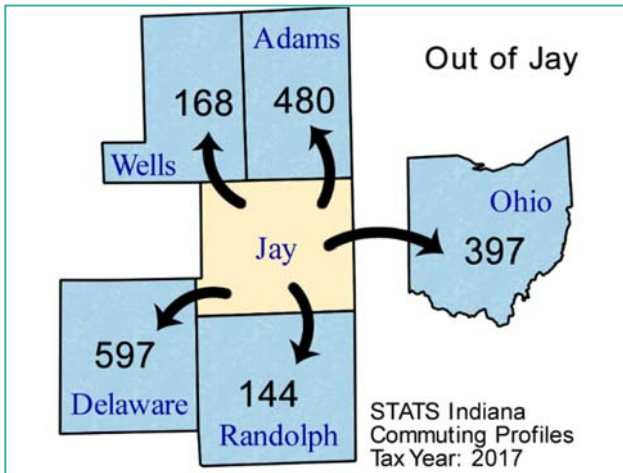


In: 1,869

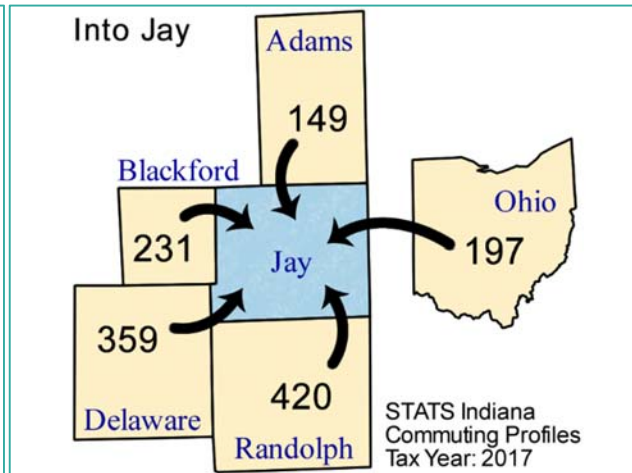


Jay

Out: 1,786

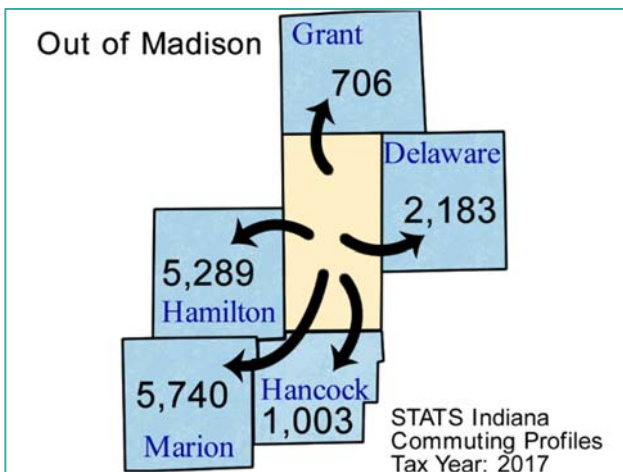


In: 1,356

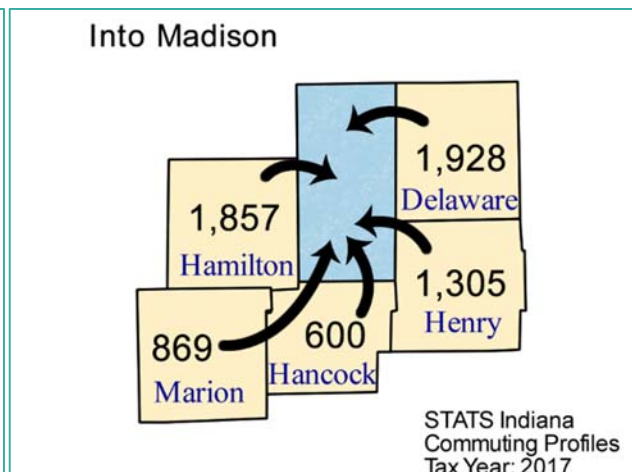


Madison

Out: 14,921



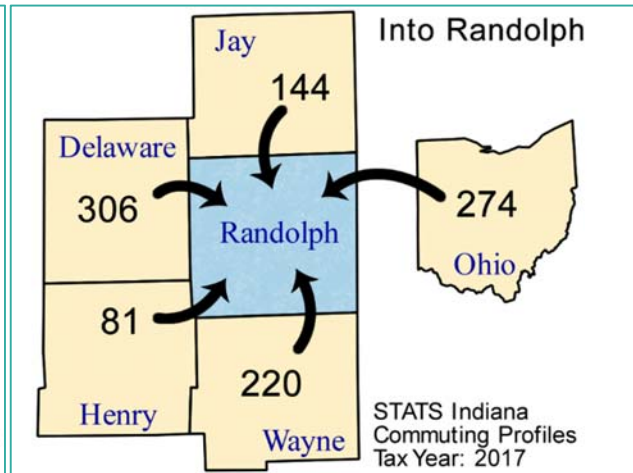
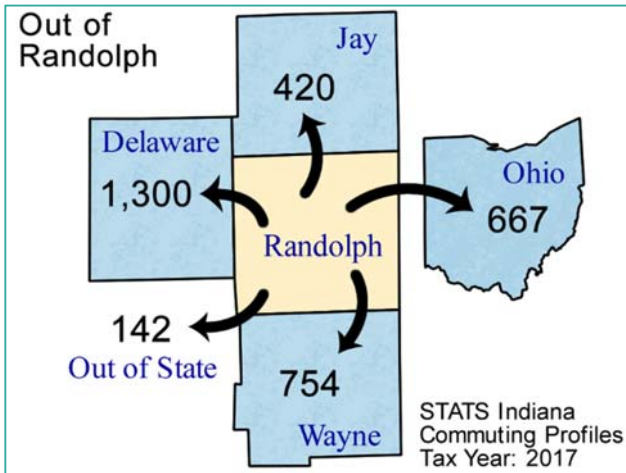
In: 6,559



Randolph

Out: 3,283

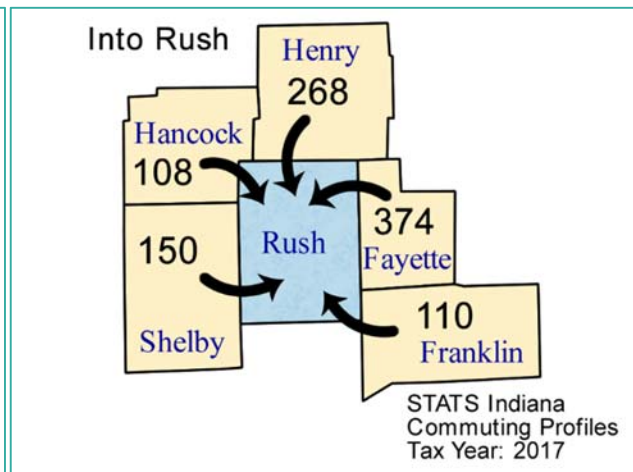
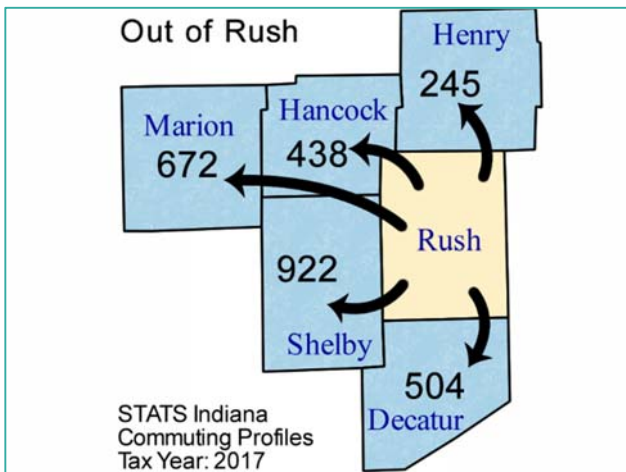
In: 1,025



Rush

Out: 2,781

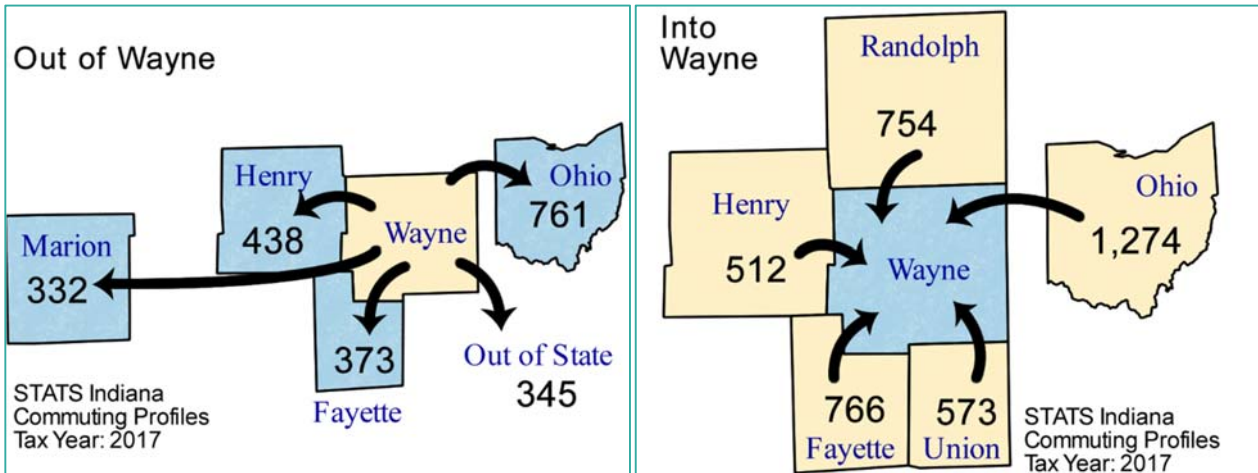
In: 1,010



Wayne

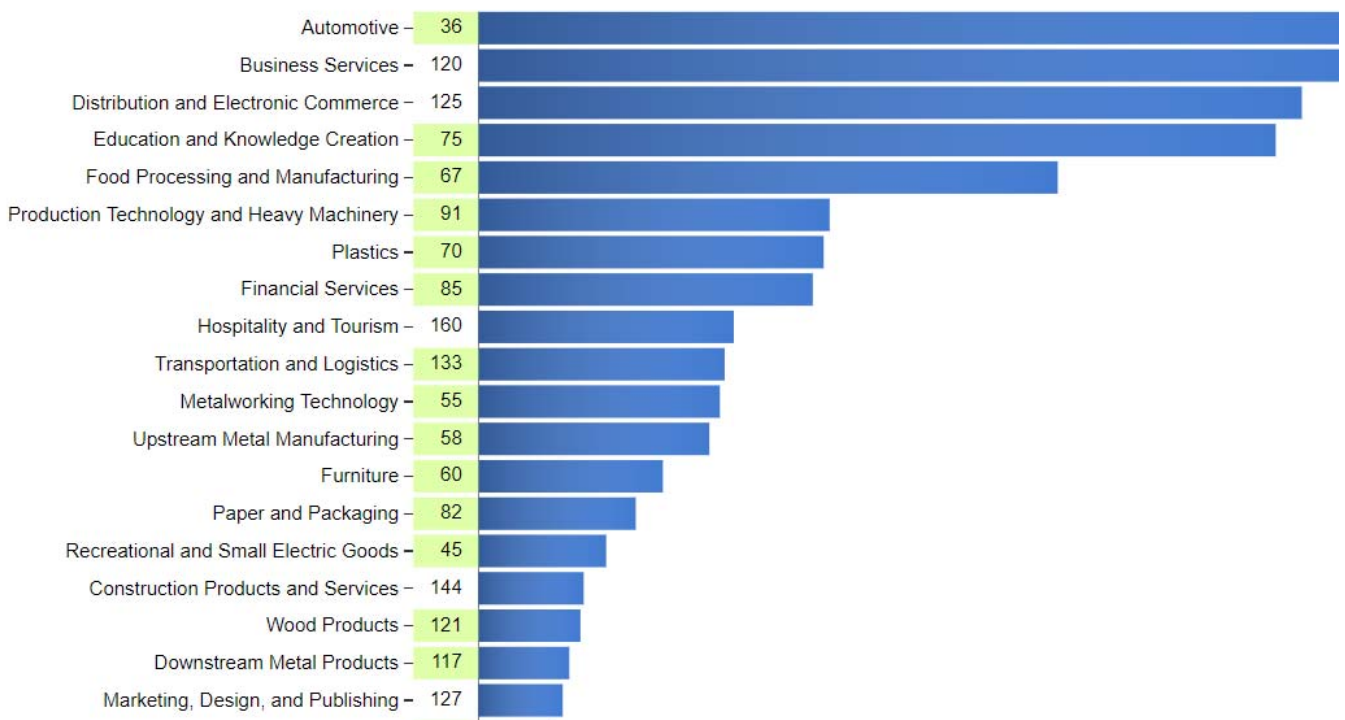
Out: 2,249

In: 3,879



The Labor Shed: Occupation and Industry Employment Clusters

Many industry clusters in East Central Indiana are among those strongly traded, including automotive, transportation and logistics, downstream metal products, and more, based on the Harvard Cluster Mapping project. Numbers below represent ranks among US regions and the highlights indicate “strongly traded”.



Source: Harvard US Cluster Mapping (clustermapping.us)

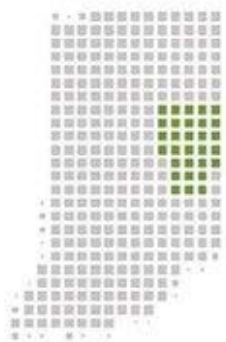
The tables on the final two pages of this report provide employment detail for the region’s industry clusters (with state average wages shown) and occupation clusters.

ECIRP Industry Clusters	Region Employment	State Average Wage
Health Services	30,996	\$39,948
Hospitality and Tourism	17,048	\$12,690
Education and Training	10,774	\$36,873
Education and Knowledge Creation	9,879	\$47,039
Real Estate, Construction, and Development	9,343	\$38,111
Government	9,226	\$40,191
Commercial Services	7,956	\$29,516
Motor Vehicle Products and Services	7,763	\$28,614
Retailing of Clothing and General Merchandise	7,687	\$18,637
Automotive	6,870	\$54,998
Distribution and Electronic Commerce	5,356	\$45,365
Food and Beverage Processing and Distribution	5,179	\$24,029
Business Services	4,855	\$61,215
Food Processing and Manufacturing	4,831	\$50,033
Local Logistical Services	3,641	\$43,886
Local Financial Services	3,466	\$37,628
Local Personal Services (Non-Medical)	2,983	\$20,709
Local Community and Civic Organizations	2,969	\$20,075
Production Technology and Heavy Machinery	2,439	\$52,543
Transportation and Logistics	2,427	\$44,785
Hospitality and Tourism	2,425	\$26,235
Local Household Goods and Services	2,079	\$27,019
Plastics	2,064	\$46,014
Entertainment and Media	2,021	\$25,252
Financial Services	1,844	\$66,729
Upstream Metal Manufacturing	1,676	\$53,088
Furniture	1,635	\$39,625
Metalworking Technology	1,589	\$48,251
Local Industrial Products and Services	1,554	\$42,984
Paper and Packaging	1,387	\$55,992
Information Technology and Analytical Instruments	1,182	\$62,122
Marketing, Design, and Publishing	1,069	\$26,928
Nonmetal Mining	214	\$49,247
Biopharmaceuticals	196	\$136,080
Recreational and Small Electric Goods	164	\$37,601
Upstream Chemical Products	158	\$70,616
Downstream Chemical Products	147	\$63,499
Communications Equipment and Services	104	\$63,023
Oil and Gas Production and Transportation	101	\$114,539
Source: Harvard Industry Cluster and IU Business Research Center, 2017 Estimates		

ECIRP Occupation Clusters

	Region Employment
Food Services	18,776
Attendants and General Services	12,310
Managers and First-line Supervisors	11,759
Administration and Office Support	11,177
Financial, Legal and Inspection Services, Support	11,118
Primary, Secondary and Vocational Education	10,267
Transportation, Logistics and Dispatch, Support	10,100
Sales, Agents, Brokers and Customer Relations	9,975
Transportation Equipment Operators	8,617
Production, General	8,225
Health Care: Therapists, Technicians and Aides	6,184
Production Operators and Tenders	5,278
Mechanics and Repair Technicians	4,986
Managerial, Sales, Marketing and Human Resources	4,599
Machinists and Skilled Operators and Tenders	3,616
Health Care: Nurses and Specialized Care Delivery	3,411
Safety, Security and Emergency	3,144
Finance, Legal, and Real Estate	2,251
Engineering, Architecture and Related Disciplines	1,994
Health Care: Therapy, Counseling and Rehabilitation	1,972
Construction Trades	1,961
Facility, Plant and Large Equipment Operators and	1,799
STEM and Applied Science Technicians	1,518
Personal Services	1,480
Health Care: Medical Practitioners and Scientists	1,167
Postsecondary Education and Knowledge Creation	1,084
Information Management and Computing	533
Arts, Entertainment and Broadcasting Specialists a	528
Transportation, Logistics and Planning	424
Natural Sciences and Environmental Management	309
Mathematics, Statistics, Data Analysis and Account	258
Artisans, Craftsman, Designers, including Performa	186
Health Care: Life and Medical Scientists	168
Media, Web Development and Programming	132
Source: IU Business Research Center, 2017 Cluster Estimates	

For more information, contact:



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