



# Wage and Benefits Survey Summary

## DeWitt Manufacturing Companies

Conducted by the DeWitt Development Company  
Spring 2007

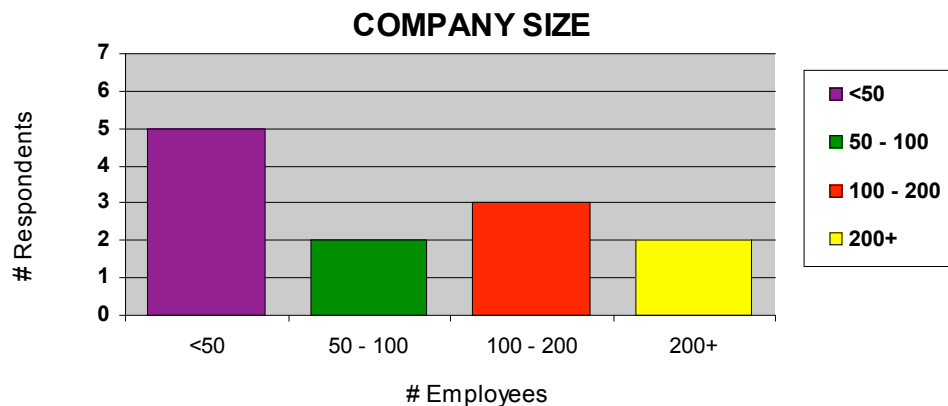
A Wage & Benefits Survey, developed by the DeWitt Development Company, provides local labor statistics that are unavailable from traditional sources for Iowa data. Labor information is extremely valuable to industries with budget planning and in evaluating expansion potential. Also, it is essential that an accurate picture of local labor conditions be presented when working with industry prospects.

In January 2007, 12 local industries were e-mailed the confidential wage and benefits survey. All participated in this survey to help the DeWitt Development Company achieve the following goals:

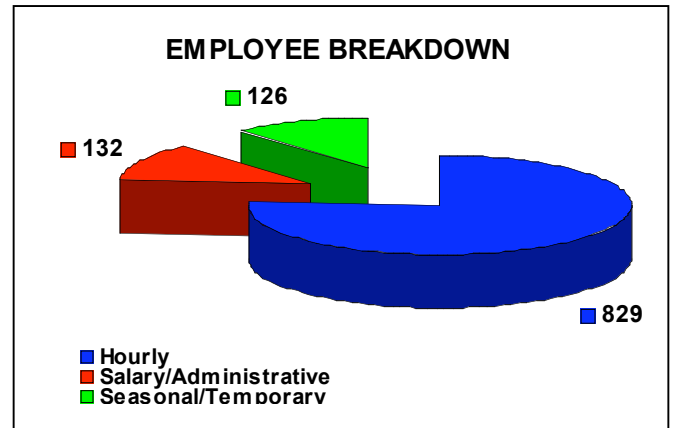
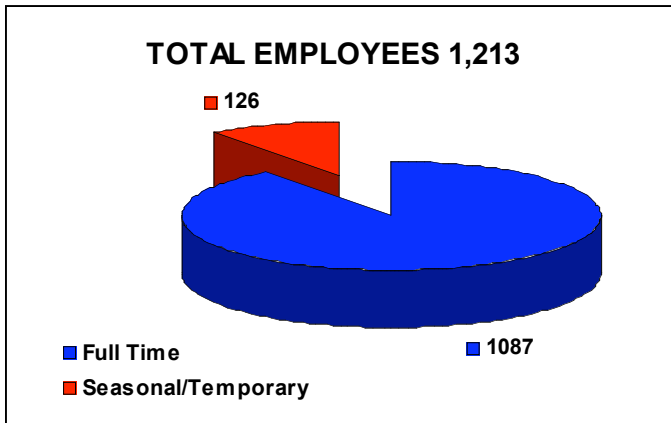
- Gather information on average wages of those positions that are considered entry level or hourly for employees
- Share the data with local industries
- Utilize the data with potential industrial prospects who are looking at DeWitt as a possible location

### COMPANY PARTICIPANTS

- Car Freshner Corporation
- Custom-Pak, Inc.
- Ennis Business Forms
- Guardian Industries Corp.
- Hawkeye Iron, L.L.C.
- ITW Magnaflux, ROCOL – North America
- JRB Company, Inc.
- Plasti-Paint, Inc.
- Premier Manufacturing, Inc
- Romeo RIM, Inc.
- The Swiss Colony
- Signode Engineered Products



## EMPLOYEE/SHIFT INFORMATION



## SHIFT WORK

Of the 12 respondents, 9 companies reported having one shift. Those running a 2<sup>nd</sup> and 3<sup>rd</sup> shift usually did it for maintenance only. Two companies reported adding a temporary 2<sup>nd</sup> shift as needed.

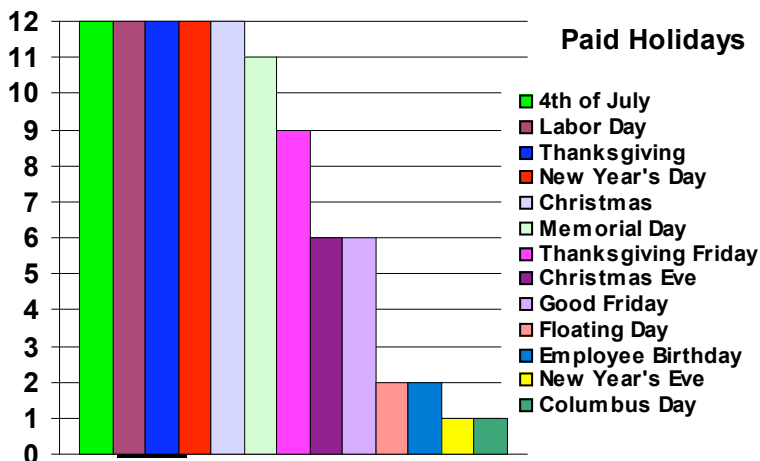
Number and Type of Shifts	12 Replies
* More than one shift operation	2
One shift operation	10

More Than One Shift	
Rotating (M-F)	2
24 – 7	1
Two shifts	1

Shift Differential	7 Replies
If running a 2 <sup>nd</sup> Shift	.15 to .75
If running a 3 <sup>rd</sup> Shift	.25 to 1.00

## HOLIDAYS and HOLIDAY PAY

The holiday information was quite consistent. All employees had Christmas, 4<sup>th</sup> of July, Thanksgiving, Labor Day, and New Year's Day off. One company increased the number of floating days from one to two.



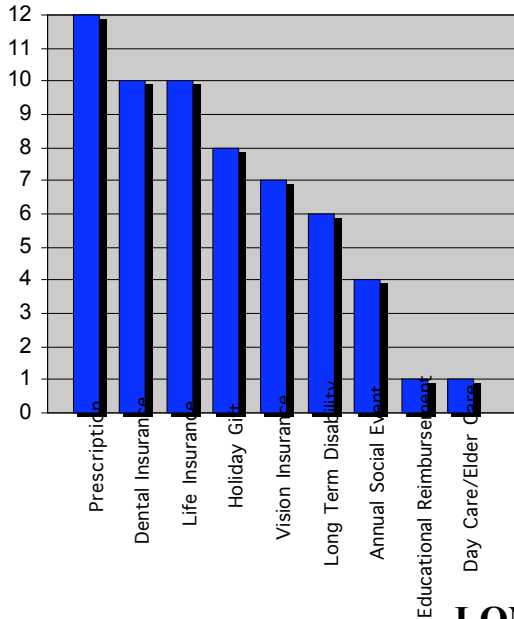
Holiday Pay	# Respondents
base rate	2
time & 1/2	3
double pay	4
More than double pay	2
No policy - makes other arrangements	1

## BENEFITS

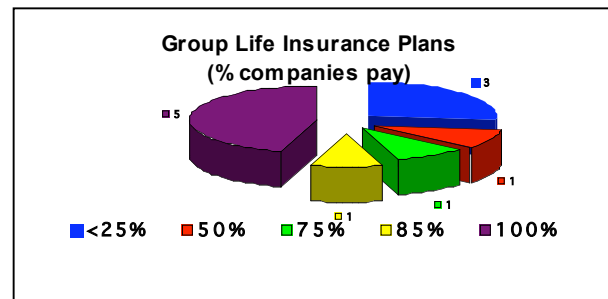
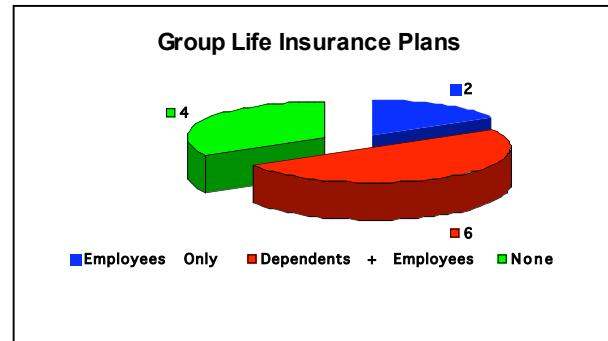
While all companies provide some type of benefit, the survey determined that employers with >25 employees provided the most benefits. With the demanding costs associated with business startups, it is much more difficult to offer the level of benefits that the more established firms can provide. New businesses tend to pay a percentage toward the employees benefit program and as the company flourishes, that amount usually increases.

## ADDITIONAL BENEFITS

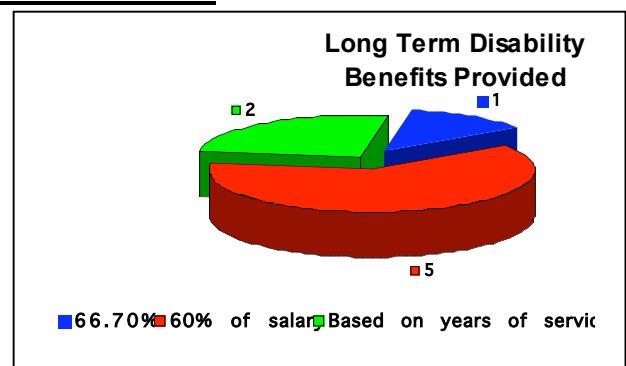
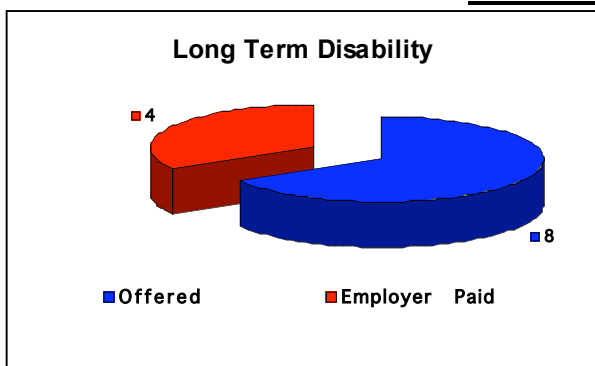
### **BENEFITS CHART**



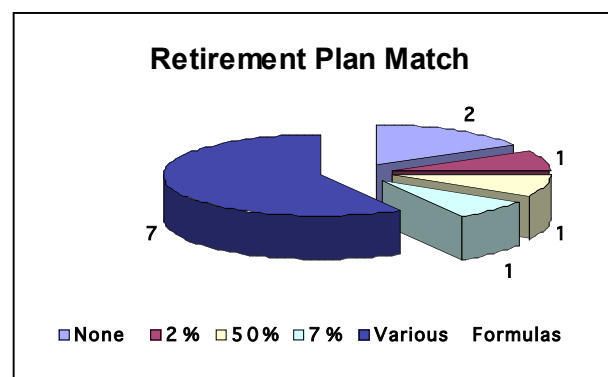
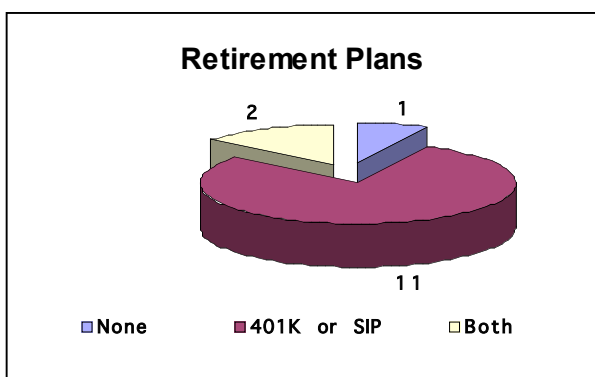
## GROUP LIFE INSURANCE



## LONG TERM DISABILITY

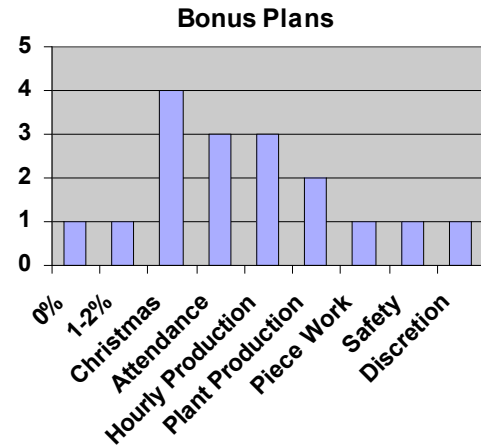
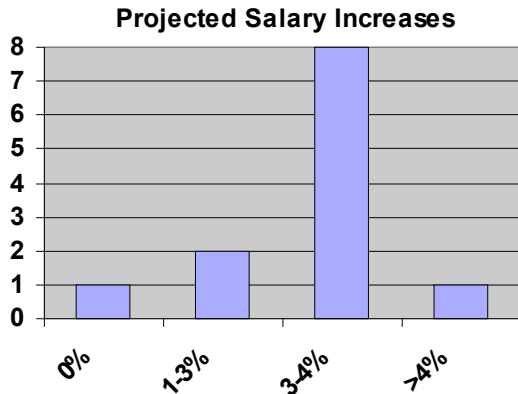


## RETIREMENT PLANS



## EMPLOYEE AND SALARY INCREASES IN 2007

All but one company experienced salary increases in the current year. Salary increases ranged from zero to 5%. Companies with smaller salary increases provided alternative rewards other than the traditional annual raises. There is a direct tie between employee longevity and loyalty to the length of time a company has been in DeWitt. Another firm reports they have retained nearly all their work force since opening in 1994. Employers reported <1% job hopping occurs between DeWitt firms.



## SALARIES FOR SELECTED POSITIONS

The survey included entry and mid level positions found in the majority of our manufacturers. The skills needed in most of these positions can be found in the local labor market. For the more technical, skilled occupations employers are required to pay the regional market wage. Most management salaries are determined by longevity with company and required skills for the specific position. The county wage for manufacturing employees on January 1, 2007 is \$13.53/hr. One company who pays an hourly wage plus piece work provided average wages earned for entry and experienced workers. Almost all positions listed below have increased the entry wage. The one large difference is that more companies are choosing to pay their front line supervisors a salary vs. hourly wage.

SELECTED POSITIONS	Entry Wage	Average Wage	Top Wage
1. Semi-skilled labor	8.89	<b>10.67</b>	12.60
2. Skilled Labor	10.68	<b>13.44</b>	15.36
3. Fork Truck Driver	9.92	<b>12.51</b>	14.19
4. Maintenance Mechanic	12.44	<b>15.24</b>	17.89
5. Maintenance Electrician Technician	12.88	<b>15.53</b>	19.63
6. Paint Technician	10.09	<b>11.92</b>	13.36
7. Machine Operator	10.81	<b>14.00</b>	16.96
8. Front Line Supervisor (non salaried)	12.06	<b>14.29</b>	17.27
9. Shipping/Receiving	9.42	<b>11.17</b>	13.03
10. Clerical	9.32	<b>11.53</b>	13.71

## SUMMARY

More than 25% of the companies surveyed are looking forward to a productive year that provides growth for production. The other 75% are experiencing good steady growth. New products are being created for developing markets that will keep the companies competitive in the national and international market. Because of this solid growth, the DeWitt Development Company expects to see several businesses expand their current site to make room for current and future growth. All of the companies are investing in equipment and building improvements. Through an informal survey, the DeWitt Development Company learned that more than \$19M has been invested by local companies during the last five years.

Most companies are located in an Enterprise Zone. The benefits available are based on job creation and project investment. Each quarter, the Iowa Workforce Development issues the minimum that must be paid to a worker in order for the company to receive the benefits. For the industry to receive Enterprise Zone benefits the wage must be at least 90% of that amount. On January 1, 2007, that wage for Clinton County is \$12.18. This number changes quarterly.

This past year, DeWitt's largest manufacturer began a \$45M expansion that includes equipment, additional employees and a building expansion. One small company closed leaving an empty 40,000 square foot building available. At the beginning of 2007, DeWitt had three varied size buildings available for new owners.

DeWitt companies have proven to be excellent corporate neighbors as most are involved in initiatives aimed at improving the quality of life. They provide support to special projects and recruitment efforts through their positive comments and attitude about DeWitt. In turn, the community is proud of the Crossroads Business Park and the number of quality jobs provided to area residents.

Thanks to all who participated in this annual survey. Special thanks are extended to Eastern Iowa Community College District, an excellent partner in economic development, who assisted in summarizing and creating this report. It should be noted that most local industries have benefited from funds provided through EICCD for training of new employees and retraining of existing workers. The DeWitt Development Company welcomes comments and suggestions as to how to improve the ability of the companies to do business in DeWitt and the State of Iowa.

