

# Dayton Region Manufacturing Industry WAGE AND BENEFIT SURVEY REPORT

## 2018

### PREVIEW REPORT

The DRMA and Manpower conduct an annual online survey. Those companies who participate represent the Dayton and surrounding communities who employ associates working in a manufacturing environment. Each organization that participates answers questions relating to their workforce.

Topics represented in the survey are:

- business demographics
- employee wages
- employee benefits such as medical, short and long-term disability, holiday pay, profit sharing, and pension plans
- work schedules
- recruiting techniques
- retention techniques
- temporary labor

This report provides an aggregate review of the answers provided by the participants, and is broken down into sections according to the size of the participating companies. This survey has been a valuable tool in previous years for companies to make day-to-day business decisions as it relates to their workforce.

This is a preview copy with samples of the recruiting & retention, benefits and wages sections found in the full report. To order the full report or obtain information about how to participate in the survey next year, contact the DRMA at (937) 949-4000.



#### Manpower Office Locations

##### DAYTON

3075 Governor's Place Blvd., Suite 200  
Kettering, OH 45409  
937-293-0185  
dayton.oh-downtown@manpower.com  
facebook.com/manpowerdaytoninc

##### SOUTH DAYTON

9480 Springboro Pike  
Miamisburg, OH 45342  
937-435-3768  
southdayton.oh@manpower.com

##### TROY

1810 West Main St. Troy, OH 45373  
937-335-5485  
troy.oh@manpower.com

##### LIMA

2318 Harding Highway Lima, OH 45804  
419-227-1970  
lima.oh@manpower.com

##### CELINA

1915 Havemann Rd. Celina, OH 45822  
419-586-9888  
celina.oh@manpower.com

## Recruiting

**Recruiting challenges** for open positions, ranked from highest to lowest, are:

- **Lack of desired skill set**
- Lack of consistent work history
- Lack of experience in industry
- Applicant's inability to pass pre-employment physical, drug screen, and/or criminal background check
- Applicant's required starting pay rate
- Applicant's desire to work off-shifts and/overtime

Listed below are the most successful **recruiting techniques** for entry-level industrial-environment positions as reported by survey participants.

| RECRUITING TECHNIQUES                      |                |
|--|----------------|
| Recruiting Techniques                      | Response Total |
| <b>Referrals</b>                           | <b>75%</b>     |
| Internet Job Boards                        | 57%            |
| Staffing Services                          | 49%            |
| Company Website                            | 30%            |
| Walk-ins/advertising from signage          | 29%            |
| Newspapers                                 | 9%             |
| Educational Institutions                   | 18%            |
| Job Fairs                                  | 16%            |
| Government Agencies ( i.e. The Job Center) | 5%             |
| Social Media, Craigslist                   | 5%             |

**Pre-employment skill assessments and/or pre-employment checks** are conducted by 86% of the companies that responded to the survey.

| PRE-EMPLOYMENT ASSESSMENTS                    |                |
|---|----------------|
| Pre-employment Process Tools                  | Response Total |
| <b>Drug Testing-Urinalysis 10 panel</b>       | <b>81%</b>     |
| Criminal Background Checks                    | 79%            |
| Social Security Number Verification           | 46%            |
| Skill Assessments                             | 43%            |
| Post-offer Physical Assessments               | 28%            |
| Driving Record                                | 24%            |
| Education Verification                        | 21%            |
| Drug Testing - Oral Saliva 6-panel / 10-panel | 12%            |
| Credit Check                                  | 12%            |
| Drug Testing - Hair                           | 3%             |

## Retention

The most often reported **retention techniques** (ranked highest to lowest) by companies are:

| RETENTION TECHNIQUES                         |
|--|
| • Offer Comprehensive Benefit Package        |
| • Bonuses - Cash / Check / Gift Certificates |
| • Offer a Wellness Program                   |
| • Provide Beverages                          |
| • Perfect Attendance Recognition             |
| • Offer Flex-Time / Job-Sharing              |
| • Provide Lunch / Breakfast / Snacks         |
| • Pay Unused Sick / Personal Time            |
| • Provide Discounted Snacks/Beverages        |

## Insurance and Benefits

**Group Medical Insurance** is offered by 94% of the companies surveyed. The plans offered are:

- **PPO** plans by 70% of the companies
- **HSA** plans by 58% of the companies
- **HMO** plans by 2% of the companies
- **POS** plans by 2% of the companies
- 10% of the companies offer alternative plans

## Time Off Work

Listed below are the different types of “**time-off work**” programs reported by companies:

- 50% offer PTO (Paid Time Off)
- **73% offer earned vacation**
- 20% offer paid sick leave
- 1% offer no vacation or sick leave benefits

## Pay Cycles

**A weekly pay cycle** is used by 60% of companies; 38% are on a two-week pay cycle; the remaining 2% use a twice-a-month pay cycle.

# Wages: All Participating Companies

## Definition for Wage Information

In the Manufacturing Operations Wage area some of the job titles are classified as Entry, Mid, or Master-level. The following are the definitions used to determine the level.

- **Entry-Level employee** - An employee hired at the base pay of a position's salary range, generally expected to know the basics to perform their job function requiring a greater level of supervision.
  - **Mid-Level employee** - An employee hired at or promoted to a salary greater than entry-level pay (mid-level in the pay scale), expected to have acquired the knowledge and skill-set necessary to work more independently than their entry-level peers and in some situations, provide supervisory roles.
  - **Master-Level employee** - An employee hired at or promoted to the top of a pay-scale, expected to have acquired the knowledge and skill-set necessary to be considered an expert in their job duties and functions and provide supervisory roles.
- 
- **MIN** - The lowest wage rate paid to an employee in a certain skill category.
  - **25th Percentile** - The pay rate for the 25th percentile implies that 25% of the wages in a certain category are below the pay rate listed, representing a reasonable low-end range.
  - **50th Percentile** - The 50th percentile is the median - half the wage rates are below, half above the specified rate.
  - **75th Percentile** - The 75th percentile implies that 75% of wages in a certain category are below the pay rate listed, representing a reasonable high-end range.
  - **MAX** - The highest wage rate paid to an employee in a certain skill category.

| JOB TITLE                                    | # of Companies/<br># of Employees | Base Hourly Wage |                 |                 |                 | MAX     |
|--|-----------------------------------|------------------|-----------------|-----------------|-----------------|---------|
|  |                                   | MIN              | 25th PERCENTILE | 50th PERCENTILE | 75th PERCENTILE |         |
| ASSEMBLER - ENTRY                            | 31 / 495                          | \$10.00          | \$12.00         | \$14.02         | \$14.35         | \$20.00 |
| FOREMAN / SUPERVISOR                         | 56 / 199                          | \$16.00          | \$25.52         | \$29.25         | \$35.84         | \$74.00 |
| GENERAL LABORER                              | 18 / 145                          | \$10.00          | \$13.00         | \$13.00         | \$15.00         | \$27.65 |
| MACHINE OPERATOR - PRODUCTION                | 34 / 596                          | \$10.00          | \$12.58         | \$19.13         | \$24.55         | \$28.23 |
| MACHINE OPERATOR - PUNCH PRESS OPERATOR ONLY | 11 / 118                          | \$4.50           | \$13.77         | \$15.75         | \$20.92         | \$22.20 |
| MACHINE OPERATOR - SET-UP & OPERATOR         | 22 / 192                          | \$12.00          | \$13.50         | \$15.50         | \$17.00         | \$27.45 |
| MACHINIST-LATHE-CNC - MID                    | 24 / 193                          | \$11.50          | \$20.00         | \$20.60         | \$23.46         | \$32.47 |
| MACHINIST-MILLING-CNC - MID                  | 17 / 52                           | \$16.94          | \$19.38         | \$21.20         | \$22.13         | \$26.00 |
| PLANT MANAGER                                | 45 / 53                           | \$25.00          | \$38.00         | \$45.67         | \$56.49         | \$81.73 |
| PLATING TECHNICIAN - ENTRY                   | 2 / 83                            | \$12.00          | \$13.00         | \$15.00         | \$15.00         | \$16.50 |
| PRODUCTION SCHEDULER                         | 31 / 51                           | \$14.18          | \$22.01         | \$28.08         | \$32.45         | \$43.53 |
| TEAM/GROUP LEADER                            | 29 / 142                          | \$12.50          | \$17.90         | \$19.63         | \$24.36         | \$41.13 |
| TOOL MAKER - MID                             | 14 / 83                           | \$17.50          | \$21.48         | \$24.70         | \$27.40         | \$28.79 |
| WELDER - MID                                 | 18 / 79                           | \$15.00          | \$17.30         | \$17.84         | \$18.18         | \$24.00 |
| ENGINEER - MANUFACTURING                     | 26 / 105                          | \$25.30          | \$33.65         | \$36.06         | \$39.05         | \$57.69 |
| MACHINE MAINTENANCE                          | 27 / 123                          | \$13.50          | \$22.00         | \$27.63         | \$29.70         | \$42.43 |
| MAINTENANCE & REPAIR WORKER                  | 20 / 50                           | \$13.91          | \$17.04         | \$20.00         | \$22.00         | \$31.00 |
| INSPECTOR - GAUGE & INSTRUMENT               | 22 / 62                           | \$12.50          | \$16.87         | \$20.12         | \$25.46         | \$30.00 |
| QUALITY TECHNICIAN                           | 32 / 89                           | \$13.00          | \$16.00         | \$18.50         | \$26.00         | \$35.00 |
| FORKLIFT OPERATOR                            | 15 / 93                           | \$12.40          | \$15.20         | \$16.00         | \$19.97         | \$33.75 |
| MATERIAL HANDLER                             | 19 / 113                          | \$10.00          | \$12.50         | \$15.00         | \$17.84         | \$24.41 |
| SHIPPING & RECEIVING CLERK                   | 46 / 113                          | \$10.00          | \$14.00         | \$16.07         | \$19.30         | \$26.39 |

## Achieve More Through a Winning Workforce

Whether you need 100 warehouse workers, two administrative assistants or one plant manager, our proven talent resourcing processes mean you can be confident that the people we send you are top performers who are ready to contribute to your success from day one. Let us help you:

- ◆ *Save time by handling the administrative tasks of identifying and recruiting candidates*
- ◆ *Improve quality and efficiency by providing staff who have been thoroughly screened and assessed*
- ◆ *Increase flexibility during peak performance times by ramping staff up and returning to baseline as needed*

[manpowerdayton.com](http://manpowerdayton.com)

*The Dayton Region Manufacturers Association (DRMA) is the voice for the Region's manufacturing industry.*

Since 1934, DRMA has served manufacturers throughout the Dayton Region and beyond as an active advocate, effectively advancing the interests of members and associated businesses.

DRMA is a catalyst of innovation, a builder of partnerships, and a champion for education to keep manufacturing in the Dayton Region moving forward.

DRMA members serve a variety of markets including aerospace, medical, agricultural, defense, construction, food and beverage, energy, communications, and many more.

DRMA's 400+ corporate members are located from Cincinnati to Sidney and from Springfield to Richmond, Indiana.

