

2017 Regional Wage and Benefit Study: Clark County

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Champaign, Clark, Logan,
Madison and Union Counties

Table of Contents

Executive Summary.....	4
Research Objectives.....	6
Methodology.....	6
Analysis of Benefit Data	6
Company Information.....	7
Contact Information.....	7
Organization Name	7
Type of Firm	7
Size of Firm.....	8
Organizations’ Union Profile	9
Average Employee Tenure (i.e., Number of Years with the Company).....	9
Pre-employment Processes	10
Where Organizations Post Job Openings.....	10
Preference to Veterans in Hiring Process	11
Willingness to Hire Convicted Felons.....	11
Conditions Under Which Organization Would Hire a Convicted Felon	12
Background Check.....	12
Credit Check	13
Drug and/or Alcohol Testing	13
Second Chance Policy for Drug and/or Alcohol Violations	14
Job Shadowing	14
Apprenticeships	15
Internships	15
Type of Individual Organizations are Likely to Hire as Intern	16
Insurance.....	17
Does organization offer a Flexible Spending Account?	17
Does organization offer a Health Reimbursement Account?	17
If organization offers a Health Reimbursement Account (H.R.A.), what is the dollar amount per coverage level contributed by the organization?	18
Does organization offer a Health Savings Account?	18
If organization offers a Health Savings Account (H.S.A.), what is the dollar amount per coverage level contributed by the organization?.....	18
Does organization offer traditional co-pay health insurance plans?.....	19

Types of Traditional Health Insurance Coverage Plans.....	19
If organization offers traditional health insurance plan, does it have a working spouse provision? .	20
Health Insurance Cost (i.e., annual total employer-paid premiums, as well as H.R.A. and H.S.A. contributions, divided by the number of enrolled employees) per Employee per Year	20
Average Percentage of Wages to provide Health Insurance Benefits (employer-paid premiums, Health Reimbursement Account and Health Savings Account contributions) Per Employee per Year	21
Other Types of Insurance.....	21
Benefits and Incentives.....	22
Retirement Plans.....	22
Organization’s Contribution to Retirement	22
Paid Time Off Plan.....	23
Average Number of Days Employees Receive in Paid Time Off by Years of Service (n=67)	23
Oher Types of Paid Leave.....	24
Incentives	25
Does organization offer professional development or tuition reimbursement?	26
Does organization offer professional development?	26
What is the maximum employer contribution toward professional development per employee per year?.....	26
Does organization offer tuition reimbursement?.....	27
What is the maximum employer contribution toward tuition reimbursement per employee per year?.....	27
Average Percentage of Salary to Provide Fringe Benefits (insurance, retirement, paid time off, and incentives) for Salary Employees Per Year	28
Average Percentage of Wages to Provide Fringe Benefits (insurance, retirement, paid time off, and incentives) for Hourly Employees Per Year	28
Workers’ Compensation	29
Limitations	29
Appendices.....	29

Executive Summary

Organizations from five counties (Champaign, Clark, Logan, Madison, and Union) received a link to an electronic survey via email to participate in a benefit survey. Survey items were created to capture information about the company's demographics, pre-employment practices, insurance plans, and other benefits and incentives. The results of the survey can be used to benchmark existing organizations' benefits against the overall sample or attract prospective organizations to the community.

Out of 166 organizations that participated in the study, 81 are in Clark County. Below is a summary of the Clark County results.

- Manufacturing organizations represent 37% of the Clark County sample.
- There is a minimum of two employees and maximum of 1,723 employees at any given company. The average number of employees per organization across Clark County companies is 144 with a total of 11,648 employees represented in the data. Companies with 11-50 employees and greater than 100 employees had the highest participation in the study.
- Clark County companies averaged 12 contractors per firm with a range of 0-550 contractors. The average number of seasonal/temporary employees per organization across Clark County companies is 20 with a range of 0-495 temporary employees.
- Few organizations had union employees.
- Average employee tenure ranges from one to 20 years at any given organization with an overall average being 9 years.
- The two most frequently selected ways organizations in Clark County post jobs is via online sources (e.g., paid job boards, company website). Free online job boards and OhioMeansJobs county office are the third and fourth most popular ways to post job openings.
- A small percentage (35%) of organizations give preference to veterans in the hiring process.
- Almost 50% of organizations in Clark County are willing to hire a convicted felon. Conditions under which these organizations are willing to hire include if the conviction was for a non-violent crime or the conviction occurred after a specified time had passed.
- The majority conducts pre-employment background checks and few post-employment.
- Very few organizations conduct a credit check. For those organizations that do, most perform it pre-employment.
- The two most frequent reasons for conducting drug and/or alcohol testing is during pre-employment and for reasonable suspicion.
- Forty-two percent of Clark County organizations have a second chance policy for alcohol/drug violations.
- Forty-six percent of the sample offers job shadowing.
- About a quarter of the sample offers apprenticeships.

- Forty-one percent of firms offer paid internships. Individuals attending college are the most likely to be hired as an intern. On average, the minimum age across Clark County organizations that would be willing to hire an intern is 18 years of age.
- Thirty-three percent offer a flexible spending account.
- Twenty-seven percent offer Health Reimbursement Accounts.
- More companies in Clark County offer Health Savings Accounts (47%) than Health Reimbursement Accounts (27%). There is some variability in terms of employer contribution per coverage level.
- Over 75% of Clark County firms offer a traditional co-pay health insurance plan with employee only and family as the most frequently offered coverage levels.
- Of those employers that offer a traditional health insurance plan, 30% have a working spouse provision.
- Twenty percent of firms contribute \$14,000 or more toward health insurance while 18% contribute \$8,000-\$9,999.
- Most organizations that provide health insurance spend 10-19% or 20-29% of the employee's wage on health insurance.
- Life/accidental death and dismemberment is likely to be paid by the employer. When offered, dental and vision insurance are either paid by the employee or the expense is shared. When offered, disability insurance (long-term and short-term) is either employee paid or employer paid.
- The most common type of retirement plan offered is the 401K, 403B.
- The two most common ways PTO is categorized is with personal, sick, and vacation as separate categories or personal/sick days are combined while vacation days is a separate category.
- The most frequently offered type of other paid leave is paid holidays with the average number of paid holidays being 8. Bereavement and jury duty are the next most frequently offered types of other paid leave.
- In terms of the most frequently offered incentives, 44 organizations offer merit pay and 30 offer employee assistance programs. The next cluster of incentives includes flextime, premium paid shift differentials, and wellness programs.
- A large majority (85%) of organizations provide funds for employees' professional development and/or tuition reimbursement. As compared to the percentage of organizations that offer professional development (98%), a smaller percentage (55%) of organizations offer tuition reimbursement to employees.
- Thirty-two percent of organizations offer fringe benefits that make up 21-30% of salaried employees' wages.
- For hourly employees, there is a bimodal distribution in that fringe benefits account for 10% or less of wages for 24% of organizations whereas for another 24% of firms fringe benefits make up 21-30% of wages.
- The majority opts for state-funded workers' compensation.

Research Objectives

The main purpose of this research is to provide wage and benefit benchmarks for businesses in Champaign, Clark, Logan, Madison, and Union counties. By providing data on common benefits, incentives, and wage averages, businesses will be able to determine if they lag behind, match, or lead the market in terms of compensation practices. Employee turnover and productivity issues may be avoided if businesses are able to use this information to become more competitive in attracting and retaining reliable and effective employees. In addition, the information provided by the data in this report should assist economic development in our communities. Having knowledge of the competitive market may result in a more beneficial strategy to attract new businesses to the area and spur the growth of economic development.

Methodology

A detailed explanation is provided in the Overall Results.

Analysis of Benefit Data

Excel was used to analyze the survey data. The data were screened for missing data and data entry errors. Respondents were contacted if data were missing (e.g., indicated paid holidays as a benefit but didn't provide the average number of paid holidays provided). Not all organizations that were contacted responded, even after repeated attempts. In addition, variables with responses outside the expected range were either corrected or considered outliers and deleted from analyses. For example, the PTO portion of the survey asked respondents to indicate the number of paid days off that employees were given. Some respondents answered the question in hours; these companies were contacted and the data were changed from hours to days. If the contact person could not be reached the responses for that item were not included in analyses. Thus, the number of responses (i.e., n-size) for each item will vary.

Frequencies and/or descriptive statistics were then calculated for each survey item. For questions in which the organization could select more than one option, data is represented in terms of frequency count. For questions in which the organization could only select one option, data is represented in terms of percentage of organizations.

Finally, it is important to note that the data comes from a self-selected non-probability sample. Thus, results should not be generalized to all organizations in Clark County. Instead, data are only representative of those companies that responded to the survey.

Company Information

Contact Information

- Information of who completed the questionnaire was useful when there was a need to clarify data.

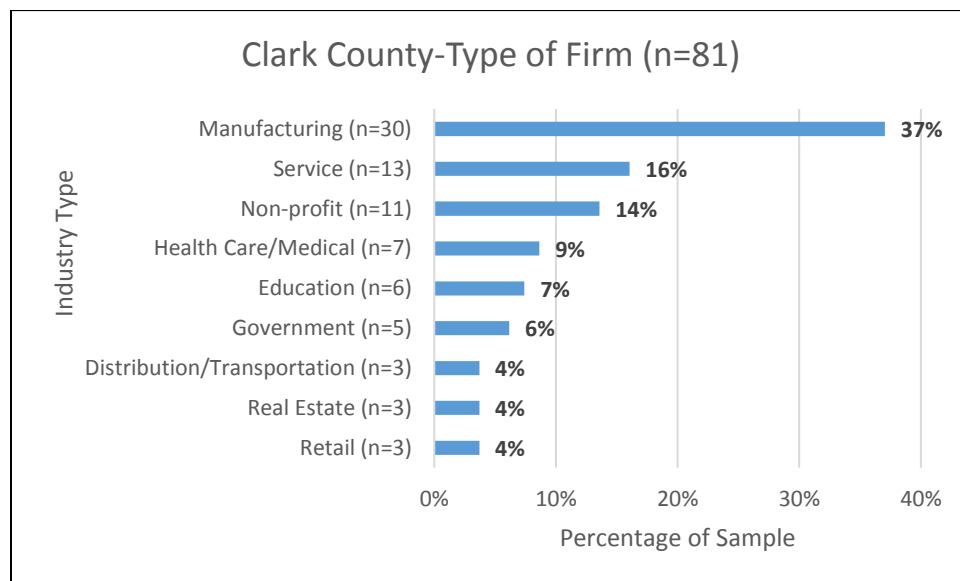
Organization Name

- The company name was collected but will remain confidential.

Type of Firm

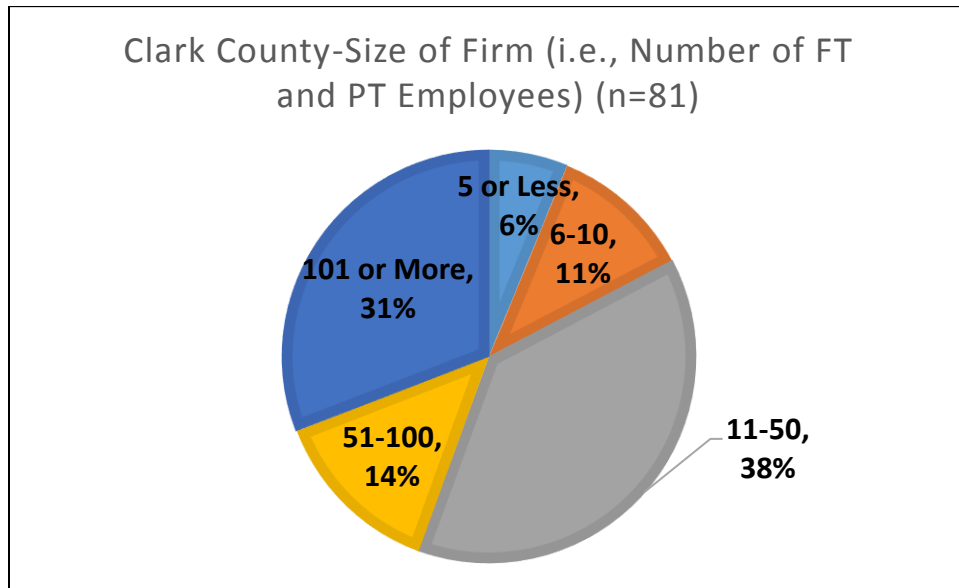
Any organization that selected “Other” was analyzed to see if it could be grouped with an existing category. In some cases, organizations categorized themselves into different industries (e.g., some banks identified as Retail while others identified as Service). To maintain consistency in coding across similar types of organizations, the following coding rules were adopted and responses to the “type of firm” question were modified.

- Farming and Agricultural businesses were coded as Agriculture.
- Public libraries were coded as Education.
- Housing, Real Estate Investment, and Construction companies were coded as Real Estate.
- Attorney and law offices were coded as Service.
- Banks and credit unions were coded as Service.
- Auto & Tire centers were coded as Service.
- Electrical and HVAC organizations were coded as Service.



Manufacturing organizations represent 37% of the Clark County sample. In the overall dataset, manufacturing and service organizations constituted 29% and 23%, respectively, of the sample.

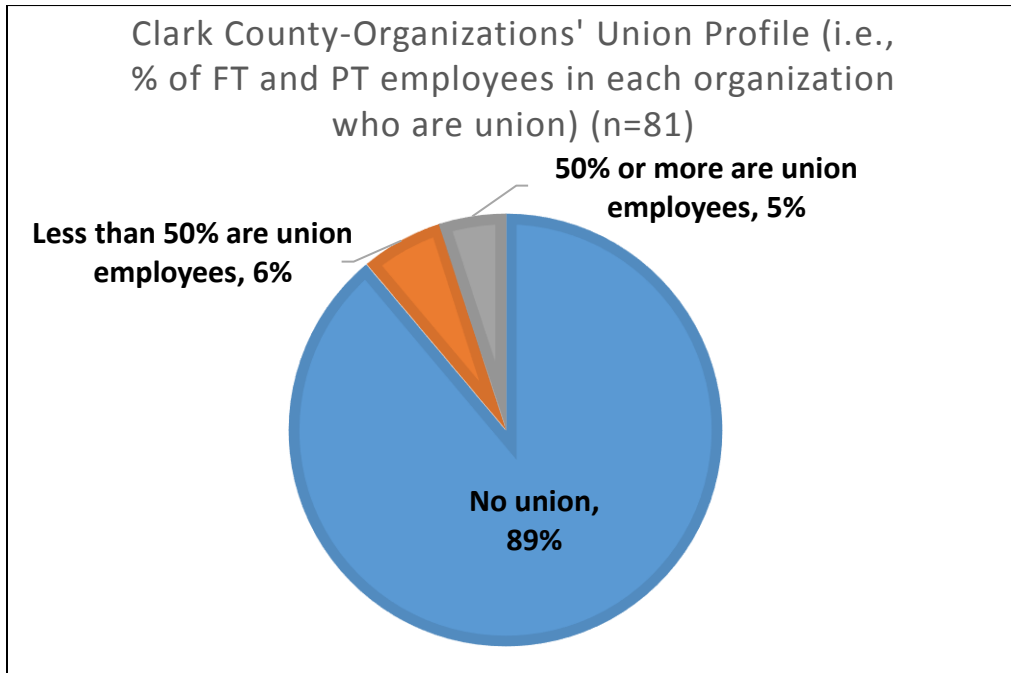
Size of Firm



There is a minimum of two employees and maximum of 1,723 employees at any given company. The average number of employees per organization across Clark County companies is 144 with a total of 11,648 employees represented in the data. Companies with 11-50 employees and greater than 100 employees had the highest participation in the study.

Clark County companies averaged 12 contractors per firm with a range of 0-550 contractors. The average number of seasonal/temporary employees per organization across Clark County companies is 20 with a range of 0-495 temporary employees.

Organizations' Union Profile



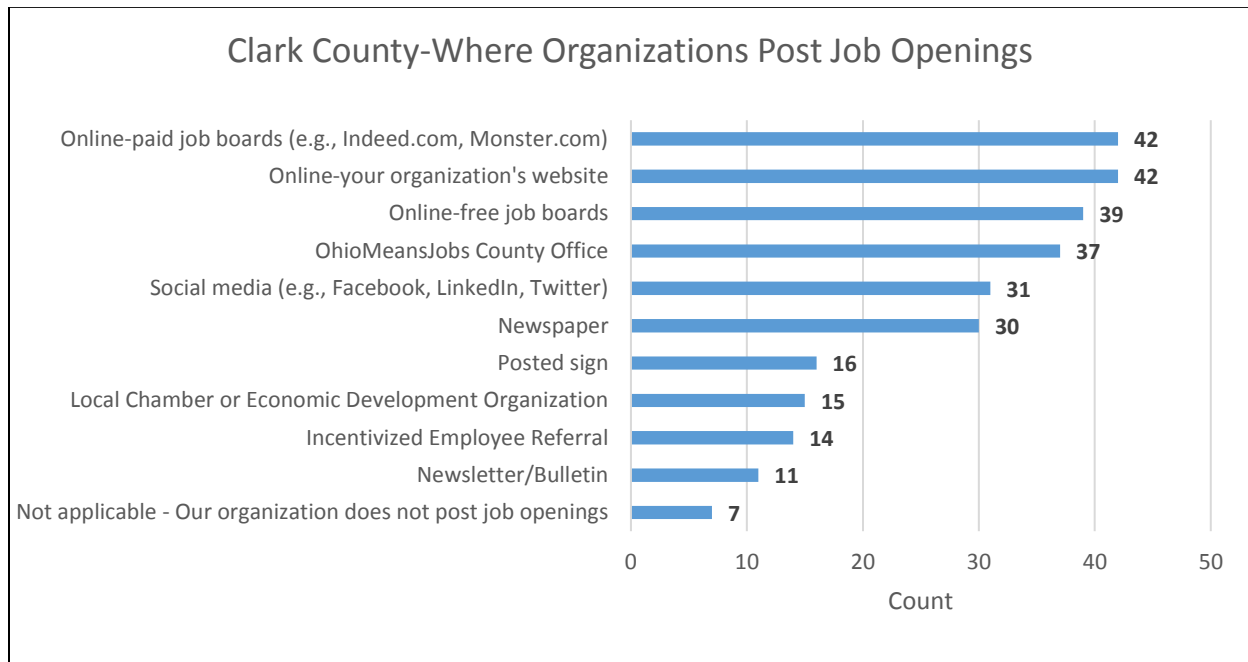
Few organizations had union employees.

Average Employee Tenure (i.e., Number of Years with the Company)

Average employee tenure ranges from one to 20 years at any given organization with an overall average being 9 years.

Pre-employment Processes

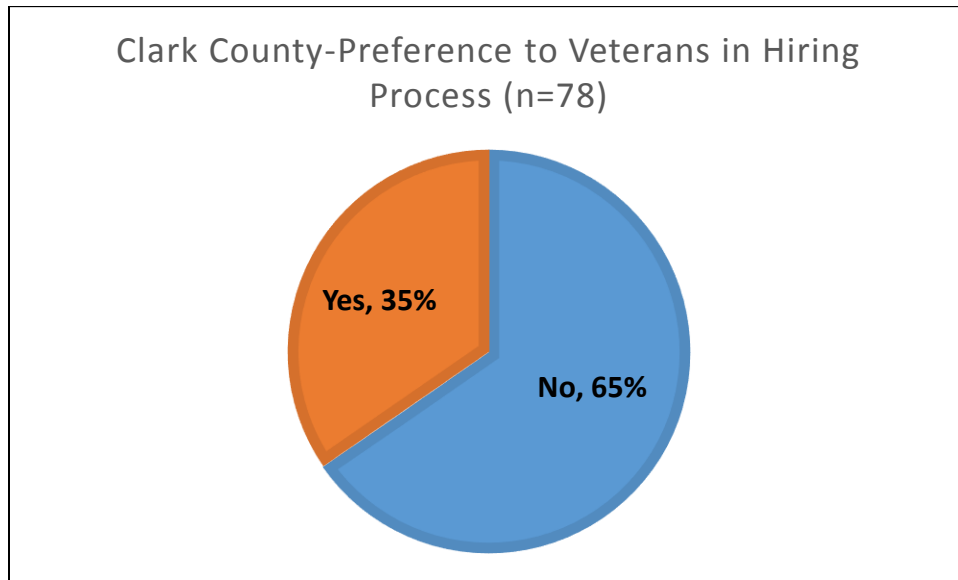
Where Organizations Post Job Openings



Note: Companies could select more than one option.

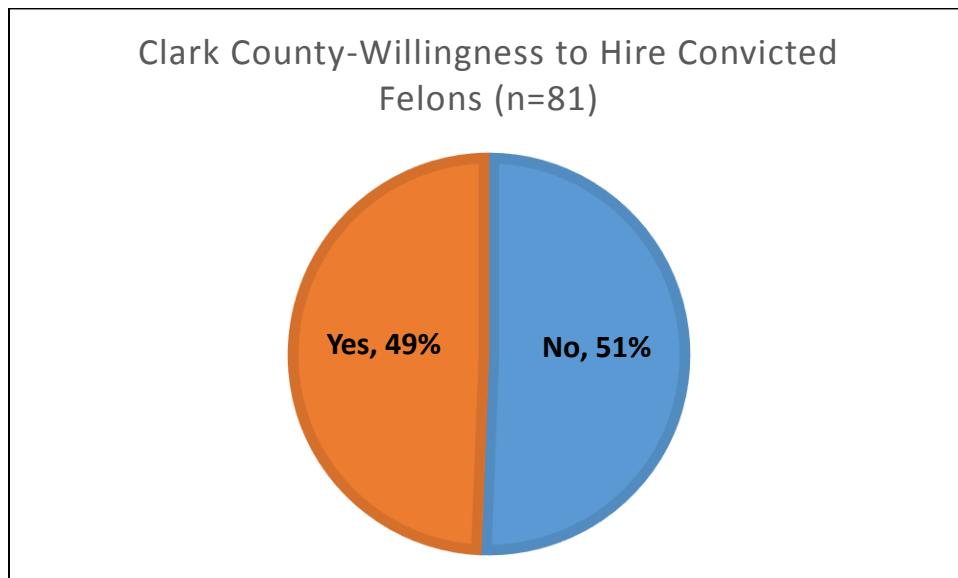
The two most frequently selected ways organizations in Clark County post jobs is via online sources (e.g., paid job boards, company website), which is similar to the overall results. Free online job boards and OhioMeansJobs county office are the third and fourth most popular ways to post job openings.

Preference to Veterans in Hiring Process

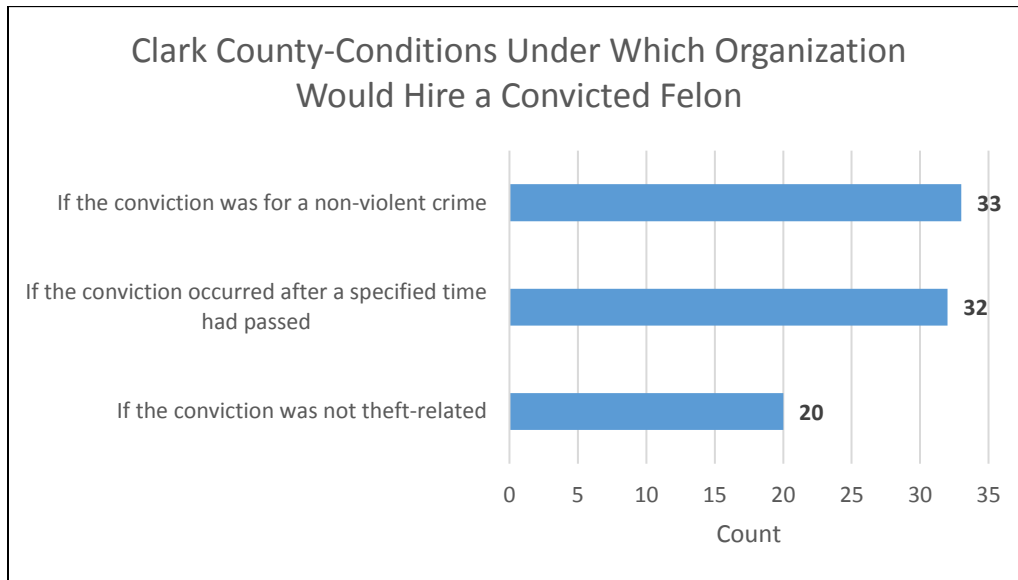


The results are similar to the overall results in that a small percentage (35% in Clark County v. 33% in overall sample) of organizations give preference to veterans in the hiring process.

Willingness to Hire Convicted Felons



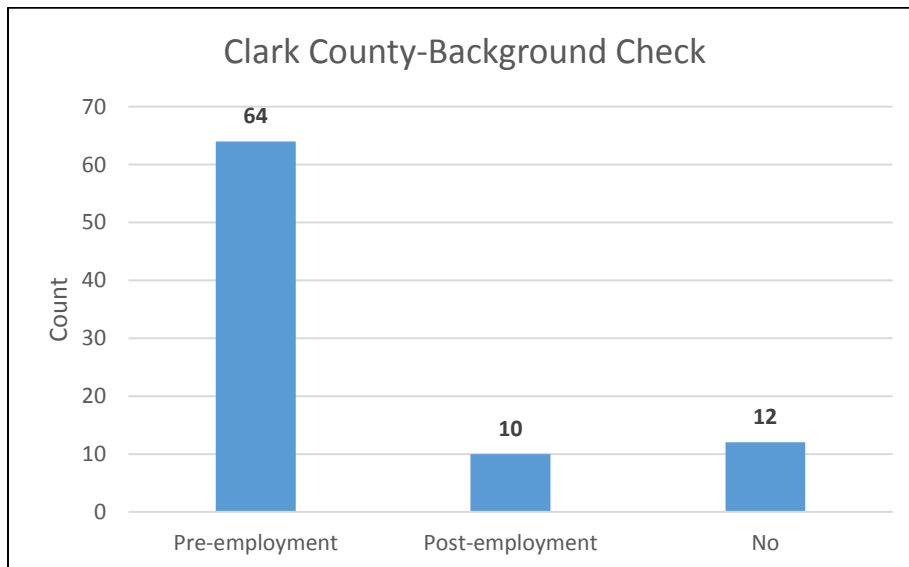
Conditions Under Which Organization Would Hire a Convicted Felon



Note: Companies could select more than one option.

Almost 50% of organizations in Clark County are willing to hire a convicted felon whereas in the overall sample 41% of organizations are willing to do so. Conditions under which these organizations are willing to hire include if the conviction was for a non-violent crime or the conviction occurred after a specified time had passed.

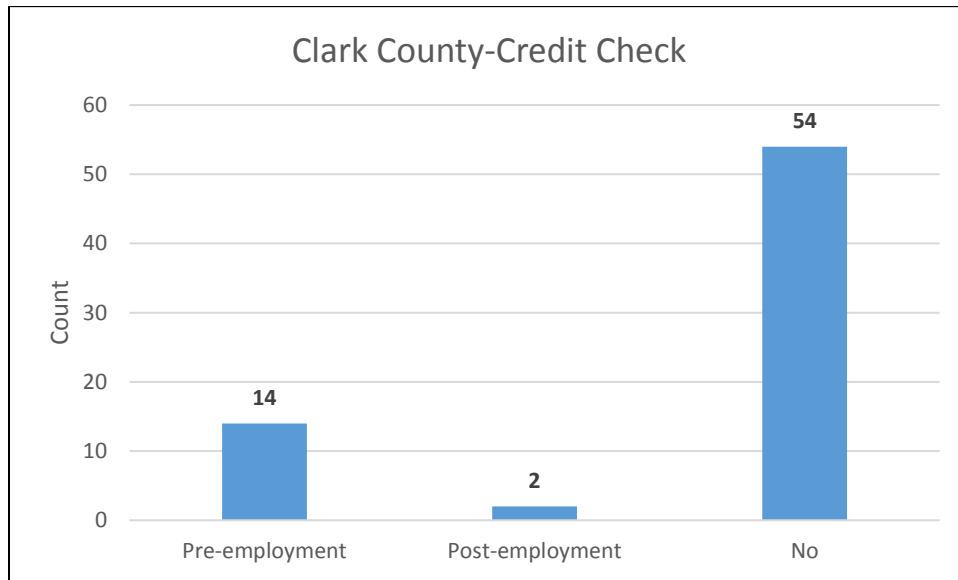
Background Check



Note: Companies could select more than one option.

Consistent with the overall results, the majority conducts pre-employment background checks and few post-employment.

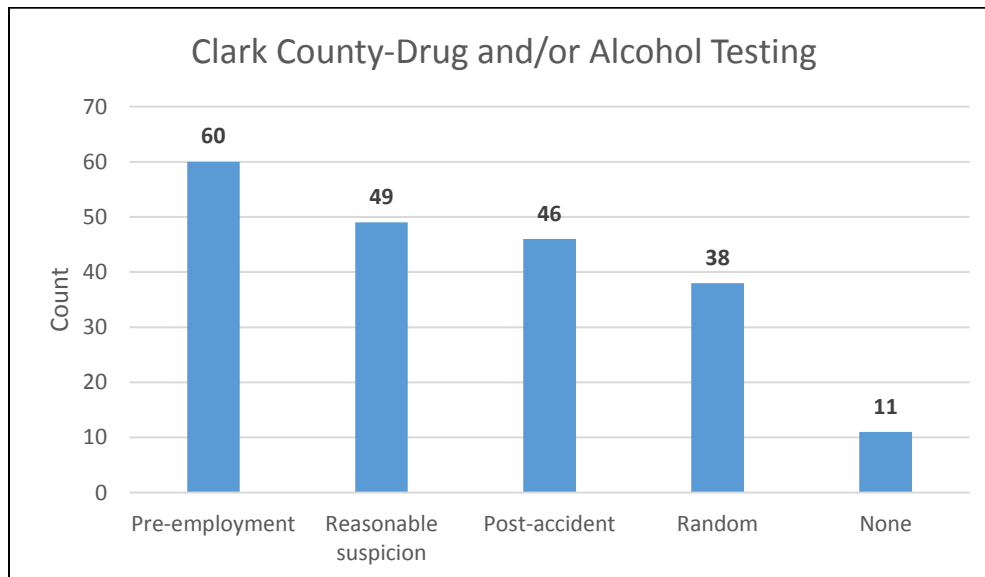
Credit Check



Note: Companies could select more than one option.

Similar to the overall sample, very few organizations conduct a credit check. For those organizations that do, most perform it pre-employment.

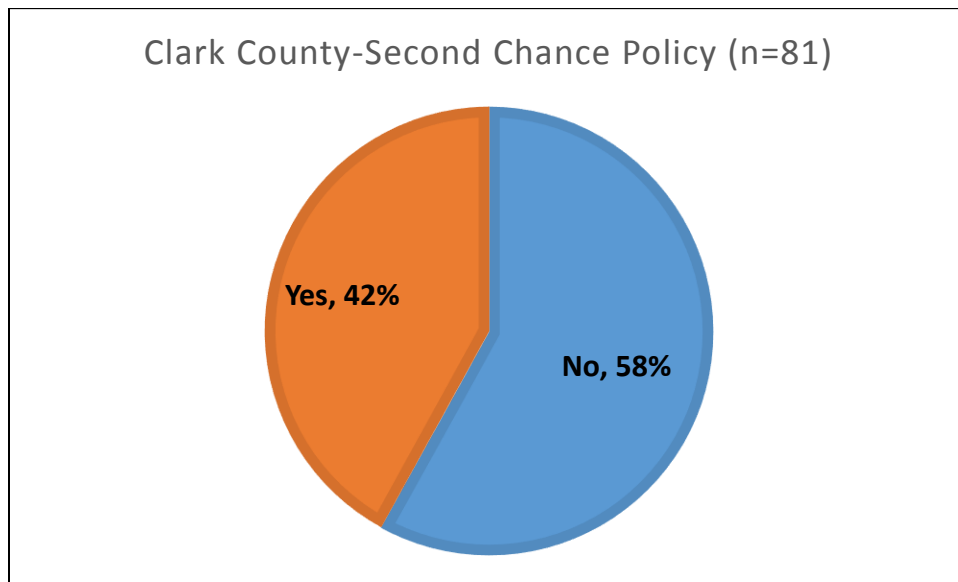
Drug and/or Alcohol Testing



Note: Companies could select more than one option.

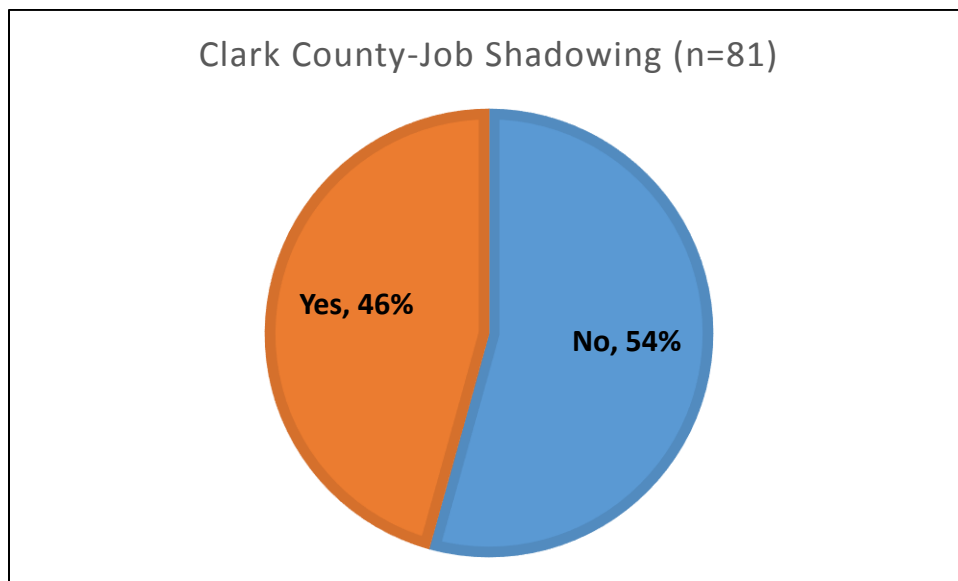
The two most frequent reasons for conducting drug and/or alcohol testing is during pre-employment and for reasonable suspicion, which is similar to the overall results.

Second Chance Policy for Drug and/or Alcohol Violations



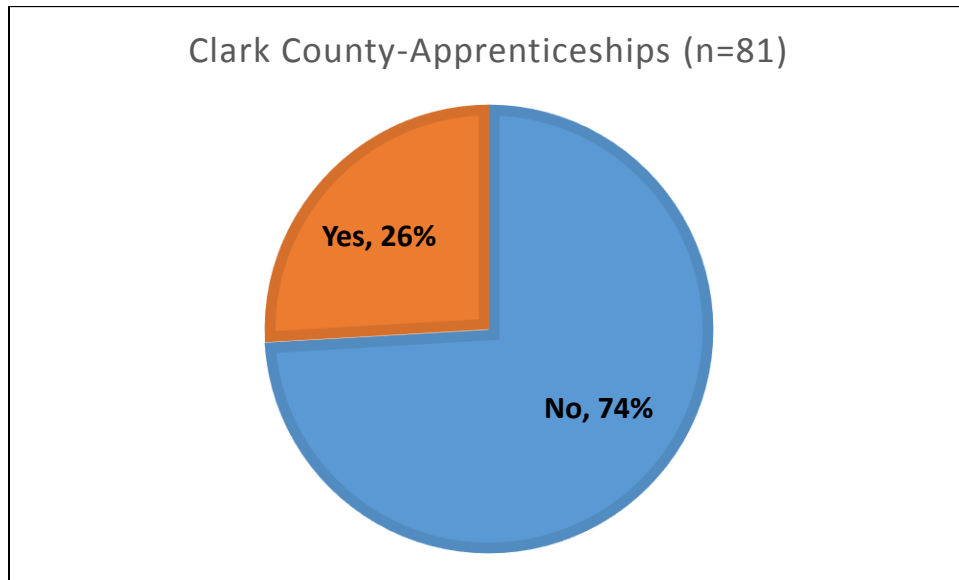
Forty-two percent of Clark County organizations have a second chance policy for alcohol/drug violations. This is slightly less than the overall sample (i.e., 43%).

Job Shadowing



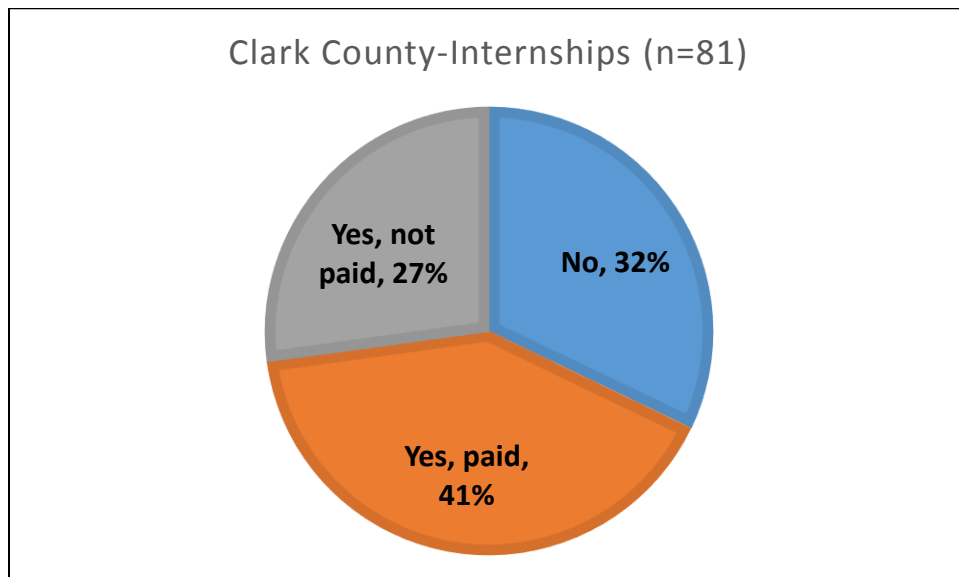
Forty-six percent of the sample offers job shadowing, which is less than the overall results (i.e., 55%).

Apprenticeships

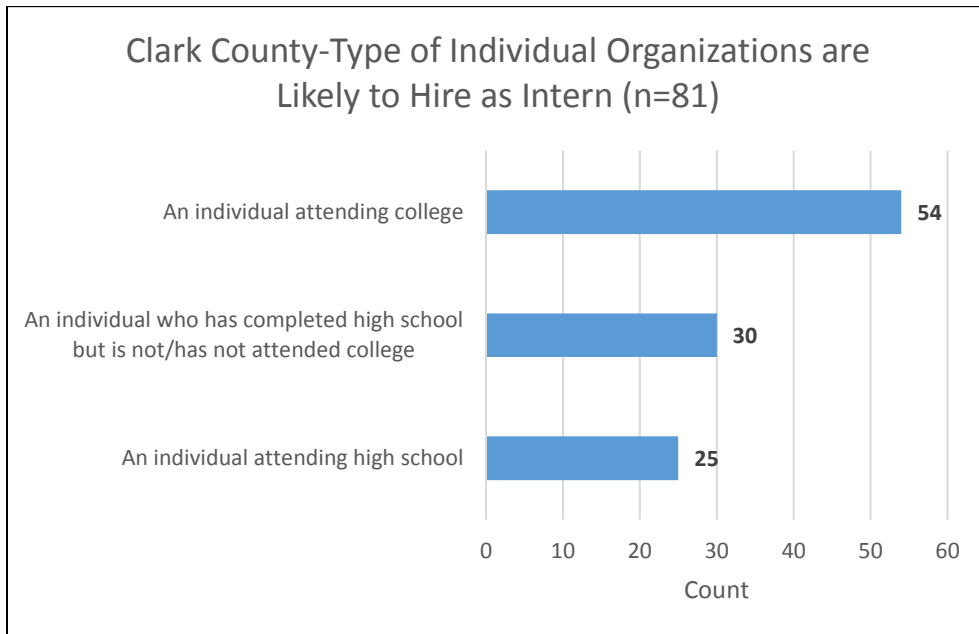


Similar to the overall results, about a quarter of the sample offers apprenticeships.

Internships



Type of Individual Organizations are Likely to Hire as Intern

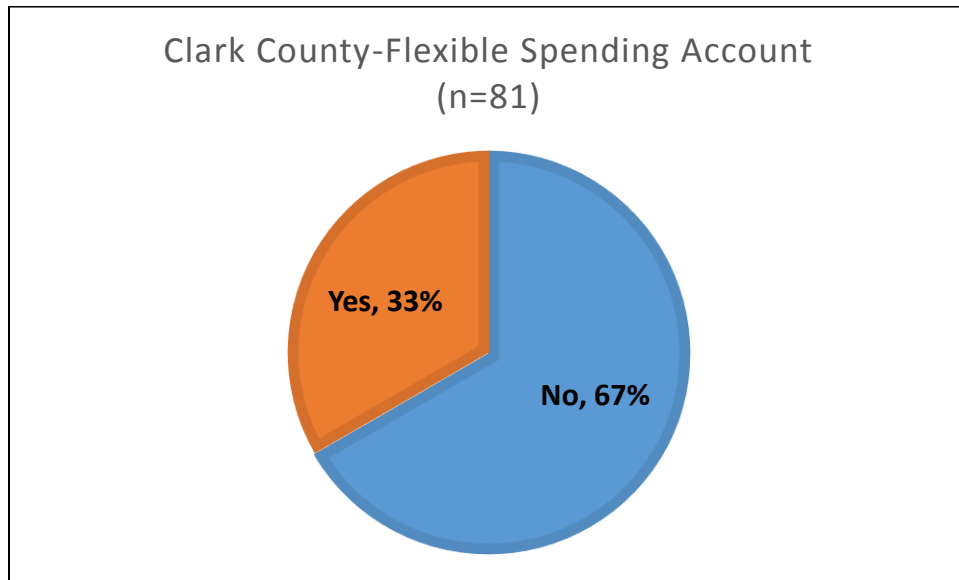


Note: Companies could select more than one option.

A larger percentage of companies offer paid internships as compared to the overall sample (i.e., 37%). Individuals attending college are the most likely to be hired as an intern. On average, the minimum age across Clark County organizations that would be willing to hire an intern is 18 years of age.

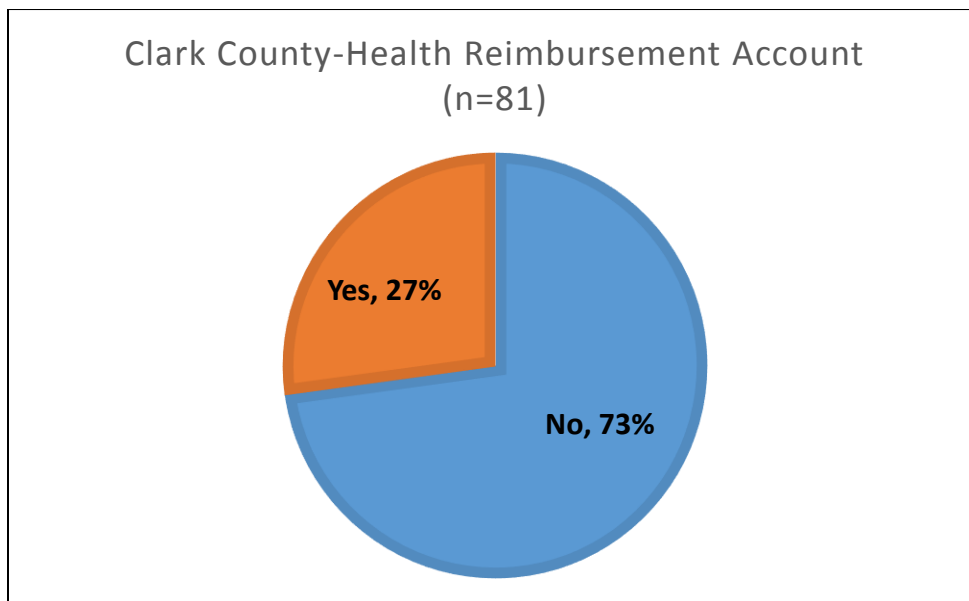
Insurance

Does organization offer a Flexible Spending Account?



Thirty-three percent offer a flexible spending account, which is similar the results for the overall sample.

Does organization offer a Health Reimbursement Account?

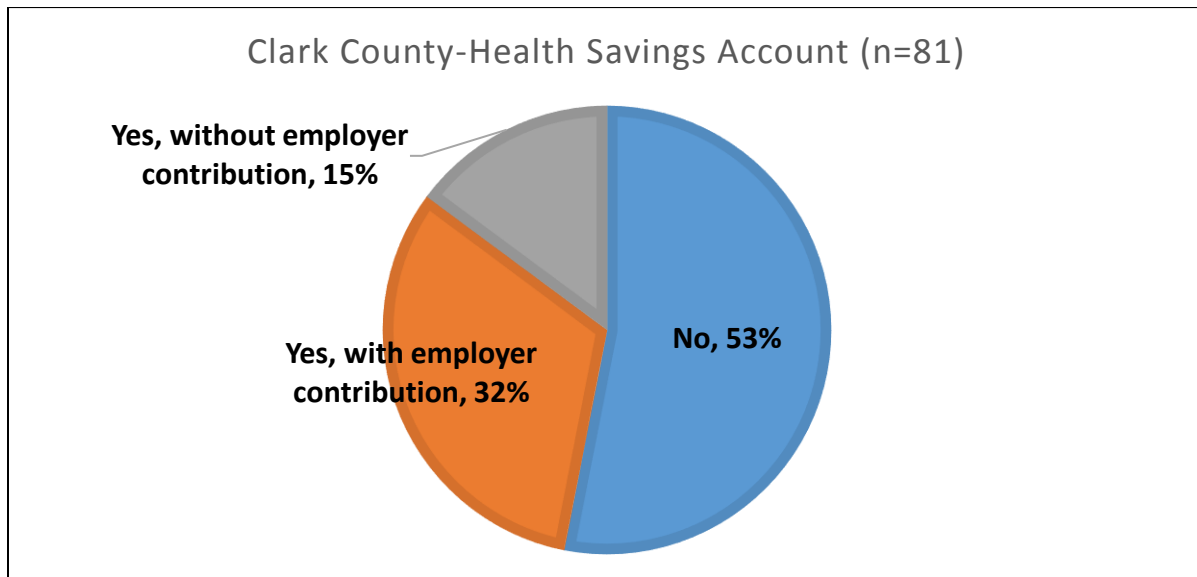


If organization offers a Health Reimbursement Account (H.R.A.), what is the dollar amount per coverage level contributed by the organization?

H.R.A. Coverage Levels	Average	Range
Employee only (n=14)	\$2,009	\$204-\$7,500
Employee plus spouse (n=9)	\$2,637	\$224-\$7,500
Employee plus dependent (n=9)	\$2,604	\$119-\$7,500
Family (n=12)	\$2,613	\$60-\$7,500

Twenty-seven percent of Clark County companies offer Health Reimbursement Accounts, which is slightly higher than the overall results (i.e., 21%).

Does organization offer a Health Savings Account?

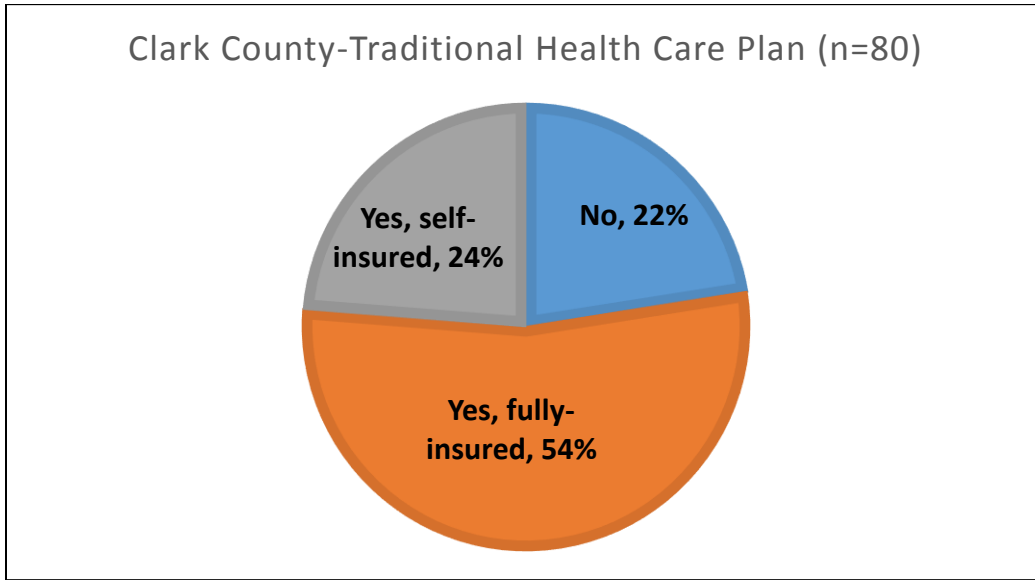


If organization offers a Health Savings Account (H.S.A.), what is the dollar amount per coverage level contributed by the organization?

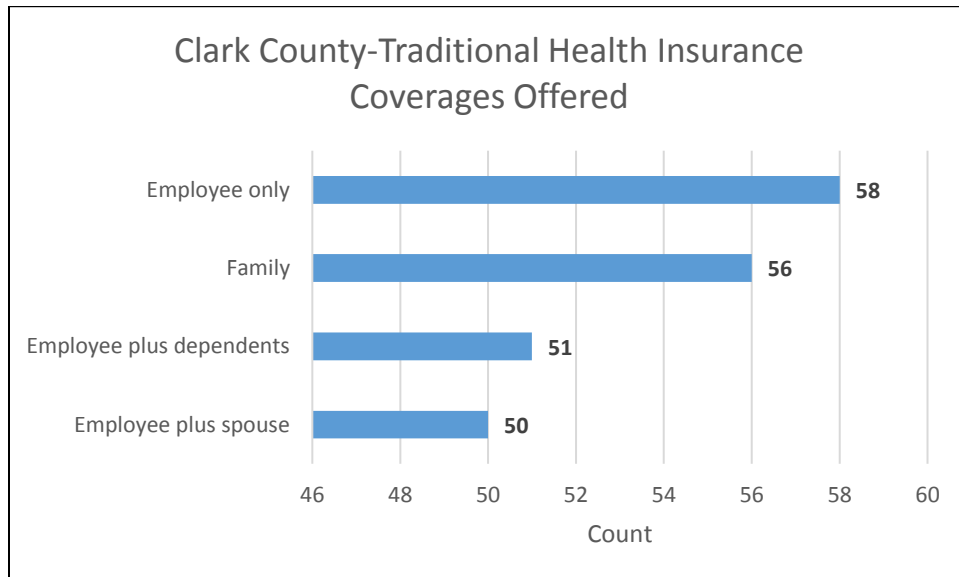
H.S.A. Coverage Levels	Average	Range
Employee only (n=23)	\$1,196	\$350-\$3,180
Employee plus spouse (n=18)	\$1,978	\$600-\$6,990
Employee plus dependent (n=18)	\$1,892	\$700-\$5,368
Family (n=23)	\$2,396	\$700-\$9,817

More companies in Clark County offer Health Savings Accounts (47%) than Health Reimbursement Accounts (27%). There is some variability in terms of employer contribution per coverage level.

Does organization offer traditional co-pay health insurance plans?



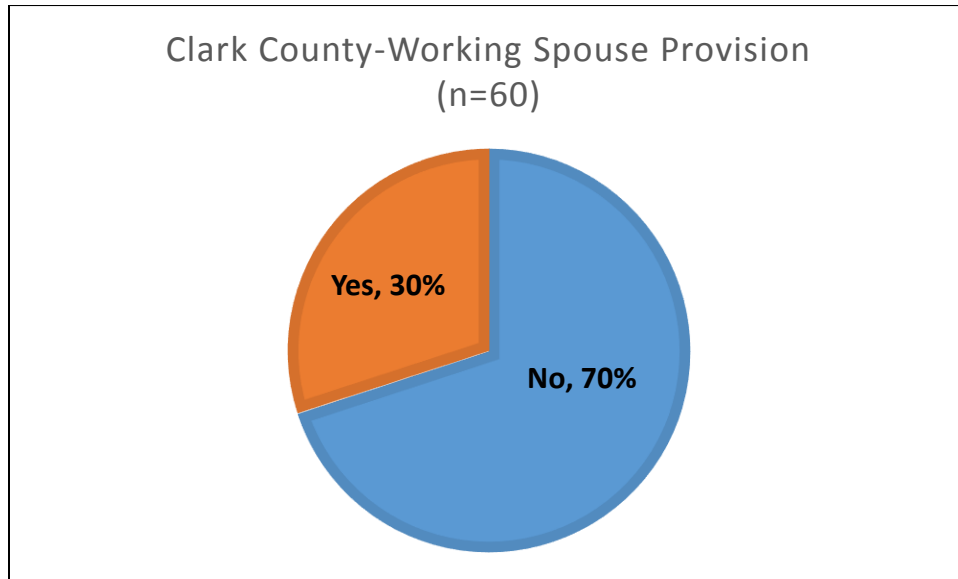
Types of Traditional Health Insurance Coverage Plans



Note: Companies could select more than one option.

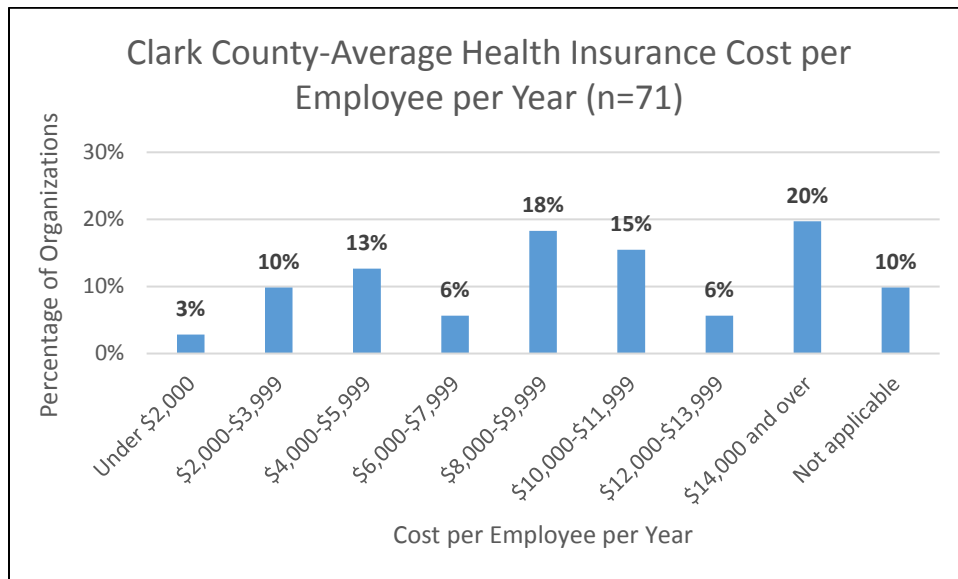
Over 75% of Clark County firms offer a traditional co-pay health insurance plan with employee only and family as the most frequently offered coverage levels.

If organization offers traditional health insurance plan, does it have a working spouse provision?



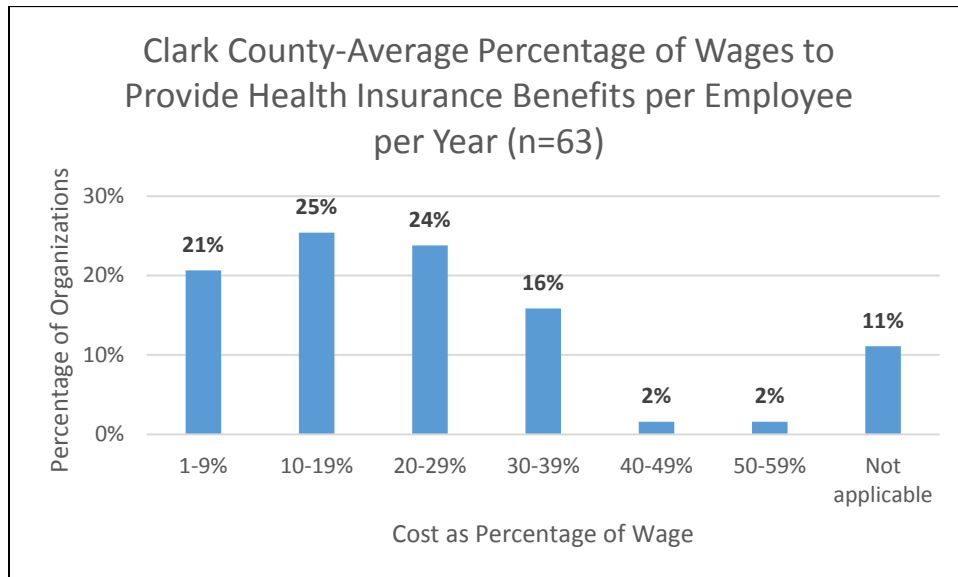
Of those employers that offer a traditional health insurance plan, 30% have a working spouse provision. In the overall sample, 32% have this provision.

Health Insurance Cost (i.e., annual total employer-paid premiums, as well as H.R.A. and H.S.A. contributions, divided by the number of enrolled employees) per Employee per Year



Twenty percent of firms contribute \$14,000 or more toward health insurance while 18% contribute \$8,000-\$9,999.

Average Percentage of Wages to provide Health Insurance Benefits (employer-paid premiums, Health Reimbursement Account and Health Savings Account contributions) Per Employee per Year



Most organizations that provide health insurance spend 10-19% or 20-29% of the employee's wage on health insurance.

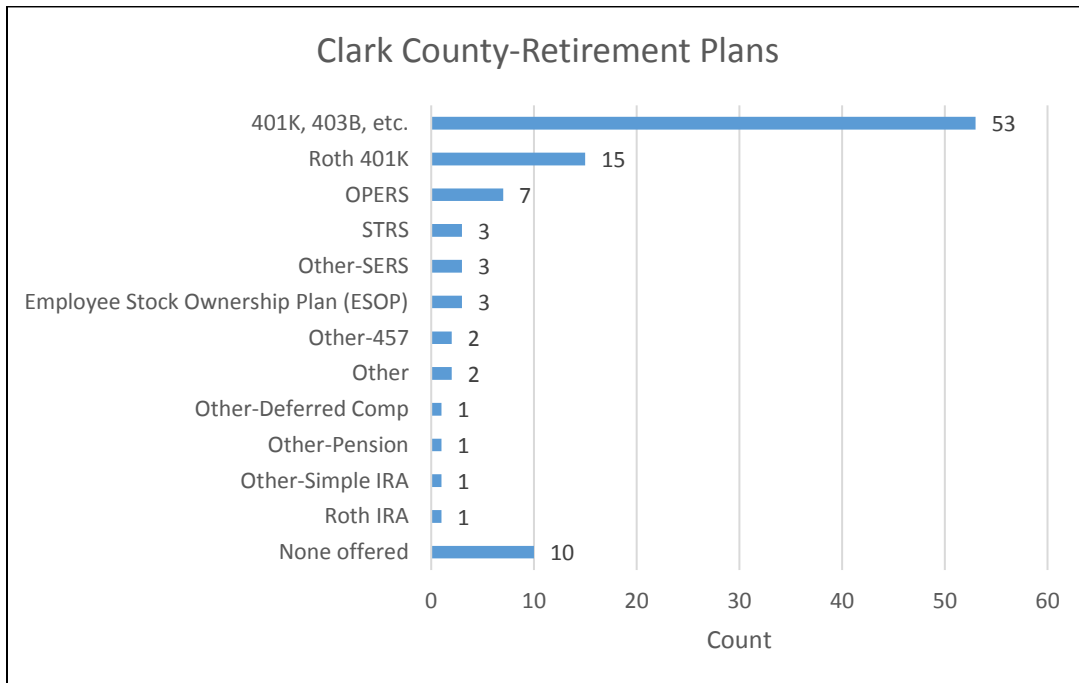
Other Types of Insurance

Type of Insurance	Employee paid only	Employer paid only	Shared cost	N/A
Dental (n=72)	26	5	30	11
Disability, Long-term (n=69)	21	16	9	23
Disability, Short-term (n=72)	19	21	13	19
Life/Accidental Death & Dismemberment (n=72)	14	38	11	9
Vision (n=70)	29	4	18	19

When offered, dental and vision insurance are either paid by the employee or the expense is shared. Life/accidental death and dismemberment is likely to be paid by the employer. When offered, disability insurance (long-term and short-term) is either employee paid or employer paid.

Benefits and Incentives

Retirement Plans



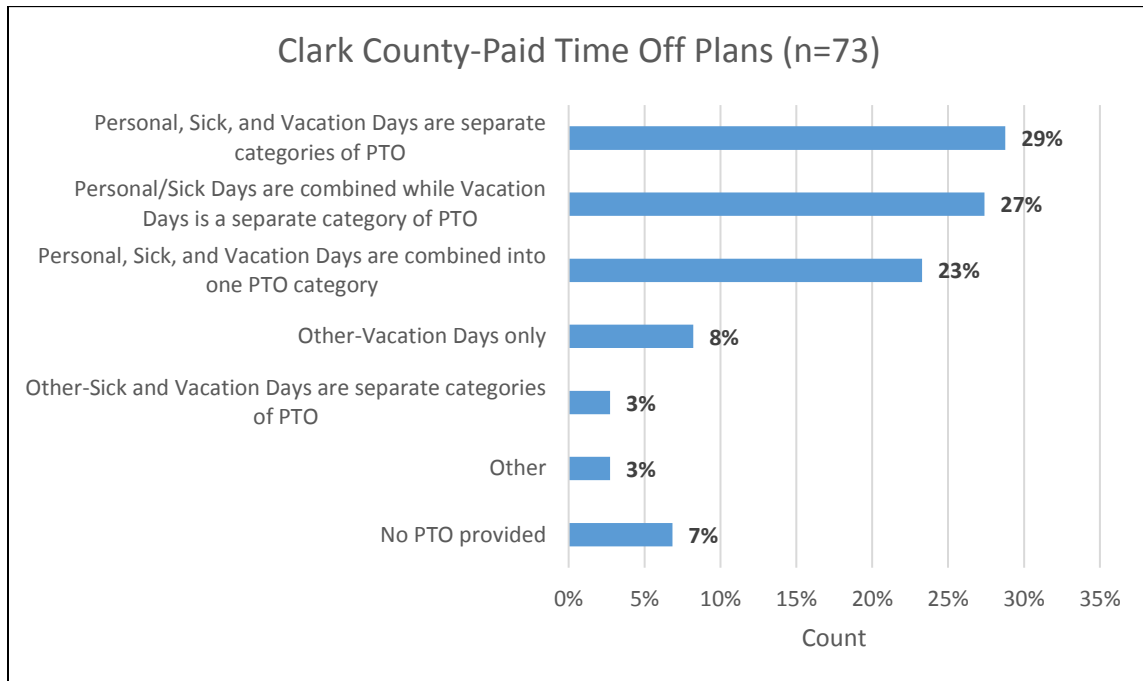
Note: Companies could select more than one option.

The most common type of retirement plan offered is the 401K, 403B.

Organization's Contribution to Retirement

Except for state pension funds (e.g., OPERS, SERS, STRS), most organizations offered a dollar for dollar match on the first 3-6% of employee's wage. Similarly, a 50% match on an employee's first 3-8% of pay was another common description.

Paid Time Off Plan

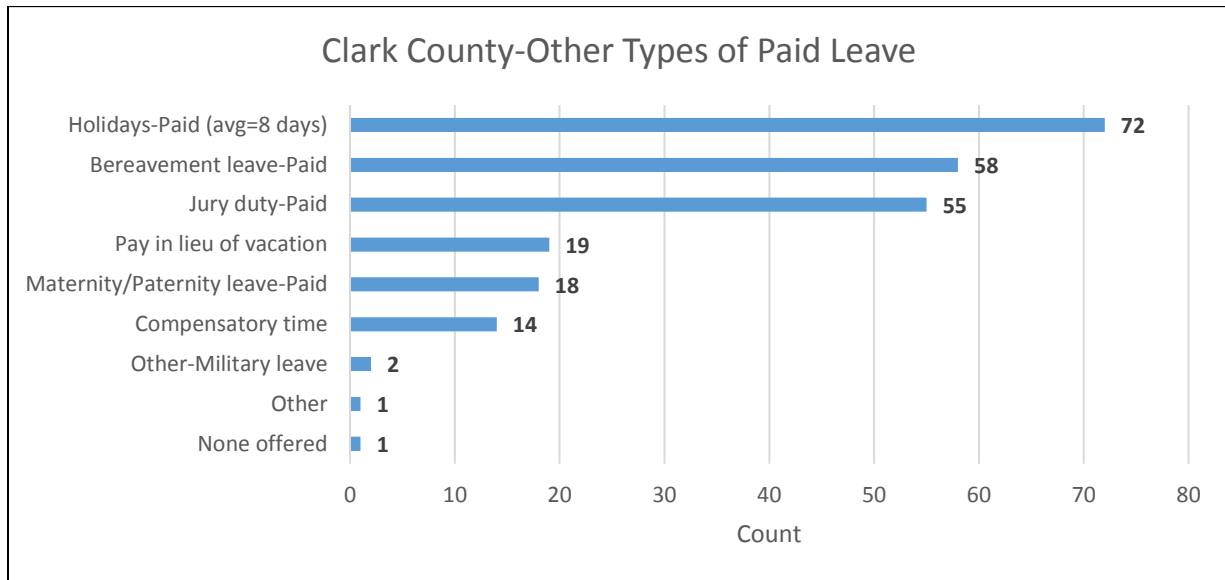


The two most common ways PTO is categorized is with personal, sick, and vacation as separate categories or personal/sick days are combined while vacation days is a separate category.

Average Number of Days Employees Receive in Paid Time Off by Years of Service (n=67)

Years of Service	Average PTO Days	Mode	Range
1	11	5	0-28
2	13	10	5-28
5	17	10	9-36
10	21	15	9-48
15	23	15	9-48
20	24	20	9-48
25	24	20	9-48

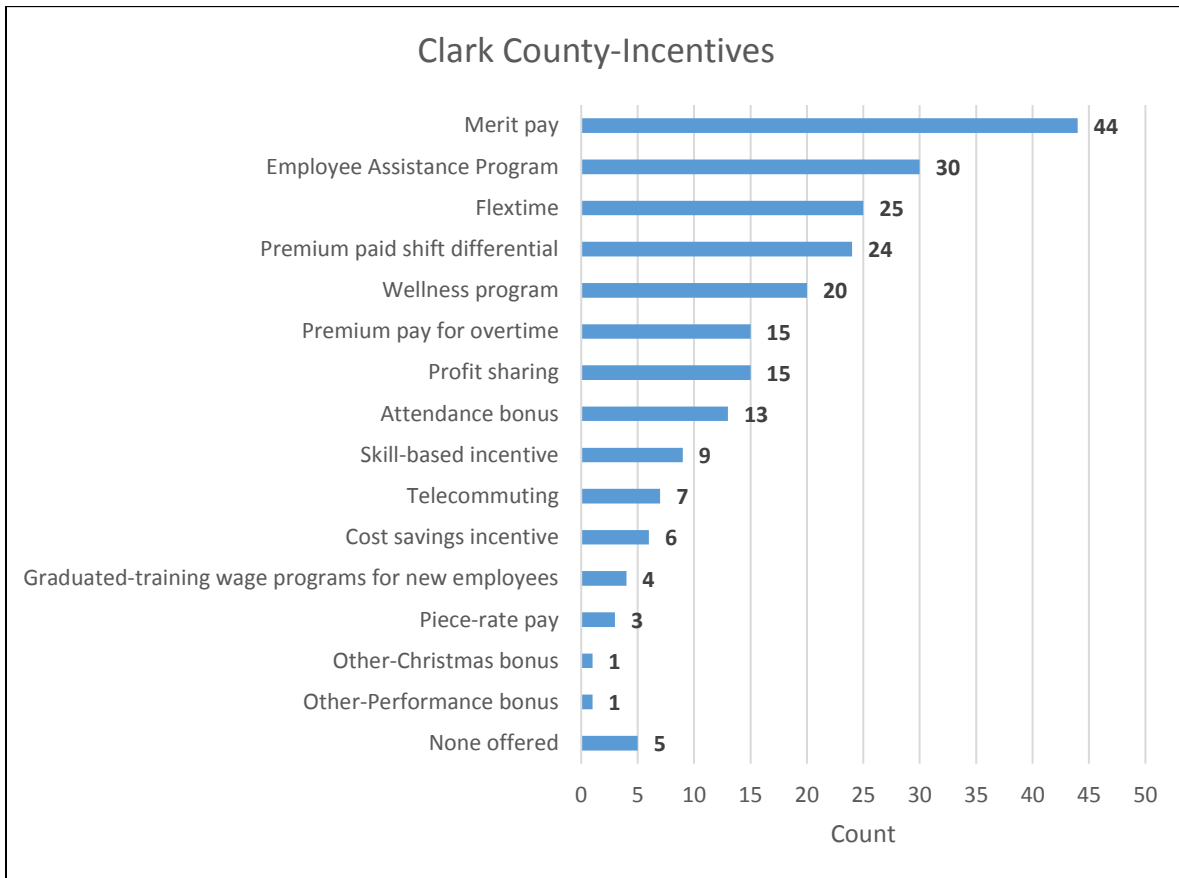
Other Types of Paid Leave



Note: Companies could select more than one option.

The most frequently offered type of other paid leave is paid holidays with the average number of paid holidays being 8. Bereavement and jury duty are the next most frequently offered types of other paid leave. These findings are consistent with the overall results.

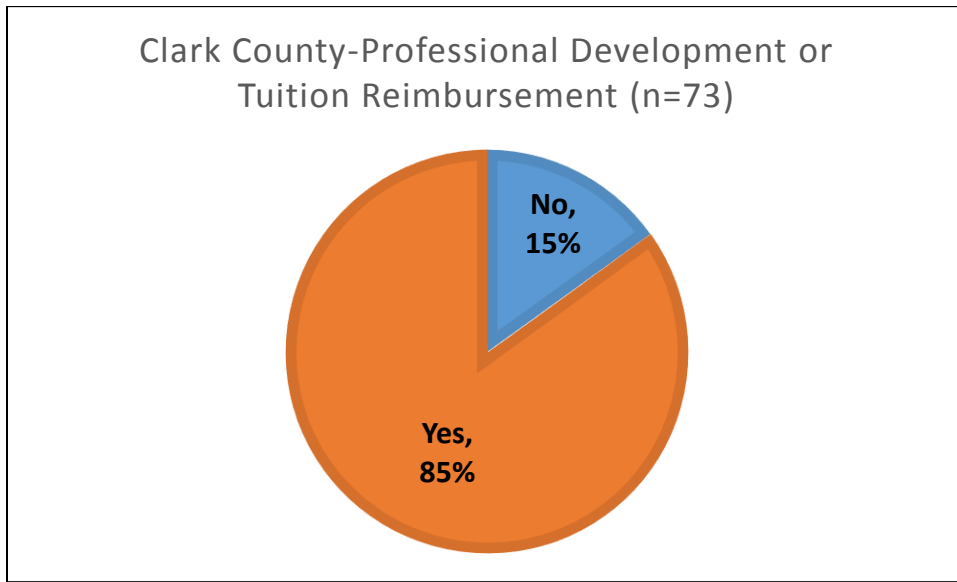
Incentives



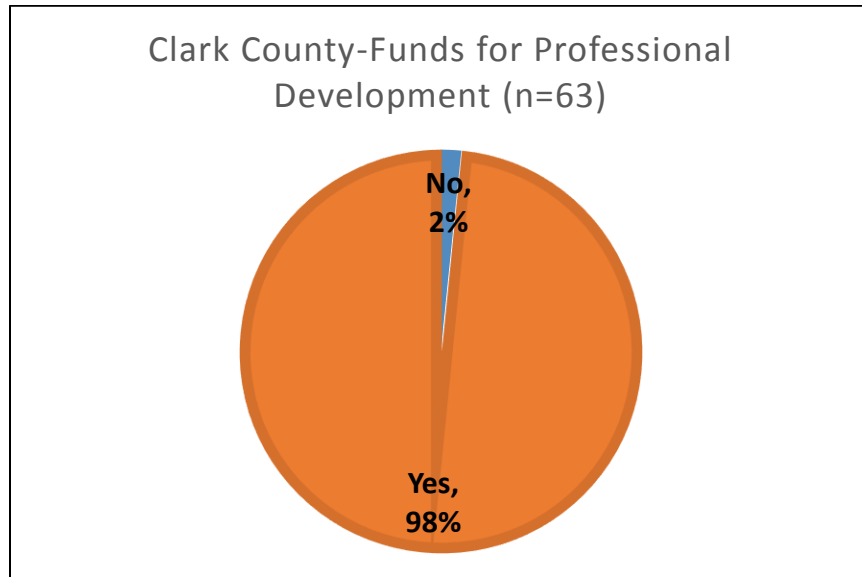
Note: Companies could select more than one option.

In terms of the most frequently offered incentives, 44 organizations offer merit pay and 30 offer employee assistance programs. These were also the top two most frequently offered incentives in the overall sample. The next cluster of incentives includes flextime, premium paid shift differentials, and wellness programs.

Does organization offer professional development or tuition reimbursement?



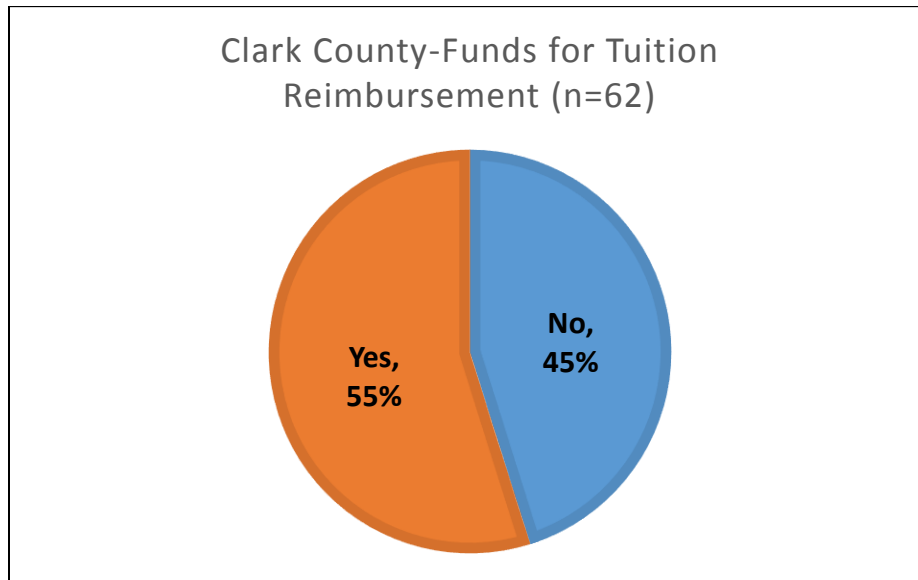
Does organization offer professional development?



What is the maximum employer contribution toward professional development per employee per year?

Maximum Employer Contribution toward Professional Development			
n	Average	Mode	Range
35	\$1,576	\$1,000	\$100-\$5,250

Does organization offer tuition reimbursement?

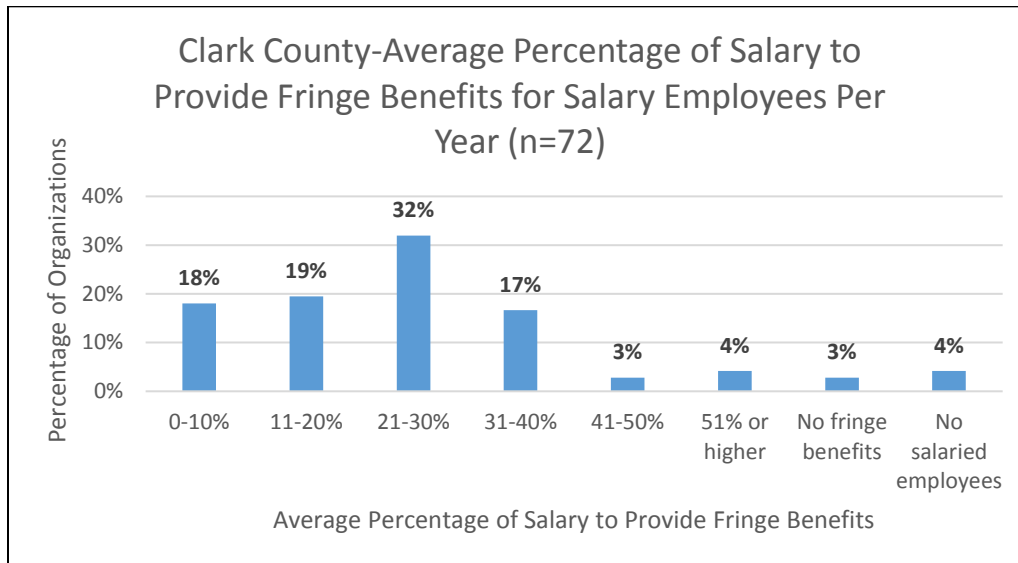


What is the maximum employer contribution toward tuition reimbursement per employee per year?

Maximum Employer Contribution toward Tuition Reimbursement			
n	Average	Mode	Range
22	\$4,526	\$5,000	\$80-\$20,000

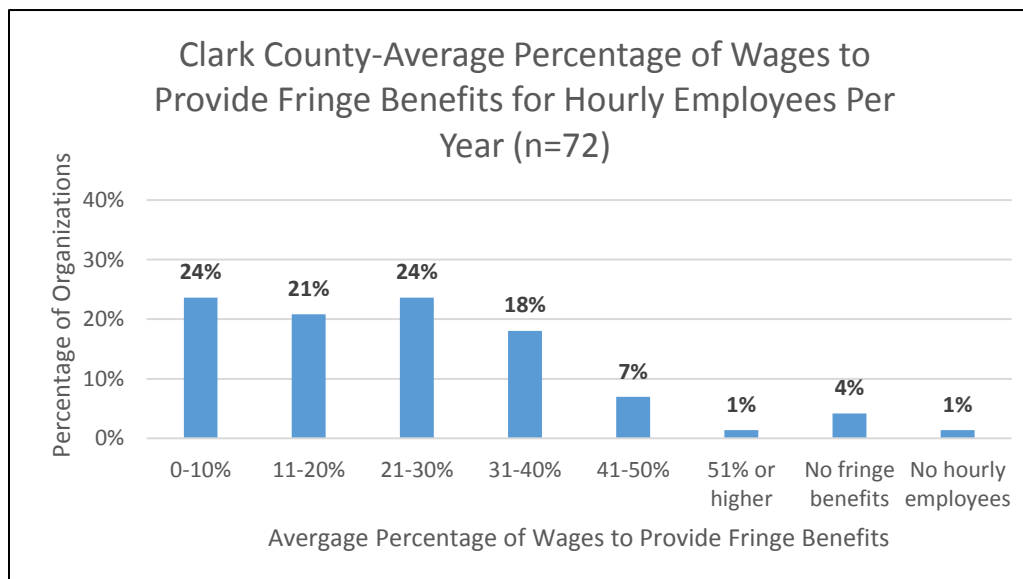
A large majority (85%) of organizations provide funds for employees' professional development and/or tuition reimbursement. As compared to the percentage of organizations that offer professional development (98%), a smaller percentage (55%) of organizations offer tuition reimbursement to employees. For both types of benefits, there is great variability in terms of the maximum dollar amount offered by the employer (e.g., \$80-\$20,000 for tuition reimbursement).

Average Percentage of Salary to Provide Fringe Benefits (insurance, retirement, paid time off, and incentives) for Salary Employees Per Year



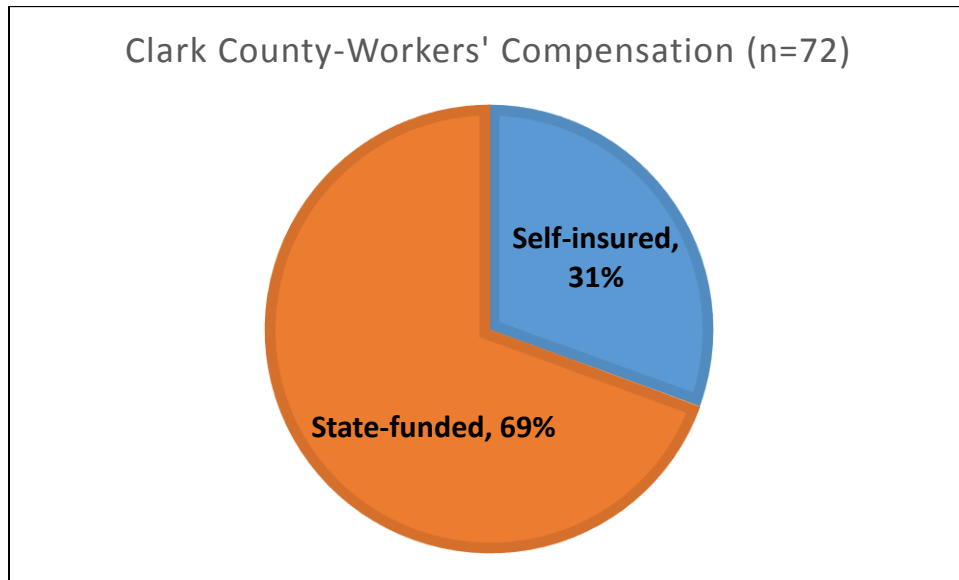
Thirty-two percent of organizations offer fringe benefits that make up 21-30% of salaried employees' wages. In the overall sample, the most frequent response is 21-30% in terms of average percentage of salary to provide fringe benefits for salary employees per year.

Average Percentage of Wages to Provide Fringe Benefits (insurance, retirement, paid time off, and incentives) for Hourly Employees Per Year



For hourly employees, there is a bimodal distribution in that fringe benefits account for 10% or less of wages for 24% of organizations whereas for another 24% of firms fringe benefits make up 21-30% of wages. In the overall sample, the two most frequently selected percentage of wage ranges are 0-10% and 31-40%.

Workers' Compensation



The majority opts for state-funded workers' compensation.

Limitations

A detailed list of limitations is provided in the Overall Results.

Appendices

Please see the Overall Results for the email sent to participants.