



2024

# North Alabama Wage & Benefit Survey

Benefits Detailed Report

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# Introduction

This report includes results from the 2024 Wage and Benefit Survey for North Alabama. The survey was designed and administered by Horizon Point Consulting, Inc. in partnership with economic and industrial development entities across North Alabama in Cherokee, Colbert, Cullman, DeKalb, Franklin, Jackson, Lauderdale, Lawrence, Limestone, Madison, Marshall, and Morgan Counties.



Data was collected between 04/01/2024 and 05/10/2024. All data reported in this survey is as of 01/01/2024 to comply with antitrust guidelines. Only results that meet DOJ and FTC antitrust guidelines are published in this report.

# Participating Businesses

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3M Decatur  
4M Research, Inc  
a.i. solutions  
AI Signal Research, Inc.  
Alabama Stone Company  
AlphaPet, Inc.  
American Excelsior Company  
AMERICAN LEAKLESS COMPANY, LLC  
American Wholesale Book Company Inc.  
Anglin Reichmann Armstrong P.C.  
Applied Technology Solutions, Inc.  
Asahi Kasei Plastics North America  
Ascend Performance Materials  
Athens State University  
Axxeum  
Bank Independent  
Baron Weather, Inc.  
Beyond Gravity USA  
Blue Origin  
Bocar US  
Brockwell Technologies, Inc.  
Brown Precision, Inc.  
Buccaneer Rope Co.  
Bunge North America  
Busted Knuckle Offroad  
Canvas Inc.  
Cardington Yutaka Technologies, Inc.  
Carpenter Technology  
Central Textile  
Chambers Bottling Co., LLC  
City of Huntsville  
Claborn Manufacturing  
CohesionForce, Inc  
Coilplus Alabama  
COLSA  
Concordia Technologies Inc.  
Constellium, LLC  
CONTRACTOR SERVICE AND FABRICATION, INC  
Cook Museum of Natural Science  
Cortina Solutions  
Cullman Cabinet and Supply Company, Inc.  
Custom Synthetic Fibers  
Daikin America, Inc.  
DaikyoNishikawa USA Inc  
Davidson Technologies  
Decatur Utilities  
DESE Research, Inc.  
Design Technologies, LLC  
Dunn Building Company, LLC  
EFP, LLC  
Electricfil Corporation  
EOS Defense Systems USA, Inc.  
Erica Lane Enterprises, Inc.  
ES Robbins Corporation  
Essity Professional Hygiene NA LLC  
First Southern Bank  
Flexco  
Flourish of Cullman  
Fort Payne Improvement Authority  
Franklin County EDA  
G&G Steel, Inc.  
GE Appliances, a Haier Company  
Gemstone Ventures LLC  
Gleason Research Associates, Inc.  
Goat Island Craft Brewing, LLC  
Great Southern Wood Preserving, Inc.  
Griffon Aerospace Inc.  
Hexcel Corporation  
HH Health System Athens-Limestone Hospital  
HH TECHNOLOGIES, INC  
Holcim Building Envelope  
HomTex, Inc.  
Huntsville Hospital  
Huntsville/Madison County Chamber  
Huntsville-Madison County Airport Authority  
Hyosung USA  
ICool, USA. Inc.  
Independent Stave Company  
Ineos Styrolution  
Inland Buildings

# Participating Businesses

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InterFuze  
International Paper  
Intuitive Research and Technology Corporation  
Invariant Corporation  
John Blue Company  
Lakeland Industries Inc.  
Leonardo DRS  
Limestone Building Group, LLC  
Limestone County Commission  
Linamar Structures USA (Alabama) Inc.  
LP Building Solutions  
Marathon Targets, Inc.  
Matthews Industries, Inc.  
Maximum Technology Corporation  
Mazda North American Operations  
Mazda Toyota Manufacturing  
McGriff  
MICOR Industries, LLC  
Monarch Steel of Alabama  
MOSELEY TECHNICAL SERVICES, INC.  
MSB Analytics, Inc.  
MSCED  
Navistar Inc  
Nippon Express USA  
North Alabama Fabricating Company, Inc.  
North American Lighting  
nou Systems, Inc  
NTA, Inc.  
Nucor Steel Decatur  
Our Lady of the Angels Monastery  
Outpost Technologies, Inc.  
PeopleTec, Inc.  
Phased n Research, Inc.  
Phoenix  
Pilgrim's  
Pinnacle Manufacturing LLC  
Polaris, Inc  
Polyvance  
QTEC Aerospace  
Radiance Technologies  
Rebecca Lowrey Real Estate Group  
REHAU Automotive LLC  
Reliance Worldwide Corporation  
ROPAK MANUFACTURING COMPANY INC  
Royal Technologies  
Rusken Packaging, Inc.  
SCI Technology Inc.  
Science and Engineering Services, LLC  
SEA Wire and Cable, Inc.  
Shoals EDA  
Simulation Technologies, Inc. -SimTech  
Snap-On Tools, Inc.  
Steelcase, Inc  
Strata-G Solutions, LLC  
Systems Automotive Interiors Alabama  
T & C STAMPING, INC.  
Taylor Manufacturing, Inc.  
TH Marine Supplies, LLC  
Thacker Casket Manufacturing  
The Tolliver Group, Inc.  
The University of Alabama in Huntsville  
Tiffin Motor Homes  
Tintronics Industries  
Toray Fluorofibers (America), Inc.  
Torch Technologies  
Town of Elkmont  
ITRIS USA, Inc.  
TriVector Services, Inc.  
TRU-LINE MANUFACTURING, INC.  
Turner Medical, Inc. dba Intech  
United Launch Alliance  
UTD  
Vulcan Plastics  
Warehouse Home Furnishings Distributors, Inc.  
Wilks Tire & Battery Service  
Willo Products Company, LLC  
Wilson Lumber Company  
Wolverine Tube Industries  
Y-tec Keylex Toyotetsu Alabama (YKTA)

# Business Demographics

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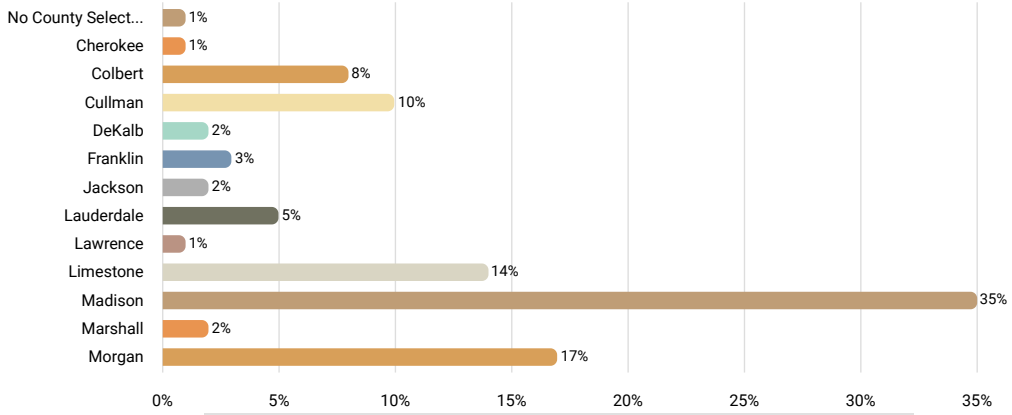
# 1. Demographic Information

## 1.1. In which county is your company located?

Answered 173 times

Skipped 0 times

Select one answer (drop down)



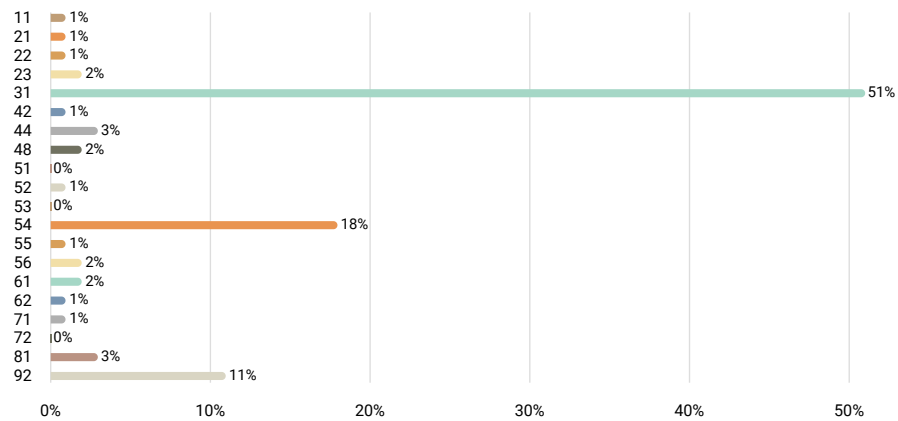
Results	%	N
No County Selected	1%	1
Cherokee	1%	1
Colbert	8%	13
Cullman	10%	18
DeKalb	2%	3
Franklin	3%	5
Jackson	2%	3
Lauderdale	5%	8
Lawrence	1%	2
Limestone	14%	25
Madison	35%	61
Marshall	2%	4
Morgan	17%	29

## 1.2. What is the two digit NAICS (North American Industry Classification System) code for your industry?

Answered 173 times

Skipped 0 times

Select one answer (drop down)



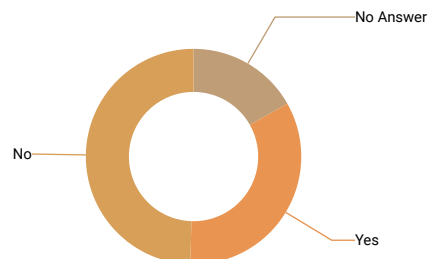
Results	%	N
11 Agriculture, Forestry, Fishing and Hunting	1%	1
21 Mining	1%	1
22 Utilities	1%	2
23 Construction	2%	3
31-33 Manufacturing	51%	89
42 Wholesale Trade	1%	2
44-45 Retail Trade	3%	5
48-49 Transportation and Warehousing	2%	3
51 Information	0%	0
52 Finance and Insurance	1%	2
53 Real Estate Rental and Leasing	0%	0
54 Professional, Scientific, and Technical Services	18%	32
55 Management of Companies and Enterprises	1%	1
56 Administrative and Support and Waste Management and Remediation Services	2%	3
61 Educational Services	2%	3
62 Health Care and Social Assistance	1%	1
71 Arts, Entertainment, and Recreation	1%	1
72 Accommodation and Food Services	0%	0
81 Other Services (except Public Administration)	3%	5
92 Public Administration	11%	19

## 1.4. Is your organization a government contractor?

Answered 173 times

Skipped 0 times

Select one answer (radio button)



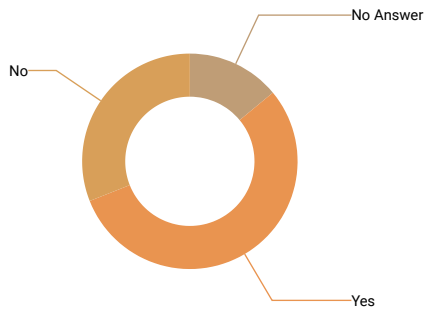
Results	%	N
No Answer	17%	29
Yes	34%	58
No	50%	86

### 1.5. Is your organization a manufacturer?

Answered 173 times

Skipped 0 times

Select one answer (radio button)



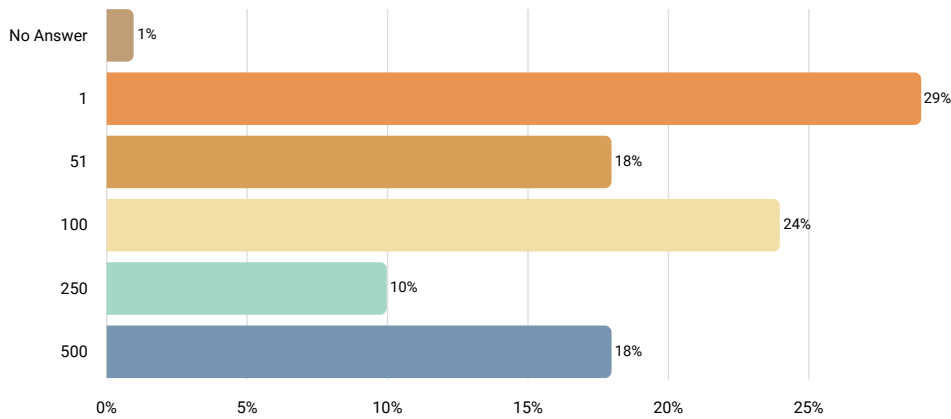
Results	%	N
No Answer	14%	25
Yes	55%	95
No	31%	53

### 1.6. Company Size

Answered 173 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
No Answer	1%	1
1-50 Employees	29%	51
51-99 Employees	18%	31
100-249 Employees	24%	41
250-499 Employees	10%	17
500+ Employees	18%	32

# Company and HR Data

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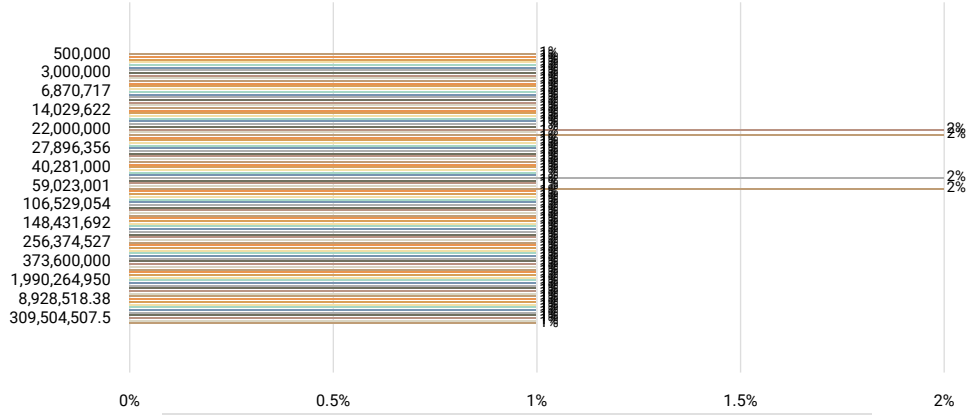
## 2. Company and HR Data

### 2.1. Total Gross Revenue in 2023

Answered 105 times

Skipped 68 times

Number input



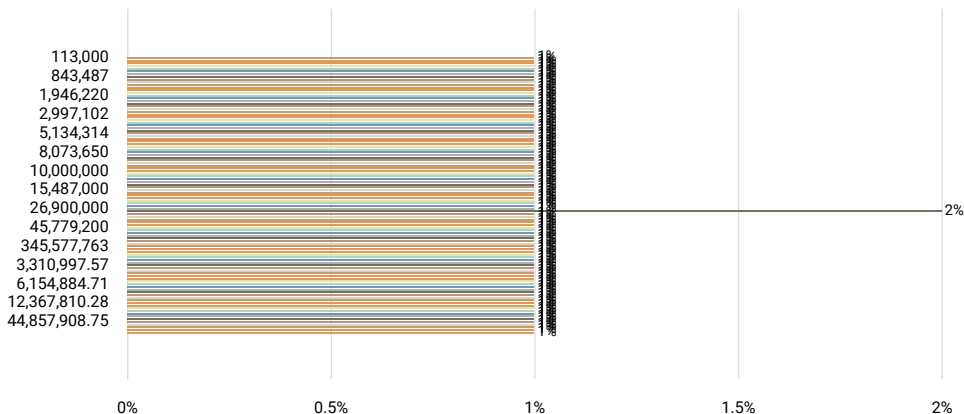
Statistics	
10th percentile	4,300,000
25th percentile	12,138,140.83
50th percentile	40,281,000
75th percentile	153,020,556
90th percentile	500,000,000
Mean	511,189,115.17
Median	40,281,000
Standard deviation	1,888,283,013.27
Total/sum	53,674,857,092.79

## 2.2. Total Gross Payroll in 2023

Answered 104 times

Skipped 69 times

Number input



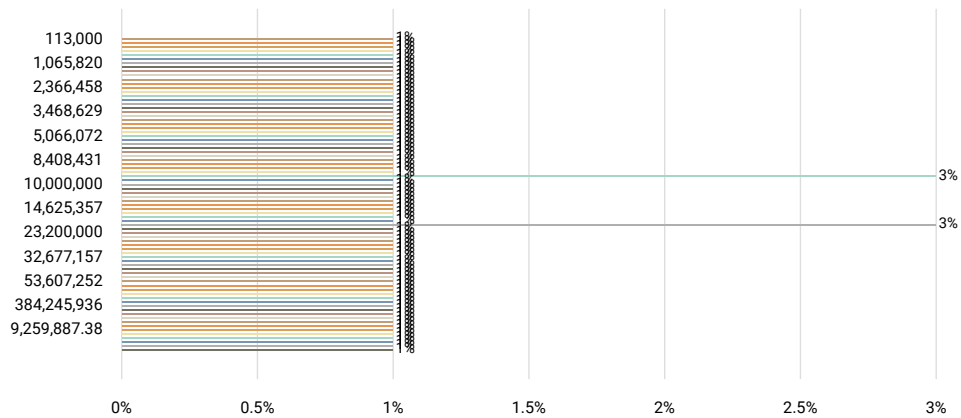
Statistics	
10th percentile	1,157,347.18
25th percentile	2,994,051
50th percentile	8,587,820.5
75th percentile	24,154,500
90th percentile	55,559,966
Mean	41,940,597.94
Median	8,587,820.5
Standard deviation	198,075,861.37
Total/sum	4,361,822,185.98

### 2.3. Total Budgeted Payroll for 2023

Answered 80 times

Skipped 93 times

Number input



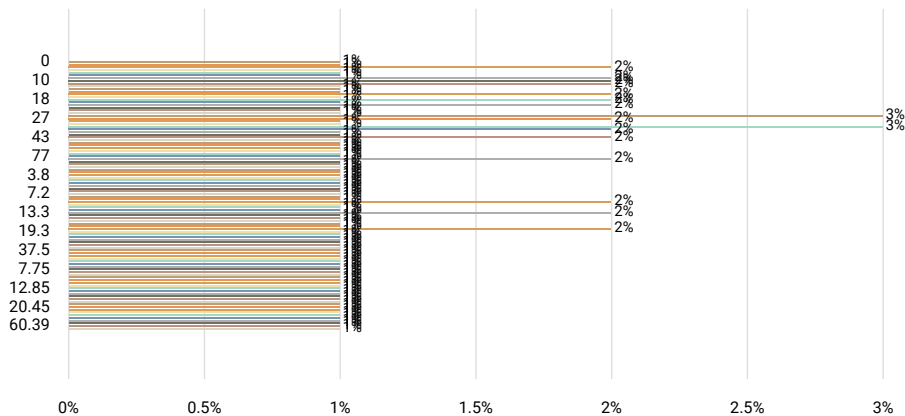
Statistics	
10th percentile	1,135,272.64
25th percentile	3,334,990.26
50th percentile	9,620,910.5
75th percentile	26,402,761.72
90th percentile	61,924,169
Mean	74,492,174.51
Median	9,620,910.5
Standard deviation	310,971,407.89
Total/sum	5,959,373,960.46

## 2.4. Overall Turnover Rate in 2023

Answered 125 times

Skipped 48 times

Number input



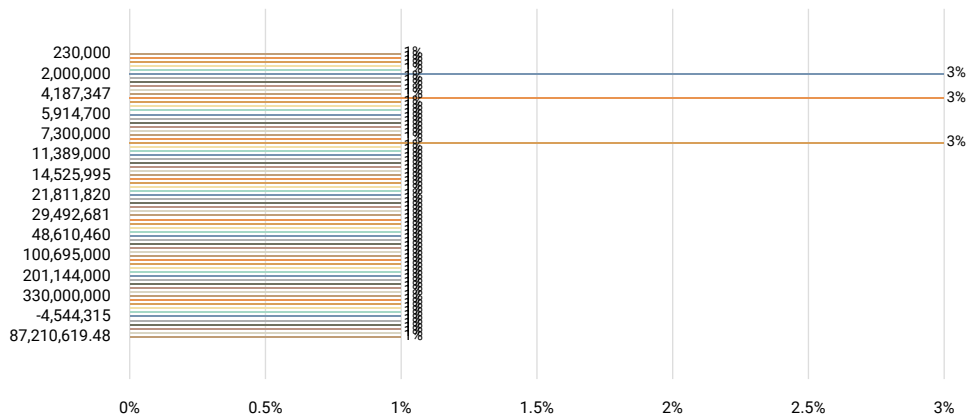
Statistics	
10th percentile	6
25th percentile	10
50th percentile	18.6
75th percentile	32
90th percentile	55.3
Mean	28.45
Median	18.6
Standard deviation	32.64
Total/sum	3,555.92

## 2.5. Total Operating Budget for 2023

Answered 74 times

Skipped 99 times

Number input



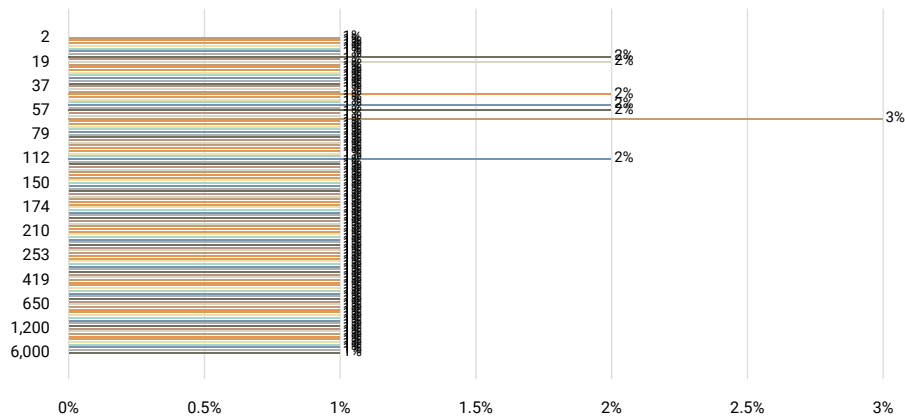
Statistics	
10th percentile	2,000,000
25th percentile	5,914,700
50th percentile	15,013,568
75th percentile	62,229,487
90th percentile	281,225,192
Mean	77,922,501.39
Median	15,013,568
Standard deviation	155,130,641.34
Total/sum	5,766,265,102.53

## 2.6. Number of Full-Time Employees (FTEs)

Answered 148 times

Skipped 25 times

Number input



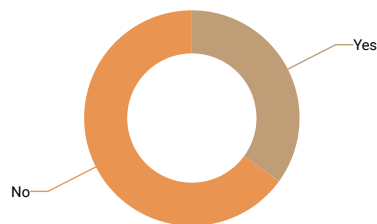
Statistics	
10th percentile	19
25th percentile	47
50th percentile	124.5
75th percentile	275.5
90th percentile	753
Mean	334.19
Median	124.5
Standard deviation	725.72
Total/sum	49,460

## 2.7. Are you planning a hiring campaign this year?

Answered 152 times

Skipped 21 times

Select one answer (radio button)



Results	%	N
Yes	35%	53
No	65%	99

## 2.8. Which types of positions do you plan to hire this year?

Answered 53 times

Skipped 0 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Are you planning a hiring campaign this year?" has Selected button "Yes"

Results	N
Full-Time, Exempt	42
Full-Time, Non-Exempt	45
Part-Time	17
Temporary	17
Intern	21
Co-Op	9

## 2.9. How many people do you expect to hire in 2024?

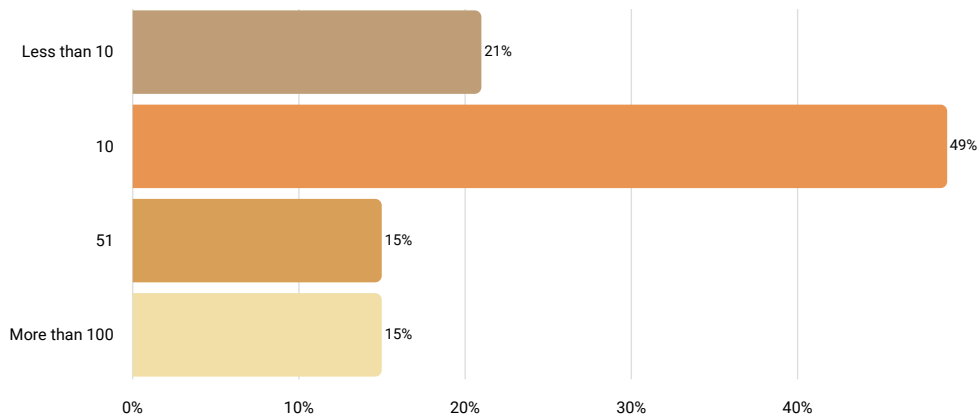
Answered 53 times

Skipped 0 times

Select one answer (drop down)

This question is applicable when the following conditions are met:

- "Are you planning a hiring campaign this year?" has Selected button "Yes"



Results	%	N
Less than 10	21%	11
10-50	49%	26
51-100	15%	8
More than 100	15%	8

## 2.10. Which job title(s) is/are the hardest to fill as of 01/01/2024?

Answered 41 times

Skipped 12 times

Text area input

This question is applicable when the following conditions are met:

- "Are you planning a hiring campaign this year?" has Selected button "Yes"

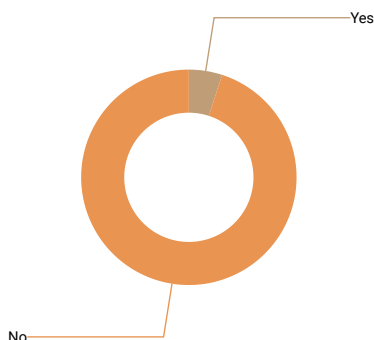
Results	
welders	2
machinist	2
production	2
engineering	2
cdl drivers	1
control engineer	1
maintenance, ehs	1
hourly production	1
material handling	1
senior accountant	1
skilled operators	1
software engineer	1
office administrator	1
production operators	1
production team members	1
part time transit driver	1
cost analyst; cybersecurity	1
2nd shift production operator	1
project manager, superintendent	1
operator and warehouse associate	1
truck driver, laborer/team member	1
electrician, maintenance technician	1
electrical engineer, mechanical engineer	1
trainers 3rd shift workers order fillers	1
software and cloud engineers w/clearances	1
structural steel fitter industrial painter	1
metal building assembler and superintendent	1
cnc operator, technician, sewing machine operator	1
maintenance technician process control technician	1
maintenance technicians, automation technicians, engineers	1
maintenance; machine operataor -2nd and third shift roles. cnc operator.	1
electrical techs, electrical engineer, metallurgist, ladle crane operator	1
welders, production workers, accountant, it analyst, maintenance technician,	1
network engineers, software developers, systems administrators, scrum masters	1
software developer, devsecops engineer, software engineer 3, systems engineer	1
maintenance electrical maintenance machinist industrial hvac electrical engineer process engineer	1
lifeguards, wpc utility workers, paratransit drivers, fixed route operators, police officers, animal care & shelter attendants,	1

## 2.12. Are any of your employees represented by a union?

Answered 156 times

Skipped 17 times

Select one answer (radio button)



Results	%	N
Yes	5%	8
No	95%	148

## 2.13. You indicated that you have employees who are part of a union. Which union?

Answered 8 times

Skipped 0 times

Text input

This question is applicable when the following conditions are met:

- "Are any of your employees represented by a union?" has Selected button "Yes"

Results	
iam	1
usw	1
ufcw	1
rwdsu	1
rwdsu, ibt, ufcw	1
united steel workers internal union	1
united steel workers and operating engineers	1
nasa custodians, international association of machinists and aerospace workers, district #75, local lodge #2766	1

## 2.14. How many of your employees are represented by a union?

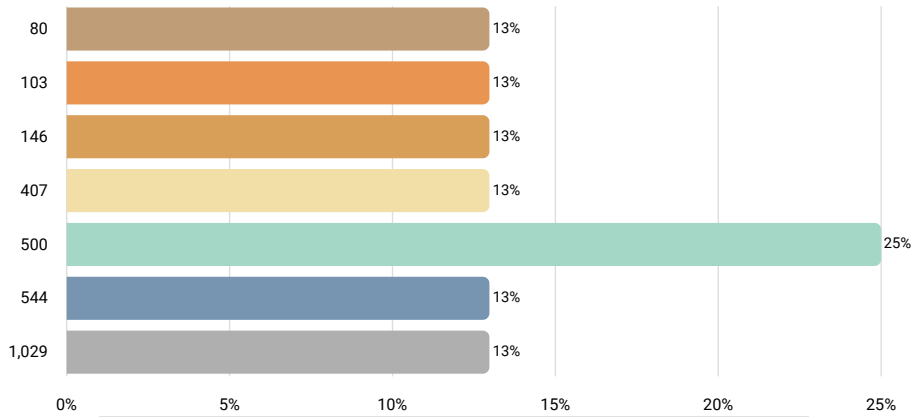
Answered 8 times

Skipped 0 times

Number input

This question is applicable when the following conditions are met:

- "Are any of your employees represented by a union?" has Selected button "Yes"



Statistics	
10th percentile	80
25th percentile	124.5
50th percentile	453.5
75th percentile	522
90th percentile	1,029
Mean	413.63
Median	453.5
Standard deviation	313.98
Total/sum	3,309

## 2.15. You indicated that you have no employees represented by a union. Is there any union activity taking place at your site?

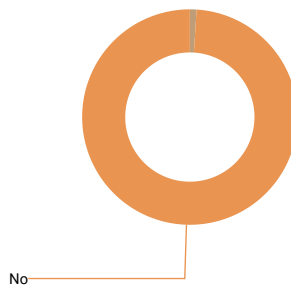
Answered 147 times

Skipped 1 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Are any of your employees represented by a union?" has Selected button "No"



Results	%	N
Yes	1%	2
No	99%	145

# Pay Practices

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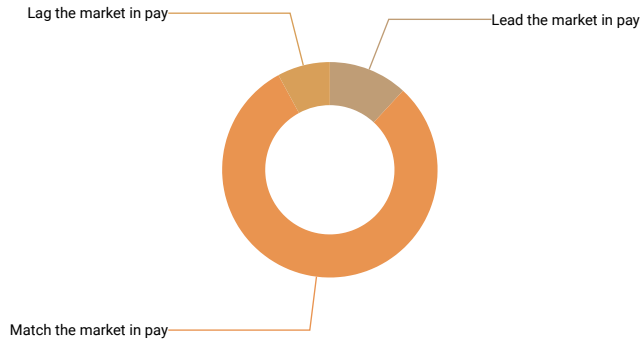
# 3. Pay Practices

## 3.1. What is your strategic compensation policy in regards to the external market?

Answered 154 times

Skipped 19 times

Select one answer (radio button)



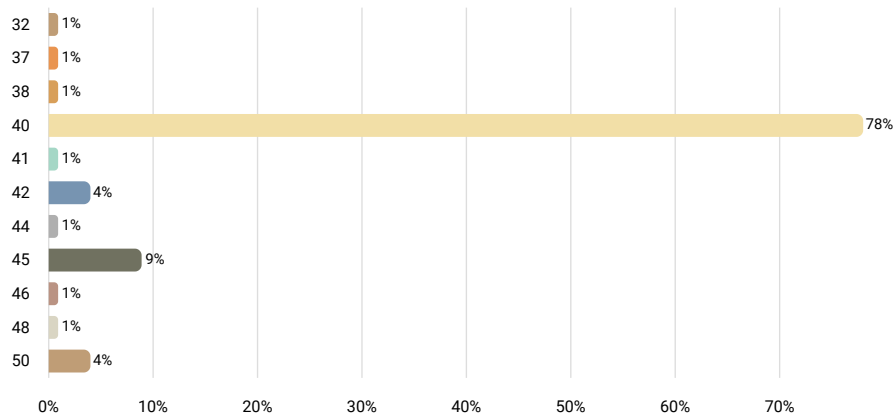
Results	%	N
Lead the market in pay	12%	18
Match the market in pay	81%	124
Lag the market in pay	8%	12

## 3.2. What is your company's average workweek in hours?

Answered 157 times

Skipped 16 times

Number input



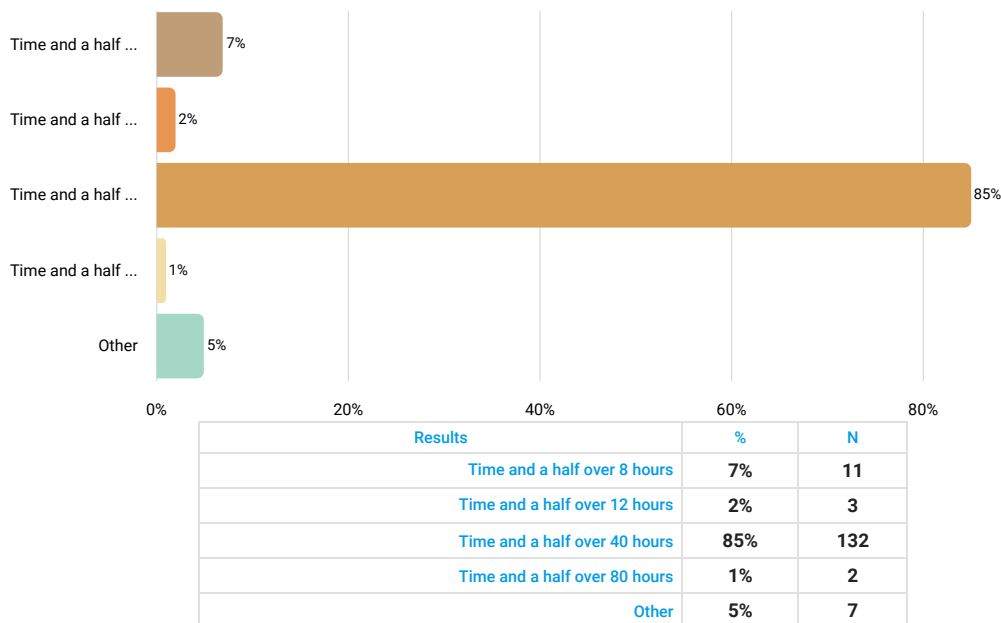
Statistics	
10th percentile	40
25th percentile	40
50th percentile	40
75th percentile	40
90th percentile	45
Mean	40.99
Median	40
Standard deviation	2.63
Total/sum	6,436

### 3.3. How do you calculate overtime hours?

Answered 155 times

Skipped 18 times

Select one answer (radio button)



### 3.4. Describe how you calculate overtime hours.

Answered 7 times

Skipped 0 times

Text area input

This question is applicable when the following conditions are met:

- "How do you calculate overtime hours?" has Selected button "Other"

Results	n/a	N
	n/a	2
exempt: regular time over 40. non-exempt: time and a half over 40		1
pay overtime for hours worked in excess of forty hours in a weekly pay period		1
time and half over 40, unscheduled, 7th consecutive day, hours worked on holidays.		1
for full time employees we have comp time. for part time employees it is 1.5 after 40 hours.		1
nonexempt: time-and-half over 40 hours in a work week; exempt: straight-time over40 hours in a work week (except where state law or specific contracts specify otherwise)		1

### 3.5. Do you offer any incentive, bonus, or profit-sharing options specifically for production/maintenance employees?

Answered 86 times

Skipped 87 times

Select multiple answers (checkboxes)

Results	N
Semi-Annual Bonus, based on individual performance	2
Semi-Annual Bonus, based on company performance	3
Quarterly Bonus, based on individual performance	7
Quarterly Bonus, based on company performance	13
Annual Bonus, based on individual performance	23
Annual Bonus, based on company performance	34
Other	25

### 3.6. Please describe any incentive, bonus or profit sharing structures for your production/maintenance staff.

Answered 24 times

Skipped 1 times

Text area input

This question is applicable when the following conditions are met:

- `Do you offer any incentive, bonus, or profit-sharing options specifically for production/maintenance employees?` has `Other` checked

Results	
longevity pay	1
profit sharing	1
annual profit sharing	1
bonus annually based on cba	1
referral and christmas bonus	1
weekly bonus based on attendance	1
10 to 12% of monthly pay based on uph.	1
weekly incentive for perfect attendance	1
monthly production bonus, annual profit share	1
annual safety bonus, based on site performance	1
monthly bonus, based on individual performance	1
monthly performance bonus, annual company bonus	1
monthly incentive based on department performance	1
incentive for exceeding the average production per week.	1
salaried production managers are eligible for a monthly bonus.	1
monthly incentive if production is made without quality issues.	1
annual bonus, based on company performance and individual performance	1
monthly production incentive available for retread/production employees.	1
annual one-time pay adjustment in december determined by our board of directors.	1
production bonus for those in operations/maintenance - tied to shifts/paid weekly	1
bonus for select salaried employees based on individual, plant, and company performance.	1
employees are eligible for a production bonus based on three metrics each biweekly payroll period.	1
we offer \$1 per hour for every hour worked in a month where the ee does not have any disciplinary actions or unexcused absences.	1
annual discretionary profit sharing into retirement plans (401(k) and esop); annual performance bonus; referral bonus; spot bonus; sars; phantom stock.	1

### 3.7. Do you offer any incentive, bonus, or profit-sharing options specifically for process E&I employees?

Answered 55 times

Skipped 118 times

Select multiple answers (checkboxes)

Results	N
Semi-Annual Bonus, based on individual performance	1
Semi-Annual Bonus, based on company performance	1
Quarterly Bonus, based on individual performance	3
Quarterly Bonus, based on company performance	8
Annual Bonus, based on individual performance	22
Annual Bonus, based on company performance	32
Other	7

### 3.8. Do you offer any incentive, bonus, or profit-sharing options specifically for executive employees?

Answered 113 times

Skipped 60 times

Select multiple answers (checkboxes)

Results	N
Semi-Annual Bonus, based on individual performance	5
Semi-Annual Bonus, based on company performance	5
Quarterly Bonus, based on individual performance	7
Quarterly Bonus, based on company performance	7
Annual Bonus, based on individual performance	51
Annual Bonus, based on company performance	80
Other	11

### 3.9. Please describe any incentive, bonus or profit sharing structures for your executive staff.

Answered 8 times

Skipped 3 times

Text area input

This question is applicable when the following conditions are met:

- 'Do you offer any incentive, bonus, or profit-sharing options specifically for executive employees?' has 'Other' checked

Results	N
esop	1
discretionary	1
longevity pay	1
monthly bonus	1
annual profit sharing	1
semi-annual profit sharing bonus	1
biweekly production bonus based on three metrics.	1
annual bonus based on individual and company performance. profit sharing based on company performance.	1

### 3.10. Do you offer any incentives, bonuses, or profit-sharing for employees at-large?

Answered 87 times

Skipped 86 times

Select multiple answers (checkboxes)

Results	N
Semi-Annual Bonus, based on individual performance	3
Semi-Annual Bonus, based on company performance	1
Quarterly Bonus, based on individual performance	3
Quarterly Bonus, based on company performance	7
Annual Bonus, based on individual performance	36
Annual Bonus, based on company performance	50
Other	14

### 3.11. Please describe any incentive, bonus, or profit-sharing for employees at-large.

Answered 12 times

Skipped 2 times

Text area input

This question is applicable when the following conditions are met:

- `Do you offer any incentives, bonuses, or profit-sharing for employees at-large?` has `Other` checked

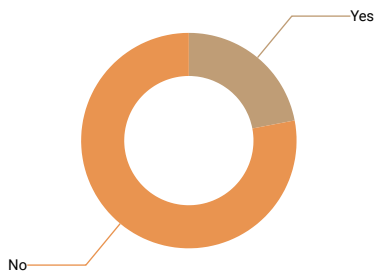
Results	
esop	1
holiday bonus	1
monthly bonus	1
annual profit sharing	1
beweekly bonus based on three metrics.	1
spot bonus for outstanding performance	1
longevity pay, physical agility incentive	1
profit sharing based on company performance	1
annual bonus, based on both company and individual performance	1
spot bonuses based on performance or contribution on a specific project	1
incentive bonus based on company and individual performance for leadership positions or critical employees.	1
we offer \$1 per hour for every hour worked in a month where the ee does not have any disciplinary actions or unexcused absences.	1

### 3.12. Do you have any skills-based pay programs in place?

Answered 148 times

Skipped 25 times

Select one answer (radio button)



Results	%	N
Yes	22%	32
No	78%	116

### 3.13. Please describe any skills-based pay programs in place. What positions are eligible? How much is offered in pay increases? What is the basis of skills needed to acquire for increases?

Answered 25 times

Skipped 7 times

Text area input

This question is applicable when the following conditions are met:

- "Do you have any skills-based pay programs in place?" has Selected button "Yes"

Results	
forklift certification	1
production skills based pay	1
forklift operator tugger operator	1
incentives based on work performance	1
forklift operator. \$.25 / hour increase.	1
scaled pay for higher skilled technical associates	1
operators are eligible based on certifications acquired and skill level testing	1
maintenance progression based on testing and skills training. \$5 per hour increments	1
pay increases will begin for non-grandfathered employees based on skills assessment.	1
certification on equipment -pit \$1.00 increase for full time .50 cents part-time driver.	1
any employee that learns another skill outside their regular position will receive \$1.00 / hr increase in pay	1
wpc utility worker - <a href="https://www.huntsvilleal.gov/wp-content/uploads/2017/05/wpc-utility-worker-requirements-2.pdf">https://www.huntsvilleal.gov/wp-content/uploads/2017/05/wpc-utility-worker-requirements-2.pdf</a>	1
different level training programs to increase skills. \$.40 per skill in one level \$.25 per skill in other two levels.	1
we have job skills that must be learned before a raise is given. this is for all areas of shipping, production and maintenance.	1
millwright/electrical positions are based on skills, pay is tiered c, b, a level and the increases are \$3.13 and \$4.85 difference per hour.	1
radiance follows a salary admin structure that uses years of experience and education level to classify employees to a specific labor category.	1
employees operating fork lifts at our shoals cold storage location receive a step progression in regards to how high they can store and stack product.	1
6 month assessments are done for technicians and they have the potential for a pay increase based on demonstrated proficiency of skills on our skills matrix	1
merit - step increase program in place for all positions. 2.5% is the offered pay increase. basis of skills needed to qualify for increases varies according to the department assigned.	1
order management (admin) employees are on a leveling system. when they learn and master more skills, they are promoted to the next level with a pay increase in addition to their annual increase.	1
we have a tier of tech levels that production and maintenance employees can participate in. first level is trainee, then tech 1, tech 2 and tech 3. each level is approximately a ten percent increase in pay.	1
progression systems for all hourly employee departments. pay increases are different for each department and progression level. the skills needed to acquire increases are pre-determined in each department for each level and are not based on time in the position.	1
skills based pay programs are defined with specific skills to be acquired in order to achieve set pay rates for higher skilled employees. these are in place with maintenance technicians, transportation technicians, overhead crane operators, and quality lab operators.	1
maintenance positions only. attend technical school and successfully complete required course curriculum. \$ 2.00 per hour more from the entry level maintenance pay rate. employee must be able to demonstrate their skills in maintenance during their training on the job.	1
employees start off on a base level at a certain pay rate. after review of acquired skills, the employee is advanced to the next step; level-1, level-2, level-3, level-4 and possibly a level-5 pay rate. pay rates for each level are difference by about \$0.20 to \$0.60 sometimes a \$1.00 for levels 4 and 5. skills needed to acquire an increase to the next level are listed on a job skills matrix available to the employee.	1

### 3.14. How are employees classified at your company?

Answered 134 times

Skipped 39 times

Select multiple answers (checkboxes)

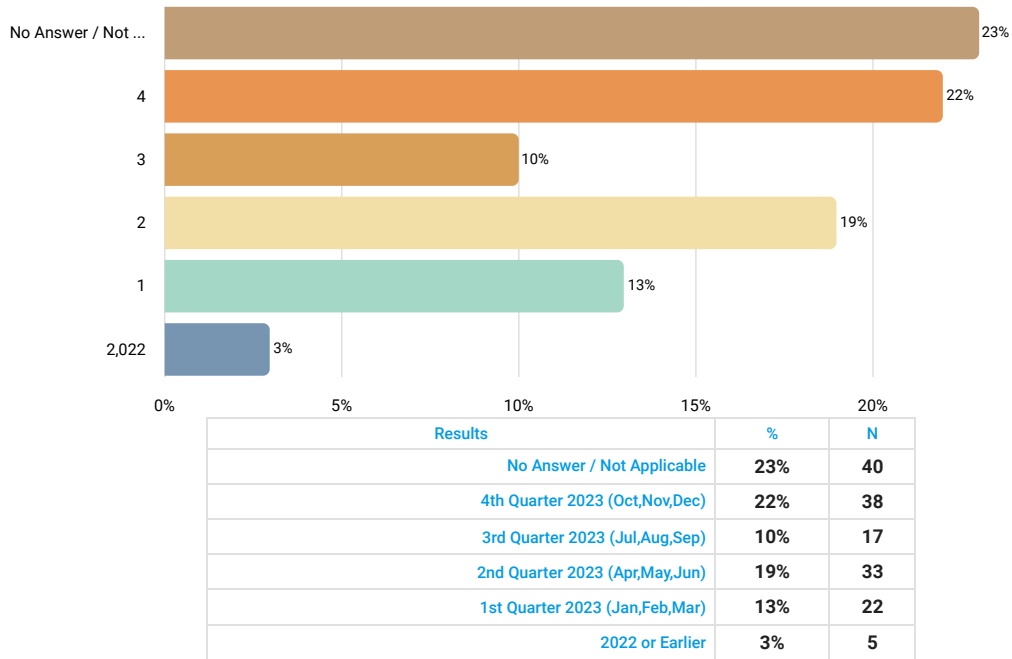
Results	N
Tiers	16
Bands	9
Grades	52
Levels	64
Schedules	11
Other	20

### 3.15. When was your last pay increase for hourly employees?

Answered 173 times

Skipped 0 times

Select one answer (drop down)

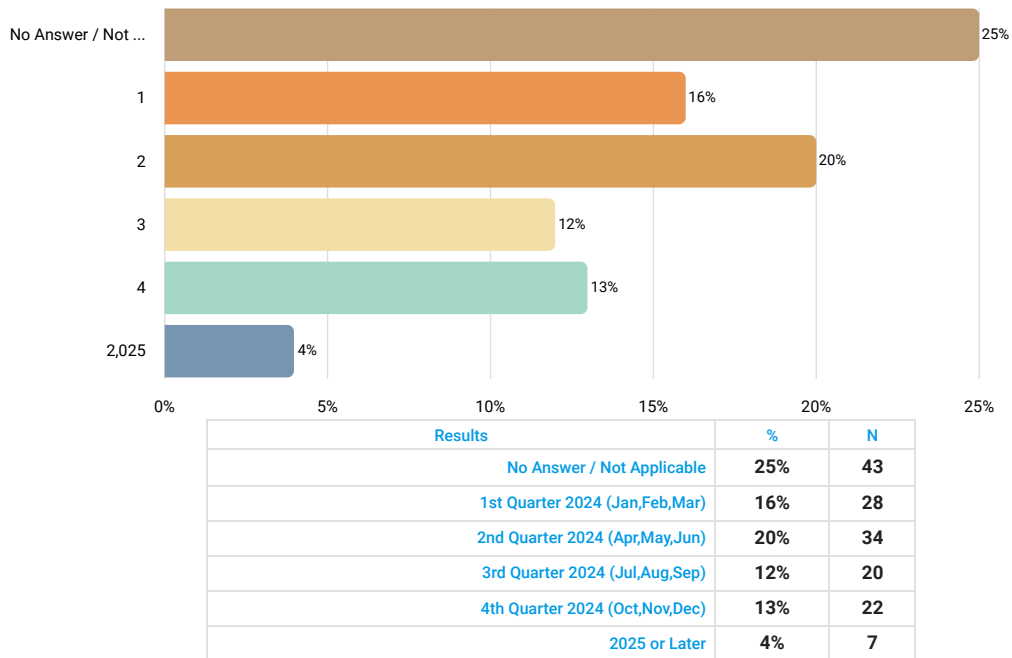


### 3.16. When is the next anticipated wage increase for hourly employees?

Answered 173 times

Skipped 0 times

Select one answer (drop down)

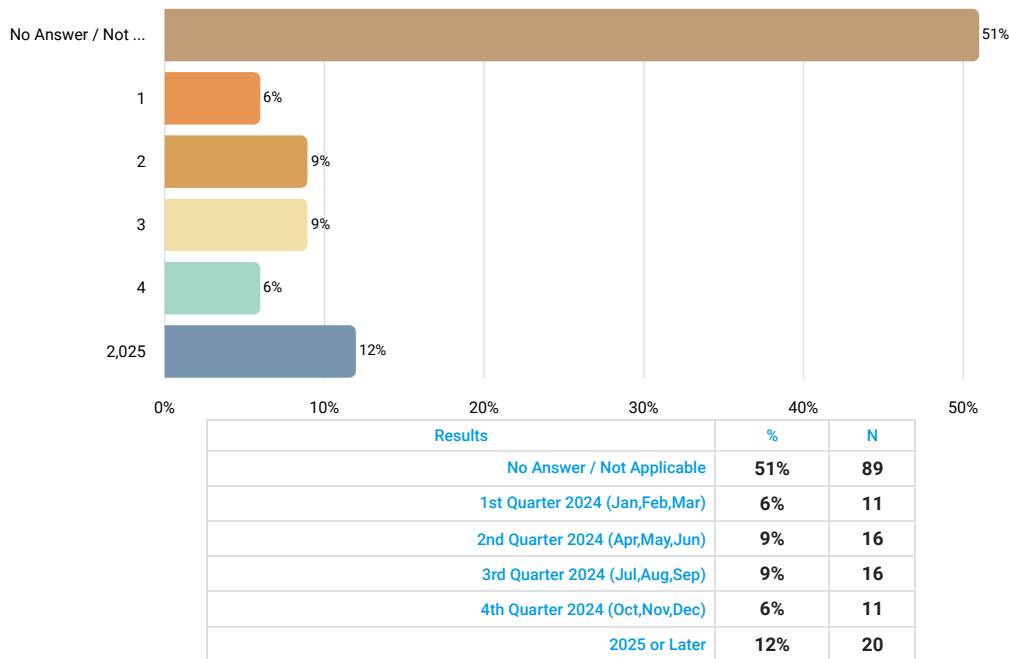


### 3.17. If applicable, when is the next anticipated change in your pay RANGE for hourly employees?

Answered 173 times

Skipped 0 times

Select one answer (drop down)

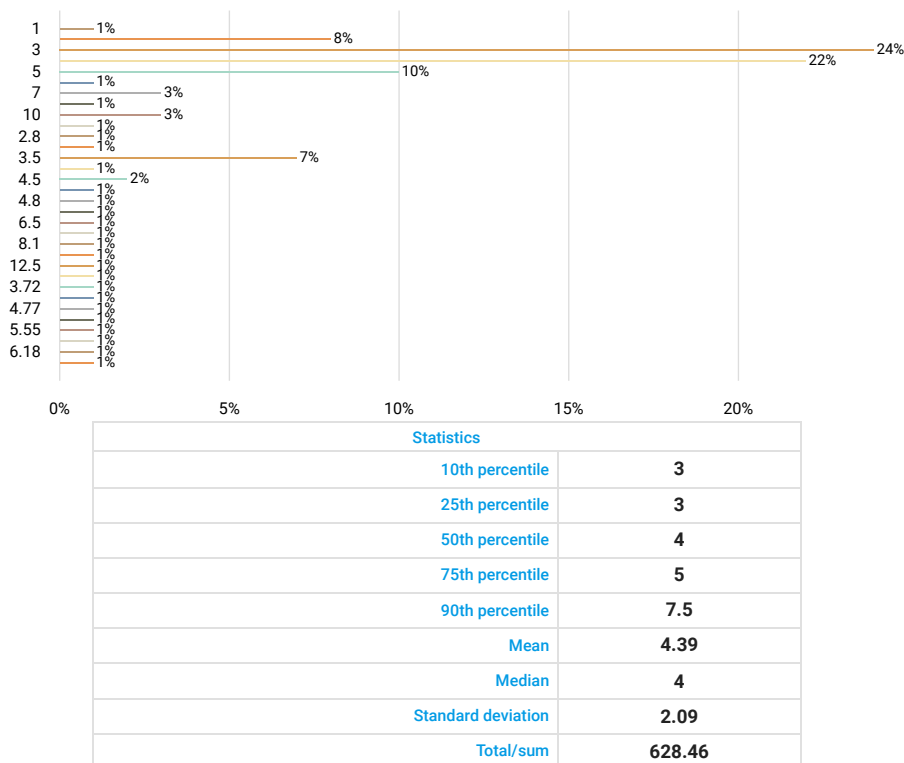


### 3.18. What was the average amount of your last pay increase as a percentage of base rates?

Answered 143 times

Skipped 30 times

Number input

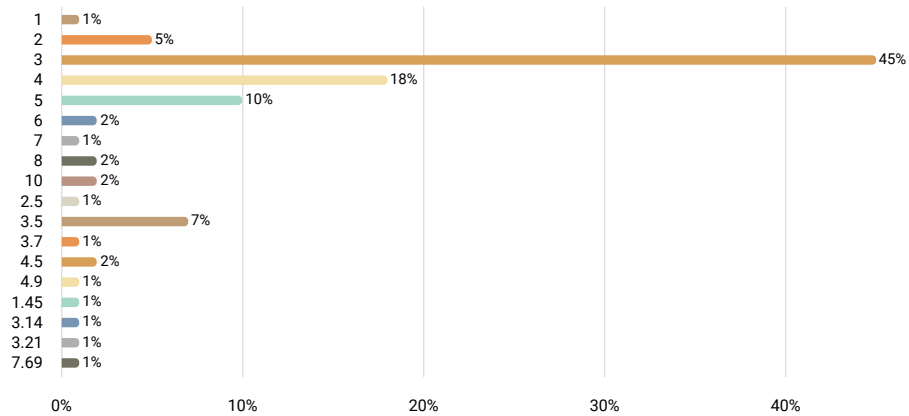


### 3.19. What is your estimate of the average amount of the next pay increase, as a percentage of base rates :

Answered 119 times

Skipped 54 times

Number input



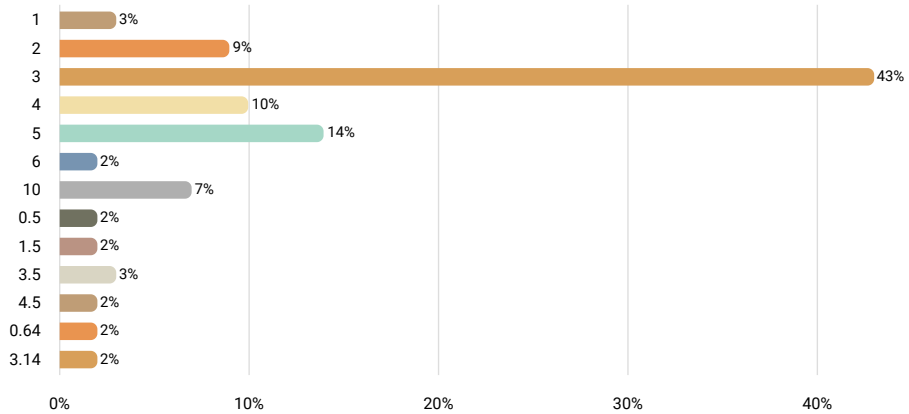
Statistics	
10th percentile	3
25th percentile	3
50th percentile	3
75th percentile	4
90th percentile	5
Mean	3.71
Median	3
Standard deviation	1.42
Total/sum	441.59

### 3.20. If applicable, what is your estimate of percentage change in next the pay RANGE increase?

Answered 58 times

Skipped 115 times

Number input



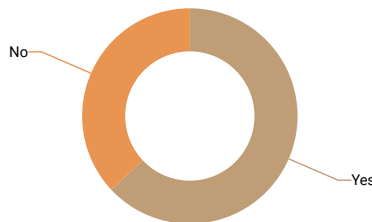
Statistics	
10th percentile	2
25th percentile	3
50th percentile	3
75th percentile	4
90th percentile	5
Mean	3.69
Median	3
Standard deviation	2.07
Total/sum	214.28

### 3.21. Do you offer Merit Raises that are separate from Cost of Living Adjustments (COLA)?

Answered 148 times

Skipped 25 times

Select one answer (radio button)



Results	%	N
Yes	63%	93
No	37%	55

### 3.22. How are Merit Raises determined?

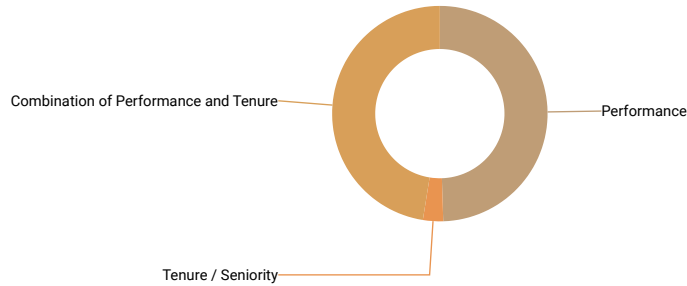
Answered 91 times

Skipped 2 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Do you offer Merit Raises that are separate from Cost of Living Adjustments (COLA)?" has Selected button "Yes"



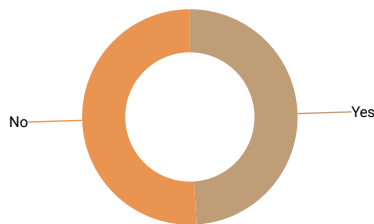
Results	%	N
Performance	49%	45
Tenure / Seniority	3%	3
Combination of Performance and Tenure	47%	43

### 3.23. Does your company have positions that are leveled?

Answered 153 times

Skipped 20 times

Select one answer (radio button)



Results	%	N
Yes	49%	75
No	51%	78

### 3.25. Does your company require that wage surveys collect and report data by levels?

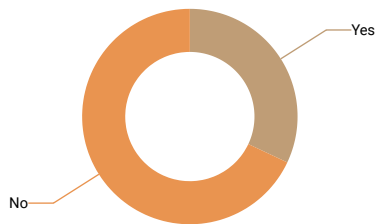
Answered 71 times

Skipped 4 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company have positions that are leveled?" has Selected button "Yes"



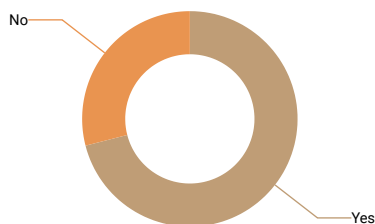
Results	%	N
Yes	32%	23
No	68%	48

### 3.26. Does your company have Production, Maintenance, and/or Warehouse positions?

Answered 157 times

Skipped 16 times

Select one answer (radio button)



Results	%	N
Yes	71%	111
No	29%	46

### 3.27. Number of employees in production

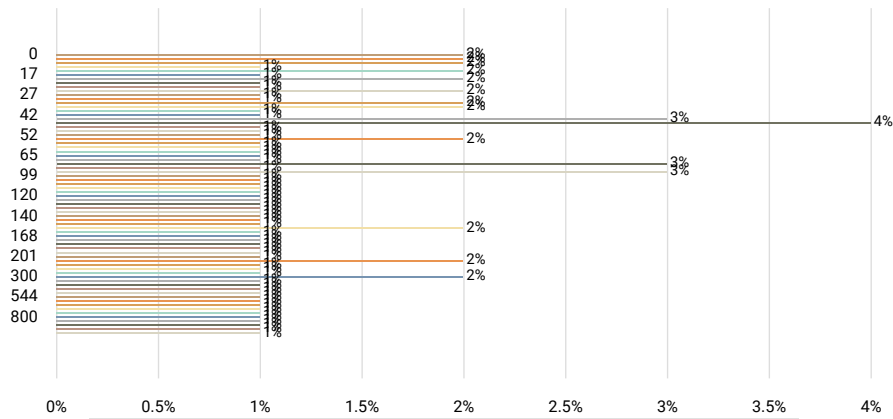
Answered 91 times

Skipped 20 times

Number input

This question is applicable when the following conditions are met:

- "Does your company have Production, Maintenance, and/or Warehouse positions?" has Selected button "Yes"



Statistics	
10th percentile	17
25th percentile	37
50th percentile	90
75th percentile	180
90th percentile	544
Mean	240.44
Median	90
Standard deviation	567.17
Total/sum	21,880

### 3.28. Average entry/hire hourly rate for production employees

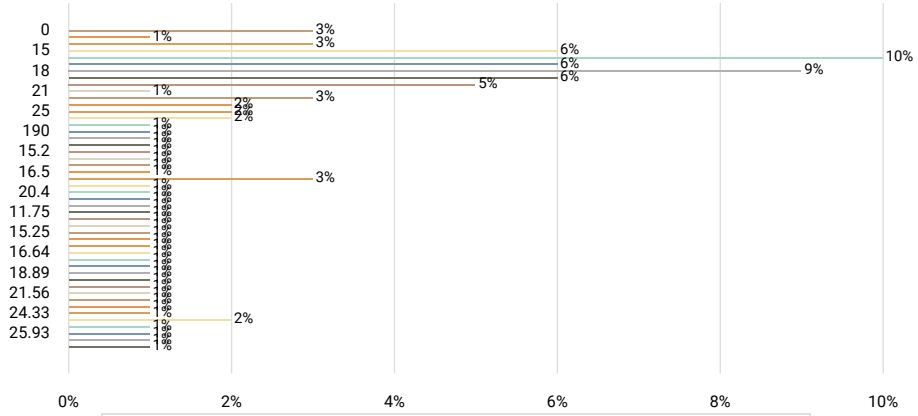
Answered 94 times

Skipped 17 times

Number input

This question is applicable when the following conditions are met:

- "Does your company have Production, Maintenance, and/or Warehouse positions?" has Selected button "Yes"



Statistics	
10th percentile	14.5
25th percentile	16
50th percentile	18
75th percentile	21.56
90th percentile	25.61
Mean	23.66
Median	18
Standard deviation	30.82
Total/sum	2,224.22

### 3.29. Average actual base rate for production employees

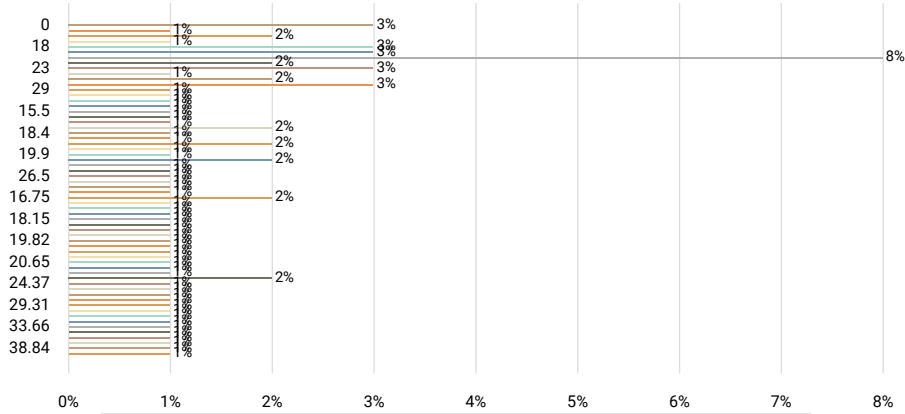
Answered 86 times

Skipped 25 times

Number input

This question is applicable when the following conditions are met:

- "Does your company have Production, Maintenance, and/or Warehouse positions?" has Selected button "Yes"



Statistics	
10th percentile	15.5
25th percentile	18
50th percentile	20
75th percentile	26
90th percentile	32
Mean	21.75
Median	20
Standard deviation	7.47
Total/sum	1,870.48

### 3.30. Number of employees in maintenance

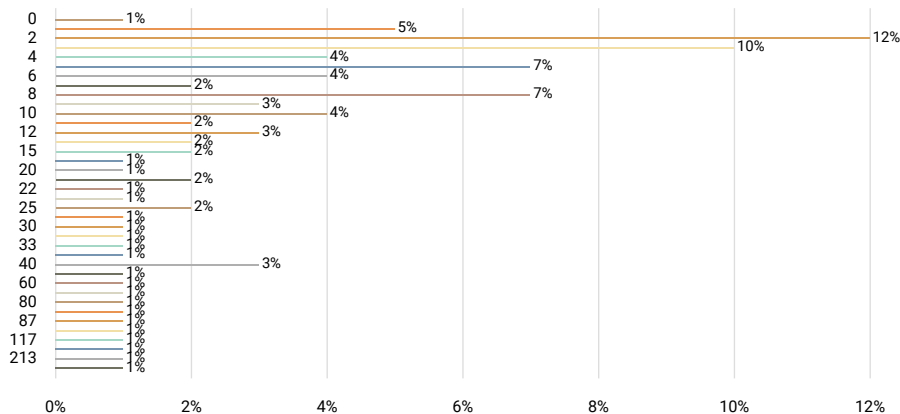
Answered 91 times

Skipped 20 times

Number input

This question is applicable when the following conditions are met:

- "Does your company have Production, Maintenance, and/or Warehouse positions?" has Selected button "Yes"



Statistics	
10th percentile	2
25th percentile	3
50th percentile	8
75th percentile	22
90th percentile	60
Mean	24.9
Median	8
Standard deviation	53.01
Total/sum	2,266

### 3.31. Average entry/hire hourly rate for maintenance employees

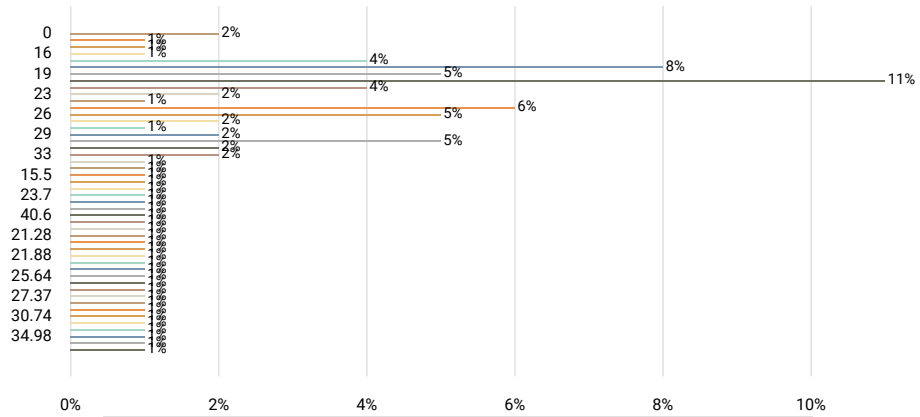
Answered 85 times

Skipped 26 times

Number input

This question is applicable when the following conditions are met:

- "Does your company have Production, Maintenance, and/or Warehouse positions?" has Selected button "Yes"



Statistics	
10th percentile	17
25th percentile	19
50th percentile	23
75th percentile	28.15
90th percentile	33
Mean	23.84
Median	23
Standard deviation	7.16
Total/sum	2,026.45

### 3.32. Average actual base rate for maintenance employees

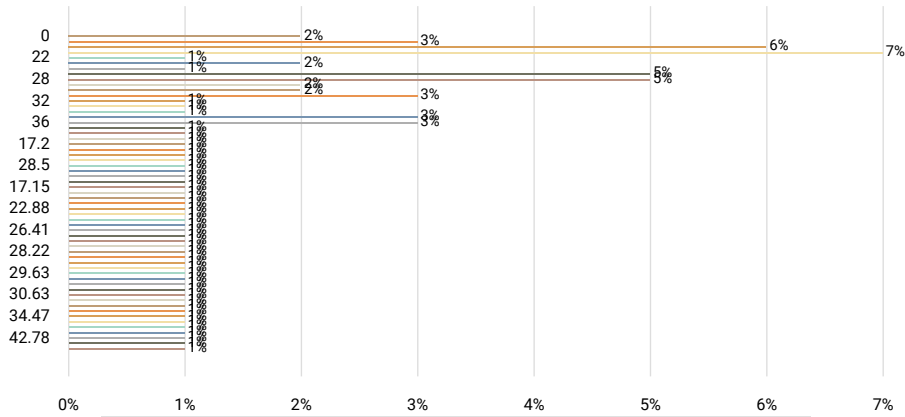
Answered 86 times

Skipped 25 times

Number input

This question is applicable when the following conditions are met:

- "Does your company have Production, Maintenance, and/or Warehouse positions?" has Selected button "Yes"



Statistics	
10th percentile	20
25th percentile	22
50th percentile	28
75th percentile	31.5
90th percentile	36
Mean	27.37
Median	28
Standard deviation	7.74
Total/sum	2,353.81

### 3.33. Number of employees in warehouse

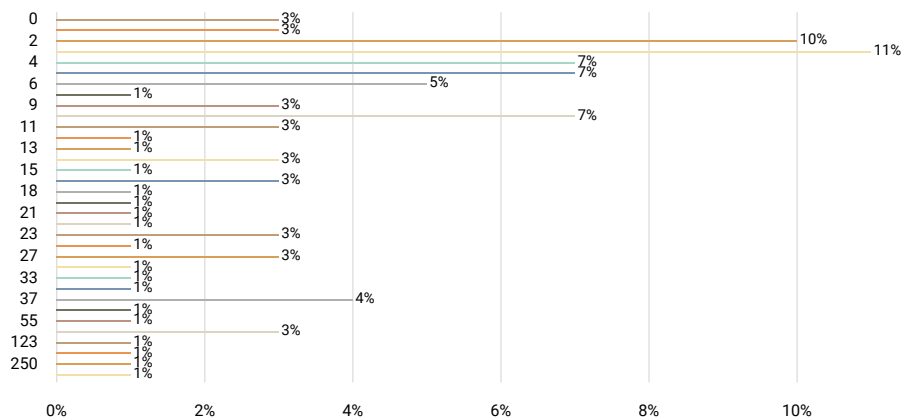
Answered 73 times

Skipped 38 times

Number input

This question is applicable when the following conditions are met:

- "Does your company have Production, Maintenance, and/or Warehouse positions?" has Selected button "Yes"



Statistics	
10th percentile	2
25th percentile	3
50th percentile	10
75th percentile	23
90th percentile	52
Mean	26.26
Median	10
Standard deviation	55.98
Total/sum	1,917

### 3.34. Average entry/hire hourly rate for warehouse employees

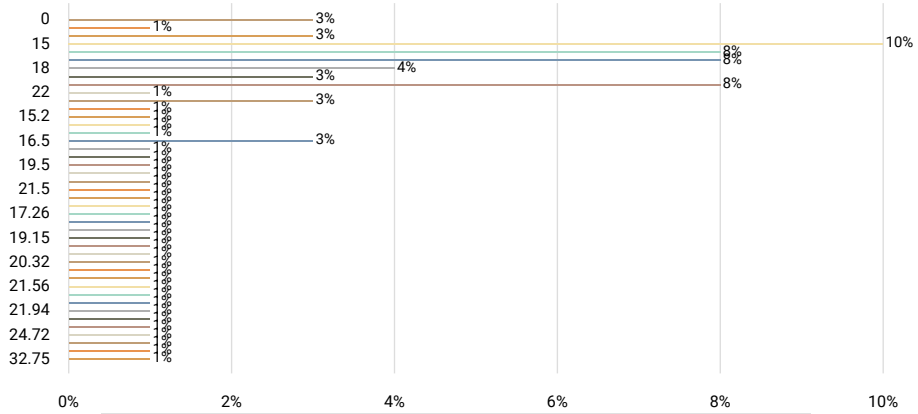
Answered 71 times

Skipped 40 times

Number input

This question is applicable when the following conditions are met:

- "Does your company have Production, Maintenance, and/or Warehouse positions?" has Selected button "Yes"



Statistics	
10th percentile	15
25th percentile	16
50th percentile	18
75th percentile	20.4
90th percentile	22.71
Mean	18.26
Median	18
Standard deviation	4.85
Total/sum	1,296.5

### 3.35. Average actual base rate for warehouse employees

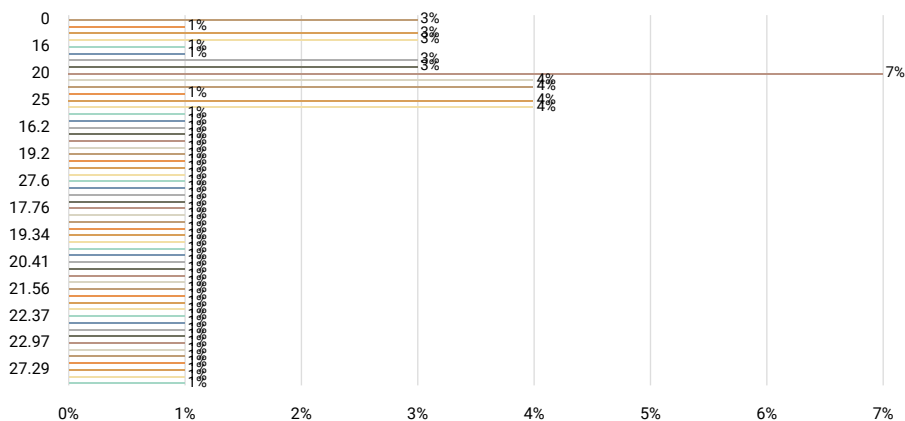
Answered 72 times

Skipped 39 times

Number input

This question is applicable when the following conditions are met:

- "Does your company have Production, Maintenance, and/or Warehouse positions?" has Selected button "Yes"



Statistics	
10th percentile	15.42
25th percentile	18.22
50th percentile	20.45
75th percentile	22.74
90th percentile	27
Mean	20.55
Median	20.45
Standard deviation	6.02
Total/sum	1,479.61

# Shift Structure

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# 4. Shift Structure

## 4.1. Does your business have multiple shifts?

Answered 158 times

Skipped 15 times

Select one answer (radio button)



Results	%	N
Yes	53%	83
No	47%	75

## 4.2. What type of shift structure does your business use?

Answered 82 times

Skipped 1 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your business have multiple shifts?" has Selected button "Yes"

Results	N
2 Shifts	37
3 Shifts	39
8 Hour Shifts	42
10 Hour Shifts	24
12 Hour Shifts	37
Rotating Shifts	18
Swing Shifts	2
On-Off Shifts	6
Other Not Listed	8

### 4.3. Has your business implemented "short shifts" or non-traditional shifts?

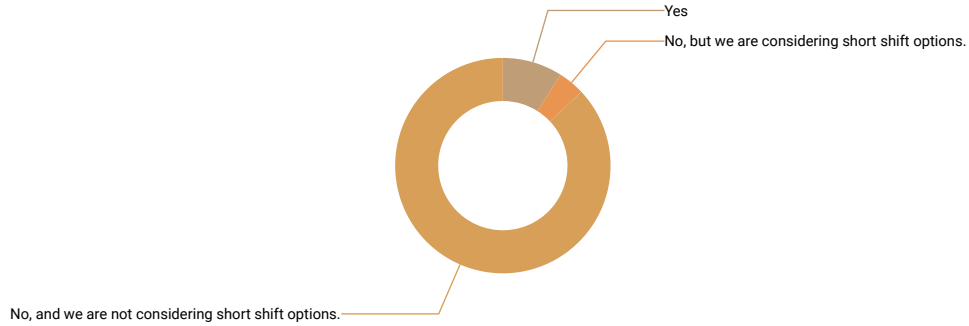
Answered 79 times

Skipped 4 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your business have multiple shifts?" has Selected button "Yes"



Results	%	N
Yes	9%	7
No, but we are considering short shift options.	4%	3
No, and we are not considering short shift options.	87%	69

### 4.4. Please describe your Rotating Shift structure.

Answered 17 times

Skipped 1 times

Text area input

This question is applicable when the following conditions are met:

- "Does your business have multiple shifts?" has Selected button "Yes"
- "What type of shift structure does your business use?" has 'Rotating Shifts' checked

Results	
3-2-2	1
48/36	1
rotate every 28 days	1
2 on 2 off 3 on 3 off	1
rotating every 4 weeks	1
3/2 rotating 2 weeks days to nights	1
1 week on nights and then 1 week on days	1
maintenance works rotating 12 hour shifts	1
employee works 7 days total during the pay period.	1
4 weeks on 1st shift followed by 4 weeks on night shift	1
2 days on, 2 days off, 3 days on, 2 days off, 2 days on, 3 days off	1
weekly schedule includes 1 - 6hr shift, 3 - 12 hr. shifts ; 4-10 hour shift;	1
4 days, off for 4, 4 nights, off for 4 and come back to days - 12 hour shifts	1
dupont schedule - a fixed 28-day rotational cycle in which each employee works in 12-hour shifts.	1
employees work 12 hour days, two weeks on days, two weeks on nights. employees work a 2-2-3 schedule.	1
the employees in our refrigeration department will work 3 on, off 4, then 4 on and 3 off, all 12 hour shifts.	1
water treatment plant operators and wastewater treatment plant operators work 12 hour shifts. they rotated days/nights every three months. our dispatch operators work straight nights 12 hour shifts. 3 days on one week, 4 days off. flips every week.	1

#### 4.5. Please describe your On-Off Shift structure.

Answered 5 times

Skipped 1 times

Text area input

This question is applicable when the following conditions are met:

- "Does your business have multiple shifts?" has Selected button "Yes"
- "What type of shift structure does your business use?" has 'On-Off Shifts' checked

Results	
7on-7off	1
4 on/4 off	1
off shift- weekend shifts	1
24 on; 48 off; 4 days on 3 days off;	1
3,2,2,3 for maintenance 24/7 coverage	1

#### 4.6. Please describe your "short shift" or non-traditional shift offerings.

Answered 6 times

Skipped 77 times

Text area input

This question is applicable when the following conditions are met:

- "Does your business have multiple shifts?" has Selected button "Yes"
- "Has your business implemented "short shifts" or non-traditional shifts?" has Selected button "Yes"

Results	
1/2 afternoons, 3-8	1
part-time work schedules	1
ex: starting 03:00 and ending at 11:30	1
some areas have transitioned to 8-hour shifts.	1
we allow flexible shifts on an as-needed basis with the approval of the department manager	1
part time hours based on availability and business need. it is currently a small number of our employees (3).	1

#### 4.7. Does your company offer shift premiums for 2nd shift?

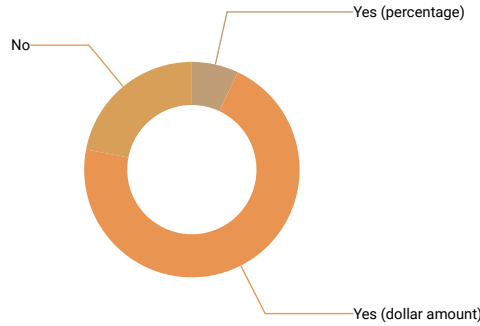
Answered 82 times

Skipped 1 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your business have multiple shifts?" has Selected button "Yes"



Results	%	N
Yes (percentage)	7%	6
Yes (dollar amount)	71%	58
No	22%	18

#### 4.8. Does your company offer shift premiums for 3rd shift?

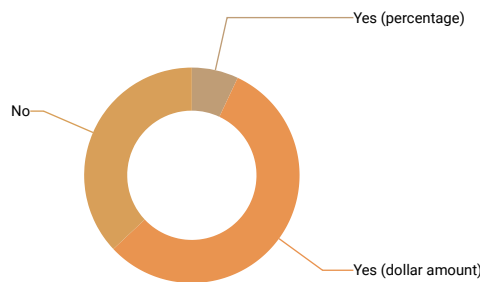
Answered 73 times

Skipped 10 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your business have multiple shifts?" has Selected button "Yes"



Results	%	N
Yes (percentage)	7%	5
Yes (dollar amount)	56%	41
No	37%	27

#### 4.9. Does your company offer shift premiums for holiday shifts?

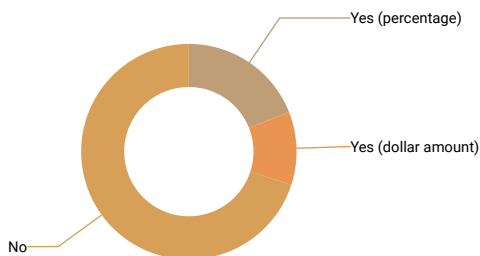
Answered 81 times

Skipped 2 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your business have multiple shifts?" has Selected button "Yes"



Results	%	N
Yes (percentage)	19%	15
Yes (dollar amount)	11%	9
No	70%	57

#### 4.10. Does your company offer other shift premiums?

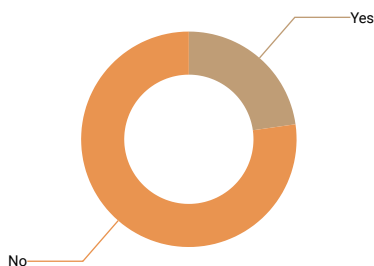
Answered 80 times

Skipped 3 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your business have multiple shifts?" has Selected button "Yes"



Results	%	N
Yes	23%	18
No	78%	62

#### 4.11. Please enter the 2nd shift premium as a dollar amount.

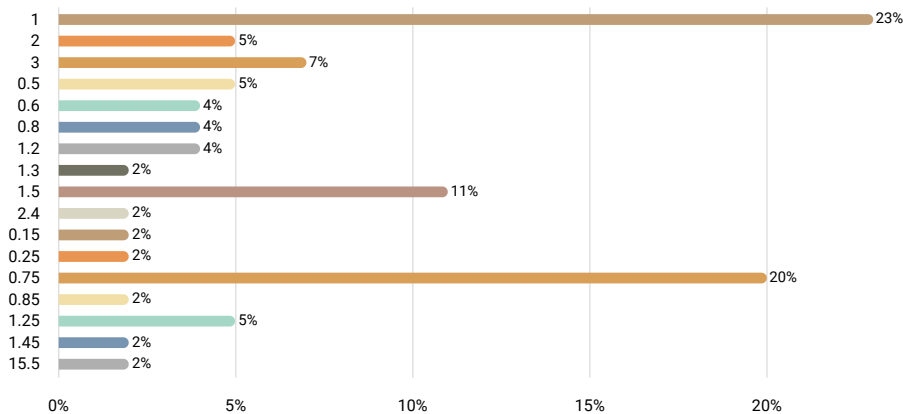
Answered 56 times

Skipped 2 times

Number input

This question is applicable when the following conditions are met:

- "Does your business have multiple shifts?" has Selected button "Yes"
- "Does your company offer shift premiums for 2nd shift?" has Selected button "Yes (dollar amount)"



Statistics	
10th percentile	0.6
25th percentile	0.75
50th percentile	1
75th percentile	1.5
90th percentile	2.4
Mean	1.44
Median	1
Standard deviation	2.03
Total/sum	80.6

#### 4.12. Please enter the 3rd shift premium as a dollar amount.

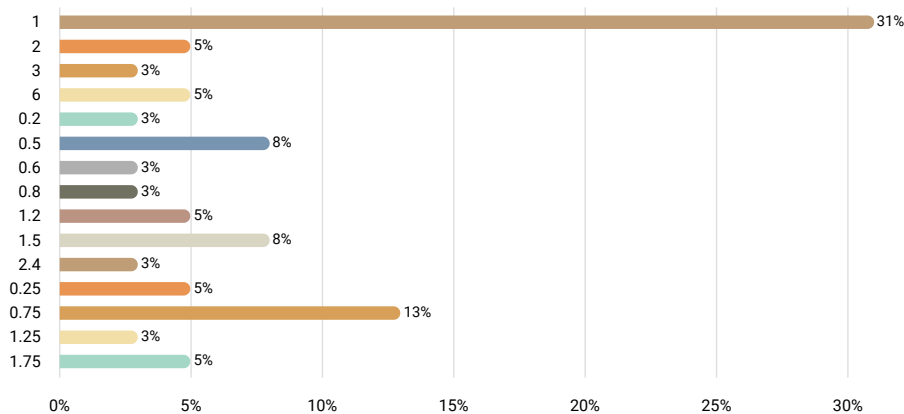
Answered 39 times

Skipped 2 times

Number input

This question is applicable when the following conditions are met:

- "Does your business have multiple shifts?" has Selected button "Yes"
- "Does your company offer shift premiums for 3rd shift?" has Selected button "Yes (dollar amount)"



Statistics	
10th percentile	0.5
25th percentile	0.75
50th percentile	1
75th percentile	1.5
90th percentile	2.4
Mean	1.34
Median	1
Standard deviation	1.24
Total/sum	52.4

### 4.13. Please enter the holiday shift premium as a dollar amount.

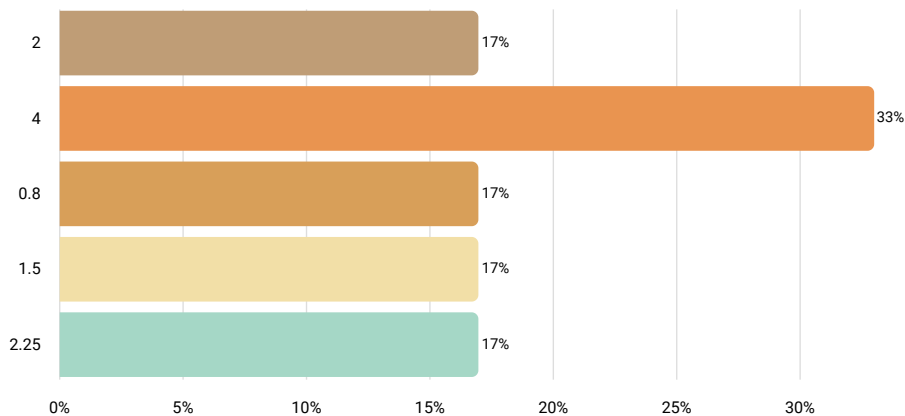
Answered 6 times

Skipped 3 times

Number input

This question is applicable when the following conditions are met:

- "Does your business have multiple shifts?" has Selected button "Yes"
- "Does your company offer shift premiums for holiday shifts?" has Selected button "Yes (dollar amount)"



Statistics	
10th percentile	0.8
25th percentile	1.5
50th percentile	2.13
75th percentile	4
90th percentile	4
Mean	2.43
Median	2.13
Standard deviation	1.32
Total/sum	14.55

#### 4.14. Please describe your other shift premiums.

Answered 14 times

Skipped 4 times

Text area input

This question is applicable when the following conditions are met:

- "Does your business have multiple shifts?" has Selected button "Yes"
- "Does your company offer other shift premiums?" has Selected button "Yes"

Results	
weekend - 11%	1
double time on sundays	1
maintenance weekend shift	1
12 hour shift premium of .75	1
night shift receives a 75 cent premium.	1
we offer \$1.00 an hour extra for weekends.	1
"e" shift premium of double time for extra day worked	1
saturday is paid at time and a half and sunday is paid at double time	1
weekend maintenance 12 crew receives 40 hours pay work working 36 hours.	1
salaried workers get \$100 flat rate if they work off-hours or get called in.	1
standard surge compensation or critical surge compensation to exempt employees. over time over 8 hours	1
employees working 12-hour rotating shifts receive an extra \$0.43 per hour for all hours worked (days or nights)	1
our weekend shift is scheduled for three 12-hour shifts totaling 36 hours worked but are paid for 40 hours as a shift premium.	1
the shift premiums above are for rns, lpns, respiratory therapists, imaging modalities; tech shift diffs are 2nd: 1.00 3rd: \$1.50; scrub assistants 2nd:\$3 3rd:\$4; ambulance transport 2nd: \$2 3rd:\$2.50 weekend diff for rns, lpns, resp therapists, imaging modalities is \$10.00	1

# General Benefit Info

---

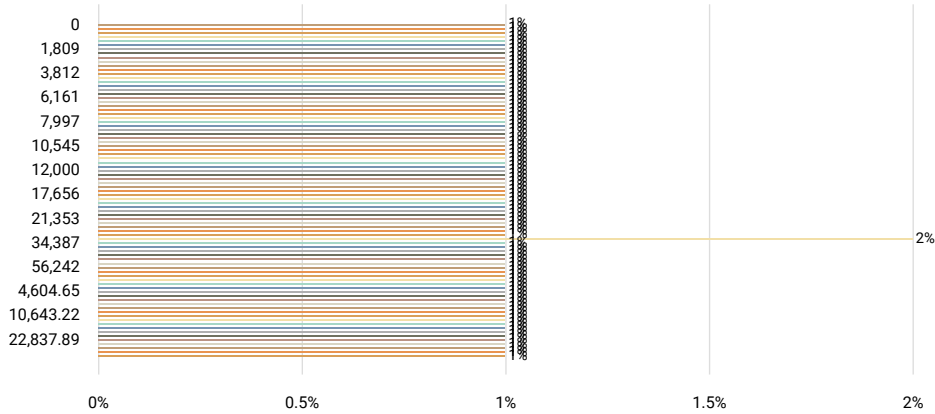
# 6. General Benefit Information

## 6.1. Average Benefit Cost Per Employee

Answered 84 times

Skipped 89 times

Number input



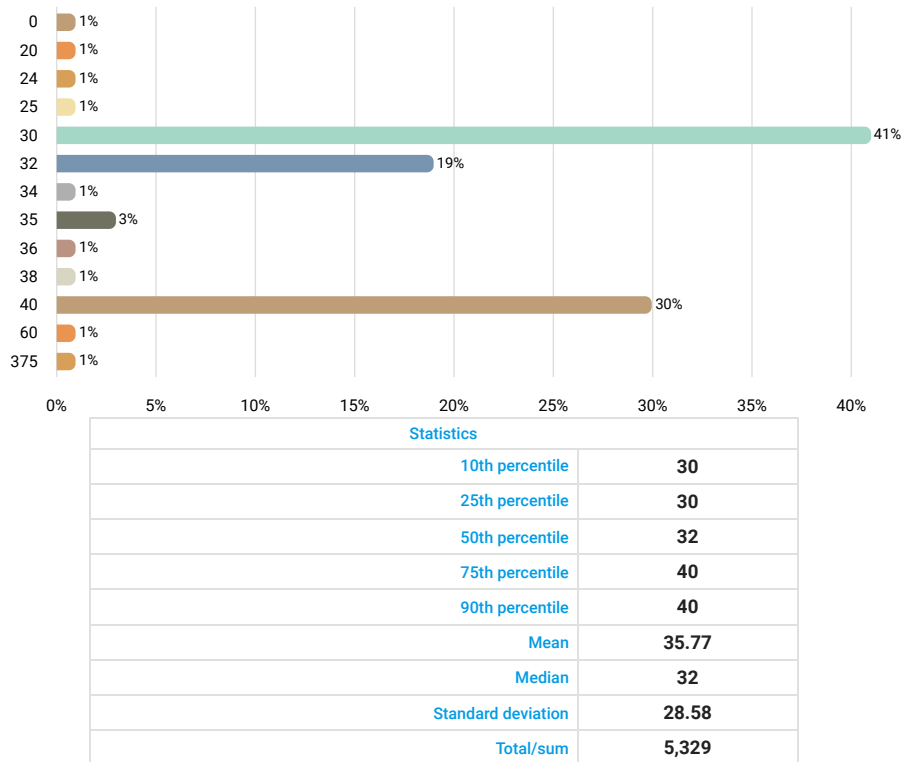
Statistics	
10th percentile	1,967.57
25th percentile	5,868.75
50th percentile	10,685.61
75th percentile	19,132.5
90th percentile	35,650
Mean	14,779.82
Median	10,685.61
Standard deviation	13,635.48
Total/sum	1,241,505.04

### 6.2. How many hours do employees work per week to be considered FTE?

Answered 149 times

Skipped 24 times

Number input

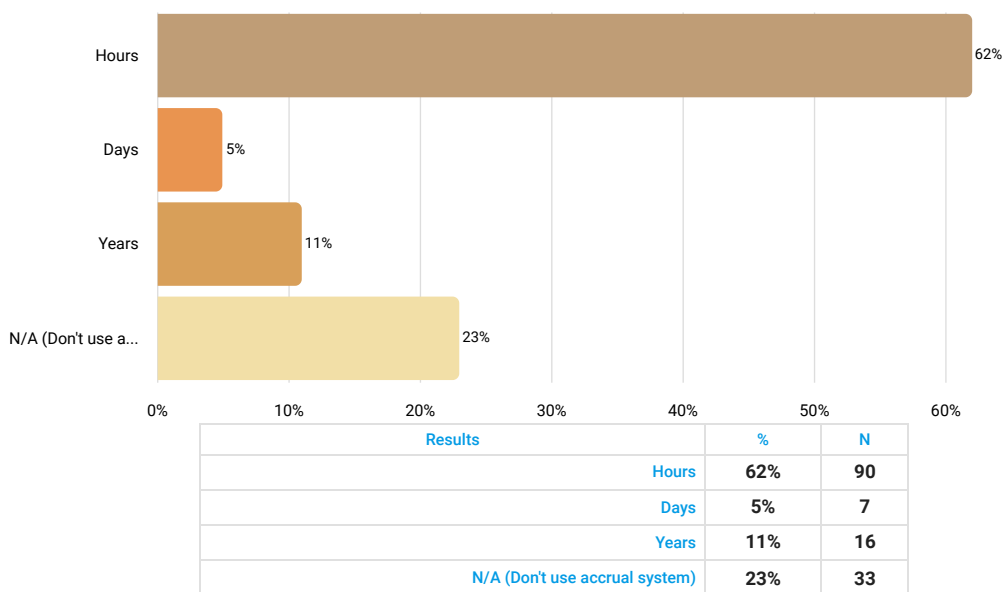


### 6.3. How do you calculate accrual rates for a typical FTE?

Answered 146 times

Skipped 27 times

Select one answer (radio button)



## 6.4. Types of Benefits Offered

Answered 154 times

Skipped 19 times

Select multiple answers per row for multiple rows (checkboxes)

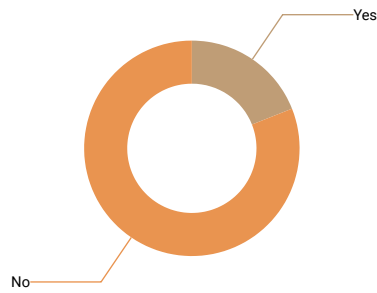
	Offered for FTE	Offered for Part-Time	Self Insured
Medical	98%	7%	21%
Dental	97%	10%	10%
Vision	94%	10%	5%
Prescription Drug Plan	79%	5%	15%
Life Insurance	94%	8%	3%
Flexible Spending Account (FSA)	61%	7%	2%
Health Savings Account (HSA)	32%	5%	1%
Pension Plan (Defined Benefit)	9%	4%	
401(k) Plan	88%	25%	1%
Paid Time Off (PTO)	70%	16%	1%
Sick Leave	36%	9%	1%
Vacation	56%	10%	1%
Paid Family/Medical Leave	29%	6%	
Bereavement	90%	18%	2%
Jury Duty Leave	94%	21%	2%
Short-term Disability	90%	10%	5%
Long-term Disability	87%	8%	2%
Cancer / Critical Illness / AD&D Insurance	75%	7%	1%
Salary Continuation Plan	8%	2%	1%
Employee Stock Ownership Plan (ESOP)	9%	4%	1%
Education Assistance/Tuition Reimbursement	59%	8%	1%
Telework/Remote Work	40%	12%	
Flex Time	31%	9%	
Child Care / Adoption Benefits	10%	2%	
Pet Insurance	14%	2%	
Employee Assistance Plan	69%	16%	1%
Wellness Reimbursement Plan	21%	4%	1%
Fitness Center / Gym Membership	23%	10%	
Health Clinic	12%	5%	1%
Charitable Gifts Matching	13%	5%	

### 6.5. Does your company offer any benefit(s) not listed above?

Answered 144 times

Skipped 29 times

Select one answer (radio button)



Results	%	N
Yes	19%	27
No	81%	117

6.6. Please describe the benefit(s) at your company that are not included in the matrix above.

Answered 27 times

Skipped 0 times

Text area input

This question is applicable when the following conditions are met:

- "Does your company offer any benefit(s) not listed above?" has Selected button "Yes"

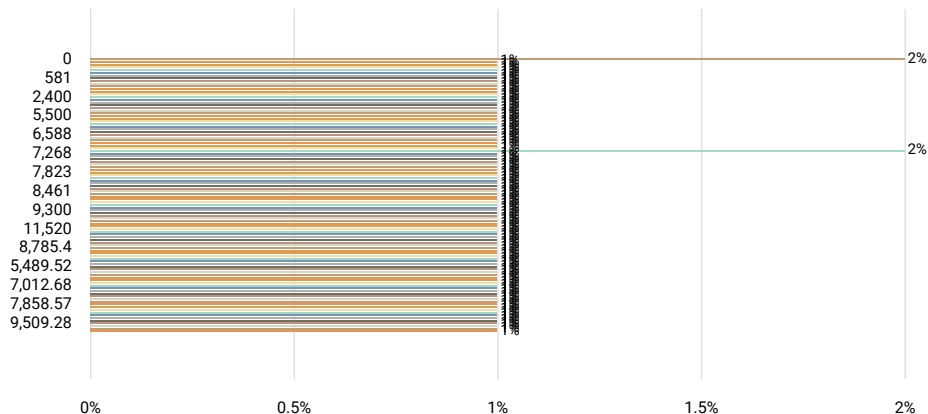
Results	
college counts	1
id theft protection	1
legal, identity theft	1
christmas saving plan..	1
medical gap plan (alliance)	1
employee stock purchase plan	1
vehicle program, wellness fund	1
floating holiday, parental leave	1
holiday pay and floating holiday	1
museum membership, chaplain service	1
legal insurance, identity theft insurance	1
dependent life insurance \$4000 per dependent.	1
profit-sharing bonus, employee discount program	1
legal club, cash benefit, elder care, veteran's leave	1
15% profit sharing, 3 days to use for community service	1
free benefit advocate service, employee discount program	1
paid parental care; emergency & family aid; education assistance100	1
id protection, medicare assistance, mental health benefits, urgent care	1
telemedicine, computer certification program, veterans resource program	1
vehicle purchase program, legal and identity theft protection, accident coverage,	1
military leave; accident supplemental coverage: hospital indemnity supplemental coverage	1
all required ppe provided to all employees; onsite physical every 3 years; flu/vaccination onsite clinic	1
permanent life insurance with long term care; family legal protection plan, student loan refinancing, telehealth	1
hospitalization cost reimbursement (inpatient and outpatient), non-insurance benefits program (healthperx, teladoc, etc.)	1
supplemental life insurance, supplemental accident, supplemental intensive care, short-term disability, employee savings plan	1
health reimbursement account - 600 employee - 1200 employee + 1 dependent, 1600 employee = 2 or more dependents is deposited into employee account annually by employer.	1
financial advisory services, legal benefits; tax preparation assistance; credit monitoring, paid military leave, discount programs, telemedicine, e-learning program, employee resource groups, universal life and long term care insurance, pre-diabetes and diabetes reversal program	1

### 6.7. Annual Total Cost of Medical Coverage (Individual) Per Employee

Answered 104 times

Skipped 69 times

Number input



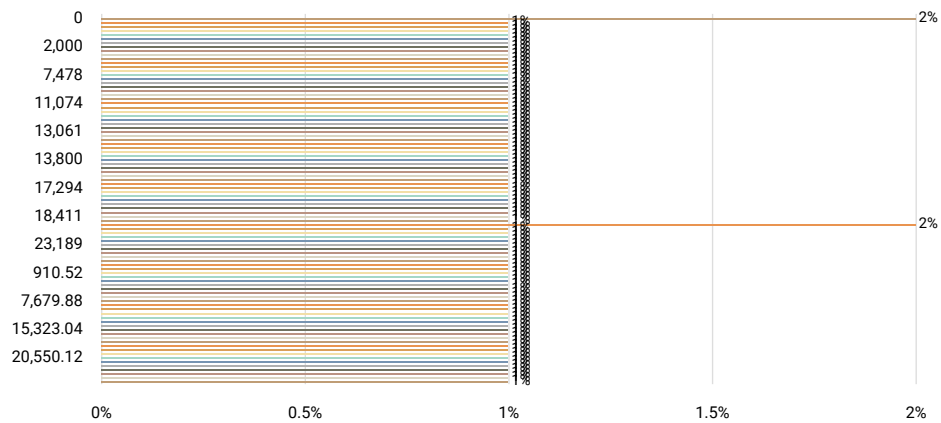
Statistics	
10th percentile	640
25th percentile	5,436.18
50th percentile	7,254.94
75th percentile	8,704
90th percentile	10,277.88
Mean	7,379.42
Median	7,254.94
Standard deviation	8,271.09
Total/sum	767,459.72

## 6.8. Annual Total Cost of Medical Coverage (Individual +1) Per Employee

Answered 93 times

Skipped 80 times

Number input



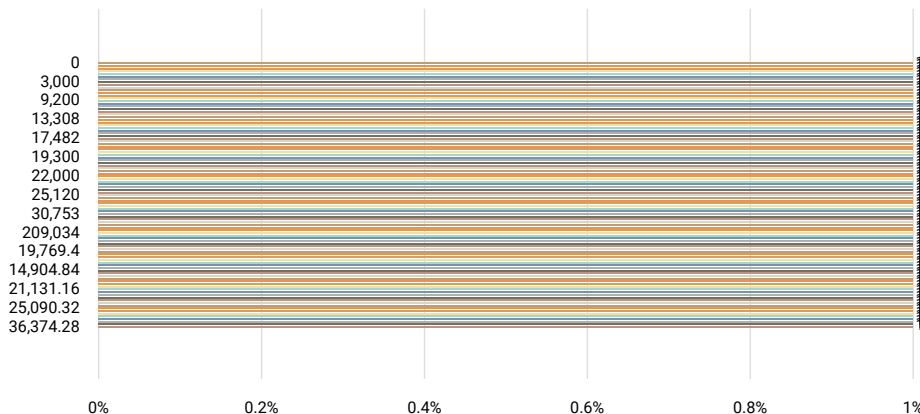
Statistics	
10th percentile	1,241.9
25th percentile	9,200
50th percentile	14,000
75th percentile	18,624.84
90th percentile	22,783
Mean	16,416.19
Median	14,000
Standard deviation	21,112.22
Total/sum	1,526,705.57

### 6.9. Annual Total Cost of Medical Coverage (Family) Per Employee

Answered 99 times

Skipped 74 times

Number input



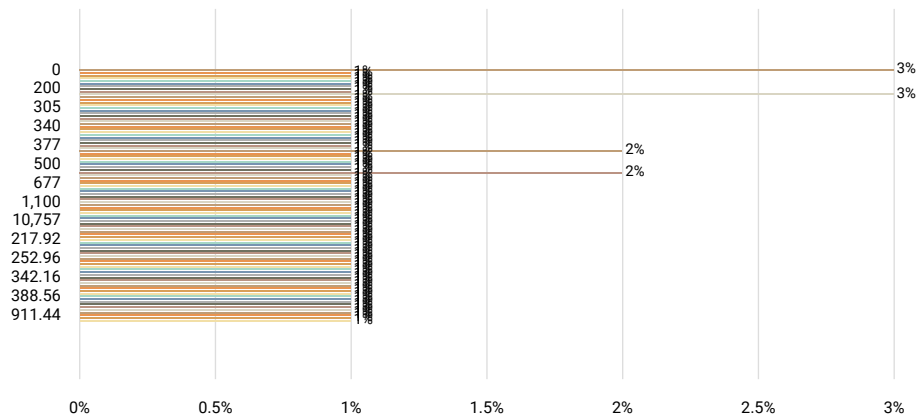
Statistics	
10th percentile	2,315
25th percentile	13,170
50th percentile	19,774
75th percentile	25,500
90th percentile	35,288.88
Mean	27,624.35
Median	19,774
Standard deviation	43,108.45
Total/sum	2,734,810.76

## 6.10. Annual Total Cost for Dental Coverage Per Employee

Answered 100 times

Skipped 73 times

Number input



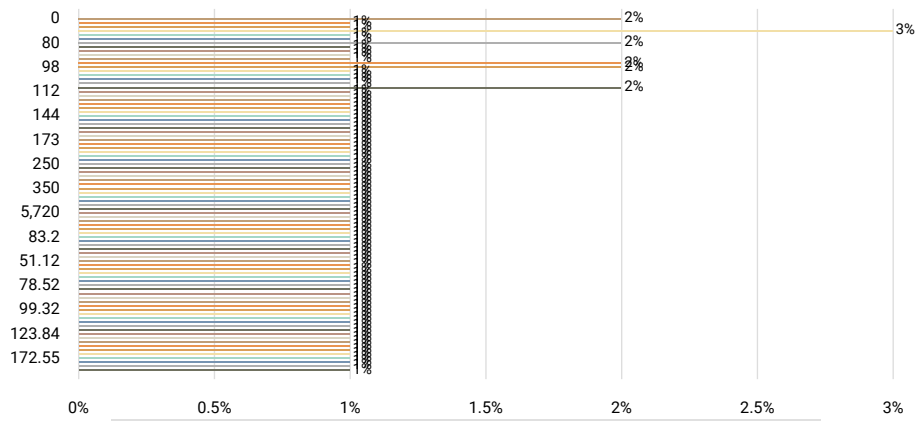
Statistics	
10th percentile	134.32
25th percentile	248.34
50th percentile	348.5
75th percentile	597
90th percentile	1,039.07
Mean	669.85
Median	348.5
Standard deviation	1,410.05
Total/sum	66,984.96

### 6.11. Annual Total Cost for Vision Coverage Per Employee (Annual)

Answered 95 times

Skipped 78 times

Number input



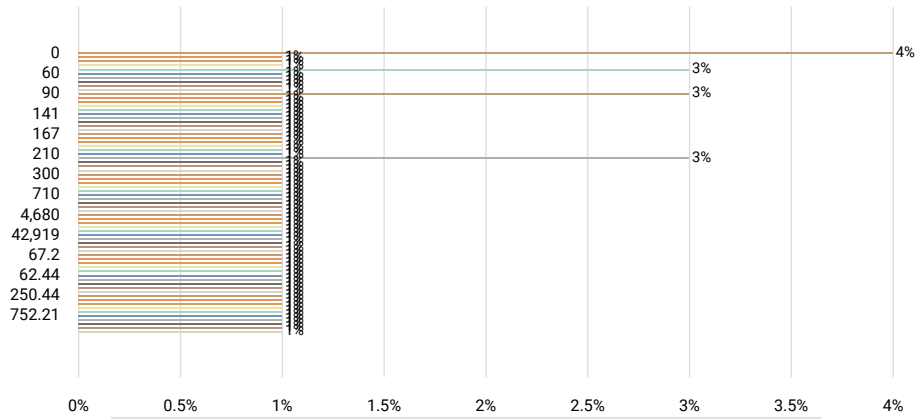
Statistics	
10th percentile	62.4
25th percentile	78.72
50th percentile	108
75th percentile	173
90th percentile	281
Mean	218.48
Median	108
Standard deviation	598.3
Total/sum	20,755.4

## 6.12. Annual Total Cost of Life Insurance Per Employee

Answered 75 times

Skipped 98 times

Number input



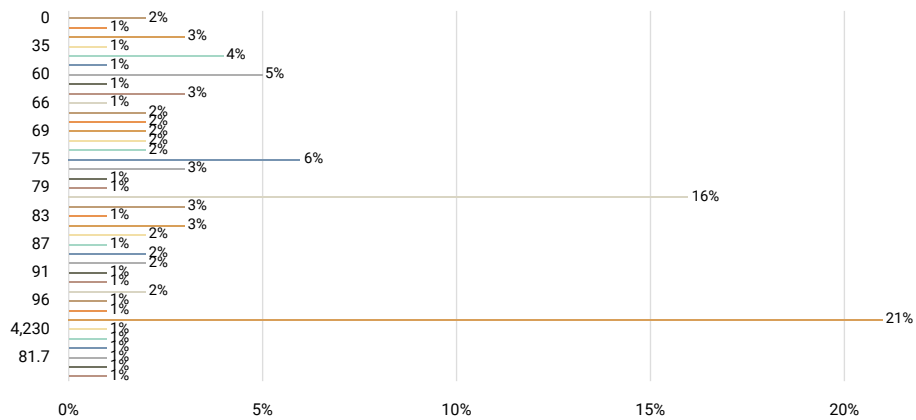
Statistics	
10th percentile	30
25th percentile	78
50th percentile	180
75th percentile	544
90th percentile	2,597.52
Mean	6,119.67
Median	180
Standard deviation	36,416.06
Total/sum	458,975.24

### 6.13. Medical Coverage (Individual) Percentage Paid By Employer (Annual)

Answered 111 times

Skipped 62 times

Number input



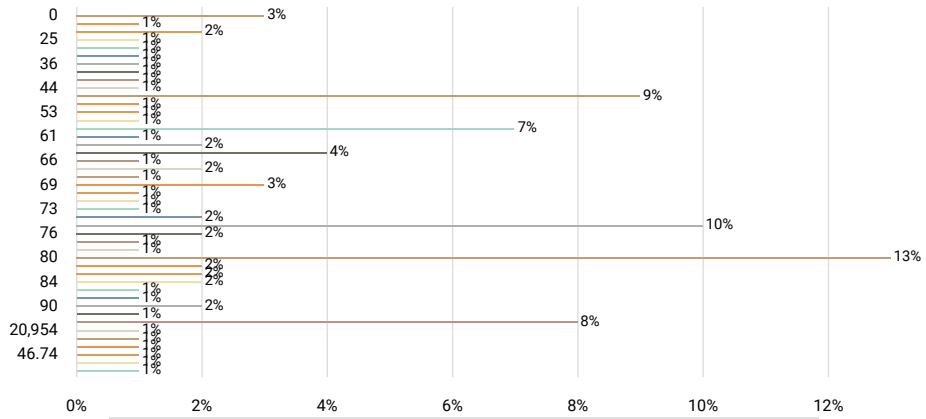
Statistics	
10th percentile	55
25th percentile	69
50th percentile	80
75th percentile	96
90th percentile	100
Mean	305.97
Median	80
Standard deviation	1,770.44
Total/sum	33,962.51

### 6.14. Medical Coverage (Individual +1) Percentage Paid By Employer (Annual)

Answered 103 times

Skipped 70 times

Number input



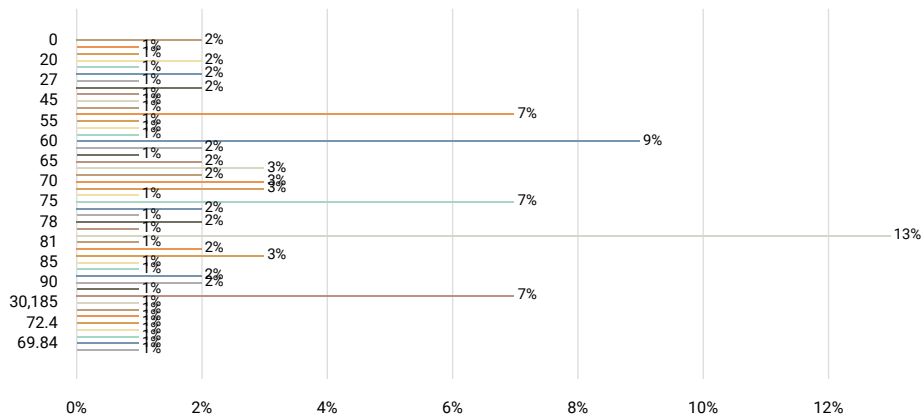
Statistics	
10th percentile	36
25th percentile	53
50th percentile	73
75th percentile	80
90th percentile	97
Mean	339.29
Median	73
Standard deviation	2,172.02
Total/sum	34,946.7

## 6.15. Medical Coverage (Family) Percentage Paid By Employer (Annual)

Answered 110 times

Skipped 63 times

Number input



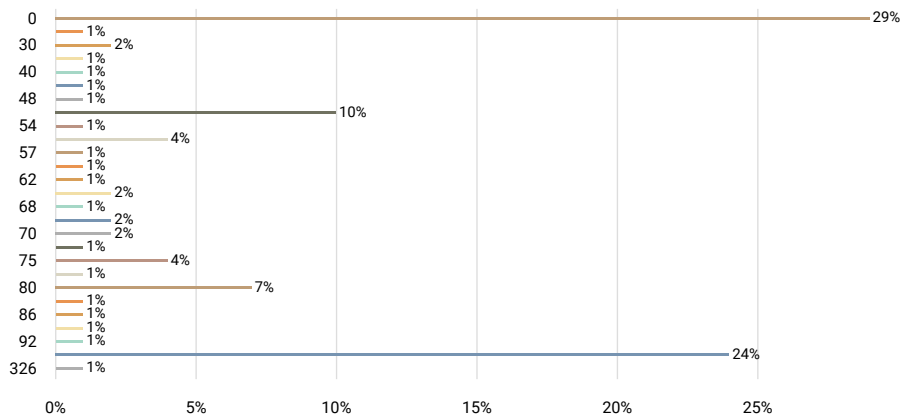
Statistics	
10th percentile	30
25th percentile	58.15
50th percentile	72
75th percentile	80
90th percentile	93.5
Mean	429.12
Median	72
Standard deviation	3,012.66
Total/sum	47,202.81

### 6.16. Dental Coverage Percentage Paid By Employer (Annual)

Answered 112 times

Skipped 61 times

Number input



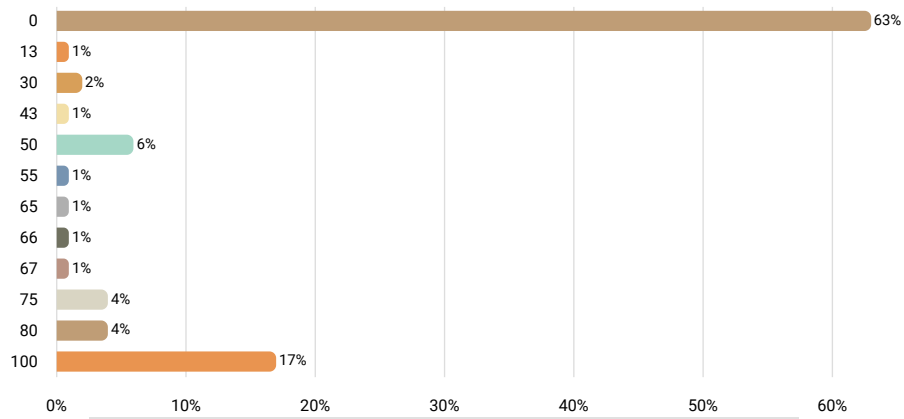
Statistics	
10th percentile	0
25th percentile	0
50th percentile	56
75th percentile	96
90th percentile	100
Mean	55.27
Median	56
Standard deviation	46.98
Total/sum	6,190

## 6.17. Vision Coverage Percentage Paid By Employer (Annual)

Answered 112 times

Skipped 61 times

Number input



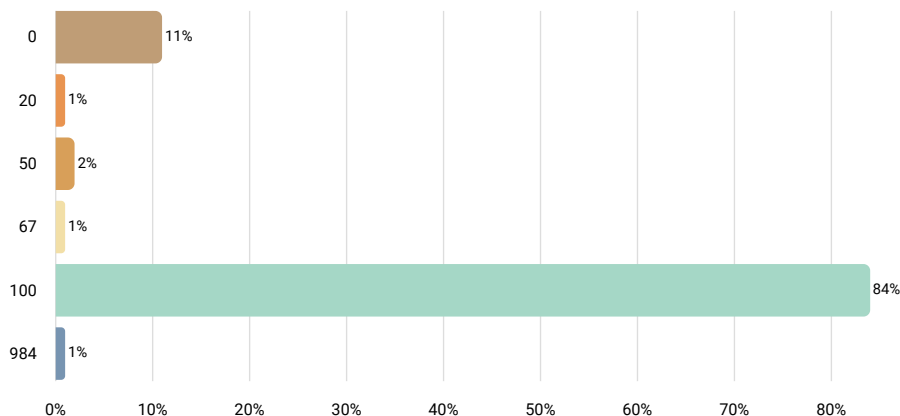
Statistics	
10th percentile	0
25th percentile	0
50th percentile	0
75th percentile	66.5
90th percentile	100
Mean	28.92
Median	0
Standard deviation	40.47
Total/sum	3,239

### 6.18. Life Insurance Percentage Paid By Employer (Annual)

Answered 108 times

Skipped 65 times

Number input



Statistics	
10th percentile	0
25th percentile	100
50th percentile	100
75th percentile	100
90th percentile	100
Mean	95.1
Median	100
Standard deviation	92.29
Total/sum	10,271

### 6.19. Does your company offer Health and Fitness incentives?

Answered 51 times

Skipped 122 times

Select multiple answers (checkboxes)

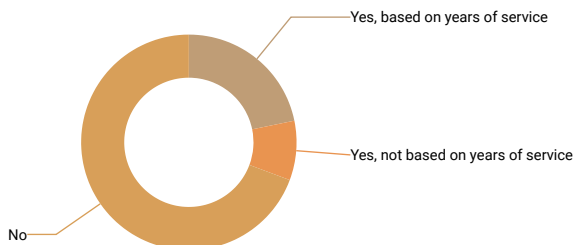
Results	N
Reimbursement for Fitness Center Visits	14
Reimbursement for Fitness Equipment	6
Incentives for Nicotine Cessation	17
Rebate or Discount for Wellness Physical	35
Free Gym Membership	11

### 6.20. Does your company have a severance policy?

Answered 139 times

Skipped 34 times

Select one answer (radio button)



Results	%	N
Yes, based on years of service	22%	30
Yes, not based on years of service	9%	12
No	70%	97

### 6.21. Please describe your severance policy criteria.

Answered 6 times

Skipped 6 times

Text area input

This question is applicable when the following conditions are met:

- "Does your company have a severance policy?" has Selected button "Yes, not based on years of service"

Results	
4 weeks	1
2 months salary	1
on an individual basis	1
two week's severance pay for employees that are laid off.	1
varying factors including service, performance and skills/job	1
if employee is termed due to an involuntary reduction in force the employee will receive 80 hours of severance.	1

# Medical Coverage

---

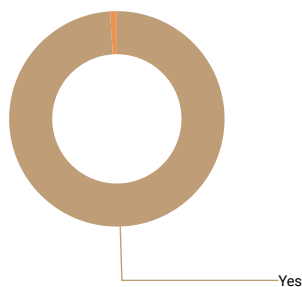
# 7. Medical Coverage

## 7.1. Does your company offer medical coverage?

Answered 158 times

Skipped 15 times

Select one answer (radio button)



Results	%	N
Yes	99%	156
No	1%	2

## 7.2. Type of Medical Coverage Plan(s) Offered

Answered 147 times

Skipped 9 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"

Results	N
PPO	144
HMO	2
EPO	3
POS	2
HDHP	44

## 7.3. Medical Coverage Plan Provider(s)

Answered 154 times

Skipped 2 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"

Results	N
Aetna	4
Blue Cross Blue Shield	137
Cigna	4
Humana	0
United Healthcare	11
Viva Health	1
Other Not Listed	6

## 7.4. Other Medical Coverage Plan Provider

Answered 6 times

Skipped 0 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"
- `Medical Coverage Plan Provider(s)` has `Other Not Listed` checked

Results	
ebms	1
gilsbar	1
alliance	1
self-insured	1
anthem blue cross blue shield	1
employee benefit services - secondary plan	1

## 7.5. When do employees become eligible for coverage?

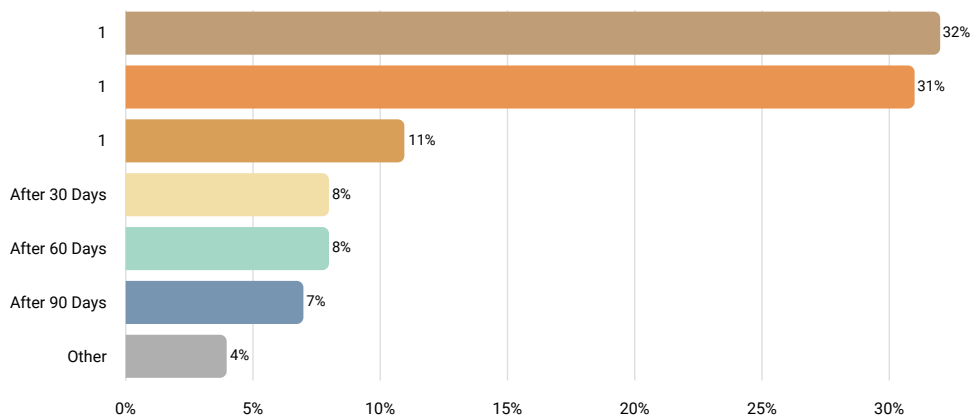
Answered 155 times

Skipped 1 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"



Results	%	N
1st Day of Employment	32%	49
1st of Month After Date of Hire	31%	48
1st of Month After 30 Days	11%	17
After 30 Days	8%	12
After 60 Days	8%	12
After 90 Days	7%	11
Other	4%	6

## 7.6. Other Eligibility Period

Answered 6 times

Skipped 0 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"
- "When do employees become eligible for coverage?" has Selected button "Other"

Results	
1st of month after 60 days	2
1 year	1
1st of the month following 60 days	1
1st of the month following 60 days of employment	1
1st of month following 60 days after hire date but before 91st	1

## 7.7. Deductible Amount

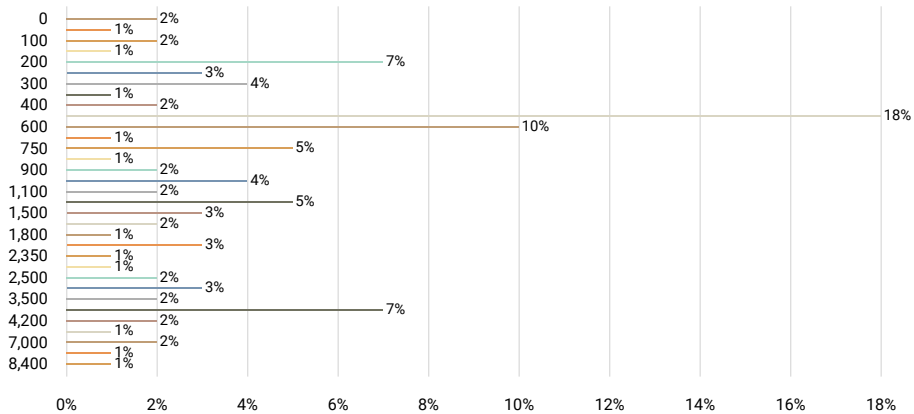
Answered 121 times

Skipped 35 times

Number input

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"



Statistics	
10th percentile	200
25th percentile	500
50th percentile	600
75th percentile	1,600
90th percentile	4,000
Mean	1,416.03
Median	600
Standard deviation	1,676.87
Total/sum	171,340

## 7.8. Copay Amount (after deductible)

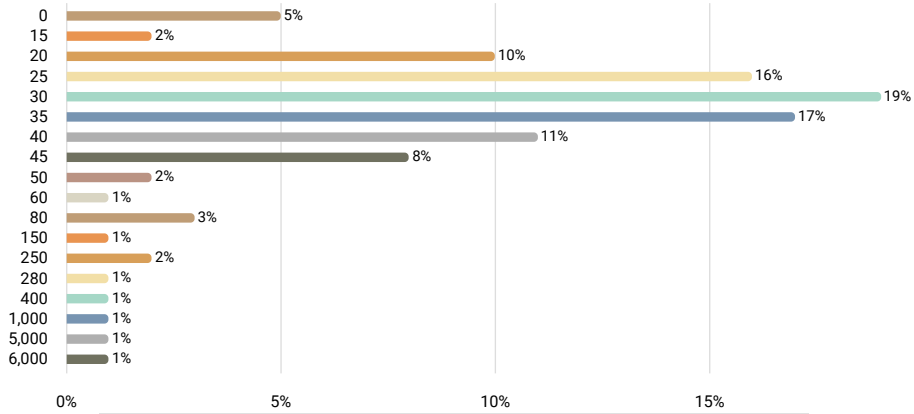
Answered 116 times

Skipped 40 times

Number input

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"



Statistics	
10th percentile	20
25th percentile	25
50th percentile	30
75th percentile	40
90th percentile	60
Mean	144.27
Median	30
Standard deviation	722.91
Total/sum	16,735

## 7.9. Do you offer retiree coverage for those under the age of 65?

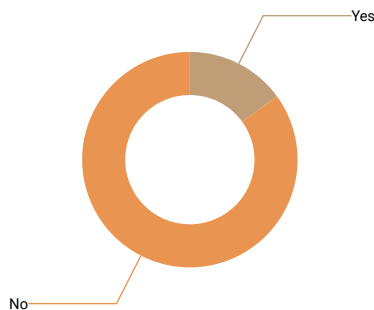
Answered 136 times

Skipped 20 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"



Results	%	N
Yes	15%	20
No	85%	116

### 7.10. Do you offer retiree coverage for those over the age of 65?

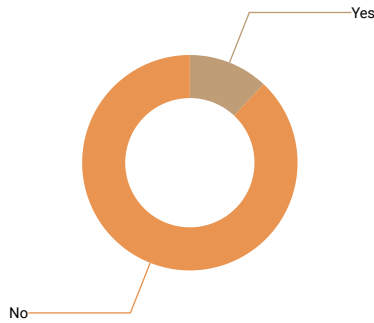
Answered 136 times

Skipped 20 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"



Results	%	N
Yes	12%	16
No	88%	120

### 7.11. If your company is self-insured, do you have stop/loss coverage?

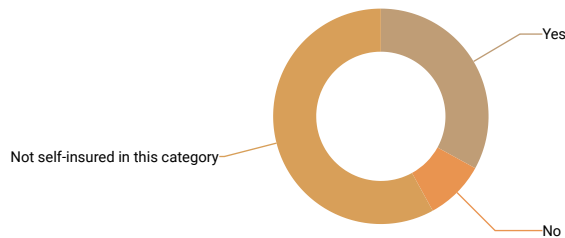
Answered 129 times

Skipped 27 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"



Results	%	N
Yes	33%	43
No	9%	11
Not self-insured in this category	58%	75

### 7.12. Is there a tobacco use surcharge?

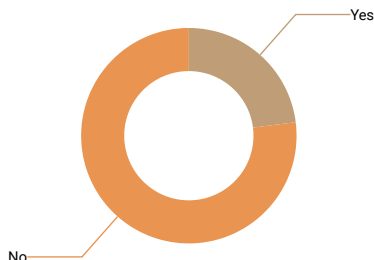
Answered 139 times

Skipped 17 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"



Results	%	N
Yes	23%	32
No	77%	107

### 7.13. Do you offer medical coverage for domestic partners?

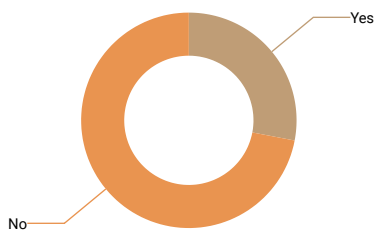
Answered 134 times

Skipped 22 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"



Results	%	N
Yes	28%	38
No	72%	96

### 7.14. What are the requirements for receiving coverage?

Answered 36 times

Skipped 2 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"
- "Do you offer medical coverage for domestic partners?" has Selected button "Yes"

Results	N
Must be a Qualified Dependent of Employee	28
Proof of Residence with Employee	7
Affidavit of Domestic Partnership	18
Other	3

### 7.15. Do you offer medical coverage for spouses/dependents if the spouse has other coverage available through his/her employer?

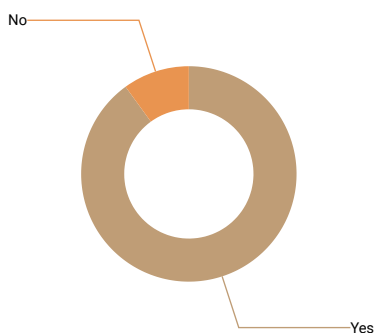
Answered 144 times

Skipped 12 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"



Results	%	N
Yes	90%	130
No	10%	14

## 7.16. Is there a spousal surcharge?

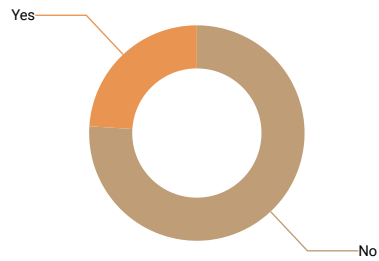
Answered 129 times

Skipped 1 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"
- "Do you offer medical coverage for spouses/dependents if the spouse has other coverage available through his/her employer?" has Selected button "Yes"



Results	%	N
No	76%	98
Yes	24%	31

# Prescription Drug Plan

---

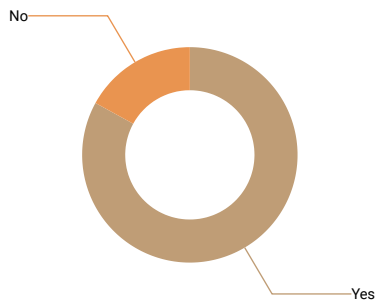
# 8. Prescription Drug Plan

## 8.1. Does your company offer a Prescription Drug Plan?

Answered 155 times

Skipped 18 times

Select one answer (radio button)



Results	%	N
Yes	83%	128
No	17%	27

## 8.2. Type of Prescription Plan(s) Offered

Answered 114 times

Skipped 14 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer a Prescription Drug Plan?" has Selected button "Yes"

Results	N
Tiered	106
80/20	12
Other	6

### 8.3. Prescription Plan Provider(s)

Answered 127 times

Skipped 1 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer a Prescription Drug Plan?" has Selected button "Yes"

Results	N
Aetna	2
Anthem	1
Blue Cross Blue Shield	82
Cigna	4
CVS Caremark	8
Express Scripts	12
Humana	0
United Healthcare	5
Viva Health	0
Other	19

### 8.4. Other Prescription Plan Provider

Answered 18 times

Skipped 1 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer a Prescription Drug Plan?" has Selected button "Yes"
- `Prescription Plan Provider(s)` has `Other` checked

Results	N
optum rx	4
elixir	2
proact	1
liviniti	1
magellan	1
carelonrx	1
optium rx	1
veracityrx	1
proact plus	1
veracity rx	1
pbm welldyne	1
proact/proact plus	1
cvs caremark network administered by rxbenefits	1
intercept and some common prescriptions are free through our wellness clinic	1

## 8.5. When do employees become eligible for coverage?

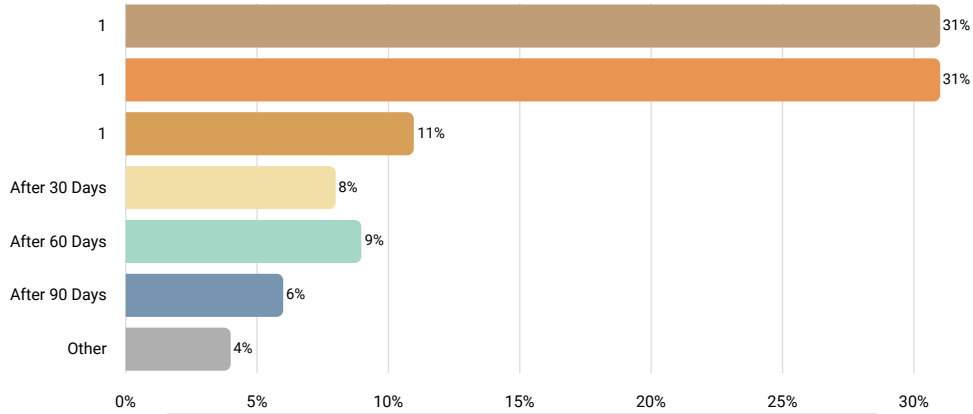
Answered 127 times

Skipped 1 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer a Prescription Drug Plan?" has Selected button "Yes"



Results	%	N
1st Day of Employment	31%	40
1st of Month After Date of Hire	31%	39
1st of Month After 30 Days	11%	14
After 30 Days	8%	10
After 60 Days	9%	11
After 90 Days	6%	8
Other	4%	5

## 8.6. Other Eligibility Period

Answered 5 times

Skipped 0 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer a Prescription Drug Plan?" has Selected button "Yes"
- "When do employees become eligible for coverage?" has Selected button "Other"

Results	N
1st of the month following 60 days	2
1st of month after 60 days	1
1st of the month after 60 days	1
1st of month following 60 days after hire date but before 91st	1

### 8.7. Do you offer retiree coverage under the age of 65?

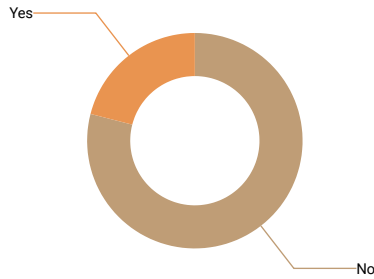
Answered 117 times

Skipped 11 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer a Prescription Drug Plan?" has Selected button "Yes"



Results	%	N
No	79%	92
Yes	21%	25

### 8.8. Do you offer retiree coverage over the age of 65?

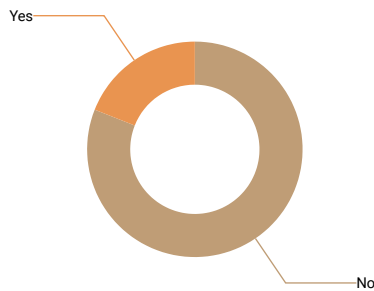
Answered 115 times

Skipped 13 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer a Prescription Drug Plan?" has Selected button "Yes"



Results	%	N
No	81%	93
Yes	19%	22

# Dental Coverage

---

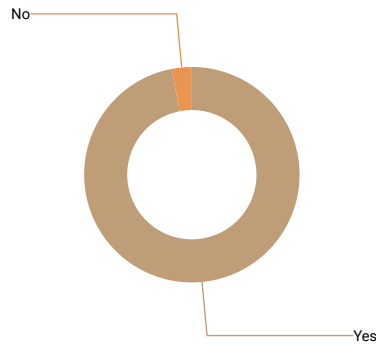
# 9. Dental Coverage

## 9.1. Does your company offer Dental Coverage?

Answered 157 times

Skipped 16 times

Select one answer (radio button)



Results	%	N
Yes	97%	153
No	3%	4

## 9.2. Type(s) of Dental Coverage Offered

Answered 141 times

Skipped 12 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer Dental Coverage?" has Selected button "Yes"

Results	N
PPO	140
DHMO	3
Other	2

### 9.3. Dental Plan Provider(s)

Answered 152 times

Skipped 1 times

Select multiple answers (checkboxboxes)

This question is applicable when the following conditions are met:

- "Does your company offer Dental Coverage?" has Selected button "Yes"

Results	N
Aetna	3
Blue Cross Blue Shield	50
Cigna	5
Concordia	2
Delta Dental	32
Guardian	14
Metlife	8
Principal	18
United Healthcare	3
Other	24

### 9.4. Other Dental Plan Provider

Answered 23 times

Skipped 1 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer Dental Coverage?" has Selected button "Yes"
- `Dental Plan Provider(s)` has `Other` checked

Results	N
unum	4
ameritas	4
the standard	3
mutual of omaha	2
united concordia	2
lincoln	1
sunlife	1
dentemax	1
standard	1
equitable	1
southland	1
colonial life	1
southland, argus	1

### 9.5. When do employee become eligible for coverage?

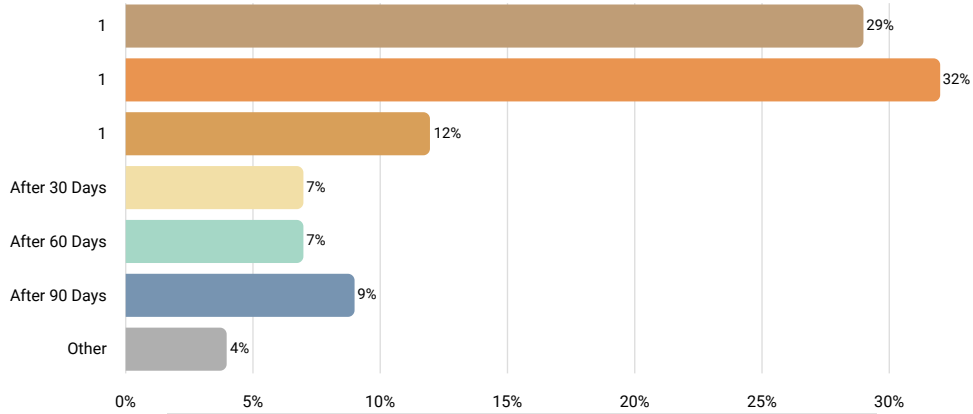
Answered 150 times

Skipped 3 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Dental Coverage?" has Selected button "Yes"



Results	%	N
1st Day of Employment	29%	43
1st of Month After Date of Hire	32%	48
1st of Month After 30 Days	12%	18
After 30 Days	7%	11
After 60 Days	7%	11
After 90 Days	9%	13
Other	4%	6

### 9.6. Do you offer retiree coverage under the age of 65?

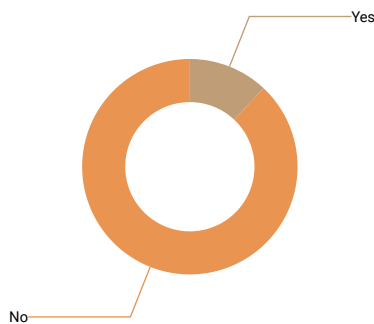
Answered 138 times

Skipped 15 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Dental Coverage?" has Selected button "Yes"



Results	%	N
Yes	12%	16
No	88%	122

### 9.7. Do you offer retiree coverage over the age of 65?

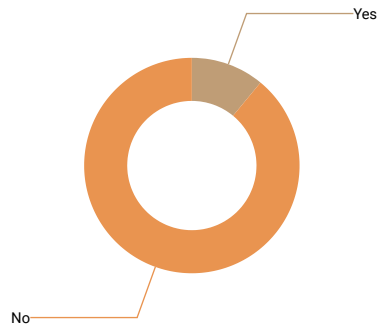
Answered 137 times

Skipped 16 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Dental Coverage?" has Selected button "Yes"



Results	%	N
Yes	11%	15
No	89%	122

# Vision Coverage

---

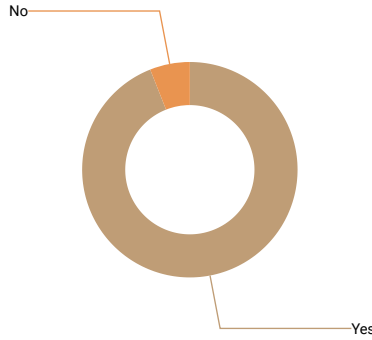
# 10. Vision Coverage

## 10.1. Does your company offer Vision Coverage?

Answered 157 times

Skipped 16 times

Select one answer (radio button)



Results	%	N
Yes	94%	147
No	6%	10

## 10.2. Vision Plan Provider(s)

Answered 146 times

Skipped 1 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer Vision Coverage?" has Selected button "Yes"

Results	N
Aetna	0
Blue Cross Blue Shield	14
Cigna	1
Eyemed	13
Guardian	12
Humana	2
Metlife	5
Principal	14
Superior Vision	2
United Healthcare	3
VSP	73
Other	21

### 10.3. Other Vision Plan Provider

Answered 21 times

Skipped 0 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer Vision Coverage?" has Selected button "Yes"
- "Vision Plan Provider(s)" has "Other" checked

Results	
unum	4
davis vision	2
the standard	2
mutual of omaha	2
nva	1
vba	1
avesis	1
eyemed	1
eye med	1
lincoln	1
ameritas	1
southland	1
amertas/vsp	1
colonial life	1
southland, davis vision	1

### 10.4. When do employees become eligible for coverage?

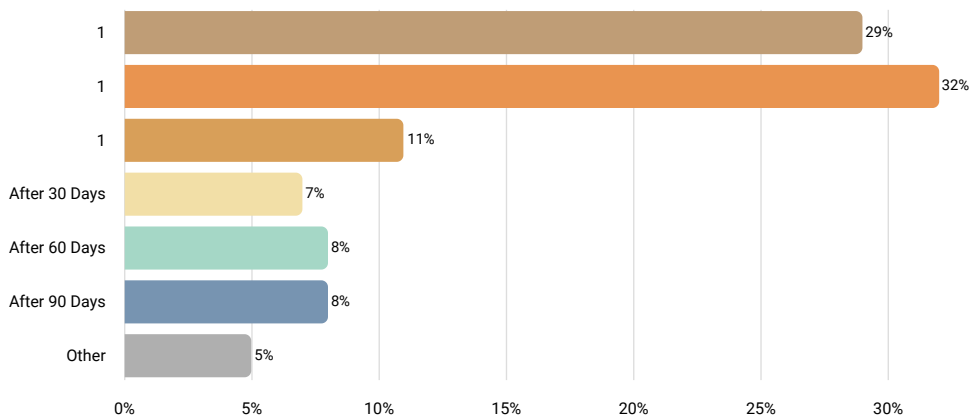
Answered 145 times

Skipped 2 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Vision Coverage?" has Selected button "Yes"



Results	%	N
1st Day of Employment	29%	42
1st of Month After Date of Hire	32%	47
1st of Month After 30 Days	11%	16
After 30 Days	7%	10
After 60 Days	8%	12
After 90 Days	8%	11
Other	5%	7

### 10.5. Other Vision Eligibility Period

Answered 7 times

Skipped 0 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer Vision Coverage?" has Selected button "Yes"
- "When do employees become eligible for coverage?" has Selected button "Other"

Results	
1st of month after 60 days	2
1 year	1
1st of month after 90 days	1
1st of the month following 60 days	1
1st of the month following 60 days of employment	1
1st of month following 60 days after hire date but before 91st	1

### 10.6. Do you offer retiree coverage under the age of 65?

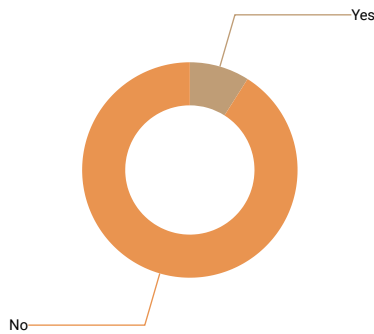
Answered 128 times

Skipped 19 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Vision Coverage?" has Selected button "Yes"



Results	%	N
Yes	9%	11
No	91%	117

### 10.7. Do you offer retiree coverage over the age of 65?

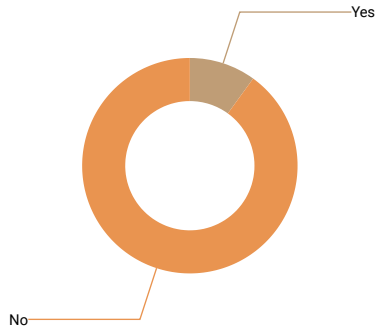
Answered 131 times

Skipped 16 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Vision Coverage?" has Selected button "Yes"



Results	%	N
Yes	10%	13
No	90%	118

# Life Insurance

---

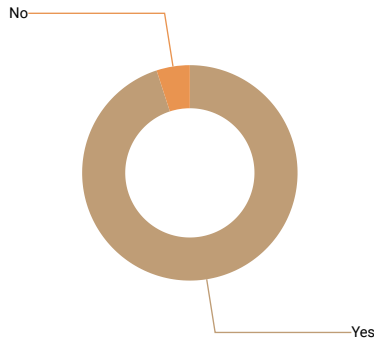
# 11. Life Insurance

## 11.1. Does your company offer Life Insurance?

Answered 156 times

Skipped 17 times

Select one answer (radio button)



Results	%	N
Yes	95%	148
No	5%	8

## 11.2. Type(s) of Life Insurance Offered

Answered 140 times

Skipped 8 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer Life Insurance?" has Selected button "Yes"

Results	N
Term Life Insurance	135
Whole Life Insurance	15
Other	4

### 11.3. Coverage Amount (in dollars)

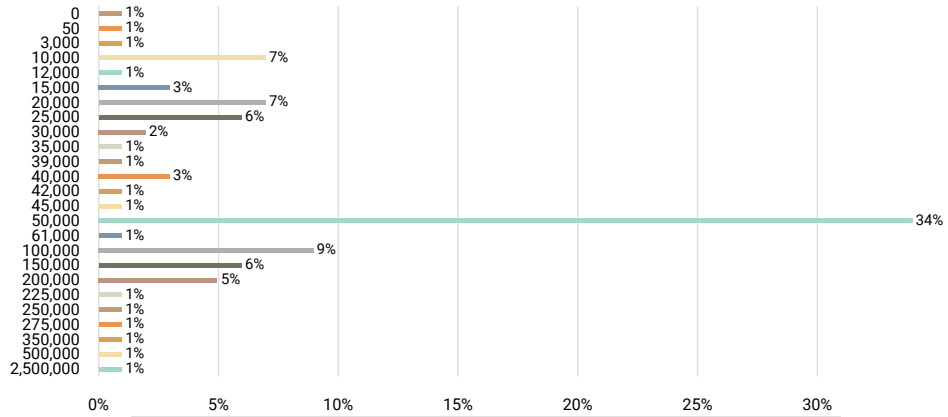
Answered 86 times

Skipped 62 times

Number input

This question is applicable when the following conditions are met:

- "Does your company offer Life Insurance?" has Selected button "Yes"



Statistics	
10th percentile	10,000
25th percentile	25,000
50th percentile	50,000
75th percentile	100,000
90th percentile	200,000
Mean	100,779.65
Median	50,000
Standard deviation	274,110.26
Total/sum	8,667,050

### 11.4. Coverage Amount (as percentage of salary)

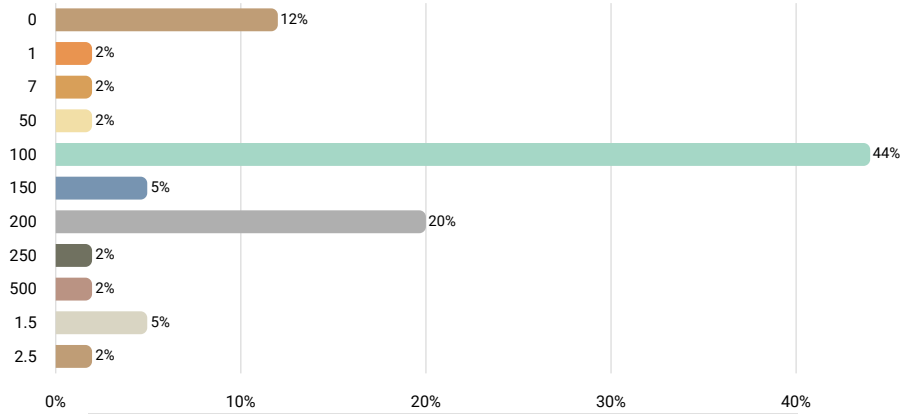
Answered 41 times

Skipped 107 times

Number input

This question is applicable when the following conditions are met:

- "Does your company offer Life Insurance?" has Selected button "Yes"



Statistics	
10th percentile	0
25th percentile	50
50th percentile	100
75th percentile	150
90th percentile	200
Mean	110.09
Median	100
Standard deviation	95.29
Total/sum	4,513.5

### 11.6. Can employees purchase additional life insurance for themselves or others?

Answered 136 times

Skipped 12 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer Life Insurance?" has Selected button "Yes"

Results	N
Yes, Self	118
Yes, Spouse/Partner	122
Yes, Dependents	129

# HSA or FSA

---

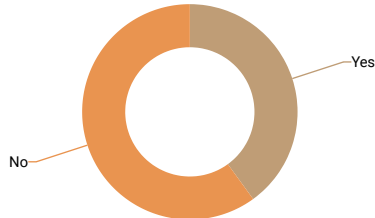
# 12. HSA or FSA

## 12.1. Does your company offer a Health Savings Account (HSA)?

Answered 153 times

Skipped 20 times

Select one answer (radio button)



Results	%	N
Yes	40%	61
No	60%	92

## 12.2. Is this benefit earned or given?

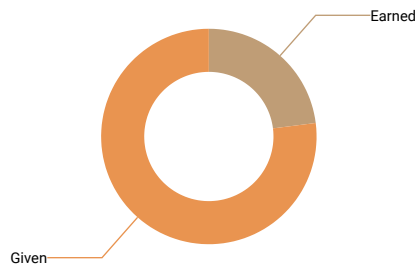
Answered 52 times

Skipped 12 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer a Health Savings Account (HSA)?" has Selected button "Yes"



Results	%	N
Earned	23%	12
Given	77%	40

### 12.3. What is required for eligibility?

Answered 12 times

Skipped 0 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer a Health Savings Account (HSA)?" has Selected button "Yes"
- "Is this benefit earned or given?" has Selected button "Earned"

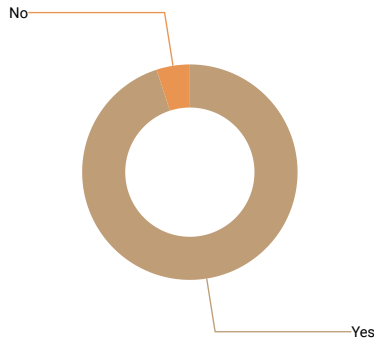
Results	N
Enrolled in HDHP	10
FTE Status	7
Other	0

### 12.4. Does your company offer a Flexible Spending Account (FSA)?

Answered 59 times

Skipped 114 times

Select one answer (radio button)



Results	%	N
Yes	95%	56
No	5%	3

### 12.5. Do some or all unused funds for FSAs rollover at the end of the year?

Answered 53 times

Skipped 6 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer a Flexible Spending Account (FSA)?" has Selected button "Yes"



Results	%	N
Yes	55%	29
No	45%	24

### 12.6. Does your company contribute to employee FSAs?

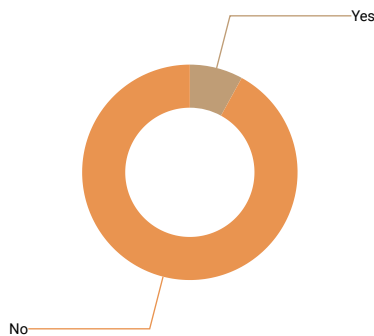
Answered 52 times

Skipped 7 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer a Flexible Spending Account (FSA)?" has Selected button "Yes"



Results	%	N
Yes	8%	4
No	92%	48

### 12.7. Does your company offer a Dependent Care FSA (DCFSA)?

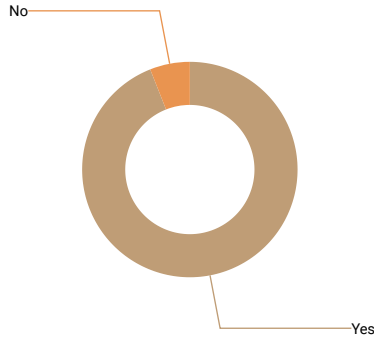
Answered 54 times

Skipped 5 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer a Flexible Spending Account (FSA)?" has Selected button "Yes"



Results	%	N
Yes	94%	51
No	6%	3

### 12.8. Does your company offer a limited-purpose FSA that can be used in conjunction with an HSA?

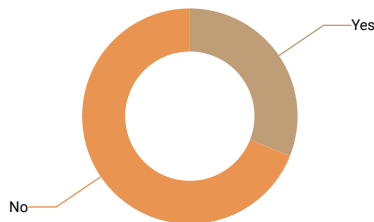
Answered 49 times

Skipped 10 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer a Flexible Spending Account (FSA)?" has Selected button "Yes"



Results	%	N
Yes	31%	15
No	69%	34

# Pension Plan (Defined Benefit)

---

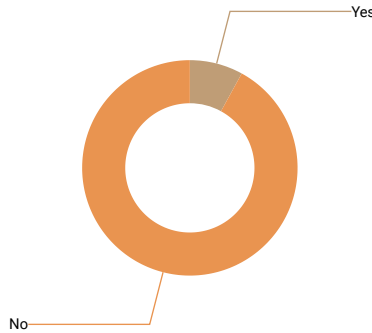
# 13. Pension Plan (Defined Benefit)

## 13.1. Does your company offer a Pension Plan (Defined Benefit)?

Answered 157 times

Skipped 16 times

Select one answer (radio button)



Results	%	N
Yes	8%	12
No	92%	145

## 13.2. When do employees become eligible?

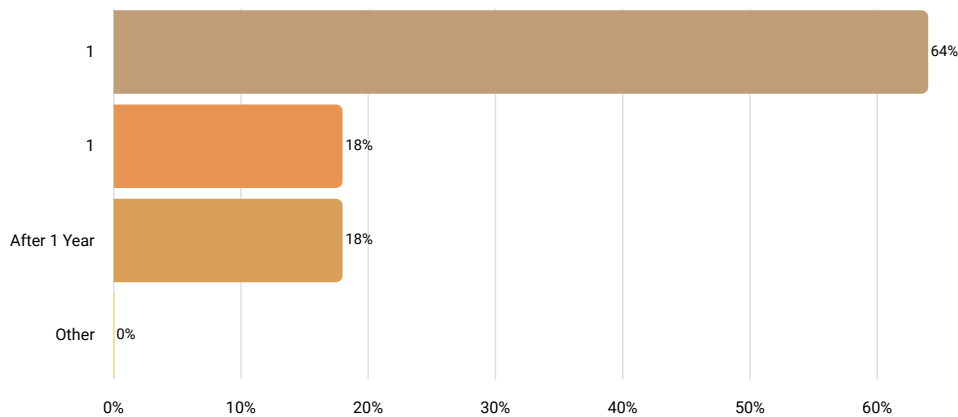
Answered 11 times

Skipped 1 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer a Pension Plan (Defined Benefit)?" has Selected button "Yes"



Results	%	N
1st Day of Employment	64%	7
1st of Month After Date of Hire	18%	2
After 1 Year	18%	2
Other	0%	0

### 13.3. Defined amount employer contributes to pension fund per employee (annual as a percentage of salary)

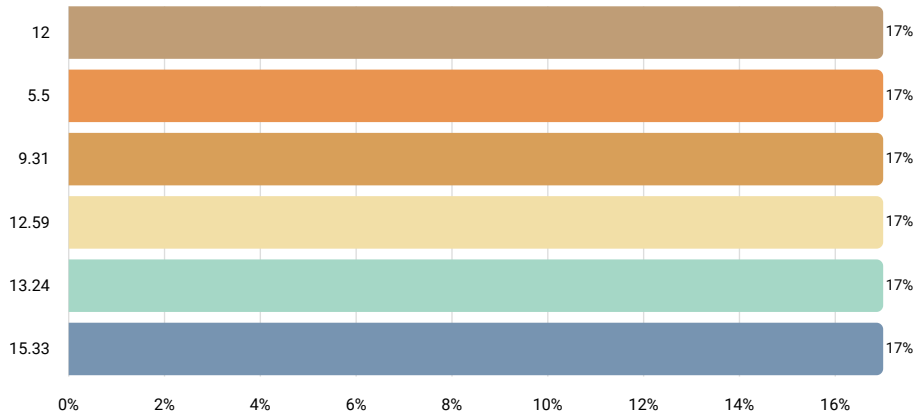
Answered 6 times

Skipped 8 times

Number input

This question is applicable when the following conditions are met:

- "Does your company offer a Pension Plan (Defined Benefit)?" has Selected button "Yes"



Statistics	
10th percentile	5.5
25th percentile	9.31
50th percentile	12.3
75th percentile	13.24
90th percentile	15.33
Mean	11.33
Median	12.3
Standard deviation	3.46
Total/sum	67.97

### 13.4. Defined amount employer contributes to pension fund per employee (annual in dollars, if applicable)

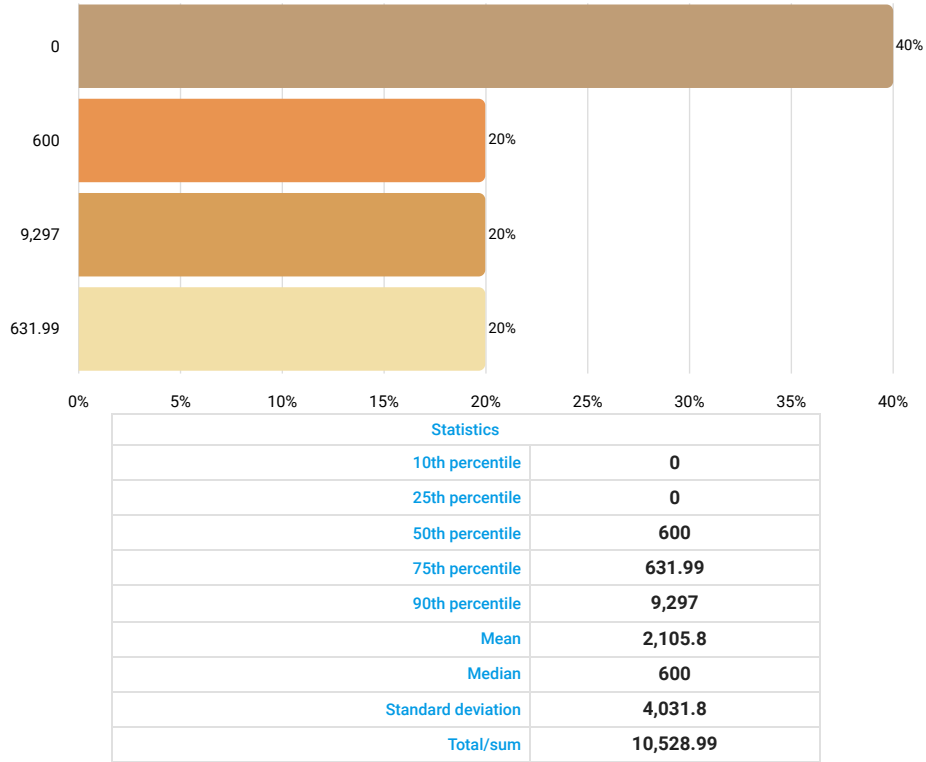
Answered 5 times

Skipped 9 times

Number input

This question is applicable when the following conditions are met:

- "Does your company offer a Pension Plan (Defined Benefit)?" has Selected button "Yes"



# 401(k) Plan

---

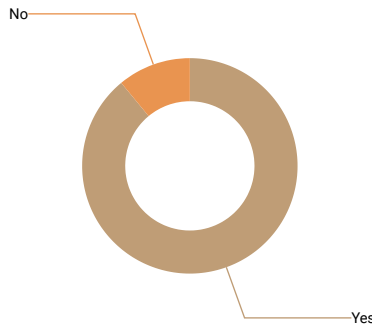
# 14. 401(k) Plan

## 14.1. Does your company offer a 401(k) Plan?

Answered 158 times

Skipped 15 times

Select one answer (radio button)



Results	%	N
Yes	89%	141
No	11%	17

## 14.2. When do employees become eligible?

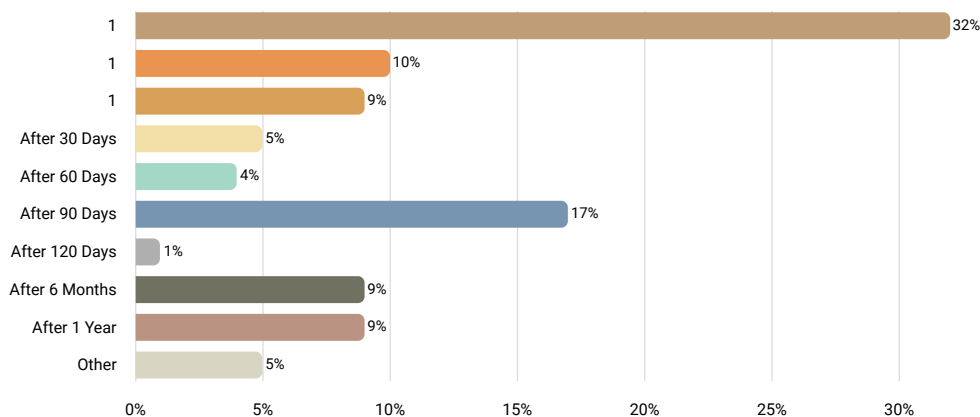
Answered 139 times

Skipped 2 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer a 401(k) Plan?" has Selected button "Yes"



Results	%	N
1st Day of Employment	32%	44
1st of Month After Date of Hire	10%	14
1st of Month After 30 Days	9%	13
After 30 Days	5%	7
After 60 Days	4%	5
After 90 Days	17%	24
After 120 Days	1%	1
After 6 Months	9%	12
After 1 Year	9%	12
Other	5%	7

### 14.3. Other 401(k) Eligibility Period

Answered 7 times

Skipped 0 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer a 401(k) Plan?" has Selected button "Yes"
- "When do employees become eligible?" has Selected button "Other"

Results	
45 days	1
quarterly	1
first open qtr after 6 months	1
jan. 1 and july 1 after 6 months	1
after 1 year of service and attained age 21.	1
1st of the month following 60 days of employment	1
after six months if worked 1,000 hours during eligibility period. if not, then if worked 1,000 hours by 1st anniversary. if not, if worked 1,000 hours in any following calendar plan year.	1

### 14.4. Up to what percentage does the company match 100% of employee contributions?

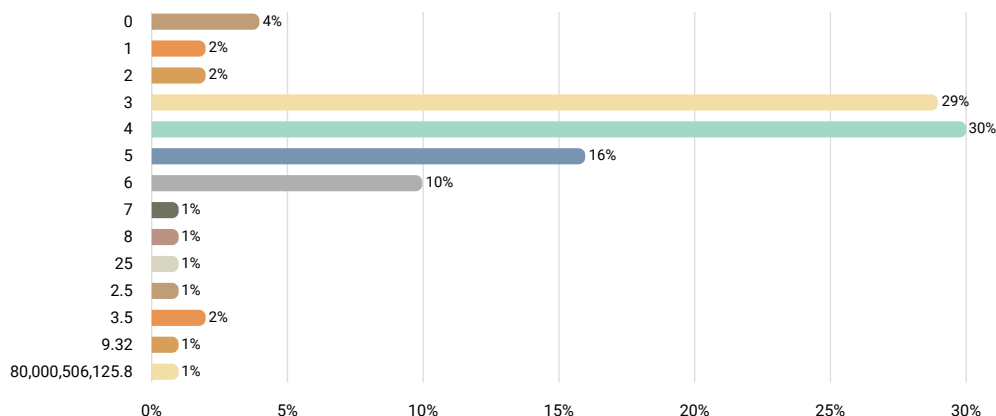
Answered 117 times

Skipped 24 times

Number input

This question is applicable when the following conditions are met:

- "Does your company offer a 401(k) Plan?" has Selected button "Yes"



Statistics	
10th percentile	3
25th percentile	3
50th percentile	4
75th percentile	5
90th percentile	6
Mean	683,765,013.67
Median	4
Standard deviation	7,396,049,407.31
Total/sum	80,000,506,599.62

14.5. If your company matches less than 100% of contributions after a certain threshold, please describe the partial match.

Answered 57 times

Skipped 84 times

Text area input

This question is applicable when the following conditions are met:

- "Does your company offer a 401(k) Plan?" has Selected button "Yes"

Results	
employer matches 100% of the first 3% and 50% of the next 2%	9
4%	1
50% of 7%	1
6% of 25%	1
75% up to 6%	1
50% of first 6%	1
50 of the next 2%	1
50% of the first 5%	1
100% of the first 3%	1
50% of first 10%, max 5%	1
matches 100% of the first 4%	1
employer matches 50% up to 6%	1
100% up to 4% and 0% after that.	1
up to 6 % at \$ .50 on the dollar	1
employer matches 30% of the first 5%.	1
profit share contribution 1x per year	1
employer matches 100% of the first 4%.	1
50% up to 10% of the employee's deferrals	1
employer matches 50% up to the first 6%.	1
match 100% of first 1% and 50% of next 5%	1
100% of the first 3% and 50% of the next 2%	1
company matches 6% up to 5% of total salary	1
employer matches 5% of the first 5% deferred	1
50% of the first 4% of employee contributions	1
100% for the first 3% then 50% for the next two	1
100% of the first 3, 50% of the next 2, up to 5%	1
employer matches 75% of the first 8% contributed.	1
employer matches 50% up to the first 4% contributed	1
match 3.5% for 4%. match 4% when 5% is contributed.	1
100 percent of first 3 percent, 50 % of the next 2 %	1
company contribution is 3% safe harbor, 17% discretionary	1
employer matches 25% of employee contributions with no cap	1
employer matches 100% of the first 3% and 50% of the next 2%	1
employer match 100% of the first 3% and 50 % on the next 3%.	1
employer matches 100% of the first 1% and 50% of the next 5%	1
employer matches 100% of the first 3% and 50% of the next 4%	1
employer matches 100% of the first 2% and 25% of the next 4%.	1
employer matches 100% of the first 3% and 50% of the next 2%.	1
employer matches 100% of the first 4% and 50% of the next 2%.	1
lump sum determined annually- historically matched up to \$2000	1
employer matches 100% for the first 1% then 50% for the next 5%	1
3% non-elective employer contribution after one year of service.	1
match 100% of 3% ee contributes, then 50% of next 2% ee contributes	1
no matching, safe harbor plan - employer automatically contributes 3%	1
first 4% and that is it, vesting in 1/3rd over 3 years of the employer contribution	1
employer matches 50% of the first 5% employee contribution after 1 year of employment.	1
50% match for 4th and 5th percent contributed to a total of 4% matching for a 5% contribution	1



### 14.6. Is there a vesting schedule for employer contributions?

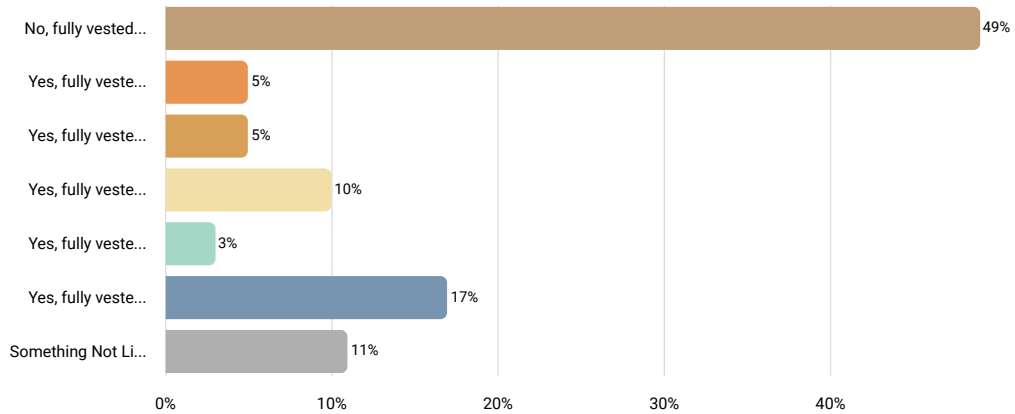
Answered 132 times

Skipped 9 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer a 401(k) Plan?" has Selected button "Yes"



Results	%	N
No, fully vested.	49%	65
Yes, fully vested after 1 year.	5%	7
Yes, fully vested after 2 years.	5%	6
Yes, fully vested after 3 years.	10%	13
Yes, fully vested after 4 years.	3%	4
Yes, fully vested after 5 years.	17%	23
Something Not Listed	11%	14

## 14.7. Describe the vesting schedule.

Answered 14 times

Skipped 0 times

Text area input

This question is applicable when the following conditions are met:

- "Does your company offer a 401(k) Plan?" has Selected button "Yes"
- "Is there a vesting schedule for employer contributions?" has Selected button "Something Not Listed"

Results	
fully vested after 6 years	3
7	1
after 6 years	1
3 years to 100%	1
7 years, 100% vested	1
fully vested after 90 days of employment	1
60 day waiting period, first of a quarter.	1
year 2 = 20%, year 3= 40%, year 4 = 60%, year 5 = 80% year 6 = 100%	1
after 1 year 0% after 2 years 20% after 3 years 40% after 4 years 60% after 5 years 80% after 6 years 100%	1
fully vested on day 1 for matching contributions, but 5 year vesting schedule for profit sharing contributions	1
20% per year after 2 years of service, increasing by 20% per year until 6 years of service are completed, at which point, the participant is 100% vested.	1
rsa state retirement - fully vested after 10 years. is actually a pension plan but does not match our 2nd nationwide pension plan mentioned in previous section.	1

# Paid Time Off (PTO)

---

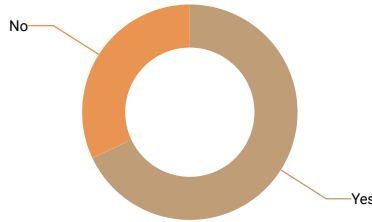
# 15. PTO (Paid Time Off)

## 15.1. Does your company offer PTO? (typically combines sick, vacation, holiday, and/or personal leave in one category)

Answered 156 times

Skipped 17 times

Select one answer (radio button)



Results	%	N
Yes	68%	106
No	32%	50

## 15.2. Annual Amount of PTO in Days

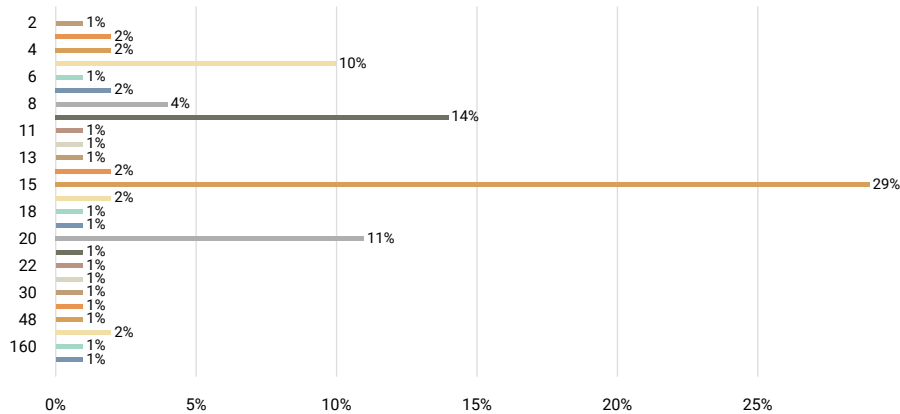
Answered 83 times

Skipped 23 times

Number input

This question is applicable when the following conditions are met:

- "Does your company offer PTO? (typically combines sick, vacation, holiday, and/or personal leave in one category)" has Selected button "Yes"



Statistics	
10th percentile	5
25th percentile	10
50th percentile	15
75th percentile	18
90th percentile	22
Mean	22.17
Median	15
Standard deviation	44.95
Total/sum	1,840

### 15.3. How is PTO accrued?

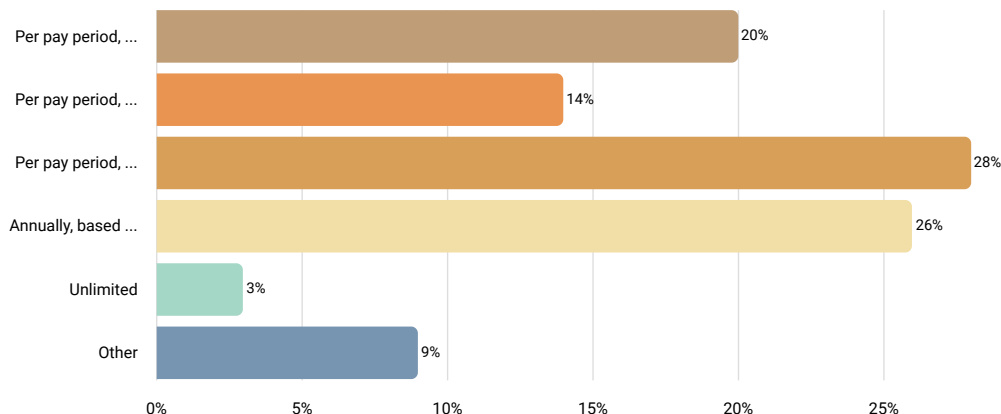
Answered 102 times

Skipped 4 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer PTO? (typically combines sick, vacation, holiday, and/or personal leave in one category)" has Selected button "Yes"



Results	%	N
Per pay period, flat rate	20%	20
Per pay period, based on hours worked	14%	14
Per pay period, based on years of service	28%	29
Annually, based on years of service	26%	27
Unlimited	3%	3
Other	9%	9

### 15.4. Are any of these leave types NOT included in your PTO?

Answered 76 times

Skipped 30 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer PTO? (typically combines sick, vacation, holiday, and/or personal leave in one category)" has Selected button "Yes"

Results	N
Sick Leave	15
Vacation	16
Holidays	65
Personal Leave	16

# Sick Leave

---

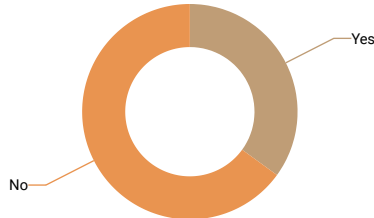
# 16. Sick Leave

## 16.1. Does your company offer Sick Leave?

Answered 156 times

Skipped 17 times

Select one answer (radio button)



Results	%	N
Yes	35%	54
No	65%	102

## 16.2. Annual Amount of Sick Leave in Days

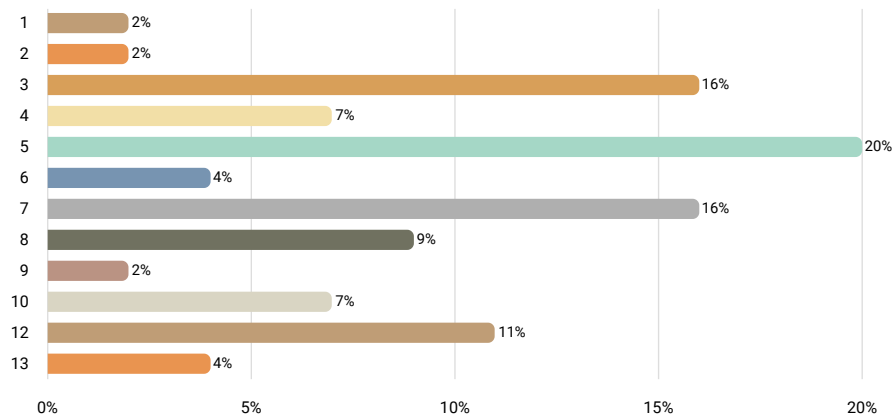
Answered 45 times

Skipped 9 times

Number input

This question is applicable when the following conditions are met:

- "Does your company offer Sick Leave?" has Selected button "Yes"



Statistics	
10th percentile	3
25th percentile	4
50th percentile	6
75th percentile	8
90th percentile	12
Mean	6.64
Median	6
Standard deviation	3.25
Total/sum	299

### 16.3. How is Sick Leave accrued?

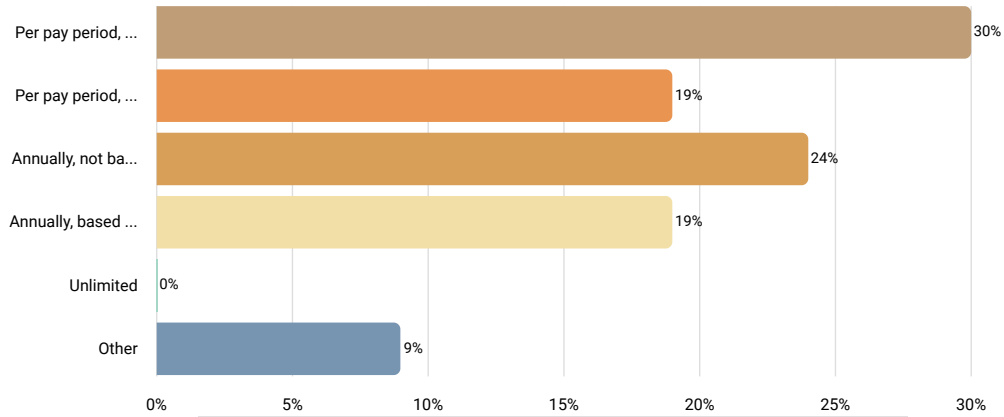
Answered 54 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Sick Leave?" has Selected button "Yes"



Results	%	N
Per pay period, flat rate	30%	16
Per pay period, based on hours worked	19%	10
Annually, not based on years of service	24%	13
Annually, based on years of service	19%	10
Unlimited	0%	0
Other	9%	5

### 16.4. Other Sick Leave Accrual Rate

Answered 5 times

Skipped 0 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer Sick Leave?" has Selected button "Yes"
- "How is Sick Leave accrued?" has Selected button "Other"

Results	N
4 hours per month	1
per policy but not accrued	1
monthly, flat rate (8 hours/month)	1
per pay period, based on demographic area	1
per pay period, based on hours worked and years of service.	1

## 16.5. Paid out at termination?

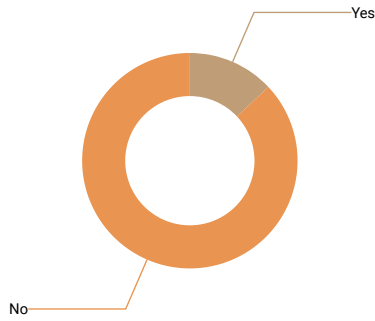
Answered 54 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Sick Leave?" has Selected button "Yes"



Results	%	N
Yes	13%	7
No	87%	47

# Vacation

---

# 17. Vacation

## 17.1. Does your company offer Vacation Leave?

Answered 157 times

Skipped 16 times

Select one answer (radio button)



Results	%	N
Yes	55%	86
No	45%	71

## 17.2. Annual Amount of Vacation Leave in Days

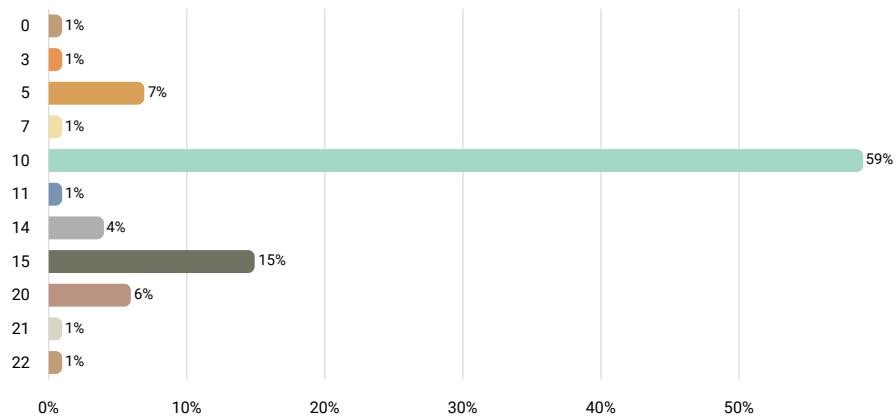
Answered 71 times

Skipped 15 times

Number input

This question is applicable when the following conditions are met:

- "Does your company offer Vacation Leave?" has Selected button "Yes"



Statistics	
10th percentile	7
25th percentile	10
50th percentile	10
75th percentile	14
90th percentile	15
Mean	11.21
Median	10
Standard deviation	4.08
Total/sum	796

### 17.3. How is Vacation Leave accrued?

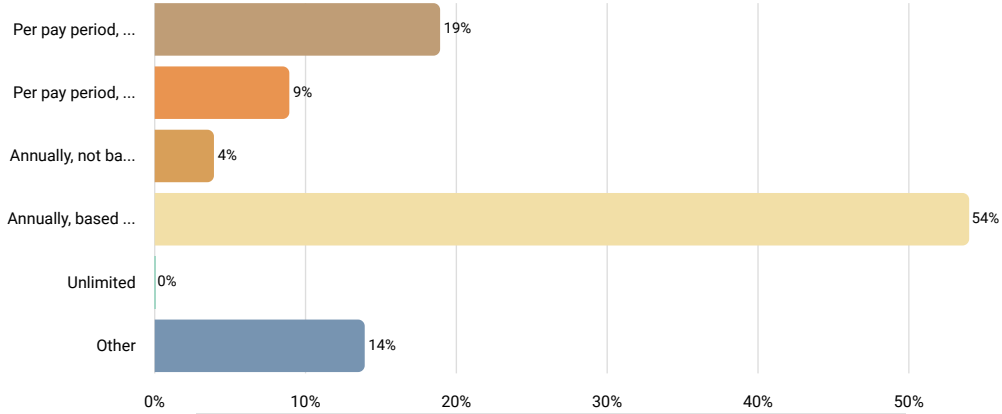
Answered 85 times

Skipped 1 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Vacation Leave?" has Selected button "Yes"



Results	%	N
Per pay period, flat rate	19%	16
Per pay period, based on hours worked	9%	8
Annually, not based on years of service	4%	3
Annually, based on years of service	54%	46
Unlimited	0%	0
Other	14%	12

### 17.4. Other Vacation Accrual Rate

Answered 11 times

Skipped 1 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer Vacation Leave?" has Selected button "Yes"
- "How is Vacation Leave accrued?" has Selected button "Other"

Results	Count
monthly	1
vacation rate is accrued monthly	1
monthly, based on years of service	1
per pay period, based on years of service	1
accrued each month, based on years of service	1
per accounting month based on company service	1
per pay period, based on years of experience.	1
per pay period flat rate, based on years of service	1
accrued per pay period, based on length of employment	1
per pay period, based on hours worked and years of service	1
upon employment accrues at a rate of 80 hours annual with each pay period and increases to a maximum of 120 hours annual based on years of service	1

### 17.5. Paid out at termination?

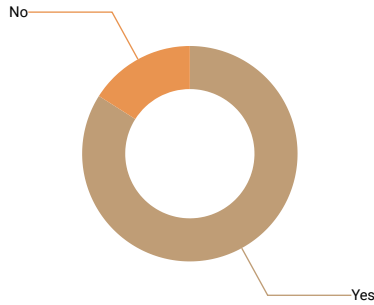
Answered 86 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Vacation Leave?" has Selected button "Yes"



Results	%	N
Yes	84%	72
No	16%	14

# Paid Family and Medical Leave

---

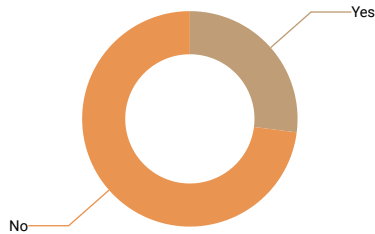
# 18. Paid Family and Medical Leave

## 18.1. Does your company offer Paid Family and Medical Leave?

Answered 157 times

Skipped 16 times

Select one answer (radio button)



Results	%	N
Yes	27%	43
No	73%	114

## 18.2. Eligibility Criteria for Paid Family Leave

Answered 40 times

Skipped 3 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer Paid Family and Medical Leave?" has Selected button "Yes"

Results	N
Full-Time Equivalent (FTE)	34
Employee has given birth to a child	36
Employee is a spouse or committed partner of someone who has given birth to a child.	29
Employee has adopted a child or been placed with a foster child.	30
Must have already used short-term disability	3
Must use short-term disability concurrently	10
Must use FMLA concurrently	15

### 18.3. Annual Amount of Paid Family Leave in Weeks

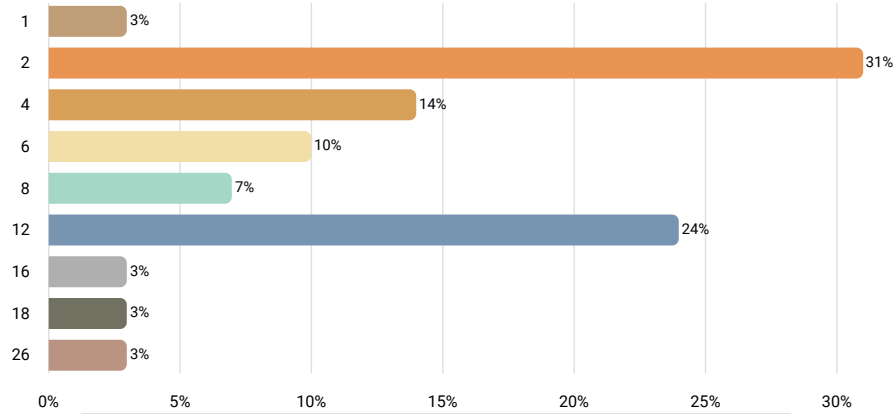
Answered 29 times

Skipped 14 times

Number input

This question is applicable when the following conditions are met:

- "Does your company offer Paid Family and Medical Leave?" has Selected button "Yes"



Statistics	
10th percentile	2
25th percentile	2
50th percentile	6
75th percentile	12
90th percentile	16
Mean	7.34
Median	6
Standard deviation	6.08
Total/sum	213

### 18.4. Percent of Salary Paid for Family Leave

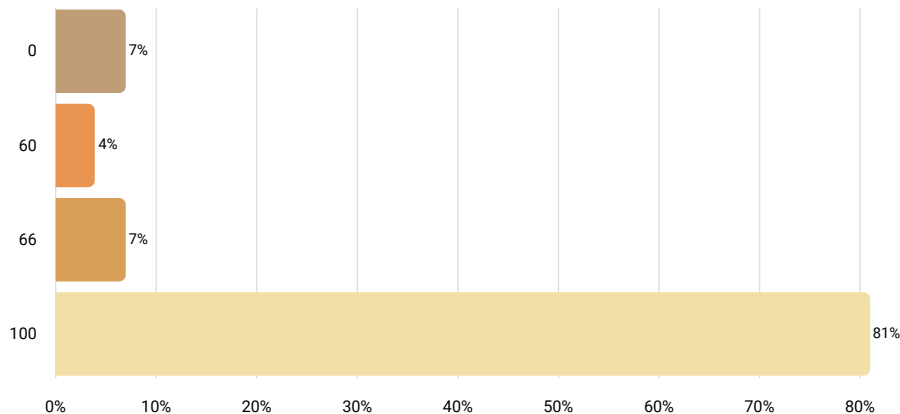
Answered 27 times

Skipped 16 times

Number input

This question is applicable when the following conditions are met:

- "Does your company offer Paid Family and Medical Leave?" has Selected button "Yes"



Statistics	
10th percentile	60
25th percentile	100
50th percentile	100
75th percentile	100
90th percentile	100
Mean	88.59
Median	100
Standard deviation	28.01
Total/sum	2,392

### 18.5. Eligibility Criteria for Paid Medical Leave

Answered 30 times

Skipped 13 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer Paid Family and Medical Leave?" has Selected button "Yes"

Results	N
Full-Time Equivalent (FTE)	29
Critical Illness of Employee	16
Critical Illness of a Dependent	10
Must have already used short-term disability	1
Must use short-term disability concurrently	13
Must use FMLA concurrently	15

# Short-Term Disability

---

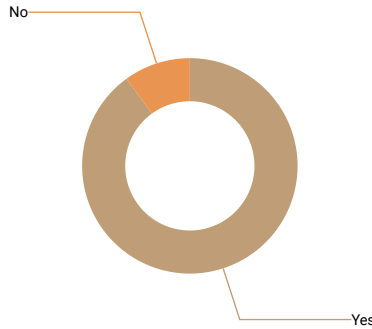
# 19. Short-term Disability

## 19.1. Does your company offer Short-Term Disability?

Answered 158 times

Skipped 15 times

Select one answer (radio button)



Results	%	N
Yes	90%	142
No	10%	16

## 19.2. Short-term Disability Coverage Amount

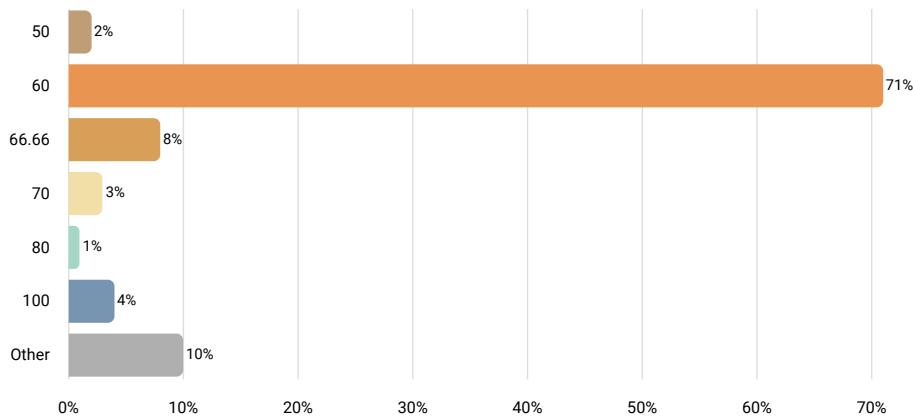
Answered 136 times

Skipped 6 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Short-Term Disability?" has Selected button "Yes"



Results	%	N
50% of Salary	2%	3
60% of Salary	71%	97
66.66% of Salary	8%	11
70% of Salary	3%	4
80% of Salary	1%	2
100% of Salary	4%	6
Other	10%	13

### 19.3. Other Short-term Disability Coverage Amount

Answered 13 times

Skipped 0 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer Short-Term Disability?" has Selected button "Yes"
- "Short-term Disability Coverage Amount" has Selected button "Other"

Results	
55%	1
66 2/3	1
600 a week	1
\$200 per week	1
60% of base salary	1
hourly employees = \$375 per week	1
0-9 yos paid at 60%; 10+ yos paid at 100%	1
60% of base pay, maximum of \$2000 per week	1
60% up to \$1000/ week minus other income sources	1
1 - 5yrs of service is 60%, over 5yrs of service is 75%	1
it depends on years of service. 50% until year 3, 75% until year 5, then 100%	1
employee funded and cost is based on desired percentage of salary to be covered.	1
basic benefit is \$200 weekly following elimination period; can purchase voluntary coverage for 60% income replacement	1

### 19.4. Coverage Waiting Period Days

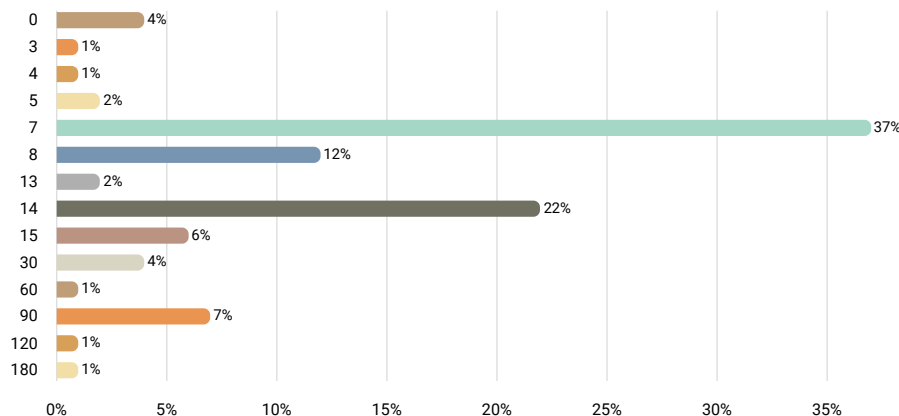
Answered 127 times

Skipped 15 times

Number input

This question is applicable when the following conditions are met:

- "Does your company offer Short-Term Disability?" has Selected button "Yes"



Statistics	
10th percentile	7
25th percentile	7
50th percentile	8
75th percentile	14
90th percentile	30
Mean	18.34
Median	8
Standard deviation	27.61
Total/sum	2,329

### 19.5. Short-term Disability Coverage Term

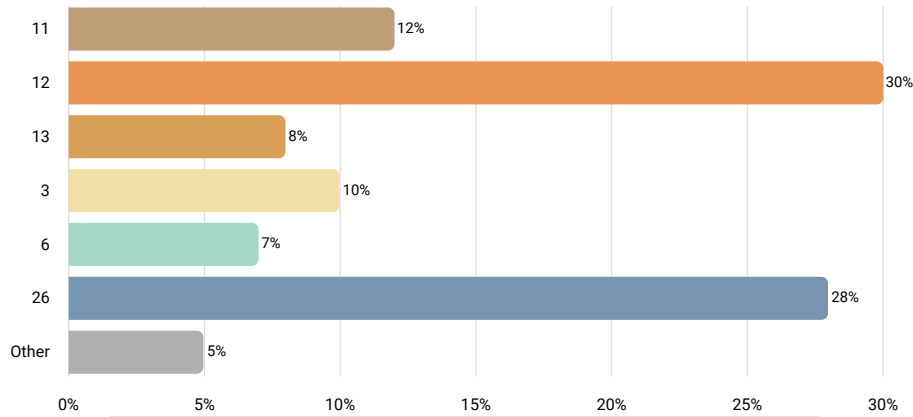
Answered 134 times

Skipped 8 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Short-Term Disability?" has Selected button "Yes"



Results	%	N
11 weeks	12%	16
12 Weeks	30%	40
13 Weeks	8%	11
3 months	10%	13
6 months	7%	9
26 weeks	28%	38
Other	5%	7

### 19.6. Other Short-term Disability Coverage Term

Answered 7 times

Skipped 0 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer Short-Term Disability?" has Selected button "Yes"
- "Short-term Disability Coverage Term" has Selected button "Other"

Results	N
25 weeks	3
13 weeks	1
60 weeks for full-timehourly employees	1
graduated based on years of service up to 26 weeks in 5 years	1
22 weeks - waiting period of 30 days is waived if employee is hospitalized overnight.....upon hospitalization employee is eligible for std	1

# Long-Term Disability

---

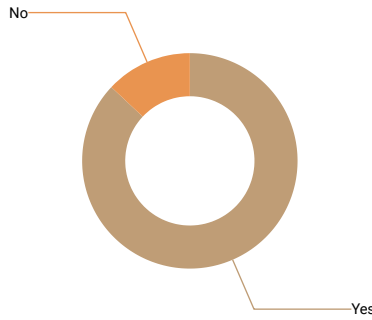
# 20. Long-term Disability

## 20.1. Does your company offer Long-Term Disability?

Answered 157 times

Skipped 16 times

Select one answer (radio button)



Results	%	N
Yes	87%	137
No	13%	20

## 20.2. Long-term Disability Coverage Amount

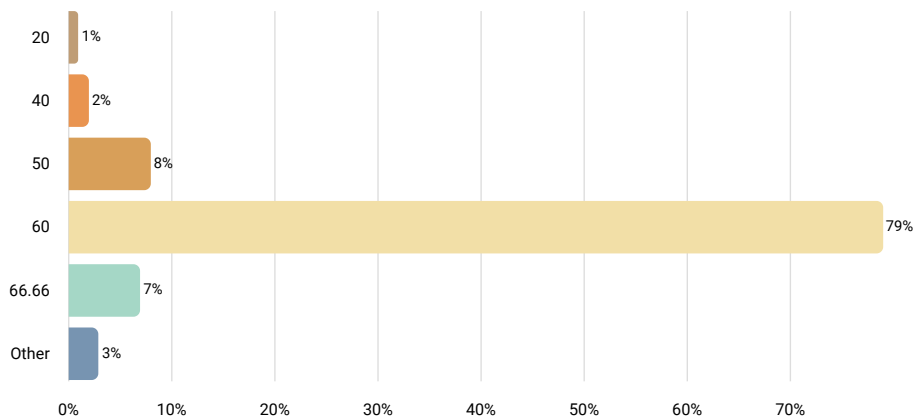
Answered 131 times

Skipped 6 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Long-Term Disability?" has Selected button "Yes"



Results	%	N
20% of Salary	1%	1
40% of Salary	2%	2
50% of Salary	8%	11
60% of Salary	79%	104
66.66% of Salary	7%	9
Other	3%	4

### 20.3. Coverage Waiting Period Days

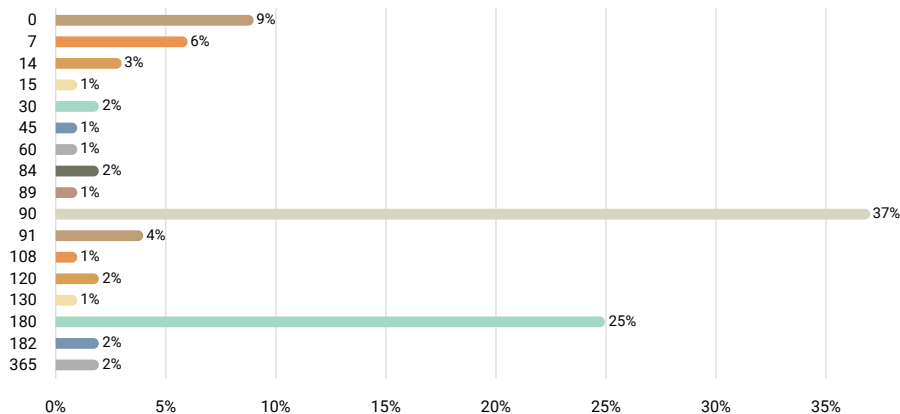
Answered 102 times

Skipped 35 times

Number input

This question is applicable when the following conditions are met:

- "Does your company offer Long-Term Disability?" has Selected button "Yes"



Statistics	
10th percentile	7
25th percentile	89
50th percentile	90
75th percentile	180
90th percentile	180
Mean	103.5
Median	90
Standard deviation	71.15
Total/sum	10,557

## 20.4. Long-term Disability Coverage Term

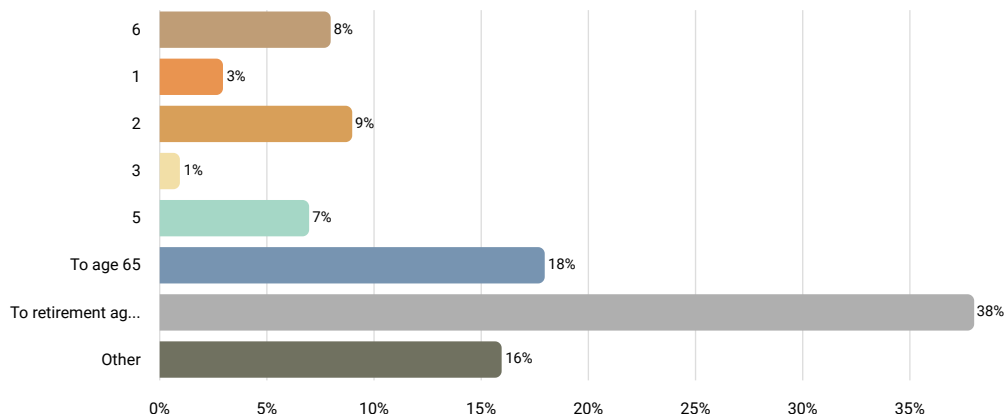
Answered 120 times

Skipped 17 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Long-Term Disability?" has Selected button "Yes"



Results	%	N
6 months	8%	10
1 year	3%	4
2 years	9%	11
3 Years	1%	1
5 years	7%	8
To age 65	18%	21
To retirement age	38%	46
Other	16%	19

## 20.5. Other Long-term Disability Coverage Term

Answered 13 times

Skipped 6 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer Long-Term Disability?" has Selected button "Yes"
- "Long-term Disability Coverage Term" has Selected button "Other"

Results	
18 months	1
based on age.	1
varies by age	1
1-10 years of service	1
69 or older for 1 year	1
based on purchased term	1
until employee has approved disability	1
5 years or age 70, whichever comes first	1
will start reducing benefit duration at age 65	1
at least until age 67 and longer if disability occurs after age 65	1
65-67=24 months, 68-69=18 months, 70-71=15 months, 72 and over = 12 months	1
prior to age 62, 42 months or age 65 - at age 62 or after benefits continue beyond age 65.	1
maximum benefit period: determined by your age when disability begins, as follows: age maximum benefit period 61 or younger - to age 65, or 3 years 6 months, if longer. age 62 - 3 years 6 months. age 63 - 3 years. age 64 - 2 years 6 months. age 65 - 2 years. age 66 - 1 year 9 months. age 67 - 1 year 6 months. age 68 - 1 year 3 months. age 69 or older - 1 year	1

# Education Assistance / Tuition Reimbursement

---

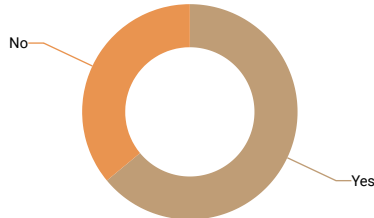
# 21. Education Assistance/Tuition Reimbursement

## 21.1. Does your company offer Education Assistance/Tuition Reimbursement?

Answered 156 times

Skipped 17 times

Select one answer (radio button)



Results	%	N
Yes	64%	100
No	36%	56

## 21.2. Education/Tuition Eligibility Requirements

Answered 97 times

Skipped 3 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer Education Assistance/Tuition Reimbursement?" has Selected button "Yes"

Results	N
Work-related	86
FTE	68
Minimum grade/score	69
Other	10

### 21.3. Other Education/Tuition Eligibility Requirement

Answered 10 times

Skipped 0 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer Education Assistance/Tuition Reimbursement?" has Selected button "Yes"
- `Education/Tuition Eligibility Requirements` has `Other` checked

Results	
up to \$1000/year	1
years of employment	1
must be pre-approved	1
related to your current position	1
not guaranteed. must be approved.	1
cannot be on a performance improvement plan	1
pay tuition only for fte or eligible dependent	1
12-month employment obligation upon completion.	1
capped at \$5250 per year. part time employees are eligible for up to \$2625 per year	1
reimbursement is based on grade in class - 70% for a c, 80% for a b and 90% for an a	1

### 21.4. Percentage of Reimbursement

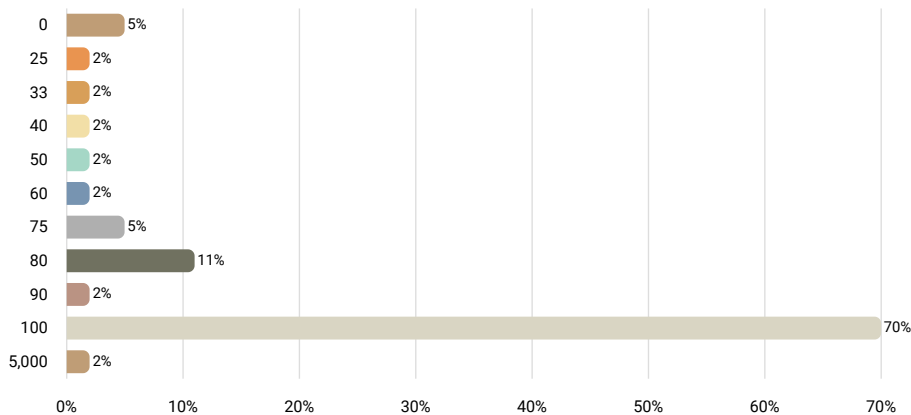
Answered 66 times

Skipped 34 times

Number input

This question is applicable when the following conditions are met:

- "Does your company offer Education Assistance/Tuition Reimbursement?" has Selected button "Yes"



Statistics	
10th percentile	50
25th percentile	80
50th percentile	100
75th percentile	100
90th percentile	100
Mean	161.86
Median	100
Standard deviation	605.23
Total/sum	10,683

# Employee Assistance Program

---

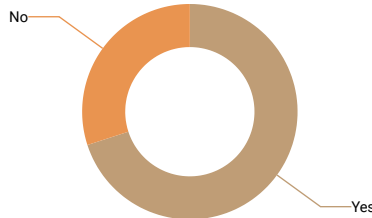
# 22. Employee Assistance Program

## 22.1. Does your company offer an Employee Assistance Program/Plan (EAP)?

Answered 158 times

Skipped 15 times

Select one answer (radio button)



Results	%	N
Yes	70%	111
No	30%	47

## 22.2. Name of EAP Provider

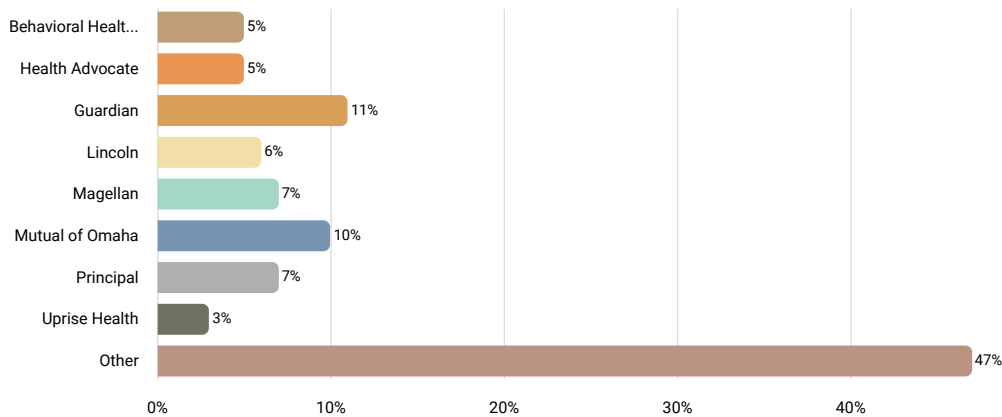
Answered 107 times

Skipped 4 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer an Employee Assistance Program/Plan (EAP)?" has Selected button "Yes"



Results	%	N
Behavioral Health Systems	5%	5
Health Advocate	5%	5
Guardian	11%	12
Lincoln	6%	6
Magellan	7%	8
Mutual of Omaha	10%	11
Principal	7%	7
Uprise Health	3%	3
Other	47%	50

### 22.3. Who is eligible to participate in the EAP?

Answered 108 times

Skipped 3 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer an Employee Assistance Program/Plan (EAP)?" has Selected button "Yes"

Results	N
Employee	108
Spouse	94
Domestic Partner	54
Dependents	91

### 22.4. Please provide the name of your EAP Provider.

Answered 43 times

Skipped 7 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer an Employee Assistance Program/Plan (EAP)?" has Selected button "Yes"
- "Name of EAP Provider" has Selected button "Other"

Results	N
urum	4
new directions	4
compysch	2
the standard	2
cigna	1
eagle	1
espyr	1
anthem	1
bcbsal	1
3m/eagle	1
compaych	1
curalinc	1
encompass	1
prudential	1
supportinc	1
optum health	1
the hartford	1
new york life	1
equitable life	1
reliance matrix	1
eagle consulting	1
careate and eagle	1
guidance resources	1
recovery unplugged	1
hh health system eap	1
resources for living	1
compsch thru hartford	1
alliance work partners	1
bradford health services	1
aetna resources for living	1
telus by lifeworks telus health	1
new directions behavioral health, llc	1
blue cross blue shield network provider	1
corporate chaplains of america, utd cares	1
fei behavioral health (an allione health company)	1

# Flex-Time

---

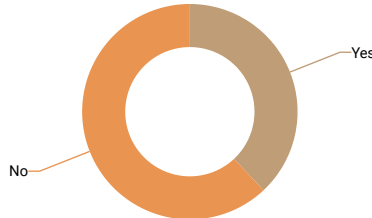
# 23. Flex-Time

## 23.1. Does your company offer Flex-Time?

Answered 156 times

Skipped 17 times

Select one answer (radio button)



Results	%	N
Yes	38%	59
No	62%	97

## 23.2. Flex-Time Eligibility Criteria

Answered 57 times

Skipped 2 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer Flex-Time?" has Selected button "Yes"

Results	N
FTE	27
Manager Approval	53
Child Care Needs	13
To Pursue Further Education	10
Other	6

## 23.3. Describe your Flex-Time Policy.

Answered 5 times

Skipped 1 times

Text area input

This question is applicable when the following conditions are met:

- "Does your company offer Flex-Time?" has Selected button "Yes"
- `Flex-Time Eligibility Criteria` has `Other` checked

Results	N
9/80 work schedule	1
exempt employees can flex time	1
on an as-needed basis, by president approval	1
flex time available based on business demands for each business unit.	1
corporate employees require supervisor approval and employees working on contract require approval by their prime lead.	1

# Remote/Telework

---

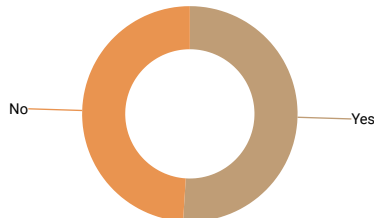
# 24. Remote/Telework

## 24.1. Does your company offer remote work, also referred to as telework?

Answered 156 times

Skipped 17 times

Select one answer (radio button)



Results	%	N
Yes	51%	79
No	49%	77

## 24.2. Type(s) of Remote Work Offered

Answered 78 times

Skipped 1 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer remote work, also referred to as telework?" has Selected button "Yes"

Results	N
Fully Remote	33
Hybrid (some combination of Remote and In-Office)	60
Requires Prior Approval	69

## 24.3. Does your company offer any remote/telework assistance?

Answered 47 times

Skipped 32 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer remote work, also referred to as telework?" has Selected button "Yes"

Results	N
Monthly Stipend	1
Partial Reimbursement for Internet	1
Partial Reimbursement for Phone	5
Company-Provided Computer	43
Company-Provided Phone	16
Other	2

# Child Care

---

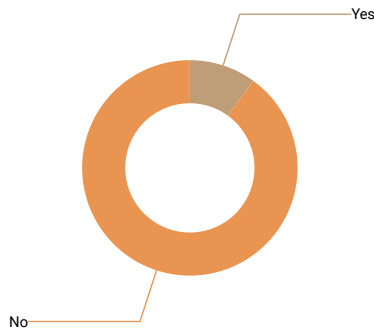
# 25. Child Care

## 25.1. Does your company provide Child Care Benefits?

Answered 156 times

Skipped 17 times

Select one answer (radio button)



Results	%	N
Yes	10%	16
No	90%	140

## 25.2. Does your company offer on-site Child Care?

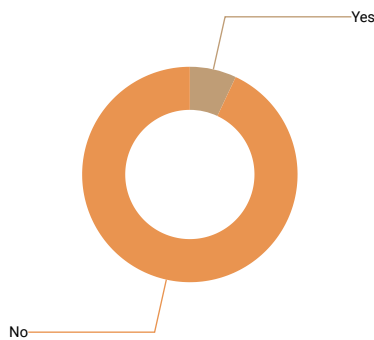
Answered 15 times

Skipped 1 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company provide Child Care Benefits?" has Selected button "Yes"



Results	%	N
Yes	7%	1
No	93%	14

### 25.3. Do you assist with Child Care needs by offering an FSA or vouchers to nearby child care centers?

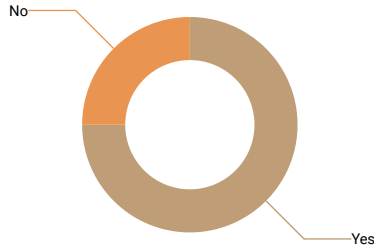
Answered 16 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company provide Child Care Benefits?" has Selected button "Yes"



Results	%	N
Yes	75%	12
No	25%	4

### 25.4. Do you provide backup / emergency Child Care for employees?

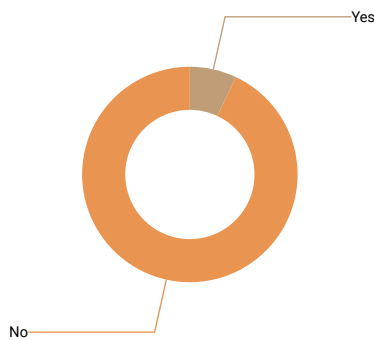
Answered 15 times

Skipped 1 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company provide Child Care Benefits?" has Selected button "Yes"



Results	%	N
Yes	7%	1
No	93%	14

# Holidays

---

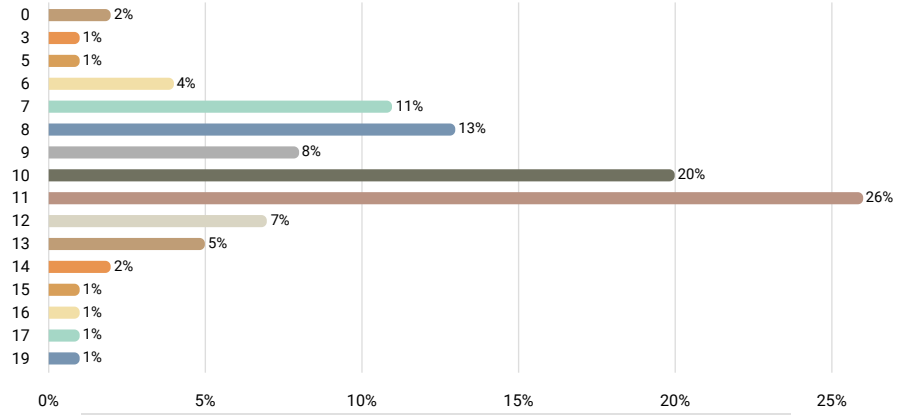
# 26. Holidays

## 26.1. How many total holidays are given in a year?

Answered 133 times

Skipped 40 times

Number input



Statistics	
10th percentile	7
25th percentile	8
50th percentile	10
75th percentile	11
90th percentile	12
Mean	9.77
Median	10
Standard deviation	2.63
Total/sum	1,300

## 26.2. Annual Holidays Offered

Answered 153 times

Skipped 20 times

Select multiple answers (checkboxes)

Results	N
New Year's Day	151
Martin Luther King, Jr. Day	61
Presidents' Day	36
Columbus Day	22
Good Friday	51
Easter	8
Memorial Day	147
Juneteenth	34
Independence Day	149
Labor Day	143
Veterans Day	44
Thanksgiving Day	151
Day after Thanksgiving	103
Christmas Eve	74
Christmas Day	147
Day after Christmas	18
New Year's Eve	45
Closed Christmas through New Year's	23
Floating Holiday(s)	54
Birthday	10
Others Not Listed	9

## 26.3. List other holidays.

Answered 9 times

Skipped 0 times

Text input

This question is applicable when the following conditions are met:

- 'Annual Holidays Offered' has 'Others Not Listed' checked

Results	N
columbus day	1
3 days summer shutdown	1
spring break and winter break	1
3 solemnity days, good friday	1
shutdown in the summer = 1 week	1
summer shutdown in the middle of july	1
all days between christmas and new years.	1
all holiday coverage is considered as pto	1
day after independence day, company holiday in july	1

# Acknowledgements

**Thank you for your support of regional wage and benefit surveys. Wage surveys are critical resources for businesses to understand wage and benefit benchmarks in their local communities.**

The 2024 North Central Alabama Wage and Benefit Survey was sponsored by the following organizations. Learn more about the great work they are doing:

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The survey was developed and administered by [Horizon Point Consulting, Inc.](#)