

SPECIAL REPORT: MANUFACTURERS

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.

In this special report, only data provided by businesses who self-identified as Manufacturers is included. Businesses listed on the following pages may or may not be included in this subset of data.

Participating Businesses

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

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

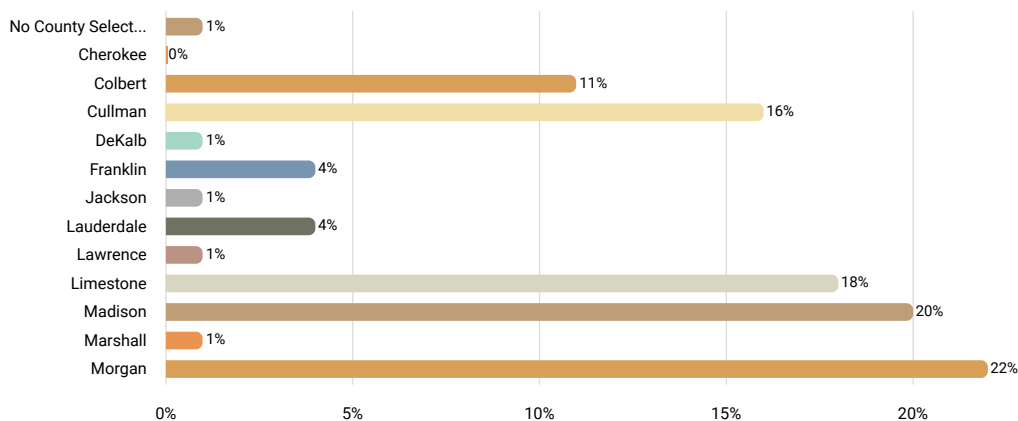
1. Demographic Information

1.1. In which county is your company located?

Answered 95 times

Skipped 0 times

Select one answer (drop down)



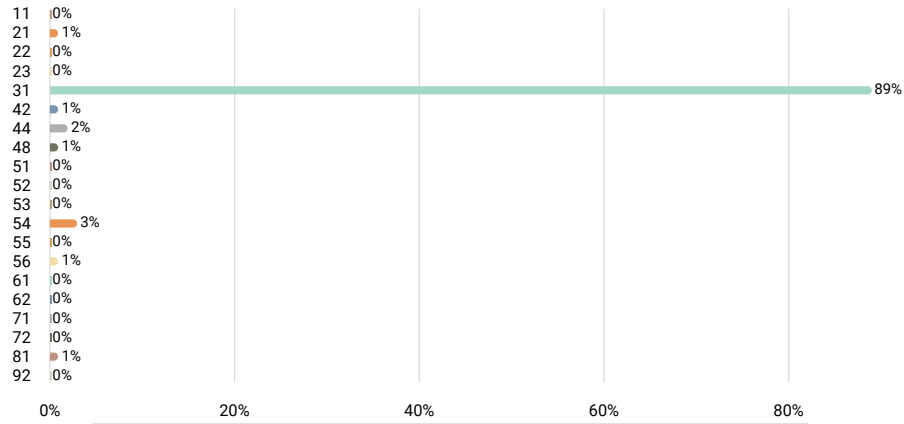
Results	%	N
No County Selected	1%	1
Cherokee	0%	0
Colbert	11%	10
Cullman	16%	15
DeKalb	1%	1
Franklin	4%	4
Jackson	1%	1
Lauderdale	4%	4
Lawrence	1%	1
Limestone	18%	17
Madison	20%	19
Marshall	1%	1
Morgan	22%	21

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

Answered 95 times

Skipped 0 times

Select one answer (drop down)



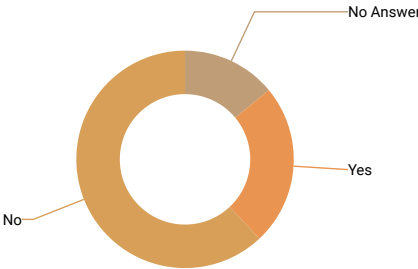
Results	%	N
11 Agriculture, Forestry, Fishing and Hunting	0%	0
21 Mining	1%	1
22 Utilities	0%	0
23 Construction	0%	0
31-33 Manufacturing	89%	85
42 Wholesale Trade	1%	1
44-45 Retail Trade	2%	2
48-49 Transportation and Warehousing	1%	1
51 Information	0%	0
52 Finance and Insurance	0%	0
53 Real Estate Rental and Leasing	0%	0
54 Professional, Scientific, and Technical Services	3%	3
55 Management of Companies and Enterprises	0%	0
56 Administrative and Support and Waste Management and Remediation Services	1%	1
61 Educational Services	0%	0
62 Health Care and Social Assistance	0%	0
71 Arts, Entertainment, and Recreation	0%	0
72 Accommodation and Food Services	0%	0
81 Other Services (except Public Administration)	1%	1
92 Public Administration	0%	0

1.4. Is your organization a government contractor?

Answered 95 times

Skipped 0 times

Select one answer (radio button)



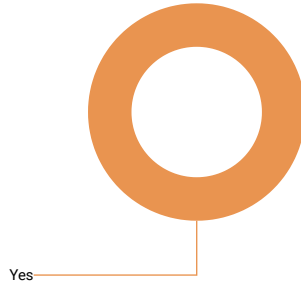
Results	%	N
No Answer	14%	13
Yes	24%	23
No	62%	59

1.5. Is your organization a manufacturer?

Answered 95 times

Skipped 0 times

Select one answer (radio button)



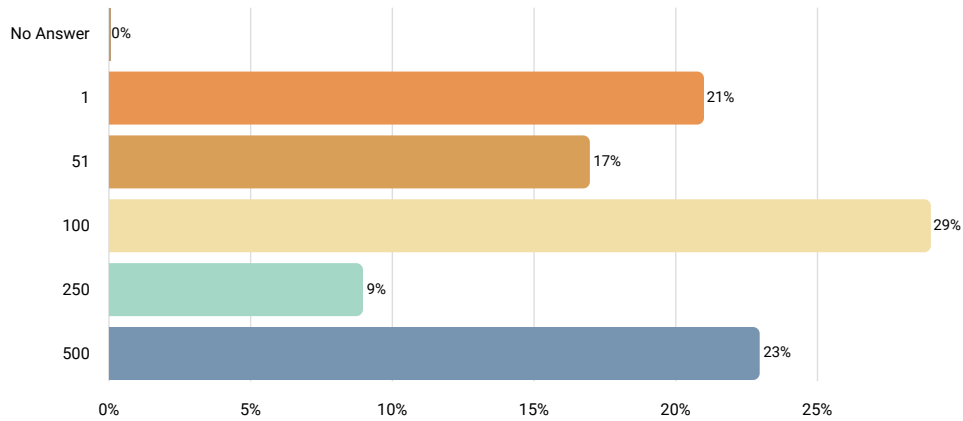
Results	%	N
No Answer	0%	0
Yes	100%	95
No	0%	0

1.6. Company Size

Answered 95 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
No Answer	0%	0
1-50 Employees	21%	20
51-99 Employees	17%	16
100-249 Employees	29%	28
250-499 Employees	9%	9
500+ Employees	23%	22

Company and HR Data

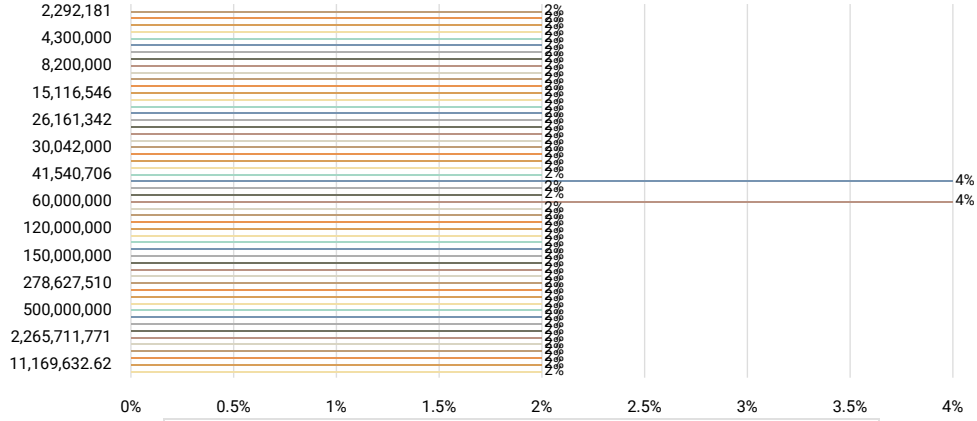
2. Company and HR Data

2.1. Total Gross Revenue in 2023

Answered 56 times

Skipped 39 times

Number input



Statistics	
10th percentile	5,307,074
25th percentile	15,058,273
50th percentile	50,000,000
75th percentile	214,749,500
90th percentile	738,145,500
Mean	575,071,856.9
Median	50,000,000
Standard deviation	2,142,711,070.03
Total/sum	32,204,023,986.3

2.2. Total Gross Payroll in 2023

Answered 55 times

Skipped 40 times

Number input



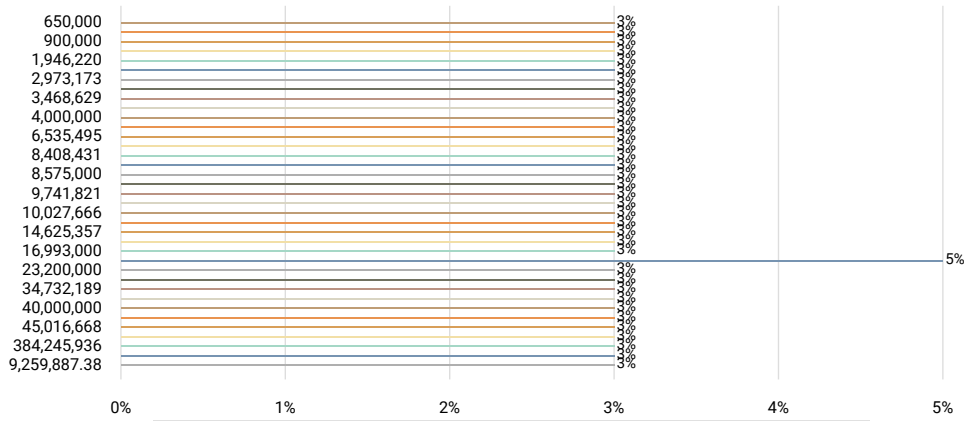
Statistics	
10th percentile	1,142,000
25th percentile	2,991,000
50th percentile	7,998,204
75th percentile	17,000,000
90th percentile	45,779,200
Mean	21,922,149.48
Median	7,998,204
Standard deviation	49,943,257.22
Total/sum	1,205,718,221.66

2.3. Total Budgeted Payroll for 2023

Answered 38 times

Skipped 57 times

Number input



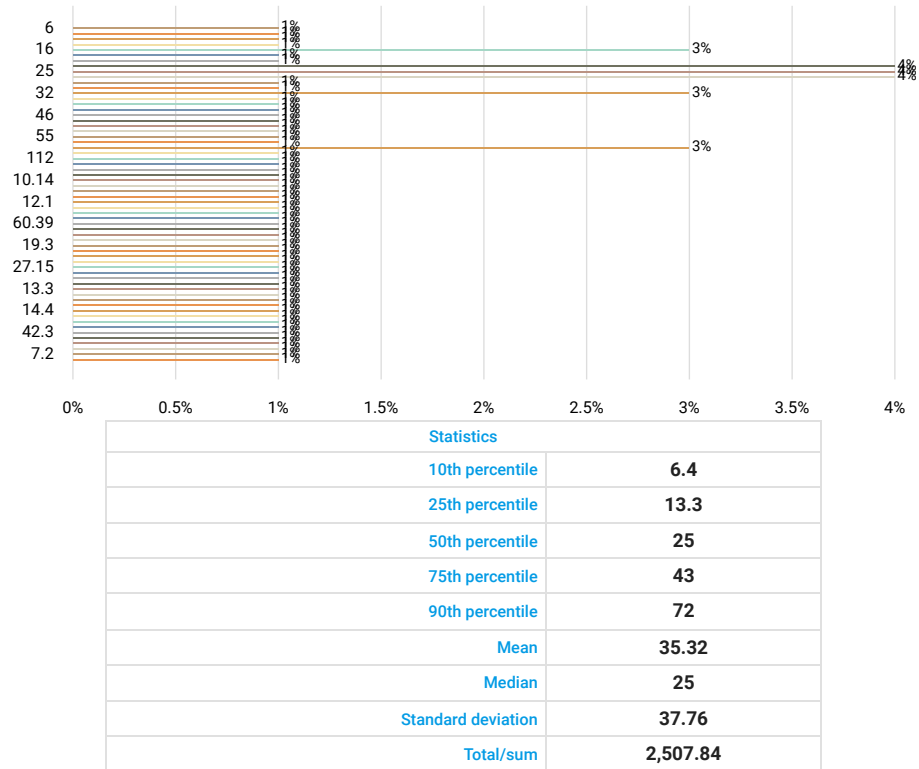
Statistics	
10th percentile	1,123,000
25th percentile	3,468,629
50th percentile	9,379,943.69
75th percentile	17,000,000
90th percentile	44,000,000
Mean	30,116,863.02
Median	9,379,943.69
Standard deviation	75,939,391.85
Total/sum	1,144,440,794.66

2.4. Overall Turnover Rate in 2023

Answered 71 times

Skipped 24 times

Number input

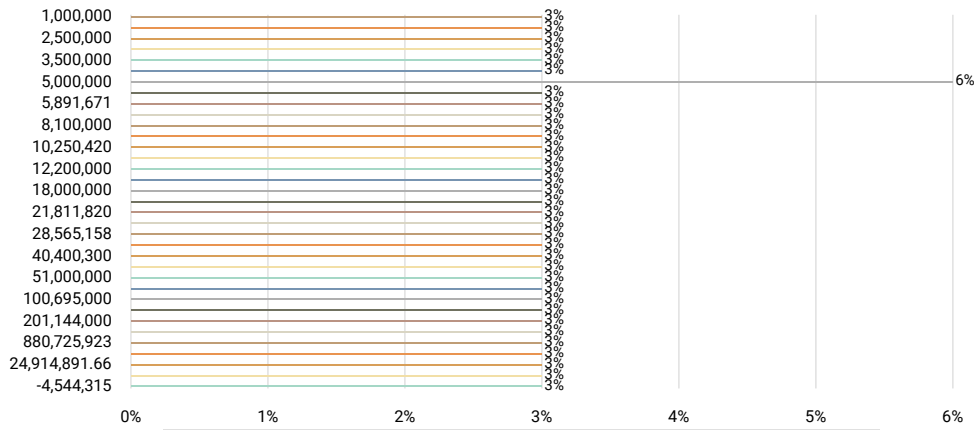


2.5. Total Operating Budget for 2023

Answered 36 times

Skipped 59 times

Number input



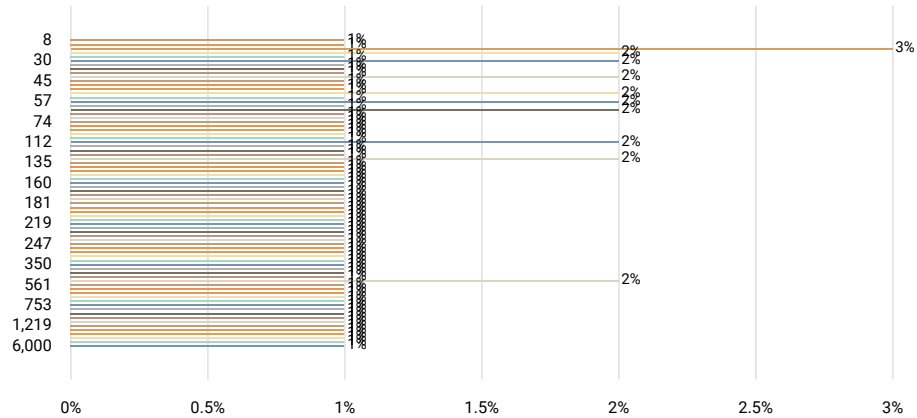
Statistics	
10th percentile	2,500,000
25th percentile	5,409,398
50th percentile	17,200,000
75th percentile	44,107,150
90th percentile	155,000,000
Mean	61,953,089.01
Median	17,200,000
Standard deviation	153,811,399.56
Total/sum	2,230,311,204.46

2.6. Number of Full-Time Employees (FTEs)

Answered 87 times

Skipped 8 times

Number input



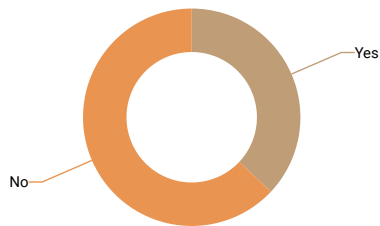
Statistics	
10th percentile	30
25th percentile	57
50th percentile	151
75th percentile	350
90th percentile	770
Mean	387.4
Median	151
Standard deviation	822.34
Total/sum	33,704

2.7. Are you planning a hiring campaign this year?

Answered 91 times

Skipped 4 times

Select one answer (radio button)



Results	%	N
Yes	37%	34
No	63%	57

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

Answered 34 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	25
Full-Time, Non-Exempt	32
Part-Time	7
Temporary	11
Intern	11
Co-Op	7

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

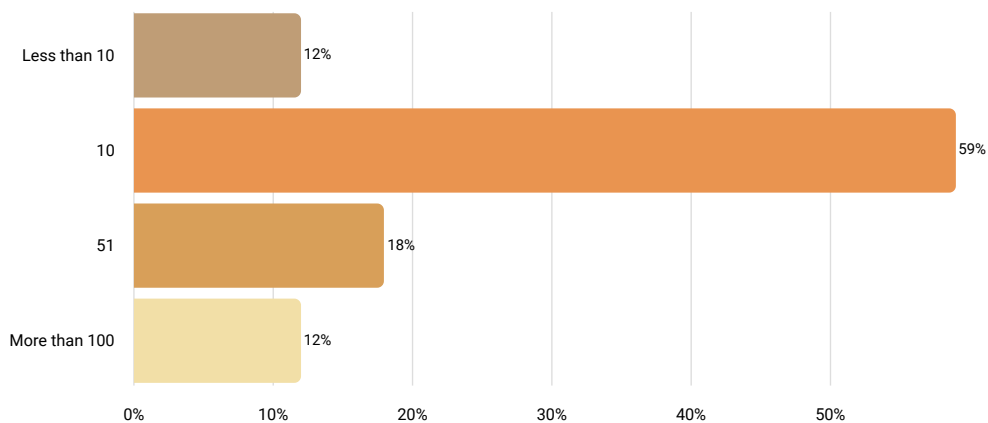
Answered 34 times

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	12%	4
10-50	59%	20
51-100	18%	6
More than 100	12%	4

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

Answered 28 times

Skipped 6 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	
production	2
engineering	2
welders	2
machinist	2
hourly production	1
truck driver, laborer/team member	1
maintenance, ehs	1
production team members	1
maintenance technician process control technician	1
cnc operator, technician, sewing machine operator	1
maintenance electrical maintenance machinist industrial hvac electrical engineer process engineer	1
structural steel fitter industrial painter	1
electrical techs, electrical engineer, metallurgist, ladle crane operator	1
skilled operators	1
operator and warehouse associate	1
electrical engineer, mechanical engineer	1
cdl drivers	1
control engineer	1
production operators	1
material handling	1
maintenance; machine operatoor -2nd and third shift roles. cnc operator.	1
maintenance technicians, automation technicians, engineers	1
welders, production workers, accountant, it analyst, maintenance technician,	1
electrician, maintenance technician	1

2.11. For the job title(s) that is/are hard to fill, please describe the volume. In other words, do you have one open position for XYZ job or ten open positions?

Answered 26 times

Skipped 8 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"

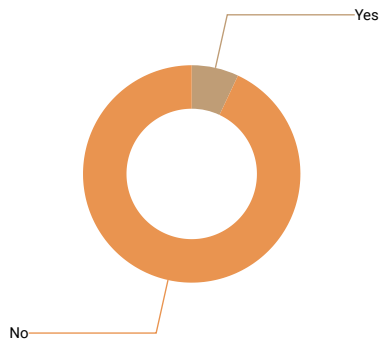
Results	
	2 2
	5 2
	4 1
	7 1
	10 1
	40 1
currently, hourly production about 20 positions	1
5 truck drivers, 7 laborers	1
4 open maintenance	1
we have approximately 3 open positions for about 5 different types of engineering positions	1
maintenance technician ~ 4 process control tech ~ 2	1
cnc operator (2 open), technician (1 open), sewing machine operator (5 open)	1
maintenance electrical - 3 maintenance machinist 2 industrial hvac - 1 electrical engineer - 1 process engineer - 1	1
between 1 and 6	1
structural steel fitter =5 industrial painter = 3	1
only 1 open currently for the electrical roles, they are all just harder to fill than other roles due to the complexity in skillsets for our industry	1
varies	1
10-15	1
electrical engineer - 1, mechanical engineer - 1	1
1 - 2 periodically throughout the year	1
0-20	1
1 open position for maintenance; 4 open positions for machine operator.	1
no open positions at this time.	1
welders 1, production 10, accountant 1, maintenance tech 1, it analyst 1	1

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

Answered 94 times

Skipped 1 times

Select one answer (radio button)



Results	%	N
Yes	7%	7
No	93%	87

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

Answered 7 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	
united steel workers internal union	1
rwdsu, ibt, ufcw	1
iam	1
nasa custodians, international association of machinists and aerospace workers, district #75, local lodge #2766	1
ufcw	1
united steel workers and operating engineers	1
usw	1

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

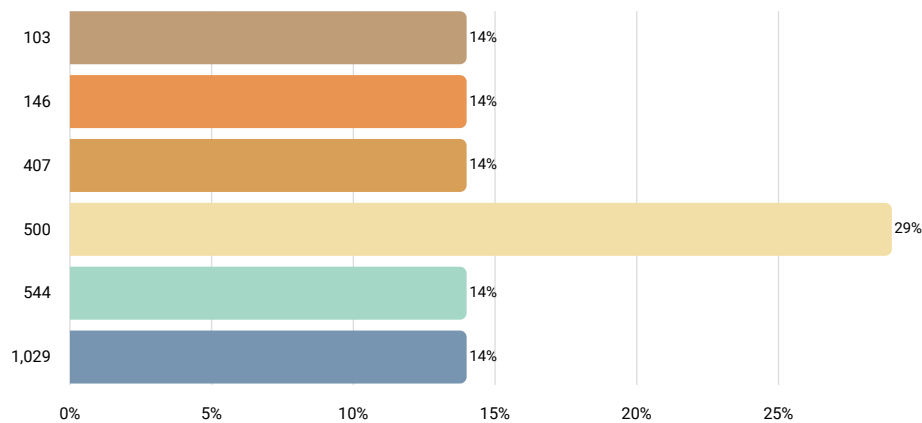
Answered 7 times

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	103
25th percentile	146
50th percentile	500
75th percentile	544
90th percentile	1,029
Mean	461.29
Median	500
Standard deviation	306.28
Total/sum	3,229

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

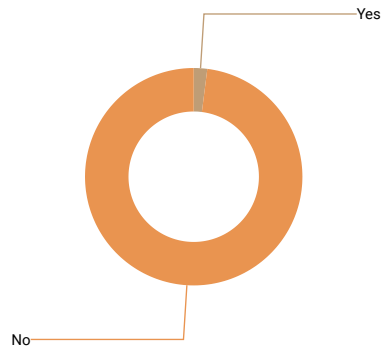
Answered 86 times

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	2%	2
No	98%	84

Pay Practices

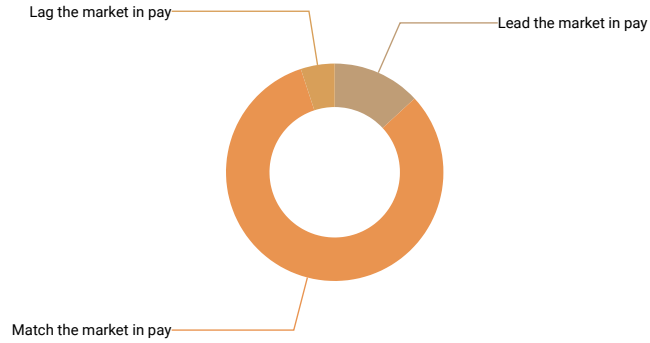
3. Pay Practices

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

Answered 91 times

Skipped 4 times

Select one answer (radio button)



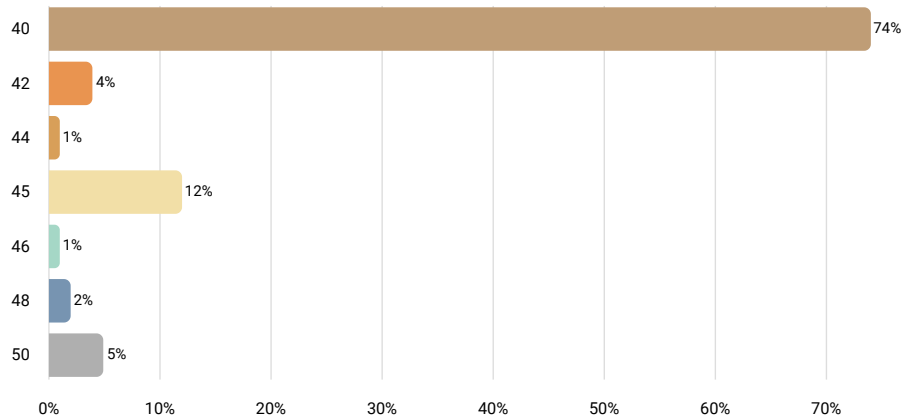
Results	%	N
Lead the market in pay	13%	12
Match the market in pay	81%	74
Lag the market in pay	5%	5

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

Answered 93 times

Skipped 2 times

Number input



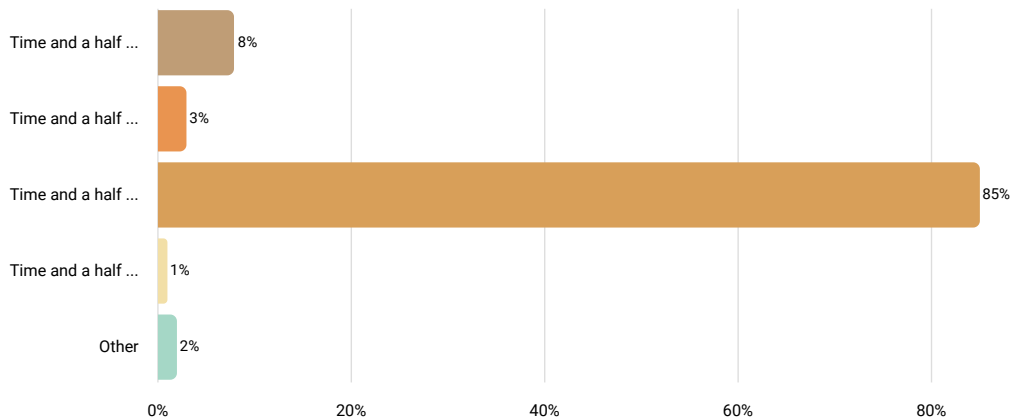
Statistics	
10th percentile	40
25th percentile	40
50th percentile	40
75th percentile	42
90th percentile	45
Mean	41.49
Median	40
Standard deviation	2.88
Total/sum	3,859

3.3. How do you calculate overtime hours?

Answered 95 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Time and a half over 8 hours	8%	8
Time and a half over 12 hours	3%	3
Time and a half over 40 hours	85%	81
Time and a half over 80 hours	1%	1
Other	2%	2

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

Answered 62 times

Skipped 33 times

Select multiple answers (checkboxes)

Results	N
Semi-Annual Bonus, based on individual performance	1
Semi-Annual Bonus, based on company performance	3
Quarterly Bonus, based on individual performance	5
Quarterly Bonus, based on company performance	13
Annual Bonus, based on individual performance	14
Annual Bonus, based on company performance	24
Other	16

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

Answered 16 times

Skipped 0 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	
weekly bonus based on attendance	1
monthly incentive if production is made without quality issues.	1
monthly bonus, based on individual performance	1
annual safety bonus, based on site performance	1
weekly incentive for perfect attendance	1
employees are eligible for a production bonus based on three metrics each biweekly payroll period.	1
bonus annually based on cba	1
monthly performance bonus, annual company bonus	1
annual bonus, based on company performance and individual performance	1
bonus for select salaried employees based on individual, plant, and company performance.	1
monthly production bonus, annual profit share	1
monthly incentive based on department performance	1
production bonus for those in operations/maintenance - tied to shifts/paid weekly	1
salaried production managers are eligible for a monthly bonus.	1
referral and christmas bonus	1
annual profit sharing	1

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

Answered 41 times

Skipped 54 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	2
Quarterly Bonus, based on company performance	8
Annual Bonus, based on individual performance	16
Annual Bonus, based on company performance	24
Other	4

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

Answered 70 times

Skipped 25 times

Select multiple answers (checkboxes)

Results	N
Semi-Annual Bonus, based on individual performance	1
Semi-Annual Bonus, based on company performance	2
Quarterly Bonus, based on individual performance	3
Quarterly Bonus, based on company performance	5
Annual Bonus, based on individual performance	30
Annual Bonus, based on company performance	50
Other	6

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

Answered 48 times

Skipped 47 times

Select multiple answers (checkboxes)

Results	N
Semi-Annual Bonus, based on individual performance	1
Semi-Annual Bonus, based on company performance	0
Quarterly Bonus, based on individual performance	1
Quarterly Bonus, based on company performance	7
Annual Bonus, based on individual performance	15
Annual Bonus, based on company performance	27
Other	7

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

Answered 6 times

Skipped 1 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

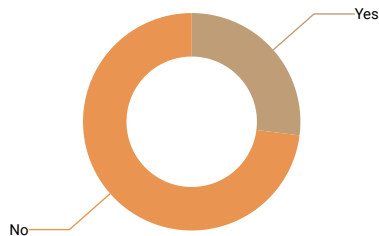
Results	N
beweekly bonus based on three metrics.	1
holiday bonus	1
annual bonus, based on both company and individual performance	1
incentive bonus based on company and individual performance for leadership positions or critical employees.	1
monthly bonus	1
annual profit sharing	1

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

Answered 89 times

Skipped 6 times

Select one answer (radio button)



Results	%	N
Yes	27%	24
No	73%	65

3.11. 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 19 times

Skipped 5 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 operator. \$.25 / hour 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
incentives based on work performance	1
forklift certification	1
scaled pay for higher skilled technical associates	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
pay increases will begin for non-grandfathered employees based on skills assessment.	1
operators are eligible based on certifications acquired and skill level testing	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
maintenance progression based on testing and skills training. \$5 per hour increments	1
production skills based pay	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
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
any employee that learns another skill outside their regular position will receive \$1.00 / hr increase in pay	1
different level training programs to increase skills. \$.40 per skill in one level \$.25 per skill in other two levels.	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
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

3.12. How are employees classified at your company?

Answered 80 times

Skipped 15 times

Select multiple answers (checkboxes)

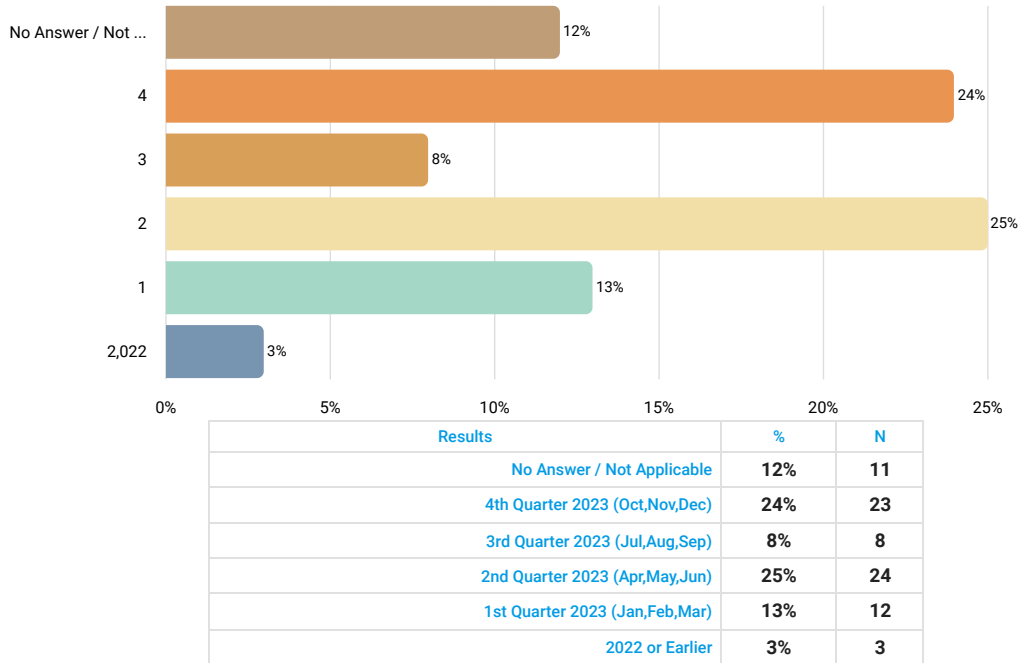
Results	N
Tiers	12
Bands	8
Grades	29
Levels	37
Schedules	5
Other	13

3.13. When was your last pay increase for hourly employees?

Answered 95 times

Skipped 0 times

Select one answer (drop down)

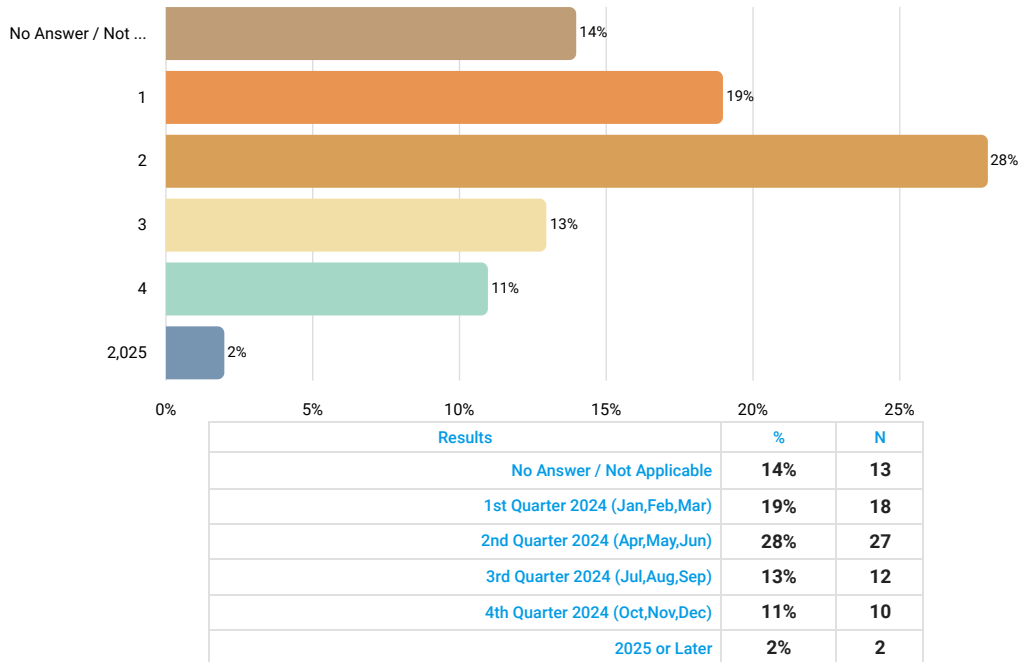


3.14. When is the next anticipated wage increase for hourly employees?

Answered 95 times

Skipped 0 times

Select one answer (drop down)

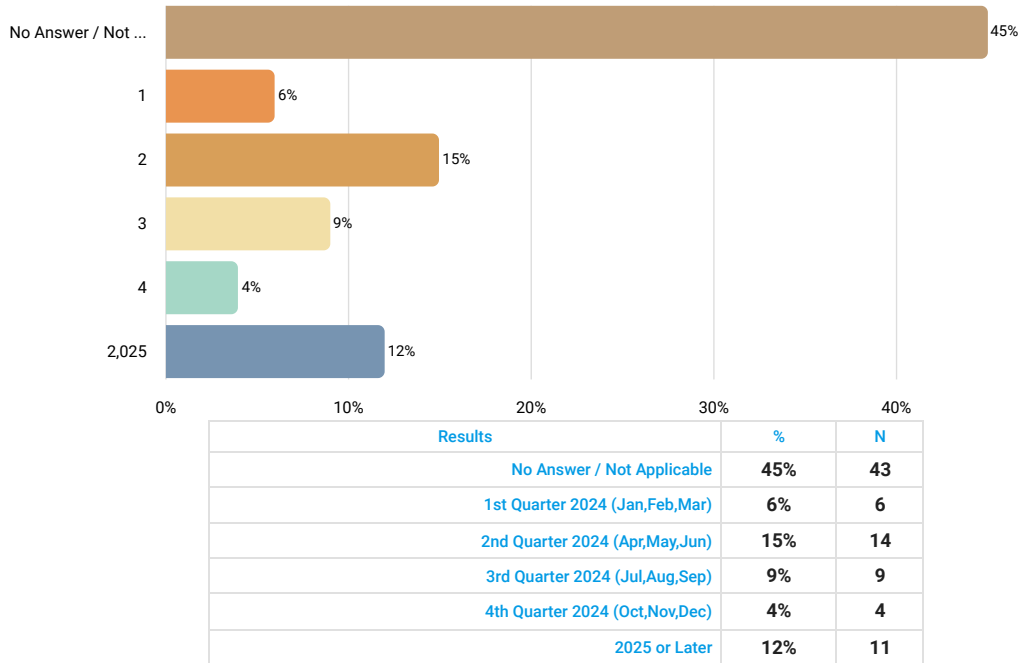


3.15. If applicable, when is the next anticipated change in your pay RANGE for hourly employees?

Answered 95 times

Skipped 0 times

Select one answer (drop down)

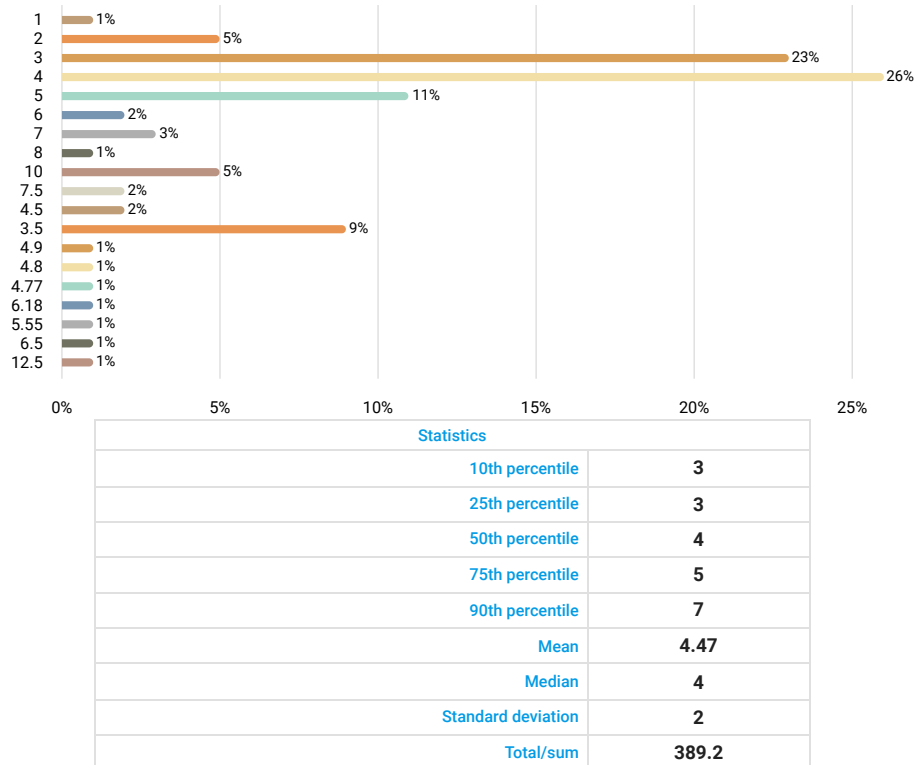


3.16. What was the average amount of your last pay increase as a percentage of base rates?

Answered 87 times

Skipped 8 times

Number input

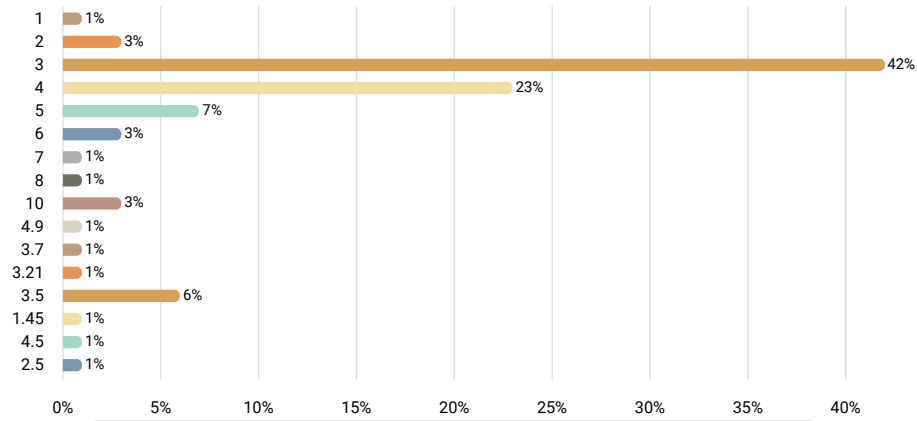


3.17. What is your estimate of the average amount of the next pay increase, as a percentage of base rates :

Answered 69 times

Skipped 26 times

Number input



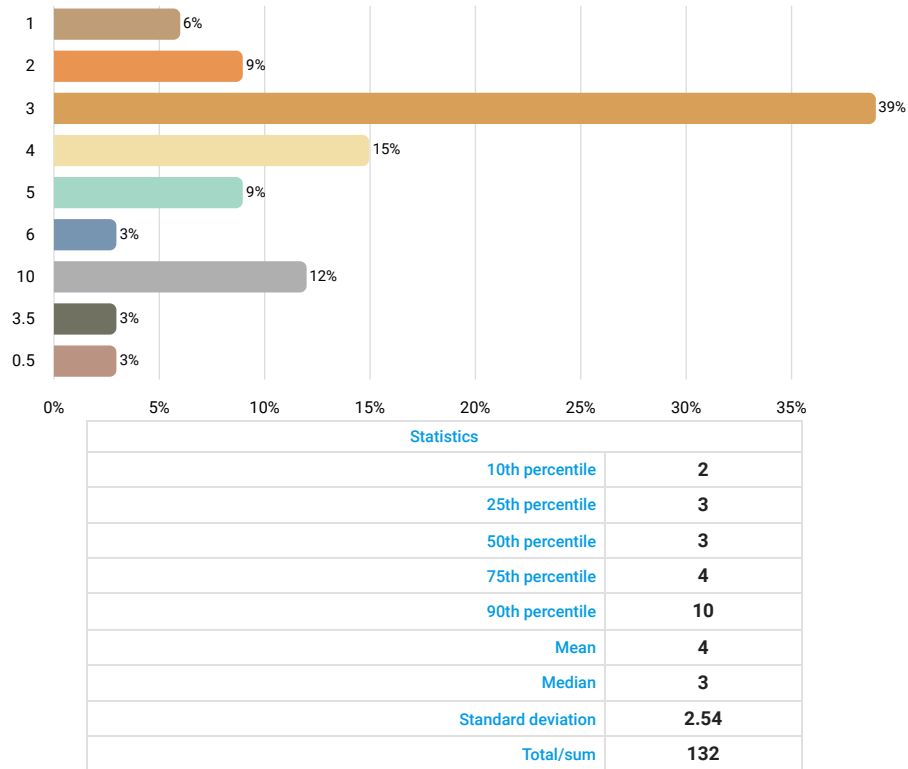
Statistics	
10th percentile	3
25th percentile	3
50th percentile	3.21
75th percentile	4
90th percentile	5
Mean	3.8
Median	3.21
Standard deviation	1.56
Total/sum	262.26

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

Answered 33 times

Skipped 62 times

Number input

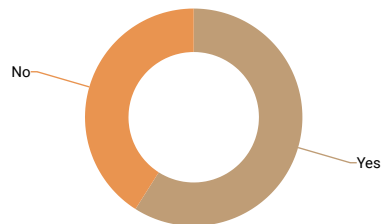


3.19. Do you offer Merit Raises that are separate from Cost of Living Adjustments (COLA)?

Answered 88 times

Skipped 7 times

Select one answer (radio button)



Results	%	N
Yes	59%	52
No	41%	36

3.20. How are Merit Raises determined?

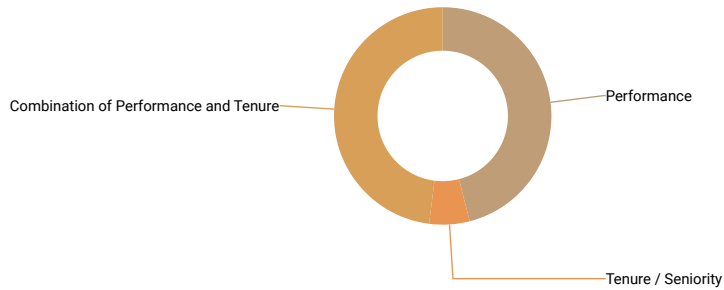
Answered 50 times

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"



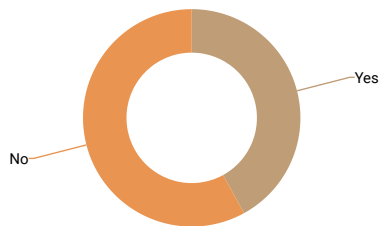
Results	%	N
Performance	46%	23
Tenure / Seniority	6%	3
Combination of Performance and Tenure	48%	24

3.21. Does your company have positions that are leveled?

Answered 92 times

Skipped 3 times

Select one answer (radio button)



Results	%	N
Yes	42%	39
No	58%	53

3.22. For positions that are leveled, how many levels does your company recognize? If different by job category, please describe.

Answered 33 times

Skipped 6 times

Text input

This question is applicable when the following conditions are met:

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

Results	
	3 7
	4 2
	6 2
	5 1
	maintenance 1-7 1
	non-exempt 4 levels; exempt 6 levels; leaders 3 levels 1
	varies per job category 1
	non-exempt 4 levels; exempt 6 levels 1
	i-iii 1
	maintenance - 3 levels 1
	up to 5 levels 1
	2 levels for herbicide applicator (based on certification), 3 levels for project managers, 5 levels for sewing machine operator 1
	production - 4 levels / shipping - 4 levels / maintenance 6 levels 1
	3-5 1
	set up 1 and 2, operations and maintenance 1 2 and 3 with teamleader 1
	nucor has levels for professional positions and depending on the size mill/division will depend on how many levels. our decatur division is a larger division and has more progression than a smaller division (such as tubular products, etc.) 1
	general assembler a / b, machine operator a / b 1
	2 to 3 levels 1
	it is dependent on position, engineers go up to 6 levels, production positions go up to 4 and 5 levels, professional admin positions go up to 4 and 5, management positions go up to 6. 1
	order management (admin) 1
	varies 1
	manufacturing and warehouse - 4, administrative - 2-3 1
	engineer - 3 levels, administrative 2, maintenance 4, operations 4, lab 3, 1
	grade 1-5 for hourly mfg employees in alabama 1
	i ii senior lead 1

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

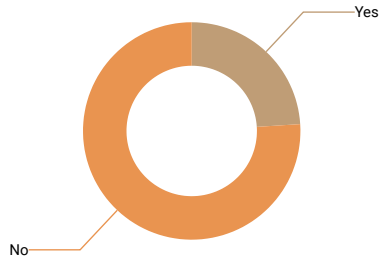
Answered 37 times

Skipped 2 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"



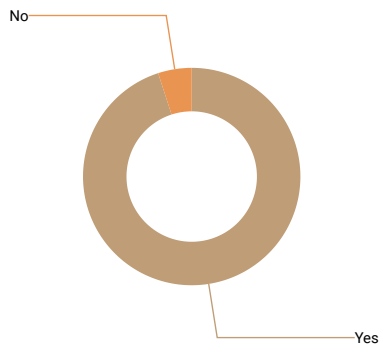
Results	%	N
Yes	24%	9
No	76%	28

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

Answered 95 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	95%	90
No	5%	5

3.25. Number of employees in production

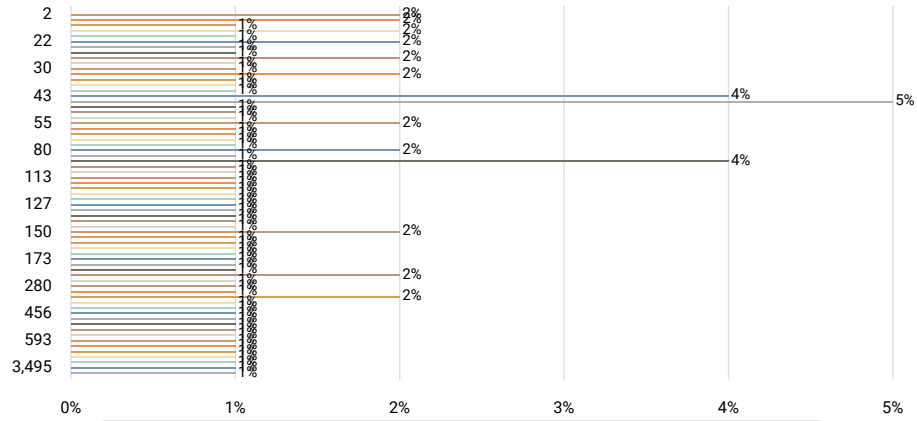
Answered 85 times

Skipped 5 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	22
25th percentile	43
50th percentile	90
75th percentile	201
90th percentile	565
Mean	253.58
Median	90
Standard deviation	584.66
Total/sum	21,554

3.26. Average entry/hire hourly rate for production employees

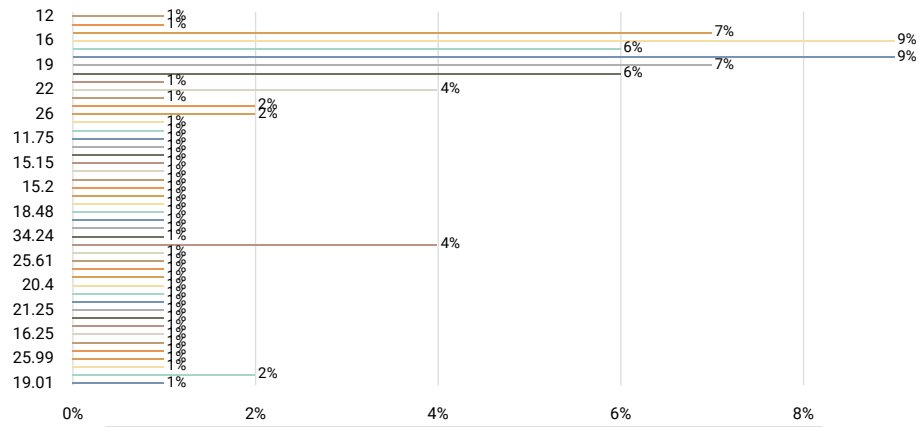
Answered 85 times

Skipped 5 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	21.56
90th percentile	25.61
Mean	23.06
Median	18
Standard deviation	27.14
Total/sum	1,960.22

3.27. Average actual base rate for production employees

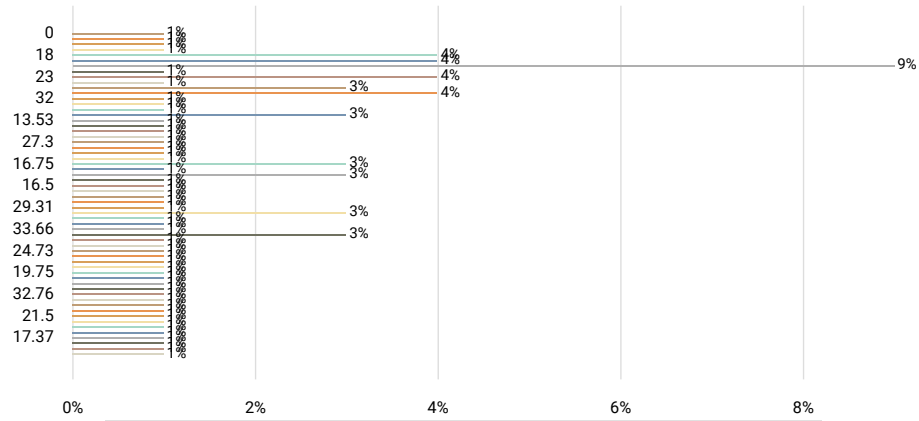
Answered 80 times

Skipped 10 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	16.62
25th percentile	18.08
50th percentile	20
75th percentile	26
90th percentile	32.38
Mean	22.33
Median	20
Standard deviation	6.81
Total/sum	1,786.08

3.28. Number of employees in maintenance

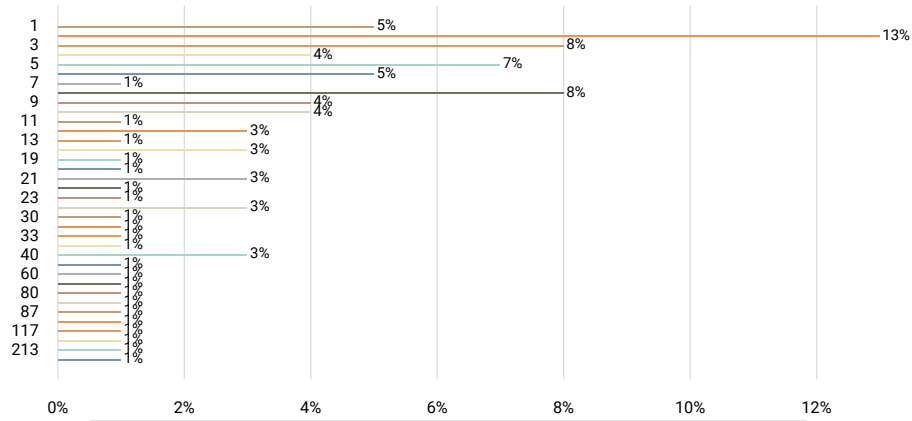
Answered 76 times

Skipped 14 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	24
90th percentile	80
Mean	27.95
Median	8
Standard deviation	57.38
Total/sum	2,124

3.29. Average entry/hire hourly rate for maintenance employees

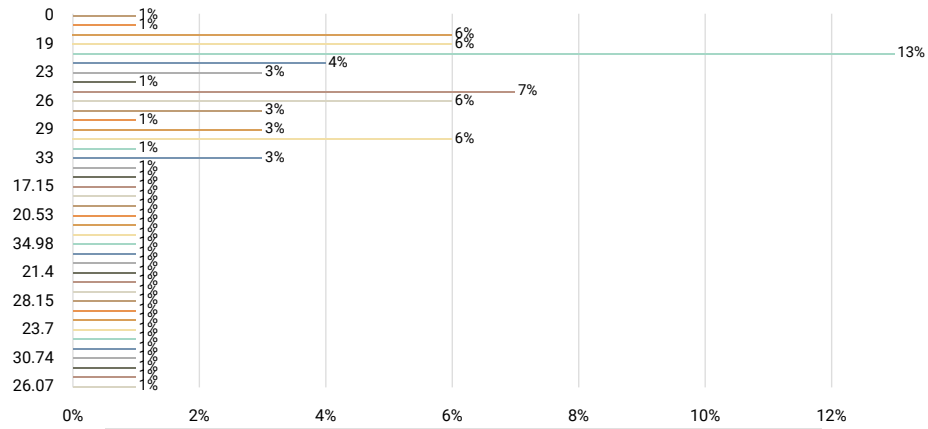
Answered 70 times

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	18
25th percentile	20
50th percentile	25
75th percentile	29
90th percentile	33.94
Mean	24.93
Median	25
Standard deviation	6.73
Total/sum	1,745.19

3.30. Average actual base rate for maintenance employees

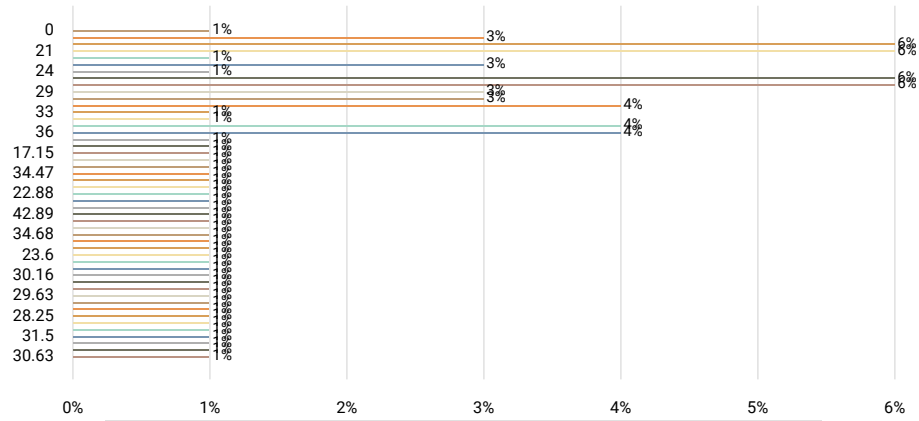
Answered 71 times

Skipped 19 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	23.6
50th percentile	28.82
75th percentile	33
90th percentile	36
Mean	28.56
Median	28.82
Standard deviation	7.33
Total/sum	2,027.79

3.31. Number of employees in warehouse

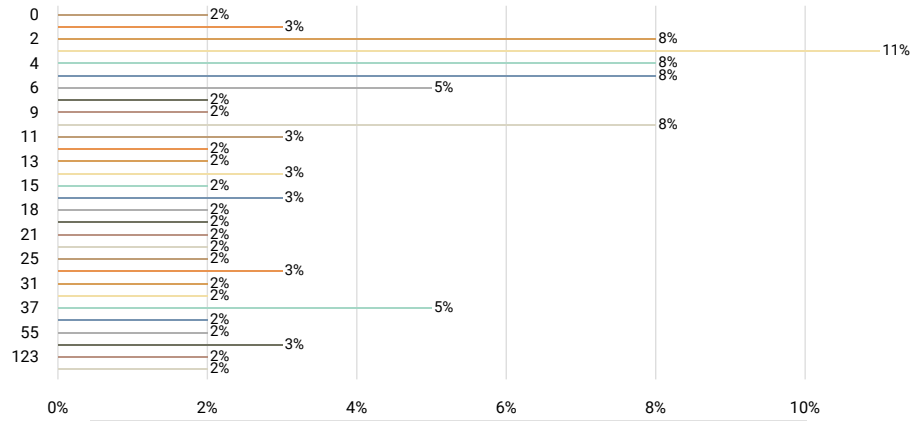
Answered 62 times

Skipped 28 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	4
50th percentile	10
75th percentile	21
90th percentile	37
Mean	22.94
Median	10
Standard deviation	50.87
Total/sum	1,422

3.32. Average entry/hire hourly rate for warehouse employees

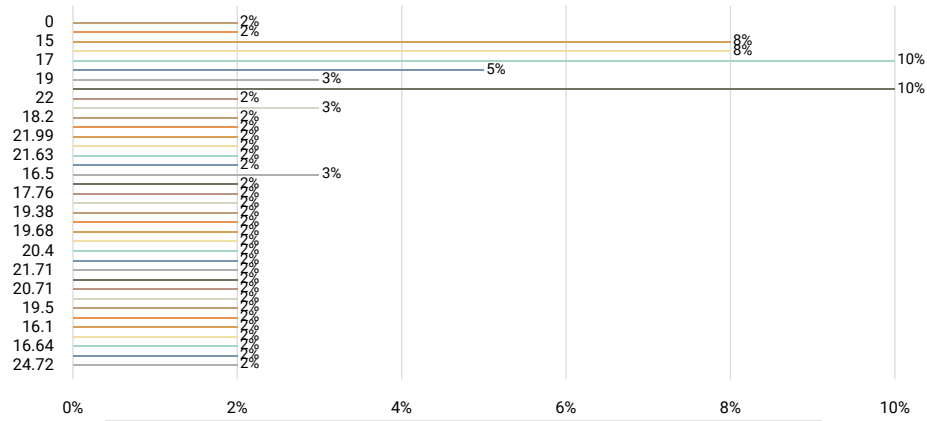
Answered 60 times

Skipped 30 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	16.05
50th percentile	18.35
75th percentile	20.56
90th percentile	22.76
Mean	18.56
Median	18.35
Standard deviation	4.16
Total/sum	1,113.86

3.33. Average actual base rate for warehouse employees

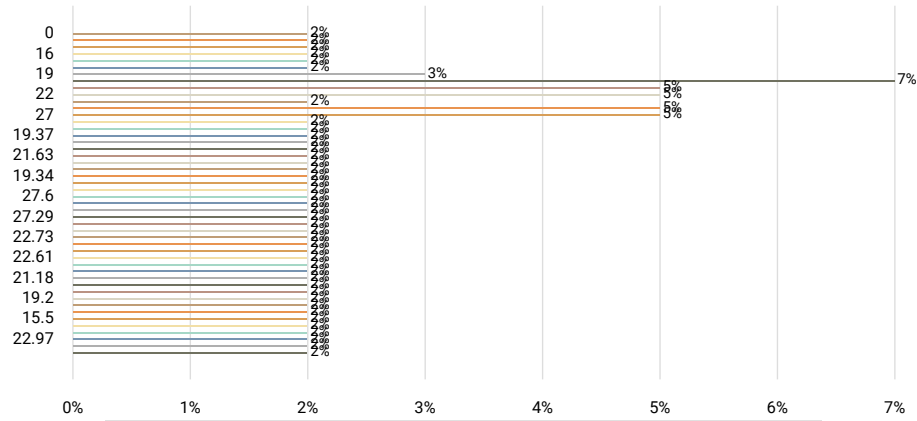
Answered 60 times

Skipped 30 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	16.1
25th percentile	18.68
50th percentile	21
75th percentile	22.74
90th percentile	27
Mean	20.98
Median	21
Standard deviation	4.95
Total/sum	1,259.06

Shift Structure

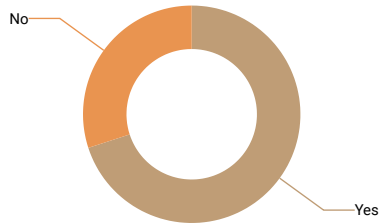
4. Shift Structure

4.1. Does your business have multiple shifts?

Answered 94 times

Skipped 1 times

Select one answer (radio button)



Results	%	N
Yes	70%	66
No	30%	28

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

Answered 66 times

Skipped 0 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	32
3 Shifts	30
8 Hour Shifts	31
10 Hour Shifts	18
12 Hour Shifts	28
Rotating Shifts	14
Swing Shifts	2
On-Off Shifts	4
Other Not Listed	5

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

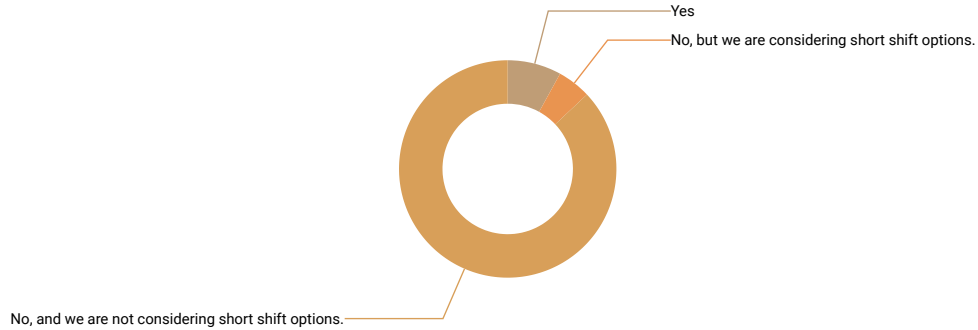
Answered 63 times

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	8%	5
No, but we are considering short shift options.	5%	3
No, and we are not considering short shift options.	87%	55

4.4. Please describe your Rotating Shift structure.

Answered 13 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	
employees work 12 hour days, two weeks on days, two weeks on nights. employees work a 2-2-3 schedule.	1
maintenance works rotating 12 hour shifts	1
2 on 2 off 3 on 3 off	1
2 days on, 2 days off, 3 days on, 2 days off, 2 days on, 3 days off	1
1 week on nights and then 1 week on days	1
48/36	1
dupont schedule - a fixed 28-day rotational cycle in which each employee works in 12-hour shifts.	1
3-2-2	1
rotating every 4 weeks	1
4 days, off for 4, 4 nights, off for 4 and come back to days - 12 hour shifts	1
3/2 rotating 2 weeks days to nights	1
4 weeks on 1st shift followed by 4 weeks on night shift	1
rotate every 28 days	1

4.5. Does your company offer shift premiums for 2nd shift?

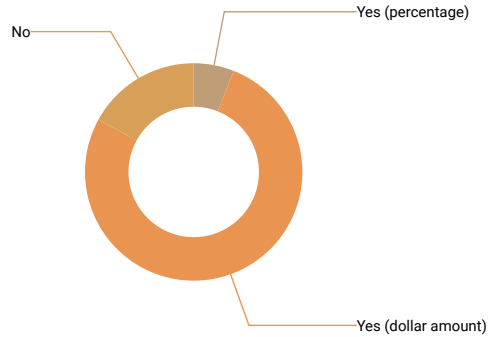
Answered 65 times

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)	6%	4
Yes (dollar amount)	77%	50
No	17%	11

4.6. Does your company offer shift premiums for 3rd shift?

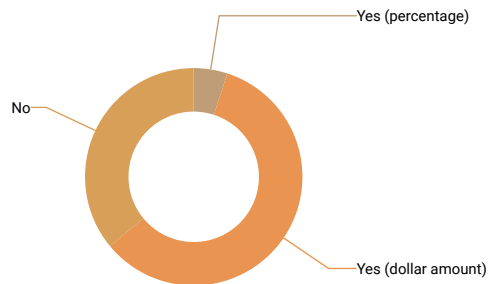
Answered 56 times

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)	5%	3
Yes (dollar amount)	59%	33
No	36%	20

4.7. Does your company offer shift premiums for holiday shifts?

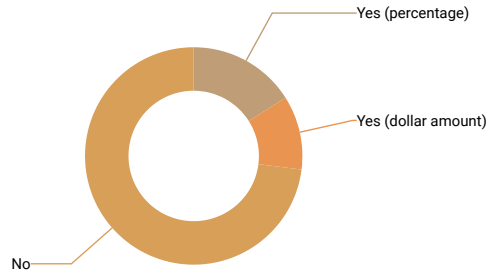
Answered 64 times

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)	16%	10
Yes (dollar amount)	11%	7
No	73%	47

4.8. Does your company offer other shift premiums?

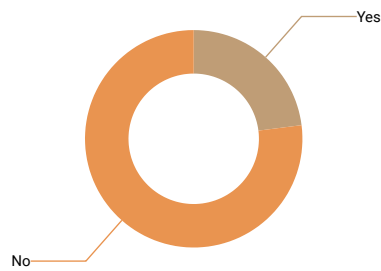
Answered 64 times

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	23%	15
No	77%	49

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

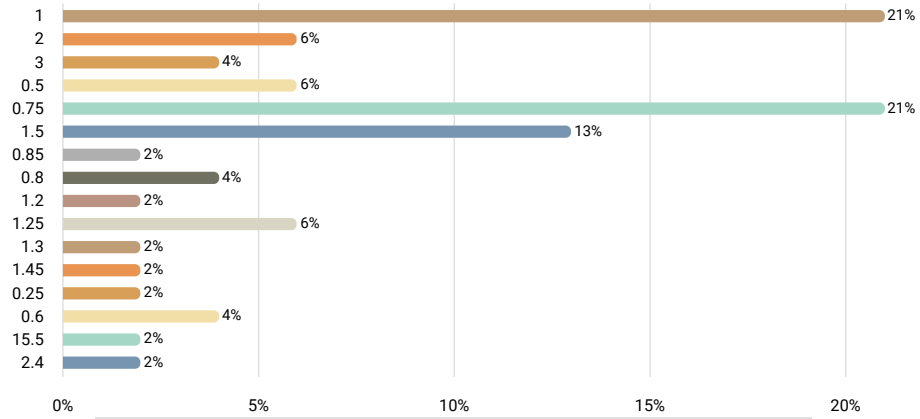
Answered 48 times

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
Mean	1.45
Median	1
Standard deviation	2.15
Total/sum	69.5

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

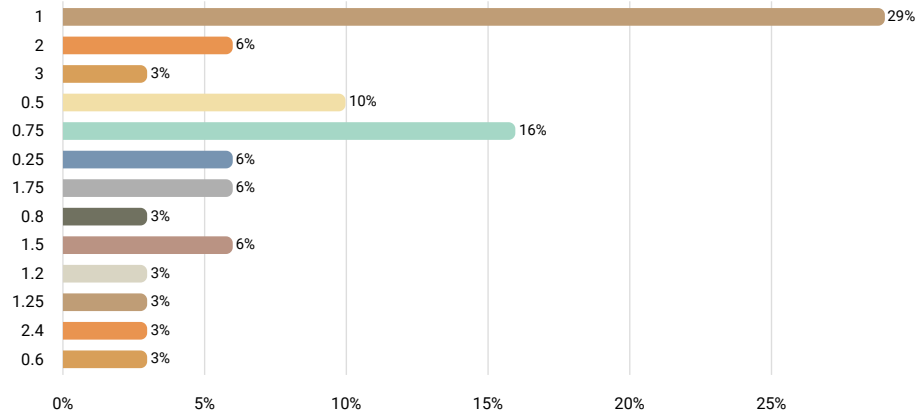
Answered 31 times

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
Mean	1.11
Median	1
Standard deviation	0.62
Total/sum	34.5

4.11. Please describe your other shift premiums.

Answered 12 times

Skipped 3 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	
night shift receives a 75 cent premium.	1
standard surge compensation or critical surge compensation to exempt employees. over time over 8 hours	1
weekend - 11%	1
we offer \$1.00 an hour extra for weekends.	1
employees working 12-hour rotating shifts receive an extra \$0.43 per hour for all hours worked (days or nights)	1
"e" shift premium of double time for extra day worked	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
double time on sundays	1
maintenance weekend shift	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
12 hour shift premium of .75	1

General Benefit Info

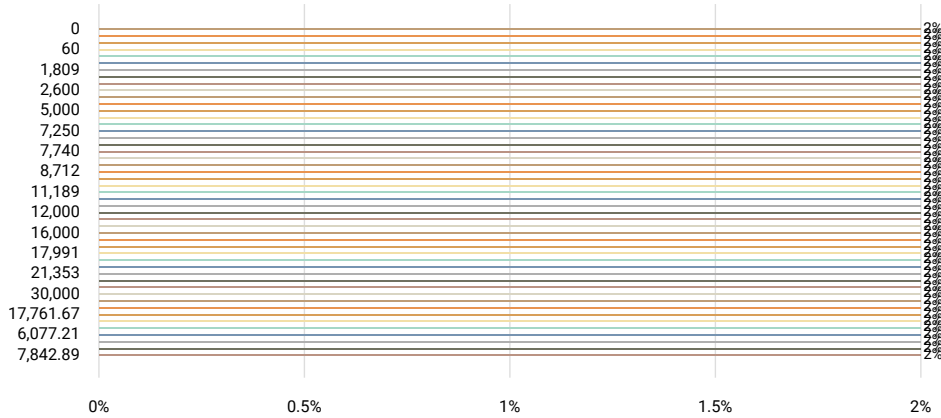
6. General Benefit Information

6.1. Average Benefit Cost Per Employee

Answered 49 times

Skipped 46 times

Number input



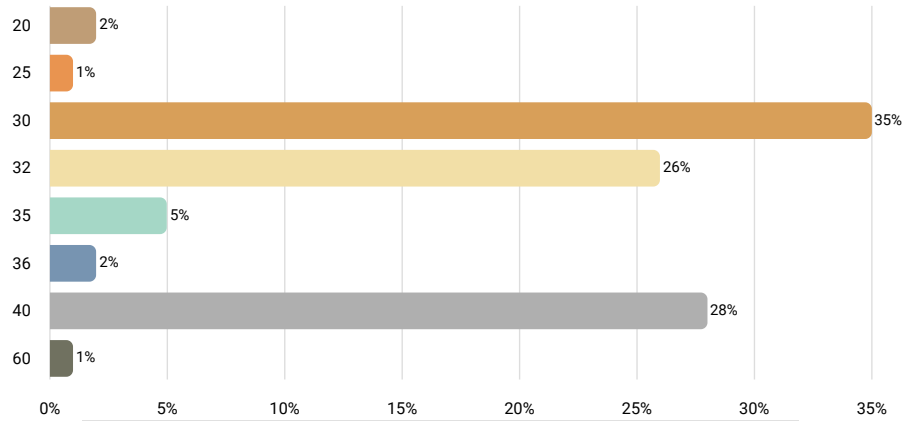
Statistics	
10th percentile	560
25th percentile	3,847
50th percentile	8,077
75th percentile	13,506.44
90th percentile	20,000
Mean	9,629.16
Median	8,077
Standard deviation	7,239.35
Total/sum	471,829.05

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

Answered 86 times

Skipped 9 times

Number input



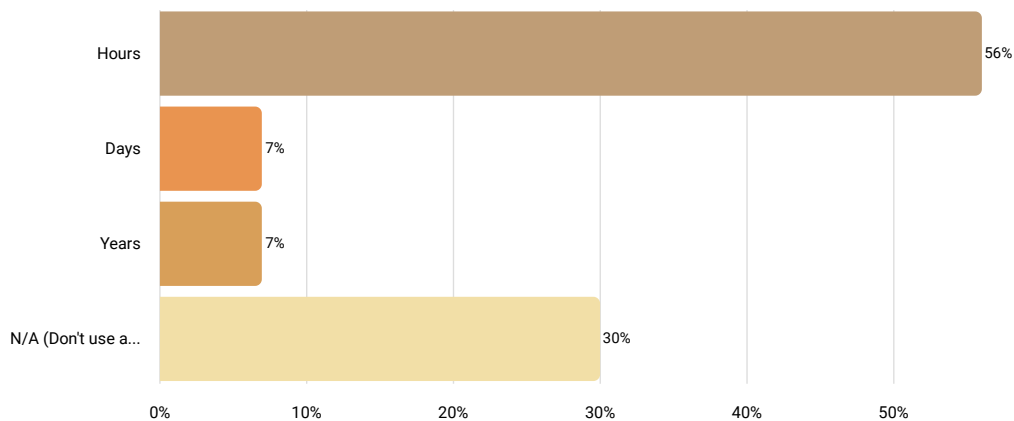
Statistics	
10th percentile	30
25th percentile	30
50th percentile	32
75th percentile	40
90th percentile	40
Mean	33.73
Median	32
Standard deviation	5.52
Total/sum	2,901

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

Answered 84 times

Skipped 11 times

Select one answer (radio button)



Results	%	N
Hours	56%	47
Days	7%	6
Years	7%	6
N/A (Don't use accrual system)	30%	25

6.4. Types of Benefits Offered

Answered 91 times

Skipped 4 times

Select multiple answers per row for multiple rows (checkboxes)

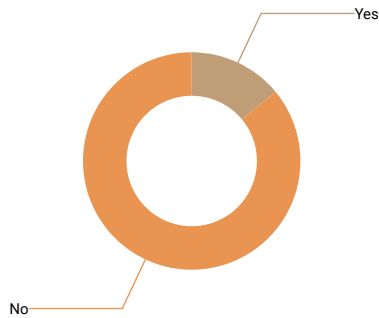
	Offered for FTE	Offered for Part-Time	Self Insured
Medical	99%	8%	24%
Dental	100%	8%	13%
Vision	97%	9%	8%
Prescription Drug Plan	79%	4%	18%
Life Insurance	98%	9%	3%
Flexible Spending Account (FSA)	58%	5%	1%
Health Savings Account (HSA)	36%	7%	1%
Pension Plan (Defined Benefit)	4%	1%	
401(k) Plan	95%	14%	2%
Paid Time Off (PTO)	67%	9%	2%
Sick Leave	36%	7%	1%
Vacation	62%	9%	1%
Paid Family/Medical Leave	30%	5%	
Bereavement	92%	12%	3%
Jury Duty Leave	93%	15%	3%
Short-term Disability	91%	9%	7%
Long-term Disability	86%	7%	3%
Cancer / Critical Illness / AD&D Insurance	74%	3%	1%
Salary Continuation Plan	10%	2%	2%
Employee Stock Ownership Plan (ESOP)	9%	1%	1%
Education Assistance/Tuition Reimbursement	54%	5%	1%
Telework/Remote Work	26%	3%	
Flex Time	20%	5%	
Child Care / Adoption Benefits	11%	2%	
Pet Insurance	19%	2%	
Employee Assistance Plan	68%	12%	1%
Wellness Reimbursement Plan	29%	4%	1%
Fitness Center / Gym Membership	26%	9%	
Health Clinic	15%	7%	1%
Charitable Gifts Matching	15%	3%	

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

Answered 86 times

Skipped 9 times

Select one answer (radio button)



Results	%	N
Yes	14%	12
No	86%	74

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

Answered 12 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"

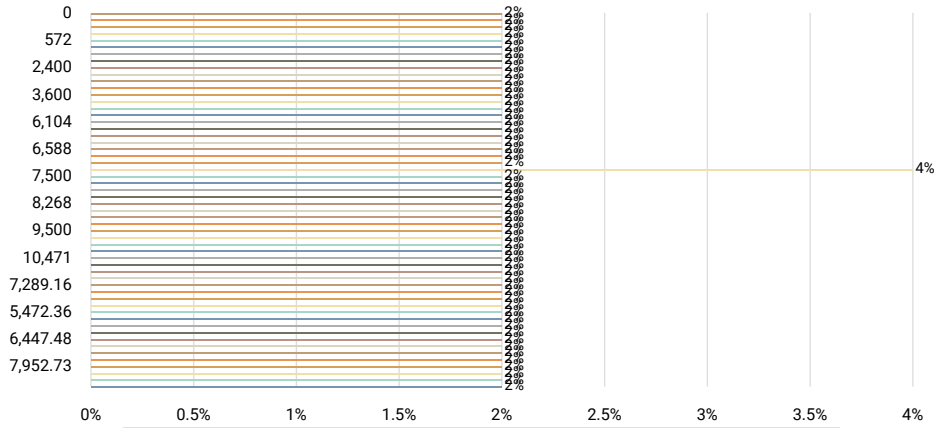
Results	
holiday pay and floating holiday	1
legal, identity theft	1
all required ppe provided to all employees; onsite physical every 3 years; flu/vaccination onsite clinic	1
paid parental care; emergency & family aid; education assistance100	1
free benefit advocate service, employee discount program	1
dependent life insurance \$4000 per dependent.	1
vehicle purchase program, legal and identity theft protection, accident coverage,	1
military leave; accident supplemental coverage: hospital indemnity supplemental coverage	1
id protection, medicare assistance, mental health benefits, urgent care	1
floating holiday, parental leave	1
legal insurance, identity theft insurance	1
employee stock purchase plan	1

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

Answered 57 times

Skipped 38 times

Number input



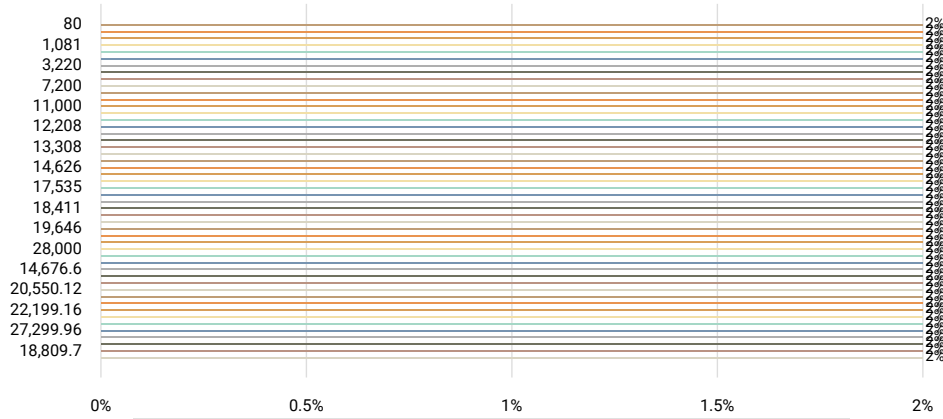
Statistics	
10th percentile	1,080
25th percentile	5,472.36
50th percentile	7,100
75th percentile	8,322
90th percentile	10,471
Mean	7,896.43
Median	7,100
Standard deviation	10,677.43
Total/sum	450,096.76

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

Answered 50 times

Skipped 45 times

Number input



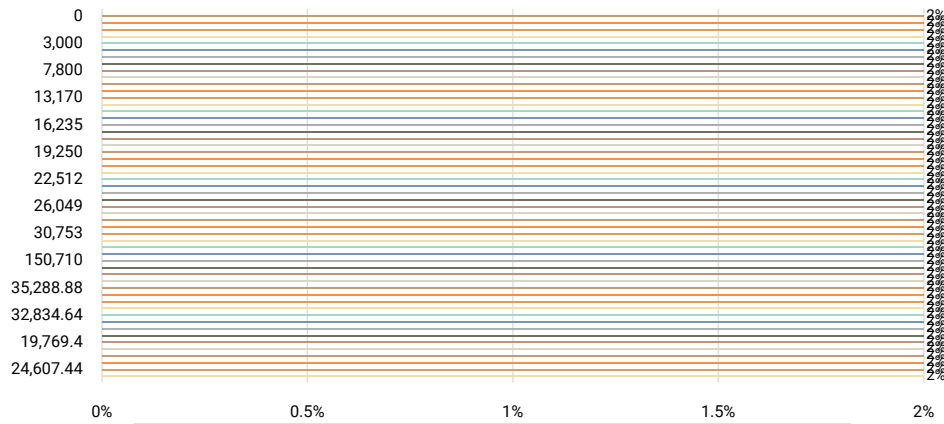
Statistics	
10th percentile	1,540.5
25th percentile	10,800
50th percentile	14,651.3
75th percentile	18,900
90th percentile	23,196.1
Mean	15,794.44
Median	14,651.3
Standard deviation	13,402.65
Total/sum	789,721.78

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

Answered 54 times

Skipped 41 times

Number input



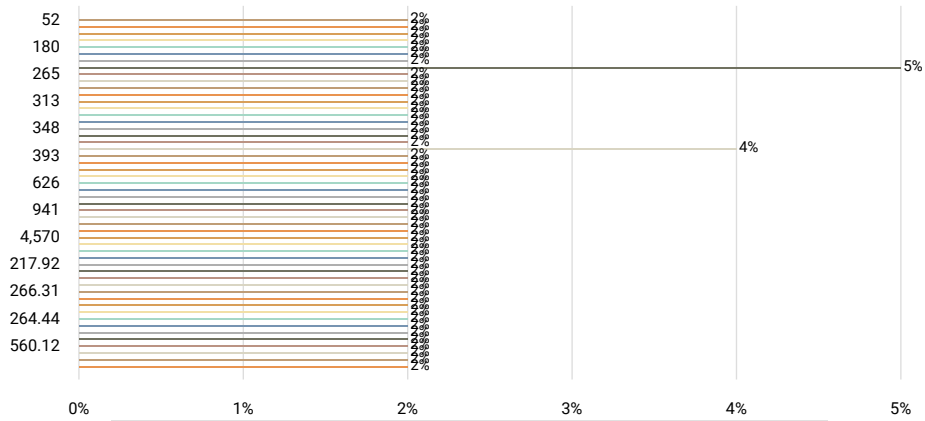
Statistics	
10th percentile	3,720
25th percentile	13,308
50th percentile	21,537.5
75th percentile	27,400
90th percentile	37,500
Mean	33,154.59
Median	21,537.5
Standard deviation	51,915.02
Total/sum	1,790,348.03

6.10. Annual Total Cost for Dental Coverage Per Employee

Answered 55 times

Skipped 40 times

Number input



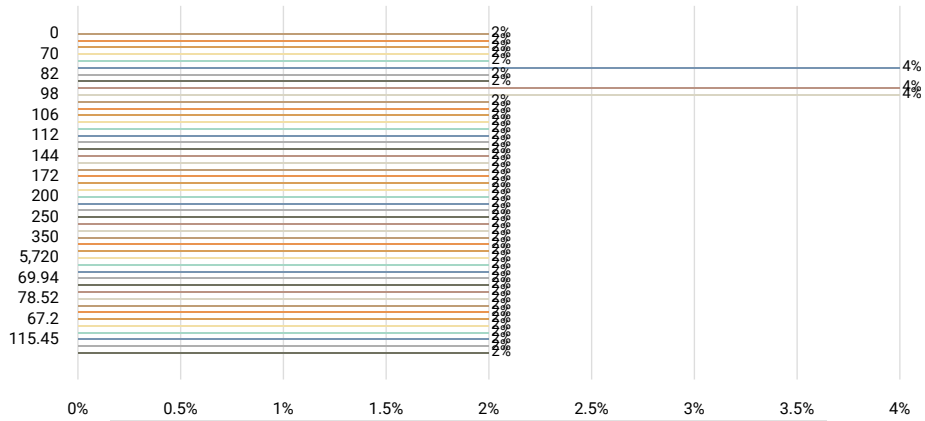
Statistics	
10th percentile	196.2
25th percentile	240
50th percentile	336
75th percentile	626
90th percentile	1,200
Mean	861.4
Median	336
Standard deviation	1,864.57
Total/sum	47,377.19

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

Answered 51 times

Skipped 44 times

Number input



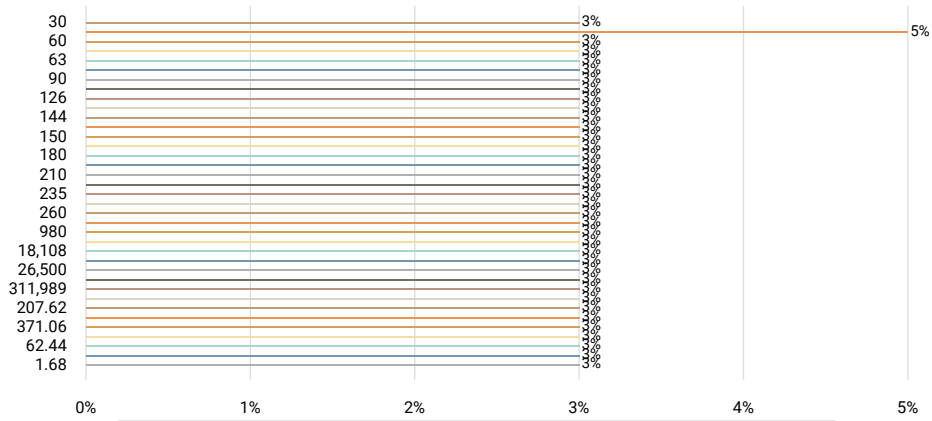
Statistics	
10th percentile	67.2
25th percentile	78.72
50th percentile	106
75th percentile	172.55
90th percentile	261
Mean	270.01
Median	106
Standard deviation	805.44
Total/sum	13,770.75

6.12. Annual Total Cost of Life Insurance Per Employee

Answered 38 times

Skipped 57 times

Number input



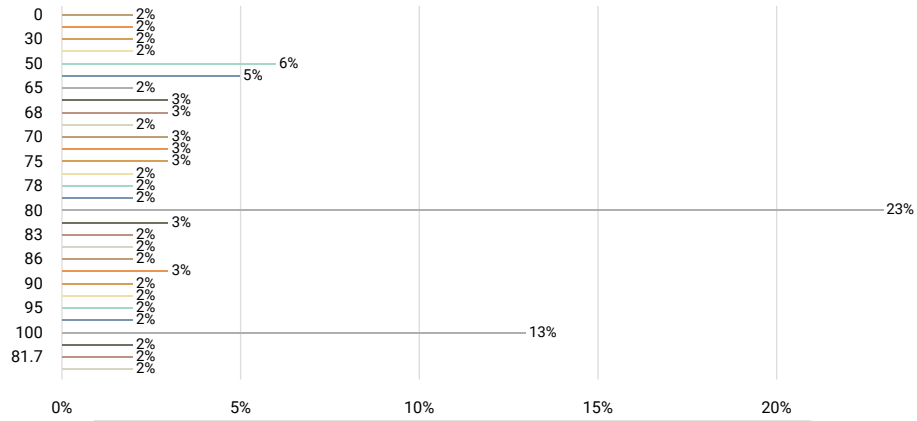
Statistics	
10th percentile	36
25th percentile	81.6
50th percentile	151.5
75th percentile	371.06
90th percentile	24,120
Mean	11,431.81
Median	151.5
Standard deviation	50,897.22
Total/sum	434,408.79

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

Answered 62 times

Skipped 33 times

Number input



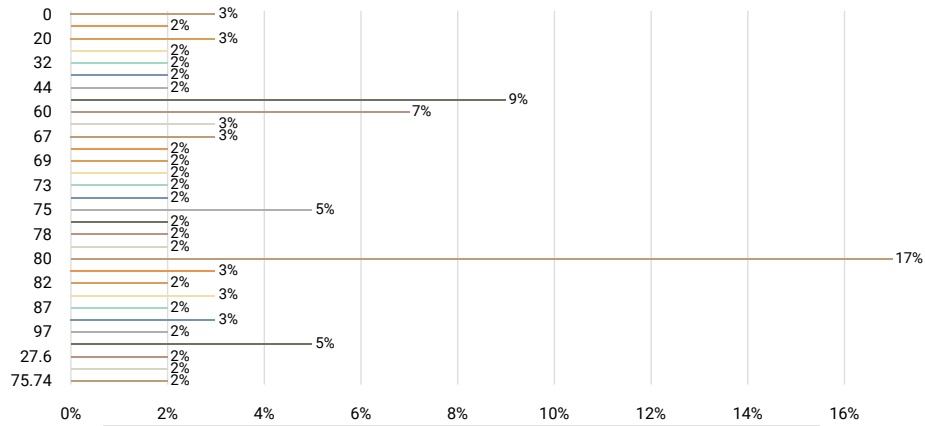
Statistics	
10th percentile	50
25th percentile	68
50th percentile	80
75th percentile	85
90th percentile	100
Mean	74.91
Median	80
Standard deviation	19.63
Total/sum	4,644.55

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

Answered 58 times

Skipped 37 times

Number input



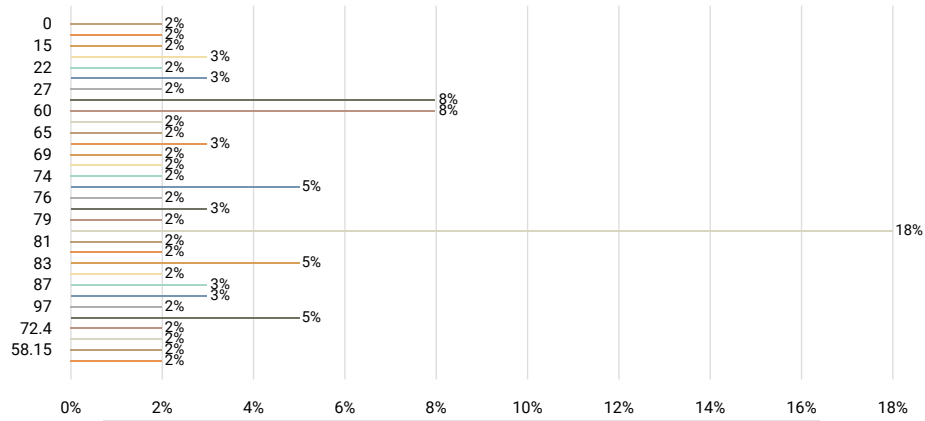
Statistics	
10th percentile	25
25th percentile	50
50th percentile	74.5
75th percentile	80
90th percentile	90
Mean	65.31
Median	74.5
Standard deviation	24.07
Total/sum	3,788.08

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

Answered 62 times

Skipped 33 times

Number input



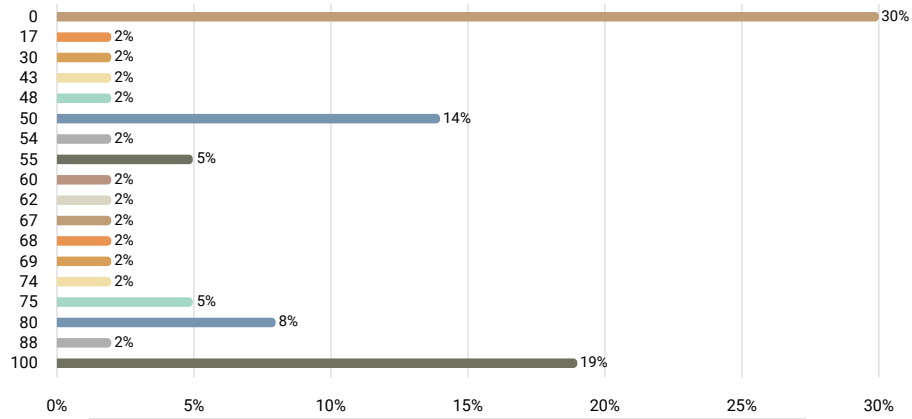
Statistics	
10th percentile	25
25th percentile	58.15
50th percentile	75
75th percentile	80
90th percentile	87
Mean	65.96
Median	75
Standard deviation	23.92
Total/sum	4,089.31

6.16. Dental Coverage Percentage Paid By Employer (Annual)

Answered 63 times

Skipped 32 times

Number input



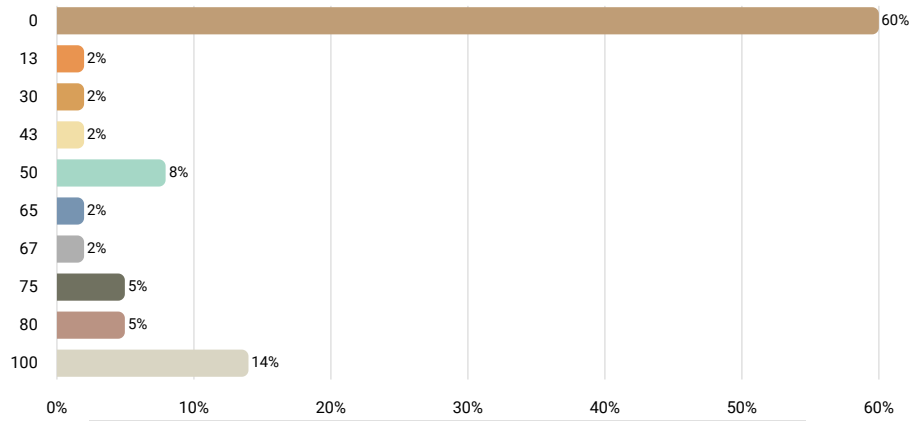
Statistics	
10th percentile	0
25th percentile	0
50th percentile	50
75th percentile	80
90th percentile	100
Mean	49.52
Median	50
Standard deviation	37.83
Total/sum	3,120

6.17. Vision Coverage Percentage Paid By Employer (Annual)

Answered 63 times

Skipped 32 times

Number input



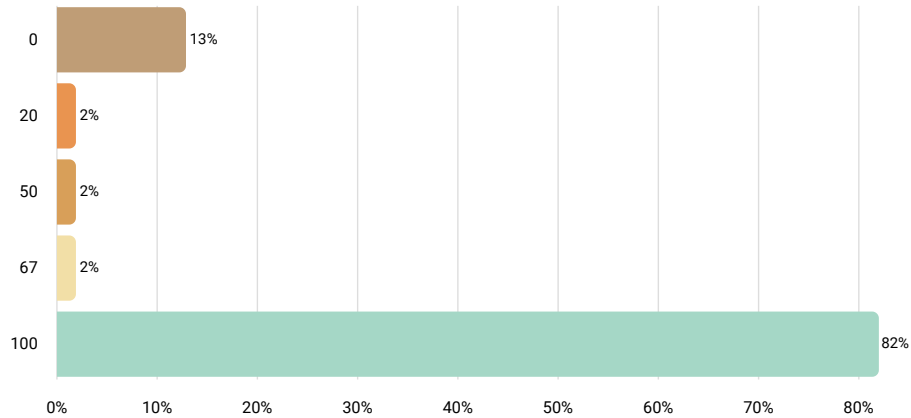
Statistics	
10th percentile	0
25th percentile	0
50th percentile	0
75th percentile	67
90th percentile	100
Mean	29.1
Median	0
Standard deviation	39.53
Total/sum	1,833

6.18. Life Insurance Percentage Paid By Employer (Annual)

Answered 61 times

Skipped 34 times

Number input



Statistics	
10th percentile	0
25th percentile	100
50th percentile	100
75th percentile	100
90th percentile	100
Mean	84.21
Median	100
Standard deviation	35.3
Total/sum	5,137

6.19. Does your company offer Health and Fitness incentives?

Answered 34 times

Skipped 61 times

Select multiple answers (checkboxes)

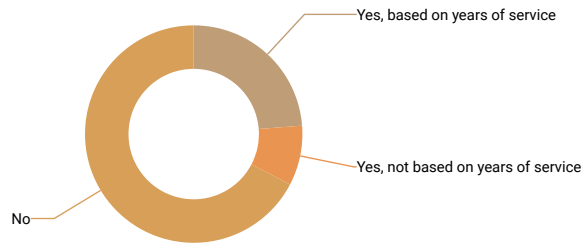
Results	N
Reimbursement for Fitness Center Visits	12
Reimbursement for Fitness Equipment	5
Incentives for Nicotine Cessation	12
Rebate or Discount for Wellness Physical	24
Free Gym Membership	6

6.20. Does your company have a severance policy?

Answered 80 times

Skipped 15 times

Select one answer (radio button)



Results	%	N
Yes, based on years of service	24%	19
Yes, not based on years of service	9%	7
No	68%	54

Medical Coverage

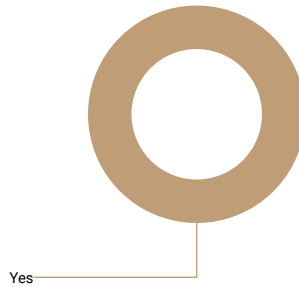
7. Medical Coverage

7.1. Does your company offer medical coverage?

Answered 95 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	100%	95
No	0%	0

7.2. Type of Medical Coverage Plan(s) Offered

Answered 88 times

Skipped 7 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	86
HMO	0
EPO	3
POS	2
HDHP	28

7.3. Medical Coverage Plan Provider(s)

Answered 94 times

Skipped 1 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	3
Blue Cross Blue Shield	80
Cigna	3
Humana	0
United Healthcare	8
Viva Health	0
Other Not Listed	4

7.4. When do employees become eligible for coverage?

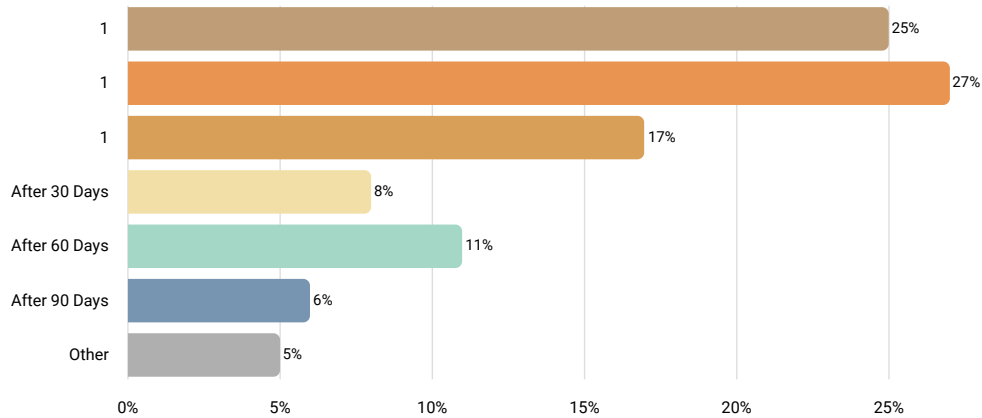
Answered 95 times

Skipped 0 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	25%	24
1st of Month After Date of Hire	27%	26
1st of Month After 30 Days	17%	16
After 30 Days	8%	8
After 60 Days	11%	10
After 90 Days	6%	6
Other	5%	5

7.5. 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 medical coverage?" has Selected button "Yes"
- "When do employees become eligible for coverage?" has Selected button "Other"

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

7.6. Deductible Amount

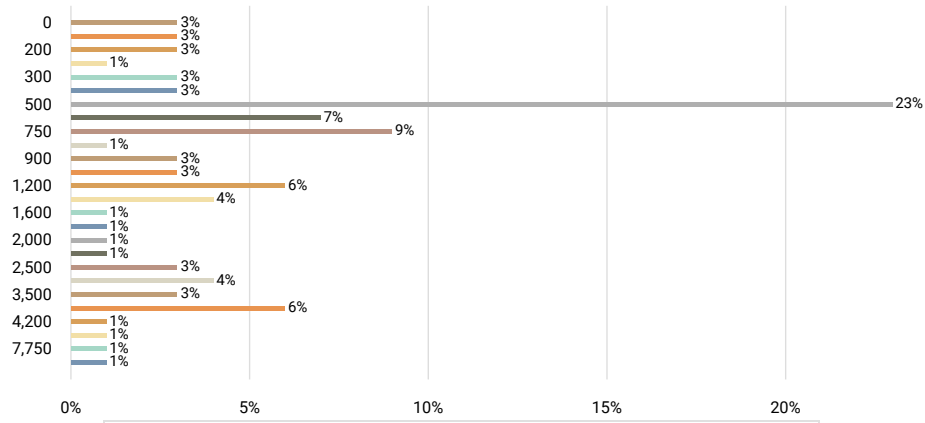
Answered 69 times

Skipped 26 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	250
25th percentile	500
50th percentile	750
75th percentile	1,800
90th percentile	4,000
Mean	1,505.07
Median	750
Standard deviation	1,763.06
Total/sum	103,850

7.7. Copay Amount (after deductible)

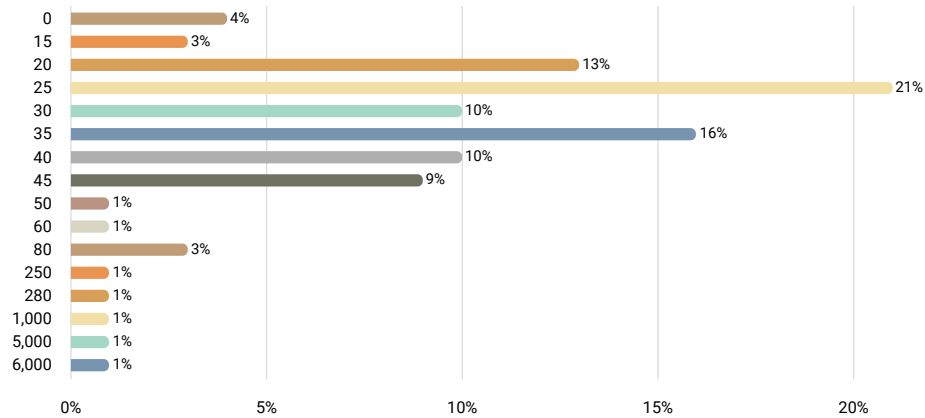
Answered 68 times

Skipped 27 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	80
Mean	213.31
Median	30
Standard deviation	939.37
Total/sum	14,505

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

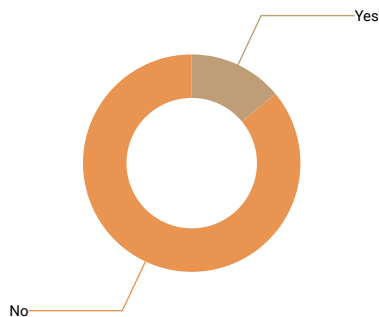
Answered 79 times

Skipped 16 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	14%	11
No	86%	68

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

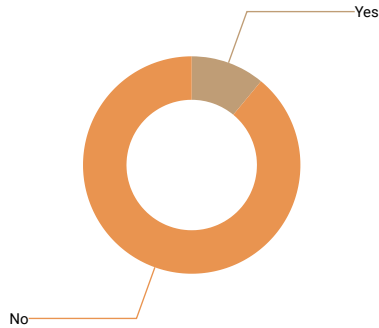
Answered 79 times

Skipped 16 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	11%	9
No	89%	70

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

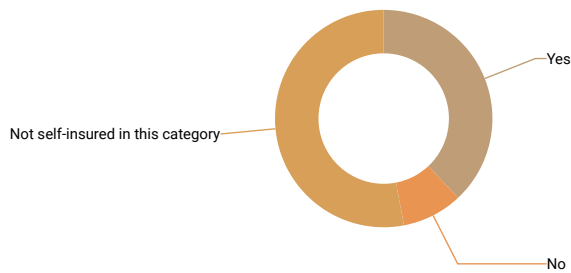
Answered 77 times

Skipped 18 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	38%	29
No	9%	7
Not self-insured in this category	53%	41

7.11. Is there a tobacco use surcharge?

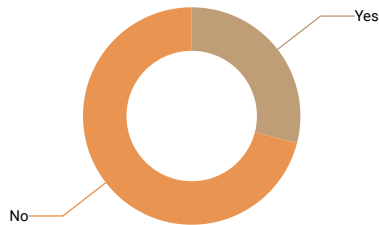
Answered 85 times

Skipped 10 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	29%	25
No	71%	60

7.12. Do you offer medical coverage for domestic partners?

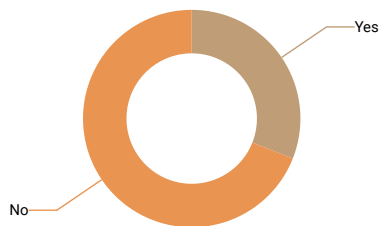
Answered 83 times

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	31%	26
No	69%	57

7.13. What are the requirements for receiving coverage?

Answered 25 times

Skipped 1 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	21
Proof of Residence with Employee	5
Affidavit of Domestic Partnership	12
Other	0

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

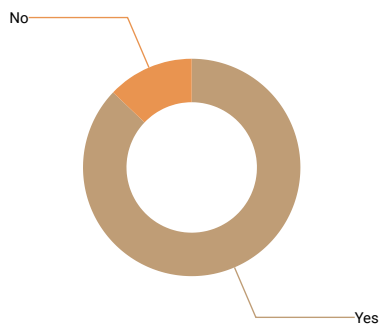
Answered 88 times

Skipped 7 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	88%	77
No	13%	11

7.15. Is there a spousal surcharge?

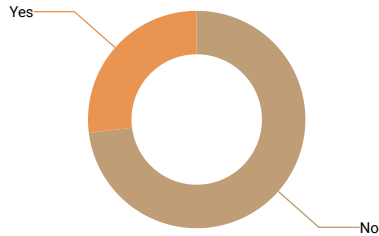
Answered 77 times

Skipped 0 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	73%	56
Yes	27%	21

Prescription Drug Plan

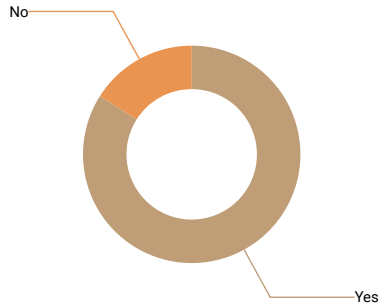
8. Prescription Drug Plan

8.1. Does your company offer a Prescription Drug Plan?

Answered 93 times

Skipped 2 times

Select one answer (radio button)



Results	%	N
Yes	84%	78
No	16%	15

8.2. Type of Prescription Plan(s) Offered

Answered 69 times

Skipped 9 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	62
80/20	8
Other	4

8.3. Prescription Plan Provider(s)

Answered 77 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	41
Cigna	3
CVS Caremark	7
Express Scripts	10
Humana	0
United Healthcare	4
Viva Health	0
Other	13

8.4. Other Prescription Plan Provider

Answered 12 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
elixir	2
veracity rx	1
pbm welldyne	1
optium rx	1
carelonrx	1
intercept and some common prescriptions are free through our wellness clinic	1
proact/proact plus	1
proact plus	1
proact	1
magellan	1
liviniti	1

8.5. When do employees become eligible for coverage?

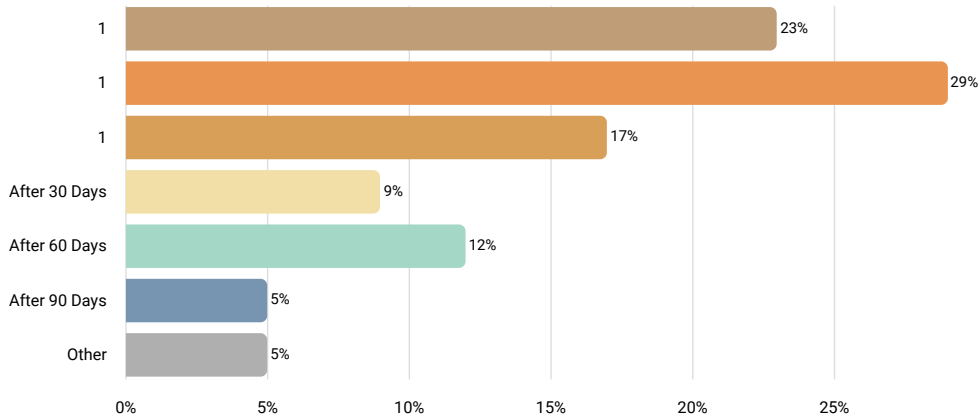
Answered 77 times

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	23%	18
1st of Month After Date of Hire	29%	22
1st of Month After 30 Days	17%	13
After 30 Days	9%	7
After 60 Days	12%	9
After 90 Days	5%	4
Other	5%	4

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

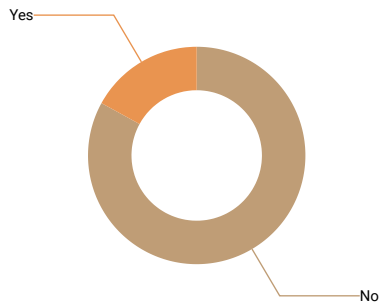
Answered 70 times

Skipped 8 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	83%	58
Yes	17%	12

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

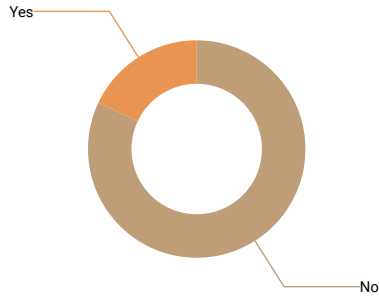
Answered 68 times

Skipped 10 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	82%	56
Yes	18%	12

Dental Coverage

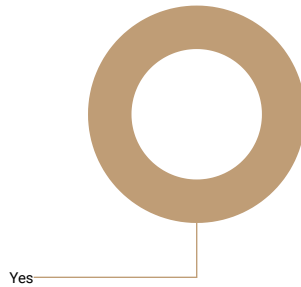
9. Dental Coverage

9.1. Does your company offer Dental Coverage?

Answered 94 times

Skipped 1 times

Select one answer (radio button)



Results	%	N
Yes	100%	94
No	0%	0

9.2. Type(s) of Dental Coverage Offered

Answered 83 times

Skipped 11 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	83
DHMO	1
Other	0

9.3. Dental Plan Provider(s)

Answered 93 times

Skipped 1 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
Aetna	3
Blue Cross Blue Shield	25
Cigna	3
Concordia	0
Delta Dental	25
Guardian	7
Metlife	8
Principal	9
United Healthcare	2
Other	15

9.4. Other Dental Plan Provider

Answered 15 times

Skipped 0 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
the standard	3
unum	3
ameritas	2
mutual of omaha	2
standard	1
equitable	1
colonial life	1
dentemax	1
sunlife	1

9.5. When do employee become eligible for coverage?

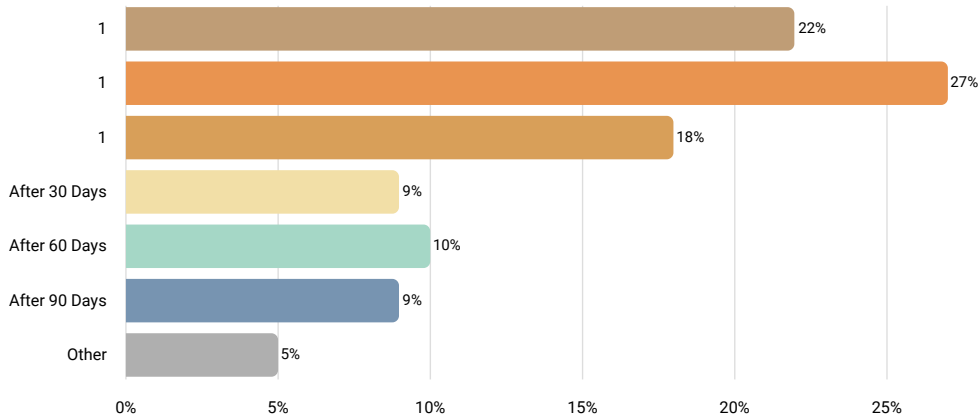
Answered 91 times

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	22%	20
1st of Month After Date of Hire	27%	25
1st of Month After 30 Days	18%	16
After 30 Days	9%	8
After 60 Days	10%	9
After 90 Days	9%	8
Other	5%	5

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

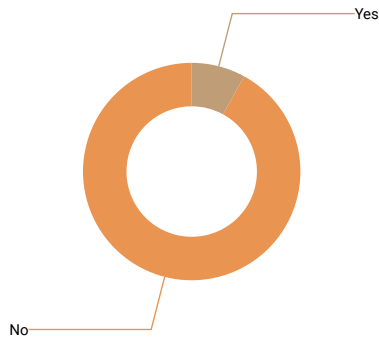
Answered 83 times

Skipped 11 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	8%	7
No	92%	76

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

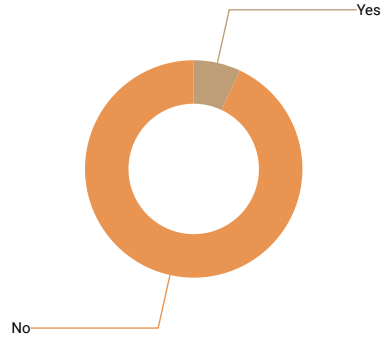
Answered 82 times

Skipped 12 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	7%	6
No	93%	76

Vision Coverage

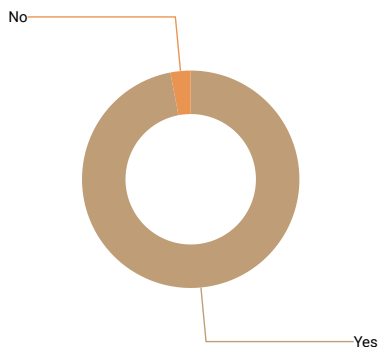
10. Vision Coverage

10.1. Does your company offer Vision Coverage?

Answered 94 times

Skipped 1 times

Select one answer (radio button)



Results	%	N
Yes	97%	91
No	3%	3

10.2. Vision Plan Provider(s)

Answered 90 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	8
Cigna	1
Eyemed	12
Guardian	5
Humana	0
Metlife	5
Principal	6
Superior Vision	2
United Healthcare	3
VSP	41
Other	16

10.3. Other Vision Plan Provider

Answered 16 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	3
davis vision	2
mutual of omaha	2
the standard	2
ameritas	1
avesis	1
eye med	1
amertas/vsp	1
colonial life	1
eyemed	1
vba	1

10.4. When do employees become eligible for coverage?

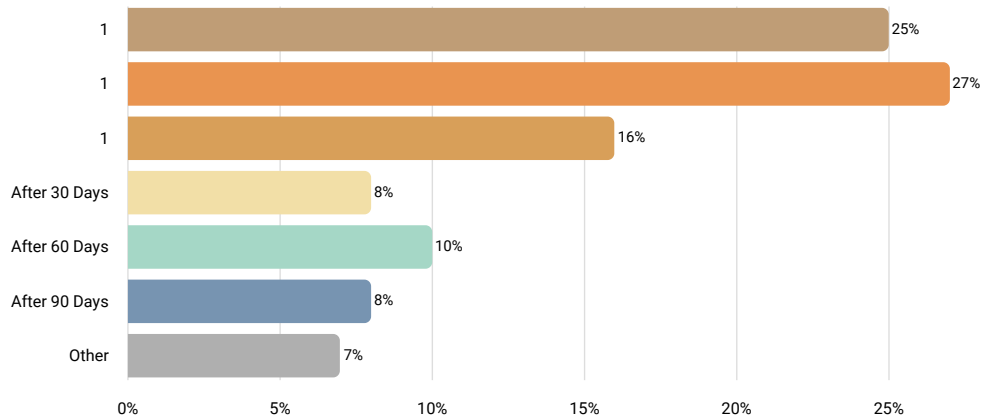
Answered 89 times

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	25%	22
1st of Month After Date of Hire	27%	24
1st of Month After 30 Days	16%	14
After 30 Days	8%	7
After 60 Days	10%	9
After 90 Days	8%	7
Other	7%	6

10.5. Other Vision Eligibility Period

Answered 6 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 month following 60 days after hire date but before 91st	1
1st of the month following 60 days	1

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

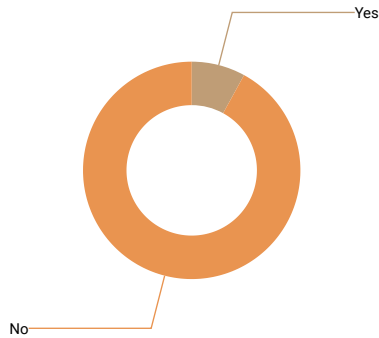
Answered 76 times

Skipped 15 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	8%	6
No	92%	70

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

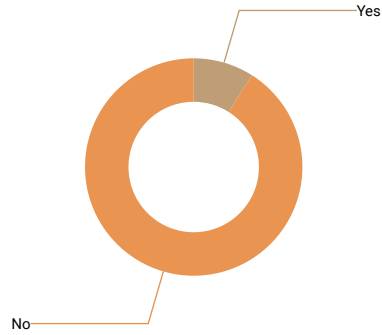
Answered 79 times

Skipped 12 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%	7
No	91%	72

Life Insurance

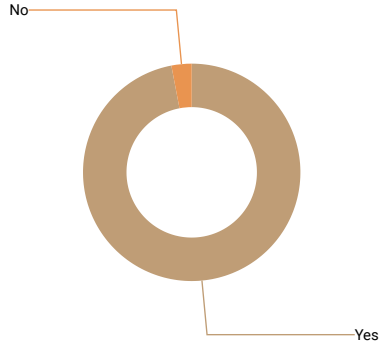
11. Life Insurance

11.1. Does your company offer Life Insurance?

Answered 94 times

Skipped 1 times

Select one answer (radio button)



Results	%	N
Yes	97%	91
No	3%	3

11.2. Type(s) of Life Insurance Offered

Answered 85 times

Skipped 6 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	83
Whole Life Insurance	9
Other	2

11.3. Coverage Amount (in dollars)

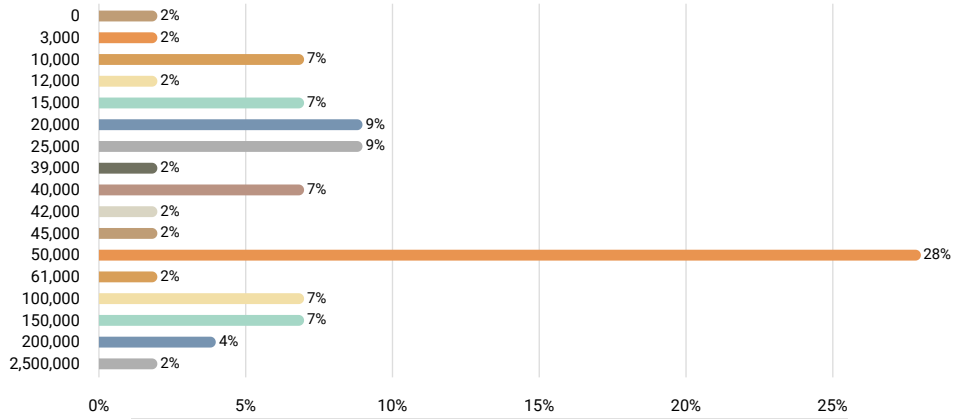
Answered 46 times

Skipped 45 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	20,000
50th percentile	47,500
75th percentile	50,000
90th percentile	150,000
Mean	106,021.74
Median	47,500
Standard deviation	363,989.96
Total/sum	4,877,000

11.4. Coverage Amount (as percentage of salary)

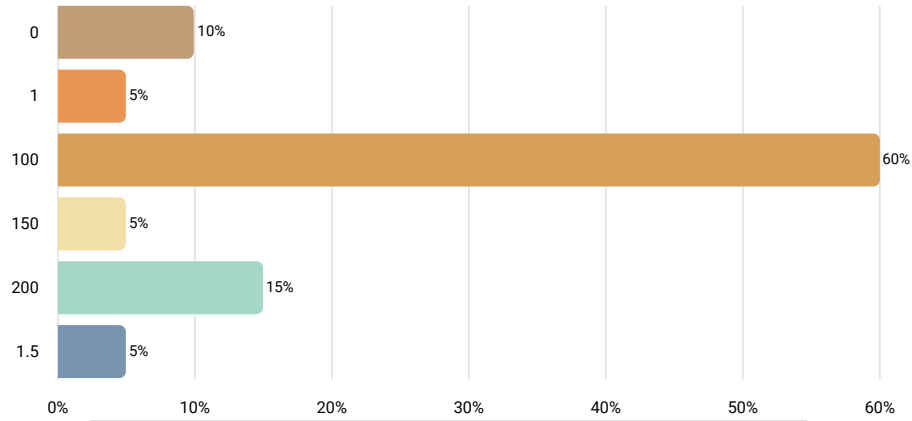
Answered 20 times

Skipped 71 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	0.5
25th percentile	100
50th percentile	100
75th percentile	100
90th percentile	200
Mean	97.63
Median	100
Standard deviation	61.51
Total/sum	1,952.5

11.5. Coverage Amount (policy)

Answered 25 times

Skipped 66 times

Text area input

This question is applicable when the following conditions are met:

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

Results	
2x base salary	2
100 percent of the employees salary	1
2 times annual salary to a maximum benefit of \$300,000	1
the company pays for 2 times the employees annual salary for life insurance	1
1 x basic annual earnings with a minimum of \$10,000 to a maximum of \$250,000	1
optional coverage only, none provided by company. \$10,000 increments up to \$150,000 guaranteed. up to \$500,000 with eoi	1
automatically enrolled in \$40,000 company paid. employee can elect up to 6x base salary	1
1x annual salary provided by company max of \$150,000	1
we offer \$50,000	1
employer paid plan for all full-time employees provides \$25,000 coverage for both basic life and ad&d. employees may opt to elect higher coverage at their expense.	1
amount equal to 100% of annual salary	1
match salary up to 40,000 for non-exempt employees and match salary up to 100,000 for exempt employees	1
2x annual base pay at no cost	1
life is valued at twice their base pay up to a maximum of \$400,000.	1
2x annual salary for non managerial employees, 4x annual salary for managerial employees	1
1 time annual base pay	1
coverage amount is 100% of annual salary. #3 is average of annual salaries.	1
minimum 10,000.00 - maximum 500,000.00 but no more than 5 times annual salary.	1
2 times annual salary up to \$300k	1
policy pays 100% of salary at death, and 2x salary for accidental death	1
efi covers group term as long as you are employed by efi	1
150%	1
1x base salary	1
2 x annual salary	1

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

Answered 87 times

Skipped 4 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	74
Yes, Spouse/Partner	76
Yes, Dependents	80

HSA or FSA

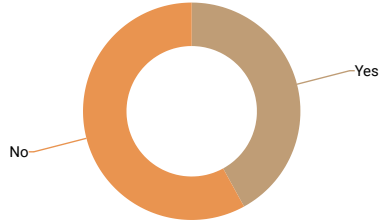
12. HSA or FSA

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

Answered 93 times

Skipped 2 times

Select one answer (radio button)



Results	%	N
Yes	42%	39
No	58%	54

12.2. Is this benefit earned or given?

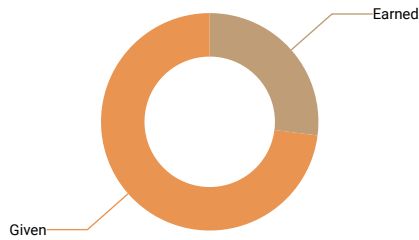
Answered 33 times

Skipped 8 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	27%	9
Given	73%	24

12.3. What is required for eligibility?

Answered 9 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"

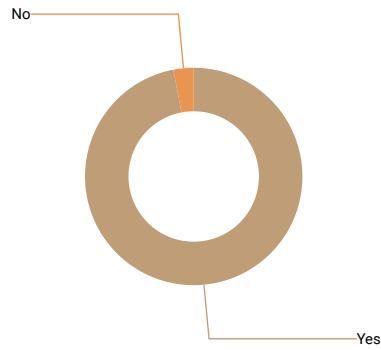
Results	N
Enrolled in HDHP	7
FTE Status	4
Other	0

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

Answered 37 times

Skipped 58 times

Select one answer (radio button)



Results	%	N
Yes	97%	36
No	3%	1

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

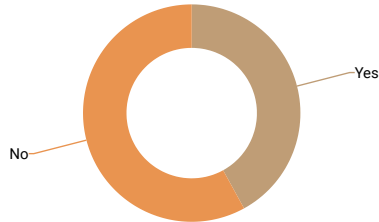
Answered 33 times

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	42%	14
No	58%	19

12.6. Does your company contribute to employee FSAs?

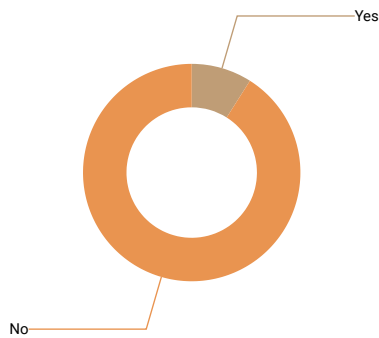
Answered 33 times

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	9%	3
No	91%	30

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

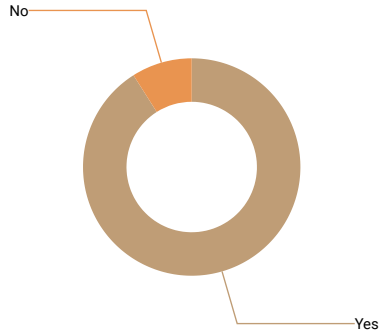
Answered 34 times

Skipped 4 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	91%	31
No	9%	3

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

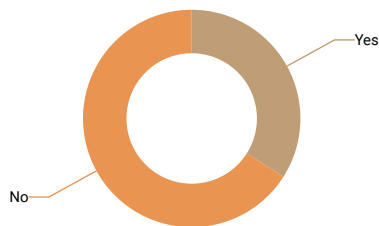
Answered 29 times

Skipped 9 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	34%	10
No	66%	19

Pension Plan (Defined Benefit)

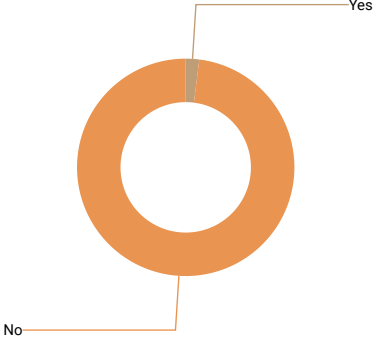
13. Pension Plan (Defined Benefit)

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

Answered 94 times

Skipped 1 times

Select one answer (radio button)



Results	%	N
Yes	2%	2
No	98%	92

401(k) Plan

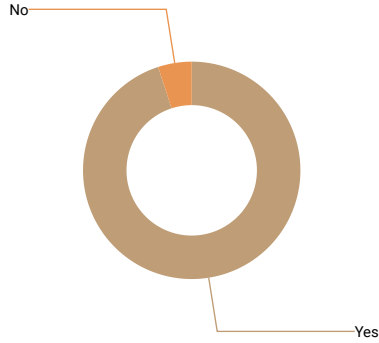
14. 401(k) Plan

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

Answered 95 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	95%	90
No	5%	5

14.2. When do employees become eligible?

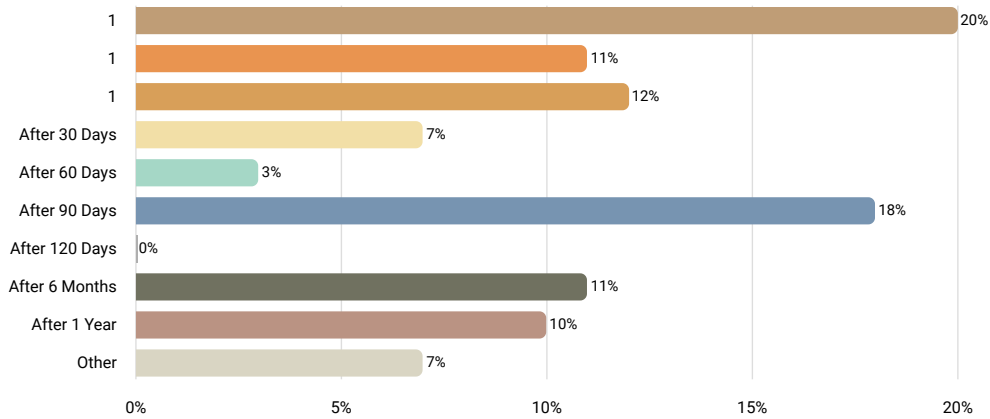
Answered 89 times

Skipped 1 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	20%	18
1st of Month After Date of Hire	11%	10
1st of Month After 30 Days	12%	11
After 30 Days	7%	6
After 60 Days	3%	3
After 90 Days	18%	16
After 120 Days	0%	0
After 6 Months	11%	10
After 1 Year	10%	9
Other	7%	6

14.3. Other 401(k) Eligibility Period

Answered 6 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	
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
quarterly	1
45 days	1

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

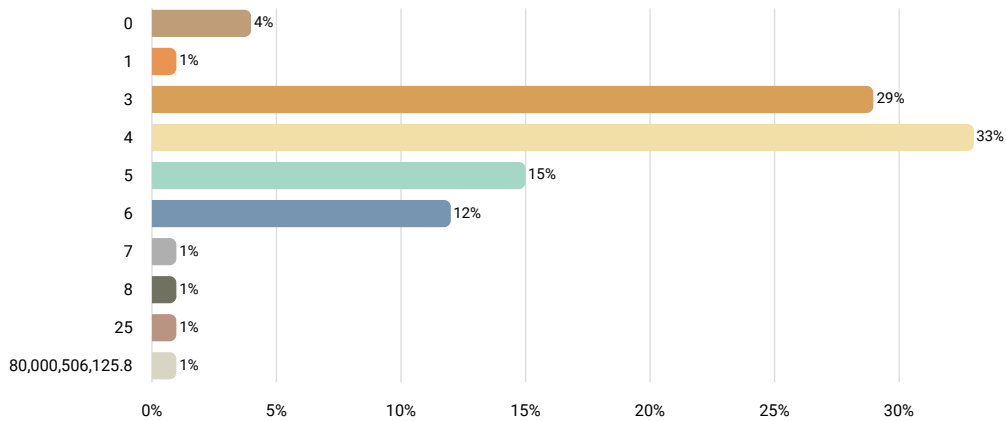
Answered 73 times

Skipped 17 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	1,095,897,348.42
Median	4
Standard deviation	9,363,351,012.73
Total/sum	80,000,506,434.8

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

Answered 37 times

Skipped 53 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% first 4% and that is it, vesting in 1/3rd over 3 years of the employer contribution	4
50 of the next 2%	1
6% of 25%	1
employer matches 30% of the first 5%.	1
100 percent of first 3 percent, 50 % of the next 2 %	1
employer matches 50% up to 6%	1
100% of the first 3, 50% of the next 2, up to 5%	1
50% match for 4th and 5th percent contributed to a total of 4% matching for a 5% contribution	1
50% of the first 5%	1
employer matches 75% of the first 8% contributed.	1
employer match 100% of the first 3% and 50 % on the next 3%.	1
75% up to 6%	1
no matching, safe harbor plan - employer automatically contributes 3%	1
employer matches 100% of the first 4%.	1
company matches 6% up to 5% of total salary	1
match 100% of 3% ee contributes, then 50% of next 2% ee contributes	1
employer matches 50% up to the first 6%.	1
50% of 7%	1
50% of first 6%	1
50% of first 10%, max 5%	1
match 3.5% for 4%. match 4% when 5% is contributed.	1
employer matches 100% of the first 4% and 50% of the next 2%.	1
4%	1
50% of the first 4% of employee contributions	1
profit share contribution 1x per year	1
nucor contributes match of between 5% and 25% (based on profitability) up to 7% of weekly pay contributed by employee. teammate may contribute from 1% to 50% of weekly pay up to the irs limit. highly compensated teammembers have limited contributions which may vary each year.	1
100% up to 4% and 0% after that.	1
employer matches 100% of the first 3% and 50% of the next 4%	1
employer matches 25% of employee contributions with no cap	1
100% for the first 3% then 50% for the next two	1
employer matches 50% up to the first 4% contributed	1
up to 6 % at \$.50 on the dollar	1
employer matches 100% for the first 1% then 50% for the next 5%	1

14.6. Is there a vesting schedule for employer contributions?

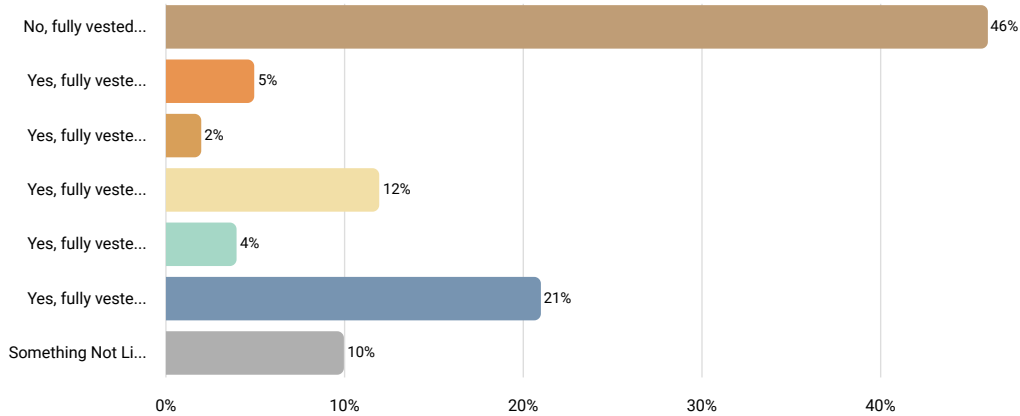
Answered 82 times

Skipped 8 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.	46%	38
Yes, fully vested after 1 year.	5%	4
Yes, fully vested after 2 years.	2%	2
Yes, fully vested after 3 years.	12%	10
Yes, fully vested after 4 years.	4%	3
Yes, fully vested after 5 years.	21%	17
Something Not Listed	10%	8

14.7. Describe the vesting schedule.

Answered 8 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	N
fully vested after 6 years	3
7	1
after 6 years	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
7 years, 100% vested	1
3 years to 100%	1

Paid Time Off (PTO)

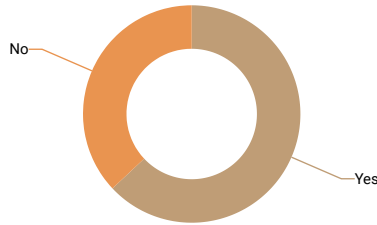
15. PTO (Paid Time Off)

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

Answered 94 times

Skipped 1 times

Select one answer (radio button)



Results	%	N
Yes	63%	59
No	37%	35

15.2. Annual Amount of PTO in Days

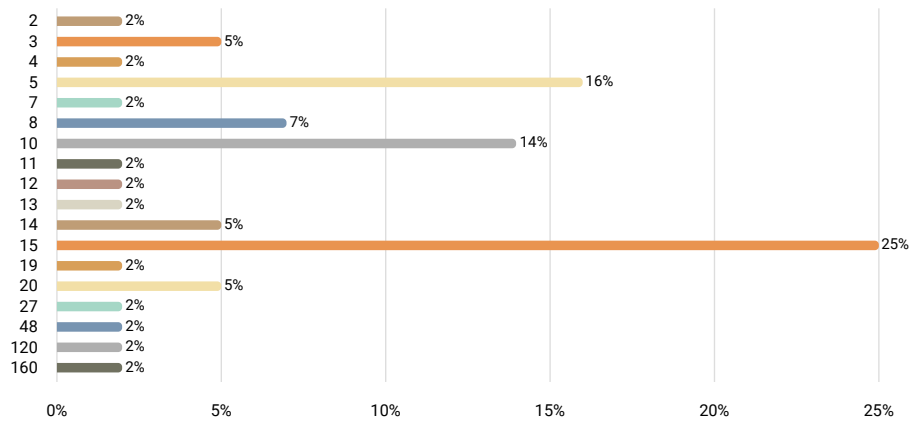
Answered 44 times

Skipped 15 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	6
50th percentile	11.5
75th percentile	15
90th percentile	20
Mean	17.75
Median	11.5
Standard deviation	28.4
Total/sum	781

15.3. How is PTO accrued?

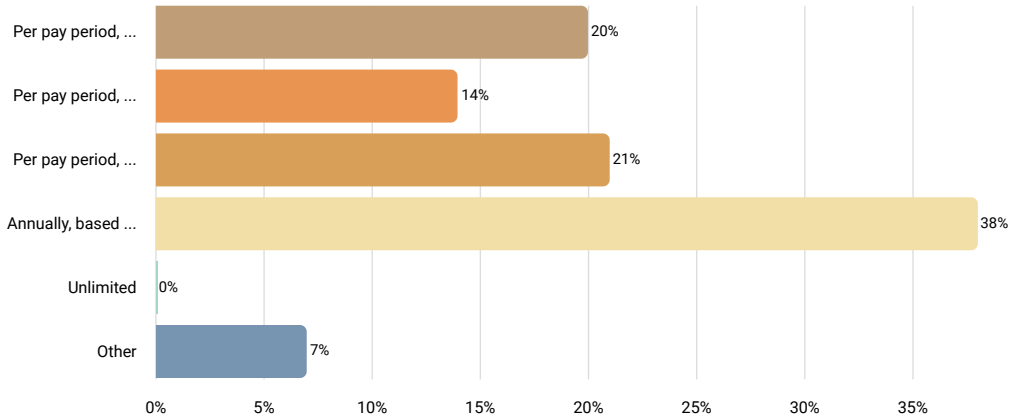
Answered 56 times

Skipped 3 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%	11
Per pay period, based on hours worked	14%	8
Per pay period, based on years of service	21%	12
Annually, based on years of service	38%	21
Unlimited	0%	0
Other	7%	4

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

Answered 43 times

Skipped 16 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	12
Vacation	11
Holidays	35
Personal Leave	13

Sick Leave

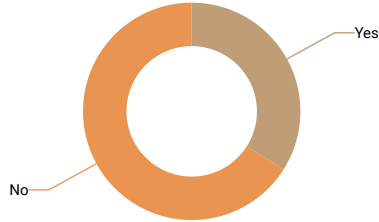
16. Sick Leave

16.1. Does your company offer Sick Leave?

Answered 93 times

Skipped 2 times

Select one answer (radio button)



Results	%	N
Yes	34%	32
No	66%	61

16.2. Annual Amount of Sick Leave in Days

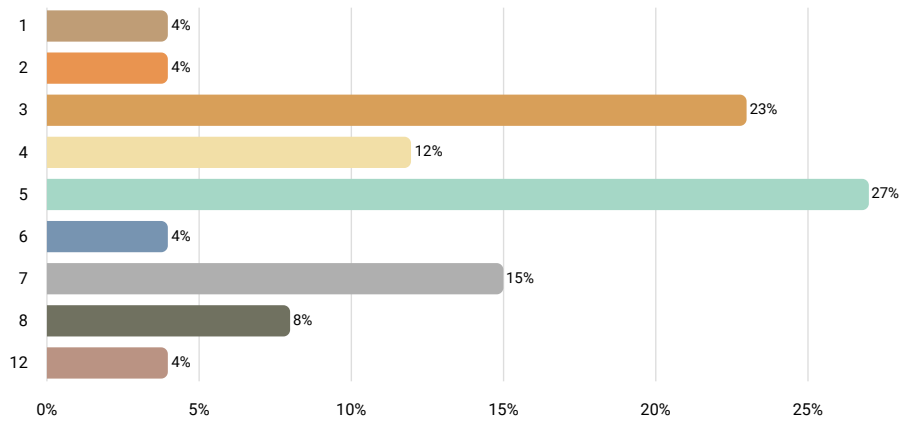
Answered 26 times

Skipped 6 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	3
50th percentile	5
75th percentile	7
90th percentile	8
Mean	5
Median	5
Standard deviation	2.33
Total/sum	130

16.3. How is Sick Leave accrued?

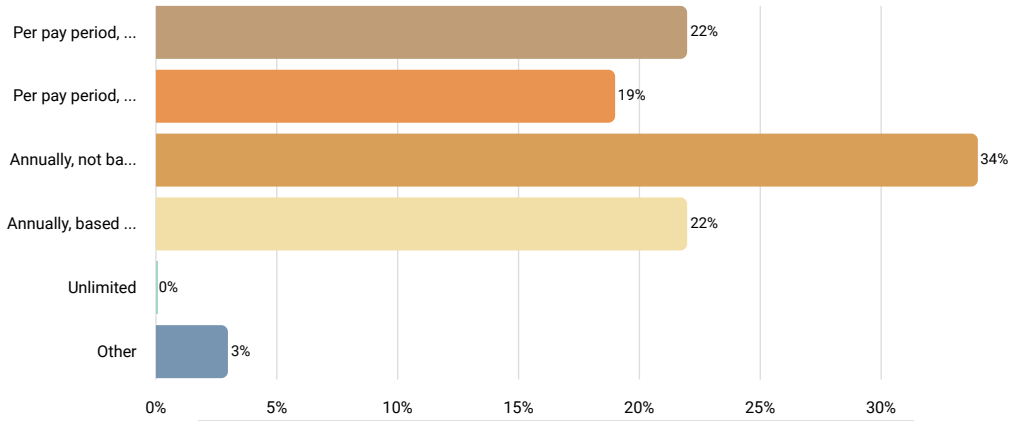
Answered 32 times

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	22%	7
Per pay period, based on hours worked	19%	6
Annually, not based on years of service	34%	11
Annually, based on years of service	22%	7
Unlimited	0%	0
Other	3%	1

16.4. Paid out at termination?

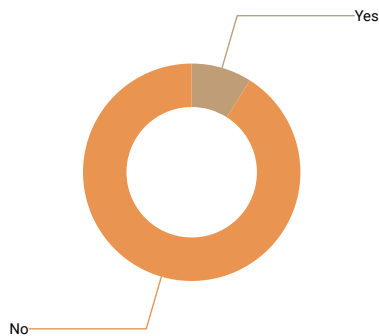
Answered 32 times

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	9%	3
No	91%	29

Vacation

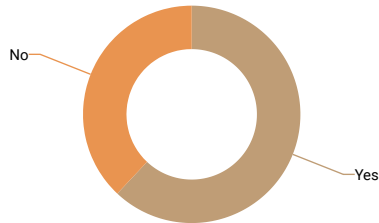
17. Vacation

17.1. Does your company offer Vacation Leave?

Answered 94 times

Skipped 1 times

Select one answer (radio button)



Results	%	N
Yes	62%	58
No	38%	36

17.2. Annual Amount of Vacation Leave in Days

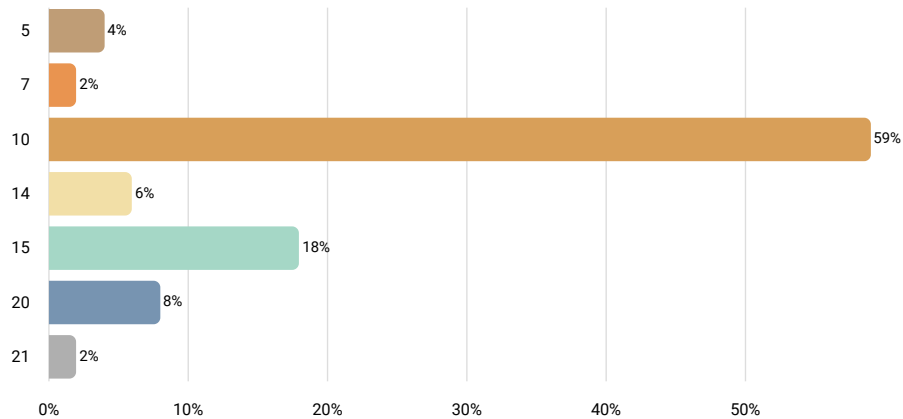
Answered 49 times

Skipped 9 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	10
25th percentile	10
50th percentile	10
75th percentile	15
90th percentile	20
Mean	11.94
Median	10
Standard deviation	3.73
Total/sum	585

17.3. How is Vacation Leave accrued?

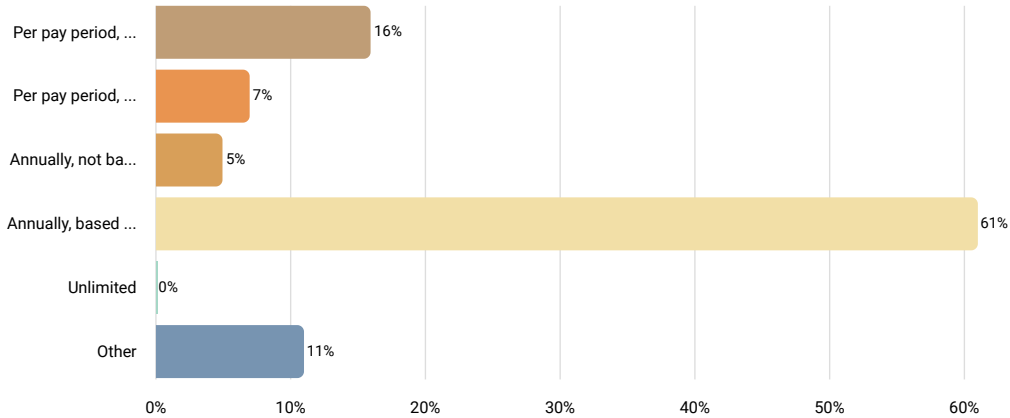
Answered 57 times

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	16%	9
Per pay period, based on hours worked	7%	4
Annually, not based on years of service	5%	3
Annually, based on years of service	61%	35
Unlimited	0%	0
Other	11%	6

17.4. Other Vacation Accrual Rate

Answered 6 times

Skipped 0 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	
per accounting month based on company service	1
monthly	1
per pay period, based on years of service	1
accrued each month, based on 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
vacation rate is accrued monthly	1

17.5. Paid out at termination?

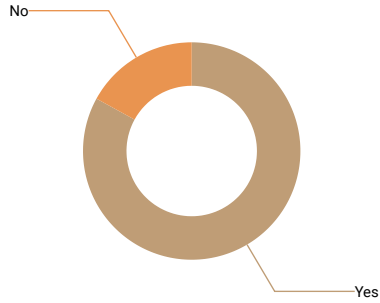
Answered 58 times

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	83%	48
No	17%	10

Paid Family and Medical Leave

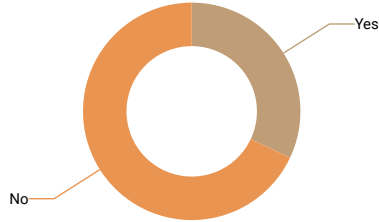
18. Paid Family and Medical Leave

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

Answered 94 times

Skipped 1 times

Select one answer (radio button)



Results	%	N
Yes	32%	30
No	68%	64

18.2. Eligibility Criteria for Paid Family Leave

Answered 28 times

Skipped 2 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)	24
Employee has given birth to a child	25
Employee is a spouse or committed partner of someone who has given birth to a child.	22
Employee has adopted a child or been placed with a foster child.	22
Must have already used short-term disability	3
Must use short-term disability concurrently	8
Must use FMLA concurrently	11

18.3. Annual Amount of Paid Family Leave in Weeks

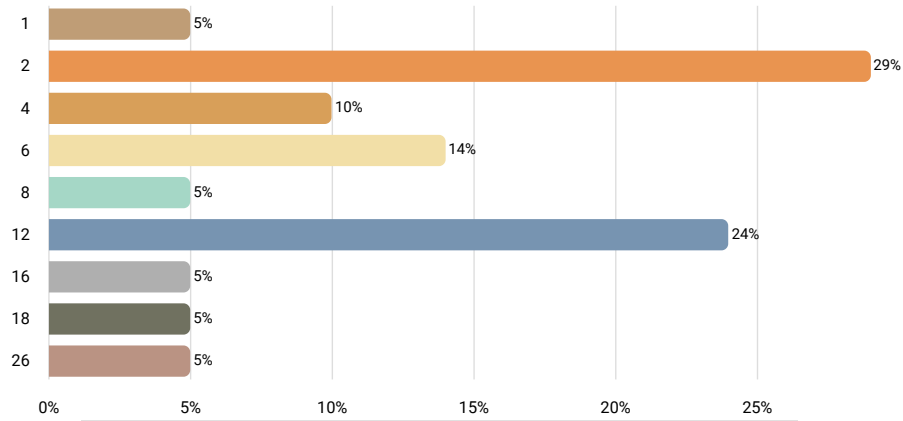
Answered 21 times

Skipped 9 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	7.95
Median	6
Standard deviation	6.62
Total/sum	167

18.4. Percent of Salary Paid for Family Leave

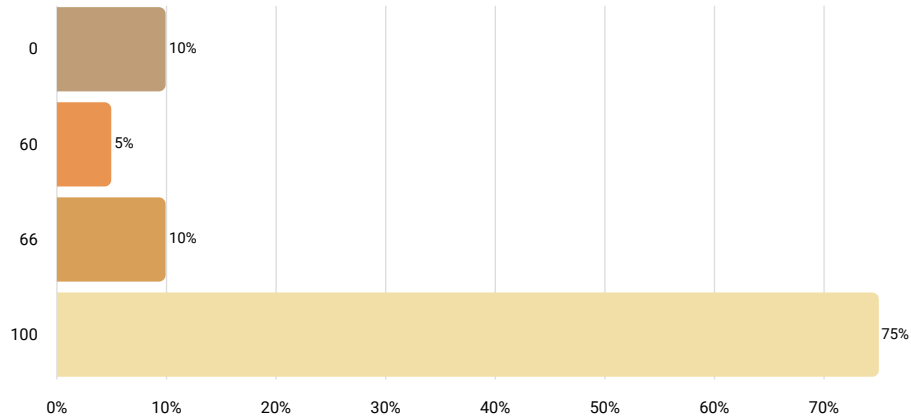
Answered 20 times

Skipped 10 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	30
25th percentile	83
50th percentile	100
75th percentile	100
90th percentile	100
Mean	84.6
Median	100
Standard deviation	31.76
Total/sum	1,692

18.5. Eligibility Criteria for Paid Medical Leave

Answered 20 times

Skipped 10 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)	20
Critical Illness of Employee	12
Critical Illness of a Dependent	8
Must have already used short-term disability	1
Must use short-term disability concurrently	9
Must use FMLA concurrently	11

Short-Term Disability

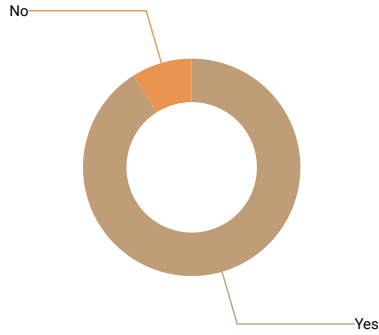
19. Short-term Disability

19.1. Does your company offer Short-Term Disability?

Answered 95 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	91%	86
No	9%	9

19.2. Short-term Disability Coverage Amount

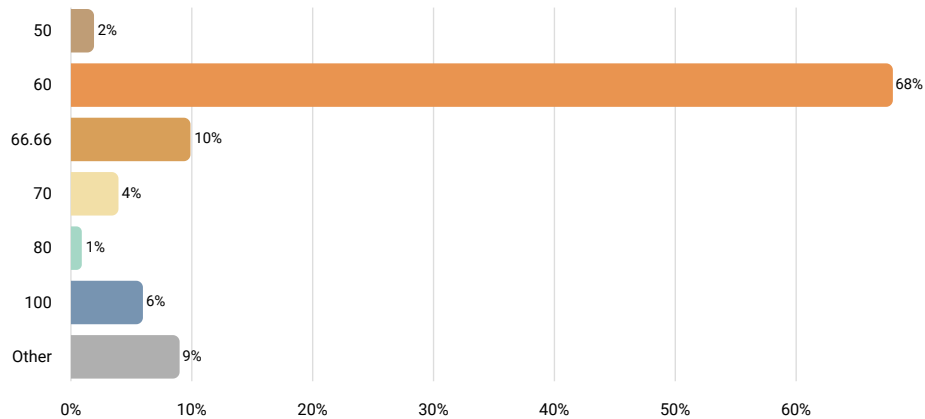
Answered 82 times

Skipped 4 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%	2
60% of Salary	68%	56
66.66% of Salary	10%	8
70% of Salary	4%	3
80% of Salary	1%	1
100% of Salary	6%	5
Other	9%	7

19.3. Other Short-term Disability Coverage Amount

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 Amount" has Selected button "Other"

Results	
600 a week	1
1 - 5yrs of service is 60%, over 5yrs of service is 75%	1
0-9 yos paid at 60%; 10+ yos paid at 100%	1
55%	1
hourly employees = \$375 per week	1
60% of base pay, maximum of \$2000 per week	1
60% of base salary	1

19.4. Coverage Waiting Period Days

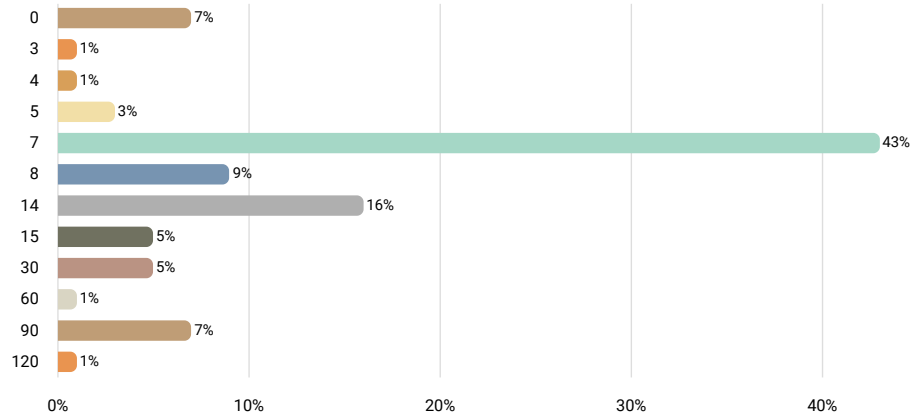
Answered 75 times

Skipped 11 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	5
25th percentile	7
50th percentile	7
75th percentile	14
90th percentile	30
Mean	17
Median	7
Standard deviation	24.87
Total/sum	1,275

19.5. Short-term Disability Coverage Term

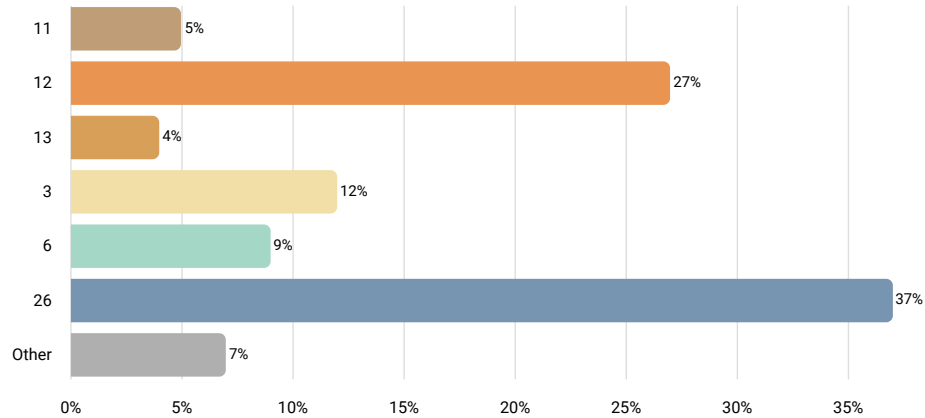
Answered 82 times

Skipped 4 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	5%	4
12 Weeks	27%	22
13 Weeks	4%	3
3 months	12%	10
6 months	9%	7
26 weeks	37%	30
Other	7%	6

19.6. Other Short-term Disability Coverage Term

Answered 6 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	
25 weeks	3
60 weeks for full-timehourly employees	1
22 weeks - waiting period of 30 days is waived if employee is hospitalized overnight.....upon hospitalization employee is eligible for std	1
graduated based on years of service up to 26 weeks in 5 years	1

Long-Term Disability

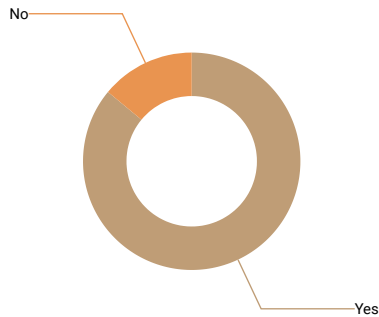
20. Long-term Disability

20.1. Does your company offer Long-Term Disability?

Answered 94 times

Skipped 1 times

Select one answer (radio button)



Results	%	N
Yes	86%	81
No	14%	13

20.2. Long-term Disability Coverage Amount

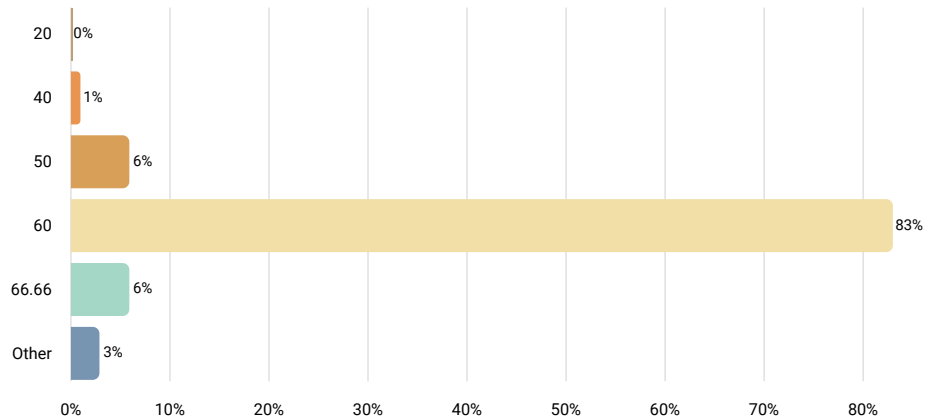
Answered 77 times

Skipped 4 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	0%	0
40% of Salary	1%	1
50% of Salary	6%	5
60% of Salary	83%	64
66.66% of Salary	6%	5
Other	3%	2

20.3. Coverage Waiting Period Days

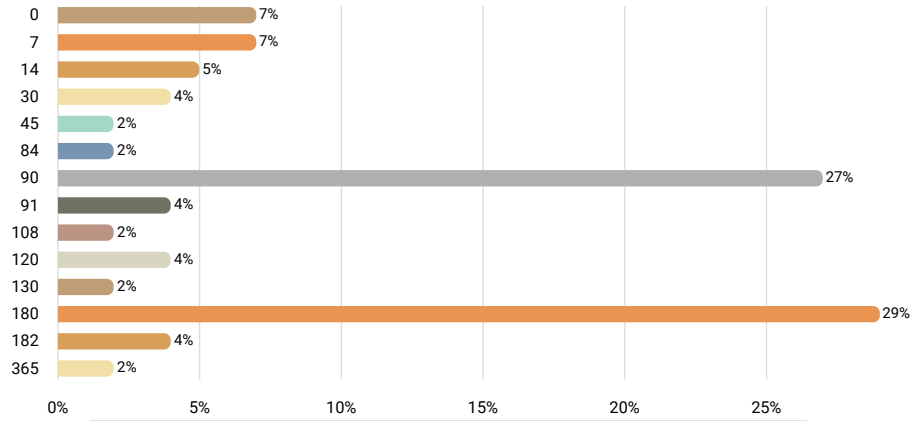
Answered 55 times

Skipped 26 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	45
50th percentile	90
75th percentile	180
90th percentile	180
Mean	106.87
Median	90
Standard deviation	74.13
Total/sum	5,878

20.4. Long-term Disability Coverage Term

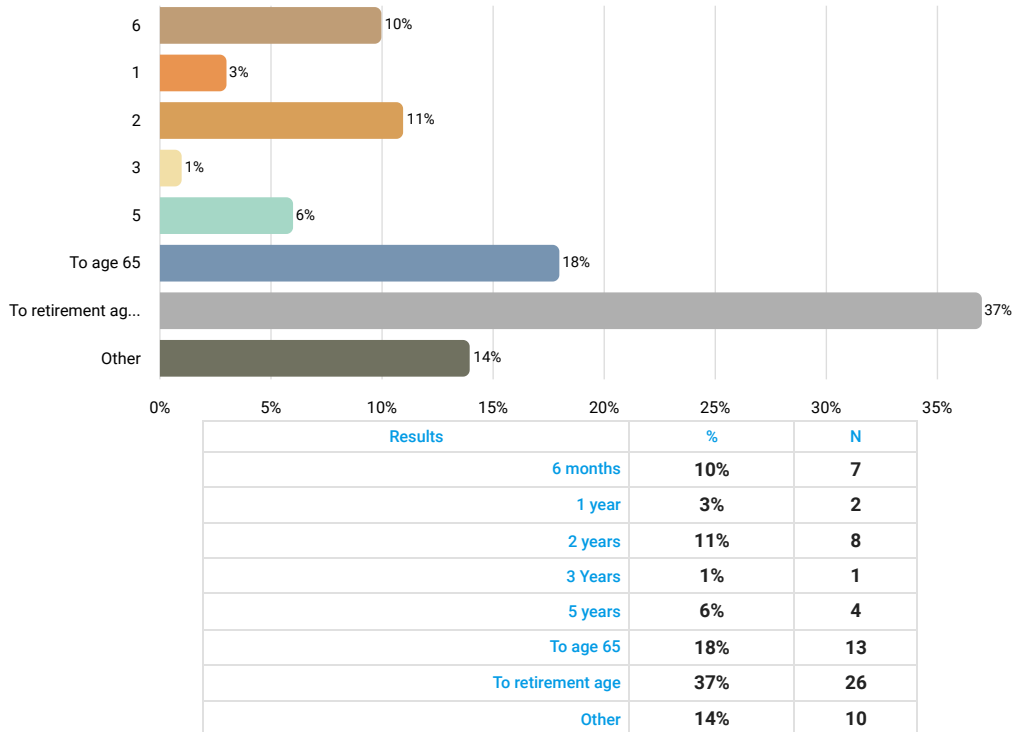
Answered 71 times

Skipped 10 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"



20.5. Other Long-term Disability Coverage Term

Answered 6 times

Skipped 4 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
until employee has approved disability	1
5 years or age 70, whichever comes first	1
based on age.	1
at least until age 67 and longer if disability occurs after age 65	1
varies by age	1

Education Assistance / Tuition Reimbursement

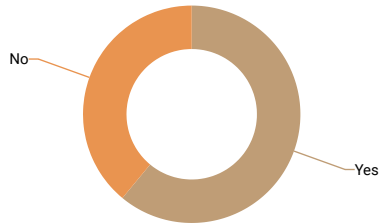
21. Education Assistance/Tuition Reimbursement

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

Answered 94 times

Skipped 1 times

Select one answer (radio button)



Results	%	N
Yes	61%	57
No	39%	37

21.2. Education/Tuition Eligibility Requirements

Answered 55 times

Skipped 2 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	49
FTE	36
Minimum grade/score	37
Other	4

21.3. Percentage of Reimbursement

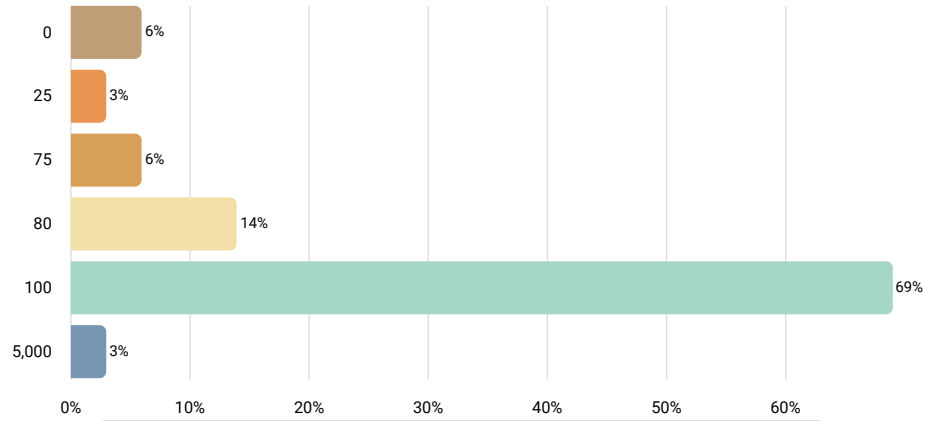
Answered 35 times

Skipped 22 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	75
25th percentile	80
50th percentile	100
75th percentile	100
90th percentile	100
Mean	227.86
Median	100
Standard deviation	830.78
Total/sum	7,975

Employee Assistance Program

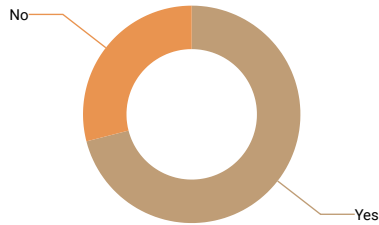
22. Employee Assistance Program

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

Answered 95 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	71%	67
No	29%	28

22.2. Name of EAP Provider

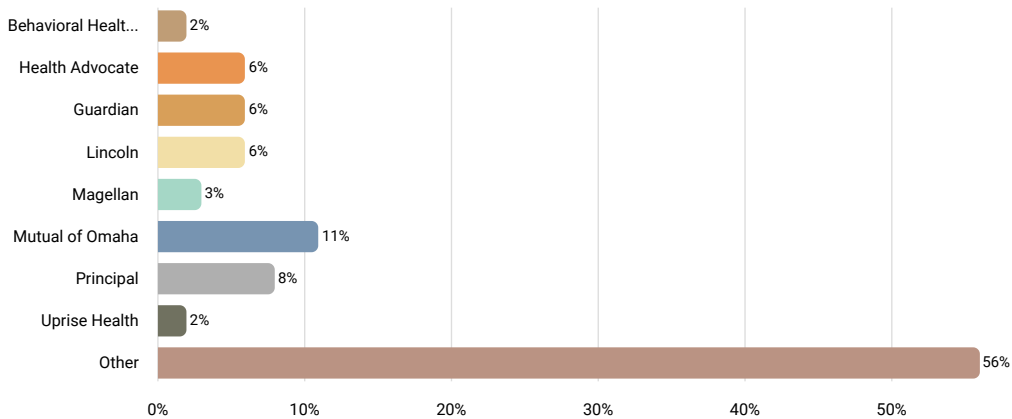
Answered 64 times

Skipped 3 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	2%	1
Health Advocate	6%	4
Guardian	6%	4
Lincoln	6%	4
Magellan	3%	2
Mutual of Omaha	11%	7
Principal	8%	5
Uprise Health	2%	1
Other	56%	36

22.3. Who is eligible to participate in the EAP?

Answered 65 times

Skipped 2 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	65
Spouse	58
Domestic Partner	33
Dependents	55

22.4. Please provide the name of your EAP Provider.

Answered 30 times

Skipped 6 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
unum	3
new directions	2
the standard	2
compysch	1
bradford health services	1
equitable life	1
anthem	1
corporate chaplains of america, utd cares	1
3m/eagle	1
the hartford	1
compsch thru hartford	1
careatc and eagle	1
new york life	1
compsych	1
optum health	1
reliance matrix	1
blue cross blue shield network provider	1
resources for living	1
eagle	1
encompass	1
espyr	1
bcbsal	1
fei behavioral health (an allone health company)	1
telus by lifeworks telus health	1
supportlinc	1
curalinc	1

Flex-Time

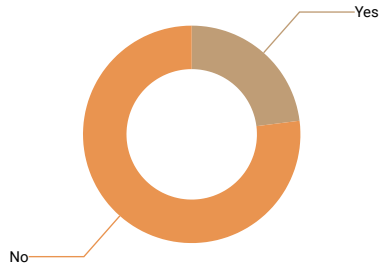
23. Flex-Time

23.1. Does your company offer Flex-Time?

Answered 93 times

Skipped 2 times

Select one answer (radio button)



Results	%	N
Yes	23%	21
No	77%	72

23.2. Flex-Time Eligibility Criteria

Answered 20 times

Skipped 1 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	8
Manager Approval	18
Child Care Needs	6
To Pursue Further Education	5
Other	3

Remote/Telework

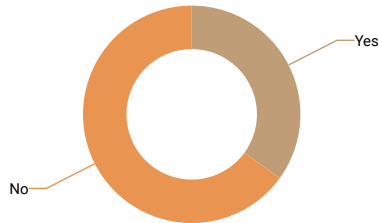
24. Remote/Telework

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

Answered 93 times

Skipped 2 times

Select one answer (radio button)



Results	%	N
Yes	35%	33
No	65%	60

24.2. Type(s) of Remote Work Offered

Answered 33 times

Skipped 0 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	11
Hybrid (some combination of Remote and In-Office)	23
Requires Prior Approval	30

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

Answered 17 times

Skipped 16 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	0
Partial Reimbursement for Internet	0
Partial Reimbursement for Phone	2
Company-Provided Computer	15
Company-Provided Phone	6
Other	1

Child Care

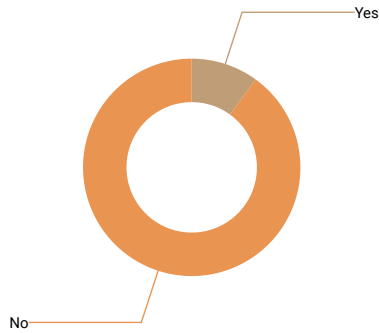
25. Child Care

25.1. Does your company provide Child Care Benefits?

Answered 93 times

Skipped 2 times

Select one answer (radio button)



Results	%	N
Yes	10%	9
No	90%	84

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

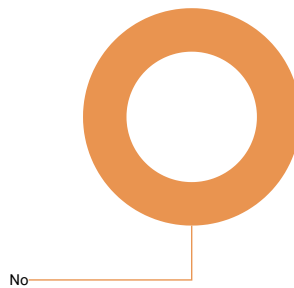
Answered 9 times

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	0%	0
No	100%	9

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

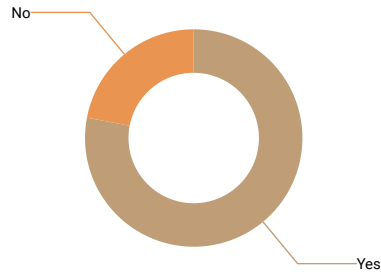
Answered 9 times

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	78%	7
No	22%	2

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

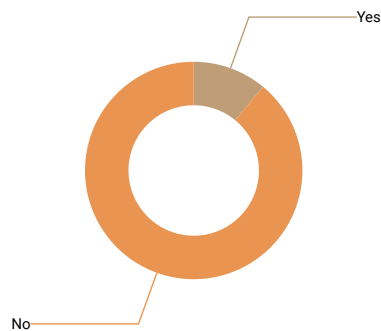
Answered 9 times

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	11%	1
No	89%	8

Holidays

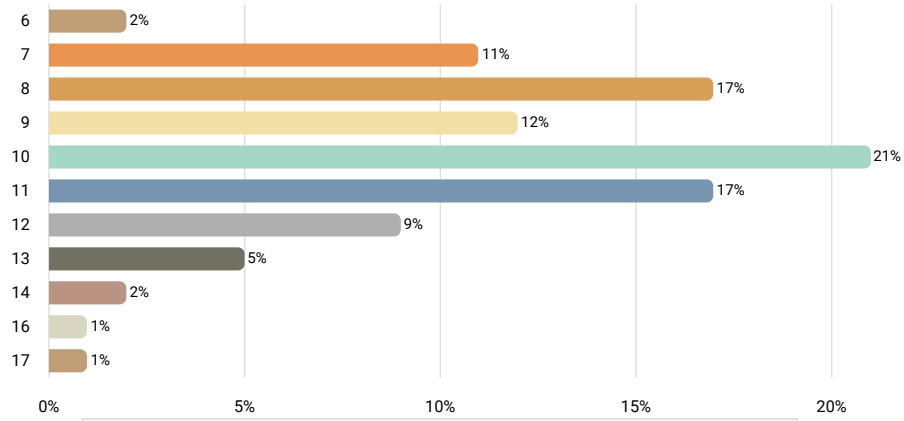
26. Holidays

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

Answered 81 times

Skipped 14 times

Number input



Statistics	
10th percentile	7
25th percentile	8
50th percentile	10
75th percentile	11
90th percentile	12
Mean	9.85
Median	10
Standard deviation	2.16
Total/sum	798

26.2. Annual Holidays Offered

Answered 93 times

Skipped 2 times

Select multiple answers (checkboxes)

Results	N
New Year's Day	93
Martin Luther King, Jr. Day	24
Presidents' Day	9
Columbus Day	2
Good Friday	44
Easter	4
Memorial Day	92
Juneteenth	7
Independence Day	91
Labor Day	87
Veterans Day	12
Thanksgiving Day	93
Day after Thanksgiving	76
Christmas Eve	52
Christmas Day	90
Day after Christmas	13
New Year's Eve	30
Closed Christmas through New Year's	18
Floating Holiday(s)	35
Birthday	6
Others Not Listed	4

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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