

**THE
BALDWIN COUNTY, ALABAMA
WAGE & FRINGE BENEFITS
SURVEY REPORT**

May, 2005

Compiled and Produced by

THE PATHFINDERS



Dallas, Texas

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INTRODUCTION

The Baldwin County, Alabama Wage and Fringe Benefits Survey was sponsored by the Baldwin County Economic Development Alliance and the Mobile Area Chamber of Commerce. It was conducted by The Pathfinders, an economic development and corporate site-selection consultant firm. Information was gathered via a printed survey form and by telephone.

The wage data presented by job title in this report includes:

Low Entry Pay	Low Average Pay
Average Entry Pay	Mean Average Pay
High Entry Pay	High Average Pay
	Weighted Average Pay

Weighted average corrects the distortion which would occur in a simple average if one company has ten employees in a position at an average of \$10 per hour and another company has one employee in the same position at \$20 per hour. The simple average of those two would be \$15 per hour, but the weighted average would be \$10.91 per hour.

Fringe benefits reported include insurance, sick leave, holidays, vacations, and financial plans.

Please note that some of the companies responding to the survey did not answer all the questions on the form; therefore, the total number of responses for each question will not always equal the total number of participants.

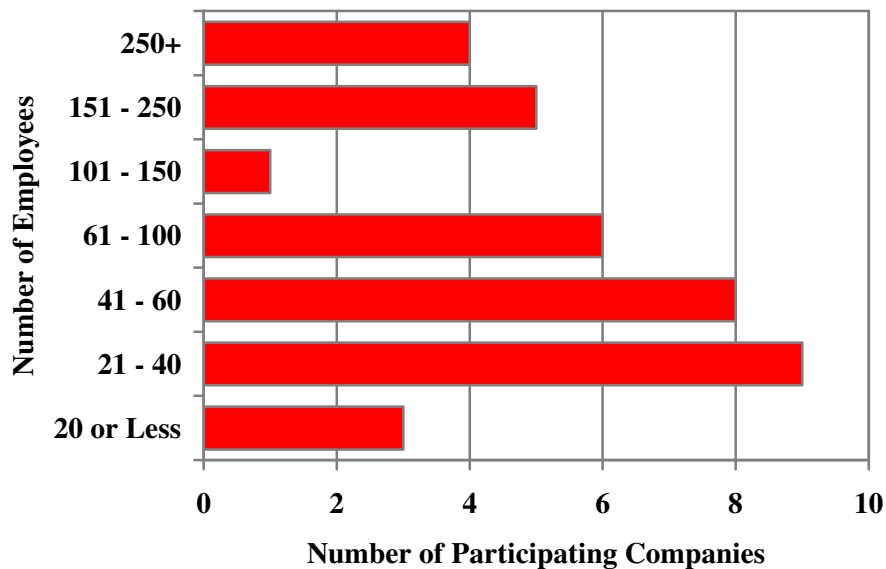
Information from participating companies is held in confidence; however, general information regarding this survey can be obtained by contacting the offices of The Pathfinders via telephone (972-418-7588); fax (972-418-1588); or, e-mail (info@thepathfindersus.com).

SURVEY SUMMARY

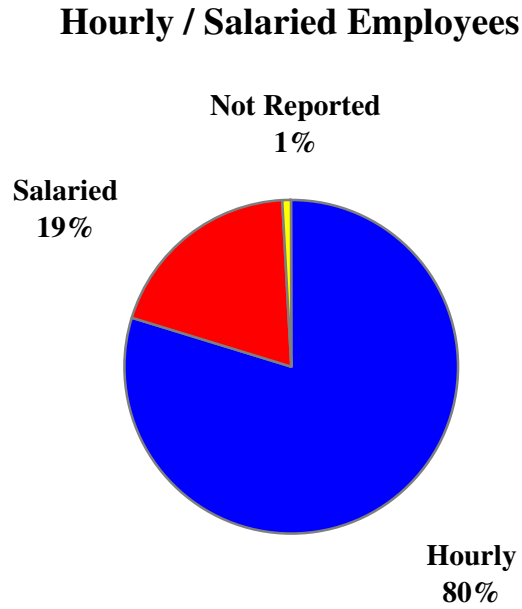
36 companies participated in the Baldwin County Wage and Fringe Benefits Survey. Of the reporting companies, 1 is unionized. The reported total annual payroll for the participating companies was over \$110 million, although it should be noted that not all companies responded to the annual payroll question.

The total employment of the participating companies was approximately 5,900 workers. Companies of various sizes were represented in the survey ranging from 20 or less employees to 250 or more workers. The number of participating companies by number of employees is shown in the chart below. In the Baldwin County survey, 4 companies reported employment of 250 or more.

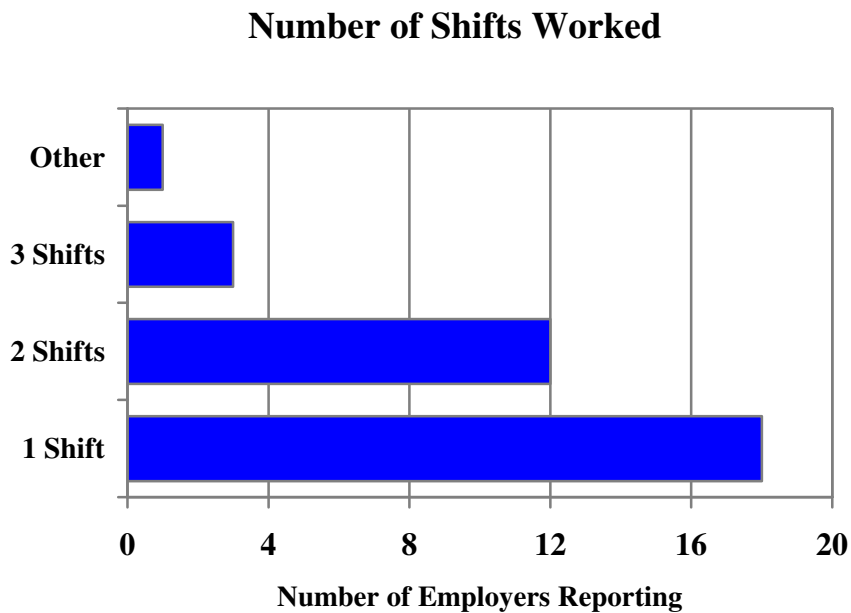
Participating Companies by Total Employment



The total reported employment of 5,931 was comprised of 80% hourly workers and 19% salaried workers as illustrated in the pie chart below.



Companies responding to the survey were asked to report the number of shifts worked. This information is shown below. As indicated, most of the participating employers work one shift.



As indicated by the participating employers, the following table reflects various methods used to recruit workers in Baldwin County and the number of employers utilizing that method. Many employers use more than one method. Methods reported by less than 12 employers are not listed but include, among others, job boards and state agency.

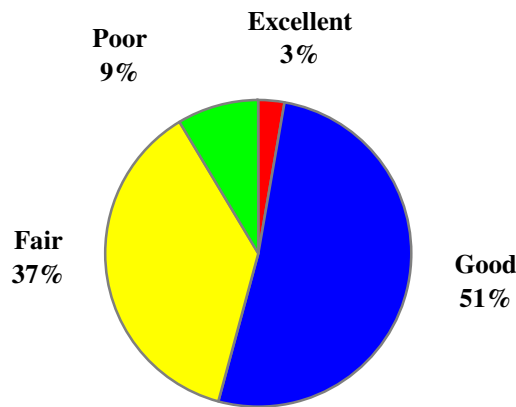
Recruiting Method	# of Employers
Word of Mouth	33
Walk-Ins	31
Newspaper	27
Staffing Service	19
Referrals	16
Internet	14
Job Fairs	12

19 of the participating firms during the past twelve months increased employment, and 13 decreased employment for a net of +361 jobs. 24 firms project increasing employment during the next twelve months for a total of more than 450 jobs, while 4 of the reporting companies project decreasing the number of jobs over the next twelve months, resulting in a net of +263. One company projects an increase in employment but is unsure of the number of workers.

Participants were surveyed as to which jobs were the most difficult to fill and which were the easiest to fill in their operations. In Baldwin County, the easiest job openings to fill appear to be in the category of general labor, followed by clerical. The hardest appear to be in the technical field. Other job openings cited as being difficult to fill include positions in the fields of maintenance and professional.

The Baldwin County employers were asked to rate the local educational providers such as community colleges and trade schools in terms of delivering the skills needed or required for workers. As shown, over half of the respondents rated these providers as “Good” to “Excellent”.

Local Educational Providers



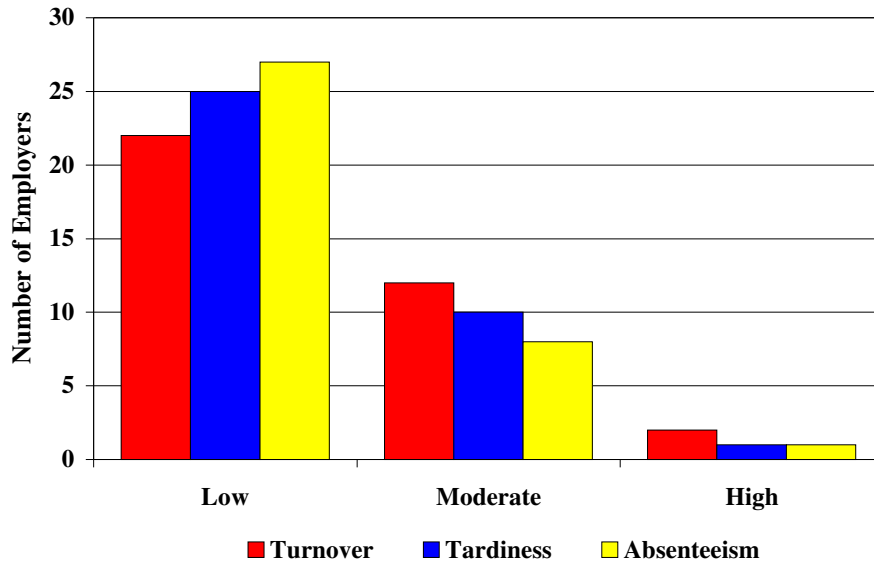
Employers in Baldwin County were asked to give their opinions concerning any general or basic skills they felt were lacking in the workforce. Many employers expressed multiple needs. Employers cited work ethic skills as being, in their opinions, most needed by the area’s workforce, followed by communications skills.

Employers were surveyed as to what types of training courses could be offered that would benefit them in their operations. The employers expressed interest in technical and trade courses, as well as computer training. Basics such as math and reading and soft skills such as customer service and communications were also included.

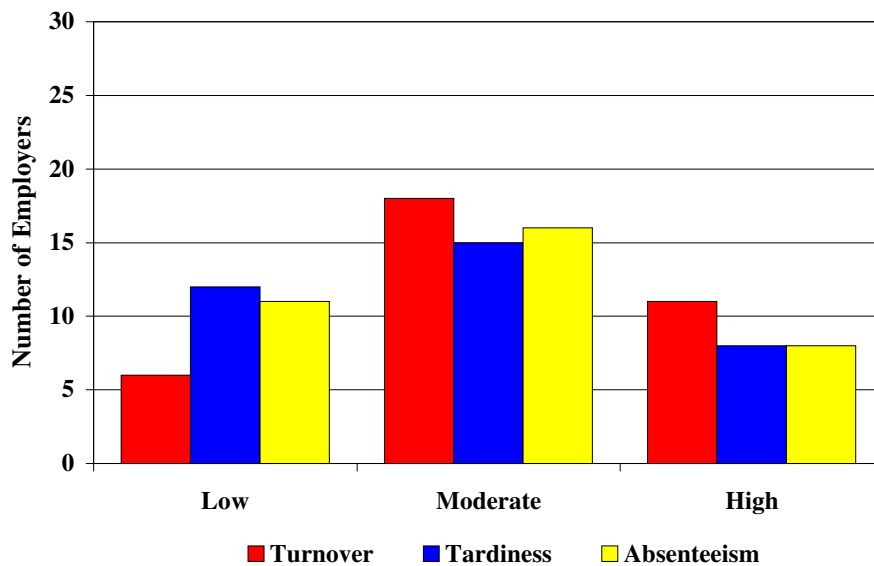
Employers were asked to rate turnover, tardiness, absenteeism and substance abuse among their workers as “Low”, “Moderate”, or “High”. As indicated in the accompanying charts, the participating companies reported lower ratings among skilled workers than unskilled workers for turnover, tardiness and absenteeism.

RATINGS FOR TURNOVER – TARDINESS – ABSENTEEISM

Skilled Workers



Unskilled Workers



Among the participating employers, 33 stated their companies tested for substance abuse, primarily pre-employment and post-accident. Substance abuse within the individual companies' workforces was reported as very low.

Further, the employers were asked to rate their workers on a number of factors. Those factors included: worker productivity; worker reliability and attitudes; reading/writing skills; arithmetic skills; availability of skilled workers; availability of unskilled workers; availability of technical workers; and, availability of professional workers. Local employers were asked to rate each factor either "Excellent", "Good", "Fair", or "Poor".

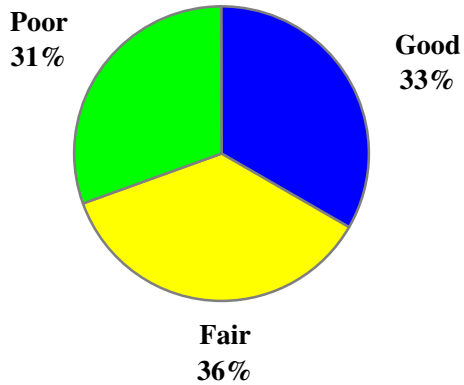
Skilled and technical workers are difficult to find in many areas of the nation. The availability of skilled labor in Baldwin County was rated "Good" by 33% of the employers and "Fair" by 36% of the participating employers. Technical worker availability was rated "Good" by 38% of the employers and "Fair" by 46%.

When responding to questions about employee attitudes and productivity, the responses of the participating employers were generally favorable. 75% of the participants rated Worker Productivity as "Good" to "Excellent", and 58% reported Worker Reliability and Attitudes as "Good" to "Excellent".

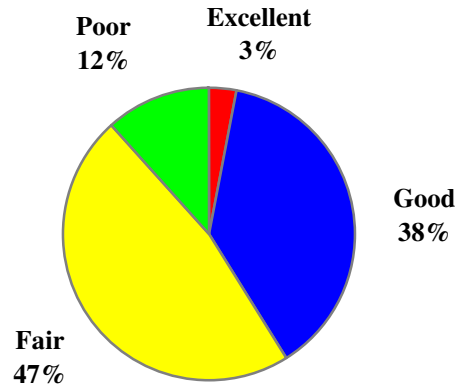
The ratings for the above-mentioned factors appear in the following charts.

EMPLOYER RATINGS OF WORKFORCE (percentages of employers surveyed)

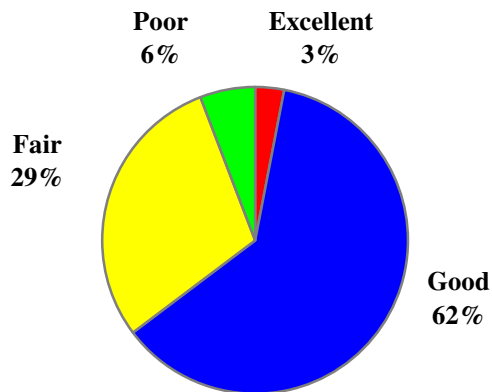
Skilled Labor Availability



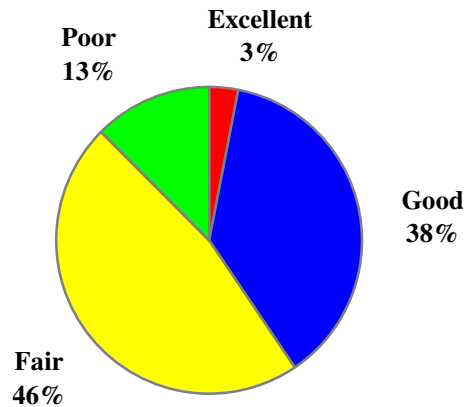
Unskilled Labor Availability



Professional Labor Availability

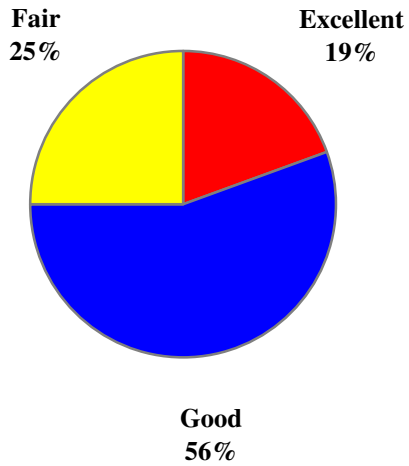


Technical Labor Availability

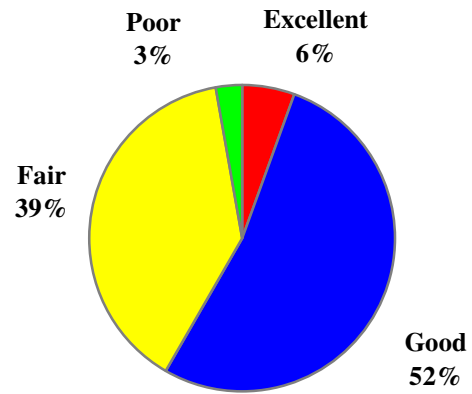


EMPLOYER RATINGS OF WORKFORCE (percentages of employers surveyed)

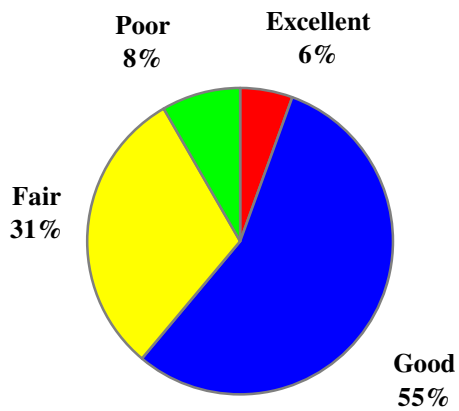
Productivity



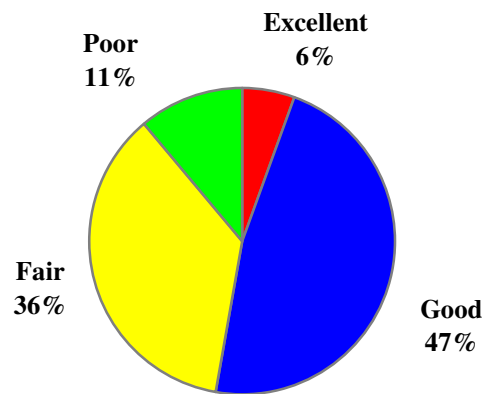
Reliability and Attitudes



Reading & Writing Skills



Arithmetic Skills



WAGE SECTION

SUMMARY OF WAGES REPORTED

Employers were asked to report entry-level wage, average wage, and number of employees for each job classification. Upper management job titles, even though reported by some companies, were not included in the wage summary. Additionally, some job titles particular to only one company, were not listed, but the wages reported for those titles were included in another listed job title that appeared to be similar in nature. Further, the data on other job titles particular to only one company, such as caster operator, and seeming to not fit into another category was omitted from the summary for confidentiality purposes. Finally, when only one company reported data for a listed job title, the title was listed, but the wage information was not reported.

The wage data presented includes:

- Low Entry Pay – the lowest entry pay by each job title among all companies responding
- High Entry Pay – the highest entry pay by each job title among all companies responding
- Average Entry Pay – the average entry pay by each job title when all participating companies are considered

Average Pay

While companies typically have a single “entry pay rate” by job title, over time people working within that job title may have different pay rates (even in the same company) because of length of job tenure, merit raises, etc. The “average pay” in a job title reported by a participant considers the average of the pay rates of everyone in that job title. Some workers because of short tenure in that job may still be at the entry rate while others will be higher.

- Low Average Pay – the lowest average pay by each job title among all companies responding
- High Average Pay – the highest average pay by each job title among all companies responding
- Mean Average Pay – Each individual company reported their “average” pay within each job title. This “mean average pay” is the average of all companies participating.
- Weighted average corrects the distortion which would occur in a simple average if one company has ten employees in a position at an average of \$10 per hour and another company has one employee in the same position at \$20 per hour. The simple average of those two would be \$15 per hour, but the weighted average would be \$10.91 per hour.

Also included in the wage charts are the total number of employees reported for each job title and the number of companies reporting each job title.

BALDWIN COUNTY WAGE SUMMARY	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number of Employees	Number of Firms
Assembler-Electrical	\$9.38	\$9.90	\$9.64	\$12.65	\$14.33	\$13.49	\$12.85	42	2
Assembler-General	\$6.50	\$11.11	\$8.49	\$8.00	\$14.79	\$10.67	\$9.69	667	10
Bldg. & Grounds Maintenance	\$6.59	\$9.00	\$7.53	\$8.10	\$10.50	\$8.77	\$9.39	24	6
Carpenter	\$9.00	\$13.00	\$11.23	\$12.00	\$15.00	\$13.90	\$14.73	12	3
CNC Operator/Set-up	\$8.50	\$11.21	\$9.86	\$10.40	\$13.27	\$11.84	\$11.14	27	2
Department Manager	\$16.35	\$24.04	\$20.13	\$16.35	\$25.96	\$20.77	\$20.77	3	3
Electrician	\$9.00	\$17.25	\$15.06	\$15.00	\$17.90	\$16.75	\$14.30	12	6
Electronic Technician	*	*	*	*	*	*	*	*	1
Fork Lift Operator	\$7.00	\$13.13	\$9.88	\$10.25	\$13.13	\$11.55	\$10.74	134	7
General Laborer	\$5.15	\$9.00	\$7.87	\$6.00	\$12.26	\$9.45	\$9.52	315	18
Grinder/Polisher	\$9.00	\$16.29	\$11.78	\$12.00	\$16.29	\$13.29	\$12.71	15	4
Inventory/Stock Clerk	\$6.00	\$14.25	\$8.81	\$6.50	\$14.25	\$9.88	\$9.75	50	12
Janitor	\$7.00	\$9.00	\$7.70	\$7.80	\$9.50	\$8.75	\$8.37	13	5
Line Supervisor	\$8.00	\$19.00	\$13.40	\$10.50	\$20.00	\$15.15	\$13.75	119	13
Machine Operator	\$8.00	\$16.00	\$10.68	\$10.00	\$18.00	\$12.95	\$12.12	129	12
Machinist-Journeyman	\$12.00	\$18.00	\$15.35	\$14.00	\$20.00	\$16.93	\$16.64	34	4
Maintenance Helper	\$7.00	\$9.00	\$8.38	\$8.00	\$11.50	\$9.89	\$9.78	18	8
Maintenance Mechanic	\$8.00	\$18.00	\$12.54	\$9.50	\$21.63	\$15.07	\$15.76	60	14
Maintenance-General	\$7.00	\$20.00	\$12.44	\$8.75	\$24.00	\$14.11	\$12.27	63	10
Materials Handler	\$7.00	\$12.00	\$8.48	\$7.50	\$14.80	\$10.20	\$9.39	77	8
Packer/Picker	\$6.50	\$7.00	\$6.75	\$9.23	\$10.00	\$9.62	\$9.34	103	2
Painter	\$9.90	\$15.00	\$11.77	\$11.78	\$17.00	\$14.38	\$14.84	30	6
Plumber	*	*	*	*	*	*	*	*	1
Process Operator	\$6.75	\$14.82	\$10.79	\$6.75	\$14.82	\$10.79	\$12.32	29	2

BALDWIN COUNTY WAGE SUMMARY	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number of Employees	Number of Firms
Quality Assurance/Inspector/Grader	\$6.50	\$12.96	\$10.18	\$8.45	\$16.24	\$11.70	\$12.62	44	9
Safety Manager	\$9.00	\$24.52	\$13.42	\$10.00	\$36.06	\$18.71	\$18.71	6	6
Shipping/Receiving Clerk	\$7.00	\$15.63	\$9.76	\$7.40	\$15.63	\$10.99	\$11.07	39	18
Tool & Die Maker	\$13.43	\$19.75	\$16.48	\$17.45	\$19.75	\$18.68	\$19.54	27	5
Truck Driver	\$6.50	\$14.75	\$10.31	\$8.59	\$15.00	\$11.42	\$11.11	68	8
Warehouse Supervisor	\$9.04	\$20.00	\$13.77	\$11.25	\$25.00	\$17.00	\$15.65	20	11
Welder	\$12.00	\$17.25	\$14.42	\$15.00	\$19.74	\$16.94	\$17.35	8	4
Aircraft Mechanic	\$10.00	\$12.22	\$11.11	\$16.32	\$16.50	\$16.41	\$16.35	91	2
Airplane Inspector	\$14.30	\$17.00	\$15.65	\$18.45	\$25.00	\$21.73	\$19.64	11	2
Avionics Technician	*	*	*	*	*	*	*	*	1
Marine: Fit-out Specialist/Carpenter	*	*	*	*	*	*	*	*	1
Marine: Electrician	*	*	*	*	*	*	*	*	1
Accounts Payable Clerk	\$8.00	\$15.00	\$9.67	\$9.00	\$15.00	\$11.91	\$11.49	29	12
Accounts Receivable Clerk	\$8.00	\$14.00	\$9.81	\$9.25	\$14.75	\$11.60	\$11.13	37	13
Administrative Assistant	\$7.50	\$15.46	\$10.24	\$9.00	\$18.11	\$12.32	\$11.63	63	16
Bookkeeper	\$9.00	\$14.50	\$11.45	\$10.50	\$17.50	\$13.83	\$12.89	31	8
Buyer/Purchaser	\$10.00	\$21.00	\$15.71	\$12.00	\$25.00	\$18.74	\$20.48	13	8
Customer Service Representative	\$6.00	\$19.08	\$11.07	\$6.50	\$22.71	\$14.29	\$11.05	103	13
Drafter (CAD)	\$12.00	\$19.00	\$14.00	\$12.00	\$20.01	\$16.48	\$17.57	6	4
Expeditor	\$8.50	\$16.00	\$13.17	\$8.50	\$22.00	\$15.17	\$15.17	3	3
General Office	\$7.50	\$10.00	\$8.39	\$8.50	\$12.00	\$9.88	\$8.89	83	9
Human Resources Assistant	\$8.50	\$15.46	\$12.09	\$11.00	\$20.00	\$16.11	\$14.25	11	7
Office Manager	\$7.50	\$30.00	\$17.27	\$7.50	\$30.00	\$19.79	\$20.52	10	6
Payroll Clerk	\$9.00	\$14.04	\$10.17	\$9.00	\$26.24	\$13.27	\$12.66	14	9

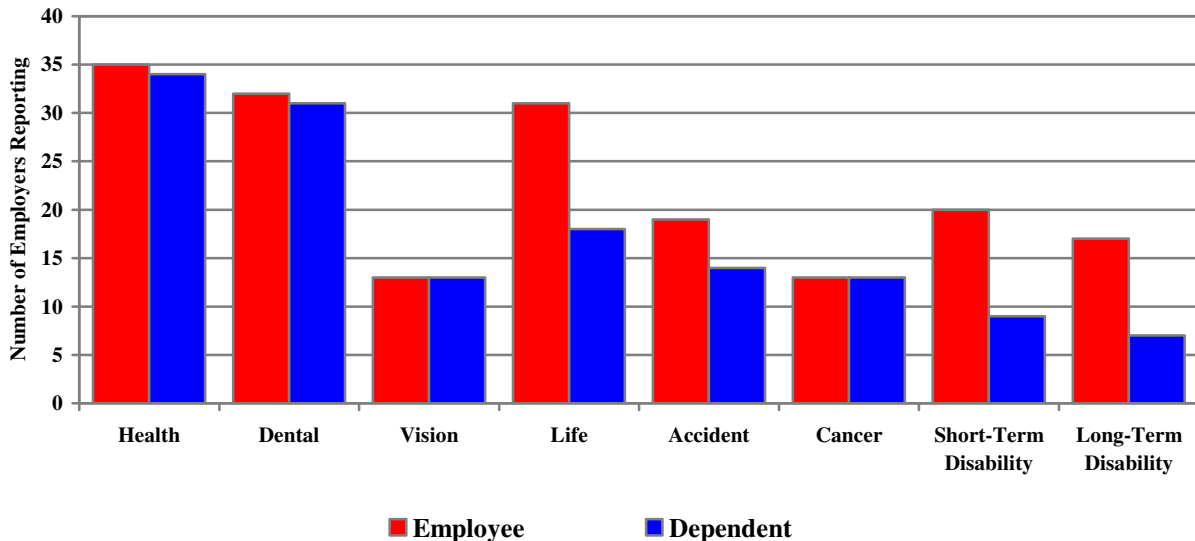
BALDWIN COUNTY WAGE SUMMARY	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number of Employees	Number of Firms
Receptionist/Switchboard	\$7.11	\$10.00	\$8.45	\$7.25	\$11.00	\$9.42	\$9.36	38	13
Secretary-Executive	\$10.00	\$15.00	\$11.04	\$11.00	\$20.00	\$13.87	\$13.21	18	10
Security Guard	\$7.00	\$8.00	\$7.54	\$7.00	\$9.51	\$8.37	\$8.68	34	5
Bartender with Tips	\$5.15	\$6.50	\$5.83	\$5.15	\$7.16	\$6.16	\$6.06	11	2
Food/Beverage Server with Tips	\$3.92	\$6.59	\$4.98	\$3.93	\$8.10	\$5.80	\$4.48	65	4
Front Desk Clerk	\$7.25	\$9.00	\$8.21	\$7.90	\$11.00	\$9.54	\$9.66	39	7
Groundskeeper	\$6.50	\$7.50	\$6.90	\$7.58	\$8.88	\$8.14	\$8.68	24	4
Host/Cashier	\$6.59	\$7.00	\$6.86	\$7.25	\$8.10	\$7.64	\$7.56	9	3
Laundry Operator	\$6.59	\$8.00	\$7.20	\$8.10	\$9.99	\$9.03	\$8.66	5	3
Reservationist	\$7.25	\$9.00	\$7.91	\$7.44	\$10.50	\$9.38	\$9.84	51	5
Restaurant Cook	\$6.50	\$9.00	\$7.92	\$8.00	\$9.60	\$9.11	\$9.39	44	4
Room Attendant/Housekeeper	\$7.00	\$10.00	\$8.15	\$7.31	\$13.00	\$9.51	\$9.43	103	4
Computer Programmer	*	*	*	*	*	*	*	*	1
Computer Programmer/Analyst	\$15.43	\$26.79	\$22.89	\$19.57	\$27.05	\$24.35	\$24.35	3	3
Database Administration Associate	*	*	*	*	*	*	*	*	1
Graphic Designer	\$11.54	\$15.63	\$14.21	\$15.63	\$18.76	\$17.69	\$17.69	3	3
Network Specialist	\$15.00	\$20.00	\$16.81	\$16.35	\$35.00	\$23.64	\$25.10	5	3
Systems Analysts	\$15.43	\$34.50	\$21.02	\$18.27	\$34.50	\$25.00	\$25.00	4	4
Technical Support Representative	\$10.50	\$19.08	\$14.06	\$13.00	\$22.94	\$17.40	\$17.23	23	6
Website Developer	*	*	*	*	*	*	*	*	1
Engineer-Electrical	*	*	*	*	*	*	*	*	1
Engineer-Industrial	*	*	*	*	*	*	*	*	1
Engineer-Mechanical	\$11.00	\$31.25	\$21.92	\$16.40	\$36.00	\$27.97	\$27.63	15	7
Retail: Cashier	\$6.00	\$7.00	\$6.33	\$6.50	\$7.58	\$6.86	\$6.71	26	3

BALDWIN COUNTY WAGE SUMMARY	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number of Employees	Number of Firms
Retail: Sales Associate	*	*	*	*	*	*	*	*	1
Retail: Store Manager	\$6.50	\$17.50	\$12.25	\$7.75	\$22.50	\$14.98	\$17.38	8	4
Call Center: Customer Service Rep.	\$7.00	\$16.00	\$10.15	\$9.84	\$20.00	\$12.35	\$11.09	52	5
Call Center: Manager-Customer Acct.	*	*	*	*	*	*	*	*	1
Call Center: Manager-Sales	\$12.00	\$25.00	\$18.50	\$16.00	\$32.00	\$24.00	\$24.00	2	2

* omitted for confidentiality purposes

FRINGE BENEFITS SECTION

INSURANCE COVERAGE



The above chart separates insurance coverage into the categories of health, dental, vision, life, accident, cancer, short-term disability and long-term disability and gives the number of participating employers offering each type of insurance coverage for their workers and families regardless of the percent of premium paid for by the company. As noted 35 of the participating companies provide health insurance for employees. 4 companies reported other types of insurance than the ones listed above, an example being legal aid.

The tables on the following page illustrate the number of companies reporting either 100%, partial %, or 0% of insurance premiums paid for employees and dependents for the categories listed. For example, 6 companies reported paying 100% of the premium for health insurance for their employees and 20 companies reported paying a partial percentage of the premium for health insurance for dependents. The companies which reported having coverage for the plans but declined to report the percent paid by the company are excluded from these tables.

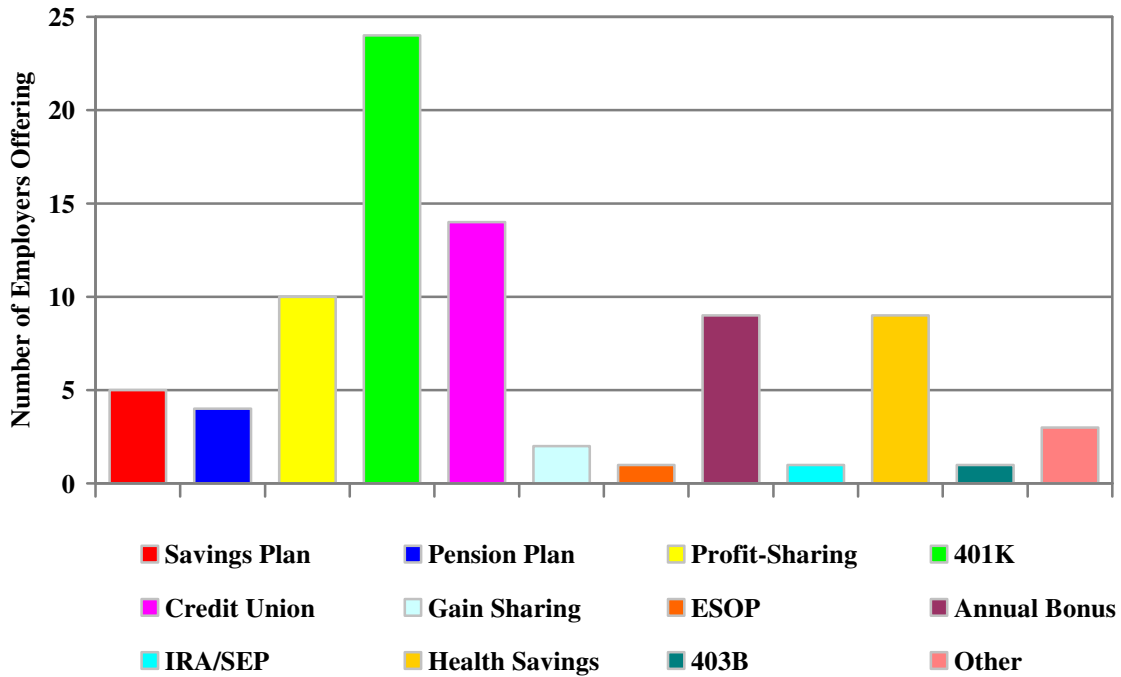
29 of the reporting companies stated that their health insurance coverage included some type of prescription drug plan. Additionally, 11 companies reported having an employee assistance plan (EAP).

**NUMBER OF COMPANIES REPORTING
PERCENT OF INSURANCE PREMIUMS PAID**

Type of Insurance	100 % of Premium Paid by Company	Partial Premium Paid by Company	0 % of Premium Paid by Company
Health	# of Companies	# of Companies	# of Companies
Employee	6	29	0
Dependent	2	20	11
Dental	# of Companies	# of Companies	# of Companies
Employee	4	21	7
Dependent	1	15	14
Vision	# of Companies	# of Companies	# of Companies
Employee	0	8	5
Dependent	0	6	6
Life	# of Companies	# of Companies	# of Companies
Employee	22	3	6
Dependent	4	2	12
Accident	# of Companies	# of Companies	# of Companies
Employee	6	2	11
Dependent	0	1	13
Cancer	# of Companies	# of Companies	# of Companies
Employee	0	0	13
Dependent	0	0	13
Short-Term Disability	# of Companies	# of Companies	# of Companies
Employee	9	0	10
Dependent	1	0	8
Long-Term Disability	# of Companies	# of Companies	# of Companies
Employee	6	2	8
Dependent	1	0	6

FINANCIAL PLANS

Many of the participating companies offered various financial plans to their employees, as illustrated in the following chart. An example of “other” includes production incentives.



PAID LEAVE

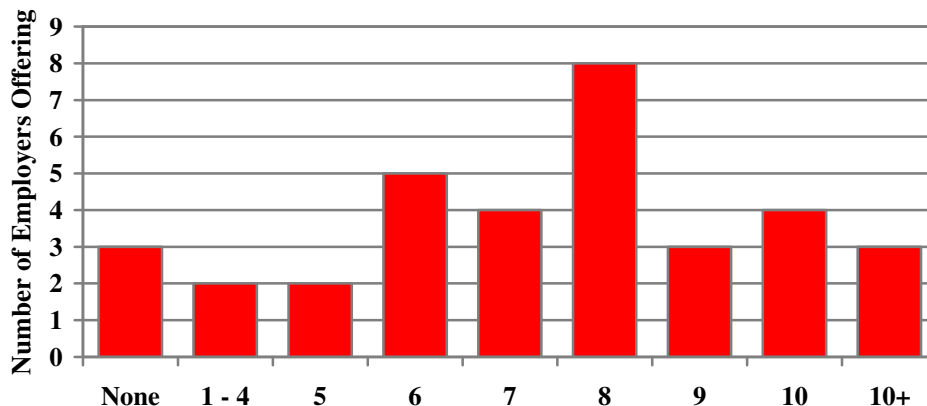
The following information reflects the data collected from the participating employers on paid time off or paid leave. Examples of paid leave include holidays, vacation, and sick leave. Although most companies reported information for each of the paid leave categories, 5 companies reported combining one or more of these categories into general leave or personal time off (PTO). In these companies, the eligibility periods for PTO ranged from immediately upon hire to after one year of employment.

The number of PTO days allowed per year was based on length of service by 3 of the employers; another company reported 15 days per year; and another employer gives PTO on an as-needed basis.

Holidays

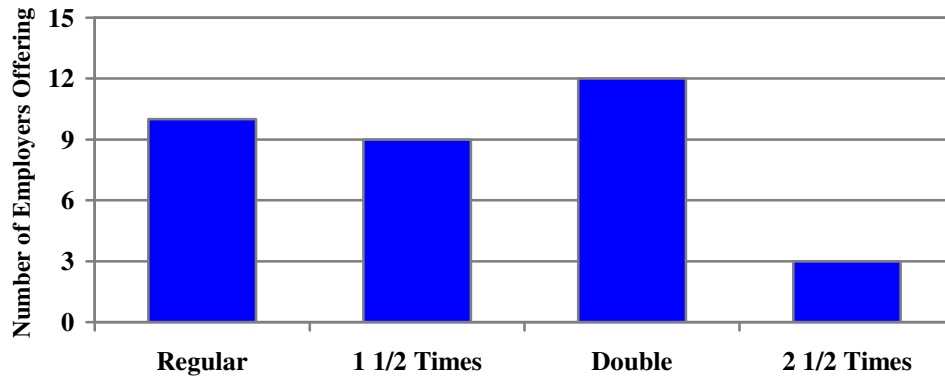
The number of paid holidays per year reported by the participating employers in Baldwin County ranges from none to over ten. Additionally, 5 companies reported allowing employees to take anywhere from 1 to 8 unpaid holidays per year; one company reported unpaid holidays are allowed upon request; another stated the number of unpaid holidays varied.

Number of Paid Holidays Per Year



When employees work on holidays, the pay ranges from regular to 2½ times in Baldwin County, as illustrated in the chart below.

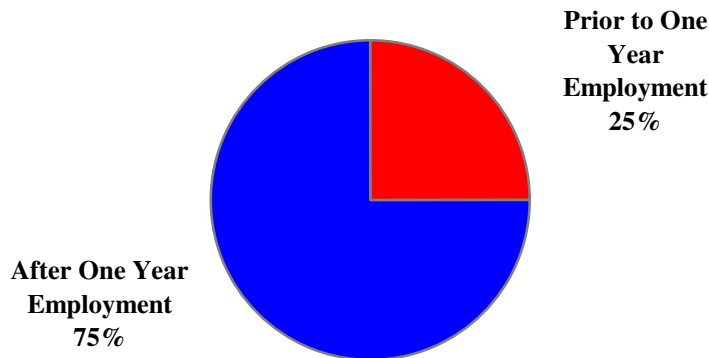
Holiday Pay



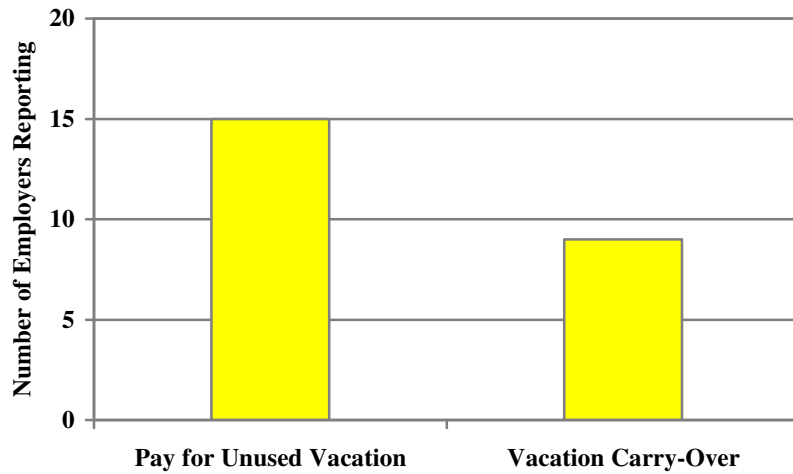
Vacation

Employees in 7 of the reporting companies were eligible for paid vacation prior to one year of employment, and employees in 21 companies were eligible for paid vacation after one year of employment. One of the reporting companies offered no paid vacation.

Eligibility Period for Paid Vacation

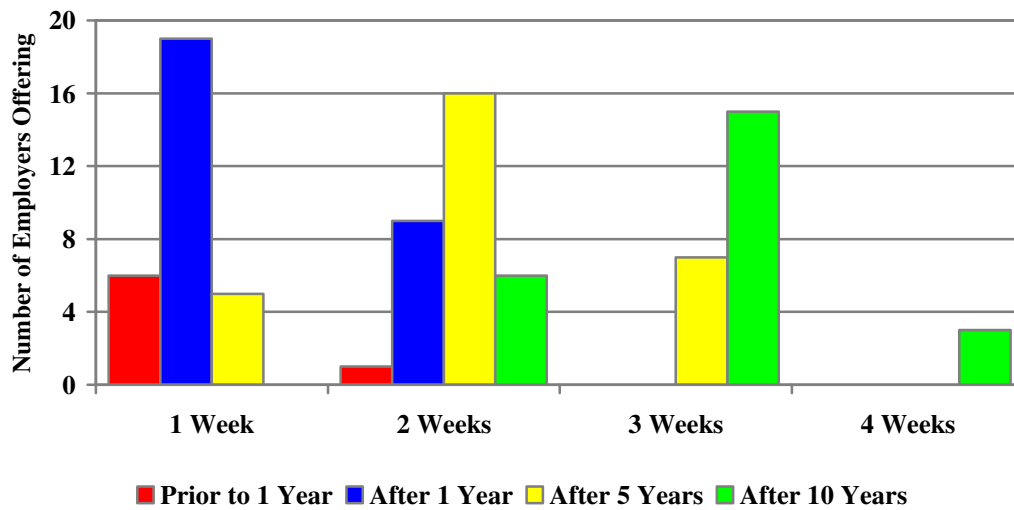


Further, of the reporting companies, 15 reported pay for unused vacation time, and 9 companies allowed vacation carry-over.



The accompanying chart shows the number of participating companies who reported offering specific numbers of vacation weeks prior to one year of employment, after one year of employment, after five years, and after ten years of employment. In addition, 3 companies offered paid vacation other than that listed above, including four weeks after twenty years.

Number of Vacation Weeks



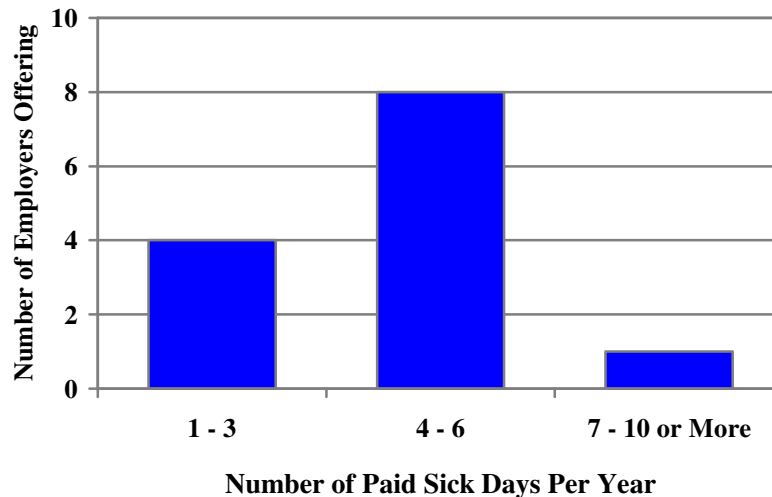
Sick Leave

Of the participating companies, 14 reported offering no paid sick leave. The following charts give eligibility times and number of paid sick days per year for those companies which did offer paid sick leave. An example of other eligibility is after two months of employment.

Sick Leave Eligibility Periods

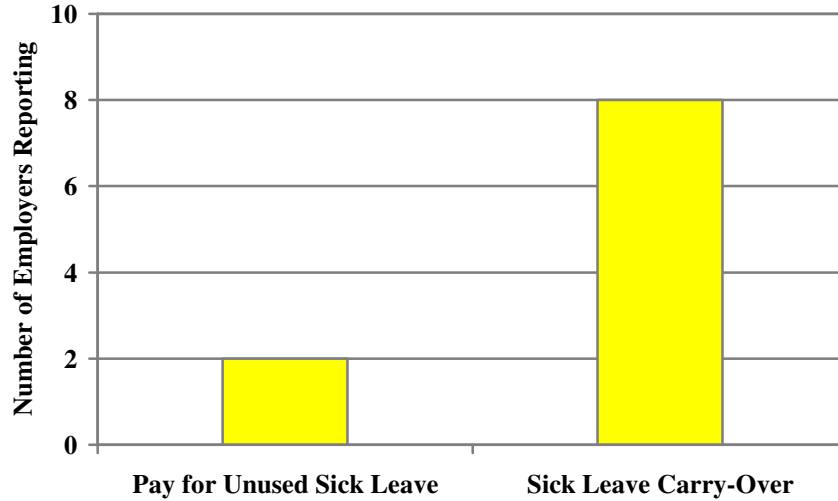


Paid Sick Days



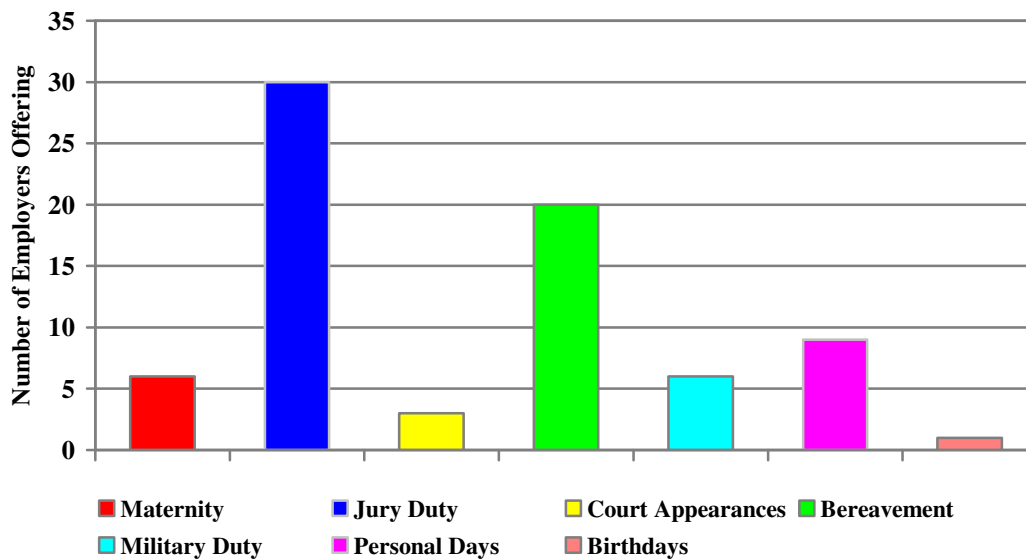
One company reported that sick leave is taken as needed, and 2 companies reported that paid sick leave is based on an accrual method.

Additionally, of the reporting companies, 8 offered sick leave carry-over, and 2 companies reported paying for unused sick leave.



Other Paid Leave

Participating employers were asked to report whether their companies gave additional paid time off to employees for maternity/paternity, jury duty, court appearances, bereavement, military duty, personal days, birthdays or other categories. The chart below shows the number of companies reporting each category.





THE PATHFINDERS
P.O. Box 702317
Dallas, Texas 75370

972-418-7588 Telephone
972-418-1588 Fax

info@thepathfindersus.com

web site: www.thepathfindersus.com