

**THE  
BALDWIN/MOBILE COUNTIES, ALABAMA  
WAGE & FRINGE BENEFITS  
SURVEY REPORT**

**May, 2005**

**Compiled and Produced by**

**THE PATHFINDERS**



**Dallas, Texas**

**TABLE OF CONTENTS**

**I. INTRODUCTION .....1**

**II. SURVEY SUMMARY .....2**

**III. EMPLOYERS’ RATINGS OF THE WORKFORCE .....8**

**IV. WAGE SECTION.....10**

**V. FRINGE BENEFITS SECTION.....16**

**A. Insurance.....16**

**B. Financial Plans .....18**

**C. Paid Leave.....19**

---

## INTRODUCTION

The Baldwin/Mobile Counties, 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.

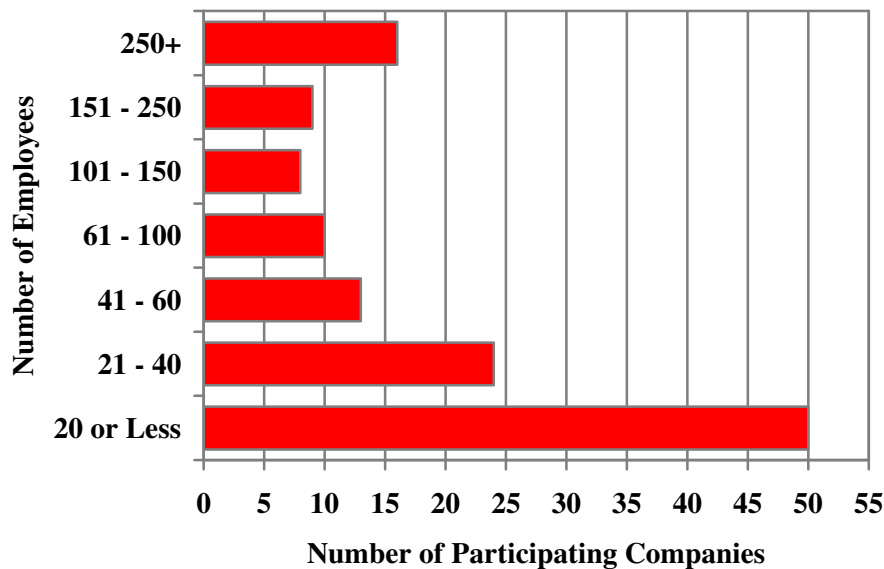
Information from participating companies is held in confidence; however, general information regarding this survey can be obtained by contacting the offices of The Pathfinders via telephone (972-418-7588); fax (972-418-1588); or, e-mail ([info@thepathfindersus.com](mailto:info@thepathfindersus.com)).

## SURVEY SUMMARY

130 companies participated in the Baldwin/Mobile Counties Wage and Fringe Benefits Survey. Of the reporting companies, 3 are unionized. The reported total annual payroll for the participating companies was over \$635 million, although it should be noted that not all companies responded to the annual payroll question.

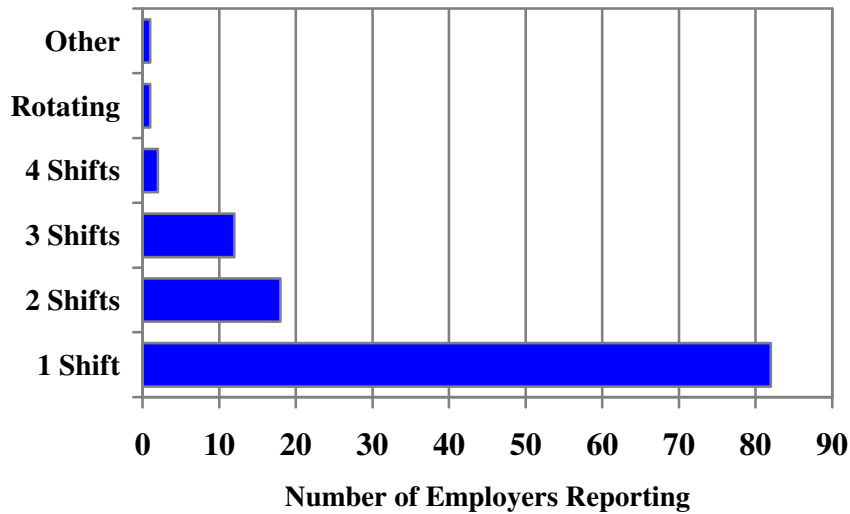
The total reported employment of the participating companies was 22,368 workers. Companies of various sizes were represented in the survey ranging from 20 or less employees to 250 or more workers. The number of participating companies by number of employees is shown in the chart below. In the Baldwin/Mobile Counties survey, 16 companies reported employment of 250 or more.

**Participating Companies by Total Employment**



Companies responding to the survey were asked to report the number of shifts worked. As indicated in the chart below, the vast majority of the participating employers work one shift.

### Number of Shifts Worked



The following table reflects various methods used to recruit workers in Baldwin/Mobile Counties and the number of employers utilizing that method. Many employers use more than one method. Methods reported by less than 21 employers are not listed but include, among others, job boards.

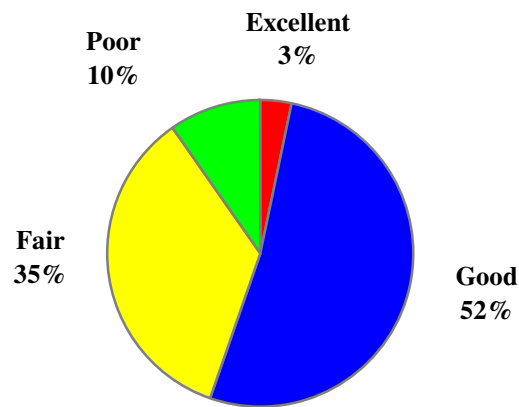
Recruiting Method	# of Employers
Word of Mouth	114
Newspaper	95
Walk-Ins	83
Referrals	68
Staffing Service	44
Internet	27
State Agency	27
Job Fair	21

51 of the participating firms during the past twelve months increased employment, and 24 decreased employment for a net of +950 jobs. 66 firms project increasing employment during the next twelve months for a total of more than 1,100 jobs, while 9 of the reporting companies project decreasing the number of jobs over the next twelve months, resulting in a net of +951. 11 companies project an increase in employment and 2 project a decrease but are 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/Mobile Counties, 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/Mobile Counties 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



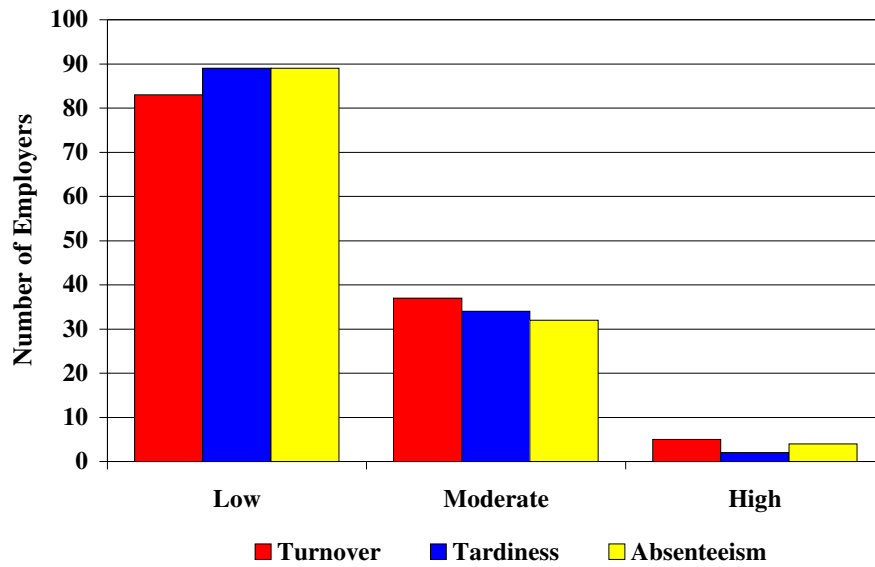
Employers in Baldwin/Mobile Counties were asked to give their opinions concerning any general or basic skills they felt were lacking in the workforce. Many employers expressed multiple needs. Employers cited work ethic skills as being, in their opinions, most needed by the area's workforce, followed closely by writing and 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 basics such as math, reading and writing. Technical, customer service and communications training courses were also included.

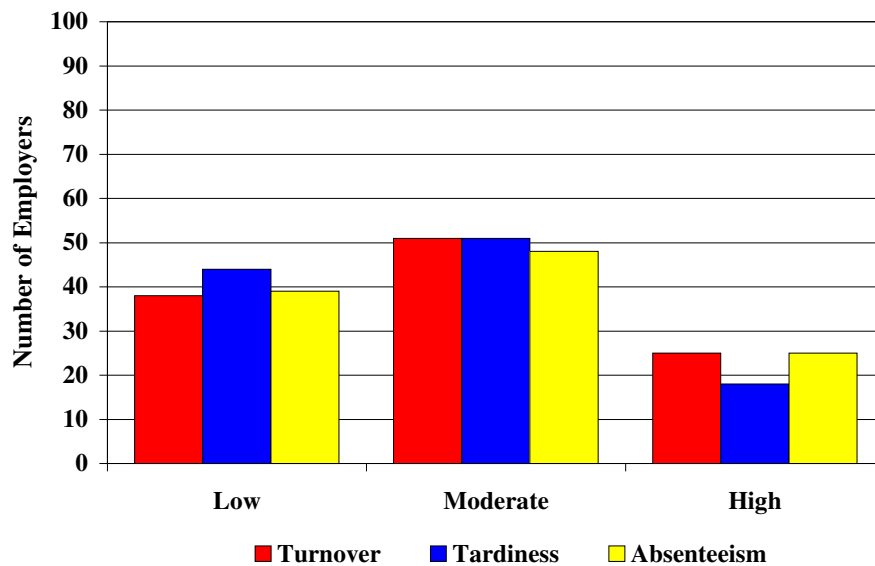
Employers were asked to rate turnover, tardiness, absenteeism and substance abuse among their workers as "Low", "Moderate", or "High". As indicated in the accompanying charts, the participating companies reported lower ratings among skilled workers than unskilled workers for turnover, tardiness and absenteeism.

## RATINGS FOR TURNOVER – TARDINESS – ABSENTEEISM

### Skilled Workers



### Unskilled Workers



Among the participating employers, 91 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".

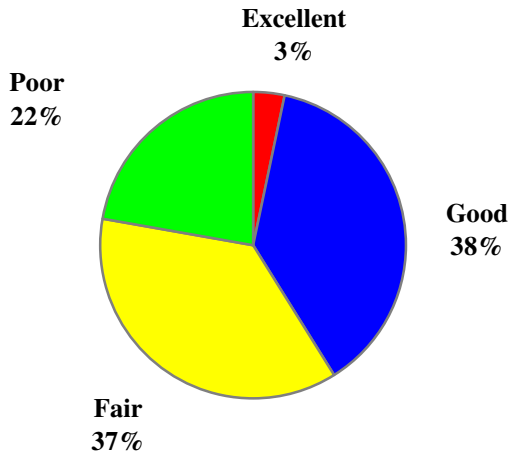
Skilled and technical workers are difficult to find in many areas of the nation. The availability of skilled labor in Baldwin/Mobile Counties was rated "Good" by 38% of the employers and "Fair" by 37% of the participating employers. Technical worker availability was rated "Good" by 42% of the employers and "Fair" by 39%.

When responding to questions about employee attitudes and productivity, the responses of the participating employers were generally favorable. 80% of the participants rated Worker Productivity as "Good" to "Excellent", and 59% reported Worker Reliability and Attitudes as "Good" to "Excellent".

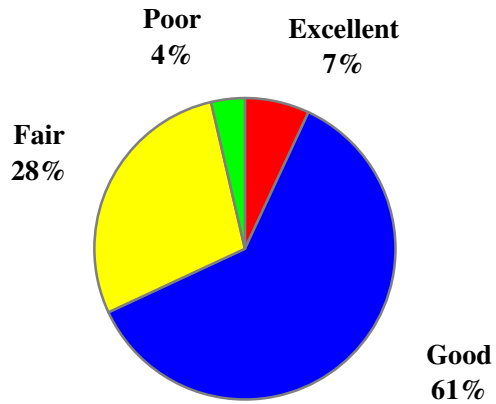
The ratings for the above-mentioned factors appear in the following charts.

## EMPLOYER RATINGS OF WORKFORCE (percentages of employers surveyed)

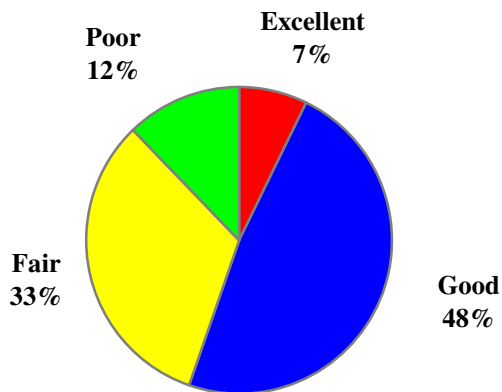
### Skilled Labor Availability



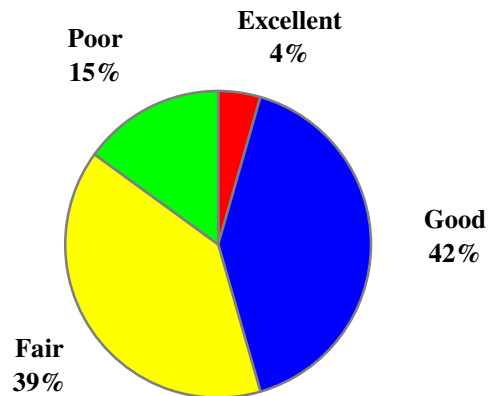
### Unskilled Labor Availability



### Professional Labor Availability

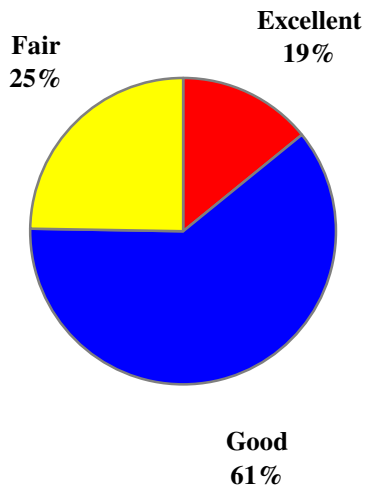


### Technical Labor Availability

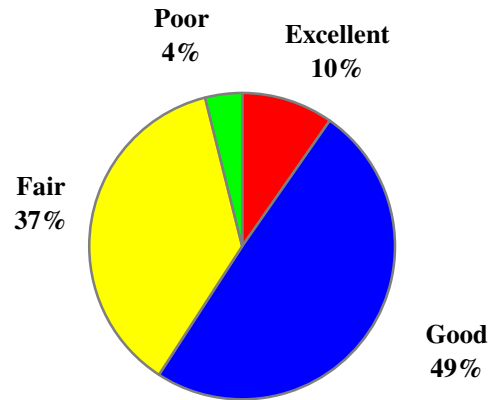


## EMPLOYER RATINGS OF WORKFORCE (percentages of employers surveyed)

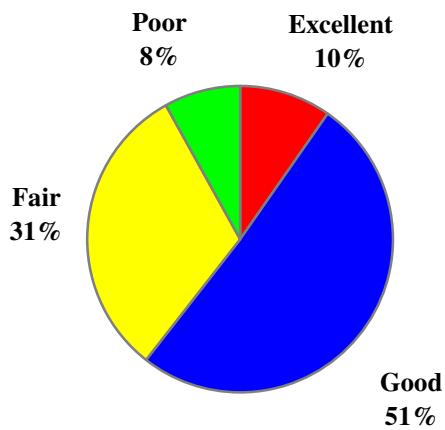
### Productivity



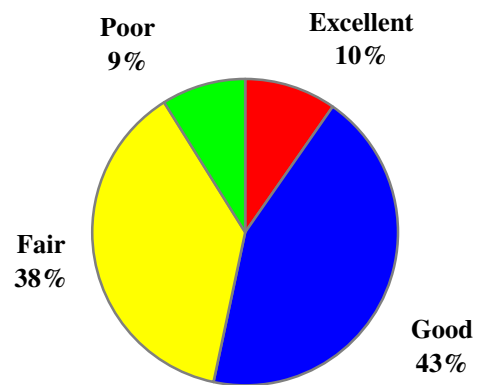
### Reliability and Attitudes



### 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. Some companies did not report both entry and average hourly wages for their employees. In those instances, whatever wage was reported (entry or average) was used for both.

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 bench jeweler or 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. The number of employees was not reported by a few of the companies and in these instances, the number used was one employee per job title.

BALDWIN/MOBILE COUNTIES 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	\$23.55	\$13.82	\$12.65	\$28.47	\$17.61	\$19.65	83	5
Assembler-General	\$6.00	\$11.11	\$8.24	\$6.50	\$14.79	\$10.65	\$9.72	681	14
Building & Grounds Maintenance	\$6.59	\$10.00	\$8.02	\$8.00	\$15.00	\$9.79	\$9.65	30	9
Carpenter	\$6.50	\$18.00	\$11.69	\$11.05	\$20.00	\$14.98	\$15.19	71	12
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	\$20.90	\$16.35	\$25.96	\$21.28	\$21.54	6	5
Electrician	\$9.00	\$22.15	\$15.05	\$14.00	\$22.35	\$17.14	\$17.33	70	16
Electronic Technician	\$8.00	\$25.60	\$17.28	\$11.94	\$27.73	\$20.10	\$23.59	32	8
Fork Lift Operator	\$7.00	\$15.00	\$10.37	\$10.00	\$16.00	\$11.84	\$11.43	224	14
General Laborer	\$5.15	\$12.00	\$8.01	\$6.00	\$14.17	\$9.46	\$9.99	499	37
Grinder/Polisher	\$9.00	\$16.29	\$11.82	\$12.00	\$16.29	\$13.03	\$12.56	19	5
Heavy Equipment Operator	\$7.35	\$18.00	\$12.91	\$7.84	\$18.00	\$14.80	\$15.10	46	8
Inventory/Stock Clerk	\$5.15	\$17.22	\$9.12	\$6.50	\$17.22	\$10.33	\$10.02	71	24
Janitor	\$5.15	\$12.05	\$7.75	\$5.15	\$12.05	\$8.60	\$7.72	207	15
Line Supervisor	\$8.00	\$27.00	\$14.62	\$10.00	\$35.00	\$17.31	\$16.22	168	24
Machine Operator	\$8.00	\$17.00	\$11.75	\$10.00	\$18.24	\$13.90	\$12.64	142	16
Machinist-Journeyman	\$12.00	\$18.00	\$15.83	\$14.00	\$20.00	\$17.10	\$16.70	36	5
Maintenance Helper	\$6.25	\$9.00	\$7.98	\$7.25	\$16.50	\$9.70	\$9.44	31	16
Maintenance Mechanic	\$6.00	\$24.10	\$12.63	\$9.50	\$24.10	\$15.35	\$16.56	240	33
Maintenance-General	\$6.50	\$20.00	\$11.14	\$7.50	\$24.00	\$13.21	\$12.22	94	23
Materials Handler	\$7.00	\$13.90	\$9.20	\$7.50	\$14.80	\$10.63	\$10.91	134	13
Packer/Picker	\$6.50	\$7.00	\$6.75	\$9.23	\$10.00	\$9.62	\$9.34	103	2
Painter	\$7.00	\$16.00	\$11.38	\$8.00	\$18.00	\$13.97	\$13.51	60	15
Pipe Fitter	\$10.00	\$18.00	\$13.21	\$11.00	\$18.00	\$14.43	\$17.21	91	7

BALDWIN/MOBILE COUNTIES 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
Plumber	\$10.00	\$14.04	\$11.47	\$13.69	\$19.49	\$17.12	\$16.72	39	7
Process Operator	\$6.75	\$18.00	\$14.18	\$6.75	\$23.00	\$17.77	\$21.37	342	5
Quality Assurance/Inspector/Grader	\$6.50	\$16.00	\$10.77	\$8.45	\$18.00	\$12.33	\$12.74	45	10
Safety Manager	\$9.00	\$31.25	\$18.51	\$10.00	\$36.06	\$21.40	\$21.40	14	14
Shipping/Receiving Clerk	\$5.50	\$18.00	\$9.58	\$7.32	\$23.00	\$11.09	\$10.95	74	35
Technical Sales	\$17.00	\$27.05	\$23.52	\$19.00	\$27.05	\$24.18	\$24.67	7	3
Tool & Die Maker	\$13.43	\$19.75	\$16.48	\$17.45	\$19.75	\$18.68	\$19.54	27	5
Truck Driver	\$6.00	\$18.00	\$10.21	\$7.00	\$18.00	\$11.58	\$13.88	310	21
Warehouse Supervisor	\$6.00	\$23.55	\$13.90	\$8.00	\$27.88	\$17.38	\$17.55	41	25
Welder	\$12.00	\$27.96	\$16.65	\$14.50	\$28.93	\$17.93	\$20.60	120	11
Aircraft Body Repairer	*	*	*	*	*	*	*	*	1
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: Aluminum Fabricator	*	*	*	*	*	*	*	*	1
Marine: Electrician	\$11.00	\$16.00	\$13.00	\$15.00	\$16.00	\$15.50	\$15.25	8	3
Marine: Fit-out Specialist/Carpenter	\$11.00	\$12.00	\$11.50	\$15.00	\$18.00	\$16.50	\$16.50	10	2
Marine: Outside Machinist	\$11.00	\$16.00	\$13.50	\$15.00	\$16.00	\$15.50	\$15.50	4	2
Marine: Pipe Fitter	\$11.00	\$16.00	\$13.50	\$15.00	\$16.00	\$15.50	\$15.50	4	2
Marine: Pipe Welder	\$10.00	\$16.00	\$13.00	\$15.50	\$16.00	\$15.75	\$15.60	10	2
Marine: Ship Fitter	*	*	*	*	*	*	*	*	1
Marine: Welder	\$11.00	\$16.00	\$13.50	\$15.00	\$16.00	\$15.50	\$15.02	82	2
Accounts Payable Clerk	\$7.50	\$15.00	\$9.42	\$8.00	\$15.02	\$11.84	\$11.73	67	31
Accounts Receivable Clerk	\$6.00	\$14.00	\$9.48	\$7.50	\$14.75	\$11.60	\$11.43	55	26
Administrative Assistant	\$6.50	\$15.50	\$10.42	\$6.50	\$22.97	\$13.09	\$14.31	238	53

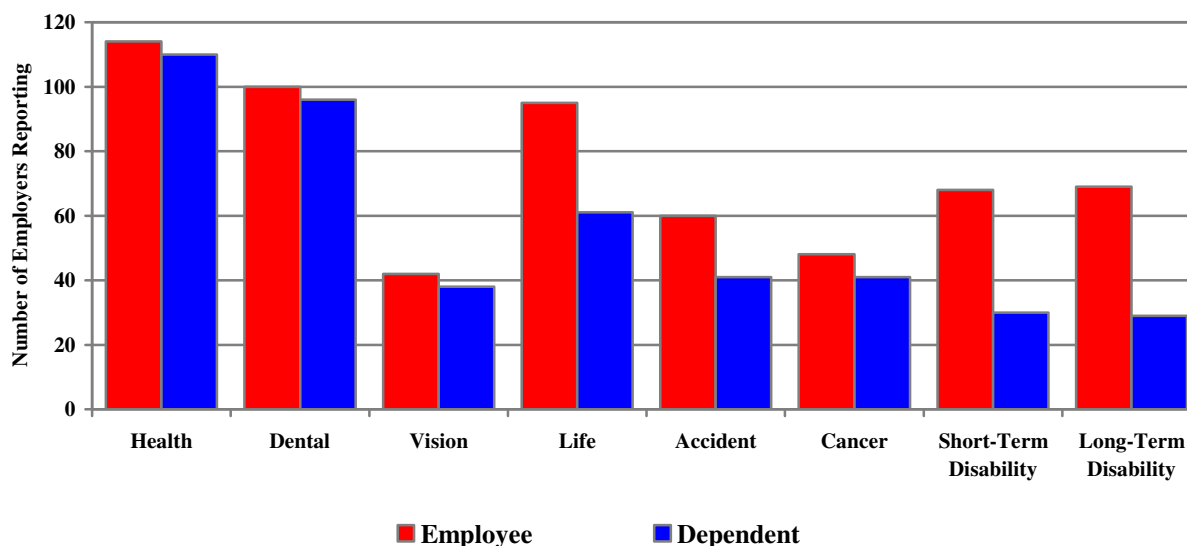
BALDWIN/MOBILE COUNTIES WAGE SUMMARY	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number of Employees	Number of Firms
Bookkeeper	\$7.00	\$15.00	\$10.67	\$9.00	\$19.00	\$12.97	\$12.37	71	28
Buyer/Purchaser	\$8.81	\$25.63	\$15.08	\$11.28	\$42.40	\$19.37	\$18.69	34	18
Customer Service Representative	\$5.15	\$19.08	\$10.06	\$6.50	\$22.71	\$12.94	\$15.64	520	34
Drafter (CAD)	\$7.00	\$20.00	\$12.24	\$10.30	\$22.00	\$16.58	\$17.37	21	9
Expeditor	\$8.50	\$25.63	\$14.75	\$8.50	\$33.84	\$17.85	\$17.85	6	6
General Office	\$5.15	\$12.50	\$8.18	\$6.25	\$15.00	\$9.89	\$9.33	282	38
Human Resources Assistant	\$7.65	\$17.00	\$11.41	\$10.00	\$21.69	\$14.96	\$14.25	28	20
Office Manager	\$5.15	\$30.00	\$14.86	\$7.00	\$30.00	\$17.86	\$17.32	44	26
Payroll Clerk	\$8.18	\$16.00	\$10.52	\$9.00	\$26.24	\$13.78	\$13.13	32	23
Receptionist/Switchboard	\$6.00	\$12.00	\$8.29	\$7.00	\$15.87	\$9.65	\$9.20	105	38
Runner	\$6.00	\$6.50	\$6.25	\$7.25	\$7.50	\$7.38	\$7.33	3	2
Secretary-Executive	\$7.00	\$17.00	\$11.20	\$11.00	\$22.35	\$14.74	\$14.08	147	33
Security Guard	\$7.00	\$10.00	\$7.91	\$7.00	\$12.50	\$9.07	\$9.05	64	12
Bartender with Tips	\$3.50	\$6.50	\$4.99	\$5.15	\$15.00	\$7.87	\$6.20	43	7
Dishwasher	\$5.15	\$7.50	\$6.22	\$6.00	\$7.92	\$6.72	\$7.10	21	3
Food/Beverage Server with Tips	\$2.13	\$7.45	\$4.52	\$2.15	\$11.98	\$6.52	\$3.81	278	13
Front Desk Clerk	\$5.25	\$10.00	\$7.55	\$5.50	\$11.00	\$8.49	\$8.47	76	17
Groundskeeper	\$5.15	\$9.00	\$7.20	\$7.46	\$11.00	\$8.51	\$8.44	48	10
Host/Cashier	\$5.75	\$8.00	\$6.93	\$5.75	\$12.00	\$8.25	\$7.89	30	9
Laundry Operator	\$5.25	\$8.00	\$6.60	\$6.05	\$11.03	\$8.32	\$8.11	13	9
Reservationist	\$7.25	\$9.00	\$7.90	\$7.44	\$10.50	\$8.99	\$9.73	54	7
Restaurant Cook	\$6.00	\$9.00	\$7.33	\$6.50	\$9.89	\$8.50	\$8.08	175	13
Room Attendant/Housekeeper	\$5.25	\$10.00	\$6.76	\$5.50	\$13.00	\$7.60	\$8.11	225	14
Computer Operator	\$7.00	\$10.86	\$9.47	\$8.00	\$13.04	\$11.24	\$12.16	17	4
Computer Programmer	\$10.00	\$26.44	\$15.59	\$15.00	\$30.94	\$20.05	\$19.06	55	7

BALDWIN/MOBILE COUNTIES 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
Computer Programmer/Analyst	\$13.46	\$26.79	\$19.15	\$15.38	\$33.29	\$24.38	\$21.24	40	8
Database Administration Associate	\$10.00	\$20.00	\$14.72	\$13.00	\$20.25	\$16.31	\$17.30	4	3
Graphic Designer	\$10.21	\$15.63	\$12.95	\$12.00	\$18.76	\$15.70	\$15.71	16	8
Network Specialist	\$11.54	\$25.73	\$17.76	\$13.66	\$35.00	\$22.02	\$19.84	29	9
Software Developer	\$15.00	\$19.11	\$17.06	\$22.09	\$26.00	\$24.05	\$25.22	25	2
Software Engineer	\$14.75	\$21.63	\$18.94	\$24.50	\$32.70	\$28.84	\$24.86	81	3
Systems Analysts	\$13.50	\$34.50	\$20.57	\$17.98	\$38.87	\$26.87	\$24.28	25	10
Technical Support Representative	\$9.60	\$22.00	\$13.90	\$10.00	\$30.00	\$16.97	\$19.01	126	17
Website Developer	\$11.54	\$26.45	\$17.88	\$15.20	\$26.45	\$20.60	\$20.60	4	4
Engineer-Civil	\$13.11	\$35.00	\$21.96	\$15.00	\$44.00	\$29.76	\$32.67	18	8
Engineer-Electrical	\$13.11	\$35.00	\$25.29	\$22.35	\$43.97	\$33.05	\$37.21	17	8
Engineer-Industrial	\$13.11	\$25.00	\$19.57	\$20.93	\$33.00	\$25.08	\$26.66	5	4
Engineer-Mechanical	\$11.00	\$31.25	\$22.61	\$16.40	\$42.68	\$29.76	\$34.56	39	13
Retail: Cashier	\$5.15	\$10.00	\$6.88	\$6.25	\$12.00	\$8.00	\$7.36	51	13
Retail: Sales Associate	\$6.00	\$8.00	\$7.45	\$6.55	\$15.00	\$9.37	\$11.31	30	5
Retail: Store Manager	\$6.50	\$17.50	\$11.80	\$7.75	\$22.50	\$14.38	\$16.78	9	5
Call Center: Customer Service Rep.	\$7.00	\$16.00	\$9.40	\$9.27	\$20.00	\$12.10	\$9.99	149	8
Call Center: Manager-Customer Acct.	\$11.54	\$25.00	\$18.27	\$15.88	\$32.00	\$23.94	\$16.78	18	2
Call Center: Manager-Sales	\$12.00	\$25.00	\$17.33	\$16.00	\$32.00	\$22.67	\$22.67	3	3

\* 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, 114 of the participating companies provide health insurance for employees. 13 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, 26 companies reported paying 100% of the premium for health insurance for their employees and 65 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.

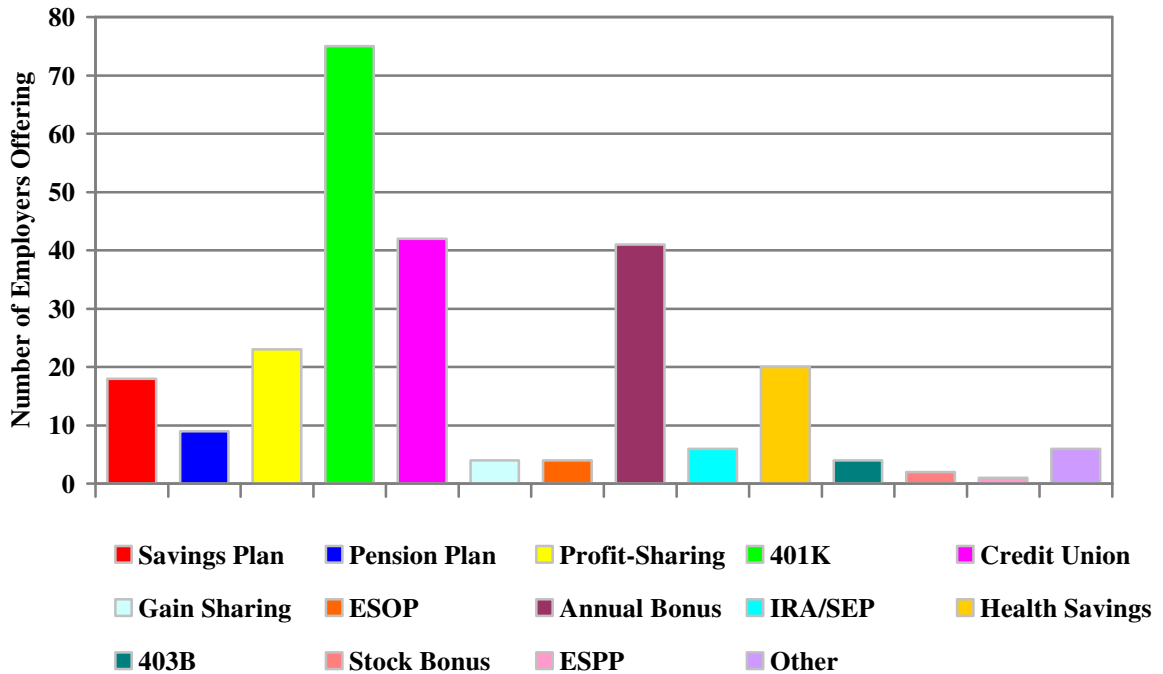
84 of the reporting companies stated that their health insurance coverage included some type of prescription drug plan. Additionally, 32 companies reported having an employee assistance plan (EAP).

**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
<b>Health</b>	<b># of Companies</b>	<b># of Companies</b>	<b># of Companies</b>
Employee	26	83	4
Dependent	3	65	39
<b>Dental</b>	<b># of Companies</b>	<b># of Companies</b>	<b># of Companies</b>
Employee	12	58	27
Dependent	2	46	44
<b>Vision</b>	<b># of Companies</b>	<b># of Companies</b>	<b># of Companies</b>
Employee	3	20	18
Dependent	0	17	19
<b>Life</b>	<b># of Companies</b>	<b># of Companies</b>	<b># of Companies</b>
Employee	57	14	24
Dependent	10	11	39
<b>Accident</b>	<b># of Companies</b>	<b># of Companies</b>	<b># of Companies</b>
Employee	18	7	35
Dependent	3	5	33
<b>Cancer</b>	<b># of Companies</b>	<b># of Companies</b>	<b># of Companies</b>
Employee	1	3	44
Dependent	0	0	13
<b>Short-Term Disability</b>	<b># of Companies</b>	<b># of Companies</b>	<b># of Companies</b>
Employee	25	7	35
Dependent	4	5	21
<b>Long-Term Disability</b>	<b># of Companies</b>	<b># of Companies</b>	<b># of Companies</b>
Employee	29	12	27
Dependent	4	6	19

## FINANCIAL PLANS

Many of the participating companies offered various financial plans to their employees, as illustrated in the following chart. Examples of “other” include tuition reimbursement and production incentives.



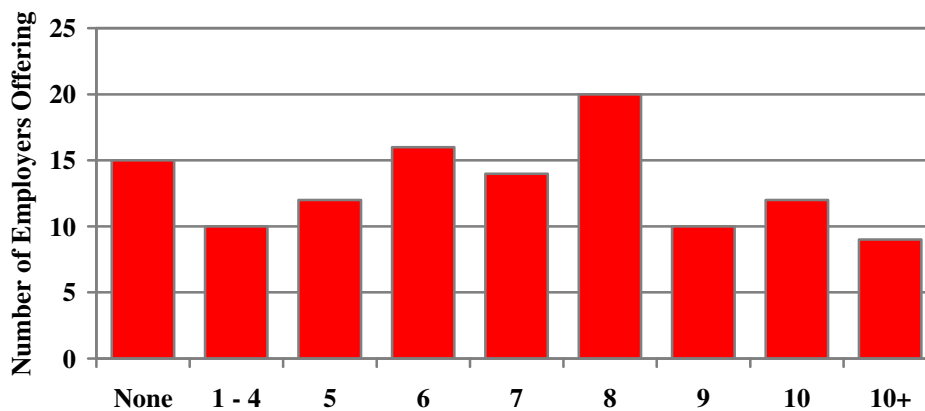
## PAID LEAVE

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, 23 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 9 of the employers; 6 companies reported ten days or less per year; 6 companies allow over ten days per year; and one employer gives PTO on an as-needed basis. One company reported having PTO but declined to report eligibility or number of days.

### Holidays

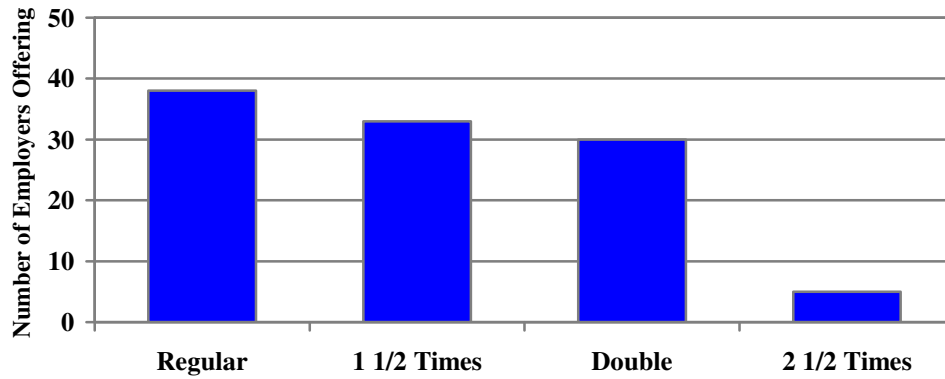
The number of paid holidays per year reported by the participating employers in Baldwin/Mobile Counties ranges from none to over ten. Additionally, 21 companies reported allowing employees to take anywhere from 1 to 9 unpaid holidays per year; 2 companies reported that the number of unpaid holidays per year varied; 2 companies reported unpaid holidays were given as requested; and, another company reported that the number of unpaid holidays given depended on work load.

**Number of Paid Holidays Per Year**



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

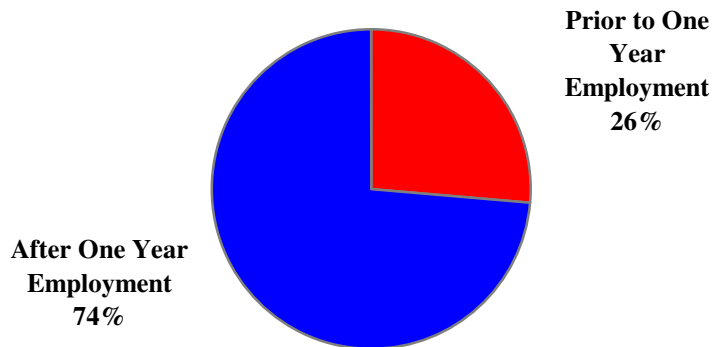
### Holiday Pay



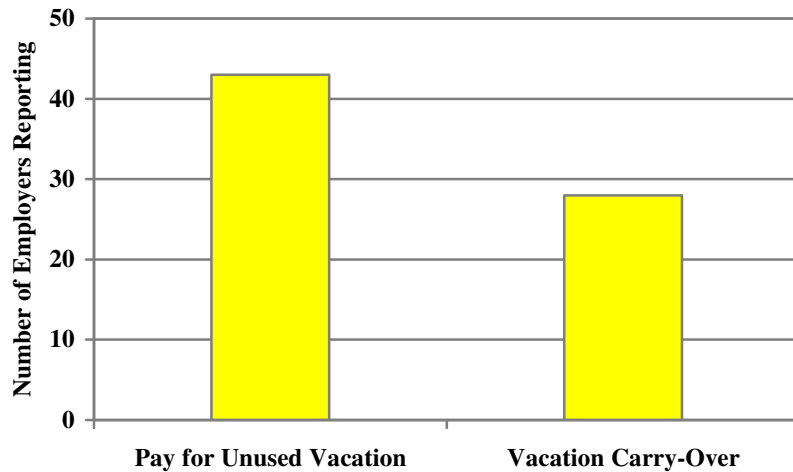
### Vacation

Employees in 26 of the reporting companies were eligible for paid vacation prior to one year of employment, and employees in 73 companies were eligible for paid vacation after one year of employment. 9 of the reporting companies offer no paid vacation.

### Eligibility Period for Paid Vacation

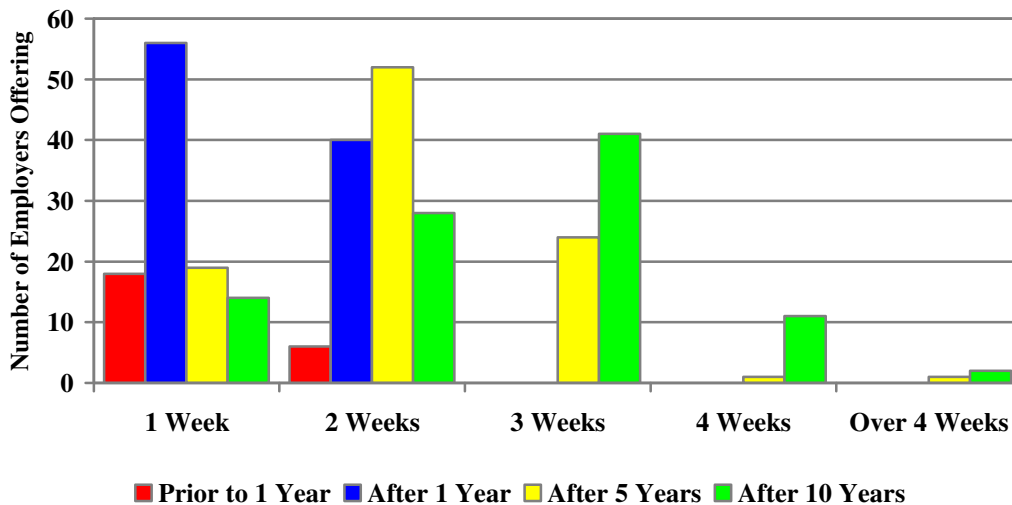


Further, of the reporting companies, 43 reported pay for unused vacation time, and 28 companies allowed vacation carry-over.



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, 19 companies offered paid vacation other than that listed above, including two weeks after two years, four weeks after fifteen years, and four weeks after twenty years.

### Number of Vacation Weeks



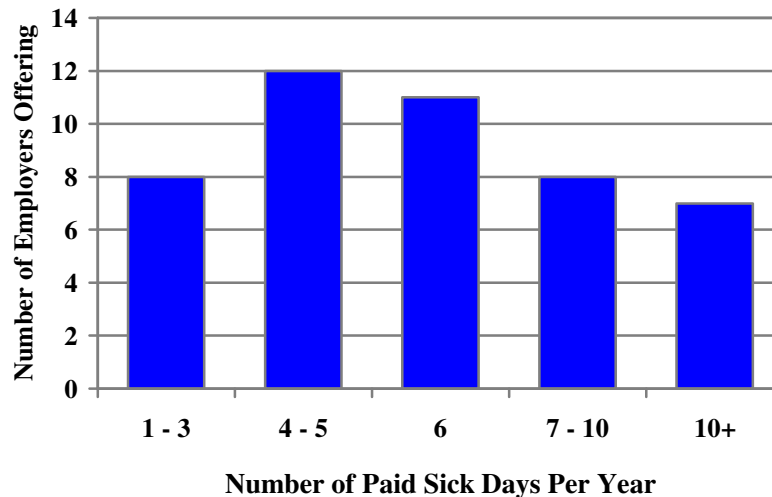
## Sick Leave

Of the participating companies, 48 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.

### Sick Leave Eligibility Periods

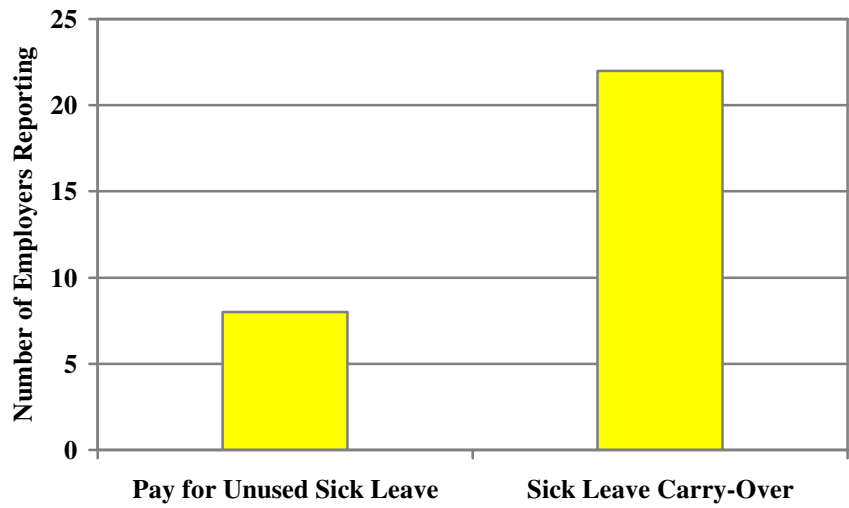


### Paid Sick Days



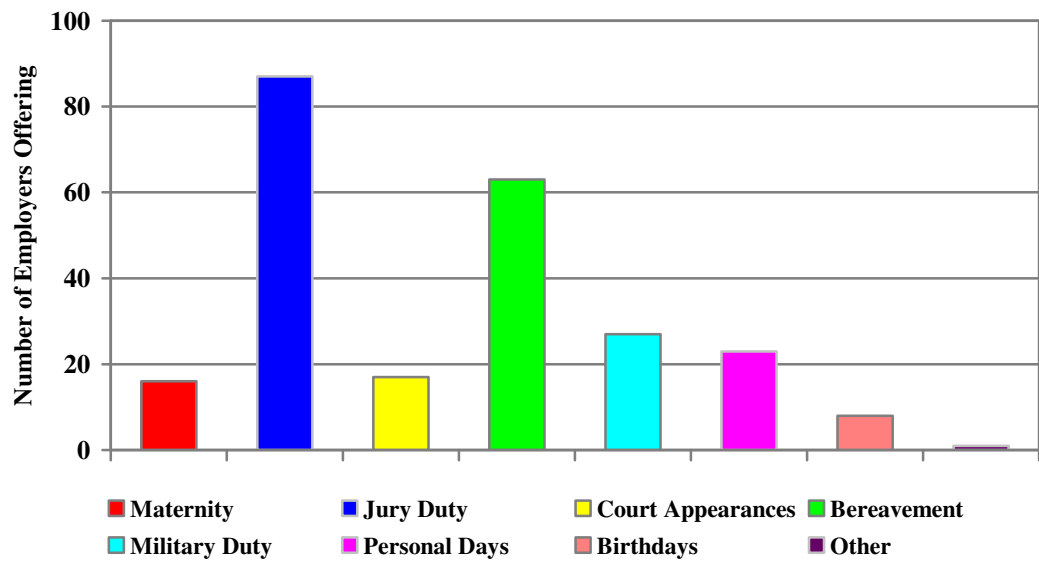
3 companies reported that sick leave is taken as needed; 4 companies reported that paid sick leave is based on an accrual method; and 2 companies reported that the number of paid sick days

per year varied or depended on the circumstances. Additionally, of the reporting companies, 22 offered sick leave carry-over, and 8 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. “Other” is the anniversary date of employment.





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

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

**[info@thepathfindersus.com](mailto:info@thepathfindersus.com)**

**web site: [www.thepathfindersus.com](http://www.thepathfindersus.com)**