



WAGE AND BENEFIT SURVEY

A survey to link employers with information that addresses the retention problem in the region.
All information is confidential and no information will be shared with business or the public except in aggregate.

Manufacturing

Company Description

1. What county is your business located in?

- ☐ Fulton County
☐ Defiance County
☐ Williams County
☐ Henry County
☐ Paulding County

2. Is your facility unionized?

- ☐ Yes
☐ No

3. How many Full-Time equivalent HOURLY employees are employed by your company (or by local plant if there are multiple facilities)?

- ☐ 0-10 ☐ 10-25 ☐ 50-100 ☐ 100-250 ☐ 250-500 ☐ 500+

4. NAICS code of your business _____

Wage Rates

5. Please list the average starting pay (in wage per hour) for employees in the following positions:

First-Line Supervisors of Mechanics, Installers, and Repairers \$_____

Industrial Machinery Mechanics \$_____

Maintenance Workers, Machinery \$_____

Maintenance and Repair Workers \$_____

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First-Line Supervisors of Production and Operating Workers \$_____

Assemblers and Fabricators, All Other, Including Team Assemblers \$_____

Machinist \$_____

Welders, Cutters, Solderers, and Brazers \$_____

Prepress Technicians and Workers \$_____

Press Operators \$_____

Inspectors, Testers, Sorters, Samplers, and Weighers \$_____

Entry Level Production Workers \$_____

Mid-Level (3+ years) Production Workers \$_____

Lift Truck Operators \$_____

Openings

6. Please list the number of employees you believe your business will hire in the following positions (include current open positions, potential attrition, and potential expansion) within the next two years:

First-Line Supervisors of Mechanics, Installers, and Repairers _____

Industrial Machinery Mechanics _____

Maintenance Workers, Machinery _____

Maintenance and Repair Workers _____

First-Line Supervisors of Production and Operating Workers _____

Assemblers and Fabricators, All Other, Including Team Assemblers _____

Machinist _____

Welders, Cutters, Solderers, and Brazers _____

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Prepress Technicians and Workers _____

Press Operators _____

Inspectors, Testers, Sorters, Samplers, and Weighers _____

Entry Level Production Workers _____

Mid-Level (3+ years) Production Workers _____

Lift Truck Operators _____

Employee Shifts and Premiums

7. a) What is your shift schedule?

☐ 1st ☐ 2nd ☐ 3rd ☐ Swing ☐ Other

7. b) Please describe shift premiums offered:

2nd shift _____

3rd shift _____

Weekends _____

Employee Benefits

8. What benefits are offered by your business for HOURLY employees (select all that apply)

- ☐ Health Insurance
- ☐ HSA or FSA
- ☐ Dental Insurance
- ☐ Vision Insurance
- ☐ 401(k)
- ☐ Pension

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- ☐ Other retirement plan (besides 401k or Pension)
- ☐ Life Insurance
- ☐ Long-term Disability Insurance
- ☐ Paid Time Off
- ☐ Tuition Reimbursement
- ☐ Childcare benefits
- ☐ Wellness Program
- ☐ Gym Membership
- ☐ Flexible Work Hours
- ☐ Relocation Reimbursement
- ☐ Performance Bonuses
- ☐ Commuter Assistance
- ☐ Stock Options
- ☐ Discount on Company goods/services

Other _____

Hiring

9. Do you use a staffing agency or temp service?

- ☐ Yes
- ☐ No

10. Would you consider hiring an employee with a felony conviction

- ☐ Yes
- ☐ No

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11. a) Do you conduct pre-employment drug testing?

☐ Yes

☐ No

11. b) If yes, do you test for marijuana use?

☐ Yes

☐ No

12. What does your business do to retain employees though the first 90 days? (Please be specific as possible, including dollar amounts)

☐ Mentoring Programs

☐ Sign-on Bonuses

☐ Training

☐ Pay Raise after specific time

Other _____

13. When recruiting employees, what does your business offer that gives you a competitive advantage over other businesses seeking the same job candidates?

14. Please provide any ideas you might have about how your local Ohio Means Jobs and/or Economic Development organizations can help your business overcome your workforce challenges.

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Contact Information is confidential and no information will be shared with business or the public except in aggregate

Please provide your name and title _____

Please provide your email _____

Please provide your phone _____

Please provide your organization's name _____