



2021 Starting Wages & Benefits Survey

Thank you for participating in our 2021 Starting Wages and Benefits Survey.

Your feedback is very important. Please note that all data will be reported in aggregate form only and no individually identifying company information will be released. Individual responses will not be shared with any other entity.

ALL RESPONSES WILL REMAIN CONFIDENTIAL.

There are six sections to this survey.

1. Company Information
2. Employee Demographics
3. Time Off Policy
4. Medical and Other Benefits
5. Wages
6. File uploads (if preferred)

This survey generally takes up to 20 minutes to complete, less if you have your wage data accessible. We appreciate your time commitment to the survey and want to make completing it as easy as possible for you. The survey is available in a variety of formats (word, excel, online). You can also upload your company policy files for time off, benefits and wage rates. Visit www.regionalchamber.com/wagesurvey for additional information.

Please send your survey or files to Michelle@regionalchamber.com.
or by mail to:

Youngstown/Warren Regional Chamber
City Centre One, Suite 500
100 East Federal Street
Youngstown, OH 44503

If you have any questions, please contact Michelle Phillips at 330.744.2131 ext. 1104 or michelle@regionalchamber.com

Company: _____
 Street Address: _____
 Suite/Office/Building: _____
 City, State, Zip: _____

Contact Name: _____
 Title: _____
 Email: _____
 Phone: _____

Business Type:

Please select the business type that describes the sector of your business operations. *Select (X) all that apply.*

- Construction
- Manufacturing
- Wholesale/Distribution
- Retail Trade
- Transportation
- Financing/Insurance/Real Estate
- Professional/Business Support Services
- Educational Services
- Health Care/Social Assistance
- Hospitality/Entertainment
- Other /Personal Services
- Non-profit/Government

Company Size by Revenue:

Please select (X) the revenue size that describes your business operations.

- under \$500,000
- \$500,001 to \$1,000,000
- \$1,000,001 to \$5,000,000
- \$5,000,001 to \$10,000,000
- \$10,000,001 to \$20,000,000
- over \$20 million

In this section, please describe your current workforce in terms of the number of employees, type of hire, unionization and future workforce needs. Select (X) as appropriate and describe responses, if necessary.

2.1. Please enter the number of current employees at this location:

Full time employees _____
 Part-time employees _____
 Contract or temporary employees _____
 Seasonal _____
 Other (per diem, on call, etc.) _____

2.2. Do you have unionized employees?

No _____
 Yes _____

If YES, please list the unions represented and the number of employees under contract/bargaining agreement.

2.3. How many employees do you expect to have 12 months from now?

The same amount _____
 Expect to hire (number) _____
 Expect to decrease by (number) _____

2.4. Are you having problems finding qualified employees?

No _____
 Yes _____

If yes, please describe any problems/difficulty/issues that you experience. (retention, skills, etc.)

2.5. What is the average age of primary managers and decision-makers within your organization?

21 to 34 _____
 35 to 44 _____
 45 to 54 _____
 55 to 64 _____
 Over 65 _____

2.6. What percentage of your workforce will be retiring within the next five years (by 2026)?

Under 10% _____
 10% to 14% _____
 15% to 19% _____
 20% or more _____

2.7. Does your company have a management transition or succession plan?

No _____
 Yes _____

2.8. Does your company have any specific workforce training needs?

No _____
 Yes _____
 If yes, please describe your training needs.

2.9. Due to an increasingly tight labor market, have you considered changing employee compensation or benefits over the last three years?

No _____
 Yes _____
 If yes, what changes did you make?

2.10. What impact will increasing the minimum wage have on your business?

2.11. How many workers at your business will be affected (positively and negatively) by an increase in minimum wage?

COVID-19 Related Workplace

2.12. Covid restrictions and regulations impacted many businesses. Please check (X) all that apply:

- The business was an essential business and remained open during 2020. _____
- The business had a total or partial shutdown during 2020 but returned to near-normal capacity (75%-100%). _____
- The business had a total or partial shutdown during 2020 and has only returned to about half capacity (40%-75%). _____
- The business had a total or partial shutdown during 2020, has reopened and has not returned to capacity (10%-40%). _____
- Some employees are still working remotely. _____
- Going forward, remote work policies will be put into place. _____
- Remote work options allowed the business to remain open during restrictions. _____

2.13. What percentage of workers were laid off? _____

2.14. How many were recalled by the end of 2020? _____

2.15. How many workers chose retirement as an employer option? _____

2.16. What impact did PPP funding have on the ability of the business to keep employees and continue operations?

2.17. How has the pandemic changed your ability to attract, retain and train workforce? For instance, have you implemented new procedures (such as video training, remote learning opportunities, teams meetings) as a standard procedure?

2.18. What lasting effects and changes to you foresee occurring in the business due to pandemic-related restrictions, supply chain impacts, labor availability and other considerations?

Please describe all the paid time off that you provide to your employees. If you have a document describing all the benefits offered by your organization that you would like to upload, [please click here.](#)

3.1. Paid Time Off - How do you award time off?

- By scheduled holiday, vacation and sick days _____
- By Paid-Time-Off (PTO) only _____
- A combination of holidays and PTO _____
- Other (please specify) _____

3.2. What paid holidays does your company observe? Please check all that apply.

- No paid holidays at all _____
- No paid holidays – must use PTO _____
- All Federal holidays _____
- Only Christmas and New Year’s _____
- Christmas Eve and New Year’s Eve _____
- Day after Thanksgiving _____
- Religious holidays _____
- Employee birthday _____
- Employee anniversary _____
- Other (please specify) _____

3.3. How much paid vacation time off (in hours) do you award an employee for continual service?

| | 40 hours (1 week) | 80 hours (2 weeks) | 120 hours (3 weeks) | 160 hours (4 weeks) | 200 hours (5 weeks) |
|----------------------------|----------------------|-----------------------|------------------------|------------------------|------------------------|
| 1 year or less | | | | | |
| 1 year to under 3 years | | | | | |
| 3 years to under 6 years | | | | | |
| 6 years to under 10 years | | | | | |
| 10 years to under 15 years | | | | | |
| Over 15 years | | | | | |

Other (please specify)

3.4. How much paid sick time off (in hours) do you award an employee for continual service? Note: this does not include FMLA events.

| | 40 hours (1 week) | 80 hours (2 weeks) | 120 hours (3 weeks) | 160 hours (4 weeks) | 200 hours (5 weeks) |
|----------------------------|----------------------|-----------------------|------------------------|------------------------|------------------------|
| 1 year or less | | | | | |
| 1 year to under 3 years | | | | | |
| 3 years to under 6 years | | | | | |
| 6 years to under 10 years | | | | | |
| 10 years to under 15 years | | | | | |
| Over 15 years | | | | | |

Other (please specify)

3.5. Please add any comments related to your time off policy:

Please describe all the medical and other benefits that you provide to your employees.
 If you have a document describing all the benefits offered by your organization that you would like to upload, [please click here.](#)

4.1. Excluding wages and senior management compensation packages, what percentage does your company contribute to an employee’s total compensation package (health care, 401-k, safety equipment, amenities, other perks and benefits, etc.)?

- Under 10% _____
- 10% to 19% _____
- 20% to 29% _____
- 30% to 39% _____
- 40% to 49% _____
- 50% and over _____

4.2. Do you offer any of the following benefits to your employees? Please check (X) all that apply.

- | | | | |
|-------------------------------------|-------|---|-------|
| Medical insurance to employee | _____ | Vision care | _____ |
| Medical insurance to working spouse | _____ | Paid Parental Leave or Family Leave | _____ |
| Medical insurance to dependents | _____ | Life insurance | _____ |
| Dental insurance to employee | _____ | Employee Assistance Program (EAP) | _____ |
| Dental insurance to dependents | _____ | Drug & Alcohol Referral Program | _____ |
| Long-term disability | _____ | Onsite Dr visits, in-person or telemedicine | _____ |
| Short-term disability | _____ | Pet insurance | _____ |
| Accident insurance | _____ | Travel insurance | _____ |
| Other (please describe): | _____ | | |

4.3 Do you offer any of the following health care plan options? Select (X) all that apply.

- Preferred Provider Organization (PPO) _____
- Health Maintenance Organization (HMO) _____
- High Deductible Health Plans (HDHP) _____
- Health Savings Accounts (HSA) _____
- Health Reimbursement Arrangement (HRA) _____
- Healthcare Flex Spending Accounts (FSA) _____
- Other (please specify) _____

4.4. What percentage of medical benefits do you contribute to your employee?

4.5. What percentage of medical benefits do you contribute to your employee’s spouse and dependents?

4.6 Do you offer any of the following financial contribution benefits to your employees? Select (X) all that apply.

- 401-K contributions _____
 - Profit sharing _____
 - Retirement plan _____
 - Stock Options _____
 - Sign on bonus _____
 - Performance bonus _____
 - Shift differential for 2nd or 3rd shift _____
 - Employee discounts within company _____
 - Housing or mortgage/rent assistance _____
 - Home office and/or technology reimbursement _____
 - Company-provided childcare _____
 - Company-provided ridesharing _____
 - Contributions or discounts on products or services outside
of company _____
 - Other financial contribution-related benefits (please describe): _____
-

4.7 Do you provide wholly or in part, any of the following workplace tools and amenities? Select (X) all that apply.

- Pagers/cellphones _____
 - Uniforms _____
 - Safety equipment _____
 - Laptops/i-pads/tech _____
 - Collaborative software _____
 - Specialty or industry tools _____
 - Parking _____
 - Company vehicle _____
 - Rental vehicle _____
 - Other (please describe): _____
-

4.8. Do you offer any of the following life experience/job coaching/performance improvement benefits to your employees? Select (X) all that apply.

- Financial literacy/wellness program(including retirement or credit counseling) _____
 - Student loan repayment assistance (for pre-existing loans) _____
 - Tuition assistance (for new educational opportunities) _____
 - Job-related certifications _____
 - Opportunities for advancement including leadership/supervisor training _____
 - Career path programs _____
 - Cross-train or cross-functional departments _____
 - Other job coaching/performance improvement related benefits (please specify): _____
-

4.9. Do you offer any of the following flexible work/life-balance workplace benefits? Select (X) all that apply.

- Bonus time off for performance _____
- Time off for re-tooling production or re-organization of stock _____
- Unpaid time off (limited or unlimited) _____
- Unlimited PTO plans (permissive time off) _____
- Flexible shift work schedules (early start/late start) _____
- Remote work _____
- Summer hours _____
- Casual Fridays _____
- Late In/Early Out without PTO deductions _____
- 4-day workweeks _____
- Comp time _____
- Job Sharing _____
- Other flexible workplace related benefits (please specify) _____

4.10. Do you offer any of the following health and wellness benefits? Select (X) all that apply.

- Rewards for meeting individual health & wellness goals _____
- Treadmill workstations, standing desks or other ergonomic workspace enhancements _____
- Onsite fitness or discounted gym memberships _____
- Onsite health services, including access to medical professionals, telehealth, massage therapists _____
- Company-wide sponsored fitness challenges _____
- Healthy snacks, nutrition or diet programming _____
- Free food _____
- Company-provided wearables (fitness trackers) _____
- Stress management and mental health support programming _____
- Separate outdoor space for workplace breaks _____
- Healthcare screenings _____
- Eldercare referrals _____
- Family-friendly workplace _____
- Pet-friendly workplace _____
- Family support services _____
- Other (please specify): _____

4.11. Does your organization participate in social causes? (volunteering on work time, fundraising, donation matching, sponsorships, philanthropy, etc.)

- No _____
- Yes _____
- If yes, please specify. _____

4.12 Please add any comments related to your medical and other benefits policy.

STARTING AND MEDIAN WAGES

Please provide the number of employees, starting and median wages for each job title within your organization. If there is no comparable job title shown, please list job at the bottom of this spreadsheet. If needed, please refer to the explanation at the end of this section for information on calculating median wages*.

If you have a document describing wages offered by your organization that you would like to upload, [please click here.](#)

| Functional Area/Occupation | Number of Employees | Starting Wage | Median Wage |
|--|---------------------|---------------|-------------|
| Management & Administration | | | |
| Chief Executives (C-Level: CEO, CFO, CIO, COO. etc.) | | | |
| General and Operations Managers | | | |
| Sales Managers | | | |
| Administrative Services Managers | | | |
| Computer and Information Systems Managers | | | |
| Technology Managers | | | |
| Financial Managers | | | |
| Industrial Production Managers | | | |
| Transportation, Storage, and Distribution Managers | | | |
| Supply Chain/Logistics Managers | | | |
| Human Resources Managers | | | |
| Construction Managers | | | |
| Food Service Managers | | | |
| Medical and Health Services Managers | | | |
| | | | |
| Business, Financial, & Computer Operations | | | |
| Cost Estimators | | | |
| Human Resources Specialists | | | |
| Logisticians | | | |
| Project Management/Business Operations Specialists | | | |
| Training and Development Specialists | | | |
| Accountants and Auditors | | | |
| Financial and Investment Analysts | | | |
| Loan Officers | | | |
| Computer Network Architects | | | |
| Computer Network Support Specialists | | | |
| Computer Programmers | | | |
| Computer Systems Analysts | | | |
| Computer User Support Specialists | | | |
| Database Administrators & Architects | | | |
| Information Security Analysts | | | |
| Network and Computer Systems Administrators | | | |
| Software Developers, Software Quality Assurance Analysts and Testers | | | |
| Web Developers and Digital Interface Designers | | | |
| Artificial Intelligence (AI) Specialist | | | |
| Augmented Reality (AR) Specialist | | | |
| Technology Coordinator | | | |
| | | | |
| Engineering Occupations | | | |
| Electrical Engineers | | | |
| Electrical and Electronics Engineering Techs | | | |
| Electro-Mechanical & Mechatronics Techs | | | |

STARTING AND MEDIAN WAGES

| Functional Area/Occupation | Number of Employees | Starting Wage | Median Wage |
|--|---------------------|---------------|-------------|
| Industrial Engineers | | | |
| Industrial Engineering Technologists & Technicians | | | |
| Mechanical Engineers | | | |
| Mechanical Engineering Technologists & Technicians | | | |
| Materials Engineers | | | |
| Automotive Engineers | | | |
| Automotive Technologists & Technicians | | | |
| Robotics Engineers | | | |
| Robotics Technologists & Technicians | | | |
| Chemical Technicians | | | |
| Environmental Science and Protection Technicians, Including Health | | | |
| Quality Control Analysts | | | |
| Non Destructive Testing Specialists | | | |
| Drone Pilot/Operator | | | |
| Digital Imagers/Modelers | | | |
| 3D Printing Engineer | | | |
| | | | |
| | | | |
| Healthcare Occupations | | | |
| Dental Assistants | | | |
| Dental Hygienists | | | |
| Diagnostic Medical Sonographers | | | |
| Emergency Medical Technicians and Paramedics | | | |
| Health Technologists and Technicians, All Other | | | |
| Healthcare Support Workers, All Other | | | |
| Home Health and Personal Care Aides | | | |
| Licensed Practical and Licensed Vocational Nurses | | | |
| Medical Assistants | | | |
| Medical Records and Health Information Technicians | | | |
| Medical Secretaries | | | |
| Nurse Practitioners | | | |
| Nursing Assistants | | | |
| Occupational Therapy Assistants | | | |
| Pharmacists | | | |
| Pharmacy Technicians | | | |
| Phlebotomists | | | |
| Physical Therapist Assistants | | | |
| Physician Assistants | | | |
| Radiologic Technologists | | | |
| Registered Nurses | | | |
| Rehabilitation Counselors | | | |
| Substance Abuse, Behavioral Disorder, and Mental Health Counselors | | | |
| | | | |
| Legal, Arts, Education, Safety & Service Occupations | | | |
| Paralegals and Legal Assistants | | | |
| Vocational Education Teachers, Postsecondary | | | |
| Distance Learning Coordinator | | | |
| Childcare Workers | | | |
| Preschool Teachers, Except Special Education | | | |
| Teachers and Instructors, All Other, Except Substitute | | | |

STARTING AND MEDIAN WAGES

| Functional Area/Occupation | Number of Employees | Starting Wage | Median Wage |
|--|---------------------|---------------|-------------|
| Teacher Assistants | | | |
| Graphic Designers | | | |
| Security Guards | | | |
| Landscaping and Groundskeeping Workers | | | |
| Janitors & Cleaners | | | |
| Food Preparation & Serving Related Workers | | | |
| | | | |
| | | | |
| Sales & Customer Services and Office Support | | | |
| First-Line Supervisors of Retail Sales Workers | | | |
| First-Line Supervisors of Non-Retail Sales Workers | | | |
| Retail Salespersons | | | |
| Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products | | | |
| Sales Engineers | | | |
| Telemarketers and appointment setters | | | |
| First-Line Supervisors of Office and Administrative Support Workers | | | |
| Bill and Account Collectors | | | |
| Bookkeeping, Accounting, and Auditing Clerks | | | |
| Bank Tellers | | | |
| Customer Service Representatives | | | |
| Secretaries and Administrative Assistants | | | |
| Office Clerks, General | | | |
| | | | |
| | | | |
| Construction and Maintenance Workers | | | |
| First-Line Supervisors of Construction Trades and Extraction Workers | | | |
| Cement Masons and Concrete Finishers | | | |
| Carpenters | | | |
| Construction Laborers | | | |
| Electricians | | | |
| Painters, Construction and Maintenance | | | |
| Plumbers, Pipefitters, and Steamfitters | | | |
| Sheet Metal Workers | | | |
| Structural Iron and Steel Workers | | | |
| First-Line Supervisors of Mechanics, Installers, and Repairers | | | |
| Electrical and Electronics Repairers, Commercial and Industrial Equipment | | | |
| Automotive Body and Related Repairers | | | |
| Automotive Service Technicians | | | |
| HVAC Mechanics & Installers | | | |
| Industrial Machinery Mechanics | | | |
| General Maintenance and Repair Workers | | | |
| General Maintenance and Repair Workers-helpers | | | |
| | | | |
| | | | |
| Production Workers | | | |
| First-Line Supervisors of Production and Operating Workers | | | |
| Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers | | | |
| Structural Metal Fabricators and Fitters | | | |

STARTING AND MEDIAN WAGES

| Functional Area/Occupation | Number of Employees | Starting Wage | Median Wage |
|--|---------------------|---------------|-------------|
| Assemblers and Fabricators, All Other, Including Team Assemblers | | | |
| Bakers | | | |
| Computer-Controlled Machine Tool Operators, Metal and Plastic | | | |
| Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic | | | |
| Machinists | | | |
| Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic | | | |
| Tool and Die Makers | | | |
| Welders, Cutters, Solderers and Brazers | | | |
| Sewing Machine Operators | | | |
| Woodworking Machine Setters, Operators/Tenders, Inspectors, Testers, Sorters, Samplers, and Weighers | | | |
| Packaging and Filling Machine Operators and Tenders | | | |
| Coating, Painting, and Spraying Machine Setters, Operators, and Tenders | | | |
| Helpers—Production Workers | | | |
| | | | |
| Transportation & Warehouse Occupations | | | |
| First-Line Supervisors of Transportation and Material Moving Workers | | | |
| Heavy and Tractor-Trailer Truck Drivers | | | |
| Bus Drivers | | | |
| Light Truck or Delivery Services Drivers | | | |
| Industrial Truck and Tractor Operators (includes forklifts) | | | |
| Crane & Tower Operators | | | |
| Conveyor Operators & Tenders | | | |
| Laborers and Freight, Stock, and Material Movers, Hand | | | |
| Machine Feeders and Offbearers | | | |
| Packers and Packagers, Hand | | | |
| Refuse and Recyclable Material Collectors | | | |
| Dispatchers, Except Police, Fire, and Ambulance | | | |
| Production, Planning, and Expediting Clerks | | | |
| Shipping, Receiving, and Traffic Clerks | | | |
| Stock Clerks and Order Fillers | | | |
| Weighers, Measurers, Checkers, and Samplers, Recordkeeping | | | |
| | | | |
| Other Occupations Not Listed | | | |
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*Please calculate the median wage by arranging the salaries for a group of employees in descending order and then locating the salary that represents the midpoint of the distribution. Fifty percent of the salaries are less than the median and fifty percent of the salaries are greater than the median. For an explanation defining the difference between average salary and median salary, please see <https://www.salary.com/blog/defining-the-difference-between-average-and-median-salary/>