

2012 Reno County Wage & Benefit Survey

1. 2012 Reno County Wage & Benefit Survey

Thank you for taking time to complete the 2012 Reno County Wage & Benefit Survey. Your input is important as we strive to provide accurate wage and benefit information to our community and to companies considering locating their businesses here.

The survey is divided in two parts: Benefit Information and Wage Information. Please complete the survey to the best of your knowledge. If you have all of the information gathered, the survey should take 30-40 minutes. A pdf version of the survey is located on hutchchamber.com/wagesurvey. Also, hard copies of this survey are available at the Chamber office.

All information will be presented in an aggregate form and will remain confidential. The survey will be open until February 29, and survey results will be posted on the Chamber website by April 2. Please visit hutchchamber.com for more information. If you have questions, contact Dana Regehr at danar@hutchchamber.com.

2. Company Information

All information contained in this survey will remain confidential and only aggregate results will be made available. Please fill out the survey as completely as possible.

* 1. Name of Company

2. Name of Person Completing the Survey

*** 3. Occasionally, the Chamber receives requests for a list of companies that participate in the Wage & Benefit Survey. Would your company like to be included on a public list of companies that participate in the 2012 Wage & Benefit Survey?**

- Yes, please include my company on a public list
- No, please keep my company name completely confidential

4. Number of Individuals Employed in Reno County by Your Company:

Full-time:

Part-time:

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5. Type of Business:

- Healthcare
- Manufacturing
- Retail
- Restaurant/Hospitality
- Service
- Non-profit
- Other (please specify)

3. Part I - Benefit Information - Compensation

6. How often do you pay your employees?

- Weekly
- Bi-weekly - 26 pay periods
- Monthly
- Bi-monthly - 24 pay periods
- Other (please specify)

7. Do you offer flex or comp time?

- Yes
- No

8. Overtime:

	1x	1.5x	2x
Amount paid over 8 hours	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Amount paid over 40 hours	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Amount paid to work Saturday	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Amount paid to work Sunday	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Amount paid to work holiday	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Other (please specify)

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9. Do you have more than one shift?

- Yes
- No

4. Shift Differential

10. Do you pay a shift differential?

- Yes
- No

Comments

5. Health Insurance

11. Is health insurance available to full-time employees?

- Yes
- No

6. Health Insurance Information

12. What is the required number of hours per week for full-time health insurance?

- 15-20 hours
- 21-30 hours
- 31-35 hours
- 36-40 hours

13. We offer an HSA option.

- Yes
- No

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14. Who pays the premiums? (Please select the responses that best describe your situation.)

- Employer pays all - 100%
- Employer pays all - key positions only - 100%
- Employer pays 80-99%
- Employer pays 60-79%
- Employer pays 40-59%
- Employer pays 20-39%
- Employers pays less than 19%
- Employee pays all
- Other (please specify)

15. Is health insurance available to employees' dependents?

- Yes
- No

16. Who pays the premium? (Please select the responses that best describe your situation.)

- Employer pays all - 100%
- Employer pays all - key positions only - 100%
- Employer pays 80-99%
- Employer pays 60-79%
- Employer pays 40-59%
- Employer pays 20-39%
- Employers pays less than 19%
- Employee pays all
- Other (please specify)

7. Dental & Vision Insurance

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17. Is dental insurance available to full-time employees?

- Yes
- No

18. Who pays the premium? (Please select the response that best describes your situation.)

- Employer pays all - 100%
- Employer pays all - key positions only - 100%
- Employer pays 80-99%
- Employer pays 60-79%
- Employer pays 40-59%
- Employer pays 20-39%
- Employers pays less than 19%
- Employee pays all
- Other (please specify)

19. Is vision insurance available to full-time employees?

- Yes
- No

20. Who pays the premiums? (Please select the response that best describes your situation.)

- Employer pays all - 100%
- Employer pays all - key positions only - 100%
- Employer pays 80-99%
- Employer pays 60-79%
- Employer pays 40-59%
- Employer pays 20-39%
- Employers pays less than 19%
- Employee pays all
- Other (please specify)

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8. Life Insurance & Retirement

21. Is there a life insurance plan available to full-time employees?

- Yes
- No

22. Who pays the premium? (Please select the response(s) that best describes your situation.)

- Employer pays all - 100%
- Employer pays all - key positions only - 100%
- Employer pays 80-99%
- Employer pays 60-79%
- Employer pays 40-59%
- Employer pays 20-39%
- Employers pays less than 19%
- Employee pays all
- Other (please specify)

23. What amount of insurance is available?

- \$25,000 or less
- \$25,000-50,000
- \$50,000-100,000
- \$100,000-200,000
- Other (please specify)

24. Is there a retirement plan available to full-time employees?

- Yes
- No

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25. What types of retirement plans are available? (Check as many as apply)

- Pension Plans
- Simple IRA
- Traditional or Roth IRA
- SEP IRA
- 401K
- 403B
- 457 Plan
- Company Stock
- Profit Sharing
- Other (please specify)

9. Disability Insurance

26. Is disability insurance available to full-time employees?

- Yes
- No

27. Who pays the premiums?

- Employer pays all - 100%
- Employer pays all - key positions only - 100%
- Employer pays 80-99%
- Employer pays 60-79%
- Employer pays 40-59%
- Employer pays 20-39%
- Employers pays less than 19%
- Employee pays all
- Other (please specify)

10. Educational Reimbursement

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28. If your company pays for or reimburses employees for continuing education, what type of education do you cover:

- Only directly related to job
- Any continuing education
- We do not pay for continuing education

29. How do you reimburse your employees for education expenses?

- Yes unlimited
- Yes limited but more than half
- Yes limited but less than half

Other (please specify)

30. Please select the items you pay for.

- Books
- Tuition
- Fees
- Mileage
- Other (please specify)

11. Travel Expenses

31. Do you reimburse your employees for travel expenses?

- Yes
- No

Other (please specify)

32. At what rate? (The 2012 IRS rate is 55.5 cents/mile.)

12. Vacation Time or Paid Time Off

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33. Does your company offer:

- Paid Time Off (may include vacation time, holiday pay, sick leave, bereavement leave)
- Separate vacation time, holiday pay, sick leave, bereavement leave
- None of the above

Other (please specify)

13. Vacation Time

34. How many weeks (5-day weeks) of paid vacation are available per year to full-time employees?

	Weeks of Vacation
1 year of service	<input type="text"/>
2-4 years	<input type="text"/>
5-9 years	<input type="text"/>
10-14 years	<input type="text"/>
15-19 years	<input type="text"/>
20-29 years	<input type="text"/>
30-39 years	<input type="text"/>
40 years +	<input type="text"/>

Other (please specify)

35. Do you provide your employees with paid holidays?

- No
- 1-2 days
- 3-4 days
- 5-6 days
- 7-8 days
- 9-10 days
- 11-13 days
- 14 or more days
- Other (please specify)

14. Maternity & Sick Leave

36. What maternity leave options does your company provide to full-time employees?

- Employee may use paid maternity leave (instead of using sick leave and vacation time)
- Employee may use sick leave
- Employee may use vacation leave
- Employee may take unpaid leave
- Employee may use short-term disability
- Other (please specify)

37. Does your company offer paternity leave?

- Yes
- No

38. How many weeks of sick leave are available to full-time employees (1st year employees)?

- None
- One week
- Two weeks
- Three weeks
- More than 3 weeks
- Other (please specify)

39. What is the maximum accrual of paid sick leave available to full-time employees?

- None
- One week
- Two weeks
- Three weeks
- More than 3 weeks
- Other (please specify)

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40. Can sick leave be shared?

- Yes
- No

41. Do you provide bereavement leave?

- Yes
- No

42. How many days?

15. Paid Time Off

43. What is included in your paid time off policy? Check all that apply.

- Vacation time
- Sick leave
- Holidays
- Bereavement leave
- Maternity/paternity leave

Other (please specify)

44. How many days of paid time off are available per year to full-time employees?

Days of Vacation

1 year of service	<input type="text"/>
2-4 years	<input type="text"/>
5-9 years	<input type="text"/>
10-14 years	<input type="text"/>
15-19 years	<input type="text"/>
20-29 years	<input type="text"/>
30-39 years	<input type="text"/>
40 years +	<input type="text"/>

Other (please specify)

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45. If holidays are not included in your paid time off policy, how many paid holidays do you provide?

- None
- 1-2 days
- 3-4 days
- 5-6 days
- 7-8 days
- 9-10 days
- 11-13 days
- 14 or more days
- Other (please specify)

46. Do you provide paid maternity leave apart from paid time off?

- Yes
- No

16. Childcare

47. Is childcare assistance available to full-time employees?

- Yes
- No

48. Who pays for childcare?

- Employer pays for all
- Employer pays more than half
- Employer and employee pay about the same
- Employer pays more than half
- Employee pays all
- Other (please specify)

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49. Do you see a need for additional childcare in Reno County? (Select all that apply)

- 7:00 a.m. - 6:00 p.m.
- 2nd shift
- 3rd shift
- Saturday
- No

50. Would your company be willing to financially support additional childcare facilities?

- Yes
- No

17. Additional Incentives

51. Does your company have an employee wellness program?

- Yes
- No

52. Does your company provide a bonus or incentive plan to employees. If yes, please describe.

- Yes
- No

Other (please specify)

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53. Please provide the average cost of benefits as a percentage of salary at your company. For example, an employee earns \$45,000, and the cost of their benefits is \$13,500. Thus, the cost of benefits percentage is 30%.

- 0 - 10%
- 11 - 20%
- 21 - 30%
- 31 - 40%
- 41 - 50%

Other (please specify)

18. Commuting

54. Please estimate the percent of your full-time employees who commute more than 10 miles to work.

- 0%
- 10%
- 25%
- 40%
- 50%
- 75%
- Other (please specify)

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55. Please indicate from which communities outside of Reno County your employees commute. (Please select all that apply.)

- Kingman area
- Lyons area (includes Sterling and Rice County communities)
- McPherson area (includes Inman and Moundridge)
- Newton area (includes Burrton, Halstead, & Hesston)
- Pratt area
- St. John area (includes all of Stafford County)
- Wichita area (includes all of Sedgwick County)
- Other (please specify)

19. Turnover

56. What is your approximate turnover rate for individuals employed LESS than one year?

- 0-10%
- 11-20%
- 21-30%
- 31-40%
- 41-50%
- 51-60%
- 61-70%
- 71-80%
- 81-90%
- 91-100%

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57. What is your approximate turnover rate for individuals employed MORE than one year?

- 0-10%
- 11-20%
- 21-30%
- 31-40%
- 41-50%
- 51-60%
- 61-70%
- 71-80%
- 81-90%
- 91-100%

20. Job Forecast

58. Please indicate the number of positions for which you are now taking applications in each of the following occupational categories.

Managerial & Administrative	<input type="text"/>
Sales & Related	<input type="text"/>
Clerical & Administrative Support	<input type="text"/>
Information Technology	<input type="text"/>
Service (business, health and legal workers, custodial, food & beverage workers)	<input type="text"/>
Agricultural	<input type="text"/>
Production, Construction, Operating, Maintenance, and Material Handling	<input type="text"/>

59. Do you anticipate adding jobs in the coming year?

- Yes
- No

21. Number of Jobs You Expect to Add

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60. How many jobs do you expect to add in 2012?

- 1-2 jobs
- 3-5 jobs
- 6-10 jobs
- 11-15 jobs
- 16-25 jobs
- 25 or more jobs
- Other (please specify)

22. Anticipated Lay-offs

61. Do you anticipate any layoffs in 2012?

- Yes
- No

23. Barriers to Employment Growth

62. Please list any barriers you perceive in attracting enough qualified employees to fill available positions in your business:

24. Part II - Wage Information

63. Please provide the average percentage increase in wages for 2011 compared to the prior year's wages for each of the following areas:

All Reno County Employees	<input type="text"/>
Management	<input type="text"/>
Clerical	<input type="text"/>
Production Work	<input type="text"/>

25. Wages

Occupation Category: Management Positions

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Please provide an hourly equivalent for salaried positions (Salary divided by 2,080 hour work year).

If you currently only have one wage rate for a category, please put your answer in the AVERAGE WAGE blank.

64. Chief Executive Officer

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>

65. Plant Managers

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

66. Engineering Managers

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

67. Accounting Manager/CFO

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

68. Office Managers

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

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69. Production Managers

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

70. Superintendents/Supervisors

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

71. Purchasing Agents

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

72. Service Managers

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

26. Occupation Category: Professionals

Please provide an hourly equivalent for salaried positions (Salary divided by 2,080 hour work year).

If you currently only have one wage rate for a category, please put your answer in the AVERAGE WAGE blank.

73. Accountants and Auditors

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

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74. Computer Consultants

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

75. Designers

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

76. Software Engineers

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

77. Sr. Mfg. Engineers

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

78. Mechanical Engineers

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

79. Electrical & Electronics Engineers

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

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80. Loan Officers

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

81. Marketing Specialists

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

82. Human Resources

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

83. Public Relations

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

84. Graphic Designers

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

85. Systems Analysts/Network Admin

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

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86. Teachers

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

87. Counselors

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

88. Social Workers

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

27. Occupation Category: Technical

Please provide an hourly equivalent for salaried positions (Salary divided by 2,080 hour work year).

If you currently only have one wage rate for a category, please put your answer in the AVERAGE WAGE blank.

89. Computer Programmers

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

90. Computer Support Specialists

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

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91. Database Manager

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

92. Drafters

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

93. Computer Operators/Technicians

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

94. Lab Technicians

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

95. Registered Nurses

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

96. LPNs

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

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97. Nurses Aides

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

98. X-Ray Technicians

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

99. Dental Hygenists

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

28. Skilled Workers & Manufacturing

If you currently only have one wage rate for a category, please put your answer in the AVERAGE WAGE blank.

100. Hourly Paid Supervisors

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

101. Lead Operators

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

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102. Machine Mechanics

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

103. Skilled Machine Operators

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

104. CNC Operators

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

105. Quality Control Technician

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

106. Maintenance Technician

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

107. Electricians

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

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108. Bricklayers

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

109. Carpenters

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

110. Painters

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

111. Tool & Die Makers

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

112. HVAC Technicians

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

113. Utility Technician

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

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114. Plumbers (Journeyman)

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

29. Semi-skilled Workers & Manufacturing

If you currently only have one wage rate for a category, please put your answer in the AVERAGE WAGE blank.

115. Assemblers

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

116. Machinists

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

117. Printing Trades

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

118. Machine Operators

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

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119. Truck Drivers

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

120. Materials Handlers (Forklift Operators)

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

121. Welders

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

122. Line Production Workers

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

30. Occupation Category: Office & Clerical

If you currently only have one wage rate for a category, please put your answer in the AVERAGE WAGE blank.

123. Bank Tellers

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

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124. Bookkeepers

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

125. File/Office Clerks

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

126. Shipping/Receiving Clerks

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

127. Payroll Clerks

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

128. Administrative Assistants

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

129. Receptionists

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

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130. Legal Assistants

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

131. Transcriptionists

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

31. Occupation Category: Sales

If you currently only have one wage rate for a category, please put your answer in the AVERAGE WAGE blank.

132. Sales (non-retail)

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

133. Outside Sales

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

134. Cashiers/Checkers/ Retail Clerks

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

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135. Customer Service Reps.

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

136. Call Center Representatives

In-bound Entry Level (Hourly)	<input type="text"/>
In-bound Average (Hourly)	<input type="text"/>
In-bound Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>
Out-bound Entry Level (Hourly)	<input type="text"/>
Out-bound Average (Hourly)	<input type="text"/>
Out-bound Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

32. Service Workers

If you currently only have one wage rate for a category, please put your answer in the AVERAGE WAGE blank.

137. Unskilled Laborers

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

138. Guards

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

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139. Janitors

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

140. Delivery Personnel

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

141. Food Service Managers

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

142. Bartenders

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

143. Bus Staff

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

144. Kitchen Staff

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

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145. Wait Staff (Wage Without Tips)

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

146. Retail Clerks

Entry Level (Hourly)	<input type="text"/>
Average (Hourly)	<input type="text"/>
Highest (Hourly)	<input type="text"/>
Number of Reno County Employees in this Position	<input type="text"/>

33. Thank you!

Thank you for participating in the 2012 Reno County Wage & Benefit Survey. Please be sure that you are completely satisfied with your survey responses.

If you entered the survey through an emailed link, you will be able to re-enter the survey. However, if you entered via www.hutchchamber.com/wagesurvey, once you click Done, you will NOT be able to re-enter.

If you have questions, please email Dana Regehr at danar@hutchchamber.com.