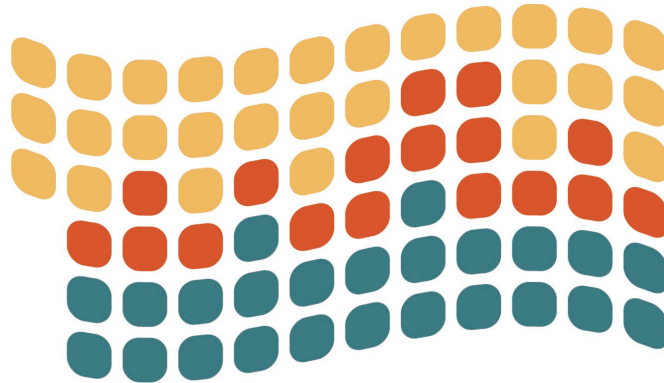


# Holmes County, Ohio Wage and Benefit Analysis Report February 2021



## HOLMES COUNTY ECONOMIC DEVELOPMENT COUNCIL

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**THE OHIO STATE UNIVERSITY**

COLLEGE OF FOOD, AGRICULTURAL,  
AND ENVIRONMENTAL SCIENCES

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# EXECUTIVE SUMMARY

This report summarizes the results of the Holmes County compensation study, commissioned by the Holmes County Economic Development Council, funded by the Holmes County Commissioners, and conducted by Ohio State University Extension researchers. A web-based survey was administered during the fall of 2020 that included wage and benefit data for 36 occupations. A total of 68 businesses participated in the survey.

The researchers gathered information from human resource managers or similar administrators. The survey questions asked respondents to provide information related to wages, benefits, and other forms of compensation. Six categories of job classifications were analyzed including:

- Production Workers
- Transportation and Material Moving Workers
- Business and Financial Operations Personnel
- Office and Administrative Support Staff
- Healthcare Practitioners
- Food Service/Restaurant and Lodging Personnel

## About the Businesses\*

- **Longevity:** Over 83 percent of responding businesses have been in business for more than 20 years.
- **Unionization:** Slightly over 8 percent of the companies are unionized.
- **Type:** Almost 43 percent of respondents classify their businesses as manufacturing and over 13 percent as accommodation and food service. Researchers also note that almost 28 percent of respondents indicated “none of the above.”
- **Size:** Almost 13 percent of respondents employ less than 10 employees, 20 percent have between 11 and 24 employees, and 22 percent have between 25 and 50 employees.
- **Compensation Type:** Almost 45 percent of respondents indicated that they have between 11 and 50 hourly employees. Almost 70 percent of respondents have less than 10 salaried employees.
- **Healthcare Benefit:** Almost 54 percent of respondents indicated that they offer major medical coverage to their employees.

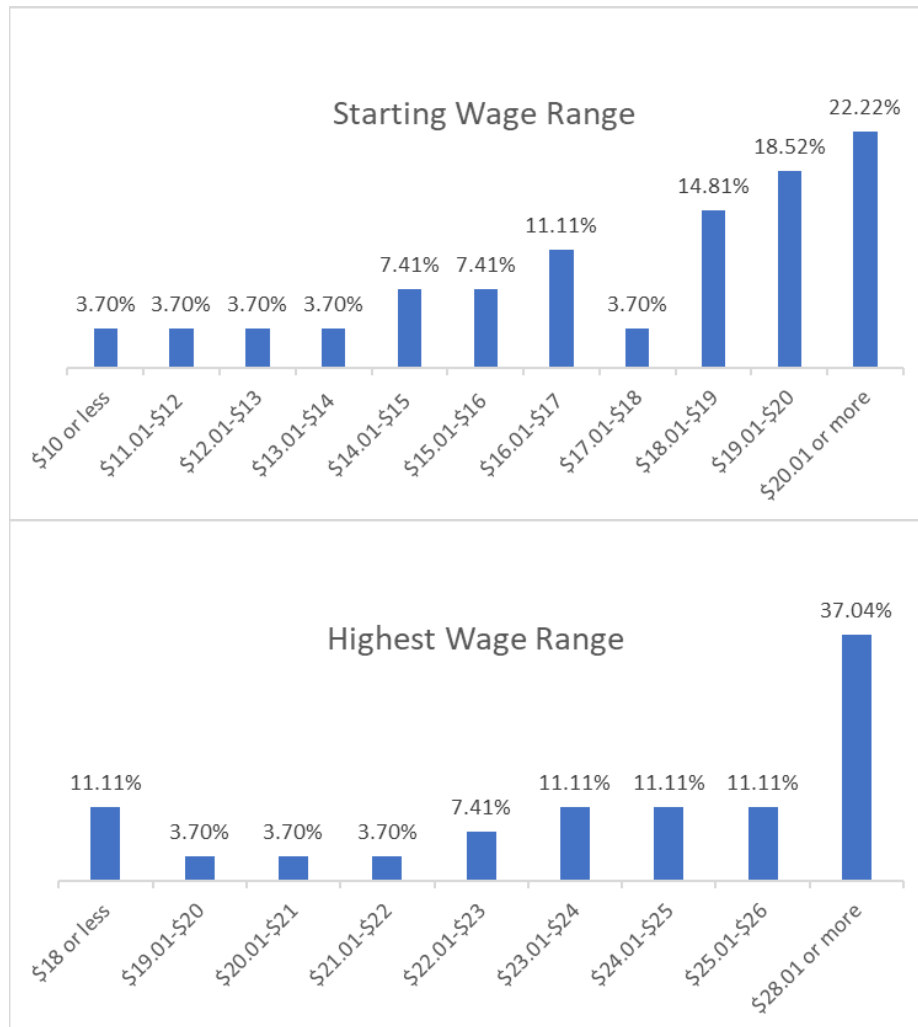
\*A total of 68 businesses responded to the survey, but in some circumstances, not all businesses responded to every question.

# WAGE DATA

## PRODUCTION WORKERS - SUPERVISORS

**Respondent Data:** Of the 41 survey respondents who reported employing Production Workers, a total of 27 indicated that they employ one or more Supervisors.

**Wage Data:** Survey respondents were presented with a list of wage range response options for both starting hourly wage and highest hourly wage for Supervisors of Production Workers and were asked to select the responses that were reflective of the wages that they offer. Information about the distribution of responses across wage range options is set forth in the charts below:



**State & Federal Comparisons:** The median hourly wage for Supervisors of Production Workers in the State of Ohio is **\$29.27** and the median hourly wage in the U.S. is **\$29.48**. For purposes of comparison, the survey response options that were selected by the largest number of survey respondents, along with the State of Ohio and U.S. median hourly wages (BLS May 2019), are set forth in the table below.

Employment Position	Survey Starting Wage Range	Survey Highest Wage Range	Ohio Median Hourly Wage	U.S. Median Hourly Wage
Supervisors of Production Workers	\$20.01 or more	\$28.01 or more	\$29.27	\$29.48

## PRODUCTION WORKERS - STRUCTURAL METAL FABRICATORS

**Respondent Data:** Of the 41 survey respondents who reported employing Production Workers, fewer than 10 indicated that they employ one or more Structural Metal Fabricators.\*

**Wage Data:** Survey respondents were presented with a list of wage range response options for both starting hourly wage and highest hourly wage for Structural Metal Fabricators and were asked to select the responses that were reflective of the wages that they offer. Information about the distribution of responses across wage range options is set forth in the charts below:



**State & Federal Comparisons:** The median hourly wage for Structural Metal Fabricators in the State of Ohio is **\$17.60** and the median hourly wage in the U.S. is **\$19.42**. For purposes of comparison, the survey response options that were selected by the largest number of survey respondents, along with the State of Ohio and U.S. median hourly wages (BLS May 2019), are set forth in the table below.

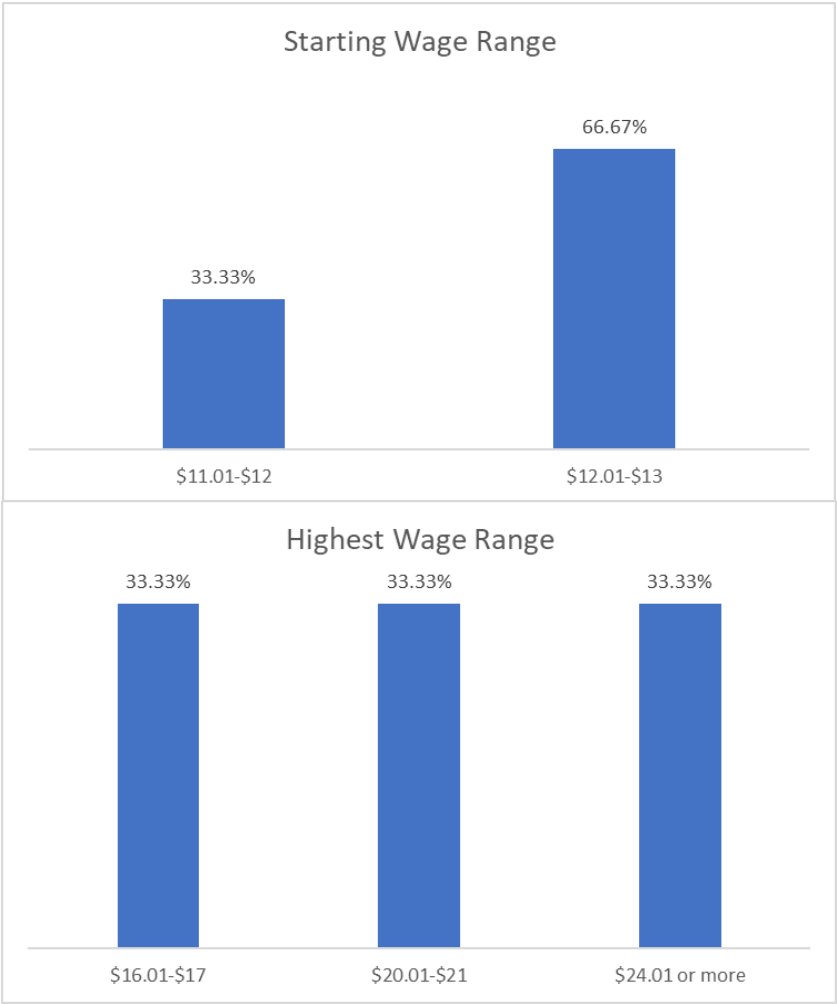
Employment Position	Survey Starting Wage Range	Survey Highest Wage Range	Ohio Median Hourly Wage	U.S. Median Hourly Wage
Structural Metal Fabricators	\$12.01-\$13 \$15.01-\$16 \$16.01-\$17 \$17.01-\$18	\$16 or less \$19.01-\$20 \$20.01-\$21 \$21.01-\$22	\$17.60	\$19.42

\*To assure anonymity of responding employers, if there were fewer than 10 respondents for a given employment position, the actual number is not being reported.

# PRODUCTION WORKERS - FOOD PROCESSORS

**Respondent Data:** Of the 41 survey respondents who reported employing Production Workers, fewer than 10 indicated that they employ one or more Food Processors.\*

**Wage Data:** Survey respondents were presented with a list of wage range response options for both starting hourly wage and highest hourly wage for Food Processors and were asked to select the responses that were reflective of the wages that they offer. Information about the distribution of responses across wage range options is set forth in the charts below:



**State & Federal Comparisons:** The median hourly wage for Food Processors in the State of Ohio is **\$11.95** and the median hourly wage in the U.S. is **\$13.24**. For purposes of comparison, the survey response options that were selected by the largest number of survey respondents, along with the State of Ohio and U.S. median hourly wages (BLS May 2019), are set forth in the table below.

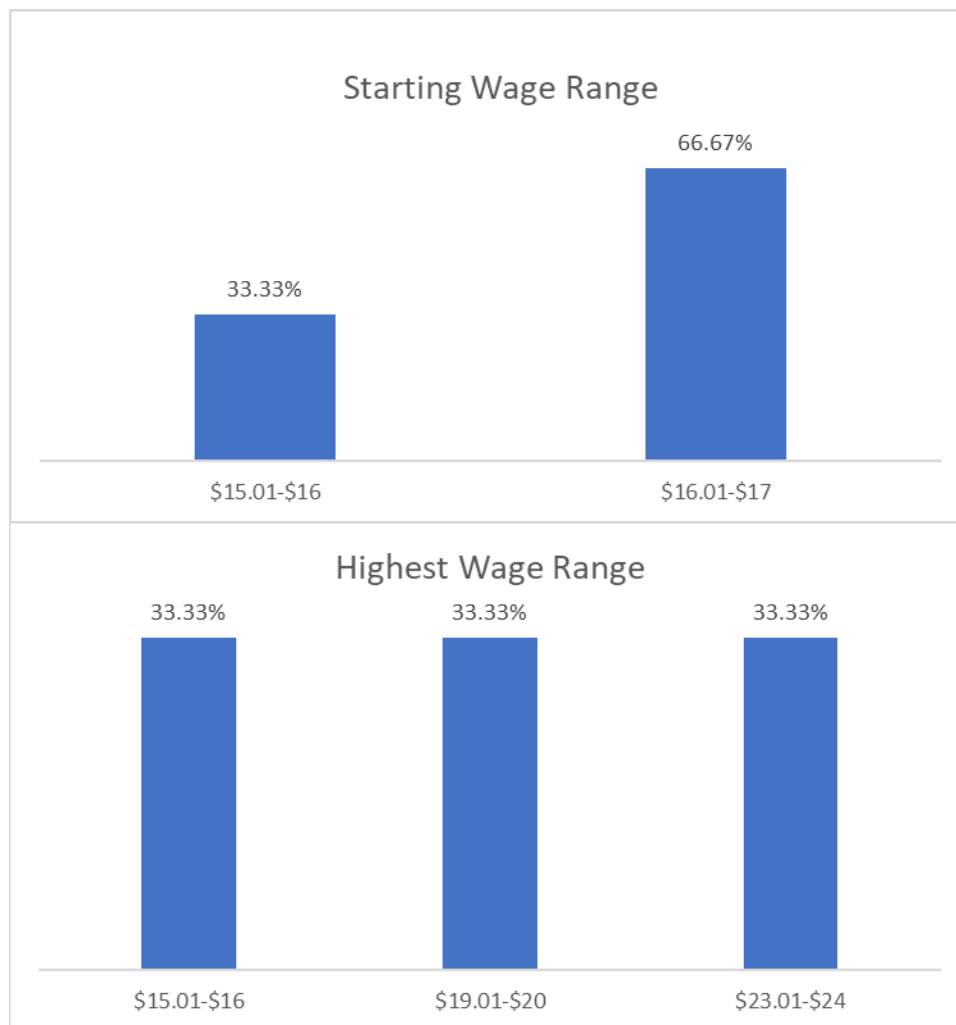
Employment Position	Survey Starting Wage Range	Survey Highest Wage Range	Ohio Median Hourly Wage	U.S. Median Hourly Wage
Food Processors	\$12.01-\$13	\$16.01-\$17 \$20.01-\$21 \$24.01 or more	\$11.95	\$13.24

\*To assure anonymity of responding employers, if there were fewer than 10 respondents for a given employment position, the actual number is not being reported.

## PRODUCTION WORKERS - WELDING, SOLDERING & BRAZING WORKERS

**Respondent Data:** Of the 41 survey respondents who reported employing Production Workers, fewer than 10 indicated that they employ one or more Welding, Soldering & Brazing Workers.\*

**Wage Data:** Survey respondents were presented with a list of wage range response options for both starting hourly wage and highest hourly wage for Welding, Soldering & Brazing Workers and were asked to select the responses that were reflective of the wages that they offer. Information about the distribution of responses across wage range options is set forth in the charts below:



**State & Federal Comparisons:** The median hourly wage for Welding, Soldering & Brazing Workers in the State of Ohio is **\$19.20** and the median hourly wage in the U.S. is **\$20.43**. For purposes of comparison, the survey response options that were selected by the largest number of survey respondents, along with the State of Ohio and U.S. median hourly wages (BLS May 2019), are set forth in the table below.

Employment Position	Survey Starting Wage Range	Survey Highest Wage Range	Ohio Median Hourly Wage	U.S. Median Hourly Wage
Welding, Soldering & Brazing Workers	\$16.01-\$17	\$15.01-\$16 \$19.01-\$20 \$23.01-\$24	\$19.20	\$20.43

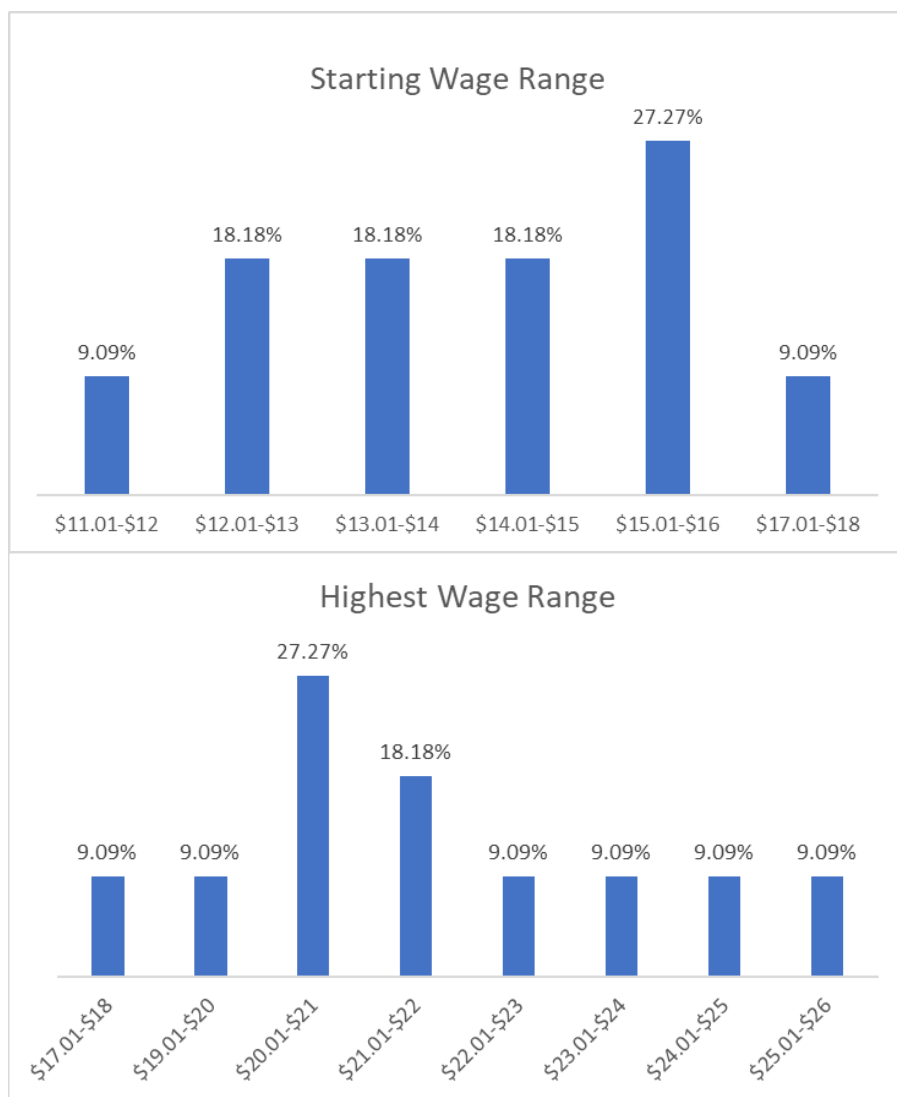
\*To assure anonymity of responding employers, if there were fewer than 10 respondents for a given employment position, the actual number is not being reported.



## PRODUCTION WORKERS – WOODWORKERS

**Respondent Data:** Of the 41 survey respondents who reported employing Production Workers, a total of 11 indicated that they employ one or more Woodworkers.

**Wage Data:** Survey respondents were presented with a list of wage range response options for both starting hourly wage and highest hourly wage for Woodworkers and were asked to select the responses that were reflective of the wages that they offer. Information about the distribution of responses across wage range options is set forth in the charts below:



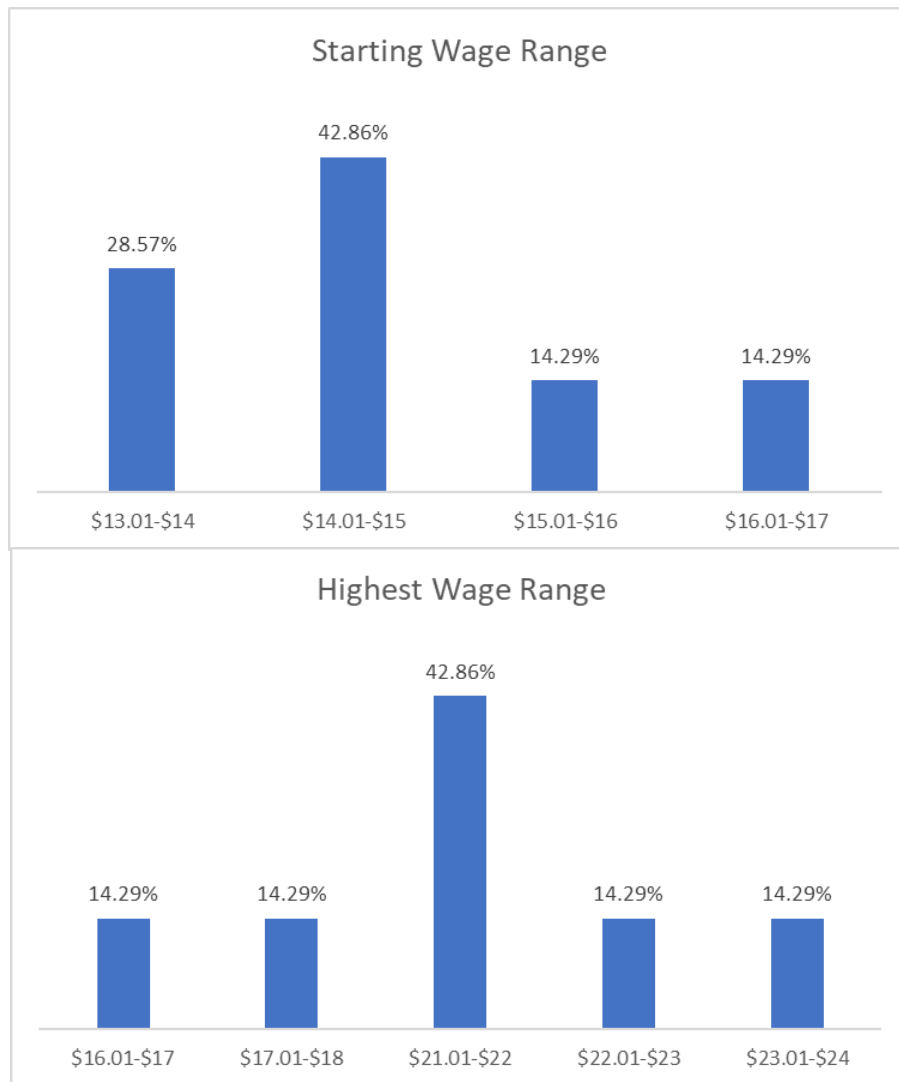
**State & Federal Comparisons:** The median hourly wage for Woodworkers in the State of Ohio is **\$17.66** and the median hourly wage in the U.S. is **\$17.21**. For purposes of comparison, the survey response options that were selected by the largest number of survey respondents, along with the State of Ohio and U.S. median hourly wages (BLS May 2019), are set forth in the table below.

Employment Position	Survey Starting Wage Range	Survey Highest Wage Range	Ohio Median Hourly Wage	U.S. Median Hourly Wage
Woodworkers	\$15.01-\$16	\$20.01-\$21	\$17.66	\$17.21

## PRODUCTION WORKERS - FURNITURE FINISHERS

**Respondent Data:** Of the 41 survey respondents who reported employing Production Workers, fewer than 10 indicated that they employ one or more Furniture Finishers.\*

**Wage Data:** Survey respondents were presented with a list of wage range response options for both starting hourly wage and highest hourly wage for Furniture Finishers and were asked to select the responses that were reflective of the wages that they offer. Information about the distribution of responses across wage range options is set forth in the charts below:



**State & Federal Comparisons:** The median hourly wage for Furniture Finishers in the State of Ohio is **\$14.94** and the median hourly wage in the U.S. is **\$15.62**. For purposes of comparison, the survey response options that were selected by the largest number of survey respondents, along with the State of Ohio and U.S. median hourly wages (BLS May 2019), are set forth in the table below.

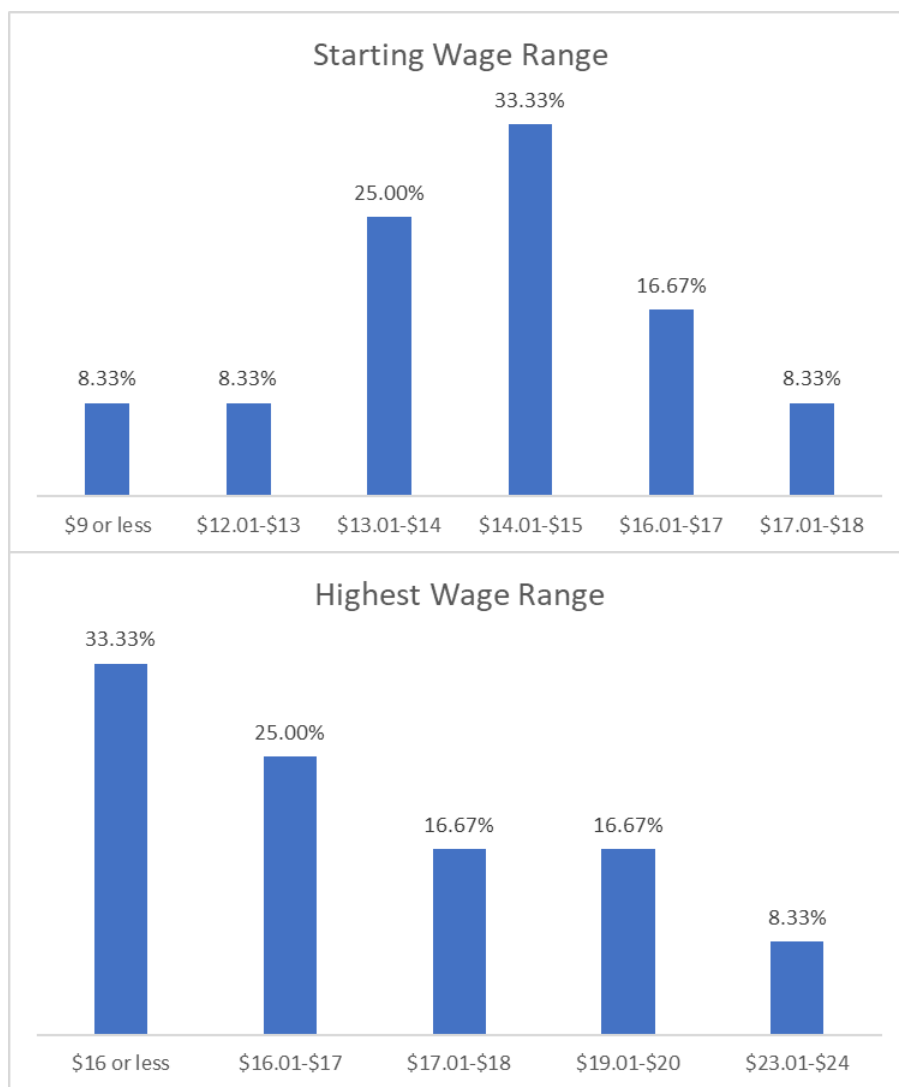
Employment Position	Survey Starting Wage Range	Survey Highest Wage Range	Ohio Median Hourly Wage	U.S. Median Hourly Wage
Furniture Finishers	\$14.01-\$15	\$21.01-\$22	\$14.94	\$15.62

\*To assure anonymity of responding employers, if there were fewer than 10 respondents for a given employment position, the actual number is not being reported.

## PRODUCTIONS WORKERS - PACKAGING & FILLING MACHINE OPERATORS

**Respondent Data:** Of the 41 survey respondents who reported employing Production Workers, a total of 12 indicated that they employ one or more Packaging & Filling Machine Operators.

**Wage Data:** Survey respondents were presented with a list of wage range response options for both starting hourly wage and highest hourly wage for Packaging & Filling Machine Operators and were asked to select the responses that were reflective of the wages that they offer. Information about the distribution of responses across wage range options is set forth in the charts below:



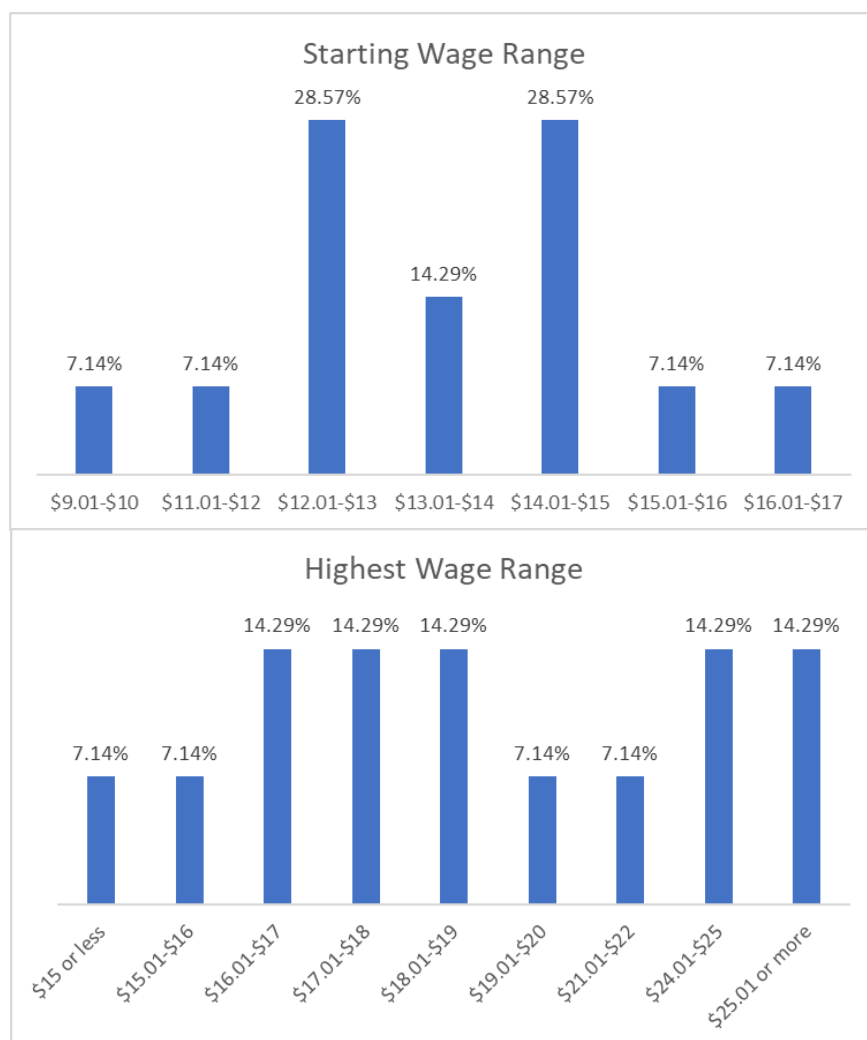
**State & Federal Comparisons:** The median hourly wage for Packaging & Filling Machine Operators in the State of Ohio is **\$15.19** and the median hourly wage in the U.S. is **\$14.90**. For purposes of comparison, the survey response options that were selected by the largest number of survey respondents, along with the State of Ohio and U.S. median hourly wages (BLS May 2019), are set forth in the table below.

Employment Position	Survey Starting Wage Range	Survey Highest Wage Range	Ohio Median Hourly Wage	U.S. Median Hourly Wage
Packaging & Filling Machine Operators	\$14.01-\$15	\$16 or less	\$15.19	\$14.90

## PRODUCTION WORKERS – OTHER

**Respondent Data:** Of the 41 survey respondents who reported employing Production Workers, a total of 14 indicated that they employ one or more Other Production Workers.

**Wage Data:** Survey respondents were presented with a list of wage range response options for both starting hourly wage and highest hourly wage for Other Production Workers and were asked to select the responses that were reflective of the wages that they offer. Information about the distribution of responses across wage range options is set forth in the charts below:



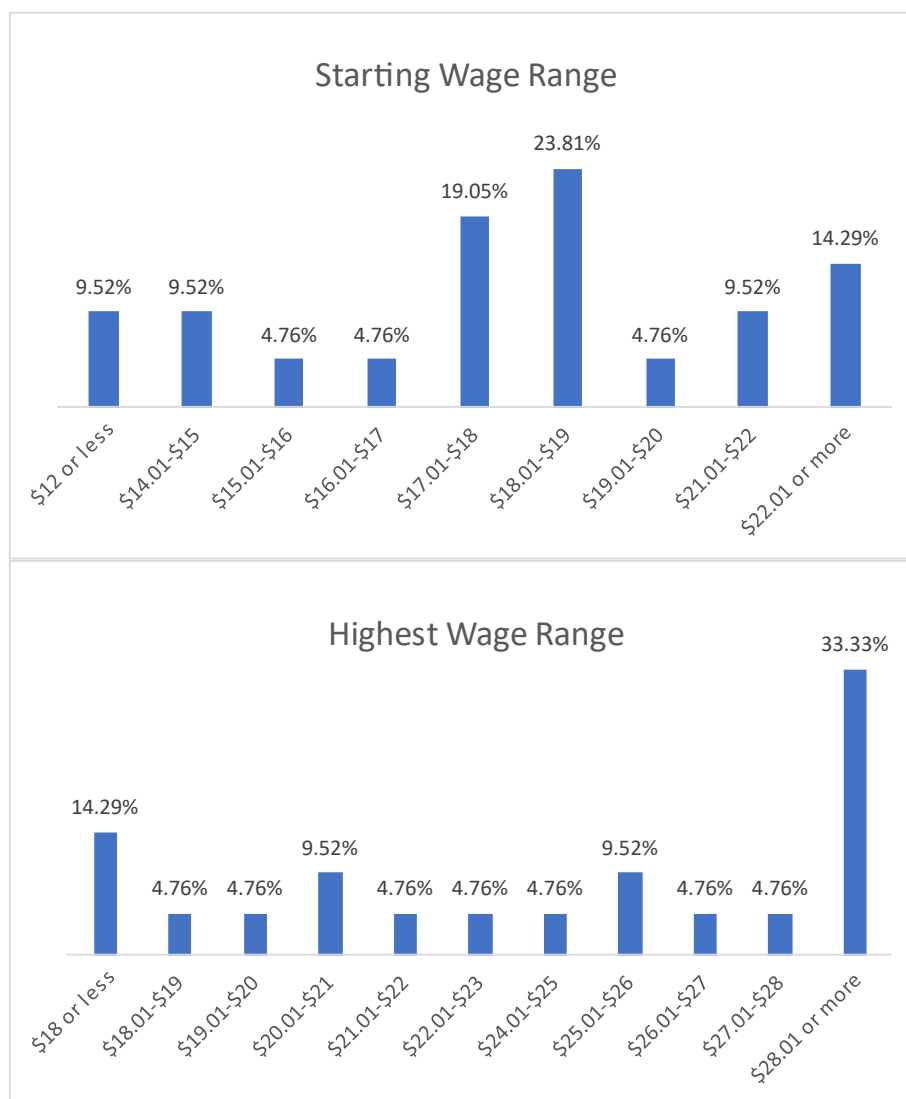
**State & Federal Comparisons:** The median hourly wage for Other Production Workers in the State of Ohio is **\$15.34** and the median hourly wage in the U.S. is **\$14.33**. For purposes of comparison, the survey response options that were selected by the largest number of survey respondents, along with the State of Ohio and U.S. median hourly wages (BLS May 2019), are set forth in the table below.

Employment Position	Survey Starting Wage Range	Survey Highest Wage Range	Ohio Median Hourly Wage	U.S. Median Hourly Wage
Other Production Workers	\$12.01-\$13 \$14.01-\$15	\$16.01-\$17 \$17.01-\$18 \$18.01-\$19 \$24.01-\$25 \$25.01 or more	\$15.34	\$14.33

## TRANSPORT & MATERIAL MOVING WORKERS – SUPERVISORS

**Respondent Data:** Of the 32 survey respondents who reported employing Transport & Material Moving Workers, a total of 21 indicated that they employ one or more Supervisors.

**Wage Data:** Survey respondents were presented with a list of wage range response options for both starting hourly wage and highest hourly wage for Supervisors of Transport & Material Moving Workers and were asked to select the responses that were reflective of the wages that they offer. Information about the distribution of responses across wage range options is set forth in the charts below:



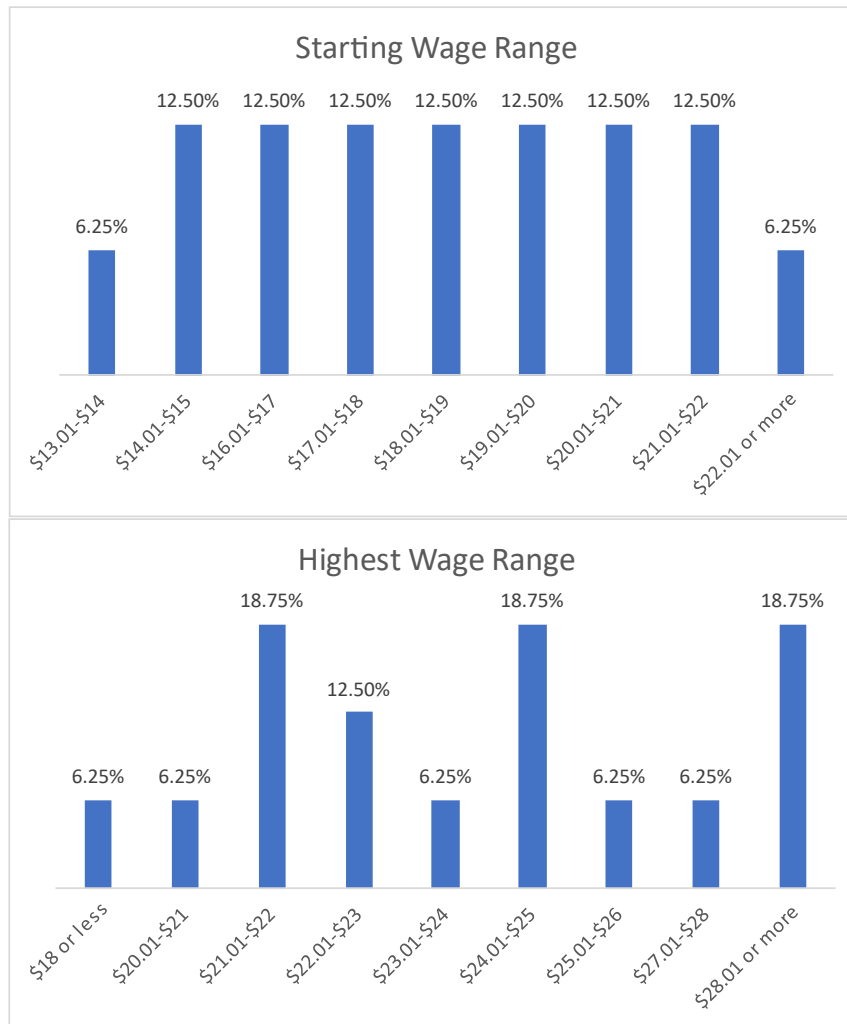
**State & Federal Comparisons:** The median hourly wage for Supervisors of Transport & Material Moving Workers in the State of Ohio is **\$25.80** and the median hourly wage in the U.S. is **\$26.47**. For purposes of comparison, the survey response options that were selected by the largest number of survey respondents, along with the State of Ohio and U.S. median hourly wages (BLS May 2019), are set forth in the table below.

Employment Position	Survey Starting Wage Range	Survey Highest Wage Range	Ohio Median Hourly Wage	U.S. Median Hourly Wage
Supervisors of Transport & Material Moving Workers	\$18.01-\$19	\$28.01 or more	\$25.80	\$26.47

## TRANSPORT & MATERIAL MOVING WORKERS - TRUCK DRIVERS

**Respondent Data:** Of the 32 survey respondents who reported employing Transport & Material Moving Workers, a total of 17 indicated that they employ one or more Truck Drivers.

**Wage Data:** Survey respondents were presented with a list of wage range response options for both starting hourly wage and highest hourly wage for Truck Drivers and were asked to select the responses that were reflective of the wages that they offer. Information about the distribution of responses across wage range options is set forth in the charts below:



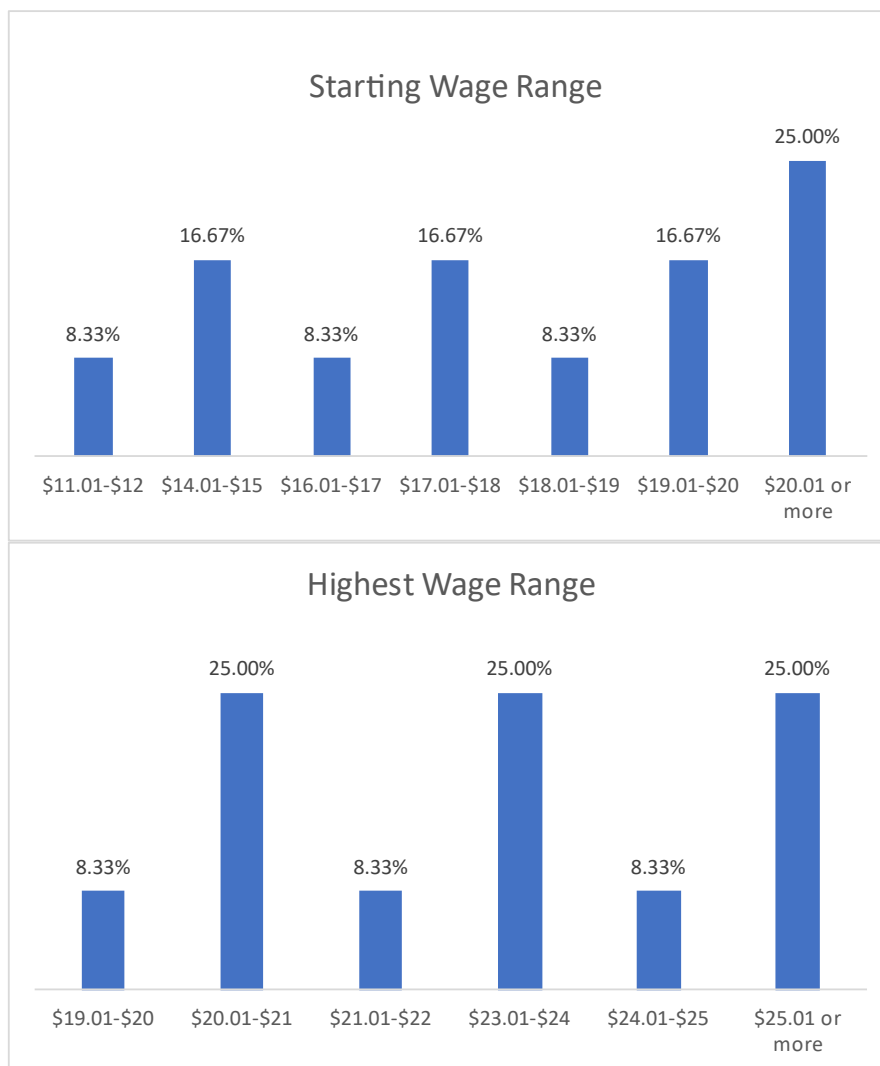
**State & Federal Comparisons:** The median hourly wage for Truck Drivers in the State of Ohio is **\$21.66** and the median hourly wage in the U.S. is **\$21.76**. For purposes of comparison, the survey response options that were selected by the largest number of survey respondents, along with the State of Ohio and U.S. median hourly wages (BLS May 2019), are set forth in the table below.

Employment Position	Survey Starting Wage Range	Survey Highest Wage Range	Ohio Median Hourly Wage	U.S. Median Hourly Wage
Truck Drivers	\$14.01-\$15 \$16.01-\$17 \$17.01-\$18 \$18.01-\$19 \$19.01-\$20 \$20.01-\$21 \$21.01-\$22	\$21.01-\$22 \$24.01-\$25 \$28.01 or more	\$21.66	\$21.76

## TRANSPORT & MATERIAL MOVING WORKERS - BUS & TRUCK MECHANICS

**Respondent Data:** Of the 32 survey respondents who reported employing Transport & Material Moving Workers, a total of 12 indicated that they employ one or more Bus & Truck Mechanics.

**Wage Data:** Survey respondents were presented with a list of wage range response options for both starting hourly wage and highest hourly wage for Bus & Truck Mechanics and were asked to select the responses that were reflective of the wages that they offer. Information about the distribution of responses across wage range options is set forth in the charts below:



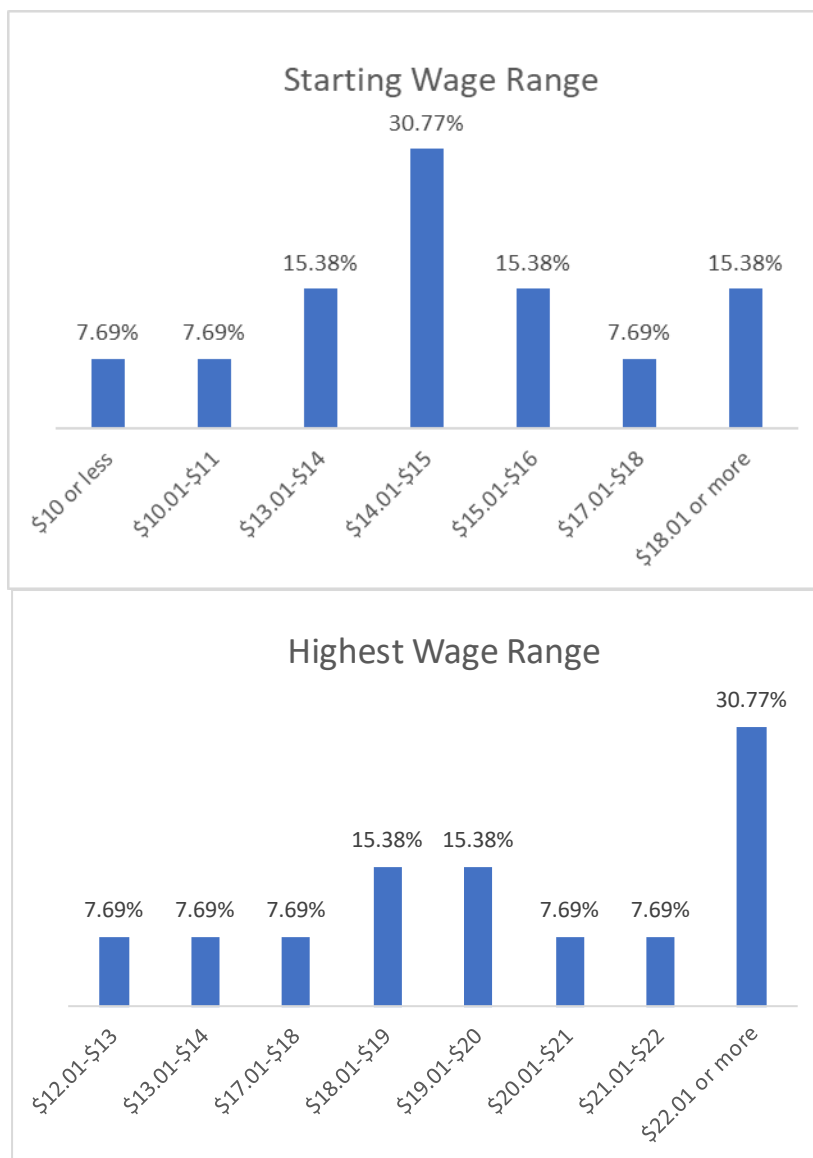
**State & Federal Comparisons:** The median hourly wage for Bus & Truck Mechanics in the State of Ohio is **\$22.48** and the median hourly wage in the U.S. is **\$23.32**. For purposes of comparison, the survey response options that were selected by the largest number of survey respondents, along with the State of Ohio and U.S. median hourly wages (BLS May 2019), are set forth in the table below.

Employment Position	Survey Starting Wage Range	Survey Highest Wage Range	Ohio Median Hourly Wage	U.S. Median Hourly Wage
Bus & Truck Mechanics	\$20.01 or more	\$20.01-\$21 \$23.01-\$24 \$25.01 or more	\$22.48	\$23.32

## TRANSPORT & MATERIAL MOVING WORKERS - MISCELLANEOUS MATERIAL MOVING WORKERS

**Respondent Data:** Of the 32 survey respondents who reported employing Transport & Material Moving Workers, a total of 13 indicated that they employ one or more Miscellaneous Material Moving Workers.

**Wage Data:** Survey respondents were presented with a list of wage range response options for both starting hourly wage and highest hourly wage for Miscellaneous Material Moving Workers and were asked to select the responses that were reflective of the wages that they offer. Information about the distribution of responses across wage range options is set forth in the charts below:



**State & Federal Comparisons:** The median hourly wage for Miscellaneous Material Moving Workers in the State of Ohio is **\$14.81** and the median hourly wage in the U.S. is **\$15.28**. For purposes of comparison, the survey response options that were selected by the largest number of survey respondents, along with the State of Ohio and U.S. median hourly wages (BLS May 2019), are set forth in the table below.

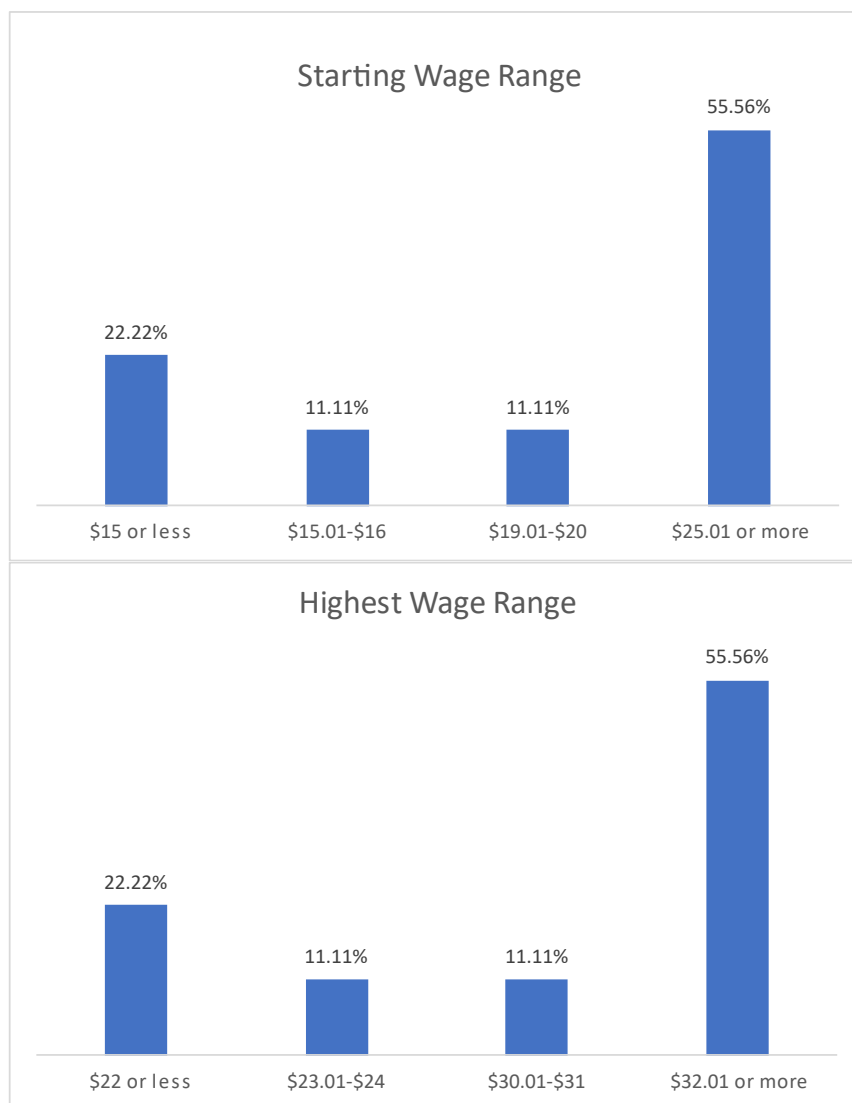
Employment Position	Survey Starting Wage Range	Survey Highest Wage Range	Ohio Median Hourly Wage	U.S. Median Hourly Wage
Miscellaneous Material Moving Workers	\$14.01-\$15	\$22.01 or more	\$14.81	\$15.28



## BUSINESS & FINANCIAL OPERATIONS PERSONNEL - FINANCIAL ANALYSTS & ADVISORS

**Respondent Data:** Of the 28 survey respondents who reported employing Business & Financial Operations Personnel, fewer than 10 indicated that they employ one or more Financial Analysts & Advisors.\*

**Wage Data:** Survey respondents were presented with a list of wage range response options for both starting hourly wage and highest hourly wage for Financial Analysts & Advisors and were asked to select the responses that were reflective of the wages that they offer. Information about the distribution of responses across wage range options is set forth in the charts below:



**State & Federal Comparisons:** The median hourly wage for Financial Analysts & Advisors in the State of Ohio is **\$35.74** and the median hourly wage in the U.S. is **\$39.22**. For purposes of comparison, the survey response options that were selected by the largest number of survey respondents, along with the State of Ohio and U.S. median hourly wages (BLS May 2019), are set forth in the table below.

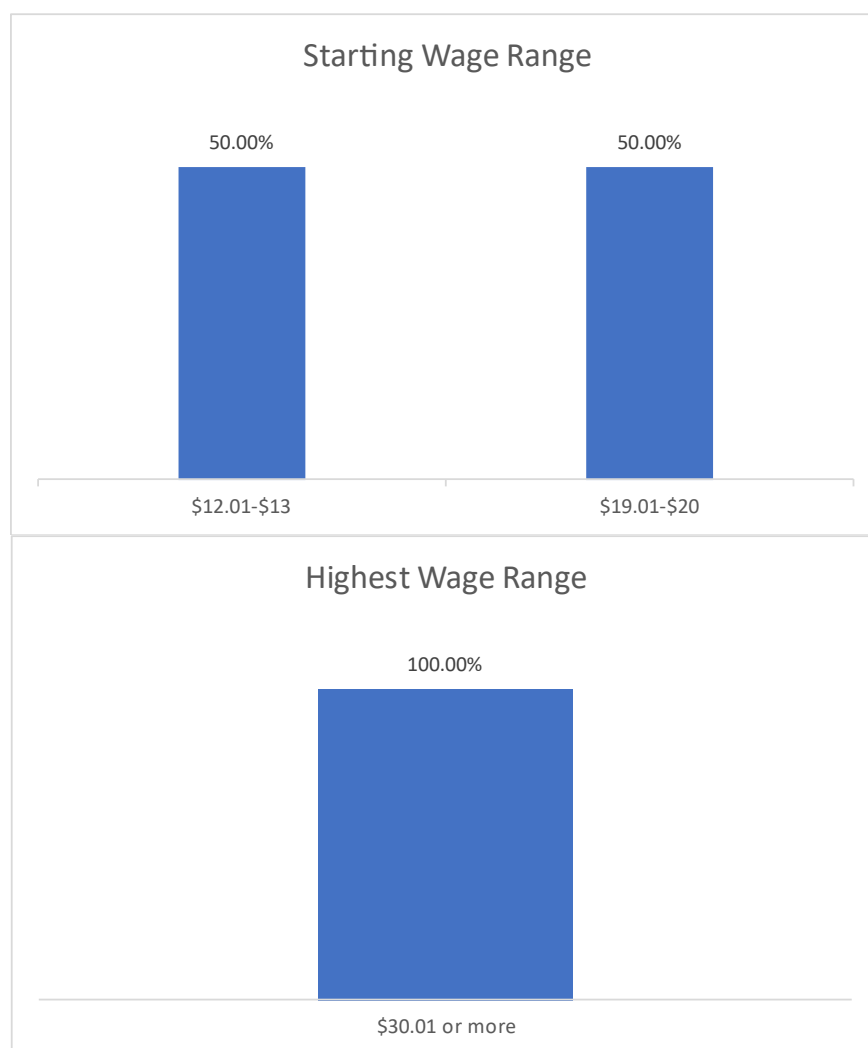
Employment Position	Survey Starting Wage Range	Survey Highest Wage Range	Ohio Median Hourly Wage	U.S. Median Hourly Wage
Financial Analysts & Advisors	\$25.01 or more	\$32.01 or more	\$35.74	\$39.22

\*To assure anonymity of responding employers, if there were fewer than 10 respondents for a given employment position, the actual number is not being reported.

## BUSINESS & FINANCIAL OPERATIONS PERSONNEL - LOAN OFFICERS

**Respondent Data:** Of the 28 survey respondents who reported employing Business & Financial Operations Personnel, fewer than 10 indicated that they employ one or more Loan Officers.\*

**Wage Data:** Survey respondents were presented with a list of wage range response options for both starting hourly wage and highest hourly wage for Loan Officers and were asked to select the responses that were reflective of the wages that they offer. Information about the distribution of responses across wage range options is set forth in the charts below:



**State & Federal Comparisons:** The median hourly wage for Loan Officers in the State of Ohio is **\$32.57** and the median hourly wage in the U.S. is **\$30.42**. For purposes of comparison, the survey response options that were selected by the largest number of survey respondents, along with the State of Ohio and U.S. median hourly wages (BLS May 2019), are set forth in the table below.

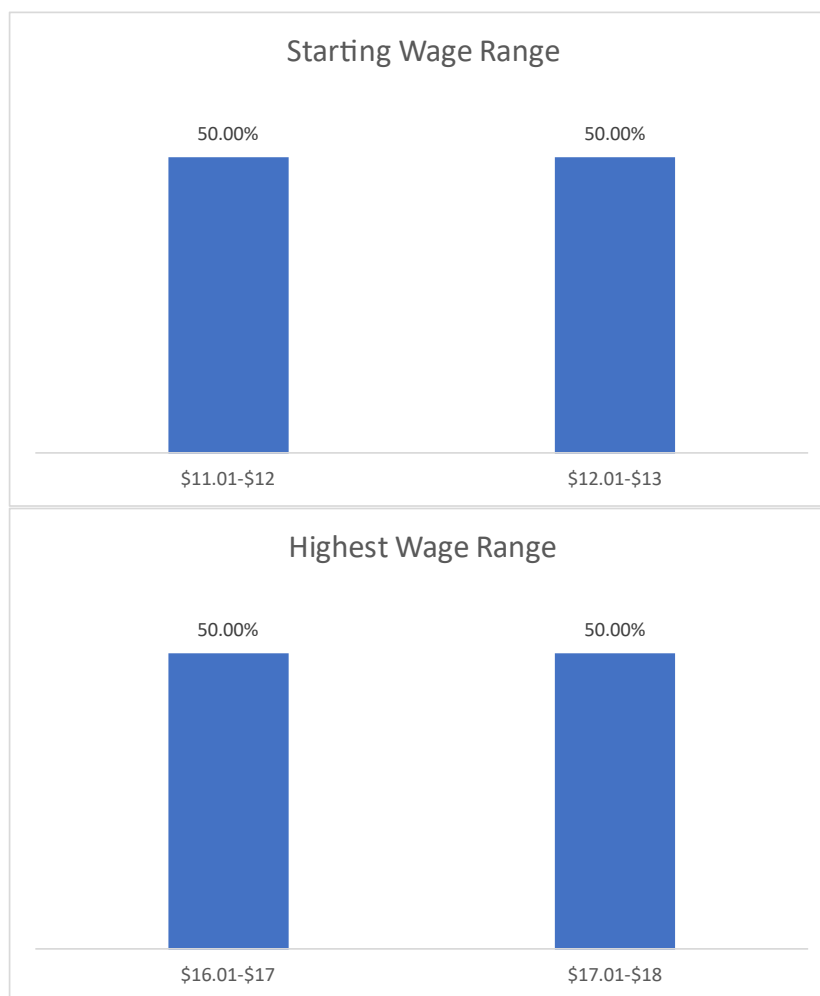
Employment Position	Survey Starting Wage Range	Survey Highest Wage Range	Ohio Median Hourly Wage	U.S. Median Hourly Wage
Loan Officers	\$12.01-\$13 \$19.01-\$20	\$30.01 or more	\$32.57	\$30.42

\*To assure anonymity of responding employers, if there were fewer than 10 respondents for a given employment position, the actual number is not being reported.

## BUSINESS & FINANCIAL OPERATIONS PERSONNEL – TELLERS

**Respondent Data:** Of the 28 survey respondents who reported employing Business & Financial Operations Personnel, fewer than 10 indicated that they employ one or more Tellers.\*

**Wage Data:** Survey respondents were presented with a list of wage range response options for both starting hourly wage and highest hourly wage for Tellers and were asked to select the responses that were reflective of the wages that they offer. Information about the distribution of responses across wage range options is set forth in the charts below:



**State & Federal Comparisons:** The median hourly wage for Tellers in the State of Ohio is **\$14.40** and the median hourly wage in the U.S. is **\$15.02**. For purposes of comparison, the survey response options that were selected by the largest number of survey respondents, along with the State of Ohio and U.S. median hourly wages (BLS May 2019), are set forth in the table below.

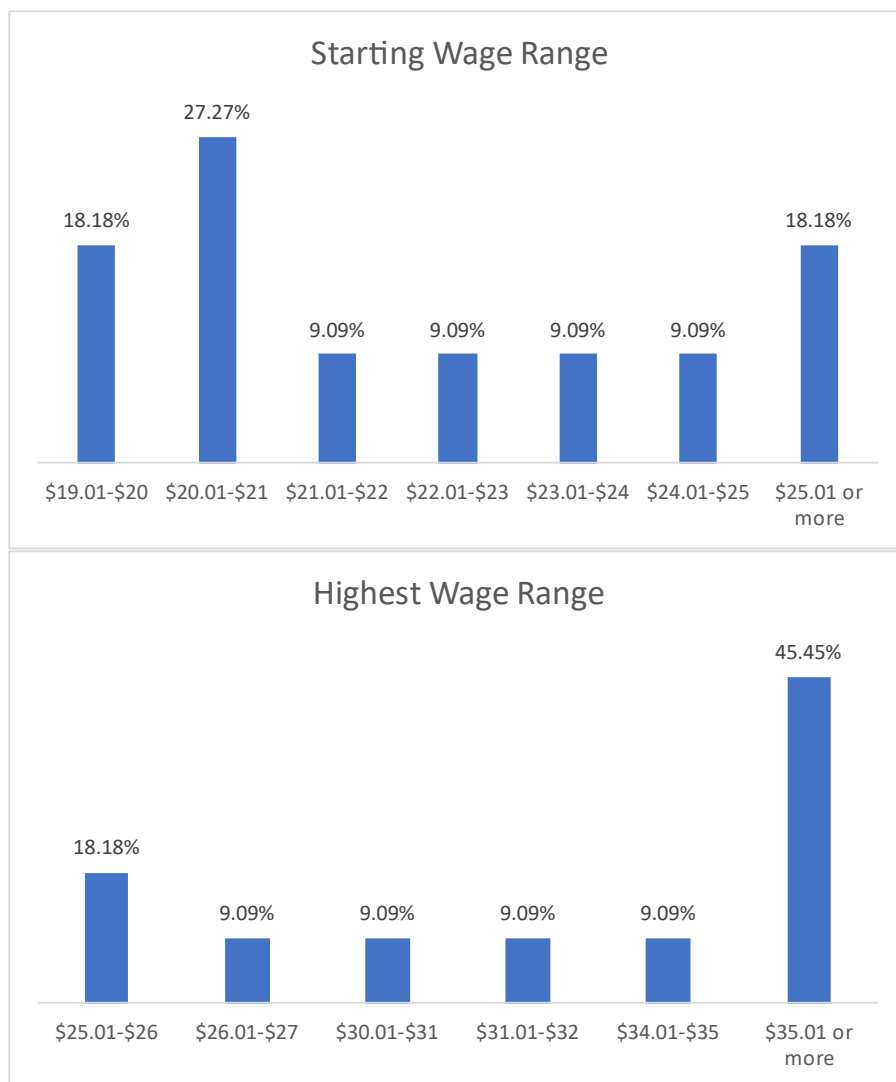
Employment Position	Survey Starting Wage Range	Survey Highest Wage Range	Ohio Median Hourly Wage	U.S. Median Hourly Wage
Tellers	\$11.01-\$12 \$12.01-\$13	\$16.01-\$17 \$17.01-\$18	\$14.40	\$15.02

\*To assure anonymity of responding employers, if there were fewer than 10 respondents for a given employment position, the actual number is not being reported.

## BUSINESS & FINANCIAL OPERATIONS PERSONNEL - ACCOUNTANTS & AUDITORS

**Respondent Data:** Of the 28 survey respondents who reported employing Business & Financial Operations Personnel, a total of 11 indicated that they employ one or more Accountants & Auditors.

**Wage Data:** Survey respondents were presented with a list of wage range response options for both starting hourly wage and highest hourly wage for Accountants & Auditors and were asked to select the responses that were reflective of the wages that they offer. Information about the distribution of responses across wage range options is set forth in the charts below:



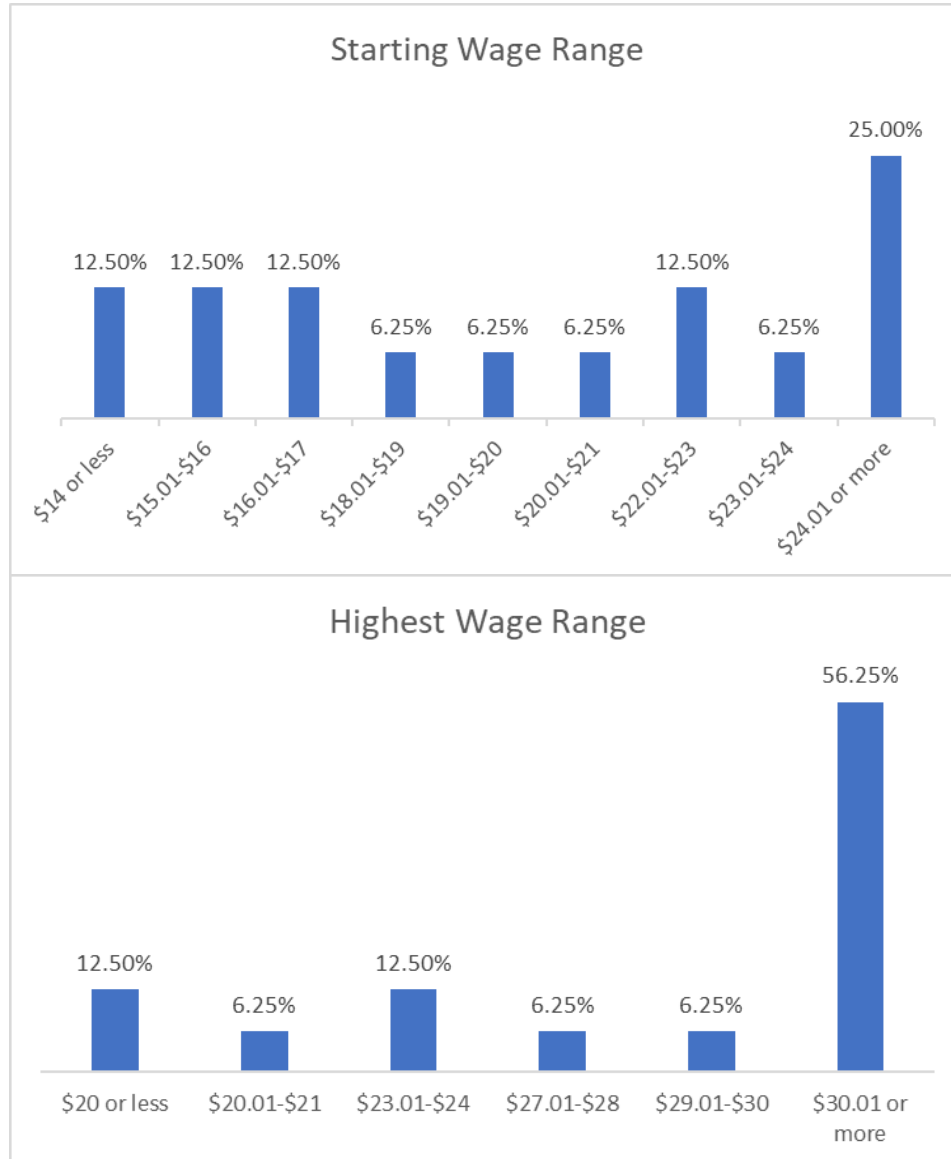
**State & Federal Comparisons:** The median hourly wage for Accountants & Auditors in the State of Ohio is **\$31.58** and the median hourly wage in the U.S. is **\$34.40**. For purposes of comparison, the survey response options that were selected by the largest number of survey respondents, along with the State of Ohio and U.S. median hourly wages (BLS May 2019), are set forth in the table below.

Employment Position	Survey Starting Wage Range	Survey Highest Wage Range	Ohio Median Hourly Wage	U.S. Median Hourly Wage
Accountants & Auditors	\$20.01-\$21	\$35.01 or more	\$31.58	\$34.40

## OFFICE & ADMINISTRATIVE SUPPORT STAFF - HR SPECIALISTS

**Respondent Data:** Of the 62 survey respondents who reported employing Office & Administrative Support Staff, a total of 16 indicated that they employ one or more HR Specialists.

**Wage Data:** Survey respondents were presented with a list of wage range response options for both starting hourly wage and highest hourly wage for HR Specialists and were asked to select the responses that were reflective of the wages that they offer. Information about the distribution of responses across wage range options is set forth in the charts below:



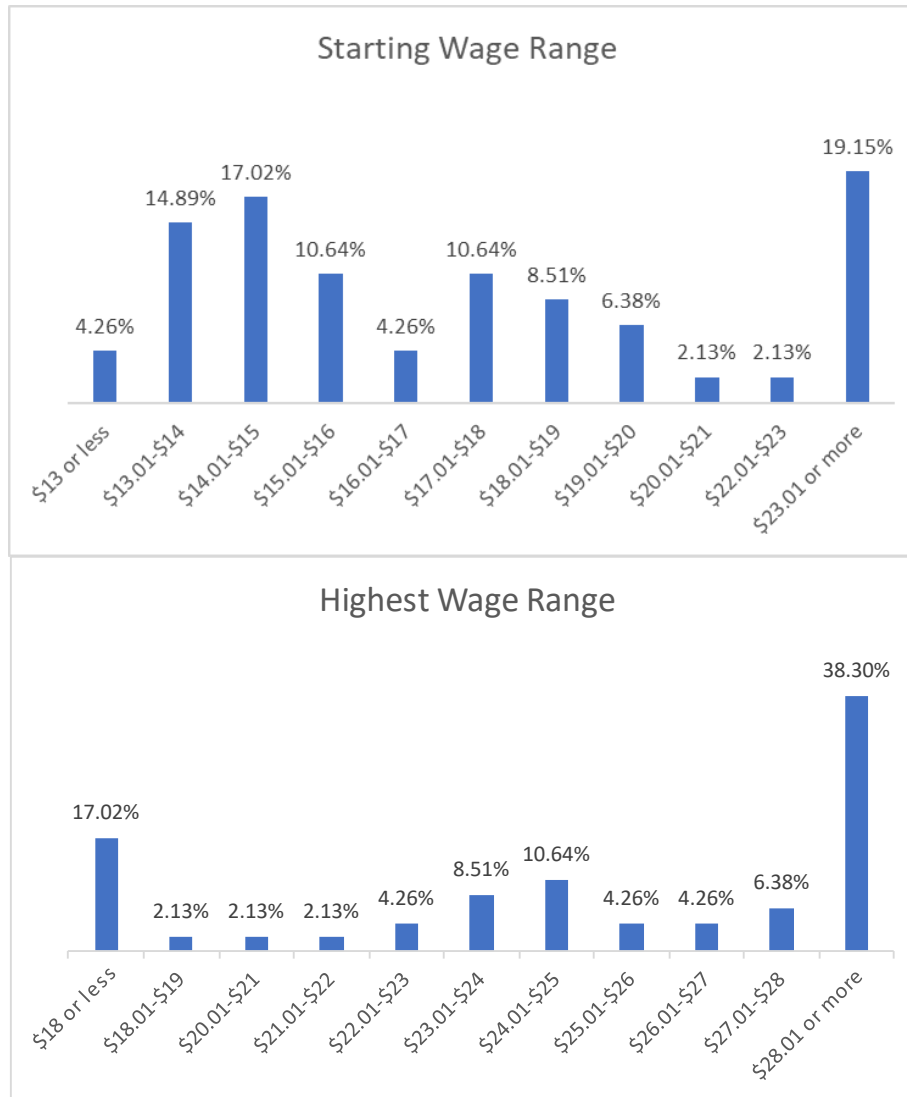
**State & Federal Comparisons:** The median hourly wage for HR Specialists in the State of Ohio is **\$27.95** and the median hourly wage in the U.S. is **\$29.77**. For purposes of comparison, the survey response options that were selected by the largest number of survey respondents, along with the State of Ohio and U.S. median hourly wages (BLS May 2019), are set forth in the table below.

Employment Position	Survey Starting Wage Range	Survey Highest Wage Range	Ohio Median Hourly Wage	U.S. Median Hourly Wage
HR Specialists	\$24.01 or more	\$30.01 or more	\$27.95	\$29.77

## OFFICE & ADMINISTRATIVE SUPPORT STAFF – SUPERVISORS

**Respondent Data:** Of the 62 survey respondents who reported employing Office & Administrative Support Staff, a total of 49 indicated that they employ one or more Supervisors.

**Wage Data:** Survey respondents were presented with a list of wage range response options for both starting hourly wage and highest hourly wage for Supervisors of Office & Administrative Support Staff and were asked to select the responses that were reflective of the wages that they offer. Information about the distribution of responses across wage range options is set forth in the charts below:



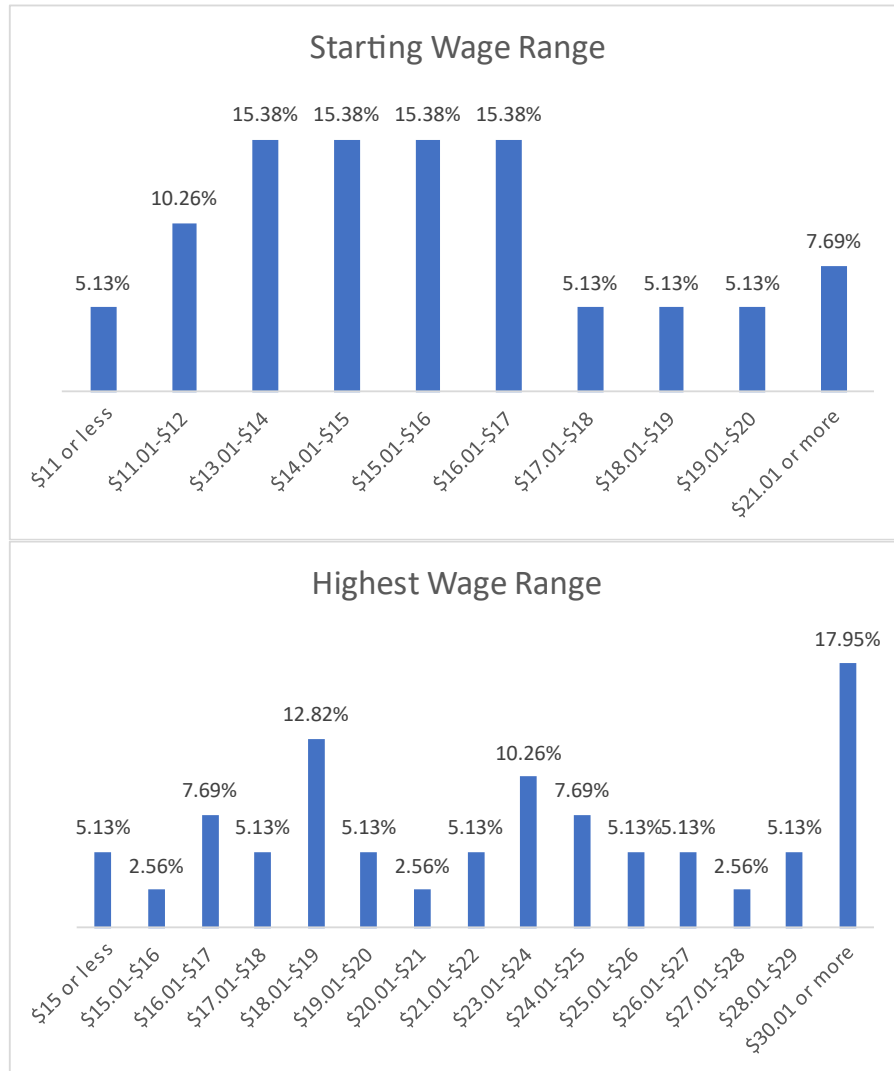
**State & Federal Comparisons:** The median hourly wage for Supervisors of Office & Administrative Support Staff in the State of Ohio is **\$26.43** and the median hourly wage in the U.S. is **\$27.22**. For purposes of comparison, the survey response options that were selected by the largest number of survey respondents, along with the State of Ohio and U.S. median hourly wages (BLS May 2019), are set forth in the table below.

Employment Position	Survey Starting Wage Range	Survey Highest Wage Range	Ohio Median Hourly Wage	U.S. Median Hourly Wage
Supervisors of Office & Administrative Support Staff	\$23.01 or more	\$28.01 or more	\$26.43	\$27.22

## OFFICE & ADMINISTRATIVE SUPPORT STAFF – BOOKKEEPERS

**Respondent Data:** Of the 62 survey respondents who reported employing Office & Administrative Support Staff, a total of 39 indicated that they employ one or more Bookkeepers.

**Wage Data:** Survey respondents were presented with a list of wage range response options for both starting hourly wage and highest hourly wage for Bookkeepers and were asked to select the responses that were reflective of the wages that they offer. Information about the distribution of responses across wage range options is set forth in the charts below:



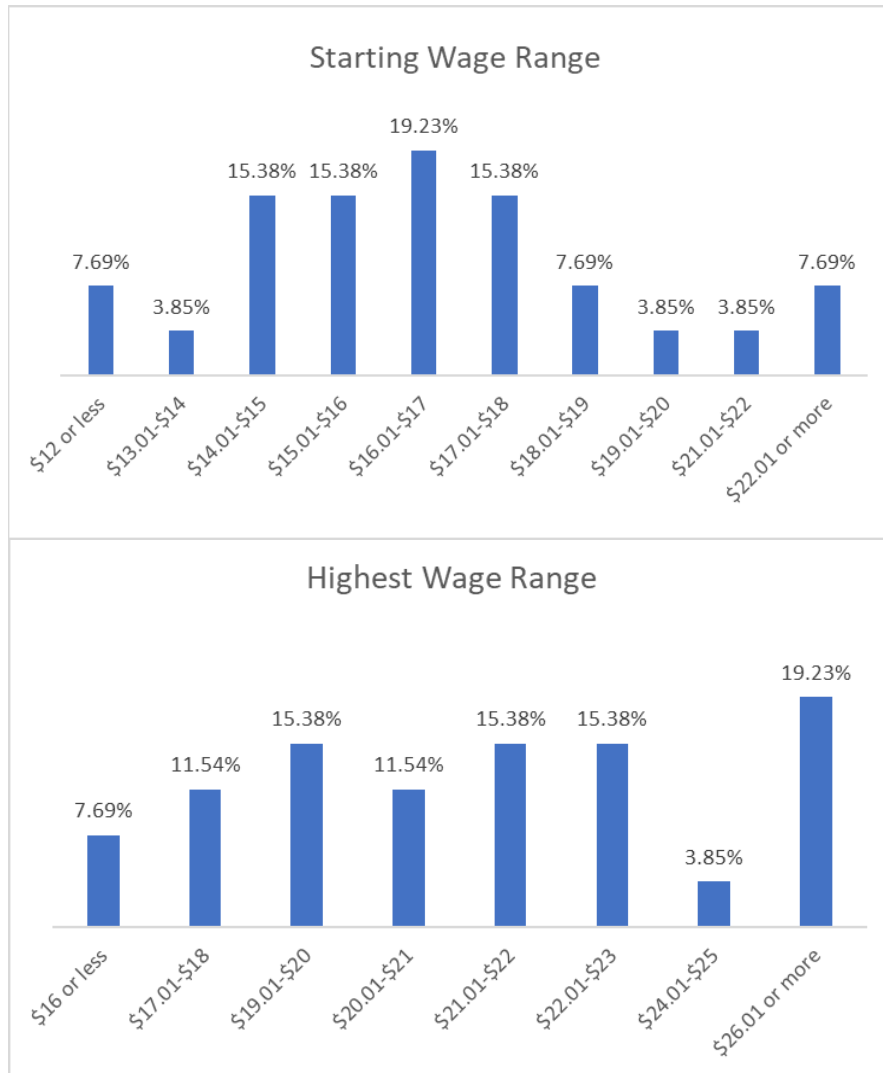
**State & Federal Comparisons:** The median hourly wage for Bookkeepers in the State of Ohio is **\$18.75** and the median hourly wage in the U.S. is **\$19.82**. For purposes of comparison, the survey response options that were selected by the largest number of survey respondents, along with the State of Ohio and U.S. median hourly wages (BLS May 2019), are set forth in the table below.

Employment Position	Survey Starting Wage Range	Survey Highest Wage Range	Ohio Median Hourly Wage	U.S. Median Hourly Wage
Bookkeepers	\$13.01-\$14 \$14.01-\$15 \$15.01-\$16 \$16.01-\$17	\$30.01 or more	\$18.75	\$19.82

## OFFICE & ADMINISTRATIVE SUPPORT STAFF - PAYROLL CLERKS

**Respondent Data:** Of the 62 survey respondents who reported employing Office & Administrative Support Staff, a total of 26 indicated that they employ one or more Payroll Clerks.

**Wage Data:** Survey respondents were presented with a list of wage range response options for both starting hourly wage and highest hourly wage for Payroll Clerks and were asked to select the responses that were reflective of the wages that they offer. Information about the distribution of responses across wage range options is set forth in the charts below:



**State & Federal Comparisons:** The median hourly wage for Payroll Clerks in the State of Ohio is **\$21.38** and the median hourly wage in the U.S. is **\$22.20**. For purposes of comparison, the survey response options that were selected by the largest number of survey respondents, along with the State of Ohio and U.S. median hourly wages (BLS May 2019), are set forth in the table below.

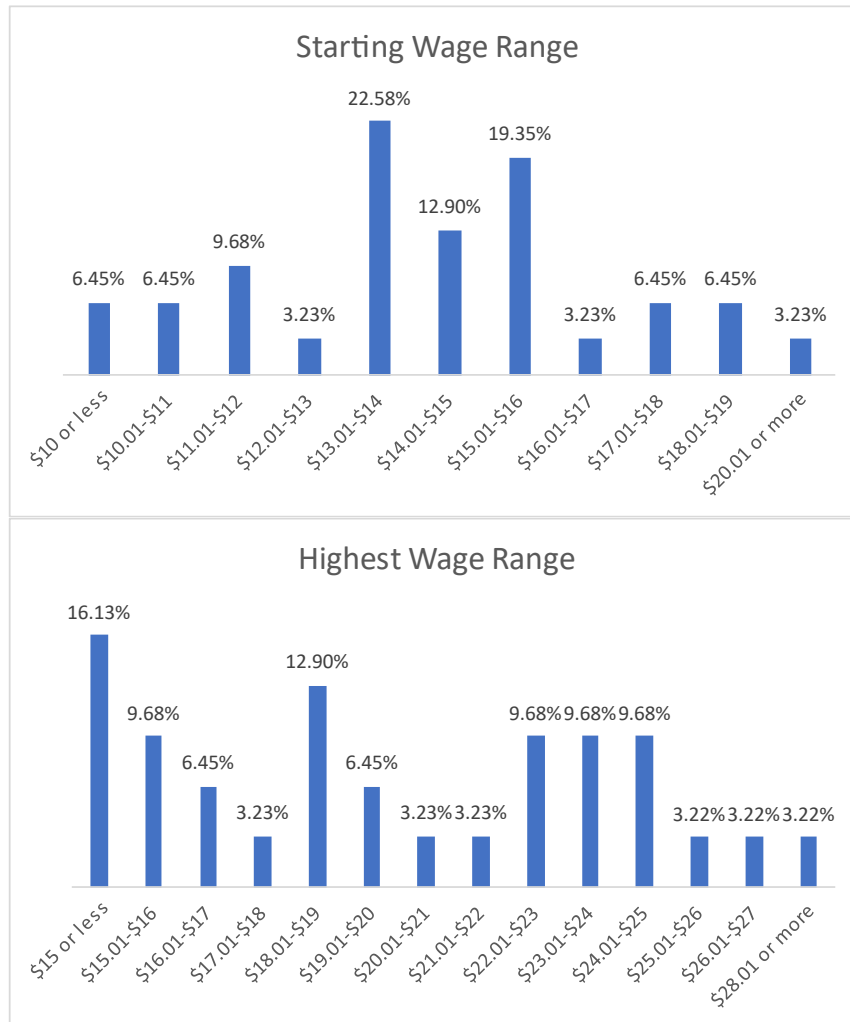
Employment Position	Survey Starting Wage Range	Survey Highest Wage Range	Ohio Median Hourly Wage	U.S. Median Hourly Wage
Payroll Clerks	\$16.01-\$17	\$26.01 or more	\$21.38	\$22.20



## OFFICE & ADMINISTRATIVE SUPPORT STAFF - CUSTOMER SERVICE REPRESENTATIVES

**Respondent Data:** Of the 62 survey respondents who reported employing Office & Administrative Support Staff, a total of 31 indicated that they employ one or more Customer Service Representatives.

**Wage Data:** Survey respondents were presented with a list of wage range response options for both starting hourly wage and highest hourly wage for Customer Service Representatives and were asked to select the responses that were reflective of the wages that they offer. Information about the distribution of responses across wage range options is set forth in the charts below:



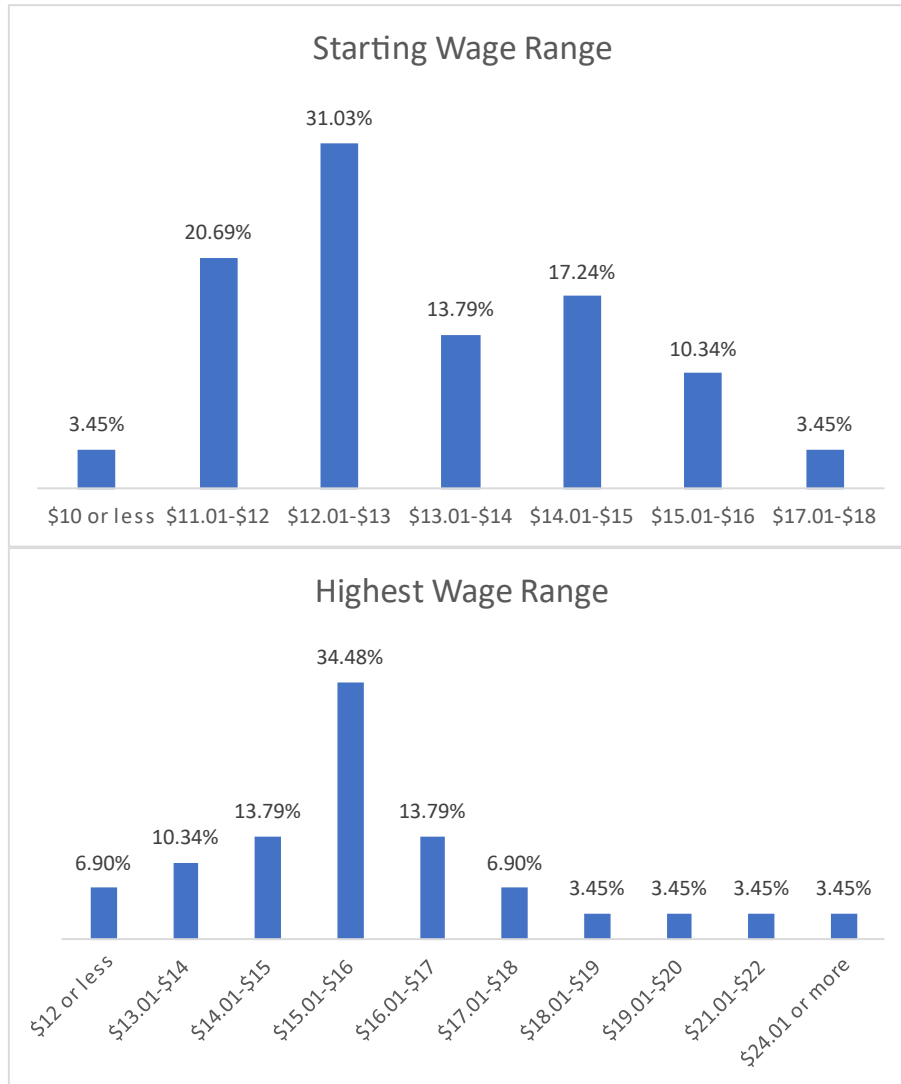
**State & Federal Comparisons:** The median hourly wage for Customer Service Representatives in the State of Ohio is **\$16.70** and the median hourly wage in the U.S. is **\$16.69**. For purposes of comparison, the survey response options that were selected by the largest number of survey respondents, along with the State of Ohio and U.S. median hourly wages (BLS May 2019), are set forth in the table below.

Employment Position	Survey Starting Wage Range	Survey Highest Wage Range	Ohio Median Hourly Wage	U.S. Median Hourly Wage
Customer Service Representatives	\$13.01-\$14	\$15 or less	\$16.70	\$16.69

## OFFICE & ADMINISTRATIVE SUPPORT STAFF – RECEPTIONISTS

**Respondent Data:** Of the 62 survey respondents who reported employing Office & Administrative Support Staff, a total of 29 indicated that they employ one or more Receptionists.

**Wage Data:** Survey respondents were presented with a list of wage range response options for both starting hourly wage and highest hourly wage for Receptionists and were asked to select the responses that were reflective of the wages that they offer. Information about the distribution of responses across wage range options is set forth in the charts below:



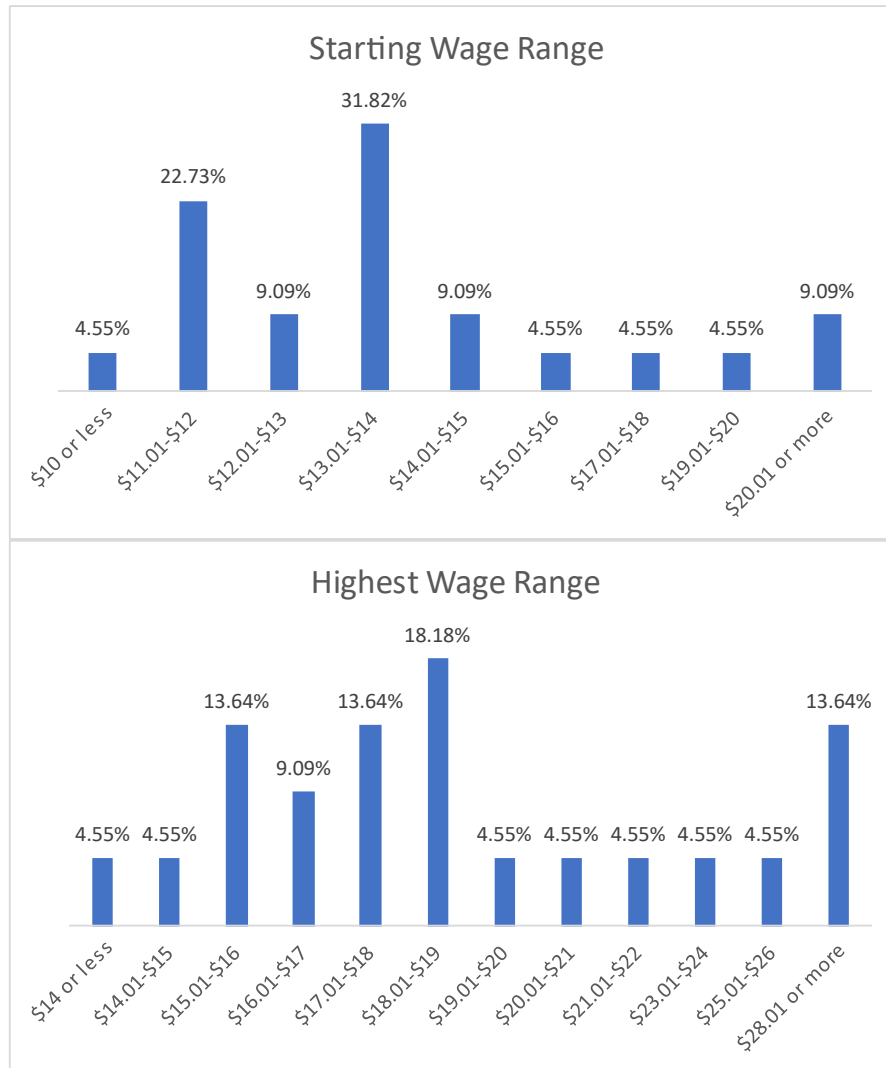
**State & Federal Comparisons:** The median hourly wage for Receptionists in the State of Ohio is **\$13.36** and the median hourly wage in the U.S. is **\$14.45**. For purposes of comparison, the survey response options that were selected by the largest number of survey respondents, along with the State of Ohio and U.S. median hourly wages (BLS May 2019), are set forth in the table below.

Employment Position	Survey Starting Wage Range	Survey Highest Wage Range	Ohio Median Hourly Wage	U.S. Median Hourly Wage
Receptionists	\$12.01-\$13	\$15.01-\$16	\$13.36	\$14.45

## OFFICE & ADMINISTRATIVE SUPPORT STAFF - SECRETARIES & ADMINISTRATIVE ASSISTANTS

**Respondent Data:** Of the 62 survey respondents who reported employing Office & Administrative Support Staff, a total of 22 indicated that they employ one or more Secretaries & Administrative Assistants.

**Wage Data:** Survey respondents were presented with a list of wage range response options for both starting hourly wage and highest hourly wage for Secretaries & Administrative Assistants and were asked to select the responses that were reflective of the wages that they offer. Information about the distribution of responses across wage range options is set forth in the charts below:



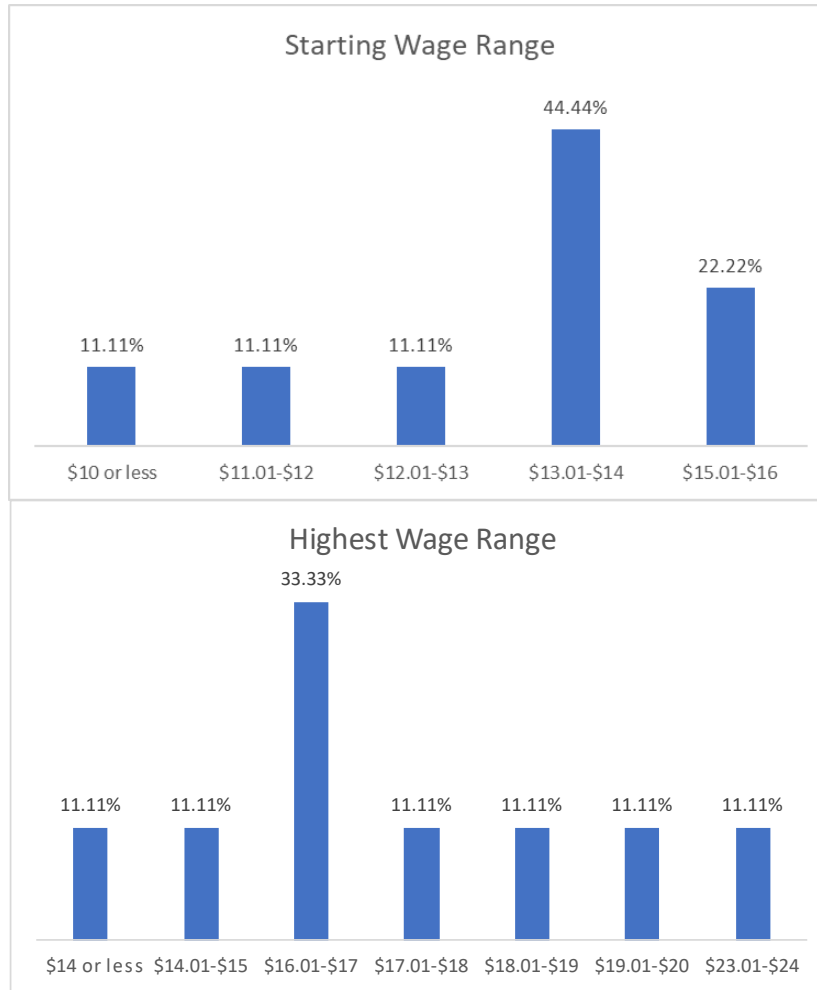
**State & Federal Comparisons:** The median hourly wage for Secretaries & Administrative Assistants in the State of Ohio is **\$17.42** and the median hourly wage in the U.S. is **\$18.12**. For purposes of comparison, the survey response options that were selected by the largest number of survey respondents, along with the State of Ohio and U.S. median hourly wages (BLS May 2019), are set forth in the table below.

Employment Position	Survey Starting Wage Range	Survey Highest Wage Range	Ohio Median Hourly Wage	U.S. Median Hourly Wage
Secretaries & Administrative Assistants	\$13.01-\$14	\$18.01-\$19	\$17.42	\$18.12

## OFFICE & ADMINISTRATIVE SUPPORT STAFF - DATA ENTRY KEYERS

**Respondent Data:** Of the 62 survey respondents who reported employing Office & Administrative Support Staff, fewer than 10 indicated that they employ one or more Data Entry Keyers.\*

**Wage Data:** Survey respondents were presented with a list of wage range response options for both starting hourly wage and highest hourly wage for Data Entry Keyers and were asked to select the responses that were reflective of the wages that they offer. Information about the distribution of responses across wage range options is set forth in the charts below:



**State & Federal Comparisons:** The median hourly wage for Data Entry Keyers in the State of Ohio is **\$15.60** and the median hourly wage in the U.S. is **\$16.10**. For purposes of comparison, the survey response options that were selected by the largest number of survey respondents, along with the State of Ohio and U.S. median hourly wages (BLS May 2019), are set forth in the table below.

Employment Position	Survey Starting Wage Range	Survey Highest Wage Range	Ohio Median Hourly Wage	U.S. Median Hourly Wage
Data Entry Keyers	\$13.01-\$14	\$16.01-\$17	\$15.60	\$16.10

\*To assure anonymity of responding employers, if there were fewer than 10 respondents for a given employment position, the actual number is not being reported.

## OFFICE & ADMINISTRATIVE SUPPORT STAFF – MISCELLANEOUS

**Respondent Data:** Of the 62 survey respondents who reported employing Office & Administrative Support Staff, a total of 15 indicated that they employ one or more Miscellaneous Office & Administrative Support Staff.

**Wage Data:** Survey respondents were presented with a list of wage range response options for both starting hourly wage and highest hourly wage for Miscellaneous Office & Administrative Support Staff and were asked to select the responses that were reflective of the wages that they offer. Information about the distribution of responses across wage range options is set forth in the charts below:



**State & Federal Comparisons:** The median hourly wage for Miscellaneous Office & Administrative Support Staff in the State of Ohio is **\$18.66** and the median hourly wage in the U.S. is **\$17.05**. For purposes of comparison, the survey response options that were selected by the largest number of survey respondents, along with the State of Ohio and U.S. median hourly wages (BLS May 2019), are set forth in the table below.

Employment Position	Survey Starting Wage Range	Survey Highest Wage Range	Ohio Median Hourly Wage	U.S. Median Hourly Wage
Miscellaneous Office & Administrative Support Staff	\$13.01-\$14 \$14.01-\$15	\$16.01-\$17 \$19.01-\$20 \$20.01-\$21	\$18.66	\$17.05

## HEALTHCARE PRACTITIONERS - REGISTERED NURSES

**Respondent Data:** Of the six survey respondents who reported employing Healthcare Practitioners, six or fewer indicated that they employ one or more Registered Nurses.\*

**Wage Data:** Survey respondents were presented with a list of wage range response options for both starting hourly wage and highest hourly wage for Registered Nurses and were asked to select the responses that were reflective of the wages that they offer. Information about the distribution of responses across wage range options is set forth in the charts below:



**State & Federal Comparisons:** The median hourly wage for Registered Nurses in the State of Ohio is **\$31.63** and the median hourly wage in the U.S. is **\$35.24**. For purposes of comparison, the survey response options that were selected by the largest number of survey respondents, along with the State of Ohio and U.S. median hourly wages (BLS May 2019), are set forth in the table below.

Employment Position	Survey Starting Wage Range	Survey Highest Wage Range	Ohio Median Hourly Wage	U.S. Median Hourly Wage
Registered Nurses	\$18 or less \$20.01-\$21 \$23.01-\$24 \$25.01-\$26	\$22.01-\$23 \$23.01-\$24 \$26.01-\$27 \$34.01 or more	\$31.63	\$35.24

\*To assure anonymity of responding employers, if there were fewer than 10 respondents for a given employment position, the actual number is not being reported.

## HEALTHCARE PRACTITIONERS - OCCUPATIONAL THERAPISTS

**Respondent Data:** Of the six survey respondents who reported employing Healthcare Practitioners, six or fewer indicated that they employ one or more Occupational Therapists.\*

**Wage Data:** Survey respondents were presented with a list of wage range response options for both starting hourly wage and highest hourly wage for Occupational Therapists and were asked to select the responses that were reflective of the wages that they offer. Information about the distribution of responses across wage range options is set forth in the charts below:



**State & Federal Comparisons:** The median hourly wage for Occupational Therapists in the State of Ohio is **\$40.54** and the median hourly wage in the U.S. is **\$40.84**. For purposes of comparison, the survey response options that were selected by the largest number of survey respondents, along with the State of Ohio and U.S. median hourly wages (BLS May 2019), are set forth in the table below.

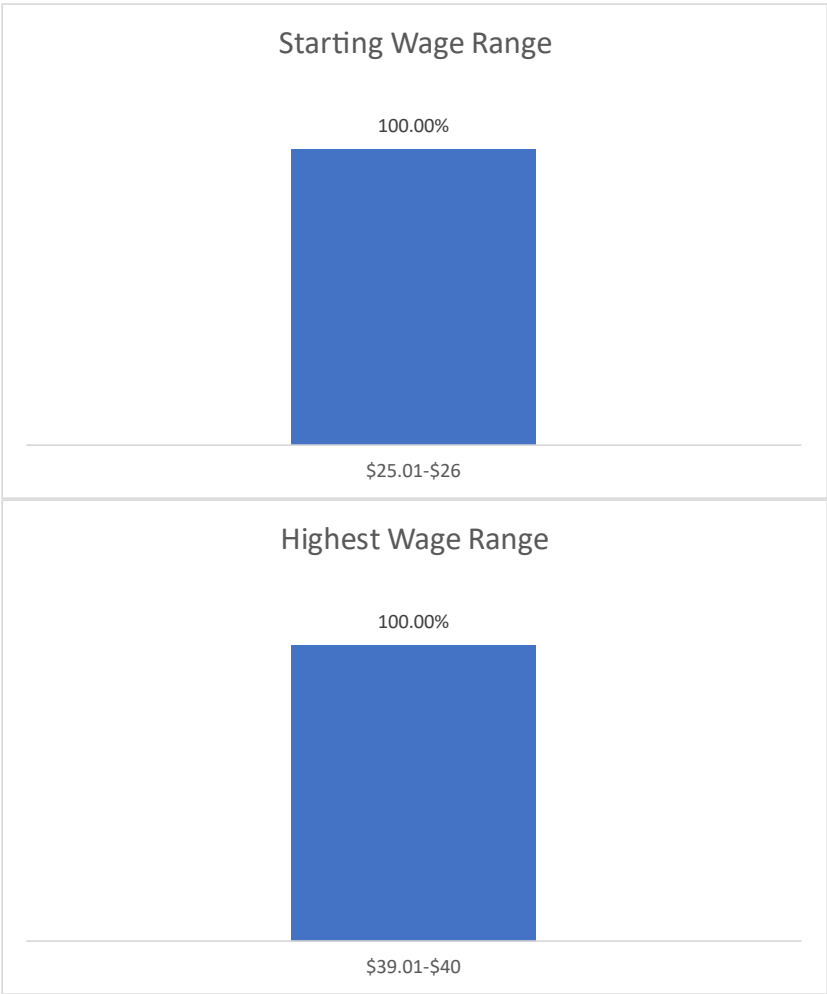
Employment Position	Survey Starting Wage Range	Survey Highest Wage Range	Ohio Median Hourly Wage	U.S. Median Hourly Wage
Occupational Therapists	\$28.01-\$29	\$38.01-\$39	\$40.54	\$40.84

\*To assure anonymity of responding employers, if there were fewer than 10 respondents for a given employment position, the actual number is not being reported.

# HEALTHCARE PRACTITIONERS - SPEECH PATHOLOGISTS

**Respondent Data:** Of the six survey respondents who reported employing Healthcare Practitioners, six or fewer indicated that they employ one or more Speech Pathologists.\*

**Wage Data:** Survey respondents were presented with a list of wage range response options for both starting hourly wage and highest hourly wage for Speech Pathologists and were asked to select the responses that were reflective of the wages that they offer. Information about the distribution of responses across wage range options is set forth in the charts below:



**State & Federal Comparisons:** The median hourly wage for Speech Pathologists in the State of Ohio is **\$35.71** and the median hourly wage in the U.S. is **\$38.04**. For purposes of comparison, the survey response options that were selected by the largest number of survey respondents, along with the State of Ohio and U.S. median hourly wages (BLS May 2019), are set forth in the table below.

Employment Position	Survey Starting Wage Range	Survey Highest Wage Range	Ohio Median Hourly Wage	U.S. Median Hourly Wage
Speech Pathologists	\$25.01-\$26	\$39.01-\$40	\$35.71	\$38.04

\*To assure anonymity of responding employers, if there were fewer than 10 respondents for a given employment position, the actual number is not being reported.



## HEALTHCARE PRACTITIONERS - PHYSICAL THERAPISTS

**Respondent Data:** Of the six survey respondents who reported employing Healthcare Practitioners, six or fewer indicated that they employ one or more Physical Therapists.\*

**Wage Data:** Survey respondents were presented with a list of wage range response options for both starting hourly wage and highest hourly wage for Physical Therapists and were asked to select the responses that were reflective of the wages that they offer. Information about the distribution of responses across wage range options is set forth in the charts below:



**State & Federal Comparisons:** The median hourly wage for Physical Therapists in the State of Ohio is **\$42.19** and the median hourly wage in the U.S. is **\$43.00**. For purposes of comparison, the survey response options that were selected by the largest number of survey respondents, along with the State of Ohio and U.S. median hourly wages (BLS May 2019), are set forth in the table below.

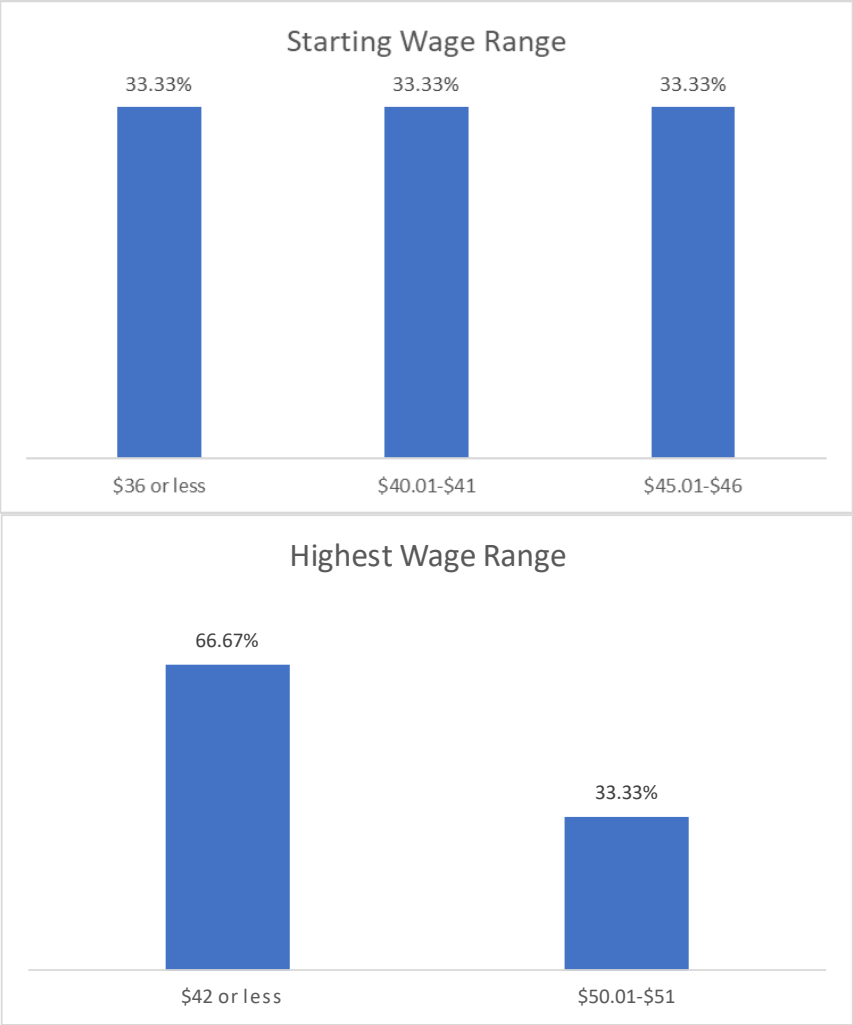
Employment Position	Survey Starting Wage Range	Survey Highest Wage Range	Ohio Median Hourly Wage	U.S. Median Hourly Wage
Physical Therapists	\$28 or less \$35.01-\$36	\$43.01-\$44 \$45.01-\$46	\$42.19	\$43.00

\*To assure anonymity of responding employers, if there were fewer than 10 respondents for a given employment position, the actual number is not being reported.

# HEALTHCARE PRACTITIONERS - NURSE PRACTITIONERS

**Respondent Data:** Of the six survey respondents who reported employing Healthcare Practitioners, six or fewer indicated that they employ one or more Nurse Practitioners.\*

**Wage Data:** Survey respondents were presented with a list of wage range response options for both starting hourly wage and highest hourly wage for Nurse Practitioners and were asked to select the responses that were reflective of the wages that they offer. Information about the distribution of responses across wage range options is set forth in the charts below:



**State & Federal Comparisons:** The median hourly wage for Nurse Practitioners in the State of Ohio is **\$49.75** and the median hourly wage in the U.S. is **\$52.80**. For purposes of comparison, the survey response options that were selected by the largest number of survey respondents, along with the State of Ohio and U.S. median hourly wages (BLS May 2019), are set forth in the table below.

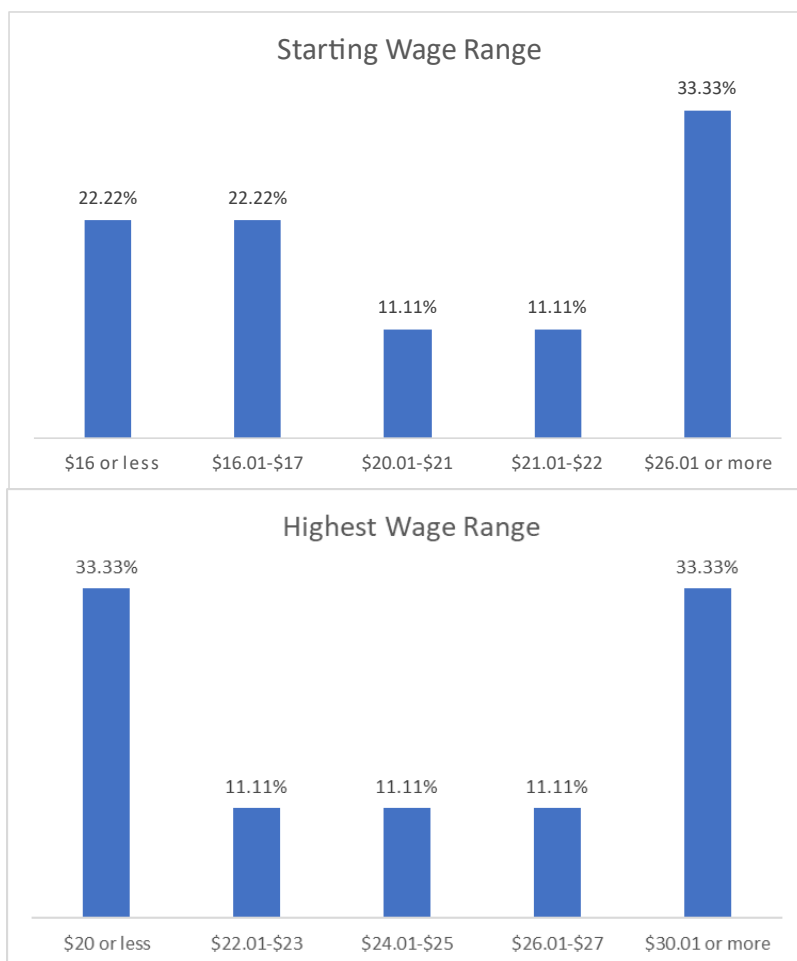
Employment Position	Survey Starting Wage Range	Survey Highest Wage Range	Ohio Median Hourly Wage	U.S. Median Hourly Wage
Nurse Practitioners	\$36 or less \$40.01-\$41 \$45.01-\$46	\$42 or less	\$49.75	\$52.80

\*To assure anonymity of responding employers, if there were fewer than 10 respondents for a given employment position, the actual number is not being reported.

## FOOD SERVICE/RESTAURANT & LODGING PERSONNEL - LODGING MANAGERS

**Respondent Data:** Of the 16 survey respondents who reported employing Food Service/Restaurant & Lodging Personnel, a total of 10 indicated that they employ one or more Lodging Managers.

**Wage Data:** Survey respondents were presented with a list of wage range response options for both starting hourly wage and highest hourly wage for Lodging Managers and were asked to select the responses that were reflective of the wages that they offer. Information about the distribution of responses across wage range options is set forth in the charts below:



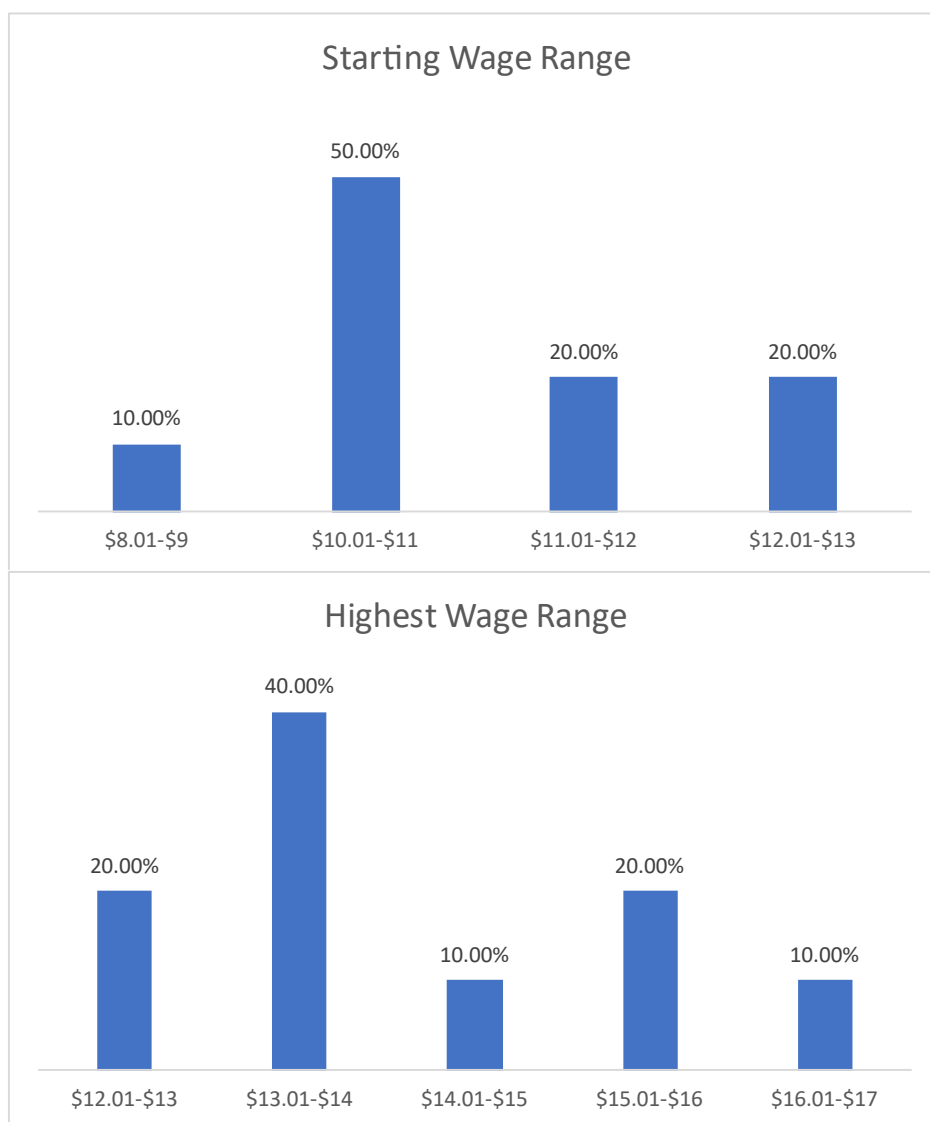
**State & Federal Comparisons:** The median hourly wage for Lodging Managers in the State of Ohio is **\$18.95** and the median hourly wage in the U.S. is **\$26.17**. For purposes of comparison, the survey response options that were selected by the largest number of survey respondents, along with the State of Ohio and U.S. median hourly wages (BLS May 2019), are set forth in the table below.

Employment Position	Survey Starting Wage Range	Survey Highest Wage Range	Ohio Median Hourly Wage	U.S. Median Hourly Wage
Lodging Managers	\$26.01 or more	\$20 or less \$30.01 or more	\$18.95	\$26.17

## FOOD SERVICE/RESTAURANT & LODGING PERSONNEL – COOKS

**Respondent Data:** Of the 16 survey respondents who reported employing Food Service/Restaurant & Lodging Personnel, a total of 12 indicated that they employ one or more Cooks.

**Wage Data:** Survey respondents were presented with a list of wage range response options for both starting hourly wage and highest hourly wage for Cooks and were asked to select the responses that were reflective of the wages that they offer. Information about the distribution of responses across wage range options is set forth in the charts below:



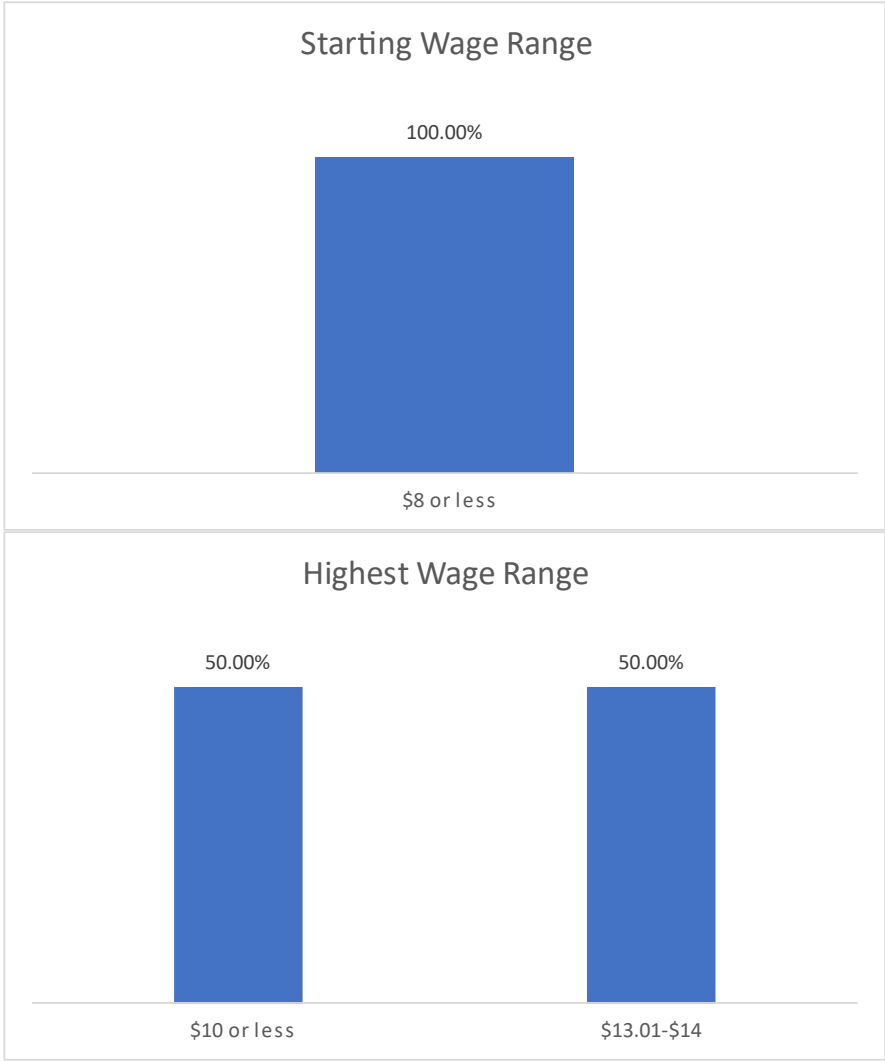
**State & Federal Comparisons:** The median hourly wage for Cooks in the State of Ohio is **\$12.04** and the median hourly wage in the U.S. is **\$13.36**. For purposes of comparison, the survey response options that were selected by the largest number of survey respondents, along with the State of Ohio and U.S. median hourly wages (BLS May 2019), are set forth in the table below.

Employment Position	Survey Starting Wage Range	Survey Highest Wage Range	Ohio Median Hourly Wage	U.S. Median Hourly Wage
Cooks	\$10.01-\$11	\$13.01-\$14	\$12.04	\$13.36

# FOOD SERVICE/RESTAURANT & LODGING PERSONNEL - WAIT STAFF

**Respondent Data:** Of the 16 survey respondents who reported employing Food Service/Restaurant & Lodging Personnel, fewer than 10 indicated that they employ one or more Wait Staff.\*

**Wage Data:** Survey respondents were presented with a list of wage range response options for both starting hourly wage and highest hourly wage for Wait Staff and were asked to select the responses that were reflective of the wages that they offer. Information about the distribution of responses across wage range options is set forth in the charts below:



**State & Federal Comparisons:** The median hourly wage for Wait Staff in the State of Ohio is **\$9.59** and the median hourly wage in the U.S. is **\$11.00**. For purposes of comparison, the survey response options that were selected by the largest number of survey respondents, along with the State of Ohio and U.S. median hourly wages (BLS May 2019), are set forth in the table below.

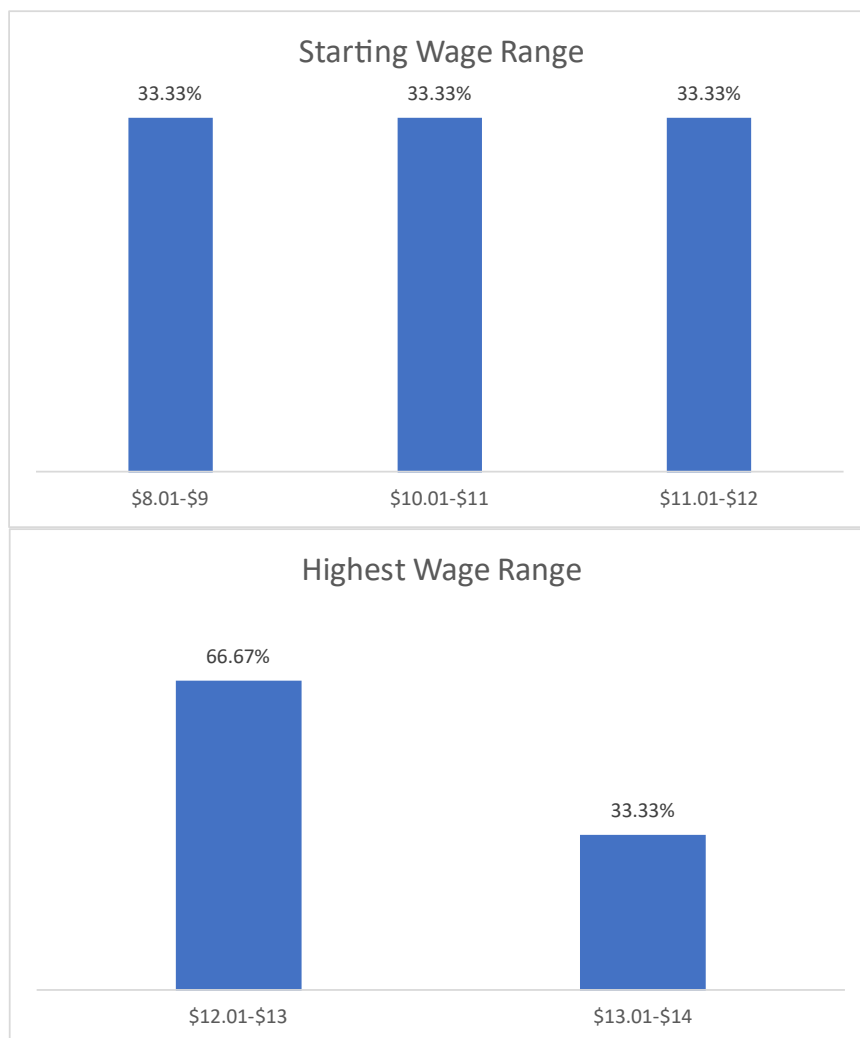
Employment Position	Survey Starting Wage Range	Survey Highest Wage Range	Ohio Median Hourly Wage	U.S. Median Hourly Wage
Wait Staff	\$8 or less	\$10 or less \$13.01-\$14	\$9.59	\$11.00

\*To assure anonymity of responding employers, if there were fewer than 10 respondents for a given employment position, the actual number is not being reported.

## FOOD SERVICE/RESTAURANT & LODGING PERSONNEL – DISHWASHERS

**Respondent Data:** Of the 16 survey respondents who reported employing Food Service/Restaurant & Lodging Personnel, fewer than 10 indicated that they employ one or more Dishwashers.\*

**Wage Data:** Survey respondents were presented with a list of wage range response options for both starting hourly wage and highest hourly wage for Dishwashers and were asked to select the responses that were reflective of the wages that they offer. Information about the distribution of responses across wage range options is set forth in the charts below:



**State & Federal Comparisons:** The median hourly wage for Dishwashers in the State of Ohio is **\$10.00** and the median hourly wage in the U.S. is **\$11.53**. For purposes of comparison, the survey response options that were selected by the largest number of survey respondents, along with the State of Ohio and U.S. median hourly wages (BLS May 2019), are set forth in the table below.

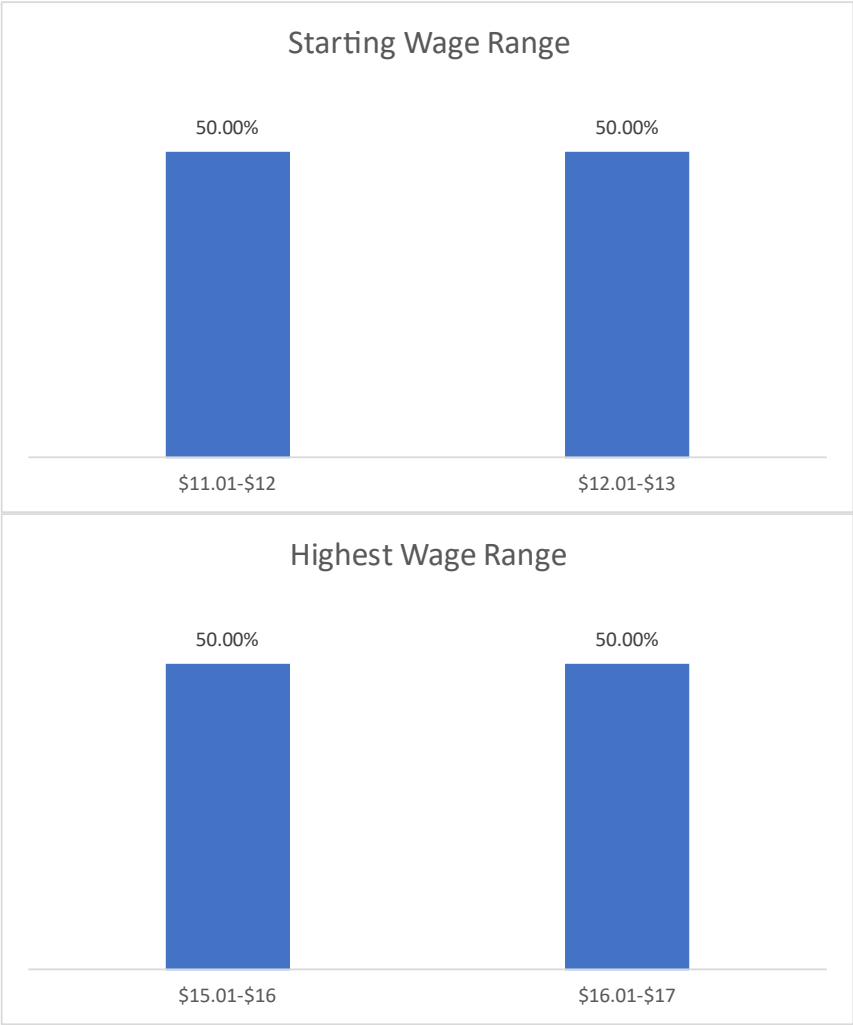
Employment Position	Survey Starting Wage Range	Survey Highest Wage Range	Ohio Median Hourly Wage	U.S. Median Hourly Wage
Dishwashers	\$8.01-\$9 \$10.01-\$11 \$11.01-\$12	\$12.01-\$13	\$10.00	\$11.53

\*To assure anonymity of responding employers, if there were fewer than 10 respondents for a given employment position, the actual number is not being reported.

# FOOD SERVICE/RESTAURANT & LODGING PERSONNEL - HOSTS & HOSTESSES

**Respondent Data:** Of the 16 survey respondents who reported employing Food Service/Restaurant & Lodging Personnel, fewer than 10 indicated that they employ one or more Hosts & Hostesses.\*

**Wage Data:** Survey respondents were presented with a list of wage range response options for both starting hourly wage and highest hourly wage for Hosts & Hostesses and were asked to select the responses that were reflective of the wages that they offer. Information about the distribution of responses across wage range options is set forth in the charts below:



**State & Federal Comparisons:** The median hourly wage for Hosts & Hostesses in the State of Ohio is **\$9.51** and the median hourly wage in the U.S. is **\$11.10**. For purposes of comparison, the survey response options that were selected by the largest number of survey respondents, along with the State of Ohio and U.S. median hourly wages (BLS May 2019), are set forth in the table below.

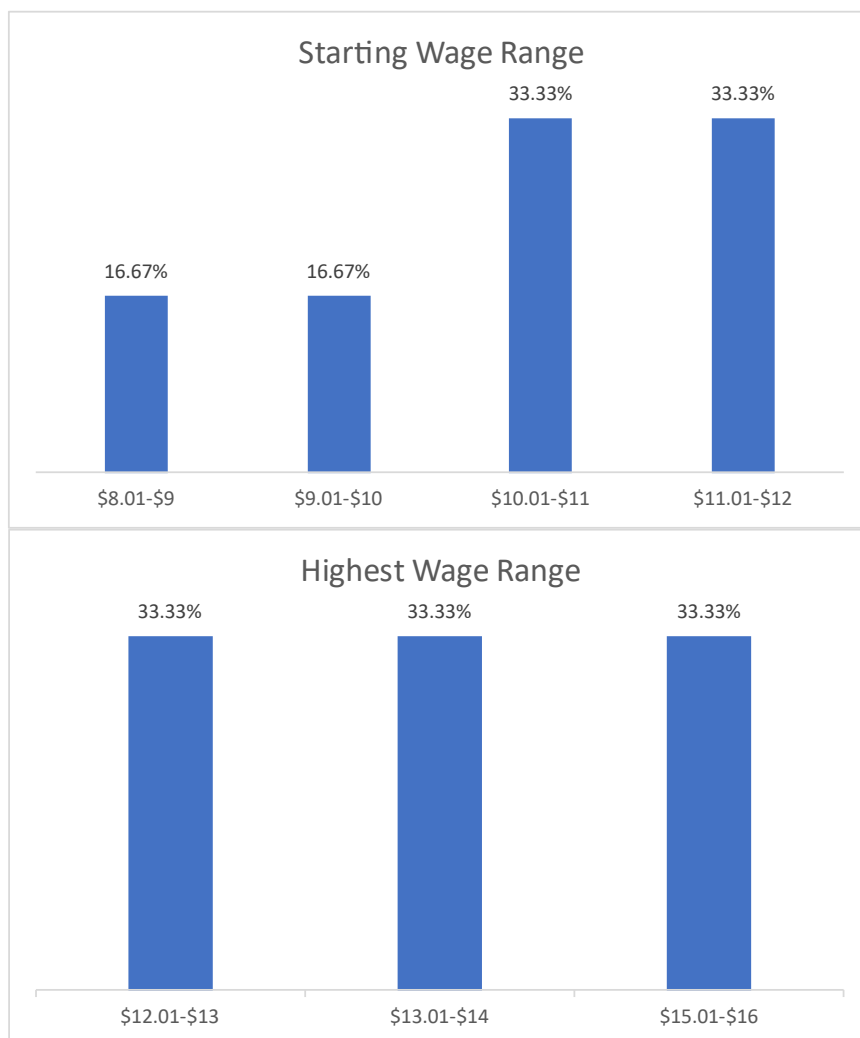
Employment Position	Survey Starting Wage Range	Survey Highest Wage Range	Ohio Median Hourly Wage	U.S. Median Hourly Wage
Hosts & Hostesses	\$11.01-\$12 \$12.01-\$13	\$15.01-\$16 \$16.01-\$17	\$9.51	\$11.10

\*To assure anonymity of responding employers, if there were fewer than 10 respondents for a given employment position, the actual number is not being reported.

## FOOD SERVICE/RESTAURANT & LODGING PERSONNEL - MAIDS & HOUSEKEEPERS

**Respondent Data:** Of the 16 survey respondents who reported employing Food Service/Restaurant & Lodging Personnel, fewer than 10 indicated that they employ one or more Maids & Housekeepers.\*

**Wage Data:** Survey respondents were presented with a list of wage range response options for both starting hourly wage and highest hourly wage for Maids & Housekeepers and were asked to select the responses that were reflective of the wages that they offer. Information about the distribution of responses across wage range options is set forth in the charts below:



**State & Federal Comparisons:** The median hourly wage for Maids & Housekeepers in the State of Ohio is **\$10.85** and the median hourly wage in the U.S. is **\$11.95**. For purposes of comparison, the survey response options that were selected by the largest number of survey respondents, along with the State of Ohio and U.S. median hourly wages (BLS May 2019), are set forth in the table below.

Employment Position	Survey Starting Wage Range	Survey Highest Wage Range	Ohio Median Hourly Wage	U.S. Median Hourly Wage
Maids & Housekeepers	\$10.01-\$11 \$11.01-\$12	\$12.01-\$13 \$13.01-\$14 \$15.01-\$16	\$10.85	\$11.95

\*To assure anonymity of responding employers, if there were fewer than 10 respondents for a given employment position, the actual number is not being reported.



# EMPLOYEE BENEFITS

Ohio State University Extension researchers examined a variety of employee benefits in the study, including insurance, vacation, retirement, employee assistance, and other benefits. The results of the survey revealed that employers included in the study provided a variety of benefit options to their employees.

## INSURANCE BENEFITS

Table 1 lists certain types of insurance benefits offered by employers to their employees, including the percentage of survey respondents offering the specified benefit to their employees, the percentage of employer respondents who pay 100 percent of the cost of the specified benefit, the percentage of employees who pay 100 percent of the cost of the benefit, and the percentage of employer respondents contributing partially toward the cost of coverage.

Researchers noted that more than 71 percent of respondents offer group medical coverage, and nearly 54 percent of respondents offer group major medical coverage. Over 66 percent of respondents offer vision and dental care, while more than 62 percent offer coverage for prescription drugs.

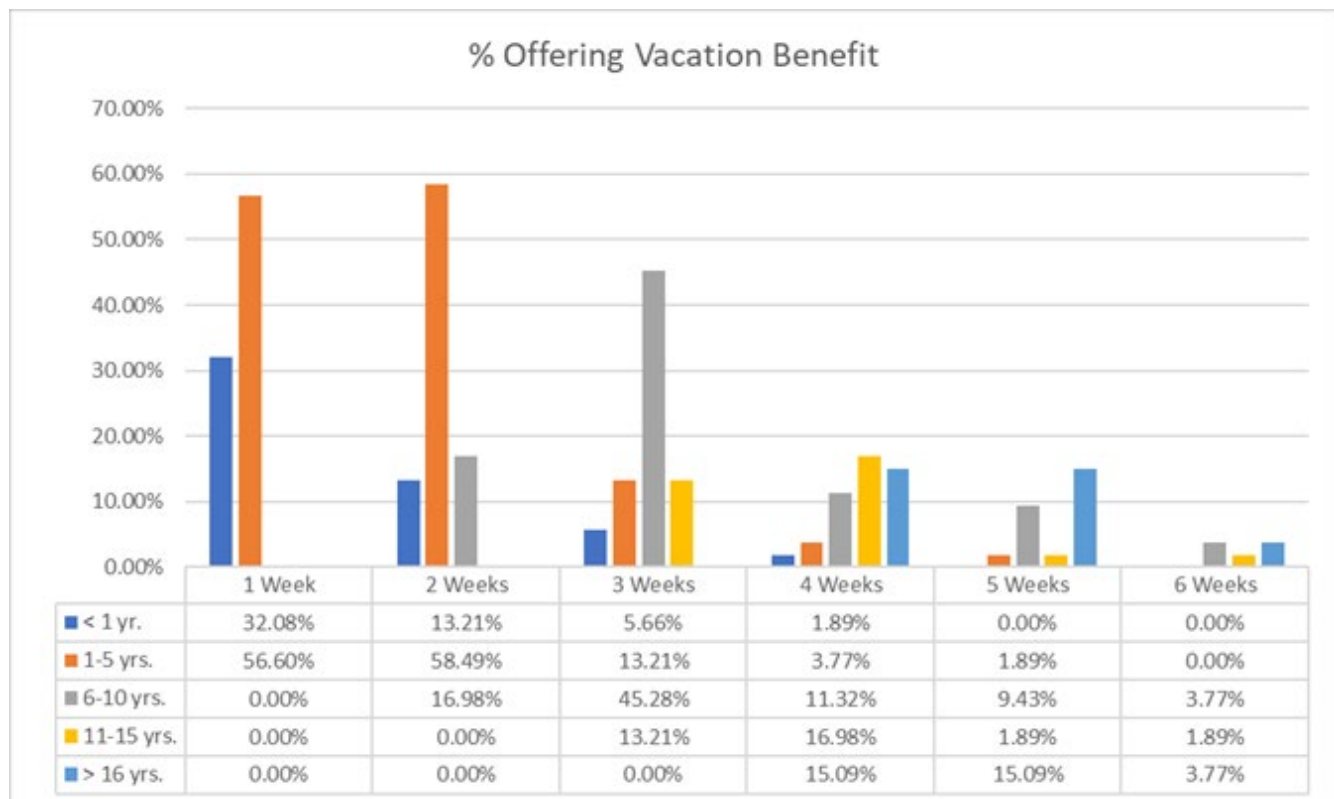
Table 1: Benefit Participation Rates\*

Type of Benefit	Percent Offering Benefit	Company Contributes 100% Cost	Employee Contributes 100% Cost	Company Contributes Partial Cost	Percent Not Offering Benefit
Group Medical	71.70%	11.32%	3.77%	56.60%	28.30%
Major Medical	53.85%	5.77%	1.92%	46.15%	46.15%
Group Dental	67.92%	7.55%	30.19%	30.19%	32.08%
Vision Care	66.04%	5.66%	37.74%	22.64%	33.96%
Prescription Drugs	62.26%	3.77%	3.77%	54.72%	37.74%
Group Life	50.94%	32.08%	9.43%	9.43%	49.06%
Group Accidental Death/Disability	49.06%	28.30%	15.09%	5.66%	50.94%
Optional Accidental Death/Disability	49.06%	7.55%	41.51%	0.00%	50.94%
Optional Life	50.94%	3.77%	45.28%	1.89%	49.06%
Long Term Disability	50.94%	16.98%	26.42%	7.55%	49.06%

\*Based on responses received from 53 businesses.

## VACATION BENEFITS

- **One Week:** More than 32 percent of respondents\* offer one week of vacation for full-time hourly employees within one year of service, while 56 percent offer the benefit between one year and five years of service.
- **Two Weeks:** More than 13 percent of respondents offer two weeks of vacation for full-time hourly employees within one year of service, while 58 percent offer the benefit between one year and five years of service.
- **Three Weeks:** More than 5 percent of respondents offer three weeks of vacation for full-time hourly employees within one year of service, while 13 percent offer the benefit between one year and five years of service. More than 45 percent of respondents offer this amount of vacation after six years of service. Thirteen percent offer this benefit after 10 years of service.
- **Four Weeks:** Nearly 17 percent of employers offer four weeks of vacation time between 11 and 15 years of service. Slightly more than half of respondents, nearly 51 percent, do not offer four weeks of vacation time.
- **Five Weeks:** Twenty-eight percent of respondents offer five weeks of vacation time, with over half offering this benefit to employees with 16 or more years of service.



\*Based on responses received from 53 businesses.

## RETIREMENT BENEFITS

Slightly over 75 percent of respondents offer a thrift/savings plan, and nearly 70 percent of respondents match some level of employee contributions. Roughly 6 percent of respondents provide stock options.

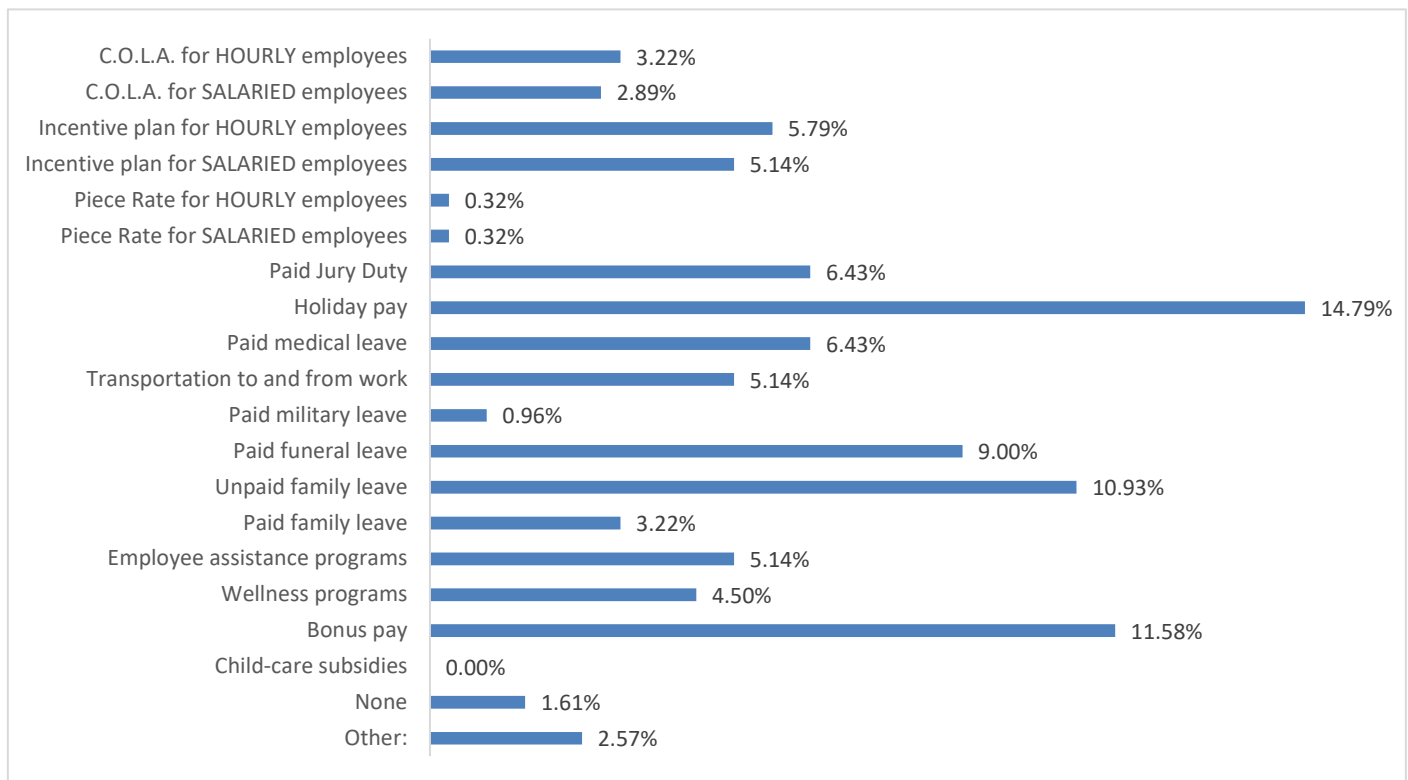
Table 2: Retirement Participation Rates\*

Type of Benefit	Percent Offering Benefit	Company Contributes 100% Cost	Employee Contributes 100% Cost	Company Contributes Partial Cost	Percent Not Offering Benefit
Thrift/Savings Plan	75.47%	1.89%	3.77%	69.81%	24.53%
Stock Options	5.66%	3.77%	1.89%	0.00%	94.34%

\*Based on responses received from 53 businesses.

## OTHER BENEFITS

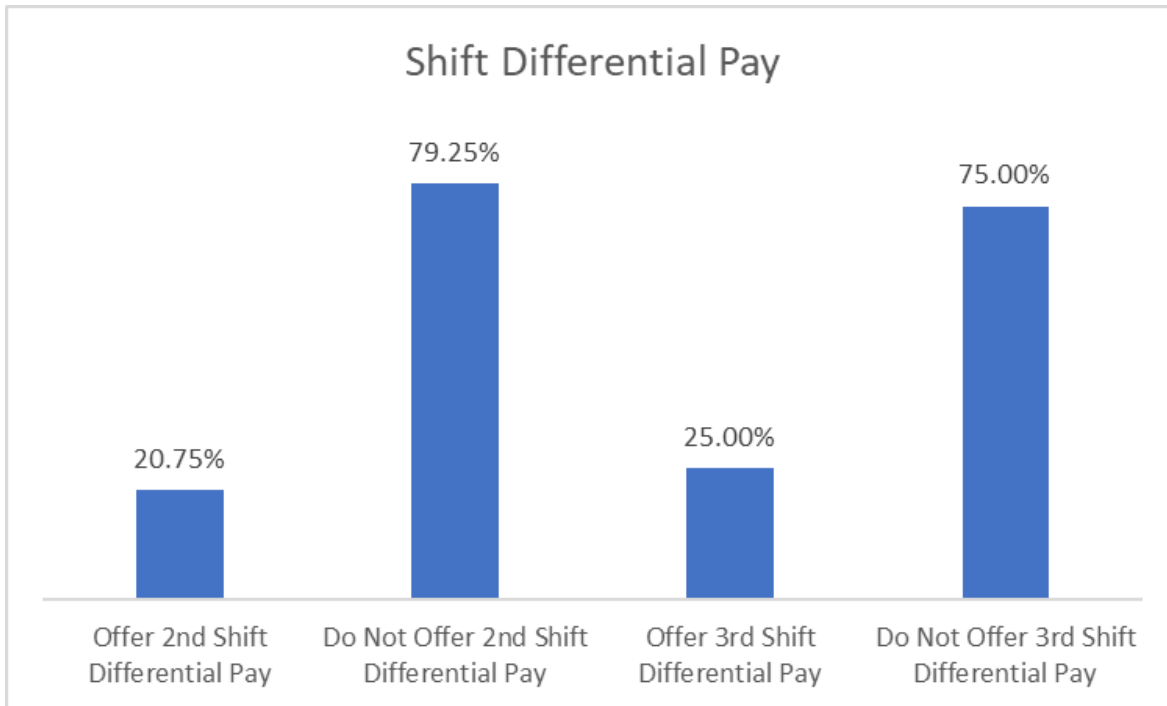
The chart below indicates the percentage of respondents who provide the specified benefit to eligible employees.



\*Based on responses received from 53 businesses.

## SHIFT DIFFERENTIAL PAY

The chart below indicates the percentage of respondents who offer the specified differential pay.



\*Based on responses received from 53 businesses.

## EMPLOYEE ASSISTANCE

Table 3: Employee Assistance Participation Rates\*

Type of Benefit	Percent Offering Benefit	Company Contributes 100% Cost	Employee Contributes 100% Cost	Company Contributes Partial Cost	Percent Not Offering Benefit
Education Assistance	33.96%	26.42%	1.89%	5.66%	66.04%
Safety Apparel	66.04%	50.94%	0.00%	15.09%	33.96%
Clothing Allowance	41.51%	37.74%	0.00%	3.77%	58.49%
Child Care	3.77%	0.00%	3.77%	0.00%	96.23%

\*Based on responses received from 53 businesses.

# SURVEY PROCESS AND METHODOLOGY

To better inform decision-making, the Holmes County Economic Development Council contracted with OSU Extension researchers to engage Holmes County manufacturing, finance and insurance, healthcare, accommodation and food service, wholesale trade, and transportation businesses in the collection of wage and benefit information. Data was collected via an online survey in Fall 2020.

A database of contacts was provided by the Holmes County Economic Development Council which included contact information for human resource and management personnel. Targeted businesses were private entities that shared similar job categories that included a mixture of production and administrative positions, both hourly and salaried. All the companies received formal e-mail letters of invitation to participate in the survey.

Email invitations were followed up with another e-mail notice and a web-based link to the survey, including instructions for completion. A total of 68 businesses responded to the survey.

## SURVEY DESIGN

Researchers designed the survey in consultation with the Holmes County Economic Development Council to include questions that appropriately reflected wage and benefit levels for occupational categories within the six business sectors referenced above. The survey included the following sections:

1. Company information
2. Wage information for 36 employment positions
3. Insurance benefits
4. Paid time off and other benefits
5. Contact information

The survey included questions that covered general information about the businesses and more detailed information about the 36 employment positions. Information gathered for each job position included number of employees, starting wage range, and highest wage range. Results were then compared with 2019 Bureau of Labor Statistics federal and Ohio median wages for like employee positions to provide a universal perspective of how wages compare.

## CONCLUSION

This is the second Wage and Benefit survey conducted in Holmes County since 2017. Similar to the first survey, the researchers were pleased with the number of responses received. A total of 68 business responded to the 2020 survey, while 27 businesses participated in the 2017 survey. The researchers believe that the increased participation in the recent survey was due, in large part, to the addition of four business classifications to the survey.

Holmes County has a large base of established businesses. In fact, over 83 percent of respondents indicated that they have been in business for over 20 years. Manufacturing sector businesses account for a large percentage of total employment positions. Over 42 percent of survey respondents identify as manufacturing businesses. The next largest business sector to participate in the survey was accommodation and food service, with 13 percent of respondents. Nineteen survey respondents, nearly 28 percent, selected “none of the above” as their business classification. The foregoing result strongly suggests that an additional category, such as government/not for profit, should be considered for future surveys.

The researchers recommend that a similar survey be conducted within the next three years. Future surveys will enable the Holmes County Economic Development Council and OSU Extension researchers to continue building a database to help understand the progression of wage and benefit offerings available from employers in Holmes County. Such databases will also enable comparisons to wages and benefits being offered throughout Ohio and across the United States. In addition, future surveys will allow the researchers to compare wage and benefit information obtained before, during, and after the COVID pandemic.