



Holmes County, Ohio
Wage and Benefit Analysis Report
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EXECUTIVE SUMMARY

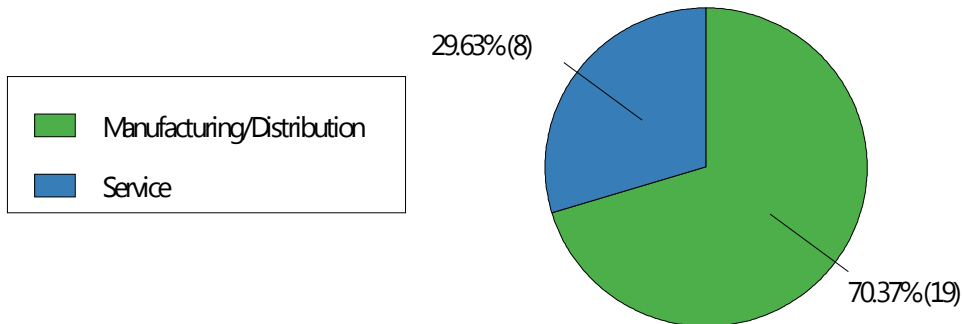
This report summarizes the results of the Holmes County compensation study, commissioned and funded by the Holmes County Economic Development Council (HCEDC) and conducted by Ohio State University (OSU) Extension researchers. A web-based survey was administered during June 2017 and includes wage and benefit data for 21 occupations gathered from 27 businesses within the county.

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. Four categories of job classifications were analyzed including: production occupations, transportation and material moving occupations, business and financial operations occupations, and office and administrative support occupations.

About the 27 Businesses

- **Longevity:** Over 85 percent of responding businesses have been in business for more than 20 years
- **Unionization:** Almost 90 percent of the companies are not unionized
- **Type:** Over 70 percent of respondents classify their businesses as manufacturing or distribution-related businesses and 30 percent of respondents classify their businesses as service-oriented businesses
- **Size:** About half of the businesses have 100 employees or more, 5 businesses have between 11-24 employees, 4 businesses have between 25-50 employees and the remaining 5 businesses have between 51-100 employees
- **Compensation Type:** Nearly 60 percent of the businesses have 50 or more employees who are compensated on an hourly basis. Roughly the same percentage of businesses have 25 or less salaried employees.
- **Full-time/Part-Time:** Almost 60 percent of responding businesses have less than 10 permanent part-time employees, with only 1 employer hiring 100 or more part-time employees.

Chart 1: Survey Respondent Type by Percent



SURVEY PROCESS AND METHODOLOGY

OVERVIEW

The Holmes County Economic Development Council contracted with OSU researchers to conduct an online survey that was posted during May-June 2017. The purpose of the survey is to collect wage and benefit information for manufacturing, distribution and service-oriented businesses in Holmes County. Results of the survey will help the businesses gain a better understanding of wage and benefit levels for similar types of positions across like businesses within the county, throughout the state and across the country.

The Holmes County Economic Development Council developed a database of contacts with 45 businesses, including human resource and management personnel. All of the companies received formal e-mail letters of invitation to participate in the survey beginning in June 2017. Targeted businesses were private entities that shared similar job categories that included a mixture of production and administrative positions, both hourly and salaried.

Email invitations were followed up with another e-mail notice and a web-based link to the survey, including instructions for completion. Of the 45 companies receiving an e-mail invitation, 27 completed the survey for a 60 percent response rate. [Note: one company completed both a “service” sector response and a “manufacturing” sector response]

SURVEY DESIGN

Researchers designed the survey in consultation with the HCEDC to include questions that adequately reflect wage and benefit levels for occupational categories within the manufacturing and service sectors in the county. The survey included the following sections:

1. Company information
2. Compensation information for 21 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 21 job categories. Information gathered for each job category included: number of employees, type of employment and wage ranges. Results were then compared with federal and Ohio wage and benefit levels for like job categories to provide a universal perspective of how wages compare.

SURVEY RESULTS

The information contained in this section is based on data gleaned from the wage and benefit survey. The following sections contain employer participation rates for various employee benefits, including insurance benefits and vacation benefits. In addition, this section includes information about employee compensation rates.

EMPLOYEE BENEFITS

OSU researchers examined a variety of employee benefits in the study: medical/health insurance, time-off, retirement and other benefits. Employers in the study provided a variety of benefit options. Table 1 lists certain types of benefits offered by many employers to their employees, the percentage of survey respondents providing the specified benefit to their employees, the percentage of respondents who pay for 100 percent of the cost of the specified benefit and the percentage of respondents contributing at least partial payment toward the cost of coverage. Table 2 identifies other benefits, including time-off and retirement benefits, and indicates the percentage of respondents offering each type of benefit. All 27 businesses responded to this benefits section of the survey.

Table 1: Employer Benefit Participation Rates

Type of Benefit	Percent Providing Coverage	Percent Providing 100% Coverage	Percent Contributing Partial Coverage	# Not Providing Coverage
Group medical	81.4%	7.4%	74.1%	5
Major medical	74.1%	7.4%	66.7%	7
Group dental	88.9%	7.4%	37.0%	3
Vision care	81.5%	3.7%	25.9%	5
Prescription drugs	88.9%	11.1%	70.4%	3
Group Life	81.5%	59.3%	3.7%	5
Group Accidental Death/Disability	74.1%	44.4%	3.7%	7
Optional Accidental Death/Disability	74.1%	14.8%	0	7
Optional Life	70.4%	3.7%	3.7%	8
Long Term Disability	70.4%	40.7%	3.7%	8

Table 2: Employer General Benefits Participation Rates

Employee Benefit	% of Businesses Providing Benefit
C.O.L.A. for hourly employees	70.4%
C.O.L.A. for salaried employees	11.1%
Incentive plan for hourly employees	40.7%
Incentive plan for salaried employees	33.3%
Paid jury duty	44.4%
Holiday pay	96.3%
Paid medical leave	44.4%
Transportation to and from work	22.2%
Paid military leave	22.2%
Paid funeral leave	59.2%
Unpaid family leave	74.1%
Paid family leave	29.6%
401(k) Thrift/Savings Plan/403(b)	92.6%
Stock Options	7.4%
Educational Assistance	48.2%
Safety Apparel	70.4%

Clothing Allowance	33.3%
Child Care	0
Employee assistance programs	40.7%
Wellness programs	51.9%
Bonus pay	14.8%

From Tables 1 and 2 above, over 81 percent of respondents offer health insurance, vision care and group life insurance coverage. Nearly 93 percent of respondents offer a 401(k) or 403(b) savings plan. Roughly 74 percent of respondents offer major medical coverage. Long-term disability coverage and optional life coverage is made available by 20 of the respondents, or 70 percent.

VACATION BENEFITS

- **One Week:** Forty-four percent (44%) of employers offer one week of vacation for full time hourly employees within one year of service, while 48% offer the benefit after one year or before 5 years of service.
- **Two Weeks:** Fifty-two percent (52%) of employers offer two weeks of vacation to employees having between 1-5 years of service. Thirty percent (30%) of employers offer two weeks of vacation after 5 years of service and 19% of employers offer this amount of time off after 6 years.
- **Three Weeks:** Forty-four percent (44%) of employers offer four weeks of vacation to employees having between 11-15 years of service. Thirty-seven percent (37%) of employers offer this benefit to employees having between 6-10 years of service. Only 7% of employers provide three weeks of vacation before 5 years of service. Eleven percent (11%) of employers do not offer this amount of vacation time.
- **Four Weeks:** Forty-one percent (41%) of employers do not offer four weeks of vacation time. Thirty percent (30%) of employers require at least 16 years of service before offering this amount of vacation time. Twenty-two percent (22%) of employers offer the benefit for employees working between 11-15 years.
- **Five Weeks:** Eighty-five percent (85%) of employers do not offer five weeks of vacation time. Only 11% of employers offer this amount of vacation time, but only for employees with 16 or more years of service.
- **Six Weeks:** Only one employer offers six weeks of vacation time. This benefit is available to employees after 16 years of service.

EMPLOYEE COMPENSATION

Wage ranges for twenty-one occupational categories were compiled and compared with the most recent national hourly wage rates available (May 2016), based on Occupational Employment Statistics (OES) compiled by the U.S. Bureau of Labor Statistics. As part of the study design, local occupation categories were aligned with OES categories for comparison purposes.

Table 3 lists the median wage ranges for both the starting wage range and top wage range paid by survey respondents for each of the identified positions. For purposes of comparison, the table also includes the median (50 percentile) hourly wage for the same positions in the United States and Ohio.

Following this table is a wage comparison profile for each of the 21 positions included in this study. The profiles present hourly wage range data for each job category, including charts showing the starting and highest median wage ranges for full-time workers and, for comparison purposes, the U.S. and Ohio median hourly wages (2016). Median wage range is the mid-point wage range for a given job classification based on the responses received from all survey participants. For example, if the median starting wage range is \$13-\$17 per hour, then half of the wage range responses are less than this wage range and half of the wage range responses are greater than this wage range. Median wage is the mid-point wage for all employees within each job classification across all reporting businesses, where 50 percent of wages fall below the wage and 50 percent fall above the wage.

Table 3: Holmes County Median Hourly Wage Ranges Compared to U.S. & Ohio Median Hourly Wage

Categories and Position Titles	HC Median Wage Range (Starting)	HC Median Wage Range (Highest)	U.S. Median Hourly Wage	Ohio Median Hourly Wage
Production Occupations				
Supervisors of Production Workers	\$13-17.00	\$24-26.00	\$27.78	\$27.52
Structural Metal Fabricators, Assemblers and Fitters	\$13-17.00	\$18-20.00	\$18.14	\$17.19
Food Processors	\$9-11.00	\$16-20.00	\$15.93	\$15.13
Welding, Soldering, and Brazing Workers	\$13-17.00	\$18-20.00	\$17.78	\$18.17
Woodworkers	\$11.-13.00	\$18-20.00	\$13.70	\$13.20
Packaging and Filling Machine Operators	\$11-13.00	\$16-18.00	\$13.60	\$15.41
Other Production Workers	\$11-13.00	\$16-18.00	\$13.83	\$15.72
Transportation and Material Moving				
Transportation and Material Moving Supervisors	\$13-17.00	\$18-20.00	\$14.78	\$14.17
Truck Drivers	\$13-17.00	\$20-22.00	\$19.87	\$20.07
Business & Financial Operations				
Financial Analysts and Advisors	\$22.00+	\$28-30.00	\$39.31	\$33.84
Loan Officers	\$11-22.00	\$28-30.00	\$30.60	\$29.58
Human Resource Specialists	\$17-19.00	\$28-30.00	\$28.45	\$26.59
Office & Administrative Support				
Supervisors of Administrative and Support Occupations	\$28-30.00	\$17-19.00	\$26.12	\$24.84
Bookkeeping, Accounting and Audit Clerks	\$13-17.00	\$20-22.00	\$18.46	\$17.75
Payroll and Timekeeping Clerks	\$13-17.00	\$22-24.00	\$20.38	\$19.95
Tellers	\$9-11.00	\$14-20.00	\$13.11	\$12.03
Customer Service Representatives	\$13-17.00	\$18-20.00	\$15.53	\$14.94
Receptionists and Information Clerks	\$11-13.00	\$14-16.00	\$13.42	\$11.65
Secretaries and Administrative Assistants	\$13-17.00	\$20-22.00	\$17.90	\$16.24

Data Entry and Information Processing Clerks	\$13-17.00	\$16-18.00	\$14.47	\$17.82
Miscellaneous Office and Administrative Support	\$11-13.00	\$18-20.00	\$16.36	\$17.07

Production Occupations

Supervisors of Production Workers

- 18 of the 27 respondents, or 66%, of the businesses in the study employ one or more Supervisors of Production Workers.
- Only three employers employ part-time Supervisors of Production Workers.
- The median *highest* hourly wage range for Supervisors of Production workers in the study is \$24.00-\$26.00, and the median *starting* wage range is \$13-17.
- The U.S. overall median (average) hourly wage for this position is \$27.78, slightly higher than the highest hourly wage range. The Ohio median hourly wage for this position is \$27.52.

Chart 2: Starting Hourly Wage Range for Supervisors of Production Workers

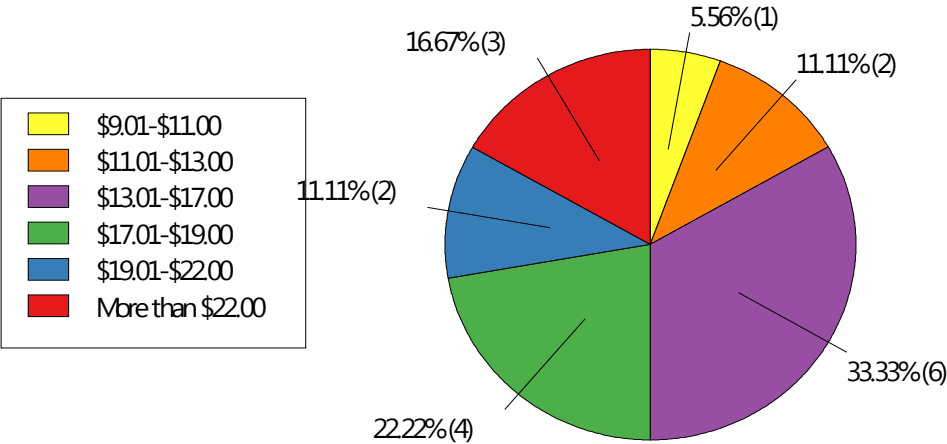
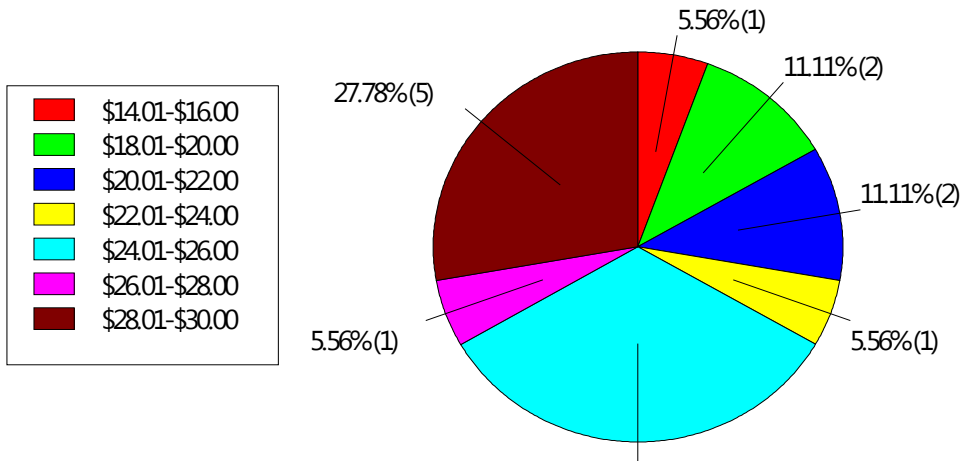


Chart 3: Highest Hourly Wage Range for Supervisors of Production Workers



Structural Metal Fabricators, Assemblers and Fitters

- Three employers in the study employ full-time Structural Metal Fabricators, Assemblers and Fitters. One responding business employs this position part-time.
- Part-time median starting and highest wage ranges align with full-time employees.
- The Holmes County median *starting* wage range is \$13-17 and the median *highest* wage range is \$18-20.
- The U.S. median hourly wage is \$18.14 and the Ohio median hourly wage is \$17.19.

Chart 4: Starting Hourly Wage Range for Structural Metal Fabricators, Assemblers and Fitters

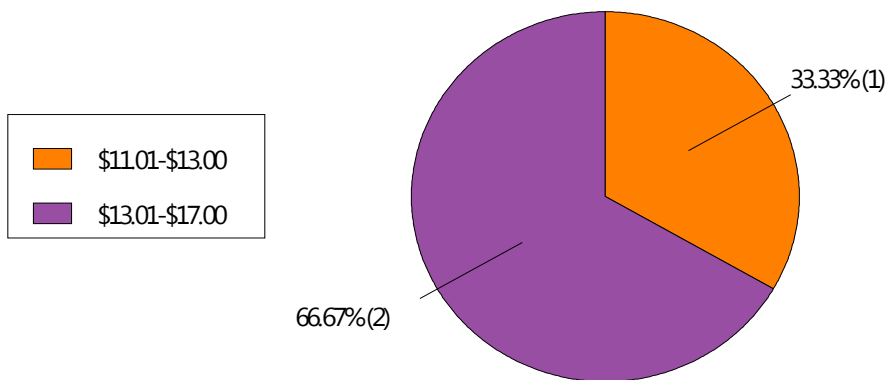
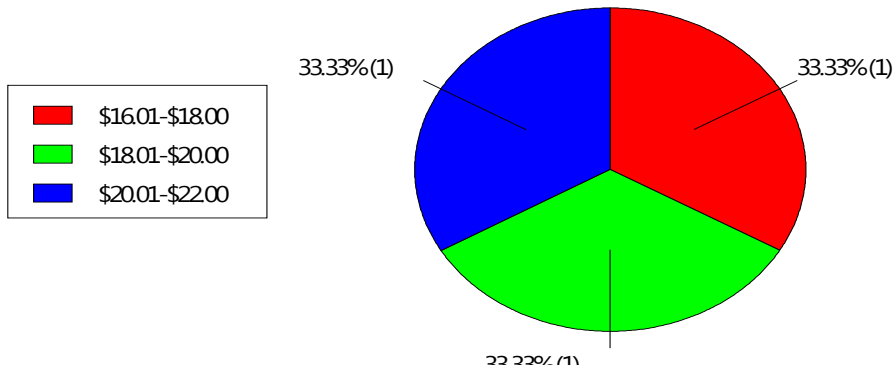


Chart 5: Highest Hourly Wage Range for Structural Metal Fabricators, Assemblers and Fitters



Food Processing Workers

- Full-time and part-time Food Processors are employed by three of the respondents.
- The median *starting* wage range for both full-time and part-time employees in Holmes County is \$9-11 per hour, and the *highest* median wage range is \$18-20 hourly for full-time and \$16-18 for part-time.
- The U.S. median hourly wage is \$15.93 and the Ohio median hourly wage is \$15.13.

Chart 6: Starting Hourly Wage Range for Food Processing Workers

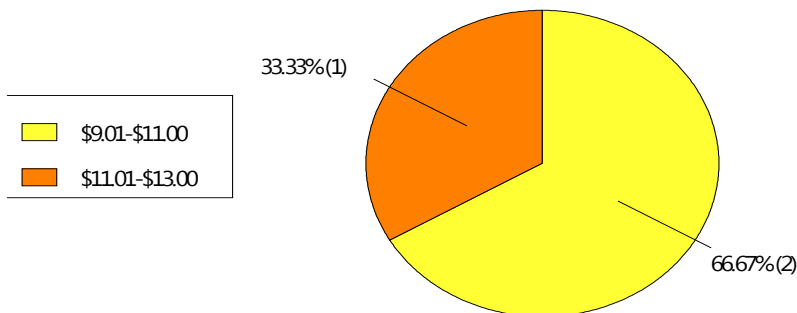
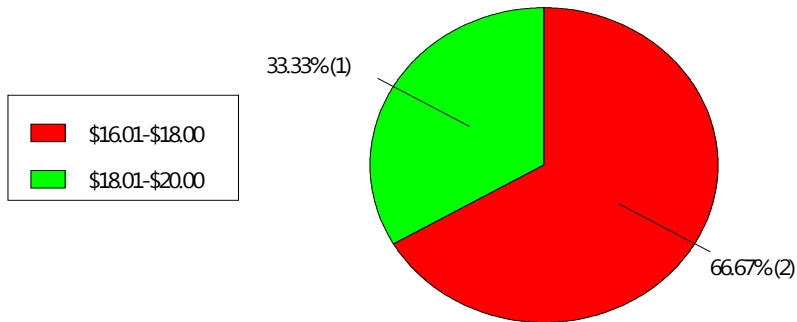


Chart 7: Highest Hourly Wage Range for Food Processing Workers



Welding, Soldering and Brazing Workers

- Three of the responding businesses employ Welding, Soldering and Brazing Workers, with no businesses reporting part-time workers.
- The median hourly *starting* wage range in the study is \$13-17 and the *highest* median wage range is \$18-20 for this position.
- The U.S. median hourly wage is \$17.78 and the Ohio median hourly wage is \$18.17.

Chart 8: Starting Hourly Wage Range for Welding, Soldering and Brazing Workers

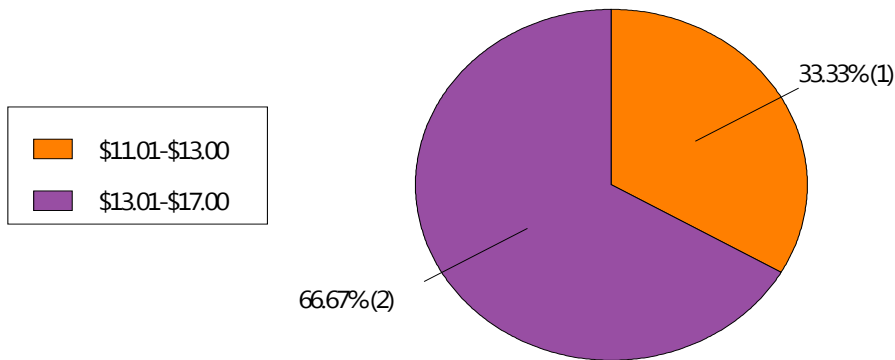
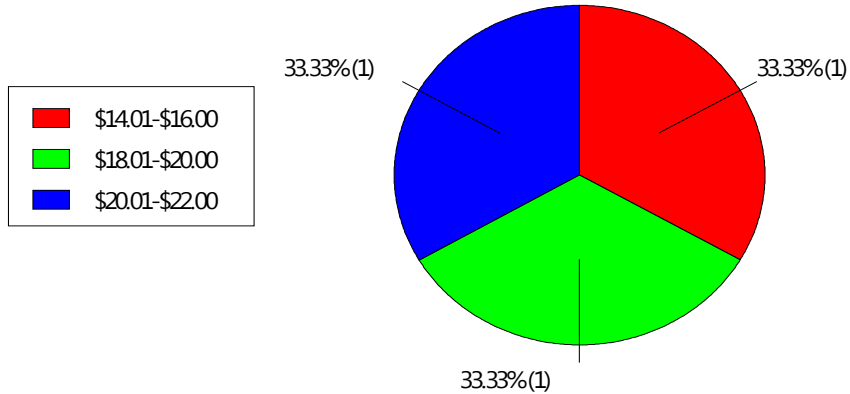


Chart 9: Highest Hourly Wage Range for Welding, Soldering and Brazing Workers



Woodworkers

- Woodworkers are employed by seven of the surveyed businesses, including four that employ more than 50 Woodworkers. Three companies employ between 1-5 Woodworkers on a part-time basis.
- The median hourly *starting* wage range in the study is \$11-13 for full-time workers and \$9-11 for part-time. The *highest* median wage range in the study is \$18-20 for full-time and \$16-18 for part-time.
- The U.S. median hourly wage for Woodworkers is \$13.70 and the Ohio median wage for Woodworkers is \$13.20.

Chart 10: Starting Hourly Wage Range for Woodworkers

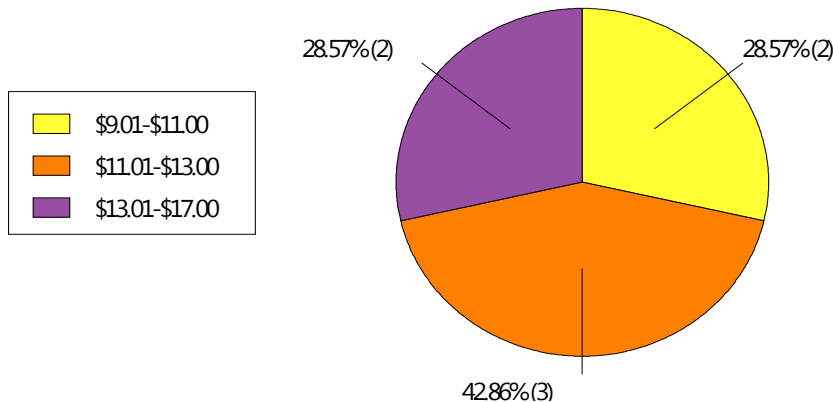
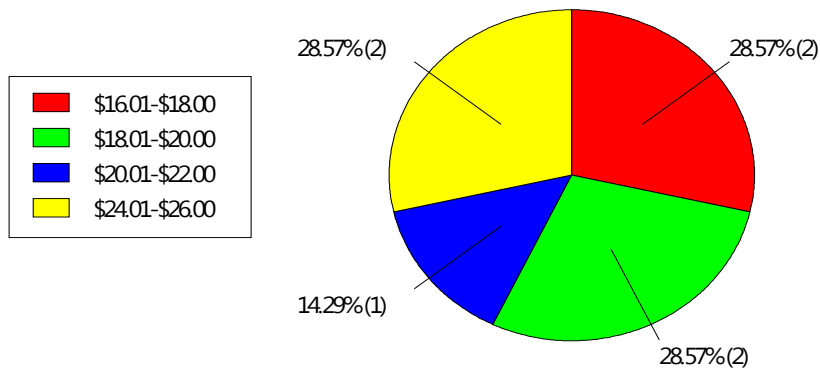


Chart 11: Highest Hourly Wage Range for Woodworkers



Packaging and Filling Machine Operators

- Five of the responding businesses employ Packaging and Filling Machine Operators, with only one business reporting part-time workers.
- The median hourly *starting* wage range is \$11-\$13 and the *highest* median wage range is \$16-18 per hour for this position. These wage ranges also correspond with median wage ranges reported by the one business for part-time employees.
- The U.S. median hourly wage for this position is \$13.60 and the Ohio median hourly wage is \$15.41.

Chart 12: Starting Hourly Wage Range for Packaging and Filling Machine Operators

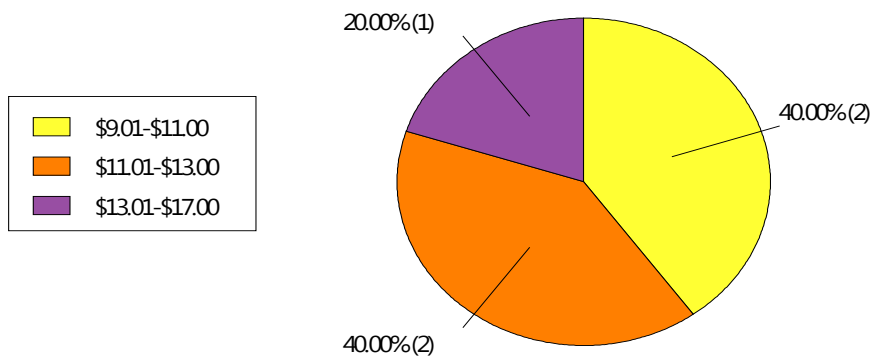
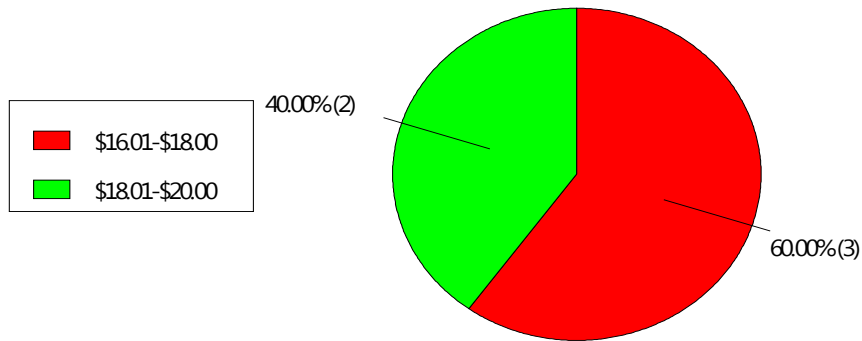


Chart 13: Highest Hourly Wage Range for Packaging and Filling Machine Operators



Other Production Workers

- Nine employers in the study employ full-time Other Production Workers, and three employ part-time Production Workers (other).
- The median wage ranges for full-time employees are as follows: *starting* hourly wage range is \$11-13 and the median *highest* wage range is \$16-18 per hour. The median hourly ranges for part-time employees are \$9-11 and \$12-\$14, respectively.
- The U.S. median hourly wage is \$13.83 and the Ohio median hourly wage is \$15.72.

Chart 14: Starting Hourly Wage Range for Other Production Workers

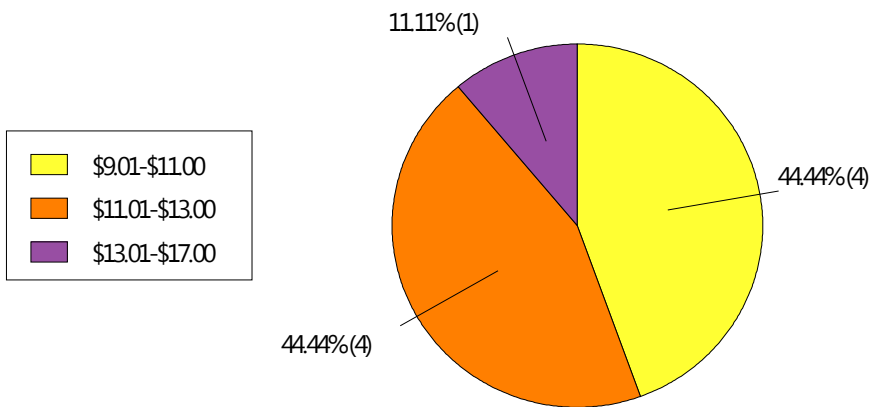
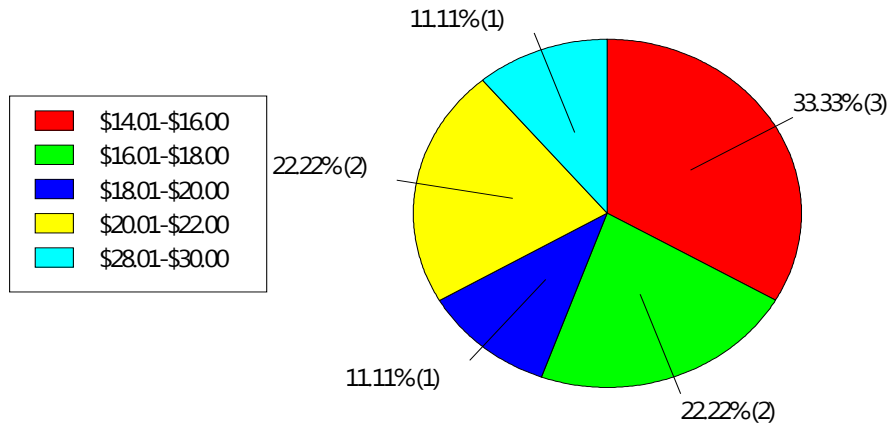


Chart 15: Highest Hourly Wage Range for Other Production Workers



Transportation and Material Moving Occupations

Transportation and Material Moving Supervisors

- Nine employers in the study employ full-time Transportation and Material Moving Supervisor positions. Eight of the responding employers have between 1-5 in this position and one employer employs between 16-30. Three employ the position on a part-time basis.
- The median *starting* hourly wage range is between \$13-17. Starting wages are lower for part-time employees, with the median starting wage range being between \$9-13 hourly. The *highest* median wage range for these positions is \$18-20.
- The U.S. median hourly wage is \$14.78 and the Ohio median hourly wage is \$14.17.

Chart 16: Starting Hourly Wage Range for Transportation and Material Moving Supervisors

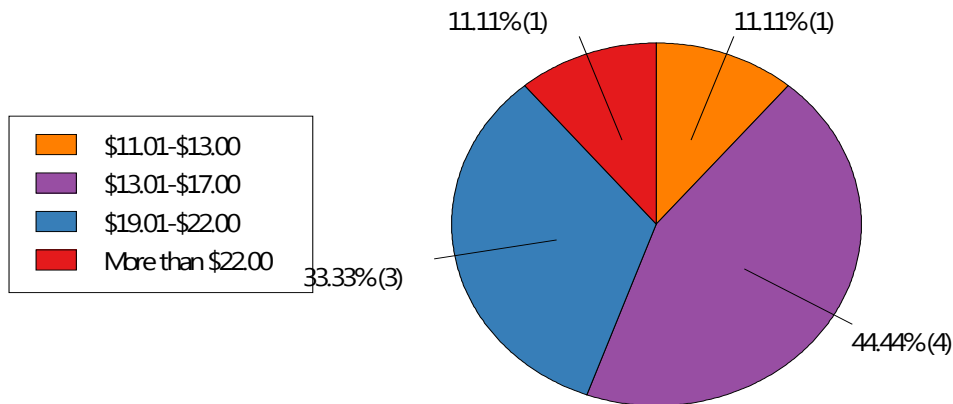
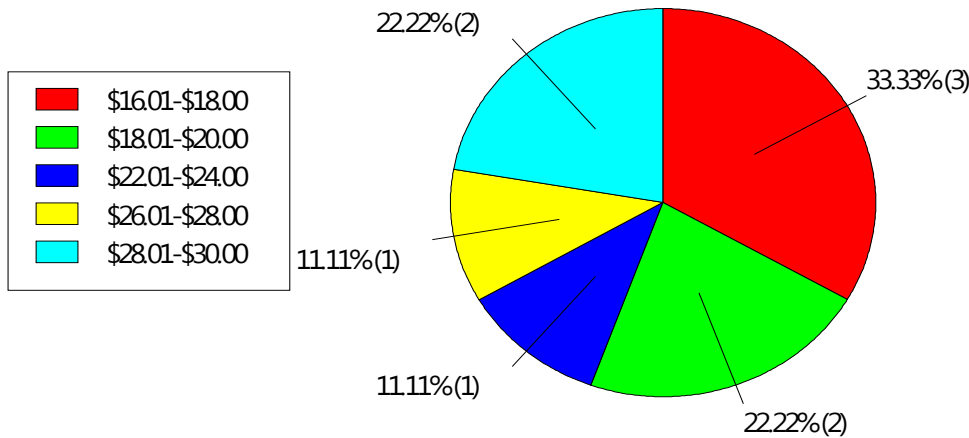


Chart 17: Highest Hourly Wage Range for Transportation and Material Moving Supervisors



Truck Drivers

- Full-time Truck Drivers are employed by twelve responding employers. The majority of responding employers employ between 1-5 drivers. One employer employs between 6-10 part-time Truck Drivers.
- The median *starting* hourly wage range for full-time Truck Drivers is between \$13-17, which is the predominant range given by over half of the respondents. The *highest* median wage range for full-time drivers is \$20-22 per hour. The U.S. median hourly wage is \$19.87 and the median Ohio hourly wage is \$20.07.

Chart 18: Starting Hourly Wage Range for Truck Drivers

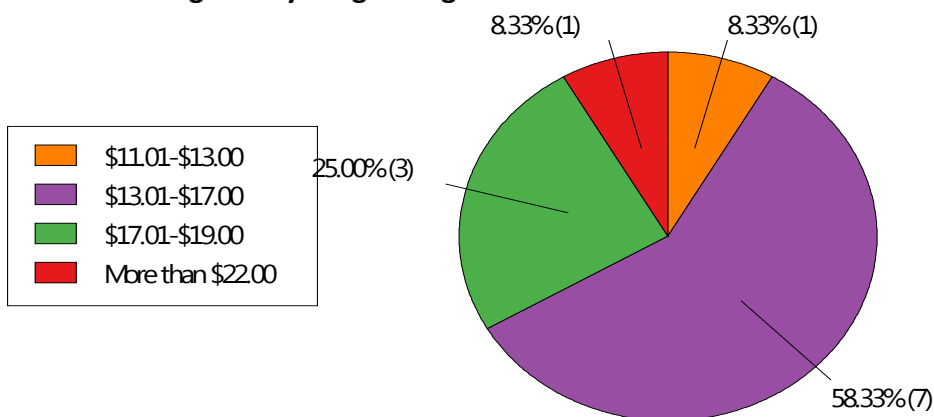
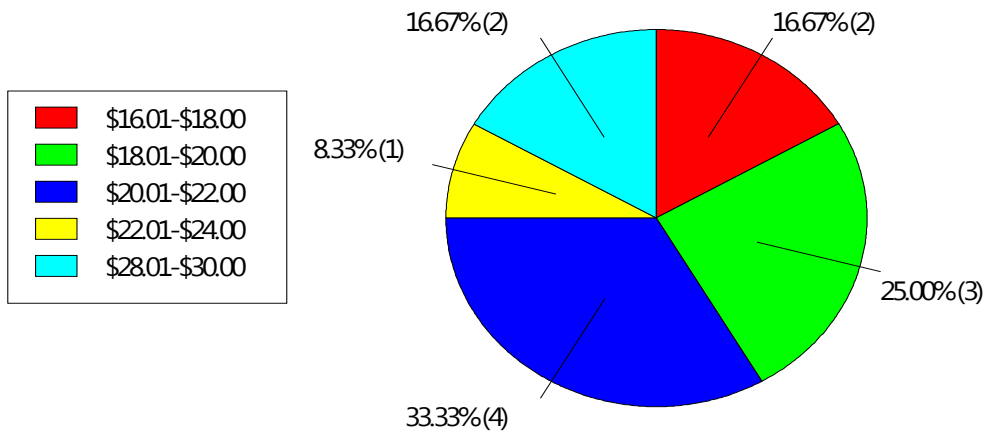


Chart 19: Highest Hourly Wage Range for Truck Drivers

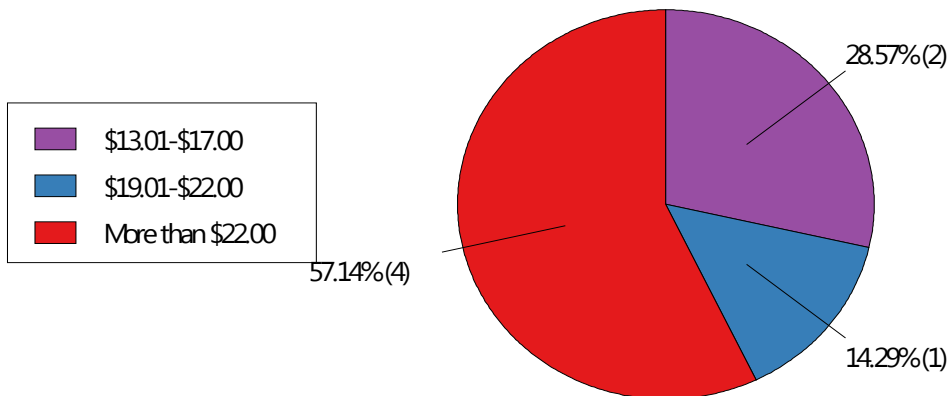


Business & Financial Operations Occupations

Financial Analysts and Advisors

- Seven employers retain full-time Financial Analysts and Advisors with five employing between 1-5 and two employing between 16-30. Two respondents employ part-time Financial Analysts and Advisors, with one employer hiring between 11-15.
- The median *starting* wage range is more than \$22 hourly, the response given by four of the seven employers, and the *highest* wage range is between \$28-30, the response given by all seven employers. Part-time wage ranges are comparable.
- The U.S. median hourly wage is \$39.31 and the Ohio median hourly wage is \$33.84.

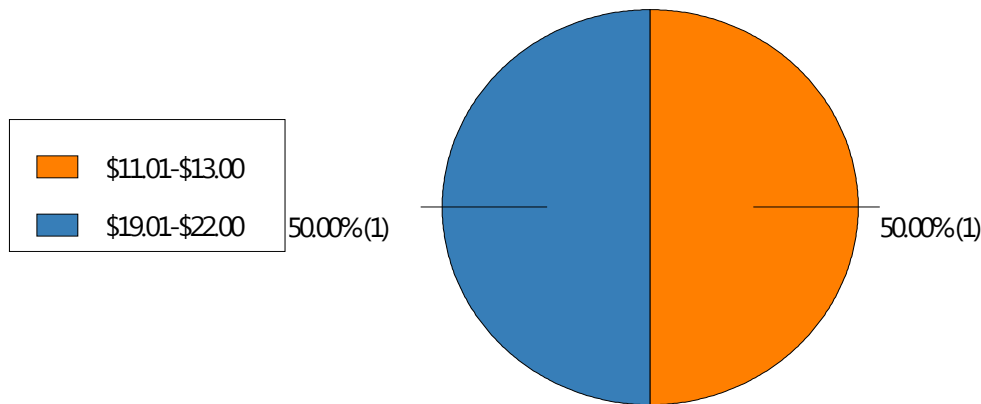
Chart 20: Starting Hourly Wage Range for Financial Analysts and Advisors



Loan Officers

- Full-time Loan Officers are employed by only two of the responding businesses. The two respondents have between 11-15 Loan Officer employees each. None of the responding businesses report employing part-time Loan Officers.
- One responding employer offers a *starting* hourly wage range of \$11-13 and the other employer offers a *starting* hourly wage range of \$19-22. The *highest* hourly wage range, by both responding employers, is \$28-30.
- The U.S. median hourly wage is \$30.60 for Loan Officers and the Ohio median hourly wage for this position is \$29.58.

Chart 21: Starting Hourly Wage Range for Loan Officers



Human Resource Specialists

- Sixteen companies employ between 1-5 full-time Human Resource Specialists. Three employ the same number of part-time positions at their companies.
- The median *starting* hourly wage range for full-time positions is between \$17-19 hourly and between \$13-17 for part-time employees. The *highest* hourly wage range is \$28-30 for full-time positions and \$24-\$26 for part-time.
- The U.S. median hourly wage for Human Resource Specialists is \$28.45 and the Ohio median hourly wage is \$26.59.

Chart 22: Starting Hourly Wage Range for Human Resource Specialists

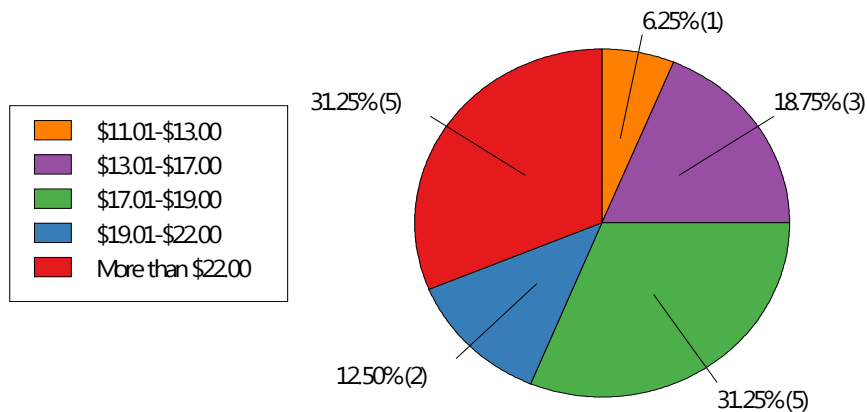
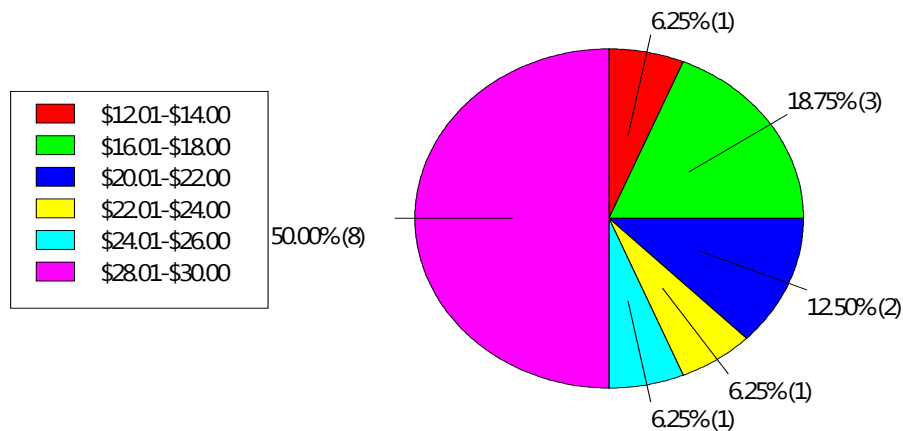


Chart 23: Highest Hourly Wage Range for Human Resource Specialists



Office and Administrative Support Occupations

Supervisors of Administrative & Support Occupations

- The Supervisors of Administrative & Support Occupations position is employed by twenty-two of the twenty-seven companies responding to the survey. Among them, sixteen companies employ between 1-5 Supervisors and, four companies employ between 6-10 Supervisors and one company, employs between 31-50. Only two employ part-time Supervisors of Administrative & Support Occupations.
- The median *starting* hourly wage range for both full-time and part-time Supervisors is between \$17-19 hourly. The median *highest* hourly wage range for both full-time and part-time Supervisors is \$28-30.
- The U.S. median hourly wage for Supervisors of Administrative Support Occupations is \$26.12 and the median Ohio hourly wage for this position is \$24.84.

Chart 24: Starting Hourly Wage Range for Supervisors of Administrative & Support Occupations

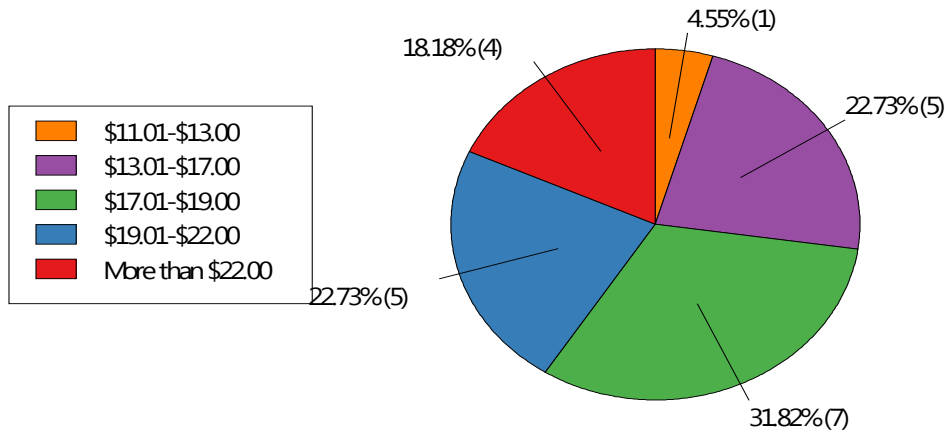
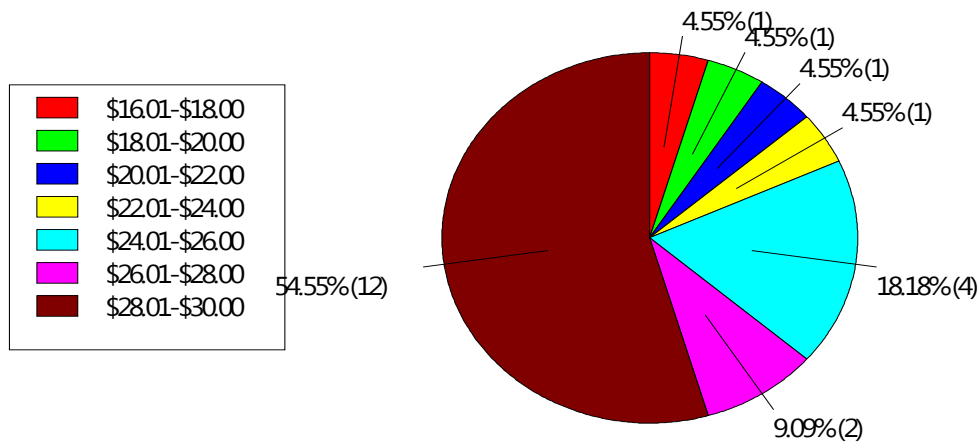


Chart 25: Highest Hourly Wage Range for Supervisors of Administrative & Support Occupations



Bookkeeping, Accounting & Audit Clerks

- Twenty-two companies employ Bookkeeping, Accounting & Audit Clerks, with nineteen employing between 1-5 people. Five businesses employ between 1-5 part-time workers in this job classification.
- The median *starting* hourly wage range for full-time workers of \$13-17, while the median *starting* hourly wage range for part-time workers is \$9-11. The *highest* hourly wage range for full-time positions is \$20-22 and \$14-16 for part-time positions.
- The U.S. median hourly wage is \$18.46 for this position and the Ohio median hourly wage is \$15.75.

Chart 26: Starting Hourly Wage Range for Bookkeeping, Accounting & Audit Clerks

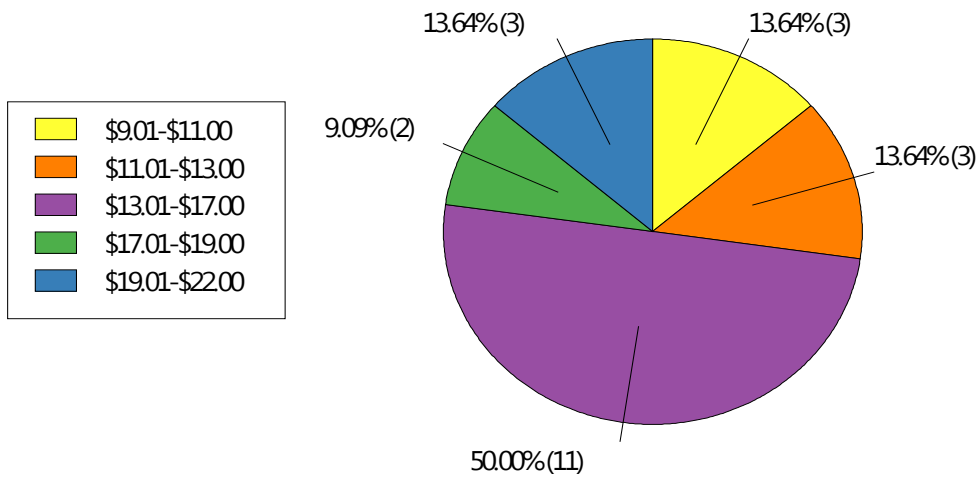
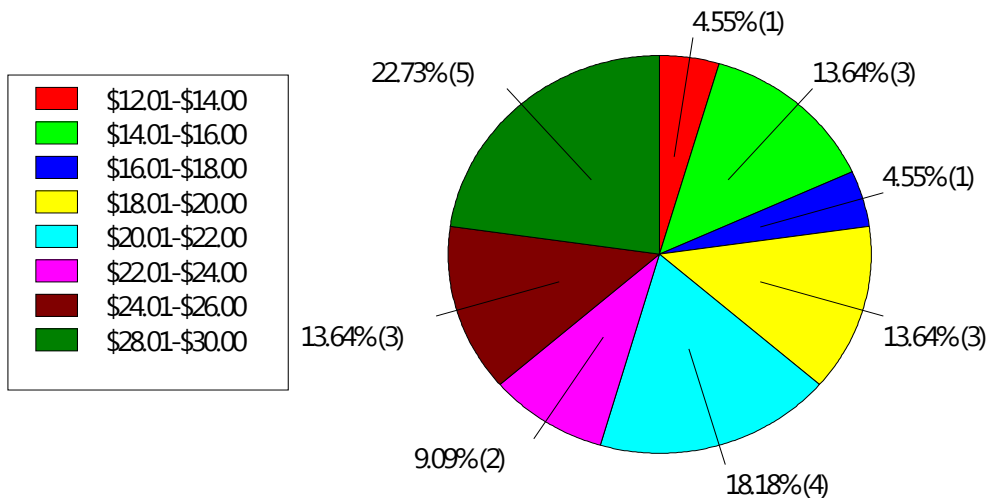


Chart 27: Highest Hourly Wage Range for Bookkeeping, Accounting & Audit Clerks



Payroll and Timekeeping Clerks

- Ten businesses employ Payroll and Timekeeping Clerks on a full-time basis, while four employ this position on a part-time basis.
- The median *starting* hourly wage range for full-time workers is \$13-17 and \$11-13 for part-time workers. The *highest* hourly wage range for full-time Payroll and Timekeeping Clerks is \$22-24 and \$20-22 for part-time Clerks.
- The U.S. median hourly wage for this position is \$20.38 and the Ohio median hourly wage is \$19.95.

Chart 28: Starting Hourly Wage Range for Payroll and Timekeeping Clerks

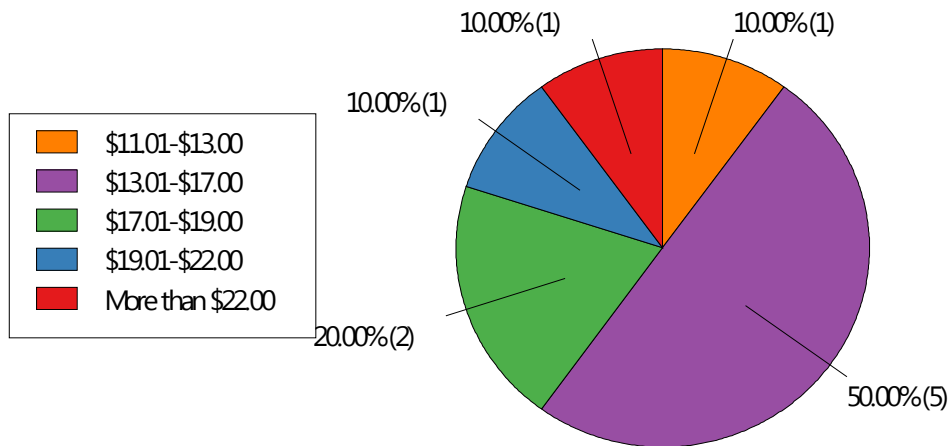
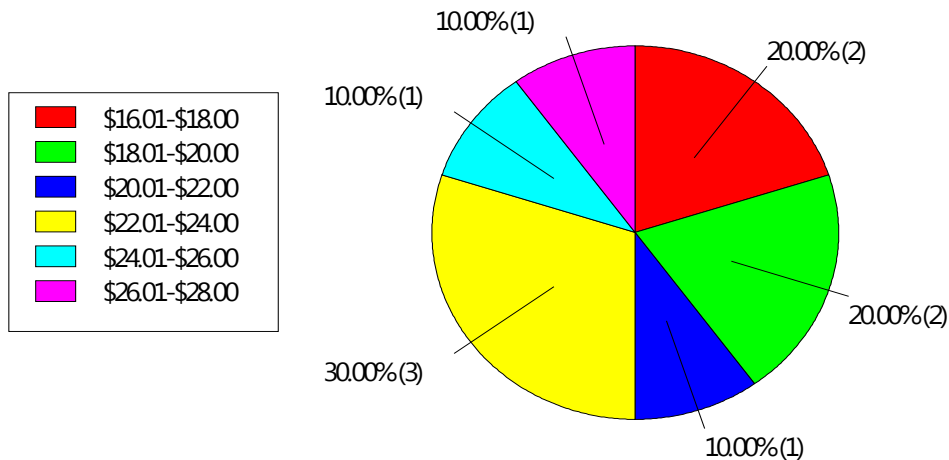


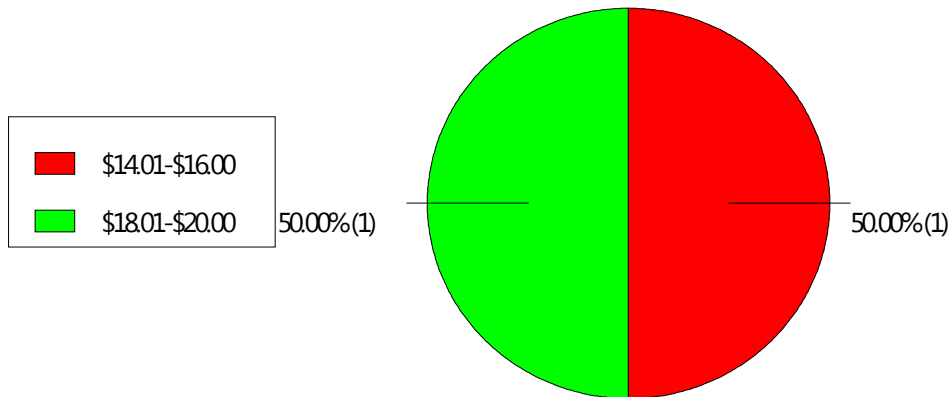
Chart 29: Highest Hourly Wage Range for Payroll and Timekeeping Clerks



Tellers

- Two businesses report employing between 31-50 full-time Teller positions. Both businesses also employ between 16-30 part-time Tellers.
- The *starting* median wage range for both full-time and part-time Tellers is between \$9-11 per hour. The *highest* hourly wage range for full-time tellers is between \$14-16, according to one employer, and between \$18-20, according to the other employer. The *highest* median wage range for part-time tellers is \$14-16 per hour.
- The U.S. median hourly wage for Tellers is \$13.11 and the Ohio median hourly wage is \$12.03.

Chart 30: Highest Hourly Wage Range for Tellers



Customer Service Representatives

- Full-time Customer Service Representatives are employed by eighteen of the respondents, while four of the respondents employ part-time positions.
- The median *starting* wage range for full-time employees is \$13-17 per hour, and for part-time employees, \$9-11 per hour. The *highest* median wage range is \$18-20 hourly for full-time positions and \$12-14 per hour for part-time positions.
- The U.S. median hourly wage for Customer Service Representatives is \$15.53 and the median hourly wage for Ohio is \$14.94.

Chart 31: Starting Hourly Wage Range for Customer Service Representatives

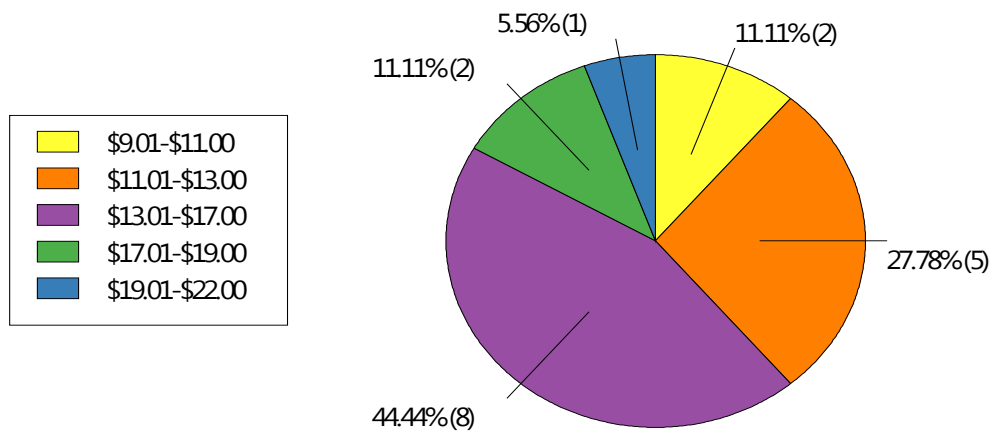
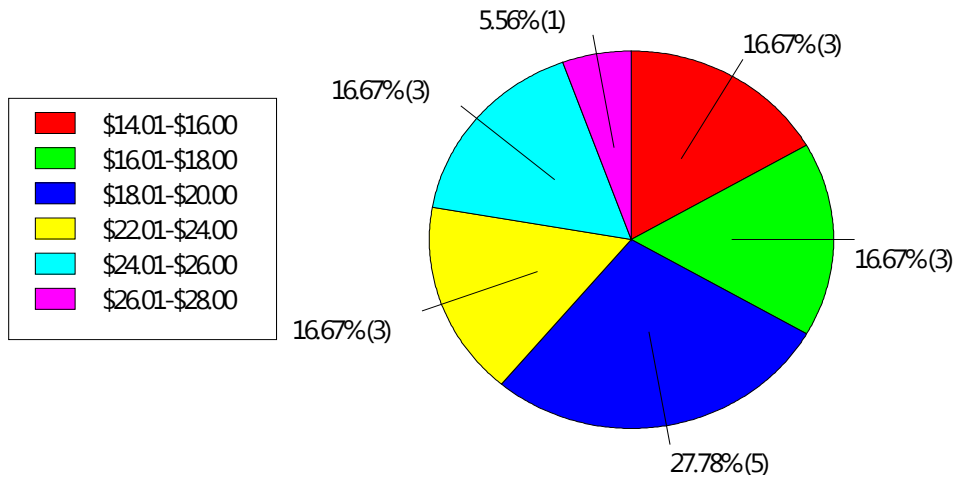


Chart 32: Highest Hourly Wage Range for Customer Service Representatives



Receptionists and Information Clerks

- 70 percent (19) respondents employ full-time Receptionists and Information Clerks. Three respondents employ part-time Receptionists.
- The median *starting* wage range for both full-time and part-time employees is \$11-13 hourly, and the *highest* median wage range for both is \$14-16 hourly.
- The U.S. median hourly wage is \$13.42 and the Ohio median hourly wage is \$11.65.

Chart 33: Starting Hourly Wage Range for Receptionists and Information Clerks

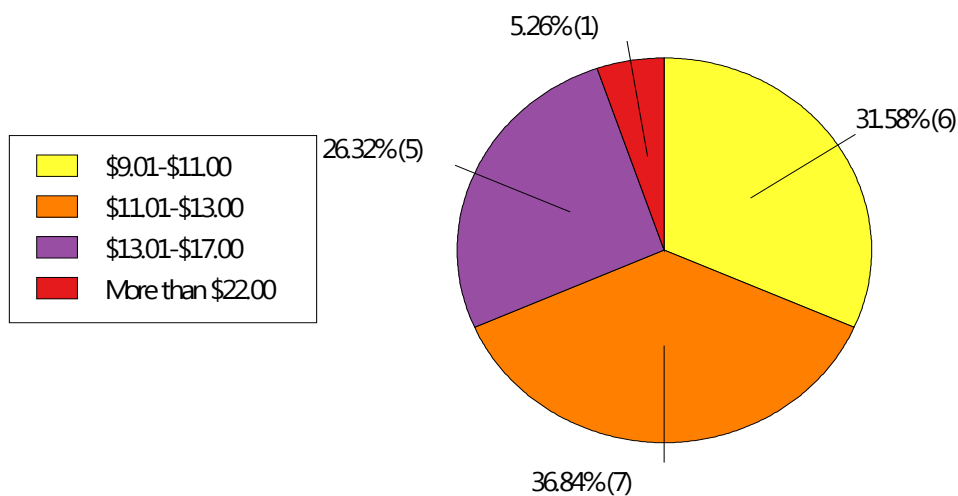
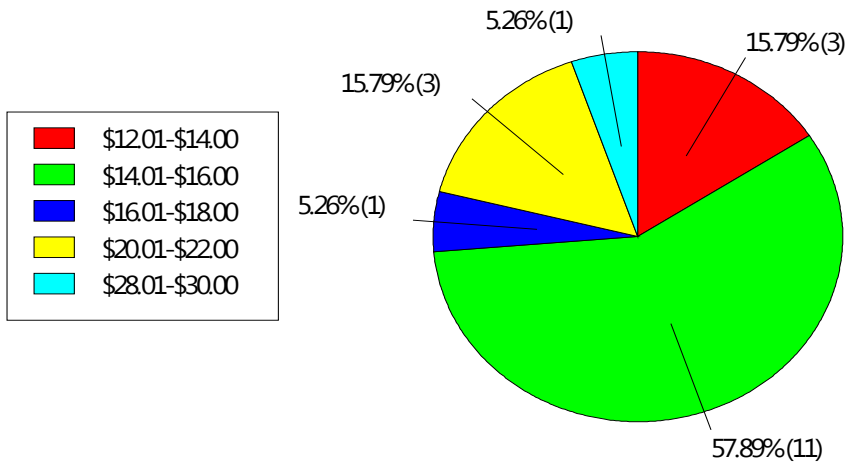


Chart 34: Highest Hourly Wage Range for Receptionists and Information Clerks



Secretaries and Administrative Assistants

- Secretaries and Administrative Assistants are employed by thirteen of the responding businesses, eleven of which employ between 1-5 workers. Two respondents employ Secretaries and Administrative Assistants on a part-time basis.
- The median *starting* hourly wage range is \$13-17 for full-time employees. For part-time employees, one employer offers a starting wage range between \$13-17 hourly and the other employer offers a starting wage range between \$17-19 hourly. The *highest* median wage range for full-time employees is \$20-22 hourly. For part-time employees, one employer’s highest wage range was between \$18-20 and the other employer’s highest wage range was between \$22-24 per hour.
- The median hourly wage for the U.S. is \$17.90 and the median hourly wage for Ohio is \$16.24.

Chart 35: Starting Hourly Wage Range for Secretaries and Administrative Assistants

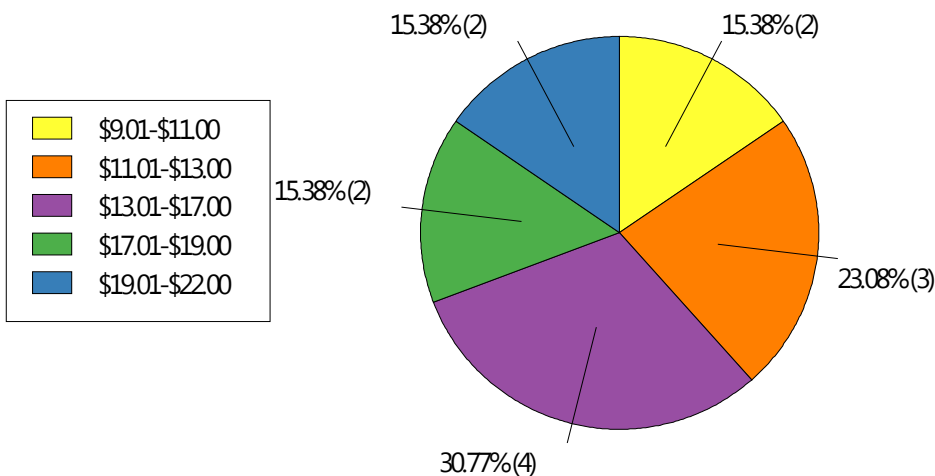
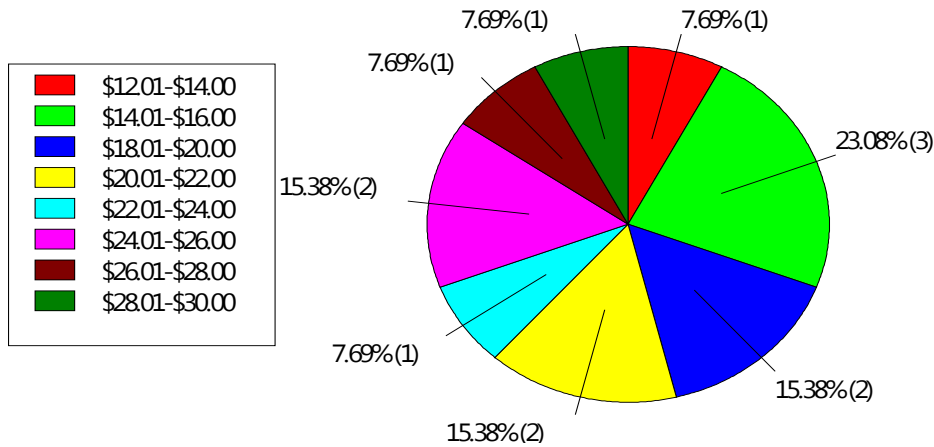


Chart 36: Highest Hourly Wage Range for Secretaries and Administrative Assistants



Data Entry and Information Processing Clerks

- Secretaries and Administrative Assistants are employed by nine businesses, eight of which employ between 1-5 workers. There are no companies that employ part-time people in this position.
- The median *starting* hourly wage range is \$13-17 and the *highest* median wage range is \$16-18 hourly.
- The median hourly wage for the U.S. is \$14.47 and the Ohio median hourly wage is \$17.82.

Chart 37: Starting Hourly Wage Range for Data Entry and Information Processing Clerks

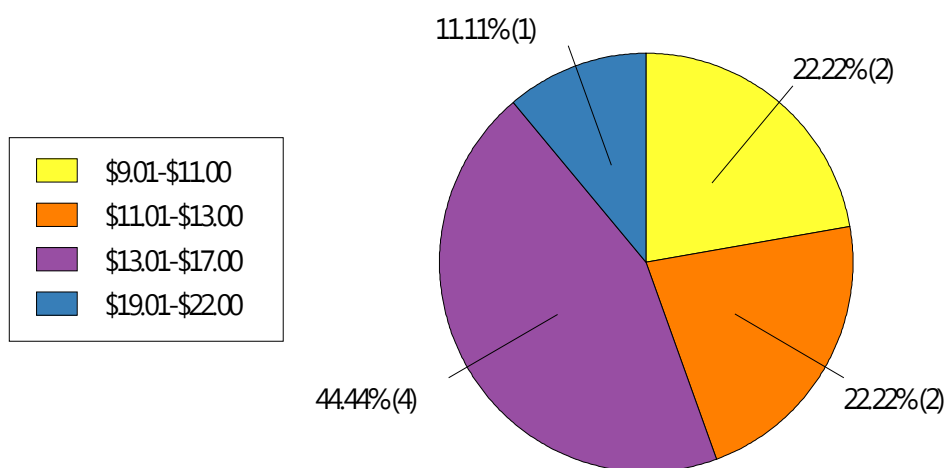
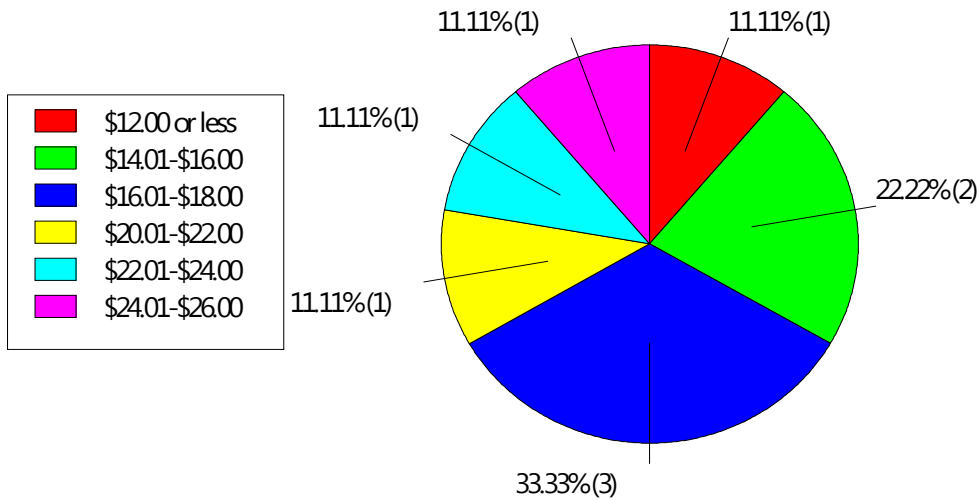


Chart 38: Highest Hourly Wage Range for Data Entry and Information Processing Clerks



Miscellaneous Office and Administrative Support

- Nine employers retain Miscellaneous Office and Administrative Support people at their places of business. Four of the respondents employ between 6-10 people in this position and the other five respondents employ between 1-5. Four also employ part-time positions in this classification.
- The median *starting* hourly wage range is \$11-13 for both full and part-time employees. The *highest* median hourly wage range is \$18-20 for both full and part-time employees.
- The median hourly wage for the U.S. is \$16.36, midway between the starting and highest wage ranges for Holmes County. The median hourly wage in Ohio for this position is \$17.07.

Chart 39: Starting Hourly Wage Range for Miscellaneous Office and Administrative Support

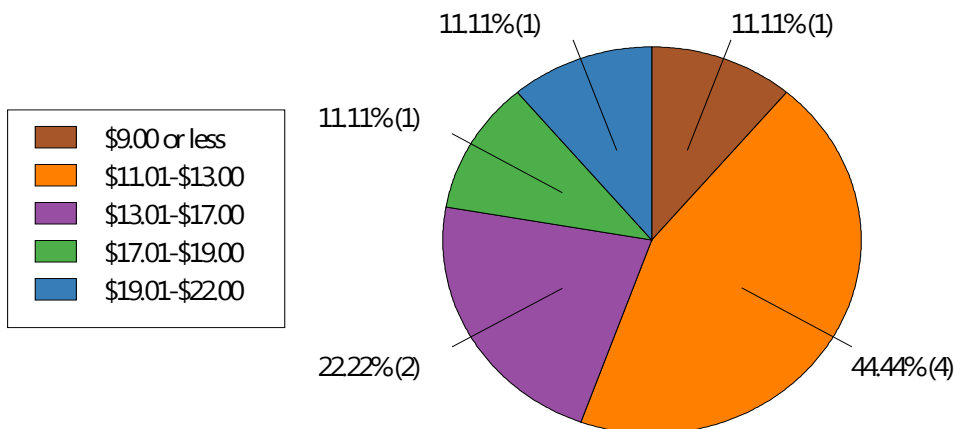
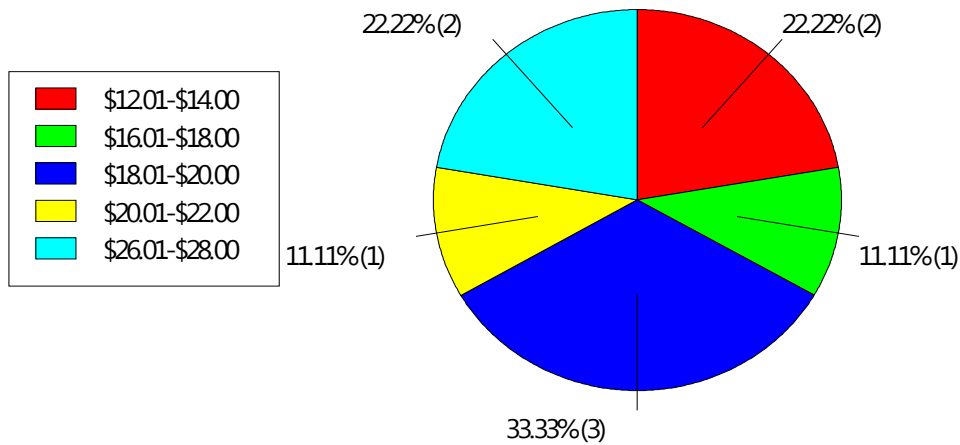


Chart 40: Highest Hourly Wage Range for Miscellaneous Office and Administrative Support



SUMMARY

The researchers were pleased with the response rate, adding validity to the findings. Generally, the findings related to compensation showed little disparity between Holmes County median wages for most positions and U.S. and Ohio median wage rates. Wage ranges differed between job categories with higher wages for Business and Financial Operations Occupations, followed by Production Occupations. Benefits findings indicate that most employers participate in a broad range of programs, but these results vary significantly based on the type of business. The researchers recommend a similar survey be conducted within the next three years to continue to build a database and to understand the wage and benefits being offered by employers in Holmes County and how they compare to U.S. and Ohio categories.

APPENDIX