

**THE  
ROUND ROCK, TEXAS  
AREA  
WAGE & FRINGE BENEFITS  
SURVEY REPORT**

**July, 2010**

**Compiled and Produced by**

**THE PATHFINDERS**



**Dallas, Texas**

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## INTRODUCTION

The 2010 Round Rock, Texas Area Wage and Fringe Benefits Survey was sponsored by the Round Rock Economic Development Partnership, a public-private partnership between the City of Round Rock and the Round Rock Chamber of Commerce. The Pathfinders, an economic development and corporate site-selection consultant firm located in Dallas, Texas, conducted the survey. Information was gathered via a printed survey form.

The wage data presented by job title in this report includes:

Low Entry Pay	Low Average Pay
Average Entry Pay	Mean Average Pay
High Entry Pay	High Average Pay
	Weighted Average Pay

Weighted average corrects the distortion which would occur in a simple average if one company has ten employees in a position at an average of \$10 per hour and another company has one employee in the same position at \$20 per hour. The simple average of those two would be \$15 per hour, but the weighted average would be \$10.91 per hour.

Fringe benefits reported include insurance, sick leave, holidays, vacations, and financial plans.

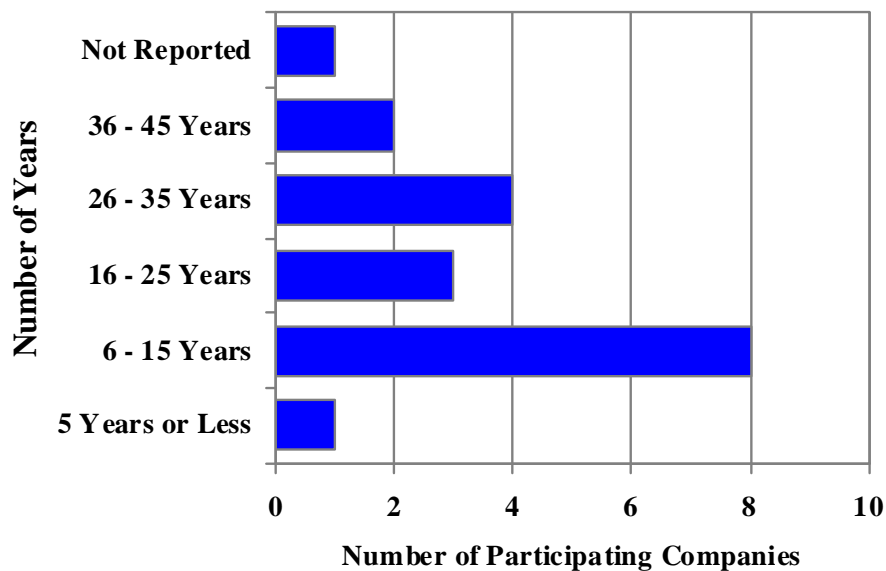
Please note that some of the companies responding to the survey did not answer all the questions on the form; therefore, the total number of responses for each question will not always equal the total number of participants.

Information from participating companies is held in confidence; however, general information regarding this survey can be obtained by contacting the offices of The Pathfinders via telephone (972-387-3750); fax (469-916-6878); or, e-mail ([info@thepathfindersus.com](mailto:info@thepathfindersus.com)).

## SURVEY SUMMARY

Nineteen (19) companies, with a combined total employment of over 2,500 workers, participated in the 2010 Round Rock Area Wage and Fringe Benefits Survey, representing business sectors including manufacturing, distribution, professional and others. The participating employers have been in business in the Round Rock area from five years or less to over thirty-five years, as illustrated below.

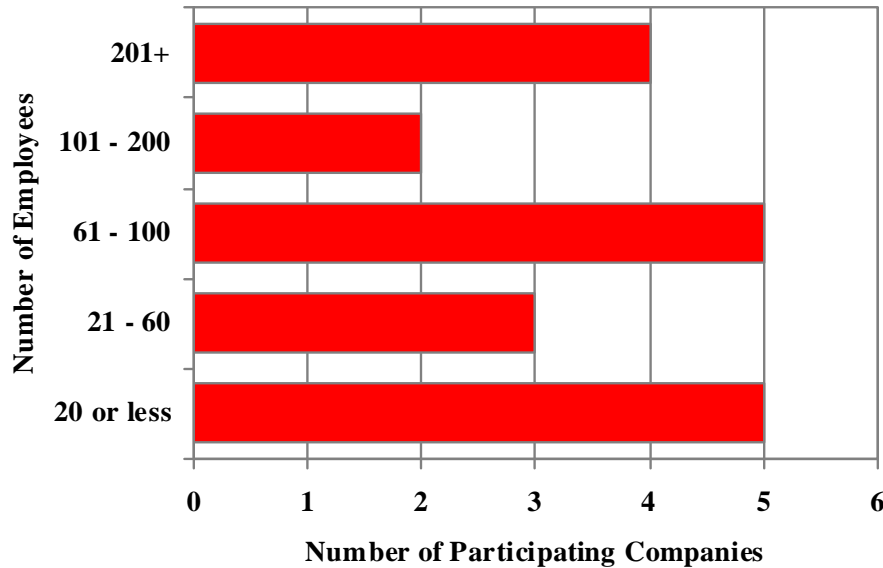
### Participating Companies - Length of Time in Community



None of the reporting companies are unionized. The reported total annual payroll for the participating companies was over \$130 million, although it should be noted that not all companies responded to the annual payroll question.

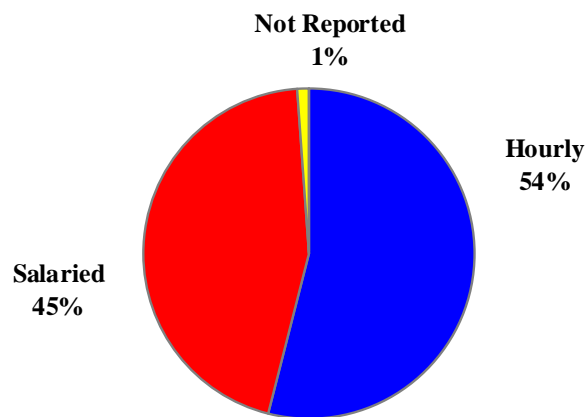
Companies of various sizes were represented in the survey ranging from twenty or less employees to 200 or more workers. The number of participating companies by number of employees is shown in the chart on the following page.

### Participating Companies by Total Employment

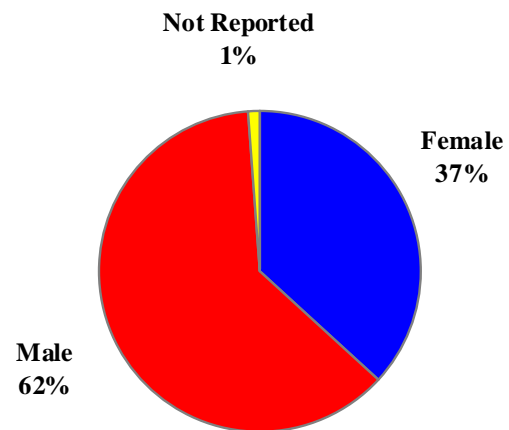


The total reported employment of 2,568 was comprised of 54% hourly workers and 45% salaried workers. The percentages of hourly and salaried employees, as well as male and female employees, of the reporting companies are illustrated in the following pie charts. Note that status and gender were not reported by all of the participating companies.

**Hourly / Salaried Employees**

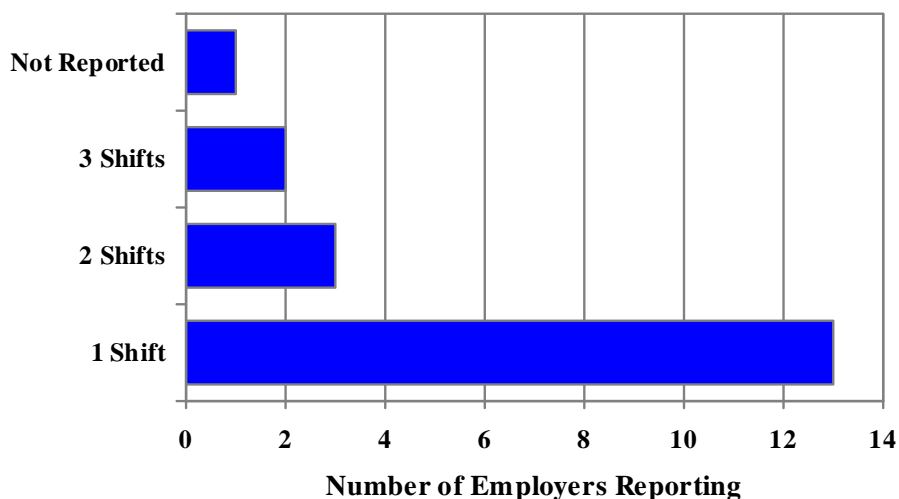


**Female / Male Employees**



In the Round Rock survey, thirteen (13) of the participating employers work one shift; three (3) work two shifts; and two (2) reported three shifts.

### Number of Shifts Worked



Seven (7) companies reported shift premiums. Those companies who reported shift premiums reported average premiums of \$.76 for second shift and \$1.08 for third shift. Companies reporting shift pay as a percentage reported an average premium of 10%.

Overtime time was reported at 1½ times by sixteen (16) of the participating employers.

### Hiring Practices

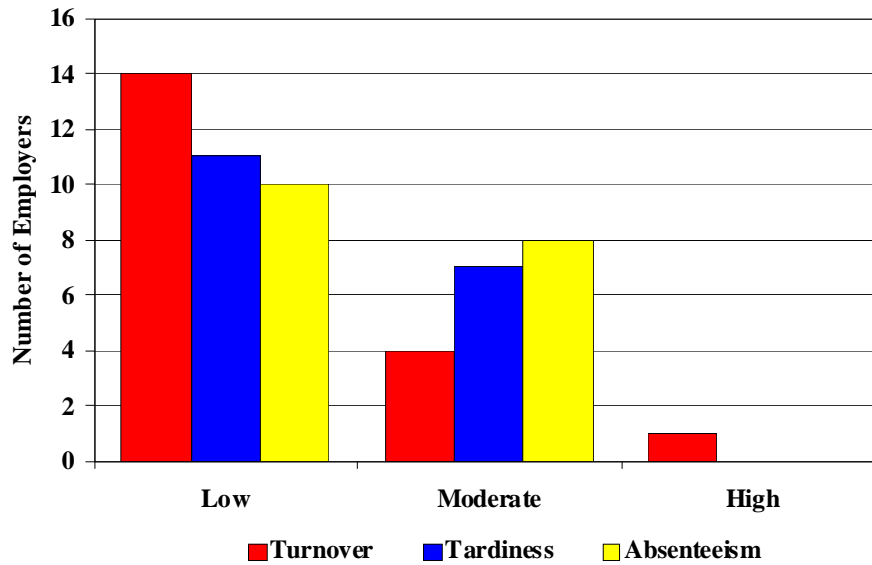
With regard to hiring practices, ten (10) of the participating firms increased employment during the past twelve months, and ten (10) decreased employment for a net of -120 jobs. Five (5) firms project increasing employment and one (1) company projects decreasing employment during the next twelve months for a total of approximately 15 jobs. In addition, two (2) companies anticipate increasing employment, but are unsure of the number of workers.

The following table reflects the various methods used to recruit workers in the Round Rock region and the number of employers utilizing that method. Many employers use more than one method. As noted, the most popular ways of recruiting workers are internet, referrals, and word of mouth.

Recruiting Method	# of Employers
Internet	13
Referrals	13
Word of Mouth	11
Staffing Service	8
Walk-Ins	5
Recruiters	5
State Agency	5
Networking	5
Newspaper Ads	4
Colleges	2
Trade Journals	2
Job Fair	1
Sign / Job Board	1

Employers were asked to rate turnover, tardiness and absenteeism among their workers as “Low”, “Moderate”, or “High”.

### Ratings for Turnover – Tardiness – Absenteeism



For the above ratings, “Low” is 0 – 4%; “Moderate” is 5 – 10%; and, “High” is 11% or above.

In the Round Rock region, fourteen (14) of the participating employers reported testing for substance abuse, using the methods listed in the chart below. Companies may use more than one method.

Testing Method	# of Employers
Post-Accident	9
Pre-Employment	8
For Cause / Suspicion	7
Random	5
Return to Work	2

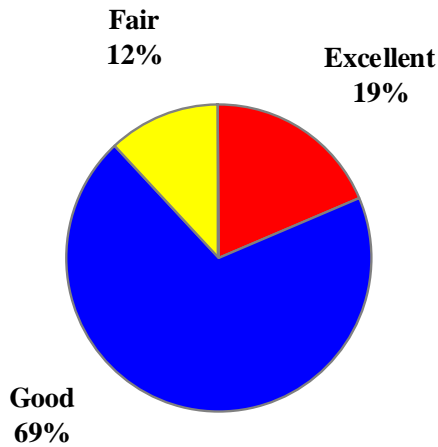
Employers also reported other methods of testing, as shown in the chart below.

Testing Method	# of Employers
Criminal Background Check	13
Drivers License Check	10

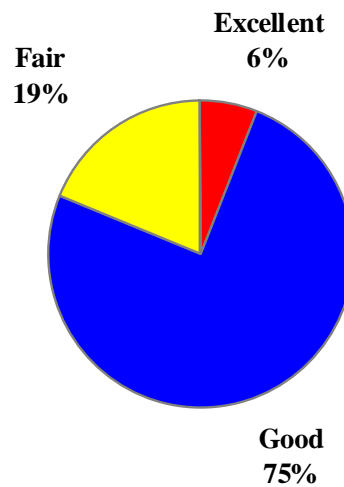
Further, employers were asked to evaluate substance abuse in the workforce as “Low”, “Moderate” or “High”. Overwhelmingly, substance abuse was rated as “Low” by participating employers.

The Round Rock employers were asked to rate local educational providers in terms of delivering the skills needed or required for workers. As shown, 88% of the respondents rated local community colleges as “Good” to “Excellent”, and 81% rated local trade schools as “Good” to “Excellent”. Local public schools were rated “Good” to “Excellent” by 88% of the participating employers.

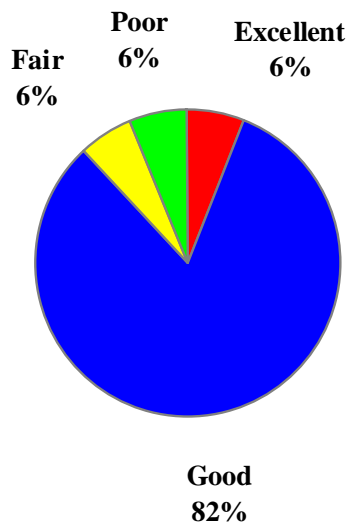
### Local Community Colleges



### Local Trade Schools



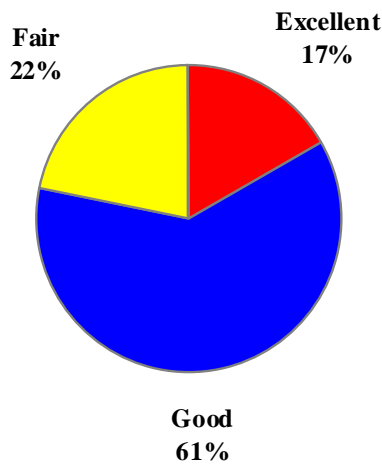
### Local Public Schools



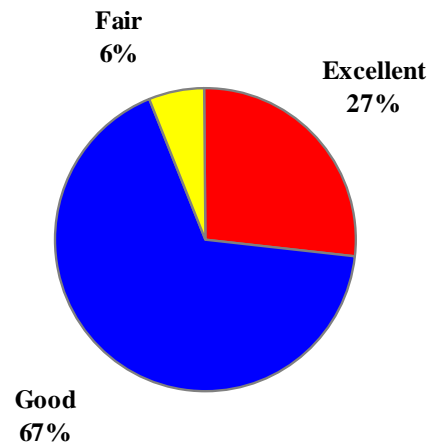
## EMPLOYER RATINGS

The participating employers were asked to rate their workers and the workforce in general on a number of factors. Those factors included worker productivity, reliability, basic skills and availability. Local employers were asked to rate each factor either “Excellent”, “Good”, “Fair”, or “Poor”. The ratings for the above-mentioned factors and others appear in the following charts.

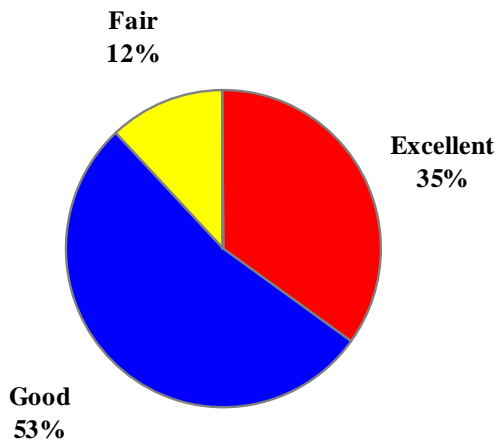
**Skilled Labor Availability**



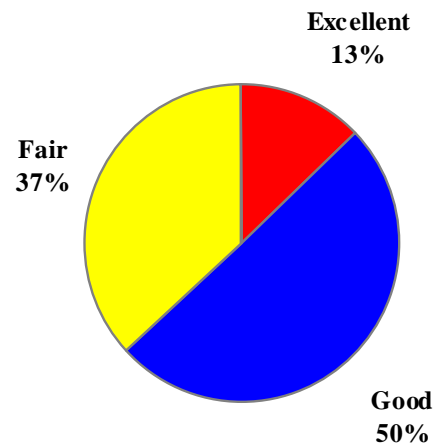
**Unskilled Labor Availability**



**Professional Labor Availability**

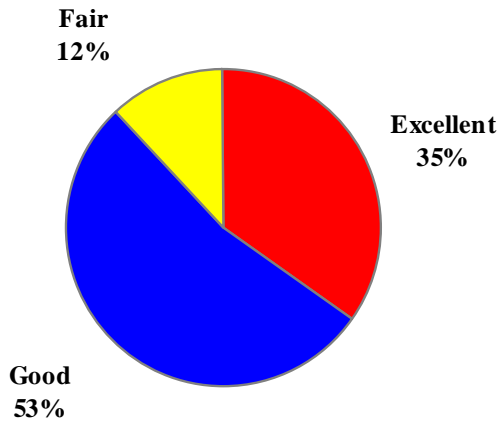


**Technical Labor Availability**

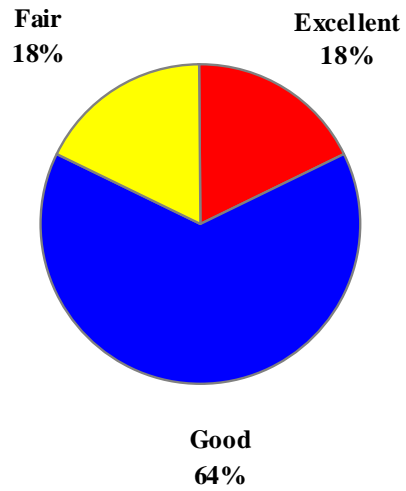


**EMPLOYER RATINGS OF WORKFORCE**  
(percentages of employers surveyed)

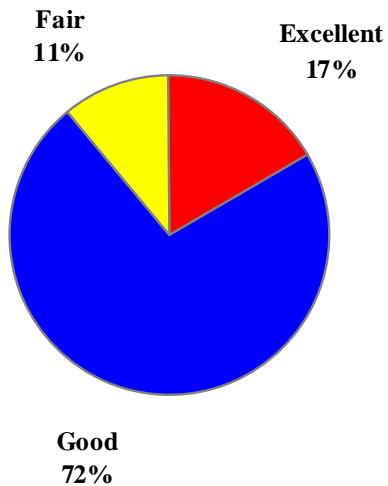
**Productivity**



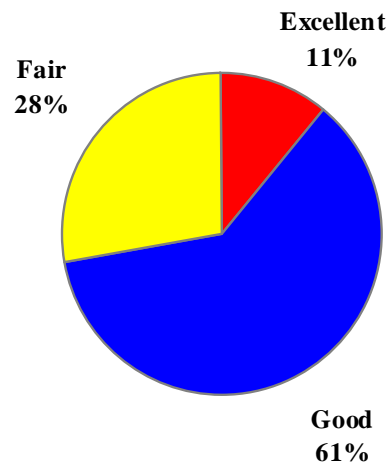
**Reliability**



**Reading Skills**



**Writing Skills**

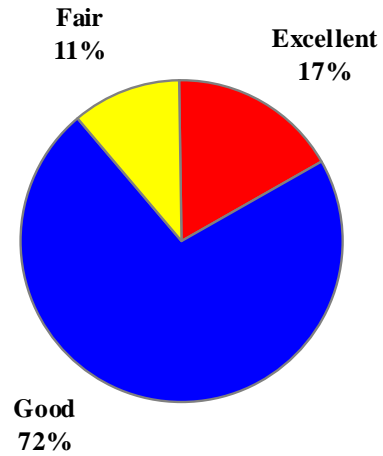


## EMPLOYER RATINGS OF WORKFORCE (percentages of employers surveyed)

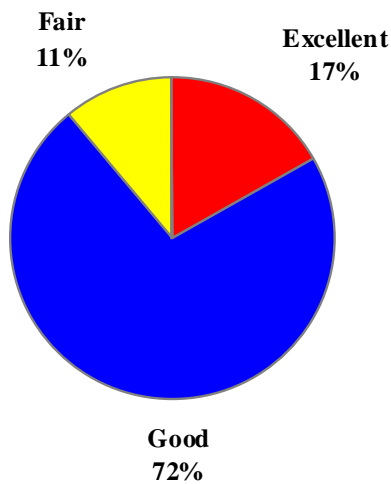
### Arithmetic Skills



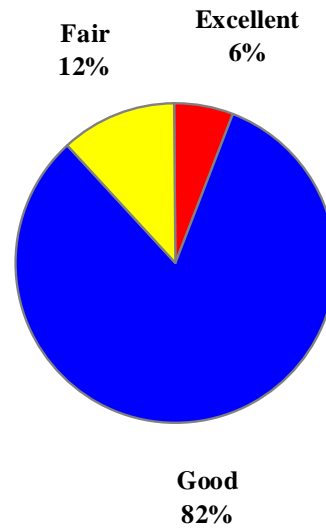
### Attitudes



### Teamwork Skills



### Entry Level Skills



# **WAGE SECTION**

## SUMMARY OF WAGES REPORTED

Area employers were asked to report entry-level wage, average wage, and number of employees for each hourly job classification. The participating employers were also asked to provide average annual salary figures and number of employees for those positions held by salaried workers. Please note that not all of the requested information was reported. In some instances, notations of “n/r” (not reported) or “n/a” (not available) may appear in the wage tables.

In addition, some job titles, particular to only one company, were not listed, but the wages reported for those titles were included in another listed job title that appeared to be similar in job description and pay rate.

The wage data presented includes:

- Low Entry Pay – the lowest entry pay by each job title among all companies responding
- High Entry Pay – the highest entry pay by each job title among all companies responding
- Average Entry Pay – the average entry pay by each job title when all participating companies are considered

### Average Pay

While companies typically have a single “entry pay rate” by job title, over time people working within that job title may have different pay rates (even in the same company) because of length of job tenure, merit raises, etc. The “average pay” in a job title reported by a participant considers the average of the pay rates of everyone in that job title. Some workers because of short tenure in that job may still be at the entry rate while others will be higher.

- Low Average Pay – the lowest average pay by each job title among all companies responding
- High Average Pay – the highest average pay by each job title among all companies responding
- Mean Average Pay – Each individual company reported their “average” pay within each job title. This “mean average pay” is the average of all companies participating.
- Weighted average corrects the distortion which would occur in a simple average if one company has ten employees in a position at an average of \$10 per hour and another company has one employee in the same position at \$20 per hour. The simple average of those two would be \$15 per hour, but the weighted average would be \$10.91 per hour.

The wage data presented for salaried employees is the average annual salary for all the employees in the job title when all participating companies are considered. Again, workers with that job title may have different pay rates because of length of job tenure, merit raises, etc.

The wage summary for hourly workers is presented on the following page. The wage summary for salaried workers begins on page 20.

**WAGE SUMMARY – HOURLY WORKERS**

**Round Rock, Texas Area**

<b>HOURLY WORKERS JOB CLASSIFICATION</b>	<b>Low Entry Wage</b>	<b>High Entry Wage</b>	<b>Average Entry Wage</b>	<b>Low Average Wage</b>	<b>High Average Wage</b>	<b>Mean Average Wage</b>	<b>Weighted Average Wage</b>	<b>Number of Employees Reported</b>	<b>Number of Firms Hourly</b>
Accounting Assistant	\$12.00	\$12.92	\$12.46	\$15.00	\$18.08	\$16.54	\$17.57	6	2
Accounts Payable Clerk	\$10.60	\$15.00	\$12.46	\$12.00	\$26.00	\$16.53	\$16.86	15	8
Accounts Receivable Clerk	\$10.60	\$13.00	\$12.22	\$13.80	\$20.36	\$16.16	\$16.21	12	8
Administrative Assistant	\$12.00	\$15.69	\$13.83	\$12.00	\$19.98	\$16.14	\$17.51	24	6
Assembler	\$8.70	\$15.00	\$10.88	\$12.97	\$19.50	\$15.97	\$14.25	183	5
Bookkeeper	\$11.00	\$11.00	\$11.00	\$15.23	\$15.23	\$15.23	\$15.23	11	1
Building & Grounds Maintenance	\$9.00	\$18.00	\$13.95	\$9.00	\$21.20	\$18.14	\$19.08	9	5
Buyer/ Purchaser	\$15.69	\$15.69	\$15.69	\$17.69	\$25.96	\$21.05	\$21.05	3	3
CNC Operator/Setup	\$15.50	\$18.15	\$16.83	\$18.75	\$18.75	\$18.75	\$16.67	9	2
Commercial Assistants	n/r	n/r	n/a	\$13.00	\$13.00	\$13.00	\$13.00	8	1
Commercial Techs	n/r	n/r	n/a	\$17.00	\$17.00	\$17.00	\$17.00	11	1
Computer Operator	\$11.86	\$11.86	\$11.86	\$14.55	\$14.55	\$14.55	\$14.55	1	1
Computer Programmer	n/r	n/r	n/a	\$24.00	\$24.00	\$24.00	\$24.00	1	1

<b>HOURLY WORKERS JOB CLASSIFICATION</b>	<b>Low Entry Wage</b>	<b>High Entry Wage</b>	<b>Average Entry Wage</b>	<b>Low Average Wage</b>	<b>High Average Wage</b>	<b>Mean Average Wage</b>	<b>Weighted Average Wage</b>	<b>Number of Employees Reported</b>	<b>Number of Firms Hourly</b>
Computer Systems Administrator	\$16.20	\$16.20	\$16.20	\$22.68	\$22.68	\$22.68	\$22.68	2	1
Controller	\$19.50	\$19.50	\$19.50	\$19.50	\$19.50	\$19.50	\$19.50	1	1
Courier	\$10.00	\$10.00	\$10.00	\$11.00	\$11.00	\$11.00	\$11.00	4	1
Customer Service	\$10.00	\$15.00	\$12.36	\$11.00	\$22.19	\$16.83	\$15.41	36	9
Data Entry Operator	\$8.97	\$10.30	\$9.76	\$12.50	\$13.61	\$13.16	\$13.29	5	3
Dispatcher	\$11.09	\$11.09	\$11.09	\$15.13	\$15.13	\$15.13	\$15.13	3	1
Drafter – General	\$18.20	\$18.20	\$18.20	\$25.16	\$25.16	\$25.16	\$25.16	1	1
Electrician	\$17.00	\$17.00	\$17.00	\$17.00	\$17.00	\$17.00	\$17.00	1	1
Electronic Technician	\$13.00	\$16.52	\$14.76	\$16.90	\$23.45	\$20.18	\$20.99	8	2
Engineering Change Analyst	\$18.20	\$18.20	\$18.20	\$19.32	\$19.32	\$19.32	\$19.32	4	1
Engineering Technician	\$15.00	\$15.00	\$15.00	\$21.78	\$21.78	\$21.78	\$21.78	1	1
Estimator	n/r	n/r	n/a	\$18.00	\$18.00	\$18.00	\$18.00	2	1
Field Process Engineer	\$20.32	\$20.32	\$20.32	\$25.40	\$25.40	\$25.40	\$25.40	2	1
Field Service Techs	\$12.50	\$12.50	\$12.50	\$21.09	\$21.09	\$21.09	\$21.09	2	1
Fitter	\$15.00	\$15.00	\$15.00	\$20.00	\$20.00	\$20.00	\$20.00	1	1

<b>HOURLY WORKERS JOB CLASSIFICATION</b>	<b>Low Entry Wage</b>	<b>High Entry Wage</b>	<b>Average Entry Wage</b>	<b>Low Average Wage</b>	<b>High Average Wage</b>	<b>Mean Average Wage</b>	<b>Weighted Average Wage</b>	<b>Number of Employees Reported</b>	<b>Number of Firms Hourly</b>
Foreman	\$15.00	\$15.00	\$15.00	\$16.00	\$29.00	\$22.33	\$22.20	5	3
Fork Lift Operator	\$10.30	\$12.00	\$11.15	\$14.12	\$24.27	\$19.20	\$20.40	21	2
General Laborer	\$10.00	\$10.00	\$10.00	\$10.00	\$20.75	\$15.38	\$19.82	23	2
General Manager	n/r	n/r	n/a	\$24.00	\$24.00	\$24.00	\$24.00	1	1
General Office	\$11.00	\$14.47	\$12.49	\$12.73	\$20.19	\$15.31	\$14.64	13	3
Graphics Assistant	\$12.61	\$12.61	\$12.61	\$18.13	\$18.13	\$18.13	\$18.13	2	1
Heavy Equipment Operator	\$12.00	\$12.00	\$12.00	\$13.00	\$13.00	\$13.00	\$13.00	2	1
Help Desk Technician	\$12.61	\$12.61	\$12.61	\$19.01	\$19.01	\$19.01	\$19.01	40	1
Housekeeping	\$8.00	\$10.00	\$9.00	\$8.98	\$17.67	\$13.33	\$9.77	22	2
Human Resources Assistant	\$12.00	\$17.00	\$14.30	\$13.00	\$20.78	\$17.45	\$17.45	4	4
Inventory/Stock Clerk	\$9.25	\$14.00	\$11.62	\$10.20	\$17.38	\$15.13	\$13.85	10	5
Invoice Clerk	\$12.61	\$12.61	\$12.61	\$17.09	\$17.09	\$17.09	\$17.09	2	1
IT Specialist	\$16.20	\$21.00	\$18.60	\$18.00	\$24.34	\$21.48	\$22.54	6	3
Laboratory Technician	\$13.00	\$18.15	\$15.38	\$15.00	\$22.68	\$18.86	\$17.99	20	4
Lead Person	\$10.30	\$10.30	\$10.30	\$11.65	\$11.65	\$11.65	\$11.65	9	1
Line Supervisor	\$13.00	\$18.15	\$15.06	\$15.00	\$22.68	\$19.12	\$19.98	32	3

<b>HOURLY WORKERS JOB CLASSIFICATION</b>	<b>Low Entry Wage</b>	<b>High Entry Wage</b>	<b>Average Entry Wage</b>	<b>Low Average Wage</b>	<b>High Average Wage</b>	<b>Mean Average Wage</b>	<b>Weighted Average Wage</b>	<b>Number of Employees Reported</b>	<b>Number of Firms Hourly</b>
Loader/Unloader	\$9.25	\$9.25	\$9.25	\$10.21	\$10.21	\$10.21	\$10.21	13	1
Machine Operator	\$8.65	\$16.20	\$12.15	\$10.15	\$22.68	\$15.34	\$16.88	39	6
Machinist – Journeyman	\$12.50	\$18.00	\$14.88	\$20.81	\$26.37	\$23.10	\$22.37	12	4
Maintenance – General	\$12.00	\$15.00	\$13.78	\$12.80	\$20.25	\$17.42	\$17.73	13	5
Maintenance Mechanic	\$14.00	\$18.00	\$16.00	\$15.00	\$21.06	\$18.03	\$19.04	3	2
Materials Handler	\$7.20	\$12.00	\$10.19	\$9.75	\$16.75	\$13.86	\$12.26	55	7
Medical Records	\$11.00	\$11.00	\$11.00	\$11.50	\$11.50	\$11.50	\$11.50	2	1
Medical Technician	\$12.00	\$12.00	\$12.00	\$14.50	\$14.50	\$14.50	\$14.50	9	1
Office Manager	n/r	n/r	n/r	\$21.50	\$21.50	\$21.50	\$21.50	1	1
Payroll Clerk	\$14.47	\$14.47	\$14.47	\$18.08	\$18.08	\$18.08	\$18.08	1	1
Press Operator	\$14.00	\$14.00	\$14.00	\$16.00	\$16.00	\$16.00	\$16.00	5	1
Presser	\$8.64	\$8.64	\$8.64	\$9.71	\$9.71	\$9.71	\$9.71	2	1
Process Engineer	\$13.00	\$13.00	\$13.00	\$15.20	\$15.20	\$15.20	\$15.20	3	1
Procurement Specialist	n/r	n/r	n/a	\$18.00	\$18.00	\$18.00	\$18.00	1	1
Product Test Techs	\$12.50	\$12.50	\$12.50	\$18.16	\$18.16	\$18.16	\$18.16	5	1

<b>HOURLY WORKERS JOB CLASSIFICATION</b>	<b>Low Entry Wage</b>	<b>High Entry Wage</b>	<b>Average Entry Wage</b>	<b>Low Average Wage</b>	<b>High Average Wage</b>	<b>Mean Average Wage</b>	<b>Weighted Average Wage</b>	<b>Number of Employees Reported</b>	<b>Number of Firms Hourly</b>
Production Control Specialist	\$11.09	\$11.09	\$11.09	\$14.52	\$14.52	\$14.52	\$14.52	7	1
Production Scheduler	\$12.61	\$12.61	\$12.61	\$18.52	\$18.52	\$18.52	\$18.52	1	1
Project Manager	\$20.32	\$20.32	\$20.32	\$25.40	\$28.69	\$27.05	\$26.63	8	2
Quality Assurance/ Inspection	\$10.00	\$12.92	\$11.40	\$13.09	\$20.25	\$16.93	\$17.18	21	8
Quality Technician	\$15.80	\$15.80	\$15.80	\$17.98	\$17.98	\$17.98	\$17.98	2	1
Receptionist/ Switchboard	\$9.19	\$14.00	\$10.80	\$11.49	\$16.59	\$13.65	\$13.46	8	8
Residential Assistants	n/r	n/r	n/a	\$13.00	\$13.00	\$13.00	\$13.00	5	1
Residential Techs	n/r	n/r	n/a	\$17.00	\$17.00	\$17.00	\$17.00	14	1
Sales Representative	n/r	n/r	n/a	\$17.00	\$17.00	\$17.00	\$17.00	4	1
Schedulers	\$11.00	\$11.00	\$11.00	\$14.10	\$14.10	\$14.10	\$14.10	5	1
Secretary – Executive	\$16.20	\$16.20	\$16.20	\$20.25	\$20.25	\$20.25	\$20.25	1	1
Service Administrator	\$12.61	\$12.61	\$12.61	\$18.78	\$18.78	\$18.78	\$18.78	5	1
Service Route Driver	\$18.00	\$18.00	\$18.00	\$21.15	\$21.15	\$21.15	\$21.15	30	1
Sewing Machine Operator	\$8.64	\$8.64	\$8.64	\$9.90	\$9.90	\$9.90	\$9.90	3	1
Shipping/ Receiving Clerk	\$9.50	\$13.90	\$11.44	\$12.12	\$23.98	\$16.03	\$16.13	28	10

<b>HOURLY WORKERS JOB CLASSIFICATION</b>	<b>Low Entry Wage</b>	<b>High Entry Wage</b>	<b>Average Entry Wage</b>	<b>Low Average Wage</b>	<b>High Average Wage</b>	<b>Mean Average Wage</b>	<b>Weighted Average Wage</b>	<b>Number of Employees Reported</b>	<b>Number of Firms Hourly</b>
Shop Lead Person	\$18.00	\$18.00	\$18.00	\$19.50	\$19.50	\$19.50	\$19.50	2	1
Truck Driver	\$10.00	\$17.00	\$13.00	\$13.02	\$24.32	\$16.85	\$22.68	62	3
Welder	\$14.00	\$15.00	\$14.67	\$16.00	\$24.20	\$19.40	\$18.44	5	3
X-Ray Technician	\$14.00	\$14.00	\$14.00	\$16.63	\$16.63	\$16.63	\$16.63	6	1

**WAGE SUMMARY – SALARIED WORKERS**  
**Round Rock, Texas Area**

<b>SALARIED WORKERS JOB CLASSIFICATION</b>	<b>Average Annual Salary</b>	<b>Number of Employees Reported</b>	<b>Number of Firms Salary</b>
Accounting Assistant	\$32,000.00	1	1
Accounting Supervisor	\$59,499.96	1	1
Accounts Payable Clerk	\$45,067.00	1	1
Administrative Assistant	\$44,534.40	10	10
Applications Manager	\$111,280.00	1	1
Architect	\$120,000.00	1	1
Attorney	\$103,049.00	1	1
Benefits Specialist	\$59,999.94	1	1
Building & Grounds Maintenance	\$62,962.00	2	2
Bookkeeper	\$52,000.00	1	1
Building Superintendent	\$85,157.07	3	3
Buyer/ Purchaser	\$51,688.62	26	26
CAD Design	\$60,000.00	3	3

<b>SALARIED WORKERS JOB CLASSIFICATION</b>	<b>Average Annual Salary</b>	<b>Number of Employees Reported</b>	<b>Number of Firms Salary</b>
Certified Public Accountant	\$66,949.81	5	5
Chemist	\$114,710.00	24	24
Commodity Manager	\$117,000.00	1	1
Computer Programmer	\$78,486.30	7	7
Computer Software Engineer	\$91,227.00	3	3
Computer Systems Administrator	\$71,833.33	3	3
Controller	\$110,876.50	5	5
Credit Analyst	\$54,456.00	3	3
Customer Service	\$63,337.00	1	1
Database Administrator	\$90,378.00	5	5
ECN Analyst	\$45,397.30	1	1
Electrical Engineer	\$74,749.00	25	25
Electronic Technician	\$39,195.50	2	2
Engineer	\$73,769.27	45	45
Engineering Manager	\$95,987.05	7	7

<b>SALARIED WORKERS JOB CLASSIFICATION</b>	<b>Average Annual Salary</b>	<b>Number of Employees Reported</b>	<b>Number of Firms Salary</b>
Engineering Technician	\$62,962.00	3	3
Estimator	\$67,665.52	1	1
Finance Analyst	\$65,195.00	6	6
Finance Consultant	\$75,333.33	4	4
Foreman	\$60,000.00	1	1
General Manager	\$92,932.00	8	8
General Office	\$41,000.00	1	1
HR Generalist	\$54,568.00	2	2
Human Resources Assistant	\$50,557.00	1	1
Human Resources Director	\$95,000.10	1	1
Human Resources Manager	\$81,728.00	6	6
IT Manager	\$101,969.14	1	1
IT Specialist	\$82,723.50	12	12
Legal Assistant	\$72,100.08	1	1
Line Supervisor	\$73,730.67	8	8
Maintenance – General	\$51,700.00	1	1

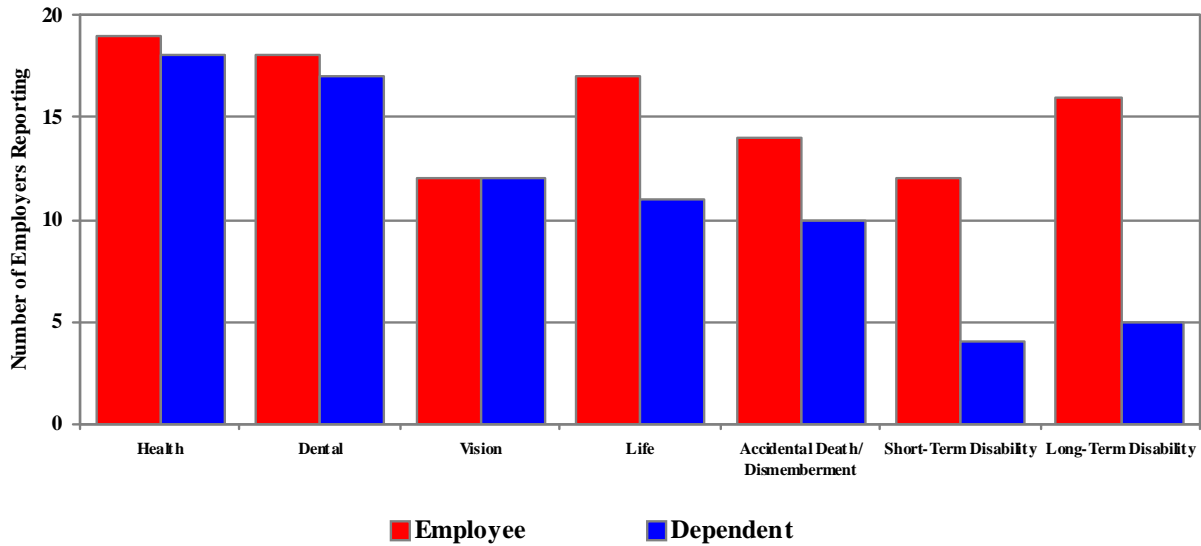
<b>SALARIED WORKERS JOB CLASSIFICATION</b>	<b>Average Annual Salary</b>	<b>Number of Employees Reported</b>	<b>Number of Firms Salary</b>
Maintenance Mechanic	\$57,168.00	1	1
Manufacturing Manager	\$90,648.22	1	1
Marketing Specialist	\$44,815.00	2	2
Master Scheduler	\$65,274.04	2	2
Materials Handler	\$30,000.00	1	1
Materials Management	\$98,910.33	3	3
Mechanical Engineer	\$73,418.63	29	29
Network Administrator	\$51,062.00	3	3
Nurse – RN	\$56,445.00	1	1
Office Manager	\$50,295.00	5	5
Officers	\$116,619.14	14	14
Operations People	\$39,000.00	5	5
Outside Sales	\$57,028.86	128	128
Payroll Supervisor	\$54,999.88	1	1
Physician	\$315,535.67	12	12
Physician’s Assistant	\$80,666.67	3	3

<b>SALARIED WORKERS JOB CLASSIFICATION</b>	<b>Average Annual Salary</b>	<b>Number of Employees Reported</b>	<b>Number of Firms Salary</b>
Planner/Scheduler	\$64,653.94	2	2
Plant Manager	\$96,408.91	2	2
President	\$205,869.33	7	7
Process Engineer	\$79,100.00	6	6
Procurement Specialist	\$68,231.00	9	9
Product Configuration Specialist	\$49,293.00	2	2
Production Supervisor	\$45,000.00	3	3
Program Manager	\$71,991.20	7	7
Project Manager	\$68,147.00	5	5
Quality Assurance/ Inspection	\$59,242.67	8	8
Quality Manager	\$79,893.25	4	4
Safety Manager	\$64,458.25	4	4
Sales Manager	\$86,102.57	20	20
Sales Representative	\$65,062.60	56	56
Secretary – Executive	\$52,105.51	2	2
Service Manager	\$56,000.00	3	3

<b>SALARIED WORKERS JOB CLASSIFICATION</b>	<b>Average Annual Salary</b>	<b>Number of Employees Reported</b>	<b>Number of Firms Salary</b>
Shipping/ Receiving Clerk	\$57,120.00	1	1
Site Director	\$111,595.00	5	5
Sr. Director Product Marketing	\$123,999.98	1	1
Technical Analyst	\$65,137.00	1	1
Test Engineer	\$54,641.00	3	3
Therapist - Certified	\$65,000.00	1	1
Truck Driver	\$35,000.00	2	2
Vice President	\$129,462.33	21	21
Warehouse Supervisor	\$49,053.67	14	14
X-Ray Technician	\$65,000.00	1	1

**FRINGE BENEFITS SECTION**

## INSURANCE COVERAGE



The above chart separates insurance coverage into the different categories listed and gives the number of participating employers offering each type of coverage for their workers and families regardless of the percent of premium paid for by the company. As noted, all of the participating companies reported providing health insurance for employees.

The table on the following page illustrates the number of companies reporting either 100%, partial %, or 0% of insurance premiums paid for employees and dependents for the categories listed. For example, six (6) companies reported paying 100% of the premium for health insurance for their employees, and twelve (12) companies reported paying a partial percentage of the premium for health insurance for dependents.

Twelve (12) of the reporting companies stated that health insurance coverage for employees included a prescription drug plan. Additionally, eight (8) of the participating companies offer an EAP (employee assistance plan).

**NUMBER OF COMPANIES REPORTING  
PERCENT OF INSURANCE PREMIUMS PAID**

Type of Insurance	100% of Premium Paid by Company	Partial Premium Paid by Company	0% of Premium Paid by Company
<b>Health</b>	<b># of Companies</b>	<b># of Companies</b>	<b># of Companies</b>
Employee	6	13	-
Dependent	1	12	5
<b>Dental</b>	<b># of Companies</b>	<b># of Companies</b>	<b># of Companies</b>
Employee	6	9	3
Dependent	1	9	7
<b>Vision</b>	<b># of Companies</b>	<b># of Companies</b>	<b># of Companies</b>
Employee	2	6	4
Dependent	1	5	6
<b>Life</b>	<b># of Companies</b>	<b># of Companies</b>	<b># of Companies</b>
Employee	13	1	3
Dependent	-	1	10
<b>Accidental Death/ Dismemberment</b>	<b># of Companies</b>	<b># of Companies</b>	<b># of Companies</b>
Employee	7	3	4
Dependent	-	1	9
<b>Short-Term Disability</b>	<b># of Companies</b>	<b># of Companies</b>	<b># of Companies</b>
Employee	9	-	3
Dependent	-	-	4
<b>Long-Term Disability</b>	<b># of Companies</b>	<b># of Companies</b>	<b># of Companies</b>
Employee	8	2	6
Dependent	-	-	5

Other benefits reported by the participating employers are shown in the following chart.

<b>Other Benefits</b>	<b># of Employers</b>
Supplemental Life	11
Business Travel	8
Eyewear Discount	5
Critical Illness	2
Legal	2
Long-Term Care	1
Uniforms	1
Boot Reimbursement	1
AFLAC	1
Employee Wellness	1

## FINANCIAL PLANS

Many of the participating companies offered various financial plans to their employees, as illustrated in the following chart. Companies may offer more than one plan.

Financial Plans Offered	# of Employers
401K	16
Health Savings Plan/FSA	10
Tuition Reimbursement	9
Annual Bonus	8
Profit-Sharing Plan/Gainsharing	6
Quarterly Bonus	5
Production/Incentive Bonus	5
Stock Options	3
Pension Plan	2
Credit Union	2
Monthly Bonus	2
ESOP/ESPP	2
403B	1
IRA/SEP	1
Safety Bonus	1

## PAID LEAVE

The following information reflects the data collected from the participating employers on paid time off or paid leave. Examples of paid leave include holidays, vacation, and sick leave.

### PTO

Seven (7) companies reported combining holidays, vacations, and sick leave, or a combination of these three or other personal time, into general leave or personal/paid time off (PTO). Eligibility periods for PTO are illustrated in the chart below.

**PTO Eligibility Periods**

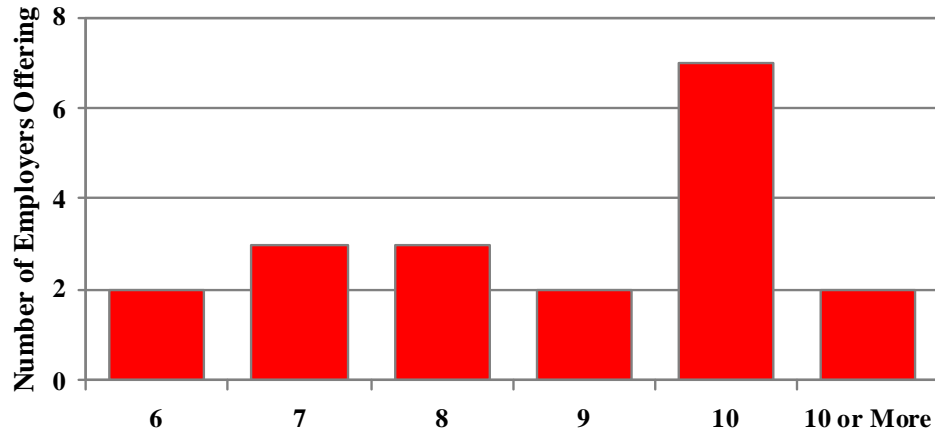


Further, all seven (7) companies reported that the amount of PTO was based on length of service. Lastly, four (4) of these companies reported pay for unused PTO time, and all seven (7) allowed PTO carry-over.

**Holidays**

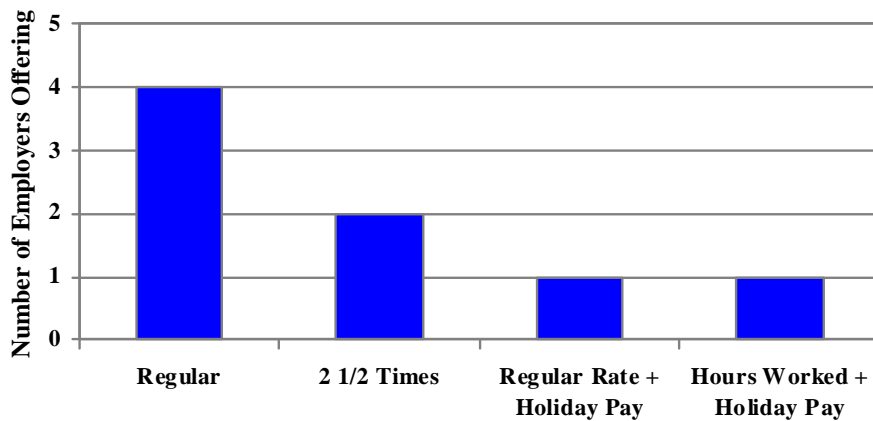
The number of paid holidays per year reported by the participating employers in the Round Rock area ranges from six to over ten, as shown below.

**Number of Paid Holidays Per Year**



Holiday pay rates were reported as follows:

**Holiday Pay**



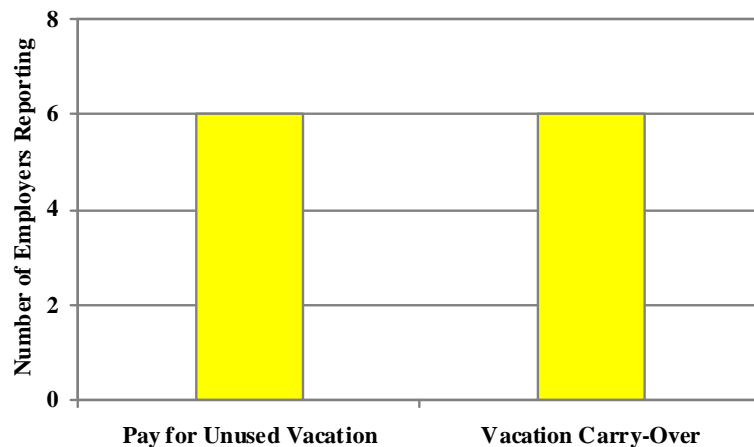
### Vacation

Eligibility times for paid vacation, as reported by the participating employers, vary in the Round Rock area, ranging from after 30 days to after one year of employment. Eligibility periods for paid vacation are illustrated in the chart below.

#### Vacation Eligibility Periods

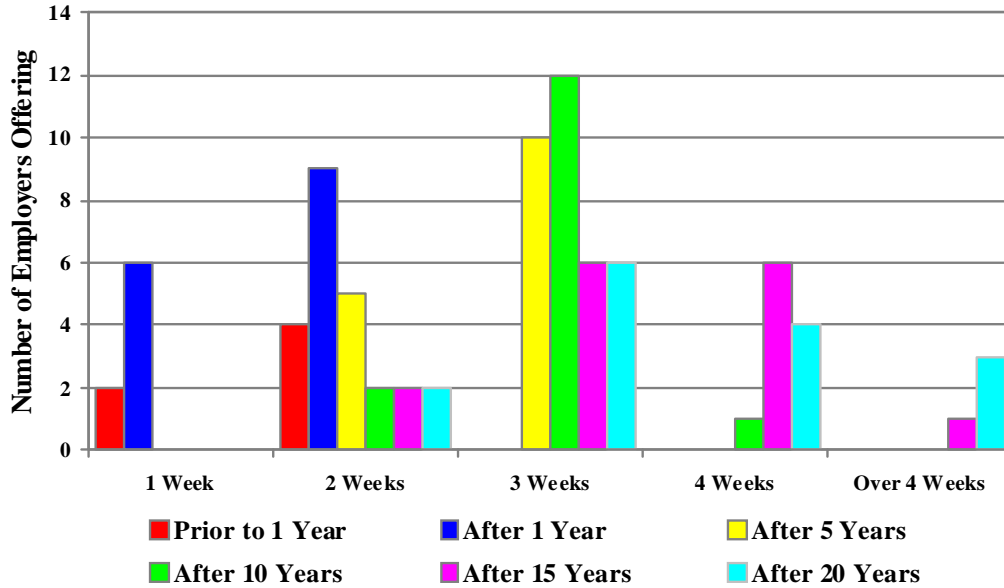


“Other”, as reported by one employer, was that eligibility for paid vacation occurred sometime within the first year of employment. Further, of the reporting companies, six (6) reported pay for unused vacation time, and six (6) companies allowed vacation carry-over.



The accompanying chart shows the number of participating companies who reported offering specific numbers of vacation weeks prior to one year of employment, after one year of employment, after five years, after ten years, after fifteen years, and after twenty years of employment. Two (2) companies reported prorating vacation time during the first year.

**Number of Vacation Weeks**



## Sick Leave

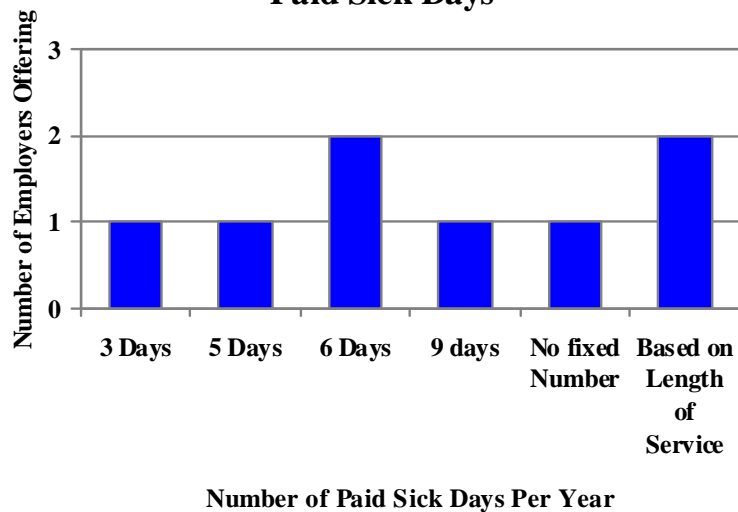
The following charts give eligibility times and number of paid sick days per year for those participating companies that offer paid sick leave.

### Sick Leave Eligibility Periods



“Other” eligibility times for paid sick leave included as needed and after the third day of illness.

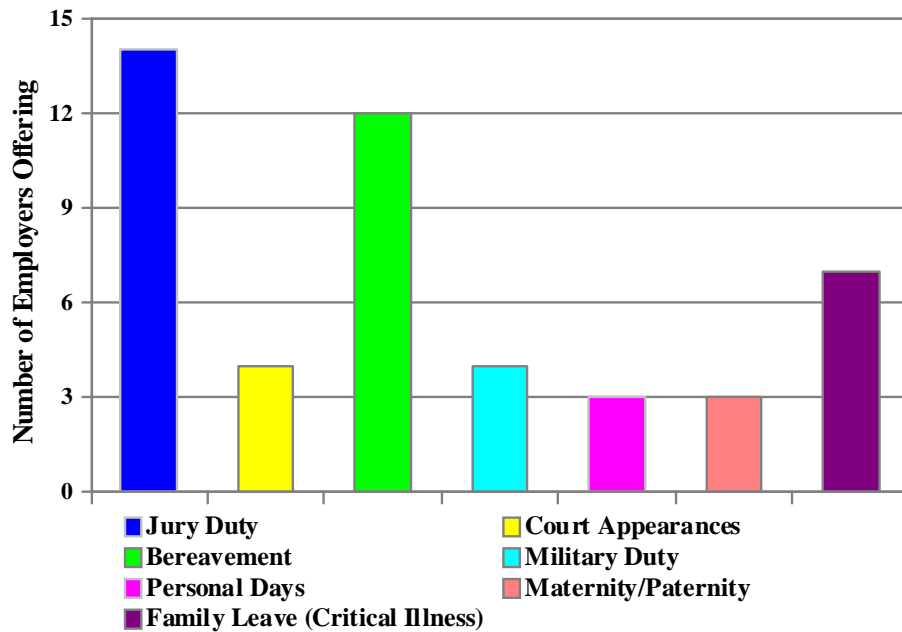
### Paid Sick Days



Further, four (4) companies allowed sick leave carry-over.

### Other Paid Leave

Participating employers were asked to report whether their companies gave additional paid time off to employees for jury duty, court appearances, bereavement, military duty, maternity/paternity leave, or other days. The chart below shows the number of companies reporting each category.





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