

**THE  
VERDE VALLEY AREA OF ARIZONA  
WAGE & FRINGE BENEFITS  
SURVEY REPORT**

**March, 2010**

**Compiled and Produced by**

**THE PATHFINDERS**



**Dallas, Texas**

---

**TABLE OF CONTENTS**

**I. INTRODUCTION .....1**

**II. SURVEY SUMMARY .....2**

**III. EMPLOYER RATINGS .....6**

**A. Local Educational Providers.....6**

**B. Turnover/Tardiness/Absenteeism/Substance Abuse .....7**

**C. Workforce Factors .....9**

**IV. WAGE SECTION.....12**

**A. Hourly Workers .....14**

**B. Salaried Workers .....23**

**V. FRINGE BENEFITS SECTION.....29**

**A. Insurance.....29**

**C. Financial Plans .....32**

**D. Paid Leave.....33**

## INTRODUCTION

The 2010 Verde Valley Area of Arizona Wage and Fringe Benefits Survey was sponsored by the Quad-City Regional Workforce Study Partnership. The Pathfinders, an economic development and corporate site-selection consultant firm located in Dallas, Texas, conducted the survey. Information was gathered via a printed or emailed survey form.

The wage data presented by job title for hourly positions 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.

The wage data presented by job title for salaried positions includes average annual salary.

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

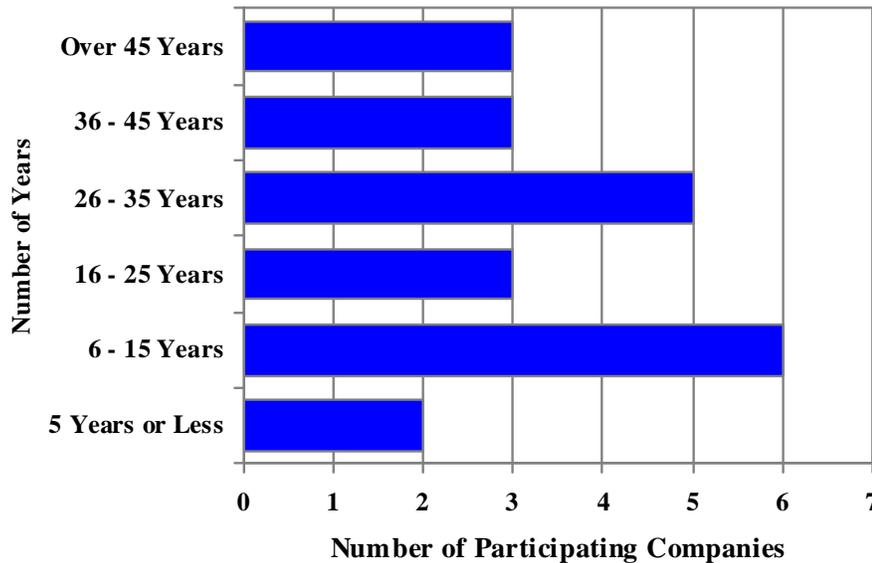
Please note that some of the companies responding to the survey did not answer all the questions on the form; therefore, the total number of responses for each question will not always equal the total number of participants.

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

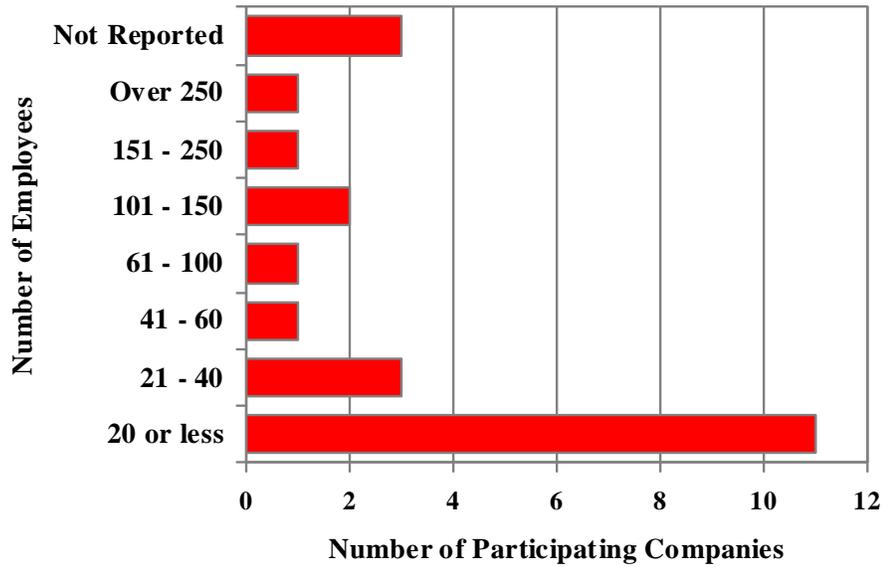
Twenty-three (23) companies, with a combined total employment of over 1,300 workers, participated in the 2010 Verde Valley Area Wage and Fringe Benefits Survey, representing business sectors including manufacturing, distribution, professional and others. The reported total annual payroll for the participating companies was approximately \$74 million. The participating employers have been in business in the Verde Valley area from five years or less to over forty-five years, as illustrated below.

### Participating Companies - Length of Time in Community



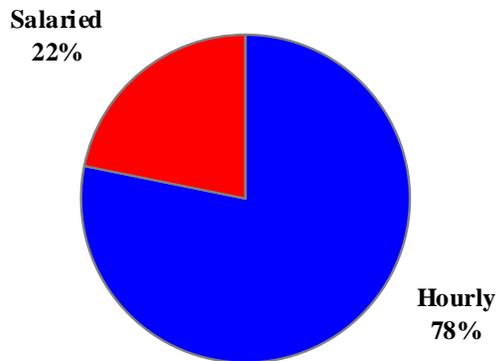
Companies of various sizes were represented in the survey ranging from twenty or less employees to 250 or more workers. The number of participating companies by number of employees is shown in the chart on the following page.

### Participating Companies by Total Employment

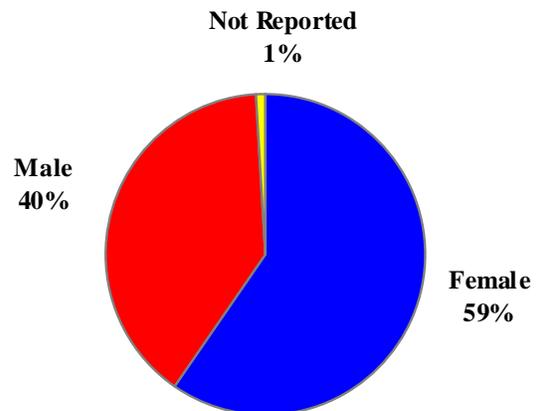


The total reported employment of 1,382 was comprised of 78% hourly workers and 22% salaried workers. The percentages of hourly and salaried employees, as well as male and female employees, of the reporting companies are illustrated in the following pie charts.

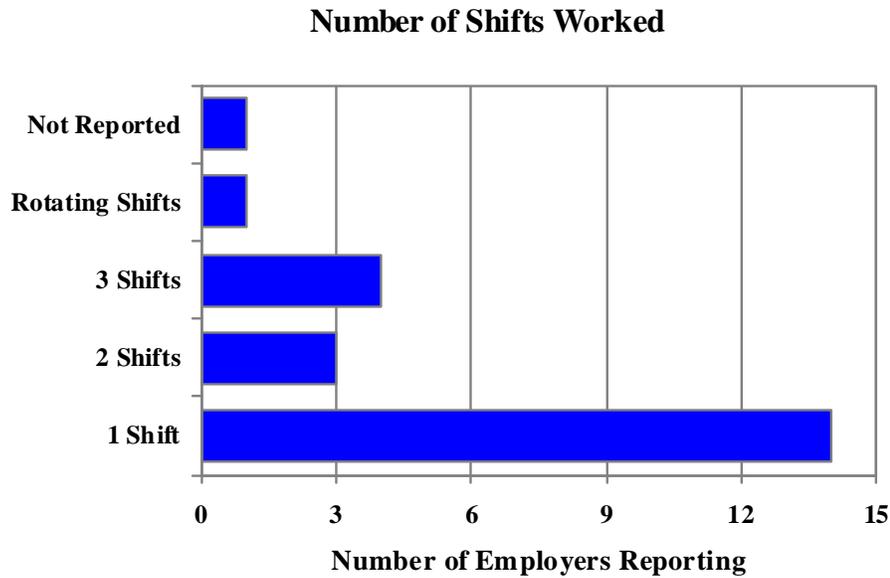
**Hourly / Salaried Employees**



**Female / Male Employees**



In the Verde Valley survey, fourteen (14) of the participating employers work one shift; three (3) work two shifts; four (4) companies work three shifts, and one (1) reported rotating shifts.



Four (4) companies reported shift premiums. These premiums are listed in the table below.

<u>2<sup>nd</sup> Shift</u>	<u>3<sup>rd</sup> Shift</u>
\$.50	\$.50
\$.75	\$1.00
8%	14%
1% or \$1.00/hour (depends on position)	

Eighteen (18) companies reported overtime pay at 1½ times.

With regard to hiring practices, six (6) of the participating firms increased employment during the past twelve months, and seven (7) decreased employment, resulting in a net of -58 jobs. Seven (7) firms project increasing employment during the next twelve months and two (2) project decreasing employment for a net of +7 jobs. In addition, three (3) companies project an increase in hiring over the next twelve months but are unsure of the number of workers.

As indicated by the participating employers, the following table reflects various methods used to recruit workers in the Verde Valley area and the number of employers utilizing that method.

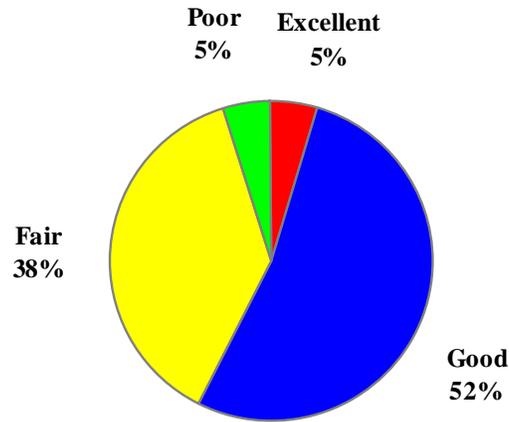
Many employers use more than one method.

<b>Recruiting Method</b>	<b># of Employers</b>
Word of Mouth	16
Newspaper	14
Referrals	13
Internet / Online	7
Walk-Ins	6
Networking	5
State Agency	5
Colleges	4
Trade Journals	3
Job Fair	2
Job Board / Sign	2
Radio/TV	1

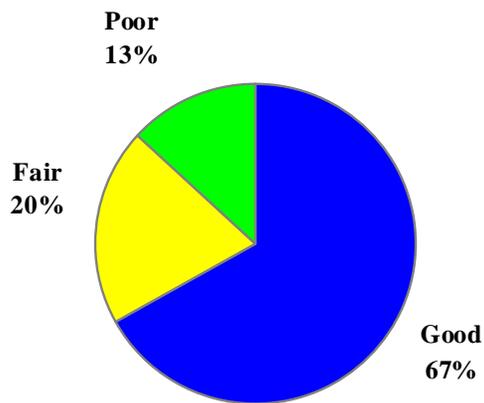
## EMPLOYER RATINGS – EDUCATIONAL PROVIDERS

The Verde Valley employers were asked to rate the local educational providers in terms of delivering the skills needed or required for workers. These ratings are shown below.

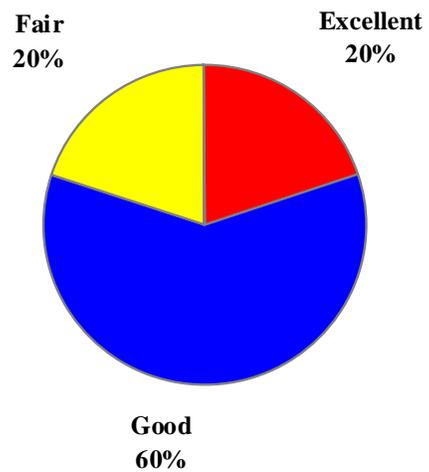
### Public Schools



### Trade Schools



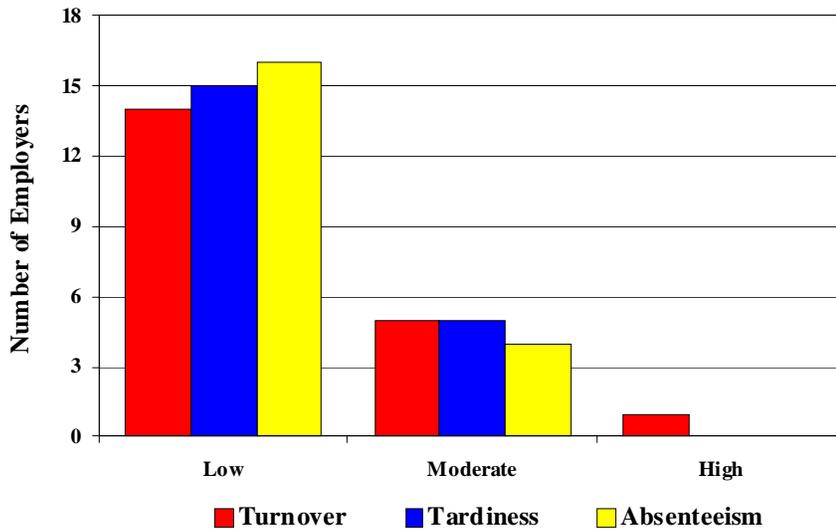
### Community Colleges



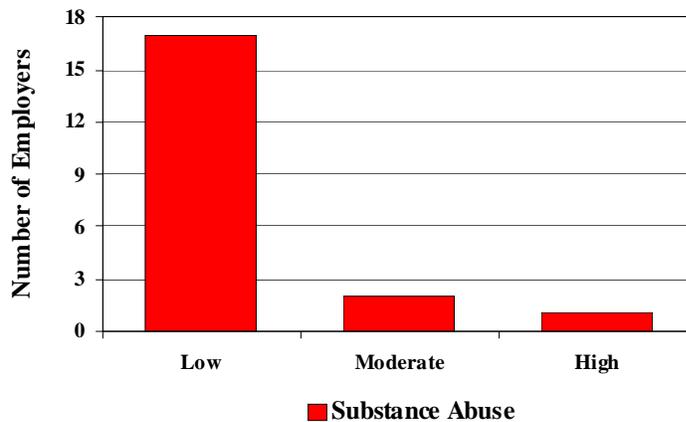
## EMPLOYER RATINGS

### TURNOVER / TARDINESS / ABSENTEEISM / SUBSTANCE ABUSE

Participating employers were asked to rate turnover, tardiness and absenteeism among their workers as “Low”, “Moderate”, or “High”. The chart below shows the number of employers and their ratings for each factor.



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



Twelve (12) of the participating employers reported that testing for substance abuse was conducted in their companies using one or more of the following methods.

<b>Testing Method</b>	<b># of Employers</b>
For Cause / Suspicion	10
Pre-Employment	9
Post-Accident	8
Random	7
Return to Work	3

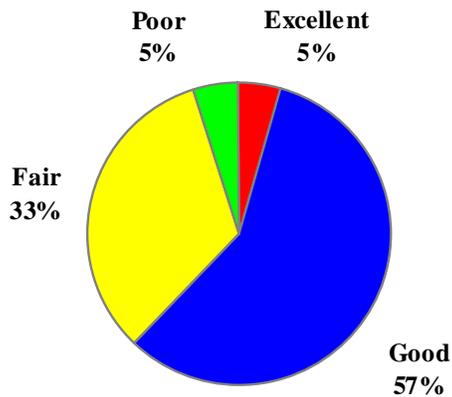
Other checks in addition to substance abuse testing were reported by the responding employers and are shown in the chart below.

<b>Checks</b>	<b># of Employers</b>
Criminal Background Check	11
Drivers License Check	9

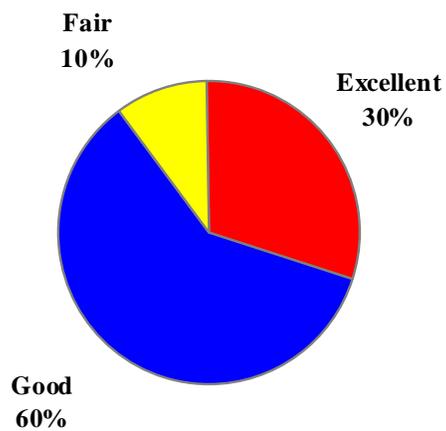
## EMPLOYER RATINGS - WORKFORCE FACTORS

The participating employers were asked to rate their workers on a number of workforce 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”.

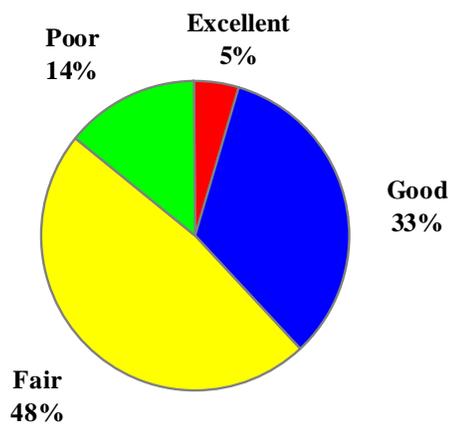
**Skilled Labor Availability**



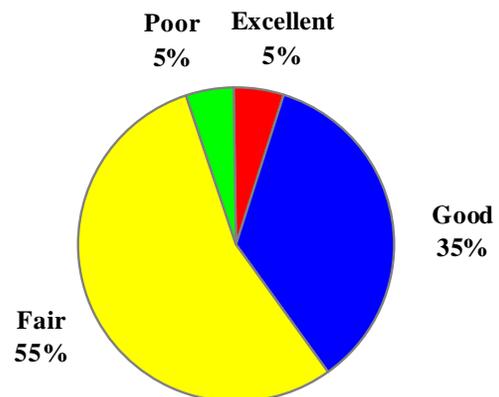
**Unskilled Labor Availability**



**Professional Labor Availability**

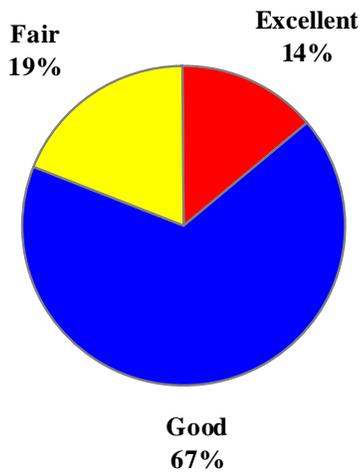


**Technical Labor Availability**

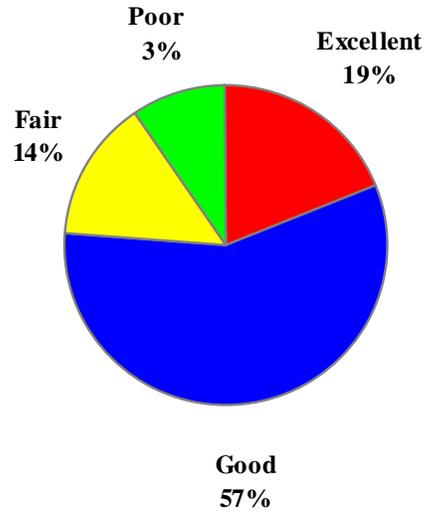


## EMPLOYER RATINGS – WORKFORCE FACTORS

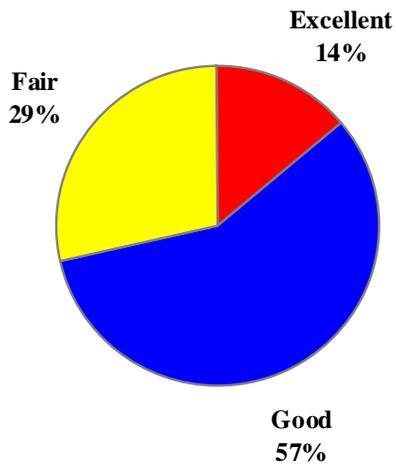
### Worker Productivity



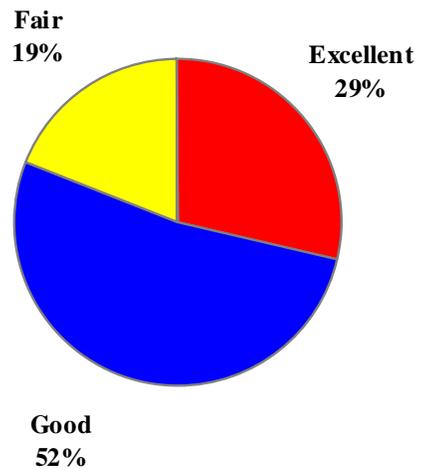
### Worker Reliability



### Worker Attitudes

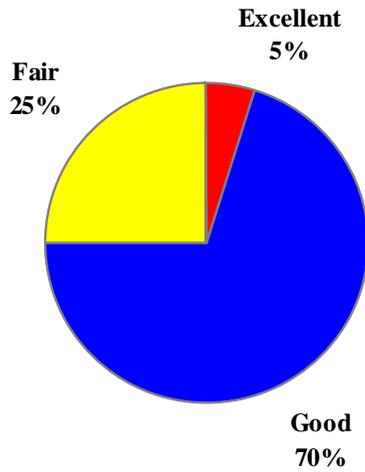


### Teamwork Skills

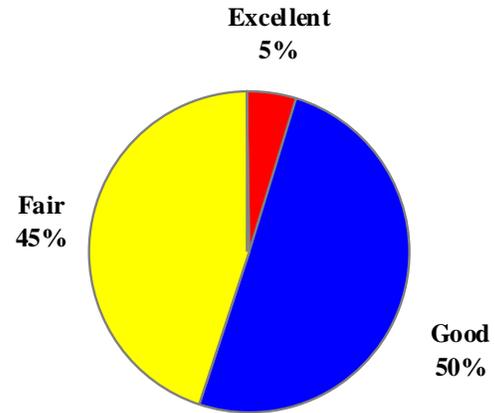


## EMPLOYER RATINGS – WORKFORCE FACTORS

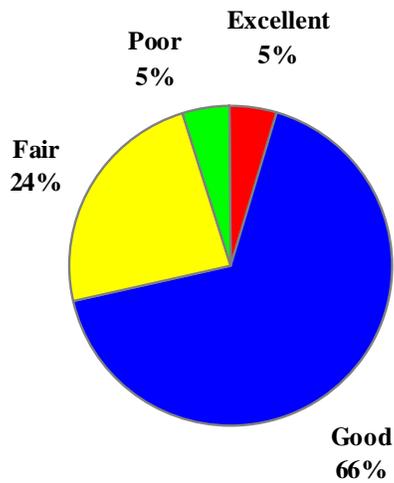
### Reading Skills



### Writing Skills



### Math 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/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 23.

**WAGE SUMMARY – HOURLY WORKERS**

**Verde Valley Area of Arizona**

<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 Clerk	\$10.00	\$14.00	\$11.80	\$13.30	\$20.00	\$17.06	\$13.55	7	5
Accounting Supervisor	\$16.00	\$16.00	\$16.00	\$18.00	\$18.00	\$18.00	\$18.00	1	1
Accounts Payable Clerk	\$12.90	\$14.50	\$13.70	\$13.52	\$20.00	\$17.94	\$17.94	4	4
Accounts Receivable Clerk	\$14.50	\$14.50	\$14.50	\$20.50	\$20.50	\$20.50	\$20.50	1	1
Accounts Receivable Mgr.	n/a	n/a	n/a	\$17.88	\$17.88	\$17.88	\$17.88	1	1
Administrative Assistant	\$12.90	\$17.14	\$14.46	\$13.50	\$19.87	\$16.48	\$16.29	36	9
Animal Control	\$13.55	\$13.55	\$13.55	\$17.25	\$17.25	\$17.25	\$17.25	2	1
Apprentice Electrician	n/a	n/a	n/a	\$19.83	\$19.83	\$19.83	\$19.83	7	1
Arsenic Treatment Specialist	\$14.59	\$14.59	\$14.59	\$18.73	\$18.73	\$18.73	\$18.73	1	1
Assembler-Electrical	\$8.50	\$8.50	\$8.50	\$16.00	\$16.00	\$16.00	n/a	22	2
Assembler-General	n/a	n/a	n/a	\$15.00	\$15.00	\$15.00	\$15.00	1	1
Bartender	\$10.00	\$10.00	\$10.00	\$12.00	\$12.00	\$12.00	\$12.00	11	1
Bldg. & Grounds Maintenance	\$15.00	\$15.00	\$15.00	\$18.00	\$18.00	\$18.00	\$18.00	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>
Bookkeeper	\$13.00	\$13.00	\$13.00	n/a	n/a	n/a	n/a	1	1
Business Office Manager	\$21.50	\$21.50	\$21.50	\$15.59	\$15.59	\$15.59	n/a	2	2
Buyer/Purchaser	\$10.00	\$16.50	\$13.25	\$21.50	\$21.50	\$21.50	n/a	4	2
Cashier/Money Handler	n/a	n/a	n/a	\$11.00	\$11.00	\$11.00	\$11.00	1	1
Certified Nurse Assistant	\$12.45	\$12.45	\$12.45	\$13.89	\$13.89	\$13.89	\$13.89	53	1
Chief Mechanic	\$19.00	\$19.00	\$19.00	\$25.00	\$25.00	\$25.00	\$25.00	1	1
CNC Operator/Set-up	n/a	n/a	n/a	\$20.23	\$20.23	\$20.23	\$20.23	5	1
Communications Sys. C	\$14.96	\$14.96	\$14.96	\$22.25	\$22.25	\$22.25	\$22.25	1	1
Computer Technician	n/a	n/a	n/a	\$19.12	\$19.12	\$19.12	\$19.12	1	1
Cook	n/a	n/a	n/a	\$10.77	\$10.77	\$10.77	\$10.77	3	1
Coordinator	\$7.50	\$7.50	\$7.50	\$8.00	\$8.00	\$8.00	\$8.00	1	1
Court Clerk	\$11.98	\$11.98	\$11.98	\$14.31	\$14.31	\$14.31	\$14.31	3	1
Crusher Operator	n/a	n/a	n/a	\$21.73	\$21.73	\$21.73	\$21.73	2	1
Customer Service Manager	\$12.00	\$12.00	\$12.00	n/a	n/a	n/a	n/a	1	1
Customer Service Representative	\$13.50	\$13.50	\$13.50	\$14.80	\$14.80	\$14.80	\$14.80	4	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>
Data Entry Operator	n/a	n/a	n/a	\$16.67	\$16.67	\$16.67	\$16.67	2	1
DC Maintenance	n/a	n/a	n/a	\$16.68	\$16.68	\$16.68	\$16.68	3	1
Deputy City Clerk	\$14.24	\$14.24	\$14.24	\$16.25	\$16.25	\$16.25	\$16.25	1	1
Director of Finance	\$23.31	\$23.31	\$23.31	\$24.49	\$24.49	\$24.49	\$24.49	1	1
Dishwasher	n/a	n/a	n/a	\$8.50	\$8.50	\$8.50	\$8.50	4	1
Dispatch Supervisor	\$14.96	\$14.96	\$14.96	\$22.27	\$22.27	\$22.27	\$22.27	1	1
Dispatcher	\$13.55	\$13.55	\$13.55	\$17.42	\$17.42	\$17.42	\$17.42	8	1
Drafter – General	n/a	n/a	n/a	\$14.50	\$14.50	\$14.50	\$14.50	1	1
Driver – Bus	\$11.40	\$11.40	\$11.40	\$15.07	\$15.07	\$15.07	\$15.07	9	1
Electrician	\$16.92	\$16.92	\$16.92	\$23.01	\$23.01	\$23.01	\$23.01	1	1
Electronic Technician	n/a	n/a	n/a	\$25.17	\$25.17	\$25.17	\$25.17	1	1
Engineering Technician	\$20.62	\$20.62	\$20.62	\$21.87	\$21.87	\$21.87	\$21.87	1	1
Environmental Tech	n/a	n/a	n/a	\$19.92	\$19.92	\$19.92	\$19.92	1	1
Equipment Operator	\$12.58	\$12.58	\$12.58	\$15.14	\$15.14	\$15.14	\$15.14	3	1
Evidence Tech	\$13.55	\$13.55	\$13.55	\$18.82	\$18.82	\$18.82	\$18.82	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>
Executive Director	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	1	1
Fabricators	\$10.00	\$10.00	\$10.00	\$17.25	\$17.25	\$17.25	\$17.25	2	1
Field Supervisor	\$21.00	\$21.00	\$21.00	n/a	n/a	n/a	n/a	1	1
File Clerk	n/a	n/a	n/a	\$12.90	\$12.90	\$12.90	\$12.90	3	1
Financial Analyst	n/a	n/a	n/a	\$14.77	\$14.77	\$14.77	\$14.77	1	1
Fire Captain	\$18.59	\$25.75	\$22.17	\$22.23	\$35.38	\$28.81	\$26.61	9	2
Fire Engineer	\$15.29	\$20.62	\$17.96	\$19.12	\$25.71	\$22.42	\$22.12	11	2
Fire Inspector	\$16.51	\$16.51	\$16.51	\$16.51	\$16.51	\$16.51	\$16.51	1	1
Fire Marshall	\$21.13	\$21.13	\$21.13	\$23.65	\$23.65	\$23.65	\$23.65	1	1
Firefighter	\$12.47	\$18.68	\$15.58	\$13.56	\$19.78	\$16.67	\$18.08	22	2
Food Service Supervisor	n/a	n/a	n/a	\$13.65	\$13.65	\$13.65	\$13.65	1	1
Food Service Worker – non-tipped	\$10.70	\$10.70	\$10.70	\$7.77	\$11.49	\$9.63	\$10.90	19	2
Foreman	\$13.00	\$13.00	\$13.00	\$16.00	\$23.37	\$19.69	\$22.70	11	2
Fork Lift Operator	n/a	n/a	n/a	\$19.09	\$19.09	\$19.09	\$19.09	8	1
General Laborer	\$10.00	\$11.50	\$10.75	\$12.50	\$17.03	\$14.84	\$16.18	16	2

<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>
General Office	\$7.50	\$7.50	\$7.50	\$7.50	\$7.50	\$7.50	\$7.50	1	1
Graphic Artist / Designer	\$13.50	\$13.50	\$13.50	\$16.60	\$16.60	\$16.60	\$16.60	2	1
Health Services Tech	n/a	n/a	n/a	\$13.03	\$13.03	\$13.03	\$13.03	18	1
Heavy Equipment Operator	n/a	n/a	n/a	\$18.78	\$18.78	\$18.78	\$18.78	4	1
Housekeeper	\$10.70	\$10.70	\$10.70	\$11.62	\$11.62	\$11.62	\$11.62	40	1
Human Resources Assistant	\$12.90	\$12.90	\$12.90	\$13.96	\$15.18	\$14.57	\$14.57	2	2
Inks/Coatings	\$11.50	\$11.50	\$11.50	\$14.85	\$14.85	\$14.85	\$14.85	7	1
Inspector/Planner	\$14.24	\$14.24	\$14.24	\$19.01	\$19.01	\$19.01	\$19.01	3	1
Janitor	\$10.50	\$10.50	\$10.50	\$8.08	\$11.00	\$9.54	\$8.45	8	2
Lab Technician	\$12.45	\$12.45	\$12.45	\$15.11	\$15.11	\$15.11	\$15.11	15	1
Librarian	\$18.00	\$18.00	\$18.00	\$19.00	\$19.00	\$19.00	\$19.00	1	1
Library Assistant	\$10.85	\$15.00	\$12.93	\$12.99	\$16.00	\$14.50	\$13.74	8	2
Library Tech	\$11.98	\$11.98	\$11.98	\$17.75	\$17.75	\$17.75	\$17.75	2	1
Lubricator	n/a	n/a	n/a	\$19.84	\$19.84	\$19.84	\$19.84	1	1
Machine Operator with Set-up	\$10.50	\$14.50	\$12.50	\$15.00	\$15.30	\$15.15	\$13.55	18	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>
Machine Operator without Set-up	\$12.50	\$12.50	\$12.50	\$12.75	\$12.75	\$12.75	\$12.75	5	1
Maintenance Foreman	\$13.89	\$13.89	\$13.89	\$17.79	\$26.02	\$21.91	\$24.37	5	2
Maintenance Manager	\$17.78	\$17.78	\$17.78	\$17.30	\$22.69	\$20.00	\$20.00	2	2
Maintenance Mechanic	\$16.50	\$16.50	\$16.50	\$22.00	\$22.00	\$22.00	\$22.00	1	1
Maintenance Technician	\$11.40	\$11.40	\$11.40	\$10.20	\$12.79	\$11.50	\$12.36	6	2
Maintenance-General	\$8.50	\$11.50	\$10.00	\$12.57	\$18.91	\$15.16	\$11.77	6	4
Mechanic-Heavy Equipment	n/a	n/a	n/a	\$22.63	\$22.63	\$22.63	\$22.63	3	1
Medical Assistant	n/a	n/a	n/a	\$10.42	\$19.04	\$14.73	\$10.99	15	2
Medical Records	n/a	n/a	n/a	\$14.13	\$14.13	\$14.13	\$14.13	2	1
Medical Tech I	\$26.90	\$26.90	\$26.90	\$30.81	\$30.81	\$30.81	\$30.81	12	1
Meter Reader	\$11.40	\$11.40	\$11.40	\$12.83	\$12.83	\$12.83	\$12.83	4	1
Nurse-Registered	\$26.90	\$26.90	\$26.90	\$26.22	\$35.30	\$30.76	\$35.25	195	2
Operations Manager	\$20.61	\$20.61	\$20.61	\$27.09	\$27.09	\$27.09	\$27.09	1	1
Pharmacy Tech	\$14.50	\$14.50	\$14.50	\$16.97	\$16.97	\$16.97	\$16.97	11	1
Physical Therapist	\$29.10	\$29.10	\$29.10	\$36.16	\$36.16	\$36.16	\$36.16	16	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>
Plant Manager	\$20.00	\$20.00	\$20.00	\$22.00	\$22.00	\$22.00	\$22.00	1	1
Plant Operator	n/a	n/a	n/a	\$14.33	\$14.33	\$14.33	\$14.33	3	1
Police Officer	\$17.78	\$18.00	\$17.89	\$20.00	\$21.37	\$20.69	\$21.07	27	2
Police Sergeant	\$21.13	\$30.00	\$25.57	\$27.44	\$32.00	\$29.72	\$28.45	9	2
Production Operator	\$17.00	\$17.00	\$17.00	\$18.00	\$22.14	\$20.07	\$20.76	12	2
Program Director Assistant	\$18.00	\$18.00	\$18.00	\$20.00	\$20.00	\$20.00	\$20.00	1	1
Public Works Street Worker	\$11.40	\$11.40	\$11.40	\$15.89	\$15.89	\$15.89	\$15.89	4	1
Quality Assurance Manager	n/a	n/a	n/a	\$17.28	\$21.50	\$19.39	\$19.39	2	2
Quality Assurance/Inspection	\$8.50	\$8.50	\$8.50	\$23.11	\$23.11	\$23.11	\$17.33	8	2
R&D Technician	\$16.50	\$16.50	\$16.50	\$19.25	\$19.25	\$19.25	\$19.25	1	1
Receptionist/Switchboard	\$11.50	\$11.50	\$11.50	\$10.18	\$14.90	\$12.21	\$11.79	8	4
Records Clerk - Police	\$11.98	\$11.98	\$11.98	\$15.00	\$15.00	\$15.00	\$15.00	2	1
Recreation Coordinator	\$14.24	\$14.24	\$14.24	\$19.10	\$19.10	\$19.10	\$19.10	1	1
Recreation Leader	n/a	n/a	n/a	\$10.50	\$10.50	\$10.50	\$10.50	3	1
Recreation Sports Coordinator	\$13.55	\$13.55	\$13.55	\$15.37	\$15.37	\$15.37	\$15.37	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>
Recreation Supervisor	\$24.10	\$24.10	\$24.10	\$15.71	\$15.71	\$15.71	\$15.71	1	1
Scheduler/Planner	n/a	n/a	n/a	\$11.75	\$19.00	\$15.38	\$15.38	2	2
Screen Preparer	\$10.50	\$10.50	\$10.50	\$12.55	\$12.55	\$12.55	\$12.55	5	1
Secretary – General	\$13.45	\$13.45	\$13.45	\$15.36	\$15.36	\$15.36	\$15.36	17	1
Security Guard	\$9.15	\$9.15	\$9.15	\$13.67	\$13.67	\$13.67	n/a	7	2
Shipping/Receiving Clerk	\$8.50	\$11.50	\$10.00	\$13.15	\$18.47	\$15.21	\$12.37	9	4
Shop Manager	n/a	n/a	n/a	\$25.00	\$25.00	\$25.00	\$25.00	1	1
Sr. Equipment Operator	n/a	n/a	n/a	\$21.90	\$21.90	\$21.90	\$21.90	9	1
Teller	\$12.00	\$12.00	\$12.00	\$13.00	\$13.00	\$13.00	\$13.00	2	1
Training Coordinator	\$26.73	\$26.73	\$26.73	\$34.22	\$34.22	\$34.22	\$34.22	1	1
Warehouse Associate	\$8.50	\$8.50	\$8.50	\$8.50	\$8.50	\$8.50	\$8.50	1	1
Wastewater Operator I	\$11.98	\$11.98	\$11.98	\$14.31	\$14.31	\$14.31	\$14.31	3	1
Wastewater Operator II	\$13.22	\$13.22	\$13.22	\$17.60	\$17.60	\$17.60	\$17.60	1	1
Wastewater Operator Trainee	\$11.40	\$11.40	\$11.40	\$14.66	\$14.66	\$14.66	\$14.66	2	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>
Water Operations Foreman	\$15.33	\$15.33	\$15.33	\$20.79	\$20.79	\$20.79	\$20.79	1	1
Water Operator I	\$11.98	\$11.98	\$11.98	\$15.31	\$15.31	\$15.31	\$15.31	2	1
Water Operator II	\$13.22	\$13.22	\$13.22	\$16.71	\$16.71	\$16.71	\$16.71	2	1
Welder-Maintenance/Utilities	n/a	n/a	n/a	\$19.98	\$19.98	\$19.98	\$19.98	11	1
X-Ray Technician	\$24.90	\$24.90	\$24.90	\$33.11	\$33.11	\$33.11	\$33.11	13	1

**WAGE SUMMARY – SALARIED WORKERS****Verde Valley Area of Arizona**

<b>SALARIED WORKERS JOB CLASSIFICATION</b>	<b>Average Annual Salary</b>	<b>Number of Employees Reported</b>	<b>Number of Firms Salary</b>
Account/Budget Manager	\$58,962.00	1	1
Accountant	\$47,977.00	3	3
Accounting Supervisor	\$44,542.00	1	1
Administrative Helper	\$38,500.00	1	1
Applications Analyst	\$81,806.00	1	1
Assistant Fire Chief	\$88,040.00	1	1
Attorney	\$80,000.00	5	1
Auditor	\$32,448.00	1	1
Battalion Chief	\$82,134.00	1	1
Benefits Assistant	\$24,000.00	1	1
Benefits Specialist	\$53,000.00	1	1
Bldg. & Grounds Maintenance	\$27,600.00	5	1
Bookkeeper	\$41,495.00	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>
Branch Manager	\$45,000.00	1	1
Budget Analyst	\$38,069.00	1	1
Building Official	\$69,946.00	1	1
Business Manager	\$65,000.00	1	1
Business Office Manager	\$29,000.00	1	1
Buyer/Purchaser	\$57,337.00	2	2
Case Worker	\$35,579.33	19	1
Chief Executive Officer	\$95,749.25	4	4
Chief Financial Officer	\$78,085.00	2	2
City Attorney	\$135,000.00	1	1
City Clerk	\$81,668.00	1	1
Community Development Director	\$73,595.00	1	1
Computer Hardware Engineer	\$35,000.00	1	1
Computer Programmer	\$73,593.50	2	2
Computer Software Engineer	\$35,000.00	1	1
Computer Systems Administrator	\$65,863.50	2	2

<b>SALARIED WORKERS JOB CLASSIFICATION</b>	<b>Average Annual Salary</b>	<b>Number of Employees Reported</b>	<b>Number of Firms Salary</b>
Controller	\$133,927.00	1	1
Court Admin.	\$42,000.00	1	1
Customer Relations	\$47,694.00	1	1
Customer Service Manager	\$56,250.00	3	2
Department Manager	\$45,000.00	1	1
Director	\$72,850.20	5	1
Director of IT	\$137,500.00	1	1
Economic Development Director	\$56,397.00	1	1
Energy Analyst	\$104,500.00	1	1
Engineer	\$71,271.67	7	3
Engineering Manager	\$106,902.00	1	1
Environmental Supervisor	\$89,435.00	1	1
Executive Asst. to City Manager	\$47,130.00	1	1
Executive Director	\$47,000.00	6	2
File Clerk	\$21,000.00	1	1
Fire Chief	\$87,545.00	2	2

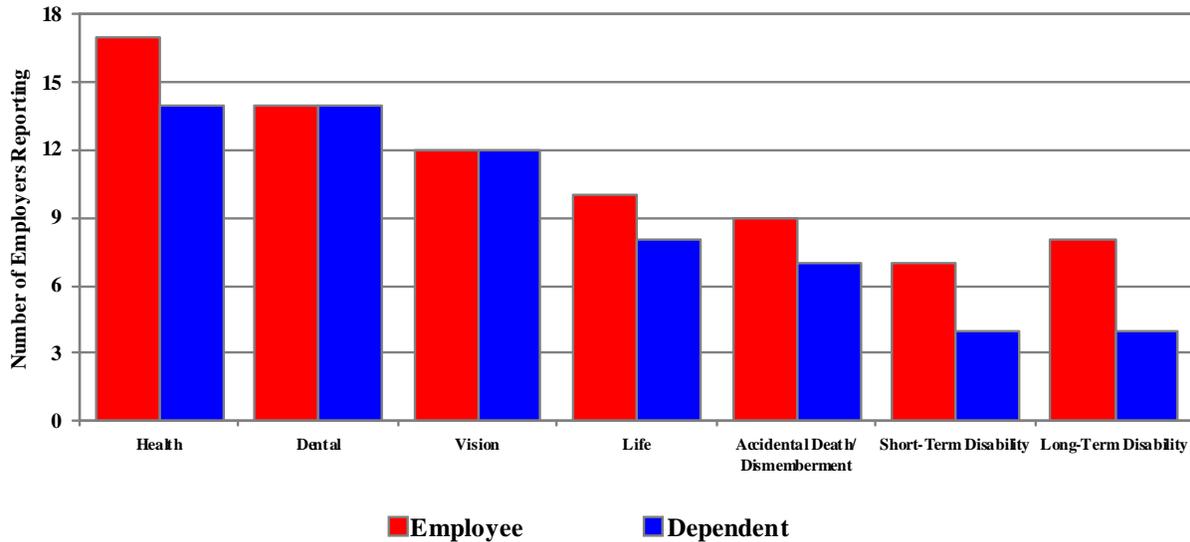
<b>SALARIED WORKERS JOB CLASSIFICATION</b>	<b>Average Annual Salary</b>	<b>Number of Employees Reported</b>	<b>Number of Firms Salary</b>
General Manager	\$102,793.00	1	1
Human Resources Manager	\$60,665.00	4	4
HVAC Supervisor	\$67,304.00	1	1
Inspector/Planner	\$41,648.00	3	2
IT Manager	\$50,589.00	1	1
Legal Assistant	\$32,000.00	5	1
Library Coordinator	\$50,905.00	2	1
Library Director	\$84,009.00	1	1
Magistrate	\$85,000.00	1	1
Maintenance Manager	\$84,301.00	2	1
Maintenance Planner	\$81,918.00	1	1
Manager	\$49,700.00	3	1
Marketing Manager	\$62,500.00	1	1
Natural Resources Director	\$96,110.00	1	1
Network Administrator	\$77,274.50	2	2
Nurse Practitioner	\$131,200.00	2	1

<b>SALARIED WORKERS JOB CLASSIFICATION</b>	<b>Average Annual Salary</b>	<b>Number of Employees Reported</b>	<b>Number of Firms Salary</b>
Nurse-Registered	\$52,880.50	3	1
Office Manager	\$57,622.00	1	1
Operations Manager	\$53,500.00	1	1
Owner	\$81,000.00	3	3
Payroll Specialist	\$60,176.00	1	1
Physician	\$264,243.50	18	2
Plant Manager	\$65,000.00	1	1
Police Lieutenant	\$71,000.00	2	1
President	\$72,400.00	3	3
Production Coordinator	\$42,500.00	2	1
Production Director	\$80,000.00	1	1
Production Manager	\$57,000.00	3	1
Public Affairs Manager	\$44,638.00	1	1
Public Works Director	\$86,122.00	1	1
Public Works Maintenance Manager	\$55,451.00	1	1
Public Works Project Manager	\$51,766.00	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>
Quality Assurance Manager	\$103,935.00	2	2
Quarry Manager	\$71,621.00	2	1
Regional Manager	\$90,000.00	1	1
Safety Manager	\$84,846.00	1	1
Safety Technician	\$52,882.00	1	1
Sales/Marketing	\$53,500.00	2	2
Shipping Coordinator	\$67,682.00	1	1
Supervisor	\$61,882.75	17	2
Therapist-Certified	\$49,914.00	13	1
Therapist-Non-Certified	\$44,742.86	7	1
Transportation Manager	\$59,113.00	1	1
Utilities Admin. Manager	\$57,988.00	1	1
Vice President	\$55,180.67	5	3
VP – Operations	\$170,000.00	1	1
Wastewater Supervisor	\$47,048.00	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, seventeen (17) 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, eleven (11) companies reported paying 100% of the premium for health insurance for their employees, and six (6) companies reported paying a partial percentage of the premium for health insurance for dependents.

**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	11	6	-
Dependent	2	6	6
<b>Dental</b>	<b># of Companies</b>	<b># of Companies</b>	<b># of Companies</b>
Employee	8	4	2
Dependent	2	6	6
<b>Vision</b>	<b># of Companies</b>	<b># of Companies</b>	<b># of Companies</b>
Employee	3	4	5
Dependent	1	4	7
<b>Life</b>	<b># of Companies</b>	<b># of Companies</b>	<b># of Companies</b>
Employee	6	3	1
Dependent	1	2	5
<b>Accidental Death/ Dismemberment</b>	<b># of Companies</b>	<b># of Companies</b>	<b># of Companies</b>
Employee	6	1	2
Dependent	1	2	4
<b>Short-Term Disability</b>	<b># of Companies</b>	<b># of Companies</b>	<b># of Companies</b>
Employee	3	2	1
Dependent	1	1	2
<b>Long-Term Disability</b>	<b># of Companies</b>	<b># of Companies</b>	<b># of Companies</b>
Employee	3	4	1
Dependent	1	1	2

Other benefits that employers reported for employees are shown in the following chart. Note that employers may offer more than one other benefit.

<b>Other Benefits</b>	<b># of Employers</b>
Business Travel	12
EAP (employee assistance plan)	6
Prescription Drug Card	6
Supplemental Life	5
Eyewear Discount	5
Uniform Discount	3
Long-Term Care	2
Legal	1
Critical Illness	1
In-Store Credit	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	9
Tuition Reimbursement	9
Health Savings Plan/FSA	9
Annual Bonus	9
Pension Plan	4
Profit-Sharing Plan/Gainsharing	3
IRA/SEP	3
Production/Incentive Bonus	2
403B	2
Credit Union	2
Quarterly Bonus	1
Monthly Bonus	1
Savings Plans	1

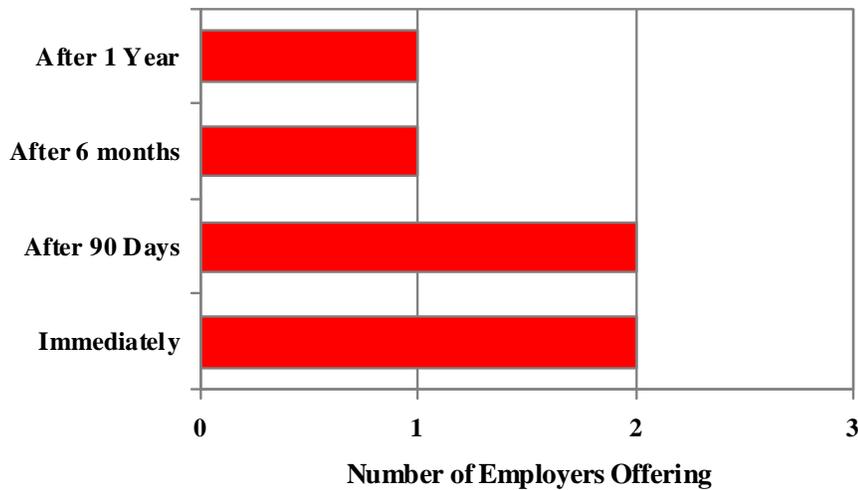
## PAID LEAVE

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

Six (6) companies reported combining leave such as holidays, vacations, personal days and sick leave into general leave or personal/paid time off (PTO). Eligibility for PTO is shown below.

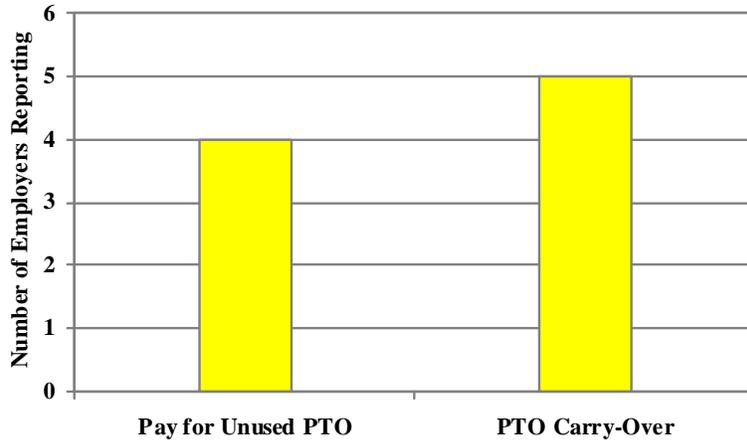
**PTO Eligibility Periods**



The number of PTO days per year as reported by the companies is as follows:

- Based on length of service (4 companies)
- Varies
- Not Reported

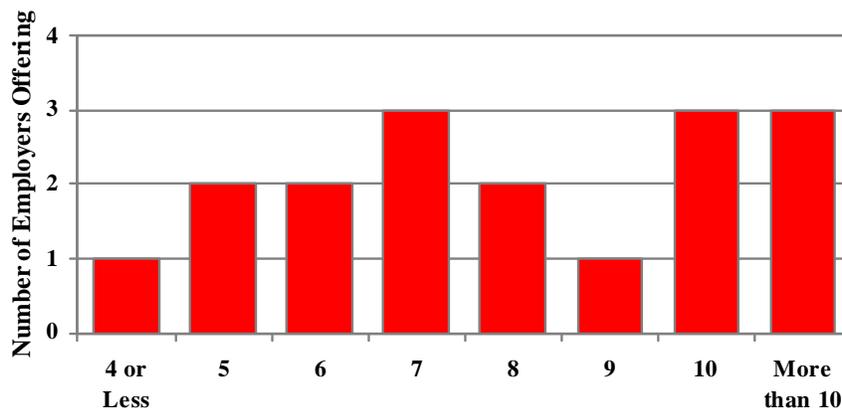
Further, of the reporting companies, four (4) reported pay for unused PTO time, and five (5) companies allowed PTO carry-over.



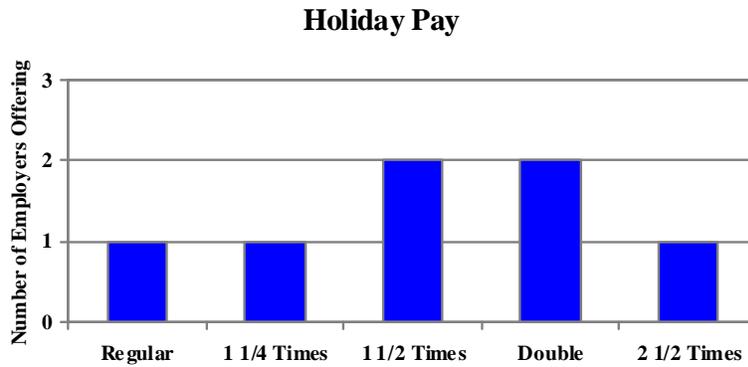
**Holidays**

The number of paid holidays per year reported by the participating employers in the Verde Valley area ranges from four or less to over ten, as shown below.

**Number of Paid Holidays Per Year**



When employees work on holidays, the pay ranges from regular to 2½ times in the Verde Valley area, as illustrated in the chart below.



### Vacation

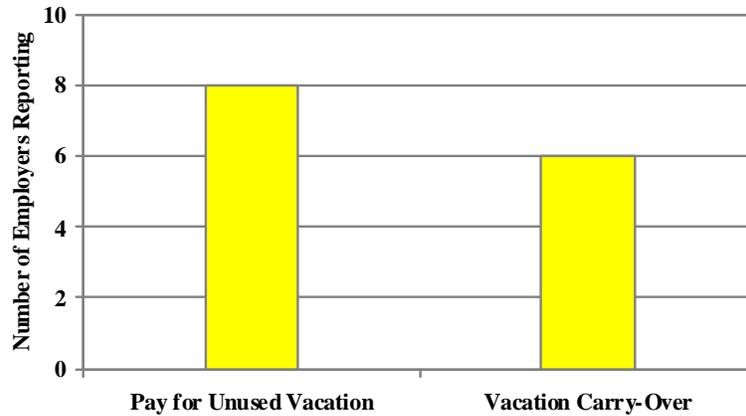
Eligibility times for paid vacation, as reported by the participating employers, vary in the Verde Valley area and are illustrated in the chart below.



Other eligibility times for paid vacation include:

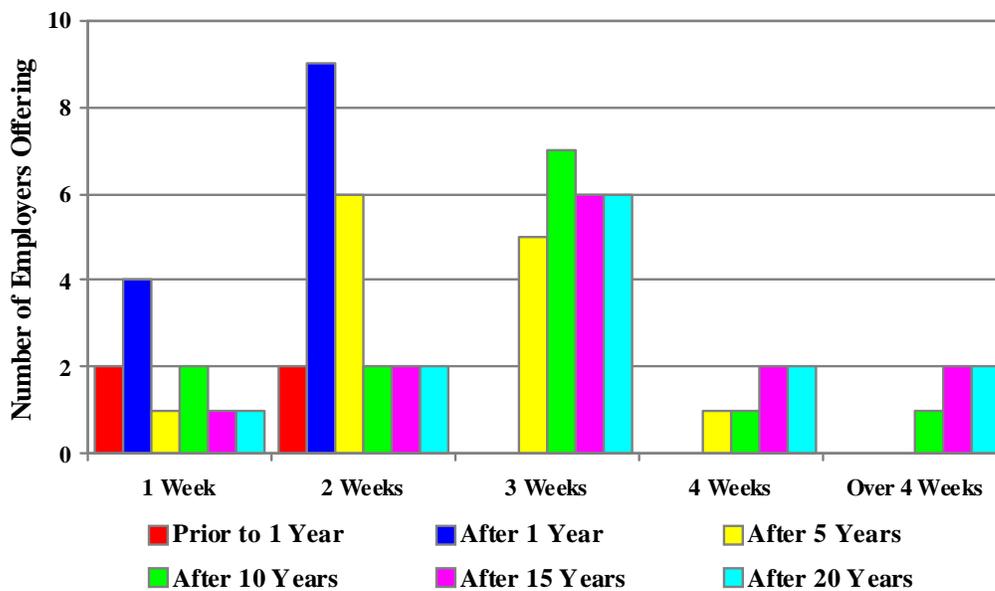
- After probation period

Further, of the reporting companies, eight (8) 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. Three (3) 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.

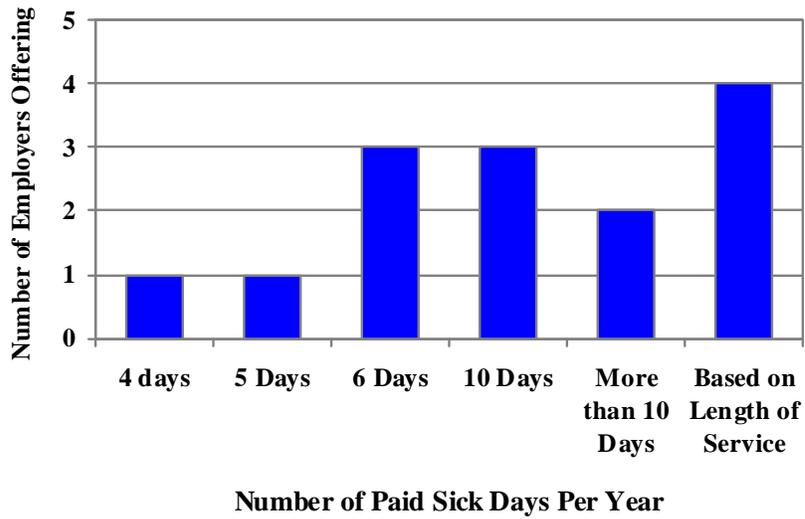
### Sick Leave Eligibility Periods



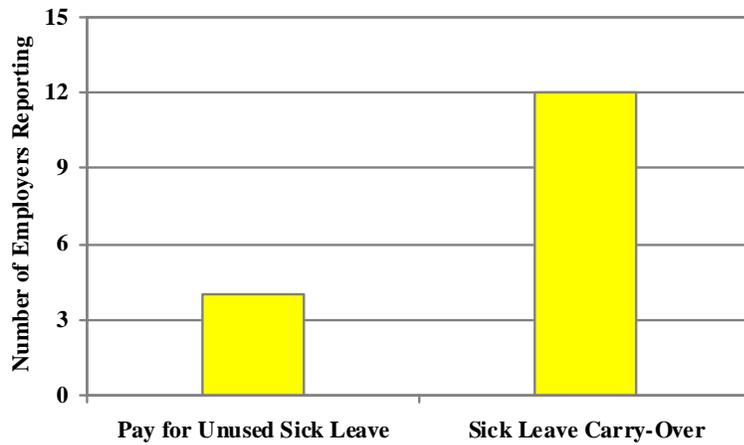
Other eligibility periods for paid sick leave include:

- After 32 hours
- After probation period

### Paid Sick Days

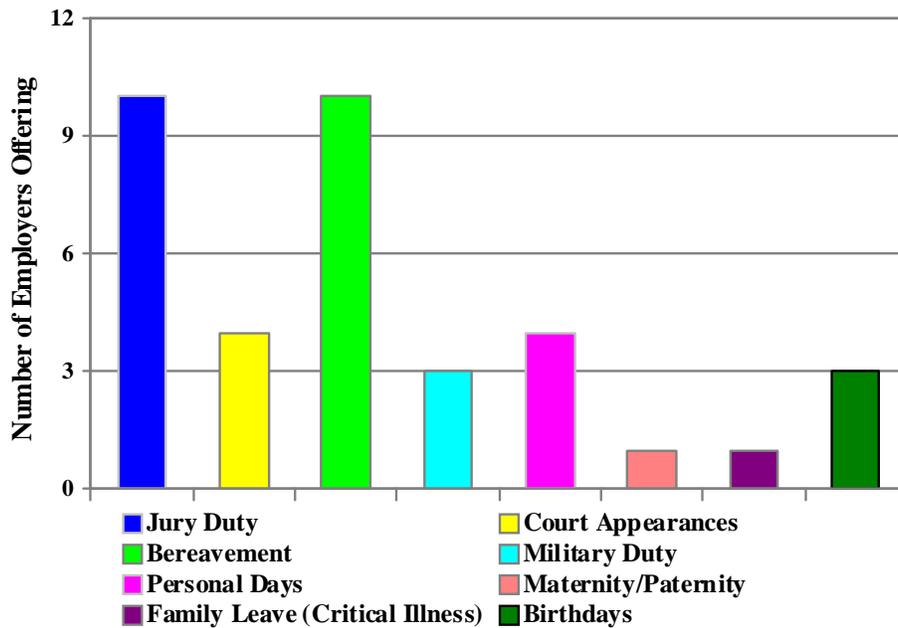


Further, of the reporting companies, four (4) reported pay for unused sick leave, and twelve (12) companies allowed sick leave carry-over.



### 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.





**THE PATHFINDERS**  
**P.O. Box 702317**  
**Dallas, Texas 75370**

**972-387-3750 Telephone**  
**469-916-6878 Fax**

**[info@thepathfindersus.com](mailto:info@thepathfindersus.com)**

**web site: [www.thepathfindersus.com](http://www.thepathfindersus.com)**