



BOONE COUNTY

WAGE & BENEFIT ANALYSIS

prepared in partnership by



Center for Regional Development



BOONE EDC
— BETTER IN BOONE —

Andrey Zhalnin, Ph.D., Purdue Center for Regional Development

Andrea Kern, CEO, Boone County Economic Development Corporation

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INTRODUCTION

Boone County, Indiana, offers a strong environment for business growth, shaped by its strategic location, collaborative community, and commitment to economic development. These assets have positioned the county as a competitive destination for firms in logistics, advanced manufacturing, and entrepreneurship, demonstrating how local economic strategies align with broader industrial and workforce trends.

The 2025 Boone EDC Wage & Benefits Study provides an evidence-based overview of the county's labor market. Drawing on data from 23 businesses representing more than 3,400 employees, the study examines wage levels, benefits practices, and workforce dynamics. The findings highlight both the strengths and challenges of Boone County's employment landscape, offering insight for employers, policymakers, and prospective investors.

A County on the Rise

Boone County's economic landscape is both diverse and rapidly expanding, with logistics and production serving as dominant industries. Nearly 80 percent of surveyed positions are in logistics, illustrating the county's role as a critical node in regional and national supply chains. At the same time, a strong base of small- to mid-sized employers contributes to resilience and stability within the local economy.

Importantly, Boone County is also one of the two fastest-growing counties in Indiana, a trend that is reshaping both its workforce and economic opportunities. This rapid growth brings new demands for housing, infrastructure, and services, while simultaneously expanding the labor pool available to employers. The combination of strong business investment and significant population growth positions Boone County as a key driver of regional development in the years ahead.



Building a Better Workforce Together

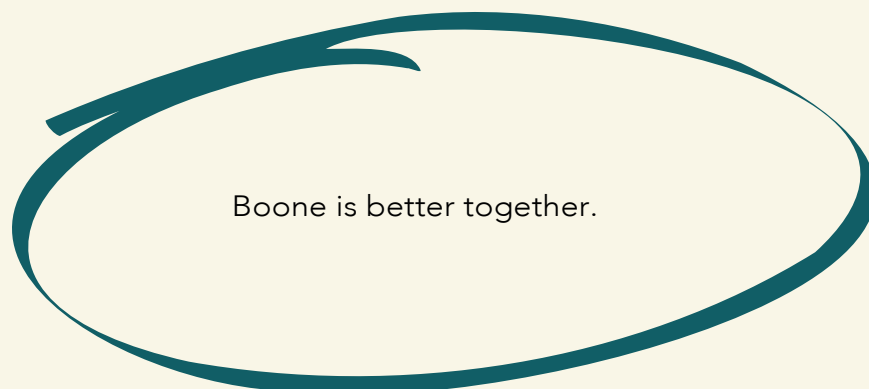
While Boone County wages remain competitive, particularly in management and skilled occupations, the study identifies opportunities for improvement in entry-level compensation, especially within food service and hourly logistics roles. These gaps showcase the importance of ensuring that growth translates into broad-based workforce sustainability.

As one of the two fastest-growing counties in Indiana, Boone County is experiencing demographic and economic changes that will continue to shape its labor market. Rapid population growth expands the available talent pool but also intensifies demand for competitive wages, benefits, and quality-of-life infrastructure. Addressing these challenges proactively will be essential to retaining workers, supporting employers, and sustaining Boone County's long-term economic vitality..

What This Study Means for You

This study is designed to equip employers with data-driven insights that can inform workforce strategy, compensation planning, and organizational competitiveness. The findings provide a framework for benchmarking wage and benefit practices while also highlighting structural dynamics within Boone County's labor market.

The Boone EDC champions the view that economic performance and community well-being are interdependent. In providing reliable labor market intelligence, the organization aims to support employers in aligning business objectives with workforce sustainability, thereby contributing to Boone County's long-term economic vitality.

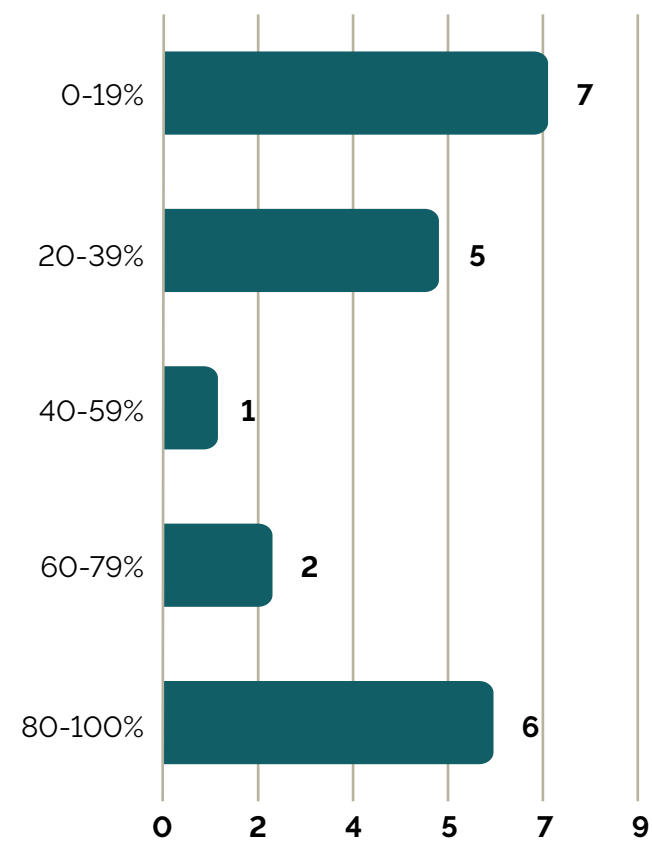


SURVEY METHODOLOGY

Boone County conducted a wage and benefit online survey among businesses in their region. The survey gathered data throughout April-May 2025 resulting in 23 valid responses.

The survey asked about the total number of employees. It also asked about the entry, average, and highest wages for 72 different jobs grouped into 13 major categories. Types of benefits offered were also included in the survey including but not limited to health and dental insurance, life and disability insurance, bonus programs, and personal time off and vacation.

Figure 1. Percentage of workforce living in Boone County, n = 21



Overview of Responses

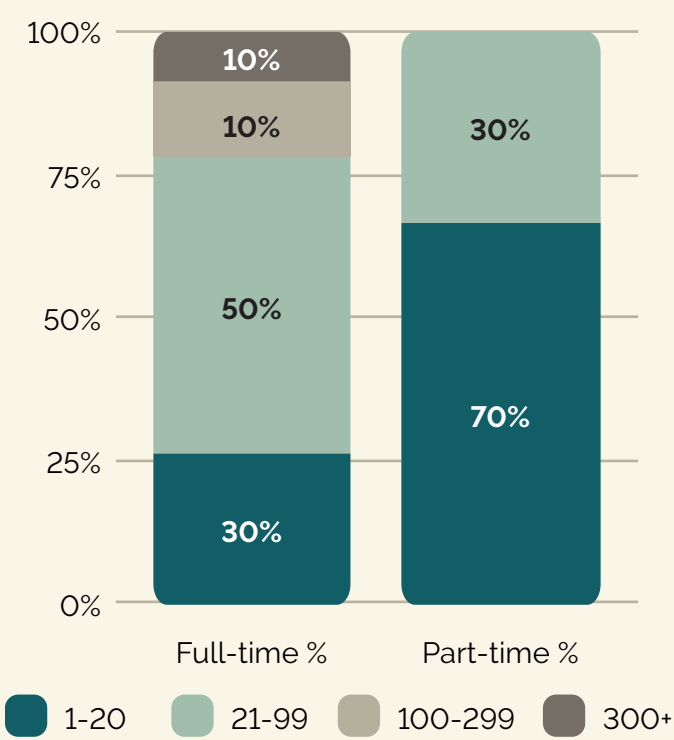
Analysis revealed the following distribution in employment of local workforce: the largest group (7 companies) reported that up to 19% of their workforce resides Boone County. The next largest group (6 companies) reported that 80–100% of their workforce resides in Boone County. The remaining 8 companies have 20 to 79% of their workforce living in Boone County (*Figure 1*).

Business Size and Employee Type

The survey found that medium-sized businesses (21–99 employees) account for the largest share of full-time employees across all business sizes, representing 52.2% of the total. They are followed by the smallest businesses (1–20 employees), which contribute 26.1% of the full-time workforce (Figure 2).

The smallest companies also employ the majority of part-time workers, making up 66.7% of the part-time workforce. Medium-sized businesses (21–99 employees) follow, employing 33.3% of all part-time workers. No large (100–299 employees) or extra-large (300+ employees) companies reported employing part-time workers.

Figure 2. Responses by Size and Employee Type, n range = 9-23



EMPLOYEE ANALYSIS



A total of 23 businesses participated in the survey, reporting data on 72 distinct occupations grouped into 13 job categories, representing 3,415 employees. Of this workforce, 3,120 (91.4 percent) were classified as hourly employees, while 295 (8.6 percent) held salaried positions.

As shown in Figure 3, the distribution of employment is highly concentrated in the logistics job group, which accounts for nearly 80 percent of all reported employees. The next largest category, production workers, represents 5.8 percent of the workforce. In contrast, food service accounts for only 0.1 percent, and healthcare accounts for 0.2 percent, reflecting their limited share in the regional sample.

Figure 4 further disaggregates employment type by job group. Production workers are exclusively hourly (100 percent), followed closely by logistics (96.6 percent hourly) and quality assurance (95.4 percent hourly). Conversely, computer/IT specialties exhibit the highest concentration of salaried employees at 92.3 percent, followed by other specialties (84.1 percent) and general operations management (67.7 percent).

Figure 3. Percent Total Jobs Surveyed by Group

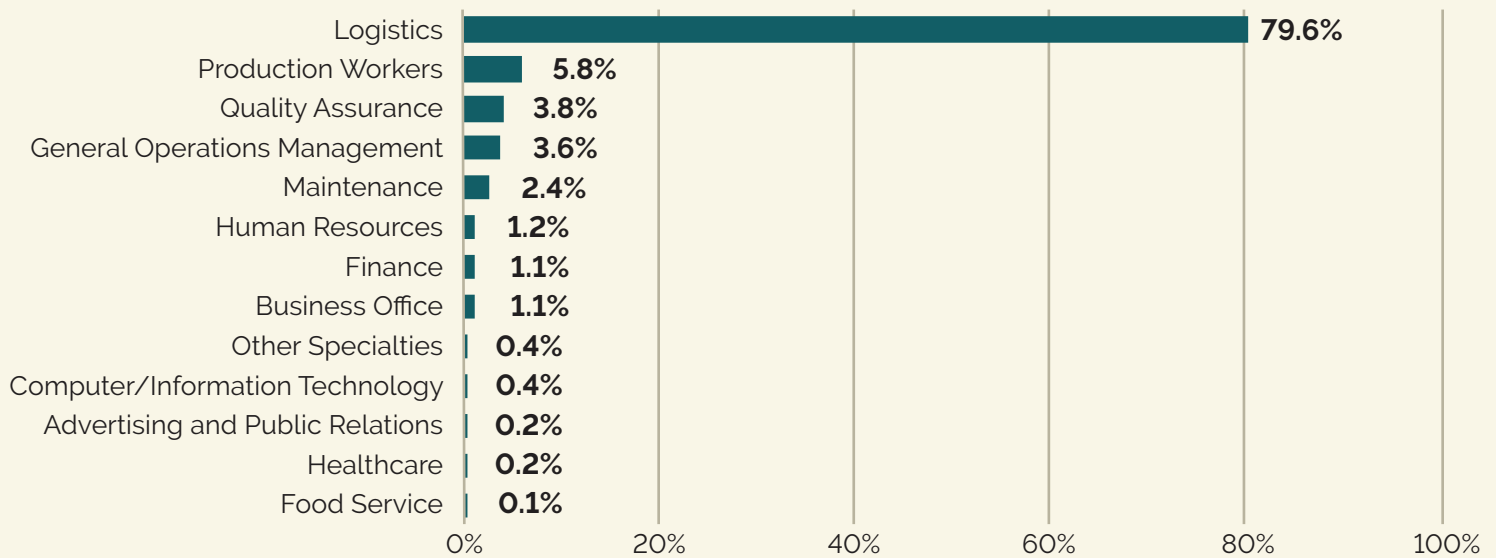
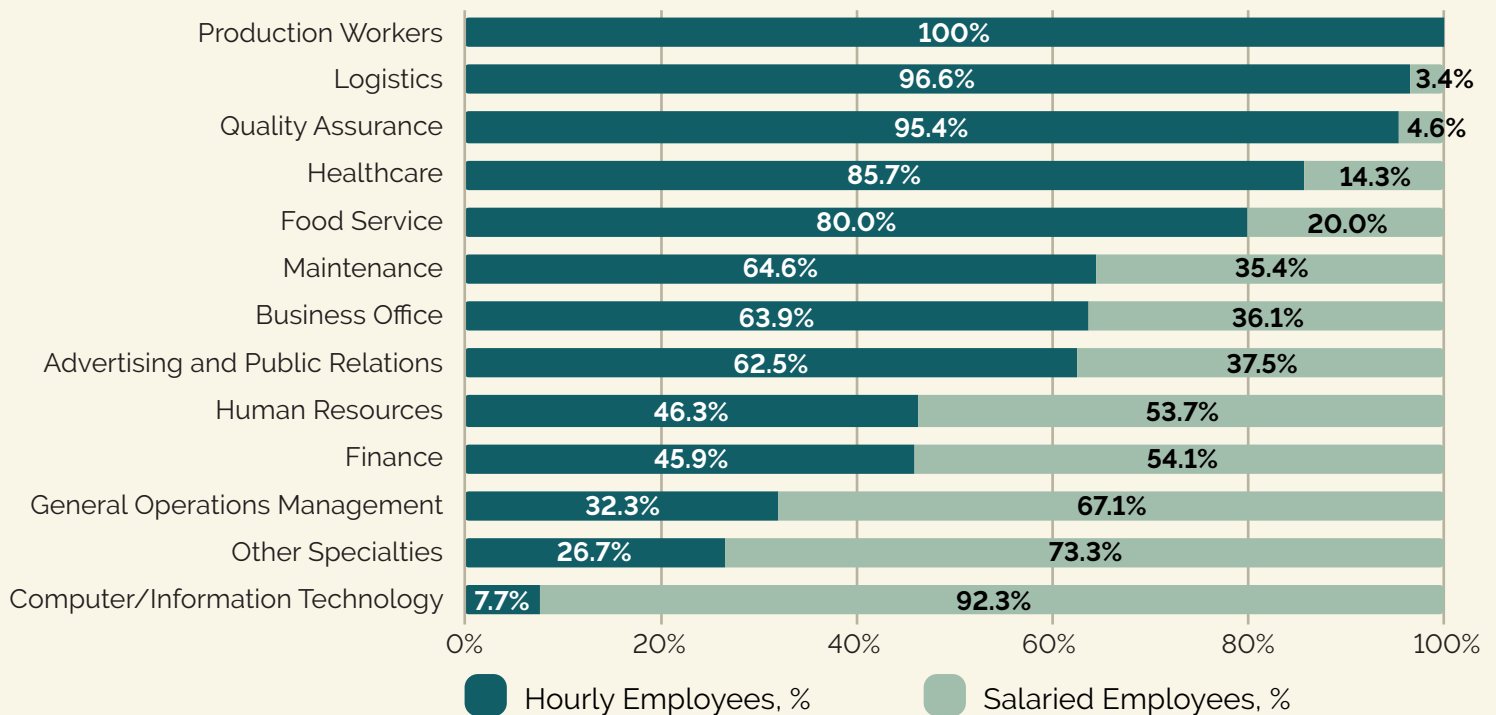


Figure 4. Job Groups by Employee Type, Percent



Survey respondents indicated varying thresholds for defining full-time and part-time employment. Among the 20 who provided definitions, one-third of respondents defined full-time as working more than 30 hours per week, while half defined it as working 40 or more hours per week.

Regarding part-time employment, of the 18 respondents who provided definitions, one-third considered part-time to be less than 40 hours per week, while half defined it as less than 30 hours per week.

WAGE ANALYSIS

Overall, the average hourly wage reported by respondents was \$34.31, considering actual entry, average, and highest wages (highest not shown). The average actual entry wage was \$29.94, the average wage was \$35.54, and the average highest wage was \$37.76 (see bottom of Table 1).

Regarding wages by job groups, Figure 5 displays the average wages (entry, average, and highest) across the eight job groups analyzed. Groups are sorted from highest to lowest based on the average wage (yellow bar). Food Service had the lowest average wage at \$14.00, followed by Logistics at \$26.67. The Other Specialties (see full list in Table 2) group reported the highest average wage at \$51.88, followed by the General Operations & Management group at \$47.15.

As for the highest reported wages, the Other Specialties group again ranked highest at \$58.26, while Computer/Information Technology had the lowest highest wage at \$29.60.



Figure 5. Average Wages by Job Group

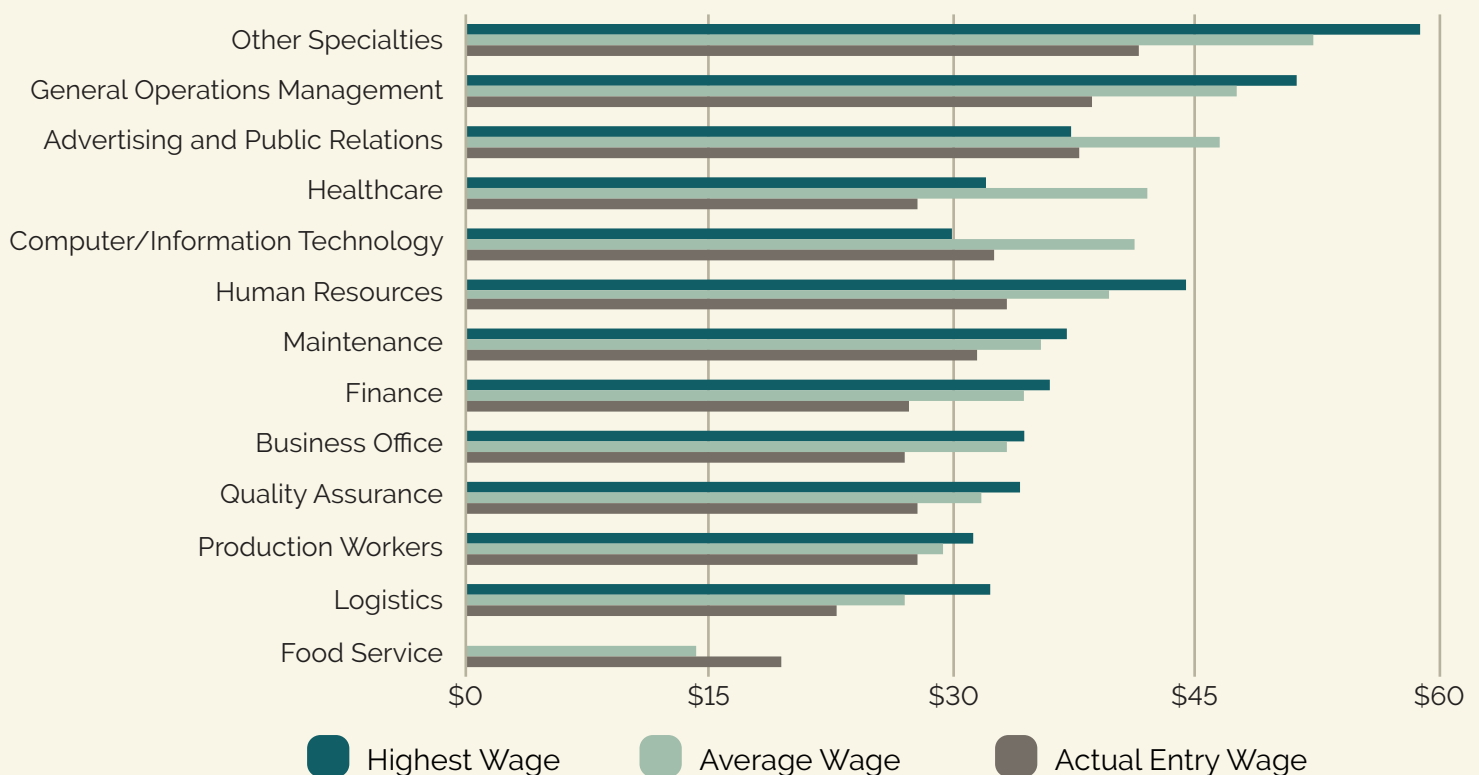


Table 1 presents the average actual entry, average, and highest wages for each job group, along with the number of responses ("Count"). The response count is important to consider, as a lower number of responses makes the averages more susceptible to outliers.

The job categories with the fewest survey responses (only 1) were:

- o Actual entry wages in the Food Service group
- o Average wages in the Advertising and Public Relations, Healthcare, and Food Service groups

Conversely, the Logistics group had the highest number of responses for actual entry wages, with 38 responses. On average, each of the three wage types (entry, average, and highest) received 12 responses.

Table 1. Average wages by category, job group, and job title. Red font indicates discrepancy in the data where the actual entry wage is higher than the average wage due to low number of responses in that group and missing average and highest wage values in responses.

Job Group/Job Name	Actual Entry Wage	Count	Average Wage	Count	Highest Wage	Count
Finance	\$27.14	21	\$34.15	13	\$35.75	17
Accountant	\$31.69	4	\$34.05	2	\$39.14	3
Accounting Clerk	\$20.77	5	\$22.56	2	\$24.86	4
Accounts Payable Clerk	\$21.75	2	\$26.56	1	\$31.64	1
Accounts Payable Supervisor	\$27.62	1	\$32.08	1	\$36.53	1
Accounts Receivable Clerk	\$24.55	3	\$25.50	2	\$27.95	3
Accounts Receivable Supervisor		0	\$52.88	1		0
Controller	\$39.04	5	\$49.82	3	\$55.22	4
Payroll Clerk	\$24.55	1	\$29.74	1	\$34.94	1
Business Office	\$26.80	19	\$33.08	8	\$33.95	15
Administrative Assistant	\$21.58	3	\$26.28	2	\$27.60	3
Business Office Manager	\$27.75	1		0	\$27.75	1
Customer Service Representative	\$21.42	3	\$27.32	2	\$42.16	2
Data Entry		0		0	\$18.45	1
Executive Assistant	\$22.01	4	\$28.21	2	\$29.74	3
Receptionist	\$22.22	4	\$25.50	1	\$26.75	2
HR Director	\$46.15	3	\$58.09	1	\$63.09	2
HR Specialist or Associate	\$26.44	1		0	\$36.06	1

Advertising and Public Relations	\$33.72	5	\$35.35	4	\$36.99	5
Advertising & Promotions Specialist	\$22.64	1	\$22.64	1	\$22.64	1
Marketing Manager	\$44.94	2	\$45.94	1	\$46.94	2
Public Relations Support	\$33.65	1	\$35.58	1	\$37.50	1
Public Relations Chief	\$33.65	1	\$37.26	1	\$40.87	1
Production Workers	\$27.67	15	\$29.07	10	\$30.94	9
Assembler	\$19.00	1		0		0
CNC Operator/Set-up	\$41.00	1	\$41.75	1	\$42.50	1
Fabricators		0	\$27.00	1		0
Manufacturing: Production Team Lead (Non-Management)	\$21.87	3	\$26.16	3	\$28.15	3
Foreman	\$42.15	1		0		0
Fork Lift/Truck Operator	\$23.50	1		0		0
General Laborer	\$19.14	2	\$21.74	2	\$23.35	2
Machine Operators	\$31.50	2	\$31.83	1	\$33.50	1
Production Lead Person/Non-Management	\$27.89	2	\$29.70	1	\$30.16	1
Production Worker	\$23.00	2	\$25.33	1	\$28.00	1
Maintenance	\$31.07	18	\$35.07	10	\$36.56	12
Janitorial custodian	\$18.00	1	\$21.25	1	\$27.50	1
Electrician	\$40.58	2		0		0
Groundskeeper	\$19.00	2		0	\$24.00	1
Maintenance General/Helper	\$22.25	4	\$26.21	2	\$30.60	2
Maintenance Manager	\$50.21	2	\$51.54	2	\$52.88	1
Industrial and Machine Maintenance	\$33.64	3	\$37.82	2	\$41.85	2
Facility Maintenance	\$33.82	4	\$38.54	3	\$42.54	5
General Operations Management	\$38.12	31	\$47.15	26	\$50.64	31
Department Manager	\$40.55	9	\$56.49	6	\$59.07	8
District/Regional Managers	\$34.05	1	\$35.61	1	\$37.06	1
General Operations/Plant Managers	\$63.93	9	\$71.85	6	\$76.23	8
Assistant or Shift Manager	\$25.21	2	\$25.37	2	\$25.37	3
Executive Director	\$60.13	3	\$62.81	4	\$67.64	4

Administrator	\$23.43	4	\$27.24	3	\$29.70	3
Customer Service Manager		0	\$70.47	1	\$70.47	1
Customer Service Representative	\$19.53	3	\$27.36	3	\$39.62	3
Healthcare	\$27.56	2	\$29.58	2	\$31.61	2
Patient Care Technician (PCT)	\$13.50	1	\$17.56	1	\$21.61	1
Registered Nurse (RN)	\$41.61	1	\$41.61	1	\$41.61	1
Human Resources	\$33.09	13	\$39.37	10	\$44.07	9
HR Coordinator/Specialist	\$22.29	1	\$24.76	1	\$29.12	1
Human Resources Director	\$52.13	2	\$69.72	1	\$76.70	1
Human Resource Generalist	\$28.17	4	\$35.79	3	\$41.11	3
Human Resource Manager	\$43.32	4	\$49.73	3	\$56.89	2
Recruiter	\$29.66	1	\$32.63	1	\$36.26	1
Trainer/Instructor	\$23.00	1	\$23.57	1	\$24.33	1
Computer/Information Technology	\$28.72	5	\$34.62	4	\$36.40	5
IT/Help Desk Technician	\$30.57	3	\$31.92	2	\$37.26	3
Project Manager	\$21.94	1	\$21.94	1	\$21.94	1
Software Developer	\$33.65	1	\$50.00	1	\$50.00	1
Logistics	\$22.52	38	\$26.67	36	\$32.04	36
Materials Handler	\$19.94	4	\$21.12	3	\$24.68	3
Packer/Picker/Stock Worker	\$18.69	4	\$22.45	4	\$27.69	4
Scheduler	\$25.41	3	\$35.29	3	\$47.51	3
Shipping/Receiving Clerk	\$19.85	7	\$23.50	7	\$26.17	7
Truck/CDL Driver	\$19.25	2	\$21.88	1	\$23.82	2
Warehouse Supervisor	\$32.07	7	\$38.23	7	\$49.77	6
Warehouse Team Lead (Non-Management)	\$23.96	6	\$26.87	6	\$28.59	6
Forklift/Truck Operators	\$20.95	5	\$23.97	5	\$28.10	5
Quality Assurance	\$27.55	9	\$31.41	7	\$33.74	6
QA/QC Inspection Technician	\$23.17	3	\$23.52	2	\$26.67	2
QA/QC Manager	\$41.24	4	\$49.55	3	\$49.61	2
QA/QC Associate	\$18.25	2	\$21.16	2	\$24.93	2

Food Service	\$19.23	1	\$14.00	1	0
Chef	\$19.23	1		0	0
Food Service Worker		0	\$14.00	1	0
Other Specialties	\$41.10	8	\$51.88	4	\$58.27
Safety Director	\$40.75	3	\$46.90	1	\$46.90
Industrial Engineer	\$47.55	4	\$56.86	3	\$69.63
Product Engineer	\$35.00	1		0	0

When looking at jobs with three or more responses, different patterns emerge. Table 2 looks at the lowest and highest averages across all three types of wages: actual entry, average, and highest with three or more responses. The lowest average actual entry wage in the region was Packer/Picker/Stock Worker at \$18.70 per hour compared to the highest, which was Plant Managers at \$63.93 per hour.

Regarding the average wage offered, the lowest was Materials Handler with \$21.12 per hour compared to the highest of Plant Managers at \$71.85 per hour. Lastly, the lowest average highest wage reported was also Materials Handler with \$24.68 per hour compared to highest for Plant Managers at \$76.23 per hour.

Table 2. Lowest and Highest Average Wages with three or more responses.

Average Wages	Actual Entry	Average	Highest
Lowest Paid	Packer/Picker/Stock Worker	Materials Handler	Materials Handler
	\$18.70	\$21.12	\$24.68
Highest Paid	Plant Managers	Plant Managers	Plant Managers
	\$63.93	\$71.85	\$76.23

We also include the top 5 lowest and highest paid jobs for entry, average, and highest wages in the region with three or more responses.

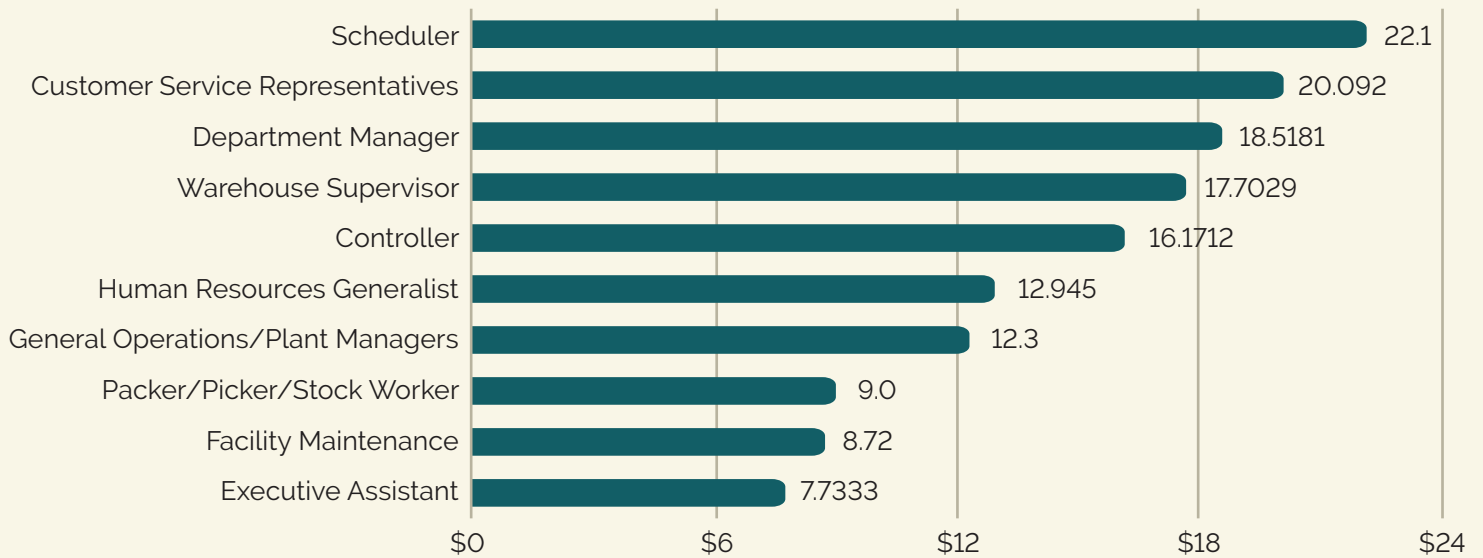
Table 3. Top five lowest/highest paid jobs for entry, average, and highest wages in the region with three or more responses.

Job Title	Wage per Hour
Actual Entry Wage	
Top 5 Highest Paid Jobs	
General Operations/Plant Managers	\$63.93
Executive Director	\$60.13
Industrial Engineer	\$47.55
HR Director	\$46.15
Human Resource Manager	\$43.32
Top 5 Lowest Paid Jobs	
Packer/Picker/Stock Worker	\$18.69
Customer Service Representative	\$19.53
Shipping/Receiving Clerk	\$19.85
Materials Handler	\$19.94
Accounting Clerk	\$20.77
Average Wage	
Top 5 Highest Paid Jobs	
General Operations/Plant Managers	\$71.85
Executive Director	\$62.81
Industrial Engineer	\$56.86
Department Manager	\$56.49
Controller	\$49.82
Top 5 Lowest Paid Jobs	
Materials Handler	\$21.12
Packer/Picker/Stock Worker	\$22.45
Shipping/Receiving Clerk	\$23.50
Forklift/Truck Operators	\$23.97
Manufacturing: Production Team Lead (Non-Management)	\$26.16

Job Title	Wage per Hour
Average Highest Wage	
Top 5 Highest Paid Jobs	
General Operations/Plant Managers	\$76.23
Executive Director	\$67.64
Department Manager	\$59.07
Controller	\$55.22
Warehouse Supervisor	\$49.77
Top 5 Lowest Paid Jobs	
Materials Handler	\$24.68
Accounting Clerk	\$24.86
Assistant or Shift Manager	\$25.37
Shipping/Receiving Clerk	\$26.17
Administrative Assistant	\$27.60

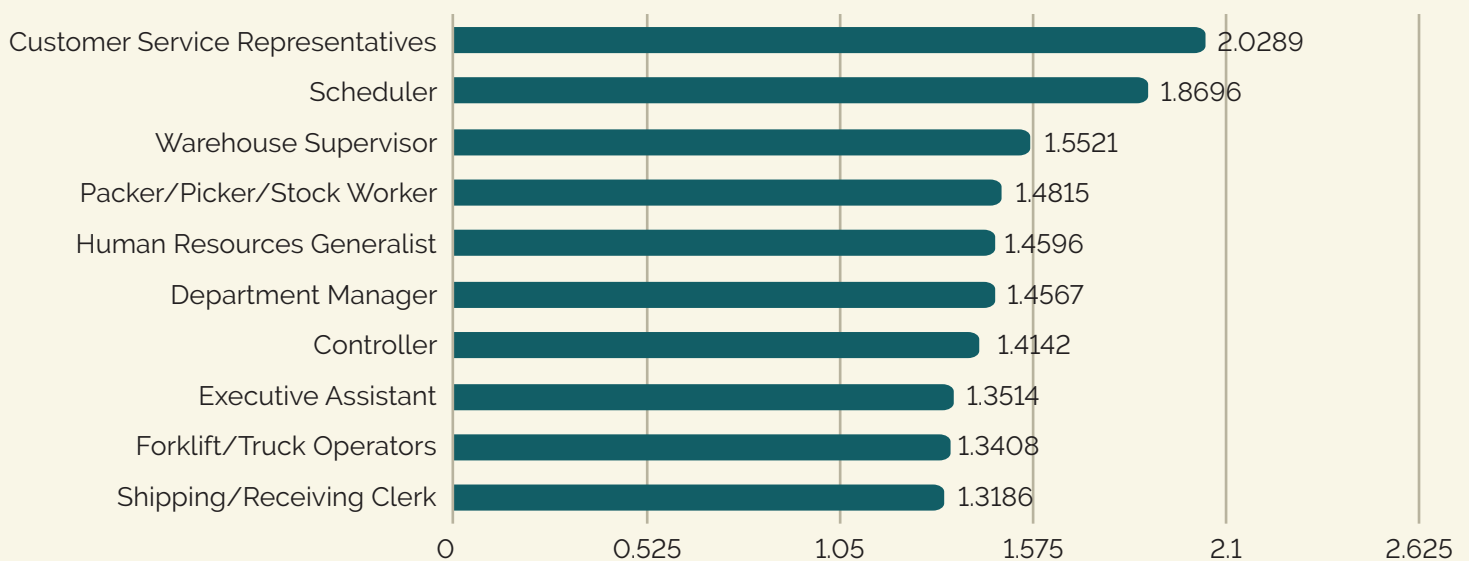
Regarding average versus highest wages by job, Figure 6 highlights the ten occupations with the largest differences between the highest and actual entry wages, limited to those with three or more responses. The Scheduler position exhibited the greatest disparity at \$22.10, with an average highest wage of \$47.51 per hour compared to an actual entry wage of \$25.41 per hour. Across all ten occupations, the wage differential exceeded \$7 per hour.

Figure 6. Top Ten Jobs with Highest Minus Actual Entry Wages



Lastly, with respect to average wages, Figure 7 displays the ten occupations with the largest ratios between the highest and actual entry wages. The occupation with the highest ratio was Customer Service Representative, where the average highest wage was 2.03 times greater than the actual entry wage. It is important to note that these occupations differ from those in the top ten with the highest absolute wage differentials.

Figure 7. Top Ten Jobs with Highest Minus Actual Entry Ratios



Wage Summary

Fewer than half of the surveyed companies (9 of 21) reported that Boone County residents constitute at least 50 percent of their workforce. Average hourly wages in the region were \$29.94 for entry-level positions, \$35.54 for the overall average, and \$37.76 for the highest reported wage. Among job groups, food service exhibited the lowest average wage, while general operations and management reported the highest.

At the occupational level, positions with the lowest average wages included materials handler, packer/picker/stock worker, shipping/receiving clerk, and forklift/truck operator. In contrast, the highest average wages were reported for general operations/plant managers, executive directors, industrial engineers, and department managers. Wage differentials were most pronounced in the scheduler role, where the highest reported wage exceeded the entry wage by \$22.10 per hour. The greatest proportional disparity was observed for customer service representatives, where the highest wage was 2.03 times greater than the entry-level wage.

BENEFITS ANALYSIS



A total of 19 respondents answered the benefits-related questions. *Figure 8* shows the number of respondents offering benefits to full-time and part-time employees.

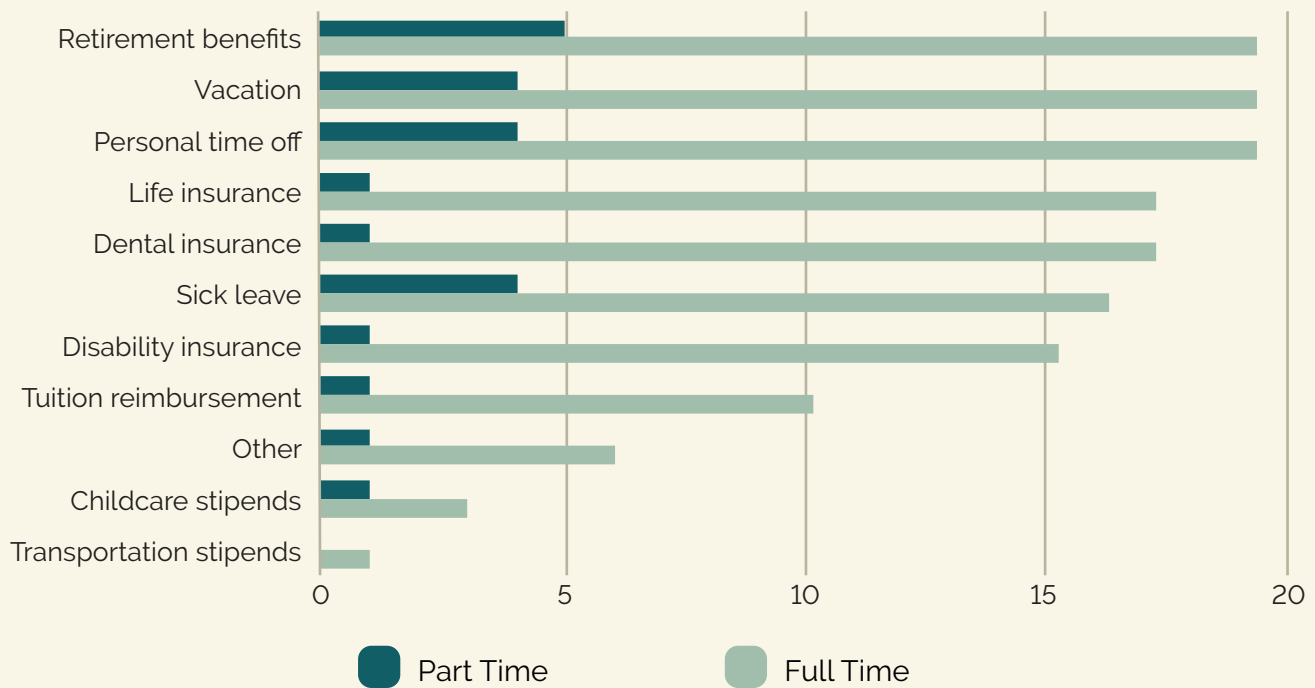
As shown in *Figure 8*, more respondents offered a wider range of benefits to full-time employees compared to part-time employees. Notably, only 18% of all respondents reported offering benefits to hourly employees.

The most commonly offered benefits for full-time employees were retirement plans, vacation, personal time off, and life insurance, with nearly 100% of respondents providing these benefits.

For part-time employees, the most commonly offered benefits were retirement plans, vacation, personal time off, and sick leave, with roughly 21–26% of respondents offering these.

In the "Other" category, benefits reported for full-time employees included short-term disability, long-term disability, hospital indemnity, stock options, bonuses, product discounts, on-site gyms, corporate partnerships, and vision insurance.

Figure 8. Benefits Offered to Full-time and Part-time Employees (# of Responses)



Businesses were also asked about the length of paid time off (PTO), holidays, and bereavement leave. The majority of respondents (75%) offered PTO to salaried employees. When asked whether bereavement leave is offered to hourly employees and for how long, 15 out of 21 respondents said they do offer it. Of these, 10 provide 1–3 days of bereavement leave, while 5 offer 4–7 days.

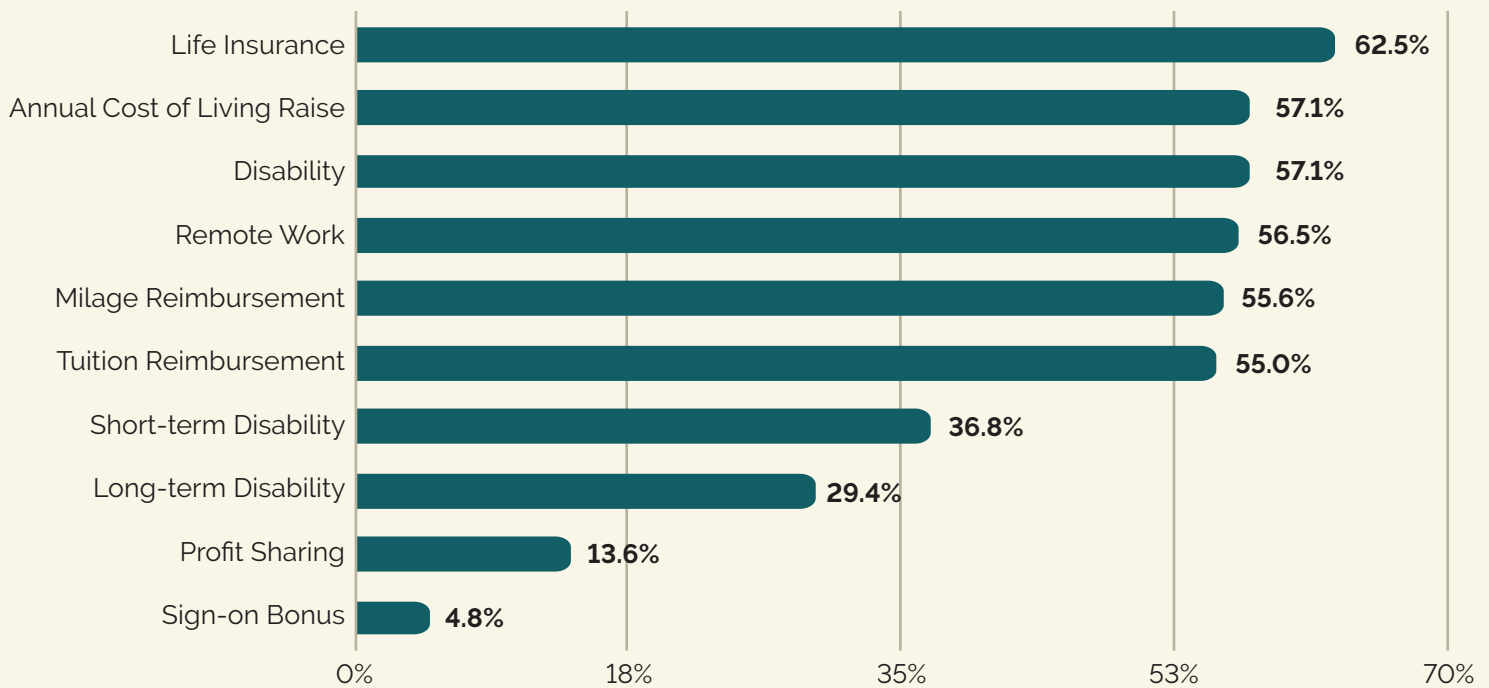
Additional Benefits

Figure 9 highlights additional benefits offered by survey respondents. About 60% reported offering life insurance, an annual cost-of-living raise, and disability benefits. Slightly less common were remote work flexibility, mileage reimbursement, and tuition reimbursement, each offered by approximately 55% of respondents. The sign-on bonus was the least popular, with fewer than 5% of respondents indicating they offer one.

Eight out of 21 employers offered a referral bonus, ranging from \$200 to \$1,000, with five respondents noting it was effective. Additionally, four employers provided an attendance bonus, which could take the form of a monetary award or paid time off.

Other types of bonuses reported included an annual bonus, gain share, service awards, and a performance incentive plan.

Figure 9. Additional Benefits Offered, Percent Responses, n range = 16 - 22



Special Premium

Respondents were also asked whether they pay a special premium for second or third shifts, weekend shifts, and overtime. Figure 10 shows the number of respondents who reported offering such premiums.

Employers offering a second shift premium paid an average of \$1.67 extra per hour, with a maximum of \$2.50 extra per hour.

For the third shift, the average premium was \$1.71 per hour, with a maximum of \$3.00 per hour. Employers who required overtime typically paid 1.5 times the regular hourly rate, or a 50% premium. For weekend work, the average premium was \$2.13 per hour, with a maximum of \$3.00 per hour.

Figure 10. Special Premiums Paid

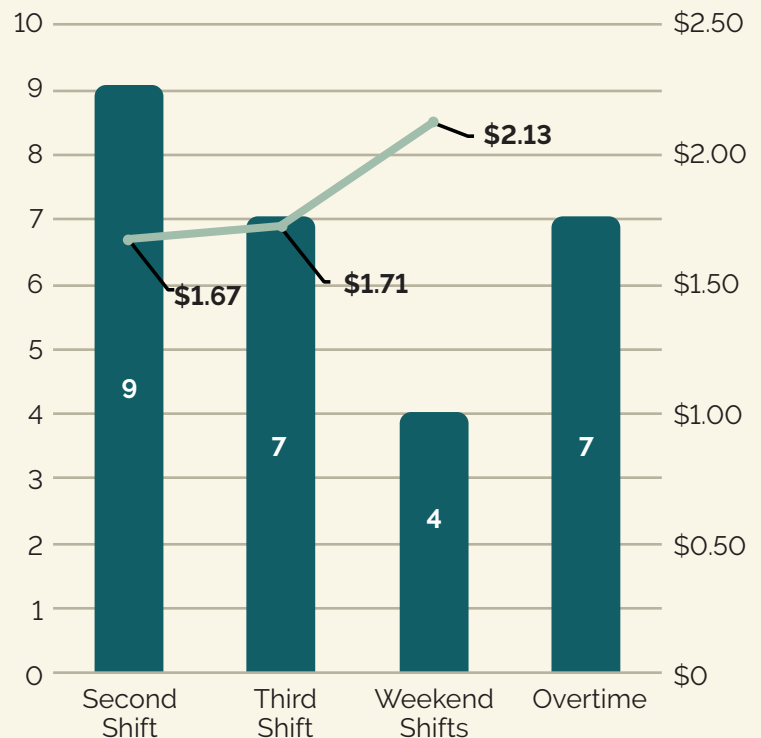
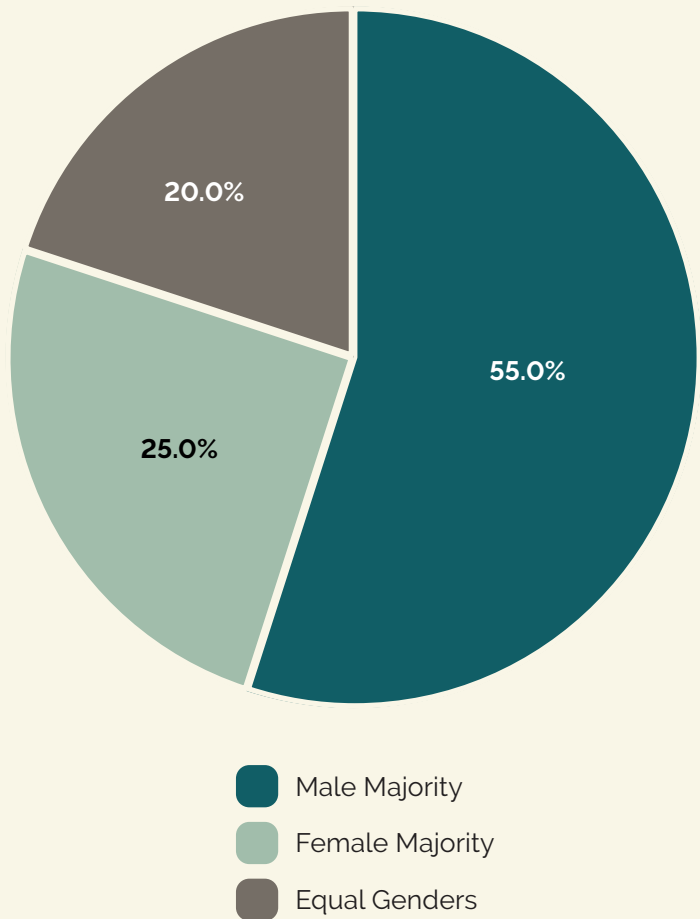


Figure 11. Gender Ratios of Businesses



Demographics and Future Hiring

In addition to wages and benefits, the survey asked respondents about future hiring plans, as well as the age and gender composition of their workforce.

When asked about hiring, respondents reported planning to add a total of 288 employees: 174 within the next year, 76 over the following two years, and 38 over the next three years.

The median age of the workforce, as reported by survey respondents, was 44 years, with the youngest employee being 32 years old and the oldest 63 years old.

Out of 20 respondents who answered the gender ratio question, 55% indicated a male majority, 25% reported a female majority (see *Figure 11*), and 20% (four businesses) reported an equal representation of both genders. The average male-to-female ratio across all businesses was 3.35, ranging from 0.11 to 25.



Screening, Healthcare Costs, Remote Work, Childcare, and Hiring Services

The survey also included questions on THC screening, healthcare costs, remote work, childcare, and hiring services used. About 35% of respondents reported screening for THC.

Figure 12 presents a breakdown of hiring services used by respondents for their past five hires. The most popular service was Indeed (n=16), followed by "Other" (n=10) and LinkedIn (n=8). The "Other" category includes Facebook, referrals, company websites, staffing/temp agencies, and Arcoro.

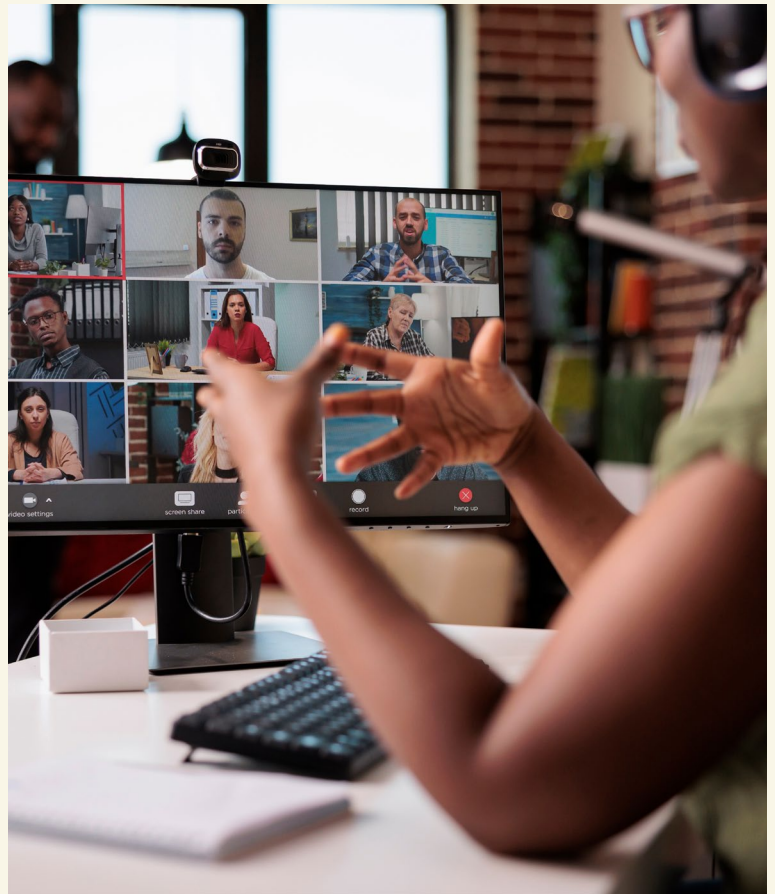


Figure 12. Services used to hire the last five employees (# of Responses, n=52)

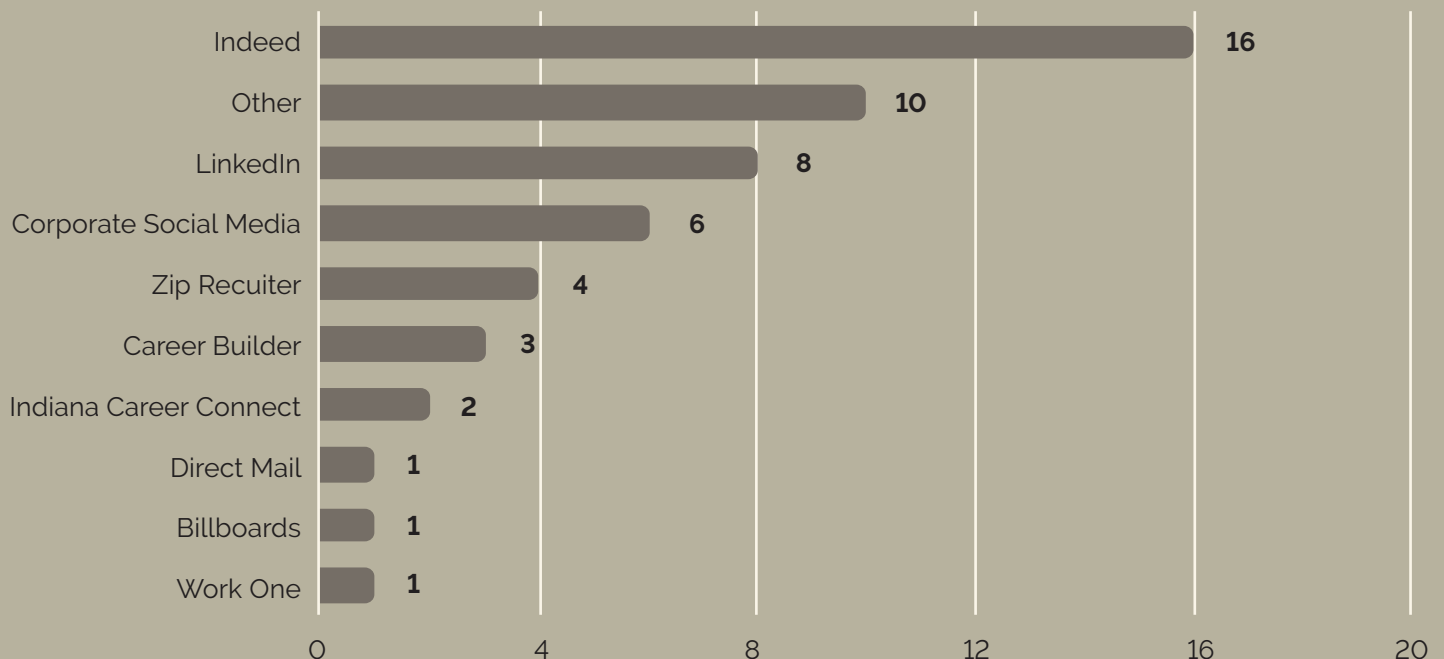


Figure 13. Remote Work Flexibility, n = 23

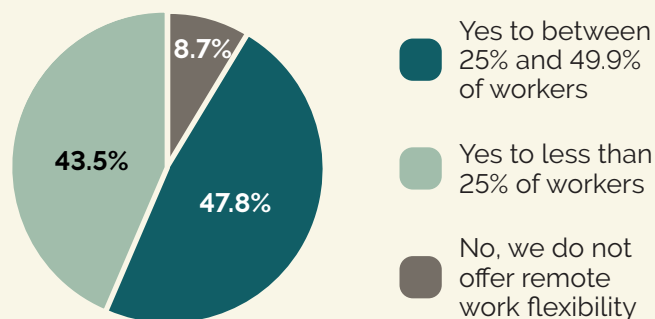
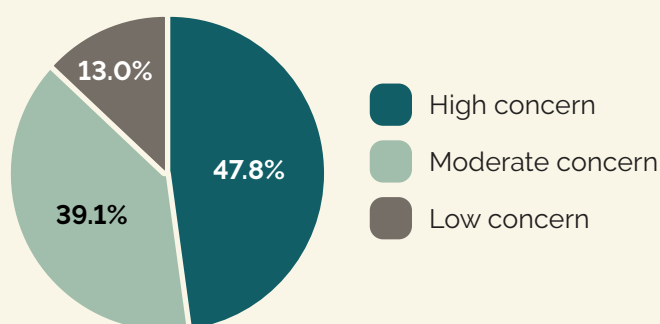


Figure 14. Rising Healthcare Costs Concerns, n = 23

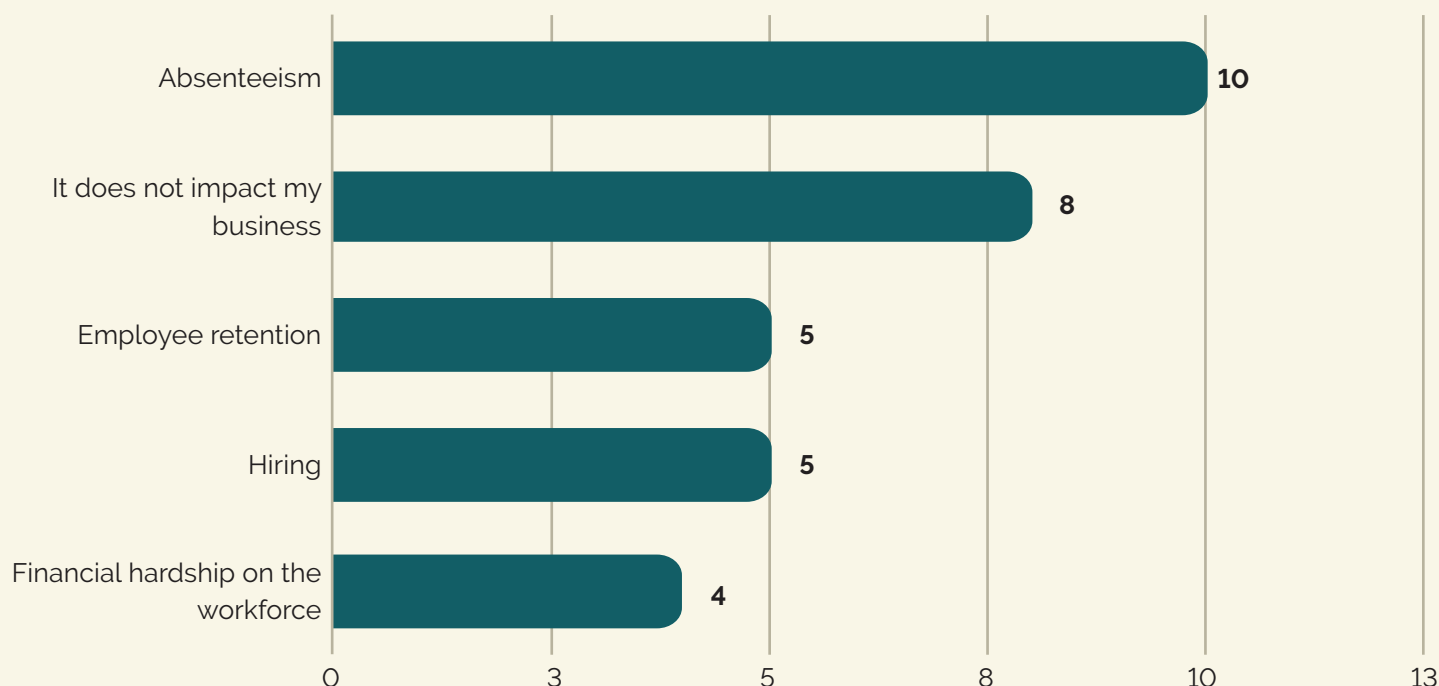


Regarding remote work, nearly half of respondents (43.5%) did not offer remote work flexibility, while 47.8% offered it to less than a quarter of their workforce (see **Figure 13**). The remaining respondents provided remote work flexibility to more than half of their employees.

Figure 14 shows that close to 47.8% of respondents consider rising healthcare costs a high concern, about 40% view it as a moderate concern, and 13% as a low concern. In other words, approximately 90% of respondents see rising healthcare costs as a moderate to high concern.

Lastly, **Figure 15** illustrates the impact of childcare availability among respondents. The most common impact reported was absenteeism (n=10). The next largest group indicated that childcare availability did not affect them (n=8), followed by impacts on employee retention (n=5) and hiring (n=5).

Figure 15. Impact of Childcare Availability (# of Responses)



Job Training and Absenteeism

More than 85% of respondents reported that training occurs on-site, while the remainder indicated training takes place online, at outside workshops or lectures, or at training centers (5% each). The average amount employers spent annually on training per employee ranged widely, from \$500 to \$20,000.

The survey also asked about absenteeism and turnover rates. The biggest contributors to absenteeism were illness (55%) and work ethics (25%) (see *Figure 16*).

Respondents provided data on both annual turnover rates and turnover within the first 30 days. Sixty-three percent reported annual turnover rates of 10% or less, while the remaining respondents were evenly split between rates of 11–20% and 21–40% (*Figure 17*). For turnover within the first 30 days, the majority reported a rate of 10% or less.

Additionally, respondents were asked to identify the top contributors to turnover in their businesses. The leading causes were absenteeism (36%), job hopping (36%), and lack of motivation (14%) (*Figure 18*).

Figure 16. Top contributors to absenteeism in businesses (n=17)

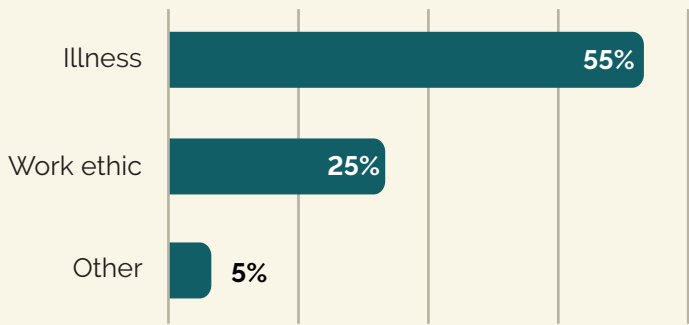


Figure 17. Turnover rates (n=15-16)

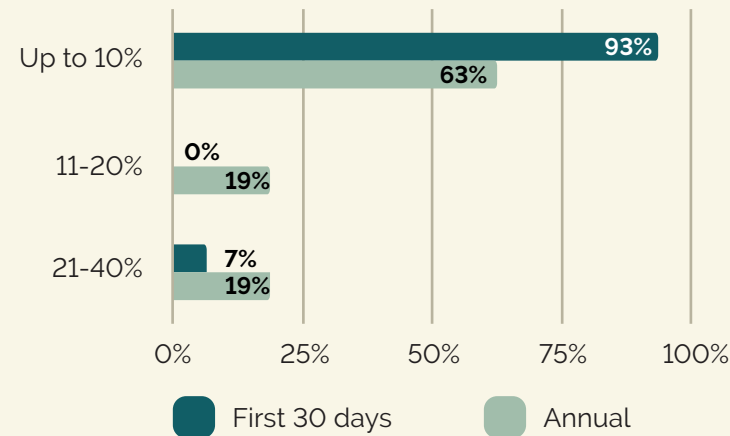
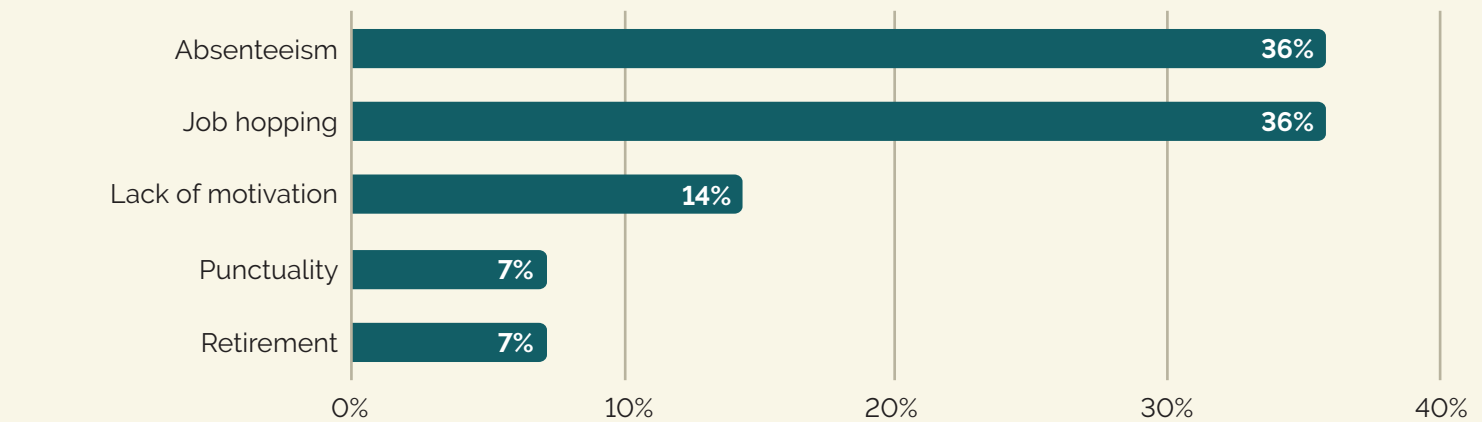


Figure 18. Top contributors to turnover rates (n=14)



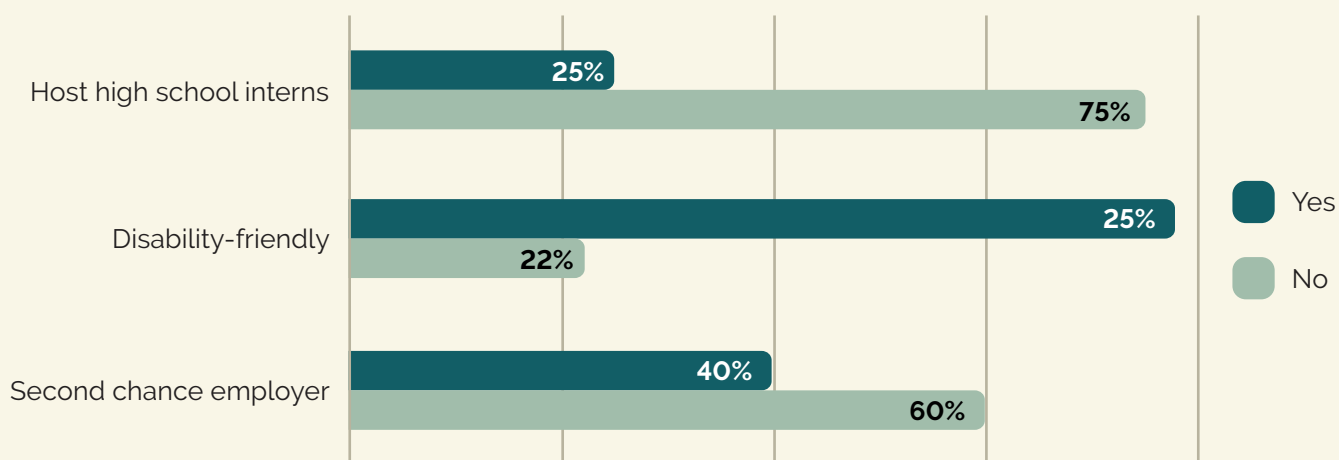
Hiring Policies

The survey asked about various hiring policies, including:

1. Whether the business is a second chance employer;
2. Whether the business is disability-friendly for job seekers;
3. Whether the business hosts high school interns (under 18).

Fewer than half of respondents reported offering second chance employment. Approximately two-thirds indicated that they are disability-friendly. Nearly one-quarter of respondents said they host high school interns (see *Figure 19*).

Figure 19. Employment policies (n=18-20)



Businesses were also asked about other concerns or challenges they face, aside from workforce issues, while operating in Boone County. Respondents mentioned the following:

- Shortage of affordable housing for entry- and mid-level employees;
- High competition for the same workforce, exacerbated by other businesses moving to Boone County;
- Scarcity of skilled trades talent;
- Rising leasing costs and difficulties finding suitable locations for restaurants;
- Challenges in attracting new customers, increasing walk-in traffic, and raising public awareness of their business.

Finally, businesses were asked to highlight what makes an employer a choice workplace. One or more respondents noted the following features:

- Flexible working hours;
- Supportive environment and culture:
- Team activities held throughout the year;
- Transparency in company information;
- Soliciting and recognizing employee feedback and contributions;
- Approachable management and supervisors, with openness to communication;
- Good pay and benefits, including several weeks of pregnancy and paternity leave



FRAMING BOONE COUNTY'S GROWTH POTENTIAL

This year's Boone EDC Wage & Benefits Study provides a comprehensive overview of the employment landscape in Boone County, offering data-driven insights relevant to both existing employers and prospective investors. Drawing on survey responses from 23 businesses representing more than 3,400 employees, the study identifies key strengths, persistent challenges, and the evolving requirements of the regional workforce.

What This Report Acknowledges About Employment in Boone County

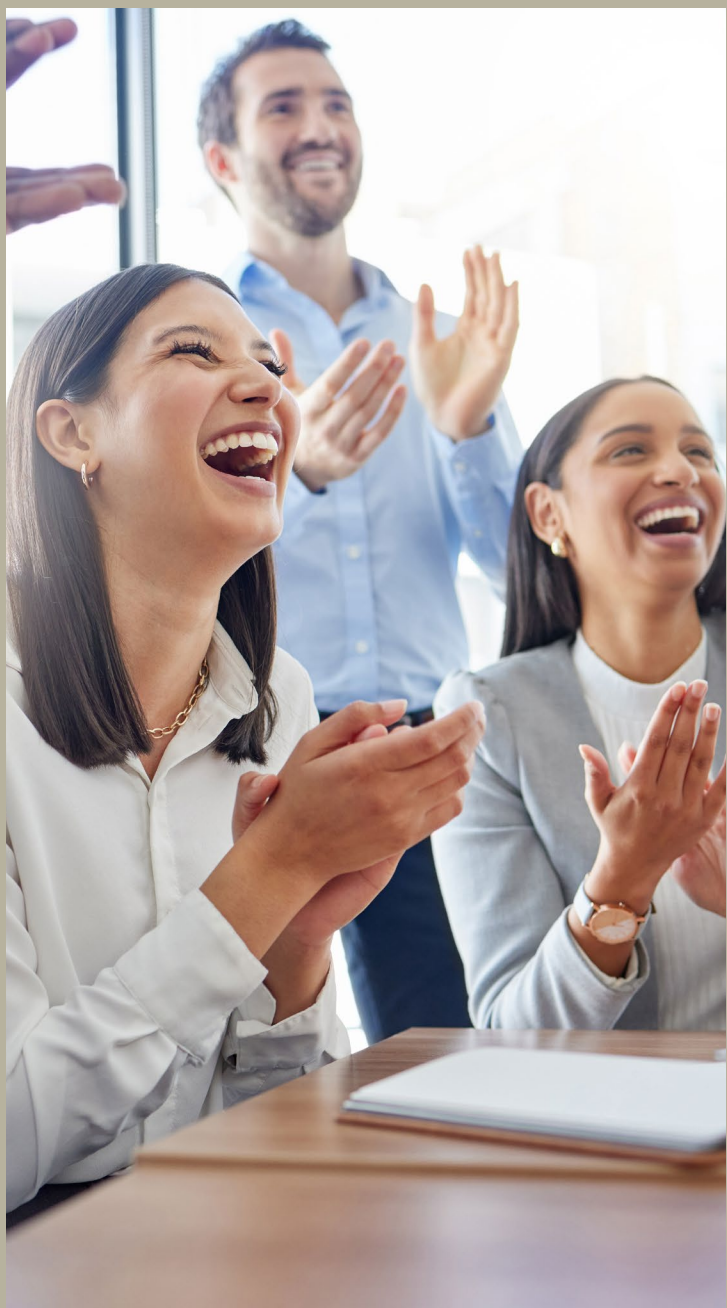
Boone County’s workforce is characterized by a pronounced concentration in logistics and production, with nearly 80 percent of surveyed jobs located in the logistics sector. The labor market is predominantly composed of hourly positions and shaped by a strong base of small- to medium-sized employers, though gaps remain in higher-wage and professional occupations such as education, information technology, healthcare, and finance. While overall wage levels are competitive, particularly in management and specialty roles, the findings indicate that entry-level positions in food service and logistics continue to present opportunities for wage growth.

Fewer than half of surveyed firms reported that Boone County residents account for the majority of their workforce, highlighting the importance of cultivating local talent and strengthening regional workforce retention. The Boone EDC has recognized housing as a critical factor in this dynamic and is advancing efforts to better understand and address the connection between residential availability and the ability of employees to live and work within the community.

What Boone County Employers Should Be Aware Of

Employers should take note of several important trends and realities:

<p>Competition for Talent Is Heating Up: The arrival of major businesses building in Boone County is creating upward pressure on workforce demand and driving competition.</p>	<p>Housing and Infrastructure Challenges Exist: A shortage of attainable housing is impacting the recruitment of entry- and mid-level employees.</p>	<p>Healthcare and Childcare Are Growing Concerns: Rising costs and childcare availability are directly impacting workforce participation, absenteeism, and hiring stability. The Boone EDC lead a 2024 Childcare Study along with currently building the Boone County Early Learning Coalition to assist in finding solutions for childcare issues.</p>
<p>Benefit Gaps Remain: While full-time employees receive solid benefits packages, part-time workers and hourly employees are underserved—potentially impacting retention and morale.</p>	<p>Turnover Risks Are Real: With absenteeism, job-hopping, and lack of motivation leading the reasons for turnover, employers may need to reimagine workplace culture and engagement strategies.</p>	



What's Encouraging for Boone County Employers

The report spotlights employer strengths. Employers in Boone County are:

Offering Competitive Pay in Key Sectors:

Management roles, engineering, and specialized positions command strong wages—highlighting Boone County's ability to attract and retain high-level talent.

Investing in Training and Development:

With some employers spending money annually on training, there is clear dedication to up-skilling and career advancement.

Creating Positive Work Environments:

Respondents emphasized flexible scheduling, transparent communication, team-building, and employee recognition as the hallmarks of their workplace culture.

These are all signs of Boone County employers adapting, evolving, and leading quality of work and life.

Why Businesses Should Consider Boone County

For companies considering relocation or expansion, Boone County offers:



The region's robust logistics infrastructure, coupled with ongoing population growth, provides a resilient labor pool that supports scalable operations.



A collaborative business community characterized by employer commitment to continuous improvement and receptivity to innovation in recruitment, training, and employee benefits.



By actively engaging with workforce and infrastructure challenges, Boone County has cultivated a forward-looking economic ecosystem that supports long-term business expansion.

With this report in hand, Boone County businesses, and those yet to call it home, are better equipped to make informed, strategic workforce decisions. This report serves as both a benchmark and a launchpad for continued economic development and talent investment across the county.

Boone is better together.

If you have questions or would like to know more about how the Boone EDC can assist your organization, please reach out to us.

Boone EDC

2030 Indianapolis Avenue
Lebanon, IN 46052
BetterInBoone.org
hello@betterinboone.org