

# 2024



# BOONE COUNTY

## WAGE & BENEFIT STUDY REPORT

*Manufacturing, Logistics & Beyond*

BOONE EDC

Prepared by: Purdue Center for Regional Development  
Andrey Zhalnin, Ph.D.

# CONTENTS



---

## 03

Message from the CEO

---

## 04

About the report / methodology

---

## 05

Employee analysis

---

## 06

Wage analysis

---

## 18

Benefits

---



# A WORD FROM THE CEO

This wage and benefits study, also known as a compensation analysis or salary survey, serves the purpose of helping manufacturing and logistics employers establish competitive and fair compensation packages for their employees. By comparing their wages and benefits with industry and regional standards, companies can ensure that they attract and retain skilled staff. These studies provide crucial data for creating appropriate salary structures, budget planning, and legal compliance. Additionally, they act as negotiation tools for job seekers and existing employees, offering insights into market rates and promoting fairness within the organization. Ultimately, wage and benefits studies enable companies to optimize their resources, maintain legal compliance, and foster a motivated and satisfied workforce.

We proudly partnered with Purdue University's Center for Regional Development and Andrey Zhalnin, Ph.D. to curate this 2024's Boone County Wage and Benefits Study. We thank them for compiling this information to share with you.



**Molly Whitehead**

CEO

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# SURVEY METHODOLOGY

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The Boone County Economic Development Corporation conducted a wage and benefit online survey among businesses in their region. The survey gathered data throughout January-February 2024 resulting in 25 valid responses.

The survey asked about the total number of employees. It also asked about the entry, average, and highest wages for 31 different jobs grouped into 6 major categories and two additional categories without specifying jobs. 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.

## Overview of Responses

Analysis revealed the following distribution in employment of local workforce: majority of companies (10 companies) have 20-40% of their workforce residing in Boone County. Seven companies have up to 20% of their workforce residing in Boone County. The rest (7 companies) have 40 to 100% of their workforce living in Boone County (Figure 1).

Figure 1. Percentage of workforce living in Boone County  
n = 25

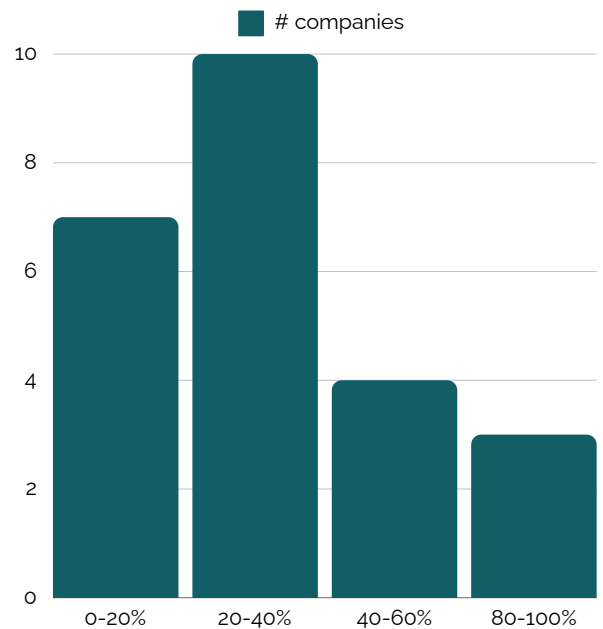
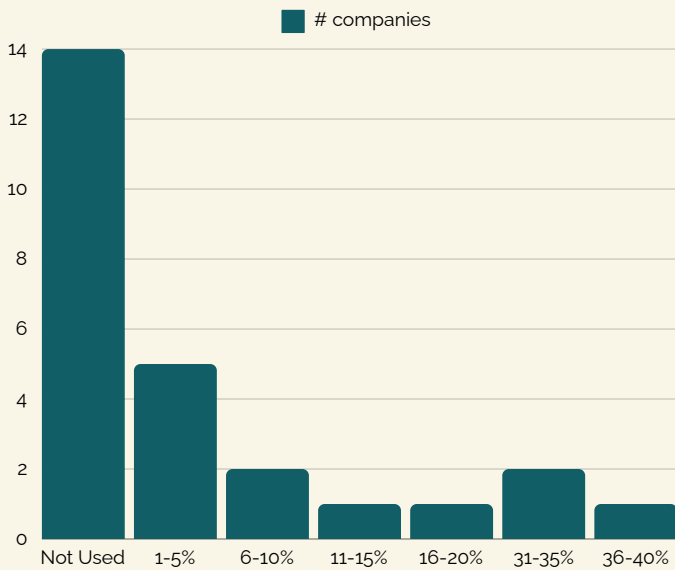


Figure 2. Percentage of employees from staffing / temp agencies

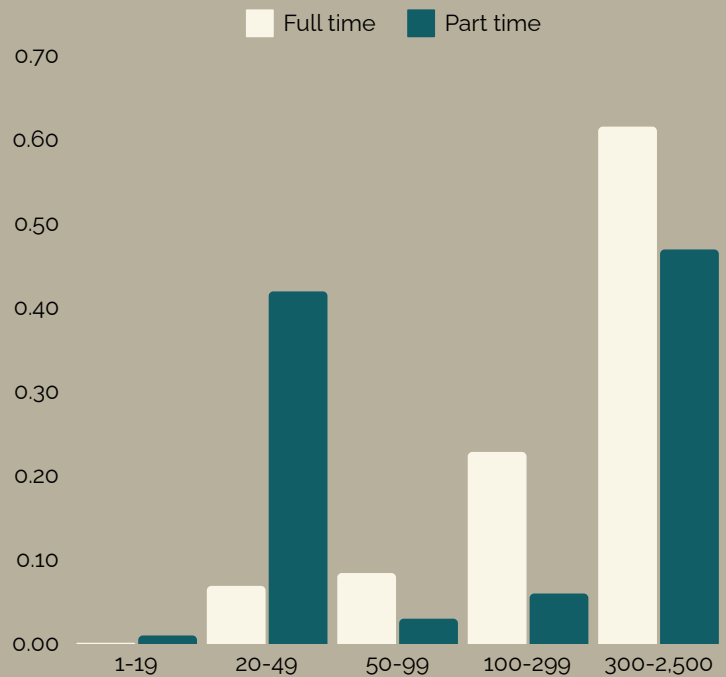
n = 25



Out of 25 companies surveyed, the majority have not used staffing agencies to employ workers (14 companies). Four companies have up to 5% of their workforce coming from staffing agencies, while the rest have between 6 to 40% of their workforce coming from staffing agencies (Figure 2).

The survey found that largest-sized businesses (300+ workers) have the largest share of full-time employees among businesses of all sizes (61.6%). They are followed by the larger companies (100-299 workers) whose share of full-time employees among businesses of all sizes is 22.9% (Figure 3). Similarly, largest businesses employed the most part-time employees (47.5%) followed by small-sized businesses (20-49 workers) who employed 42.4% of overall part time workforce.

Figure 3. Response by Business Size and Employee Type



# WAGE ANALYSIS

Overall, the average hourly wages reported by the respondents was \$31.34 across actual entry, average, and highest. The average actual entry wage was \$27.12 while the average wage was \$32.22, and the average highest was \$35.25

# \$31.34

Boone County Average Hourly Median Wage  
*The national average is \$24.34 and Indiana is \$20.05*



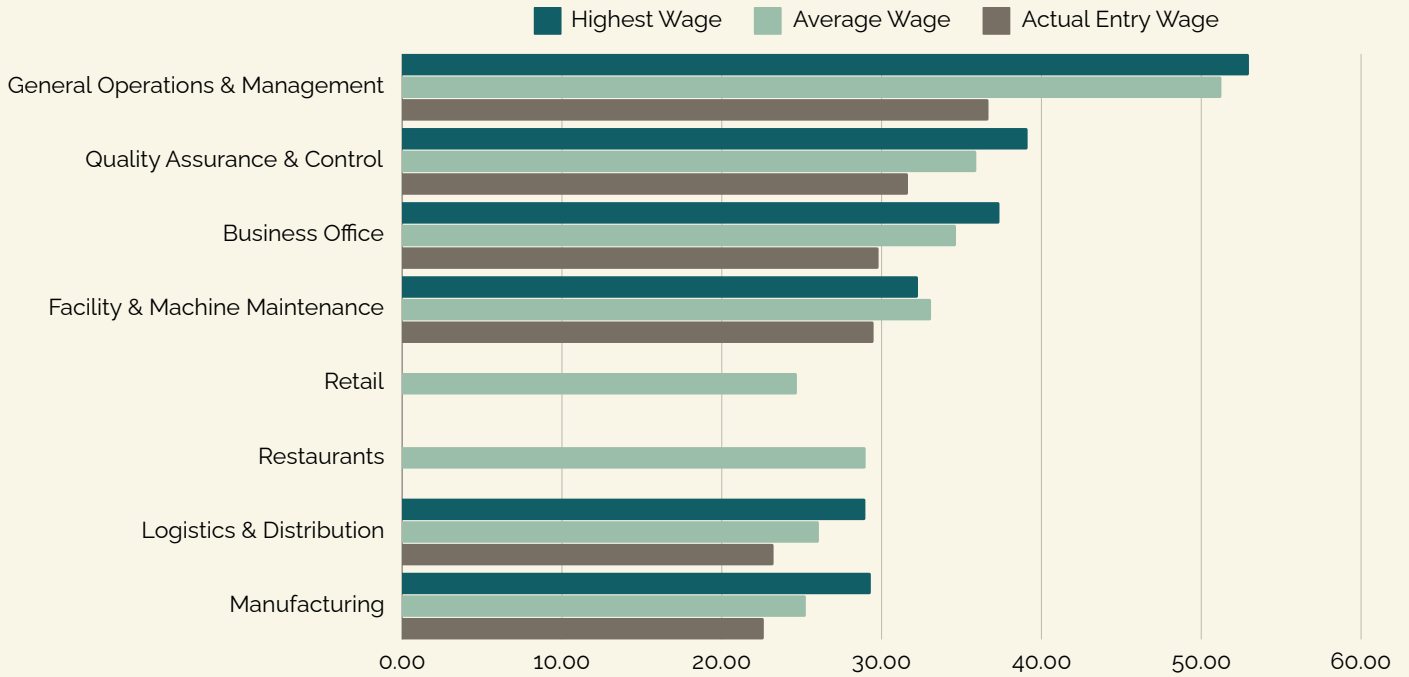
# WAGES

# \$35.25

Average Highest Hourly Entry Wage



Figure 4. Average wages (entry, average, and highest) among the 6 job groups and average wages for two other groups analyzed. Groups were sorted from highest to lowest based on the average wage reported (sage green bar).



**Retail** had the lowest average wages at \$24.70 followed by **Manufacturing** with \$25.26.

**General Operations & Management** had the highest average wage with \$51.26 followed by **Quality Assurance & Control** group with \$35.93.

The averaged highest wage follows the same pattern: the highest was \$52.98 in the **General Operations & Management** group while **Manufacturing** had the lowest with \$29.33.



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The survey gathered data throughout January-February 2024 resulting in 25 valid responses.

**Table 1** shows the average actual entry, average, and highest wages for each job group. Also included are the number of responses (“Count”). The number of responses is important to keep in mind because the lower the number, the more susceptible to outliers the averages are. Note that in 18 jobs the entry wage exceeds average or highest wage (marked by red font and in the table). This was mainly due to two reasons, which we observed in raw survey data: (1) some respondents listed higher amount per hour for entry wage in comparison to average and/or higher wage; (2) some respondents listed amount per hour for only entry wage category, and/or this amount was significantly higher than in other respondents. These user errors eventually affected further calculation of average values for jobs.



Out of 31 jobs listed in the survey, one job (**Mechanic from Facility & Machine Maintenance group**) was not reported at all.

Actual entry wages for jobs in the **Facility & Machine Maintenance** group and highest wages for jobs in **Quality Assurance & Control** had the least number of survey responses at 12 while the average wages for jobs in the **Logistics & Distribution group** had the highest survey responses with 62. In the end, all three types of wages on average had 6 responses.



Table 1 shows the average actual entry, average, and highest wages for each job group. Also included are the number of responses ("Count"). The number of responses is important to keep in mind because the lower the number, the more susceptible to outliers the averages are. Note that in 2 jobs the average wage exceeds highest wage. This was mainly due to two reasons, which we observed in raw survey data: (1) some respondents listed higher amount per hour for average wage in comparison to highest wage; (2) some respondents listed amount per hour for only average wage category, and/or this amount was significantly higher than in other respondents. These user errors eventually affected further calculation of average values for jobs.

Job Group/Job Name	Actual Entry Wage	Count	Average Wage	Count	Highest Wage	Count
<b>Manufacturing</b>	<b>\$22.63</b>	<b>35</b>	<b>\$25.26</b>	<b>37</b>	<b>\$29.33</b>	<b>34</b>
Production Supervisor/Manager	\$35.86	6	\$37.59	7	\$43.06	6
Manufacturing: Production Team Lead (Non-Management)	\$27.54	5	\$29.50	6	\$30.86	5
Assembler	\$20.17	3	\$21.50	3	\$21.50	3
Production Line Worker	\$20.30	5	\$23.30	5	\$28.73	5
CNC Operator	\$20.50	2	\$23.55	2	\$29.50	2
Machine Operator	\$19.50	4	\$23.46	4	\$30.01	4
Fabricator/Welder	\$18.50	2	\$21.50	2	\$26.50	2
Tool & Die Maker	\$24.00	2	\$28.73	2	\$35.21	2
Forklift/Truck Operator	\$19.95	5	\$21.49	5	\$23.89	5
Inventory/Stock Clerk	\$20.00	1	\$22.00	1	\$24.00	1

Table 1. Continued

<b>Logistics &amp; Distribution</b>	<b>\$23.24</b>	<b>58</b>	<b>\$26.08</b>	<b>62</b>	<b>\$28.99</b>	<b>56</b>
Warehouse Supervisor	\$34.21	11	\$38.69	12	\$44.26	12
Warehouse Team Lead (Non-Management)	\$23.79	12	\$27.10	13	\$29.69	13
Picker/Packer	\$20.50	9	\$23.17	10	\$26.27	10
Material Handlers	\$20.08	6	\$24.32	6		0
Forklift/Truck Operators	\$20.47	9	\$21.69	9	\$23.38	9
Shipping/Receiving Clerks	\$19.50	9	\$23.10	10	\$25.45	10
Truck/CDL Driver	\$24.13	2	\$24.47	2	\$24.87	2
<b>Facility &amp; Machine Maintenance</b>	<b>\$29.50</b>	<b>12</b>	<b>\$33.09</b>	<b>13</b>	<b>\$32.28</b>	<b>12</b>
Industrial Maintenance Tech	\$28.00	6	\$31.15	7	\$34.66	7
Electrician	\$38.00	1	\$41.04	1		0
Mechanic		0		0		0
Maintenance	\$22.50	5	\$27.10	5	\$29.89	5

Table 1. Continued

<b>Quality Assurance &amp; Control</b>	<b>\$31.65</b>	<b>12</b>	<b>\$35.93</b>	<b>14</b>	<b>\$39.14</b>	<b>13</b>
QA/QC Manager	\$43.50	7	\$49.76	8	\$53.57	7
QA/QC Associate	\$19.80	5	\$22.10	6	\$24.70	6
<b>General Operations &amp; Management</b>	<b>\$36.69</b>	<b>38</b>	<b>\$51.26</b>	<b>43</b>	<b>\$52.99</b>	<b>46</b>
Plant/General Manager	\$60.93	13	\$87.86*	15	\$83.81	15
Assistant or Shift Manager	\$33.20	5	\$34.56	5	\$35.27	6
Department Manager	\$41.12	8	\$53.43	8	\$66.61	9
Customer Service Manager	\$28.14	3	\$52.51*	5	\$47.48	5
Customer Service Representative	\$20.06	9	\$27.94	10	\$31.76	11
<b>Business Office</b>	<b>\$29.81</b>	<b>27</b>	<b>\$34.66</b>	<b>23</b>	<b>\$37.38</b>	<b>25</b>
HR Director	\$40.69	10	\$43.54	8	\$47.60	9
HR Specialist or Associate	\$27.64	8	\$32.34	7	\$35.52	7
Administrative Assistant	\$21.11	9	\$28.09	8	\$29.00	9
<b>Retail</b>			<b>\$24.70</b>	<b>1</b>		
<b>Restaurants</b>			<b>\$29.00</b>	<b>3</b>		



Table 2. Lowest and Highest Average Wages with three or more responses (\* indicates discrepancy in data when average wage is higher than the highest wage; see explanation in the text).

AVERAGE WAGES	ACTUAL ENTRY	AVERAGE	HIGHEST
Lowest	Shipping / Receiving \$19.50	Forklift / Truck (Manufacturing) \$21.49	Forklift/ Truck (Logistics & Distribution) \$23.38
Highest	Plant / General Manager \$60.93	Plant / General Manager \$87.86*	Plant / General Manager \$83.81

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 Shipping/Receiving Clerks at \$19.50 per hour compared to the highest, which was Plant/General Manager at \$60.93 per hour.

Regarding the average wage offered, the lowest was Forklift/Truck Operator (Manufacturing) with \$21.49 per hour compared to the highest of Plant/General Manager at \$87.86 per hour. Lastly, the lowest average highest wage reported was Forklift/Truck Operator (Logistics & Distribution) with \$23.38 per hour compared to Plant/General Manager at \$83.81 per hour.

**\$19.50**

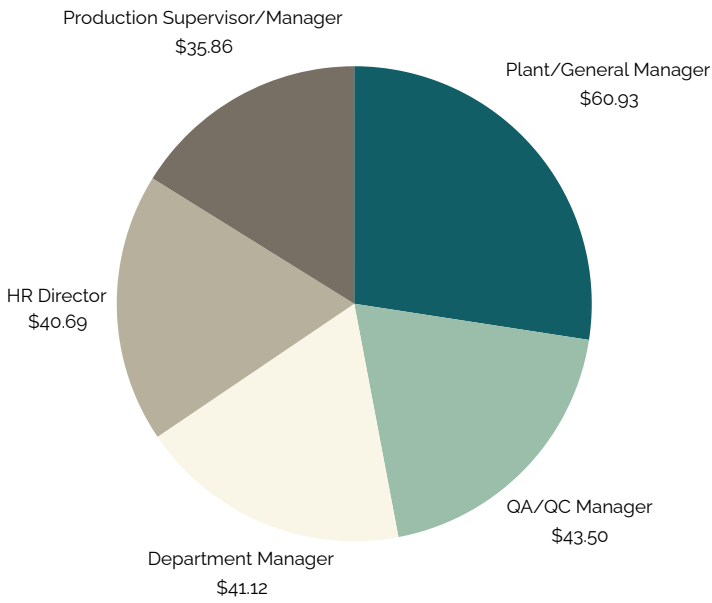
Lowest Average:  
Shipping & Receiving

**\$83.81**

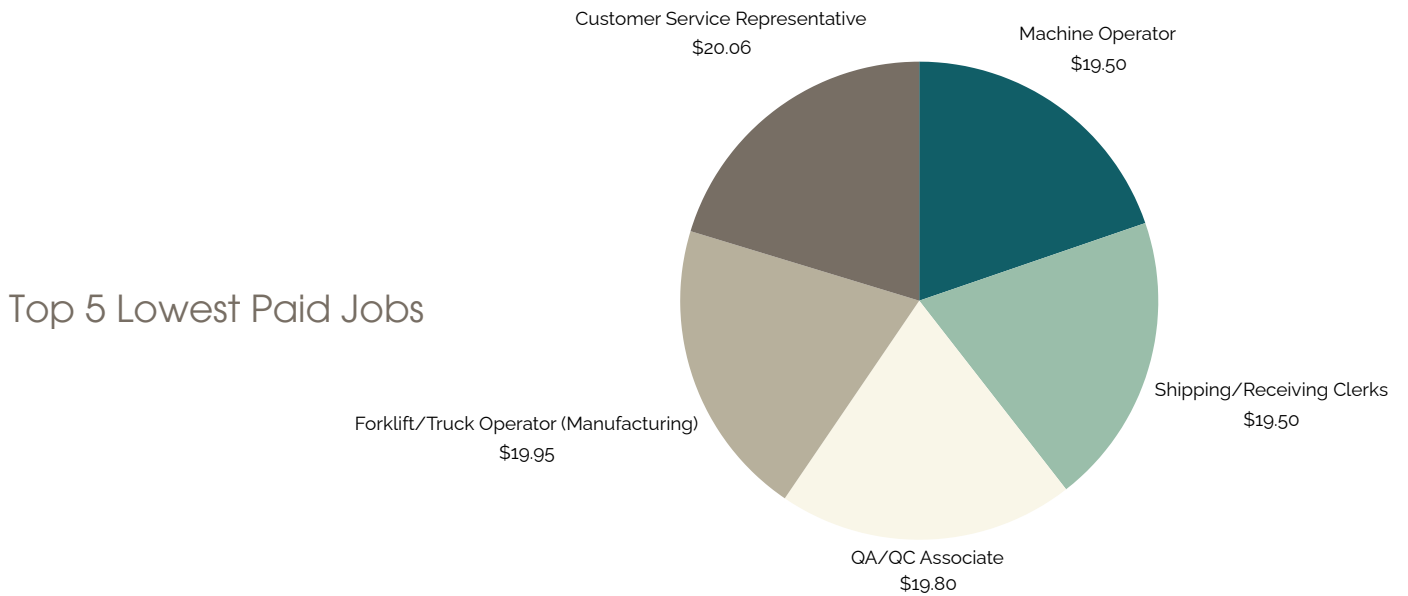
Highest Average: Plant /  
General Manager

Graphs 3-5 Top five lowest/highest paid jobs for entry, average, and highest wages in the region with three or more responses (\* indicates discrepancy in data when average wage is higher than the highest wage; see explanation in the text).

### Graph 3. Top Five Highest/Lowest – Actual Entry Average Wages by Job



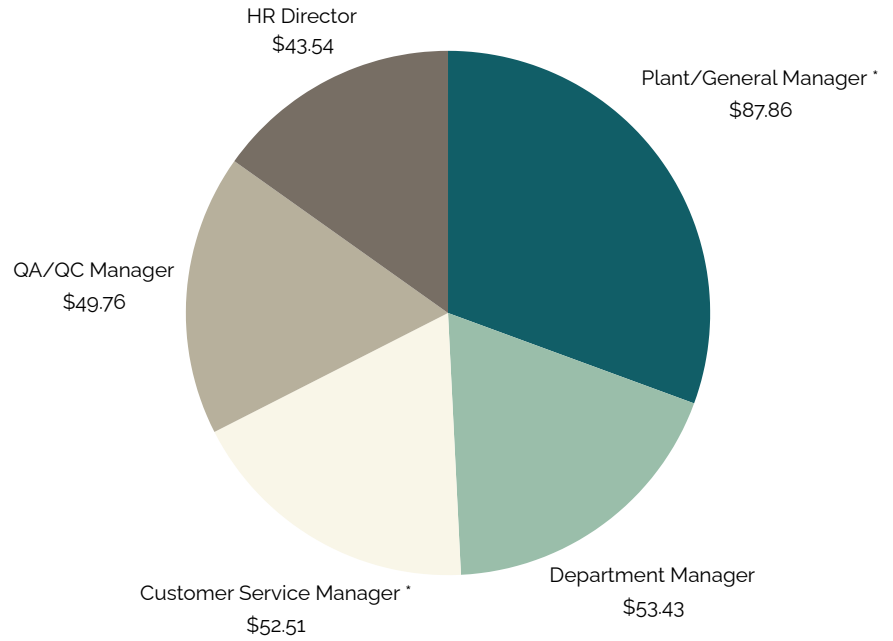
Top 5 Highest Paid Jobs



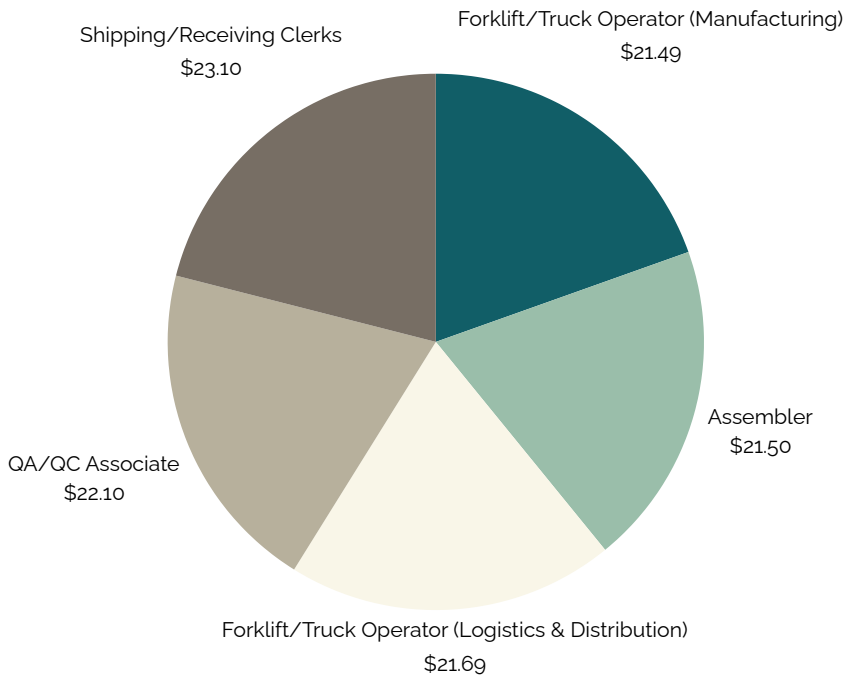
Top 5 Lowest Paid Jobs

Graph 4. Top Five Highest/Lowest - Average Wages by Job

Top 5 Highest Paid Jobs



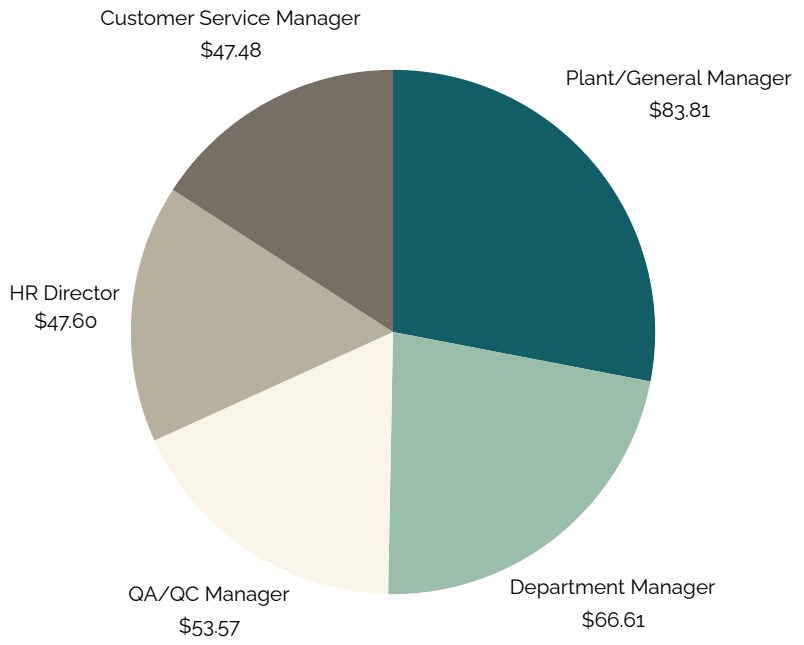
Top 5 Lowest Paid Jobs





Graph 5. Top Five Highest/Lowest - Highest Average Wages by Job

Top 5 Highest Paid Jobs



Top 5 Lowest Paid Jobs

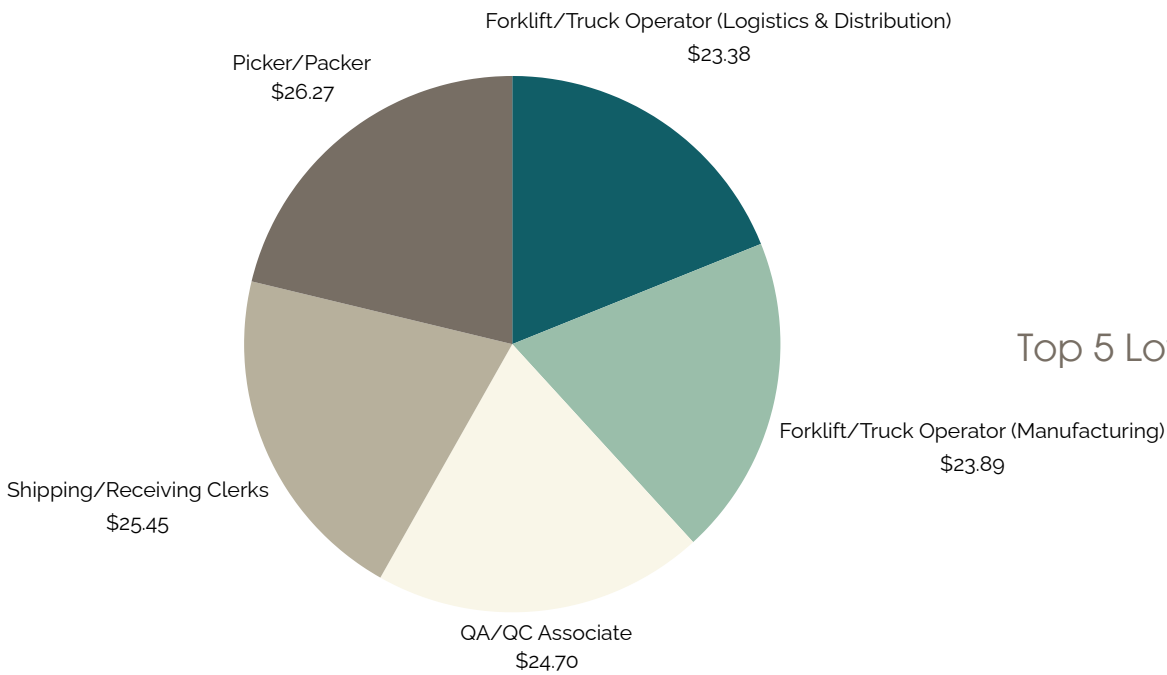
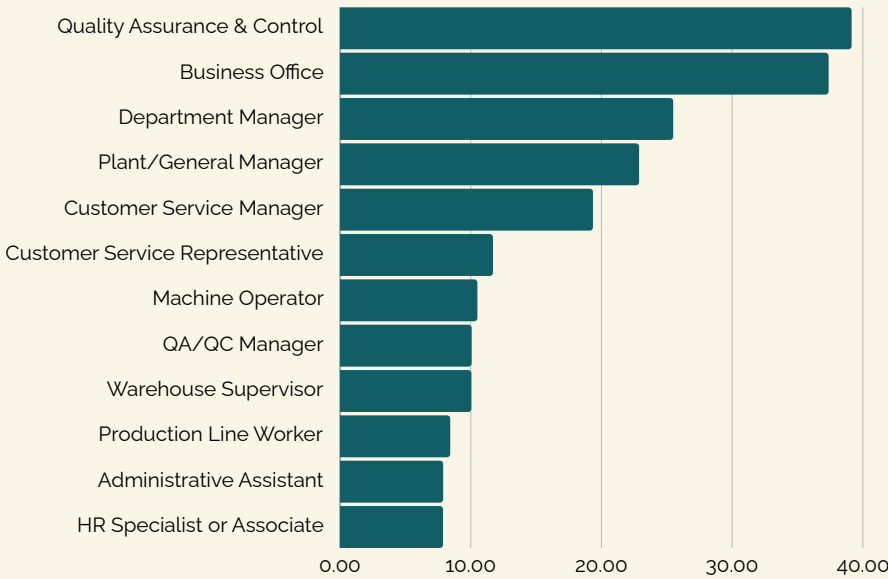


Figure 5. Top Ten Jobs with Highest Minus Average Wages

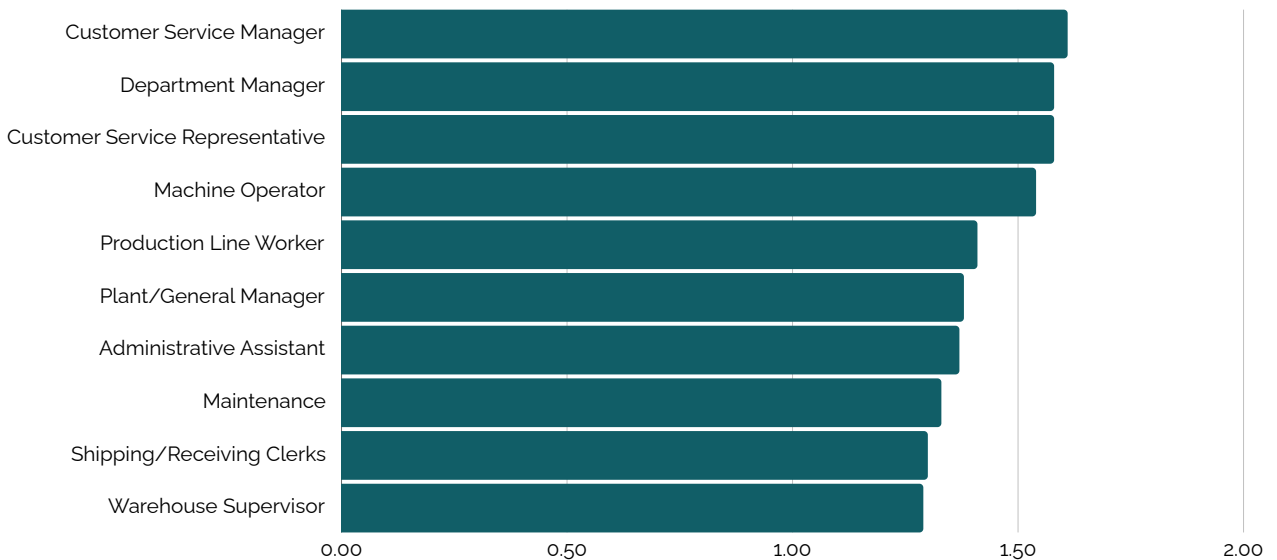


Regarding average versus highest wages by job, Figure 5 shows the top ten jobs with the largest difference between highest and average wages among those with three or more responses. Retail and Restaurants groups were excluded from this calculation due to having only an average wage value. Department Manager had the largest difference (\$25.49) between the average highest wage (\$66.61 per hour) and the actual entry wage (\$41.12 per hour). All top ten jobs had a difference of more than \$7 dollars.

Note: \* less than 3 responses

Lastly, regarding average wages, Figure 6 shows the top ten largest ratios between highest and average wages. Retail and Restaurants groups were again excluded from this calculation due to having only an average wage value. The job with the highest ratio was Customer Service Manager where the average highest wage was 1.69 times higher than the actual entry wage. Notice how these jobs are not the same as the top ten with the highest difference.

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



# IN SUMMARY



Overall, the majority of surveyed companies (17 out of 25) have up to 40% of their workforce consisting of Boone County residents. In addition, the majority of surveyed companies (14 out of 25) have not used staffing agencies to employ their workers.

In summary, the average hourly wages in the region were \$27.12 for the actual entry wage, \$32.22 for the average wage, and \$35.25 for the highest wage. Manufacturing jobs had the lowest average wages while General Operations & Management group had the highest.

Jobs with the lowest average wages in the region included Forklift/Truck Operator (Manufacturing), Assembler, Forklift/Truck Operator (Logistics & Distribution), QA/QC Associate, and Shipping/Receiving Clerks among others. Jobs with the highest wage were Plant/General Manager, Department Manager, Customer Service Manager, to name a few.

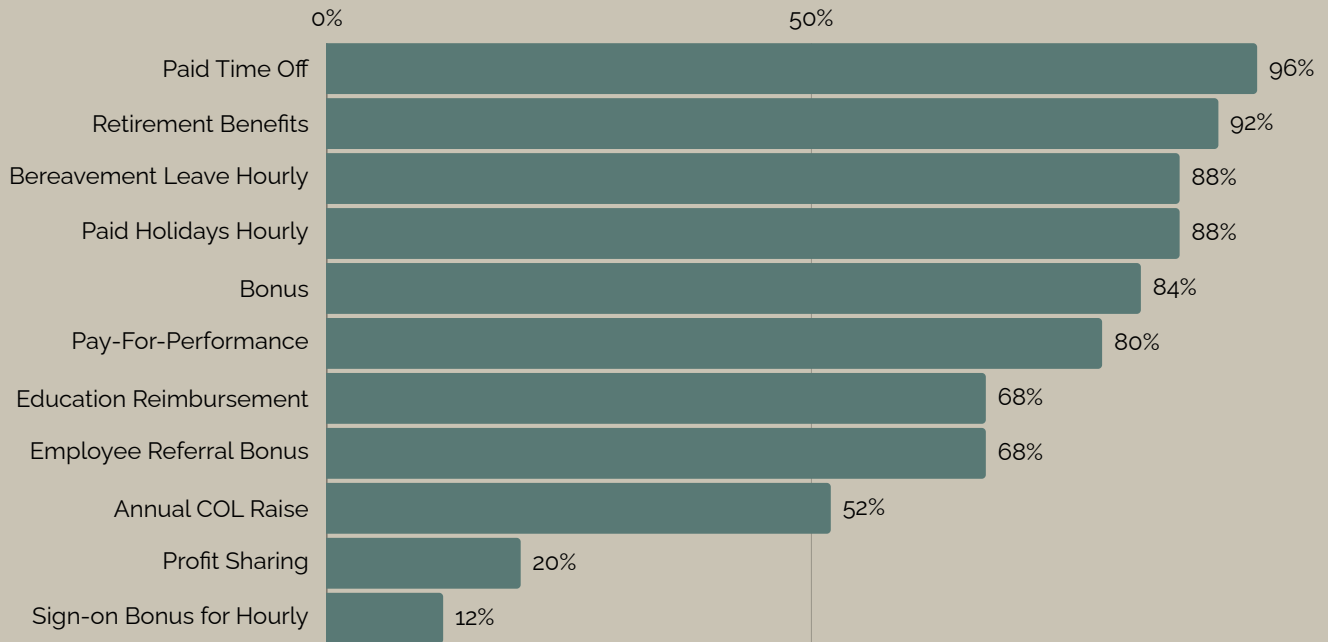
The largest difference between highest and average wages was within the Department Manager job, where the highest average wage was \$25.49 per hour higher than the actual entry wage. Customer Service Manager also had the highest ratio between the highest and average wages where the highest wage was 1.69 times higher than the actual entry wage.

# \$32.22

Average Actual Entry  
Wage for Boone  
County



Figure 7. Benefits Offered to Full-time and Part-time



## BENEFITS

The total number of valid responses received was 25. Figure 7 shows the number of respondents offering various benefits to full-time and part-time employees.

More than 80% of surveyed businesses provided their salaried and/or hourly employees with paid time-off, bereavement leave and paid holidays. The most popular benefits for full-time employees were also retirement benefits, bonus awards, and pay-for-performance raises. More than half of the respondents provide offer employees education reimbursement, employee referral bonus, and annual cost-of-living raise (Figure 7).

Businesses were asked about the length of paid time off (PTO), holidays, and bereavement. The majority of respondents (70%) offered 11 or more paid-off time days for salaried employees. One third of respondents who offered PTO for hourly employees provided 6-10 PTO days, and another half provided 11 or more paid-off time days (Figure 8). Most common time period of paid holidays offered by 60% of respondents to hourly employees was 8-11 days while 12% have not offered any paid holidays (Figure 9). Most common time period of bereavement offered by half of the respondents to hourly employees was 1-3 days, while 12% have not offered this type of leave (Figure 10).

Figure 8. PTO Days for Salaried & Hourly Employees

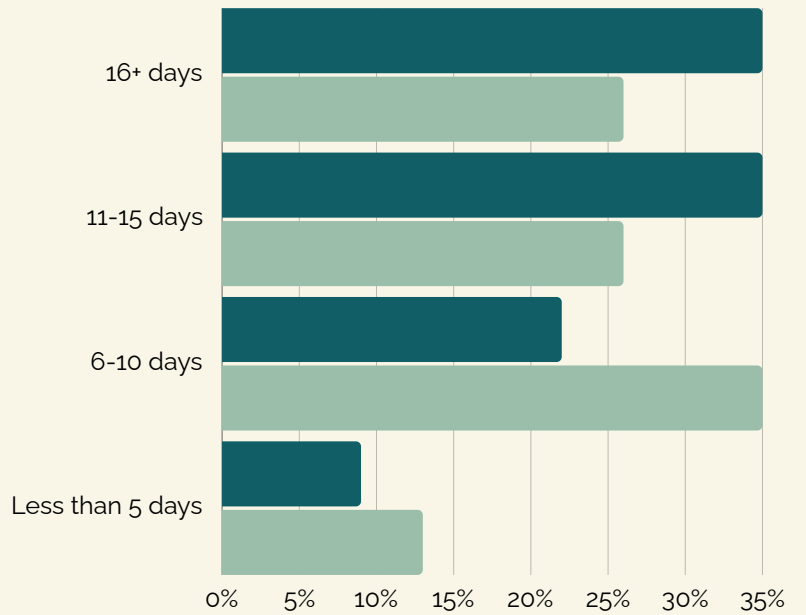


Figure 9. Paid Holidays for Hourly Employees

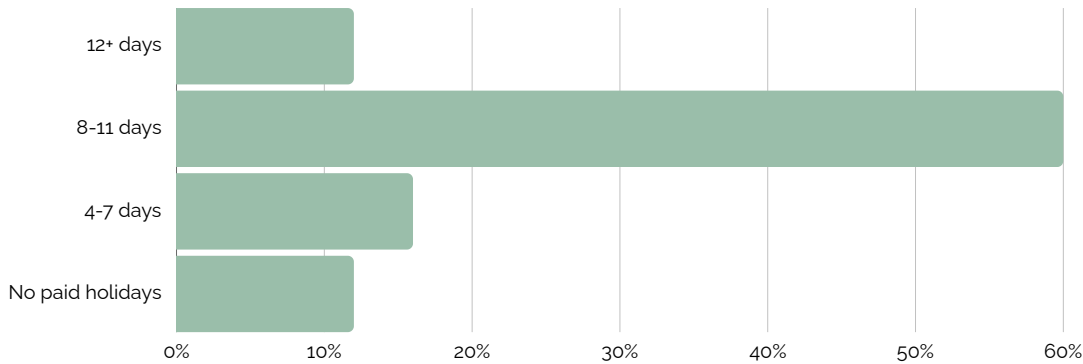
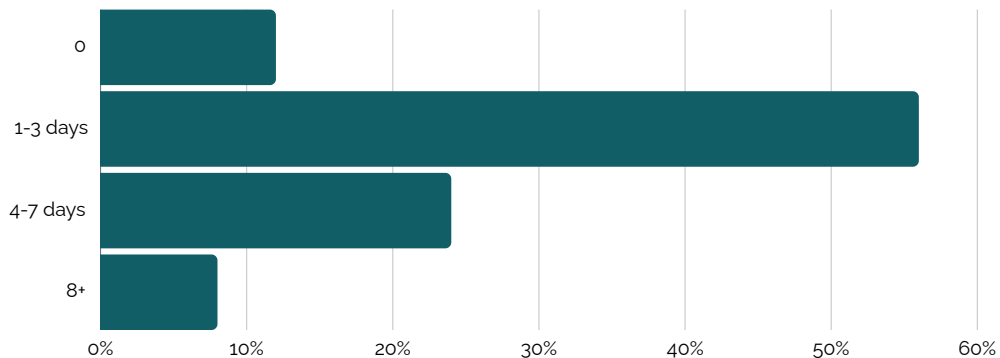


Figure 10. Bereavement Days for Hourly Employees

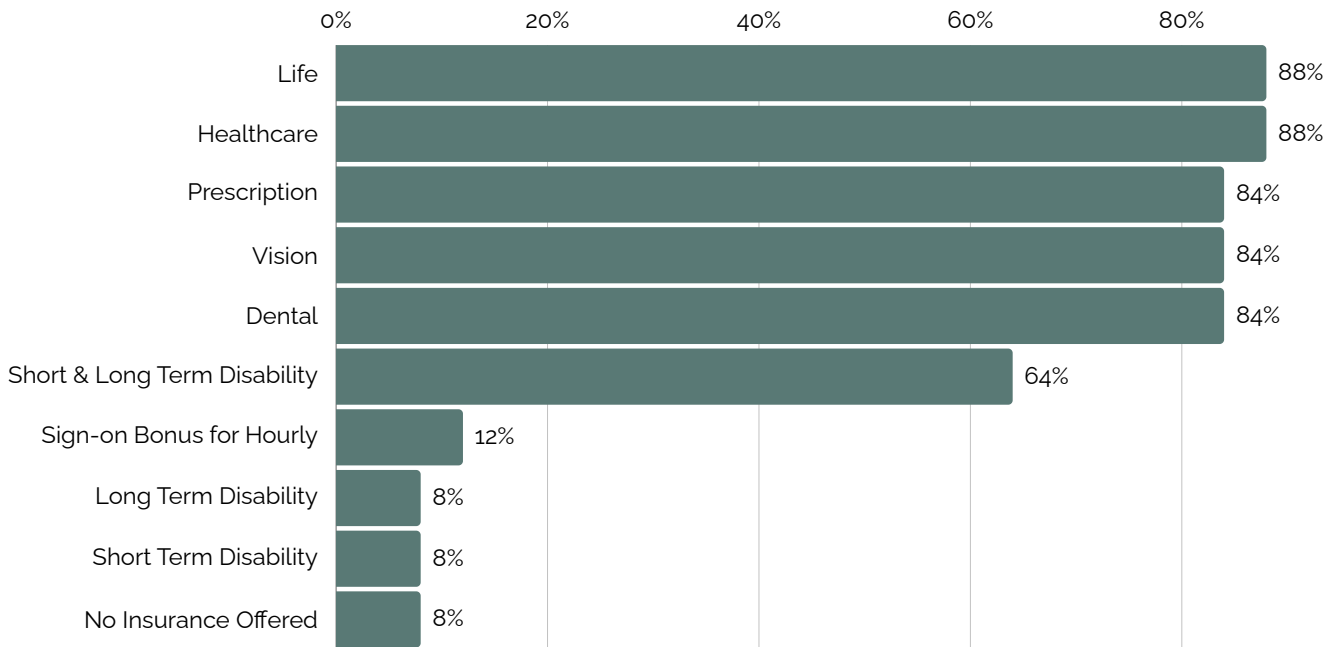


# ADDITIONAL BENEFITS

Figure 11 shows additional benefits related to health and life insurance offered by survey respondents. More than 80% of them offered health, dental, vision and prescription benefits as well as life insurance. Less popular among respondents was short and long-term disability insurance (64%) while 8% of respondents did not offer any insurance.

In addition to typical insurance choices, some of the respondents offered more unique types of insurance to their employees: Telemedicine program/Teledoc, ID Theft Protection, Pet Insurance, Home/Auto and Law Insurance, Critical Illness, Hospital Indemnity, Carrot Fertility (fertility, adoption, etc.), Pregnancy Care leave.

Figure 11. Mediucal & Life Benefits Offered to Salaried Employees



# Job Training & Absenteeism

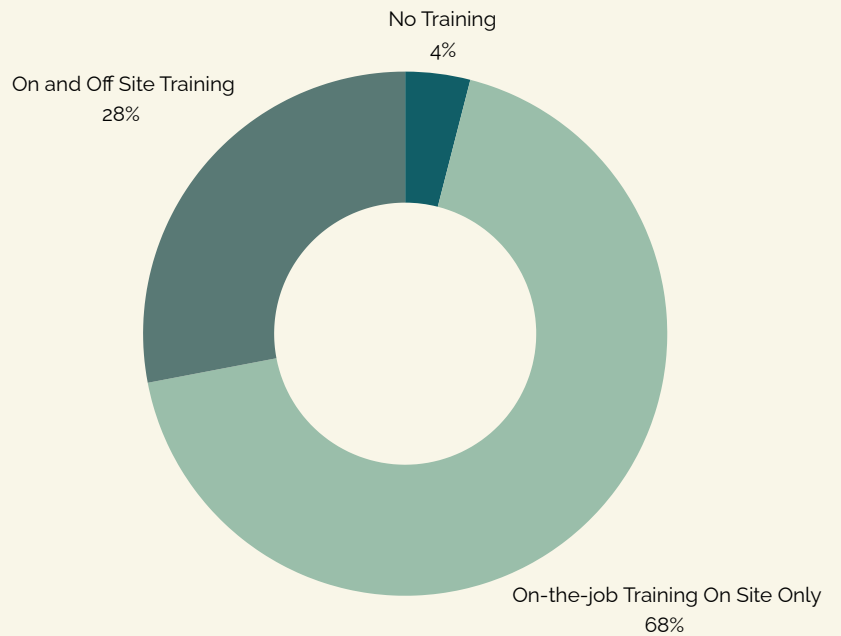


Figure 11. Types of Job Training by Businesses

The survey also asked about on-going training needs. Figure 12 shows that 74% of respondents had CPR/First Aid training needs followed by Leadership Development targeting middle or new managers (68%), and ESL - English as a Second Language (58%) training needs. More than 40% reported Health & Safety: OSHA 10-Hr. and 30-Hr. General Industry training needs.

Figure 12. Job Training Needed

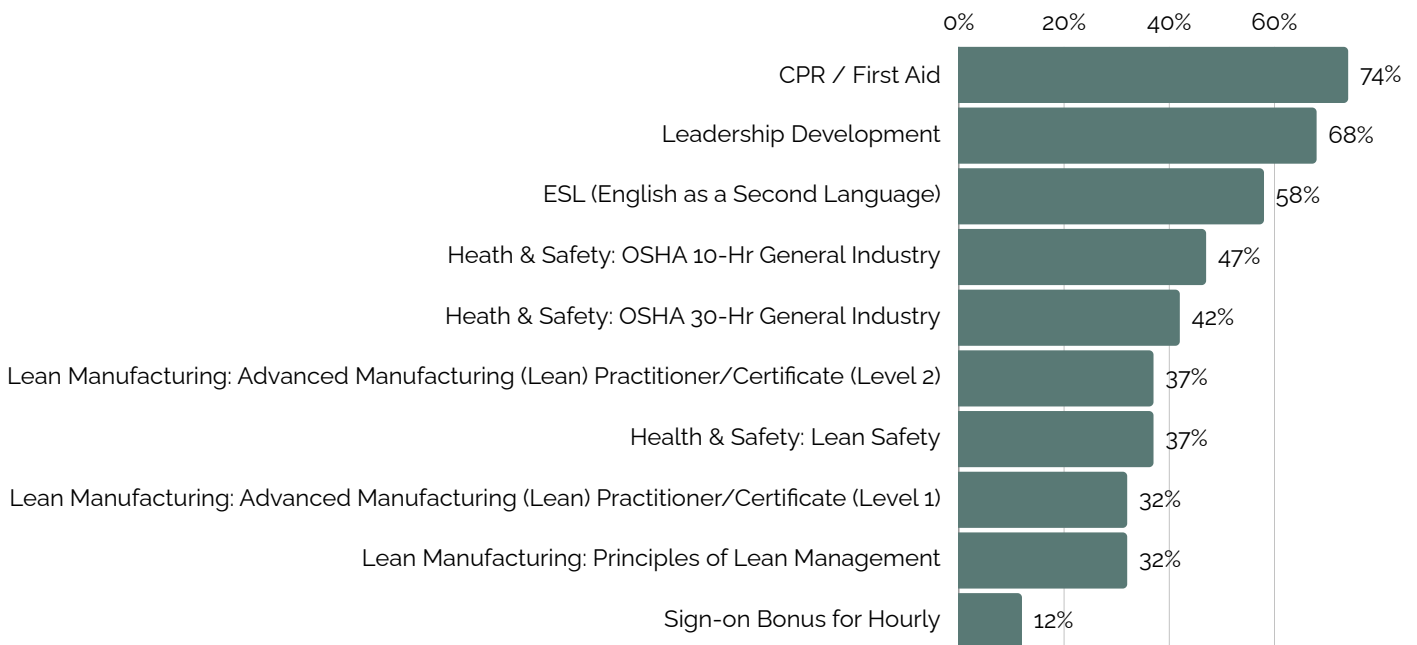
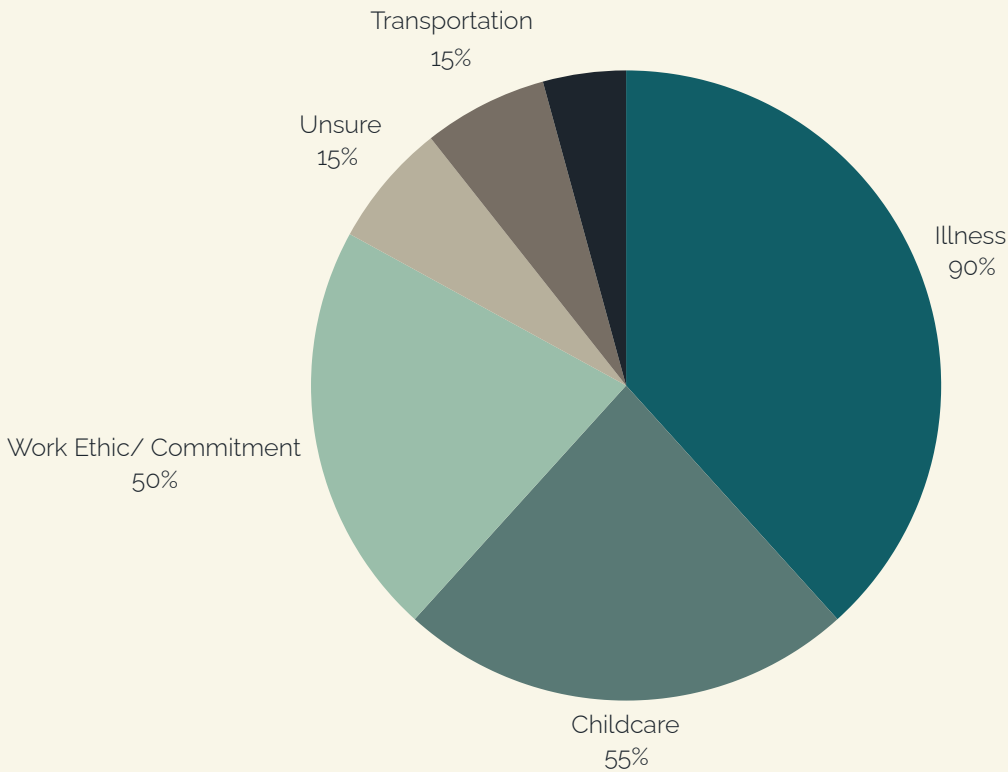


Figure 12. Biggest Contributor to Absenteeism by Percentage



The survey also asked about absenteeism and turnover rates. Among the biggest contributors to absenteeism were illness (90%) followed by childcare (55%) and work ethics (50%). Transportation and life/family issues had the lowest share among respondents (10%, Figure 13).

The respondents were also asked about annual and first 30 days turnover rates. Both types showed similar trend: turnover rates of 10% or less were reported by more than half of respondents while about 1/5 of respondents reported 11-20% of turnover rates (Figure 14). In addition, respondents were asked to name top contributors to turnover rates within their business. The top three contributors were absenteeism (70%), job abandonment (48%) and job hopping (39%, Figure 15).

Figure 14. Turnover Rates

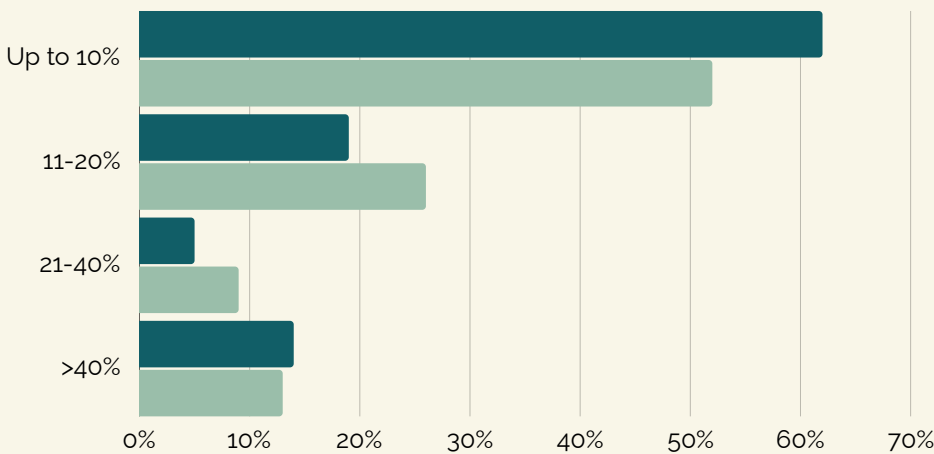
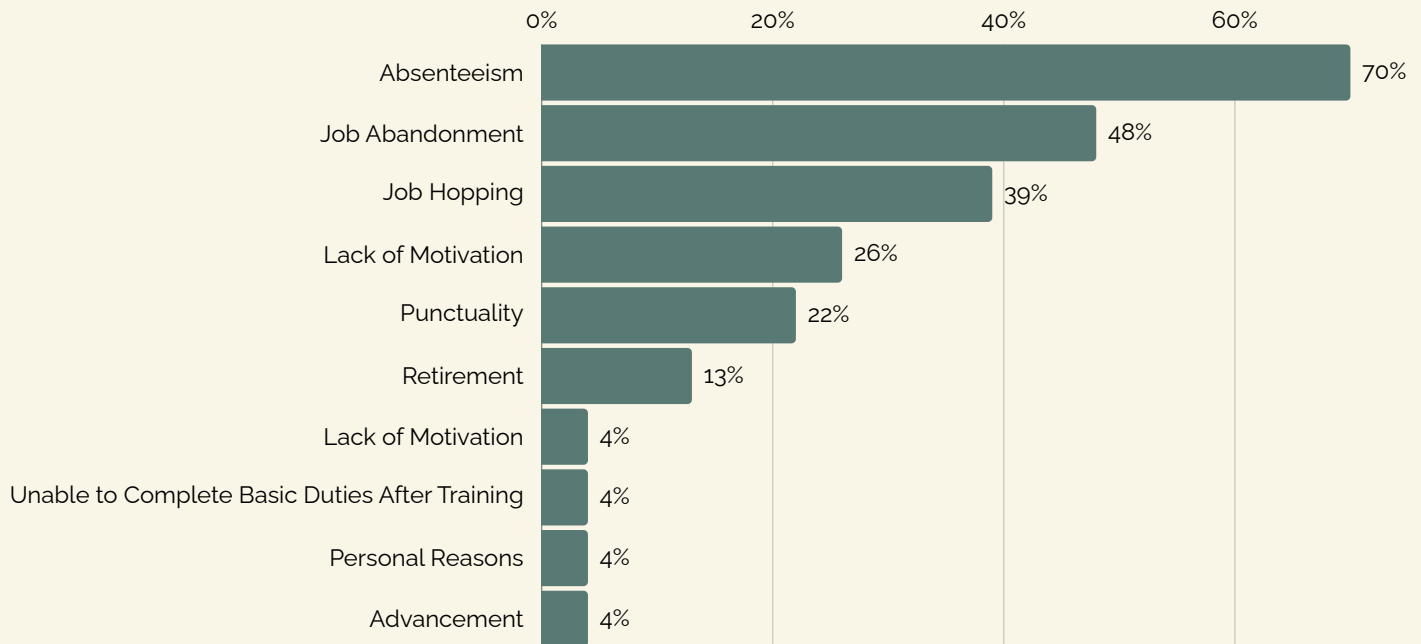




Figure 15. Top 10 Contributors for Turnover

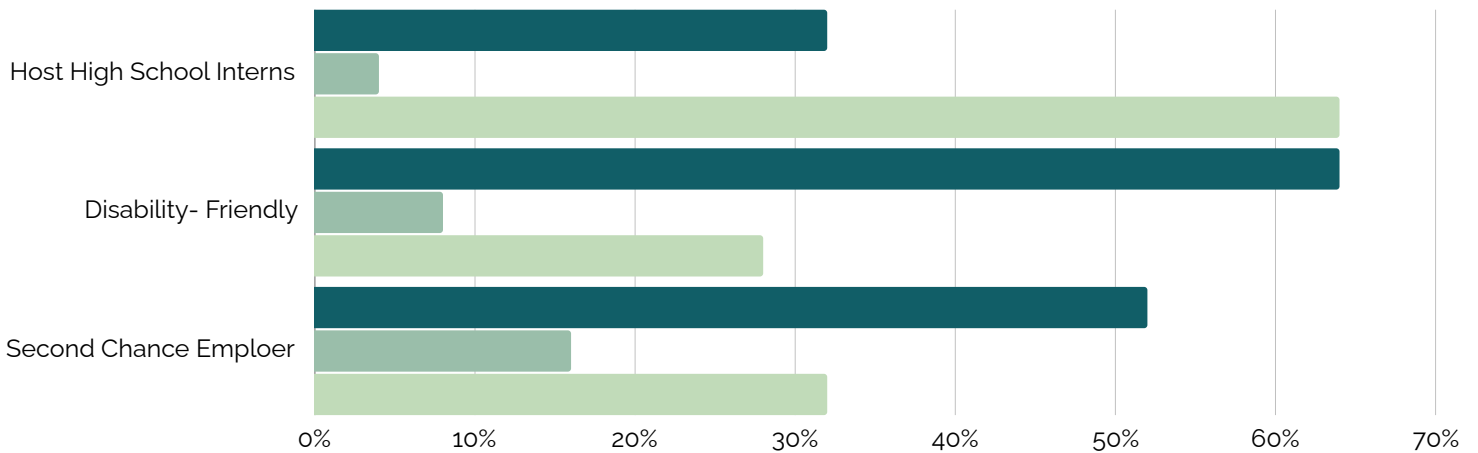


## Hiring Polices & Childcare

The survey asked about different hiring policies: (1) whether the business is a second chance employer; (2) whether the business is a disability-friendly to those seeking employment; (3) whether the business is hosting high school (under 18) interns.

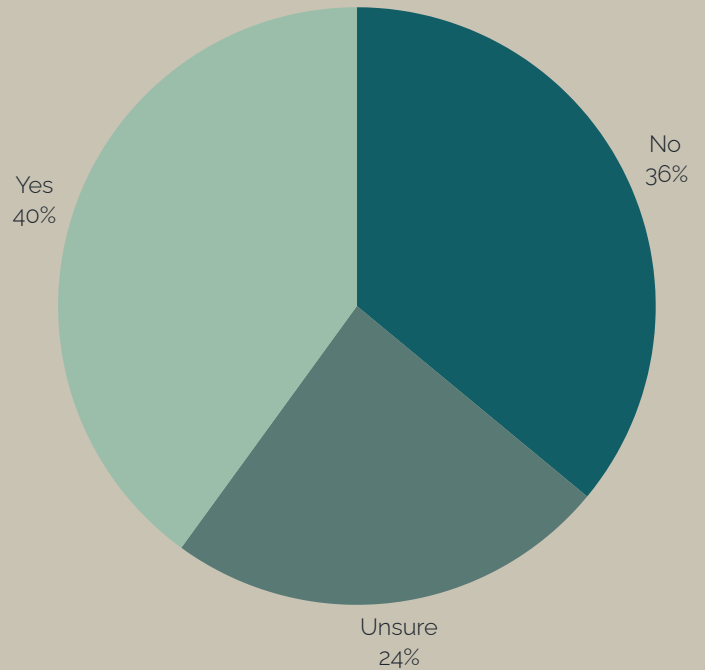
Approximately half of respondents offered second chance employment. About 2/3 of respondents are disability-friendly to those seeking employment. Almost 1/3 of survey respondents said they host high school interns (Figure 16).

Figure 16. Employment Polices



### Figure 17. Childcare is a Challenge

Lastly, when asked if childcare is a challenge for company employees, 40% of the respondents answered positively and 36% negatively (Figure 17).



## To Note

Businesses were also asked if there are any other concerns or problems they are experiencing aside from workforce challenges, as they conduct business in Boone County. Respondents mentioned the following:

- Lack of public transportation
- Competition for the same workforce
- Scarcity of skilled trades talent;
- Lack of safe pedestrian/biking options