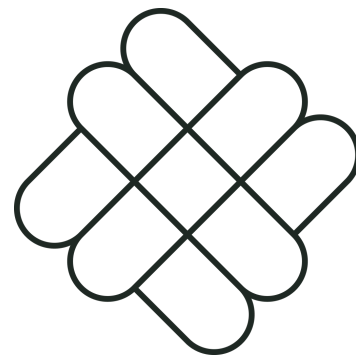


# BOONE EDC

## WAGE AND BENEFITS STUDY 2025 - KEY FINDINGS



### Study Scope

- 23 businesses surveyed, representing 3,415 employees across 72 jobs in 13 categories.
- Workforce: 91.4% hourly (3,120) and 8.6% salaried (295).

### Employment Concentration

- Nearly 80% of surveyed jobs in logistics.
- Production: 5.8%.
- Food service and healthcare: <1% each.

### Occupational Highlights

- Lowest entry wages: Packer/Picker/Stock Worker, Materials Handler.
- Highest wages: Plant Managers (up to \$76.23/hour), Executive Directors, Industrial Engineers.
- Largest wage gap: Scheduler (\$22.10 difference between entry and highest).
- Highest wage ratio: Customer Service Representatives (2.03x highest vs. entry).

### Workforce & Benefits

- Fewer than half of employers report 50%+ of workers live in Boone County.
- Most employers provide retirement plans, PTO, vacation, and life insurance for full-time staff; only 18% extend benefits to hourly roles.

### Future Outlook

- Employers plan to add 288 employees in the next three years (174 within the first year).
- Key challenges:

- Shortage of affordable housing for entry- and mid-level employees.
- Limited availability of skilled trades talent.
- Rising leasing costs and difficulty securing suitable commercial space.
- Competition for the same labor pool, heightened by new businesses entering Boone County.

#### Wages:

- Entry: \$29.94/hour
- Average: \$35.54/hour
- Highest: \$37.76/hour
- Lowest average wage: Food Service (\$14.00/hour)
- Highest average wage: Other Specialties (\$51.88/hour)

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 the strengths of Boone County's employment landscape while also identifying areas of opportunity, providing valuable insight for employers, policymakers, and prospective investors.