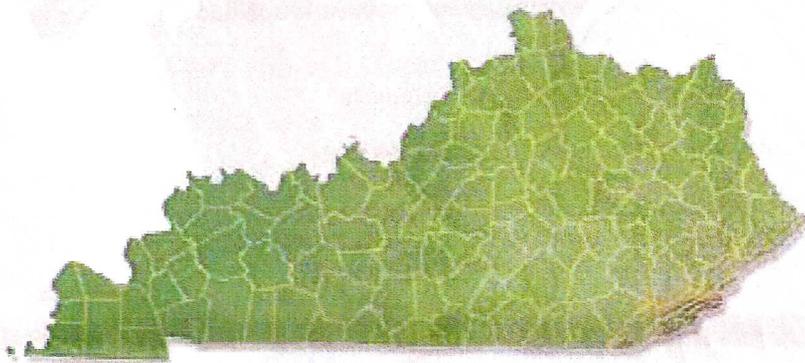




KENTUCKY ASSOCIATION OF MANUFACTURERS

# 2010 Wage & Benefit Survey



## Statewide Report

### OUR PROUD SPONSORS



Office of  
Employment and Training



South Central Kentucky  
*Central for Business. Southern for Living.*



Prepared by:  
IQS Research  
308 North Evergreen Rd, Suite 140  
Louisville, KY 40243  
502-244-6600  
502-244-6296 fax  
[www.iqsresearch.com](http://www.iqsresearch.com)



## EXECUTIVE SUMMARY

- Of the 202 companies participating in the 2010 Kentucky Association of Manufacturers Wage & Benefit Survey, 55% indicated that they had less than 100 employees.
- When asked about green jobs we find that a lot is happening in KY. When asked if the companies had developed green manufacturing processes we find that 69% have.
- In addition, 69% of employers are working to educate and train their workforce on ways to use energy more efficiently, reduce pollution, conserve natural resources and or be more cost effective.
- The number of companies who are producing green products is approaching ½ at 43% of companies indicating that they are producing green products.
- 40% of companies are also developing new green products.
- 60% indicated that they employ less than 20 part time workers.
- The respondents reported fairly low turnover rates in 2010, with 63% of the companies reporting turnover rates between 1% and 10% annually. An additional 23% indicated turnover rates between 11-20%. Companies with turnover rates between 21-30% comprised 8% of the responses.
- The respondents were asked to describe the productivity of their employees by selecting an attribute from a list. 62% described productivity as "good," while another 32% described it as "excellent." None of the respondents indicated that productivity was "poor."
- 40% indicated that the portion of total compensation represented by benefits ranges between 25 to 34%. 31% indicated higher percentages, with ranges of 35% to 45% or more of total payroll.
- The 40-hour workweek is still the most frequently indicated standard among the respondents, with 89% indicating this as the norm.
- Regarding the number of shifts worked, three shifts remains the most common, with 38% indicating this as the number of shifts at their companies. The next most frequent was two shifts, with 26% of the companies indicating this figure. Another 26% indicated that they run one shift.
- The majority of respondents 53% indicated they calculate overtime pay after 40 hours, while 14% pay overtime after the 8<sup>th</sup> hour worked in one day.
- 48% of companies surveyed indicated that they provide an annual bonus.
- 42% of the respondents indicated that their companies offer paid time off (PTO) programs. The most frequently cited types of available PTO were vacation 21%, sick leave 13%, holiday leave 14%, bereavement 13%, and jury duty 11%.
- Among the companies with PTO programs, 28% indicate that employees are permitted to carry over unused days.



- Regarding paid holidays, nine or more holidays are offered by 80% of the companies.
- 54% of companies surveyed offer health insurance through a PPO (Preferred Provider Organization), and 23% indicated that their insurance plan is administered through a self-funded third party.
- 95% of the companies indicated that their medical plans cover both the employee and their dependents. Most often 43% the monthly premium for individual coverage is less than \$200, while 41% indicated that the premium for family coverage is less than \$300 a month.
- Most often, employees pay 30% or less towards the cost of insurance for individual and family coverage. Among individual's, most often (34% of the time) employees pay between 11 and 20% of the cost.
- 67% of companies indicated that it takes between three and 12 months to qualify for one week of vacation and one to two years to qualify for two weeks of vacation was reported by 68% of the companies.
- 79% of companies do not offer more than five weeks of vacation.
- Most companies (58%) will not allow carryover of unused vacation time. Of those that do 1 week is typical.
- 27% of companies provide up to six sick days.
- 97% of companies offer health insurance.
- 40% of companies have single monthly premiums less than \$200 with the employee typically responsible for one to thirty percent of the cost.
- 48% of the companies have an annual deductible for single coverage that is between \$101 and \$250.
- 54% of employers intend to add one to 19 employees in the coming year.
- On average most companies (83%) have 10 or fewer open positions.
- 69% of companies indicated that they are using temporary employees. Furthermore 41% of companies intend to increase their use of temporary employees.
- The reasons employees leave a company are trending between better opportunities (24%) and involuntary (37%).
- When new employees are hired there are numerous background checks with the two most common being education background checks (33%) and employment verification (30%).