

**THE  
KATY, TEXAS  
AREA  
WAGE & FRINGE BENEFITS  
SURVEY REPORT**

*August, 2007*

**Compiled and Produced by**

**THE PATHFINDERS**



**Dallas, Texas**

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## INTRODUCTION

The 2007 Katy, Texas Area Wage and Fringe Benefits Survey was sponsored by the Katy Area Economic Development Council. The Pathfinders, an economic development and corporate site-selection consultant firm located in Dallas, Texas, conducted the survey. Information was gathered via a printed survey form and telephone calls.

The wage data presented by job title 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.

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

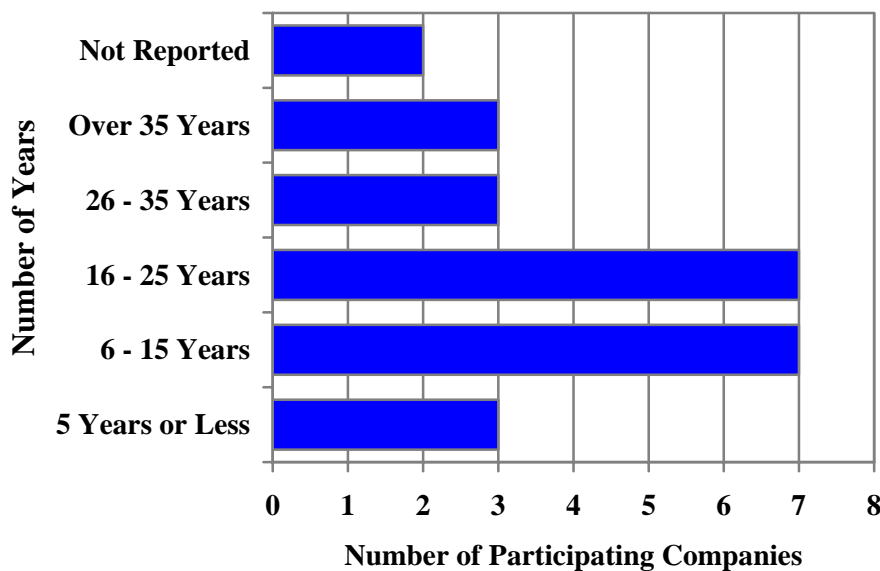
Please note that some of the companies responding to the survey did not answer all the questions on the form; therefore, the total number of responses for each question will not always equal the total number of participants.

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 (214-393-3444); or, e-mail ([info@thepathfindersus.com](mailto:info@thepathfindersus.com)).

## SURVEY SUMMARY

Twenty-five companies, with a combined total employment of over 15,000 workers, participated in the 2007 Katy Area Wage and Fringe Benefits Survey, representing business sectors including manufacturing, distribution, construction, finance and others. The participating employers have been in business in the Katy area from five years or less to over thirty-five years, as illustrated below.

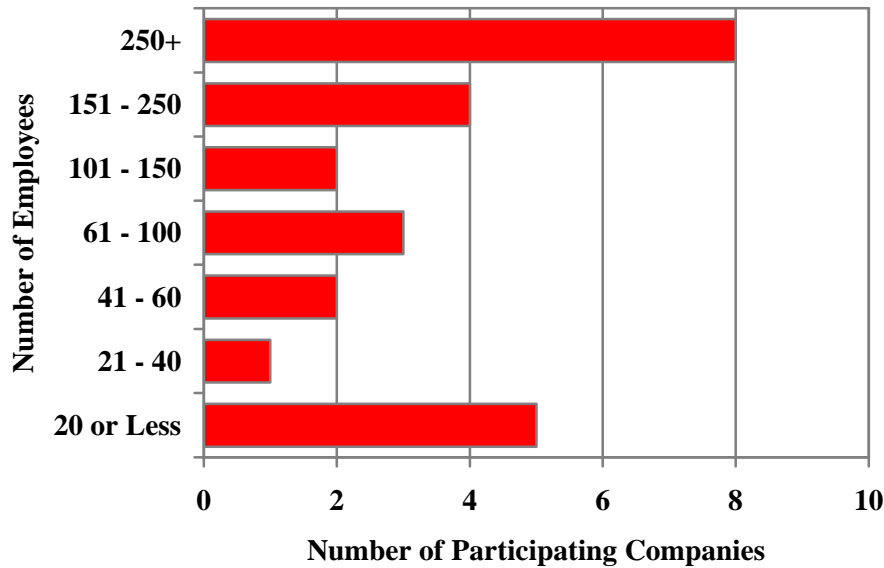
### Participating Companies - Length of Time in Community



One of the reporting companies is unionized. The reported total annual payroll for the participating companies is over \$750 million, although it should be noted that not all companies responded to the annual payroll question.

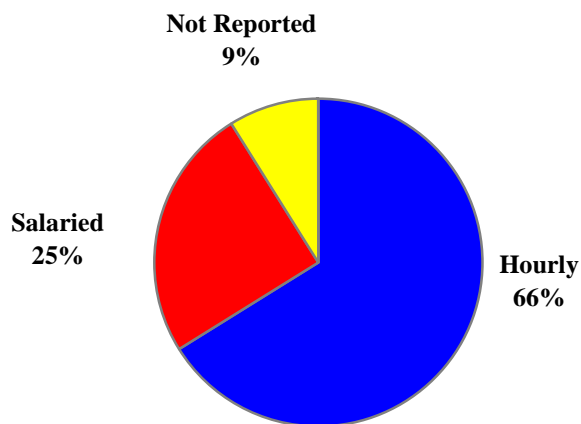
Companies of various sizes were represented in the survey ranging from twenty or less employees to 250 or more workers. The number of participating companies by number of employees is shown in the chart on the following page.

### Participating Companies by Total Employment

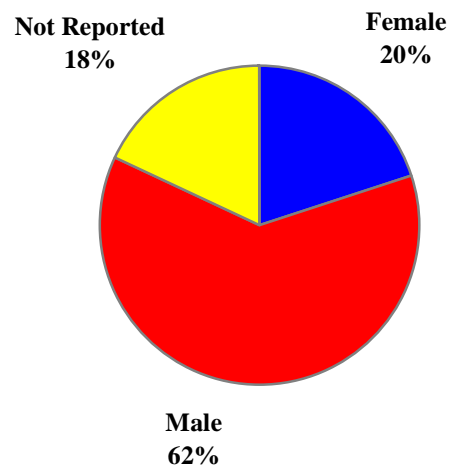


The total reported employment of 15,339 was comprised of 66% hourly workers and 25% salaried workers. The percentages of hourly and salaried employees, as well as male and female employees, of the reporting companies are illustrated in the following pie charts. Note that status and gender were not reported by all of the participating companies.

**Hourly / Salaried Employees**

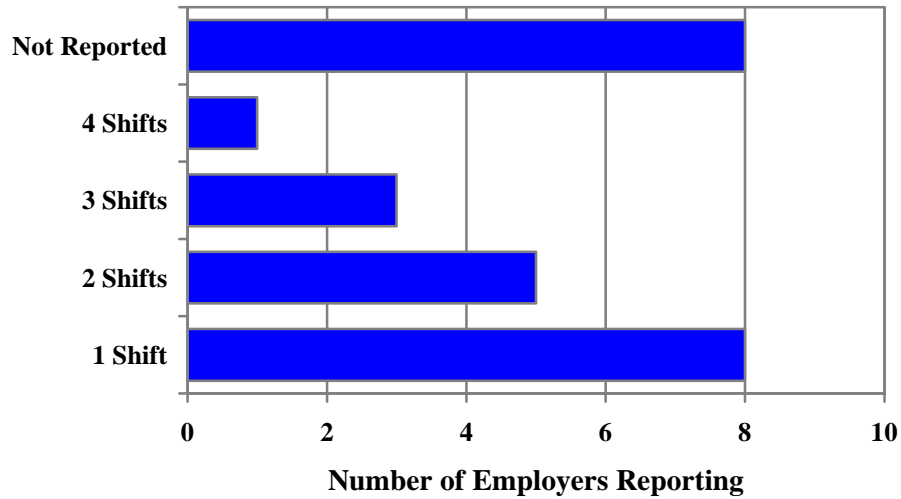


**Female / Male Employees**



In the Katy survey, eight of the participating employers work one shift; five work two shifts; three companies work three shifts; and, one company works four shifts.

### Number of Shifts Worked



Six companies reported shift premiums. The average reported premium for second shift was \$.62 and for third shift was \$.65. Two of the companies reported that shift premiums varied by job. One company reported shift premium as a percentage, averaging 40%.

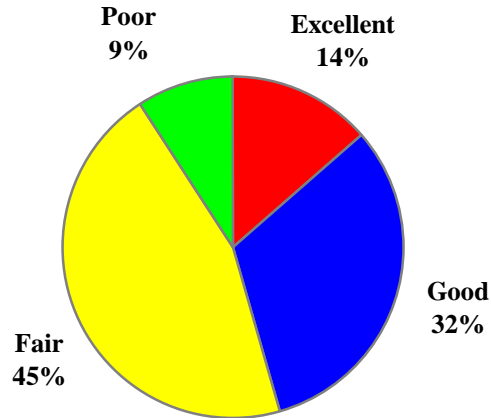
Overtime time was reported at 1½ times by 90% of the participating employers.

As indicated by the participating employers, the following table reflects the various methods used to recruit workers in the Katy region and the number of employers utilizing that method. Many employers use more than one method.

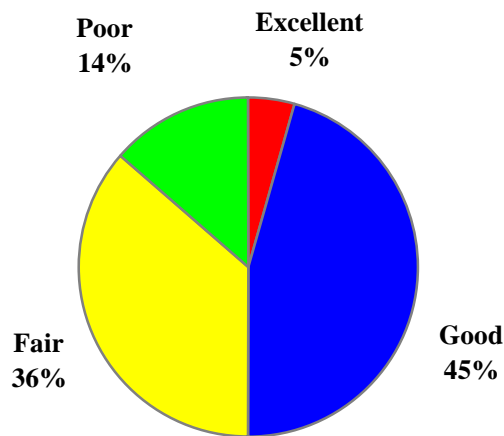
<b>Recruiting Method</b>	<b># of Employers</b>
Word of Mouth	20
Referrals	20
Newspaper	18
Internet	18
Walk-Ins	13
Networking	12
Staffing Service	11
Job Board	10
Recruiters	8
Job Fair	8
Colleges	8
Trade Journals	6
Sign	5
State Agency	4
Radio/TV	1

The Katy area employers were asked to rate local educational providers in terms of delivering the skills needed or required for workers. As shown, 46% of the respondents rated local community colleges and trade schools as “Good” to “Excellent”, and 50% rated the local public schools as “Good” to “Excellent”.

### Local Community Colleges and Trade Schools

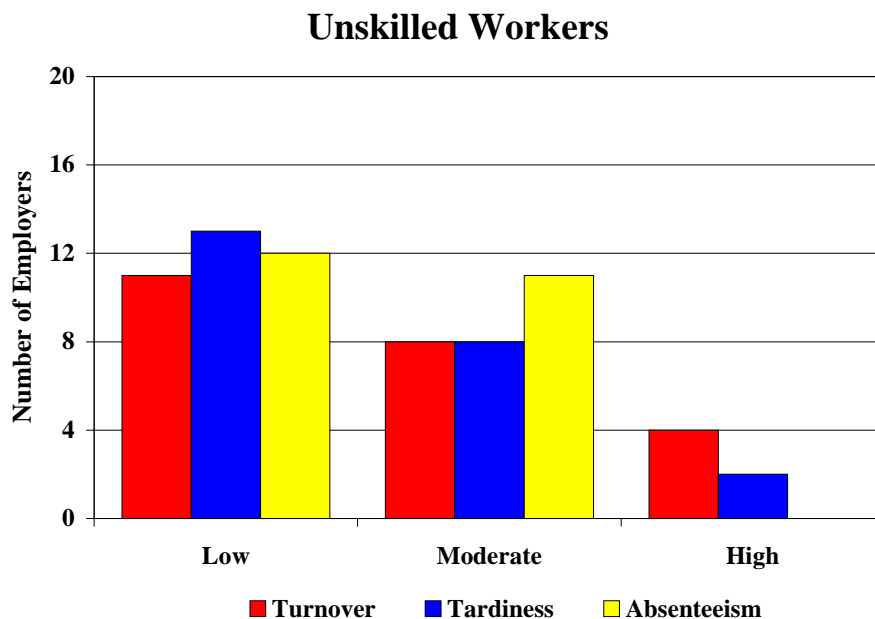
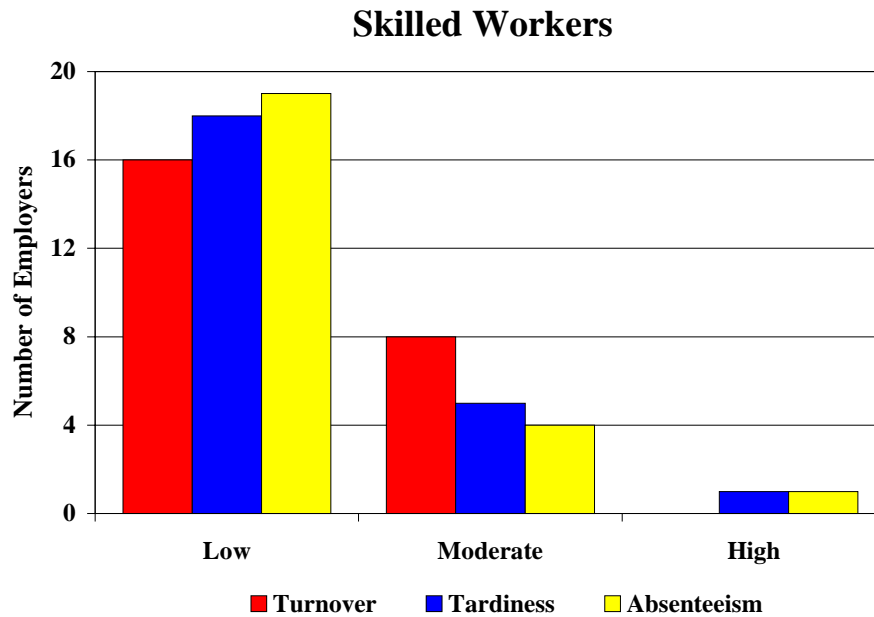


### Local Public Schools



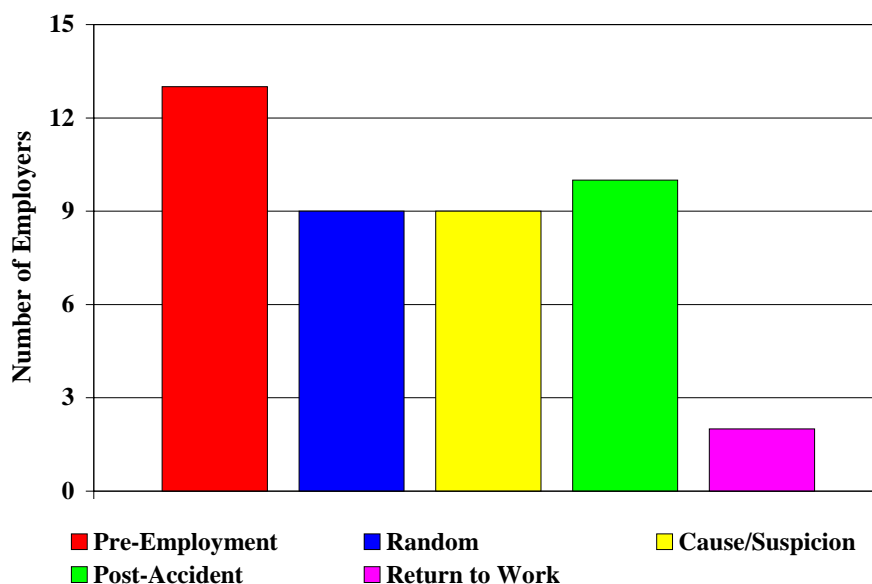
Employers were asked to rate turnover, tardiness and absenteeism among their workers as “Low”, “Moderate”, or “High”. As indicated in the accompanying charts, the participating companies reported lower ratings among skilled workers than unskilled workers for these factors.

### Ratings For Turnover – Tardiness – Absenteeism



Among the participating employers, twenty stated their companies tested for substance abuse. Many of the employers use more than one testing method. Substance abuse within the individual companies' workforces was reported as very low.

### Methods of Substance Abuse Testing



Remarks on this subject as noted by two of the participating employers included:

- Background checks are conducted on potential employees
- Substance abuse testing is done as required by client

### Hiring Practices

With regard to hiring practices, fourteen of the participating firms increased employment during the past twelve months, and two decreased employment for a net of +1,350 jobs. Thirteen firms project increasing employment during the next twelve months for a total of more than 1,100 jobs, and one projects a decrease in employment, resulting in a net of +1,135 jobs. In addition, three companies project an increase during the next twelve months, but are unsure of the number of workers to be hired.

## EMPLOYER RATINGS

The participating employers were asked to rate their workers and the workforce in general on a number of factors. Those factors included: worker productivity; worker reliability and attitudes; reading/writing skills; arithmetic skills; availability of skilled workers; availability of unskilled workers; availability of technical workers; and, availability of professional workers. Local employers were asked to rate each factor either “Excellent”, “Good”, “Fair”, or “Poor”.

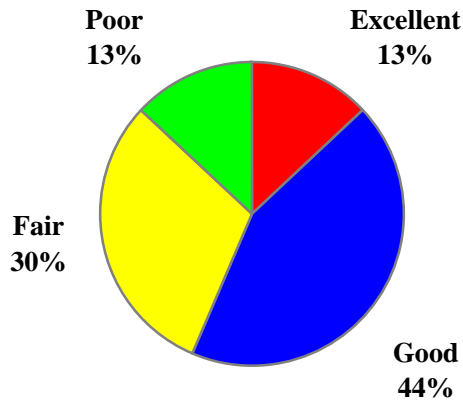
Skilled and technical workers are difficult to find in many areas of the nation. The availability of skilled labor in the Katy area was rated “Good” by 44% of the employers and “Fair” by 30% of the participating employers. Technical worker availability was rated “Good” by 45% of the employers and “Fair” by 41%.

When responding to questions about employee attitudes and productivity, the responses of the participating employers were very favorable. 96% of the participants rated Worker Productivity as “Good” to “Excellent”, and 91% reported Worker Reliability as “Good” to “Excellent”.

The ratings for the above-mentioned factors and others appear in the following charts.

## EMPLOYER RATINGS OF WORKFORCE (percentages of employers surveyed)

### Skilled Labor Availability



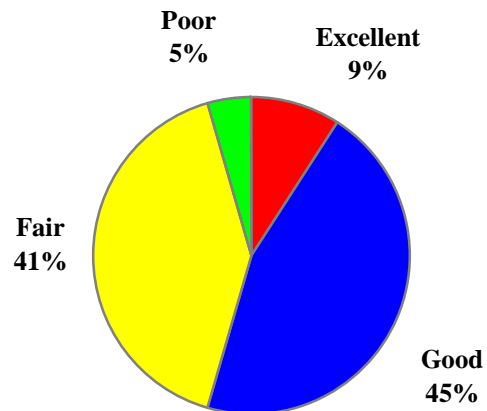
### Unskilled Labor Availability



### Professional Labor Availability

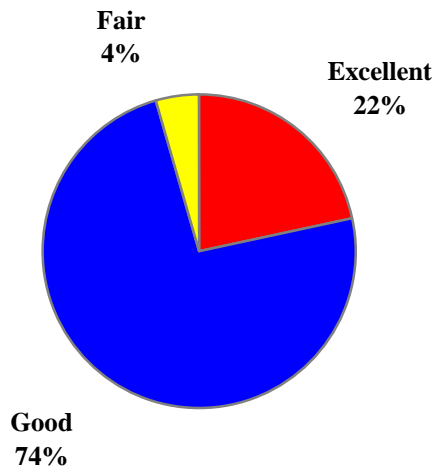


### Technical Labor Availability

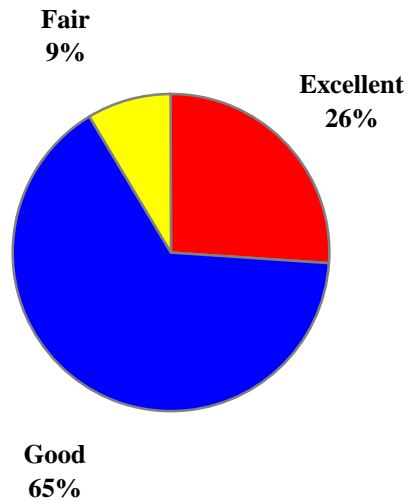


## EMPLOYER RATINGS OF WORKFORCE (percentages of employers surveyed)

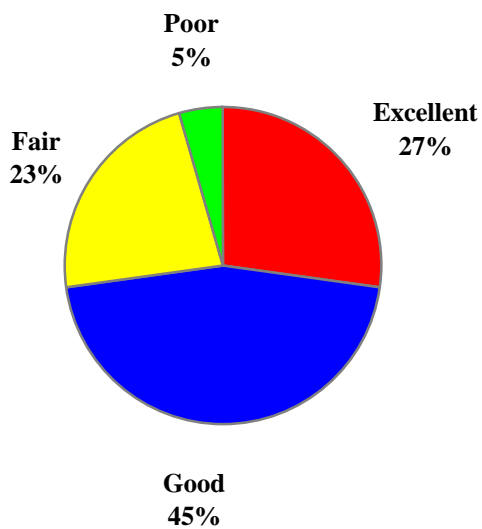
### Productivity



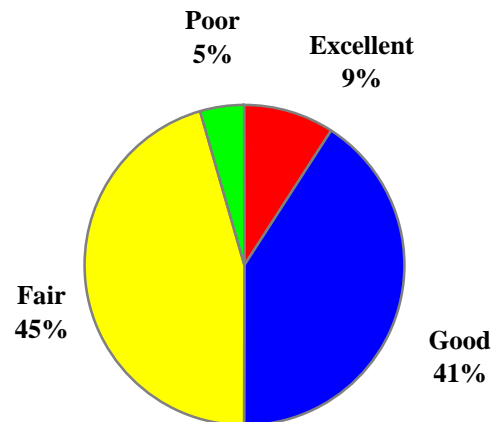
### Reliability



### Reading Skills



### Writing Skills

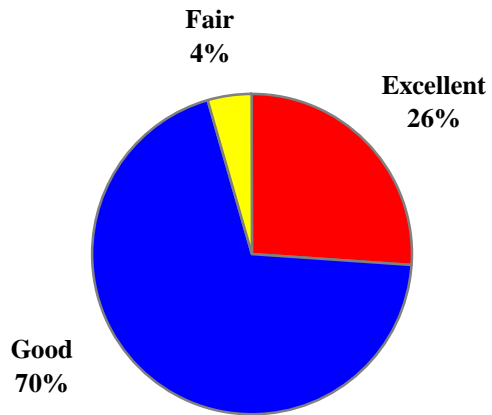


## EMPLOYER RATINGS OF WORKFORCE (percentages of employers surveyed)

### Arithmetic Skills



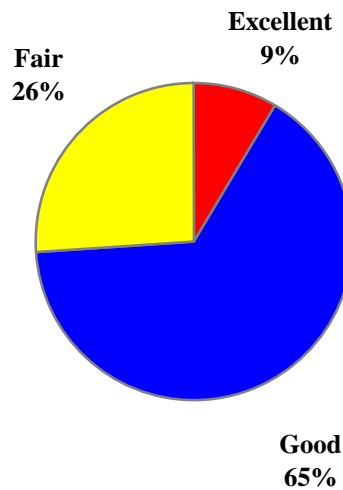
### Attitudes



### Teamwork 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. Some entry wages were not reported and are notated by “n/r”. The participating employers were also asked to provide average annual salary figures and number of employees for those positions held by salaried workers.

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 19.

**WAGE SUMMARY – HOURLY WORKERS****Katy, Texas Area**

<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 Reporting</b>
Accountant	\$15.75	\$15.75	\$15.75	\$19.18	\$19.18	\$19.18	\$19.18	2	1
Accounting Clerks	\$8.75	\$13.00	\$11.14	\$10.00	\$18.85	\$15.22	\$15.46	73	7
Accounts Payable Clerk	\$9.09	\$13.00	\$11.22	\$9.09	\$17.00	\$14.11	\$13.76	6	5
Administrative Assistant	\$9.60	\$15.00	\$11.97	\$10.50	\$17.26	\$13.19	\$15.24	19	5
Assembler-General	\$8.25	\$8.25	\$8.25	\$9.00	\$9.00	\$9.00	\$9.00	25	1
Assembler-Mechanical	\$12.50	\$12.50	\$12.50	\$15.88	\$15.88	\$15.88	\$15.88	6	1
Assembler-Specialist	\$9.00	\$9.00	\$9.00	\$9.55	\$9.55	\$9.55	\$9.55	100	1
Bookkeeper	\$12.00	\$12.00	\$12.00	\$12.58	\$12.58	\$12.58	\$12.58	3	1
Building & Grounds Maintenance	\$8.50	\$8.50	\$8.50	\$9.50	\$9.50	\$9.50	\$9.50	12	1
Buyer/Purchaser	\$16.50	\$16.50	\$16.50	\$20.00	\$20.00	\$20.00	\$20.00	3	1
Call Center Customer Service Rep.	\$13.00	\$17.00	\$15.00	\$15.50	\$18.00	\$16.75	\$16.44	8	2
Carpenter	\$13.50	\$13.50	\$13.50	\$14.50	\$14.50	\$14.50	\$14.50	47	1
CNC Operator/Set-up	\$18.00	\$18.00	\$18.00	\$26.00	\$26.00	\$26.00	\$26.00	80	1
Computer Operator II	n/r	n/r	n/r	\$17.39	\$17.39	\$17.39	\$17.39	4	1
Computer Technician	\$12.09	\$12.09	\$12.09	\$12.09	\$12.09	\$12.09	\$12.09	1	1
Customer Service	\$10.58	\$10.58	\$10.58	\$12.81	\$15.33	\$14.07	\$15.29	282	2
Data Entry Clerk	\$9.09	\$9.75	\$9.42	\$9.09	\$10.25	\$9.67	\$9.67	2	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 Reporting</b>
Drafter	\$14.50	\$14.50	\$14.50	\$18.42	\$23.36	\$20.89	\$22.81	45	2
Electrician	\$15.75	\$15.75	\$15.75	\$16.63	\$30.67	\$23.65	\$30.59	171	2
Engineering Technician	\$16.00	\$16.00	\$16.00	\$22.53	\$32.00	\$27.27	\$22.91	25	2
Equipment Operator - Heavy	\$25.00	\$25.00	\$25.00	\$25.00	\$25.00	\$25.00	\$25.00	7	1
Executive Administrative Assistant	\$16.50	\$16.50	\$16.50	\$16.50	\$16.50	\$16.50	\$16.50	1	1
File Clerk	\$7.00	\$7.00	\$7.00	\$7.00	\$7.00	\$7.00	\$7.00	1	1
Financial Analyst	\$19.41	\$19.41	\$19.41	\$19.41	\$19.41	\$19.41	\$19.41	1	1
Foreman	\$11.05	\$23.50	\$17.93	\$14.37	\$24.75	\$19.46	\$15.26	39	3
Fork Lift Operator	\$9.75	\$9.75	\$9.75	\$10.50	\$10.50	\$10.50	\$10.50	75	1
General Laborer	\$8.25	\$10.00	\$9.33	\$8.75	\$10.85	\$9.95	\$9.64	97	3
HR Assistant	\$12.09	\$15.00	\$13.70	\$12.09	\$16.82	\$15.14	\$15.14	3	3
Information Technology Specialist	\$11.09	\$11.09	\$11.09	\$11.09	\$11.09	\$11.09	\$11.09	1	1
Injection Molding Operator	\$9.50	\$9.50	\$9.50	\$11.00	\$11.00	\$11.00	\$11.00	22	1
Inside Sales Representative	\$17.00	\$17.00	\$17.00	\$18.00	\$18.00	\$18.00	\$18.00	7	1
Insurance Verification Clerk and/or Medical Billing Clerk	\$10.00	\$10.00	\$10.00	\$13.00	\$13.00	\$13.00	\$13.00	25	1
Inventory/Stock Clerk	\$9.09	\$9.09	\$9.09	\$9.09	\$9.09	\$9.09	\$9.09	1	1
Janitor	\$8.00	\$9.25	\$8.63	\$8.00	\$9.50	\$8.98	\$9.04	45	4
Lab Assistant	\$9.82	\$10.00	\$9.91	\$9.82	\$13.00	\$11.41	\$11.41	2	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 Reporting</b>
Lead (reports to a supervisor/foreman)	\$17.00	\$17.00	\$17.00	\$17.00	\$17.00	\$17.00	\$17.00	2	1
Legal Secretary	n/r	n/r	n/r	\$23.96	\$23.96	\$23.96	\$23.96	6	1
LPN	\$15.00	\$15.00	\$15.00	\$18.40	\$18.40	\$18.40	\$18.40	10	1
Machine Operator, no setup	\$9.25	\$9.25	\$9.25	\$10.75	\$10.75	\$10.75	\$10.75	86	1
Machine Operator, with setup	\$10.85	\$14.00	\$12.43	\$13.18	\$26.00	\$19.59	\$24.83	176	2
Machinist-Journeyman II	\$26.50	\$26.50	\$26.50	\$29.37	\$29.37	\$29.37	\$29.37	4	1
Maintenance Helper	\$7.79	\$10.00	\$8.90	\$7.79	\$12.81	\$10.30	\$10.30	2	2
Maintenance Mechanic	\$9.82	\$14.00	\$12.21	\$9.82	\$17.16	\$13.81	\$13.75	78	4
Maintenance-General	\$10.00	\$10.00	\$10.00	\$11.00	\$11.00	\$11.00	\$11.00	2	1
Marketing Assistant	\$10.60	\$15.00	\$13.53	\$10.60	\$19.75	\$15.78	\$17.37	5	3
Materials Handler	\$9.75	\$11.64	\$10.46	\$12.98	\$25.46	\$17.31	\$24.24	98	4
Painter	\$12.00	\$12.00	\$12.00	\$12.50	\$12.50	\$12.50	\$12.50	1	1
Payroll Clerk	\$11.50	\$14.00	\$12.75	\$17.00	\$20.50	\$18.50	\$19.64	7	3
QA Tech 2	\$10.85	\$10.85	\$10.85	\$13.00	\$13.00	\$13.00	\$13.00	5	1
QA Tech 3 (senior)	\$11.90	\$11.90	\$11.90	\$13.94	\$13.94	\$13.94	\$13.94	4	1
QC/QA Inspector	\$14.00	\$14.00	\$14.00	\$18.03	\$18.03	\$18.03	\$18.03	2	1
Quality Assurance/Inspection	\$14.00	\$14.00	\$14.00	\$20.00	\$20.00	\$20.00	\$20.00	10	1
Receiving Clerk	\$9.50	\$10.00	\$9.75	\$10.94	\$12.00	\$11.47	\$11.79	5	2
Receptionist	\$9.60	\$13.00	\$11.52	\$9.60	\$15.87	\$12.52	\$12.50	11	6
Registered Nurse	\$22.00	\$22.00	\$22.00	\$28.00	\$28.00	\$28.00	\$28.00	160	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 Reporting</b>
Secretary-Executive	\$17.50	\$17.50	\$17.50	\$24.00	\$28.11	\$26.06	\$28.01	42	2
Secretary-General	\$12.00	\$12.00	\$12.00	\$14.00	\$21.88	\$17.94	\$21.71	94	2
Security Guard	\$9.00	\$25.00	\$14.50	\$11.15	\$25.00	\$17.02	\$16.18	9	3
Senior Paralegal	\$14.00	\$14.00	\$14.00	\$14.75	\$14.75	\$14.75	\$14.75	1	1
Shipping/Receiving Clerk	\$9.75	\$9.75	\$9.75	\$12.82	\$12.82	\$12.82	\$12.82	4	1
Technician	\$12.00	\$12.00	\$12.00	\$18.00	\$31.89	\$24.95	\$25.85	46	2
Tool & Die Maker	\$18.00	\$18.00	\$18.00	\$21.63	\$21.63	\$21.63	\$21.63	5	1
Truck Driver-Heavy	\$11.90	\$11.90	\$11.90	\$18.47	\$18.47	\$18.47	\$18.47	3	1
Trucker Driver-Light	\$10.20	\$10.20	\$10.20	\$15.67	\$15.67	\$15.67	\$15.67	1	1
Warehouse Supervisor	\$23.50	\$23.50	\$23.50	\$24.75	\$24.75	\$24.75	\$24.75	1	1
Welder	\$14.00	\$15.50	\$14.75	\$15.90	\$21.27	\$18.34	\$17.57	37	3
X-Ray Technician	\$14.50	\$14.50	\$14.50	\$23.00	\$23.00	\$23.00	\$23.00	9	1
Salesman	\$48.00	\$48.00	\$48.00	\$50.00	\$50.00	\$50.00	\$50.00	3	1

**WAGE SUMMARY – SALARIED WORKERS****Katy, Texas Area**

<b>SALARIED WORKERS JOB CLASSIFICATION</b>	<b>Average Annual Salary</b>	<b>Number of Employees Reported</b>	<b>Number of Firms Reporting</b>
Accountant	\$48,575.89	72	9
Accounting Clerks	\$35,508.00	92	5
Accounting Manager	\$80,445.76	20	8
Accounting Vice President	\$120,000.00	1	1
Accounts Payable Clerk	\$41,767.20	6	5
Accounts Receivable Clerk	\$30,000.00	2	2
Administrative Assistant	\$44,724.12	56	10
Benefits Manager	\$68,345.33	4	3
Bookkeeper	\$45,066.67	4	3
Budget Analyst	\$60,490.00	2	1
Building & Grounds Supervisor	\$60,000.00	1	1
Buyer/Purchaser	\$54,600.00	6	2
Call Center Customer Service Rep.	\$35,000.00	8	1
Chief Executive Officer	\$326,285.71	7	7
Chief Operating Officer	\$100,000.00	1	1
Client Service Representative	\$29,000.00	4	1
Computer Operator I	\$45,000.00	4	1
Computer Programmer	\$75,000.00	7	1

<b>SALARIED WORKERS JOB CLASSIFICATION</b>	<b>Average Annual Salary</b>	<b>Number of Employees Reported</b>	<b>Number of Firms Reporting</b>
Computer Technician	\$60,000.00	12	2
Corrosion Chemist/Group Leader	\$110,000.00	3	1
Cost Accountant	\$43,750.00	3	2
Credit Analyst	\$43,813.50	13	4
Customer Satisfaction Rep. 1,2,3	\$36,100.00	10	1
Customer Service	\$43,500.00	155	2
Data Entry Clerk	\$28,000.00	4	1
Database Specialist	\$92,546.00	9	1
Director of Purchasing	\$60,000.00	1	1
Director, Sales	\$122,200.00	8	5
Distribution Coordinator	\$30,500.00	6	1
Drafter (CAD)	\$42,000.00	8	1
Electrical Engineer	\$79,248.50	56	2
Engineer	\$80,667.40	65	5
Engineer, Civil	\$60,281.00	47	1
Engineer, Design	\$82,000.00	2	1
Engineer, Materials	\$75,000.00	2	1
Engineer, Mechanical	\$85,000.00	2	1
Engineer, Petroleum	\$80,000.00	2	1
Engineer, Process	\$63,500.00	2	1

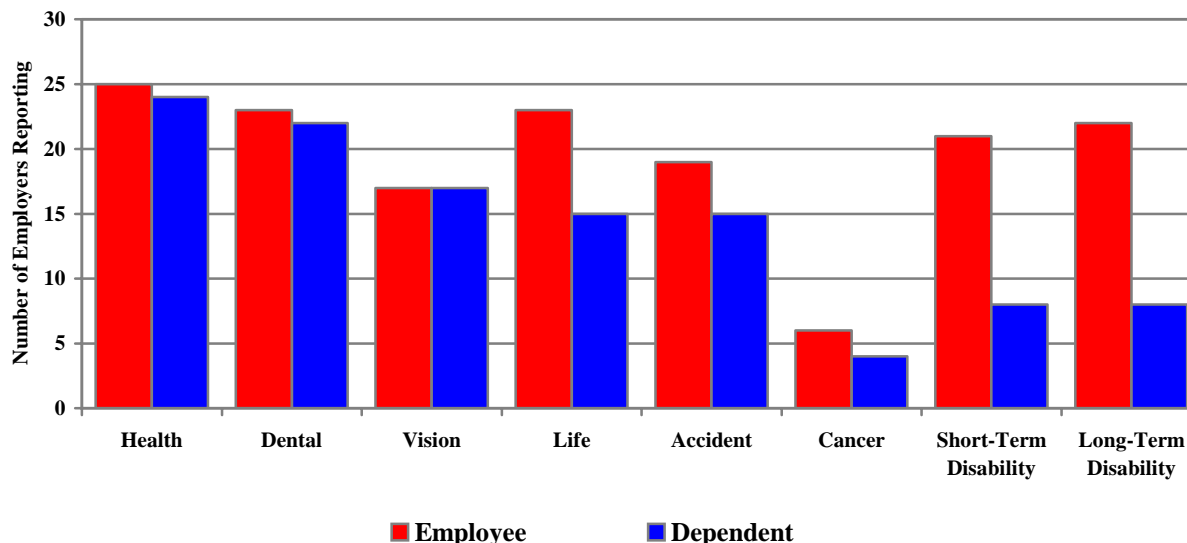
<b>SALARIED WORKERS JOB CLASSIFICATION</b>	<b>Average Annual Salary</b>	<b>Number of Employees Reported</b>	<b>Number of Firms Reporting</b>
Engineer, Senior Mechanical	\$95,000.00	3	1
Engineer, Senior Process	\$66,000.00	2	1
Engineer, Structural	\$87,232.50	7	2
Engineer, Water/Wastewater Treatment	\$95,000.00	3	1
Engineering Technician	\$80,275.00	8	1
Environmental Director	\$45,219.00	1	1
Environmental Manager	\$103,400.00	1	1
Executive Administrative Assistant	\$59,666.67	5	5
Expeditor	\$53,415.00	4	1
File Clerk	\$24,000.00	6	2
Financial Analyst	\$59,210.00	39	3
HR Assistant	\$38,666.67	4	3
HR Director	\$85,664.57	12	7
HR Manager	\$73,143.40	11	5
HR Recruiter	\$54,654.33	7	3
HR Vice President	\$129,000.00	3	3
Inside Sales Representative	\$45,000.00	1	1
Lab Manager	\$52,813.50	2	2
Legal Secretary	\$35,000.00	1	1
Maintenance Manager	\$55,406.40	14	3

<b>SALARIED WORKERS JOB CLASSIFICATION</b>	<b>Average Annual Salary</b>	<b>Number of Employees Reported</b>	<b>Number of Firms Reporting</b>
Maintenance Mechanic	\$34,752.20	6	1
Marketing Assistant	\$45,333.33	3	3
Network Administrator	\$69,852.82	5	5
Network Analyst	\$52,485.33	1	1
Office Manager	\$52,911.20	6	6
Painter	\$36,339.00	1	1
Payroll Clerk	\$41,300.00	6	5
Payroll Manager	\$82,250.00	2	2
Payroll Supervisor	\$61,300.00	2	2
PC/Desktop Support Analyst	\$43,124.27	4	3
Process Engineering Manager	\$77,000.00	1	1
Programmer/Analyst	\$63,765.50	39	2
Project Manager-Engineering	\$90,329.00	38	1
Project Manger	\$69,967.80	28	5
Purchasing Manager	\$94,680.50	11	2
QC/QA Inspector	\$75,000.00	5	1
Quality Assurance/Inspection	\$80,000.00	35	1
Quality, Health, Safety and Environmental Director	\$90,750.00	3	2
Receptionist	\$28,371.43	10	7

<b>SALARIED WORKERS JOB CLASSIFICATION</b>	<b>Average Annual Salary</b>	<b>Number of Employees Reported</b>	<b>Number of Firms Reporting</b>
Safety Coordinator	\$48,250.00	2	2
Safety Manager	\$81,994.17	8	3
Salesman	\$65,000.00	15	2
Satellite Manager	\$40,000.00	4	1
Secretary-Executive	\$50,000.00	2	2
Senior Consumer Collector	\$51,000.00	263	1
Senior Paralegal	\$52,000.00	3	3
Senior Project Manager, Refining	\$110,000.00	5	1
Senior Reliability Inspector	\$85,000.00	3	1
Superintendent, Construction	\$80,488.43	40	2
System Administrator	\$70,000.00	1	1
Systems/Business Analyst	\$73,136.00	23	1
Tax Accountant	\$68,550.00	8	1
Truck Driver-Heavy	\$50,000.00	4,000	1
Turnaround Planning Manager	\$85,000.00	3	1
Vice President	\$80,000.00	1	1
Warehouse Manager	\$80,000.00	1	1
Warehouse Supervisor	\$49,350.00	2	2

**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, all twenty-five 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, seven companies reported paying 100% of the premium for health insurance for their employees, and eighteen companies reported paying a partial percentage of the premium for health insurance for dependents. Some companies reported having coverage for the plans but declined to report the percent paid by the company.

Twenty-four of the reporting companies stated that health insurance coverage for employees included a prescription drug plan. Additionally, thirteen of the participating companies offer an EAP (employee assistance plan). Other insurance reported included supplemental life insurance.

**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	7	18	0
Dependent	0	18	6
<b>Dental</b>	<b># of Companies</b>	<b># of Companies</b>	<b># of Companies</b>
Employee	3	18	2
Dependent	0	18	4
<b>Vision</b>	<b># of Companies</b>	<b># of Companies</b>	<b># of Companies</b>
Employee	1	13	3
Dependent	0	12	5
<b>Life</b>	<b># of Companies</b>	<b># of Companies</b>	<b># of Companies</b>
Employee	13	9	1
Dependent	3	5	7
<b>Accident</b>	<b># of Companies</b>	<b># of Companies</b>	<b># of Companies</b>
Employee	6	7	5
Dependent	2	4	9
<b>Cancer</b>	<b># of Companies</b>	<b># of Companies</b>	<b># of Companies</b>
Employee	0	1	5
Dependent	0	0	4
<b>Short-Term Disability</b>	<b># of Companies</b>	<b># of Companies</b>	<b># of Companies</b>
Employee	7	7	7
Dependent	3	2	3
<b>Long-Term Disability</b>	<b># of Companies</b>	<b># of Companies</b>	<b># of Companies</b>
Employee	7	7	8
Dependent	4	1	3

## FINANCIAL PLANS

Many of the participating companies offered various financial plans to their employees, as illustrated in the following chart. Many companies may offer more than one plan.

Financial Plans Offered	# of Employers
401K	19
Annual Bonus	14
Tuition Reimbursement	14
Health Savings	10
Credit Union	6
Savings Plan	5
Quarterly Bonus	4
Pension Plan	4
Profit-Sharing	3
IRA/SEP	2
403B	2
Attendance Bonus	2
Safety Bonus	2
Other*	2

\* Other includes Gain Sharing and Stock Bonus, each reported by one employer.

## 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

Five companies reported policies of general leave or personal time off (PTO). The following chart gives eligibility times for PTO.

**PTO Eligibility Periods**



Specific numbers of PTO hours/days per year were reported by three companies:

- 120 hours
- 96 hours
- 15 days

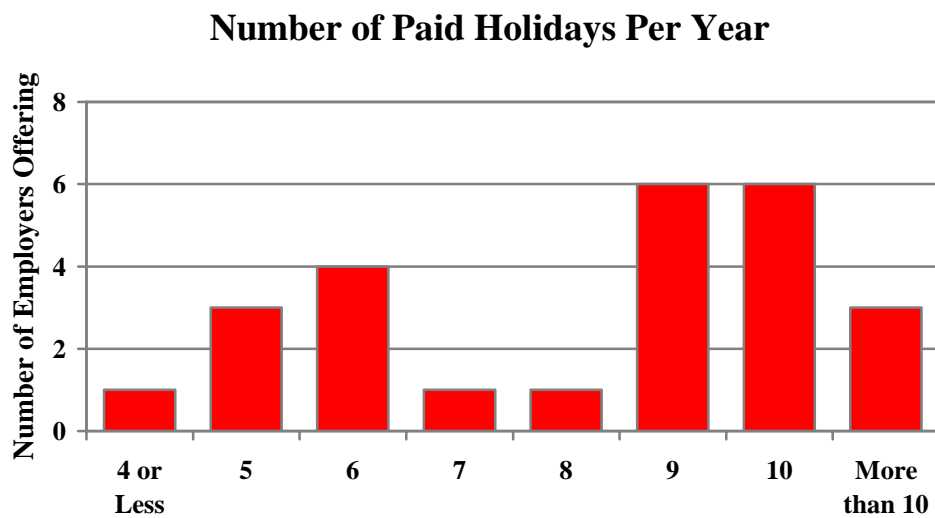
The number of PTO days allowed is based on an accrual method by two employers. The policies of these companies are as follows:

- 120 hours for 1 – 4 years of service; 160 hours for 5 – 9 years; 200 hours for 10 or more years of service
- 25 days for 0 – 5 years of service; 30 days for 6 – 10 years; 35 days for 11 or more years (full-time employees)

12.5 days for 0 – 5 years of service; 15 days for 6 – 10 years; 17.5 days for 11 or more years (part-time employees)

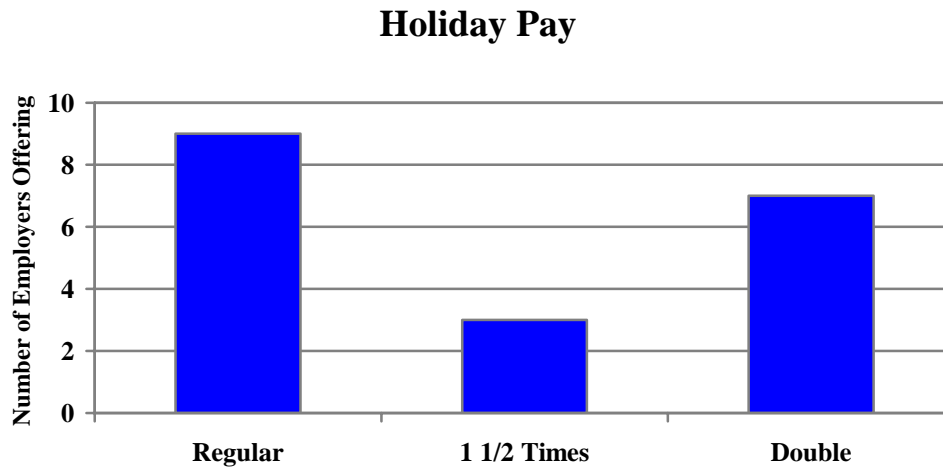
### Holidays

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



Additionally, one company reported allowing employees to take one unpaid holiday per year, and one company reported allowing ten unpaid holidays per year.

When employees work on holidays, the pay ranges from regular to double time in the Katy area, as illustrated in the chart below.



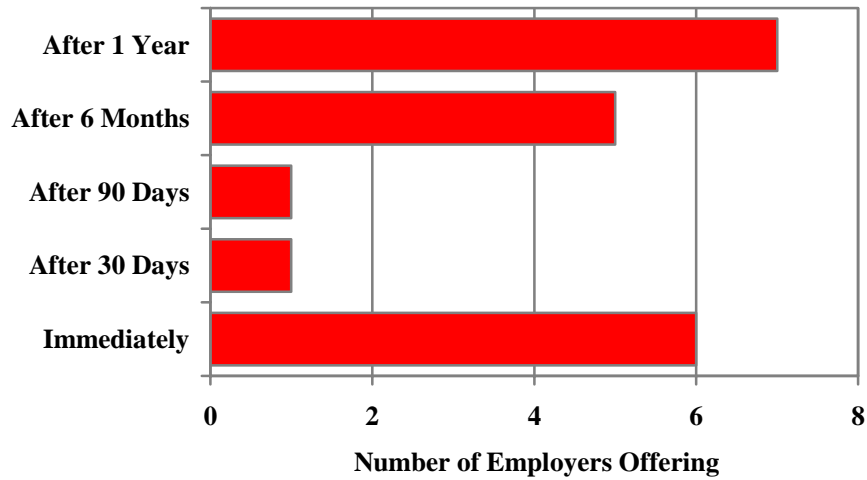
Other notes concerning holidays made by four of the participating employers include:

- Employees are not allowed to work on holidays
- Holiday pay depends on circumstances
- Paid holidays are given to salaried employees only
- Thanksgiving and Christmas are paid at 1½ times; other holidays are regular pay

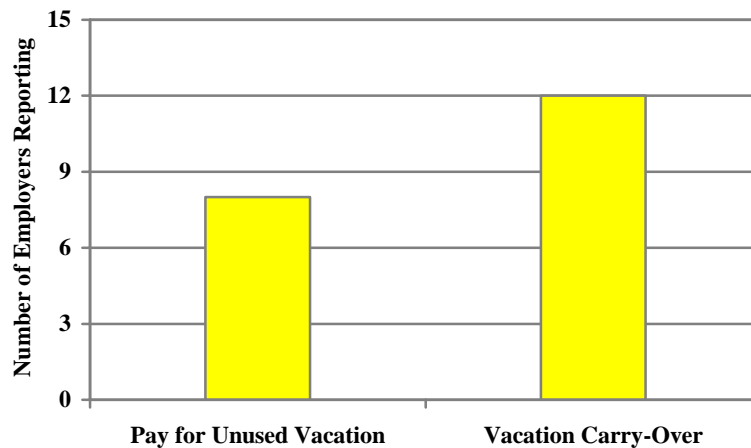
## Vacation

Eligibility times for paid vacation, as reported by the participating employers, vary in the Katy area, ranging from immediately upon hire to after one year of employment.

### Vacation Eligibility Periods



Further, of the reporting companies, eight reported pay for unused vacation time, and twelve companies allowed vacation carry-over.



Notes made by two of the participating employers concerning unused vacation pay include:

- Pay unused vacation only if employee leaves the company
- Pay for unused vacation in excess of 30 days

Various policies concerning vacation carry-over were reported by eight of the participating employers:

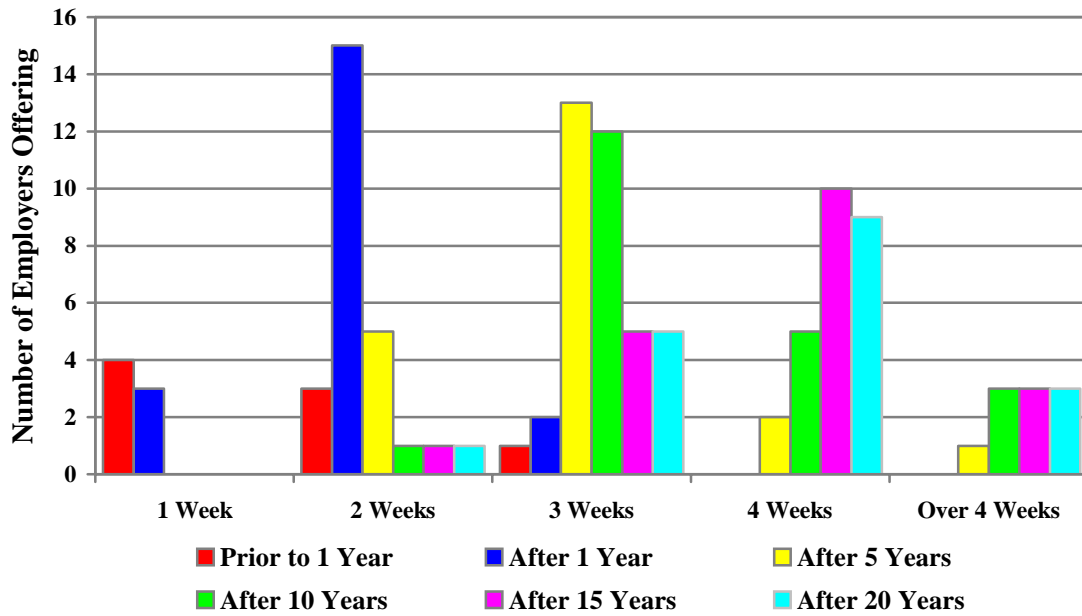
- No maximum carry-over, but must be used the following year
- Half the total amount allowed
- Annual accrual plus one extra week
- 40 hours/ 1 week / 5 days
- 4 weeks / 30 days
- Twice annual allocation
- Varies / depends on years of service
- Unlimited

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. Six companies reported prorating vacation time during the first year.

Additional comments made by five of the participating employers concerning vacation include:

- Vacation time is accrued per pay period
- One extra day of vacation per year is given after five years of service
- Vacation time must be accrued before it is used
- Vacation time begins to accrue upon employment
- Vacation time is combination of vacation, sick and personal time

### Number of Paid Vacation Weeks

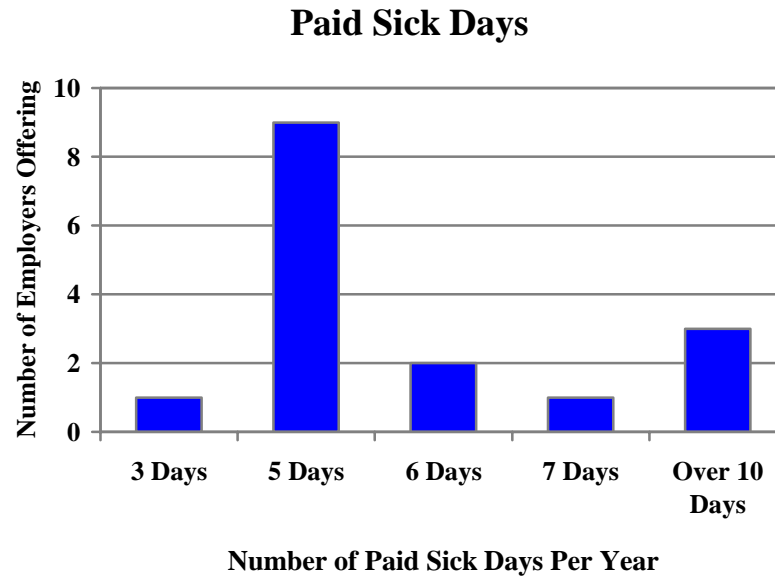


### Sick Leave

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

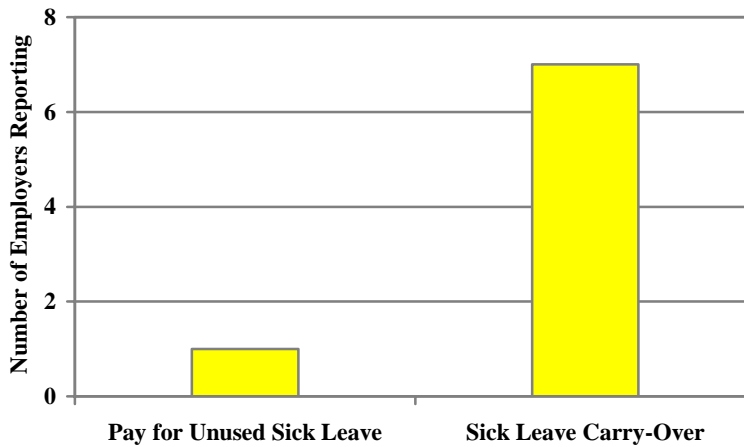




Other information concerning eligibility and number of paid sick days as reported by five of the participating employers as follows:

- Employees are covered under Short-Term Disability – full salary up to 6 months
- Sick pay is accrued per pay period
- Unlimited sick days
- Hourly workers have fewer paid sick days than salaried
- Employees are eligible for one week of sick time at 100% and 25 weeks at 66 2/3% upon hire. The number of days paid at 100% increases yearly. After 20 years, 26 weeks paid at 100%.

Further, of the reporting companies, one reported pay for unused sick leave, and seven companies allowed sick leave carry-over.



Notes concerning unused sick leave pay were made as follows:

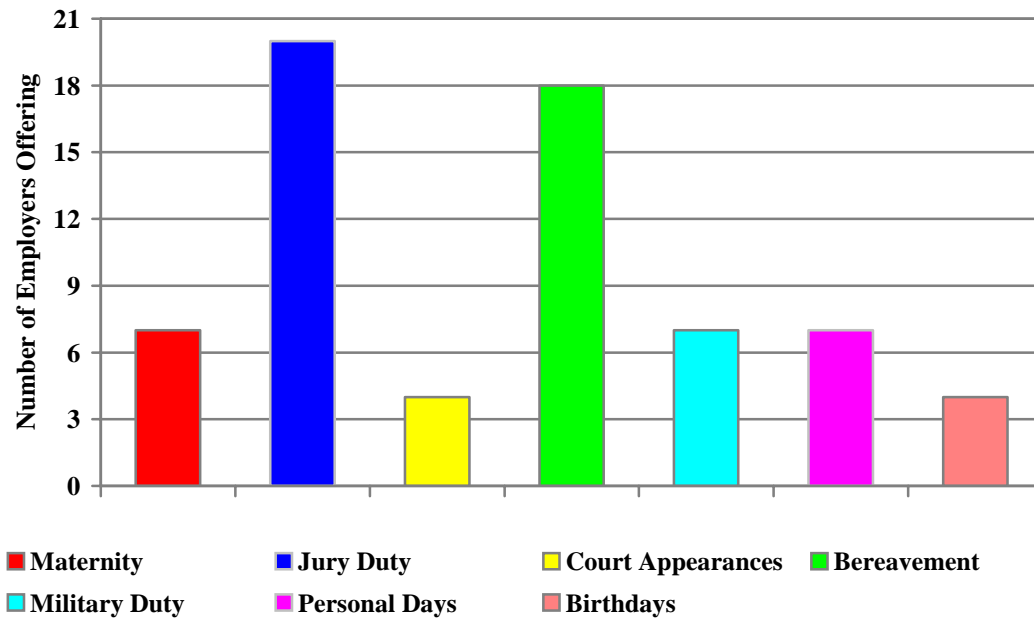
- Pay unused sick time upon retirement
- \$200 bonus is given if sick time is not used and attendance is 100%

Various policies concerning the maximum amount of sick leave carry-over were reported by those participating employers who offer this benefit. These policies are listed below:

- 576 hours
- 90 days
- 25 days
- 15 days
- No maximum / unlimited

### Other Paid Leave

Participating employers were asked to report whether their companies gave additional paid time off to employees for maternity, jury duty, court appearances, bereavement, military duty, personal days or birthdays. The chart below shows the number of companies reporting each category.





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