

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

**January, 2008**

**Compiled and Produced by**

**THE PATHFINDERS**



**Dallas, Texas**

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## INTRODUCTION

The 2008 Brenham, Texas Area Wage and Fringe Benefits Survey was sponsored by the Economic Development Foundation of Brenham. 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.

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.

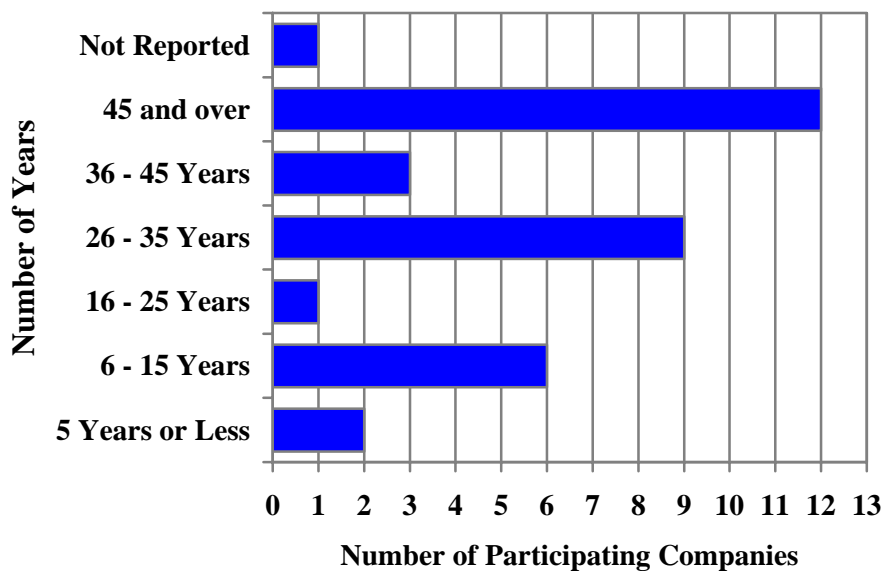
Please note that some of the companies responding to the survey did not answer all the questions on the form; therefore, the total number of responses for each question will not always equal the total number of participants.

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

Thirty-four (34) companies, with a combined total employment of over 3,900 workers, participated in the 2008 Brenham Area Wage and Fringe Benefits Survey, representing business sectors including manufacturing, distribution, professional and others. The participating employers have been in business in the Brenham area from five years or less to over forty-five years, as illustrated below.

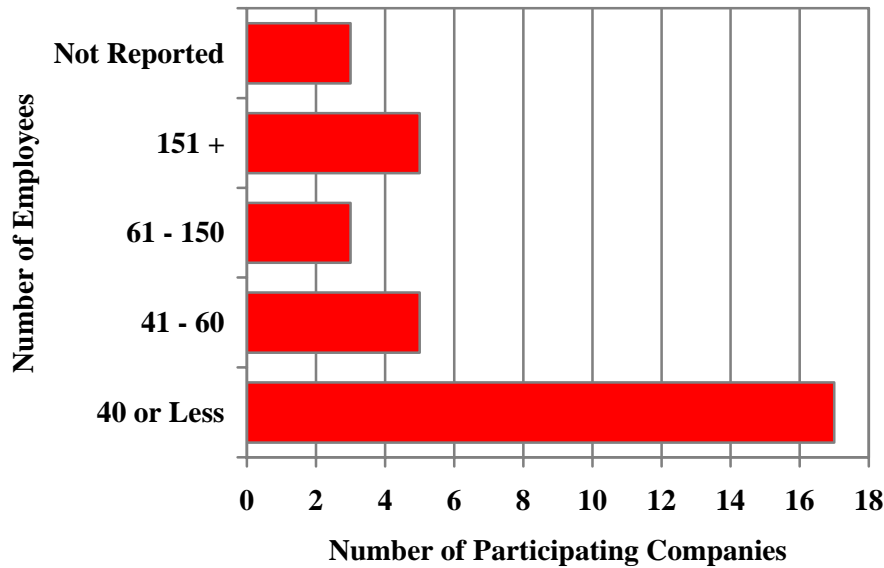
### Participating Companies - Length of Time in Community



None of the reporting companies are unionized. The reported total annual payroll for the participating companies was over \$153 million, although it should be noted that not all companies responded to the annual payroll question.

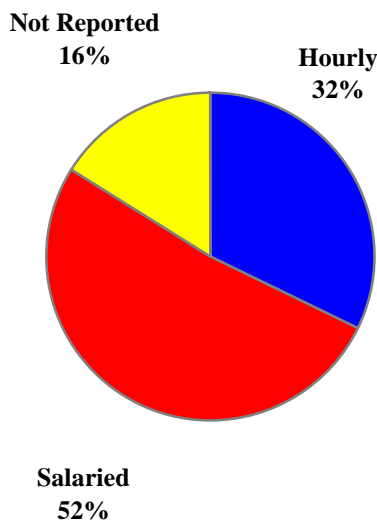
Companies of various sizes were represented in the survey ranging from forty or less employees to 250 or more workers. The number of participating companies by number of employees is shown in the chart on the following page.

### Participating Companies by Total Employment

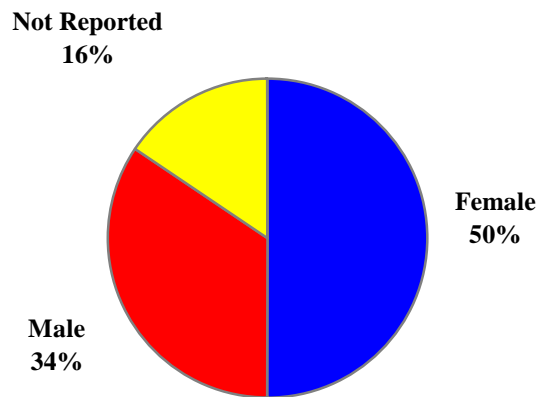


The total reported employment of 3,987 was comprised of 32% hourly workers and 52% salaried workers. The percentages of hourly and salaried employees, as well as male and female employees, of the reporting companies are illustrated in the following pie charts. Note that status and gender were not reported by all of the participating companies.

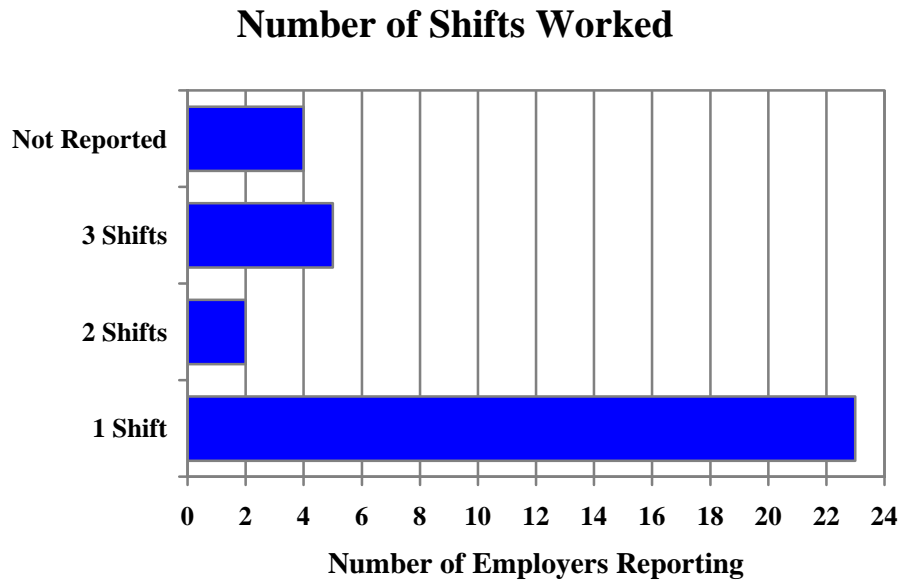
#### Hourly / Salaried Employees



#### Female / Male Employees



In the Brenham survey, twenty-three (23) of the participating employers work one shift; two (2) work two shifts; and five (5) companies work three shifts. Four (4) companies did not report the number of shifts worked.

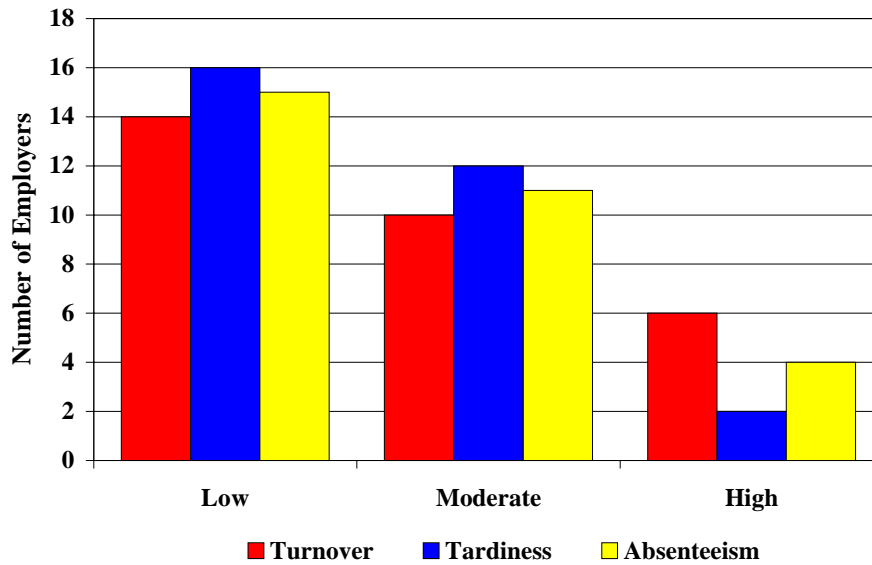


Four (4) companies reported shift premiums. Those companies who reported dollar shift premiums reported average premiums of \$.45 for second shift and \$.33 for third shift. One company reported \$.75 per hour and \$1.00 on weekends. Companies who reported percentage shift premiums reported average premiums of 5% - 8%.

Overtime time was reported at 1½ times by twenty-five (25) of the participating employers. Three (3) employers reported regular pay, and five (5) did not report overtime pay.

Employers were asked to rate turnover, tardiness and absenteeism among their workers as “Low”, “Moderate”, or “High”.

### Ratings For Turnover – Tardiness – Absenteeism



### Hiring Practices

With regard to hiring practices, nine (9) of the participating firms increased employment during the past twelve months, and six (6) decreased employment for a net of +12 jobs. Fourteen (14) firms project increasing employment during the next twelve months for a total of more than 105 jobs. In addition, one (1) company projects an increase during the next twelve months, but is 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”.

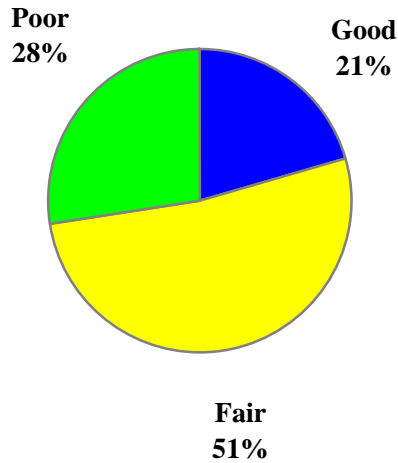
Skilled and technical workers are difficult to find in many areas of the nation. The availability of skilled labor in the Brenham area was rated “Good” by 21% of the employers and “Fair” by 51% of the participating employers. Technical worker availability was rated “Good” by 19% of the employers and “Fair” by 48%.

When responding to questions about employee attitudes and productivity, the responses of the participating employers were favorable. 73% of the participants rated Worker Productivity as “Good” or “Excellent”, and 60% reported Worker Reliability as “Good” or “Excellent”.

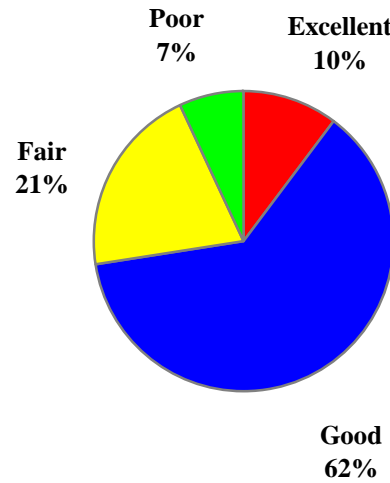
The ratings for the above-mentioned factors and others appear in the following charts.

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

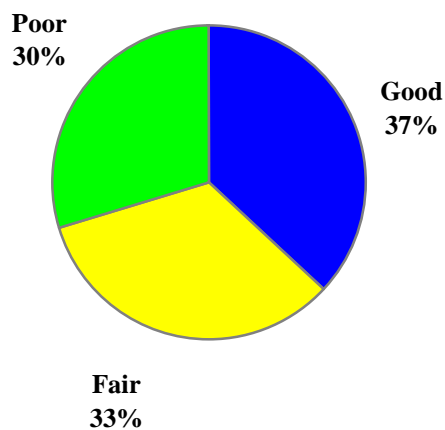
### Skilled Labor Availability



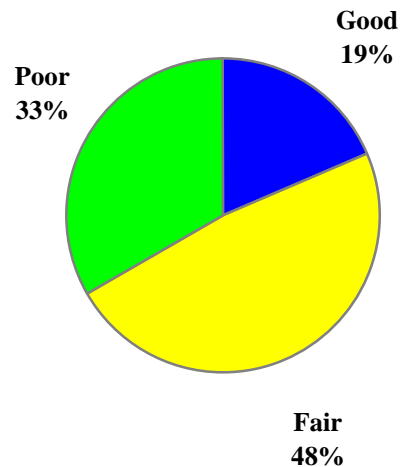
### Unskilled Labor Availability



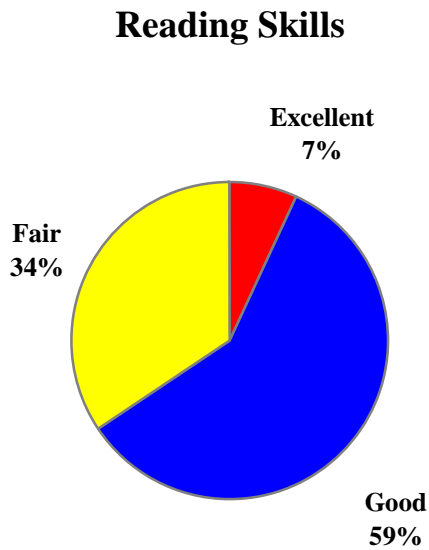
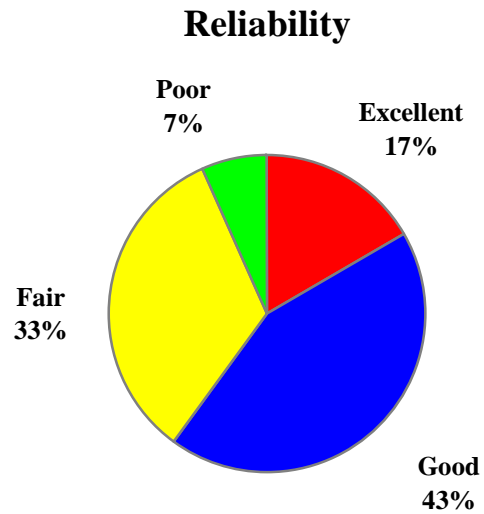
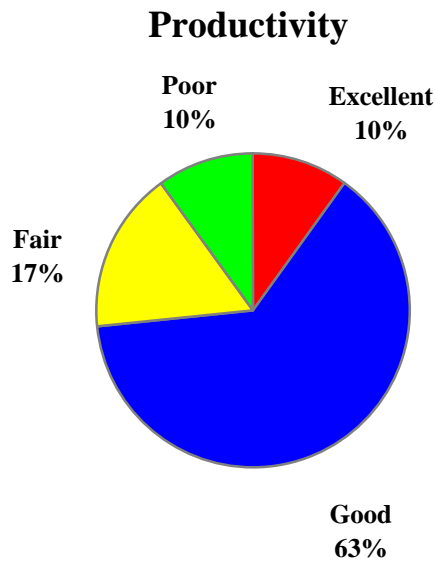
### Professional Labor Availability



### Technical Labor Availability

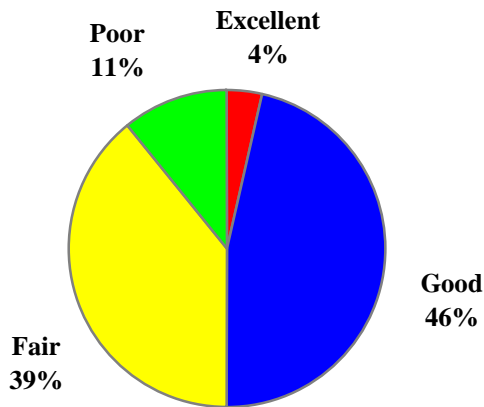


## EMPLOYER RATINGS OF WORKFORCE (percentages of employers surveyed)

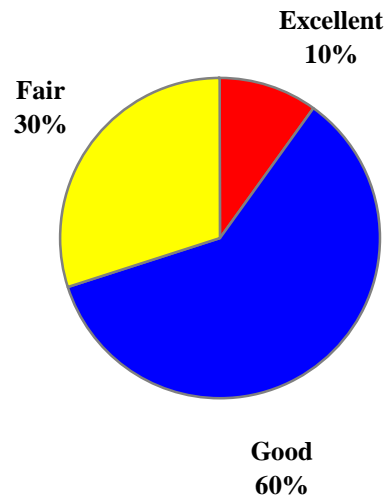


## EMPLOYER RATINGS OF WORKFORCE (percentages of employers surveyed)

### Arithmetic Skills



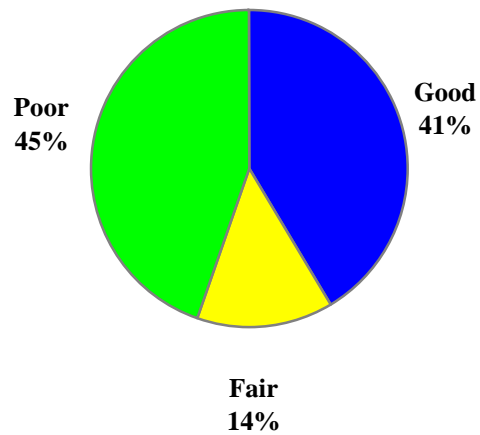
### Attitudes



### 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. The participating employers were also asked to provide average annual salary figures and number of employees for those positions held by salaried workers. Please note that not all of the requested information was reported. In some instances, notations of “n/r” (not reported) or “n/a” (not available) may appear in the wage tables.

In addition, some job titles, particular to only one company, were not listed, but the wages reported for those titles were included in another listed job title that appeared to be similar in job description and pay rate.

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 16.

**WAGE SUMMARY – HOURLY WORKERS****Brenham, 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 Hourly</b>
Accountant	\$20.00	\$20.00	\$20.00	\$22.00	\$22.00	\$22.00	\$22.00	1	1
Accounting Assistant	\$10.00	\$12.00	\$11.00	\$12.00	\$14.00	\$13.17	\$13.50	5	3
Accounts Payable Clerk	\$8.00	\$14.00	\$10.84	\$12.00	\$16.95	\$14.60	\$14.10	11	7
Accounts Receivable Clerk	\$8.00	\$12.00	\$10.25	\$10.26	\$14.40	\$11.92	\$11.93	19	4
Administrative Assistant	\$11.00	\$15.00	\$13.00	\$12.00	\$16.20	\$14.40	\$14.85	4	3
Apprentice Electrician	\$9.50	\$9.50	\$9.50	\$10.50	\$10.50	\$10.50	\$10.50	5	1
Assembler	\$8.00	\$8.00	\$8.00	\$16.10	\$16.10	\$16.10	\$16.10	2	1
Baler Operator	\$8.00	\$8.00	\$8.00	\$9.58	\$9.58	\$9.58	\$9.58	3	1
Body Shop Technician	\$7.00	\$7.00	\$7.00	\$15.25	\$15.25	\$15.25	\$15.25	5	1
Bookkeeper	\$7.00	\$14.21	\$11.07	\$8.50	\$17.35	\$12.91	\$12.21	6	4
Building & Grounds Maintenance	\$6.15	\$11.00	\$8.05	\$9.00	\$13.00	\$10.00	\$10.80	20	4
Buyer/Purchaser	\$11.00	\$11.00	\$11.00	\$12.00	\$12.00	\$12.00	\$12.00	2	1
CAD Designer	\$15.00	\$15.00	\$15.00	\$17.93	\$17.93	\$17.93	\$17.93	2	1
Clerical/Office/Classroom Aides	\$8.91	\$8.91	\$8.91	\$10.16	\$10.16	\$10.16	\$10.16	27	1
CNA	\$7.47	\$7.47	\$7.47	\$8.11	\$8.11	\$8.11	\$8.11	37	1
CNC Lathe Machinist	n/r	n/r	n/a	\$24.00	\$24.00	\$24.00	\$24.00	1	1
CNC Operator/Set-up	n/r	n/r	n/a	\$17.50	\$17.50	\$17.50	\$17.50	1	1
Computer Programmer	\$14.00	\$14.00	\$14.00	\$17.00	\$17.00	\$17.00	\$17.00	12	1
Crane Operator	\$9.00	\$9.00	\$9.00	\$10.29	\$10.29	\$10.29	\$10.29	1	1
Customer Service	\$9.00	\$13.00	\$10.45	\$10.48	\$17.55	\$13.66	\$13.80	13	5
Drafter (CAD)	\$11.00	\$12.00	\$11.33	\$12.00	\$15.12	\$13.71	\$14.27	5	3
Electrician, Journeyman	\$10.00	\$14.50	\$12.25	\$13.00	\$16.00	\$14.50	\$14.64	11	2
Entry Level Maintenance	\$9.00	\$9.00	\$9.00	\$9.00	\$9.00	\$9.00	\$9.00	1	1
Equine	n/r	n/r	n/a	\$10.00	\$10.00	\$10.00	\$10.00	2	1
Extruding Machine Operator	\$11.09	\$11.09	\$11.09	\$13.12	\$13.12	\$13.12	\$13.12	8	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 Hourly</b>
Fiber Cutter	\$8.00	\$8.00	\$8.00	\$10.37	\$10.37	\$10.37	\$10.37	2	1
Foam Pouring Crane Operator	\$10.00	\$10.00	\$10.00	\$10.44	\$10.44	\$10.44	\$10.44	1	1
Foam Pouring Operator	\$10.00	\$10.00	\$10.00	\$11.15	\$11.15	\$11.15	\$11.15	4	1
Foam Pouring Setup	\$9.00	\$9.00	\$9.00	\$9.70	\$9.70	\$9.70	\$9.70	1	1
Foreman	\$11.00	\$11.00	\$11.00	\$13.00	\$22.50	\$16.50	\$15.50	5	3
Fork Lift Operator	\$9.00	\$10.00	\$9.50	\$11.52	\$13.00	\$12.26	\$12.01	6	2
General Laborer	\$5.85	\$12.50	\$7.70	\$6.50	\$13.00	\$9.90	\$10.20	92	10
General Office	\$6.00	\$11.50	\$8.95	\$6.00	\$13.50	\$10.72	\$10.60	18	6
Housekeeper	n/r	n/r	n/a	\$10.00	\$10.00	\$10.00	\$10.00	2	1
HVAC Estimator	\$14.00	\$14.00	\$14.00	\$20.75	\$20.75	\$20.75	\$20.75	1	1
HVAC Installer	\$10.00	\$10.00	\$10.00	\$15.50	\$15.50	\$15.50	\$15.50	4	1
HVAC Technician	\$12.00	\$15.00	\$13.50	\$13.00	\$18.50	\$15.75	\$16.14	7	2
Injection Molding Operator	\$10.60	\$10.60	\$10.60	\$12.55	\$12.55	\$12.55	\$12.55	53	1
Installer	\$10.00	\$10.00	\$10.00	\$15.00	\$15.00	\$15.00	\$15.00	3	1
IT Specialist	\$16.80	\$16.80	\$16.80	\$18.00	\$18.00	\$18.00	\$18.00	1	1
Janitor	\$5.85	\$10.60	\$7.30	\$6.25	\$12.55	\$8.65	\$7.91	29	7
Laboratory Technician	\$8.00	\$9.00	\$8.50	\$11.38	\$12.00	\$11.69	\$11.85	8	2
Lead Person	\$9.00	\$9.00	\$9.00	\$12.25	\$12.25	\$12.25	\$12.25	6	1
Loan Assistant	\$13.50	\$13.50	\$13.50	\$16.20	\$16.20	\$16.20	\$16.20	3	1
Looper/Line Operator	\$9.00	\$9.00	\$9.00	\$10.70	\$10.70	\$10.70	\$10.70	4	1
LVN	\$10.11	\$16.65	\$13.31	\$17.19	\$21.54	\$19.37	\$20.52	17	2
Machine Operator	\$9.52	\$10.00	\$9.76	\$13.00	\$15.00	\$14.00	\$14.39	57	3
Machinist (Class A,B,C)	n/r	n/r	n/a	\$18.25	\$18.25	\$18.25	\$18.25	1	1
Maintenance Electrician	\$10.00	\$10.44	\$10.22	\$13.96	\$17.46	\$15.71	\$15.96	7	2
Maintenance General	\$8.00	\$13.00	\$10.50	\$11.00	\$15.75	\$12.99	\$12.99	4	4
Maintenance Manager	\$15.00	\$15.00	\$15.00	\$17.25	\$17.25	\$17.25	\$17.25	1	1
Maintenance Mechanic	\$11.00	\$14.84	\$12.95	\$14.75	\$17.53	\$15.76	\$15.47	32	3
Marketing Specialist	n/r	n/r	n/a	\$11.00	\$11.00	\$11.00	\$11.00	1	1
Materials Handler	\$7.00	\$10.60	\$9.28	\$7.76	\$13.28	\$11.65	\$10.47	33	4
Mechanic	\$10.00	\$12.00	\$10.67	\$11.24	\$22.00	\$15.56	\$15.97	25	4
Medical Billing/ Records	\$11.50	\$11.50	\$11.50	\$12.50	\$12.50	\$12.50	\$12.50	1	1
Mold Setter	\$11.42	\$11.42	\$11.42	\$13.51	\$13.51	\$13.51	\$13.51	3	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 Hourly</b>
Network Administrator	\$12.00	\$12.00	\$12.00	\$15.00	\$15.00	\$15.00	\$15.00	2	1
Office Manager	\$7.00	\$11.00	\$9.33	\$12.00	\$18.00	\$14.19	\$13.95	5	4
Organic Gardener	n/r	n/r	n/a	\$10.00	\$10.00	\$10.00	\$10.00	2	1
Packager	\$8.00	\$8.50	\$8.25	\$12.00	\$13.91	\$12.96	\$12.03	123	2
Parts Dept. Workers	\$7.00	\$7.00	\$7.00	\$9.25	\$9.25	\$9.25	\$9.25	2	1
Parts Man	\$9.00	\$9.00	\$9.00	\$13.00	\$13.00	\$13.00	\$13.00	10	1
Payroll Clerk	\$7.00	\$13.00	\$10.06	\$10.73	\$18.66	\$13.60	\$13.87	10	5
Pricing Coordinator	\$9.00	\$9.00	\$9.00	\$10.18	\$10.18	\$10.18	\$10.18	1	1
Printer	\$10.44	\$10.44	\$10.44	\$15.23	\$15.23	\$15.23	\$15.23	24	1
Project Manager	\$18.00	\$18.00	\$18.00	\$22.50	\$22.50	\$22.50	\$22.50	2	1
Purchasing Manager	\$12.68	\$12.68	\$12.68	\$16.68	\$16.68	\$16.68	\$16.68	1	1
QC Clerk	\$9.52	\$9.52	\$9.52	\$13.89	\$13.89	\$13.89	\$13.89	2	1
Receptionist/Switchboard	\$5.85	\$12.00	\$9.27	\$6.65	\$13.00	\$10.86	\$11.11	13	9
RN	\$22.00	\$22.00	\$22.00	\$27.71	\$27.71	\$27.71	\$27.71	4	1
Roll Compressor Operator	\$9.00	\$9.00	\$9.00	\$10.04	\$10.04	\$10.04	\$10.04	1	1
Sales Clerk	\$7.00	\$7.00	\$7.00	\$7.50	\$9.00	\$8.44	\$8.58	14	3
SAW/Slitter Operator	\$9.00	\$9.00	\$9.00	\$10.64	\$10.64	\$10.64	\$10.64	9	1
Scheduler	\$7.00	\$7.00	\$7.00	\$9.50	\$9.50	\$9.50	\$9.50	1	1
Secretary - Executive	\$12.00	\$12.00	\$12.00	\$15.00	\$15.00	\$15.00	\$15.00	2	1
Secretary - General	\$10.00	\$12.00	\$10.85	\$12.00	\$15.36	\$13.45	\$14.62	27	3
Security Guard	\$7.00	\$20.00	\$13.50	\$7.64	\$20.00	\$13.82	\$18.23	14	2
Shipping/Receiving Clerk	\$8.00	\$10.60	\$9.28	\$9.41	\$15.06	\$12.26	\$12.50	36	4
Sr. Lead Person	\$10.00	\$10.00	\$10.00	\$13.11	\$13.11	\$13.11	\$13.11	3	1
Stencil	\$8.00	\$8.00	\$8.00	\$9.87	\$9.87	\$9.87	\$9.87	2	1
Surveyor	\$9.00	\$9.00	\$9.00	\$15.92	\$15.92	\$15.92	\$15.92	3	1
Teacher/Instruction	\$7.00	\$7.00	\$7.00	\$9.00	\$9.00	\$9.00	\$9.00	15	1
Telemarketer	\$9.26	\$9.26	\$9.26	\$14.88	\$14.88	\$14.88	\$14.88	1	1
Teller	\$10.00	\$10.00	\$10.00	\$11.75	\$11.75	\$11.75	\$11.75	7	1
Tool & Die Maker	\$14.84	\$14.84	\$14.84	\$17.53	\$17.53	\$17.53	\$17.53	1	1
Truck Driver	\$9.00	\$11.00	\$10.00	\$7.50	\$15.00	\$11.92	\$12.27	47	6
Utility Clerk	\$8.00	\$8.00	\$8.00	\$8.85	\$8.85	\$8.85	\$8.85	1	1
Wait Staff	n/r	n/r	n/a	\$10.00	\$10.00	\$10.00	\$10.00	6	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 Hourly</b>
Warehouse Supervisor	\$14.00	\$14.00	\$14.00	\$15.00	\$15.00	\$15.00	\$15.00	5	1
Welder	\$12.00	\$12.00	\$12.00	\$15.00	\$18.50	\$16.75	\$15.50	7	2

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

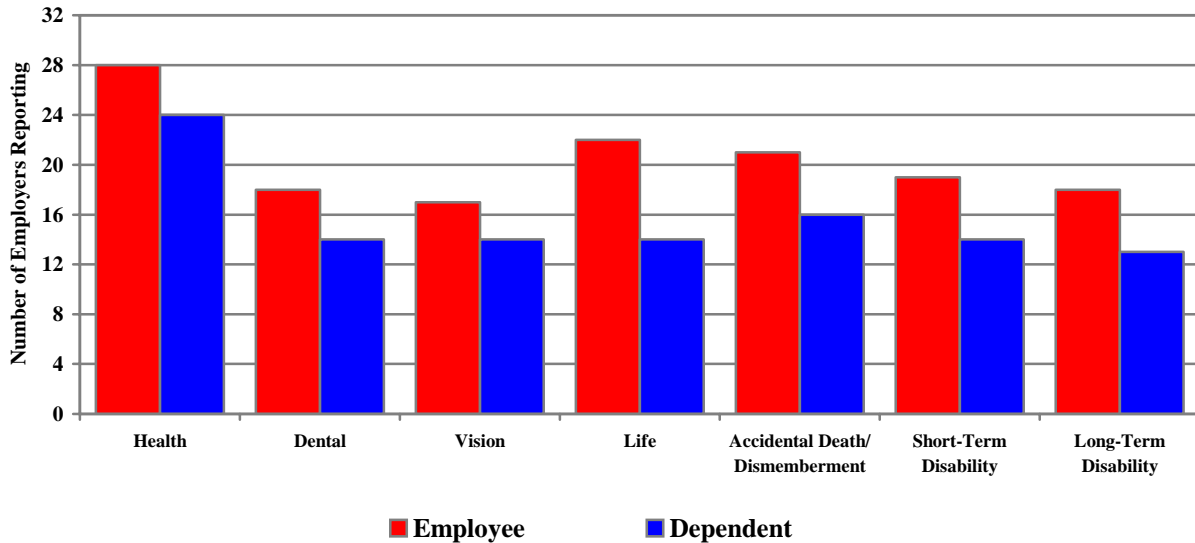
<b>SALARIED WORKERS JOB CLASSIFICATION</b>	<b>Average Annual Salary</b>	<b>Number of Employees Reported</b>	<b>Number of Firms Salary</b>
Account Manager	\$47,054.20	9	5
Accountant	\$49,164.15	13	6
Accounting Assistant	\$31,733.00	2	2
Accounts Payable Clerk	\$27,851.70	13	4
Accounts Receivable Clerk	\$34,606.00	6	1
Administrative Assistant	\$38,464.66	15	3
Assistant Principal	\$57,347.00	11	1
Auditor	\$56,760.00	1	1
Auto Sales Persons	\$60,000.00	7	1
Bookkeeper	\$45,450.00	1	1
Building & Grounds Maintenance	\$32,514.00	2	1
Business Manager/Director	\$64,236.00	1	1
Buyer/Purchaser	\$51,200.00	11	2
CAD Designer	\$46,030.00	2	1
Chef	\$88,000.00	1	1
Chief Executive Officer/ Owner	\$150,000.00	2	1
Chief Financial Officer	\$101,648.00	1	1
Civil Engineer	\$81,100.00	2	1
Computer Operator	\$31,592.00	3	1
Computer Programmer	\$43,280.50	2	2
Computer Systems Administrator	\$55,000.00	1	1
Computer Technician	\$41,562.00	10	3
Continuous Improvement Manager	\$70,200.00	1	1
Controller	\$62,750.00	4	4
Customer Service	\$33,956.60	15	5
Department Manager	\$47,000.00	2	1

<b>SALARIED WORKERS JOB CLASSIFICATION</b>	<b>Average Annual Salary</b>	<b>Number of Employees Reported</b>	<b>Number of Firms Salary</b>
Electrician, Journeyman	\$32,373.00	1	1
Engineer	\$71,300.00	7	3
Engineering Technician	\$50,336.00	3	1
File Clerk	\$23,333.76	5	1
Foreman	\$42,500.00	2	2
General Laborer	\$18,000.00	1	1
General Office	\$23,107.56	1	1
Human Resources Assistant	\$26,160.00	1	1
Human Resources Manager	\$70,716.75	4	4
HVAC Technician	\$34,823.46	6	2
Inn Manager	\$45,000.00	1	1
Instruction/Curriculum	\$67,795.00	6	1
IT Specialist	\$50,300.00	1	1
Janitor	\$19,670.88	47	3
Laboratory Technician	\$28,600.00	1	1
Line Supervisor	\$34,350.00	3	2
Loan Assistant	\$36,075.00	1	1
Loan Officer	\$71,195.00	4	1
LVN	\$42,400.78	39	1
Maintenance and Operations Directors	\$70,210.00	2	1
Maintenance General	\$26,924.80	14	1
Maintenance Manager	\$58,144.75	7	4
Maintenance Mechanic	\$24,335.00	2	1
Managers	\$47,500.00	9	1
Marketing Specialist	\$51,296.00	7	1
Mechanic	\$45,000.00	2	1
Network Administrator	\$51,695.50	3	2
Office Manager	\$43,285.71	9	7
Officer/Manager	\$72,000.00	2	1
Operations Manager	\$46,000.00	1	1
Parts Dept. Workers	\$43,000.00	1	1
Parts Manager	\$50,000.00	1	1

<b>SALARIED WORKERS JOB CLASSIFICATION</b>	<b>Average Annual Salary</b>	<b>Number of Employees Reported</b>	<b>Number of Firms Salary</b>
Payroll Clerk	\$27,674.00	1	1
Pharmacist	\$70,364.96	3	1
Pharmacy Tech	\$25,192.56	2	1
Plant Manager	\$76,706.64	5	4
Principal	\$74,641.00	7	1
Production Planner	\$46,000.00	3	2
Purchasing Manager	\$45,278.00	1	1
QC Clerk	\$31,000.00	1	1
Quality Assurance/Inspection	\$39,019.76	2	2
Quality Manager	\$46,619.50	2	2
Ranch Manager	\$45,000.00	1	1
Receptionist/Switchboard	\$25,983.00	3	2
Restaurant Manager	\$55,000.00	1	1
RN	\$49,686.72	15	3
Route Sales Driver	\$36,500.00	24	2
Safety Manager	\$60,106.12	4	4
Sales Clerk	\$25,000.00	3	1
Salesman	\$75,000.00	6	1
Scheduler	\$38,000.00	2	1
School Professional Support	\$52,792.00	27	1
School Technology/Information Systems	\$57,729.00	2	1
Secretary - Executive	\$31,557.83	5	2
Secretary - General	\$23,675.33	9	3
Shipping/Receiving Clerk	\$25,617.00	2	2
Sous Chef	\$25,000.00	1	1
Store Manager	\$55,000.00	3	1
Telemarketer	\$40,000.00	1	1
Teller	\$27,432.00	4	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, twenty-eight (28) 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, ten (10) companies reported paying 100% of the premium for health insurance for their employees, and nine (9) companies reported paying a partial percentage of the premium for health insurance for dependents.

Nineteen (19) of the reporting companies stated that health insurance coverage for employees included a prescription drug plan. Additionally, four (4) of the participating companies offer an EAP (employee assistance plan).

**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	10	17	1
Dependent	0	9	15
<b>Dental</b>	<b># of Companies</b>	<b># of Companies</b>	<b># of Companies</b>
Employee	4	3	11
Dependent	0	3	11
<b>Vision</b>	<b># of Companies</b>	<b># of Companies</b>	<b># of Companies</b>
Employee	1	4	12
Dependent	0	3	11
<b>Life</b>	<b># of Companies</b>	<b># of Companies</b>	<b># of Companies</b>
Employee	16	2	4
Dependent	1	0	13
<b>Accidental Death/ Dismemberment</b>	<b># of Companies</b>	<b># of Companies</b>	<b># of Companies</b>
Employee	8	1	12
Dependent	0	1	15
<b>Short-Term Disability</b>	<b># of Companies</b>	<b># of Companies</b>	<b># of Companies</b>
Employee	4	1	14
Dependent	0	0	14
<b>Long-Term Disability</b>	<b># of Companies</b>	<b># of Companies</b>	<b># of Companies</b>
Employee	6	0	12
Dependent	0	0	13

Other insurance-related benefits that employers reported are shown in the following chart.

<b>Insurance-Related Benefit</b>	<b># of Employers</b>
Eyewear Discount	11
Uniform Discount	10
Business Travel	6
Supplemental Life	6
Long-Term Care	4
Legal	4
Critical Illness	3
Identity Theft	1
Employee-Owned policies from AFLAC	1
State Kids Insurance Program	1
TexFlex	1
Auto Insurance	1
Homeowners Insurance	1
Renters Insurance	1
RV insurance	1
Motorcycle Insurance	1
Boat Insurance	1

## FINANCIAL PLANS

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

Financial Plans Offered	# of Employers
Annual Bonus	19
401K	16
Health Savings Plan/FSA	7
Pension Plan	7
Credit Union	6
Profit-Sharing	4
IRA/SEP	4
Production/ Incentive Bonus	4
Tuition Reimbursement	4
Savings Plan	4
403B	3
Attendance Bonus	2
Quarterly Bonus	1
Stock Purchase	1
ESOP/ESPP	1
Gainsharing	1
Childcare Assistance	1
Wellness Allowance	1
Holiday Bonus	1
Retirement Plan	1
Adoption Assistance	1

## **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 (5) companies reported combining holidays, vacations, and sick leave, or a combination of the three, into general leave or personal/paid time off (PTO). Two (2) of these companies reported that employees were eligible for PTO immediately, two (2) employers reported that employees are eligible for PTO after 6 months, and one (1) reported eligibility after one year.

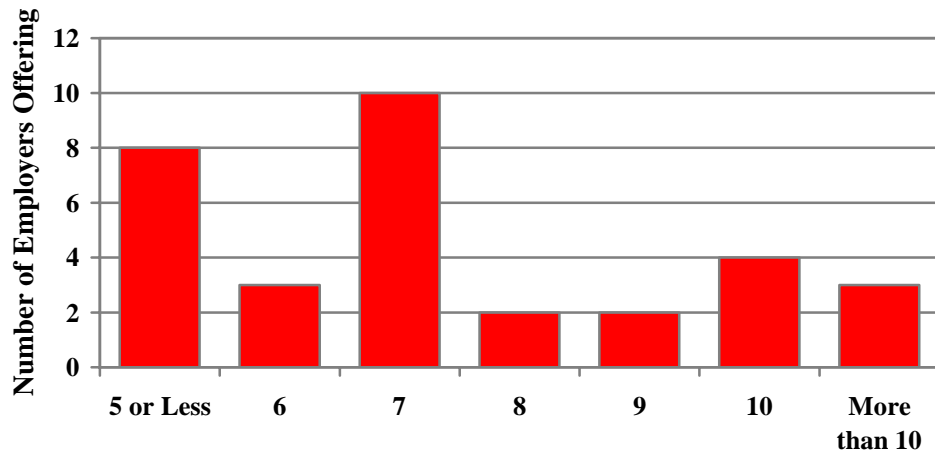
Other information regarding PTO included:

- Amount of PTO is based on years of service
- 12 days of available PTO per year
- No set amount of PTO days
- Pay for unused PTO over 10 days
- Pay for all unused PTO
- PTO carry-over

### Holidays

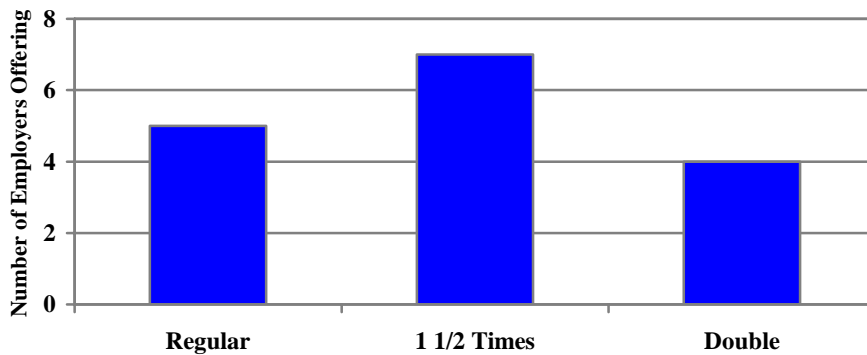
The number of paid holidays per year reported by the participating employers in the Brenham area ranges from five or less to over ten, as shown below. Additionally, one employer reported different numbers of paid holidays for different positions.

**Number of Paid Holidays Per Year**



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

**Holiday Pay**



Other information on holiday pay included:

- 1½ times after 40 hours
- Paid for holiday time and regular or overtime depending on number of hours worked that week
- Eligible employees only receive holiday pay
- Regular pay; employees substitute another day
- 1½ times if a non-exempt employee

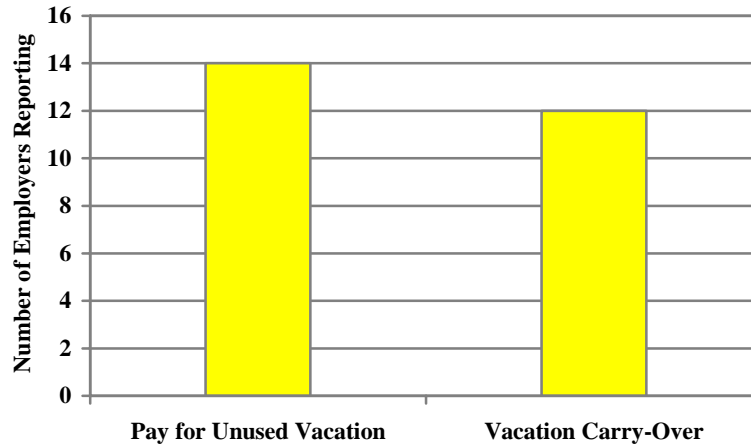
### Vacation

Eligibility times for paid vacation, as reported by the participating employers, vary in the Brenham area, ranging from immediately upon hire to after one year of employment. Eligibility periods for paid vacation are illustrated in the chart below. One employer reported that only certain positions are eligible for vacation.

**Vacation Eligibility Periods**



Further, of the reporting companies, fourteen (14) reported pay for unused vacation time, and twelve (12) companies allowed vacation carry-over.

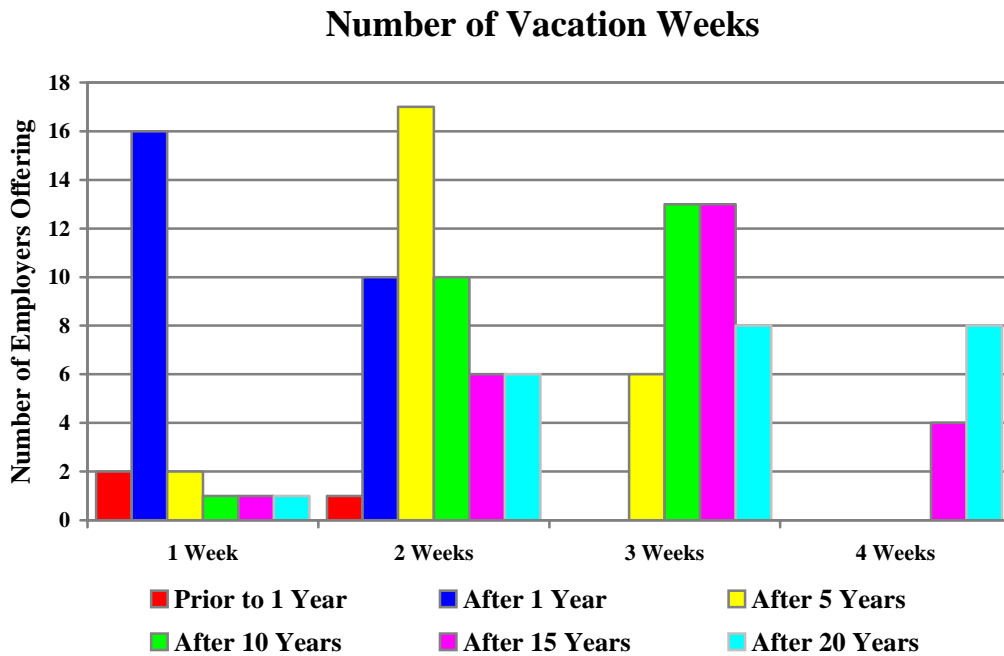


Other information reported about pay for unused vacation included:

- Pay only if employee quits
- Pay at termination of employment
- Pay for hourly employees only

Additionally, one company reported that vacation could be carried over for a period of one year.

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. Four (4) companies reported prorating vacation time during the first year.



Other information about vacation time included:

- Four weeks after 25 years
- One day per month, and does not increase with years of service
- 6 days prior to one year
- 12 days after one year
- 16.5 days after 10 years
- 19.5 days after 15 years
- 22.5 days after 20 years

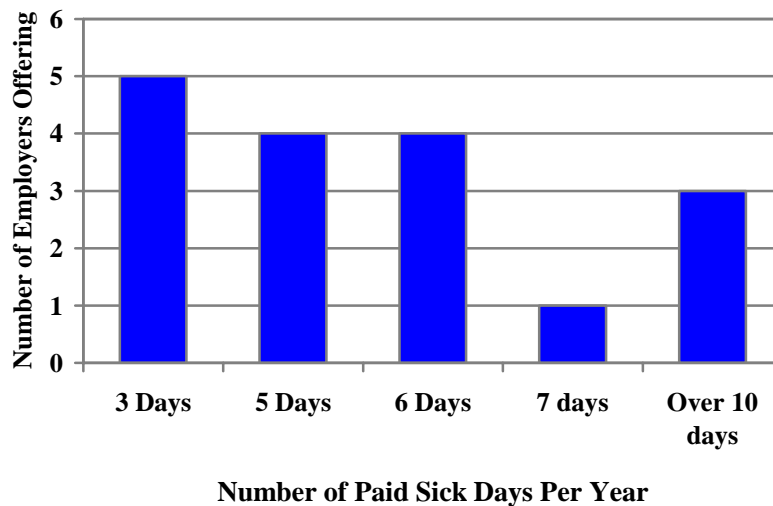
## Sick Leave

The following charts give eligibility times and number of paid sick days per year for those participating companies that offer paid sick leave. Eleven (11) companies reported no paid sick time. Additionally, one company reported eligibility after 4 months of full-time employment.

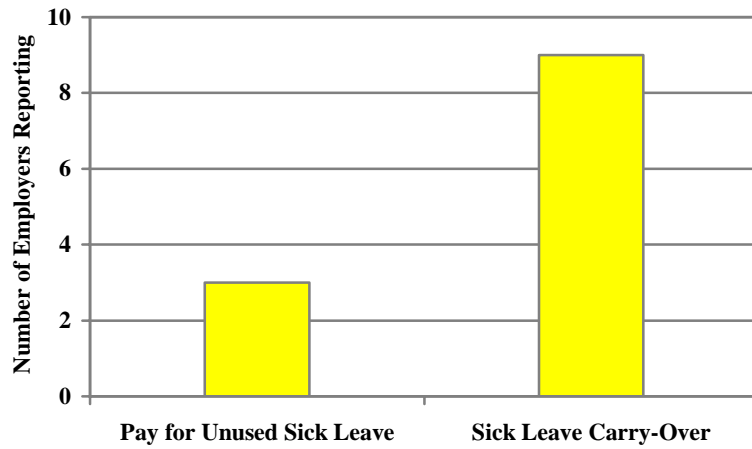
### Sick Leave Eligibility Periods



### Paid Sick Days



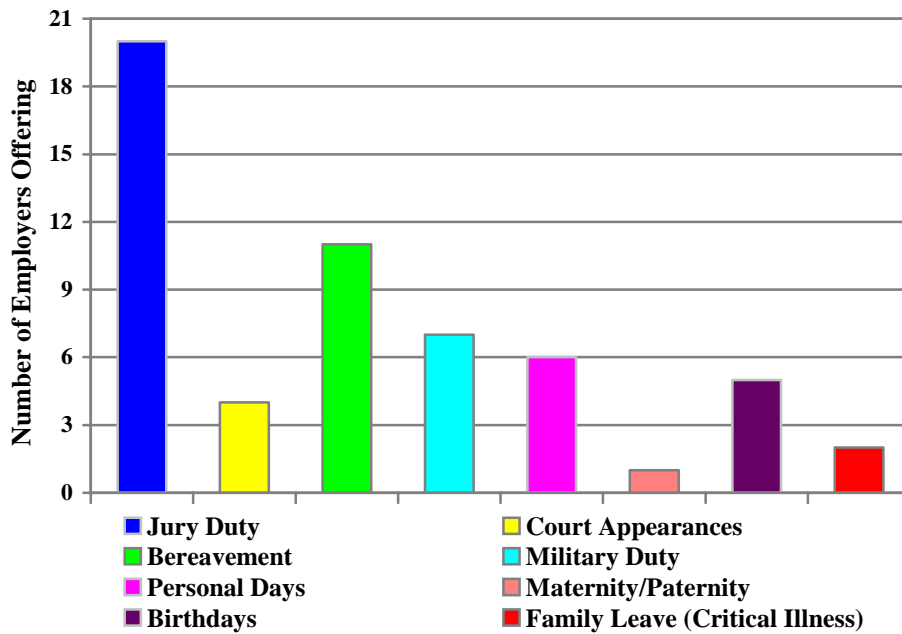
Further, of the reporting companies, three (3) reported pay for unused sick leave, and nine (9) companies allowed sick leave carry-over.



Other information regarding sick leave included that employees earn ½ state personal time and ½ local sick leave for every 18 days of employment with a maximum of 5 each for state and local.

### Other Paid Leave

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





**THE PATHFINDERS**  
**P.O. Box 702317**  
**Dallas, Texas 75370**

**972-387-3750 Telephone**  
**214-393-3444 Fax**

**[info@thepathfindersus.com](mailto:info@thepathfindersus.com)**

**web site: [www.thepathfindersus.com](http://www.thepathfindersus.com)**