



YORK COUNTY
ECONOMIC DEVELOPMENT
SOUTH CAROLINA

York County Wage & Benefit Survey

2018

Survey Summary

- Distributed by email to 171 employers in April 2018
- Targeted to manufacturing and warehouse operations based in York County
- Focused on facilities with 10 employees or greater



Response Summary

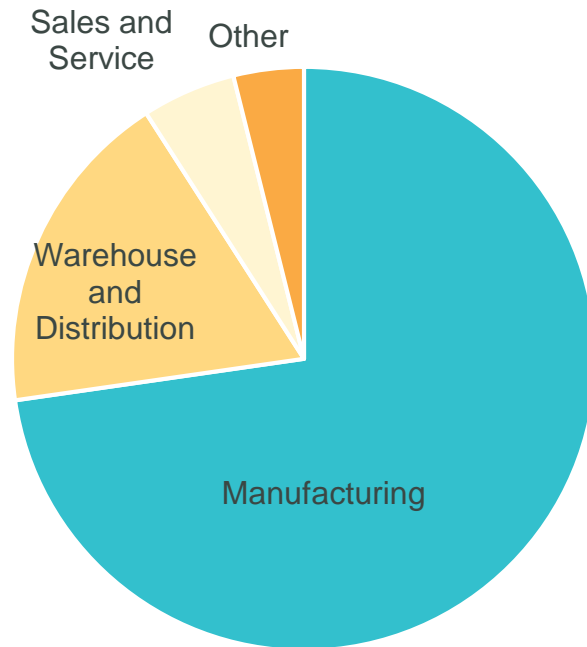
- **77** companies
- **45%** response rate
- **73%** manufacturing
- **18%** warehouse
- **11,845** employees represented

Manufacturing (NAICS 31-33):
11,621

Transportation and Warehousing
(NAICS 48): **3,757**

Source: JobsEQ, 2018 Q1

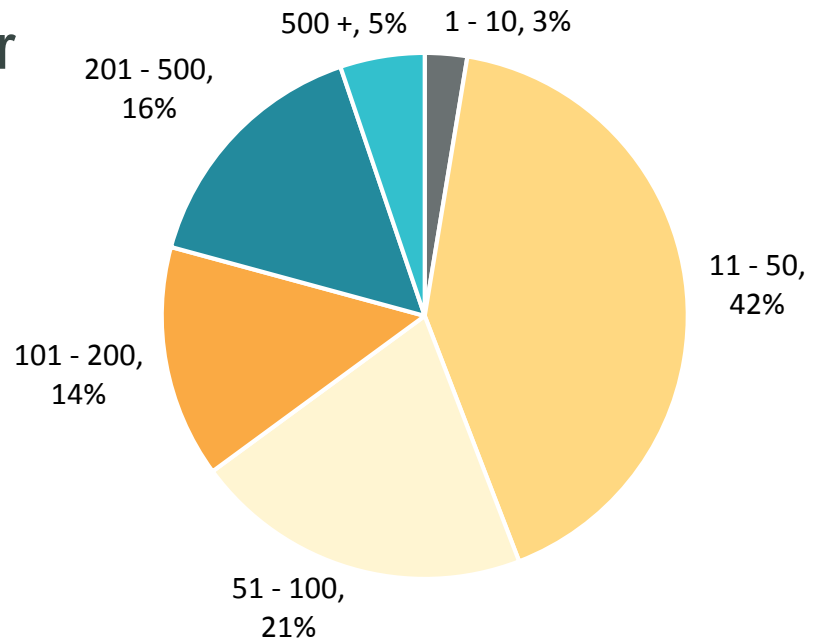
What is your company's primary operational function in York County?



Response Summary

- **11,845** employees represented
- **65%** of companies fewer than 100 employees
- 3% - 1 to 10
- 42% - 11 to 50
- 21% - 51 to 100
- 14% - 101 to 200
- 16% - 201 to 500
- 5% - 500+*

Number of Respondents by Employee Range



**4 employers of over 500 representing 42% of employees*



Average Entry Level Wage

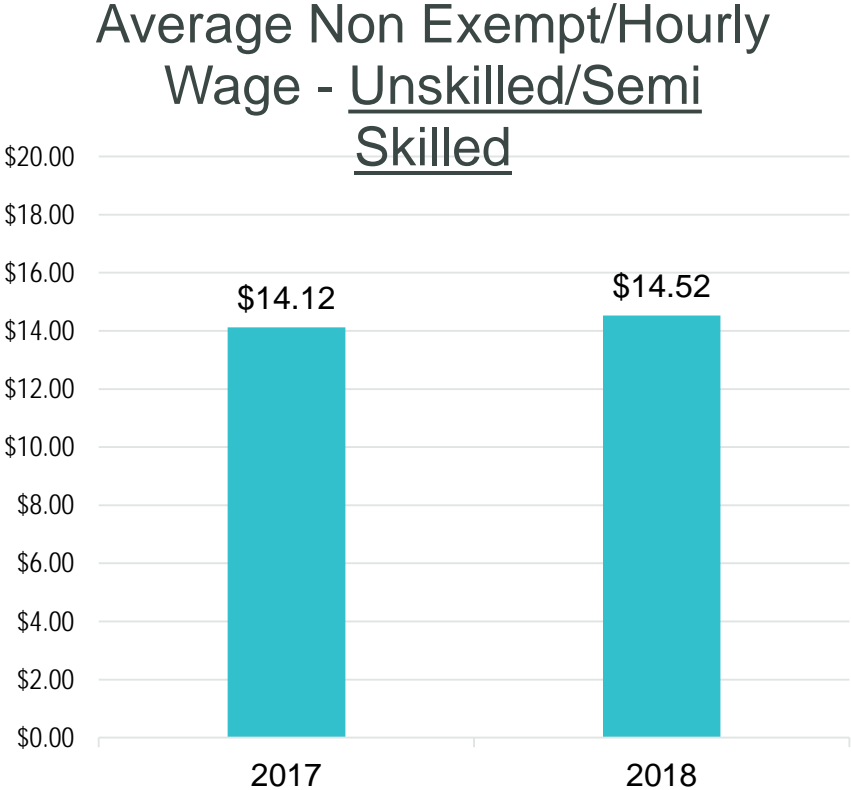
- **\$12.67** per hour

Average Entry Level Wage



Average Non Exempt/Hourly Wage – Unskilled/Semi Skilled

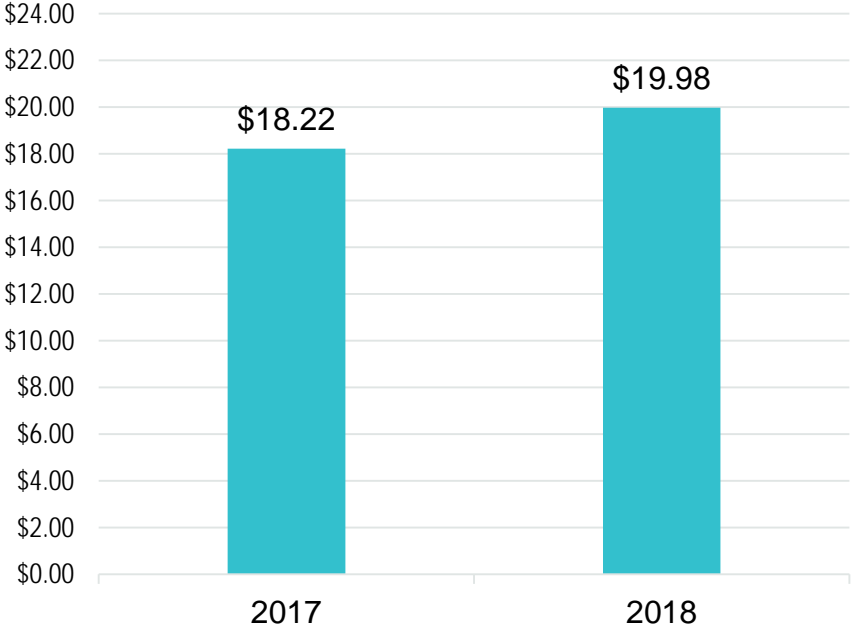
- **\$14.52** per hour



Average Non Exempt/Hourly Wage – Skilled or Technical

- **\$19.98** per hour

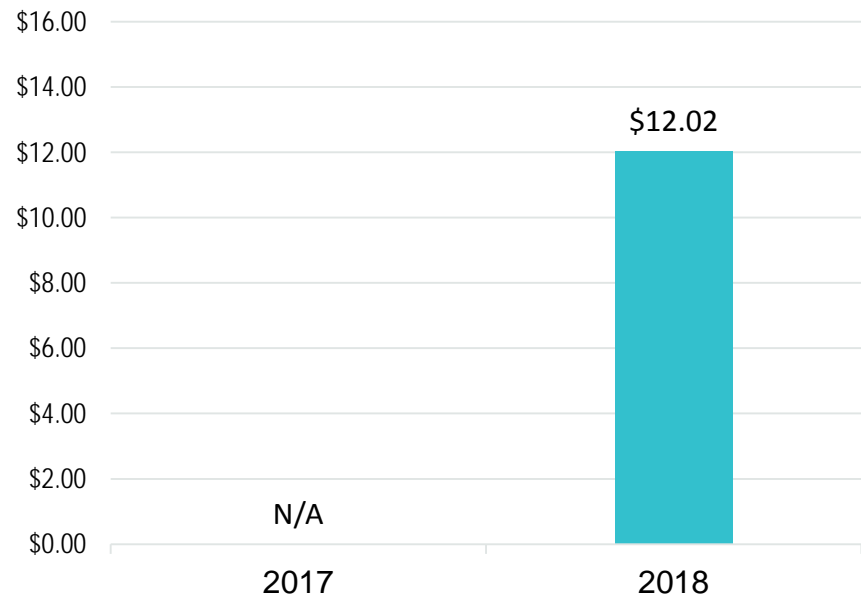
Average Non Exempt/Hourly Wage - Skilled or Technical



Average Temporary or Contract Workers - Unskilled/Semi Skilled

- **\$12.02** per hour

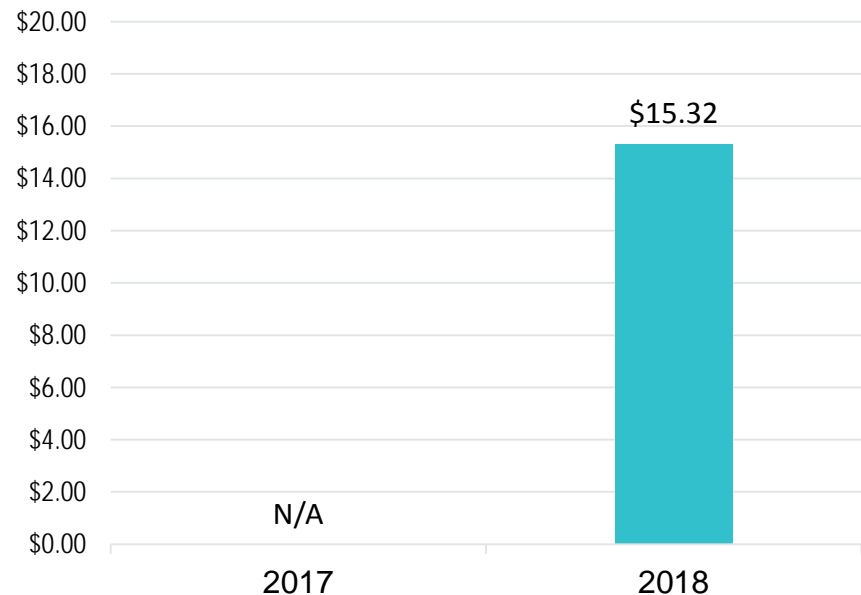
Average Temporary or Contract Workers - Unskilled/Semi Skilled



Average Temporary or Contract Workers - Skilled or Technical

- **\$15.32** per hour

Average Temporary or Contract Workers - Skilled or Technical



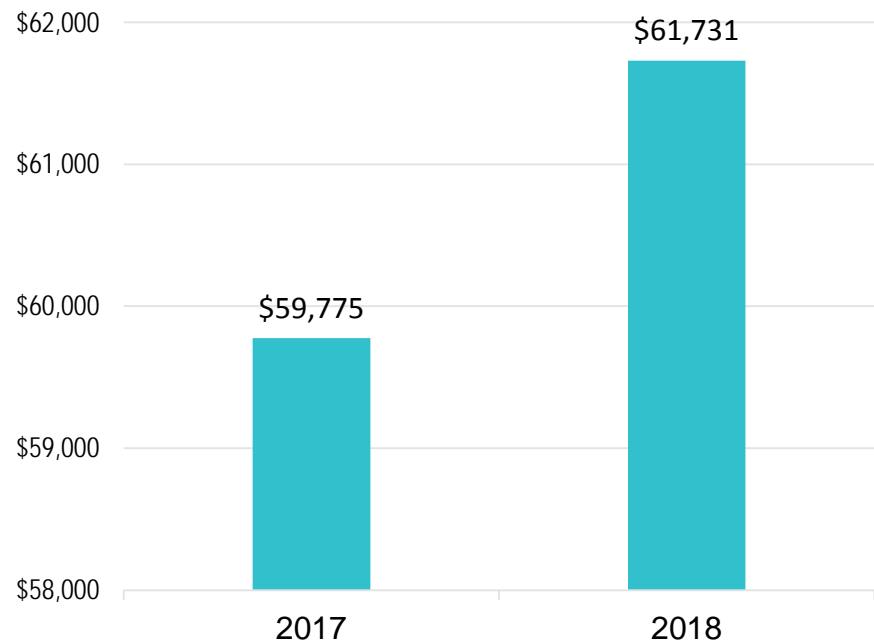
Average Salary for Exempt – Technical or Production

- **\$61,731 annually**

Average Annual Wage in the Manufacturing Industry (NAICS 31-33) in York County: **\$58,565**

Source: JobsEQ, 2018 Q1

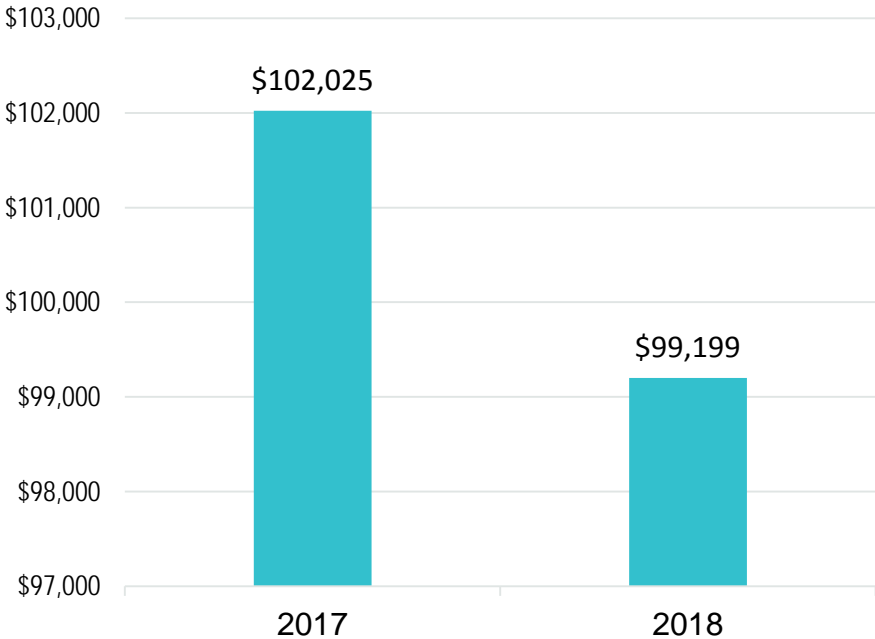
Average Salary for Exempt – Technical or Production



Average Salary for Exempt – Executive or Management

- **\$99,199** annually

Average Salary for Exempt – Executive or Management



Average Hourly Wage for Selected Occupations

Occupation	Survey Results		BLS Data	
	2017	2018	2017*	SOC Code
Average CNC Operator (\$/hour):	\$17.42	\$17.00	\$17.05	51-4030
Average CNC Machinist (\$/hour):	\$19.23	\$20.97	\$20.18	51-4040
Average Welder (\$/hour):	\$19.04	\$19.31	\$21.16	51-4120
Average Industrial Maintenance (\$/hour):	\$20.63	\$22.11	\$22.38	49-9040
Average Manufacturing Engineer (\$/hour):	\$36.80	\$34.84	\$39.03	17-2140
Average Automated Machine Operator/Assembler (\$/hour):	\$15.17	\$15.21	\$15.19	51-2090
Average Plastic Injection Molding Technician (\$/hour):	\$16.16	\$22.38	\$16.22	51-4070
Average Chemical Operator (\$/hour):	\$19.05	\$19.10	\$20.95	51-9010
Average Warehouse Manager (\$/hour):	\$29.16	\$27.71	\$30.29	11-3070
Average Warehouse Selector/Picker (\$/hour):	\$13.99	\$14.39	\$12.17	42-5080
Average Buyer or Purchasing Agent (\$/hour):	\$25.51	\$25.63	\$29.64	13-1020
Average Forklift Operator (\$/hour):	\$14.42	\$14.54	\$14.83	53-7050
Average Truck Driver (CDL) – Local Routes (\$/hour):	\$17.26	\$18.46	\$14.74	53-3033
Average Truck Driver (CDL) – Regional Routes (\$/hour):	\$18.19	\$19.64	\$19.02	53-3032
Average Truck Driver (CDL) – Other (\$/hour):	\$17.36	\$19.01	\$19.02	53-3032

*Source: JobsEQ, 2017, York County



Average Annual Wage Increase

- **2.8%** for current period



Additional Wage Data

- **43%** with Salary Grades
- **33%** update Salary Grades Annually

- **47%** have 2nd and 3rd Shifts
- **43%** offer Shift Premiums

- **69%** offer a Bonus or Profit Sharing
- **5%** Average Percent of Base Pay – Hourly
- **7%** Average Percent of Base Pay – Salary



EMPLOYEE TURNOVER

The background is a solid teal color. In the lower half, there are two large, overlapping, semi-transparent teal shapes that resemble stylized, rounded mountain peaks or abstract waves. The shapes are centered horizontally and meet at a point in the middle.

Average Number of Open Positions

- Production: **9 (415 total)**
- Warehouse: **6 (187 total)**
- Clerical/Administration: **3 (91 total)**
- Contract/Temporary: **13 (369 total)**
- Management: **3 (95 total)**

- Company (or Facility) Wide: **18 (582 total)**



Average Turnover Rate

- Production: **11%**
- Warehouse: **6%**
- Clerical/Administration: **6%**
- Contract/Temporary: **27%**
- Management: **5%**

- Company (or Facility) Wide: **12%**

Note: This is not a weighted average. Employers with a large number of employees are weighted the same as all other survey respondents.

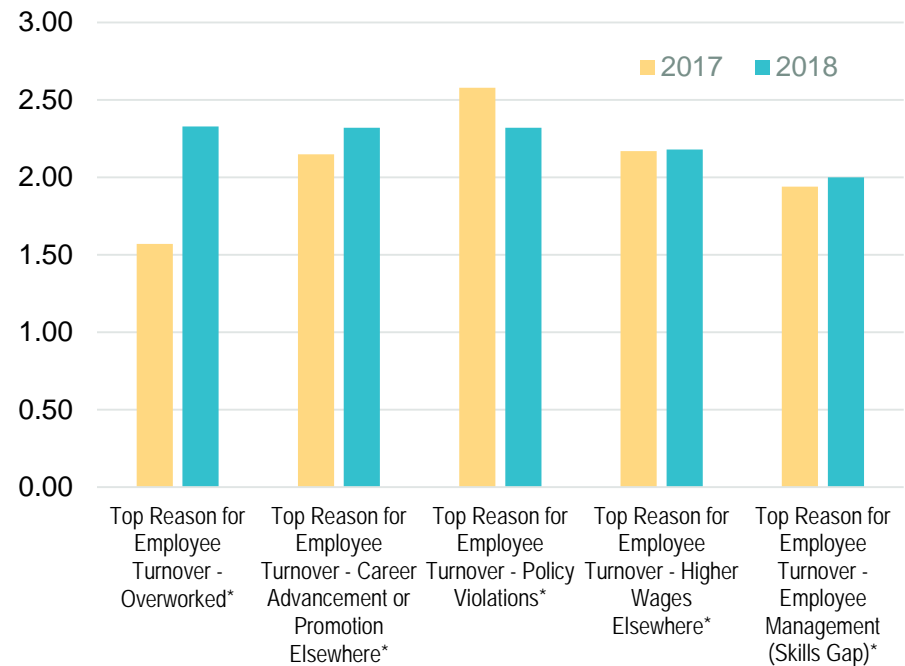


Top Reasons for Turnover

1. Overworked: **2.33**
2. Career Advancement or Promotion Elsewhere: **2.32**
3. Policy Violations: **2.32**
4. Higher Wages Elsewhere: **2.18**
5. Employee Management (Skills Gap): **2.00**

* Weighted average where 3 is the highest score

Based on exit interviews and your professional observations, please identify the top three reasons for this turnover?



EMPLOYMENT SERVICES

The background is a solid teal color. At the bottom, there are two large, overlapping, semi-transparent teal shapes that resemble stylized, rounded mountain peaks or abstract architectural elements. The shapes are symmetrical and meet at a central point at the bottom.

Percent that Utilize Professional or Employment Staffing Agency

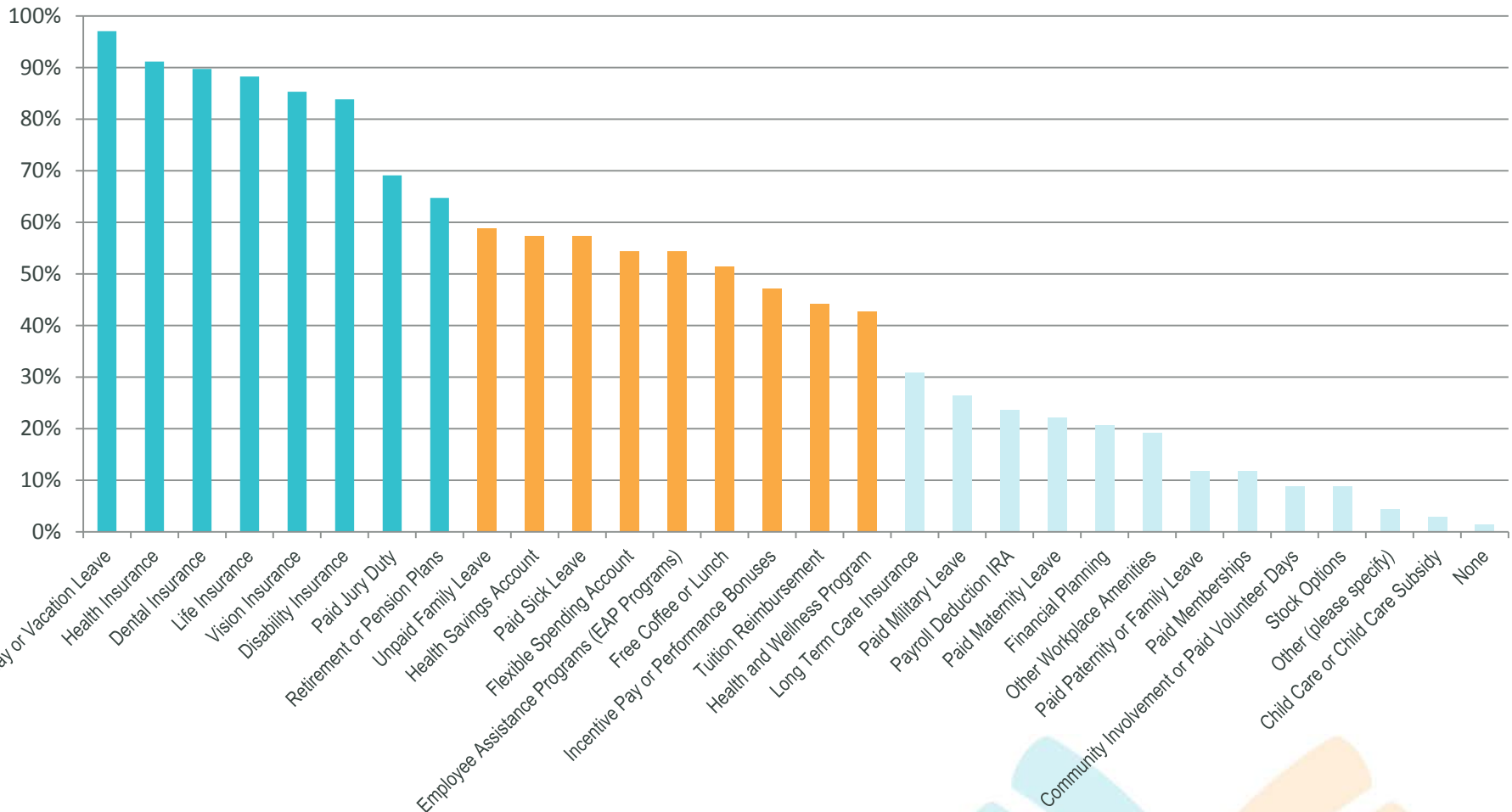
- Percent that Utilize Professional or Employment Staffing Agency: **85%**
- Temporary-to-Permanent or Evaluation Hire: **84%**
- Direct Hire Placement: **29%**
- Short-term or Seasonal Staffing: **16%**
- Professional or Executive Search: **5%**



BENEFIT INFORMAION

Benefit Information

Does your company offer any of the following benefits?



Top Benefits to Recruit, Hire and Retain Employees

1. Paid or Vacation Leave: **4.85**
 2. Health Insurance: **4.78**
 3. Retirement or Pension Plan: **4.53**
- Paid Sick Leave: **4.07**
 - Unpaid Family Leave: **3.67**
 - Paid Jury Duty: **3.52**
 - Tuition Reimbursement: **3.40**
 - Paid Maternity Leave: **3.36**
 - Health and Wellness Plan: **3.21**
 - Paid Paternity or Family Leave: **3.16**

** Weighted average where 5 is the highest score*



Additional Benefit Information

- Percent that Offer Health Benefit Plan: **90%**
- Average Percent of Health Premium Covered by Company: **72%**
- Number of Companies that Pay 100% of Health Premium: **5**

- Percent that Offer 401(k) or Other Retirement Plan: **65%**
- Average Percent Match by Employer: **4%**

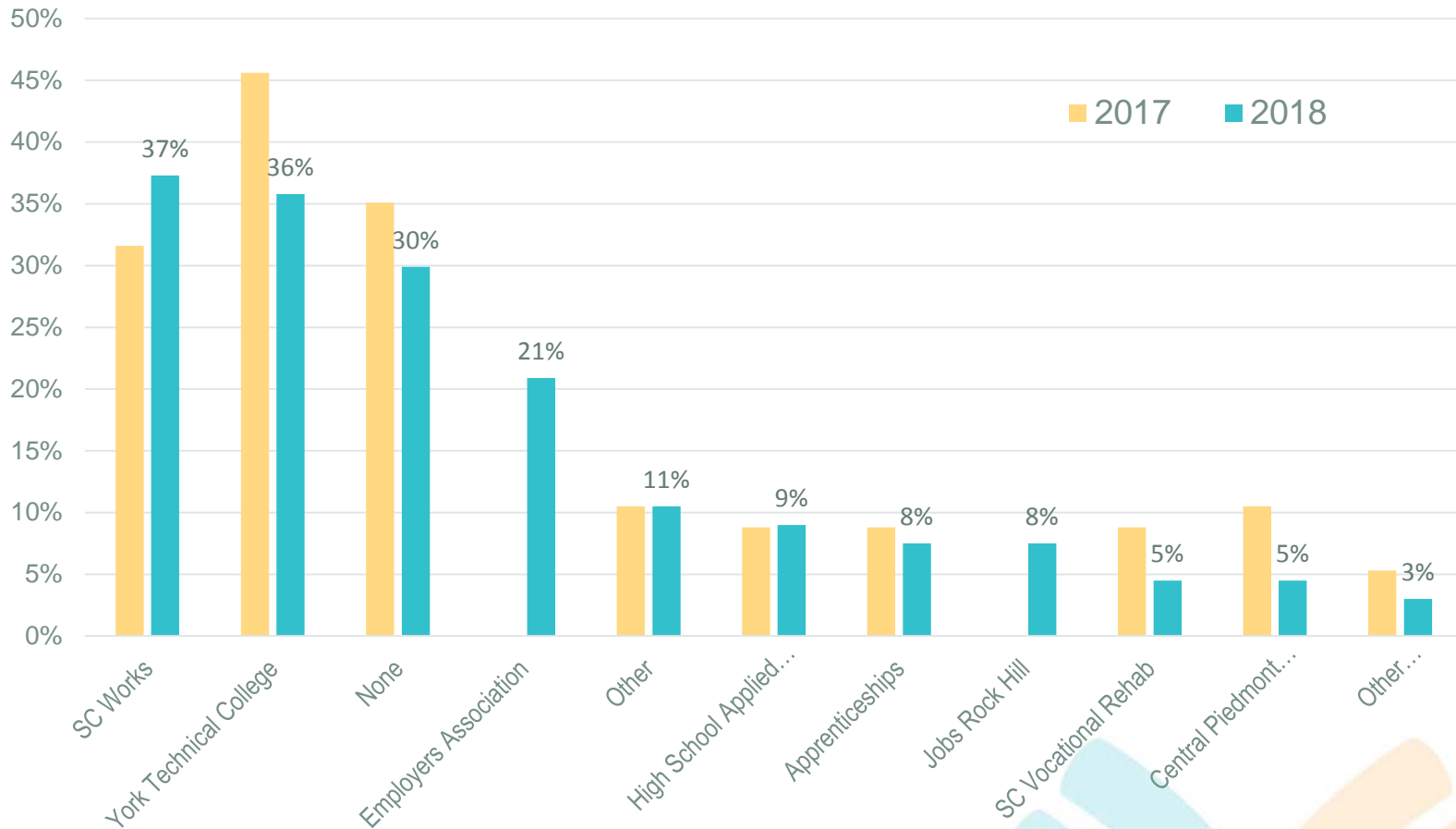
- Average Number of Vacation Days: **10**
- Average Maximum Vacation Days: **19**
- Percent that Offer Incentive Pay, Bonuses or Perfect Attendance Rewards: **52%**



TRAINING INFORMATION

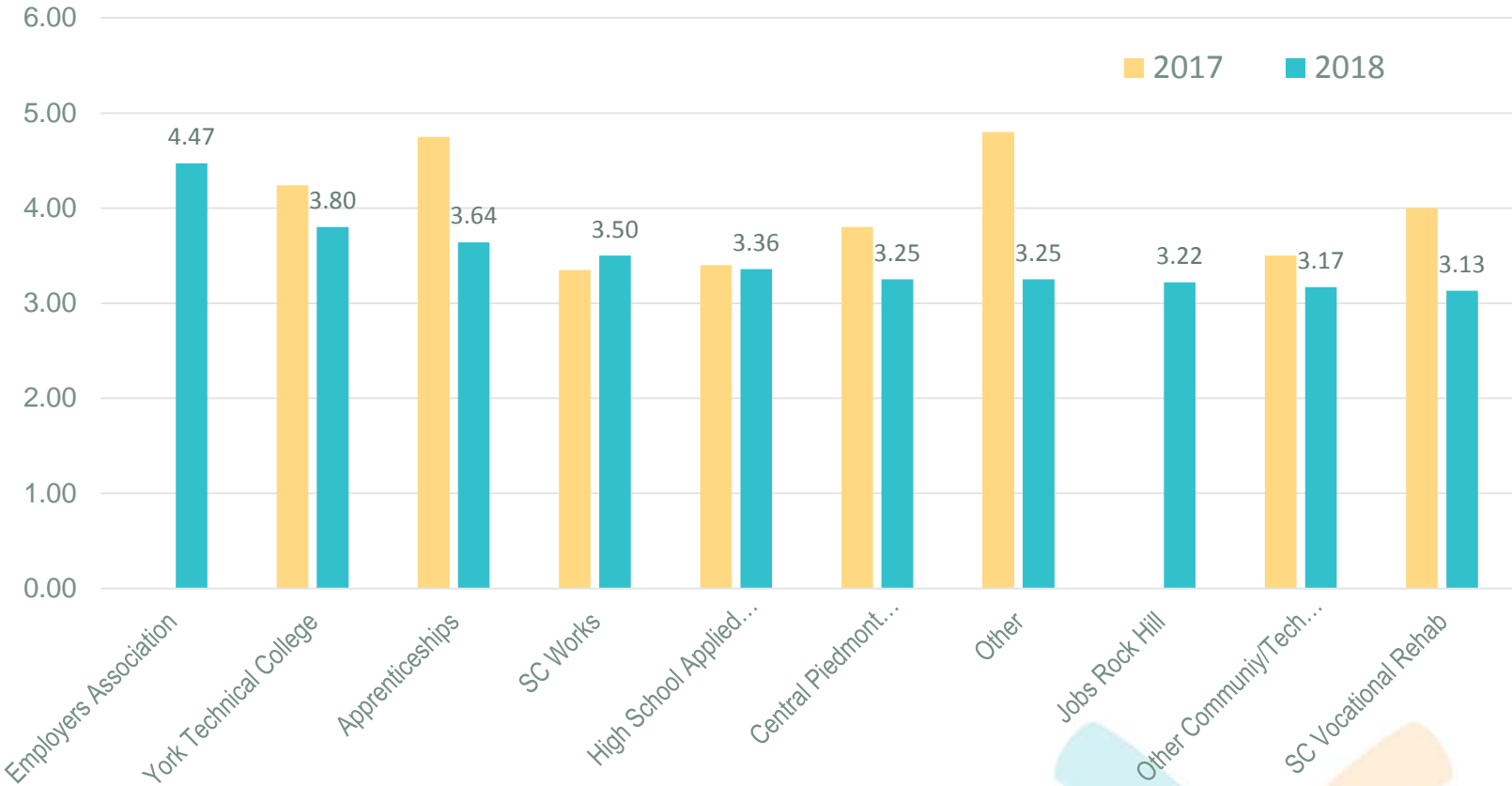
Workforce Training Providers

Does your company utilize any of the following education, training or workforce providers?



Workforce Training Providers

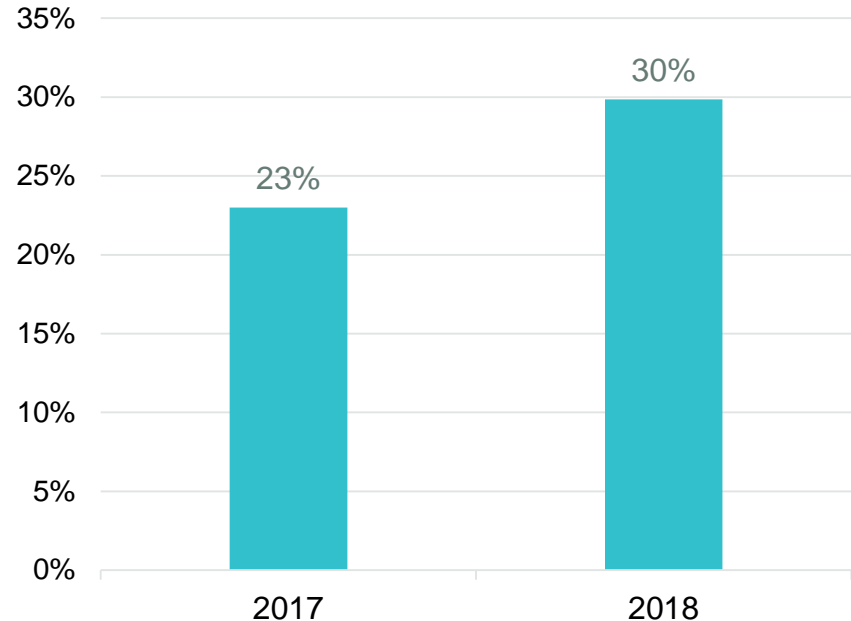
Rate the effectiveness of the following education, training, or workforce providers



Additional Training Information

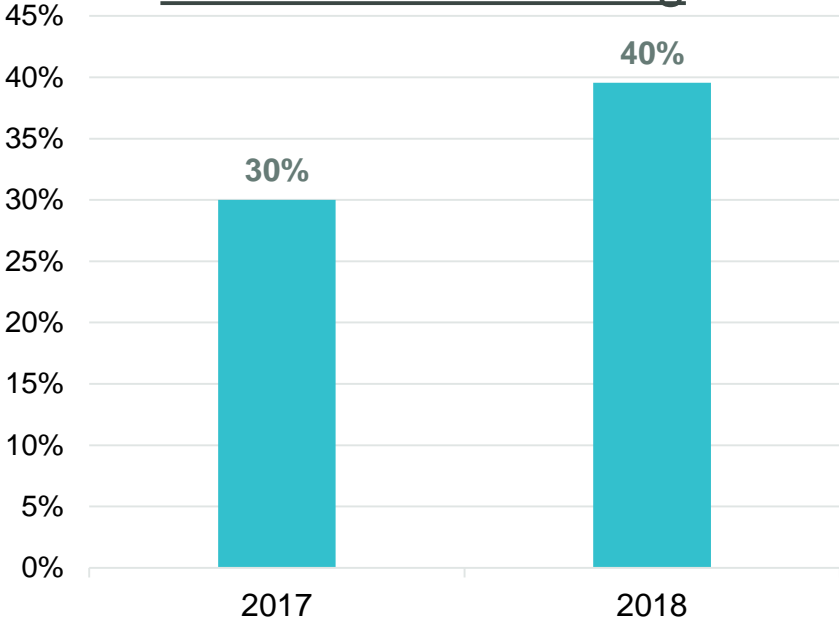
- Percent that Actively Investing in Worker Training Programs: **30%**
- Up from **23%** in 2017

Percent Actively Investing in Worker Training Programs

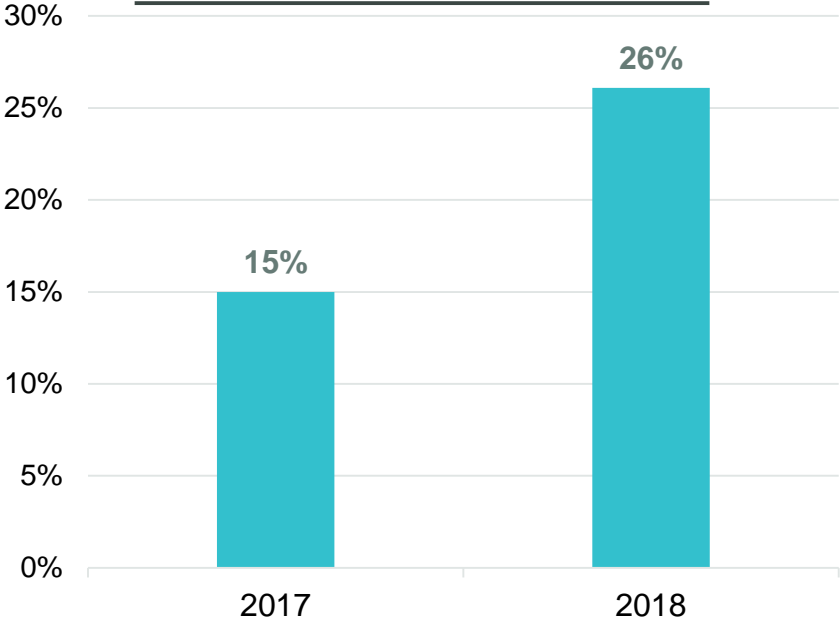


Additional Training Information

Average Percent of Annual Training Budget Spent - New Job Skill Training



Average Percent of Annual Training Budget Spent - Remedial or "Soft Skills"



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