



YORK COUNTY
ECONOMIC DEVELOPMENT
SOUTH CAROLINA

York County Wage & Benefit Survey

2019

Survey Summary

- Distributed by email to 159 employers in April 2019
- Targeted to manufacturing and warehouse operations based in York County
- Focused on facilities with 10 employees or greater



Response Summary

- **66** companies
- **42%** response rate
- **77%** manufacturing
- **20%** warehouse
- **9,522** employees represented

Manufacturing (NAICS 31-33)

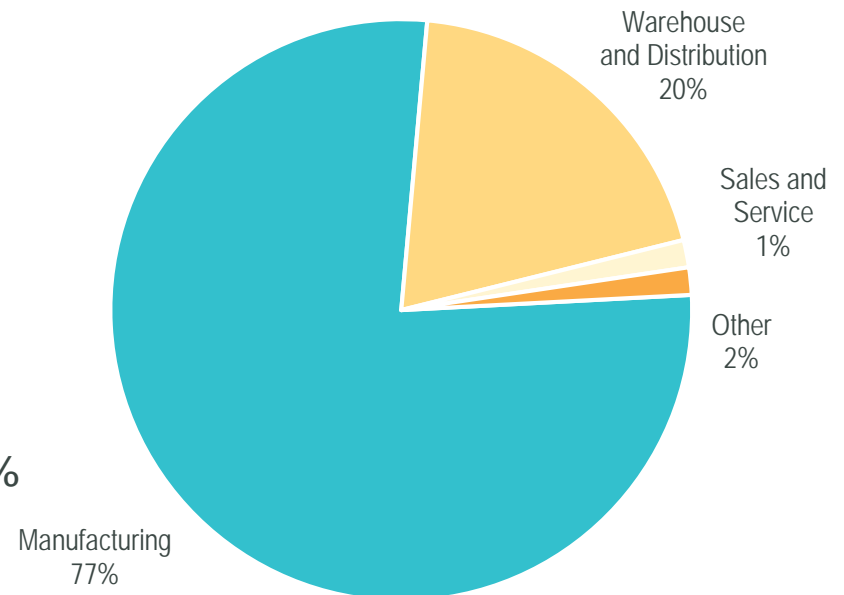
11,184; LQ = 1.29; 1-Year Forecast 1.0%

Transportation and Warehousing (NAICS 48)

4,458; LQ = 0.96; 1-Year Forecast 17.5%

Source: JobsEQ, 2019 Q1

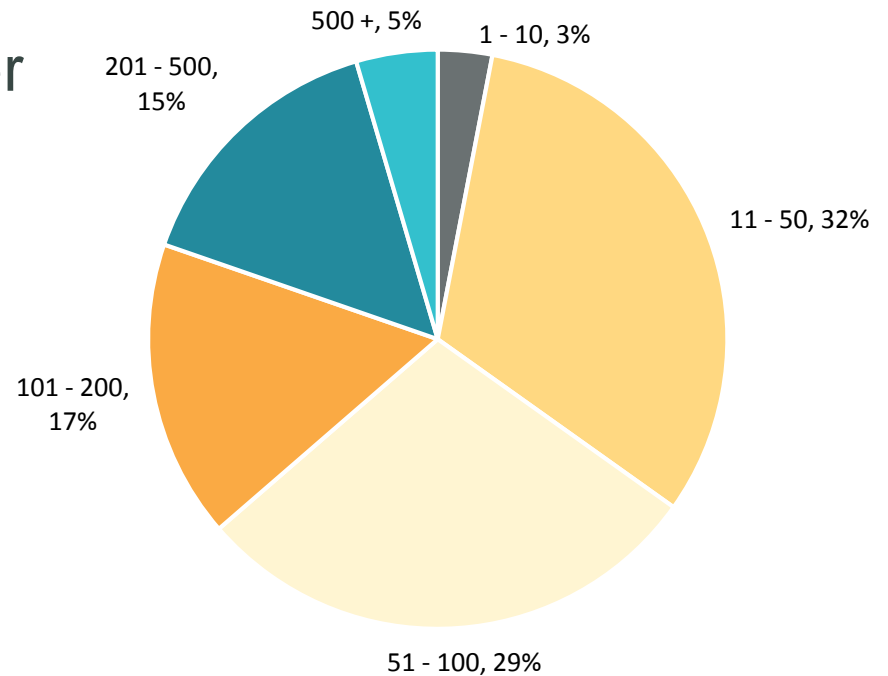
What is your company's primary operational function in York County?



Response Summary

- **9,522** employees represented
- **64%** of companies fewer than 100 employees
- 3% - 1 to 10
- 32% - 11 to 50
- 29% - 51 to 100
- 17% - 101 to 200
- 15% - 201 to 500
- 5% - 500+*

Number of Respondents by Employee Range



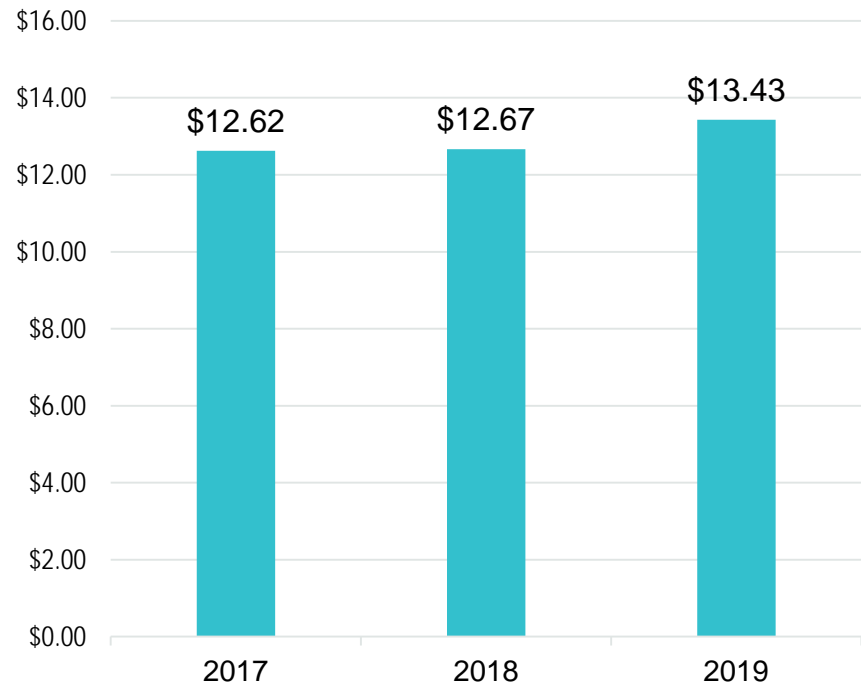
**3 employers of over 500 representing 30% of employees*



Average Entry Level Wage

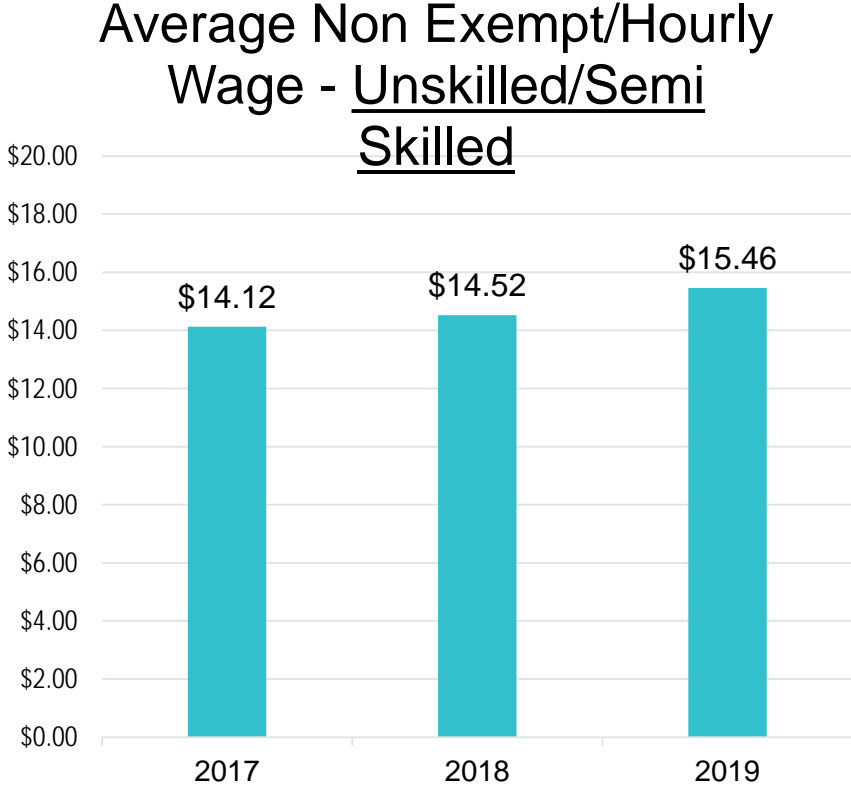
- **\$13.43** per hour
- Up **6%**

Average Entry Level Wage



Average Non Exempt/Hourly Wage – Unskilled/Semi Skilled

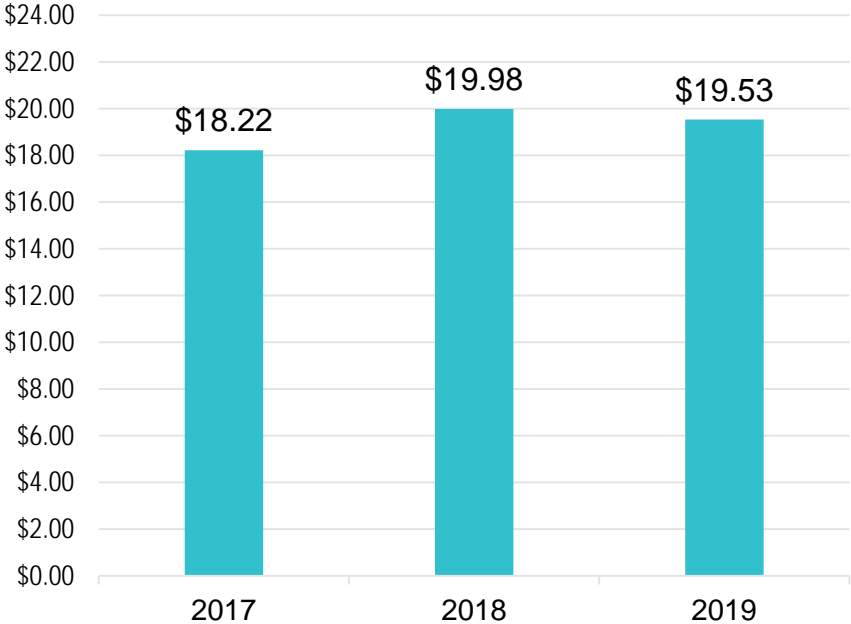
- **\$15.46** per hour
- Up **6%**



Average Non Exempt/Hourly Wage – Skilled or Technical

- **\$19.53** per hour
- Down **-2%**

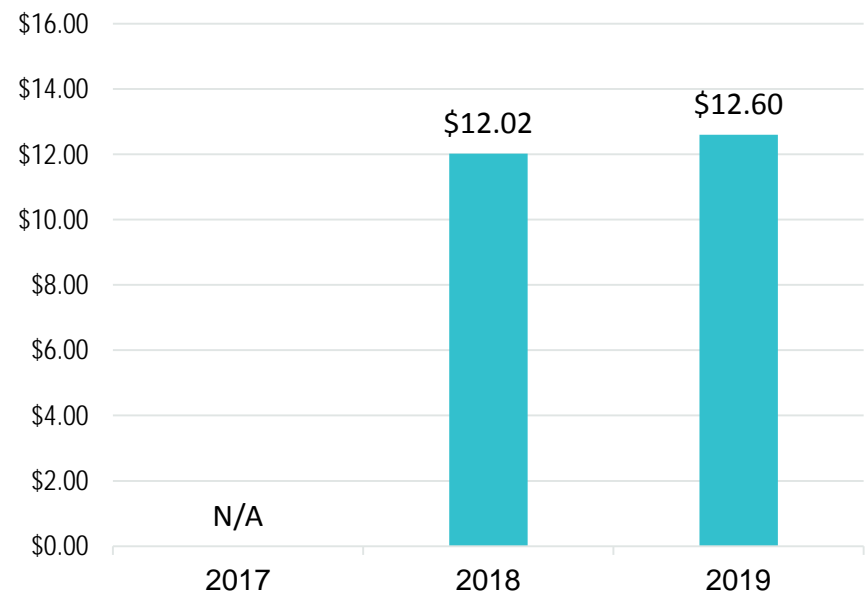
Average Non Exempt/Hourly Wage - Skilled or Technical



Average Temporary or Contract Workers - Unskilled/Semi Skilled

- **\$12.60** per hour
- Up **5%**

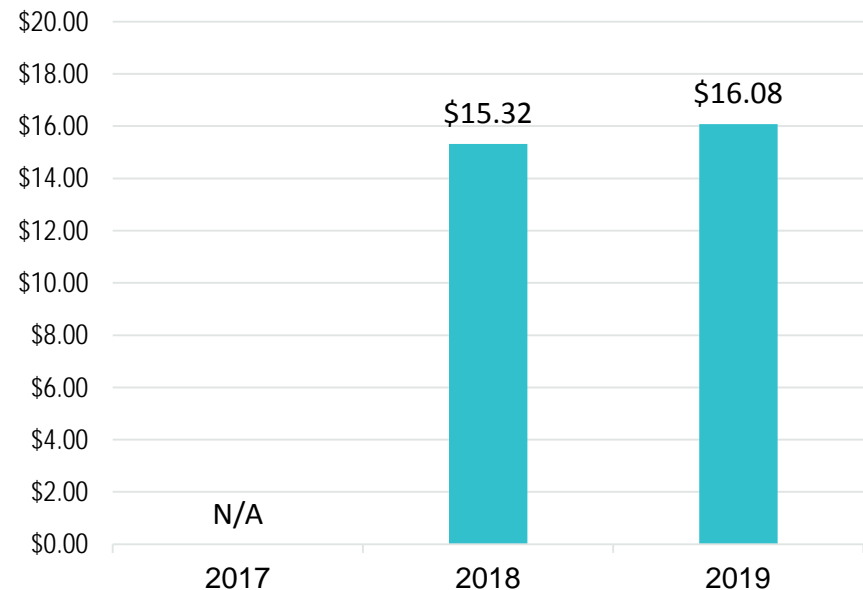
Average Temporary or Contract Workers - Unskilled/Semi Skilled



Average Temporary or Contract Workers - Skilled or Technical

- **\$16.08** per hour
- Up **5%**

Average Temporary or Contract Workers - Skilled or Technical



Average Salary for Exempt – Technical or Production

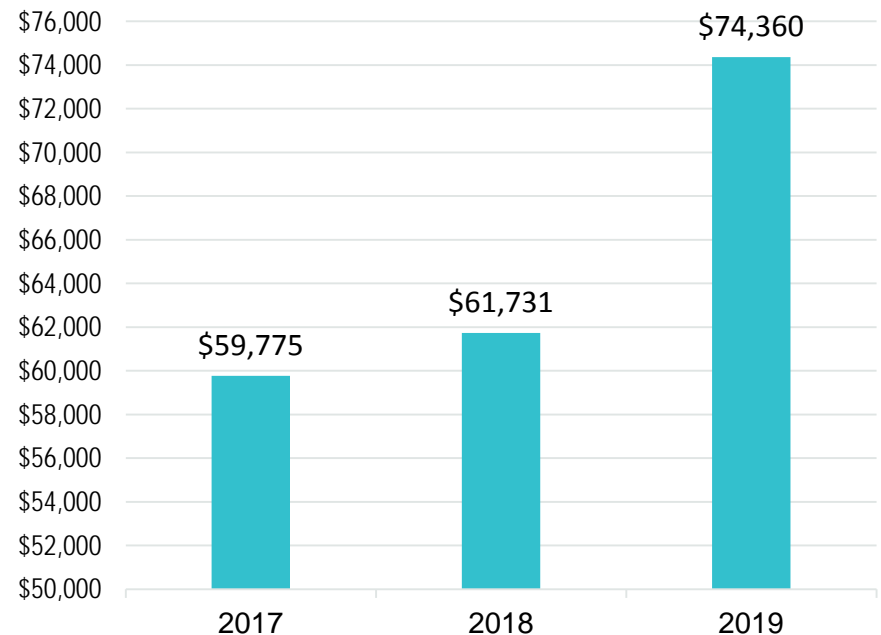
- **\$74,360 annually**
- Up **20%**

Average Annual Wage in the Manufacturing Industry (NAICS 31-33) in York County:

\$61,501

1-Year Forecast +1%

Average Salary for Exempt – Technical or Production



Source: JobsEQ, 2019 Q1

Average Salary for Exempt – Executive or Management

- **\$97,217** annually
- Down **2%**

Average Salary for Exempt – Executive or Management



Average Hourly Wage for Selected Occupations

Occupation	Survey Results			18-19	BLS Data	
	2017	2018	2019	% Change	2018*	SOC Code
Production Manager (\$/hour):	N/A	N/A	\$34.52	-	\$54.03	11-3051
Industrial/Manufacturing Engineer (\$/hour):	\$36.80	\$34.84	\$36.07	4%	\$37.72	17-2112
Industrial Maintenance (\$/hour):	\$20.63	\$22.11	\$25.19	14%	\$23.77	49-9041
CNC Operator (\$/hour):	\$17.42	\$17.00	\$18.41	8%	\$19.12	51-4011
CNC Machinist (\$/hour):	\$19.23	\$20.97	\$21.52	3%	\$16.85	51-4081
Machinist (manual/non-CNC) (\$/hour):	N/A	N/A	\$20.57	-	\$20.77	51-4041
Automated/Semi-Automated Machine Operator/Assembler (\$/hour):	\$15.17	\$15.21	\$16.68	10%	\$14.96	51-2092
Chemical Operator (\$/hour):	\$19.05	\$19.10	\$19.90	4%	\$21.41	51-9011
Painter (wet or powder coating) (\$/hour):	N/A	N/A	\$17.44	-	\$16.84	51-9121
Welder (\$/hour):	\$19.04	\$19.31	\$20.55	6%	\$21.55	51-4121
Fabricator (non-welding) (\$/hour):	N/A	N/A	\$19.34	-	\$14.65	51-2099
Metal Treatment Operator (heat treat, plating, etc) (\$/hour):	N/A	N/A	\$20.44	-	\$18.47	51-4191
Quality Assurance Inspector/Auditor (\$/hour):	N/A	N/A	\$19.38	-	\$18.37	51-9061
Warehouse Manager (\$/hour):	\$29.16	\$27.71	\$29.43	6%	\$48.53	11-3071
Buyer or Purchasing Agent (\$/hour):	\$25.51	\$25.63	\$25.91	1%	\$30.20	13-1023
Warehouse Shipping/Receiving (\$/hour):	N/A	N/A	\$19.98	-	\$15.71	43-5071
Warehouse Selector/Picker/Packer/Laborer (\$/hour):	\$13.99	\$14.39	\$14.54	1%	\$12.61	53-7060
Forklift Operator (\$/hour):	\$14.42	\$14.54	\$15.19	4%	\$15.30	53-7051
Truck Driver (CDL) – Local Routes (\$/hour):	\$17.26	\$18.46	\$18.55	0%	\$15.15	53-3033

Average Annual Wage Increase

- **2.5%** for current period



Additional Wage Data

- **54%** with Salary Grades
- **41%** update Salary Grades Annually

- **54%** have 2nd and 3rd Shifts
- **60%** offer Shift Premiums

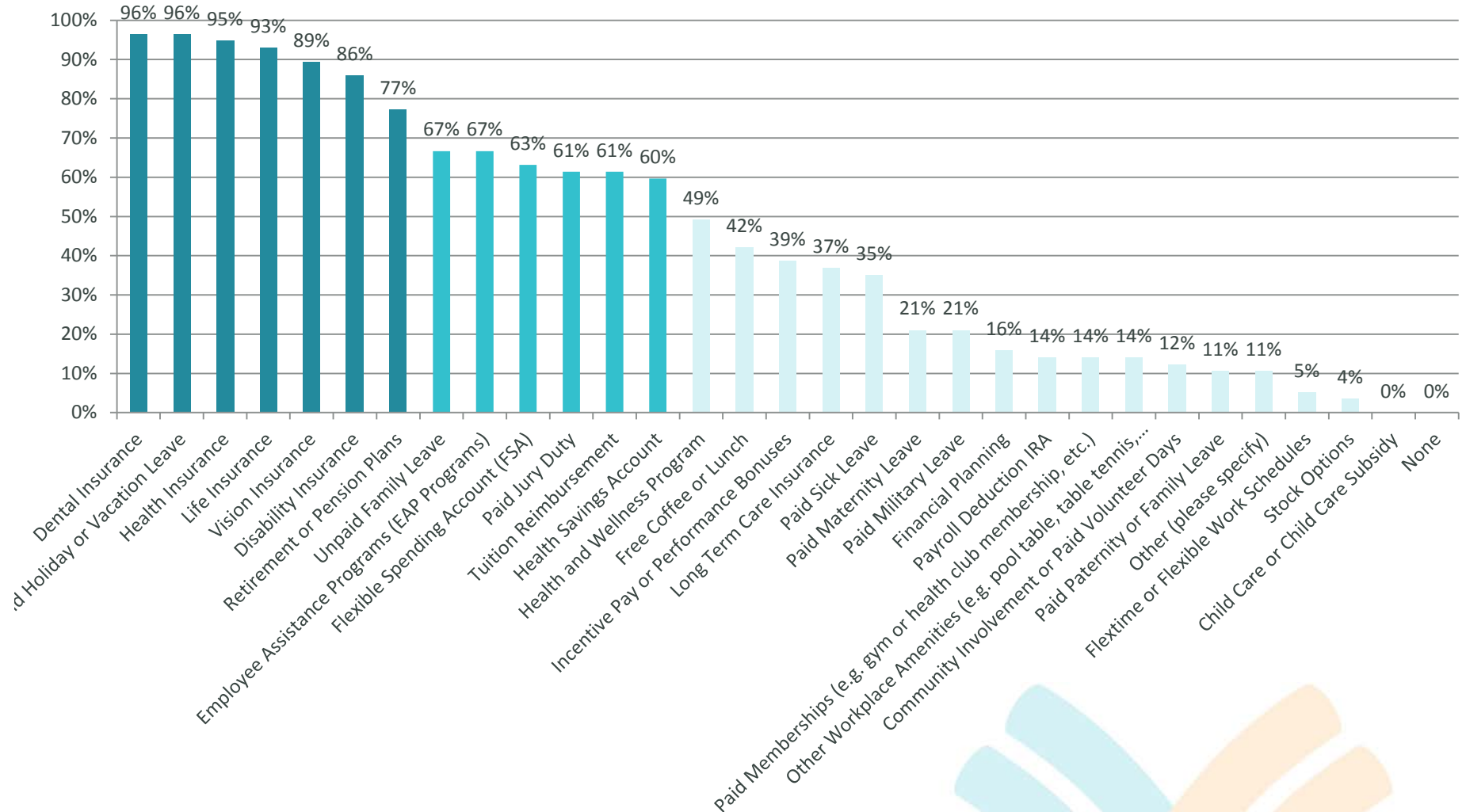
- **72%** offer a Bonus or Profit Sharing
- **4.5%** Average Percent of Base Pay – Hourly
- **6.5%** Average Percent of Base Pay – Salary



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: **4.75**
 3. Retirement or Pension Plan: **4.51**
- Paid Memberships: **3.24, +15%**
 - Flexible Spending Account: **3.49, +13%**
 - Financial Planning: **3.12, +12%**
 - Long Term Care Insurance: **3.27, +10%**
 - Stock Options: **3.02, +10%**

** Weighted average where 5 is the highest score*



Additional Benefit Information

- Percent that Offer Health Benefit Plan: **95%**
- Average Percent of Health Premium Covered by Company: **75%**
- Number of Companies that Pay 100% of Health Premium: **5**

- Percent that Offer 401(k) or Other Retirement Plan: **95%**
- Average Percent Match by Employer: **4.4%**

- Percent that Offer a Wellness Plan: **46%**
- Percent that Offer a Discount on Insurance for Wellness Plan Participation: **50%**

- Average Number of Vacation Days: **9**
- Average Maximum Vacation Days: **18**
- Percent that Offer Incentive Pay, Bonuses or Perfect Attendance Rewards: **58%**

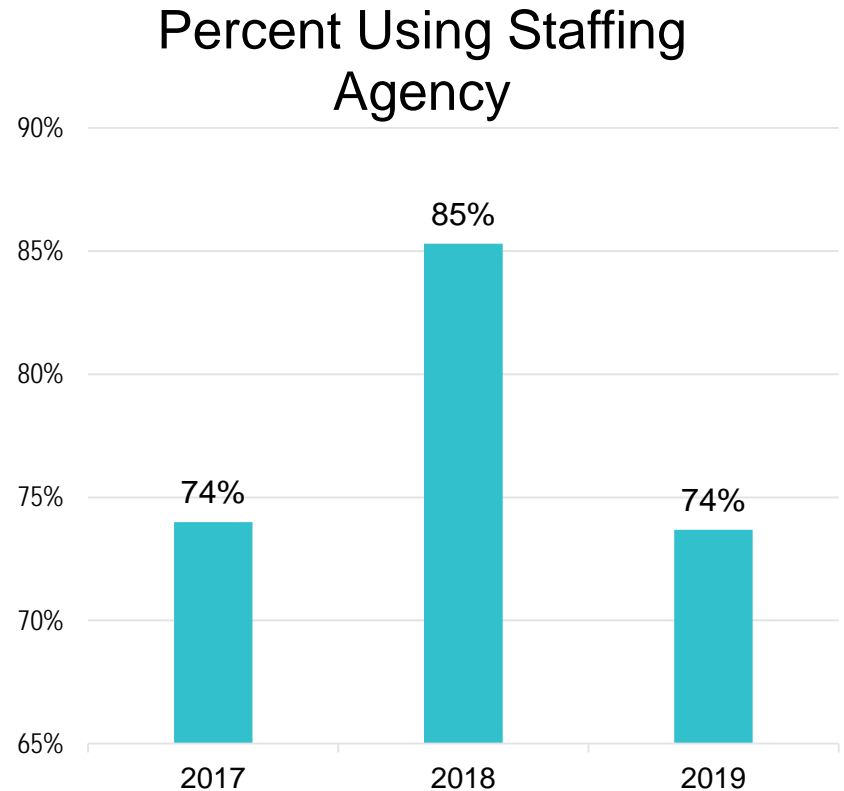


EMPLOYMENT SERVICES

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 waves. The shapes are lighter in color than the background, creating a layered effect.

Percent that Utilize Professional or Employment Staffing Agency

- Percent that Utilize Professional or Employment Staffing Agency: **74%**
- Temporary-to-Permanent or Evaluation Hire: **84%**
- Direct Hire Placement: **29%**
- Short-term or Seasonal Staffing: **16%**
- Professional or Executive Search: **5%**



PRE-EMPLOYMENT SCREENING

The background is a solid teal color. In the lower half, there are two large, overlapping, semi-transparent shapes that resemble stylized, rounded chevrons or abstract mountain peaks. These shapes are a lighter shade of teal than the background, creating a layered effect.

Pre-Employment Screening

- Percent That Require Drug Screening: **86%**
- Percent Utilizing WorkKeys or other Pre-Employment Testing: **18%**



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 architectural forms. The shapes are centered horizontally and extend towards the left and right edges of the frame.

Average Number of Open Positions

Survey Results

Position	2018		2019	
	Average # Open Positions	Average % Turnover	Average # Open Positions	Average % Turnover
Company (or Facility) Wide	18	12%	6	10%
Production Staff	9	11%	6	10%
Warehouse Staff	6	9%	1	10%
Clerical/Administrative Staff	3	6%	1	4%
Contract/Temporary Employees	13	27%	1	10%
Management	3	5%	2	4%

Total Number (2019)

- Production: **235**
- Warehouse: **33**
- Clerical/Administration: **26**
- Contract/Temporary: **34**
- Management: **45**



Top Reasons for Turnover

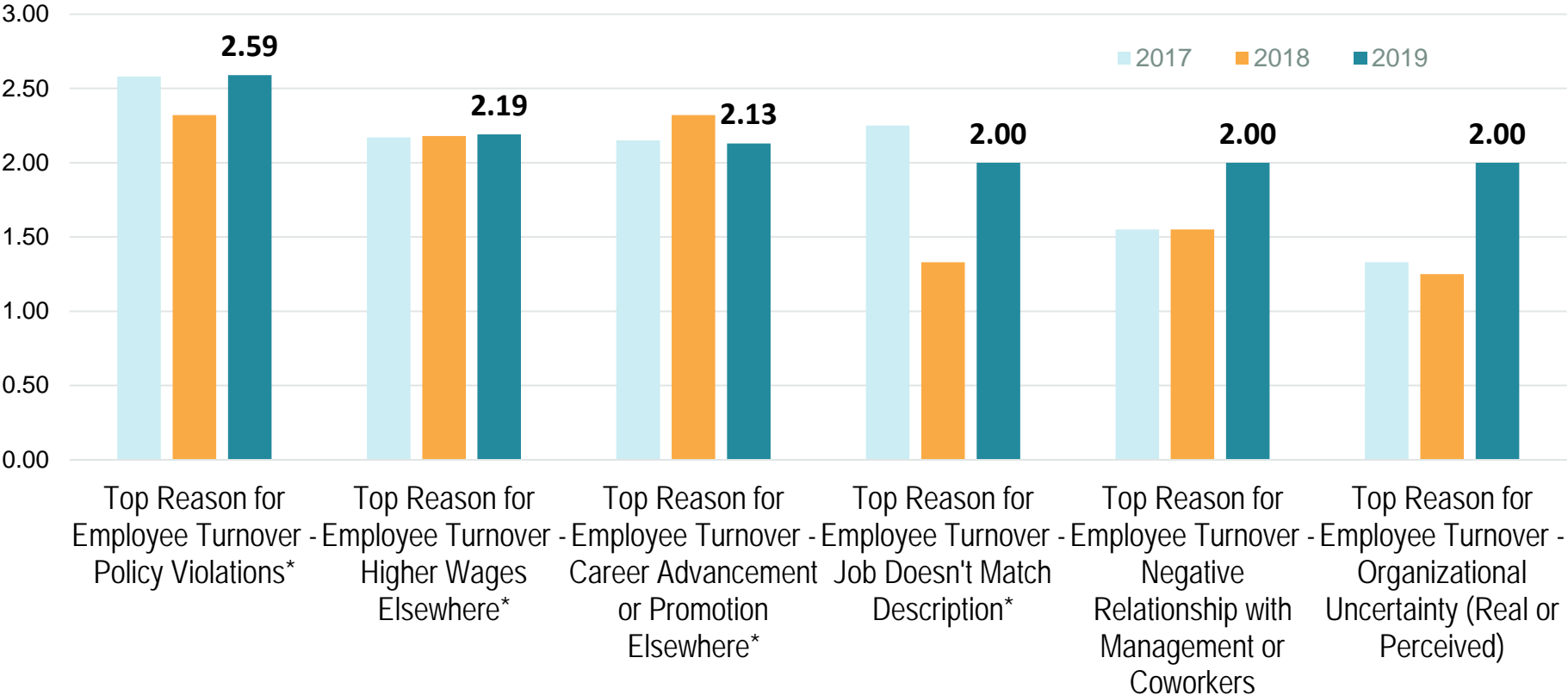
1. Policy Violations: **2.59, +12%**
2. Higher Wages Elsewhere: **2.19, 0%**
3. Career Advancement or Promotion Elsewhere: **2.13, -8%**
4. Job Doesn't Match Description: **2.00, +50%**
5. Negative Relationship with Management: **2.00, +29%**
6. Organizational Uncertainty: **2.00, +60%**

** Weighted average where 3 is the highest score*



Top Reasons for Turnover

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

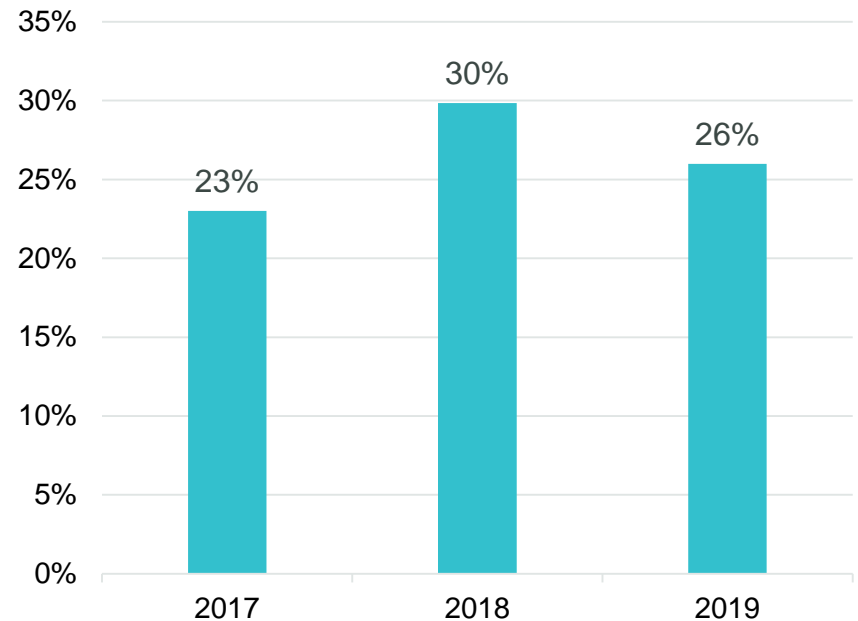


TRAINING INFORMATION

Additional Training Information

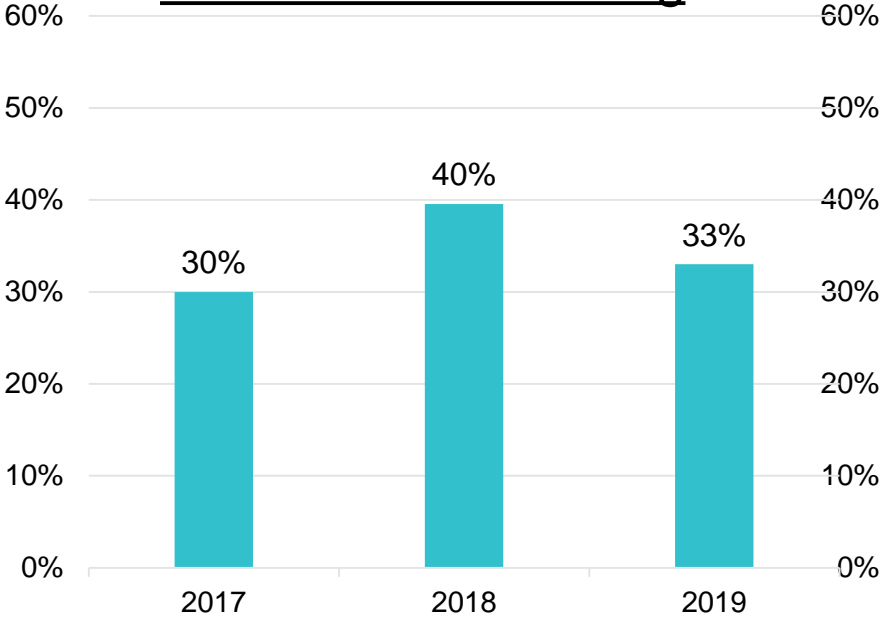
- Percent that Actively Investing in Worker Training Programs: **26%**
- Down from **30%** in 2018

Percent Actively Investing in Worker Training Programs

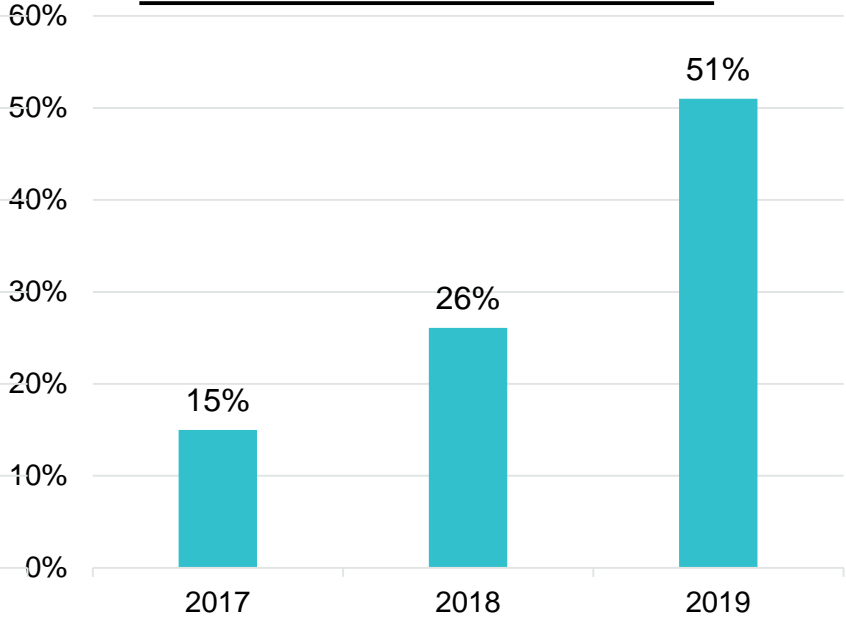


Additional Training Information

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



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

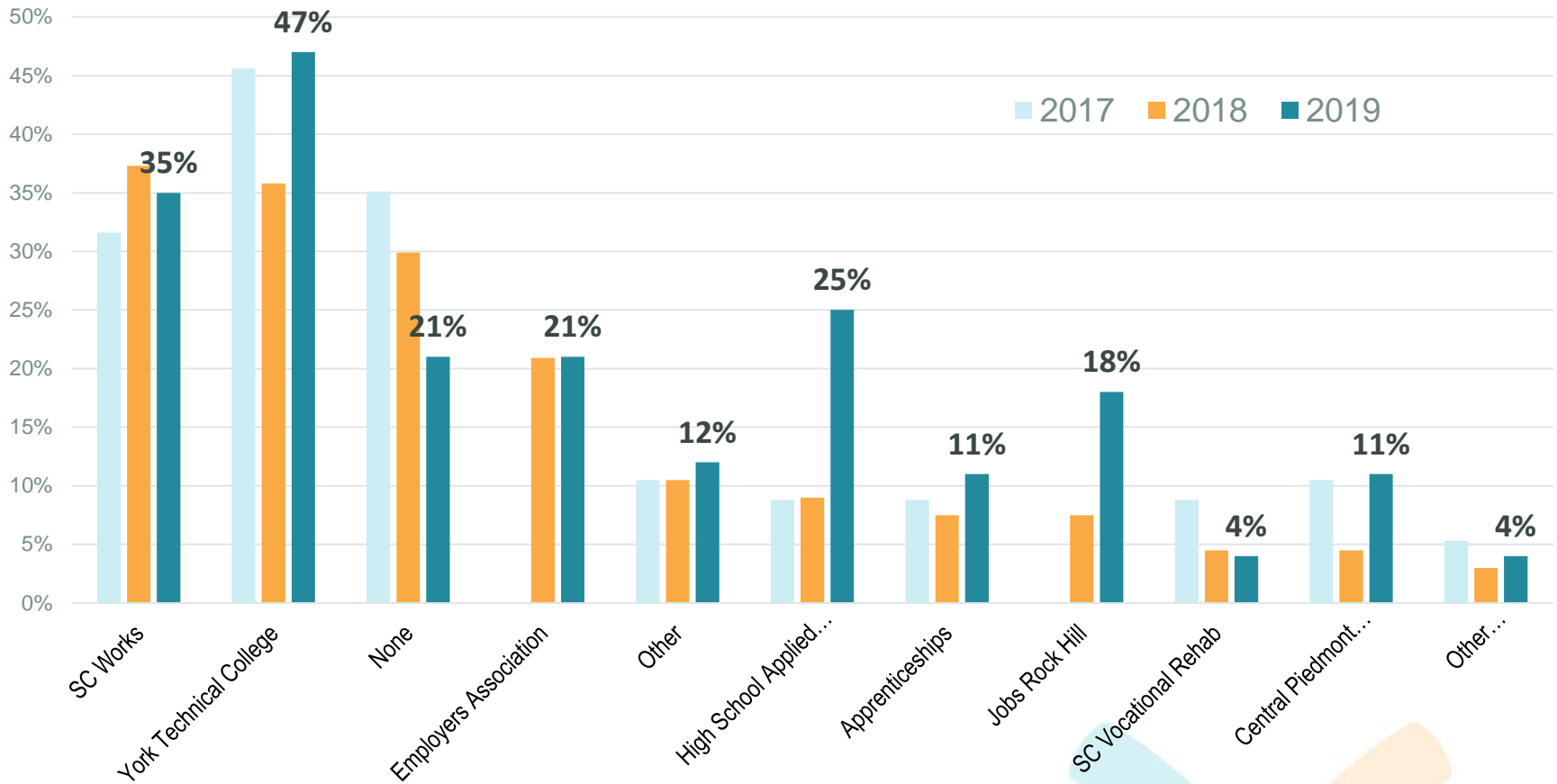


Top Training Needs



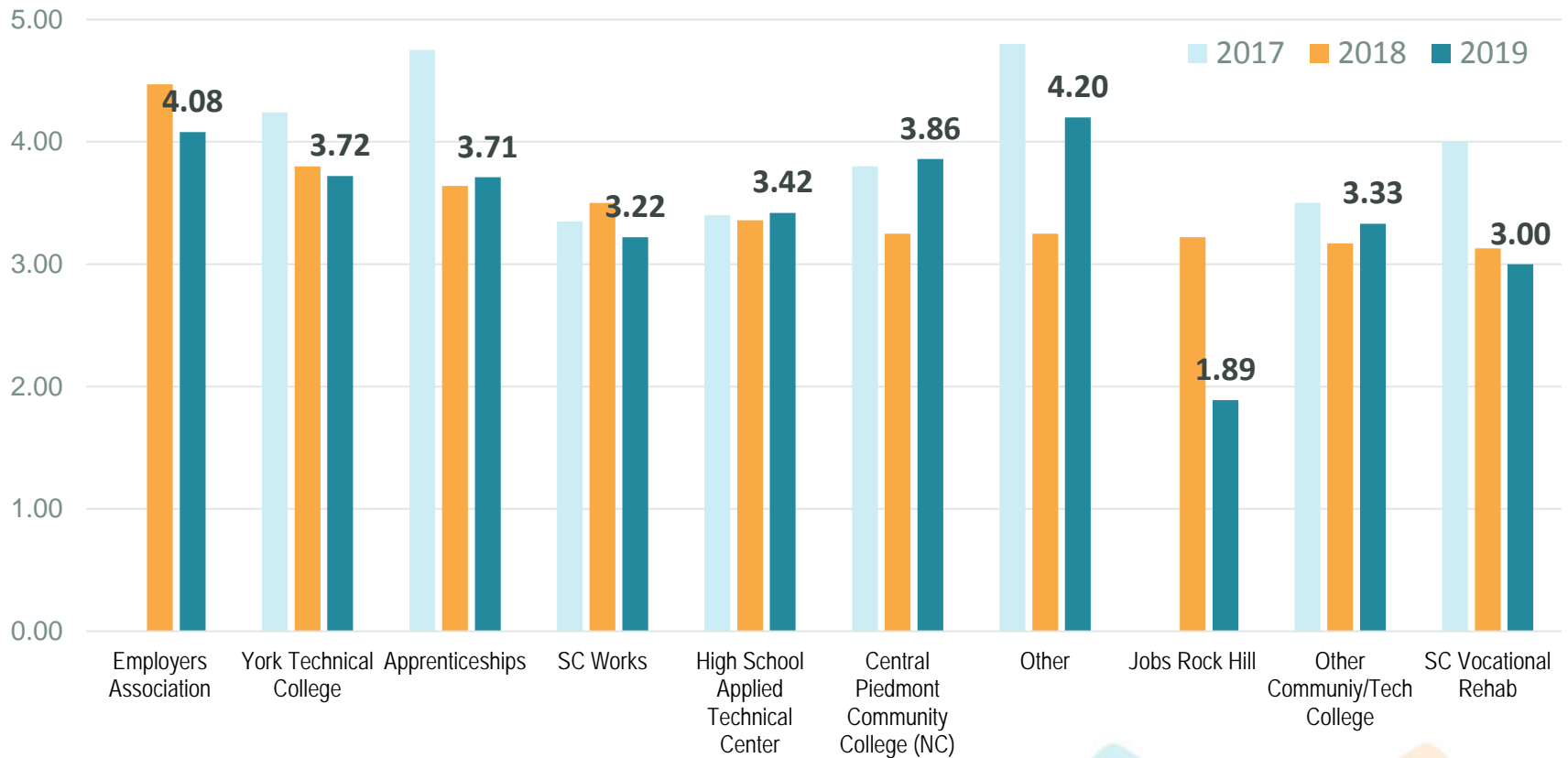
Workforce Training Providers

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



Workforce Training Providers

- Percent Utilizing On-The-Job (OJT) or Incumbent Worker Training Grants: **33%**
- Percent Aware of Apprenticeship Carolina: **59%**
- Percent Aware of Jobs Rock Hill: **69%**



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