

American Brush Manufacturers Association

2016
Wage Rate and Fringe Benefits
Survey
as of
12/31/2015



Published August 30, 2016

August 30, 2016



TO: Key Contacts of Participating ABMA Members

Association-Wide Wage Rates and Fringe Benefits Survey Results

Presenting the Association-wide Wage Rates and Fringe Benefits Survey Report. There were 12 participating companies who benchmarked their data along with their industry peers.

These reports were modeled after the separate efforts done previously and exclusively for the Industrial Brush Division and the Paint Applicator Division.

The format for the survey results is straight-forward. Information has been compiled with strict confidentiality guidelines and all data will be destroyed 90 days after survey release.

The results of this Wage Rates and Fringe Benefits Survey are made available to ABMA member companies and the Industry.

If you have any comments on how ABMA can improve future reports and increase participation, please direct them to the Chair of the Statistical Committee: Jill Shinnors of Pioneer Packaging.

Thank you for your continued support of the Association through your involvement in this report.

Sincerely yours,

THE ABMA STATISTICAL COMMITTEE

Jill Shinnors

Jill Shinnors, Chair

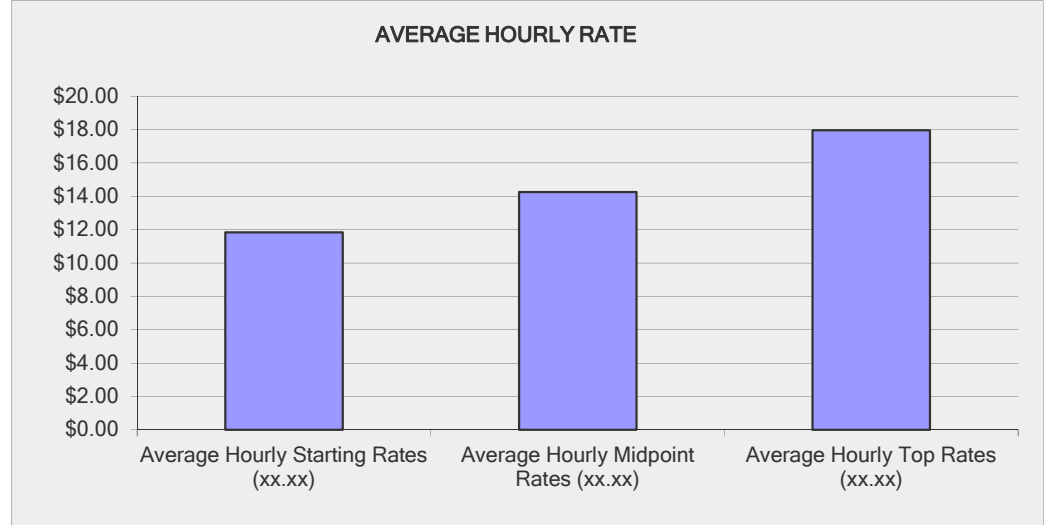


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ABMA Wage Rate Survey 2016 for FY 2015

AVERAGE HOURLY RATES - FACTORY EMPLOYEES ONLY: OPERATOR Please use the boxes below to enter the Average Hourly or Straight Time Earnings as of last Dec 31. Please convert piecework rates, etc. into an hourly wage format and all rates to be converted into \$ US Dollar amounts.

Answer Options	Amount	Response Count
Average Hourly Starting Rates (xx.xx)	\$11.84	12
Average Hourly Midpoint Rates (xx.xx)	\$14.27	12
Average Hourly Top Rates (xx.xx)	\$17.97	12
<i>answered question</i>		12
<i>skipped question</i>		0



AVERAGE HOURLY DEMOGRAPHICS - FACTORY EMPLOYEES ONLY: OPERATOR (whole numbers)

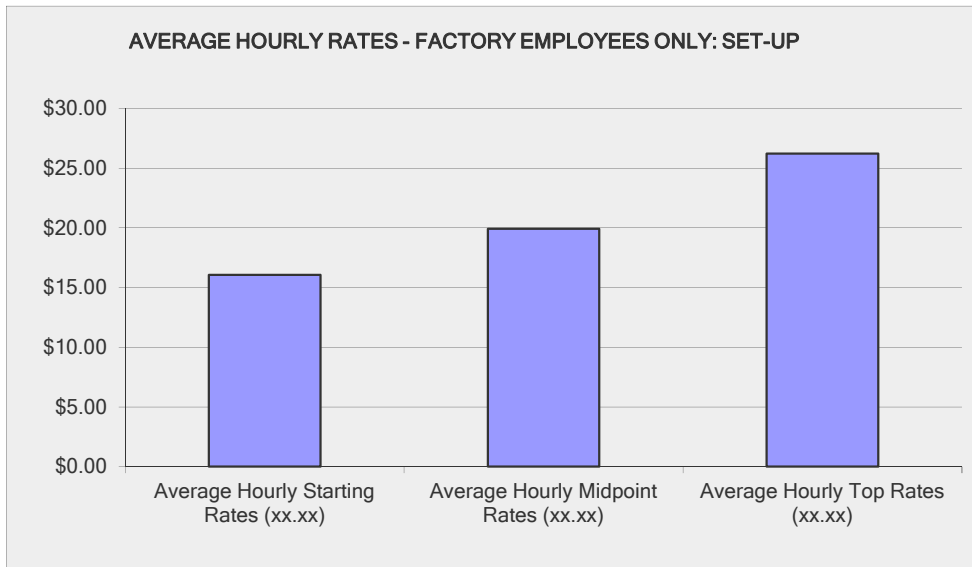
Answer Options	Response Average	Response Count
Number of hours in a normal work week (whole numbers)	40.00	12
Total number of employees included in this figure (whole)	39.67	12
<i>answered question</i>		12
<i>skipped question</i>		0

ABMA Wage Rate Survey 2016 for FY 2015

AVERAGE HOURLY RATES - FACTORY EMPLOYEES ONLY: SET-UP

TECHNICIAN/MAINTENANCE MECHANIC Please use the boxes below to enter the Average Hourly or Straight Time Earnings as of last Dec 31. Please convert piecework rates, etc. into an hourly wage format and all rates to be converted into \$ US Dollar amounts.

Answer Options	Response Amount	Response Count
Average Hourly Starting Rates (xx.xx)	\$16.06	12
Average Hourly Midpoint Rates (xx.xx)	\$19.93	12
Average Hourly Top Rates (xx.xx)	\$26.24	12
<i>answered question</i>		12
<i>skipped question</i>		0



AVERAGE HOURLY DEMOGRAPHICS - FACTORY EMPLOYEES ONLY: SET-UP

Answer Options	Response Average	Response Count
Number of hours in a normal work week (whole numbers)	41.50	12
Total Number of employees included in this figure (whole)	7.42	12
<i>answered question</i>		12
<i>skipped question</i>		0

AVERAGE HOURLY RATES PAID FOR CONTRACT LABOR / TEMPORARY SERVICE -

Answer Options	Response Percent	Response Count
Average Hourly Rate (xx.xx)	\$10.12	10
If you have a negotiated dollar add-on, what is the	\$2.02	5
If you have a negotiated percentage add-on, what is the	20.14%	7
<i>answered question</i>		10
<i>skipped question</i>		2

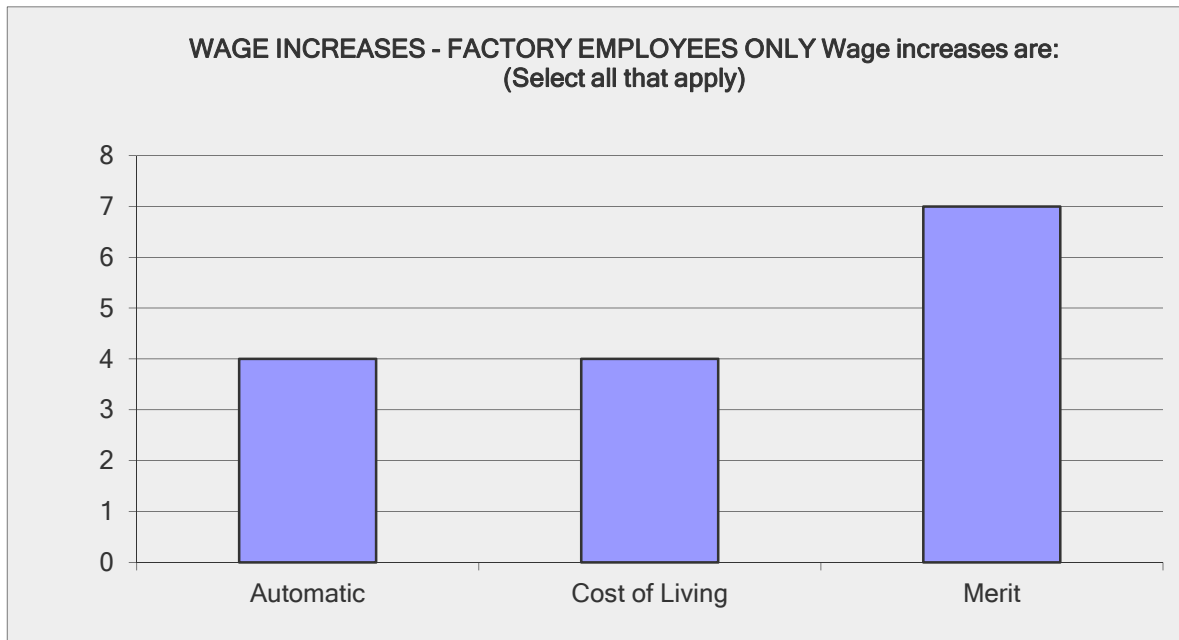
SHIFT PREMIUMS - FACTORY EMPLOYEES ONLY

Answer Options	Response Percent	Response Count
Second shift (xx.xx)	\$0.26	7
Third shift (xx.xx)	\$0.36	6
<i>answered question</i>		7
<i>skipped question</i>		5

ABMA Wage Rate Survey 2016 for FY 2015

WAGE INCREASES - FACTORY EMPLOYEES ONLY Wage increases are: (Select all that apply)

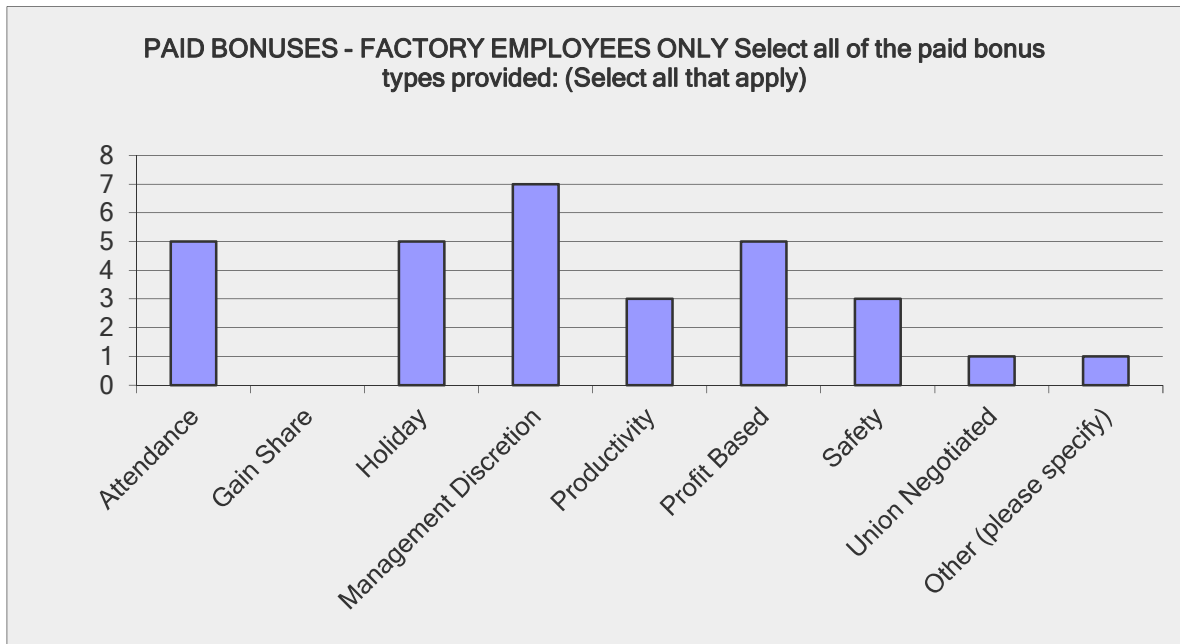
Answer Options	Response Amount	Response Count
Automatic	4	12
Cost of Living	4	12
Merit	7	12
<i>answered question</i>		12
<i>skipped question</i>		0



ABMA Wage Rate Survey 2016 for FY 2015

PAID BONUSES - FACTORY EMPLOYEES ONLY Select all of the paid bonus types provided: (Select all that apply)		
Answer Options	Response Amount	Response Count
Attendance	5	5
Gain Share	0	0
Holiday	5	5
Management Discretion	7	7
Productivity	3	3
Profit Based	5	5
Safety	3	3
Union Negotiated	1	1
Other (please specify)	1	1
<i>answered question</i>		11
<i>skipped question</i>		1

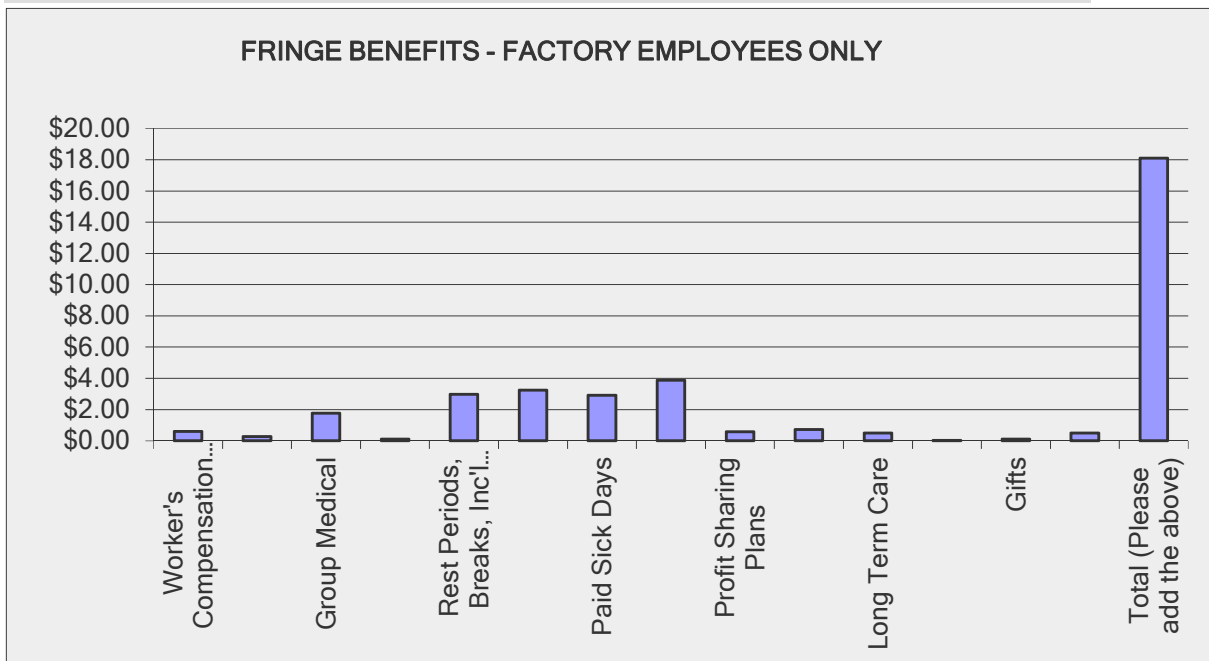
Xmas



ABMA Wage Rate Survey 2016 for FY 2015

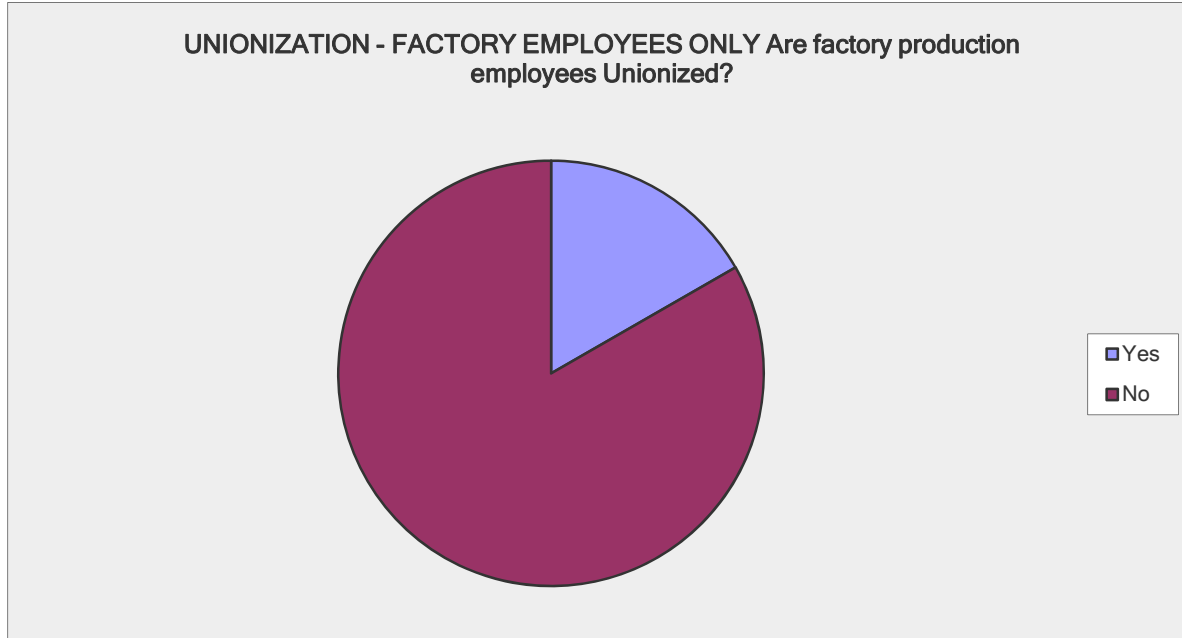
FRINGE BENEFITS - FACTORY EMPLOYEES ONLY Average cost to the company per employee hour worked of legally required fringe benefit costs. (xx.xx)(Note: To calculate the above, divide total factory employees hours worked for last calendar year into \$ USA dollar cost of benefits for the same period)

Answer Options	Response Amount	Response Count
Worker's Compensation (Format all xx.xx)	\$0.60	10
Unemployment Compensation	\$0.26	10
Group Medical	\$1.76	11
Group Life	\$0.10	7
Rest Periods, Breaks, Inc'l Refreshments	\$2.98	8
Paid Holidays	\$3.24	10
Paid Sick Days	\$2.91	6
Vacation	\$3.87	10
Profit Sharing Plans	\$0.58	6
Bonuses	\$0.71	8
Long Term Care	\$0.50	4
Wellness Program	\$0.02	4
Gifts	\$0.11	4
All Other	\$0.50	5
Total (Please add the above)	\$18.11	10
<i>answered question</i>		11
<i>skipped question</i>		1



ABMA Wage Rate Survey 2016 for FY 2015

UNIONIZATION - FACTORY EMPLOYEES ONLY Are factory production employees Unionized?		
Answer Options	Response Percent	Response Count
Yes	16.7%	2
No	83.3%	10
<i>answered question</i>		12
<i>skipped question</i>		0



UNIONIZATION - FACTORY EMPLOYEES ONLY If you answered YES above, what is		
Answer Options	Response Date	Response Count
Effective Date	August-12	1
Effective Date	July-15	1
<i>answered question</i>		2
<i>skipped question</i>		10

UNIONIZATION - FACTORY EMPLOYEES ONLY Please provide contract average		
Answer Options	Response Percent	Response Count
Increase % Year 1	1.8%	2
Increase % Year 2	1.8%	2
Increase % Year 3	1.5%	1
<i>answered question</i>		2
<i>skipped question</i>		10

ABMA Wage Rate Survey 2016 for FY 2015

PAID DAYS OFF - HOLIDAYS Please enter the number of paid holidays (whole numbers only, no commas or decimals)

Answer Options	Response Average	Response Count
Number of Paid Holidays	9.08	12
	<i>answered question</i>	12
	<i>skipped question</i>	0

PAID DAYS OFF EARNED AFTER ONE YEAR Please enter the number (whole numbers only, no

Answer Options	Response Average	Response Count
Number of Vacation Days earned after One Year	8.0	12
Number of Sick Days earned after One Year	5.5	4
Number of Personal Days earned after One Year	5.0	1
Total Number of Paid Days Off from above after One	10.0	10
	<i>answered question</i>	12
	<i>skipped question</i>	0

PAID DAYS OFF EARNED AFTER FIVE YEARS Please enter the number (whole numbers only, no

Answer Options	Response Average	Response Count
Number of Vacation Days earned after Five Years	12.0	12
Number of Sick Days earned after Five Years	5.5	3
Number of Personal Days earned after Five Years	5.0	1
Total Number of Paid Days Off from above after Five	14.7	9
	<i>answered question</i>	12
	<i>skipped question</i>	0

PAID DAYS OFF EARNED AFTER TEN YEARS Please enter the number (whole numbers only, no

Answer Options	Response Average	Response Count
Number of Vacation Days earned after Ten Years	15.3	11
Number of Sick Days earned after Ten Years	4.0	4
Number of Personal Days earned after Ten Years	5.0	1
Total Number of Paid Days Off from above after Ten	16.3	9
	<i>answered question</i>	11
	<i>skipped question</i>	1

PAID DAYS OFF EARNED AFTER FIFTEEN YEARS Please enter the number (whole numbers only, no

Answer Options	Response Average	Response Count
Number of Vacation Days earned after Fifteen Years	16.45	11
Number of Sick Days earned after Fifteen Years	4.00	3
Number of Personal Days earned after Fifteen Years	5.00	1
Total Number of Paid Days Off from above after Fifteen	17.80	9
	<i>answered question</i>	11
	<i>skipped question</i>	1

PAID DAYS OFF EARNED AFTER TWENTY YEARS Please enter the number (whole numbers only, no

Answer Options	Response Average	Response Count
Number of Vacation Days earned after Twenty Years	18.2	10
Number of Sick Days earned after Twenty Years	4.0	3
Number of Personal Days earned after Twenty Years	5.0	1
Total Number of Paid Days Off from above after Twenty	18.9	8
	<i>answered question</i>	10
	<i>skipped question</i>	2

ABMA Wage Rate Survey 2016 for FY 2015

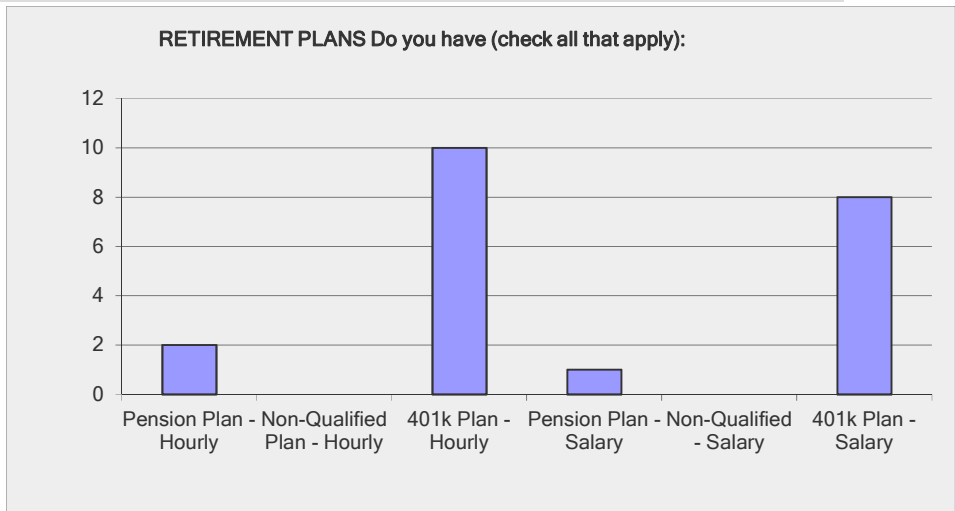
INCENTIVE PLANS Do you have (check all that apply):

Answer Options	Response Number	Response Count
Gainsharing	0	8
Profitsharing	6	8
Sales Incentive - Profit Based	1	8
Sales Incentive - Volume Based	1	8
Other (please specify)	2	8
<i>answered question</i>		8
<i>skipped question</i>		4

Bonus QCDS

RETIREMENT PLANS Do you have (check all that apply):

Answer Options	Response Amount	Response Count
Pension Plan - Hourly	2	11
Non-Qualified Plan - Hourly	0	11
401k Plan - Hourly	10	11
Pension Plan - Salary	1	11
Non-Qualified - Salary	0	11
401k Plan - Salary	8	11
<i>answered question</i>		11
<i>skipped question</i>		1



RETIREMENT PLANS - 401k Match If your organization offers a 401k Retirement Plan

Answer Options	Response Amount	Response Count
Sliding Scale	1	7
Fixed Percentage	6	7
<i>answered question</i>		7
<i>skipped question</i>		5

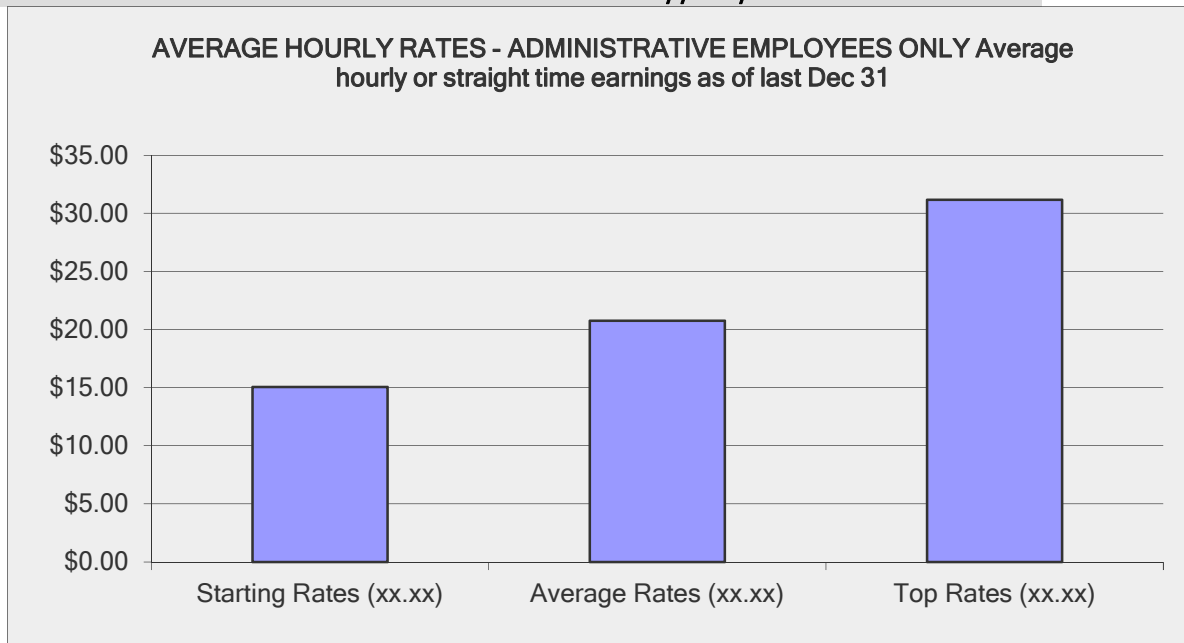
RETIREMENT PLANS - 401k Match Amount What is the highest percentage match

Answer Options	Response Average	Response Count
Average Percentage Match Amount (x.xx)	7.0%	7
Highest Percentage Match Amount (x.xx)	25.0%	7
Lowest Percentage Match Amount (x.xx)	1.0%	7
<i>answered question</i>		7
<i>skipped question</i>		5

ABMA Wage Rate Survey 2016 for FY 2015

AVERAGE HOURLY RATES - ADMINISTRATIVE EMPLOYEES ONLY Average hourly or straight time earnings as of last Dec 31

Answer Options	Response Amount	Response Count
Starting Rates (xx.xx)	\$15.05	11
Average Rates (xx.xx)	\$20.76	11
Top Rates (xx.xx)	\$31.18	11
<i>answered question</i>		11
<i>skipped question</i>		1



AVERAGE HOURLY DEMOGRAPHICS - ADMINISTRATIVE EMPLOYEES ONLY (whole numbers

Answer Options	Response Average	Response Count
Number of hours in a normal work week (whole numbers	40.33	12
Number of employees included in this figure (whole	10.42	12
<i>answered question</i>		12
<i>skipped question</i>		0

ABMA Wage Rate Survey 2016 for FY 2015

AVERAGE ANNUAL BASE SALARY Please enter the average annual base salary. (whole numbers only, no commas or decimals)

Answer Options	Response Average	Response Count
Accounting Clerk	38,945	6
Accounting Manager	58,758	6
Controller	79,671	5
Customer Service Rep	38,104	8
Customer Service Manager	59,333	3
Engineer	63,178	6
Engineering Manager	100,181	5
Buyer / Scheduler	49,484	5
Purchasing Manager	67,691	6
Quality Assurance Manager	72,500	2
Shift Supervisor	47,064	5
Shipping / Receiving Clerk	28,086	5
Traffic Manager	56,996	2
Plant Manager	81,182	8
Regional Sales Manager	73,846	5
National Sales Manager	103,750	4
	<i>answered question</i>	10
	<i>skipped question</i>	2

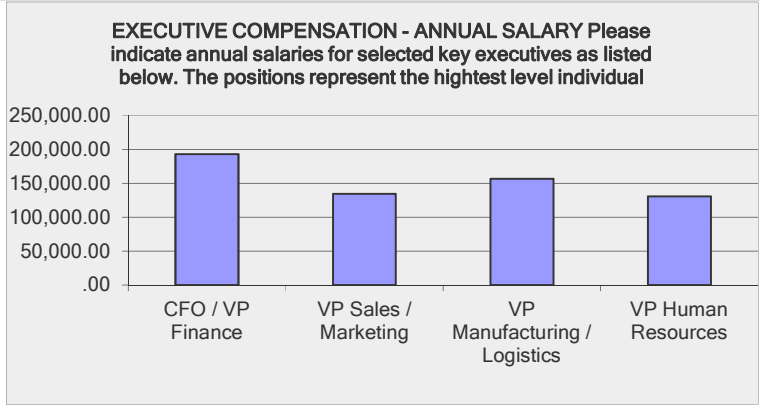
AVERAGE ANNUAL BONUS/COMMISSION Please enter the average annual bonus/commission. (whole numbers only, no commas or decimals)

Answer Options	Response Average	Response Count
Accounting Clerk	1,954	6
Accounting Manager	3,749	5
Controller	6,750	6
Customer Service Rep	1,570	9
Customer Service Manager	2,720	3
Engineer	4,123	6
Engineering Manager	11,995	5
Buyer / Scheduler	2,134	6
Purchasing Manager	4,069	5
Quality Assurance Manager	5,625	2
Shift Supervisor	2,863	5
Shipping / Receiving Clerk	1,263	5
Traffic Manager	2,690	2
Plant Manager	6,190	9
Regional Sales Manager	11,613	5
National Sales Manager	6,875	4
	<i>answered question</i>	10
	<i>skipped question</i>	2

ABMA Wage Rate Survey 2016 for FY 2015

EXECUTIVE COMPENSATION - ANNUAL SALARY Please indicate annual salaries for selected key executives as listed below. The positions represent the highest level individual in your organization. Please evaluate your salary numbers and re-cast to remove any "family related" income or hidden perks that may otherwise distort the salary if this position were held by a non-family member. (whole numbers only, no commas or decimals)

Answer Options	Response Average	Response Count
CFO / VP Finance	192,884.00	5
VP Sales / Marketing	134,575.80	5
VP Manufacturing / Logistics	156,362.50	4
VP Human Resources	130,778.00	3
<i>answered question</i>		8
<i>skipped question</i>		4



EXECUTIVE COMPENSATION - BONUS/COMMISSION Please indicate bonus/commission for selected key executives as listed below. The positions represent the highest level individual in your organization. Please evaluate your numbers and re-cast to remove any "family related" income or hidden perks that may otherwise distort the bonus/commission if this position were held by a non-family member. (whole numbers only, no commas or decimals)

Answer Options	Response Average	Response Count
CFO / VP Finance	37,700	3
VP Sales / Marketing	17,486	5
VP Manufacturing / Logistics	19,875	4
VP Human Resources	16,708	3
<i>answered question</i>		8
<i>skipped question</i>		4

