

American Brush Manufacturers Association

**Wage Rate and Fringe Benefits Survey  
as of  
12/31/2006**



Published June 27, 2007

June 27, 2007



TO: Key Contacts of Participating ABMA Members

## **Association-Wide Wage Rates and Fringe Benefits Survey Results**

Presenting the fourth Association-wide Wage Rates and Fringe Benefits Survey Report. There were 19 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.

In 2004 34 companies participated.  
In 2001 28 companies participated.  
In 1999 50 companies participated.

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.

Remember, the results of this Wage Rates and Fringe Benefits Survey are only available to the participating member companies.

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 Shinnars 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 Shinnars*

Jill Shinnars, Chair



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**American Brush Manufacturers Association  
Wage Survey as of December 31, 2006  
19 Responses**

**Factory Hourly Wage Information**

Average Hourly or Straight Time Earnings			Minimum	Maximum	Mean	Median
ACTIVE MEMBERS	Responses	13				
	Start Rates		\$ 6.15	\$ 12.00	\$ 8.65	\$ 8.80
	Ave Rates		\$ 8.95	\$ 19.20	\$ 12.74	\$ 12.00
	Top Rates		\$ 12.25	\$ 24.10	\$ 18.47	\$ 18.54
SUPPLIER MEMBERS	Responses	6				
	Start Rates		\$ 7.25	\$ 13.30	\$ 10.39	\$ 9.43
	Ave Rates		\$ 10.80	\$ 20.75	\$ 14.06	\$ 12.30
	Top Rates		\$ 11.60	\$ 24.95	\$ 20.05	\$ 21.20
TOTAL ALL MEMBERS	Responses	19				
	Start Rates		\$ 6.15	\$ 13.30	\$ 9.13	\$ 8.98
	Ave Rates		\$ 8.95	\$ 20.75	\$ 13.11	\$ 12.07
	Top Rates		\$ 11.60	\$ 24.95	\$ 18.97	\$ 18.60

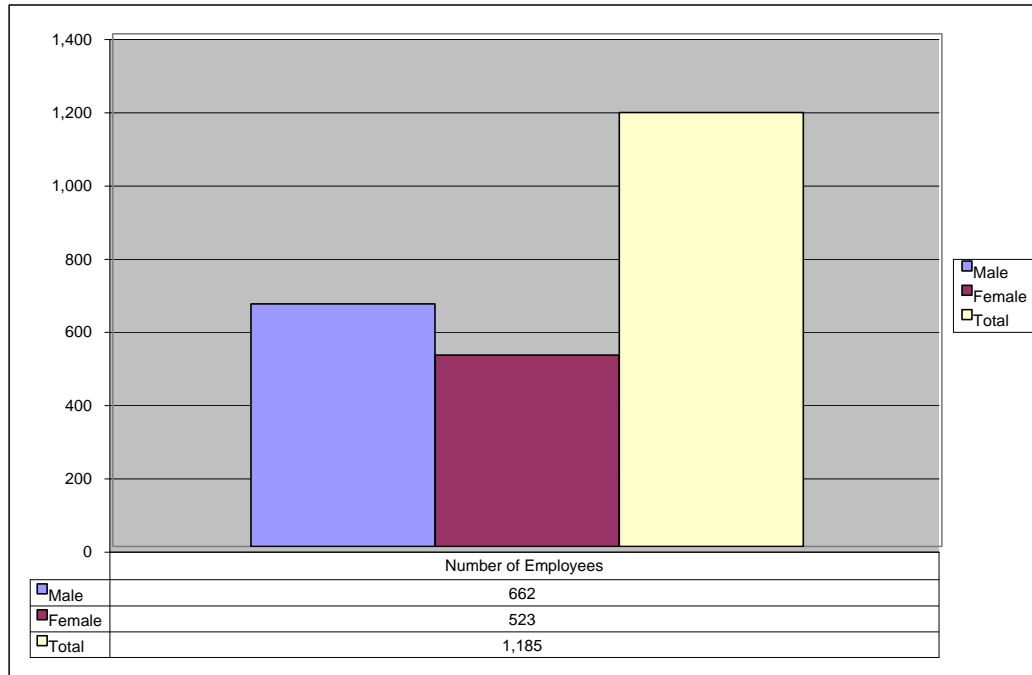
**Temporary Factory Hourly Wage Information**

Average Hourly or Straight Time			Minimum	Maximum	Mean	Median
Responses	Rates	12	\$ 7.50	\$ 16.00	\$ 10.67	\$ 9.30
Temporary Agency Mark Up Percentages	Responses	9				
	Mark Up %		25.00%	60.00%	41.22%	40.00%

**Standard Hours Per Week**

Responses	Minimum	Maximum	Mean	Median
19	40	40	40	40

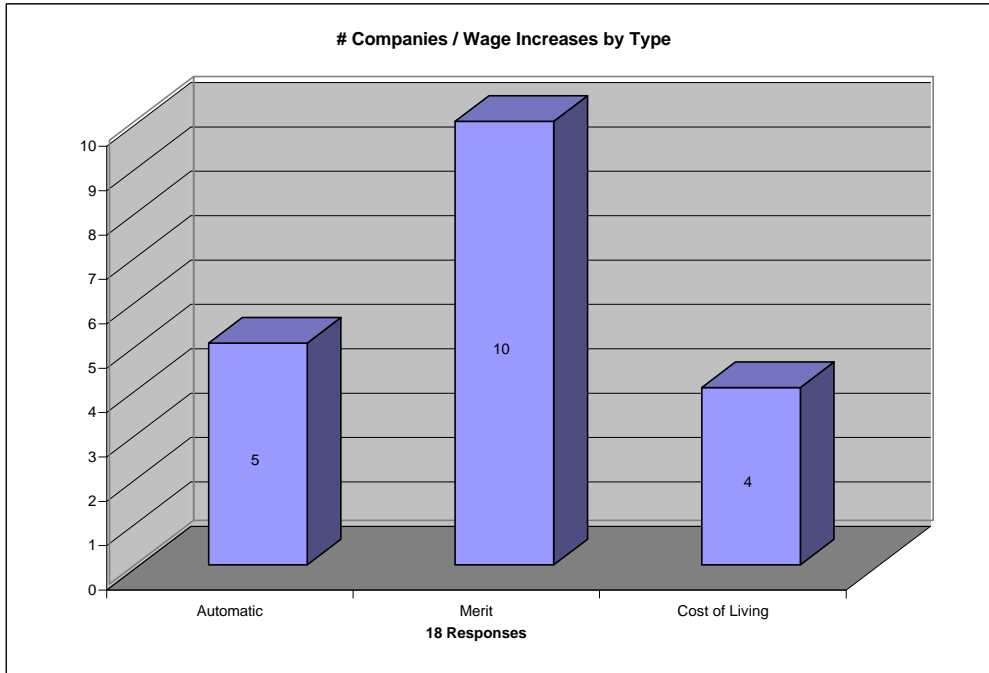
**Number of Employees**



**Shift Premium**

	# Resp	Minimum	Maximum	Mean	Median
2nd Shift	11	0.20	1.70	0.59	0.40
3rd Shift	6	0.25	2.00	0.83	0.70

Wage Increases by Type



Bonuses Provided

19 Responses

	TOTAL	%
ATTENDANCE	8	42.11%
GAINSHARE	1	5.26%
HOLIDAY	7	36.84%
MGT DISCRETION	5	26.32%
PRODUCTIVITY	2	10.53%
PROFIT BASED	8	42.11%
SAFETY	1	5.26%
UNION NEG'T'D	2	10.53%
OTHER	2	10.53%



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**Average Cost of Fringe Benefits (\$/hr)**

			Minimum	Maximum	Mean	Median
Workers Compensation	# Resp	16	\$ 0.17	\$ 3.93	\$ 0.97	\$ 0.77
Unemployment Compensation	# Resp	15	\$ 0.03	\$ 1.96	\$ 0.45	\$ 0.24
Group Medical	# Resp	15	\$ 0.31	\$ 5.42	\$ 2.41	\$ 1.92
Group Life	# Resp	11	\$ 0.02	\$ 0.40	\$ 0.14	\$ 0.11
Rest Periods, Breaks, Refreshments	# Resp	9	\$ 0.20	\$ 1.69	\$ 0.84	\$ 0.74
Paid Holidays	# Resp	13	\$ 0.35	\$ 1.03	\$ 0.56	\$ 0.48
Paid Sick Days	# Resp	6	\$ 0.16	\$ 0.39	\$ 0.27	\$ 0.27
Vacation	# Resp	14	\$ 0.44	\$ 1.44	\$ 0.79	\$ 0.71
Profit Sharing Plans	# Resp	7	\$ 0.24	\$ 2.11	\$ 1.09	\$ 1.00
Bonuses	# Resp	11	\$ 0.08	\$ 0.96	\$ 0.42	\$ 0.47
Long Term Care	# Resp	2	\$ 0.15	\$ 0.20	\$ 0.18	\$ 0.18
Gifts	# Resp	3	\$ 0.01	\$ 0.20	\$ 0.11	\$ 0.12
All other Fringe Benefits	# Resp	6	\$ 0.05	\$ 4.81	\$ 1.65	\$ 0.64
<b>Total Cost of Fringe Benefits</b>	<b># Resp</b>	<b>15</b>	<b>\$ 3.49</b>	<b>\$ 12.96</b>	<b>\$ 7.33</b>	<b>\$ 6.54</b>

**Unionization**

**19 Responses**

<b># Unionized</b>	2	
<b>Latest Contract Date</b>	4/1/04	12/7/06
<b>Wage Schedule</b>	2.60%	2.20%

**Paid Days Off**

19 Responses

	Minimum	Maximum	Mean	Median
# Paid Holidays	6	11	8.9	9
<b>Vacation Days After:</b>				
	Minimum	Maximum	Mean	Median
1 year	5	10	6.6	5
2 years	5	10	9.4	10
3 years	10	15	10.3	10
4 years	10	15	10.3	10
5 years	10	15	12.2	10
10 years	10	20	15.5	15
15 years	10	20	17.1	15
20 years	10	25	18.9	20
<b>Sick Days After:</b>				
	Minimum	Maximum	Mean	Median
1 year	0	8	1.5	0.0
2 years	0	16	2.2	0.0
3 years	0	24	2.9	2.0
4 years	0	30	3.3	2.0
5 years	0	30	3.4	3.0
10 years	0	30	3.4	3.0
15 years	0	30	3.5	3.0
20 years	0	30	3.6	3.0
<b>Personal Days After:</b>				
	Minimum	Maximum	Mean	Median
1 year	0	4	0.7	0.0
2 years	0	4	0.8	0.0
3 years	0	4	0.9	0.0
4 years	0	4	0.9	0.0
5 years	0	4	1.1	0.0
10 years	0	5	1.3	0.0
15 years	0	5	1.3	0.0
20 years	0	6	1.4	0.0
<b>TOTAL Paid Days After:</b>				
	Minimum	Maximum	Mean	Median
1 year	13	29	17.7	15.0
2 years	18	37	21.3	20.0
3 years	18	45	23.0	21.0
4 years	18	51	23.4	21.0
5 years	19	56	25.6	23.5
10 years	19	56	29.1	28.0
15 years	19	61	30.9	30.0
20 years	19	61	32.9	33.0



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**Incentive and Retirement Plans**

19 Responses

<b>INCENTIVE PLANS</b>				
	<b>YES</b>	<b>%</b>	<b>NO</b>	<b>%</b>
Sales Incentive Profit Based	1	5.3%	18	94.7%
Sales Incentive Volume Based	1	5.3%	18	94.7%
Gainsharing	1	5.3%	18	94.7%
Profit Sharing Plan	4	21.1%	15	78.9%
Other	0	0.0%	19	100.0%

<b>RETIREMENT PLANS</b>				
	<b>YES</b>	<b>%</b>	<b>NO</b>	<b>%</b>
Pension Plan for Hourly	1	5.3%	18	94.7%
Pension Plan for Salary	1	5.3%	18	94.7%
Non-Qualified Plan for Hourly	2	10.5%	17	89.5%
Non-Qualified Plan for Salary	3	15.8%	16	84.2%
401k Plan for Hourly	13	68.4%	6	31.6%
401k Plan for Salary	14	73.7%	5	26.3%
401k Sliding Scale Match	2	10.5%	17	89.5%
401k Fixed Percentage Match	11	57.9%	8	42.1%
	<b>Minimum</b>	<b>Maximum</b>	<b>Mean</b>	<b>Median</b>
Highest Percentage Match?	1.5%	8.0%	3.4%	3.0%

**Administrative Employees**

<b>Average Hourly Rate - Hourly Administrative</b>					
	<b># Resp</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Mean</b>	<b>Median</b>
Starting Rates	15	\$ 9.00	\$ 20.13	\$ 11.97	\$ 10.50
Average Rates	15	\$ 11.00	\$ 23.00	\$ 15.87	\$ 15.52
Top Rates	14	\$ 13.85	\$ 41.35	\$ 20.44	\$ 17.74
	<b># Resp</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Mean</b>	<b>Median</b>
Number of Hours in work week	15	20	40	38.67	40
	<b># Resp</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Mean</b>	<b>Median</b>
Number of Employees - Male	15	0	4	1.1	0.0
Number of Employees - Female	15	1	18	5.2	4
Total	15	1	19	6.3	6.0

<b>Average Annual Salary - Select Admin Employees</b>					
	<b># Resp</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Mean</b>	<b>Median</b>
Accounting Clerk	10	\$ 29,000	\$ 40,000	\$ 34,292	\$ 34,317
Accounting Manager	11	\$ 40,000	\$ 100,000	\$ 58,588	\$ 57,000
Customer Service Rep	12	\$ 21,965	\$ 46,068	\$ 33,960	\$ 34,250
Customer Service Manager	13	\$ 29,172	\$ 85,930	\$ 52,022	\$ 50,461
Engineer	10	\$ 43,289	\$ 65,000	\$ 55,660	\$ 54,831
Engineering Manager	8	\$ 60,011	\$ 87,516	\$ 73,556	\$ 73,495
Purchasing Agent	11	\$ 27,560	\$ 48,000	\$ 40,676	\$ 44,500
Purchasing Manager	8	\$ 49,000	\$ 150,000	\$ 74,613	\$ 62,950