

American Brush Manufacturers Association

2019
Wage Rate and Fringe Benefits
Survey
as of
12/31/2018



Published August 31, 2019

August 31, 2019



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 13 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: Mike Zimmerman of The Wooster Brush Co.

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

Sincerely yours,

THE ABMA STATISTICAL COMMITTEE

Mike Zimmerman

Mike Zimmerman, Chair



736 Main Ave, Suite 7
Durango, CO 81301-5479
T: 720 392-2262; F: 866 837-8450

ABMA Wage Rate Survey 2019 for FY 2018

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)	\$12.16	13
Average Hourly Midpoint Rates (xx.xx)	\$15.18	13
Average Hourly Top Rates (xx.xx)	\$19.46	13
<i>answered question</i>		13
<i>skipped question</i>		0



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

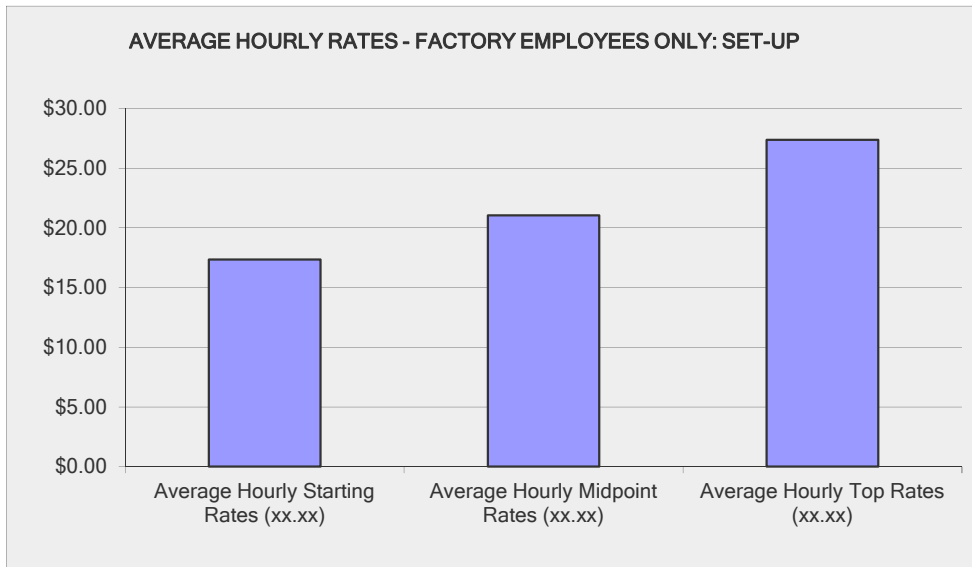
Answer Options	Response Average	Response Count
Number of hours in a normal work week (whole numbers)	40.77	13
Total number of employees included in this figure (whole)	45.23	13
<i>answered question</i>		13
<i>skipped question</i>		0

ABMA Wage Rate Survey 2019 for FY 2018

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)	\$17.35	13
Average Hourly Midpoint Rates (xx.xx)	\$21.07	13
Average Hourly Top Rates (xx.xx)	\$27.39	13
<i>answered question</i>		13
<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)	40.64	13
Total Number of employees included in this figure (whole)	8.09	13
<i>answered question</i>		13
<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)	\$13.93	9
If you have a negotiated dollar add-on, what is the	\$2.00	1
If you have a negotiated percentage add-on, what is the	37.33%	6
<i>answered question</i>		9
<i>skipped question</i>		4

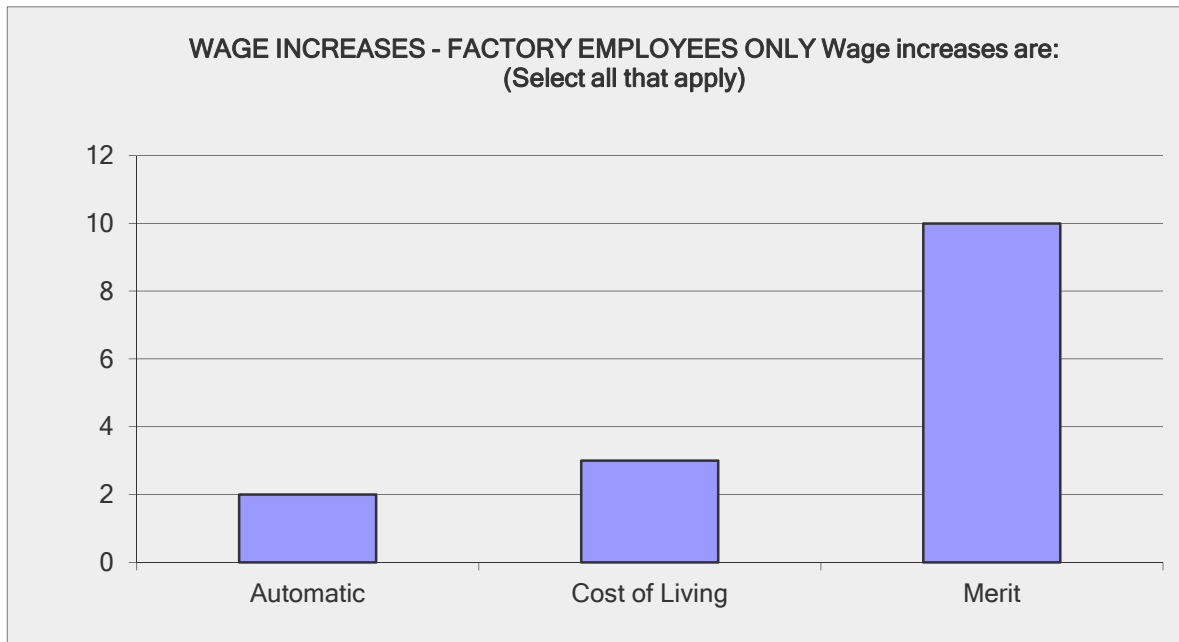
SHIFT PREMIUMS - FACTORY EMPLOYEES ONLY

Answer Options	Response Ave Amount	Response Count
Second shift (xx.xx)	\$0.44	6
Third shift (xx.xx)	\$0.42	3
<i>answered question</i>		6
<i>skipped question</i>		7

ABMA Wage Rate Survey 2019 for FY 2018

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

Answer Options	Response Amount	Response Count
Automatic	2	13
Cost of Living	3	13
Merit	10	13
<i>answered question</i>		13
<i>skipped question</i>		0

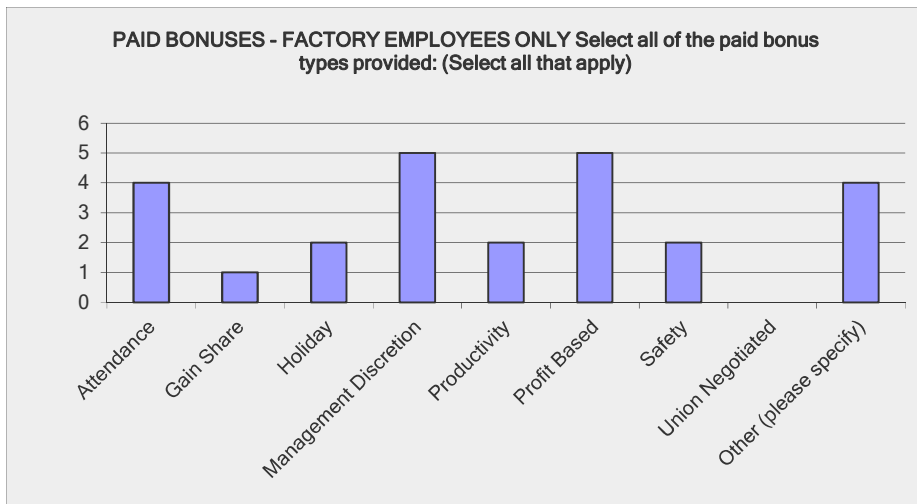


ABMA Wage Rate Survey 2019 for FY 2018

PAID BONUSES - FACTORY EMPLOYEES ONLY Select all of the paid bonus types provided: (Select all that apply)

Answer Options	Response Amount	Response Count
Attendance	4	11
Gain Share	1	11
Holiday	2	11
Management Discretion	5	11
Productivity	2	11
Profit Based	5	11
Safety	2	11
Union Negotiated	0	11
Other (please specify)	4	11
<i>answered question</i>		11
<i>skipped question</i>		3

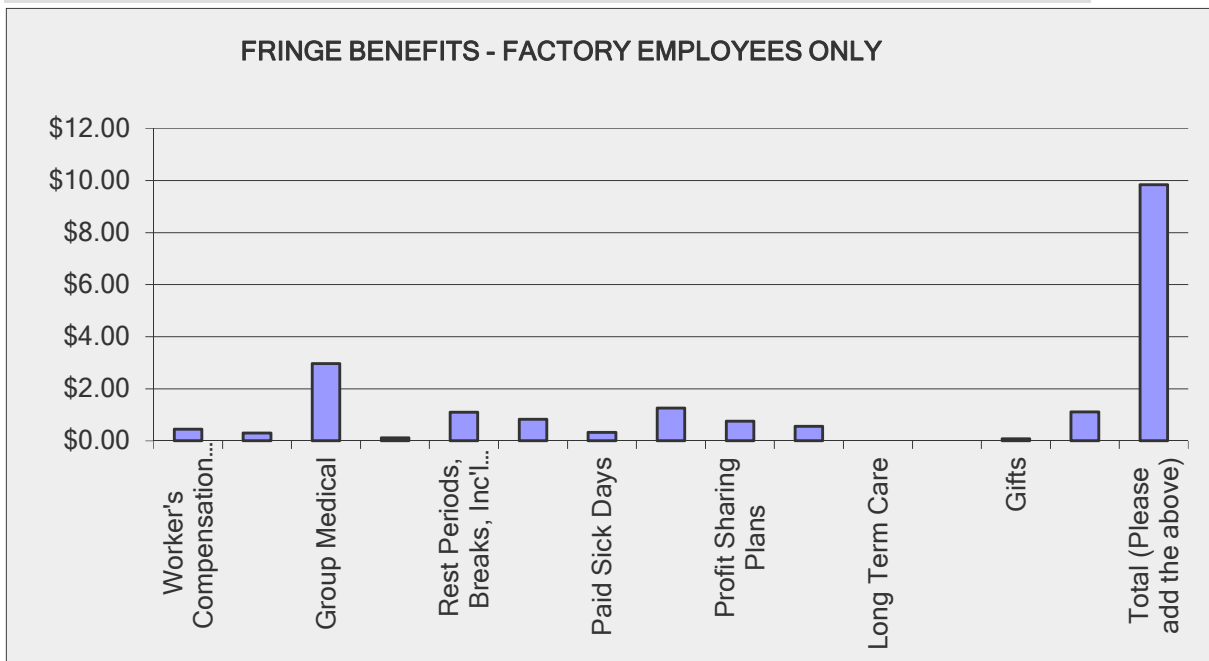
Year End (3), Variable based on cost as % sales



ABMA Wage Rate Survey 2019 for FY 2018

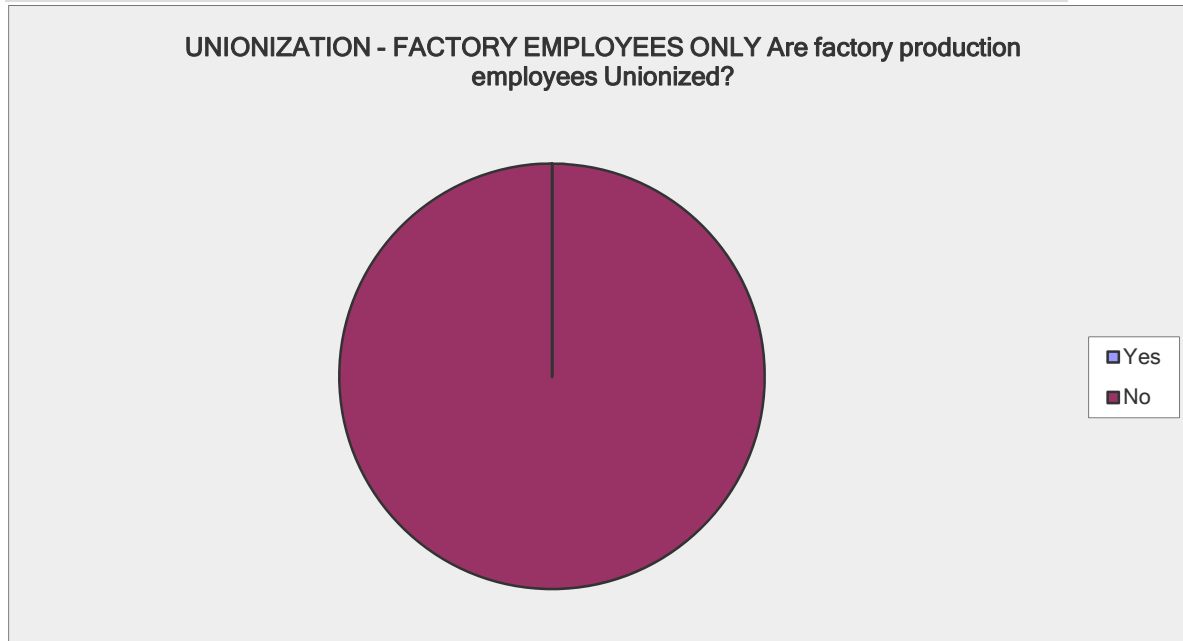
FRINGE BENEFITS - FACTORY EMPLOYEES ONLY Average cost to the company per employee hour worked of legally required fringe benefit costs. (xx.xx)(Note: To calculate the above, divide total factory employees hours worked for last calendar year into \$ USA dollar cost of benefits for the same period)

Answer Options	Response Amount	Response Count
Worker's Compensation (Format all xx.xx)	\$0.45	10
Unemployment Compensation	\$0.30	10
Group Medical	\$2.97	10
Group Life	\$0.11	10
Rest Periods, Breaks, Inc'l Refreshments	\$1.10	10
Paid Holidays	\$0.83	10
Paid Sick Days	\$0.32	10
Vacation	\$1.26	10
Profit Sharing Plans	\$0.75	10
Bonuses	\$0.55	10
Long Term Care	\$0.00	10
Wellness Program	\$0.00	10
Gifts	\$0.08	10
All Other	\$1.11	10
Total (Please add the above)	\$9.84	10
<i>answered question</i>		10
<i>skipped question</i>		3



ABMA Wage Rate Survey 2019 for FY 2018

UNIONIZATION - FACTORY EMPLOYEES ONLY Are factory production employees Unionized?		
Answer Options	Response Percent	Response Count
Yes	0.0%	0
No	100.0%	13
<i>answered question</i>		13
<i>skipped question</i>		0



UNIONIZATION - FACTORY EMPLOYEES ONLY If you answered YES above, what is		
Answer Options	Response Date	Response Count
Effective Date		
Effective Date		
<i>answered question</i>		
<i>skipped question</i>		13

UNIONIZATION - FACTORY EMPLOYEES ONLY Please provide contract average		
Answer Options	Response Percent	Response Count
Increase % Year 1		
Increase % Year 2		
Increase % Year 3		
<i>answered question</i>		
<i>skipped question</i>		13

ABMA Wage Rate Survey 2019 for FY 2018

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	9.62	13
	<i>answered question</i>	13
	<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	3.7	3
Number of Personal Days earned after One Year	5.0	1
Total Number of Paid Days Off from above after One	8.9	12
	<i>answered question</i>	13
	<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	11.8	12
Number of Sick Days earned after Five Years	5.3	3
Number of Personal Days earned after Five Years	10.0	1
Total Number of Paid Days Off from above after Five	12.9	11
	<i>answered question</i>	13
	<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	15.5	12
Number of Sick Days earned after Ten Years	5.3	3
Number of Personal Days earned after Ten Years	15.0	1
Total Number of Paid Days Off from above after Ten	17.0	11
	<i>answered question</i>	13
	<i>skipped question</i>	0

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	17.58	12
Number of Sick Days earned after Fifteen Years	5.33	3
Number of Personal Days earned after Fifteen Years	20.00	1
Total Number of Paid Days Off from above after Fifteen	17.25	12
	<i>answered question</i>	13
	<i>skipped question</i>	0

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	18.4	10
Number of Sick Days earned after Twenty Years	5.3	3
Number of Personal Days earned after Twenty Years	25.0	1
Total Number of Paid Days Off from above after Twenty	20.0	9
	<i>answered question</i>	11
	<i>skipped question</i>	2

ABMA Wage Rate Survey 2019 for FY 2018

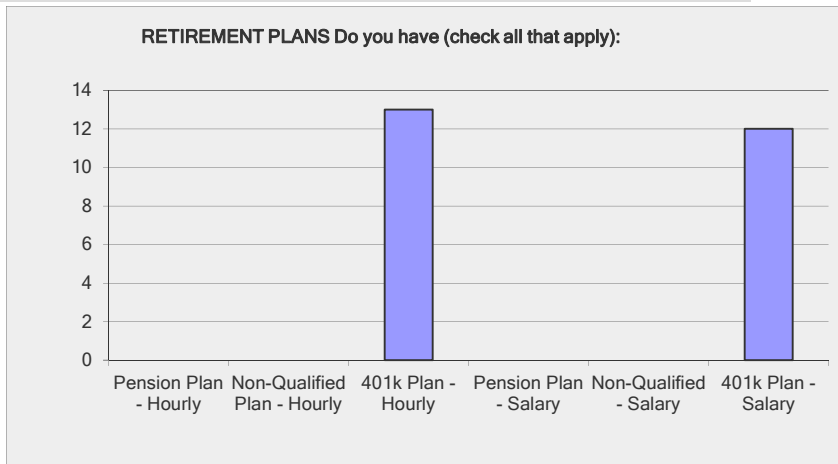
INCENTIVE PLANS Do you have (check all that apply):

Answer Options	Response Number	Response Count
Gainsharing	2	8
Profitsharing	5	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>		5

Discretionary Profit Sharing, Incentive based on sales and ROA

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

Answer Options	Response Amount	Response Count
Pension Plan - Hourly	0	13
Non-Qualified Plan - Hourly	0	13
401k Plan - Hourly	13	13
Pension Plan - Salary	0	13
Non-Qualified - Salary	0	13
401k Plan - Salary	12	12
<i>answered question</i>		13
<i>skipped question</i>		0



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

Answer Options	Response Amount	Response Count
Sliding Scale	0	10
Fixed Percentage	10	10
<i>answered question</i>		10
<i>skipped question</i>		3

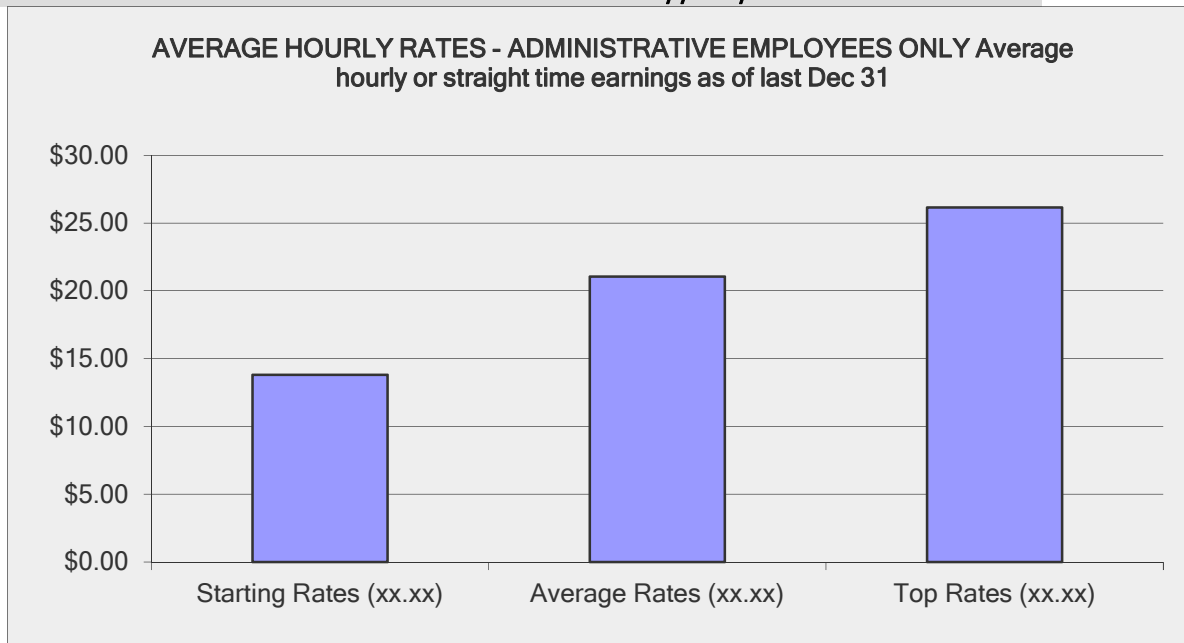
RETIREMENT PLANS - 401k Match Amount What is the highest percentage match

Answer Options	Response Average	Response Count
Average Percentage Match Amount (x.xx)	5.1%	10
Highest Percentage Match Amount (x.xx)	25.0%	10
Lowest Percentage Match Amount (x.xx)	0.5%	10
<i>answered question</i>		10
<i>skipped question</i>		3

ABMA Wage Rate Survey 2019 for FY 2018

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)	\$13.80	8
Average Rates (xx.xx)	\$21.06	10
Top Rates (xx.xx)	\$26.14	9
<i>answered question</i>		10
<i>skipped question</i>		3



AVERAGE HOURLY DEMOGRAPHICS - ADMINISTRATIVE EMPLOYEES ONLY (whole numbers)

Answer Options	Response Average	Response Count
Number of hours in a normal work week (whole numbers)	40.00	11
Number of employees included in this figure (whole)	9.36	11
<i>answered question</i>		11
<i>skipped question</i>		2

ABMA Wage Rate Survey 2019 for FY 2018

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	41,381	8
Accounting Manager	66,722	4
Controller	106,736	6
Customer Service Rep	39,014	9
Customer Service Manager	62,737	5
Engineer	65,822	7
Engineering Manager	102,956	6
Buyer / Scheduler	48,620	6
Purchasing Manager	82,260	7
Quality Assurance Manager	78,373	4
Shift Supervisor	48,672	8
Shipping / Receiving Clerk	30,559	8
Traffic Manager	51,012	2
Plant Manager	91,262	10
Regional Sales Manager	76,558	6
National Sales Manager	120,559	6
	<i>answered question</i>	13
	<i>skipped question</i>	0

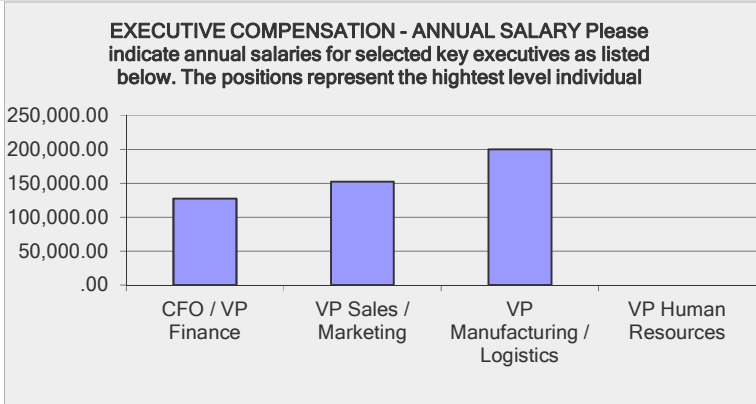
AVERAGE ANNUAL BONUS/COMMISSION Please enter the average annual bonus/commission. (whole numbers only, no commas or decimals)

Answer Options	Response Average	Response Count
Accounting Clerk	1,327	7
Accounting Manager	6,408	4
Controller	5,040	5
Customer Service Rep	2,907	8
Customer Service Manager	7,138	4
Engineer	3,725	5
Engineering Manager	12,682	5
Buyer / Scheduler	1,632	5
Purchasing Manager	3,373	5
Quality Assurance Manager	4,213	3
Shift Supervisor	3,649	7
Shipping / Receiving Clerk	1,175	4
Traffic Manager	3,027	2
Plant Manager	7,497	7
Regional Sales Manager	19,046	5
National Sales Manager	14,333	3
	<i>answered question</i>	11
	<i>skipped question</i>	2

ABMA Wage Rate Survey 2010 for FY 2018

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	127,240.00	5
VP Sales / Marketing	152,521.00	5
VP Manufacturing / Logistics	200,000.00	2
VP Human Resources	.00	0
<i>answered question</i>		8
<i>skipped question</i>		5



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	27,377	3
VP Sales / Marketing	12,284	4
VP Manufacturing / Logistics	13,000	2
VP Human Resources		0
<i>answered question</i>		6
<i>skipped question</i>		7

