

**THE
LAKE HAVASU CITY, ARIZONA
AREA
WAGE & FRINGE BENEFITS
SURVEY**

January, 2004

Compiled and Prepared by

THE PATHFINDERS



Dallas, Texas

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INTRODUCTION

This Lake Havasu City, Arizona Area Wage and Fringe Benefits Survey was sponsored by the Arizona Department of Commerce and the Lake Havasu City Partnership for Economic Development. It was conducted by The Pathfinders, an economic development and corporate site-selection consultant firm.

The wage data presented by job title in this report includes:

Low Entry Pay	Low Average Pay
Average Entry Pay	Average Average Pay
High Entry Pay	High Average Pay
	Weighted Average Pay

Weighted average corrects the distortion which would occur in a simple average if one company has ten employees in a position at an average of \$10 per hour and another company has one employee in the same position at \$20 per hour. The simple average of those two would be \$15 per hour, but the weighted average would be \$10.91 per hour.

Fringe benefits reported include insurance, sick leave, holidays, vacations, and financial plans.

Please note that some of the companies responding to the survey did not answer all the questions on the form; therefore, the total number of responses for each question will not always equal the total number of participants.

Information from participating companies is held in confidence; however, general information regarding this survey can be obtained by contacting the offices of The Pathfinders via telephone (972-418-7588); fax (972-418-1588); or, e-mail (info@thepathfindersus.com).

SURVEY SUMMARY

Thirty-one (31) firms participated in the Lake Havasu City, Arizona Area Wage and Fringe Benefits Survey, representing an employment base of over one thousand (1,000) workers. Four companies (13%) reported more than 100 employees each. Thirteen (42%) of the participating firms during the past twelve months increased employment, and four (13%) decreased employment for a net of +208 jobs. Eighteen firms (58%) project increasing employment during the next twelve months for a total of more than 100 jobs, while two of the reporting companies (7%) project decreasing the number of jobs over the next twelve months.

Of the reporting companies, one is unionized, with approximately 79% of workers belonging to the union. The reported total annual payroll for the participating companies was over \$17 million, although it should be noted that not all companies responded to the annual payroll question.

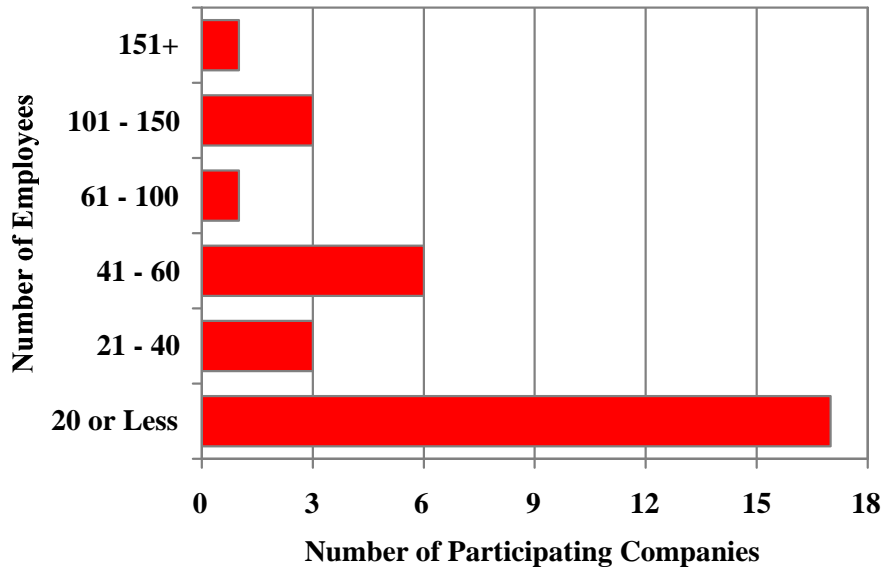
The following table outlines various economic impacts the workforce has on the local community.

Economic Impacts

Total Employment of Participating Companies	1,173
Annual local income	\$ 75 million
Local retail sales (annual)	\$ 39 million
Additional bank deposits	\$ 29 million

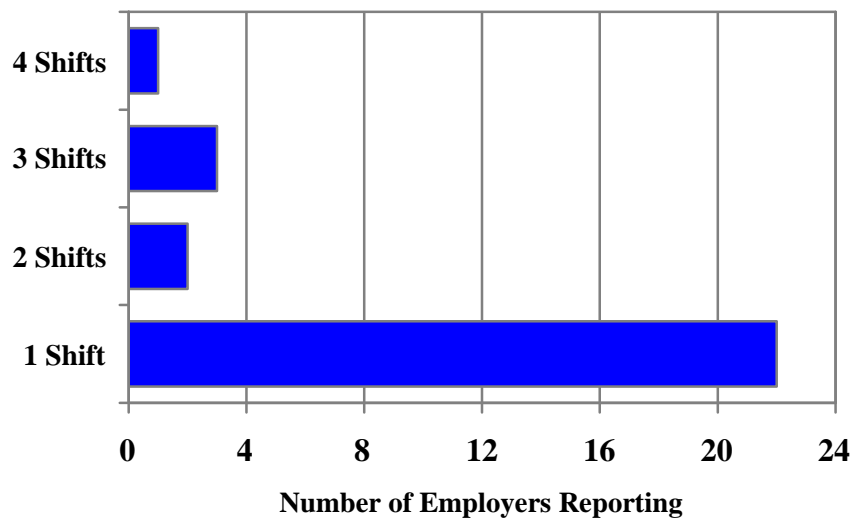
The number of participating companies by number of employees is shown in the chart below.

Participating Companies by Total Employment



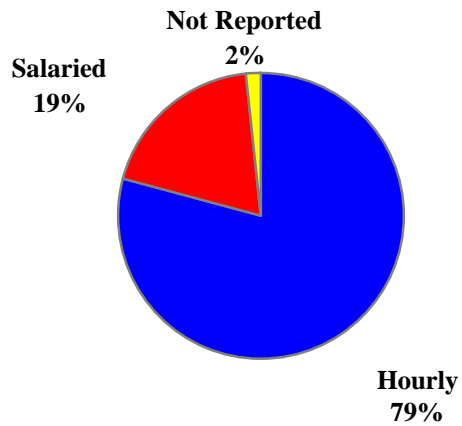
Companies responding to the survey were asked to report the number of shifts worked. This information is reported on the chart below.

Shifts Reported

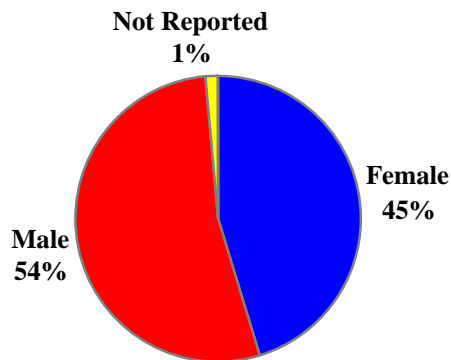


The percentages of hourly and salaried employees, as well as male and female employees, of the reporting companies are illustrated in the pie charts below.

Hourly / Salaried Employees



Female / Male Employees



WAGE SECTION

SUMMARY OF WAGES REPORTED

Employers were asked to report entry-level wage, average wage, and number of employees for each job classification.

- Some companies did not report both entry and average hourly wages for their employees. In those instances, whatever wage was reported (entry or average) was used for both.
- Some companies reported the hourly wages, but not the number of employees associated with the job. In those instances, the hourly wages were entered and the number of employees for the job was entered as one (1).

Upper management job titles, such as owners and directors, even though reported by some companies, were not included in the wage summary. Additionally, some job titles particular to only one company, were not listed, but the wages reported for those titles were included in another listed job title that appeared to be similar in nature. Further, the data on other job titles particular to only one company and seeming to not fit into another category was omitted from the summary for confidentiality purposes. Finally, when only one company reported data for a listed job title, the title was listed, but the wage information was not reported.

The wage data presented includes:

- Low Entry Pay – the lowest entry pay by each job title among all companies responding
- Average Entry Pay – the average entry pay by each job title when all participating companies are considered
- High Entry Pay – the highest entry pay by each job title among all companies responding

Average Pay – While companies typically have a single “entry pay rate” by job title, over time people working within that job title may have different pay rates (even in the same company) because of length of job tenure, merit raises, etc. The “average pay” in a job title reported by a participant considers the average of the pay rates of everyone in that job title. Some workers because of short tenure in that job may still be at the entry rate while others will be higher.

- Low Average Pay – the lowest average pay by each job title among all companies responding
- High Average Pay – the highest average pay by each job title among all companies responding
- Average Average Pay – Each individual company reported their “average” pay within each job title. This “average average pay” is the average of all companies participating.
- Weighted average corrects the distortion which would occur in a simple average if one company has ten employees in a position at an average of \$10 per hour and another company has one employee in the same position at \$20 per hour. The simple average of those two would be \$15 per hour, but the weighted average would be \$10.91 per hour.

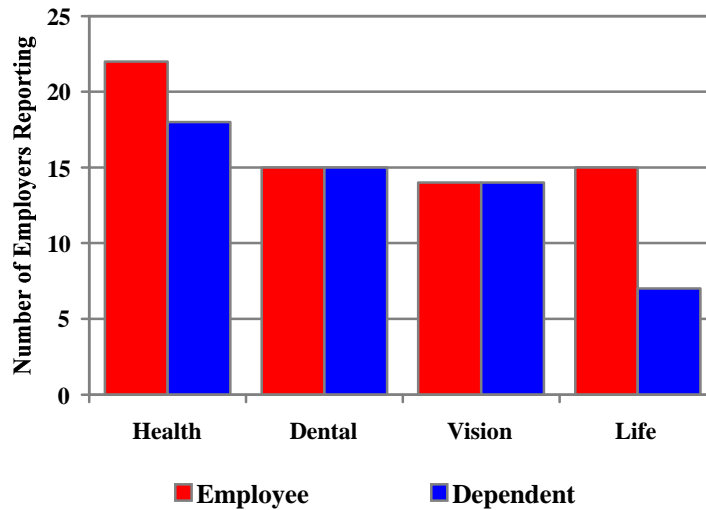
LAKE HAVASU CITY AREA WAGE SUMMARY JOB CLASSIFICATION	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Average Average Wage	Weighted Average Wage	Number of Employees	Number of Firms
Computer Network Engineer	\$7.50	\$15.00	\$11.25	\$11.70	\$20.00	\$15.85	\$15.85	2	2
Web Programmer/Developer	\$9.00	\$20.00	\$16.08	\$12.00	\$24.52	\$18.84	\$18.84	3	3
Computer Operator	\$8.00	\$8.50	\$8.25	\$8.50	\$12.44	\$10.47	\$11.13	3	2
IT Specialist	\$14.00	\$14.50	\$14.25	\$18.04	\$20.60	\$19.32	\$19.32	2	2
Line Supervisor	\$10.00	\$12.00	\$11.00	\$10.00	\$13.00	\$11.50	\$12.25	4	2
Assembler - General	\$6.80	\$8.00	\$7.40	\$6.80	\$12.00	\$9.40	\$10.27	3	2
Fork Lift Operator	*	*	*	*	*	*	*	1	1
General Laborer	\$6.00	\$11.50	\$7.89	\$7.00	\$14.61	\$10.22	\$11.22	147	13
Machine Operator	\$10.00	\$15.00	\$12.50	\$17.00	\$19.00	\$18.00	\$17.57	14	2
Welder	\$28.00	\$29.98	\$28.99	\$14.00	\$29.98	\$21.99	\$24.65	6	2
Janitor	\$6.65	\$8.00	\$7.05	\$6.75	\$8.50	\$7.89	\$8.00	12	4
Warehouse Supervisor	\$12.00	\$15.95	\$13.98	\$12.00	\$19.25	\$15.63	\$15.63	2	2
Materials Handler	\$10.00	\$14.04	\$12.02	\$10.00	\$17.69	\$13.85	\$13.85	2	2
Shipping/Receiving Clerk	\$7.00	\$7.40	\$7.20	\$9.25	\$11.19	\$10.22	\$11.15	52	2
Truck Driver	\$8.00	\$15.00	\$11.25	\$8.50	\$15.00	\$12.00	\$12.64	7	4
Maintenance - General	\$7.00	\$12.50	\$9.50	\$8.00	\$15.87	\$11.47	\$11.17	11	4
Building & Grounds Maintenance	\$8.00	\$10.00	\$9.00	\$8.50	\$10.00	\$9.25	\$8.63	12	2
HVAC Technician	\$10.00	\$11.00	\$10.50	\$12.00	\$20.00	\$16.00	\$19.68	25	2
Auto Repair Technician	\$15.00	\$17.00	\$16.00	\$20.37	\$21.00	\$20.69	\$20.69	14	2
Plumber	\$10.00	\$12.00	\$11.00	\$15.00	\$16.00	\$15.50	\$15.50	4	2
General Office	\$5.75	\$16.25	\$8.77	\$6.43	\$16.25	\$10.15	\$11.14	25	9
Customer Service Representative	\$6.50	\$10.28	\$8.27	\$9.36	\$11.30	\$10.42	\$10.00	129	7
Secretary - Executive	\$12.00	\$14.00	\$13.00	\$14.00	\$16.00	\$15.00	\$15.00	3	3
Secretary - General	\$7.00	\$8.65	\$7.83	\$8.00	\$8.65	\$8.33	\$8.33	2	2
Drafter (CAD)	\$12.00	\$16.11	\$14.06	\$16.00	\$18.11	\$17.06	\$17.06	2	2
Drafter - General	*	*	*	*	*	*	*	1	1
Human Resources Assistant	\$9.00	\$13.00	\$10.50	\$9.50	\$15.96	\$11.99	\$11.99	3	3
Bookkeeper	\$7.50	\$18.00	\$11.81	\$9.50	\$19.00	\$14.06	\$13.70	10	8
Security Guard	*	*	*	*	*	*	*	6	1
Receptionist/Switchboard	\$6.00	\$14.00	\$8.50	\$7.00	\$14.00	\$9.77	\$8.89	7	4
Administrative Assistant	\$7.00	\$10.00	\$9.00	\$7.00	\$13.00	\$11.20	\$11.17	6	5
Accounts Payable Clerk	\$8.00	\$15.00	\$10.00	\$8.00	\$15.00	\$10.30	\$10.30	4	4
Accounts Receivable Clerk	\$6.00	\$15.00	\$9.49	\$7.00	\$16.00	\$11.33	\$11.33	7	7

LAKE HAVASU CITY AREA WAGE SUMMARY JOB CLASSIFICATION	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Average Average Wage	Weighted Average Wage	Number of Employees	Number of Firms
Buyer/Purchaser	\$15.00	\$22.00	\$18.50	\$15.00	\$22.00	\$18.50	\$18.50	2	2
Office Manager	\$8.00	\$30.00	\$16.40	\$12.00	\$30.47	\$19.46	\$19.46	10	10
Accountant	\$8.00	\$17.50	\$13.17	\$14.00	\$17.50	\$16.17	\$16.17	3	3
Policy Writer	*	*	*	*	*	*	*	1	1
Underwriter	*	*	*	*	*	*	*	2	1
Clerk/Teller	\$10.28	\$12.00	\$11.14	\$12.00	\$12.00	\$12.00	\$12.00	7	2
Sales Clerk/Specialist	\$6.00	\$20.00	\$11.00	\$8.50	\$20.00	\$14.39	\$13.53	11	4
Sales Representative/Agent	\$7.00	\$20.00	\$10.94	\$8.00	\$29.39	\$15.98	\$19.87	28	9
Ticket/Reservation Agent	*	*	*	*	*	*	*	1	1
Food Service/Food Preparation Worker	\$5.60	\$8.00	\$6.68	\$7.22	\$9.59	\$8.83	\$9.30	101	4
Housekeeper	\$5.50	\$6.50	\$6.00	\$6.00	\$7.00	\$6.50	\$6.49	41	2
Wait Person	\$2.50	\$4.00	\$3.17	\$2.75	\$4.35	\$3.70	\$3.82	37	3
Bartender	\$4.00	\$5.50	\$4.75	\$4.94	\$5.50	\$5.22	\$5.28	10	2
Desk Clerk	\$7.00	\$8.00	\$7.47	\$8.18	\$11.19	\$9.29	\$10.83	86	3
Host/Hostess	\$5.15	\$6.00	\$5.45	\$5.35	\$6.50	\$5.99	\$5.51	62	4
Other Managers	\$18.26	\$21.17	\$19.96	\$18.26	\$28.00	\$22.44	\$23.70	11	4

* omitted for confidentiality purposes

FRINGE BENEFITS SECTION

INSURANCE COVERAGE



The above chart separates insurance coverage into the categories of health, dental, life and vision care insurance and depicts the number of participating employers offering each type of insurance coverage for their workers and families regardless of the percent of premium paid for by the company.

The tables on the following page illustrate the number of companies reporting specific percentages of insurance premiums paid for employees and dependents for the four categories of health, dental, vision and life insurance. The companies which reported having coverage for the plans but declined to report the percent paid by the company are excluded from these tables. Seven (7) companies reported other types of insurance than the ones listed, including long and short-term disability and accidental death and dismemberment. Sixteen (52%) of the reporting companies stated that the health insurance coverage afforded their employees included some type of prescription drug plan.

Health Insurance

Company Pays	Employee	Dependent
	Number of Companies	Number of Companies
100%	7	2
90 to 99%	1	0
80 to 89%	1	0
70 to 79%	5	1
60 to 69%	3	0
50 to 59%	1	2
0 to 49%	0	11

Dental Insurance

Company Pays	Employee	Dependent
	Number of Companies	Number of Companies
100%	5	2
90 to 99%	0	0
80 to 89%	0	0
70 to 79%	1	0
60 to 69%	1	0
50 to 59%	2	1
0 to 49%	4	10

Vision Care Insurance

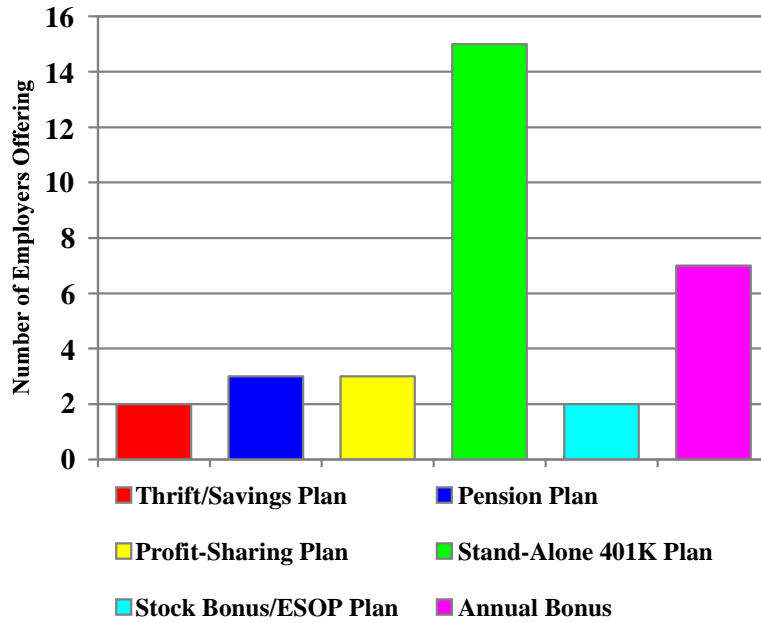
Company Pays	Employee	Dependent
	Number of Companies	Number of Companies
100%	6	2
90 to 99%	1	0
80 to 89%	1	0
70 to 79%	2	0
60 to 69%	0	0
50 to 59%	0	0
0 to 49%	2	10

Life Insurance

Company Pays	Employee	Dependent
	Number of Companies	Number of Companies
100%	10	1
90 to 99%	0	0
80 to 89%	1	0
70 to 79%	1	0
60 to 69%	1	0
50 to 59%	0	0
0 to 49%	0	4

FINANCIAL PLANS

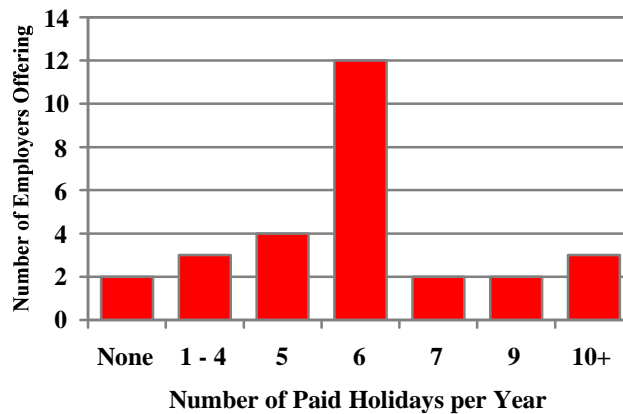
Many of the participating companies offered various financial plans to their employees, as illustrated in the following chart.



PAID LEAVE

Examples of paid leave include holidays, vacation, and sick leave. Information from the participant companies on different types of paid leave is included in the following pages.

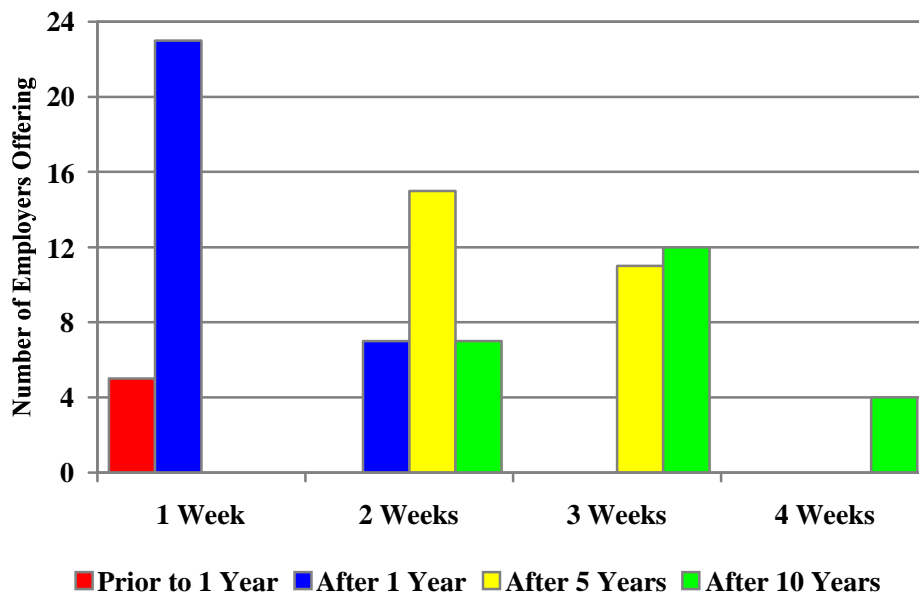
Holidays



In addition to the above information concerning holidays, four (4) companies reported allowing employees to take from 1 – 4 unpaid holidays per year and one company allowed six (6) unpaid holidays per year.

Vacation

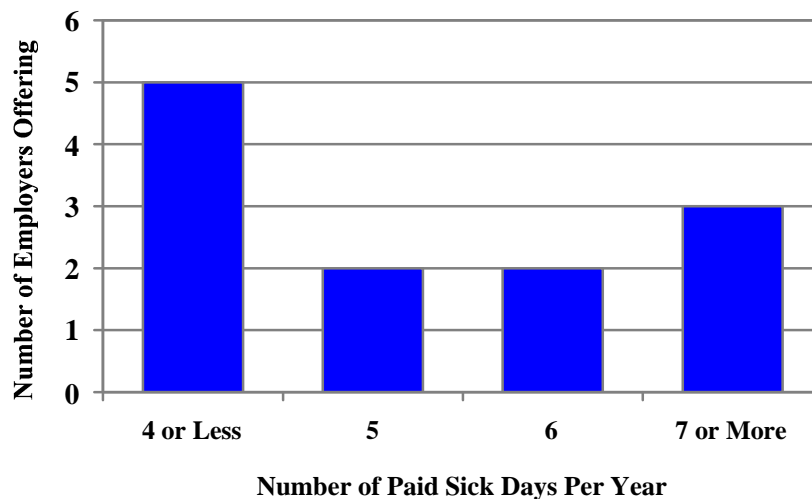
Employees in five of the reporting companies (17%) were eligible for paid vacation prior to one year of employment, and employees in twenty-three companies (75%) were eligible for paid vacation after one year of employment. Further, of the reporting companies, nine (29%) reported pay for unused vacation time, and ten companies (33%) allowed vacation carry-over. The chart below shows the number of participating companies who reported offering specific numbers of vacation weeks prior to one year of employment, after one year of employment, after five years, and after ten years of employment.



In addition, five (5) companies offered paid vacation other than that listed above, including four weeks after fifteen years and five weeks after twenty years.

Sick Leave

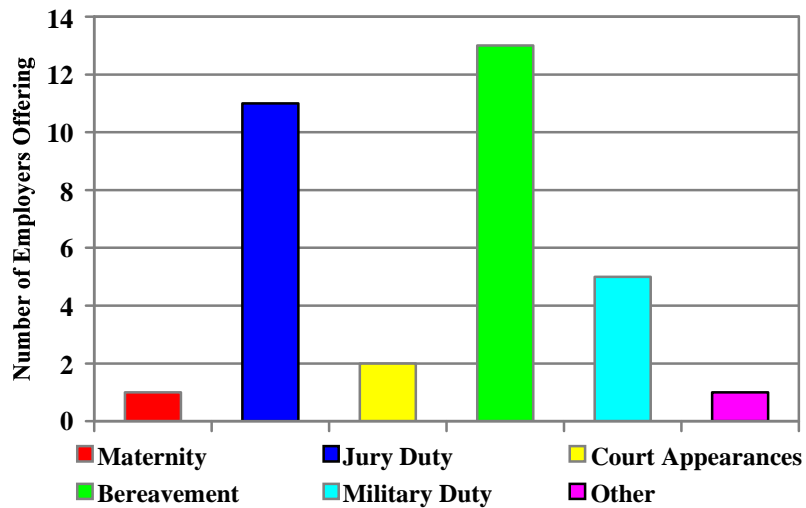
Of the participating companies, seventeen (55%) reported offering no paid sick leave. The following charts give eligibility times and number of paid sick days per year for those companies which did offer paid sick leave.



Additionally, of the reporting companies, three (10%) offered sick leave carry-over, and three (10%) reported paying for unused sick leave.

Other Paid Leave

Participating employers were asked to report whether their companies gave additional paid time off to employees for maternity, jury duty, court appearances, bereavement, military duty or other categories. The results are shown below.





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