

APRIL 2023

WAGE AND BENEFITS SURVEY 2023

TRANSPORTATION & WAREHOUSING



PREPARED BY
STRATEGIC MARKETING SERVICES

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Methodology

Project Objective

The main project objectives included assessing the starting and maximum wages for occupations in a variety of industries, assessing additional wage-related benefits such as pay increases and wage differentials, and understanding paid time off policies and benefits, workplace incentives, workforce trends, and community quality of life and amenities. This will help the Cedar Valley Regional Partnership and Grow Cedar Valley track wage and benefit data by occupation type to aid in attracting new talent to existing industry and prospective employers.

Project Design

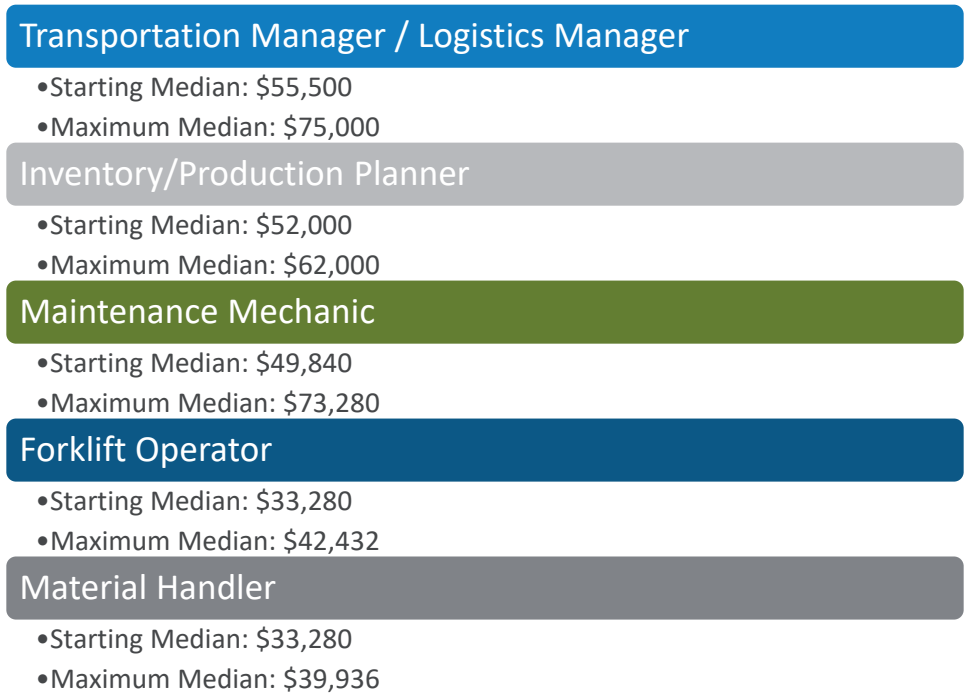
Strategic Marketing Services (SMS) developed the content of an online survey instrument to assess the current wages and benefits provided to occupations within the manufacturing; finance and insurance; professional, scientific, and technical services; health care and social assistance; and transportation and warehousing industries among employers in Black Hawk, Bremer, Buchanan, Butler, Chickasaw, and Grundy counties.

An invitation to take the online survey was administered by email from Strategic Marketing Services (SMS) on behalf of Grow Cedar Valley and from Cedar Valley Regional Partnership members to approximately 400 human resources and management contacts with 284 contacts starting the survey and five opting out on the first page. Of the remaining 279 survey starts, 128 contacts fully completed the survey. The completion rate was 32 percent. This achieved a $95 \pm 7.15\%$ confidence interval, which means if this study was completed 100 times; the same results would be achieved 95 out of 100 times. The confidence interval indicated the actual aggregate results for the entire population of organizations in the above counties and industries would be in a ± 7.15 percent range of the aggregate statistics.

Survey Results

Wage Information

Within the Transportation industry occupations, Transportation managers / Logistics managers had the highest starting and maximum salary medians followed closely by Inventory/Production planners and Maintenance mechanics. Material handlers and Forklift operators reported similar starting median salaries with Maintenance handlers’ maximum salary median falling short.



Starting Salary

The mean and median starting salary for each occupation except Inventory/Production Planner are close in value indicating the distribution of the data is symmetrical. The mean starting salary for Inventory/Production Planner is greater than the median indicating the distribution of the data is positively skewed.

Occupation	Mean	Median	Min	Max
Inventory/Production Planner (N=3)	\$57,333.33	\$52,000.00	\$50,000.00	\$70,000.00
Transportation Manager/Logistics Manager (N=6)	\$57,166.67	\$55,500.00	\$40,000.00	\$70,000.00
Truck and Tractor Operator - Long Haul (N=1)	\$55,000.00	\$55,000.00	\$55,000.00	\$55,000.00
Maintenance Mechanic (N=4)	\$49,360.00	\$49,840.00	\$41,600.00	\$56,160.00
Shipping/Receiving Clerk (N=5)	\$39,616.00	\$37,440.00	\$33,280.00	\$48,000.00
Customer Service Inbound/Outbound (N=6)	\$38,115.00	\$36,305.00	\$33,280.00	\$50,000.00
Forklift Operator (N=5)	\$36,464.00	\$33,280.00	\$33,280.00	\$44,000.00
Material Handler (N=4)	\$35,336.00	\$33,280.00	\$30,784.00	\$44,000.00
Truck and Tractor Operator - Short Haul (N=4)	\$35,290.00	\$38,120.00	\$15,000.00	\$49,920.00

Maximum Salary

The mean and median maximum salary for each occupation except Inventory/Production Planner are close in value indicating the distribution of the data is symmetrical. The median maximum salary for Truck and Tractor Operator – Long Haul is 90.9 percent greater than the median starting salary. Inventory/Production Planners have the lowest increase from median starting salary to median maximum salary (19.2%).

Occupation	Mean	Median	Min	Max
Truck and Tractor Operator - Long Haul (N=1)	\$105,000.00	\$105,000.00	\$105,000.00	\$105,000.00
Maintenance Mechanic (N=4)	\$ 77,720.00	\$ 73,280.00	\$ 60,320.00	\$104,000.00
Transportation Manager/Logistics Manager (N=6)	\$ 76,166.67	\$ 75,000.00	\$ 58,000.00	\$ 95,000.00
Inventory/Production Planner (N=3)	\$ 72,333.00	\$ 62,000.00	\$ 60,000.00	\$ 95,000.00
Truck and Tractor Operator - Short Haul (N=4)	\$ 55,660.00	\$ 51,000.00	\$ 45,760.00	\$ 74,880.00
Customer Service Inbound/Outbound (N=6)	\$ 53,840.00	\$ 52,000.00	\$ 37,440.00	\$ 80,000.00
Shipping/Receiving Clerk (N=5)	\$ 49,640.00	\$ 50,160.00	\$ 37,440.00	\$ 65,000.00
Forklift Operator (N=5)	\$ 45,546.40	\$ 42,432.00	\$ 37,440.00	\$ 60,500.00
Material Handler (N=4)	\$ 44,453.00	\$ 39,936.00	\$ 37,440.00	\$ 60,500.00

Other occupations and their starting and maximum salaries:

- Athletic travel (\$41,600 to \$182,000)
- Air, charters, bus, hotel (\$24,034 to \$350,000)

Additional Wage Information

The median standard annual wage/salary percentage increase in the last 12 months was 3.0%, with 66.7% of respondents planning to provide pay increases in the next 12 months. However, only 22.2% of respondents will provide an annual cost of living pay increase.

Two-thirds (66.7%) of the respondents reported that their company uses a variable/performance pay program such as bonuses, commission, and other monetary incentives. Additionally, 80.0% provide a differential pay scale for weekday 2nd shift, followed by weekday 3rd shift (40.0%), weekend 1st shift (40.0%), weekend 2nd shift (40.0%), and weekend 3rd shift (20.0%).

In general, a median differential pay scale of \$1.75 to \$6.75 was provided to employees working weekday 2nd and 3rd shift and weekend 1st and 2nd shifts as shown in the following table.

Hourly Rate Shift Differential	Mean	Median	Minimum	Maximum
Weekday 2nd Shift (N=4)	\$ 3.62	\$ 1.75	\$ 1.00	\$ 10.00
Weekday 3rd Shift (N=2)	\$ 2.50	\$ 2.50	\$ 2.00	\$ 3.00
Weekend 1st Shift (N=2)	\$ 2.00	\$ 2.00	\$ 1.00	\$ 3.00
Weekend 2nd Shift (N=2)	\$ 6.75	\$ 6.75	\$ 3.50	\$ 10.00

Double Shift Weekday and Weekend responses from respondents include:

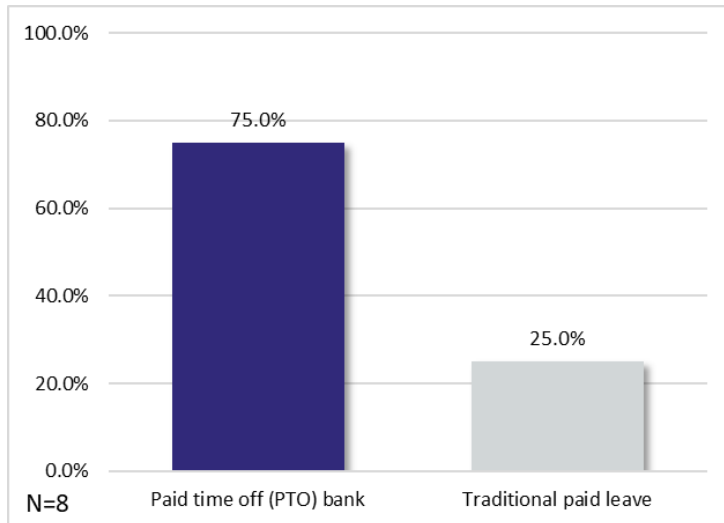
- Commission

Holiday Shift responses from respondents include:

- 50%
- Double pay

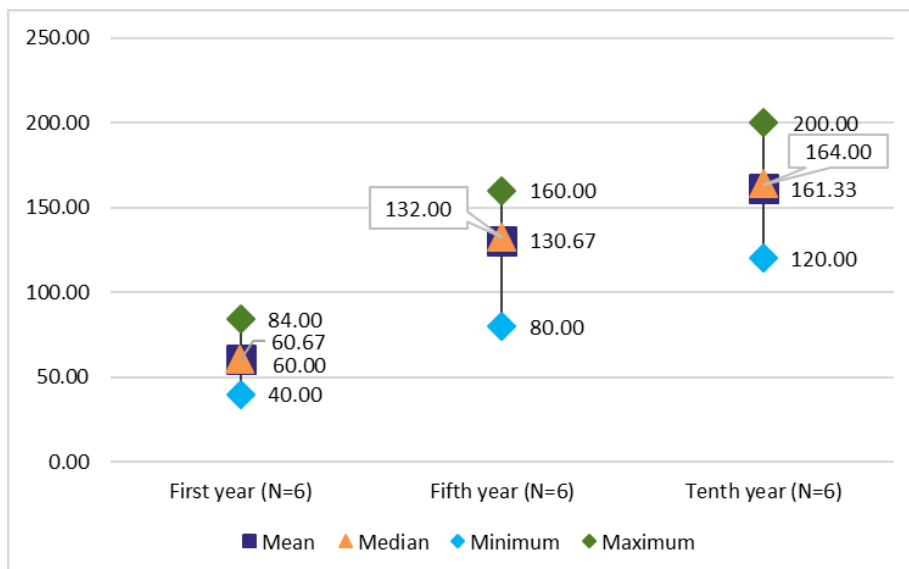
Benefits

Paid Leave



Three-fourths (75.0%) of respondent organizations provide PTO banks to their employees, while 25% provide a traditional paid leave policy. Only one organization reported they provide different benefits to hourly and salary employees.

Only two organizations provided vacation and sick hours, so were not included in this industry report. For organizations utilizing PTO versus traditional paid leave, there is a 166 percent increase in mean PTO hours from the first year of employment to the tenth year of employment, and a 173 percent increase in median PTO hours.



Paid Benefits and Work Place Incentives

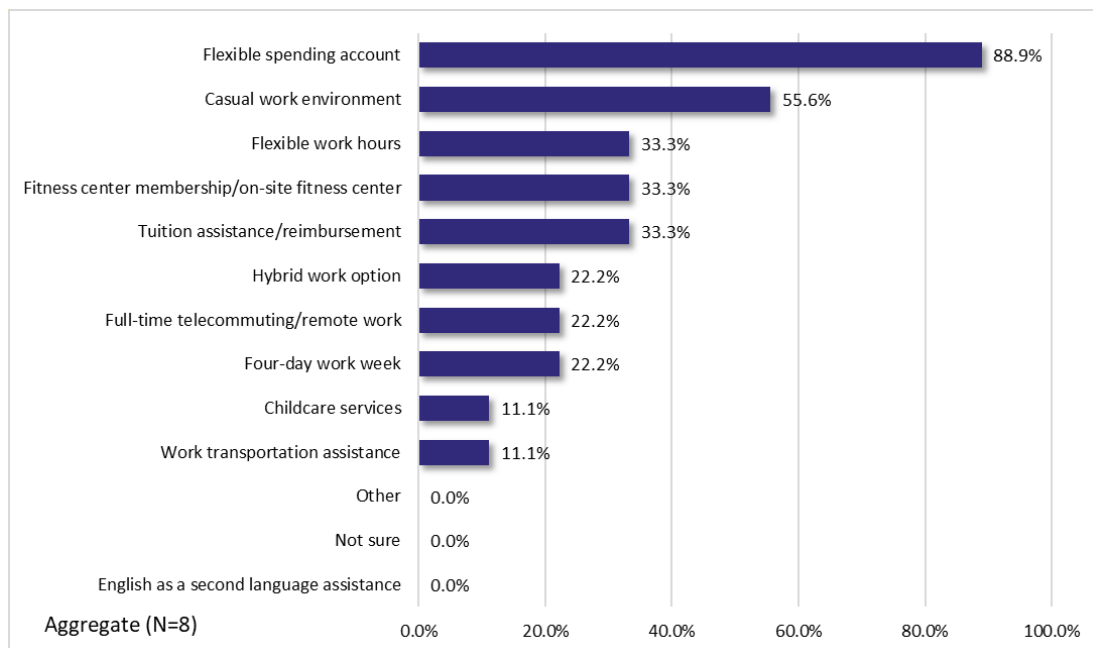
All respondents (100%) reported employees receive Independence Day, Memorial Day off, Labor Day, New Year’s Eve, New Year’s Day, Thanksgiving Day, and Christmas Day paid off. Over 12 percent reported employees receive other holidays and observances paid off. Other responses reported by respondents included:

- Birthday

Additionally, one-third of respondents (33.3%) offer paid benefits to part-time employees, including health insurance (100.0%), retirement benefits (100.0%), paid time off/vacation and sick leave (66.7%), and paid holidays (66.7%).

In addition to paid holidays, the top additional benefits reported by organizations that offer the same benefits to salary and hourly employees are life insurance coverage (100.0%), the option to purchase family health insurance (87.5%), health insurance for employees – including dental and/or vision (75.0%), a 401(k) or 403(b) plan (75.0%), and a 401(k) or 403(b) match (75.0%).

Top workplace opportunities or incentives offered to employees reported by respondents included a flexible spending account (88.9%) and a casual work environment (55.6%) and A second tier of opportunities or incentives offered to employees includes flexible work hours (33.3%); a fitness center membership/on-site fitness center (33.3%); and tuition assistance/reimbursement (33.3%).



Employee Recruitment

Barriers to Recruitment

The greatest barrier related to recruiting potential employees as it relates to the community is by far the shortage of workers with knowledge of skills (66.7%). Other top barriers are included in the graphic below. Respondents were also asked to rate the significance for each of their top three barriers, using a scale of 1 to 5, where 1 is insignificant and 5 is critical. The top-rated barriers mentioned by more than 1 respondents are included in the graphic below.

Top Recruitment Barriers
<ul style="list-style-type: none"> • Shortage of workers with knowledge of skills (66.7%) • Government policies or regulations (22.2%) • Lack of access to transportation to get to work (22.2%)

Barrier Significance
<ul style="list-style-type: none"> • Shortage of workers with knowledge or skills (mean of 4.50) • Lack of access to transportation to get to work (mean of 4.00) • Government policies or regulations (mean of 3.50)

Community Amenities/Offerings

The top local community amenities/offering most important to potential employees include quality/affordable housing (55.6%), quality schools (55.6%), proximity to work location (44.4%), and quality/affordable childcare (44.4%). Other top amenities/offering are included in the graphic below. Respondents were also asked to rate the level of availability for each of their top 5 local amenities/offering, using a scale of 1 to 5, where 1 is no availability and 5 is very high availability. The top-rated amenities mentioned by more than 2 respondents are included in the graphic below.

Top Local Community Amenities/Offerings
<ul style="list-style-type: none"> • Quality schools (55.6%) • Quality/affordable housing (55.6%) • Proximity to work location (44.4%) • Quality/affordable childcare (44.4%) • Low crime rate / personal security/safety (33.3%) • Community amenities, such as shopping and restaurants (33.3%)

Level of Availability
<ul style="list-style-type: none"> • Quality schools (mean of 3.60) • Proximity to work location (mean of 3.50) • Quality/Affordable housing (mean of 3.00) • Quality/Affordable childcare (mean of 3.00)

Appendix

The table below lists starting and maximum salaries for occupations in other industries selected by respondents.

Occupation	Starting Salary	Maximum Salary
Dock Workers	\$33,280	\$35,360
Forklift Drivers	\$35,360	\$37,440
Meat Packers	\$33,280	\$35,360
Order Selectors	\$42,640	\$43,680
Reach Truck Driver	\$37,440	\$39,520