

DUBLIN-LAURENS COUNTY WAGE STUDY

2021


Dublin-Laurens County
Development Authority
The business heart of Georgia!

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Introduction



Process

The Dublin-Laurens County Development Authority partnered with the Carl Vinson Institute of Government at the University of Georgia to conduct a community-wide wage study. This project was a follow-up to the Workforce Development Strategic Plan developed in late 2020 and early 2021. The study's goal was to provide employers in Dublin-Laurens County with local data to help their recruitment and retention practices. While the majority of wage data was focused on entry-level positions, company wide benefits and policy information was also collected.

The 2021 Dublin-Laurens County Wage Study was conducted through a series of phone interviews with company officials from a broad cross section of local employers. Data were collected from 16 companies ranging in size from 10 employees to over 300, accounting for a total of over 2,400 jobs. Detailed occupational information was collected for about 1,300 entry-level positions. This report contains information on wages, benefits, and employment policies. All data are shared in a way to maintain individual company privacy.



Concepts

Throughout this report, several concepts used to describe companies and positions.

Company Size (at Dublin location)

- Small – fewer than 100 employees
- Large – more than 100 employees
- 8 small companies and 8 large companies were surveyed

Job Family

- Production (22 job titles including 634 employees)
- Logistics (12 job titles including 585 employees)
- Other (6 job titles including 78 employees; examples include customer service reps)

Education Level

- No minimum requirement
- High school diploma or GED
- Technical certification
- Other (including passing certain industry tests or certain years of experience)

Workforce Context

Each participating company provided insights on its staffing, environment, and workforce needs. This section provides contextual information to the data detailed in the later sections of the report. Note that the wage study data were collected in May 2021 so many companies were still feeling the impacts of COVID-19. Participating companies were asked to provide typical staffing information for the past two years, where possible, as COVID-19 likely caused short-term changes in staffing needs.

- **When asked if their current employment was typical of the past two years, answers varied widely.**
 - Several newer companies could not speak to typical employment.
 - Some companies were seeing lower than normal staffing due to supply chain disruptions and limited production.
 - Other companies were seeing increased staffing due to higher demand or company growth.
- **Companies were asked to estimate their average annual turnover and the average tenure for their current workforce.**
 - Turnover and tenure both varied widely among companies.
 - Annual turnover ranged from under 2% to over 50%, with a median around 15%.
 - Average tenure was around 7 years.
- **Many companies employ temporary workers.**
 - 63% of companies interviewed use at least some temporary workers.
 - Temporary workers are slightly more common in large companies.
 - Of those that use temporary workers, about 50% consider temporary to permanent employment.
- **There is no one, typical work schedule for companies in Dublin.**
 - 56% of companies work five days a week, some with occasional weekend work, if needed.
 - 36% operate 24 hours a day.
 - Within and across areas, a single company may use any combination of 8-hour, 10-hour, 12-hour, rotating, or alternative shifts.
 - Typically, though not always, shifts differed based on position including entry level, production, or management.

Entry Level Wage Results Summary

Wages vary greatly across different types of jobs and the education level required for the role. Below is a summary of the average entry level hourly wage and weighted hourly wage by job family and by education level.

OVERALL AVERAGE
ENTRY LEVEL HOURLY WAGE

\$15.93






Wage Calculations

Average hourly wage

$$\frac{\text{sum of reported hourly wage}}{\text{\# of companies}}$$

Weighted average hourly wage

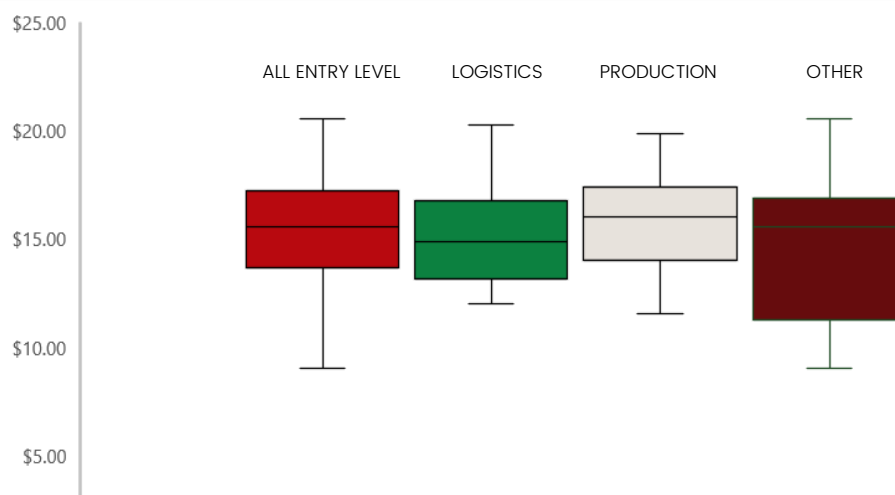
$$\frac{\text{sum of (reported hourly wage x \# of employees)}}{\text{total \# of employees}}$$

AVERAGE				<u>Educational Requirement</u>	<u>Hourly Wage</u>
	Logistics	Production	Other	No Min. Requirement	\$15.60
	\$15.24	\$16.64	\$14.68	HS Diploma or GED	\$14.37
				Technical Certificate	\$20.17
				Other	\$15.87
WEIGHTED				<u>Educational Requirement</u>	<u>Hourly Wage</u>
	Logistics	Production	Other	No Min. Requirement	\$15.89
	\$14.99	\$16.84	\$14.04	HS Diploma or GED	\$14.26
				Technical Certificate	\$24.54
				Other	\$16.03

Wages by Job Family

The 1,300 entry-level jobs of detailed wage and education data were collected into three major families to allow for a deeper analysis of job duties. Generally, production jobs pay the most, followed by logistics and other jobs. This trend bears out at all levels of education. The box plot below that shows the range of average wages for each job family. Outliers in the data are not visualized to protect privacy.

WAGE DISTRIBUTION OF ENTRY LEVEL POSITIONS BY JOB FAMILY



The tables below detail the wages by educational level within each job family. The biggest surprise is that in all three job families, jobs requiring a high school diploma or GED paid less than those with no minimum requirement. Although no data were collected to pinpoint why this is the case, companies are continuing to loosen their requirement for HS diplomas and GEDs; therefore, this disparity may decrease as employers find these two groups to be interchangeable.



Logistics

<u>Educational Requirement</u>	<u>Hourly Wage</u>
No Min. Requirement	\$14.93
HS Diploma or GED	\$13.70
Technical Certificate	\$19.86
Other	NA
All Logistics	\$15.24



Production

<u>Educational Requirement</u>	<u>Hourly Wage</u>
No Min. Requirement	\$15.90
HS Diploma or GED	\$14.61
Technical Certificate	\$23.10
Other	\$15.87
All Production	\$16.64



Other

<u>Educational Requirement</u>	<u>Hourly Wage</u>
No Min. Requirement	\$15.50
HS Diploma or GED	\$15.03
Technical Certificate	\$12.00
Other	NA
All Other	\$14.68

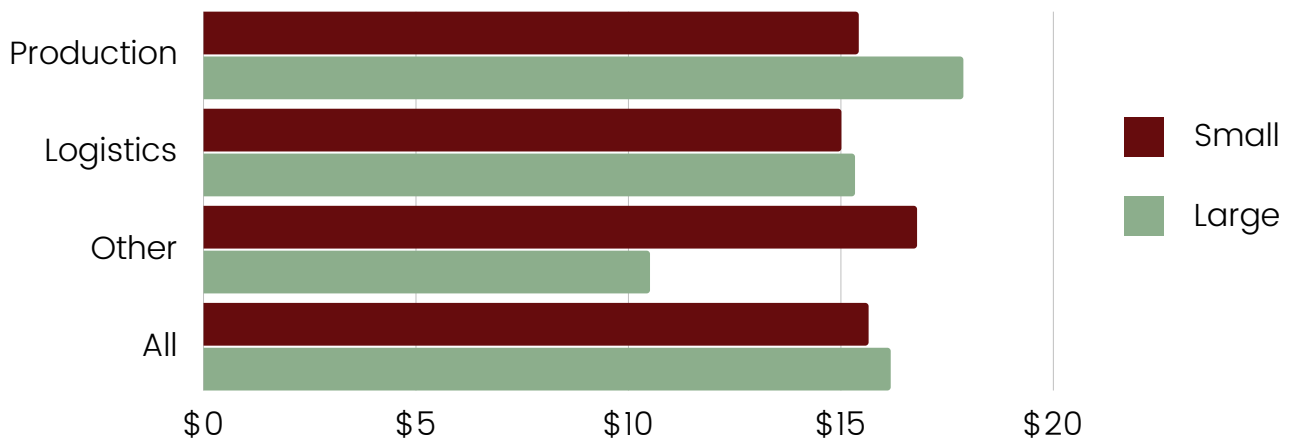
Entry Level Wages by Company Size

The Institute research team next examined whether company size has any impact on the wages offered by companies in Dublin-Laurens County. This section details the differences within jobs at small and large companies.

On average, large companies pay their entry level employees \$0.52 more an hour, but there is variability depending on job family and educational requirements.

Small (<100 employees)		Large (>100 employees)	
<u>Educational Requirement</u>	<u>Hourly Wage</u>	<u>Educational Requirement</u>	<u>Hourly Wage</u>
No Min. Requirement	\$15.38	No Min. Requirement	\$16.07
HS Diploma or GED	\$16.28	HS Diploma or GED	\$13.37
Technical Certificate	\$16.50	Technical Certificate	\$20.90
Other	NA	Other	\$15.87
All Small	\$15.64	All Large	\$16.16

ENTRY LEVEL WAGES BY COMPANY SIZE AND JOB FAMILY



Benefits Results

While entry level wages are typically the most important factor in an individual employee's decision-making process, benefits can also play a big role. Each company contact was asked to explain their typical insurance and retirement benefits. Below is a summary of the results.

Insurance

94% of companies offer health insurance, and they cover approximately 70% of the cost.

- 88% of employers also offer vision, dental, life, and disability insurance.
- A smaller percentage offer HSA or FSA.
- Life and disability are typically covered at 100%.
- The average, monthly out-of-pocket cost for a single employee's health insurance is about \$130, but it can differ based on company size. Small (\$110); large (\$150)
- Small employers tend to contribute more towards health insurance costs.
- Health (~73% vs. ~66%)
- Vision/dental (~39% v.s ~31%)

Retirement

88% of companies offer at least one retirement option for their employees.

- 401(k) is the most common retirement option, but a few also offer defined contribution plans.
- Of the companies that offer 401(k)s, 93% contribute to employees' funds at an average of 4%. Vesting times vary.
- 19% of companies also offer employees a profit-sharing option.

Training

87% of all companies offer some sort of training or professional development benefit.

- Small companies are more likely to offer internal training (75% vs. 38%).
- Large companies are more likely to offer tuition assistance/reimbursement or external training opportunities (75% vs. 25%).

Selected Practices

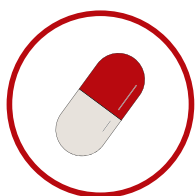
In addition to information about wages and benefits, each company representative was asked about several employment policies including leave, drug testing, relocation and attendance. These policies were selected because they have been shown to have the largest impact on workforce attraction and retention.



1. Leave

All companies provide their employees with paid holidays throughout the year as well as some combination of vacation/sick/PTO leave.

- On average, employees received **95 hours of leave** during their first year (typically after a 90-day probationary period).



2. Drug Testing

Drug testing policies range widely across companies, with no correlation between size or other apparent factors.

- 50% of employers have a "full" drug policy, including testing at on-boarding, post-accident, with reasonable suspicion, and randomly, and a failed test triggered automatic termination.
- The other 50% have policies but do not include things like random drug tests, or results do not require termination.



3. Relocation

88% of large companies and 50% of small companies offer relocation assistance for employees (usually management positions) moving to the Dublin area.



4. Attendance

The majority of companies in the Dublin area interviewed have some sort of progressive discipline policy related to attendance; that is, they use points or write ups over a certain period of time. If a limit is hit, then the employee is terminated. Others handled attendance on a case-by-case basis. Another common attendance policy is "job abandonment" or three days of no-call, no-show.

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