



2020

Compensation and Benefits Survey!

Here is a quick summary of the survey which was completed by 31 Hudson Valley manufacturing businesses. The survey was conducted with the support of Ethan Allen Personnel Group and Rose & Kiernan Insurance over parts of November and December 2020.

Medical Benefits



100% of the respondents offered their employees medical insurance.

100%



75% of the respondents paid more than 75% of the total premium.

75%

More than half the firms reported premium being \$1,100 or higher.

Size and Make-Up



55% of the firms had between 51 and 100 employees, 23% between 101 and 250.

55%



13 percent reported the majority of their employees were represented by a union, 87% were not.

13%

Retirement Plans

All but one firm offered a retirement plan with 401(k) plans being by far the most common

Hiring Challenges



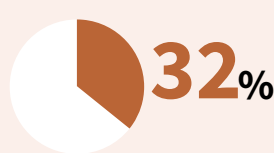
90%

percent of the firms reported challenges hiring key positions.

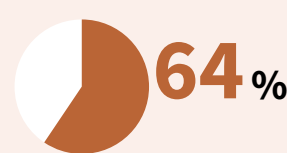
Tool Makers, CNC Machinists, CNC Operators, Clean Room Technicians and Maintenance Mechanic are the most frequently cited difficult to fill positions.

Also mentioned are Electro-Mechanical Technicians, Engineers and Scientists.

Apprenticeships



of firms offered an apprenticeship training program.



of these programs were recognized by the Department of Labor.

When asked what trade they were most interested in starting an apprenticeship program for - Maintenance Mechanic was the trade most frequently mentioned (15 firms) followed by Industrial Manufacturing Technician (13 firms.)

Compensation



Entry level Production workers can expect to earn \$24,960 per year their first year in that role. All workers in that role average 31,243 per year.



Maintenance Mechanics can expect to earn \$46,957 per year to start, increasing to more than \$65,242 per year.



In all data was reported on 101 positions.



"The data in this survey reinforce what we know about careers in manufacturing - it confirms that these positions pay well and provide solid benefits," said **Harold King**, Council of Industry President."

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