

**THE  
CONROE, TEXAS  
AREA  
WAGE & FRINGE BENEFITS  
SURVEY REPORT**

*August, 2017*

**Compiled and Produced by**

**THE PATHFINDERS**



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## INTRODUCTION

The 2017 Conroe Area Wage and Fringe Benefits Survey was sponsored by the Greater Conroe Economic Development Council and the Conroe/Lake Conroe Chamber of Commerce. The online survey was powered through Qualtrics software and hosted by the Center for Communication Research at Texas Tech University, with resulting data and final report compiled and produced by The Pathfinders. Information from participating companies is held in confidence; however, general information regarding this survey can be obtained by contacting The Pathfinders via telephone (972-387-3750) or e-mail ([info@thepathfindersus.com](mailto:info@thepathfindersus.com)). **Please note that some of the companies responding to the survey did not answer all the questions; therefore, the total number of responses for each question will not always equal the total number of participants. Rounding is utilized.**

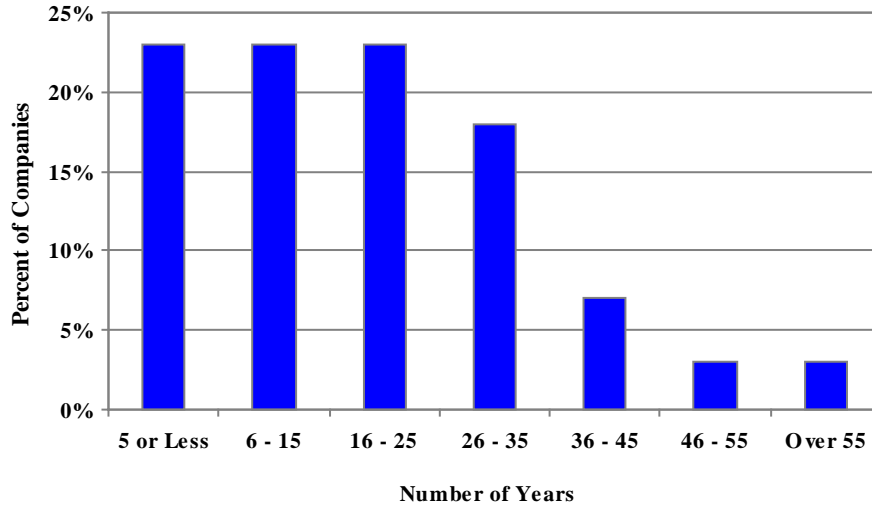
Twenty-nine (29) companies participated in the 2017 Conroe Area Wage and Fringe Benefits Survey, representing a reported full-time employment base of approximately 2,600 workers. Participants by NAICS (North American Industry Classification System) codes are shown below.

NAICS Code	Description of Industry	% of Employers
21	Mining, Quarrying, And Oil and Gas Extraction	7%
23	Construction	13%
31	Manufacturing and Assembly	26%
44	Retail Trade	10%
52	Finance and Insurance	3%
53	Real Estate and Rental and Leasing	3%
54	Professional, Scientific and Technical Services	7%
62	Health Care	10%
72	Accommodation and Food Services	3%
73	Other Services except Public Administration	3%
74	Public Administration	7%
	Not Reported	8%

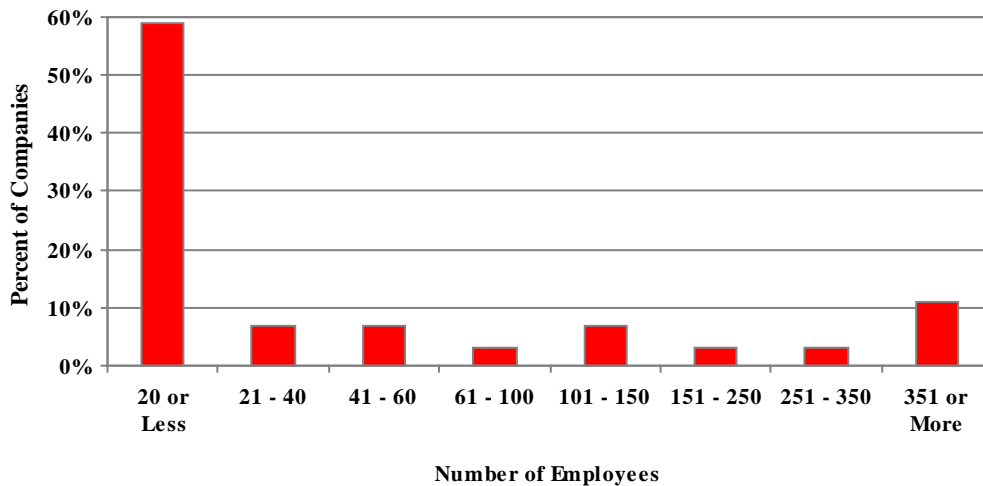
**GENERAL INFORMATION**

The following pages present general information regarding the participating employers including such topics as employment, hiring projections, and drug testing policies.

**Length of Time in Community**



**Number of Employees**

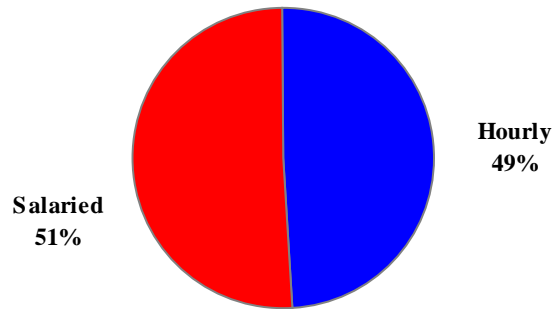


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### GENERAL INFORMATION

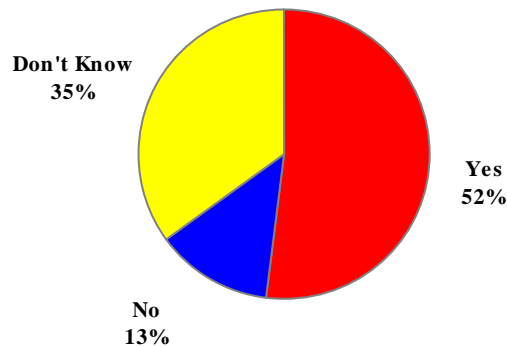
The total reported full-time employment of 2,567 was comprised of 49% hourly workers and 51% salaried workers.

#### Hourly / Salaried Employees



The participating employers were surveyed as to their hiring projections for the next twelve months. 52% reported anticipating increasing employment for a combined total of 74 employees. None of the employers anticipated decreasing employment during this time period.

#### During the next 12 months, do you anticipate increasing employment?

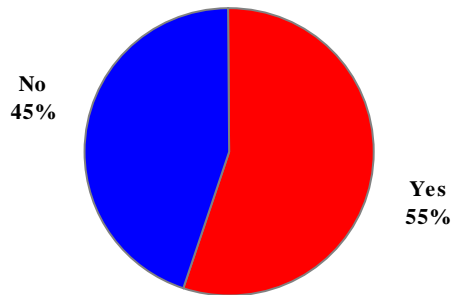


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### GENERAL INFORMATION

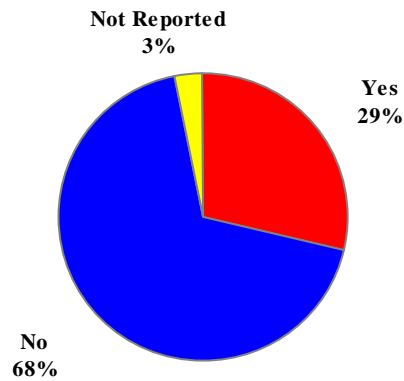
Further, the participating employers were surveyed concerning their hirings during the past twelve months.

**During the past 12 months,  
did you experience an increase in employment?**



\* Reported increase of over 200 workers

**During the past 12 months,  
did you experience a decrease in employment?**



\* Reported decrease of over 60 workers

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**GENERAL INFORMATION**

The following table reflects the various methods used to recruit workers in the Conroe region and the percent of employers utilizing that method. Many employers use more than one method. Also included here is the total annual payroll amount as reported by the survey participants.

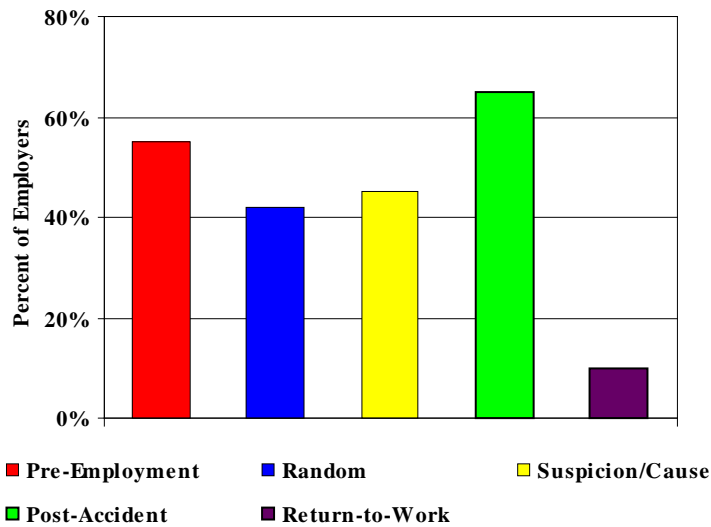
<b>Recruiting Method</b>	<b>% of Employers</b>
Word of Mouth	77%
Internet/Online	58%
Referrals	48%
Internal Promotion	42%
Networking	42%
Walk-Ins	19%
Staffing/Temp Service	19%
Recruiters	19%
Job Board/Sign	16%
Colleges	10%
Job Fairs	7%
Newspaper Ads	3%
Trade Journals	3%
Other	3%

The reported combined total annual payroll for the participating companies was approximately \$35 million, although it should be noted that not all companies responded to the annual payroll question.

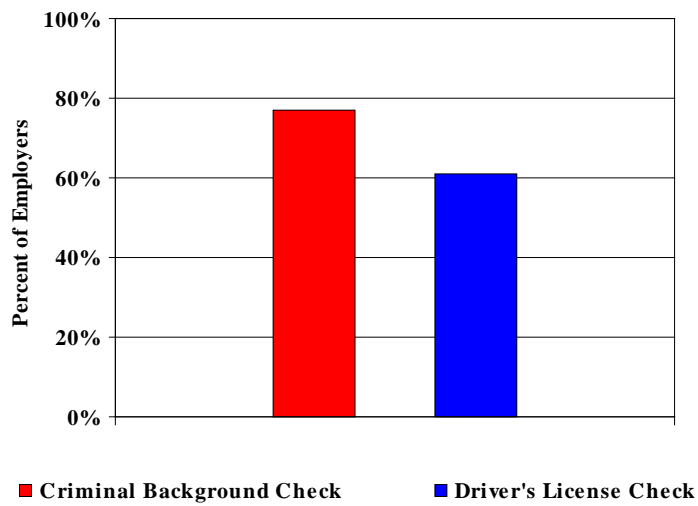
### GENERAL INFORMATION

Concerning workplace drug testing policies, the participating employers were asked if their companies performed any of the following types of drug testing.

#### SUBSTANCE ABUSE TESTING PRACTICES



Other checks reported by the participating employers include:

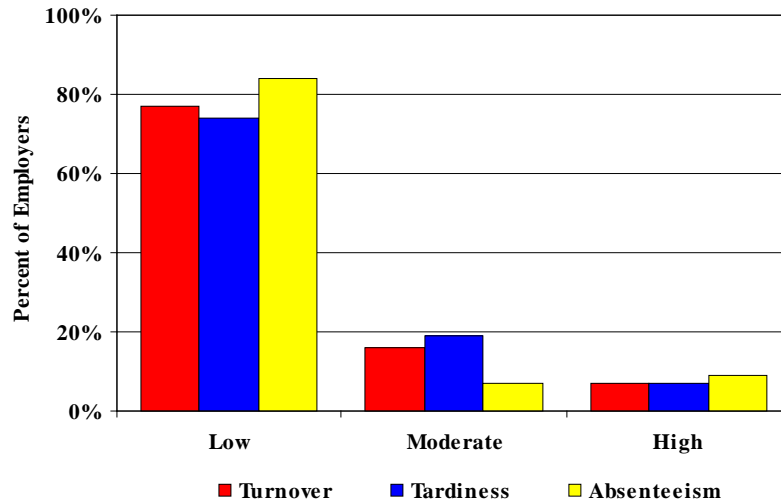




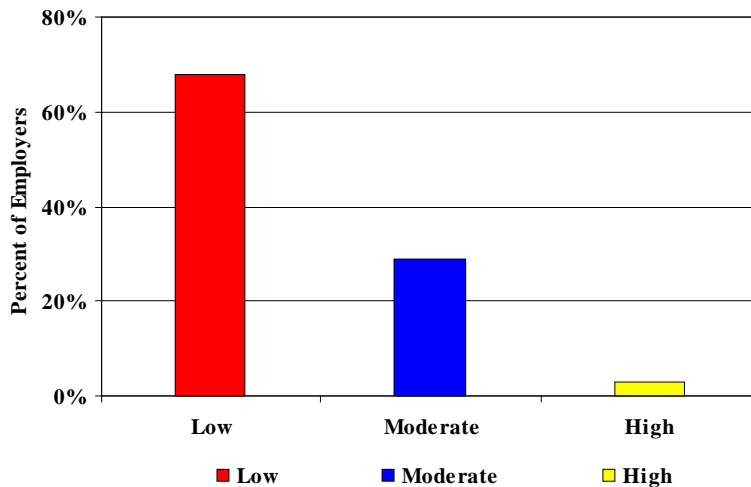
### EMPLOYER RATINGS

In the course of conducting wage and fringe benefits surveys, local employers are asked to rate the area and the workforce on a number of factors including educational providers, quality of life, productivity, turnover, and many others. The following charts reflect these findings as gathered from the participating employers.

#### TURNOVER / TARDINESS / ABSENTEEISM – AREA WORKFORCE

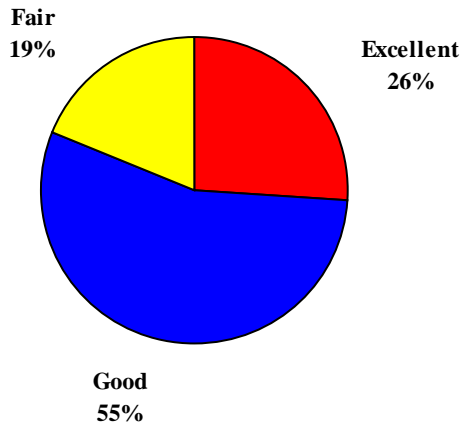


#### SUBSTANCE ABUSE RATING – AREA WORKFORCE

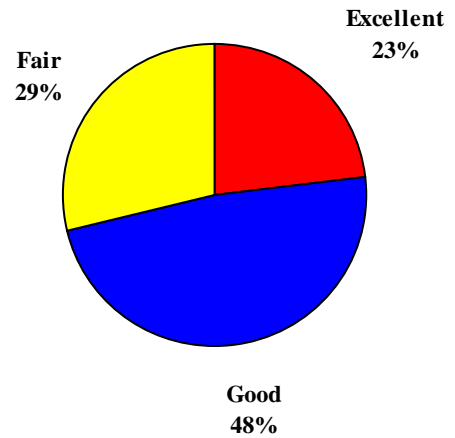


### EMPLOYER RATINGS

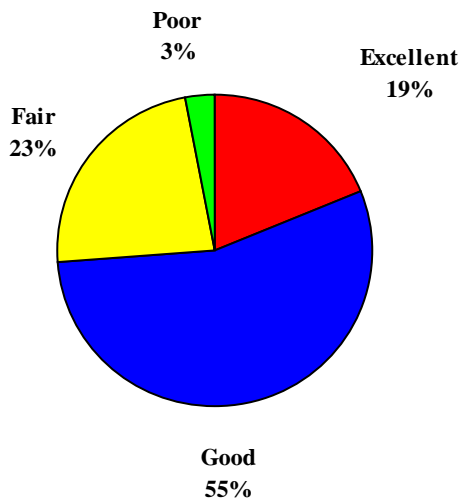
#### WORKER PRODUCTIVITY



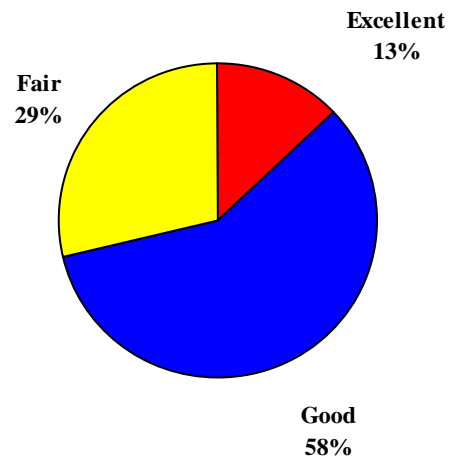
#### WORKER RELIABILITY



#### WORKER ATTITUDES

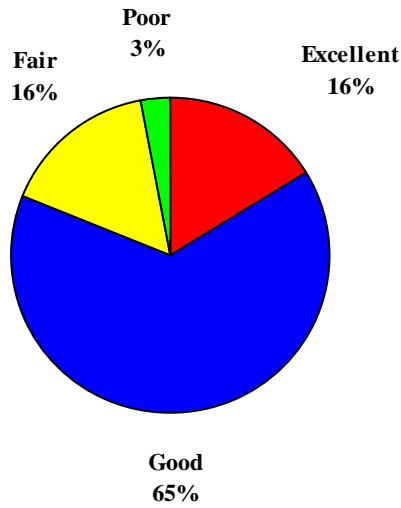


#### TEAMWORK SKILLS

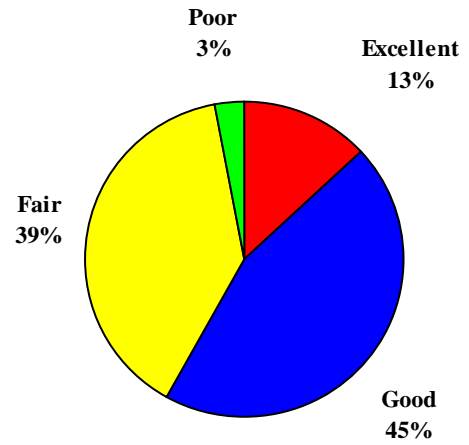


**EMPLOYER RATINGS**

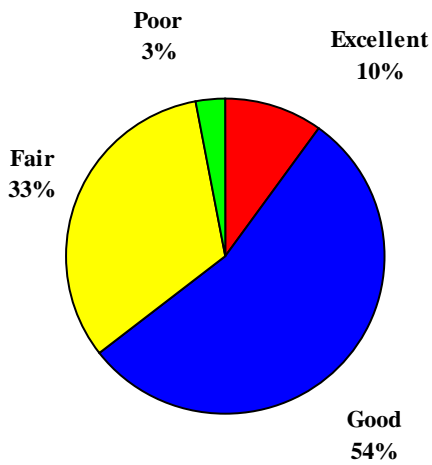
**READING SKILLS**



**WRITING SKILLS**



**MATH SKILLS**

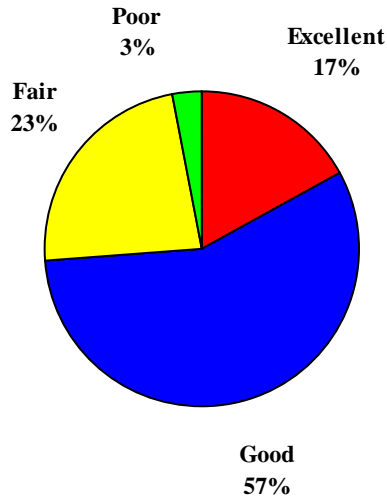


**COMPUTER SKILLS**

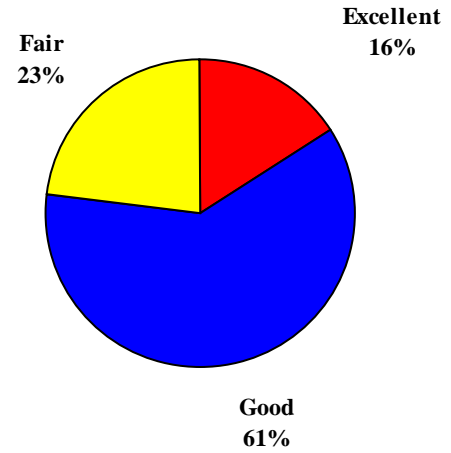


**EMPLOYER RATINGS**

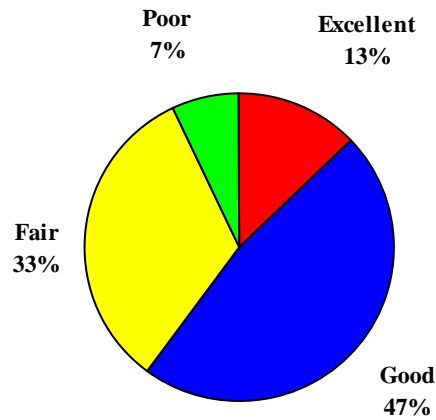
**WORKER ENTRY LEVEL SKILLS**



**WORKER TRAINABILITY**

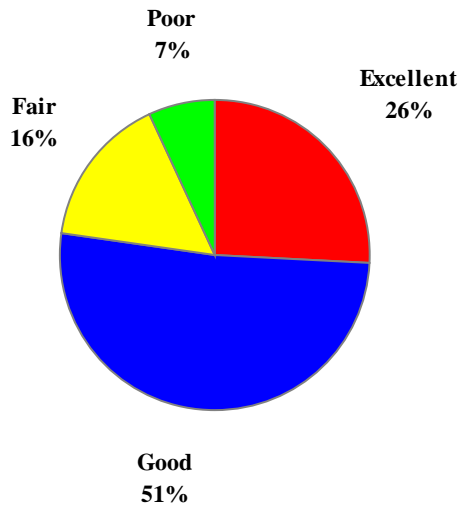


**JOB READINESS SKILLS**

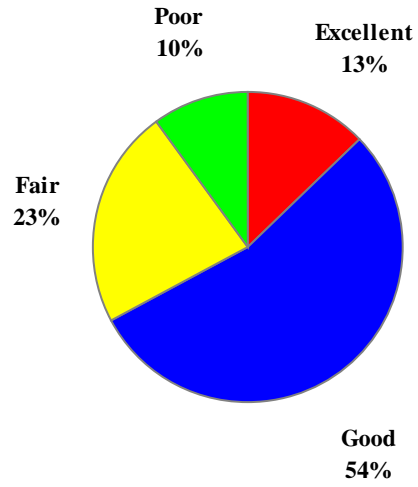


### EMPLOYER RATINGS

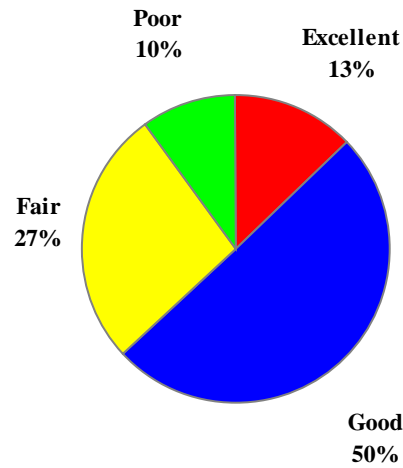
#### COMMUNITY COLLEGES



#### PUBLIC SCHOOLS



#### TECHNICAL/TRADE SCHOOLS



**EMPLOYER RATINGS**

**SKILLED LABOR AVAILABILITY**



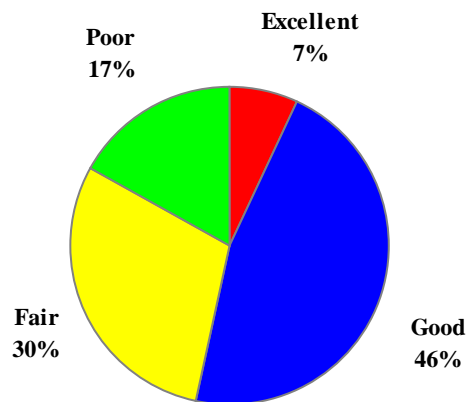
**UNSKILLED LABOR AVAILABILITY**



**PROFESSIONAL LABOR AVAILABILITY**



**TECHNICAL LABOR AVAILABILITY**

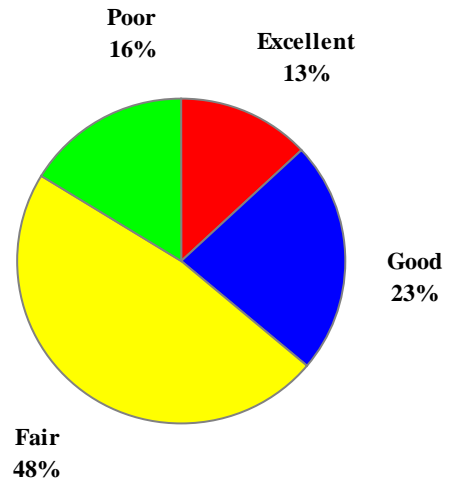


**EMPLOYER RATINGS**

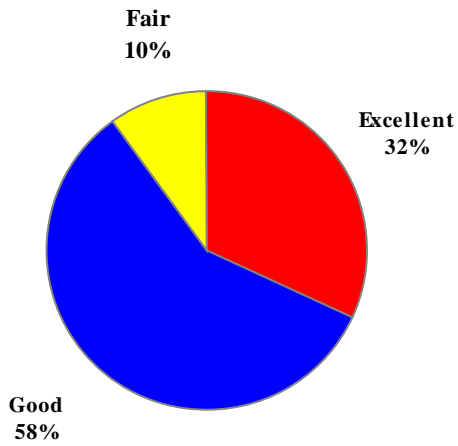
**WORKFORCE OVERALL**



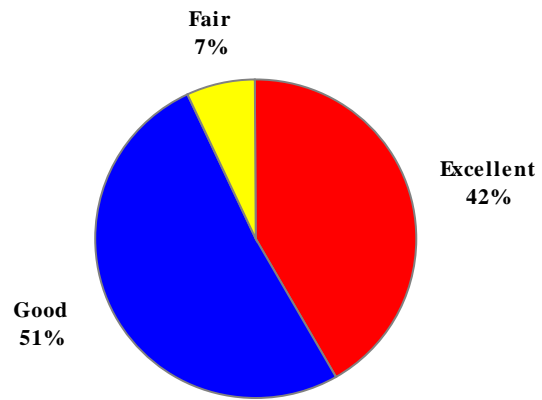
**AREA TRANSPORTATION SYSTEM**



**AREA BUSINESS CLIMATE**



**AREA QUALITY OF LIFE**



# **WAGE SECTION**



### SUMMARY OF WAGES REPORTED

Respondents were asked to report entry and average pay rates for hourly job titles and average annual salary figures for salaried job titles.

**IMPORTANT NOTICE:** Job titles with less than 5 companies responding were omitted from this analysis in accordance with privacy laws and safe harbor practice. Information regarding this policy is available from the Department of Justice and the Federal Trade Commission.

#### WAGE SUMMARY – HOURLY WORKERS

CONROE, TEXAS AREA HOURLY WAGE SUMMARY JOB CLASSIFICATION	Low Entry Wage	High Entry Wage	Mean Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Number of Firms Reporting
Accounts Payable Clerk	\$13.00	\$18.00	\$14.83	\$14.00	\$20.00	\$16.36	5
Administrative Assistant	\$10.00	\$18.00	\$14.53	\$12.00	\$24.00	\$16.54	9
Customer Service Representative	\$10.00	\$16.00	\$12.36	\$11.50	\$16.00	\$13.94	5

#### WAGE SUMMARY – SALARIED WORKERS

CONROE, TEXAS AREA SALARIED WAGE SUMMARY JOB CLASSIFICATION	Average Annual Salary	Number of Firms Reporting
Administrative Assistant	\$44,146	5
Engineering Manager	\$95,850	6
Owner	\$99,867	5
Production Manager	\$82,857	7

**FRINGE BENEFITS SECTION**

### FRINGE BENEFITS – HOURLY WORKERS

The following pages deal with fringe benefits reported by the participating companies for their hourly workers. These benefits include financial plans, insurance, paid leave and others.

Financial Plans – Hourly Workers	% of Employers Offering
401K	45%
Bonus, Annual	45%
Health Savings Plan/FSA	42%
Bonus, Production/Incentive	39%
Tuition Reimbursement	32%
IRA/SEP	13%
Bonus, Monthly	10%
Pension Plan	10%
Profit Sharing Plan/Gainsharing	10%
Bonus, Attendance	7%
Bonus, Hiring	7%
Bonus, Quarterly	7%
ESOP/ESPP	7%
Savings Plan	7%
403B	3%
Credit Union	3%
Stock Purchase/Stock Options	3%

**FRINGE BENEFITS – HOURLY WORKERS**

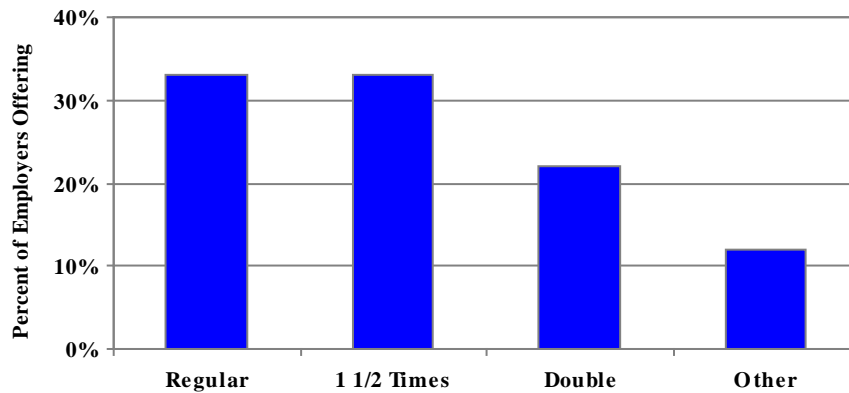
<b>Insurance – Hourly Workers</b>	<b>% of Employers Offering - Employees</b>	<b>% of Employers Offering - Dependents</b>
Health	61%	61%
Dental	52%	52%
Vision	52%	52%
Life	42%	39%
AD&D	36%	26%
Short-Term Disability	39%	26%
Long-Term Disability	42%	26%

<b>Paid Leave – Hourly Workers</b>	<b>% of Employers Offering</b>
Paid Vacation	77%
Paid Jury Duty	68%
Paid Bereavement	58%
Paid Sick Leave	55%
Paid Personal Days	48%
Paid Family Leave (Critical Illness)	39%
Paid Military Duty	36%
Paid Maternity/Paternity	19%
Paid Court Appearances	16%
Paid Birthdays	3%

**FRINGE BENEFITS – HOURLY WORKERS**

The average number of paid holidays per year for hourly workers as reported by the combined participating employers is five (5). The holiday pay rates for those hourly employees who work on holidays are shown below.

**Holiday Pay - Hourly Workers**



<b>Other Benefits – Hourly Workers</b>	<b>% of Employers Offering</b>
Business Travel/Mileage	55%
Eyewear Discount	42%
Supplemental Life Insurance	39%
Prescription Drug Card	32%
Computer	26%
EAP (Employee Assistance Plan)	26%
Cell Phone	23%
Legal	16%
Uniform Discount	16%
Identity Theft	13%

### FRINGE BENEFITS – SALARIED WORKERS

The following pages deal with fringe benefits reported by the participating companies for their salaried workers. These benefits include financial plans, insurance, paid leave and others.

Financial Plans – Salaried Workers	% of Employers Offering
Bonus, Annual	58%
401K	48%
Health Savings Plan/FSA	45%
Bonus, Production/Incentive	42%
Tuition Reimbursement	36%
Profit Sharing Plan/Gainsharing	19%
Bonus, Hiring	16%
Bonus, Monthly	13%
Bonus, Quarterly	13%
IRA/SEP	10%
Pension Plan	10%
Bonus, Attendance	7%
Credit Union	7%
ESOP/ESPP	7%
Savings Plan	7%
Stock Purchase/Stock Options	7%
403B	3%
Bonus, Safety	3%

**FRINGE BENEFITS – SALARIED WORKERS**

<b>Insurance – Salaried Workers</b>	<b>% of Employers Offering - Employees</b>	<b>% of Employers Offering - Dependents</b>
Health	68%	68%
Dental	58%	58%
Vision	58%	58%
Life	55%	48%
AD&D	42%	36%
Short-Term Disability	42%	29%
Long-Term Disability	45%	29%

<b>Paid Leave – Salaried Workers</b>	<b>% of Employers Offering</b>
Paid Vacation	81%
Paid Jury Duty	74%
Paid Bereavement	65%
Paid Sick Leave	58%
Paid Personal Days	55%
Paid Family Leave (Critical Illness)	48%
Paid Military Duty	45%
Paid Maternity/Paternity	26%
Paid Court Appearances	23%
Paid Birthdays	7%

The average number of paid holidays per year for salaried workers as reported by the combined participating employers is six (6).

**FRINGE BENEFITS – SALARIED WORKERS**

<b>Other Benefits – Salaried Workers</b>	<b>% of Employers Offering</b>
Business Travel/Mileage	71%
Cell Phone	61%
Computer	48%
Eyewear Discount	48%
Supplemental Life Insurance	48%
Prescription Drug Card	39%
EAP (Employee Assistance Plan)	29%
Uniform Discount	23%
Legal	19%
Transportation	16%
Identity Theft	13%





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