

The 2005 Tri-County Wage & Benefits Survey

It's the information we all want but do not have.

Data collection for The 2005 Tri-County Wage & Benefits Survey is complete. The results will be available by the end of the 2nd quarter 2006. We would like to share some of the data with you and have provided an Executive Summary for your review below.

Request Your Copy Today

You will have the option to receive just the **data** or the **data and commentary** provided by Dorman Farrell, LLC. The **data only** option will contain the questions asked and the data collected. The **commentary option** will include marketplace commentary, tips on how to control costs and ways to enhance your benefit plans. **If you would like to request a copy of the results please go to www.mybenefitshandbook.com/survey or contact Ed Farrell at (330) 725-0501 e-mail efarrell@dormanfarrell.com**

Sincerely,

Dorman Farrell, LLC

Group Demographics:

In which county is your primary place of business located?

County	Response Percent	Response Total
Ashland	6.1%	9
Medina	68.7%	101
Wayne	25.2%	37
(10 skipped this question)	Total Respondents	147

Please check the number of full-time employees at your company?

Number of Employees	Response Percent	Response Total
1 to 10	38%	57
11 to 20	8.7%	13
21 to 49	18%	27
50 to 99	14.7%	22
100 to 500	18%	27
Over 500	2.7%	4
(7 skipped this question)	Total Respondents	150

Are you a non-profit organization?

Yes/No	Response Percent	Response Total
Yes	23.1%	34
NO	76.9%	113
(10 skipped this question)	Total Respondents	147

Are any of your employees represented by a union?

Yes/No	Response Percent	Response Total
Yes	11%	16
NO	89%	129
(12 skipped this question)	Total Respondents	145

What is your primary line of business?

Industry/SIC Code	Response Percent	Response Total
Agriculture (01-09)	0%	0
Construction (15-17)	6.3%	9
Finance (60-67)	7%	10
Manufacturing (20-39)	27.3%	39
Mining (10-14)	0%	0
Public Admin/Govt. (91-99)	14%	20
Retail Trade (52-59)	6.3%	9
Services (70-89)	22.4%	9
Transportation (40-49)	2.1%	3
Wholesale Trade (50-51)	3.5%	5
Professional Services	11.2%	16
(14 skipped this question)	Total Respondents	143

Medical Plan Questions:

Does your company provide group medical coverage?

Yes/No	Response Percent	Response Total
Yes	87.5%	126
NO	12.5%	18
(13 skipped this question)	Total Respondents	144

What type of plan(s) do you have? *(Please select all that apply)*

Plan Type	Response Percent	Response Total
PPO	86.1%	105
HMO	18%	22
POS	9.8%	12
Indemnity Plan	3.3%	4
(35 skipped this question)	Total Respondents	122

Does your company require employee contributions?

Yes/No	Response Percent	Response Total
Yes	77.7%	108
NO	22.3%	31
(18 skipped this question)	Total Respondents	139

Is your medical plan self funded?

Yes/No	Response Percent	Response Total
Yes	25.6%	34
NO	74.4%	99
(24 skipped this question)	Total Respondents	133

Retirement Plan Questions:

Does your company currently sponsor a qualified retirement plan?

Yes/No	Response Percent	Response Total
Yes	83.7%	103
NO	16.3%	20
(34 skipped this question)	Total Respondents	123

What type of retirement plan do you currently offer?

Plan Type	Response Percent	Response Total
401(k)	52.3%	56
Profit Sharing	24.3%	26
Money Purchase Pension	1.9%	2
Defined Benefit	8.4%	9
SIMPLE IRA	14%	15
SEP	6.5%	7
403(b)	7.5%	8
PERS	10.3%	11
457 Deferred Comp	10.3%	11
Other	6.5%	7
(50 skipped this question)	Total Respondents	107

Does your company provide a matching contribution on voluntary employee deferrals, such as 401(k), SIMPLE, or 403(b) plans?

Yes/No	Response Percent	Response Total
Yes	50.4%	59
NO	49.6%	58
(40 skipped this question)	Total Respondents	117

Wage & Salary Questions:

Wage categories were developed from The 2000 Standard Occupational Classification (SOC) system used by Federal statistical agencies to classify workers into occupational categories for the purpose of collecting, calculating, or disseminating data. All workers were classified into one of over 820 occupations according to their occupational definition. To facilitate the survey, we categorized the occupations into 9 broad categories. Further analysis of this data is needed.