



QUALITY OF LABOR PROGRAM
AND INFORMATION SYSTEM

Customized Workforce Report



Franklin County

Customized Report Parameters

GEOGRAPHY/COUNTIES:

Franklin-MO

EMPLOYER TYPE:

All

EMPLOYMENT LEVEL:

No Minimum - No Maximum

NUMBER OF RESPONDENTS:

20

About The Survey

This customized report was generated from area employer responses to Ameren's Quality of Labor program. The program is a joint effort between Ameren's Economic Development Department and local/regional development organizations. The Growth Services Group*, an independent workforce consultant was retained to conduct the survey. The program provides both existing and prospective new businesses with current, detailed information about the area workforce.

It should be noted that all results have been calculated in a manner that most accurately reflects the workforce practices and experiences of area employers. In some cases the results are "weighted" averages. By definition, these results consider employer size and the data is proportionally weighted according to the number of employees. In other cases, it is more appropriate for the results to be expressed as "non-weighted" averages. Here, each company's response counts equally in the results calculations. All Salary and Wage Compensation figures are weighted according to the number of employees in each job classification.

* The Growth Services Group is a nationally recognized workforce and economic development consulting company that has served clients in business, industry, and government since 1994. Their offices are in Jefferson City, Missouri.

Franklin County

COMPANY PROFILE

Employer Type

Industry	Number of Responses	Percentage
Manufacturing/Logistics	13	65.0%
Government/All Levels Schools	3	15.0%
Commercial/Service/Retail/Other	4	20.0%

Business Location Age

Location Age	Number of Responses	Percentage
5-10 Years	3	15.0%
11-20 Years	5	25.0%
21-30 Years	5	25.0%
Over 30 Years	7	35.0%

EMPLOYMENT PROFILE

Employment Level

Employment Type	Number of Employees	Percentage
Full-Time Hourly	2,097	69%
Part-Time Hourly	256	8%
Salaried	670	22%
Total	3,023	100%

Employee Average Age

The average age of total employees is 43.5 years.

Length Of Employment

The average length of employment for all permanent employees is 10.0 years.

Years Of Education

The average years of education for all permanent employees is 13.6 years.

Education Achievement Level

Education Level	Percentage
Less Than High School	4.3
High School Graduate	44.7
Some College	5.2
Associate Degree	5.3
College Degree	29.1
Post College/Professional	11.4

Due to estimation and rounding, the totals may not equal 100%

Absenteeism Rate

The unscheduled absenteeism rate for the past 12 months was 3.7 percent.

Turnover Rate

The average rate of total employee turnover during the past 12 months was 9.3 percent.

Commuting Distance

Commuting Distance	Percentage
Less Than 10 Miles	41.9
10-30 Miles	41.7
31-50 Miles	12.6
51 or More	3.8

Due to estimation and rounding, the totals may not equal 100%

Workforce Quality Of Labor Rating

Skill Ratings and Average	Average	Excellent-5	Good-4	Average-3	Fair-2	Poor-1
Productivity	4.15	5	13	2	0	0
Product Quality	4.25	8	9	3	0	0
Availability of Job Applicants	3.53	3	5	10	1	0

Reliability	3.95	5	10	4	1	0
Work Ethic	4.05	5	11	4	0	0
Attitude	3.90	3	12	5	0	0
Team Compatibility	3.90	3	12	5	0	0
Safety	4.25	8	9	3	0	0
Honesty	3.95	5	8	6	0	0
Educational Achievement	3.65	3	7	10	0	0
Initial Skills	3.40	1	7	11	1	0
Trainability	3.60	2	9	8	1	0

EMPLOYER PRACTICES

Annual Hours Of Formal Training

(Excludes hiring and orientation training)

Hours Of Training	Number of Responses	Percentage
1-9	10	50.0%
10-20	5	25.0%
21-40	3	15.0%
> 40	2	10.0%

Formal Training Provided

Formal Training Provided By	Number of Responses	Percentage
Both	10	50.0%
Internal Staff	8	40.0%
External Staff	1	5.0%

Employment Agencies For Hiring

50.0 percent of total respondents use employment agencies to hire employees, 0.0 percent Public and 100.0 percent Private

Qualified Applicants Needed To Fill Five Positions

Qualified Applicants	Number of Responses	Percentage
Less than 16	5	25.0%
Between 16 and 30	12	60.0%

Qualified Applicants	Number of Responses	Percentage
Between 31 and 60	2	10.0%
61 or more	1	5.0%

Diversity Plan

55.0% percent of total respondents have a written diversity plan.

Self-Directed Work Teams

55.0% percent of total respondents utilize self-directed work teams.

Workforce Skill Ratings

Skill Ratings and Averages	Average	Excellent-5	Good-4	Average-3	Fair-2	Poor-1
Reading Comprehension	4.00	4	12	4	0	0
	Understanding written sentences and paragraphs in work related documents.					
Active Learning	3.75	3	10	6	1	0
	Understanding the implications of new information for both current and future problem-solving and decision-making.					
Active Listening	3.60	2	8	10	0	0
	Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.					
Science	3.60	4	5	10	1	0
	Using scientific rules and methods to solve problems.					
Management of Material Resources	3.70	2	10	8	0	0
	Obtaining and seeing to the appropriate use of equipment, facilities, and materials needed to do certain work.					
Service Orientation	3.60	2	9	8	1	0
	Actively looking for ways to help people.					
Social Perceptiveness	3.40	1	7	11	1	0
	Being aware of others' reactions and understanding why they react as they do.					
Troubleshooting	3.75	2	13	3	2	0
	Determining causes of operating errors and deciding what to do about it.					
Judgement and Decision Making	3.60	1	11	7	1	0
	Considering the relative costs and benefits of potential actions to choose the most appropriate one.					
System Evaluation	3.50	3	5	11	1	0
	Identifying measures or indicators of system performance and the actions needed to improve or correct performance, relative to the goals of the system.					

Operation Monitoring	3.70	2	10	8	0	0
	Watching machinery to make sure a machine is working properly.					
Mathematics	3.70	5	5	9	1	0
	Using mathematical logic to solve problems.					

Multi-Shift Practices & Wage Differentials

- | 55.0 percent of all respondents operate more than one shift representing 85.6 percent of total employment.
- | The average hourly shift differential for the second shift is 66.4 cents per hour, and for the third shift is 88.4 cents per hour.
- | The average hours per shift worked is 8.5 hours.
- | Number of days per week worked is 5.2 days.

BENEFIT PROGRAMS

Company Contributions Employee Plans

Employee Benefits	*N/A	100%	75-99%	50-74%	1-49%	**None
Employee Group Life Insurance	1	13	4	2	0	0
Employee Health Insurance	0	2	10	7	1	0
Employee Dental Insurance	1	2	5	6	0	6
Employee Vision Care	3	2	4	5	1	5

*N/A means the company doesn't provide the program.

**None means the company offers the program but does not participate financially.

Company Contributions Dependent Plans

Dependant Benefits	*N/A	100%	75-99%	50-74%	**None	1-49%
Dependent Group Life Insurance	2	2	3	1	12	0
Dependent Health Insurance	0	1	8	5	4	2
Dependent Dental Insurance	1	1	5	4	9	0
Dependent Vision Care	3	1	4	4	7	1

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Retirement Plan Type

Type Of Retirement Plan	Number of Responses	Percentage
Pension Plan	1	5.0%
401K	13	65.0%
Both	6	30.0%

401K Plan Match

Of the 13 respondents that offer 401k plans 12 also provide a match to employee contributions.

Tuition Reimbursement

75.0 percent of the respondents offer a tuition reimbursement with 1.6 percent of all employees participating in the program.

Paid Holidays

The average number of paid holidays per year by respondents is 9.2 days

Benefits Costs To Total Compensation

The average annual dollar contribution as a percent of total compensation (Wage and Benefits) is 29.3 percent.

WAGES AND SALARIES

Salary Compensation Summary

Salaries Job Classifications	Starting Average Salary	Average Annual Salary	Number of Employees
Marketing & Sales Managers	\$63,524	\$81,602	37
Human Resources Managers	\$57,758	\$71,557	19
General and Operations Managers	\$75,210	\$94,466	47
Transportation, Storage & Distribution Managers	\$42,143	\$53,671	7
Medical & Health Services Managers	\$38,000	\$43,000	1
Buyers & Purchasing Agents	\$36,207	\$44,661	19
Accountants & Auditors	\$43,460	\$52,798	15
Computer Programmers	\$57,500	\$65,000	4
Financial/Controller Managers	\$66,956	\$83,695	16
Database Administrators	\$75,000	\$85,000	3

Network & Computer Systems Administrators	\$45,853	\$58,594	15
Electrical & Electronics Engineers	\$54,708	\$100,000	24
Industrial Engineers	\$48,314	\$53,207	7
Mechanical Engineers	\$48,221	\$72,828	28
Engineering Technicians, except Drafters	\$30,095	\$42,074	19
Chemists & Materials Scientists	\$36,394	\$59,385	16
Administrative/Office Managers	\$36,578	\$48,311	9

Wage Compensation Summary

Wages Job Classifications	Starting Average Wage	Average Hourly Wage	Number of Employees
Cashiers	\$0.00	\$0.00	0
Retail Sales Person	\$0.00	\$0.00	0
Sales Representatives, Wholesale & Manufacturing	\$24.12	\$32.39	12
Bookkeeping, Accounting & Audit Clerks	\$12.16	\$15.59	18
Customer Service Representatives	\$12.90	\$17.04	19
Office/File Clerks	\$13.00	\$15.63	8
Receptionists & Information Clerks	\$10.56	\$13.37	7
Secretaries & Administrative Assistants	\$11.41	\$14.27	45
Production Assembly, Other Workers	\$11.43	\$12.37	394
Data Entry Operator	\$11.15	\$13.00	10
Line Supervisors/Foreman	\$18.39	\$23.70	67
Electronic Assemblers	\$10.85	\$13.80	4
Metal Fabricators & Fitters	\$10.98	\$14.04	7
Computerized Equipment Operators	\$13.16	\$16.78	11
Machine Tool Operators	\$11.67	\$14.11	61
Machinists	\$14.37	\$19.08	59
Tool & Die Makers	\$14.65	\$21.89	19
Welding & Brazing Workers	\$13.37	\$17.66	21
Inspectors, Testers, & Sorters	\$11.95	\$15.60	31
Team Assemblers	\$9.55	\$12.36	77
Truck Drivers/Heavy	\$11.29	\$14.31	44
Truck Drivers/Light Delivery	\$9.75	\$11.71	19
Fork Lift & Equipment Operators	\$9.17	\$11.40	41
Warehouse Laborers & Material Movers	\$9.41	\$11.91	21
Laborer & Production Helpers	\$9.15	\$10.48	45
Clinical Laboratory Technologists	\$0.00	\$0.00	0
Registered Nurses	\$18.50	\$20.50	10
Janitors & Cleaners	\$9.17	\$11.83	44

Automotive Technicians & Mechanics	\$18.33	\$18.33	1
Industrial Machinery Mechanics	\$12.70	\$15.25	37

IN CLOSING

Ameren and its development partners recognize the important role that workforce has to future business investment decisions. We provide this customized report of the area's workforce to bring value to your company's decision-making process. We hope you find it useful.

If we can provide additional assistance with workforce or other site selection issues, feel free to contact us at 1-800-981-9409.