

Employee Benefits & Labor Survey 2022



**Report Completed:
October 2022**



**OPPORTUNITY
UNBOUND**
DEKALB COUNTY • IL

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Survey Overview



The DeKalb County Economic Development Corporation (DCEDC) ran its 2022 Wage, Benefits, and Labor Survey from February 2022 through March 2022. The survey tool was distributed to DeKalb County area employers through email and was available online

DCEDC conducts a Wage, Benefit, and Labor Survey approximately every two to three years to collect data used to measure and assess human resource practices and the health of the local business community. The last survey was completed in 2016. A total of 25 companies responded to the 2022 survey. Most respondents were located within DeKalb County. Due to small sample size and to protect firm confidentiality, some survey results were aggregated or suppressed as needed.

DCEDC sincerely thanks all participants for their time and valuable feedback. Comments and suggestions from participants will be used to improve the 2024 survey. Please forward any questions or comments regarding the results of this survey to the DCEDC office.

Mark Williams
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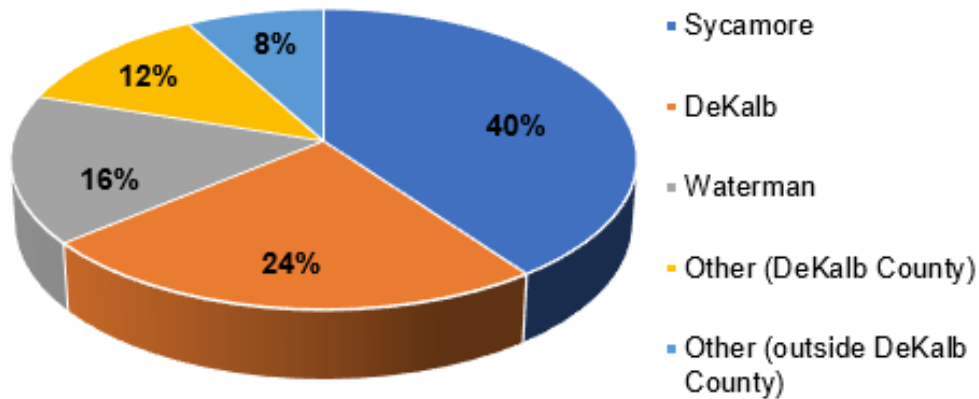
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Company Operations

Reported Company Locations



A majority of the 25 participating companies were located in the City of Sycamore or The City of DeKalb.

Of the companies that reported number of shifts, the most common response was a single shift with others operating two to three shifts or other variations.

Reported Shift Lengths:

- 8 hours
- 7.5 hours
- 10 hours
- 11 hours
- 12 hours

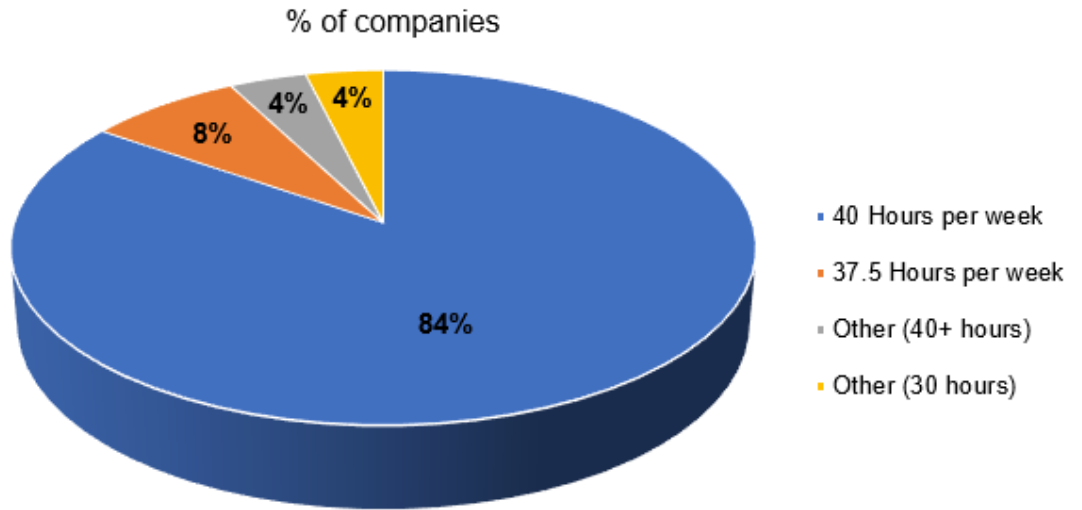
Number of Shifts	
One	9
Two	3
Three	2
Other	3

Most companies reported hours of operation from Monday through Friday, opening in the morning until late afternoon or early evening.

Some respondents reported operations ran 24 hours or hours of operation varied by department.

Employment Definition & Hour Requirements

Most companies reported that 40 hours per week best describes their company's basic work week for Full-Time Employees.



What is the MINIMUM number of hours worked in a week to qualify for...

(% of responses)

	No minimum	20 - 34 hours per week	35 - 40 hours per week	Other
paid holidays?	16%	16%	60%	8%
paid sick time?	7%	19%	48%	26%
paid vacation time?	8%	16%	56%	8%
health insurance benefits?	0%	20%	56%	24%

How many paid holidays are given per year?

(% of companies)

6 - 7 days	28%
8 - 9 days	32%
10 days	16%
Other (12 days)	20%
Other (None)	4%

Length of Service and Time Off

Full-time workers

Years of Service	Average (mean)	Minimum	Maximum
Less than one year	7.6	0	30
1 - 5 years	15.8	0	80
6 - 10 years	22.1	0	120
11 - 15 years	24.5	0	160
16 - 20 years	26.4	0	160
21 - 25 years	25.6	0	160
26 - 30 years	25.8	0	160
over 30 years	26.6	0	160



Number of VACATION DAYS that best correspond with the years of service:

Part-time workers

Years of Service	Average (mean)	Minimum	Maximum
Less than one year	1.0	0	18
1 - 5 years	1.7	0	18
6 - 10 years	2.1	0	18
11 - 15 years	2.3	0	20
16 - 20 years	2.3	0	20
21 - 25 years	2.3	0	20
26 - 30 years	2.3	0	20
over 30 years	2.3	0	20



Full-time workers

Years of Service	Average (mean)	Minimum	Maximum
Less than one year	3.5	0	36
1 - 5 years	4.2	0	40
6 - 10 years	4.3	0	40
11 - 15 years	4.4	0	40
16 - 20 years	4.4	0	40
21 - 25 years	4.4	0	40
26 - 30 years	4.4	0	40
over 30 years	4.5	0	40



Number of SICK DAYS that best correspond with the years of service:



Part-time workers

Years of Service	Average (mean)	Minimum	Maximum
Less than one year	1.1	0	12
1 - 5 years	1.2	0	12
6 - 10 years	1.2	0	12
11 - 15 years	1.2	0	12
16 - 20 years	1.2	0	12
21 - 25 years	1.2	0	12
26 - 30 years	1.2	0	12
over 30 years	1.2	0	12

Benefits: Offerings

	Types of Benefits Offered to Employees	
	% of Companies	
	FULL-TIME	PART-TIME
Employee Health	76%	24%
Dependent Health	72%	24%
Employee Dental	72%	24%
Dependent Dental	72%	24%
Employee Vision	64%	24%
Dependent Vision	64%	24%
Employee Long-Term Disability	68%	16%
Employee Short-Term Disability	64%	16%
Employee Life Insurance	72%	20%
Employee Accidental Death / Dismemberment	24%	20%

Three companies reported offering stipends for health marketplace, ranging from \$3,000 to \$8,000 annually — [an overall increase from 2016.](#)

	Which of the following additional benefits are offered?	
	% of Companies offering benefit to	% of Companies offering benefit to
	FULL-TIME employees	PART-TIME employees
Credit Union	4%	4%
Suggestions System	24%	12%
Employee Assistance Program	44%	20%
Christmas Bonus	44%	36%
Educational / Training Reimbursement	80%	28%
Employee Discounts	44%	32%
Commission on Sales	28%	8%
Stock Purchase Plan	20%	4%
Flextime	24%	16%
Transportation Assistance	4%	4%
Health Savings Account	52%	0%
Flexible Spending Account	36%	4%
Remote / Telecommuting Positions	40%	12%

(2016 Comparisons)

Types of Benefits Offered to FULL-TIME Employees	
	% of Companies
Health (HMO)	21%
Health (PPO)	64%
Health (High Deductible Plan)	43%
Dental	61%
Vision	61%
Long-term disability	43%
Short-term disability	43%
Life Insurance	57%
Accidental Death/Dismemberment	50%

Other types of benefit plans offered by respondents in 2016 included:

Franchise Purchase Opportunities
 Profit-sharing
 Home & Auto Insurance
 Accident & Catastrophic Illness/
 Injury
 Pet Insurance
 Health Club Memberships
 Bonuses

Part-time data not included in 2016 survey

In 2016, three companies reported offering stipends for health marketplace. Amounts reported included \$175/ pay period (bi-weekly), \$1,500/yr, and \$7,200/yr.

Which of the following additional benefits are offered?

	% of Companies offering benefit to FULL-TIME employees	% of Companies offering benefit to PART-TIME employees
Credit Union	11%	11%
Suggestions System	14%	18%
Employee Assistance Program	50%	32%
Christmas Bonus/Bonus Pay	46%	25%
Educational / Training Reimbursement	61%	25%
Employee Discounts	25%	18%
Commission on Sales	25%	0%
Stock Purchase Plan	0%	0%
Flextime	32%	29%
Transportation Assistance	4%	4%
Health Savings Account	39%	11%
Flexible Spending Account	36%	4%
Remote / Telecommuting Positions	<i>Not included on 2016 survey</i>	

Benefits: Contributions

For companies offering the following benefits, what contributions, if any, are made by DeKalb County employers for **FULL-TIME EMPLOYEES:**

Percentage of companies offering the following...

	<i>% of premium paid</i>							<i>None paid</i>	<i>Offered in cafeteria plan</i>
	<i>100% paid</i>	<i>90-99% paid</i>	<i>80-89% paid</i>	<i>70-79% paid</i>	<i>60-69% paid</i>	<i>50-59% paid</i>	<i>Less than 50% paid</i>		
<i>employee HEALTH plans?</i>	17%	6%	33%	17%	11%	11%	6%		
<i>dependents HEALTH plans?</i>	6%	6%	28%	17%	22%	11%	11%		
<i>employee DENTAL plans?</i>	21%	5%	5%	21%		16%	16%	16%	
<i>dependents DENTAL plans?</i>	5%	5%	5%	21%		21%	21%	21%	
<i>employee VISION plans?</i>	19%	6%		19%		6%	13%	38%	
<i>dependents VISION plans?</i>	6%	6%		19%		6%	19%	44%	
<i>employee LONG-TERM DISABILITY plans?</i>	53%	6%		12%			6%	24%	
<i>employee SHORT-TERM DISABILITY plans?</i>	56%	6%		6%				25%	6%
<i>employee LIFE INSURANCE plans?</i>	78%	6%		6%		6%		6%	
<i>employee ACCIDENTAL DEATH/DISEMBLEMENT plans?</i>	33%							67%	

(Highest amounts for each offering highlighted for reference)

(2016 Comparisons)

For companies offering the following benefits, what contributions, if any, are made by DeKalb County employers for **FULL-TIME EMPLOYEES:**

Percentage of companies offering the following...

	% of premium paid							None paid	% Based on FTE	% Amount not provided
	100% paid	90-99% paid	80-89% paid	70-79% paid	60-69% paid	50-59% paid	Less than 50% paid			
<i>employee HEALTH plans?</i>	24%	14%	29%		10%		10%	10%	10%	
<i>dependents HEALTH plans?</i>		5%	20%	5%	5%		10%	30%	10%	15%
<i>employee DENTAL plans?</i>	29%	6%	12%		6%	12%	6%	18%	6%	6%
<i>dependents DENTAL plans?</i>	16%		11%	5%	5%	10%	11%	32%	5%	5%
<i>employee VISION plans?</i>	22%	6%	11%			17%		33%	6%	6%
<i>dependents VISION plans?</i>	6%		11%	6%		17%	6%	44%	6%	6%
<i>employee LONG-TERM DISABILITY plans?</i>	77%							23%		
<i>employee SHORT-TERM DISABILITY plans?</i>	77%							23%		
<i>employee LIFE INSURANCE plans?</i>	88%							6%		6%
<i>employee ACCIDENTAL DEATH/DISEMBLEMENT plans?</i>	81%							6%		12%

(Highest amounts for each offering highlighted for reference)

For companies offering the following benefits, what contributions, if any, are made by DeKalb County employers for PART-TIME EMPLOYEES:

Percentage of companies offering the following...

	<i>% of premium paid</i>							<i>None paid</i>	<i>Offered in cafeteria plan</i>
	<i>100% paid</i>	<i>90-99% paid</i>	<i>80-89% paid</i>	<i>70-79% paid</i>	<i>60-69% paid</i>	<i>50-59% paid</i>	<i>Less than 50% paid</i>		
<i>employee HEALTH plans?</i>					20%			80%	
<i>dependents HEALTH plans?</i>					20%			80%	
<i>employee DENTAL plans?</i>					20%			80%	
<i>dependents DENTAL plans?</i>					20%			80%	
<i>employee VISION plans?</i>					20%			80%	
<i>dependents VISION plans?</i>					20%			80%	
<i>employee LONG-TERM DISABILITY plans?</i>								100%	
<i>employee SHORT-TERM DISABILITY plans?</i>	33%							67%	
<i>employee LIFE INSURANCE plans?</i>	50%							50%	
<i>employee ACCIDENTAL DEATH/DISEMBLEMENT plans?</i>								100%	

(Highest amounts for each offering highlighted for reference)

(2016 Comparisons)

For companies offering the following benefits, what contributions, if any, are made by DeKalb County employers for **PART-TIME EMPLOYEES:**

Percentage of companies offering the following...

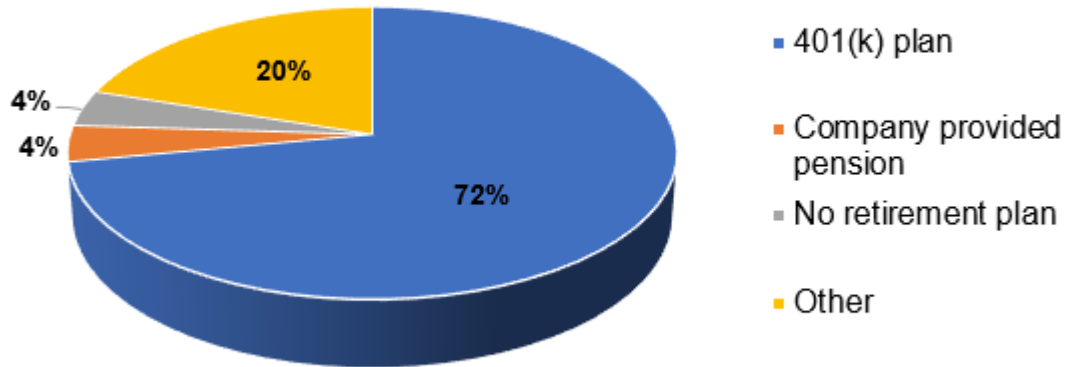
	% of premium paid							None paid	% Based on FTE	% Amount not provided
	100% paid	90-99% paid	80-89% paid	70-79% paid	60-69% paid	50-59% paid	Less than 50% paid			
<i>employee HEALTH plans?</i>	6%				6%			75%	13%	
<i>dependents HEALTH plans?</i>					6%			88%	6%	
<i>employee DENTAL plans?</i>	7%				7%			80%	7%	
<i>dependents DENTAL plans?</i>					7%			87%	7%	
<i>employee VISION plans?</i>	7%		7%					80%	7%	
<i>dependents VISION plans?</i>			7%					87%	7%	
<i>employee LONG-TERM DISABILITY plans?</i>	10%							90%		
<i>employee SHORT-TERM DISABILITY plans?</i>	20%							80%		
<i>employee LIFE INSURANCE plans?</i>	15%							77%	8%	
<i>employee ACCIDENTAL DEATH/DISEMBLEMENT plans?</i>	17%							75%	8%	

(Highest amounts for each offering highlighted for reference)

Retirement Plans & Contributions

What type(s) of retirement plan are offered?

(Select all that apply)



How is the retirement plan funded?

	% of Companies
If employee contributes, company ALSO contributes	63%
If company contributes, employee MAY contribute	13%
If company contributes, employee MUST contribute	13%
Company contribution ONLY	4%
Employee contribution ONLY	4%
Other	4%

What is the MAXIMUM retirement plan contribution made by the company?

	% of Companies
Match of employee's contribution	52%
Percentage of employee's salary	35%
Other	13%

The most common reported maximum percentages of employee salary contribution were 3% - 4%

The most common reported maximum employee contribution match was 3% - 4%.

Employment

	FULL-TIME AVERAGE	PART-TIME AVERAGE
Current # of employees:	90	6
Current # of vacant positions:	6	1
# of existing positions that turned over in 2020:	5	1
# of positions eliminated in 2020:	1	1
What % of your Full-Time workforce is Male?	67%	48%
What % of your Full-Time workforce is Female?	33%	46%



90% of respondents suggest their company provides a good work/life balance for its employees.

9% of companies reported unionized employees as of 2020



Average reported absenteeism rate for 2020 was 4.8%

Employment: Shifts/Wage Adjustments

Does the company pay a shift differential for... ?

	2nd Shift work?	3rd Shift work?	Weekend work?
	<i>% of Respondents</i>		
Yes	36%	28%	24%
	<i>Compared to 2016:</i>		
Yes	25%	—	37%

Insufficient data was received for 3rd and Weekend Shift work in this section.

Reported 2nd Shift differential amounts ranged from:

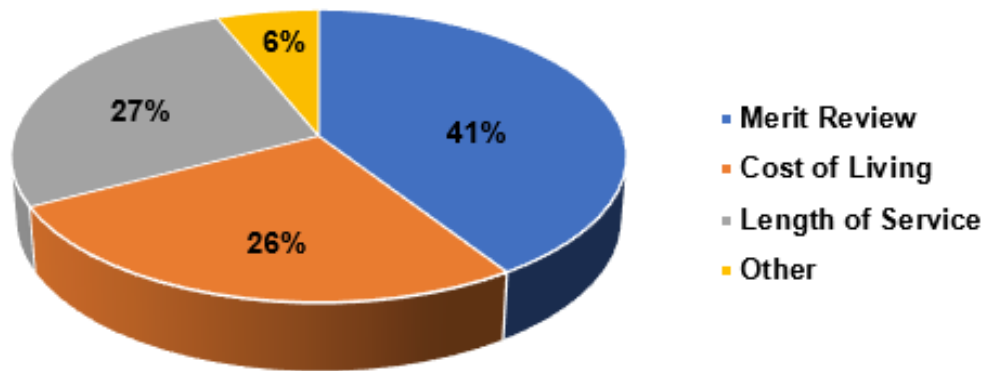
\$0.50 to \$2.00 (dollar amounts), an INCREASE from \$0.30 to \$0.52 in 2016

CHANGES in terms of proportion of wage:

**1.5x to 7% in 2022
8% to 15% in 2016**

Basis for Wage/Salary Increases:

(% of respondents)



Compared to 2016 respondents:

Merit Review	Cost of Living	Length of Service	Other
62%	21%	12%	5%

An increased number of respondents in 2022 reported “Cost of Living” as their increase basis, compared to 2016 respondents

**Most Recent Wage Adjustment
Percentage Reported by
Companies in 2022:**

.... in 2016:

Reported Adjustment Amount	% of Companies	Reported Adjustment Amount	% of Companies
1.20%	5%	0%	4%
1.80%	5%	2.5%	13%
3%	36%	3%	61%
3.50%	5%	3.5%	4%
3.80%	5%	4%	4%
4%	14%	5%	9%
3-4%	5%	15%	4%
4.50%	5%		
5%	5%		
3-5%	5%		
3-10%	5%		
10%	9%		

The most common reported wage adjustment in both 2022 and 2016 was **3%.**

The next common reported wage adjustment rose to **4% in 2022 from **2.5%** in 2016.**

The oldest effective date of Annual Wages Reported by respondents was July 2021.

The most recent effective date is updated with each pay period.



Employment: Performance Reviews

80% of companies reported giving performance reviews.

63% of respondents reported giving a new employee initial review after 90 DAYS.

How long is the introductory/probationary period of employment with the company?

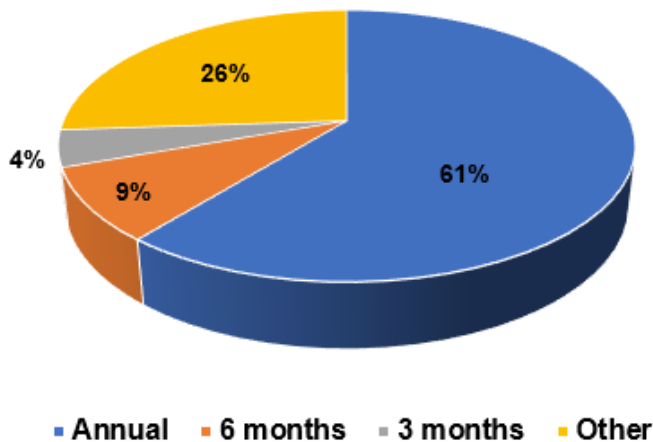
	% of Companies
180 days	8%
90 days	48%
60 days	12%
45 days	4%
30 days	12%
0 days	16%

Other schedules ranged from one year after hire to as soon as 10 days after hire.

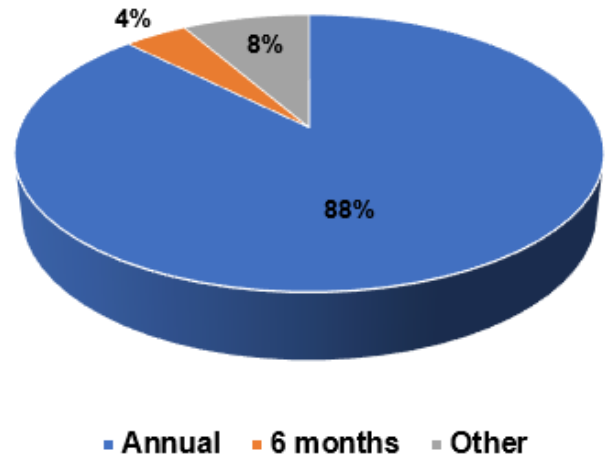
84% reported ANNUAL employee performance reviews thereafter.

What is the frequency of wage/salary adjustments...

DURING an employee's FIRST YEAR?



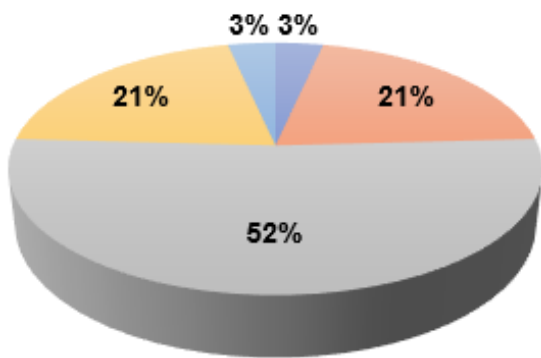
AFTER an employee's FIRST YEAR?



Training & Career Development

78% of respondents offer INTERNAL employee training or education.

How often are INTERNAL training/education opportunities offered?



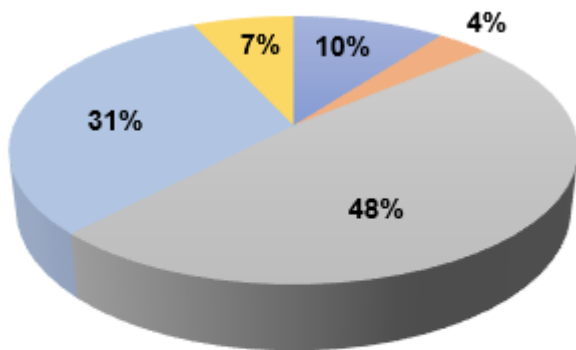
- Annually
- As needed
- Other (upon hire)
- Monthly
- At employee request

How are INTERNAL training/education sessions presented?

	% of Companies
In-person presentations	61%
Online/Computer-based	39%

82% of respondents offer EXTERNAL employee training or education.

How often are EXTERNAL training/education opportunities offered?



- Annually
- As needed
- Other
- Monthly
- At employee request

89% of respondents plan to offer NEW and/or ADDITIONAL employee training or education in the future.

Child Care

Businesses need to attract and retain a quality workforce, but quality, affordable child care is in short supply...

How has a child care shortage impacted your business, if at all?

	% of respondents
Makes it difficult to recruit qualified workers	4%
Unable to get qualified workers to move to the area	4%
Employees have left the workforce because they didn't have reliable child care	8%
Decreased employee productivity or reliability due to child care concerns	32%
Difficulty staffing certain shifts (evening, night, weekends, holidays) because employees don't have child care.	20%
It has not impacted my business	32%

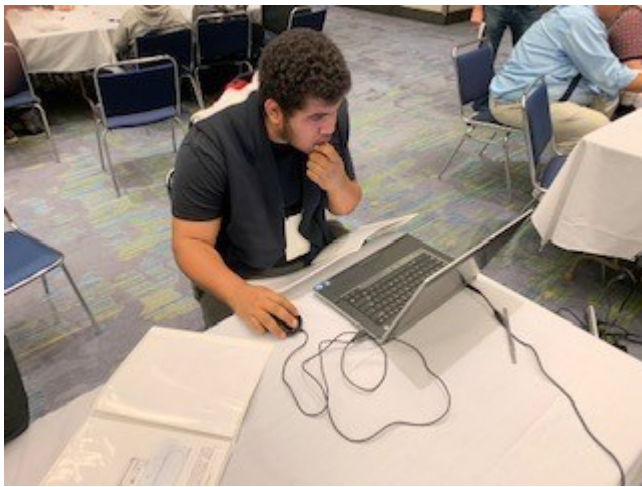
What steps have you considered to address the child care needs of your employees?

Allow flexible work hours	55%
Allow employees to work from home	36%
Other (Offer flexibility for staff as able)	9%



Student Internships

55% of respondents reported employing student interns.



Reported educational level of student interns:

	% of interns
4- year College/University	36%
Community College	21%
High School	43%

75% of those reported offering paid student internship opportunities.



Expansion Plans

Within the next 3 years, is the company planning...

to increase its DEKALB COUNTY employment levels? a PHYSICAL expansion of its DEKALB COUNTY location? INTERNAL UPGRADES of its DeKalb County location?

% of Companies Responding....

Yes	61%	9%	43%
No	39%	91%	52%

If planning to increase employment, approximately how many jobs does the company plan to create?

	FULL-TIME	PART-TIME
MINIMUM	0	0
MEDIAN	5	2.5
MAXIMUM	30	20



What occupations will these jobs represent?



Production

Driver

Skilled Labor

Warehouse Management

Customer Service

Sales/Marketing

Manufacturing

Agriculture

Maintenance

Assembly Line

Welders

Mechanics

IT Engineers

Restaurant

Account Management

Shop Equipment Operators

This concludes the DCEDC 2022 Wage, Benefits, and Labor Survey report.

Thank you to all survey participants. DCEDC hopes that all 2022 respondents will participate again in the 2024 Wage, Benefits, and Labor Survey.

Please forward any questions or comments regarding the results of this survey to the DCEDC office:

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