



The Greater Muskogee Area Manufacturing Alliance continues to demonstrate its commitment to advocating for and educating members of Muskogee’s manufacturing community. This Wage and Benefits Survey allows manufacturers to make strategic decisions to better run their business and helps educational institutions prepare our future workforce for a career in manufacturing.



Greater Muskogee
Manufacturers Alliance

WAGES

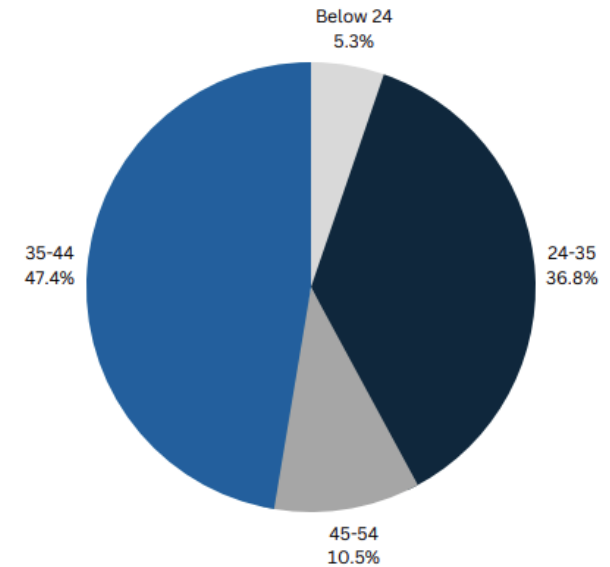


Average starting salary was reported as \$16 per hour with a mean of 16 as well. Lowest was \$10 and highest was \$20 per hour.



95% respondents provide **bonuses** to all employees, including performance based, holiday, commission, and production.

Average Age of the Workforce



2023 MUSKOGEE WAGE AND BENEFITS SURVEY

20 companies answered the survey representing 1700 manufacturing employees in Muskogee. The largest employer has 375 FTEs and the smallest employer has a 20 FTE count.

65% Offer Paid Short and Long Term Disability while 35% Do Not. Of those offering the benefit it is typically 60% of the employees' salary after a waiting period ranging from 90 days to 6 months.

Only one respondent does not offer Life Insurance. With more than half of the companies paying for the policy.

More than ¾ of respondents say that they offer a 401K retirement plan. Respondents report that both hourly and salaried position are eligible with vesting ranging from 60 days to 5 years. Employers report providing matching funds from 3% to 6%.

One respondent has on-site healthcare

100% offer a **health plan**, with 95% offering vision, dental or direct reimbursement coverages.

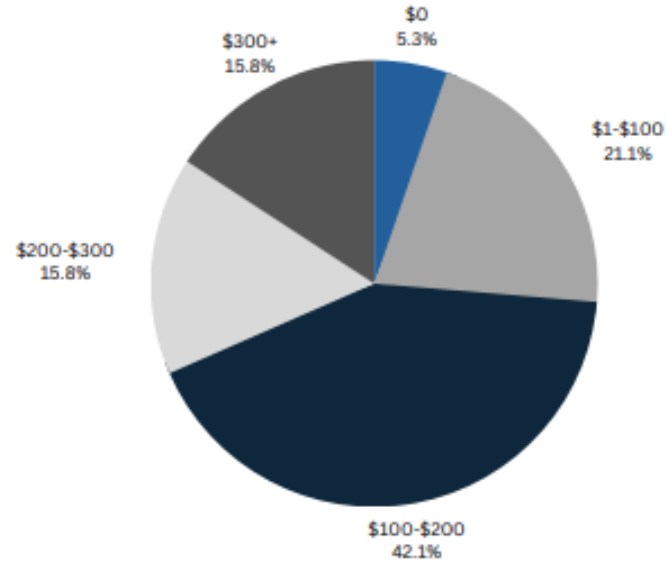
65% offered a **PPO**, 2% offered an **HSA**, the remainder of the respondents offer other plans or a combination.

The survey reported Employees **Receive Health Benefits:**

- 10% On Day 1
- 5% After 30 Days
- 59 % After 60 Days
- 24% After 90 Day-



Health Benefits Cost to Employee



Employer Contributions ranged from 50% to 70% of the cost. Many reported that healthcare contributions were related to employee years of service.

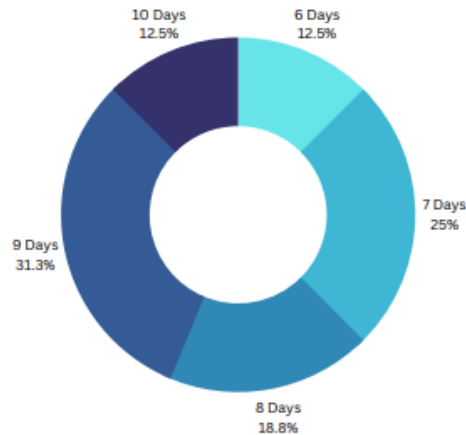
100% of companies report that dependents are eligible for use of health benefits

Half of the respondents reported **Paid Time Off** is used as it is accrued. The other half of the respondents were split equally between awarded on January 1st with the ability to use PTO any time of the year prior to accruing and Other.

50% of respondents offer hiring incentives and 50% do not. Most report paying referral bonuses to existing employees. Sign-on bonuses ranged from \$700-\$1,500.

75% of the respondents will not pay relocation expenses while the remaining quarter reported it depends on the level of the employee.

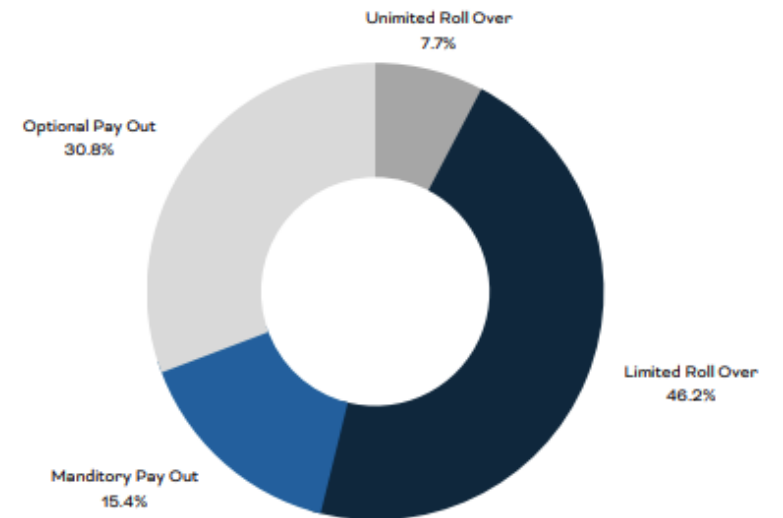
Paid Holidays Range From 6 to 10 days



Sick Time Separate from PTO?



Unused PTO Policies



EDUCATION & TRAINING

50% offer tuition reimbursement with most reporting that the training must be related to the position.

90% of respondents report utilizing ICTC for training on topics including drafting, safety, maintenance, welding, forklift and leadership.



95% detailed that their training needs are being met currently yet soft skill training was reported as needed.

READY.SET.MOVE. INCENTIVE RECIPIENTS

WELCOME TO MUSKOGEE



**WORK READY
MUSKOGEE: JOB BOARD**



Work Ready Muskogee Job Board connects job seekers with Muskogee area opportunities for employment.



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