

**THE
TAYLOR / HUTTO, TEXAS
AREA
WAGE & FRINGE BENEFITS
SURVEY**

September, 2004

Compiled and Prepared by

THE PATHFINDERS



Dallas, Texas

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INTRODUCTION

This Taylor/Hutto, Texas Area Wage and Fringe Benefits Survey was sponsored by the Taylor Economic Development Corporation. It was conducted by The Pathfinders, an economic development and corporate site-selection consultant firm.

The wage data presented by job title in this report includes:

Low Entry Pay	Low Average Pay
Average Entry Pay	Average Average Pay
High Entry Pay	High Average Pay
	Weighted Average Pay

Weighted average corrects the distortion which would occur in a simple average if one company has ten employees in a position at an average of \$10 per hour and another company has one employee in the same position at \$20 per hour. The simple average of those two would be \$15 per hour, but the weighted average would be \$10.91 per hour.

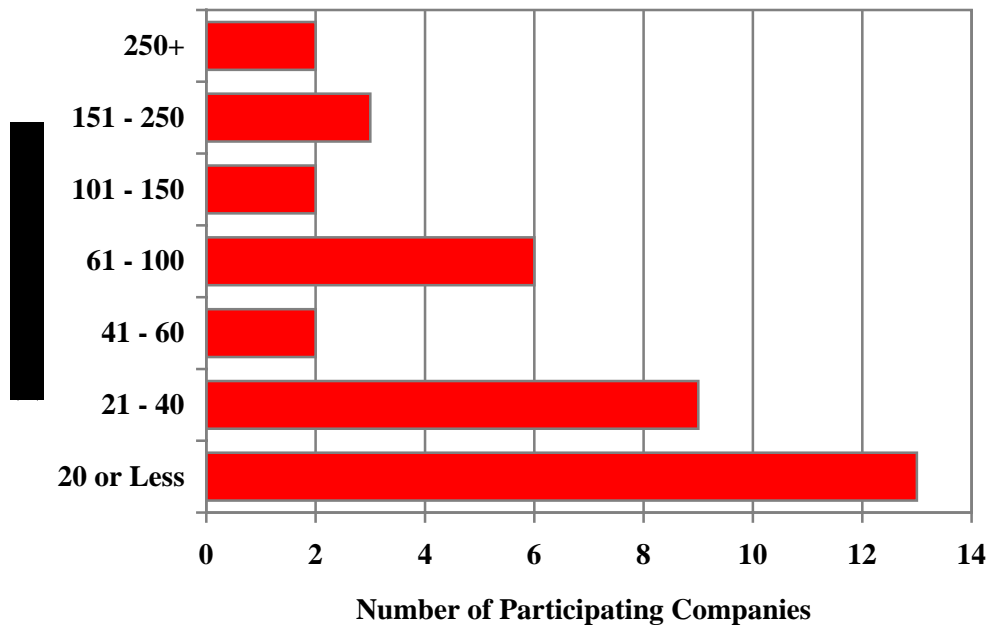
Fringe benefits reported include insurance, sick leave, holidays, vacations, and financial plans.

Please note that some of the companies responding to the survey did not answer all the questions on the form; therefore, the total number of responses for each question will not always equal the total number of participants.

Information from participating companies is held in confidence; however, general information regarding this survey can be obtained by contacting the offices of The Pathfinders via telephone (972-418-7588); fax (972-418-1588); or, e-mail (info@thepathfindersus.com).

SURVEY FINDINGS – GENERAL INFORMATION

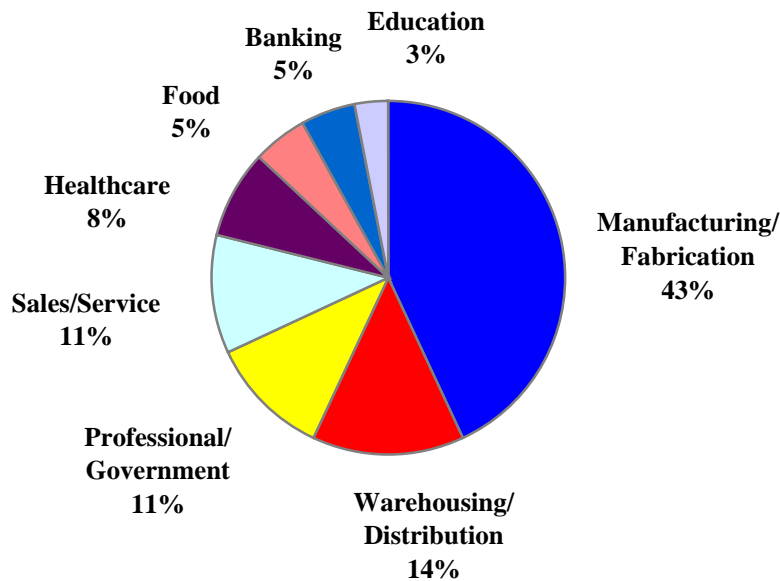
Thirty-seven (37) firms participated in the Taylor/Hutto, Texas Area Wage and Fringe Benefits Survey, representing an employment base of almost 2,800 workers. Seven companies (19%) reported more than 100 employees each. A chart illustrating the number of participating companies by number of employees is shown below.



Fourteen of the participating firms (38%) during the past twelve months increased employment by a total of 97 workers, and eight firms (22%) decreased employment by a total of 169 workers, resulting in a net of -72 jobs. Seventeen firms (46%) project increasing employment during the next twelve months for a total of more than 75 jobs, while one of the reporting companies projects a very slight decrease in the number of jobs over the next twelve months. Another company projects a decrease in employment but is unsure of how many workers would be affected.

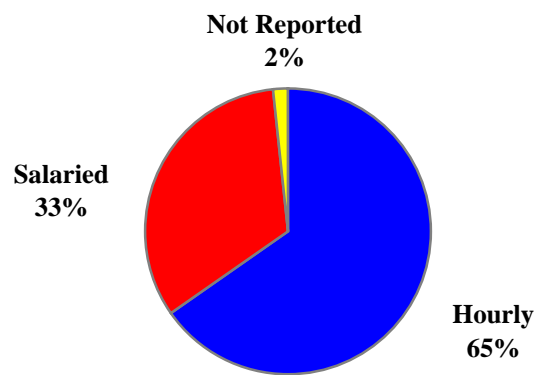
Of the 37 participating companies, over 40% are in the manufacturing/fabrication sector, followed by 14% in the warehousing/distribution sector. Professional/government and sales/service sectors comprise 11% respectively, and 8% of the participating companies are in healthcare. The participation by sector is then followed by 5% each in food and banking, and, finally, 3% in education. This percentage of participation by sector is found in the chart below.

Participation by Sector

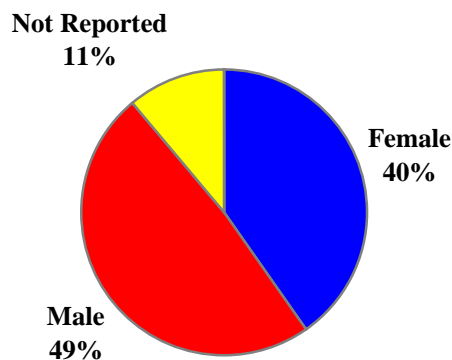


The percentages of hourly and salaried employees, as well as male and female employees, of the reporting companies are illustrated in the pie charts below. The total reported employment of 2,746 was comprised of 65% hourly workers and 33% salaried workers. 2% of the companies did not report hourly or salaried data. Of the total reported employment, female workers made up 40% and male workers 49%. 11% of the participating companies did not report the number of male or female employees in their businesses.

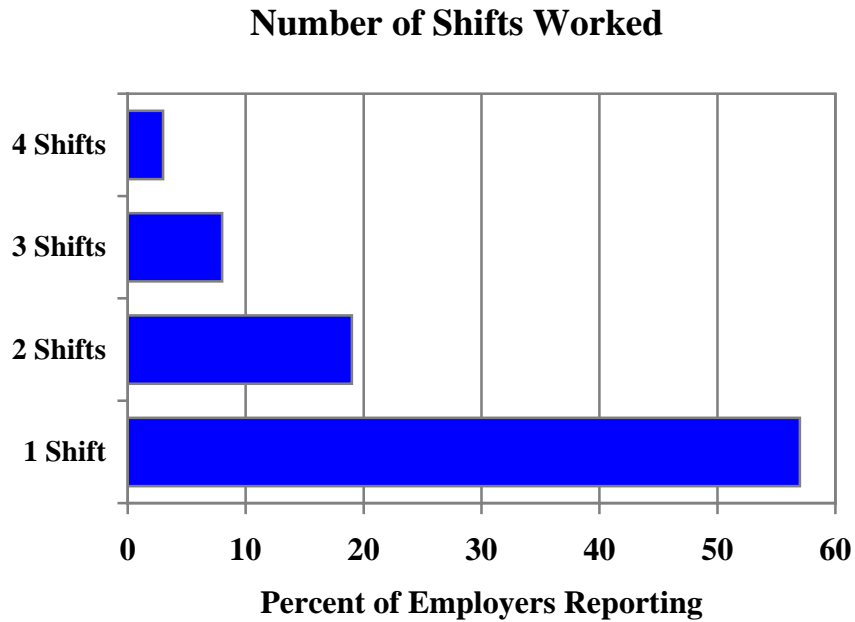
Hourly / Salaried Employees



Female / Male Employees



Companies responding to the survey were asked to report the number of shifts worked. This information is reported on the following chart. Over half of the participating companies (57%) reported working one shift.



The reported total annual payroll for the participating companies approached \$74 million, although it should be noted that not all companies responded to the annual payroll question.

As determined from the survey, the following table reflects the various methods used to recruit workers in the Taylor/Hutto region and the percent of employers utilizing that method. Many use more than one method, therefore, the percentages will not add up to 100%. As noted, the most popular methods of recruiting workers are through the newspaper and by word of mouth.

RECRUITING METHOD	% OF EMPLOYERS
Newspaper	73%
Word of Mouth	51%
Internet	19%
Referrals	14%
Job Fairs	8%
State Agency	8%
Sign/Job Board	5%
Other	5%
Walk-ins	3%
Temporary Services	3%

SURVEY FINDINGS – EMPLOYER RATINGS OF WORKFORCE

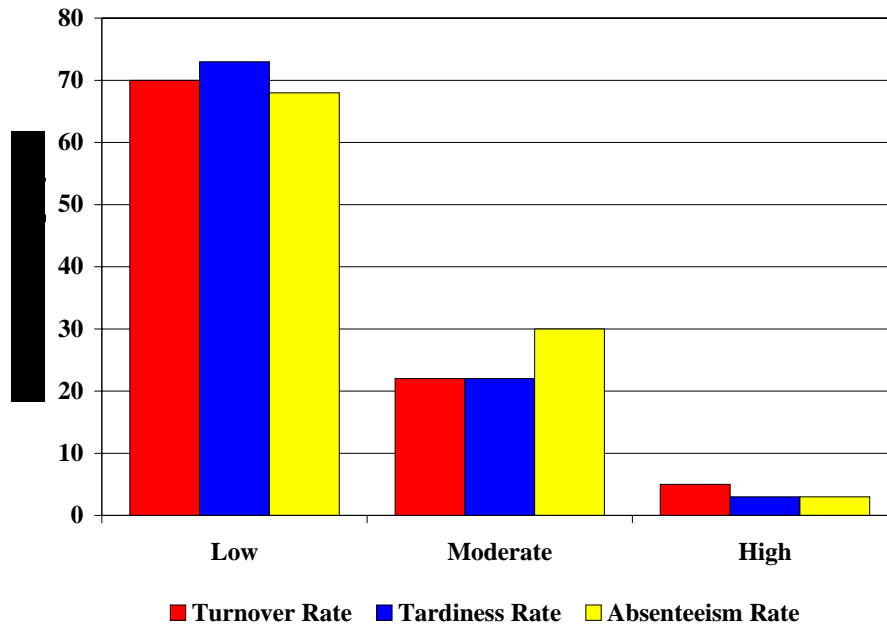
In the course of workforce and wage and fringe benefits surveys, local employers are asked to rate their workforce on a number of factors. Those factors include: worker productivity; worker reliability and attitudes; reading/writing competency; calculations competency; availability of skilled workers; availability of unskilled workers; availability of technical workers; and, availability of professional workers. Local employers are asked to rate each factor either “Excellent”, “Good”, “Fair”, or “Poor”. Also included in these ratings is the opinion of the participating employers of the local educational providers in terms of delivering the skills that are needed or required for workers.

Based upon the experience of The Pathfinders in evaluating labor forces in numerous locations, a definite correlation between productivity, absenteeism, tardiness, and turnover appears to exist. That correlation goes beyond the fact that an absent worker is obviously unproductive. Rather, those factors are indicative of an employee’s attitude toward the job. Employers in the Taylor/Hutto area were asked to rate turnover, tardiness, and absenteeism for both skilled and unskilled workers as “Low”, “Moderate”, or “High”. Collectively, these rates were reported to be higher among unskilled workers than skilled workers.

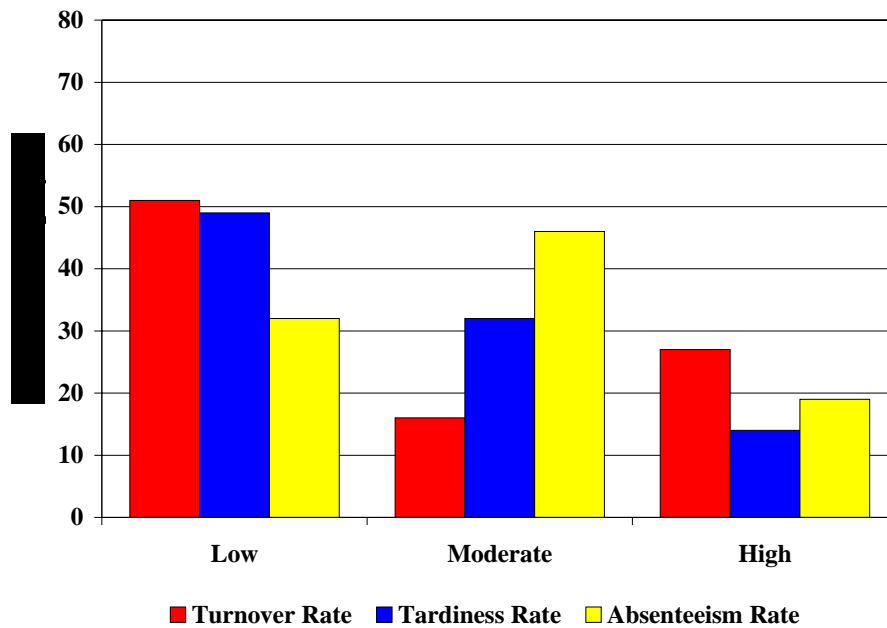
Also included in this correlation is the degree of substance abuse found among workers. Employers in the Taylor/Hutto area were surveyed as to their substance abuse testing policies and were asked to rate the level of substance abuse.

The employer ratings of the workforce for all the categories mentioned above are presented in the charts and graphs on the following pages.

**PERCENT OF EMPLOYERS RATING
SKILLED WORKERS – TURNOVER, TARDINESS, ABSENTEEISM**



**PERCENT OF EMPLOYERS RATING
UNSKILLED WORKERS – TURNOVER, TARDINESS, ABSENTEEISM**

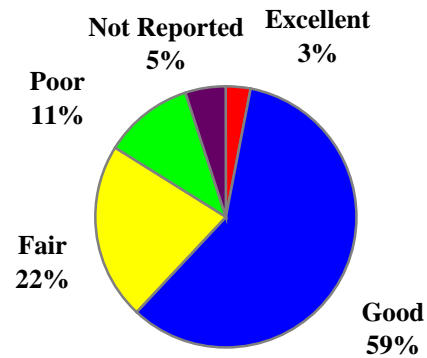


In consideration of all factors, 70% of the employers in the Taylor/Hutto area rated the productivity of the workforce as “Good” to “Excellent”. Worker reliability and attitudes received high marks as well from 62% of the employers.

Productivity

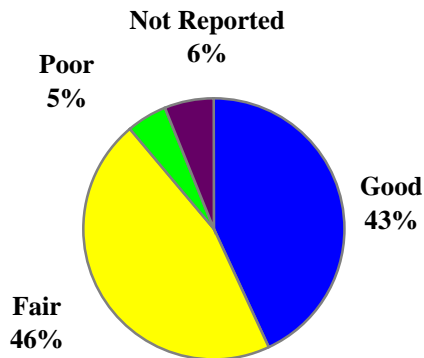


Reliability & Attitudes

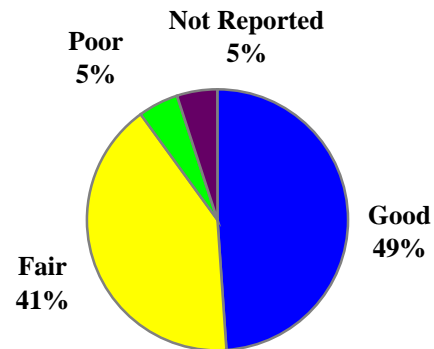


The Taylor/Hutto area employers gave the following ratings to their employees relative to competency in reading, writing, and calculations.

Reading/Writing

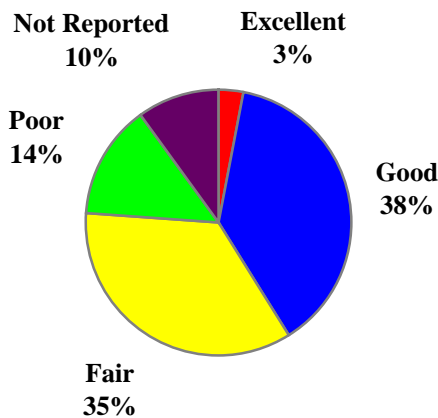


Arithmetic



Local educational providers, including public schools, technical training facilities, etc., were rated as follows by the participating employers:

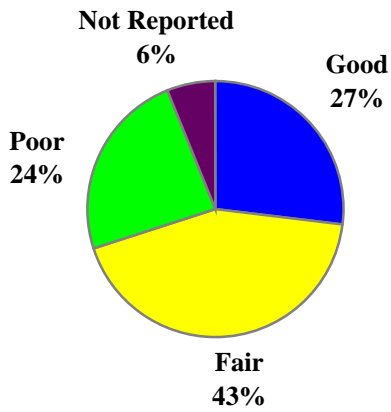
Educational Providers



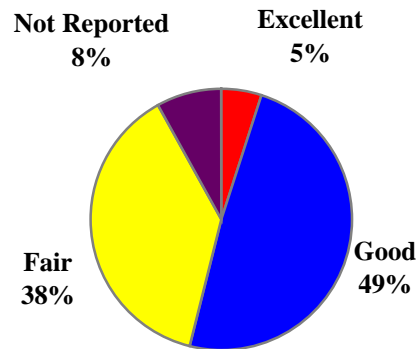
A common employer complaint relates to the shortage of skilled and technical workers. The availability of these workers in the Taylor/Hutto region must be viewed from the perspective of comparative availability when other areas of the state and nation are considered. Skilled and technical workers are in great demand and difficult to find in the vast majority of locations. Of the companies surveyed, 27% considered skilled worker availability to be “Excellent” or “Good”, while 43% considered it to be “Fair”. The availability of technical workers in the Taylor/Hutto area was rated “Excellent” or “Good” by 27% of the participating companies and “Fair” by 49%. Each availability category with ratings follows.

EMPLOYER RATINGS OF WORKFORCE AVAILABILITY (percentages of employers surveyed)

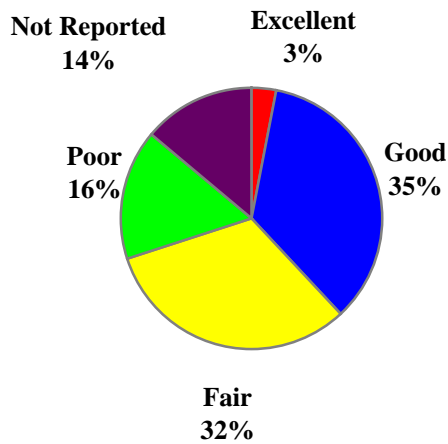
Skilled Availability



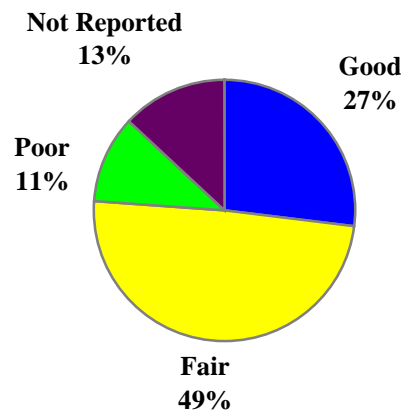
Unskilled Availability



Professional Availability



Technical Availability



COMPARISONS OF EMPLOYERS RATINGS

The Taylor/Hutto Area Labor Shed / Locations Previously Surveyed

As described in the preceding pages, local employers were asked to rate their workforce on a number of factors. The purpose of these ratings is not only to determine how local employers rate their workers but also to provide a means for comparing local ratings to those of all locations surveyed during the past eighteen to twenty-four months. Such a comparison provides an assessment of area employers' ratings of their workers in contrast to the body of thousands of employer ratings recorded in that period.

The following charts present the comparative results for each factor. They compare the percentages of the Taylor/Hutto area employers who rated their workers "Excellent", "Good", "Fair", or "Poor" on each factor with the "Highest" rating of that factor in all areas surveyed in the last eighteen to twenty-four months and the "Median" rating for that factor in all areas surveyed during that time. As a result, the "Highest" and "Median" ratings do not add to 100%.

For example, 11% of the Taylor/Hutto area employers rated "Worker Productivity" as "Excellent". Of all the locations surveyed during the last eighteen to twenty-four months, the "Median" for that rating is 27%, and the "Highest" rating recorded in the "Excellent" category is 67%. The same comparison applies for each of the other factors.

The comparison tables are followed by a "Quick Look" Comparison Chart.

In the tables, the Taylor/Hutto area is referred to as the "Labor Shed".

WORKER PRODUCTIVITY

Excellent		Good		Fair		Poor	
Highest	67%	Highest	83%	Highest	37%	Highest	10%
Labor Shed	11%	Labor Shed	59%	Labor Shed	22%	Labor Shed	3%
Median	27%	Median	58%	Median	12%	Median	5%

WORKER RELIABILITY AND ATTITUDES

Excellent		Good		Fair		Poor	
Highest	57%	Highest	83%	Highest	43%	Highest	15%
Labor Shed	3%	Labor Shed	59%	Labor Shed	22%	Labor Shed	11%
Median	21%	Median	56%	Median	19%	Median	6%

READING/WRITING COMPETENCY

Excellent		Good		Fair		Poor	
Highest	44%	Highest	87%	Highest	57%	Highest	21%
Labor Shed	0%	Labor Shed	43%	Labor Shed	46%	Labor Shed	5%
Median	13%	Median	53%	Median	28%	Median	8%

CALCULATIONS COMPETENCY

Excellent		Good		Fair		Poor	
Highest	38%	Highest	80%	Highest	64%	Highest	30%
Labor Shed	0%	Labor Shed	49%	Labor Shed	41%	Labor Shed	5%
Median	11%	Median	50%	Median	33%	Median	11%

AVAILABILITY OF SKILLED WORKERS

Excellent		Good		Fair		Poor	
Highest	50%	Highest	79%	Highest	53%	Highest	53%
Labor Shed	0%	Labor Shed	27%	Labor Shed	43%	Labor Shed	24%
Median	6%	Median	43%	Median	36%	Median	18%

AVAILABILITY OF UNSKILLED WORKERS

Excellent		Good		Fair		Poor	
Highest	66%	Highest	80%	Highest	50%	Highest	14%
Labor Shed	5%	Labor Shed	49%	Labor Shed	38%	Labor Shed	0%
Median	25%	Median	52%	Median	20%	Median	7%

AVAILABILITY OF PROFESSIONAL WORKERS

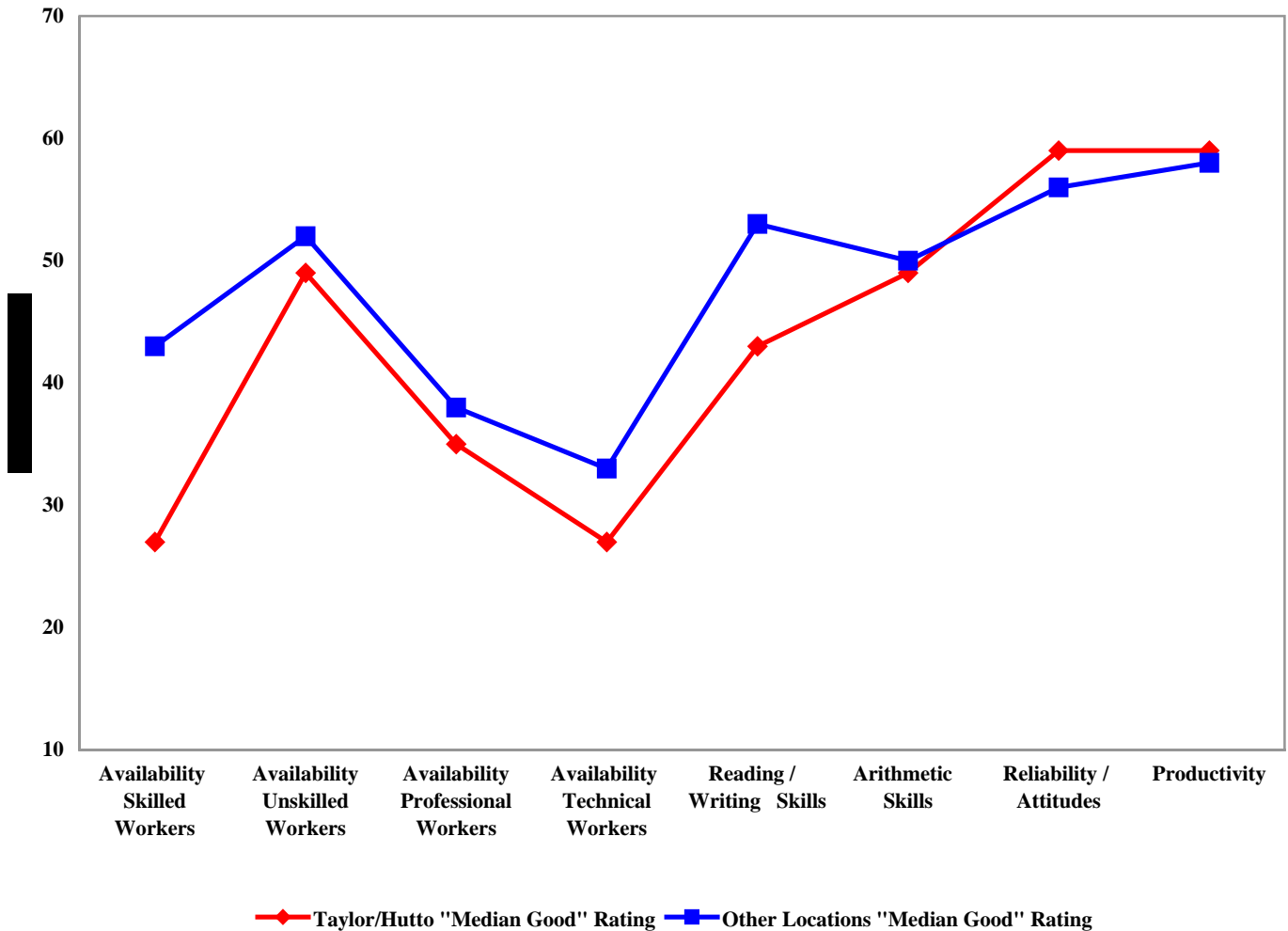
Excellent		Good		Fair		Poor	
Highest	33%	Highest	78%	Highest	61%	Highest	46%
Labor Shed	3%	Labor Shed	35%	Labor Shed	32%	Labor Shed	16%
Median	6%	Median	38%	Median	38%	Median	14%

AVAILABILITY OF TECHNICAL WORKERS

Excellent		Good		Fair		Poor	
Highest	33%	Highest	79%	Highest	62%	Highest	57%
Labor Shed	0%	Labor Shed	27%	Labor Shed	49%	Labor Shed	11%
Median	6%	Median	33%	Median	42%	Median	21%

For a quick comparison, the chart below compares the Taylor/Hutto region’s median rating of “Good” for all factors with that same rating for all locations surveyed within the past eighteen to twenty-four months. The Taylor/Hutto area is above the median in Worker Reliability and Attitudes and slightly above in Worker Productivity.

**“QUICK LOOK” COMPARISON
EMPLOYERS RATING OF “MEDIAN GOOD” FOR ALL FACTORS
The Taylor/Hutto Area Labor Shed /
Locations Previously Surveyed**



WAGE SECTION

SUMMARY OF WAGES REPORTED

Area employers were asked to report entry-level wage, average wage, and number of employees for each job classification. General job descriptions were given for each classification. In instances where the hourly wages were reported but not the number of employees associated with the job, the number of employees for the job was entered as one (1).

Some job titles, particular to only one company, were not listed. However, the wages reported for those titles were included in another listed job title that appeared to be similar in nature. Other job titles that were originally not listed, however, when the survey was compiled, appeared in more than one company, were added to the list of job classifications, e.g. registered nurse. Finally, one job, “skilled laborer”, was added to accommodate several classifications of reported jobs that seemingly did not fit into one of the listed titles.

In all, the Taylor/Hutto area employers reported wages and number of employees for forty-nine (49) job titles. All are presented in alphabetical order on the following pages. As a matter of information, the current Federal minimum wage is \$5.15 per hour. Texas’ minimum wage is the same as the Federal.

The wage data presented includes:

- Low Entry Pay – the lowest entry pay by each job title among all companies responding
- Average Entry Pay – the average entry pay by each job title when all participating companies are considered
- High Entry Pay – the highest entry pay by each job title among all companies responding

Average Pay – While companies typically have a single “entry pay rate” by job title, over time people working within that job title may have different pay rates (even in the same company) because of length of job tenure, merit raises, etc. The “average pay” in a job title reported by a participant considers the average of the pay rates of everyone in that job title. Some workers because of short tenure in that job may still be at the entry rate while others will be higher.

- Low Average Pay – the lowest average pay by each job title among all companies responding
- High Average Pay – the highest average pay by each job title among all companies responding
- Average Average Pay – Each individual company reported their “average” pay within each job title. This “average average pay” is the average of all companies participating.
- Weighted average corrects the distortion which would occur in a simple average if one company has ten employees in a position at an average of \$10 per hour and another company has one employee in the same position at \$20 per hour. The simple average of those two would be \$15 per hour, but the weighted average would be \$10.91 per hour.

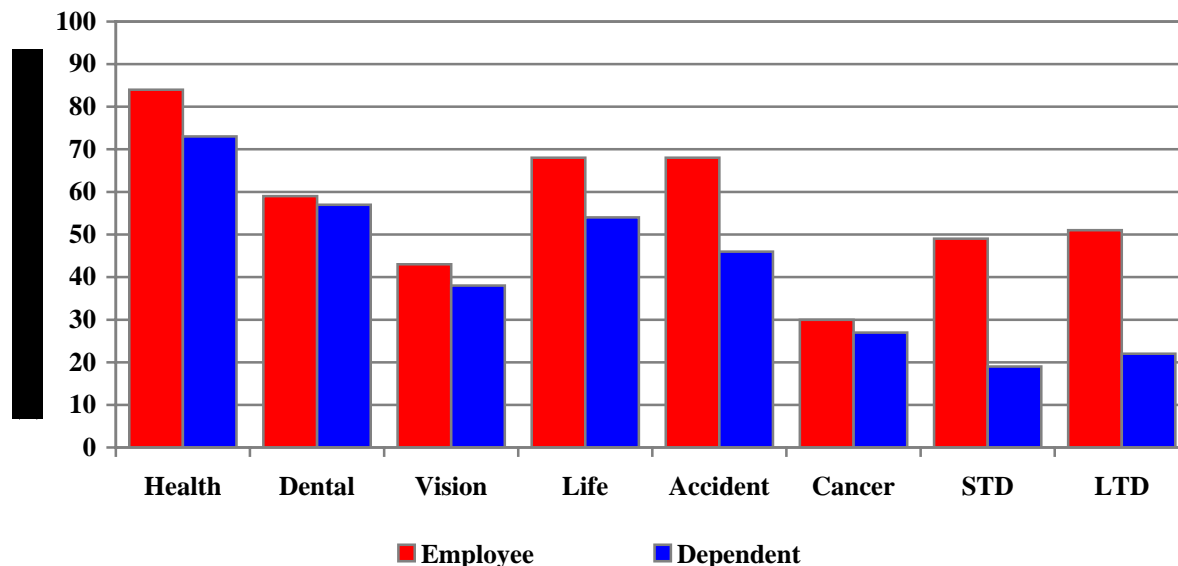
TAYLOR/HUTTO AREA WAGE SUMMARY JOB CLASSIFICATION	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Average Average Wage	Weighted Average Wage	Number of Employees	Number of Firms
Accounts Payable Clerk	\$9.00	\$12.95	\$10.41	\$10.00	\$16.12	\$13.41	\$13.41	8	8
Accounts Receivable Clerk	\$8.85	\$14.75	\$10.82	\$10.00	\$18.94	\$14.03	\$13.22	13	5
Administrative Assistant	\$8.00	\$15.00	\$11.34	\$8.00	\$18.78	\$13.17	\$13.08	21	10
Assembler	\$5.15	\$11.00	\$8.24	\$5.15	\$16.00	\$10.29	\$8.50	183	11
Bank Employee	\$8.00	\$9.00	\$8.50	\$10.17	\$11.95	\$11.06	\$10.47	6	2
Bookkeeper	\$8.00	\$17.31	\$11.75	\$10.50	\$20.19	\$14.64	\$14.64	9	9
Building & Grounds Maintenance	\$7.00	\$9.90	\$8.64	\$8.75	\$13.50	\$10.80	\$10.63	24	7
Buyer/Purchaser	\$13.94	\$16.00	\$14.97	\$18.00	\$20.10	\$19.05	\$19.05	2	2
CNC Operator/Set-up	\$8.00	\$19.50	\$11.22	\$12.09	\$21.50	\$15.52	\$14.62	27	5
Computer Operator	\$8.00	\$12.93	\$9.98	\$11.00	\$15.29	\$12.76	\$13.27	8	3
Computer Programmer	\$9.00	\$18.00	\$13.50	\$16.00	\$18.00	\$17.00	\$17.00	2	2
Customer Service	\$7.50	\$12.50	\$10.37	\$11.10	\$15.10	\$14.01	\$13.95	26	6
Data Entry Operator	\$7.50	\$11.54	\$9.48	\$8.50	\$13.00	\$10.81	\$9.83	7	3
Drafter - General	\$12.00	\$13.85	\$12.93	\$16.00	\$16.73	\$16.37	\$16.62	13	2
Electrician	\$14.20	\$18.17	\$16.19	\$17.75	\$19.17	\$18.46	\$18.46	2	2
File Clerk	\$6.50	\$8.00	\$7.63	\$7.00	\$9.09	\$8.07	\$8.11	9	5
Fork Lift Operator	\$7.50	\$11.86	\$9.52	\$7.50	\$13.38	\$10.77	\$11.80	72	9
General Laborer	\$5.50	\$9.46	\$7.88	\$5.50	\$12.04	\$9.51	\$9.72	284	13
General Office	\$5.50	\$9.82	\$8.01	\$5.50	\$11.95	\$9.17	\$10.35	13	6
Grinder/Polisher	\$7.00	\$16.05	\$9.93	\$8.00	\$17.05	\$11.32	\$11.17	26	5
Human Resources Assistant	\$9.25	\$13.94	\$12.16	\$12.50	\$17.77	\$14.72	\$14.35	6	5
Inventory/Stock Clerk	\$8.00	\$11.95	\$10.20	\$9.50	\$12.95	\$11.80	\$12.37	8	4

TAYLOR/HUTTO AREA WAGE SUMMARY JOB CLASSIFICATION	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Average Average Wage	Weighted Average Wage	Number of Employees	Number of Firms
Janitor	\$6.94	\$9.44	\$7.74	\$7.81	\$10.76	\$8.72	\$8.71	51	7
Lab Tech	\$13.03	\$14.50	\$13.77	\$14.08	\$19.71	\$16.90	\$18.30	8	2
Line Supervisor/Foreman	\$10.00	\$17.00	\$12.91	\$10.00	\$25.00	\$16.14	\$16.80	33	10
LVN	\$11.47	\$18.00	\$14.49	\$13.55	\$18.50	\$15.78	\$16.32	29	3
Machine Operator	\$7.00	\$14.50	\$9.60	\$9.00	\$18.00	\$13.32	\$12.84	86	9
Machinist - Journeyman	\$9.00	\$18.17	\$15.06	\$15.00	\$19.17	\$17.72	\$16.36	6	3
Maintenance - General	\$7.00	\$15.38	\$10.93	\$8.75	\$15.38	\$11.97	\$11.66	21	6
Maintenance Mechanic	\$7.50	\$17.11	\$12.69	\$12.50	\$19.31	\$15.56	\$15.94	27	11
Management	\$22.50	\$25.07	\$23.79	\$27.52	\$38.50	\$33.01	\$34.84	3	2
Materials Handler	\$7.00	\$10.77	\$8.65	\$7.98	\$12.00	\$10.58	\$11.21	66	6
Nursing Assistant	\$8.42	\$9.00	\$9.18	\$9.50	\$9.79	\$9.65	\$9.58	45	2
Office Manager	\$11.50	\$20.00	\$14.57	\$13.00	\$30.00	\$19.65	\$20.02	10	8
Painter	\$9.00	\$9.60	\$9.30	\$11.88	\$12.50	\$12.19	\$11.98	6	2
Payroll Clerk	\$11.18	\$12.58	\$11.88	\$13.98	\$15.71	\$14.85	\$14.56	3	2
Quality Assurance/Inspection	\$6.50	\$16.50	\$10.88	\$6.50	\$19.00	\$13.27	\$12.07	18	9
Radiology Tech	\$14.23	\$20.40	\$17.32	\$19.17	\$21.42	\$20.30	\$21.10	7	2
Receptionist/Switchboard	\$6.00	\$9.82	\$8.21	\$6.50	\$11.68	\$9.52	\$9.97	20	9
RN	\$19.00	\$21.00	\$20.21	\$22.44	\$27.38	\$24.27	\$22.83	20	3
Safety/Security	\$10.00	\$12.00	\$11.00	\$12.00	\$15.00	\$13.50	\$13.50	2	2
Secretary-Executive	\$9.00	\$15.00	\$12.40	\$11.23	\$17.61	\$14.09	\$15.05	8	4
Secretary-General	\$9.00	\$13.05	\$10.11	\$9.00	\$16.31	\$12.04	\$12.91	15	5
Shipping/Receiving Clerk	\$8.00	\$13.17	\$9.74	\$9.50	\$14.17	\$12.06	\$11.55	24	9

TAYLOR/HUTTO AREA WAGE SUMMARY JOB CLASSIFICATION	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Average Average Wage	Weighted Average Wage	Number of Employees	Number of Firms
Skilled Labor	\$9.75	\$11.00	\$10.32	\$11.00	\$13.97	\$12.73	\$13.77	30	3
Technician	\$9.60	\$13.50	\$12.01	\$13.11	\$15.66	\$14.37	\$14.65	9	3
Truck Driver	\$8.00	\$12.00	\$9.67	\$9.50	\$15.00	\$11.81	\$13.37	53	9
Warehouse Supervisor	\$6.00	\$15.00	\$10.73	\$6.00	\$15.76	\$12.63	\$13.03	10	8
Welder	\$8.00	\$13.00	\$10.50	\$12.00	\$16.00	\$13.82	\$13.46	25	7

FRINGE BENEFITS SECTION

INSURANCE COVERAGE



The above chart separates insurance coverage into the categories of health, dental, vision, life, accident, cancer, short-term disability and long-term disability and gives the percentage of participating employers offering each type of insurance coverage for their workers and families regardless of the percent of premium paid for by the company. As noted, 84% or thirty-one of the participating companies provide health and life insurance for employees.

Six companies (16%) reported other types of insurance than the ones listed above, an example being supplemental life.

The table on the following page illustrates the number and percent of the total participating companies reporting either 100%, partial %, or 0% of insurance premiums paid for employees and dependents for the categories listed. For example, eight companies, or 22% of the total participating employers, reported paying 100% of the premium for health insurance for their employees and fourteen companies, or 38%, reported paying a partial percentage of the premium for health insurance for dependents. The companies which reported having coverage for the plans but declined to report the percent paid by the company are excluded from this table.

PERCENT OF INSURANCE PREMIUMS PAID

Type of Insurance	100% of Premium Paid by Company		Partial Premium Paid by Company		0% of Premium Paid by Company	
	# of Companies	Percent	# of Companies	Percent	# of Companies	Percent
Health						
Employee	8	22%	22	59%	1	3%
Dependent	0	-	14	38%	13	35%
Dental						
Employee	8	22%	12	32%	2	5%
Dependent	0	-	11	30%	10	27%
Vision						
Employee	5	14%	7	19%	4	11%
Dependent	0	-	6	16%	8	22%
Life						
Employee	15	41%	6	16%	4	11%
Dependent	3	8%	6	16%	11	30%
Accident						
Employee	8	22%	5	14%	12	32%
Dependent	1	3%	4	11%	12	32%
Cancer						
Employee	0	-	1	3%	10	27%
Dependent	0	-	1	3%	9	24%
Short-Term Disability						
Employee	7	19%	2	5%	9	24%
Dependent	0	-	2	5%	5	14%
Long-Term Disability						
Employee	4	11%	4	11%	11	30%
Dependent	0	-	2	5%	6	16%

FINANCIAL PLANS

Many of the participating companies offered various financial plans to their employees, as illustrated in the following table. An example of “Other” is medical reimbursement.

The top three financial plans offered by employers were 401K, with 49% of the companies offering it, followed by annual bonus, with 24% of companies offering; and, profit-sharing, with 22% of the participating companies offering.

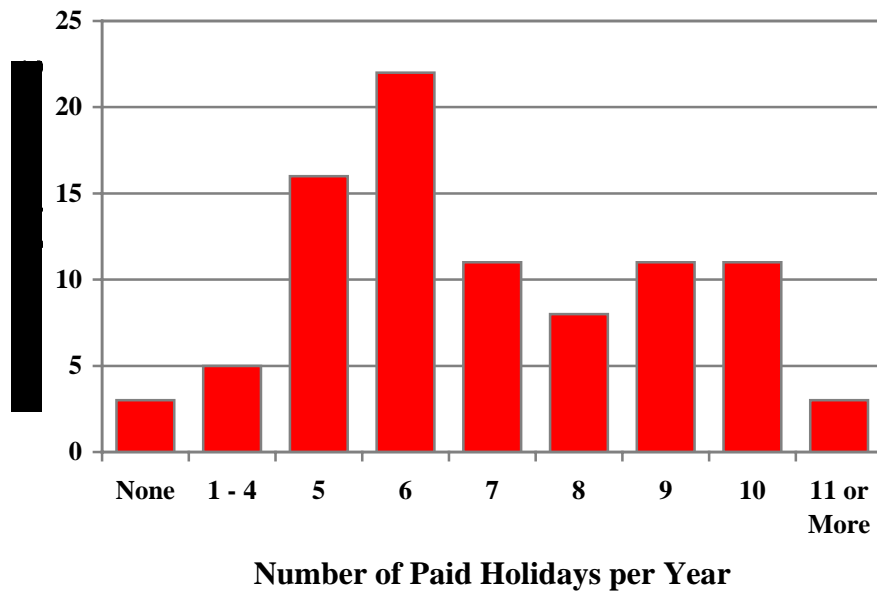
FINANCIAL PLANS OFFERED % OF EMPLOYERS

401K Plan	49%
Annual Bonus	24%
Profit-Sharing Plan	22%
Pension Plan	14%
Simple IRA	8%
Deferred Compensation	5%
Savings Plan	5%
Other	5%
403B Plan	3%
Day Care Assistance	3%
Attendance Bonus	3%
Performance Bonus	3%

PAID LEAVE

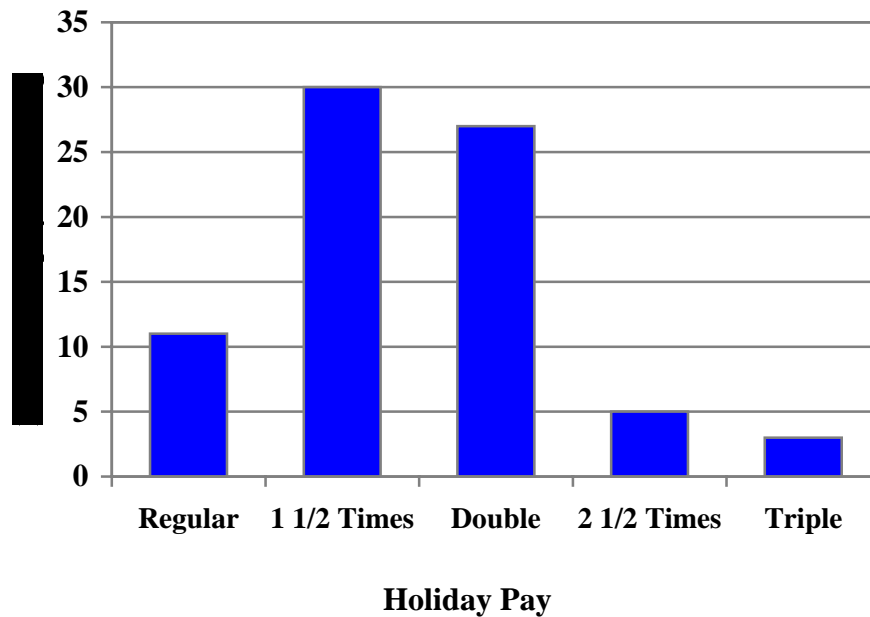
The following information reflects the data collected from the participating employers on paid time off or paid leave. Examples of paid leave include holidays, vacation, and sick leave. Although most companies reported information for each of the paid leave categories, three companies reported combining one or more of these categories into general leave or personal or paid time off, with varying eligibility times and methods of determining the number of days allowed.

Holidays



The number of paid holidays per year reported by the participating employers in the Taylor/Hutto area ranges from none to eleven or more. Additionally, six companies (16%) reported allowing employees to take anywhere from one to ten unpaid holidays per year.

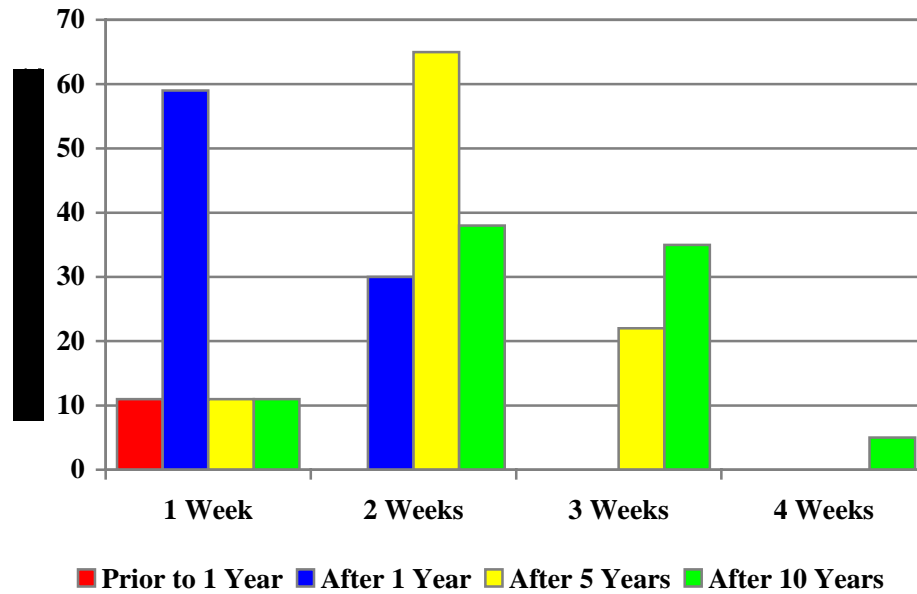
When employees work on holidays, the pay ranges from regular to triple time in the Taylor/Hutto area, as illustrated in the chart below.



Vacation

Employees in five of the reporting companies (14%) were eligible for paid vacation prior to one year of employment, and employees in twenty-eight companies (76%) were eligible for paid vacation after one year of employment. Further, of the reporting companies, fourteen (38%) reported pay for unused vacation time, with one company reporting that unused vacation time is paid only after a certain length of employment and another reporting that unused vacation time is paid upon termination only. Ten companies (27%) allowed vacation carry-over, with two companies (5%) reporting a maximum of 15 days and 40 days respectively.

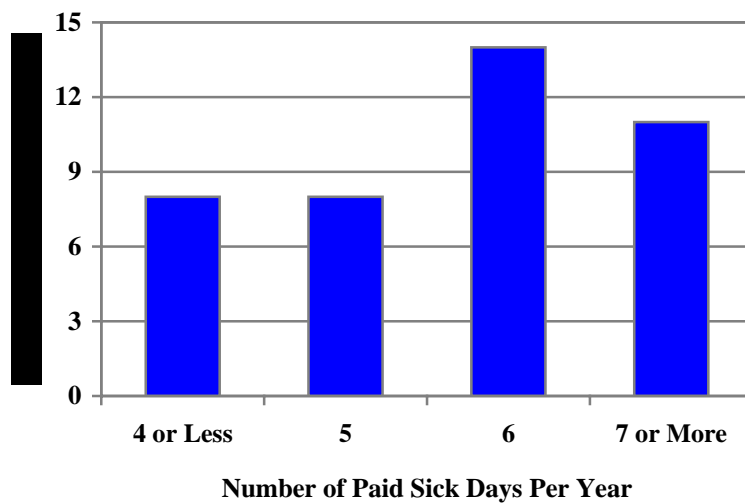
The chart below shows the percent of participating companies who reported offering specific numbers of vacation weeks prior to one year of employment, after one year of employment, after five years, and after ten years of employment.



In addition, twelve companies (32%) offered paid vacation other than that listed above, including two weeks after two years and four weeks after fifteen years. Four companies (11%) reported adding ½ day to 2½ days paid vacation after various lengths of service, e.g. two weeks plus one day after five years of employment. Finally, two companies (5%) reported no paid vacation, with one of those companies reporting that vacation could be taken as requested and approved, but without pay.

Sick Leave

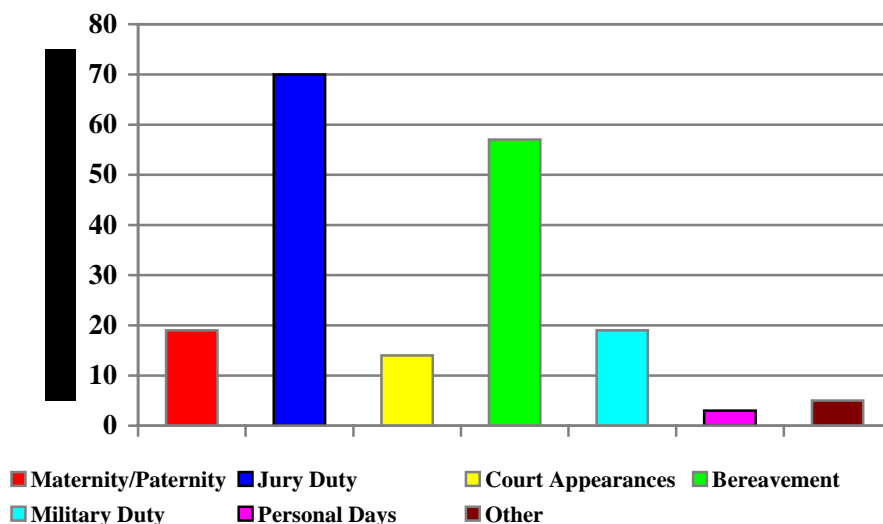
Of the participating companies, eighteen (49%) reported offering no paid sick leave and two companies reported that sick leave is paid at the discretion of the employer. The following charts give eligibility times and number of paid sick days per year for those companies which did offer paid sick leave.



Additionally, of the reporting companies, seven (19%) offered sick leave carry-over, and four companies (11%) reported paying for unused sick leave, with one company reporting that unused sick leave is paid upon termination. Other sick leave information includes a reported twelve paid days per year after five years of employment and a maximum of five months paid sick leave per incident after one year of employment. Finally, two companies reported that sick leave may be taken, but without pay.

Other Paid Leave

Participating employers were asked to report whether their companies gave additional paid time off to employees for maternity/paternity, jury duty, court appearances, bereavement, military duty, personal days or other categories. In the Taylor/Hutto area, 70% of the participating employers give paid time off for jury duty, followed by 57% allowing paid time off for bereavement. The chart below shows the percent of companies reporting each category. “Other” includes paid leave for a serious health condition(short-term disability).





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