

## 2005 STAFFING PAY AND BENEFITS SURVEY

### JOB TITLE: BRANCH / DEPT MANAGER

| Pay / Benefit Items                                | Low         | High                      | Average     | Avg. High   | Annual Cost     | Notes   |
|--|-------------|---------------------------|-------------|-------------|-----------------|---|
| <b>Wages</b>                                       | \$30,000/yr | \$125,000/yr              | \$57,583/yr | \$85,900/yr | \$85,900        | <i>Avg. High based on a high range of \$60,000 to \$125,000</i>   |
| <b>Holidays (Days)</b>                             | 6           | 7+ 4 Personal             | 8.2         |             | \$0             | <i>Included in salary</i>   |
| <b>Vacation (Days)</b>                             | 5           | 20                        | 10.5        |             | \$0             | <i>Average based on 2 yrs of service - Included in salary</i>   |
| <b>Health Insurance (Percent paid by Employer)</b> | 45%         | 100%                      | 80%         |             | \$2314          | <i>Survey shows that 92% of companies pay some insurance benefit (Avg. monthly individual premium - \$241) Calculation based on \$241 X 80% for 12 months</i> |
| <b>Bonus Plan</b>                                  | 2% Salary   | 10% Salary                | 2% Salary   |             | \$1718          | <i>Survey shows that 92% of companies pay some kind of bonus- calculation based on 2% bonus</i>   |
| <b>401K</b>  | 40% Match   | 100% of 3%<br>80% next 2% | 100% of 3%  |             | \$2577          | <i>Survey shows that 100% of companies have 401K match program – calculation based on 3% match</i>  |
| <b>Uniforms and Safety Equipment</b>               |             |                           |             |             | N/A             | <i>Survey shows that 88% of companies pay 50% or more of these costs-</i>   |
| <b>Vehicle Allowance</b>                           |             |                           |             |             | N/A             | <i>Calculation based on \$.35/mile times an average of 2,000 mile per month</i>   |
| <b>Total Cost per year</b>                         |             |                           |             |             | <b>\$92,509</b> |   |

#### Kehoe & Co Survey Conducted April 2005

Twenty (20) companies surveyed in following areas: Northeast, Southeast, Great Lakes, Midwest, Southwest, West, Northwest