

QUALITY OF LABOR PROGRAM



ST. LOUIS METRO RING COUNTIES

Workforce Assessment



Research Conducted and Prepared by:

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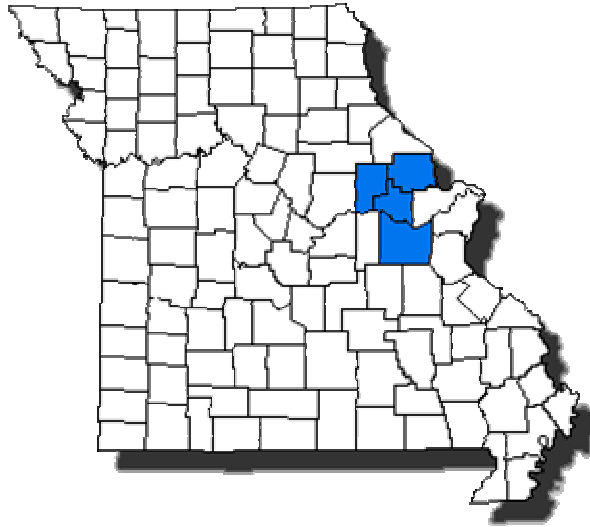
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EMPLOYMENT • SKILLS • PRACTICES • WAGES

ST. LOUIS METRO RING COUNTIES QUALITY OF LABOR PROGRAM



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Franklin, Lincoln, Montgomery, and Warren**

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May 2010

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I. EXECUTIVE SUMMARY

INTRODUCTION

The St. Louis Metro Ring Counties commissioned a Quality of Labor Assessment to measure the Workforce Quality in Franklin, Lincoln, Montgomery, and Warren Counties. The purpose of the Quality of Labor Assessment is to provide employers with definitive labor information necessary to make better-informed decisions and minimize risks for workforce hiring, retention and development needs. Further, the Quality of Labor Assessment provides local officials information on the competitive realities necessary in today's workforce market, to develop the strategies for improving the Skills, Quality and Availability of its workforce, and for the St. Louis Metro Ring Counties, and its employers to better compete at all market levels for quality economic growth.

PROGRAM AND ASSESSMENT METHODOGY

A total of 168 electronic questionnaires were e-mailed to business firms in the area. The response rate is 26.8 percent with 45 firms responding.

Results of the Quality of Labor Assessment are expressed in a manner considered to be of greatest value to the interested stakeholders. In some cases, the term "percentage of total respondents" is used. These figures are not weighted relative to each company's total employment level.

Because larger employers influence the average more so than smaller employers, some results are weighted. The term "percentage of total employment" identifies a weighted percentage. Other figures are expressed as absolute totals either in terms of total employment or total number of respondents.

Respondents were asked to estimate or approximate the answer for the following items: Commuting Distance, Absenteeism, Turnover, Age of Employee, and Employer Contribution for Benefits. It is important to recognize that these numbers are estimates and should be viewed accordingly.

QUALITY OF LABOR AND COMPENSATION FINDINGS

The Workforce Quality and Compensation Findings reflect the views and perspective of employers in the Four County Area Labor Market only and represents the demand side of the workforce market. The Manufacturing Sector represents 69 percent of the respondents in this study and has 62 percent of the total employment.

- In the Quality of Labor Characteristics, Product Quality and Safety scored the highest with a rating of 4.16 and 4.13 out of 5.0 scale. Productivity and Reliability ranked 3rd and 4th. Of the 12 characteristics evaluated, Initial Skills scored the lowest rating at 3.24, which is still considered positive. The overall workforce Quality Index is 3.75 and compares with overall statistical average of 3.00
- Of the 12 specific skills listed in Workforce Skills Characteristics, Reading Comprehension and Active Learning ranked highest with a 3.73 and 3.67 out of 5.0 scale. Social Perceptiveness and Science ranked the lowest with 3.18 and 3.14 respectfully. The overall Workforce Skills Index is 3.45 and compares with the overall statistical average of 3.00.
- Employers provide an estimated 25.3 percent average dollar contribution for benefits as a percentage of total compensation. This compares to the 2009 Bureau of Labor Statistics (BLS) employer contribution of 30.3 percent.
- The overall reported average hourly wage for the St. Louis Metro Ring County Area Labor Market is \$18.08 and compares to the 2008 BLS average national wage of \$20.32 and Missouri average hourly wage of \$18.55. The Four County hourly wage advantage is 9.0 percent compared to the national hourly average and 2.5 percent to the State of Missouri.

II. COMPANY AND EMPLOYMENT PROFILE

RESPONSES

A total of 45 business firms completed the online Quality of Labor Program. This represents a response rate of 26.8 percent of the 168 firms who were sent the survey.

EMPLOYER TYPE

The respondents are represented with 69 percent Manufacturers, 20 percent Government and School, and 11 percent Services/Other (Commercial, Service, Medical, Retail, etc.).

EMPLOYMENT LEVEL

The 45 firms responding to the survey employ 5,603 persons with an average of 125 employees per firm. Of the 5,603 total, there are 3,849 Full Time Hourly Employees, 554 Part Time Hourly Employees, and 1,200 Salaried Employees

WORKER DEMOGRAPHICS

The average length of employment per employee is 8.9 years. The average age of employees is 40.4 years. The range in average age is 30 years to 55 years with no firms reporting an average age of 50 years or more. Employees average 13.0 years of full-time education with 14 out of 45 firms reporting averages above this level.

ABSENTEEISM RATE

The average absenteeism rate for all Four County respondents over 12-month period is 3.3 percent. This compares to the U.S. 2008 Bureau of Labor Statistics (BLS) rate of 3.1 percent. The average absenteeism for all the Four County manufacturers is 2.7 percent. For Manufacturers with 100 or more employees the absenteeism rate is 2.5 percent and with 250 or more employees is 2.6 percent. Absenteeism is more difficult to measure in that larger employers or organizations tend to have a more defined vacation, holiday, and sick leave policy and therefore may be scheduled or benefit related.

TURNOVER RATE

The average Four County turnover rate over a 12-month period is 12.7 percent. The turnover compares to Compdata 2008 Annual Compensation Survey with 12.5 percent for Voluntary Turnover and 18.7 percent for Total Turnover. According to Compdata, voluntary and total turnover rates have been slowly increasing over the last four years.

COMMUTING DISTANCE

An average of 38.7 percent of the employees live within 10 miles of their place of work. Another 44 percent commute from 10-30 miles to work. Seventeen percent commute 31 or more miles to work.

WORKFORCE QUALITY OF LABOR CHARACTERISTICS

Twelve (12) quality of labor characteristics were ranked by employers on a scale of five (5) excellent, to one (1) poor. A rating of 3 is considered average. The shaded area represents the range of the responses from employers of 5 to 1 and represents the views about the quality of the current workforce.

	Excellent 5	Good 4	Average 3	Fair 2	Poor 1
Product Quality		4.16			
Safety		4.13			
Productivity			3.98		
Reliability			3.91		
Honesty			3.89		
Work Ethic			3.84		
Trainability			3.71		
Team Compatibility			3.69		
Attitude			3.67		
Availability of Job Applicants			3.45		
Educational Achievement			3.36		
Initial Skills			3.24		

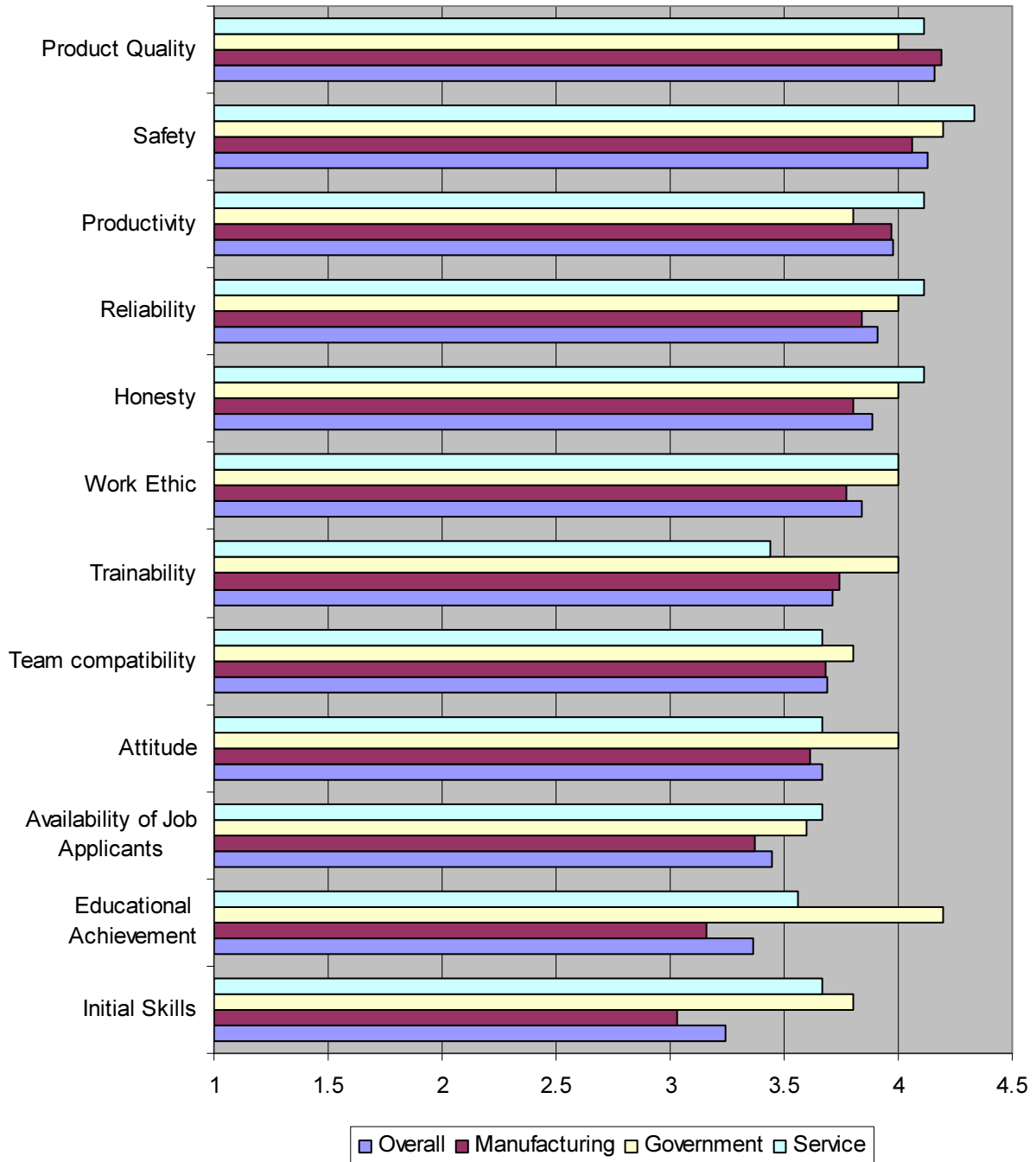
Product Quality received a 4.16 rating and had the highest ranking. While not the highest overall ranking, Product Quality, Safety, Productivity, Reliability, Work Ethic, and Honesty all received 6 or more excellent ratings. Educational Achievement and Initial Skills are ranked lowest with scores of 3.36 and 3.24, although both are still above average

Nine (9) of the 12 characteristics had average ratings of 3.5 or better and none were below 3.0, both ratings are considered good ratings. Only one of the characteristics received firm rankings below 2.0 while all 12 characteristics included rankings of 5 (excellent). The overall workforce Quality Index is 3.75 and compares with an overall statistical average of 3.00.

WORKFORCE QUALITY OF LABOR COMPARISONS

Quality of Labor Overall Averages Provide rankings by industry groups with a quick overview of how various industry groups perceive the characteristics. Manufacturing with the exception of Product Quality, Productivity, and Trainability view the characteristics in less favorable terms while Services generally view the characteristics in more favorable terms. Traditionally Manufacturers rate Quality of Labor characteristics in less favorable terms than other sectors. Productivity is where the Service Sector respondents rated the characteristic the most favorable. The Manufacturing Workforce Quality Index is 3.69 compared to the Services Quality Index of 3.89.

INDUSTRY RANKINGS OF OVERALL AVERAGES



III. EMPLOYER PRACTICES

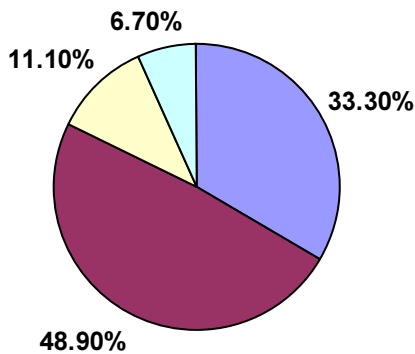
APPLICATIONS TO FILL POSITIONS:

This section relates to employer's practices and experience as it applies to Availability of Job Applicants. The greater the number of qualified applicants of 16 or more applications to fill five positions, the greater is the perceived difficulty in filling those open positions. Employers perceptions about hiring people is not only about the number of people looking for work but the number of applicants meeting the soft and hard skills for those open positions.

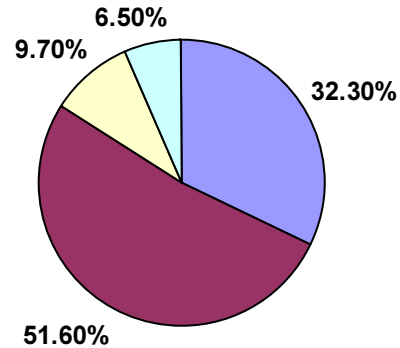
Overall, approximately 67 percent of the firms indicated that they would need to review 16 or more qualified applicants to fill five available positions. Sixty-eight percent of the Manufacturing sector required 16 or more qualified applicants to fill five available positions, compared to 44 percent for the Services/Other sector.

Applications	Overall	Manufacturing	Government Education	Services/Other
Less than 16	33.3%	32.3%	0.0%	55.6%
16 -- 30	48.9%	51.6%	40.0%	44.4%
31 -- 60	11.1%	9.7%	40.0%	0.0%
61 Or More	6.7%	6.5%	20.0%	0.0%
Total	100.0%	100.0%	100.0%	100.0%

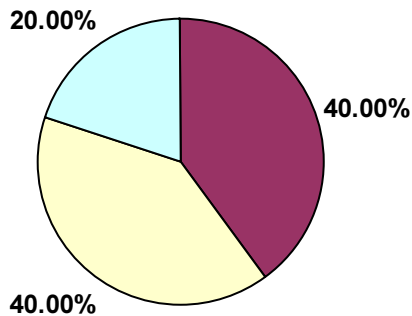
Overall



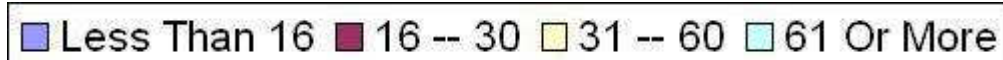
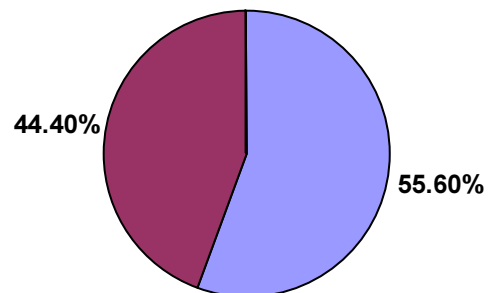
Manufacturing



Government Education



Services/Other



FORMAL TRAINING PROGRAMS

Ninety-three percent of the firms responding to the survey have a formal training program. Seventy-seven percent of the firms provide training by both internal and external providers.

USE OF EMPLOYMENT AGENCIES

Forty-four percent of the employers use public or private employment agencies to hire employees. Of those who utilize public or private employment agencies, 20 percent use public employment agencies and 80 percent use private companies.

DIVERSITY PLAN

Forty-two percent of the employers have a written diversity plan.

USE OF WORK TEAMS

Sixty percent of all employers utilize self-directed work teams. Sixty-one percent of all Manufacturers, and 75 percent of Manufacturers with 250 or more employees, utilize self-directed work teams.

WORKFORCE SKILL CHARACTERISTICS

Twelve workforce skill characteristics were ranked by responding employers on a scale of five (excellent) to one (poor). A rating of three is considered average. The shaded area represents the range of the responses from employers of five to one (excellent to poor) and represents the views about the skills of the current workforce.

Reading Comprehension received a 3.73 rating and had the highest ranking. Active Learning received nine excellent ratings. Social Perceptiveness and Science are ranked lowest with scores of 3.18 and 3.14, although both are still above the average.

Five of the 12 characteristics had average ratings of 3.5 or better and none was below 3.0. Overall the ratings are considered good ratings. Eleven of the characteristics received firm rankings below 2.0 while all 12 characteristics included rankings of five (excellent). The overall Workforce Skills Index is 3.31 and compares with the overall statistical average of 3.00.

WORKFORCE SKILL CHARACTERISTICS

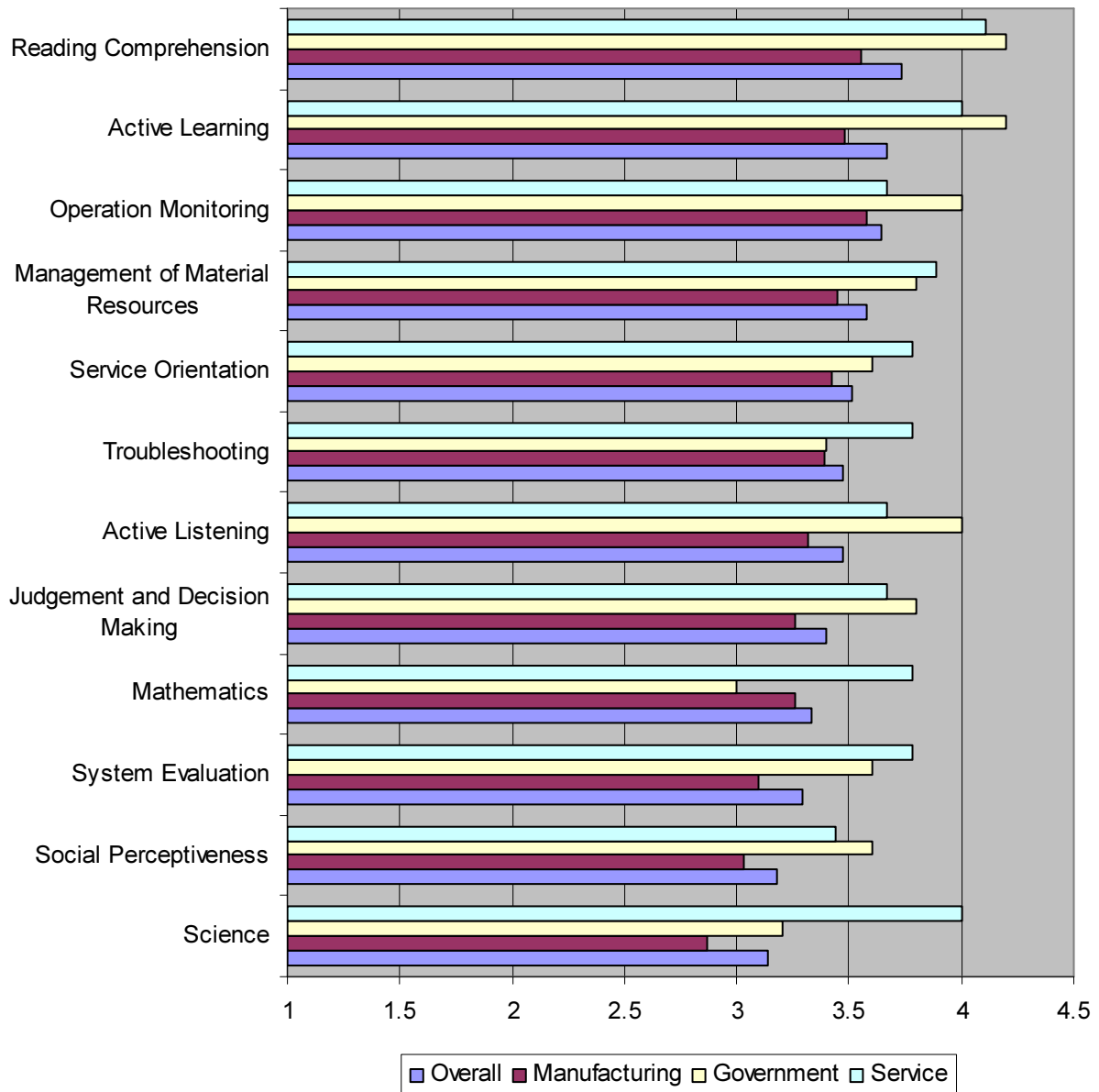
	Excellent 5	Good 4	Average 3	Fair 2	Poor 1
Reading Comprehension			3.73		
Understanding written sentences and paragraphs in work related documents.					
Active Learning			3.67		
Understanding the implications of new information for both current and future problem-solving and decision-making.					
Operation Monitoring			3.64		
Watching machinery to make sure a machine is working properly.					
Management of Material Resources			3.58		
Obtaining and seeing to the appropriate use of equipment, facilities, and materials needed to do certain work .					
Service Orientation			3.51		
Actively looking for ways to help people.					
Active Listening			3.47		
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.					
Troubleshooting			3.47		
Determining causes of operating errors and deciding what to do about it.					
Judgment and Decision Making			3.40		
Considering the relative costs and benefits of potential actions to choose the most appropriate one.					
Mathematics			3.33		
Using mathematical logic to solve problems.					
System Evaluation			3.29		
Identifying measures or indicators of system performance and the actions needed to improve or correct performance, relative to the goals of the system.					
Social Perceptiveness			3.18		
Being aware of others' reactions and understanding why they react as they do.					
Science			3.14		
Using scientific rules and methods to solve problems.					

WORKFORCE SKILL CHARACTERISTICS COMPARISONS

The rankings by Industry groups of the Skill Overall Averages provide a quick overview of how the various industry sectors perceive the skill characteristics.

The Manufacturing sector rated Reading Comprehension and Operation Monitoring equally the most favorable while the following are rated least favorable: Social Perceptiveness, and Science. Based on numerous current and past Workforce surveys, Manufacturers generally rate workforce skill characteristics in less favorable terms than do other industry sectors. The Service sector rated all the skill characteristics in more favorable terms than the Manufacturing sector.

INDUSTRY RANKINGS OF OVERALL AVERAGES



IV. WORKFORCE COMPENSATION

BENEFITS

The Benefits section is another large component of workforce costs and varies both by the employer type and size of the company. Generally, the larger employer groups and the government/public sector provide the better overall benefit plans for their employees. Organizations with bargaining units also generally provide more in benefit contributions to overall compensation than non-union employers. The range in benefit costs to total compensation varies from no benefits or only those paid as part of the employer's mandated government costs. The mandated costs consist of Medicare, Social Security, etc. All benefits combined can, in some instances, total over 40 percent of total compensation.

A variety of benefit programs are made available to employees. All of the firms responding contribute or provide health insurance for their employees with 27, or 60 percent, of the firms contributing more than 75 percent coverage. Over 60 percent of the employers contribute 50 percent or more to dental insurance programs and 51 percent contribute to vision care programs.

Dependent coverage for health insurance is offered with contributions by 62 percent of the firms responding to the survey. Most firms don't provide or contribute to dependent vision insurance coverage and 31 percent contribute to group life insurance coverage for dependents.

According to the Kaiser Family Foundation 2009 Annual Survey (www.ehbs.kff.org) the average percentage of premium paid by covered employees for single coverage is 18 percent and for family coverage is 28 percent.

EMPLOYER CONTRIBUTIONS - EMPLOYEES

EMPLOYER CONTRIBUTIONS BY BENEFIT CATEGORY EMPLOYEES						
Plan	N/A*	100%	75-99%	50-74%	1-49%	None**
Group Life Insurance	2	29	6	4	1	3
Health Insurance	0	13	14	16	2	0
Dental Insurance	5	7	9	11	2	11
Vision Care	10	4	7	9	3	12

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

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

EMPLOYER CONTRIBUTIONS - DEPENDENTS

EMPLOYER CONTRIBUTIONS BY BENEFIT CATEGORY DEPENDENTS						
Plan	N/A*	100%	75-99%	50-74%	1-49%	None**
Group Life Insurance	7	5	6	3	24	0
Health Insurance	1	4	11	10	16	3
Dental Insurance	5	2	9	7	21	0
Vision Care	10	2	7	7	17	2

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

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

RETIREMENT PLANS

Twenty-four percent of the employers offer both a Pension Plan (Defined Benefit) and a 401K Plan or similar public sector (Defined Contribution) plans, with four percent of the employers offering only a Pension Plan and 62 percent offering only a 401K Plan. Of those offering the 401K plan 26, or 93 percent, contributed a company match. Only nine percent of the employers offered no retirement benefits.

A recent study conducted in 2007 by Hewitt Associates shows that 65 percent of employers report the 401K plan is the primary retirement vehicle for the employees they cover. This is an increase from 35 percent on employers surveyed ten years ago.

PAID HOLIDAYS

Employees are provided an average of 9.1 paid holidays per year by responding employers, while the national average for private industry workers is 8 days and 11 days for State and Local Government workers according to the 2008 Bureau of Labor Statistics.

According to the 2008 Bureau of Labor Statistics, state and local government workers average 11 holidays per year while workers in the private sector average 8 days.

TUITION REIMBURSEMENT

Fifty-nine percent reported company-sponsored tuition for their employees with less than four percent of employees participating in the program.

BENEFIT COMPENSATION COSTS

Employers overall provide an estimated 25.3 percent of total compensation (Wages and Benefits) in fringe benefits. This compares to the 30.3 percent for all sectors nationally and 29.2 percent for the private sector only.

The most recent survey conducted by the National Compensation Survey in March 2009 showed benefits comprising 30.3 percent of total compensation costs (Wages and Salaries \$20.49 per hour and Benefits \$8.90 per hour for a total of \$29.39 per hour). Benefits are considered an important element for competitive reasons if the necessary talent and skills are to be recruited and retained in the workplace. Private industry employer compensation costs were a total of \$27.46 per hour worked which included benefit costs at 29.2 percent of total compensation.

SHIFT OPERATIONS PAY DIFFERENTIALS

Sixty-two percent of the employers operate more than one shift representing 80 percent of all the employees. The average hours worked per shift is 8.5 hours. The number of work days per week is 5.1. For the second shift, the average hourly shift differential is 38.2 cents per hour. For the third shift the average hourly shift differential is 44.3 cents per hour.

WAGES AND SALARIES

While workforce costs are an important element when evaluating an existing labor market, it isn't the only factor. Workforce quality, skills, and availability covered in other sections of this study are also key factors. A highly competitive labor cost structure is critical both domestically and in the global marketplace. The labor factor is easier to evaluate when all components (Quality, Availability, and Cost) are part of the assessment process

All wages and salaries are weighted by number of employees. For the starting wage and salary ranges in some cases there are wide ranges from the minimum starting to the maximum starting values. This may be due to the diverse distribution of employer types by industry and employment size. The starting salary and wage range may be one indicator as to market starting wage while the other is the overall averages for each job classification.

SALARY COMPENSATION RANGES

Job Classification*	Low Starting Salary	Average Starting Salary	High Starting Salary	Overall Average Salary	Number of Employees
Marketing & Sales Managers	\$18,000.00	\$59,508.70	\$95,000.00	\$78,897.43	46
H.R. Managers	\$30,000	\$58,696.00	\$90,000.00	\$71,463.68	25
General & Operations Managers	\$25,000	\$69,548.63	\$150,000.00	\$88,039.70	73
Transportation Managers	\$30,000	\$47,000.00	\$75,000.00	\$57,284.23	13
Medical Services Managers	\$38,000	\$42,666.67	\$45,000.00	\$55,000.00	3
Buyers & Purchase Agents	\$25,000	\$37,997.00	\$63,600.00	\$46,822.36	25
Accountants & Auditors	\$27,000	\$42,795.00	\$63,600.00	\$52,448.20	20
Computer Programmers	\$45,000	\$58,333.33	\$70,000.00	\$66,666.67	6
Financial/Controller Managers	\$35,000	\$67,585.71	\$95,000.00	\$82,053.24	21
Database Administrators	\$65,000	\$75,000.00	\$80,000.00	\$85,000.00	3
Network Systems Admins	\$30,000	\$46,811.76	\$90,000.00	\$59,465.00	17
Electrical Engineers	\$45,000	\$54,708.33	\$60,000.00	\$100,011.00	24
Industrial Engineers	\$35,000	\$52,075.00	\$95,000.00	\$59,840.63	16
Mechanical Engineers	\$30,000	\$46,505.88	\$65,000.00	\$70,946.47	34
Engineering Technicians	\$20,000	\$31,140.00	\$51,000.00	\$42,820.75	20
Chemists & Materials Scientists	\$27,000	\$36,393.75	\$60,000.00	\$59,384.50	16
Administrative/Office Manager	\$20,000	\$32,554.55	\$49,000.00	\$42,309.09	22

* See glossary for more information

WAGE COMPENSATION RANGES

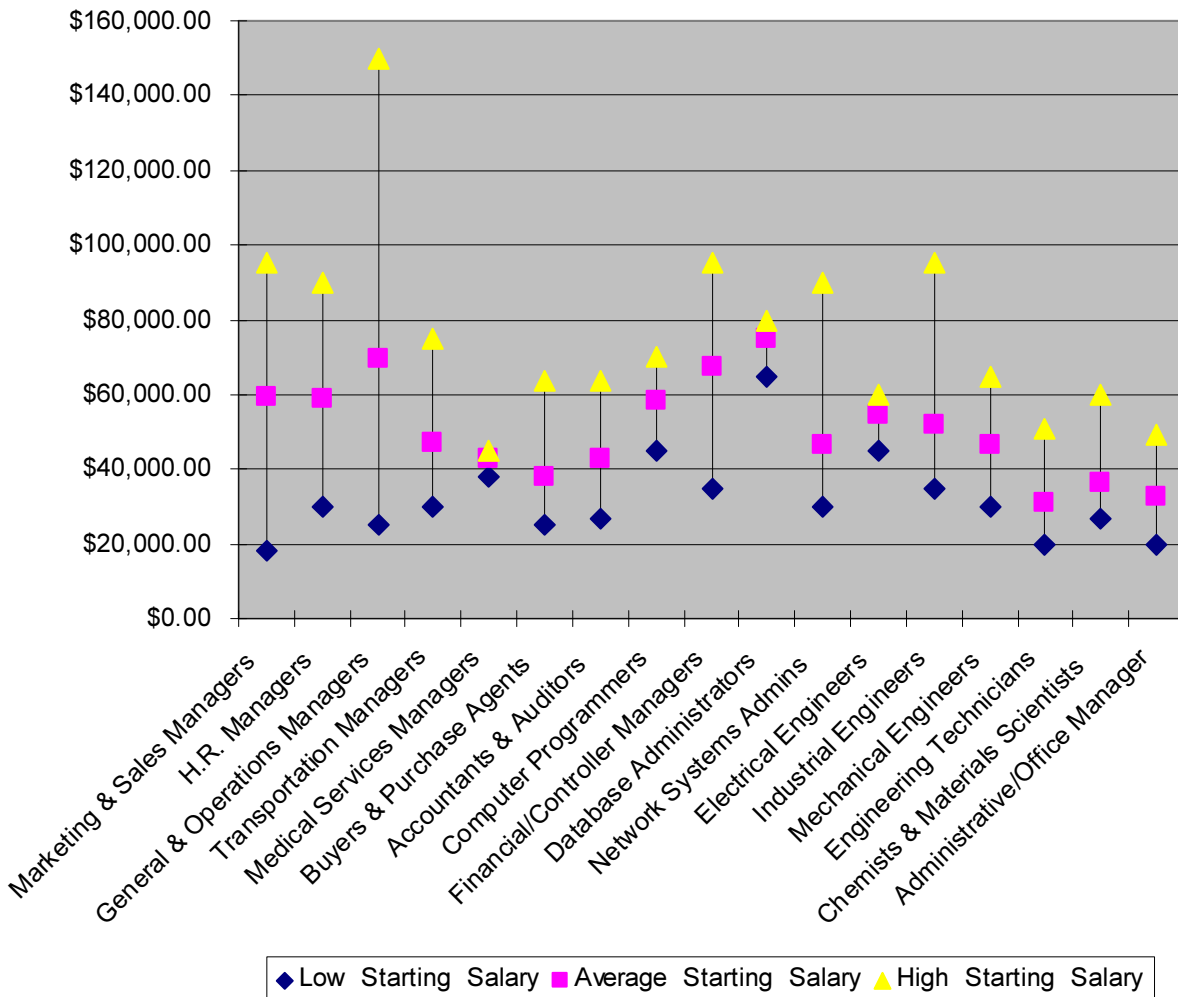
Job Classification	Low Starting Wage	Average Starting Wage	High Starting Wage	Overall Average Wage	Number of Employees
Sales Representatives	\$15.87	\$24.12	\$31.25	\$32.39	12
Bookkeeping, Accounting & Audit Clerks	\$9.62	\$12.59	\$16.35	\$15.58	25
Customer Service Rep	\$8.00	\$13.11	\$16.00	\$16.56	27
Office File Clerks	\$8.00	\$13.00	\$16.00	\$15.63	8
Receptionists & Clerks	\$8.50	\$10.90	\$16.00	\$13.83	10
Secretaries & Admin Assistants	\$9.00	\$11.54	\$14.42	\$14.23	51
Production Assemblers/Other Workers	\$7.00	\$11.00	\$15.26	\$13.12	680
Data Entry & Processing	\$9.00	\$12.33	\$26.44	\$14.56	12
First-Line Supervisors	\$11.00	\$19.39	\$38.00	\$24.91	141
Electronics Assemblers	\$10.85	\$12.77	\$15.33	\$16.17	7
Metal Fabricators	\$9.00	\$10.69	\$15.00	\$18.66	26
Computerized Machine Operators	\$13.00	\$13.16	\$13.88	\$16.78	11
Machine Tool Operators	\$8.80	\$11.06	\$13.14	\$14.98	82
Machinists	\$12.00	\$15.27	\$20.00	\$20.06	90
Tool and Die Makers	\$9.00	\$18.38	\$22.00	\$24.00	57
Welding, Brazing Workers	\$12.00	\$13.68	\$20.00	\$17.73	26
Inspectors, Testers & Sorters	\$8.25	\$12.60	\$18.00	\$18.69	61
Team Assemblers	\$8.00	\$12.11	\$13.82	\$14.80	368
Truck Drivers/Heavy	\$8.80	\$12.21	\$21.00	\$14.78	65
Truck Drivers,/Light Delivery	\$7.50	\$9.67	\$11.35	\$11.84	22
Fork Lift & Equipment Operators	\$7.25	\$11.49	\$16.88	\$14.37	70
Laborers & Material Movers	\$8.00	\$10.56	\$12.00	\$13.34	49
Laborers & Production Workers	\$7.00	\$9.20	\$14.29	\$10.78	204
Clinical Laboratory Technicians	\$15.65	\$15.65	\$15.65	\$23.40	4
Registered Nurse	\$18.50	\$18.83	\$19.50	\$21.23	15
Janitors & Cleaners	\$7.25	\$14.00	\$14.00	\$11.37	57
Automotive Technicians & Repairs	\$18.00	\$18.33	\$18.33	\$21.48	7
Industrial Machinery Mechanics	\$10.25	\$20.64	\$20.64	\$20.14	107

STARTING SALARY AND WAGE RANGES

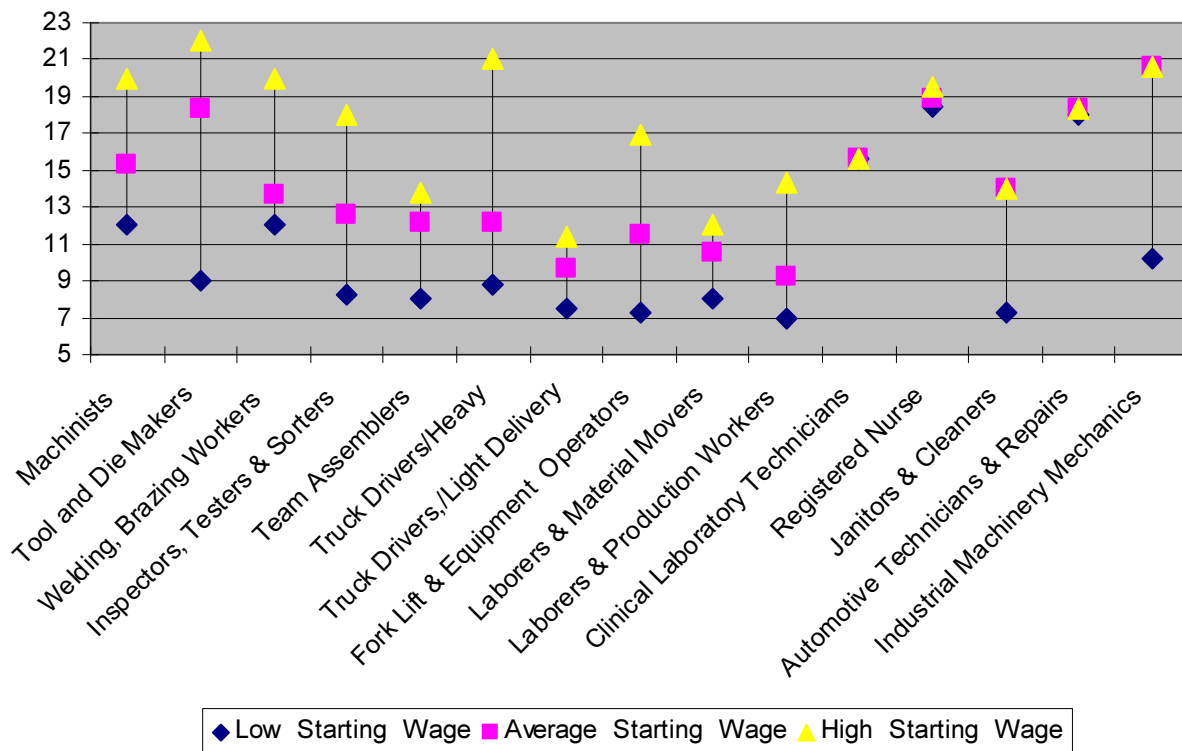
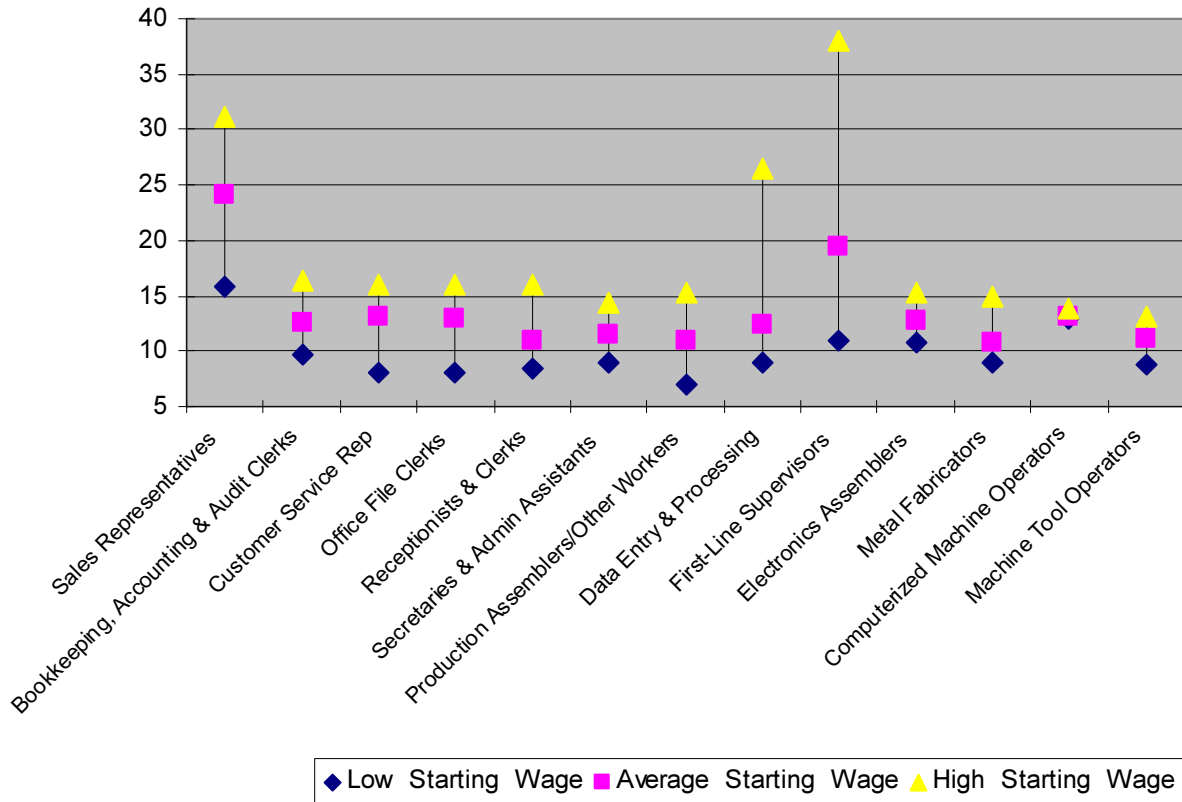
This section reflects the starting high and low salary or wage as reported by the respondents. In some instances there are wide ranges in the reported values where the top salary or wage is over two times the lowest value. All salaries and wages have been weighted by employment level. By weighting the average, it is easier to see where the true market rate for that Job Classification rests. Employer types by industry and employment level by number of employees all impact the reported values by the respondents. A different mix of reporting respondents could well change the averages within the ranges.

Another indicator of the wide ranges is the importance the employers place on those professional and technical positions and the availability of those positions in their operating market area. Some of the positions with wide range differences are: Marketing and Sales Managers, General & Operating Managers, Financial/Controller Managers, Sales Representatives, First Line Supervisors, Computerized Machine Operators, Inspectors, Testers & Sorters, Registered Nurses, Automotive Technicians & Repairs, and Industrial Machinery Mechanics. While the starting level preference reported by the respondents are important, the more important salary and wage information are those currently being paid and reflected in the overall averages. Recent surveys indicate the salary and wage ranges have been widening.

ANNUAL SALARY LOW-HIGH STARTING RANGE



HOURLY WAGE LOW-HIGH STARTING RANGE



WAGE RATE COMPARISONS TO STATE AND NATIONAL AVERAGES

As part of the evaluation process you may want to compare the area's average salaries and wages with state and national averages. The information in the salary and wage section covers 45 job classifications similar to the Bureau of Labor Statistics (BLS) and in the following key categories: (1) Management, (2) Business & Financial Operations, (3) Computer & Mathematical, (4) Architecture & Engineering, (5) Sales & Related Occupations, (6) Office & Administrative Support, (7) Production Occupations, (8) Transportation & Material Moving, (9) Miscellaneous. The job classifications listed in the previous categories are only a selected sample most representative of the Area Labor Market (ALM) workforce.

The current market salary and wage rates for the St. Louis Metro Ring County Area Labor Market compares favorably and are highly competitive with other state and national labor markets. While this survey data relates information for May 2010, the state and national data from the BLS has a 2007 time line for comparison. Since wage rates change from year to year – normally to the upside – the actual rates for the national markets may be from zero up to five percent higher.

ANNUAL AVERAGE SALARY BY JOB POSITION

Job Classification*	Survey Average	Missouri State**	National USA**
Management			
Marketing & Sales Managers	\$78,897.43	\$110,395.00	\$114,400.00
Human Resources Managers	\$71,463.68	\$104,910.00	\$103,920.00
General & Operations Managers	\$88,039.70	\$115,340.00	\$107,970.00
Transportation Managers	\$57,284.23	\$86,270.00	\$84,520.00
Medical Services Managers	\$55,000.00	\$85,700.00	\$88,750.00
Financial/Controller Manager	\$82,053.24	\$115,090.00	\$110,640.00
Administrative/Office Managers	\$42,309.09	\$64,440.00	\$79,500.00
Business & Financial Operations			
Buyers & Purchasing Agents	\$46,822.36	\$59,950.00	\$57,630.00
Accountants & Auditors	\$52,448.20	\$68,310.00	\$68,310.00
Computer & Mathematical			
Computer Programmers	\$66,666.67	\$76,000.00	\$73,470.00
Database Administrators	\$85,000.00	\$73,600.00	\$72,900.00
Network Systems Administrators	\$59,465.00	\$71,980.00	\$69,570.00
Architecture & Engineering			
Electrical/Electronic Engineers	\$100,011.00	\$83,340.00	\$87,100.00
Industrial Engineers	\$59,840.63	\$72,440.00	\$75,740.00
Mechanical Engineers	\$70,946.47	\$72,870.00	\$78,200.00
Engineering Technicians	\$42,820.75	\$57,360.00	\$56,560.00

*See Appendix A - Glossary Of Terms for a full description

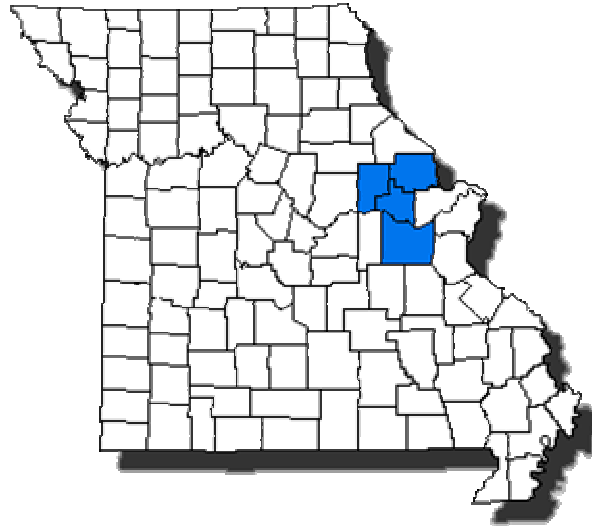
**Bureau of Labor Statistics 5/2008 Data researched May 2010 (Right 2 columns)

WAGE RATE COMPARISONS TO STATE AND NATIONAL AVERAGES
HOURLY AVERAGE WAGE BY JOB POSITION

Job Classification*	Survey Average	Missouri State**	National USA**
Sales and Related Occupations			
Cashiers	\$0.00	\$9.20	\$9.08
Sales Representatives Commercial	\$32.39	\$32.54	\$29.55
Office & Administrative Support			
Bookkeeping & Accounting & Assembly Clerks	\$15.58	\$16.76	\$16.25
Customer Service Representatives	\$16.56	\$16.82	\$15.28
Office/File Clerks	\$15.63	\$12.06	\$12.90
Receptionists & Information Clerks	\$13.83	\$12.68	\$12.21
Secretaries & Administrative Assistants	\$14.23	\$21.54	\$20.35
Data Entry Operators	\$14.56	\$12.77	\$13.04
Production Occupations			
Line Supervisors/Foreman	\$24.91	\$27.10	\$25.72
Electronics Assemblers	\$16.17	\$11.99	\$14.14
Metal Fabricators and Fitters	\$18.66	\$20.04	\$16.28
Team Assemblers	\$14.80	\$12.63	\$13.28
Production Assembly	\$13.12	\$14.62	\$15.79
Computer Equipment Operators	\$16.78	\$17.97	\$16.60
Machine Tool Operators	\$14.98	\$14.39	\$14.15
Machinists	\$20.06	\$18.20	\$18.03
Tool & Die Makers	\$24.00	\$23.45	\$23.17
Welding & Brazing Workers	\$17.73	\$17.11	\$17.01
Inspectors, Testers & Sorters	\$18.69	\$16.22	\$16.29
Laborer and Production Helpers	\$10.78	\$11.32	\$11.21
Transportation and Material Moving			
Truck Drivers/Heavy	\$14.78	\$20.09	\$18.62
Truck Drivers/Light Delivery	\$11.84	\$15.33	\$14.55
Fork Lift and Equipment Operators	\$14.37	\$15.07	\$14.78
Warehouse Laborers & Material Movers	\$13.34	\$12.24	\$11.87
Miscellaneous			
Clinical Laboratory Technologists	\$23.40	\$24.28	\$25.99
Registered Nurse	\$21.23	\$30.78	\$31.31
Janitors and Cleaners	\$11.37	\$12.26	\$11.30
Automotive Technicians & Mechanics	\$21.48	\$19.52	\$18.05
Industrial Machinery Mechanics	\$20.14	\$24.30	\$21.77
Overall Averages (All Salary and Wage)	\$18.08	18.55	\$20.32

V. IN CLOSING

ST. LOUIS METRO RING COUNTIES QUALITY OF LABOR PROGRAM



**Missouri Counties:
Franklin, Lincoln, Montgomery, and Warren**

“If you are interested in further research by industry sector, employment level, or additional county information, please contact Ameren Economic Development at 1-800-981-9409.”

Appendix

APPENDIX A - GLOSSARY OF TERMS

Defined Benefit Plan: A Defined Benefit Plan normally refers to a traditional or fixed pension. It is a plan under which an employee receives a set monthly amount upon retirement, guaranteed for their life or the joint lives of the member and their spouse. This benefit may also include a cost of living increase each year during retirement. The monthly benefit amount is based upon the participant's wages and length of service.

Defined Contribution Plan: A Defined Contribution Plan refers to a retirement savings program under which an employer promises certain contributions to a participant's account during employment, but with no guaranteed retirement benefit. The ultimate benefit is based exclusively upon the contributions and investment earnings of the plan. The benefit ceases when the account balance is depleted regardless of the retiree's age or circumstances. Examples of such plans are 457, 401(k), and 403(b) plans.

Employer Compensation Costs: Employer costs for employee compensation measures all costs for wages, salaries, and employee benefits for non-farm private and state and local government workers. Costs include legally required benefits, including Social Security, Medicare, unemployment insurance, and workers compensation insurance. Other benefit costs are those based on employer compensation policies or union contracts. Benefits such as life, health, and disability insurance benefits; paid leave benefits (vacation, holidays, sick leave and personal leave); and retirement and savings are all considered part of the benefit mix for employers.

Non-weighted Averages: Non-weighted averages for purposes of this report refer to percentage of total survey respondents. This means large employers with hundreds of employees would be weighted the same as small employers with only a few employees.

Weighted Averages: Weighted averages for purposes of this report refer to percentage of total employment. Weighted average corrects the distortion which would occur in a simple average if one company has ten employees in a position at an average wage of \$15 per hour and another company has one employee in the same position at \$25 per hour. The simple average wage of those two would be \$20 per hour, but the weighted average wage would be \$15.91 per hour.

APPENDIX B - JOB CLASSIFICATIONS

Salary Titles	Job Classification	SOC
Marketing & Sales Managers	Marketing & Sales Managers	11-2021
H.R. Managers	Human Resources Managers	11-3049
General & Operations Managers	General & Operations Managers	11-1021
Transportation Managers	Transportation, Storage * Dist. Manager	11-3071
Education Administrators	Elementary & Secondary Schools	11-9032
Medical Services Managers	Medical & Health Services Managers	11-9111
Buyers & Purchasing Agents	Buyers & Purchasing Agents	13-1023
Accountants & Auditors	Accountants & Auditors	13-2011
Computer Programmers	Computer Programmers	15-1021
Financial/Controller Managers	Computer Support Specialists	15-1041
Database Administrators	Database Administrators	15-1061
Network Systems Administrators	Network & Computer Systems Administrators	15-1071
Electrical/Electronic Engineers	Electrical & Electronic Engineers	17-2070
Industrial Engineers	Industrial Engineers	17-2112
Mechanical Engineers	Mechanical Engineers	17-2141
Engineering Technicians	Engineering Technicians, except Drafters	17-3029
Chemists & Materials Scientists	Chemists & Materials Scientists	19-2030
Administrative/Office Managers	Administrative/Office Managers	11-3011
Teachers K-12	Elementary & Secondary Schools	25-2031

Wage Titles	Job Classification	SOC
Licensed Practical Nurses	Requires Licensing For Healthcare	29-2061
Nursing Aides/Orderlies	Basic Patient Care	31-1012
Cashiers	Cashiers	41-2011
Retail Salesperson	Retail Salesperson	41-2031
Sales Representatives	Sales Representatives, Wholesale & Manufacturing	41-4012
Telephone Operators	Telephone Operators	43-2021
Customer Service Rep	Customer Service Representatives	43-4051
File Clerks	File Clerks	43-4071
Receptionists & Clerks	Receptionists & Information Clerks	43-4171
Secretaries & Admin Assistants	Secretaries & Administrative Assistants	43-6011
Computer Operators	Computer Operators	43-9011

Wage Titles	Job Classification	SOC
Data Entry Operators	Data Entry & Information Processing Workers	43-9021
Construction Laborers	Tasks Involving Physical Labor	47-2061
Line Supervisor/Foreman	First-Line Supervisor/Managers of Production workers	51-1011
Electronics Assemblers	Electrical, Electronics & Equipment Assemblers	51-2022
Metal Fabricators & Fitters	Structural Metal Fabricators & Fitters	51-2041
Computerized Equipment Operators	Computer Control Programmers & Operators	51-4010
Machine Tool Operators	Machine Tool Cutting Setters, Operators, (M&P)	51-4031
Machinists	Machinists	51-4041
Tool & Die Makers	Tool and Die Makers	51-4111
Welding, Brazing Workers	Welding, Soldering & Brazing Workers	51-4121
Inspectors, Testers & Sorters	Inspectors, Testers, Sorters, Samplers & Weighers	51-9061
Team Assemblers	Team Assemblers	51-2092
Truck Drivers/Heavy	Truck Drivers, Heavy & Tractor-Trailer	53-3032
Truck Drivers/Light Delivery	Truck Drivers, Light or Delivery Service	53-3033
Industrial Tractor Operators	Industrial Truck & Tractor Operations	53-7051
Laborers & Material Movers	Laborers & Material Movers, Hand	53-7062
Material Moving Workers	Material Moving Workers, All Other	53-7199
Clinical Laboratory Technologists	Clinical Laboratory Technologists & Technicians	29-2011
Registered Nurse	Registered Nurse	29-1111
Janitors & Cleaners	Building Cleaning Workers	37-2011
Automotive Technicians & Mechanics	Automotive Technicians & Repairs	49-3023
Industrial Machinery Mechanics	Industrial Machinery Mechanics	49-9041