

2022 Yakima County Wage & Benefits Survey

Distribution, Food Processing, Manufacturing, Packing, Warehousing



Rises in the state minimum wage, the impacts of COVID-19, and irregular unemployment levels have disrupted the Yakima Valley Labor Market. The information presented in this report provides a benchmark for understanding how these changes have impacted employee wages and benefits.

Survey conducted by the Social and Economic Sciences Research Center at Washington State University

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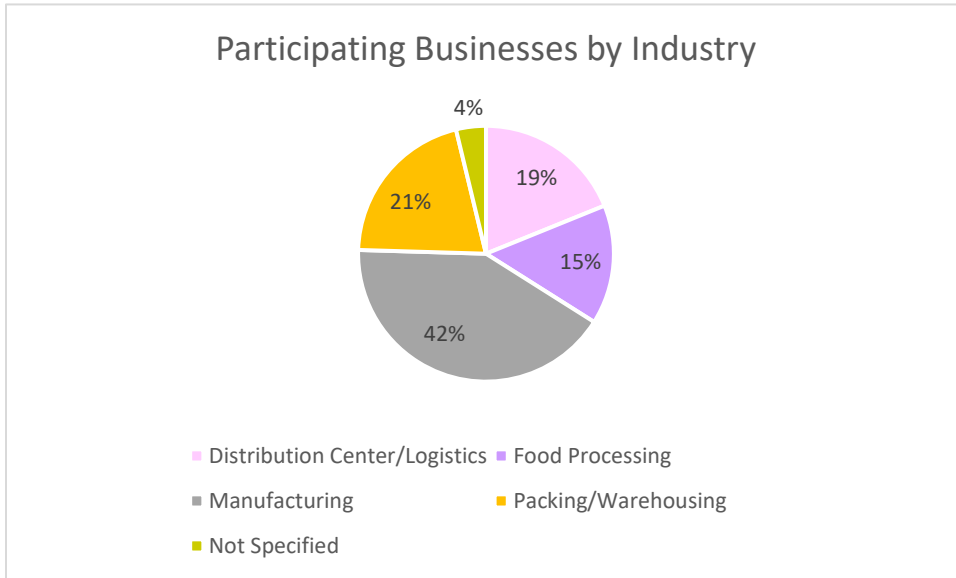
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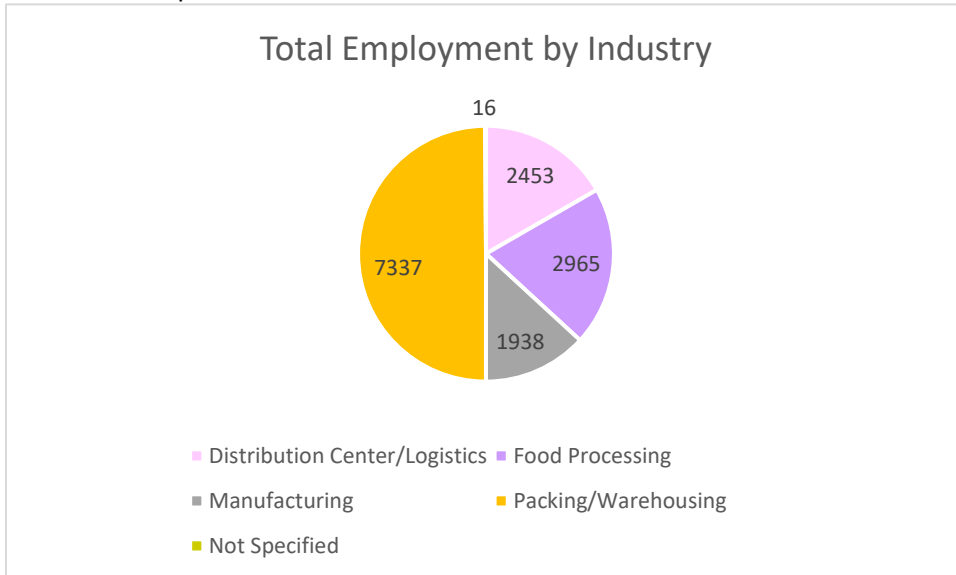
Section One: Business & Employee Information

Type of Business and Employee Count

53 businesses provided data

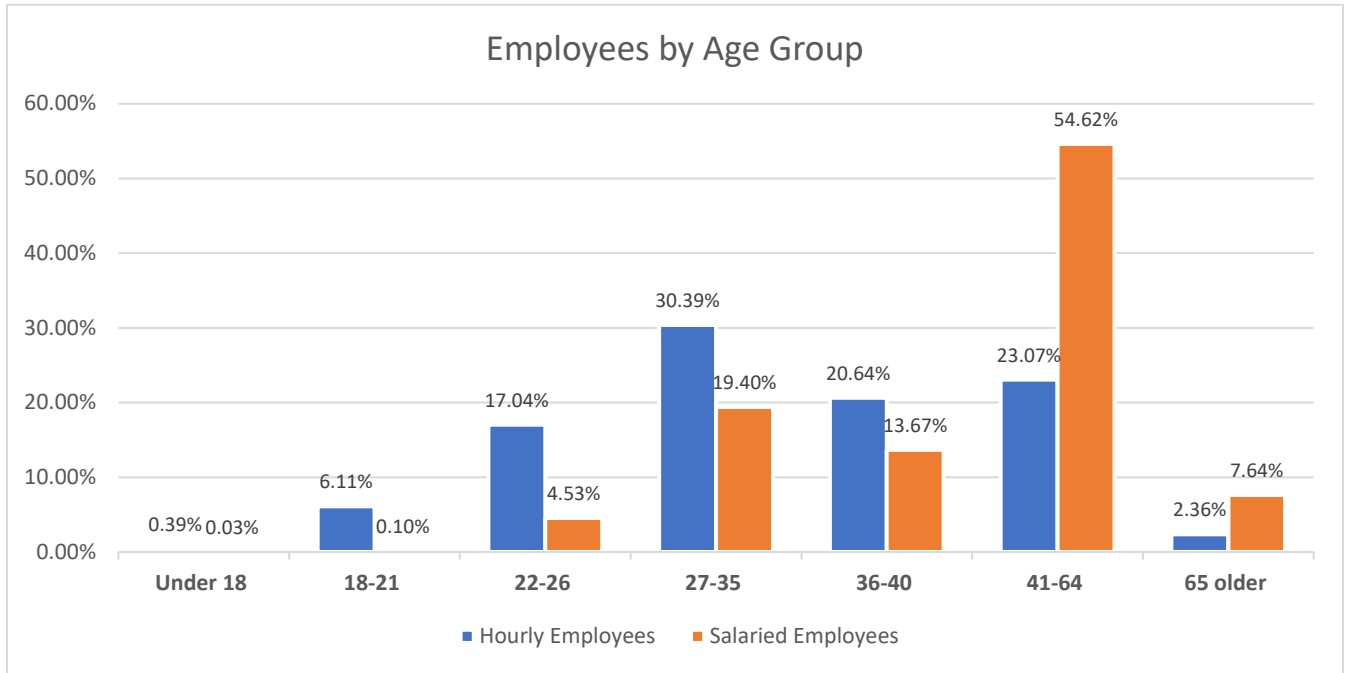


53 businesses provided data



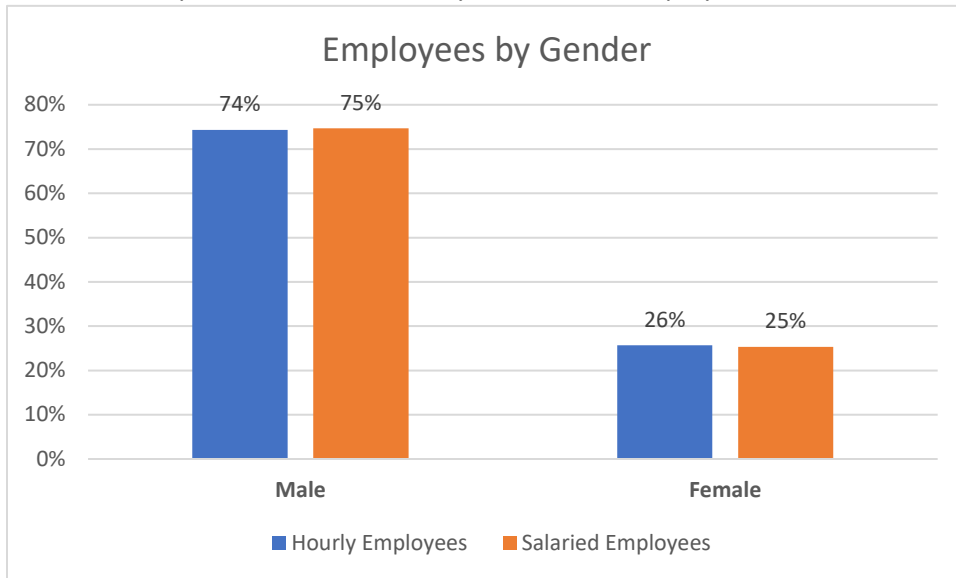
Employees by Age Group

30 business provided data for hourly employees and 29 businesses provided data for salaried employees



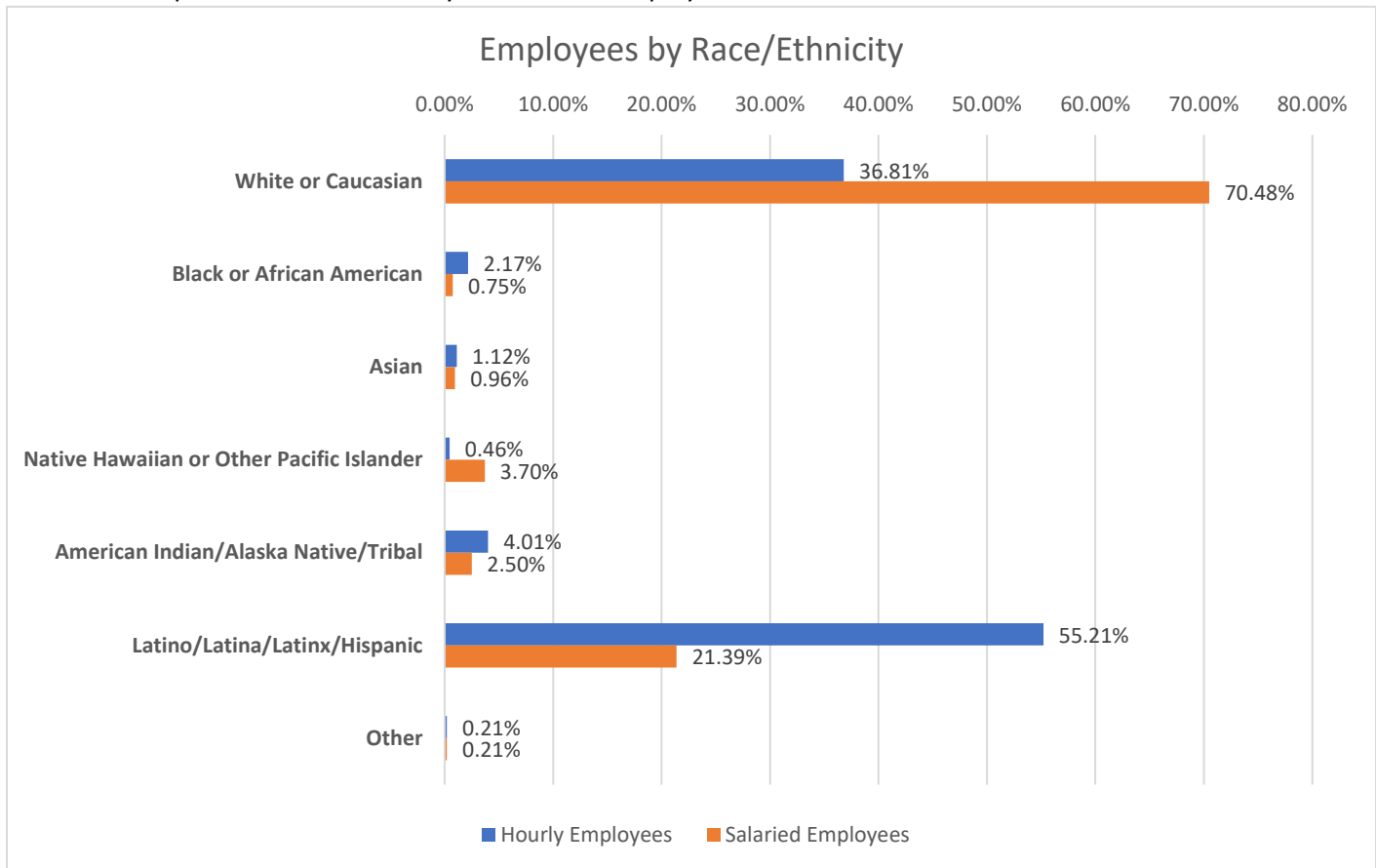
Employees by Gender

32 businesses provided data for hourly and salaried employees



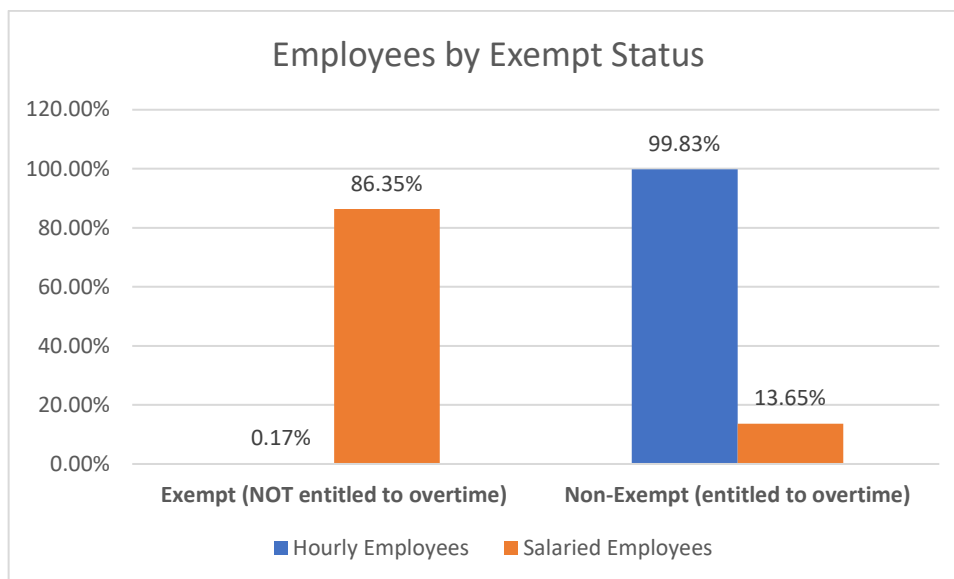
Employees by Race/Ethnicity

28 businesses provided data for hourly and salaried employees



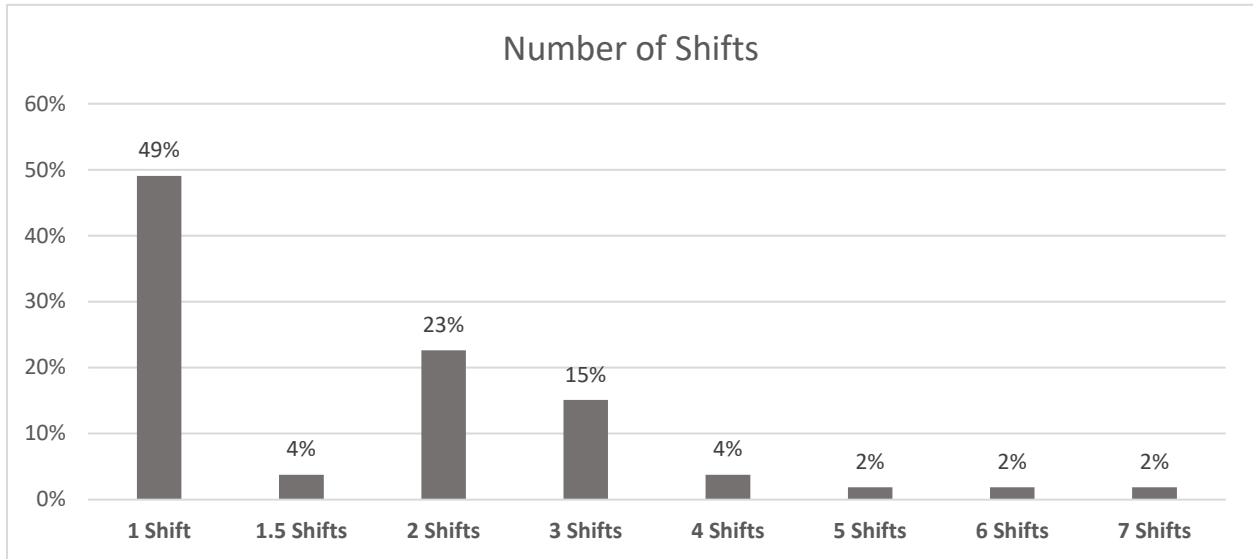
Employees by Exempt Status

30 businesses provided data for hourly employees and 32 businesses provided data for salaried employees

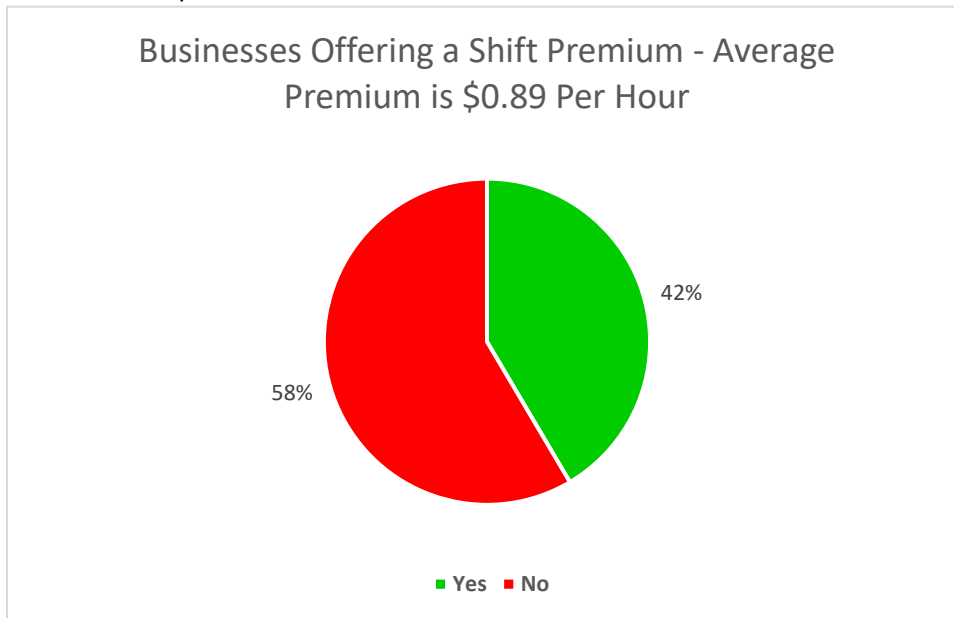


Shifts and Shift Premiums

53 businesses provided data



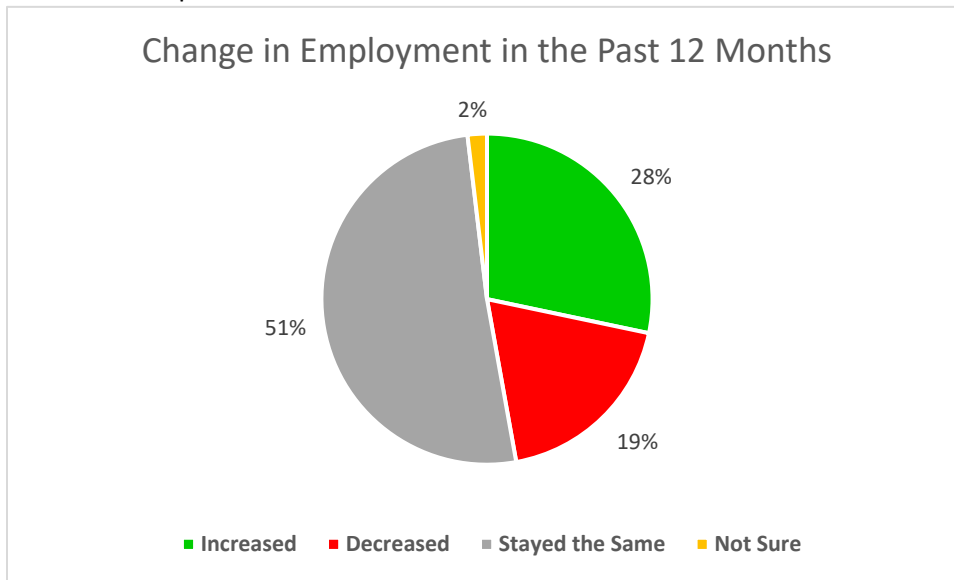
53 businesses provided data



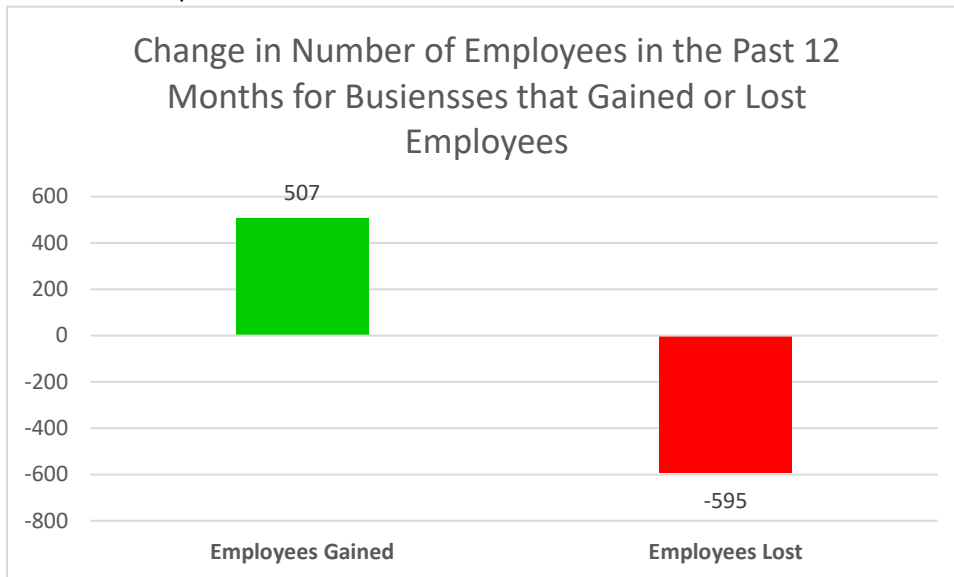
15 businesses provide data on the value of shift premium. The weighted average shift premium across all shifts and businesses is \$0.89 per hour worked.

Employment Change Past 12 Months

53 businesses provided data



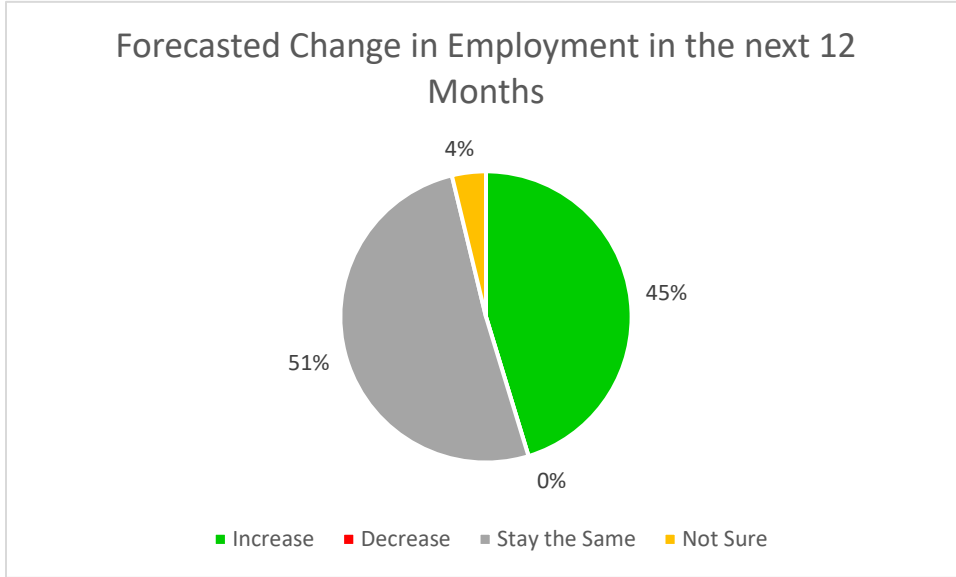
26 businesses provided data



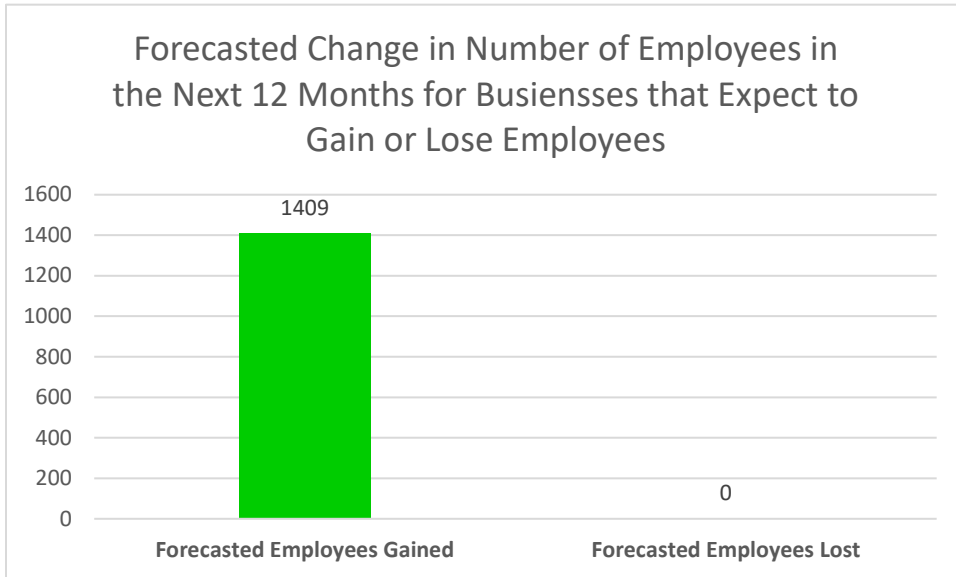
A net loss of 88 employees was reported by the 26 businesses that had employment changes

Forecasted Employment Changes in the Next 12 Months

53 businesses provided data



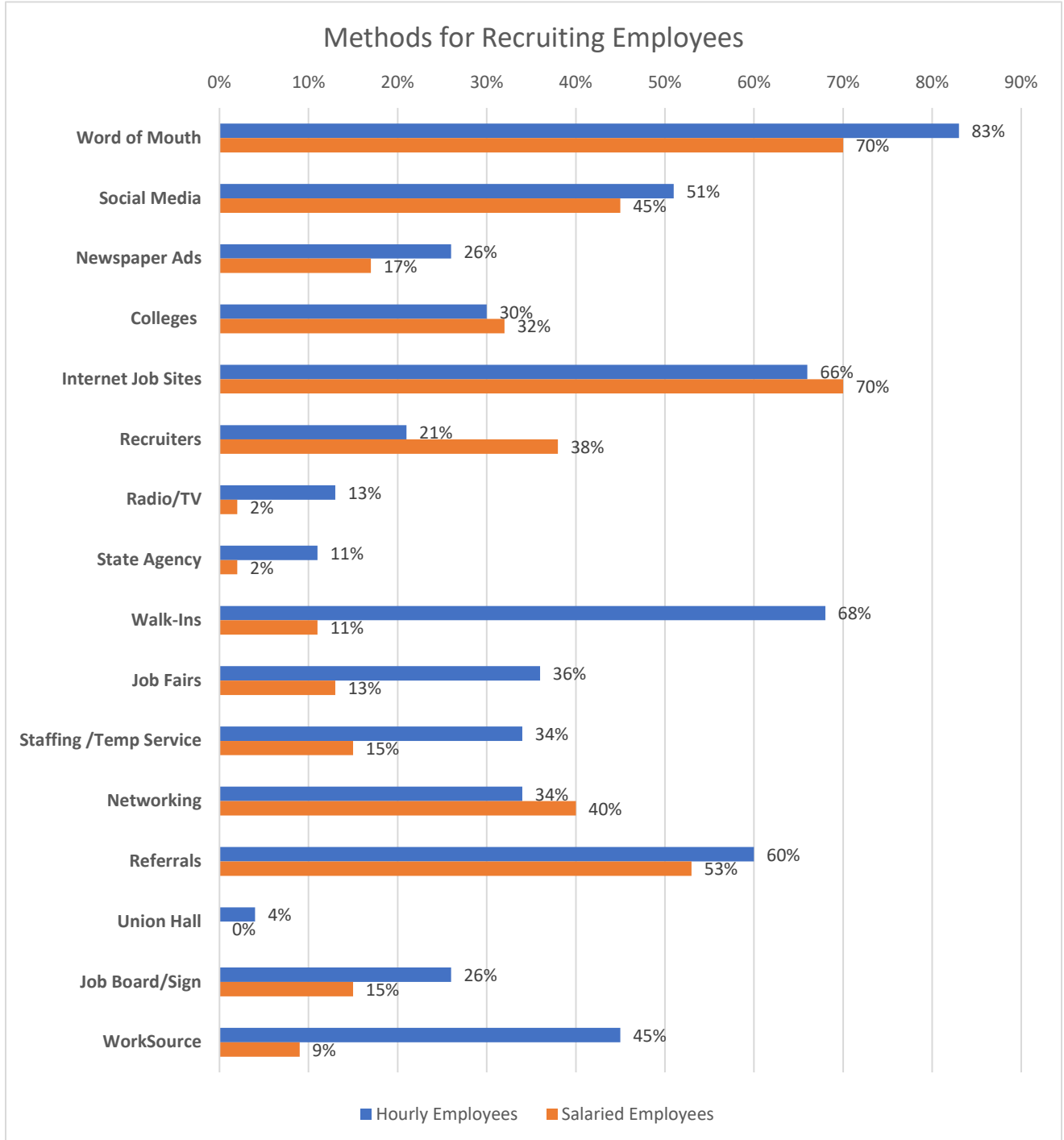
24 businesses provided data



Section Two: Employee Hiring

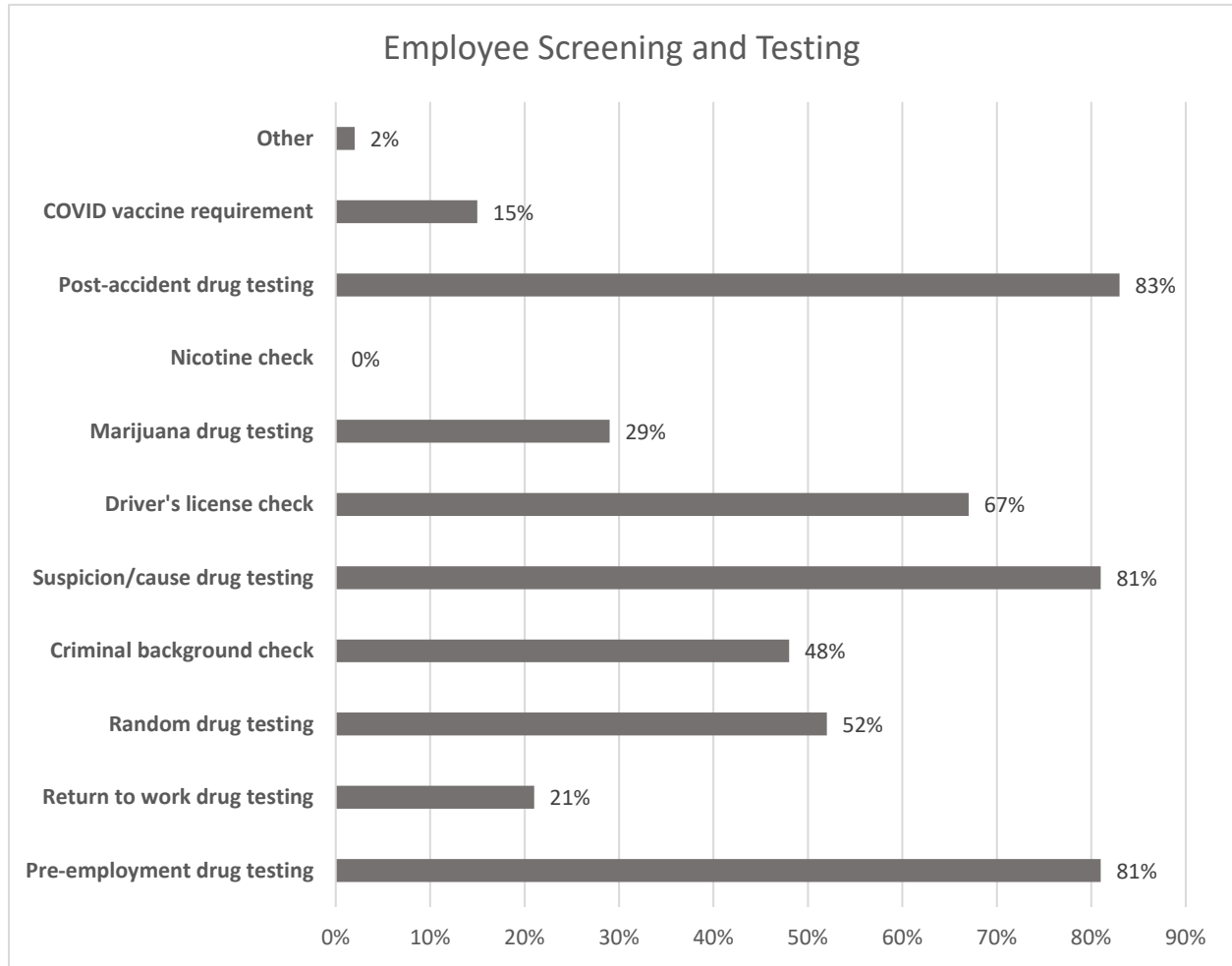
Methods for Recruiting Employees

53 business provided data



Employee Screening and Testing

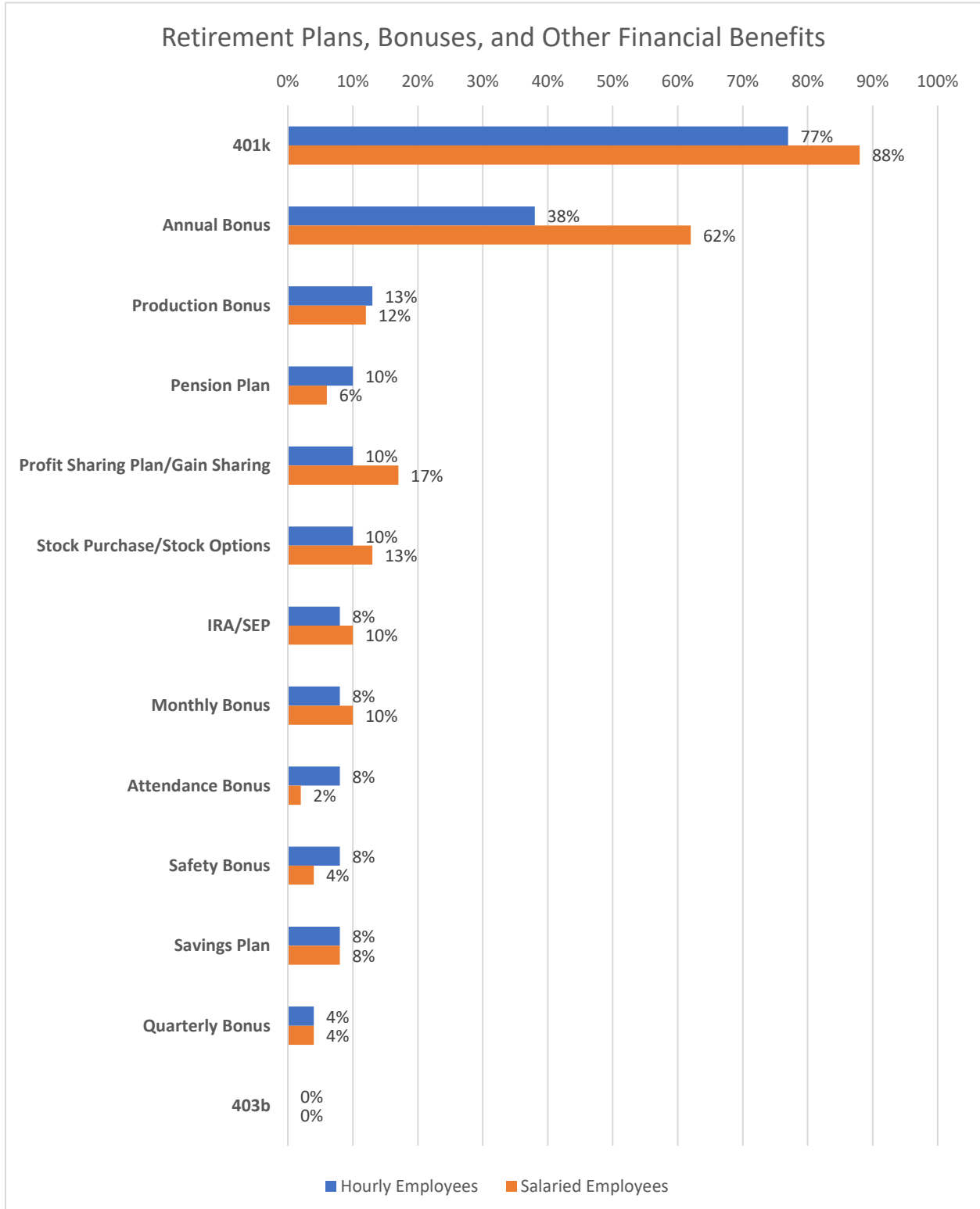
53 businesses provided data



Section Three: Employee Benefits

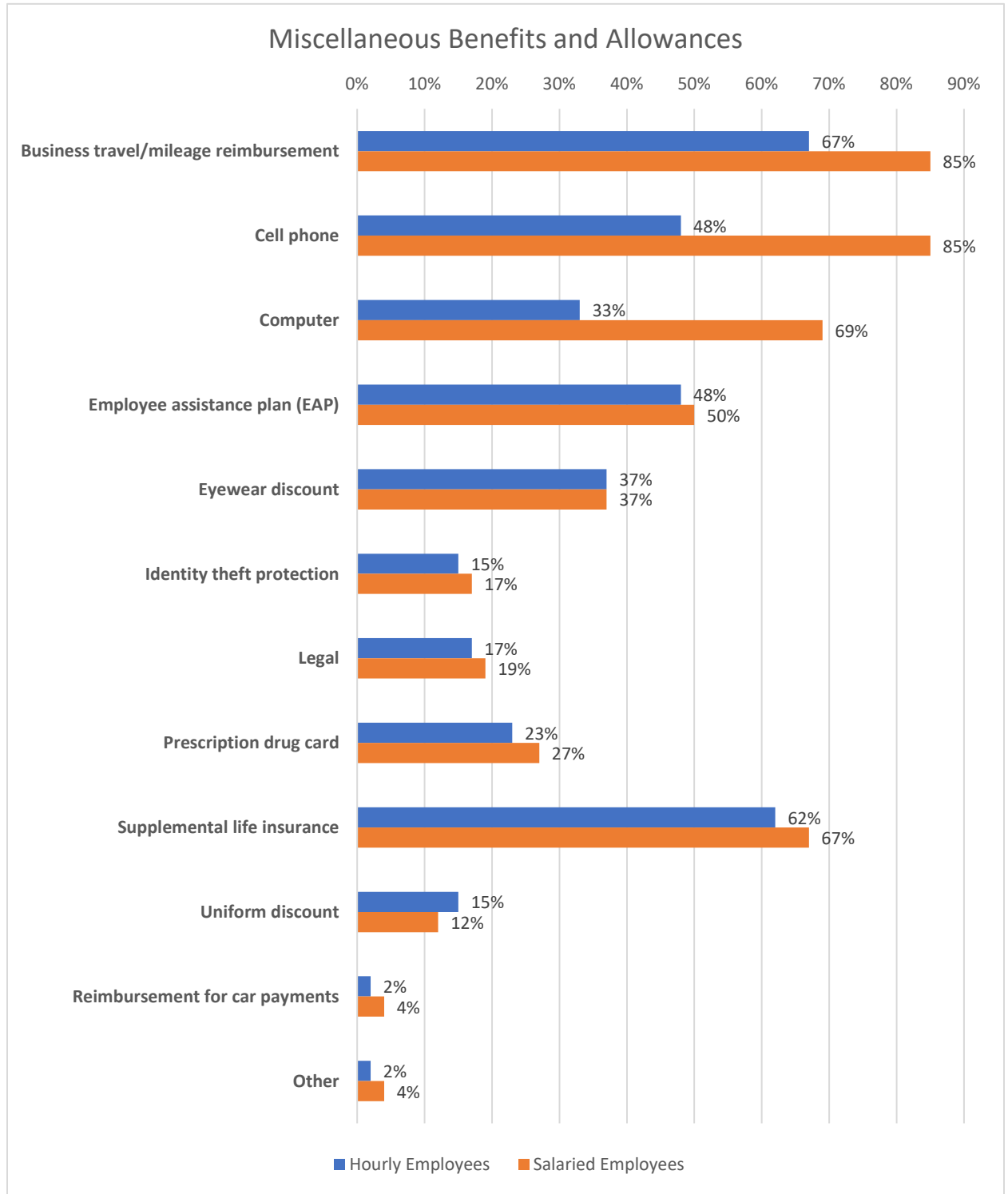
Retirement Plans, Bonuses, and Other Financial Benefits

52 businesses provided data



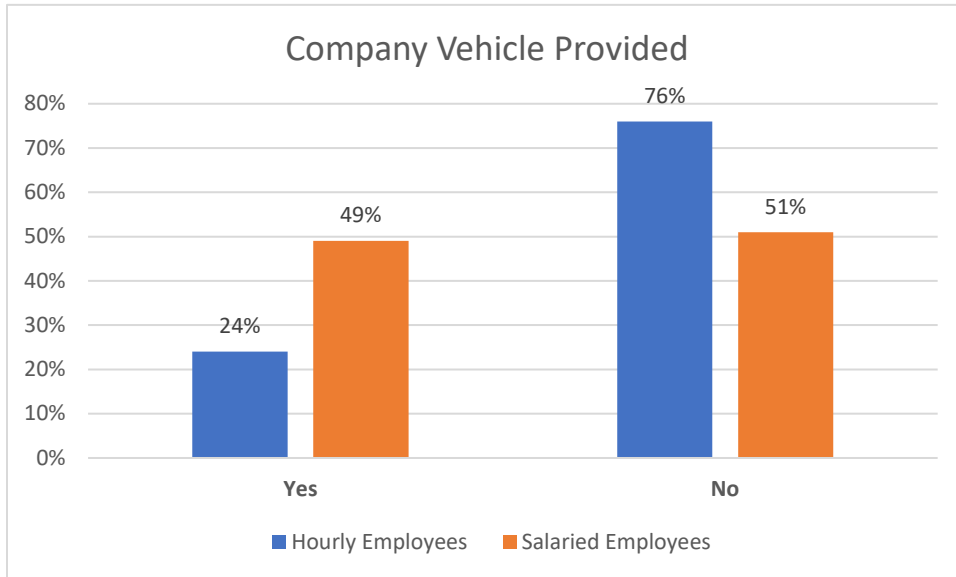
Miscellaneous Benefits and Allowances

52 businesses provided data



Company Vehicle

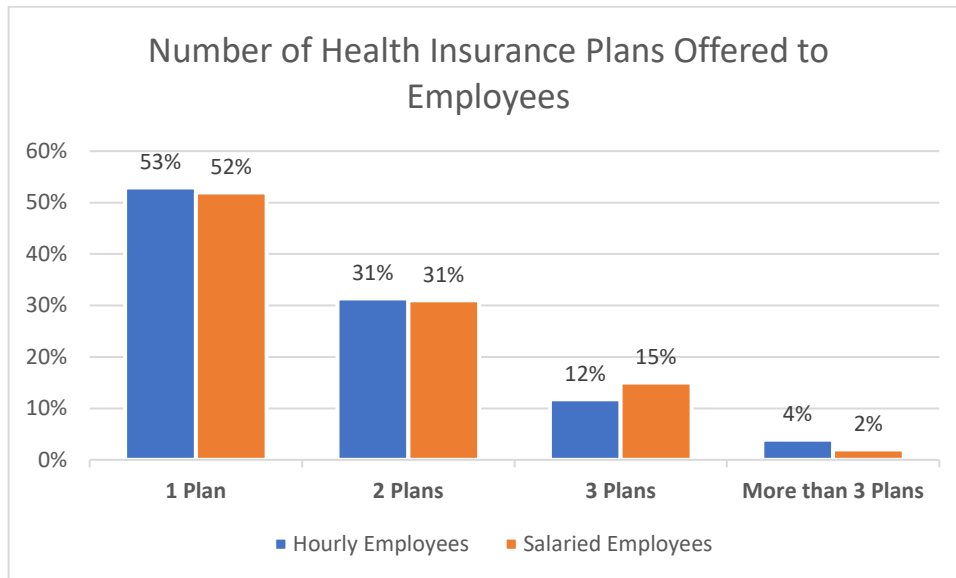
51 businesses provided data for hourly workers and 52 businesses provided data for salaried workers



Health Care Plans

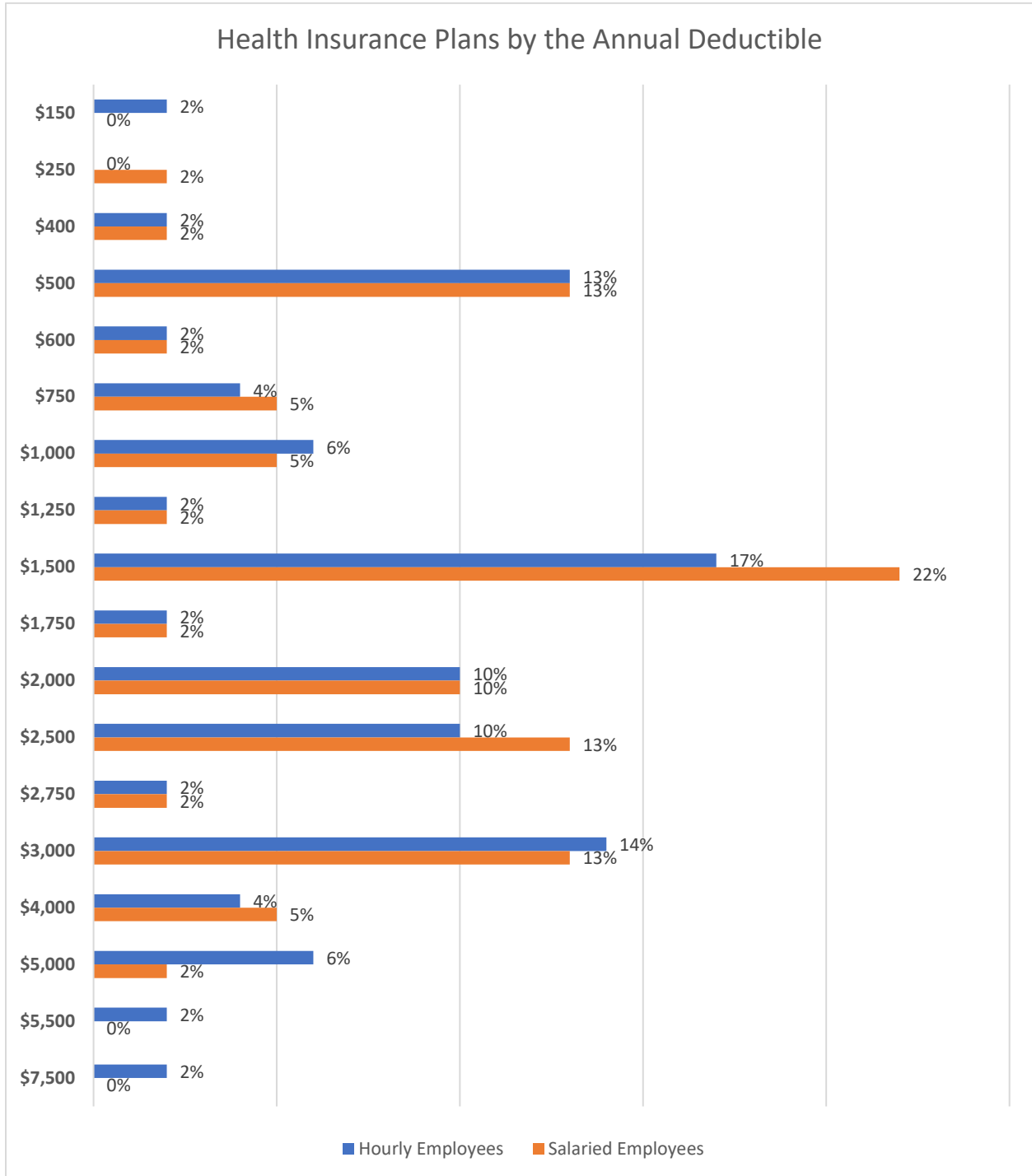
Number of Plans Offered

51 businesses provided data for hourly employees and 48 business provided data for salaried employees



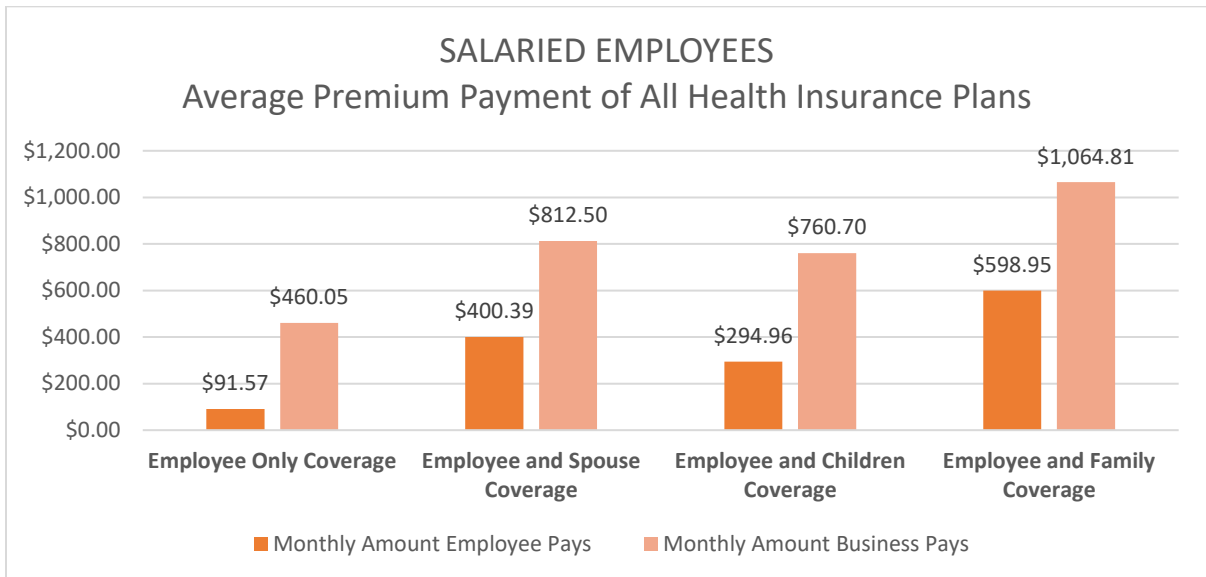
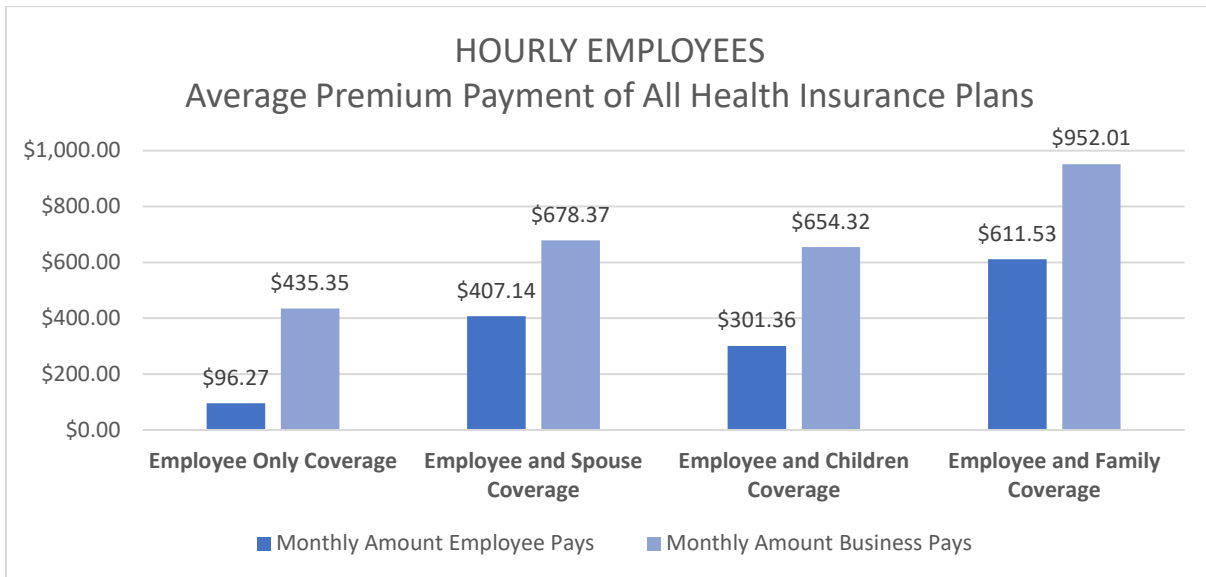
Plans Sorted by Annual Deductible

51 businesses provided data for hourly employees and 41 business provided data for salaried employees

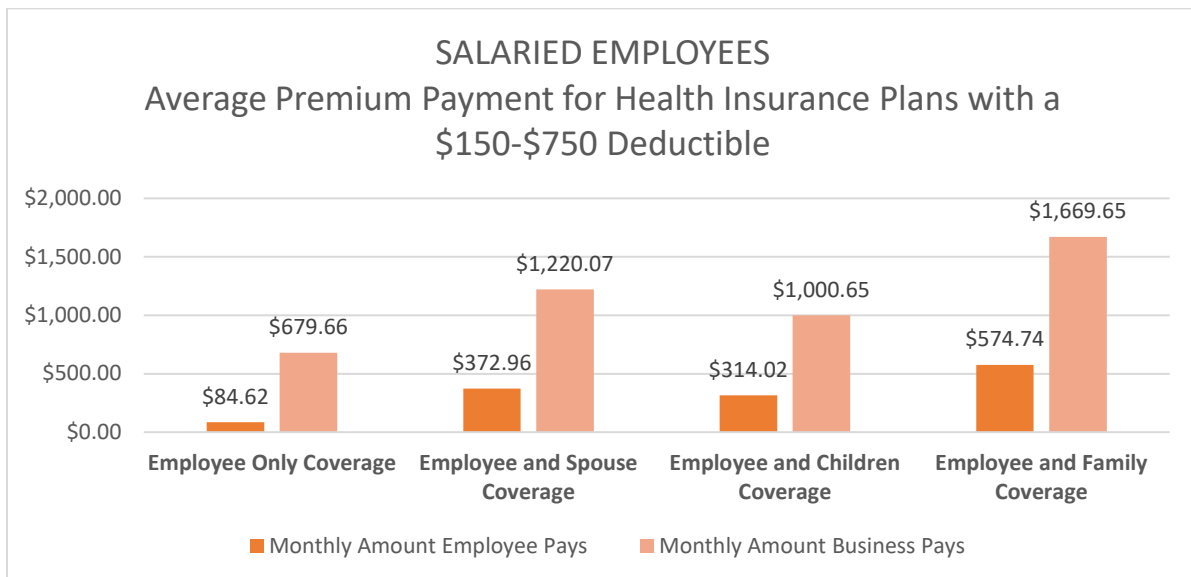
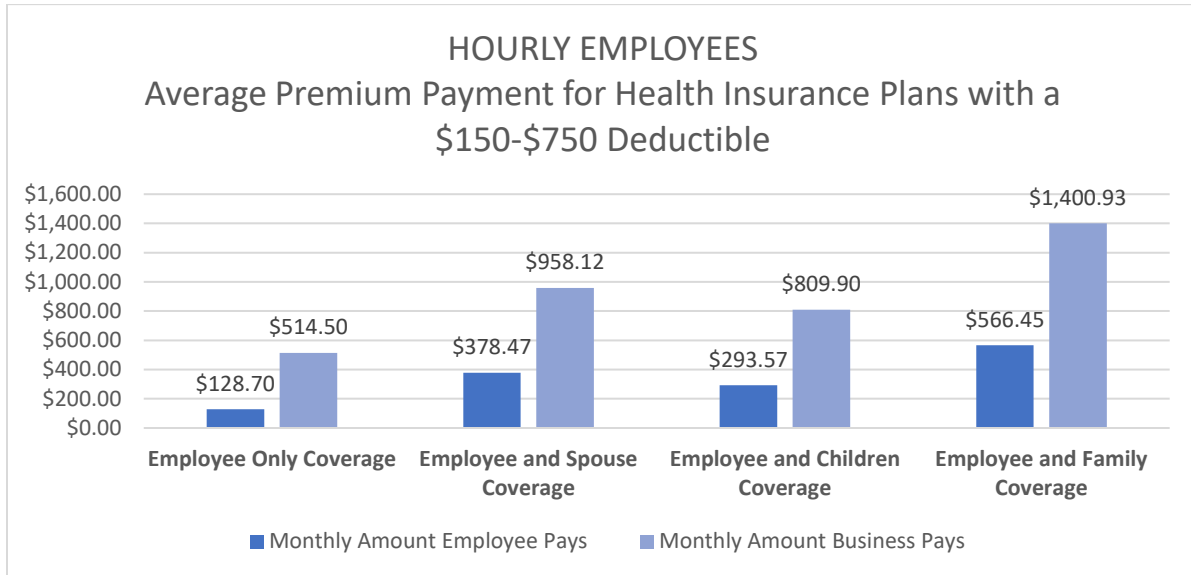


Employee and Business Premium for All Plans

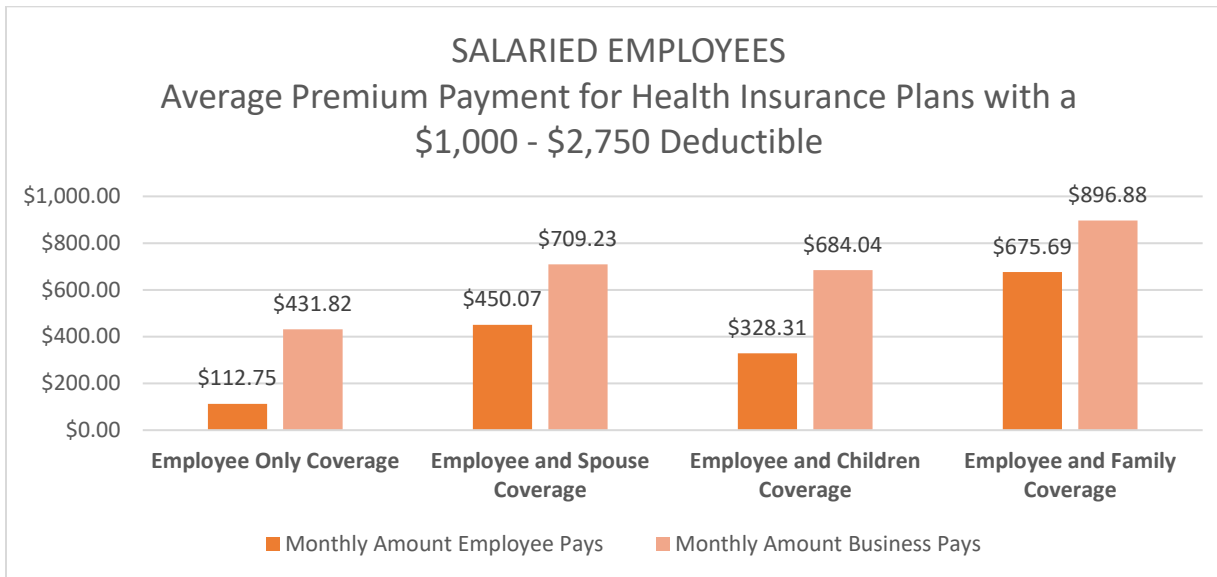
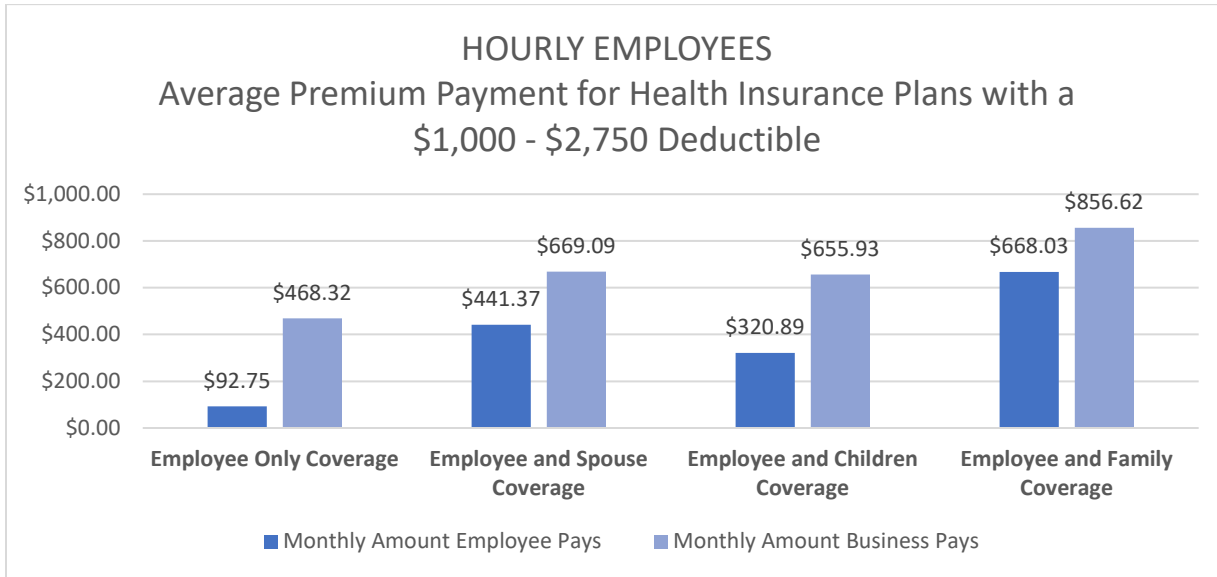
51 businesses provided data for hourly employees and 41 business provided data for salaried employees



Premiums for Plans with Deductibles from \$150 to \$750 (24% of all plans)
 12 businesses provided data for hourly employees and 10 business provided data for salaried employees

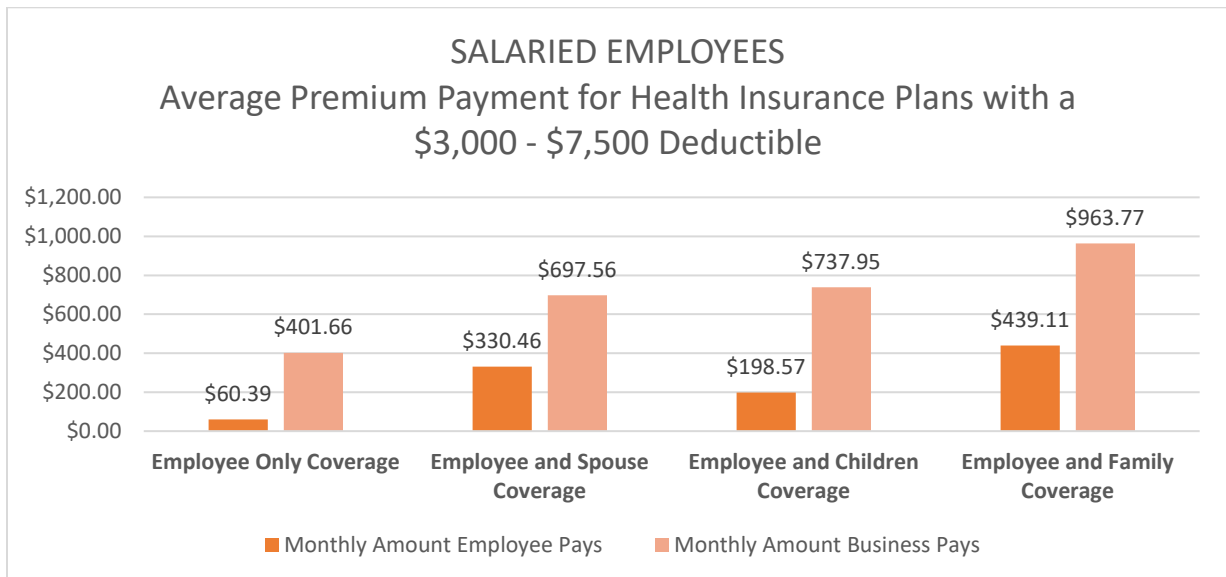
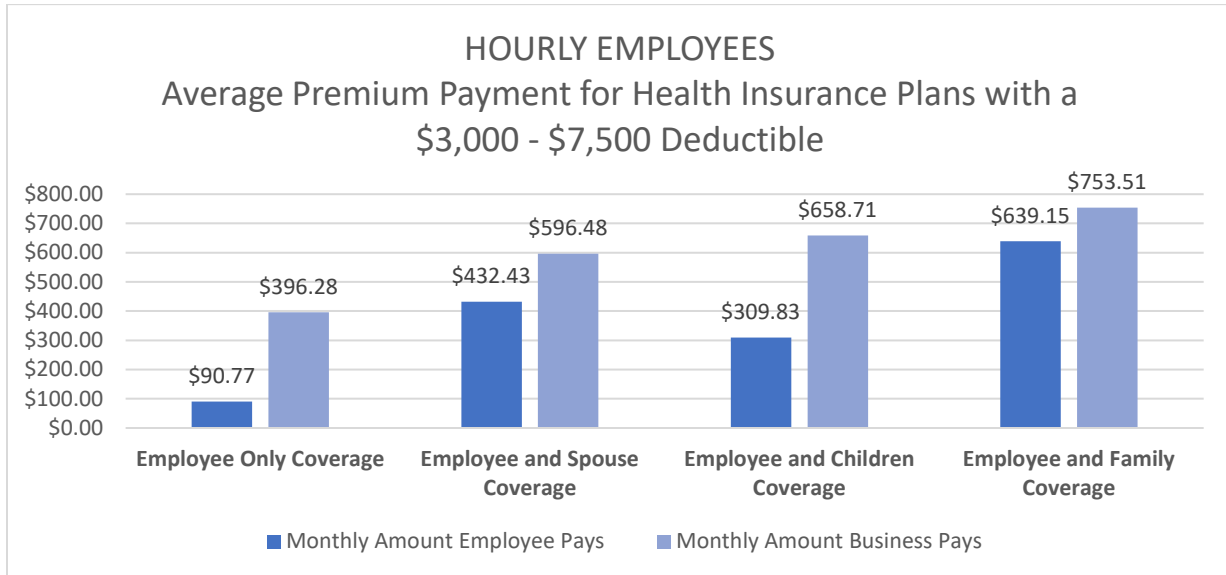


Premiums for Plans with Deductibles from \$1,000 to \$2,750 (52% of all plans)
 25 businesses provided data for hourly employees and 23 business provided data for salaried employees



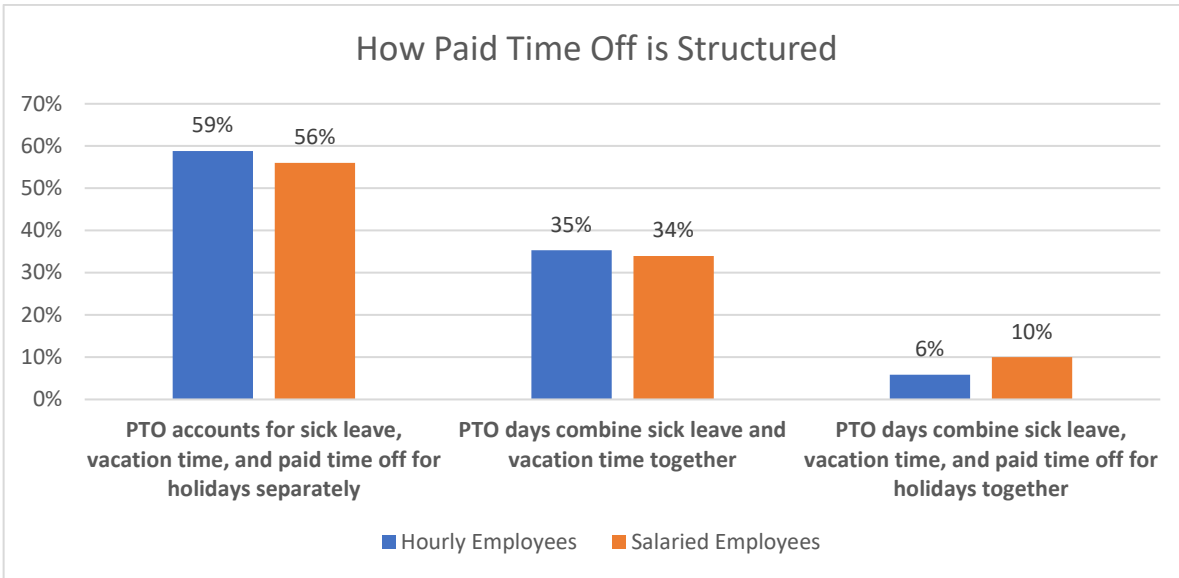
Premiums for Plans with Deductibles from \$3,000 to \$7,500 (24% of all plans)

14 businesses provided data for hourly employees and 8 business provided data for salaried employees



Section Four: Paid Time Off

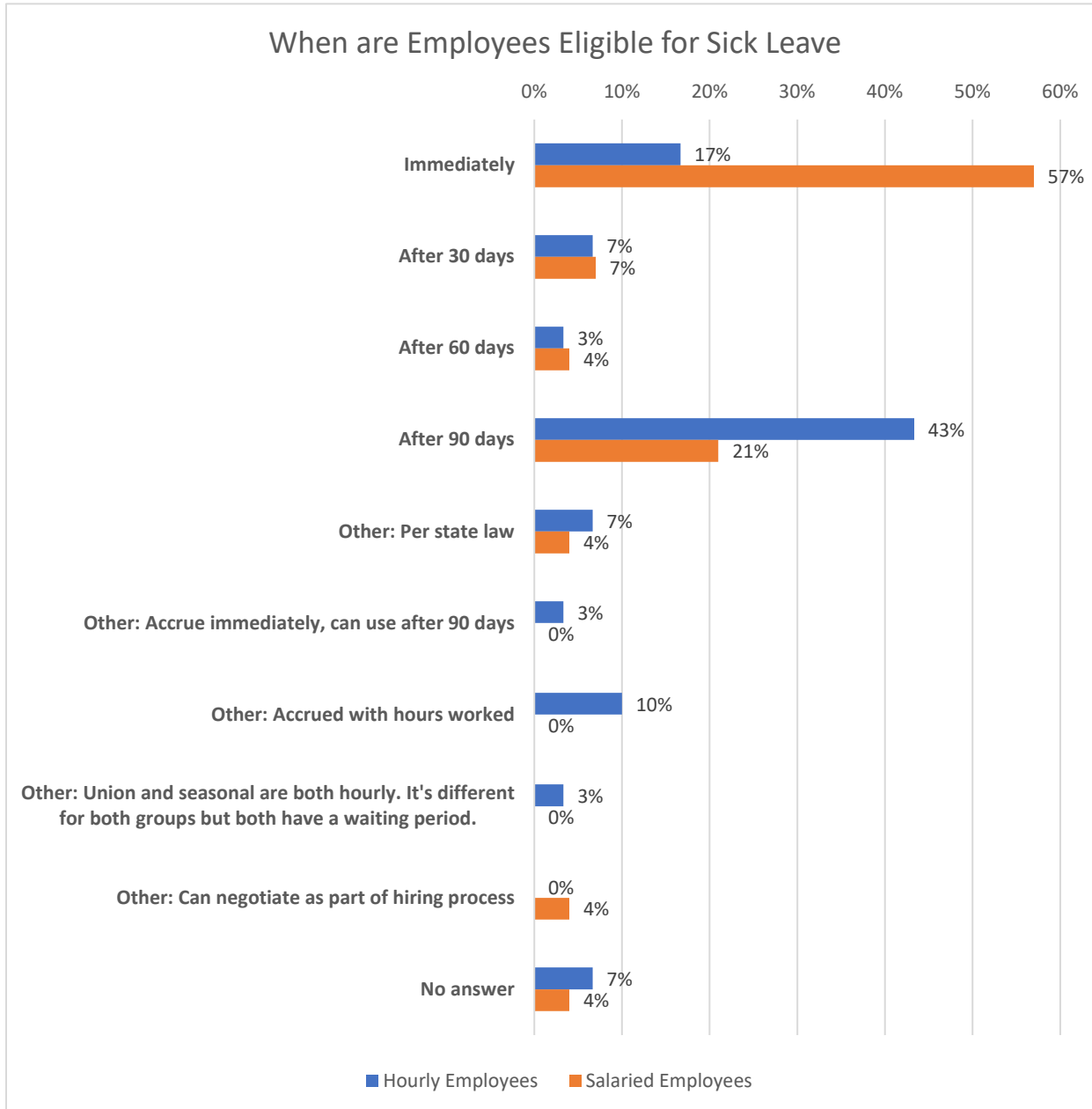
51 businesses provided data for hourly workers and 50 businesses provided data for salaried workers



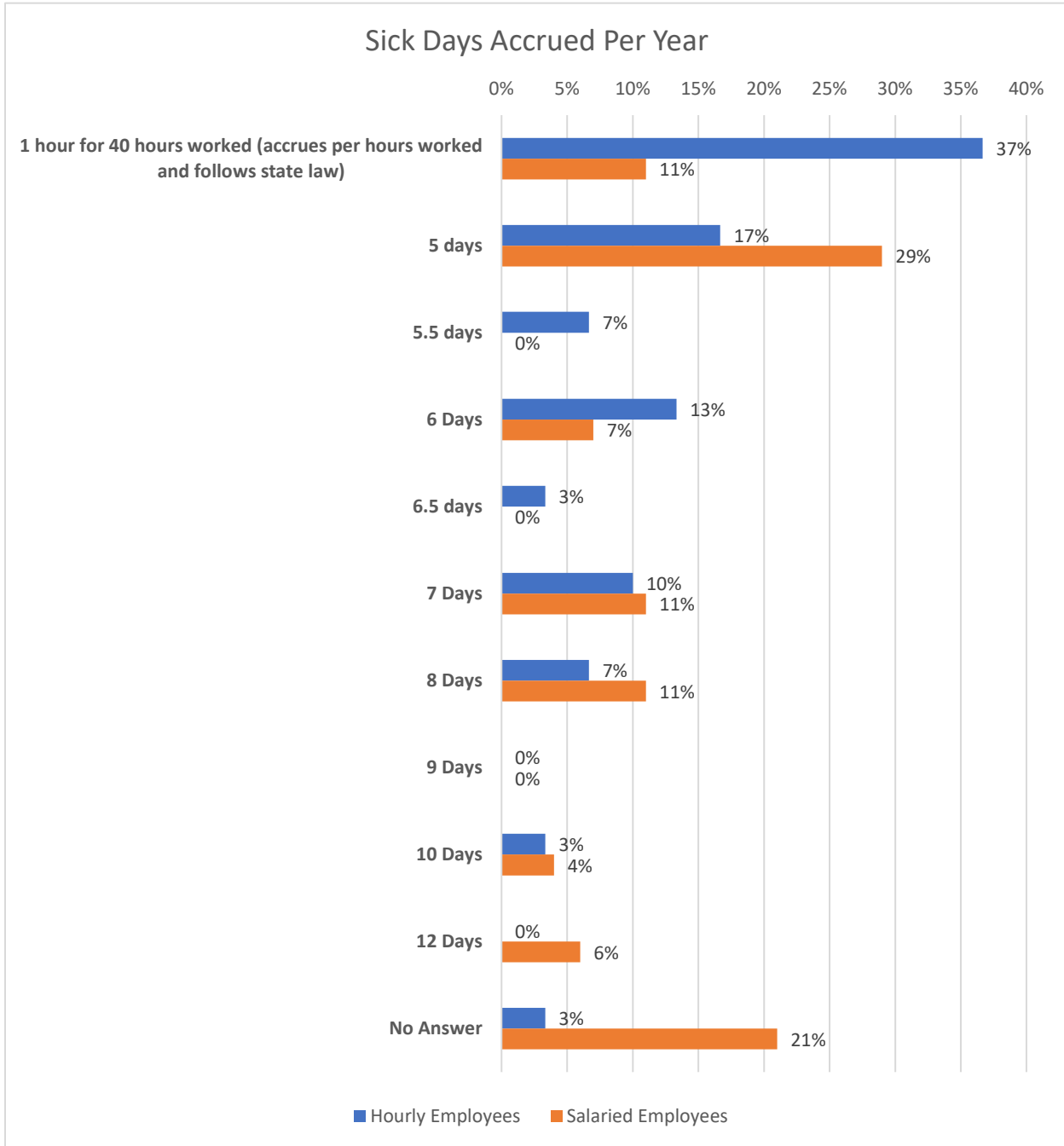
Vacation Time, Sick Time, and Holiday Time are Tracked Separately

Sick Time

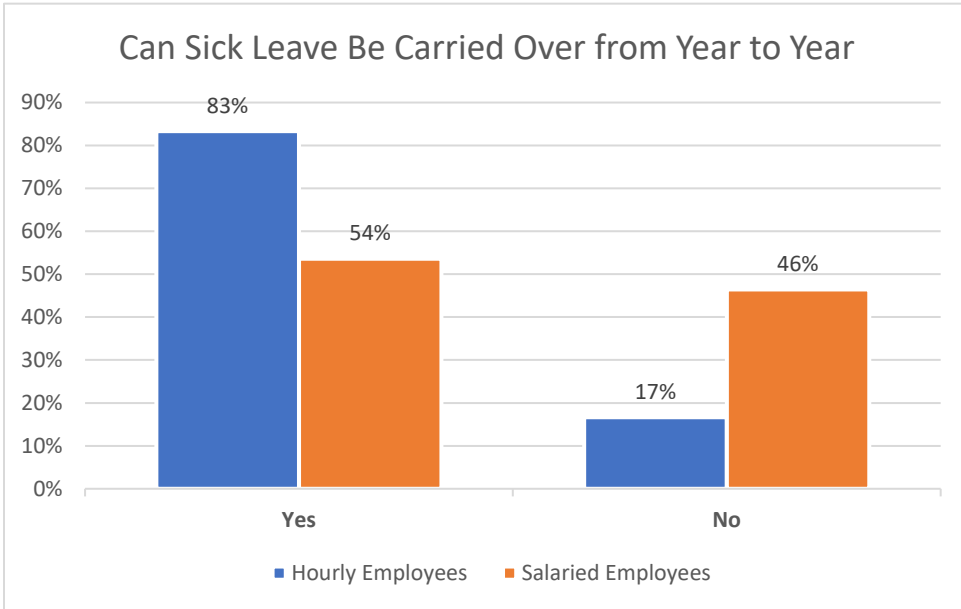
30 businesses provided data for hourly workers and 28 businesses provided data for salaried workers



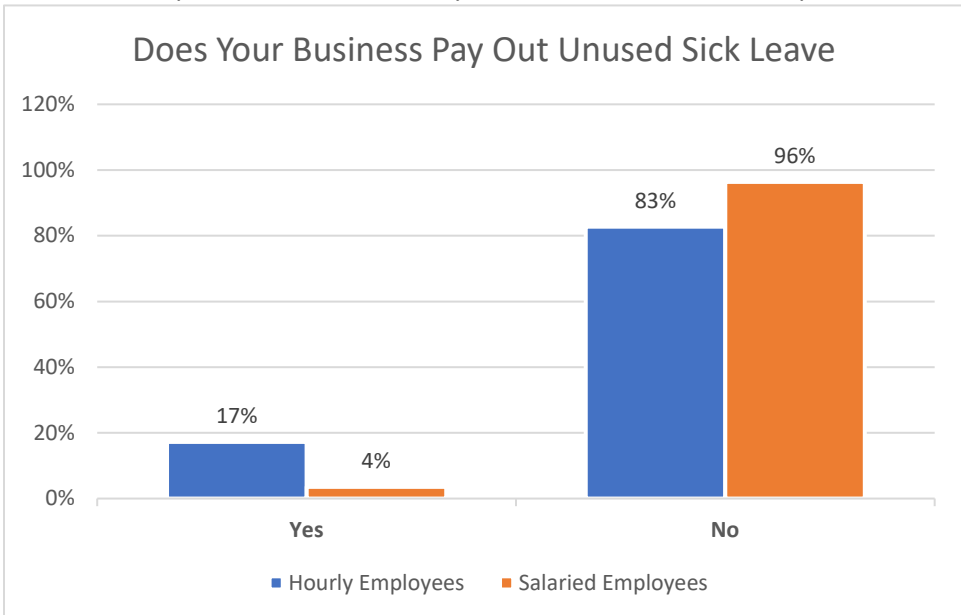
30 businesses provided data for hourly workers and 28 businesses provided data for salaried workers



30 businesses provided data for hourly workers and 28 businesses provided data for salaried workers

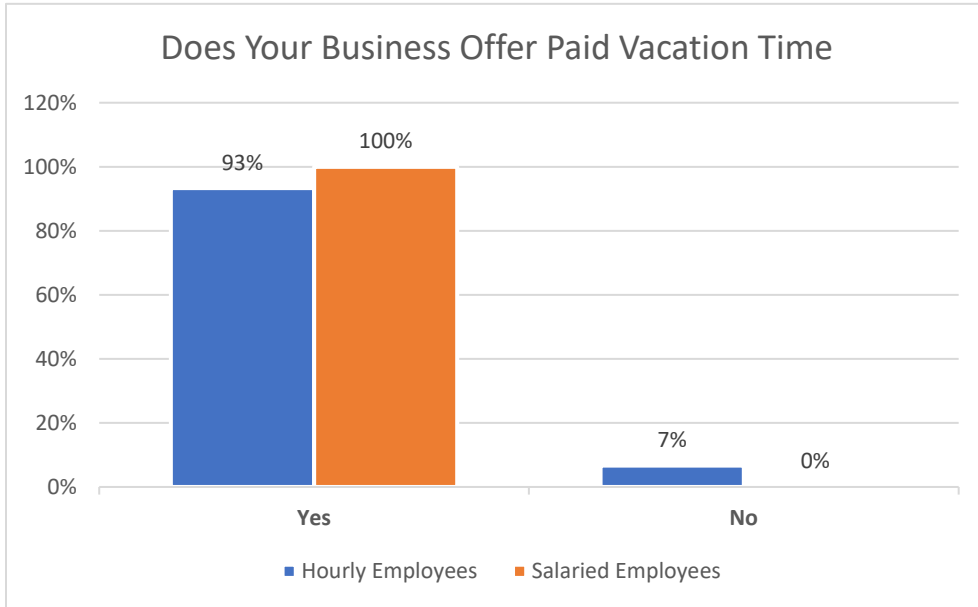


29 businesses provided data for hourly workers and 28 businesses provided data for salaried workers

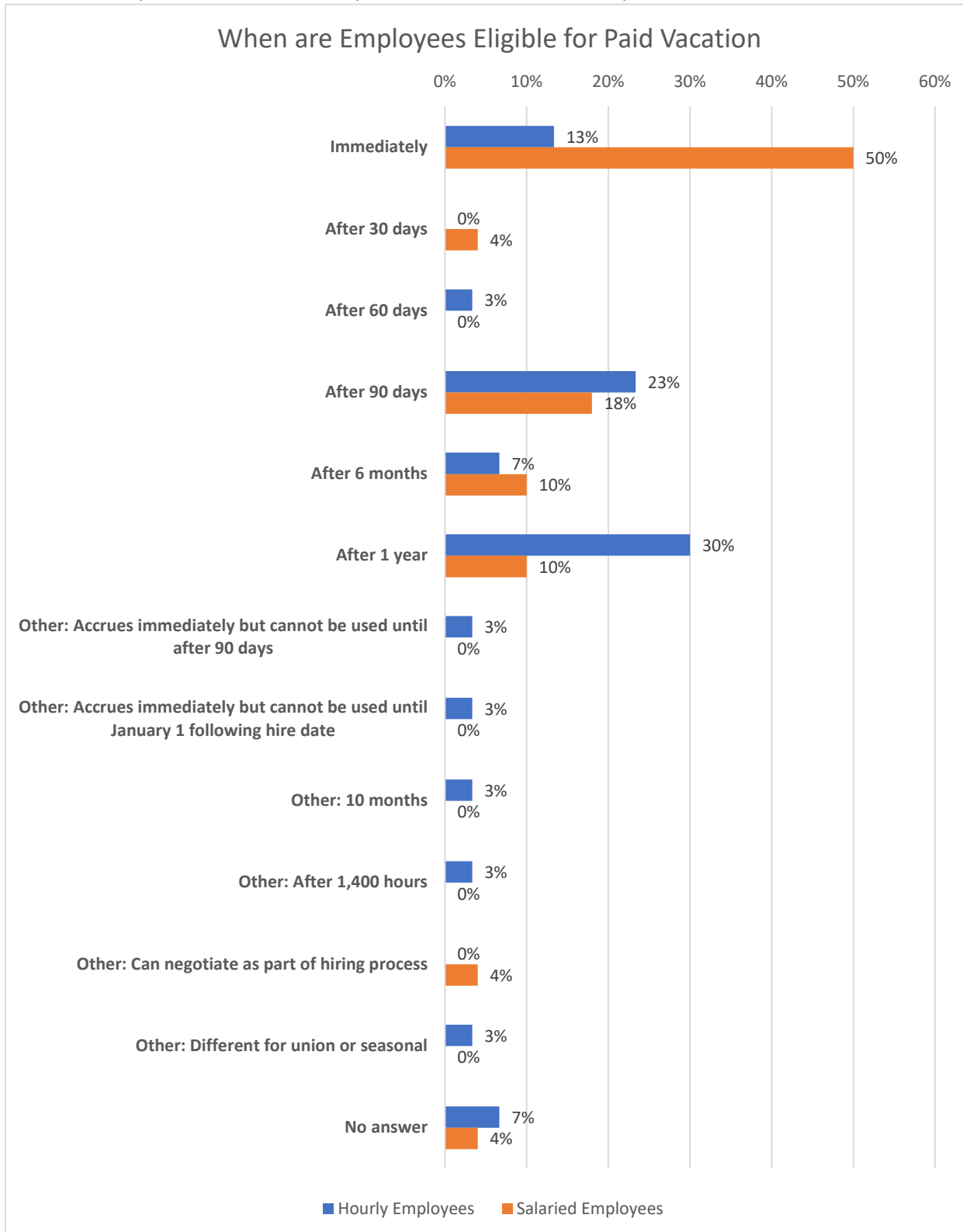


Vacation Time

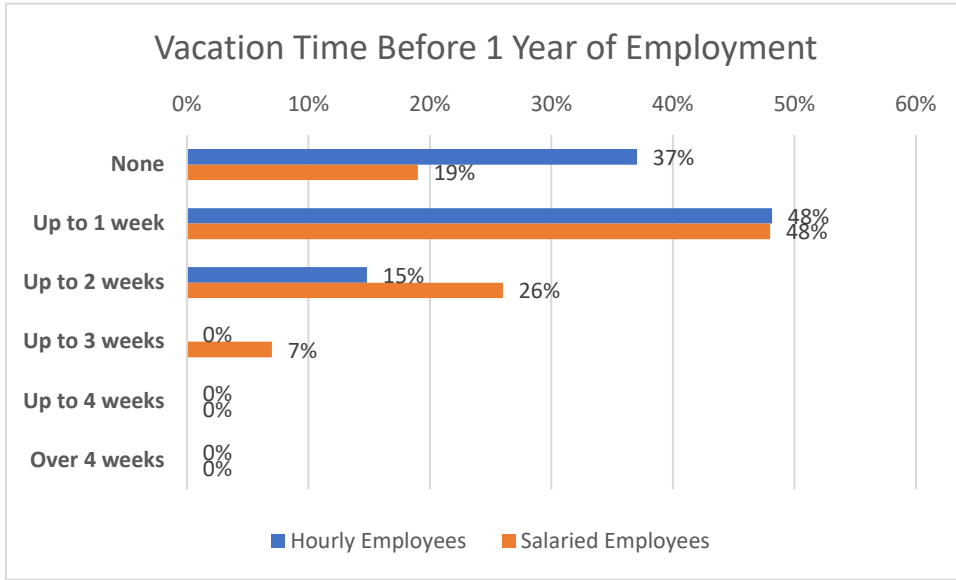
30 businesses provided data for hourly workers and 28 businesses provided data for salaried workers



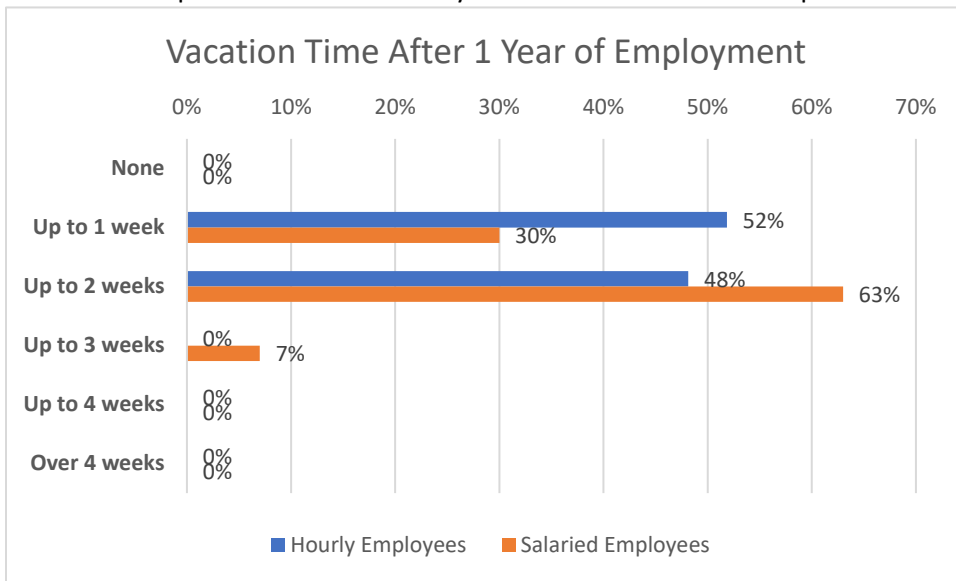
30 businesses provided data for hourly workers and 28 businesses provided data for salaried workers



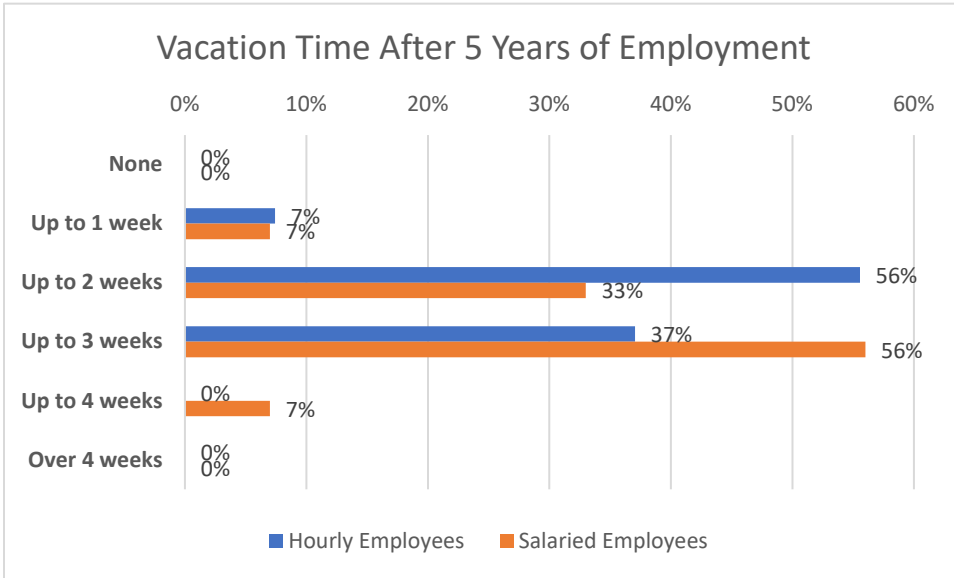
27 businesses provided data for hourly workers and 28 businesses provided data for salaried workers



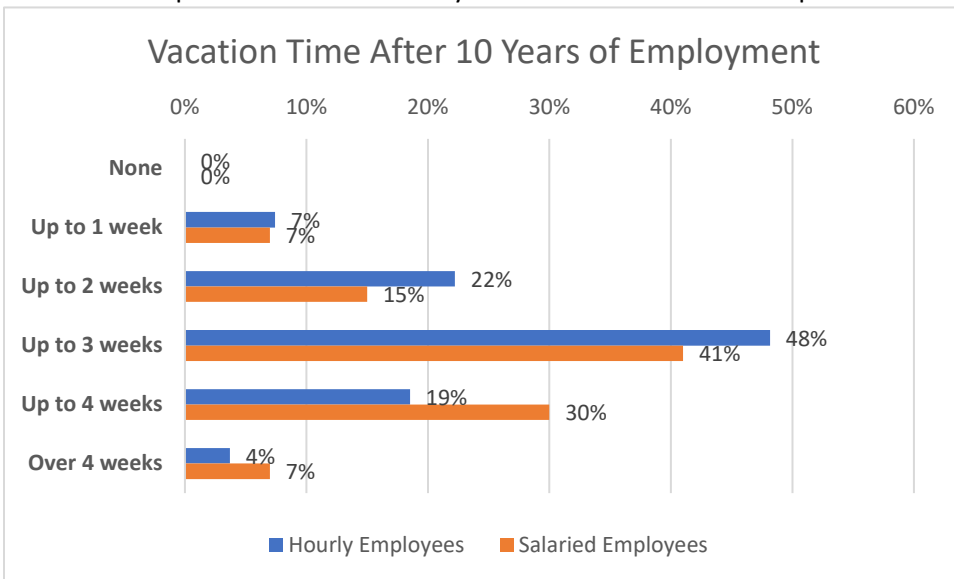
27 businesses provided data for hourly workers and 28 businesses provided data for salaried workers



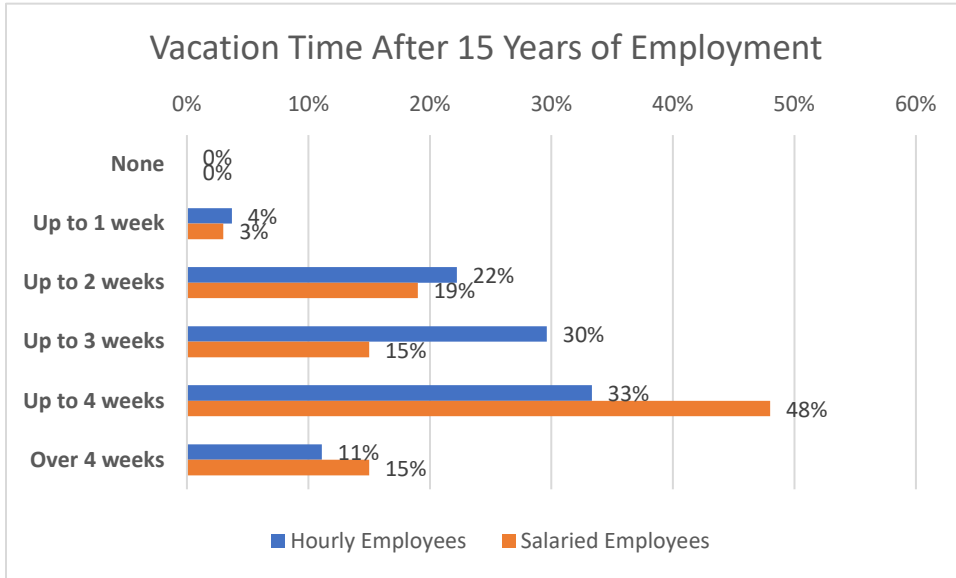
27 businesses provided data for hourly workers and 28 businesses provided data for salaried workers



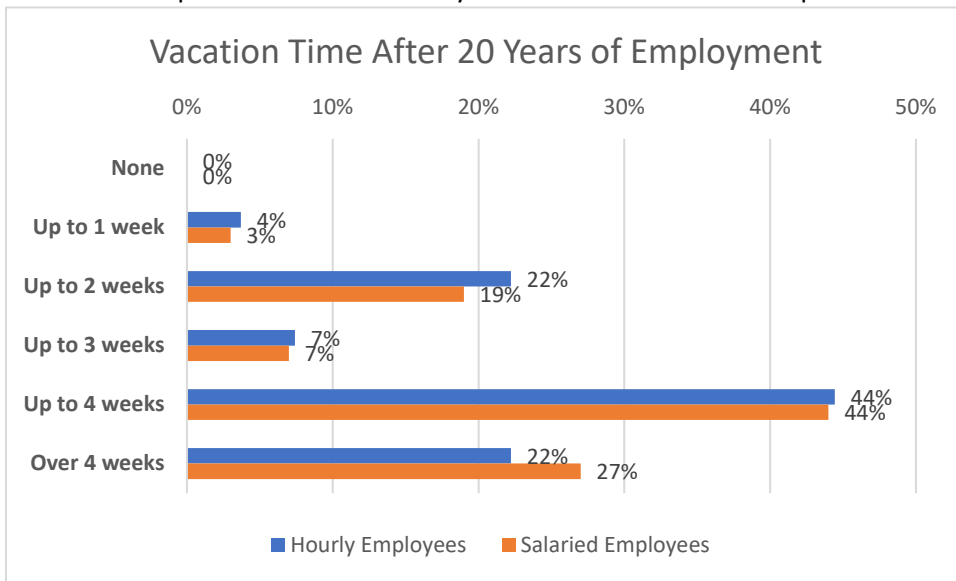
27 businesses provided data for hourly workers and 28 businesses provided data for salaried workers



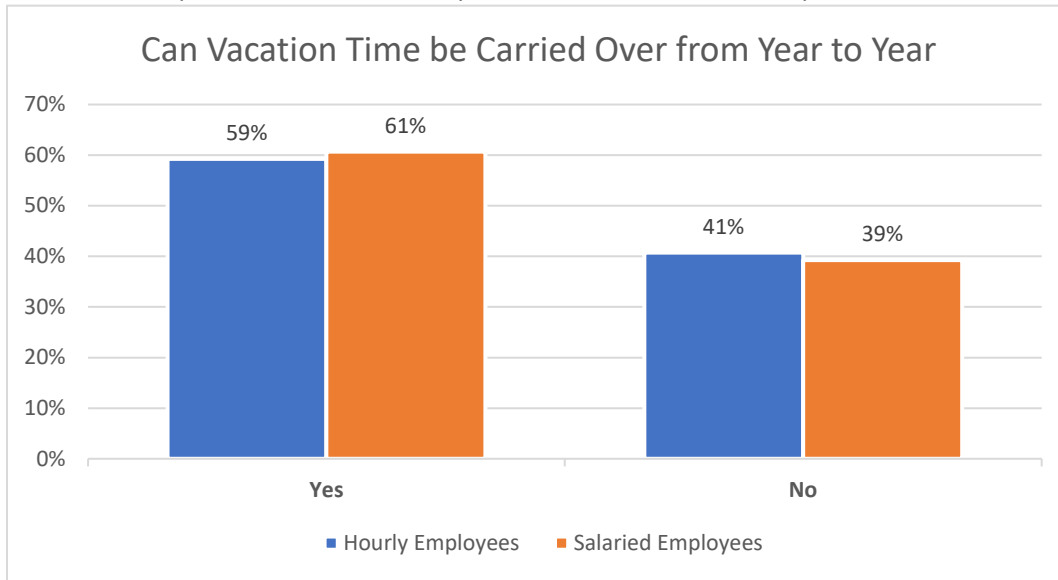
27 businesses provided data for hourly workers and 28 businesses provided data for salaried workers



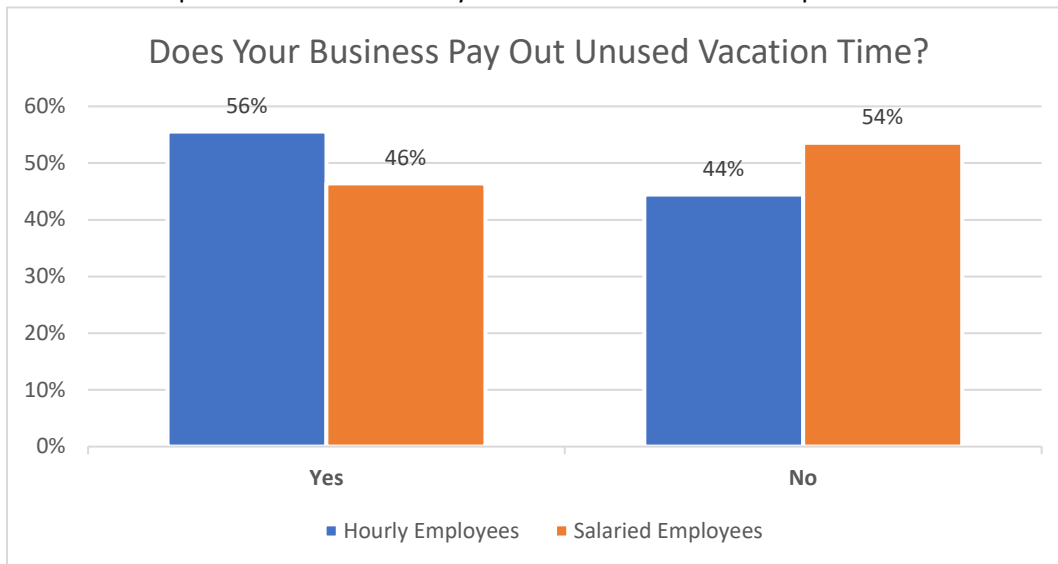
27 businesses provided data for hourly workers and 28 businesses provided data for salaried workers



27 businesses provided data for hourly workers and 28 businesses provided data for salaried workers

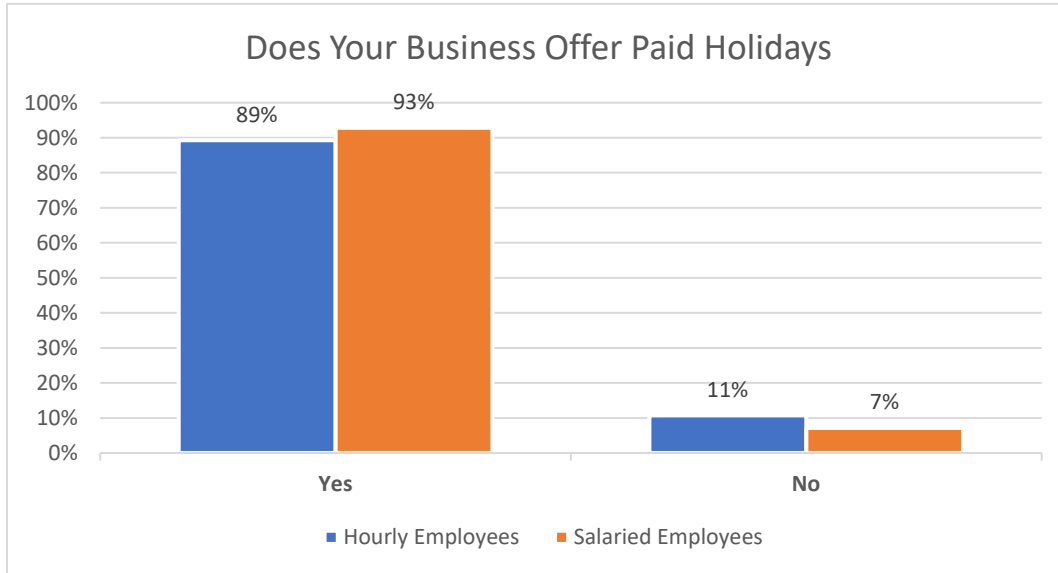


27 businesses provided data for hourly workers and 28 businesses provided data for salaried workers

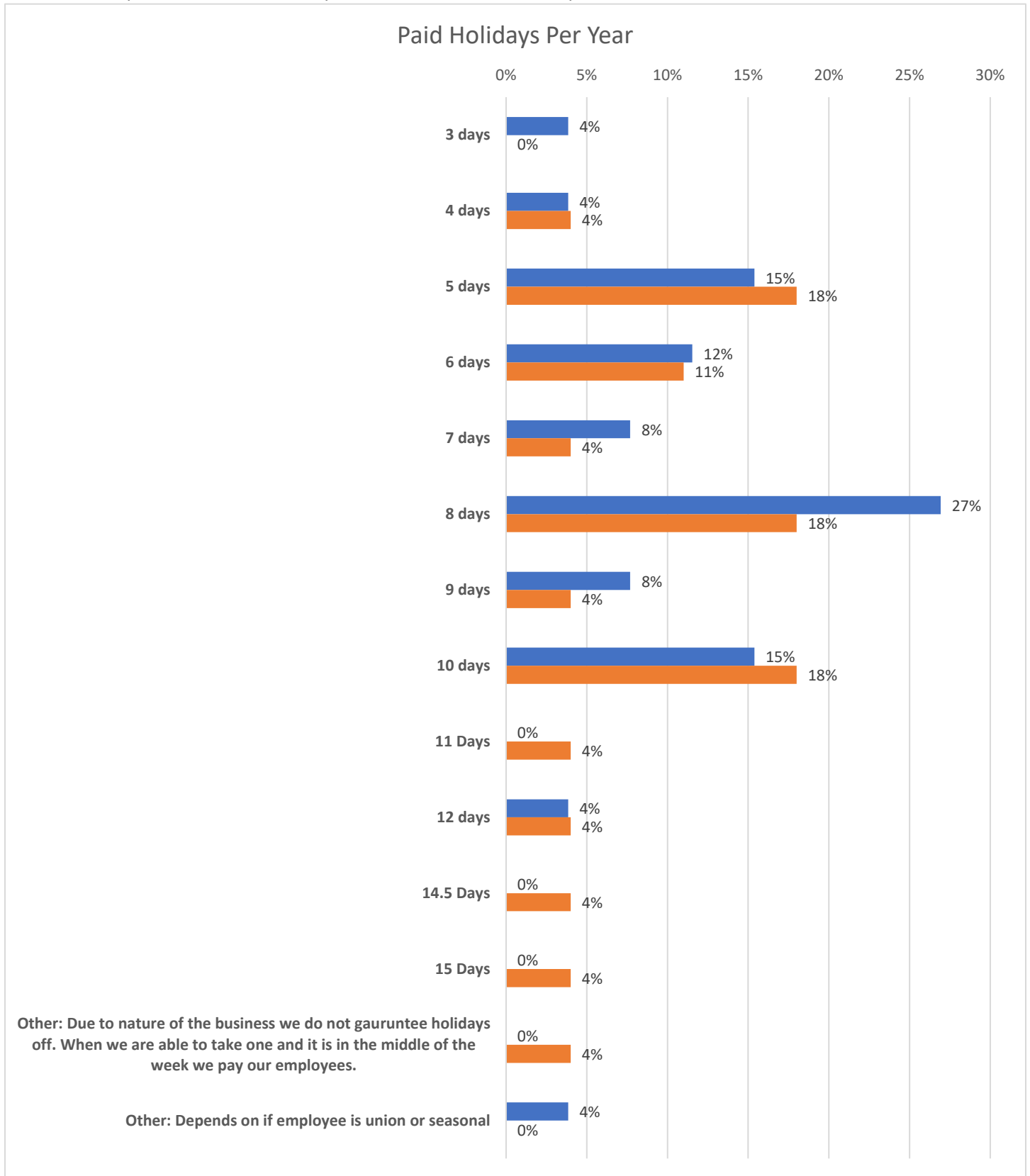


Holiday Time

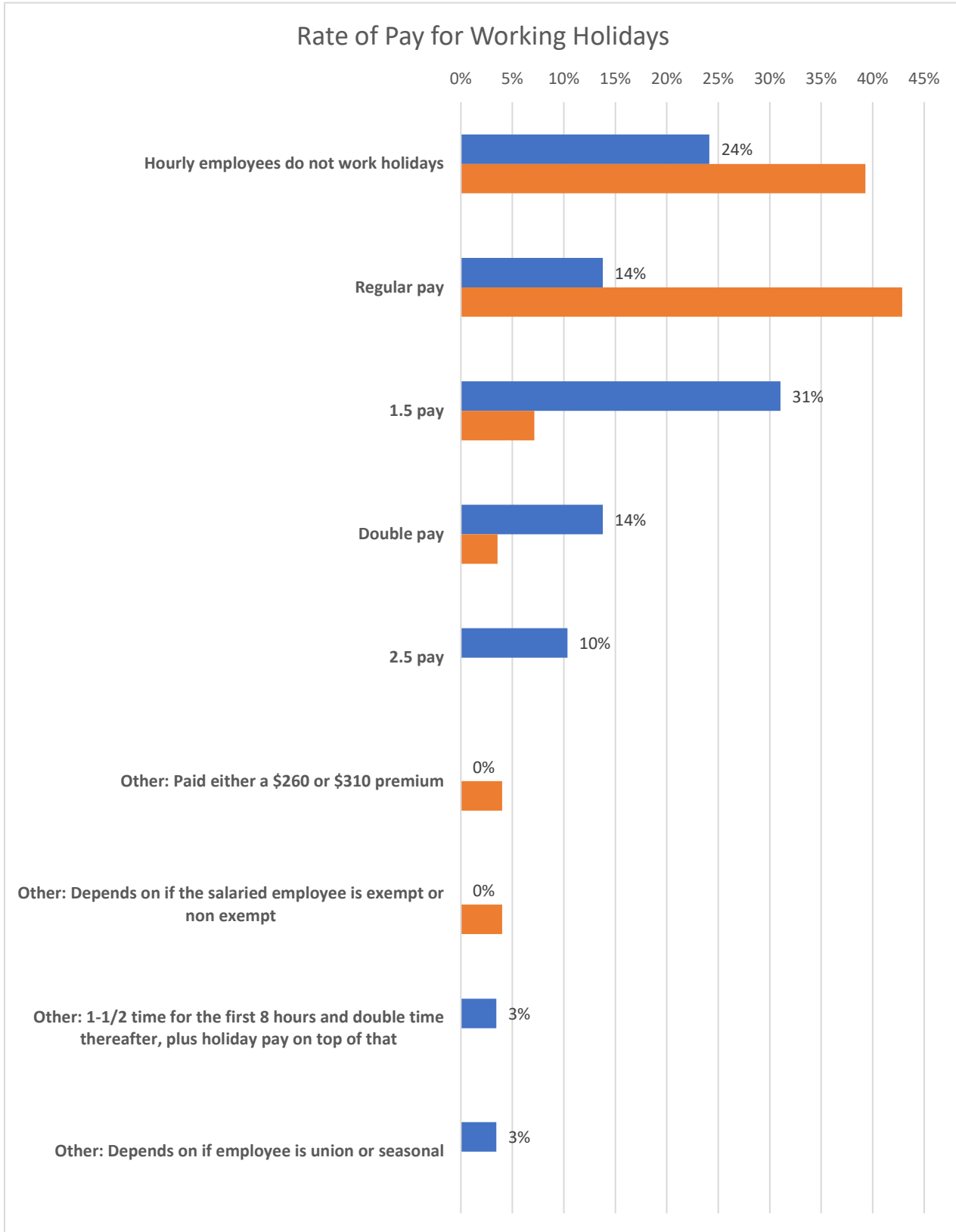
27 businesses provided data for hourly workers and 28 businesses provided data for salaried workers



26 businesses provided data for hourly workers and 28 businesses provided data for salaried workers



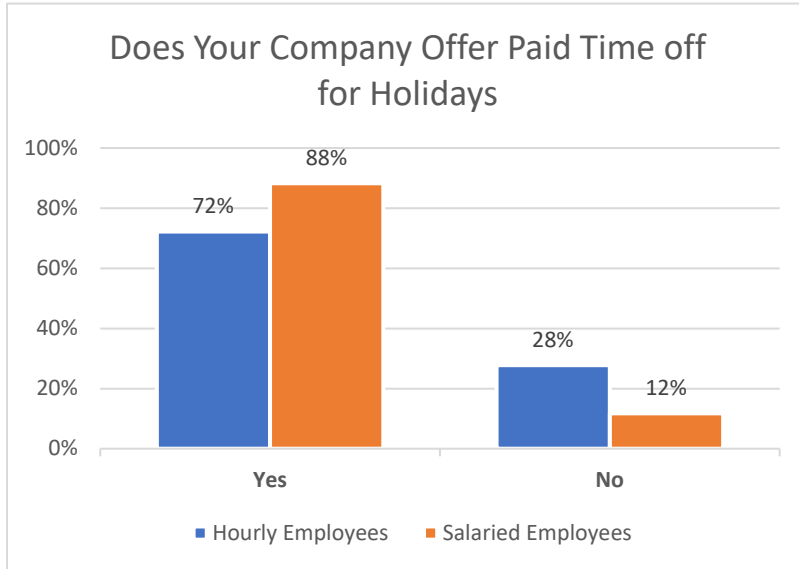
29 businesses provided data for hourly workers and 28 businesses provided data for salaried workers



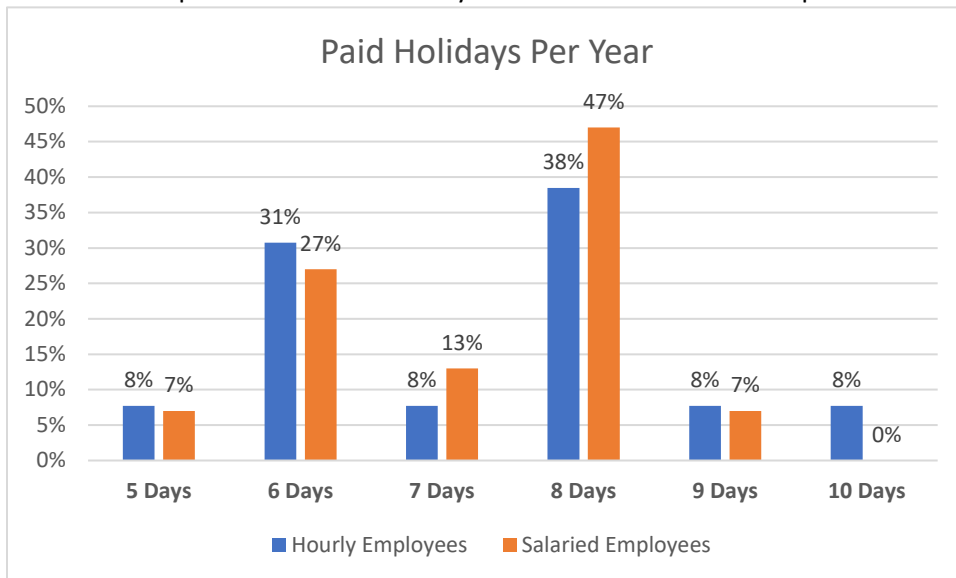
Vacation Time and Sick Time are Tracked Together - Holiday Time is Tracked Separately

Holiday Time

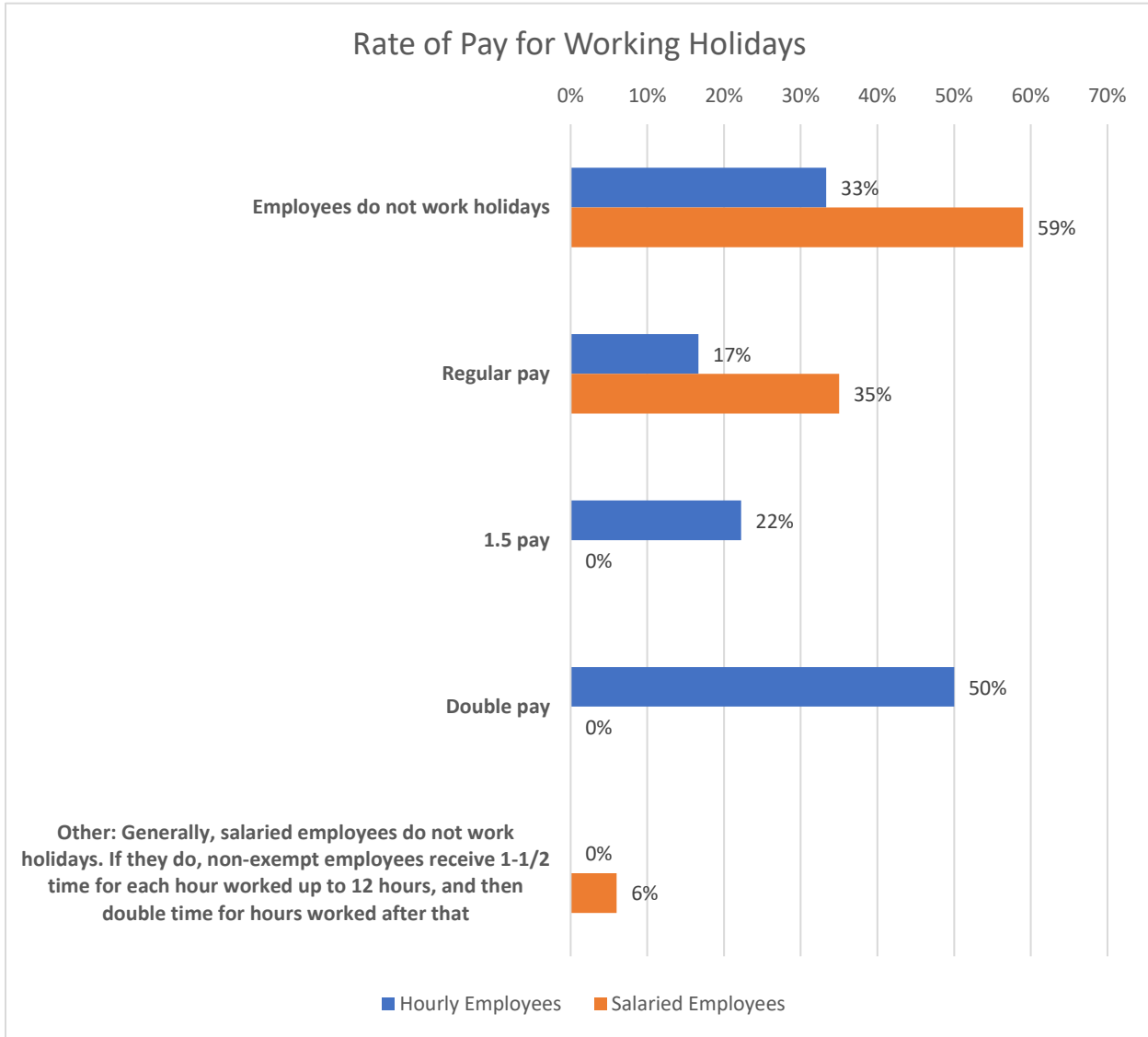
18 businesses provided data for hourly workers and 17 businesses provided data for salaried workers



13 businesses provided data for hourly workers and 15 businesses provided data for salaried workers

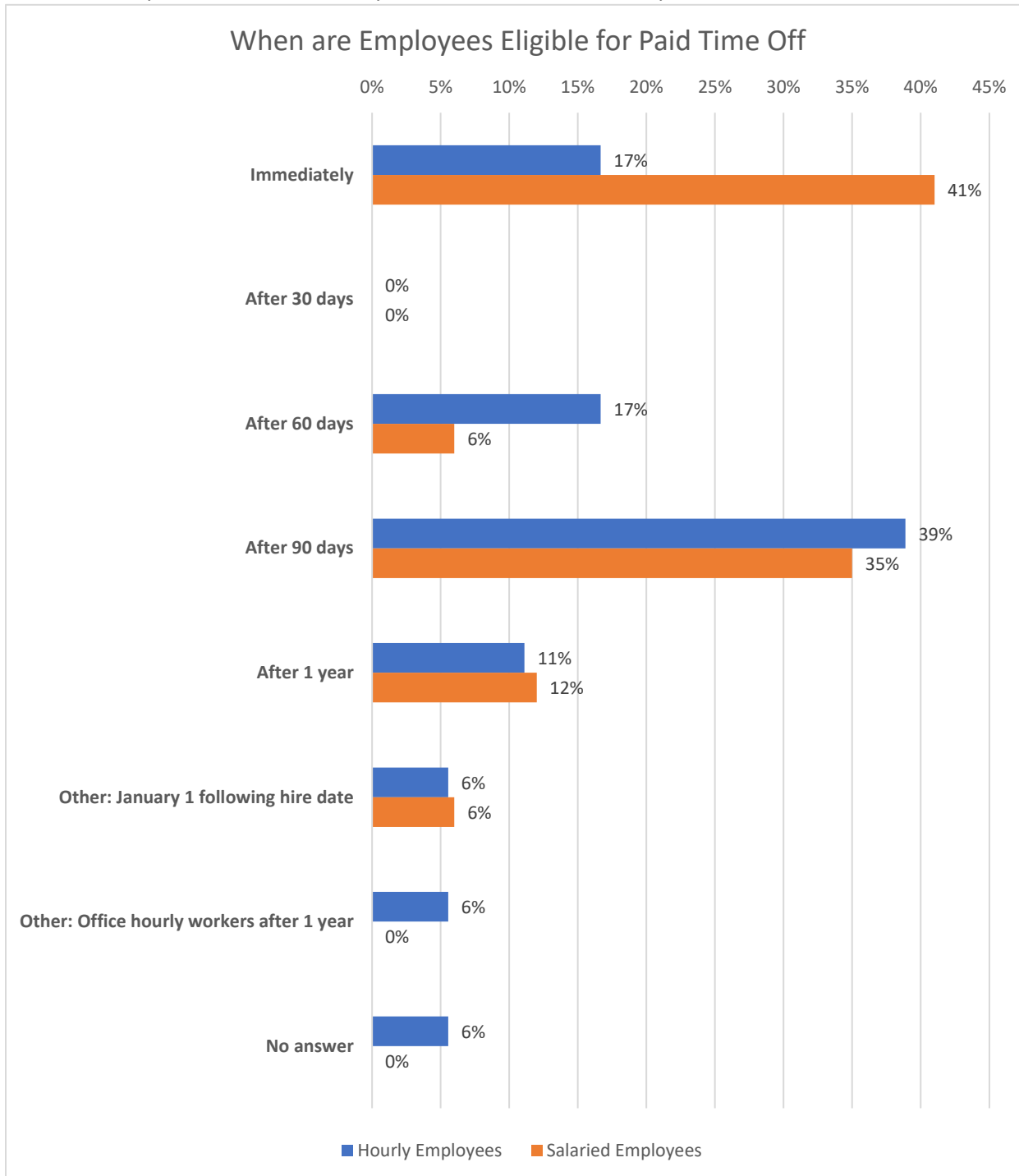


18 businesses provided data for hourly workers and 17 businesses provided data for salaried workers

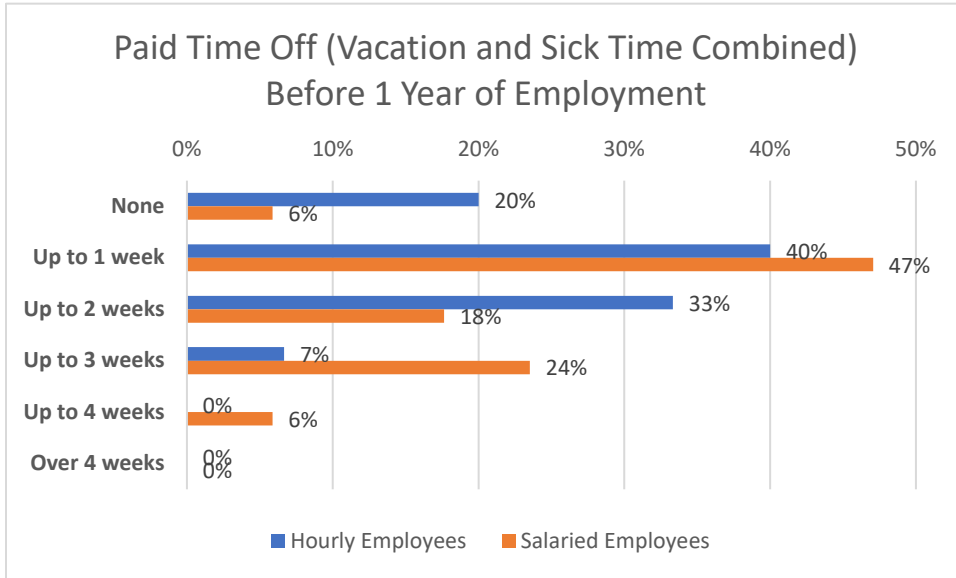


Paid Time Off (Vacation and Sick Time Combined)

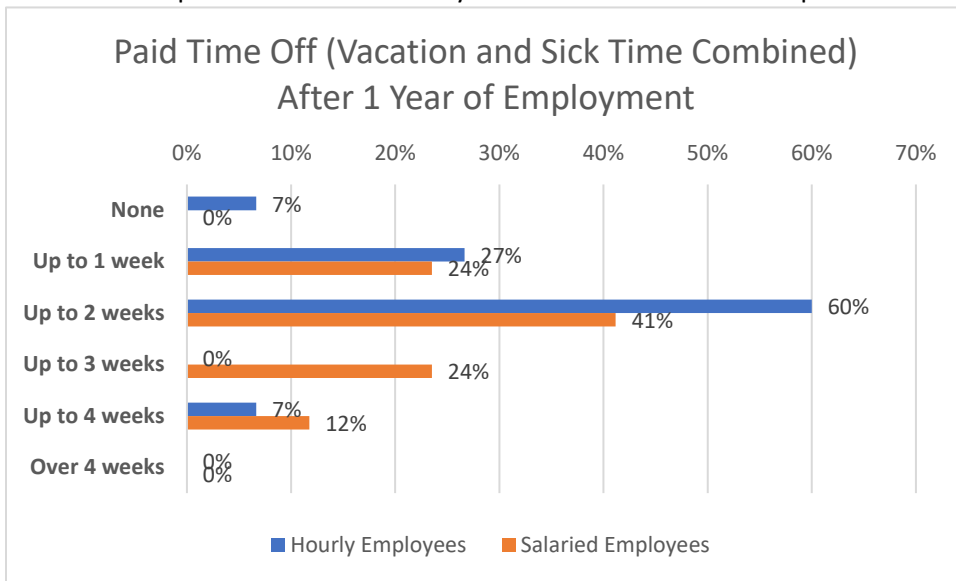
18 businesses provided data for hourly workers and 17 businesses provided data for salaried workers



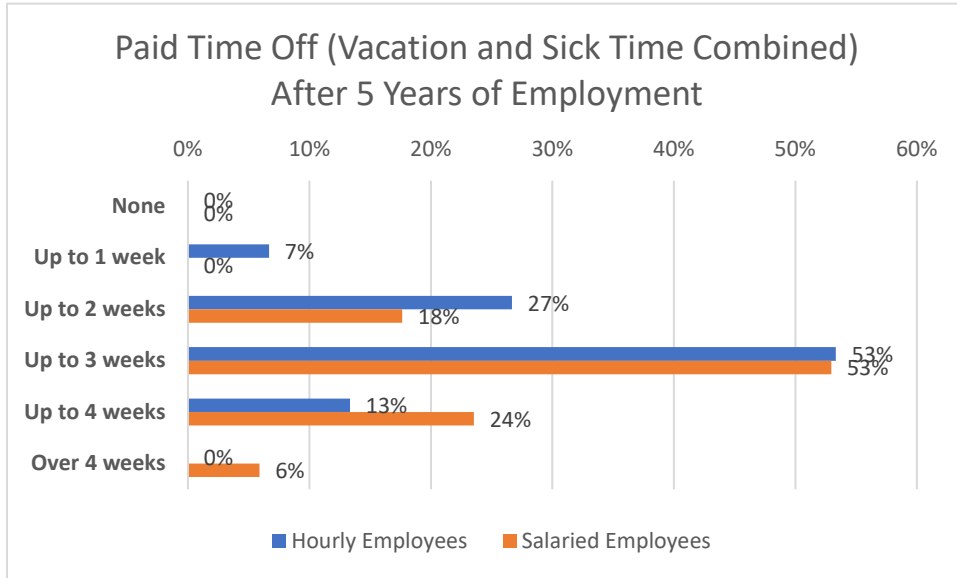
15 businesses provided data for hourly workers and 17 businesses provided data for salaried workers



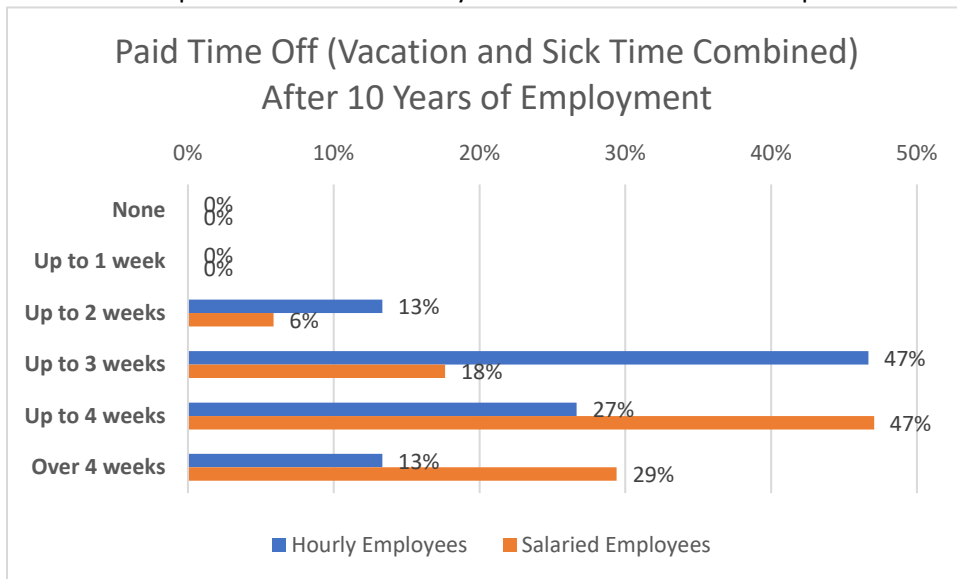
15 businesses provided data for hourly workers and 17 businesses provided data for salaried workers



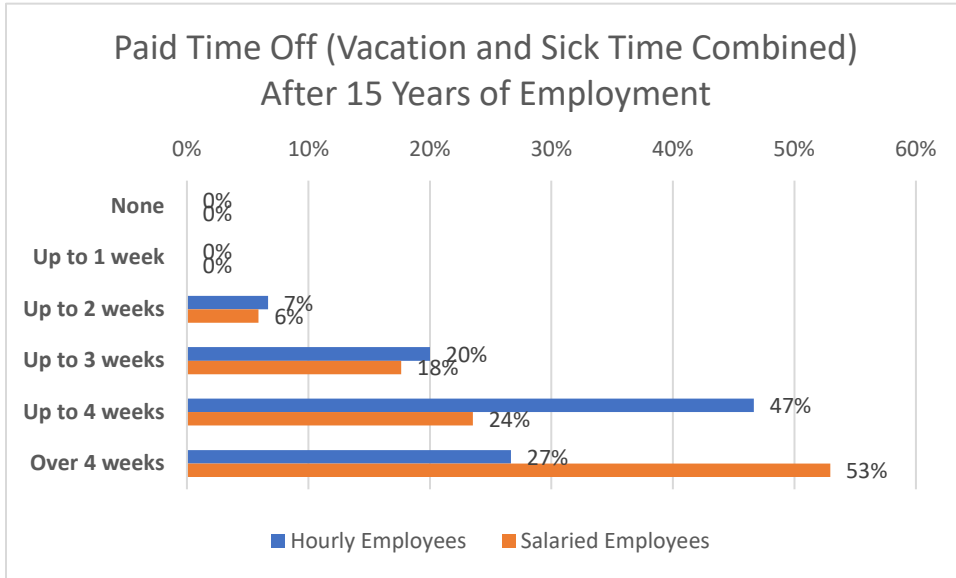
15 businesses provided data for hourly workers and 17 businesses provided data for salaried workers



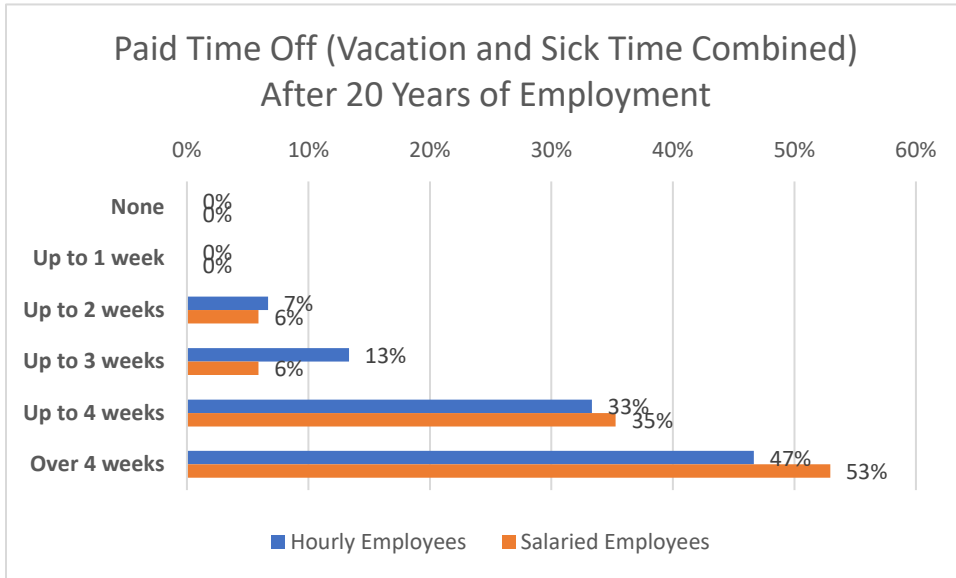
15 businesses provided data for hourly workers and 17 businesses provided data for salaried workers



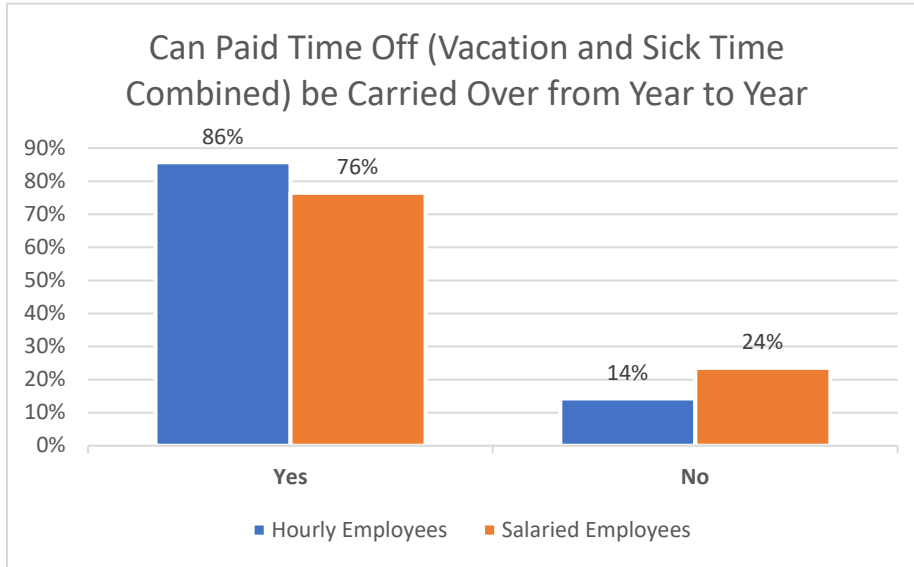
15 businesses provided data for hourly workers and 17 businesses provided data for salaried workers



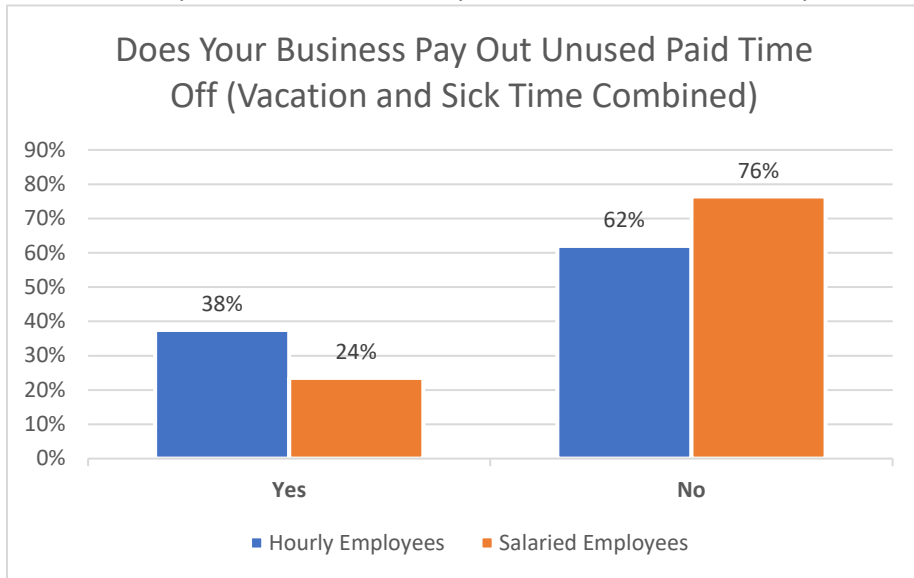
15 businesses provided data for hourly workers and 17 businesses provided data for salaried workers



14 businesses provided data for hourly workers and 17 businesses provided data for salaried workers



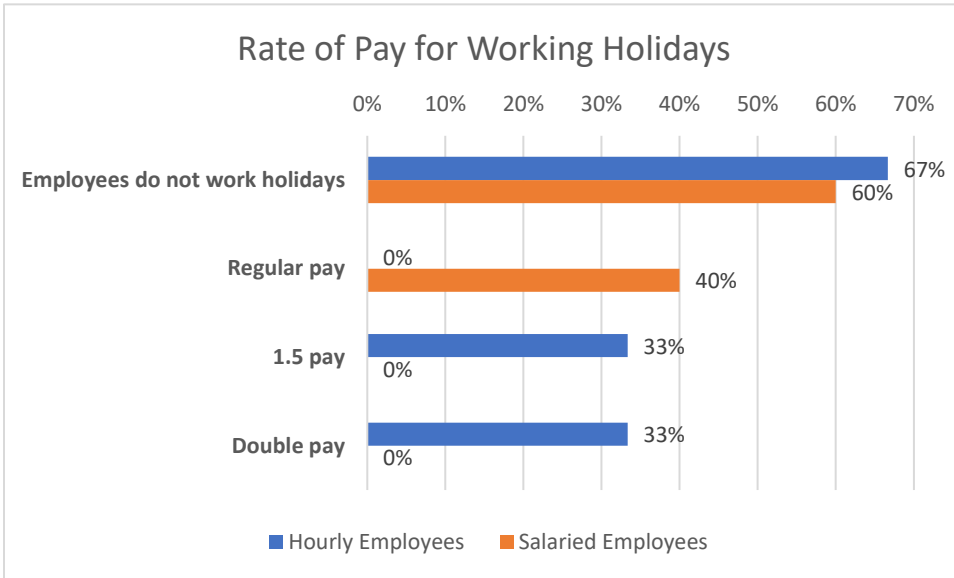
16 businesses provided data for hourly workers and 17 businesses provided data for salaried workers



Vacation Time, Sick Time, and Holiday Time are Tracked Together

Working Holidays

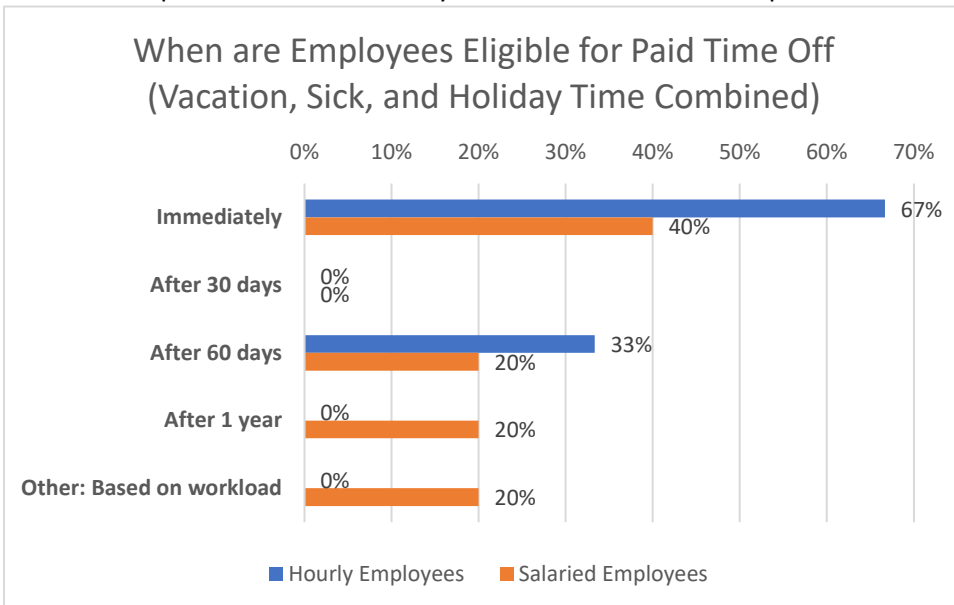
3 businesses provided data for hourly workers and 5 businesses provided data for salaried workers



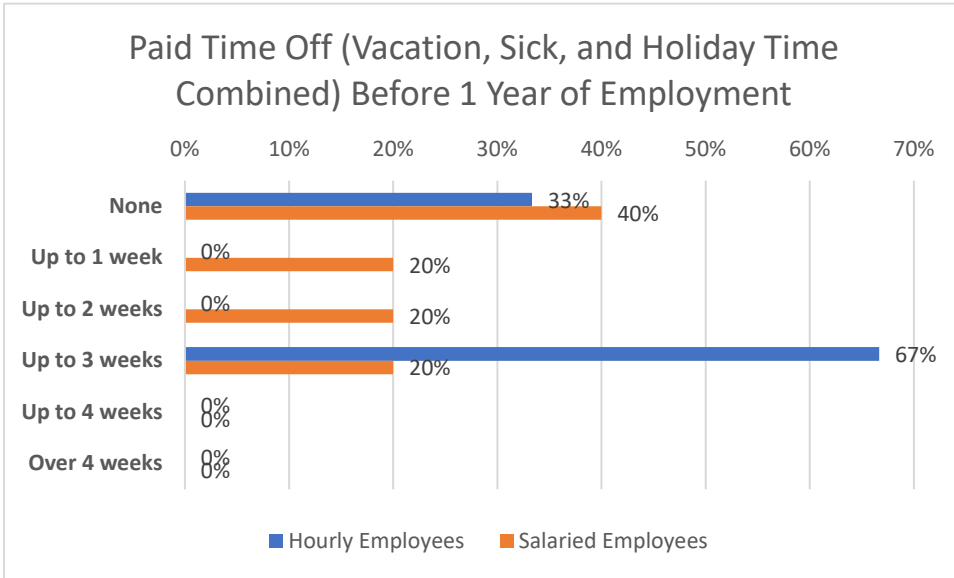
Some businesses provided more than one answer

Paid Time Off (Vacation, Sick Time, and Holiday Time Combined)

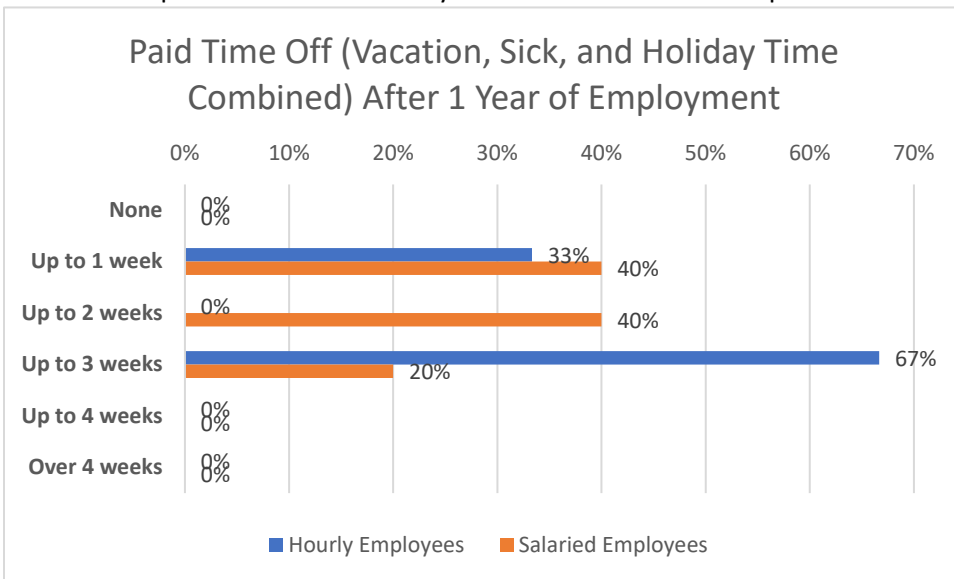
3 businesses provided data for hourly workers and 5 businesses provided data for salaried workers



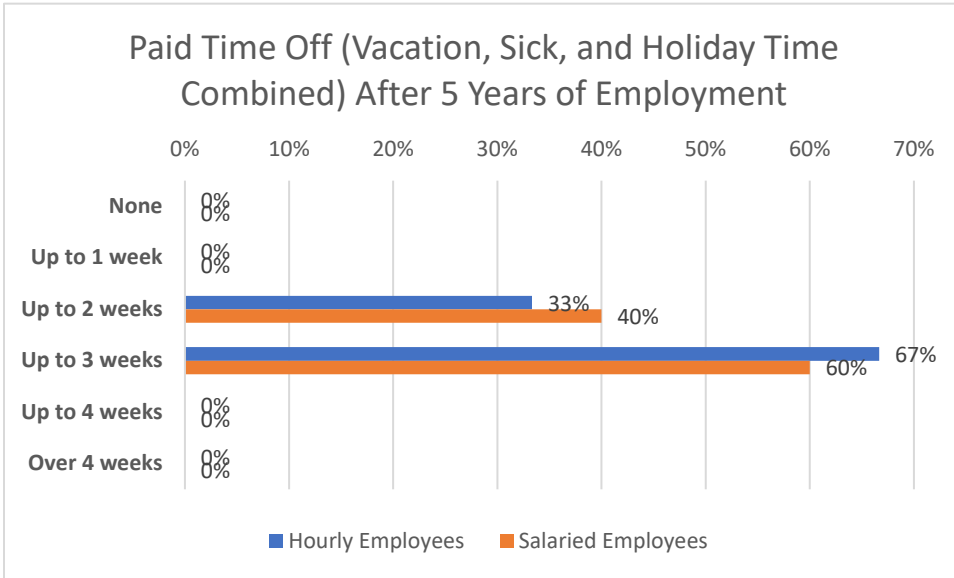
3 businesses provided data for hourly workers and 5 businesses provided data for salaried workers



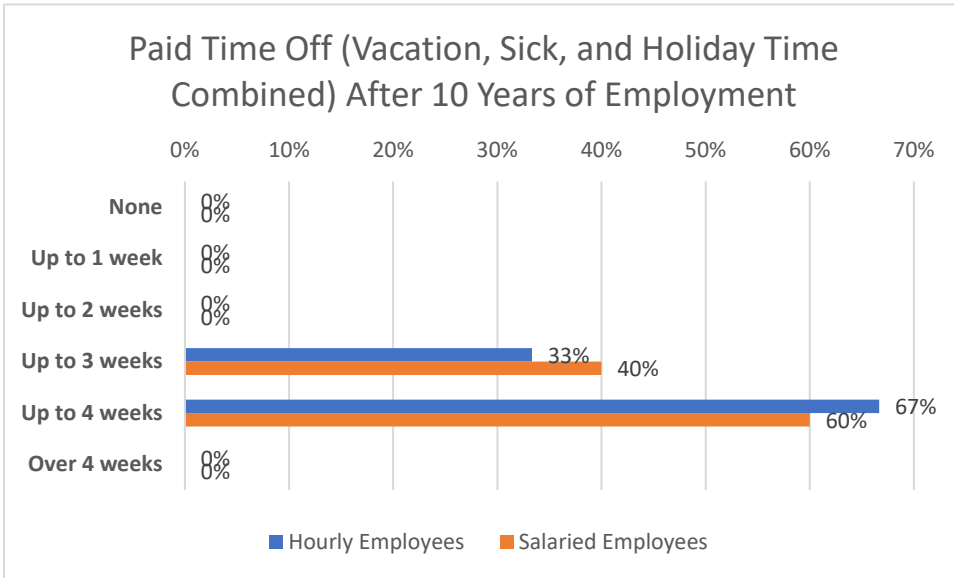
3 businesses provided data for hourly workers and 5 businesses provided data for salaried workers



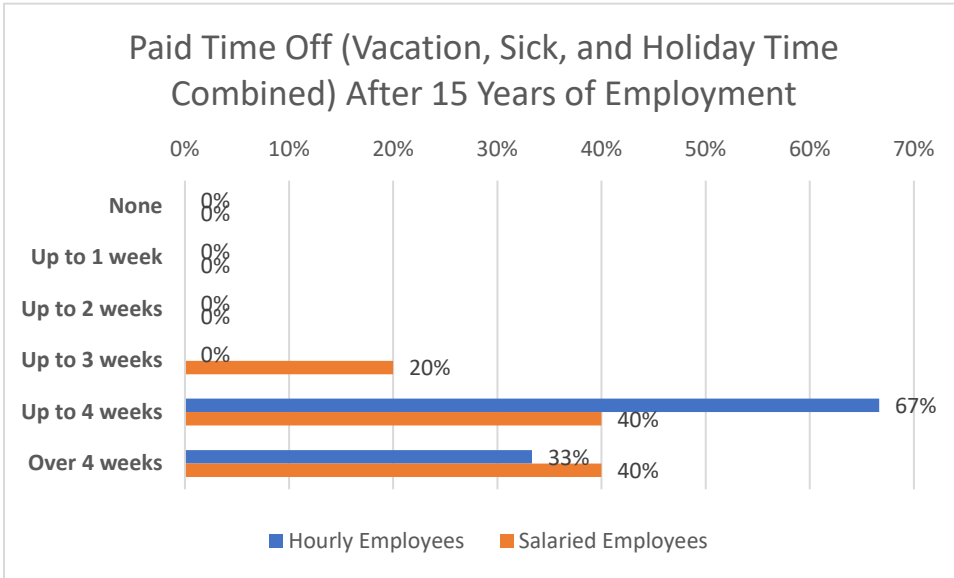
3 businesses provided data for hourly workers and 5 businesses provided data for salaried workers



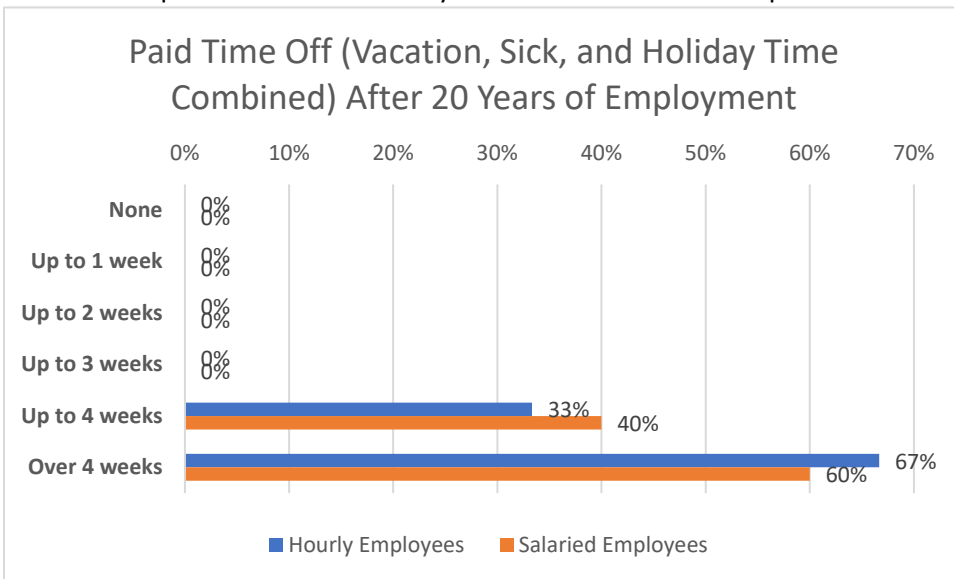
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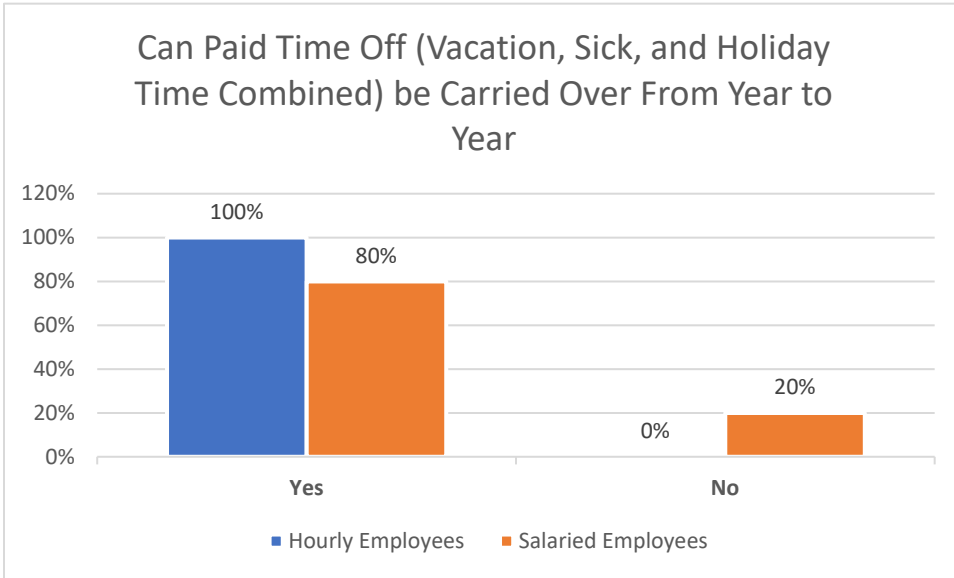
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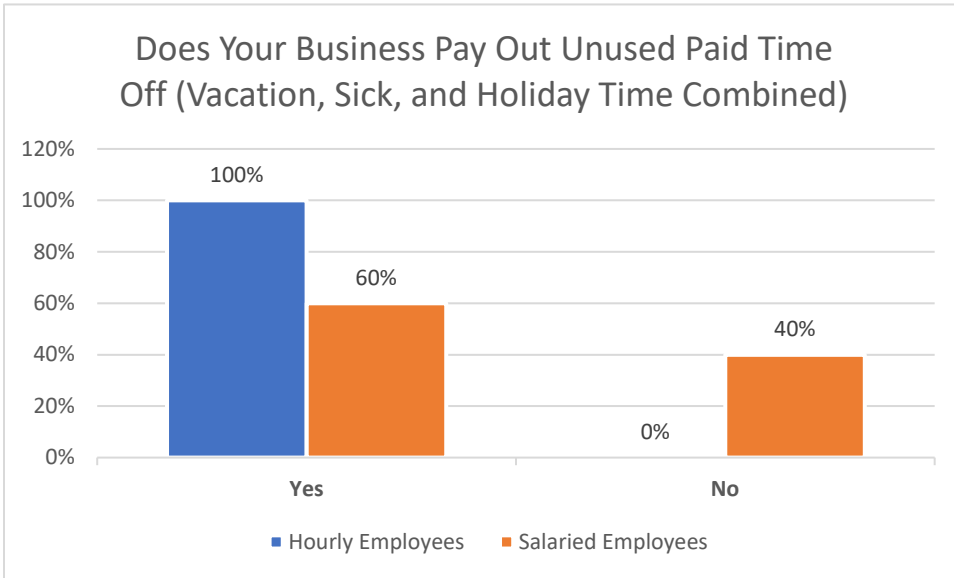
3 businesses provided data for hourly workers and 5 businesses provided data for salaried workers



3 businesses provided data for hourly workers and 5 businesses provided data for salaried workers

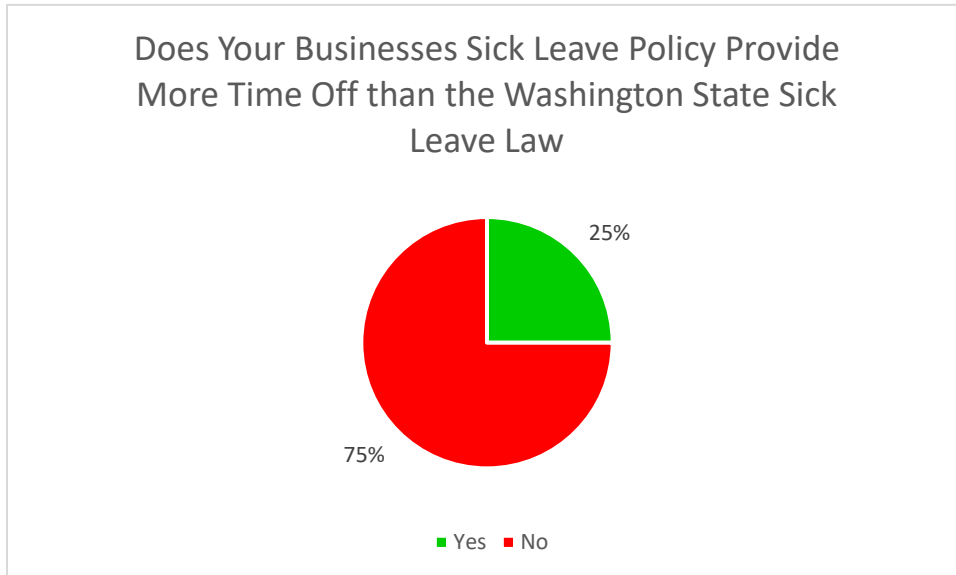


3 businesses provided data for hourly workers and 5 businesses provided data for salaried workers



Sick Leave Policies

52 businesses provided data on sick leave policies

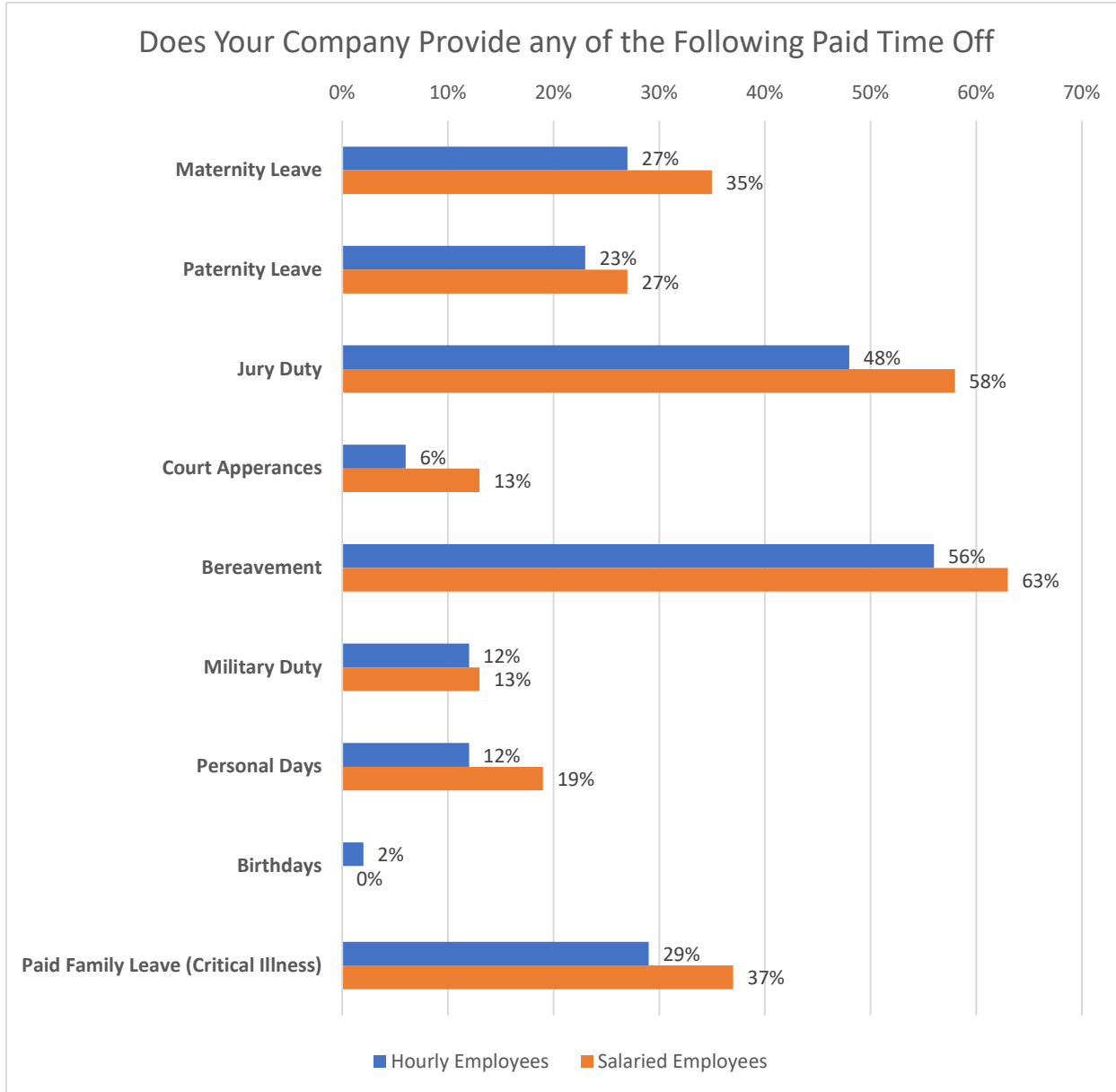


Businesses with more time off than the Washington State Sick Leave Law provided the following detail:

- Additional 2 weeks after 1 year, can be used as PTO or paid sick leave
- 60 hours PTO issued (front loaded)
- As part of PTO accrual, employees earn at a minimum 1 hour per 40 hours worked, increasing annually for the first five years
- Employees are front loaded with all PTO at the start of the year. Employees earn 60 hours + 8 hours for every year worked, up to 120 hours max.
- Employees earn 0.03077 per worked hour, that's 1.2308 for 40 hours
- For salaried employees, the PTO accrual rate is more generous than the WA State Paid Sick Leave. For hourly workers, the company provides the paid sick leave separate from vacation time.
- Gets up to 2 days of sick leave immediately
- Our is a PTO policy. The first year of employment, it is only slightly higher than 1 hour for every 40 worked. After the 3rd year of employment, they earn quite a bit more than 1 hour for every 40 worked.
- We accrue more hours than the 40 hour requirement and the number increases as tenure increases
- We can accrue up to 320 hours in our sick leave bank
- We earn 7 hours a month regardless of hours worked.
- We front load 80 hours to salaried employees each year.
- We have a PTO policy, not separate sick leave, holiday, and vacation time

Other Paid Time Off

52 businesses provided data



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Section Five: Wage Data

Accounting, Human Resources, and Office Jobs

Job Title	Entry Hourly Wage	Average Hourly Wage	Number of Hourly Employees	Number of Reporting Firms	Average Annual Salary	Number of Salaried Employees	Number of Reporting Firms
Accountant	\$20.50	\$20.86	6	5	\$81,175	26	14
Accounts Payable Clerk	\$18.88	\$21.00	27	14	\$47,350	8	4
Accounts Receivable Clerk	\$18.85	\$21.41	11	8	\$48,967	6	3
Administrative Assistant	\$19.40	\$23.20	5	5	\$46,423	11	2
Bookkeeper	\$18.31	\$19.99	10	6	\$45,000	1	1
Buyer/Purchaser	\$18.04	\$21.30	7	5	\$80,139	14	8
General Office	\$16.00	\$17.48	10	5	\$31,360	3	2
Health and Safety Coordinator	\$18.03	\$23.80	38	4	\$72,668	5	4
Human Resources Assistant	\$17.36	\$19.08	18	5	\$59,700	4	3
Human Resources Manager	\$23.00	\$26.00	1	1	\$90,925	20	13
Office Manager	\$16.00	\$18.00	3	3	\$75,827	11	9
Payroll Clerk	\$20.49	\$21.69	11	8	\$65,917	6	6
Receptionist	\$16.19	\$17.66	9	7	\$39,900	1	1
Recruiter					\$66,750	4	3
Recruiting Coordinator	\$17.48	\$19.48	3	2	\$90,000	1	1
Scheduler	\$18.20	\$22.00	2	2	\$54,112	5	3
CFO					\$146,000	1	1
Controller					\$102,667	3	3
Customer Service	\$18.20		1	1			
Executive Assistant					\$63,000	1	1
Human Resources Generalist	\$20.00	\$24.50	4	1	\$76,500	2	2
Human Resources Director					\$105,010	1	1
Accounting Manager					\$86,000	2	1
Bindery	\$16.00	\$20.00	1	1			
Art Department	\$18.00	\$20.00	3	1			
Art Department Manager					\$50,000	1	1

Computer, Information Technology, and Network Jobs

Job Title	Entry Hourly Wage	Average Hourly Wage	Number of Hourly Employees	Number of Reporting Firms
Computer Programmer		\$30.00	2	1
Computer Technician	\$22.50	\$27.25	4	2
Instrument Technician				
IT Specialist	\$18.75	\$22.57	4	2
Manufacturing Engineer				
Network Administrator				
Network Engineer				
Network Technician				

Average Annual Salary	Number of Salaried Employees	Number of Reporting Firms
\$93,963	11	4
\$49,000	1	1
\$58,500	5	4
\$81,610	4	3
\$78,511	8	5
\$96,120	5	3
\$56,460	5	2

Continuous Improvement and Quality Control Jobs

Job Title	Entry Hourly Wage	Average Hourly Wage	Number of Hourly Employees	Number of Reporting Firms
Kanban Coordinator				
Lean Manufacturing Technician	\$20.00	\$25.00	2	1
Lean Workshop Leader				
Quality Assurance/Inspection	\$18.30	\$20.71	52	7
Quality Inspector	\$16.74	\$19.03	30	8
Quality Manager	\$18.44	\$18.83	3	3
Director of Quality Assurance				

Average Annual Salary	Number of Salaried Employees	Number of Reporting Firms
\$60,000	1	1
\$48,333	3	2
\$89,933	24	9
\$106,000	1	1

Customer Service, Logistics, and Sales Jobs

Job Title	Entry Hourly Wage	Average Hourly Wage	Number of Hourly Employees	Number of Reporting Firms	Average Annual Salary	Number of Salaried Employees	Number of Reporting Firms
Customer Service	\$17.20	\$18.73	14	6	\$51,398	18	3
Dispatcher					\$53,678	9	3
Field Reps					\$83,875	22	6
Inventory/Stock Clerk	\$16.14	\$19.03	10	6	\$57,500	4	1
Logistics Lead	\$19.38	\$23.17	14	6	\$77,802	7	5
Logistics Operator	\$16.79	\$19.01	30	5	\$60,178	6	5
Marketing Manager	\$25.00	\$38.00	1	1	\$95,070	10	3
Safety Manager	\$18.60	\$19.00	2	2	\$77,254	8	6
Sales Manager					\$132,272	35	12
Sales Rep					\$65,159	23	8
Service Manager					\$69,255	4	3
Service Rep	\$20.00	\$25.61	14	2	\$100,000	8	1
Shipping/Receiving Clerk	\$15.04	\$17.69	60	10	\$48,164	14	3
Long Haul Truck Driver	\$17.87	\$21.44	18	1			
Short Haul Truck Driver	\$22.36	\$28.06	36	8	\$55,000	2	1
Warehouse Supervisor	\$19.08	\$19.92	16	5	\$61,120	55	9
Field Rep Manager					\$113,807	1	1
Scale Operator	\$15.00	\$15.80	3	1			

Engineering, Trades, and Technical Jobs

Job Title	Entry Hourly Wage	Average Hourly Wage	Number of Hourly Employees	Number of Reporting Firms
Chemist				
Electrician	\$25.93	\$31.35	10	4
Engineer	\$21.00	\$28.92	12	2
Engineering Manager				
Engineering Technician				
Environmental Technician				
Lab Technician	\$17.66	\$20.06	17	4
Project Engineer				
Tool Designer				
Electrician Trainee	\$20.00	\$25.44	3	1

Average Annual Salary	Number of Salaried Employees	Number of Reporting Firms
\$60,100	2	2
\$93,875	8	3
\$119,860	5	4
\$89,200	3	2
\$92,800	1	1
\$47,000	2	1
\$98,488	4	3

Maintenance Jobs

Job Title	Entry Hourly Wage	Average Hourly Wage	Number of Hourly Employees	Number of Reporting Firms
Bldg. & Grounds Maintenance	\$17.25	\$19.00	26	8
Janitor	\$15.65	\$17.19	26	9
Maintenance General	\$14.70	\$15.35	319	8
Maintenance Manager	\$24.75	\$31.78	5	4
Maintenance Mechanic	\$19.69	\$23.37	69	15
Boiler & Refrigeration	\$29.67	\$35.02	1	1
Lead Mechanic	\$25.00	\$26.25	1	1

Average Annual Salary	Number of Salaried Employees	Number of Reporting Firms
\$46,100	1	1
\$97,000	1	1
\$86,403	23	10
\$70,000	1	1

Production Jobs

Job Title	Entry Hourly Wage	Average Hourly Wage	Number of Hourly Employees	Number of Reporting Firms	Average Annual Salary	Number of Salaried Employees	Number of Reporting Firms
Assembler	\$15.80	\$19.10	91	3			
Chief Operator	\$21.37	\$22.58	2	2			
CNC Machinist/Programmer	\$16.50	\$21.00	10	1			
Department Manager	\$20.00	\$23.00	2	1			
Extruding Machine Operator	\$15.42	\$20.50	60	2			
Food Service Worker							
Foreman	\$21.37	\$30.15	29	7			
Forklift Operator	\$16.80	\$18.74	309	15			
General Laborer	\$15.68	\$16.54	1492	18			
General Manager		\$66.39	2	2	\$97,027	28	7
Heavy Equipment Operator	\$16.60	\$19.57	14	2			
Line Supervisor	\$16.35	\$18.79	18	4	\$65,774	78	5
Loading Operator	\$18.33	\$21.21	71	2			
Machine Operator - no set up	\$16.56	\$17.42	48	4			
Machine Operator - with set up	\$15.00	\$20.00	6	1			
Materials Handler	\$16.65	\$23.49	132	4			
Operations Manager	\$35.00	\$35.00	1	1	\$97,711	29	8
Operator - Chemical Production	\$17.00	\$18.00	3	1			
Packer/Picker	\$14.37	\$21.68	910	5			
Plant Manager	\$22.00	\$29.26	3	3	\$125,374	15	7
Product Manager					\$89,368	15	3
Product Control Coordinator							
Production Manager	\$24.35	\$28.46	5	2	\$80,892	12	5
Production Operator	\$18.08	\$22.49	37	2			
Project Manager					\$86,977	6	2
Shop Manager	\$18.00	\$22.00	4	1	\$82,000	1	1
Team Leader	\$20.84	\$21.85	59	6			
Tool Machinist	\$20.00	\$24.37	3	2			

Production Jobs Continued

Job Title	Entry Hourly Wage	Average Hourly Wage	Number of Hourly Employees	Number of Reporting Firms
Welder	\$18.58	\$22.01	16	7
Fiberglass Tech	\$16.00	\$20.06	30	1
Sheet Metal Journeyman	\$41.35	\$41.35	11	1
Paint Prep	\$16.50	\$20.47	10	1
Sheet Metal Worker	\$29.65	\$29.65	1	1
Sheet Metal Material Handler	\$15.00	\$15.00	1	1

Average Annual Salary	Number of Salaried Employees	Number of Reporting Firms