

**2024**

# PAY & PERKS SURVEY

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**2024 RESULTS**

Abilene Industrial Foundation dba

**ABILENE REGIONAL**  
growth alliance



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“The Pay & Perks Survey: 2024 Results” was prepared by the Abilene Industrial Foundation dba the Abilene Regional Growth Alliance. Every effort has been made to ensure the accuracy of this information at the time of publication. Comments and inquiries on the subject matter should be addressed to the Abilene Regional Growth Alliance at 325-677-7241 or [info@abileneind.com](mailto:info@abileneind.com).

# Introduction

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*Thank you!*

We're thrilled to present the first Pay & Perks Survey Report!

Thank you to all of the businesses that participated in the survey. The time and attention you committed made this report possible and has resulted in a useful tool not only for our existing employers but also for any company considering an investment in our community.

A special thank you to Dr. Wade Ashby and Dr. Doug McIntyre for conducting the survey and analyzing the data. This report would not be possible without their hard work and dedication.

Finally, we'd like to express our gratitude to all the organizations and stakeholders who have supported this initiative. Your commitment to sharing insights and fostering a thriving business environment has made a lasting impact.

If you have any questions, I encourage you to reach out to myself or to the team.

Onward!



A handwritten signature in black ink, appearing to read 'Doug Peters'.

Doug Peters  
**President & CEO**

## Acknowledgments

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### **Abilene Regional Growth Alliance**

- Doug Peters, President & CEO
- Cameron Sloan, Talent & Emerging Business Specialist
- London Moore, Downtown and Special Projects Manager

### **Abilene Chamber of Commerce**

- Kodi Edwards, Marketing & Communications Manager

### **Dr. Doug McIntyre, Professor of Business Administration**

- Hardin-Simmons University

### **Dr. Wade Ashby, Dean of Online Education**

- Howard Payne University

### **Patricia Frerich, Human Resources Manager**

- Lawrence Hall Abilene

### **Keeley Gaddis, Chief Financial Officer**

- Jacob | Martin

### **Dani Ramsay, Senior Vice President**

- Clear Fork Bank

### **Danielle Robertson, Senior Director of Mission Services**

- Goodwill West Texas

### **Keith White, Owner & CEO**

- Datroo Technologies

# Introduction & General Information

The Abilene Regional Growth Alliance sent 1,078 emails inviting organizations to participate in the survey. Almost 240 organizations accessed the survey, with 110 organizations completing the survey. Only the data from the completed surveys has been tabulated. The response rate of completed surveys was 10.2%

Figure 1: Breakdown Categories of Organizations

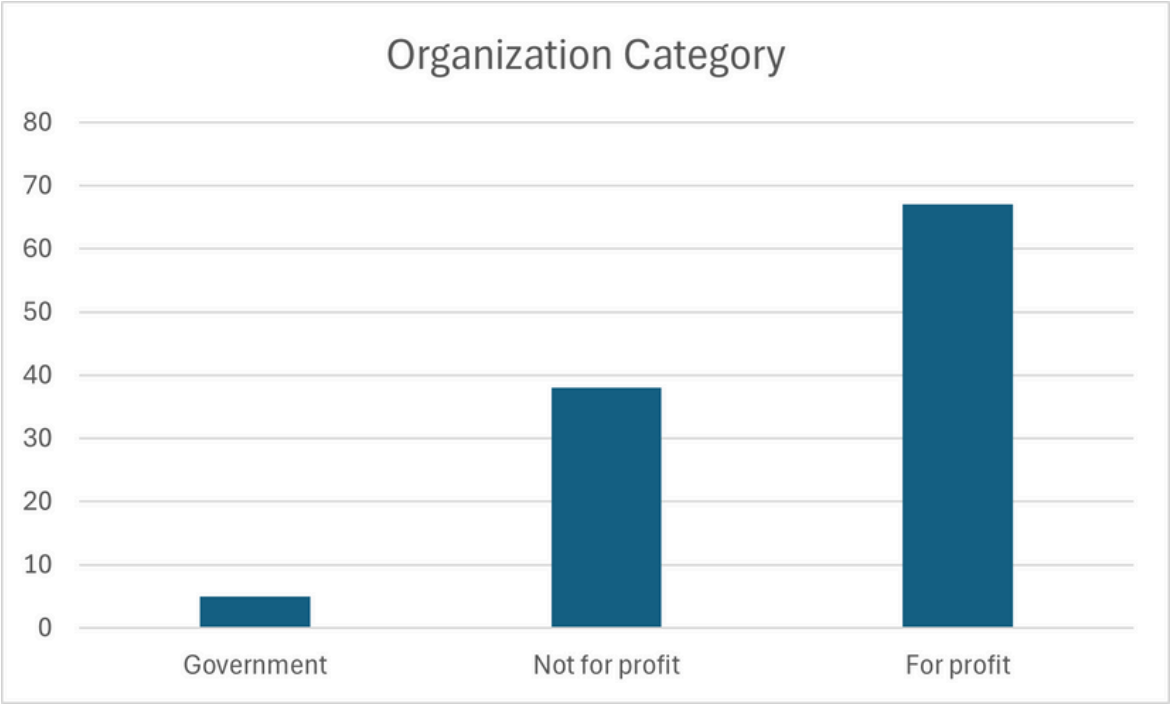
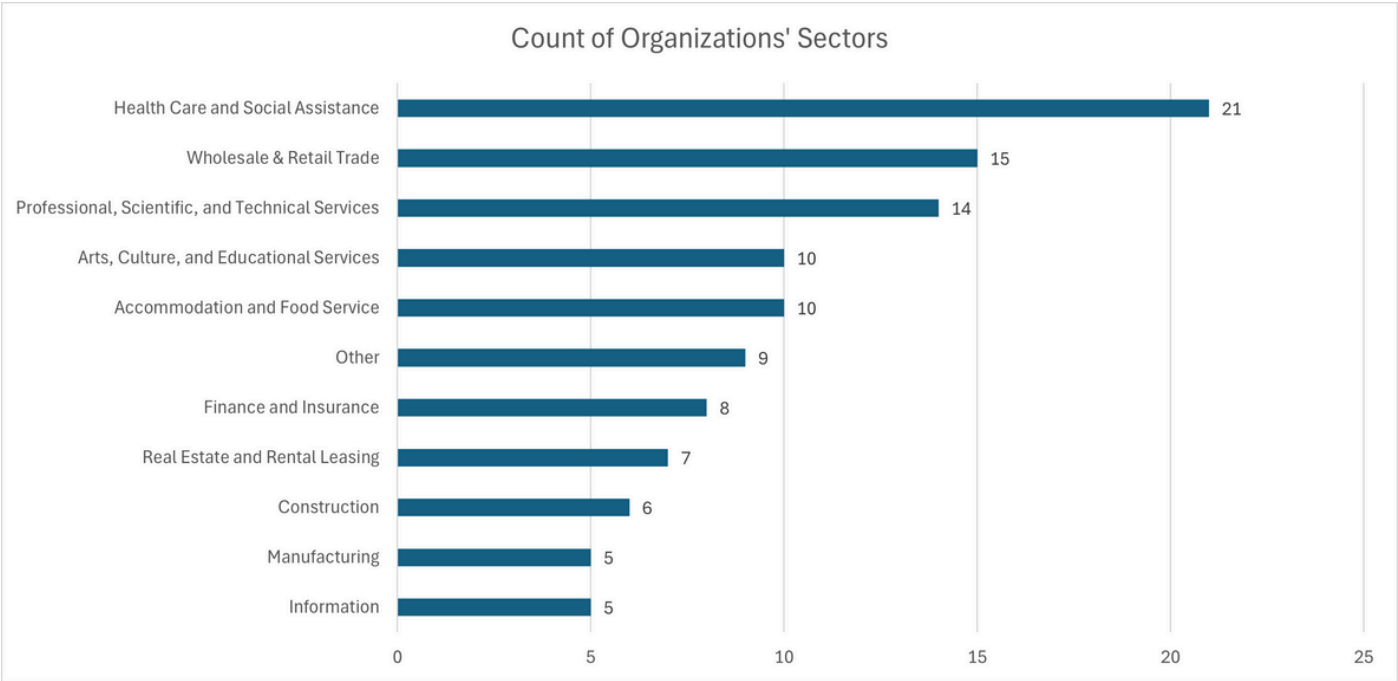


Figure 2: Organizations by Sector



# Introduction & General Information

The participating organizations ranged from 1 employee to over 500 with most of the organizations below 50 employees. The payroll for the last fiscal year was mostly under one million dollars but about 10% were over ten million dollars.

Figure 3: Organizations' by Employee Count

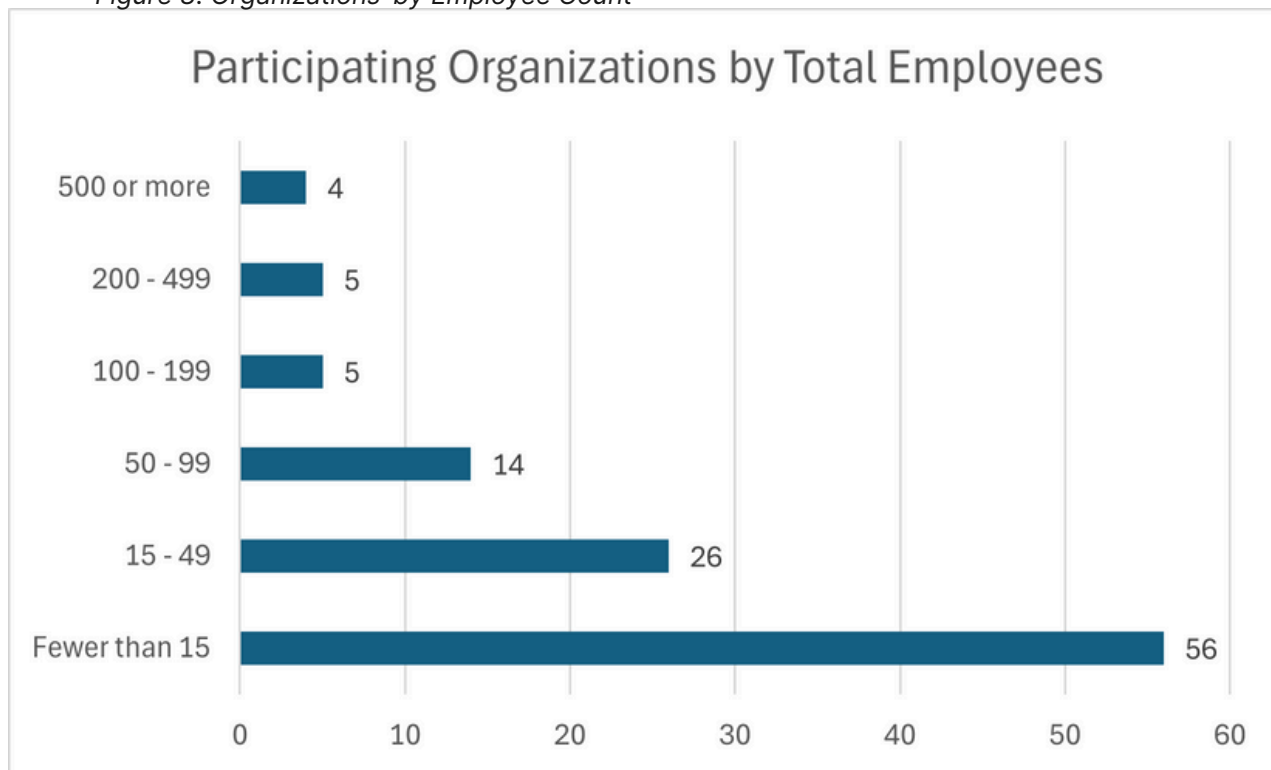
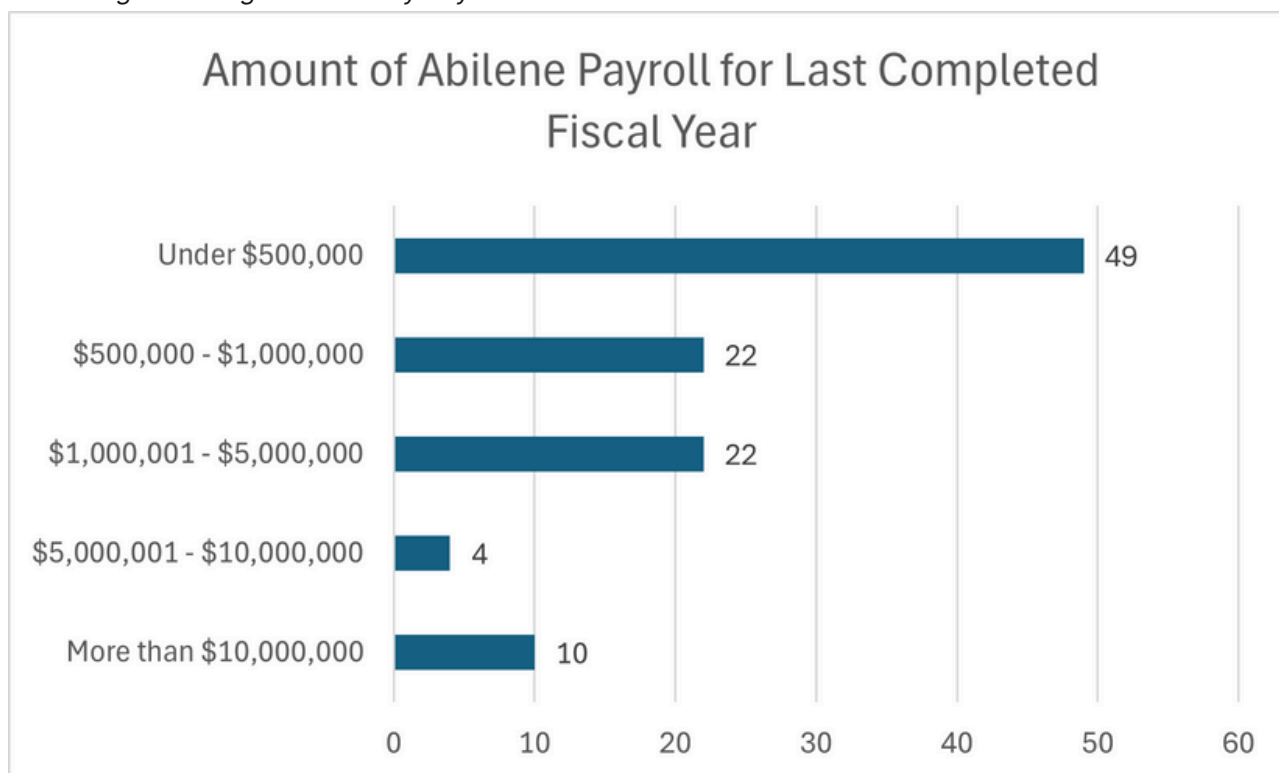


Figure 4: Organizations by Payroll Amount



# Introduction & General Information

The organizations in Abilene also discuss their diversity. Of the participating organizations, 66% stated that at least half their workforce was female, and 19.5% of the organizations had at least half their workforce comprised of underrepresented minorities.

Figure 5: Organizations Length of Time in Abilene

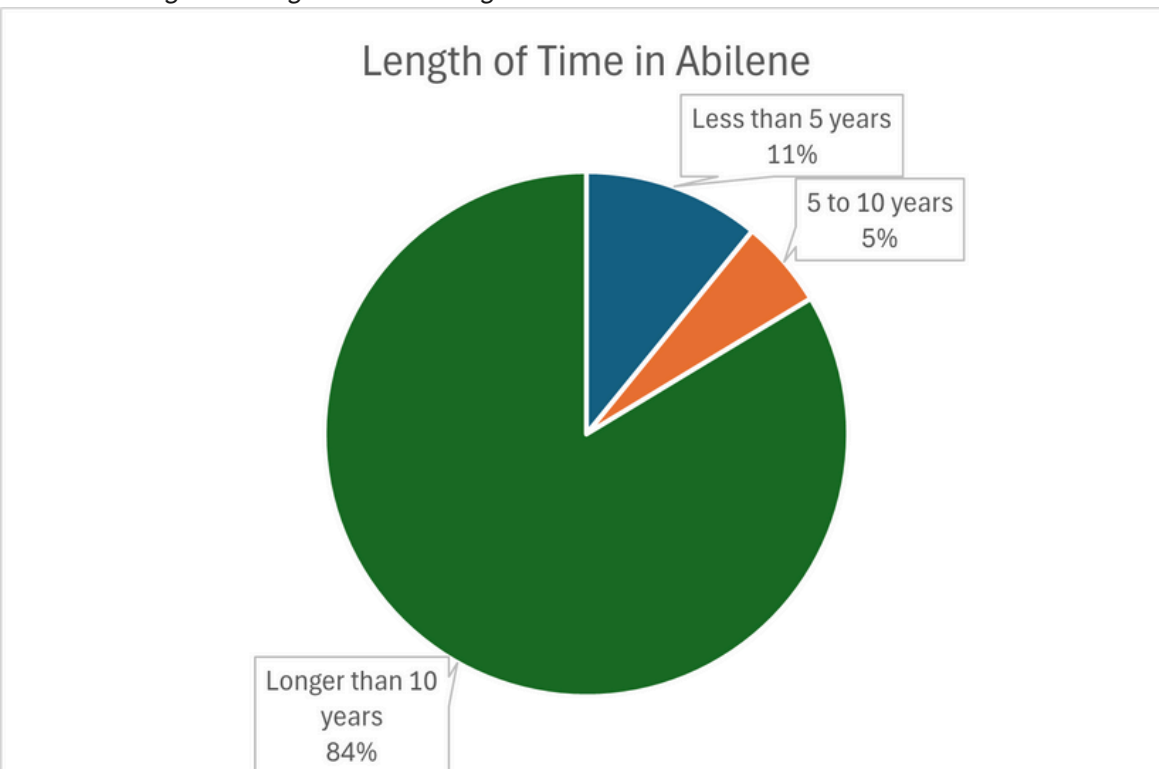


Figure 6: Ownership by Veteran, Female, and Minority

**5% VETERAN  
OWNED**

**23% FEMALE  
OWNED**

**5% MINORITY  
OWNED**

# Introduction & General Information

Most organizations plan to increase or not change the size of their workforce during the next year. Approximately 83.6% of the organizations expect less than 25% of their workforce to retire in the next five years.

Figure 7: Plans to Change in Workforce Size in next 12 Months

## Plans to Change Workforce Over Next 12 Months

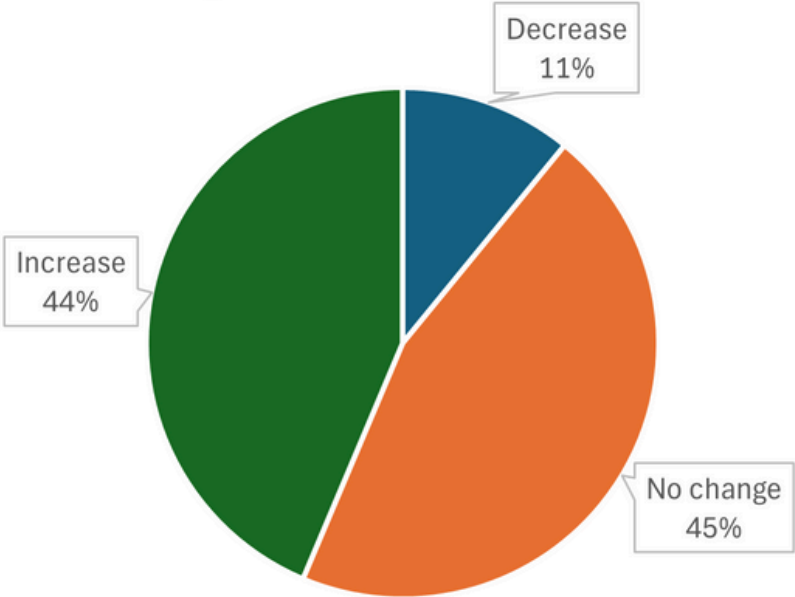
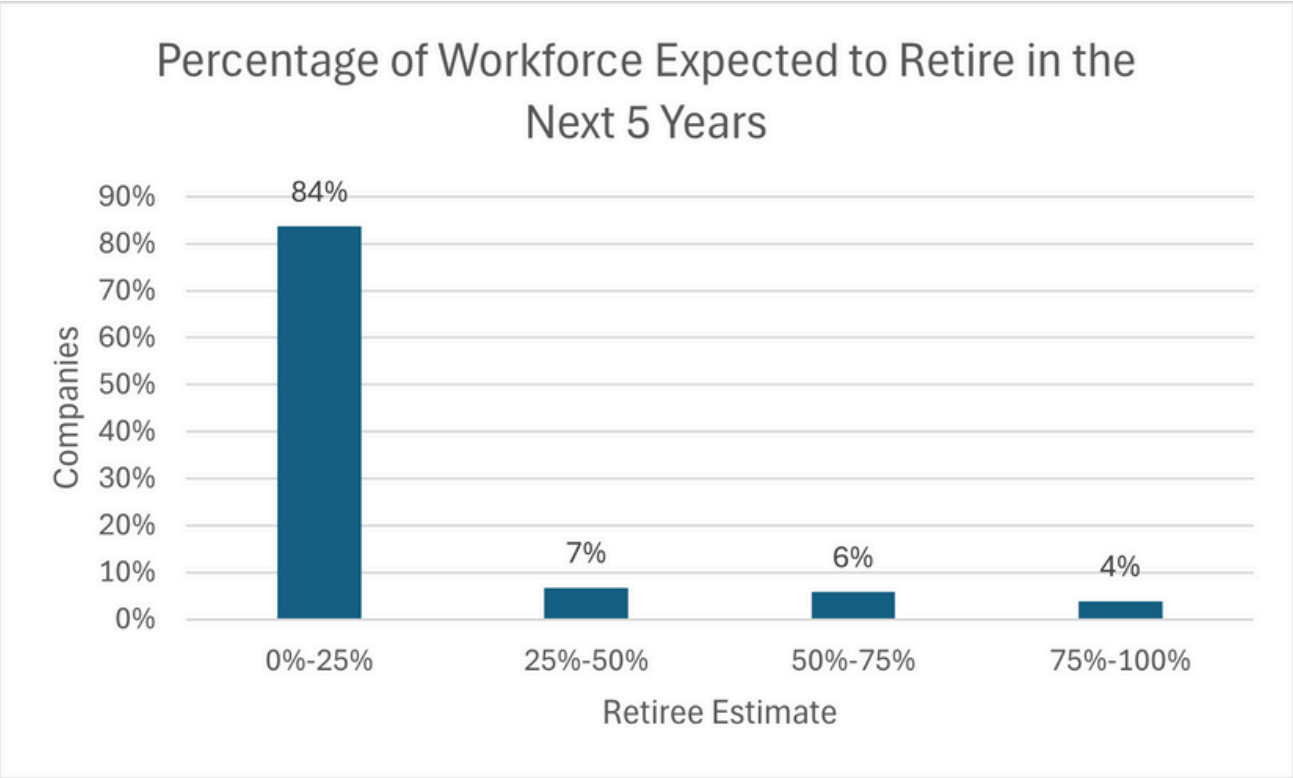


Figure 8: Expected Percentage to Retire in Next 5 Years



# Introduction & General Information

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The previous 12-month period showed a variety of changes in workforce size in the various sectors. Looking forward to the next year, there appears to be mostly no change or growth; however, some sectors anticipate a decrease in their workforce size.

Table 1: Percent Change in Workforce in Last 12 Months

Sectors	Average	Min	Max
Accommodation and Food Service	17%	-6%	96%
Arts, Culture, and Educational Services	2%	-2%	12%
Construction	28%	0%	100%
Finance and Insurance	-12%	-200%	100%
Health Care and Social Assistance	-2%	-50%	25%
Information	-24%	-88%	0%
Manufacturing	7%	-17%	29%
Other	8%	-6%	38%
Professional, Scientific, and Technical Services	9%	-20%	50%
Real Estate and Rental Leasing	9%	0%	60%
Wholesale & Retail Trade	17%	-67%	100%



# Introduction & General Information

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Table 2: Percent of Predicted Workforce Change in Next 12 Months

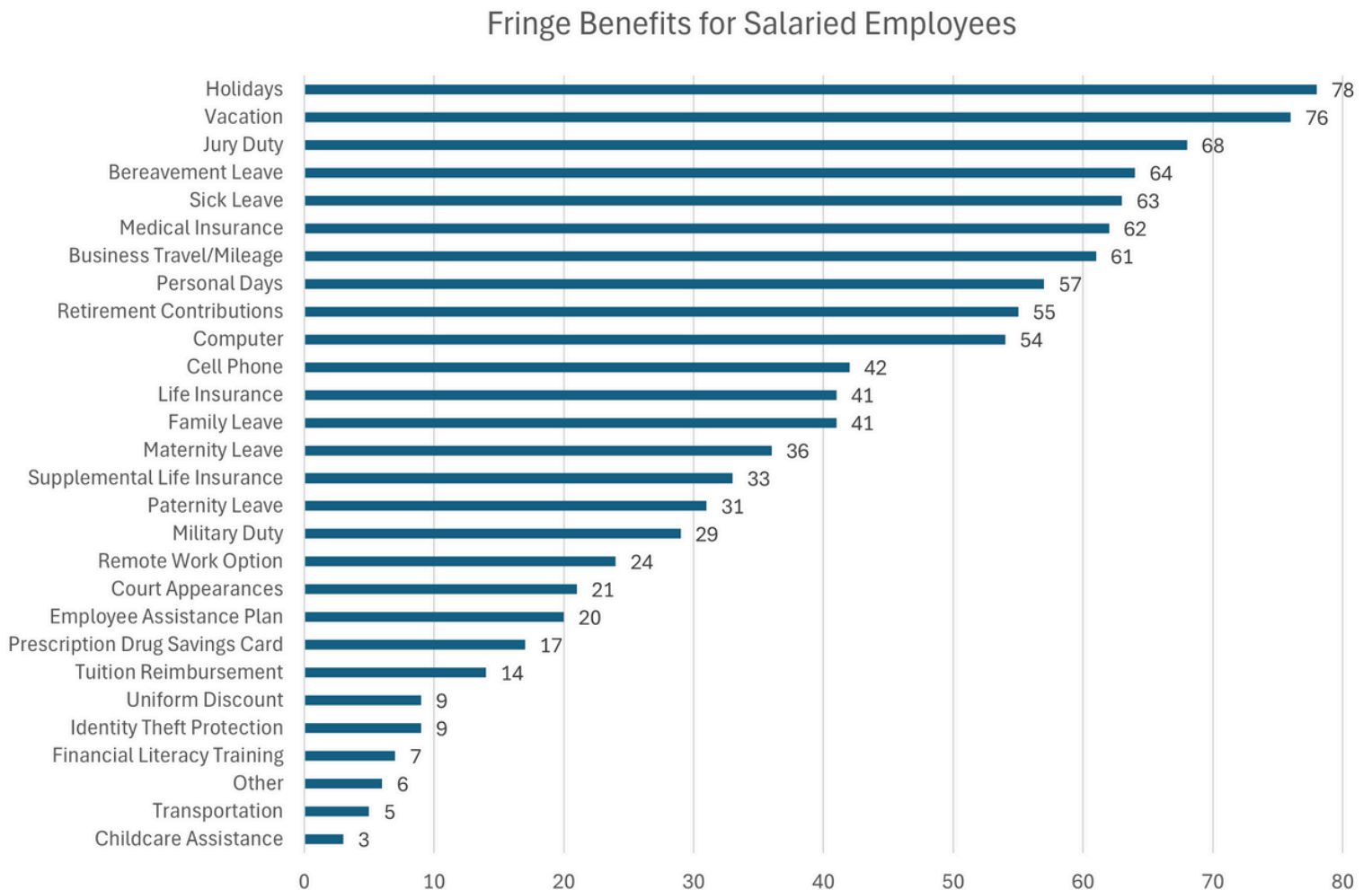
Sector	Change Over Next 12 Months		
	Decrease	No Change	Increase
Accommodation and Food Service	0.00%	90.00%	10.00%
Arts, Culture, and Educational Services	10.00%	30.00%	60.00%
Construction	16.67%	33.33%	50.00%
Finance and Insurance	12.50%	62.50%	25.00%
Health Care and Social Assistance	4.76%	42.86%	52.38%
Information	20.00%	20.00%	60.00%
Manufacturing	0.00%	60.00%	40.00%
Other	11.11%	44.44%	44.44%
Professional, Scientific, and Technical Services	7.14%	35.71%	57.14%
Real Estate and Rental Leasing	14.29%	57.14%	28.57%
Wholesale & Retail Trade	26.67%	33.33%	40.00%
<b>Overall</b>	<b>10.91%</b>	<b>45.45%</b>	<b>43.64%</b>

# FRINGE BENEFITS



# Salaried Employees

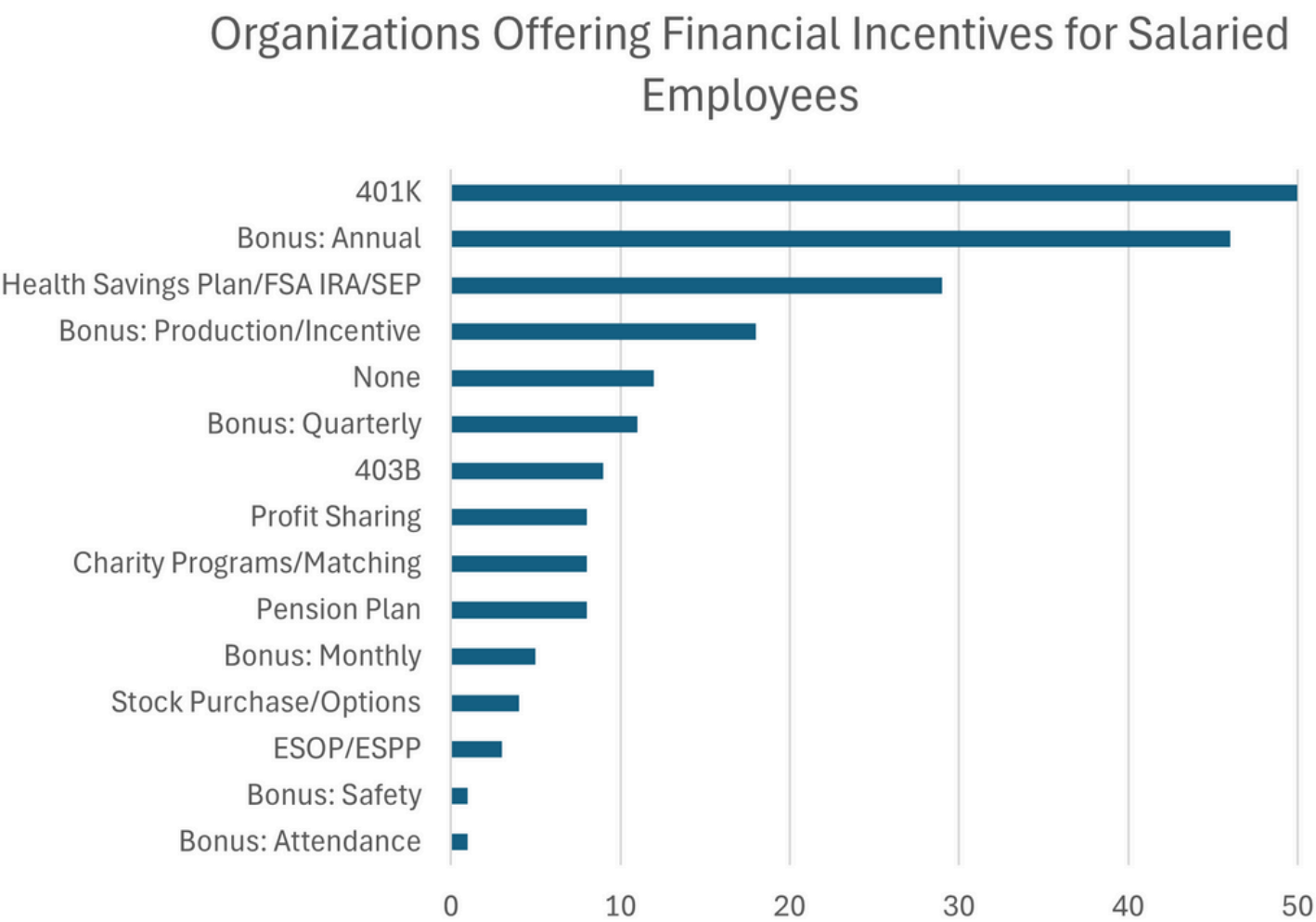
Figure 9: Count of Organizations' Specific Fringe Benefits for Salaried Employees



Benefit	Number of Organizations	Percentage of Organizations
Holidays	78	70.91%
Vacation	76	69.09%
Jury Duty	68	61.82%
Bereavement Leave	64	58.18%
Sick Leave	63	57.27%
Medical Insurance	62	56.36%
Business Travel	61	55.45%

# Salaried Employees

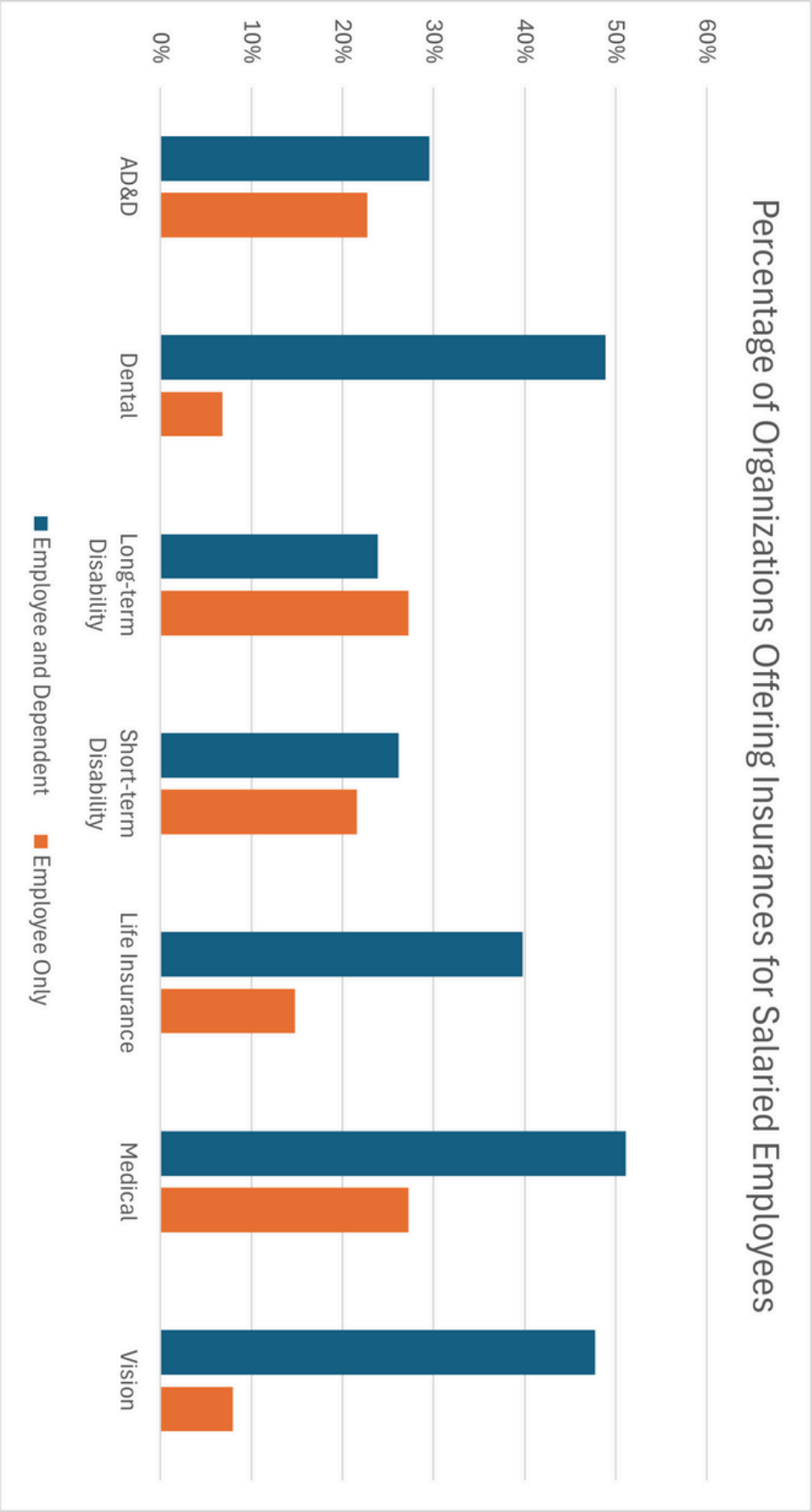
Figure 10: Count of Organizations Offering Specific Financial Incentives for Salaried Employees



Incentive	Percentage of Organizations
401K	45.45%
Bonus: Annual	41.82%
Health Savings Plan/FSA IRA/SEP	26.36%
Bonus: Production/Incentive	16.36%
None	10.91%
Bonus: Quarterly	10%
403B	8.18%

# Salaried Employees

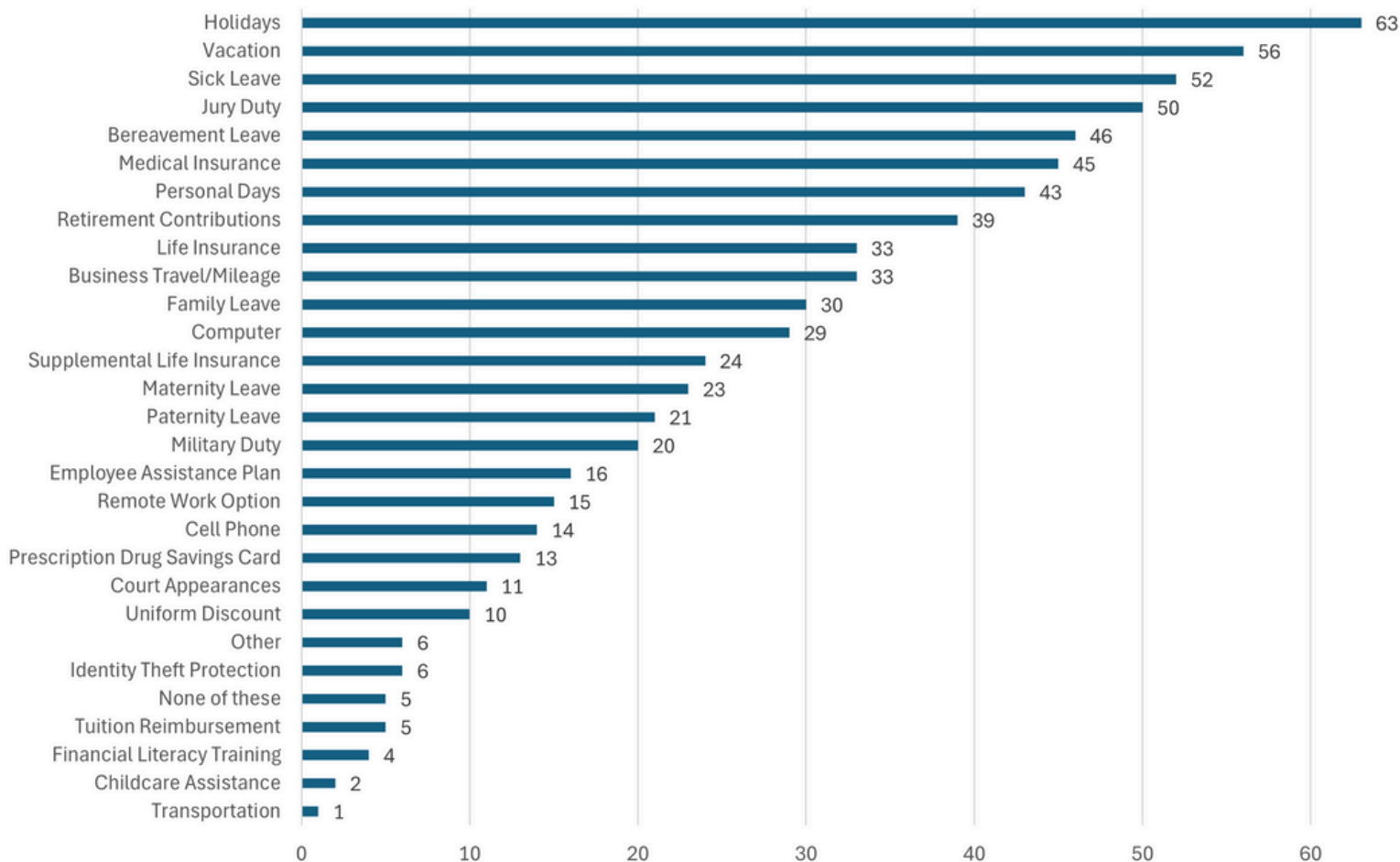
Figure 11: Percentage of Organizations offering Insurance programs for Salaried Employees



# Hourly Employees

Figure 12: Count of Organizations Offering Specific Fringe Benefits for Hourly Employees

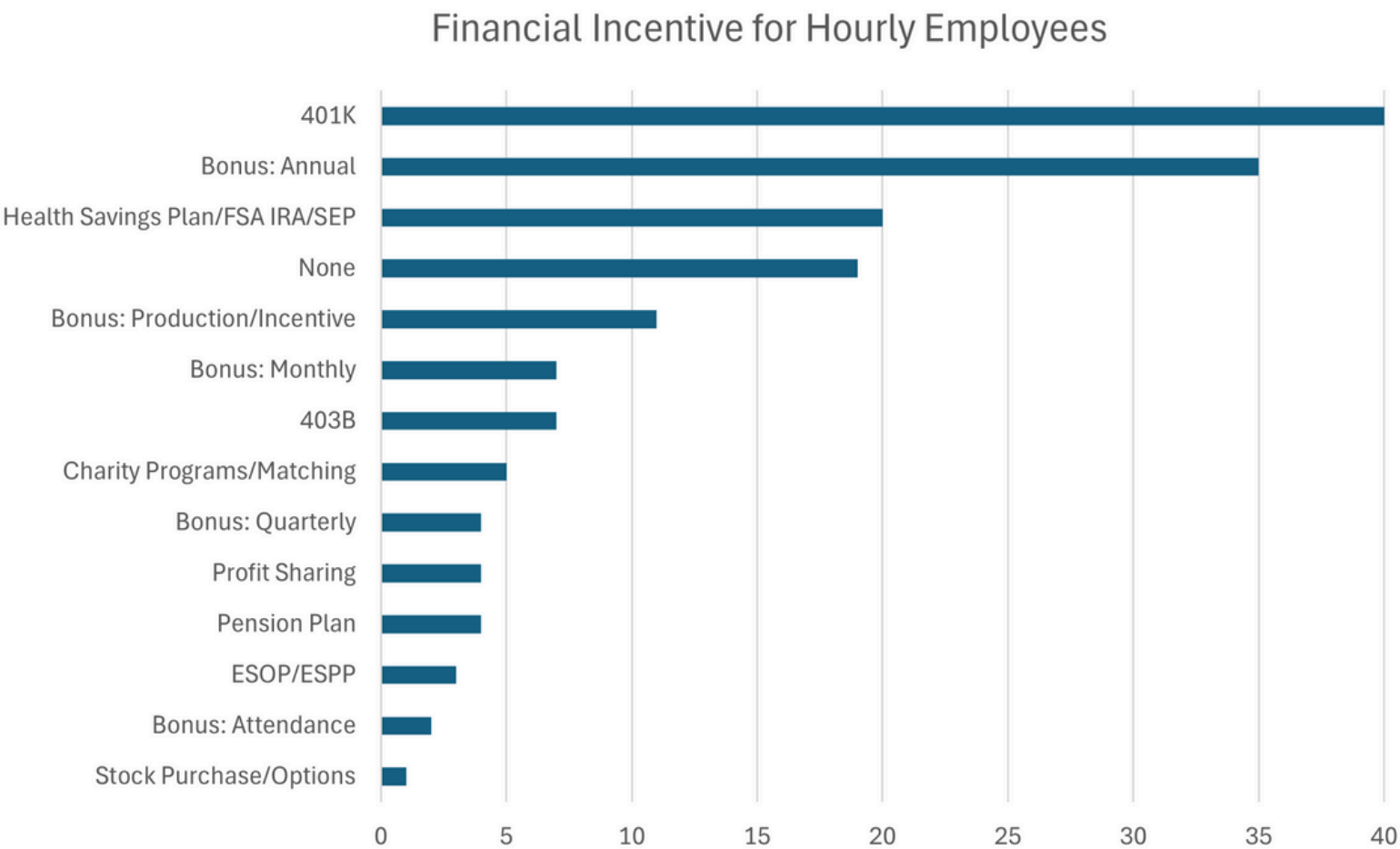
## Organizations Offering Benefits to Hourly Employees



Benefits	Percentage of Businesses
Holidays	57.27%
Vacation	50.91%
Sick leave	47.27%
Jury Duty	45.45%
Bereavement Leave	41.82%
Medical Insurance	40.91%
Personal Days	39.09%

# Hourly Employees

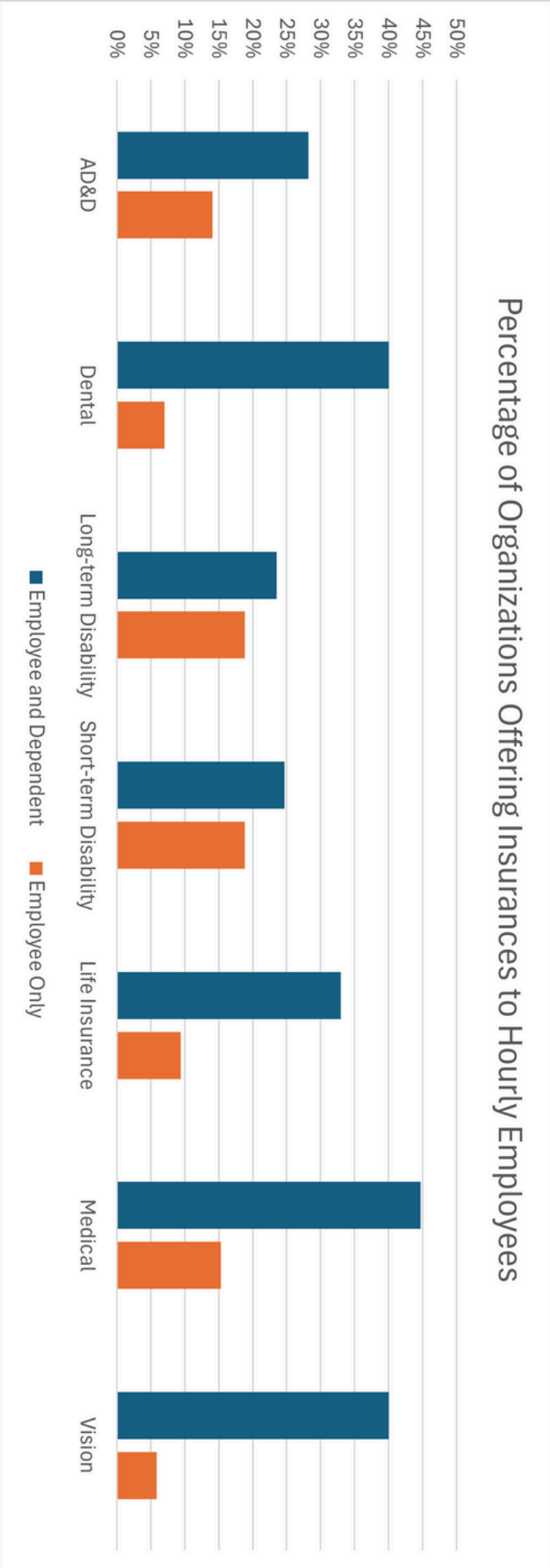
Figure 13: Count of Organizations Offering Specific Financial Incentives for Hourly Employees



Incentive	Percentage of Organizations
401K	36.36%
Bonus: Annual	31.82%
Health Savings Plan/FSA IRA/SEP	18.18%
None	17.27%
Bonus: Production/Incentive	10%
Bonus: Monthly	6.36%
403B	6.36%

# Salaried Employees

Figure 14: Percentage of organizations offering Insurance Programs for Hourly Employees





# WAGES



Type	Position Title	Common Payment Structure	Base Salary				Other Compensation	
			Average	25th Percentile	Median	75th Percentile	% Paying	(if paid) Median
Executive and Leadership	CEO/President	Salary (≥80%)	\$ 182,659	\$ 73,750	\$ 127,500	\$ 186,250	44%	\$ 17,300
	Executive Vice President / Chief Operating Officer	Salary (≥80%)	\$ 115,769	\$ 85,000	\$ 100,000	\$ 127,500	45%	\$ 19,650
	Chief Financial Officer	Salary (≥80%)	\$ 171,955	\$ 80,000	\$ 100,000	\$ 160,000	63%	\$ 10,000
	Information Systems / Chief Information Officer	Salary (≥80%)	\$ 143,468	\$ 63,750	\$ 93,000	\$ 166,888	33%	\$ 68,000
	Vice President of Financial Services	Salary (≥80%)	\$ 83,400	\$ 70,000	\$ 75,000	\$ 90,000	14%	\$ 4,000
	Administration	Salary (≥80%)	\$ 59,544	\$ 37,505	\$ 54,025	\$ 66,250	50%	\$ 10,000
	Controller (if not top finance executive)	Salary (≥80%)	\$ 107,281	\$ 77,500	\$ 100,000	\$ 129,545	42%	\$ 30,000
	Division Head	Salary (≥80%)	\$ 67,101	\$ 59,375	\$ 65,400	\$ 83,532	33%	\$ 5,000
	Engineering	Salary (50%-80%)	\$ 91,886	\$ 81,628	\$ 90,755	\$ 101,579	33%	\$ 10,000
	Human Resources	Salary (≥80%)	\$ 69,923	\$ 56,500	\$ 67,000	\$ 76,616	38%	\$ 5,700
	Manufacturing/Production	Salary (≥80%)	\$ 64,806	\$ 59,709	\$ 71,167	\$ 73,084	50%	\$ 5,200
	Marketing/Sales (If Combined)	Salary (50%-80%)	\$ 58,312	\$ 40,531	\$ 59,500	\$ 75,750	80%	\$ 30,000
Marketing (without sales)	Salary (≥80%)	\$ 57,091	\$ 42,000	\$ 55,000	\$ 65,000	7%	\$ 2,000	
Sales (without marketing)	Hourly (50%-80%)	\$ 66,473	\$ 45,679	\$ 52,358	\$ 70,500	67%	\$ 16,000	
Quality Management	Salary (50%-80%)	\$ 82,254	\$ 82,254	\$ 82,254	\$ 82,254	50%	Unclear	
Research & Development	Salary (≥80%)	\$ 71,128	\$ 64,878	\$ 65,000	\$ 71,250	50%	\$ 5,200	

# Wages

Type	Position Title	Common Payment Structure	Base Salary				Other Compensation	
			Average	25th Percentile	Median	75th Percentile	% Paying	(if paid) Median
Finance and Accounting	Accountant	Salary (≥80%)	\$ 50,940	\$ 44,340	\$ 56,826	\$ 60,916	21%	\$ 4,100
	Accountant, Senior	Salary (50%-80%)	\$ 65,012	\$ 44,000	\$ 60,471	\$ 78,296	17%	\$ 10,000
	Accounting Clerk	Hourly (50%-80%)	\$ 45,646	\$ 37,600	\$ 41,430	\$ 50,500	20%	\$ 4,580
	Accounting Department Supervisor	Salary (≥80%)	\$ 110,804	\$ 67,742	\$ 85,800	\$ 92,173	0%	\$ -
	Administrative & Marketing Assistant	Hourly (50%-80%)	\$ 37,200	\$ 34,800	\$ 35,600	\$ 38,800	0%	\$ -
	Billing Manager	Salary (50%-80%)	\$ 48,254	\$ 38,500	\$ 42,000	\$ 71,882	20%	\$ 20,000
	Corporate Controller	Salary (≥80%)	\$ 103,522	\$ 82,500	\$ 107,500	\$ 128,522	50%	\$ 5,000
	Financial Analyst	Salary (≥80%)	\$ 63,436	\$ 47,957	\$ 63,271	\$ 78,750	33%	\$ 10,000
	General Accounting Manager	Salary (≥80%)	\$ 75,133	\$ 66,500	\$ 70,000	\$ 86,464	13%	\$ 10,000
	Payroll Clerk	Hourly (50%-80%)	\$ 37,809	\$ 33,500	\$ 40,000	\$ 48,470	0%	\$ -
	Payroll Supervisor	Salary (≥80%)	\$ 66,598	\$ 42,000	\$ 57,354	\$ 72,837	17%	\$ 4,000

# Wages

# Wages

Type	Position Title	Common Payment Structure	Base Salary				Other Compensation	
			Average	25th Percentile	Median	75th Percentile	% Paying	(if paid) Median
Human Resources	Compensation/Benefits Administrator	Salary (50%-80%)	\$ 64,492	\$ 55,930	\$ 61,859	\$ 74,150	0%	\$ -
	Director of Human Resources	Salary (≥80%)	\$ 90,419	\$ 75,000	\$ 90,000	\$ 100,000	31%	\$ 10,000
	Human Resources Manager	Salary (≥80%)	\$ 60,651	\$ 50,000	\$ 63,000	\$ 65,000	33%	\$ 9,000
	Human Resources Assistant	Hourly (50%-80%)	\$ 44,798	\$ 40,500	\$ 44,860	\$ 47,500	0%	\$ -
	Human Resources Assistant	Salary (≥80%)	\$ 41,542	\$ 38,071	\$ 41,542	\$ 45,014	0%	\$ -
	Human Resources Generalist	Salary (50%-80%)	\$ 53,803	\$ 50,605	\$ 52,460	\$ 59,099	25%	\$ 5,200
	Recruiter	Salary (≥80%)	\$ 55,552	\$ 57,000	\$ 57,100	\$ 58,000	20%	Unclear
	Safety Coordinator	Salary (50%-80%)	\$ 54,116	\$ 48,000	\$ 56,000	\$ 64,580	0%	\$ -
	Safety Manager	Salary (≥80%)	\$ 76,404	\$ 75,702	\$ 76,404	\$ 77,106	33%	\$ 5,200
	Training Manager	Salary (≥80%)	\$ 101,105	\$ 71,427	\$ 72,100	\$ 110,000	20%	\$ 27,200

# Wages

Type	Position Title	Common Payment Structure	Base Salary				Other Compensation	
			Average	25th Percentile	Median	75th Percentile	% Paying	(if paid) Median
Administrative Services and Legal	Clerk	Hourly (50%-80%)	\$ 41,600	\$ 36,000	\$ 45,000	\$ 47,000	0%	\$ -
	Data Entry Operator	Salary (≥80%)	\$ 26,275	\$ 17,630	\$ 31,750	\$ 40,395	0%	\$ -
	Mail Clerk	Hourly (50%-80%)	\$ 30,623	\$ 17,595	\$ 35,173	\$ 45,926	100%	Unclear
	Office Supervisor/ Administrator	Salary (50%-80%)	\$ 48,336	\$ 39,830	\$ 50,906	\$ 62,500	29%	\$ 37,000
	Operations Manager	Salary (≥80%)	\$ 81,644	\$ 49,500	\$ 53,000	\$ 99,466	0%	\$ -
	Paralegal	Salary (50%-80%)	\$ 53,275	\$ 47,445	\$ 48,000	\$ 59,000	25%	\$ 43,500
	Secretary/ Administrative Assistant	Salary (≥80%)	\$ 34,854	\$ 30,350	\$ 35,000	\$ 41,081	50%	\$ 17,850
	Staff Attorney	Salary (≥80%)	\$ 124,801	\$ 64,000	\$ 75,000	\$ 135,298	50%	\$ 60,750
	Switchboard Operator	Salary (≥80%)	\$ 30,412	\$ 30,080	\$ 30,160	\$ 30,618	0%	\$ -
	Team Leader	Salary (≥80%)	\$ 55,500	\$ 53,250	\$ 55,500	\$ 57,750	0%	\$ -

# Wages

Type	Position Title	Common Payment Structure	Base Salary				Other Compensation	
			Average	25th Percentile	Median	75th Percentile	% Paying	(if paid) Median
Information Systems	Applications Systems Analyst/Programmer	Salary (≥80%)	\$ 67,706	\$ 60,000	\$ 65,960	\$ 73,538	0%	\$ -
	Database Administrator	Salary (≥80%)	\$ 59,243	\$ 52,500	\$ 60,000	\$ 71,673	17%	\$ 15,000
	Help Desk Specialist	Salary (50%-80%)	\$ 42,287	\$ 36,651	\$ 49,000	\$ 56,561	33%	\$ 1,850
	Information Systems Manager	Salary (≥80%)	\$ 96,321	\$ 53,250	\$ 91,334	\$ 107,450	0%	\$ -
	Network Administrator	Salary (50%-80%)	\$ 55,061	\$ 43,327	\$ 63,755	\$ 72,500	17%	\$ 2,200
	Network/PC Support Technician	Salary (50%-80%)	\$ 45,330	\$ 35,000	\$ 48,027	\$ 63,630	0%	\$ -
	Web Designer	Salary (50%-80%)	\$ 49,341	\$ 42,500	\$ 60,000	\$ 61,512	0%	\$ -

# Wages

Type	Position Title	Common Payment Structure	Base Salary				Other Compensation	
			Average	25th Percentile	Median	75th Percentile	% Paying	(if paid) Median
Engineer	Design Engineer	Hourly (≥80%)	\$ 101,202	\$ 95,601	\$ 101,202	\$ 106,802	0%	\$ -
	Engineering Supervisor/Manager	Salary (≥80%)	\$ 78,525	\$ 24,000	\$ 100,000	\$ 110,000	25%	\$ 31,000
	Buyer	Salary (50%-80%)	\$ 48,383	\$ 45,075	\$ 48,383	\$ 51,692	100%	\$ 5,200
Material Management and Purchasing	Purchasing Clerk	Hourly (≥80%)	\$ 34,420	\$ 34,210	\$ 34,420	\$ 34,630	0%	\$ -
	Purchasing Manager	Hourly (50%-80%)	\$ 51,682	\$ 42,000	\$ 45,000	\$ 58,887	0%	\$ -

# Wages

Type	Position Title	Common Payment Structure	Base Salary					Other Compensation	
			Average	25th Percentile	Median	75th Percentile	% Paying	(if paid)	Median
	Custodian/Janitor	Hourly (≥80%)	\$ 25,721	\$ 17,550	\$ 33,100	\$ 35,083	100%	\$	3,540
	Electrician	Hourly (≥80%)	\$ 59,501	\$ 57,250	\$ 59,501	\$ 61,751	0%	\$	-
	Facilities Manager	Salary (≥80%)	\$ 66,939	\$ 54,000	\$ 67,500	\$ 81,774	20%	\$	5,000
	General Labor	Hourly (≥80%)	\$ 35,383	\$ 28,500	\$ 31,200	\$ 41,740	100%	\$	2,080
	Groundskeeper	Hourly (50%-80%)	\$ 41,447	\$ 37,170	\$ 40,000	\$ 45,000	100%	\$	5,000
	Laborer	Hourly (50%-80%)	\$ 32,750	\$ 24,500	\$ 30,500	\$ 38,750	100%	\$	3,540
	Machine Operator	Salary (50%-80%)	\$ 46,600	\$ 34,800	\$ 48,200	\$ 60,000	100%	\$	3,540
	Maintenance Manager	Salary (≥80%)	\$ 87,344	\$ 72,016	\$ 84,032	\$ 101,016	67%	\$	10,000
	Maintenance Mechanic	Hourly (50%-80%)	\$ 57,353	\$ 58,240	\$ 60,000	\$ 60,000	100%	\$	3,540
	Maintenance Person	Hourly (50%-80%)	\$ 40,628	\$ 41,600	\$ 48,000	\$ 50,000	100%	\$	5,000
Production, Manufacturing, and Maintenance	Manufacturing Manager	Salary (50%-80%)	\$ 92,000	\$ 63,000	\$ 92,000	\$ 121,000	100%	\$	20,000
	Material Handler	Hourly (≥80%)	\$ 29,140	\$ 27,070	\$ 29,140	\$ 31,210	0%	\$	-
	Production Supervisor	Salary (50%-80%)	\$ 44,167	\$ 34,250	\$ 37,500	\$ 56,500	33%	\$	1,000
	Service Manager	Salary (≥80%)	\$ 78,667	\$ 49,000	\$ 60,000	\$ 99,000	33%	\$	5,000
	Shipper/Receiver	Hourly (≥80%)	\$ 34,757	\$ 33,520	\$ 34,300	\$ 35,537	0%	\$	-
	Shipping & Receiving Supervisor	Salary (≥80%)	\$ 62,275	\$ 60,913	\$ 62,275	\$ 63,638	50%	\$	5,200
	Warehouse Worker	Hourly (≥80%)	\$ 28,540	\$ 23,750	\$ 29,140	\$ 33,930	0%	\$	-
	Welder	Hourly (50%-80%)	\$ 41,667	\$ 37,500	\$ 45,000	\$ 47,500	100%	\$	2,750



# Wages

Type	Position Title	Common Payment Structure	Base Salary					Other Compensation	
			Average	25th Percentile	Median	75th Percentile	% Paying	(if paid) Median	
Quality Assurance	Quality Assurance Manager	Salary (≥80%)	\$ 75,851	\$ 66,014	\$ 74,000	\$ 83,837	20%	\$ 5,200	-
	Quality Assurance Technician	Hourly (50%-80%)	\$ 37,110	\$ 30,750	\$ 36,720	\$ 43,080	0%	\$	-
	Quality Engineer	Salary (≥80%)	\$ 60,000	\$ 60,000	\$ 60,000	\$ 60,000	0%	\$	-
	Construction Worker	Hourly (≥80%)	\$ 48,663	\$ 47,994	\$ 50,000	\$ 50,000	0%	\$	-
Transportation and Construction	Heavy Equipment Operator	Hourly (≥80%)	\$ 50,710	\$ 48,565	\$ 50,710	\$ 52,855	0%	\$	-
	Project Foreman	Hourly (≥80%)	\$ 64,374	\$ 63,437	\$ 64,374	\$ 65,311	0%	\$	-
	Project Manager	Salary (≥80%)	\$ 59,667	\$ 56,243	\$ 73,091	\$ 75,000	0%	\$	-
	Truck Driver, Heavy	Hourly (≥80%)	\$ 55,000	\$ 55,000	\$ 55,000	\$ 55,000	0%	\$	-
	Vehicle Mechanic	Hourly (≥80%)	\$ 54,090	\$ 49,885	\$ 54,090	\$ 58,295	0%	\$	-

# Wages

Type	Position Title	Common Payment Structure	Base Salary				Other Compensation	
			Average	25th Percentile	Median	75th Percentile	% Paying	(if paid) Median
Health, Medical, Dental, and Social Services	Case Manager	Salary (50%-80%)	\$ 51,104	\$ 36,933	\$ 46,500	\$ 52,600	17%	\$ 2,450
	Certified Nursing Assistant	Hourly (≥80%)	\$ 24,418	\$ 17,657	\$ 35,298	\$ 36,619	0%	\$ -
	Nurse, Licensed Practical (LPN)	Hourly (≥80%)	\$ 35,618	\$ 25,003	\$ 49,980	\$ 53,413	0%	\$ -
	Nurse, Registered (RN)	Salary (50%-80%)	\$ 70,805	\$ 63,650	\$ 70,000	\$ 77,557	50%	\$ 6,730
	Customer Service Manager	Salary (50%-80%)	\$ 51,420	\$ 37,500	\$ 52,500	\$ 66,420	0%	\$ -
	Customer Service Representative	Hourly (≥80%)	\$ 41,156	\$ 36,370	\$ 42,500	\$ 45,000	0%	\$ -
	Graphic Artist	Salary (50%-80%)	\$ 46,900	\$ 31,300	\$ 53,460	\$ 60,000	20%	\$ 3,630
	Market Development Manager (Senior)	Salary (≥80%)	\$ 80,658	\$ 78,658	\$ 81,500	\$ 83,500	20%	\$ 5,000
Marketing, Sales, and Sales Services	Marketing Director	Salary (≥80%)	\$ 86,409	\$ 56,500	\$ 76,000	\$ 109,223	29%	\$ 2,000
	Marketing Service Specialist/Coordinator	Salary (≥80%)	\$ 47,312	\$ 41,250	\$ 46,500	\$ 53,605	50%	\$ 2,200
	Sales Manager	Salary (50%-80%)	\$ 66,451	\$ 36,416	\$ 49,000	\$ 94,250	57%	\$ 15,000
	Sales Representative	Salary (50%-80%)	\$ 36,937	\$ 16,625	\$ 36,000	\$ 43,500	67%	\$ 25,000
	Cashier/Clerk	Hourly (≥80%)	\$ 34,182	\$ 29,500	\$ 34,365	\$ 39,047	0%	\$ -
	Event Coordinator	Salary (50%-80%)	\$ 62,174	\$ 53,160	\$ 60,000	\$ 68,700	0%	\$ -
	Food Service Worker	Hourly (≥80%)	\$ 18,087	\$ 3,781	\$ 21,540	\$ 29,500	0%	\$ -
	Food Service Manager/Restaurant Manager	Unclear	\$ 60,333	\$ 53,625	\$ 58,750	\$ 65,375	0%	\$ -

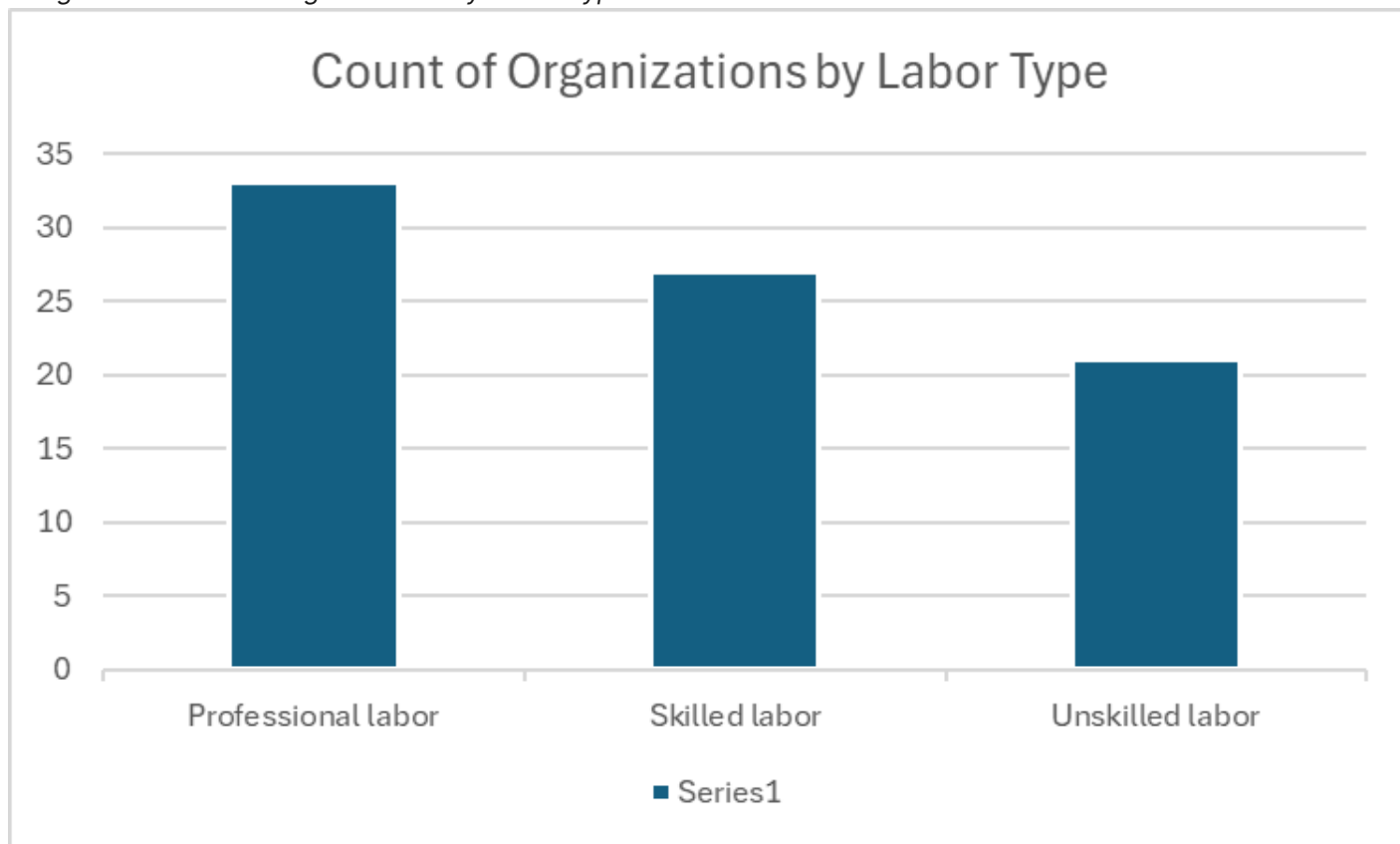
# RECRUITMENT



# Recruitment

The survey included an optional section at the end discussing recruitment. In this section, approximately 40 organizations participated.

Figure 15: Count of Organizations by Labor Type



# Recruitment

Figure 16: Sources for Recruiting Employees

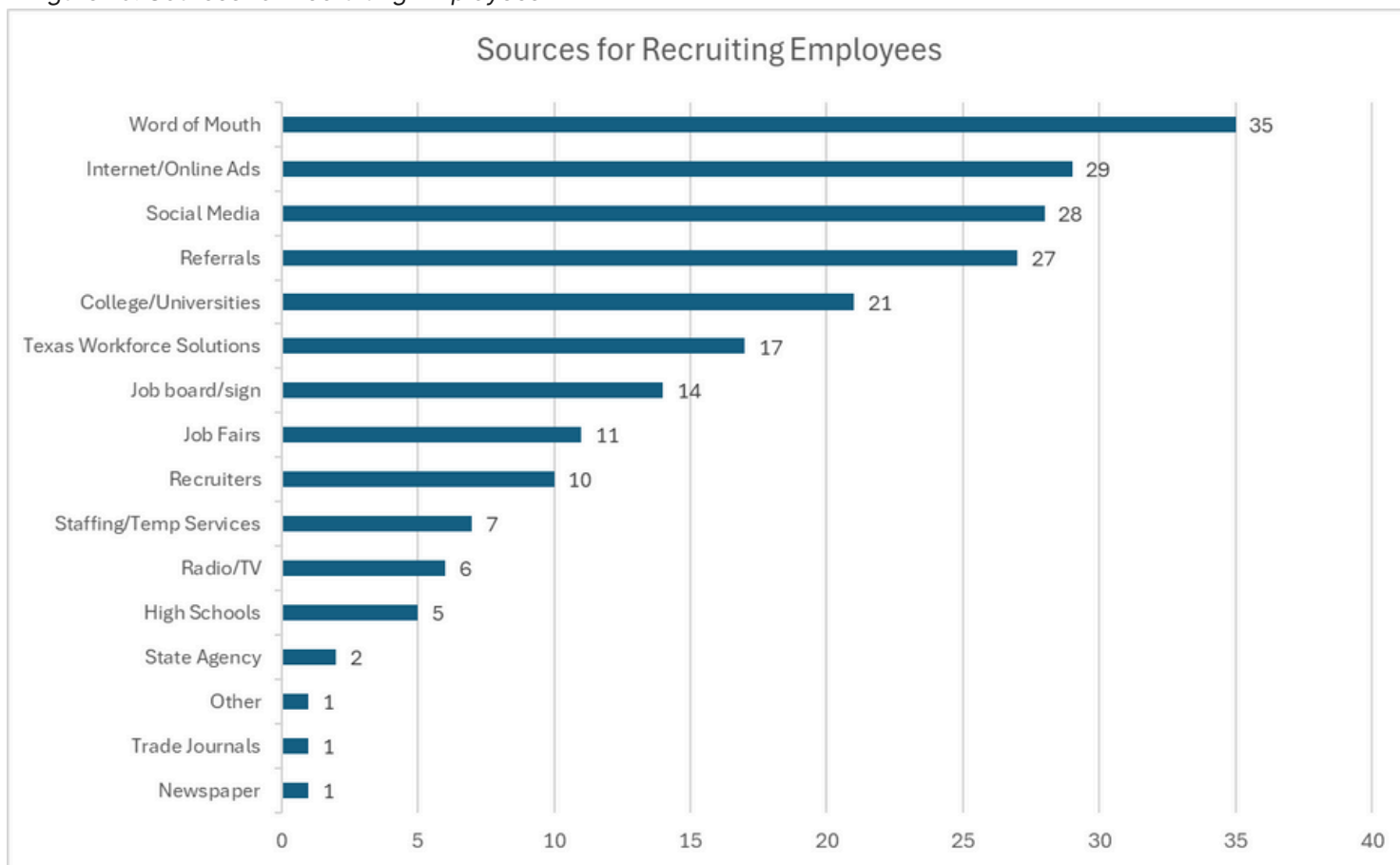
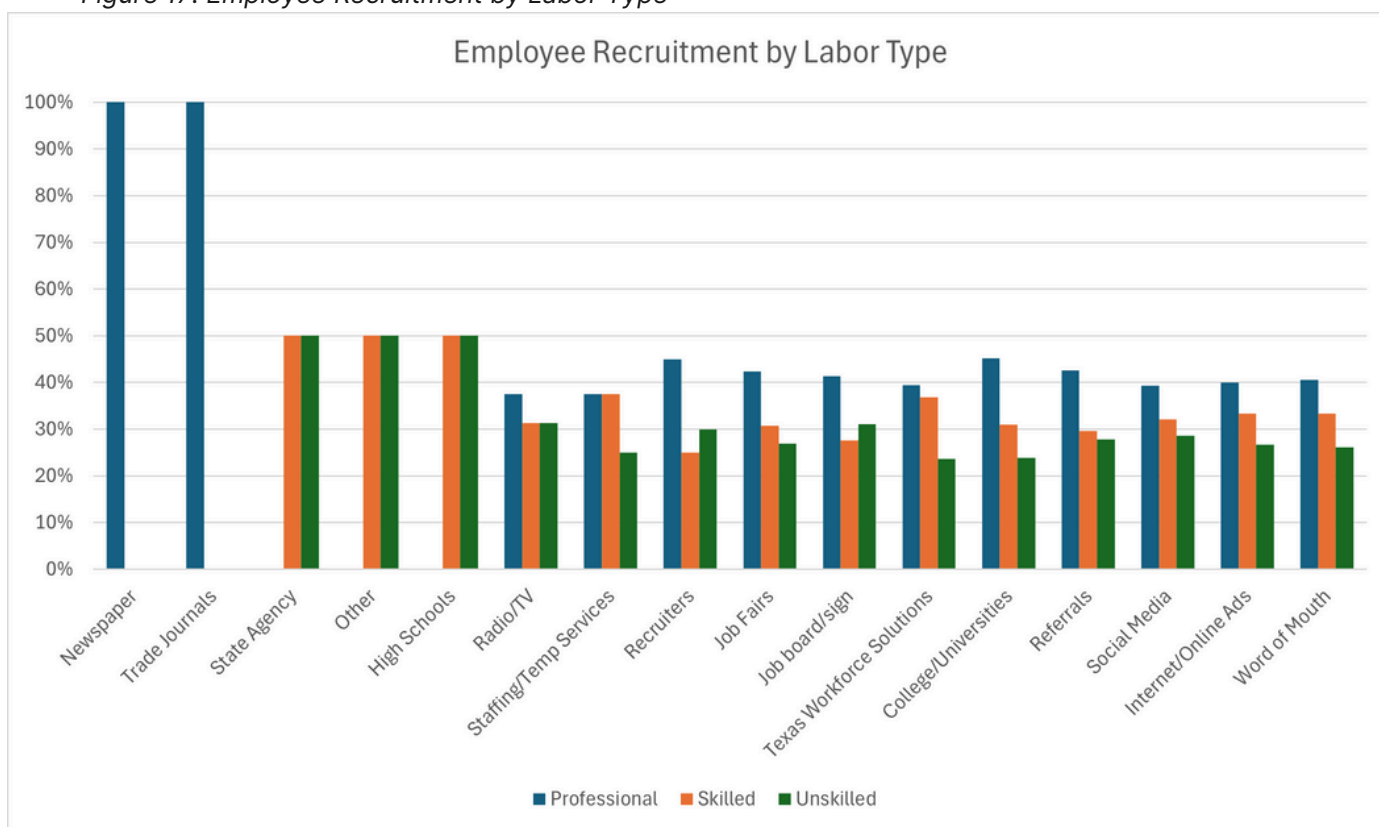


Figure 17: Employee Recruitment by Labor Type



# Recruitment

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Table 4: Geographic Locations for Recruitment

Region	Unskilled	Skilled	Professional	Total
Taylor County	21	24	28	73
Other Big Country Counties	11	12	19	42
Other Outside of Texas	1	3	7	11
Other Texas	1	7	11	19
San Angelo Area	2	3	10	15
Dallas/Fort Worth Area	0	6	11	17
Lubbock area	0	5	11	16
Midland/Odessa Area	0	2	9	11
Austin/San Antonio Area	0	1	6	7

Table 5: Difficulty in Recruiting Employees

Difficulty	Unskilled	Skilled	Professional
Not Difficult	33%	4%	4%
Moderately Difficult	57%	64%	54%
Very Difficult	10%	32%	43%

# Recruitment

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Table 6: Compensation Change in Last Year

Compensation Change	Unskilled	Skilled	Professional
Not Changed	5%	4%	10%
Minor Increase	38%	42%	41%
Significant Increase	57%	54%	48%

Table 7: Tests And Checks for Employment

Test or Check	Count
None of these	8
Drug testing: Return-to-Work Drug Testing: Suspicion/Cause Nicotine Check	10
Post accident drug testing	10
Skills Assessment	10
Random drug testing	11
Pre-employment drug testing	17
Pre-employment driver's license check	18
Pre-employment criminal background check	31

## This image shows a full page of blank, lined paper. It features approximately 20 evenly spaced horizontal grey lines across its entire surface, typical of notebook or school paper. The background is a solid off-white color, and there are no margins, text, or other markings present.



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