

## **2008 NATA Mechanical Employee Compensation Survey Analysis**

This summer, the Northwest Automotive Trades Association conducted a survey of mechanical shops around the state to measure employee compensation and benefits. This is the second year the association has conducted such a survey. More than 80 shops around the state completed the survey (down from about 95 last year).

Here are some of the highlights of this year's findings.

- **BEST AREA IN WHICH TO BE A JOURNEYMAN TECH:** Southern Oregon shops report paying journeyman techs an average of \$50,852, about \$2,600 more per year than the average in any other part of the state.
- **HIGHEST COMPENSATION REPORTED:** At least one Portland area journeyman technician is earning \$120,000, one Portland area service manager is earning \$150,000, and one Albany-Corvallis diagnostic tech is earning \$94,760. No other employees at the 80+ shops is earning more than \$75,000.
- **MOST LIKELY TO OFFER HEALTH INSURANCE:** A higher percentage of shops in the Portland, Albany-Corvallis, and Northeast Oregon areas offer health insurance than in other parts of the state.
- **LEAST LIKELY TO OFFER HEALTH INSURANCE:** More than half of the shops in the Salem area who responded to the survey do not offer health insurance. And compared to the previous year's survey, the percentage of shops not offering health insurance increased in the Portland area and Northwest Oregon.
- **AREAS PAYING MORE OF THEIR HEALTH INSURANCE COSTS:** Other than in Portland and Eugene, it appears some shops have dropped the percentage of health care costs they are paying for employees, expecting employees to contribute more toward the costs than they did according to last year's survey.
- **'BENEFITS' THAT ARE ALMOST 'GIVENS':** Uniforms, holiday pay, one week of vacation after the first year, and the ability to purchase parts for personal use at or near cost are benefits offered by at least 50 percent – and often as much as 75 percent – of shops.
- **BENEFIT THAT IS LIKELY STILL A DIFFERENTIAL:** Retirement plans remain among the most popular employee benefit in most worker surveys, yet fewer than half of shops in the Portland, Salem, Central Oregon, Northwest Oregon and Northeast Oregon offer a retirement plan, according to the survey.
- **MOST APT TO GET FED:** Forty-three percent of shops in the Eugene-Springfield and Northwest Oregon areas provide at least one meal for employees each week.

• **LESS COMMON BUT POPULAR BENEFITS:** More shops this year (though still relatively few) indicated that they provide a Costco membership for employees. One shop provides family passes to the Oregon State Fair. Another is providing up to \$200 a month in fuel reimbursement. Another shop holds an annual drawing for a week-long cruise for one employee and his/her spouse; shop employees voted for that benefit rather than a weekly lunch, an annual holiday party and a ham/turkey for each employee.