




## 2008 NATA Mechanical Employee Compensation Survey Results

	GREATER PORTLAND AREA	SALEM AREA  Including Brooks Keizer	ALBANY- CORVALLIS AREA	EUGENE- SPRINGFIELD AREA	SOUTHERN OREGON  Roseburg Medford K. Falls Grants Pass Phoenix Eagle Point	NORTHWEST OREGON  McMinn. Newberg N Ore Coast	CENTRAL OREGON  Bend Redmond Powell Butte	NORTHEAST OREGON  Hermiston John Day Milton- Freewater
No. of participating businesses:	38	7	4	7	10	7	4	3
Avg. No. of bays	7	6	7	11	7	6	4	4
Avg. No. of technicians	3	3	3	5	4	3	3	2
Avg. No. of office staff	1	1	2	2	1	2	1	2
Percentage AAA approved	44%	0	25%	43%	20%	43%	25%	33%
Percentage DEQ certified	55%	0	25%	0	0	14%	0	0
Percentage ASE Blue Seal	29%	29%	50%	57%	20%	43%	0	0
Percentage Eco-Logical Biz	13%	0	0	43%	0	14%	25%	0
Percentage Bosch	21%	14%	0	29%	10%	14%	0	33%
Percentage ACDelco	16%	0	0	14%	20%	14%	25%	0
Health Insurance Offered								
▪ Medical	89%	43%	100%	86%	80%	57%	50%	100%
▪ Dental	56%	14%	50%	57%	60%	43%	0	0
▪ Vision	47%	14%	50%	0	40%	29%	0	0
▪ Supplemental	9%	14%	25%	29%	20%	14%	0	0
▪ None	11%	57%	0	14%	20%	29%	50%	0


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 NW Automotive Trades Assn. <b>SURVEY TOPICS</b>	GREATER PORTLAND AREA	SALEM AREA	ALBANY- CORVALLIS AREA	EUGENE- SPRINGFIELD AREA	SOUTHERN OREGON	NORTHWEST OREGON	CENTRAL OREGON	NORTHEAST OREGON
Of those who offer health insurance, average percentage of EMPLOYEE premiums paid by the company?	91% <small>(74% pay 100% of premium)</small>	100%	90%	93%	77%	92% <small>(80% pay 100% of premium)</small>	90%	100%
Of those who offer health insurance, average percentage of FAMILY premiums paid by the company?	24% <small>(69% pay 0% of premium)</small>	0%	0%	29% <small>(60% pay 0% of premium)</small>	10% <small>(80% pay 0% of premium)</small>	0%	38%	17% <small>(66% pay 0% of premium)</small>
Retirement Plan								
▪ None	53%	58%	25%	14%	20%	71%	50%	67%
▪ Simple IRA	24%	14%	0	43%	40%	0	25%	0
▪ SEP	13%	14%	50%	0	10%	0	25%	0
▪ IRA	2%	14%	25%	14%	10%	0	0	33%
▪ 401(k)	8%	0	0	29%	10%	29%	0	0
▪ Unspecified plan	0	0	0	0	10%	0	0	0
Of those who offer a retirement plan, percentage that make company contributions to the plan	89%	100%	100%	100%	88%	100%	100%	100%


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Percentage offering:								
▪ ASE Testing Fees	74%	43%	75%	86%	60%	86%	50%	33%
▪ Bereavement Leave	29%	14%	0	29%	20%	29%	25%	33%
▪ Child/Dep. Care Reimb.	3%	0	0	0	0	0	0	0
▪ Disability Insurance	11%	29%	25%	0	20%	0	25%	0
▪ Educ/Train (tuition/wages)	76%	43%	75%	86%	60%	86%	50%	66%
▪ Emp. Assistance Prgm	5%	0	25%	0	0	0	0	0
▪ Holiday Pay	87%	71%	50%	86%	60%	100%	50%	100%
▪ Jury Duty	13%	14%	0	29%	10%	0	25%	33%
▪ Life Insurance	8%	0	25%	0	30%	0	25%	0
▪ Personal Leave	13%	29%	0	14%	10%	14%	33.3%	66%
▪ Section 125i Plan	13%	0	0	14%	10%	0	25%	0
▪ Sick Leave	26%	29%	0	14%	40%	0	50%	0
▪ Tools	13%	29%	0	0	10%	14%	0	0
▪ Uniforms	97%	86%	100%	100%	90%	100%	100%	66%
▪ Unpaid Leave	42%	43%	0	71%	20%	14%	50%	33%
▪ Annual Bonus	47%	43%	75%	43%	60%	43%	25%	33%
▪ Monthly or Other Bonus	29%	43%	75%	29%	40%	43%	25%	0
▪ Weekly meal	8%	29%	25%	43%	20%	43%	0	0
▪ Use of shop for personal cars	87%	86%	50%	100%	70%	63%	25%	66%
▪ Parts at/near cost for pers. use	89%	100%	100%	100%	90%	86%	75%	100%

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Most common amount of paid vacation after...								
<ul style="list-style-type: none"> <li>▪ 1 Year</li> </ul>	1 week (84%, 8% offer 2 weeks)	1 week (86%, 14% offer 2 weeks)	1 week (50%, 25% offer none)	1 week (86%, 14% offer none)	1 week (82%)	1 week (100%)	1 week (100%)	1-2 weeks (evenly split)
<ul style="list-style-type: none"> <li>▪ 2 Years</li> </ul>	2 weeks (61%, 34% offer 1 week)	1 week (60%, 40% offer 2 weeks)	1 week (50%, 25% offer none)	2 weeks (67%, 29% offer 1 week)	1 week (55%, 27% offer 2 weeks)	1 week (86%, 14% offer 2 weeks)	1-2 weeks (evenly split)	1-2 weeks (evenly split)
<ul style="list-style-type: none"> <li>▪ 3 Years</li> </ul>	2 weeks (74%, 16% offer 1 week)	2 weeks (60%, 40% offer 1 week)	1-2 weeks (evenly split)	2 weeks (50%, 17% offer 3 weeks)	1 week (36%, 36% offer 2 weeks)	2 weeks (71%, 14% offer 3 weeks)	2 weeks (75%, 25% offer 1 week)	2 weeks (66%)
<ul style="list-style-type: none"> <li>▪ 4 Years</li> </ul>	2 weeks (76%, 13% offer 1 week)	2 weeks (60%, 40% offer 1 week)	1-2 weeks (evenly split)	2 weeks (50% 17% offer 3 weeks)	2 weeks (45%, 27% offer 1 week)	2 weeks (71%, 14% offer 3 weeks)	2 weeks (75%, 25% offer 1 week)	2 weeks (66%)
<ul style="list-style-type: none"> <li>▪ 5 Years</li> </ul>	2 weeks (52%, 37% offer 3 weeks)	2 weeks (60%, 40% offer 1 week)	2 weeks (50%, 25% offer none)	2-3 weeks (50% 33% offer 3 weeks)	2 weeks (45%, 27% offer 1 week)	2 weeks (71%, 14% offer 3 weeks)	2 weeks (75%, 25% offer 1 week)	2 weeks (66%)
<ul style="list-style-type: none"> <li>▪ 6+ Years</li> </ul>	3 weeks (55%, 37% offer 2 weeks)	2 weeks (40%, 40% offer 1 week)	2 weeks (50%, 25% offer none)	3 weeks (50%, 33% offer 3 weeks)	2 weeks (45%, 27% offer 3 weeks)	2 weeks (86%, 14% offer 3 weeks)	2-3 weeks (evenly split)	2-3 weeks (evenly split)

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Other Benefits Offered *								
▪ Recruit./Referral Bonus	—	14%	—	—	—	—	—	—
▪ Costco Membership	3%	14%	16.6%	—	—	14%	—	—
▪ Extra week of vacation after 10 years	3%	—	25%	33%	—	—	—	—
▪ NAPA Day at the Races	—	—	—	—	—	14%	—	—
▪ Family pass to State Fair	—	—	—	—	—	14%	—	—
▪ Company vehicle (mgr.)	—	—	—	—	10%	—	—	—
▪ Closed Xmas-New Year's	—	—	—	—	10%	—	—	—
▪ Friday afternoons off	—	14%	—	—	—	—	—	—
▪ Fuel reimbursement	3%	—	—	—	—	—	—	—
▪ Week-long cruise (one winner in drawing each year)	—	14%	—	—	—	—	—	—
Percentage that require technicians to be ASE certified	62%	0	75%	71%	33%	57%	25%	0
Percentage that pays higher wages for those with certifications	71%	43%	75%	57%	22%	71%	50%	66%

\* Other Benefits Offered were not listed on the survey form but written in by respondents. The dash (—) symbol shows areas that had no data on the topic.

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 NW Automotive Trades Assn. SURVEY TOPICS	GREATER PORTLAND AREA	SALEM AREA	ALBANY- CORVALLIS AREA	EUGENE- SPRINGFIELD AREA	SOUTHERN OREGON	NORTHWEST OREGON	CENTRAL OREGON	NORTHEAST OREGON
<i>The first number in each category is the number of full-time employees in that job category for which compensation data was submitted.</i>								
<b><u>Diagnostic Tech</u></b>	<b>30</b>	<b>7</b>	<b>2</b>	<b>5</b>	<b>8</b>	<b>6</b>	<b>0</b>	<b>1</b>
▪ Average Total Annual Compensation	\$49,111	\$41,945	\$67,018	\$58,392	\$38,813	\$41,823		\$40,800
▪ High / Low Total Annual Compensation	\$72,500 / \$33,840	\$50,000 / \$37,000	\$94,760 / \$39,276	\$75,000 / \$40,180	\$47,000 / \$27,000	\$52,000 / \$36,000		\$40,800
▪ Most Common Pay Structure(s)	\$20-\$42 per flat rate hr (avg. = \$26) or \$18-\$29 hourly (avg. = \$21)	\$18-\$22 hourly or \$3,500 monthly salary or \$15-20 per flat rate hour	Not enough data	\$20-22 per hr or \$24-\$26 per flat rate hr	\$17-\$23 per flat rate hr	\$18-\$25 per flat rate hr	No data	\$3,400 monthly salary
<b><u>Entry Level</u></b>	<b>13</b>	<b>3</b>	<b>2</b>	<b>5</b>	<b>6</b>	<b>2</b>	<b>1</b>	<b>0</b>
▪ Average Total Annual Compensation	\$29,459	\$21,600	\$26,250	\$27,500	\$28,483	\$26,643	\$31,000	
▪ High / Low Total Annual Compensation	\$40,000 / \$22,000	\$22,000 / \$20,800	\$28,000 / \$24,000	\$30,000 / \$25,000	\$38,000 / \$22,000	\$33,286 / \$20,000	\$31,000	
▪ Most Common Pay Structure(s)	\$11-\$15 hourly (avg. = \$14)	\$10-\$11 hourly	\$12-\$14 hourly	\$10-15 hourly or \$18 per flat rate hr	\$10-\$19 hourly	\$15-\$16 per flat rate hr or \$10 hourly	\$15.50 hourly	No data

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<i>The first number in each category is the number of full-time employees in that job category for which compensation data was submitted.</i>								
<b><u>Service Writer</u></b>	<b>12</b>	<b>1</b>	<b>2</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>1</b>	<b>1</b>
▪ Average Total Annual Compensation	\$43,951	\$33,300	\$29,500	\$40,700	\$39,796	\$36,240	\$30,000	\$26,000
▪ High / Low Total Annual Compensation	\$70,000 / \$31,125	\$33,000	\$35,000 / \$24,000	\$48,000 / \$33,600	\$50,000 / \$33,186	\$52,000 / \$18,720	\$30,000	\$26,000
▪ Most Common Pay Structure(s)	\$3,285 avg. salary per month or mix of salary and bonus	\$16 hourly	\$11-18 per hr	\$2,800- \$4,680 salary per month	\$2,763 - \$4,167 salary per month	\$9-\$17 hourly or \$2,383 monthly salary	\$2,500 salary per month	\$13 hourly
<b><u>Service Manager</u></b>	<b>11</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>0</b>
▪ Average total annual compensation	\$52,680		\$50,000	\$75,000	\$57,576	\$48,000	\$42,000	
▪ High / Low total annual compensation	\$150,000 / \$30,000		\$50,000	\$75,000	\$60,000 / \$55,152	\$48,000	\$42,000	
▪ Most common pay structure(s)	\$3,040 average monthly salary or mix of hourly or salary with commission	No data	\$4,166 monthly salary	\$3,450 salary with 25% of net	\$4,600- \$5,000 salary per month	No data	\$18 hourly	No data

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<i>The first number in each category is the number of full-time employees in that job category for which compensation data was submitted.</i>								
<b><u>Foreman</u></b>	<b>4</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>
▪ Average Total Annual Compensation	\$48,350	\$64,800	\$51,600	\$35,000	\$48,000	\$45,000		
▪ High / Low Total Annual Compensation	\$54,600 / \$41,600	\$64,800	\$51,600	\$40,000 / \$35,000	\$52,000 / \$45,280	\$45,000		
▪ Most Common Pay Structure(s)	\$4,050 average monthly salary or \$20 hourly	\$5,400 monthly salary	\$4,300 monthly salary	\$14 per hr	varies	No data	No data	No data
<b><u>Journeyman Technician</u></b>	<b>51</b>	<b>5</b>	<b>4</b>	<b>11</b>	<b>14</b>	<b>9</b>	<b>5</b>	<b>5</b>
▪ Average Total Annual Compensation	\$48,216	\$40,212	\$36,955	\$43,909	\$50,852	\$36,700	\$48,200	\$38,934
▪ High / Low Total Annual Compensation	\$120,000 / \$29,650	\$49,000 / \$35,360	\$49,920 / \$23,715	\$60,000 / \$31,068	\$54,820 / \$38,000	\$48,210 / \$24,256	\$57,000 / \$34,000	\$48,000 / \$30,674
▪ Most Common Pay Structure(s)	\$16-24 hourly (avg. = \$19) or \$18-\$34 per flat rate hour (avg. = \$23)	\$17-\$20 hourly or \$17-21 per flat rate hour	\$15-\$24 hourly	\$14-\$24 hourly (average = \$19.45)	\$14-\$22 hourly	\$18-\$25 per flat rate hr	\$23-\$29 per flat rate	\$17-\$24 hourly (avg. = \$20)

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<i>The number in parenthesis is the total number of full-time employees in that job category for which compensation data was submitted.</i>								
<b>Other Positions:</b>								
▪ Lube Tech (2)	—	—	—	—	\$9 hourly	—	\$10.25 hourly	—
▪ Lot Attendant / Shop Helper / Driver (5)	\$12-\$13 hourly	—	—	—	\$10 hourly or \$1,750 salary per month	—	—	—
▪ Office Help (8)	\$2,000 average monthly salary or \$11-\$17 hourly	—	\$11-\$12 hourly	—	—	—	—	—
▪ Bookkeeper (1)	—	\$3,750 salary per month	—	—	—	—	—	—
▪ Parts (1)	\$4,000 monthly salary	—	—	—	—	—	—	—
▪ General Manager (2)	\$5,000 monthly salary	—	—	—	—	—	\$4,259 salary per month plus up to \$525 commission per month	—
▪ Machinist (1)	—	—	—	\$18 per hour	—	—	—	—
▪ Outside Sales (2)	\$55,400 avg annual income	—	—	—	—	—	—	—