



## 2026 Starting Wages & Benefits Survey

Thank you for your participation in the 2026 Lake to River Wage & Benefit Survey. Your contribution is vital to creating the region's only verified local benchmark for Mahoning, Trumbull, Columbiana, and Ashtabula counties.

ALL RESPONSES WILL REMAIN CONFIDENTIAL. We understand the sensitivity of your internal data. Please be assured that all responses remain strictly confidential. Your proprietary data is shielded; results are reported in aggregate form only, ensuring no individual company is ever uniquely identified or shared with outside entities.

To provide a comprehensive view of the regional wages and benefits offered by employers, the survey is organized into eight focused sections:

1. **Company Information:** General identifiers and sector classification.
2. **Company Operations:** Workforce demographics and succession planning.
3. **Modern Workplace:** Remote work policies and AI integration.
4. **Talent Attraction & Retention:** Recruitment success and turnover drivers.
5. **Time Off Policy:** Holiday, vacation, and sick time standards.
6. **Medical and Other Benefits:** Healthcare plans and ancillary perks.
7. **Starting & Median Wages:** Detailed pay rates for specific occupations.
8. **File Uploads:** A convenient option for submitting surveys and policy documents.

We respect your time and have estimated that this survey can be completed in about 20 minutes. If you have your wage data accessible, or choose to utilize our file upload feature, completion may take even less time. Your contribution provides the intelligence necessary to help regional employers build a more competitive workforce strategy, driving long-term success for employers across the Lake to River region.

The survey is available in multiple formats including Online, Excel, and Word. You may also choose to upload or email your company's existing policy files for benefits and wages—we will handle the data entry for you. If submitting files, please ensure all personally identifiable information (PII) is removed.

As a thank you for your time and data, all participating businesses will receive a complimentary copy of the final 2026 Starting Wages and Benefits Report. We appreciate your commitment to strengthening the Lake to River regional economy. Visit [www.laketoriverohio.org/wagesurvey](http://www.laketoriverohio.org/wagesurvey) for additional information.

Please send your survey/files or questions to: [Michelle@laketoriverohio.org](mailto:Michelle@laketoriverohio.org).  
or by mail to: Lake to River Economic Development, 100 East Federal Street Suite 920, Youngstown, OH 44503.

**COMPANY INFORMATION****\*Company Contact:**

Company: \_\_\_\_\_  
Street Address: \_\_\_\_\_  
Suite/Office/Building: \_\_\_\_\_  
City, State, Zip: \_\_\_\_\_

Contact Name: \_\_\_\_\_  
Title: \_\_\_\_\_  
Email: \_\_\_\_\_  
Phone: \_\_\_\_\_  
Website/url: \_\_\_\_\_

**\*Business Sector:**

Please select the business sector that describes your business operations. Select (X) all that apply.

- Agribusiness
- Mining/Energy/Utilities
- Construction
- Manufacturing
- Wholesale/Distribution
- Retail Trade
- Transportation
- Financing/Insurance/Real Estate
- Professional/Business Support Services
- Educational Services
- Health Care/Social Assistance
- Hospitality/Entertainment
- Other/Personal Services
- Non-Profit/Government

**\*Company Size by Revenue:**

Please select (X) the revenue size that describes your business revenue.

- Under \$500,000
- \$500,001 to \$1,000,000
- \$1,000,001 to \$5,000,000
- \$5,000,001 to \$10,000,000
- \$10,000,001 to \$25,000,000
- Over \$25,000,000
- Prefer not to disclose.

**NAICS Codes:**

List NAICS Codes, if available:

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\*mandatory responses

**2. COMPANY OPERATIONS**

**In this section, please describe your current workforce in terms of the number of employees, type of hire, unionization and future workforce needs. Additional sections are Succession Planning/Leadership Wage Reviews, and Expected Changes. Select (X) as appropriate and describe responses, if necessary.**

2.1 Please enter the number of current employees at your business:

- \_\_\_\_\_ Full-time employees
- \_\_\_\_\_ Part-time employees
- \_\_\_\_\_ Contract or temporary employees
- \_\_\_\_\_ Seasonal
- \_\_\_\_\_ Other (per diem, on call, etc.)

2.2 Do you have unionized employees?

- \_\_\_\_\_ No
- \_\_\_\_\_ Yes

If Yes, please list the union and number of employees represented under the bargaining agreement.

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2.3 How many employees do you expect to have 12 months from now?

- \_\_\_\_\_ The same amount
- \_\_\_\_\_ Expect to add/hire (number)
- \_\_\_\_\_ Expect to decrease/layoff (number)
- \_\_\_\_\_ Unknown

**Succession Planning/Leadership**

2.4 Does your business utilize "Fractional" C-level or management specialists (e.g., Technology Managers or Financial Managers) on a contract basis?

- \_\_\_\_\_ No
- \_\_\_\_\_ Yes

2.5 What percentage of your workforce will be retiring in the next five years (by 2031)?

- \_\_\_\_\_ Under 10%
- \_\_\_\_\_ 10%-14%
- \_\_\_\_\_ 15%-19%
- \_\_\_\_\_ 20% or more
- \_\_\_\_\_ Other

2.6 What is the average age of primary managers and decision-makers in your business?

- \_\_\_\_\_ 21 to 34
- \_\_\_\_\_ 35 to 44
- \_\_\_\_\_ 45 to 54
- \_\_\_\_\_ 55 to 64
- \_\_\_\_\_ Over 65

2.7 Does your business have a management transition or succession plan?

- \_\_\_\_\_ No
- \_\_\_\_\_ Yes
- \_\_\_\_\_ Unknown

2.8 Do you provide leadership training? Select (X) all that apply.

- For all employees
- For management only
- On a case-by-case basis
- Do not provide

### Wage Reviews

2.9 Do you provide employees with an annual "Total Compensation Statement" that aggregates the monetary value of wages, health care contributions 401(k) matches, and workplace tools?

- No
- Yes

2.10 In the last 12 months, what was the average percentage increase for non-merit-based pay adjustments (specifically to address inflation/cost of living)?

- 0%
- 1%-3%
- 4%-6%
- 7% or more

2.11 Other than Cost-of-Living increases or bargaining agreements have you considered changing employee wages or benefits over the last three years?

- No
- Yes

If Yes, what changes did you make (healthcare, employee perks, education, etc)?

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### Expected Changes

2.12 Which workplace practices do you expect to change in the next 12–24 months? Select (X) all that apply.

- Wages
- Health benefits
- Retirement benefits
- Remote/hybrid work
- Scheduling
- Paid leave
- AI/Automation
- Staffing levels
- Training
- Safety
- Workload
- Other
- Do not anticipate any changes

**3. MODERN WORKPLACE**

In this section, please describe your current workplace in terms of flexibility, AI integration, multi-work policy, and the workplace culture. Select (X) as appropriate and describe responses, if necessary.

**Remote Workplace - Flexibility**

3.1 For roles that are technically capable of being remote, what is your organization's mandatory minimum number of days in a physical office per week?

- Fully remote
- 1 day on-site
- 2 days on-site
- 3 days on-site
- 4 days on-site
- Fully on-site

**AI – Based Operations**

3.2 Roughly what percentage of your workforce currently uses AI services or AI Agents to complete at least 30% of their core tasks?

- 0%
- 1% to 25%
- 26% to 50%
- 50% to 75%
- 75% to 100%
- AI use not allowed
- Unknown/Prefer not to answer

3.3 Does your business have a formal policy for utilizing AI services such as ChatGPT?

- No policy at all
- Informal policy
- Formal policy

3.4 To what degree has your business implemented AI or automated solutions specifically to fill vacancies caused by the difficulty in finding qualified employees?

- Have not implemented
- Minimally implemented
- Have restructured to allow more automation
- Have eliminated positions due to automation
- Unknown/Prefer not to answer

3.5 Do you provide AI training and/or advanced automation training? Select (X) all that apply.

- All employees
- Management only
- Case-by-case basis
- Do not provide

**Poly Working**

- 3.6 What is your company's official stance on employees holding secondary "gig" work or freelance positions while employed full-time?
- Explicitly Prohibited
  - Permitted with Disclosure
  - Permitted without Disclosure
  - No formal policy

**Workplace Culture**

- 3.7 What formal practices do you use to measure and respond to employee engagement, morale, or workplace culture? Select (X) all that apply.
- Employee engagement survey
  - Pulse surveys
  - Stay interviews
  - Exit interviews
  - Labor-management meetings
  - Employee committees
  - Manager check-ins
  - No formal process
  - Other
- 3.8 What mechanisms are in place for employees to raise concerns, provide feedback, or influence workplace decisions? Select (X) all that apply.
- Direct manager
  - HR
  - Anonymous hotline
  - Union representative
  - Joint labor-management committee
  - Employee resource groups
  - Town halls
  - Safety committee
  - Open-door policy
  - No formal mechanism

**4. TALENT ATTRACTION/RETENTION**

**In this section, please describe your current talent recruiting process and approach to training. Also, identify your organization's workforce values for attracting and retaining Gen Z talent. Select (X) as appropriate and describe responses, if necessary.**

**Talent Recruiting**

4.1 Are you having problems finding qualified employees?

- No  
 Yes

If Yes, please describe any problems/difficulties/issues that you experience (retention/skills/etc.).

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4.2 Where do you find the greatest success in recruiting for open positions (i.e. current employees, social media, temp agencies, etc.)?

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4.3 Which of the following best describes your organization's recruiting strategy for non-remote roles?

- Local Only: Limited to a standard daily commute (e.g., < 60 miles).  
 Regional: Within a distance where 1–2 days in-office per week is feasible (e.g., <125 miles).  
 National/Hub-Based: Recruit nationwide but require relocation.  
 We hire regardless of location.  
 Unknown/Prefer not to answer

4.4 What do you identify as the single primary reason for voluntary employee departures in the last 12 months? (burnout, better pay, lack of career path, poor management, seeking more challenging work, unvalued, conflict with workplace policies, work-life balance, etc.)

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**Training/Skills-based Hiring**

4.5 To address the talent gap, which of the following strategies does your organization currently use? Select (X) all that apply.

- Removing degree requirements from job descriptions  
 Using pre-hire skills assessments or 'auditions'  
 Accepting alternative credentials (e.g., digital badges, industry certs, bootcamps)  
 None of the above  
 Unknown/Prefer not to answer  
 Other (please specify)

4.6 What percentage of your open "white-collar" roles have you removed a four-year degree requirement in favor of skills-based assessments or certifications?

- 0%  
 1% to 25%  
 26% to 50%  
 50% to 75%  
 75% to 100%  
 Unknown/Prefer not to answer

4.7 Do you currently use an internal "Talent Marketplace" or "Skills Inventory" to fill open positions via upskilling current staff before opening the role to external candidates?

- \_\_\_\_\_ No
- \_\_\_\_\_ Yes

4.8 Do you have a formal "protected time" policy that allows employees to dedicate a specific number of on-the-clock hours per week/month to continuous learning and upskilling?

- \_\_\_\_\_ No formal policy
- \_\_\_\_\_ 1–2 hours/month
- \_\_\_\_\_ 1 hour/week
- \_\_\_\_\_ 2–4 hours/week
- \_\_\_\_\_ 5+ hours/week

4.9 Does your company have any specific workforce training needs?

- \_\_\_\_\_ No
- \_\_\_\_\_ Yes

If Yes, please describe your training needs

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**Future Talent Attraction/Retention Values**

4.10 Of the following workplace practices, which do you believe are the most important to your organization in attracting and retaining employees under 35? (Please rank the top 5 most important).

- \_\_\_\_\_ Competitive wages
- \_\_\_\_\_ Flexible scheduling
- \_\_\_\_\_ Hybrid/remote work
- \_\_\_\_\_ Paid leave
- \_\_\_\_\_ Health benefits
- \_\_\_\_\_ Retirement benefits
- \_\_\_\_\_ Career development
- \_\_\_\_\_ Manager quality
- \_\_\_\_\_ Workplace culture
- \_\_\_\_\_ Employee voice
- \_\_\_\_\_ Mental health support
- \_\_\_\_\_ Technology/AI training
- \_\_\_\_\_ Workload sustainability
- \_\_\_\_\_ Childcare/eldercare support
- \_\_\_\_\_ Other (please specify)

**5. TIME-OFF POLICY**

Please describe all the paid time off that you provide to your employees. If you have a document describing all the benefits offered by your organization that you would like to upload, [please click here](#).

5.1 Paid Time Off - How do you award time off? Select (X) all that apply.

- By scheduled holidays, vacation and sick days
- By Paid-Time-Off (PTO) only
- A combination of holidays and PTO
- Accrued Personal & Comp time
- Other (please specify)

5.2 What paid holidays does your company observe? Select (X) all that apply.

- No paid holidays at all
- No paid holidays - must use PTO
- All federal holidays
- Only Christmas and New Year's
- Christmas Eve and New Year's Eve
- Day after Thanksgiving
- Religious holidays
- Employee birthday
- Employee anniversary
- Other (please specify)

5.3 How much paid vacation time off (in hours) do you award an employee for continual service? Use this table if you only offer time off in PTO. Note: 40 hours = 1 week.

| Years of Continual Service | Paid Vacation/PTO Time in Total Hours |
|----------------------------|---------------------------------------|
| 1 year or less             | _____                                 |
| 1 year to under 3 years    | _____                                 |
| 3 years to under 6 years   | _____                                 |
| 6 years to under 10 years  | _____                                 |
| 10 years to under 15 years | _____                                 |
| Over 15 years              | _____                                 |
| Other, please specify      | _____                                 |

5.4 How much paid sick time (in hours) do you award an employee for continual service? Note: This does not include FMLA events. Note: 40 hours = 1 week.

| Years of Continual Service | Paid Sick Time in Total Hours |
|----------------------------|-------------------------------|
| 1 year or less             | _____                         |
| 1 year to under 3 years    | _____                         |
| 3 years to under 6 years   | _____                         |
| 6 years to under 10 years  | _____                         |
| 10 years to under 15 years | _____                         |
| Over 15 years              | _____                         |
| Other, please specify      | _____                         |

**Childcare and Caregiving Support**

5.5 Does your organization offer "Paid Parental Leave" (distinct from Short-Term Disability for birth) to both primary and secondary caregivers?

- No  
 Yes  
 Under consideration

5.6 Do you offer any of the following: company-provided childcare onsite; provide direct monthly subsidies to regional childcare providers; or allow early/late shift times to accommodate childcare needs?

- No  
 Yes  
 Under consideration

5.7 Do you offer paid/unpaid "Caregiver Leave" for employees assisting elderly dependents or family members with chronic medical needs?

- No  
 Yes  
 Under consideration

5.8 Please add any comments related to your time off policy:

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**6. MEDICAL & OTHER BENEFITS**

Please describe all the medical and other benefits that you provide to your employees. If you have a document describing all the benefits offered by your organization that you would like to upload or email, please click here.

6.1 Excluding wages and senior management compensation packages, what percentage does your company contribute to an employee's total compensation package (health care, 401-k, safety equipment, amenities, other perks and benefits, etc.)?

- Under 10%
- 10% to 19%
- 20% to 29%
- 30% to 39%
- 40% to 49%
- Over 50%
- Unknown/prefer not to answer

**Medical Benefits**

6.2 Do you offer any of the following benefits to your employees? Select (X) all that apply.

- Medical insurance for employee
- Medical insurance for working spouse
- Medical insurance for dependents
- Dental insurance for employee
- Dental insurance for dependents
- Vision care
- Long-term disability
- Short-term disability
- Accident insurance
- Paid parental or Family leave
- Life insurance
- Employee Assistance Program (EAP)
- Drug & Alcohol referral program
- Onsite doctor visits including in-person or telemedicine
- Pet insurance
- Travel insurance
- Do not offer medical benefits
- Other insurance-related benefits (please specify)

6.3 Do you offer any of the following health care plan options? Select (X) all that apply.

- Preferred Provider Organization (PPO)
- Health Maintenance Organization (HMO)
- High Deductible Health Plans (HDHP)
- Health Savings Accounts (HSA)
- Health Reimbursement Arrangement (HRA)
- Healthcare Flex Spending Accounts (FSA)
- Do not offer health care plan options
- Other (please specify)

6.4 What percentage of medical benefits premium costs do you contribute to your employee?  
\_\_\_\_\_

6.5 What percentage of medical benefits premium costs do you contribute to your employee's spouse and dependents?  
\_\_\_\_\_

**Financial Benefits**

6.6 Do you offer any of the following financial contribution benefits to your employees? Select all that apply.

- \_\_\_\_\_ 401-K contributions
- \_\_\_\_\_ Profit sharing
- \_\_\_\_\_ Retirement plan
- \_\_\_\_\_ Stock Options
- \_\_\_\_\_ Sign on bonus
- \_\_\_\_\_ Performance bonus
- \_\_\_\_\_ Shift differential for 2nd or 3rd shift
- \_\_\_\_\_ Employee discounts within company
- \_\_\_\_\_ Housing or mortgage/rent assistance
- \_\_\_\_\_ Home office and/or technology reimbursement
- \_\_\_\_\_ Company-provided childcare
- \_\_\_\_\_ Company-provided ridesharing
- \_\_\_\_\_ Contributions or discounts on products or services outside of company
- \_\_\_\_\_ Do not offer financial contribution benefits
- \_\_\_\_\_ Other financial contribution-related benefits (please specify)

6.7 Do you provide wholly or in part, any of the following workplace tools and amenities? Select all that apply.

- \_\_\_\_\_ Pagers/cellphones
- \_\_\_\_\_ Uniforms
- \_\_\_\_\_ Safety equipment
- \_\_\_\_\_ Laptops/i-pads/tech
- \_\_\_\_\_ Collaborative software
- \_\_\_\_\_ Specialty or industry tools
- \_\_\_\_\_ Parking
- \_\_\_\_\_ Company vehicle
- \_\_\_\_\_ Rental vehicle
- \_\_\_\_\_ Do not provide workplace tools or amenities
- \_\_\_\_\_ Other (please specify)

6.8 Do you offer any of the following life experience/job coaching/performance improvement benefits to your employees? Select (X) all that apply.

- \_\_\_\_\_ Financial literacy/wellness program (including retirement or credit counseling)
- \_\_\_\_\_ Student loan repayment assistance (for pre-existing loans)
- \_\_\_\_\_ Tuition assistance (for new educational opportunities)
- \_\_\_\_\_ Job-related certifications
- \_\_\_\_\_ Opportunities for advancement including leadership/supervisor training
- \_\_\_\_\_ Career path programs
- \_\_\_\_\_ Cross-train or cross-functional departments
- \_\_\_\_\_ Do not provide job coaching/performance improvement-related benefits
- \_\_\_\_\_ Other job coaching/performance improvement-related benefits (please specify)

6.9 Do you offer any of the following flexible work/life-balance workplace benefits? Select (X) all that apply.

- Bonus time off for performance
- Time off for re-tooling production or re-organization of stock
- Unpaid time off (limited or unlimited)
- Unlimited PTO plans (permissive time off)
- Flexible shift work schedules (early start/late start)
- Self-scheduling
- Remote work (Work from anywhere weeks)
- Summer hours
- Casual Fridays
- Late In/Early Out without PTO deductions
- 4-day workweeks (100% pay)/compressed workweek
- Comp time
- Job Sharing or shift swapping
- No formal flexibility offered
- Other flexible workplace related benefits (please specify)

6.10 Do you offer any of the following health and wellness benefits? Select (X) all that apply.

- Rewards for meeting individual health & wellness goals
- Treadmill workstations, standing desks or other ergonomic workspace enhancements
- Onsite fitness or discounted gym memberships
- Onsite health services, including access to medical professionals, telehealth, massage therapists
- Company-wide sponsored fitness challenges
- Healthy snacks, nutrition or diet programming
- Free food
- Company-provided wearables (fitness trackers)
- Stress management and mental health support programming
- Separate outdoor space for workplace breaks
- Healthcare screenings
- Eldercare referrals
- Family-friendly workplace
- Pet-friendly workplace
- Family support services
- No health and wellness benefits offered
- Other (please specify)

6.11 Please add any comments related to your medical and financial benefits policy:

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## 7. STARTING & MEDIAN WAGES

The following section requests pay rates for specific occupations. Please do not submit any personal identifiable information. If you have a document describing wages offered by your organization that you would like to upload or email, please click [here](#).

Please provide the number of employees, starting and median wages for each job title within your organization. If there is no comparable job title shown, please list job at the bottom of this table.

| Functional Area/Occupation  | Number of Employees | Starting Wage | Median Wage* |
|---|---------------------|---------------|--------------|
| <b>Management &amp; Administration</b>                                |                     |               |              |
| Chief Executives (C-Level: CEO, CFO, CIO, COO. etc.)                  |                     |               |              |
| General and Operations (Plant) Managers                               |                     |               |              |
| Computer & Information Systems Managers                               |                     |               |              |
| Healthcare Administrator  |                     |               |              |
| Human Resources Managers  |                     |               |              |
| Industrial Production Managers  |                     |               |              |
| Medical and Health Services Managers                                  |                     |               |              |
| Supply Chain/Logistics Managers                                       |                     |               |              |
| Warehouse/Fleet Manager   |                     |               |              |
|   |                     |               |              |
|   |                     |               |              |
| <b>Business, Financial, &amp; Computer Operations</b>                 |                     |               |              |
| Buyers and Purchasing Agents  |                     |               |              |
| Cost Estimators   |                     |               |              |
| Human Resources Specialists   |                     |               |              |
| Project Management/Business Operations Specialists                    |                     |               |              |
| Training and Development Specialists                                  |                     |               |              |
| Accountants and Auditors  |                     |               |              |
| Bank Tellers  |                     |               |              |
| Bookkeeping, Accounting, Billing and Auditing Clerks                  |                     |               |              |
| Financial and Investment Analysts                                     |                     |               |              |
| Loan Officers   |                     |               |              |
| Computer Network Architects   |                     |               |              |
| Computer Network Support Specialists                                  |                     |               |              |
| Computer Programmers  |                     |               |              |
| Computer Systems Analysts   |                     |               |              |
| Computer User Support Specialists                                     |                     |               |              |
| Database Administrators & Architects/Data Governance                  |                     |               |              |
| Information Security Analysts   |                     |               |              |
| Network and Computer Systems Administrators                           |                     |               |              |
| Software Developers, Software Quality Assurance Analysts              |                     |               |              |
| Web Developers and Digital Interface Designers                        |                     |               |              |
| Cybersecurity Analyst   |                     |               |              |
| Artificial Intelligence (AI) Specialist/Prompt Engineer               |                     |               |              |
| Augmented/Virtual Reality (AR/VR) Specialist/Digital Imagers/Modelers |                     |               |              |
| Data Scientists/Data Analysts   |                     |               |              |
| Graphic Designers/Technical Writers                                   |                     |               |              |
| Technology Coordinator  |                     |               |              |
|   |                     |               |              |
|   |                     |               |              |
|   |                     |               |              |

| Functional Area/Occupation                                    | Number of Employees | Starting Wage | Median Wage* |
|---|---------------------|---------------|--------------|
| <b>Engineering/Life Science Occupations</b>                   |                     |               |              |
| Additive/3D Printing Engineer                                 |                     |               |              |
| Additive/3D Printing Technician                               |                     |               |              |
| Automation & Systems Engineer                                 |                     |               |              |
| Automotive Engineers  |                     |               |              |
| Chemists/Chemical Engineers                                   |                     |               |              |
| Chemical Technicians  |                     |               |              |
| Civil Engineers   |                     |               |              |
| Clinical Lab Technologists and Technicians                    |                     |               |              |
| Drone Pilot/Operator  |                     |               |              |
| Electrical Engineers  |                     |               |              |
| Electrical and Electronics Engineering Techs                  |                     |               |              |
| Electro-Mechanical & Mechatronics Techs                       |                     |               |              |
| Environmental Science/Health/Protection Technicians           |                     |               |              |
| Food Scientists and Technologists                             |                     |               |              |
| Industrial Engineers  |                     |               |              |
| Industrial Engineering Technologists & Technicians            |                     |               |              |
| Materials Engineers/Materials Scientists                      |                     |               |              |
| Mechanical Engineers  |                     |               |              |
| Mechanical Engineering Technologists & Technicians            |                     |               |              |
| Non Destructive Testing Specialists                           |                     |               |              |
| Quality Control Analysts                                      |                     |               |              |
| Robotics/COBOT Engineers                                      |                     |               |              |
| Robotics/COBOT Technologists & Technicians                    |                     |               |              |
|   |                     |               |              |
|   |                     |               |              |
| <b>Healthcare Occupations</b>                                 |                     |               |              |
| Dental Assistants   |                     |               |              |
| Dental Hygienists   |                     |               |              |
| Diagnostic Medical Sonographers                               |                     |               |              |
| Emergency Medical Technicians and Paramedics                  |                     |               |              |
| Health Technologists and Technicians, All Other               |                     |               |              |
| Healthcare Support Workers, All Other                         |                     |               |              |
| Home Health and Personal Care Aides                           |                     |               |              |
| Licensed Practical and Licensed Vocational Nurses             |                     |               |              |
| Medical Assistants  |                     |               |              |
| Medical Records and Health Information Technicians            |                     |               |              |
| Medical Secretaries   |                     |               |              |
| Nurse Practitioners   |                     |               |              |
| Nursing Assistants  |                     |               |              |
| Occupational Therapy Assistants                               |                     |               |              |
| Pharmacists   |                     |               |              |
| Pharmacy Technicians  |                     |               |              |
| Phlebotomists   |                     |               |              |
| Physical Therapist Assistants                                 |                     |               |              |
| Physician Assistants  |                     |               |              |
| Radiologic Technologists                                      |                     |               |              |
| Registered Nurses   |                     |               |              |
| Rehabilitation Counselors                                     |                     |               |              |
| Substance Abuse, Behavioral Disorder Mental Health Counselors |                     |               |              |
|   |                     |               |              |
|   |                     |               |              |

| Functional Area/Occupation  | Number of Employees | Starting Wage | Median Wage* |
|---|---------------------|---------------|--------------|
| <b>Legal, Arts, Education, Safety &amp; Service Occupations</b>   |                     |               |              |
| Paralegals and Legal Assistants   |                     |               |              |
| Childcare Workers   |                     |               |              |
| Distance Learning Coordinator   |                     |               |              |
| Preschool Teachers, Except Special Education  |                     |               |              |
| Teacher Assistants  |                     |               |              |
| Teachers and Instructors, All Other, Except Substitute  |                     |               |              |
| Vocational Education Teachers, Postsecondary  |                     |               |              |
| Security Guards   |                     |               |              |
| Landscaping and Groundskeeping Workers  |                     |               |              |
| Janitors & Cleaners   |                     |               |              |
| Food Preparation & Serving Related Workers  |                     |               |              |
|   |                     |               |              |
| <b>Sales &amp; Customer Services and Office Support</b>   |                     |               |              |
| First-Line Supervisors of Retail Sales Workers  |                     |               |              |
| Retail Salespersons   |                     |               |              |
| First-Line Supervisors of Non-Retail Sales Workers  |                     |               |              |
| Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products                   |                     |               |              |
| Sales Engineers   |                     |               |              |
| First-Line Supervisors of Office and Administrative Support Workers                                     |                     |               |              |
| Customer Service Representatives  |                     |               |              |
| Office Clerks and Administrative Assistants, General  |                     |               |              |
| Executive Assistants  |                     |               |              |
| Telemarketers and appointment setters   |                     |               |              |
|   |                     |               |              |
| <b>Construction and Maintenance Workers</b>   |                     |               |              |
| First-Line Supervisors of Construction Trades and Extraction Workers & Mechanics Installers & Repairers |                     |               |              |
| Avionics Technicians/Aircraft Mechanics & Service Technicians   |                     |               |              |
| Automotive Service Technicians  |                     |               |              |
| Carpenters  |                     |               |              |
| Cement Masons and Concrete Finishers  |                     |               |              |
| Construction Laborers   |                     |               |              |
| Electrical and Electronics Repairers, Commercial and Industrial Equipment                               |                     |               |              |
| Electricians  |                     |               |              |
| General Maintenance and Repair Workers  |                     |               |              |
| General Maintenance and Repair Workers-helpers  |                     |               |              |
| HVAC Mechanics & Installers   |                     |               |              |
| Industrial Machinery Mechanics  |                     |               |              |
| Painters, Construction and Maintenance  |                     |               |              |
| Plumbers, Pipefitters, and Steamfitters   |                     |               |              |
| Sheet Metal Workers   |                     |               |              |
| Structural Iron and Steel Workers   |                     |               |              |
|   |                     |               |              |

| Functional Area/Occupation   | Number of Employees | Starting Wage | Median Wage* |
|--|---------------------|---------------|--------------|
| <b>Production Workers</b>  |                     |               |              |
| First-Line Supervisors of Production and Operating Workers           |                     |               |              |
| Assemblers and Fabricators, Including Team Assemblers                |                     |               |              |
| Bakers   |                     |               |              |
| Chemical Equipment Operators and Tenders                             |                     |               |              |
| Chemical Plant and System Operators                                  |                     |               |              |
| CNC Machine Programmers  |                     |               |              |
| CNC Machine Tool Operators   |                     |               |              |
| Coating, Painting, Spraying Machine Setters, Operators, Tenders      |                     |               |              |
| Cutting, Punching, Press Machine Setters, Operators, Tenders         |                     |               |              |
| Electrical, Electronic, and Electromechanical Assemblers             |                     |               |              |
| Machinists   |                     |               |              |
| Molding, Coremaking, Casting Machine Setters, Operators              |                     |               |              |
| Packaging and Filling Machine Operators and Tenders                  |                     |               |              |
| Sewing Machine Operators   |                     |               |              |
| Structural Metal Fabricators and Fitters                             |                     |               |              |
| Tool and Die Makers  |                     |               |              |
| Welders, Cutters, Solderers and Brazers                              |                     |               |              |
| Woodworking Machine Setters, Operators/Tenders,                      |                     |               |              |
| Helpers—Production Workers   |                     |               |              |
|  |                     |               |              |
| <b>Transportation &amp; Warehouse Occupations</b>                    |                     |               |              |
| First-Line Supervisors of Transportation and Material Moving Workers |                     |               |              |
| Heavy and Tractor-Trailer Truck Drivers                              |                     |               |              |
| Bus Drivers  |                     |               |              |
| Light Truck or Delivery Services Drivers                             |                     |               |              |
| Industrial Truck and Tractor Operators (includes forklifts)          |                     |               |              |
| Crane & Tower Operators  |                     |               |              |
| Conveyor Operators & Tenders   |                     |               |              |
| Laborers and Freight, Stock, and Material Movers, Hand               |                     |               |              |
| Machine Feeders and Offbearers                                       |                     |               |              |
| Packers and Packagers, Hand  |                     |               |              |
| Refuse and Recyclable Material Collectors                            |                     |               |              |
| Dispatchers, Except Police, Fire, and Ambulance                      |                     |               |              |
| Logisticians   |                     |               |              |
| Production, Planning, and Expediting Clerks                          |                     |               |              |
| Shipping, Receiving, and Traffic Clerks                              |                     |               |              |
| Stock Clerks and Order Fillers (Order Picker/Packer)                 |                     |               |              |
| Weighers, Measurers, Checkers, and Samplers, Recordkeeping           |                     |               |              |
|  |                     |               |              |
| <b>Other Occupations Not Listed</b>                                  |                     |               |              |
|  |                     |               |              |
|  |                     |               |              |
|  |                     |               |              |

\*Please calculate the median wage by arranging the salaries for a group of employees in descending order and then locating the salary that represents the midpoint of the distribution. Fifty percent of the salaries are less than the median and fifty percent of the salaries are greater than the median. For an explanation defining the difference between average salary and median salary, please see <https://www.salary.com/blog/defining-the-difference-between-average-and-median-salary/>

## 8. FILE UPLOADS

The survey is available in multiple formats including Online, Excel, and Word. You may also choose to upload or email your company's existing policy files for benefits and wages—we will handle the data entry for you. If submitting files, please ensure all personally identifiable information (PII) is removed.

Three ways to submit files:

Please send your completed survey and/or supplemental files to:

Upload formats must be in: Word (.docx or .doc); Excel (.xlsx or .xls) or PDF (.pdf).

1. Email [michelle@laketoriverohio.org](mailto:michelle@laketoriverohio.org).  
with the subject line as WB Survey
2. Postal mail Please send your paper copy of completed survey and/or supplemental files to:  
Michelle Phillips  
Lake to River Economic Development  
100 East Federal Street Suite 920  
Youngstown, OH 44503
3. Online Survey Go to <https://survey.alchemer.com/s3/8852218/WageBenefitSurvey>  
Please fill out the first page with company contact information.  
At the top of the second page, select the File Upload option.  
Follow instructions to upload files.  
Formats must be

Any questions, comments or concerns, please contact Michelle Phillips at 234-255-0948 or [michelle@laketoriverohio.org](mailto:michelle@laketoriverohio.org).

## THANK YOU

**Thank you for your valuable input and for taking the time to complete the 2026 Lake to River Wage & Benefit Survey. We sincerely appreciate the effort required to share your data, which is instrumental in building the only verified local benchmark for our 4-county region.**

**Lake to River Economic Development is dedicated to driving economic prosperity across Mahoning, Trumbull, Columbiana, and Ashtabula counties. Beyond research and benchmarking, we support regional business success through a variety of professional services, including site searches, project management, and specialized talent programs.**

**If your company has a specific need or if you are looking to expand your operations within the LTR region, please do not hesitate to contact us at (330) 886-8973 or reach out directly to Michelle Phillips, Director of Research, at [Michelle@LakeToRiverOhio.org](mailto:Michelle@LakeToRiverOhio.org).**