

2007 AGRICULTURAL WAGE AND BENEFIT SURVEY

FELS/UC and Cooperating Associations

This survey is conducted annually to provide a market reference for growers making wage and benefit decisions. Your cooperation in completing the form (anonymously) will make the tabulated results more useful for everybody. Please base your responses on what you are now paying or expect to pay in 2007. Thank You!

I. Company Classification (for use in summarizing survey results)

- A. In what county do you employ the greatest number of employees? _____
- B. How many people do you employ when fully staffed? 1. _____ Year-round (10 or more months of employment/year)
(on your own payroll, not through contractors) 2. _____ Seasonal (additional employees at peak activity)
- C. Do you hire FLCs or other contract firms for production services? No Yes
If yes, about what share (to the nearest 10%) of your total labor expenses do you pay through them? _____ %
- D. Is a union certified to represent any of your employees? No Yes
If yes ---> Name of union: _____ Is a contract in effect? No Yes
- E. Commodities produced. Please use an **X** for as many as apply, and use an **1** (or circle commodity) in the box which your labor expense is **highest**.
- | | | | |
|---|--|---|---|
| 1. <input type="checkbox"/> Vegetable Crops | 3. <input type="checkbox"/> Tree Crops | 5. <input type="checkbox"/> Dairy/Livestock | 7. <input type="checkbox"/> Horticultural |
| 2. <input type="checkbox"/> Other Field/Row Crops | 4. <input type="checkbox"/> Grapes | 6. <input type="checkbox"/> Poultry | 8. <input type="checkbox"/> Other |

II. Wages. What are the highest and lowest wages you pay for each job listed below in which you employ people?

- If all employees in a job category earn at the same rate, please enter it only in the "highest" column.
- If pay is by piece rate, please estimate the equivalent earnings per hour worked.

Job	Typical Work Performed	Or			
		Hourly Rate		Monthly Salary	
		Lowest	Highest	Lowest	Highest
1. Supervisor	Plans and directs the activities of several foremen or their crews.				
2. Foreman	Under managerial instruction, directs, leads, and supports a crew of workers.				
3. Shop Mechanic I	Independently repairs machinery, welds, & performs other shop functions.				
4. Shop Mechanic II	Under supervision, repairs machines and performs other shop functions.				
5. Equipment Operator	Operates trucks, planting/harvest machines, forklifts, other heavy equipment.				
6. Tractor Driver I	Prepares and drives tractor for precision planting, listing, leveling, spraying, and similarly skilled functions.				
7. Tractor Driver II	Uses tractor to disc fields, carry loads, and perform other basic work not requiring possession of a driver's license.				
8. Milker	Milks cows using milking machine; examines cows for injuries/diseases.				
9. Irrigator - Flood/Row	Sets up and applies ditch or flood irrigation in open fields or orchards.				
10. Irrigator - Lines	Assembles, operates, and moves pipe sprinkler or drip systems.				
11. Pruner-Tree or Vine	Prunes fruit/nut trees or grape vines, using hand tools.				
12. Nursery Propagator	Transplants or propagates plants from cuttings, stems or seeds.				
13. General Laborer I	Performs various tasks requiring some manual or mental skill ("semi-skilled").	*	*		
					← On your payroll ← FLC employees*
14. General Laborer II	Performs tasks requiring only skills readily learned; typically hired seasonally.	*	*		
					← On your payroll ← FLC employees*

(* Farm Labor Contractor and/or Custom Harvester employees)

III. Benefits - Which of these fringe benefits do more than half of your (a) year-round and (b) seasonal employees receive without having to co-pay more than 25% of the cost? Please check all that apply.

	Year-Round	Seasonal		Year-Round	Seasonal
1. Health care - employee only	<input type="checkbox"/>	<input type="checkbox"/>	6. Yearly profit-sharing or bonus	<input type="checkbox"/>	<input type="checkbox"/>
2. Health care -family	<input type="checkbox"/>	<input type="checkbox"/>	7. Retirement pay/pension	<input type="checkbox"/>	<input type="checkbox"/>
3. Vacation pay	<input type="checkbox"/>	<input type="checkbox"/>	8. Housing	<input type="checkbox"/>	<input type="checkbox"/>
4. Holiday pay (days per year)	#	#	9. Utilities in housing	<input type="checkbox"/>	<input type="checkbox"/>
5. Sick-leave pay	<input type="checkbox"/>	<input type="checkbox"/>	10. Farm products	<input type="checkbox"/>	<input type="checkbox"/>

**RETURN TO: FELS • 2300 River Plaza Drive • Sacramento, CA 95833 • FAX 916-561-5696, or
Email Completed and Saved Form to fels@fels.org**