

# 2013 CALIFORNIA AGRICULTURAL WAGE AND BENEFIT SURVEY

## FELS/UC and Western Growers Association

This survey is conducted annually to provide a market reference for California 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 during calendar year 2012 in California only, even if you also operate in other states. Thank You!

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

- A. In what California 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 check as many as apply, and circle the number next to one in which your labor expense is highest.
1.  Vegetable Crops                      3.  Tree Crops                      5.  Dairy/Livestock                      7.  Horticultural  
2.  Other Field/Row Crops                      4.  Grapes                      6.  Poultry                      8.  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.
- \* Please do **not** enter a bi-weekly salary. To convert to monthly, multiply by 2.174.

Job	Typical Work Performed	Or			
		Hourly Rate		Monthly Salary	
		Lowest	Highest	Lowest	Highest
1. Supervisor	Manages or coordinates work of foremen who directly lead crews.				
2. Foreman	Under managerial guidance, directs, leads, and supports a crew of workers.				
3. Shop Mechanic I	Independently repairs machinery, welds, and 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, or 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 fields or orchards.				
10. Irrigator - Lines	Assembles, moves, and operates 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 developed manual or mental skills ("semi-skilled").	*	*		
14. General Laborer II	Performs tasks requiring only skills readily learned; typically hired seasonally.	*	*		

←On your payroll  
←FLC employees\*  
←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, except provide number of days in #4.

	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 - employee & 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)	days	days	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: Western Growers Association, P. O. Box 2130, Newport Beach, CA 92658**  
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