

## Western Growers 2015 Agricultural Wage and Benefit Survey Report

Report based on All Commodities producer data

### I. Wages

Job Title	Avg	Low-est	Avg Low	Avg High	High-est	sd	n	N
<b>Hourly Wages</b>								
Supervisor	14.01	12.00	13.11	14.91	20.00	1.65	5	15
Foreman	12.49	9.00	11.82	13.17	21.00	1.99	19	48
Shop mechanic 1	15.69	10.00	14.70	16.68	25.00	3.44	21	37
Shop mechanic 2	12.63	9.00	11.59	13.67	26.00	2.72	10	31
Equipment operator	11.68	9.25	10.91	12.45	25.00	1.98	18	50
Tractor driver 1	11.73	9.00	10.81	12.65	28.00	2.06	18	56
Tractor driver 2	11.18	9.00	10.52	11.84	25.00	1.81	18	45
Milker	9.63	9.25	9.25	10.00	10.00	0.00	0	1
Irrigator - flood/row	10.33	9.00	9.95	10.70	14.80	1.14	14	43
Irrigator - lines	10.44	9.00	9.90	10.99	16.00	1.14	16	52
Pruner - tree or vine	10.73	9.00	9.67	11.79	25.00	2.23	5	13
Nursery propagator	10.34	9.00	9.80	10.89	14.00	1.50	5	9
General laborer 1 (own employee)	10.35	9.00	9.83	10.86	25.00	1.81	25	47
General laborer 1 (FLC employee)	9.95	9.00	9.59	10.31	15.00	1.10	14	25
General laborer 2 (own employee)	9.62	9.00	9.42	9.83	13.00	0.67	21	32
General laborer 2 (FLC employee)	9.76	9.00	9.34	10.18	15.00	0.99	12	22
<b>Monthly Salaries</b>								
Supervisor	5,428	2,850	4,839	6,017	10,416	1,446	16	41
Foreman	3,881	1,950	3,578	4,184	7,500	926	11	23
Shop mechanic 1	4,632	1,800	4,617	4,646	6,666	1,615	6	7
Shop mechanic 2	3,700	3,700	3,700	3,700	3,700	0	1	1
Equipment operator	3,360	3,360	3,360	3,360	3,360	0	1	1
Tractor driver 1	0	0	0	0	0	0	0	0
Tractor driver 2	0	0	0	0	0	0	0	0
Milker	0	0	0	0	0	0	0	0

### Contract Production Services

Respondents who hire any contractors for production	60.00 %
Average share of total labor expenses paid through contractors	44.21 %

### II. Benefits

Benefits Provided	% providing to yr-round	N	% providing to seasonal	N
Health care - employee only	43.90 %	82	9.76 %	82
Health care - employee & family	32.93 %	82	8.54 %	82
Vacation pay	59.76 %	82	2.44 %	82
Holiday pay (days per year)	58.54 %	82	6.10 %	82
Average days	5.60	48	4.40	5
Sick-leave pay	34.15 %	82	8.54 %	82
Yearly profit-sharing or bonus	41.46 %	82	8.54 %	82
Retirement pay/pension	25.61 %	82	1.22 %	82
Housing	9.76 %	82	1.22 %	82

Utilities in housing	7.32 %	82	1.22 %	82
Farm products	12.20 %	82	2.44 %	82

***See notes on introductory page.***