

**Farm Employers Labor Service
2015 Agricultural Wage and Benefit Survey
Introduction to the Reports**

This note accompanies tabulated summary results of the 2015 Wage and Benefit Survey conducted by the Farm Employers Labor Service (FELS®) and eight other organizations. The survey provides a reference for estimating pay rates and understanding pay structures in California agricultural firms.

We appreciate the participation of respondents and managers from:

Agricultural Personnel Management Association	Farm Employers Labor Service
California Association of Winegrape Growers	Ventura County Agricultural Association
California Grower Foundation	Western Growers
California Farm Bureau Federation	Western United Dairymen
California Fresh Fruit Association	

Wages Section:

The survey form briefly defines each of fourteen job types to facilitate reporting wage rates relative to similar work. Some of the pay variation within a given job, however, is attributable to differences in the duties for which people with the same job title are responsible in different firms. The form allows for reporting pay in eight of the job types per hour, per month, or both. The tables in this report of findings include columns showing the overall average, the average low and high, and the absolute low and high wages reported for each job by respondents in the subgroup specified at top of the page (by crop for each association, and by crop, region, and size for the overall sample). They also indicate the total number (N) of respondents reporting any wage for each respective job-pay type and the number (n) who pay at a single rate (lowest = highest) for a given job. The standard deviation (sd) is of the midpoint between each respondent's lowest and highest wage rates for the job. The smaller the standard deviation, the closer that wages paid for the job by all responding firms tend to cluster around their average.

Since 2006 the survey has included questions about hiring FLCs and other contract firms for production services. In each table of wage results, statistics on wage rates for general laborers employed by these contractors are distinguished from those referring to direct employees on the respondent's payroll. Below the wages table are two statistics indicating the extent of FLC use within a class of respondents: (1) the percentage of respondent firms that hire any contractors, and (2) the average share of their total labor expense that they pay for contracted work.

Benefits Section:

The survey form provides check-boxes only for indicating "yes" to the question of whether employees receive each respective benefit. The "% providing" result on these reports is calculated as the number of respondents checking that box divided by the number of all (N) within the crop, region, or size group specified in the report title. Because this method treats all respondents who did not check a given benefit box the same, whether they would have checked a "no" box or would have simply left no entry for the item, it may understate the share of those who actually provide each benefit.

We hope you find these reports helpful and would welcome any suggestions to improve the survey.

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