Richardson County Labor Basin
Labor Availability Analysis

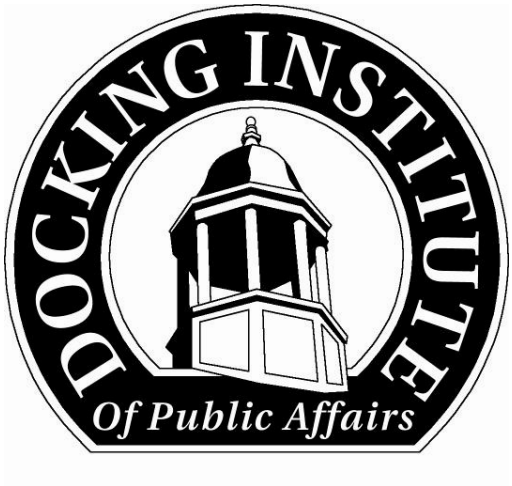
Atchison MO ● Brown KS ● Doniphan KS ● Holt MO ● Johnson NE
Nemaha KS ● Nemaha NE ● Pawnee NE ● Richardson NE

Prepared For

Falls City Economic Development and Growth Enterprise, Inc. (EDGE)

By

The Docking Institute of Public Affairs



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Glossary of Terms

Richardson County Labor Basin – The Richardson County Labor Basin includes nine counties in Nebraska, Kansas, and Missouri. The counties in Nebraska include Johnson, Nemaha, Pawnee, and Richardson. The counties in Kansas include Brown, Doniphan, and Nemaha. The counties in Missouri include Atchison and Holt.

Civilian Labor Force – The Civilian Labor Force represents "the civilian non-institutional population, 16 years of age and over classified as employed or unemployed." The Bureau of Labor Statistics defines "non-institutional civilians" as those individuals who are not inmates in institutions and who are not on active duty in the Armed Forces; and "unemployed civilians" as civilians available for work and who had "made specific efforts to find employment" in the previous four weeks.

Available Labor Pool – The Available Labor Pool is composed of workers and potential workers categorized as either 1) currently not working *but* looking for employment, 2) currently employed (full- or part-time) *and* looking for other full-time employment, 3) currently not working in any manner *but* willing to consider different employment for the *right opportunity*, and 4) currently employed and not looking, *but* willing to consider different employment for the *right opportunity*.

Desired Wage – The desired wage is the hourly wage that a respondent would consider accepting to take a new or different job given the right opportunities. If a respondent offered a yearly salary instead of an hourly wage, the yearly salary was divided by 2,080 to convert the salary to an hourly wage.

Minutes Willing to Travel – "Minutes Willing to Travel" indicates the minutes that a respondent is willing to travel, one way, for a new or different job opportunity given the right opportunities.

Necessary Travel Time – "Necessary Travel Time" is the number of minutes that a respondent indicates he or she is willing to travel that is equal to or greater than the estimated travel time necessary for the respondent to actually commute from his or her zip code of residence to the zip code at the center of the labor basin. For example, a respondent that is willing to travel for 30 minutes, one-way, for a new or different job and that lives an estimated 15 minutes from Falls City is considered "willing to commute the necessary travel time" for a new job.

Willing to Commute Available Labor Pool – The "willing to commute Available Labor Pool" is a subset of the Available Labor Pool that is composed of those members of the Available Labor Pool that are willing to travel the necessary travel time for a new or different job opportunity.

Underutilization/Underemployment – Individuals that perceive themselves as possessing skills and/or training levels that exceed the responsibilities of their current job are considered underutilized/underemployed.

Job Sectors – "Job sectors" include General Labor, High-Skilled Blue Collar, Service Sector, and Professional White Collar. Examples of each include:

General Labor includes occupations such as cleaning, construction, delivery, and maintenance.
High-Skill Blue Collar includes occupations such as police, fire-fighting, postal worker, welding, high-skilled mechanics, computer technician, and lab technician.
Service Sector includes occupations such as clerical worker, waitress, retail sales clerk, bookkeeping, para-professional, certified nurse's assistant, licensed practical nurse, and small business manager.
Professional White Collar includes occupations such as teacher, administrator, business executive, professional sales, doctor, lawyer, professor, and engineer.

Richardson County Labor Basin
Labor Availability Analysis

Executive Summary

The Richardson County Labor Basin includes counties in Nebraska, Kansas, and Missouri. The purpose of this report is to assess the "Available Labor Pool" in this labor basin. The "Available Labor Pool" represents those who indicate that they are looking for employment or would consider changing their jobs for the right employment opportunity.

The Docking Institute's independent analysis of this labor basin shows that:

- The population of the Richardson County Labor Basin is estimated to be 62,305. The Civilian Labor Force (CLF) is estimated to be 34,126. The Institute estimates that 13,331 individuals are considered to be part of the Available Labor Pool.

- Of the Available Labor Pool, an estimated 1,099 (8.2%) non-working and 2,117 (15.9%) working individuals are *looking* for new full-time employment, while 1,945 (14.6%) non-working and 8,170 (61.3%) working individuals would *consider* new and/or different full-time employment for the right opportunities.

- Almost 70% of the Available Labor Pool has at least some college experience and 97.2% has at least a high school diploma. The average age for members of the Available Labor Pool is about 47 years old, and women make up 52.9% of the Available Labor Pool.

- An estimated 2,373 (17.8%) members of the Available Labor Pool currently work in general labor occupations (such as cleaning, construction, delivery and maintenance), while an additional 1,551 (11.6%) work in government services occupations (such as police and fire) or technical/high skill blue collar occupations (such as welder and lab technician).

- An estimated 4,236 (31.8%) members of the Available Labor Pool currently work in service sector occupations (such as clerical worker, retail sales clerk, certified nurse's assistant, small business manager), while an additional 2,126 (16.0%) work in white-collar professional occupations (such as administrator, doctor, teacher and professional sales).

- More than four-fifths (83%) of the Available Labor Pool indicates that they are "willing to work outside of their primary field of employment for a new or different employment opportunity."

- About a third (31.7%) of the members of the Available Labor Pool will commute up to 45 minutes, one way, for an employment opportunity. Almost 78% will commute up to 30 minutes, one way, for employment.

- The five most important desired benefits for a new job are good salary or hourly wage, on-the-job or paid training, good health benefits, good retirement benefits and good vacation benefits.

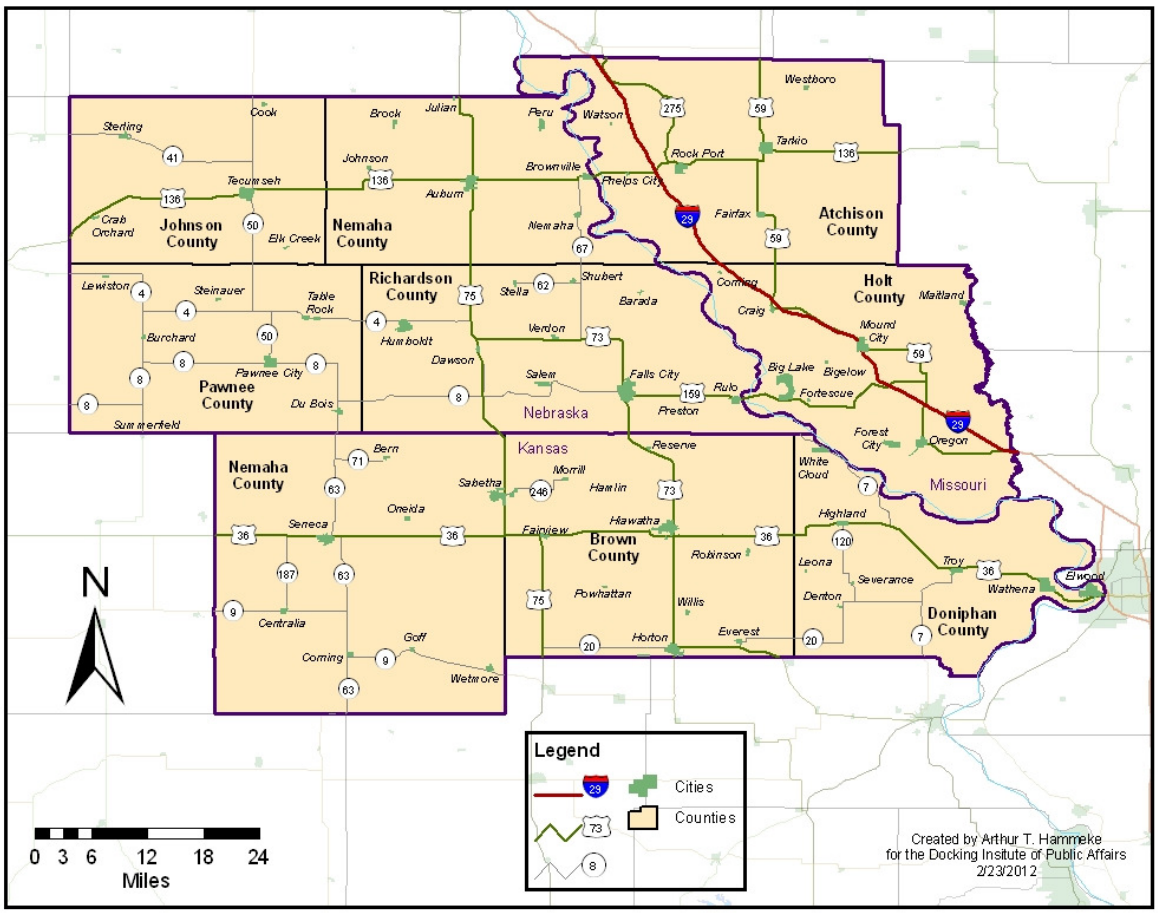
- An estimated 7,382 people (55% of the Available Labor Pool) are interested in a new job at $15 an hour, 4,469 (34%) are interested at $12 an hour and 1,725 (13%) are interested at $9 an hour.

- Of the 10,287 members in the subset of *employed members* of the Available Labor Pool, 3,477 (34%) consider themselves underemployed.

The Richardson County Labor Basin

The Richardson County Labor Basin includes nine counties located in southeastern Nebraska, northeastern Kansas and northwestern Missouri (see Map 1 below).

Map 1: Richardson County Labor Basin



The Richardson County Labor Basin has an estimated total population of 62,305 and a Civilian Labor Force (CLF) of 34,126. There was an official unemployment rate of about 6.06% at the time of the study, and this research suggests that there is a good supply of available labor for a new employer and/or for an employer desiring to expand employment.

The Docking Institute's analysis suggests that the basin contains an Available Labor Pool of 13,331 individuals. The Available Labor Pool is composed of workers categorized as either 1) currently not working *but* looking for full-time employment, 2) currently employed (full- or part-time) *and* looking for other full-time employment, 3) currently not working in any manner *but* willing to consider full-time employment for the *right opportunity* and 4) currently employed and not looking, *but* willing to consider different full-time employment for the *right opportunity*. Please see the Methods section – page 32 – for more information about the Institute's Available Labor Pool analysis methodology and the survey research methods used for this study.

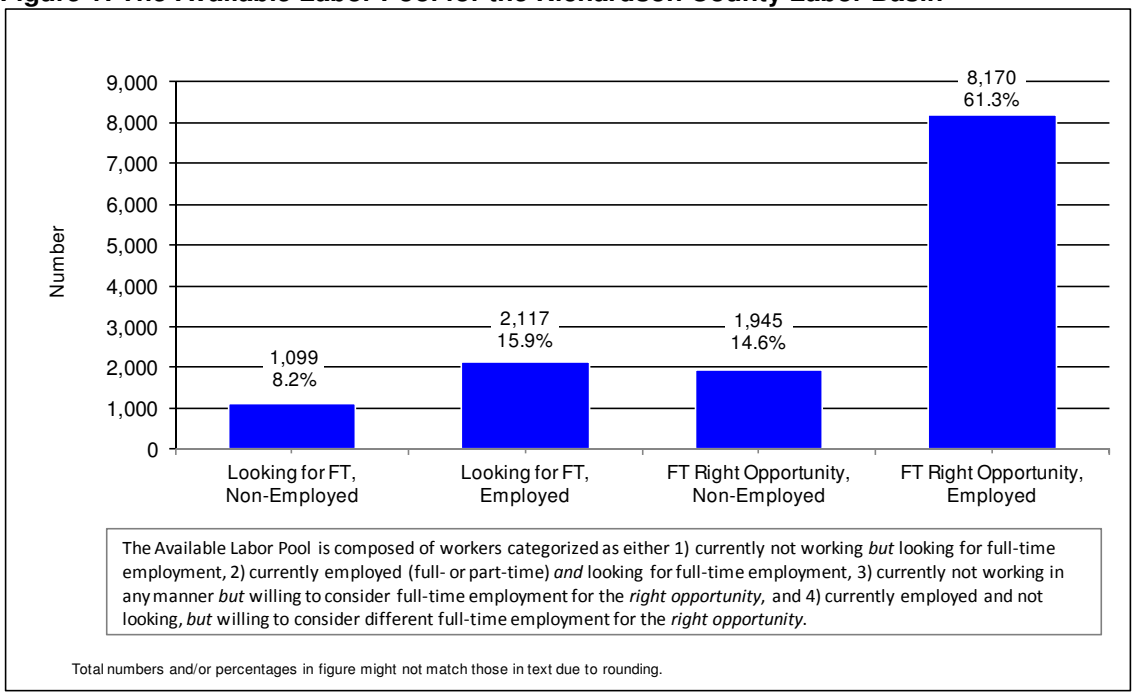
The Richardson County Labor Basin's Available Labor Pool

This section of the report assesses the characteristics of the Available Labor Pool in the Richardson County Labor Basin by answering the following questions:

- What proportion of the labor force – employed, unemployed, homemaker, students, retired and disabled – would seriously consider a new full-time employment opportunity?
- What skills do those who would consider a new employment opportunity have?
- What types of jobs have these workers and potential workers had in the past?
- What types of considerations (pay, benefits, commute time) shape their decision-making?
- What percentage of the Available Labor Pool is willing to change fields of employment?
- What work shifts are Available Labor Pool members willing to work?
- What are some of the characteristics of the general laborers, skilled blue-collar workers, service and support workers and professional white-collar workers?
- What are the wage demands of those Available Labor Pool members that are "willing to commute the necessary distance to the center of the labor basin?"
- What proportion of those workers among the Available Labor Pool is considered "underemployed?"
- What are some of the characteristics of those underemployed workers?

It is estimated that 1,099 (8.2% of the Available Labor Pool) non-employed[1] and 2,117 (15.9%) employed individuals are *currently looking* for new or different full-time employment, and 1,945 (14.6%) non-employed individuals and 8,170 (61.3%) employed individuals *would consider* new or different full-time employment for the right opportunities.

Figure 1: The Available Labor Pool for the Richardson County Labor Basin



[1] The terms "non-employed" and "non-working" refer to officially unemployed members of the Civilian Labor Force *as well as* any non-employed/non-working full-time students, homemakers, retirees and disabled individuals.

Map 2 shows how each zip code in the basin compares to all other zip codes in terms of the percent of total available labor in the Richardson County Labor Basin. Each zip code is grouped into one of five categories specified in the legend. Large portions of the Available Labor Pool are located in zip code areas in Richardson, Nemaha (NE), Brown and Nemaha (KS) Counties, although zip code areas in all counties in the basin hold members of the Available Labor Pool.

Map 2: Percent of Total Available Labor in Basin by Zip Code

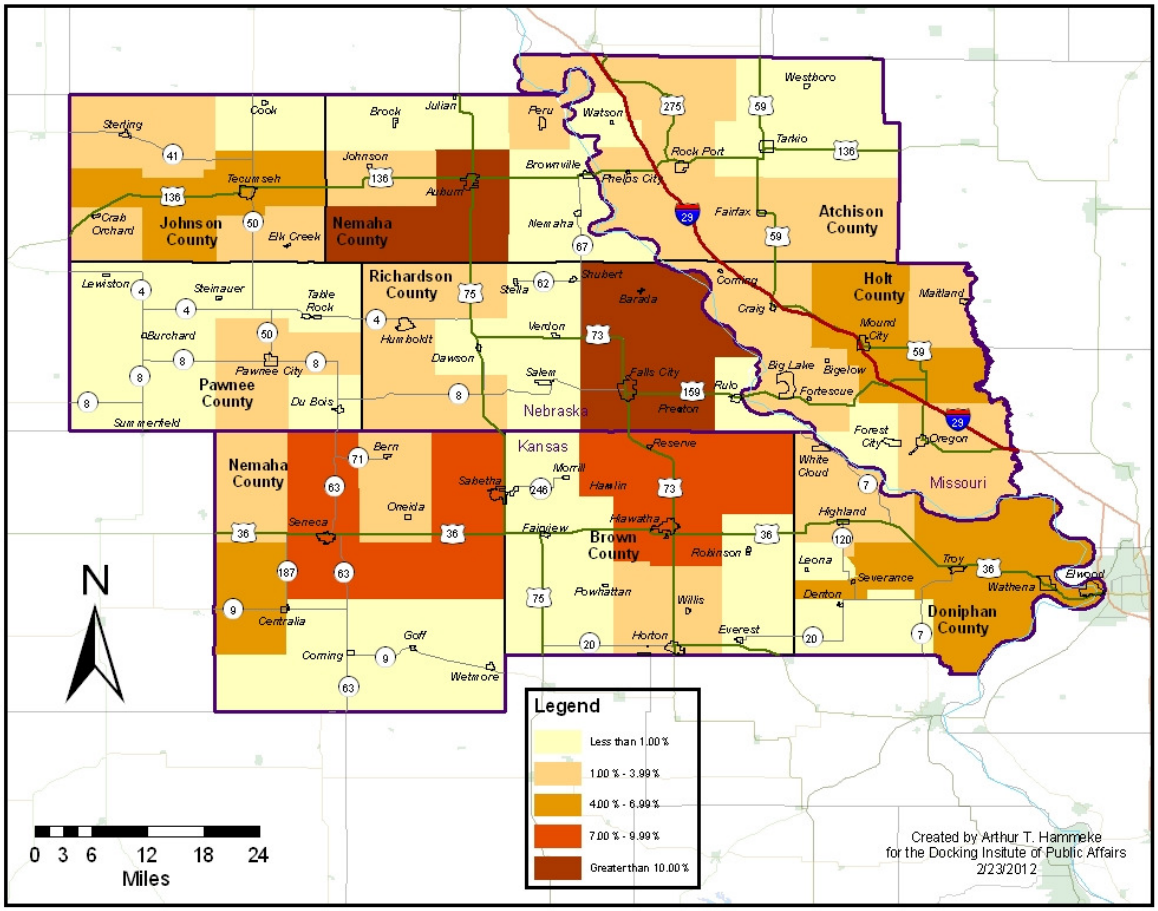


Table 1 shows the gender, age and education levels of the 13,331-member Available Labor Pool. Slightly more than half (52.9%) are women, and the average age is about 47 years old. A fifth (20.6%) speaks at least some Spanish, though most of those respondents (85.8%) speak "only a little."

Almost all (97.2%) have at least a high school diploma, more than two-thirds (69.4%) have at least some college education and almost a third (30.3%) have at least a bachelor's degree.

Table 1: Age, Gender and Education Levels of Available Labor Pool

Age	Age in 2011		
Range	18 to 76		
Average	46		
Median	45		
Gender	Number	Percent	
Female	7,052	52.9	
Male	6,279	47.1	
Extrapolated Total	13,331	100	
			Cumulative
Highest Level of Education Achieved	Number	Percent	Percent
Doctoral Degree	188	1.4	1.4
Masters Degree	1,241	9.3	10.7
Bachelors Degree	2,614	19.6	30.3
Associates Degree	1,778	13.3	43.7
Some College (including current students)	3,436	25.8	69.4
High School Diploma	3,695	27.7	97.2
Less HS Diploma	379	2.8	100
Extrapolated Total	13,331	100	
"Do you speak Spanish?"	Number	Percent	
"Yes"	2,746	20.6	
Speak Very Well	*57*	*2.1*	*These percentages represent portions of 20.6%*
Speak Fairly Well	*332*	*12.1*	
Speak Only a Little	*2,357*	*85.8*	
		100	

Total numbers or percentages in table might not match those in text due to rounding.

Table 2 shows the various occupational categories of the 13,331-member Available Labor Pool. General labor occupations represent 17.8% of the entire pool, while high-skilled blue-collar jobs make up 11.6%. Traditional service-related occupations represent 31.8% of the available labor, while professional occupations represent 16% of the Available Labor Pool.

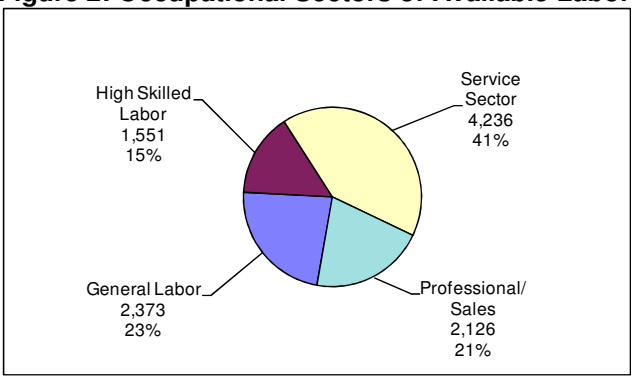
Table 2: Major Occupational Categories of Available Labor

			Years at Job	
	Number	Percent	Mean	Median
General Labor/Cleaning/Farm Labor/Delivery	1,551	11.6	11.9	7.0
Maintenance/Factory Work	539	4.0	12.4	10.0
Trucking/Heavy Equipment Operation	283	2.1	17.5	18.7
Total General Labor	*2,373*	*17.8*	*13.9*	*11.9*
Gov't Service/Protective Service	914	6.9	10.0	9.4
Technician/Mechanic/Welder	637	4.8	11.8	11.0
Total Highly-Skilled Labor	*1,551*	*11.6*	*10.9*	*10.2*
Customer Service/Receptionist/Food Service	1,006	7.5	7.7	3.0
Clerical/Secretarial	1,121	8.4	10.6	6.0
Social Service/Para-Professional/Nursing	1,509	11.3	11.9	10.0
Office Manager/Small Business Owner	601	4.5	15.7	13.4
Total Service Sector	*4,236*	*31.8*	*11.5*	*8.1*
Gov't & Business Professional/Sales	711	5.3	16.6	12.1
Educator/Counselor/Doctor/Attorney	1,415	10.6	13.6	11.0
Total Professional	*2,126*	*16.0*	*15.1*	*11.6*
Homemakers/Unemployed	1,060	8.0	n/a	n/a
Students	271	2.0	n/a	n/a
Retired/Disabled	1,712	12.8	n/a	n/a
Total Non-Employed	*3,044*	*22.8*		
Extrapolated Total	13,331	100		

Total numbers or percentages in table might not match those in text due to rounding.

Figure 2 shows the occupational sectors of the *employed members* of the available labor only. The *percentages* shown in Figure 2 differ from those presented in Table 2 because the figure excludes non-working Available Labor Pool members. Appendix I provides a detailed list of occupations.

Figure 2: Occupational Sectors of Available Labor (Employed Only)



Work Experiences and Job Satisfaction

To gain perspective on the types of workers that are available for new and/or different employment in the Richardson County Labor Basin, survey respondents were asked "open-ended" type questions assessing work skills and previous work experience. Responses were grouped into the 19 categories listed in Table 3.

Table 3 and Figure 3 (next page) show the current employment status and previous work or training experience of Available Labor Pool members. Table 3 shows the number of workers currently employed in various job categories, as well as the number of workers that have previous work or training experience. The table also shows the sum of working Available Labor Pool members currently employed in a job category *plus* those that indicate previous training or experience in that particular field.

It is estimated, for example, that 860 members of the available labor in the Richardson County Labor Basin are currently employed in general labor, construction, cleaning and similar positions. An additional 617 Available Labor Pool members in the basin indicate previous employment experience or training in those or similar jobs, for a total of 1,478 individuals.

Table 3: Current Work Experience plus Previous Work or Training Experience

	Current Employment* Number	+	Previous Work/Training* Number	=	Current plus Previous Work or Training** Number
General Labor/Construction/Cleaning	860		617		1,478
Farm Labor/Ranch Hand/Landscaping	485		373		857
Delivery/Driver/Courier	206		0		206
Maintenance/Wiring/Plumbing	412		245		657
Factory Worker/Grain Elevator Op/Meat Packer	127		918		1,044
Truck Driver/Heavy Equipment Operator	283		745		1,028
Police/Fire/Postal/Military Enlisted	914		219		1,133
Lab or Medical Technicial/Comp Technician	186		339		525
Mechanic/Welder/Carpenter/Electrician	451		488		939
General Customer Service/Retail/Reception/Food Service	1,006		631		1,637
Clerical/Secretary/Book-Keeper/Bank Teller	1,121		935		2,055
Para-legal/Para-pro/CNA/Day Care	925		259		1,184
Nurse/LPN/RN/Semi-skilled Social Service	583		0		583
Office Manager/Small Business Owner	601		1,884		2,485
Teacher/Instructor/Writer/Researcher	1,004		585		1,589
Sales/Marketing/Accounting	516		200		716
Govt, Non-Profit, or Bus Exec/Farm Owner/Military Officer	195		827		1,023
Counselor/Social Worker/Physician's Assistant	113		232		344
Professor/Doctor/Engineer/Attorney	299		438		737
Extrapolated Total	10,287		9,935		

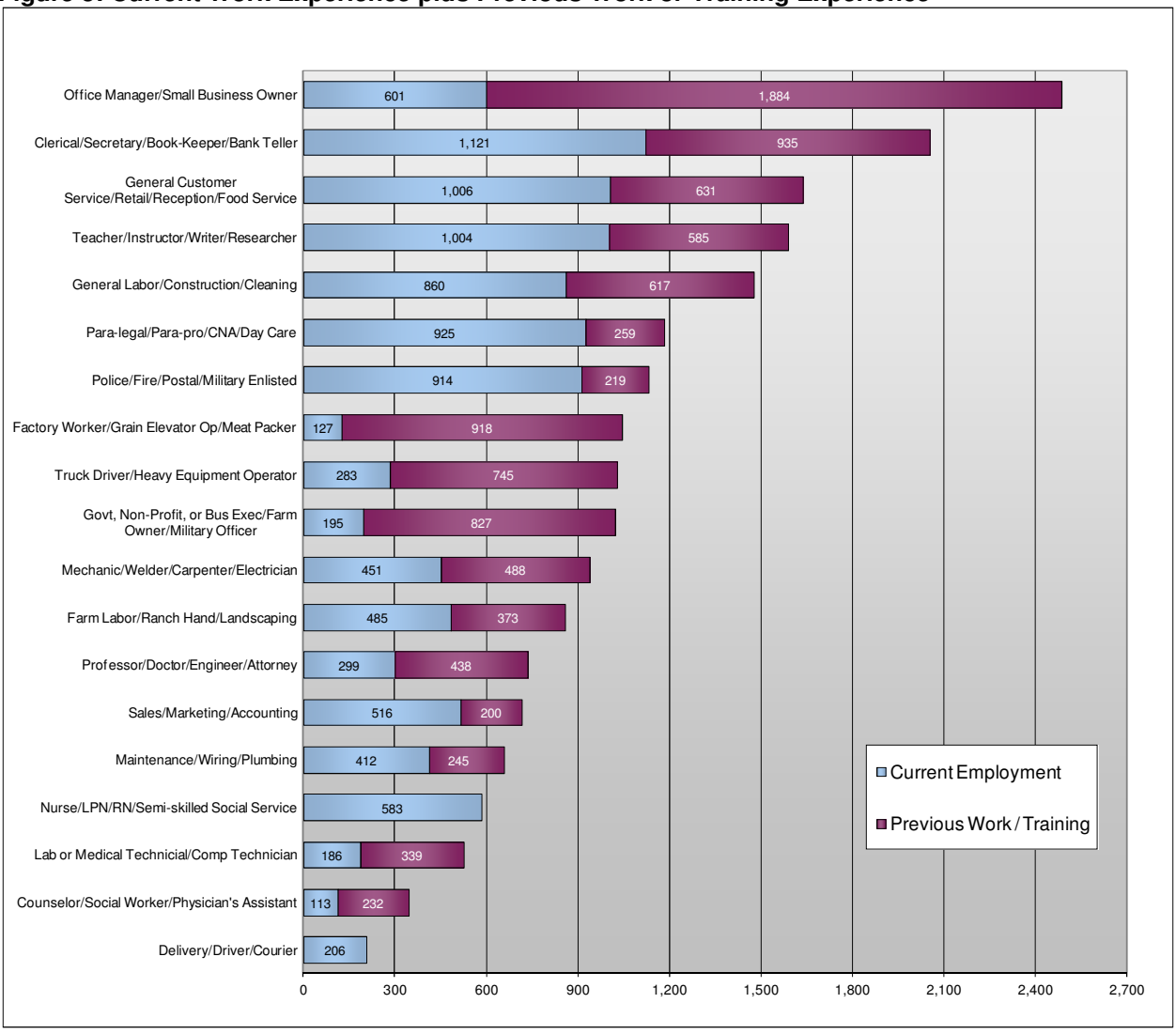
* Retired, disabled, non-working students, homemakers are not included.

** An individual member of the ALP is counted only once within each employment category.

Total numbers or percentages in table might not match those in text due to rounding.

Figure 3 shows the same information as that presented in Table 3 but in graphic format. Many Available Labor Pool members report current work experience or previous work/training as office managers or small business owners. There are 601 working Available Labor Pool members currently employed in this category and 1,884 other individuals that have been previously employed or trained in this category, for a total of 2,485 individuals

Figure 3: Current Work Experience plus Previous Work or Training Experience



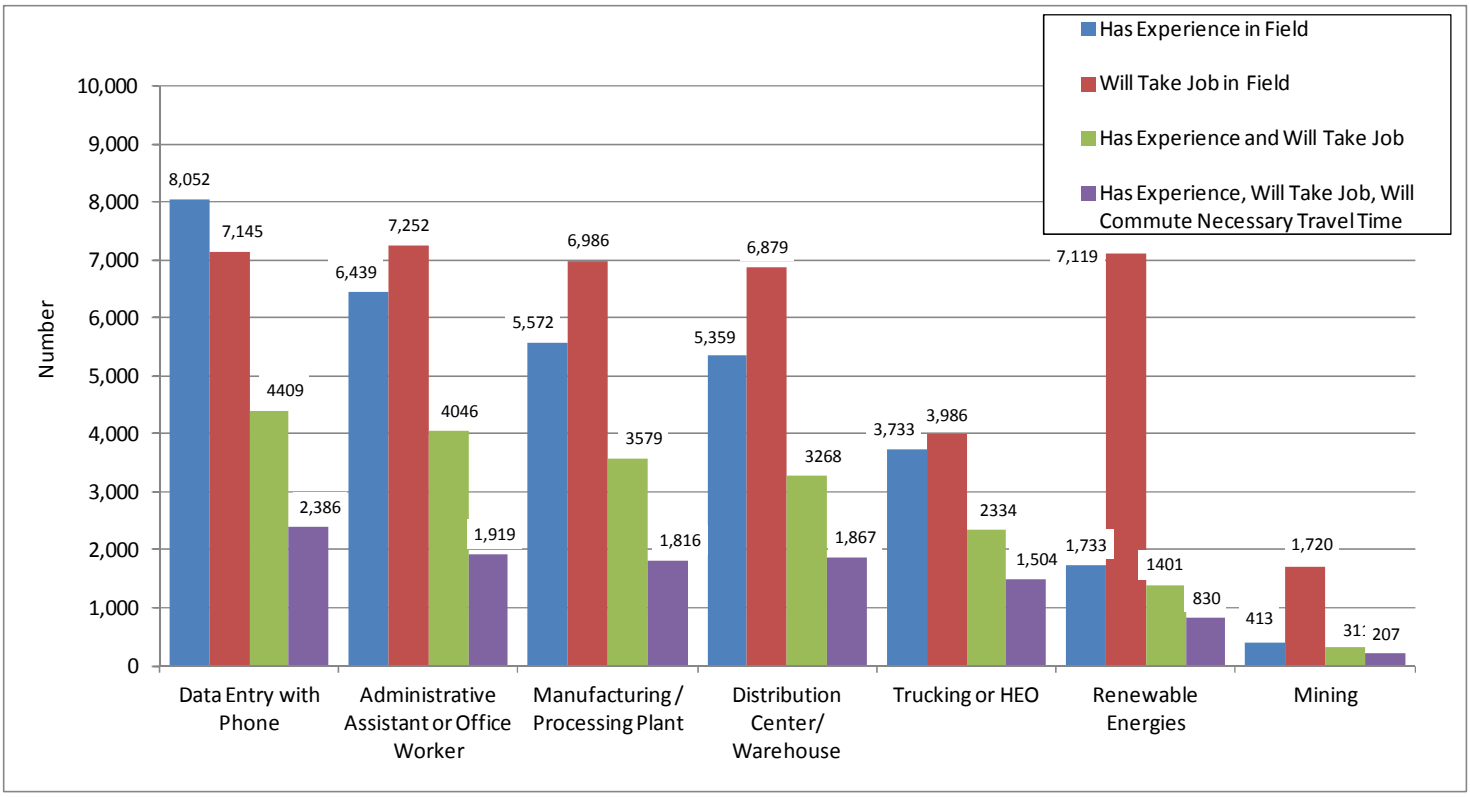
In addition to collecting data regarding the current employment status and previous work or training experience through a series of "open-ended" survey questions (the results of which are shown in the previous table and figure), respondents were asked about the seven specific employment areas listed in Figure 4. Respondents were first asked if they had training or work experience in a specific field and then if they would take a job in that field regardless of their prior training or experience.

For example, the figure shows that about 8,052 Available Labor Pool members report having training and/or experience in data entry with telephone operation, while fewer (7,145) would consider taking a job in that field. The figure also shows that an estimated 6,439 members of the Available Labor Pool report having training or experience in professional office environments as office workers or administrative assistants. More (7,252) indicate that they would take a job in that field.

The third column shows the estimated numbers that have experience or training in a field ***and*** are willing to work in that field again.

The fourth column shows the estimated numbers that have training/experience ***and*** are willing to take a job in that field ***and*** are willing to commute the necessary travel time for a new or different job. (See page 20 for a definition of "necessary travel time.")

Figure 4: Work Experience / Willing to Work in Field



Survey respondents who said that they had worked in manufacturing or processing, distribution or warehousing, and in mining were asked additional questions to assess the type of work they performed at those jobs. The following figures show the responses to those questions.

Almost two-thirds (62%), for example, of those with experience in manufacturing has performed jobs in production, fabrication or assembly. More than half (55%) of those with experience in distribution has worked in jobs moving materials and loading trucks. More than a third (38%) of those with experience in mining has worked in mining machine operation.

Figure 5: Work Experience in Manufacturing or Processing

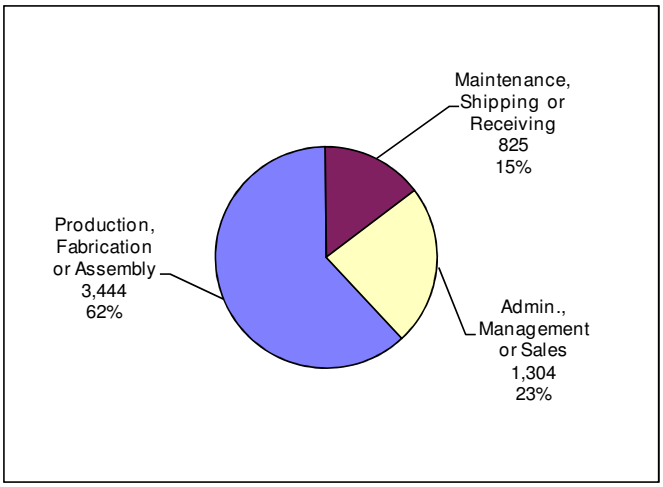


Figure 6: Work Experience in Distribution or Warehousing

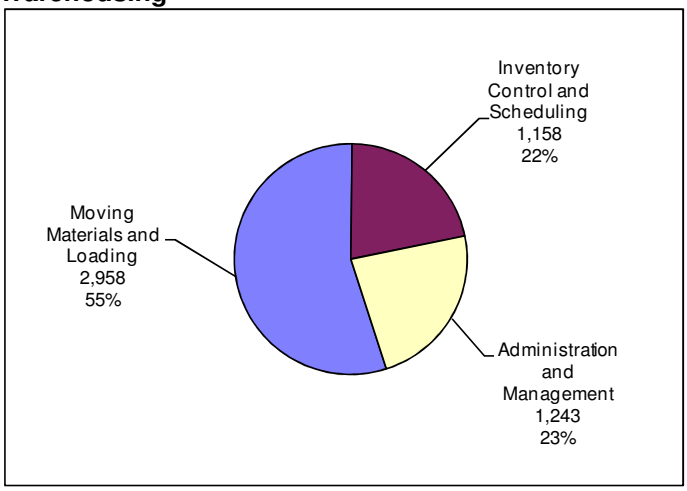
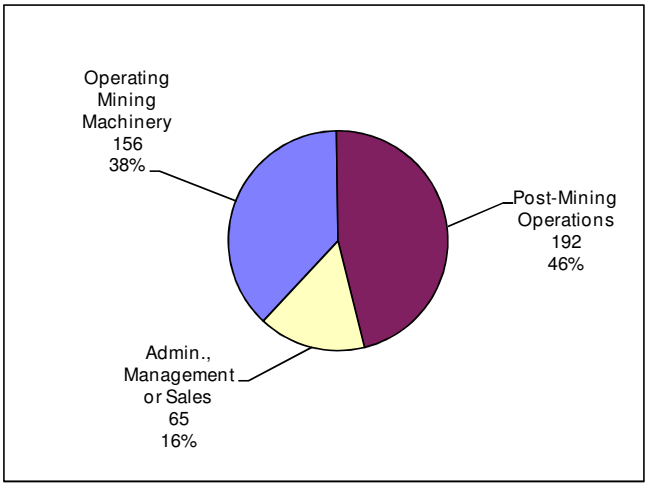


Figure 7: Work Experience in Mining



Employed Available Labor Pool members that indicated that they had worked at their current jobs for less than three years were asked if they had previous full-time employment. Of the 9,648 employed members of the Available Labor Pool, an estimated 616 have held their previous positions for less than three years and were previously employed.

Table 4a shows the previous employment categories for the workers employed for less than three years. The respondents represented in Table 4a were asked for the reasons that they left their previous employers. Table 4b shows the responses for leaving the previous job.

Table 4a: Previous Employment of Workers Employed Less than Three Years

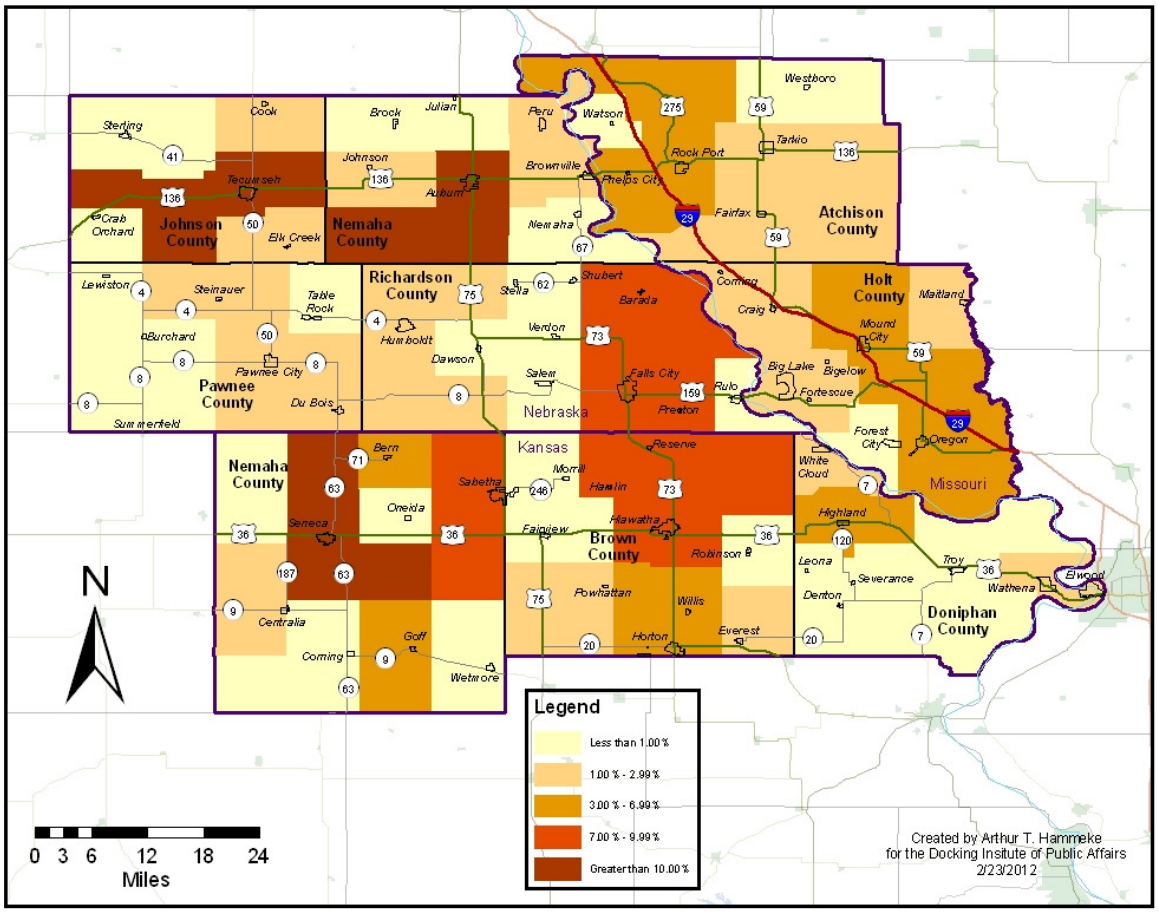
	Previous Employment of Employed Less than 3 Years	
	Number	Percent
General Labor/Cleaning/Delivery	72	11.7
Gov't Service/Protective Service	153	24.8
Technician/Mechanic/Welder	36	5.9
Customer Service/Receptionist/Food Service	139	22.5
Clerical/Secretarial	31	5.1
Social Service/Para-Professional	117	19.0
Gov't & Business Professional/Sales	68	11.0
Extrapolated Total	616	100

Table 4b: Reason for Leaving Previous Job

Reason for Leaving Previous Job	Previous Employment of Employed Less than 3 Years	
	Number	Percent
Laid Off/Discharged	171	27.8
Graduated/Promoted	137	22.2
New Location/Better Hours	103	16.7
Better Pay	103	16.7
Retired	68	11.1
Other Factors	34	5.6
Extrapolated Total	616	100

Working Available Labor Pool members were asked for the zip code of their workplaces. Map 3 shows the locations of employers within the basin by zip code area. Each zip code is grouped into one of five categories specified in the legend. Large portions of the workplaces are located in zip code areas in Richardson, Brown, Nemaha (NE), Nemaha (KS) and Johnson Counties, although zip code areas in all counties in the basin contain employers where Available Labor Pool members currently work.

Map 3: Workplaces by Zip Code



Educational Experience

Respondents that had completed at least some college or are currently enrolled in a community college, college, or university were asked to provide their major area of study. Answer options included:

Social Sciences: Sociology, Psychology, Anthropology, Politics and Social Work.
Biological Sciences and Health: Biology, Agriculture, Nursing, Pre-med, Pre-vet and Human Performance.
Physical Sciences and Engineering: Physics, Geology, Chemistry and Engineering.
Business and Economics: Management, Accounting, Finance, Marketing and Economics.
Education: Elementary and Secondary Teaching.
Computer Science and Math: Computer Programming or Technology, Networking, Web Design and Math.
Arts and Humanities: Art, Music, History, Philosophy and Languages.

Figure 8a below shows that the largest group of Available Labor Pool members indicates a major in business and economics (37%). Biological sciences or nursing, education, and arts and humanities follow with 17%, 13% and 11%, respectively. Less than 10% of the college educated respondents indicate majors in the social sciences, physical sciences, and computer sciences/math, each.

Figure 8a: Undergraduate Field of Study

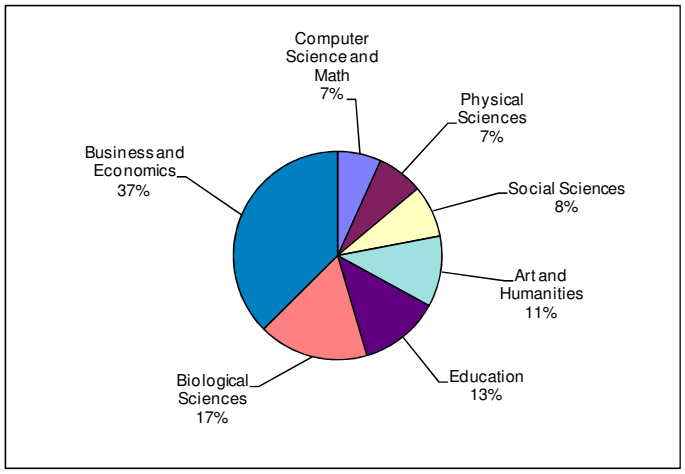


Figure 8b shows community college experience among Available Labor Pool members. More than a quarter (26%) has completed or is in the process of completing community college or technical school degrees.

Figure 8c shows the area of study for community college students. Almost a quarter (22%) report studying office related skills, while 16%, each, report nursing/health and automotive technology. Less than 1% (or about six respondents) report studying alternative energies.

Figure 8b: Community College Experience

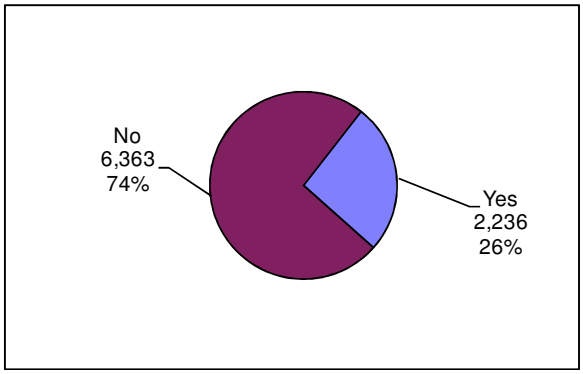
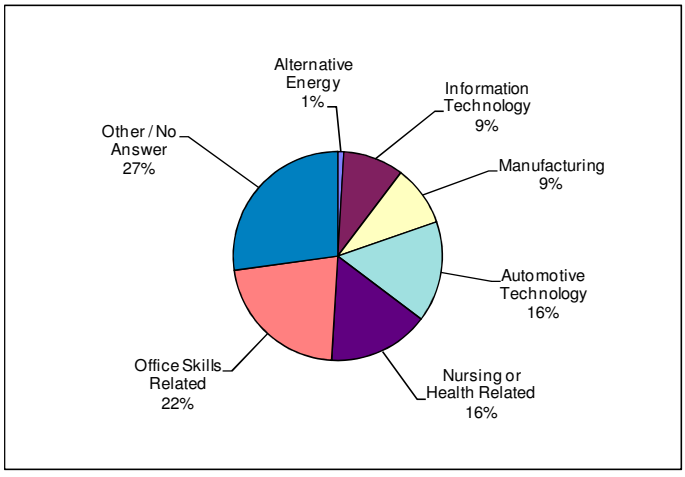


Figure 8c: Community College Study Area



Considerations for Employment

An important consideration for many employers looking to locate or expand operations is whether workers are willing to pursue new employment opportunities. Some workers may be available for new employment, but are unwilling to switch from their current job to a different type of position. A large percentage of those unwilling to change their jobs might limit the types of employers that may enter the labor basin.

This does not seem to be the case in the Richardson County Labor Basin. Figure 9 shows that 11,012 members of the Available Labor Pool (83%) are willing to accept positions outside of their primary fields of employment. This percentage compares very favorably to pools from other basins.

Figure 9: Considerations for Employment

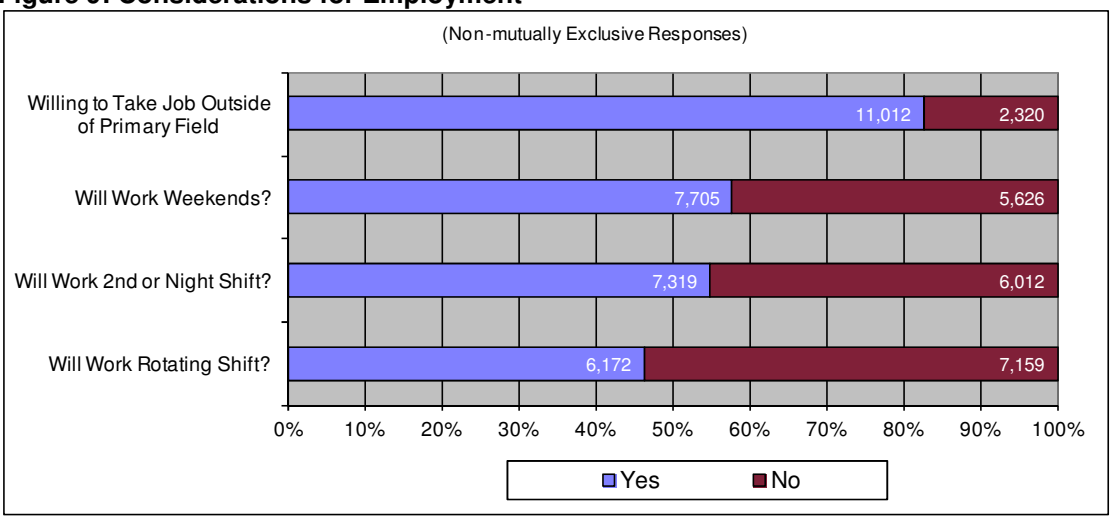


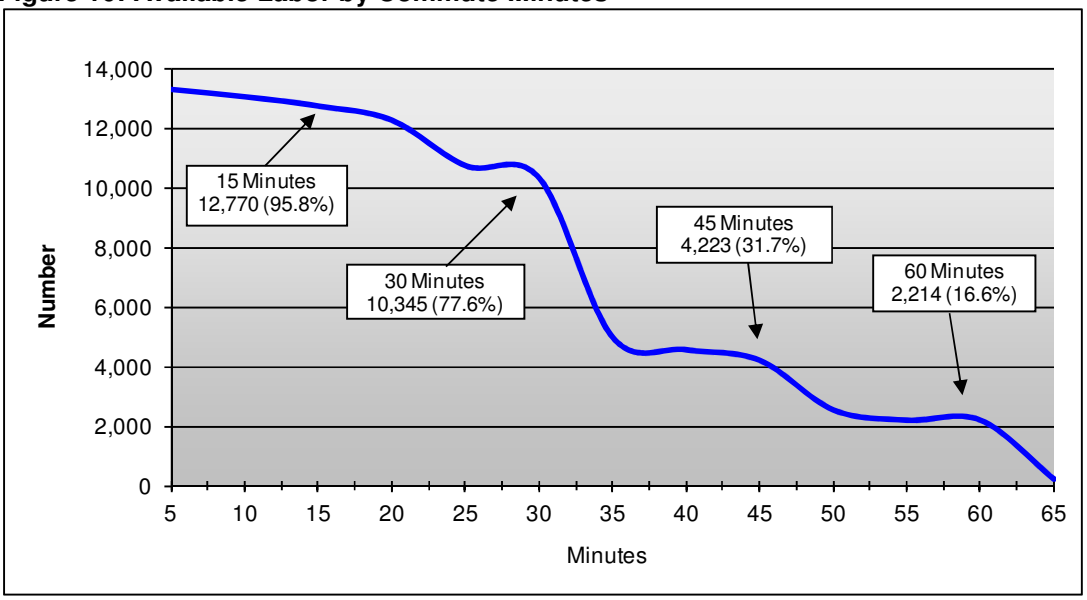
Figure 9 also shows responses to three questions regarding work shifts. Respondents were asked if they would be willing to work weekends, a second or night shift and rotating shifts.

The figure shows that about 58% of the Available Labor Pool indicates that they are willing to work weekends. Nearly as many, about 54% indicate that they are willing to work second shifts. Less than half of the respondents (47%) indicate that they are willing to work rotating shifts for a new or different job.

Another important consideration for many employers is whether workers are willing to commute for a new or different employment opportunity[2]. Figure 10 suggests that a large portion of the Available Labor Pool in the Richardson County Labor Basin is open to commuting.

About a third (31.7%) of the members of the Available Labor Pool will commute up to 45 minutes, one way, for an employment opportunity, while 77.6% will commute up to 30 minutes for employment. Almost all (95.8%) will travel up to 15 minutes for employment.

Figure 10: Available Labor by Commute Minutes



[2] Respondents were ask "We understand this year's commuting patterns have been adversely affected by flooding BUT under normal circumstances, how many minutes are you willing to commute, one way, for a new or different job?"

Respondents were asked if the minutes they are willing to commute for work were influenced by gasoline prices. Over the period of the study, gas prices in Nebraska ranged from a low of about $3.17 to a high of about $3.35 per gallon.

Figure 10a shows responses to a question asking "does the current price of gasoline greatly influence, somewhat influence, or not at all influence the number of minutes you are willing to commute for a new or different job?" The figure shows that more than half (52%) consider gas prices to "greatly influence" the commute minute estimate, while about 37% consider gas prices to "somewhat influence" the estimate. A tenth (10.8%) responded that gas prices do "not influence" the minutes willing to commute for a job.

Figure 10a: Influence of Gas Prices

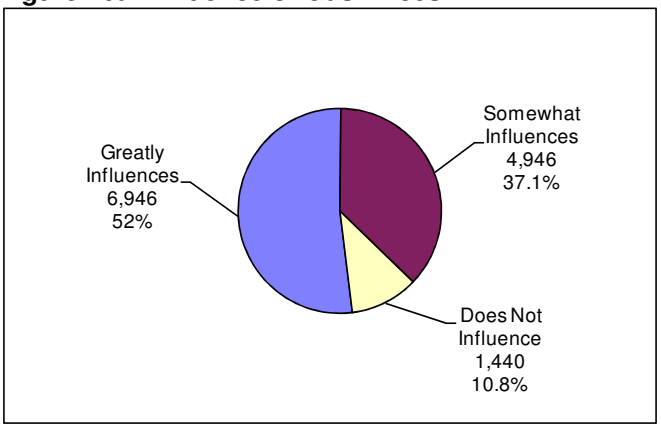
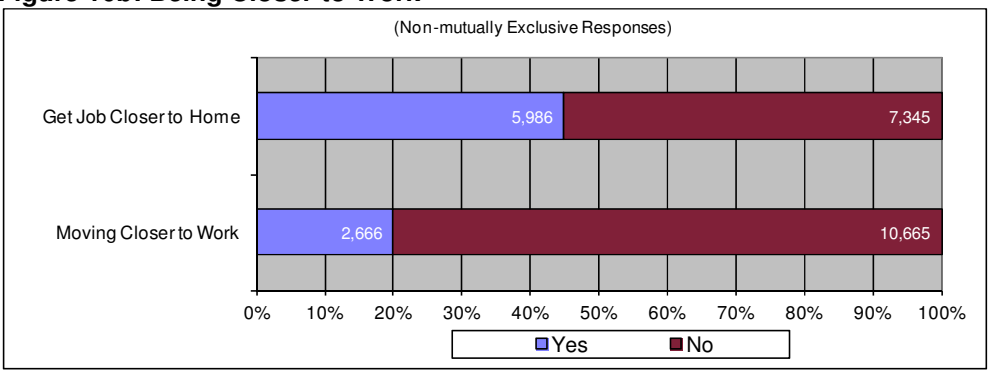


Figure 10b, below, shows responses to two questions: "Given the rising prices of gas, have you considered getting a job closer to your home?" and "Have you considered moving to be closer to your job?"

The figure shows that about 45% of the Available Labor Pool has considered getting a new job closer to their place of residence because of fuel prices. A fifth (20%) has considered relocating to be closer to work because of fuel prices.

Figure 10b: Being Closer to Work



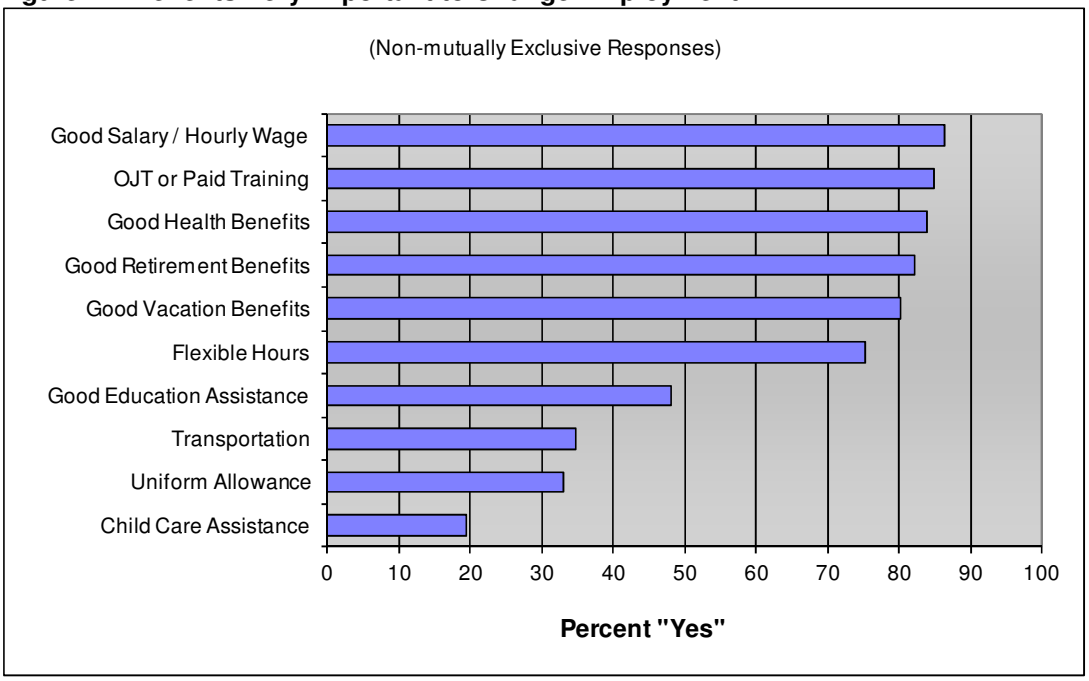
Available Labor Pool members were asked about various benefits that might be important for considering whether to take a new or different job. Respondents were asked if each benefit would be a "very important" consideration for taking a new job. Answer options included "yes" and "no."

Figure 11 shows the benefits asked about in the study. The percentages shown are of "yes" responses – indicating that benefit was "very important" to the respondent.

The five most important benefits are, in order, good salary or hourly wage, on-the-job (OJT) or paid training, good health benefits, good retirement benefits and good vacation benefits. These benefits are considered "very important" by 80% or more of the Available Labor Pool (each).

The three least desired benefits are transportation assistance, uniform allowance and childcare assistance. These benefits are considered "very important" by less than 35% of Available Labor Pool members, each.

Figure 11: Benefits Very Important to Change Employment



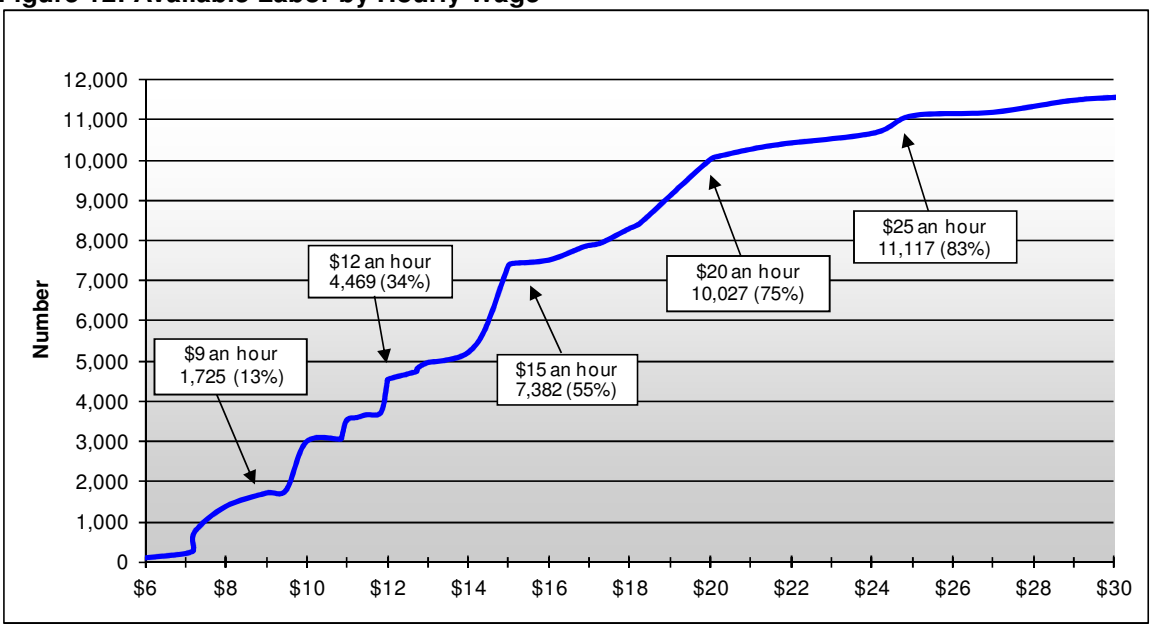
Wage Demands of Available Labor Pool

Wage demands are another important consideration for employers and economic developers. Figure 12 shows desired wages for members of the Available Labor Pool. It is estimated that 11,117 people (or 83% of the available labor) are interested in a new job at $25 an hour[3].

An estimated 10,027 (or 75%) members of the labor pool are interested in a new employment opportunity at $20 an hour, while 7,382 (56%) are interested at $15 an hour.

Finally, an estimated 4,469 people (34%) are interested in a new job at $12 an hour and 1,725 (13%) at $9 an hour.

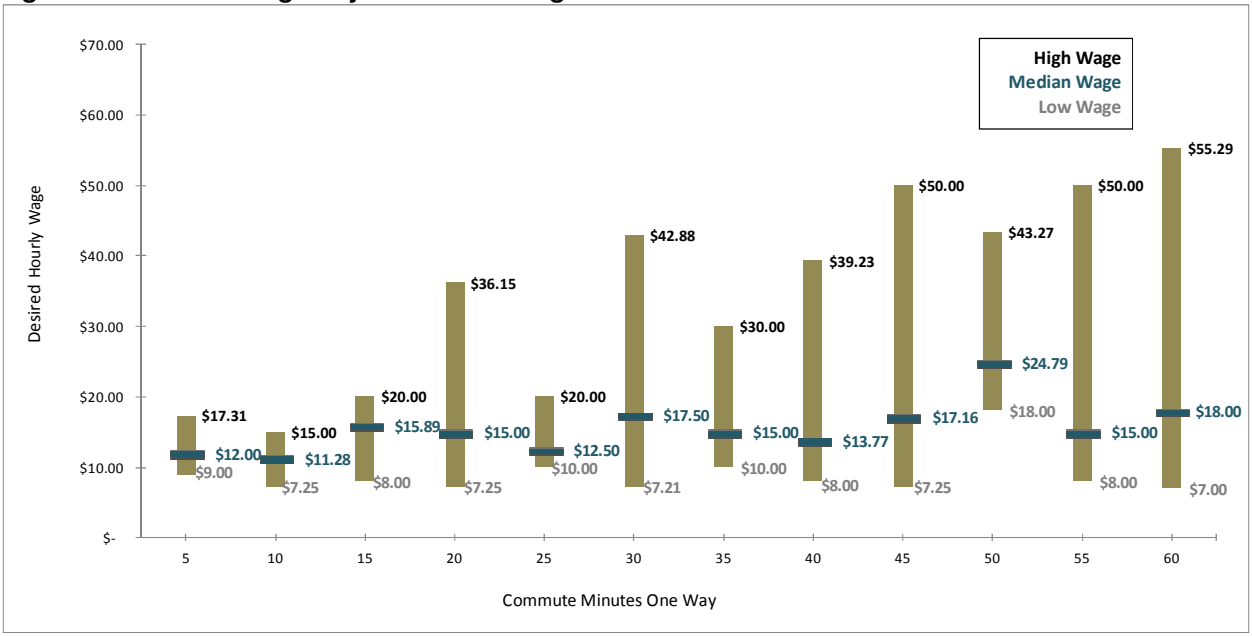
Figure 12: Available Labor by Hourly Wage



[3] See Appendix II for an hourly wage/annual salary conversion chart.

Figure 13 shows the median and range of desired hourly wage by minutes willing to travel one-way for a new job. The figure shows that, very generally, respondents desiring higher wages are more willing than others to travel more minutes for an employment opportunity.

Figure 13: Desired Wages by Minutes Willing to Travel



Subsets of the Available Labor Pool

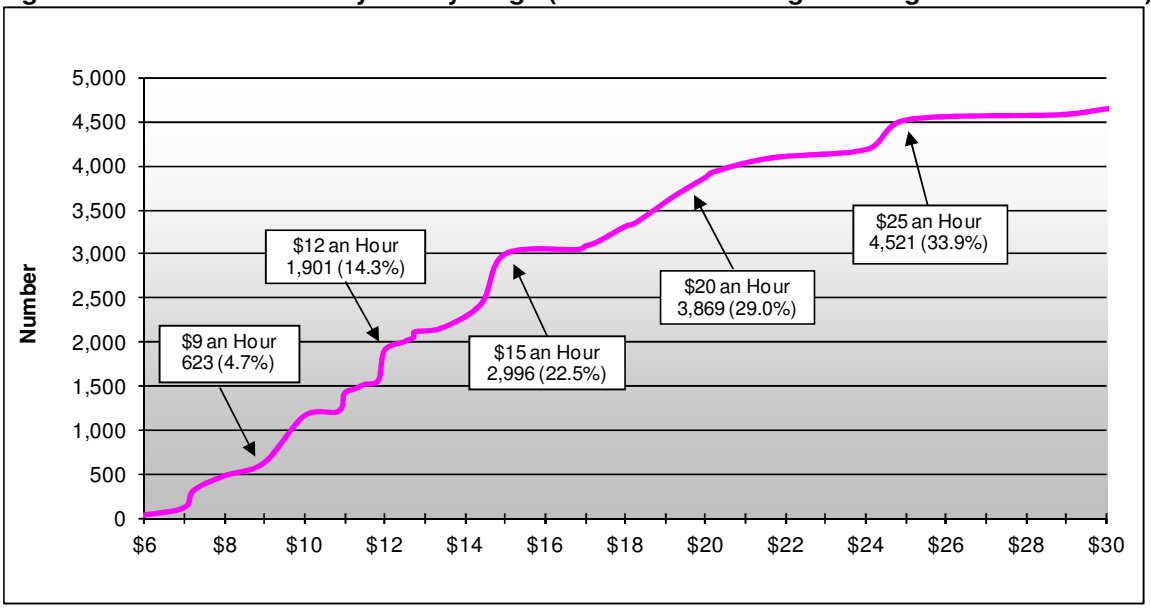
The previous portion of the report has dealt with the entire Available Labor Pool. The remainder of the reports addresses two subsets of the Available Labor Pool. Each provides a different look at the Available Labor Pool, and they are not mutually exclusive. The two subsets are: The Willing to Commute the Necessary Travel Time and The Underemployed Among Available Labor Pool Workers.

Subset 1: The Willing to Commute the Necessary Travel Time

To present an even more refined picture regarding the number of workers who would seriously consider a new employment opportunity, the data in this section includes *only those respondents* that are determined to be "willing to commute the necessary travel time" for a new or different job opportunity. "**Necessary travel time**" is defined as a travel time stated by the respondent that is equal to or greater than the travel time necessary for the respondent to commute from his or her zip code of residence to the zip code at the center of the labor basin. For example, a respondent that is willing to travel for 30 minutes, one-way, for a new or different job opportunity and that lives an estimated 15 minutes from Fall City is considered "willing to commute the necessary travel time" for a new job. Data from these respondents are included in this section of the report. The phrase "willing to commute necessary travel time" is shortened to "willing to commute."

Figure 14 shows the wage demands for the Available Labor Pool members that are "willing to commute." It is estimated that 4,521 people are interested in a new job at $25 an hour, while an estimated 3,869 are interested in a new employment opportunity at $20 an hour. An estimated 2,996 are interested at $15 an hour, 1,901 at $12 an hour and 623 at $9 an hour.

Figure 14: Available Labor by Hourly Wage (for those Indicating a Willingness to Commute)



The previous figure suggests the obvious: that the higher the wage, the larger the pool of available labor. For example, about 623 members of the Available Labor Pool that are "willing to commute" are available for a new or different job at $9.00 an hour. At $10.00 an hour, however, the size of the willing to commute available labor increases to 1,156 members. This represents an increase of 533 individuals.

The graph also highlights various "wage preference plateaus" that may be of interest to current and potential employers. A wage preference plateau is a situation in which an increase in wage results in a relatively insignificant or small increase in available labor. For example, 1,156 members of available labor are interested in a job at $10.00 an hour. At $11.00 an hour there are an estimated 1,411 individuals available. As such, a $1 wage increase nets only 255 additional workers. Less impressively, between $15 and $17, there in an increase of only 89 individuals – meaning that, an additional $2 per hour in this rage nets only 89 additional workers.

Wage Demands by Occupational Sector (for those Indicating a Willingness to Commute)

Table 5 shows the four main occupational sectors (employed only) of the Available Labor Pool. The table shows data representing each occupational sector *independently* and does *not* include non-working pool members.

The table shows that 35% of the general laborers group is available for a new or different job at a wage of at least $15 an hour, and 40% is available for new employment at a wage of at least $18 an hour. Of the skilled laborers group, 17% is available for a job for at least $15 an hour and 28% is available for a job at or above $18 an hour.

More than half (53%) of the service workers group are available at a wage of at least $15 an hour, while 66% is available at a wage of at least $18 an hour. Conversely, only 16% of the professional workers group is available at a wage of at least $18 an hour and 11% is available at a wage of at least $15 an hour.

Table 5: Cumulative Wage Demands for Occupational Sectors

	General Labor (N= 20) (+/- 21.9% MoE)		**High Skilled Labor** (N= 18) (+/- 23.1% MoE)		**Service Sector** (N= 38) (+/- 15.9% MoE)		**Professional/Sales** (N= 19) (+/- 22.5% MoE)	
	Number	*Cumulative*	*Number*	*Cumulative*	*Number*	*Cumulative*	*Number*	*Cumulative*
$30 or More	830	80%	778	83%	1,712	87%	778	79%
At least $30	778	75%	571	61%	1,504	76%	519	53%
At least $27	778	75%	519	56%	1,504	76%	467	47%
At least $24	726	70%	311	33%	1,452	74%	415	42%
At least $21	622	60%	311	33%	1,452	74%	311	32%
At least $18	415	40%	259	28%	1,297	66%	156	16%
At least $15	363	35%	156	17%	1,037	53%	104	11%
At least $12	156	15%	104	11%	571	29%	52	5%
At least $9	52	5%	0	0%	104	5%	0	0%
At least $6	0	0%	0	0%	0	0%	0	0%

Table 6 shows wage demand data for general labor and service sector workers that are willing to change fields of employment, and thus, suggest that they are potential workers for either of these two sectors. Additionally, it is assumed that a non-working Available Labor Pool member will take a job (all things being equal) in either the general labor sector or the service sector. Specifically, Table 6 *includes* data from respondents that:

1 are willing to commute the necessary distance from his/her community to the center of the labor basin and
2 are willing to change their primary field of employment (for example: service sector employment to general labor employment) and
3a are currently non-employed, *or*
3b are employed as general laborers or service sector employees.

Table 6: Cumulative Wage Demands Allowing Mobility between General Labor and Service Sector

	Mobile General Labor (N= 71) (+/- 11.6% MoE)		**Mobile Service Sector** (N= 69) (+/- 11.8% MoE)	
	Number	*Cumulative*	*Number*	*Cumulative*
$30 or More	3,683	100%	3,579	100%
At least $30	3,293	89%	3,207	90%
At least $27	3,293	89%	3,207	90%
At least $24	3,208	87%	3,121	87%
At least $21	3,105	84%	3,064	86%
At least $18	2,541	69%	2,502	70%
At least $15	2,018	55%	2,019	56%
At least $12	1,296	35%	1,296	36%
At least $9	449	12%	451	13%
At least $6	0	0%	0	0%

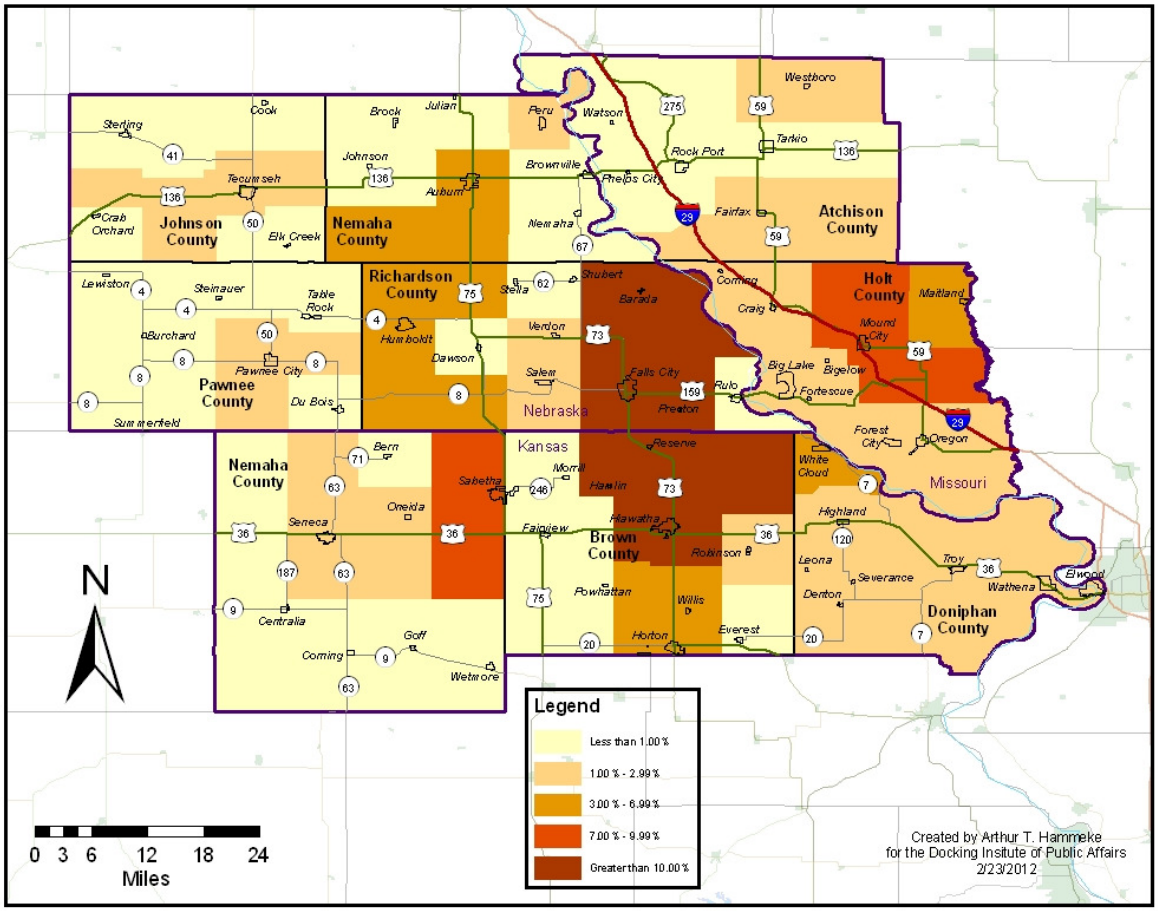
Table 5 (previous page) shows data representing each occupational sector *independently* and does not include non-working Available Labor Pool members. Table 6 (above), on the other hand, allows a general laborer or service sector worker to be classified in both sectors if he or she indicates a willingness to change fields of employment (see Figure 9). Table 6 also includes non-working Available Labor Pool members.

High-skilled blue-collar workers and professional white-collar workers are excluded from Table 6 because it is presumed that, as a general rule, people in occupations such as Doctors, Lawyers, Engineers, Professors, Machinists, Electricians, etc… are unlikely to transfer into lower-skilled general labor and service/support occupations. It is also presumed that, because professional and highly skilled occupations require extensive education and/or training, lower-skilled general laborers and service sector workers are unable to transfer to higher-skilled labor or professional positions - at least in the near term.

Map 4 shows how each zip code in the basin compares to all other zip codes in terms of the percent of available labor in the Richardson County Labor Basin that are *willing to travel the necessary commute time* for a new or different job.

Each zip code is grouped into one of five categories specified in the legend. Large portions of this subset of the Available Labor Pool are located in Richardson, Brown, Holt, and Nemaha (KS) Counties, although all counties are represented.

Map 4: Percent of Total Available Labor in Basin by Zip Code (Indicating a Willingness to Commute)



Subset 2: The Underemployed Among Available Labor Pool Workers

Underemployment — individuals possessing skills and/or training levels that exceed the responsibilities of their current job — is a significant issue in many communities. To assess underemployment in the Richardson County Labor Basin, *employed members of the ALP* were presented with a scenario describing underemployment[4]. They were then asked a series of questions assessing if they perceived themselves as underemployed because: 1) their skill level is greater than their current job requires, 2) they possess higher levels of education than is required on the job, 3) they earned a higher income at a similar job previously, or 4) they were limited in the number of hours that they could work.

There are 10,287 *employed members* of the Available Labor Pool (77%) (shown in Figure 15). Of the employed members of the pool, almost a third answered "yes" to one or more of the questions presented above and is considered underemployed (shown in Figure 16).

Figure 16 shows that underemployed workers represent 34% (or 3,477 individuals) of the employed members of the Available Labor Pool.

Figure 15: Employment Among the Available Labor Pool

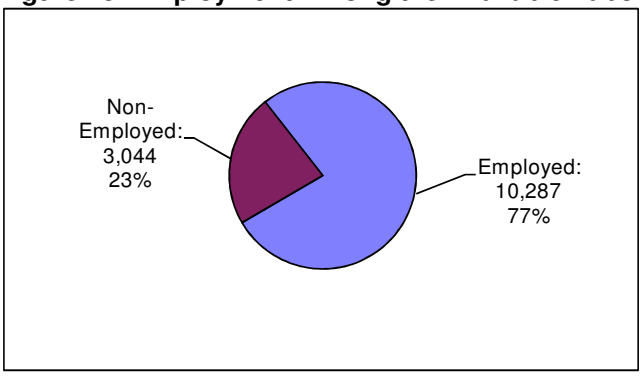
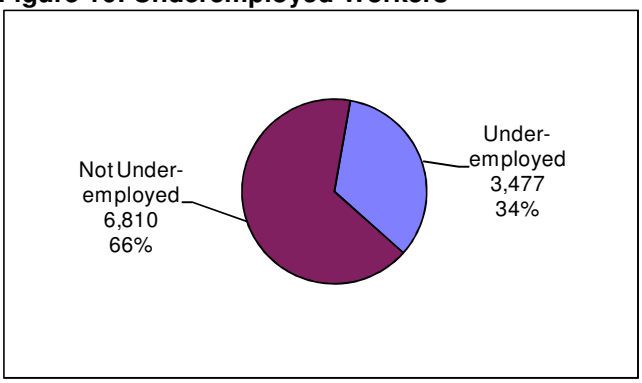


Figure 16: Underemployed Workers



[4] "Because of circumstances, some workers have jobs that do not fully match their skills, education, or experiences. For example, a master plumber taking tickets at a movie theater would be a mismatch between skill level and job requirements. Do you consider yourself an underemployed worker because….?"

Figure 17 shows the percentages of the positive responses (i.e., "yes" answers) to the various measures of underemployment. More than a quarter (27%) of this subset of the Available Labor Pool has education levels that exceed those needed for their current positions, while 25% had greater incomes at previous but similar jobs.

About 24% possess greater skills than their current jobs require and about 7% is not able to work enough hours.

Figure17: Reasons for Underemployment

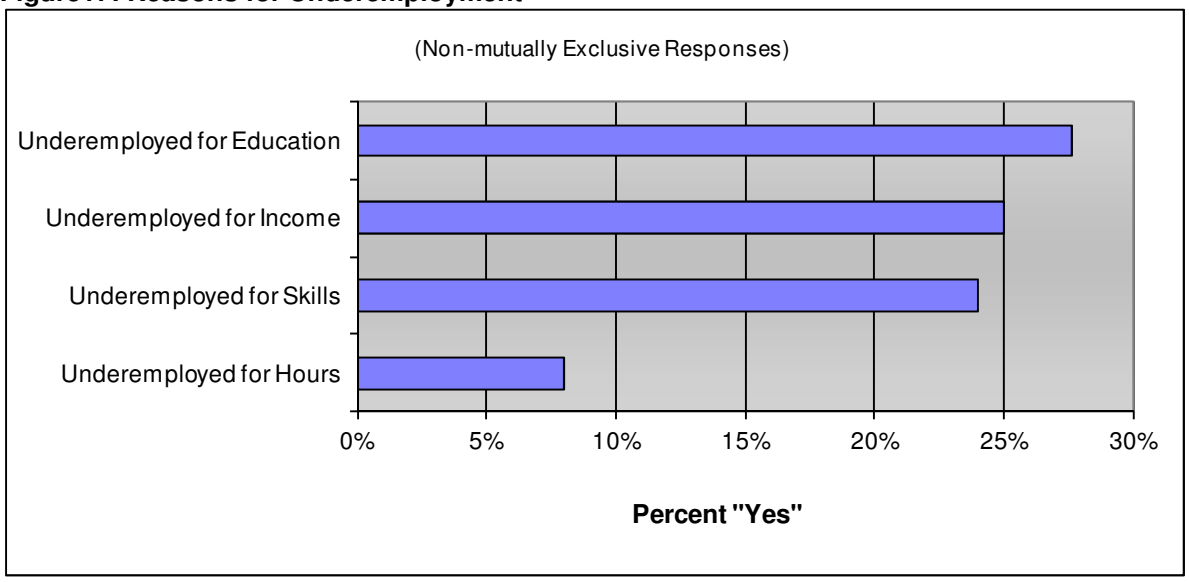


Table 7 and Figure 18 (next page) show some characteristics of the underemployed members of the Available Labor Pool. Table 7 shows the education levels of underemployed workers.

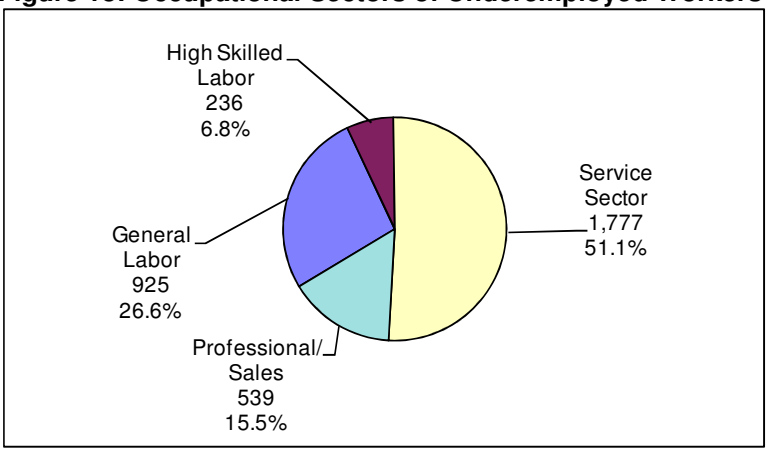
Table 7: Highest Level of Education Achieved Among Underemployed

	Number	Percent	Cumulative Percent
Doctoral Degree	0	0.0	0.0
Masters Degree	288	8.3	8.3
Bachelors Degree	802	23.1	31.4
Associates Degree	593	17.1	48.4
Some College	770	22.1	70.6
High School Diploma Only	929	26.7	97.3
Less HS Diploma	94	2.7	100
Extrapolated Total	3,477	100	

Total numbers or percentages in table might not match those in text due to rounding.

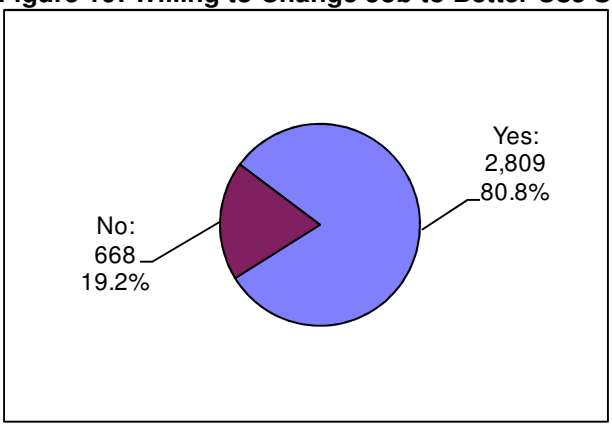
Figure 18 shows that 26.6% of the underemployed workers are employed as general laborers and 6.8% is employed as high-skilled blue-collar laborers. The largest percentage of underemployed workers is employed as service sector and support workers (51.1%), while fewer (15.5%) hold professional positions.

Figure 18: Occupational Sectors of Underemployed Workers



Respondents indicating that they were underemployed were also asked a follow-up question addressing their willingness to change jobs in order for them to better utilize their skills and/or education levels. Figure 19 suggests that a high percentage – 80.8% (or 2,635 individuals) – of the underemployed workers are willing to change jobs to address underemployment.

Figure 19: Willing to Change Job to Better Use Skills/Education



Comparative Analyses (2008 and 2012 Data)

The Docking Institute of Public Affairs conducted a similar labor study in the Richardson County Labor Basin in 2008. This section of the report will compare some of the data collected for the 2008 and 2012 reports.

Table 8 shows the population, civilian labor force, employment, unemployment rate and Available Labor Pool data presented in the two reports. The area experienced a population loss of an estimated 680 individuals but the Civilian Labor Force grew by 243. The unemployment rate also increased, going from 3.9% to 6.1% in the four years.

The Available Labor Pool increased by an estimated 57 members.

Table 8: Population, CLF, Employed, Unemployment Rate and ALP Comparisons

	Richardson County Labor Basin Studies	
	2008	2012
Labor Basin Population	62,985	62,305
Civilian Labor Force	33,883	34,126
Employed	32,558	32,056
Unemployment Rate	3.9%	6.1%
Available Labor Pool	13,274	13,331

Figure 24 shows the Available Labor Pool for the Richardson County Labor Basin in 2008 and 2012. The largest change seems to be in the number of non-employed residents that are available for full-time jobs given the right opportunities.

Figure 24: Available Labor Pool Comparison

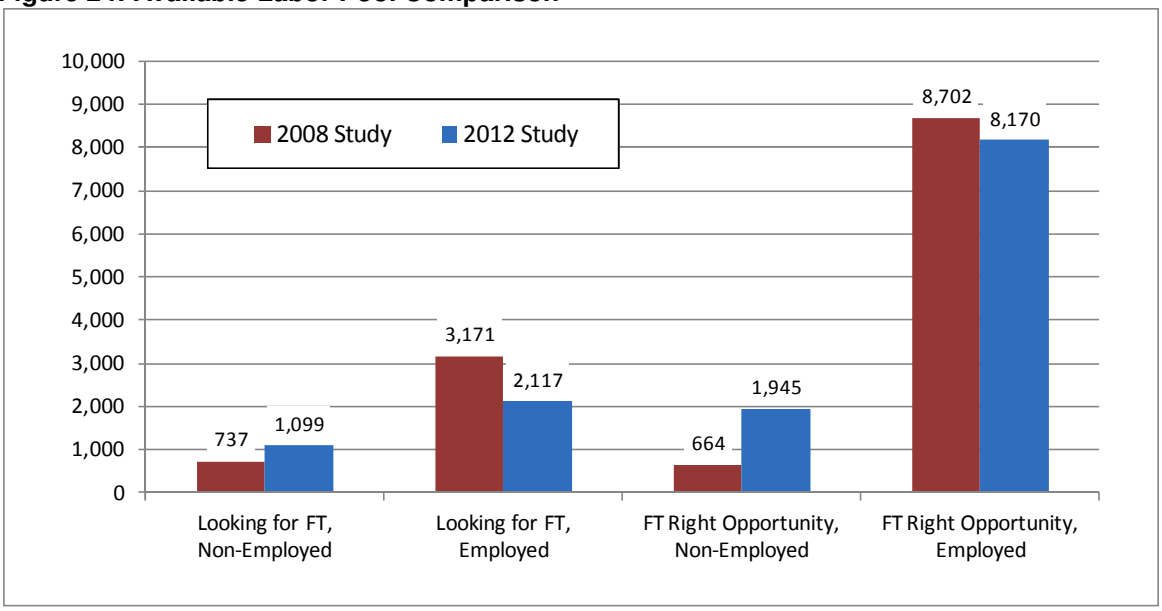


Table 9 shows Available Labor Pool occupation and education levels for the two study periods. The table shows that general laborers made up 21.6% of the 2008-pool and 17.8% of the 2012-pool.

The table also shows that service sector workers made up 37.3% of the 2008-pool and about 31.8% of the 2012-pool.

Non-workers make up a larger percentage of the 2012-pool (22.8%) than of the 2008-pool (10.4%).

Education levels of the ALP remained relatively stable from 2008 to 2012. The 2012-pool does seem to have higher education levels when compared to the 2008-pool.

Percentages show a higher percentage of 2012-pool members with at least associate's degrees compared to the 2008-pool.

Table 9: ALP Occupation and Education Levels Comparison

	2008 Study			2012 Study		
Labor Sector						
	Number	Percent		Number	Percent	
General Labor	2,874	21.6		2,373	17.8	
High Skill Labor	1,550	11.7		1,551	11.6	
Service Sector	4,949	37.3		4,236	31.8	
Professional	2,521	19.0		2,126	16.0	
Non-Working	1,380	10.4		3,044	22.8	
Total	***13,274***	***100***		***13,331***	***100***	
Highest Education			Cumulative			Cumulative
	Number	Percent	Percent	Number	Percent	Percent
Doctoral Degree	77	0.6	0.6	188	1.4	1.4
Masters Degree	999	7.5	8.1	1,241	9.3	10.7
Bachelors Degree	2,461	18.5	26.6	2,614	19.6	30.3
Associates Degree	1,547	11.7	38.3	1,778	13.3	43.7
Some College	3,478	26.2	64.5	3,436	25.8	69.4
High School Diploma	4,219	31.8	96.3	3,695	27.7	97.2
Less HS Diploma	493	3.7	***100***	379	2.8	***100***
Total	***13,274***	***100***		***13,331***	***100***	

Table 10 shows the percentages of the ALP indicating they are willing to take a job outside their primary field in 2008 and 2012.

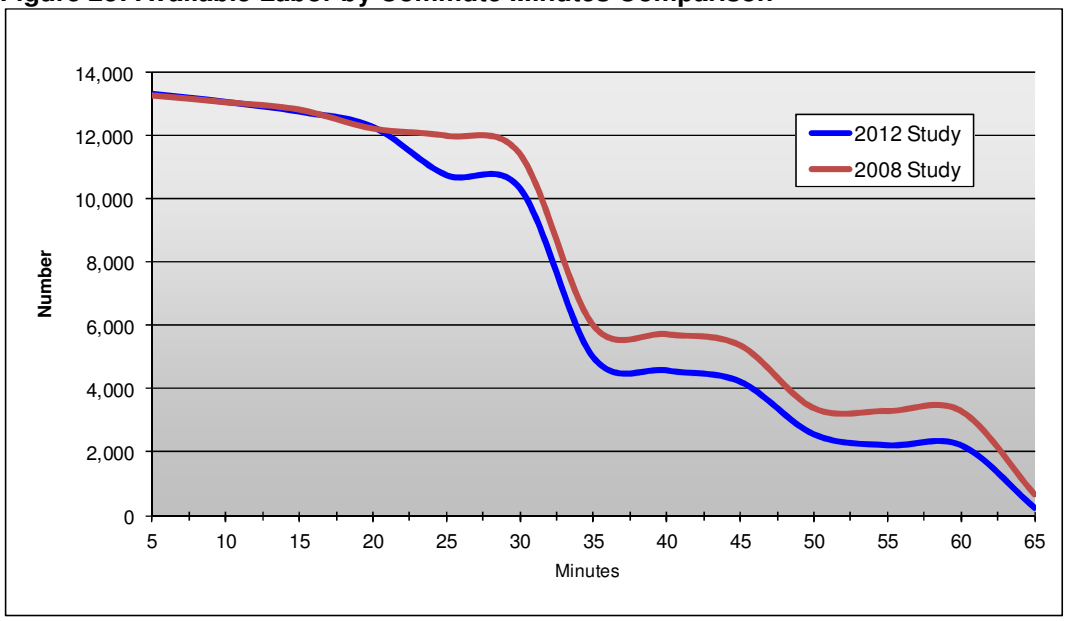
Table 10: Willing to Take Job Outside of Primary Field

	2008 Study		2012 Study	
	Number	Percent	Number	Percent
Yes	12,119	91.3	11,012	82.6
No	1,155	8.7	2,320	17.4
Total	***13,274***	***100***	***13,331***	***100***

Totals might not sum precisely due to rounding.

Figure 25 shows number of commute minutes for the two Available Labor Pools. The figure shows data from the 2008 study (red) and the 2012 (blue). The patterns are similar among all two groups, although more members of the 2008-pool indicated they are willing to travel for longer periods of time compared to the 2012-pool.

Figure 25: Available Labor by Commute Minutes Comparison



Regarding desired benefits to take a new or a different job, Table 11 shows that a good salary/hour wage was the most important benefit (86.5%) among 2012-pool members, while good health benefits was most important among the 2008-pool (90%). Good salary/hourly wage placed second among the 2008-pool members (88.8%).

The greatest amount of change was with regard to good education benefits, with 58.4% of the 2008-pool and 48.2% of the 2012-pool indicating that this benefit was a "very important" consideration to take a new or different job.

Table 11: Importance of Benefits to Change Employment Comparison

	2008 Study	2012 Study	*Change*
(Ranked by 2012 Study)	*Percent Responding "Yes"*		
Good Salary / Hourly Wage	88.8	86.5	-2.3
OJT or Paid Training	85.3	84.9	-0.4
Good Health Benefits	90.0	84.0	-6.0
Good Retirement Benefits	84.2	82.3	-1.9
Good Vacation Benefits	82.0	80.3	-1.7
Flexible Hours	72.6	75.3	2.7
Good Education Assistance	58.4	48.2	-10.2
Transportation Assistance	44.6	34.8	-9.8
Uniform Allowance	30.9	33.0	2.1
Child Care Assistance	27.8	19.4	-8.4

Figure 26 shows a comparison of the wage demands of the two study groups. The wage demand line is similar for the two studies up to about $18 per hour. A greater proportion of members of the 2012-pool are available for wages ranging from $18 to $30 than the 2008-pool.

Figure 26: Comparison of Wage Demands

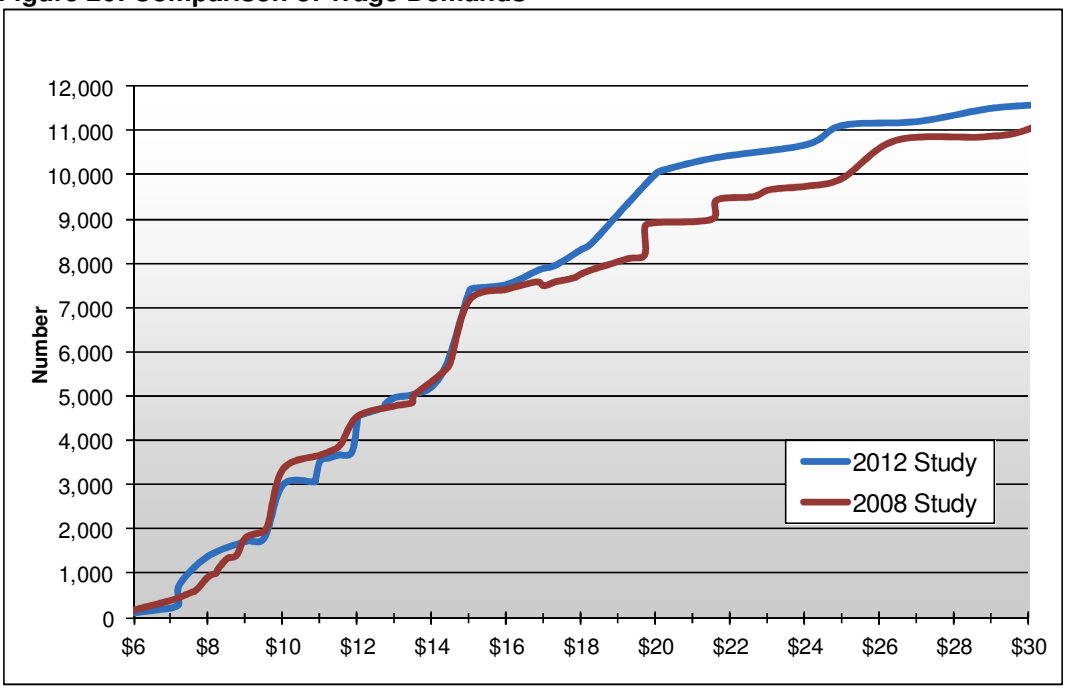


Table 12 shows a comparison of the underemployed members of the Available Labor Pools for the two study periods. The level of underemployment decreased a bit from 2008 to 2012 (from 38% to about 34%).

The percentage of underemployed general laborers remained about the same from 2008 to 2012 (26.4% and 26.6%, respectively). The percentages of underemployed high skilled laborers decreased from 14.1% in 2008 to 6.8% in 2012.

Conversely, the percentages of underemployed service sector workers increased from 2008 (44.6%) to 2012 (51.1%). The percentages of underemployed professional workers stayed about the same in both studies (14.9% in 2008 and 15.5% in 2012).

Regarding education levels, there is a higher percentage of college educated underemployed pool members in 2012 than in 2008. For example, 70.6% of the underemployed pool members in 2012 have at least some college experience, compared to 65% in 2008.

Table 12: Underemployed Workers and Education Level Comparison

	2008 Study			2012 Study		
	Number	Percent		Number	Percent	
Underemployed Wrkrs	4,552	38.0		3,477	33.8	
Will Change Jobs to Address Status	3,778	83.0		2,989	80.8	
Labor Sector						
	Number	Percent		Number	Percent	
General Labor	1,203	26.4		925	26.6	
High Skill Labor	644	14.1		236	6.8	
Service Sector	2,029	44.6		1,777	51.1	
Professional	676	14.9		539	15.5	
Total	***4,552***	***100***		***3,477***	***100***	
Highest Education			Cumulative			Cumulative
	Number	Percent	Percent	Number	Percent	Percent
Doctoral Degree	66	1.4	1.4	0	0.0	0.0
Masters Degree	0	0.0	1.4	288	8.3	8.3
Bachelors Degree	1,125	24.7	26.2	802	23.1	31.4
Associates Degree	721	15.8	42.0	593	17.1	48.4
Some College	1,046	23.0	65.0	770	22.1	70.6
High School Diploma	1,456	32.0	97.0	929	26.7	97.3
Less HS Diploma	138	3.0	***100***	94	2.7	***100***
Total	***4,552***	***100***		***3,477***	***100***	

Totals might not sum precisely due to rounding.

Research Methods

The 2012 Richardson County Labor Basin has a total population of approximately 62,305 and a Civilian Labor Force (CLF) of 34,126. The Docking Institute's analysis estimates that the basin contains an Available Labor Pool of 13,331 individuals.

Table 13: Population and Employment/Labor Figures for the Richardson County Labor Basin

Richardson County Labor Basin Study 2012	
Labor Basin Population	62,305
Civilian Labor Force	34,126
Employed	32,056
Unemployment Rate	6.1%
Available Labor Pool	13,331

Explaining the Civilian Labor Force

Traditional methods of assessing the dynamics of the labor force have concentrated on what the Bureau of Labor Statistics (BLS) calls the Civilian Labor Force (CLF). The CLF represents "the civilian non-institutional population, 16 years of age and over classified as employed or unemployed." The BLS defines "non-institutionalized civilians" as those individuals who are not inmates in institutions and who are not on active duty in the Armed Forces; and "unemployed civilians" as civilians available for work and who had "made specific efforts to find employment" in the previous four weeks.

While a review of CLF statistics represents the starting point for understanding the labor force in the Richardson County Labor Basin, there are some limitations associated with these statistics. These limitations occur because the CLF *excludes* individuals who may be willing and able to be gainfully employed but have not made specific efforts to find employment in the last four weeks. These individuals may include full-time students, homemakers, the unemployed who are no longer seeking employment, military personnel who may be leaving military employment in the near future and retired individuals who may be available for work but have not been looking for work recently.

In addition, most new employers draw their workforce from those who are presently employed, not those who are unemployed. As such, Census-based and BLS data (such as the CLF) do not specifically address the possibility of workers moving from one industry to another in search of other employment opportunities.

Defining the Available Labor Pool

An alternative to the CLF is the "Available Labor Pool[5]." The Available Labor Pool is composed of individuals categorized as either 1) currently not working *but* looking for employment, 2) currently employed (full- or part-time) *and* looking for other full-time employment, 3) currently not working in any manner *but* willing to consider different employment for the *right opportunity* and

[5] The Available Labor Pool includes potential workers excluded from the CLF (such as full-time students willing to take a job, homemakers who have not yet sought employment, military personnel who may be leaving military employment in the near future and retired individuals who may be willing and able to be gainfully employed).

4) currently employed and not looking, *but* willing to consider different employment for the *right opportunity*.

There are two key differences between the Civilian Labor Force and the Available Labor Pool. First, the Available Labor Pool methodology expands the pool of potential workers by including workers excluded from the CLF[6]. Secondly, the number of potential workers is then *restricted* to those workers who indicate they are looking for full-time work or are available for new full-time employment. The advantage of this methodology is that it allows researchers to examine those members of the labor pool who have a propensity to consider a job opportunity given their employment expectations. Even with these restrictions, it should be noted that, in practice, not all members of the Available Labor Pool would apply for a new job opportunity. However, the Available Labor Pool figure for a labor basin reveals to current employers and potential employers better information about the quantity and quality of the labor pool than do Civilian Labor Force data and unemployment statistics alone. The Available Labor Pool for the Richardson County Labor Basin includes 13,331individuals. This represents a substantial number of workers and potential workers for employers to draw upon in the Richardson County Labor Basin.

Determining the Labor Basin

Data for this study were collected from a random digit telephone[7] survey of adults living in the following counties: Atchison, Brown, Doniphan, Holt, Johnson, Nemaha (KS), Nemaha (NE), Pawnee and Richardson.

Our methodological approach is based on the assumption that employers draw a majority of their workforce from locations within a 45 minute commute time from their place of employment. One criterion used to include a county in a labor basin is whether it has a significant border adjacent to the county at the center of the labor basin and/or whether the county contains communities with adequate transportation access to suggest their residents might commute to the center county of the labor basin for an employment opportunity. If adjacent or nearby counties contain large population areas (providing employment opportunities of their own and likely discouraging workers to commute to the center county for employment) the relevant portions of those adjacent counties are excluded from the labor basin.

It is our assessment that the geographic area making up the Richardson County Labor Basin provides the most reasonable “basin” from which a “pool” of employees can be drawn for new and/or different employment.

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[6] The number that is added to the Civilian Labor Force is derived by taking from the survey the total number of full-time students, homemakers, military, retirees and long-term unemployed who state that they are seeking or available for full-time employment and dividing this number by the total number of respondents. This quotient is then multiplied by the total number of people in the labor basin who are 18 to 65 years old.

[7] The telephone numbers were assembled by randomly generating suffixes within specific area codes and prefixes. As such, unlisted numbers were included in this sample, minimizing the potential for response bias. Known business, fax, modem and disconnected numbers were screened from the sample in efforts to reach households only (and to minimize surveyor dialing time).

Up to eight attempts were made to contact each respondent during three calling periods (10 AM to Noon, 2 PM to 4 PM and 6 PM to 9 PM). Initial refusals were re-attempted by specially trained “refusal converters,” which aided in the cooperation rate.

Description of Survey Research and Data Analysis Methods

Surveying took place from November 1, 2011 to January 18, 2012 using a Computer Assisted Telephone Interviewing (CATI) system and mail survey methodology. A total of 1,296 households were successfully contacted during the data collection period, and a randomly selected adult[8] in each was asked to participate in the study. In 708 households the selected adult agreed to be interviewed. This represents a cooperation rate of 55.5%.

Of the 708 respondents, 257 indicated that they were looking for new or different employment or were available for new or different employment given the right opportunities. These 257 respondents are considered members of the Available Labor Pool for the Richardson Labor Basin. Responses from 257 individuals provide a Margin of Error of +/- 6.1%.

The Available Labor Pool represents 21% of the Richardson County Labor Basin population and 37% of the working age population of the basin.

The study sponsors and Institute personnel agreed upon the survey items used, with the former identifying the study objectives and the latter developing items and methodologies that were valid, reliable and unbiased. Question wording and design of the survey instrument are the property of the Docking Institute. A detailed summary of the method of analysis used in this report can be found in Joseph A. Aistrup, Michael S. Walker and Brett A. Zollinger, "The Kansas Labor Force Survey: The Available Labor Pool and Underemployment." *Kansas Department of Human Resources*, 2002.

[8] Surveyors requested to "speak with an adult over the age of 17 that has had the most recent birthday."

Appendix I: Current Employment Status of ALP

	Current Employment Status of ALP	
	Number	Percent
General Labor/Construction/Cleaning	860	6.5
Farm Labor/Ranch Hand/Landscaping	485	3.6
Delivery/Driver/Courier	206	1.5
Maintenance/Wiring/Plumbing	412	3.1
Factory Worker/Grain Elevator Op/Meat Packer	127	1.0
Truck Driver/Heavy Equipment Operator	283	2.1
Police/Fire/Postal/Military Enlisted	914	6.9
Lab or Medical Technicial/Comp Technician	186	1.4
Mechanic/Welder/Carpenter/Electrician	451	3.4
Other Blue Collar	0	0.0
General Customer Service/Retail/Reception/Food Service	1,006	7.5
Clerical/Secretary/Book-Keeper/Bank Teller	1,121	8.4
Para-legal/Para-pro/CNA/Day Care	925	6.9
Nurse/LPN/RN/Semi-skilled Social Service	583	4.4
Office Manager/Small Business Owner	601	4.5
Teacher/Instructor/Writer/Researcher	1,004	7.5
Sales/Marketing/Accounting	516	3.9
Govt, Non-Profit, or Bus Exec/Farm Owner/Military Officer	195	1.5
Counselor/Social Worker/Physician's Assistant	113	0.8
Professor/Doctor/Engineer/Attorney	299	2.2
Other White Collar	0	0.0
Homemaker	359	2.7
Full-Time Student	271	2.0
Unemployed	702	5.3
Retired	1,247	9.4
Disabled	465	3.5
Extrapolated Total	13,331	100

Total numbers or percentages in table might not match those in text due to rounding.

Appendix II: Hourly Wage to Annual Salary Conversion Chart

Hourly Wage	Annual Salary
$5.00	$10,400
$5.50	$11,440
$6.00	$12,480
$6.50	$13,520
$7.00	$14,560
$7.50	$15,600
$8.00	$16,640
$8.50	$17,680
$9.00	$18,720
$9.50	$19,760
$10.00	$20,800
$10.50	$21,840
$11.00	$22,880
$11.50	$23,920
$12.00	$24,960
$12.50	$26,000
$13.00	$27,040
$13.50	$28,080
$14.00	$29,120
$14.50	$30,160
$15.00	$31,200
$15.50	$32,240
$16.00	$33,280
$16.50	$34,320
$17.00	$35,360
$17.50	$36,400
$18.00	$37,440
$18.50	$38,480
$19.00	$39,520
$19.50	$40,560
$20.00	$41,600
$20.50	$42,640
$21.00	$43,680
$21.50	$44,720
$22.00	$45,760
$22.50	$46,800
$23.00	$47,840
$23.50	$48,880
$24.00	$49,920
$24.50	$50,960
$25.00	$52,000
$25.50	$53,040
$26.00	$54,080
$26.50	$55,120
$27.00	$56,160
$27.50	$57,200
$28.00	$58,240
$28.50	$59,280
$29.00	$60,320
$29.50	$61,360

Hourly Wage	Annual Salary
$30.00	$62,400
$30.50	$63,440
$31.00	$64,480
$31.50	$65,520
$32.00	$66,560
$32.50	$67,600
$33.00	$68,640
$33.50	$69,680
$34.00	$70,720
$34.50	$71,760
$35.00	$72,800
$35.50	$73,840
$36.00	$74,880
$36.50	$75,920
$37.00	$76,960
$37.50	$78,000
$38.00	$79,040
$38.50	$80,080
$39.00	$81,120
$39.50	$82,160
$40.00	$83,200
$40.50	$84,240
$41.00	$85,280
$41.50	$86,320
$42.00	$87,360
$42.50	$88,400
$43.00	$89,440
$43.50	$90,480
$44.00	$91,520
$44.50	$92,560
$45.00	$93,600
$45.50	$94,640
$46.00	$95,680
$46.50	$96,720
$47.00	$97,760
$47.50	$98,800
$48.00	$99,840
$48.50	$100,880
$49.00	$101,920
$49.50	$102,960
$50.00	$104,000