

Employee Wage Rates and Compensation Packages on Kansas Farms
Summary of 2001 and 2008 KFMA Survey Results
Kansas Farm Management Association
K-State Research and Extension

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Employee Competency Levels

Level 1

Employees who are either very new to the farm or have no advanced skills. They are, for example, individuals who are given their tasks by another person and then perform miscellaneous jobs that require no previous training or experience.

Level 2

Very specialized individuals who perform anywhere from one to many tasks which require training. Although these employees may make personal decisions such as the order in which to perform certain tasks, they do not have the authority to make decisions relating to their job responsibilities, area of production, or coworkers. As a result, he/she has no supervisory authority.

Level 3

Employees who are very skilled in at least one specified area. These employees may make decisions related to his or her area of expertise and may administer those decisions through other employees, therefore giving a Level 3 employee some supervisory capacity. However, this person's decision-making authority does not extend into other areas of the operation.

Level 4

Because of his or her exceptional skill level, this person is in a position to make decisions which impact entire areas of the operation. Many employees could have to carry out those decisions, giving this person a potentially large supervisory authority.

Level 5

Level Five employees are the most skilled and qualified full time employees with a farm. They have complete supervisory authority and the most decision-making authority given to any full time employee.

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Data from 2008 KFMA member survey

All Employees	Non-Owner/Spouse Data					
	All	Competency Level				
		1	2	3	4	5
Count*	286	50	89	63	34	43
Own part of Business	9%	2%	0%	5%	9%	44%
% Related to Owners	29%	10%	16%	22%	50%	23%
% Male	93%	98%	91%	90%	94%	95%
Average Age	39.0	32.2	36.8	41.7	45.7	42.7
Min Age	12	15	12	19	18	19
Max Age	80	64	80	70	74	75
Year of Edu	12.6	12.3	11.9	12.8	13.1	14.0
Min years of Edu	8	8	8	8	12	12
Max Years of Edu	18	18	16	16	16	18
Receive OT	10%	34%	3%	11%	3%	5%
Avg hrs/wk when receive OT	42.6	41.2	50	43.3	NA**	45
Min OT Hours	40					
Max OT Hours	50					
Years in Industry	15.4	5.2	11.7	19.0	23.4	23.4
Years with business	8.6	3.6	5.6	9.7	11.1	18.1
Years in Current Position	6.3	2.0	4.9	7.6	7.8	12.3
Number On Salary***	104	6	17	30	21	29
Percent on Salary	36%	12%	19%	48%	62%	67%
Average Salary	\$ 27,276	\$ 20,283	\$ 19,795	\$ 28,520	\$ 32,309	\$ 28,508
Average hourly wage	\$ 11.07	\$ 9.67	\$ 11.22	\$ 11.90	\$ 13.41	\$ 11.99
Total Value of Compensation	\$ 26,311	\$ 17,669	\$ 18,392	\$ 32,010	\$ 34,174	\$ 40,596
Total Compensation/hr	\$ 12.91	\$ 10.22	\$ 11.75	\$ 14.22	\$ 15.48	\$ 15.40
Receive Sick	27	0	10	10	2	2
% Receive Sick	9.4%	0.0%	11.2%	15.9%	5.9%	4.7%
Receive Vacation	100	8	24	35	13	17
% Receive Vacation	35.0%	16.0%	27.0%	55.6%	38.2%	39.5%
Employer pays unemployment	30%	42%	24%	37%	18%	37%
Employer pays workers comp	14%	32%	6%	13%	3%	21%

* 7 did not report competency level

** OT Pay information not reported

*** 10 Did not report pay information

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Data from 2008 KFMA member survey

All Employees	Total Assigned to Competency Levels						279
	All	Level 1	Level 2	Level 3	Level 4	Level 5	
Count	287	50	89	63	34	43	
Total Compensation	\$ 26,311	\$ 17,669	\$ 18,392	\$ 32,010	\$ 34,174	\$ 40,596	
Hourly Compensation	\$ 12.91	\$10.22	\$ 11.75	\$ 14.26	\$ 15.48	\$ 15.40	
Total Cash Wage (hourly & salaried)	\$ 20,335	\$16,107	\$15,892	\$23,973	\$25,539	\$26,319	
Annual Cash Wage (salaried)	\$ 27,276	\$20,283	\$19,795	\$28,520	\$32,309	\$28,508	
Hourly Wage (\$ paid/hour)	\$ 11.07	\$ 9.67	\$ 11.22	\$ 11.90	\$ 13.41	\$ 11.99	
Hourly Wage Equivalent	\$ 10.76	\$ 9.59	\$ 11.09	\$ 11.91	\$ 12.64	\$ 11.29	
Health Insurance	\$ 4,437	\$ 1,208	\$ 3,305	\$ 3,059	\$ 5,136	\$ 7,003	
# receiving Health Ins.	61	4	11	17	12	15	
% receiving Health Ins.	21%	8%	12%	27%	35%	35%	
Housing	\$ 4,507	\$ 3,093	\$ 2,640	\$ 4,148	\$ 4,500	\$ 7,650	
# receiving Housing	52	7	12	15	6	12	
% receiving Housing	18%	14%	13%	24%	18%	28%	
Utilities	\$ 2,159	\$ 3,000	\$ 2,100	\$ 1,679	\$ 2,353	\$ 2,490	
# receiving Utilities	35	1	4	12	6	12	
% receiving Utilities	12%	2%	4%	19%	18%	28%	
Farm Products	\$ 1,523	\$ 987	\$ 485	\$ 1,013	\$ 2,520	\$ 3,028	
# receiving Farm Products	80	7	16	27	13	15	
% receiving Farm Products	28%	14%	18%	43%	38%	35%	
Personal Use of Vehicles	\$ 3,191	\$ 1,500	\$ 1,440	\$ 3,994	\$ 3,738	\$ 3,837	
# receiving Vehicles	29	2	5	10	4	7	
% receiving Vehicles	10%	4%	6%	16%	12%	16%	
Use of Equipment	\$ 3,809	\$ 4,150	\$ 1,175	\$ 6,364	\$ 4,333	\$ 2,725	
# receiving Use of Equipment	22	2	6	7	3	4	
% receiving Use of Equipment	8%	4%	7%	11%	9%	9%	
Retirement Program Cont.	\$ 1,866	\$ 831	\$ 1,613	\$ 1,021	\$ 2,900	\$ 3,454	
# receiving Retirement	39	3	4	17	7	7	
% Receiving Retirement	14%	6%	4%	27%	21%	16%	
Profit Sharing	\$ 2,383	\$ -	\$ 1,900	\$ 3,167	\$ -	\$ 1,000	
# receiving Profit Sharing	6	0	2	3	0	1	
% receiving Profit Sharing	2%	0%	2%	5%	0%	2%	
Bonuses	\$ 1,999	\$ 325	\$ 1,284	\$ 2,148	\$ 1,729	\$ 3,459	
# receiving Bonuses	61	4	15	25	5	11	
% receiving Bonuses	21%	8%	17%	40%	15%	26%	
avg hours worked/week	41.70	38.29	35.32	41.10	35.03	45.67	

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Data from 2008 KFMA member survey

Full-Time Employees	Non-Owner/Spouse Data					
	All	Competency Level				
		1	2	3	4	5
Count*	173	31	41	44	18	36
Own part of Business	11%	3%	0%	5%	17%	39%
% Related to Owners	31%	10%	12%	20%	50%	25%
% Male	94%	97%	88%	93%	100%	94%
Average Age	38.1	37.6	32.6	39.9	42.8	40.8
Min Age	12	19	12	19	18	19
Max Age	74	64	54	62	72	74
Year of Edu	12.6	12.1	10.9	12.6	13.2	14.3
Min years of Edu	8	8	8	12	12	12
Max Years of Edu	16	16	16	16	16	18
Receive OT	14%	42%	5%	16%	6%	6%
Avg hrs/wk when receive OT	43.1	41.5	43.3	43.3	NA**	45
Min OT Hours	40	50	40	40.0		40
Max OT Hours	50	50	50	50.0		50
Years in Industry	15.6	5.4	10.4	18.6	21.2	22.4
Years with business	9.3	4.4	5.4	9.1	11.5	17.7
Years in Current Position	6.8	2.3	4.4	7.7	8.2	12.3
Number On Salary***	86	5	13	25	15	27
Percent on Salary	50%	16%	32%	57%	83%	75%
Average Salary	\$ 29,620	\$ 23,440	\$ 23,970	\$ 30,248	\$ 32,636	\$ 30,861
Average hourly wage	\$ 10.89	\$ 9.90	\$ 11.32	\$ 11.36	\$ 11.41	\$ 11.99
Total Value of Compensation	\$ 34,285	\$ 24,495	\$ 28,572	\$ 37,535	\$ 40,974	\$ 41,856
Total Compensation/hr	\$ 13.43	\$ 10.47	\$ 11.88	\$ 14.44	\$ 14.93	\$ 15.57
Receive Sick	27	0	10	10	2	2
% Receive Sick	15.6%	0.0%	24.4%	22.7%	11.1%	5.6%
Receive Vacation	88	8	23	31	8	15
% Receive Vacation	50.9%	25.8%	56.1%	70.5%	44.4%	41.7%
Employer pays unemployment	42%	55%	41%	45%	22%	39%
Employer pays workers comp	18%	39%	12%	16%	6%	19%

* 3 did not report competency level
 ** OT Pay information not reported
 *** 1 Did not report pay information

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Data from 2008 KFMA member survey

Full Time Employees (>1800 hours/year)	Total Assigned to Competency Levels						170
	All	Level 1	Level 2	Level 3	Level 4	Level 5	
Count	173	31	41	44	18	36	
Total Compensation	\$ 34,285	\$ 24,495	\$ 28,572	\$ 37,535	\$ 40,974	\$ 41,856	
Hourly Compensation	\$ 13.43	\$ 10.47	\$ 11.88	\$ 14.44	\$ 14.93	\$ 15.57	
Total Cash Wage (hrly & salaried)	\$ 28,098	\$ 22,594	\$ 25,663	\$ 29,956	\$ 32,280	\$ 30,095	
Annual Cash Wage (salaried)	\$ 29,620	\$ 23,440	\$ 23,970	\$ 30,248	\$ 32,636	\$ 30,861	
Hourly Wage (\$ paid/hour)	\$ 10.89	\$ 9.90	\$ 11.32	\$ 11.36	\$ 11.41	\$ 11.99	
Hourly Wage Equivalent	\$ 11.04	\$ 9.76	\$ 10.70	\$ 11.42	\$ 11.76	\$ 11.47	
Health Insurance	\$ 4,577	\$ 1,208	\$ 2,286	\$ 3,357	\$ 6,633	\$ 7,003	
# receiving Health Ins.	52	4	9	15	7	15	
% receiving Health Ins.	30%	13%	22%	34%	39%	42%	
Housing	\$ 4,290	\$ 3,093	\$ 2,716	\$ 4,058	\$ 5,000	\$ 7,267	
# receiving Housing	44	7	11	14	3	9	
% receiving Housing	25%	23%	27%	32%	17%	25%	
Utilities	\$ 2,112	\$ 3,000	\$ 2,100	\$ 1,679	\$ 2,280	\$ 2,520	
# receiving Utilities	30	1	4	12	4	9	
% receiving Utilities	17%	3%	10%	27%	22%	25%	
Farm Products	\$ 1,346	\$ 987	\$ 511	\$ 859	\$ 2,171	\$ 3,174	
# receiving Farm Products	62	7	15	20	7	11	
% receiving Farm Products	36%	23%	37%	45%	39%	31%	
Personal Use of Vehicles	\$ 3,270	\$ 1,500	\$ 1,440	\$ 3,994	\$ 4,650	\$ 3,837	
# receiving Vehicles	28	2	5	10	3	7	
% receiving Vehicles	16%	6%	12%	23%	17%	19%	
Use of Equipment	\$ 4,295	\$ 4,150	\$ 1,310	\$ 7,392	\$ 5,750	\$ 2,725	
# receiving Use of Equipment	52	2	5	6	2	4	
% receiving Use of Equipment	30%	6%	12%	14%	11%	11%	
Retirement Program Cont.	\$ 1,783	\$ 754	\$ 1,613	\$ 1,104	\$ 1,863	\$ 3,454	
# receiving Retirement	32	2	4	14	4	7	
% Receiving Retirement	18%	6%	10%	32%	22%	19%	
Profit Sharing	\$ 2,160	\$ -	\$ 1,900	\$ 3,000	\$ -	\$ 1,000	
# receiving Profit Sharing	5	0	2	2	0	1	
% receiving Profit Sharing	3%	0%	5%	5%	0%	3%	
Bonuses	\$ 2,123	\$ 367	\$ 1,428	\$ 2,305	\$ 2,000	\$ 3,305	
# receiving Bonuses	52	3	13	22	3	10	
% receiving Bonuses	30%	10%	32%	50%	17%	28%	
avg. hours worked/week	49	45	47	51	54	52	

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Data from 2008 KFMA member survey

Part-Time and Seasonal Employees	Non-Owner/Spouse Data			
			Part Time	Seasonal

Count			31	54		
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Own part of Business			16%	0%		
% Related to Owners			35%	15%		

% Male			81%	94%		
Average Age			39.7	40.9		
Min Age			18	15		
Max Age			75	80		
Year of Edu			12.5	12.8		
Min years of Edu			11	8		
Max Years of Edu			16	18		

Receive OT			6.5%	5.6%		
Avg hrs/wk when receive OT			40	40		
Min OT Hours			40	40		
Max OT Hours			40	40		

Years in Industry			16.0	14.3		
Years with business			10.4	5.6		
Years in Current Position			6.2	5.0		

Number On Salary			11	3		
Percent on Salary			35%	6%		
Average Salary			\$ 12,891	\$ 4,167		
Average hourly wage			\$ 9.62	\$ 11.93		
Total Value of Compensation			\$ 13,553	\$ 6,292		
Total Compensation/hr			\$ 11.32	\$ 12.21		

Receive Sick			0	0		
% Receive Sick			0.0%	0.0%		

Receive Vacation			2	0		
% Receive Vacation			6%	0.0%		

Employer pays unemployment			6%	13%		
Employer pays workers comp			3%	6%		

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Data from 2008 KFMA member survey

Part-Time and Seasonal Employees

All Competency Levels

		Part-Time	Seasonal	
Count		36	54	
Total Compensation		\$ 13,553	\$ 6,292	
Hourly Compensation		\$ 11.32	\$ 12.21	
Total Cash Wage (hourly & salaried)		\$ 11,466	\$ 5,832	
Annual Cash Wage (salaried)		\$ 12,891	\$ 4,167	
Hourly Wage (\$ paid/hour)		\$ 9.62	\$ 11.93	
Hourly Wage Equivalent		\$ 10.21	\$ 12.04	
Health Insurance		\$ 7,893	\$ 1,200	
# receiving Health Ins.		2	1	
% receiving Health Ins.		6%	2%	
Housing		\$ 7,200	\$ 1,800	
# receiving Housing		1	1	
% receiving Housing		3%	2%	
Utilities		\$ 2,400	\$ -	
# receiving Utilities		1	0	
% receiving Utilities		3%	0%	
Farm Products		\$ 1,505	\$ 3,826	
# receiving Farm Products		7	2	
% receiving Farm Products		19%	4%	
Personal Use of Vehicles		\$ -	\$ -	
# receiving Vehicles		0	0	
% receiving Vehicles		0%	0%	
Use of Equipment		\$ 350	\$ -	
# receiving Use of Equipment		2	1	
% receiving Use of Equipment		6%	2%	
Retirement Program Cont.		\$ 6,050	\$ 696	
# receiving Retirement		2	2	
% Receiving Retirement		6%	4%	
Profit Sharing		\$ 3,500	\$ -	
# receiving Profit Sharing		1	0	
% receiving Profit Sharing		3%	0%	
Bonuses		\$ -	\$ 300	
# receiving Bonuses		4	3	
% receiving Bonuses		11%	6%	
avg hours worked/week		23	30	
average # months worked/year		NA	4.31	

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Data from 2001 KFMA member survey

All Employees	Non-Owner/Spouse Data					
	All	Competency Level				
		1	2	3	4	5
Count*	408	80	130	92	55	47
Own part of Business	8%	0%	0%	2%	15%	45%
% Related to Owners	27%	15%	16%	22%	47%	70%
% Male	90%	85%	88%	93%	96%	91%
Average Age	35.8	25.8	34.8	40.4	40.1	41.9
Min Age	12	12	16	19	16	18
Max Age	82	68	82	74	74	74
Year of Edu	12.3	11.0	12.1	12.5	13.1	13.9
Min years of Edu	8	8	8	8	8	8
Max Years of Edu	20	16	18	16	20	17
Receive OT	4%	3%	4%	7%	0%	4%
Avg hrs/wk when receive OT	45	40	50	42	NA	45
Min OT Hours	40	40	45	40	40	40
Max OT Hours	55	40	55	50	50	50
Years in Industry	13.4	3.9	11.8	16.2	18.4	23.2
Years with business	6.7	2.2	5.0	7.3	8.5	16.1
Years in Current Position	5.6	2.2	4.1	6.3	6.5	13.7
Number On Salary	131	4	36	56	32	32
Percent on Salary	32%	5%	20%	62%	58%	70%
Average Salary	\$ 21,716	\$ 22,290	\$ 16,595	\$ 22,847	\$ 25,468	\$ 20,680
Average hourly wage	\$ 8.04	\$ 6.68	\$ 7.94	\$ 8.86	\$ 10.51	\$ 8.42
Total Value of Compensation	\$ 19,493	\$ 8,867	\$ 15,441	\$ 23,340	\$ 30,489	\$ 28,025
Total Compensation/hr	\$ 9.50	\$ 7.23	\$ 8.69	\$ 10.60	\$ 11.82	\$ 10.98
Receive Sick	65	3	12	18	16	15
% Receive Sick	15.9%	3.8%	9.2%	19.6%	29.1%	31.9%
Receive Vacation	161	15	40	49	32	23
% Receive Vacation	39.5%	18.8%	30.8%	53.3%	58.2%	48.9%
Employer pays unemployment	26%	31%	28%	21%	33%	17%
Employer pays workers comp	8%	13%	8%	9%	5%	6%

* 4 did not report competency level

K-State Research and Extension Kansas Farm Management Association

Data from 2001 KFMA member survey

All Employees	Total Assigned to Competency Levels					404
	All	Level 1	Level 2	Level 3	Level 4	Level 5
Count	408	80	130	92	55	47
Total Compensation	\$ 19,493	\$ 8,867	\$ 15,441	\$ 23,340	\$ 30,489	\$ 28,025
Hourly Compensation	\$ 9.51	\$ 7.23	\$ 8.69	\$ 10.60	\$ 11.82	\$ 10.98
Total Cash Wage (hourly & salaried)	\$ 15,829	\$ 7,950	\$ 13,106	\$ 19,196	\$ 23,699	\$ 20,440
Annual Cash Wage (salaried)	\$ 21,717	\$ 22,290	\$ 16,595	\$ 22,847	\$ 25,468	\$ 20,680
Hourly Wage (\$ paid/hour)	\$ 8.04	\$ 6.68	\$ 7.94	\$ 8.86	\$ 10.51	\$ 8.42
Hourly Wage Equivalent	\$ 8.15	\$ 6.74	\$ 7.77	\$ 8.90	\$ 9.77	\$ 8.38
Health Insurance	\$ 3,421	\$ 2,644	\$ 2,860	\$ 3,240	\$ 3,785	\$ 3,843
# receiving Health Ins.	97	5	17	28	23	24
% receiving Health Ins.	24%	6%	13%	30%	42%	51%
Housing	\$ 4,170	\$ 4,300	\$ 3,914	\$ 3,541	\$ 5,927	\$ 4,676
# receiving Housing	85	6	27	29	11	11
% receiving Housing	21%	8%	21%	32%	20%	23%
Utilities	\$ 1,833	\$ 1,500	\$ 1,724	\$ 1,979	\$ 1,988	\$ 1,792
# receiving Utilities	87	4	23	25	17	17
% receiving Utilities	21%	5%	18%	27%	31%	36%
Farm Products	\$ 865	\$ 293	\$ 437	\$ 745	\$ 1,591	\$ 1,331
# receiving Farm Products	150	18	40	36	31	23
% receiving Farm Products	37%	23%	31%	39%	56%	49%
Personal Use of Vehicles	\$ 1,283	\$ 880	\$ 1,170	\$ 1,075	\$ 1,171	\$ 1,925
# receiving Vehicles	54	5	14	16	7	12
% receiving Vehicles	13%	6%	11%	17%	13%	26%
Use of Equipment	\$ 1,870	\$ 175	\$ 349	\$ 1,754	\$ 3,021	\$ 3,714
# receiving Use of Equipment	44	2	13	13	7	9
% receiving Use of Equipment	11%	3%	10%	14%	13%	19%
Retirement Program Cont.	\$ 1,274	\$ 750	\$ 487	\$ 972	\$ 1,900	\$ 3,667
# receiving Retirement	27	1	9	9	5	3
% Receiving Retirement	7%	1%	7%	10%	9%	6%
Profit Sharing	\$ 5,991	\$ -	\$ 1,000	\$ 450	\$ 30,000	\$ 6,400
# receiving Profit Sharing	11	0	3	2	1	5
% receiving Profit Sharing	3%	0%	2%	2%	2%	11%
Bonuses	\$ 621	\$ 243	\$ 809	\$ 581	\$ 1,014	\$ 517
# receiving Bonuses	121	19	36	36	11	16
% receiving Bonuses	30%	24%	28%	39%	20%	34%
avg hours worked/week	42.92	31.71	37.43	44.74	47.36	46.85

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Data from 2001 KFMA member survey

	All	Non-Owner/Spouse Data				
		Competency Level				
		1	2	3	4	5
Count*	221	22	57	61	42	36
Own part of Business	11%	0%	0%	2%	19%	42%
% Related to Owners	27%	0%	7%	16%	45%	72%
% Male	95%	86%	95%	95%	100%	97%
Average Age	37.2	31.9	34.0	39.3	39.2	40.3
Min Age	14	18	18	21	21	14
Max Age	73	60	65	73	61	66
Year of Edu	12.5	10.9	11.8	12	13.0	14.1
Min years of Edu	8	8	8	8	8	8
Max Years of Edu	14	14	16	16	20	17
Receive OT	5%	0%	7%	5%	0%	6%
Avg hrs/wk when receive OT	47.1	0	50	43.3	0	NA**
Min OT Hours	40	0	45	40	0	
Max OT Hours	55	0	55	50	0	
Years in Industry	14.8	5.4	11.5	16.1	17.9	20.9
Years with business	7.5	2.0	4.3	7.6	9.1	14.8
Years in Current Position	6.0	1.8	3.6	6.2	6.5	12.2
Number On Salary	109	4	20	32	29	23
Percent on Salary	49%	18%	35%	52%	69%	64%
Average Salary	\$ 23,590	\$ 22,290	\$ 19,360	\$ 23,752	\$ 27,229	\$ 22,806
Average hourly wage	\$ 8.43	\$ 7.01	\$ 8.01	\$ 8.88	\$ 10.63	\$ 8.24
Total Value of Compensation	\$ 28,426	\$ 20,932	\$ 25,322	\$ 29,380	\$ 33,950	\$ 30,346
Total Compensation/hr	\$ 10.33	\$ 8.10	\$ 9.23	\$ 10.90	\$ 12.05	\$ 10.66
Receive Sick	60	3	11	16	16	13
% Receive Sick	27%	14%	19%	26%	38%	36%
Receive Vacation	146	15	35	43	29	22
% Receive Vacation	66%	68%	61%	70%	69%	61%
Employer pays unemployment	31%	59%	40%	21%	36%	14%
Employer pays workers comp	10%	18%	9%	13%	7%	6%

* 3 did not report competency

** Over time hours not reported

K-State Research and Extension Kansas Farm Management Association

Data from 2001 KFMA member survey

Full Time Employees (>1800 hours/year)	Total Assigned to Competency Levels						218
	All	Level 1	Level 2	Level 3	Level 4	Level 5	
Count	221	22	57	61	42	36	
Total Compensation	\$ 28,426	\$ 20,932	\$ 25,322	\$ 29,380	\$ 33,950	\$ 30,346	
Hourly Compensation	\$ 10.33	\$ 8.10	\$ 9.23	\$ 10.90	\$ 12.05	\$ 10.66	
Total Cash Wage (hrly & salaried)	\$ 22,873	\$ 18,415	\$ 20,697	\$ 23,847	\$ 27,155	\$ 22,534	
Annual Cash Wage (salaried)	\$ 23,590	\$ 22,290	\$ 19,360	\$ 23,752	\$ 27,229	\$ 22,806	
Hourly Wage (\$ paid/hour)	\$ 8.43	\$ 7.01	\$ 8.01	\$ 8.88	\$ 10.63	\$ 8.24	
Hourly Wage Equivalent	\$ 8.38	\$ 7.18	\$ 7.61	\$ 8.86	\$ 9.71	\$ 8.01	
Health Insurance	\$ 3,580	\$ 1,805	\$ 3,275	\$ 3,364	\$ 3,987	\$ 4,052	
# receiving Health Ins.	78	4	13	24	19	18	
% receiving Health Ins.	35%	18%	23%	39%	45%	50%	
Housing	\$ 3,972	\$ 4,300	\$ 3,926	\$ 3,548	\$ 5,520	\$ 3,382	
# receiving Housing	77	6	26	25	10	9	
% receiving Housing	35%	27%	46%	41%	24%	25%	
Utilities	\$ 1,849	\$ 1,500	\$ 1,720	\$ 2,069	\$ 1,925	\$ 1,844	
# receiving Utilities	79	4	22	22	16	14	
% receiving Utilities	36%	18%	39%	36%	38%	39%	
Farm Products	\$ 961	\$ 393	\$ 474	\$ 863	\$ 1,570	\$ 1,542	
# receiving Farm Products	123	12	35	29	28	18	
% receiving Farm Products	56%	55%	61%	48%	67%	50%	
Personal Use of Vehicles	\$ 1,182	\$ 1,050	\$ 1,170	\$ 1,113	\$ 1,171	\$ 1,388	
# receiving Vehicles	47	3	14	15	7	8	
% receiving Vehicles	21%	14%	25%	25%	17%	22%	
Use of Equipment	\$ 2,011	\$ -	\$ 357	\$ 1,692	\$ 3,400	\$ 3,714	
# receiving Use of Equipment	78	0	12	12	6	9	
% receiving Use of Equipment	35%	0%	21%	20%	14%	25%	
Retirement Program Cont.	\$ 1,244	\$ 750	\$ 675	\$ 972	\$ 1,900	\$ 2,500	
# receiving Retirement	22	1	5	9	5	2	
% Receiving Retirement	10%	5%	9%	15%	12%	6%	
Profit Sharing	\$ 3,767	\$ -	\$ 1,000	\$ 450	\$ -	\$ 7,500	
# receiving Profit Sharing	9	0	3	2	0	4	
% receiving Profit Sharing	4%	0%	5%	3%	0%	11%	
Bonuses	\$ 739	\$ 360	\$ 975	\$ 694	\$ 1,014	\$ 473	
# receiving Bonuses	89	12	26	27	11	11	
% receiving Bonuses	40%	55%	46%	44%	26%	31%	
avg. hours worked/week	53	49	52	52	54	54	

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Data from 2001 KFMA member survey

Part-Time and Seasonal Employees	Non-Owner/Spouse Data	
	Part Time	Seasonal
Count	51	113
Own part of Business	6%	3%
% Related to Owners	25%	26%
% Male	75%	88%
Average Age	32.6	33.2
Min Age	12	14%
Max Age	74	77%
Year of Edu	11.6	12.3
Min years of Edu	6.0	8.0
Max Years of Edu	16.0	18.0
Receive OT	4%	3.5%
Avg hrs/wk when receive OT	40	40
Min OT Hours	40	40
Max OT Hours		40
Years in Industry	9.7	11.4
Years with business	5.3	5.4
Years in Current Position	5.1	4.6
Number On Salary	8	9
Percent on Salary	16%	8%
Average Salary	\$ 5,235	\$ 9,125
Average hourly wage	\$ 7.26	\$ 7.80
Total Value of Compensation	\$ 7,727	\$ 5,201
Total Compensation/hr	\$ 7.97	\$ 8.50
Receive Sick	0	4
% Receive Sick	0.0%	3.5%
Receive Vacation	6	4
% Receive Vacation	12%	3.5%
Employer pays unemployment	25%	16%
Employer pays workers comp	4%	9%

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Data from 2001 KFMA member survey

Part-Time and Seasonal Employees

All Competency Levels

		Part-Time	Seasonal	
Count		51	113	
Total Compensation		\$ 7,727	\$ 5,201	
Hourly Compensation		\$ 7.97	\$ 8.50	
Total Cash Wage (hourly & salaried)		\$ 7,145	\$ 4,910	
Annual Cash Wage (salaried)		\$ 5,235	\$ 9,125	
Hourly Wage (\$ paid/hour)		\$ 7.26	\$ 7.80	
Hourly Wage Equivalent		\$ 7.23	\$ 8.07	
Health Insurance		\$ 1,938	\$ 3,620	
# receiving Health Ins.		5	8	
% receiving Health Ins.		10%	7%	
Housing		\$ 3,400	\$ 4,200	
# receiving Housing		2	4	
% receiving Housing		4%	4%	
Utilities		\$ 850	\$ 1,840	
# receiving Utilities		1	5	
% receiving Utilities		2%	4%	
Farm Products		\$ 187	\$ 352	
# receiving Farm Products		13	11	
% receiving Farm Products		25%	10%	
Personal Use of Vehicles		\$ 500	\$ 750	
# receiving Vehicles		2	3	
% receiving Vehicles		4%	0%	
Use of Equipment		\$ 250	\$ 425	
# receiving Use of Equipment		5	8	
% receiving Use of Equipment		10%	7%	
Retirement Program Cont.		\$ 103	\$ 700	
# receiving Retirement		3	1	
% Receiving Retirement		6%	1%	
Profit Sharing		\$ -	\$ -	
# receiving Profit Sharing		0	0	
% receiving Profit Sharing		0%	0%	
Bonuses		\$ -	\$ 416	
# receiving Bonuses		16	14	
% receiving Bonuses		31%	12%	
avg hours worked/week		19	35	
average # months worked/year		NA	4.15	

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Comparisons Between 2001 and 2008 KFMA Employee Management Surveys

	All Employees	Full-Time Employees
Change in Salary	\$ 5,560	\$ 6,030
% Change	25.6%	25.6%
Change in Hourly Wage	\$ 3.03	\$ 2.46
% Change	37.7%	29.2%
Change in Total Cash Wage	\$ 4,506	\$ 5,225
% Change	28.5%	22.8%
Change in Total Value of Compensation	\$ 6,818	\$ 5,859
% Change	35.0%	20.6%
Change in Health Insurance	\$ 1,016	\$ 997
% Change	29.7%	27.8%
Change in Housing	\$ 337	\$ 318
% Change	8.1%	8.0%
Change in Utilities	\$ 326	\$ 263
% Change	17.8%	14.2%
Change in Farm Products	\$ 658	\$ 388
% Change	76.1%	40.4%
Change in Vehicle Use	\$ 1,908	\$ 2,088
% Change	148.7%	176.6%
Change in Equipment Use	\$ 1,939	\$ 2,294
% Change	103.7%	114.1%
Change in Retirement Contributions	\$ 592	\$ 539
% Change	46.5%	43.3%
Change in Profit Sharing	\$ (3,153)	\$ (1,607)
% Change	-52.6%	-42.7%
Change in Bonuses	\$ 1,378	\$ 1,384
% Change	221.9%	187.3%