



Compensation & Benefits Survey

2011

Buffalo Niagara

In collaboration with:



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List of Survey Participants

Company	City	State	Industry
AAA	Williamsville	NY	Services
American Sales	Lancaster	NY	Retail
Astronics - Luminescent Systems	East Aurora	NY	Manufacturing
Avox Systems Inc	Lancaster	NY	Manufacturing
Benderson Development	Buffalo	NY	Real Estate
Boston Valley Terra Cotta	Orchard Park	NY	Manufacturing
Buffalo Bills, Inc.	Orchard Park	NY	Other
Buffalo Hospital Supply		NY	Wholesale/ Distribution
Buffalo Niagara Partnership	Buffalo	NY	Services
Bureau Veritas	Buffalo	NY	Services
Computer Task Group	Buffalo	NY	Services
Conax Technologies	Cheektowaga	NY	Manufacturing
Curbell Inc.	Orchard Park	NY	Manufacturing
Electro Sonic	Tonawanda	NY	Manufacturing
Evans Bank	Hamburg	NY	Financial, Insurance
Excellus BlueCross BlueShield	Rochester	NY	Financial, Insurance
First Niagara Bank	Buffalo	NY	Financial, Insurance
Fisher Price	East Aurora	NY	Manufacturing
Freed Maxick & Battaglia	Buffalo	NY	Services
Gibraltar Steel Corporation	Buffalo	NY	Manufacturing
Graphic Controls	Buffalo	NY	Manufacturing
Great Lakes Orthodontics	Tonawanda	NY	Manufacturing
Hamister Group	Williamsville	NY	Health Care/ Medical
Harlequin Distribution Center	Depew	NY	Wholesale/ Distribution
HealthNow (BlueCross BlueShield WNY)	Buffalo	NY	Financial, Insurance
Hodgson Russ LLP	Buffalo	NY	Services
IIMAK	Amherst	NY	Manufacturing
Independent Health	Williamsville	NY	Financial, Insurance
Ivoclar North America	Amherst	NY	Manufacturing
Jaeckle Fleischmann & Mugel	Buffalo	NY	Services
KeyBank	Buffalo	NY	Financial, Insurance
Kistner Concrete	Lockport	NY	Manufacturing

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Company	City	State	Industry
Lawley Service	Buffalo	NY	Services
Local Edge	Buffalo	NY	Services
LPCiminelli, Inc.	Buffalo	NY	Real Estate
Merchants Insurance Group	Buffalo	NY	Financial, Insurance
National Air Cargo	Orchard Park	NY	Wholesale/ Distribution
National Fuel	Williamsville	NY	Services
Norampac Industries, Inc.	Niagara Falls	NY	Manufacturing
PCB Piezotronics	Depew	NY	Manufacturing
Phillips Lytle LLP	Buffalo	NY	Services
Power Drives	Buffalo	NY	Manufacturing
Precision Manufacturing Group	Buffalo	NY	Manufacturing
Renold, Inc.	Westfield	NY	Manufacturing
Rosina Food Products, Inc.	Cheektowaga	NY	Manufacturing
Seneca Gaming Corporation	Niagara Falls	NY	Hospitality
Seneca Nation of Indians	Irving	NY	Services, Retail
Silipos Inc.	Niagara Falls	NY	Manufacturing
Sti-co Industries	Orchard Park	NY	Manufacturing
Superior Staff Resources, Inc.	Williamsville	NY	Services
Synacor	Buffalo	NY	Services
Tops Markets, Inc.	Williamsville	NY	Retail
Try-it Distributing	Lancaster	NY	Wholesale/ Distribution
Unifrax	Niagara Falls	NY	Manufacturing
Uniland Development	Amherst	NY	Real Estate
Walsh Duffield	Buffalo	NY	Financial, Insurance
Zehnder Rittling (Hydro Air Components)	Buffalo	NY	Manufacturing

WNY Compensation Survey Job Titles Reported-2011

Account Manager	Equipment Operator, General	Payroll Supervisor
Accountant, General	Equipment Operator, Light Production	President/ CEO
Accounting Clerk	Executive Assistant	Product Development Manager
Accounting Controller	Facilities Manager	Product Marketing Manager
Accounting Manager	Financial Analyst	Production Manager
Accounting Supervisor	General Laborer	Production Scheduler
Administrative Assistant/ Secretary	Graphic Designer	Production Supervisor
Assembler	Human Resource Generalist	Programmer
Benefits Administrator	Human Resource Manager	Programmer/Analyst
Benefits Clerk	Human Resources Assistant	Public Relations Specialist
Cleaner/Janitorial Worker	Information Technology Director	Purchasing Agent/ Buyer
CNC Machine Operator	Information Technology Engineer	Purchasing Assistant
Compliance Officer	Information Technology Manager	Purchasing Manager
Computer Operator	Information Technology Vice President	Quality Director
Corporate Counsel	Insurance Claims Representative	Quality Document Coordinator
Credit analyst	Internal Auditor	Quality Inspector
Credit and Collection Manager	Inventory Control Associate	Quality Manager/ Administrator
Credit Collection Clerk	Inventory- Stockroom Clerk	Recruiter
Customer Service Manager	IT Technician -Hardware Support	Safety Manager
Customer Service Representative	IT Technician- Software Support	Sales Director
Customer Service Supervisor	Machine Shop Supervisor	Sales Manager
Database Administrator	Mail Clerk	Sales Representative, Inside
Designer	Maintenance Supervisor, Facilities	Sales Representative, Outside
Director Engineering	Maintenance, Buildings & Grounds	Security Coordinator
Director Finance	Maintenance, Equipment Supervisor	Security Guard
Director Human Resources	Maintenance, Equipment Technician	Shift Supervisor
Director Manufacturing	Market Research Analyst	Shipping & Receiving Clerk
Director Operations	Marketing Communication Manager	Systems Analyst
Director, Assistant	Marketing Director	Team Leader
Distribution - Logistics Manager	Marketing Manager	Traffic Clerk
Distribution Supervisor	Marketing Professional	Trainer
Drafter	Marketing Specialist	Training Coordinator
Electrician	Materials Manager	Transportation Analyst
Engineer, Electrical	Mechanic, Equipment Repair	Vice President Finance (CFO)
Engineer, Manufacturing	Network Administrator	Vice President Human Resource
Engineer, Mechanical	Network Architect	Vice President Marketing
Engineer, Process	Office Clerical	Vice President Operations (COO)
Engineer, Product Design	Office Supervisor	Vice President Sales
Engineer, Project	Operations Manager	Warehouse Person (Forklift)
Engineer, Quality	Packer	Web Developer
Engineer, Sales/Application	Paralegal	Welder
Engineering Manager	Payroll Specialist	

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Welder

Welds metal components together to fabricate and repair products.

	Union: Yes	Union: No	Small < 99 ee	Medium 100-249 ee	Large 250+ ee	All
# Organizations	2	3	0	4	1	5
# Employees	9	19	0	22	6	28
% FLSA Exempt	0%	0%	0%	0%	0%	0%
Average Starting Rate				***		18.38
Average Lowest Paid		***		***	***	14.62
Average Highest Paid		***		***	***	20.85
Average Hourly Rate		***		***	***	17.84
Weighted Average Rate		***		***	***	16.76
Median Rate		***		***	***	14.40

2011 Buffalo Niagara Benefits Report

Benefits Overview

54 organizations responded (100%)

Type of benefit plan

	Count of Organizations	Percent of Organizations
Fixed	12	22%
Cafeteria	15	28%
Mixed	23	43%

Overall Benefits Offered

Benefit Offered	% Organizations
Health Care & Prescription	
Dental	
Life Insurance	
Short-term Disability	
Long-term Disability	
Retirement/ Savings Plan	
Tuition Assistance	
Vacation Pay/ PTO	
Holiday Pay	
Sick/ Personal Pay	
Bereavement Pay	
Jury Duty Pay	
Military Duty Pay	
Variable Pay	