

The background of the entire page is a photograph of four colorful pawns (yellow, orange, red, and green) standing on stacks of silver coins. The pawns are arranged in a slightly staggered formation, with the green pawn in the foreground being the most prominent. The coins are stacked to varying heights, and the background is a solid light blue color.

2021

Mulch & Soil Industry Compensation Survey Report

Mulch & Soil Council
7809 N FM 179
Shallowater, TX 79363-3637
www.mulchandsoilcouncil.org

2021 Mulch & Soil Industry Compensation Survey Report

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2021

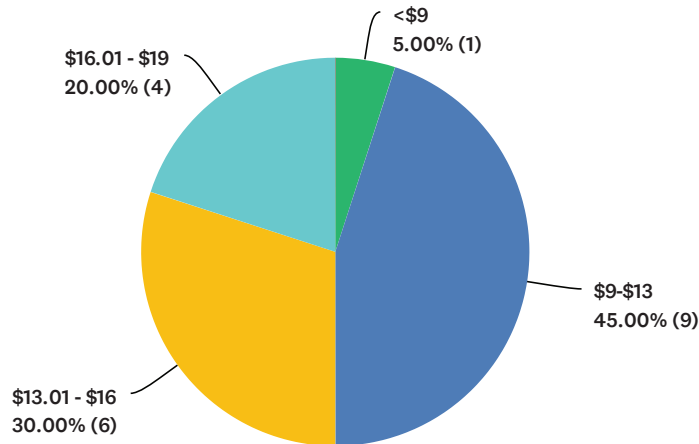
Mulch & Soil Industry Compensation Survey Report

National Overall Responses

National Overall Response

Q1 Bagging Line Operator(What's the LOWEST hourly rate that has been paid?)

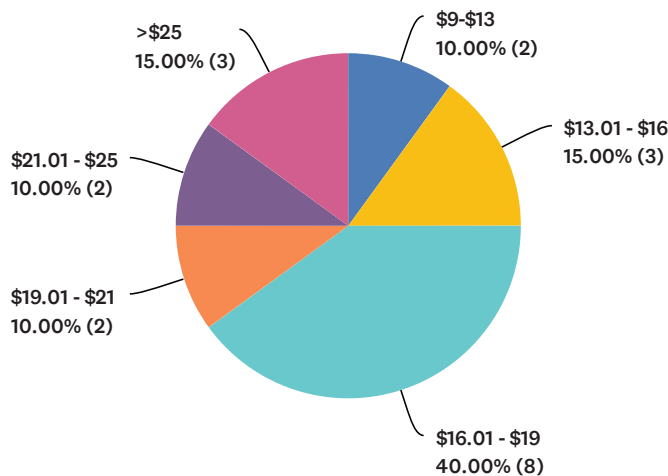
Answered: 20 Skipped: 3



	<\$9	\$9-\$13	\$13.01 - \$16	\$16.01 - \$19	\$19.01 - \$21	\$21.01 - \$25	>\$25	TOTAL	WEIGHTED AVERAGE
(no label)	5.00% 1	45.00% 9	30.00% 6	20.00% 4	0.00% 0	0.00% 0	0.00% 0	20	2.65

Q2 Bagging Line Operator(What's the HIGHEST hourly rate that has been paid?)

Answered: 20 Skipped: 3

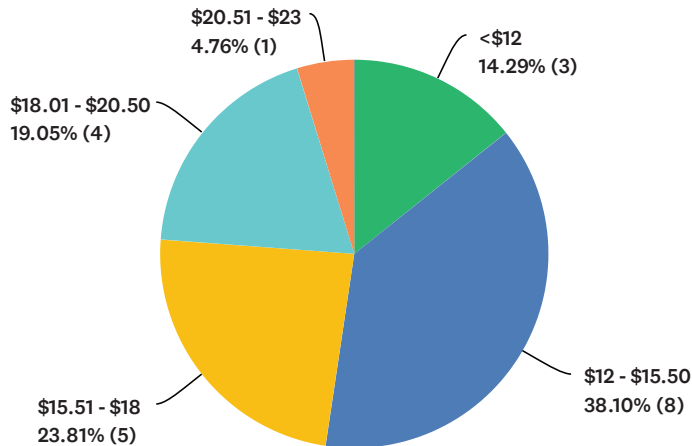


	<\$9	\$9-\$13	\$13.01 - \$16	\$16.01 - \$19	\$19.01 - \$21	\$21.01 - \$25	>\$25	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	10.00% 2	15.00% 3	40.00% 8	10.00% 2	10.00% 2	15.00% 3	20	4.40

National Overall Response

Q3 Color Machine Operator(What's the LOWEST hourly rate that has been paid?)

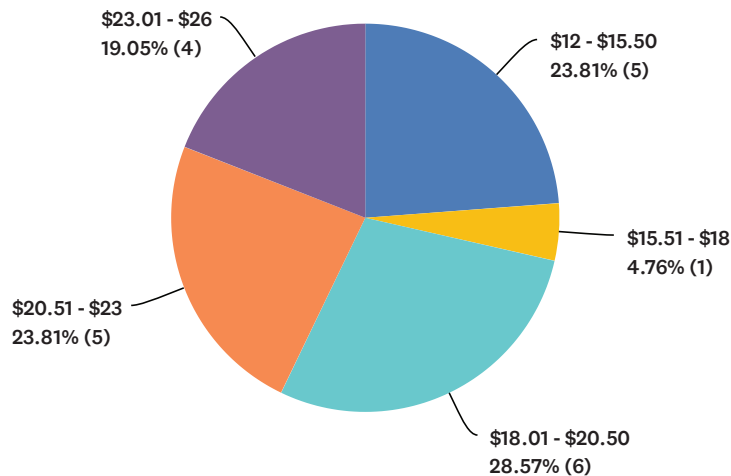
Answered: 21 Skipped: 2



	<\$12	\$12 - \$15.50	\$15.51 - \$18	\$18.01 - \$20.50	\$20.51 - \$23	\$23.01 - \$26	>\$26	TOTAL	WEIGHTED AVERAGE
(no label)	14.29% 3	38.10% 8	23.81% 5	19.05% 4	4.76% 1	0.00% 0	0.00% 0	21	2.62

Q4 Color Machine Operator(What's the HIGHEST hourly rate that has been paid?)

Answered: 21 Skipped: 2

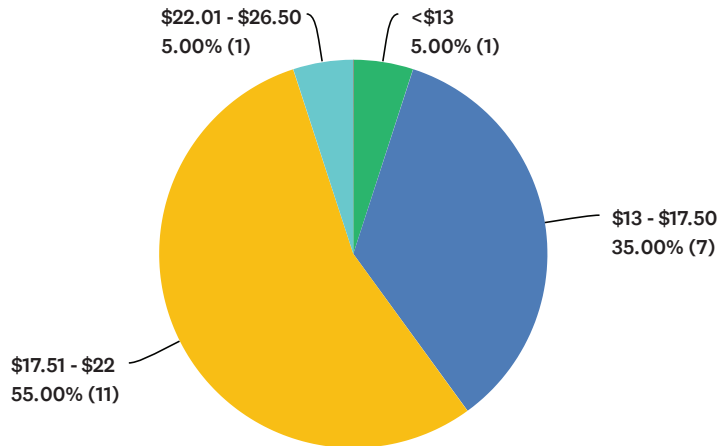


	<\$12	\$12 - \$15.50	\$15.51 - \$18	\$18.01 - \$20.50	\$20.51 - \$23	\$23.01 - \$26	>\$26	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	23.81% 5	4.76% 1	28.57% 6	23.81% 5	19.05% 4	0.00% 0	21	4.10

National Overall Response

Q5 Company Truck Drivers(What's the LOWEST hourly rate that has been paid?)

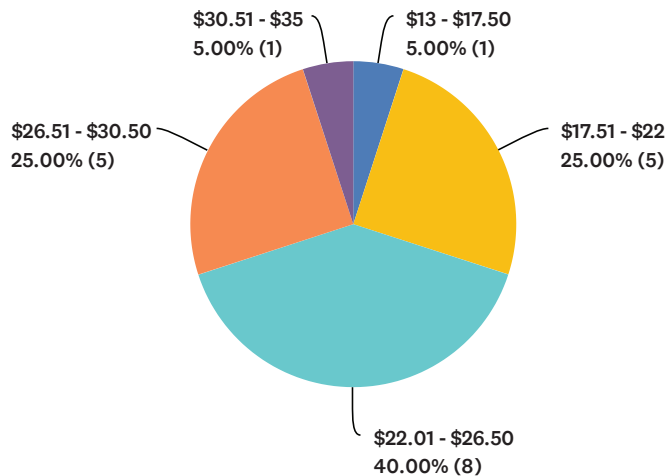
Answered: 20 Skipped: 3



	<\$13	\$13 - \$17.50	\$17.51 - \$22	\$22.01 - \$26.50	\$26.51 - \$30.50	\$30.51 - \$35	>\$35	TOTAL	WEIGHTED AVERAGE
(no label)	5.00% 1	35.00% 7	55.00% 11	5.00% 1	0.00% 0	0.00% 0	0.00% 0	20	2.60

Q6 Company Truck Drivers(What's the HIGHEST hourly rate that has been paid?)

Answered: 20 Skipped: 3

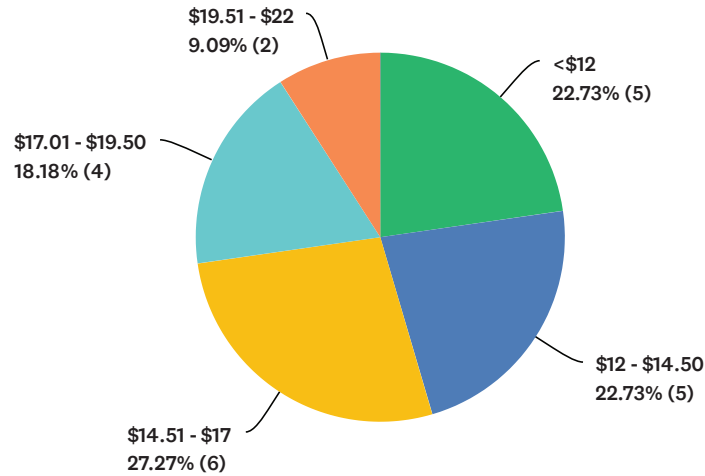


	<\$13	\$13 - \$17.50	\$17.51 - \$22	\$22.01 - \$26.50	\$26.51 - \$30.50	\$30.51 - \$35	>\$35	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	5.00% 1	25.00% 5	40.00% 8	25.00% 5	5.00% 1	0.00% 0	20	4.00

National Overall Response

Q7 Heavy Equipment Operator (front end loader/bulldozer)(What's the LOWEST hourly rate that has been paid?)

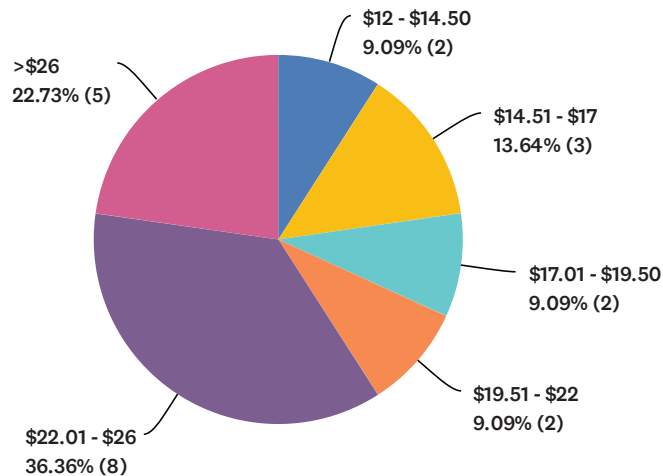
Answered: 22 Skipped: 1



	<\$12	\$12 - \$14.50	\$14.51 - \$17	\$17.01 - \$19.50	\$19.51 - \$22	\$22.01 - \$26	>\$26	TOTAL	WEIGHTED AVERAGE
(no label)	22.73% 5	22.73% 5	27.27% 6	18.18% 4	9.09% 2	0.00% 0	0.00% 0	22	2.68

Q8 Heavy Equipment Operator (front end loader/bulldozer)(What's the HIGHEST hourly rate that has been paid?)

Answered: 22 Skipped: 1

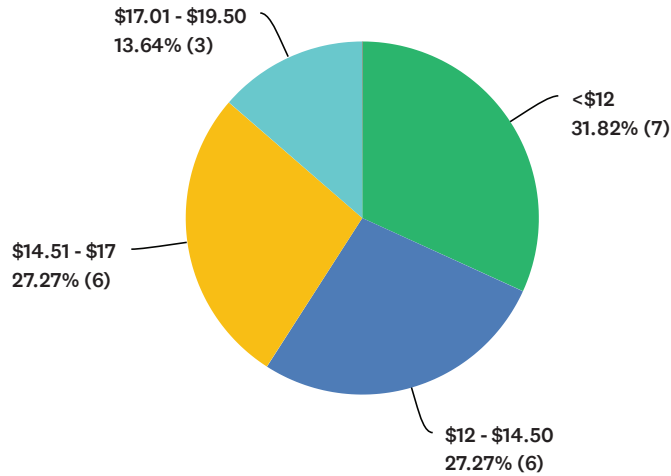


	<\$12	\$12 - \$14.50	\$14.51 - \$17	\$17.01 - \$19.50	\$19.51 - \$22	\$22.01 - \$26	>\$26	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	9.09% 2	13.64% 3	9.09% 2	9.09% 2	36.36% 8	22.73% 5	22	5.18

National Overall Response

Q9 Medium/Light Equipment Operator - (fork lift/skidsteer/bobcat)(What's the LOWEST hourly rate that has been paid?)

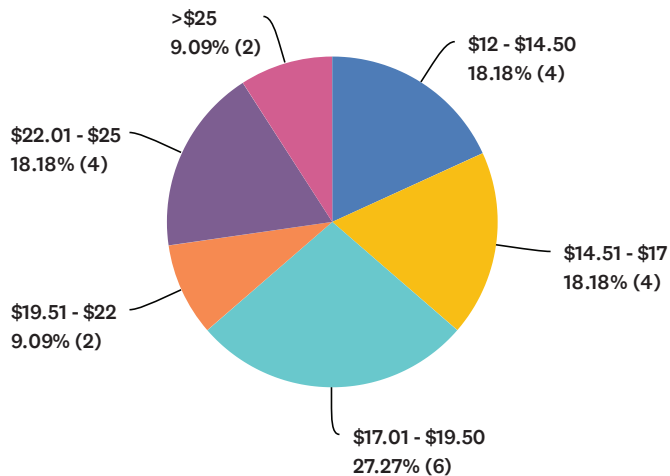
Answered: 22 Skipped: 1



	<\$12	\$12 - \$14.50	\$14.51 - \$17	\$17.01 - \$19.50	\$19.51 - \$22	\$22.01 - \$25	>\$25	TOTAL	WEIGHTED AVERAGE
(no label)	31.82% 7	27.27% 6	27.27% 6	13.64% 3	0.00% 0	0.00% 0	0.00% 0	22	2.23

Q10 Medium/Light Equipment Operator - (fork lift/skidsteer/bobcat)(What's the HIGHEST hourly rate that has been paid?)

Answered: 22 Skipped: 1

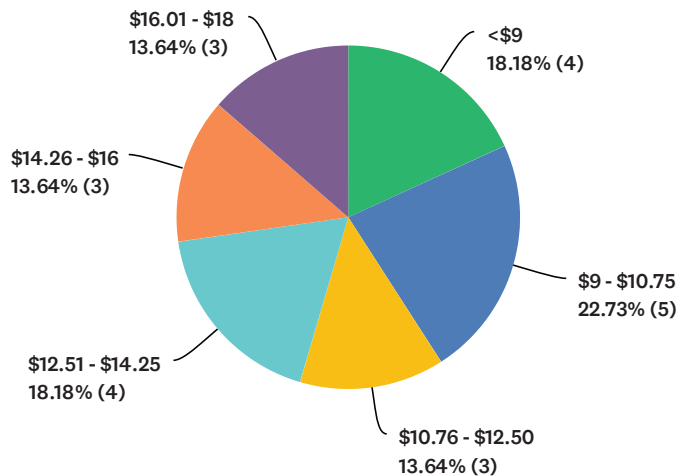


	<\$12	\$12 - \$14.50	\$14.51 - \$17	\$17.01 - \$19.50	\$19.51 - \$22	\$22.01 - \$25	>\$25	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	18.18% 4	18.18% 4	27.27% 6	9.09% 2	18.18% 4	9.09% 2	22	4.18

National Overall Response

Q11 General Laborer(What's the LOWEST hourly rate that has been paid?)

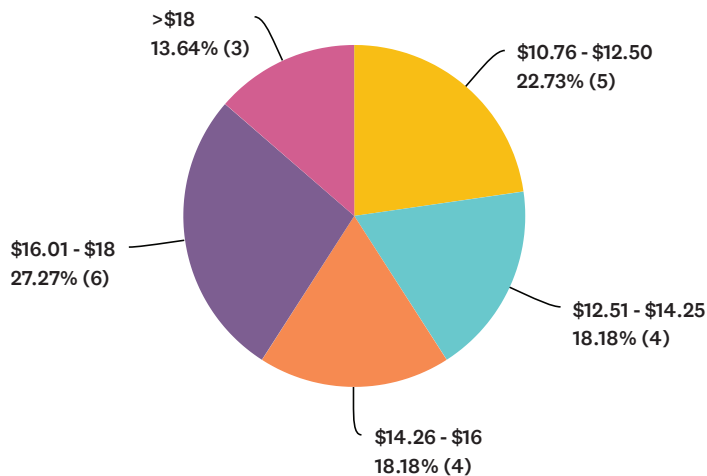
Answered: 22 Skipped: 1



	<\$9	\$9 - \$10.75	\$10.76 - \$12.50	\$12.51 - \$14.25	\$14.26 - \$16	\$16.01 - \$18	>\$18	TOTAL	WEIGHTED AVERAGE
(no label)	18.18% 4	22.73% 5	13.64% 3	18.18% 4	13.64% 3	13.64% 3	0.00% 0	22	3.27

Q12 General Laborer(What's the HIGHEST hourly rate that has been paid?)

Answered: 22 Skipped: 1

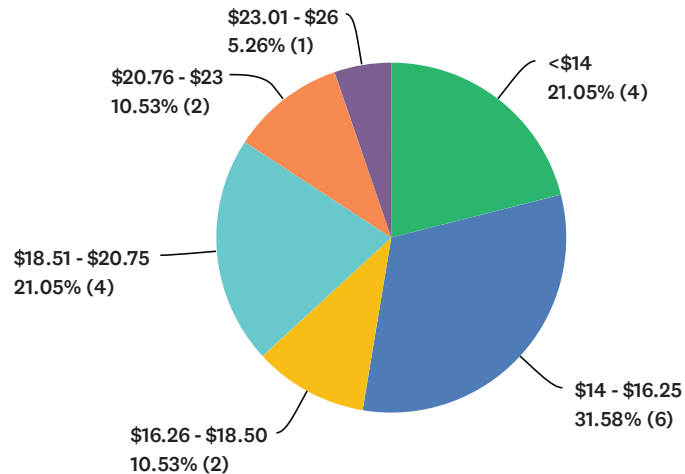


	<\$9	\$9 - \$10.75	\$10.76 - \$12.50	\$12.51 - \$14.25	\$14.26 - \$16	\$16.01 - \$18	>\$18	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	22.73% 5	18.18% 4	18.18% 4	27.27% 6	13.64% 3	22	4.91

National Overall Response

Q13 Grinder Operators(What's the LOWEST hourly rate that has been paid?)

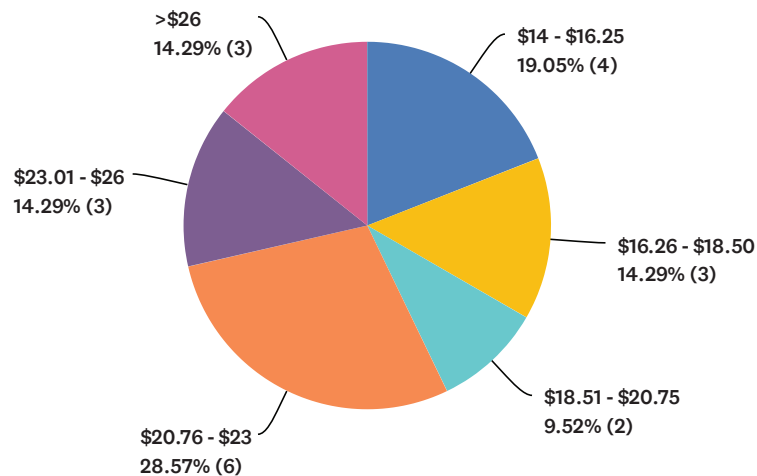
Answered: 19 Skipped: 4



	<\$14	\$14 - \$16.25	\$16.26 - \$18.50	\$18.51 - \$20.75	\$20.76 - \$23	\$23.01 - \$26	>\$26	TOTAL	WEIGHTED AVERAGE
(no label)	21.05% 4	31.58% 6	10.53% 2	21.05% 4	10.53% 2	5.26% 1	0.00% 0	19	2.84

Q14 Grinder Operators(What's the HIGHEST hourly rate that has been paid?)

Answered: 21 Skipped: 2

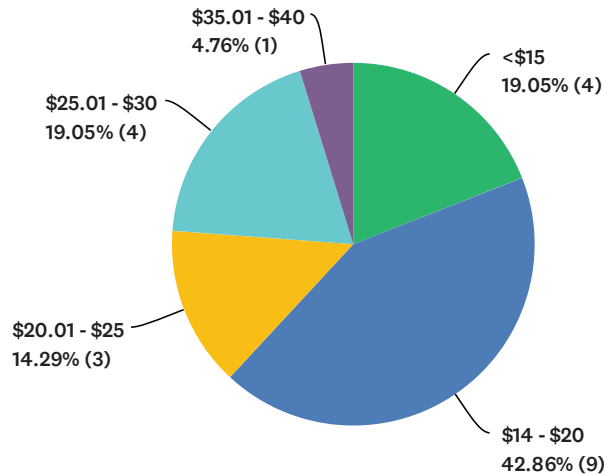


	<\$14	\$14 - \$16.25	\$16.26 - \$18.50	\$18.51 - \$20.75	\$20.76 - \$23	\$23.01 - \$26	>\$26	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	19.05% 4	14.29% 3	9.52% 2	28.57% 6	14.29% 3	14.29% 3	21	4.48

National Overall Response

Q15 Mechanics (What's the LOWEST hourly rate that has been paid?)

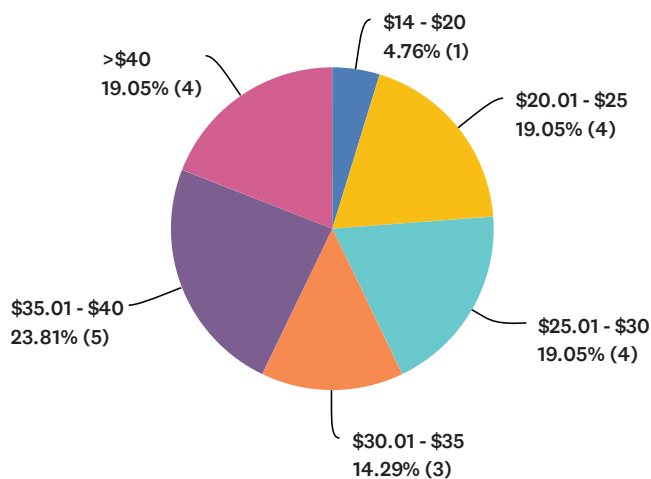
Answered: 21 Skipped: 2



	<\$15	\$14 - \$20	\$20.01 - \$25	\$25.01 - \$30	\$30.01 - \$35	\$35.01 - \$40	>\$40	TOTAL	WEIGHTED AVERAGE
(no label)	19.05% 4	42.86% 9	14.29% 3	19.05% 4	0.00% 0	4.76% 1	0.00% 0	21	2.52

Q16 Mechanics (What's the HIGHEST hourly rate that has been paid?)

Answered: 21 Skipped: 2

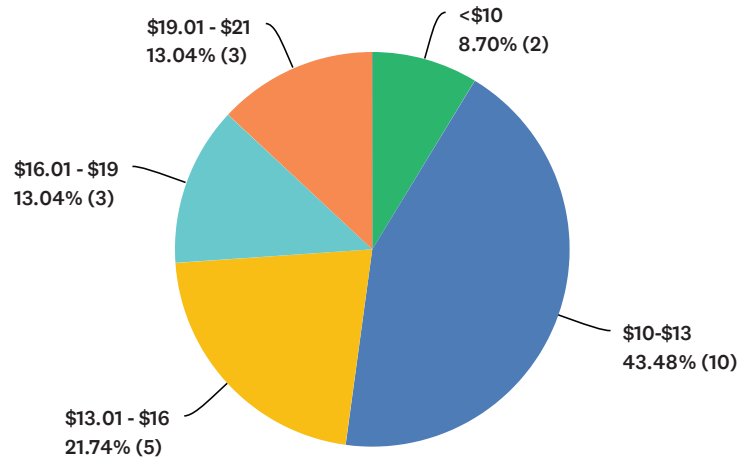


	<\$15	\$14 - \$20	\$20.01 - \$25	\$25.01 - \$30	\$30.01 - \$35	\$35.01 - \$40	>\$40	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	4.76% 1	19.05% 4	19.05% 4	14.29% 3	23.81% 5	19.05% 4	21	4.90

National Overall Response

Q17 Office Staff (clerical/administrative)(What's the LOWEST hourly rate that has been paid?)

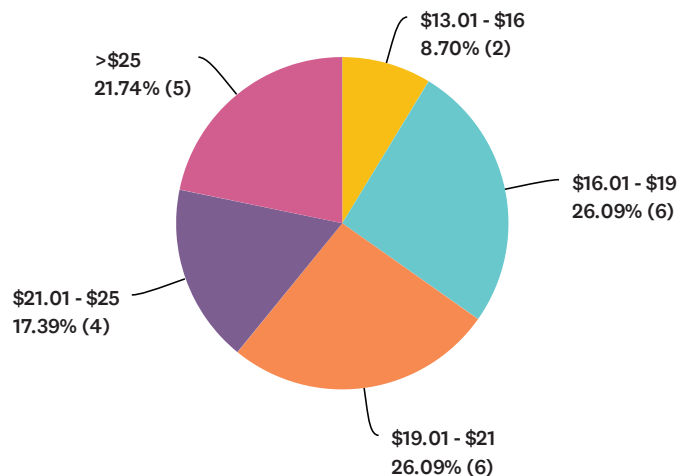
Answered: 23 Skipped: 0



	<\$10	\$10-\$13	\$13.01 - \$16	\$16.01 - \$19	\$19.01 - \$21	\$21.01 - \$25	>\$25	TOTAL	WEIGHTED AVERAGE
(no label)	8.70% 2	43.48% 10	21.74% 5	13.04% 3	13.04% 3	0.00% 0	0.00% 0	23	2.78

Q18 Office Staff (clerical/administrative)(What's the HIGHEST hourly rate that has been paid?)

Answered: 23 Skipped: 0

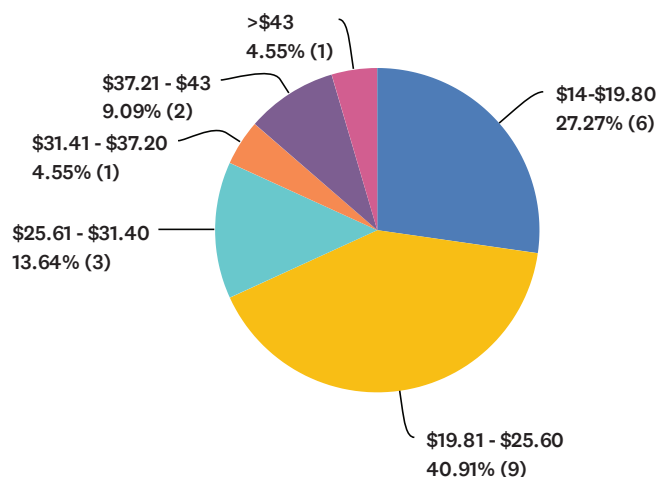


	<\$10	\$10-\$13	\$13.01 - \$16	\$16.01 - \$19	\$19.01 - \$21	\$21.01 - \$25	>\$25	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	8.70% 2	26.09% 6	26.09% 6	17.39% 4	21.74% 5	23	5.17

National Overall Response

Q19 Office Staff (managerial)(What's the LOWEST hourly rate that has been paid?)

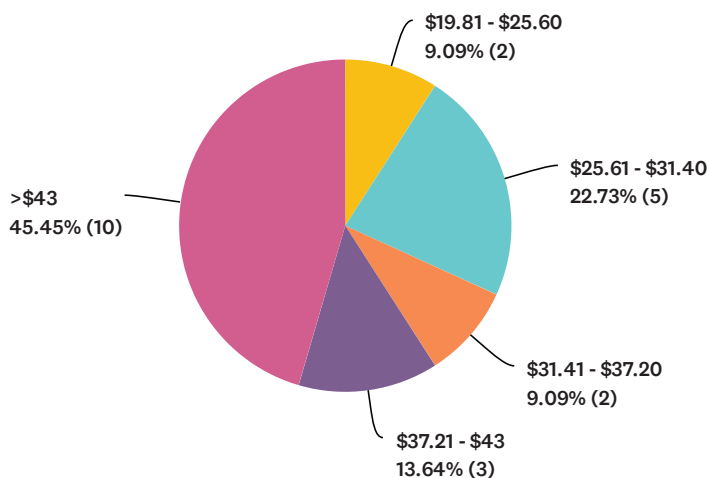
Answered: 22 Skipped: 1



	<\$14	\$14-\$19.80	\$19.81 - \$25.60	\$25.61 - \$31.40	\$31.41 - \$37.20	\$37.21 - \$43	>\$43	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	27.27% 6	40.91% 9	13.64% 3	4.55% 1	9.09% 2	4.55% 1	22	3.41

Q20 Office Staff (managerial)(What's the HIGHEST hourly rate that has been paid?)

Answered: 22 Skipped: 1

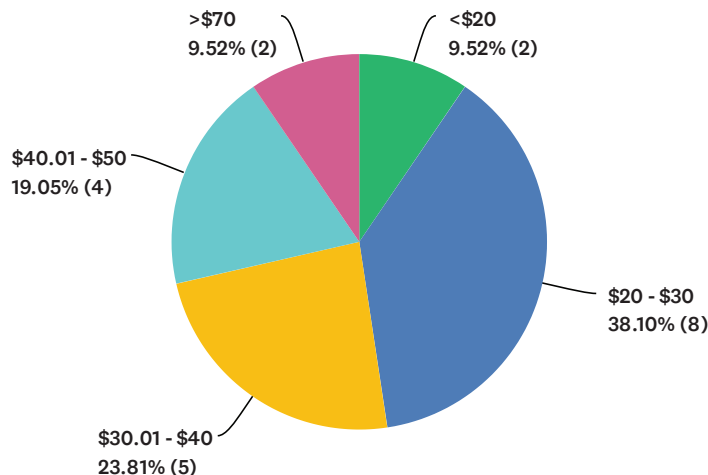


	<\$14	\$14-\$19.80	\$19.81 - \$25.60	\$25.61 - \$31.40	\$31.41 - \$37.20	\$37.21 - \$43	>\$43	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	9.09% 2	22.73% 5	9.09% 2	13.64% 3	45.45% 10	22	5.64

National Overall Response

Q21 Plant Manager(What's the LOWEST hourly rate that has been paid?)

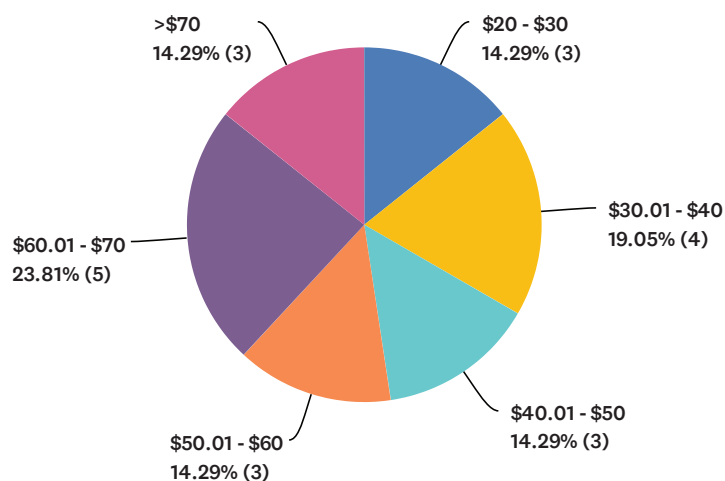
Answered: 21 Skipped: 2



	<\$20	\$20 - \$30	\$30.01 - \$40	\$40.01 - \$50	\$50.01 - \$60	\$60.01 - \$70	>\$70	TOTAL	WEIGHTED AVERAGE
(no label)	9.52% 2	38.10% 8	23.81% 5	19.05% 4	0.00% 0	0.00% 0	9.52% 2	21	3.00

Q22 Plant Manager(What's the HIGHEST hourly rate that has been paid?)

Answered: 21 Skipped: 2

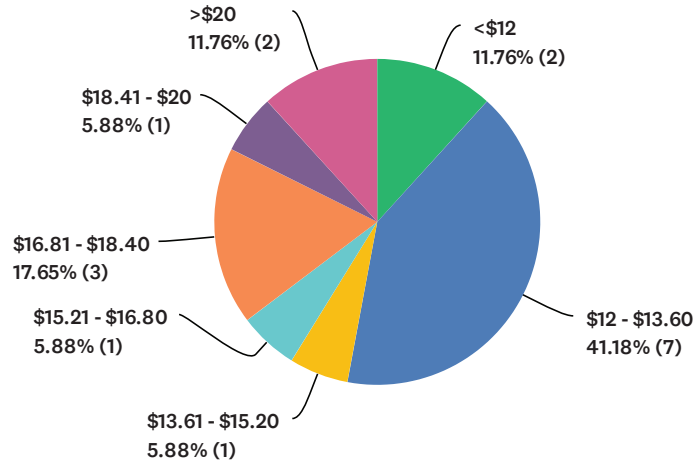


	<\$20	\$20 - \$30	\$30.01 - \$40	\$40.01 - \$50	\$50.01 - \$60	\$60.01 - \$70	>\$70	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	14.29% 3	19.05% 4	14.29% 3	14.29% 3	23.81% 5	14.29% 3	21	4.57

National Overall Response

Q23 QC Staff(What's the LOWEST hourly rate that has been paid?)

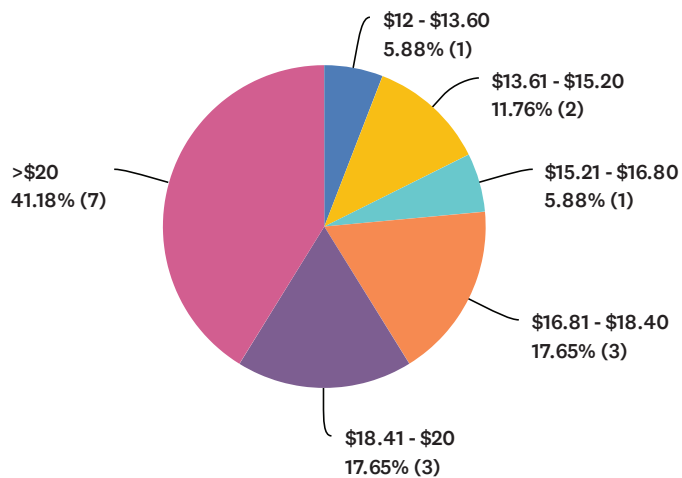
Answered: 17 Skipped: 6



	<\$12	\$12 - \$13.60	\$13.61 - \$15.20	\$15.21 - \$16.80	\$16.81 - \$18.40	\$18.41 - \$20	>\$20	TOTAL	WEIGHTED AVERAGE
(no label)	11.76% 2	41.18% 7	5.88% 1	5.88% 1	17.65% 3	5.88% 1	11.76% 2	17	3.41

Q24 QC Staff(What's the HIGHEST hourly rate that has been paid?)

Answered: 17 Skipped: 6

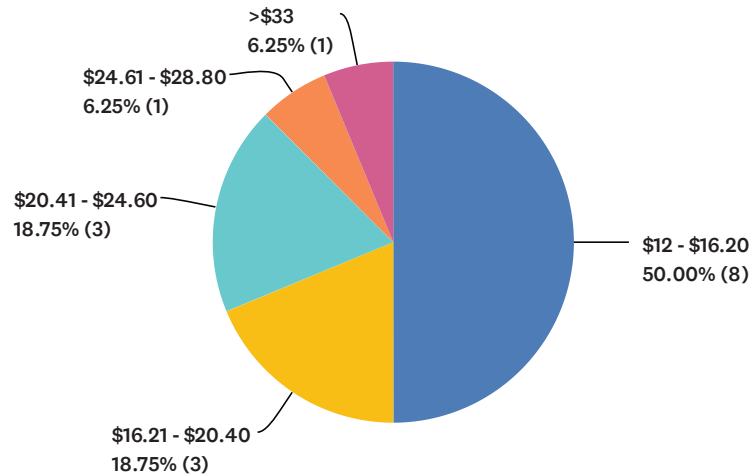


	<\$12	\$12 - \$13.60	\$13.61 - \$15.20	\$15.21 - \$16.80	\$16.81 - \$18.40	\$18.41 - \$20	>\$20	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	5.88% 1	11.76% 2	5.88% 1	17.65% 3	17.65% 3	41.18% 7	17	5.53

National Overall Response

Q25 Safety Employees(What's the LOWEST hourly rate that has been paid?)

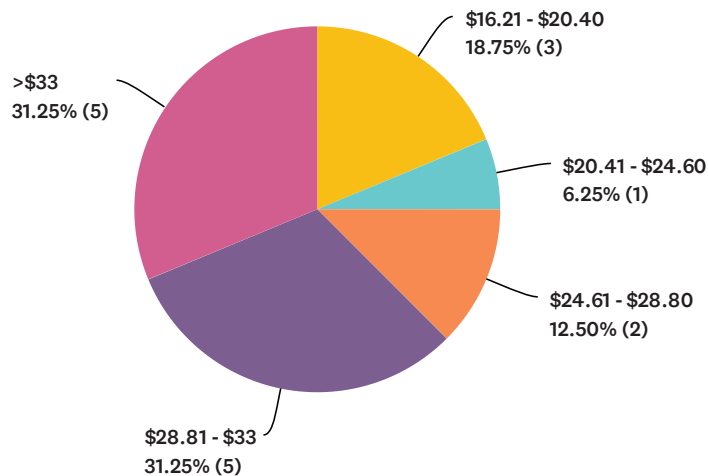
Answered: 16 Skipped: 7



	<\$12	\$12 - \$16.20	\$16.21 - \$20.40	\$20.41 - \$24.60	\$24.61 - \$28.80	\$28.81 - \$33	>\$33	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	50.00% 8	18.75% 3	18.75% 3	6.25% 1	0.00% 0	6.25% 1	16	3.06

Q26 Safety Employees(What's the HIGHEST hourly rate that has been paid?)

Answered: 16 Skipped: 7

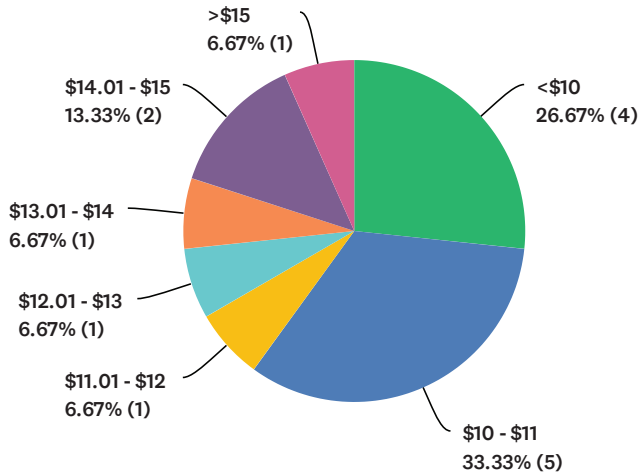


	<\$12	\$12 - \$16.20	\$16.21 - \$20.40	\$20.41 - \$24.60	\$24.61 - \$28.80	\$28.81 - \$33	>\$33	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	18.75% 3	6.25% 1	12.50% 2	31.25% 5	31.25% 5	16	5.50

National Overall Response

Q27 Warehouse Workers(What's the LOWEST hourly rate that has been paid?)

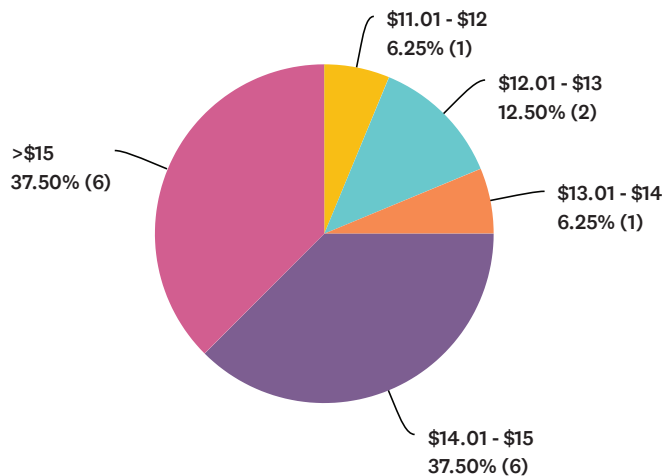
Answered: 15 Skipped: 8



	<\$10	\$10 - \$11	\$11.01 - \$12	\$12.01 - \$13	\$13.01 - \$14	\$14.01 - \$15	>\$15	TOTAL	WEIGHTED AVERAGE
(no label)	26.67% 4	33.33% 5	6.67% 1	6.67% 1	6.67% 1	13.33% 2	6.67% 1	15	3.00

Q28 Warehouse Workers(What's the HIGHEST hourly rate that has been paid?)

Answered: 16 Skipped: 7

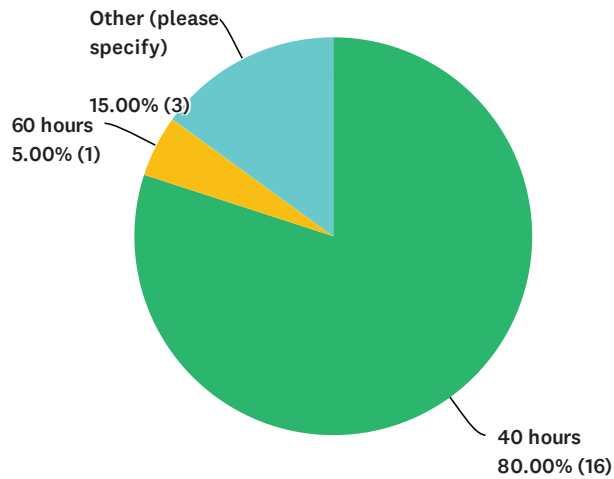


	<\$10	\$10 - \$11	\$11.01 - \$12	\$12.01 - \$13	\$13.01 - \$14	\$14.01 - \$15	>\$15	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	6.25% 1	12.50% 2	6.25% 1	37.50% 6	37.50% 6	16	5.88

National Overall Response

Q29 Historically, when have company truck drivers begun overtime pay?

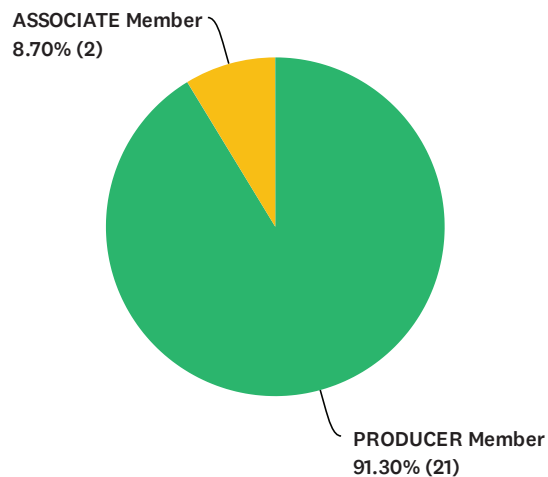
Answered: 20 Skipped: 3



ANSWER CHOICES	RESPONSES
40 hours	80.00% 16
50 hours	0.00% 0
60 hours	5.00% 1
Other (please specify)	15.00% 3

Q31 Which of the following best describes your company?

Answered: 23 Skipped: 0

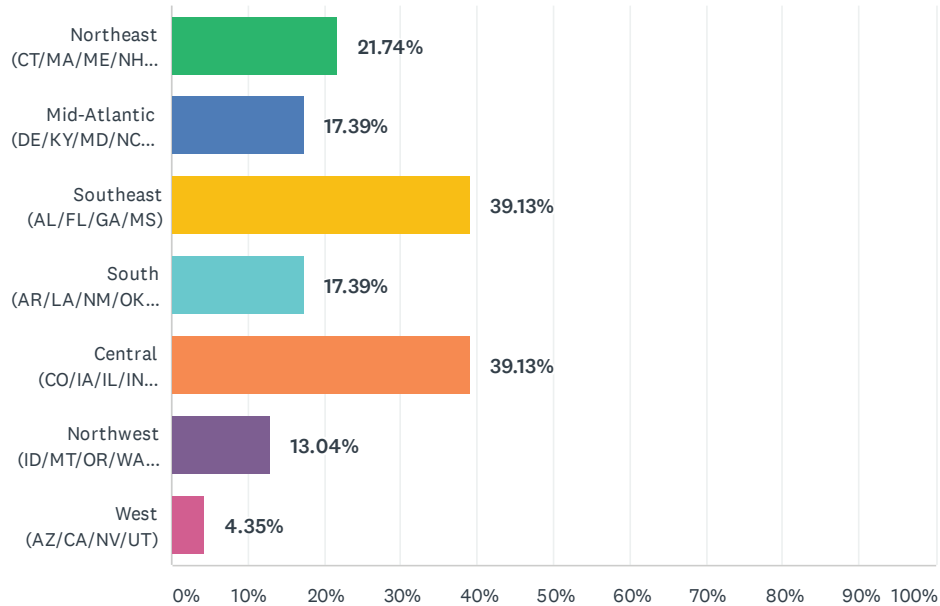


ANSWER CHOICES	RESPONSES
PRODUCER Member	91.30% 21
AFFILIATE Member	0.00% 0
ASSOCIATE Member	8.70% 2
TOTAL	23

National Overall Response

Q32 In which region(s) does this pay scale apply? (Mark all that apply. Please submit another survey for different pay scales in other egions.)

Answered: 23 Skipped: 0



ANSWER CHOICES	RESPONSES	
Northeast (CT/MA/ME/NH/NJ/NY/PA/RI/VT)	21.74%	5
Mid-Atlantic (DE/KY/MD/NC/SC/TN/VA/WV)	17.39%	4
Southeast (AL/FL/GA/MS)	39.13%	9
South (AR/LA/NM/OK/TX)	17.39%	4
Central (CO/IA/IL/IN/KS/MI/MN/MO/ND/NE/OH/SD/WI)	39.13%	9
Northwest (ID/MT/OR/WA/WY)	13.04%	3
West (AZ/CA/NV/UT)	4.35%	1
Total Respondents: 23		



2021

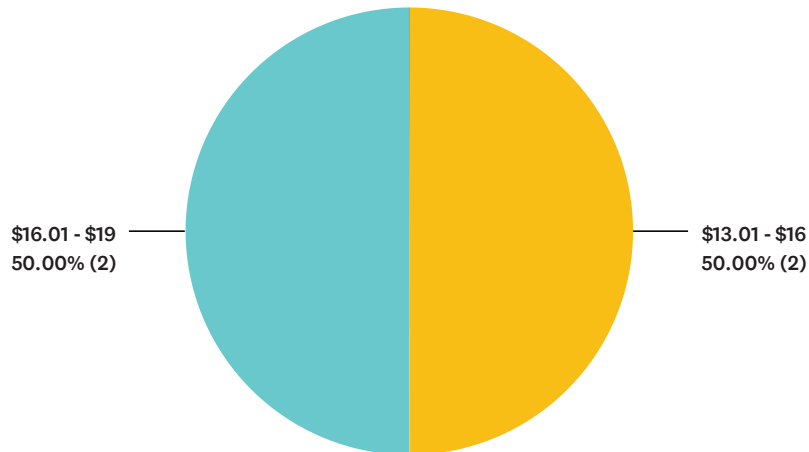
Mulch & Soil Industry Compensation Survey Report

**Northeast Region Responses Only
(CT, MA, ME, NH, NJ, NY, PA, RI, VT)**

Northeast Responses Only

Q1 Bagging Line Operator(What's the LOWEST hourly rate that has been paid?)

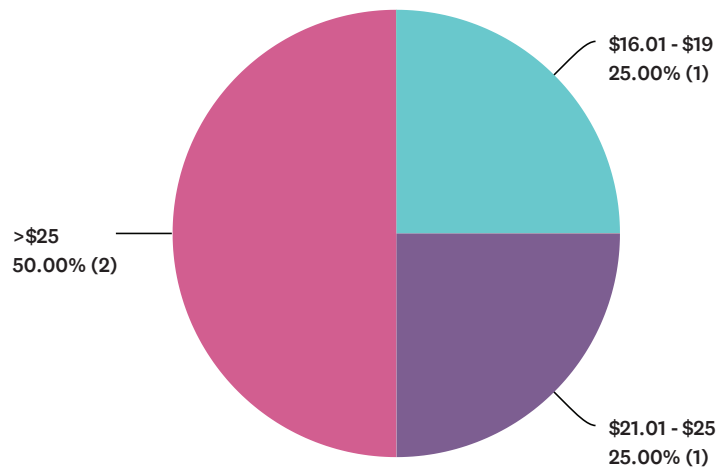
Answered: 4 Skipped: 1



	<\$9	\$9-\$13	\$13.01 - \$16	\$16.01 - \$19	\$19.01 - \$21	\$21.01 - \$25	>\$25	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	50.00% 2	50.00% 2	0.00% 0	0.00% 0	0.00% 0	4	3.50

Q2 Bagging Line Operator(What's the HIGHEST hourly rate that has been paid?)

Answered: 4 Skipped: 1

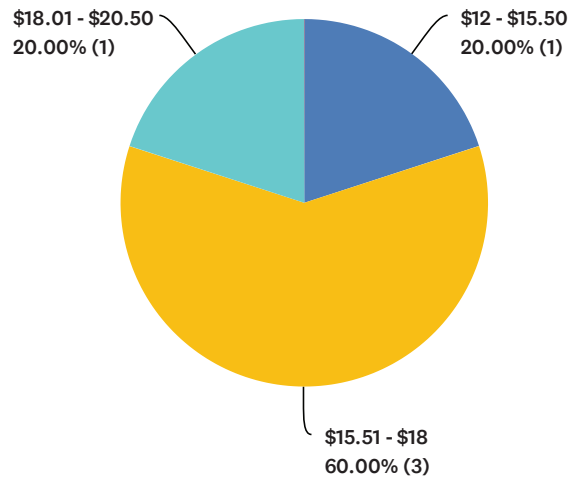


	<\$9	\$9-\$13	\$13.01 - \$16	\$16.01 - \$19	\$19.01 - \$21	\$21.01 - \$25	>\$25	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	0.00% 0	25.00% 1	0.00% 0	25.00% 1	50.00% 2	4	6.00

Northeast Responses Only

Q3 Color Machine Operator(What's the LOWEST hourly rate that has been paid?)

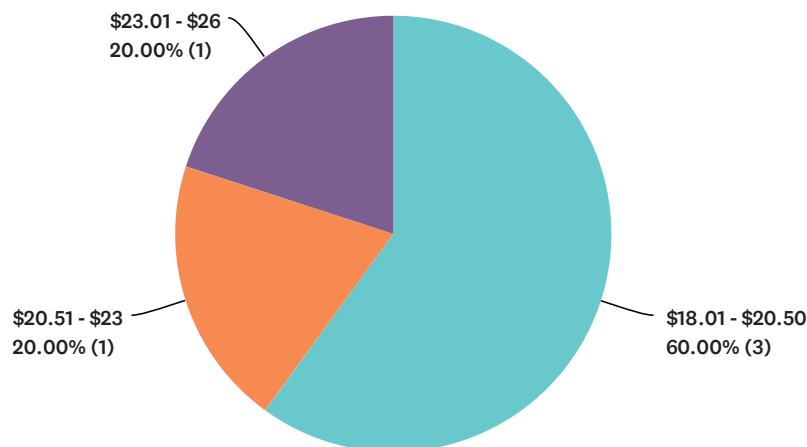
Answered: 5 Skipped: 0



	<\$12	\$12 - \$15.50	\$15.51 - \$18	\$18.01 - \$20.50	\$20.51 - \$23	\$23.01 - \$26	>\$26	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	20.00% 1	60.00% 3	20.00% 1	0.00% 0	0.00% 0	0.00% 0	5	3.00

Q4 Color Machine Operator(What's the HIGHEST hourly rate that has been paid?)

Answered: 5 Skipped: 0

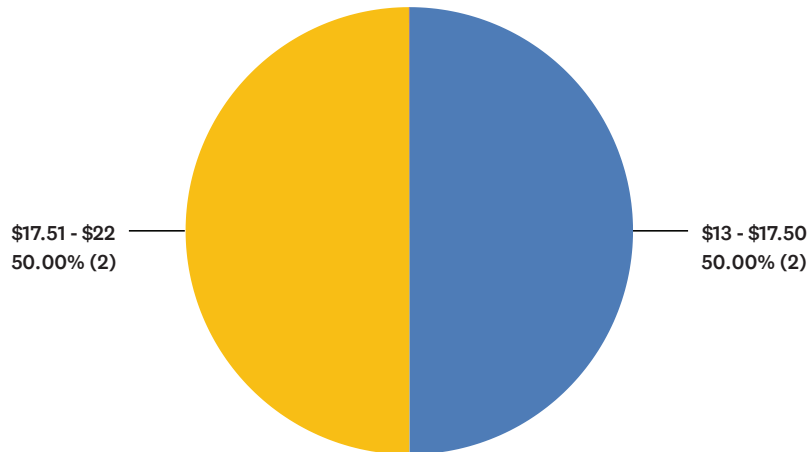


	<\$12	\$12 - \$15.50	\$15.51 - \$18	\$18.01 - \$20.50	\$20.51 - \$23	\$23.01 - \$26	>\$26	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	0.00% 0	60.00% 3	20.00% 1	20.00% 1	0.00% 0	5	4.60

Northeast Responses Only

Q5 Company Truck Drivers(What's the LOWEST hourly rate that has been paid?)

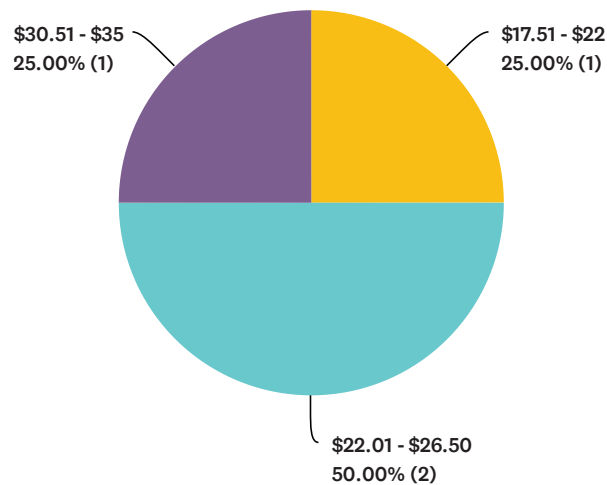
Answered: 4 Skipped: 1



	<\$13	\$13 - \$17.50	\$17.51 - \$22	\$22.01 - \$26.50	\$26.51 - \$30.50	\$30.51 - \$35	>\$35	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	50.00% 2	50.00% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	4	2.50

Q6 Company Truck Drivers(What's the HIGHEST hourly rate that has been paid?)

Answered: 4 Skipped: 1

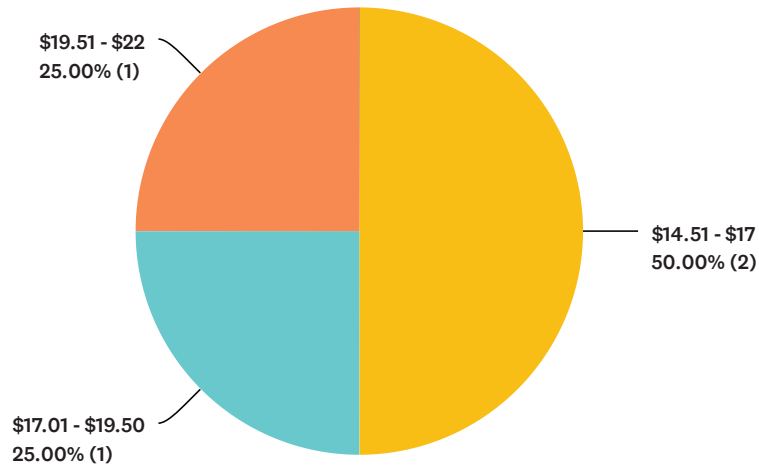


	<\$13	\$13 - \$17.50	\$17.51 - \$22	\$22.01 - \$26.50	\$26.51 - \$30.50	\$30.51 - \$35	>\$35	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	25.00% 1	50.00% 2	0.00% 0	25.00% 1	0.00% 0	4	4.25

Northeast Responses Only

Q7 Heavy Equipment Operator (front end loader/bulldozer)(What's the LOWEST hourly rate that has been paid?)

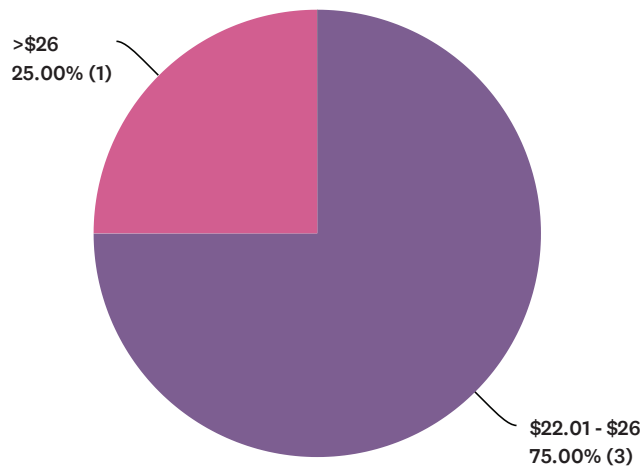
Answered: 4 Skipped: 1



	<\$12	\$12 - \$14.50	\$14.51 - \$17	\$17.01 - \$19.50	\$19.51 - \$22	\$22.01 - \$26	>\$26	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	50.00% 2	25.00% 1	25.00% 1	0.00% 0	0.00% 0	4	3.75

Q8 Heavy Equipment Operator (front end loader/bulldozer)(What's the HIGHEST hourly rate that has been paid?)

Answered: 4 Skipped: 1

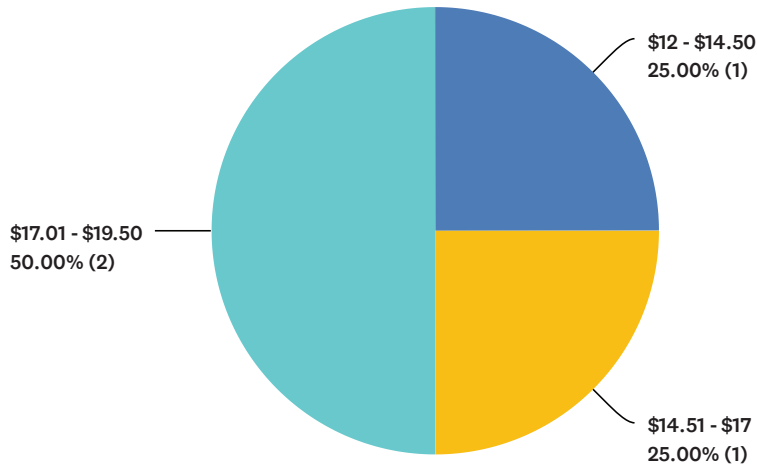


	<\$12	\$12 - \$14.50	\$14.51 - \$17	\$17.01 - \$19.50	\$19.51 - \$22	\$22.01 - \$26	>\$26	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	75.00% 3	25.00% 1	4	6.25

Northeast Responses Only

Q9 Medium/Light Equipment Operator - (fork lift/skidsteer/bobcat)(What's the LOWEST hourly rate that has been paid?)

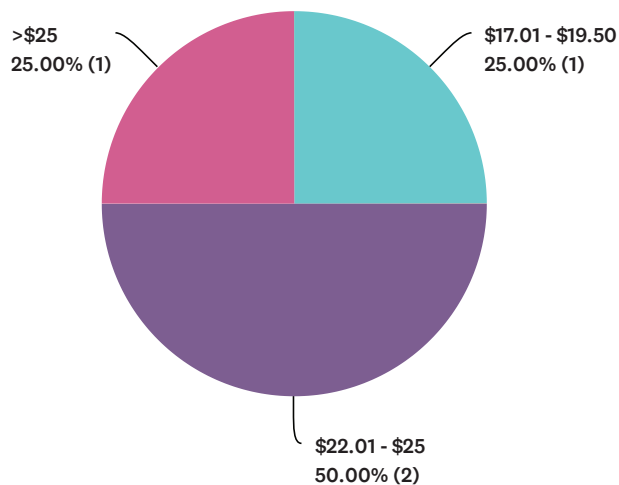
Answered: 4 Skipped: 1



	<\$12	\$12 - \$14.50	\$14.51 - \$17	\$17.01 - \$19.50	\$19.51 - \$22	\$22.01 - \$25	>\$25	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	25.00% 1	25.00% 1	50.00% 2	0.00% 0	0.00% 0	0.00% 0	4	3.25

Q10 Medium/Light Equipment Operator - (fork lift/skidsteer/bobcat)(What's the HIGHEST hourly rate that has been paid?)

Answered: 4 Skipped: 1

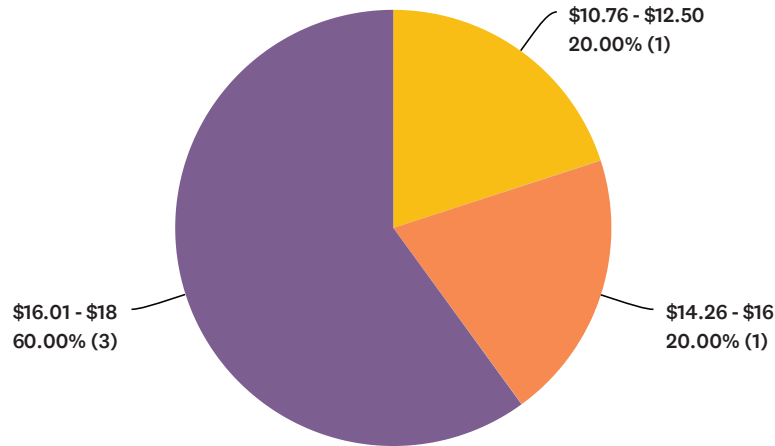


	<\$12	\$12 - \$14.50	\$14.51 - \$17	\$17.01 - \$19.50	\$19.51 - \$22	\$22.01 - \$25	>\$25	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	0.00% 0	25.00% 1	0.00% 0	50.00% 2	25.00% 1	4	5.75

Northeast Responses Only

Q11 General Laborer(What's the LOWEST hourly rate that has been paid?)

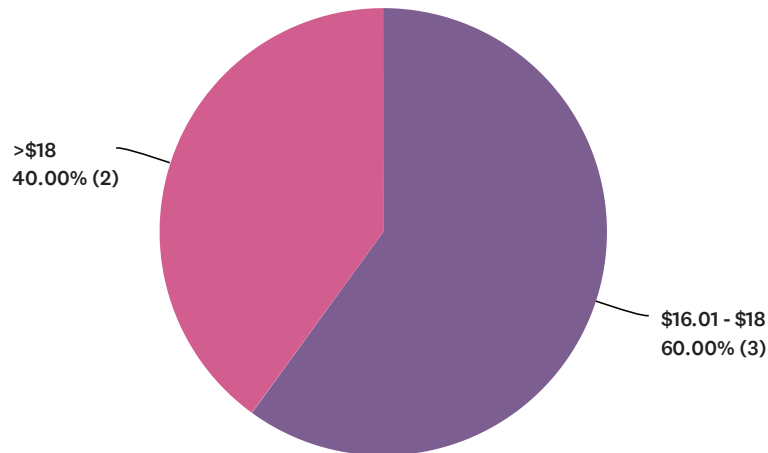
Answered: 5 Skipped: 0



	<\$9	\$9 - \$10.75	\$10.76 - \$12.50	\$12.51 - \$14.25	\$14.26 - \$16	\$16.01 - \$18	>\$18	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	20.00% 1	0.00% 0	20.00% 1	60.00% 3	0.00% 0	5	5.20

Q12 General Laborer(What's the HIGHEST hourly rate that has been paid?)

Answered: 5 Skipped: 0

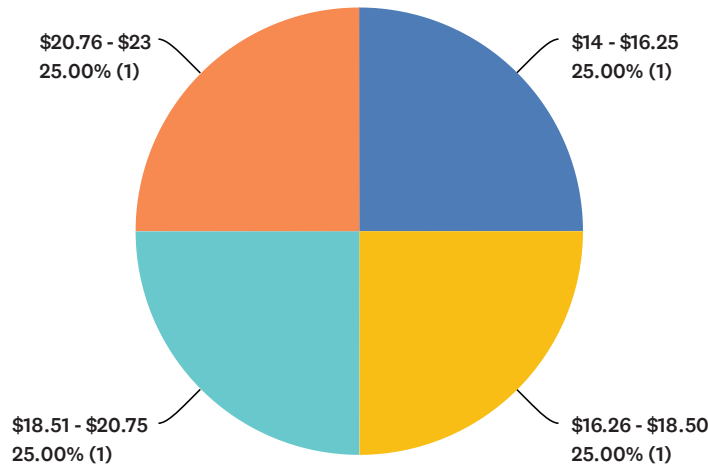


	<\$9	\$9 - \$10.75	\$10.76 - \$12.50	\$12.51 - \$14.25	\$14.26 - \$16	\$16.01 - \$18	>\$18	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	60.00% 3	40.00% 2	5	6.40

Northeast Responses Only

Q13 Grinder Operators(What's the LOWEST hourly rate that has been paid?)

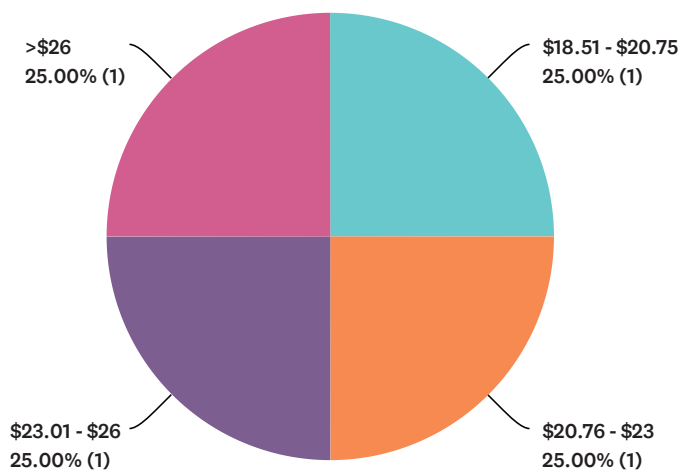
Answered: 4 Skipped: 1



	<\$14	\$14 - \$16.25	\$16.26 - \$18.50	\$18.51 - \$20.75	\$20.76 - \$23	\$23.01 - \$26	>\$26	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	25.00% 1	25.00% 1	25.00% 1	25.00% 1	0.00% 0	0.00% 0	4	3.50

Q14 Grinder Operators(What's the HIGHEST hourly rate that has been paid?)

Answered: 4 Skipped: 1

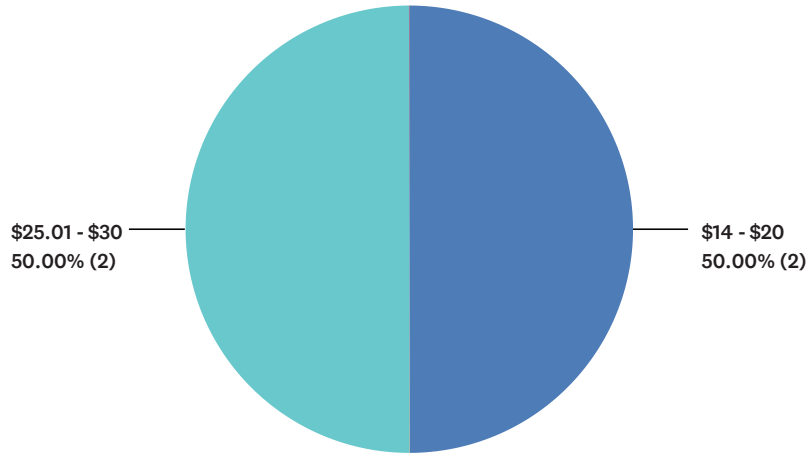


	<\$14	\$14 - \$16.25	\$16.26 - \$18.50	\$18.51 - \$20.75	\$20.76 - \$23	\$23.01 - \$26	>\$26	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	0.00% 0	25.00% 1	25.00% 1	25.00% 1	25.00% 1	4	5.50

Northeast Responses Only

Q15 Mechanics (What's the LOWEST hourly rate that has been paid?)

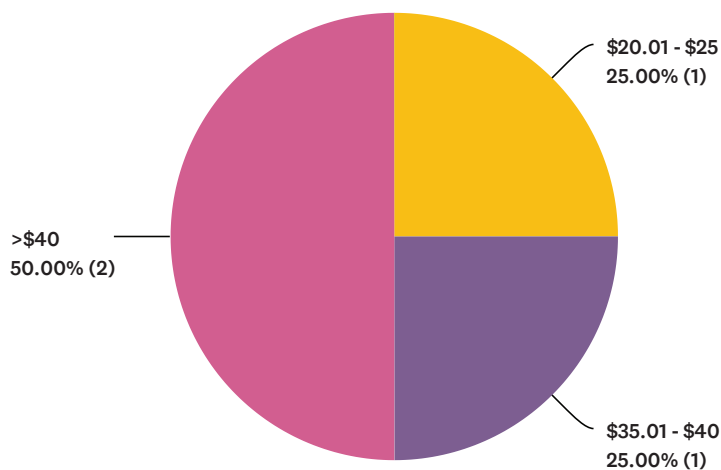
Answered: 4 Skipped: 1



	<\$15	\$14 - \$20	\$20.01 - \$25	\$25.01 - \$30	\$30.01 - \$35	\$35.01 - \$40	>\$40	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	50.00% 2	0.00% 0	50.00% 2	0.00% 0	0.00% 0	0.00% 0	4	3.00

Q16 Mechanics (What's the HIGHEST hourly rate that has been paid?)

Answered: 4 Skipped: 1

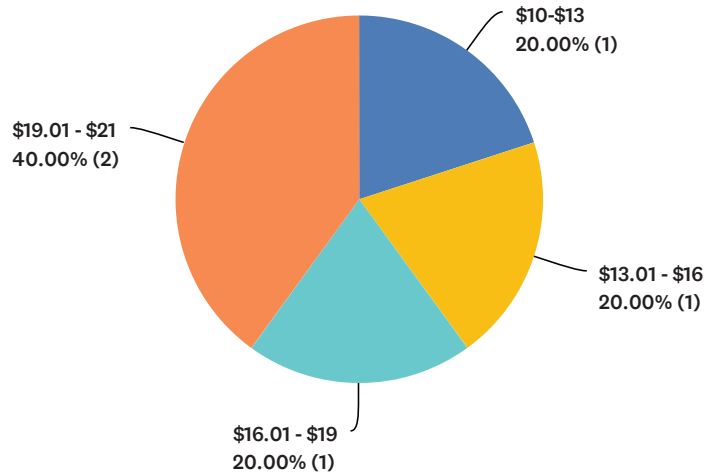


	<\$15	\$14 - \$20	\$20.01 - \$25	\$25.01 - \$30	\$30.01 - \$35	\$35.01 - \$40	>\$40	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	25.00% 1	0.00% 0	0.00% 0	25.00% 1	50.00% 2	4	5.75

Northeast Responses Only

Q17 Office Staff (clerical/administrative)(What's the LOWEST hourly rate that has been paid?)

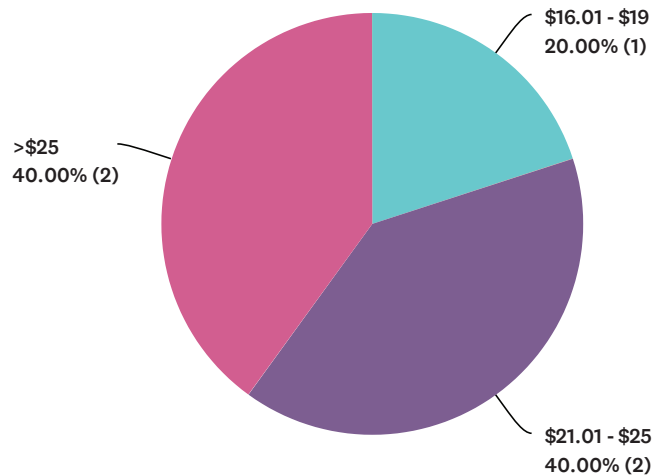
Answered: 5 Skipped: 0



	<\$10	\$10-\$13	\$13.01 - \$16	\$16.01 - \$19	\$19.01 - \$21	\$21.01 - \$25	>\$25	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	20.00% 1	20.00% 1	20.00% 1	40.00% 2	0.00% 0	0.00% 0	5	3.80

Q18 Office Staff (clerical/administrative)(What's the HIGHEST hourly rate that has been paid?)

Answered: 5 Skipped: 0

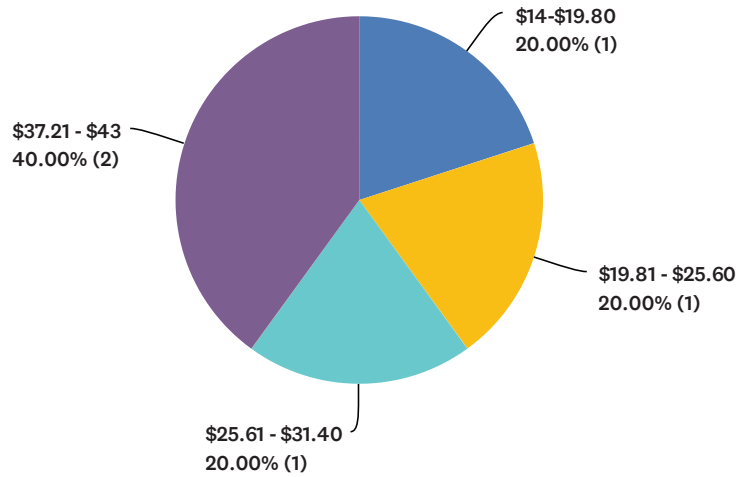


	<\$10	\$10-\$13	\$13.01 - \$16	\$16.01 - \$19	\$19.01 - \$21	\$21.01 - \$25	>\$25	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	0.00% 0	20.00% 1	0.00% 0	40.00% 2	40.00% 2	5	6.00

Northeast Responses Only

Q19 Office Staff (managerial)(What's the LOWEST hourly rate that has been paid?)

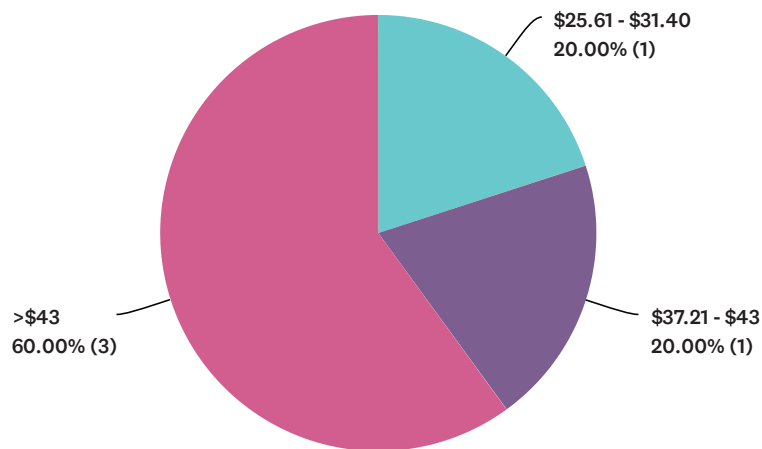
Answered: 5 Skipped: 0



	<\$14	\$14-\$19.80	\$19.81 - \$25.60	\$25.61 - \$31.40	\$31.41 - \$37.20	\$37.21 - \$43	>\$43	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	20.00% 1	20.00% 1	20.00% 1	0.00% 0	40.00% 2	0.00% 0	5	4.20

Q20 Office Staff (managerial)(What's the HIGHEST hourly rate that has been paid?)

Answered: 5 Skipped: 0

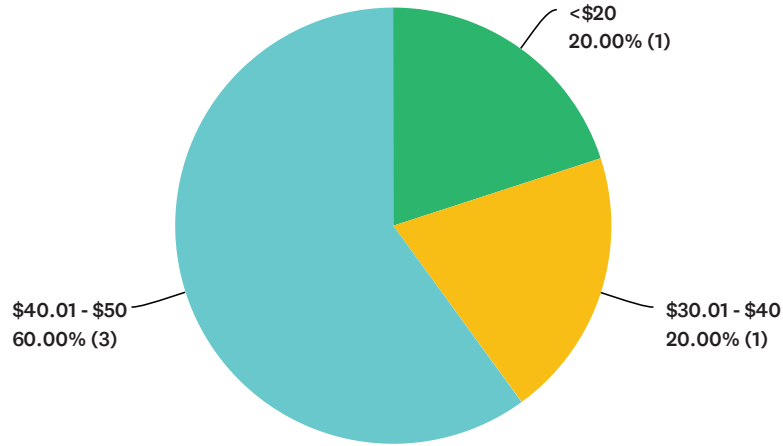


	<\$14	\$14-\$19.80	\$19.81 - \$25.60	\$25.61 - \$31.40	\$31.41 - \$37.20	\$37.21 - \$43	>\$43	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	0.00% 0	20.00% 1	0.00% 0	20.00% 1	60.00% 3	5	6.20

Northeast Responses Only

Q21 Plant Manager(What's the LOWEST hourly rate that has been paid?)

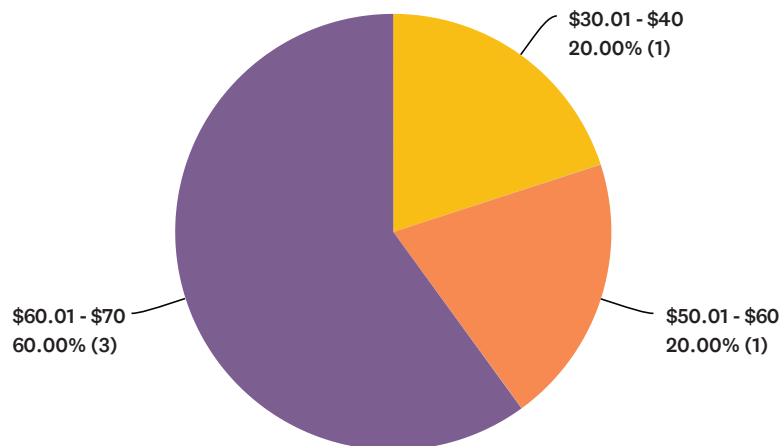
Answered: 5 Skipped: 0



	<\$20	\$20 - \$30	\$30.01 - \$40	\$40.01 - \$50	\$50.01 - \$60	\$60.01 - \$70	>\$70	TOTAL	WEIGHTED AVERAGE
(no label)	20.00% 1	0.00% 0	20.00% 1	60.00% 3	0.00% 0	0.00% 0	0.00% 0	5	3.20

Q22 Plant Manager(What's the HIGHEST hourly rate that has been paid?)

Answered: 5 Skipped: 0

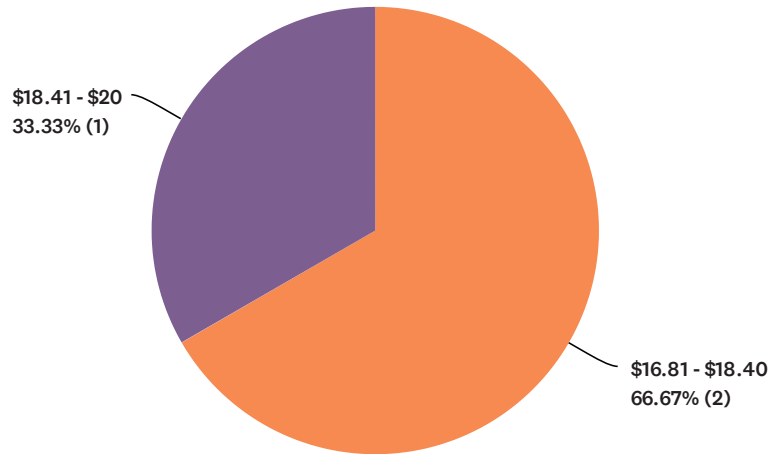


	<\$20	\$20 - \$30	\$30.01 - \$40	\$40.01 - \$50	\$50.01 - \$60	\$60.01 - \$70	>\$70	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	20.00% 1	0.00% 0	20.00% 1	60.00% 3	0.00% 0	5	5.20

Northeast Responses Only

Q23 QC Staff(What's the LOWEST hourly rate that has been paid?)

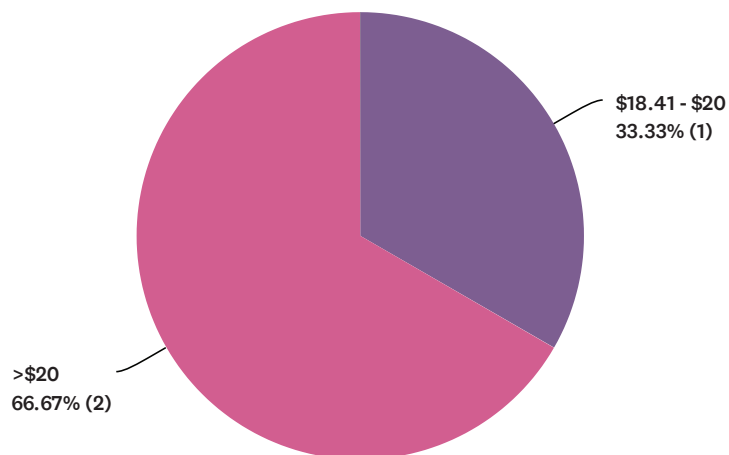
Answered: 3 Skipped: 2



	<\$12	\$12 - \$13.60	\$13.61 - \$15.20	\$15.21 - \$16.80	\$16.81 - \$18.40	\$18.41 - \$20	>\$20	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	66.67% 2	33.33% 1	0.00% 0	3	5.33

Q24 QC Staff(What's the HIGHEST hourly rate that has been paid?)

Answered: 3 Skipped: 2

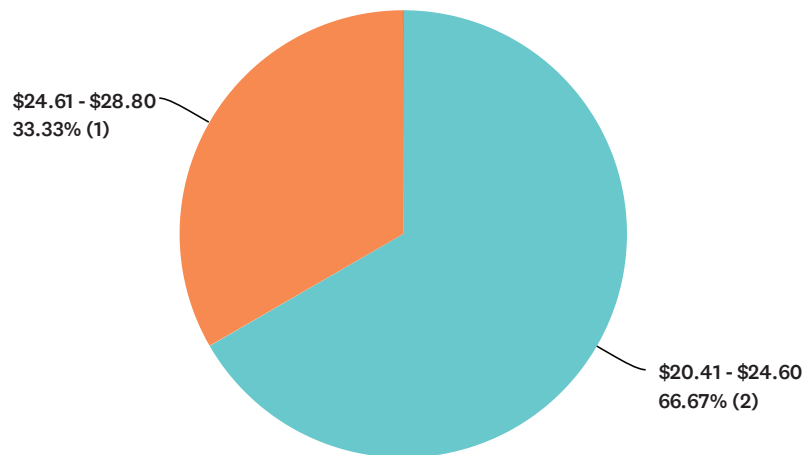


	<\$12	\$12 - \$13.60	\$13.61 - \$15.20	\$15.21 - \$16.80	\$16.81 - \$18.40	\$18.41 - \$20	>\$20	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	33.33% 1	66.67% 2	3	6.67

Northeast Responses Only

Q25 Safety Employees(What's the LOWEST hourly rate that has been paid?)

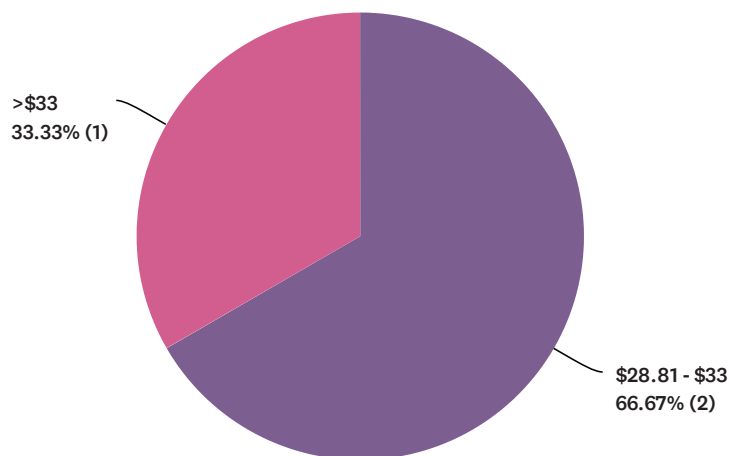
Answered: 3 Skipped: 2



	<\$12	\$12 - \$16.20	\$16.21 - \$20.40	\$20.41 - \$24.60	\$24.61 - \$28.80	\$28.81 - \$33	>\$33	TOTAL	WEIGHTED AVERAGE
(no label)	0.00%	0.00%	0.00%	66.67%	33.33%	0.00%	0.00%	3	4.33
	0	0	0	2	1	0	0		

Q26 Safety Employees(What's the HIGHEST hourly rate that has been paid?)

Answered: 3 Skipped: 2

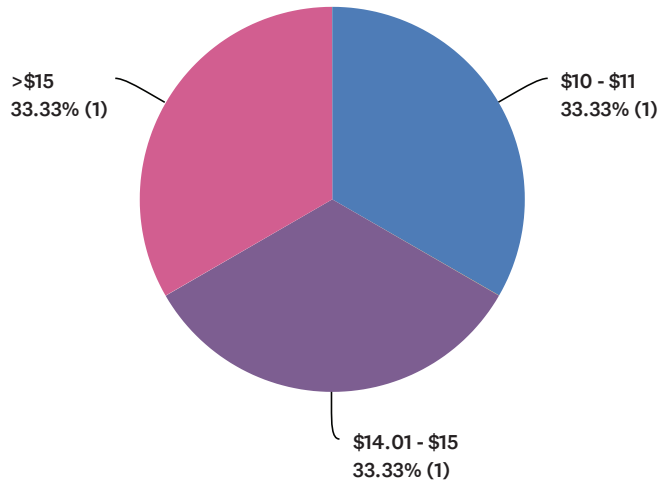


	<\$12	\$12 - \$16.20	\$16.21 - \$20.40	\$20.41 - \$24.60	\$24.61 - \$28.80	\$28.81 - \$33	>\$33	TOTAL	WEIGHTED AVERAGE
(no label)	0.00%	0.00%	0.00%	0.00%	0.00%	66.67%	33.33%	3	6.33
	0	0	0	0	0	2	1		

Northeast Responses Only

Q27 Warehouse Workers(What's the LOWEST hourly rate that has been paid?)

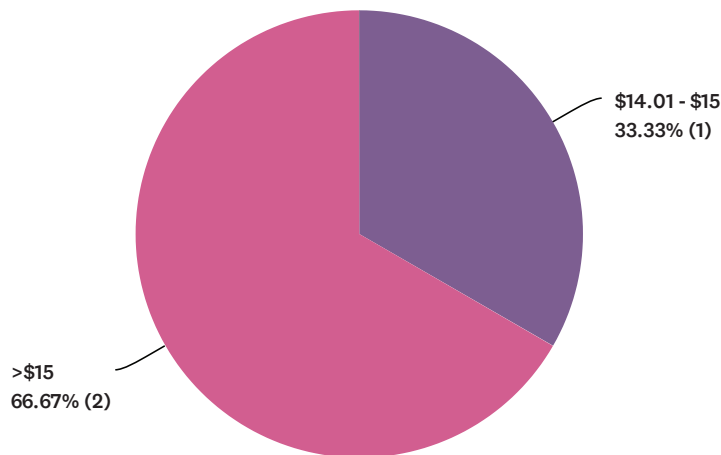
Answered: 3 Skipped: 2



	<\$10	\$10 - \$11	\$11.01 - \$12	\$12.01 - \$13	\$13.01 - \$14	\$14.01 - \$15	>\$15	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	33.33% 1	0.00% 0	0.00% 0	0.00% 0	33.33% 1	33.33% 1	3	5.00

Q28 Warehouse Workers(What's the HIGHEST hourly rate that has been paid?)

Answered: 3 Skipped: 2

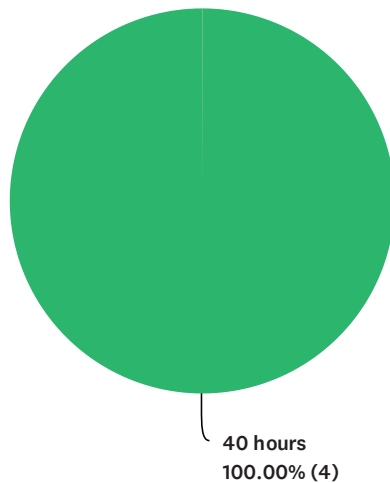


	<\$10	\$10 - \$11	\$11.01 - \$12	\$12.01 - \$13	\$13.01 - \$14	\$14.01 - \$15	>\$15	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	33.33% 1	66.67% 2	3	6.67

Northeast Responses Only

Q29 Historically, when have company truck drivers begun overtime pay?

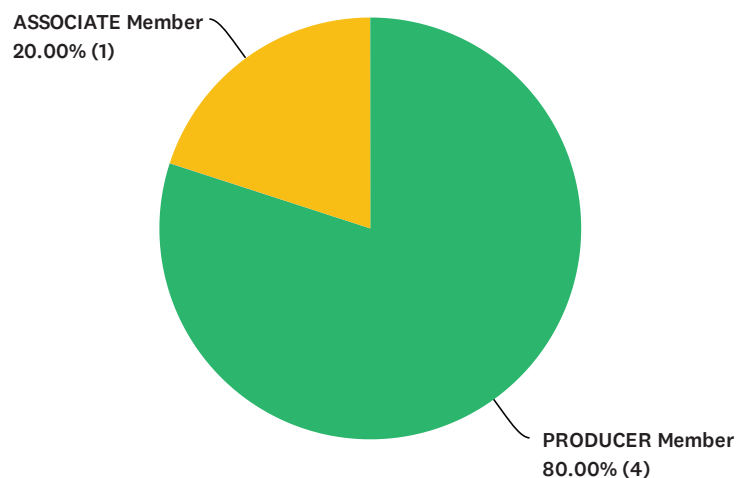
Answered: 4 Skipped: 1



ANSWER CHOICES	RESPONSES
40 hours	100.00% 4
50 hours	0.00% 0
60 hours	0.00% 0
Other (please specify)	0.00% 0
TOTAL	4

Q31 Which of the following best describes your company?

Answered: 5 Skipped: 0



ANSWER CHOICES	RESPONSES
PRODUCER Member	80.00% 4
AFFILIATE Member	0.00% 0
ASSOCIATE Member	20.00% 1
TOTAL	5



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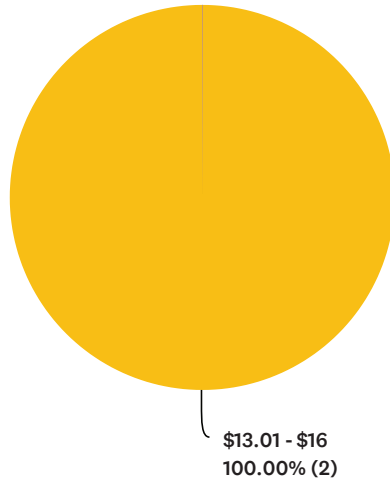
Mulch & Soil Industry Compensation Survey Report

**Mid-Atlantic Region Responses Only
(DE,KY,MD,NC,SC,TN,VA,WV)**

Mid-Atlantic Region Responses Only

Q1 Bagging Line Operator(What's the LOWEST hourly rate that has been paid?)

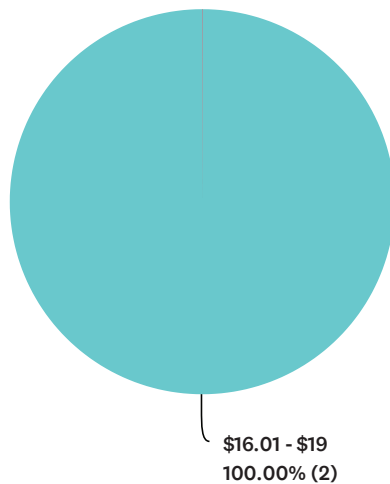
Answered: 2 Skipped: 2



	<\$9	\$9-\$13	\$13.01 - \$16	\$16.01 - \$19	\$19.01 - \$21	\$21.01 - \$25	>\$25	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	100.00% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	2	3.00

Q2 Bagging Line Operator(What's the HIGHEST hourly rate that has been paid?)

Answered: 2 Skipped: 2

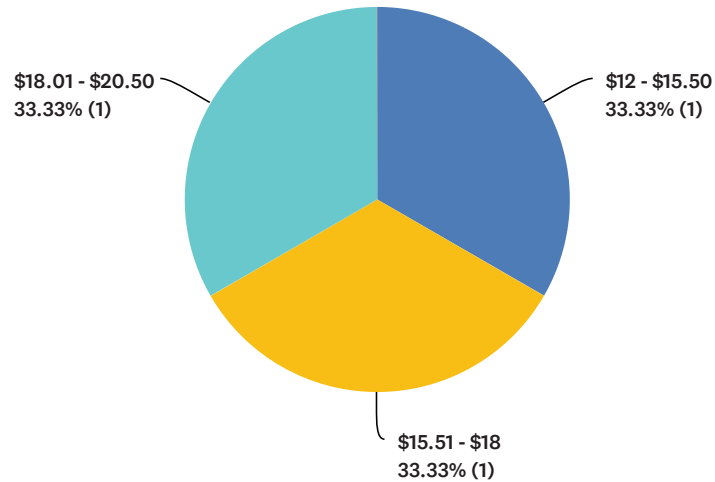


	<\$9	\$9-\$13	\$13.01 - \$16	\$16.01 - \$19	\$19.01 - \$21	\$21.01 - \$25	>\$25	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	0.00% 0	100.00% 2	0.00% 0	0.00% 0	0.00% 0	2	4.00

Mid-Atlantic Region Responses Only

Q3 Color Machine Operator(What's the LOWEST hourly rate that has been paid?)

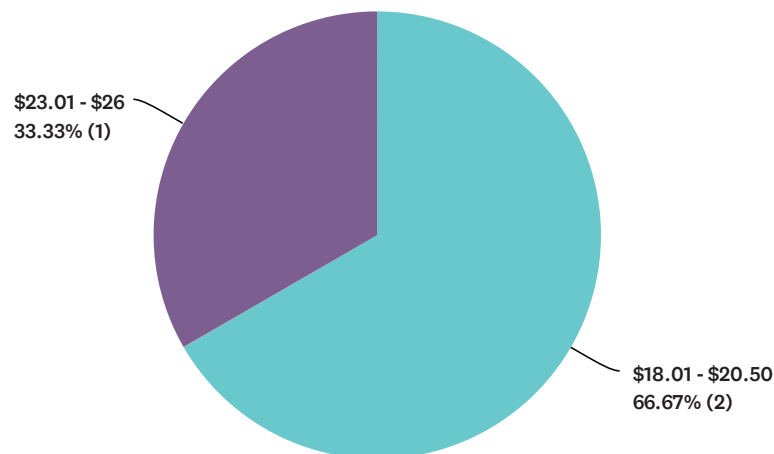
Answered: 3 Skipped: 1



	<\$12	\$12 - \$15.50	\$15.51 - \$18	\$18.01 - \$20.50	\$20.51 - \$23	\$23.01 - \$26	>\$26	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	33.33% 1	33.33% 1	33.33% 1	0.00% 0	0.00% 0	0.00% 0	3	3.00

Q4 Color Machine Operator(What's the HIGHEST hourly rate that has been paid?)

Answered: 3 Skipped: 1

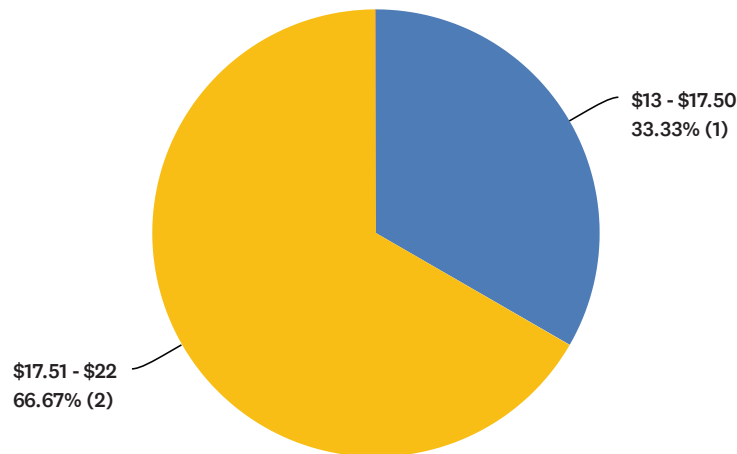


	<\$12	\$12 - \$15.50	\$15.51 - \$18	\$18.01 - \$20.50	\$20.51 - \$23	\$23.01 - \$26	>\$26	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	0.00% 0	66.67% 2	0.00% 0	33.33% 1	0.00% 0	3	4.67

Mid-Atlantic Region Responses Only

Q5 Company Truck Drivers(What's the LOWEST hourly rate that has been paid?)

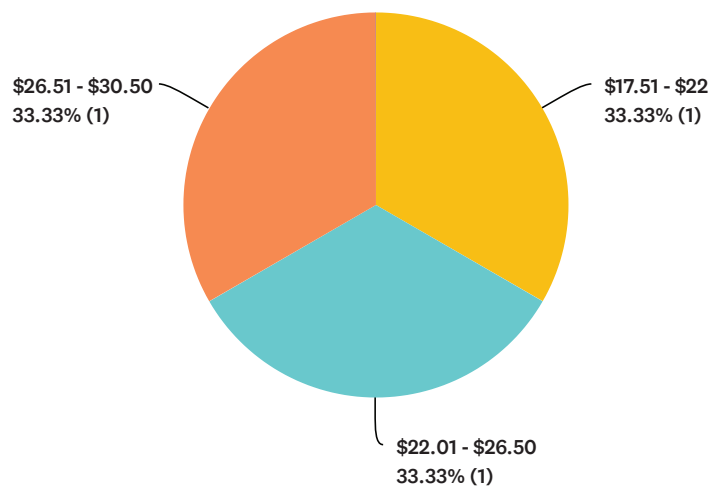
Answered: 3 Skipped: 1



	<\$13	\$13 - \$17.50	\$17.51 - \$22	\$22.01 - \$26.50	\$26.51 - \$30.50	\$30.51 - \$35	>\$35	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	33.33% 1	66.67% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	3	2.67

Q6 Company Truck Drivers(What's the HIGHEST hourly rate that has been paid?)

Answered: 3 Skipped: 1

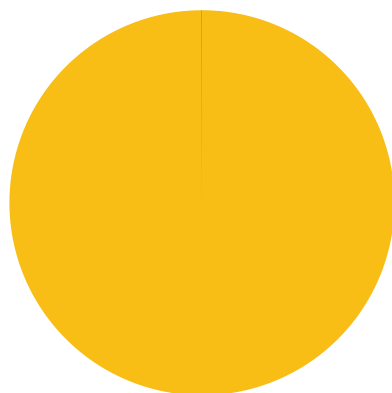


	<\$13	\$13 - \$17.50	\$17.51 - \$22	\$22.01 - \$26.50	\$26.51 - \$30.50	\$30.51 - \$35	>\$35	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	33.33% 1	33.33% 1	33.33% 1	0.00% 0	0.00% 0	3	4.00

Mid-Atlantic Region Responses Only

Q7 Heavy Equipment Operator (front end loader/bulldozer)(What's the LOWEST hourly rate that has been paid?)

Answered: 3 Skipped: 1

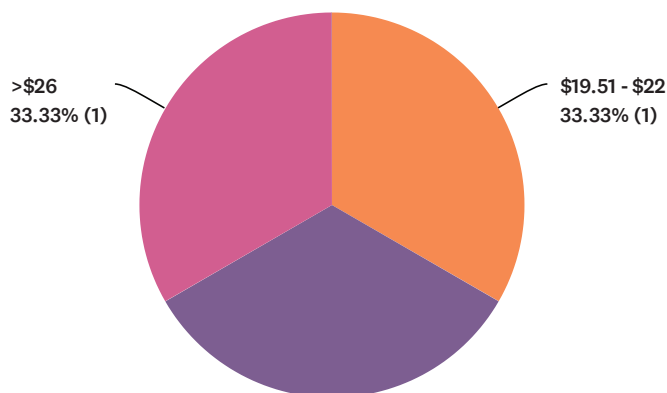


\$14.51 - \$17
100.00% (3)

	<\$12	\$12 - \$14.50	\$14.51 - \$17	\$17.01 - \$19.50	\$19.51 - \$22	\$22.01 - \$26	>\$26	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	100.00% 3	0.00% 0	0.00% 0	0.00% 0	0.00% 0	3	3.00

Q8 Heavy Equipment Operator (front end loader/bulldozer)(What's the HIGHEST hourly rate that has been paid?)

Answered: 3 Skipped: 1



>\$26
33.33% (1)

\$19.51 - \$22
33.33% (1)

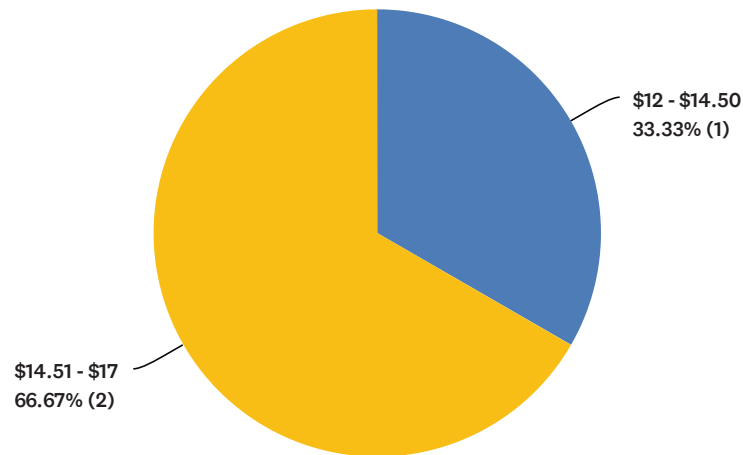
\$22.01 - \$26
33.33% (1)

	<\$12	\$12 - \$14.50	\$14.51 - \$17	\$17.01 - \$19.50	\$19.51 - \$22	\$22.01 - \$26	>\$26	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	33.33% 1	33.33% 1	33.33% 1	3	6.00

Mid-Atlantic Region Responses Only

Q9 Medium/Light Equipment Operator - (fork lift/skidsteer/bobcat)(What's the LOWEST hourly rate that has been paid?)

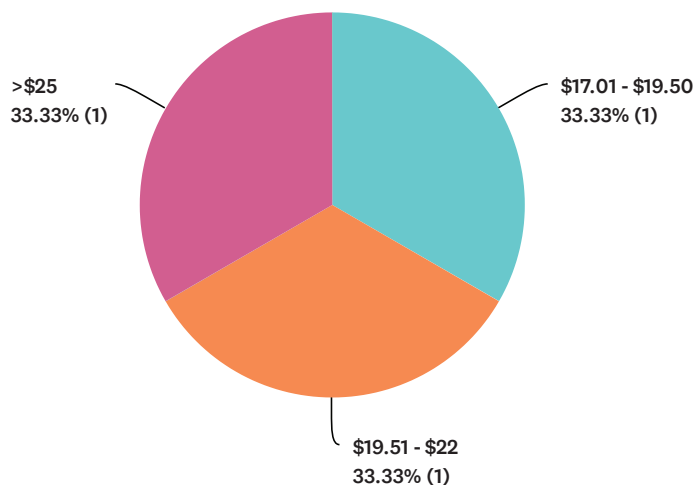
Answered: 3 Skipped: 1



	<\$12	\$12 - \$14.50	\$14.51 - \$17	\$17.01 - \$19.50	\$19.51 - \$22	\$22.01 - \$25	>\$25	TOTAL	WEIGHTED AVERAGE
(no label)	0.00%	33.33%	66.67%	0.00%	0.00%	0.00%	0.00%	3	2.67
	0	1	2	0	0	0	0		

Q10 Medium/Light Equipment Operator - (fork lift/skidsteer/bobcat)(What's the HIGHEST hourly rate that has been paid?)

Answered: 3 Skipped: 1

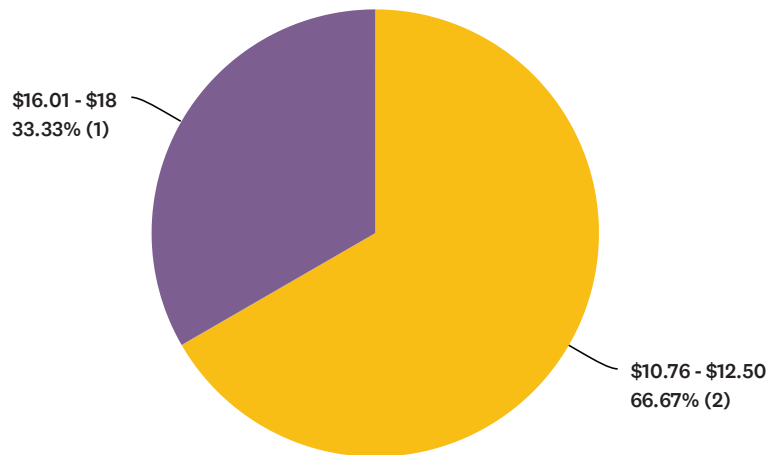


	<\$12	\$12 - \$14.50	\$14.51 - \$17	\$17.01 - \$19.50	\$19.51 - \$22	\$22.01 - \$25	>\$25	TOTAL	WEIGHTED AVERAGE
(no label)	0.00%	0.00%	0.00%	33.33%	33.33%	0.00%	33.33%	3	5.33
	0	0	0	1	1	0	1		

Mid-Atlantic Region Responses Only

Q11 General Laborer(What's the LOWEST hourly rate that has been paid?)

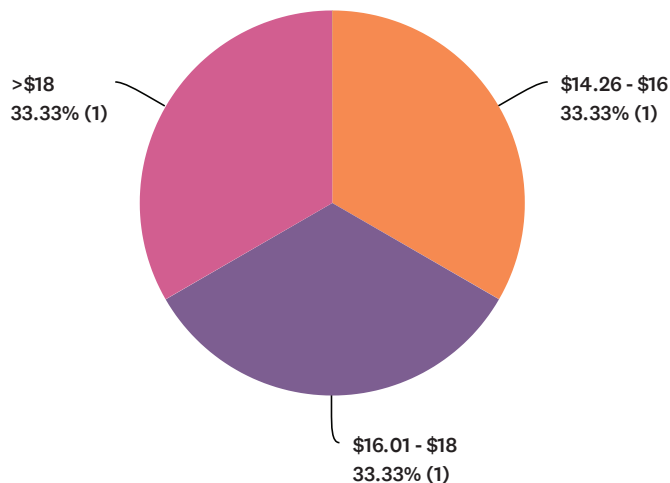
Answered: 3 Skipped: 1



	<\$9	\$9 - \$10.75	\$10.76 - \$12.50	\$12.51 - \$14.25	\$14.26 - \$16	\$16.01 - \$18	>\$18	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	66.67% 2	0.00% 0	0.00% 0	33.33% 1	0.00% 0	3	4.00

Q12 General Laborer(What's the HIGHEST hourly rate that has been paid?)

Answered: 3 Skipped: 1

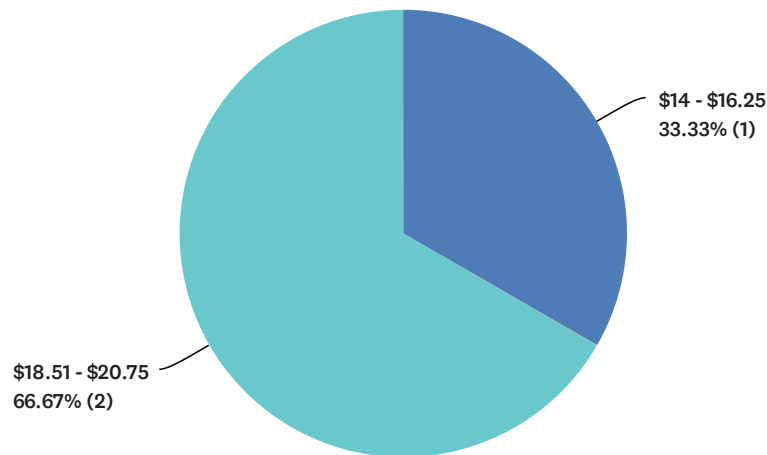


	<\$9	\$9 - \$10.75	\$10.76 - \$12.50	\$12.51 - \$14.25	\$14.26 - \$16	\$16.01 - \$18	>\$18	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	33.33% 1	33.33% 1	33.33% 1	3	6.00

Mid-Atlantic Region Responses Only

Q13 Grinder Operators(What's the LOWEST hourly rate that has been paid?)

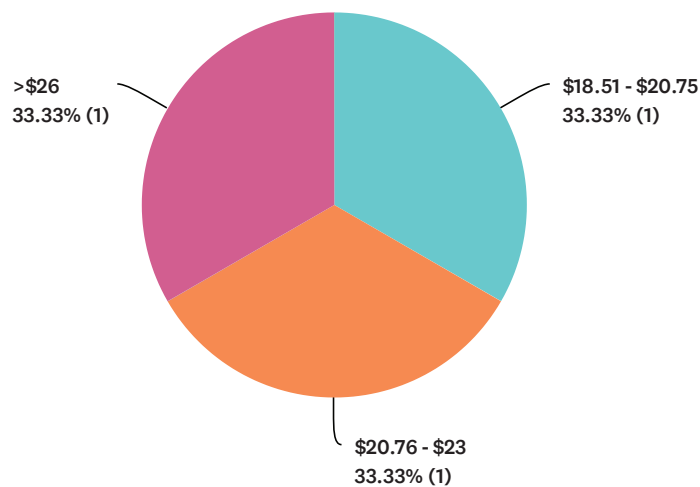
Answered: 3 Skipped: 1



	<\$14	\$14 - \$16.25	\$16.26 - \$18.50	\$18.51 - \$20.75	\$20.76 - \$23	\$23.01 - \$26	>\$26	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	33.33% 1	0.00% 0	66.67% 2	0.00% 0	0.00% 0	0.00% 0	3	3.33

Q14 Grinder Operators(What's the HIGHEST hourly rate that has been paid?)

Answered: 3 Skipped: 1

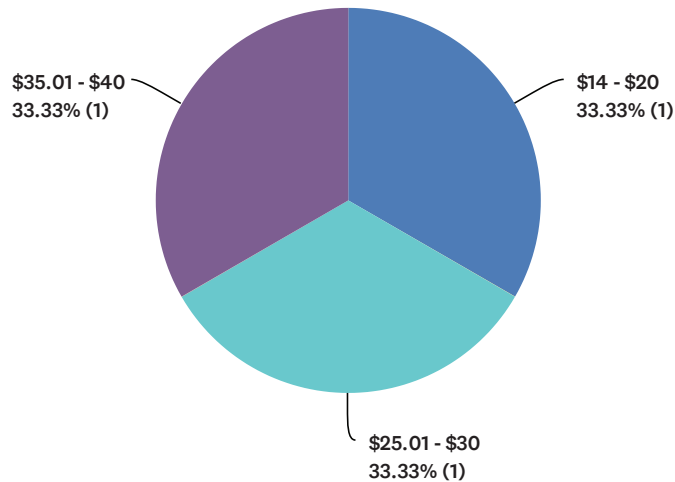


	<\$14	\$14 - \$16.25	\$16.26 - \$18.50	\$18.51 - \$20.75	\$20.76 - \$23	\$23.01 - \$26	>\$26	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	0.00% 0	33.33% 1	33.33% 1	0.00% 0	33.33% 1	3	5.33

Mid-Atlantic Region Responses Only

Q15 Mechanics (What's the LOWEST hourly rate that has been paid?)

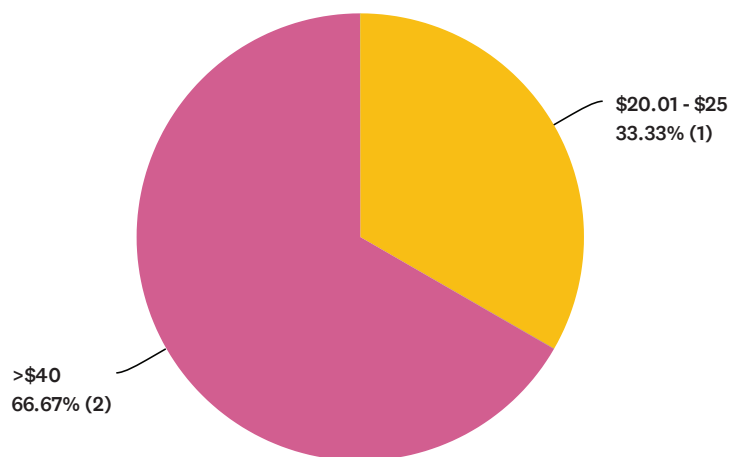
Answered: 3 Skipped: 1



	<\$15	\$14 - \$20	\$20.01 - \$25	\$25.01 - \$30	\$30.01 - \$35	\$35.01 - \$40	>\$40	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	33.33% 1	0.00% 0	33.33% 1	0.00% 0	33.33% 1	0.00% 0	3	4.00

Q16 Mechanics (What's the HIGHEST hourly rate that has been paid?)

Answered: 3 Skipped: 1

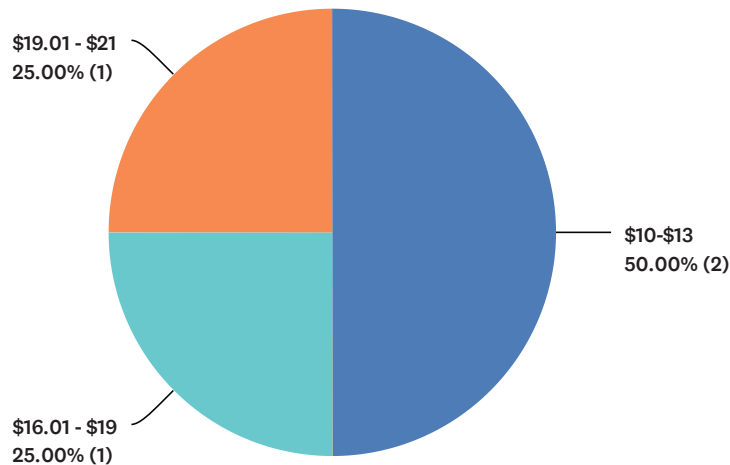


	<\$15	\$14 - \$20	\$20.01 - \$25	\$25.01 - \$30	\$30.01 - \$35	\$35.01 - \$40	>\$40	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	33.33% 1	0.00% 0	0.00% 0	0.00% 0	66.67% 2	3	5.67

Mid-Atlantic Region Responses Only

Q17 Office Staff (clerical/administrative)(What's the LOWEST hourly rate that has been paid?)

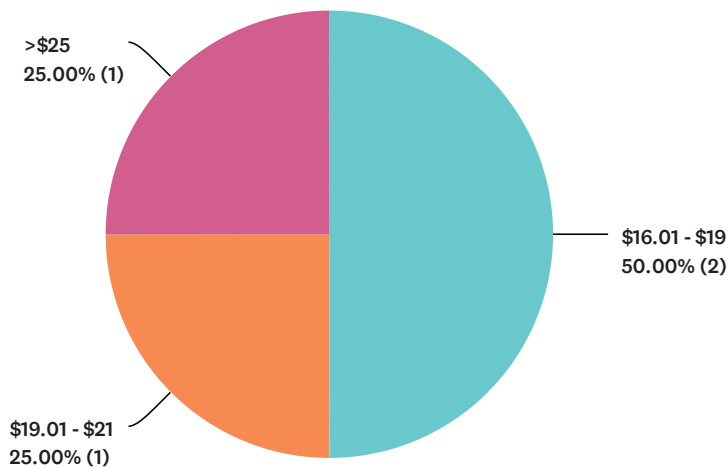
Answered: 4 Skipped: 0



	<\$10	\$10-\$13	\$13.01 - \$16	\$16.01 - \$19	\$19.01 - \$21	\$21.01 - \$25	>\$25	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	50.00% 2	0.00% 0	25.00% 1	25.00% 1	0.00% 0	0.00% 0	4	3.25

Q18 Office Staff (clerical/administrative)(What's the HIGHEST hourly rate that has been paid?)

Answered: 4 Skipped: 0

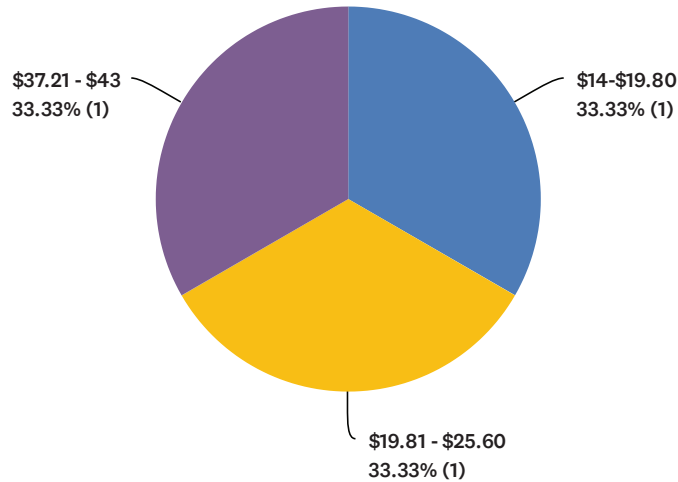


	<\$10	\$10-\$13	\$13.01 - \$16	\$16.01 - \$19	\$19.01 - \$21	\$21.01 - \$25	>\$25	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	0.00% 0	50.00% 2	25.00% 1	0.00% 0	25.00% 1	4	5.00

Mid-Atlantic Region Responses Only

Q19 Office Staff (managerial)(What's the LOWEST hourly rate that has been paid?)

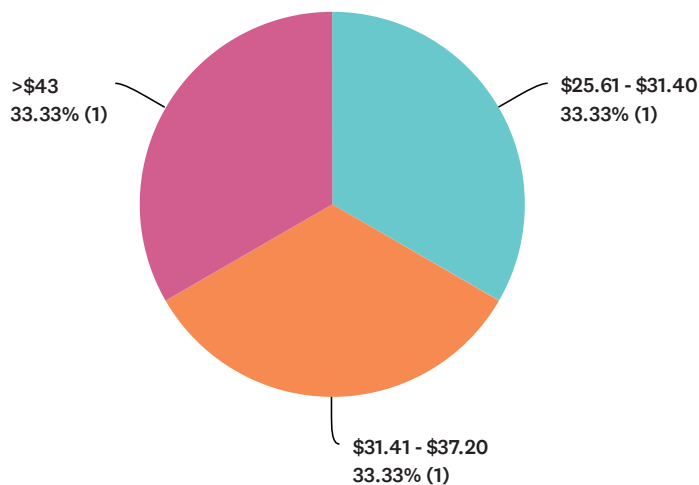
Answered: 3 Skipped: 1



	<\$14	\$14-\$19.80	\$19.81 - \$25.60	\$25.61 - \$31.40	\$31.41 - \$37.20	\$37.21 - \$43	>\$43	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	33.33% 1	33.33% 1	0.00% 0	0.00% 0	33.33% 1	0.00% 0	3	3.67

Q20 Office Staff (managerial)(What's the HIGHEST hourly rate that has been paid?)

Answered: 3 Skipped: 1

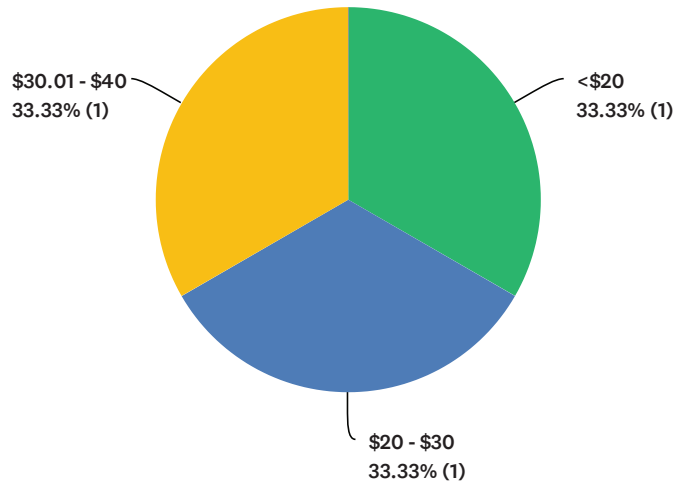


	<\$14	\$14-\$19.80	\$19.81 - \$25.60	\$25.61 - \$31.40	\$31.41 - \$37.20	\$37.21 - \$43	>\$43	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	0.00% 0	33.33% 1	33.33% 1	0.00% 0	33.33% 1	3	5.33

Mid-Atlantic Region Responses Only

Q21 Plant Manager(What's the LOWEST hourly rate that has been paid?)

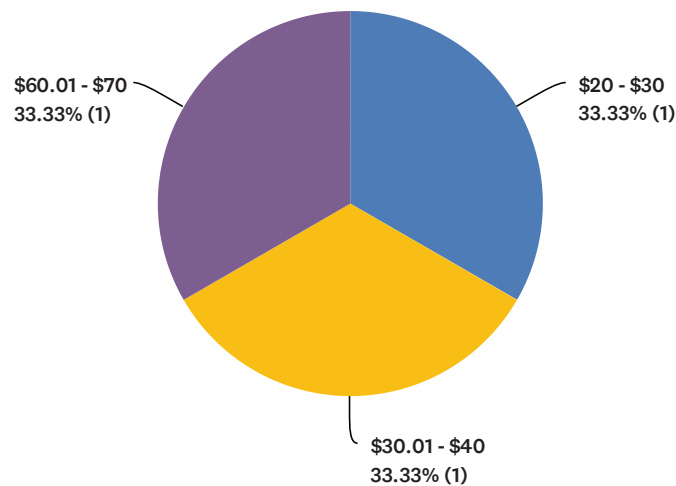
Answered: 3 Skipped: 1



	<\$20	\$20 - \$30	\$30.01 - \$40	\$40.01 - \$50	\$50.01 - \$60	\$60.01 - \$70	>\$70	TOTAL	WEIGHTED AVERAGE
(no label)	33.33% 1	33.33% 1	33.33% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	3	2.00

Q22 Plant Manager(What's the HIGHEST hourly rate that has been paid?)

Answered: 3 Skipped: 1

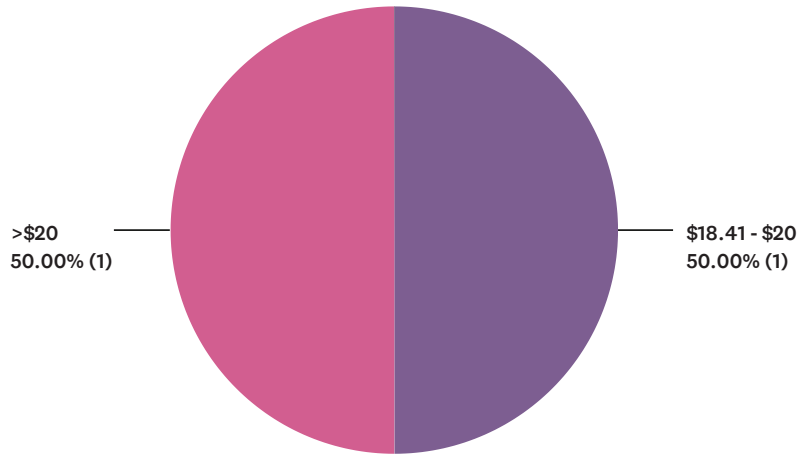


	<\$20	\$20 - \$30	\$30.01 - \$40	\$40.01 - \$50	\$50.01 - \$60	\$60.01 - \$70	>\$70	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	33.33% 1	33.33% 1	0.00% 0	0.00% 0	33.33% 1	0.00% 0	3	3.67

Mid-Atlantic Region Responses Only

Q23 QC Staff(What's the LOWEST hourly rate that has been paid?)

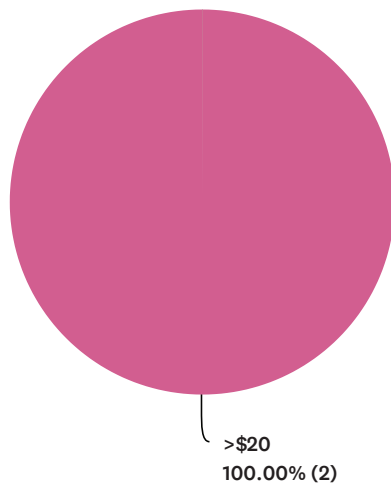
Answered: 2 Skipped: 2



	<\$12	\$12 - \$13.60	\$13.61 - \$15.20	\$15.21 - \$16.80	\$16.81 - \$18.40	\$18.41 - \$20	>\$20	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	50.00% 1	50.00% 1	2	6.50

Q24 QC Staff(What's the HIGHEST hourly rate that has been paid?)

Answered: 2 Skipped: 2

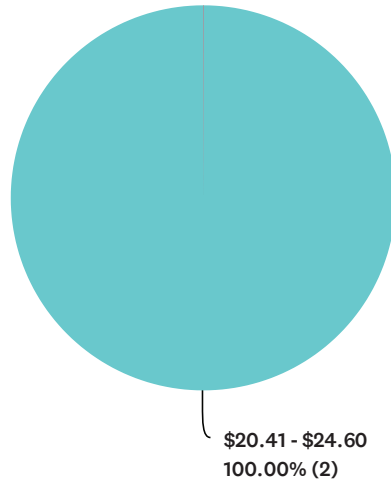


	<\$12	\$12 - \$13.60	\$13.61 - \$15.20	\$15.21 - \$16.80	\$16.81 - \$18.40	\$18.41 - \$20	>\$20	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 2	2	7.00

Mid-Atlantic Region Responses Only

Q25 Safety Employees(What's the LOWEST hourly rate that has been paid?)

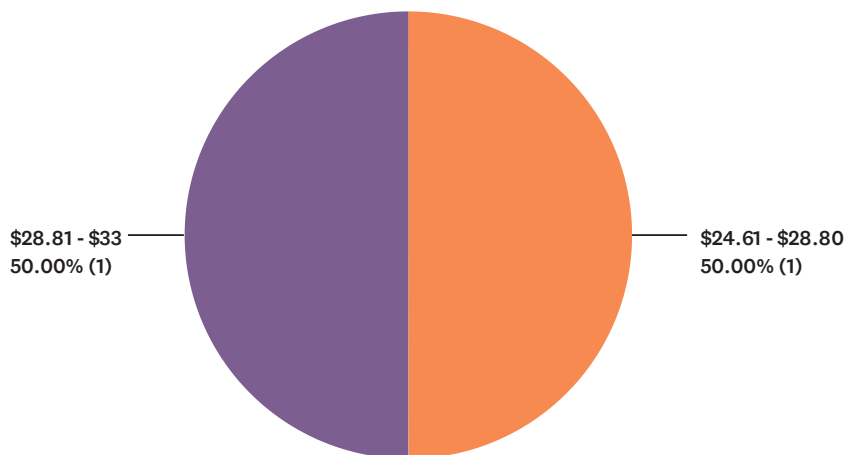
Answered: 2 Skipped: 2



	<\$12	\$12 - \$16.20	\$16.21 - \$20.40	\$20.41 - \$24.60	\$24.61 - \$28.80	\$28.81 - \$33	>\$33	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	0.00% 0	100.00% 2	0.00% 0	0.00% 0	0.00% 0	2	4.00

Q26 Safety Employees(What's the HIGHEST hourly rate that has been paid?)

Answered: 2 Skipped: 2

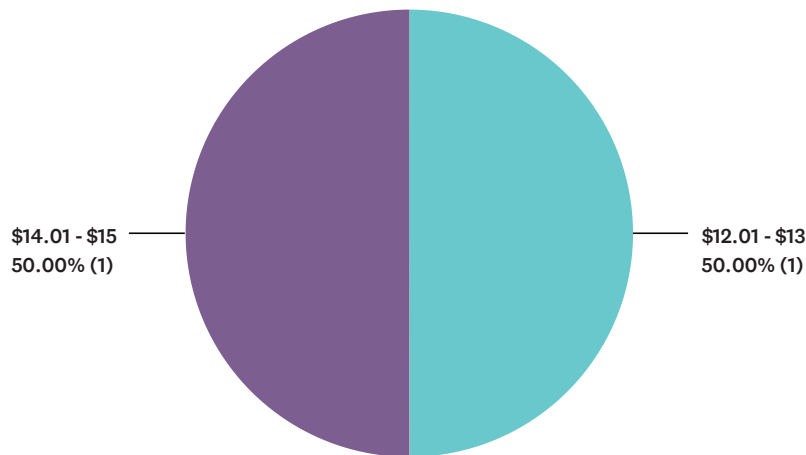


	<\$12	\$12 - \$16.20	\$16.21 - \$20.40	\$20.41 - \$24.60	\$24.61 - \$28.80	\$28.81 - \$33	>\$33	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	50.00% 1	50.00% 1	0.00% 0	2	5.50

Mid-Atlantic Region Responses Only

Q27 Warehouse Workers(What's the LOWEST hourly rate that has been paid?)

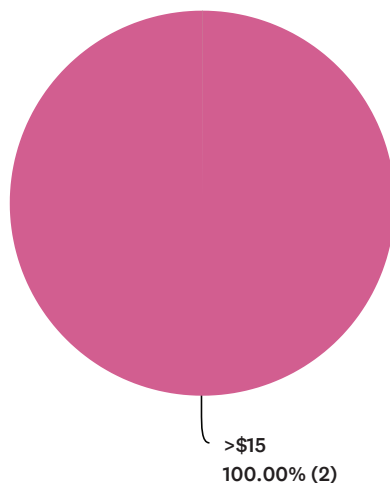
Answered: 2 Skipped: 2



	<\$10	\$10 - \$11	\$11.01 - \$12	\$12.01 - \$13	\$13.01 - \$14	\$14.01 - \$15	>\$15	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	0.00% 0	50.00% 1	0.00% 0	50.00% 1	0.00% 0	2	5.00

Q28 Warehouse Workers(What's the HIGHEST hourly rate that has been paid?)

Answered: 2 Skipped: 2

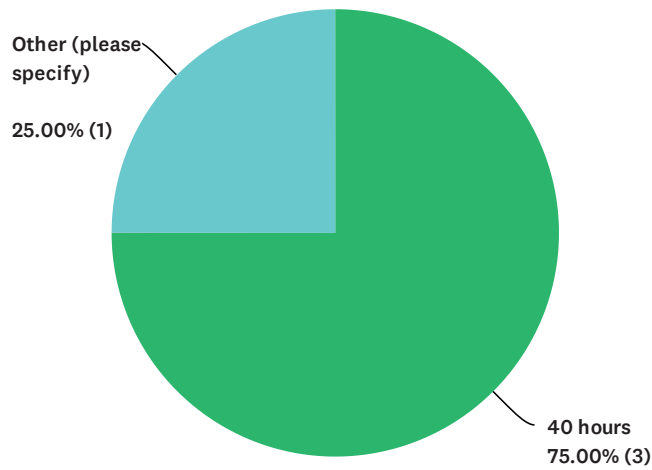


	<\$10	\$10 - \$11	\$11.01 - \$12	\$12.01 - \$13	\$13.01 - \$14	\$14.01 - \$15	>\$15	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 2	2	7.00

Mid-Atlantic Region Responses Only

Q29 Historically, when have company truck drivers begun overtime pay?

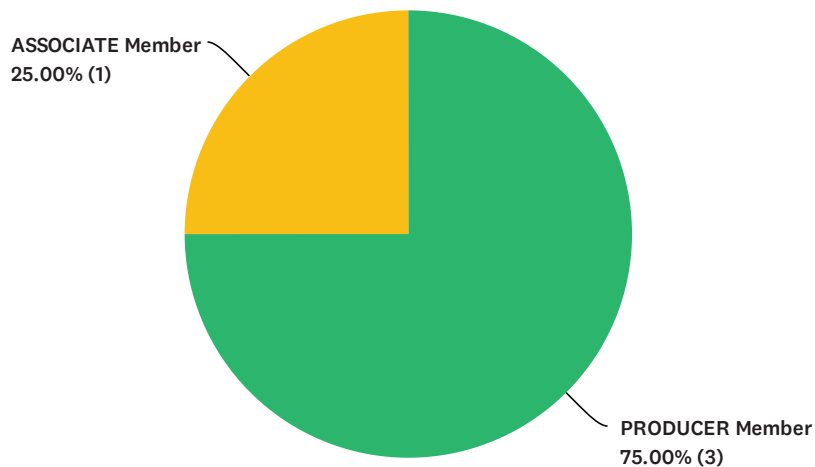
Answered: 4 Skipped: 0



ANSWER CHOICES	RESPONSES	
40 hours	75.00%	3
50 hours	0.00%	0
60 hours	0.00%	0
Other (please specify)	25.00%	1
TOTAL		4

Q31 Which of the following best describes your company?

Answered: 4 Skipped: 0



ANSWER CHOICES	RESPONSES	
PRODUCER Member	75.00%	3
AFFILIATE Member	0.00%	0
ASSOCIATE Member	25.00%	1
TOTAL		4



2021

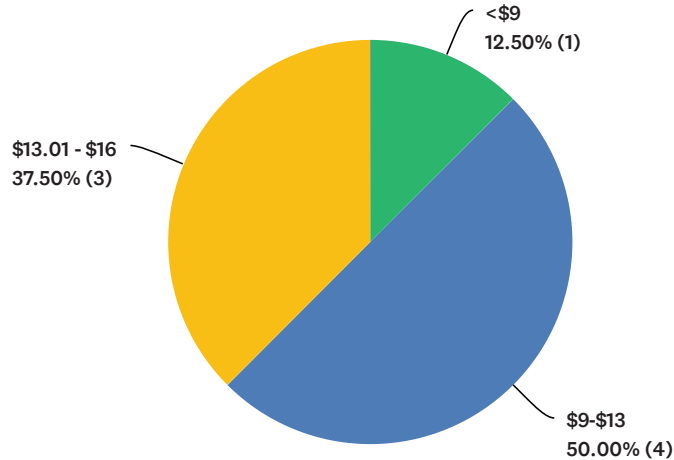
Mulch & Soil Industry Compensation Survey Report

**Southeast Region Responses Only
(AL,FL,GA,MS)**

Southeast Region Responses Only

Q1 Bagging Line Operator(What's the LOWEST hourly rate that has been paid?)

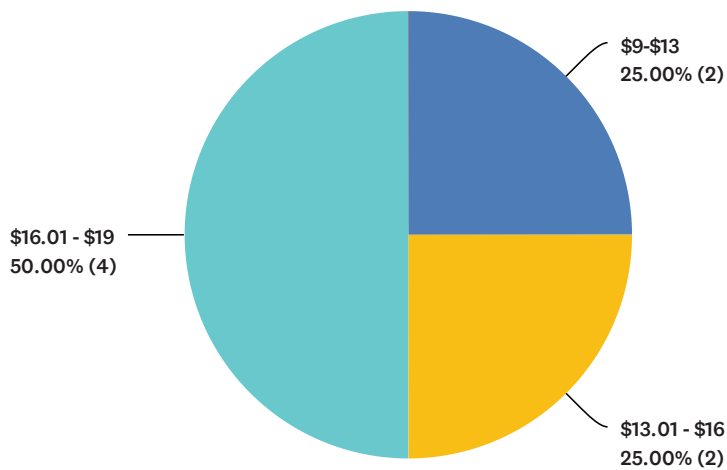
Answered: 8 Skipped: 1



	<\$9	\$9-\$13	\$13.01 - \$16	\$16.01 - \$19	\$19.01 - \$21	\$21.01 - \$25	>\$25	TOTAL	WEIGHTED AVERAGE
(no label)	12.50% 1	50.00% 4	37.50% 3	0.00% 0	0.00% 0	0.00% 0	0.00% 0	8	2.25

Q2 Bagging Line Operator(What's the HIGHEST hourly rate that has been paid?)

Answered: 8 Skipped: 1

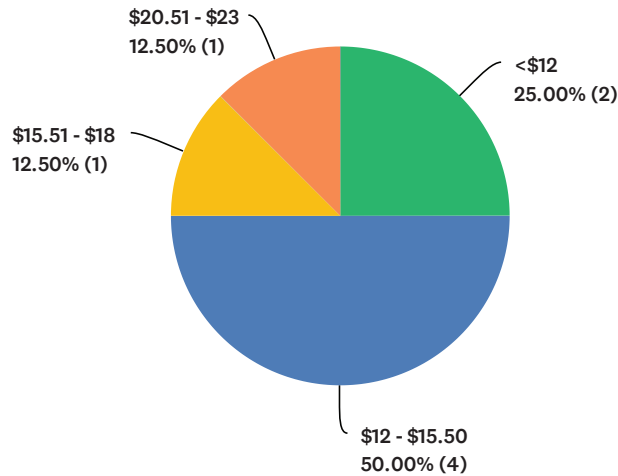


	<\$9	\$9-\$13	\$13.01 - \$16	\$16.01 - \$19	\$19.01 - \$21	\$21.01 - \$25	>\$25	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	25.00% 2	25.00% 2	50.00% 4	0.00% 0	0.00% 0	0.00% 0	8	3.25

Southeast Region Responses Only

Q3 Color Machine Operator(What's the LOWEST hourly rate that has been paid?)

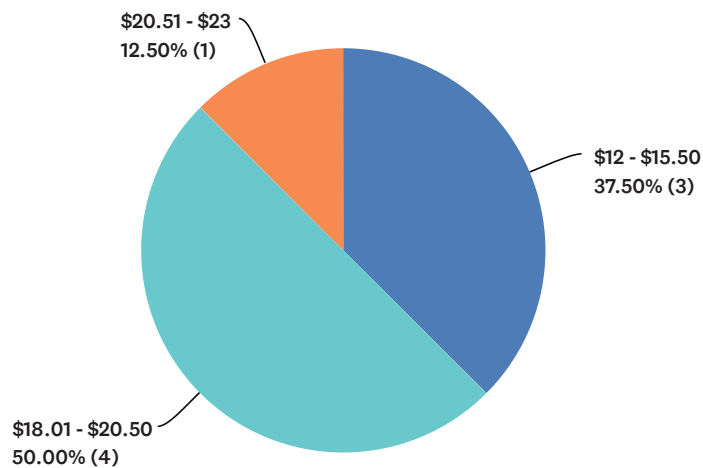
Answered: 8 Skipped: 1



	<\$12	\$12 - \$15.50	\$15.51 - \$18	\$18.01 - \$20.50	\$20.51 - \$23	\$23.01 - \$26	>\$26	TOTAL	WEIGHTED AVERAGE
(no label)	25.00% 2	50.00% 4	12.50% 1	0.00% 0	12.50% 1	0.00% 0	0.00% 0	8	2.25

Q4 Color Machine Operator(What's the HIGHEST hourly rate that has been paid?)

Answered: 8 Skipped: 1

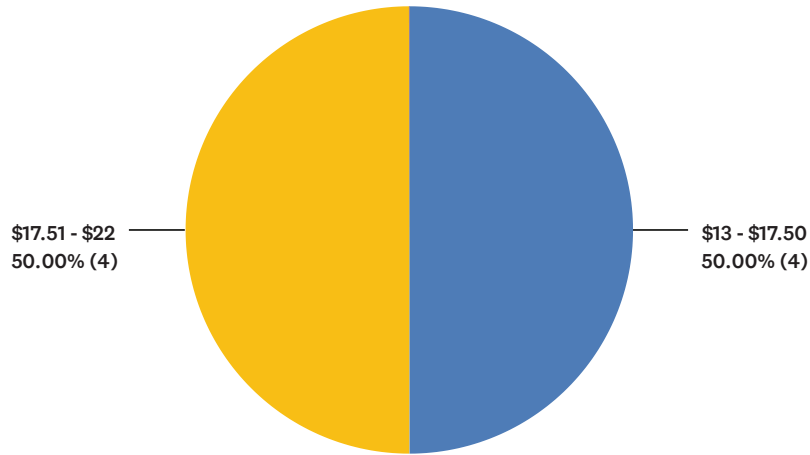


	<\$12	\$12 - \$15.50	\$15.51 - \$18	\$18.01 - \$20.50	\$20.51 - \$23	\$23.01 - \$26	>\$26	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	37.50% 3	0.00% 0	50.00% 4	12.50% 1	0.00% 0	0.00% 0	8	3.38

Southeast Region Responses Only

Q5 Company Truck Drivers(What's the LOWEST hourly rate that has been paid?)

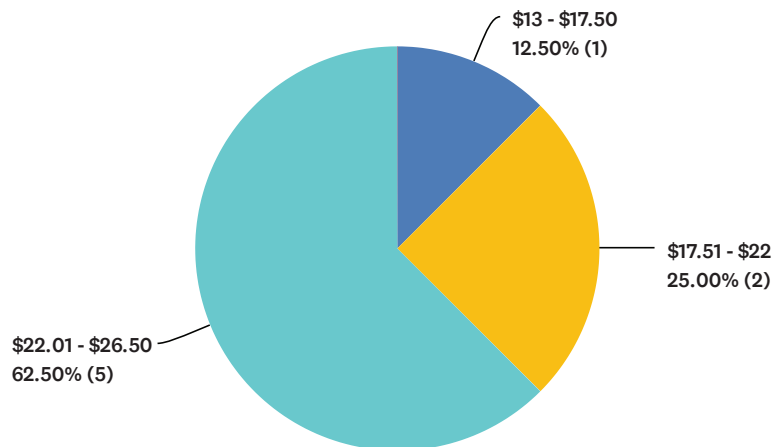
Answered: 8 Skipped: 1



	<\$13	\$13 - \$17.50	\$17.51 - \$22	\$22.01 - \$26.50	\$26.51 - \$30.50	\$30.51 - \$35	>\$35	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	50.00% 4	50.00% 4	0.00% 0	0.00% 0	0.00% 0	0.00% 0	8	2.50

Q6 Company Truck Drivers(What's the HIGHEST hourly rate that has been paid?)

Answered: 8 Skipped: 1

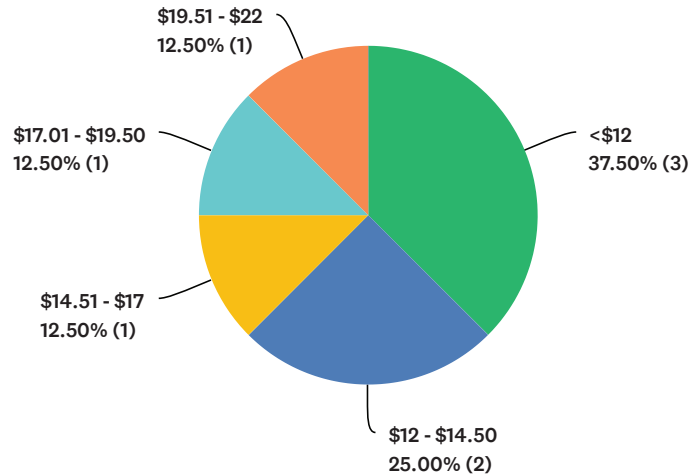


	<\$13	\$13 - \$17.50	\$17.51 - \$22	\$22.01 - \$26.50	\$26.51 - \$30.50	\$30.51 - \$35	>\$35	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	12.50% 1	25.00% 2	62.50% 5	0.00% 0	0.00% 0	0.00% 0	8	3.50

Southeast Region Responses Only

Q7 Heavy Equipment Operator (front end loader/bulldozer)(What's the LOWEST hourly rate that has been paid?)

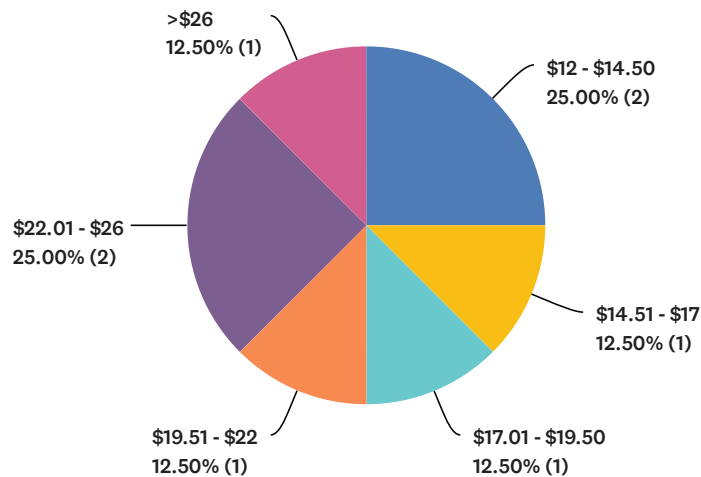
Answered: 8 Skipped: 1



	<\$12	\$12 - \$14.50	\$14.51 - \$17	\$17.01 - \$19.50	\$19.51 - \$22	\$22.01 - \$26	>\$26	TOTAL	WEIGHTED AVERAGE
(no label)	37.50% 3	25.00% 2	12.50% 1	12.50% 1	12.50% 1	0.00% 0	0.00% 0	8	2.38

Q8 Heavy Equipment Operator (front end loader/bulldozer)(What's the HIGHEST hourly rate that has been paid?)

Answered: 8 Skipped: 1

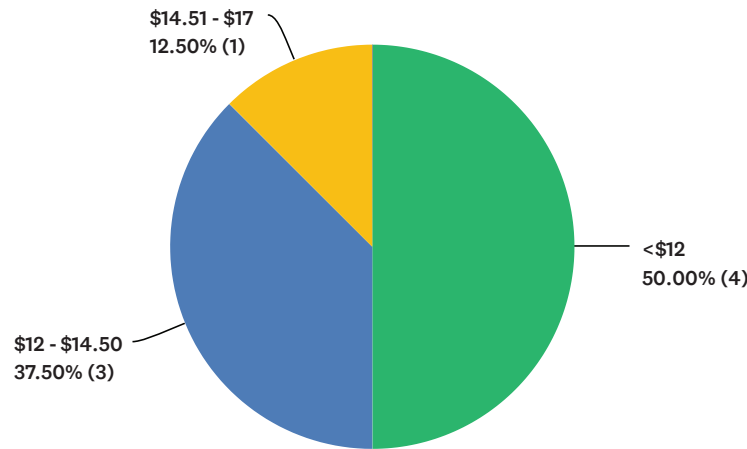


	<\$12	\$12 - \$14.50	\$14.51 - \$17	\$17.01 - \$19.50	\$19.51 - \$22	\$22.01 - \$26	>\$26	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	25.00% 2	12.50% 1	12.50% 1	12.50% 1	25.00% 2	12.50% 1	8	4.38

Southeast Region Responses Only

Q9 Medium/Light Equipment Operator - (fork lift/skidsteer/bobcat)(What's the LOWEST hourly rate that has been paid?)

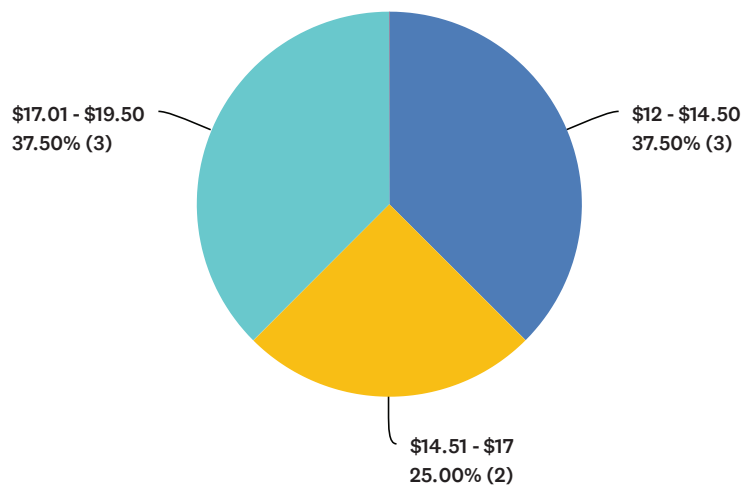
Answered: 8 Skipped: 1



	<\$12	\$12 - \$14.50	\$14.51 - \$17	\$17.01 - \$19.50	\$19.51 - \$22	\$22.01 - \$25	>\$25	TOTAL	WEIGHTED AVERAGE
(no label)	50.00% 4	37.50% 3	12.50% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	8	1.63

Q10 Medium/Light Equipment Operator - (fork lift/skidsteer/bobcat)(What's the HIGHEST hourly rate that has been paid?)

Answered: 8 Skipped: 1

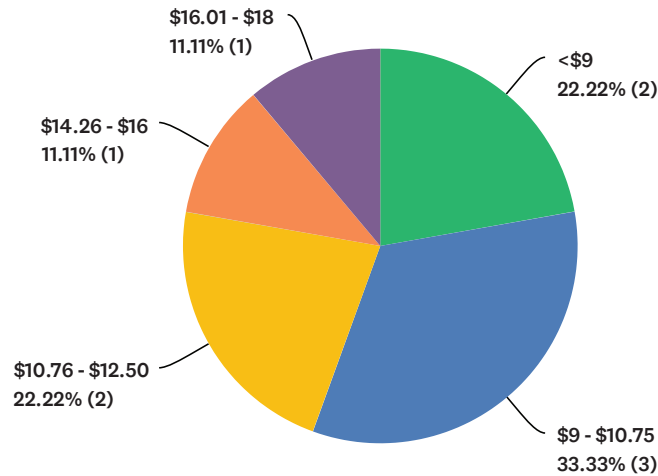


	<\$12	\$12 - \$14.50	\$14.51 - \$17	\$17.01 - \$19.50	\$19.51 - \$22	\$22.01 - \$25	>\$25	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	37.50% 3	25.00% 2	37.50% 3	0.00% 0	0.00% 0	0.00% 0	8	3.00

Southeast Region Responses Only

Q11 General Laborer(What's the LOWEST hourly rate that has been paid?)

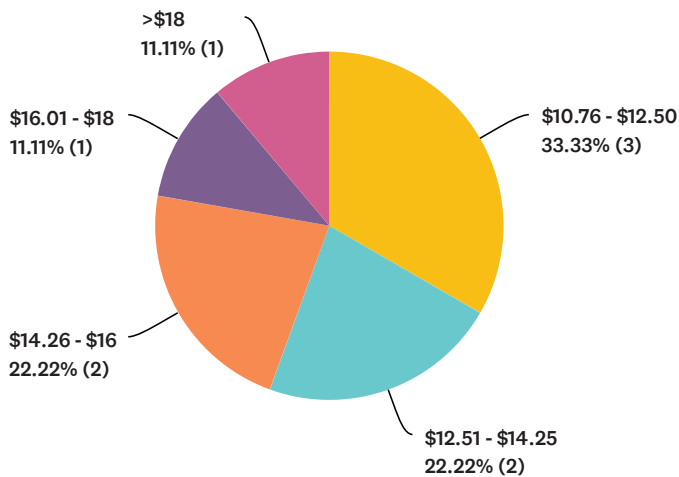
Answered: 9 Skipped: 0



	<\$9	\$9 - \$10.75	\$10.76 - \$12.50	\$12.51 - \$14.25	\$14.26 - \$16	\$16.01 - \$18	>\$18	TOTAL	WEIGHTED AVERAGE
(no label)	22.22% 2	33.33% 3	22.22% 2	0.00% 0	11.11% 1	11.11% 1	0.00% 0	9	2.78

Q12 General Laborer(What's the HIGHEST hourly rate that has been paid?)

Answered: 9 Skipped: 0

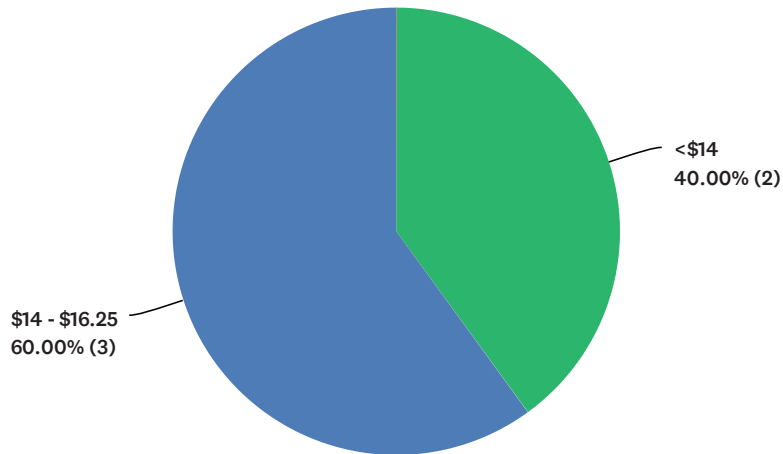


	<\$9	\$9 - \$10.75	\$10.76 - \$12.50	\$12.51 - \$14.25	\$14.26 - \$16	\$16.01 - \$18	>\$18	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	33.33% 3	22.22% 2	22.22% 2	11.11% 1	11.11% 1	9	4.44

Southeast Region Responses Only

Q13 Grinder Operators(What's the LOWEST hourly rate that has been paid?)

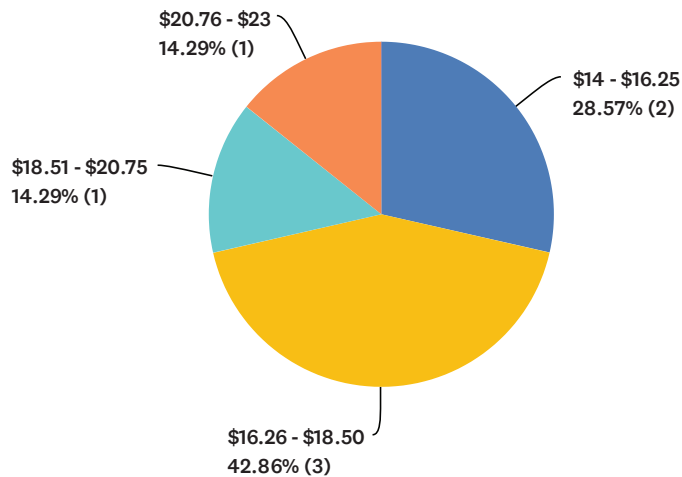
Answered: 5 Skipped: 4



	<\$14	\$14 - \$16.25	\$16.26 - \$18.50	\$18.51 - \$20.75	\$20.76 - \$23	\$23.01 - \$26	>\$26	TOTAL	WEIGHTED AVERAGE
(no label)	40.00% 2	60.00% 3	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5	1.60

Q14 Grinder Operators(What's the HIGHEST hourly rate that has been paid?)

Answered: 7 Skipped: 2

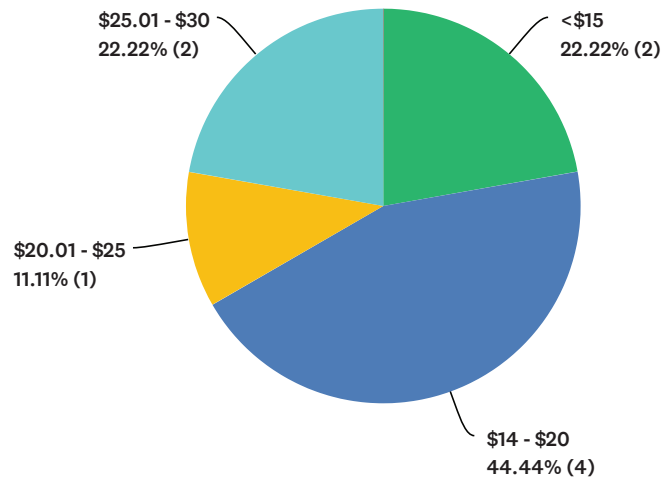


	<\$14	\$14 - \$16.25	\$16.26 - \$18.50	\$18.51 - \$20.75	\$20.76 - \$23	\$23.01 - \$26	>\$26	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	28.57% 2	42.86% 3	14.29% 1	14.29% 1	0.00% 0	0.00% 0	7	3.14

Southeast Region Responses Only

Q15 Mechanics (What's the LOWEST hourly rate that has been paid?)

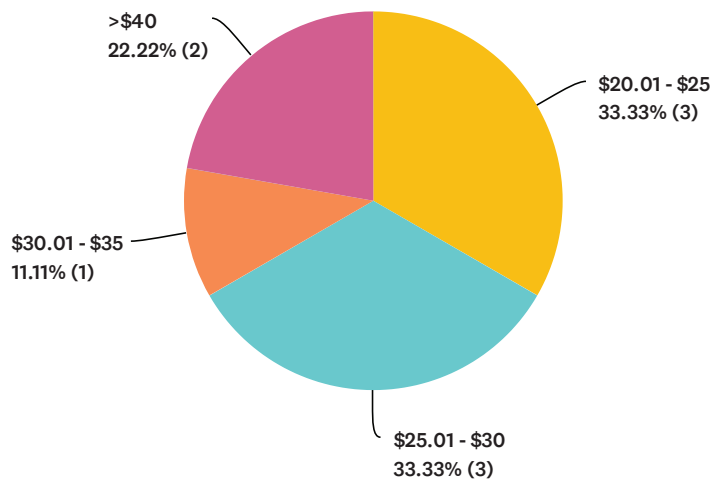
Answered: 9 Skipped: 0



	<\$15	\$14 - \$20	\$20.01 - \$25	\$25.01 - \$30	\$30.01 - \$35	\$35.01 - \$40	>\$40	TOTAL	WEIGHTED AVERAGE
(no label)	22.22% 2	44.44% 4	11.11% 1	22.22% 2	0.00% 0	0.00% 0	0.00% 0	9	2.33

Q16 Mechanics (What's the HIGHEST hourly rate that has been paid?)

Answered: 9 Skipped: 0

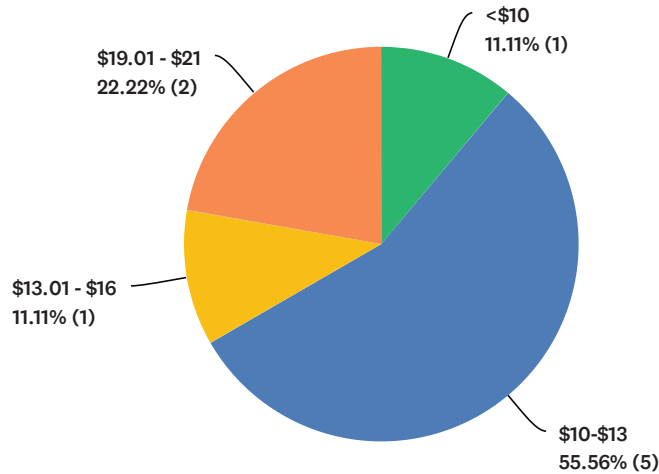


	<\$15	\$14 - \$20	\$20.01 - \$25	\$25.01 - \$30	\$30.01 - \$35	\$35.01 - \$40	>\$40	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	33.33% 3	33.33% 3	11.11% 1	0.00% 0	22.22% 2	9	4.44

Southeast Region Responses Only

Q17 Office Staff (clerical/administrative)(What's the LOWEST hourly rate that has been paid?)

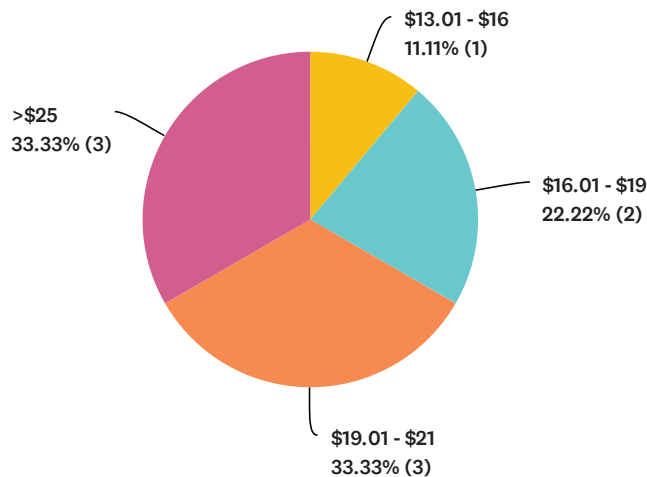
Answered: 9 Skipped: 0



	<\$10	\$10-\$13	\$13.01 - \$16	\$16.01 - \$19	\$19.01 - \$21	\$21.01 - \$25	>\$25	TOTAL	WEIGHTED AVERAGE
(no label)	11.11% 1	55.56% 5	11.11% 1	0.00% 0	22.22% 2	0.00% 0	0.00% 0	9	2.67

Q18 Office Staff (clerical/administrative)(What's the HIGHEST hourly rate that has been paid?)

Answered: 9 Skipped: 0

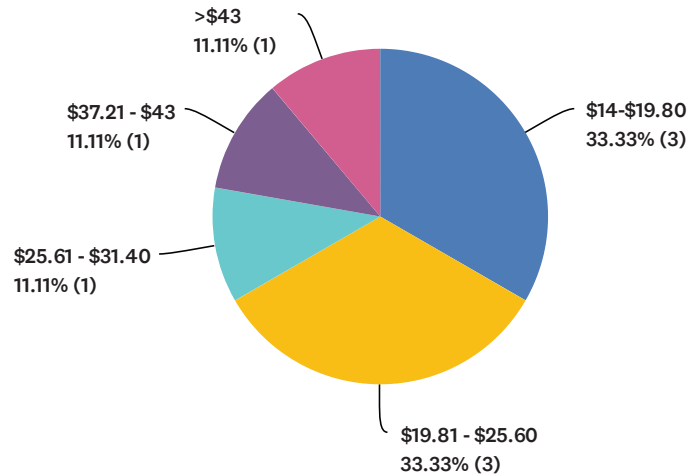


	<\$10	\$10-\$13	\$13.01 - \$16	\$16.01 - \$19	\$19.01 - \$21	\$21.01 - \$25	>\$25	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	11.11% 1	22.22% 2	33.33% 3	0.00% 0	33.33% 3	9	5.22

Southeast Region Responses Only

Q19 Office Staff (managerial)(What's the LOWEST hourly rate that has been paid?)

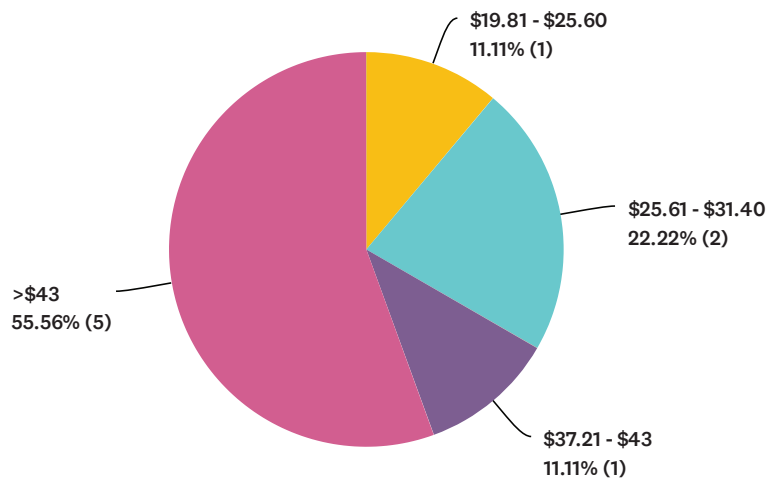
Answered: 9 Skipped: 0



	<\$14	\$14-\$19.80	\$19.81 - \$25.60	\$25.61 - \$31.40	\$31.41 - \$37.20	\$37.21 - \$43	>\$43	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	33.33% 3	33.33% 3	11.11% 1	0.00% 0	11.11% 1	11.11% 1	9	3.56

Q20 Office Staff (managerial)(What's the HIGHEST hourly rate that has been paid?)

Answered: 9 Skipped: 0

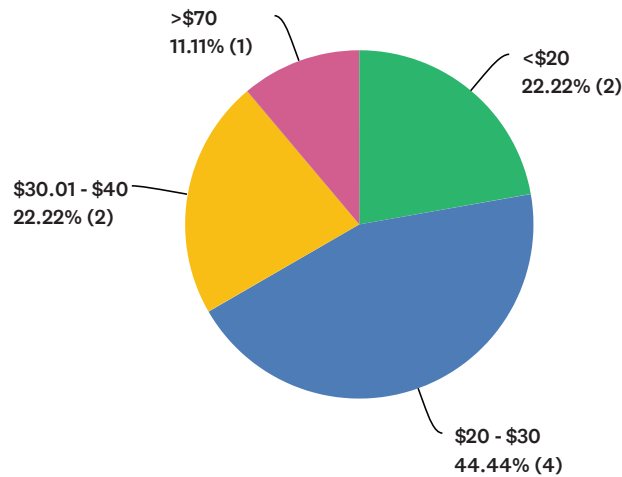


	<\$14	\$14-\$19.80	\$19.81 - \$25.60	\$25.61 - \$31.40	\$31.41 - \$37.20	\$37.21 - \$43	>\$43	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	11.11% 1	22.22% 2	0.00% 0	11.11% 1	55.56% 5	9	5.78

Southeast Region Responses Only

Q21 Plant Manager(What's the LOWEST hourly rate that has been paid?)

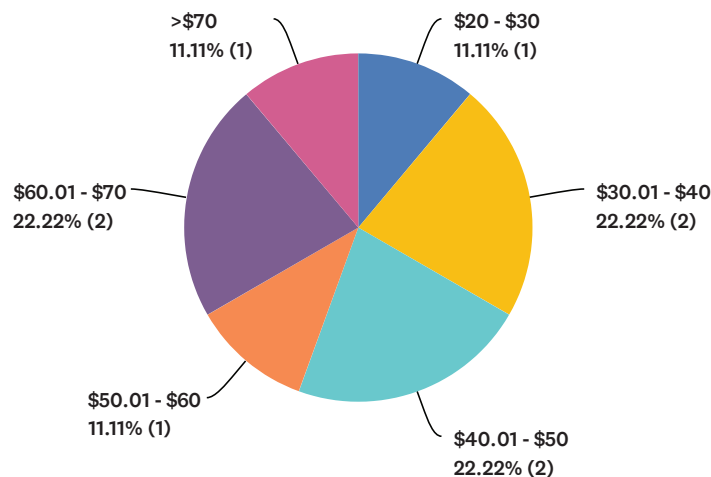
Answered: 9 Skipped: 0



	<\$20	\$20 - \$30	\$30.01 - \$40	\$40.01 - \$50	\$50.01 - \$60	\$60.01 - \$70	>\$70	TOTAL	WEIGHTED AVERAGE
(no label)	22.22% 2	44.44% 4	22.22% 2	0.00% 0	0.00% 0	0.00% 0	11.11% 1	9	2.56

Q22 Plant Manager(What's the HIGHEST hourly rate that has been paid?)

Answered: 9 Skipped: 0

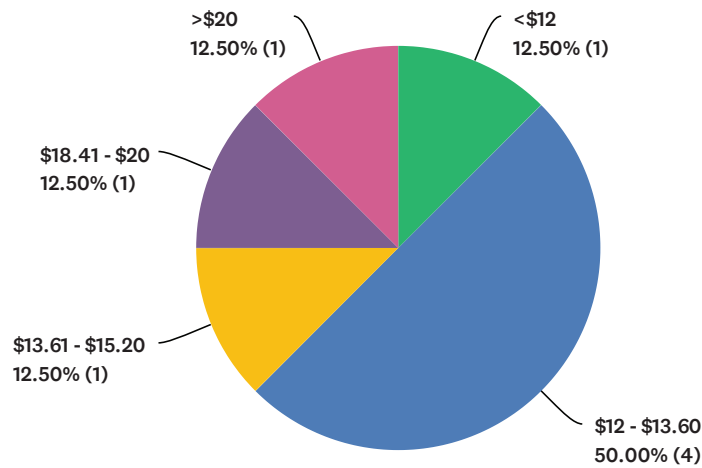


	<\$20	\$20 - \$30	\$30.01 - \$40	\$40.01 - \$50	\$50.01 - \$60	\$60.01 - \$70	>\$70	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	11.11% 1	22.22% 2	22.22% 2	11.11% 1	22.22% 2	11.11% 1	9	4.44

Southeast Region Responses Only

Q23 QC Staff(What's the LOWEST hourly rate that has been paid?)

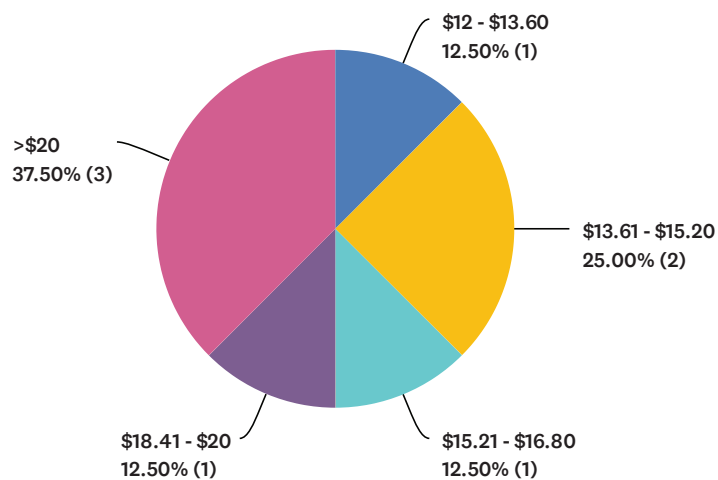
Answered: 8 Skipped: 1



	<\$12	\$12 - \$13.60	\$13.61 - \$15.20	\$15.21 - \$16.80	\$16.81 - \$18.40	\$18.41 - \$20	>\$20	TOTAL	WEIGHTED AVERAGE
(no label)	12.50% 1	50.00% 4	12.50% 1	0.00% 0	0.00% 0	12.50% 1	12.50% 1	8	3.13

Q24 QC Staff(What's the HIGHEST hourly rate that has been paid?)

Answered: 8 Skipped: 1

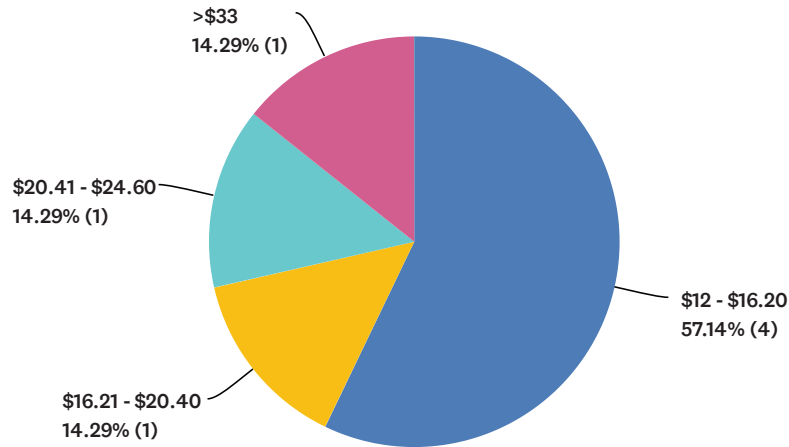


	<\$12	\$12 - \$13.60	\$13.61 - \$15.20	\$15.21 - \$16.80	\$16.81 - \$18.40	\$18.41 - \$20	>\$20	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	12.50% 1	25.00% 2	12.50% 1	0.00% 0	12.50% 1	37.50% 3	8	4.88

Southeast Region Responses Only

Q25 Safety Employees(What's the LOWEST hourly rate that has been paid?)

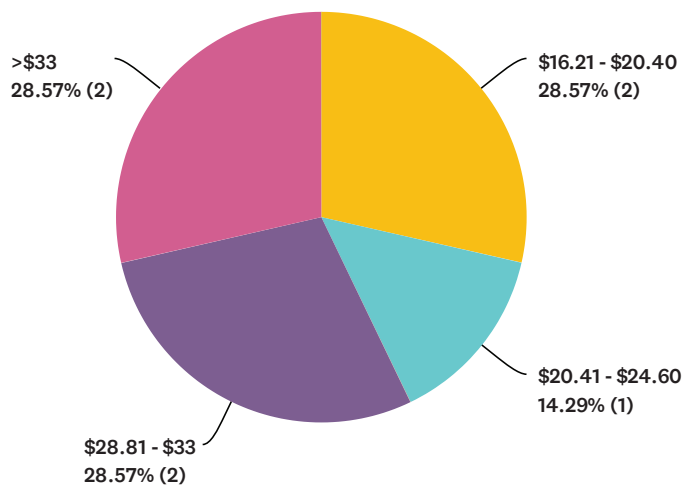
Answered: 7 Skipped: 2



	<\$12	\$12 - \$16.20	\$16.21 - \$20.40	\$20.41 - \$24.60	\$24.61 - \$28.80	\$28.81 - \$33	>\$33	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	57.14% 4	14.29% 1	14.29% 1	0.00% 0	0.00% 0	14.29% 1	7	3.14

Q26 Safety Employees(What's the HIGHEST hourly rate that has been paid?)

Answered: 7 Skipped: 2

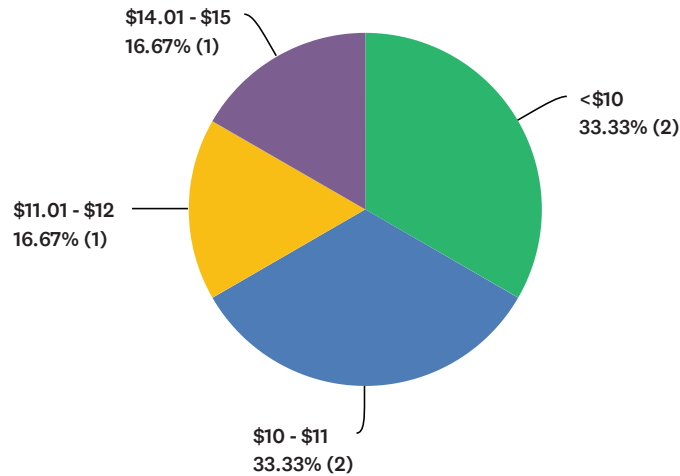


	<\$12	\$12 - \$16.20	\$16.21 - \$20.40	\$20.41 - \$24.60	\$24.61 - \$28.80	\$28.81 - \$33	>\$33	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	28.57% 2	14.29% 1	0.00% 0	28.57% 2	28.57% 2	7	5.14

Southeast Region Responses Only

Q27 Warehouse Workers(What's the LOWEST hourly rate that has been paid?)

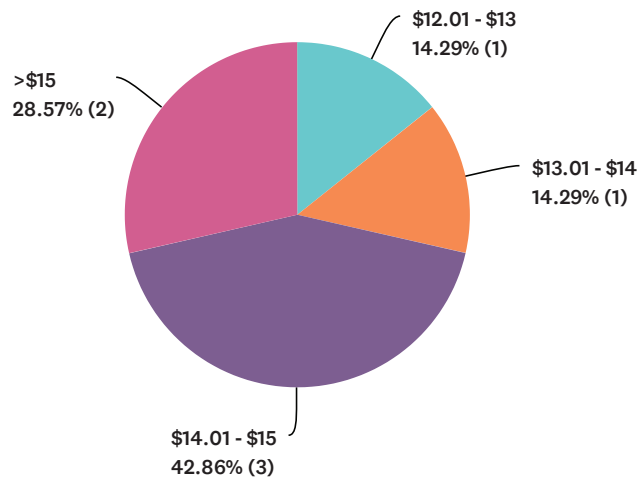
Answered: 6 Skipped: 3



	<\$10	\$10 - \$11	\$11.01 - \$12	\$12.01 - \$13	\$13.01 - \$14	\$14.01 - \$15	>\$15	TOTAL	WEIGHTED AVERAGE
(no label)	33.33% 2	33.33% 2	16.67% 1	0.00% 0	0.00% 0	16.67% 1	0.00% 0	6	2.50

Q28 Warehouse Workers(What's the HIGHEST hourly rate that has been paid?)

Answered: 7 Skipped: 2

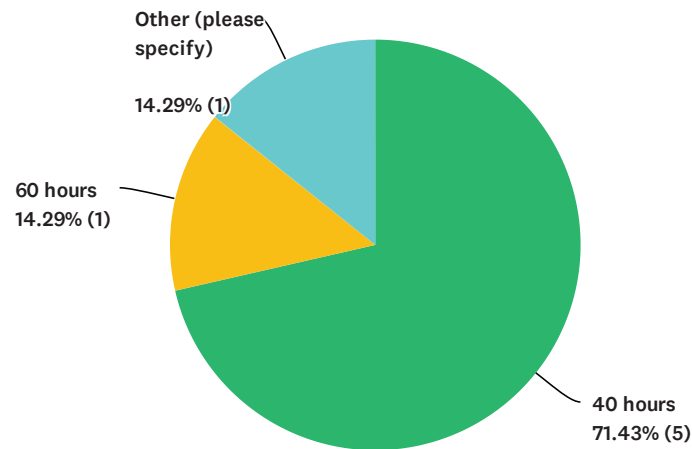


	<\$10	\$10 - \$11	\$11.01 - \$12	\$12.01 - \$13	\$13.01 - \$14	\$14.01 - \$15	>\$15	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	0.00% 0	14.29% 1	14.29% 1	42.86% 3	28.57% 2	7	5.86

Southeast Region Responses Only

Q29 Historically, when have company truck drivers begun overtime pay?

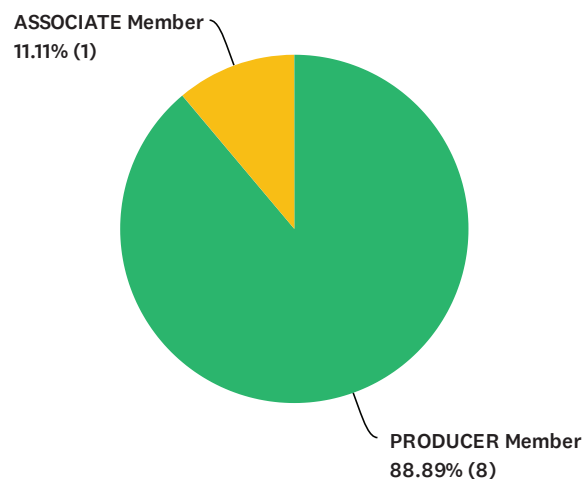
Answered: 7 Skipped: 2



ANSWER CHOICES	RESPONSES	
40 hours	71.43%	5
50 hours	0.00%	0
60 hours	14.29%	1
Other (please specify)	14.29%	1
TOTAL		7

Q31 Which of the following best describes your company?

Answered: 9 Skipped: 0



ANSWER CHOICES	RESPONSES	
PRODUCER Member	88.89%	8
AFFILIATE Member	0.00%	0
ASSOCIATE Member	11.11%	1
TOTAL		9



2021

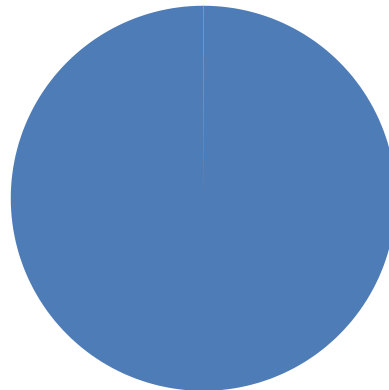
Mulch & Soil Industry Compensation Survey Report

**Southern Region Responses Only
(AR,LA,NM,OK,TX)**

Southern Region Responses Only

Q1 Bagging Line Operator(What's the LOWEST hourly rate that has been paid?)

Answered: 3 Skipped: 1

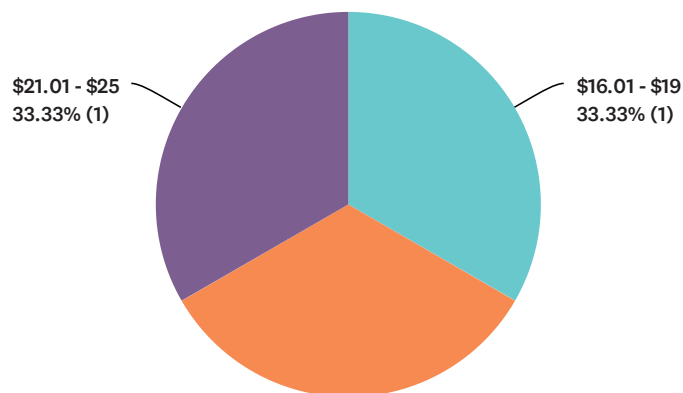


\$9-\$13
100.00% (3)

	<\$9	\$9-\$13	\$13.01 - \$16	\$16.01 - \$19	\$19.01 - \$21	\$21.01 - \$25	>\$25	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	100.00% 3	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	3	2.00

Q2 Bagging Line Operator(What's the HIGHEST hourly rate that has been paid?)

Answered: 3 Skipped: 1



\$21.01 - \$25
33.33% (1)

\$16.01 - \$19
33.33% (1)

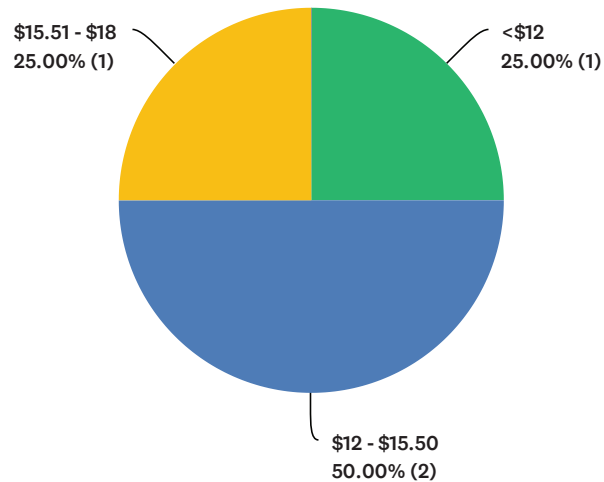
\$19.01 - \$21
33.33% (1)

	<\$9	\$9-\$13	\$13.01 - \$16	\$16.01 - \$19	\$19.01 - \$21	\$21.01 - \$25	>\$25	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	0.00% 0	33.33% 1	33.33% 1	33.33% 1	0.00% 0	3	5.00

Southern Region Responses Only

Q3 Color Machine Operator(What's the LOWEST hourly rate that has been paid?)

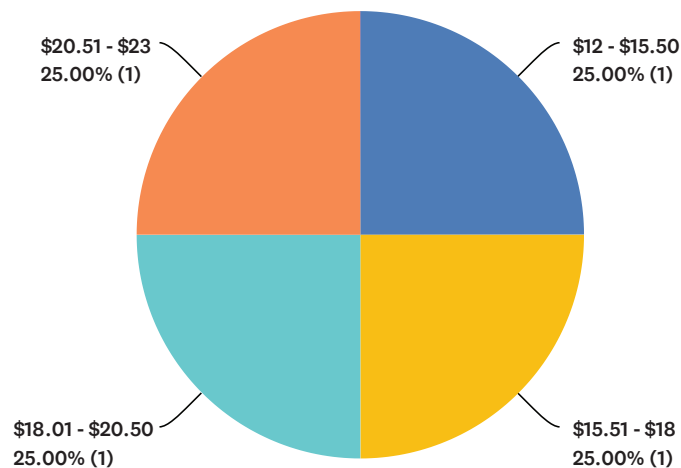
Answered: 4 Skipped: 0



	<\$12	\$12 - \$15.50	\$15.51 - \$18	\$18.01 - \$20.50	\$20.51 - \$23	\$23.01 - \$26	>\$26	TOTAL	WEIGHTED AVERAGE
(no label)	25.00% 1	50.00% 2	25.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	4	2.00

Q4 Color Machine Operator(What's the HIGHEST hourly rate that has been paid?)

Answered: 4 Skipped: 0

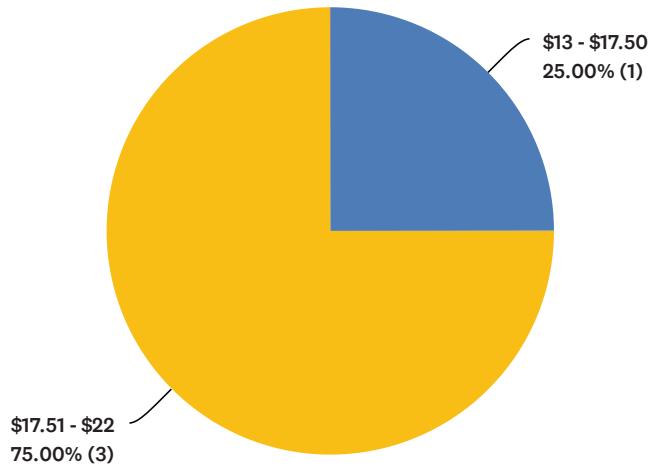


	<\$12	\$12 - \$15.50	\$15.51 - \$18	\$18.01 - \$20.50	\$20.51 - \$23	\$23.01 - \$26	>\$26	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	25.00% 1	25.00% 1	25.00% 1	25.00% 1	0.00% 0	0.00% 0	4	3.50

Southern Region Responses Only

Q5 Company Truck Drivers(What's the LOWEST hourly rate that has been paid?)

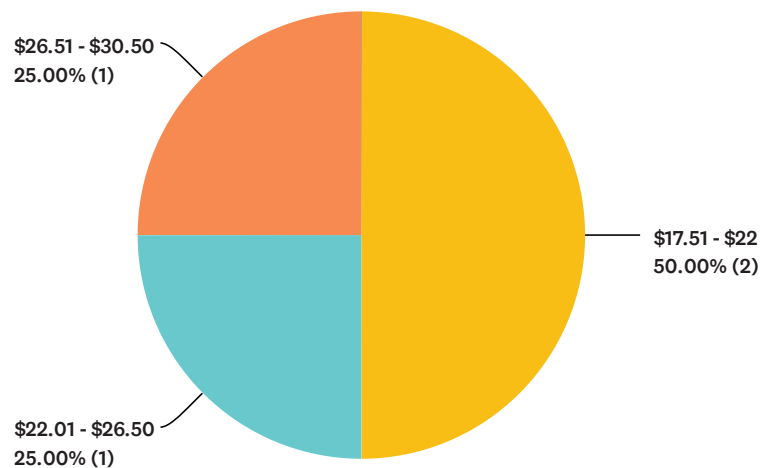
Answered: 4 Skipped: 0



	<\$13	\$13 - \$17.50	\$17.51 - \$22	\$22.01 - \$26.50	\$26.51 - \$30.50	\$30.51 - \$35	>\$35	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	25.00% 1	75.00% 3	0.00% 0	0.00% 0	0.00% 0	0.00% 0	4	2.75

Q6 Company Truck Drivers(What's the HIGHEST hourly rate that has been paid?)

Answered: 4 Skipped: 0

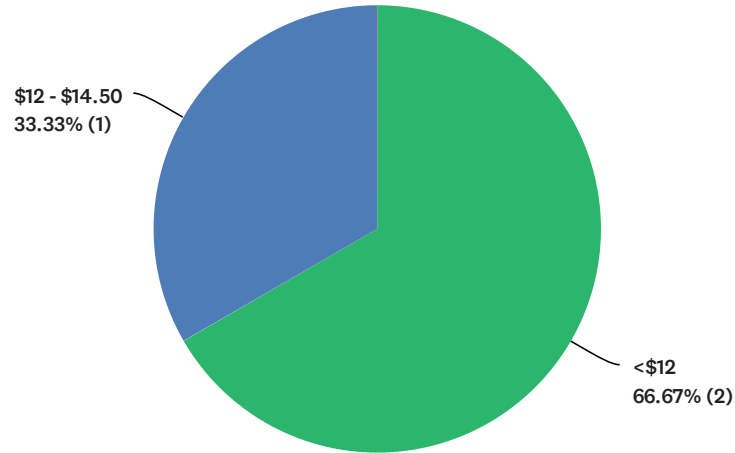


	<\$13	\$13 - \$17.50	\$17.51 - \$22	\$22.01 - \$26.50	\$26.51 - \$30.50	\$30.51 - \$35	>\$35	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	50.00% 2	25.00% 1	25.00% 1	0.00% 0	0.00% 0	4	3.75

Southern Region Responses Only

Q7 Heavy Equipment Operator (front end loader/bulldozer)(What's the LOWEST hourly rate that has been paid?)

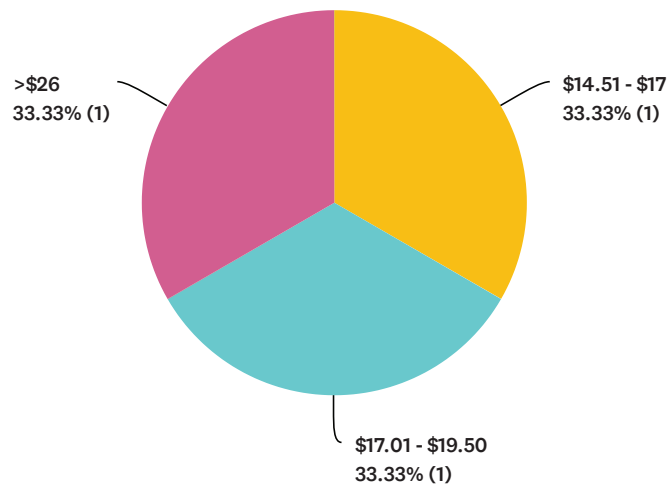
Answered: 3 Skipped: 1



	<\$12	\$12 - \$14.50	\$14.51 - \$17	\$17.01 - \$19.50	\$19.51 - \$22	\$22.01 - \$26	>\$26	TOTAL	WEIGHTED AVERAGE
(no label)	66.67% 2	33.33% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	3	1.33

Q8 Heavy Equipment Operator (front end loader/bulldozer)(What's the HIGHEST hourly rate that has been paid?)

Answered: 3 Skipped: 1

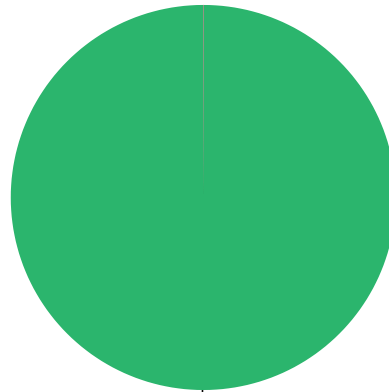


	<\$12	\$12 - \$14.50	\$14.51 - \$17	\$17.01 - \$19.50	\$19.51 - \$22	\$22.01 - \$26	>\$26	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	33.33% 1	33.33% 1	0.00% 0	0.00% 0	33.33% 1	3	4.67

Southern Region Responses Only

Q9 Medium/Light Equipment Operator - (fork lift/skidsteer/bobcat)(What's the LOWEST hourly rate that has been paid?)

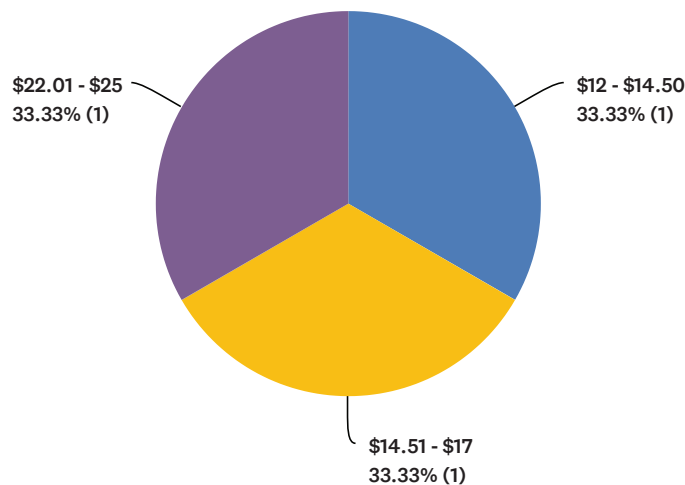
Answered: 3 Skipped: 1



	<\$12	\$12 - \$14.50	\$14.51 - \$17	\$17.01 - \$19.50	\$19.51 - \$22	\$22.01 - \$25	>\$25	TOTAL	WEIGHTED AVERAGE
(no label)	100.00% 3	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	3	1.00

Q10 Medium/Light Equipment Operator - (fork lift/skidsteer/bobcat)(What's the HIGHEST hourly rate that has been paid?)

Answered: 3 Skipped: 1

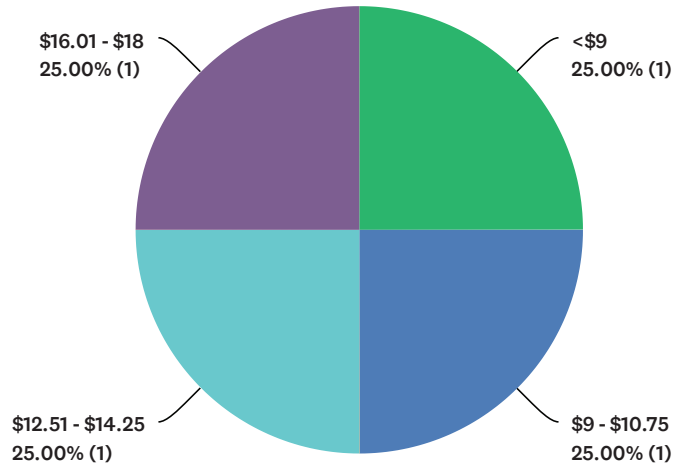


	<\$12	\$12 - \$14.50	\$14.51 - \$17	\$17.01 - \$19.50	\$19.51 - \$22	\$22.01 - \$25	>\$25	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	33.33% 1	33.33% 1	0.00% 0	0.00% 0	33.33% 1	0.00% 0	3	3.67

Southern Region Responses Only

Q11 General Laborer(What's the LOWEST hourly rate that has been paid?)

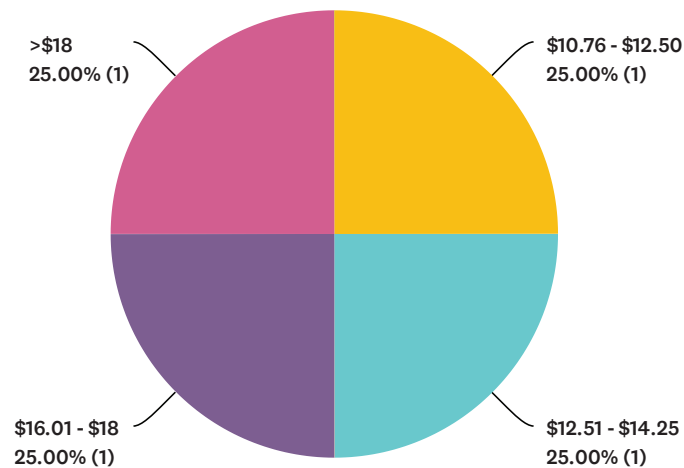
Answered: 4 Skipped: 0



	<\$9	\$9 - \$10.75	\$10.76 - \$12.50	\$12.51 - \$14.25	\$14.26 - \$16	\$16.01 - \$18	>\$18	TOTAL	WEIGHTED AVERAGE
(no label)	25.00% 1	25.00% 1	0.00% 0	25.00% 1	0.00% 0	25.00% 1	0.00% 0	4	3.25

Q12 General Laborer(What's the HIGHEST hourly rate that has been paid?)

Answered: 4 Skipped: 0

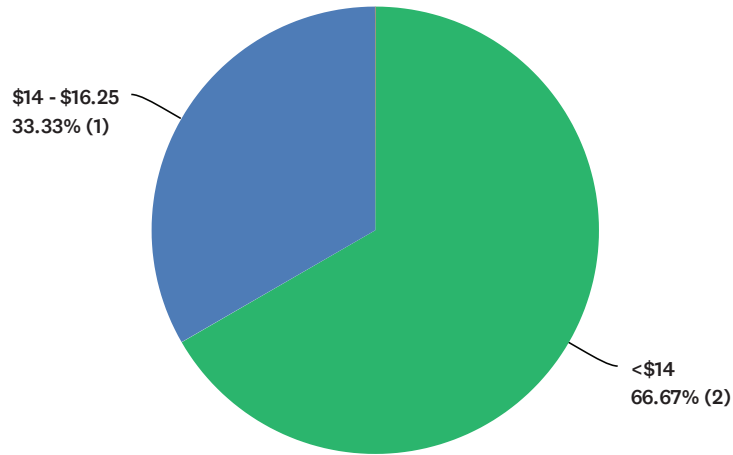


	<\$9	\$9 - \$10.75	\$10.76 - \$12.50	\$12.51 - \$14.25	\$14.26 - \$16	\$16.01 - \$18	>\$18	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	25.00% 1	25.00% 1	0.00% 0	25.00% 1	25.00% 1	4	5.00

Southern Region Responses Only

Q13 Grinder Operators(What's the LOWEST hourly rate that has been paid?)

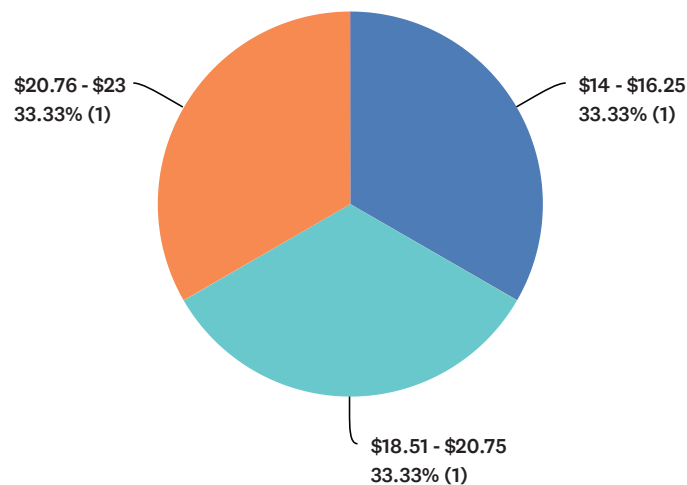
Answered: 3 Skipped: 1



	<\$14	\$14 - \$16.25	\$16.26 - \$18.50	\$18.51 - \$20.75	\$20.76 - \$23	\$23.01 - \$26	>\$26	TOTAL	WEIGHTED AVERAGE
(no label)	66.67% 2	33.33% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	3	1.33

Q14 Grinder Operators(What's the HIGHEST hourly rate that has been paid?)

Answered: 3 Skipped: 1

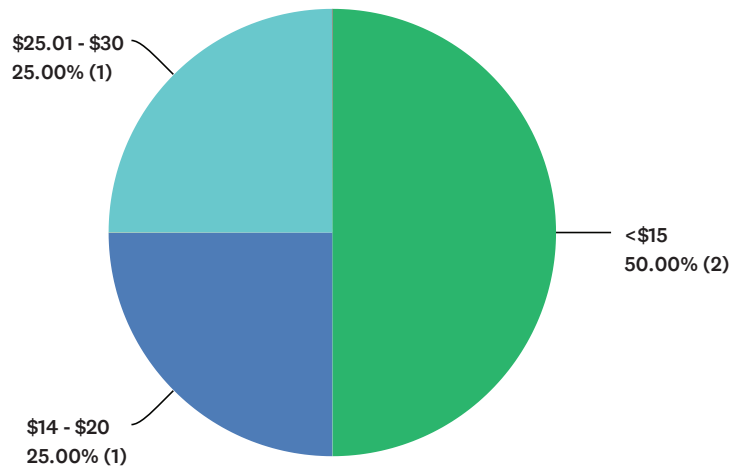


	<\$14	\$14 - \$16.25	\$16.26 - \$18.50	\$18.51 - \$20.75	\$20.76 - \$23	\$23.01 - \$26	>\$26	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	33.33% 1	0.00% 0	33.33% 1	33.33% 1	0.00% 0	0.00% 0	3	3.67

Southern Region Responses Only

Q15 Mechanics (What's the LOWEST hourly rate that has been paid?)

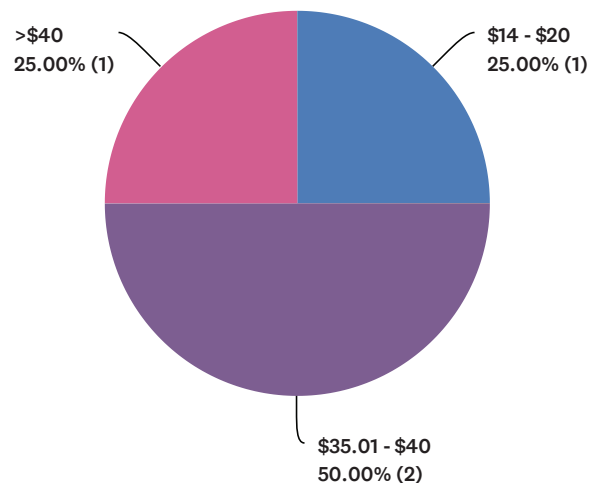
Answered: 4 Skipped: 0



	<\$15	\$14 - \$20	\$20.01 - \$25	\$25.01 - \$30	\$30.01 - \$35	\$35.01 - \$40	>\$40	TOTAL	WEIGHTED AVERAGE
(no label)	50.00% 2	25.00% 1	0.00% 0	25.00% 1	0.00% 0	0.00% 0	0.00% 0	4	2.00

Q16 Mechanics (What's the HIGHEST hourly rate that has been paid?)

Answered: 4 Skipped: 0

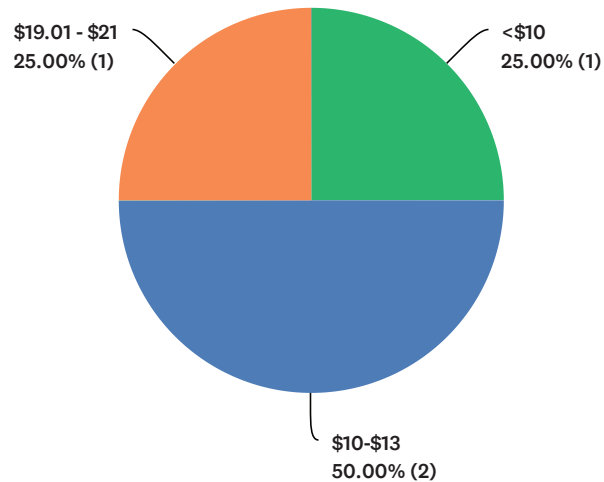


	<\$15	\$14 - \$20	\$20.01 - \$25	\$25.01 - \$30	\$30.01 - \$35	\$35.01 - \$40	>\$40	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	25.00% 1	0.00% 0	0.00% 0	0.00% 0	50.00% 2	25.00% 1	4	5.25

Southern Region Responses Only

Q17 Office Staff (clerical/administrative)(What's the LOWEST hourly rate that has been paid?)

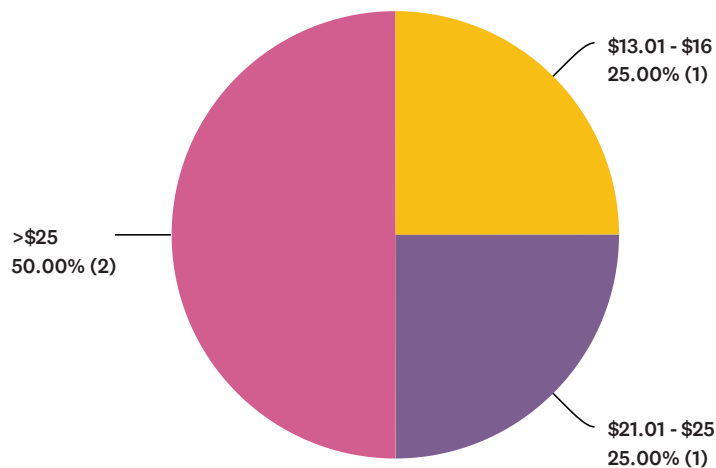
Answered: 4 Skipped: 0



	<\$10	\$10-\$13	\$13.01 - \$16	\$16.01 - \$19	\$19.01 - \$21	\$21.01 - \$25	>\$25	TOTAL	WEIGHTED AVERAGE
(no label)	25.00% 1	50.00% 2	0.00% 0	0.00% 0	25.00% 1	0.00% 0	0.00% 0	4	2.50

Q18 Office Staff (clerical/administrative)(What's the HIGHEST hourly rate that has been paid?)

Answered: 4 Skipped: 0

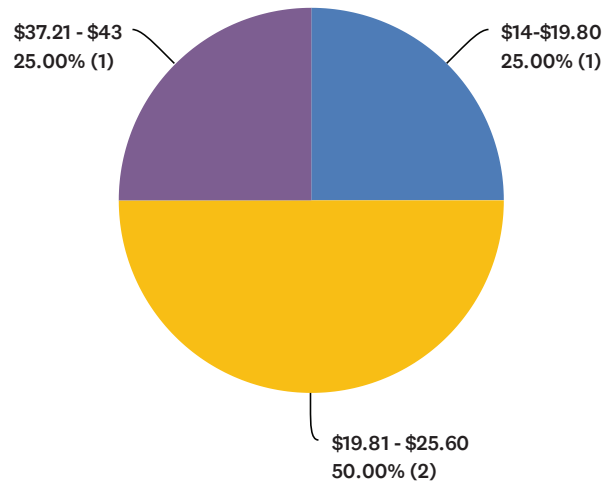


	<\$10	\$10-\$13	\$13.01 - \$16	\$16.01 - \$19	\$19.01 - \$21	\$21.01 - \$25	>\$25	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	25.00% 1	0.00% 0	0.00% 0	25.00% 1	50.00% 2	4	5.75

Southern Region Responses Only

Q19 Office Staff (managerial)(What's the LOWEST hourly rate that has been paid?)

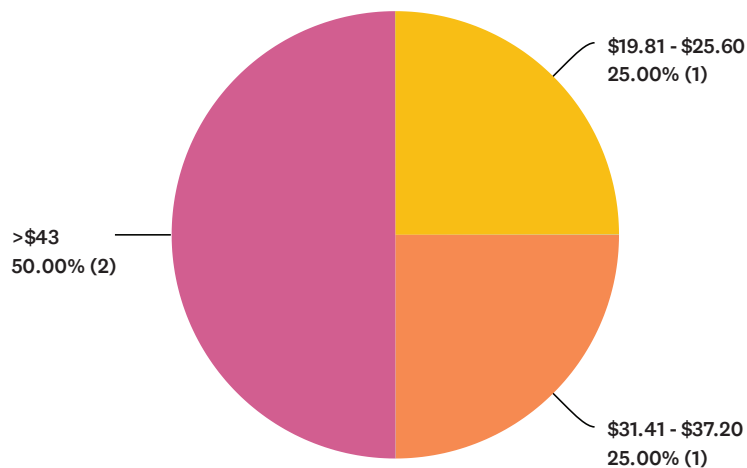
Answered: 4 Skipped: 0



	<\$14	\$14-\$19.80	\$19.81 - \$25.60	\$25.61 - \$31.40	\$31.41 - \$37.20	\$37.21 - \$43	>\$43	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	25.00% 1	50.00% 2	0.00% 0	0.00% 0	25.00% 1	0.00% 0	4	3.50

Q20 Office Staff (managerial)(What's the HIGHEST hourly rate that has been paid?)

Answered: 4 Skipped: 0

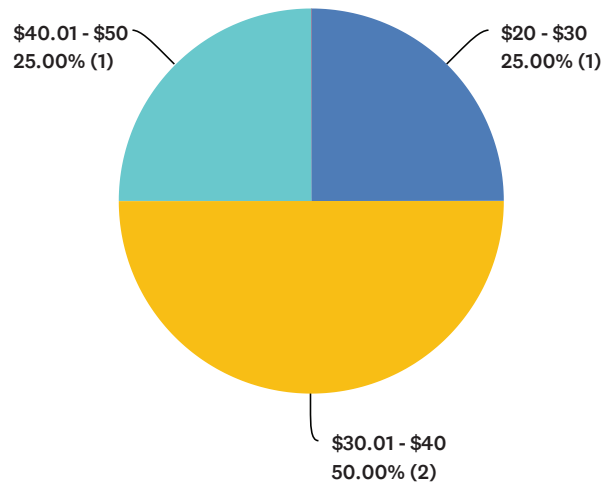


	<\$14	\$14-\$19.80	\$19.81 - \$25.60	\$25.61 - \$31.40	\$31.41 - \$37.20	\$37.21 - \$43	>\$43	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	25.00% 1	0.00% 0	25.00% 1	0.00% 0	50.00% 2	4	5.50

Southern Region Responses Only

Q21 Plant Manager(What's the LOWEST hourly rate that has been paid?)

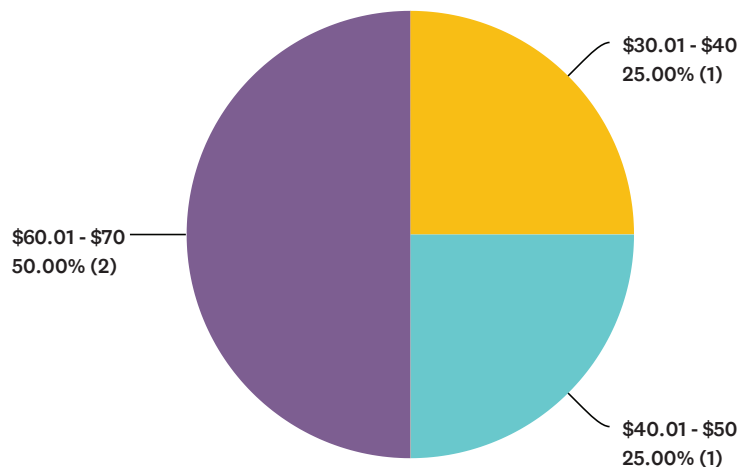
Answered: 4 Skipped: 0



	<\$20	\$20 - \$30	\$30.01 - \$40	\$40.01 - \$50	\$50.01 - \$60	\$60.01 - \$70	>\$70	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	25.00% 1	50.00% 2	25.00% 1	0.00% 0	0.00% 0	0.00% 0	4	3.00

Q22 Plant Manager(What's the HIGHEST hourly rate that has been paid?)

Answered: 4 Skipped: 0

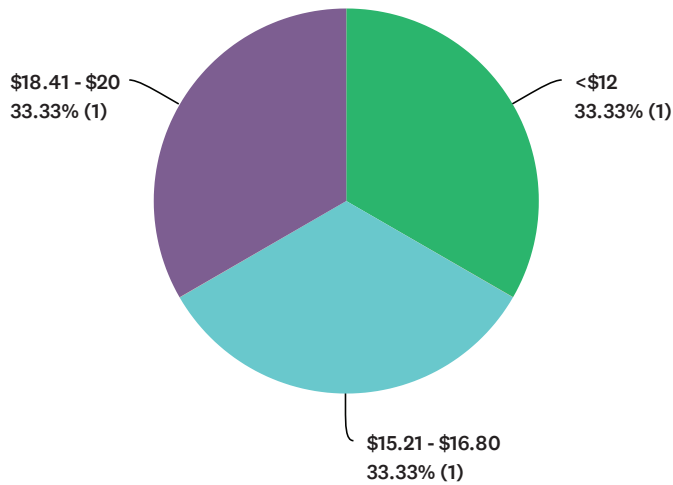


	<\$20	\$20 - \$30	\$30.01 - \$40	\$40.01 - \$50	\$50.01 - \$60	\$60.01 - \$70	>\$70	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	25.00% 1	25.00% 1	0.00% 0	50.00% 2	0.00% 0	4	4.75

Southern Region Responses Only

Q23 QC Staff(What's the LOWEST hourly rate that has been paid?)

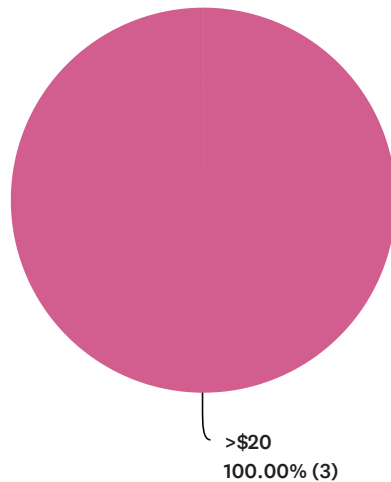
Answered: 3 Skipped: 1



	<\$12	\$12 - \$13.60	\$13.61 - \$15.20	\$15.21 - \$16.80	\$16.81 - \$18.40	\$18.41 - \$20	>\$20	TOTAL	WEIGHTED AVERAGE
(no label)	33.33% 1	0.00% 0	0.00% 0	33.33% 1	0.00% 0	33.33% 1	0.00% 0	3	3.67

Q24 QC Staff(What's the HIGHEST hourly rate that has been paid?)

Answered: 3 Skipped: 1

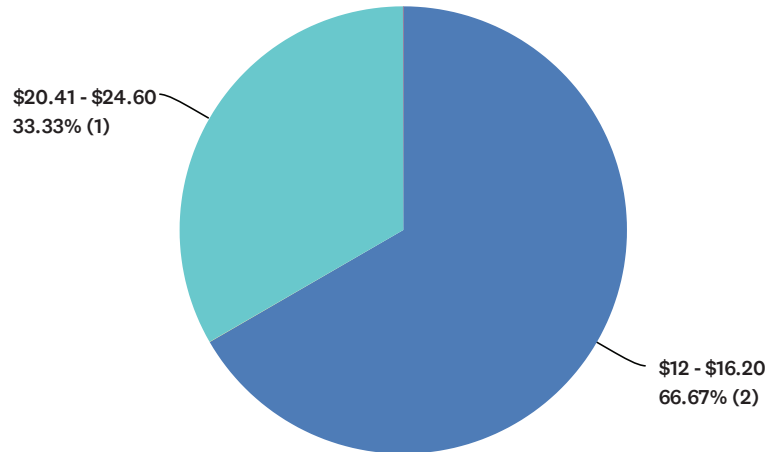


	<\$12	\$12 - \$13.60	\$13.61 - \$15.20	\$15.21 - \$16.80	\$16.81 - \$18.40	\$18.41 - \$20	>\$20	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 3	3	7.00

Southern Region Responses Only

Q25 Safety Employees(What's the LOWEST hourly rate that has been paid?)

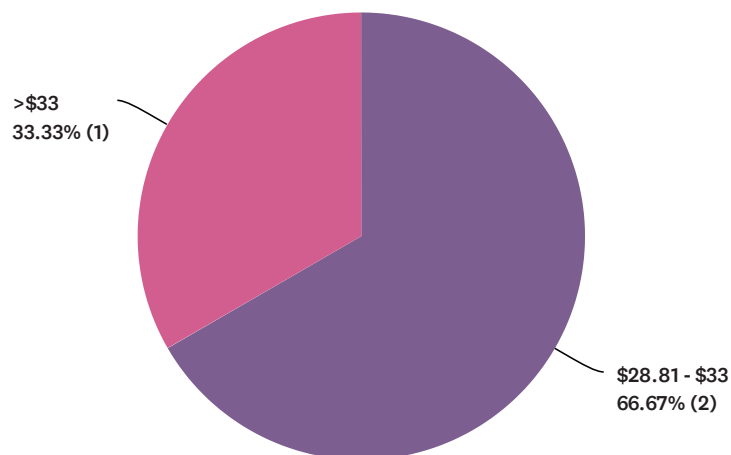
Answered: 3 Skipped: 1



	<\$12	\$12 - \$16.20	\$16.21 - \$20.40	\$20.41 - \$24.60	\$24.61 - \$28.80	\$28.81 - \$33	>\$33	TOTAL	WEIGHTED AVERAGE
(no label)	0.00%	66.67%	0.00%	33.33%	0.00%	0.00%	0.00%	3	2.67
	0	2	0	1	0	0	0		

Q26 Safety Employees(What's the HIGHEST hourly rate that has been paid?)

Answered: 3 Skipped: 1

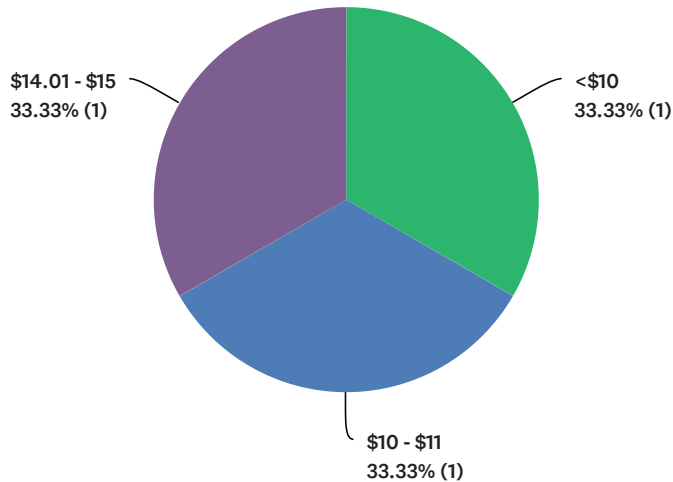


	<\$12	\$12 - \$16.20	\$16.21 - \$20.40	\$20.41 - \$24.60	\$24.61 - \$28.80	\$28.81 - \$33	>\$33	TOTAL	WEIGHTED AVERAGE
(no label)	0.00%	0.00%	0.00%	0.00%	0.00%	66.67%	33.33%	3	6.33
	0	0	0	0	0	2	1		

Southern Region Responses Only

Q27 Warehouse Workers(What's the LOWEST hourly rate that has been paid?)

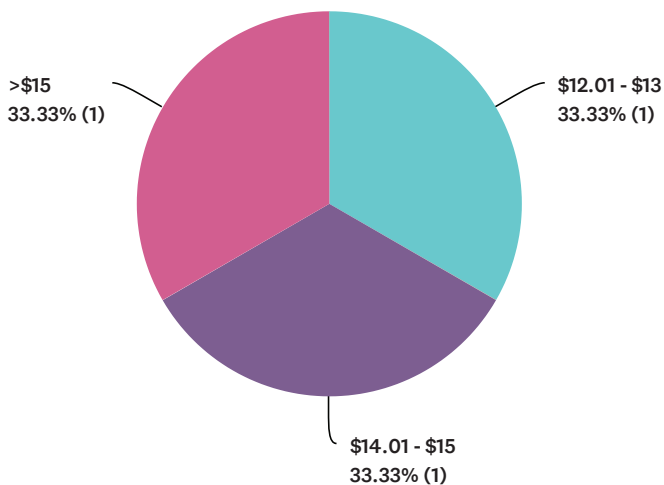
Answered: 3 Skipped: 1



	<\$10	\$10 - \$11	\$11.01 - \$12	\$12.01 - \$13	\$13.01 - \$14	\$14.01 - \$15	>\$15	TOTAL	WEIGHTED AVERAGE
(no label)	33.33% 1	33.33% 1	0.00% 0	0.00% 0	0.00% 0	33.33% 1	0.00% 0	3	3.00

Q28 Warehouse Workers(What's the HIGHEST hourly rate that has been paid?)

Answered: 3 Skipped: 1

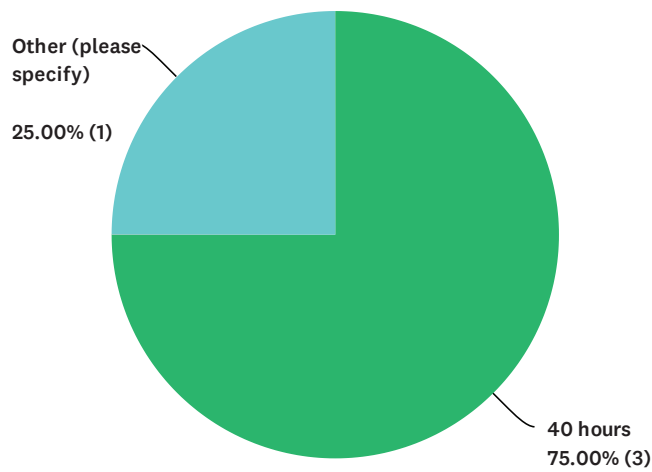


	<\$10	\$10 - \$11	\$11.01 - \$12	\$12.01 - \$13	\$13.01 - \$14	\$14.01 - \$15	>\$15	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	0.00% 0	33.33% 1	0.00% 0	33.33% 1	33.33% 1	3	5.67

Southern Region Responses Only

Q29 Historically, when have company truck drivers begun overtime pay?

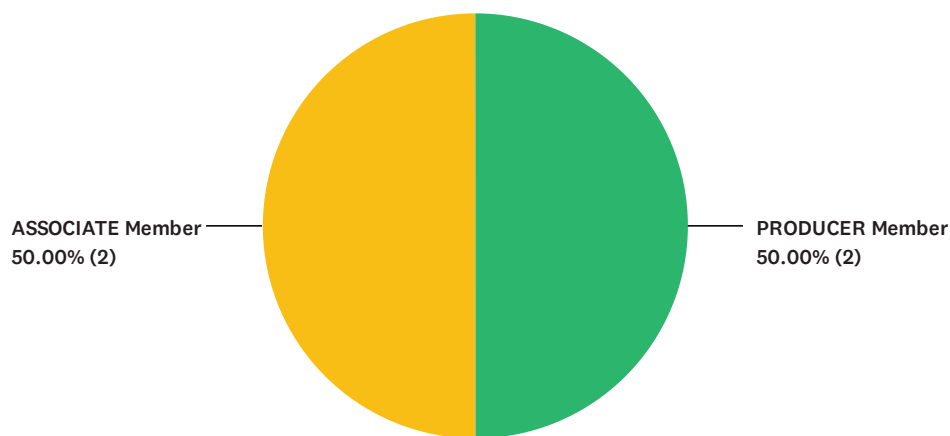
Answered: 4 Skipped: 0



ANSWER CHOICES	RESPONSES	
40 hours	75.00%	3
50 hours	0.00%	0
60 hours	0.00%	0
Other (please specify)	25.00%	1
TOTAL		4

Q31 Which of the following best describes your company?

Answered: 4 Skipped: 0



ANSWER CHOICES	RESPONSES	
PRODUCER Member	50.00%	2
AFFILIATE Member	0.00%	0
ASSOCIATE Member	50.00%	2
TOTAL		4



2021

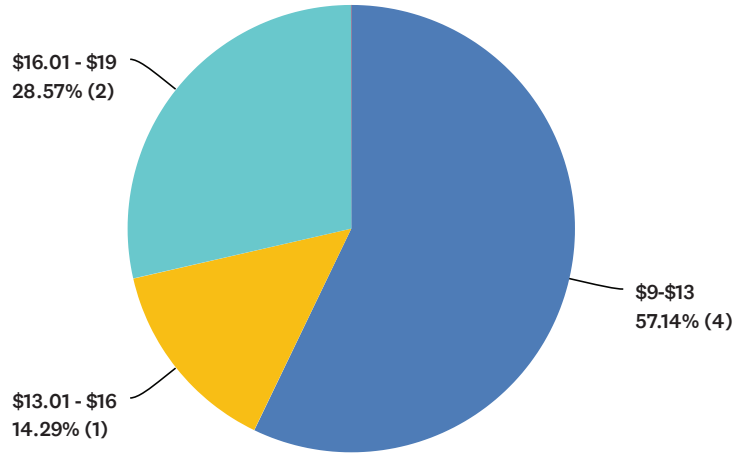
Mulch & Soil Industry Compensation Survey Report

**Central Region Responses Only
(CO,IA,IL,IN,KS,MI,MN,MO,ND,OH,SD,WI)**

Central Region Responses Only

Q1 Bagging Line Operator(What's the LOWEST hourly rate that has been paid?)

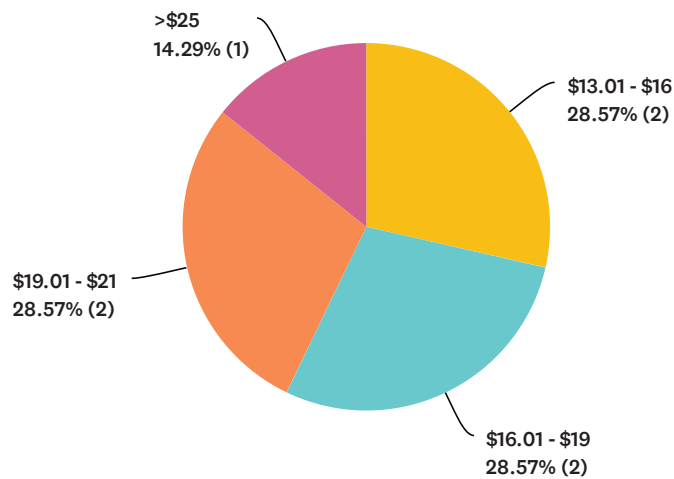
Answered: 7 Skipped: 2



	<\$9	\$9-\$13	\$13.01 - \$16	\$16.01 - \$19	\$19.01 - \$21	\$21.01 - \$25	>\$25	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	57.14% 4	14.29% 1	28.57% 2	0.00% 0	0.00% 0	0.00% 0	7	2.71

Q2 Bagging Line Operator(What's the HIGHEST hourly rate that has been paid?)

Answered: 7 Skipped: 2

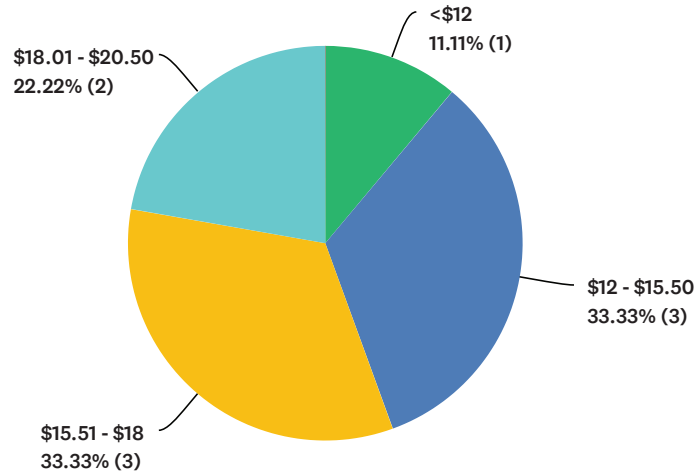


	<\$9	\$9-\$13	\$13.01 - \$16	\$16.01 - \$19	\$19.01 - \$21	\$21.01 - \$25	>\$25	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	28.57% 2	28.57% 2	28.57% 2	0.00% 0	14.29% 1	7	4.43

Central Region Responses Only

Q3 Color Machine Operator(What's the LOWEST hourly rate that has been paid?)

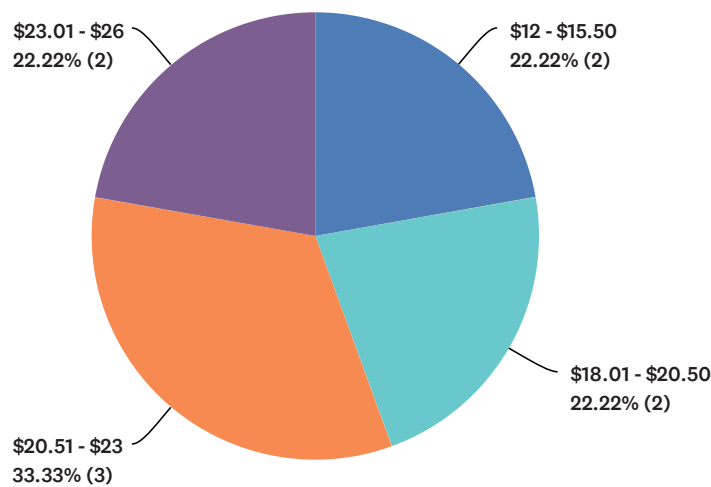
Answered: 9 Skipped: 0



	<\$12	\$12 - \$15.50	\$15.51 - \$18	\$18.01 - \$20.50	\$20.51 - \$23	\$23.01 - \$26	>\$26	TOTAL	WEIGHTED AVERAGE
(no label)	11.11% 1	33.33% 3	33.33% 3	22.22% 2	0.00% 0	0.00% 0	0.00% 0	9	2.67

Q4 Color Machine Operator(What's the HIGHEST hourly rate that has been paid?)

Answered: 9 Skipped: 0

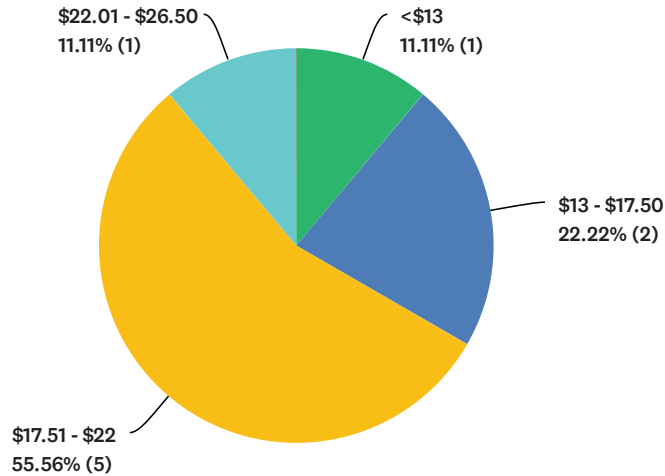


	<\$12	\$12 - \$15.50	\$15.51 - \$18	\$18.01 - \$20.50	\$20.51 - \$23	\$23.01 - \$26	>\$26	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	22.22% 2	0.00% 0	22.22% 2	33.33% 3	22.22% 2	0.00% 0	9	4.33

Central Region Responses Only

Q5 Company Truck Drivers(What's the LOWEST hourly rate that has been paid?)

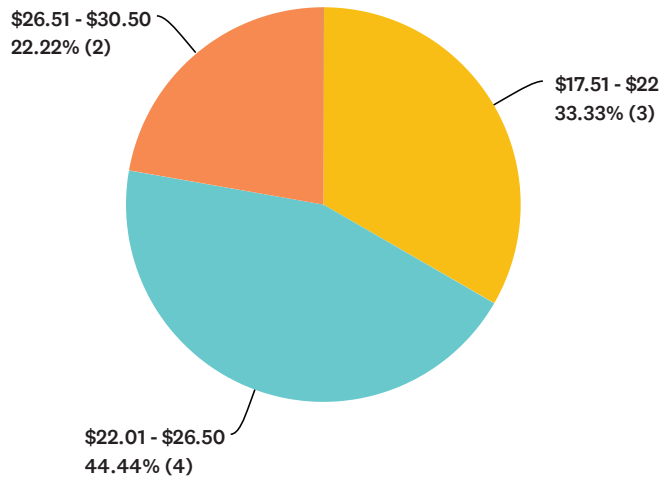
Answered: 9 Skipped: 0



	<\$13	\$13 - \$17.50	\$17.51 - \$22	\$22.01 - \$26.50	\$26.51 - \$30.50	\$30.51 - \$35	>\$35	TOTAL	WEIGHTED AVERAGE
(no label)	11.11% 1	22.22% 2	55.56% 5	11.11% 1	0.00% 0	0.00% 0	0.00% 0	9	2.67

Q6 Company Truck Drivers(What's the HIGHEST hourly rate that has been paid?)

Answered: 9 Skipped: 0

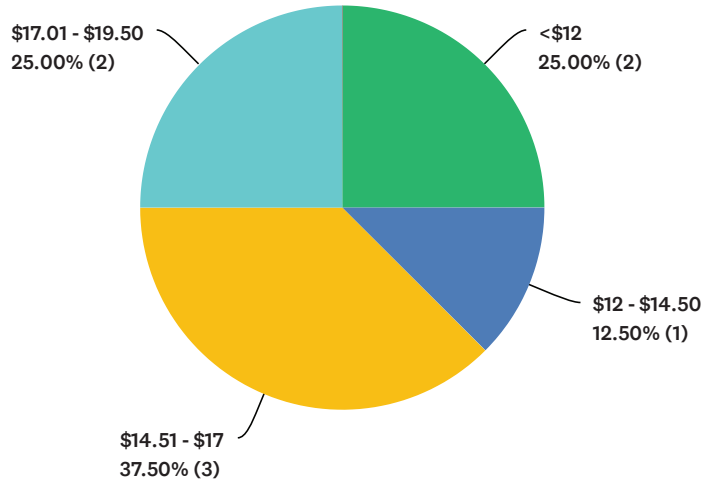


	<\$13	\$13 - \$17.50	\$17.51 - \$22	\$22.01 - \$26.50	\$26.51 - \$30.50	\$30.51 - \$35	>\$35	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	33.33% 3	44.44% 4	22.22% 2	0.00% 0	0.00% 0	9	3.89

Central Region Responses Only

Q7 Heavy Equipment Operator (front end loader/bulldozer)(What's the LOWEST hourly rate that has been paid?)

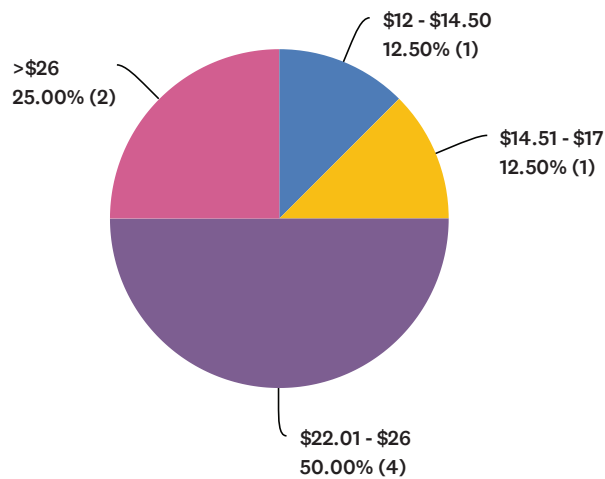
Answered: 8 Skipped: 1



	<\$12	\$12 - \$14.50	\$14.51 - \$17	\$17.01 - \$19.50	\$19.51 - \$22	\$22.01 - \$26	>\$26	TOTAL	WEIGHTED AVERAGE
(no label)	25.00% 2	12.50% 1	37.50% 3	25.00% 2	0.00% 0	0.00% 0	0.00% 0	8	2.63

Q8 Heavy Equipment Operator (front end loader/bulldozer)(What's the HIGHEST hourly rate that has been paid?)

Answered: 8 Skipped: 1

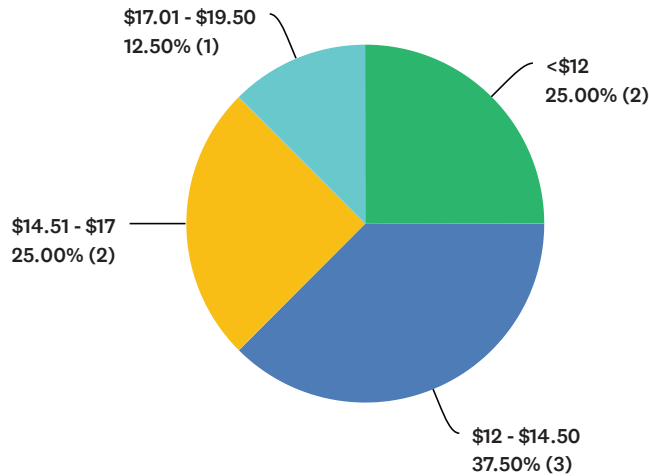


	<\$12	\$12 - \$14.50	\$14.51 - \$17	\$17.01 - \$19.50	\$19.51 - \$22	\$22.01 - \$26	>\$26	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	12.50% 1	12.50% 1	0.00% 0	0.00% 0	50.00% 4	25.00% 2	8	5.38

Central Region Responses Only

Q9 Medium/Light Equipment Operator - (fork lift/skidsteer/bobcat)(What's the LOWEST hourly rate that has been paid?)

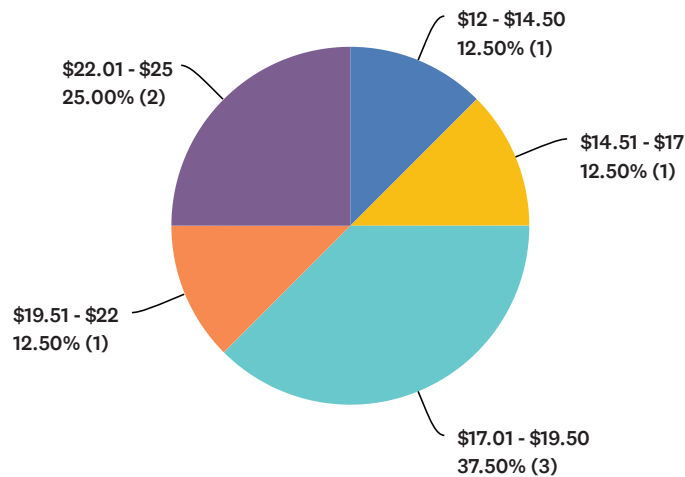
Answered: 8 Skipped: 1



	<\$12	\$12 - \$14.50	\$14.51 - \$17	\$17.01 - \$19.50	\$19.51 - \$22	\$22.01 - \$25	>\$25	TOTAL	WEIGHTED AVERAGE
(no label)	25.00% 2	37.50% 3	25.00% 2	12.50% 1	0.00% 0	0.00% 0	0.00% 0	8	2.25

Q10 Medium/Light Equipment Operator - (fork lift/skidsteer/bobcat)(What's the HIGHEST hourly rate that has been paid?)

Answered: 8 Skipped: 1

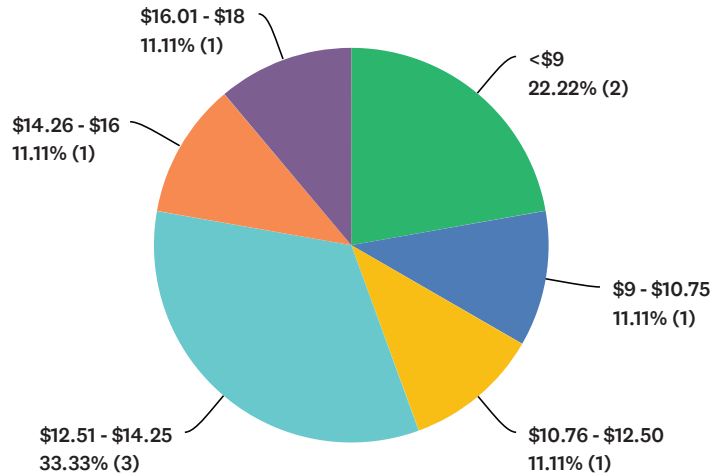


	<\$12	\$12 - \$14.50	\$14.51 - \$17	\$17.01 - \$19.50	\$19.51 - \$22	\$22.01 - \$25	>\$25	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	12.50% 1	12.50% 1	37.50% 3	12.50% 1	25.00% 2	0.00% 0	8	4.25

Central Region Responses Only

Q11 General Laborer(What's the LOWEST hourly rate that has been paid?)

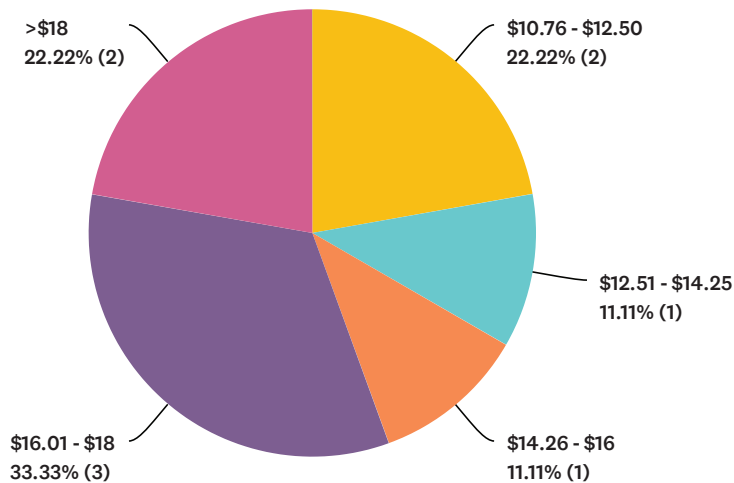
Answered: 9 Skipped: 0



	<\$9	\$9 - \$10.75	\$10.76 - \$12.50	\$12.51 - \$14.25	\$14.26 - \$16	\$16.01 - \$18	>\$18	TOTAL	WEIGHTED AVERAGE
(no label)	22.22% 2	11.11% 1	11.11% 1	33.33% 3	11.11% 1	11.11% 1	0.00% 0	9	3.33

Q12 General Laborer(What's the HIGHEST hourly rate that has been paid?)

Answered: 9 Skipped: 0

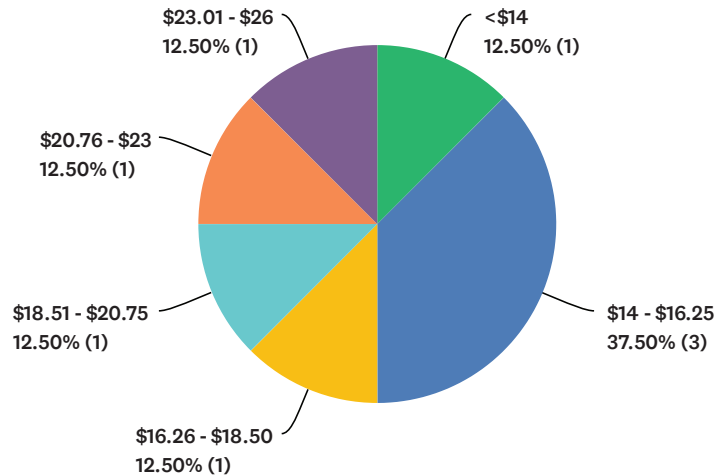


	<\$9	\$9 - \$10.75	\$10.76 - \$12.50	\$12.51 - \$14.25	\$14.26 - \$16	\$16.01 - \$18	>\$18	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	22.22% 2	11.11% 1	11.11% 1	33.33% 3	22.22% 2	9	5.22

Central Region Responses Only

Q13 Grinder Operators(What's the LOWEST hourly rate that has been paid?)

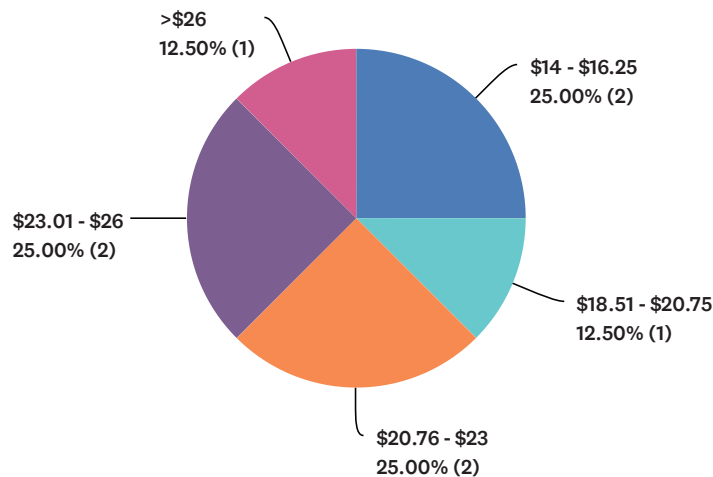
Answered: 8 Skipped: 1



	<\$14	\$14 - \$16.25	\$16.26 - \$18.50	\$18.51 - \$20.75	\$20.76 - \$23	\$23.01 - \$26	>\$26	TOTAL	WEIGHTED AVERAGE
(no label)	12.50% 1	37.50% 3	12.50% 1	12.50% 1	12.50% 1	12.50% 1	0.00% 0	8	3.13

Q14 Grinder Operators(What's the HIGHEST hourly rate that has been paid?)

Answered: 8 Skipped: 1

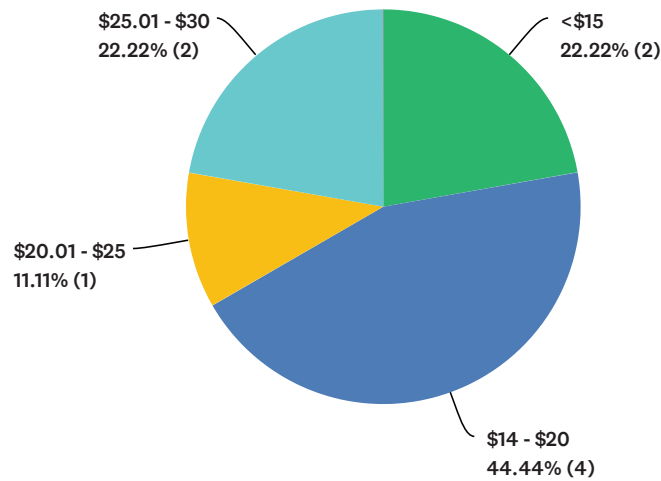


	<\$14	\$14 - \$16.25	\$16.26 - \$18.50	\$18.51 - \$20.75	\$20.76 - \$23	\$23.01 - \$26	>\$26	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	25.00% 2	0.00% 0	12.50% 1	25.00% 2	25.00% 2	12.50% 1	8	4.63

Central Region Responses Only

Q15 Mechanics (What's the LOWEST hourly rate that has been paid?)

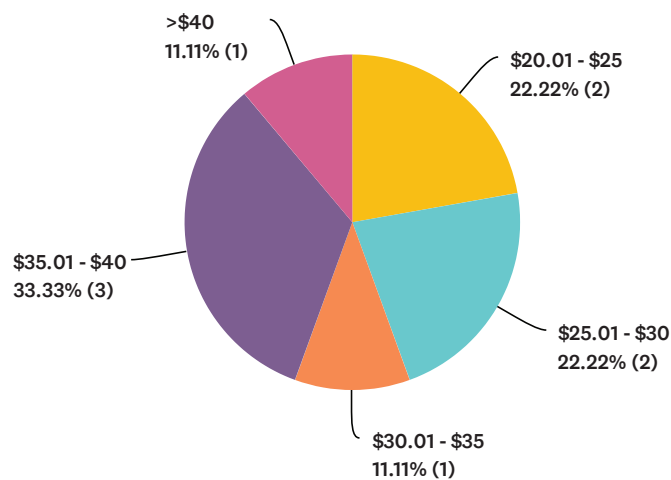
Answered: 9 Skipped: 0



	<\$15	\$14 - \$20	\$20.01 - \$25	\$25.01 - \$30	\$30.01 - \$35	\$35.01 - \$40	>\$40	TOTAL	WEIGHTED AVERAGE
(no label)	22.22% 2	44.44% 4	11.11% 1	22.22% 2	0.00% 0	0.00% 0	0.00% 0	9	2.33

Q16 Mechanics (What's the HIGHEST hourly rate that has been paid?)

Answered: 9 Skipped: 0

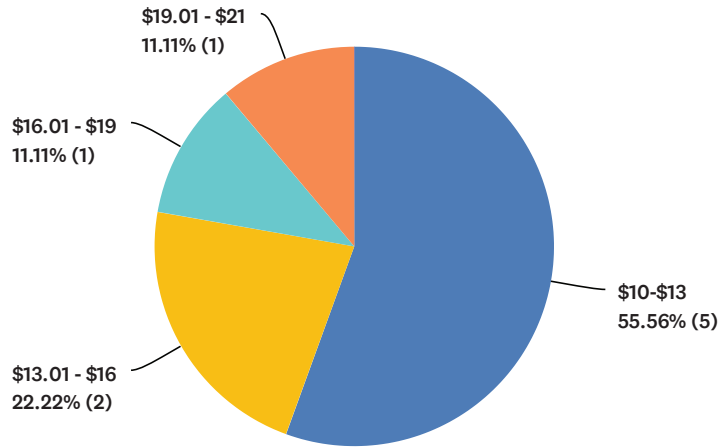


	<\$15	\$14 - \$20	\$20.01 - \$25	\$25.01 - \$30	\$30.01 - \$35	\$35.01 - \$40	>\$40	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	22.22% 2	22.22% 2	11.11% 1	33.33% 3	11.11% 1	9	4.89

Central Region Responses Only

Q17 Office Staff (clerical/administrative)(What's the LOWEST hourly rate that has been paid?)

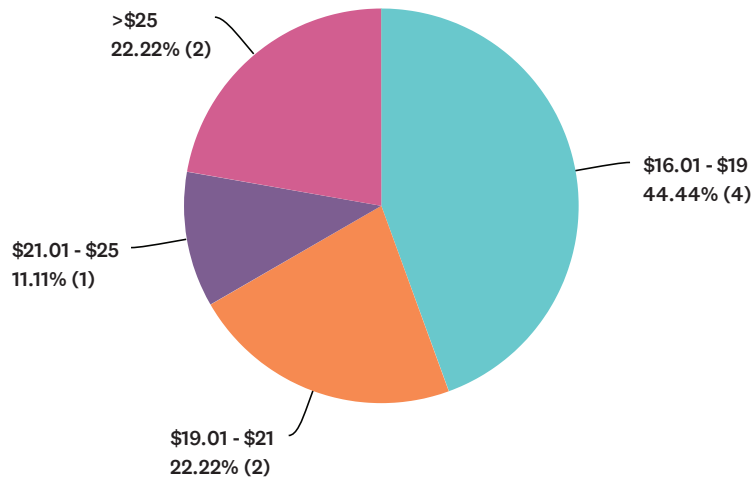
Answered: 9 Skipped: 0



	<\$10	\$10-\$13	\$13.01 - \$16	\$16.01 - \$19	\$19.01 - \$21	\$21.01 - \$25	>\$25	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	55.56% 5	22.22% 2	11.11% 1	11.11% 1	0.00% 0	0.00% 0	9	2.78

Q18 Office Staff (clerical/administrative)(What's the HIGHEST hourly rate that has been paid?)

Answered: 9 Skipped: 0

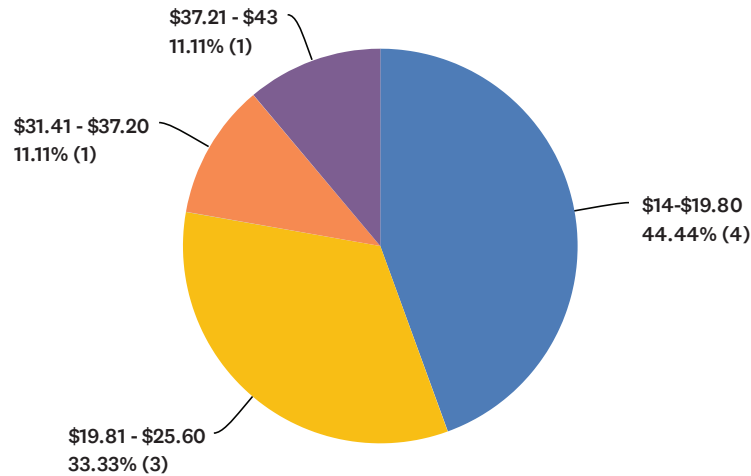


	<\$10	\$10-\$13	\$13.01 - \$16	\$16.01 - \$19	\$19.01 - \$21	\$21.01 - \$25	>\$25	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	0.00% 0	44.44% 4	22.22% 2	11.11% 1	22.22% 2	9	5.11

Central Region Responses Only

Q19 Office Staff (managerial)(What's the LOWEST hourly rate that has been paid?)

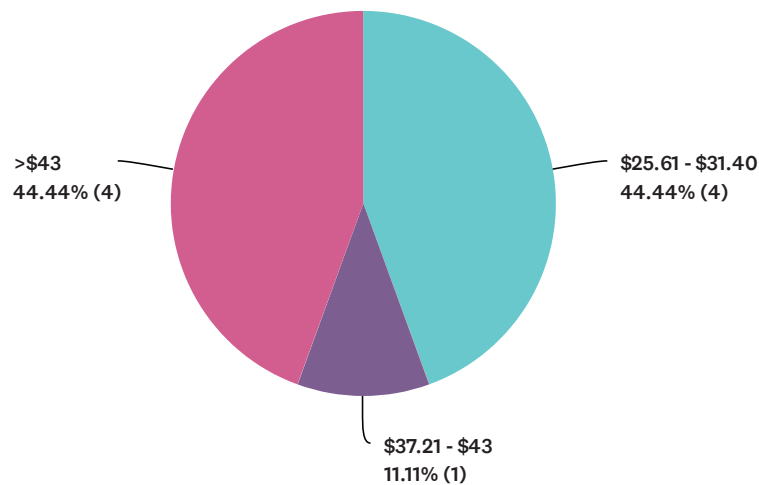
Answered: 9 Skipped: 0



	<\$14	\$14-\$19.80	\$19.81 - \$25.60	\$25.61 - \$31.40	\$31.41 - \$37.20	\$37.21 - \$43	>\$43	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	44.44% 4	33.33% 3	0.00% 0	11.11% 1	11.11% 1	0.00% 0	9	3.11

Q20 Office Staff (managerial)(What's the HIGHEST hourly rate that has been paid?)

Answered: 9 Skipped: 0

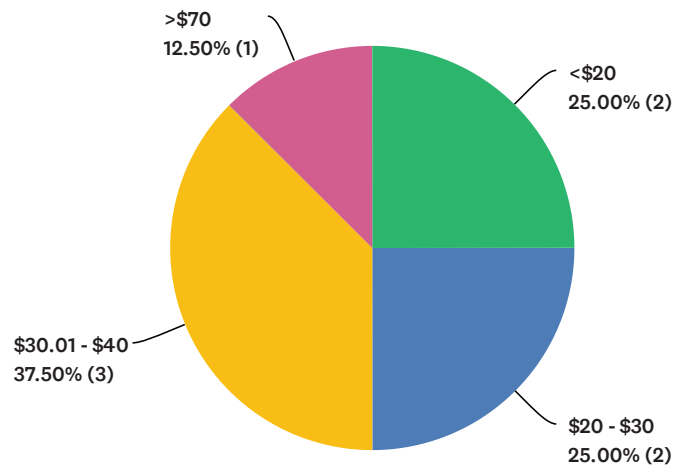


	<\$14	\$14-\$19.80	\$19.81 - \$25.60	\$25.61 - \$31.40	\$31.41 - \$37.20	\$37.21 - \$43	>\$43	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	0.00% 0	44.44% 4	0.00% 0	11.11% 1	44.44% 4	9	5.56

Central Region Responses Only

Q21 Plant Manager(What's the LOWEST hourly rate that has been paid?)

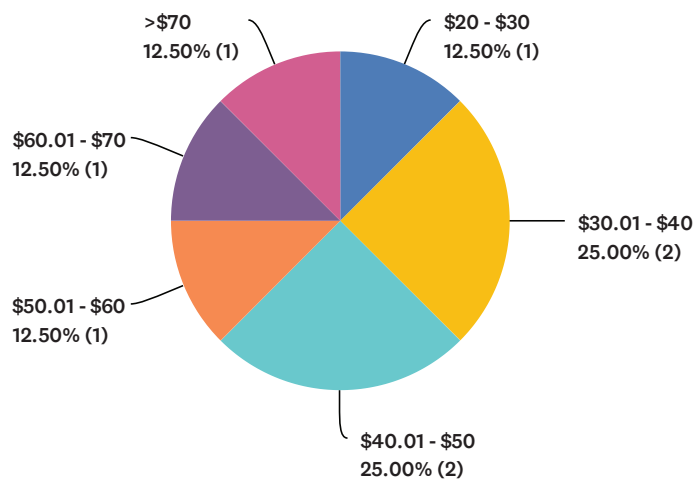
Answered: 8 Skipped: 1



	<\$20	\$20 - \$30	\$30.01 - \$40	\$40.01 - \$50	\$50.01 - \$60	\$60.01 - \$70	>\$70	TOTAL	WEIGHTED AVERAGE
(no label)	25.00% 2	25.00% 2	37.50% 3	0.00% 0	0.00% 0	0.00% 0	12.50% 1	8	2.75

Q22 Plant Manager(What's the HIGHEST hourly rate that has been paid?)

Answered: 8 Skipped: 1

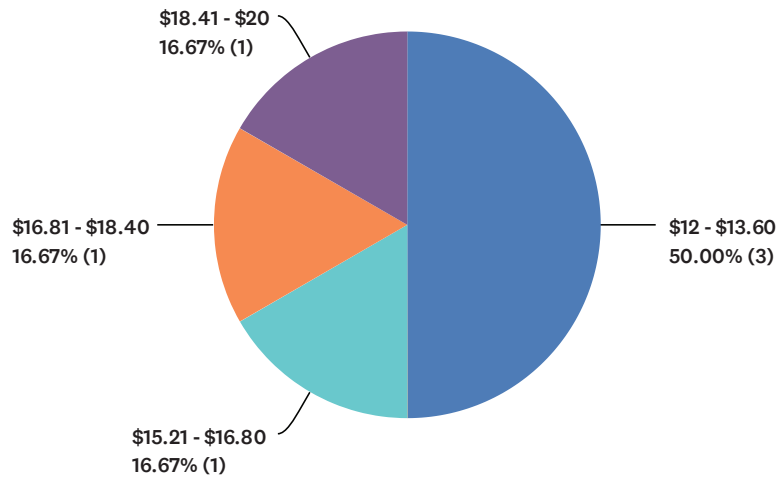


	<\$20	\$20 - \$30	\$30.01 - \$40	\$40.01 - \$50	\$50.01 - \$60	\$60.01 - \$70	>\$70	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	12.50% 1	25.00% 2	25.00% 2	12.50% 1	12.50% 1	12.50% 1	8	4.25

Central Region Responses Only

Q23 QC Staff(What's the LOWEST hourly rate that has been paid?)

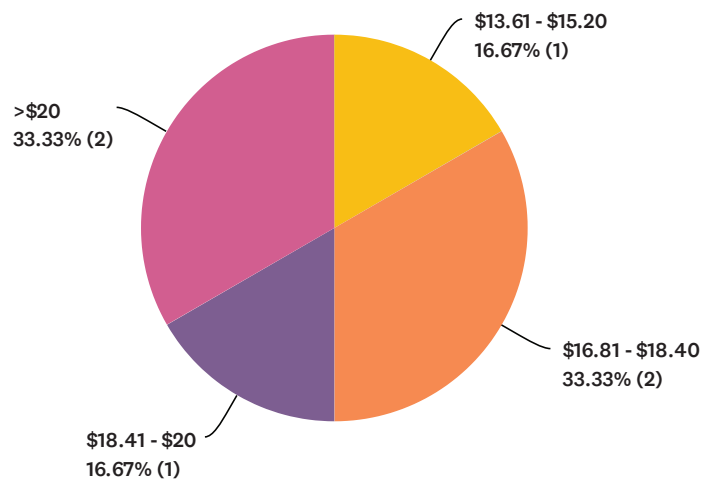
Answered: 6 Skipped: 3



	<\$12	\$12 - \$13.60	\$13.61 - \$15.20	\$15.21 - \$16.80	\$16.81 - \$18.40	\$18.41 - \$20	>\$20	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	50.00% 3	0.00% 0	16.67% 1	16.67% 1	16.67% 1	0.00% 0	6	3.50

Q24 QC Staff(What's the HIGHEST hourly rate that has been paid?)

Answered: 6 Skipped: 3

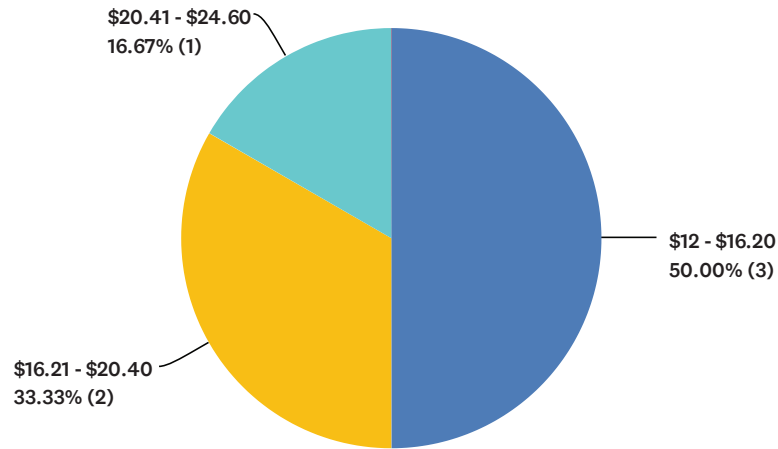


	<\$12	\$12 - \$13.60	\$13.61 - \$15.20	\$15.21 - \$16.80	\$16.81 - \$18.40	\$18.41 - \$20	>\$20	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	16.67% 1	0.00% 0	33.33% 2	16.67% 1	33.33% 2	6	5.50

Central Region Responses Only

Q25 Safety Employees(What's the LOWEST hourly rate that has been paid?)

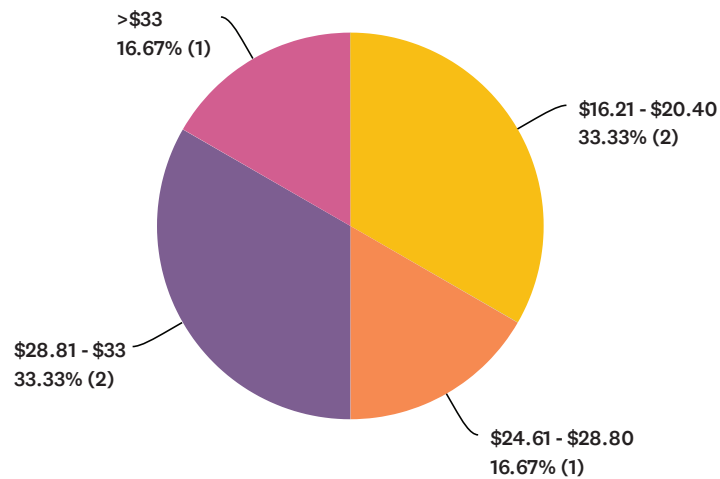
Answered: 6 Skipped: 3



	<\$12	\$12 - \$16.20	\$16.21 - \$20.40	\$20.41 - \$24.60	\$24.61 - \$28.80	\$28.81 - \$33	>\$33	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	50.00% 3	33.33% 2	16.67% 1	0.00% 0	0.00% 0	0.00% 0	6	2.67

Q26 Safety Employees(What's the HIGHEST hourly rate that has been paid?)

Answered: 6 Skipped: 3

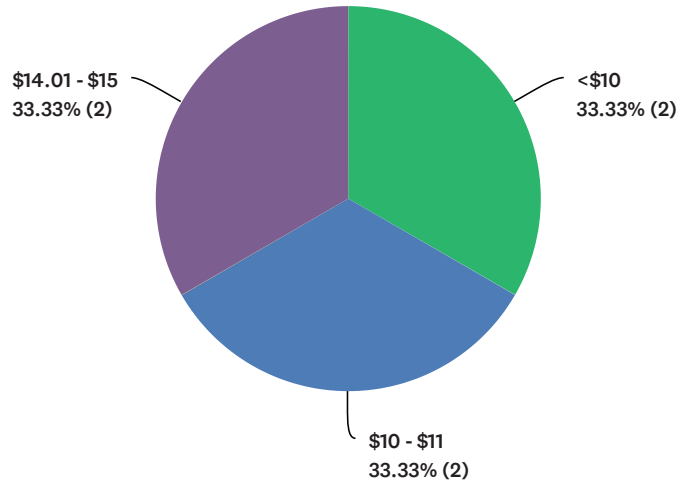


	<\$12	\$12 - \$16.20	\$16.21 - \$20.40	\$20.41 - \$24.60	\$24.61 - \$28.80	\$28.81 - \$33	>\$33	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	33.33% 2	0.00% 0	16.67% 1	33.33% 2	16.67% 1	6	5.00

Central Region Responses Only

Q27 Warehouse Workers(What's the LOWEST hourly rate that has been paid?)

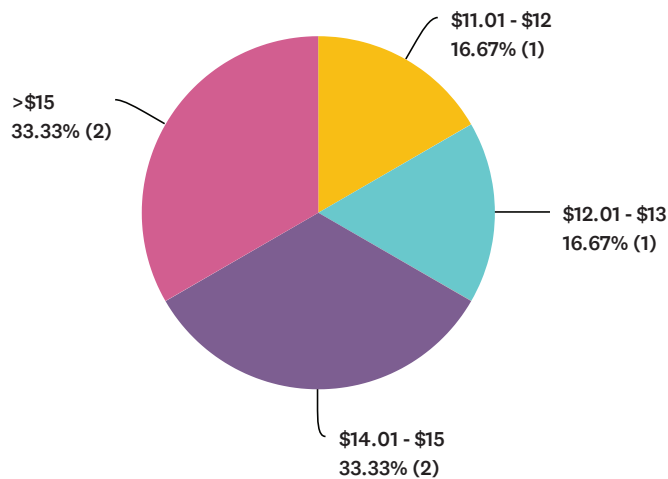
Answered: 6 Skipped: 3



	<\$10	\$10 - \$11	\$11.01 - \$12	\$12.01 - \$13	\$13.01 - \$14	\$14.01 - \$15	>\$15	TOTAL	WEIGHTED AVERAGE
(no label)	33.33% 2	33.33% 2	0.00% 0	0.00% 0	0.00% 0	33.33% 2	0.00% 0	6	3.00

Q28 Warehouse Workers(What's the HIGHEST hourly rate that has been paid?)

Answered: 6 Skipped: 3

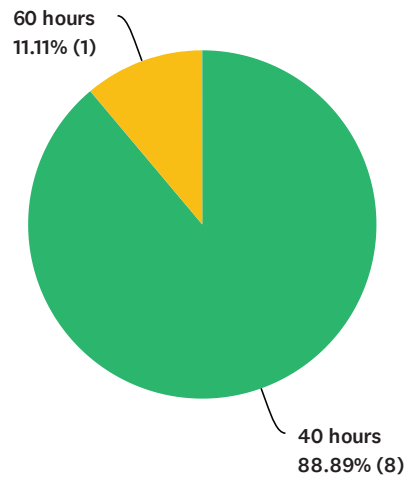


	<\$10	\$10 - \$11	\$11.01 - \$12	\$12.01 - \$13	\$13.01 - \$14	\$14.01 - \$15	>\$15	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	16.67% 1	16.67% 1	0.00% 0	33.33% 2	33.33% 2	6	5.50

Central Region Responses Only

Q29 Historically, when have company truck drivers begun overtime pay?

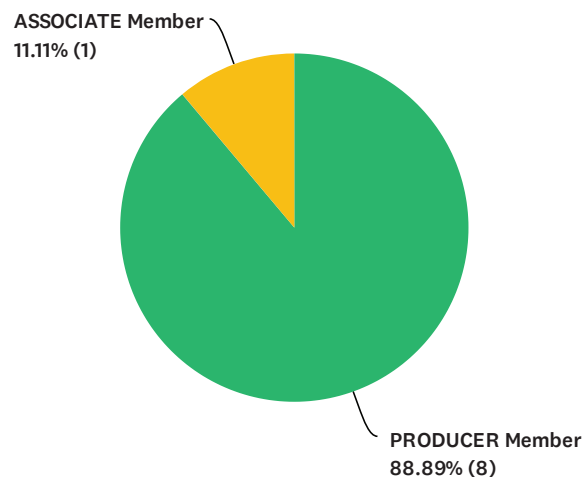
Answered: 9 Skipped: 0



ANSWER CHOICES	RESPONSES	
40 hours	88.89%	8
50 hours	0.00%	0
60 hours	11.11%	1
Other (please specify)	0.00%	0
TOTAL		9

Q31 Which of the following best describes your company?

Answered: 9 Skipped: 0



ANSWER CHOICES	RESPONSES	
PRODUCER Member	88.89%	8
AFFILIATE Member	0.00%	0
ASSOCIATE Member	11.11%	1
TOTAL		9



2021

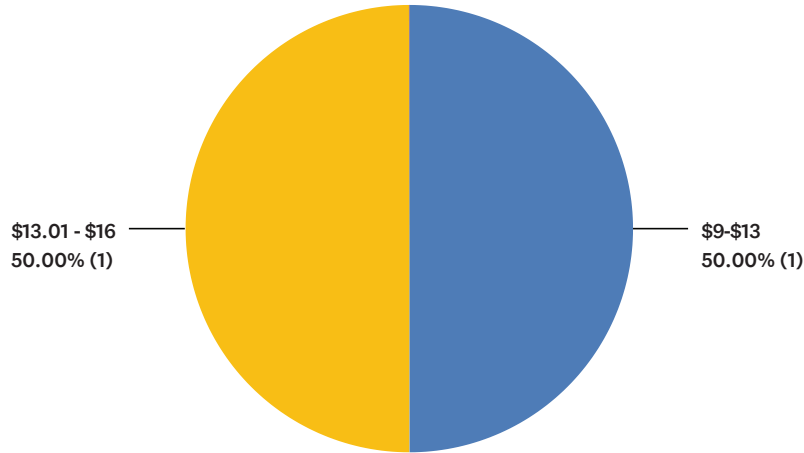
Mulch & Soil Industry Compensation Survey Report

**Northwest Region Responses Only
(ID,MT,OR,WA,WY)**

Northwest Region Responses Only

Q1 Bagging Line Operator(What's the LOWEST hourly rate that has been paid?)

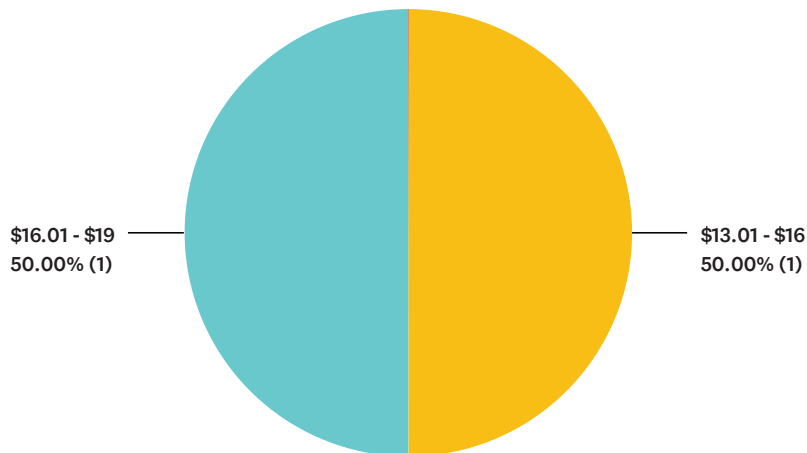
Answered: 2 Skipped: 1



	<\$9	\$9-\$13	\$13.01 - \$16	\$16.01 - \$19	\$19.01 - \$21	\$21.01 - \$25	>\$25	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	50.00% 1	50.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	2	2.50

Q2 Bagging Line Operator(What's the HIGHEST hourly rate that has been paid?)

Answered: 2 Skipped: 1

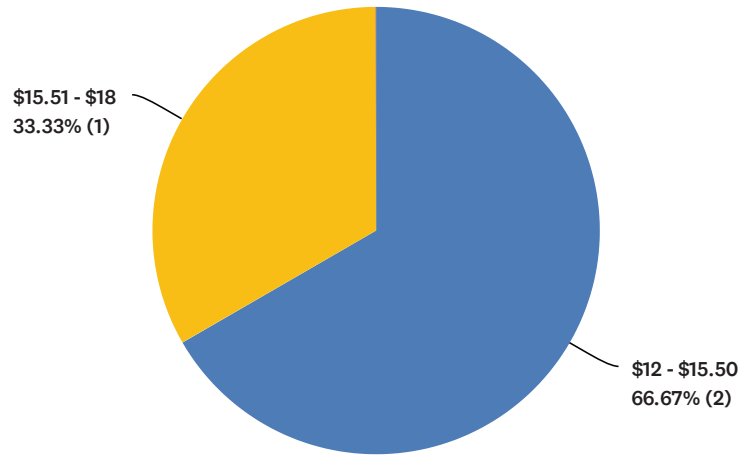


	<\$9	\$9-\$13	\$13.01 - \$16	\$16.01 - \$19	\$19.01 - \$21	\$21.01 - \$25	>\$25	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	50.00% 1	50.00% 1	0.00% 0	0.00% 0	0.00% 0	2	3.50

Northwest Region Responses Only

Q3 Color Machine Operator(What's the LOWEST hourly rate that has been paid?)

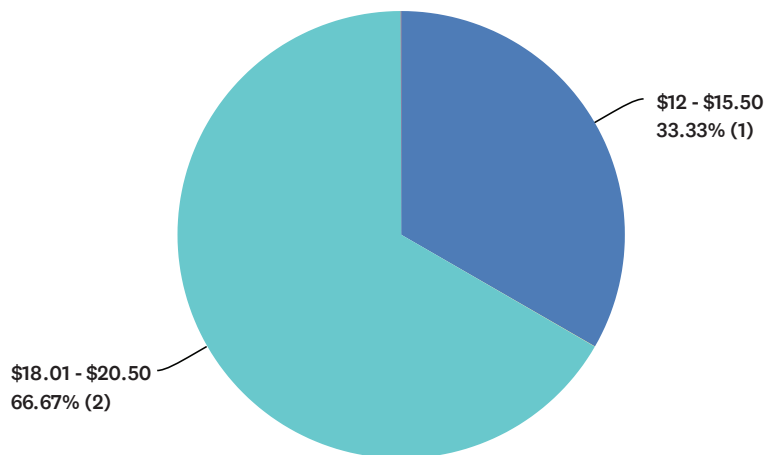
Answered: 3 Skipped: 0



	<\$12	\$12 - \$15.50	\$15.51 - \$18	\$18.01 - \$20.50	\$20.51 - \$23	\$23.01 - \$26	>\$26	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	66.67% 2	33.33% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	3	2.33

Q4 Color Machine Operator(What's the HIGHEST hourly rate that has been paid?)

Answered: 3 Skipped: 0

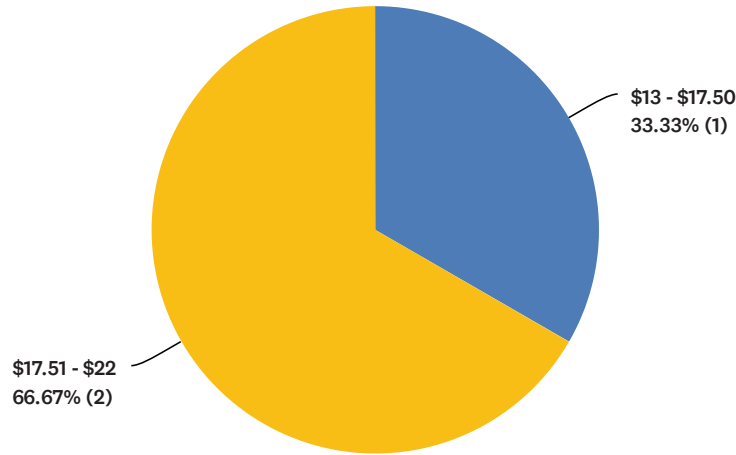


	<\$12	\$12 - \$15.50	\$15.51 - \$18	\$18.01 - \$20.50	\$20.51 - \$23	\$23.01 - \$26	>\$26	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	33.33% 1	0.00% 0	66.67% 2	0.00% 0	0.00% 0	0.00% 0	3	3.33

Northwest Region Responses Only

Q5 Company Truck Drivers(What's the LOWEST hourly rate that has been paid?)

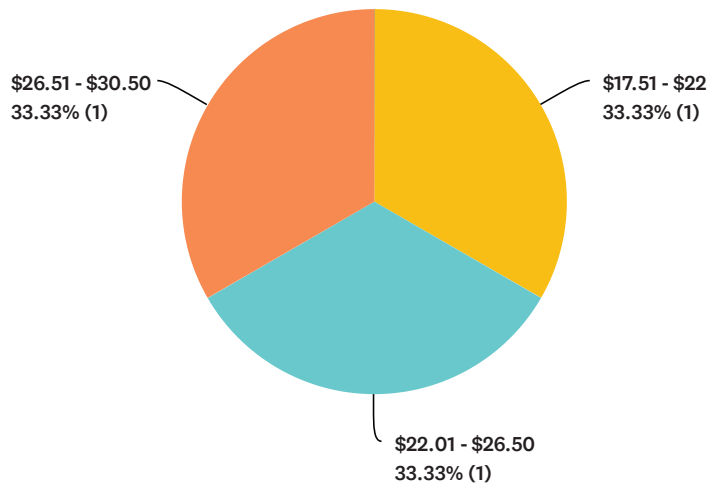
Answered: 3 Skipped: 0



	<\$13	\$13 - \$17.50	\$17.51 - \$22	\$22.01 - \$26.50	\$26.51 - \$30.50	\$30.51 - \$35	>\$35	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	33.33% 1	66.67% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	3	2.67

Q6 Company Truck Drivers(What's the HIGHEST hourly rate that has been paid?)

Answered: 3 Skipped: 0

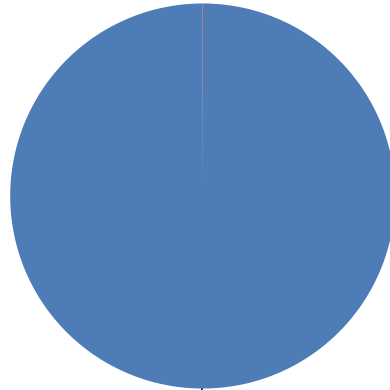


	<\$13	\$13 - \$17.50	\$17.51 - \$22	\$22.01 - \$26.50	\$26.51 - \$30.50	\$30.51 - \$35	>\$35	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	33.33% 1	33.33% 1	33.33% 1	0.00% 0	0.00% 0	3	4.00

Northwest Region Responses Only

Q7 Heavy Equipment Operator (front end loader/bulldozer)(What's the LOWEST hourly rate that has been paid?)

Answered: 2 Skipped: 1

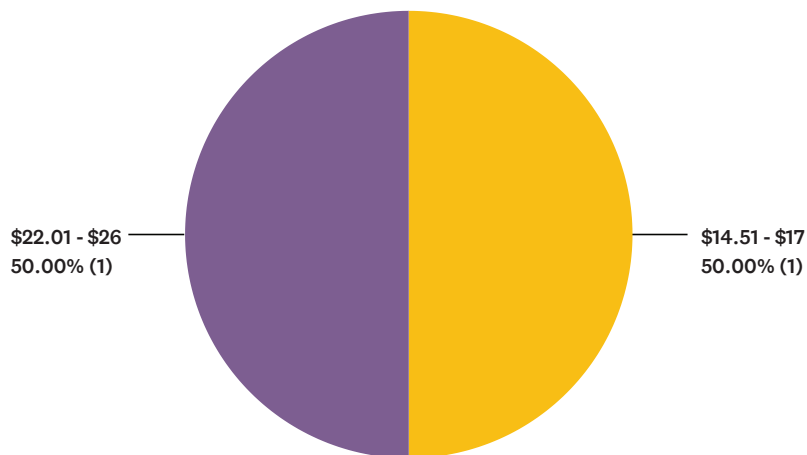


\$12 - \$14.50
100.00% (2)

	<\$12	\$12 - \$14.50	\$14.51 - \$17	\$17.01 - \$19.50	\$19.51 - \$22	\$22.01 - \$26	>\$26	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	100.00% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	2	2.00

Q8 Heavy Equipment Operator (front end loader/bulldozer)(What's the HIGHEST hourly rate that has been paid?)

Answered: 2 Skipped: 1



\$22.01 - \$26
50.00% (1)

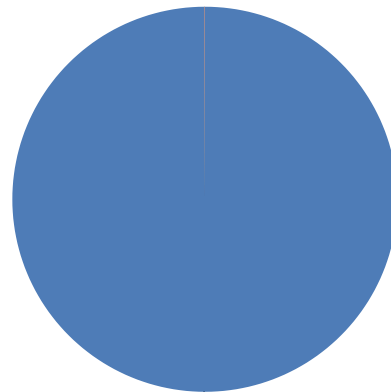
\$14.51 - \$17
50.00% (1)

	<\$12	\$12 - \$14.50	\$14.51 - \$17	\$17.01 - \$19.50	\$19.51 - \$22	\$22.01 - \$26	>\$26	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	50.00% 1	0.00% 0	0.00% 0	50.00% 1	0.00% 0	2	4.50

Northwest Region Responses Only

Q9 Medium/Light Equipment Operator - (fork lift/skidsteer/bobcat)(What's the LOWEST hourly rate that has been paid?)

Answered: 2 Skipped: 1

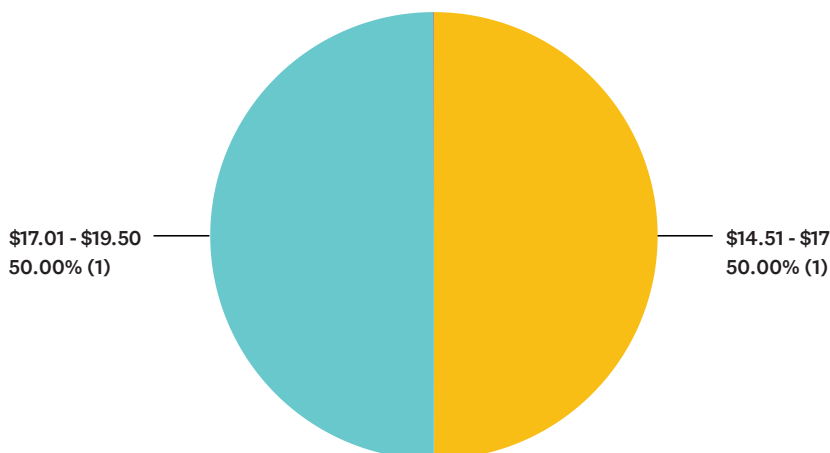


\$12 - \$14.50
100.00% (2)

	<\$12	\$12 - \$14.50	\$14.51 - \$17	\$17.01 - \$19.50	\$19.51 - \$22	\$22.01 - \$25	>\$25	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	100.00% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	2	2.00

Q10 Medium/Light Equipment Operator - (fork lift/skidsteer/bobcat)(What's the HIGHEST hourly rate that has been paid?)

Answered: 2 Skipped: 1



\$17.01 - \$19.50
50.00% (1)

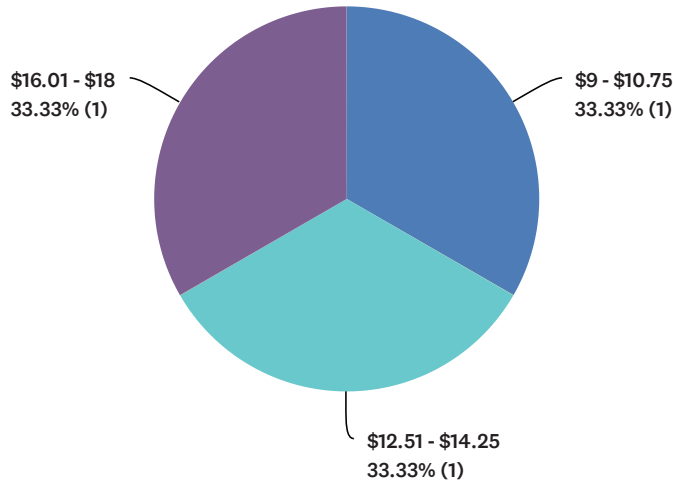
\$14.51 - \$17
50.00% (1)

	<\$12	\$12 - \$14.50	\$14.51 - \$17	\$17.01 - \$19.50	\$19.51 - \$22	\$22.01 - \$25	>\$25	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	50.00% 1	50.00% 1	0.00% 0	0.00% 0	0.00% 0	2	3.50

Northwest Region Responses Only

Q11 General Laborer(What's the LOWEST hourly rate that has been paid?)

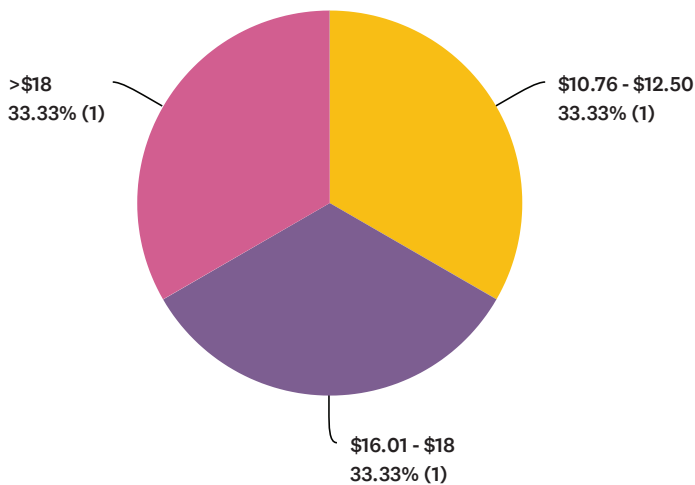
Answered: 3 Skipped: 0



	<\$9	\$9 - \$10.75	\$10.76 - \$12.50	\$12.51 - \$14.25	\$14.26 - \$16	\$16.01 - \$18	>\$18	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	33.33% 1	0.00% 0	33.33% 1	0.00% 0	33.33% 1	0.00% 0	3	4.00

Q12 General Laborer(What's the HIGHEST hourly rate that has been paid?)

Answered: 3 Skipped: 0

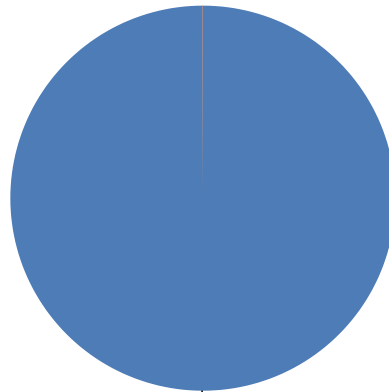


	<\$9	\$9 - \$10.75	\$10.76 - \$12.50	\$12.51 - \$14.25	\$14.26 - \$16	\$16.01 - \$18	>\$18	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	33.33% 1	0.00% 0	0.00% 0	33.33% 1	33.33% 1	3	5.33

Northwest Region Responses Only

Q13 Grinder Operators(What's the LOWEST hourly rate that has been paid?)

Answered: 2 Skipped: 1

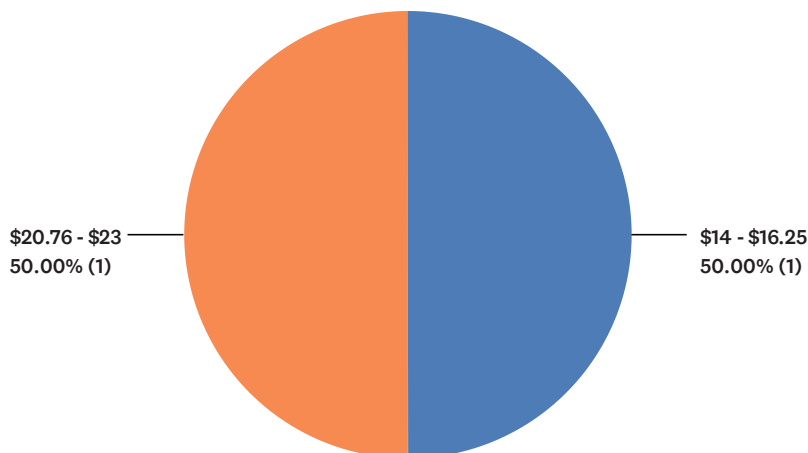


\$14 - \$16.25
100.00% (2)

	<\$14	\$14 - \$16.25	\$16.26 - \$18.50	\$18.51 - \$20.75	\$20.76 - \$23	\$23.01 - \$26	>\$26	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	100.00% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	2	2.00

Q14 Grinder Operators(What's the HIGHEST hourly rate that has been paid?)

Answered: 2 Skipped: 1



\$20.76 - \$23
50.00% (1)

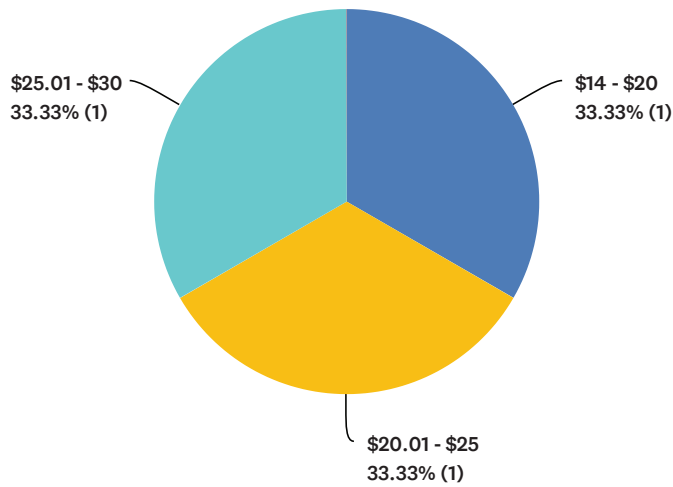
\$14 - \$16.25
50.00% (1)

	<\$14	\$14 - \$16.25	\$16.26 - \$18.50	\$18.51 - \$20.75	\$20.76 - \$23	\$23.01 - \$26	>\$26	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	50.00% 1	0.00% 0	0.00% 0	50.00% 1	0.00% 0	0.00% 0	2	3.50

Northwest Region Responses Only

Q15 Mechanics (What's the LOWEST hourly rate that has been paid?)

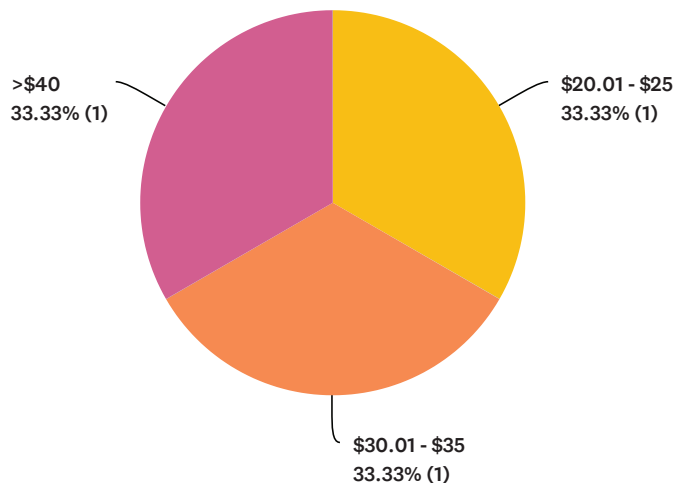
Answered: 3 Skipped: 0



	<\$15	\$14 - \$20	\$20.01 - \$25	\$25.01 - \$30	\$30.01 - \$35	\$35.01 - \$40	>\$40	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	33.33% 1	33.33% 1	33.33% 1	0.00% 0	0.00% 0	0.00% 0	3	3.00

Q16 Mechanics (What's the HIGHEST hourly rate that has been paid?)

Answered: 3 Skipped: 0

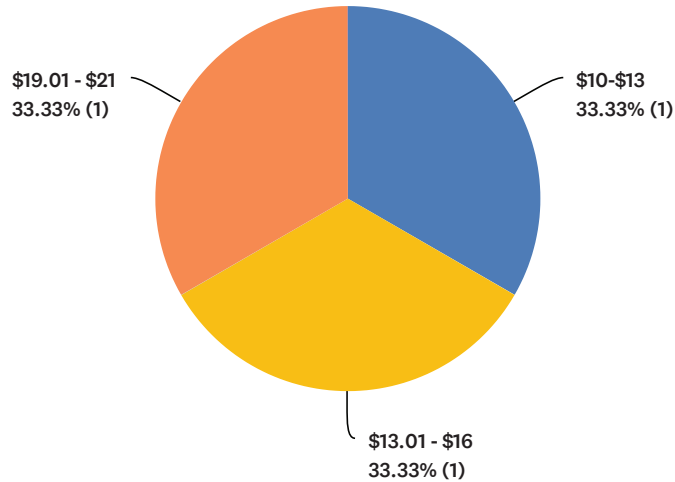


	<\$15	\$14 - \$20	\$20.01 - \$25	\$25.01 - \$30	\$30.01 - \$35	\$35.01 - \$40	>\$40	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	33.33% 1	0.00% 0	33.33% 1	0.00% 0	33.33% 1	3	5.00

Northwest Region Responses Only

Q17 Office Staff (clerical/administrative)(What's the LOWEST hourly rate that has been paid?)

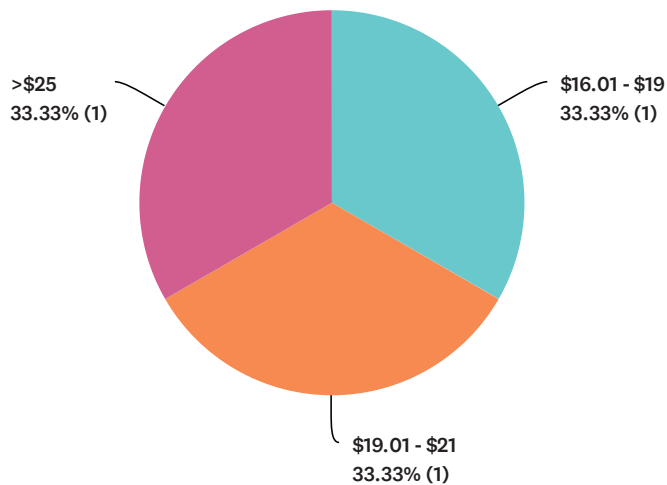
Answered: 3 Skipped: 0



	<\$10	\$10-\$13	\$13.01 - \$16	\$16.01 - \$19	\$19.01 - \$21	\$21.01 - \$25	>\$25	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	33.33% 1	33.33% 1	0.00% 0	33.33% 1	0.00% 0	0.00% 0	3	3.33

Q18 Office Staff (clerical/administrative)(What's the HIGHEST hourly rate that has been paid?)

Answered: 3 Skipped: 0

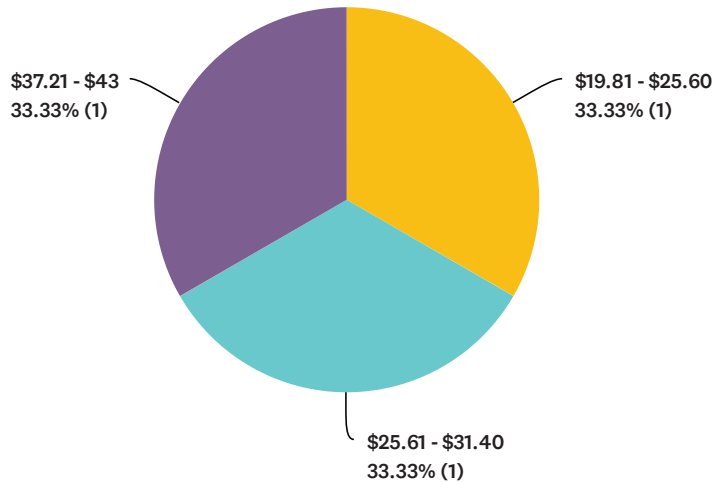


	<\$10	\$10-\$13	\$13.01 - \$16	\$16.01 - \$19	\$19.01 - \$21	\$21.01 - \$25	>\$25	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	0.00% 0	33.33% 1	33.33% 1	0.00% 0	33.33% 1	3	5.33

Northwest Region Responses Only

Q19 Office Staff (managerial)(What's the LOWEST hourly rate that has been paid?)

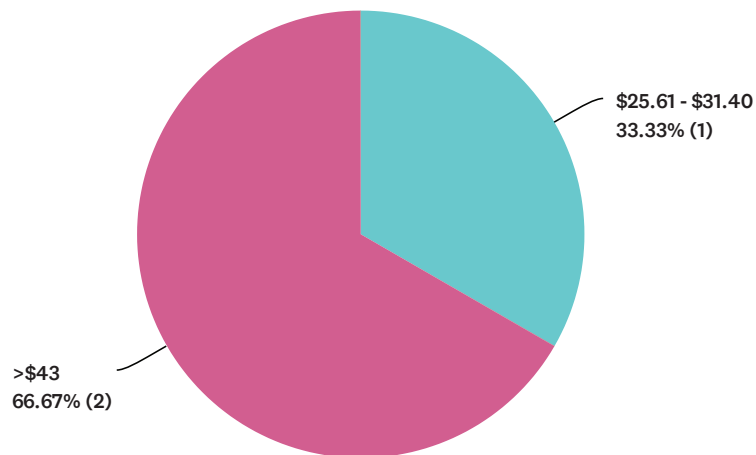
Answered: 3 Skipped: 0



	<\$14	\$14-\$19.80	\$19.81 - \$25.60	\$25.61 - \$31.40	\$31.41 - \$37.20	\$37.21 - \$43	>\$43	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	33.33% 1	33.33% 1	0.00% 0	33.33% 1	0.00% 0	3	4.33

Q20 Office Staff (managerial)(What's the HIGHEST hourly rate that has been paid?)

Answered: 3 Skipped: 0

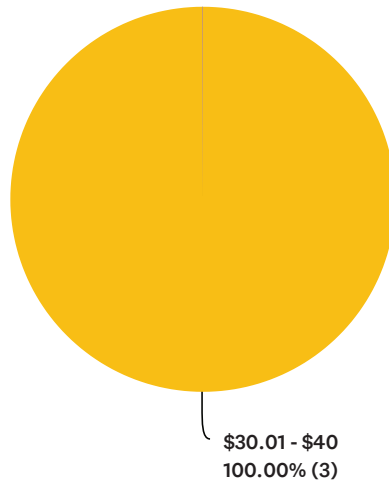


	<\$14	\$14-\$19.80	\$19.81 - \$25.60	\$25.61 - \$31.40	\$31.41 - \$37.20	\$37.21 - \$43	>\$43	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	0.00% 0	33.33% 1	0.00% 0	0.00% 0	66.67% 2	3	6.00

Northwest Region Responses Only

Q21 Plant Manager(What's the LOWEST hourly rate that has been paid?)

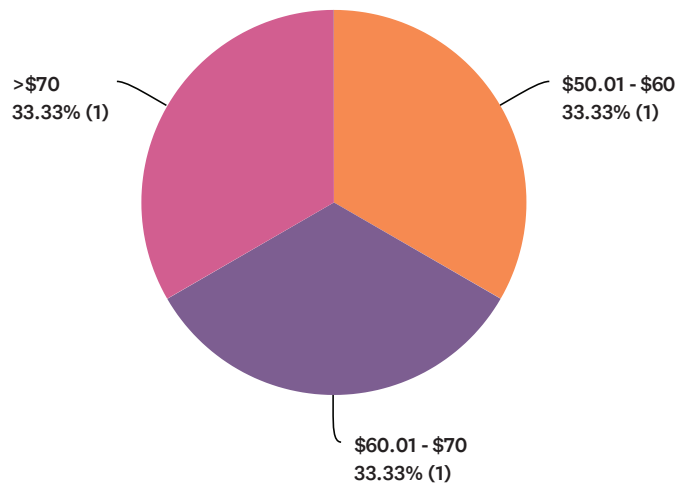
Answered: 3 Skipped: 0



	<\$20	\$20 - \$30	\$30.01 - \$40	\$40.01 - \$50	\$50.01 - \$60	\$60.01 - \$70	>\$70	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	100.00% 3	0.00% 0	0.00% 0	0.00% 0	0.00% 0	3	3.00

Q22 Plant Manager(What's the HIGHEST hourly rate that has been paid?)

Answered: 3 Skipped: 0

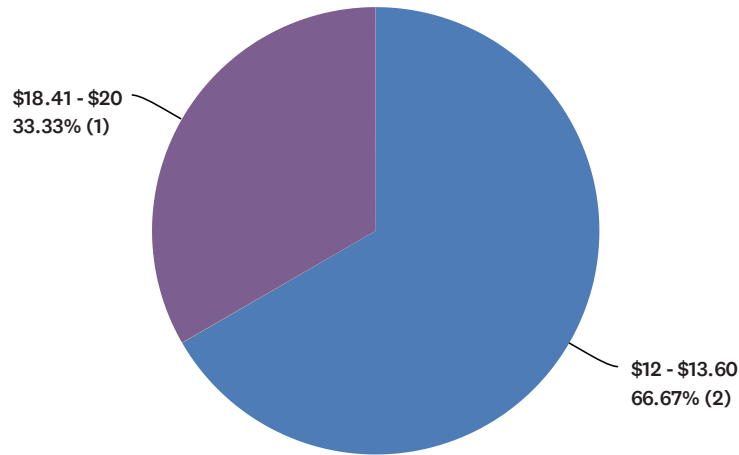


	<\$20	\$20 - \$30	\$30.01 - \$40	\$40.01 - \$50	\$50.01 - \$60	\$60.01 - \$70	>\$70	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	33.33% 1	33.33% 1	33.33% 1	3	6.00

Northwest Region Responses Only

Q23 QC Staff(What's the LOWEST hourly rate that has been paid?)

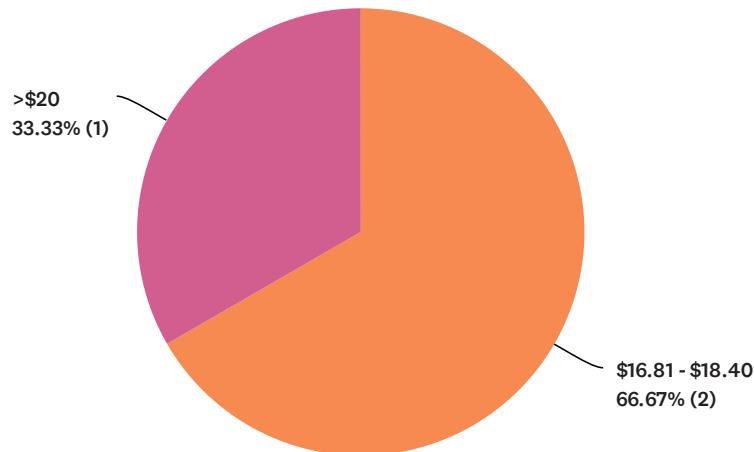
Answered: 3 Skipped: 0



	<\$12	\$12 - \$13.60	\$13.61 - \$15.20	\$15.21 - \$16.80	\$16.81 - \$18.40	\$18.41 - \$20	>\$20	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	66.67% 2	0.00% 0	0.00% 0	0.00% 0	33.33% 1	0.00% 0	3	3.33

Q24 QC Staff(What's the HIGHEST hourly rate that has been paid?)

Answered: 3 Skipped: 0

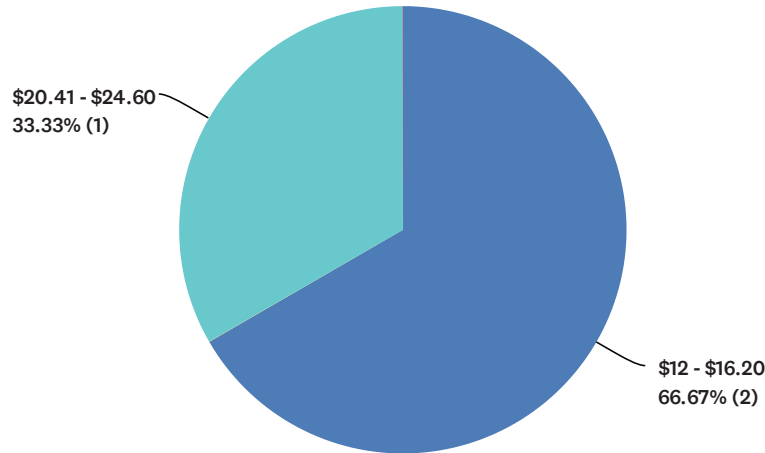


	<\$12	\$12 - \$13.60	\$13.61 - \$15.20	\$15.21 - \$16.80	\$16.81 - \$18.40	\$18.41 - \$20	>\$20	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	66.67% 2	0.00% 0	33.33% 1	3	5.67

Northwest Region Responses Only

Q25 Safety Employees(What's the LOWEST hourly rate that has been paid?)

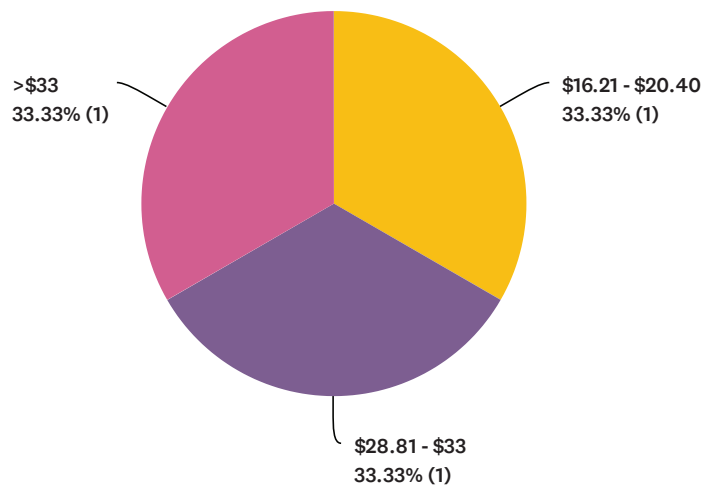
Answered: 3 Skipped: 0



	<\$12	\$12 - \$16.20	\$16.21 - \$20.40	\$20.41 - \$24.60	\$24.61 - \$28.80	\$28.81 - \$33	>\$33	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	66.67% 2	0.00% 0	33.33% 1	0.00% 0	0.00% 0	0.00% 0	3	2.67

Q26 Safety Employees(What's the HIGHEST hourly rate that has been paid?)

Answered: 3 Skipped: 0

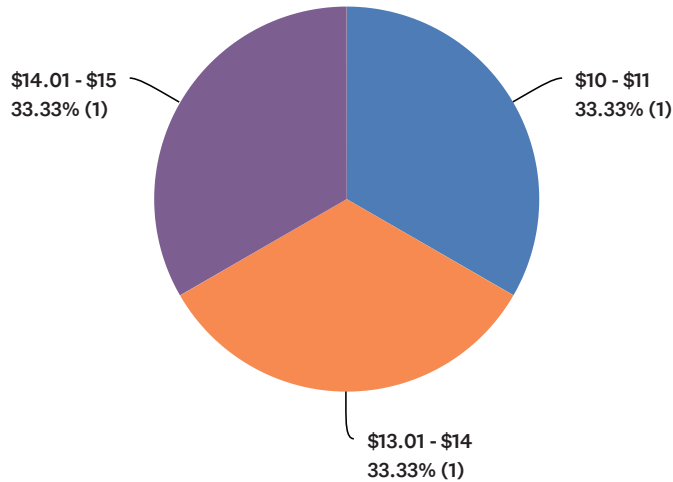


	<\$12	\$12 - \$16.20	\$16.21 - \$20.40	\$20.41 - \$24.60	\$24.61 - \$28.80	\$28.81 - \$33	>\$33	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	33.33% 1	0.00% 0	0.00% 0	33.33% 1	33.33% 1	3	5.33

Northwest Region Responses Only

Q27 Warehouse Workers(What's the LOWEST hourly rate that has been paid?)

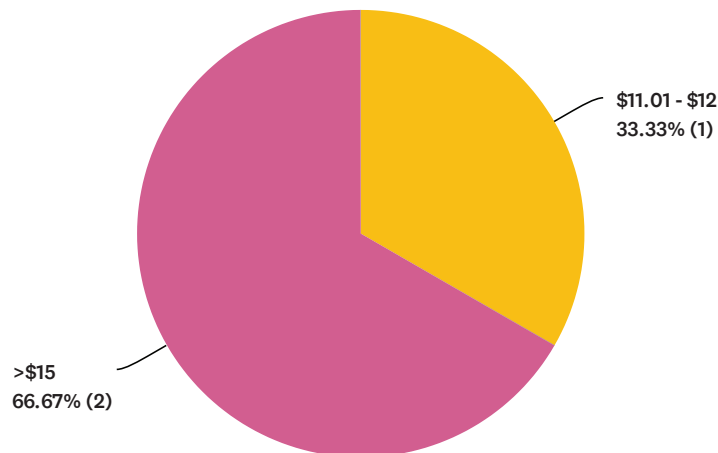
Answered: 3 Skipped: 0



	<\$10	\$10 - \$11	\$11.01 - \$12	\$12.01 - \$13	\$13.01 - \$14	\$14.01 - \$15	>\$15	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	33.33% 1	0.00% 0	0.00% 0	33.33% 1	33.33% 1	0.00% 0	3	4.33

Q28 Warehouse Workers(What's the HIGHEST hourly rate that has been paid?)

Answered: 3 Skipped: 0

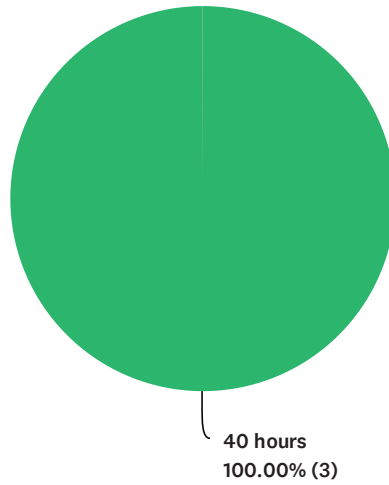


	<\$10	\$10 - \$11	\$11.01 - \$12	\$12.01 - \$13	\$13.01 - \$14	\$14.01 - \$15	>\$15	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	33.33% 1	0.00% 0	0.00% 0	0.00% 0	66.67% 2	3	5.67

Northwest Region Responses Only

Q29 Historically, when have company truck drivers begun overtime pay?

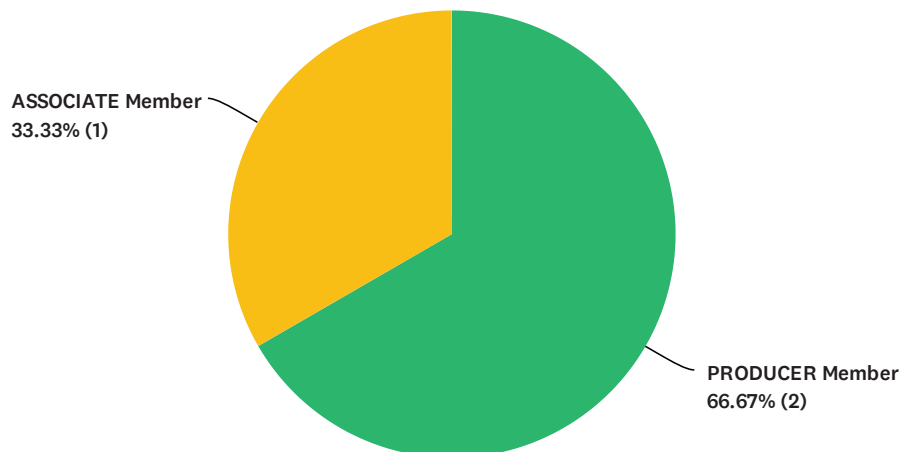
Answered: 3 Skipped: 0



ANSWER CHOICES	RESPONSES
40 hours	100.00% 3
50 hours	0.00% 0
60 hours	0.00% 0
Other (please specify)	0.00% 0
TOTAL	3

Q31 Which of the following best describes your company?

Answered: 3 Skipped: 0



ANSWER CHOICES	RESPONSES
PRODUCER Member	66.67% 2
AFFILIATE Member	0.00% 0
ASSOCIATE Member	33.33% 1
TOTAL	3



2021

Mulch & Soil Industry Compensation Survey Report

**Western Region Responses Only
(AZ,CA,NV,UT)**

**With only one response, this region's
data is not separately reportable.**