

**Farm Employers Labor Service  
2014 Agricultural Wage and Benefit Survey  
Introduction to the Reports**

This note accompanies tabulated summary results of the 2014 Wage and Benefit Survey conducted by the Farm Employers Labor Service (FELS®) and eight other organizations. The survey provides a reference for estimating pay rates and understanding pay structures in California agricultural firms.

We appreciate the participation of respondents and managers from:

Agricultural Personnel Management Association	Kern County Farm Bureau
California Association of Winegrape Growers	Sonoma County Winegrape Commission
California Farm Bureau Federation	Ventura County Agricultural Association
California Grower Foundation	Vineyard Team
California Grape & Tree Fruit League	Western Growers
Farm Employers Labor Service	Western United Dairywomen
Fresno County Farm Bureau	

**Wages Section:**

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

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

**Benefits Section:**

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

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

# California Grower Foundation

## 2014 Agricultural Wage and Benefit Survey Report

Report based on **All Commodities** producer data

### I. Wages

Job Title								
Hourly Wages	Avg	Low-est	Avg Low	Avg High	High-est	sd	n	N
Supervisor	21.55	13.00	19.25	23.84	46.00	5.90	5	8
Foreman	18.55	10.50	17.44	19.66	25.00	3.19	6	14
Shop mechanic 1	22.20	16.00	22.20	22.20	25.50	4.25	5	5
Shop mechanic 2	17.16	8.25	16.79	17.53	22.66	4.95	4	7
Equipment operator	16.52	8.28	13.90	19.15	25.00	3.28	1	10
Tractor driver 1	15.72	8.00	14.87	16.56	23.50	3.38	8	15
Tractor driver 2	14.89	8.25	13.97	15.81	23.50	3.85	4	12
Milker	0.00	0.00	0.00	0.00	0.00	0.00	0	0
Irrigator - flood/row	13.06	8.25	12.19	13.94	18.00	3.61	1	4
Irrigator - lines	13.40	10.00	12.54	14.26	18.00	2.46	1	7
Pruner - tree or vine	12.36	8.00	11.27	13.45	16.00	2.10	2	12
Nursery propagator	16.92	12.00	15.67	18.17	24.00	4.45	1	3
General laborer 1 (own employee)	12.55	8.00	11.06	14.03	21.50	2.43	5	19
General laborer 1 (FLC employee)	15.38	11.00	15.31	15.44	22.00	4.89	3	4
General laborer 2 (own employee)	12.51	8.00	11.33	13.70	20.00	2.77	1	10
General laborer 2 (FLC employee)	11.00	11.00	11.00	11.00	11.00	0.00	1	1
<b>Monthly Salaries</b>								
Supervisor	5,987	3,083	5,603	6,370	11,250	2,066	7	13
Foreman	3,468	2,920	3,458	3,478	4,700	687	4	5
Shop mechanic 1	5,417	5,417	5,417	5,417	5,417	0	1	1
Shop mechanic 2	0	0	0	0	0	0	0	0
Equipment operator	0	0	0	0	0	0	0	0
Tractor driver 1	0	0	0	0	0	0	0	0
Tractor driver 2	0	0	0	0	0	0	0	0
Milker	0	0	0	0	0	0	0	0

### Contract Production Services

Respondents who hire any contractors for production	45.45 %
Average share of total labor expenses paid through contractors	27.78 %

### II. Benefits

Benefits Provided	% providing to yr-round	N	% providing to seasonal	N
Health care - employee only	56.52 %	23	13.04 %	23
Health care - employee & family	65.22 %	23	4.35 %	23
Vacation pay	78.26 %	23	13.04 %	23
Holiday pay (days per year)	65.22 %	23	13.04 %	23
Average days	6.93	15	3.67	3
Sick-leave pay	26.09 %	23	8.70 %	23
Yearly profit-sharing or bonus	39.13 %	23	4.35 %	23
Retirement pay/pension	34.78 %	23	13.04 %	23
Housing	21.74 %	23	13.04 %	23
Utilities in housing	8.70 %	23	17.39 %	23
Farm products	4.35 %	23	4.35 %	23

*See notes on introductory page.*

## All Associations 2014 Agricultural Wage and Benefit Survey Report

Report based on **All Commodities** producer data

### I. Wages

Job Title		Low- est	Avg Low	Avg High	High- est	sd	n	N
<b>Hourly Wages</b>								
Supervisor	20.22	12.00	18.54	21.91	50.00	6.80	48	80
Foreman	15.00	9.00	14.13	15.86	35.00	4.05	79	145
Shop mechanic 1	17.21	10.00	16.28	18.14	50.00	6.58	71	109
Shop mechanic 2	14.44	8.00	13.44	15.44	28.30	4.33	36	88
Equipment operator	13.26	8.00	12.10	14.41	27.00	3.41	49	148
Tractor driver 1	12.48	8.00	11.75	13.21	25.00	2.84	60	165
Tractor driver 2	11.94	8.00	11.27	12.61	23.50	2.72	43	107
Milker	9.60	8.00	9.50	9.70	12.25	1.73	3	5
Irrigator - flood/row	10.83	8.00	10.17	11.49	20.00	2.42	33	82
Irrigator - lines	11.07	8.00	10.36	11.77	20.00	2.19	38	110
Pruner - tree or vine	11.31	8.00	10.25	12.37	28.75	2.24	40	114
Nursery propagator	12.96	8.00	11.89	14.02	30.00	4.78	7	30
General laborer 1 (own employee)	10.78	8.00	10.00	11.56	25.00	2.11	67	177
General laborer 1 (FLC employee)	10.20	8.00	9.83	10.57	22.00	2.38	36	62
General laborer 2 (own employee)	10.21	8.00	9.63	10.80	25.00	1.83	51	112
General laborer 2 (FLC employee)	9.73	8.00	9.24	10.22	28.00	1.84	29	49
<b>Monthly Salaries</b>								
Supervisor	5,314	2,100	4,876	5,752	11,250	1,541	53	105
Foreman	3,750	1,800	3,526	3,975	6,500	858	31	53
Shop mechanic 1	4,186	2,000	4,119	4,254	7,500	1,469	18	23
Shop mechanic 2	3,662	2,500	3,448	3,876	5,545	1,369	0	3
Equipment operator	2,719	1,600	2,505	2,933	3,500	571	1	5
Tractor driver 1	2,554	2,112	2,337	2,771	3,200	384	1	3
Tractor driver 2	2,013	1,600	1,925	2,100	2,600	583	1	2
Milker	0	0	0	0	0	0	0	0

### Contract Production Services

Respondents who hire any contractors for production	50.00 %
Average share of total labor expenses paid through contractors	39.48 %

### II. Benefits

Benefits Provided	% providing to yr-round	N	% providing to seasonal	N
Health care - employee only	32.82 %	262	3.44 %	262
Health care - employee & family	31.68 %	262	2.29 %	262
Vacation pay	58.40 %	262	3.82 %	262
Holiday pay (days per year)	50.76 %	262	7.63 %	262
Average days	7.28	131	4.13	15
Sick-leave pay	30.92 %	262	2.29 %	262
Yearly profit-sharing or bonus	38.55 %	262	8.78 %	262
Retirement pay/pension	24.05 %	262	4.20 %	262
Housing	22.52 %	262	5.73 %	262
Utilities in housing	17.18 %	262	6.11 %	262
Farm products	17.56 %	262	4.20 %	262

**See notes on introductory page.**