

Vigilant 2022 Wage & Salary Survey

Logging

CONFIDENTIAL

Data current as of January 2022

6857 | Rev. 4/4/2022

VIGILANT[®]

● counsel for employers

Logging

A note of caution and confidentiality

Confidentiality is an important factor in the continued value of this survey as a management tool. The willingness of companies to accurately disclose wage and benefit rates along with policy information is based on an understanding that survey information will only be distributed to management personnel of companies who participate in the survey.

In some circumstances, there may be a temptation to use the contents of this document to justify a company's position relative to wage, benefit or policy arguments with an employee or union representative. Vigilant strongly discourages you from doing so. Compromising information in this manner could well entitle the individual or union to full right of access to all the wage and benefit information, thereby potentially compromising the confidentiality of other participants.

Data collected January-March 2022

Data published April 2022

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Introduction

Vigilant publishes the Wage & Salary Survey annually. We extend our thanks to those individuals and participating organizations who invested their time to provide us with data. We appreciate your participation and welcome your comments.

2022 Vigilant Wage & Salary Survey—Logging

Data collected: January—March, 2022

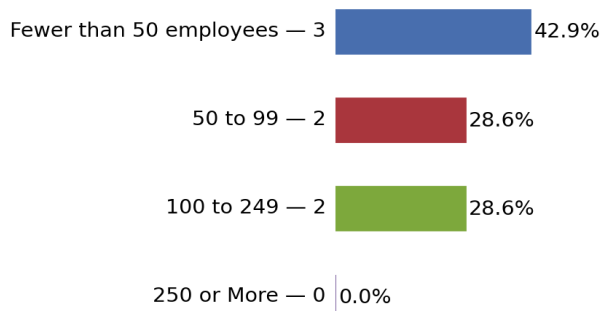
Geographic area surveyed: California, Oregon & Washington

Number of benchmark jobs surveyed: 10

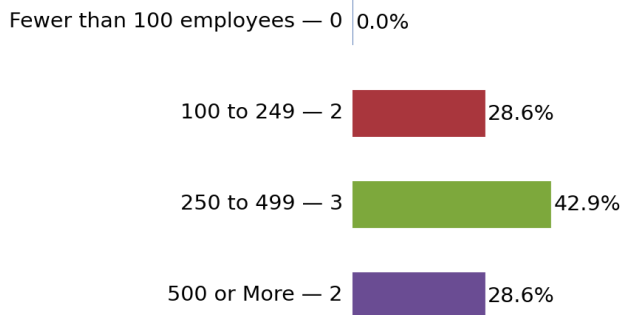
Number of benchmark jobs published: 2

Number of participating locations: 7

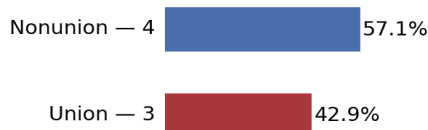
Total workforce on January 1, 2022, **at each participating location**, including part-time, full-time, bargained and nonbargained employees, but excluding seasonal or temporary workers:



Total workforce on January 1, 2022, **for the entire company**, including part-time, full-time, bargained and nonbargained employees, but excluding seasonal or temporary workers:



Locations with union-represented employees:



Methodology for the wage survey

Vigilant e-mailed survey invitations to designated survey contacts at Vigilant member locations (as well as to some nonmember locations) in California, Idaho, Montana, Oregon and Washington. We asked for one response per location, because wages can vary significantly at different locations, even within the same company.

We sent a total of 1222 wage survey invitations and received 203 responses—a response rate of 16.6 percent. We first asked participants to provide data on job titles that were common across all industries. Those results are contained in this report. We also invited participants to provide data on special industry jobs as follows:

- **Sawmill** (39 responses for monthly-paid jobs and 28 responses for hourly-paid jobs)
- **Moulding and Remanufacturing** (7 responses for monthly-paid jobs and 9 responses for hourly-paid jobs)
- **Plywood and Veneer** (15 responses for monthly-paid jobs and 15 responses for hourly-paid jobs)
- **Logging** (7 responses for hourly-paid jobs)

For each position, we asked participants to report the number of incumbents (employees) and the average wage as of January 1, 2022, as well as the average bonus incentive paid in 2021 for that position. For the wage, we instructed participants to exclude shift pay. When participants provided a wage but no incumbents, we attempted to contact them to determine the number of incumbents. When we did not receive a response, we selected “one” as the default number of incumbents for that job title. We reviewed the data for errors, sending clarification inquiries to approximately 34 percent of the wage survey participants, resulting in corrections to approximately 33 percent of the surveys.

Both salaried and hourly job titles were included in the survey. When it was clear that a participant had provided an hourly wage for a salaried job title, we multiplied by 173.3 to obtain the monthly wage. We asked for monthly salaries for jobs that are managerial, professional or office jobs. Please note that paying a monthly salary does not indicate one way or another whether the job is exempt from overtime.

We provided job descriptions for 48 of the monthly-paid jobs and 30 of the hourly-paid jobs that were common across all industries.

continued

Methodology, cont.

For each job title, we reported all responses together, and then broke them out by state, by workforce size at the location, by total company size, by union status, and by the type of industry. For the demographic charts beginning on page 4, if the percentages do not add up to 100 percent, it is due to rounding. In compliance with antitrust safe-harbor guidelines from the Department of Justice, we did not report any statistic unless we had a minimum of five locations providing data.

How we calculated the data

Below is an explanation of how we calculated the data in each of the columns for the hourly and monthly wages for each job title. The principles are the same for the bonus calculations, except as noted below. We reported monthly wages to the nearest whole dollar and we reported hourly wages to the nearest whole penny, rounding down for values from 1 to 4 and rounding up for values from 5 to 9.

Number of locations: The total number of locations reporting wages for the job title.

Number of employees: The total number of employees in the job title, across all locations reporting wages for the job title.

Average wage (mean) by number of locations: For each location reporting a wage for that job title, we added the wages (one value for each location) and then divided by the total number of locations reporting a wage for that job title. With one exception (explained below), all of our statistics were based on tallying a single response for each job title in each location, without regard to the number of employees in those job titles. We chose this method based on anecdotal discussions with staff and members, in which it became clear that employers generally felt the survey data was most useful and understandable if we obtained a single wage for each job title at each location, and reported the data accordingly.

Average wage weighted by number of employees: This was the only statistic for which we took into account the number of employees in that job title. To obtain this number, we first multiplied the number of employees in that job title at each location by the average wage reported for that location. (*Example:* If Location A reported five employees earning an average of \$20.00 per hour, then we multiplied five times \$20.00 to get \$100.00.) We repeated this for each location and then added up the total wages. We then divided that total by the total number of employees in that job title, to get an average wage weighted by the number of employees. This figure can be helpful to get a sense of the average wage in light of the number of positions for which you are competing for workers. If one large location has many employees on the high or low end of the range, and the other locations each have only one or two employees in the total, then this average wage weighted by number of employees will give you a sense of how the large employer's pay scale pulls the average up or down.

Lowest wage: The lowest value reported for that job title.

continued

Methodology, cont.

Median (middle) wage: To calculate the median, we sorted the wages in order from lowest to highest and then selected the middle number. If we had an even number of responses, we reported a value that was halfway between the two middle numbers.

Percentage of locations paying average wages at or below the dollar amount shown: When we had at least 10 responses, we also reported wages at the 25th and 75th percentile to better illustrate how the wages trended in one direction or another. In other words, we reported a wage for which 25 percent of the locations paid that amount or less and a wage for which 75 percent of the locations paid that amount or less. These numbers are not necessarily actual rates, since the 25 percent and 75 percent mark may fall between two actual rates.

Here is an example of how to calculate the 25th percentile. Assume that 12 locations report the following wages, sorted from lowest to highest:

\$20.00 (Location #1)
\$20.00 (Location #2)
\$20.25 (Location #3)
\$20.47 (Location #4)
\$20.85 (Location #5)
\$21.00 (Location #6)
\$21.48 (Location #7)
\$21.57 (Location #8)
\$22.36 (Location #9)
\$22.75 (Location #10)
\$23.00 (Location #11)
\$23.15 (Location #12)

Multiply .25 times the number of locations plus one

$$\begin{aligned} & (.25 \times (12 + 1)) \\ & = .25 \times 13 \\ & = 3.25 \text{ (rank order)} \end{aligned}$$

This means the 25th percentile is .25 between the wages for the 3rd and 4th locations (in other words, .25 between \$20.25 and \$20.47). The actual value is calculated as follows:

$$\begin{aligned} & = \$20.25 + (.25)(\$20.47 - \$20.25) \\ & = \$20.25 + (.25)(.22) \\ & = \$20.25 + (.055) \\ & = \$20.305 \\ & = \$20.30 \text{ (rounded)}. \text{ We would report that 25 percent of locations pay this or less.} \end{aligned}$$

continued

Methodology, cont.

The calculation for the 75th percentile is similar. Using this example, we would report that 75 percent of locations pay \$22.65 or less.

Highest wage: The highest value reported for that job title.

Bonus calculations: The calculations for the average bonus were exactly the same as for the wages, except that we only included data for those locations that reported a bonus. The bonus amounts reported reflect the average bonus for those locations that pay a bonus. For locations where the bonus was zero, we excluded them entirely from the bonus calculations. We believe this gives a truer idea of actual bonuses paid without dragging down average bonus amounts.

Using the Survey

This survey is a useful reference point when reviewing your compensation practices. However, as an employer you should never use one survey as the single driver for setting pay. You should take into account the specific factors that affect your ability to recruit and retain workers, such as geographic location, business niche, economic conditions, benefit package and available talent. Your compensation philosophy and ability to pay are other important considerations.

When you look at the survey results, be sure to look at the full range of data provided. The average rates may be helpful, but seeing where the low, median and high values fall on the scale may give you a better sense of how your pay rates stack up. Keep in mind that the other employers reporting wages in this survey have their own priorities and value propositions, which may not necessarily match yours.

In addition to reviewing Vigilant's wage and salary survey, it is wise to consider other reliable sources of wage data.

Vigilant 2022 Wage & Salary Survey— Compensation Data

Logging

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Data current as of January 2022

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Grader Operator Hourly Wage

6 locations reporting, on behalf of 22 employees

	# of Locations	# of Employees	Average Wage (Mean) by # of Locations	Average Wage Weighted by # of Employees	Lowest Wage	Percentage of Locations Paying Average Wages At or Below the Dollar Amount Shown			
						25% of Locations Pay This or Less	50% (Median)	75% of Locations Pay This or Less	Highest Wage
All Responses	6	22	\$26.83	\$27.82	\$22.57	**	\$28.00	**	\$29.70
By State									
California	1	10	*	*	*	**	*	**	*
Oregon	3	4	*	*	*	**	*	**	*
Washington	2	8	*	*	*	**	*	**	*
By Location Size									
Fewer than 50 employees	3	7	*	*	*	**	*	**	*
50 to 99	1	4	*	*	*	**	*	**	*
100 to 249	2	11	*	*	*	**	*	**	*
By Company Size									
100 to 249	1	1	*	*	*	**	*	**	*
250 to 499	3	15	*	*	*	**	*	**	*
500 or More	2	6	*	*	*	**	*	**	*
By Union Status									
Union	3	18	*	*	*	**	*	**	*
Nonunion	3	4	*	*	*	**	*	**	*

Grader Operator 2021 Bonus Incentive

6 locations said they pay no bonus for this position. 0 locations reported paying a bonus for this position, to a total of None employees

* = Insufficient data (fewer than 5 locations reported wage data for that statistic)

** = For confidentiality purposes, data for the 25% and 75% statistics are not reported if fewer than 10 locations responded

Loader Operator Hourly Wage

6 locations reporting, on behalf of 27 employees

	# of Locations	# of Employees	Average Wage (Mean) by # of Locations	Average Wage Weighted by # of Employees	Lowest Wage	Percentage of Locations Paying Average Wages At or Below the Dollar Amount Shown			
						25% of Locations Pay This or Less	50% (Median)	75% of Locations Pay This or Less	Highest Wage
All Responses	6	27	\$28.48	\$29.70	\$25.92	**	\$28.06	**	\$32.36
By State									
California	2	7	*	*	*	**	*	**	*
Oregon	2	6	*	*	*	**	*	**	*
Washington	2	14	*	*	*	**	*	**	*
By Location Size									
Fewer than 50 employees	2	13	*	*	*	**	*	**	*
50 to 99	2	5	*	*	*	**	*	**	*
100 to 249	2	9	*	*	*	**	*	**	*
By Company Size									
100 to 249	2	4	*	*	*	**	*	**	*
250 to 499	2	10	*	*	*	**	*	**	*
500 or More	2	13	*	*	*	**	*	**	*
By Union Status									
Union	3	20	*	*	*	**	*	**	*
Nonunion	3	7	*	*	*	**	*	**	*

Loader Operator 2021 Bonus Incentive

19 locations said they pay no bonus for this position. 1 locations reported paying a bonus for this position, to a total of 1 employees

* = Insufficient data (fewer than 5 locations reported wage data for that statistic)

** = For confidentiality purposes, data for the 25% and 75% statistics are not reported if fewer than 10 locations responded

Wage & Salary Survey Participants— Logging

California (2 locations)

- Big Creek Lumber Co., Inc. - Davenport, CA
- Green Diamond Resource Co. - Korbek, CA

Oregon (3 locations)

- Green Diamond Resource Co. - Klamath Falls, OR
- Murphy Company - Logging - Eugene, OR
- Southport Forest Products, LLC - Coos Bay, OR

Washington (2 locations)

- Green Diamond Resource Co. - Shelton, WA
- Weyerhaeuser - Longview Timberlands - Castle Rock, WA

Job Titles Not Reported Due to Insufficient Data— Logging

In compliance with antitrust safe-harbor guidelines from the Department of Justice, we did not report any statistic unless we had a minimum of five locations providing data. Because of insufficient response, we did not include data for the following job categories that appeared in the survey:

HOURLY WAGES

Yarding & Loading

- Chaser
- Choker Setter
- Hook Tender
- Processor Operator
- Rigging Slinger
- Shovel Logging Operator
- Tether Machine Operator
- Yarder Operator

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