

Farm Employers Labor Service
2013 Agricultural Wage and Benefit Survey
Introduction to the Reports

This note accompanies tabulated summary results of the 2013 Wage and Benefit Survey conducted by the Farm Employers Labor Service (FELS®) and eight other organizations in collaboration with the University of California Cooperative Extension. 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
Central Coast Vineyard Team
California Association of Winegrape Growers
California Farm Bureau Federation
California Grower Foundation
California Grape & Tree Fruit League

Farm Employers Labor Service
Sonoma County Winegrape Commission
Ventura County Agricultural Association
Western Growers
Western United Dairymen

Thanks to Quan Nguyen (UCB Graduate Student) for database management and report programming and to Howard Rosenberg, PhD (UCB Cooperative Extension Specialist Emeritus) for survey analysis. Terms used and aspects of data treatment in producing the reports are explained below.

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.

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

All Associations

2013 Agricultural Wage and Benefit Survey Report

Report based on **All Commodities** producer data

I. Wages

Job Title	Avg	Low-est	Avg Low	Avg High	High-est	sd	n	N
Hourly Wages								
Supervisor	18.71	10.00	17.53	19.89	45.00	6.56	70	119
Foreman	14.70	8.75	13.86	15.54	49.00	4.36	106	213
Shop mechanic 1	16.65	8.50	15.86	17.44	45.00	5.69	108	180
Shop mechanic 2	13.78	8.00	12.92	14.64	30.00	4.06	61	133
Equipment operator	12.78	8.00	11.80	13.77	27.00	3.02	70	211
Tractor driver 1	12.08	8.00	11.38	12.78	25.00	2.39	106	248
Tractor driver 2	11.35	8.00	10.73	11.98	25.00	2.33	75	188
Milker	10.11	8.00	9.58	10.63	14.30	1.79	3	12
Irrigator - flood/row	10.49	8.00	9.94	11.03	22.00	2.08	47	109
Irrigator - lines	10.73	8.00	10.00	11.46	22.00	2.11	55	154
Pruner - tree or vine	10.62	8.00	9.72	11.52	22.00	2.00	63	160
Nursery propagator	11.18	8.00	10.02	12.34	33.30	3.53	13	46
General laborer 1 (own employee)	10.57	8.00	9.90	11.24	25.50	2.22	120	290
General laborer 1 (FLC employee)	10.25	8.00	9.77	10.73	21.00	2.69	55	109
General laborer 2 (own employee)	9.84	8.00	9.25	10.43	30.00	1.90	89	184
General laborer 2 (FLC employee)	9.92	8.00	9.54	10.30	32.00	3.31	53	84
Monthly Salaries								
Supervisor	5,158	1,067	4,636	5,680	11,650	1,873	73	158
Foreman	3,756	1,800	3,481	4,031	8,333	1,206	43	84
Shop mechanic 1	3,771	1,394	3,631	3,911	8,185	1,338	18	24
Shop mechanic 2	0	0	0	0	0	0	0	0
Equipment operator	2,649	1,500	2,618	2,680	3,583	760	7	8
Tractor driver 1	2,575	1,569	2,575	2,575	3,600	861	9	9
Tractor driver 2	0	0	0	0	0	0	0	0
Milker	2,419	1,750	2,282	2,557	3,300	494	6	11

Contract Production Services

Respondents who hire any contractors for production	50.91 %
Average share of total labor expenses paid through contractors	44.75 %

II. Benefits

Benefits Provided	% providing to yr-round	N	% providing to seasonal	N
Health care - employee only	36.93 %	463	5.40 %	463
Health care - employee & family	34.99 %	463	4.97 %	463
Vacation pay	53.78 %	463	4.97 %	463
Holiday pay (days per year)	50.76 %	463	13.61 %	463
Average days	6.95	230	4.67	46
Sick-leave pay	29.81 %	463	1.94 %	463
Yearly profit-sharing or bonus	36.50 %	463	7.99 %	463
Retirement pay/pension	21.60 %	463	4.10 %	463
Housing	19.87 %	463	3.67 %	463
Utilities in housing	13.82 %	463	3.89 %	463
Farm products	15.12 %	463	5.40 %	463

All Associations

2013 Agricultural Wage and Benefit Survey Report

Report based on **Vegetable Crops** producer data

I. Wages

Job Title	Avg	Low-est	Avg Low	Avg High	High-est	sd	n	N
Hourly Wages								
Supervisor	15.45	10.00	13.76	17.13	35.00	4.11	9	19
Foreman	12.76	8.75	11.60	13.92	27.50	3.14	9	34
Shop mechanic 1	15.39	9.00	14.06	16.72	35.88	4.66	18	42
Shop mechanic 2	13.27	8.00	12.06	14.48	25.00	3.73	8	34
Equipment operator	11.63	8.00	10.65	12.62	19.00	2.01	10	45
Tractor driver 1	10.90	8.00	10.41	11.39	15.00	1.44	16	50
Tractor driver 2	10.09	8.00	9.63	10.55	14.00	1.29	13	38
Milker	0.00	0.00	0.00	0.00	0.00	0.00	0	0
Irrigator - flood/row	9.80	8.00	9.23	10.38	13.75	1.02	9	32
Irrigator - lines	9.62	8.00	9.16	10.07	15.00	1.05	20	43
Pruner - tree or vine	9.91	8.00	9.39	10.43	16.00	1.41	6	12
Nursery propagator	9.22	8.00	8.79	9.66	12.00	0.90	4	10
General laborer 1 (own employee)	9.78	8.00	9.15	10.41	21.25	1.83	15	38
General laborer 1 (FLC employee)	9.39	8.00	8.72	10.05	16.76	1.60	11	26
General laborer 2 (own employee)	9.35	8.00	8.82	9.87	18.00	1.23	15	29
General laborer 2 (FLC employee)	8.90	8.00	8.38	9.43	15.00	1.09	13	22
Monthly Salaries								
Supervisor	5,251	1,067	4,475	6,027	11,650	1,888	14	41
Foreman	4,012	2,000	3,605	4,419	7,583	891	7	26
Shop mechanic 1	3,308	1,394	3,290	3,327	4,124	1,025	5	6
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	69.44 %
Average share of total labor expenses paid through contractors	39.29 %

II. Benefits

Benefits Provided	% providing to yr-round	N	% providing to seasonal	N
Health care - employee only	43.06 %	72	13.89 %	72
Health care - employee & family	47.22 %	72	18.06 %	72
Vacation pay	52.78 %	72	8.33 %	72
Holiday pay (days per year)	55.56 %	72	23.61 %	72
Average days	7.03	38	5.00	14
Sick-leave pay	30.56 %	72	2.78 %	72
Yearly profit-sharing or bonus	44.44 %	72	12.50 %	72
Retirement pay/pension	34.72 %	72	9.72 %	72
Housing	6.94 %	72	2.78 %	72
Utilities in housing	5.56 %	72	2.78 %	72
Farm products	15.28 %	72	12.50 %	72

All Associations

2013 Agricultural Wage and Benefit Survey Report

Report based on **Other Field/Row Crops** producer data

I. Wages

Job Title	Avg	Low-est	Avg Low	Avg High	High-est	sd	n	N
Hourly Wages								
Supervisor	16.72	10.00	15.71	17.74	35.00	4.40	12	19
Foreman	12.93	8.75	11.84	14.03	26.50	3.43	13	37
Shop mechanic 1	14.85	9.00	14.14	15.55	45.00	6.11	25	42
Shop mechanic 2	12.33	8.00	11.47	13.19	25.00	3.03	15	30
Equipment operator	11.86	8.00	10.95	12.77	20.00	1.77	15	51
Tractor driver 1	10.98	8.00	10.27	11.68	20.00	1.52	15	50
Tractor driver 2	10.62	8.00	9.92	11.33	20.00	1.50	9	37
Milker	10.31	9.00	9.75	10.88	12.75	1.86	1	2
Irrigator - flood/row	10.02	8.00	9.53	10.51	13.50	1.17	13	36
Irrigator - lines	9.92	8.00	9.38	10.47	15.00	1.23	19	42
Pruner - tree or vine	10.00	8.00	9.27	10.73	15.00	1.42	6	19
Nursery propagator	10.72	8.00	9.36	12.07	25.00	2.96	2	8
General laborer 1 (own employee)	9.77	8.00	9.26	10.28	16.00	1.61	23	50
General laborer 1 (FLC employee)	8.95	8.00	8.64	9.27	12.00	0.91	11	21
General laborer 2 (own employee)	9.04	8.00	8.60	9.48	18.00	1.09	16	31
General laborer 2 (FLC employee)	8.79	8.00	8.43	9.16	13.00	1.08	12	18
Monthly Salaries								
Supervisor	5,211	1,067	4,692	5,730	11,650	1,913	16	36
Foreman	3,977	2,000	3,784	4,169	7,583	1,215	15	25
Shop mechanic 1	3,441	1,394	3,176	3,705	8,185	1,623	6	8
Shop mechanic 2	0	0	0	0	0	0	0	0
Equipment operator	2,767	2,400	2,767	2,767	3,500	635	3	3
Tractor driver 1	2,675	1,750	2,675	2,675	3,600	1,308	2	2
Tractor driver 2	0	0	0	0	0	0	0	0
Milker	2,441	1,750	2,325	2,556	3,075	499	2	4

Contract Production Services

Respondents who hire any contractors for production	52.56 %
Average share of total labor expenses paid through contractors	38.61 %

II. Benefits

Benefits Provided	% providing to yr-round	N	% providing to seasonal	N
Health care - employee only	39.24 %	79	6.33 %	79
Health care - employee & family	40.51 %	79	5.06 %	79
Vacation pay	56.96 %	79	2.53 %	79
Holiday pay (days per year)	44.30 %	79	15.19 %	79
Average days	6.27	33	3.86	7
Sick-leave pay	24.05 %	79	2.53 %	79
Yearly profit-sharing or bonus	37.97 %	79	8.86 %	79
Retirement pay/pension	27.85 %	79	3.80 %	79
Housing	22.78 %	79	3.80 %	79
Utilities in housing	15.19 %	79	5.06 %	79
Farm products	16.46 %	79	6.33 %	79

All Associations

2013 Agricultural Wage and Benefit Survey Report

Report based on **Tree Crops** producer data

I. Wages

Job Title	Avg	Low-est	Avg Low	Avg High	High-est	sd	n	N
Hourly Wages								
Supervisor	17.92	10.00	17.05	18.79	38.50	6.85	20	37
Foreman	13.98	9.00	13.20	14.76	25.00	2.98	31	59
Shop mechanic 1	15.51	10.00	14.80	16.22	35.00	4.99	30	51
Shop mechanic 2	11.99	8.00	11.52	12.46	20.00	2.68	25	46
Equipment operator	12.07	8.00	11.05	13.09	23.97	2.29	22	73
Tractor driver 1	11.49	8.00	10.74	12.24	20.00	2.08	35	83
Tractor driver 2	10.67	8.00	10.16	11.18	20.00	2.15	30	65
Milker	10.00	9.50	9.50	10.50	10.50	0.00	0	1
Irrigator - flood/row	10.36	8.00	9.84	10.88	18.00	1.95	24	48
Irrigator - lines	10.36	8.00	9.65	11.06	20.00	1.50	20	57
Pruner - tree or vine	10.24	8.00	9.38	11.09	20.00	2.03	25	69
Nursery propagator	10.42	8.00	9.53	11.31	20.00	1.97	5	17
General laborer 1 (own employee)	10.03	8.00	9.37	10.69	21.25	1.74	41	101
General laborer 1 (FLC employee)	9.52	8.00	9.19	9.84	20.00	2.05	25	47
General laborer 2 (own employee)	9.38	8.00	8.75	10.00	27.48	1.59	31	66
General laborer 2 (FLC employee)	8.92	8.00	8.63	9.22	13.75	1.32	24	36

Monthly Salaries								
Supervisor	5,079	1,146	4,671	5,488	11,650	1,835	23	49
Foreman	3,730	1,800	3,409	4,051	7,000	1,073	14	30
Shop mechanic 1	3,410	1,394	3,306	3,514	6,500	1,230	10	12
Shop mechanic 2	0	0	0	0	0	0	0	0
Equipment operator	2,030	1,924	2,030	2,030	2,135	149	2	2
Tractor driver 1	2,351	1,569	2,351	2,351	2,810	680	3	3
Tractor driver 2	0	0	0	0	0	0	0	0
Milker	2,517	2,150	2,350	2,683	3,300	437	1	3

Contract Production Services

Respondents who hire any contractors for production	63.04 %
Average share of total labor expenses paid through contractors	41.36 %

II. Benefits

Benefits Provided	% providing to yr-round	N	% providing to seasonal	N
Health care - employee only	37.41 %	139	3.60 %	139
Health care - employee & family	26.62 %	139	2.16 %	139
Vacation pay	58.99 %	139	2.88 %	139
Holiday pay (days per year)	54.68 %	139	10.79 %	139
Average days	6.93	74	3.25	8
Sick-leave pay	32.37 %	139	3.60 %	139
Yearly profit-sharing or bonus	40.29 %	139	10.79 %	139
Retirement pay/pension	23.02 %	139	2.16 %	139
Housing	19.42 %	139	2.16 %	139
Utilities in housing	12.23 %	139	2.16 %	139
Farm products	18.71 %	139	7.91 %	139

All Associations

2013 Agricultural Wage and Benefit Survey Report

Report based on **Grapes** producer data

I. Wages

Job Title	Avg	Low-est	Avg Low	Avg High	High-est	sd	n	N
Hourly Wages								
Supervisor	19.97	10.00	18.67	21.26	45.00	6.80	39	64
Foreman	15.28	9.00	14.53	16.04	28.00	3.64	67	122
Shop mechanic 1	17.92	10.00	17.45	18.39	35.00	5.51	62	85
Shop mechanic 2	14.66	8.00	13.97	15.35	30.00	4.25	33	58
Equipment operator	13.89	8.00	12.93	14.85	27.00	3.48	39	98
Tractor driver 1	12.75	8.00	12.10	13.39	25.00	2.57	69	138
Tractor driver 2	12.02	8.00	11.42	12.63	25.00	2.45	49	103
Milker	0.00	0.00	0.00	0.00	0.00	0.00	0	0
Irrigator - flood/row	11.51	8.00	11.00	12.03	22.00	2.73	26	40
Irrigator - lines	11.73	8.00	10.96	12.50	22.00	2.56	24	63
Pruner - tree or vine	11.01	8.00	10.00	12.02	22.00	2.14	44	111
Nursery propagator	11.23	8.00	10.54	11.92	22.00	2.82	7	18
General laborer 1 (own employee)	10.98	8.00	10.31	11.64	25.50	2.49	61	132
General laborer 1 (FLC employee)	10.68	8.00	10.24	11.13	21.00	2.86	32	58
General laborer 2 (own employee)	10.34	8.00	9.79	10.89	30.00	2.07	49	95
General laborer 2 (FLC employee)	10.35	8.00	10.01	10.70	32.00	4.00	33	52

Monthly Salaries

Supervisor	5,061	1,323	4,688	5,434	10,750	1,565	37	65
Foreman	3,937	2,000	3,734	4,140	8,333	1,380	14	21
Shop mechanic 1	3,937	1,394	3,894	3,980	6,000	1,543	6	7
Shop mechanic 2	0	0	0	0	0	0	0	0
Equipment operator	3,002	1,924	3,002	3,002	3,583	935	3	3
Tractor driver 1	2,468	1,569	2,468	2,468	3,583	1,010	5	5
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	61.54 %
Average share of total labor expenses paid through contractors	50.98 %

II. Benefits

Benefits Provided	% providing to yr-round	N	% providing to seasonal	N
Health care - employee only	36.45 %	203	4.43 %	203
Health care - employee & family	39.41 %	203	4.43 %	203
Vacation pay	52.71 %	203	5.42 %	203
Holiday pay (days per year)	56.16 %	203	15.76 %	203
Average days	7.26	113	5.16	25
Sick-leave pay	29.06 %	203	1.48 %	203
Yearly profit-sharing or bonus	37.44 %	203	6.90 %	203
Retirement pay/pension	21.67 %	203	3.94 %	203
Housing	17.73 %	203	4.93 %	203
Utilities in housing	12.81 %	203	4.43 %	203
Farm products	12.32 %	203	3.45 %	203

All Associations

2013 Agricultural Wage and Benefit Survey Report

Report based on Dairy/Livestock producer data

I. Wages

Job Title	Avg	Low-est	Avg Low	Avg High	High-est	sd	n	N
Hourly Wages								
Supervisor	14.83	12.00	14.83	14.83	17.50	2.75	3	3
Foreman	14.90	11.75	14.16	15.64	19.00	2.10	5	8
Shop mechanic 1	12.90	9.00	12.58	13.21	20.00	3.58	6	9
Shop mechanic 2	12.88	9.00	12.69	13.06	16.00	2.40	6	8
Equipment operator	12.19	9.00	11.42	12.97	20.00	2.11	5	9
Tractor driver 1	11.87	8.65	11.45	12.30	20.00	3.04	6	11
Tractor driver 2	11.86	8.50	11.58	12.14	20.00	3.66	5	8
Milker	10.11	8.00	9.58	10.63	14.30	1.79	3	12
Irrigator - flood/row	9.89	8.00	9.48	10.29	13.00	1.18	4	12
Irrigator - lines	10.77	8.50	9.88	11.66	20.00	2.27	4	9
Pruner - tree or vine	10.71	8.50	9.50	11.92	15.00	0.90	2	6
Nursery propagator	12.75	9.00	10.50	15.00	20.00	4.60	0	2
General laborer 1 (own employee)	11.06	8.00	10.51	11.60	20.00	2.45	11	27
General laborer 1 (FLC employee)	10.00	8.00	9.80	10.20	14.00	2.32	3	5
General laborer 2 (own employee)	10.02	8.00	9.33	10.71	13.50	1.74	3	6
General laborer 2 (FLC employee)	10.33	8.00	10.00	10.67	12.00	1.53	2	3
Monthly Salaries								
Supervisor	4,139	1,700	3,939	4,338	10,000	2,123	10	14
Foreman	2,998	2,000	2,946	3,049	5,000	947	11	15
Shop mechanic 1	3,000	2,500	3,000	3,000	4,000	707	4	4
Shop mechanic 2	0	0	0	0	0	0	0	0
Equipment operator	2,513	1,500	2,450	2,575	3,500	726	3	4
Tractor driver 1	1,750	1,750	1,750	1,750	1,750	0	1	1
Tractor driver 2	0	0	0	0	0	0	0	0
Milker	2,419	1,750	2,282	2,557	3,300	494	6	11

Contract Production Services

Respondents who hire any contractors for production	16.33 %
Average share of total labor expenses paid through contractors	26.67 %

II. Benefits

Benefits Provided	% providing to yr-round	N	% providing to seasonal	N
Health care - employee only	24.49 %	49	2.04 %	49
Health care - employee & family	24.49 %	49	2.04 %	49
Vacation pay	46.94 %	49	2.04 %	49
Holiday pay (days per year)	20.41 %	49	0.00 %	49
Average days	7.20	10	0.00	0
Sick-leave pay	18.37 %	49	0.00 %	49
Yearly profit-sharing or bonus	16.33 %	49	2.04 %	49
Retirement pay/pension	10.20 %	49	2.04 %	49
Housing	61.22 %	49	2.04 %	49
Utilities in housing	44.90 %	49	4.08 %	49
Farm products	34.69 %	49	6.12 %	49

All Associations

2013 Agricultural Wage and Benefit Survey Report

Report based on Poultry producer data

I. Wages

Job Title	Avg	Low-est	Avg Low	Avg High	High-est	sd	n	N
Hourly Wages								
Supervisor	0.00	0.00	0.00	0.00	0.00	0.00	0	0
Foreman	13.43	10.00	12.53	14.33	18.65	4.84	1	2
Shop mechanic 1	18.25	16.50	18.25	18.25	20.00	2.47	2	2
Shop mechanic 2	10.00	10.00	10.00	10.00	10.00	0.00	1	1
Equipment operator	10.00	10.00	10.00	10.00	10.00	0.00	1	1
Tractor driver 1	10.00	10.00	10.00	10.00	10.00	0.00	1	1
Tractor driver 2	10.00	10.00	10.00	10.00	10.00	0.00	1	1
Milker	0.00	0.00	0.00	0.00	0.00	0.00	0	0
Irrigator - flood/row	0.00	0.00	0.00	0.00	0.00	0.00	0	0
Irrigator - lines	10.00	10.00	10.00	10.00	10.00	0.00	1	1
Pruner - tree or vine	10.00	10.00	10.00	10.00	10.00	0.00	1	1
Nursery propagator	10.00	10.00	10.00	10.00	10.00	0.00	1	1
General laborer 1 (own employee)	10.91	9.50	10.17	11.65	12.50	0.88	1	3
General laborer 1 (FLC employee)	9.00	9.00	9.00	9.00	9.00	0.00	1	1
General laborer 2 (own employee)	10.00	10.00	10.00	10.00	10.00	0.00	1	1
General laborer 2 (FLC employee)	9.00	9.00	9.00	9.00	9.00	0.00	1	1
Monthly Salaries								
Supervisor	0	0	0	0	0	0	0	0
Foreman	0	0	0	0	0	0	0	0
Shop mechanic 1	0	0	0	0	0	0	0	0
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	66.67 %
Average share of total labor expenses paid through contractors	0.00 %

II. Benefits

Benefits Provided	% providing to yr-round	N	% providing to seasonal	N
Health care - employee only	33.33 %	3	0.00 %	3
Health care - employee & family	0.00 %	3	0.00 %	3
Vacation pay	33.33 %	3	33.33 %	3
Holiday pay (days per year)	0.00 %	3	0.00 %	3
Average days	0.00	0	0.00	0
Sick-leave pay	33.33 %	3	33.33 %	3
Yearly profit-sharing or bonus	0.00 %	3	0.00 %	3
Retirement pay/pension	0.00 %	3	0.00 %	3
Housing	0.00 %	3	0.00 %	3
Utilities in housing	0.00 %	3	0.00 %	3
Farm products	33.33 %	3	0.00 %	3

All Associations

2013 Agricultural Wage and Benefit Survey Report

Report based on Horticultural producer data

I. Wages

Job Title	Avg	Low-est	Avg Low	Avg High	High-est	sd	n	N
Hourly Wages								
Supervisor	20.22	12.00	19.32	21.13	32.00	6.56	7	14
Foreman	14.30	9.00	13.52	15.09	22.07	4.12	10	19
Shop mechanic 1	16.56	8.50	15.84	17.28	28.00	5.51	13	19
Shop mechanic 2	15.01	8.00	14.14	15.88	25.00	5.60	5	10
Equipment operator	12.37	8.00	11.18	13.56	20.00	2.63	7	17
Tractor driver 1	11.57	8.00	10.65	12.49	20.00	3.05	6	16
Tractor driver 2	11.34	8.00	10.76	11.93	20.00	3.45	6	12
Milker	0.00	0.00	0.00	0.00	0.00	0.00	0	0
Irrigator - flood/row	11.86	8.00	10.79	12.94	18.00	4.25	1	4
Irrigator - lines	10.86	8.00	9.39	12.33	20.00	2.08	3	15
Pruner - tree or vine	11.00	8.00	10.11	11.89	16.00	1.66	3	9
Nursery propagator	10.32	8.00	8.99	11.65	20.00	1.88	4	17
General laborer 1 (own employee)	9.74	8.00	8.86	10.61	14.75	1.16	7	24
General laborer 1 (FLC employee)	10.75	8.00	10.26	11.24	17.85	3.33	5	9
General laborer 2 (own employee)	9.21	8.00	8.21	10.20	27.48	2.60	6	13
General laborer 2 (FLC employee)	10.44	8.00	10.14	10.74	13.75	2.14	4	6
Monthly Salaries								
Supervisor	4,891	2,200	4,254	5,528	10,500	1,534	3	11
Foreman	3,581	2,391	3,206	3,956	4,583	537	0	5
Shop mechanic 1	3,909	3,900	3,909	3,909	3,917	12	2	2
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	27.27 %
Average share of total labor expenses paid through contractors	35.86 %

II. Benefits

Benefits Provided	% providing to yr-round	N	% providing to seasonal	N
Health care - employee only	42.86 %	35	2.86 %	35
Health care - employee & family	17.14 %	35	0.00 %	35
Vacation pay	54.29 %	35	2.86 %	35
Holiday pay (days per year)	54.29 %	35	14.29 %	35
Average days	6.11	18	2.67	3
Sick-leave pay	22.86 %	35	0.00 %	35
Yearly profit-sharing or bonus	25.71 %	35	0.00 %	35
Retirement pay/pension	11.43 %	35	0.00 %	35
Housing	14.29 %	35	2.86 %	35
Utilities in housing	11.43 %	35	2.86 %	35
Farm products	11.43 %	35	5.71 %	35

All Associations

2013 Agricultural Wage and Benefit Survey Report

Report based on **Other** producer data

I. Wages

Job Title	Avg	Low-est	Avg Low	Avg High	High-est	sd	n	N
Hourly Wages								
Supervisor	20.62	12.00	19.59	21.66	41.25	7.75	6	12
Foreman	16.77	9.00	16.12	17.42	49.00	9.09	10	19
Shop mechanic 1	15.98	8.50	15.69	16.27	28.00	5.63	16	22
Shop mechanic 2	16.09	9.00	15.13	17.05	25.00	6.12	4	9
Equipment operator	12.61	8.50	11.78	13.44	23.80	3.45	9	22
Tractor driver 1	12.10	8.50	11.35	12.85	23.80	3.56	7	19
Tractor driver 2	11.47	8.00	10.85	12.08	20.00	3.05	4	12
Milker	0.00	0.00	0.00	0.00	0.00	0.00	0	0
Irrigator - flood/row	10.62	9.00	9.88	11.35	13.75	1.24	1	5
Irrigator - lines	10.81	8.50	9.82	11.80	20.00	2.27	3	10
Pruner - tree or vine	10.69	9.00	10.13	11.25	13.00	1.30	3	8
Nursery propagator	16.33	8.00	13.58	19.08	33.30	8.40	1	4
General laborer 1 (own employee)	10.87	8.00	9.98	11.76	18.75	2.47	8	31
General laborer 1 (FLC employee)	10.30	8.00	9.96	10.64	14.00	2.15	5	9
General laborer 2 (own employee)	9.46	8.00	8.89	10.02	15.00	1.34	5	15
General laborer 2 (FLC employee)	9.89	8.00	9.77	10.00	12.00	1.98	4	5
Monthly Salaries								
Supervisor	5,464	2,773	4,998	5,930	11,650	2,221	7	14
Foreman	4,113	2,000	3,761	4,464	8,083	1,423	3	7
Shop mechanic 1	4,389	2,000	4,111	4,667	6,000	1,766	1	3
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	32.14 %

II. Benefits

Benefits Provided	% providing to yr-round	N	% providing to seasonal	N
Health care - employee only	43.59 %	39	7.69 %	39
Health care - employee & family	48.72 %	39	2.56 %	39
Vacation pay	53.85 %	39	5.13 %	39
Holiday pay (days per year)	48.72 %	39	5.13 %	39
Average days	6.58	19	2.50	2
Sick-leave pay	33.33 %	39	0.00 %	39
Yearly profit-sharing or bonus	48.72 %	39	7.69 %	39
Retirement pay/pension	35.90 %	39	2.56 %	39
Housing	20.51 %	39	2.56 %	39
Utilities in housing	10.26 %	39	2.56 %	39
Farm products	20.51 %	39	2.56 %	39

All Associations

2013 Agricultural Wage and Benefit Survey Report

Report based on All Commodities producer data from Northern California region

I. Wages

Job Title	Avg	Low-est	Avg Low	Avg High	High-est	sd	n	N
Hourly Wages								
Supervisor	20.55	10.00	19.26	21.83	45.00	6.81	28	41
Foreman	16.26	10.00	15.48	17.05	28.00	3.43	43	76
Shop mechanic 1	19.29	9.00	18.49	20.08	35.00	6.00	33	49
Shop mechanic 2	16.26	10.00	15.13	17.38	30.00	3.93	16	32
Equipment operator	14.93	8.25	13.83	16.04	27.00	3.79	22	66
Tractor driver 1	13.65	9.00	12.85	14.45	25.00	2.77	35	77
Tractor driver 2	12.92	8.50	12.11	13.72	25.00	2.26	29	65
Milker	8.63	8.00	8.50	8.75	9.00	0.45	1	3
Irrigator - flood/row	11.99	8.00	10.84	13.14	22.00	3.29	5	18
Irrigator - lines	11.94	8.00	10.91	12.97	22.00	2.63	9	42
Pruner - tree or vine	11.52	8.00	10.38	12.66	22.00	2.14	19	67
Nursery propagator	12.36	8.25	10.65	14.06	25.00	2.96	1	13
General laborer 1 (own employee)	11.61	8.00	10.85	12.37	25.50	2.48	40	101
General laborer 1 (FLC employee)	12.06	8.00	11.58	12.54	21.00	3.38	10	25
General laborer 2 (own employee)	10.70	8.00	10.18	11.22	20.00	1.87	26	62
General laborer 2 (FLC employee)	13.79	8.00	13.46	14.13	32.00	6.31	10	14

Monthly Salaries

Supervisor	5,105	1,323	4,792	5,418	10,541	1,748	28	40
Foreman	4,056	2,000	3,862	4,251	8,333	1,573	13	20
Shop mechanic 1	4,348	2,000	4,141	4,555	8,185	1,826	7	9
Shop mechanic 2	0	0	0	0	0	0	0	0
Equipment operator	2,831	1,924	2,831	2,831	3,500	797	4	4
Tractor driver 1	2,220	1,569	2,220	2,220	3,515	1,122	3	3
Tractor driver 2	0	0	0	0	0	0	0	0
Milker	2,600	2,000	2,000	3,200	3,200	0	0	1

Contract Production Services

Respondents who hire any contractors for production	42.22 %
Average share of total labor expenses paid through contractors	37.02 %

II. Benefits

Benefits Provided	% providing to yr-round	N	% providing to seasonal	N
Health care - employee only	30.00 %	140	2.86 %	140
Health care - employee & family	33.57 %	140	0.71 %	140
Vacation pay	52.14 %	140	4.29 %	140
Holiday pay (days per year)	50.00 %	140	15.00 %	140
Average days	6.84	70	5.63	16
Sick-leave pay	30.71 %	140	2.14 %	140
Yearly profit-sharing or bonus	40.00 %	140	9.29 %	140
Retirement pay/pension	20.71 %	140	3.57 %	140
Housing	23.57 %	140	5.71 %	140
Utilities in housing	18.57 %	140	5.71 %	140
Farm products	17.14 %	140	6.43 %	140

All Associations

2013 Agricultural Wage and Benefit Survey Report

Report based on **All Commodities** producer data from **Central Valley North** region

I. Wages

Job Title	Avg	Low-est	Avg Low	Avg High	High-est	sd	n	N
Hourly Wages								
Supervisor	17.12	10.00	16.48	17.77	28.90	3.95	15	23
Foreman	14.36	9.00	13.75	14.97	26.50	3.90	20	33
Shop mechanic 1	15.35	9.00	14.83	15.86	45.00	6.49	25	36
Shop mechanic 2	11.64	8.00	11.31	11.97	19.25	2.53	18	29
Equipment operator	11.64	8.00	10.89	12.38	17.00	1.93	17	42
Tractor driver 1	11.32	8.00	10.61	12.02	16.75	1.58	22	50
Tractor driver 2	10.32	8.00	9.80	10.84	15.00	1.47	19	42
Milker	10.14	8.00	9.57	10.71	12.75	1.50	2	7
Irrigator - flood/row	10.12	8.00	9.70	10.54	13.90	1.54	19	35
Irrigator - lines	10.03	8.00	9.29	10.78	15.00	1.47	14	30
Pruner - tree or vine	9.66	8.00	8.78	10.54	15.00	1.33	15	36
Nursery propagator	9.30	8.00	8.78	9.81	12.25	1.33	3	8
General laborer 1 (own employee)	9.67	8.00	9.12	10.22	17.00	1.85	28	54
General laborer 1 (FLC employee)	8.74	8.00	8.45	9.04	12.00	0.77	14	23
General laborer 2 (own employee)	8.95	8.00	8.49	9.41	20.57	1.27	24	38
General laborer 2 (FLC employee)	8.34	8.00	8.08	8.60	10.00	0.46	16	23

Monthly Salaries

Supervisor	5,020	1,700	4,782	5,258	10,000	1,945	16	30
Foreman	3,511	2,000	3,263	3,760	8,083	1,301	11	17
Shop mechanic 1	3,176	1,394	3,026	3,326	4,400	988	5	7
Shop mechanic 2	0	0	0	0	0	0	0	0
Equipment operator	2,400	2,400	2,400	2,400	2,400	0	1	1
Tractor driver 1	2,675	1,750	2,675	2,675	3,600	1,308	2	2
Tractor driver 2	0	0	0	0	0	0	0	0
Milker	2,352	1,750	2,238	2,466	3,300	475	4	8

Contract Production Services

Respondents who hire any contractors for production	54.32 %
Average share of total labor expenses paid through contractors	40.89 %

II. Benefits

Benefits Provided	% providing to yr-round	N	% providing to seasonal	N
Health care - employee only	34.15 %	82	4.88 %	82
Health care - employee & family	25.61 %	82	2.44 %	82
Vacation pay	52.44 %	82	3.66 %	82
Holiday pay (days per year)	35.37 %	82	8.54 %	82
Average days	5.93	27	4.00	4
Sick-leave pay	13.41 %	82	3.66 %	82
Yearly profit-sharing or bonus	31.71 %	82	12.20 %	82
Retirement pay/pension	15.85 %	82	2.44 %	82
Housing	30.49 %	82	3.66 %	82
Utilities in housing	18.29 %	82	4.88 %	82
Farm products	24.39 %	82	10.98 %	82

All Associations

2013 Agricultural Wage and Benefit Survey Report

Report based on All Commodities producer data from Central Valley South region

I. Wages

Job Title	Avg	Low-est	Avg Low	Avg High	High-est	sd	n	N
Hourly Wages								
Supervisor	14.89	10.70	13.68	16.11	20.25	2.65	4	11
Foreman	12.60	9.00	11.94	13.25	17.82	1.54	11	19
Shop mechanic 1	15.52	10.00	14.13	16.91	35.88	5.14	8	18
Shop mechanic 2	12.78	8.00	12.04	13.51	21.18	3.32	7	19
Equipment operator	11.84	8.50	10.57	13.11	17.18	1.79	7	26
Tractor driver 1	10.86	8.00	10.29	11.44	16.50	1.50	17	32
Tractor driver 2	9.76	8.00	9.21	10.31	16.50	1.62	8	17
Milker	0.00	0.00	0.00	0.00	0.00	0.00	0	0
Irrigator - flood/row	9.95	8.00	9.59	10.32	13.30	1.32	10	17
Irrigator - lines	9.98	8.00	9.39	10.56	13.30	1.21	4	14
Pruner - tree or vine	9.35	8.00	8.91	9.79	13.00	1.21	10	18
Nursery propagator	16.48	9.00	13.87	19.10	33.30	10.35	1	3
General laborer 1 (own employee)	9.59	8.00	8.86	10.32	21.25	1.76	11	33
General laborer 1 (FLC employee)	9.78	8.00	9.10	10.46	20.00	2.44	7	14
General laborer 2 (own employee)	9.48	8.00	8.47	10.49	30.00	2.43	8	20
General laborer 2 (FLC employee)	8.49	8.00	8.42	8.55	11.20	0.97	6	9
Monthly Salaries								
Supervisor	4,992	1,146	4,280	5,703	11,650	1,906	5	15
Foreman	3,855	2,000	3,427	4,283	5,640	947	3	12
Shop mechanic 1	3,400	3,400	3,400	3,400	3,400	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	2,100	2,100	2,100	2,100	2,100	0	1	1
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	78.26 %
Average share of total labor expenses paid through contractors	48.57 %

II. Benefits

Benefits Provided	% providing to yr-round	N	% providing to seasonal	N
Health care - employee only	40.43 %	47	6.38 %	47
Health care - employee & family	36.17 %	47	4.26 %	47
Vacation pay	68.09 %	47	0.00 %	47
Holiday pay (days per year)	63.83 %	47	12.77 %	47
Average days	6.53	30	3.75	4
Sick-leave pay	44.68 %	47	0.00 %	47
Yearly profit-sharing or bonus	44.68 %	47	8.51 %	47
Retirement pay/pension	29.79 %	47	4.26 %	47
Housing	14.89 %	47	6.38 %	47
Utilities in housing	10.64 %	47	6.38 %	47
Farm products	14.89 %	47	2.13 %	47

All Associations

2013 Agricultural Wage and Benefit Survey Report

Report based on **All Commodities** producer data from **Central Coast** region

I. Wages

Job Title	Avg	Low-est	Avg Low	Avg High	High-est	sd	n	N
Hourly Wages								
Supervisor	18.22	10.00	16.25	20.19	41.25	6.18	10	26
Foreman	13.39	8.95	12.37	14.41	34.00	3.75	23	63
Shop mechanic 1	15.34	8.50	14.67	16.01	27.00	4.38	30	54
Shop mechanic 2	13.92	8.75	12.84	15.00	25.00	4.05	16	40
Equipment operator	11.79	8.00	10.96	12.62	21.00	2.11	17	56
Tractor driver 1	11.62	8.00	11.09	12.16	20.00	2.19	26	67
Tractor driver 2	11.04	8.00	10.54	11.54	20.00	2.31	16	51
Milker	0.00	0.00	0.00	0.00	0.00	0.00	0	0
Irrigator - flood/row	10.22	8.00	9.77	10.67	15.25	1.58	10	29
Irrigator - lines	10.46	8.00	10.00	10.93	20.00	1.92	24	54
Pruner - tree or vine	10.78	8.00	10.14	11.42	17.89	1.81	15	27
Nursery propagator	10.40	8.00	9.79	11.02	20.00	2.40	7	15
General laborer 1 (own employee)	10.44	8.00	9.83	11.05	20.00	2.07	26	64
General laborer 1 (FLC employee)	9.68	8.00	9.11	10.25	15.00	1.45	19	40
General laborer 2 (own employee)	9.69	8.00	9.27	10.12	18.00	1.58	21	41
General laborer 2 (FLC employee)	9.73	8.00	9.16	10.30	15.00	1.51	19	36

Monthly Salaries

Supervisor	5,341	1,067	4,701	5,981	11,650	1,983	19	57
Foreman	3,788	2,000	3,499	4,077	7,583	950	11	24
Shop mechanic 1	3,854	2,940	3,780	3,928	5,000	575	4	6
Shop mechanic 2	0	0	0	0	0	0	0	0
Equipment operator	2,667	1,500	2,542	2,792	3,583	1,296	1	2
Tractor driver 1	3,197	2,810	3,197	3,197	3,583	547	2	2
Tractor driver 2	0	0	0	0	0	0	0	0
Milker	2,000	2,000	2,000	2,000	2,000	0	1	1

Contract Production Services

Respondents who hire any contractors for production	57.76 %
Average share of total labor expenses paid through contractors	50.86 %

II. Benefits

Benefits Provided	% providing to yr-round	N	% providing to seasonal	N
Health care - employee only	51.97 %	127	11.02 %	127
Health care - employee & family	50.39 %	127	14.17 %	127
Vacation pay	56.69 %	127	10.24 %	127
Holiday pay (days per year)	62.99 %	127	19.69 %	127
Average days	7.35	77	4.55	20
Sick-leave pay	40.16 %	127	2.36 %	127
Yearly profit-sharing or bonus	42.52 %	127	7.09 %	127
Retirement pay/pension	27.56 %	127	7.87 %	127
Housing	13.39 %	127	1.57 %	127
Utilities in housing	9.45 %	127	1.57 %	127
Farm products	8.66 %	127	3.15 %	127

All Associations

2013 Agricultural Wage and Benefit Survey Report

Report based on **All Commodities** producer data from **Southern California** region

I. Wages

Job Title	Avg	Low-est	Avg Low	Avg High	High-est	sd	n	N
Hourly Wages								
Supervisor	19.72	10.00	19.20	20.25	38.50	10.18	8	11
Foreman	17.18	9.00	15.81	18.55	49.00	11.17	2	10
Shop mechanic 1	14.87	10.00	13.28	16.46	25.00	3.37	5	11
Shop mechanic 2	11.26	8.00	10.06	12.46	15.00	1.55	2	5
Equipment operator	12.09	9.00	10.84	13.34	16.00	1.42	4	10
Tractor driver 1	12.19	8.00	10.92	13.47	16.00	1.11	3	9
Tractor driver 2	10.28	8.00	9.45	11.10	12.50	1.21	1	5
Milker	12.20	9.00	11.25	13.15	14.30	2.40	0	2
Irrigator - flood/row	10.74	8.00	10.36	11.11	15.00	2.73	2	5
Irrigator - lines	10.66	8.00	9.39	11.92	16.00	1.69	2	9
Pruner - tree or vine	9.94	8.00	9.04	10.85	16.00	1.64	3	8
Nursery propagator	10.63	8.00	9.17	12.08	13.00	0.95	1	6
General laborer 1 (own employee)	9.99	8.00	9.24	10.73	14.00	1.27	6	20
General laborer 1 (FLC employee)	18.93	17.85	18.93	18.93	20.00	1.52	2	2
General laborer 2 (own employee)	9.64	8.00	8.61	10.66	27.48	2.33	8	16
General laborer 2 (FLC employee)	12.85	12.85	12.85	12.85	12.85	0.00	1	1
Monthly Salaries								
Supervisor	5,402	2,200	4,302	6,502	11,650	2,443	4	7
Foreman	3,402	2,000	3,190	3,614	6,000	1,500	3	5
Shop mechanic 1	2,625	2,625	2,625	2,625	2,625	0	1	1
Shop mechanic 2	0	0	0	0	0	0	0	0
Equipment operator	2,135	2,135	2,135	2,135	2,135	0	1	1
Tractor driver 1	2,673	2,673	2,673	2,673	2,673	0	1	1
Tractor driver 2	0	0	0	0	0	0	0	0
Milker	3,200	3,200	3,200	3,200	3,200	0	1	1

Contract Production Services

Respondents who hire any contractors for production	33.33 %
Average share of total labor expenses paid through contractors	47.50 %

II. Benefits

Benefits Provided	% providing to yr-round	N	% providing to seasonal	N
Health care - employee only	25.00 %	32	0.00 %	32
Health care - employee & family	21.88 %	32	0.00 %	32
Vacation pay	62.50 %	32	3.13 %	32
Holiday pay (days per year)	53.13 %	32	6.25 %	32
Average days	6.82	17	1.50	2
Sick-leave pay	18.75 %	32	0.00 %	32
Yearly profit-sharing or bonus	18.75 %	32	0.00 %	32
Retirement pay/pension	12.50 %	32	0.00 %	32
Housing	18.75 %	32	3.13 %	32
Utilities in housing	15.63 %	32	3.13 %	32
Farm products	12.50 %	32	3.13 %	32

All Associations

2013 Agricultural Wage and Benefit Survey Report

Report based on All Commodities producer data having from 0 through 5 employees

I. Wages

Job Title	Avg	Low-est	Avg Low	Avg High	High-est	sd	n	N
Hourly Wages								
Supervisor	21.51	10.00	19.78	23.24	44.23	9.89	9	11
Foreman	16.30	11.00	16.30	16.30	25.00	3.80	11	11
Shop mechanic 1	14.50	9.00	13.00	16.00	17.00	3.54	1	2
Shop mechanic 2	19.25	19.25	19.25	19.25	19.25	0.00	1	1
Equipment operator	11.29	8.75	10.71	11.86	15.25	2.13	4	7
Tractor driver 1	13.77	8.50	13.43	14.11	20.00	4.27	4	7
Tractor driver 2	14.22	8.50	14.19	14.25	17.00	3.80	3	4
Milker	10.50	9.00	9.00	12.00	12.00	0.00	0	1
Irrigator - flood/row	13.08	9.00	13.08	13.08	15.25	3.54	3	3
Irrigator - lines	11.09	8.00	10.71	11.46	17.00	3.13	4	7
Pruner - tree or vine	12.09	9.50	11.78	12.41	18.00	2.74	6	8
Nursery propagator	15.25	15.25	15.25	15.25	15.25	0.00	1	1
General laborer 1 (own employee)	11.43	8.00	11.02	11.84	16.00	2.19	21	32
General laborer 1 (FLC employee)	12.53	8.50	11.61	13.44	20.00	3.76	7	9
General laborer 2 (own employee)	11.22	8.00	11.22	11.22	16.50	3.13	8	8
General laborer 2 (FLC employee)	13.67	8.50	13.50	13.83	32.00	9.05	5	6

Monthly Salaries

Supervisor	2,617	1,200	2,429	2,804	3,600	989	2	4
Foreman	2,411	2,100	2,411	2,411	2,833	379	3	3
Shop mechanic 1	0	0	0	0	0	0	0	0
Shop mechanic 2	0	0	0	0	0	0	0	0
Equipment operator	2,625	1,500	2,500	2,750	3,500	1,237	1	2
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	50.00 %
Average share of total labor expenses paid through contractors	64.78 %

II. Benefits

Benefits Provided	% providing to yr-round	N	% providing to seasonal	N
Health care - employee only	15.25 %	59	1.69 %	59
Health care - employee & family	22.03 %	59	3.39 %	59
Vacation pay	32.20 %	59	1.69 %	59
Holiday pay (days per year)	30.51 %	59	3.39 %	59
Average days	7.33	18	2.00	1
Sick-leave pay	22.03 %	59	1.69 %	59
Yearly profit-sharing or bonus	16.95 %	59	6.78 %	59
Retirement pay/pension	1.69 %	59	1.69 %	59
Housing	20.34 %	59	1.69 %	59
Utilities in housing	11.86 %	59	1.69 %	59
Farm products	8.47 %	59	3.39 %	59

All Associations

2013 Agricultural Wage and Benefit Survey Report

Report based on All Commodities producer data having from 6 through 10 employees

I. Wages

Job Title	Avg	Low-est	Avg Low	Avg High	High-est	sd	n	N
Hourly Wages								
Supervisor	18.54	12.00	18.32	18.75	26.76	5.14	5	7
Foreman	12.62	9.00	12.52	12.72	16.50	2.38	15	17
Shop mechanic 1	14.78	8.50	14.53	15.03	23.00	5.10	9	10
Shop mechanic 2	12.73	9.00	12.29	13.18	20.08	3.44	6	9
Equipment operator	12.01	8.50	11.03	12.99	20.00	2.39	8	17
Tractor driver 1	11.64	8.50	11.28	12.00	20.00	3.08	10	15
Tractor driver 2	11.59	8.50	10.88	12.29	20.00	2.81	5	13
Milker	8.56	8.00	8.50	8.63	9.00	0.62	1	2
Irrigator - flood/row	9.66	8.50	9.32	10.00	12.00	0.74	4	7
Irrigator - lines	10.15	8.00	9.50	10.81	20.00	2.32	5	9
Pruner - tree or vine	10.19	8.00	9.32	11.05	14.00	1.21	7	14
Nursery propagator	11.94	10.00	10.63	13.25	20.00	2.74	1	4
General laborer 1 (own employee)	10.27	8.00	9.56	10.99	19.94	1.94	12	22
General laborer 1 (FLC employee)	9.48	8.00	9.45	9.50	14.00	1.99	9	10
General laborer 2 (own employee)	9.73	8.00	9.25	10.20	13.00	1.15	8	15
General laborer 2 (FLC employee)	10.00	8.00	10.00	10.00	12.00	1.87	5	5

Monthly Salaries

Supervisor	5,200	5,200	5,200	5,200	5,200	0	1	1
Foreman	3,418	3,095	3,418	3,418	3,850	334	4	4
Shop mechanic 1	2,500	2,500	2,500	2,500	2,500	0	1	1
Shop mechanic 2	0	0	0	0	0	0	0	0
Equipment operator	2,400	2,400	2,400	2,400	2,400	0	1	1
Tractor driver 1	3,600	3,600	3,600	3,600	3,600	0	1	1
Tractor driver 2	0	0	0	0	0	0	0	0
Milker	2,591	2,000	2,375	2,806	3,200	309	2	4

Contract Production Services

Respondents who hire any contractors for production	42.11 %
Average share of total labor expenses paid through contractors	40.83 %

II. Benefits

Benefits Provided	% providing to yr-round	N	% providing to seasonal	N
Health care - employee only	26.83 %	41	2.44 %	41
Health care - employee & family	21.95 %	41	0.00 %	41
Vacation pay	51.22 %	41	0.00 %	41
Holiday pay (days per year)	31.71 %	41	0.00 %	41
Average days	6.77	13	0.00	0
Sick-leave pay	19.51 %	41	2.44 %	41
Yearly profit-sharing or bonus	31.71 %	41	9.76 %	41
Retirement pay/pension	9.76 %	41	0.00 %	41
Housing	29.27 %	41	2.44 %	41
Utilities in housing	21.95 %	41	2.44 %	41
Farm products	26.83 %	41	7.32 %	41

All Associations

2013 Agricultural Wage and Benefit Survey Report

Report based on **All Commodities** producer data having from **11 through 25** employees

I. Wages

Job Title	Avg	Low-est	Avg Low	Avg High	High-est	sd	n	N
Hourly Wages								
Supervisor	16.61	10.00	16.55	16.68	22.00	2.98	14	15
Foreman	14.77	9.00	14.33	15.21	28.00	3.80	26	38
Shop mechanic 1	14.80	10.00	14.42	15.18	25.50	3.63	18	23
Shop mechanic 2	12.50	8.00	11.94	13.07	20.00	2.97	7	11
Equipment operator	13.05	9.00	12.20	13.91	22.00	2.67	16	33
Tractor driver 1	12.83	9.00	12.18	13.47	22.00	2.68	25	46
Tractor driver 2	12.01	8.00	11.34	12.68	22.00	2.30	18	36
Milker	10.88	8.50	10.50	11.27	14.30	2.69	0	3
Irrigator - flood/row	10.50	8.00	9.50	11.50	22.00	2.28	3	14
Irrigator - lines	11.00	8.00	10.20	11.80	22.00	2.68	12	23
Pruner - tree or vine	11.92	8.00	10.61	13.23	22.00	2.51	15	34
Nursery propagator	11.50	8.00	10.43	12.57	22.00	3.24	3	7
General laborer 1 (own employee)	10.80	8.00	10.17	11.43	22.00	2.24	25	56
General laborer 1 (FLC employee)	11.22	8.00	10.78	11.66	21.00	3.67	6	10
General laborer 2 (own employee)	10.01	8.00	9.51	10.51	15.75	1.91	16	32
General laborer 2 (FLC employee)	10.18	8.00	9.65	10.71	15.00	2.40	5	9
Monthly Salaries								
Supervisor	4,733	1,700	4,597	4,870	9,359	1,676	23	28
Foreman	2,979	2,000	2,918	3,040	5,435	753	10	12
Shop mechanic 1	3,081	2,625	3,081	3,081	3,617	501	3	3
Shop mechanic 2	0	0	0	0	0	0	0	0
Equipment operator	2,030	1,924	2,030	2,030	2,135	149	2	2
Tractor driver 1	2,121	1,569	2,121	2,121	2,673	781	2	2
Tractor driver 2	0	0	0	0	0	0	0	0
Milker	2,525	1,900	2,300	2,750	3,300	672	0	2

Contract Production Services

Respondents who hire any contractors for production	37.04 %
Average share of total labor expenses paid through contractors	42.48 %

II. Benefits

Benefits Provided	% providing to yr-round	N	% providing to seasonal	N
Health care - employee only	26.83 %	82	3.66 %	82
Health care - employee & family	31.71 %	82	0.00 %	82
Vacation pay	50.00 %	82	6.10 %	82
Holiday pay (days per year)	37.80 %	82	8.54 %	82
Average days	7.13	30	3.60	5
Sick-leave pay	28.05 %	82	4.88 %	82
Yearly profit-sharing or bonus	34.15 %	82	6.10 %	82
Retirement pay/pension	17.07 %	82	3.66 %	82
Housing	32.93 %	82	3.66 %	82
Utilities in housing	29.27 %	82	6.10 %	82
Farm products	24.39 %	82	8.54 %	82

See notes on introductory page. Report produced at UCB College of Natural Resources.

All Associations

2013 Agricultural Wage and Benefit Survey Report

Report based on All Commodities producer data having more than 25 employees

I. Wages

Job Title	Avg	Low-est	Avg Low	Avg High	High-est	sd	n	N
Hourly Wages								
Supervisor	18.79	10.00	17.55	20.04	38.50	6.21	36	72
Foreman	14.63	8.95	13.53	15.73	49.00	4.65	42	125
Shop mechanic 1	17.28	9.00	16.39	18.17	45.00	6.17	70	126
Shop mechanic 2	13.78	8.00	12.82	14.74	25.00	3.97	40	100
Equipment operator	12.92	8.00	11.87	13.97	27.00	3.32	35	133
Tractor driver 1	11.79	8.00	11.00	12.58	23.80	2.10	48	148
Tractor driver 2	10.92	8.00	10.30	11.54	20.00	1.96	40	115
Milker	0.00	0.00	0.00	0.00	0.00	0.00	0	0
Irrigator - flood/row	10.43	8.00	9.96	10.89	21.50	2.14	30	65
Irrigator - lines	10.63	8.00	9.89	11.37	18.50	1.82	28	97
Pruner - tree or vine	9.90	8.00	9.15	10.64	16.07	1.46	30	87
Nursery propagator	10.96	8.00	9.73	12.20	33.30	3.81	7	32
General laborer 1 (own employee)	10.01	8.00	9.29	10.74	25.50	2.03	42	135
General laborer 1 (FLC employee)	10.06	8.00	9.63	10.50	18.50	2.43	26	61
General laborer 2 (own employee)	9.65	8.00	8.98	10.33	30.00	1.75	51	114
General laborer 2 (FLC employee)	9.27	8.00	8.95	9.60	18.50	1.83	31	50

Monthly Salaries

Supervisor	5,453	1,067	4,799	6,106	11,650	1,863	37	103
Foreman	4,176	1,800	3,763	4,588	8,333	1,211	14	45
Shop mechanic 1	4,041	1,394	3,879	4,202	8,185	1,472	13	17
Shop mechanic 2	0	0	0	0	0	0	0	0
Equipment operator	2,950	2,400	2,950	2,950	3,500	778	2	2
Tractor driver 1	2,397	1,575	2,397	2,397	3,515	1,003	3	3
Tractor driver 2	0	0	0	0	0	0	0	0
Milker	2,400	2,200	2,200	2,600	2,600	0	0	1

Contract Production Services

Respondents who hire any contractors for production	57.75 %
Average share of total labor expenses paid through contractors	39.35 %

II. Benefits

Benefits Provided	% providing to yr-round	N	% providing to seasonal	N
Health care - employee only	53.13 %	192	9.90 %	192
Health care - employee & family	45.83 %	192	9.90 %	192
Vacation pay	66.15 %	192	7.81 %	192
Holiday pay (days per year)	69.79 %	192	27.08 %	192
Average days	6.80	130	4.84	38
Sick-leave pay	39.06 %	192	1.04 %	192
Yearly profit-sharing or bonus	48.44 %	192	10.94 %	192
Retirement pay/pension	34.38 %	192	7.81 %	192
Housing	9.90 %	192	6.25 %	192
Utilities in housing	6.25 %	192	5.73 %	192
Farm products	11.98 %	192	5.73 %	192

**2013 FELS
Wage and
Benefit
Survey
Results**

Farm Employers Labor Service Wage and Benefit Survey

JUNE 2013

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Farm Employers Labor Service 2013 Agricultural Wage and Benefit Survey Introduction to the Reports

This note accompanies tabulated summary results of the 2013 Wage and Benefit Survey conducted by the Farm Employers Labor Service (FELS®) and eight other organizations in collaboration with the University of California Cooperative Extension. 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 | Farm Employers Labor Service |
| Central Coast Vineyard Team | Sonoma County Winegrape Commission |
| California Association of Winegrape Growers | Ventura County Agricultural Association |
| California Farm Bureau Federation | Western Growers |
| California Grower Foundation | Western United Dairymen |
| California Grape & Tree Fruit League | |

Thanks to Quan Nguyen (UCB Graduate Student) for database management and report programming and to Howard Rosenberg, PhD (UCB Cooperative Extension Specialist Emeritus) for survey analysis. Terms used and aspects of data treatment in producing the reports are explained below.

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.

L. George Daniels, III
Executive Vice President
Farm Employers Labor Service (FELS®)
(800) 753-9073
gdaniels@fels.net

2013 CALIFORNIA AGRICULTURAL WAGE AND BENEFIT SURVEY Farm Employers Labor Service

This survey is conducted annually to provide a market reference for California growers making wage and benefit decisions. Your participation will make the tabulated results more useful for everybody. Please base your responses on what you are now paying or expect to pay during calendar year 2013 in California only, even if you also operate in other states. You can complete this form either on paper or online at www.fels.net/survey. If online, select "Farm Employers Labor Service (FELS)" from the dropdown menu. Thank You!

I. Company Classification (for use in summarizing survey results)

- A. In what California county do you employ the greatest number of employees? _____
- B. How many people do you employ when fully staffed? 1. _____ Year-round (10 or more months of employment/year) (on your own payroll, not through contractors)
2. _____ Seasonal (additional employees at peak activity)
- C. Do you hire FLCs or other contract firms for production services? No Yes
If yes, about what share (to the nearest 10%) of your total labor expenses do you pay through them? _____ %
- D. Is a union certified to represent any of your employees? No Yes
If yes --> Name of union: _____ Is a contract in effect? No Yes
- E. Commodities produced. Please check as many as apply, and circle the number next to one in which your labor expense is highest.
- | | | | |
|---|--|---|---|
| 1. <input type="checkbox"/> Vegetable Crops | 3. <input type="checkbox"/> Tree Crops | 5. <input type="checkbox"/> Dairy/Livestock | 7. <input type="checkbox"/> Horticultural |
| 2. <input type="checkbox"/> Other Field/Row Crops | 4. <input type="checkbox"/> Grapes | 6. <input type="checkbox"/> Poultry | 8. <input type="checkbox"/> Other |

II. Wages. What are the highest and lowest wages you pay for each job listed below in which you employ people?					
• If all employees in a job category earn at the same rate, please enter it only in the "highest" column.					
• If pay is by piece rate, please estimate the equivalent earnings per hour worked.					
* Please do not enter a bi-weekly salary. To convert to monthly, multiply by 2.174.					
Job	Typical Work Performed	Or			
		Hourly Rate	Monthly Salary	Lowest	Highest
1. Supervisor	Manages or coordinates work of foremen who directly lead crews.				
2. Foreman	Under managerial guidance, directs, leads, and supports a crew of workers.				
3. Shop Mechanic I	Independently repairs machinery, welds, and performs other shop functions.				
4. Shop Mechanic II	Under supervision, repairs machines and performs other shop functions.				
5. Equipment Operator	Operates trucks, planting/harvest machines, forklifts, or other heavy equipment.				
6. Tractor Driver I	Prepares and drives tractor for precision planting, listing, leveling, spraying, and similarly skilled functions.				
7. Tractor Driver II	Uses tractor to disc fields, carry loads, and perform other basic work not requiring possession of a driver's license.				
8. Milker	Milks cows using milking machine; examines cows for injuries/diseases.				
9. Irrigator - Flood/Row	Sets up and applies ditch or flood irrigation in fields or orchards.				
10. Irrigator - Lines	Assembles, moves, and operates pipe sprinkler or drip systems.				
11. Pruner-Tree or Vine	Prunes fruit/nut trees or grape vines, using hand tools.				
12. Nursery Propagator	Transplants or propagates plants from cuttings, stems or seeds.				
13. General Laborer I	Performs various tasks requiring some developed manual or mental skills ("semi-skilled").				←-On your payroll ←-FLC employees*
14. General Laborer II	Performs tasks requiring only skills readily learned; typically hired seasonally.				←-On your payroll ←-FLC employees*

(* Farm Labor Contractor and/or Custom Harvester employees)

III. Benefits - Which of these fringe benefits do more than half of your (a) year-round and (b) seasonal employees receive without having to co-pay more than 25% of the cost? Please check all that apply, except provide number of days in #4.

	Year-round	Seasonal		Year-round	Seasonal
1. Health care - employee only	<input type="checkbox"/>	<input type="checkbox"/>	6. Yearly profit-sharing or bonus	<input type="checkbox"/>	<input type="checkbox"/>
2. Health care - employee & family	<input type="checkbox"/>	<input type="checkbox"/>	7. Retirement pay/pension	<input type="checkbox"/>	<input type="checkbox"/>
3. Vacation pay	<input type="checkbox"/>	<input type="checkbox"/>	8. Housing	<input type="checkbox"/>	<input type="checkbox"/>
4. Holiday pay (days per year)	_____ days	_____ days	9. Utilities in housing	<input type="checkbox"/>	<input type="checkbox"/>
5. Sick-leave pay	<input type="checkbox"/>	<input type="checkbox"/>	10. Farm products	<input type="checkbox"/>	<input type="checkbox"/>

RETURN TO: Farm Employers Labor Service, 2300 River Plaza Drive, Sacramento CA 95833
FAX to: 916-5615696 • Email: fels@fels.org • Phone: 800-753-9073

Farm Employers Labor Service - Wage & Benefit Survey
Averages by Year 2008 - 2013

All Crops - All Regions

JOB POSITIONS	2008	2009	2010	2012	2013	% Change ¹
Supervisor	\$17.95	\$18.87	\$17.69	\$18.82	\$18.71	-0.58 %
Foreman	13.02	13.48	13.35	\$15.22	\$14.70	-3.42 %
Shop Mechanic I	15.58	16.69	15.56	\$17.44	\$16.65	-4.53 %
Shop Mechanic II	11.94	12.75	12.28	\$13.13	\$13.78	4.95 %
Equipment Operator	11.65	12.32	11.99	\$13.40	\$12.78	-4.63 %
Tractor Driver I	10.73	11.28	11.16	\$12.51	\$12.08	-3.44 %
Tractor Driver II	10.20	10.62	10.36	\$11.11	\$11.35	2.16 %
Milker	10.06	10.41	10.04	\$10.13	\$10.11	-0.20 %
Irrigator-Flood/Row	9.37	9.63	9.76	\$10.59	\$10.49	-0.94 %
Irrigator - Lines	9.64	10.23	10.00	\$11.13	\$10.73	-3.59 %
Pruner	9.70	10.01	9.80	\$10.80	\$10.62	-1.67 %
Nursery Propagator	9.48	10.22	9.79	\$10.03	\$11.18	11.47 %
General Labor I (Direct Hire)	9.46	9.66	9.74	\$10.12	\$10.57	4.45 %
General Labor I (FLC)	9.15	9.41	9.44	\$9.77	\$10.25	4.91 %
General Labor II (Direct Hire)	9.00	9.01	9.11	\$9.52	\$9.84	3.36 %
General Labor II (FLC)	8.96	9.29	9.04	\$9.56	\$9.92	3.77 %

Benefits - Percent Responding Yes - Year-round Employment

BENEFITS	2008	2009	2010	2012	2013	% Change ¹
MEDICAL: EMPL. ONLY	47.84%	41.96%	36.47%	46.20%	36.93%	-20.06 %
MEDICAL: FAMILY	45.22%	44.68%	44.71%	38.60%	34.99%	-9.35 %
VACATION PAY	64.73%	64.93%	65.10%	63.16%	53.78%	-14.85 %
HOLIDAY PAY	51.03%	53.65%	56.86%	55.56%	50.76%	-8.64 %
AVE NO. OF HOLIDAYS	6.19	6.41	6.23	7.93	6.95	-12.36 %
SICK PAY	22.70%	23.59%	25.29%	23.39%	29.81%	27.45 %
PROFIT SHARE/BONUS	36.21%	41.13%	38.24%	47.95%	36.50%	-23.88 %
RETIREMENT/PENSION	25.33%	23.59%	24.71%	21.64%	21.60%	-0.18 %
HOUSING	24.77%	26.72%	24.67%	23.98%	19.87%	-17.14 %
UTILITIES PAID	17.26%	16.49%	16.67%	14.62%	13.82%	-5.47 %
FARM PRODUCTS	13.70%	15.45%	13.92%	11.70%	15.12%	29.23 %

¹ Percent change of 2013 over 2012.

Minimum Wage History: CA: 2001-06=\$6.75, 2007=\$7.50, 2008=\$8.00;
Federal: July 24, 2007=\$5.85, July 24, 2008=\$6.55, July 24, 2009=\$7.25

All Associations
2013 Agricultural Wage and Benefit Survey Report

Report based on **All Commodities** producer data

I. Wages

Job Title	Avg	Low-est	Avg Low	Avg High	High-est	sd	n	N
Hourly Wages								
Supervisor	18.71	10.00	17.53	19.89	45.00	6.56	70	119
Foreman	14.70	8.75	13.86	15.54	49.00	4.36	106	213
Shop mechanic 1	16.65	8.50	15.86	17.44	45.00	5.69	108	180
Shop mechanic 2	13.78	8.00	12.92	14.64	30.00	4.06	61	133
Equipment operator	12.78	8.00	11.80	13.77	27.00	3.02	70	211
Tractor driver 1	12.08	8.00	11.38	12.78	25.00	2.39	106	248
Tractor driver 2	11.35	8.00	10.73	11.98	25.00	2.33	75	188
Milker	10.11	8.00	9.58	10.63	14.30	1.79	3	12
Irrigator - flood/row	10.49	8.00	9.94	11.03	22.00	2.08	47	109
Irrigator - lines	10.73	8.00	10.00	11.46	22.00	2.11	55	154
Pruner - tree or vine	10.62	8.00	9.72	11.52	22.00	2.00	63	160
Nursery propagator	11.18	8.00	10.02	12.34	33.30	3.53	13	46
General laborer 1 (own employee)	10.57	8.00	9.90	11.24	25.50	2.22	120	290
General laborer 1 (FLC employee)	10.25	8.00	9.77	10.73	21.00	2.69	55	109
General laborer 2 (own employee)	9.84	8.00	9.25	10.43	30.00	1.90	89	184
General laborer 2 (FLC employee)	9.92	8.00	9.54	10.30	32.00	3.31	53	84
Monthly Salaries								
Supervisor	5,158	1,067	4,636	5,680	11,650	1,873	73	158
Foreman	3,756	1,800	3,481	4,031	8,333	1,206	43	84
Shop mechanic 1	3,771	1,394	3,631	3,911	8,185	1,338	18	24
Shop mechanic 2	0	0	0	0	0	0	0	0
Equipment operator	2,649	1,500	2,618	2,680	3,583	760	7	8
Tractor driver 1	2,575	1,569	2,575	2,575	3,600	861	9	9
Tractor driver 2	0	0	0	0	0	0	0	0
Milker	2,419	1,750	2,282	2,557	3,300	494	6	11

Contract Production Services

Respondents who hire any contractors for production 50.91 %
Average share of total labor expenses paid through contractors 44.75 %

II. Benefits

Benefits Provided	% providing to yr-round	N	% providing to seasonal	N
Health care - employee only	36.93 %	463	5.40 %	463
Health care - employee & family	34.99 %	463	4.97 %	463
Vacation pay	53.78 %	463	4.97 %	463
Holiday pay (days per year)	50.76 %	463	13.61 %	463
Average days	6.95	230	4.67	46
Sick-leave pay	29.81 %	463	1.94 %	463
Yearly profit-sharing or bonus	36.50 %	463	7.99 %	463
Retirement pay/pension	21.60 %	463	4.10 %	463
Housing	19.87 %	463	3.67 %	463
Utilities in housing	13.82 %	463	3.89 %	463
Farm products	15.12 %	463	5.40 %	463

See notes on introductory page. Report produced at UCB College of Natural Resources.

All Associations
2013 Agricultural Wage and Benefit Survey Report

Report based on **Vegetable Crops** producer data

I. Wages

Job Title	Avg	Low-est	Avg Low	Avg High	High-est	sd	n	N
Hourly Wages								
Supervisor	15.45	10.00	13.76	17.13	35.00	4.11	9	19
Foreman	12.76	8.75	11.60	13.92	27.50	3.14	9	34
Shop mechanic 1	15.39	9.00	14.06	16.72	35.88	4.66	18	42
Shop mechanic 2	13.27	8.00	12.06	14.48	25.00	3.73	8	34
Equipment operator	11.63	8.00	10.65	12.62	19.00	2.01	10	45
Tractor driver 1	10.90	8.00	10.41	11.39	15.00	1.44	16	50
Tractor driver 2	10.09	8.00	9.63	10.55	14.00	1.29	13	38
Milker	0.00	0.00	0.00	0.00	0.00	0.00	0	0
Irrigator - flood/row	9.80	8.00	9.23	10.38	13.75	1.02	9	32
Irrigator - lines	9.62	8.00	9.16	10.07	15.00	1.05	20	43
Pruner - tree or vine	9.91	8.00	9.39	10.43	16.00	1.41	6	12
Nursery propagator	9.22	8.00	8.79	9.66	12.00	0.90	4	10
General laborer 1 (own employee)	9.78	8.00	9.15	10.41	21.25	1.83	15	38
General laborer 1 (FLC employee)	9.39	8.00	8.72	10.05	16.76	1.60	11	26
General laborer 2 (own employee)	9.35	8.00	8.82	9.87	18.00	1.23	15	29
General laborer 2 (FLC employee)	8.90	8.00	8.38	9.43	15.00	1.09	13	22

Monthly Salaries

Supervisor	5,251	1,067	4,475	6,027	11,650	1,888	14	41
Foreman	4,012	2,000	3,605	4,419	7,583	891	7	26
Shop mechanic 1	3,308	1,394	3,290	3,327	4,124	1,025	5	6
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	69.44 %
Average share of total labor expenses paid through contractors	39.29 %

II. Benefits

Benefits Provided	% providing to yr-round	N	% providing to seasonal	N
Health care - employee only	43.06 %	72	13.89 %	72
Health care - employee & family	47.22 %	72	18.06 %	72
Vacation pay	52.78 %	72	8.33 %	72
Holiday pay (days per year)	55.56 %	72	23.61 %	72
Average days	7.03	38	5.00	14
Sick-leave pay	30.56 %	72	2.78 %	72
Yearly profit-sharing or bonus	44.44 %	72	12.50 %	72
Retirement pay/pension	34.72 %	72	9.72 %	72
Housing	6.94 %	72	2.78 %	72
Utilities in housing	5.56 %	72	2.78 %	72
Farm products	15.28 %	72	12.50 %	72

See notes on introductory page. Report produced at UCB College of Natural Resources.

All Associations
2013 Agricultural Wage and Benefit Survey Report

Report based on **Other Field/Row Crops** producer data

I. Wages

Job Title	Avg	Low-est	Avg Low	Avg High	High-est	sd	n	N
Hourly Wages								
Supervisor	16.72	10.00	15.71	17.74	35.00	4.40	12	19
Foreman	12.93	8.75	11.84	14.03	26.50	3.43	13	37
Shop mechanic 1	14.85	9.00	14.14	15.55	45.00	6.11	25	42
Shop mechanic 2	12.33	8.00	11.47	13.19	25.00	3.03	15	30
Equipment operator	11.86	8.00	10.95	12.77	20.00	1.77	15	51
Tractor driver 1	10.98	8.00	10.27	11.68	20.00	1.52	15	50
Tractor driver 2	10.62	8.00	9.92	11.33	20.00	1.50	9	37
Milker	10.31	9.00	9.75	10.88	12.75	1.86	1	2
Irrigator - flood/row	10.02	8.00	9.53	10.51	13.50	1.17	13	36
Irrigator - lines	9.92	8.00	9.38	10.47	15.00	1.23	19	42
Pruner - tree or vine	10.00	8.00	9.27	10.73	15.00	1.42	6	19
Nursery propagator	10.72	8.00	9.36	12.07	25.00	2.96	2	8
General laborer 1 (own employee)	9.77	8.00	9.26	10.28	16.00	1.61	23	50
General laborer 1 (FLC employee)	8.95	8.00	8.64	9.27	12.00	0.91	11	21
General laborer 2 (own employee)	9.04	8.00	8.60	9.48	18.00	1.09	16	31
General laborer 2 (FLC employee)	8.79	8.00	8.43	9.16	13.00	1.08	12	18

Monthly Salaries

Supervisor	5,211	1,067	4,692	5,730	11,650	1,913	16	36
Foreman	3,977	2,000	3,784	4,169	7,583	1,215	15	25
Shop mechanic 1	3,441	1,394	3,176	3,705	8,185	1,623	6	8
Shop mechanic 2	0	0	0	0	0	0	0	0
Equipment operator	2,767	2,400	2,767	2,767	3,500	635	3	3
Tractor driver 1	2,675	1,750	2,675	2,675	3,600	1,308	2	2
Tractor driver 2	0	0	0	0	0	0	0	0
Milker	2,441	1,750	2,325	2,556	3,075	499	2	4

Contract Production Services

Respondents who hire any contractors for production	52.56 %
Average share of total labor expenses paid through contractors	38.61 %

II. Benefits

Benefits Provided	% providing to yr-round	N	% providing to seasonal	N
Health care - employee only	39.24 %	79	6.33 %	79
Health care - employee & family	40.51 %	79	5.06 %	79
Vacation pay	56.96 %	79	2.53 %	79
Holiday pay (days per year)	44.30 %	79	15.19 %	79
Average days	6.27	33	3.86	7
Sick-leave pay	24.05 %	79	2.53 %	79
Yearly profit-sharing or bonus	37.97 %	79	8.86 %	79
Retirement pay/pension	27.85 %	79	3.80 %	79
Housing	22.78 %	79	3.80 %	79
Utilities in housing	15.19 %	79	5.06 %	79
Farm products	16.46 %	79	6.33 %	79

See notes on introductory page. Report produced at UCB College of Natural Resources.

All Associations
2013 Agricultural Wage and Benefit Survey Report

Report based on **Tree Crops** producer data

I. Wages

Job Title	Avg	Low-est	Avg Low	Avg High	High-est	sd	n	N
Hourly Wages								
Supervisor	17.92	10.00	17.05	18.79	38.50	6.85	20	37
Foreman	13.98	9.00	13.20	14.76	25.00	2.98	31	59
Shop mechanic 1	15.51	10.00	14.80	16.22	35.00	4.99	30	51
Shop mechanic 2	11.99	8.00	11.52	12.46	20.00	2.68	25	46
Equipment operator	12.07	8.00	11.05	13.09	23.97	2.29	22	73
Tractor driver 1	11.49	8.00	10.74	12.24	20.00	2.08	35	83
Tractor driver 2	10.67	8.00	10.16	11.18	20.00	2.15	30	65
Milker	10.00	9.50	9.50	10.50	10.50	0.00	0	1
Irrigator - flood/row	10.36	8.00	9.84	10.88	18.00	1.95	24	48
Irrigator - lines	10.36	8.00	9.65	11.06	20.00	1.50	20	57
Pruner - tree or vine	10.24	8.00	9.38	11.09	20.00	2.03	25	69
Nursery propagator	10.42	8.00	9.53	11.31	20.00	1.97	5	17
General laborer 1 (own employee)	10.03	8.00	9.37	10.69	21.25	1.74	41	101
General laborer 1 (FLC employee)	9.52	8.00	9.19	9.84	20.00	2.05	25	47
General laborer 2 (own employee)	9.38	8.00	8.75	10.00	27.48	1.59	31	66
General laborer 2 (FLC employee)	8.92	8.00	8.63	9.22	13.75	1.32	24	36

Monthly Salaries

Supervisor	5,079	1,146	4,671	5,488	11,650	1,835	23	49
Foreman	3,730	1,800	3,409	4,051	7,000	1,073	14	30
Shop mechanic 1	3,410	1,394	3,306	3,514	6,500	1,230	10	12
Shop mechanic 2	0	0	0	0	0	0	0	0
Equipment operator	2,030	1,924	2,030	2,030	2,135	149	2	2
Tractor driver 1	2,351	1,569	2,351	2,351	2,810	680	3	3
Tractor driver 2	0	0	0	0	0	0	0	0
Milker	2,517	2,150	2,350	2,683	3,300	437	1	3

Contract Production Services

Respondents who hire any contractors for production	63.04 %
Average share of total labor expenses paid through contractors	41.36 %

II. Benefits

Benefits Provided	% providing to yr-round	N	% providing to seasonal	N
Health care - employee only	37.41 %	139	3.60 %	139
Health care - employee & family	26.62 %	139	2.16 %	139
Vacation pay	58.99 %	139	2.88 %	139
Holiday pay (days per year)	54.68 %	139	10.79 %	139
Average days	6.93	74	3.25	8
Sick-leave pay	32.37 %	139	3.60 %	139
Yearly profit-sharing or bonus	40.29 %	139	10.79 %	139
Retirement pay/pension	23.02 %	139	2.16 %	139
Housing	19.42 %	139	2.16 %	139
Utilities in housing	12.23 %	139	2.16 %	139
Farm products	18.71 %	139	7.91 %	139

See notes on introductory page. Report produced at UCB College of Natural Resources.

All Associations
2013 Agricultural Wage and Benefit Survey Report

Report based on **Grapes** producer data

I. Wages

Job Title	Avg	Low-est	Avg Low	Avg High	High-est	sd	n	N
Hourly Wages								
Supervisor	19.97	10.00	18.67	21.26	45.00	6.80	39	64
Foreman	15.28	9.00	14.53	16.04	28.00	3.64	67	122
Shop mechanic 1	17.92	10.00	17.45	18.39	35.00	5.51	62	85
Shop mechanic 2	14.66	8.00	13.97	15.35	30.00	4.25	33	58
Equipment operator	13.89	8.00	12.93	14.85	27.00	3.48	39	98
Tractor driver 1	12.75	8.00	12.10	13.39	25.00	2.57	69	138
Tractor driver 2	12.02	8.00	11.42	12.63	25.00	2.45	49	103
Milker	0.00	0.00	0.00	0.00	0.00	0.00	0	0
Irrigator - flood/row	11.51	8.00	11.00	12.03	22.00	2.73	26	40
Irrigator - lines	11.73	8.00	10.96	12.50	22.00	2.56	24	63
Pruner - tree or vine	11.01	8.00	10.00	12.02	22.00	2.14	44	111
Nursery propagator	11.23	8.00	10.54	11.92	22.00	2.82	7	18
General laborer 1 (own employee)	10.98	8.00	10.31	11.64	25.50	2.49	61	132
General laborer 1 (FLC employee)	10.68	8.00	10.24	11.13	21.00	2.86	32	58
General laborer 2 (own employee)	10.34	8.00	9.79	10.89	30.00	2.07	49	95
General laborer 2 (FLC employee)	10.35	8.00	10.01	10.70	32.00	4.00	33	52

Monthly Salaries

Supervisor	5,061	1,323	4,688	5,434	10,750	1,565	37	65
Foreman	3,937	2,000	3,734	4,140	8,333	1,380	14	21
Shop mechanic 1	3,937	1,394	3,894	3,980	6,000	1,543	6	7
Shop mechanic 2	0	0	0	0	0	0	0	0
Equipment operator	3,002	1,924	3,002	3,002	3,583	935	3	3
Tractor driver 1	2,468	1,569	2,468	2,468	3,583	1,010	5	5
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	61.54 %
Average share of total labor expenses paid through contractors	50.98 %

II. Benefits

Benefits Provided	% providing to yr-round	N	% providing to seasonal	N
Health care - employee only	36.45 %	203	4.43 %	203
Health care - employee & family	39.41 %	203	4.43 %	203
Vacation pay	52.71 %	203	5.42 %	203
Holiday pay (days per year)	56.16 %	203	15.76 %	203
Average days	7.26	113	5.16	25
Sick-leave pay	29.06 %	203	1.48 %	203
Yearly profit-sharing or bonus	37.44 %	203	6.90 %	203
Retirement pay/pension	21.67 %	203	3.94 %	203
Housing	17.73 %	203	4.93 %	203
Utilities in housing	12.81 %	203	4.43 %	203
Farm products	12.32 %	203	3.45 %	203

See notes on introductory page. Report produced at UCB College of Natural Resources.

All Associations
2013 Agricultural Wage and Benefit Survey Report

Report based on Dairy/Livestock producer data

I. Wages

Job Title	Avg	Low-est	Avg Low	Avg High	High-est	sd	n	N
Hourly Wages								
Supervisor	14.83	12.00	14.83	14.83	17.50	2.75	3	3
Foreman	14.90	11.75	14.16	15.64	19.00	2.10	5	8
Shop mechanic 1	12.90	9.00	12.58	13.21	20.00	3.58	6	9
Shop mechanic 2	12.88	9.00	12.69	13.06	16.00	2.40	6	8
Equipment operator	12.19	9.00	11.42	12.97	20.00	2.11	5	9
Tractor driver 1	11.87	8.65	11.45	12.30	20.00	3.04	6	11
Tractor driver 2	11.86	8.50	11.58	12.14	20.00	3.66	5	8
Milker	10.11	8.00	9.58	10.63	14.30	1.79	3	12
Irrigator - flood/row	9.89	8.00	9.48	10.29	13.00	1.18	4	12
Irrigator - lines	10.77	8.50	9.88	11.66	20.00	2.27	4	9
Pruner - tree or vine	10.71	8.50	9.50	11.92	15.00	0.90	2	6
Nursery propagator	12.75	9.00	10.50	15.00	20.00	4.60	0	2
General laborer 1 (own employee)	11.06	8.00	10.51	11.60	20.00	2.45	11	27
General laborer 1 (FLC employee)	10.00	8.00	9.80	10.20	14.00	2.32	3	5
General laborer 2 (own employee)	10.02	8.00	9.33	10.71	13.50	1.74	3	6
General laborer 2 (FLC employee)	10.33	8.00	10.00	10.67	12.00	1.53	2	3
Monthly Salaries								
Supervisor	4,139	1,700	3,939	4,338	10,000	2,123	10	14
Foreman	2,998	2,000	2,946	3,049	5,000	947	11	15
Shop mechanic 1	3,000	2,500	3,000	3,000	4,000	707	4	4
Shop mechanic 2	0	0	0	0	0	0	0	0
Equipment operator	2,513	1,500	2,450	2,575	3,500	726	3	4
Tractor driver 1	1,750	1,750	1,750	1,750	1,750	0	1	1
Tractor driver 2	0	0	0	0	0	0	0	0
Milker	2,419	1,750	2,282	2,557	3,300	494	6	11

Contract Production Services

Respondents who hire any contractors for production	16.33 %
Average share of total labor expenses paid through contractors	26.67 %

II. Benefits

Benefits Provided	% providing to yr-round	N	% providing to seasonal	N
Health care - employee only	24.49 %	49	2.04 %	49
Health care - employee & family	24.49 %	49	2.04 %	49
Vacation pay	46.94 %	49	2.04 %	49
Holiday pay (days per year)	20.41 %	49	0.00 %	49
Average days	7.20	10	0.00	0
Sick-leave pay	18.37 %	49	0.00 %	49
Yearly profit-sharing or bonus	16.33 %	49	2.04 %	49
Retirement pay/pension	10.20 %	49	2.04 %	49
Housing	61.22 %	49	2.04 %	49
Utilities in housing	44.90 %	49	4.08 %	49
Farm products	34.69 %	49	6.12 %	49

See notes on introductory page. Report produced at UCB College of Natural Resources.

All Associations
2013 Agricultural Wage and Benefit Survey Report

Report based on Poultry producer data

I. Wages

Job Title	Avg	Low-est	Avg Low	Avg High	High-est	sd	n	N
Hourly Wages								
Supervisor	0.00	0.00	0.00	0.00	0.00	0.00	0	0
Foreman	13.43	10.00	12.53	14.33	18.65	4.84	1	2
Shop mechanic 1	18.25	16.50	18.25	18.25	20.00	2.47	2	2
Shop mechanic 2	10.00	10.00	10.00	10.00	10.00	0.00	1	1
Equipment operator	10.00	10.00	10.00	10.00	10.00	0.00	1	1
Tractor driver 1	10.00	10.00	10.00	10.00	10.00	0.00	1	1
Tractor driver 2	10.00	10.00	10.00	10.00	10.00	0.00	1	1
Milker	0.00	0.00	0.00	0.00	0.00	0.00	0	0
Irrigator - flood/row	0.00	0.00	0.00	0.00	0.00	0.00	0	0
Irrigator - lines	10.00	10.00	10.00	10.00	10.00	0.00	1	1
Pruner - tree or vine	10.00	10.00	10.00	10.00	10.00	0.00	1	1
Nursery propagator	10.00	10.00	10.00	10.00	10.00	0.00	1	1
General laborer 1 (own employee)	10.91	9.50	10.17	11.65	12.50	0.88	1	3
General laborer 1 (FLC employee)	9.00	9.00	9.00	9.00	9.00	0.00	1	1
General laborer 2 (own employee)	10.00	10.00	10.00	10.00	10.00	0.00	1	1
General laborer 2 (FLC employee)	9.00	9.00	9.00	9.00	9.00	0.00	1	1
Monthly Salaries								
Supervisor	0	0	0	0	0	0	0	0
Foreman	0	0	0	0	0	0	0	0
Shop mechanic 1	0	0	0	0	0	0	0	0
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	66.67 %
Average share of total labor expenses paid through contractors	0.00 %

II. Benefits

Benefits Provided	% providing to yr-round	N	% providing to seasonal	N
Health care - employee only	33.33 %	3	0.00 %	3
Health care - employee & family	0.00 %	3	0.00 %	3
Vacation pay	33.33 %	3	33.33 %	3
Holiday pay (days per year)	0.00 %	3	0.00 %	3
Average days	0.00	0	0.00	0
Sick-leave pay	33.33 %	3	33.33 %	3
Yearly profit-sharing or bonus	0.00 %	3	0.00 %	3
Retirement pay/pension	0.00 %	3	0.00 %	3
Housing	0.00 %	3	0.00 %	3
Utilities in housing	0.00 %	3	0.00 %	3
Farm products	33.33 %	3	0.00 %	3

See notes on introductory page. Report produced at UCB College of Natural Resources.

All Associations
2013 Agricultural Wage and Benefit Survey Report

Report based on **Horticultural** producer data

I. Wages

Job Title	Avg	Low-est	Avg Low	Avg High	High-est	sd	n	N
Hourly Wages								
Supervisor	20.22	12.00	19.32	21.13	32.00	6.56	7	14
Foreman	14.30	9.00	13.52	15.09	22.07	4.12	10	19
Shop mechanic 1	16.56	8.50	15.84	17.28	28.00	5.51	13	19
Shop mechanic 2	15.01	8.00	14.14	15.88	25.00	5.60	5	10
Equipment operator	12.37	8.00	11.18	13.56	20.00	2.63	7	17
Tractor driver 1	11.57	8.00	10.65	12.49	20.00	3.05	6	16
Tractor driver 2	11.34	8.00	10.76	11.93	20.00	3.45	6	12
Milker	0.00	0.00	0.00	0.00	0.00	0.00	0	0
Irrigator - flood/row	11.86	8.00	10.79	12.94	18.00	4.25	1	4
Irrigator - lines	10.86	8.00	9.39	12.33	20.00	2.08	3	15
Pruner - tree or vine	11.00	8.00	10.11	11.89	16.00	1.66	3	9
Nursery propagator	10.32	8.00	8.99	11.65	20.00	1.88	4	17
General laborer 1 (own employee)	9.74	8.00	8.86	10.61	14.75	1.16	7	24
General laborer 1 (FLC employee)	10.75	8.00	10.26	11.24	17.85	3.33	5	9
General laborer 2 (own employee)	9.21	8.00	8.21	10.20	27.48	2.60	6	13
General laborer 2 (FLC employee)	10.44	8.00	10.14	10.74	13.75	2.14	4	6

Monthly Salaries

Supervisor	4,891	2,200	4,254	5,528	10,500	1,534	3	11
Foreman	3,581	2,391	3,206	3,956	4,583	537	0	5
Shop mechanic 1	3,909	3,900	3,909	3,909	3,917	12	2	2
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	27.27 %
Average share of total labor expenses paid through contractors	35.86 %

II. Benefits

Benefits Provided	% providing to yr-round	N	% providing to seasonal	N
Health care - employee only	42.86 %	35	2.86 %	35
Health care - employee & family	17.14 %	35	0.00 %	35
Vacation pay	54.29 %	35	2.86 %	35
Holiday pay (days per year)	54.29 %	35	14.29 %	35
Average days	6.11	18	2.67	3
Sick-leave pay	22.86 %	35	0.00 %	35
Yearly profit-sharing or bonus	25.71 %	35	0.00 %	35
Retirement pay/pension	11.43 %	35	0.00 %	35
Housing	14.29 %	35	2.86 %	35
Utilities in housing	11.43 %	35	2.86 %	35
Farm products	11.43 %	35	5.71 %	35

See notes on introductory page. Report produced at UCB College of Natural Resources.

All Associations
2013 Agricultural Wage and Benefit Survey Report

Report based on **Other** producer data

I. Wages

Job Title	Avg	Low-est	Avg Low	Avg High	High-est	sd	n	N
Hourly Wages								
Supervisor	20.62	12.00	19.59	21.66	41.25	7.75	6	12
Foreman	16.77	9.00	16.12	17.42	49.00	9.09	10	19
Shop mechanic 1	15.98	8.50	15.69	16.27	28.00	5.63	16	22
Shop mechanic 2	16.09	9.00	15.13	17.05	25.00	6.12	4	9
Equipment operator	12.61	8.50	11.78	13.44	23.80	3.45	9	22
Tractor driver 1	12.10	8.50	11.35	12.85	23.80	3.56	7	19
Tractor driver 2	11.47	8.00	10.85	12.08	20.00	3.05	4	12
Milker	0.00	0.00	0.00	0.00	0.00	0.00	0	0
Irrigator - flood/row	10.62	9.00	9.88	11.35	13.75	1.24	1	5
Irrigator - lines	10.81	8.50	9.82	11.80	20.00	2.27	3	10
Pruner - tree or vine	10.69	9.00	10.13	11.25	13.00	1.30	3	8
Nursery propagator	16.33	8.00	13.58	19.08	33.30	8.40	1	4
General laborer 1 (own employee)	10.87	8.00	9.98	11.76	18.75	2.47	8	31
General laborer 1 (FLC employee)	10.30	8.00	9.96	10.64	14.00	2.15	5	9
General laborer 2 (own employee)	9.46	8.00	8.89	10.02	15.00	1.34	5	15
General laborer 2 (FLC employee)	9.89	8.00	9.77	10.00	12.00	1.98	4	5

Monthly Salaries

Supervisor	5,464	2,773	4,998	5,930	11,650	2,221	7	14
Foreman	4,113	2,000	3,761	4,464	8,083	1,423	3	7
Shop mechanic 1	4,389	2,000	4,111	4,667	6,000	1,766	1	3
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	32.14 %

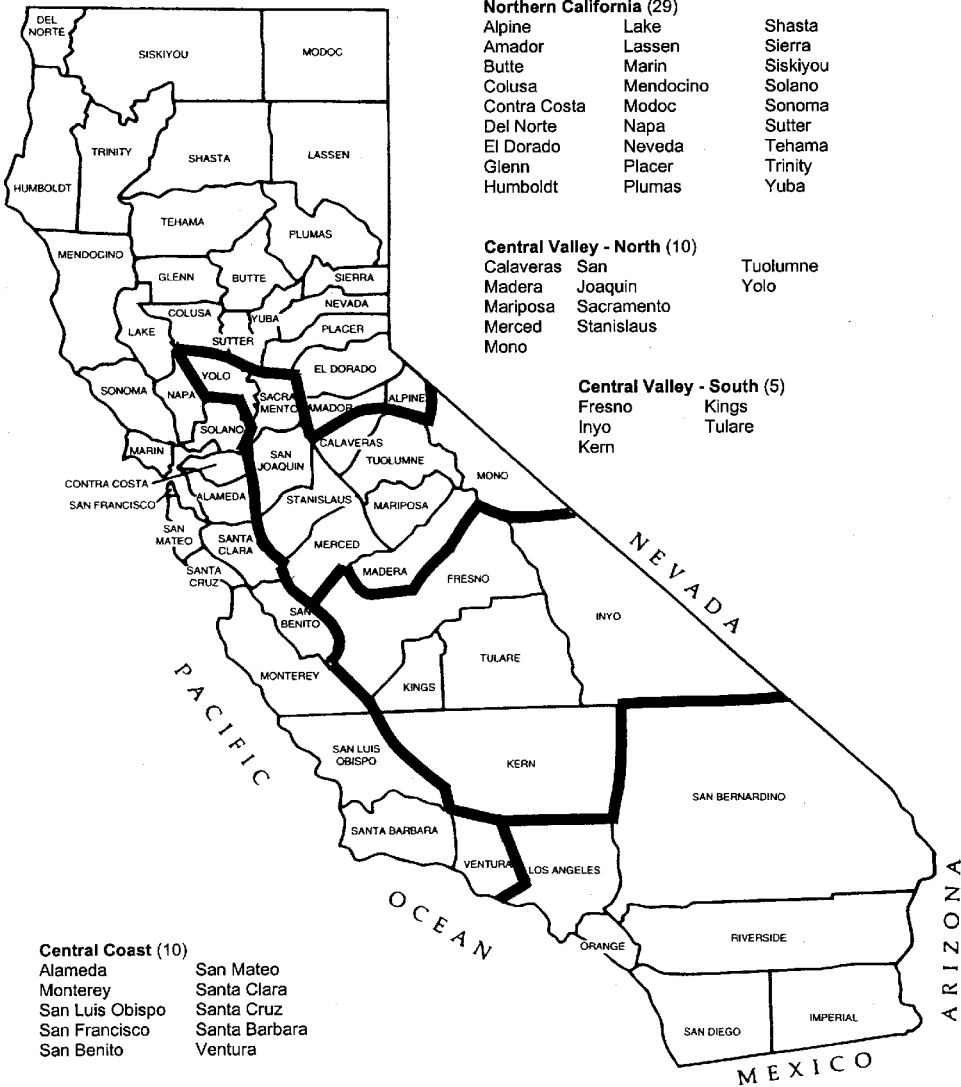
II. Benefits

Benefits Provided	% providing to yr-round	N	% providing to seasonal	N
Health care - employee only	43.59 %	39	7.69 %	39
Health care - employee & family	48.72 %	39	2.56 %	39
Vacation pay	53.85 %	39	5.13 %	39
Holiday pay (days per year)	48.72 %	39	5.13 %	39
Average days	6.58	19	2.50	2
Sick-leave pay	33.33 %	39	0.00 %	39
Yearly profit-sharing or bonus	48.72 %	39	7.69 %	39
Retirement pay/pension	35.90 %	39	2.56 %	39
Housing	20.51 %	39	2.56 %	39
Utilities in housing	10.26 %	39	2.56 %	39
Farm products	20.51 %	39	2.56 %	39

See notes on introductory page. Report produced at UCB College of Natural Resources.

Map of Survey Regions

Counties by Regions



All Associations

2013 Agricultural Wage and Benefit Survey Report

Report based on All Commodities producer data from Northern California region

I. Wages

Job Title	Hourly Wages					sd	n	N
	Avg	Low-est	Avg Low	Avg High	High-est			
Supervisor	20.55	10.00	19.26	21.83	45.00	6.81	28	41
Foreman	16.26	10.00	15.48	17.05	28.00	3.43	43	76
Shop mechanic 1	19.29	9.00	18.49	20.08	35.00	6.00	33	49
Shop mechanic 2	16.26	10.00	15.13	17.38	30.00	3.93	16	32
Equipment operator	14.93	8.25	13.83	16.04	27.00	3.79	22	66
Tractor driver 1	13.65	9.00	12.85	14.45	25.00	2.77	35	77
Tractor driver 2	12.92	8.50	12.11	13.72	25.00	2.26	29	65
Milker	8.63	8.00	8.50	8.75	9.00	0.45	1	3
Irrigator - flood/row	11.99	8.00	10.84	13.14	22.00	3.29	5	18
Irrigator - lines	11.94	8.00	10.91	12.97	22.00	2.63	9	42
Pruner - tree or vine	11.52	8.00	10.38	12.66	22.00	2.14	19	67
Nursery propagator	12.36	8.25	10.65	14.06	25.00	2.96	1	13
General laborer 1 (own employee)	11.61	8.00	10.85	12.37	25.50	2.48	40	101
General laborer 1 (FLC employee)	12.06	8.00	11.58	12.54	21.00	3.38	10	25
General laborer 2 (own employee)	10.70	8.00	10.18	11.22	20.00	1.87	26	62
General laborer 2 (FLC employee)	13.79	8.00	13.46	14.13	32.00	6.31	10	14

Monthly Salaries

Supervisor	5,105	1,323	4,792	5,418	10,541	1,748	28	40
Foreman	4,056	2,000	3,862	4,251	8,333	1,573	13	20
Shop mechanic 1	4,348	2,000	4,141	4,555	8,185	1,826	7	9
Shop mechanic 2	0	0	0	0	0	0	0	0
Equipment operator	2,831	1,924	2,831	2,831	3,500	797	4	4
Tractor driver 1	2,220	1,569	2,220	2,220	3,515	1,122	3	3
Tractor driver 2	0	0	0	0	0	0	0	0
Milker	2,600	2,000	2,000	3,200	3,200	0	0	1

Contract Production Services

Respondents who hire any contractors for production	42.22 %
Average share of total labor expenses paid through contractors	37.02 %

II. Benefits

Benefits Provided	% providing to yr-round	N	% providing to seasonal	N
Health care - employee only	30.00 %	140	2.86 %	140
Health care - employee & family	33.57 %	140	0.71 %	140
Vacation pay	52.14 %	140	4.29 %	140
Holiday pay (days per year)	50.00 %	140	15.00 %	140
Average days	6.84	70	5.63	16
Sick-leave pay	30.71 %	140	2.14 %	140
Yearly profit-sharing or bonus	40.00 %	140	9.29 %	140
Retirement pay/pension	20.71 %	140	3.57 %	140
Housing	23.57 %	140	5.71 %	140
Utilities in housing	18.57 %	140	5.71 %	140
Farm products	17.14 %	140	6.43 %	140

See notes on introductory page. Report produced at UCB College of Natural Resources.

All Associations

All Associations

2013 Agricultural Wage and Benefit Survey Report

Report based on **All Commodities** producer data from **Central Valley North** region

I. Wages

Job Title	Avg	Low-est	Avg Low	Avg High	High-est	sd	n	N
Hourly Wages								
Supervisor	17.12	10.00	16.48	17.77	28.90	3.95	15	23
Foreman	14.36	9.00	13.75	14.97	26.50	3.90	20	33
Shop mechanic 1	15.35	9.00	14.83	15.86	45.00	6.49	25	36
Shop mechanic 2	11.64	8.00	11.31	11.97	19.25	2.53	18	29
Equipment operator	11.64	8.00	10.89	12.38	17.00	1.93	17	42
Tractor driver 1	11.32	8.00	10.61	12.02	16.75	1.58	22	50
Tractor driver 2	10.32	8.00	9.80	10.84	15.00	1.47	19	42
Milker	10.14	8.00	9.57	10.71	12.75	1.50	2	7
Irrigator - flood/row	10.12	8.00	9.70	10.54	13.90	1.54	19	35
Irrigator - lines	10.03	8.00	9.29	10.78	15.00	1.47	14	30
Pruner - tree or vine	9.66	8.00	8.78	10.54	15.00	1.33	15	36
Nursery propagator	9.30	8.00	8.78	9.81	12.25	1.33	3	8
General laborer 1 (own employee)	9.67	8.00	9.12	10.22	17.00	1.85	28	54
General laborer 1 (FLC employee)	8.74	8.00	8.45	9.04	12.00	0.77	14	23
General laborer 2 (own employee)	8.95	8.00	8.49	9.41	20.57	1.27	24	38
General laborer 2 (FLC employee)	8.34	8.00	8.08	8.60	10.00	0.46	16	23
Monthly Salaries								
Supervisor	5,020	1,700	4,782	5,258	10,000	1,945	16	30
Foreman	3,511	2,000	3,263	3,760	8,083	1,301	11	17
Shop mechanic 1	3,176	1,394	3,026	3,326	4,400	988	5	7
Shop mechanic 2	0	0	0	0	0	0	0	0
Equipment operator	2,400	2,400	2,400	2,400	2,400	0	1	1
Tractor driver 1	2,675	1,750	2,675	2,675	3,600	1,308	2	2
Tractor driver 2	0	0	0	0	0	0	0	0
Milker	2,352	1,750	2,238	2,466	3,300	475	4	8

Contract Production Services

Respondents who hire any contractors for production	54.32 %
Average share of total labor expenses paid through contractors	40.89 %

II. Benefits

Benefits Provided	% providing to yr-round	N	% providing to seasonal	N
Health care - employee only	34.15 %	82	4.88 %	82
Health care - employee & family	25.61 %	82	2.44 %	82
Vacation pay	52.44 %	82	3.66 %	82
Holiday pay (days per year)	35.37 %	82	8.54 %	82
Average days	5.93	27	4.00	4
Sick-leave pay	13.41 %	82	3.66 %	82
Yearly profit-sharing or bonus	31.71 %	82	12.20 %	82
Retirement pay/pension	15.85 %	82	2.44 %	82
Housing	30.49 %	82	3.66 %	82
Utilities in housing	18.29 %	82	4.88 %	82
Farm products	24.39 %	82	10.98 %	82

See notes on introductory page. Report produced at UCB College of Natural Resources.

All Associations

2013 Agricultural Wage and Benefit Survey Report

Report based on **All Commodities** producer data from **Central Valley South** region

I. Wages

Job Title	Avg	Low-est	Avg Low	Avg High	High-est	sd	n	N
Hourly Wages								
Supervisor	14.89	10.70	13.68	16.11	20.25	2.65	4	11
Foreman	12.60	9.00	11.94	13.25	17.82	1.54	11	19
Shop mechanic 1	15.52	10.00	14.13	16.91	35.88	5.14	8	18
Shop mechanic 2	12.78	8.00	12.04	13.51	21.18	3.32	7	19
Equipment operator	11.84	8.50	10.57	13.11	17.18	1.79	7	26
Tractor driver 1	10.86	8.00	10.29	11.44	16.50	1.50	17	32
Tractor driver 2	9.76	8.00	9.21	10.31	16.50	1.62	8	17
Milker	0.00	0.00	0.00	0.00	0.00	0.00	0	0
Irrigator - flood/row	9.95	8.00	9.59	10.32	13.30	1.32	10	17
Irrigator - lines	9.98	8.00	9.39	10.56	13.30	1.21	4	14
Pruner - tree or vine	9.35	8.00	8.91	9.79	13.00	1.21	10	18
Nursery propagator	16.48	9.00	13.87	19.10	33.30	10.35	1	3
General laborer 1 (own employee)	9.59	8.00	8.86	10.32	21.25	1.76	11	33
General laborer 1 (FLC employee)	9.78	8.00	9.10	10.46	20.00	2.44	7	14
General laborer 2 (own employee)	9.48	8.00	8.47	10.49	30.00	2.43	8	20
General laborer 2 (FLC employee)	8.49	8.00	8.42	8.55	11.20	0.97	6	9
Monthly Salaries								
Supervisor	4,992	1,146	4,280	5,703	11,650	1,906	5	15
Foreman	3,855	2,000	3,427	4,283	5,640	947	3	12
Shop mechanic 1	3,400	3,400	3,400	3,400	3,400	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	2,100	2,100	2,100	2,100	2,100	0	1	1
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	78.26 %
Average share of total labor expenses paid through contractors	48.57 %

II. Benefits

Benefits Provided	% providing to yr-round	N	% providing to seasonal	N
Health care - employee only	40.43 %	47	6.38 %	47
Health care - employee & family	36.17 %	47	4.26 %	47
Vacation pay	68.09 %	47	0.00 %	47
Holiday pay (days per year)	63.83 %	47	12.77 %	47
Average days	6.53	30	3.75	4
Sick-leave pay	44.68 %	47	0.00 %	47
Yearly profit-sharing or bonus	44.68 %	47	8.51 %	47
Retirement pay/pension	29.79 %	47	4.26 %	47
Housing	14.89 %	47	6.38 %	47
Utilities in housing	10.64 %	47	6.38 %	47
Farm products	14.89 %	47	2.13 %	47

See notes on introductory page. Report produced at UCB College of Natural Resources.

All Associations

2013 Agricultural Wage and Benefit Survey Report

Report based on **All Commodities** producer data from **Central Coast** region

I. Wages

Job Title	Avg	Low-est	Avg Low	Avg High	High-est	sd	n	N
Hourly Wages								
Supervisor	18.22	10.00	16.25	20.19	41.25	6.18	10	26
Foreman	13.39	8.95	12.37	14.41	34.00	3.75	23	63
Shop mechanic 1	15.34	8.50	14.67	16.01	27.00	4.38	30	54
Shop mechanic 2	13.92	8.75	12.84	15.00	25.00	4.05	16	40
Equipment operator	11.79	8.00	10.96	12.62	21.00	2.11	17	56
Tractor driver 1	11.62	8.00	11.09	12.16	20.00	2.19	26	67
Tractor driver 2	11.04	8.00	10.54	11.54	20.00	2.31	16	51
Milker	0.00	0.00	0.00	0.00	0.00	0.00	0	0
Irrigator - flood/row	10.22	8.00	9.77	10.67	15.25	1.58	10	29
Irrigator - lines	10.46	8.00	10.00	10.93	20.00	1.92	24	54
Pruner - tree or vine	10.78	8.00	10.14	11.42	17.89	1.81	15	27
Nursery propagator	10.40	8.00	9.79	11.02	20.00	2.40	7	15
General laborer 1 (own employee)	10.44	8.00	9.83	11.05	20.00	2.07	26	64
General laborer 1 (FLC employee)	9.68	8.00	9.11	10.25	15.00	1.45	19	40
General laborer 2 (own employee)	9.69	8.00	9.27	10.12	18.00	1.58	21	41
General laborer 2 (FLC employee)	9.73	8.00	9.16	10.30	15.00	1.51	19	36
Monthly Salaries								
Supervisor	5,341	1,067	4,701	5,981	11,650	1,983	19	57
Foreman	3,788	2,000	3,499	4,077	7,583	950	11	24
Shop mechanic 1	3,854	2,940	3,780	3,928	5,000	575	4	6
Shop mechanic 2	0	0	0	0	0	0	0	0
Equipment operator	2,667	1,500	2,542	2,792	3,583	1,296	1	2
Tractor driver 1	3,197	2,810	3,197	3,197	3,583	547	2	2
Tractor driver 2	0	0	0	0	0	0	0	0
Milker	2,000	2,000	2,000	2,000	2,000	0	1	1

Contract Production Services

Respondents who hire any contractors for production	57.76 %
Average share of total labor expenses paid through contractors	50.86 %

II. Benefits

Benefits Provided	% providing to yr-round	N	% providing to seasonal	N
Health care - employee only	51.97 %	127	11.02 %	127
Health care - employee & family	50.39 %	127	14.17 %	127
Vacation pay	56.69 %	127	10.24 %	127
Holiday pay (days per year)	62.99 %	127	19.69 %	127
Average days	7.35	77	4.55	20
Sick-leave pay	40.16 %	127	2.36 %	127
Yearly profit-sharing or bonus	42.52 %	127	7.09 %	127
Retirement pay/pension	27.56 %	127	7.87 %	127
Housing	13.39 %	127	1.57 %	127
Utilities in housing	9.45 %	127	1.57 %	127
Farm products	8.66 %	127	3.15 %	127

See notes on introductory page. Report produced at UCB College of Natural Resources.

All Associations

2013 Agricultural Wage and Benefit Survey Report

Report based on **All Commodities** producer data from **Southern California** region

I. Wages

Job Title	Avg	Low-est	Avg Low	Avg High	High-est	sd	n	N
Hourly Wages								
Supervisor	19.72	10.00	19.20	20.25	38.50	10.18	8	11
Foreman	17.18	9.00	15.81	18.55	49.00	11.17	2	10
Shop mechanic 1	14.87	10.00	13.28	16.46	25.00	3.37	5	11
Shop mechanic 2	11.26	8.00	10.06	12.46	15.00	1.55	2	5
Equipment operator	12.09	9.00	10.84	13.34	16.00	1.42	4	10
Tractor driver 1	12.19	8.00	10.92	13.47	16.00	1.11	3	9
Tractor driver 2	10.28	8.00	9.45	11.10	12.50	1.21	1	5
Milker	12.20	9.00	11.25	13.15	14.30	2.40	0	2
Irrigator - flood/row	10.74	8.00	10.36	11.11	15.00	2.73	2	5
Irrigator - lines	10.66	8.00	9.39	11.92	16.00	1.69	2	9
Pruner - tree or vine	9.94	8.00	9.04	10.85	16.00	1.64	3	8
Nursery propagator	10.63	8.00	9.17	12.08	13.00	0.95	1	6
General laborer 1 (own employee)	9.99	8.00	9.24	10.73	14.00	1.27	6	20
General laborer 1 (FLC employee)	18.93	17.85	18.93	18.93	20.00	1.52	2	2
General laborer 2 (own employee)	9.64	8.00	8.61	10.66	27.48	2.33	8	16
General laborer 2 (FLC employee)	12.85	12.85	12.85	12.85	12.85	0.00	1	1
Monthly Salaries								
Supervisor	5,402	2,200	4,302	6,502	11,650	2,443	4	7
Foreman	3,402	2,000	3,190	3,614	6,000	1,500	3	5
Shop mechanic 1	2,625	2,625	2,625	2,625	2,625	0	1	1
Shop mechanic 2	0	0	0	0	0	0	0	0
Equipment operator	2,135	2,135	2,135	2,135	2,135	0	1	1
Tractor driver 1	2,673	2,673	2,673	2,673	2,673	0	1	1
Tractor driver 2	0	0	0	0	0	0	0	0
Milker	3,200	3,200	3,200	3,200	3,200	0	1	1

Contract Production Services

Respondents who hire any contractors for production	33.33 %
Average share of total labor expenses paid through contractors	47.50 %

II. Benefits

Benefits Provided	% providing to yr-round	N	% providing to seasonal	N
Health care - employee only	25.00 %	32	0.00 %	32
Health care - employee & family	21.88 %	32	0.00 %	32
Vacation pay	62.50 %	32	3.13 %	32
Holiday pay (days per year)	53.13 %	32	6.25 %	32
Average days	6.82	17	1.50	2
Sick-leave pay	18.75 %	32	0.00 %	32
Yearly profit-sharing or bonus	18.75 %	32	0.00 %	32
Retirement pay/pension	12.50 %	32	0.00 %	32
Housing	18.75 %	32	3.13 %	32
Utilities in housing	15.63 %	32	3.13 %	32
Farm products	12.50 %	32	3.13 %	32

See notes on introductory page. Report produced at UCB College of Natural Resources.

All Associations

2013 Agricultural Wage and Benefit Survey Report

Report based on **All Commodities** producer data having from **0 through 5** employees

I. Wages

Job Title	Avg	Low-est	Avg Low	Avg High	High-est	sd	n	N
Hourly Wages								
Supervisor	21.51	10.00	19.78	23.24	44.23	9.89	9	11
Foreman	16.30	11.00	16.30	16.30	25.00	3.80	11	11
Shop mechanic 1	14.50	9.00	13.00	16.00	17.00	3.54	1	2
Shop mechanic 2	19.25	19.25	19.25	19.25	19.25	0.00	1	1
Equipment operator	11.29	8.75	10.71	11.86	15.25	2.13	4	7
Tractor driver 1	13.77	8.50	13.43	14.11	20.00	4.27	4	7
Tractor driver 2	14.22	8.50	14.19	14.25	17.00	3.80	3	4
Milker	10.50	9.00	9.00	12.00	12.00	0.00	0	1
Irrigator - flood/row	13.08	9.00	13.08	13.08	15.25	3.54	3	3
Irrigator - lines	11.09	8.00	10.71	11.46	17.00	3.13	4	7
Pruner - tree or vine	12.09	9.50	11.78	12.41	18.00	2.74	6	8
Nursery propagator	15.25	15.25	15.25	15.25	15.25	0.00	1	1
General laborer 1 (own employee)	11.43	8.00	11.02	11.84	16.00	2.19	21	32
General laborer 1 (FLC employee)	12.53	8.50	11.61	13.44	20.00	3.76	7	9
General laborer 2 (own employee)	11.22	8.00	11.22	11.22	16.50	3.13	8	8
General laborer 2 (FLC employee)	13.67	8.50	13.50	13.83	32.00	9.05	5	6
Monthly Salaries								
Supervisor	2,617	1,200	2,429	2,804	3,600	989	2	4
Foreman	2,411	2,100	2,411	2,411	2,833	379	3	3
Shop mechanic 1	0	0	0	0	0	0	0	0
Shop mechanic 2	0	0	0	0	0	0	0	0
Equipment operator	2,625	1,500	2,500	2,750	3,500	1,237	1	2
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	50.00 %
Average share of total labor expenses paid through contractors	64.78 %

II. Benefits

Benefits Provided	% providing to yr-round	N	% providing to seasonal	N
Health care - employee only	15.25 %	59	1.69 %	59
Health care - employee & family	22.03 %	59	3.39 %	59
Vacation pay	32.20 %	59	1.69 %	59
Holiday pay (days per year)	30.51 %	59	3.39 %	59
Average days	7.33	18	2.00	1
Sick-leave pay	22.03 %	59	1.69 %	59
Yearly profit-sharing or bonus	16.95 %	59	6.78 %	59
Retirement pay/pension	1.69 %	59	1.69 %	59
Housing	20.34 %	59	1.69 %	59
Utilities in housing	11.86 %	59	1.69 %	59
Farm products	8.47 %	59	3.39 %	59

See notes on introductory page. Report produced at UCB College of Natural Resources.

All Associations

2013 Agricultural Wage and Benefit Survey Report

Report based on **All Commodities** producer data having from **6 through 10** employees

I. Wages

Job Title	Avg	Low-est	Avg Low	Avg High	High-est	sd	n	N
Hourly Wages								
Supervisor	18.54	12.00	18.32	18.75	26.76	5.14	5	7
Foreman	12.62	9.00	12.52	12.72	16.50	2.38	15	17
Shop mechanic 1	14.78	8.50	14.53	15.03	23.00	5.10	9	10
Shop mechanic 2	12.73	9.00	12.29	13.18	20.08	3.44	6	9
Equipment operator	12.01	8.50	11.03	12.99	20.00	2.39	8	17
Tractor driver 1	11.64	8.50	11.28	12.00	20.00	3.08	10	15
Tractor driver 2	11.59	8.50	10.88	12.29	20.00	2.81	5	13
Milker	8.56	8.00	8.50	8.63	9.00	0.62	1	2
Irrigator - flood/row	9.66	8.50	9.32	10.00	12.00	0.74	4	7
Irrigator - lines	10.15	8.00	9.50	10.81	20.00	2.32	5	9
Pruner - tree or vine	10.19	8.00	9.32	11.05	14.00	1.21	7	14
Nursery propagator	11.94	10.00	10.63	13.25	20.00	2.74	1	4
General laborer 1 (own employee)	10.27	8.00	9.56	10.99	19.94	1.94	12	22
General laborer 1 (FLC employee)	9.48	8.00	9.45	9.50	14.00	1.99	9	10
General laborer 2 (own employee)	9.73	8.00	9.25	10.20	13.00	1.15	8	15
General laborer 2 (FLC employee)	10.00	8.00	10.00	10.00	12.00	1.87	5	5
Monthly Salaries								
Supervisor	5,200	5,200	5,200	5,200	5,200	0	1	1
Foreman	3,418	3,095	3,418	3,418	3,850	334	4	4
Shop mechanic 1	2,500	2,500	2,500	2,500	2,500	0	1	1
Shop mechanic 2	0	0	0	0	0	0	0	0
Equipment operator	2,400	2,400	2,400	2,400	2,400	0	1	1
Tractor driver 1	3,600	3,600	3,600	3,600	3,600	0	1	1
Tractor driver 2	0	0	0	0	0	0	0	0
Milker	2,591	2,000	2,375	2,806	3,200	309	2	4

Contract Production Services

Respondents who hire any contractors for production	42.11 %
Average share of total labor expenses paid through contractors	40.83 %

II. Benefits

Benefits Provided	% providing to yr-round	N	% providing to seasonal	N
Health care - employee only	26.83 %	41	2.44 %	41
Health care - employee & family	21.95 %	41	0.00 %	41
Vacation pay	51.22 %	41	0.00 %	41
Holiday pay (days per year)	31.71 %	41	0.00 %	41
Average days	6.77	13	0.00	0
Sick-leave pay	19.51 %	41	2.44 %	41
Yearly profit-sharing or bonus	31.71 %	41	9.76 %	41
Retirement pay/pension	9.76 %	41	0.00 %	41
Housing	29.27 %	41	2.44 %	41
Utilities in housing	21.95 %	41	2.44 %	41
Farm products	26.83 %	41	7.32 %	41

See notes on introductory page. Report produced at UCB College of Natural Resources.

All Associations

2013 Agricultural Wage and Benefit Survey Report

Report based on **All Commodities** producer data having from **11 through 25** employees

I. Wages

Job Title	Avg	Low-est	Avg Low	Avg High	High-est	sd	n	N
Hourly Wages								
Supervisor	16.61	10.00	16.55	16.68	22.00	2.98	14	15
Foreman	14.77	9.00	14.33	15.21	28.00	3.80	26	38
Shop mechanic 1	14.80	10.00	14.42	15.18	25.50	3.63	18	23
Shop mechanic 2	12.50	8.00	11.94	13.07	20.00	2.97	7	11
Equipment operator	13.05	9.00	12.20	13.91	22.00	2.67	16	33
Tractor driver 1	12.83	9.00	12.18	13.47	22.00	2.68	25	46
Tractor driver 2	12.01	8.00	11.34	12.68	22.00	2.30	18	36
Milker	10.88	8.50	10.50	11.27	14.30	2.69	0	3
Irrigator - flood/row	10.50	8.00	9.50	11.50	22.00	2.28	3	14
Irrigator - lines	11.00	8.00	10.20	11.80	22.00	2.68	12	23
Pruner - tree or vine	11.92	8.00	10.61	13.23	22.00	2.51	15	34
Nursery propagator	11.50	8.00	10.43	12.57	22.00	3.24	3	7
General laborer 1 (own employee)	10.80	8.00	10.17	11.43	22.00	2.24	25	56
General laborer 1 (FLC employee)	11.22	8.00	10.78	11.66	21.00	3.67	6	10
General laborer 2 (own employee)	10.01	8.00	9.51	10.51	15.75	1.91	16	32
General laborer 2 (FLC employee)	10.18	8.00	9.65	10.71	15.00	2.40	5	9
Monthly Salaries								
Supervisor	4,733	1,700	4,597	4,870	9,359	1,676	23	28
Foreman	2,979	2,000	2,918	3,040	5,435	753	10	12
Shop mechanic 1	3,081	2,625	3,081	3,081	3,617	501	3	3
Shop mechanic 2	0	0	0	0	0	0	0	0
Equipment operator	2,030	1,924	2,030	2,030	2,135	149	2	2
Tractor driver 1	2,121	1,569	2,121	2,121	2,673	781	2	2
Tractor driver 2	0	0	0	0	0	0	0	0
Milker	2,525	1,900	2,300	2,750	3,300	672	0	2

Contract Production Services

Respondents who hire any contractors for production	37.04 %
Average share of total labor expenses paid through contractors	42.48 %

II. Benefits

Benefits Provided	% providing to yr-round	N	% providing to seasonal	N
Health care - employee only	26.83 %	82	3.66 %	82
Health care - employee & family	31.71 %	82	0.00 %	82
Vacation pay	50.00 %	82	6.10 %	82
Holiday pay (days per year)	37.80 %	82	8.54 %	82
Average days	7.13	30	3.60	5
Sick-leave pay	28.05 %	82	4.88 %	82
Yearly profit-sharing or bonus	34.15 %	82	6.10 %	82
Retirement pay/pension	17.07 %	82	3.66 %	82
Housing	32.93 %	82	3.66 %	82
Utilities in housing	29.27 %	82	6.10 %	82
Farm products	24.39 %	82	8.54 %	82

See notes on introductory page. Report produced at UCB College of Natural Resources.

All Associations

2013 Agricultural Wage and Benefit Survey Report

Report based on **All Commodities** producer data having **more than 25** employees

I. Wages

Job Title	Avg	Low-est	Avg Low	Avg High	High-est	sd	n	N
Hourly Wages								
Supervisor	18.79	10.00	17.55	20.04	38.50	6.21	36	72
Foreman	14.63	8.95	13.53	15.73	49.00	4.65	42	125
Shop mechanic 1	17.28	9.00	16.39	18.17	45.00	6.17	70	126
Shop mechanic 2	13.78	8.00	12.82	14.74	25.00	3.97	40	100
Equipment operator	12.92	8.00	11.87	13.97	27.00	3.32	35	133
Tractor driver 1	11.79	8.00	11.00	12.58	23.80	2.10	48	148
Tractor driver 2	10.92	8.00	10.30	11.54	20.00	1.96	40	115
Milker	0.00	0.00	0.00	0.00	0.00	0.00	0	0
Irrigator - flood/row	10.43	8.00	9.96	10.89	21.50	2.14	30	65
Irrigator - lines	10.63	8.00	9.89	11.37	18.50	1.82	28	97
Pruner - tree or vine	9.90	8.00	9.15	10.64	16.07	1.46	30	87
Nursery propagator	10.96	8.00	9.73	12.20	33.30	3.81	7	32
General laborer 1 (own employee)	10.01	8.00	9.29	10.74	25.50	2.03	42	135
General laborer 1 (FLC employee)	10.06	8.00	9.63	10.50	18.50	2.43	26	61
General laborer 2 (own employee)	9.65	8.00	8.98	10.33	30.00	1.75	51	114
General laborer 2 (FLC employee)	9.27	8.00	8.95	9.60	18.50	1.83	31	50
Monthly Salaries								
Supervisor	5,453	1,067	4,799	6,106	11,650	1,863	37	103
Foreman	4,176	1,800	3,763	4,588	8,333	1,211	14	45
Shop mechanic 1	4,041	1,394	3,879	4,202	8,185	1,472	13	17
Shop mechanic 2	0	0	0	0	0	0	0	0
Equipment operator	2,950	2,400	2,950	2,950	3,500	778	2	2
Tractor driver 1	2,397	1,575	2,397	2,397	3,515	1,003	3	3
Tractor driver 2	0	0	0	0	0	0	0	0
Milker	2,400	2,200	2,200	2,600	2,600	0	0	1

Contract Production Services

Respondents who hire any contractors for production	57.75 %
Average share of total labor expenses paid through contractors	39.35 %

II. Benefits

Benefits Provided	% providing to yr-round	N	% providing to seasonal	N
Health care - employee only	53.13 %	192	9.90 %	192
Health care - employee & family	45.83 %	192	9.90 %	192
Vacation pay	66.15 %	192	7.81 %	192
Holiday pay (days per year)	69.79 %	192	27.08 %	192
Average days	6.80	130	4.84	38
Sick-leave pay	39.06 %	192	1.04 %	192
Yearly profit-sharing or bonus	48.44 %	192	10.94 %	192
Retirement pay/pension	34.38 %	192	7.81 %	192
Housing	9.90 %	192	6.25 %	192
Utilities in housing	6.25 %	192	5.73 %	192
Farm products	11.98 %	192	5.73 %	192

See notes on introductory page. Report produced at UCB College of Natural Resources.

