

MGCSA Seasonal Pay Survey

The survey taken in mid January had a total of 91 responses. Categories were broken into regional, resort and metropolitan.

Responses	First Year Pay	Second Year Pay
Mpls/St. Paul		
10	\$7.00-8.00	\$8.00-8.50
3	\$6.50-8.00	\$7.00-10.00
3	\$8.00-8.50	\$8.50-10.50
Large City		
3	\$6.00	\$7.00
3	\$7.00-8.00	\$7.50-8.50
1	\$8.00	\$9.00
Southern Minnesota		
14	\$5.50-6.50	\$6.50-7.00
10	\$6.50-7.50	\$7.00-8.00
4	\$7.50-8.50	\$8.00-9.00
East - includes areas of Wisconsin		
2	\$6.00	\$7.00
11	\$6.50-7.50	\$7.00-8.00
5	\$7.50-8.50	\$8.50-9.50
Northern Minnesota		
6	\$5.50-6.50	\$6.00-7.50
2	\$6.50-7.50	\$7.50-9.00
Western Minnesota		
1	\$5.25	\$5.50
1	\$5.50	\$6.50
1	\$9.00	\$10.00
Resort Areas		
3	\$5.00-6.00	\$5.75-6.50
7	\$6.00-7.00	\$6.50-7.50
First Pay Increase:		
Number of Responses	After:	
10	30 Days	
19	60 Days	
5	6 Months	
55	1 Year	

Many responses gave that they provided year-end bonuses. Most said they required the employee to work the entire season to receive the bonus. Some said the bonus was based on attendance, attitude, work ethic, or absenteeism. Most bonuses ranged from \$0.25 to 0.75 cents per hour worked. 3 respondents stated that they paid \$10.00 to 20.00 per week worked. In order to collect the bonus, most respondents listed there employees had to either work a minimum number of days (90), needed to stay the entire season, work until an agreed upon date to stay, or until their seasonal contract ended.

There were referral bonuses awarded also that ranged from \$25.00 to 100.00. Following is a list of work related incentives:

- + Free meals, free food.
- + 1/2 price on meals, food discounts.
- + Full uniforms rented or provided.
- + Coveralls, rubber boots.
- + Shirts, t-shirts, shorts, hats, pants.
- + Free golf, golf on Mondays,
- + Golf privileges,
- + Driving range privileges.
- + Golf carts.
- + Full golf membership.
- + Discounts in the pro shop.
- + 50% discount in pro shop.
- + Fountain pop dispenser.
- + Free pop.
- + Scholarship.
- + Great place to work.
- + Great boss.
- + P.P.E.
- + Overtime.
- + Golf outing with pay.
- + Flexible schedule.
- + Resort and golf privileges.
- + Vacation, sick time, benefits.

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