

# FRSA 2006 Seed Analyst Wage Survey

(Thanks to all participants!)

(With comparative statistics from 1990, 1994, and 2000)

Tabulated and compiled by Annette Miller 10/9/2006

## abstract

The Front Range Seed Analysts posted the link to the 2006 wage survey online at [www.frsa.org](http://www.frsa.org). The survey was created and administered using [www.hostedsurvey.com](http://www.hostedsurvey.com) survey software and services. Analysts were contacted and encouraged to participate by multiple emails through the AOSA, SCST, and FRSA. The survey was available online from June through September 2006. Responses were coded to maintain anonymity. Survey design was modeled closely after the 1990, 1994 and 2000 FRSA wage survey so that numbers could be compared. Data was downloaded from the password protected [hostedsurvey.com](http://www.hostedsurvey.com) server. Results were compiled and tabulated using Microsoft Excel. 127 respondents answered the 1990 poll, 148 analysts responded in 1994 and 154 responses were tallied in 2000. The 2006 poll had a response of 95. Not all respondents answered every question; thus the numbers in each category may not add up to 95. Gender, region, AOSA and RST certifications, education, lab type, duties were the variables examined. Open ended questions were asked regarding AOSA/SCST meeting attendance, leave policies, educational assistance, and miscellaneous comments. Job satisfaction was also assessed. The sampling in these polls is not systematic or randomized. Some conclusions from the data are: salaries are up from 2000. The average annual wage for all respondents is \$42,184. The gender gap persists in most categories. Sample size and the unscientific nature of the poll make the extent of the gap difficult to assess. One positive finding showed 94 percent of respondents had AOSA/SCST meeting attendance paid at least once every 3 years by their employers. When the question was asked about payment for yearly attendance, previous surveys showed 56 and 59 percent respectively in the 1994 and 2000 surveys. Again this time, Managers (those with less than 50% seed analysis duties) had higher overall job satisfaction than analysts. Job satisfaction also trends higher with increasing education levels. As in previous surveys, all respondents gave "opportunities for advancement" the lowest satisfaction rating of all categories rated. FRSA wishes to thank all the respondents for participating.

## Data Outline:

1. AVERAGE SALARY AND BASIC BENEFIT OF SEED ANALYSTS
2. AVERAGE SALARY BY GENDER, EDUCATION AND DUTIES
3. AVERAGE SALARY AND AVERAGE LEAVE DAYS BY LAB TYPE
4. AVERAGE SALARY AND BENEFITS BASED ON CERTIFICATION
5. AVERAGE SALARY BY REGION
6. BENEFITS
7. JOB SATISFACTION

OPEN COMMENTS: 1. Leave policies, 2 Educational assistance, 3. AOSA/SCST meeting attendance, 4. Job satisfaction comments.

Numbers in parentheses are number of respondents for those figures.

Satisfaction numbers are given on the following scale: 1= inadequate, 2= adequate, 3= highly satisfactory

1. AVERAGE SALARY AND BASIC BENEFIT OF SEED ANALYSTS

	# polled	Salary	average days		
			Vacation	Sick	
'90	117	22,107	13	10	
'94	136	26,285	17	12	
'00	106	33,261	18	14	
'00	14	9.73			hourly wages: part time seasonal
'00	10	7.44			hourly wages: student
'06	85	42,184	17	11	
'06	4	(26.00, 17.39, 17.39, 9.59)			hourly wages: part time seasonal
'06	1	7.50			hourly wages: student

2. AVERAGE SALARY BY GENDER, EDUCATION AND DUTIES

(number polled in parentheses):

2.1 GENDER

	1990	1994	2000	2006
Women	19,659 (51)	25,030 (81)	31,713 (67)	39,635 (50)
Men	26,234 (33)	29,442 (50)	36,916 (36)	45,826 (35)
Total	22,107 (117)	26,285 (136)	33,261 (106)	42,184 (85)

2.2 EDUCATION AND DUTIES

2.2.1 ANALYSTS: >50% duties are seed analysis

	1994	2000	2006
High School			
Women	21,135 (16)	26,140 (7)	31,642 (7)
Men	17,812 (3)	32,000 (1)	30,440 (2)
College/Tech.			
Women	24,726 (50)	29,837 (41)	37,826 (21)
Men	25,290 (28)	32,348 (19)	43,649 (16)
Graduate Degree			
Women	30,432 (7)	37,083 (10)	50,644 (6)
Men	28,149 (5)	45,809 (4)	50,000 (2)
All education levels			
Total	22,724(109)	31,354(81)	40,351 (54)
Ave. yrs. Experience	17	12.5	16.5

2.2.2 MANAGERS: <50% duties are seed analysis

	1994	ave. yrs. experience	2000	ave. yrs. experience	2006	ave. yrs. experience
Women	31,084 (6)	15	38,408 (12)	14.5	41,379 (16)	13.7
Men	40,701 (14)	14.6	42,556 (11)	16.8	49,642 (15)	17.3

2.3 EDUCATION AND GENDER: All respondents

2.3.1 High School

	1990	1994	2000	2006
Women	20,384 (16)		27,252 (8)	32,227 (9)
Men	33,000 (1)		32,000 (1)	40,293 (3)
Total	20,326 (24)	21,212 (20)	27,202 (10)	34,281 (12)

Years of experience	14	13	16	13.4
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2.3.2 Col/Tech.

	1990	1994	2000	2006
Women	20,804 (25)		31,173 (51)	38,614 (30)
Men	24,957 (24)		35,397 (27)	45,231 (26)
Total	22,638 (68)	26,853 (96)	32,444 (80)	41,686 (56)

Years of experience	10	12	13	16.4
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2.3.3 Grad. degree.

	1990	1994	2000	2006
Women	25,700 (1)		39,612 (8)	48,786 (10)
Men	33,487 (5)		44,319 (7)	51,166 (6)
Total	29,907 (6)	32,453 (16)	41,809 (15)	49,679 (16)

Years of experience	16	10	15	14.3
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3. AVERAGE SALARY AND AVERAGE LEAVE DAYS BY LAB TYPE

3.1 SALARY

	1990	1994	2000	2006
Federal	21,096 (4)	26,952 (13)	32,803 (6)	48,500 (6)
State	23,373 (15)	25,547 (78)	33,282 (48)	41,802 (39)
Commercial	19,919 (19)			
affiliated with a seed company		28,767 (31)	32,617 (33)	43,196 (22)
independent		28,659 (5)	34,428 (14)	39,293 (14)
Crop Improvement Association	27,071	28,091 (7)	34,600 (7)	41,000 (4)

3.2 LEAVE DAYS:

	average days							
	vacation				sick leave			
	'90	'94	'00	'06	'90	'94	'00	'06
Federal	14	20	18	22	13	13	12	12
State	15	17	21	19	12	14	17	13
Commercial	9				6			
affiliated with a seed co.		13	16	16		10	11	9
independent		9	14	13		12	8	10
Crop Improvement Assoc.	14	18	15	18	9	13	13	13

	% of polled having:					
	vacation			sick leave		
	'94	'00	'06	'94	'00	'06
Federal	92%	80%	100%	92%	80%	100%
State	74%	95%	98%	78%	95%	98%
Commercial						
affiliated with a seed co.	81%	79%	91%	56%	71%	87%
independent	44%	59%	100%	22%	68%	73%
Crop Improvement Assoc.	100%	100%	100%	86%	86%	100%

#### 4. AVERAGE SALARY AND BENEFITS BASED ON CERTIFICATION

##### 4.1 SALARY

Certificates held	Salary			
	'90	'94	'00	'06
none				33,000 (16)
All with RST	22,863 (27)	30,940 (33)	35,580 (55)	44,285 (35)
All with AOSA Germ.	25,317 (52)	27,804 (54)	35,635 (41)	45,245 (35)
All with AOSA Purity	26,784 (43)	27,528 (58)	35,677 (37)	46,369 (31)
AOSA Germ + Purity	26,836 (42)	28,692 (40)	36,544 (35)	47,115 (30)
AOSA G+P, and RST	23,014 (4)	27,236 (8)	36,119 (20)	45,596 (9)
AOSA Purity only		23,108 (10)	20,000 (1)	24,000 (1)
AOSA Germ only		22,646 (6)	30,333 (6)	31,220 (4)
RST only			35,692 (34)	44,945 (23)
All with RGT				38,722 (5)
CGT				44,666 (6)
CVT				(0)
CPT				(0)

Certificates held	Average Years of Experience			
	'90	'94	'00	'06
None				7
All with RST	16	15	17	20
All with AOSA Germ.	15	15	18	20
All with AOSA Purity	14	14	18	22
AOSA Germ + Purity	15	14	19	21
AOSA G+P, and RST	24	18	18	25
AOSA Purity only		13	21	5
AOSA Germ only		13	17	6
RST only			16	20
RGT				7
CGT				8

### 5. AVERAGE SALARY BY REGION

	Salary:			
	'90	'94	'00	'06
West Coast	25,079 (6)	29,559 (14)	36,034 (14)	37,066 (13)
West Interior	19,406 (18)	22,318 (31)	29,157 (24)	39,618 (21)
Central Plains	21,587 (34)	27,911 (21)	30,531 (28)	45,500 (10)
Central	28,797 (21)	29,746 (24)	36,368 (25)	41,279 (24)
Southeast	21,498 (24)	26,682 (35)	34,591 (13)	44,450 (12)
Northeast	24,630 (13)	26,134 (9)	53,869 (2)	59,448 (5)
Cities			34,898 (53)	40,936 (46)
Outlying urban			32,986 (35)	45,794 (20)
Rural			29,410 (16)	41,408 (19)

	Average Years of Experience				*Overall Job Satisfaction			
	'90	'94	'00	'06	'90	'94	'00	'06
West Coast	16	12	15	18	2.17	2.47	2.1	2.0
West Interior	8	8	10	16	2.00	2.00	1.8	2.1
Central Plains	11	13	15	16	1.82	1.91	1.9	2.2
Central	18	14	11	13	2.14	1.92	2.1	2.2
Southeast	9	13	16	19	1.54	1.94	2.1	1.8
Northeast	13	22	26	24	2.00	2.18	2.6	2.2

\*Satisfaction numbers are given on the following scale: 1= inadequate, 2= adequate, 3= highly satisfactory

### 6. BENEFITS

	Percent of respondents with benefit			
	'90 (of 127)	'94 (of 148)	'00 (of 154)	'06 (of 95)
sick leave	91	94	79	91
vacation leave	91	91	81	98
parental leave	17	14	54	60
medical insurance	90	91	81	96
dental insurance	52	60	57	76
educational assistance	38	36	64	68
paid expenses for AOSA/SCST meetings --		56	59	94
retirement plan	82	84	81	97
profit sharing	15	18	27	34

## 7. JOB SATISFACTION

### 7.1 Job Satisfaction: all respondents and by gender

Satisfaction numbers are given on the following scale: 1= inadequate, 2= adequate, 3= highly satisfactory

		total polled	salary	benefits	leave	advancement	education	overall
All	'90	120-124	1.7	2.3	2.3	1.4	1.8	2.0
	'94	143	1.8	2.3	2.4	1.4	1.9	2.0
	'00	139	1.8	2.2	2.3	1.6	2.0	2.0
	'06	95	1.7	2.1	2.3	1.6	2.0	2.1
Women	'90	53-54	1.6	2.1	2.2	1.3	1.7	1.9
	'94	88	1.8	2.4	2.3	1.5	1.9	2.0
	'00	88	1.8	2.2	2.3	1.6	2.1	2.0
	'06	57	1.7	2.2	2.3	1.6	2.1	2.2
Men	'90	33-34	1.8	2.3	2.4	1.4	1.2	2.0
	'94	50	1.8	2.3	2.4	1.3	1.9	2.0
	'00	48	1.8	2.3	2.3	1.6	1.9	2.0
	'06	38	1.7	2.1	2.3	1.6	2.0	1.9

### 7.2 Job Satisfaction: <50% duties: analysis (managers)

		total polled	salary	benefits	leave	advancement	education	overall
all	'94	23	2.1	2.6	2.6	1.5	2.2	2.2
	'00	33	2.0	2.5	2.5	1.7	2.3	2.1
	'06	31	1.7	2.1	2.4	1.8	2.0	2.2
women	'94	8	2.0	2.5	2.5	1.3	2.0	1.9
	'00	18	2.0	2.6	2.6	1.6	2.4	2.1
	'06	17	1.7	2.2	2.4	1.8	1.9	2.4
men	'94	14	2.1	2.6	2.6	1.7	2.4	2.4
	'00	15	2.1	2.5	2.3	1.9	2.1	2.2
	'06	14	1.7	2.1	2.4	1.8	2.1	2.0

7.3 Job Satisfaction: >50% duties seed analysis (analysts)

		total polled	salary	benefits	leave	advancement	education	overall
High School:								
women:	'94	18	1.6	2.3	2.2	1.3	1.5	1.9
	'00	16	1.5	1.9	2.2	1.6	1.9	2.0
	'06	8	1.6	1.8	2.1	1.8	2.1	2.0
men:	'94	3	1.3	2.0	2.7	1.0	1.3	1.3
	'00	1	2.0	2.0	2.0	1.0	2.0	2.0
	'06	2	1.5	1.5	2.0	1.5	1.0	1.5
College/technical:								
women:	'94	50	1.9	2.4	2.3	1.5	1.9	2.1
	'00	45	1.8	2.2	2.3	1.6	2.0	2.0
	'06	26	1.6	2.2	2.3	1.5	2.1	2.1
men:	'94	28	1.6	2.2	2.3	1.1	1.7	1.8
	'00	25	1.6	2.2	2.4	1.4	1.8	1.9
	'06	18	1.6	2.1	2.2	1.4	1.9	1.9
M.S. degree or higher:								
women:	'94	7	2.0	2.4	2.8	1.7	2.3	2.4
	'00	10	1.8	2.1	1.9	1.6	2.0	2.0
	'06	6	1.8	2.2	2.3	1.7	2.5	2.2
men:	'94	5	1.8	1.8	2.2	1.8	1.8	2.2
	'00	6	2.0	2.0	2.2	1.7	1.8	2.0
	'06	3	2.0	2.3	2.7	1.7	1.7	2.0

Responses to open ended questions:

1. What is your employer's policy regarding unpaid personal leave?

(We originally asked this question on a previous survey to see how much people knew about their rights under the Family and Medical Leave Act. To learn more about your rights under this act, go to <http://www.dol.gov/esa/whd/fmla/> )

- Pay is docked
- Only under the FMLA or other medical needs as approved by agency director.
- no work, no pay
- Only allowed with extreme cases
- N\A: salaried worker
- use vacation first
- none
- not allowed without a good reason.
- We have flex 30 days sick or vaction
- ok
- never seen the need - I do not know
- Never used this kind of leave
- It is allowed by circumstance
- Discouraged but permitted in individual circumstances.
- ?
- Unpaid leave is only possible if all other earned leave is used and then the director must approve any unpaid leave. This is usually not granted.
- It isnt allowed without family leave

- variable
- use all of vacation first
- don't come back
- Allowed
- Will approve based on good cause
- It is a management decision and varies from employee to employee and many view it as unfair.
- in effect
- no restriction if you want time off, just no pay
- need approval
- need approval
- when needed
- SIX WEEKS
- case by case; flexible esp. maternity leave
- Rarely approved.
- partial payment upon leave with maximum accrual
- UNPAID
- I am paid up to 6 months for short term disability.
- must be approved
- frowned upon but tolerated
- For a reasonable situation, not including FMLA, it is at the discretion of the manager.
- None
- Amenable with approval
- It is allowed depending on the reason.
- It is allowed if it is approved by management
- Must use vacation /sick time
- Approval on a case by case basis
- Usually flexible
- Allowed under Family Leave Act sick and annual runs out.
- If not buy can take off.
- Not a problem, if not too busy
- Must make arrangements/case by case
- you can take it with a good reason, plus you can take a few personal days not in vacation
- n/a
- ALLOWED
- Does not allow
- Leave without pay with supervisors approval
- Needs supervisor' approval
- Leave without pay may be requested
- it is approved the same as sick or vacation leave when the employee is out of sick and vacations leave.
- It is allowed during slow times
- Leave without pay is allowed.
- Give notice, and make sure you are covered
- none
- emergencies only
- is allowable
- We may take up to one year unpaid leave for temporary illness or injury, education, or research project. We may
- not use unpaid leave to work at another job. Unpaid leave may be cancelled by employer at any time with a written 30 day notice.
- 12 mo. max. allowed, under certain circumstances.
- Allowed at the discretion of the employer
- NA
- not more than 12 months for education, work at legislature

- can take if have worked over regular hours
- can take-have to arrange far ahead
- on special basis I assume
- As mandated by law
- Not sure!!!
- Don't know

## 2. Describe educational assistance provided by your employer.

- As a supervisor, I occasionally go to management training classes. I can also take computer classes.
- I pay up front. If I pass with B or better employer refunds all costs.
- Will pay for class if grade is 3.0 or better
- one free class per semester
- 100% workshops 80% college classes
- pays for all training, expenses, education, and certification
- reduction in cost per credit hour
- You pay when completed they remb
- Workshops/Seminars are paid
- Pays for correspondence class, university classes, and sends us to workshops about once a year.
- 50% when course complete
- Conferences, seminars, etc
- 100% on approved seed analyst training; 80% of college classes related to job, pending passing grade
- none that I know of, except for Seed related ed.
- Allowed to take 2 classes a semester if approved by supervisor and director.
- tuition assistance
- will pay for class but have to stay one year or pay it back
- educational assistance is a worthless benefit and like pulling teeth to get in one
- College level courses
- schools or courses related to job
- Educational assistance is provide along as the class is approved and recieve a grade C or above.
- There is some assistance, but I do not know exactly to what extent.
- none
- it exist in theory
- Meetings/ workshops
- pays for workshops, seed schools
- Reimbursement for college classes if receive high grade. Pay for training classes each year.
- partial payment for classes
- NONE
- reimbursement for college courses related to work
- workshops and meetings
- If directly related to the current job or to promote your career within the company, there are many programs available.
- Dependant upon level of education you are seeking, there is a flat dollar amount given.
- Full tuition.
- 6 hrs per semester, workshop registration and travel
- All approved workshops and meetings are paid for.
- Payment for wages and expenses while attending workshops and annual meetings
- Courses and workshops must be directly related to seed testing.
- Workshops and continuing education classes.
- If you keep a good grade point average, course is related to you job, and you do not leave the company within 1 year of the class they will fully reimburse you for the tuition only. Not books or lab fees.
- n/a
- paid for workshops related to seed testing

- Pay for night classes, or computer on-line classes
- Tuition reimbursement for degree completion/ necessary workshops & conferences
- Reimbursement after completion and depends on grade.
- I haven't used it, but will help with classes
- courses pertaining to job are paid in full
- 100% if pass with "C" or better
- training courses, college courses, computer courses
  
- They pay for all courses as long as a letter grade of "C" is achieved.
- Courses may be taken free of charge at state universities
- You can take classes at the local community college if the classes are not full for a reduced fee. You still have to pay for books.
- tuition
- They pay for one class per semester if it is work related.
- 1 class per semester if it applies to your job
- ?
- Training classes
- tuition reimbursement w/advanced approval
- ?
- Employer pays for all seed school training and discounted college classes
- Employer does provide some in-house training regarding government policies and procedures on a case-by-case basis.
- The employer, in rare cases, may pay for outside training for job specific issues. Most educational activities must be paid for by employee and done on employee's own time. Occasionally employer will allow employee to flex work schedule to accommodate class during regularly scheduled work hours. Employee must make up the time or take personal leave.
- Pays tuition for classes related to work
- Pays for seed classes, transportation and housing
- None
- computer, management, office, etc. skills courses
- often will pay if related
- will pay for related classes
- mileage, hotel, registration
- None
- Sponsored to go to related workshops.

### 3. What influences your attendance at AOSA/SCST annual meetings?

- Budget
- available travel funds.
- cost, location
- Amount of testing at time/ family events
- Delegate overseeing State's interests.
- being an active part in the society/cont. ed
- n/a
- being able to take the time off, we are very busy at that time of the year
- It is required by SCST and to keep up with changes
- schedule
- Staying Certified
- My desire to be involved.
- Learning, sharing and social
- Staying current for my RGT
- Budget; workshops available; employee request
- nothing. I don't care to participate. ( I have low morale)

- As to whether the department has the budget to allow you to attend.
- expence
- location and work responsibilities
- by my choice
- how busy
- if my employer pays for my attendance i go to the meetings
- i would like to go, but I am not given time off to go
- Requirement as Lab Manager
- budget and need to attend
- Workshops, Committee Meetings
- affordability and seniority
- updated information
- committee member, meeting others, venue
- funding by employer
- timing
- points
- budget
- keeping up with the changes/ participating in making changes
- its paid for, keep up-to-date, learning, meeting and networking with other analysts.
- The issues on the agenda.
- Timing and compliance with SCST requirement
- PERMISSION TO GO/EXPENSES PAID FOR BY EMPLOYER
- budget
- The updates and participation in our society
- workload
- being invited, money available
- If work allows me to not be in the lab and there are no other conflicts.
- Location.
- Will attend unless personal committment conflicts
- Budget restraints, need to attend
- Depending on the budget, usually 2-3 people attend. Generally its' the supervisors and 1 other lab person. Many times the lab personel do not attend.
- Rotate with other member of staff
- The employer arranges for me to attend every year.
- Budget and location. It's not my decision whether or not I can go.
- I am on committees.
- I have took the RST test last year and will again this year. The length of time that I would have to stay for the meeting is too long for me. If I do not take the test next year I will not have to be gone as long.
- wheather employer will pay
- I haven't missed one since I've started going and my employer has no problem paying for it.
- when not to far away, or to costly
- Timeing and Location
- Agenda /workshops
- I used to go every year, I probably won't with this new job
- Being a RST
- haven't been in a few years. RST training
- The amount of time off work
- committe member
- The budget and workload
- Cost
- travel funds
- The rules that are being voted on, the subject matter of the topics, the cost of attending and location.
- We rotate with other employees

- Workshops related to my job or the I am the chosen individual to represent the lab that year.
- cost of travel
- Knowledge
- I delegate attendance to others.
- being invited
- Budget and approval from Department administration and Seed Advisory Board.
- Why go? Education, duty (voting), social. What determines if I go? Budget, analyst rotation of turn to go
- Who's turn it is to go
- Time
- Keep current
- cost, distance, timing
- supervisor request / parental responsibilities
- supervisor request/parental duties
- test taking
- Distance
- If it is paid for by my employer
- Continue membership and certification as an RGT. Meet new people and make contacts.

#### 4. General Job Satisfaction comments:

- The budget has been tight in the last few years, we have not been getting even cost of living raises and medical insurance has gone up each year.
- The job is OK but it most likely won't hold me past eligibility for retirement.
- Like any Job it has its limitations
- Very low pay for what I have to know and for the duties I perform. Highly unsatisfied. However, I love what I do.
- All job positions have to be approved by not just the department in which we work but by the state which makes it very difficult to create new job positions which are badly needed. The salary is below the average for the area and the work load keeps increasing. Also the types of samples are changing and becoming increasingly more time consuming to complete. There is also an increase of the kinds of tests that seed producers are interested in having conducted on their seed and not enough analysts to keep conduct such tests in a timely manner so that the turn around time is kept to a minimum.
- very well satisfied for this stage of my career
- ok
- Most of the management here does not have any idea of how difficult this job is, and the amount of knowledge and training that are required to do the job properly, or if they do they don't care enough about it to improve the pay or benefits. The management also does not care at all about the importance of the aosa and scst meetings or they would send more than 1 person from a lab staff of 11 attend them. Several of the analysts have had to spend their personal vacation time and personal money to attend the aosa and scst meetings, and if the management here had it's way we would have to pay for our own dues as well. I would gladly do this if the pay allowed me to do so, however the amount that is paid for this job is barely enough to buy food. The poor pay and benefits show however as the lab staff has very high turnover rate, in 3 years only 3 of the original 12 people are still here, and of the current staff of 11 only 2 plan to stay here longer than 2 more years,
- my employer refuses to allow me to take the necessary requirements to become an RST.
- All employees are not compensated or treated equally regarding experience and job performances. Most employees below supervisor status are unhappy and some are looking for other employment. Ergonomic problems are not addressed. The ventilation system is inadequate. Raises are few, and infrequent. My last raise was 45 cents and considered to be generous by management. As far as training goes, three of us are taking the CSA test this month and we will see if adequate training was provided.
- Too many changes without consultations
- family oriented employer; opportunities for improving skills; challenging
- I am satisfied with the diversity of the job, interaction with industry, and flexibility of the job.
- NO ONE HAS HAD A SALARY INCREASE IN THREE YEARS. MY AVERAGE HOURS WORKED PER WEEK: 45 TO 80 HRS.

- high cost of living in the area lab is located in makes wage inadequate
- low pay, little respect; lead to very low morale, poor work ethic- can't attract high-quality applicants
- Currently I am not satisfied with the job. Demands are too high and resources are too limited. It seems that management has lost touch with what our (and the SCST's) goals are. To determine the quality of seed for planting. They just want to get it out the door and make money. From my point of view they have lost the customer focus.
- As a supervisor, it would be nice to reward an excellent analyst vs. an adequate analyst. There is no mechanism for compensation here because of pay scales. That is the most frustrating thing. Also, the value some analysts place on themselves is inflated. What should an analyst make? This survey will hopefully help with that.
- Our wage increases are supposed to be based on performance, however, when money is not funded by our legislature we don't get any or we get minimal raises.
- My employer is a good, honest person.
- My salary is probably adequate for someone with an undergraduate degree, but with my masters degree and all of my responsibilities as a manager, I wish my salary were a little better.
- After being with a large company that was sold 6 times in the 25 years I was there, I am VERY satisfied to have a job I like in the town we lived in. I also like the smaller company life style. Though we have 5 days vacation on the books, we can take days off when not busy, or when necessary for family activities. The only downfall is the salary is not as good, and the raises aren't built in to a regular plan like with a larger company.
- I'm happy with my job. The problems are that as a state agency we are always having to do more with less. I feel like we are getting to a point where we will soon be facing burn out for analysts. Doing more with less has almost reached it's limits. Cost of living has continued to go up. When we do get a small raise it is taken away from us when our contribution to insurance, retirement, or union dues go up. We have seen a reduction in our take home pay rather than a raise. Our jobs are very technical even though some of us have learned on the job rather than going to college. Some people feel like they are looked down on by other analysts because they have become learned their job through on the job training rather than by going to college.
- State seed jobs offer diversity that the private sector often does not. Secure position with solid benefits.
- satisfaction low due mainly to personnel issues, low pay, and governmental policies
- I like my job, but I think Seed Analyst deserve more pay, not everyone can do this job.
- Only a small fraction of my responsibilities are in working with seeds. My job provides opportunities for a variety of tasks from administration to field work. If I were to have all of my duties in seed analysis, I would not be as satisfied as I am.
- would prefer easier "leave without pay" opportunities when workload is low. Also recognition of full-time period of employment so hours accumulated for leave more in line with experience and # of years worked(as a part-timer, leave hours don't go up over time here) (This survey is revised from one taken 8/8/06)
- Could always have a raise!
- If there was the opportunity to advance in the company, I would be more satisfied. I feel our wages, as seed analysts in this company, are below what they should be in comparison to fellow seed testing companies.
- Benefits are great and highly appreciated. However, employer does not take into account cost of living in this area when determining wages. We live in a very expensive area with very high property taxes. When wages were questioned, we were told that our pay is based on the MEDIAN wage of everyone in the city we live in. This obviously included anyone from surgeons to the checkout person at the grocery store. This does not make sense. We also have no room for advancement which is discouraging.