



Compensation and Benefits Survey

TEXAS NURSERY AND LANDSCAPE ASSOCIATION

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TNLA Compensation and Benefits Survey

BACKGROUND

In response to a number of members who have had questions about the going rate for various positions in the industry, TNLA commissioned a comprehensive compensation and benefits survey for our industry in Texas.

A task force helped compile the questions and the jobs to be surveyed for this first-time survey for both TNLA members and non-members alike.

Knowing how your pay rates compare to others in similar companies in your primary service area will benefit both you and your employees. The data was submitted by you in either hard-copy or online formats so that it could be held in strict confidence by Impact Consulting, an independent, third-party survey firm conducting the study on our behalf.

As we look to the future to attract and retain talent in our industry, we have a vested interest in assuring that we offer competitive salaries! So this is a new tool at our disposal to help us make informed decisions in our hiring, and in compensation and benefits administration in our respective organizations.

PROFILE OF PARTICIPATING COMPANIES

After reviewing the input for duplicate responses from participating organizations or responses that were so incomplete as not to be usable, the remaining responses totaled 115, employing almost 8,000 full-time-equivalent employees, and were distributed across the three major segments of our industry as follows:

Which of the following best describes your company:		
	Responses	Percent
Landscape:	61	53.04%
Retail:	17	14.78%
Grower:	21	18.26%
Undesignated::	16	13.91%
TOTAL:		
	115	

Service Areas

	<u>Primary</u>	<u>Secondary Areas:</u>	<u>Combined Total</u>
<u>Landscape</u>			
Austin:	6	1	7
DFW	18	7	25
Hou:	11	2	13
SA:	4	3	7
Other:	9	7	16
N/A:	14	-	14

Retail

Austin:	3		3
Dallas/Ft. Worth	2	1	3
Houston:	1	1	2
San Antonio:	0	1	1
Other:	8	5	13
N/A:	3		3

Growers

Austin:	4	1	5
Dallas/Ft. Worth	4	5	9
Houston	6	3	9
San Antonio:	0	2	2
Other:	4	4	8
N/A:	3	6	9

TOTALS ALL CATEGORIES AND AREA

Austin:	13	2	15
Dallas/Ft. Worth	24	13	37
Houston	18	6	24
San Antonio:	4	6	10
Other:	21	16	37
N/A:	20	6	26
Total	100		

Size of business by revenue volume:

	Less than \$250K	\$250K-\$1.5M	\$1.5M-\$6M	Over \$6M
Total group	17	31	48	28
Landscape	12	17	23	13
Retail	0	6	7	4
Grower	1	5	9	6
Undesignated	4	3	4	5

Size of business by number of full-time equivalent employees:

	Average	Low	High	Total FTE's of all respondents
Total group	69	1	2100	7927
Landscape	67	1	1130	3628
Retail	46	1	275	779
Grower	145	3	2100	2762
Undesignated	54	1	250	758

Age range of CEO:

	18-25	26-35	36-45	46-55	55+
Total group	0	2	13	28	62
Landscape	0	0	8	16	29
Retail	0	0	1	5	11
Grower	0	2	0	4	15
Undesignated	0	0	4	3	7

TNLA members and non-members participating:

	Responses	Percentage
Members:	100	81.3%
Non-members:	23	18.7%

H2A and H2B Participation

Total, all participants

	H2A	H2B
Number of visas:	63	952
Number of years in program:	24	37

Landscape

	H2A	H2B
Number of visas:	22	905
Number of years in program:	7	7

Retail

	H2A	H2B
Number of visas:	-	10
Number of years in program:	-	10

Grower

	H2A	H2B
Number of visas:	41	37
Number of years in program:	17	10

WORKPLACE CULTURE

Does your company have a defined company culture?		
	Responses	Percent
Yes:	56	52.83%
No:	50	47.17%
If yes, please explain briefly:	44	41.51%

Comments:




- **Honesty, service and providing good quality product.**
- **We have a policy manual with lots of detail**
- **At <our company> we**
- **work to treat our team and our clients with respect and professionalism and thereby provide a memorable client experience while we cultivate lush landscapes in our community.**
- **We believe in and do our very best to live "exceptionalism". Operating with this as our foundation we strive to deliver longevity which translates into lasting value for our clients. Every step we take, every piece of training we initiate, every action & execution out on site, in the nursery, in the offices and on the farms is derived from a culture based in the notion that we will be exceptional performers and deliver exceptional results.**
- **We have defined systems in place for all franchisees that include emulating their own cultures that create a desirable workplace.**
- **1) has a family atmosphere; all employees have access to President/Owner 2) teamwork is vital 3) encourages professional & personal growth 4) professional & personal mentoring 4) employees given the freedom & expected to function with minimal oversight 6) expectation of attention to detail & client satisfaction**
- **We are currently building one. Our culture can be described as one of team work, honesty, and compassion for those we work for and with**
- **We strive to do our best, have a great time, and bring great results for the customer**
- **Owner is actively engaged with employees on a daily basis.**
- **We try to encourage and incentivize employees who will commit to pursuing the client centric, goals of our company and invest in <the company> as a career or a career step rather than "just another job." As such we try to promote from within, train and educate, and publicly reward employees who show through their actions efforts toward that pursuit.**
- **<Our company> prides itself on our culture. When hiring we look not only experience and trainability but a team fit as well. <The company> does not want to set someone up for failure so the hiring managers ask culture questions as long as having the candidate engage with our current team members during a ride along.**
- **Both Owner and COO can be found helping out doing all different jobs as needed. Lead by example, not from the office**
- **We run our city on our CORE values Professionalism Team Work Integrity Innovation**
- **Attitude is Everything**
- **The <company name> way**
- **We have a mission and vision shared by ownership.**
- **Cooperative do-ocracy. We welcome and support creative problem solving. IF you have an idea for improvement bring it up and we will collectively try to implement it. Passion for plants,**

- soil, earthworks and continuous learning.
- <The company> is a small business “family” of 35 years. No one is related, but we all share a passion for what we do and sr. Management has been with me for 13-19 years. We care for each other, but performance, excellence and customer service is our first priority.
- Municipal work done for our citizens and visitors to our city.
- Owner Managers Forman's Labours
- Industry expertise and professionalism is key with highest level of customer care and integrity.
- 5 core values
- We do our work with integrity and honesty. We do what we say we will do, when we say we will do it.
- We speak often in our company of our passion for giving back to the community, and for being an exceptional provider of landscape services. In each morning meeting, the team not only talks through how to be exceptional that day, but ends with 1-2-3 exceptional in a huddle. We have a community give-back project every month and we look to team members to bring in the ideas for those service projects.
- Teamwork & Honesty
- We have a Mission Statement and a list of 4 Core Values that we emphasize to define and build our culture
- We are a young company (just started this year) but there is already a culture of outreach and education, stemming from the owner's years at <xxx> Extension. Employees are encouraged to learn and take opportunities to grow professionally. Every sale is an opportunity to share knowledge with clients.
- We are committed to our customers, the community and the environment. Our nurseries are designed to inspire.
- We have specified jobs and hierarchy. Everyone follows rules and guidelines offered in our company handbook.
- To provide Houston market with quality blooming orchids
- Conduct business with honesty and integrity
- High end customer service with friendly customer, crew contact.
- Since 1988 our company has had the mission to give back to our community using our gifts and talents . For example , we design and install butterfly gardens for free for kids with cancer as part of our Hopegrows project in our company . We establish meaningful relationships with those in our community that are hurting . It is this giving back that creates a team heart to make.a difference everyday . It inspires a culture of professionalism and excellence because we know our work is touching lives it changes the attitude that it is “ a days work “ to my work is changing lives and making a difference . These giving back projects change our hearts each time and enrich our lives by opening our eyes to how precious life is and how important it is to live it to the fullest with those in our arms reach . This in turn creates stronger work and family relationships . Teamwork makes the dream work ! Our employees are carefully chosen with this vision in mind .
- the city is a high performing organization
- Defined positions, annual reviews, in-house and outside training offered. ESL classes
- Innovative
- We believe that good business starts with integrity and loyalty. We invest in our employees through fair pay, excellent benefits, and easily accessible human resources. The result of this investment is experienced staff that produce, maintain, sell and deliver a quality, profitable product.
- <Owner??> has continually had the mindset that the associate is the foundation of the company. She structured <the company> to be a place where associates are involved in the day to day operations and also with the daily and monthly meeting, the sales goals, customer goals, safety and well being are discussed. <The company> has an open door policy.
- Company culture consists of doing right by the customer, building lasting relationships with both clients and employees. Creating and fostering a family environment.
- Our Value Statement: We always give our best: our best efforts, our best products, our best

selves. All of our employees are people of good character, whom we trust. We treat our customers, neighbors, and landlords with patience and respect - as we would like to be treated. A deal is only good when it's good for all parties. Everyone should benefit from having done business with our farm. Family business is uniquely challenging. It's also uniquely rewarding. We value the unique nature of our family business.

- culture of learning due to weekly training sessions and focus on certifications/industry licenses, also have a reading list for management. culture of fun, we have monthly bbq, yearly bowling tournament, etc. culture of mistakes, we expect our employees to make them and we are ok with them (even the ones that cost us money) as long as we learn from those mistakes and we're not repeating the same mistakes
- Values Accountability, Discipline, Family, Fairness, Professionalism Think like the plants
- The value of hard work, integrity, consistency creates goals to satisfy our customers as well as our work family. We teach, learn and apply professionally and personally.
- Be honest, respectful and considerate of all company employees, clients and suppliers.

Do you offer flex-time?

	Responses	Percent
Yes: 	46	42.2%
No: 	63	57.8%
Additional Comments: 	18	16.51%

Comments:

- Yes but only with certain positions. Our work does not allow for too much in the way of Flex. Our final work product is delivered outside and must be performed in day light. Our bookkeeping staff works hours that include night time hours by their own choice and I have no issue with it but for the most part, our work is performed in day light so the notion that we could allow for flex time across the majority of our positions is a non starter.
- We need more of this option for our industry in my opinion, but it is not a standard practice yet.
- Office staff only. Leave of absence granted to H2B under certain conditions.
- Admin staff is offset so that some come in early and leave early and some come in later and leave later
- We accommodate our employees' personal needs at all times.
- situational
- Designers can work from home and we work with students schedules.
- Must be taken in the week it was accrued.
- The only way most are flexible if someone has a personal issues arise and they need to come in or leave early and return back.
- While we have defined work hours, we have employees that need to be able to take off (taking care of an elderly parent regularly, refereeing youth sports)
- We have 2 part time employees who are students and we work with their school schedules.
- We work with all type of schedules
- In our Business flex time would not work. Customers are our first priority.
- For students we offer schedules that work with their class schedules each semester and we offer flexible study time for exams and class projects . For those with families we do our best to offer options of being off in time to get kids from school . We also believe in working with an employees "body clock". For example one of our creative team Members works best in the late afternoon times or at night . We provided work schedules that worked for her to be able to perform when she was at her best creative self . Because of

this she produced higher quality inspired work she was proud of and enjoyed doing .

- We have generalized hours but if needed we will be flexiable.
- We have a store-front that has to be staffed during specific hours.
- Our business is one filled with deadlines. In order to meet our customers needs, we must have a reliable workforce who are available during our business hours.
- we offer a 4 day work week (4 ten hour shifts), so 3 day weekend every week and the ability for all employees, even lower level, to earn PTO

Do you value industry certification for your employees?

	Responses	Percent
Yes:	79	72.48%
No:	30	27.52%
Additional Comments:	16	14.68%

Comments:

- To the extent possible, management stresses the value of various industry certifications and it is the company's policy to pay the costs associated to our employees obtaining various certifications. Part of the motivation for the business to make these investments is predicated on our culture of exceptionalism, part of it is to assist our people in the development of skills that will benefit our clients and part of it is to insure that each employee grows their professional resume so as that once they are ready to move on, they will represent a higher degree of value to a perspective employer than might otherwise be the case.
- The corporate level encourages certifications and licenses for the owners and their employees.
- <The company> takes pride in the certifications of all our team members.
- TNLA Pesticide Applicator
- We value any tool that would help our employees' confidence and competence. While it does not necessarily have to come with a certification, usually the certification classes are something that would provide this.
- Employees are encouraged to become certified in several areas and are provided the opportunity to attend TNLA EXPO when they become certified, along with a raise.
- It depends on the position
- I believe the certification process provides a very important element in our value proposition.
- Most of our current employees do not take advantage of certifications.
- No one has ever asked me about Licenses or my BackGround since I left College 40 plus years ago.
- But none of us are currently certified
- We offer tuition reimbursement in some cases we will pay for textbooks . Education is very important and it is not just in classes and certifications . We might send our employees to a firewise landscaping class with the fire Dept . On one occasion we had the employees go with the owners to visit with one of the cancer research doctors to learn how the firefly is being used to conquer cancer ! Read about it on our website , it's amazing research being done right here in our own city ! Learning how plants are used in chemotherapy for cancer treatments such as the oleander or vinca really changes the way you look at the plants you work with each day . Our employees help educate the community on how plants are important in treating diseases . We even have a VW Beetle that has a Texas native plant wrap that helps with this endeavor . Kids love telling about the various plants that help with their treatments ! Since we are all organic only, classes in this are required as well .
- TDA licensing Irrigation licensing ICPI certification Artificial grass certification
- We offer reimbursement of cost certification for TCNP.
- We say we value it - but we have not worded training for it into our positions.
- All management is certified and/or licensed; working on all crew leaders to have TCLA certification by 12/31/20, we meet with every employee yearly to discuss their development/certification plans for the following year

Do you pay for external employee training or continuing education?

	Responses	Percent
Yes:	85	77.27%
No:	25	22.73%
Additional Comments:	14	12.73%

Comments:

- Irrigation classes
- We offer training schools for hands-on for the industry and computer programs.
- When it is offered. That is something that can be difficult in our industry.
- <The company> encourages all team members to continue learning and growing.
- Cover certifications System software training
- Will do as needed for the employee or company benefit.
- TNLA classes, City of Austin Green Garden classes and anything that comes along that would be applicable. IF an employee has a class they want to take and think it could be useful we pay for the class.
- OSHA
- Employees attend meetings, conferences and trainings from time to time but most trainings are inhouse.
- Managers and supervisors
- I send my Techs to free Educational classes.
- Yes ! We pay for part or in some cases all of college tuition for those in the green industry or ag related . We pay for all certification classes we send our employees to . This includes travel expenses if that is required .
- We have budgeted for training classes.
- we send our employees to Expo for CEUs (or just because) and do pay for them to take training/certification courses outside of work

Do you offer structured in-house training for employees?

	Responses	Percent
Yes:	73	66.97%
No:	36	33.03%
Additional Comments:	17	15.6%

Comments:

- We do an extensive training for one week about the culture, systems and running a business including sales, marketing, and financials to name a few. Employees are allowed to attend the training with the permission of the owners. We also have what we call encore

training where the owners and their employees can come to week long training for free every year.

- Informal; on the job training
- Pretty loosely structured but training nonetheless. We would be interested in curriculum if ever offered through organizations such as TNLA
- <The company> offers training for all new field team members and Account managers. <The company> also offers manager training to anyone that they see potential in.
- **ON THE JOB TRAINING FOR MOST EMPLOYEES - SPECIAL TRAINING FOR SALES REPRESENTATIVES AFTER THEY KNOW OUR PLANTS THOROUGHLY AND OUR OPERATING PROCEDURES**
- We are trying to implement it more frequently.
- if needed
- Semi-structured. We have a standing agenda item for training in each team meeting and we have held on-site hands-on training.
- Weekly staff meetings have a short safety or education component.
- We have a new hire orientation and we have mentors for them, as well. In the slower seasons, we offer "Perpetual Edification" classes to our long term staff and many different subjects.
- Minimal on the job training in the field or sessions during the winter months,
- There are those who wish to better themselves. I will pull out the employees that show that want and train them over a year's time..
- need to add more
- We bring in consultants on occasion for training.
- Webinars for associates on products, sales, HR. Safety once a month either speaker or talk.
- Occasionally and in the form of short safety trainings.
- we have a classroom where we spend 1-2 hours every week doing training

BENEFITS

Benefits were surveyed with the corresponding eligibility of employees according to full-time, non-seasonal, or benefits depending on job requirements.

Which of the following benefits do you offer your employees?				
	Full-time only	All non-seasonal employees	Depending on job requirements	Total
Paid Holidays:	74(68.52%)	14(12.96%)	20(18.52%)	108
Paid Sick Time Off:	52(64.2%)	7(8.64%)	22(27.16%)	81
Company provided training:	48(47.06%)	25(24.51%)	29(28.43%)	102
Uniforms/shirts:	56(50.91%)	34(30.91%)	20(18.18%)	110
Cell Phones:	29(36.71%)	3(3.8%)	47(59.49%)	79
Company vehicles to drive home:	11(19.3%)	1(1.75%)	45(78.95%)	57
Health Insurance:	50(74.63%)	8(11.94%)	9(13.43%)	67
Life Insurance:	28(65.12%)	7(16.28%)	8(18.6%)	43
Short-term disability:	20(57.14%)	5(14.29%)	10(28.57%)	35
Long-term disability:	21(63.64%)	4(12.12%)	8(24.24%)	33
Dental Insurance:	35(70%)	6(12%)	9(18%)	50
Vision insurance:	33(68.75%)	8(16.67%)	7(14.58%)	48
Retirement/Savings (Pension or 401K, or similar):	38(71.7%)	6(11.32%)	9(16.98%)	53

The cost of benefits as shared by the company and the employee was surveyed without regard to full-time status. If the benefit was offered, the cost was shared as follows:

Please enter the approximate PERCENTAGE of the cost paid by the company and by the employee for each of the following. NOTE: the percentage for each row should equal 100. If not applicable, please leave that row blank.

	Company	Employee	Total
	No of responses (average %)	No of responses (average %)	Responses
Company Provided Training:	73 (82.02%)	16 (17.98%)	89
Uniforms/shirts:	76 (71.03%)	31 (28.97%)	107
Cell Phones:	63 (70.79%)	26 (29.21%)	89
Health Insurance:	58 (56.31%)	45 (43.69%)	103
Life Insurance:	31 (58.49%)	22 (41.51%)	53
Short-term disability insurance:	24 (48.98%)	25 (51.02%)	49
Long-term disability insurance:	26 (53.06%)	23 (46.94%)	49
Dental insurance:	35 (50.00%)	35 (50.00%)	70
Vision insurance:	32 (47.76%)	35 (52.24%)	67
Retirement/Savings (Pension, 401k, or similar):	36 (48.65%)	38 (51.35%)	74

Landscape Companies Compensation Summary

	Exempt (EX) / Nonexempt (NE)	Average Hourly Rate (if paid by the hour)	Average Annual Salary (if not paid by the hour)	Bonuses paid in last 12 months	Typical hours per week	Typical days per week	# Female employees in this job	# Male employees in this job
Owner/CEO	Exempt:	Average:	Average:	Average:	Average:	Average:	Average:	Average:
	3	18.00	106,131	34,143	51	5	2	2
	Nonexempt:	Min	Min	Min	Min	Min	Min	Min
	1	18.00	12,000	10,000	5	3	1	1
	Max	Max	Max	Max	Max	Max	Max	Max
		18.00	320,000	100,000	65	7	5	12
	Median	Median	Median	Median	Median	Median	Median	Median
		18.00	85,000	15,000	50	5	1	1
Landscape Designer	Exempt:	Average:	Average:	Average:	Average:	Average:	Average:	Average:
	4	23.25	59,333	7,000	45.1	5	1	2
	Nonexempt:	Min	Min	Min	Min	Min	Min	Min
	3	17.00	43,000	2,000	20.0	3	1	-
	Max	Max	Max	Max	Max	Max	Max	Max
		30.00	70,000	12,000	80.0	7	2	20
	Median	Median	Median	Median	Median	Median	Median	Median
		23.00	65,000	7,000	45.0	5	1	1
Landscape Design Manager	Exempt:	Average:	Average:	Average:	Average:	Average:	Average:	Average:
	4	27.00	69,556	8,000	40.9	5	1	1
	Nonexempt:	Min	Min	Min	Min	Min	Min	Min
	1	17.00	44,000	100	20.0	4	-	-
	Max	Max	Max	Max	Max	Max	Max	Max
		45.00	100,000	30,000	50.0	8	2	1
	Median	Median	Median	Median	Median	Median	Median	Median
		19.00	67,000	1,600	40.0	5	-	1

Landscape Companies Compensation Summary

	Exempt (EX) / Nonexempt (NE)	Average Hourly Rate (if paid by the hour)	Average Annual Salary (if not paid by the hour)	Bonuses paid in last 12 months	Typical hours per week	Typical days per week	# Female employees in this job	# Male employees in this job
Installation Technician	Exempt:	Average:	Average:	Average:	Average:	Average:	Average:	Average:
	4	15.95	52,500	505	45.3	5.1	4	21
	Nonexempt:	Min	Min	Min	Min	Min	Min	Min
	4	12.50	50,000	0	38.0	4	-	-
	Max	Max	Max	Max	Max	Max	Max	Max
		30.00	55,000	2,000	55.0	6	50	250
	Median	Median	Median	Median	Median	Median	Median	Median
		15.00	52,500	300	45.0	5	-	6
Installation Foreman	Exempt:	Average:	Average:	Average:	Average:	Average:	Average:	Average:
	2	18.92	118,360	1,404	45.8	5	-	5
	Nonexempt:	Min	Min	Min	Min	Min	Min	Min
	4	14.00	45,000	400	40.0	4	-	-
	Max	Max	Max	Max	Max	Max	Max	Max
		25.00	380,000	4,000	60.0	6	2	50
	Median	Median	Median	Median	Median	Median	Median	Median
		18.25	60,000	1,100	45.0	5	-	2
Installation Manager	Exempt:	Average:	Average:	Average:	Average:	Average:	Average:	Average:
	3	23.60	67,167	3,822	47	5	-	2
	Nonexempt:	Min	Min	Min	Min	Min	Min	Min
	3	16.00	40,000	1,000	40	4	-	-
	Max	Max	Max	Max	Max	Max	Max	Max
		35.00	90,000	8,000	60	6	1	6
	Median	Median	Median	Median	Median	Median	Median	Median
		22.00	66,000	2,500	50	5	-	1

Landscape Companies Compensation Summary

	Exempt (EX) / Nonexempt (NE)	Average Hourly Rate (if paid by the hour)	Average Annual Salary (if not paid by the hour)	Bonuses paid in last 12 months	Typical hours per week	Typical days per week	# Female employees in this job	# Male employees in this job
Lawn Care or Landscape Mgt. Technician								
Exempt:	Average:	Average:	Average:	Average:	Average:	Average:	Average:	Average:
	2	14.60	-	280	43.3	4.8	2	34
Nonexempt:	Min	Min	Min	Min	Min	Min	Min	Min
	2	12.50	-	-	30.0	3.0	-	-
	Max	Max	Max	Max	Max	Max	Max	Max
		18.00	-	500	50.0	6.0	10	200
	Median	Median	Median	Median	Median	Median	Median	Median
		15.00	-	300	45.0	5.0	-	12
Lawn Care or Landscape Mgt. Crew Foreman/Mgr, hourly								
Exempt:	Average:	Average:	Average:	Average:	Average:	Average:	Average:	Average:
	2	17.77	-	-	44.8	4.8	3	9
Nonexempt:	Min	Min	Min	Min	Min	Min	Min	Min
	4	15.00	-	-	40.0	4.0	1	-
	Max	Max	Max	Max	Max	Max	Max	Max
		22.00	-	-	55.0	6.0	5	50
	Median	Median	Median	Median	Median	Median	Median	Median
		17.50	-	-	45.0	5.0	3	5
Lawn Care or Landscape Mgt. Crew Foreman/Mgr, salaried								
Exempt:	Average:	Average:	Average:	Average:	Average:	Average:	Average:	Average:
	-	60,975	1,997	46.3	5	3	5	5
Nonexempt:	Min	Min	Min	Min	Min	Min	Min	Min
	3	-	37,000	-	40.0	5	-	1
	Max	Max	Max	Max	Max	Max	Max	Max
		-	100,000	9,000	55.0	5	5	17
	Median	Median	Median	Median	Median	Median	Median	Median
		-	55,400	1,154	45.0	5	2.5	3

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	Exempt (EX) / Nonexempt (NE)	Average Hourly Rate (if paid by the hour)	Average Annual Salary (if not paid by the hour)	Bonuses paid in last 12 months	Typical hours per week	Typical days per week	# Female employees in this job	# Male employees in this job
Landscape Irrigator	Exempt:	Average:	Average:	Average:	Average:	Average:	Average:	Average:
	3	22.32	51,929	1,861	42.5	5	1	3
	Nonexempt:	Min	Min	Min	Min	Min	Min	Min
	6	15.00	45,000	500	35.0	4	1	-
	Max	35.00	65,000	4,000	55.0	6	1	15
	Median	Median	Median	Median	Median	Median	Median	Median
		22.00	50,000	1,500	40.0	5	1	1
Irrigation Technician	Exempt:	Average:	Average:	Average:	Average:	Average:	Average:	Average:
	2	17.54	50,000	1,058	45.4	5	-	4
	Nonexempt:	Min	Min	Min	Min	Min	Min	Min
	4	13.00	50,000	350	40.0	4	-	-
	Max	23.00	50,000	2,000	50.0	6	-	15
	Median	Median	Median	Median	Median	Median	Median	Median
		18.00	50,000	1,000	45.0	5	-	2

Retail Companies Compensation Summary

Exempt (EX) / Nonexempt (NE)	Average Hourly Rate (if paid by the hour)	Average Annual Salary (If not paid by the hour)	Bonuses paid in last 12 months	Typical hours per week	Typical days per week	# Female employees in this job	# Male employees in this job
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Owner/CEO

Exempt: 6	Average: ***	Average: 85,000	Average: 10,250	Average: 55	Average: 6	Average: 2	Average: 1
Nonexempt: 0	Min ***	Min 60,000	Min 5,000	Min 40	Min 5	Min 1	Min 1
	Max ***	Max 125,000	Max 25,000	Max 84	Max 7	Max 3	Max 2
	Median ***	Median 75,000	Median 5,500	Median 53	Median 6	Median 1	Median 1

Retail Store Manager

Exempt: 4	Average: 22.00	Average: 53,100	Average: 8,500	Average: 42	Average: 5	Average: 2	Average: 5
Nonexempt: 2	Min 14.00	Min 40,000	Min 5,000	Min 40	Min 5	Min 1	Min 1
	Max 30.00	Max 62,500	Max 12,000	Max 50	Max 6	Max 6	Max 15
	Median 22	Median 55,000	Median 8,500	Median 40	Median 5	Median 1	Median 2

Assistant Store Manager

Exempt: 0	Average: 15.38	Average: ***	Average: 5,000	Average: 42	Average: 5	Average: 5	Average: 3
Nonexempt: 3	Min 11.00	Min ***	Min 5,000	Min 38	Min 5	Min 1	Min 1
	Max 17.50	Max ***	Max 5,000	Max 50	Max 5	Max 13	Max 8
	Median 16.50	Median ***	Median 5,000	Median 39	Median 5	Median 1	Median 1

Retail Companies Compensation Summary

Exempt (EX) / Nonexempt (NE)	Average Hourly Rate (if paid by the hour)	Average Annual Salary (If not paid by the hour)	Bonuses paid in last 12 months	Typical hours per week	Typical days per week	# Female employees in this job	# Male employees in this job
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Store Supervisor

Exempt: 0	Average: 20.31	Average: ***	Average: 500	Average: 41	Average: 5	Average: 2	Average: 4
Nonexempt: 2	Min 12.25	Min ***	Min 500	Min 40	Min 5	Min 1	Min 1
	Max 30.00	Max ***	Max 500	Max 45	Max 5	Max 4	Max 7
	Median 19.50	Median ***	Median 500	Median 40	Median 5	Median 1	Median 4

Department Manager

Exempt: 1	Average: 23.50	Average: 55,000	Average: 1,000	Average: 43	Average: 6	Average: 1	Average: 2
Nonexempt: 2	Min 22.00	Min 55,000	Min 1,000	Min 40	Min 5	Min 1	Min 1
	Max 25.00	Max 55,000	Max 1,000	Max 50	Max 7	Max 1	Max 3
	Median 23.50	Median 55,000	Median 1,000	Median 40	Median 5	Median 1	Median 2

Growers Compensation Summary

	Exempt (EX) / Nonexempt (NE)	Average Hourly Rate (if paid by the hour)	Average Annual Salary (If not paid by the hour)	Bonuses paid in last 12 months	Typical hours per week	Typical days per week	# Female employees in this job	# Male employees in this job
Owner/CEO								
	Exempt: 6	Average: 23	Average: 122,940	Average: 75,000	Average: 51	Average: 6	Average: 1	Average: 1
	Nonexempt: 1	Min 23	Min 48,000	Min 75,000	Min 30	Min 4	Min 1	Min 1
		Max 23	Max 300,000	Max 75,000	Max 85	Max 7	Max 1	Max 2
		Median 23	Median 92,200	Median 75,000	Median 45	Median 6	Median 1	Median 1
General Manager								
	Exempt: 5	Average: 23	Average: 81,778	Average: 16,250	Average: 47	Average: 5	Average: 1	Average: 1
	Nonexempt: 1	Min 23	Min 31,800	Min 1,000	Min 20	Min 5	Min 1	Min 1
		Max 23	Max 135,000	Max 50,000	Max 80	Max 6	Max 1	Max 1
		Median 23	Median 75,000	Median 10,500	Median 45	Median 5	Median 1	Median 1
Nursery/Greenhouse Worker								
	Exempt: 7	Average: 14	Average: -	Average: 1,007	Average: 45	Average: 5	Average: 11	Average: 16
	Nonexempt: -	Min 11	Min -	Min 100	Min 30	Min 4	Min 2	Min 2
		Max 18	Max -	Max 2,200	Max 54	Max 6	Max 40	Max 45
		Median 14	Median -	Median 750	Median 45	Median 5	Median 6	Median 8

Growers Compensation Summary

Exempt (EX) / Nonexempt (NE)	Average Hourly Rate (if paid by the hour)	Average Annual Salary (If not paid by the hour)	Bonuses paid in last 12 months	Typical hours per week	Typical days per week	# Female employees in this job	# Male employees in this job
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Nursery/Greenhouse
Production Foreman

Exempt:	Average:	Average:	Average:	Average:	Average:	Average:	Average:
5	18	52,667	1,464	49	5	1	5
Nonexempt:	Min	Min	Min	Min	Min	Min	Min
1	14	-	-	40	5	1	1
	Max	Max	Max	Max	Max	Max	Max
	23	55,000	5,000	55	6	2	20
	Median	Median	Median	Median	Median	Median	Median
	18	51,500	875	50	5	1	3

Crop Production/Equipment
Maintenance

Exempt:	Average:	Average:	Average:	Average:	Average:	Average:	Average:
7	16	60,000	825	41	5	2	2
Nonexempt:	Min	Min	Min	Min	Min	Min	Min
-	10	60,000	200	20	5	2	1
	Max	Max	Max	Max	Max	Max	Max
	20	60,000	2,000	54	6	2	6
	Median	Median	Median	Median	Median	Median	Median
	18	60,000	625	40	5	2	1

Manager of Production and
Crop Protection

Exempt:	Average:	Average:	Average:	Average:	Average:	Average:	Average:
3	-	43,915	1,005	41	5	2	2
Nonexempt:	Min	Min	Min	Min	Min	Min	Min
-	-	75	15	40	5	1	1
	Max	Max	Max	Max	Max	Max	Max
	-	60,000	2,500	45	5	3	3
	Median	Median	Median	Median	Median	Median	Median
	-	55,000	500	40	5	1	2

Growers Compensation Summary

	Exempt (EX) / Nonexempt (NE)	Average Hourly Rate (if paid by the hour)	Average Annual Salary (If not paid by the hour)	Bonuses paid in last 12 months	Typical hours per week	Typical days per week	# Female employees in this job	# Male employees in this job
Sales Manager	Exempt:	Average:	Average:	Average:	Average:	Average:	Average:	Average:
	3	-	81,143	8,500	42	5	2	1
	Nonexempt:	Min	Min	Min	Min	Min	Min	Min
	-	-	50,000	500	30	4	1	1
		Max	Max	Max	Max	Max	Max	Max
	-	140,000	25,000	50	5	2	2	
	Median	Median	Median	Median	Median	Median	Median	Median
	-	78000	4250	43	5	2	1	
Sales Associate	Exempt:	Average:	Average:	Average:	Average:	Average:	Average:	Average:
	3	14	71,000	5,045	41	5	1	3
	Nonexempt:	Min	Min	Min	Min	Min	Min	Min
	2	10	50,000	1,500	31	4	1	1
		Max	Max	Max	Max	Max	Max	Max
	16	120,000	8,680	50	6	2	14	
	Median	Median	Median	Median	Median	Median	Median	Median
	15	60,000	5,000	40	5	1	1	
Delivery Coordinator	Exempt:	Average:	Average:	Average:	Average:	Average:	Average:	Average:
	3	16	67,500	2,988	46	5	1	1
	Nonexempt:	Min	Min	Min	Min	Min	Min	Min
	1	15	45,000	200	40	5	1	1
		Max	Max	Max	Max	Max	Max	Max
	16	100,000	10,000	54	6	1	1	
	Median	Median	Median	Median	Median	Median	Median	Median
	16	62,500	875	47	5	1	1	

Growers Compensation Summary

Exempt (EX) / Nonexempt (NE)	Average Hourly Rate (if paid by the hour)	Average Annual Salary (If not paid by the hour)	Bonuses paid in last 12 months	Typical hours per week	Typical days per week	# Female employees in this job	# Male employees in this job
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Delivery Driver

Exempt:	Average:	Average:	Average:	Average:	Average:	Average:	Average:
5	16	50,000	1,517	43	5	1	4
Nonexempt:	Min	Min	Min	Min	Min	Min	Min
1	11	50,000	1	4	3	1	1
	Max	Max	Max	Max	Max	Max	Max
	22	50,000	5,000	55	6	1	11
	Median	Median	Median	Median	Median	Median	Median
	16	50,000	750	52	5	1	4

FEEDBACK AND COMMENTS

How frequently would you like to participate in a survey such as this for TNLA?

	Responses	Percent
Annually:	40	57.14%
Every two years:	21	30%
Other:	9	12.86%

What suggestions or feedback do you have to help make future surveys even more valuable to you?

Responses:

- I help industry members. Hope this helps. Semi-retired.
- We are a hybrid business that does Farming, Nursery production, Landscape contracting and consulting. Our employees perform a range of tasks in support of these various product offerings but the survey only allows for single classifications. The text fields demonstrate misspelled words but does not allow for spell check.
- The titles can be confusing. I suggest that one of the questions include the different position titles for the company in the beginning of the survey. Perhaps offer job descriptions for the different position titles used in the survey. This might help with the possible confusion.
- Thank you! Industry pricing, what companies are charging on average, demographic of customer base, commercial rates, residential rates, average insurance premiums, etc. would be great info to have surveyed and data published as well.
- A little more specificity on the questions but a phone call answered my questions.
- Landscape Distribution should be a category. We are not landscapers and we are not growers.
- Don't ask about personal income when the data is probably going to be sold.
- Hope this is helpful we are a small Parks department in Highland Park Texas. thank you!
- **JOB TITLES DON'T MATCH OURS AND THE LINKS TO GET INFORMATION DID NOT WORK.**
- Maybe also info on size of companies?
- Have worked in the commercial landscape bs. 50 years. We need help on how to get paid in 30 days. NO LONGER. Am planning to write a letter to Gov. Abbott for help on this, esp. city, state, ISD, county contracts. Getting worse. Contact me if you want information. <respondent's name was listed here>
- Include the category for landscape design/architecture.
- Could you also include general manager as a job title and office staff positions and pay. In addition could you include hardscape crews.
- Not sure yet but will let you know when the results have been shared. Thank you for doing this!
- Add categories for Landscape Labor and Irrigation Labor
- More positions: Store vs. Nursery Buyers Merchandisers
- An observation of Graduates in the Landscape Field. They do not have a clue of what they are getting into. What is taught to them is not correct. I have talked with applicants who

could not ID Texas plants. They want to show off the finished product, but not want to work to achieve that finished product.

- The salary / hourly questions were a bit confusing as it didn't allow for commas and decimals . I hope I did that part correctly . Let's hope this encourages others to want to be a part of the Ag industry !
- Might add municipality/government work as these have their own landscape departments (Parks Department). We have Maintenance and Development jobs.
- better job descriptions or more detailed
- thank you