

# *Greater Wichita Partnership* **PRINTED WEBSITE REPORT**

## **HIGH-SKILL, LOW LABOR COSTS**

In the Greater Wichita region, low labor costs give businesses more room to grow. According to the Wichita Metro Area Occupational Wage Survey, Wichita MSA average annual pay is \$44,923. That is \$11,938 or 21% below the national metro area average of \$56,861.

The region offers a low cost of operation, the number one skilled manufacturing workforce in the nation, and a pro-business environment, all of which contribute to lowering worker's compensation rates. Kansas has the nation's sixth lowest worker's compensation premium rates among the 50 states and the District of Columbia — about 32 percent below the national median.\*



## **Employee Benefits Data**

- Local medium- to large-size manufacturers typically report that benefits total 30 to 35 percent of the company's wage or salary base, which includes workers compensation premiums.\* (Does not include the employer-paid portion of Social Security.)
- Cafeteria Plans in which employees can trade off benefits for wage and salary compensation are common.
- Typical benefits offered include medical insurance (primarily company-paid/partially employee-paid), dental insurance, vision insurance, disability insurance, life insurance, 401K plans (a defined contribution, not necessarily including a company match) and possibly defined-benefit pension plans, vacation time, and sick leave.
- Other benefits sometimes offered include tuition reimbursement for relevant coursework.

\*Wichita Metro Area Occupational Wage Survey

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## Right-to-Work State

- Kansas is among the only eight states enacting a Right-To-Work (RTW) by state constitutional amendment. As such, Kansas RTW status can only be changed by a vote of the people and is not vulnerable to legislative reversal.
- Kansas is an "at will" employment state. There are no unusual employment regulations or restrictions.
- Of the 28 states that prohibit required union membership (Right-To-Work or RTW states), 20 enacted RTW-by-state statute. Such statutory RTW laws are vulnerable to legislative reversal.
- Unions in Kansas cannot attempt to collect "service fees" from workers who choose to not join a union.

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- Discover how your business can save with low **Tax** and **Utility** costs.
  - Learn more about the region's highly skilled **Workforce**.
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Connect with the Greater Wichita Partnership for more insight into the policies and data that make this region an opportune area for growth and expansion.

[Contact Andrew](#)