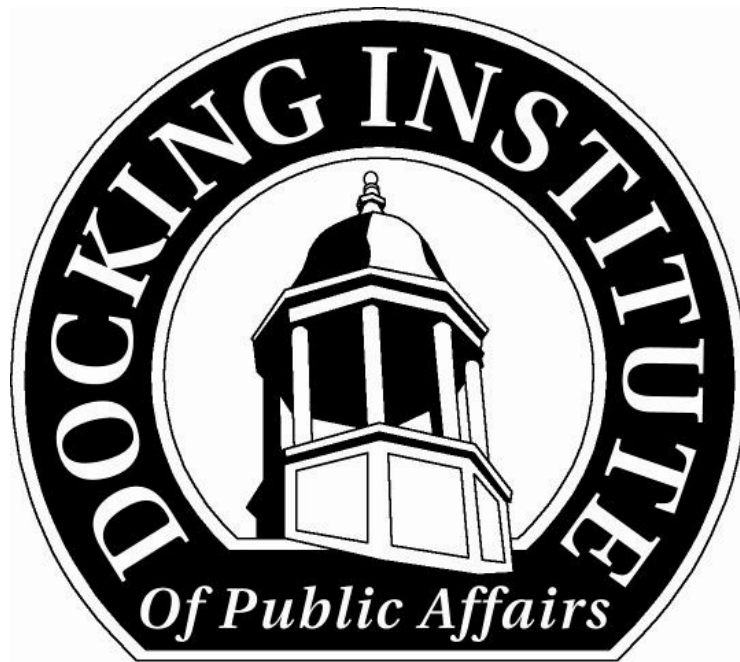
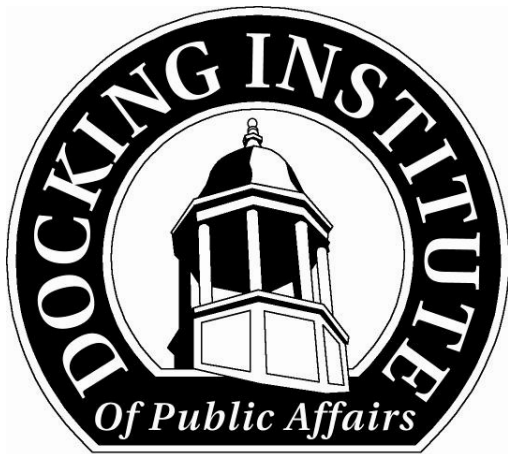


GREAT BEND CHAMBER OF COMMERCE WEB SURVEY



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DECEMBER 2003



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The staff of **the Docking Institute of Public Affairs** and its
University Center for Survey Research are dedicated to
serving the people of Kansas and surrounding states.

Please do not hesitate to contact our staff with questions, comments or for assistance.

GREAT BEND CHAMBER OF COMMERCE WEB SURVEY

Report Prepared by

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December, 2003

This research is supported by the Great Bend Chamber of Commerce.

Executive Summary

The Docking Institute of Public Affairs at Fort Hays State University conducted a web survey of member businesses of the Great Bend Chamber of Commerce. The purpose of this survey research is to measure self-reported satisfaction with the Great Bend area as a place to do business, and to identify the strengths and weaknesses of the Great Bend area business climate. Between September 10, 2003 and September 29, 2003, the Docking Institute of Public Affairs through its University Center for Survey Research conducted a web survey of Great Bend Chamber of Commerce members. The Institute completed interviews with 24 of 40 members who were contacted, resulting in a cooperation rate of 60%.

With 24 respondents out of 40 responding, the Institute found that:

- Businesses reported having operated in the Great Bend area between five and 128 years.
- Most businesses indicated that Great Bend was either an excellent (10) or an adequate (12) location to do business.
- Many businesses (7) indicated no planned changes over the next five years, while others indicated plans for adding employees (10), changing the mix of goods and services (4), adding a product line (3), or changing production technology (3).
- Several businesses (11) plan to expand, while a few (2) plan to relocate.
- Nine respondents indicated that the business was locally owned, while 13 indicated that the business was not locally owned.
- Product distribution areas of respondents ranged from local to multi-national, with most respondents indicating national (6), multi-state (4), or multi-county (4).
- When asked how last year's sales compared with the previous year's sales, opinions were mixed with eight respondents indicating better, seven indicating same, and six indicating worse.
- When respondents were asked how next year will be compared to last year, most respondents indicated either better (10) or the same (10).
- When asked to rate different aspects of the Great Bend area as either good, average, or poor, the highest "good" ratings were provided for access to legal services (57%) and access to financial services (52%),

followed by energy reliability (48%). There were three others where respondents provided a 33% “good” rating. Those were education/training opportunities, quality of life, and pro-business attitude of government

- The lowest “good” ratings (5%) were provided for availability of high skilled workers, energy costs, and transportation.
- Respondents indicated that the most important factors to their company were availability of high skilled workers (13), labor costs (11), access to customers (10), pro-business attitude of local government (10), quality of life (9), and local taxes and regulation (8).
- When asked how far their businesses were from their vendors/suppliers, answers ranged from less than 30 miles to over 500 miles.
- Size and acreage of business facilities varied, and most businesses indicated that the amount and space of acreage, as well as the property layout, was efficient.
- Four businesses leased their facilities, but two were not planning to renew their lease.
- When asked to rate the importance of Great Bend amenities, those with the highest number of “very important” ratings include water supply (76%), emergency medical services (67%), fire protection (62%), and electrical utilities (57%).
- Two problems mentioned for future business needs were unpaved streets subject to flooding and affordable high speed internet connection.
- When asked if City regulations have made it more difficult for businesses to operate profitably, all respondents answered no.
- Factors in good standing that would influence businesses to stay in Great Bend included labor (13), quality of life (12), and education (6).
- Factors in poor standing that would influence businesses to leave Great Bend included transportation (8), state/local taxes (8), government programs (5), and labor (5).
- Greatest strengths of the overall business climate in Great Bend included attitude of City leaders, local business people, inexpensive labor, geographic location in the center of Kansas, and quality of life.

- Strongest weaknesses of the overall business climate in Great Bend included empty downtown buildings, high taxes, lack of suitable housing, depressed look of 10th Street, too much dependence on oil and agriculture, and the local government attempt to lure new businesses rather than retain existing businesses.
- The number of full-time employees per company ranged from 2 to 375. Ten businesses had less than 100, while nine businesses had between 100 to 375.
- The number of part-time employees per company ranged from none to 200. Three businesses had 75 or more, and 12 businesses had 40 or less.
- Businesses get their employees from newspaper ads (17), other employees (14), word of mouth (13), technical or vocational colleges (11), colleges or universities (10), or employment agencies (7).
- Most businesses do not have unionized workers.
- Half of the businesses reported no problems obtaining qualified employees.

Survey Instrument

The survey instrument was one provided to the Institute by the Great Bend Chamber of Commerce. Slight alteration of some questions was required in order to make the questions more appropriate to the current characteristics of the Great Bend community. A copy of the frequencies for each survey item is provided in the body of the report.

Survey Methodology

The Great Bend Chamber of Commerce provided the Institute with a list of all Chamber members and corresponding email addresses. Respondents with an email address were sent a cover letter by email explaining the purpose of the survey, and the need for their participation. Included within the email was a link to password screen for the web survey, and a password. The password allowed entrance into the actual survey instrument. Respondents could complete the survey at one sitting, or return to the survey using their password to complete the survey. Not all respondents had an email address, however. Those individual were sent a cover letter by U.S. Mail which included a description of the survey and its purpose, the web address of the password screen, and a password.

Format of Report

The remainder of the report is composed of frequency and percentage tables of the data for each question. Some questions allowed more than one response, resulting in a number of responses greater than 24.

Question 1

Which Of The Following Best Describes Your Business Activities?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Manufacturing	5	20.8	22.7	22.7
	Distribution	1	4.2	4.5	27.3
	Trucking/Shipping	1	4.2	4.5	31.8
	Other	15	62.5	68.2	100.0
	Total	22	91.7	100.0	
Missing	System	2	8.3		
Total		24	100.0		

Question 2

Other Business Activities Not Listed Above

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid		7	29.2	29.2	29.2
	Banking	3	12.5	12.5	41.7
	Education	1	4.2	4.2	45.8
	Electric Utility	1	4.2	4.2	50.0
	Food Processing	1	4.2	4.2	54.2
	Government	2	8.3	8.3	62.5
	Healthcare	1	4.2	4.2	66.7
	Media	1	4.2	4.2	70.8
	Retail	3	12.5	12.5	83.3
	Retail, wholesale, manufacturing	1	4.2	4.2	87.5
	Service	2	8.3	8.3	95.8
	Social Service Agency	1	4.2	4.2	100.0
	Total	24	100.0	100.0	

Question 3

What Is Your Four Digit SIC Code?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3255	1	4.2	20.0	20.0
	3471	1	4.2	20.0	40.0
	4911	1	4.2	20.0	60.0
	6021	1	4.2	20.0	80.0
	6712	1	4.2	20.0	100.0
	Total	5	20.8	100.0	
Missing	System	19	79.2		
Total		24	100.0		

Question 4

If You Did Not Enter Your SIC Code, Please Describe Your Principal Products Or Services.

	Frequency
Valid	7
Banking	1
Community supports to D.D. clientele. Operate local Recycling Center. Operate Sheltered Manufacturing facility, Residential & Habilitative Services. Early Education. CDDO	1
County Government	1
Electrical,heat & air, plumbing	1
Farm Equipment ATV's Personal watercraft Parts, sales and service	1
Financial services	1
Foundry, small non-ferrous metals casting	1
Government Services	1
Healthcare	1
Manufacture of brick	1
Manufacture of brushes and chemicals	1
Retail dealer	1
Retail grocery store and owner of a bowling center	1
Retail sliced bacon and cooked hams.	1
Retailing of farm equipment	1
Retirement recordkeeping	1
Sell tires retail and wholesale	1
Total	24

Question 5

How Many Years Has Your Company Been Operating In The Great Bend Area?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	5	1	4.2	4.2	4.2
	6	1	4.2	4.2	8.3
	10	2	8.3	8.3	16.7
	17	1	4.2	4.2	20.8
	22	1	4.2	4.2	25.0
	23	1	4.2	4.2	29.2
	28	1	4.2	4.2	33.3
	29	1	4.2	4.2	37.5
	30	3	12.5	12.5	50.0
	31	1	4.2	4.2	54.2
	35	1	4.2	4.2	58.3
	49	1	4.2	4.2	62.5
	50	1	4.2	4.2	66.7
	54	1	4.2	4.2	70.8
	75	2	8.3	8.3	79.2
	90	1	4.2	4.2	83.3
	100	2	8.3	8.3	91.7
	128	2	8.3	8.3	100.0
	Total	24	100.0	100.0	

Question 6

Are You Pleased With Great Bend As A Place To Do Business?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes, this is an excellent location.	10	41.7	41.7	41.7
	Yes, this is an adequate location.	12	50.0	50.0	91.7
	No, this is not a good location.	2	8.3	8.3	100.0
	Total	24	100.0	100.0	

Question 7

If You Answered "No, This Is Not A Good Location" Above, Please Indicate Why.

		Frequency
Valid		22
	Difficulty in recruiting people with required skills and remoteness to supplier base.	1
	Lack of support from the city, they seem only to be interested in businesses that employ 100 people on up, or those that have a "national" presence. Small businesses are not well supported here.	1
	Total	24

Question 8

What Are Your Business Plans For The Next Five Years?

		Frequency	Valid Percent
Valid	No change in operations	7	25.0
	Add product line	3	10.7
	Change mix of goods and services	4	14.3
	Change production technology	3	10.7
	Add employees	10	35.7
	Reduce number of employees	1	3.6
	Total	28	100.0

Question 9

If You Answered "Reduce Number Of Employees" Above, Please Indicate Why Here.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Reduced state and local tax dollar support	1	4.2	100.0	100.0
Missing	System	23	95.8		
Total		24	100.0		

Question 11

Do You Plan To Do Any Of The Following In The Next Five Years?

		Frequency	Valid Percent
Valid	Expand within the city	5	38.5
	Expand within the county	2	15.4
	Expand within the state or to another state	4	30.8
	Relocate within the city	1	7.7
	Relocate within the county	1	7.7
Total		13	100.0

Question 12

Please Describe Below Any Expansion Or Relocation Plans Not Mentioned Above.

		Frequency	Valid Percent
Valid		19	79.2
	Home office plans expansion in the area.	1	4.2
	Open another business on property I own	1	4.2
	NA	1	4.2
	No major expansion plans, other than following through with mandated programs.	1	4.2
	Would like to expand to more retail stores across Kansas	1	4.2
	Total	24	100.0

Question 13

Is Your Business Locally Owned?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	9	37.5	40.9	40.9
	No	13	54.2	59.1	100.0
	Total	22	91.7	100.0	
Missing	System	2	8.3		
Total		24	100.0		

Question 14

If No, Please Provide The Name And Location Of The Parent Company.

	Frequency
Valid	13
Catholic Health Initiatives, Denver, CO	1
CPAC, Leicester, NY	1
Currently A.G. Edwards, St. Louis, MO. However, working on being employee owned.	1
General Finance Inc., Concordia, Kansas	1
Peterbilt, Springfield, MO	1
Public Institution	1
Smithfield Foods, Smithfield, Virginia	1
Stock company owned by stockholders	1
Superior TeleCom Inc. One Meadowlands Plaza, Suite 200 East Rutherford, NJ	1
UMB Financial Corp, Kansas City, MO	1
Wichita, Kansas	1
Total	24

Question 15

Which One Of The Following Best Describes The Largest Product Distribution Area Of Your Company?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Local	3	12.5	13.0	13.0
	County	2	8.3	8.7	21.7
	Multi-county	4	16.7	17.4	39.1
	State	2	8.3	8.7	47.8
	Multi-state	4	16.7	17.4	65.2
	National	6	25.0	26.1	91.3
	Multi-national	2	8.3	8.7	100.0
	Total	23	95.8	100.0	
Missing	System	1	4.2		
Total		24	100.0		

Question 16

How Did Last Year's Sales Compare With The Previous Year's Sales?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Better	8	33.3	38.1	38.1
	Same	7	29.2	33.3	71.4
	Worse	6	25.0	28.6	100.0
	Total	21	87.5	100.0	
Missing	System	3	12.5		
Total		24	100.0		

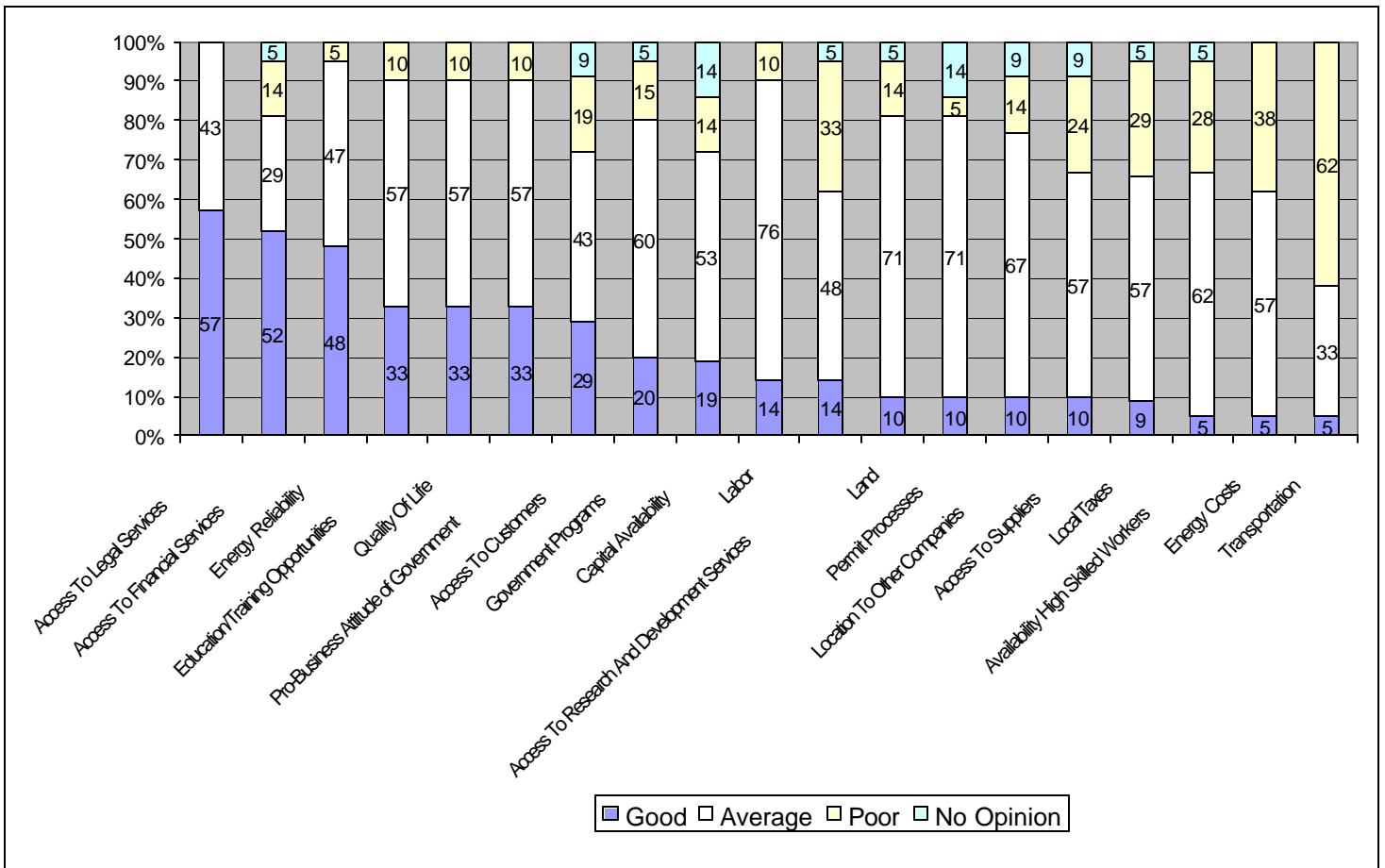
Question 17

What Do You Think Next Year Will Be Like?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Better than last year	10	41.7	45.5	45.5
	Same as last year	10	41.7	45.5	90.9
	Worse than last year	2	8.3	9.1	100.0
	Total	22	91.7	100.0	
Missing	System	2	8.3		
Total		24	100.0		

Question 18

How Would You Rate Great Bend With Regards To The Following:



Question 19

Select The Four Factors Which Are Most Important To Your Company.

		Frequency	Valid Percent
Valid	Labor Costs	11	13.0
	Availability of high skilled workers	13	15.4
	Education and training opportunities	4	4.8
	Quality of life	9	10.7
	Access to customers	10	11.9
	Access to suppliers	5	6.0
	Infrastructure	2	2.4
	Transportation	3	3.6
	Capital availability	2	2.4
	Energy costs	4	4.8
	Local taxes and regulation	8	9.5
	Energy reliability	3	3.6
	Pro-business attitude of local government	10	11.9
	Total	84	100.0

Question 20

How Far From Your Facilities Are Most Of Your Vendors/Suppliers?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Less than 30 miles	2	8.3	11.1	11.1
	30-100 miles	4	16.7	22.2	33.3
	100-250 miles	4	16.7	22.2	55.6
	250-500 miles	3	12.5	16.7	72.2
	Over 500 miles	5	20.8	27.8	100.0
	Total	18	75.0	100.0	
Missing	System	6	25.0		
Total		24	100.0		

Question 21

Please List Vendors (If Any) That Would Be Beneficial To Your Company If They Were Located In Great Bend.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20	83.3	83.3	83.3
Box companies, film (Roll stock and bag) suppliers, label suppliers, freezer service; Food vendor for cafeteria service.	1	4.2	4.2	87.5
N/A	1	4.2	4.2	91.7
NA	1	4.2	4.2	95.8
Non-ferrous recyclers	1	4.2	4.2	100.0
Total	24	100.0	100.0	

Question 22

What Is The Size Of Your Facility In Square Feet?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	600	1	4.2	6.7	6.7
	1400	1	4.2	6.7	13.3
	1500	1	4.2	6.7	20.0
	2500	1	4.2	6.7	26.7
	8000	1	4.2	6.7	33.3
	15300	1	4.2	6.7	40.0
	18000	1	4.2	6.7	46.7
	25000	2	8.3	13.3	60.0
	42000	1	4.2	6.7	66.7
	100000	1	4.2	6.7	73.3
	107500	1	4.2	6.7	80.0
	150000	1	4.2	6.7	86.7
	300000	1	4.2	6.7	93.3
	450000	1	4.2	6.7	100.0
	Total	15	62.5	100.0	
Missing	System	9	37.5		
Total		24	100.0		

Question 23

How Many Acres Does Your Facility Occupy?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	4.2	8.3	8.3
	3	1	4.2	8.3	16.7
	4	1	4.2	8.3	25.0
	5	2	8.3	16.7	41.7
	6	1	4.2	8.3	50.0
	10	3	12.5	25.0	75.0
	20	1	4.2	8.3	83.3
	50	1	4.2	8.3	91.7
	250	1	4.2	8.3	100.0
	Total	12	50.0	100.0	
Missing	System	12	50.0		
Total		24	100.0		

Question 24

Is The Amount Of Space And Acreage Efficient For Your Company's Needs?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	18	75.0	85.7	85.7
	No	3	12.5	14.3	100.0
	Total	21	87.5	100.0	
Missing	System	3	12.5		
Total		24	100.0		

Question 25

If No, Why?

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	21	87.5	87.5	87.5
Need to expand our office space	1	4.2	4.2	91.7
The acreage is sufficient. We could use additional show room space for our ATV sales efforts. We are looking at adding an addition to the front of our facility for a show room.	1	4.2	4.2	95.8
When the building was built, it was not built for future growth. Because of type of business, I am not interested in relocation.	1	4.2	4.2	100.0
Total	24	100.0	100.0	

Question 26

Is Property Layout Efficient For Your Operations?

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Yes	18	75.0	85.7	85.7
No	3	12.5	14.3	100.0
Total	21	87.5	100.0	
Missing System	3	12.5		
Total	24	100.0		

Question 27

If No, Why?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid		21	87.5	87.5	87.5
	Out of date plant.	1	4.2	4.2	91.7
	See previous answer; the layout was built for a smaller business.	1	4.2	4.2	95.8
	We are in several seperate buildings which we own ourselves, we could be more efficient if all operations were in one building	1	4.2	4.2	100.0
	Total	24	100.0	100.0	

Question 28

If You Lease Your Facilities, When Does Your Lease Expire?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2004	1	4.2	25.0	25.0
	2005	2	8.3	50.0	75.0
	2008	1	4.2	25.0	100.0
	Total	4	16.7	100.0	
Missing	System	20	83.3		
	Total	24	100.0		

Question 29

If Your Currently Lease, Are You Planning To Renew Your Lease?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	2	8.3	50.0	50.0
	No	2	8.3	50.0	100.0
	Total	4	16.7	100.0	
Missing	System	20	83.3		
	Total	24	100.0		

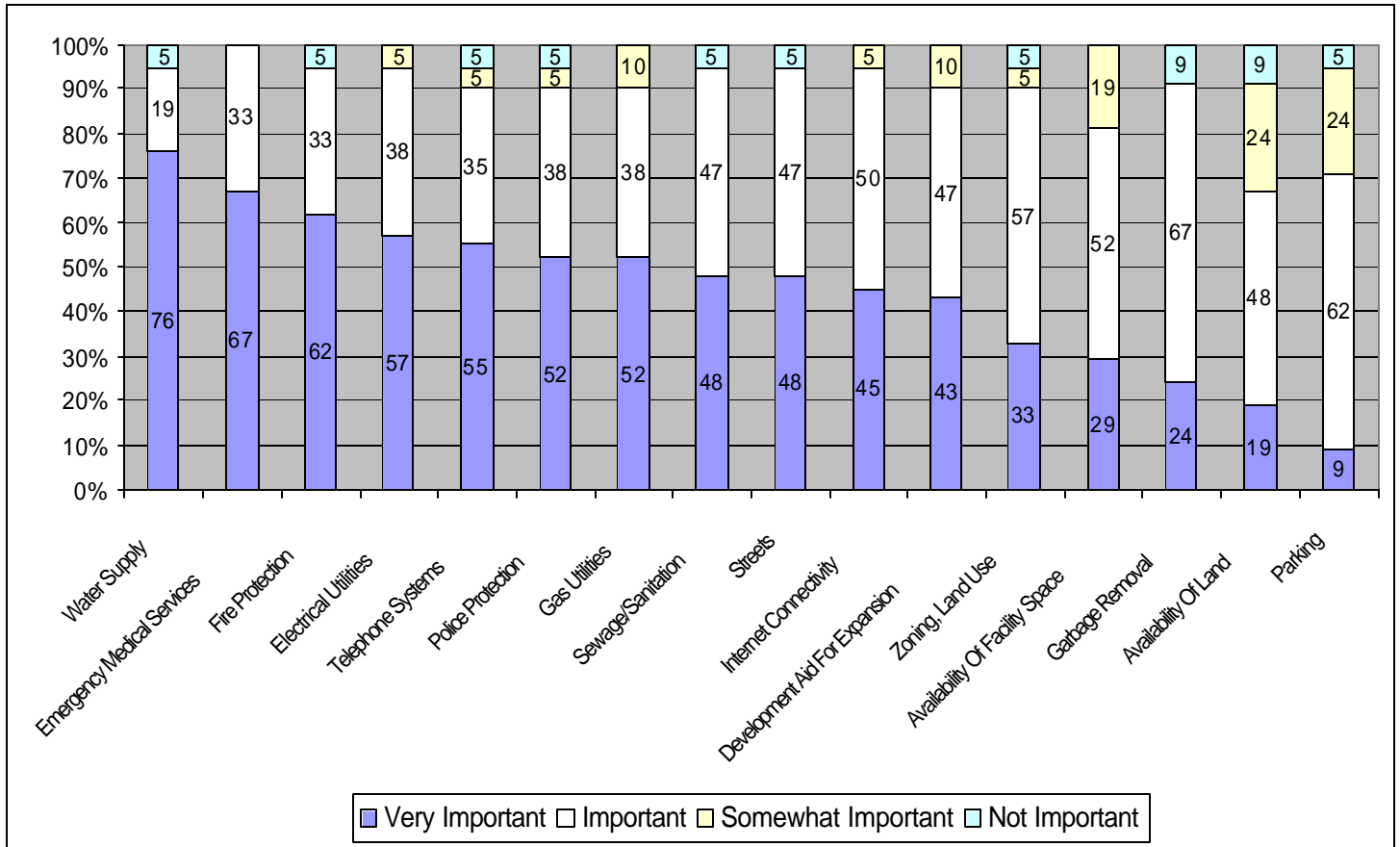
Question 30

If No, Please Explain.

	Frequency
Valid	22
Cost of leased space is too much for program that is shrinking due to State Funding cuts.	1
Depends if suitable location can be located in the county (lower tax rate, higher customer incentive to purchase locally)	1
Total	24

Question 31

How Would You Rate Great Bend With Regards To The Following?



Question 32

Of The Services Above, Please comment On Any Potential Problems For Your Company's Future Business Needs.

		Frequency
Valid		22
	Streets are not paved and poorly maintained (washboard), subject to flooding.	1
	We are in need of high speed (T1) internet connection at an affordable price.	
	COX might be a solution but it is too far from our facility. We could also use water and sewage system to our facility. We have talked with the city, but it seems cost prohibitive.	1
	Total	24

Question 33

If You Indicated Any Problems Above, Have You Contacted The Appropriate Organization To Resolve The Problem?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	2	8.3	28.6	28.6
	No	5	20.8	71.4	100.0
	Total	7	29.2	100.0	
Missing	System	17	70.8		
	Total	24	100.0		

Question 34

If Yes, Was The Problem Solved?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	2	8.3	100.0	100.0
Missing	System	22	91.7		
	Total	24	100.0		

Question 35

Can You Suggest Ways That The City Could Correct The Problems Identified Above?

		Frequency
Valid		21
	Spend tax monies collected on streets in need of repair, rather than "beautification" for streets in certain residential areas.	1
	Take more of the expense. We are in tough economic times as well as they are and can't afford the additional expense for our company.	1
	Total	24

Question 36

Have Any City Regulations, Laws, Or Procedures Made It More Difficult For Your Company To Operate Profitably?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	17	70.8	100.0	100.0
Missing	System	7	29.2		
	Total	24	100.0		

Question 39

Select Four Factors Currently In Very Good Standing That Would Encourage Your Company To Remain Or Expand Within This Community.

		Frequency	Valid Percent
Valid	Labor	13	18.3
	Transportation	2	2.8
	Land	3	4.2
	Permit processes	2	2.8
	Government programs	5	7.0
	Location to other companies	4	5.6
	Business services (financial, legal , research)	5	7.0
	Public utilities and services	3	4.2
	Capital	4	5.6
	Quality of life	12	16.9
	Market access	5	7.0
	State/local taxes	4	5.6
	Education	6	8.5
	Supply access	3	4.2
	Total	71	100.0

Question 40

Select Four Factors Currently In Very Poor Standing That Would Discourage Your Company From Remaining Or Expanding Within This Community.

		Frequency	Valid Percent
Valid	Labor	5	10.2
	Transportation	8	16.3
	Land	3	6.1
	Permit processes	1	2.0
	Government programs	5	10.2
	Location to other companies	4	8.2
	Public utilities and services	2	4.1
	Capital	3	6.1
	Market access	4	8.2
	Quality of life	3	6.1
	State/local taxes	8	16.3
	Supply access	3	6.1
Total		49	100.0

Question 41

What Do You See As The Greatest Strengths Of The Overall Business Climate In Great Bend?

	Frequency
Valid	10
Ability to work with other identities is a positive in this size community	1
Attitude and enthusiasm of the Chamber of Commerce.	1
Attitude of city leaders!!	1
Centrally located in the agricultural community. Having a WALMART super center in the community should continue to bring customers from outside the area into our community. This should allow other businesses to benefit from the added volume of customers.	1
Creativity and willingness to assist.	1
Dealing with the local business people	1
Inexpensive labor (due to companies that have either closed or moved out of the community.)	1
Our geographic location in the center of Kansas.	1
Overall attitude of the people.	1
Positive attitude of City Leaders.	1
Pro business attitude of city government. Desire of local leadership to grow.	1
Quality of Life	1
Space for growth	1
The positive work by the current Governing Body, along with the City Staff, Chamber of Commerce and the business community.	1
Total	24

Question 42

What Do You See As The Strongest Weaknesses Of The Overall Business Climate In Great Bend?

	Frequency
Valid	9
A vibrant downtown shopping area. There are too many empty buildings. Still believe we need a four lane highway system through the immediate area for any long term hopes of major business expansion or acquisition.	1
Access to large labor force	1
An excellent example was when Seaboard Packing just talked about possibly bringin a hog kill to Great Bend with 5000 jobs - Instead of meeting them with open arms the community was divided.	1
High Taxes	1
Lack of suitable housing and depressed appearance of 10th street.	1
Market and population need to expand.	1
Not enough high paying manufacturing jobs	1
Our business is so dependent on oil and agriculture when things are not good our business is really affected.	1
Our current local government does not seem to have a good grasp of projects that have importance in retaining existing businesses, but choose to spend great sums of money attempting to lure new businesses in.	1
Our lack of an above average highway system that allows Great Bend and Barton County to compete with other rural Central and Western Kansas communitis for economic development opportunities.	1
Retail is probably not as strong compared to some other communities our size.	1
Roads.	1
Some "naysayers" that just gripe and don't ever try to solve/help a problem.	1
The current, state, national and world wide down turn in the business cycle. I am extremely optimistic for the future of the City of Great Bend and the surrounding area.	1
We do not have enough industry and rely to much on farming and a select few companies. We need industries that pay good enough to bring people to town.	1
Total	24

Question 43

How Many Full Time Employees Work For Your Company?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	4.2	5.3	5.3
	9	1	4.2	5.3	10.5
	12	1	4.2	5.3	15.8
	15	1	4.2	5.3	21.1
	17	1	4.2	5.3	26.3
	18	1	4.2	5.3	31.6
	22	1	4.2	5.3	36.8
	32	1	4.2	5.3	42.1
	45	1	4.2	5.3	47.4
	68	1	4.2	5.3	52.6
	105	1	4.2	5.3	57.9
	150	1	4.2	5.3	63.2
	187	1	4.2	5.3	68.4
	200	1	4.2	5.3	73.7
	300	1	4.2	5.3	78.9
	335	1	4.2	5.3	84.2
	350	2	8.3	10.5	94.7
	375	1	4.2	5.3	100.0
	Total	19	79.2	100.0	
Missing	System	5	20.8		
Total		24	100.0		

Question 44

How Many Part Time Employees Work At Your Company?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	2	8.3	11.8	11.8
	2	5	20.8	29.4	41.2
	3	3	12.5	17.6	58.8
	7	1	4.2	5.9	64.7
	10	1	4.2	5.9	70.6
	30	1	4.2	5.9	76.5
	40	1	4.2	5.9	82.4
	75	1	4.2	5.9	88.2
	150	1	4.2	5.9	94.1
	200	1	4.2	5.9	100.0
	Total	17	70.8	100.0	
Missing	System	7	29.2		
Total		24	100.0		

Question 45

From What Sources Do You Get Your Employees?

		Frequency	Valid Percent
Valid	Colleges or universities	10	13.9
	Technical or vocational colleges	11	15.3
	Employment agencies	7	9.7
	Newspaper advertisements	17	23.6
	Other employees	14	19.4
	Word of mouth	13	18.1
Total		72	100.0

Question 46

Other Sources If Not Listed Above.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid		23	95.8	95.8	95.8
	Advertise on radio and TV	1	4.2	4.2	100.0
Total		24	100.0	100.0	

Question 47

Is Any Part Of Your Workforce Unionized?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	2	8.3	10.0	10.0
	No	18	75.0	90.0	100.0
	Total	20	83.3	100.0	
Missing	System	4	16.7		
Total		24	100.0		

Question 48

If Yes, Which Union(S)?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid		22	91.7	91.7	91.7
	IBEW 304	1	4.2	4.2	95.8
	Teamsters	1	4.2	4.2	100.0
Total		24	100.0	100.0	

Question 49

What Percentage Of Your Employees Are Members Of A Union?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	3	12.5	60.0	60.0
	40	1	4.2	20.0	80.0
	80	1	4.2	20.0	100.0
	Total	5	20.8	100.0	
Missing	System	19	79.2		
Total		24	100.0		

Question 50

Do You Have Any Problems Obtaining Qualified Employees?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	10	41.7	50.0	50.0
	No	10	41.7	50.0	100.0
	Total	20	83.3	100.0	
Missing	System	4	16.7		
Total		24	100.0		

Question 51

If Yes, Please Explain.

	Frequency
Valid	13
Areas for Engineering, Certified Law Enforcement, or specific positions that are only found in County Government.	1
Hard to find individuals with teh required degrees that will come for what we can pay, especially to what they view as an isolated community.	1
Healthcare staff are in short supply nationwide. RN's, LPN's, Tech's, etc.	1
Lack of experience	1
No not at present, at times we do go thru stages where it seems the pickings are slim.	1
Not enough qualified mechanics in this area	1
Professionals are nearly impossible.	1
Specifiially qualified mechanical personnel.	1
There doesn't seem to be enough interest in the young people to become technicians in the agriculture industry. As far as the sales and parts departments we have to do our own training.	1
Unskilled and uneducated. The sheer numbers of applicants is terribly small.	1
We are trying to recruit from western Kansas community colleges. Housing, quality of life are issues for the younger generation.	1
Total	24

Question 52

Please Write In The Average Hourly Wage For The Following Positions In Your Organization. If Your Organization Employs No Workers In A Particular Position, Please Indicate By Typing 0 (Zero) In The Average Wage Category.

Clerical, Average Hourly Wage

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	2	8.3	11.8	11.8
	7	1	4.2	5.9	17.6
	8	1	4.2	5.9	23.5
	8	1	4.2	5.9	29.4
	9	3	12.5	17.6	47.1
	9	4	16.7	23.5	70.6
	10	3	12.5	17.6	88.2
	13	2	8.3	11.8	100.0
	Total	17	70.8	100.0	
Missing	System	7	29.2		
Total		24	100.0		

Computer Support Staff, Average Hourly Wage

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	7	29.2	46.7	46.7
	8	1	4.2	6.7	53.3
	9	1	4.2	6.7	60.0
	10	1	4.2	6.7	66.7
	11	1	4.2	6.7	73.3
	13	1	4.2	6.7	80.0
	14	1	4.2	6.7	86.7
	17	1	4.2	6.7	93.3
	20	1	4.2	6.7	100.0
	Total	15	62.5	100.0	
Missing	System	9	37.5		
Total		24	100.0		

Sales Operatives, Average Hourly Wage

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	5	20.8	33.3	33.3
	9	1	4.2	6.7	40.0
	11	1	4.2	6.7	46.7
	11	1	4.2	6.7	53.3
	13	1	4.2	6.7	60.0
	13	2	8.3	13.3	73.3
	18	1	4.2	6.7	80.0
	20	1	4.2	6.7	86.7
	25	1	4.2	6.7	93.3
	35	1	4.2	6.7	100.0
	Total	15	62.5	100.0	
Missing	System	9	37.5		
Total		24	100.0		

Business/Management, Average Hourly Wage

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	8	1	4.2	6.3	6.3
	12	1	4.2	6.3	12.5
	13	1	4.2	6.3	18.8
	14	1	4.2	6.3	25.0
	16	2	8.3	12.5	37.5
	17	1	4.2	6.3	43.8
	18	1	4.2	6.3	50.0
	19	1	4.2	6.3	56.3
	23	1	4.2	6.3	62.5
	25	3	12.5	18.8	81.3
	30	2	8.3	12.5	93.8
	55	1	4.2	6.3	100.0
	Total	16	66.7	100.0	
Missing	System	8	33.3		
Total		24	100.0		

Chemical Process/Lab Technicians, Average Hourly Wage

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	10	41.7	76.9	76.9
	12	1	4.2	7.7	84.6
	17	1	4.2	7.7	92.3
	19	1	4.2	7.7	100.0
	Total	13	54.2	100.0	
Missing	System	11	45.8		
Total		24	100.0		

Licensed Day Care Providers, Average Hourly Wage

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	11	45.8	84.6	84.6
	7	1	4.2	7.7	92.3
	9	1	4.2	7.7	100.0
	Total	13	54.2	100.0	
Missing	System	11	45.8		
Total		24	100.0		

Designer/Draftsmen, Average Hourly Wage

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	11	45.8	91.7	91.7
	15	1	4.2	8.3	100.0
	Total	12	50.0	100.0	
Missing	System	12	50.0		
Total		24	100.0		

Engineers, Average Hourly Wage

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	10	41.7	83.3	83.3
	15	1	4.2	8.3	91.7
	36	1	4.2	8.3	100.0
	Total	12	50.0	100.0	
Missing	System	12	50.0		
Total		24	100.0		

Skilled Trades/Crafts, Average Hourly Wage

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	5	20.8	38.5	38.5
	8	1	4.2	7.7	46.2
	9	1	4.2	7.7	53.8
	11	1	4.2	7.7	61.5
	12	1	4.2	7.7	69.2
	14	3	12.5	23.1	92.3
	17	1	4.2	7.7	100.0
	Total	13	54.2	100.0	
Missing	System	11	45.8		
Total		24	100.0		

Truck Drivers/Heavy Equipment Operators, Average Hourly Wage

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	6	25.0	46.2	46.2
	7	1	4.2	7.7	53.8
	8	1	4.2	7.7	61.5
	11	2	8.3	15.4	76.9
	11	1	4.2	7.7	84.6
	13	1	4.2	7.7	92.3
	14	1	4.2	7.7	100.0
	Total	13	54.2	100.0	
Missing	System	11	45.8		
Total		24	100.0		

Unskilled Labor, Average Hourly Wage

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	2	8.3	14.3	14.3
	6	3	12.5	21.4	35.7
	6	1	4.2	7.1	42.9
	7	1	4.2	7.1	50.0
	7	1	4.2	7.1	57.1
	8	2	8.3	14.3	71.4
	9	1	4.2	7.1	78.6
	9	1	4.2	7.1	85.7
	10	1	4.2	7.1	92.9
	11	1	4.2	7.1	100.0
	Total	14	58.3	100.0	
Missing	System	10	41.7		
Total		24	100.0		

Customer Service Staff, Average Hourly Wage

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	3	12.5	20.0	20.0
	7	1	4.2	6.7	26.7
	8	1	4.2	6.7	33.3
	8	2	8.3	13.3	46.7
	9	1	4.2	6.7	53.3
	9	1	4.2	6.7	60.0
	10	2	8.3	13.3	73.3
	11	2	8.3	13.3	86.7
	13	1	4.2	6.7	93.3
	21	1	4.2	6.7	100.0
	Total		15	62.5	100.0
Missing	System	9	37.5		
Total		24	100.0		

Other Advanced Professionals, Average Hourly Wage

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	6	25.0	40.0	40.0
	9	1	4.2	6.7	46.7
	13	1	4.2	6.7	53.3
	15	2	8.3	13.3	66.7
	16	1	4.2	6.7	73.3
	20	2	8.3	13.3	86.7
	21	1	4.2	6.7	93.3
	40	1	4.2	6.7	100.0
	Total		15	62.5	100.0
Missing	System	9	37.5		
Total		24	100.0		

Question 53

Indicate Whether A Position Is Accompanied By A Particular Benefit By Selecting The Corresponding Box. If A Position Is NOT Accompanied By The Benefit, Leave The Corresponding Box Unselected.

	Get Vacation Benefits	Get Health Benefits	Get Retirement Benefits
Clerical	17	17	12
Computer Support Staff	12	12	12
Sales Operatives	12	12	12
Business/Management	17	17	17
Chemical Process/Lab Technician	5	5	5
Licensed Care Providers	1	1	1
Designer/Draftsmen	3	3	3
Engineers	4	4	4
Skilled Trades	8	8	8
Truck Drivers/Heavy Equipment Operators	8	8	8
Unskilled Labor	10	10	9
Customer Service Staff	14	14	14
Other Advanced Professionals	10	10	10