Great Lakes Graphics Association
Illinois • Indiana • Wisconsin

Are your estimators set up hourly or salary?

Summary:

- **62 responses.**
- **Hourly: 14**
- **Salary: 38**
- **Both (such as manager salaried and staff hourly or similar combination): 3**
- **Other: 7**

Estimators and CSR's are all salary.

Salaried. They also have a variable component to the wage that is focused on estimate to actual accuracy, and process improvement.

We don't have estimators.

Salary nonexempt.

Our estimators are Salaried (exempt) employees.

Currently, all of our Client Service staff, including estimators, are paid salary.

Salary, 45K/Year

Our estimators were exempt but we have moved them to non-exempt status. Their job description and duties did not fulfill the requirements for exempt status.

Our estimators are currently salary. I do not think they will be subject to the proposed DOL overtime rule. I have to look into that more for ALL our office salaried employees who are not Managers.

Ours are currently on salary, but some have been hourly in the past.

Our Estimator is set up hourly. No one at our facility is salaried.

Our sales reps have the software and they do their own estimating.

Our Estimator is salaried because she also does other duties related to project management.

Our main estimator is salaried, and most shops I have worked in have paid estimators that way

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Salary with same benefits as all others

Our main estimator is salary. There are far too many times when hours are worked early and/or late to make an hourly wage work for the company or the employee. Our two back-up estimators are hourly, which is depicted by their primary duties besides estimating.

Our estimating is now all computer generated and does not require a full time person any more. No secretary, no phone operator, no plate maker, no film stripper, etc. etc. etc.

Ours are currently salaried, but will likely be converted to hourly next year when the new $50,000ish threshold comes into play.

Salary for the supervisor and hourly for the rest of the estimators.

Our estimators are set up on salary. Should it be necessary for them to work overtime, we pay them straight time overtime to compensate this.

We don't have just estimators. Our customer service is all salary.

We currently pay our estimators on an hourly basis, except for the supervisor, who is salaried.

This question may fall into the black hole the CSRs are in. Do estimators pass the FSLA test to be considered exempt. I'm not sure they do.

The same test is used for Estimators (Administrative). I feel a little better with Estimators than CSRs IF management has given the right authority. For example, IF Estimators also purchase services from subcontractors, when we have a case. I have seen many Estimators given this authority.

For example:

- http://www.dol.gov/WHD/opinion/FLSA/2008/2008_03_06_01_FLSA.pdf
- Code of Federal Regulations and see 203(f) for Purchasing Agents.

If Estimators are not purchasing services from subcontractors, then I think they are non-exempt. Of course, seeing a job description would help give a more accurate interpretation.

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