

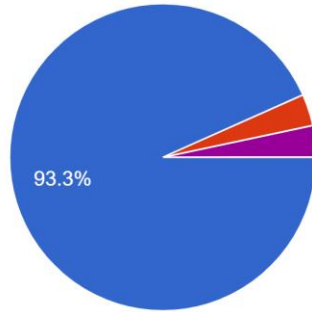
Virginia Funeral Directors Association

Wage Survey

April 27, 2021

What type of business do you run?

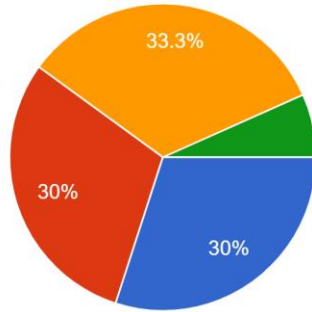
30 responses



- Funeral Home
- Crematory
- Cemetary
- Transportation Company
- Funeral Home and Crematory

What type of area in the business in?

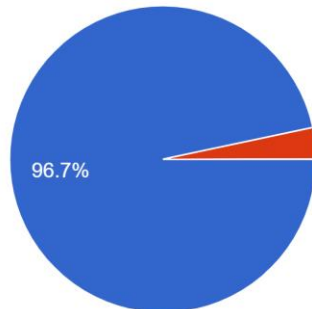
30 responses



- Rural
- Town
- City
- Large city

Do you (choose one):

30 responses

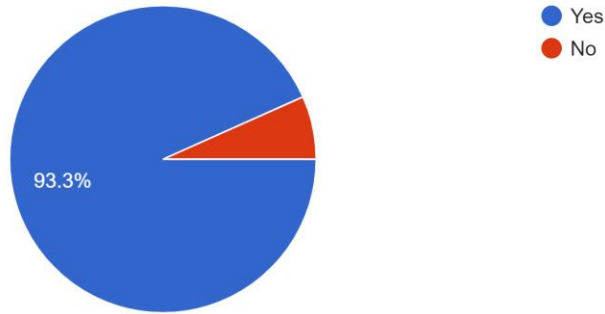


- Maintain regular business hours
- Stay closed when no services are scheduled

Virginia Funeral Directors Association Wage Survey April 27, 2021

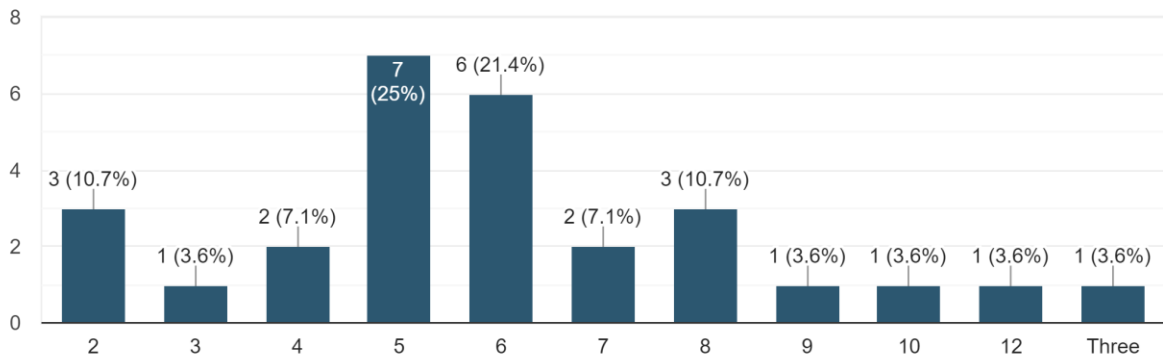
Do you have full time employees?

30 responses



How many full time employees does your business have?

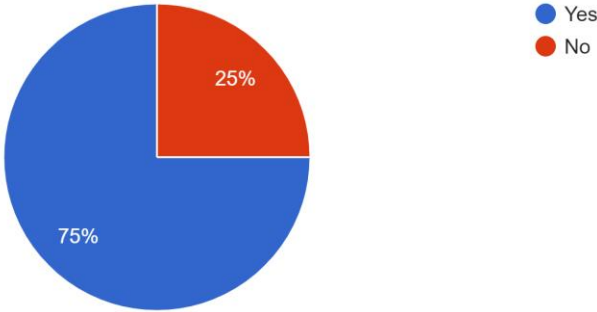
28 responses



Virginia Funeral Directors Association Wage Survey April 27, 2021

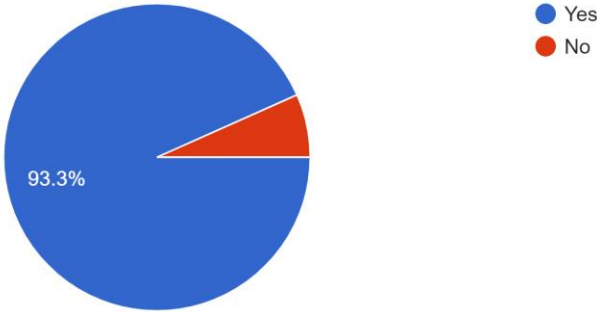
Are your full time staff on salary?

28 responses



Do you have part time employees?

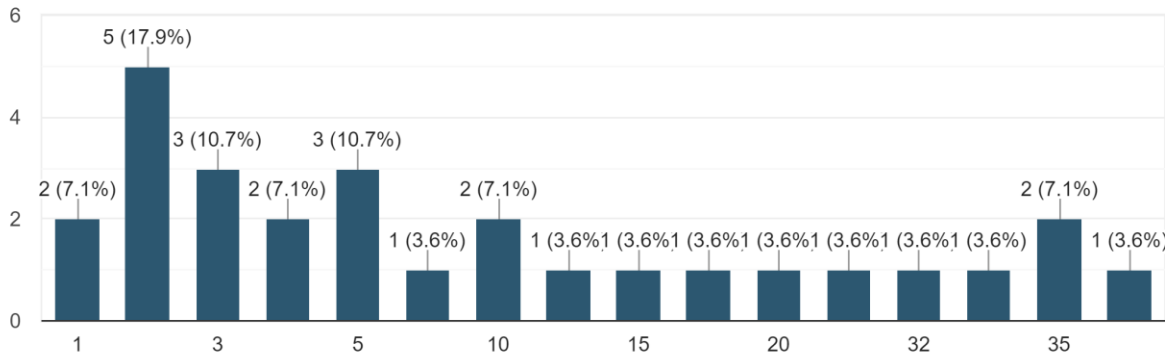
30 responses



Virginia Funeral Directors Association Wage Survey April 27, 2021

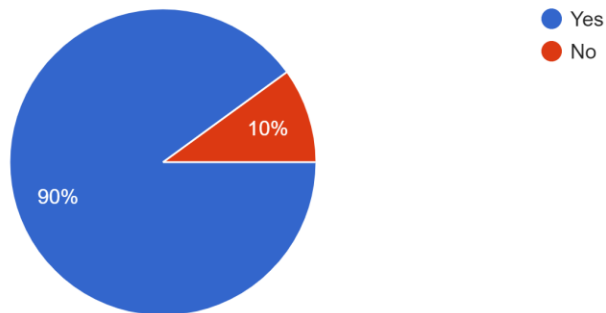
How many part time employees does your business have?

28 responses



Do you utilize independent contractors (such as organists, hairdressers, cosmetologists, soloists, etc)?

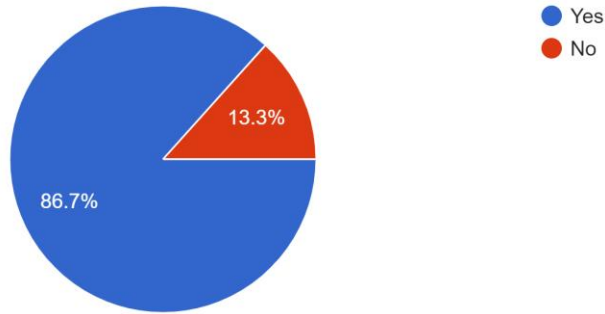
30 responses



Virginia Funeral Directors Association Wage Survey April 27, 2021

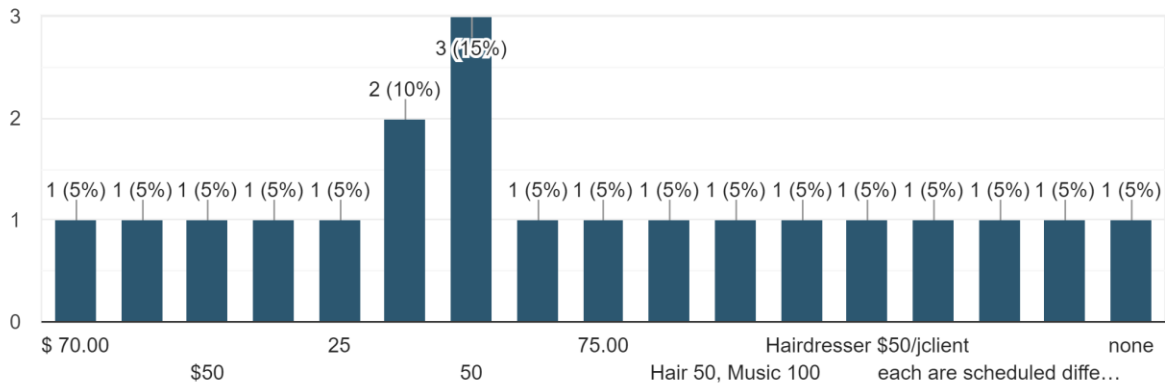
Do you pay any workers by the hour?

30 responses



What per diem rate do you pay?

20 responses



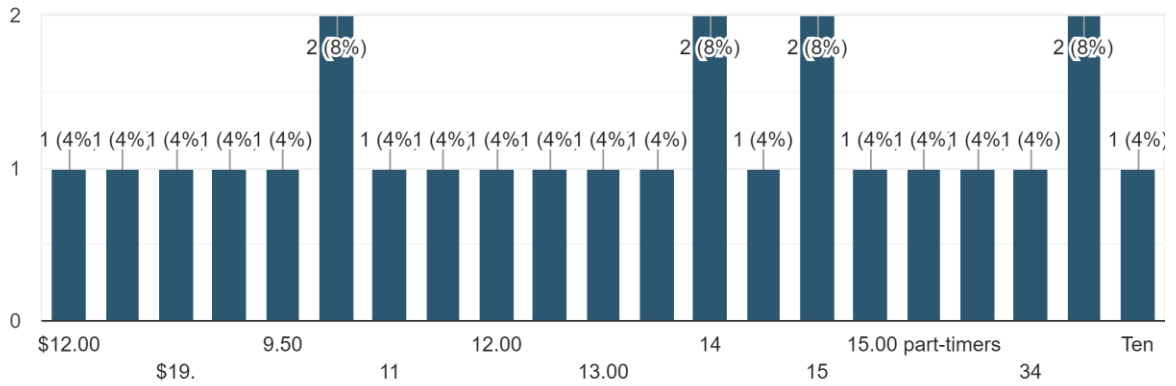
Virginia Funeral Directors Association

Wage Survey

April 27, 2021

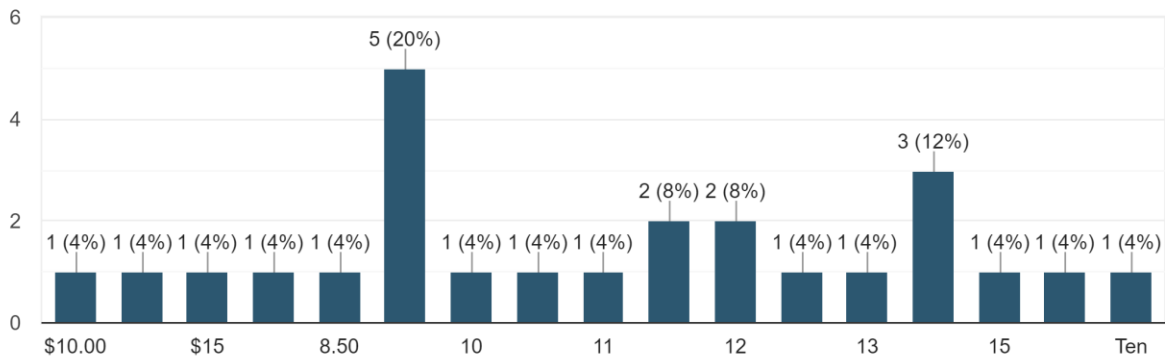
What is the average hourly wage you pay?

25 responses



What is your starting hourly pay?

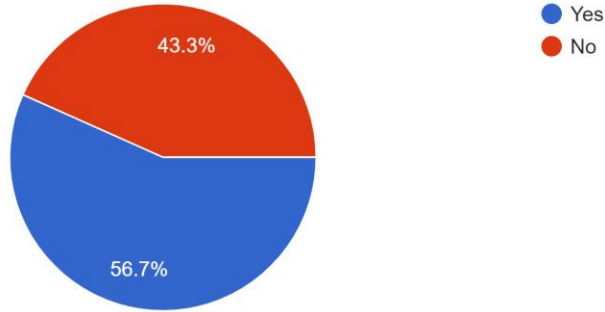
25 responses



Virginia Funeral Directors Association Wage Survey April 27, 2021

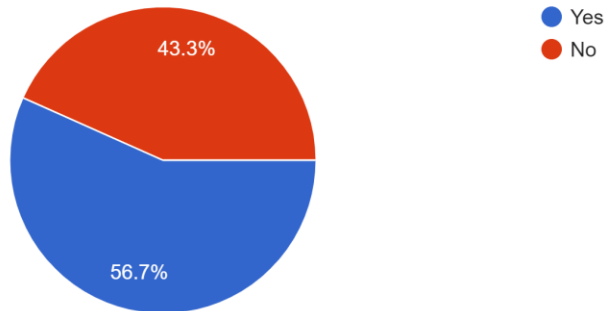
Do you pay overtime?

30 responses



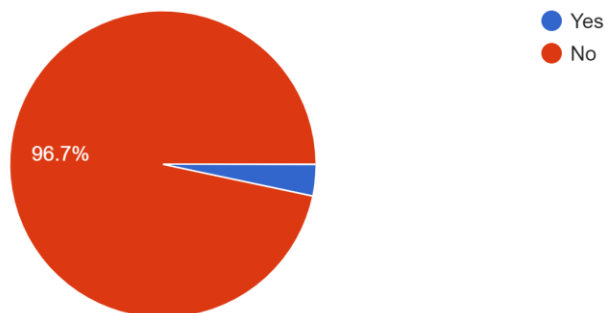
Do you pay workers by the job (such as \$75 for working a service, \$50 for being on call overnight, \$50 for making removal, etc)?

30 responses



Does your firm use the "Fluctuating Work Week" agreement? (Chinese overtime)

30 responses



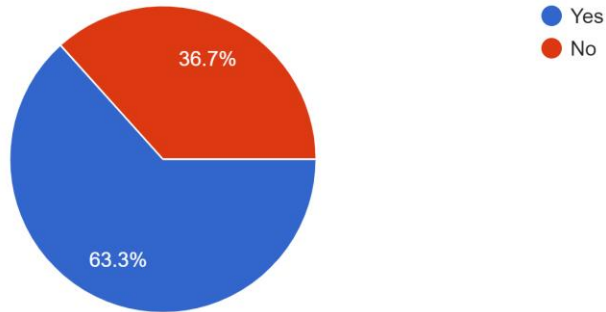
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Will proposed changes to minimum wage affect the number of workers you hire?

30 responses



Additional Comments:

Referring to question about full time employees...we pay salary to some and hourly to others

With the uncertainty of revenue, it will be hard to predict capability to pay payroll with an increased (especially \$15/hr) minimum wage. This will include a decrease in hours of otherwise salaried workers who will become hourly waged if increase occurs. This increase will not fair well with small businesses.