

# Frontline Leader to Employee Ratio

1. Your Contact Details ?				
			Response Percent	Response Total
1	Company Name		100.00%	5
1	29/03/2021 17:08 PM ID: 163217579	Michigan Milk Producers Association		
2	30/03/2021 00:46 AM ID: 163243791	Ornua Ingredients North America		
3	01/04/2021 00:47 AM ID: 163428776	California Dairies, Inc		
4	06/04/2021 04:04 AM ID: 163691372	Valley Queen		
5	07/04/2021 20:24 PM ID: 163839140	Grande Cheese Company		
2	Number of Production Managers/Supervisors		100.00%	5
1	29/03/2021 17:08 PM ID: 163217579	24		
2	30/03/2021 00:46 AM ID: 163243791	13		
3	01/04/2021 00:47 AM ID: 163428776	41		
4	06/04/2021 04:04 AM ID: 163691372	12		
5	07/04/2021 20:24 PM ID: 163839140	48		
3	Number of Production Associates		100.00%	5
1	29/03/2021 17:08 PM ID: 163217579	172		
2	30/03/2021 00:46 AM ID: 163243791	200		
3	01/04/2021 00:47 AM ID: 163428776	404		
4	06/04/2021 04:04 AM ID: 163691372	110		
5	07/04/2021 20:24 PM ID: 163839140	611		
4	I prefer to remain anonymous		40.00%	2
1	30/03/2021 00:46 AM ID: 163243791	yes		

### 1. Your Contact Details ?

			Response Percent	Response Total
2	01/04/2021 00:47 AM ID: 163428776	Yes		
			answered	5
			skipped	0

### 2. What is your current ratio of Production Manager/Supervisor to hourly production direct reports?

			Response Percent	Response Total
1	Open-Ended Question		100.00%	5
1	29/03/2021 17:08 PM ID: 163217579	~7 employees - 1 supervisor		
2	30/03/2021 00:46 AM ID: 163243791	15.4 to 1		
3	01/04/2021 00:47 AM ID: 163428776	10:1		
4	06/04/2021 04:04 AM ID: 163691372	It varies. Some have up to 12 direct reports.		
5	07/04/2021 20:24 PM ID: 163839140	undetermined.		
			answered	5
			skipped	0

### 3. What types of duties do the Production Leads perform (i.e. discipline, performance reviews, direct work)?

			Response Percent	Response Total
1	Open-Ended Question		100.00%	5
1	29/03/2021 17:08 PM ID: 163217579	Responsible for supervising a team of production employees. This position plans and assigns work, implements policies and procedures, and recommends improvements in production methods, equipment, operating procedures, and working conditions.		
2	30/03/2021 00:46 AM ID: 163243791	Leaders have technical responsibility for line performance but do not hire, fire, or give performance reviews.		
3	01/04/2021 00:47 AM ID: 163428776	Leads perform work & direct work but do not discipline or conduct performance reviews		
4	06/04/2021 04:04 AM ID: 163691372	We have packaging room leads. They have direct reports and they are directly involved in performance reviews and discipline. The supervisor helps them with the progressive		

### 3. What types of duties do the Production Leads perform (i.e. discipline, performance reviews, direct work)?

			Response Percent	Response Total
		discipline, but for the most part, the lead does the review on their own, but the supervisor will review it prior to it being given to the employee.		
5	07/04/2021 20:24 PM ID: 163839140	Discipline, performance reviews, they can work on the floor as needed, merit and equity adjustments, interviews, training, scheduling, coaching.		
			answered	5
			skipped	0

### 4. If relevant, what is the ratio of Production Leads to production Employees?

			Response Percent	Response Total
1	Open-Ended Question		100.00%	4
1	29/03/2021 17:08 PM ID: 163217579	We do not have production lead employees.		
2	30/03/2021 00:46 AM ID: 163243791	NA		
3	01/04/2021 00:47 AM ID: 163428776	Not relevant		
4	06/04/2021 04:04 AM ID: 163691372	of the 110 production associates listed above, 4 of these are leads		
			answered	4
			skipped	1

### 5. What title or role do the Production Leads report to?

			Response Percent	Response Total
1	Open-Ended Question		100.00%	5
1	29/03/2021 17:08 PM ID: 163217579	We do not have production lead employees.		
2	30/03/2021 00:46 AM ID: 163243791	Supervisors		
3	01/04/2021 00:47 AM ID: 163428776	Production Supervisors		
4	06/04/2021 04:04 AM ID: 163691372	We do not have production leads, but we have packaging room leads and they report to a supervisor.		

### 5. What title or role do the Production Leads report to?

			Response Percent	Response Total
5	07/04/2021 20:24 PM ID: 163839140	Team Managers.		
			answered	5
			skipped	0

### 6. Are the Production Leads in the same job classification as their direct reports? (i.e. hourly to hourly or SNE to hourly) Are the Production Leads paid a higher wage?

			Response Percent	Response Total
1	Open-Ended Question		100.00%	5
1	29/03/2021 17:08 PM ID: 163217579	We do not have production lead employees.		
2	30/03/2021 00:46 AM ID: 163243791	hourly  Not necessarily		
3	01/04/2021 00:47 AM ID: 163428776	Production Leads are hourly paid and receive a higher rate than the highest paid position they lead.		
4	06/04/2021 04:04 AM ID: 163691372	Yes, all of our leads, company wide are hourly. The leads are a higher job grade that those that report to them.		
5	07/04/2021 20:24 PM ID: 163839140	Yes they are hourly to hourly so same. Yes paid a higher wage.		
			answered	5
			skipped	0