

## 2011 MERIT SHOP WAGE AND BENEFIT SURVEY

Web Version April 2011

### Completion Instructions

1. This PDF questionnaire collects compensation data for Merit Shop craft personnel. While not all crafts will be applicable to every company, we ask that you complete the information for those crafts relevant to your firm. **If you would like to submit your data in your own Excel file format - email to Jeff@pas1.com.**
2. All participants will receive a free summary of the major findings of this survey. The full report with over 160 pages of information is available for the participant rate of \$130. This report details wages by craft, location, size of firm, type of construction performed and type of contract. The final report will be available in June.
3. All company identification (Item #11) will be blanked out upon receipt of your survey form. Company names WILL NOT be listed as participants or associated with any specific wage, benefit or demographic data. Your responses are kept confidential.
4. For each craft you elect to report, fill in all items on the position line. If an item is “zero”, indicate “0”. Do not leave an item blank on the craft you are reporting.
5. You can complete this questionnaire at your computer and submit it electronically or you can print the form and complete it by hand and then mail or fax it to our offices.
6. If you elect to electronically submit this form, make sure that you are connected to the Internet and click on the **Submit Button** below. Your data will be transmitted to our web server. If you wish an email confirmation that we have received your data, enter your email address here.

Email Address \_\_\_\_\_

**Submit By May 30, 2011**

PAS – Personnel Administration Services, Inc.  
75 E. Henry Street  
Saline, MI 48176  
734-429-1199  
FAX: 734-429-8507

## 2011 PAS WAGE AND BENEFIT SURVEY

Please Complete All 11 Items

**Return By: May 31, 2011**

1. Type of construction performed

- Commercial
- Industrial
- Institutional
- Heavy
- Highway
- Municipal
- Residential (less than four stories)
- Residential (four stories or more)

2. Contract type (based on revenue volume)

\_\_\_\_\_ % Construction volume  
 \_\_\_\_\_ % Service volume  
 (Do not split 50/50)

3. Contract bid type (based on revenue volume)

\_\_\_\_\_ % Cost plus  
 \_\_\_\_\_ % Firm price  
 (Do not split 50/50)

4. Total revenue

- (U.S. operations only)
- Under \$500,000
  - 500,000 to 1 Million
  - 1 to 3 Million
  - 3 to 6 Million
  - 6 to 10 Million
  - 10 to 20 Million
  - 20 to 50 Million
  - 50 Million and Over

5. Number of employees in company as of  
 May 1, 2011

\_\_\_\_\_

6. Regions in which company works:

- Region 1 CT, MA, ME, NH, RI, VT
- Region 2 NJ, NY
- Region 3 DE, MD, PA, VA, WV, DC
- Region 4 AL, FL, GA, KY, MS, NC, SC, TN
- Region 5 IL, IN, MI, MN, OH, WI
- Region 6 AR, LA, NM, OK, TX
- Region 7 IA, KS, MO, NE
- Region 8 CO, MT, ND, SD, UT, WY
- Region 9 AZ, CA, HI, NV
- Region 10 AK, ID, OR, WA

7. Pay practices:

Time of the year wage structure is updated or annual increases determined: \_\_\_\_\_.

8. Anticipated annual wage increase for next year: \_\_\_\_\_ %

9. Actual annual wage increase for current year: \_\_\_\_\_ %

10. Overtime compensation practices

Journeyman overtime paid for

- Over 8 or
- Over 40:
  - Time and one half
  - Double time

Foreman overtime paid for

- Over 8 or
- Over 40:
  - Time and one half
  - Double time

**11. Confidential Response:** Company names will not be listed as participants nor associated with any specific salary or demographic data. This data is collected solely to insure survey responses are valid and to record survey orders.

Prepared By \_\_\_\_\_ Phone: \_\_\_\_\_

Company \_\_\_\_\_

Mailing Address \_\_\_\_\_

Street Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_ Zip Code \_\_\_\_\_

All participants will receive a FREE summary of the survey's major findings. To receive the full report please complete the following order information

- Order Information**
- Participant order, send \_\_\_\_\_ copies at \$130/copy. Or...
    - Participant order, send \_\_\_\_\_ copies book and CD at \$340/copy.
  - Non-participant order, send \_\_\_\_\_ copies at \$450. Or...
    - Non-participant order, send \_\_\_\_\_ copies book and CD at \$640/copy.

## 2011 MERIT SHOP WAGE AND BENEFIT SURVEY

Please respond to all positions applicable to your company.  
 (Report all information effective May 1, 2011)

County: \_\_\_\_\_

State: \_\_\_\_\_

Metro Area: \_\_\_\_\_

Craft	Journeyman		Foreman		*Fringe Benefit Rate %
	No. of Empl's	Average Hourly Rate	No. of Empl's	Average Hourly Rate	
<b>"Sample"</b>	<b>12</b>	<b>\$21.56</b>	<b>2</b>	<b>\$24.35</b>	<b>19.1%</b>
HVAC Mechanic					
Acoustical Worker					
Block/Stone Masons					
Boilermakers					
Brick Layers					
Carpenters					
Cement Masons					
Drywall Finishers					
Electricians					
Low Voltage Installer					
Insulators					
Ironworkers - Resteel					
Ironworkers - Structural					
Metal Bldg. Mechanic					
Millwrights					
Painters					
Pile Drivers					
Pipe Fitters					
Plasterers					
Plumbers					
Riggers					
Roofers					

Craft	Journeyman		Foreman		*Fringe Benefit Rate %
	No. of Empl's	Average Hourly Rate	No. of Empl's	Average Hourly Rate	
<b>"Sample"</b>	<b>12</b>	<b>\$21.56</b>	<b>2</b>	<b>\$24.35</b>	<b>19.1%</b>
Sheet Metal Workers					
Sprinkler Fitters					
Welders					
Driver - Single Axle					
Driver - Tandem Axle					
Laborers, General					
Operator, Light Equip.					
Operator, Hvy. Equip.					

### BENEFIT INFORMATION

- Number of paid holidays per year: \_\_\_\_\_ days.
- Paid vacation - indicate years of service required for:  
 1 week \_\_\_\_\_ yrs.    2 weeks \_\_\_\_\_ yrs.    3 weeks \_\_\_\_\_ yrs.

Benefit	Available	Employer Pays All		Employee Shares	
		Costs	Cost	Cost	Cost
3. Health Insurance	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Dependent Health Ins.	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Dental Insurance	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Life Insurance	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Disability Insurance	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Pension Plan	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Profit Sharing Plan	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

- Company has a bonus plan for craft employees?  Yes  No
- Company uses a performance appraisal for craft employees?  Yes  No

\*Indicate fringe benefits paid by the employer (not deducted) expressed as a percentage of the average hourly rate. This would include health, life, pension, vacation, holiday, etc. DO NOT include any benefit program required by law such as social security

