

EXCAVATOR OPERATOR

National Overtime Pay Practices

| | | | | |
|------------|-------------|--------|------------------------|---------|
| Journeymen | Over 8 Hrs | 7.44% | Paid Time And One Half | 100.00% |
| | Over 40 Hrs | 92.56% | Paid Double Time | 0.00% |
| Foremen | Over 8 Hrs | 7.02% | Straight Time | 0.00% |
| | Over 40 Hrs | 92.98% | Paid Time And One Half | 100.00% |
| | | | Paid Double Time | 0.00% |

Anticipated Annual Wage Increases For 2017

| | |
|---|-------|
| All Firms Responding—Including 0% Increases | 2.95% |
| All Firms Responding—Excluding 0% Increases | 3.38% |

Actual Annual Wage Increases For 2016

| | |
|---|-------|
| All Firms Responding—Including 0% Increases | 3.21% |
| All Firms Responding—Excluding 0% Increases | 3.62% |

| | Number Of Incumbents | 25th Percentile | Average Rate | 50th Percentile | 75th Percentile | Average Fringe |
|--|----------------------|-----------------|--------------|-----------------|-----------------|----------------|
| Total Data Base For Craft | | | | | | |
| Journeymen | 2,238 | \$19.00 | \$23.08 | \$22.93 | \$26.28 | 18.78% |
| Highest Paid | | \$22.75 | \$27.15 | \$27.12 | \$30.83 | 18.78% |
| Journeymen By Type Construction | | | | | | |
| Heavy Civil | 1,664 | \$20.00 | \$23.96 | \$23.34 | \$27.17 | 18.77% |
| Highway | 1,638 | \$19.00 | \$22.91 | \$22.93 | \$26.07 | 19.29% |
| Municipal | 1,003 | \$20.24 | \$24.13 | \$24.13 | \$27.00 | 18.56% |
| Commercial Dev. | 1,140 | \$18.00 | \$22.06 | \$22.93 | \$25.00 | 18.30% |
| Residential Dev. | 890 | \$20.00 | \$22.94 | \$22.36 | \$26.04 | 18.05% |
| Bridge | 967 | \$19.74 | \$23.48 | \$22.93 | \$26.04 | 20.59% |
| Pipeline | 386 | \$17.00 | \$20.87 | \$20.56 | \$25.00 | 22.08% |
| Rock Scaling | 222 | *** | \$21.36 | *** | *** | 16.00% |
| Highest Paid By Type Construction | | | | | | |
| Heavy Civil | | \$24.00 | \$28.51 | \$29.00 | \$32.14 | 18.77% |
| Highway | | \$22.00 | \$27.06 | \$26.50 | \$31.71 | 19.29% |
| Municipal | | \$25.00 | \$28.65 | \$28.50 | \$35.50 | 18.56% |
| Commercial Dev. | | \$22.00 | \$26.56 | \$25.54 | \$32.14 | 18.30% |
| Residential Dev. | | \$24.63 | \$28.31 | \$27.65 | \$35.50 | 18.05% |
| Bridge | | \$23.99 | \$27.47 | \$28.75 | \$29.75 | 20.59% |
| Pipeline | | \$19.50 | \$25.63 | \$25.73 | \$34.00 | 22.08% |
| Rock Scaling | | *** | \$26.00 | *** | *** | 16.00% |

LABORER - SKILLED**National Overtime Pay Practices**

| | | | | |
|------------|-------------|--------|--|-----------------|
| Journeyman | Over 8 Hrs | 8.50% | Paid Time And One Half | 99.42% |
| | Over 40 Hrs | 91.50% | Paid Double Time | 0.58% |
| Foremen | Over 8 Hrs | 7.91% | Straight Time | 0.00% |
| | Over 40 Hrs | 92.09% | Paid Time And One Half Paid Double Time | 99.37% 0.63% |

Anticipated Annual Wage Increases For 2017

| | |
|---|-------|
| All Firms Responding—Including 0% Increases | 3.16% |
| All Firms Responding—Excluding 0% Increases | 3.57% |

Actual Annual Wage Increases For 2016

| | |
|---|-------|
| All Firms Responding—Including 0% Increases | 3.57% |
| All Firms Responding—Excluding 0% Increases | 3.91% |

| | Number Of Incumbents | 25th Percentile | Average Rate | 50th Percentile | 75th Percentile | Average Fringe |
|--|-----------------------------|------------------------|---------------------|------------------------|------------------------|-----------------------|
|--|-----------------------------|------------------------|---------------------|------------------------|------------------------|-----------------------|

**Total Data Base
For Craft**

| | | | | | | |
|--------------|-------|---------|---------|---------|---------|--------|
| Journeyman | 7,843 | \$15.00 | \$18.08 | \$17.00 | \$21.03 | 19.76% |
| Highest Paid | | \$17.00 | \$21.92 | \$20.25 | \$25.83 | 19.76% |

**Journeyman By
Type Construction**

| | | | | | | |
|------------------|-------|---------|---------|---------|---------|--------|
| Heavy Civil | 4,343 | \$15.78 | \$17.65 | \$17.00 | \$20.00 | 21.21% |
| Highway | 4,984 | \$14.63 | \$17.63 | \$16.57 | \$20.29 | 20.73% |
| Municipal | 3,377 | \$15.95 | \$18.17 | \$17.15 | \$21.30 | 19.54% |
| Commercial Dev. | 4,510 | \$15.80 | \$19.04 | \$19.00 | \$22.00 | 19.23% |
| Residential Dev. | 2,027 | \$16.00 | \$19.53 | \$19.10 | \$21.90 | 18.09% |
| Bridge | 2,008 | \$16.08 | \$18.06 | \$17.40 | \$21.30 | 21.09% |
| Pipeline | 1,994 | \$15.50 | \$17.70 | \$17.86 | \$20.82 | 22.61% |
| Rock Scaling | 250 | \$20.37 | \$20.98 | \$22.50 | \$27.00 | 18.91% |

**Highest Paid By
Type Construction**

| | | | | | | |
|------------------|--|---------|---------|---------|---------|--------|
| Heavy Civil | | \$17.54 | \$21.67 | \$20.05 | \$25.07 | 21.21% |
| Highway | | \$17.00 | \$21.78 | \$20.14 | \$25.58 | 20.73% |
| Municipal | | \$18.33 | \$22.56 | \$21.63 | \$27.00 | 19.54% |
| Commercial Dev. | | \$17.54 | \$23.07 | \$23.00 | \$28.50 | 19.23% |
| Residential Dev. | | \$20.00 | \$23.78 | \$24.28 | \$28.25 | 18.09% |
| Bridge | | \$17.00 | \$21.45 | \$20.63 | \$26.00 | 21.09% |
| Pipeline | | \$17.50 | \$22.32 | \$21.55 | \$25.07 | 22.61% |
| Rock Scaling | | \$25.00 | \$25.40 | \$28.00 | \$30.00 | 18.91% |

JOURNEYMEN—REGION 6

| Craft | Number Of Incumbents | Average Rate | Median Rate | Average Fringe |
|--------------------------------|----------------------|--------------|-------------|----------------|
| ASPHALT PAVING OPERATOR | 409 | \$19.82 | \$18.84 | 21.63% |
| ASPHALT PLANT OPERATOR | 90 | \$18.41 | \$19.12 | 24.24% |
| ASPHALT RAKER / LUTE PERSON | 268 | \$15.09 | \$16.20 | 21.05% |
| ASPHALT SCREED OPERATOR | 138 | \$17.21 | \$17.50 | 19.77% |
| BACKHOE OPERATOR | 901 | \$19.27 | \$19.82 | 18.14% |
| BROOM / SWEEPER OPERATOR | 205 | \$19.07 | \$20.32 | 20.00% |
| BULLDOZER OPERATOR - FINISH | 341 | \$23.69 | \$24.60 | 18.78% |
| BULLDOZER OPERATOR - ROUGH | 199 | \$20.89 | \$21.87 | 17.91% |
| CONCRETE BATCH PLANT OPERATOR | 26 | \$22.17 | \$23.50 | 17.00% |
| CONCRETE FINISHER | 1,267 | \$21.32 | \$21.86 | 19.00% |
| CONCRETE FINISHER - MACHINE | 131 | \$26.33 | \$28.50 | 17.34% |
| CONCRETE PAVER OPERATOR | 32 | \$23.49 | \$22.93 | 17.10% |
| CONCRETE SPREADER OPERATOR | 13 | \$24.77 | *** | 27.50% |
| CURB MACHINE OPERATOR | 2 | \$23.00 | *** | 20.00% |
| DOZER OPERATOR - FINISH | 256 | \$22.23 | \$24.60 | 18.35% |
| DOZER OPERATOR - ROUGH | 74 | \$19.41 | \$22.93 | 17.00% |
| DRILLER | 14 | \$17.75 | *** | 12.00% |
| EXCAVATOR OPERATOR | 639 | \$22.89 | \$22.93 | 17.17% |
| FLAGGER | 287 | \$15.18 | \$14.62 | 22.44% |
| FORM BUILDER / SETTER | 908 | \$19.09 | \$20.00 | 20.65% |
| FRONT END LOADER OPERATOR | 797 | \$19.84 | \$21.13 | 19.10% |
| GPS TECHNICIAN | 66 | \$25.61 | \$22.93 | 17.10% |
| LABORER - SKILLED | 3,952 | \$16.80 | \$16.33 | 18.27% |
| LABORER - UNSKILLED | 6,348 | \$14.53 | \$14.72 | 18.80% |
| LOADER OPERATOR - PLANT | 1,005 | \$18.80 | \$17.70 | 20.42% |
| MECHANIC - HEAVY EQUIPMENT | 758 | \$22.93 | \$23.97 | 18.16% |
| MECHANIC - TRUCK | 449 | \$17.66 | \$17.50 | 16.06% |
| MILLING MACHINE OPERATOR | 66 | \$19.49 | \$20.64 | 24.29% |
| MOTOR GRADER OPERATOR - FINISH | 301 | \$22.69 | \$23.97 | 16.86% |
| MOTOR GRADER OPERATOR - ROUGH | 75 | \$20.54 | \$21.20 | 19.07% |
| PIPELAYER | 489 | \$19.36 | \$20.19 | 19.99% |
| QC TECH - PLANTS | 260 | \$21.48 | \$18.00 | 27.33% |
| QC TECH - JOB SITE | 130 | \$23.37 | \$22.50 | 22.87% |
| RODPERSON | 304 | \$20.32 | \$20.68 | 18.08% |
| ROLLER OPERATOR - ASPHALT | 485 | \$16.00 | \$16.14 | 22.44% |
| ROLLER OPERATOR - EARTH | 219 | \$17.64 | \$17.10 | 17.00% |
| SCRAPER OPERATOR | 353 | \$20.72 | \$22.94 | 16.75% |
| SURVEYOR | 314 | \$30.08 | \$29.83 | 19.63% |
| TRACK HOE OPERATOR | 150 | \$21.49 | \$22.00 | 18.00% |
| TRAFFIC CONTROL SPECIALIST | 38 | \$20.89 | \$19.50 | 18.83% |
| TRENCHING MACHINE OPER. | 16 | \$22.93 | \$22.93 | 15.00% |
| TRUCK DRIVER - DUMP | 1,057 | \$18.11 | \$17.32 | 19.41% |
| TRUCK DRIVER - FUEL & LUB | 73 | \$18.69 | \$20.59 | 18.56% |
| TRUCK DRIVER - LOWBOY | 398 | \$20.02 | \$20.00 | 16.21% |
| TRUCK DRIVER - WATER | 169 | \$18.89 | \$20.37 | 19.24% |