

Specializing in service to the construction industry, PAS provides its clients with the most comprehensive and up-to-date compensation and personnel information available to contractors today.

EXECUTIVE COMPENSATION SURVEY FOR CONTRACTORS

PAS provides the most comprehensive data on executive salaries, bonus, profit sharing, Board of Directors Practices, and perquisites for the contractor. This data is necessary to establish proof of reasonable compensation and to preserve key executive personnel. (\$495.00)
Executive Compensation Survey for Contractors. Books and CD Combined. (\$590.00)

CONSTRUCTION/CONSTRUCTION MANAGEMENT STAFF SALARY SURVEY

Updated annually, this authoritative study provides detailed salary analysis of 58 professional positions in the construction industry. This survey of operational positions provides the data essential to insure your key employees are compensated fairly. Our survey data is a must in establishing and maintaining competitive wage and salary programs. (\$490.00)
Construction/Construction Management Staff Salary Survey. Book and CD Combined. (\$585.00)

MERIT SHOP WAGE AND BENEFIT SURVEY

This comprehensive study covers 30 journeyman and 30 foreman wage and benefit rates currently paid by merit shop contractors. Included is an in-depth analysis of fringe benefit practices. This annual survey is the only detailed and independent analysis of merit shop contractor pay rates. It is invaluable for establishing and maintaining competitive wage programs. Survey includes 3 special reports which are customized to geographic areas selected by you. (\$480.00)
Merit Shop Survey and Multiple area reports (80 metropolitan areas and 40 states on CD). Book and CD Combined. (\$670.00)

CONSTRUCTION SUPPORT STAFF SALARY SURVEY

This study provides detailed salary analysis of 46 administrative and technical positions that support the contractors day-to-day activities. From Accounts payable to Switchboard/Receptionist to Administrative Assistant, to CAD Drafter this annual survey is a must for maintaining an up-to-date compensation program. (\$460.00)
Construction Support Staff Salary Survey. Book and CD Combined. (\$555.00)

EMPLOYEE/SHAREHOLDER COMPENSATION PRACTICES

Designed for owners, boards, and consulting professionals to determine reasonable and fair pay practices for employees that are equity owners in the firm. Covers the previous five years for six employee/shareholder positions: President, Board Chairman, Executive VP, Senior VP, VP of Operations and Chief Financial Officer. (\$735.00)
Employee/Shareholder Compensation Practices. Book and CD Combined. (\$810.00)

HEAVY, HIGHWAY, & MUNICIPAL OPEN SHOP WAGE & BENEFIT SURVEY

This detailed study covers 30 craft positions by either job function or piece of equipment operated focused on infrastructure work. Designed to answer the question "what do you pay your people when not on prevailing wage jobs", this survey is most valuable in establishing and maintaining competitive craft pay programs. (\$515.00)
HHM Survey, Book and CD Combined. (\$685.00)

AGGREGATES COMPENSATION SURVEY

This comprehensive study covers 51 salaried positions and 14 hourly positions in the aggregates industry. Ranging from Plant Manager to Plant Clerk and from Engineer to President, this authoritative study furnishes the information essential to compensate your key employees. Jointly sponsored by the National Stone, Sand and Gravel Association (NSSGA). (\$650.00)
Aggregates Compensation Survey. Book and CD Combined. (\$715.00)

BENEFIT SURVEY FOR CONTRACTORS

Updated annually, this survey provides comprehensive benefit and personnel policy analysis necessary for establishing competitive total compensation programs for the contractor's administrative, professional and supervisory personnel. (\$495.00)
Benefit Survey For Contractors. Book and CD Combined. (\$590.00)

PERFORMANCE APPRAISAL PRACTICES IN THE CONSTRUCTION INDUSTRY

Over 200 pages of actual performance appraisals currently used in the construction industry. Presented in a standardized, easy to use format, construction industry performance appraisals range from craft to supervision to staff to management. Analysis data covers uses of appraisals, evaluation methods, appraisal assessments, etc. This practices manual is a must for establishing working performance appraisal programs. (\$250.00)
Performance App. Practices is available on CD for access by your word processing program. Book and CD Combined. (\$315.00)

CONTRACTOR INCENTIVE PLAN PRACTICES

PAS provides a detailed, comprehensive review of incentive plan practices in the construction industry. Over 40 sample contractor incentive plans are included in this study covering key management, project management, estimating, sales, superintendents, home office staff, project staff, and craft employees. These actual incentive programs are indispensable for establishing (or modifying) your own plans. (\$250.00)
Incentive Plan Practices is available on CD for access by your word processing program. Book and CD Combined. (\$315.00)

STAFF JOB DESCRIPTIONS FOR THE CONSTRUCTION INDUSTRY

145 prewritten, actual construction job descriptions ready for use as they are . . . or for adapting and refining to meet the unique needs of every contractor. Presented in a standardized, easy to use format, construction job descriptions range from the President, to Superintendent, to Estimator, to Receptionist. (\$209.00)
All descriptions are available on CD for easy access by your word processing program. Staff book and CD combined. (\$269.00)

CRAFT JOB DESCRIPTIONS FOR CONTRACTORS

160 prewritten construction job descriptions ready for use as they are, or for adapting to meet the unique needs of the merit shop contractor. Presented in a standardized, easy to use format, descriptions range from Boilermaker, to Carpenter, to Electrician, to Plumber, to Welder. (\$197.00)
All descriptions are available on CD for easy access by your word processing program. Craft book and CD combined. (\$257.00)

CONTRACTOR ORGANIZATION AND STRUCTURE

This study provides an excellent reference for understanding organizational structure, personnel composition, and title usage within construction firms. The manual contains 94 organization charts presented by type of contractor, type of construction performed, and revenue size, and displayed by corporate, divisional, or project levels. Our data is a must for analysis and comparison of your organization to other contractors. (\$180.00)

Organization & Structures is available on CD for access in Word™ & HTML. Book and CD Combined. (\$245.00)

MODEL EMPLOYEE POLICIES & PROCEDURES FOR CONTRACTORS

Over 400 pages of actual employee handbook and personnel policy statements currently used in the construction industry. More than 400 individual samples covering 47 subjects (from EEO statements to ethics to leaves of absence to workweek standards) this reference is invaluable for modifying or establishing your own handbook or procedure manual. (\$269.00)

Policies & Procedures is available on CD for access by your word processing program. Book and CD Combined. (\$335.00)

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Executive Compensation Survey For Contractors	<input type="checkbox"/> \$495.00	<input type="checkbox"/> \$590.00
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Merit Shop Wage and Benefit Survey	<input type="checkbox"/> \$480.00	<input type="checkbox"/> \$670.00
Construction Support Staff Salary Survey	<input type="checkbox"/> \$460.00	<input type="checkbox"/> \$555.00
Aggregates Compensation Survey	<input type="checkbox"/> \$650.00	<input type="checkbox"/> \$715.00
Employee/Shareholder Compensation Practices	<input type="checkbox"/> \$735.00	<input type="checkbox"/> \$810.00
Heavy, Highway & Municipal Wage Survey	<input type="checkbox"/> \$515.00	<input type="checkbox"/> \$685.00
Benefit Survey For Contractors	<input type="checkbox"/> \$495.00	<input type="checkbox"/> \$590.00

OTHER PRODUCTS FOR THE CONTRACTOR

	BOOK	BOOK & CD
Model Employee Policies and Procedures for Contractors.....	<input type="checkbox"/> \$269.00	<input type="checkbox"/> \$335.00
Performance Appraisal Practices in the Construction Industry	<input type="checkbox"/> \$250.00	<input type="checkbox"/> \$315.00
Contractor Incentive Plan Practices	<input type="checkbox"/> \$250.00	<input type="checkbox"/> \$315.00
Staff Job Descriptions For The Construction Industry	<input type="checkbox"/> \$209.00	<input type="checkbox"/> \$269.00
Craft Job Descriptions For The Construction Industry	<input type="checkbox"/> \$197.00	<input type="checkbox"/> \$257.00
Contractor Organization And Structure.....	<input type="checkbox"/> \$180.00	<input type="checkbox"/> \$245.00

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