

*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. (\$585.00)  
Executive Compensation Survey for Contractors Book and Flash Drive Combined. (\$680.00)

## **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. (\$580.00)  
Construction/Construction Management Staff Salary Survey Book and Flash Drive Combined. (\$675.00)

## **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 indepth 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. (\$570.00)  
Merit Shop Survey and Multiple area reports (80 metropolitan areas and 50 states on Flash Drive). Book and Flash Drive Combined. (\$790.00)

## **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. (\$540.00)  
Construction Support Staff Salary Survey Book and Flash Drive Combined. (\$635.00)

## **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. (\$835.00)  
Employee/Shareholder Compensation Practices Book and Flash Drive Combined. (\$910.00)

## **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. (\$560.00)  
HHM Survey Book and Flash Drive Combined. (\$730.00)

## **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. (\$1,100.00)  
Aggregates Compensation Survey Book and Flash Drive Combined. (\$1,165.00)

## **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. (\$585.00)  
Benefit Survey For Contractors Book and Flash Drive Combined. (\$680.00)

## **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. (\$280.00)  
Performance App. Practices is available on flash drive for access by your word processing program. Book and Flash Drive Combined. (\$345.00)

## **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. (\$280.00)  
Incentive Plan Practices is available on flash drive for access by your word processing program. Book and Flash Drive Combined. (\$345.00)

## **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. (\$240.00)  
All descriptions are available on flash drive for easy access by your word processing program. Staff book and Flash Drive combined. (\$305.00)

## **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. (\$230.00)  
All descriptions are available on flash drive for easy access by your word processing program. Craft book and Flash Drive combined. (\$295.00)

This study provides an excellent reference for understanding vehicle allowance amounts and company provided vehicles for 27 positions, covering actual allowance amounts, who receives a company vehicle, fuel card practices, maintenance & repair practices, and more. Our data is a must for analysis and comparison of your practices to other contractors.

(\$215.00)

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. (\$285.00)

(\$350.00)

Executive Compensation Survey For Contractors .....	<input type="checkbox"/> \$585.00	<input type="checkbox"/> \$680.00
Construction/Construction Management Staff Salary Survey .....	<input type="checkbox"/> \$580.00	<input type="checkbox"/> \$675.00
Merit Shop Wage and Benefit Survey .....	<input type="checkbox"/> \$570.00	<input type="checkbox"/> \$790.00
Construction Support Staff Salary Survey .....	<input type="checkbox"/> \$540.00	<input type="checkbox"/> \$635.00
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*\*Shipping & handling added to invoiced orders*

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