

2024 MERIT SHOP WAGE AND BENEFIT SURVEY

Save and return to: barb@wageandsalary.com

If you do not receive a confirmation email, please call us at 800-553-4655.

Return By: May 31, 2024

Please Complete All 11 Items

1. Type of construction performed:

(check all that apply)

- | | |
|--|------------------------------------|
| <input type="checkbox"/> Commercial | <input type="checkbox"/> Heavy |
| <input type="checkbox"/> Industrial | <input type="checkbox"/> Highway |
| <input type="checkbox"/> Institutional | <input type="checkbox"/> Municipal |
| <input type="checkbox"/> Residential <i>(Single Family/less than four stories)</i> | |
| <input type="checkbox"/> Residential <i>(Four stories or more)</i> | |

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 *(any type)*
 _____ % Firm Price
(Do not split 50%-50%)

4. Total revenue

(U.S. operations only)

- Under \$500,000
- 500,000 to 1 Million
- 1 Million to 3 Million
- 3 Million to 6 Million
- 6 Million to 10 Million
- 10 Million to 20 Million
- 20 Million to 50 Million
- 50 Million and over

5. Number of employees in company as of May 1, 2024

6. Regions in which company works:

(Check only those regions that generated revenue noted in Item #4)

- 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
- or -
- All Regions

7. Time of the year wage structure updated or annual increase percentage determined:

8. Anticipated annual wage increase for 2024 *(average)*

_____ %

9. Actual annual wage increase for 2023 *(average)*

_____ %

10. Overtime compensation practices:

Journeyman – overtime paid for

- over 8 or for
- over 40:
 - Time and one half
 - Double time

Foreman – overtime paid for

- over 8 or for
- over 40:
 - Time and one half
 - Double time

CONFIDENTIAL RESPONSE –

Company names will not be listed as participants or associated with any specific wage or demographic data. This data is collected only to insure that the survey responses are valid and to record survey orders. **If you would like your FREE Summary e-mailed to you, please insert your e-mail address below.**

11. Prepared By: _____ **Phone No.:** _____

Company: _____ **e-mail:** _____

Mailing Address: _____

Street Address: _____

City: _____ **State:** _____ **Zip:** _____

Survey Order Information

All participants will receive FREE, a summary of the major findings of the Merit Shop Wage and Benefit Survey. To receive the full, detailed 180 page report, please complete the following . . .

- Survey Order Information**
- Participant order, send _____ copies at \$150.00/copy. OR . . .
 - Participant order (Book & Flash Drive), send _____ copies at \$245.00/copy.
 - Non-participant order, send _____ copies at \$570.00/copy. OR . . .
 - Non- Participant order, (Book & Flash Drive), send _____ copies at \$790.00/copy.

2024 MERIT SHOP WAGE AND BENEFIT SURVEY

Save and return to: barb@wageandsalary.com

Please respond to all positions applicable to your company. (Report all information effective May 1, 2024)

County: _____

State: _____

Metro Area: _____

CRAFT	JOURNEYMAN		FOREMAN		Fringe* Benefit Rate – %
	No. of Empl's	Average Hourly Rate	No. of Empl's	Average Hourly Rate	
<i>“Sample”</i>	12	23.85	2	26.50	19.1%
HVAC Mechanics					
Acoustical Worker					
Block/Stone Masons					
Boilermakers					
Brick Layers					
Carpenters					
Cement Masons					
Drywall Finishers					
Electricians					
Low Voltage Installer					
Insulators					
Ironworkers – REST'L					
Ironworkers – STRUCT					
Metal Building 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	
Sheet Metal Workers					
Sprinkler Fitters					
Welders					
Driver – Single Axle					
Driver – Tandem Axle					
Laborers, General					
Operator, Light Equip.					
Operator, Heavy Equip.					

BENEFIT INFORMATION

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

Benefit	Available (Yes or No)		Employer Pays All Costs (Check One)		Employee Shares Costs
3. Health Insurance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Dependent Health Ins.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Dental Insurance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Life Insurance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Disability Insurance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Pension Plan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Profit Sharing Plan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Does company have a bonus plan for craft employees?			<input type="checkbox"/> Yes	<input type="checkbox"/> No	
11. Does company have a performance appraisal system for craft employees?			<input type="checkbox"/> Yes	<input type="checkbox"/> 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 and the like. **DO NOT** include any benefit program required by law, such as social security.

Return By: May 31, 2024

**2024 MERIT SHOP
WAGE AND BENEFIT SURVEY
41st ANNUAL SURVEY**

Save and return to: barb@wageandsalary.com

Return By: May 31, 2024

Apprentice, helper, and top performing journeyman rates for selected craft positions.
Please respond to all positions applicable to your company.
(Report all information effective May 1, 2024)

If your firm has apprentices or trainees, indicate the number of employees and average hourly rate.
1st year apprentice is entry level – 3rd year apprentice is experienced, but not quite journeyman level.

If your firm utilizes helper classifications, indicate the number of employees and average hourly rate.

Indicate the actual hourly rate of your top journeyman (not foreman). This will be your best performer.

CRAFT	1ST YEAR APPRENTICE		3RD YEAR APPRENTICE	
	No. of Empl's	Average Hourly Rate	No. of Empl's	Average Hourly Rate
"Sample"	3	14.66	2	21.87
HVAC Mechanics				
Brick Layers				
Carpenters				
Cement Masons				
Electricians				
Ironworkers – REST'L				
Ironworkers – STRUCT				
Painters				
Pipe Fitters				
Plumbers				
Sheet Metal Workers				

HELPERS	
No. of Empl's	Average Hourly Rate
5	19.31

TOP JOURNEYMAN
Actual Hourly Rate
29.79

PER DIEM PRACTICES

Use per diem?
Per diem amount is \$ _____ per day.
All Contractors _____ % of the time used on construction projects.
Industrial Only _____ % of the time used on shutdowns, outages, etc.

Helpers/apprentices are eligible for per diem?
 Per diem's differ by location?
 Eligibility is determined by the distance needed to drive to the job?
• How many miles? _____ miles
• Other, please explain: _____

INCENTIVE PRACTICES

Currently providing incentives on projects?
Please indicate the type of incentives provided and the average amounts per hour.

	<u>Percent of Time Used</u>	<u>Amount Per Hour</u>
"Sample Incentive"	70%	\$1.00
Safety	_____	_____
Attendance	_____	_____
Completion	_____	_____
Productivity	_____	_____
Other _____	_____	_____

Return By: May 31, 2024