

**2023 MERIT SHOP  
WAGE AND BENEFIT SURVEY  
AGC 23**

Save and return to: [barb@wageandsalary.com](mailto:barb@wageandsalary.com)

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

Return By: May 31, 2023

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 (Single Family/less than four stories) |                                    |
| <input type="checkbox"/> 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 (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, 2023**

\_\_\_\_\_

**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 2023  
(average)**

\_\_\_\_\_ %

**9. Actual annual wage increase for 2022  
(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.

# 2023 MERIT SHOP WAGE AND BENEFIT SURVEY

Save and return to: [barb@wageandsalary.com](mailto:barb@wageandsalary.com)

Please respond to all positions applicable to your company. (Report all information effective May 1, 2023)

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

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

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

| CRAFT                   | JOURNEYMAN       |                           | FOREMAN          |                           | Fringe*<br>Benefit<br>Rate – % |
|-------------------------|------------------|---------------------------|------------------|---------------------------|--------------------------------|
|                         | No. of<br>Empl's | Average<br>Hourly<br>Rate | No. of<br>Empl's | Average<br>Hourly<br>Rate |                                |
| <b>“Sample”</b>         | <b>12</b>        | <b>23.85</b>              | <b>2</b>         | <b>26.50</b>              | <b>19.1%</b>                   |
| 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*<br>Benefit<br>Rate – % |
|------------------------|------------------|---------------------------|------------------|---------------------------|--------------------------------|
|                        | No. of<br>Empl's | Average<br>Hourly<br>Rate | No. of<br>Empl's | Average<br>Hourly<br>Rate |                                |
| Sheet Metal Workers    |                  |                           |                  |                           |                                |
| Sprinkler Fitters      |                  |                           |                  |                           |                                |
| Welders                |                  |                           |                  |                           |                                |
| Driver – Single Axle   |                  |                           |                  |                           |                                |
| Driver – Tandem Axle   |                  |                           |                  |                           |                                |
| Laborers, General      |                  |                           |                  |                           |                                |
| Operator, Light Equip. |                  |                           |                  |                           |                                |
| Operator, Heavy 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<br>(Yes or No) |                          | Employer Pays<br>All Costs                               | Employee<br>Shares Costs |
|---|--------------------------|--------------------------|--|--------------------------|
|   |                          |                          | (Check One)  |                          |
| 3. Health Insurance   | <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"/> |
| 5. Dental Insurance   | <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"/> |
| 7. Disability Insurance   | <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"/> |
| 9. Profit Sharing Plan  | <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, 2023**

# 2023 MERIT SHOP WAGE AND BENEFIT SURVEY 40th ANNUAL SURVEY

Save and return to: [barb@wageandsalary.com](mailto:barb@wageandsalary.com)

Return By: May 31, 2023

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, 2023)

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.

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

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

| HELPERS       |                     |
|---------------|---------------------|
| No. of Empl's | Average Hourly Rate |
| <b>5</b>      | <b>19.31</b>        |
|               |                     |
|               |                     |
|               |                     |
|               |                     |
|               |                     |
|               |                     |
|               |                     |
|               |                     |
|               |                     |
|               |                     |
|               |                     |
|               |                     |

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

| TOP JOURNEYMAN     |
|--------------------|
| Actual Hourly Rate |
| <b>29.79</b>       |
|                    |
|                    |
|                    |
|                    |
|                    |
|                    |
|                    |
|                    |
|                    |
|                    |
|                    |

## 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.

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

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