



(734) 429-1199

PERSONNEL ADMINISTRATION SERVICES, INC.

75 E. HENRY STREET  
SALINE, MICHIGAN 48176

April, 2021

## **38th ANNUAL MERIT SHOP WAGE AND BENEFIT SURVEY**

### *AGC Chapter Packet*

Dear AGC Member:

Here is your special AGC participation packet for the 2021 MERIT SHOP WAGE AND BENEFIT SURVEY. Your chapter has elected to participate in this survey in order to receive special compensation reports for your chapters geographical location. Please complete and return in the enclosed envelope, email to [barb@wageandsalary.com](mailto:barb@wageandsalary.com) or via fax to 734-429-8507 by May 28, 2021.

As an AGC member participating in this survey, you will receive a free special AGC Chapter report consisting of as many area breakdowns as your Chapter data will permit. In addition, you can purchase the full 180 page report for \$150.00, 70% off the regular survey price. Your free special AGC chapter report as well as the complete 2021 MERIT SHOP WAGE AND BENEFIT SURVEY will be printed and distributed in June.

We urge your participation in this survey. The more Chapter members that participate, the more reliable and useful the results will be. *Only participating member companies will receive the free Chapter report.*

Regarding the confidentiality of your company wage and benefit information, PAS insures complete confidentiality. Company names are NOT listed as participants or associated with any specific wage, benefit or demographic data. PAS warrants that individual company data is never made available to any organizations, under any circumstance, for any reason.

Should you have questions, comments or require additional information, please contact me directly. We encourage duplication of the survey response form for use by your peer or subsidiary companies.

Yours truly,

Jeffrey M. Robinson  
President

P.S. All participants will receive a free summary of the major findings of the Merit Shop Wage and Benefit Survey.

**2021 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 28, 2021

Please Complete All 11 Items

**1. Type of construction performed:**

*(check all that apply)*

- Commercial
- Industrial
- Institutional
- Residential *(Single Family/less than four stories)*
- Residential *(Four stories or more)*
- Heavy
- Highway
- Municipal

**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, 2021**

\_\_\_\_\_

**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 2021**

*(average)* \_\_\_\_\_ %

**9. Actual annual wage increase for 2020**

*(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 & CD option), send \_\_\_\_\_ copies at \$245.00/copy.
  - Non-participant order, send \_\_\_\_\_ copies at \$520.00/copy. OR . . .
    - Non-participant order (book & CD option), send \_\_\_\_\_ copies at \$760.00/copy.

## 2021 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, 2021)

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

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

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

CRAFT	JOURNEYMAN		FOREMAN		Fringe* Benefit Rate – %
	No. of Empl's	Average Hourly Rate	No. of Empl's	Average Hourly 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* 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 28, 2021**

