

**2026 OPEN SHOP HHM
WAGE AND BENEFIT SURVEY**

Please Complete ALL11 Items

1. Type of construction performed:
(check all that apply)

<input type="checkbox"/> Heavy Civil	<input type="checkbox"/> Bridge
<input type="checkbox"/> Highway	<input type="checkbox"/> Pipeline
<input type="checkbox"/> Municipal	<input type="checkbox"/> Rock Scaling
<input type="checkbox"/> Commercial Development	
<input type="checkbox"/> Residential Development	

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 2025 revenue
(U.S. operations only)

<input type="checkbox"/> Under \$500,000
<input type="checkbox"/> 500,000 to 1 million
<input type="checkbox"/> 1 Million to 3 Million
<input type="checkbox"/> 3 Million to 6 Million
<input type="checkbox"/> 6 Million to 10 Million
<input type="checkbox"/> 10 Million to 20 Million
<input type="checkbox"/> 20 Million to 50 Million
<input type="checkbox"/> 50 Million and over

5. Number of employees in company as of
January 1, 2026

Please save and email to barb@wageandsalary.com

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

AGC 23

Return By: February 6, 2026

6. Regions in which company works:
(Check only those regions that generated revenue
noted in Item #4)

<input type="checkbox"/> Region 1 – CT, MA, ME, NH, RI, VT
<input type="checkbox"/> Region 2 – NJ, NY
<input type="checkbox"/> Region 3 – DE, MD, PA, VA, WV, DC
<input type="checkbox"/> Region 4 – AL, FL, GA, KY, MS, NC, SC, TN
<input type="checkbox"/> Region 5 – IL, IN, MI, MN, OH, WI
<input type="checkbox"/> Region 6 – AR, LA, NM, OK, TX
<input type="checkbox"/> Region 7 – IA, KS, MO, NE
<input type="checkbox"/> Region 8 – CO, MT, ND, SD, UT, WY
<input type="checkbox"/> Region 9 – AZ, CA, HI, NV
<input type="checkbox"/> Region 10 – AK, ID, OR, WA
- or -
<input type="checkbox"/> All Regions

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

_____ %

**8. Anticipated annual wage increase for 2026
(average)**

_____ %

**9. Actual annual wage increase for 2025
(average)**

_____ %

10. Overtime compensation practices:

J journeyman – overtime paid for

<input type="checkbox"/> over 8 or for
<input type="checkbox"/> over 40:
<input type="checkbox"/> Time and one half
<input type="checkbox"/> Double time

F foreman – overtime paid for

<input type="checkbox"/> over 8 or for
<input type="checkbox"/> over 40:
<input type="checkbox"/> Time and one half
<input type="checkbox"/> 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. **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: _____

All participants will receive a FREE detailed report of the Open Shop Wage and Benefit Survey

**2026 OPEN SHOP HHM
WAGE AND BENEFIT SURVEY**

Please respond to all positions applicable to your company.
Do Not Report Davis-Bacon Wage Rates or Any Prevailing Wage Rate
(Report all information effective January 1, 2026)

County: _____
 State: _____
 Metro Area: _____

CRAFT	JOURNEYMAN		HIGHEST RATE	Fringe* Benefit Rate - %
	No. of Empl's	Average Hourly Rate	Highest Rate Paid in Craft	
“Sample”	12	19.85	22.50	19.1%
Asphalt Paving Operator				
Asphalt Plant Operator				
Asphalt Raker / Lute Person				
Asphalt Screed Operator				
Backhoe Operator				
Broom / Sweeper Operator				
Concrete Finisher				
Dozer Operator – Finish				
Dozer Operator – Rough				
Driller – Directional				
Excavator Operator				
Flagger				
Form Builder / Setter				
Front End Loader Operator				
勞工 – Skilled				

CRAFT	JOURNEYMAN		HIGHEST RATE	Fringe* Benefit Rate - %
	No. of Empl's	Average Hourly Rate	Highest Rate Paid in Craft	
Laborer – Unskilled				
Loader Operator – Plant				
Mechanic – Heavy Equipment				
Mechanic – Truck				
Motor Grader Operator				
Pipelayer				
QC Technician				
Roller Operator – Asphalt				
Roller Operator – Earth				
Scraper Operator				
Track Hoe Operator				
Truck Driver – Dump				
Truck Driver – Lowboy				
Truck Driver – Water				
Surveyor				
GPS Technician				

*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.

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**2026 OPEN SHOP HHM
WAGE AND BENEFIT
SURVEY**

Return By: February 6, 2025

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	Employee Shares Costs (Check One)			
3. Health Insurance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
4. Dependent Health Ins.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
5. Dental Insurance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
6. Life Insurance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
7. Disability Insurance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
8. Pension Plan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
9. Profit Sharing Plan	<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

PER DIEM PRACTICES

Use per diem?
Per diem amount is \$ _____ per day.
_____ % of the time used on construction projects.

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.

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

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