

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

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

Please Complete ALL 11 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)

- ☐ 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
January 1, 2026

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 2026
(average)

_____ %

9. Actual annual wage increase for 2025
(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. **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	
<i>“Sample”</i>	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				
Laborer – 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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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"/>	<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			

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.

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

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