

# 2025 OPEN SHOP HHM WAGE AND BENEFIT SURVEY

**Please save and email to [barb@wageandsalary.com](mailto:barb@wageandsalary.com)**

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

## AGC 23

Return By: February 3, 2025

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 |                                       |

**4. Total 2024 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

**2. Contract type *(based on revenue volume)*:**

\_\_\_\_\_ % Construction Volume  
 \_\_\_\_\_ % Service Volume  
*(Do not split 50%-50%)*

**5. Number of employees in company as of January 1, 2025**

\_\_\_\_\_

**3. Contract bid type *(based on revenue volume)*:**

\_\_\_\_\_ % Cost Plus *(any type)*  
 \_\_\_\_\_ % Firm Price  
*(Do not split 50%-50%)*

**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 2025 *(average)***

\_\_\_\_\_ %

**9. Actual annual wage increase for 2024 *(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**

## 2025 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, 2025)*

County: \_\_\_\_\_  
 State: \_\_\_\_\_  
 Metro Area: \_\_\_\_\_

CRAFT	JOURNEYMAN		HIGHEST RATE	Fringe* Benefit Rate – %
	No. of Empl's	Average Hourly Rate	Highest Rate Paid in Craft	
<b><i>“Sample”</i></b>	<b>12</b>	<b>19.85</b>	<b>22.50</b>	<b>19.1%</b>
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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## 2025 OPEN SHOP HHM WAGE AND BENEFIT SURVEY

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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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