

2005 STAFFING PAY AND BENEFITS SURVEY

JOB TITLE: CONSTRUCTION FOREMAN

Pay / Benefit Items	Low	High	Avg. Low	Avg. High	Annual Cost	Notes
Wages	\$10.00/hr	\$27.00/hr	\$12.64/hr	\$18.25/hr	\$36,500	<i>Avg. High of \$18.25 used for calculations based on 8 hrs per day for 5 days per week for 50 week per year</i>
Holidays (Days)	0	7 + 4 Personal	6.1		\$891	<i>Avg. High of \$18.25 used for calculations based on 8 hrs per day for 6.1 days</i>
Vacation (Days)	3	12	6.7		\$978	<i>Based on 2 yrs of service, 8 hrs per day for 6.7 days</i>
Health Insurance (Percent paid by Employer)	45%	100%	79%		\$1991	<i>Survey shows that 88% of companies pay some insurance benefit (Avg. monthly individual premium - \$210) Calculation based on \$210 X 79% for 12 months</i>
Bonus Plan	\$10	10% Salary	2% Salary		\$730	<i>Survey shows that 70% of companies pay some kind of bonus-calculation based on 2% bonus</i>
401K	40% Match	100% of 3% 80% next 2%	100% of 3%		\$1095	<i>Survey shows that 87% of companies have 401K match program – calculation based on 3% match</i>
Uniforms and Safety Equipment			\$10/wk		\$500	<i>Survey shows that 88% of companies pay 50% or more of these costs-calculation based on \$10 per week times 50 weeks</i>
Vehicle Allowance					\$8400	<i>Calculation based on \$.35/mile times an average of 2,000 mile per month times 12 mos</i>
Total Cost per year					\$51,085	

Kehoe & Co Survey Conducted April 2005

Twenty (20) companies surveyed in following areas: Northeast, Southeast, Great Lakes, Midwest, Southwest, West, Northwest