

## 2005 STAFFING PAY AND BENEFITS SURVEY

### JOB TITLE: CREW LABORER

Pay / Benefit Items	Low	High	Average	Avg. High	Annual Cost	Notes
<b>Wages</b>	\$6.50/hr	\$16.00/hr	\$7.78/hr	\$11.01/hr	\$22,020	<i>Avg. High of \$11.01 used for calculations based on 8 hrs per day for 5 days per week for 50 week per year</i>
<b>Holidays (Days)</b>	0	9.5	5.4		\$476	<i>Avg. High of \$11.01 used for calculations based on 8 hrs per day for 5.4 days</i>
<b>Vacation (Days)</b>	3	12	5.7		\$502	<i>Based on 2 yrs of service, 8 hrs per day for 5.7 days</i>
<b>Health Insurance (Percent paid by Employer)</b>	50%	100%	76%		\$2034	<i>Survey shows that 59% of companies pay some insurance benefit (Avg. monthly individual premium - \$223) Calculation based on \$223 X 76% for 12 months</i>
<b>Bonus Plan</b>	\$10	10% Salary	2% Salary		\$440	<i>Survey shows that 65% of companies pay some kind of bonus-calculation based on 2% bonus</i>
<b>401K</b>	40% Match	100% of 3% 80% next 2%	100% of 3%		\$661	<i>Survey shows that 88% of companies have 401K match program – calculation based on 3% match</i>
<b>Uniforms and Safety Equipment</b>			\$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>
<b>Vehicle Allowance</b>					N/A	<i>Calculation based on \$.35/mile times an average of 2,000 mile per month</i>
<b>Total Cost per year</b>					<b>\$26,633</b>	

#### Kehoe & Co Survey Conducted April 2005

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