

## 2005 STAFFING PAY AND BENEFITS SURVEY

### JOB TITLE: MAINTENANCE FOREMAN

Pay / Benefit Items	Low	High	Avg. Low	Avg. High	Annual Cost	Notes
<b>Wages</b>	\$8.00/hr	\$18.00/hr	\$11.12/hr	\$15.26/hr	\$30,520	<i>Avg. High of \$15.26 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	7+ 4 Personal	5.8		\$708	<i>Avg. High of \$15.26 used for calculations based on 8 hrs per day for 5.8 days</i>
<b>Vacation (Days)</b>	2	12	7.0		\$860	<i>Based on 2 yrs of service, 8 hrs per day for 7.0 days</i>
<b>Health Insurance (Percent paid by Employer)</b>	45%	100%	76%		\$2034	<i>Survey shows that 82% 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		\$610	<i>Survey shows that 70% 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%		\$916	<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>					\$8400	<i>Calculation based on \$.35/mile times an average of 2,000 mile per month times 12 mos</i>
<b>Total Cost per year</b>					<b>\$44,548</b>	

#### Kehoe & Co Survey Conducted April 2005

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