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# Construction Industry Occupational Wage Survey Results

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2015



BRAD AVAKIAN  
COMMISSIONER



CHRISTIE HAMMOND  
DEPUTY COMMISSIONER

## BUREAU OF LABOR AND INDUSTRIES

December, 2015

Each year, the State of Oregon Employment Department (OED), under the direction of the Bureau of Labor and Industries (BOLI), conducts a comprehensive geographical wage survey of the construction industry.

This publication summarizes the data collected by the Employment Department from the survey conducted in 2015. This is the data that provided the basis for the Bureau's determinations for the January 2016 Prevailing Wage Rate publication.

While completion of the annual wage survey is mandatory under state law, individual employer survey responses are confidential. This publication protects that confidentiality by limiting the published data to occupations and geographic areas where there were a minimum of three reporting employers and no single firm made up 80 percent or more of the reported hours.

The results of the 2015 survey reflect more than two million hours of work performed by Oregon construction workers in over 50 craft occupations during four preselected weeks of construction activity in the previous twelve months. Data was collected in fourteen geographical regions specified in state law.

This is the nineteenth annual survey that has been conducted by OED/BOLI. A funding mechanism to conduct these surveys was established by the 1995 Legislature.

The Prevailing Wage Rate (PWR) law is designed to represent the interests of all Oregonians. For workers, it establishes the minimum wage to be paid for the particular type of construction work performed. For construction industry contractors, the law provides a more competitive opportunity to perform public construction work. And for taxpayers, the PWR law serves to assure quality workmanship at a fair price.

A handwritten signature in blue ink, appearing to read "B. Avakian", is positioned above the printed name and title.

Brad Avakian  
Commissioner

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# FOREWORD

The Oregon Prevailing Wage Rate (PWR) Law applies to public works projects involving construction, reconstruction, major renovation, or painting when the total contract price exceeds \$50,000.

In 1995, the Legislature established a fee for all state public works projects to pay for the education and enforcement of the state's Prevailing Wage Rate laws and wage surveys. The Oregon Employment Department, directed by the Bureau of Labor and Industries, conducted the first construction wage survey in 1996. In 1997, the Legislature required that the Labor Commissioner rely on the survey in making wage rate determinations. If the Commissioner determines that there is insufficient data in a locality to establish the prevailing wage rate for an occupation, the law directs the Commissioner to consider additional information such as collective bargaining agreements, other independent wage surveys, and the prevailing wage rates determined by appropriate federal agencies or agencies of adjoining states.

This publication summarizes the data collected in the 2015 Construction Industry Occupational Wage Survey. While these data form the basis for rate determinations, the data included in this publication are not the official prevailing wage rates. The Commissioner considers occupational and geographical combinations, as well as other available information, in determining the prevailing wage rates.

The current applicable prevailing wage rates to be used on public works projects are available on the bureau's website [www.oregon.gov/boli](http://www.oregon.gov/boli) or upon request by contacting:

Oregon Bureau of Labor and Industries  
Prevailing Wage Rate Unit  
800 NE Oregon Street Suite 1045  
Portland, OR 97232  
971.673.0839

For more information relating to this report, contact:

Jason Payton  
Oregon Employment Department  
Wage Unit, Room 207  
875 Union Street NE  
Salem, OR 97311  
503.947.1239

# Methodology

## **Population**

The survey universe was constructed using a list of firms from the Oregon Employment Department's Quarterly Census of Employment & Wages (QCEW) database. Each firm in the database is assigned to an industry using the North American Industry Classification System (NAICS). Any firm classified within a construction related industry is included in the survey universe.

Lists of construction associations were screened to ensure association members were included, but not duplicated, in the survey population. The Construction Contractor's Board (CCB) also supplied a list of out-of-state commercial contractors registered in Oregon.

All firms in the universe were sent a preliminary postcard. The postcard was used to; inform firms that they would receive the survey, ask about recent construction activity, make address corrections, remove firms not within the scope of the survey, and to identify which establishments were no longer in business.

## **Data Collected**

Firms report information for four pre-selected work weeks. If a firm performed work on a qualifying non-residential project, the survey will ask them to report information for the employees working on the job site. They provide the occupation, hours worked, basic hourly wage, fringe benefit, and skill of reported employees. The firm identifies the Wage Rate Region where the work took place as well as indicate whether the employee was party to a union contract. The survey did not seek information about corporate officers, office staff, or residential project employees. A sample survey form is presented in the Appendix.

## **Data Presentation and Confidentiality**

This report presents the data by occupation. To ensure the confidentiality of information provided by survey respondents, results are screened before release. Results for a region are released if three or more firms reported data, and no single firm made up 80 percent or more of the hours reported.

In the "Wage Data by Occupation" section, regions determined to be confidential were grouped and reported where possible. These groupings are designed to report as much detailed regional data as possible. They do not necessarily correspond to the Wage Rate Regions used by the Labor Commissioner in determining the prevailing wage rate. Similar occupations are grouped to correspond with the groupings in the Prevailing Wage Rate publication.

The hourly wage and benefit columns are all average values, weighted by hours. For instance, the wage of someone who works forty hours will have more influence on the weighted average than the wage of someone who only works ten hours. These calculations are explained in the Definitions section of the Appendix.

# Changes to the Survey

In 2013, the Oregon Employment Department presented an evaluation of the survey to the BOLI Commissioner and Prevailing Wage Advisory Committee. Recommendations were made to increase the validity and relevance of the survey results. Based on those recommendations, the Commissioner approved survey changes that were then implemented in 2014 and 2015. These changes included;

## **Occupation-Reporting Table**

All occupation-region combinations were required to be reported in 2014. In an effort to reduce the burden on contractors a new trade-based table was added to the survey in 2015. The table identified trades that were required or not required to be reported. The current table showing the occupation combinations that firms were required to report for can be found in the Appendix.

With each year a different group of trades will be identified as “Not Required.” A copy of the Occupation Reporting Schedule can be found in the Appendix.

## **Trade Data Aged Forward**

To account for the absence of information for trades identified as “Not Required,” the hours reported for these trades in 2014 were used to estimate wages in 2015. Wage and benefit estimates were increased based on changes to the US Bureau of Labor Statistics’ Employer Cost Index. More details on the Employer Cost Index can be found in the Appendix.

# Survey Limitations

The Construction Industry Occupational Wage Survey collects information from non-residential construction projects fitting specific criteria. It does not include residential construction projects, minor renovations, or maintenance and service work on existing buildings.

Survey results are based on reported hours for journey-level workers. Results are not a measure of the activity of apprentice or entry-level workers.

The “Wage Rate Region” reflects where the work took place, rather than where the firm resides.

Results are based on surveys returned to the Oregon Employment Department by November 4, 2015.

# Survey Response Summary

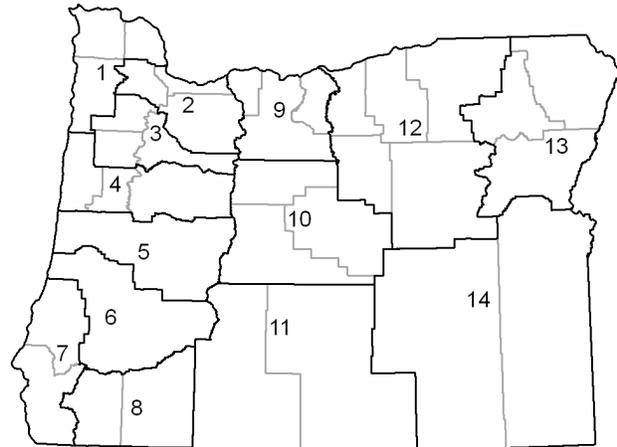
Surveys were sent to 5,538 firms who may have performed some work or service on a non-residential construction project in Oregon over the past year. A total of 2,205 firms reported journey, and sub-journey data. Of those reporting data, 2,061 firms reported journey-level wage and benefit information. The other firms in the survey were either not required to report data (2,498), provided information that was incomplete or unusable (59), or did not respond (788).

<b>2015 Response Details</b>	
Total Firms Surveyed	5,538
Total Surveys Returned	4,751
Surveys Reporting Data	2,205
Surveys with Usable Data*	2,061
Non-Responses	788
Response Rate	85.8%
 <b>Reasons for not Reporting Data</b>	
Not Required to Report	812
Residential Projects Only	866
No Employees	155
Inactive During Survey Weeks	365
Closed	35
Out of Scope of Survey	169
Sub-Contracted All Work	96
Duplicate Responder	12
Incomplete or Problematic	36
 <b>Total Hours Used for 2015 Report</b>	 2,451,804

# Survey Response Summary (Continued)

## Statewide Summary

The Construction Industry Occupational Wage Survey collected information from 4,751 firms performing work on non-residential construction projects. Nearly 2.5 million Journey-level hours were reported by firms. The table below shows the summary results for each Wage Rate Region collected by the survey. Over 48 percent of the hours reported were reported for employees performing work under a trade union contract or collective bargaining agreement. The average hourly wage for all trades was \$30.31.



In addition to an hourly wage, 78 percent of reporting firms had at least one employee receive some kind of fringe benefit. Examples of fringe benefits include health insurance, defined contributions to a retirement plan, paid leave, contributions toward training, life insurance, etc. The average fringe benefit among firms who reported was \$12.55.

Wage Rate Region	Firms Reporting	Hours Reported	Percent Union	Hourly Rate	Fringe w/zeros	Fringe w/o zeros
1	286	69,017	47.0%	\$30.98	\$11.54	\$12.90
2	1,439	1,382,056	56.9%	\$31.17	\$11.82	\$13.30
3	623	171,166	30.7%	\$27.71	\$8.09	\$9.85
4	482	133,181	45.2%	\$30.45	\$10.64	\$12.01
5	517	211,750	40.3%	\$29.33	\$9.45	\$11.62
6	182	47,163	40.3%	\$27.80	\$7.78	\$10.40
7	139	31,501	21.5%	\$26.71	\$7.80	\$9.69
8	262	82,675	37.0%	\$27.34	\$8.68	\$11.59
9	193	51,277	52.6%	\$32.99	\$13.27	\$13.81
10	334	131,884	29.7%	\$29.08	\$9.17	\$11.08
11	128	27,959	18.3%	\$26.04	\$7.50	\$10.53
12	278	85,629	51.7%	\$31.71	\$11.97	\$13.16
13	97	19,312	19.8%	\$27.54	\$7.41	\$10.76
14	62	7,233	12.0%	\$23.43	\$4.55	\$8.74
State Total	2,703	2,451,804	48.7%	\$30.31	\$10.84	\$12.55

*Region count of Firms Reporting does not add up to State Total. Some firms reported in more than one Wage Rate Region.*

# Wage Data By Occupation

The following section contains wage estimates for occupations by wage rate region. To see a breakout of what counties are included in specific regions, see the wage rate regions table found in the Appendix.

The number of Firms Reporting found in the following section show the count of unique firm-occupation-region combinations. The hourly wage and benefit columns are all average values weighted by hours. For instance, the wage of someone who works forty hours will have more influence on the average than the wage of someone who works ten hours. These calculations are explained in the Definitions section of the Appendix.

To see the most current definitions for all occupations go to the BOLI website,

[http://www.oregon.gov/BOLI/WHDPWR/pwr\\_book.shtml](http://www.oregon.gov/BOLI/WHDPWR/pwr_book.shtml)

## Balance of State

To ensure the confidentiality of information provided by survey respondents results for a region are only released if three or more firms reported data, and no single firm made up 80 or more percent of the hours reported. Regions that did not pass this threshold were combined and reported in a balance of state (BOS) grouping. These groupings are designed to report as much detailed regional data as possible. The BOS regions do not necessarily correspond to the Wage Rate Regions used by the Labor Commissioner in determining the prevailing wage rate.

## Aged Estimates

Some occupations were not required to be reported in 2015. If an occupation was not required, wage data from 2014 was aged using measures of the Employer Cost Index. An (ECI) next to the name of the occupation indicates that wage estimates from 2014 were aged forward.

## Example <sup>(ECI)</sup>

Wage Rate Region	Firms Reporting	Hours Reported	Percent Union	Hourly Rate	Fringe w/zeros	Fringe w/o zeros
1	3	625	100.0%	\$34.80	\$10.43	\$10.43
2	12	18,608	95.2%	\$40.43	\$18.11	\$18.18
3	5	564	100.0%	\$41.59	\$18.26	\$18.26
5	6	1,335	85.3%	\$38.78	\$17.62	\$20.15
8	3	754	100.0%	\$36.60	\$19.28	\$19.28
10	3	194	57.7%	\$28.78	\$11.12	\$19.29
BOS*	23	4,352	89.3%	\$28.75	\$8.33	\$8.33
Wage Rate Region Total	55	26,432	94.5%	\$38.56	\$16.70	\$16.93

\*Balance of State - Wage Rate Regions are grouped to maintain confidentiality

## Asbestos Worker and Insulator

Wage Rate Region	Firms Reporting	Hours Reported	Percent Union	Hourly Rate	Fringe w/zeros	Fringe w/o zeros
1	6	993	88.2%	\$41.47	\$18.16	\$19.83
2	13	7,226	92.7%	\$40.26	\$17.86	\$17.96
3	5	592	82.3%	\$38.41	\$16.58	\$16.58
4	6	963	55.5%	\$28.53	\$10.18	\$10.18
5	7	2,991	100.0%	\$35.50	\$14.17	\$14.17
6	3	425	100.0%	\$32.18	\$15.33	\$15.33
8	3	494	100.0%	\$39.03	\$19.67	\$19.67
11	3	295	100.0%	\$30.67	\$12.78	\$12.83
12	6	354	35.6%	\$24.41	\$5.91	\$5.91
13	3	423	83.0%	\$34.47	\$15.14	\$15.97
BOS*	6	994	85.9%	\$41.72	\$16.83	\$17.81
Wage Rate Region Total	61	15,750	89.7%	\$37.79	\$16.15	\$16.36

\*Balance of State - Wage Rate Regions are grouped to maintain confidentiality

## Boilermaker

Wage Rate Region	Firms Reporting	Hours Reported	Percent Union	Hourly Rate	Fringe w/zeros	Fringe w/o zeros
1	7	704	34.8%	\$32.76	\$13.22	\$14.19
2	10	1,339	43.3%	\$31.79	\$10.64	\$12.40
8	3	1,181	0.0%	\$26.32	\$1.95	\$3.07
BOS*	13	3,515	86.3%	\$33.19	\$24.16	\$25.31
Wage Rate Region Total	33	6,739	57.2%	\$31.66	\$16.44	\$18.74

\*Balance of State - Wage Rate Regions are grouped to maintain confidentiality

## Bricklayer and Stonemason

Wage Rate Region	Firms Reporting	Hours Reported	Percent Union	Hourly Rate	Fringe w/zeros	Fringe w/o zeros
1	5	190	81.1%	\$31.90	\$13.06	\$13.06
2	30	21,700	52.3%	\$31.88	\$11.93	\$12.93
3	14	3,178	22.8%	\$30.85	\$6.04	\$9.58
4	7	1,672	92.4%	\$34.28	\$17.03	\$17.06
5	9	3,806	57.5%	\$33.26	\$11.50	\$16.64
BOS*	10	1,721	22.7%	\$28.93	\$7.64	\$14.25
Wage Rate Region Total	75	32,266	50.7%	\$31.91	\$11.34	\$13.34

\*Balance of State - Wage Rate Regions are grouped to maintain confidentiality

## Bridge and Highway Carpenter (ECI)

Wage Rate Region	Firms Reporting	Hours Reported	Percent Union	Hourly Rate	Fringe w/zeros	Fringe w/o zeros
1	6	437	79.4%	\$39.83	\$15.37	\$15.37
2	16	10,451	70.8%	\$33.82	\$14.44	\$14.49
3	4	446	1.6%	\$34.27	\$13.80	\$13.80
4	6	469	9.3%	\$33.65	\$14.30	\$14.30
5	7	2,557	20.8%	\$33.57	\$14.22	\$14.22
7	5	804	56.5%	\$36.06	\$15.31	\$15.31
8	3	547	76.7%	\$34.70	\$15.77	\$15.77
12	3	196	53.6%	\$34.90	\$14.91	\$14.91
BOS*	7	1,362	29.1%	\$34.93	\$13.79	\$14.95
Wage Rate Region Total	57	17,268	56.2%	\$34.18	\$14.45	\$14.57

\*Balance of State - Wage Rate Regions are grouped to maintain confidentiality

Note: Wages aged using ECI. See Appendix for details.

## Carpenter Group 1

Wage Rate Region	Firms Reporting	Hours Reported	Percent Union	Hourly Rate	Fringe w/zeros	Fringe w/o zeros
1	46	6,517	27.2%	\$29.01	\$9.06	\$10.59
2	283	216,898	53.3%	\$29.45	\$9.75	\$11.69
3	99	27,999	29.0%	\$26.92	\$7.50	\$8.78
4	85	17,504	52.7%	\$30.03	\$10.65	\$12.48
5	91	34,117	37.5%	\$28.27	\$8.61	\$10.96
6	29	3,086	21.2%	\$25.55	\$5.85	\$9.52
7	17	2,360	45.7%	\$29.93	\$10.15	\$14.08
8	32	8,506	18.8%	\$25.06	\$5.47	\$10.33
9	32	3,228	27.7%	\$28.78	\$8.93	\$11.76
10	70	24,037	19.2%	\$26.27	\$7.29	\$10.92
11	22	5,782	13.5%	\$25.71	\$5.03	\$11.63
12	45	10,662	37.2%	\$29.71	\$10.51	\$12.46
13	13	2,803	0.0%	\$23.24	\$2.25	\$5.91
14	11	1,597	0.0%	\$20.48	\$2.10	\$7.32
Wage Rate Region Total	875	365,094	44.1%	\$28.68	\$9.06	\$11.33

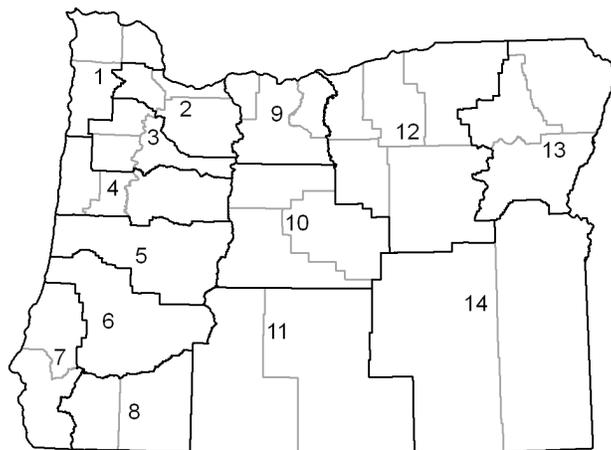
## Carpenter Group 2

Wage Rate Region	Firms Reporting	Hours Reported	Percent Union	Hourly Rate	Fringe w/zeros	Fringe w/o zeros
1	4	850	13.8%	\$26.01	\$4.54	\$14.42
2	14	6,791	59.8%	\$30.25	\$10.75	\$12.09
3	7	790	33.7%	\$29.34	\$8.84	\$8.84
4	4	163	76.7%	\$29.39	\$13.06	\$15.21
5	6	661	79.3%	\$32.10	\$12.56	\$12.56
8	3	313	0.0%	\$22.57	\$2.37	\$2.46
13	3	227	0.0%	\$29.55	\$10.81	\$10.81
BOS*	6	425	23.1%	\$29.87	\$5.74	\$6.24
Wage Rate Region Total	47	10,220	50.8%	\$29.67	\$9.78	\$11.33

\*Balance of State - Wage Rate Regions are grouped to maintain confidentiality

# Cement Mason

Wage Rate Region	Firms Reporting	Hours Reported	Percent Union	Hourly Rate	Fringe w/zeros	Fringe w/o zeros
1	16	1,021	19.3%	\$25.34	\$7.65	\$13.89
2	68	31,521	60.8%	\$28.66	\$12.95	\$14.84
3	34	5,358	19.1%	\$25.70	\$6.75	\$9.66
4	31	4,494	19.8%	\$26.87	\$8.16	\$11.49
5	24	9,693	17.2%	\$24.15	\$6.30	\$13.71
6	11	797	35.7%	\$27.26	\$10.73	\$17.25
7	6	1,164	0.0%	\$24.44	\$6.48	\$16.70
8	16	2,976	5.6%	\$23.91	\$7.26	\$10.68
9	7	872	2.8%	\$28.01	\$14.04	\$14.04
10	19	4,835	9.6%	\$25.73	\$10.15	\$12.50
11	6	698	0.0%	\$22.96	\$7.48	\$13.28
12	20	2,238	34.9%	\$26.73	\$8.52	\$10.17
13	4	395	0.0%	\$25.20	\$9.76	\$14.43
14	3	232	0.0%	\$21.11	\$2.46	\$2.99
Wage Rate Region Total	265	66,292	37.2%	\$26.89	\$10.22	\$13.56



## Diver <sup>(ECI)</sup>

Wage Rate Region	Firms Reporting	Hours Reported	Percent Union	Hourly Rate	Fringe w/zeros	Fringe w/o zeros
2	3	156	100.0%	\$79.69	\$14.61	\$14.61
*BOS	7	172	100.0%	\$80.90	\$14.76	\$14.76
Wage Rate Region Total	10	328	100.0%	\$80.33	\$14.69	\$14.69

\*Balance of State - Wage Rate Regions are grouped to maintain confidentiality

Note: Wages aged using ECI. See Appendix for details.

## Diver's Tender <sup>(ECI)</sup>

Wage Rate Region	Firms Reporting	Hours Reported	Percent Union	Hourly Rate	Fringe w/zeros	Fringe w/o zeros
2	3	433	100.0%	\$38.77	\$14.49	\$14.49
BOS*	6	396	100.0%	\$39.68	\$14.75	\$14.75
Wage Rate Region Total	9	829	100.0%	\$39.20	\$14.62	\$14.62

\*Balance of State - Wage Rate Regions are grouped to maintain confidentiality

Note: Wages aged using ECI. See Appendix for details.

## Dredger <sup>(ECI)</sup>

Wage Rate Region	Firms Reporting	Hours Reported	Percent Union	Hourly Rate	Fringe w/zeros	Fringe w/o zeros
Wage rates are not published for this occupation in order to maintain confidentiality.						

## Drywall, Lather, Acoustical Carpenter and Ceiling Installer

Wage Rate Region	Firms Reporting	Hours Reported	Percent Union	Hourly Rate	Fringe w/zeros	Fringe w/o zeros
2	44	55,590	83.4%	\$33.09	\$13.12	\$14.40
3	13	4,203	69.0%	\$30.32	\$11.07	\$13.20
4	14	5,510	92.9%	\$34.70	\$13.84	\$14.41
5	14	9,219	91.9%	\$33.02	\$13.74	\$14.71
9	3	736	93.1%	\$34.27	\$13.82	\$13.82
10	10	4,532	67.5%	\$31.81	\$11.36	\$14.35
12	7	2,119	85.2%	\$33.03	\$13.14	\$14.02
BOS*	19	5,514	17.6%	\$26.79	\$7.51	\$12.71
Wage Rate Region Total	124	87,423	79.4%	\$32.59	\$12.70	\$14.29

\*Balance of State - Wage Rate Regions are grouped to maintain confidentiality

## Drywall Taper

Wage Rate Region	Firms Reporting	Hours Reported	Percent Union	Hourly Rate	Fringe w/zeros	Fringe w/o zeros
1	4	380	4.0%	\$28.60	\$9.38	\$9.38
2	37	19,679	57.9%	\$28.55	\$8.77	\$11.38
3	13	2,332	81.3%	\$30.97	\$12.48	\$14.85
4	13	2,659	92.4%	\$31.45	\$11.91	\$12.31
5	10	2,508	91.9%	\$30.34	\$12.06	\$12.86
8	3	985	0.0%	\$21.81	\$3.43	\$7.01
9	4	735	96.3%	\$30.00	\$11.85	\$11.85
10	6	1,387	74.5%	\$31.71	\$12.22	\$13.63
12	4	461	26.2%	\$28.15	\$9.14	\$14.00
BOS*	5	327	39.8%	\$32.83	\$13.36	\$13.78
Wage Rate Region Total	99	31,453	63.7%	\$29.12	\$9.69	\$11.95

\*Balance of State - Wage Rate Regions are grouped to maintain confidentiality

## Electrician

Wage Rate Region	Firms Reporting	Hours Reported	Percent Union	Hourly Rate	Fringe w/zeros	Fringe w/o zeros
1	28	7,993	83.1%	\$39.27	\$17.33	\$18.10
2	171	183,263	69.9%	\$38.71	\$15.99	\$16.52
3	70	19,234	58.4%	\$36.89	\$12.59	\$13.80
4	55	23,652	64.9%	\$36.62	\$12.34	\$12.86
5	54	25,351	31.1%	\$34.08	\$7.81	\$8.27
6	23	4,455	29.2%	\$31.59	\$8.37	\$9.42
7	12	3,851	43.3%	\$32.61	\$8.13	\$8.59
8	39	13,154	54.8%	\$30.45	\$10.97	\$12.57
9	21	17,848	86.3%	\$40.11	\$18.11	\$18.14
10	40	21,428	44.9%	\$34.55	\$11.10	\$11.41
11	17	3,216	43.3%	\$29.06	\$8.66	\$9.70
12	36	18,447	66.3%	\$37.00	\$14.32	\$14.54
13	16	2,909	17.5%	\$30.42	\$4.35	\$6.68
14	7	617	0.0%	\$24.03	\$3.06	\$3.68
Wage Rate Region Total	589	345,415	63.2%	\$37.20	\$14.13	\$14.77

## Elevator Constructor, Installer and Mechanic

Wage Rate Region	Firms Reporting	Hours Reported	Percent Union	Hourly Rate	Fringe w/zeros	Fringe w/o zeros
Wage rate regions are not published for this occupation in order to maintain confidentiality.						
Wage Rate Region Total	14	1,362	100.0%	\$49.45	\$27.12	\$27.12

## Fence Constructor (Non-Metal)

Wage Rate Region	Firms Reporting	Hours Reported	Percent Union	Hourly Rate	Fringe w/zeros	Fringe w/o zeros
Wage rates are not published for this occupation in order to maintain confidentiality.						

## Fence Erector (Metal)

Wage Rate Region	Firms Reporting	Hours Reported	Percent Union	Hourly Rate	Fringe w/zeros	Fringe w/o zeros
2	11	2,532	0.0%	\$20.07	\$3.20	\$4.92
3	7	1,253	0.0%	\$17.57	\$2.94	\$3.21
4	5	362	0.0%	\$17.26	\$3.41	\$3.94
BOS*	17	2,027	0.0%	\$18.65	\$1.98	\$3.24
Wage Rate Region Total	40	6,173	0.0%	\$18.93	\$2.76	\$3.92

\*Balance of State - Wage Rate Regions are grouped to maintain confidentiality

## Flagger (ECI)

Wage Rate Region	Firms Reporting	Hours Reported	Percent Union	Hourly Rate	Fringe w/zeros	Fringe w/o zeros
1	7	628	0.0%	\$21.59	\$9.48	\$9.48
2	22	8,209	43.7%	\$17.10	\$5.63	\$7.72
3	5	868	32.3%	\$16.03	\$4.39	\$12.93
4	8	1,299	9.2%	\$18.24	\$5.87	\$12.46
5	3	196	40.8%	\$22.80	\$12.96	\$12.96
6	4	334	37.3%	\$23.10	\$12.09	\$12.09
7	3	751	0.0%	\$19.08	\$13.63	\$13.63
8	5	458	72.6%	\$19.97	\$9.40	\$12.69
9	3	170	0.0%	\$18.91	\$9.21	\$12.95
10	3	201	0.0%	\$22.30	\$11.77	\$12.58
BOS*	4	386	0.0%	\$21.82	\$11.90	\$13.71
Wage Rate Region Total	67	13,497	33.5%	\$18.02	\$6.91	\$9.53

\*Balance of State - Wage Rate Regions are grouped to maintain confidentiality

Note: Wages aged using ECI. See Appendix for details.

## Glazier

Wage Rate Region	Firms Reporting	Hours Reported	Percent Union	Hourly Rate	Fringe w/zeros	Fringe w/o zeros
2	17	14,852	57.6%	\$29.52	\$12.16	\$13.13
3	10	2,089	47.8%	\$29.03	\$9.37	\$9.74
4	8	2,708	96.5%	\$32.79	\$17.79	\$17.79
5	5	3,307	61.3%	\$29.10	\$11.96	\$18.09
7	3	142	33.9%	\$27.04	\$8.75	\$8.75
12	4	358	0.0%	\$21.20	\$7.82	\$10.07
BOS*	12	2,307	7.0%	\$23.93	\$9.34	\$12.48
Wage Rate Region Total	59	25,762	55.9%	\$29.14	\$12.17	\$13.75

\*Balance of State - Wage Rate Regions are grouped to maintain confidentiality

## Hazardous Material Handler / Mechanic

Wage Rate Region	Firms Reporting	Hours Reported	Percent Union	Hourly Rate	Fringe w/zeros	Fringe w/o zeros
Wage rate regions are not published for this occupation in order to maintain confidentiality.						
Wage Rate Region Total	5	1,398	0.0%	\$16.30	\$0.58	\$4.75

Wage Rate Regions are grouped to maintain confidentiality

## Highway and Parking Striper (ECI)

Wage Rate Region	Firms Reporting	Hours Reported	Percent Union	Hourly Rate	Fringe w/zeros	Fringe w/o zeros
1	3	358	15.4%	\$18.76	\$1.72	\$11.22
2	9	1,809	33.9%	\$22.97	\$4.69	\$9.94
3	3	229	61.3%	\$28.33	\$6.88	\$11.23
4	4	235	0.0%	\$20.62	\$2.61	\$3.24
5	3	234	30.4%	\$25.62	\$7.01	\$9.98
10	3	478	0.0%	\$30.05	\$6.20	\$7.25
BOS*	8	228	43.9%	\$27.26	\$6.68	\$9.27
Wage Rate Region Total	33	3,570	27.4%	\$24.13	\$4.88	\$8.81

\*Balance of State - Wage Rate Regions are grouped to maintain confidentiality

Note: Wages aged using ECI. See Appendix for details.

## Ironworker

Wage Rate Region	Firms Reporting	Hours Reported	Percent Union	Hourly Rate	Fringe w/zeros	Fringe w/o zeros
1	10	1,366	73.7%	\$35.62	\$21.53	\$21.53
2	71	59,807	69.9%	\$32.50	\$16.35	\$17.88
3	29	3,810	40.0%	\$29.94	\$12.16	\$14.64
4	16	2,529	39.4%	\$34.69	\$19.79	\$19.84
5	29	8,921	36.3%	\$27.52	\$10.15	\$11.42
6	8	762	3.0%	\$25.08	\$4.39	\$8.86
7	5	716	15.0%	\$31.14	\$16.15	\$16.15
8	14	2,069	55.2%	\$32.51	\$17.27	\$17.28
9	11	392	31.3%	\$28.43	\$9.82	\$12.83
10	21	2,870	21.3%	\$27.30	\$8.37	\$17.32
11	10	1,408	44.3%	\$31.15	\$16.05	\$18.74
12	20	2,348	35.7%	\$31.44	\$13.58	\$15.55
BOS*	4	466	50.4%	\$29.52	\$14.03	\$18.23
Wage Rate Region Total	248	87,462	59.8%	\$31.66	\$15.25	\$17.07

\*Balance of State - Wage Rate Regions are grouped to maintain confidentiality

## Laborer Groups

### Laborer Group 1 (ECI)

Wage Rate Region	Firms Reporting	Hours Reported	Percent Union	Hourly Rate	Fringe w/zeros	Fringe w/o zeros
1	48	5,291	37.6%	\$25.47	\$8.90	\$10.63
2	267	90,495	46.3%	\$24.52	\$9.13	\$10.12
3	96	11,765	15.3%	\$22.71	\$6.84	\$7.94
4	79	9,881	32.6%	\$23.67	\$8.47	\$9.30
5	92	12,764	33.3%	\$23.72	\$7.36	\$9.48
6	32	6,702	65.2%	\$22.77	\$6.43	\$10.61
7	34	4,196	25.8%	\$24.22	\$7.76	\$9.59
8	44	10,456	29.2%	\$23.59	\$8.45	\$10.17
9	27	4,127	46.0%	\$23.88	\$9.35	\$9.85
10	54	11,505	16.0%	\$22.83	\$6.53	\$7.51
11	13	1,059	0.0%	\$21.89	\$3.77	\$10.60
12	63	11,365	44.5%	\$23.66	\$8.58	\$10.30
13	23	2,024	2.0%	\$24.94	\$8.31	\$10.85
14	10	802	4.9%	\$19.49	\$4.66	\$8.22
Wage Rate Region Total	882	182,429	38.6%	\$24.00	\$8.39	\$9.75

Note: Wages aged using ECI. See Appendix for details.

## Laborer Groups (Continued)

### Laborer Group 2 <sup>(ECI)</sup>

Wage Rate Region	Firms Reporting	Hours Reported	Percent Union	Hourly Rate	Fringe w/zeros	Fringe w/o zeros
1	17	1,272	39.4%	\$25.40	\$8.94	\$10.02
2	146	40,761	47.0%	\$24.61	\$8.75	\$10.81
3	52	5,616	24.8%	\$23.20	\$6.86	\$10.20
4	38	4,296	33.9%	\$25.10	\$9.07	\$10.23
5	37	5,169	52.7%	\$25.41	\$11.22	\$11.38
6	11	1,433	19.0%	\$22.24	\$5.79	\$8.40
7	16	1,128	10.4%	\$24.86	\$8.58	\$10.37
8	27	3,086	58.4%	\$26.18	\$10.28	\$10.57
10	15	1,565	24.4%	\$23.94	\$8.73	\$8.81
11	9	1,648	14.0%	\$20.15	\$5.43	\$6.25
12	19	1,114	23.4%	\$24.81	\$8.70	\$10.73
13	16	1,715	57.5%	\$26.65	\$10.55	\$11.58
BOS*	13	3,209	12.3%	\$23.36	\$8.88	\$9.65
Wage Rate Region Total	416	72,011	41.2%	\$24.50	\$8.78	\$10.51

\*Balance of State - Wage Rate Regions are grouped to maintain confidentiality

Note: Wages aged using ECI. See Appendix for details.

### Laborer Group 3 <sup>(ECI)</sup>

Wage Rate Region	Firms Reporting	Hours Reported	Percent Union	Hourly Rate	Fringe w/zeros	Fringe w/o zeros
1	8	675	51.0%	\$25.67	\$12.65	\$13.00
2	36	13,937	63.6%	\$24.06	\$10.49	\$12.46
3	8	360	44.5%	\$23.84	\$9.26	\$11.32
4	6	272	0.0%	\$20.99	\$6.59	\$10.34
5	9	658	49.8%	\$24.68	\$12.15	\$12.47
6	5	832	0.0%	\$20.23	\$10.06	\$12.70
8	7	377	3.2%	\$16.89	\$4.94	\$9.86
12	3	225	36.0%	\$22.02	\$4.76	\$7.33
BOS*	7	1,422	3.6%	\$22.35	\$12.19	\$12.24
Wage Rate Region Total	89	18,757	52.5%	\$23.62	\$10.47	\$12.35

\*Balance of State - Wage Rate Regions are grouped to maintain confidentiality

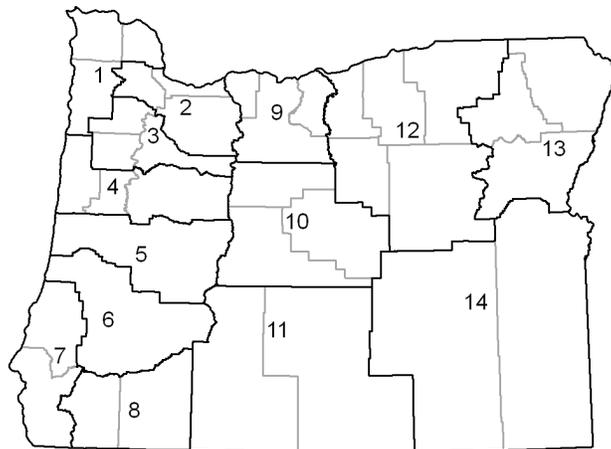
Note: Wages aged using ECI. See Appendix for details.

## Landscape Laborer / Technician <sup>(ECI)</sup>

Wage Rate Region	Firms Reporting	Hours Reported	Percent Union	Hourly Rate	Fringe w/zeros	Fringe w/o zeros
2	31	16,557	15.5%	\$15.84	\$1.96	\$3.98
3	14	2,555	0.0%	\$17.01	\$2.75	\$2.79
4	7	605	0.0%	\$18.05	\$3.31	\$3.43
5	10	2,984	0.0%	\$19.26	\$1.74	\$3.38
8	5	489	0.0%	\$17.69	\$3.37	\$3.67
10	6	982	0.0%	\$18.54	\$4.42	\$5.73
13	3	220	0.0%	\$17.42	\$1.31	\$4.13
BOS*	12	1,686	0.0%	\$16.99	\$2.68	\$3.97
Wage Rate Region Total	88	26,078	9.8%	\$16.62	\$2.20	\$3.78

\*Balance of State - Wage Rate Regions are grouped to maintain confidentiality

Note: Wages aged using ECI. See Appendix for details.



## Limited Energy Electrician

Wage Rate Region	Firms Reporting	Hours Reported	Percent Union	Hourly Rate	Fringe w/zeros	Fringe w/o zeros
1	21	2,083	9.9%	\$29.10	\$5.87	\$6.42
2	120	58,554	49.9%	\$30.55	\$11.01	\$11.80
3	54	7,848	28.1%	\$26.65	\$6.24	\$8.19
4	45	3,887	30.6%	\$28.25	\$7.10	\$7.39
5	45	6,906	27.9%	\$27.79	\$7.26	\$7.91
6	19	1,149	2.4%	\$27.68	\$4.69	\$5.51
7	7	559	8.9%	\$24.84	\$3.11	\$3.93
8	19	2,716	1.7%	\$22.99	\$3.75	\$4.35
9	15	816	62.9%	\$30.87	\$10.66	\$11.61
10	35	6,720	39.4%	\$28.66	\$9.06	\$9.18
11	10	834	5.0%	\$25.48	\$7.01	\$7.13
12	18	1,254	14.5%	\$27.18	\$6.28	\$8.34
13	7	251	2.4%	\$25.30	\$2.22	\$4.41
14	6	257	18.9%	\$29.20	\$8.17	\$8.17
Wage Rate Region Total	421	93,834	40.8%	\$29.37	\$9.45	\$10.33

## Line Constructor

Wage Rate Region	Firms Reporting	Hours Reported	Percent Union	Hourly Rate	Fringe w/zeros	Fringe w/o zeros
2	13	12,395	99.9%	\$43.80	\$14.26	\$14.26
3	3	992	100.0%	\$37.42	\$12.38	\$12.38
4	6	3,003	60.4%	\$41.83	\$17.12	\$17.12
8	5	1,299	100.0%	\$50.00	\$14.22	\$14.22
9	3	508	100.0%	\$47.64	\$15.30	\$15.30
10	4	325	64.6%	\$40.05	\$10.22	\$11.99
11	5	686	85.4%	\$47.90	\$13.89	\$16.27
12	8	3,430	100.0%	\$46.02	\$15.40	\$15.40
BOS*	6	7,599	82.7%	\$42.84	\$13.46	\$14.69
Wage Rate Region Total	53	30,236	90.9%	\$43.79	\$14.37	\$14.76

\*Balance of State - Wage Rate Regions are grouped to maintain confidentiality

## Marble Setter <sup>(ECI)</sup>

Wage Rate Region	Firms Reporting	Hours Reported	Percent Union	Hourly Rate	Fringe w/zeros	Fringe w/o zeros
Wage rate regions are not published for this occupation in order to maintain confidentiality.						
Wage Rate Region Total	5	905	0.0%	\$29.56	\$9.40	\$10.88

Note: Wages aged using ECI. See Appendix for details.

## Millwright

Wage Rate Region	Firms Reporting	Hours Reported	Percent Union	Hourly Rate	Fringe w/zeros	Fringe w/o zeros
1	11	5,820	52.2%	\$30.32	\$11.62	\$12.30
2	26	7,530	23.8%	\$26.38	\$9.24	\$9.99
3	15	2,234	0.0%	\$23.53	\$4.10	\$4.67
4	12	3,813	21.0%	\$24.17	\$6.15	\$6.31
5	20	8,230	0.9%	\$22.71	\$1.05	\$4.88
6	7	2,074	0.0%	\$19.95	\$0.90	\$1.55
7	4	944	0.0%	\$22.94	\$1.48	\$1.53
8	6	474	0.0%	\$23.68	\$3.83	\$4.19
10	7	382	0.0%	\$22.53	\$2.80	\$3.24
12	9	3,486	7.2%	\$32.23	\$11.68	\$11.68
13	3	181	0.0%	\$19.23	\$1.49	\$7.95
BOS*	5	956	73.3%	\$32.85	\$12.65	\$12.65
Wage Rate Region Total	125	36,123	18.4%	\$25.93	\$6.58	\$8.72

\*Balance of State - Wage Rate Regions are grouped to maintain confidentiality

## Painter

Wage Rate Region	Firms Reporting	Hours Reported	Percent Union	Hourly Rate	Fringe w/zeros	Fringe w/o zeros
1	19	5,139	43.6%	\$23.40	\$8.13	\$8.87
2	87	57,474	37.4%	\$20.35	\$5.15	\$7.69
3	29	7,181	10.2%	\$18.58	\$2.94	\$5.23
4	24	1,465	24.6%	\$20.01	\$5.22	\$6.75
5	24	5,360	15.4%	\$17.90	\$3.29	\$4.88
6	5	1,063	0.0%	\$20.34	\$5.54	\$8.57
7	4	332	0.0%	\$18.40	\$0.38	\$9.05
8	12	3,089	5.7%	\$19.41	\$1.34	\$7.94
9	9	780	54.1%	\$21.54	\$7.20	\$9.20
10	16	3,058	29.0%	\$20.06	\$4.59	\$7.23
11	5	1,509	7.7%	\$19.88	\$1.94	\$6.95
12	6	358	81.3%	\$22.59	\$8.58	\$9.06
BOS*	3	510	0.0%	\$17.85	\$0.00	\$0.00
Wage Rate Region Total	243	87,316	31.6%	\$20.18	\$4.81	\$7.43

\*Balance of State - Wage Rate Regions are grouped to maintain confidentiality

## Piledriver (ECI)

Wage Rate Region	Firms Reporting	Hours Reported	Percent Union	Hourly Rate	Fringe w/zeros	Fringe w/o zeros
1	4	1,773	30.5%	\$32.88	\$12.76	\$12.76
2	15	5,663	78.5%	\$34.88	\$13.27	\$13.27
4	4	621	12.2%	\$34.68	\$14.35	\$14.35
7	6	872	23.5%	\$35.11	\$14.88	\$14.88
8	3	281	72.2%	\$35.96	\$15.70	\$15.70
BOS*	10	1,250	30.4%	\$34.85	\$14.20	\$14.20
Wage Rate Region Total	42	10,458	55.9%	\$34.58	\$13.56	\$13.56

\*Balance of State - Wage Rate Regions are grouped to maintain confidentiality

Note: Wages aged using ECI. See Appendix for details.

## Plasterer and Stucco Mason

Wage Rate Region	Firms Reporting	Hours Reported	Percent Union	Hourly Rate	Fringe w/zeros	Fringe w/o zeros
2	17	7,170	48.6%	\$22.92	\$9.41	\$18.05
3	6	866	13.6%	\$19.75	\$2.57	\$18.82
5	9	823	52.0%	\$26.64	\$10.51	\$17.73
10	3	174	13.2%	\$22.60	\$2.39	\$18.11
BOS*	12	934	33.9%	\$24.01	\$6.87	\$17.37
Wage Rate Region Total	47	9,966	43.8%	\$23.05	\$8.54	\$17.99

\*Balance of State - Wage Rate Regions are grouped to maintain confidentiality

## Plumber / Pipefitter / Steamfitter

Wage Rate Region	Firms Reporting	Hours Reported	Percent Union	Hourly Rate	Fringe w/zeros	Fringe w/o zeros
1	21	7,384	71.1%	\$38.65	\$18.92	\$19.09
2	135	135,265	71.0%	\$40.53	\$18.07	\$18.62
3	63	12,578	34.4%	\$34.89	\$11.41	\$12.83
4	33	9,468	43.7%	\$36.84	\$15.57	\$15.68
5	41	17,694	63.7%	\$40.49	\$16.70	\$18.33
6	9	917	17.6%	\$34.67	\$9.28	\$11.91
7	7	661	25.1%	\$27.17	\$5.62	\$17.74
8	18	5,329	85.8%	\$42.29	\$19.85	\$21.43
9	17	3,067	92.7%	\$44.26	\$22.42	\$22.59
10	33	8,724	68.3%	\$40.88	\$18.56	\$19.51
11	6	930	14.9%	\$32.55	\$11.24	\$11.24
12	15	2,572	63.3%	\$42.06	\$19.92	\$21.79
BOS*	8	670	27.5%	\$31.04	\$7.57	\$9.86
Wage Rate Region Total	406	205,257	66.6%	\$39.95	\$17.47	\$18.27

\*Balance of State - Wage Rate Regions are grouped to maintain confidentiality

# Power Equipment Operator Groups

## Power Equipment Operator Group 1 (ECI)

Wage Rate Region	Firms Reporting	Hours Reported	Percent Union	Hourly Rate	Fringe w/zeros	Fringe w/o zeros
1	5	270	86.7%	\$36.16	\$14.56	\$14.56
2	21	7,892	86.1%	\$36.10	\$12.37	\$13.23
4	6	697	94.3%	\$34.77	\$14.69	\$14.69
5	3	401	100.0%	\$38.89	\$13.86	\$13.86
12	6	646	33.4%	\$36.08	\$7.95	\$14.02
13	3	107	0.0%	\$25.22	\$0.00	\$0.00
BOS*	7	479	38.6%	\$36.10	\$5.42	\$13.89
Wage Rate Region Total	51	10,492	80.9%	\$36.01	\$11.92	\$13.45

\*Balance of State - Wage Rate Regions are grouped to maintain confidentiality

Note: Wages aged using ECI. See Appendix for details.

## Power Equipment Operator Group 1A (ECI)

Wage Rate Region	Firms Reporting	Hours Reported	Percent Union	Hourly Rate	Fringe w/zeros	Fringe w/o zeros
2	6	527	100.0%	\$40.13	\$14.38	\$14.38
BOS*	3	356	51.6%	\$42.07	\$13.67	\$13.67
Wage Rate Region Total	9	883	80.5%	\$40.91	\$14.10	\$14.10

\*Balance of State - Wage Rate Regions are grouped to maintain confidentiality

Note: Wages aged using ECI. See Appendix for details.

## Power Equipment Operator Group 1B (ECI)

Wage Rate Region	Firms Reporting	Hours Reported	Percent Union	Hourly Rate	Fringe w/zeros	Fringe w/o zeros
2	4	586	91.9%	\$41.73	\$13.84	\$13.84
12	3	209	100.0%	\$41.75	\$13.88	\$13.88
BOS*	7	376	86.7%	\$42.07	\$14.02	\$14.02
Wage Rate Region Total	14	1,171	91.7%	\$41.84	\$13.90	\$13.90

\*Balance of State - Wage Rate Regions are grouped to maintain confidentiality

Note: Wages aged using ECI. See Appendix for details.

## Power Equipment Operator Groups (Continued)

### Power Equipment Operator Group 2 <sup>(ECI)</sup>

Wage Rate Region	Firms Reporting	Hours Reported	Percent Union	Hourly Rate	Fringe w/zeros	Fringe w/o zeros
1	6	1,345	69.8%	\$33.90	\$11.16	\$11.16
2	38	17,468	80.5%	\$35.12	\$12.78	\$13.06
3	9	2,115	4.5%	\$22.02	\$3.48	\$6.19
4	11	1,212	40.3%	\$28.34	\$7.09	\$13.81
5	12	1,630	29.1%	\$25.12	\$4.58	\$14.32
6	5	315	23.1%	\$36.93	\$13.74	\$14.01
7	5	314	45.4%	\$26.73	\$8.75	\$13.34
8	3	234	100.0%	\$38.59	\$13.92	\$13.92
9	6	628	39.7%	\$35.78	\$12.92	\$12.92
10	9	507	31.7%	\$29.99	\$8.47	\$13.11
12	10	2,010	97.4%	\$34.76	\$13.27	\$13.57
BOS*	8	641	63.8%	\$34.70	\$12.32	\$12.60
Wage Rate Region Total	122	28,417	67.9%	\$33.07	\$11.23	\$12.72

\*Balance of State - Wage Rate Regions are grouped to maintain confidentiality

Note: Wages aged using ECI. See Appendix for details.

### Power Equipment Operator Group 3 <sup>(ECI)</sup>

Wage Rate Region	Firms Reporting	Hours Reported	Percent Union	Hourly Rate	Fringe w/zeros	Fringe w/o zeros
1	9	950	29.5%	\$33.53	\$8.48	\$10.96
2	27	6,531	83.1%	\$35.70	\$13.25	\$13.25
3	6	705	17.1%	\$31.96	\$7.07	\$10.70
4	13	1,123	44.2%	\$30.43	\$9.75	\$12.07
5	11	539	61.6%	\$33.51	\$10.99	\$12.91
6	9	1,554	3.1%	\$23.44	\$4.30	\$6.96
7	11	2,204	5.0%	\$24.01	\$5.01	\$5.01
8	9	727	51.4%	\$28.54	\$7.51	\$12.78
9	6	537	35.0%	\$32.24	\$14.02	\$14.02
10	7	500	16.6%	\$37.32	\$7.58	\$9.14
11	4	61	46.7%	\$32.11	\$10.18	\$10.18
12	7	706	20.8%	\$36.72	\$13.36	\$13.42
13	5	291	51.1%	\$29.29	\$8.53	\$10.92
Wage Rate Region Total	124	16,426	47.4%	\$31.79	\$9.95	\$11.18

Note: Wages aged using ECI. See Appendix for details.

## Power Equipment Operator Groups (Continued)

### Power Equipment Operator Group 4 <sup>(ECI)</sup>

Wage Rate Region	Firms Reporting	Hours Reported	Percent Union	Hourly Rate	Fringe w/zeros	Fringe w/o zeros
1	31	3,750	40.4%	\$32.44	\$10.50	\$11.07
2	144	48,255	35.0%	\$31.94	\$10.33	\$10.96
3	56	11,081	20.2%	\$29.89	\$8.11	\$9.80
4	43	6,971	10.8%	\$30.66	\$8.54	\$11.11
5	49	11,643	42.0%	\$31.41	\$11.11	\$11.61
6	24	5,427	50.7%	\$28.94	\$8.18	\$10.12
7	22	2,525	34.8%	\$33.78	\$11.73	\$13.46
8	26	5,682	64.7%	\$31.43	\$11.13	\$13.08
9	16	4,531	1.7%	\$30.64	\$8.77	\$8.79
10	25	12,796	22.2%	\$30.35	\$6.70	\$8.44
11	11	1,864	0.0%	\$23.53	\$5.91	\$7.49
12	35	4,717	36.8%	\$32.20	\$10.91	\$12.40
13	19	2,692	21.8%	\$32.24	\$10.21	\$13.13
14	7	594	33.7%	\$27.81	\$8.72	\$12.12
Wage Rate Region Total	508	122,529	31.8%	\$31.18	\$9.59	\$10.78

Note: Wages aged using ECI. See Appendix for details.

### Power Equipment Operator Group 5 <sup>(ECI)</sup>

Wage Rate Region	Firms Reporting	Hours Reported	Percent Union	Hourly Rate	Fringe w/zeros	Fringe w/o zeros
1	20	870	24.2%	\$31.05	\$10.06	\$12.32
2	94	23,288	40.3%	\$29.27	\$10.43	\$10.98
3	39	5,109	15.1%	\$25.09	\$5.16	\$6.19
4	31	3,893	18.0%	\$26.22	\$6.41	\$6.90
5	31	3,632	40.8%	\$29.13	\$9.14	\$9.69
6	13	1,209	51.3%	\$28.02	\$9.40	\$9.47
7	13	710	16.0%	\$33.07	\$12.48	\$13.98
8	13	2,939	39.0%	\$26.39	\$7.19	\$7.29
9	10	2,691	2.5%	\$23.96	\$7.04	\$7.04
10	17	3,547	2.6%	\$27.27	\$7.71	\$8.17
11	12	466	9.2%	\$30.38	\$10.11	\$10.22
12	21	1,006	61.6%	\$34.73	\$11.68	\$12.75
BOS*	14	688	7.6%	\$29.72	\$10.24	\$11.64
Wage Rate Region Total	328	50,047	30.6%	\$28.18	\$8.94	\$9.54

\*Balance of State - Wage Rate Regions are grouped to maintain confidentiality

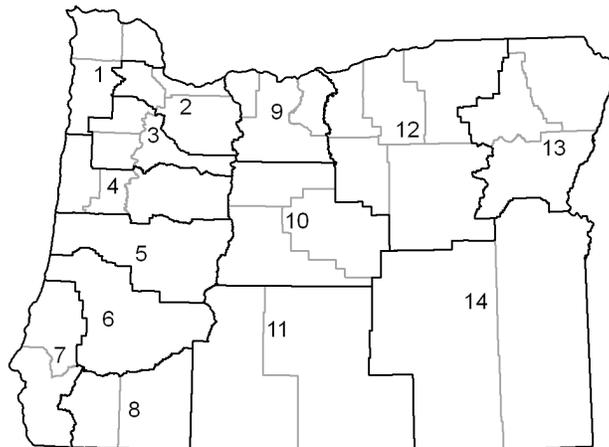
Note: Wages aged using ECI. See Appendix for details.

# Power Equipment Operator Groups (Continued)

## Power Equipment Operator Group 6 <sup>(ECI)</sup>

Wage Rate Region	Firms Reporting	Hours Reported	Percent Union	Hourly Rate	Fringe w/zeros	Fringe w/o zeros
1	11	1,027	89.9%	\$33.97	\$14.13	\$14.13
2	48	9,250	66.6%	\$27.54	\$10.97	\$12.64
3	16	1,949	24.7%	\$25.46	\$9.87	\$10.84
4	18	1,409	54.8%	\$28.91	\$9.92	\$12.72
5	19	942	41.3%	\$28.75	\$11.58	\$11.58
6	9	589	22.9%	\$25.53	\$9.06	\$9.06
7	10	310	55.1%	\$31.58	\$11.89	\$13.28
8	14	864	68.2%	\$27.39	\$13.16	\$13.80
9	5	589	46.9%	\$28.27	\$12.30	\$15.73
10	8	665	0.0%	\$28.99	\$6.80	\$6.80
11	5	102	0.0%	\$27.70	\$14.37	\$14.37
12	15	2,652	61.6%	\$26.71	\$10.16	\$10.49
13	10	393	30.8%	\$24.69	\$7.37	\$11.07
14	3	95	0.0%	\$23.59	\$6.03	\$6.03
Wage Rate Region Total	191	20,835	55.9%	\$27.70	\$10.76	\$11.98

Note: Wages aged using ECI. See Appendix for details.



## Roofer

Wage Rate Region	Firms Reporting	Hours Reported	Percent Union	Hourly Rate	Fringe w/zeros	Fringe w/o zeros
1	5	722	38.1%	\$28.70	\$13.76	\$13.76
2	32	29,788	48.7%	\$23.87	\$7.74	\$9.58
3	14	4,062	65.7%	\$24.47	\$9.27	\$10.67
4	11	1,854	54.1%	\$23.76	\$7.48	\$8.82
5	15	4,685	39.9%	\$21.18	\$5.48	\$9.41
6	5	256	35.0%	\$20.39	\$5.34	\$8.55
7	7	1,007	0.5%	\$20.45	\$4.02	\$4.69
8	9	2,125	9.7%	\$18.55	\$3.16	\$4.18
10	6	2,758	0.8%	\$22.86	\$5.72	\$6.45
11	4	344	0.0%	\$21.44	\$0.57	\$7.50
12	7	1,090	0.0%	\$18.51	\$6.49	\$6.92
BOS*	4	116	0.0%	\$22.35	\$6.34	\$8.32
Wage Rate Region Total	119	48,806	42.3%	\$23.21	\$7.25	\$9.11

\*Balance of State - Wage Rate Regions are grouped to maintain confidentiality.

## Sheet Metal Worker

Wage Rate Region	Firms Reporting	Hours Reported	Percent Union	Hourly Rate	Fringe w/zeros	Fringe w/o zeros
1	19	1,962	45.1%	\$30.91	\$11.70	\$12.88
2	87	79,232	54.9%	\$32.19	\$12.17	\$12.42
3	51	9,578	31.6%	\$28.43	\$8.28	\$8.84
4	32	4,856	33.7%	\$29.98	\$9.87	\$10.53
5	33	10,659	40.8%	\$30.35	\$10.58	\$10.73
6	11	1,243	53.6%	\$29.09	\$10.71	\$11.86
7	8	557	27.5%	\$28.40	\$10.86	\$10.86
8	14	2,336	9.7%	\$25.75	\$6.85	\$7.87
9	13	1,261	62.5%	\$33.93	\$13.41	\$13.41
10	24	7,350	38.4%	\$29.43	\$11.01	\$12.89
11	9	974	0.0%	\$28.07	\$9.42	\$10.14
12	19	6,860	74.6%	\$32.36	\$16.08	\$16.09
BOS*	7	738	35.6%	\$24.11	\$9.51	\$13.88
Wage Rate Region Total	327	127,605	49.7%	\$31.27	\$11.65	\$12.09

\*Balance of State - Wage Rate Regions are grouped to maintain confidentiality

## Soft Floor Layer

Wage Rate Region	Firms Reporting	Hours Reported	Percent Union	Hourly Rate	Fringe w/zeros	Fringe w/o zeros
1	6	497	48.1%	\$22.48	\$1.86	\$3.87
2	30	14,483	35.2%	\$24.36	\$7.44	\$9.66
3	7	1,311	51.5%	\$22.81	\$8.91	\$14.35
4	5	78	5.8%	\$27.08	\$6.00	\$14.70
5	8	639	12.8%	\$28.08	\$5.30	\$11.79
8	3	192	0.0%	\$21.35	\$1.37	\$9.40
9	3	27	55.6%	\$21.93	\$7.99	\$14.38
10	5	434	33.2%	\$25.87	\$5.94	\$7.79
BOS*	8	1,037	0.0%	\$23.72	\$3.72	\$8.37
Wage Rate Region Total	75	18,696	33.5%	\$24.31	\$7.02	\$9.81

\*Balance of State - Wage Rate Regions are grouped to maintain confidentiality

## Sprinkler Fitter

Wage Rate Region	Firms Reporting	Hours Reported	Percent Union	Hourly Rate	Fringe w/zeros	Fringe w/o zeros
1	5	160	75.0%	\$34.33	\$14.50	\$14.50
2	19	12,670	49.6%	\$32.19	\$11.22	\$12.32
3	8	580	62.8%	\$32.53	\$16.18	\$16.18
4	9	1,450	8.1%	\$27.69	\$5.21	\$5.74
6	4	488	26.6%	\$28.13	\$4.53	\$11.05
8	4	1,176	33.0%	\$26.41	\$2.91	\$8.83
10	5	1,594	0.0%	\$26.77	\$7.83	\$16.50
11	3	167	0.0%	\$23.69	\$4.74	\$12.38
12	5	535	66.5%	\$32.19	\$15.96	\$15.96
BOS*	13	1,871	4.6%	\$28.32	\$7.63	\$7.73
Wage Rate Region Total	75	20,690	37.9%	\$30.64	\$9.81	\$11.69

\*Balance of State - Wage Rate Regions are grouped to maintain confidentiality

## Tender to Mason Trades (Brick, Stonemason, Mortar Mixer, Hod Carrier)

Wage Rate Region	Firms Reporting	Hours Reported	Percent Union	Hourly Rate	Fringe w/zeros	Fringe w/o zeros
2	13	4,339	69.8%	\$26.75	\$9.83	\$10.54
3	4	431	66.4%	\$26.04	\$9.25	\$12.04
4	3	481	90.4%	\$28.43	\$12.24	\$12.24
5	5	715	85.6%	\$28.03	\$11.21	\$13.10
10	3	216	25.7%	\$22.03	\$5.63	\$13.00
BOS*	4	637	25.7%	\$24.45	\$3.83	\$13.29
Wage Rate Region Total	32	6,819	67.2%	\$26.59	\$9.42	\$11.17

\*Balance of State - Wage Rate Regions are grouped to maintain confidentiality

## Tender to Plasterer and Stucco Mason

Wage Rate Region	Firms Reporting	Hours Reported	Percent Union	Hourly Rate	Fringe w/zeros	Fringe w/o zeros
2	3	487	0.0%	\$17.81	\$1.54	\$3.72
5	3	202	0.0%	\$18.08	\$8.48	\$11.24
BOS*	8	367	0.0%	\$20.79	\$2.58	\$9.31
Wage Rate Region Total	14	1,055	0.0%	\$18.89	\$3.23	\$7.49

\*Balance of State - Wage Rate Regions are grouped to maintain confidentiality

## Testing, Adjusting, and Balancing (TAB) Technicians

Wage Rate Region	Firms Reporting	Hours Reported	Percent Union	Hourly Rate	Fringe w/zeros	Fringe w/o zeros
2	10	3,372	18.0%	\$28.52	\$8.48	\$8.56
3	7	392	17.8%	\$32.63	\$10.85	\$11.89
4	5	132	1.5%	\$32.27	\$8.98	\$8.98
5	5	432	14.1%	\$35.15	\$8.70	\$8.70
8	3	119	73.0%	\$33.72	\$14.76	\$14.76
10	4	306	51.3%	\$34.95	\$15.64	\$15.64
12	3	107	77.8%	\$35.64	\$15.75	\$15.75
BOS*	8	246	57.4%	\$35.26	\$17.30	\$17.30
Wage Rate Region Total	45	5,104	23.6%	\$30.47	\$9.84	\$9.98

\*Balance of State - Wage Rate Regions are grouped to maintain confidentiality

## Tile Setter / Terrazzo Worker: Hard Tile Setter

Wage Rate Region	Firms Reporting	Hours Reported	Percent Union	Hourly Rate	Fringe w/zeros	Fringe w/o zeros
2	10	5,006	44.3%	\$26.21	\$7.96	\$8.77
3	4	227	7.0%	\$28.31	\$8.32	\$13.12
4	5	214	32.7%	\$28.20	\$14.38	\$14.38
5	7	1,199	28.2%	\$26.35	\$7.63	\$13.87
10	3	200	0.0%	\$22.21	\$4.75	\$11.87
BOS*	4	355	0.0%	\$27.21	\$10.29	\$14.24
Wage Rate Region Total	33	7,200	36.7%	\$26.30	\$8.13	\$9.93

\*Balance of State - Wage Rate Regions are grouped to maintain confidentiality

## Tile, Terrazzo and Marble Finisher

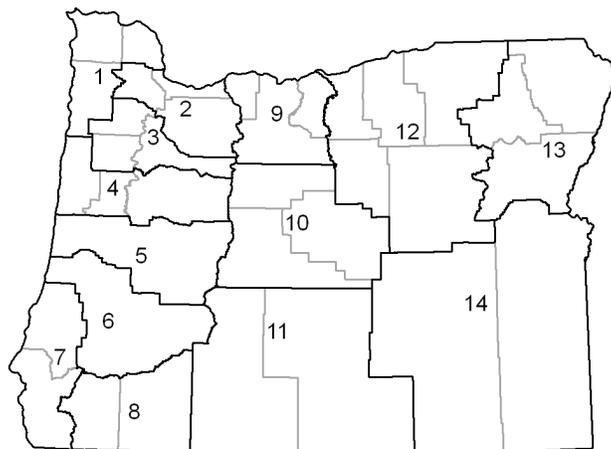
Wage Rate Region	Firms Reporting	Hours Reported	Percent Union	Hourly Rate	Fringe w/zeros	Fringe w/o zeros
2	8	1,998	44.6%	\$19.35	\$7.33	\$8.86
4	3	275	62.4%	\$19.35	\$7.88	\$12.62
5	8	1,308	40.9%	\$18.44	\$6.49	\$12.20
BOS*	7	829	21.2%	\$18.57	\$7.31	\$7.45
Wage Rate Region Total	26	4,410	40.2%	\$18.93	\$7.11	\$9.41

\*Balance of State - Wage Rate Regions are grouped to maintain confidentiality

# Truck Drivers, All (ECI)

Wage Rate Region	Firms Reporting	Hours Reported	Percent Union	Hourly Rate	Fringe w/zeros	Fringe w/o zeros
1	23	3,766	0.4%	\$20.07	\$2.78	\$3.86
2	91	26,015	9.9%	\$21.23	\$4.79	\$6.53
3	40	7,719	0.3%	\$20.24	\$3.77	\$5.18
4	37	6,061	2.1%	\$20.01	\$3.33	\$7.10
5	29	3,413	0.0%	\$20.96	\$4.62	\$6.06
6	14	3,918	19.0%	\$18.30	\$4.05	\$6.27
7	20	3,993	4.2%	\$18.16	\$2.97	\$4.14
8	19	3,373	25.6%	\$20.08	\$4.63	\$11.53
9	15	2,281	0.0%	\$20.79	\$4.39	\$5.03
10	17	3,505	0.0%	\$19.73	\$3.53	\$4.60
11	6	1,584	0.7%	\$18.26	\$4.10	\$4.53
12	19	1,411	2.2%	\$21.48	\$6.08	\$6.36
BOS*	13	1,156	15.8%	\$22.25	\$7.22	\$9.22
Wage Rate Region Total	343	68,196	6.9%	\$20.39	\$4.24	\$6.03

\*Balance of State - Wage Rate Regions are grouped to maintain confidentiality  
 Note: Wages aged using ECI. See Appendix for details.



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# Appendix

Definitions

Map of Wage Rate Regions

Table of Surveyed Occupations

Occupation Reporting Schedule

Sample Survey Form

Example of How Wages are Calculated

Example of How Wages are Aged

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# Definitions

## **FIRMS**

The total number of respondent firms that provided usable wage data for the designated occupation.

## **HOURLY FRINGE (ALL)**

The weighted hourly average fringe with zeros is obtained by multiplying the total hours worked by the amount of each benefit, and summing the products. The sum is then divided by the total number of hours worked. Calculations include hours worked where no benefits were reported for the employee.

## **HOURLY FRINGE (W/O ZERO)**

The weighted hourly average fringe without zero is obtained by multiplying the total hours worked by the amount of each benefit, and totaling the products. The total sum is then divided by the number of hours worked only where benefits have been reported. Calculations do not include hours worked with no benefits included.

## **HOURLY WAGE PAID**

The weighted average hourly wage is reported for each occupation in each wage rate region when not suppressed to maintain confidentiality. This figure is obtained by multiplying the hours worked by the corresponding wage, and totaling the products. The total sum is then divided by the total number of hours worked.

## **HOURS WORKED**

The total number of hours worked by journey level workers, or skilled craftsmen, in each occupation and region during the survey period. All weighted figures in this report are by number of hours worked not number of workers.

## **OCCUPATION**

The occupation for which contractors provided wage data. To ensure reporting accuracy, the occupational definitions are sent to the contractors as part of the survey book. A description of each occupation is within the Wage Data Tables by Occupation.

## **PERCENT UNION**

The union percent column is the percentage of hours worked under a union contract for each occupation in each wage rate region. This figure is obtained by dividing the number of union hours worked in each occupation and region by the total number of hours worked in each occupation and region.

## **WAGE AND BENEFIT REPORTING**

Wage and benefit data are collected for commercial construction jobs in the state of Oregon. Overtime hours are counted, but only the base wage rate is included; overtime differentials are not included. Data on apprentices and sub-journey level employees are not included in this report.

## **WAGE RATE REGION**

The Wage Rate Region is the area in which the employee worked during the survey period. Regions are defined as districts per ORS 279C.800. Employees who worked in more than one region were reported by the number of hours worked within each region.

## **WORKERS**

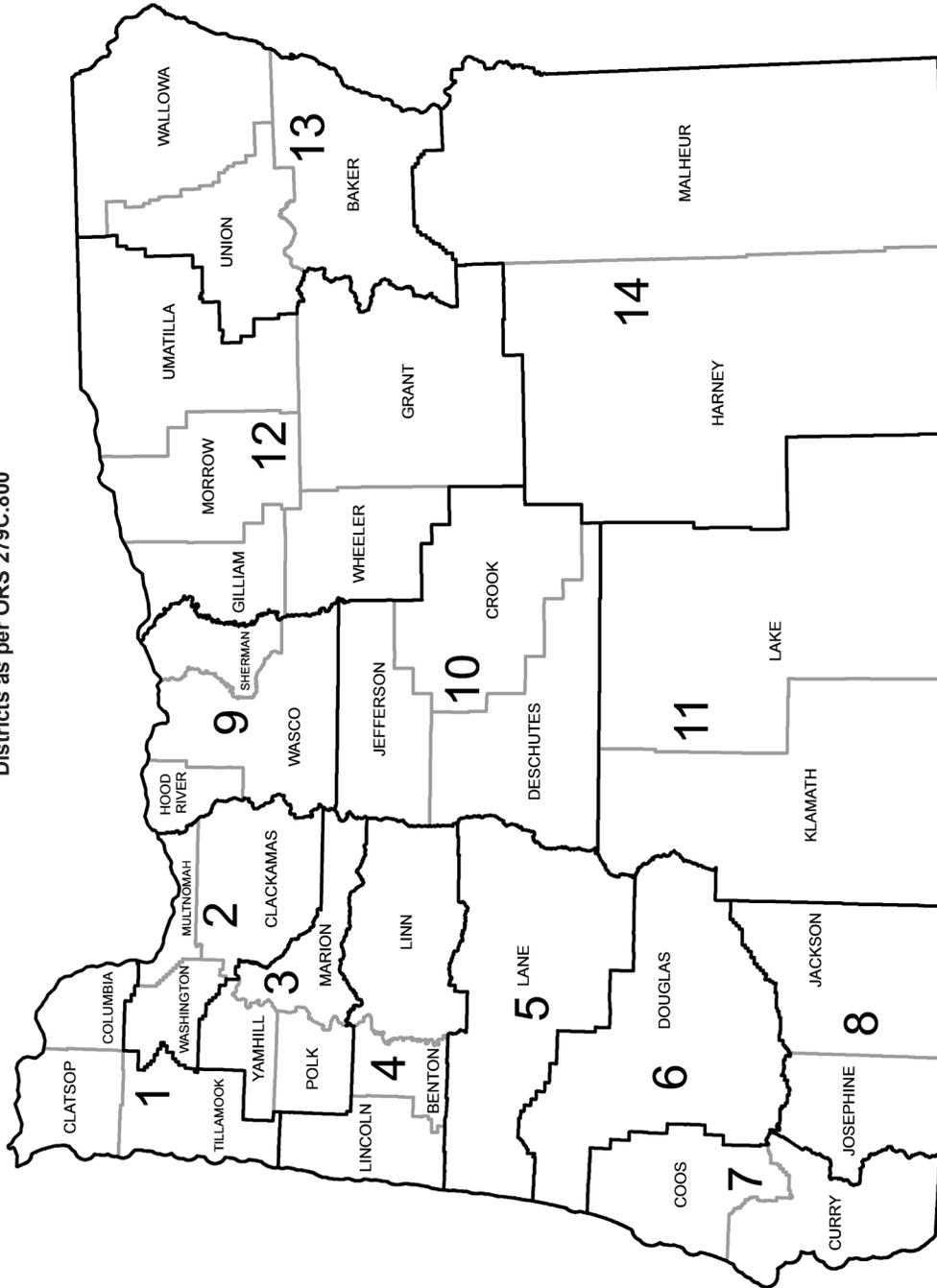
Journey-level workers or skilled craftsmen with wages in a particular occupation and region during the peak employment week for respondent firms. Data is not collected for exempt supervisors, owners, or office staff. Workers who received more than one hourly wage are reported according to the number of hours worked at each wage.

**Wage Rate Regions**  
Districts as per ORS 279C.800

COUNTY	REGION
BAKER .....	13
BENTON .....	4
CLACKAMAS .....	2
CLATSOP .....	1
COLUMBIA.....	1
COOS .....	7
CROOK .....	10
CURRY.....	7
DESCHUTES .....	10
DOUGLAS .....	6
GILLIAM.....	12
GRANT.....	12
HARNEY .....	14
HOOD RIVER.....	9
JACKSON .....	8
JEFFERSON .....	10
JOSEPHINE.....	8
KLAMATH .....	11
LAKE .....	11
LANE .....	5
LINCOLN .....	4
LINN .....	4
MALHEUR .....	14
MARION.....	3
MORROW.....	12
MULTNOMAH.....	2
POLK .....	3
SHERMAN .....	9
TILLAMOOK .....	1
UMATILLA.....	12
UNION.....	13
WALLOWA.....	13
WASCO .....	9
WASHINGTON .....	2
WHEELER .....	12
YAMHILL .....	3

**Wage Rate Regions**

Districts as per ORS 279C.800



# 2015 Occupation Reporting Table

Use the table below to determine whether you need to report data for a particular Occupation. If all of the information you have to report is “Not Required”, please write the occupations on the Wage Data Form, complete the contact information on the other side of the form, and submit it in the postage-paid envelope.

Not Required	You <u>ARE NOT</u> required to report this occupation on the Wage Data Form
Report Information	You <u>ARE</u> Required to report this occupation on the Wage Data Form

Occupation	Reporting Status
Asbestos Worker / Insulator	Report Information
Boilermaker	Report Information
Bricklayer/Stonemason	Report Information
Bridge and Highway Carpenter	Not Required
Carpenters Group 1 & 2	Report Information
Cement Mason	Report Information
Diver	Not Required
Divers' Tender	Not Required
Dredger	Not Required
Drywall, Lather, Acoustical Carpenter and Ceiling Installer	Report Information
Drywall Taper	Report Information
Electrician	Report Information
Elevator Constructor, Installer and Mechanic	Report Information
Fence Constructor (Non-Metal)	Report Information
Fence Erector (Metal)	Report Information
Flagger	Not Required
Glazier	Report Information
Hazardous Materials Handler / Mechanic	Report Information
Highway and Parking Striper	Not Required
Ironworker	Report Information

Occupation	Reporting Status
Laborers All	Not Required
Landscape Laborer / Technician	Not Required
Limited Energy Electrician	Report Information
Line Constructor	Report Information
Marble Setter	Not Required
Millwright	Report Information
Painter	Report Information
Piledriver	Not Required
Plasterer and Stucco Mason	Report Information
Plumber/Pipefitter/Steamfitter	Report Information
Power Equipment Operators All	Not Required
Roofer	Report Information
Sheet Metal Worker	Report Information
Soft Floor Layer	Report Information
Sprinkler Fitter	Report Information
Tender to Mason Trades (Brick and Stonemason, Mortar Mixer, Hod Carrier)	Report Information
Tender to Plasterer and Stucco Mason	Report Information
Testing, Adjusting, and Balancing (TAB) Technician	Report Information
Tile Setter / Terrazzo Worker: Hard Tile Setter	Report Information
Tile, Terrazzo, and Marble Finisher	Report Information
Truck Driver, All	Not Required

## Occupation-Reporting Schedule

Trade	2014	2015	2016	2017
Asbestos Worker / Insulator	Required	Required	Required	Not Required
Boilermaker	Required	Required	Not Required	Required
Bricklayer/Stonemason	Required	Required	Required	Not Required
Bridge and Highway Carpenter	Required	Not Required	Required	Required
Carpenters Group 1 & 2	Required	Required	Required	Not Required
Cement Mason	Required	Required	Required	Not Required
Diver	Required	Not Required	Required	Required
Divers' Tender	Required	Not Required	Required	Required
Dredger	Required	Not Required	Required	Required
Drywall, Lather, Acoustical Carpenter and Ceiling Installer	Required	Required	Required	Not Required
Drywall Taper	Required	Required	Required	Not Required
Electrician	Required	Required	Not Required	Required
Elevator Constructor, Installer and Mechanic	Required	Required	Not Required	Required
Fence Constructor (Non-Metal)	Required	Required	Required	Not Required
Fence Erector (Metal)	Required	Required	Required	Not Required
Flagger	Required	Not Required	Required	Required
Glazier	Required	Required	Not Required	Required
Hazardous Materials Handler / Mechanic	Required	Required	Required	Not Required
Highway and Parking Striper	Required	Not Required	Required	Required
Ironworker	Required	Required	Required	Not Required
Laborers All	Required	Not Required	Required	Required
Landscape Laborer / Technician	Required	Not Required	Required	Required
Limited Energy Electrician	Required	Required	Not Required	Required
Line Constructor	Required	Required	Not Required	Required
Marble Setter	Required	Not Required	Required	Required
Millwright	Required	Required	Not Required	Required
Painter	Required	Required	Required	Not Required
Piledriver	Required	Not Required	Required	Required
Plasterer and Stucco Mason	Required	Required	Required	Not Required
Plumber/Pipefitter/Steamfitter	Required	Required	Not Required	Required
Power Equipment Operators All	Required	Not Required	Required	Required
Roofer	Required	Required	Not Required	Required
Sheet Metal Worker	Required	Required	Not Required	Required
Soft Floor Layer	Required	Required	Required	Not Required
Sprinkler Fitter	Required	Required	Not Required	Required
Tender to Mason Trades (Brick and Stonemason, Mortar Mixer, Hod Carrier)	Required	Required	Required	Not Required
Tender to Plasterer and Stucco Mason	Required	Required	Required	Not Required
Testing, Adjusting, and Balancing (TAB) Technician	Required	Required	Not Required	Required
Tile Setter / Terrazzo Worker: Hard Tile Setter	Required	Required	Required	Not Required
Tile, Terrazzo, and Marble Finisher	Required	Required	Required	Not Required
Truck Driver All	Required	Not Required	Required	Required

**Non-residential construction includes initial construction, reconstruction, reconstruction, and major renovation. Labor performed on-site in connection with material deliveries is also considered reconstruction work. Routine maintenance work (as described below) is not included except as noted.**

**Construction (Report):**

Construction means the initial construction of buildings and other structures, or additions thereto, and of highways and roads. Construction does not include the transportation of material or supplies to or from a construction project by employees of a construction contractor. However, labor performed on the job-site in connection with the delivery of materials is considered construction work.

**Major Renovation (Report):**

Major renovation means the remodeling or alteration of buildings and other structures within the framework of an existing building or structure and the alteration of existing highways and roads.

**Reconstruction (Report):**

Means highway and road resurfacing and rebuilding, the restoration of existing highways and roads, and the restoration of buildings and other structures.

**Demolition (Report as noted):**

Demolition is included only if it is to prepare for planned construction or renovation. If no construction is planned to replace the demolished property, then do not include the hours in this survey.

**Maintenance (Exclude except as noted):**

General maintenance work such as sweeping, cleaning, and landscaping, is not covered unless it is done as part of a construction, reconstruction, major renovation, or painting project. Maintenance work such as repairing or replacing a roof or recarpeting part of a building is considered to be reconstruction work.

**Residential (Exclude):**

Residential construction projects are projects for construction, reconstruction, major renovation, or painting of a single family house or apartment building of no more than four stories in height. The residential project includes all incidental items associated with the project, such as site work, parking areas, utilities, streets and sidewalks.

**Examples of Residential Construction:**

- Apartment buildings (4 stories or less)
- All work incidental to residential projects:
- Married student housing
- Town or row houses
- Mobile home developments
- Single family houses
- Multi-family houses
- Residential parking areas
- Residential utilities
- Residential streets
- Residential sidewalks

**How do I Submit my Information?**

**\*Retain a copy of your completed survey for your records\***

**RESPOND BY MAIL:** You may return your survey form in the postage-paid envelope provided.

**RESPONDING BY ELECTRONIC FILE:** (Recommended for reporting 10 or more employees)

- Go to our website: <https://www.qualityinfo.org/bolisurvey>
- Download the Survey Spreadsheet for Electronic Filing. Save a copy with the information you have to report.
- Complete section 1, and sign the front page of the survey form. This portion of the survey must be returned either by mail, faxed or emailed as an attached document.
- Email your spreadsheet to [Boli.Survey@Oregon.gov](mailto:Boli.Survey@Oregon.gov). Please write in the subject line: WAGE DATA FROM SURVEY ID \_\_\_\_\_. (Your survey ID number is on the back cover of the survey booklet.)

**COMPLETE ONLINE SURVEY:** (Recommended for fewer than 10 employees, or no wage data)

- Go to our website at: <https://www.qualityinfo.org/bolisurvey>
- Click on the link next to "Report Online."
- Follow the instructions to report information. Once complete, be sure to finish and submit your response.
- If you need a copy of what you submitted online please contact our staff.

**RESPONDING BY FAX:** Fax copies of the Wage Data Form and Signature Page to (503) 947-1210.

**IF YOU NEED ASSISTANCE PLEASE CONTACT US**

Phone: (503) 947-1282 Email: [Boli.Survey@Oregon.gov](mailto:Boli.Survey@Oregon.gov)  
 Toll Free: (800) 262-3912 extension 71282 Website: [www.QualityInfo.org/bolisurvey](http://www.QualityInfo.org/bolisurvey)

# BOLI Construction Industry Occupational Wage Survey

For Staff Use Only  
 Date Received: \_\_\_\_\_ Initial Status: \_\_\_\_\_  
 Entered By: \_\_\_\_\_ Edited:   
 Follow Up: Yes No Final Status: \_\_\_\_\_

Administered by the Oregon Employment Department for the Oregon Bureau of Labor & Industries

**\*\*COLORED SURVEY FORM SHOULD BE REMOVED, REVIEWED, COMPLETED, AND RETURNED\*\***

You are required by Oregon law (ORS 279C.815) to provide this information. The full text of the law is available at [www.boli.state.or.us](http://www.boli.state.or.us). The data that you provide will be aggregated with similar information collected from other sources and will be published in a manner that will guarantee the confidentiality of your information. Failure to return this survey or filing fraudulent or incomplete information may result in penalties. Please retain a copy of your forms for your records.

**1** SURVEY ID NUMBER (FOUND ON THE BACK COVER): \_\_\_\_\_

FIRM: \_\_\_\_\_

PHONE: ( ) \_\_\_\_\_ CCB NUMBER: \_\_\_\_\_

COMPLETED BY (PLEASE PRINT NAME): \_\_\_\_\_

TITLE: \_\_\_\_\_ E-MAIL: \_\_\_\_\_

I certify that the information provided on this form is correct and verifiable.

SIGNATURE: \_\_\_\_\_ DATE: \_\_\_\_\_

**2** Did your firm do any non-residential construction work in Oregon for the work weeks including the dates specified below (see relevant definitions on the back of this form):  
**November 12, 2014 February 12, 2015 May 12, 2015 August 12, 2015**

**YES**, the firm did non-residential construction work during one or more of these weeks.

**NO**, the firm did not do any non-residential construction during any of these weeks.

- Review the instructions and move to step 3 on the Wage Data Form.
- Which of the following best describes why your firm answered no?

- THE FIRM DID ONLY RESIDENTIAL WORK DURING THE SELECTED DATES.
- THE FIRM IS CLOSED.
- THE FIRM HAD NO EMPLOYEES OTHER THAN OWNERS OR CORPORATE OFFICERS.
- THE FIRM HAD NO WORK IN OREGON DURING THE SELECTED DATES.
- THE FIRM SUBCONTRACTED OUT ALL WORK.
- THE FIRM DOES NOT DO CONSTRUCTION WORK.  
(PLEASE WRITE ON THE WAGE DATA FORM A BRIEF DESCRIPTION OF THE TYPE OF WORK THE FIRM DOES.)

Thank you for participating in this survey. Once you have completed the Wage Data Form, or checked the appropriate box(es) above, you may return the form in the provided pre-paid envelope. Please see the back of this form for more details.

# WAGE DATA FORM - Construction Survey 2015

You may report online at: <https://QualityInfo.org/bolisurvey>

**Filing Due: September 7, 2015**

Please keep a copy of this form for your records.

**3** Please report non-owner labor and non-residential construction hours performed on the construction site for the work weeks including the dates specified below. Work week means any seven (7) consecutive twenty-four (24) hour period as determined by your firm. You may combine the four reporting weeks or list them separately on the form.

**November 12, 2014 February 12, 2015 May 12, 2015 August 12, 2015**

*Provide the information requested for these four weeks only.*

**Exclude:**

- Labor NOT performed on the job site
- Administrative staff
- Residential labor hours
- Overtime wages paid (include hours worked at their regular rate)
- Lead worker differentials (Include hours at the basic worker rate)

**4** Review the Occupation Reporting Table to determine if your information is required. You must respond to this survey even if your occupation(s) are not required.

5 Number of Workers* <small>If more than one employee see note below</small>	6 Wage Rate Region** <small>(One region per line)</small> <b>SEE MAP</b>	7 Occupation of Employee <small>An index of occupations and codes begins on page 4</small> <b>Occupational Code Required</b>	8 Skill Level <small>Journeyman or Skilled Craftsman</small> Sub-journey or Entry-level Craftsman	9 Was the contractor party to a Union Agreement under which workers were paid?		10 Hours <small>Number of hours (including overtime) worked by the employee in the occupation</small>  <small>If more than one employee is reported on a line, please add all hours together</small>	11 Basic Hourly Rate <sup>3</sup> <small>Use separate lines for each wage rate.</small>  <small>Do not include shift or overtime differentials, bonuses, awards, zone pay, or per diem. For collective bargaining agreements, include all workers at the Basic Worker Rate</small>	12 Health & Welfare <small>Monthly premium for employee or adjusted hourly rate</small>	Pension	Holiday & Vacation <small>Number of paid days off year or adjusted hourly rate. If included in the Hourly Rate, do not include wage</small>	Apprentice Training	Other Benefits <small>Do not include: Long Term Care, Life Insurance, Trade Union Funds, Safety training, Workers comp</small>
				YES	NO							
1												
2												
3												
4												
5												
6												
7												
8												
9												
10												
11												
12												
13												
14												
15												

\* You may report more than one employee per line if the employees worked in the same region, have the same pay rate, skill level, and all of the same fringe benefits.

\*\* Region numbers are provided on the inside cover of the survey booklet.

<sup>3</sup> Please do not include production bonuses, safety awards, zone pay, per diem, or overtime differentials. Report cash received in lieu of fringe benefits in the Other Benefits column. Fringe Benefits: Report only the contributions made or costs incurred by the employer (not the contributions or amounts paid by employees) for any of the types of fringe benefits noted above. Do not report any payments required by either Federal, State, or local law, such as worker's compensation or unemployment insurance.

## Example of Weighted Average Calculation

The construction industry occupational wage survey is designed to collect a census, or a complete list, of all non-residential construction work occurring during the pre-determined reference weeks. Wage data from skilled employees are then combined with total hours reported for that occupation to create a weighted average for that trade-region combination.

The weighted average wage for a particular trade-region combination  $W_{tr}$  is a function of the wage ( $W$ ) and hour ( $H$ ) information reported for each firm. The weighted average can be expressed as,

$$W_{tr} = \frac{W_1H_1 + W_2H_2 + \dots + W_nH_n}{H_1 + H_2 + \dots + H_n}$$

Beginning in 2011 the collection of data from contractors was split in two. Results from both panels, January and July, are combined to create the estimates in the annual report. Therefore the weighted average wage for a particular trade-region combination  $W_{tr}$  is a function of the wage and hour information collected from reporting firms surveyed in January and July.

### Example

Two contractors in the July panel report they employed journey-level carpenters (Group 1) on non-residential projects in region 2. Another contractor surveyed in the January panel indicated that they too, employed a journey-level carpenter (Group 1) on a non-residential project in the same region. The contractors provide the following information:

<b>Contractor</b>	<b>Panel</b>	<b>Trade</b>	<b>Basic Hourly Wage</b>	<b>Hours Worked</b>
Contractor 1	July	Carpenter 1	\$22.00	80
Contractor 2	July	Carpenter 1	\$33.30	120
Contractor 3	January	Carpenter 1	\$25.00	40

The estimated average wage for carpenters (Group 1) in region 2 would then be,

$$W_{Carp1,Reg2} = \frac{W_1H_1 + W_2H_2 + W_3H_3}{H_1 + H_2 + H_3}$$

$$W_{Carp1,Reg2} = \frac{(22.00)(80) + (33.30)(120) + (25.00)(40)}{80 + 120 + 40} = \frac{6,756}{240}$$

$$W_{Carp1,Reg2} = 28.15$$

For this example the estimated average wage for Carpenters (Group 1) in region 2 would be \$28.15.

# Example of Aging Wages Forward

For any trade not required to be reported in 2015, wage and benefit estimates from 2014 were aged forward. This was done by looking at annual changes in the US Bureau of Labor Statistics' Employer Cost Index (ECI).

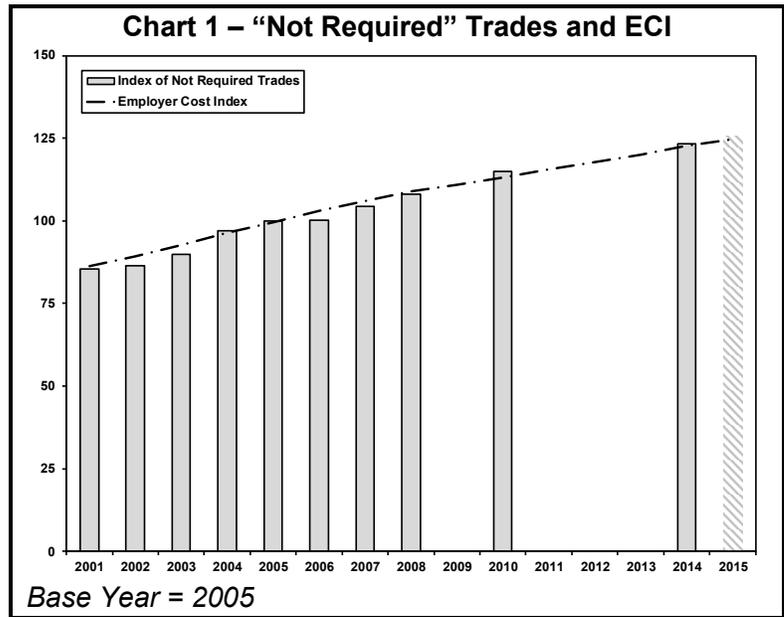
Aging data forward assumes that wages and benefits for the trades we did not collect information for increased at the same rate as ECI. For 2015, aged estimates saw an increase in wages of 1.9 percent, and an increase in benefits of 0.6 percent.<sup>1</sup>

### What is the Employer Cost Index?

The Employer Cost Index measures how wages and benefits change over time. It is an example of a price index, a tool that simplifies the measurement of prices over a period of time.

ECI holds constant a quantity, while including changes in price over time. It compares price values to a base period, given a value of 100.<sup>2</sup> If a

given year has an index value greater than 100, the prices were greater than the base period. For example, Chart 1 shows the average total compensation for trades that were not required to report.



### Example of aging estimate forward

Truck drivers were not required to be reported in 2015. To age the wage estimate forward for truck drivers we need to know the last wage estimate for truck drivers, and the Employer Cost Index wage and salary index for 2014 and 2015.

In 2014, the average truck driver wage was estimated to be \$20.01. According to the US Bureau of Labor Statistics the Employer Cost Index for wages and salaries rose from 120.9 in 2014 to 123.2 in 2015. The estimated wage for truck driver in 2015 would then be,

$$Wage_{2015} = Wage_{2014} \times (1 + \% \Delta ECI)$$

$$Wage_{2015} = Wage_{2014} \times \left( 1 + \frac{ECI_{w,2015} - ECI_{w,2014}}{ECI_{w,2014}} \right)$$

$$Wage_{2015} = \$20.01 \times \frac{(123.2)}{(120.9)} = \$20.01 \times 1.019$$

$$Wage_{2015} = \$20.39$$

Based on the Employer Cost Index wages increased an estimated 1.9 percent to \$20.39.

<sup>1</sup> Source: US Bureau of Labor Statistics, Employer Cost Index, Series: CIU20200004000001, CIU20300004000001.

<sup>2</sup> US Bureau of Labor Statistics – Glossary. <http://www.bls.gov/bls/glossary.htm>



# 2015

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