

## **Construction Survey Instructions**

**Overview** - The survey captures wage and benefit pay rates along with zone, travel and per diem pay for occupations in building construction, highway construction, and heavy construction. **Do NOT include employees in an approved apprenticeship program or other formal training programs. Do NOT include owners, management, supervisors, or office personnel not listed in the dropdown list of occupations.**

**Construction type** – You will review descriptions of building construction, heavy construction, and highway construction to determine what types of construction your firm is involved in. You will select those that apply to you and then confirm the types. Whatever types of construction you choose will render out a separate table for each type of construction for wage data to be inputted.

**Occupation/Worker Type** – There are 47 defined occupations related to construction that you will choose in a dropdown field for each construction type you have selected. Please select all the various occupations that your company pays for the identified type of construction you perform. Depending on your scope of work performed you may have a limited number of occupations, or you may have many different occupations to report.

**Union Local Number** – You have an option to list the union local you are signatory to, if applicable.

**Number of workers at this wage rate** – Enter the number of employees paid at each different wage rate. It is common that many times you will have multiple lines where the occupation is the same, but the wage rates and/or the district are different.

**District** – This refers to the worksite location and only applies to building construction; heavy and highway construction rates are set statewide. For building construction, the state is divided into four prevailing wage districts. The map (below) will help you determine the correct district number. Please indicate all districts in which your company performed building construction, use multiple lines for multiple districts.

**Wage per Hour** - Enter the hourly wage paid to employees for each occupation. Report different wage rates for the same occupation on a separate line. Do NOT include any fringe benefits, incentive bonuses, or overtime in the hourly wage rate.

**Benefit per Hour** – Please show any bona fide benefits paid/contributed to approved plans, funds, or programs for each employee except those required by Federal or State Law (unemployment tax, workers' compensation, income taxes, Social Security contributions, etc.). This only includes the **employer's contribution** to the following benefits: health insurance, life insurance, pension or retirement, vacation, and the costs of defraying apprenticeship or other programs. As with wage rates, report differing benefit rates for the same occupation on a separate line.

## How to calculate HOURLY benefit amounts (Examples):

**Health and Life Insurance Example** – Employer cost of providing health and life insurance is \$500.00 per month and the employee is full-time.

$\$500.00/\text{month} \times 12 \text{ months} = \$6,000.00/\text{year}$   
 $\$6,000.00/2080 \text{ Hours}/\text{year} = \$2.89/\text{Hour}$

**Pension Example** – Employer contributes 7.96% of employee's hourly wage to the employee's pension plan. Employee makes \$35.00/hour.

$\$35.00/\text{Hour} \times 7.96\% = \$2.79/\text{Hour}$

**401K Example** – Employer has a 401K plan and contributes 20% of what an employee contributes. Employee makes \$35.00/Hour and contributes 10% of their hourly wage.

$\$35.00/\text{Hour} \times 10.0\% = \$3.50/\text{Hour}$  (Employee contribution)  
 $\$3.50/\text{Hour} \times 20\% = \$0.70/\text{Hour}$  (Employer contribution)

**Vacation and Sick Leave Example** – Employee accumulates 2 weeks of vacation and 1 week of sick leave in the calendar year. Employee makes \$35.00/Hour and is full-time.

$2 \text{ weeks of vacation and } 1 \text{ week of sick time} = 3 \text{ weeks} = 120 \text{ Hours of total leave time}$   
 $120 \text{ Hours} \times \$35.00/\text{Hour} = \$4,200.00$   
 $\$4,200.00/2080 \text{ Hours} = \$2.02/\text{Hour}$

**Zone Pay** - an amount added to the base pay; the combined sum then becomes the new base wage rate to be paid for all hours worked on the project. Zone pay must be determined by measuring the road miles one way over the shortest practical maintained route from the dispatch city to the center of the job. **Zone pay should be expressed in terms of adding to base wage pay.** For example: 0-30 miles = Base Pay, 31-60 miles = base pay + some amount per hour, over 60 miles = base pay + some other amount per hour. You will be asked first if you pay zone pay for each occupation you list and if you do you will be given a text box to type in the zone pay your company pays.

**Travel Pay** - also referred to as “travel allowance”, is and must be paid for travel both to and from the job site, except those with special provisions listed under the classification. The rate was determined by measuring the road miles in one direction over the shortest practical maintained route from the dispatch city or the employee's home, whichever is closer to the center of the job. **Travel pay is most often expressed as an amount per mile.** Again, you will be asked first if you pay travel pay for each occupation you list and if you do you will be given a text box to type in the travel pay your company pays.

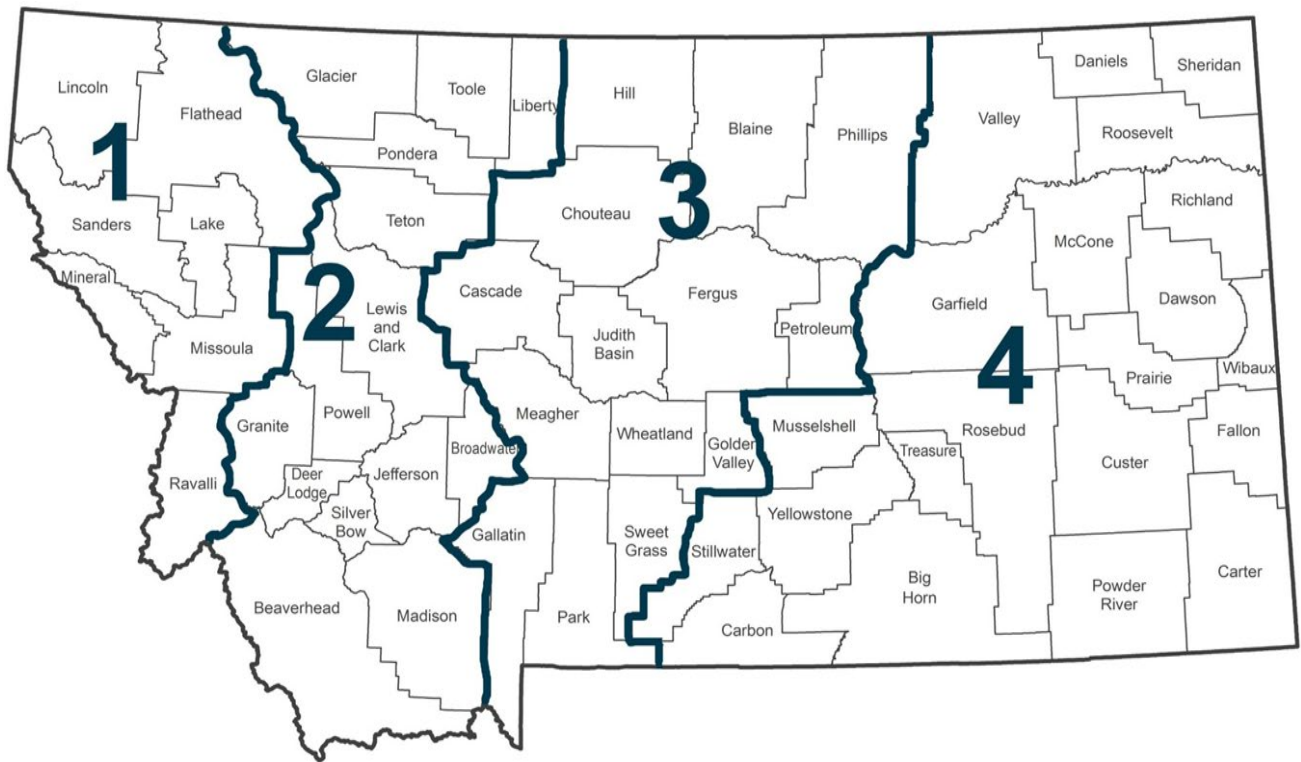
**Per Diem Pay** - Per Diem typically covers costs associated with board and lodging expenses when the employee stays overnight in connection with the job. **Per Diem pay is most often expressed as an amount per day.** Again, you will be asked first if you pay per diem pay for

each occupation you list and if you do you will be given a text box to type in the per diem pay your company pays.

**General comment on these other pays** - We understand that construction companies pay these other pay types in a variety of ways (zone pay usually has a different range of miles or different hourly rates added to base pay, travel pay is seen expressed per mile, per day, flat fee amounts regardless of miles, etc., and per diem pay usually expressed as per day but with qualifiers for specific cities in Montana such as a higher rate for Big Sky, etc.). As mentioned, you will have a large text box to input your method and rate for these pay types for each occupation type you declare. **If you pay the same rates for all occupations, you will have the opportunity to reduce your input by declaring the rate of pay in a single box when you pay the same rate for all occupations.**

See below for Prevailing Wage Districts and Construction Survey Occupations Descriptions

## Montana Prevailing Wage Districts



## Construction Survey Occupations

**BOILERMAKERS** - Construct, assemble, maintain, and repair stationary steam boilers and boiler house auxiliaries. Align structures or plate sections to assemble boiler frame tanks or vats, following blueprints. Work involves use of hand and power tools, plumb bobs, levels, wedges, dogs, or turnbuckles. Assist in testing assembled vessels. Direct cleaning of boilers and boiler furnaces. Inspect and repair boiler fittings, such as safety valves, regulators, automatic-control mechanisms, water columns, and auxiliary machines.

**BRICK, BLOCK, AND STONE MASONS** - Lay and bind building materials, such as brick, structural tile, concrete block, cinder block, glass block, and terra-cotta block, with mortar and other substances, to construct or repair walls, partitions, arches, sewers, and other structures. Build stone structures, such as piers, walls, and abutments. Lay walks, curbstones, or special types of masonry for vats, tanks, and floors.

**CARPENTERS** - Construct, erect, install, or repair structures and fixtures made of wood and comparable materials, such as concrete forms; building frameworks, including partitions, joists, studding, and rafters; and wood stairways, window and door frames, and hardwood floors. May also install cabinets, siding, drywall, and batt or roll insulation. Includes brattice builders building doors or brattices (ventilation walls/partitions) in underground passages.

**CARPET INSTALLERS** - Lay and install carpet from rolls or blocks on floors. Install padding and trim flooring materials.

**CEMENT MASONS AND CONCRETE FINISHERS** - Smooth and finish surfaces of poured concrete, such as floors, walks, sidewalks, roads, or curbs using a variety of hand and power tools. Align forms for sidewalks, curbs, or gutters; patch voids; and use saws to cut expansion joints.

### **CONSTRUCTION EQUIPMENT OPERATORS GROUP 1**

Air Compressor; Auto Fine Grader; Belt Finishing; Boring Machine (Small) 12 inch and under; Cement Silo; Crane, A-Frame Truck Crane; Crusher Conveyor; DW-10, 15, and 20 Tractor Roller; Farm Tractor; Forklift; Form Grader; Front-End Loader, under 1 cu. yd; Oiler, Heavy Duty Drills; Herman Nelson Heater; Mucking Machine; Oiler, All Except Cranes/Shovels; Pumpman.

### **CONSTRUCTION EQUIPMENT OPERATORS GROUP 2**

Air Doctor; Backhoe\Excavator\Shovel, up to and incl. 3 cu. yds; Bit Grinder; Bituminous Paving Travel Plant; Boring Machine, Large; Broom, Self-Propelled; Concrete travel batcher; Concrete Float & Spreader; Concrete Bucket Dispatcher; Concrete Finish Machine; Concrete Conveyor; Distributor; Dozer, Rubber-Tired, Push, & Side Boom; Elevating Grader\Gradall; Gravel Conveyor; Field Equipment Serviceman; Front-End Loader, 1 cu. yds to and inc. 5 cu. yds; Grade Setter; Heavy Duty Drills, All Types; Hoist\Tugger, All; Hydralift Forklifts & Similar; Industrial Locomotive; Motor Patrol (except finish); Mountain Skidder; Oiler, Cranes\Shovels; Pavement Breaker, EMSCO; Power Saw, Self-propelled; Pugmill; Pumpcrete\Grout Machine;

Punch Truck; Roller, other than Asphalt; Roller, Sheepsfoot (Self-Propelled); Roller, 25 tons and over; Ross Carrier; Rotomill, under 6ft; Trenching Machine; Washing\Screening Plant

### **CONSTRUCTION EQUIPMENT OPERATORS GROUP 3**

Asphalt Paving Machine; Asphalt Screed; Backhoe\Excavator\Shovel, over 3 cu. yds; Cableway Highline; Concrete Batch Plant; Concrete Curing Machine; Concrete Pump; Cranes, Creter; Cranes, Electric Overhead; Cranes, 24 tons and under; Curb Machine\Slip Form Paver; Finish Dozer; Front-End Loader, over 5 cu. yds; Mechanic\Welder; Pioneer Dozer; Roller Asphalt (Breakdown & Finish) Rotomill, over 6ft; Scraper, Single, Twin, or Pulling Belly-Dump; YO-YO Cat, Haul Truck, Articulating Trucks, Vac Truck.

### **CONSTRUCTION EQUIPMENT OPERATORS GROUP 4**

Asphalt\Hot Plant Operator; Cranes, 25 tons-44 tons; Crusher Operator; Finish Motor Patrol; Finish Scraper.

### **CONSTRUCTION EQUIPMENT OPERATORS GROUP 5**

Cranes, 45 tons to and incl.74 tons.

### **CONSTRUCTION EQUIPMENT OPERATORS GROUP 6**

Cranes, 75 tons to and incl.149 tons; Cranes, Whirley (ALL).

### **CONSTRUCTION EQUIPMENT OPERATORS GROUP 7**

### **CONSTRUCTION LABORERS GROUP 1**

Flag Person.

### **CONSTRUCTION LABORERS GROUP 2**

General Labor, Asbestos Removal, Burning Bar, Bucket Man, Carpenter Tender, Caisson Worker, Cement Mason Tender, Cement Handler (dry), Chuck Tender, Choker Setter, Concrete Worker, Curb Machine-lay Down, Crusher and Batch Worker, Heater Tender, Fence Erector, Landscape Laborer, Landscaper, Lawn Sprinkler Installer, Pipe Wrapper, Pot Tender, Powderman Tender, Rail and Truck Loaders and Unloaders, Riprapper, Sign Erection, Guardrail and Jersey Rail, Spike Driver, Stake Jumper, Signalman, Tail Hoseman, Tool Checker and Houseman and Traffic Control Worker.

### **CONSTRUCTION LABORERS GROUP 3**

Concrete Vibrator, Dumpman (Grademan), Equipment Handler, Geotextile and Liners, High-Pressure Nozzleman, Jackhammer (Pavement Breaker) Non-Riding Rollers, Pipelayer, Posthole Digger (Power), Power Driven Wheelbarrow, Rigger, Sandblaster, Sod Cutter-Power and Tamper.

## **CONSTRUCTION LABORERS GROUP 4**

Hod Carrier, Water Well Laborer, Blaster, Wagon Driller, Asphalt Raker, Cutting Torch (incidental to laborers' classification), Grade Setter, High-Scaler. Power Saws (Faller & Concrete) Powderman, Rock & Core Drill, Track or Truck Mounted Wagon Drill and Welder including air Arc (incidental to laborers' classification).

**DIVERS (STANDBY)** – Divers (described below) who are in standby and ready status.

**DIVERS (DIVING)** - Work below surface of water, using surface-supplied air or scuba equipment to inspect, repair, remove, or install equipment and structures. May use a variety of power and hand tools, such as drills, sledgehammers, torches, and welding equipment. May conduct tests or experiments, rig explosives, or photograph structures or marine life.

**DIVER TENDERS** – Non-diver attendants who wrangle various equipment, tools, and gear associated with diving and diver work.

**DRYWALL APPLICATORS** - Apply plasterboard or other wallboard to ceilings or interior walls of buildings. Apply or mount acoustical tiles or blocks, strips, or sheets of shock-absorbing materials to ceilings and walls of buildings to reduce or reflect sound. Materials may be of decorative quality. Includes lathers who fasten wooden, metal, or rockboard lath to walls, ceilings, or partitions of buildings to provide support base for plaster, fireproofing, or acoustical material.

**ELECTRICIANS: INCLUDING BUILDING AUTOMATION CONTROL** - Install, maintain, and repair electrical wiring, equipment, and fixtures. Ensure that work is in accordance with relevant codes. May install or service streetlights, intercom systems, or electrical control systems.

**ELEVATOR CONSTRUCTORS** - Assemble, install, repair, or maintain electric or hydraulic freight or passenger elevators, escalators, or dumbwaiters.

**FLOOR LAYERS** - Apply blocks, strips, or sheets of shock-absorbing, sound-deadening, or decorative coverings to floors.

**GLAZIERS** - Install glass in windows, skylights, store fronts, and display cases, or on surfaces, such as building fronts, interior walls, ceilings, and tabletops.

**HEATING AND AIR CONDITIONING** - Install or repair heating, central air conditioning, HVAC, or refrigeration systems, including oil burners, hot-air furnaces, and heating stoves.

**INSULATION WORKERS-MECHANICAL (HEAT AND FROST)** - Line and cover structures with insulating materials. May work with batt, roll, or blown insulation materials. Apply insulating materials to pipes or ductwork, or other mechanical systems in order to help control and maintain temperature.

**LINE CONSTRUCTION: EQUIPMENT OPERATOR** – Operation of various equipment associated with Installation or repair of cables or wires used in electrical power or distribution systems.

**LINE CONSTRUCTION: GROUNDMAN** – Non lineman or operator personnel associated with Installation or repair of cables or wires used in electrical power or distribution systems.

**LINE CONSTRUCTION: LINEMAN** - Install or repair cables or wires used in electrical power or distribution systems. May erect poles and light or heavy-duty transmission towers.

**MILLWRIGHTS** - Install, dismantle, or move machinery and heavy equipment according to layout plans, blueprints, or other drawings.

**PAINTERS: INCLUDING PAPERHANGER** - Paint walls, equipment, buildings, bridges, and other structural surfaces, using brushes, rollers, and spray guns. May remove old paint to prepare surface prior to painting. May mix colors or oils to obtain desired color or consistency. Cover interior walls or ceilings of rooms with decorative wallpaper or fabric or attach advertising posters on surfaces such as walls and billboards. May remove old materials or prepare surfaces to be papered.

**PILE BUCKS** - Operate pile drivers mounted on skids, barges, crawler treads, or locomotive cranes to drive pilings for retaining walls, bulkheads, and foundations of structures such as buildings, bridges, and piers.

**PLASTERERS** - Apply interior or exterior plaster, cement, stucco, or similar materials. May also set ornamental plaster.

**PLUMBERS, PIPEFITTERS, AND STEAMFITTERS** - Assemble, install, alter, and repair pipelines or pipe systems that carry water, steam, air, or other liquids or gases. May install heating and cooling equipment and mechanical control systems.

**RADIO, CELLULAR, AND TOWER EQUIPMENT INSTALLERS AND REPAIRERS** - Repair, install, or maintain mobile or stationary radio transmitting, broadcasting, and receiving equipment, and two-way radio communications systems used in cellular telecommunications, mobile broadband, ship-to-shore, aircraft-to-ground communications, and radio equipment in service and emergency vehicles. May test and analyze network coverage.

**REINFORCING IRON AND REBAR WORKERS** - Position and secure steel bars or mesh in concrete forms in order to reinforce concrete. Use a variety of fasteners, rod-bending machines, blowtorches, and hand tools. Includes rod busters.

**ROOFERS** - Cover roofs of structures with shingles, slate, asphalt, aluminum, wood, or related materials. May spray roofs, sidings, and walls with material to bind, seal, insulate, or soundproof sections of structures.

**SHEET METAL WORKERS** - Fabricate, assemble, install, and repair sheet metal products and equipment, such as ducts, control boxes, drainpipes, and furnace casings. Work may involve any of the following: setting up and operating fabricating machines to cut, bend, and

straighten sheet metal; shaping metal over anvils, blocks, or forms using hammer; operating soldering and welding equipment to join sheet metal parts; or inspecting, assembling, and smoothing seams and joints of burred surfaces. Includes sheet metal duct installers who install prefabricated sheet metal ducts used for heating, air conditioning, or other purposes.

**SOLAR PHOTOVOLTAIC INSTALLERS** - Assemble, install, or maintain solar photovoltaic (PV) systems on roofs or other structures in compliance with site assessment and schematics. May include measuring, cutting, assembling, and bolting structural framing and solar modules. May perform minor electrical work such as current checks.

**SPRINKLER FITTERS** - Assemble, install, alter, and repair pipelines or pipe systems that carry water or other liquids or gases in connection with fire suppression. May include maintenance, testing, and checking of existing systems.

**STRUCTURAL IRON AND STEEL WORKERS** - Raise, place, and unite iron or steel girders, columns, and other structural members to form completed structures or structural frameworks. May erect metal storage tanks and assemble prefabricated metal buildings. Excludes "Reinforcing Iron and Rebar Workers"

**TAPERS** - Seal joints between plasterboard or other wallboard to prepare wall surface for painting or papering.

**TELECOMMUNICATIONS EQUIPMENT INSTALLERS** - Install, set up, rearrange, or remove switching, distribution, routing, and dialing equipment used in central offices or headends. Service or repair telephone, cable television, Internet, and other communications equipment on customers' property. May install communications equipment or wiring in buildings.

**TERRAZZO WORKERS AND FINISHERS** - Apply a mixture of cement, sand, pigment, or marble chips to floors, stairways, and cabinet fixtures to fashion durable and decorative surfaces.

**TILE AND STONE SETTERS** - Apply hard tile, stone, and comparable materials to walls, floors, ceilings, countertops, and roof decks.

## **DRIVERS**

**Pilot Car Driver** – On and off-road drivers who perform guide and/or convoy assistance transportation and/or construction traffic routing occurring on open roads or within building, heavy and highway construction zones.

**Truck Driver** - All Combination Trucks and Concrete Mixers; Distributor Driver; All Dry Batch Trucks; Dumpman, Gravel Spreader Box Operator; All Dump Trucks and similar equipment including DW 20, DW 21, or Euclid Tractor; Dumpsters; Flat Trucks; Servicemen; Lowboys, Four-Wheel Trailers; Float Semi-Trailer; Lumber Carriers, Lift Trucks & Fork Lifts; Pick-up Driver hauling material; Powder Truck (Bulk Unloader type); Power Boom; Service Truck Drivers, Fuel Truck Drivers, Tiremen; All Water Tank Drivers; Petroleum Products Drivers; Trucks with Power Equipment such as Winch, A-Frame Truck, Crane, Hydralift, Grout-Crete Truck, and Combination Mulching, Seeding & Fertilizing Truck; Truck Mechanic.