



WAGE AND BENEFIT SURVEY

A survey to link employers with information that addresses the retention problem in the region.
All information is confidential and no information will be shared with business or the public except in aggregate.

Construction

Company Description

1. What county is your business located in?

- Fulton County
- Defiance County
- Williams County
- Henry County
- Paulding County

2. Is your facility unionized?

- Yes
- No

3. How many Full-Time equivalent HOURLY employees are employed by your company (or by local plant if there are multiple facilities)?

- 0-10 10-25 50-100 100-250 250-500 500+

4. NAICS code of your business _____

Wage Rates

5. Please list the average starting pay (in wage per hour) for employees in the following positions:

- | | |
|--------------------------------------|---------|
| First-Line Supervisor | \$_____ |
| Carpenters | \$_____ |
| Cement Masons and Concrete Finishers | \$_____ |
| Construction Laborers | \$_____ |

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Construction Equipment Operators	\$_____
Electricians	\$_____
Painters	\$_____
Plumbers, Pipefitters, and Steamfitters	\$_____
Roofers	\$_____
Sheet Metal Workers	\$_____
Construction and Building Inspectors	\$_____

Openings

6. Please list the number of employees you believe your business will hire in the following positions (include current open positions, potential attrition, and potential expansion) within the next two years:

First-Line Supervisor	_____
Carpenters	_____
Cement Masons and Concrete Finishers	_____
Construction Laborers	_____
Construction Equipment Operators	_____
Electricians	_____
Painters	_____
Plumbers, Pipefitters, and Steamfitters	_____
Roofers	_____
Sheet Metal Workers	_____
Construction and Building Inspectors	_____

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Employee Shifts and Premiums

7. a) What is your shift schedule?

- 1st 2nd 3rd Swing Other

7. b) Please describe shift premiums offered:

2nd shift _____

3rd shift _____

Weekends _____

Employee Benefits

8. What benefits are offered by your business for HOURLY employees (select all that apply)

- Health Insurance
- HSA or FSA
- Dental Insurance
- Vision Insurance
- 401(k)
- Pension
- Other retirement plan (besides 401k or Pension)
- Life Insurance
- Long-term Disability Insurance
- Paid Time Off
- Tuition Reimbursement
- Childcare benefits
- Wellness Program
- Gym Membership

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- Flexible Work Hours
- Relocation Reimbursement
- Performance Bonuses
- Commuter Assistance
- Stock Options
- Discount on Company goods/services

Other _____

Hiring

9. Do you use a staffing agency or temp service?

- Yes
- No

10. Would you consider hiring an employee with a felony conviction

- Yes
- No

11. a) Do you conduct pre-employment drug testing?

- Yes
- No

11. b) If yes, do you test for marijuana use?

- Yes
- No

12. What does your business do to retain employees though the first 90 days? (Please be specific as possible, including dollar amounts)

- Mentoring Programs
- Sign-on Bonuses

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Training

Pay Raise after specific time

Other _____

13. When recruiting employees, what does your business offer that gives you a competitive advantage over other businesses seeking the same job candidates?

14. Please provide any ideas you might have about how your local Ohio Means Jobs and/or Economic Development organizations can help your business overcome your workforce challenges.

Contact Information is confidential and no information will be shared with business or the public except in aggregate

Please provide your name and title _____

Please provide your email _____

Please provide your phone _____

Please provide your organization's name _____