

2020 CRMCA Wage & Benefit Survey

Due by Nov. 25, 2020 – [Online submission available here](#)

POSITIONS	PAY RATES		<i>*note hourly versus salary</i>			Total Number of Employees	
	Minimum Rate	Max Rate		Average Rate			
CONCRETE DELIVERY PROFESSIONAL (Drivers)	\$	Hourly	\$	Hourly	\$	Hourly	
OPERATIONS MANAGER (More than one plant)	\$	Salary	\$	Salary	\$	Salary	
AREA MANAGER	\$	Salary	\$	Salary	\$	Salary	
PLANT MANAGER (1 PLANT)	\$	Salary	\$	Salary	\$	Salary	
CONCRETE PLANT BATCH OPERATORS	\$	Hourly	\$	Hourly	\$	Hourly	
DISPATCHER	\$	Hourly	\$	Hourly	\$	Hourly	
LOADER OPERATORS	\$	Hourly	\$	Hourly	\$	Hourly	
FLEET & HEAVY EQUIPMENT MANAGER	\$	Salary	\$	Salary	\$	Salary	
FLEET & HEAVY EQUIPMENT MECHANICS	\$	Hourly	\$	Hourly	\$	Hourly	
PLANT MAINTENANCE MANAGER	\$	Salary	\$	Salary	\$	Salary	
PLANT MAINTENANCE MECHANIC	\$	Hourly	\$	Hourly	\$	Hourly	
QUALITY CONTROL MANAGER	\$	Salary	\$	Salary	\$	Salary	
QUALITY CONTROL TECHNICIAN	\$	Hourly	\$	Hourly	\$	Hourly	
SALES MANAGER	\$	Salary	\$	Salary	\$	Salary	
SALES REPRESENTATIVE	\$	Salary	\$	Salary	\$	Salary	
SAFETY & ENVIRONMENTAL MANAGER	\$	Salary	\$	Salary	\$	Salary	
HUMAN RESOURCES MANAGER	\$	Salary	\$	Salary	\$	Salary	
CONTROLLER	\$	Salary	\$	Salary	\$	Salary	
RECEPTIONIST/ADMINISTRATIVE ASSISTANT	\$	Hourly	\$	Hourly	\$	Hourly	

Total number of employees (company-wide)

____ Full Time

____ Part Time

____ Temporary

RETIREMENT PLAN SECTION - *Please note there are separate questions for Hourly versus Salary employees in this section.*

Do you offer a 401(k) to HOURLY employees?

____ Yes

____ No

Do you MATCH on a 401(k) for HOURLY employees?

____ Yes

____ No

Do you offer a 401(k) to SALARY employees?

____ Yes

____ No

Do you MATCH on a 401(k) for SALARY employees?

____ Yes

____ No

PAID LEAVE SECTION - *There are separate paid leave sections for HOURLY versus SALARY position*

PAID LEAVE - HOURLY EMPLOYEES

Do you provide paid vacation to HOURLY employees?

____ Yes

____ No

Minimum Number of Paid Vacation Days per year for HOURLY employees:

After how many weeks is an HOURLY employee eligible for the Minimum Number of Paid Vacation Days:

Max Number of Paid Vacation Days per year for HOURLY employees:

After how many years is an HOURLY employee eligible for the Max Number of Paid Vacation Days:

Number of Paid Holidays per year for HOURLY employees:

Number of Paid Sick Days per year for HOURLY employees:

Do you provide Paid Bereavement Leave for HOURLY employees?

____ Yes

____ No

Max Number of Paid Bereavement Days per year for HOURLY employees:

PAID LEAVE - HOURLY EMPLOYEES

Do you provide paid vacation to SALARY employees?

____ Yes

____ No

Minimum Number of Paid Vacation Days per year for SALARY employees:

After how many weeks is a SALARY employee eligible for the Minimum Number of Paid Vacation Days:

Max Number of Paid Vacation Days per year for SALARY employees:

After how many weeks is a SALARY employee eligible for the Max Number of Paid Vacation Days:

Number of Paid Holidays per year for SALARY employees:

Number of Paid Sick Days per year for SALARY employees:

Do you provide Paid Bereavement Leave for SALARY employees?

Yes

No

Max Number of Paid Bereavement Days per year for SALARY employees:

INSURANCE SECTION - *Questions in this section apply to all employees, not related to hourly or salary.*

What type of Health insurance does your company have?

Contracted (fully insured)

Private (self-insured)

None

Percent of premium paid by company:

_____%

Do you offer Dental Insurance?

___ Yes

___ No

What percentage of Dental Insurance premium is paid by company:

___%

Do you offer Vision Insurance?

___ Yes

___ No

What percentage of Vision premium is paid by company:

___%

Do you offer Life Insurance?

___ Yes

___ No

What percentage of Life Insurance premium is paid by company:

___%

Do you offer Long Term Disability Insurance?

Yes

No

What percentage of Long Term Disability Insurance premium is paid by company?

%

Do you offer Short Term Disability Insurance?

Yes

No

What percentage of Short Term Disability Insurance premium is paid by company?

%

Do you offer other benefits not listed above? If so please list/describe below:

OTHER ITEMS

Do you Guarantee Hours?

Yes

No

If yes, how many hours do you guarantee?

If yes, what period do you guarantee hours for:

Daily Weekly Monthly Annually

Who is responsible for providing your Fleet Mechanic's Tools?

Fleet Mechanic's Tools Provided by EMPLOYEE

Fleet Mechanic's Tools Provided by COMPANY

Who is responsible for providing your Plant Mechanic's Tools?

Fleet Mechanic's Tools Provided by EMPLOYEE

Fleet Mechanic's Tools Provided by COMPANY

Do you have one (1) or more groups within your company represented by a labor group/union?

Yes

No

Do you furnish Uniforms for Concrete Delivery Professionals (Mixer Drivers)?

Yes

No

What percentage of Uniform do you cover for Concrete Delivery Professionals (Mixer Drivers)?

Yes

No

Do you provide a Boot Allowance for employees?

Yes

No

INCENTIVE PLANS SECTION - *Please select the plans below for HOURLY and SALARY that are provided by your company:*

	HOURLY		SALARY	
	Plan (check all that apply)	Payment Frequency	Plan (check all that apply)	Payment Frequency
Type of Plan				
Long-Term Incentive				
Sales Incentive				
Profit Sharing Plan				
Safety Incentive				
Productivity Incentive				
Combination: Safety, Productivity & Other				
Load Bonus				
Referral Award				
Service Award				

Position Descriptions & Plan Descriptions for reference only

CONCRETE DELIVERY PROFESSIONAL (Drivers)

* Deliver concrete to customers, conduct pre- and post-trip inspections, meet with customers on the jobsite, comply with government regulations, etc.

OPERATIONS MANAGER (More than one plant)

* Manages daily operation of area including plants, personnel, raw materials, QA & equipment. Reports to Area Manager.

AREA MANAGER

* Manage area including sales, customer service, QA, operations, personnel, raw materials, equipment & bookkeeping.

PLANT MANAGER (1 PLANT)

* Manage the batch plant including personnel, inventory, serving customers, maintenance, etc. Reports to Operations Manager or Area Manager.

CONCRETE PLANT BATCH OPERATORS

* Maintain material inventory, receive customer orders, deliver products, communicate with customers, promote safety & environmental compliance and maintain paperwork for processing.

DISPATCHER

* Receive from and deliver to the customer the order of products.

LOADER OPERATORS

* Operate a front-end loader to ensure materials piles and bins are stocked, plant site is maintained, and pre-trips are performed.

FLEET & HEAVY EQUIPMENT MANAGER

* Performs repairs and periodic maintenance on all heavy equipment including mixer trucks, loader operators, tankers, dump trucks, etc.

FLEET & HEAVY EQUIPMENT MECHANICS

* Performs repairs and periodic maintenance on all heavy equipment including mixer trucks, loader operators, tankers, dump trucks, etc.

PLANT MAINTENANCE MANAGER

* Ensure machinery, concrete plants, grounds and other plant related machinery are in proper working order by directing plant maintenance personnel.

PLANT MAINTENANCE MECHANIC

- * Ensure machinery, concrete plants, grounds and other plant related machinery are in proper working order through repairs and periodic maintenance.

QUALITY CONTROL MANAGER

- * Manage the QA program including employees, procedures, mix designs and customer intervention.

QUALITY CONTROL TECHNICIAN

- * Evaluates projects, prepares submittal packages, test concrete to ensure quality standards, and communicates with customers.

SALES MANAGER

- * Manage the market by directing Sales Reps. efforts, visiting customers, reporting business activity and training customers and employees.

SALES REPRESENTATIVE

- * Promotion and sale of concrete and other products to customers in the market assigned.

SAFETY & ENVIRONMENTAL MANAGER

- * Monitors compliance of safety, environmental & DOT regulations and company policies. Reports results, recommends improvements and trains employees accordingly.

HUMAN RESOURCES MANAGER

CONTROLLER

- * Maintains accounting records including fixed assets, prepare government and internal reports, support bookkeepers, financial statement closeout, working with auditors, etc.

RECEPTIONIST/ADMINISTRATIVE ASSISTANT

- * Answers the telephone, greets customers, vendors, and others, and handles all mail. Assists other employees on various tasks as needed.

Types of Incentive / Award Plans - Descriptions

Long-term Incentive	This refers to an incentive plan with a performance or service based vesting period of <u>more than one year</u> .	
Sales Incentive	Indicate if this position is eligible for a sales incentive program, either sales bonus or commissions. Do not include eligibility for annual incentives or any other award that is not based on completed sales transactions in this field.	
Profit Sharing Plan	Indicate if this position is eligible for a profit sharing plan, either cash payouts or deferred (Y/N). Profit sharing plans should be based on corporate performance with a pre-determined payout formula for all eligible employees. Payout amounts are governed strictly by corporate performance metrics and are not adjusted for individual contributions.	
Safety	A plan related to safety having components such as lost time accidents, near misses, safety training, etc.	
Productivity	A plan related to production volume.	
Combination Safety, Productivity, and Other	A plan with multiple components which <u>may</u> include safety, productivity, and/or other items,	
Load Award	A plan with multiple components which <u>may</u> include safety, productivity, and/or other items,	
Referral Award	A plan paying employees for referring applicants if they are hired.	
Service Award	A plan paying employees for meeting service milestones.	