

## Prevailing Wage and Employer Provided Benefits

2/10/15

### PURPOSE

The purpose of this survey was to gather data on the benefits provided by construction companies that are performing work for the Vermont Department of Building and General Services (BGS).

### METHODOLOGY

During the first week of February 2015, the Vermont Department of Labor (VDOL) conducted a brief telephone survey about Employer-provided benefits. The Department of Building and General Services (BGS) provided VDOL with contact information for 23 employers currently under BGS contract for construction services. VDOL was able to collect data from 14 of these 23 employers. The information collected is as outlined below.

### COLLECTED DATA RESULTS

Of the 14 responding firms, 13 (93%) indicated they provided some form of Employer-provided benefits to their employees. The table below details the type of benefits offered.

Type of Benefit Offered:	Percent of Responding Firms
	Who Report Offering
Retirement	64%
Health	93%
Dental	50%
Per Diem Allowance	0%
Child Care	0%
Vehicle <sup>^</sup>	93%
Other Benefits Mentioned:	
ST Disability	36%
Vacation	36%
Vision	29%
Life	14%

<sup>^</sup>Note: most (11 of 13) employers identified only a certain type of employee eligible for this benefit (foremans, supervisors, "some employees", etc.)

When the employers were asked if their "regular" wage rates had to be raised to meet Prevailing Wage jobs that they were contracted for, 11 (79%) said "yes," which indicates that their "regular" wage rate is lower than the Prevailing Wage rate required on these Prevailing Wage projects. Most of the employers noted that the rates for the less skilled occupations generally need to be raised to meet the Prevailing Wage rate; however, the rates they are paying to the licensed or skilled craftsmen are generally above the Prevailing Wage.

The last question of the survey asked responding firms to estimate benefits as a percent of total compensation Employer-provided benefits were of total employee cost. Of the 14 participating firms, seven were unable to estimate a percentage. The remaining seven provided estimates ranging from a high of 33% to a low of 10%.