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## 2023 WAGE SURVEY

***ALL TRAINING AGENTS MUST RETURN BY:  
DECEMBER 18, 2023***

***Training Agents who fail to respond to the wage survey by the indicated deadline of December 18<sup>th</sup> will be assessed a \$250 late fee and placed on a 3-month probation.***

**How to calculate the average wage:**

1. Total the base hourly wage of all JP's
2. Divide by total # of JP's

This will give you average hourly rate

Write N/A on the survey if there are no wages to report

Information and form also available on our website

**DO NOT calculate as part of the survey:**

1. If you are a journeyman and owner of the business
2. If there are journeymen on salary or in management
3. If the business conducts prevailing wage work; list only the base wage paid for non-prevailing wage work
4. Exclude benefits paid as part of the hourly rate. For example: medical, dental, vision, vacation, retirement, disability, fuel reimbursement, etc.
5. Exclude any bonus programs, commissions, or special working conditions that are added to the base rate