

2016 Wage and Salary Report for Colorado's Landscape Industry

This occupation and wage survey is being conducted by the Business Research Division at the University of Colorado Boulder for the Associated Landscape Contractors of Colorado (ALCC). Summary results will be shared with survey participants by email in spring 2016. Your participation is critical to provide information on more detailed occupations than are currently being supplied by the labor department on landscaping occupations in Colorado. Your responses will be kept confidential by the University of Colorado, and only aggregated results will be shared and published.

Instructions:

- Completed surveys may be submitted by email or mail. See below for submittal instructions.
- Please see list of sample occupations provided by the industry at the end of this spreadsheet; please use this list in your responses.
- Report one job per line based on your company's workforce in **2015** (full year).
- If you need more than the 25 lines provided below, please use an additional sheet.
- If an employee performs more than one job for your company, report the highest skill. If the skills are equal, then report the job where the employee devotes the most time.
- For all workers, including seasonal workers, please indicate employment status (full time, part time) during **2015** (full year).
- DO NOT report names, addresses, or social security numbers of employees.
- Contact Brian Lewandowski at the University of Colorado with your survey questions (brian.lewandowski@colorado.edu, 303-492-3307)
- Contact Kristen Fefes with ALCC with questions about the project (KFefes@alcc.com, 720-307-5082).
- Please return your completed survey by **March 15**.

Surveys can be emailed to brian.lewandowski@colorado.edu, or mailed to:

Brian Lewandowski
Business Research Division
Leeds School of Business
420 UCB
Boulder, Colorado 80309-0420

Survey begins on the next page.

	Job Title (in 2015)	Description	Number of Workers in This Position	Full Time, Part Time	Hourly Wage or Annual Salary (including commissions, bonuses, on-call pay)	Please indicate the position status of each job.			Does this job have employer-provided benefits?	Employer-Provided Benefits Please indicate with an "X" the benefits that apply to each job. This doesn't mean all employer paid; just employer provided.						
						Year-Round	Seasonal (not H2B)	Seasonal (H2B)		Health Care	Dental	Sick Leave	Vacation	Retirement	Section 125	Other (Specify)
Ex.	Foreman	Supervises mow crew	1	FT	\$13.00			X	Yes						X	
Ex.	Office Manager	Book keeping and scheduling	7	FT	\$48,000	X			Yes	X	X	X	X		X	
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Influencing/Deterring Factors

The next set of questions ask your opinions regarding factors that influence or deter your company's growth. The purpose of these questions is to understand policy issues that impact your company's operations.

What are the top three factors that would most encourage your company to expand today?

Factor 1	
Factor 2	
Factor 3	

Company Information

This ensures that we do not include duplicate responses. We may contact you if we have follow-up questions on your responses. We will not share your contact information.

Company Name	
Address	
City, State, ZIP	
Website	
Contact Person	
Contact Telephone	
Contact Email*	

*This is where summary results will be sent.

Thank you for completing this survey!

ALCC Wage Survey Position List

Construction/Installation

- Laborer entry level: No experience. Basic construction of the landscape using shovels, picks, wheelbarrows, and basic hand tools. Constant supervision and direction is required.
- Laborer experienced: A minimum of 2 years of experience. Understands basic construction skills and has ability to operate construction equipment such as trenchers, skid steers, compactors, rototillers. Performs more advanced construction such as irrigation installation, grading, planting, etc.
- Assistant Foreman/Lead Man: At least 3 years of experience in landscape construction. Has advanced or specialized construction abilities such as - grading/prep work, irrigation, planting, flatwork, segmental walls. Ability to operate all construction equipment. Ability to supervise the project in the foreman's absence.
- Foreman: At least 5 years of experience in landscape construction. A working supervisor. Responsible for leading the crew in the construction of the landscape, motivates the crew to meet budgets, hands on training, ordering/obtaining materials and layout/organization of the project build. Has a valid driver's license.
- Superintendent: Ability to Manage multiple or large job sites simultaneously and is the primary liaison between client and crew during the construction. Works with Owners, Project Manager, architects, designers to ensure a quality build and that change order work is completed and documented appropriately, budgets are met. Responsible for structure and training of crews.
- Project Manager: Oversight of multiple and large construction projects. High level labor, equipment, material scheduling/purchasing. Complete project P&L responsibilities

Maintenance

- Laborer Entry Level: entry level crew person, performs very basic landscape maintenance functions including mowing, trimming, edging, weeding, and trash pickup.
- Laborer experienced: At least 1 year of experience and ability to operate most landscape maintenance equipment and perform all crew related tasks.
- Lead Man: At least two years of experience and demonstrates ability to perform tasks with minimal direction. Ability to operate all landscape maintenance equipment. Has some pruning skills and plant I.D. ability. Assists the Foreman with daily tasks and demonstrates some supervisory skills.
- Foreman: A minimum of three years of experience, has valid driver's license and transports crews to work sites. Utilizes supervisory skills to accomplish daily assignments and tasks, has a good understanding of landscape maintenance techniques and equipment operation. Responsible for quality control on work sites, meeting job budgets, and completes daily paperwork/timesheets/equipment logs.
- Irrigation Technician: Ability to operate, inspect, troubleshoot, and repair most irrigation systems and components. Performs basic system checks, clock programming, and diagnose/repair of most residential and commercial systems. Has a valid driver license, ability to work unsupervised and completes required daily paperwork.
- Senior Irrigation Technician: A minimum of 5 years of experience as an Irrigation Technician. Ability to supervise and train Irrigation Technicians and troubleshoot at higher level. Possesses ability to operate, maintain, troubleshoot and repair all types of irrigation systems and components including pumps, ET controllers, backflow preventers, 2 wire systems.
- Irrigation Manager: A minimum of 5 years of experience as a Senior Irrigation Technician. Oversight and direction of the Irrigation/ water management program. Usually oversees a set amount of Irrigation Technicians for scheduling, high level troubleshooting and direction. Responsible for training programs and implementation. Stays current on new irrigation technology - implements new technologies in the field. Provides assistance to Account Managers for site specific irrigation issues, retrofits, water management.
- Spray Technician: Responsible for mixing and applying required chemical treatments as directed. Must record all necessary information regarding the application in compliance with state regulations. Has a valid driver's license and obtains annual training requirements as required by state regulation. Ability to work under minimal supervision. Responsible for completing required company paperwork.
- Production Manager/Field Manager: Usually requires a minimum of 5 years of experience working on a landscape maintenance crew. Operations/Field type manager who oversees and trains multiple crews, typically 3 – 5 depending on crew size. Possesses good supervisory and training skills, fully understands all landscape maintenance techniques and equipment operation/maintenance, ability to work unsupervised and takes initiative. Has valid driver's license and completes paperwork as required.
- Account Manager: Fully responsible for managing a book of work or client base. Has direct P&L and operational responsibilities. Ensures that contract and other work performed for assigned customer base is provided at the established quality levels and completed in a timely manner or per contract requirements. Interfaces daily with assigned maintenance and irrigation crews and verifies crew productivity is in line with budgeted production hours. Interfaces with customers daily, builds relationships with assigned property managers, owners and boards. Attends board or other customer meetings as required or necessary.
- Senior Account Manager: Usually 5+ years of experience as an Account Manager. Includes all of the responsibilities of Account Manager including oversight, supervision, and mentoring of one or more Account Managers.

Tree Care

- Tree Specialist/Aerial Lift Operator: Responsible for pruning and removal of trees and shrubs, primarily using bucket truck
- Tree Specialist/Climber: Responsible for pruning and removal of trees and shrubs, primarily using climbing systems
- Ground Operator - Tree Care: Assists tree climbers/lift operators and performs other tree care work from the ground, including use of chainsaws, chippers and stump grinders
- Operations Field Supervisor: Oversees 8-15 tree care employees depending on crew size

Admin/Design/Field Support Staff

Data entry

Office Manager

Bookkeeper/ Accounts Receivable/Payable

Human Resource Manager

Accounting Manager

Controller

Landscape Designer/Estimator

Landscape Architect

Estimator

Division Manager

General Manager/ Branch Manager

Small Equipment Mechanic

Fleet/Truck Mechanic

Fleet Manager

Purchasing Manager

Safety Manager

Customer Service/Care Supervisor

Customer Service/Care Representative

Business Developer

Sales Manager

Director

Vice President

CEO

CFO