

SCI Evaluations and Bonus Incentive Program



Worker Evaluation

Iron Worker I Evaluation

Date _____

\$16- \$18

I. SAFETY TRAINING

Lacking Excelling
-5-----0-----5

- A. First Aid & CPR
- B. Fall protection Systems
- C. Subpart R
- D. Hazard Communication
- E. Subpart M fall protection
- F. Personal protective equipment
- G. Forklift certification
- H. Boom and scissor lift training
- I. Rigging
- J. Electrical safety and welding leads
- K. Fire prevention & fire extinguishers
- L. Falling object protection
- M. Hazard barricades
- N. Scaffold competent person
- O. Confined Space training
- P. Emergency procedures
- Q. Tool inspection

SAFETY PERFORMANCE

- 1. Participates in safety meetings (tool box talks)
- 2. Jobsite safety audits from Management, Project Manager and Safety Director
- 3. Accident reporting and investigations
- 4. Daily documented jobsite inspections
- 5. Safety compliance of workers
- 6. House Keeping
- 7. Determine training needs of others and self
- 8. Identify safety hazards

Worker Evaluation

II. Training

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A. DVD Series

B. OSHA 10 Hour

III. Attendance

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A. No call no show (1 point for each day missed)

B. Call in absence (1/2 point each accuracy)

C. Come in late or leave early without a 48 hour notice (1 Point each accuracy)

D. Each day missed with a 48 hour notice (¼ point each accuracy)

IV. Mind-set

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A. Work well with others.

B. Good attitude on a daily bases.

C. Communicate with Supervisors and other trades

D. Take pride in your work and the product.

E. Takes and implements directions

F. Shows sings of leadership

Worker Evaluation

V. Job Performance

A. Layout/Unload/Shakeout
B. Check anchors
C. Ground Erection
D. Erect primary steel
E. Brace and lay out of primary steel (Temp)
F. Square building
G. Erect secondary steel
H. Layout & install wall penetrations
I. Layout & install wall sheeting
J. Layout & install roofing / run seamier
K. Layout & Install trim, gutter, & downspouts
L. Miter corners
M. Layout & install roof penetrations
N. Layout & Install roof curbs
O. Layout & Install insulation, skyweb, simple saver
P. Layout & install transitions
Q. Layout & install canopies & soffit
R. Layout & install ridge caps
S. Layout & install doors, windows, louvers
T. Capable of torching
U. Rigging
V. Safety implementation & maintenance
W. Housekeeping
X. Layout & install bar joists/deck/ perimeter angle
Y. Layout & install secondary
Z. Layout & set stairs
ZI. Read prints
ZII. Own & operate all hand tools

VI. Score:

- [illegible]

Bonus Incentive Program

- 15% Margin \$1.00 per man hour
- 16 – 20% Margin \$2.00 per man hour
- 21 – 25% Margin \$3.00 per man hour
- 26 – 30% Margin \$4.00 per man hour
- Projects must reach minimum 15% margin in order for bonuses to be paid

Example: employee works a total of 600 hours on a project that brings in a 22% margin, he will earn \$3.00 per man hour worked

$600 \times \$3.00/\text{hour} = \$1,800.00$

Bonus Program Example

Current Contract Amount	\$1,601,441.00			
Anticipated Cost to Complete	\$1,288,547.00			
Estimated Profit	\$312,894.00			
Profit @ 15%	\$240,217.00			
Profit Above 15%	\$72,677.00			
Profit Percentage	0.20			
Sample Contract				
Dated 03/04/2015				
Previous Amount Paid				
Employee		Total Hours	Hourly Rate	Total Due
Foreman		1297.25	\$ 3.00	\$ 3,891.75
Iron Worker		914.3	\$ 3.00	\$ 2,742.90
Iron Worker		1119.46	\$ 3.00	\$ 3,358.38
Iron Worker		294.5	\$ 3.00	\$ 883.50
Iron Worker		174.2	\$ 3.00	\$ 522.60
Iron Worker		872.1	\$ 3.00	\$ 2,616.30
Iron Worker		55.1	\$ 3.00	\$ 165.30
Iron Worker		1012.8	\$ 3.00	\$ 3,038.40
Iron Worker		908.1	\$ 3.00	\$ 2,724.30
Totals	\$0.00	% Above 15%		\$ 19,943.43
Project Manager		3%		\$ 2,180.31
General Foreman		2%		\$ 1,453.54
Grand Total				\$ 23,577.28