

Good Help

Protect and Manage Your Labor

- Mixed signals of economy
 - 2 core indicators of “correction/recession”:
 - Unemployment rates rising
 - Consecutive quarters of negative GDP
 - Gross domestic product (GDP)
- Unemployment rates
 - National Unemployment Rate: 3.8%
 - Little movement since early 2022
- Utah’s unemployment rate
 - Utah’s diverse economy
 - Utah sees record level population increase.
 - Why do we care about population increases?
- New private housing permits (UTAH)
- What problems are you experiencing with labor right now?
 - Labor Expenses
 - Labor shortages
 - Less skilled tradesmen that cost more money.
 - Inflation
- Sub contractors vs employees
 - 3 core elements to consider:
 - Behavioral Control
 - Financial Control
 - Relationship of the parties
- Losing A Key Employee
 - How much does it actually cost?
 - What are the impacts for your business?
- Labor Burden
 - Things commonly found on labor burden:
 - Worker's Compensation
 - FICA / Medicare
 - FUTA/SUTA
 - Things you may not have considered:
 - Health Insurance Premiums
 - General Liability
 - Overhead (Rent, Utilities, Consumables, etc.)
- Job Costing
 - Hidden Values:
 - Gives you a better vision for economic climate.
 - Material Costs Rising
 - Wage Increases

- Real Time Information to Make Changes Where Necessary
- More Values Of Job Costing
 - Gives a better vision of your staff.
 - Who are my best workers?
 - Who's falling behind?
- Sample Job Cost Report
- Do I Really Need An App?
 - Paper time cards vs Electronic
- Travel Insights
 - Do you have to pay it?
 - Is it worth job costing your travel time?
 - How do you track it?
- Bonus Programs
 - What Should bonuses be based on?
 - Overall profitability of the company.
 - Profit on a specific job.
 - Meeting daily quotas, consistently.
 - Profit margin improvements.
- Who should Get The Bonus?
 - It Depends:
 - Most Likely: Foreman, Supervisors, Superintendents .
 - Maybe: The rest of the team members/employees.
- Discretionary Bonuses
 - The employer has the sole discretion to determine:
 - Whether to pay the bonus;
 - The amount of the bonus; and
- Non-Discretionary Bonuses
- Salaries
 - Commonly referred to as 'salary' the correct term is exempt.
 - As in the employee is 'exempt from receiving overtime'.
 - This can be a solution in very specific circumstances:
 - Blue Collar Workers
- Blended Overtime
 - What is it?
 - When do you have to pay it?
 - How do you calculate it?
- Who governs bonus program compliance?
 - FLSA Activity
- Play By The Rules