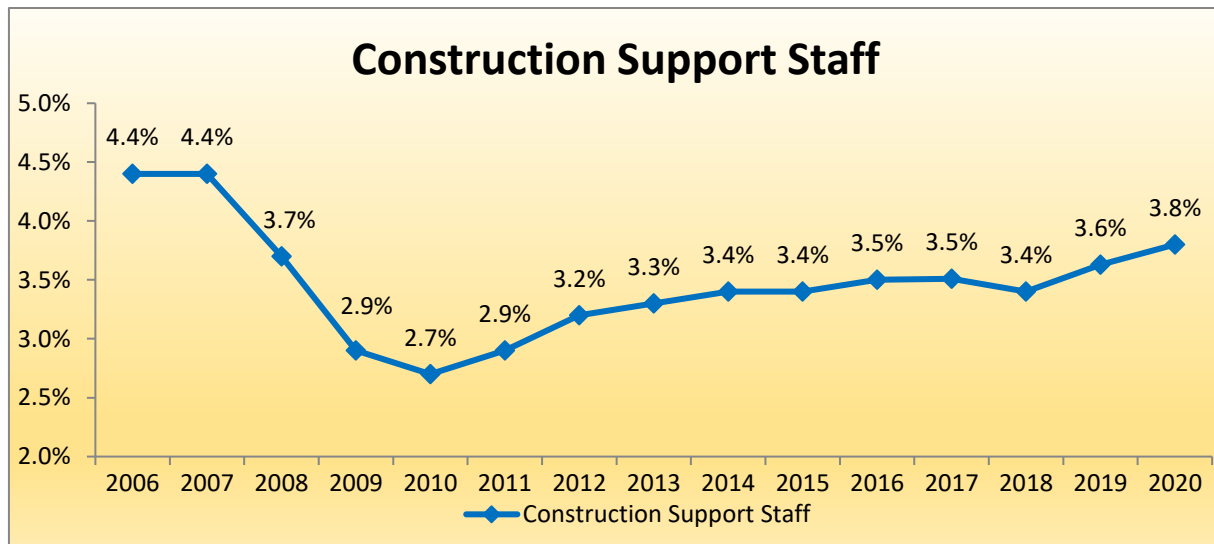


2020 Actual and 2021 Forecast

Based on 199 companies in this 18th edition of the Construction Support Staff Salary Survey, excluding 0% projections, contractors are anticipating construction support staff wage increases to average 3.6%. This is down from the 2020 actual increase of 3.8%. When we factor in those contractors who are freezing pay, the projected 2021 increase is 3.5%.

At the moment we would expect year-end 2021 to come in slightly higher than the projected 3.6%. Recent survey updates seem to support this. Looking forward, we think 2022 support staff increases likely will come in a little higher.



Check out the differences between regions.

Region 1: CT, MA, ME, NH, RI, VT
Actual = 3.7% Anticipated = 3.2%

Region 6: AR, LA, NM, OK, TX
Actual = 4.4% Anticipated = 3.8%

Region 2: NJ, NY
Actual = 4.1% Anticipated = 3.2%

Region 7: IA, KS, MO, NE
Actual = 3.3% Anticipated = 3.4%

Region 3: DE, MD, PA, VA, WV, DC
Actual = 4.6% Anticipated = 3.5%

Region 8: CO, MT, ND, SD, UT, WY
Actual = 3.3% Anticipated = 3.3%

Region 4: AL, FL, GA, KY, MS, NC, SC, TN
Actual = 4.1% Anticipated = 3.8%

Region 9: AZ, CA, HI, NV
Actual = 3.4% Anticipated = 3.8%

Region 5: IL, IN, MI, MN, OH, WI
Actual = 3.7% Anticipated = 3.5%

Region 10: AK, ID, OR, WA
Actual = 3.4% Anticipated = 3.4%

The Thing About Forecasts

We report the forecasted numbers submitted by our survey participants. It's the only thing we can do. But, after 42 years of conducting compensation surveys we know most projected increases tend to be low by year end. Sometimes we even get a feel within a week or two after a survey is complete that projections are most likely off. This was especially true in 2021.

Current year clients are always welcome to discuss how we view market activity and changes to forecasts. We not only monitor our contractor client's pay activities, but we acquire and monitor other construction industry surveys for our consulting work. If you want to talk about anything compensation related, Just drop a quick email to Jeff@pas1.com. He finds it fun!



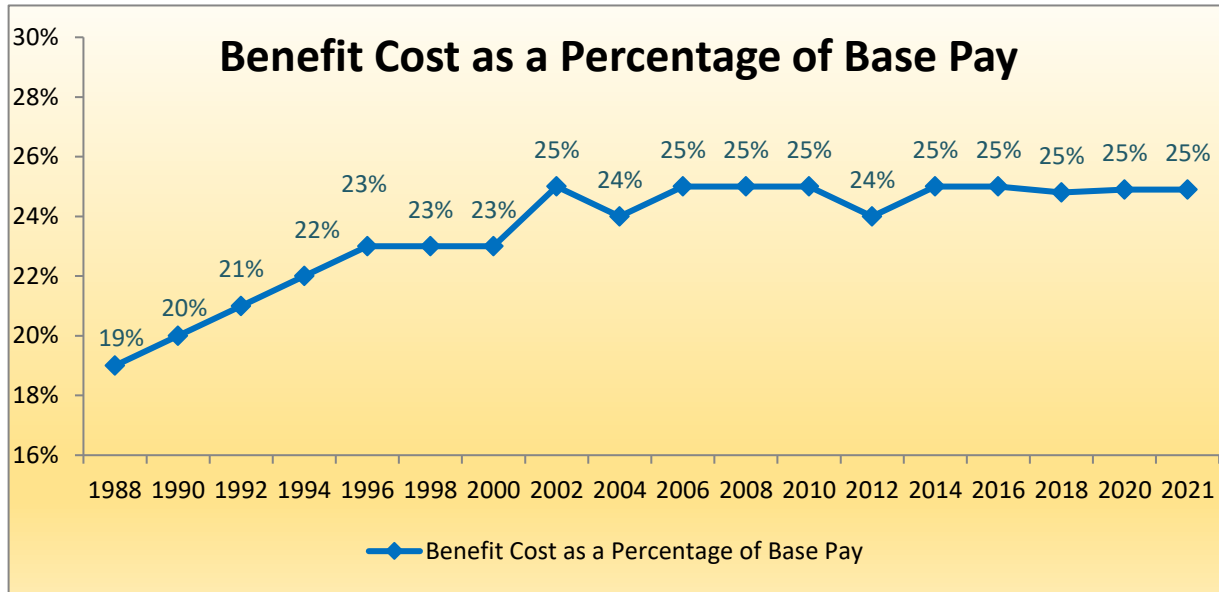
The demand for all employee levels continues, including those who support your operations and financial people. We've shown the national base salary and bonus **from only companies that paid bonuses** in the past year. Your employee's pay is most likely more or less due to your unique circumstance, type of contractor, size of company, and location.

| Survey Position | Base Salary Bonus Companies | Average Bonus | Average Total Compensation |
|-------------------------------------|-----------------------------|---------------|----------------------------|
| Accounting Clerk I | 44,085 | 2,332 | 46,417 |
| Accounting Clerk II | 50,080 | 3,576 | 53,656 |
| Accounting Clerk III | 66,531 | 6,068 | 72,579 |
| Accounts Payable Clerk I | 45,024 | 3,204 | 48,228 |
| Accounts Payable Clerk II | 52,130 | 3,689 | 55,819 |
| Accounts Receivable Clerk I | 46,226 | 3,604 | 49,830 |
| Accounts Receivable Clerk II | 51,282 | 3,603 | 54,885 |
| Accounts Payable / Rec. Supervisor | 73,907 | 7,527 | 81,434 |
| Payroll Clerk I | 44,283 | 3,128 | 47,411 |
| Payroll Clerk II | 55,864 | 4,568 | 60,432 |
| Payroll Supervisor | 76,524 | 8,062 | 84,586 |
| Receptionist / Switchboard | 39,180 | 2,555 | 41,735 |
| Administrative Assistant I | 44,578 | 3,389 | 47,967 |
| Administrative Assistant II | 46,928 | 3,453 | 50,381 |
| Administrative Assistant III | 56,550 | 4,192 | 60,743 |
| Administrative Assistant to the CEO | 71,333 | 9,362 | 80,695 |
| Benefits Coordinator | 60,286 | 4,326 | 64,612 |
| Insurance Coordinator | 65,364 | 6,826 | 72,190 |
| Purchasing Assistant | 55,264 | 3,088 | 58,352 |
| Receiving Clerk | 47,752 | 5,468 | 53,220 |
| Marketing Assistant | 56,825 | 3,508 | 60,333 |
| Toolroom / Parts Attendant | 49,170 | 3,211 | 52,381 |
| Shop / Yard Foreman | 71,271 | 5,101 | 76,371 |
| Service Manager | 93,644 | 8,258 | 101,902 |
| Project Coordinator | 57,829 | 3,439 | 61,269 |
| Engineering Technician I | 64,989 | 4,195 | 69,184 |
| Engineering Technician II | 82,263 | 4,811 | 87,074 |
| CAD Drafter I | 47,930 | 2,914 | 50,844 |
| CAD Drafter II | 68,508 | 4,237 | 72,746 |
| BIM Modeler / Technician | 65,730 | 4,249 | 69,979 |
| BIM Specialist I | 64,984 | 5,192 | 70,176 |
| BIM Specialist II | 82,694 | 6,443 | 89,137 |
| BIM Manager | 102,949 | 10,295 | 113,244 |



2021 Benefit Survey

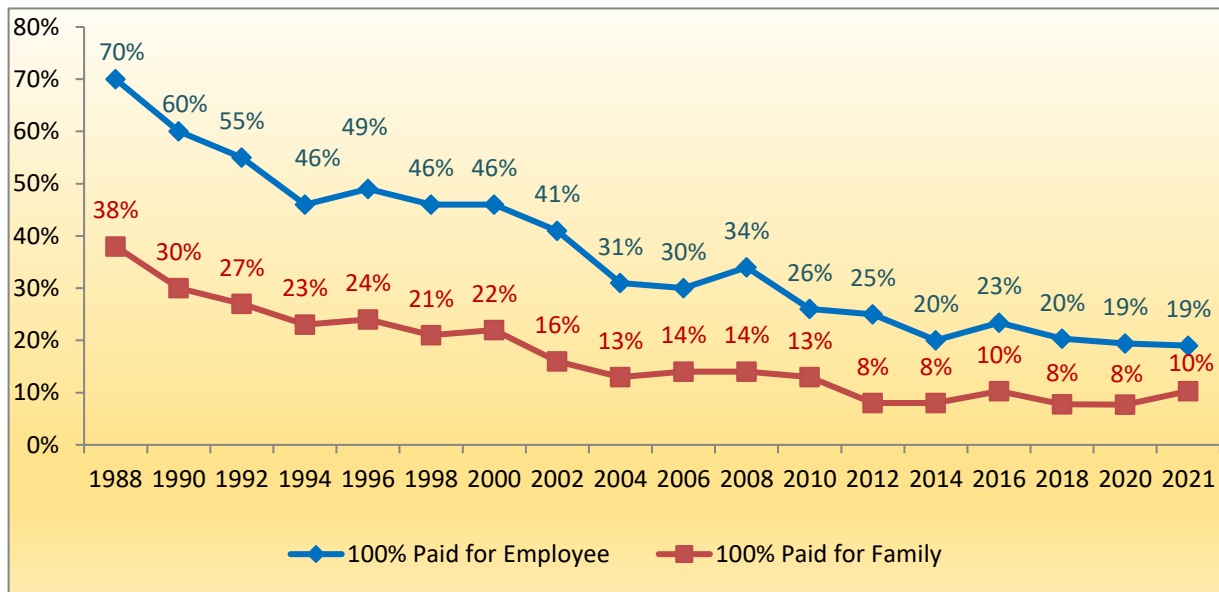
More firms since 1988 have improved their benefit programs than have reduced them. In 2021 the percentage of firms improving their benefit programs was 27.1%. The percentage of firms reducing their level of benefits in 2021 was 0.6%. Benefit costs remain at 25%, shown as a percent of base pay.



Healthcare Strategy History - A few trends in managing health care costs

Shared Costs

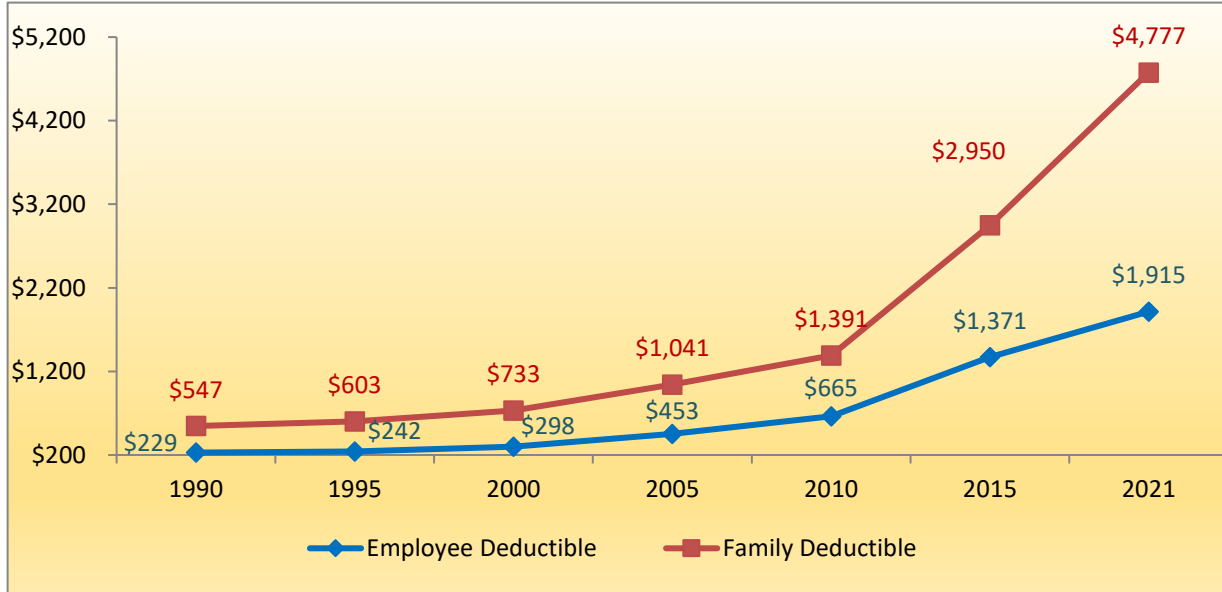
Cost sharing is one of the most effective means to healthcare affordability. In 1988, 70% of contractors paid 100% of an individual employee's health insurance and 38% paid 100% for dependents. Comparable to recent years, 19% pay 100% for the employee and 10% pay 100% for dependents.





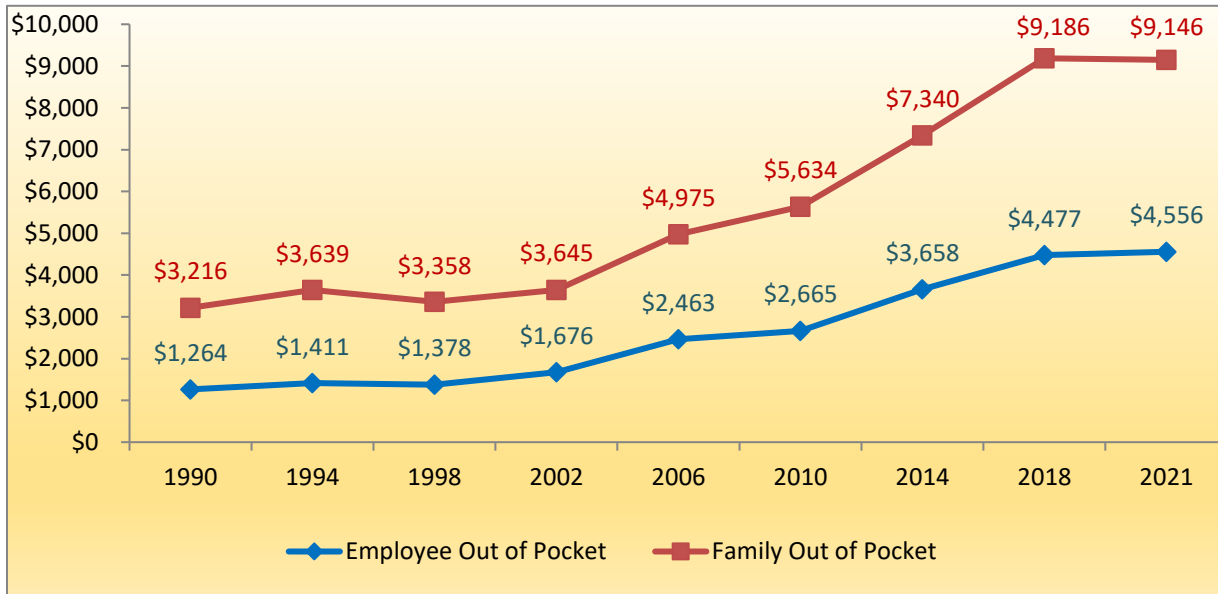
Use of Deductibles

The deductible motivates employees to manage their healthcare dollars. In 2021 for PPO's, the average deductible for a family is \$4,777 and for an individual is \$1,915.



Out of Pocket Limits

Out of pocket limits determine the size of the monthly premium — the higher the limit, the less the cost.



The Final Word

The 2022 Executive Compensation Survey for Contractors has shipped to participants and early purchasers. Look for the 2022 Heavy, Highway, and Municipal Open Shop Survey questionnaire and the 2022 Construction / Construction Management Staff Salary Survey questionnaire in January & February. If you don't get a mail or email version of the questionnaires and would like to participate in one or both surveys, just email us at surveys@pas1.com.