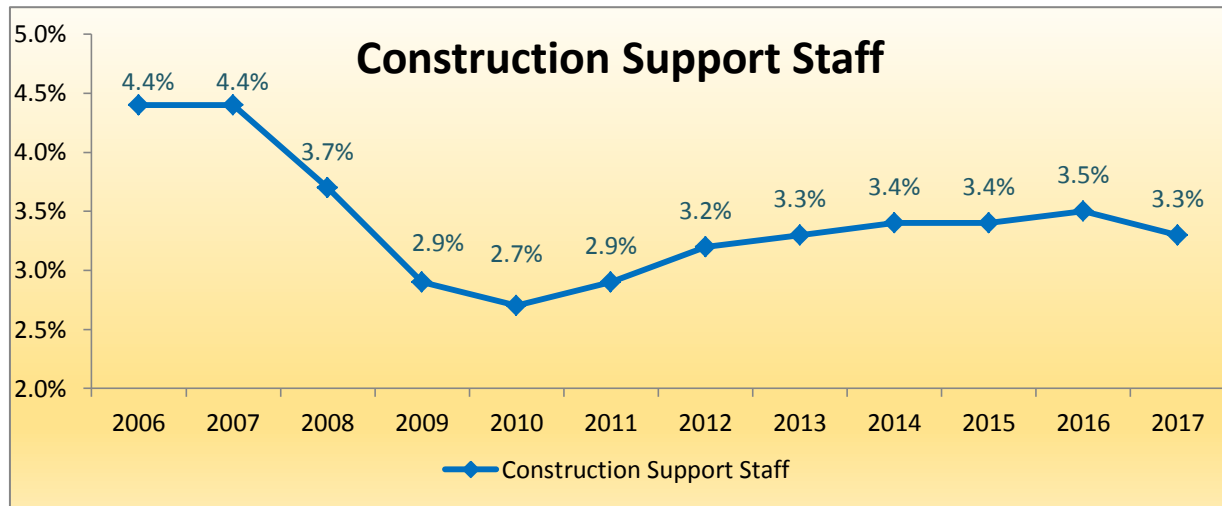


## 2016 Actual and 2017 Forecast

Contractors are projecting construction support staff wages to increase an average of 3.3 % (excludes 0% projections), based on over 175 companies in this 14th edition of the Construction Support Staff Salary Survey. As noted in the following chart, pay increases have been fairly consistent the past few years. The 2016 Support Staff actual increase came in at 3.5%. The projected 2017 increase is 3.3% for administrative and technical support, however, historically, support staff predictions are usually low. At the moment we would expect year-end 2017 to look similar to 2016 and come in at 3.5%.



## Check out the differences between regions.

Region 1: CT, MA, ME, NH, RI, VT  
Actual = 3.6% Anticipated = 3.4%

Region 6: AR, LA, NM, OK, TX  
Actual = 3.5% Anticipated = 3.4%

Region 2: NJ, NY  
Actual = 4.0% Anticipated = 3.7%

Region 7: IA, KS, MO, NE  
Actual = 4.0% Anticipated = 3.4%

Region 3: DE, MD, PA, VA, WV, DC  
Actual = 3.3% Anticipated = 3.2%

Region 8: CO, MT, ND, SD, UT, WY  
Actual = 3.6% Anticipated = 3.4%

Region 4: AL, FL, GA, KY, MS, NC, SC, TN  
Actual = 3.5% Anticipated = 3.4%

Region 9: AZ, CA, HI, NV  
Actual = 3.6% Anticipated = 3.4%

Region 5: IL, IN, MI, MN, OH, WI  
Actual = 3.5% Anticipated = 3.3%

Region 10: AK, ID, OR, WA  
Actual = 3.7% Anticipated = 3.1%

## And consider this...

The construction Employment Cost Index (ECI) came in at 3.0% in the third quarter of 2017. This is significant as employee annual increases tend to run at least 1% higher than the construction ECI (for all levels, not just the support staff). But, don't jump for joy (or panic) just yet. The first quarter 2017 saw the construction ECI hit 2.7% and the second quarter saw it fall to 2.3%. Pay close attention to the 4<sup>th</sup> quarter results to see if we maintain this 3.0%. If we do, then you might need to adjust your 2018 compensation strategy.



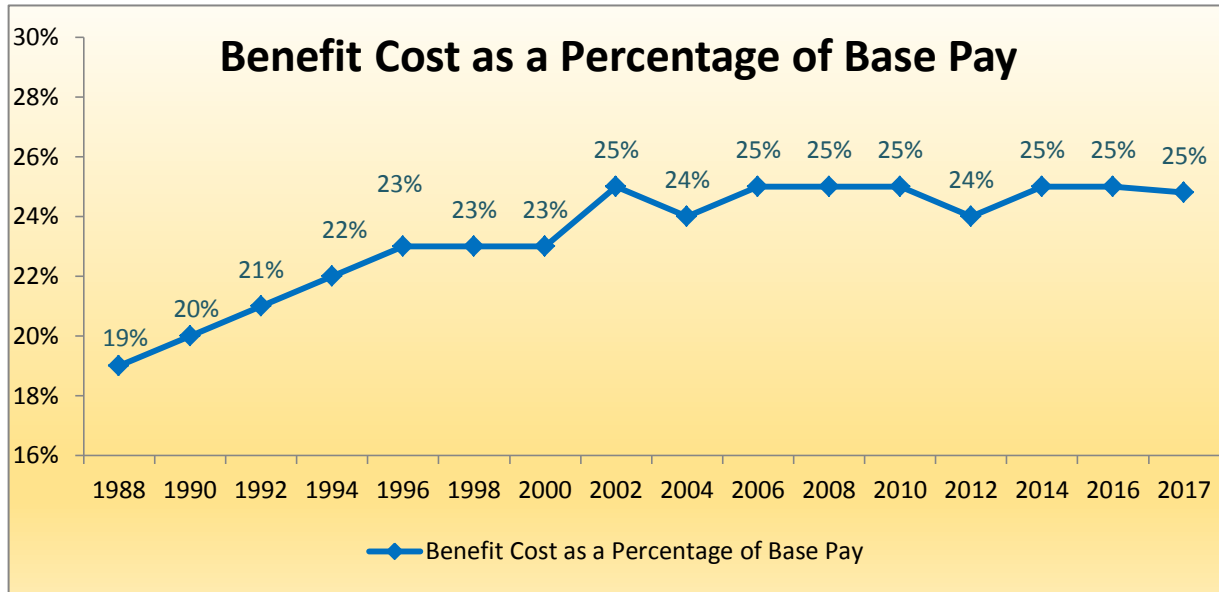
As the demand for people continues, all levels of employee are needed – even those who support your operations and financial people. We’ve shown the national base salary and bonus **from only companies that paid bonuses** in the past year. There’s a very good chance your employee’s pay is more or less due to your unique circumstance, size of company, and location.

Survey Position	Base Salary Bonus Companies	Average Bonus	Average Total Compensation
Accounting Clerk I	35,043	2,164	37,208
Accounting Clerk II	42,357	3,122	45,478
Accounting Clerk III	53,571	4,884	58,455
Accounts Payable Clerk I	38,012	2,250	40,262
Accounts Payable Clerk II	45,169	3,065	48,234
Accounts Receivable Clerk I	44,551	2,520	47,070
Accounts Receivable Clerk II	50,727	3,407	54,135
Accounts Payable / Rec. Supervisor	65,972	6,105	72,078
Payroll Clerk I	41,092	2,642	43,734
Payroll Clerk II	52,130	4,497	56,627
Payroll Supervisor	67,229	8,099	75,327
Receptionist / Switchboard	36,871	2,294	39,165
Administrative Assistant I	33,994	1,532	35,526
Administrative Assistant II	40,903	2,830	43,733
Administrative Assistant III	53,125	4,433	57,558
Administrative Assistant to the CEO	64,529	7,741	72,270
Benefits Coordinator	57,766	3,450	61,216
Insurance Coordinator	64,049	3,763	67,812
Purchasing Assistant	45,224	3,583	48,807
Receiving Clerk	40,439	2,188	42,627
Marketing Assistant	49,474	3,000	52,473
Dispatcher	55,890	4,542	60,432
Lead Dispatcher	69,487	6,483	75,971
Service Manager	75,711	7,822	83,533
Project Coordinator	50,815	3,493	54,308
Engineering Technician I	56,469	4,628	61,097
Engineering Technician II	76,194	9,329	85,523
CAD Drafter I	43,234	2,958	46,192
CAD Drafter II	59,716	5,798	65,514
BIM Modeler / Technician	58,876	3,888	62,764
BIM Specialist I	62,404	3,478	65,882
BIM Specialist II	76,194	6,210	82,404
BIM Manager	101,768	12,058	113,826



## 2017 Benefit Survey

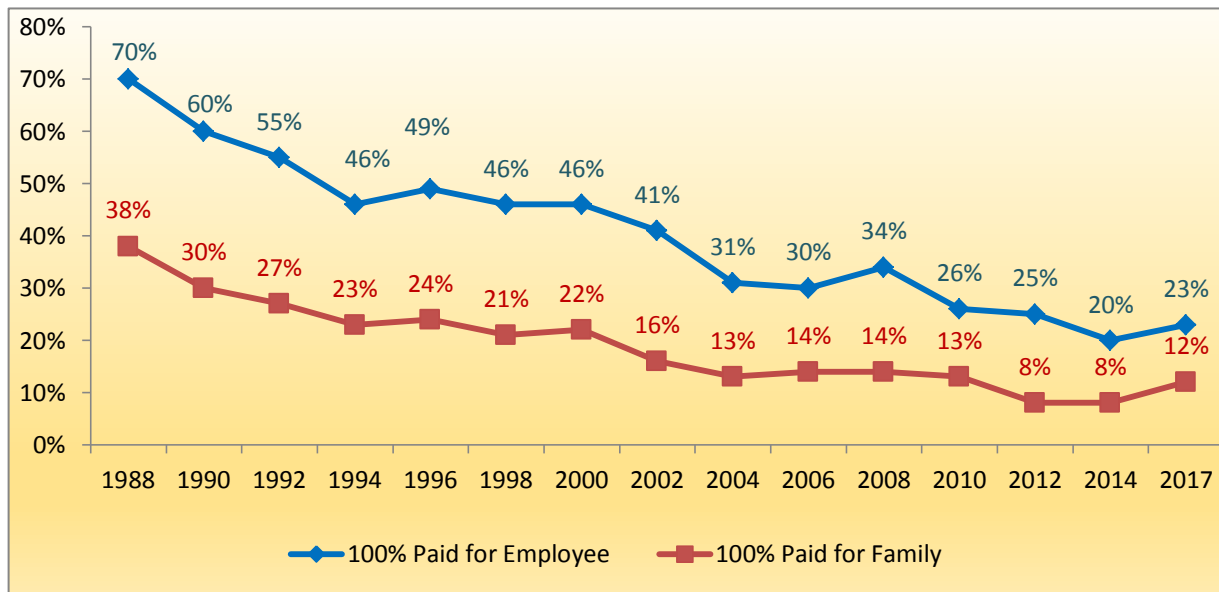
Until now, more firms since 1988 have improved their benefit programs than have reduced them. In 2017 the percentage of firms improving their benefit programs was 33.9%. The percentage of firms reducing their level of benefits in 2017 was 1.5%. Voluntary benefits (health, retirement, paid time off, etc.) have gone from an average of 19% of payroll in 1988 to 24.8% in 2017.



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

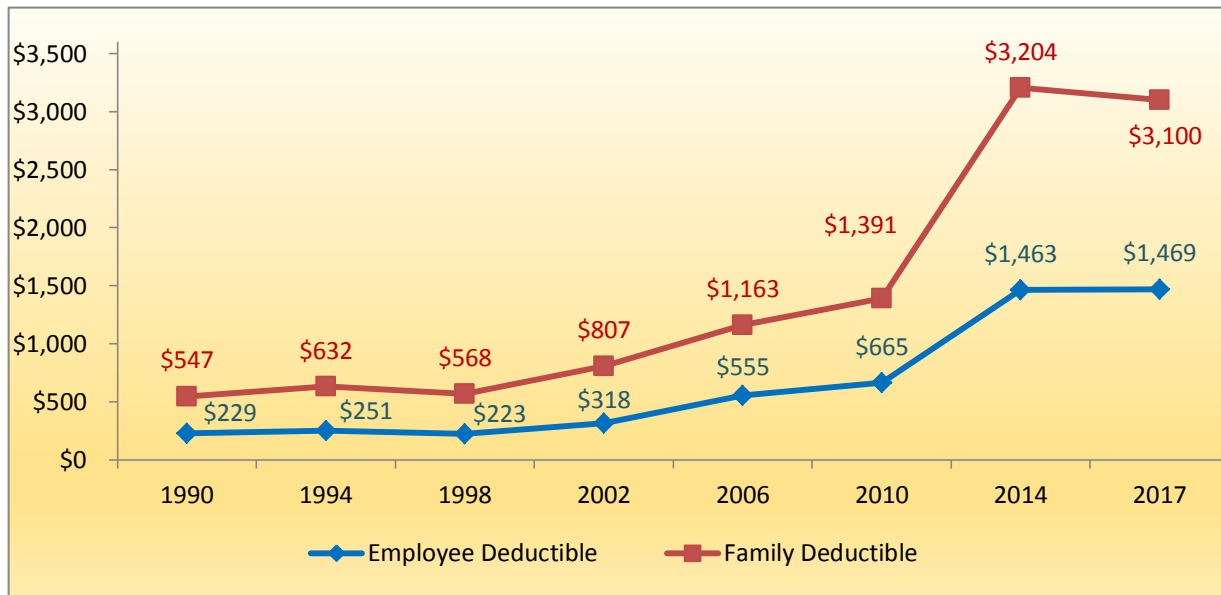
### Shared Costs

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. Similar to 2016, 23% pay 100% for the employee and 12% pay 100% for dependents, slightly higher than in 2016.



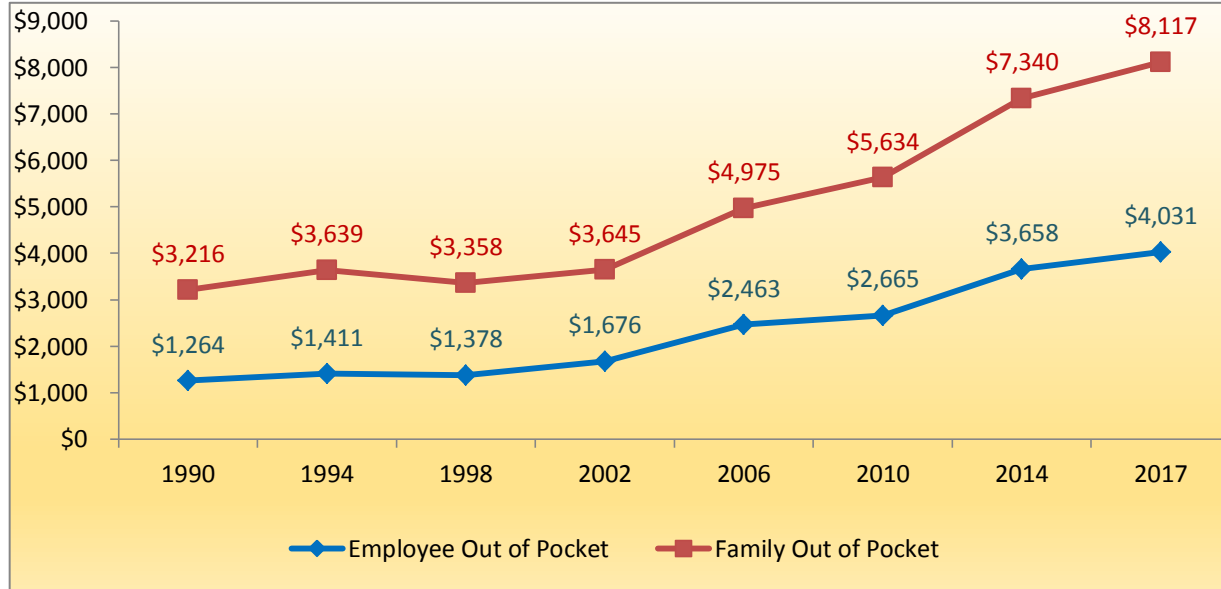
## Use of Deductibles

The deductible motivates employees to manage their healthcare dollars. In 2017 for PPO's, the average deductible for a family is \$3,100 and for an individual is \$1,469.



## 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

With the third quarter construction ECI hitting 3.0% there is more than just the joy (or panic) around the impact on employee pay increases. **This is the first time we've hit the 3% mark since 2008.** Seems like we were just getting used to a "new normal" when this suggestion of things to come pops up. Pay attention to the 4<sup>th</sup> quarter construction ECI to see if this 3% is sustainable or just a flash in the pan.

**Need a survey now?** Get it electronically in PDF and/or Excel. Contact [Barb@wageandsalary.com](mailto:Barb@wageandsalary.com)