

# Hourly Construction Benchmarks

## 2018 - 2022

As part of its commitment to developing a diverse, equitable, and inclusive workforce, the Construction Management Association of America (CMAA) conducted two salary surveys of emailable CMAA members, credential holders, and non-members in May 2018 and December 2021-January 2022. The purpose of this survey was to provide a benchmark for the construction industry.

CMAA believes this analysis will be of interest to the industry. CMAA provides this analysis as a resource for public and private owners, service providers, aspiring and early career professionals, academic researchers, and other stakeholders who may wish to understand these industry trends. Please note that this report is not a comprehensive trend analysis as some results that had relatively minor variations between the 2018 and

## METHOD

The 2018 report's survey sample of 15,850 included Yj YfncbY`jb`h\Y`7A 55`XUHUVgY`WUggj` YX`Ug'a Ya VYfg`UbX# or credential holders. Similarly, the 2022 report's sample of %&`ž` - - `]bVM`XYX`Yj YfncbY`jb`h\Y`7A 55`XUHUVgY`WUggj` YX` as emailable members of CMAA and emailable industry non-members.

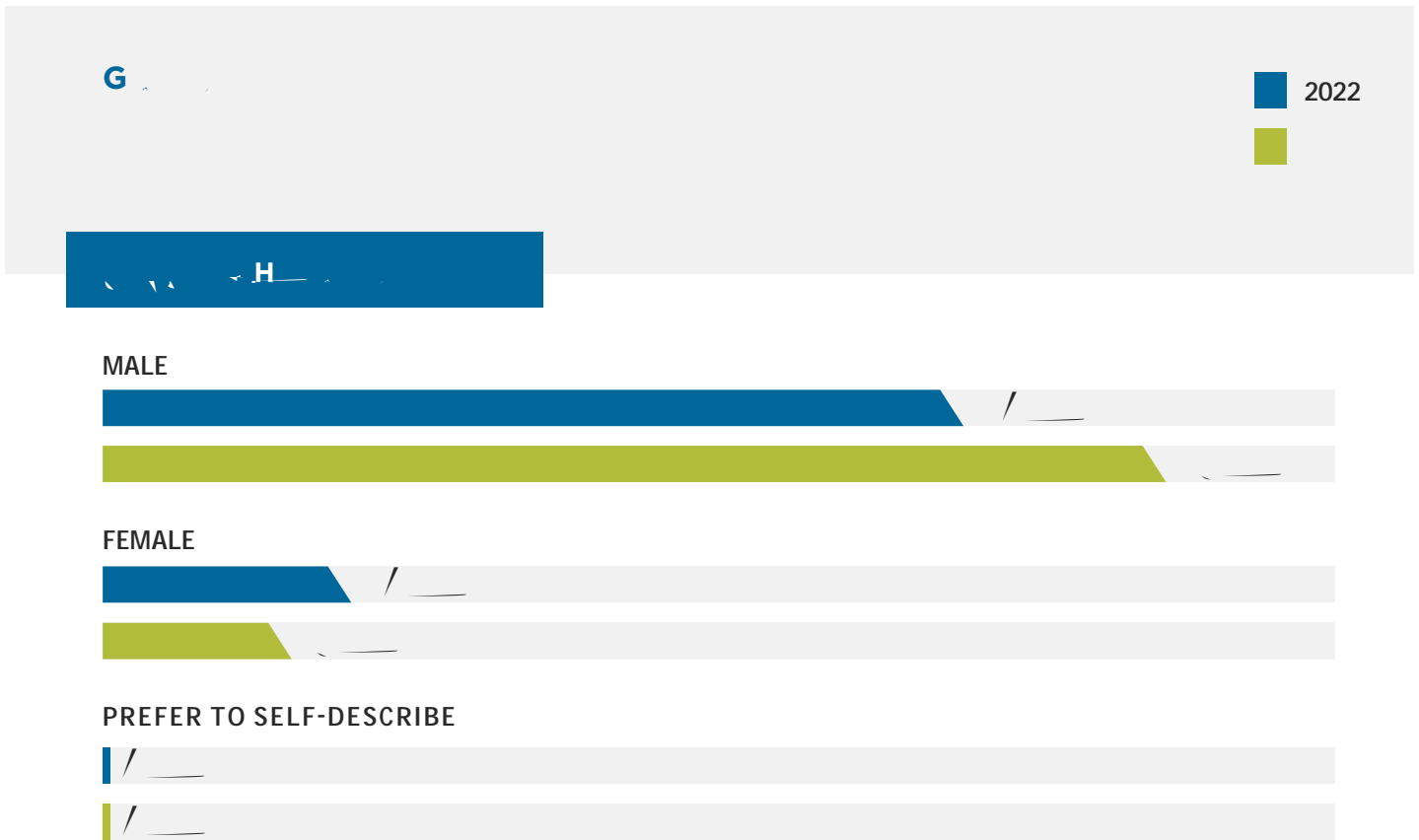
Survey instrument d



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The 2022 survey included larger percentages of respondents who indicated they are female, work for dfj]`UhY`V`a`dUb]YgZ`UbX`^c`X`7cbghfi`W]cb`A`UbU[`Yfi`]b!`HFU]b]b[`f7A`+f`E`WYXYbh]U`g`"



2018 base: 1,294 respondents employed full-time in the construction industry as of April 1, 2018, answering

2022 base: 843 respondents employed full-time in the construction industry as of October 1, 2021, who consent to collecting personal demographics



PRIVATE COMPANY



PUBLIC AGENCY



OTHER



2018 base: 1,293 respondents employed full-time in the construction industry as of April 1, 2018, answering  
 2022 base: 883 respondents employed full-time in the construction industry as of October 1, 2021, answering

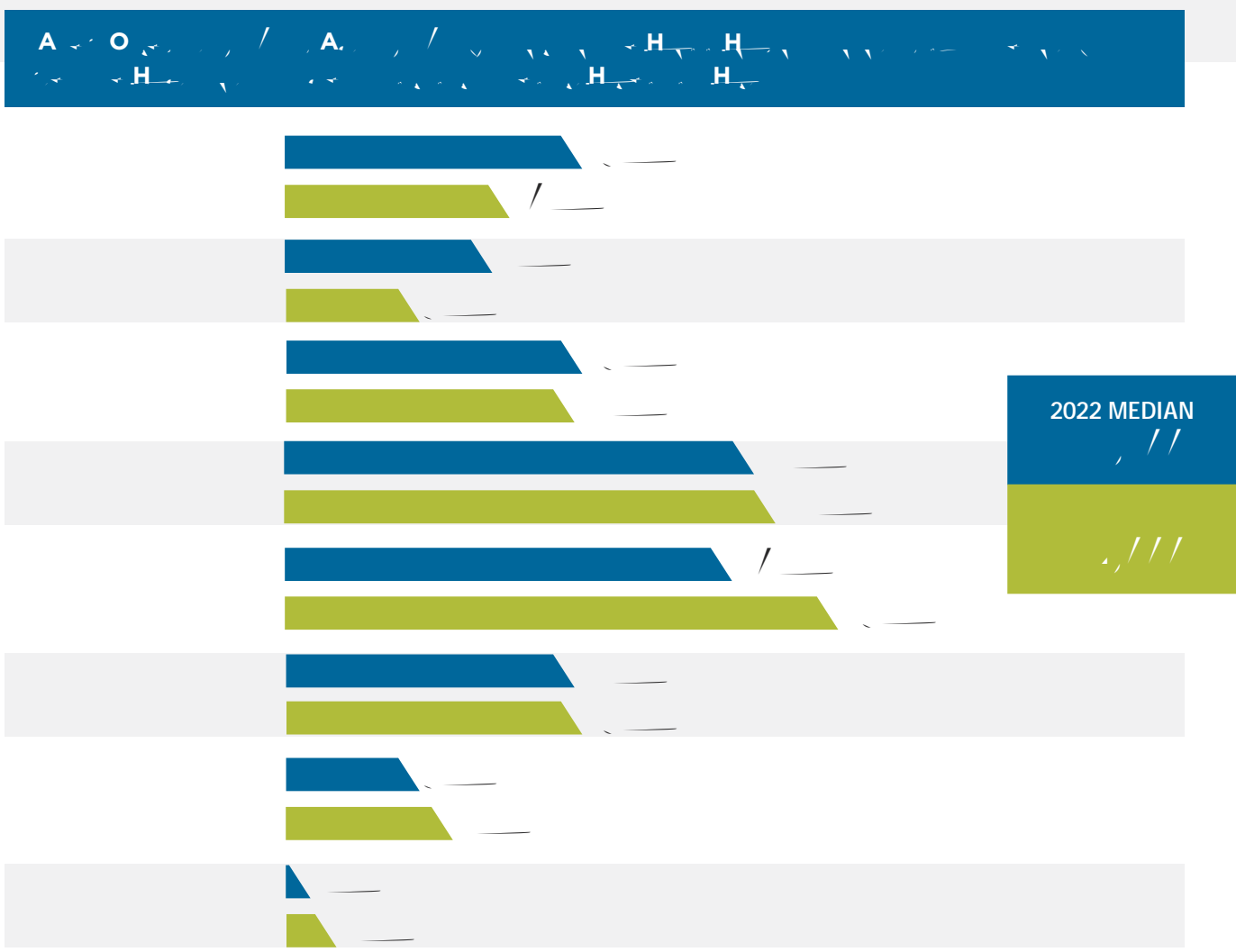




However, the spread in annual base salaries was wide among respondents in both studies. Males reported a higher median base salary than females. Respondents who worked for private companies also reported a higher median base salary than those working for public agencies. In the 2022 study, but the 2018 report did not analyze differences in annual base salary by ethnicity. The 2018 study also did not analyze base salary by age, but industry tenure and supervisory responsibilities had strong correlations to annual base salaries in both studies.

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2022

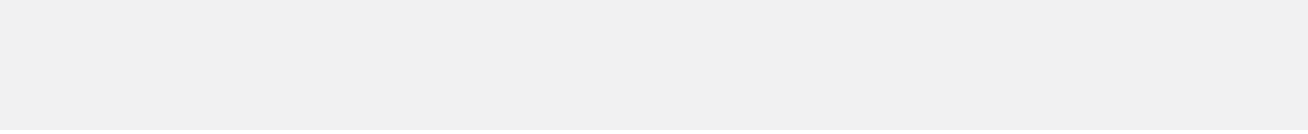
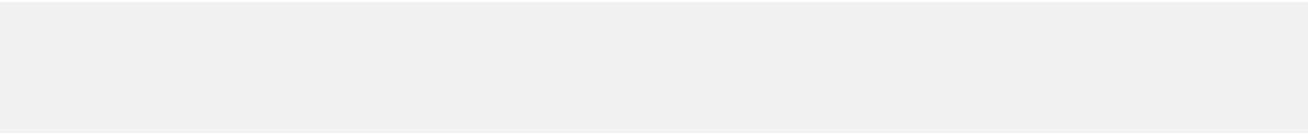
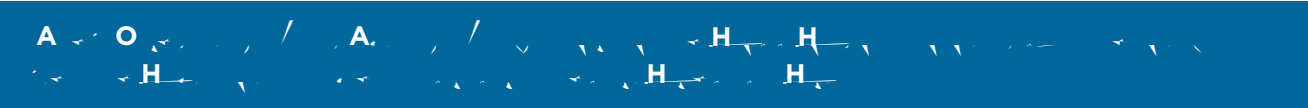


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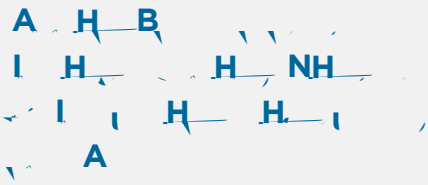
Male respondents reported a higher median annual base salary than those of females. However, it is important to remember that other variables may be contributing factors. A

2022









The 2018 report did not analyze differences in annual base salary by age, but in the 2022 study respondents aged 50 - 59 and respondents aged 60 or over reported the highest median annual base salary (approximately \$75,000 and \$80,000, respectively). As might be expected, given the strong positive correlation between industry tenure and annual base salary, the lowest median salary was reported by the youngest age group (approximately \$45,000).

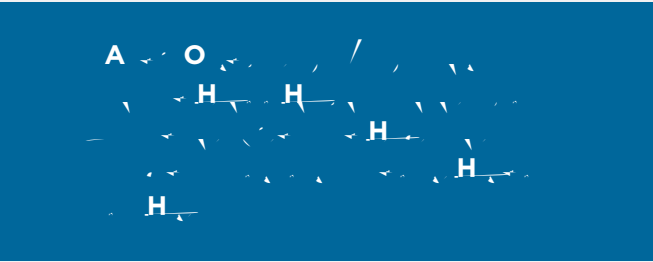
2018 base: 1,247 respondents employed full-time in the construction industry as of April 1, 2018, answering; those in each segment

2022 base: 846 respondents employed full-time in the construction industry as of October 1, 2021, answering; those in each

2022

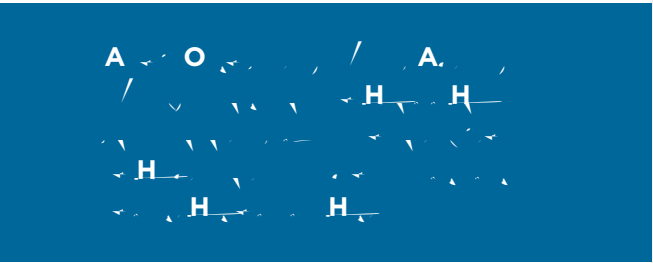
2022

A H B  
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2022 base: 846 respondents employed full-time in the construction industry  
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However, the difference between the median salaries of those respondents working for private companies and those working for public agencies narrowed between the 2018 and 2022 reports. In 2018, respondents working for public agencies reported a median gU UfmiH Uhik Ug~ % \$\$\$`ck Yf`h`Ub` the salaries of those respondents who worked for private companies. In the 2022 report, that difference in median gU Uf]Yg`bUffck YX`h`Ub` %%z \$\$\$ [ Ud`



Both the 2018 and 2022 studies asked respondents which state is their primary location (when not  
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H\Y'DUW] W]W]bg] g'X]j ]g]cb'f5` Ug\_Uz'7U']Zc'fb]Uz< Uk U]]z'CFY[ cbz'UbX'K Ug\]b[ hc'bE"

However, fBY'Uk UfYz: `cf]XUz; Ycf[ ]UzA UfmUbXzDi Yfrc'F]Wt#J ]f[ ]b'  
Islands, South Carolina, Virginia, Washington D.C., and West Virginia), and **Middle Atlantic** (New  
Jersey, New York, and Pennsylvania) remained the most concentrated areas of the country for  
respondents in both studies. The South Atlantic census division decreased slightly from 23% to 22%  
of respondents. The Middle Atlantic census division also decreased from 17% to 15%.

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a reimbursement account (medical), reimbursement account (dependent care), full cafeteria, or  
premium conversion (pay premium with pre-tax).

