

THE 2020 CONSTRUCTION COMPENSATION & BENEFITS BENCHMARKING STUDY

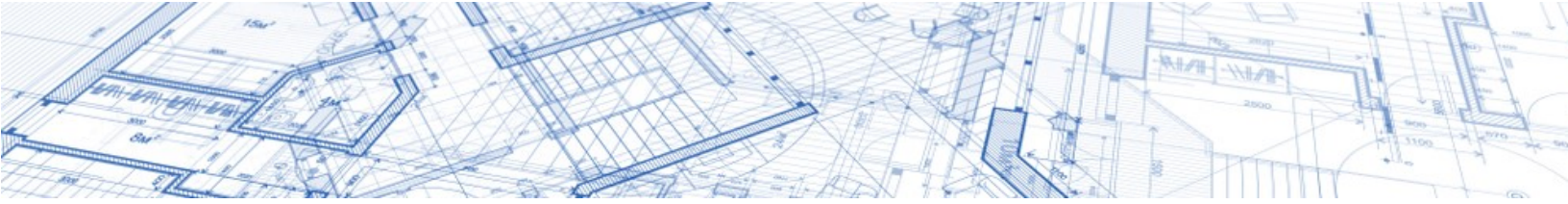
Safety Manager Compensation Special Edition

Presented by:



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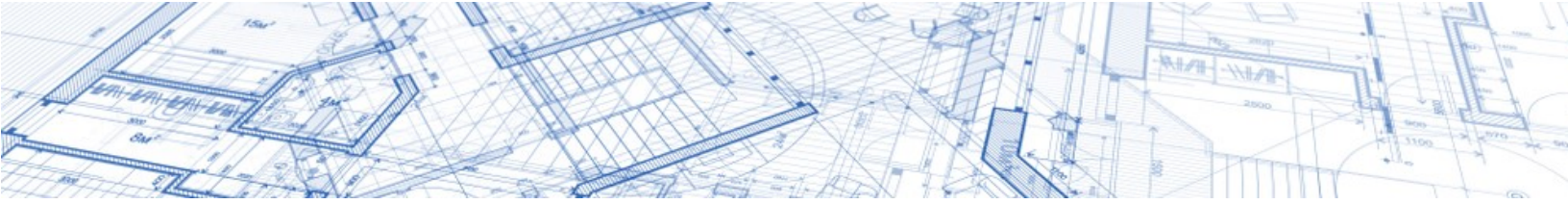


OVERVIEW

- ◆ Twenty-three (23) companies participated in the Construction Safety Manager Compensation Survey. The data for this report was collected between September 23 and October 24, 2020.
- ◆ Of the 23 respondents, 6 companies are general contractors, and 17 are specialty contractors.
- ◆ Of the 23 participating companies:
 - 7 have been in business for 16-29 years (30%)
 - 16 have been in business for more than 30 years (70%)
- ◆ Of the 6 general contractors that reported annual sales:
 - 1 had annual sales of \$0 – 25.9 million
 - 1 had annual sales of \$26 – 50.9 million
 - 1 had annual sales of \$51 – 100 million
 - 3 had annual sales of over \$100 million
- ◆ Of the 17 specialty contractors that reported annual sales:
 - 7 had annual sales of \$0 – 25.9 million
 - 2 had annual sales of \$26 – 50.9 million
 - 5 had annual sales of \$51 – 100 million
 - 3 had annual sales of over \$100 million
- ◆ Seventy percent (70%) of the companies are non-union and 30% are union.
- ◆ Seventy percent (70%) of the participating companies are S Corporations, 13% are C Corporations, and 17% are Limited Liability Corporations.
- ◆ Forty-three (43%) are family-owned businesses.
- ◆ Below are the breakdowns of full-time equivalent (FTE) employees of all participating companies:

0-50 FTE	3 companies	13%
51-100 FTE	7 companies	30%
101-200 FTE	5 companies	22%
More than 200 FTE	8 companies	35%

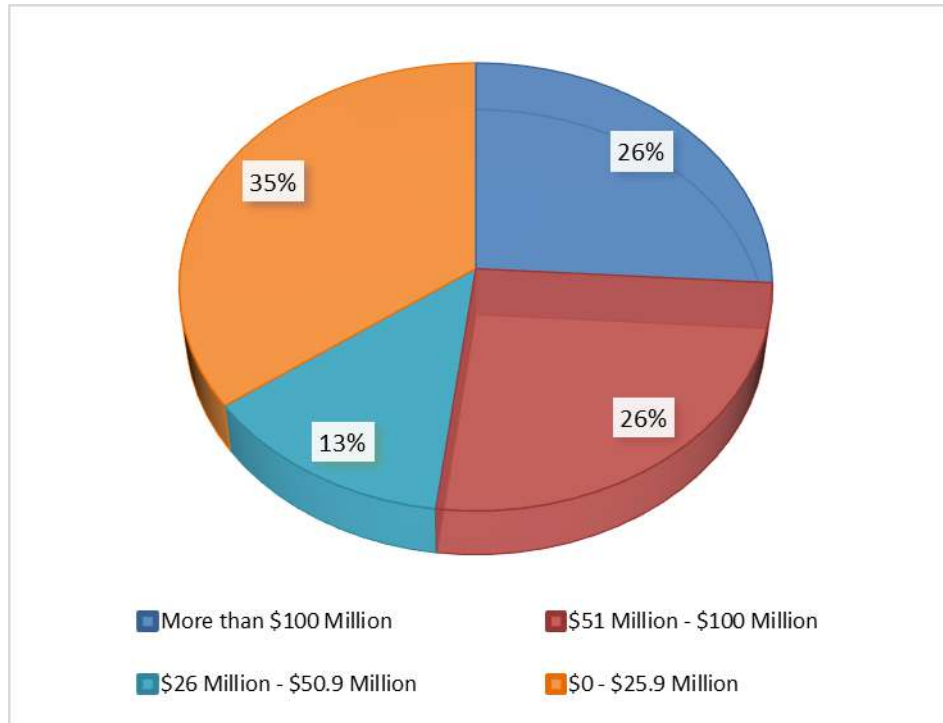
- ◆ Seventy-nine percent (79%) of the companies surveyed conduct business either in the Cincinnati, Northern Kentucky, or Tri-State (southern Ohio, northern Kentucky, and southeastern Indiana) areas. Eighteen percent (18%) of the companies conduct business in the Indianapolis area. Twenty-two percent (22%) conduct business in the Midwest region while 10% reported having operations at the national level.



Background Information

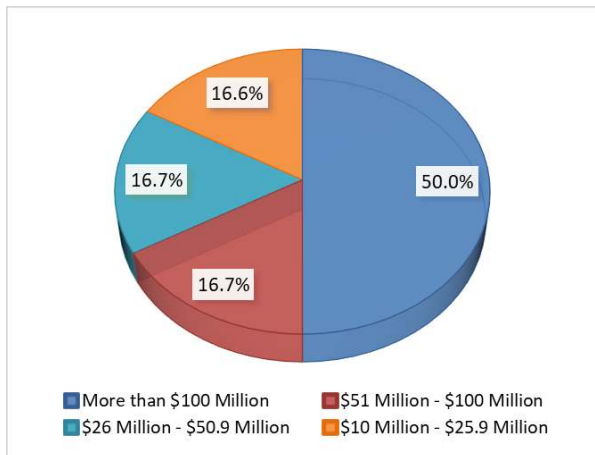
This section identifies background information about the participants. It includes the annual sales, age, union involvement, company types, family ownership, full-time equivalent employees, and geographic area.

Annual Sales – All Participating Contractors

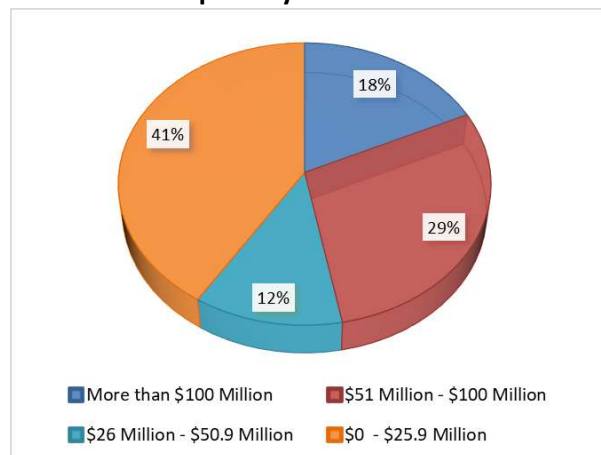


Below is the breakdown of the annual sales by general and specialty contractors.

Annual Sales General Contractors

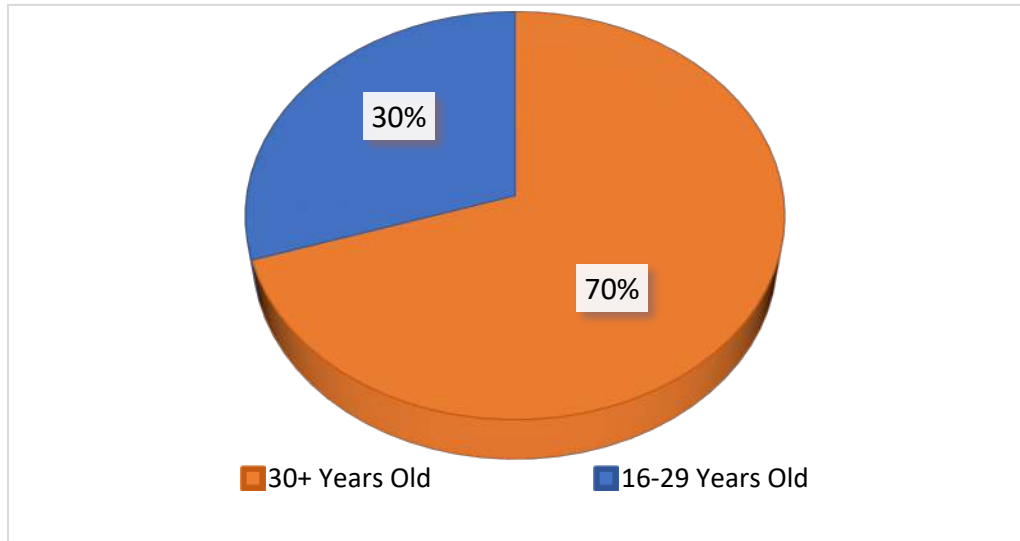


Annual Sales Specialty Contractors



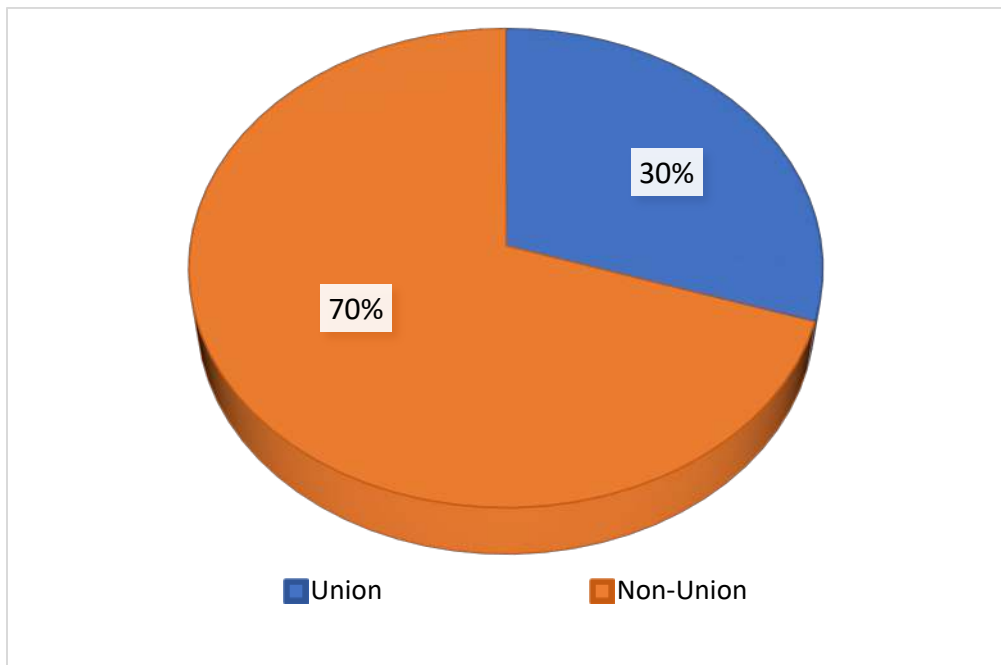
Seventy percent (70%) of participating companies have been in business for longer than 30 years.

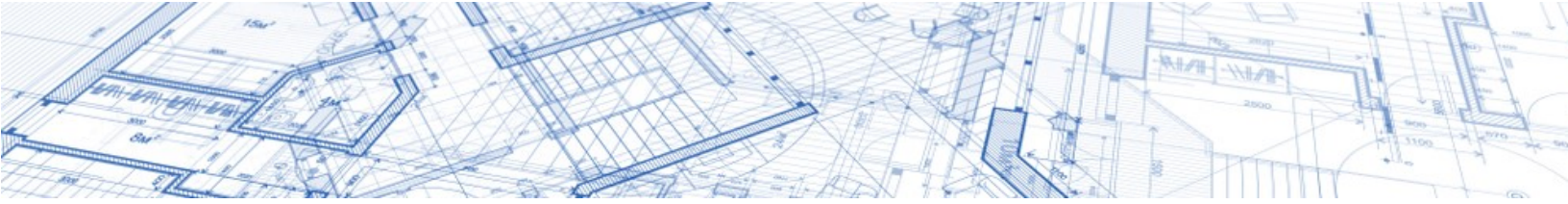
Average Age of Company



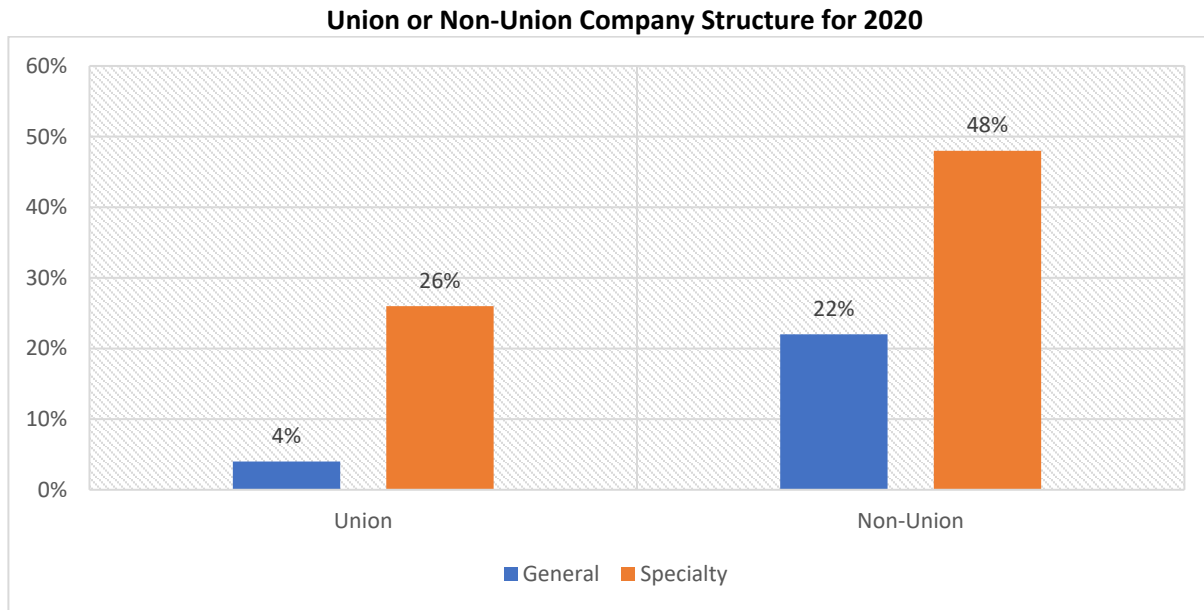
The majority of this survey's participating companies (70%) are not considered union contractors.

Union Status

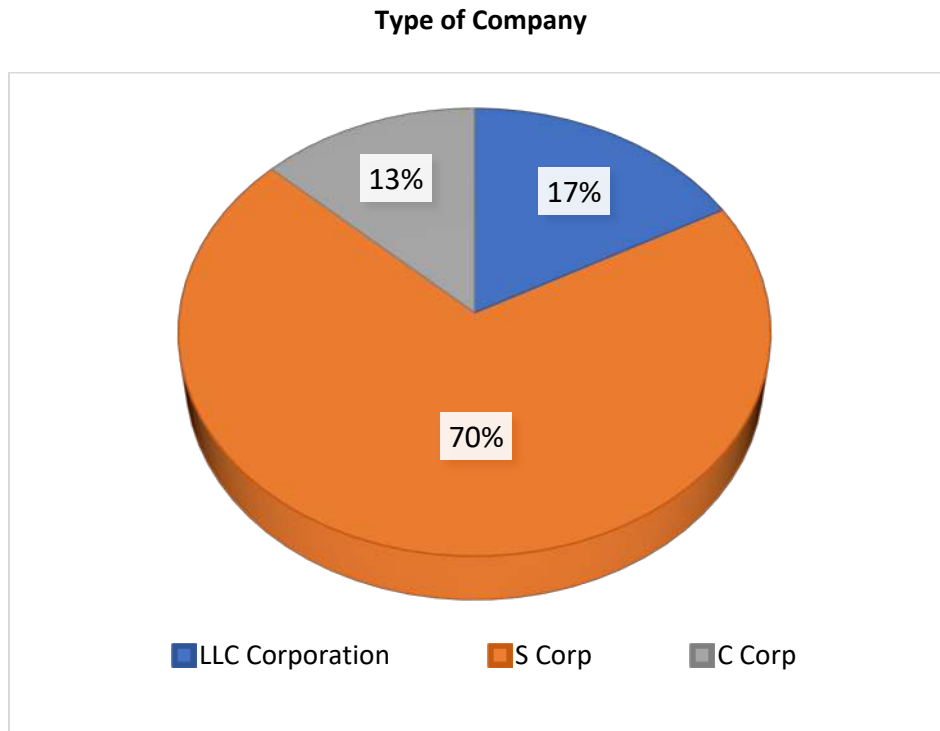




The graph below depicts the breakdown of union versus non-union contractors among survey participants.

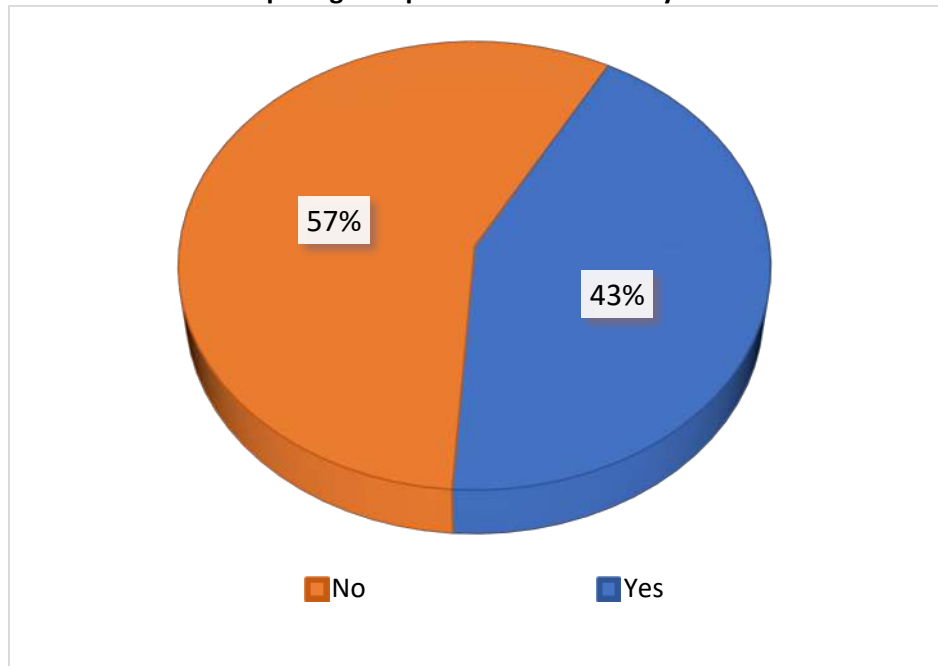


Most participating companies are S Corporations (70%). The remaining participants are either C Corporations (13%) or LLC Corporations (17%).



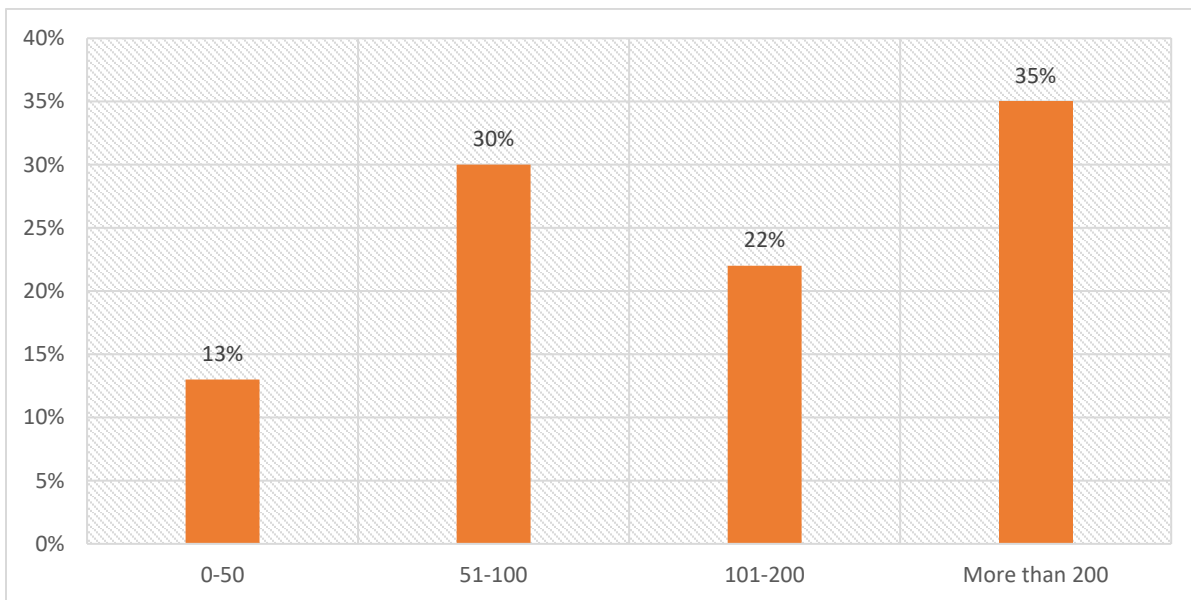
As you can see from the chart below, 43% of this survey's participating companies are family-owned businesses.

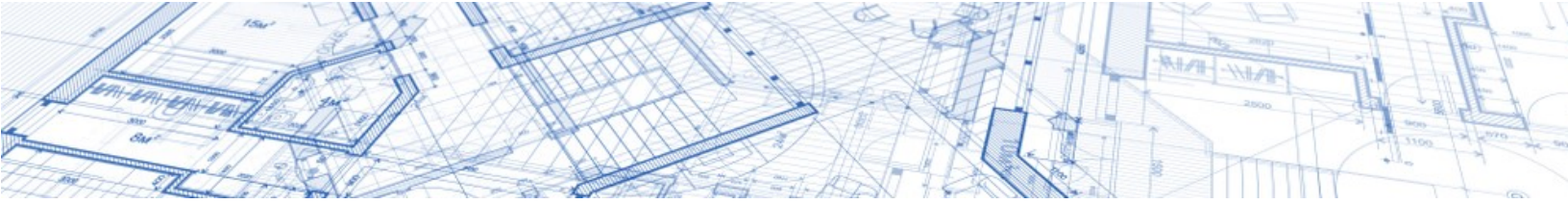
Participating Companies that are Family-Owned



As for the size of companies participating in this year's study, the largest number of companies (8) falls in the range of more than 200 full-time equivalent employees, and the second-highest in the 51-100 FTE employee ranges (7).

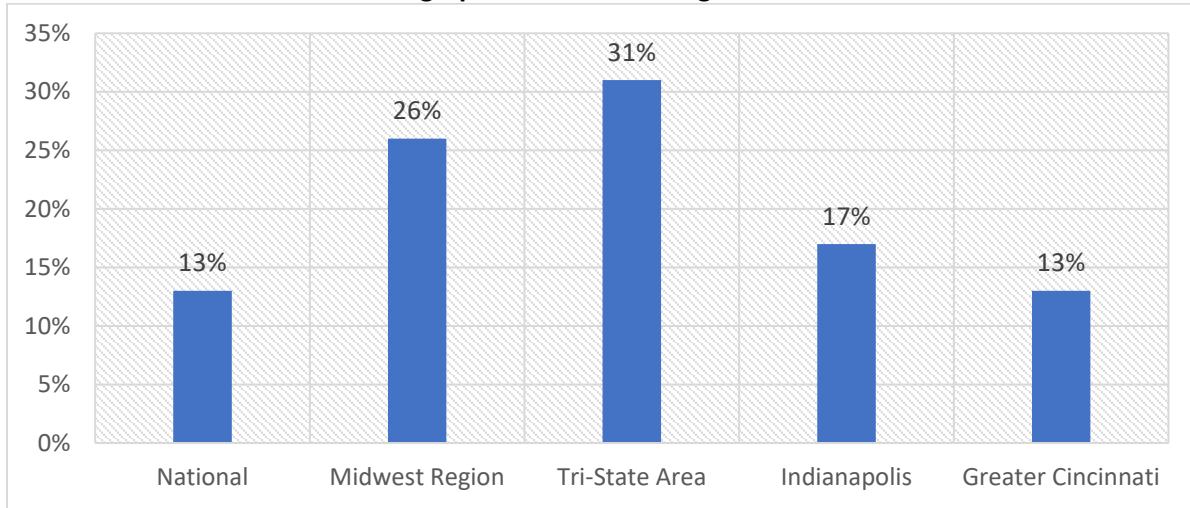
FTE Comparison Breakdowns





Most participating contractors conduct business within the Tri-State (31%), Indianapolis (17%), and Greater Cincinnati (13%) areas. Twenty-six percent (26%) of contractors reported conducting business within the Midwest region and 13% conduct business on a national level.

Geographic Market Coverage for 2020



Financial Information

The information gathered in this section relates to the compensation structure of a Safety Manager position within a construction company. The study includes base salary, bonus, and total compensation data for the Safety Manager position below. The years of experience average for a Safety Manager is 8.5 years.

Safety Manager

ALL CONTRACTORS – Under \$26 Million in Annual Sales

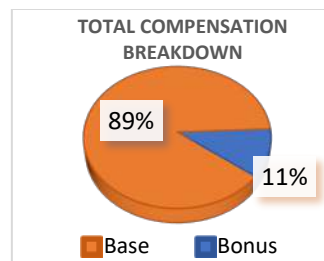
	2020 Range	2020 Average
Base Salary	\$57,000 - \$92,000	\$75,000
Bonus Amount	\$1,500 - \$28,000	\$9,500
Total Compensation	\$58,500 - \$104,500	\$84,500

ALL CONTRACTORS – Over \$26 Million in Annual Sales

	2020 Range	2020 Average
Base Salary	\$64,000 - \$117,900	\$90,200
Bonus Amount	\$0 - \$20,000	\$7,300
Total Compensation	\$69,000 - \$125,000	\$97,500

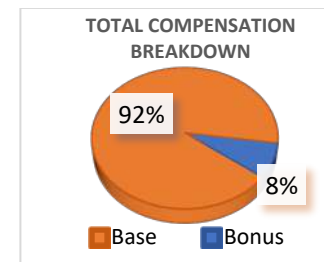
GENERAL CONTRACTORS

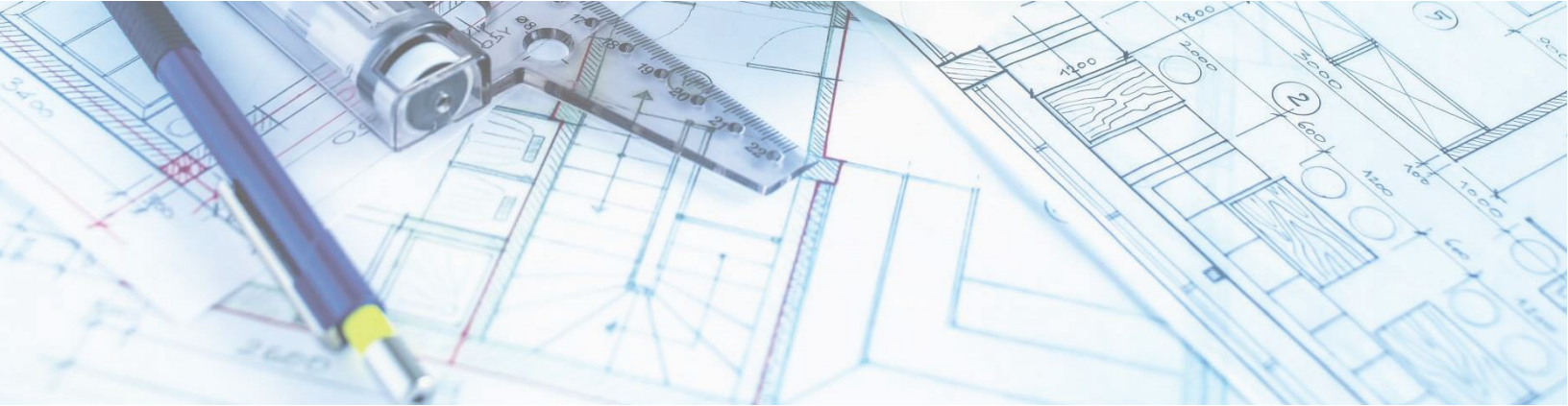
	2020 Range	2020 Average
Base Salary	\$57,000 - \$105,000	\$83,000
Bonus Amount	\$1,500 - \$28,000	\$10,600
Total Compensation	\$58,500 - \$125,000	\$93,600



SPECIALTY CONTRACTORS

	2020 Range	2020 Average
Base Salary	\$60,000 - \$117,900	\$82,900
Bonus Amount	\$0 - \$20,000	\$7,400
Total Compensation	\$64,000 - \$124,600	\$90,300





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