



2020

Logistics & Construction Compensation Survey

Published: June 2020



YOUR PARTICIPATION MATTERS

Your participation in MRA surveys provides the critical survey input and reliable market data to help your organization stay competitive. Our credible data is the result of our strong partnerships with members like you.

RELY ON MRA Surveys

- Known for local, regional, and national employer-matched, employer-reported data—you can be confident your organization is making vital business decisions based on solid, high-quality market data reflective of the market(s) in which you do business
- Compensation, benefits, and business trends data, plus custom surveys and research
- Member of the Employer Associations of America (EAA)—joining employer associations across the country to provide robust national data

PARTICIPATE IN MRA Surveys

- Free survey results for member participants
- Data analytics at your fingertips via MRA's online survey tools—MRAPay and On-Demand Salary Tool
- HRCI credit for recertification or SHRM Professional Development Credit (PDC) for qualifying surveys

ABOUT MRA Surveys

MRA – The Management Association, one of the largest employer associations in the nation, has been conducting surveys since 1901. The Survey Department has a team of professionals with expertise in survey design, statistical analysis, compensation, and market research.

MRA's Survey Department concierge service is here to answer your most important questions. Contact us at:

Email: surveys@mrnet.org

Call: 800.488.4845 ext. 3508



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Data Effective: March 2020

Make Data-driven Decisions

For a complete list of surveys available from MRA please visit our website at www.mranet.org. Survey questions can be directed to 800.488.4845, ext. 3508, or e-mail surveys@mranet.org.

CONFIDENTIAL SURVEY REPORT

This survey is provided with the understanding that the information will:

- Remain strictly confidential
- Be restricted to authorized personnel only
- Not be used in collective bargaining or grievance proceedings
- Protect, completely, organizational identity



Section I: Introduction

2020 Logistics & Construction Compensation Survey



Survey Highlights



March-May 2020
Conducted



June 2020
Published



145
Participating Organizations



5,148
Employees Across
the U.S.



56
Jobs Surveyed

Thank you!

Thank you to all survey participants who worked with our team to ensure correct and complete data. Your participation is vital to maintaining the strength and integrity of MRA surveys.

Each year, MRA publishes strong, credible, and reliable employer-reported data to help with your strategic business planning, but this year we acknowledge we're doing so amid the Coronavirus (COVID-19) pandemic. In these challenging times, now more than ever, this data is crucial as businesses are formulating their COVID recovery strategy. Many organizations are just formulating re-entry or recovery strategies.

Data in the 2020 Logistics & Construction Compensation Survey may not specifically reflect possible impacts of the pandemic. We cannot precisely quantify until changes in data are reported. Our professional experience, in times like this, shows that changes in compensation are often temporary in nature, or changes occur as organizations formalize specific workforce planning actions, if necessary.

It is important to keep in mind the survey reference period (date collected as of March 1, 2020; date published as of June 2020). Solid employer-reported data remains valid, reliable, and usable even in these changing and volatile times. Data also can be blended with other confirmed insights of actual employer actions planned or taken. At any point, data can also be updated to any future date based on organizations' strategy and culture around compensation planning.

MRA will continue to closely monitor the situation through our Hot Topic Surveys and other survey tools, networking with member organizations and other business professionals, and applying sound Total Rewards best practices in all we do. MRA is here for you.

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Survey Enhancement Updates:

Our goal: bring you the best compensation data to help you remain competitive.

→ **Metropolitan Statistical Areas** - MSAs* have been added to compensation pages. Sample snapshot:

	# of Orgs # of Emp		Base Pay					Variable Pay						Total Compensation						
								Eligible		Actual		Target								
			# of Orgs	# of Emp	Un-Wtd Avg	Wtd Avg	P25	Median	P75	# of Orgs	# of Emp	# of Orgs	# of Emp	Wtd Annual Avg	# of Orgs	# of Emp	Wtd Avg %	Un-Wtd Avg	Wtd Avg	P25
Total Responses	26	122	\$81,685	\$89,472	\$65,671	\$84,799	\$105,557	22	118	18	114	\$8,846	14	16	8.4%	\$86,965	\$96,970	\$68,798	\$90,493	\$112,524
Geographic Area																				
Great Lakes Region	25	72	\$81,247	\$88,831	\$65,234	\$85,181	\$104,331	21	68	17	64	\$8,507	14	16	8.4%	\$86,479	\$95,842	\$68,243	\$87,387	\$110,568
Minnesota	7	8	\$74,602	\$72,337	\$53,270	\$65,258	\$96,150	4	5	4	5	-	3	4	-	\$80,574	\$78,268	\$60,213	\$75,961	\$98,125
Wisconsin	15	60	\$82,901	\$88,966	\$65,546	\$82,750	\$104,331	14	59	10	55	\$6,665	8	8	3.9%	\$86,628	\$94,562	\$67,803	\$84,756	\$110,138
Metropolitan Statistical Area																				
Chicago-Naperville-Joliet, IL-IN-WI	6	47	\$90,251	\$93,014	\$63,656	\$103,090	\$107,326	6	47	6	47	\$10,219	3	4	-	\$100,957	\$103,233	\$66,963	\$113,732	\$123,573
Milwaukee-Waukesha-West Allis, WI	5	5	\$79,587	\$79,587	\$62,504	\$65,624	\$103,650	5	5	3	3	-	3	3	-	\$81,239	\$81,239	\$63,667	\$68,061	\$105,400

*Geographic areas based on urban population centers with population of more than 50,000 as defined by Office of Management and Budget.

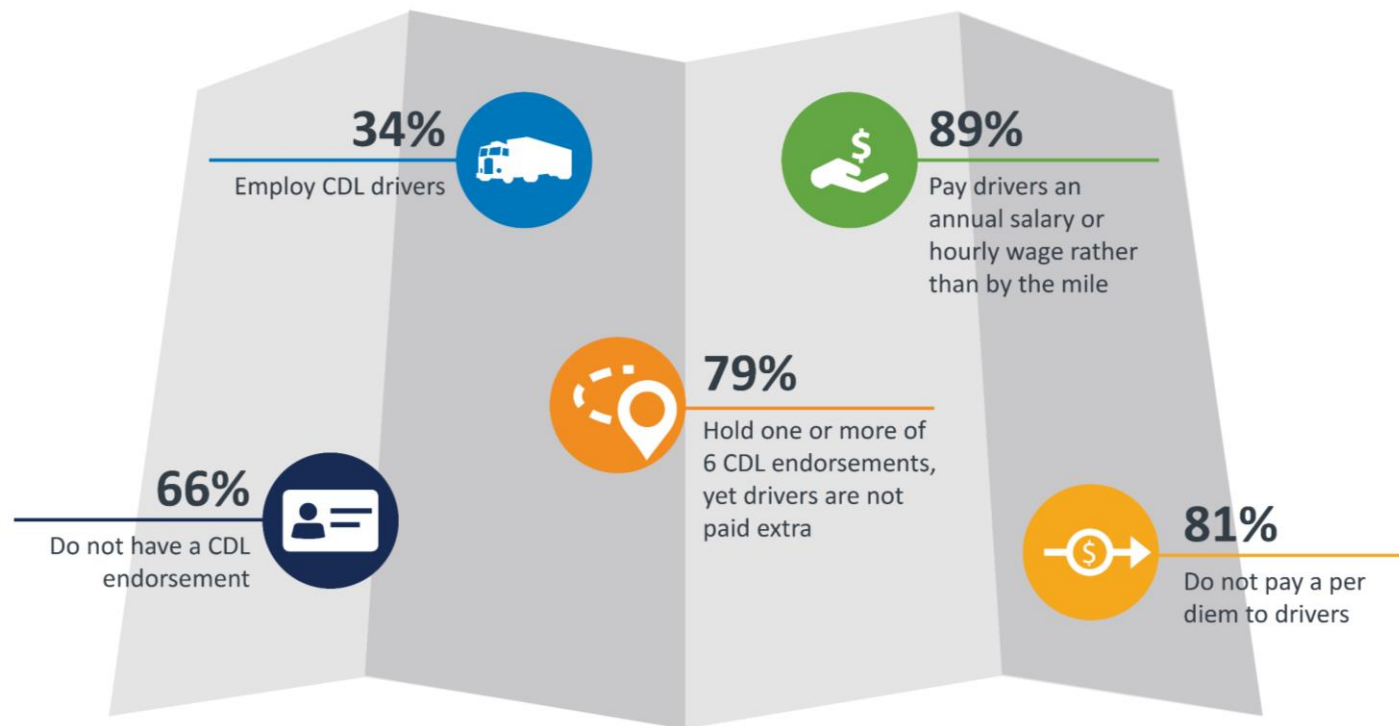
- **Bonus Benchmark Compensation Data** – Data from MRA’s 2020 Benchmark Compensation report has been appended to this report. Use this as another source of data in your analysis of pay.
- **Compensation Summary & Year-to-Year Comparison** – Summary of the Logistics & Construction compensation data plus a year-to-year comparison of the rates of pay in 2018 and 2020.

Executive Summary – Logistics & Construction Compensation Survey

Setting the Stage

Maintaining the flow of goods and services and building the nation's infrastructure are critical roles fulfilled by logistics, construction, transportation and distribution industries. This criticality is likely more evident in the midst of the pandemic. This survey provides a strong case around business intelligence specific to jobs in these industries. In its second edition of this industry specific survey, this report digs further into several aspects of compensation that present a more complete picture of pay for certain industry jobs, including key supplemental questions shown in tables following this summary.

Driver Pay



Additional Driver Pay



The most common:
sign-on bonus cited by
27% of respondents



Driver referral bonus tapped
by **19%** of respondents



Safe driving bonus and
extra stop pay each
account for **12%**

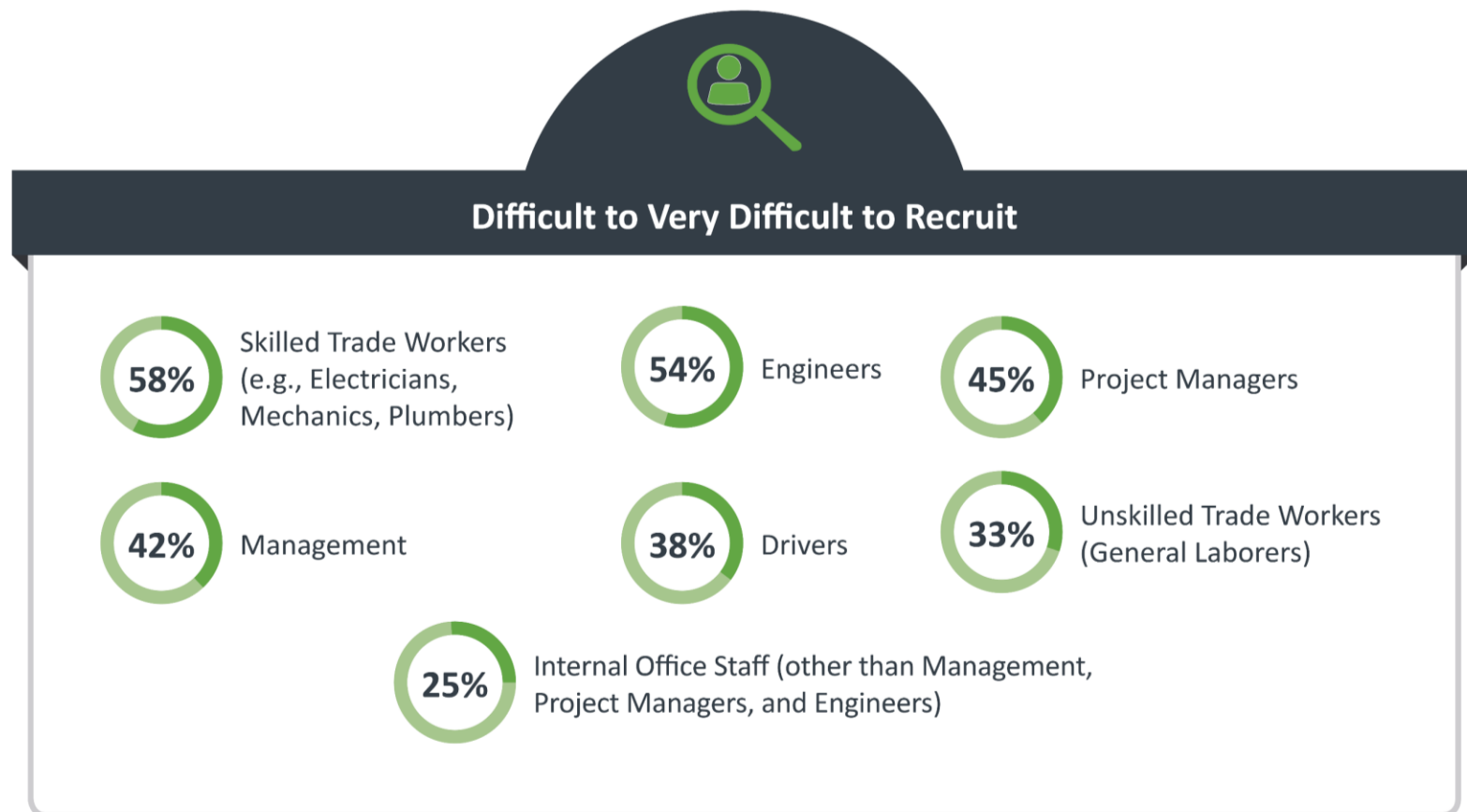
Executive Summary – Logistics & Construction Compensation Survey

Difficulty Recruiting Employees

Responses indicated organizations are challenged recruiting Skilled Trade (58%) and Engineering positions (54%) by rating those roles Difficult to Very Difficult. Management positions in the logistics and construction industries appear to have better recruitment prospects than other industries and are less dominant in Difficult to Very Difficult responses (42%).

As a point of reference, MRA's Benchmark Survey (new featured section this year) shows slightly different results:

- Leadership (67%) – Difficult to Very Difficult
- Professional (61%) – Somewhat to Very Difficult
- Technical (69%) – Difficult to Very Difficult



Executive Summary – Logistics & Construction Compensation Survey

Ease in Retaining Employees

Focusing on retention of current employees, respondents show the most pronounced difficulty in the Driver's group (27%), though with less focus than in 2018 (16%). Although Management roles, Office Staff, and Project Managers are difficult to recruit, respondents noted that individuals in those roles are easier to retain than other groups.



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Concluding Thoughts

The public health crisis of 2020 has been challenging for many organizations, yet logistics, construction, transportation and distribution industries fill these essential roles, and many have increased operations and efficiencies during this time. As the economy rebounds, what impact will we see—increasing demand or leveling off for these services? Recruiting top talent and reviewing retention strategies should be top of mind the rest of the year. Organizations need to do all they can to be prepared on both fronts.

MRA's Surveys and Custom Business Research Services provide accurate compensation data that organizations rely on, coupled with insights regarding the current state of pay in their industry sectors, location(s), employee size, and other comparable demographic factors.

We hope the industry-specific compensation data in this report, as well as information from the supplemental questions, provide insight into directions that organizations are taking and will give you a competitive edge to attract and retain the solid, high-quality staff your organization needs to be successful. As conditions normalize, MRA is here for you.