

2021

COMPENSATION REPORT



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*Your source for insight into current workforce
compensation trends.*

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2020 WAS TRANSFORMATIONAL, TO SAY THE LEAST.

Few could have predicted the global impact of the COVID-19 pandemic during the early months of 2020, but as the year unfolded, it was clear we were experiencing something that would redefine the world as we know it.

Many businesses found themselves in unfamiliar territory, very quickly learning more about their adaptability and resiliency than they ever thought possible. And though the extent of such extraordinary change and disruption won't be fully understood for years to come, few will emerge completely unscathed.

However, there are encouraging signs that we are turning a corner and the economy is finding a path forward. Express Employment Professionals' position in the staffing industry allows us insight into what lies ahead, and the indication is that jobs are coming back, and companies will increasingly need workers to fill them.

OVERALL, THE TRENDS ARE POSITIVE.

The Specialized Recruiting Group commissions an ongoing survey from The Harris Poll that allows us to keep a finger on the pulse of hiring trends and activities across a wide variety of industries.

In the most recent survey, which took place in the U.S. in November to December of 2020, hiring decision-makers were asked about their hiring plans for the first half of 2021. According to the results, 46% of U.S. hiring decision-makers say their company plans to increase their number of employees. Only 7% report plans to decrease employee count.

This early outlook for 2021 is very encouraging. It's the type of news we want to hear as we continue to see signs of optimism that the economy is recovering and moving in the right direction. It's a drastically different outlook from where we were at the end of Q1 2020.

That's not to say we're completely out of the woods just yet, but as vaccines become more widely distributed throughout 2021, workplace safety protocols will evolve and businesses that have weathered so many challenges since the beginning of the pandemic will begin to feel a greater semblance of normalcy.

And, in many ways, workplaces around the world will be stronger. Whether it's new, more comprehensive safety protocols or greater flexibility for employees to work remotely, many of the changes that were forced upon businesses out of necessity during the pandemic will remain well after we've made a full recovery.

In fact, according to the Express/Harris Poll survey, a majority of hiring decision-makers in the U.S. (74%) agree that as a result of the COVID-19 pandemic, their company values soft skills more than ever before when considering applicants to hire. Furthermore, 25% of U.S. hiring decision-makers believe their company will be permanently transformed as job applicants will be evaluated more for their soft skills rather than hard skills.

THE SPECIALIZED RECRUITING GROUP IS HERE TO HELP.

No matter what the year ahead holds, know that the Specialized Recruiting Group's dedicated Placement Specialists are prepared use their community connections and industry insight to confidentially match client job opportunities with candidates' expertise and goals.



BILL STOLLER

CEO and Co-Founder
Express Employment
Professionals



JOB INSIGHTS FOR 2021

To provide accurate and timely employment forecasts for business leaders, the Specialized Recruiting Group commissions an ongoing Job Insights survey to track employment and hiring trends across a wide range of industries.

The survey was conducted online within the United States by The Harris Poll on behalf of the Specialized Recruiting Group between Nov. 16 and Dec. 7, 2020 among 1,002 U.S. and 506 Canadian hiring decision-makers (defined as adults ages 18+ in the U.S. or Canada who are employed full-time or self-employed, work at companies with more than 1 employee, and have full/significant involvement in hiring decisions at their company). Data were weighted where necessary by company size to bring them into line with their actual proportions in the population.

INSIGHT: Many U.S. hiring decision-makers expect to increase their employee count in early 2021 as a sign that business may be rebounding after a tumultuous 2020.

Three out of 4 U.S. hiring decision-makers (75%) say their company plans to hire full-time employees, either salaried (47%) or hourly (44%) in 2021. Although the hiring forecast has improved, it differs by company size with larger companies more likely than smaller ones to increase their employee count this year.

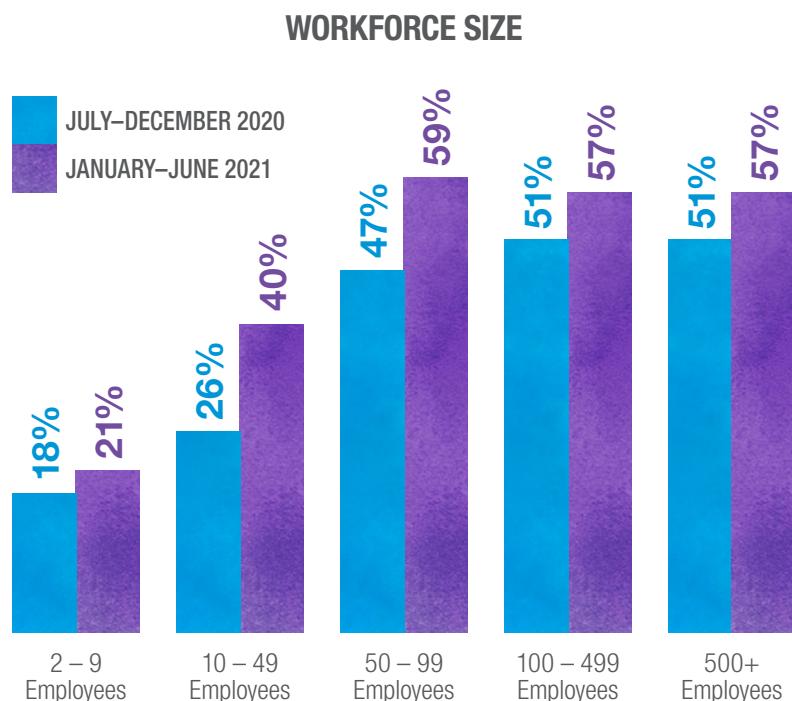
Overall, the percentage of decision makers who expect to increase their number of employees has increased for the first half of 2021 compared to those who were increasing their employee count in the second half of 2020.

Among U.S. hiring decision-makers who increased their number of employees in the second half of 2020, the most common reasons include:



To manage increased volume of work

To fill newly created positions

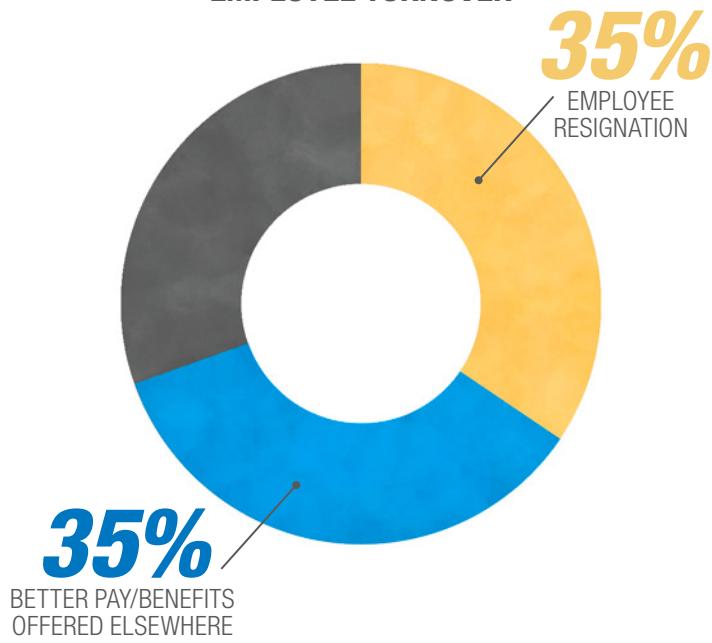


THIS INDICATES THAT BUSINESSES MAY BE FOCUSED ON GROWTH AND EXPANSION IN 2021.

INSIGHT: Turnover and extended vacancies continue to be problematic for companies.

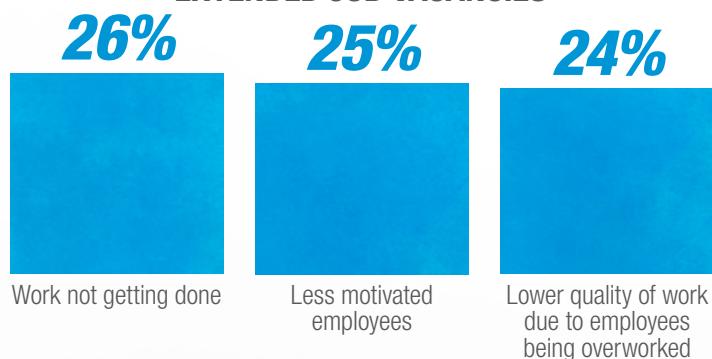
Three in 10 U.S. hiring decision-makers (30%) say one of the biggest pain points when it comes to hiring is employee turnover. For those who experienced an increase in employee turnover in 2020, the most commonly cited reasons include:

MOST COMMON REASONS FOR EMPLOYEE TURNOVER



Furthermore, the majority of U.S. hiring decision-makers (78%) say their company has had extended job vacancies, and more than 4 in 5 of those who have experienced extended vacancies (81%) say they had a negative impact on their company.

REASONS FOR NEGATIVE IMPACT FROM EXTENDED JOB VACANCIES



INSIGHT: After a bleak 2020, higher wages and better benefits in the forecast for 2021.

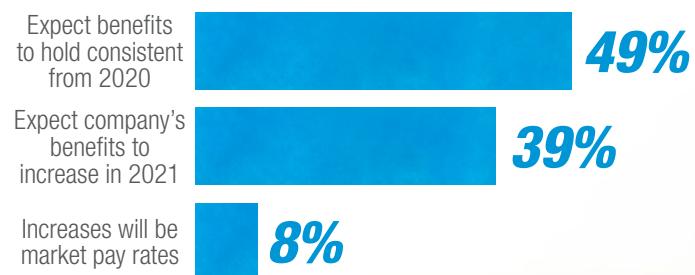
Nearly 3 in 5 U.S. hiring decision-makers (58%) expect the average wage at their company will increase in 2021, 30% expect no change, and only 7% expect a decrease in their company's wages. Among those that expect wages to increase:

REASONS FOR WAGE INCREASE



When it comes to benefits, more than 1 in 4 U.S. hiring decision-makers (28%) say offering competitive benefits is one of the biggest pain points. When asked about their expectations for 2021:

COMPETITIVE BENEFITS EXPECTATIONS



Regarding compensation and benefits, larger companies tend to anticipate greater increases to both compared to smaller companies.



2021 COMPENSATION REPORT

The following data represents national averages. For more detailed information about your local compensation trends, contact your Specialized Recruiting Group representative. All data within this report was provided via Emsi, a third-party, labor market data and analytics research company. More information about Emsi and their research methodology is available at EconomicModeling.com.

CATEGORY	JOB TITLE	LABOR CODE	25 th PCT.	50 th PCT.	75 th PCT.	90 th PCT.
ACCOUNTING AND FINANCE						
	Financial Manager	11-3031	\$92,512	\$130,016	\$184,160	\$300,000
	Cost Estimator	13-1051	\$52,016	\$65,584	\$87,536	\$112,496
	Accountants and Auditor	13-2011	\$56,640	\$72,480	\$95,008	\$124,832
	Accountants and Auditor - Accrual	13-2011	\$54,016	\$66,528	\$82,528	\$107,488
	Accountants and Auditor - Accounts Receivable	13-2011	\$49,920	\$62,496	\$82,720	\$112,480
	Accountants and Auditor - Accounts Payable	13-2011	\$49,984	\$63,424	\$85,024	\$120,032
	Financial Analyst/Advisor	13-2050	\$56,368	\$80,048	\$125,040	\$187,504
	Loan Officer	13-2072	\$45,008	\$64,208	\$95,024	\$135,024
	Loan Officer - Underwriting	13-2072	\$51,504	\$70,768	\$95,024	\$130,032
	Tax Preparer	13-2082	\$29,120	\$43,696	\$65,008	\$88,432
	Operations Research Analyst	15-2031	\$62,976	\$85,024	\$112,992	\$144,096
	Statistician	15-2041	\$68,512	\$92,512	\$119,264	\$149,472
	Bill and Account Collector	43-3011	\$31,200	\$37,328	\$46,000	\$57,488
	Bookkeeping, Accounting, and Auditing Clerk	43-3031	\$33,008	\$41,616	\$52,016	\$62,416
	Payroll and Timekeeping Clerk	43-3051	\$37,392	\$46,800	\$57,200	\$66,608
ENGINEERING						
	Drafters, Engineering Technician, and Mapping Technician	17-3000	\$44,080	\$57,488	\$72,816	\$90,032
	Aerospace Engineer	17-2011	\$92,512	\$118,048	\$145,632	\$166,496
	Civil Engineer	17-2051	\$69,024	\$87,520	\$114,976	\$146,912
	Electrical Engineer	17-2071	\$77,472	\$98,784	\$126,880	\$157,664
	Engineering Technicians, Except Drafter	17-3020	\$45,648	\$58,256	\$73,904	\$91,696
	Architectural and Engineering Manager	11-9041	\$116,480	\$144,960	\$180,032	\$275,136
	Mechanical Engineer	17-2141	\$70,496	\$90,016	\$112,480	\$140,000
	Petroleum Engineer	17-2171	\$107,488	\$140,000	\$192,480	\$250,080
	Industrial Engineer	17-2112	\$71,072	\$89,440	\$112,480	\$135,008
	Surveyor and Mapping Technician	17-3031	\$34,992	\$45,008	\$59,984	\$76,336
	Engineer - Manufacturing	17-2000	\$75,296	\$90,016	\$111,520	\$135,008
	Engineer - Project Management	17-2000	\$80,032	\$100,000	\$124,384	\$153,312

Category	Job Title	Labor Code	25 th PCT.	50 th PCT.	75 th PCT.	90 th PCT.
HUMAN RESOURCES						
	Chief Executives - Human Resource	11-1011	\$113,696	\$152,672	\$236,896	\$275,168
	Human Resources Manager	11-3121	\$88,800	\$117,472	\$160,096	\$224,992
	Compensation and Benefits Manager	11-3111	\$92,000	\$124,064	\$165,088	\$262,624
	Compensation, Benefits, and Job Analysis Specialist	13-1141	\$50,448	\$65,008	\$83,504	\$106,096
	Training and Development Specialist	13-1151	\$45,008	\$62,224	\$83,248	\$104,496
	Payroll and Timekeeping Clerk	43-3051	\$37,392	\$46,800	\$57,200	\$66,608
INFORMATION TECHNOLOGY						
	Database Administrators and Architect	15-1245	\$69,984	\$95,008	\$124,832	\$149,856
	Software Developers and Programmer	15-1250	\$78,000	\$104,048	\$135,024	\$160,112
	Software Developer, Systems Software - .NET Framework	15-1250	\$80,048	\$100,016	\$120,048	\$145,008
	Software Developer, Systems Software - SQL	15-1250	\$80,048	\$100,016	\$122,544	\$147,568
	Software Developer, Applications - C++	15-1250	\$74,992	\$101,936	\$135,024	\$162,544
	Software Developer, Applications - Java	15-1250	\$85,040	\$114,416	\$143,600	\$166,512
	Web Developer	15-1257	\$54,992	\$74,992	\$103,216	\$145,008
	Computer and information Systems Manager	11-3021	\$114,368	\$146,624	\$187,456	\$299,968
	Computer User Support Specialist	15-1232	\$40,496	\$52,880	\$68,272	\$90,032
	Computer Occupations - Systems Analysis	15-1200	\$64,208	\$80,048	\$101,040	\$124,848
LEGAL						
	Lawyer	23-1011	\$82,528	\$124,832	\$190,048	\$300,000
	Paralegal and Legal Assistant	23-2011	\$39,536	\$52,016	\$66,672	\$82,544
	Legal Administrative Assistant	43-6012	\$36,016	\$47,504	\$63,952	\$80,048
	Court Reporter	27-3092	\$44,624	\$61,008	\$85,552	\$107,568

Category	Job Title	Labor Code	25 th PCT.	50 th PCT.	75 th PCT.	90 th PCT.
MARKETING, ADVERTISING, AND CREATIVE						
	Chief Executive - Marketing	11-1011	\$131,424	\$250,080	\$500,192	\$500,192
	Marketing Manager	11-2021	\$98,976	\$137,568	\$190,048	\$300,000
	Public Relations Specialist	27-3031	\$45,552	\$62,416	\$83,248	\$116,080
	Advertising and Promotions Manager	11-2011	\$87,072	\$129,120	\$180,448	\$260,064
	Graphic Designer	27-1024	\$38,992	\$52,496	\$69,680	\$90,032
	Art Director	27-1011	\$69,984	\$95,008	\$135,008	\$192,992
	Business Operations Specialists - E-Commerce	13-1000	\$53,488	\$70,768	\$97,520	\$125,040
MEDICAL / HEALTH CARE						
	Dental Assistant	31-9091	\$33,520	\$40,496	\$48,880	\$57,200
	Surgical Technologist	29-2055	\$40,304	\$48,368	\$60,016	\$71,856
	Pharmacy Technician	29-2052	\$28,000	\$34,128	\$40,560	\$49,744
	Physical Therapist Aide	31-2022	\$23,456	\$27,040	\$32,496	\$40,016
	Dietitians and Nutritionist	29-1031	\$50,640	\$61,520	\$74,928	\$88,688
	Health Technologist and Technician - Surgical Assist	29-2000	\$34,320	\$44,720	\$56,976	\$65,072
	Magnetic Resonance Imaging (MRI) Technologist	29-2035	\$61,664	\$73,824	\$88,224	\$102,368
	Radiologic Technologist	29-2034	\$49,984	\$61,248	\$74,912	\$90,080
	Registered Nurse (RN)	29-1141	\$60,320	\$74,080	\$91,552	\$112,992
	Nursing Assistant	31-1014	\$25,488	\$30,000	\$35,376	\$41,072
	Licensed Practical and Licensed Vocational Nurse	29-2061	\$41,136	\$47,728	\$56,176	\$63,440
	Medical Assistant	31-9092	\$29,632	\$34,928	\$40,560	\$48,880

Category	Job Title	Labor Code	25 th PCT.	50 th PCT.	75 th PCT.	90 th PCT.
SALES						
	Chief Executive - Sales	11-1011	\$150,240	\$224,992	\$287,712	\$416,224
	Sales Management	11-2022	\$86,432	\$130,016	\$180,064	\$275,168
	Sales Management - Retail	11-2022	\$62,016	\$98,016	\$101,088	\$162,016
	Sales Management - Business Development	11-2022	\$80,032	\$120,032	\$162,528	\$242,144
	Sales Management - Account Management	11-2022	\$72,352	\$104,032	\$154,976	\$190,048
	Sales Management - Call Center	11-2022	\$62,752	\$112,480	\$175,072	\$200,032
	Sales Management - Procurement	11-2022	\$90,016	\$130,016	\$185,056	\$250,080
	Sales Management - Purchasing	11-2022	\$76,000	\$104,032	\$153,952	\$200,032
	Sales Management - Technical Sales	11-2022	\$90,016	\$120,032	\$162,528	\$210,016
	Buyer Purchasing Agent	13-1028	\$49,936	\$64,432	\$85,040	\$108,400
	Meeting, Convention, and Event Planner	13-1121	\$37,872	\$50,960	\$68,528	\$92,528
	Market Research Analyst and Marketing Specialist	13-1161	\$46,992	\$64,464	\$90,032	\$124,848
	Merchandise Displayer and Window Trimmer	27-1026	\$24,960	\$30,096	\$37,488	\$49,648
	Sales Representative, Services	41-3000	\$40,016	\$56,016	\$87,536	\$130,032
	Sales Representative, Services - Medical Devices	41-3000	\$72,496	\$97,520	\$160,112	\$190,064
	Sales Representative, Services - Pharmaceuticals	41-3000	\$42,512	\$62,512	\$80,048	\$156,016
	Sales Representative, Services - Business Development	41-3000	\$40,016	\$57,296	\$77,040	\$125,040

EMPLOYER RESOURCES AVAILABLE FROM THE SPECIALIZED RECRUITING GROUP

Training and Development Programs

An extensive library of training tools and programs that address a range of workplace topics, including turnover, company culture, accountability, and more is available from the Specialized Recruiting Group. For more information on any of these programs, contact your Specialized Recruiting Group office.



EMPLOYEE ACCOUNTABILITY

In today's increasingly flexible and remote workforce, employee accountability is more important than ever. Visit ExpressPros.com/Accountability for "7 Tips for Building Employee Accountability" and download a Project Accountability Template to help facilitate more effective meetings with your team!



COMPANY CULTURE

A company's culture is comprised of the values, practices, and personalities shared by the employer and employees. With so many possible cultures, it's important for each company to ensure cultural fit during the hiring process. This program helps shed light on how a strong culture positively affects every aspect of a business.



EMPLOYEE DEVELOPMENT

Most business leaders agree that employee training and development is vital to success. However, knowing where to start can be tricky. This program is designed to help pinpoint employee development challenges and offer solutions for building a stronger workforce.



ENGAGE TO RETAIN: BUILDING EMPLOYEE RETENTION THROUGH ONBOARDING AND DEVELOPMENT

The process of building a productive workforce doesn't end after a hiring decision is made. The Engage to Retain program highlights best practices supervisors can implement to help set up new employees for success and show commitment to their career development. Visit ExpressPros.com/EngageToRetain to access the training videos and workbook.



MONDAY MORNING LEADERSHIP

An employee's relationship with their supervisor is the number one factor affecting retention. Based on David Cottrell's bestselling book, "Monday Morning Leadership," this tool offers inspiration and an action plan for making those relationships stronger.



FACES OF CHANGE: UNDERSTANDING AND MANAGING GENERATIONS IN THE WORKPLACE

With the greatly varying beliefs, influences, and traits among the various generations in the workplace today, there's bound to be some conflict. This program focuses on each generation's unique contributions and areas for growth as well as key motivation and retention tips.

EMPLOYER RESOURCES AVAILABLE FROM THE SPECIALIZED RECRUITING GROUP

Continued



Refresh Leadership Blog

Refresh Leadership, our blog for employers and business leaders, features timely information on a variety of leadership, management, and human resource topics. Learn how to lead your team, handle HR issues, and stay up to date on the latest management tips at RefreshLeadership.com.

ABOUT THE SPECIALIZED RECRUITING GROUP

The Specialized Recruiting Group, an Express Employment Professionals Company, takes an individualized approach to professional placement.

We provide personalized service as unique as the companies and talented candidates we serve. Whether providing highly skilled project staff or filling a critical role on your team, we offer workforce solutions that help build local business communities across the U.S. and Canada.

The key industries we serve include:

- Accounting and Finance
- Engineering and Manufacturing
- Information Technology
- Legal
- Sales
- Marketing, Advertising, and Creative
- Human Resources

All Specialized Recruiting Group offices are locally owned and operated.

For more information, visit SRGExpress.com.



SRGExpress.com