**Is Your Compensation Package Competitive?**

**Are You Paying Employees Too Much... or Too Little?**

The Construction Financial Management Association (CFMA) is pleased to provide you with current benchmark information for your use in employee retention, recruitment, and business planning. This executive report contains industry-specific data collected from construction firms in California who have answered key questions in the following areas:

* **Salary Dollar Ranges Paid For Specific Job Positions including:** Management, Office, Accounting, Estimating, Operations, Engineering and more
* **Benefits Information on:**  Medical, Dental, Vision, Life, Long-Term Disability, and more
* **Plus a Profile of Respondents:**  Type of firms (General/Subcontractor), Form of Organization (S-Corp or C-Corp.), Size of Companies, Annual Revenues, % Public/Private Work Performed, and Number of Employees and Offices

Non-survey participants may purchase a copy of the guide by completing the order form below. Construction firms who participated in the survey will automatically receive a PDF electronic copy at no charge. Survey content was compiled by Squar Milner, LLP (an independent firm and member of CFMA).

**Order Information**

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