



2023 Real Estate Compensation Data

Remote Work Insights



JACKSON LUCAS COMPENSATION CONSULTING

With fresh market intelligence and the latest research tools, Jackson Lucas is well positioned to provide transparency in compensation data. Our partnership with Personal Salary, the largest technology platform providing pay transparency to commercial real estate provides our clients with in-depth compensation consulting as well as instantaneous compensation benchmarking to prospective candidates. Below are the key findings of our 2023 Compensation Survey on remote work.

REMOTE WORK INSIGHTS

- Overall, all CRE workers work on average half the time remote (2.3 - 2.5 days)
- Of those who work in CRE, those working in LA and Boston spend the most days working remote (3.3 days working remote, or just 1.7 days in the office).
- This trend is basically inverted for those working in Miami and Atlanta. This group spends on average 1.5 days working remote, or 3.5 days in the office
- Of those who work in CRE, those who focus on residential are most likely to work remotely (2.6 days a week). Those who focus on office and industrial are least likely to work remotely. People who work in these two sectors work remote 1.9 days per week and spend 3.1 days working from the office.

REMOTE WORK HABITS IN COMMERCIAL REAL ESTATE

REMOTE WORK BY CITY	AVERAGE # OF DAYS PER WEEK WORKING REMOTE	SAMPLE SIZE
Los Angeles, CA	3.3	29
Boston, MA	3.3	4
Washington, DC	3.0	8
Chicago, IL	2.9	11
New York, NY	2.2	37
San Francisco, CA	2.1	23
Atlanta, GA	1.8	6
Miami, FL	1.3	7
Grand Total	2.5	125

REMOTE WORK BY SECTOR	AVERAGE # OF DAYS PER WEEK WORKING REMOTE	SAMPLE SIZE
Residential	2.6	63
Hospitality	2.4	9
Retail	2.1	11
Industrial	1.9	21
Office	1.9	23
Grand Total	2.3	127