
**CIG Construction Compensation Survey
Professional/Project Positions**

Construction Industry Group Construction Professional Survey

Payroll Date: May 1, 2010
Data Due: May 28, 2010
Results Published: July 2, 2010

For Questions, Call:
Denise or Jim McMahon 602.381.8108

Analytical/FMI
5080 North 40th Street
Suite 245
Phoenix, AZ 85018
www.analyticalfmi.com



**CIG Construction Compensation Survey
Professional/Project Positions**

Please return this page with your data:

Company Name _____
Street Address _____
City, State, Zip _____

Who should be contacted to answer questions about your survey submission?

Name _____
Title _____
Phone # () _____ FAX # () _____
E-Mail _____
Address if different than above _____

To whom should the survey results be sent? (If different than above.)

Name _____
Title _____
Phone # () _____ FAX # () _____
E-Mail _____
Address if different than above _____

Please Return by May 28, 2010 to:

**Denise McMahon
Analytical/FMI
5080 North 40th Street, Suite 245
Phoenix, AZ 85018
Phone: (602) 381-8108
Fax: (602) 381-8228
e-mail: dnmcmahon@fminet.com**

**CIG Construction Compensation Survey
Professional/Project Positions**

This survey covers ten job families with a total of 37 levels. **If you are also planning to be in Module 3B Construction Professional, please note that there are 9 additional jobs in the Module 3B survey that are not included in 3A so please complete pages 43-51. It is not necessary to resubmit the 3B data.**

This survey is for exempt personnel only.

Form 1 - Company Information/Practices: We will be asking you to report only company revenue, employment and principal business activities this year, as most of you have already reported benefits and practices information for our Benefits & Pay Practices Survey. For those who participated in the Benefits & Pay Practices Survey, CIG benefits data will be broken out and reported in section 5 of the published report.

Form 2 - Annual Base Salary and Bonus Compensation: Please report job titles for each position. These will be reported generically for each position. If your company has a reasonable match to the survey position and level, please report your incumbents. If your company has more levels within a job family and they do not fit within the position descriptions, exclude them. If there are no incumbents to report in a level, skip that page. When sending in data to us, you only need to submit pages that have matches. For example, in a four level job family, your company may only have two levels. Do not make them levels 1 and 2 unless they are a match. If they more closely match Levels 2 and 4, report them as such and place "N/A" in Levels 1 and 3.

Report annual base salary and annual current year bonus in thousands (i.e., \$83,432 = \$83.4). Base salary is as of **May 1, 2010** or the nearest payroll date. Enter the annual bonus paid for the most recently completed fiscal year. If an incumbent received a pro-rata bonus (new hires, promotions, etc.), annualize the amount. If the incumbent is not eligible to receive a bonus, leave the annual bonus amount column blank. We have changed the bonus section slightly in recent years. Instead of asking whether the employee's bonus was Annual, Discretionary or Project, we are asking you to estimate the percentage of the bonus that comes from a Company or Division plan and the percentage that comes from a Project plan. The section below that concerns formal salary ranges. If your company does not have a formal salary range structure, leave this section blank.

In 2009, we added four levels of Purchasing and an Equipment Manager. In addition, instead of including Scheduling as a class of the Project Controls job family, we made it a separate job family. In 2007 we added an additional level of Project Management, not to be confused with the Project Management Executive position in the Executive Survey. Job descriptions are included here and are on our website.

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The survey will include regional maps and metropolitan data for all positions, so please report the zip code for the incumbent's main office location. If the incumbent works in multiple locations, use your best judgement to indicate the person's main location. Data on individual incumbents are required to produce accurate regional maps, so we ask that you do not report averages for job levels.

Reproduce the forms as needed for each reported position if you are submitting data on paper in order to report all incumbents. Do not report more than one level per form. We encourage you to report on as many incumbents as possible.

In all positions, Level 1 represents the least experience and responsibility.

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◆ **Company Size**

Please enter whole numbers. Do not round.

Fiscal Year Most Recent Revenues _____

Total Number of Employees _____

Total Number of Salaried Employees _____

◆ **Principal Business Activities**

Rank the relative size of the markets served by your organization. Leave any blank that you do not serve. The largest segment would be shown as '1'.

Commercial Building/Construction	_____	Process Engineering	_____
Heavy Civil Construction	_____	Environmental Engineering	_____
Industrial Construction	_____	Nuclear	_____
Maintenance	_____	Other	_____
Power Engineering	_____		

**CIG Construction Compensation Survey
 Professional/Project Positions**

(use more sheets as necessary)

Project Management - Level 4

Your Position Title: _____

A Project Manager is responsible for the overall direction, completion and financial outcome of a construction project. Directs and supervises work of project administration, project superintendents and engineers to establish operational priorities and maintain satisfactory relationships with owners, subcontractors, unions, etc.

Report Project Managers capable of large projects of a complex nature and/or multiple projects and with a minimum of 15 years total experience and a revenue range of over \$100 million. Typical position titles include Project Executive and Senior Project Manager.

(Report in thousands)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

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- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ Formal position salary range:

<u>Min</u>	<u>Mid</u>	<u>Max</u>
\$ _____	\$ _____	\$ _____

**CIG Construction Compensation Survey
 Professional/Project Positions**

(use more sheets as necessary)

Project Management - Level 5

Your Position Title: _____

This level is responsible for the overall direction, completion and financial outcome of a construction project(s). The number and complexity of projects and total installed costs distinguish it from Level 4.

Directs and supervises work of project administration, project superintendents and engineers to establish operation priorities and maintain satisfactory relationships with owners, subcontractors, unions, etc. This level Project Director/Executive is capable of managing large projects of a complex nature and multiple projects with dollar volume in excess of \$250 million. Typical incumbents will have 20 years of experience or more. **DO NOT REPORT THE SAME PERSON HERE AND AS PROJECT MANAGEMENT HEAD IN THE EXECUTIVE SURVEY.**

(Report in thousands)

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- ◆ Formal position salary range:

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\$ _____	\$ _____	\$ _____

CIG Construction Compensation Survey
Professional/Project Positions

(use more sheets as necessary)

Project Superintendent - Level 2

Your Position Title: _____

This level normally requires a minimum of 8 years experience. This level position will function as any or all of the following:

- 1) A second line supervisor having responsibility over several Level 1 Superintendents within one or more crafts.
- 2) A second line supervisor having multi-craft responsibility within designated areas.
- 3) On small projects, serves as the Senior Construction Supervisor.

Typical position titles include Superintendent, Senior Construction Superintendent and Project Superintendent.

(Report in thousands)

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◆ Formal position salary range: Min Mid Max

\$ _____ \$ _____ \$ _____

**CIG Construction Compensation Survey
 Professional/Project Positions**

(use more sheets as necessary)

Estimating/Engineering - Level 4

Your Position Title: _____

Note: Some of the positions in this job family may be primarily located at the corporate/headquarters location due to centralization/automation or for other reasons. Report these positions only if they are dedicated to field operations functions.

This exempt level position normally requires a minimum of 10 years experience. This is normally referred to as a lead position and is the first level that includes responsibility for technical direction over a group of Estimating Engineers, or includes an individual who functions as a technical specialist formulating and developing advanced estimating engineering concepts. This person is not a department head, but may supervise some Junior Estimators. Do not report Chief Estimator here. Typical position titles include Senior Estimator and Senior Project Estimator.

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Min
Mid
Max
 \$ _____ \$ _____ \$ _____

**CIG Construction Compensation Survey
 Professional/Project Positions**

(use more sheets as necessary)

Safety Engineering - Level 3

Your Position Title: _____

This level requires a safety or insurance degree and a minimum of 5 years of significant safety experience in the Level 2 position. Working under general supervision, conducts and documents comprehensive safety audits and procedures. Maintains accident and insurance records as required by OSHA, and provides functional advice and/or training to less experienced Safety Engineer(s). Typical position titles include Regional Safety Manager, Area Safety Manager, Division Safety Manager and District Safety Supervisor.

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CIG Construction Compensation Survey
Professional/Project Positions

(use more sheets as necessary)

Quality Assurance - Level 2

Your Position Title: _____

Works under general supervision. May review drawings, process procedures, procurement documents and quality control reports. Identifies and reports quality problems or trends in the assigned area or program. Recommends corrective action to quality problems. Aids project-wide system audits and surveillance, including supplier or subcontractor audits or surveillance to approved audit checklists and procedures. Normally requires BS in engineering or related field and 2 to 4 years related experience. Preparation for auditor certificate or equivalent is desired.

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**CIG Construction Compensation Survey
Professional/Project Positions**

(use more sheets as necessary)

Quality Assurance - Level 3

Your Position Title: _____

Under general to minimal supervision, supports quality assurance for a program and/or area to ensure product is designed, procured and installed to meet customer and division quality requirements. Interacts with a variety of functional groups. Leads project-wide system audits as directed by principal quality assurance engineer or program management. Writes quality plans, procedures, audit checklists, and plans. Requires BS in engineering or related field and 7 to 10 years experience. May hold lead auditor certification or equivalent.

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**CIG Construction Compensation Survey
 Professional/Project Positions**

(use more sheets as necessary)

Quality Assurance - Level 4

Your Position Title: _____

With minimal supervision, leads quality assurance for program(s) and/or areas to ensure that the product is designed, procured and installed to meet customer and company quality requirements. Leads new systems development, proposals, implementation, procedures and related quality activity. Frequently decides using sound quality assurance principles and independent professional judgment. Has working knowledge of more than one area of industry such as infrastructure, government, aviation, process, or transportation. Requires BS in engineering or related experience and 15 to 20 years experience. Must be able to lead jobs. Auditor/lead auditor certificate desirable.

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Min
Mid
Max
 \$ _____ \$ _____ \$ _____

**CIG Construction Compensation Survey
 Professional/Project Positions**

(use more sheets as necessary)

Building Information Modeling - Level 1

Your Position Title: _____

Designer to create and modify 3D models, renderings and/or animations for promotion and proposals. Office-based work with various departments to integrate imagery into presentations using existing software. May help to create or maintain standards, processes and goals.

(Report in thousands)

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**CIG Construction Compensation Survey
 Professional/Project Positions**

(use more sheets as necessary)

Building Information Modeling - Level 2

Your Position Title: _____

Coordinator of Building Information Modeling (BIM) for use during construction. Assist project manager and site staff in BIM use--may be on site. Create and update site logistics plans and 4D visual schedules. Detect clashes of multiple-project trades. Understand construction drawings and related specifications from various disciplines.

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**CIG Construction Compensation Survey
 Professional/Project Positions**

(use more sheets as necessary)

Building Information Modeling - Level 3

Your Position Title: _____

Engineer to create, modify and augment BI models and CAD files for pursuit and construction of projects. QA and QC models. Integrate models through "middleware" for 4D and 5D use. Lead in creation and maintenance of standards, processes and goals. Can supervise level 1 and 2 personnel.

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CIG Construction Compensation Survey
Professional/Project Positions

(use more sheets as necessary)

Purchasing - Level 2

Your Position Title: _____

Non-supervisory journey-level purchaser. Conducts all aspects of purchasing for a project. May technically assist less experienced purchasing personnel. Normally requires a BS degree and at least 4 years experience in purchasing.

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CIG Construction Compensation Survey
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(use more sheets as necessary)

Purchasing - Level 3

Your Position Title: _____

First level of direct supervision of a group of purchasers. Normally requires a BS degree and at least 7 years experience in purchasing.

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CIG Construction Compensation Survey
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(use more sheets as necessary)

Purchasing - Level 4

Your Position Title: _____

Supervisors and managers in purchasing above first level but not the highest level purchasing manager in the operating unit.

(Report in thousands)

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**CIG Construction Compensation Survey
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**** ONLY FOR MODULE 3B SURVEY ****

(use more sheets as necessary)

Scheduling - Level 4

Your Position Title: _____

The Scheduling Manager plans and develops all scheduling functions for a large complex project or several medium size projects. Insures that all scheduling activities comply with company and client requirements. Responsible for the development and implementation of standards and procedures. Incumbent has 7+ years of experience.

Note: In 2008, scheduling jobs were a class of the Project Controls job family. We are now separating them into two different families.

(Report in thousands)

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Min
Mid
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