
Compensation Database
Engineering/Construction/Environmental
Module 3B Construction Professional/Project Positions

Construction Professional Survey Module 3B

Payroll Date: May 1, 2010
Data Due: May 28, 2010
Results Published: July 16, 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



**Compensation Database
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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**

**Compensation Database
Module 3B Construction Professional/Project Positions**

This survey covers twelve job families with a total of 46 levels. This form has two segments: company information and incumbent data.

This survey is for exempt personnel only.

Form 1 - Company Information/Practices: Report most recent fiscal year revenues. Please enter the full amount – do not round. Below that, enter total employment and total salaried employment, and your company's principal business activities. **Information formerly collected on company practices in this survey is now collected in our Benefits and Pay Practices Survey.**

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, do not move up or down a level, mark "N/A" for that level. 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. 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.

Regional maps and metropolitan data will be created 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 judgment 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.

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Last year 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 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. No new jobs were added in 2010. Job descriptions are included here and are on the website. In addition, as our data on the General Foreman and BIM positions is often spotty, we encourage you to report data on those positions if you have it.

Reproduce the forms as needed for each reported position 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.

Compensation Database
Module 3B Construction Professional/Project Positions

◆ **Company Size**

Please enter whole numbers. Do not round.

Fiscal Year Most Recent Revenues _____

Total Number of Employees _____

Number of Salaried Employees _____

◆ **Principal Business Activities**

Rank the relative size of the markets served by your organization. Leave blank any 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	_____		

**Compensation Database
Module 3B Construction Professional/Project Positions**

(use more sheets as necessary)

Project Management - Level 2

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 medium scale projects of \$15 to \$49 million in size and with a minimum of 5 to 10 years total experience. Typical position titles include Project Manager and Project Manager II.

(Report in thousands)

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 - Estimated percentage attributed to Annual Company/Division Plan: _____%
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◆ Formal position salary range: Min Mid Max

\$ _____ \$ _____ \$ _____

Compensation Database
Module 3B Construction 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)

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\$ _____ \$ _____ \$ _____

**Compensation Database
 Module 3B Construction 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:

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

Compensation Database
Module 3B Construction Professional/Project Positions

(use more sheets as necessary)

Project Superintendent - Level 3

Your Position Title: _____

This level is the top construction supervision level (but not Project Manager) in the field and normally requires at least 10 years experience in field construction activities. This level is responsible for organization, work methods, scheduling, cost control, conformity with drawings and specification, workmanship, and assignment of work to accomplish economic and expeditious execution of the work. Normally reports to Level 4, Job Family 1, Project Management. Typical position titles include General Superintendent, Senior Superintendent, Project Superintendent and Senior Project Superintendent.

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\$ _____	\$ _____	\$ _____

**Compensation Database
 Module 3B Construction Professional/Project Positions**

(use more sheets as necessary)

Estimating/Engineering - Level 1

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 is the exempt entry level for a BS or MS graduate. Works under close supervision, performing the routine aspects of estimating assignments requiring knowledge of basic principles of estimating. Typical position titles include Associate Estimator, Estimator and Estimator I.

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

**Compensation Database
 Module 3B Construction Professional/Project Positions**

(use more sheets as necessary)

Estimating/Engineering - Level 2

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 2 years experience. Under general supervision, performs estimating engineering of less complex assignment. With additional experience within one specialty, the individual is expected to assist in the preparation of larger and more complex estimates. Typical position titles include Estimator, Estimator I and Estimator II.

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\$ _____	\$ _____	\$ _____

Compensation Database
Module 3B Construction 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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**Compensation Database
 Module 3B Construction Professional/Project Positions**

(use more sheets as necessary)

Project Accounting/Office Management - Level 1 **Your Position Title:** _____

The individuals in this exempt level position normally have less than 6 years of field office accounting experience. Duties are primarily concerned with routine accounting and payroll activities. May provide direction or have some supervisory responsibility, but most of the time performs the work alone. Typical position titles include Project Account, Project Accountant I & II, Assistant Office Manager and Office Manager. **Do not report non-exempt employees.**

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Compensation Database
Module 3B Construction Professional/Project Positions

(use more sheets as necessary)

Safety Engineering - Level 1

Your Position Title: _____

This level requires a safety or insurance degree and a minimum of 3 years of significant safety experience. Under general supervision, conducts safety audits and inspections, evaluates and ensures improvements for job site safety personnel. Usually will be assigned to a large project or several smaller projects. Typical position titles include Safety Engineer, Safety Supervisor, Safety Coordinator and Assistant Safety Manager.

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 Module 3B Construction Professional/Project Positions**

(use more sheets as necessary)

Business Development - Level 2

Your Position Title: _____

Note: This job family may include some corporate/headquarters location personnel due to the nature and scope of the function.

This level is a senior level of the position described in Level 1 with a minimum of 10 years significant construction and/or marketing experience. At this level, the job typically includes becoming actively involved and/or responsible for negotiations with clients. Typical position titles include Business Development Director, Corporate Business Development Director or Business Development Manager. Reports to top Business Development person in the unit.

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 Module 3B Construction Professional/Project Positions**

(use more sheets as necessary)

Project Controls - Level 2

Your Position Title: _____

Under general supervision, performs more complex project controls. With additional experience within one specialty, assists in larger and more complex project controls. Normally requires at least 2 years experience in planning/scheduling and/or cost engineering with typical experience from 3 to 7 years; but may include additional experience in other functional areas.

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 Module 3B Construction 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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Module 3B Construction 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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Module 3B Construction 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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\$ _____	\$ _____	\$ _____

Compensation Database
Module 3B Construction Professional/Project Positions

(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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Compensation Database
Module 3B Construction Professional/Project Positions

(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.

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**Compensation Database
 Module 3B Construction Professional/Project Positions**

(use more sheets as necessary)

Scheduling - Level 2

Your Position Title: _____

Performs intermediate and non-routine planning and scheduling assignments which require the selection and application of scheduling principles and techniques. Prepares monitors and revises schedules, assists Project Managers to formulate plans to correct scheduling problems. Typical incumbent has BS and 2-4 years experience.

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

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\$ _____	\$ _____	\$ _____

**Compensation Database
 Module 3B Construction Professional/Project Positions**

(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.

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