



2011 GENERAL CONTRACTOR CONFIDENTIAL SALARY AND BENEFITS SURVEY



CONDUCTED FOR MEMBERS ONLY OF THE TEXAS AGC CHAPTERS OF
AUSTIN ♦ HOUSTON ♦ TEXO (DALLAS/FORT WORTH/EAST TEXAS)

TEXAS SALARIES

MEMBER PARTICIPANT CHARGE: \$200

MEMBER NON-PARTICIPATING COMPANY CHARGE: \$600

CONDUCTED BY: ANALYTICAL/FMI

14500 N. NORHTSIGHT BLVD. #313
SCOTTSDALE, AZ 85260
Phone: (602) 381-8108
FAX: (602) 381-8228

AGC Confidential Salary Survey - 2011

Instructions

Introduction

The purpose of this survey is to collect base salary and bonus compensation data for 39 positions within 9 job families, and four executive level positions. In completing your survey submission, please report **ALL** incumbents who you consider to be **good matches** to the survey positions. It is important that you report individual salaries, not averages. If you need additional sheets for any job, please reproduce as many sheets as necessary.

Input Deadline and Publication Date

All base salary and salary range data should be reported as of **July 1, 2011**. All bonus compensation earned in the past year should also be reported whether it is annual, project or discretionary. **Data submissions should be returned to this office by August 8, 2011 (earlier if possible)**. It is important to submit your input on a timely basis in order that we can publish the results by **September 26, 2011**.

How to Submit

After completing this form, you may mail, fax or email it to our office. Contact information is below:

Analytical/FMI
14500 N. Northsight Blvd., Suite 313
Scottsdale, AZ 85260
Phone: (602) 381-8108
Fax: (602) 381-8228
Email: jnmcMahon@fminet.com
Direct Phone – Joan McMahon: (602) 772-3432

If you choose to use the Excel spreadsheet, upload the completed file to our website or email it to jnmcMahon@fminet.com.

GENERAL SURVEY INFORMATION

FORM 1 - COMPANY INFORMATION

- **Company Size**

Report your 2010 fiscal year end revenues in whole numbers. Do not report in thousands.

Enter the number of exempt, non-exempt, hourly and temporary employees. "**Exempt**" employees are defined as those who are exempt from certain wage and hour laws (i.e. overtime pay). It usually

applies to executive or professional employees who are paid an annual salary rather than an hourly wage. This means the employee receives a pre-determined amount of pay each pay period (weekly, biweekly, monthly, etc.) regardless of the number of hours worked. For purposes of this survey, **"Non-Exempt"** employees are typically office, clerical or field workers paid for hours worked (on an hourly or salary basis) and receive overtime pay.

- **Salary Administration**

Indicate if your company has a **formal** salary administration program and the month your fiscal year ends for salary planning.

- **Salary Range**

Check if your company has a **formal** salary range structure and the percent adjustment made to the ranges for the current fiscal year. Indicate the planned percent adjustment for your next fiscal year. **Leave this section blank if you do not have formal, set salary ranges.**

- **Salary Increases-Merit Budget**

If your company has a formal merit budget, indicate when the increases are granted, and the planned percent salary increase for the current and next fiscal year.

- **Automobile/Mileage Allowance**

For each of the job families listed, indicate the number of incumbents who are furnished with an automobile or a truck. Enter the number of incumbents receiving an automobile allowance and the amount of the allowance per month. Show the number of employees who have been given a gas card and how many have a gasoline allowance and the average amount. Indicate the number of incumbents reimbursed for mileage and the cents per mile.

- **College Graduate Hiring Rates**

List the average starting salaries paid to new graduates by degree type and indicate how many were hired. Also, record the average sign-on bonus and relocation bonus, if paid, and state when they were paid.

- **Benefits**

This year we are collecting a full complement of benefits information including life insurance, paid time-off and retirement. If your benefits vary by employee group, **please answer each section based on its applicability to the managerial/professional positions** covered in this survey (i.e., Project Manager, Superintendent, Estimating, Engineering, etc.).

Please take particular care in filling out the premium information on medical and dental policies, as it remains an important company expenditure. Report the TOTAL monthly premium paid to the carrier for each employee, and then the % of that cost paid by the company. If your company has more than one type of plan (e.g. several PPOs), report the plan that most employees select. Be sure to report on your High Deductible plans if your company offers one. Call our office if you have any questions (602-381-8108) or contact Joan McMahon directly at 602-772-3432.

FORM 2 - ANNUAL BASE SALARY AND BONUS COMPENSATION

*******REPORT SALARIES PAID IN TEXAS ONLY*******

If your company has a reasonable match to the survey position and level, please report each of your **Texas** incumbents. If your company has more levels within a job family and they do not fit within the position descriptions, exclude them. 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. **It is not necessary to send or fax back any pages for which you do not have incumbents.**

For Project Manager positions report incumbents based on **the level of expertise for which they are being paid**, not necessarily the size job they are on at the present time. For example, you may have a Project Manager you are paying based on experience and expertise of \$30-\$50 million projects. However, at this time, your contracts are for a \$5 million project, a \$9 million project and a \$21 million project. You would match the incumbent to Level 4 even though the person is currently on a smaller project. Likewise, a person paid for expertise at a \$10 million project and working on three \$10 million projects should not be reported as a \$30 million project manager.

In some cases with small to medium-sized companies, the owner may function as a project manager. **Do not report the owner's salary data, as this is normally much higher.**

Report **each Texas incumbent's** annual base salary and annual current year bonus in thousands. For example, an annual salary of \$45,840 would be reported as \$45.8 while a salary of \$45,860 would be reported as \$45.9. Base salary is as of July 1, 2011 or the nearest payroll date. The annual bonus is the most recently earned. If an individual is eligible for a bonus, but has not yet received it, indicate either: the last bonus amount paid or the projected bonus amount - **please do not leave blank**. If the incumbent has an annual as well as a project bonus, please report the combined total. Be sure to report the bonus as an annual figure. If the individual is **not** eligible for a bonus, leave this blank. Also, report bonus type and the actual formal salary ranges, if any. Reproduce the forms as needed for each reported position in order to report **all Texas incumbents**. Do not report more than **one level per form**. In all cases, Level 1 represents the least experience and responsibility.

AGC Confidential Salary Survey - 2011

Please return this page with your data:

- Who should be contacted to answer questions about your survey submission? (Usually the person who will complete the survey form)

Name _____

Title _____

Phone # _____ Email _____

- To whom should the survey results be sent? Results will be sent marked "Personal & Confidential".

Name _____

Title _____

Company _____

Street _____

City _____ State _____ Zip Code _____

Phone # _____ Email _____

(Chapter Location) Austin Texo (Dallas, Ft Worth/East Texas) Houston

Please Return by August 8, 2011 to:

Analytical/FMI
14500 N. Northsight Blvd., Suite 313
Phoenix, AZ 85260
Phone: (602) 381-8108
Fax: (602) 381-8228
Email: jnmcMahon@fminet.com

AGC Confidential Salary Survey - 2011

Data Collection Form 1

Company Information

◆ **COMPANY SIZE**

- FY 2010 Revenues (**whole numbers**) \$ _____
- Total number of permanent employees _____
(See definition of exempt & nonexempt on page 2) (Total of 1, 2, & 3 below)
 - 1. Exempt Management/Professional _____
 - 2. Non-Exempt Administrative/Clerical/Support _____
 - 3. Hourly Field Employees _____
- Average number of temporary field EEs during last 12 months _____

◆ **SALARY ADMINISTRATION**

- Does the company have a **formal** compensation program? Yes No
- What is the company's fiscal year end for salary planning? _____
(Month)

◆ **SALARY RANGE STRUCTURE**

- Does your company have a **formal** salary range structure? Yes No

If yes, what % adjustment to the ranges was/will be made for the current and next fiscal year?

	Current FY % salary structure adjustment	Next FY % salary structure adjustment
Exempt	_____	_____
Non-Exempt	_____	_____
Field Hourly	_____	_____

◆ **SALARY INCREASES – MERIT BUDGET**

- Does your company have a **formal** merit budget? Yes No
- Does your company have the following:
 - Merit Only Yes No
 - General Only Yes No
 - Both Yes No

Data Collection Form 1 (continued)

◆ **SALARY INCREASES (continued)**

- When are salary increases granted:

Employee Anniversary Date Yes No

Fixed Date Yes No

If Fixed Date, date for all increases _____/_____/_____

- Indicate the planned percent salary increase for current and next fiscal year:

Current FY Salary Increase Percent

	Average % Total Salary Increase
Current Fiscal Year (2011) Salary Increase Budget	

Next FY Salary Increase Percent

	Projected % Salary Increase
Next Fiscal Year (2012) Salary Increase Budget	

◆ **AUTOMOBILE/MILEAGE ALLOWANCE**

Indicate the number of incumbents who are furnished with an automobile or a truck. Enter the number of incumbents receiving an automobile allowance and the amount of the allowance per month. Show the number of employees who have been given a gas card and how many have a gasoline allowance and the average amount. Indicate the number of incumbents reimbursed for mileage and the cents per mile.

Job Category	VEHICLE PROVIDED		ALLOWANCE		ADDITIONAL PROVISIONS			REIMBURSEMENT	
	Number of Incumbents		Auto Allowance		Gasoline Credit Card	Fixed Dollar Gasoline Allowance		Mileage Reimbursement for Business Use of Personal Car	
	Auto	Truck	# of Incumb.	Amount per Month	# of Incumb.	# of Incumb.	Amount per month	# of Incumb.	Cents per Mile
Controller/ CFO									
Project Mgr.									
Project Supt.									
Estimating, etc. for all positions									
Other: <hr/> (Receiving vehicle allow.)									

Data Collection Form 1 (continued)

◆ COLLEGE GRADUATE HIRING RATES

- Does your company use formal hiring rates? Yes No
- If yes, was the 2011 rate adjusted? Yes No
- Does your company provide a formal mentor system? Yes No
- Does your company provide a formal training program? Yes No
- Do you typically, or as a practice, offer more to graduates of a certain school (i.e., Texas A&M)? Yes No

If yes, indicate school: _____

List the average starting salaries paid to new graduates by degree type and indicate how many were hired. Also record the average sign-on bonus and relocation bonus, if paid, and state when they were paid.

Degree	Degree Type	Average Salary Offer	How many Hired	Sign-On Bonus Amount	When Paid (e.g., 30 days)	Relocation Bonus Amount	When Paid (e.g., 30 days)
Architectural Engineering	BS	\$		\$		\$	
	MS	\$		\$		\$	
Construction Science/ Building Technology	BS	\$		\$		\$	
	MS	\$		\$		\$	
Civil Engineering	BS	\$		\$		\$	
	MS	\$		\$		\$	

Data Collection Form 1 (continued)

◆ **HEALTH & WELFARE BENEFITS** (If you offer the following medical benefits, please fill in below.)

	TOTAL Monthly Premium Per Employee Paid to Carrier	% of cost paid by company	When is new employee eligible?	Comments
Medical Elections (complete all that apply)				
PPO	EE \$ _____ EE+Spouse \$ _____ EE+Child \$ _____ EE+Family \$ _____	EE _____% EE+Spouse _____% EE+Child _____% EE+Family _____%		
HMO	EE \$ _____ EE+Spouse \$ _____ EE+Child \$ _____ EE+Family \$ _____	EE _____% EE+Spouse _____% EE+Child _____% EE+Family _____%		
Traditional Major Medical (80/20 or 70/30)	EE \$ _____ EE+Spouse \$ _____ EE+Child \$ _____ EE+Family \$ _____	EE _____% EE+Spouse _____% EE+Child _____% EE+Family _____%		
High Deductible Health Plan	EE \$ _____ EE+Spouse \$ _____ EE+Child \$ _____ EE+Family \$ _____	EE _____% EE+Spouse _____% EE+Child _____% EE+Family _____%		
Dental Elections				
DMO/Managed Care	EE \$ _____ EE+Spouse \$ _____ EE+Child \$ _____ EE+Family \$ _____	EE _____% EE+Spouse _____% EE+Child _____% EE+Family _____%		Orthodontia Maximum \$ _____
PPO/Traditional Indemnity	EE \$ _____ EE+Spouse \$ _____ EE+Child \$ _____ EE+Family \$ _____	EE _____% EE+Spouse _____% EE+Child _____% EE+Family _____%		Orthodontia Maximum \$ _____

◆ What was the percentage increase or decrease in your *medical* premium at your last or pending renewal?

_____ % Increase Decrease

◆ What steps have you taken to decrease health insurance premium costs (i.e., Increase deductions, Change to HMO, Increase co-pay, etc.)?

Data Collection Form 1 (continued)

Does your company provide the following:

	Check Benefits Offered	% Paid by Company for Employee Coverage	% Paid by Company for Spouse & Dependent Coverage	Date eligible for Coverage (i.e., 1 st day of employment after 3 months, etc.)
Vision Care	<input type="checkbox"/>			
Employee Life Insurance	<input type="checkbox"/>			
Dependent Life Insurance	<input type="checkbox"/>			
AD&D	<input type="checkbox"/>			
Short Term Disability	<input type="checkbox"/>			
Long Term Disability	<input type="checkbox"/>			

◆ **RETIREMENT PLANS**

Check the plans you offer and indicate the company's cost as a percent of payroll. For example, a 401(k) that matches 50% of the first 8% an employee contributes would pay or match 4%. For a pension or a profit sharing plan, divide the annual company cost by the annual payroll to determine the company cost as a percent of payroll.

			Company Cost as a % of payroll
Pension	<input type="checkbox"/> Yes	<input type="checkbox"/> No	_____
Profit Sharing	<input type="checkbox"/> Yes	<input type="checkbox"/> No	_____
401(k)	<input type="checkbox"/> Yes	<input type="checkbox"/> No	_____

◆ **PAID TIME-OFF**

Yes No Does your company offer a combined **Paid Time-Off** bank? (*Flexible plan that can be used for vacation, sick days, personal days, etc.*)

If yes, what is the accrual schedule in days?

Years of Service	Annual Accrual
_____ years	_____ days
_____ years	_____ days
_____ years	_____ days
_____ years	_____ days
_____ years	_____ days

What is the maximum accrual allowed with carryover? _____ days

Data Collection Form 1 (continued)

◆ **PAID TIME-OFF (Continued)**

Yes No Does your company offer a **Traditional Vacation Accrual** bank?

If yes, what is the accrual schedule in days?

Years of Service	Annual Accrual
_____ years	_____ days
_____ years	_____ days
_____ years	_____ days
_____ years	_____ days
_____ years	_____ days

What is the maximum accrual allowed with carryover? _____ days

Yes No Does your company offer a traditional Sick Leave program?

If yes, what is the annual accrual schedule? _____

Yes No Do new hires have a minimum period of service required before PTO/Vacation accrual begins? If yes, how long? _____

◆ **PAID HOLIDAYS**

of paid holidays per year: _____

Please check the holidays that are normally observed:

- | | |
|---|---|
| <input type="checkbox"/> New Year's Eve | <input type="checkbox"/> Veterans' Day |
| <input type="checkbox"/> New Year's Day | <input type="checkbox"/> Thanksgiving Day |
| <input type="checkbox"/> Martin Luther King Day | <input type="checkbox"/> Friday after Thanksgiving |
| <input type="checkbox"/> President's Day | <input type="checkbox"/> Christmas Eve |
| <input type="checkbox"/> Good Friday | <input type="checkbox"/> Christmas Day |
| <input type="checkbox"/> Monday after Easter | <input type="checkbox"/> Day after Christmas |
| <input type="checkbox"/> Memorial Day | <input type="checkbox"/> Employee's Birthday |
| <input type="checkbox"/> Independence Day (July 4 th) | <input type="checkbox"/> "Floating" holiday of choice. # of Days: _____ |
| <input type="checkbox"/> Labor Day | <input type="checkbox"/> Other: _____ |

AGC Confidential Salary Survey - 2011

Data Collection Form 2

Annual Base Salary and Bonus Compensation

(Use more sheets as necessary)

Project Management-Level 1

Your Position Title: _____

(Be sure to match based on level of expertise for which they are being paid, not the size of the job. See page 3 for examples.)

A Project Manager is responsible for the overall direction, completion and financial outcome of a single project or multiple construction projects. 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 **being paid for and** capable of smaller, less complex projects generally under \$5 million in size. Typical position titles include Assistant Project Manager, Project Manager and Project Manager I.

****Do not report principal's or owner's salary here, unless you would hire someone at the same or equivalent salary!****

(Report in thousands)

*******REPORT TEXAS SALARIES ONLY*******

Annual Base Salary	Bonus Eligible (enter Y or N)	Annual Bonus (current year)	Annual Base Salary	Bonus Eligible (enter Y or N)	Annual Bonus (current year)
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____

◆ Bonus Type: Annual Project Discretionary Other _____ (describe)
 (More than one type may be checked)

◆ Formal position salary range: Min Mid Max

Yes No \$ _____ . ____ \$ _____ . ____ \$ _____ . ____

AGC Confidential Salary Survey - 2011

Data Collection Form 2

Annual Base Salary and Bonus Compensation

(Use more sheets as necessary)

Project Management-Level 3

Your Position Title: _____

(Be sure to match based on level of expertise for which they are being paid, not the size of the job. See page 3 for examples.)

A Project Manager is responsible for the overall direction, completion and financial outcome of a singular project or multiple construction projects. 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 **being paid for and** capable of medium scale projects generally between \$10 to \$30 million in size. Typical position titles include Senior Project Manager, Project Manager and Project Manager III.

****Do not report principal's or owner's salary here, unless you would hire someone at the same or equivalent salary!****

(Report in thousands)

*******REPORT TEXAS SALARIES ONLY*******

Annual Base Salary	Bonus Eligible (enter Y or N)	Annual Bonus (current year)	Annual Base Salary	Bonus Eligible (enter Y or N)	Annual Bonus (current year)
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____

◆ Bonus Type: Annual Project Discretionary Other _____ (describe)
 (More than one type may be checked)

◆ Formal position salary range: Min Mid Max

Yes No \$ _____ . ____ \$ _____ . ____ \$ _____ . ____

AGC Confidential Salary Survey - 2011

Data Collection Form 2

Annual Base Salary and Bonus Compensation

(Use more sheets as necessary)

Project Management-Level 4

Your Position Title: _____

(Be sure to match based on level of expertise for which they are being paid, not the size of the job. See page 3 for examples.)

A Project Manager is responsible for the overall direction, completion and financial outcome of a singular project or multiple construction projects. 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 **being paid for and** capable of fairly large projects and/or multiple projects generally between \$30 to \$50 million in size. Typical position titles include Project Executive and Senior Project Manager.

****Do not report principal's or owner's salary here, unless you would hire someone at the same or equivalent salary!****

(Report in thousands)

*******REPORT TEXAS SALARIES ONLY*******

Annual Base Salary	Bonus Eligible (enter Y or N)	Annual Bonus (current year)	Annual Base Salary	Bonus Eligible (enter Y or N)	Annual Bonus (current year)
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____

◆ Bonus Type: Annual Project Discretionary Other _____ (describe)
 (More than one type may be checked)

◆ Formal position salary range: Min Mid Max

Yes No \$ _____ . ____ \$ _____ . ____ \$ _____ . ____

AGC Confidential Salary Survey - 2011

Data Collection Form 2

Annual Base Salary and Bonus Compensation

(Use more sheets as necessary)

Project Management-Level 5

Your Position Title: _____

(Be sure to match based on level of expertise for which they are being paid, not the size of the job. See page 3 for examples.)

A Project Manager is responsible for the overall direction, completion and financial outcome of a singular project or multiple construction projects. 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 **being paid for and** capable of large projects of a complex nature and/or multiple projects generally \$50 million and above in size. Typical position titles include Project Executive and Senior Project Manager.

****Do not report principal's or owner's salary here, unless you would hire someone at the same or equivalent salary!****

(Report in thousands)

*******REPORT TEXAS SALARIES ONLY*******

Annual Base Salary	Bonus Eligible (enter Y or N)	Annual Bonus (current year)	Annual Base Salary	Bonus Eligible (enter Y or N)	Annual Bonus (current year)
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____

◆ Bonus Type: Annual Project Discretionary Other _____ (describe)
 (More than one type may be checked)

◆ Formal position salary range: Min Mid Max

Yes No \$ _____ . ____ \$ _____ . ____ \$ _____ . ____

AGC Confidential Salary Survey - 2011

Data Collection Form 2

Annual Base Salary and Bonus Compensation

(Use more sheets as necessary)

Project/Field Superintendent-Level 3

Your Position Title: _____

This level is the top construction supervision level (but not Project Manager 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 3 or higher Project Manager (see Project Management job family). Is capable of managing medium size projects from \$10 to \$30 million. May be designated the Project Superintendent on smaller projects between \$5 to \$10 million. Typical position titles include General Superintendent, Senior Superintendent and Project Superintendent.

****Do not report principal's or owner's salary here, unless you would hire someone at the same or equivalent salary!****

(Report in thousands)

*******REPORT TEXAS SALARIES ONLY*******

Annual Base Salary	Bonus Eligible (enter Y or N)	Annual Bonus (current year)	Annual Base Salary	Bonus Eligible (enter Y or N)	Annual Bonus (current year)
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____

◆ Bonus Type: Annual Project Discretionary Other _____ (describe)
 (More than one type may be checked)

◆ Formal position salary range: Min Mid Max

Yes No \$ _____ . ____ \$ _____ . ____ \$ _____ . ____

AGC Confidential Salary Survey - 2011

Data Collection Form 2

Annual Base Salary and Bonus Compensation

(Use more sheets as necessary)

Project/Field Superintendent-Level 5

Your Position Title: _____

This level is the top construction supervision level (but not Project Manager) 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 or higher. May be designated the Project Superintendent on large projects of a complex nature \$50 million or larger. Typical position titles include General Superintendent and Senior Project Superintendent.

****Do not report principal's or owner's salary here, unless you would hire someone at the same or equivalent salary!****

(Report in thousands)

*******REPORT TEXAS SALARIES ONLY*******

Annual Base Salary	Bonus Eligible (enter Y or N)	Annual Bonus (current year)	Annual Base Salary	Bonus Eligible (enter Y or N)	Annual Bonus (current year)
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____

◆ Bonus Type: Annual Project Discretionary Other _____ (describe)
 (More than one type may be checked)

◆ Formal position salary range: Min Mid Max
 Yes No \$ _____ . ____ \$ _____ . ____ \$ _____ . ____

AGC Confidential Salary Survey - 2011

Data Collection Form 2

Annual Base Salary and Bonus Compensation

(Use more sheets as necessary)

Estimating-Level 2

Your Position Title: _____

This position normally requires a minimum of 2 years experience in estimating. Under general supervision, performs estimating engineering of less complex assignment(s). 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.

****Do not report principal's or owner's salary here, unless you would hire someone at the same or equivalent salary!****

(Report in thousands)

*******REPORT TEXAS SALARIES ONLY*******

Annual Base Salary	Bonus Eligible (enter Y or N)	Annual Bonus (current year)	Annual Base Salary	Bonus Eligible (enter Y or N)	Annual Bonus (current year)
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____

◆ Bonus Type: Annual Project Discretionary Other _____
 (More than one type may be checked) (describe)

◆ Formal position salary range: Min Mid Max

Yes No \$ _____ . ____ \$ _____ . ____ \$ _____ . ____

AGC Confidential Salary Survey - 2011

Data Collection Form 2

Annual Base Salary and Bonus Compensation

(Use more sheets as necessary)

Estimating-Level 3

Your Position Title: _____

This position normally requires a minimum of 4 years experience in estimating. This is the journey person level of estimating. Works under minimal supervision, and may provide some technical guidance to less experienced estimating personnel. Typical position titles include Estimator, Estimator II and Estimator III.

****Do not report principal's or owner's salary here, unless you would hire someone at the same or equivalent salary!****

(Report in thousands)

*******REPORT TEXAS SALARIES ONLY*******

Annual Base Salary	Bonus Eligible (enter Y or N)	Annual Bonus (current year)	Annual Base Salary	Bonus Eligible (enter Y or N)	Annual Bonus (current year)
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____

◆ Bonus Type: Annual Project Discretionary Other _____ (describe)
 (More than one type may be checked)

◆ Formal position salary range: Min Mid Max

Yes No \$ _____ . ____ \$ _____ . ____ \$ _____ . ____

AGC Confidential Salary Survey - 2011

Data Collection Form 2

Annual Base Salary and Bonus Compensation

(Use more sheets as necessary)

Estimating-Level 4

Your Position Title: _____

This position normally requires a minimum of 10 years experience in estimating. 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. Do not report Chief Estimator here. This is not a supervisory level. Typical position titles include Senior Estimator and Senior Project Estimator.

****Do not report principal's or owner's salary here, unless you would hire someone at the same or equivalent salary!****

(Report in thousands)

*******REPORT TEXAS SALARIES ONLY*******

Annual Base Salary	Bonus Eligible (enter Y or N)	Annual Bonus (current year)	Annual Base Salary	Bonus Eligible (enter Y or N)	Annual Bonus (current year)
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____

◆ Bonus Type: Annual Project Discretionary Other _____ (describe)
 (More than one type may be checked)

◆ Formal position salary range: Min Mid Max

Yes No \$ _____ . ____ \$ _____ . ____ \$ _____ . ____

AGC Confidential Salary Survey - 2011

Data Collection Form 2

Annual Base Salary and Bonus Compensation

(Use more sheets as necessary)

Estimating-Level 5

Your Position Title: _____

This position provides supervision and direction over the work performed by Estimators and Cost Engineers. This is the first level of administrative and supervisory personnel above those reported in Level 4 within an estimating and/or cost engineering discipline. This position normally requires 15+ years experience in estimating. Do not report your vice president or top corporate/headquarters personnel here. Typical position titles include Chief Estimator and Estimating Executive.

****Do not report principal's or owner's salary here, unless you would hire someone at the same or equivalent salary!****

(Report in thousands)

*******REPORT TEXAS SALARIES ONLY*******

Annual Base Salary	Bonus Eligible (enter Y or N)	Annual Bonus (current year)	Annual Base Salary	Bonus Eligible (enter Y or N)	Annual Bonus (current year)
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____

◆ Bonus Type: Annual Project Discretionary Other _____ (describe)
 (More than one type may be checked)

◆ Formal position salary range: Min Mid Max

Yes No \$ _____ . ____ \$ _____ . ____ \$ _____ . ____

AGC Confidential Salary Survey - 2011

Data Collection Form 2

Annual Base Salary and Bonus Compensation

(Use more sheets as necessary)

Estimating-Level 6

Your Position Title: _____

This is the top level of the operating Estimator. This level is normally the manager of an entire district and/or division estimating discipline. Normally requires 15+ years experience in estimating. Typical position titles include Estimating Executive and Division or District Chief Estimator.

****Do not report principal's or owner's salary here, unless you would hire someone at the same or equivalent salary!****

(Report in thousands)

*******REPORT TEXAS SALARIES ONLY*******

Annual Base Salary	Bonus Eligible (enter Y or N)	Annual Bonus (current year)	Annual Base Salary	Bonus Eligible (enter Y or N)	Annual Bonus (current year)
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____

◆ Bonus Type: Annual Project Discretionary Other _____
 (More than one type may be checked) (describe)

◆ Formal position salary range: Min Mid Max

Yes No \$ _____ . ____ \$ _____ . ____ \$ _____ . ____

AGC Confidential Salary Survey - 2011

Data Collection Form 2

Annual Base Salary and Bonus Compensation

(Use more sheets as necessary)

Engineering-Level 1

Your Position Title: _____

(See Field Engineering Job Family to insure appropriate match)

This is the exempt **entry level for a BS or MS graduate**. Works under close supervision, performing the routine aspects of field or cost engineering assignments requiring knowledge of basic engineering. Typical position titles include Office Engineer.

****Do not report principal's or owner's salary here, unless you would hire someone at the same or equivalent salary!****

(Report in thousands)

*******REPORT TEXAS SALARIES ONLY*******

Annual Base Salary	Bonus Eligible (enter Y or N)	Annual Bonus (current year)	Annual Base Salary	Bonus Eligible (enter Y or N)	Annual Bonus (current year)
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____

◆ Bonus Type: Annual Project Discretionary Other _____ (describe)
 (More than one type may be checked)

◆ Formal position salary range: Min Mid Max

Yes No \$ _____ . ____ \$ _____ . ____ \$ _____ . ____

AGC Confidential Salary Survey - 2011

Data Collection Form 2

Annual Base Salary and Bonus Compensation

(Use more sheets as necessary)

Engineering-Level 2

Your Position Title: _____

(See Field Engineering Job Family to insure appropriate match)

This **degreed position** is the Cost or Office Engineer and normally requires a minimum of 2 years experience. This position coordinates materials and change orders, expedites material on the job, prepares monthly estimates, compiles production and cost statistics and analyzes production statistics to identify problem areas. Typical position titles include Office Engineer and Cost Engineer.

****Do not report principal's or owner's salary here, unless you would hire someone at the same or equivalent salary!****

(Report in thousands)

*****REPORT TEXAS SALARIES ONLY*****

Annual Base Salary	Bonus Eligible (enter Y or N)	Annual Bonus (current year)	Annual Base Salary	Bonus Eligible (enter Y or N)	Annual Bonus (current year)
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____

◆ Bonus Type: Annual Project Discretionary Other _____ (describe)
 (More than one type may be checked)

◆ Formal position salary range: Min Mid Max

Yes No \$ _____ . ____ \$ _____ . ____ \$ _____ . ____

AGC Confidential Salary Survey - 2011

Data Collection Form 2

Annual Base Salary and Bonus Compensation

(Use more sheets as necessary)

Engineering-Level 3

Your Position Title: _____

(See Field Engineering Job Family to insure appropriate match)

This **degreed position** normally requires a minimum of 4 years experience. This position usually assists project management in expediting material deliveries, estimating and processing change orders, preparing monthly pay requests and preparing shop drawings. Typically, this is the number two Engineer on the project and is at the journey person level of engineering. Typical position titles include Project Engineer, Project Engineer II and Engineer III.

****Do not report principal's or owner's salary here, unless you would hire someone at the same or equivalent salary!****

(Report in thousands)

*******REPORT TEXAS SALARIES ONLY*******

Annual Base Salary	Bonus Eligible (enter Y or N)	Annual Bonus (current year)	Annual Base Salary	Bonus Eligible (enter Y or N)	Annual Bonus (current year)
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____

◆ Bonus Type: Annual Project Discretionary Other _____ (describe)
 (More than one type may be checked)

◆ Formal position salary range: Min Mid Max

Yes No \$ _____ . ____ \$ _____ . ____ \$ _____ . ____

AGC Confidential Salary Survey - 2011

Data Collection Form 2

Annual Base Salary and Bonus Compensation

(Use more sheets as necessary)

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

Duties are primarily concerned with routine administrative, accounting and payroll activities at the project level. This is the entry level, **non-degreed** employee with up to 5 years general office experience. Typical position titles may include Administrative Assistant, Accounting Clerk and Clerk Typist.

****Do not report principal's or owner's salary here, unless you would hire someone at the same or equivalent salary!****

(Report in thousands)

*****REPORT TEXAS SALARIES ONLY*****

Annual Base Salary	Bonus Eligible (enter Y or N)	Annual Bonus (current year)	Annual Base Salary	Bonus Eligible (enter Y or N)	Annual Bonus (current year)
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____

◆ Bonus Type: Annual Project Discretionary Other _____
(More than one type may be checked) (describe)

◆ Formal position salary range: Min Mid Max

Yes No \$ _____ . ____ \$ _____ . ____ \$ _____ . ____

AGC Confidential Salary Survey - 2011

Data Collection Form 2

Annual Base Salary and Bonus Compensation

(Use more sheets as necessary)

Project Administration/Accounting-Level 5 **Your Position Title:** _____

This level requires a **BS degree in accounting or related field** and normally requires a minimum of 5 to 10 years experience in field office accounting. An individual at this level may exercise supervision over a small staff engaged primarily in accounting and payroll activities. This level may also coordinate purchasing, personnel, and office services activities at the job site. Typical position titles include Project Office Manager, Project Accountant II & III, Office Manager and Field Office Manager.

****Do not report principal's or owner's salary here, unless you would hire someone at the same or equivalent salary!****

(Report in thousands)

*******REPORT TEXAS SALARIES ONLY*******

Annual Base Salary	Bonus Eligible (enter Y or N)	Annual Bonus (current year)	Annual Base Salary	Bonus Eligible (enter Y or N)	Annual Bonus (current year)
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____

◆ Bonus Type: Annual Project Discretionary Other _____
 (More than one type may be checked) (describe)

◆ Formal position salary range: Min Mid Max

Yes No \$ _____ . ____ \$ _____ . ____ \$ _____ . ____

AGC Confidential Salary Survey - 2011

Data Collection Form 2

Annual Base Salary and Bonus Compensation

(Use more sheets as necessary)

Safety Engineering-Level 2

Your Position Title: _____

This level requires a safety or insurance degree and a minimum of 5 years of significant safety experience. Working under general supervision, conducts and documents safety audits and procedures. Maintains accident and insurance records as required by OSHA and provides functional advice and/or training to less experienced Safety Engineers. Typical position titles include Project Safety Manager, Safety Supervisor, Senior Safety Supervisor and Safety Engineer.

****Do not report principal's or owner's salary here, unless you would hire someone at the same or equivalent salary!****

(Report in thousands)

*******REPORT TEXAS SALARIES ONLY*******

Annual Base Salary	Bonus Eligible (enter Y or N)	Annual Bonus (current year)	Annual Base Salary	Bonus Eligible (enter Y or N)	Annual Bonus (current year)
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____

◆ Bonus Type: Annual Project Discretionary Other _____ (describe)
 (More than one type may be checked)

◆ Formal position salary range: Min Mid Max

Yes No \$ _____ . ____ \$ _____ . ____ \$ _____ . ____

AGC Confidential Salary Survey - 2011

Data Collection Form 2

Annual Base Salary and Bonus Compensation

(Use more sheets as necessary)

Safety Engineering-Level 3

Your Position Title: _____

This level requires a safety or insurance degree and a minimum of 8 years of significant safety experience in the Level 2 position. Working under general supervision, is responsible for the safety programs of the company and OSHA requirements. Provides safety assessments of safety activities and programs, and reports to management with appropriate recommendations. Typical position titles include Regional Safety Manager, Area Safety Manager, Division Safety Manager and Safety Director. This may be a corporate level position.

****Do not report principal's or owner's salary here, unless you would hire someone at the same or equivalent salary!****

(Report in thousands)

*******REPORT TEXAS SALARIES ONLY*******

Annual Base Salary	Bonus Eligible (enter Y or N)	Annual Bonus (current year)	Annual Base Salary	Bonus Eligible (enter Y or N)	Annual Bonus (current year)
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____

◆ Bonus Type: Annual Project Discretionary Other _____ (describe)
 (More than one type may be checked)

◆ Formal position salary range: Min Mid Max

Yes No \$ _____ . ____ \$ _____ . ____ \$ _____ . ____

AGC Confidential Salary Survey - 2011

Data Collection Form 2

Annual Base Salary and Bonus Compensation

(Use more sheets as necessary)

Field Engineering-Level 2

Your Position Title: _____

(See Engineering Job Family to insure appropriate match)

Performs line and grade, control points, quality review and control on a project. Normally requires 5 to 7 years experience in commercial construction related survey work. Position title may be Field Engineer.

****Do not report principal's or owner's salary here, unless you would hire someone at the same or equivalent salary!****

(Report in thousands)

*******REPORT TEXAS SALARIES ONLY*******

Annual Base Salary	Bonus Eligible (enter Y or N)	Annual Bonus (current year)	Annual Base Salary	Bonus Eligible (enter Y or N)	Annual Bonus (current year)
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____

◆ Bonus Type: Annual Project Discretionary Other _____ (describe)
 (More than one type may be checked)

◆ Formal position salary range: Min Mid Max

Yes No \$ _____ . ____ \$ _____ . ____ \$ _____ . ____

AGC Confidential Salary Survey - 2011

Data Collection Form 2

Annual Base Salary and Bonus Compensation

(Use more sheets as necessary)

Field Engineering-Level 4

Your Position Title: _____

(See Engineering Job Family to insure appropriate match)

Senior Level surveying position responsible for line and grade, control points, quality review and control on a project. Requires 9 to 13 years commercial construction related survey work. Position may be titled Party Chief.

****Do not report principal's or owner's salary here, unless you would hire someone at the same or equivalent salary!****

(Report in thousands)

*******REPORT TEXAS SALARIES ONLY*******

Annual Base Salary	Bonus Eligible (enter Y or N)	Annual Bonus (current year)	Annual Base Salary	Bonus Eligible (enter Y or N)	Annual Bonus (current year)
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____

◆ Bonus Type: Annual Project Discretionary Other _____ (describe)

◆ Formal position salary range: Min Mid Max

Yes No \$ _____ . ____ \$ _____ . ____ \$ _____ . ____

AGC Confidential Salary Survey - 2011

Data Collection Form 2

Annual Base Salary and Bonus Compensation

Chief Executive Officer

Your Position Title: _____

This is the highest position in the state organization. **Do not report CEOs who are owners** or who do not reside in Texas.

Check one:

Independent Company

Head of Texas Business Unit or Subsidiary

Base Salary: \$ _____

Bonus: \$ _____

Target Bonus (% of Base Pay): _____ %

Perquisites (Check all that apply.)

1. Automobile/Allowance
2. Luncheon Club
3. Airline Club
4. Country Club
5. First Class Airfare
6. Deferred Compensation
7. Supplemental Vacation
8. Supplemental Medical
9. Supplemental Disability
10. Supplemental Retirement

AGC Confidential Salary Survey - 2011

Data Collection Form 2

Annual Base Salary and Bonus Compensation

Chief Financial Officer

Your Position Title: _____

This is the senior financial executive. The incumbent has responsibility for primary and business unit accounting; tax accounting; and cash management. May also be responsible for foreign accounting; exchange and letters of credit; auditing; project finance; client credit management; fund raising in capital markets; information services; payroll; and office services.

****Do not report principal's or owner's salary here, unless you would hire someone at the same or equivalent salary!****

*******REPORT TEXAS SALARIES ONLY*******

(Report in thousands)

Annual Base Salary	Bonus Eligible (enter Y or N)	Annual Bonus (current year)
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____

◆ Bonus Type: Annual Project Discretionary Other _____
(More than one type may be checked) (describe)

◆ Formal position salary range: Min Mid Max
 Yes No \$ _____ . ____ \$ _____ . ____ \$ _____ . ____

AGC Confidential Salary Survey - 2011

Data Collection Form 2

Annual Base Salary and Bonus Compensation

Human Resource Director

Your Position Title: _____

This is the top Human Resource Executive in the corporation and manages compensation, benefits, staffing, compliance with legislation, management development and training.

****Do not report principal's or owner's salary here, unless you would hire someone at the same or equivalent salary!****

*******REPORT TEXAS SALARIES ONLY*******

(Report in thousands)

Annual Base Salary	Bonus Eligible (enter Y or N)	Annual Bonus (current year)
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____

◆ Bonus Type: Annual Project Discretionary Other _____
 (More than one type may be checked) (describe)

◆ Formal position salary range: Min Mid Max
 Yes No \$ _____ . ____ \$ _____ . ____ \$ _____ . ____

AGC Confidential Salary Survey - 2011

Data Collection Form 2

Annual Base Salary and Bonus Compensation

Controller

Your Position Title: _____

Top accounting and control position in the unit. Plans and directs all general and property accounting and all budgeting; directs auditing; and monitors compliance with external accounting and reporting requirements. Reports to Finance if Finance function is staffed.

****Do not report principal's or owner's salary here, unless you would hire someone at the same or equivalent salary!****

*******REPORT TEXAS SALARIES ONLY*******

(Report in thousands)

Annual Base Salary	Bonus Eligible (enter Y or N)	Annual Bonus (current year)
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____

◆ Bonus Type: Annual Project Discretionary Other _____
 (More than one type may be checked) (describe)

◆ Formal position salary range: Min Mid Max
 Yes No \$ _____ . ____ \$ _____ . ____ \$ _____ . ____

AGC Confidential Salary Survey - 2011

Data Collection Form 2

Annual Base Salary and Bonus Compensation

(Use more sheets as necessary)

Management Information Systems Director-Level **Your Position Title:** _____

1

This position is normally responsible for and manages the organization's information system or reports to a top executive (Level 3) executive. Includes consultations with management to determine information requirements of corporation, determines boundaries and priorities of new projects and discusses system capacity and equipment acquisitions. Confers with department heads involved with proposed projects to ensure cooperation and further define nature of project. Responsible for information systems. Includes system design, software and hardware selection, training and communication protocol for user's needs. Maintains necessary infrastructure to deliver Internet and Web Site access. Relies upon vendors for software and hardware and infrastructure needs. Typical position titles include Data Processing Manager, Computer Support Director, Technical Support Administrator, Electronic Communication Director. This position is normally found in corporations of up to \$25M annual volume.

****Do not report principal's or owner's salary here, unless you would hire someone at the same or equivalent salary!****

(Report in thousands)

*******REPORT TEXAS SALARIES ONLY*******

Annual Base Salary	Bonus Eligible (enter Y or N)	Annual Bonus (current year)	Annual Base Salary	Bonus Eligible (enter Y or N)	Annual Bonus (current year)
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____

◆ Bonus Type: Annual Project Discretionary Other _____
 (More than one type may be checked) (describe)

◆ Formal position salary range: Min Mid Max

Yes No \$ _____ . ____ \$ _____ . ____ \$ _____ . ____

AGC Confidential Salary Survey - 2011

Data Collection Form 2

Annual Base Salary and Bonus Compensation

(Use more sheets as necessary)

Business Development Manager-Level 3

Your Position Title: _____

This level requires a technical bachelor's degree (preferably an MBA with marketing emphasis) and 10-15 years experience of significant construction/marketing experience. Has total management responsibility for corporate sales and marketing, including strategic planning and business development coordination. Typically, this individual would be titled Business Development Director and report to the CEO or COO.

****Do not report principal's or owner's salary here, unless you would hire someone at the same or equivalent salary!****

(Report in thousands)

*******REPORT TEXAS SALARIES ONLY*******

Annual Base Salary	Bonus Eligible (enter Y or N)	Annual Bonus (current year)	Annual Base Salary	Bonus Eligible (enter Y or N)	Annual Bonus (current year)
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____
_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____	_____ . ____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ . ____

◆ Bonus Type: Annual Project Discretionary Other _____ (describe)
 (More than one type may be checked)

◆ Formal position salary range: Min Mid Max

Yes No \$ _____ . ____ \$ _____ . ____ \$ _____ . ____