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

Construction Industry Group Construction Professional Survey

Payroll Date: May 1, 2011
Data Due: May 27, 2011
Results Published: July 1, 2011

For questions, call:
Denise or Jim McMahon 602.381.8108

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



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

Please return this page with your data:

Company Name _____

Street Address _____

City, State, Zip _____

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

Name _____

Title _____

Phone # () _____ **FAX #** () _____

E-Mail _____

Address if different than above _____

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

Name _____

Title _____

Phone # () _____ **FAX #** () _____

E-Mail _____

Address if different than above _____

Please return by May 27, 2011 to:

**Denise McMahon
Analytical/FMI
5080 North 40th Street, Suite 245
Phoenix, AZ 85018
Phone: (602) 772-3433
Fax: (602) 381-8228
e-mail: dnmcmahon@fminet.com**

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

This survey is for exempt personnel only.

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

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

Report annual base salary and annual current year bonus in thousands (i.e., \$83,432 = \$83.4). Base salary is as of **May 1, 2011** or the nearest payroll date. Enter the annual bonus paid for the most recently completed fiscal year. If an incumbent received a pro-rata bonus (new hires, promotions, etc.), annualize the amount. If the incumbent is not eligible to receive a bonus, leave the annual bonus amount column blank. We have changed the bonus section slightly in recent years. Instead of asking whether the employee's bonus was Annual, Discretionary or Project, we are asking you to estimate the percentage of the bonus that comes from a Company or Division plan and the percentage that comes from a Project plan. The section below that concerns formal salary ranges. If your company does not have a formal salary range structure, leave this section blank.

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

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

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

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

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◆ **Company Size**

Please enter whole numbers. Do not round.

Fiscal Year Most Recent Revenues _____

Total Number of Employees _____

Total Number of Salaried Employees _____

◆ **Principal Business Activities**

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

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

CIG Construction Compensation Survey
Professional/Project Positions

(use more sheets as necessary)

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

- ◆ Formal position salary range:

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

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

(use more sheets as necessary)

Project Management - Level 5

Your Position Title: _____

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

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

(Report in thousands)

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

(use more sheets as necessary)

Project Superintendent - Level 2

Your Position Title: _____

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

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

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

(Report in thousands)

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

(use more sheets as necessary)

Quality Assurance - Level 2

Your Position Title: _____

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

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\$ _____	\$ _____	\$ _____

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

(use more sheets as necessary)

Building Information Modeling - Level 1

Your Position Title: _____

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

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\$ _____	\$ _____	\$ _____

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

(use more sheets as necessary)

Building Information Modeling - Level 2

Your Position Title: _____

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

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\$ _____	\$ _____	\$ _____

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

(use more sheets as necessary)

Building Information Modeling - Level 3

Your Position Title: _____

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

(Report in thousands)

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\$ _____	\$ _____	\$ _____

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

(use more sheets as necessary)

Building Information Modeling - Level 4

Your Position Title: _____

Virtual Construction Manager to assess BIM needs for new projects, and manage use in projects. Organize tasks and deadlines. Review QA/QC products and deliverables. Manage object library, templates and project files. Select hardware and software. Coordinate R&D efforts.

(Report in thousands)

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\$ _____	\$ _____	\$ _____

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

(use more sheets as necessary)

Purchasing - Level 1

Your Position Title: _____

Entry-level job for a BS graduate. Under close supervision, performs routine purchasing as a trainee.

(Report in thousands)

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- ◆ Formal position salary range: Min Mid Max

\$ _____ \$ _____ \$ _____

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

(use more sheets as necessary)

Equipment Manager

Your Position Title: _____

Responsible for purchase, lease, maintenance, safety and repair of company equipment.

(Report in thousands)

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◆ Formal position salary range: Min Mid Max
 \$ _____ \$ _____ \$ _____

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

**** COMPLETE THE REMAINDER OF JOBS ONLY IF YOU ARE
 PARTICIPATING IN MODULE 3B AS WELL ****

(use more sheets as necessary)

General Foreman

Your Position Title: _____

Supervises and coordinates activities of Foreman and craft workers. Requires minimum of 3 years as Foreman. **Do not report union members.**

Reports to Project Superintendent.

(Report in thousands)

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\$ _____	\$ _____	\$ _____

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

(use more sheets as necessary)

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

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

(use more sheets as necessary)

Project Controls - Level 3

Your Position Title: _____

Under general supervision, performs all aspects of planning/scheduling and/or cost engineering. May provide technical guidance to less experienced project controls personnel. Requires at least 4 years experience in planning/scheduling and/or cost engineering, with typical experience from 6 to 10 years.

(Report in thousands)

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\$ _____	\$ _____	\$ _____

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

(use more sheets as necessary)

Project Controls - Level 4

Your Position Title: _____

With minimal supervision, independently applies advanced project controls techniques and analyses. May provide technical guidance to less experienced planning/scheduling and/or cost engineering personnel.

Usually requires extensive progressive experience in planning/scheduling and/or cost engineering. Requires at least 7 years experience in planning/scheduling and/or cost engineering, with typical experience from 10 to 15 years.

(Report in thousands)

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◆ **Formal position salary range:**

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

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

(use more sheets as necessary)

Scheduling - Level 3

Your Position Title: _____

This is the senior position often with lead responsibility. Coordinates all planning and scheduling activities for a medium size project or for a portion of a large, complex project. Prepares and issues master schedules, problem analysis reports and variance reports. Typical incumbent has B.S. and 4-7 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.

(Report in thousands)

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Min Mid Max
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