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

Construction Professional Survey Module 3B

Payroll Date: May 1, 2011
Data Due: May 27, 2011
Results Published: July 15, 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



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Please return this page with your data:

Company Name _____

Street Address _____

City, State, Zip _____

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

Name _____

Title _____

Phone # () _____ FAX # () _____

E-Mail _____

Address if different than above _____

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

Name _____

Title _____

Phone # () _____ FAX # () _____

E-Mail _____

Address if different than above _____

Please return by May 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**

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

This survey is for exempt personnel only.

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

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

Report annual base salary and annual current year bonus in thousands (i.e., 83,432 = 83.4). Base salary is as of **May 1, 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. Instead of asking whether the employee's bonus was Annual, Discretionary or Project, we are asking you to estimate the percentage of the bonus that comes from a Company or Division plan and the percentage that comes from a Project plan. The section below that concerns formal salary ranges. If your company does not have a formal salary range structure, leave this section blank.

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

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Last year we added four levels of Purchasing and an Equipment Manager. In addition, instead of including Scheduling as a class of the Project Controls job family, we made it a separate family. In 2007, we added an additional level of Project Management, not to be confused with the Project Management Executive position in the Executive Survey. No new jobs were added in 2010 or 2011. Job descriptions are included here and are on the website. In addition, as our data on the General Foreman and BIM positions is often spotty, we encourage you to report data on those positions if you have it.

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

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

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◆ **Company Size**

Please enter whole numbers. Do not round.

Fiscal Year Most Recent Revenues _____

Total Number of Employees _____

Number of Salaried Employees _____

◆ **Principal Business Activities**

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

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

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(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)

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

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

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

- ◆ Formal position salary range: Min Mid Max

\$ _____ \$ _____ \$ _____

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(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.

(Report in thousands)

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

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

- ◆ 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>
\$ _____	\$ _____	\$ _____

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(use more sheets as necessary)

Business Development - Level 2

Your Position Title: _____

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

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

(Report in thousands)

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

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

\$ _____ \$ _____ \$ _____

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(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)

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

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

- ◆ Formal position salary range:

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

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(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)

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

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

- ◆ Formal position salary range:

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

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(use more sheets as necessary)

Quality Assurance - Level 3

Your Position Title: _____

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

(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>
\$ _____	\$ _____	\$ _____

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(use more sheets as necessary)

Building Information Modeling – Level 1 **Your Position Title:** _____

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

(Report in thousands)

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

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

- ◆ Formal position salary range: Min Mid Max

\$ _____ \$ _____ \$ _____

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(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)

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

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

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

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

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(use more sheets as necessary)

Scheduling - Level 1

Your Position Title: _____

Performs tasks related to the collection of schedule data required to monitor project progress. Assists in developing and monitoring schedules, reporting variances from established deadlines. Under close supervision, drafts construction schedules for small projects. Typical incumbent has a BS and 0-2 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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- ◆ 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>
\$ _____	\$ _____	\$ _____

