

Analytical/FMI

Construction Professional Compensation Survey

Compensation Database - Construction, Engineering and Environmental
Information, pricing and 2007 survey excerpts



ANALYTICAL / FMI



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Analytical/FMI Construction Professional Compensation Survey Module 3B

Information, pricing and 2007 survey excerpts



The Construction Professional Compensation Survey is conducted annually to provide compensation information on full-time exempt employees of large Construction and E&C companies. The median revenue of the 43 companies in the 2007 survey was \$1,775m. The survey covers 33 positions in 10 job families and includes regional maps and metro area breakouts where there is sufficient data. Each participating company receives a customized report with its data extracted and compared to others in the survey. The averages reported on the Summary Information page are simple averages with each company receiving a weight of one. Total Cash Compensation is calculated using the following equation: (Average Annual Base x # of Employees) + (Average Bonus x # of Bonus Earners)/# of Employees. The following percentiles are also given for Base Salary, Bonus and Total Cash: 25th, 40th, 50th, 60th and 75th. The Detail Information page shows each company's average for that position arrayed in descending order on Total Cash. If your company reported incumbents for that position, that line of data is highlighted.

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The survey covers important subject areas such as:

Company Information

Annual Base Salary and Bonus Compensation

- Project Management (5 Levels)
- General Foreman
- Project Superintendent (3 Levels)
- Estimating/Engineering (4 Levels)
- Project/Field Engineering (4 Levels)
- Project Accounting/Office Management (3 Levels)
- Safety Engineering (3 Levels)
- Business Development (2 Levels)
- Project Controls (4 Levels)
- Quality Assurance (4 Levels)

Weighted Average Report

** As with all Analytical / FMI surveys, a non-participating company can purchase a copy of the report if the firm agrees to participate in the following year's survey.*

**2007 Module 3B
Construction Professional Compensation Survey**

SURVEY PARTICIPANTS

Adolfson & Peterson Construction

Balfour Beatty Construction

Barton Malow Company

BE&K, Inc.

Beck Group

Black & Veatch

Bovis Lend Lease Holdings, Inc.

CDM

CH2M Hill

Cherne Contracting Corporation

Dunn Construction Group

Gilbane Building Company

Granite Construction

Graycor

The Haskell Company

Intel – Engineering & Construction Division

Jacobs Engineering Group

Kaiser Permanente

KBR

The Layton Companies

Linbeck Construction

M.A. Mortenson Co.

McCarthy Building Company, Inc.

Moss & Associates, LLC

Parsons Corporation

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SURVEY PARTICIPANTS

PCL Construction Enterprises

Pepper Construction Company

Perini Building Company

Peter Kiewit Sons, Inc.

Pizzagalli Construction Company

Rider Levett Bucknall

The Shaw Group, Inc.

Skanska USA

Sundt Construction

Swinerton, Inc.

TIC-The Industrial Company

Turner Construction Company

Walbridge Aldinger

Washington Group International

Webcor Builders

The Weitz Company

Wespac Construction

Zachry Construction

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Construction Field Professional Survey

COMPANY INFORMATION

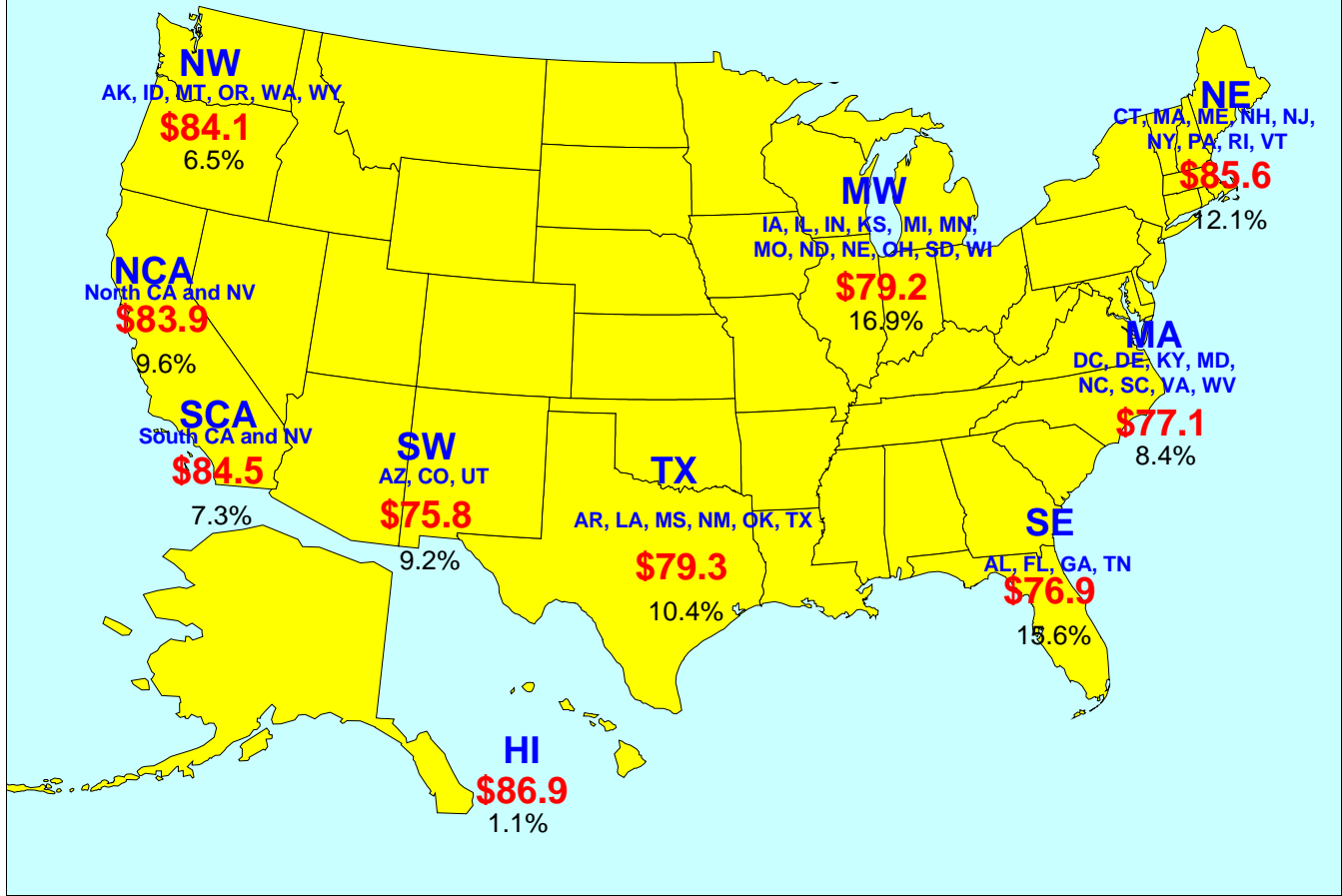
FY 2006 Revenues (in Millions)	Total Employees	Professional/ Clerical	Principal Business Activities (In order of largest market segment)
\$35,382.0	90,100		Electronic Plant Construction
\$31,100.0	148,884	32,000	Healthcare Construction
\$9,600.0	7,000	5,200	Industrial, Process, Commercial, Maintenance
\$8,500.0	5,640	5,640	Commercial, Industrial
\$7,421.3	45,130	45,130	Heavy Civil, Process, Power, Environmental, Maintenance, Industrial, Nuclear, Commercial
\$4,800.0	20,263	20,263	Environmental, Power, Process, Industrial, Maintenance, Nuclear, Commercial, Heavy Civil
\$4,145.3	23,653	5,793	Heavy Civil, Commercial, Power, Environmental, Industrial
\$4,000.0	19,000	16,500	Environmental, Power, Process, Nuclear, Commercial, Heavy Civil, Industrial, Maintenance, Other
\$3,760.5	4,326	2,725	Commercial
\$3400.0	25,000		Heavy Civil, Industrial, Commercial, Power, Process, Maintenance, Nuclear, Environmental, Other
\$3,042.8	5,000	1,225	Commercial, Heavy Civil
\$3,000.0	2,850	2,850	Commercial
\$2,969.6	9,892	1,931	Heavy Civil
\$2,800.0	11,500	9,000	Heavy Civil, Environmental, Commercial, Process, Industrial
\$2,600.0	4,800	1,350	Commercial
\$2,349.0	1,886	1,886	Commercial, Other, Process, Industrial
\$2,252.4	2,844	800	Commercial, Industrial
\$2,233.7	1,398	1,398	Commercial

Metropolitan Statistical Area Report

Metro Area	# COs	# Incmbts	Base	# Rcvng Bonus	Bonus	Total Cash	Min Base	Max Base
Project Management - Level 1								
Atlanta, GA	6	19	\$80.3	13	\$3.9	\$82.9	\$63.7	\$112.2
Boston, MA	10	42	\$86.7	26	\$4.0	\$89.2	\$62.7	\$129.4
Chicago, IL	8	83	\$79.0	57	\$6.1	\$83.2	\$58.5	\$111.5
Dallas, TX	8	41	\$75.3	33	\$6.5	\$80.5	\$59.5	\$116.6
Denver, CO	9	45	\$76.8	38	\$7.0	\$82.8	\$56.0	\$129.8
Detroit, MI	6	37	\$77.4	27	\$2.7	\$79.3	\$55.8	\$101.7
Honolulu, HI	6	13	\$86.6	12	\$5.9	\$92.1	\$75.6	\$120.6
Houston, TX	6	21	\$80.7	18	\$5.2	\$85.1	\$52.0	\$95.4
Los Angeles, CA	12	72	\$83.4	66	\$9.6	\$92.2	\$61.0	\$120.0
Miami, FL	7	63	\$77.8	44	\$5.8	\$81.8	\$58.0	\$103.0
New York, NY	7	95	\$86.5	56	\$4.3	\$89.1	\$61.7	\$125.3
Phoenix, AZ	11	60	\$77.1	55	\$9.9	\$86.2	\$56.0	\$105.0
Portland, OR	5	36	\$80.0	32	\$5.7	\$85.1	\$55.0	\$116.7
Raleigh, NC	5	22	\$69.9	12	\$6.6	\$73.5	\$53.7	\$97.0
Sacramento, CA	7	17	\$85.8	15	\$5.2	\$90.4	\$64.0	\$119.5
San Diego, CA	6	20	\$85.5	18	\$3.9	\$88.9	\$70.0	\$124.8
San Francisco, CA	12	100	\$83.8	90	\$5.8	\$89.0	\$59.0	\$109.2
Seattle, WA	8	47	\$85.9	37	\$5.5	\$90.3	\$64.0	\$121.7
Tampa, FL	6	21	\$71.9	18	\$4.3	\$75.6	\$56.0	\$89.9
Washington, DC	9	57	\$83.9	38	\$5.1	\$87.3	\$63.0	\$112.3

Project Management - Level 1

Annual Base Salary-2007 Weighted Average



NE-North East		MA-Mid Atlantic		SE-South East		MW-Mid West		TX-Texas	
B & V	Skanska	Balfour Beatty	Shaw	B & V	Moss	A&P	PCL	Balfour Beatty	Swinerton
Bovis	Turner	Barton-Malow	Skanska	Balfour Beatty	PCL	B & V	Pepper	Beck	Turner
CDM	Walbridge	Beck	Turner	Beck	Perini	Barton-Malow	Shaw	CH2M Hill	Zachry
CH2M Hill		Bovis		Bovis	Shaw	Bovis	Skanska	Gilbane	
Gilbane		CH2M Hill		CDM	Skanska	CH2M Hill	Turner	Intel	
Intel		Gilbane		CH2M Hill	Walbridge	Gilbane	Walbridge	Kiewit	
Kiewit		Granite		Gilbane	Weitz	Graycor	Weitz	Linbeck	
Linbeck		Kiewit		Haskell		Kiewit		McCarthy	
Perini		Linbeck		Kiewit		McCarthy		Shaw	
Shaw		Perini		McCarthy		Mortenson		Skanska	

SW-South West		SCA-Southern California		NCA-Northern California		NW-North West		HI-Hawaii	
A&P	Mortenson	Beck	Sundt	Bovis	Webcor	CDM	Swinerton	CH2M Hill	
Beck	PCL	Bovis	Swinerton	Granite	Weitz	CH2M Hill	Turner	Kiewit	
CDM	Perini	CDM	Turner	Intel		Gilbane		PCL	
CH2M Hill	Shaw	CH2M Hill	Webcor	Kaiser		Intel		Shaw	
Gilbane	Sundt	Granite		Kiewit		Kiewit		Swinerton	
Granite	Swinerton	Kiewit		McCarthy		Mortenson		Weitz	
Intel	Weitz	McCarthy		Shaw		PCL			
Kiewit		PCL		Sundt		RLB Ltd			
Layton		Perini		Swinerton		Shaw			
McCarthy		Shaw		Turner		Skanska			

**Construction Professional - Module 3B
Compensation Survey - 2007**

Summary Information

Project Management - Level 1

	Number of Incumbents	Annual Base Salary	# Receiving a Bonus	Annual Bonus	Total Cash	Average Range Minimum	Average Range Midpoint	Average Range Maximum
No Match								
Others Surveyed	1395	77.8	1045	8.2	82.9	61.4	79.8	98.3
Total Incumbents	1395							
Your Company as a Percent of Survey	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
25th %ile		70.8		3.0	74.7			
40th %ile		75.0		4.0	80.0			
50th %ile		79.0		5.0	83.7			
60th %ile		82.4		5.9	87.4			
75th %ile		89.5		7.5	94.4			

Position Description

This level 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. This level is capable of less complex projects generally in a range of \$5 million to \$15 million in size and with a minimum of 3 to 5 years total experience. Typical position titles include Assistant Project Manager, Project Manager and Project Manager I.

Position Titles Reported for this Position

Assistant Project Manager, Associate Project Manager, Asst. Construction Manager, Construction Manager, Job Superintendent, Project Administrator, Project Manager, Project Supt/Mgr

**Construction Professional - Module 3B
Compensation Survey - 2007**

Detail Information

Project Management - Level 1

Company Rankings

# Incmbnts	Annual Base	# Rec Bonus	Annual Bonus	Total Cash	Annual Low	Base High	Formal Salary Range			Bonus % from Co/Div Plan	Bonus % from Project Plan
							Min	Mid	Max		
26	95.1	9	55.0	114.2	73.6	126.0	77.8	99.1	120.4	0%	100%
13	107.2	10	5.4	111.3	91.3	121.6	75.0	100.0	124.9	100%	0%
32	94.9	9	14.2	98.9	82.8	105.0	81.9	102.4	122.9	0%	100%
55	80.3	53	18.6	98.3	52.0	100.7				100%	0%
104	92.9	79	4.8	96.5	61.4	135.7				100%	0%
23	88.1	23	4.4	92.5	78.3	98.5	66.1	87.5	108.9	100%	
53	80.1	53	12.0	92.2	60.9	99.4	65.3	81.6	97.9	100%	0%
188	90.0	116	3.5	92.1	55.6	130.0	55.9	93.2	130.4		
40	84.0	40	8.1	92.1	65.0	101.0	65.0	81.0	98.0	100%	0%
14	86.3	7	10.6	91.6	78.0	100.1	66.3	82.9	99.5	100%	0%
46	85.8	8	5.2	86.7	68.0	101.6				0%	100%
35	79.3	35	5.5	84.8	69.0	95.0				100%	0%
172	81.8	131	3.7	84.7	52.8	120.0	66.5	88.7	110.9	100%	0%
11	81.0	11	3.4	84.4	71.1	98.1	44.1	61.7	79.4	100%	0%
30	73.3	30	9.8	83.1	59.0	87.0				100%	0%
30	72.1	30	10.8	82.9	58.0	85.0	46.0	57.0	65.0	0%	100%
67	76.4	67	6.2	82.5	59.5	95.4	52.5	79.1	105.7	100.0	
22	80.5	17	2.0	82.1	58.9	101.7	62.8	83.8	104.7	100%	0%
19	80.1	14	1.3	81.0	65.8	99.4	66.0	82.5	99.1		
38	73.8	36	6.9	80.4	62.5	93.0				100%	0%
57	75.7	47	3.3	78.4	56.0	97.0	62.9	78.7	94.5	100%	0%
36	70.1	20	14.0	77.9	57.0	86.7				0%	100%
30	71.5	26	4.4	75.3	54.7	80.3	64.2	80.2	96.3	0%	100%

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Compensation Survey - 2007**

Detail Information

Project Management - Level 1

Company Rankings

# Incmbnts	Annual Base	# Rec Bonus	Annual Bonus	Total Cash	Annual Low	Base High	Formal Salary Range			Bonus % from Co/Div Plan	Bonus % from Project Plan
							Min	Mid	Max		
43	72.1	42	2.9	75.0	55.6	93.6	60.9	70.2	79.6	95%	5%
49	72.1	13	8.3	74.3	53.7	92.7				0%	100%
34	69.1	34	5.0	74.1	62.6	85.0	60.0	70.0	85.0	100%	0%
62	69.5	48	5.8	74.0	49.3	86.5				67%	33%
17	70.8	0		70.8	61.2	82.4	64.3	80.5	96.6		
9	68.9	0		68.9	64.0	75.0	33.4	53.3	80.7		
16	66.4	14	2.5	68.6	56.0	79.0	63.0	79.0	95.0		
8	62.0	8	6.3	68.3	50.8	68.0	50.8	63.0	68.0	0%	100%
15	59.5	15	3.5	63.0	52.0	66.0				100%	0%
1	55.0	0		55.0	55.0	55.0				100%	0%

CONSTRUCTION PROFESSIONAL - MODULE 3B**Compensation Survey - 2007****All Incumbents-Weighted Average***

	# Of Incumbents	Annual Base Salary	Annual Bonus	Total Cash**
Project Management - Level 1	1,395	\$80.7	\$6.7	\$85.8
Project Management - Level 2	2,334	\$96.5	\$9.5	\$103.2
Project Management - Level 3	2,004	\$115.9	\$13.3	\$125.8
Project Management - Level 4	998	\$135.9	\$22.5	\$152.5
Project Management - Level 5	456	\$148.0	\$30.4	\$172.3
General Foreman	301	\$53.5	\$1.4	\$54.0
Project Superintendent - Level 1	1,800	\$72.9	\$5.6	\$76.5
Project Superintendent - Level 2	2,893	\$88.9	\$9.1	\$95.0
Project Superintendent - Level 3	1,936	\$105.1	\$13.4	\$114.1
Estimating/Engineering - Level 1	406	\$56.8	\$2.7	\$57.9
Estimating/Engineering - Level 2	471	\$70.0	\$5.5	\$73.7
Estimating/Engineering - Level 3	720	\$88.7	\$7.8	\$93.5
Estimating/Engineering - Level 4	733	\$109.5	\$12.7	\$118.1
Project/Field Engineering - Level 1	2,253	\$53.2	\$2.9	\$54.6
Project/Field Engineering - Level 2	2,372	\$62.9	\$3.5	\$64.8
Project/Field Engineering - Level 3	1,458	\$77.9	\$5.2	\$81.0
Project/Field Engineering - Level 4	813	\$94.9	\$7.7	\$98.4
Project Accounting/Office Management - Level 1	649	\$47.2	\$2.8	\$48.6
Project Accounting/Office Management - Level 2	583	\$59.4	\$3.9	\$61.3
Project Accounting/Office Management - Level 3	307	\$73.2	\$6.4	\$77.2
Safety Engineering - Level 1	281	\$60.9	\$3.1	\$62.2
Safety Engineering - Level 2	536	\$72.9	\$4.4	\$75.2
Safety Engineering - Level 3	269	\$86.8	\$7.9	\$92.1
Business Development - Level 1	116	\$89.5	\$8.1	\$95.3
Business Development - Level 2	242	\$126.7	\$14.7	\$137.0
Project Controls - Level 1	162	\$56.0	\$2.5	\$56.5
Project Controls - Level 2	200	\$68.6	\$3.1	\$69.4
Project Controls - Level 3	274	\$83.8	\$5.0	\$85.7
Project Controls - Level 4	225	\$107.5	\$8.9	\$109.8
Quality Assurance - Level 1	49	\$53.5	\$1.0	\$53.6
Quality Assurance - Level 2	190	\$65.0	\$3.7	\$66.1
Quality Assurance - Level 3	296	\$81.9	\$5.0	\$82.8
Quality Assurance - Level 4	83	\$94.3	\$7.0	\$97.5

* These averages are calculated by giving each incumbent a weight of 1. Tab 4 averages give each company a weight of 1.

**Total cash is calculated by adding the total of annual base pay and the total of annual bonus. This sum is divided by the total number of incumbents reported.