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Compensation Database  
Engineering/Construction/Environmental  
Tunneling Survey Construction Professional/Project Positions

# 2011 Tunneling Industry Compensation Survey

Payroll Date: February 1, 2011  
Data Due: March 25, 2011  
Results Published: April 22, 2011

For questions, call:  
Darren McMahon 602.772.3434  
or  
Kim Traver 602.772.3437

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[www.fminet.com](http://www.fminet.com)



Analytical/FMI

Compensation Database  
Tunneling Survey Construction 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 March 25, 2011 to:**

Kim Traver  
Analytical/FMI  
5080 North 40<sup>th</sup> Street, Suite 245  
Phoenix, AZ 85018  
Phone: (602) 772-3437  
Fax: (602) 381-8228  
e-mail: kim@analyticalfmi.com

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**Compensation Database  
Tunneling Survey Construction Professional/Project Positions**

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

**This survey is for exempt personnel only.**

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

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

Report annual base salary and annual current year bonus in thousands (i.e., 83,432 = 83.4). Base salary is as of **February 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.

**Compensation Database  
Engineering/Construction/Environmental  
Tunneling Survey Construction Professional/Project Positions**

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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Compensation Database  
Tunneling Survey Construction Professional/Project Positions

◆ **Company Size**

Please enter whole numbers. Do not round.

Fiscal Year Most Recent Revenues \_\_\_\_\_

Total Number of Employees \_\_\_\_\_

Number of Salaried Employees \_\_\_\_\_

◆ **Principal Business Activities**

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

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







**Compensation Database  
 Tunneling Survey Construction Professional/Project Positions**

(use more sheets as necessary)

**Project Management - Level 4**

**Your Position Title:** \_\_\_\_\_

A Project Manager is responsible for the overall direction, completion and financial outcome of a construction project. Directs and supervises work of project administration, project superintendents and engineers to establish operational priorities and maintain satisfactory relationships with owners, subcontractors, unions, etc.

Report Project Managers capable of large projects of a complex nature and/or multiple projects and with a minimum of 15 years total experience and a revenue range of over \$100 million. Typical position titles include Project Executive and Senior Project Manager.

(Report in thousands)

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>
\$ _____	\$ _____	\$ _____

**Compensation Database  
 Tunneling Survey Construction Professional/Project Positions**

*(use more sheets as necessary)*

**Project Management - Level 5**

**Your Position Title:** \_\_\_\_\_

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

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

(Report in thousands)

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

\$                                      \$                                      \$

\_\_\_\_\_

**Compensation Database  
 Tunneling Survey Construction Professional/Project Positions**

(use more sheets as necessary)

**Project Superintendent - Level 1**

**Your Position Title:** \_\_\_\_\_

Normally requires a minimum of 5 years experience as Foreman or General Foreman of a single craft for field construction projects. This is the first supervisory level above Foreman or General Foreman. May either exercise direct supervision over laborers/craft worker, or be responsible for directing an assigned segment of a project within one or more crafts through a 'local hire' General Foreman or Foreman. Typical position titles include Assistant Superintendent, Superintendent, Unit/Area Superintendent and Craft or Business Type Superintendent.

(Report in thousands)

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- ◆ **Bonus Percentage:**
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  - Estimated percentage attributed to Project Plan: \_\_\_\_\_%
  
- ◆ **Formal position salary range:**

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

**Compensation Database**  
**Tunneling Survey Construction 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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  - Estimated percentage attributed to Project Plan: \_\_\_\_\_%

◆ Formal position salary range:                      Min                                      Mid                                      Max

\$                                      \$                                      \$

\_\_\_\_\_





**Compensation Database  
Tunneling Survey Construction Professional/Project Positions**

(use more sheets as necessary)

**Estimating/Engineering - Level 1**

**Your Position Title:** \_\_\_\_\_

Note: Some of the positions in this job family may be primarily located at the corporate/headquarters location due to centralization/automation or for other reasons. Report these positions only if they are dedicated to field operations functions.

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

(Report in thousands)

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- ◆ Formal position salary range:
 

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

**Compensation Database  
 Tunneling Survey Construction Professional/Project Positions**

(use more sheets as necessary)

**Estimating/Engineering - Level 2**

**Your Position Title:** \_\_\_\_\_

Note: Some of the positions in this job family may be primarily located at the corporate/headquarters location due to centralization/automation or for other reasons. Report these positions only if they are dedicated to field operations functions.

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

(Report in thousands)

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◆ Formal position salary range:                      Min                                      Mid                                      Max

\$                                      \$                                      \$

\_\_\_\_\_











**Compensation Database**  
**Tunneling Survey Construction Professional/Project Positions**

(use more sheets as necessary)

**Project/Field Engineering - Level 4**

**Your Position Title:** \_\_\_\_\_

This exempt level position normally requires a minimum of 7 years experience in project or field engineering. This position is the first level of field engineering that includes responsibility for technical direction over a group of Field Engineers and/or includes an individual responsible for the coordination of the engineering process with construction management. Typical position titles include Project Engineer and Senior Project Engineer.

(Report in thousands)

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

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  - Estimated percentage attributed to Project Plan: \_\_\_\_\_%

◆ Formal position salary range:                      Min                                      Mid                                      Max

\$                                      \$                                      \$

\_\_\_\_\_











**Compensation Database  
Tunneling Survey Construction Professional/Project Positions**

(use more sheets as necessary)

**Safety Engineering - Level 3**

**Your Position Title:** \_\_\_\_\_

This level requires a safety or insurance degree and a minimum of 5 years of significant safety experience in the Level 2 position. Working under general supervision, conducts and documents comprehensive safety audits and procedures. Maintains accident and insurance records as required by OSHA, and provides functional advice and/or training to less experienced Safety Engineer(s). Typical position titles include Regional Safety Manager, Area Safety Manager, Division Safety Manager and District Safety Supervisor.

(Report in thousands)

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- ◆ **Formal position salary range:**

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



**Compensation Database  
 Tunneling Survey Construction Professional/Project Positions**

(use more sheets as necessary)

**Business Development - Level 2**

**Your Position Title:** \_\_\_\_\_

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

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

(Report in thousands)

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◆ Formal position salary range:                      Min                                      Mid                                      Max

\$                                      \$                                      \$

\_\_\_\_\_













**Compensation Database  
 Tunneling Survey Construction Professional/Project Positions**

*(use more sheets as necessary)*

**Quality Assurance - Level 3**

**Your Position Title:** \_\_\_\_\_

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

(Report in thousands)

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  - Estimated percentage attributed to Project Plan: \_\_\_\_\_%

◆ Formal position salary range:                      Min    Mid    Max

\$    \$    \$

\_\_\_\_\_

**Compensation Database  
 Tunneling Survey Construction Professional/Project Positions**

*(use more sheets as necessary)*

**Quality Assurance - Level 4**

**Your Position Title:** \_\_\_\_\_

With minimal supervision, leads quality assurance for program(s) and/or areas to ensure that the product is designed, procured and installed to meet customer and company quality requirements. Leads new systems development, proposals, implementation, procedures and related quality activity. Frequently decides using sound quality assurance principles and independent professional judgment. Has working knowledge of more than one area of industry such as infrastructure, government, aviation, process, or transportation. Requires BS in engineering or related experience and 15 to 20 years experience. Must be able to lead jobs. Auditor/lead auditor certificate desirable.

(Report in thousands)

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◆ Formal position salary range:                      Min                                      Mid                                      Max

\$                                      \$                                      \$

\_\_\_\_\_

**Compensation Database  
 Tunneling Survey Construction 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.

(Report in thousands)

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

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◆ Formal position salary range:                      Min                                      Mid                                      Max

\$                                      \$                                      \$

\_\_\_\_\_

**Compensation Database  
 Tunneling Survey Construction 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.

(Report in thousands)

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◆ Formal position salary range:                      Min                                      Mid                                      Max

\$                                      \$                                      \$

\_\_\_\_\_

**Compensation Database  
 Tunneling Survey Construction Professional/Project Positions**

*(use more sheets as necessary)*

**Building Information Modeling – Level 3**

**Your Position Title:** \_\_\_\_\_

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

(Report in thousands)

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◆ **Formal position salary range:**

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

**Compensation Database  
 Tunneling Survey Construction 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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  - Estimated percentage attributed to Project Plan: \_\_\_\_\_%

◆ Formal position salary range:                      Min                                      Mid                                      Max

\$                                      \$                                      \$

\_\_\_\_\_

**Compensation Database  
 Tunneling Survey Construction 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)

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

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  - Estimated percentage attributed to Annual Company/Division Plan: \_\_\_\_\_%
  - Estimated percentage attributed to Project Plan: \_\_\_\_\_%

◆ Formal position salary range:                      Min                                      Mid                                      Max

\$                                      \$                                      \$

\_\_\_\_\_

**Compensation Database**  
**Tunneling Survey Construction Professional/Project Positions**

(use more sheets as necessary)

**Purchasing - Level 2**

**Your Position Title:** \_\_\_\_\_

Non-supervisory journey-level purchaser. Conducts all aspects of purchasing for a project. May technically assist less experienced purchasing personnel. Normally requires a BS degree and at least 4 years experience in purchasing.

(Report in thousands)

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

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- ◆ Formal position salary range:
 

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



**Compensation Database  
Tunneling Survey Construction Professional/Project Positions**

(use more sheets as necessary)

**Purchasing - Level 4**

**Your Position Title:** \_\_\_\_\_

Supervisors and managers in purchasing above first level but not the highest level purchasing manager in the operating unit.

(Report in thousands)

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  - Estimated percentage attributed to Project Plan: \_\_\_\_\_%

◆ Formal position salary range:                      Min                                      Mid                                      Max

\$                                      \$                                      \$

\_\_\_\_\_

**Compensation Database  
 Tunneling Survey Construction 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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◆ **Bonus Percentage:**

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- Estimated percentage attributed to Project Plan: \_\_\_\_\_%

◆ **Formal position salary range:**

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



**Compensation Database  
 Tunneling Survey Construction Professional/Project Positions**

(use more sheets as necessary)

**Scheduling - Level 2**

**Your Position Title:** \_\_\_\_\_

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

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

(Report in thousands)

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- ◆ Formal position salary range:
 

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

**Compensation Database  
 Tunneling Survey Construction Professional/Project Positions**

(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 BS 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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◆ Formal position salary range:                      Min                                      Mid                                      Max

\$                                      \$                                      \$

\_\_\_\_\_

