

Professional Construction-Module 3B Compensation Survey - Spring 2002

Summary Information

Project Management - Level 3

	Number of Incumbents	Annual Base Salary	Number Receiving A Bonus	Annual Bonus	Total Cash	Average Minimum	Average Midpoint	Average Maximum
No Match								
Others Surveyed	698	96.1	414	17.6	105.6	75.1	98.1	121.0
Total Incumbents	698							
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		85.2		5.0	93.3			
40th %ile		92.0		6.0	99.0			
50th %ile		95.2		8.0	102.1			
60th %ile		99.0		10.0	105.5			
75th %ile		104.5		15.1	114.1			

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 fairly large projects of \$50 million to \$100 million in size and with a minimum of 10 to 15 years total experience. Typical position titles include Senior Project Manager, Project Manager and Project Manager III.

Position Titles Reported for this Position

Associate Project Manager - EPC, Construction Manager, Construction Manager II, Construction Project Mgr III, Job Superintendent, Project Manager, Project Manager 3, Proj Mgr II - Ind, Proj Executive, Proj Mgr/Non-T Frc Sr, Site Manager I, Sr Proj Mgr/Sr. Mgr - Special Projects, Sr Project Manager, Sr Project Mgr I/Sr Project Mgr II

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Detail Information

Project Management - Level 3

Company Rankings

Total EEs	Annual Base	# Rec	Annual Bonus	Total Cash	Annual Base Low	Annual Base High	Formal Salary Range Min			Bonus Type
25	80.5	25	70.0	150.5	75.0	95.0	72.2	86.7	101.1	Annual, Other
10	114.6	10	17.9	132.4	94.0	133.0	90.0	110.0	120.0	Annual & Discretionary
9	126.6	1	12.5	127.9	120.0	138.0	86.4	108.0	129.6	Annual & Project
2	113.2	2	13.1	126.3	103.8	122.6	60.8	90.7	120.6	Annual, Company/Team/Individual Performance
4	113.6	4	11.0	124.6	110.0	121.0	85.7	111.3	136.8	Annual
11	104.4	11	15.1	119.5	104.4	104.4				Annual
32	86.7	32	25.9	112.5	72.8	101.3	68.8	86.0	103.2	Annual & Project
17	109.5	0		109.5	90.5	146.1	86.6	116.5	146.4	Eligible on case by case basis
9	97.8	1	102.0	109.1	82.0	135.4	82.0	102.0	124.0	Discretionary
59	107.8	2	8.0	108.0	75.0	133.4	83.4	111.2	139.0	Project
123	100.8	114	5.8	106.1	75.4	133.0	82.0	102.0	123.0	Discretionary
85	102.4	28	9.9	105.7	89.3	126.0	80.9	108.3	145.0	Annual, Project, Discretionary
14	98.2	6	9.3	102.2	90.5	105.4	70.7	88.4	106.0	Bi-Annual
17	91.8	12	14.5	102.1	77.7	110.0				Annual, Project & Discretionary
33	98.2	18	6.5	101.7	75.2	128.8	71.1	99.5	127.9	Annual, Project & Discretionary
13	99.3	10	2.7	101.3	83.1	110.8	87.0	108.8	130.6	Annual, Discretionary & Only RBI Employees
29	89.7	17	19.2	101.0	65.0	103.0				Project
2	99.6	0		99.6	80.6	118.6	70.2	98.4	126.5	Company Performance
27	97.9	1	1.0	98.0	71.3	114.1	79.5	101.3	123.1	Discretionary
4	87.1	4	9.5	96.6	79.5	96.5	69.5	86.5	104.2	Discretionary
33	92.2	25	5.2	96.2	70.1	109.1	68.0	90.7	113.3	Annual
11	87.5	8	10.0	94.8	75.0	95.0	67.7	82.3	97.7	Project

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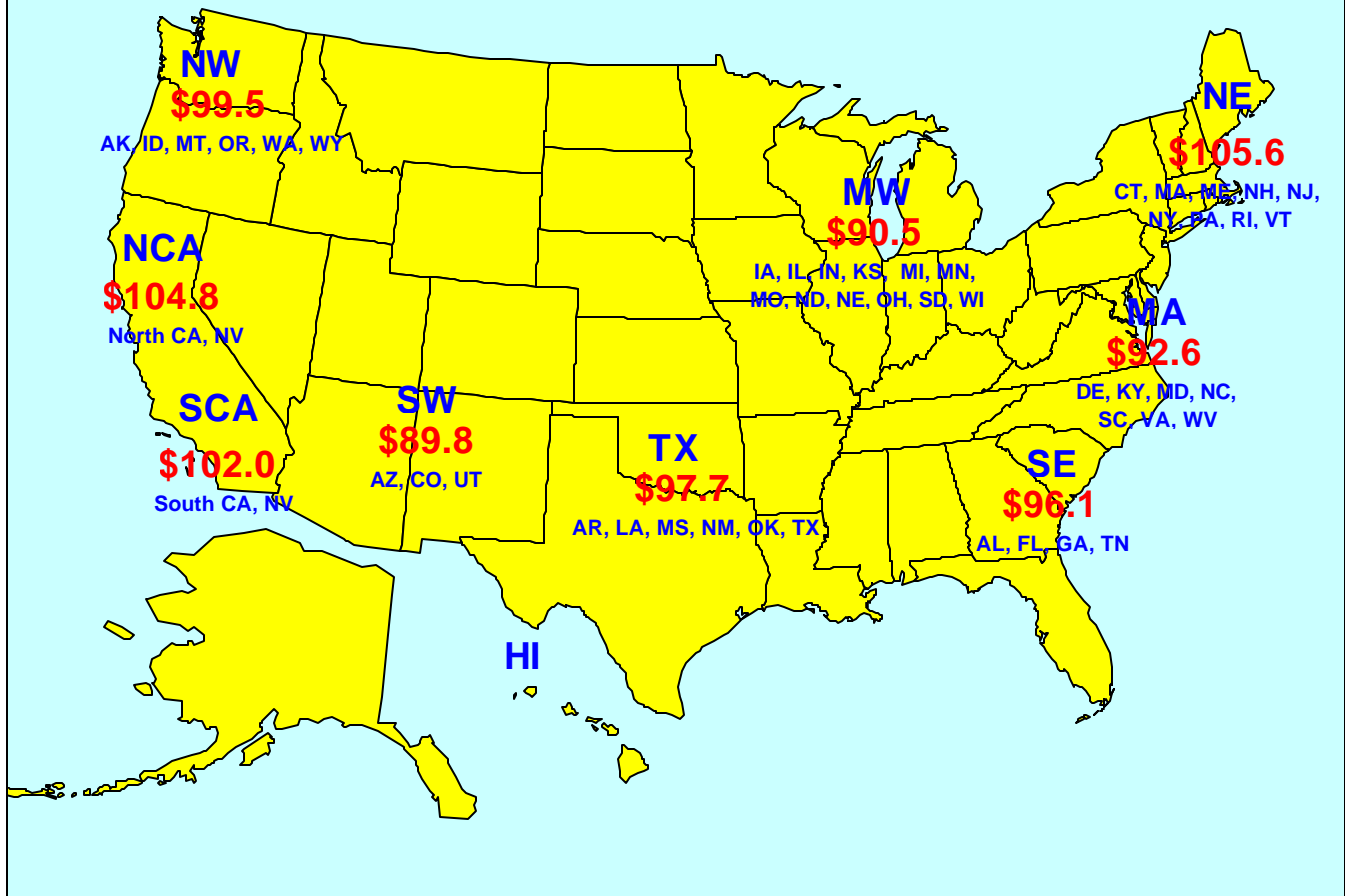
Detail Information

Project Management - Level 3

22	71.6	22	20.1	91.6	60.1	85.2	56.1	72.9	89.7	Annual, Project & Discretionary
53	87.9	28	6.1	91.1	57.2	114.4				Annual & Discretionary
36	79.4	33	8.9	87.6	54.7	110.3				Annual & Discretionary
2	82.5	0		82.5	82.0	82.9	58.9		132.6	
16	72.8	0		72.8	48.4	97.5				

Project Management - Level 3

Annual Base Salary-Simple Average



NE-North East	MA-Mid Atlantic	SE-South East	MW-Mid West	TX-Texas	
Bovis FW Gilbane Granite Jacobs Eng Kiewit Linbeck Mortenson Perini Washington	Barton-Malow Bovis Centex Gilbane Granite Jacobs Eng Kellogg Washington Zachry	Alberici Austin Co Barton-Malow Bovis Centex Gilbane Jacobs Eng Kiewit Perini Washington	Weitz Zachry	Alberici Austin Co Barton-Malow Bovis Dunn Gilbane Granite Jacobs Eng Kiewit Mortenson	Pepper Walbridge Washington Weitz
ABB Lummus Linbeck Bovis Technip-Cof Centex Washington Dunn Zachry FW Gilbane Granite Jacobs Eng Kellogg Kiewit					
SW-South West	SCA-Southern California	NCA-Northern California	NW-North West	HI-Hawaii	
Bovis Dunn Gilbane Granite Jacobs Eng Kiewit Kvaerner Mortenson Sundt Washington	Weitz	Austin Co Bovis FW Gilbane Granite Jacobs Eng Kiewit Mortenson Perini Sundt	Technip-Cofk Washington	Bovis Gilbane Granite Jacobs Eng Kiewit Mortenson Perini Sundt Webcor	Kiewit Mortenson Washington
Kiewit Mortenson					