

AGC
Annual Base Salary And Bonus Compensation Reporting
Project Superintendent-Level 1
Summary Information

	Number of Incumbents	Base Salary	Number Receiving a Bonus	Bonus	Total Cash
No Match					
Others Surveyed-Average	166	43.7	108	2.7	45.7
Weighted Average		46.2		3.1	48.9
Low		27.0		0.0	27.0
25th %ile		40.0		0.5	40.0
50th %ile		46.8		2.6	49.4
75th %ile		52.0		4.5	55.3
High		65.0		18.7	73.7
Your Company as a % of Others Surveyed Average	N/A	N/A	N/A	N/A	N/A

44 Companies reported data for this position

Average Total Cash Compensation by AGC Chapter			
Chapter	Average	Chapter	Average
Austin	40.5	Fort Worth	49.5
Dallas	49.7	Houston	50.0

Position Description for this Position
Normally requires previous experience as General Foreman of a single craft for field construction projects. This is the first supervisory level above Foreman. May either exercise direct supervision over laborers/craft workers, 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, Field Superintendent and General Foreman.

Position Titles Reported for this Position
Asst Superintendent; Asst Proj Superintendent; Field Superintendent Foreman; General Foreman; Job Foreman; Project Manager; Superintendent; Superintendent 1

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Detail Information

Annual Base	Annual Bonus	Total Cash	Actual Base		Formal Salary Range			Bonus Type
			Low	High	Min	Mid	Max	
59.2	2.8	62.0	54.1	65.0	0.0	0.0	0.0	Discretionary
53.8	7.6	61.0	43.9	60.5	57.3	71.6	86.0	Annual
54.2	14.4	60.0	48.7	62.4	0.0	0.0	0.0	Project & Discretionary
55.4	3.1	57.1	46.0	63.0	36.4	49.2	61.7	Annual
51.0	5.5	56.5	50.0	52.0	0.0	0.0	0.0	Annual & Discretionary
52.0	4.3	56.3	51.5	52.5	48.0	51.5	55.0	Annual & Project
54.0	0.0	54.0	54.0	54.0	0.0	0.0	0.0	Annual, Project & Discretionary
53.0	1.3	53.4	50.0	57.0	0.0	0.0	0.0	Annual & Project
53.4	0.0	53.4	39.0	61.1	0.0	0.0	0.0	Annual & Project
52.3		52.3	52.3	52.3	0.0	0.0	0.0	Annual
50.0	2.0	52.0	50.0	50.0	0.0	0.0	0.0	
50.9	1.5	51.5	31.9	62.4	0.0	0.0	0.0	Annual
47.5	4.6	51.2	39.5	52.0	0.0	0.0	0.0	
46.8	4.1	50.9	46.8	46.8	0.0	0.0	0.0	Annual, Project, Discretionary & Office support pool bonus
48.2	2.5	50.7	47.8	48.6	0.0	0.0	0.0	Discretionary
43.2	6.3	49.5	42.8	44.0	0.0	0.0	0.0	Project
46.5	4.0	48.3	37.4	60.0	35.0	47.5	60.0	Annual & Discretionary
44.0	4.0	48.0	39.1	48.9	0.0	0.0	0.0	Annual, Project & Discretionary
46.8	2.0	47.8	46.8	46.8	0.0	0.0	0.0	Annual & Project
47.5	0.0	47.5	42.9	52.9	0.0	0.0	0.0	Discretionary
45.9	2.0	47.3	34.7	52.0	0.0	0.0	0.0	Annual & Discretionary
43.7	2.8	46.5	43.0	45.0	0.0	0.0	0.0	Discretionary
44.7	1.3	45.9	40.0	50.0	0.0	0.0	0.0	Annual, Project & Discretionary
43.5	1.5	45.0	40.0	47.0	35.0	45.0	52.0	Annual & Project
42.0	2.0	44.0	42.0	42.0	0.0	0.0	0.0	Annual & Discretionary
40.2	3.0	43.2	40.2	40.2	35.0	40.0	45.0	Annual
40.5	3.0	42.5	33.2	47.7	26.0	37.2	48.4	Project & Discretionary
41.6	0.0	41.6	41.6	41.6	0.0	0.0	0.0	
38.1	3.0	41.1	36.4	41.6	0.0	0.0	0.0	Annual & Discretionary
40.6	0.6	40.9	38.6	44.0	0.0	0.0	0.0	Annual, Project & Discretionary
39.0	1.2	40.1	31.2	46.8	0.0	0.0	0.0	Discretionary
40.0		40.0	40.0	40.0	0.0	0.0	0.0	Discretionary
38.2	3.5	39.7	27.0	52.0	0.0	0.0	0.0	Project & Profitability
37.1	1.5	38.6	33.8	40.4	0.0	0.0	0.0	Annual & Discretionary
38.0	0.0	38.0	36.0	40.0	0.0	0.0	0.0	Discretionary
37.3	0.0	37.3	36.4	38.2	0.0	0.0	0.0	Annual & Project
30.0	7.0	37.0	30.0	30.0	0.0	0.0	0.0	Project & Discretionary

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36.6	0.6	36.9	32.2	40.0	0.0	0.0	0.0	Annual & Discretionary
32.0	4.0	36.0	32.0	32.0	0.0	0.0	0.0	Discretionary & Pay for Performance, Based on Perform/profit eval.
35.4	0.0	35.4	35.4	35.4	0.0	0.0	0.0	Annual
35.4		35.4	35.4	35.4	0.0	0.0	0.0	Annual
35.1	0.0	35.1	35.1	35.1	0.0	0.0	0.0	Annual & Discretionary
31.1	2.0	32.5	28.0	33.3				Annual, Project & Discretionary
28.0	0.0	28.0	28.0	28.0	0.0	0.0	0.0	Annual & Discretionary