



CONSTRUCTION INDUSTRY

# Salary Report

---

2024

---

We're pleased to present our 2024 Construction Industry Salary Report. This report continues to be a valued tool for the construction industry as demonstrated by the 13% increase in respondents this year. We greatly appreciate the respondents' feedback and look forward to your ongoing support through continued participation and by encouraging your peers to participate.

The purpose of the data and metrics within this report is to provide you with relevant information to help prepare your compensation and retention strategies for the years ahead and foster your continued success.

The overall construction industry experienced consistent growth in alignment with the broader United States economy. However, individual construction sector performance varied significantly as the impacts of high interest rates, government legislation and spending initiatives, along with changing work force dynamics effected segments very differently.

High interest rates negatively impacted much of the commercial, multifamily, and residential construction sectors. Employees continued desire to work from home also contributed to excess office space in many markets and a corresponding decrease in this sector.

Government spending and legislative activities provided strong support in infrastructure, manufacturing, clean energy, and technology sectors. Growth in the data center segment continued to be robust with expected growth extending over the next 10 years.

Looking ahead to 2025 and beyond, the overall construction outlook remains cautiously optimistic. Gradual interest rate cuts are expected and will likely provide moderate near-term support for growth in residential, multifamily, and underwriting for the development of more commercial projects.

Additionally, the continued federal support for infrastructure, technology, manufacturing, and clean energy is anticipated. Both political parties support such policies to varying degrees. These expectations lead to optimism for growth across all segments and overall growth as the drag from underperforming sectors is expected to ease.

This year's report indicates slowing compensation growth rates as well as a significant decrease in participants who indicate plans to modify their compensation programs, compared to previous years. We believe these trends are due in part to prior compensation adjustments, as well as easing employee shortages due to reduced growth rates in several sectors.

Despite this slowing, growth in compensation continues, as contractors strive to be at or above market. Competition for high performing management and field personnel remains strong, with deferred compensation and retention programs being used consistently.

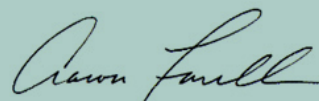
We note survey respondents expect continued wage increases in 2025, although they expect those increases to be lower than 2024 and significantly lower than the highs of 2022 and 2023. In response, many organizations are having proactive discussions with their workforce to communicate current salary trends, in hopes of setting realistic expectations, while also highlighting existing benefits.

Organizations continue to focus on boosting productivity through use of technology and development of their personnel's technology acumen. More than ever, employers expect the workforce to embrace digital tools that increase productivity and safety. As a result, training, tools, and performance evaluation programs are being emphasized across all aspects of organizations.

Although compensation continues to be a strong factor in attracting and retaining top talent, we consistently see high performing organizations striving to differentiate themselves beyond compensation by actively focusing on culture, community, social stewardship, and opportunities for advancement.

Ultimately, employees want to be part of something bigger than themselves. Organizations that do great work, invest in communities, and embrace environmental and social responsibilities consistently report high employee retention, engagement, and development. Evaluating strategic plans and communicating goals throughout the organization fosters engagement at all levels.

Again, we hope you find the report useful and that its information contributes to your organization's future success as you design your compensation strategies. We welcome the opportunity to share our experience and collaborate with you as you pursue your goals.



**AARON FAULK**

National Practice Leader,  
Construction Practice

# CONTENTS

## 02 INTRODUCTION

02 Construction Outlook

## 06 SECTION ONE: METRICS, STRATEGIES, BENEFITS & PERQUISITES

07 Respondents

08 Compensation Trends

10 Perquisites

11 Paid Time Off & Holidays

12 Insurance Benefits

13 Retirement Benefits

14 Memberships

### SALARY BY POSITION

## 15 SECTION TWO: EXECUTIVE POSITIONS

16 Chief Executive Officer

17 Chief Financial Officer

18 Chief Operating Officer

19 Vice President

## 20 SECTION THREE: FINANCE & ADMINISTRATIVE POSITIONS

21 Controller

22 Accountant / Assistant Controller

23 Payables / Receivables / Payroll Clerk

24 Contracts Administrator

## 25 SECTION FOUR: TECHNICAL MANAGEMENT POSITIONS

26 Operations Manager

27 Service Operations Manager

28 Construction Manager

29 Safety Director

30 Project Manager

31 Project Engineer

32 Estimator

## 33 SECTION FIVE: FIELD POSITIONS

34 Superintendent

35 Foreman

36 Journeyman / Craftsman

37 Laborer

# Introduction

## CONSTRUCTION OUTLOOK

### Will Construction Thrive or Dive in '25?

By Ken Simonson, Chief Economist, Associated General Contractors of America

After an almost universally successful year in 2023, contractors have experienced much more varied results in 2024. Those disparities may be even more pronounced in the year ahead, with plenty of uncertainties that could affect outcomes for every type of project.

#### Spending Trends

There was remarkable uniformity in the broad spending patterns a year ago. Public and private nonresidential spending, along with multifamily construction, each increased 18% from 2022 to 2023, the Census Bureau reported.

The topline figure for construction spending looked much feebler—a 6% increase—but only because that total includes single-family construction, which tumbled 12%, and residential improvements—additions and renovations to owner-occupied houses—which sagged 7%.

Fast-forward a few months and the results are dramatically different. For the first seven months of 2024 compared to January-July 2023, public nonresidential construction spending grew at a still-hefty but slower 11% pace. Private nonresidential spending slackened to a 7% growth rate. Multifamily construction declined 3% year-to-date.

Yet total construction spending so far in 2024 was 9% higher than in the first seven months of 2023, thanks to a 13% surge in single-family construction and a 10% pickup in residential improvements.

Manufacturing plant construction soared 25% in the first seven months of 2024 and accounted for \$26 billion of the \$51 billion gain in nonresidential spending, or just over half of the total. Power construction of all kinds added another \$9 billion or 12%.

In terms of percentage increases, data center construction led the way with a 60% leap, followed by manufacturing. There was also double-digit growth in spending on water supply projects—up 15% year-to-date—and sewage and waste disposal—11%.

These are all categories that have bright prospects as well for 2025. In particular, demand for data centers seems to be nearly unlimited. While it's not reasonable to expect that market to continue expanding at a 60% rate, another strong double-digit increase is nearly baked in, based on project announcements so far in 2024.

#### Growth Areas

Data centers are appearing in far more locations than previously. As locations, such as Silicon Alley in northern Virginia, run out of readily available power and land, data centers are being erected wherever they can be built. Increasingly, that means locations in Texas and the West.

Manufacturing construction is likely to continue growing but at a much-reduced rate. The largest subcategory is what Census classifies as computer/electronic/electric



manufacturing. That encompasses the many semiconductor fabrication plants (fabs) and related projects now underway or awaiting a go-ahead.

Many of the largest fabs are being built in Arizona, Texas, Idaho, and Oregon. Although some projects may finish by 2025, the competition for labor and hard-to-source equipment means work will continue well into 2026, if not beyond.

These huge projects are attracting investment in roads, underground utilities, warehouses, and potentially housing developments. Housing in turn supports new retail and consumer-focused services.

In contrast, one segment of manufacturing construction is likely to slow sharply: transportation equipment—specifically, new and retooled plants to make battery electric vehicles (BEVs), batteries, and related parts. Spending on these plants jumped 35% year-to-date in the first seven months of 2024, but by July, BEV sales had stalled, and automakers were canceling, delaying, or scaling back a bevy of construction projects. However, few if any of these cutbacks are in Texas or the West.

## Clean Energy

Manufacturing construction may get a boost from several new technologies that have recently received funding from private sources or federal government awards. Most of these are attempts to scale up production of clean energy, reduce emissions from commodities such as cement, or capture and sequester carbon dioxide. It's too early to say which of them will make it to the starting line in 2025, however.

More certain is that investment will continue on a large scale in renewable energy projects. These range from solar fields to transmission lines to large-scale battery storage. Battery facilities are appearing not only at power plants but also data centers and other structures that require guaranteed power availability.

The start of construction on small modular nuclear reactors and upgrades to older reactors may also add to the power category, although most of those projects aren't likely before 2026.

One category of power construction that's unlikely to pick up in 2025 is wind power. Despite the continuation of generous tax incentives, both offshore and onshore wind projects have stalled or been canceled.

## Federal Grants

Federal grants will account for an increasing share of construction funding in 2025. Although the Infrastructure Investment and Jobs Act passed in 2021 and the Biden administration's announcement of thousands of project awards, less than half of the \$1.2 trillion in funding has turned into contracts, let alone completed work.

There are several reasons for the slow rollout of funds. Many of the programs were new and required agencies to develop application, judging, and award processes. Much of the funding is subject to requirements that parts and equipment be made in the United States. Waivers from that requirement have been difficult to obtain, even when US suppliers don't exist. Similarly, new rules requiring apprenticeship programs are a poor fit in Texas and western states where there are few such programs for the crafts in demand.

These and other hangups are likely to persist in 2025. Nevertheless, the number of federally supported projects that are reaching groundbreaking keeps rising. Those funds will boost spending across several infrastructure categories, particularly in Tribal and rural areas.

## Transportation and Education

Transportation projects face mixed prospects. Huge airport upgrades and expansions will continue or begin, including San Diego, Los Angeles, Seattle, Phoenix, and Dallas-Fort Worth. Many smaller airports also have received funding. Passenger rail is getting a boost from Amtrak upgrades across the country and the construction of a high-speed line between Las Vegas and Los Angeles County, along with expansion of commuter rail systems in the San Francisco Bay area, Los Angeles, and San Diego County.

Mass transit projects are iffier. Sound Transit has the largest transit construction plans in the nation. Los Angeles Metro is building out in anticipation of hosting the 2028 Olympics. And the Bay Area Rapid Transit system around San Francisco is renovating. However, ridership remains far below pre-pandemic levels and most systems will have to scale back their spending.

Education spending will also vary by location and type of institution. Nationally, school and university enrollments are declining, which is a headwind for education construction. Smaller colleges have been closing their doors and some larger colleges and universities are eliminating departments or majors. Areas that are experiencing population growth are building new schools and expanding or renovating older ones. These areas include many parts of Texas, Arizona, and Idaho.

## Areas of Decline

Categories that appear likely to decline further in 2025 include office, warehouse, and multifamily construction. All suffer from the same unfavorable combination: high financing costs and tight lending standards limit the amount of capital available, while high or rising vacancy rates mean developers can't pass on their higher costs through rent increases. As the Federal Reserve begins lowering its short-term interest rate target, financing costs for developers should ease in 2025 but the various income-dependent construction segments will need improvement on the demand side before they regain health.

Of these three segments, office construction has the worst prospects. Occupancy rates have stagnated, and tenants are steadily moving to smaller spaces, throwing more properties onto the market.

Warehouse construction was in even worse shape for much of 2024, with a 21% decline through the first seven months, compared to a 16% drop in private office construction and

a 3% dip in multifamily. Several niches within warehouse construction are more promising: small warehouses, temperature-controlled spaces, and properties close to expanding ports and factories.

Multifamily construction has been hit by a record number of properties hitting the market in a short period. That has pushed up vacancy rates, even in metro areas with rapid population growth such as Austin and Phoenix. However, rent decreases are expected to be modest and short-lived in most locations, and multifamily construction may pick up again as soon as 2026.

Nationally, the 2025 outlook appears most favorable for data centers, several power-related categories, most types of infrastructure, and some manufacturing, as well as single-family homebuilding. Lagging segments include office, large warehouse, and multifamily construction.

The picture will vary considerably by state and metro area. From July 1, 2022, to July 1, 2023—the most recent estimate from the Census Bureau—Texas's population increased by 473,000 or 1.6%. That was by far the largest numerical increase and third-largest percentage increase of any state, just behind South Carolina (1.7%) and Florida (1.6%). The Dallas-Fort Worth-Arlington and Houston-Pasadena-The Woodlands metro areas together added 392,000 residents and were the top two metros for population increase. Austin-Round Rock-San Marcos, Phoenix-Mesa-Chandler, and San Antonio-New Braunfels all made the top-10 list.

Idaho ranked fourth among states in percentage growth, with a 1.3% gain. Arizona and Montana increased by 0.9%, nearly double the national growth rate of 0.5%.

In contrast, California's population shrank by 0.2% and Oregon's by 0.1%. Washington—formerly a fast-growing state—subsided to a growth rate of 0.4%.



SECTION ONE

# Metrics, Strategies, Benefits & Perquisites

---

07 RESPONDENTS

---

08 COMPENSATION TRENDS

---

10 PERQUISITES

---

11 PAID TIME OFF & HOLIDAYS

---

12 INSURANCE BENEFITS

---

13 RETIREMENT BENEFITS

---

14 MEMBERSHIPS



# RESPONDENTS

ANNUAL REVENUE	< \$25M	\$25M-\$50M	\$50M-\$100M	\$100M-\$250M	> \$250M	ALL
----------------	---------	-------------	--------------	---------------	----------	-----

## LOCATION OF OPERATIONS

Western Washington	22	21	10	19	12	84
Eastern Washington, Idaho, Montana	13	12	8	6	1	40
Oregon	8	7	3	4	4	26
Northern/Central California	0	4	5	4	3	16
Greater Bay (CA)	6	8	3	4	5	26
Southern California	7	11	7	4	7	36
Arizona	3	2	0	2	3	10
Texas	1	2	2	1	3	9
Other Participating Locations	4	8	7	3	5	27
<b>ALL REGIONS</b>	<b>64</b>	<b>75</b>	<b>45</b>	<b>47</b>	<b>43</b>	<b>274</b>

## Companies with UNION EMPLOYEES

	25%	39%	31%	51%	56%
--	-----	-----	-----	-----	-----



## COMPENSATION TRENDS

### Companies that use the following SALARY STRATEGIES

Cost-of-living Adjustment (COLA)	61%	An increase in wages to reflect rising costs and inflation.
Cash Incentives	28%	Additional compensation used to motivate and reward employees for exceeding performance or productivity goals.
Merit Pay	87%	A compensation system whereby individual performance determines increases in base-pay.
Bonuses (Variable Pay)	89%	An incentive pay plan that awards employees additional compensation for achieving individual or group performance and productivity goals.
Specialization or Skill-Based	45%	A salary differentiation system that bases compensation on an individual's education, experience, knowledge, skills, or specialized training.
Above-Scale/Premium Wage	44%	A salary rate that exceeds the maximum salary designated in the published salary scale.
Collective Bargaining Agreement/Union Contract	40%	The agreement or contract sets wages, hours, and other terms and conditions of employment for an agreed-upon period of time.
Years of Service	51%	The number of 12-month periods during which the employee is employed on a full-time basis.
Retention Bonuses	17%	A lump sum payment outside of an employee's base pay that is offered as an incentive to convince the employee to remain in their current position to meet critical and priority business needs.
Signing Bonuses	37%	A financial award offered to a prospective employee as an incentive to join the company.

### Companies that report CHANGING SALARY STRATEGIES

Yes	42%
No	58%

ANNUAL REVENUE	< \$25M	\$25M-\$50M	\$50M-\$100M	\$100M-\$250M	> \$250M	ALL
----------------	---------	-------------	--------------	---------------	----------	-----

Average

### WAGE INCREASE/DECREASE

CURRENT YEAR							
Western Washington	Management	7.0%	5.3%	8.2%	4.4%	4.4%	5.8%
	Nonmanagement	6.1%	5.0%	6.4%	4.4%	4.7%	5.3%
Eastern Washington, Idaho, Montana	Management	6.7%	6.1%	5.4%	6.2%	-	6.0%
	Nonmanagement	5.5%	5.8%	5.0%	6.5%	-	5.6%
Oregon	Management	4.8%	4.4%	4.0%	4.0%	4.3%	4.3%
	Nonmanagement	6.0%	4.2%	3.8%	3.9%	5.0%	4.6%
Northern/Central California	Management	-	4.9%	5.6%	6.3%	4.0%	5.4%
	Nonmanagement	-	4.8%	5.0%	5.0%	3.7%	4.8%
Greater Bay (California)	Management	7.3%	6.4%	5.7%	3.9%	3.3%	5.4%
	Nonmanagement	6.0%	5.8%	5.7%	3.6%	3.7%	5.0%
Southern California	Management	8.0%	6.6%	8.9%	5.9%	4.5%	6.8%
	Nonmanagement	6.3%	6.0%	4.9%	5.2%	4.2%	5.4%
Arizona	Management	4.3%	-	-	-	6.1%	8.0%
	Nonmanagement	4.0%	-	-	-	6.8%	6.7%
Texas	Management	-	-	-	-	4.0%	6.0%
	Nonmanagement	-	-	-	-	3.5%	5.7%
Other Participating Locations	Management	-	5.0%	3.8%	7.3%	4.2%	4.8%
	Nonmanagement	-	4.0%	4.7%	4.7%	4.2%	4.3%

PROJECTED FOR NEXT YEAR							
Western Washington	Management	4.8%	5.7%	7.3%	3.5%	3.6%	4.9%
	Nonmanagement	4.2%	5.5%	6.1%	3.3%	3.9%	4.5%
Eastern Washington, Idaho, Montana	Management	5.3%	4.4%	4.1%	3.9%	-	4.5%
	Nonmanagement	4.9%	4.4%	4.6%	4.1%	-	4.5%
Oregon	Management	5.3%	3.0%	3.0%	4.5%	4.3%	4.3%
	Nonmanagement	6.2%	3.7%	3.0%	3.8%	4.3%	4.7%
Northern/Central California	Management	-	4.0%	3.3%	4.0%	3.8%	3.8%
	Nonmanagement	-	3.5%	4.0%	4.3%	3.3%	3.8%
Greater Bay (California)	Management	5.3%	6.5%	3.0%	3.8%	3.7%	4.6%
	Nonmanagement	4.3%	5.8%	4.0%	3.5%	4.0%	4.4%
Southern California	Management	6.8%	5.3%	4.7%	5.9%	3.8%	5.3%
	Nonmanagement	5.4%	5.1%	3.4%	5.3%	3.8%	4.7%
Arizona	Management	3.8%	-	-	-	4.0%	5.9%
	Nonmanagement	3.7%	-	-	-	4.0%	5.0%
Texas	Management	-	-	-	-	3.5%	4.0%
	Nonmanagement	-	-	-	-	3.0%	3.8%
Other Participating Locations	Management	-	5.0%	3.3%	5.3%	4.2%	4.3%
	Nonmanagement	-	5.3%	4.4%	3.5%	4.2%	4.4%

[ - ] Too few or no respondents

# PERQUISITES

ANNUAL REVENUE	< \$25M	\$25M-\$50M	\$50M-\$100M	\$100M-\$250M	> \$250M	ALL
----------------	---------	-------------	--------------	---------------	----------	-----

Companies that provide a

## COMPANY CAR

All employment levels	8%	15%	11%	11%	14%	12%
Management only	48%	66%	66%	65%	70%	62%
Nonmanagement only	6%	3%	7%	9%	7%	6%
Not offered	38%	16%	16%	15%	9%	20%

Companies that provide a

## CAR ALLOWANCE

All employment levels	8%	12%	11%	11%	16%	11%
Management only	27%	40%	42%	66%	56%	45%
Nonmanagement only	5%	7%	7%	2%	12%	6%
Not offered	60%	41%	40%	21%	16%	38%

Companies that provide

## MILEAGE REIMBURSEMENT

All employment levels	48%	51%	62%	62%	70%	57%
Management only	5%	9%	11%	15%	7%	9%
Nonmanagement only	13%	19%	11%	9%	14%	14%
Not offered	34%	21%	16%	15%	9%	20%

Companies that pay

## PROFESSIONAL DUES

All employment levels	24%	28%	27%	30%	37%	29%
Management only	34%	40%	46%	44%	40%	40%
Nonmanagement only	0%	0%	0%	0%	2%	0%
Not offered	42%	32%	27%	26%	21%	31%

Companies that provide a

## COMPANY CELL PHONE

All employment levels	22%	41%	20%	38%	51%	34%
Management only	50%	50%	45%	43%	26%	44%
Nonmanagement only	3%	0%	4%	4%	0%	2%
Not offered	25%	9%	31%	15%	23%	20%

Companies that provide a

## CELL PHONE ALLOWANCE

All employment levels	22%	24%	27%	23%	33%	25%
Management only	22%	19%	26%	33%	21%	24%
Nonmanagement only	10%	12%	7%	6%	10%	9%
Not offered	46%	45%	40%	38%	36%	42%

# PAID TIME OFF & HOLIDAYS

ANNUAL REVENUE	< \$25M	\$25M-\$50M	\$50M-\$100M	\$100M-\$250M	> \$250M	ALL
----------------	---------	-------------	--------------	---------------	----------	-----

Companies that offer

## PAID TIME OFF

All employment levels		89%	94%	93%	95%	98%	94%	
Management only		11%	6%	7%	5%	2%	6%	
<b>DAYS of paid time off</b>								
Management	Years of Service	<1	8	8	10	10	12	9
		1-5	11	10	12	13	14	12
		5-10	15	15	16	17	18	16
		10-15	18	18	19	20	21	19
		15+	19	20	21	21	23	21
Nonmanagement	Years of Service	<1	6	6	9	9	11	8
		1-5	8	8	11	12	13	10
		5-10	12	12	16	16	17	14
		10-15	14	15	19	19	20	17
		15+	15	17	20	20	22	18

Companies that offer

## PAID HOLIDAYS

All employment levels		70%	88%	87%	94%	98%	86%
Management only		25%	12%	11%	4%	0%	12%
<b>AVERAGE paid holidays per year</b>							
Management		7	7	8	8	9	8
Nonmanagement		7	7	8	8	9	8

# INSURANCE BENEFITS

ANNUAL REVENUE	< \$25M	\$25M-\$50M	\$50M-\$100M	\$100M-\$250M	> \$250M	ALL
----------------	---------	-------------	--------------	---------------	----------	-----

Companies that offer

## MEDICAL INSURANCE

Management	Percent of Premium	75-100%	93%	81%	83%	93%	90%	88%
		50-75%	5%	16%	9%	7%	10%	9%
25-50%		2%	3%	4%	0%	0%	2%	
<25%		0%	0%	4%	0%	0%	1%	
Nonmanagement	Percent of Premium	75-100%	82%	74%	75%	91%	93%	83%
		50-75%	9%	19%	9%	7%	7%	10%
		25-50%	4%	4%	9%	2%	0%	4%
		<25%	5%	3%	7%	0%	0%	3%

Companies that offer

## DENTAL INSURANCE

Management	Percent of Premium	75-100%	71%	68%	69%	82%	76%	73%
		50-75%	6%	6%	10%	7%	10%	7%
		25-50%	2%	3%	7%	0%	7%	5%
		<25%	21%	23%	14%	11%	7%	15%
Nonmanagement	Percent of Premium	75-100%	60%	62%	61%	82%	74%	68%
		50-75%	8%	10%	10%	7%	10%	9%
		25-50%	4%	3%	12%	0%	8%	5%
		<25%	28%	25%	17%	11%	8%	18%

Companies that offer

## VISION INSURANCE

Management	Percent of Premium	75-100%	68%	68%	66%	80%	72%	70%
		50-75%	6%	7%	7%	9%	10%	8%
		25-50%	0%	3%	5%	0%	5%	3%
		<25%	26%	22%	22%	11%	13%	19%
Nonmanagement	Percent of Premium	75-100%	57%	60%	57%	80%	72%	65%
		50-75%	8%	11%	8%	9%	10%	9%
		25-50%	2%	3%	10%	0%	5%	4%
		<25%	33%	26%	25%	11%	13%	22%

Companies that offer

## PAYMENT OF PART OR ALL OF INSURANCE PREMIUMS

Management	93%	99%	98%	100%	98%	97%
Nonmanagement	83%	94%	95%	98%	98%	93%

Companies that offer

## SELF-FUNDED MEDICAL INSURANCE

Management	18%	11%	18%	26%	47%	24%
Nonmanagement	15%	12%	18%	26%	47%	23%

# RETIREMENT BENEFITS

ANNUAL REVENUE	< \$25M	\$25M-\$50M	\$50M-\$100M	\$100M-\$250M	> \$250M	ALL
----------------	---------	-------------	--------------	---------------	----------	-----

*Companies that offer a*

## 401(K) PLAN

Management	95%	89%	98%	100%	98%	95%
Nonmanagement	85%	84%	96%	96%	95%	90%

*Companies that offer a*

## PROFIT SHARING PLAN

Management	43%	50%	69%	55%	61%	54%
Nonmanagement	30%	45%	58%	42%	51%	44%

*Companies that offer a*

## UNION PENSION

Management	7%	12%	10%	14%	17%	11%
Nonmanagement	21%	30%	28%	43%	48%	32%

*Companies that offer a*

## DEFERRED COMPENSATION PLAN

Management	8%	11%	18%	27%	34%	18%
Nonmanagement	5%	6%	12%	7%	24%	10%

# MEMBERSHIPS

ANNUAL REVENUE	< \$25M	\$25M-\$50M	\$50M-\$100M	\$100M-\$250M	> \$250M	ALL
----------------	---------	-------------	--------------	---------------	----------	-----

*Companies that are*  
**MEMBERS OF THE FOLLOWING ASSOCIATIONS**

Associated Builders & Contractors (ABC)	27%	30%	28%	20%	19%	<b>26%</b>
Associated General Contractors of America (AGC)	73%	56%	67%	62%	75%	<b>65%</b>
American Subcontractors Association (ASA)	4%	11%	10%	9%	6%	<b>8%</b>
Construction Financial Management Association (CFMA)	35%	44%	54%	51%	53%	<b>46%</b>
National Association of Women in Construction (NAWIC)	12%	17%	21%	31%	44%	<b>23%</b>
United Contractors (UCON)	2%	7%	8%	4%	0%	<b>5%</b>
Other	22%	20%	23%	11%	19%	<b>19%</b>





---

16 **CHIEF EXECUTIVE OFFICER**

---

17 **CHIEF FINANCIAL OFFICER**

---

18 **CHIEF OPERATING OFFICER**

---

19 **VICE PRESIDENT**

**SECTION TWO**

# Executive Positions



# CHIEF EXECUTIVE OFFICER

	COUNT	FIRST QUARTILE	MEDIAN	THIRD QUARTILE	AVERAGE
<i>Salary by</i>					
<b>REGION</b>					
Western Washington	73	\$200,000	\$230,000	\$325,000	\$263,491
Eastern Washington, Idaho, Montana	34	\$146,271	\$166,138	\$201,343	\$172,788
Oregon	24	\$168,000	\$212,812	\$277,258	\$232,730
Northern/Central California	13	\$215,000	\$252,000	\$300,000	\$277,462
Greater Bay (CA)	23	\$197,500	\$265,000	\$465,000	\$330,163
Southern California	32	\$200,000	\$255,000	\$411,250	\$300,830
Arizona	9	\$225,000	\$250,000	\$325,000	\$313,333
Texas	9	\$225,000	\$300,000	\$450,000	\$326,667
Other Participating Locations	20	\$181,830	\$220,000	\$293,750	\$256,021
<b>ALL FIRMS</b>	<b>237</b>	<b>\$175,200</b>	<b>\$225,000</b>	<b>\$310,000</b>	<b>\$263,303</b>

<i>Salary by</i>					
<b>CONSTRUCTION TYPE</b>					
Commercial	172	\$175,000	\$225,000	\$302,523	\$263,122
Heavy & Highway	31	\$158,600	\$200,625	\$292,501	\$244,038
Municipal & Utility	8	\$217,500	\$262,480	\$357,500	\$307,495
Residential	26	\$202,625	\$252,000	\$336,250	\$273,877

<i>Salary by</i>					
<b>CONTRACTOR TYPE</b>					
General Contractor	141	\$170,000	\$225,000	\$293,000	\$250,211
Specialty Trade Contractor	74	\$182,500	\$225,000	\$315,900	\$274,650
Construction Management	8	\$200,000	\$337,500	\$462,500	\$337,500
Other	14	\$213,750	\$259,500	\$347,500	\$292,785

<i>Salary by</i>					
<b>REVENUE</b>					
Up to \$25 Million	56	\$148,000	\$197,500	\$246,250	\$219,979
\$25-\$50 Million	67	\$162,500	\$200,000	\$250,000	\$220,942
\$50-\$100 Million	38	\$200,000	\$234,000	\$284,990	\$257,373
\$100-\$250 Million	39	\$200,000	\$260,000	\$323,250	\$275,551
Over \$250 Million	37	\$300,000	\$445,000	\$500,000	\$398,765

<b>BONUS BY REVENUE</b>					
Up to \$25 Million	33	\$25,000	\$70,000	\$120,000	\$116,273
\$25-\$50 Million	37	\$50,000	\$100,000	\$200,000	\$149,266
\$50-\$100 Million	28	\$50,000	\$110,000	\$250,000	\$187,116
\$100-\$250 Million	29	\$66,000	\$146,250	\$400,000	\$259,293
Over \$250 Million	26	\$127,500	\$225,000	\$486,250	\$335,133

[–] Too few respondents

# CHIEF FINANCIAL OFFICER

	COUNT	FIRST QUARTILE	MEDIAN	THIRD QUARTILE	AVERAGE
<i>Salary by</i>					
<b>REGION</b>					
Western Washington	41	\$160,000	\$197,600	\$250,000	\$210,814
Eastern Washington, Idaho, Montana	16	\$134,210	\$150,705	\$160,000	\$147,101
Oregon	13	\$136,926	\$192,600	\$225,000	\$187,656
Northern/Central California	11	\$177,500	\$185,000	\$237,500	\$214,409
Greater Bay (CA)	18	\$196,250	\$257,500	\$350,000	\$267,121
Southern California	25	\$180,000	\$230,880	\$275,000	\$234,936
Arizona	6	\$160,500	\$196,000	\$263,750	\$213,642
Texas	4	\$187,500	\$205,000	\$217,500	\$200,000
Other Participating Locations	13	\$150,000	\$178,000	\$206,000	\$190,537
<b>ALL FIRMS</b>	<b>147</b>	<b>\$153,976</b>	<b>\$195,000</b>	<b>\$250,000</b>	<b>\$211,125</b>

<i>Salary by</i>					
<b>CONSTRUCTION TYPE</b>					
Commercial	109	\$151,410	\$190,000	\$250,000	\$206,404
Heavy & Highway	15	\$162,500	\$200,000	\$282,370	\$221,857
Municipal & Utility	7	\$193,500	\$230,880	\$300,000	\$271,126
Residential	16	\$161,250	\$195,500	\$246,250	\$206,976

<i>Salary by</i>					
<b>CONTRACTOR TYPE</b>					
General Contractor	88	\$156,728	\$200,000	\$250,139	\$215,032
Specialty Trade Contractor	46	\$153,464	\$182,500	\$224,750	\$199,749
Construction Management	5	\$150,000	\$206,000	\$219,495	\$193,599
Other	8	\$194,500	\$260,000	\$300,000	\$244,523

<i>Salary by</i>					
<b>REVENUE</b>					
Up to \$25 Million	22	\$125,000	\$161,000	\$193,750	\$164,367
\$25-\$50 Million	29	\$140,000	\$175,000	\$192,600	\$166,915
\$50-\$100 Million	33	\$169,092	\$185,000	\$230,956	\$202,420
\$100-\$250 Million	33	\$160,000	\$225,000	\$272,000	\$225,459
Over \$250 Million	30	\$230,000	\$272,500	\$345,500	\$281,961

<b>BONUS BY REVENUE</b>					
Up to \$25 Million	16	\$15,000	\$22,500	\$38,750	\$32,031
\$25-\$50 Million	19	\$30,000	\$40,000	\$47,000	\$58,461
\$50-\$100 Million	32	\$29,813	\$50,000	\$96,250	\$84,719
\$100-\$250 Million	28	\$56,250	\$80,860	\$133,750	\$111,125
Over \$250 Million	27	\$67,500	\$135,000	\$195,000	\$162,432

[–] Too few respondents

# CHIEF OPERATING OFFICER

	COUNT	FIRST QUARTILE	MEDIAN	THIRD QUARTILE	AVERAGE
<i>Salary by</i>					
<b>REGION</b>					
Western Washington	29	\$171,558	\$208,000	\$250,000	\$236,294
Eastern Washington, Idaho, Montana	9	\$140,000	\$158,500	\$164,665	\$156,129
Oregon	6	\$177,500	\$200,000	\$246,742	\$210,488
Northern/Central California	5	\$200,000	\$200,000	\$300,000	\$236,000
Greater Bay (CA)	10	\$197,500	\$277,500	\$337,500	\$298,550
Southern California	17	\$205,000	\$260,000	\$334,368	\$275,465
Arizona	3	\$262,500	\$275,000	\$316,255	\$294,170
Texas	-	-	-	-	-
Other Participating Locations	10	\$153,750	\$226,000	\$341,046	\$252,170
<b>ALL FIRMS</b>	<b>90</b>	<b>\$170,000</b>	<b>\$212,948</b>	<b>\$299,731</b>	<b>\$244,369</b>

<i>Salary by</i>					
<b>CONSTRUCTION TYPE</b>					
Commercial	67	\$170,000	\$212,965	\$287,802	\$240,777
Heavy & Highway	8	\$172,500	\$195,000	\$281,250	\$216,148
Municipal & Utility	-	-	-	-	-
Residential	13	\$175,000	\$250,000	\$350,000	\$275,538

<i>Salary by</i>					
<b>CONTRACTOR TYPE</b>					
General Contractor	52	\$168,750	\$210,466	\$288,935	\$244,013
Specialty Trade Contractor	25	\$170,000	\$200,000	\$275,000	\$225,135
Construction Management	5	\$258,000	\$325,000	\$400,000	\$316,600
Other	8	\$226,750	\$275,000	\$303,546	\$261,648

<i>Salary by</i>					
<b>REVENUE</b>					
Up to \$25 Million	17	\$160,000	\$171,558	\$200,000	\$187,400
\$25-\$50 Million	19	\$160,000	\$180,000	\$241,500	\$211,421
\$50-\$100 Million	12	\$203,750	\$223,466	\$303,546	\$266,220
\$100-\$250 Million	17	\$164,665	\$202,000	\$275,000	\$232,952
Over \$250 Million	25	\$250,000	\$285,605	\$350,000	\$305,424

<b>BONUS BY REVENUE</b>					
Up to \$25 Million	11	\$8,750	\$15,000	\$32,500	\$28,791
\$25-\$50 Million	13	\$25,000	\$34,000	\$56,250	\$88,558
\$50-\$100 Million	9	\$31,418	\$100,000	\$120,000	\$114,652
\$100-\$250 Million	16	\$89,550	\$137,500	\$232,500	\$169,219
Over \$250 Million	18	\$65,250	\$104,500	\$237,500	\$162,056

[ - ] Too few respondents

# VICE PRESIDENT

	COUNT	FIRST QUARTILE	MEDIAN	THIRD QUARTILE	AVERAGE
<i>Salary by</i>					
<b>REGION</b>					
Western Washington	54	\$160,125	\$188,000	\$248,750	\$203,195
Eastern Washington, Idaho, Montana	27	\$127,500	\$145,028	\$157,000	\$147,542
Oregon	18	\$165,311	\$188,985	\$233,475	\$199,305
Northern/Central California	11	\$194,167	\$200,000	\$251,000	\$225,098
Greater Bay (CA)	15	\$187,500	\$245,000	\$273,890	\$249,626
Southern California	19	\$187,327	\$240,000	\$266,199	\$229,728
Arizona	6	\$190,000	\$196,250	\$223,125	\$205,971
Texas	8	\$155,248	\$189,786	\$208,750	\$193,113
Other Participating Locations	13	\$125,000	\$150,000	\$200,000	\$172,799
<b>ALL FIRMS</b>	<b>171</b>	<b>\$152,979</b>	<b>\$190,000</b>	<b>\$245,000</b>	<b>\$199,743</b>

<i>Salary by</i>					
<b>CONSTRUCTION TYPE</b>					
Commercial	126	\$154,339	\$190,000	\$244,531	\$200,373
Heavy & Highway	25	\$140,000	\$182,000	\$245,000	\$192,983
Municipal & Utility	5	\$195,000	\$199,680	\$200,000	\$193,936
Residential	15	\$164,500	\$182,000	\$247,500	\$207,659

<i>Salary by</i>					
<b>CONTRACTOR TYPE</b>					
General Contractor	106	\$156,000	\$193,770	\$245,000	\$201,148
Specialty Trade Contractor	50	\$140,035	\$176,750	\$240,611	\$188,962
Construction Management	6	\$188,750	\$230,000	\$293,750	\$232,509
Other	9	\$190,000	\$220,300	\$250,000	\$221,256

<i>Salary by</i>					
<b>REVENUE</b>					
Up to \$25 Million	27	\$132,600	\$160,500	\$192,500	\$174,981
\$25-\$50 Million	44	\$134,925	\$155,295	\$190,742	\$168,096
\$50-\$100 Million	29	\$165,000	\$190,000	\$202,500	\$183,847
\$100-\$250 Million	32	\$185,000	\$208,000	\$243,140	\$214,418
Over \$250 Million	39	\$197,286	\$253,325	\$278,890	\$252,370

<b>BONUS BY REVENUE</b>					
Up to \$25 Million	18	\$10,500	\$26,500	\$47,500	\$43,056
\$25-\$50 Million	29	\$30,000	\$40,000	\$98,000	\$78,860
\$50-\$100 Million	25	\$26,700	\$50,000	\$88,000	\$64,889
\$100-\$250 Million	26	\$40,048	\$87,500	\$131,000	\$100,107
Over \$250 Million	36	\$59,000	\$100,000	\$140,201	\$137,601

[–] Too few respondents

## SECTION THREE

# Finance & Administrative Positions

---

### 21 CONTROLLER

Direct and manage all finance and general accounting functions, reports, and payroll. May report to CFO.

---

### 22 ACCOUNTANT / ASSISTANT CONTROLLER

Responsible for payables, receivables, payroll, general ledger, cost reports, forecasting, tax reports, and bank reconciliations. May report directly to controller or CFO.

---

### 23 PAYABLES / RECEIVABLES / PAYROLL CLERK

Performs routine accounting functions such as payables, receivables, or payroll under direct supervision.

---

### 24 CONTRACTS ADMINISTRATOR

Oversees contracts to ensure all obligations are fulfilled and coordinate changes that may transpire.

# CONTROLLER

	COUNT	FIRST QUARTILE	MEDIAN	THIRD QUARTILE	AVERAGE
--	-------	----------------	--------	----------------	---------

## Salary by

### REGION

Western Washington	61	\$120,000	\$135,000	\$160,000	\$139,844
Eastern Washington, Idaho, Montana	25	\$94,000	\$113,100	\$125,000	\$109,141
Oregon	16	\$109,500	\$131,572	\$158,250	\$138,731
Northern/Central California	10	\$137,500	\$160,500	\$175,850	\$159,440
Greater Bay (CA)	14	\$141,250	\$155,469	\$199,302	\$172,033
Southern California	25	\$100,000	\$137,148	\$173,160	\$137,520
Arizona	8	\$85,250	\$117,500	\$165,500	\$126,194
Texas	7	\$98,750	\$145,000	\$162,500	\$135,357
Other Participating Locations	15	\$98,000	\$143,390	\$177,500	\$141,461
<b>ALL FIRMS</b>	<b>181</b>	<b>\$108,160</b>	<b>\$135,000</b>	<b>\$161,000</b>	<b>\$138,114</b>

## Salary by

### CONSTRUCTION TYPE

Commercial	132	\$108,120	\$133,000	\$165,488	\$138,754
Heavy & Highway	23	\$104,000	\$132,905	\$156,556	\$132,477
Municipal & Utility	3	\$112,000	\$120,000	\$172,500	\$149,667
Residential	23	\$120,500	\$139,000	\$160,000	\$138,566

## Salary by

### CONTRACTOR TYPE

General Contractor	115	\$107,000	\$135,000	\$160,464	\$137,758
Specialty Trade Contractor	47	\$109,250	\$130,000	\$158,000	\$135,141
Construction Management	8	\$112,175	\$125,900	\$159,871	\$129,873
Other	11	\$140,000	\$160,000	\$180,000	\$160,525

## Salary by

### REVENUE

Up to \$25 Million	36	\$87,957	\$109,250	\$126,250	\$113,497
\$25-\$50 Million	46	\$98,125	\$124,500	\$141,500	\$122,723
\$50-\$100 Million	29	\$115,000	\$132,000	\$145,000	\$134,337
\$100-\$250 Million	33	\$108,160	\$145,000	\$164,000	\$141,074
Over \$250 Million	37	\$150,000	\$180,320	\$205,010	\$181,518

### BONUS BY REVENUE

Up to \$25 Million	25	\$7,500	\$10,000	\$20,000	\$15,611
\$25-\$50 Million	39	\$7,230	\$10,500	\$25,000	\$20,497
\$50-\$100 Million	27	\$15,000	\$20,000	\$31,950	\$27,029
\$100-\$250 Million	28	\$13,750	\$19,200	\$28,500	\$23,045
Over \$250 Million	33	\$17,000	\$25,000	\$45,000	\$36,091

[–] Too few respondents

# ACCOUNTANT / ASSISTANT CONTROLLER

	COUNT	FIRST QUARTILE	MEDIAN	THIRD QUARTILE	AVERAGE
<i>Salary by</i>					
<b>REGION</b>					
Western Washington	49	\$81,120	\$94,000	\$110,240	\$96,720
Eastern Washington, Idaho, Montana	19	\$62,000	\$70,000	\$85,250	\$73,037
Oregon	12	\$70,200	\$80,563	\$87,407	\$85,021
Northern/Central California	7	\$95,000	\$103,000	\$114,080	\$110,844
Greater Bay (CA)	16	\$81,150	\$101,500	\$121,750	\$108,762
Southern California	21	\$85,000	\$105,000	\$115,000	\$104,750
Arizona	5	\$80,000	\$85,000	\$110,000	\$94,566
Texas	6	\$90,000	\$107,500	\$113,750	\$104,000
Other Participating Locations	12	\$70,909	\$93,125	\$125,000	\$101,294
<b>ALL FIRMS</b>	<b>147</b>	<b>\$75,000</b>	<b>\$90,750</b>	<b>\$110,120</b>	<b>\$96,432</b>

<i>Salary by</i>					
<b>CONSTRUCTION TYPE</b>					
Commercial	102	\$75,000	\$90,000	\$110,810	\$96,265
Heavy & Highway	17	\$85,000	\$89,250	\$115,000	\$96,181
Municipal & Utility	4	\$95,820	\$98,880	\$112,500	\$109,440
Residential	24	\$74,825	\$93,883	\$105,000	\$95,152

<i>Salary by</i>					
<b>CONTRACTOR TYPE</b>					
General Contractor	87	\$77,750	\$94,629	\$115,000	\$98,688
Specialty Trade Contractor	38	\$71,242	\$89,720	\$99,732	\$90,890
Construction Management	9	\$65,000	\$91,045	\$135,000	\$98,553
Other	13	\$85,500	\$95,000	\$105,000	\$96,058

<i>Salary by</i>					
<b>REVENUE</b>					
Up to \$25 Million	20	\$71,726	\$80,500	\$101,250	\$84,920
\$25-\$50 Million	34	\$75,000	\$89,700	\$96,930	\$88,763
\$50-\$100 Million	25	\$67,000	\$87,885	\$103,000	\$84,821
\$100-\$250 Million	30	\$78,158	\$93,913	\$114,000	\$94,810
Over \$250 Million	38	\$94,722	\$115,000	\$140,000	\$118,271

<b>BONUS BY REVENUE</b>					
Up to \$25 Million	17	\$2,590	\$5,000	\$10,000	\$6,598
\$25-\$50 Million	27	\$4,625	\$5,000	\$7,500	\$7,088
\$50-\$100 Million	25	\$4,017	\$8,000	\$10,600	\$8,413
\$100-\$250 Million	25	\$4,000	\$9,000	\$15,000	\$11,877
Over \$250 Million	35	\$7,750	\$10,300	\$15,000	\$12,072

[–] Too few respondents



# PAYABLES / RECEIVABLES / PAYROLL CLERK

	COUNT	FIRST QUARTILE	MEDIAN	THIRD QUARTILE	AVERAGE
<i>Salary by</i>					
<b>REGION</b>					
Western Washington	74	\$60,075	\$66,780	\$79,825	\$69,134
Eastern Washington, Idaho, Montana	33	\$50,028	\$58,250	\$62,400	\$57,311
Oregon	25	\$58,260	\$62,400	\$70,000	\$66,933
Northern/Central California	14	\$60,000	\$63,700	\$70,000	\$65,554
Greater Bay (CA)	21	\$69,600	\$80,000	\$95,000	\$82,056
Southern California	30	\$60,090	\$69,050	\$74,225	\$68,063
Arizona	8	\$54,000	\$62,000	\$74,600	\$64,350
Texas	8	\$58,750	\$62,084	\$75,190	\$66,241
Other Participating Locations	22	\$50,500	\$54,306	\$67,750	\$59,130
<b>ALL FIRMS</b>	<b>235</b>	<b>\$57,000</b>	<b>\$65,000</b>	<b>\$75,000</b>	<b>\$66,846</b>

<i>Salary by</i>					
<b>CONSTRUCTION TYPE</b>					
Commercial	167	\$58,255	\$65,000	\$75,380	\$67,764
Heavy & Highway	34	\$53,183	\$59,815	\$69,500	\$63,310
Municipal & Utility	7	\$67,207	\$75,000	\$77,000	\$73,345
Residential	27	\$55,931	\$65,000	\$71,920	\$63,939

<i>Salary by</i>					
<b>CONTRACTOR TYPE</b>					
General Contractor	140	\$58,815	\$65,620	\$76,161	\$68,703
Specialty Trade Contractor	71	\$59,724	\$65,520	\$75,000	\$67,198
Construction Management	11	\$48,920	\$52,000	\$55,931	\$53,991
Other	13	\$50,000	\$56,000	\$62,400	\$55,807

<i>Salary by</i>					
<b>REVENUE</b>					
Up to \$25 Million	44	\$52,780	\$60,000	\$68,668	\$61,102
\$25-\$50 Million	69	\$57,158	\$65,000	\$73,517	\$66,382
\$50-\$100 Million	40	\$57,680	\$65,000	\$72,020	\$66,264
\$100-\$250 Million	42	\$60,075	\$65,520	\$75,000	\$68,274
Over \$250 Million	40	\$57,000	\$70,000	\$85,000	\$73,050

<b>BONUS BY REVENUE</b>					
Up to \$25 Million	33	\$1,600	\$3,000	\$6,500	\$6,080
\$25-\$50 Million	55	\$2,000	\$3,000	\$6,750	\$5,380
\$50-\$100 Million	37	\$2,500	\$5,000	\$8,000	\$6,390
\$100-\$250 Million	34	\$3,000	\$5,000	\$6,906	\$5,553
Over \$250 Million	37	\$2,479	\$4,333	\$7,000	\$6,787

[–] Too few respondents

# CONTRACTS ADMINISTRATOR

	COUNT	FIRST QUARTILE	MEDIAN	THIRD QUARTILE	AVERAGE
<i>Salary by</i>					
<b>REGION</b>					
Western Washington	43	\$65,000	\$77,500	\$88,000	\$80,387
Eastern Washington, Idaho, Montana	19	\$64,050	\$66,560	\$73,875	\$68,201
Oregon	10	\$60,800	\$78,207	\$88,811	\$78,166
Northern/Central California	12	\$68,000	\$73,440	\$75,625	\$70,698
Greater Bay (CA)	15	\$74,400	\$90,000	\$115,000	\$99,640
Southern California	19	\$64,850	\$73,400	\$76,825	\$72,876
Arizona	4	\$63,750	\$79,575	\$95,613	\$79,788
Texas	4	\$66,292	\$71,000	\$81,250	\$76,542
Other Participating Locations	10	\$59,250	\$71,140	\$73,364	\$67,793
<b>ALL FIRMS</b>	<b>136</b>	<b>\$65,000</b>	<b>\$74,428</b>	<b>\$85,061</b>	<b>\$77,684</b>

<i>Salary by</i>					
<b>CONSTRUCTION TYPE</b>					
Commercial	100	\$63,990	\$73,200	\$80,716	\$76,699
Heavy & Highway	20	\$71,710	\$77,095	\$90,563	\$83,109
Municipal & Utility	4	\$57,250	\$69,000	\$75,490	\$63,740
Residential	12	\$69,186	\$79,060	\$85,222	\$81,493

<i>Salary by</i>					
<b>CONTRACTOR TYPE</b>					
General Contractor	89	\$65,000	\$75,000	\$88,200	\$78,621
Specialty Trade Contractor	38	\$63,970	\$71,750	\$80,216	\$75,273
Construction Management	-	-	-	-	-
Other	7	\$65,000	\$72,280	\$79,625	\$83,504

<i>Salary by</i>					
<b>REVENUE</b>					
Up to \$25 Million	11	\$59,700	\$63,960	\$78,371	\$70,635
\$25-\$50 Million	42	\$64,042	\$67,600	\$78,655	\$73,841
\$50-\$100 Million	26	\$58,438	\$72,966	\$74,970	\$69,253
\$100-\$250 Million	29	\$75,000	\$82,000	\$100,000	\$90,997
Over \$250 Million	28	\$68,776	\$76,050	\$85,070	\$80,257

<b>BONUS BY REVENUE</b>					
Up to \$25 Million	5	\$2,000	\$2,500	\$8,500	\$4,884
\$25-\$50 Million	33	\$2,000	\$4,000	\$7,000	\$5,395
\$50-\$100 Million	24	\$2,459	\$5,000	\$8,941	\$6,702
\$100-\$250 Million	23	\$3,302	\$6,000	\$10,000	\$7,912
Over \$250 Million	29	\$3,000	\$4,000	\$8,014	\$6,120

[ - ] Too few respondents



## SECTION FOUR

# Technical Management Positions

---

### 26 OPERATIONS MANAGER

Oversees material deliveries, manages project teams, facilitates planning and resource tracking, and handles client and vendor relations for efficient project operations.

---

### 27 SERVICE OPERATIONS MANAGER

Oversees operations, including staff, projects, quality control, and maintaining safety standards.

---

### 28 CONSTRUCTION MANAGER

Oversees specialized contractors and other personnel. Works closely with other building specialists, such as architects, civil engineers, and trade workers, including stonemasons, electricians, and carpenters.

---

### 29 SAFETY DIRECTOR

Plans, implements, and supervises project safety, accident, and fire protection programs in compliance with company policy.

---

### 30 PROJECT MANAGER

Has responsibility for the planning, budgeting, organizing, and scheduling of one large or several small projects.

---

### 31 PROJECT ENGINEER

Directs, coordinates, and exercises functional authority for planning, organization, control, integration, and completion of engineering projects. Reviews product design for compliance with engineering principles, company standards, customer contract requirements, and related specifications.

---

### 32 ESTIMATOR

Prepares estimates of project resource requirements, including materials, manpower, and unit or aggregate costs.

# OPERATIONS MANAGER

	COUNT	FIRST QUARTILE	MEDIAN	THIRD QUARTILE	AVERAGE
<i>Salary by</i>					
<b>REGION</b>					
Western Washington	45	\$125,000	\$162,000	\$182,000	\$161,102
Eastern Washington, Idaho, Montana	15	\$92,500	\$120,000	\$147,500	\$126,563
Oregon	8	\$136,500	\$152,616	\$185,965	\$154,108
Northern/Central California	8	\$159,500	\$163,000	\$196,250	\$179,875
Greater Bay (CA)	12	\$159,750	\$175,000	\$205,387	\$185,191
Southern California	16	\$147,500	\$182,500	\$215,000	\$178,427
Arizona	9	\$135,000	\$170,000	\$190,000	\$165,288
Texas	5	\$125,000	\$150,000	\$150,000	\$134,000
Other Participating Locations	11	\$115,000	\$130,520	\$159,126	\$139,696
<b>ALL FIRMS</b>	<b>129</b>	<b>\$125,000</b>	<b>\$160,160</b>	<b>\$185,000</b>	<b>\$159,622</b>

<i>Salary by</i>					
<b>CONSTRUCTION TYPE</b>					
Commercial	89	\$126,000	\$161,000	\$187,220	\$162,462
Heavy & Highway	17	\$122,880	\$143,111	\$192,925	\$148,545
Municipal & Utility	5	\$200,000	\$218,400	\$220,000	\$202,880
Residential	18	\$124,086	\$147,500	\$168,750	\$144,026

<i>Salary by</i>					
<b>CONTRACTOR TYPE</b>					
General Contractor	70	\$131,250	\$165,000	\$194,766	\$163,427
Specialty Trade Contractor	43	\$125,000	\$150,000	\$180,000	\$159,375
Construction Management	6	\$105,000	\$120,840	\$129,420	\$119,780
Other	10	\$123,750	\$153,000	\$189,694	\$157,961

<i>Salary by</i>					
<b>REVENUE</b>					
Up to \$25 Million	30	\$96,210	\$125,000	\$149,600	\$130,146
\$25-\$50 Million	28	\$120,750	\$144,250	\$173,750	\$152,032
\$50-\$100 Million	26	\$150,000	\$180,000	\$194,481	\$177,271
\$100-\$250 Million	24	\$155,124	\$168,500	\$196,693	\$173,769
Over \$250 Million	21	\$161,000	\$171,657	\$210,000	\$173,834

<b>BONUS BY REVENUE</b>					
Up to \$25 Million	22	\$8,338	\$13,500	\$33,750	\$25,934
\$25-\$50 Million	24	\$14,250	\$21,550	\$55,000	\$43,546
\$50-\$100 Million	24	\$26,875	\$43,068	\$62,000	\$54,662
\$100-\$250 Million	23	\$22,400	\$50,000	\$91,670	\$64,163
Over \$250 Million	20	\$14,750	\$39,400	\$50,000	\$40,648

[–] Too few respondents

# SERVICE OPERATIONS MANAGER

	COUNT	FIRST QUARTILE	MEDIAN	THIRD QUARTILE	AVERAGE
--	-------	----------------	--------	----------------	---------

## Salary by

### REGION

Western Washington	21	\$107,000	\$116,090	\$151,000	\$128,782
Eastern Washington, Idaho, Montana	6	\$108,280	\$136,560	\$143,000	\$126,848
Oregon	4	\$129,500	\$140,000	\$144,750	\$134,250
Northern/Central California	3	\$128,750	\$160,000	\$160,500	\$139,500
Greater Bay (CA)	6	\$142,500	\$157,500	\$195,000	\$180,000
Southern California	6	\$118,821	\$134,891	\$145,875	\$136,630
Arizona	4	\$113,500	\$120,000	\$141,250	\$134,750
Texas	-	-	-	-	-
Other Participating Locations	6	\$96,250	\$100,866	\$137,933	\$116,955
<b>ALL FIRMS</b>	<b>58</b>	<b>\$107,000</b>	<b>\$133,942</b>	<b>\$150,908</b>	<b>\$135,543</b>

## Salary by

### CONSTRUCTION TYPE

Commercial	43	\$106,000	\$125,000	\$156,000	\$135,902
Heavy & Highway	4	\$142,250	\$146,815	\$152,973	\$148,408
Municipal & Utility	-	-	-	-	-
Residential	9	\$112,000	\$133,120	\$144,000	\$124,347

## Salary by

### CONTRACTOR TYPE

General Contractor	18	\$107,500	\$141,500	\$150,908	\$135,388
Specialty Trade Contractor	31	\$107,000	\$127,282	\$150,000	\$136,208
Construction Management	3	\$92,500	\$95,000	\$122,500	\$111,667
Other	6	\$115,273	\$138,545	\$164,000	\$144,515

## Salary by

### REVENUE

Up to \$25 Million	9	\$78,000	\$108,000	\$115,000	\$103,482
\$25-\$50 Million	16	\$106,500	\$124,560	\$148,962	\$125,583
\$50-\$100 Million	11	\$111,000	\$140,000	\$163,000	\$152,987
\$100-\$250 Million	9	\$116,090	\$143,000	\$160,000	\$141,954
Over \$250 Million	13	\$127,282	\$147,000	\$190,000	\$150,799

### BONUS BY REVENUE

Up to \$25 Million	6	\$4,250	\$9,000	\$14,500	\$10,750
\$25-\$50 Million	15	\$13,100	\$25,000	\$40,000	\$30,932
\$50-\$100 Million	9	\$24,000	\$35,000	\$40,000	\$32,444
\$100-\$250 Million	7	\$7,500	\$10,000	\$27,850	\$21,926
Over \$250 Million	12	\$14,877	\$29,000	\$45,500	\$34,980

[ - ] Too few respondents

# CONSTRUCTION MANAGER

	COUNT	FIRST QUARTILE	MEDIAN	THIRD QUARTILE	AVERAGE
<i>Salary by</i>					
<b>REGION</b>					
Western Washington	29	\$125,000	\$147,290	\$165,000	\$148,502
Eastern Washington, Idaho, Montana	15	\$113,750	\$131,900	\$138,000	\$125,674
Oregon	10	\$135,418	\$154,050	\$176,750	\$156,375
Northern/Central California	9	\$140,000	\$150,000	\$175,000	\$153,333
Greater Bay (CA)	12	\$162,400	\$177,000	\$200,129	\$184,859
Southern California	14	\$142,500	\$172,500	\$178,760	\$168,454
Arizona	5	\$127,000	\$140,000	\$155,000	\$141,400
Texas	4	\$136,250	\$150,000	\$156,750	\$143,000
Other Participating Locations	10	\$95,170	\$117,500	\$145,750	\$123,056
<b>ALL FIRMS</b>	<b>108</b>	<b>\$125,000</b>	<b>\$148,645</b>	<b>\$171,074</b>	<b>\$150,200</b>

<i>Salary by</i>					
<b>CONSTRUCTION TYPE</b>					
Commercial	65	\$127,000	\$150,000	\$170,000	\$152,967
Heavy & Highway	20	\$122,500	\$142,050	\$176,250	\$146,331
Municipal & Utility	3	\$185,000	\$190,000	\$208,360	\$198,907
Residential	20	\$110,000	\$135,310	\$160,800	\$137,772

<i>Salary by</i>					
<b>CONTRACTOR TYPE</b>					
General Contractor	66	\$132,975	\$150,000	\$175,000	\$156,571
Specialty Trade Contractor	24	\$123,750	\$140,590	\$174,250	\$149,522
Construction Management	8	\$101,779	\$110,000	\$118,750	\$111,202
Other	10	\$114,375	\$148,203	\$158,750	\$140,980

<i>Salary by</i>					
<b>REVENUE</b>					
Up to \$25 Million	12	\$107,500	\$120,000	\$130,475	\$116,941
\$25-\$50 Million	28	\$123,750	\$139,250	\$171,000	\$143,097
\$50-\$100 Million	23	\$131,974	\$155,000	\$166,500	\$151,166
\$100-\$250 Million	27	\$136,850	\$150,000	\$172,550	\$154,897
Over \$250 Million	18	\$146,750	\$171,925	\$180,000	\$175,143

<b>BONUS BY REVENUE</b>					
Up to \$25 Million	9	\$10,000	\$10,000	\$20,000	\$17,730
\$25-\$50 Million	21	\$7,500	\$10,000	\$25,000	\$20,365
\$50-\$100 Million	22	\$15,928	\$24,500	\$37,750	\$29,808
\$100-\$250 Million	24	\$15,000	\$27,500	\$45,000	\$29,363
Over \$250 Million	17	\$13,750	\$24,300	\$48,000	\$37,981

[–] Too few respondents

# SAFETY DIRECTOR

	COUNT	FIRST QUARTILE	MEDIAN	THIRD QUARTILE	AVERAGE
<i>Salary by</i>					
<b>REGION</b>					
Western Washington	44	\$109,145	\$128,730	\$154,000	\$131,654
Eastern Washington, Idaho, Montana	19	\$85,262	\$96,720	\$111,160	\$99,579
Oregon	16	\$87,000	\$114,000	\$134,000	\$112,518
Northern/Central California	13	\$100,000	\$113,568	\$140,000	\$123,659
Greater Bay (CA)	13	\$112,500	\$150,000	\$193,000	\$151,577
Southern California	18	\$112,500	\$130,000	\$153,980	\$137,514
Arizona	7	\$101,500	\$122,000	\$137,500	\$123,209
Texas	7	\$93,500	\$146,000	\$162,500	\$133,271
Other Participating Locations	11	\$91,500	\$102,814	\$115,000	\$112,638
<b>ALL FIRMS</b>	<b>148</b>	<b>\$96,672</b>	<b>\$121,500</b>	<b>\$150,000</b>	<b>\$125,492</b>

<i>Salary by</i>					
<b>CONSTRUCTION TYPE</b>					
Commercial	112	\$99,875	\$121,500	\$150,000	\$125,981
Heavy & Highway	23	\$90,860	\$112,500	\$146,760	\$121,018
Municipal & Utility	4	\$136,000	\$151,960	\$171,690	\$155,730
Residential	9	\$96,720	\$124,000	\$135,000	\$117,401

<i>Salary by</i>					
<b>CONTRACTOR TYPE</b>					
General Contractor	90	\$101,000	\$126,200	\$150,000	\$130,435
Specialty Trade Contractor	45	\$90,000	\$102,814	\$132,000	\$113,704
Construction Management	4	\$116,250	\$142,444	\$167,415	\$141,222
Other	9	\$100,000	\$125,000	\$160,000	\$128,006

<i>Salary by</i>					
<b>REVENUE</b>					
Up to \$25 Million	12	\$81,500	\$87,500	\$113,750	\$104,183
\$25-\$50 Million	39	\$83,500	\$102,000	\$127,865	\$106,025
\$50-\$100 Million	26	\$90,555	\$100,000	\$117,569	\$106,864
\$100-\$250 Million	34	\$110,000	\$123,500	\$148,500	\$131,307
Over \$250 Million	37	\$135,000	\$154,000	\$193,000	\$160,668

<b>BONUS BY REVENUE</b>					
Up to \$25 Million	10	\$5,000	\$6,250	\$10,000	\$7,885
\$25-\$50 Million	27	\$3,500	\$5,496	\$10,000	\$8,552
\$50-\$100 Million	24	\$5,000	\$10,375	\$20,063	\$13,102
\$100-\$250 Million	32	\$10,000	\$12,000	\$27,000	\$20,883
Over \$250 Million	36	\$15,000	\$22,044	\$25,688	\$22,193

[–] Too few respondents

# PROJECT MANAGER

	COUNT	FIRST QUARTILE	MEDIAN	THIRD QUARTILE	AVERAGE
--	-------	----------------	--------	----------------	---------

## Salary by

### REGION

Western Washington	76	\$109,985	\$125,000	\$136,400	\$125,567
Eastern Washington, Idaho, Montana	35	\$96,685	\$106,000	\$113,305	\$107,143
Oregon	22	\$113,040	\$124,101	\$134,779	\$126,320
Northern/Central California	15	\$110,500	\$120,000	\$137,500	\$126,999
Greater Bay (CA)	24	\$138,750	\$150,000	\$165,000	\$150,950
Southern California	35	\$125,000	\$139,639	\$145,000	\$134,991
Arizona	9	\$82,000	\$105,000	\$120,000	\$106,857
Texas	8	\$116,769	\$130,000	\$139,094	\$128,942
Other Participating Locations	23	\$86,500	\$101,258	\$125,000	\$106,458
<b>ALL FIRMS</b>	<b>247</b>	<b>\$106,285</b>	<b>\$125,000</b>	<b>\$140,000</b>	<b>\$124,560</b>

## Salary by

### CONSTRUCTION TYPE

Commercial	180	\$104,450	\$122,876	\$140,000	\$122,929
Heavy & Highway	35	\$111,160	\$135,000	\$146,183	\$131,861
Municipal & Utility	8	\$128,095	\$142,500	\$170,000	\$149,173
Residential	24	\$103,750	\$115,504	\$131,974	\$117,947

## Salary by

### CONTRACTOR TYPE

General Contractor	155	\$110,100	\$129,354	\$141,250	\$128,174
Specialty Trade Contractor	73	\$97,620	\$110,000	\$139,639	\$117,681
Construction Management	8	\$94,750	\$109,189	\$131,250	\$112,749
Other	11	\$115,000	\$122,200	\$143,000	\$127,885

## Salary by

### REVENUE

Up to \$25 Million	51	\$92,040	\$110,000	\$134,658	\$115,647
\$25-\$50 Million	69	\$107,000	\$117,600	\$135,000	\$120,937
\$50-\$100 Million	44	\$110,000	\$125,940	\$140,000	\$126,313
\$100-\$250 Million	42	\$110,000	\$130,000	\$143,875	\$127,928
Over \$250 Million	41	\$124,814	\$135,458	\$150,000	\$136,416

### BONUS BY REVENUE

Up to \$25 Million	37	\$5,000	\$10,000	\$20,000	\$16,257
\$25-\$50 Million	54	\$6,188	\$10,000	\$19,469	\$15,033
\$50-\$100 Million	41	\$12,220	\$20,000	\$32,000	\$24,233
\$100-\$250 Million	40	\$7,890	\$13,906	\$25,000	\$18,987
Over \$250 Million	40	\$10,911	\$17,567	\$24,325	\$20,587

[–] Too few respondents



# PROJECT ENGINEER

	COUNT	FIRST QUARTILE	MEDIAN	THIRD QUARTILE	AVERAGE
<i>Salary by</i>					
<b>REGION</b>					
Western Washington	58	\$80,000	\$85,000	\$92,638	\$86,915
Eastern Washington, Idaho, Montana	23	\$72,338	\$80,000	\$90,293	\$82,237
Oregon	21	\$75,200	\$82,596	\$90,000	\$84,017
Northern/Central California	11	\$75,000	\$90,000	\$117,500	\$94,383
Greater Bay (CA)	19	\$85,000	\$95,000	\$103,307	\$94,964
Southern California	30	\$79,222	\$86,000	\$94,967	\$85,930
Arizona	6	\$76,250	\$82,500	\$87,288	\$84,675
Texas	7	\$69,000	\$85,000	\$94,044	\$87,138
Other Participating Locations	10	\$63,344	\$77,500	\$95,000	\$77,465
<b>ALL FIRMS</b>	<b>185</b>	<b>\$75,573</b>	<b>\$85,000</b>	<b>\$95,000</b>	<b>\$86,540</b>

<i>Salary by</i>					
<b>CONSTRUCTION TYPE</b>					
Commercial	134	\$75,000	\$83,000	\$91,601	\$84,369
Heavy & Highway	32	\$80,331	\$90,550	\$106,665	\$94,039
Municipal & Utility	4	\$76,250	\$87,494	\$96,240	\$84,997
Residential	15	\$84,100	\$92,500	\$97,900	\$90,351

<i>Salary by</i>					
<b>CONTRACTOR TYPE</b>					
General Contractor	130	\$76,795	\$85,000	\$95,000	\$86,296
Specialty Trade Contractor	40	\$73,375	\$81,600	\$90,500	\$84,190
Construction Management	5	\$72,176	\$75,000	\$85,000	\$77,635
Other	10	\$91,500	\$100,075	\$106,270	\$103,571

<i>Salary by</i>					
<b>REVENUE</b>					
Up to \$25 Million	31	\$73,500	\$80,000	\$94,581	\$84,237
\$25-\$50 Million	42	\$74,325	\$81,000	\$91,500	\$83,512
\$50-\$100 Million	36	\$77,922	\$90,000	\$100,000	\$91,331
\$100-\$250 Million	39	\$78,750	\$85,000	\$96,000	\$86,858
Over \$250 Million	37	\$80,000	\$85,000	\$92,850	\$86,912

<b>BONUS BY REVENUE</b>					
Up to \$25 Million	20	\$2,875	\$5,000	\$10,000	\$9,485
\$25-\$50 Million	34	\$3,000	\$5,000	\$6,875	\$8,140
\$50-\$100 Million	34	\$4,534	\$7,340	\$14,035	\$10,224
\$100-\$250 Million	36	\$3,375	\$5,300	\$10,000	\$8,887
Over \$250 Million	35	\$4,500	\$6,334	\$8,750	\$7,237

[ - ] Too few respondents

# ESTIMATOR

	COUNT	FIRST QUARTILE	MEDIAN	THIRD QUARTILE	AVERAGE
<i>Salary by</i>					
<b>REGION</b>					
Western Washington	56	\$100,254	\$115,929	\$145,148	\$125,951
Eastern Washington, Idaho, Montana	25	\$80,000	\$100,000	\$120,000	\$103,080
Oregon	16	\$89,361	\$107,500	\$130,895	\$109,389
Northern/Central California	14	\$112,750	\$128,750	\$140,000	\$128,827
Greater Bay (CA)	19	\$137,500	\$160,000	\$171,400	\$155,090
Southern California	28	\$110,384	\$120,000	\$140,000	\$126,968
Arizona	6	\$90,043	\$107,587	\$128,750	\$114,529
Texas	8	\$102,454	\$112,475	\$116,250	\$110,799
Other Participating Locations	22	\$89,250	\$97,600	\$112,250	\$101,376
<b>ALL FIRMS</b>	<b>194</b>	<b>\$98,250</b>	<b>\$115,300</b>	<b>\$140,000</b>	<b>\$121,081</b>

<i>Salary by</i>					
<b>CONSTRUCTION TYPE</b>					
Commercial	144	\$95,786	\$114,975	\$135,000	\$117,452
Heavy & Highway	27	\$113,117	\$135,000	\$157,448	\$135,859
Municipal & Utility	7	\$126,750	\$140,000	\$181,394	\$155,898
Residential	16	\$89,250	\$102,500	\$145,750	\$113,571

<i>Salary by</i>					
<b>CONTRACTOR TYPE</b>					
General Contractor	117	\$105,000	\$125,000	\$145,000	\$125,839
Specialty Trade Contractor	61	\$94,000	\$110,000	\$126,552	\$114,718
Construction Management	7	\$81,500	\$95,000	\$100,090	\$91,294
Other	9	\$110,000	\$120,000	\$145,795	\$125,519

<i>Salary by</i>					
<b>REVENUE</b>					
Up to \$25 Million	30	\$85,611	\$100,000	\$123,750	\$112,667
\$25-\$50 Million	55	\$95,371	\$115,000	\$130,000	\$114,510
\$50-\$100 Million	36	\$108,502	\$122,500	\$149,750	\$127,844
\$100-\$250 Million	36	\$110,000	\$130,000	\$145,758	\$129,363
Over \$250 Million	37	\$100,000	\$117,753	\$137,000	\$123,033

<b>BONUS BY REVENUE</b>					
Up to \$25 Million	21	\$5,000	\$7,500	\$15,000	\$14,140
\$25-\$50 Million	42	\$5,250	\$10,000	\$19,500	\$15,338
\$50-\$100 Million	33	\$10,000	\$15,623	\$24,500	\$17,078
\$100-\$250 Million	32	\$5,000	\$10,868	\$20,000	\$15,028
Over \$250 Million	36	\$6,875	\$11,870	\$18,500	\$13,054

[–] Too few respondents



## SECTION FIVE

# Field Positions



---

### 34 SUPERINTENDENT

Coordinates and supervises assigned foremen, subcontractors, and others in a particular work or discipline area.

---

### 35 FOREMAN

Responsible for coordinating construction projects and supervising workers including assigning tasks, creating schedules, and making sure projects are completed on time.

---

### 36 JOURNEYMAN / CRAFTSMAN

Construct, erect, install, and repair wooden structures and fixtures or the equivalent expectations for other trades such as electrician, plumber, painter, and mason.

---

### 37 LABORER

Assist skilled craft workers by performing general duties as assigned including load and unload trucks, haul materials, perform job clean-up, erect temporary structures, and maintenance of tools and supplies.

# SUPERINTENDENT

	COUNT	FIRST QUARTILE	MEDIAN	THIRD QUARTILE	AVERAGE
<i>Salary by</i>					
<b>REGION</b>					
Western Washington	68	\$120,000	\$135,000	\$150,000	\$136,956
Eastern Washington, Idaho, Montana	34	\$90,000	\$102,800	\$115,000	\$103,132
Oregon	24	\$104,250	\$124,750	\$144,400	\$125,707
Northern/Central California	14	\$112,302	\$137,500	\$148,000	\$136,443
Greater Bay (CA)	24	\$146,750	\$155,000	\$173,203	\$157,535
Southern California	34	\$121,200	\$135,500	\$150,000	\$138,246
Arizona	9	\$100,000	\$104,000	\$132,054	\$110,557
Texas	8	\$107,618	\$120,571	\$132,500	\$127,702
Other Participating Locations	20	\$80,900	\$102,680	\$120,000	\$106,932
<b>ALL FIRMS</b>	<b>235</b>	<b>\$106,048</b>	<b>\$129,750</b>	<b>\$150,000</b>	<b>\$129,290</b>

<i>Salary by</i>					
<b>CONSTRUCTION TYPE</b>					
Commercial	172	\$104,750	\$126,571	\$145,750	\$128,391
Heavy & Highway	34	\$115,050	\$137,500	\$155,000	\$133,582
Municipal & Utility	7	\$132,000	\$150,000	\$188,303	\$157,944
Residential	22	\$101,816	\$120,000	\$136,500	\$120,565

<i>Salary by</i>					
<b>CONTRACTOR TYPE</b>					
General Contractor	157	\$110,000	\$129,760	\$148,000	\$129,159
Specialty Trade Contractor	59	\$101,737	\$135,000	\$157,500	\$133,367
Construction Management	9	\$80,000	\$92,700	\$120,000	\$105,390
Other	10	\$104,906	\$127,500	\$146,250	\$128,793

<i>Salary by</i>					
<b>REVENUE</b>					
Up to \$25 Million	43	\$92,686	\$115,000	\$135,500	\$118,294
\$25-\$50 Million	67	\$100,000	\$120,000	\$141,500	\$121,983
\$50-\$100 Million	43	\$105,000	\$127,000	\$141,000	\$128,534
\$100-\$250 Million	43	\$115,000	\$134,000	\$150,000	\$130,122
Over \$250 Million	39	\$133,427	\$145,000	\$172,025	\$153,882

<b>BONUS BY REVENUE</b>					
Up to \$25 Million	29	\$5,000	\$5,070	\$10,000	\$9,620
\$25-\$50 Million	52	\$5,000	\$10,000	\$20,000	\$13,617
\$50-\$100 Million	36	\$9,899	\$17,054	\$21,375	\$20,318
\$100-\$250 Million	37	\$7,500	\$12,000	\$19,110	\$14,798
Over \$250 Million	37	\$10,000	\$18,000	\$25,000	\$20,414

[–] Too few respondents

# FOREMAN

	COUNT	FIRST QUARTILE	MEDIAN	THIRD QUARTILE	AVERAGE
<i>Salary by</i>					
<b>REGION</b>					
Western Washington	59	\$95,000	\$115,000	\$129,200	\$115,836
Eastern Washington, Idaho, Montana	31	\$71,400	\$80,000	\$89,780	\$81,509
Oregon	18	\$85,659	\$94,259	\$108,112	\$97,722
Northern/Central California	11	\$92,500	\$124,716	\$136,000	\$118,176
Greater Bay (CA)	22	\$91,300	\$127,500	\$137,250	\$118,360
Southern California	19	\$79,028	\$104,000	\$122,500	\$103,271
Arizona	8	\$71,850	\$76,083	\$102,000	\$85,883
Texas	5	\$60,000	\$64,000	\$64,230	\$63,265
Other Participating Locations	14	\$76,250	\$85,738	\$89,750	\$83,372
<b>ALL FIRMS</b>	<b>187</b>	<b>\$81,412</b>	<b>\$95,000</b>	<b>\$124,758</b>	<b>\$102,442</b>

<i>Salary by</i>					
<b>CONSTRUCTION TYPE</b>					
Commercial	135	\$79,028	\$95,000	\$125,000	\$102,342
Heavy & Highway	27	\$85,298	\$98,384	\$121,360	\$102,521
Municipal & Utility	8	\$107,595	\$119,000	\$150,975	\$125,202
Residential	17	\$85,000	\$90,000	\$100,000	\$92,400

<i>Salary by</i>					
<b>CONTRACTOR TYPE</b>					
General Contractor	109	\$80,000	\$95,000	\$120,000	\$99,918
Specialty Trade Contractor	66	\$86,249	\$103,000	\$131,560	\$109,264
Construction Management	3	\$56,625	\$68,250	\$78,625	\$67,417
Other	9	\$75,000	\$92,000	\$110,000	\$94,663

<i>Salary by</i>					
<b>REVENUE</b>					
Up to \$25 Million	41	\$75,000	\$91,520	\$106,080	\$95,359
\$25-\$50 Million	58	\$85,000	\$95,100	\$125,000	\$102,869
\$50-\$100 Million	30	\$81,125	\$95,000	\$124,929	\$104,804
\$100-\$250 Million	31	\$85,618	\$104,000	\$123,500	\$105,794
Over \$250 Million	27	\$80,000	\$105,000	\$128,722	\$105,811

<b>BONUS BY REVENUE</b>					
Up to \$25 Million	24	\$2,500	\$3,946	\$5,450	\$6,091
\$25-\$50 Million	38	\$2,500	\$3,250	\$6,750	\$6,457
\$50-\$100 Million	21	\$4,500	\$5,000	\$8,608	\$7,512
\$100-\$250 Million	24	\$3,078	\$5,000	\$7,625	\$6,258
Over \$250 Million	22	\$2,350	\$3,100	\$4,951	\$4,262

[ - ] Too few respondents

# JOURNEYMAN / CRAFTSMAN

	COUNT	FIRST QUARTILE	MEDIAN	THIRD QUARTILE	AVERAGE
<i>Salary by</i>					
<b>REGION</b>					
Western Washington	60	\$80,000	\$97,000	\$115,000	\$99,379
Eastern Washington, Idaho, Montana	30	\$63,075	\$74,300	\$83,106	\$74,972
Oregon	19	\$65,239	\$83,716	\$97,632	\$86,774
Northern/Central California	10	\$91,250	\$119,810	\$120,495	\$110,378
Greater Bay (CA)	20	\$95,250	\$114,556	\$131,250	\$113,211
Southern California	18	\$67,175	\$90,000	\$100,000	\$86,274
Arizona	5	\$56,000	\$64,435	\$67,000	\$61,287
Texas	-	-	-	-	-
Other Participating Locations	15	\$55,000	\$62,000	\$74,000	\$65,865
<b>ALL FIRMS</b>	<b>179</b>	<b>\$67,000</b>	<b>\$85,000</b>	<b>\$110,000</b>	<b>\$90,459</b>

<i>Salary by</i>					
<b>CONSTRUCTION TYPE</b>					
Commercial	134	\$66,140	\$84,683	\$110,750	\$90,833
Heavy & Highway	22	\$71,763	\$94,132	\$114,050	\$92,332
Municipal & Utility	6	\$83,174	\$107,500	\$117,500	\$100,147
Residential	17	\$67,700	\$80,620	\$90,000	\$81,664

<i>Salary by</i>					
<b>CONTRACTOR TYPE</b>					
General Contractor	100	\$65,750	\$81,910	\$104,250	\$87,582
Specialty Trade Contractor	67	\$72,900	\$90,500	\$119,810	\$96,629
Construction Management	3	\$56,971	\$58,942	\$60,471	\$58,647
Other	9	\$75,000	\$85,000	\$90,000	\$87,094

<i>Salary by</i>					
<b>REVENUE</b>					
Up to \$25 Million	40	\$65,000	\$74,700	\$100,000	\$87,101
\$25-\$50 Million	60	\$74,075	\$88,264	\$111,100	\$92,103
\$50-\$100 Million	30	\$68,474	\$76,986	\$110,750	\$87,849
\$100-\$250 Million	25	\$75,000	\$97,000	\$111,700	\$93,731
Over \$250 Million	24	\$64,859	\$89,103	\$111,250	\$91,798

<b>BONUS BY REVENUE</b>					
Up to \$25 Million	21	\$2,000	\$2,854	\$3,700	\$3,588
\$25-\$50 Million	34	\$1,049	\$2,500	\$3,000	\$2,654
\$50-\$100 Million	16	\$1,069	\$2,386	\$5,625	\$5,123
\$100-\$250 Million	11	\$1,500	\$2,000	\$3,796	\$3,186
Over \$250 Million	12	\$1,375	\$2,500	\$3,254	\$3,100

[ - ] Too few respondents

# LABORER

	COUNT	FIRST QUARTILE	MEDIAN	THIRD QUARTILE	AVERAGE
<i>Salary by</i>					
<b>REGION</b>					
Western Washington	52	\$55,000	\$65,500	\$78,250	\$66,934
Eastern Washington, Idaho, Montana	33	\$49,816	\$52,000	\$65,000	\$56,761
Oregon	18	\$52,670	\$57,266	\$65,000	\$61,379
Northern/Central California	11	\$60,780	\$75,000	\$76,289	\$67,400
Greater Bay (CA)	19	\$56,560	\$72,972	\$84,650	\$74,105
Southern California	23	\$46,300	\$53,416	\$71,250	\$59,606
Arizona	7	\$46,494	\$50,000	\$57,000	\$51,998
Texas	4	\$38,788	\$40,000	\$51,250	\$50,038
Other Participating Locations	18	\$40,000	\$45,000	\$50,000	\$45,753
<b>ALL FIRMS</b>	<b>185</b>	<b>\$49,920</b>	<b>\$58,000</b>	<b>\$73,320</b>	<b>\$61,441</b>

<i>Salary by</i>					
<b>CONSTRUCTION TYPE</b>					
Commercial	130	\$48,275	\$58,000	\$72,993	\$61,501
Heavy & Highway	26	\$50,183	\$63,388	\$76,452	\$63,132
Municipal & Utility	7	\$58,208	\$75,000	\$84,528	\$72,210
Residential	22	\$49,862	\$54,340	\$59,500	\$55,663

<i>Salary by</i>					
<b>CONTRACTOR TYPE</b>					
General Contractor	112	\$50,000	\$59,500	\$75,000	\$63,451
Specialty Trade Contractor	52	\$47,690	\$56,500	\$70,034	\$58,699
Construction Management	9	\$40,200	\$50,000	\$54,600	\$51,253
Other	12	\$52,763	\$60,500	\$71,375	\$62,197

<i>Salary by</i>					
<b>REVENUE</b>					
Up to \$25 Million	39	\$46,379	\$52,000	\$70,069	\$59,240
\$25-\$50 Million	61	\$46,800	\$55,000	\$73,320	\$59,747
\$50-\$100 Million	30	\$51,655	\$59,250	\$73,750	\$61,754
\$100-\$250 Million	31	\$53,174	\$65,000	\$77,504	\$66,221
Over \$250 Million	24	\$48,277	\$64,667	\$73,895	\$62,757

<b>BONUS BY REVENUE</b>					
Up to \$25 Million	20	\$1,000	\$1,335	\$2,500	\$2,136
\$25-\$50 Million	30	\$1,000	\$1,213	\$2,000	\$1,691
\$50-\$100 Million	14	\$1,000	\$1,425	\$3,775	\$3,582
\$100-\$250 Million	15	\$775	\$2,000	\$5,000	\$3,360
Over \$250 Million	15	\$800	\$1,930	\$2,500	\$2,272

[–] Too few respondents

## ABOUT MOSS ADAMS

At Moss Adams, we believe in the power of possible. A business and personal advisory firm with more than 100 years of experience and 4,750 professionals across 30 markets, we work with clients to meet the rising challenges and opportunities of tomorrow. Discover how we can help you go where you want to be next. Upward.

### **mossadams.com**

Assurance, tax, and consulting offered through Moss Adams LLP. ISO/IEC 27001 services offered through Moss Adams Certifications LLC. Investment advisory offered through Moss Adams Wealth Advisors LLC.

The material appearing in this presentation is for informational purposes only and should not be construed as advice of any kind, including, without limitation, legal, accounting, or investment advice. This information is not intended to create, and receipt does not constitute, a legal relationship, including, but not limited to, an accountant-client relationship. Although this information may have been prepared by professionals, it should not be used as a substitute for professional services. If legal, accounting, investment, or other professional advice is required, the services of a professional should be sought.

©2024 Moss Adams LLP