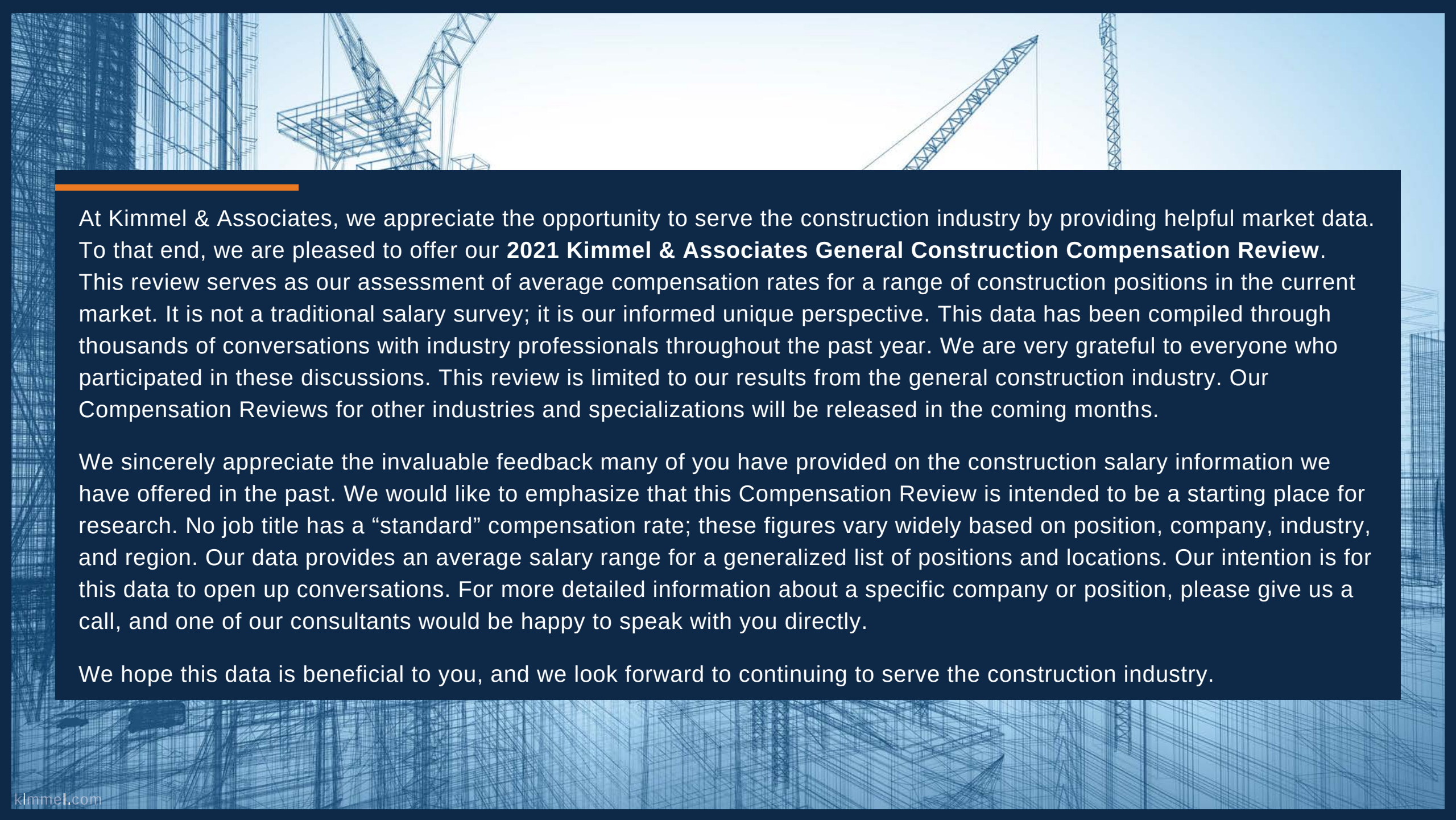




GENERAL CONSTRUCTION
2021 COMPENSATION REVIEW

KIMMEL & ASSOCIATES

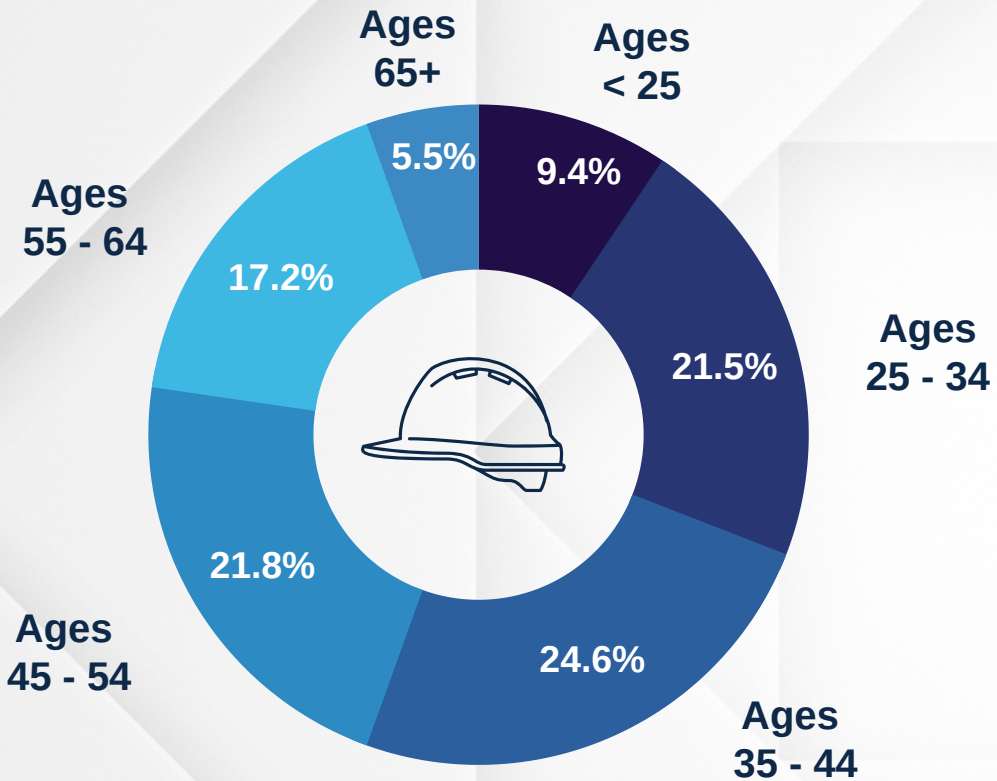


At Kimmel & Associates, we appreciate the opportunity to serve the construction industry by providing helpful market data. To that end, we are pleased to offer our **2021 Kimmel & Associates General Construction Compensation Review**. This review serves as our assessment of average compensation rates for a range of construction positions in the current market. It is not a traditional salary survey; it is our informed unique perspective. This data has been compiled through thousands of conversations with industry professionals throughout the past year. We are very grateful to everyone who participated in these discussions. This review is limited to our results from the general construction industry. Our Compensation Reviews for other industries and specializations will be released in the coming months.

We sincerely appreciate the invaluable feedback many of you have provided on the construction salary information we have offered in the past. We would like to emphasize that this Compensation Review is intended to be a starting place for research. No job title has a “standard” compensation rate; these figures vary widely based on position, company, industry, and region. Our data provides an average salary range for a generalized list of positions and locations. Our intention is for this data to open up conversations. For more detailed information about a specific company or position, please give us a call, and one of our consultants would be happy to speak with you directly.

We hope this data is beneficial to you, and we look forward to continuing to serve the construction industry.

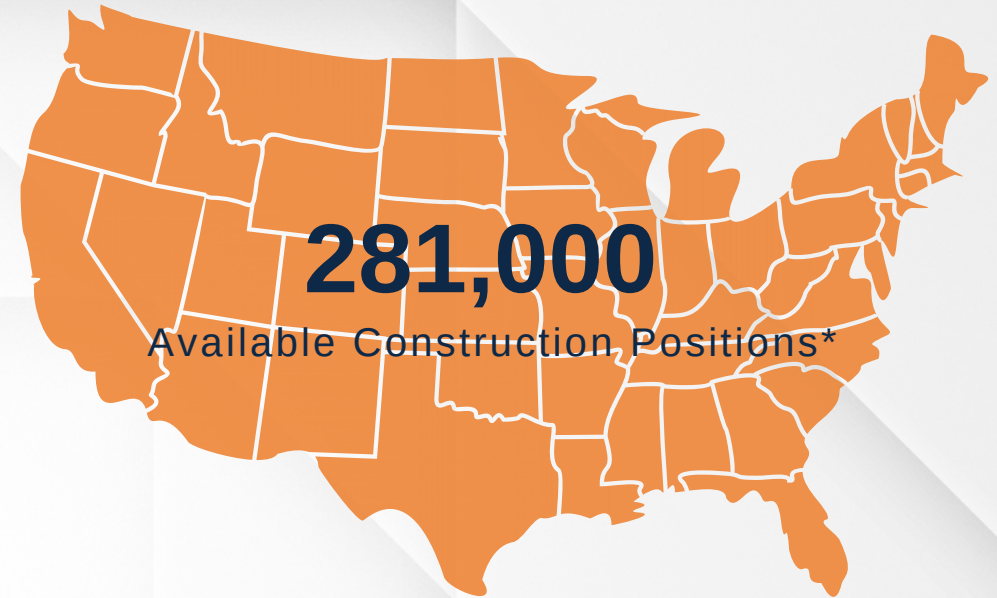
DEMOGRAPHICS



10.9%



89.1%



281,000

Available Construction Positions*

724k

Employment increase over last 12 months*

10.3%

Job increase from 2020

15.9

Average Weeks Unemployed

5.9%

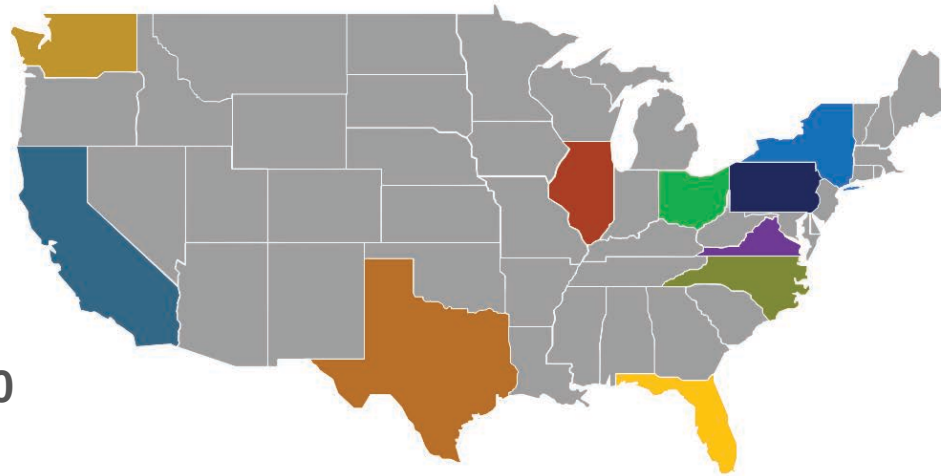
National Industry Unemployment Rate

*Data Provided by US Bureau of Labor Statistics

TOP 10 STATES WITH HIGHEST EMPLOYMENT

*Data Provided by US Bureau of Labor Statistics

- 1 California 884,500
- 2 Texas 729,400
- 3 Florida 576,000
- 4 New York 369,800
- 5 Pennsylvania 254,700

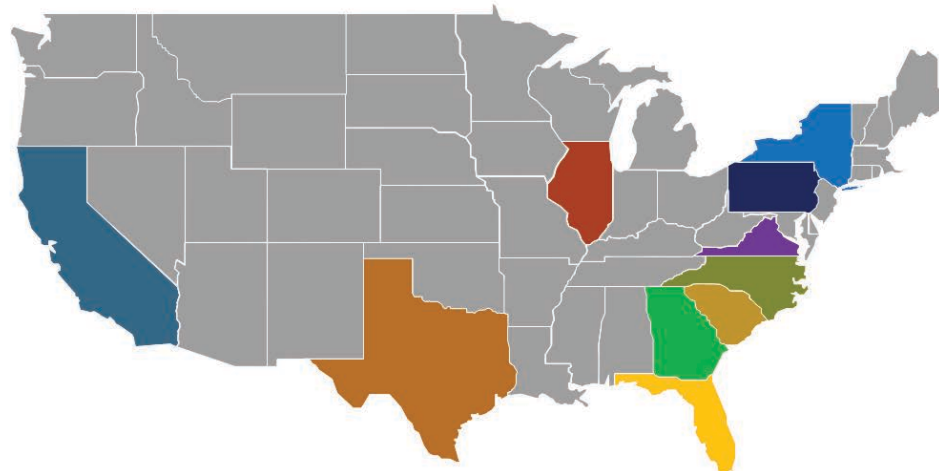


- 6 North Carolina 237,000
- 7 Ohio 231,800
- 8 Illinois 229,100
- 9 Washington 225,200
- 10 Virginia 204,600

TOP 10 STATES WITH MOST HIRING ACTIVITY

*Data Provided by Kimmel & Associates

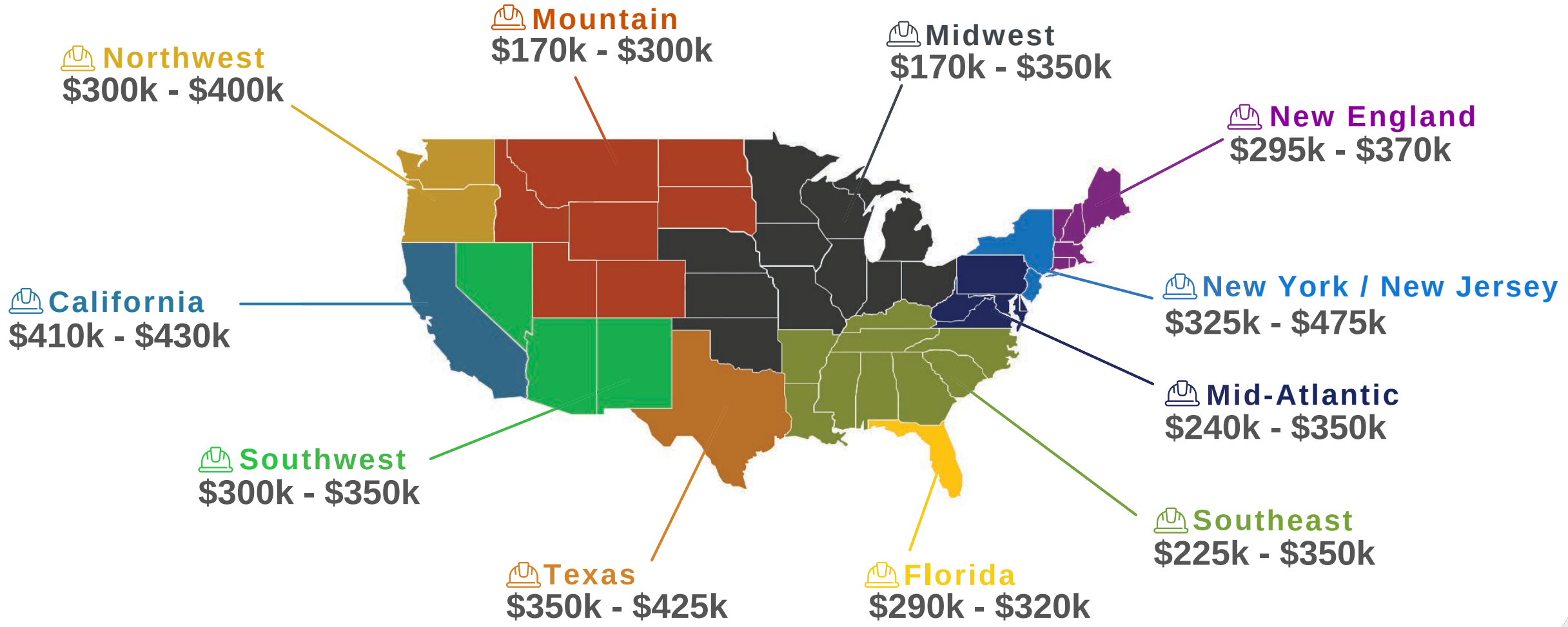
-  Texas
-  California
-  North Carolina
-  Georgia
-  Florida



-  Pennsylvania
-  South Carolina
-  Illinois
-  New York
-  Virginia

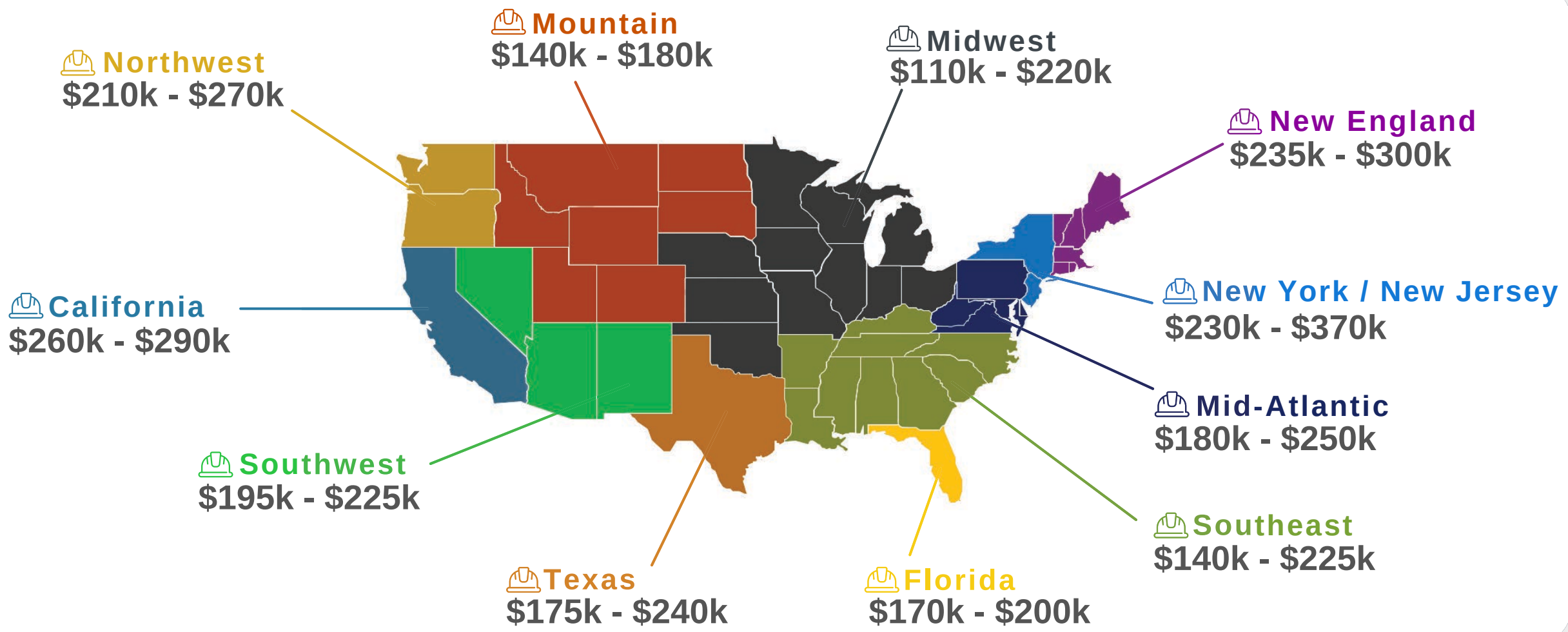
President/CEO

From Our Unique Perspective - SALARY RANGES



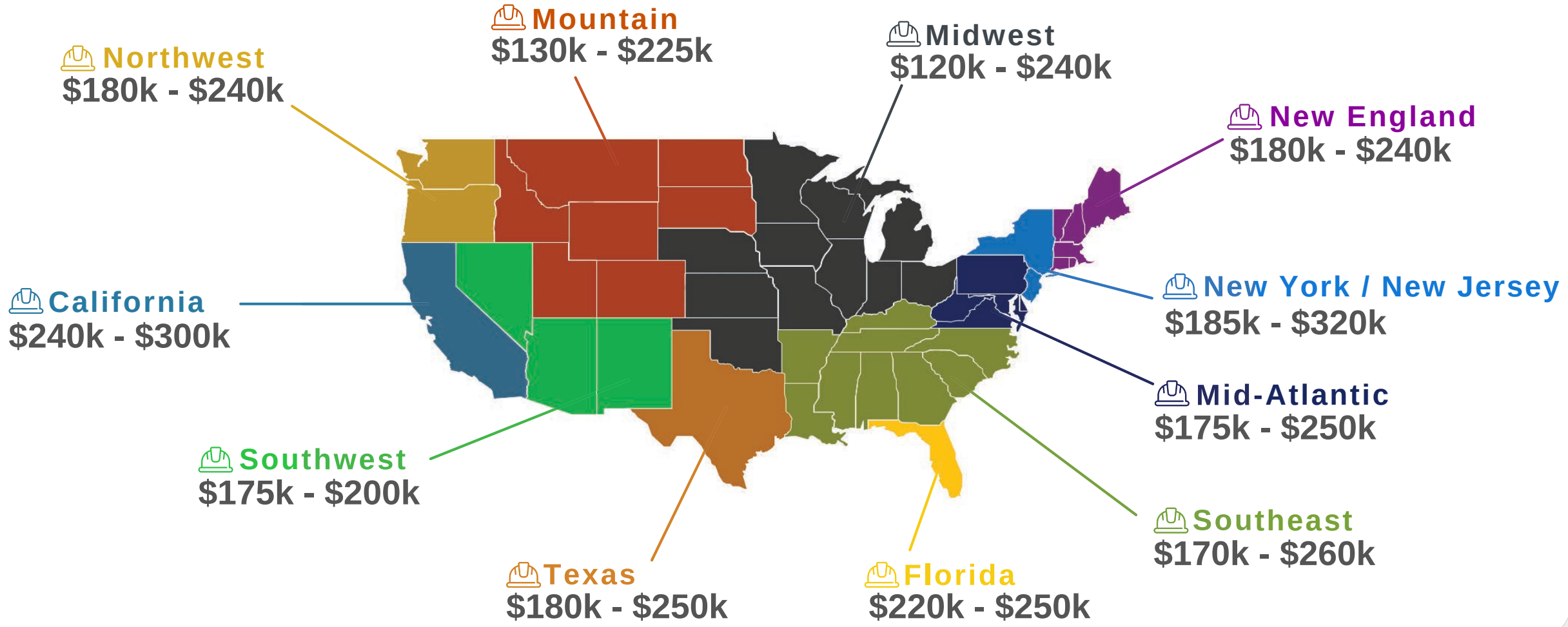
Chief Financial Officer

From Our Unique Perspective - SALARY RANGES



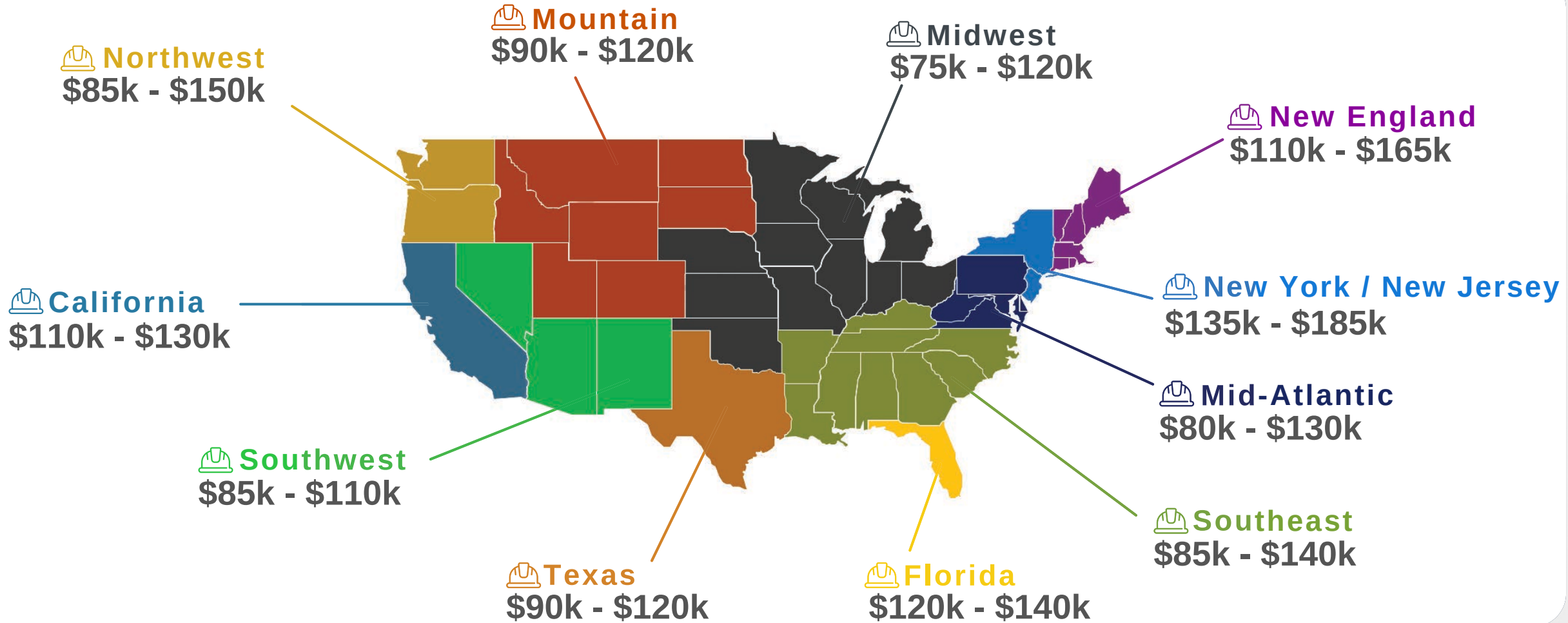
Vice President of Operations

From Our Unique Perspective - SALARY RANGES



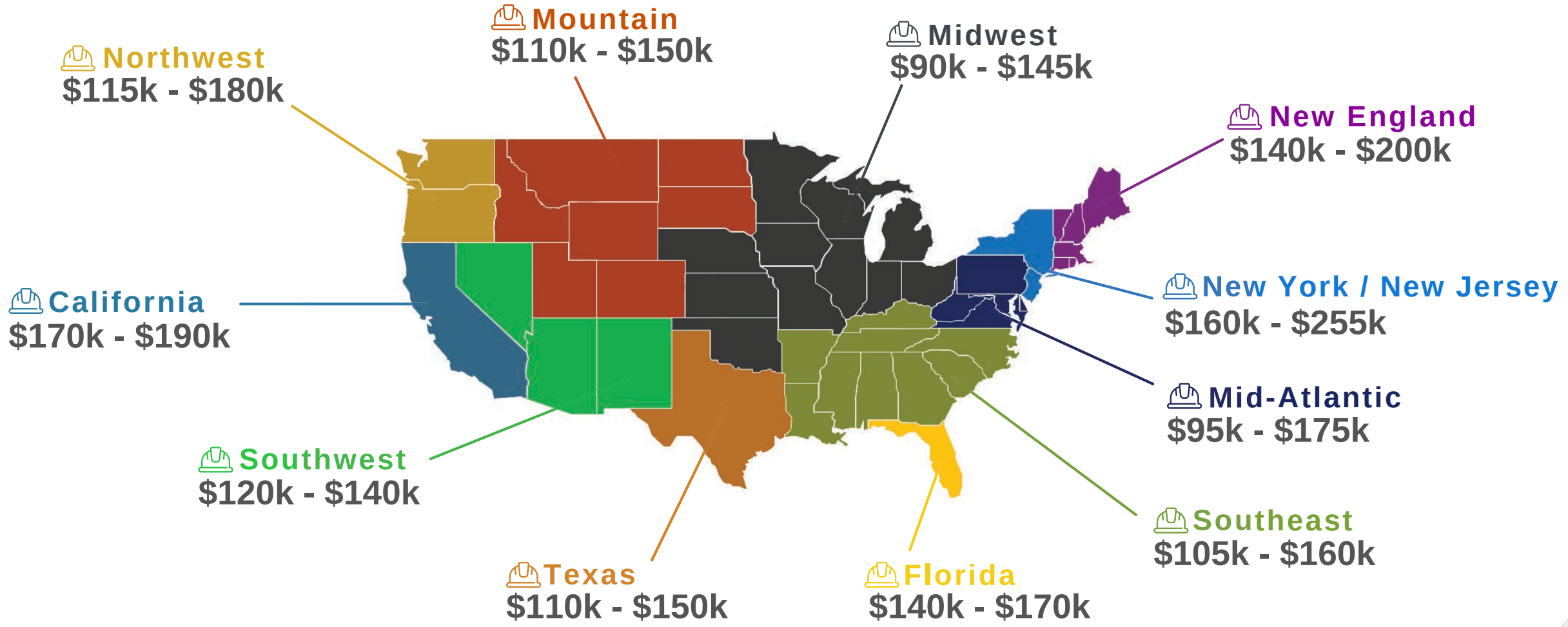
Project Manager (Lead Projects Under \$20M)

From Our Unique Perspective - SALARY RANGES



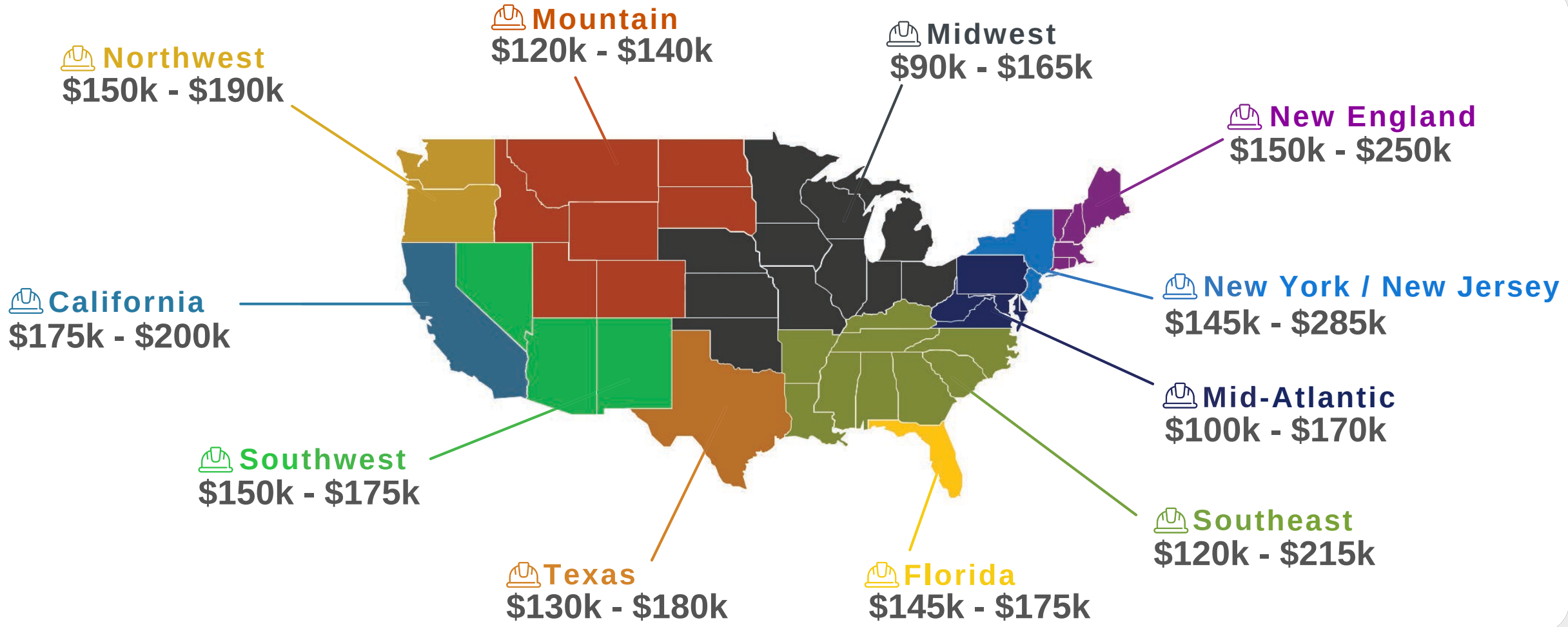
Project Manager (Lead Projects Over \$20M)

From Our Unique Perspective - SALARY RANGES



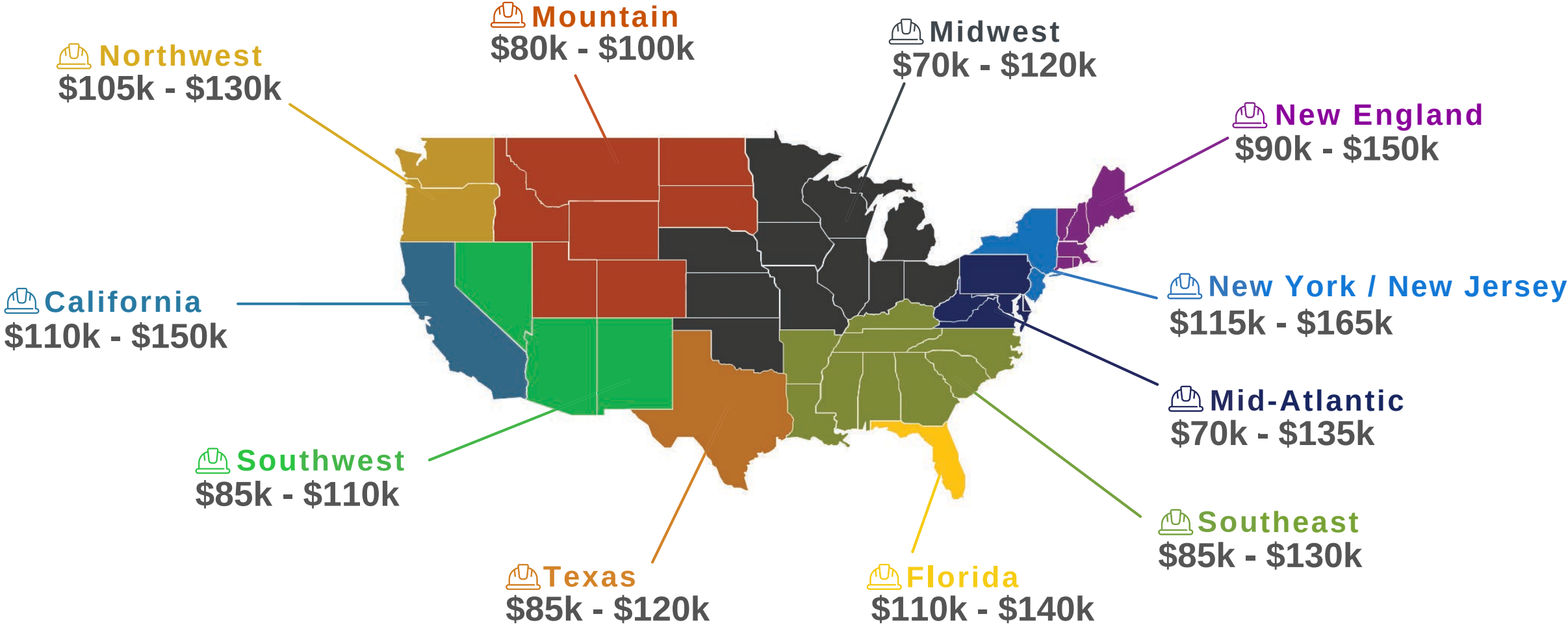
Chief Estimator

From Our Unique Perspective - SALARY RANGES



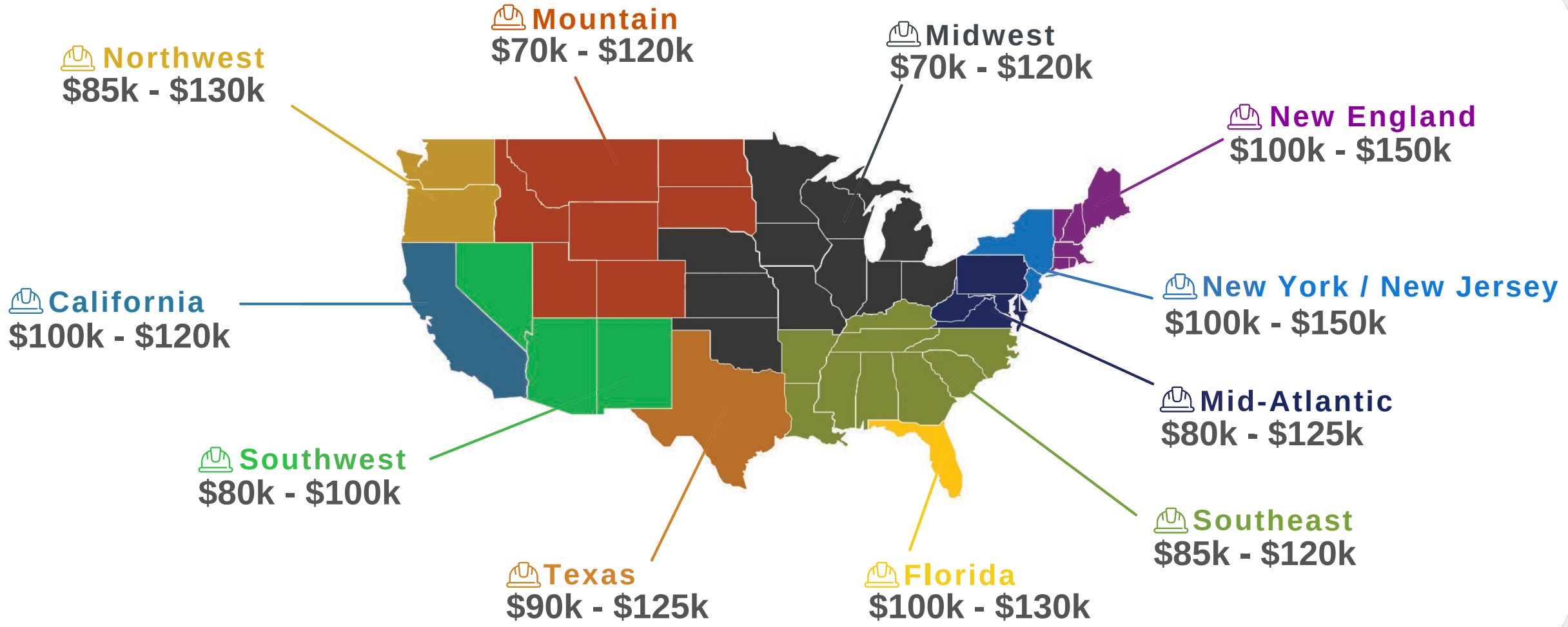
Estimator

From Our Unique Perspective - SALARY RANGES



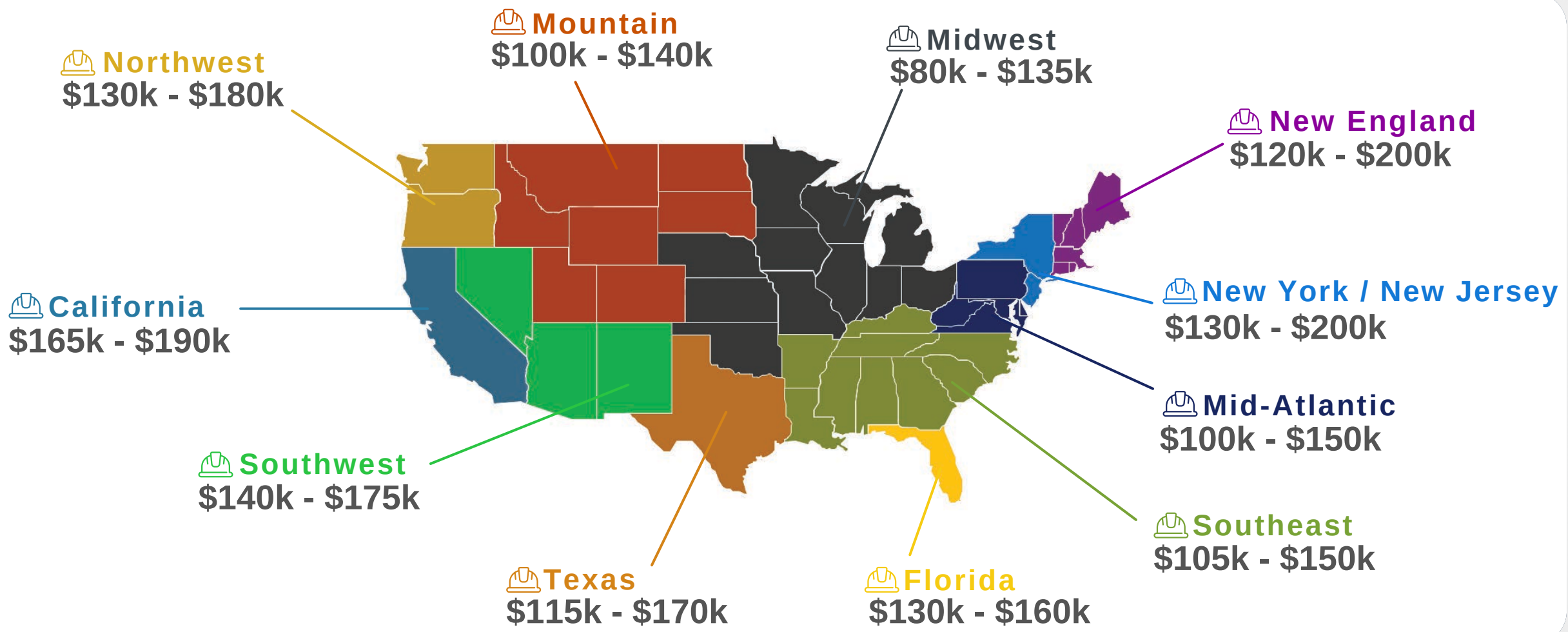
Superintendent (Lead Projects Under \$20M)

From Our Unique Perspective - SALARY RANGES



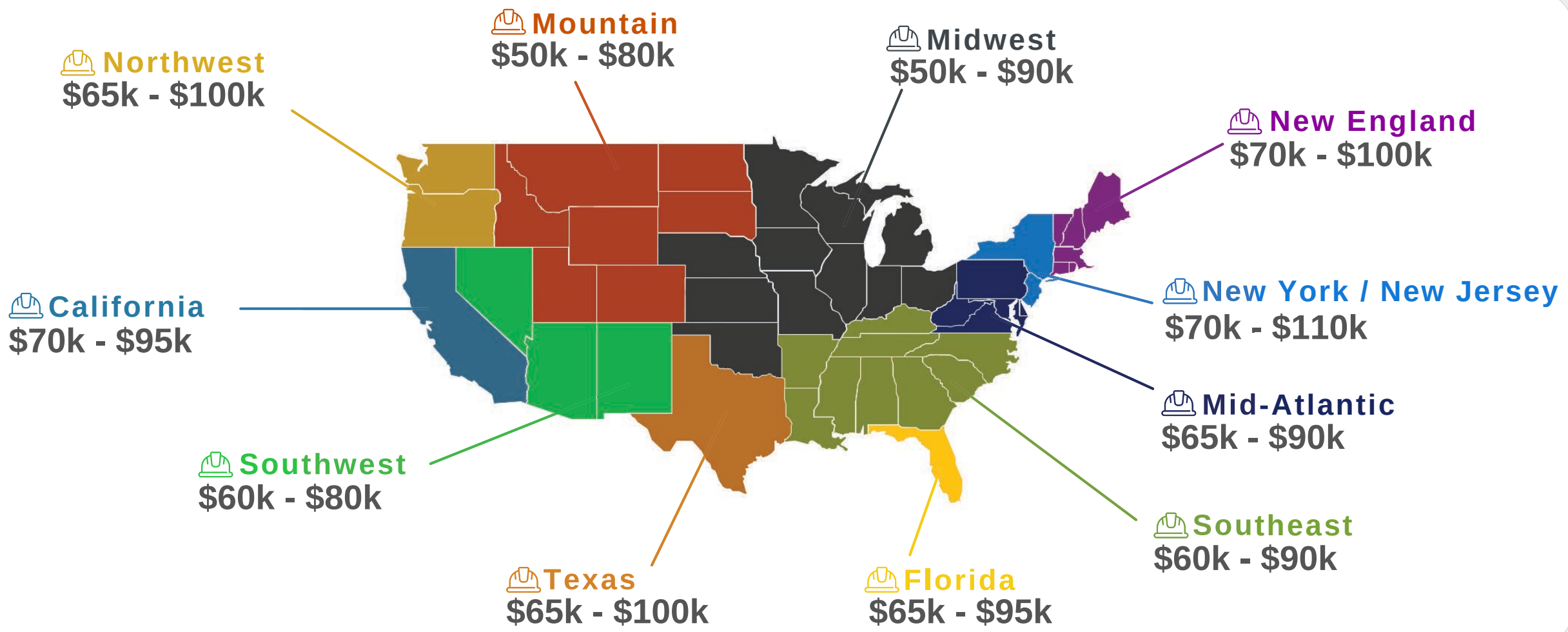
Superintendent (Lead Projects Over \$20M)

From Our Unique Perspective - SALARY RANGES



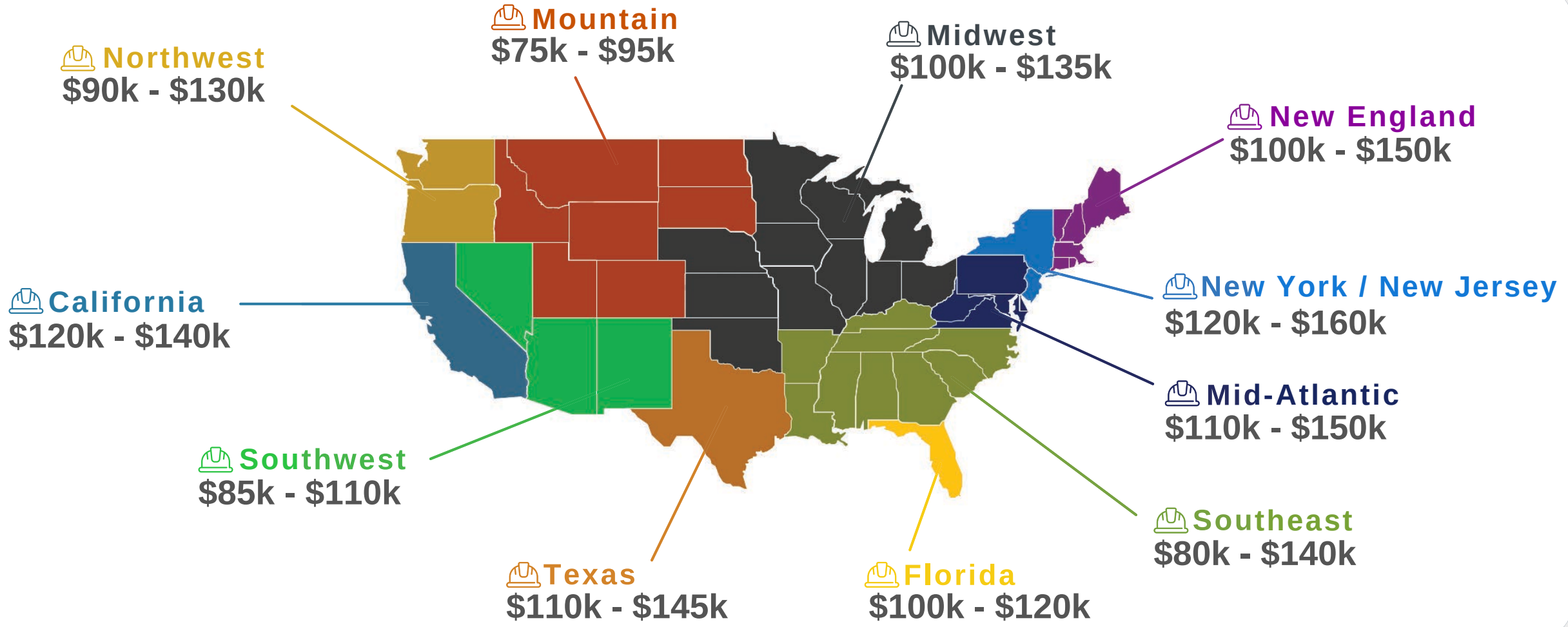
Project Engineer/Assistant PM

From Our Unique Perspective - SALARY RANGES



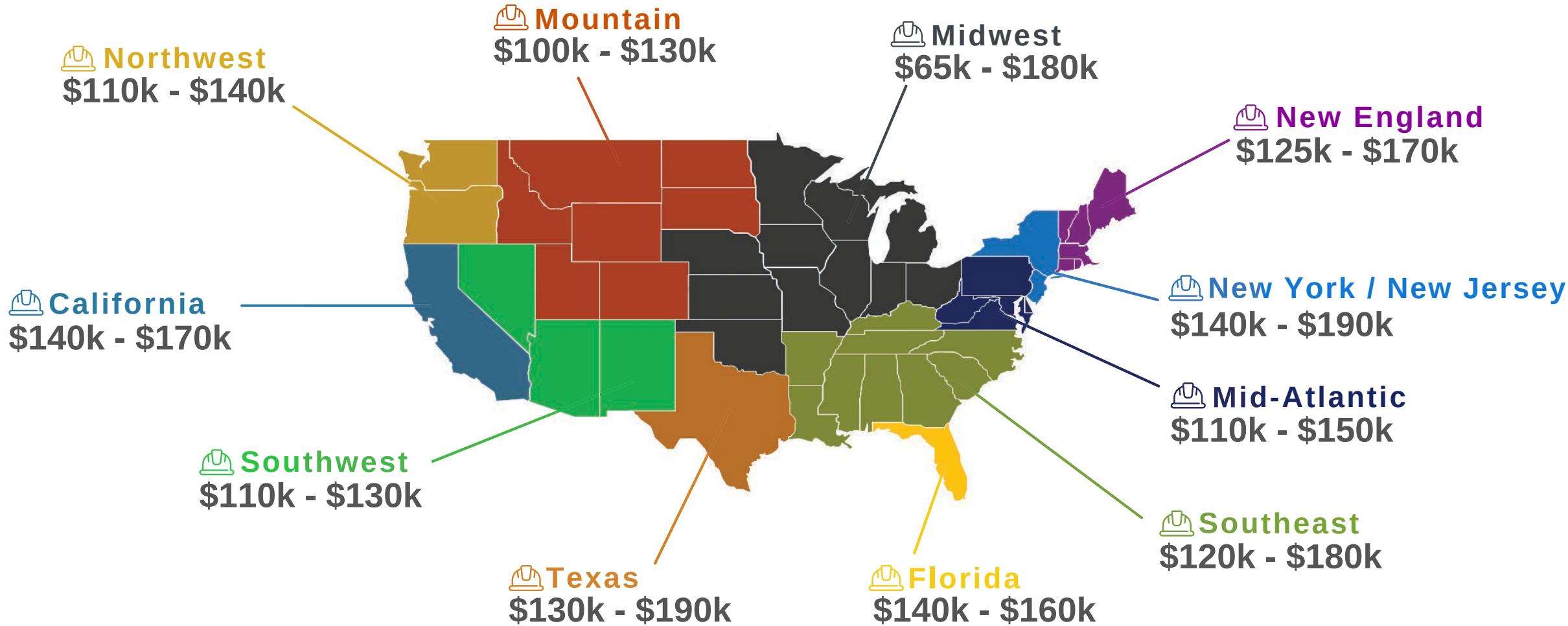
Safety Director/Manager

From Our Unique Perspective - SALARY RANGES



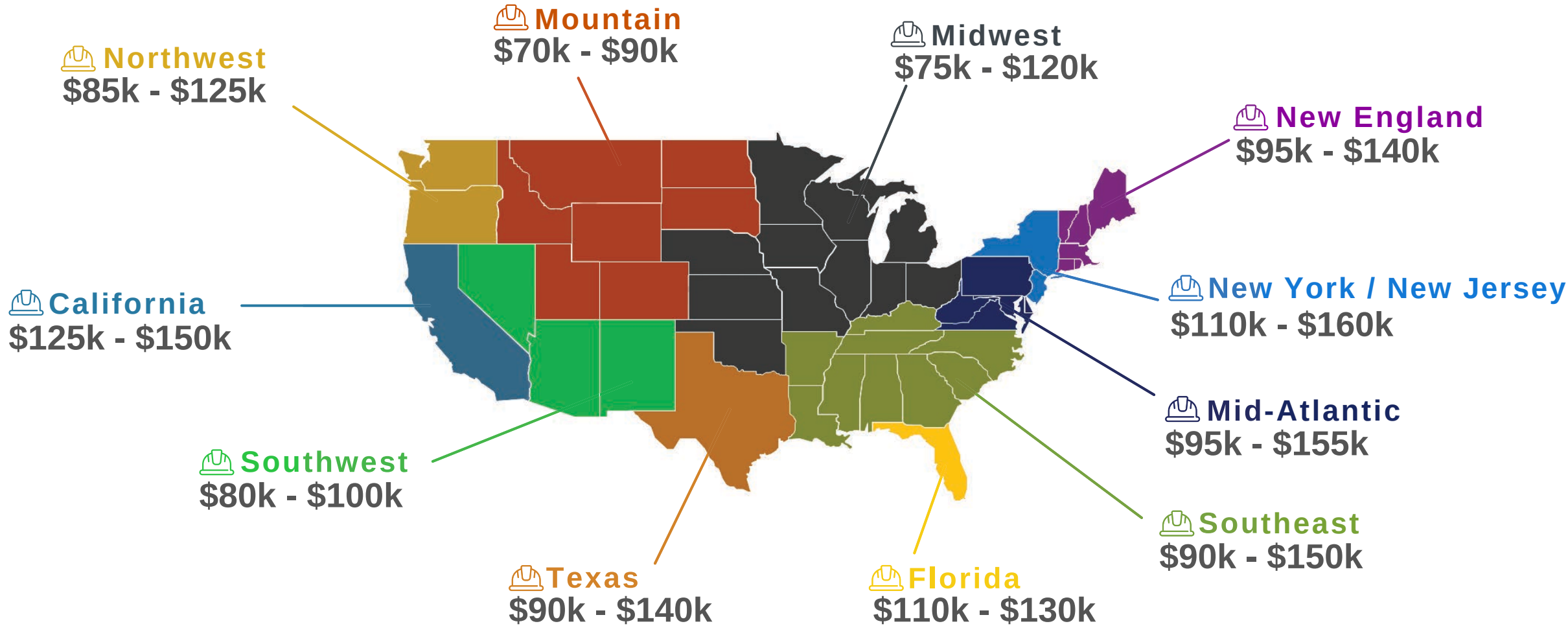
Sales/Business Development Mgr.

From Our Unique Perspective - SALARY RANGES



Scheduler

From Our Unique Perspective - SALARY RANGES





KIMMEL

& ASSOCIATES

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