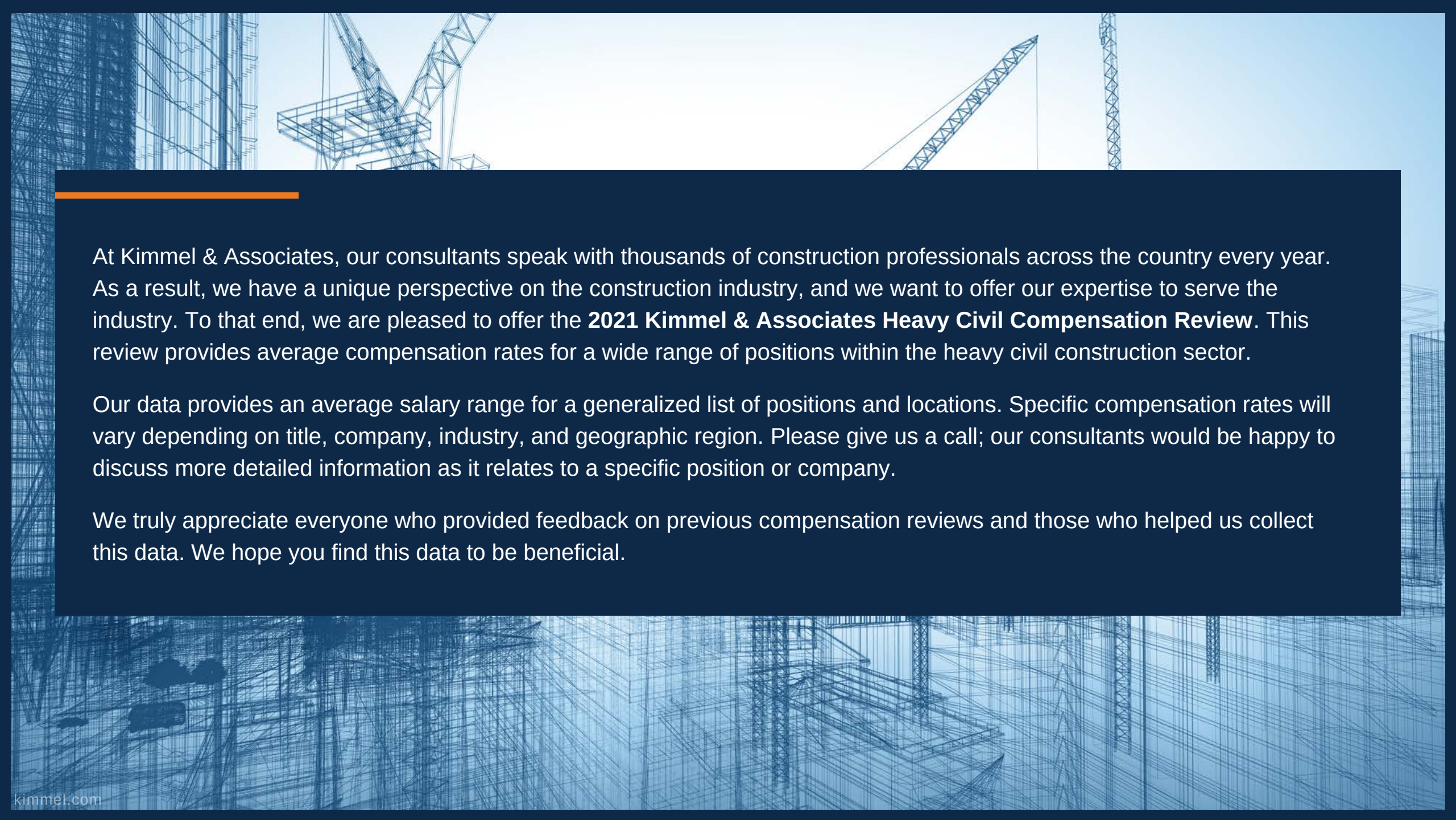




HEAVY CIVIL

2021 COMPENSATION REVIEW

KIMMEL & ASSOCIATES

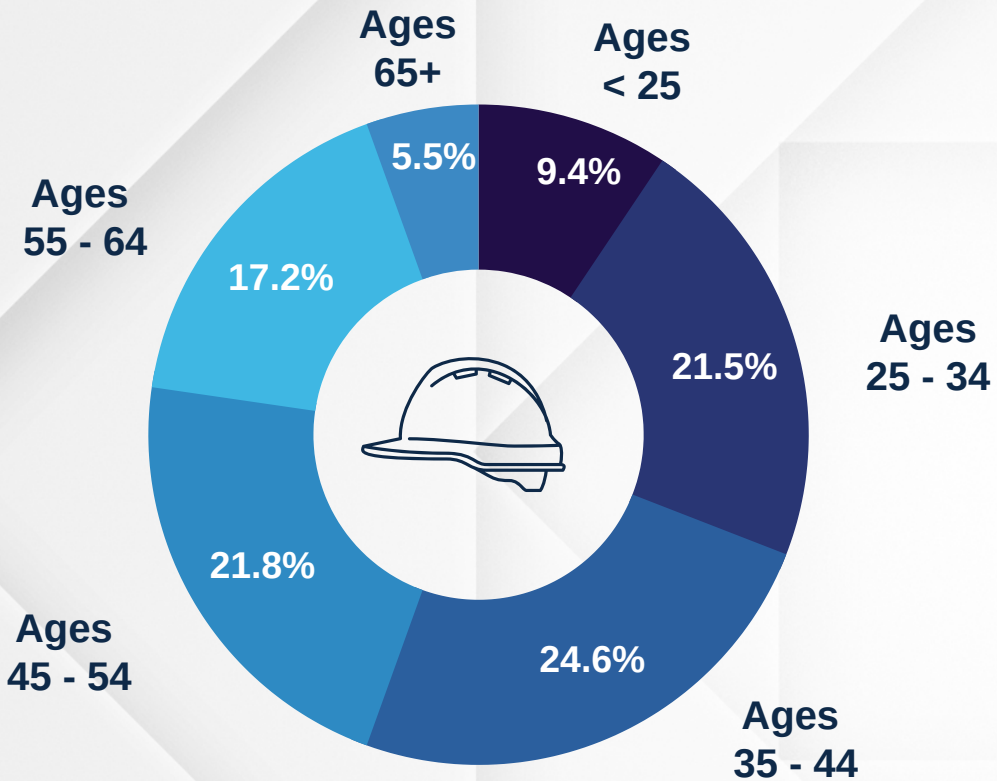


At Kimmel & Associates, our consultants speak with thousands of construction professionals across the country every year. As a result, we have a unique perspective on the construction industry, and we want to offer our expertise to serve the industry. To that end, we are pleased to offer the **2021 Kimmel & Associates Heavy Civil Compensation Review**. This review provides average compensation rates for a wide range of positions within the heavy civil construction sector.

Our data provides an average salary range for a generalized list of positions and locations. Specific compensation rates will vary depending on title, company, industry, and geographic region. Please give us a call; our consultants would be happy to discuss more detailed information as it relates to a specific position or company.

We truly appreciate everyone who provided feedback on previous compensation reviews and those who helped us collect this data. We hope you find this data to be beneficial.

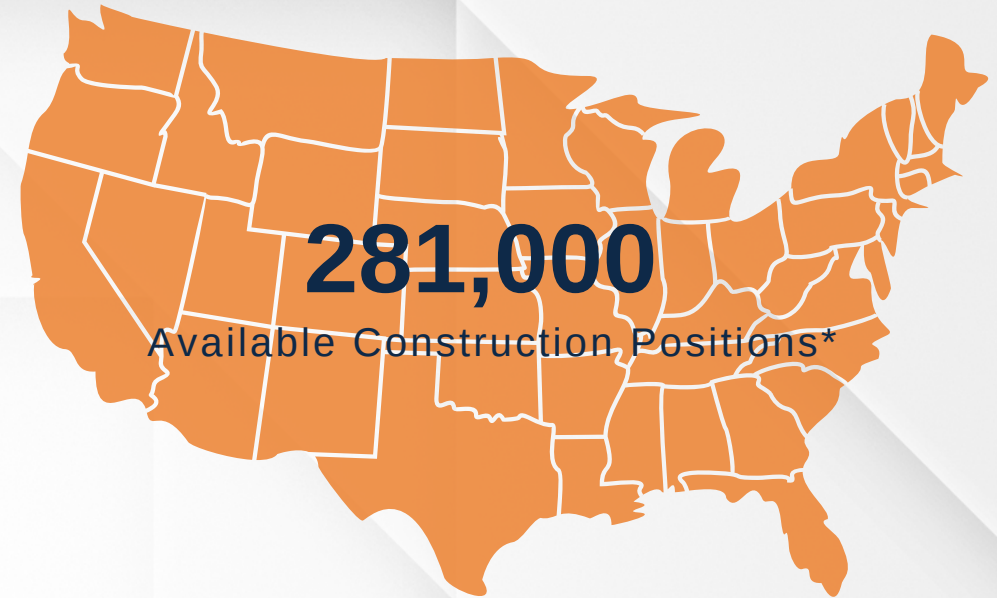
DEMOGRAPHICS



10.9%



89.1%



724k

Employment increase over last 12 months*

10.3%

Job increase from 2020

15.9

Average Weeks Unemployed

5.9%

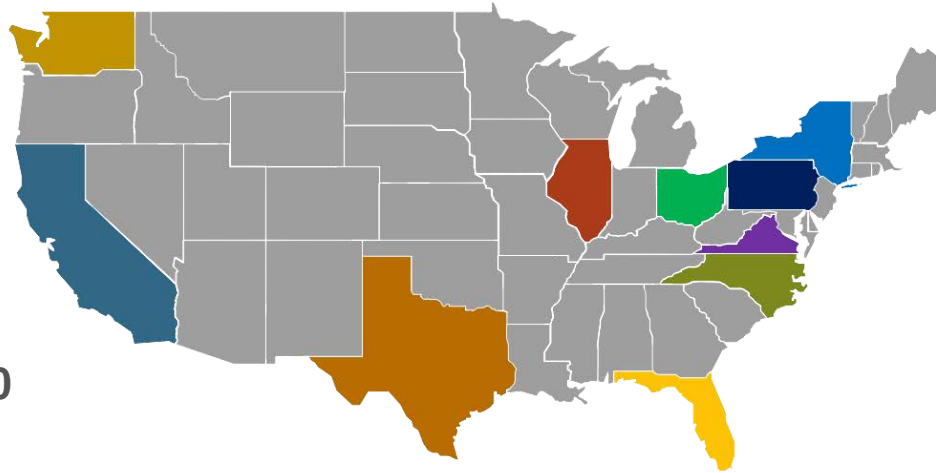
National Industry Unemployment Rate

*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

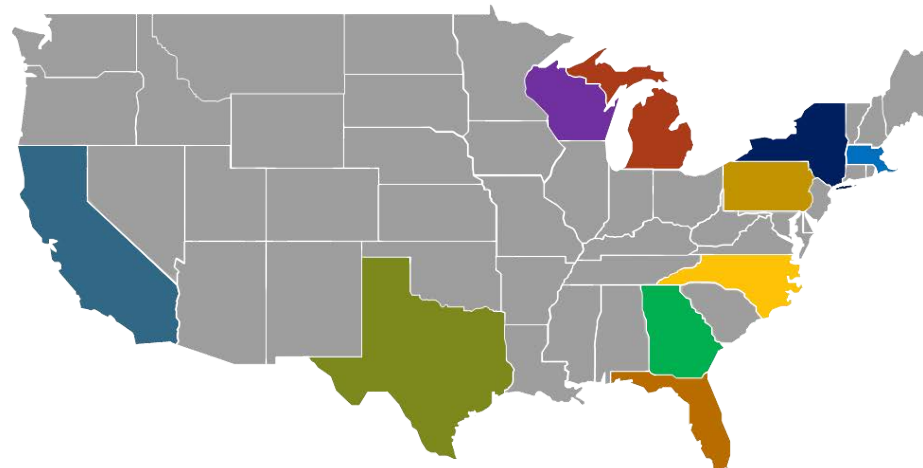


- 6 North Carolina 237,000
- 7 Ohio 231,800
- 8 Illinois 229,100
- 9 Washington 225,200
- 10 Virginia 204,600

TOP 10 STATES WITH MOST HIRING ACTIVITY

*Data Provided by Kimmel & Associates

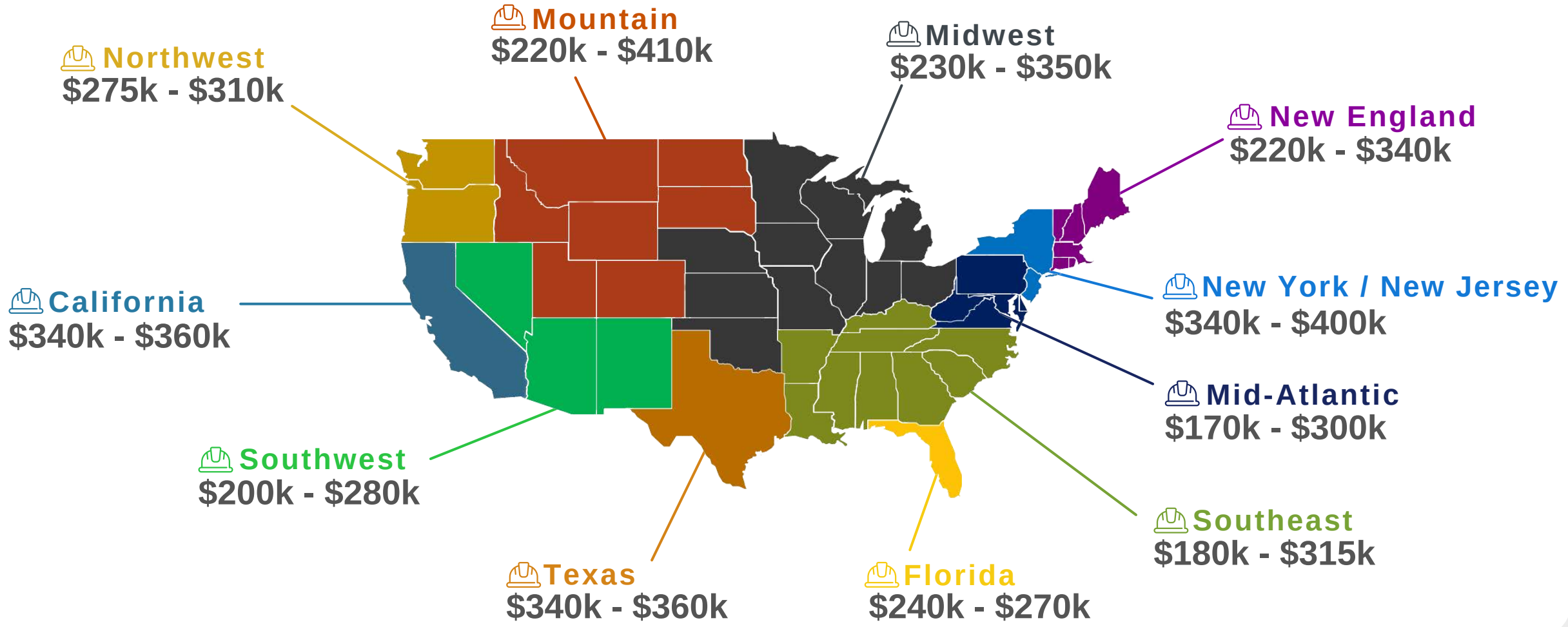
-  Florida
-  California
-  Texas
-  Georgia
-  North Carolina



-  New York
-  Pennsylvania
-  Michigan
-  Massachusetts
-  Wisconsin

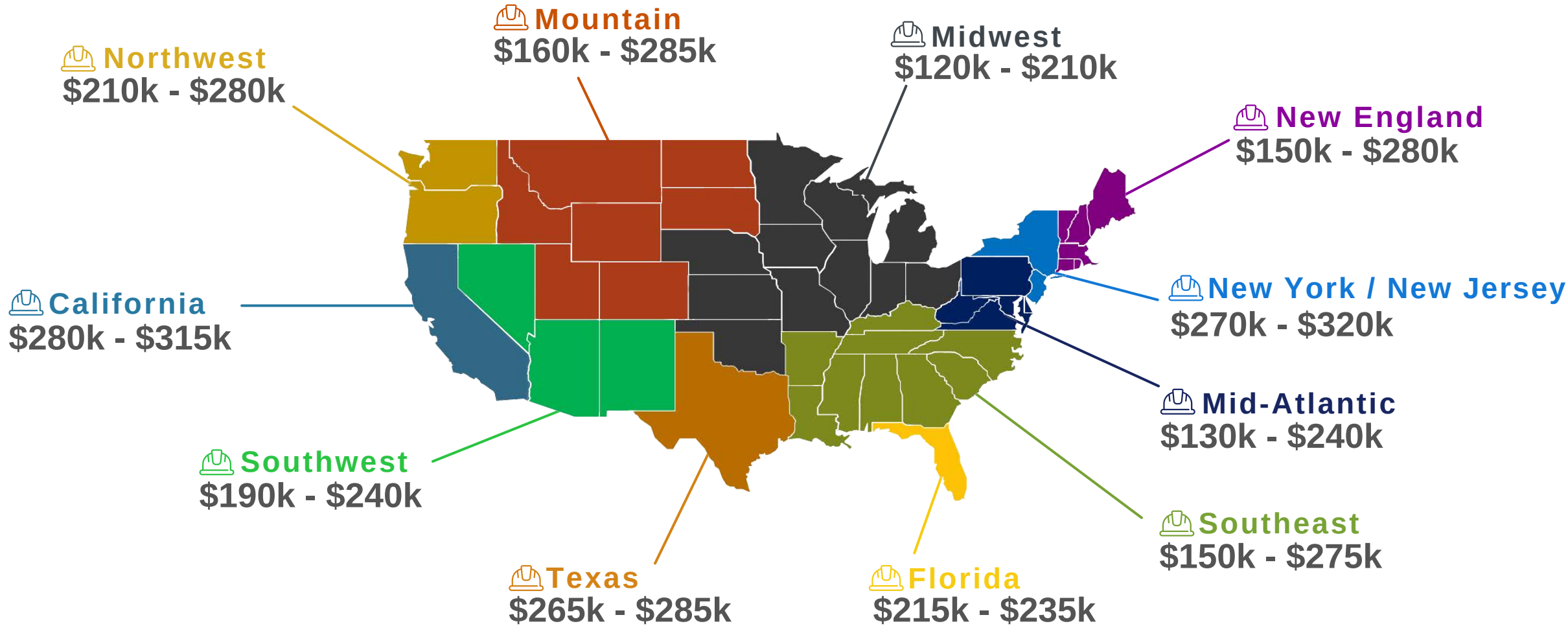
President/CEO

From Our Unique Perspective - SALARY RANGES



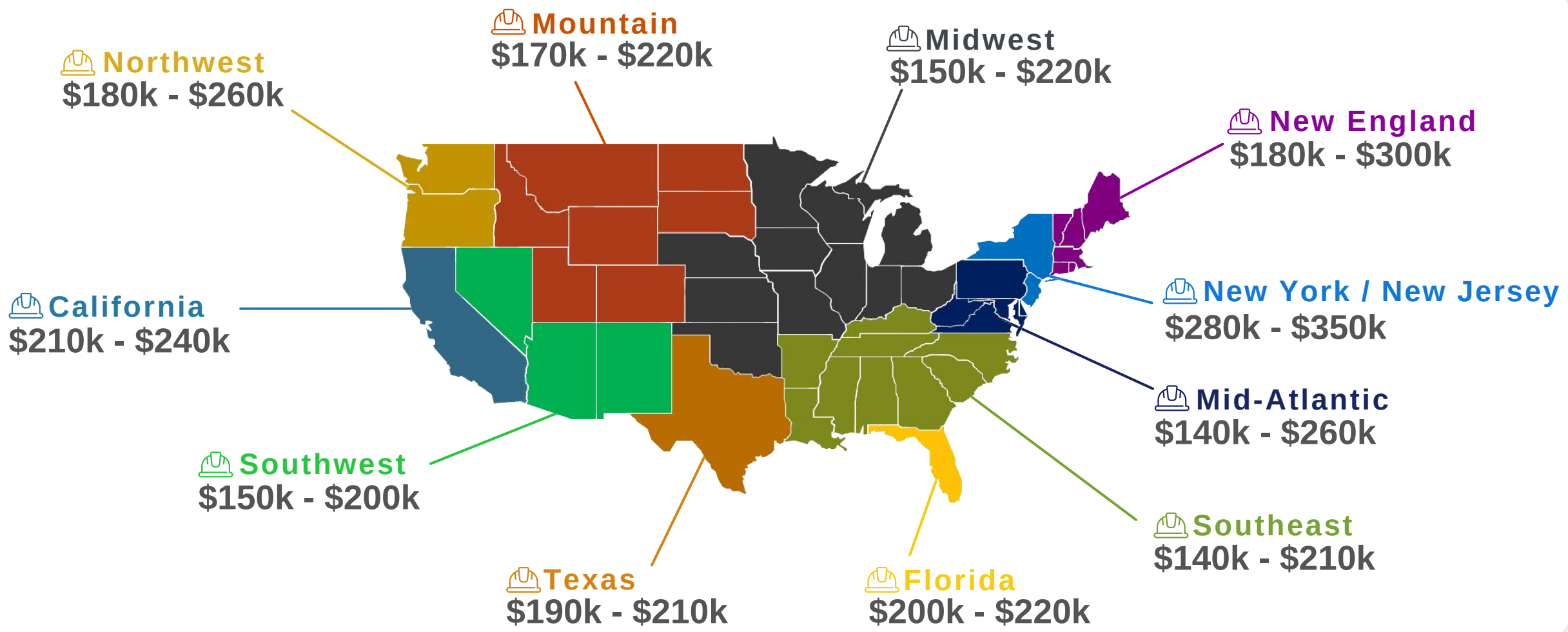
Chief Financial Officer

From Our Unique Perspective - SALARY RANGES



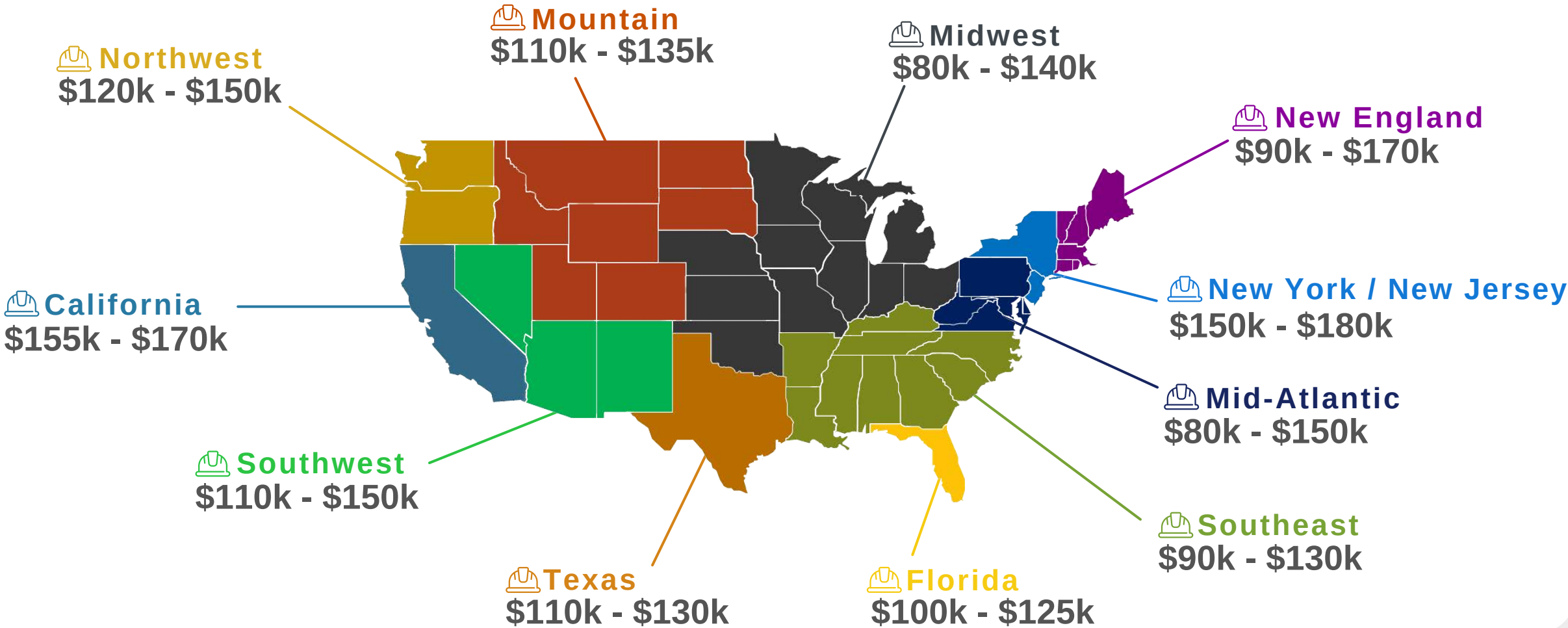
Vice President of Operations

From Our Unique Perspective - SALARY RANGES



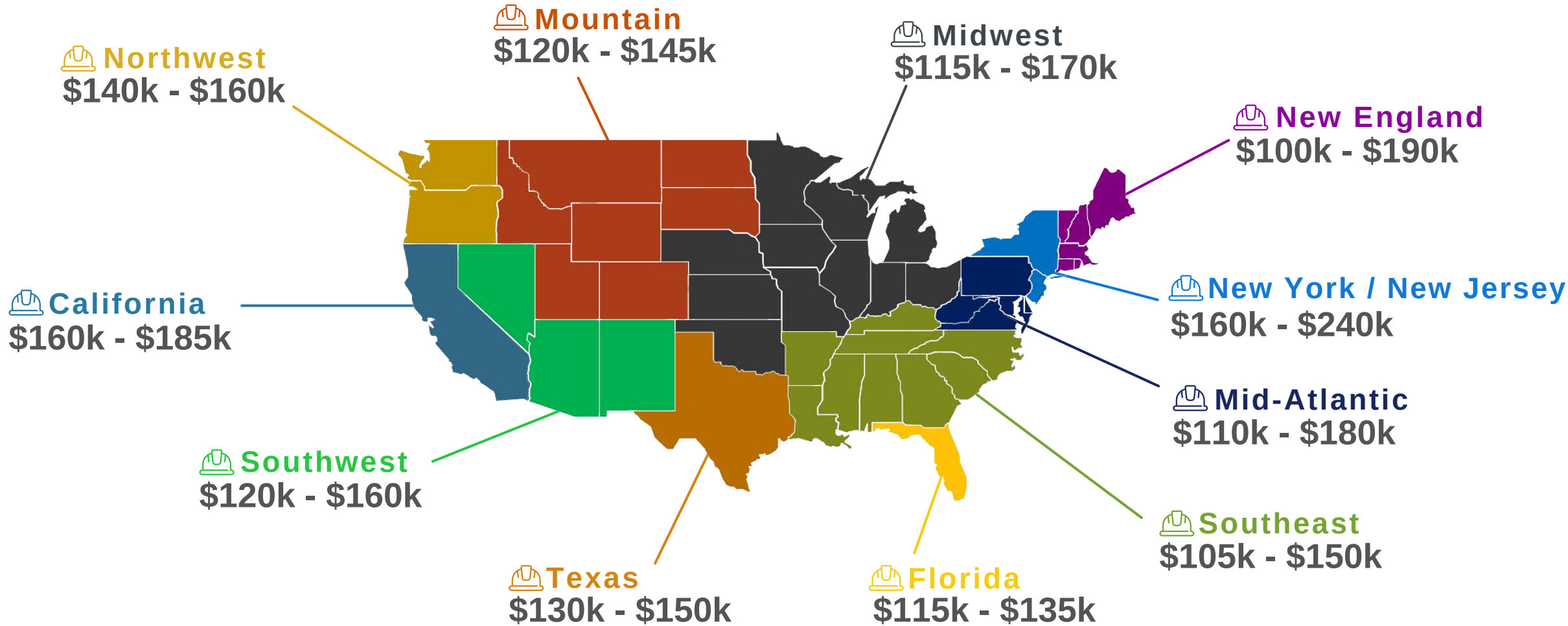
Project Manager (Lead Projects Under \$20M)

From Our Unique Perspective - SALARY RANGES



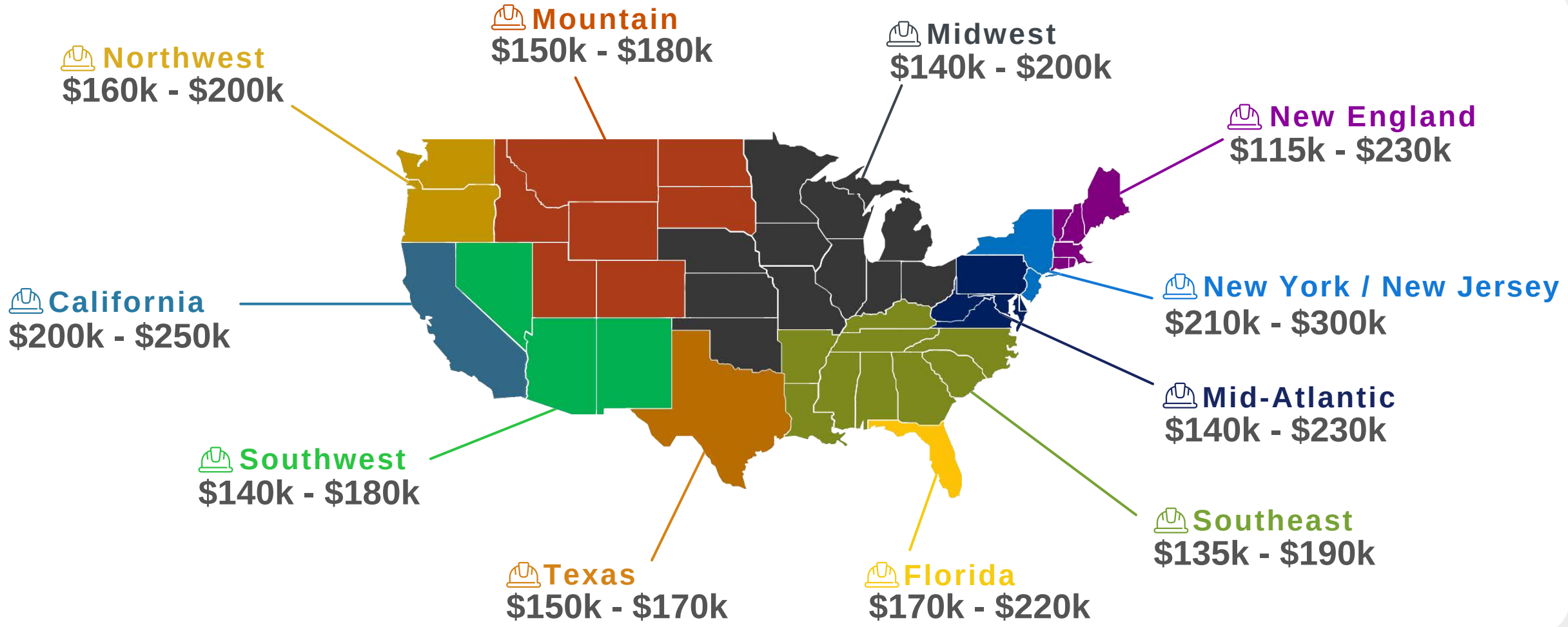
Project Manager (Lead Projects Over \$20M)

From Our Unique Perspective - SALARY RANGES



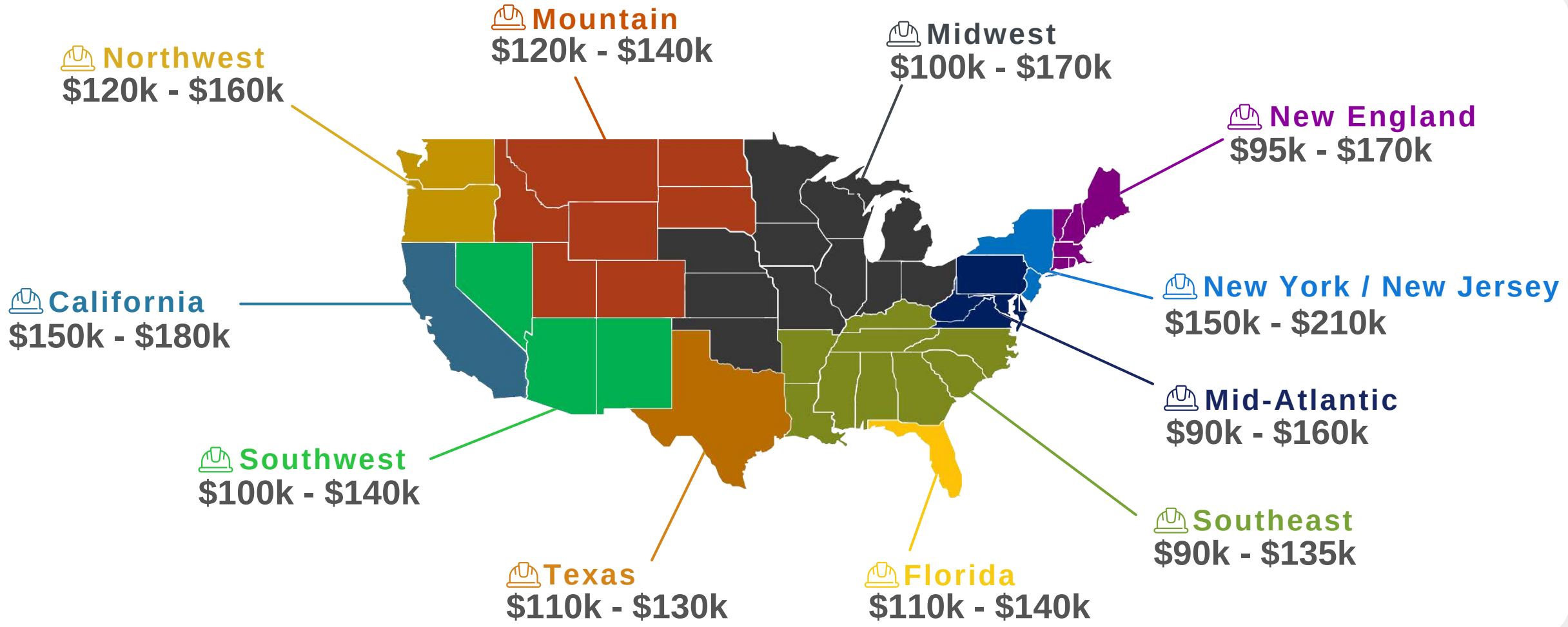
Chief Estimator

From Our Unique Perspective - SALARY RANGES



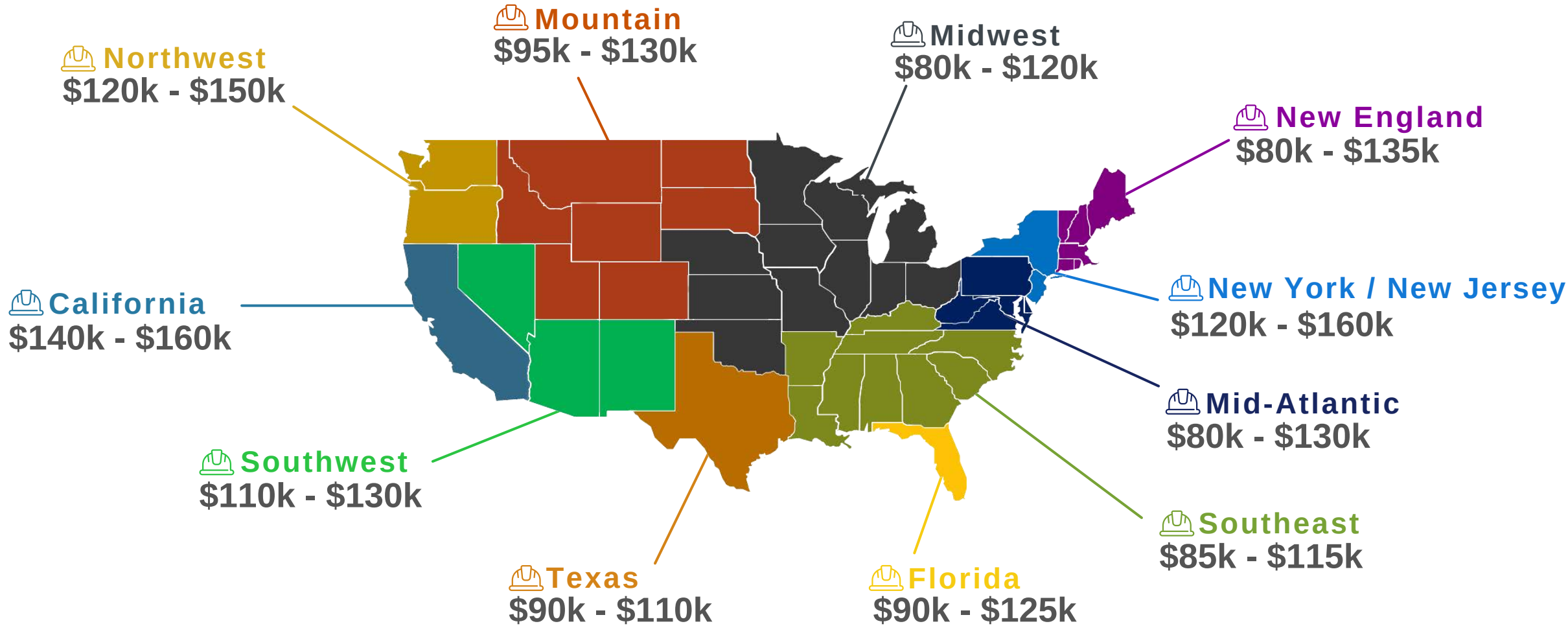
Estimator

From Our Unique Perspective - SALARY RANGES



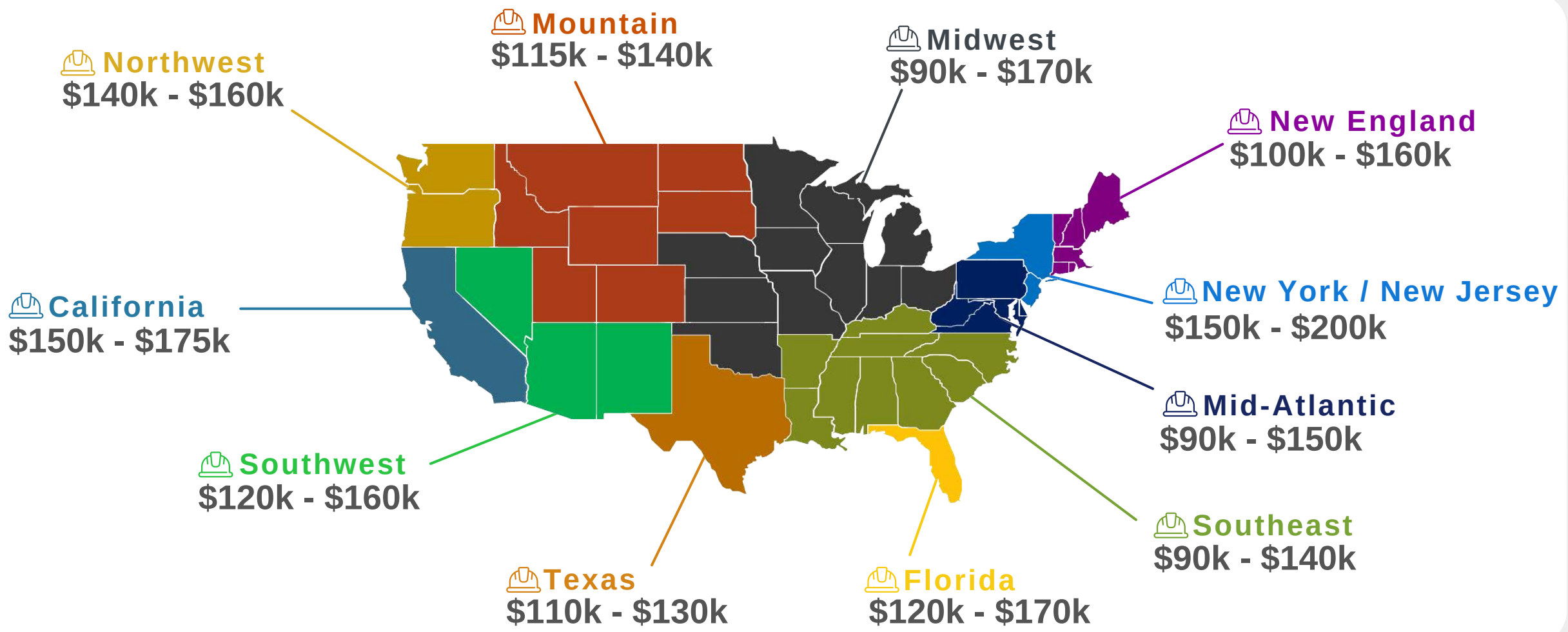
Superintendent (Lead Projects Under \$20M)

From Our Unique Perspective - SALARY RANGES



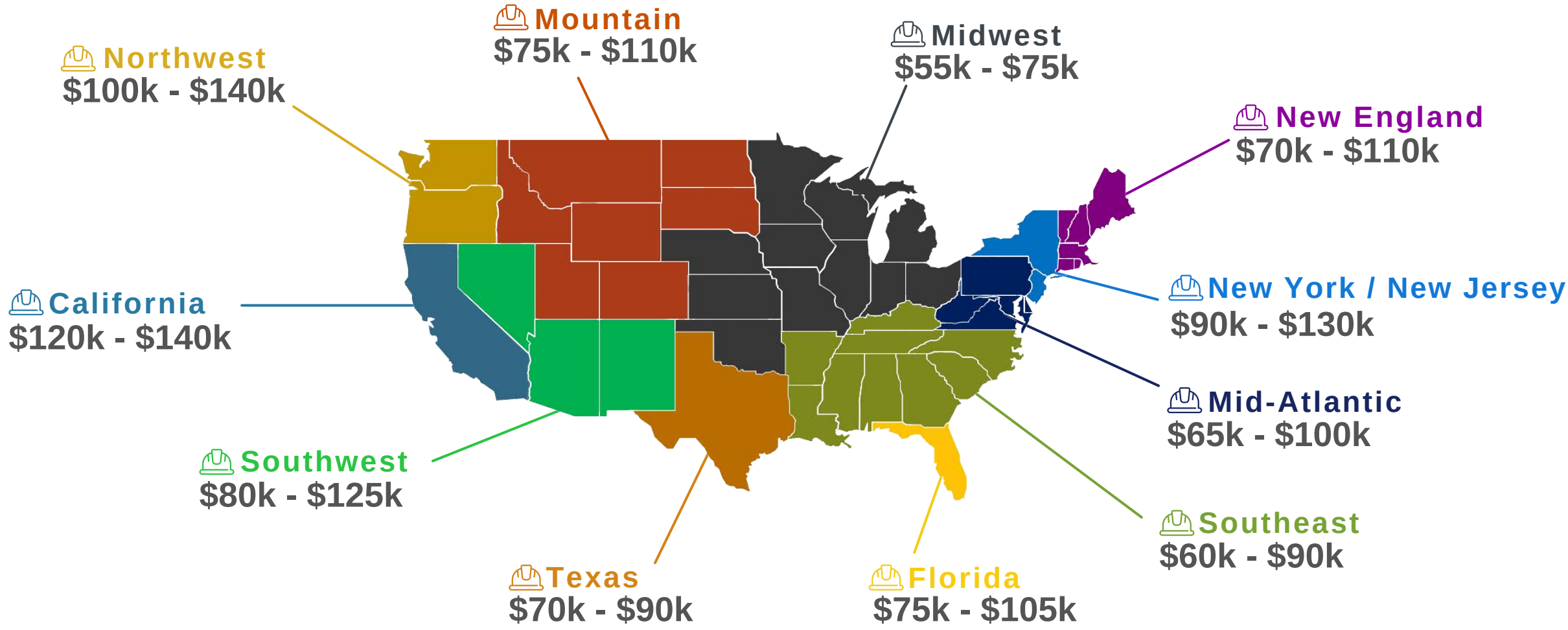
Superintendent (Lead Projects Over \$20M)

From Our Unique Perspective - SALARY RANGES



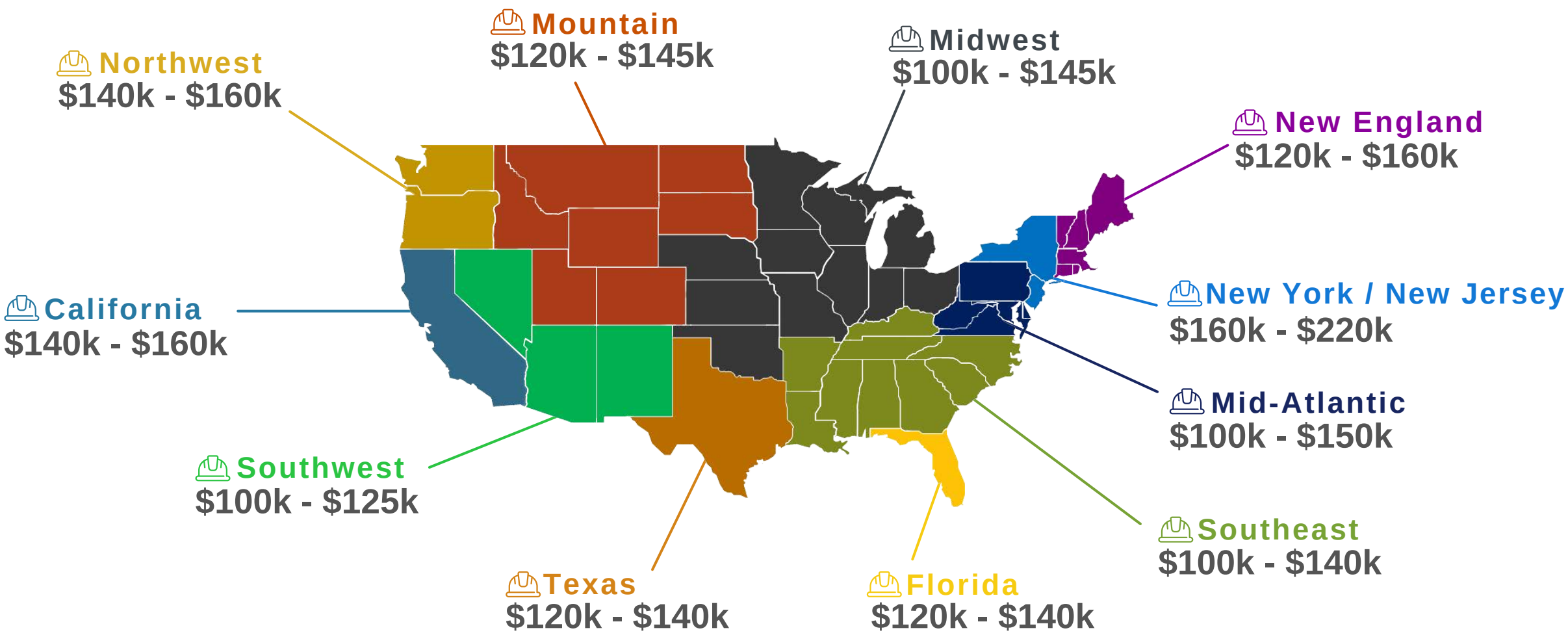
Project Engineer/Assistant PM

From Our Unique Perspective - SALARY RANGES



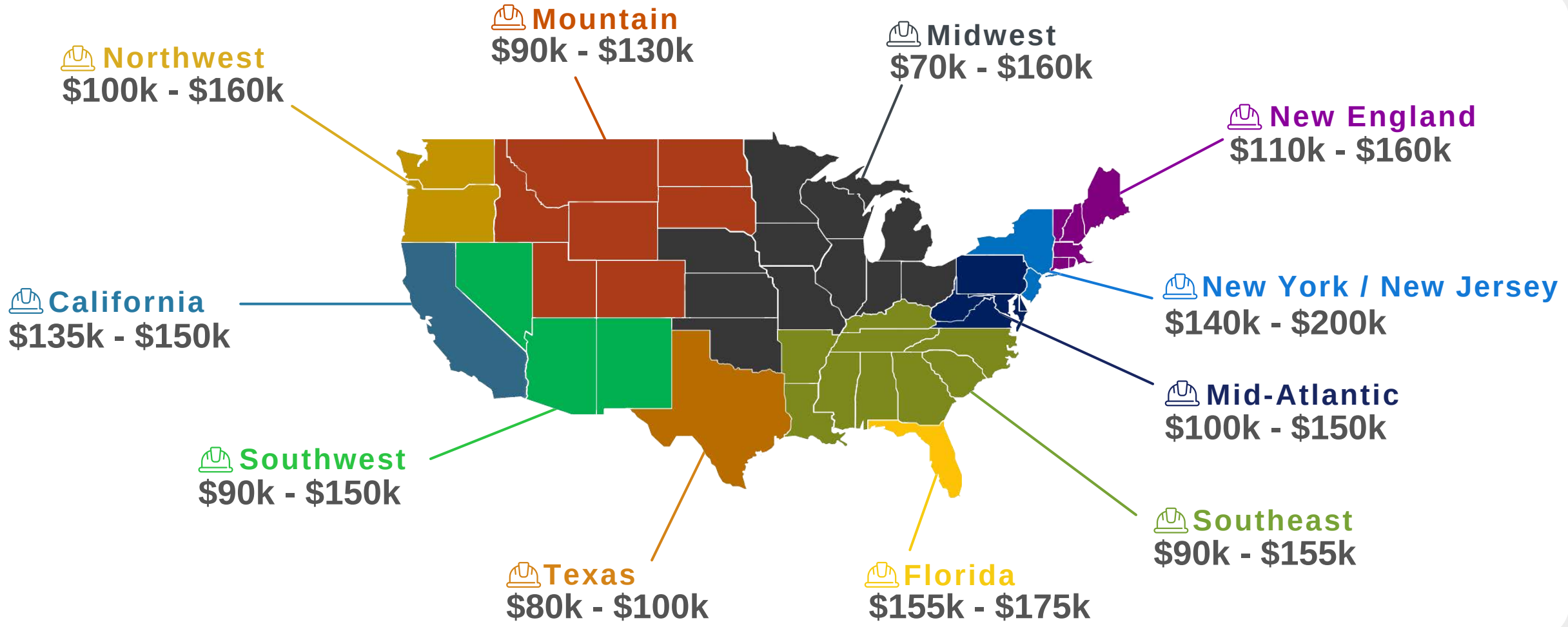
Safety Director/Manager

From Our Unique Perspective - SALARY RANGES



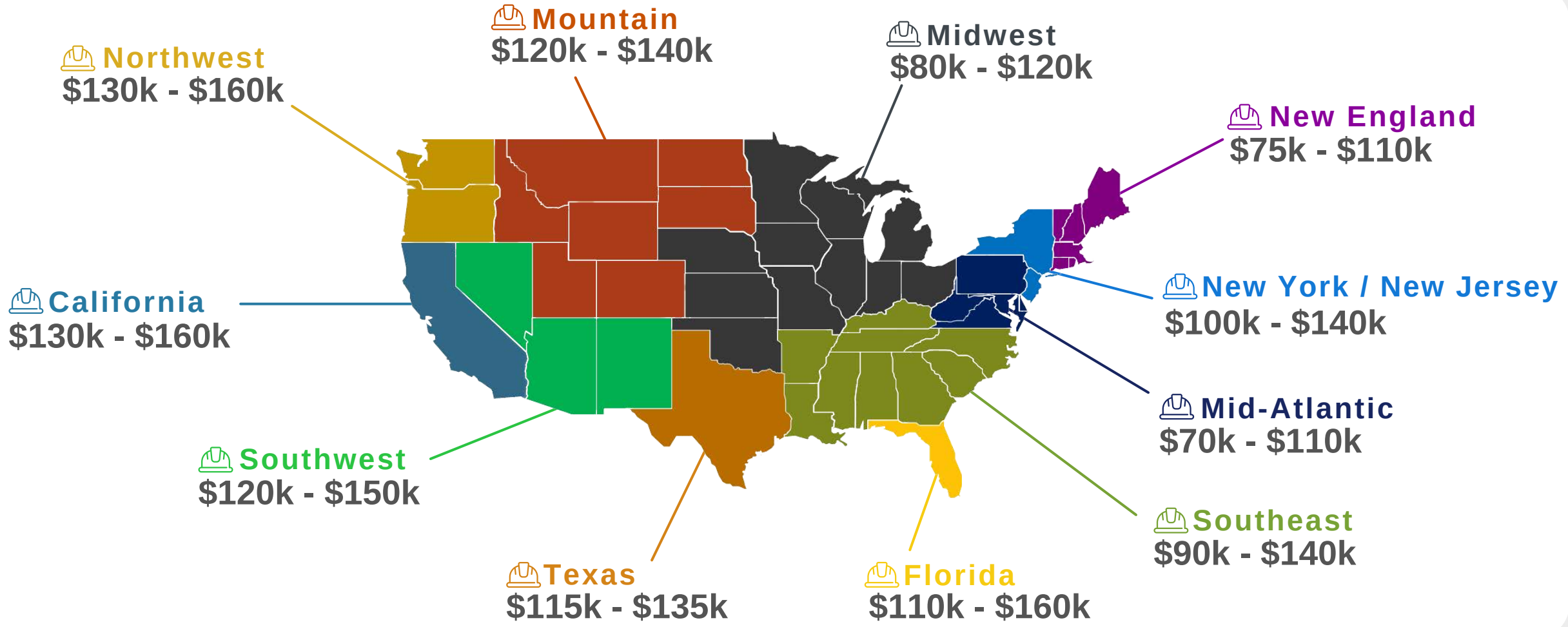
Sales/Business Development Mgr.

From Our Unique Perspective - SALARY RANGES



Scheduler

From Our Unique Perspective - SALARY RANGES






KIMMEL

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