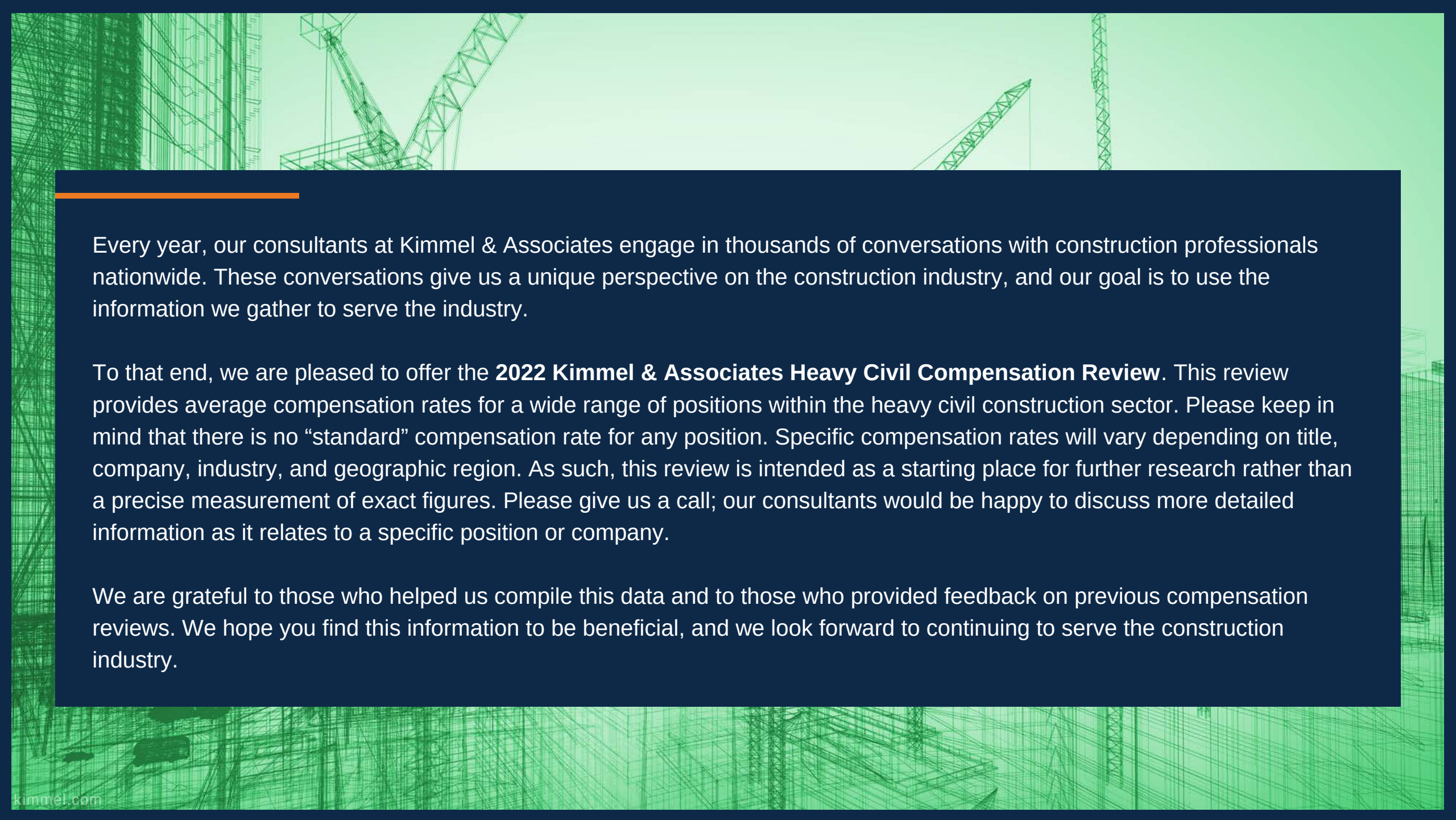




HEAVY CIVIL

2022 COMPENSATION REVIEW

KIMMEL & ASSOCIATES

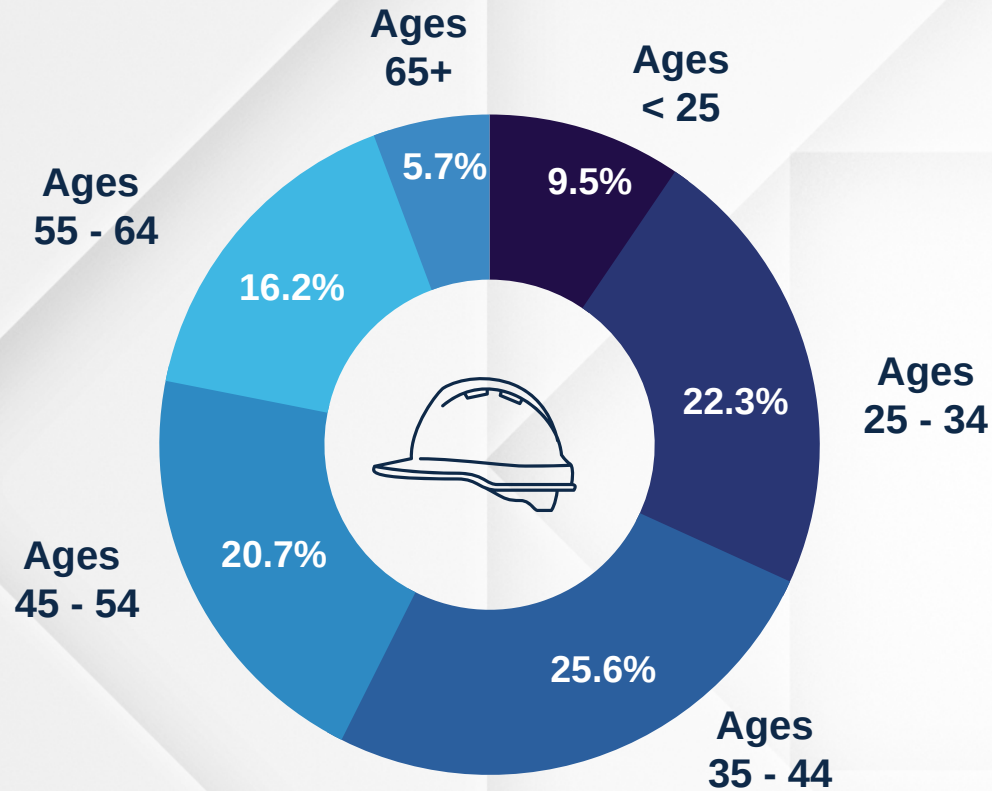


Every year, our consultants at Kimmel & Associates engage in thousands of conversations with construction professionals nationwide. These conversations give us a unique perspective on the construction industry, and our goal is to use the information we gather to serve the industry.

To that end, we are pleased to offer the **2022 Kimmel & Associates Heavy Civil Compensation Review**. This review provides average compensation rates for a wide range of positions within the heavy civil construction sector. Please keep in mind that there is no “standard” compensation rate for any position. Specific compensation rates will vary depending on title, company, industry, and geographic region. As such, this review is intended as a starting place for further research rather than a precise measurement of exact figures. 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 are grateful to those who helped us compile this data and to those who provided feedback on previous compensation reviews. We hope you find this information to be beneficial, and we look forward to continuing to serve the construction industry.

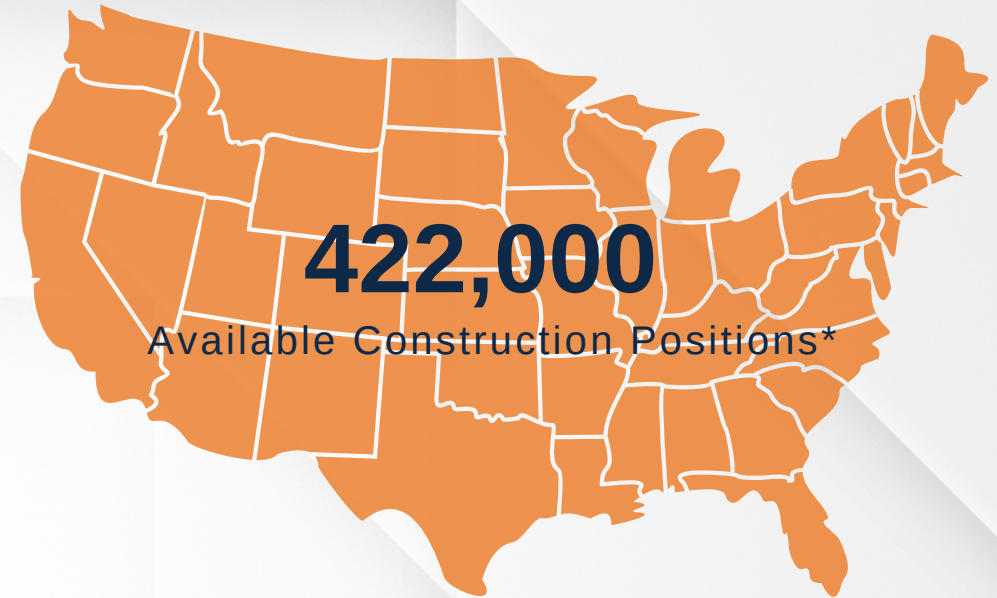
DEMOGRAPHICS



11%



89%



422,000

Available Construction Positions*

360k

Employment increase over last 12 months*

4%

Job increase from 2021

17.5

Average Weeks Unemployed

3.7%

National Industry Unemployment Rate

TOP 10 STATES WITH HIGHEST EMPLOYMENT

*Data Provided by US Bureau of Labor Statistics (Nov 2022)

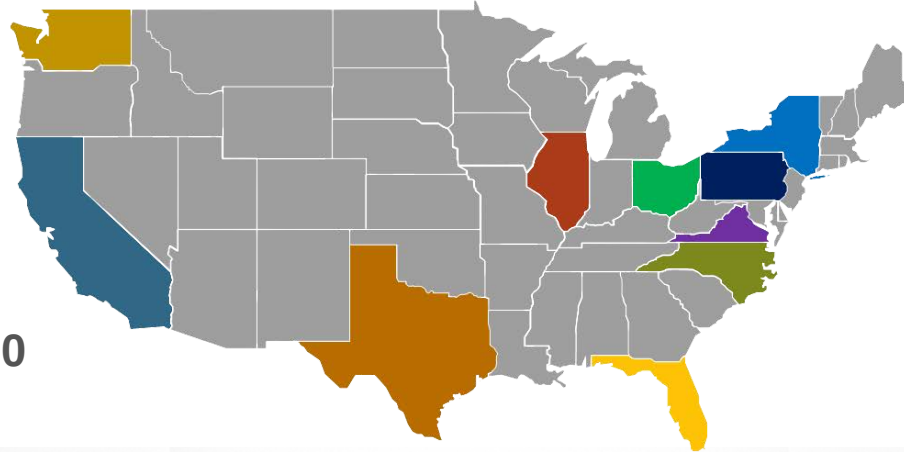
1 California 934,500

2 Texas 792,000

3 Florida 599,800

4 New York 394,600

5 Pennsylvania 259,800



6 North Carolina 252,000

7 Illinois 249,000

8 Ohio 245,600

9 Washington 240,300

10 Virginia 211,400

TOP 10 STATES WITH MOST HIRING ACTIVITY

*Data Provided by Kimmel & Associates

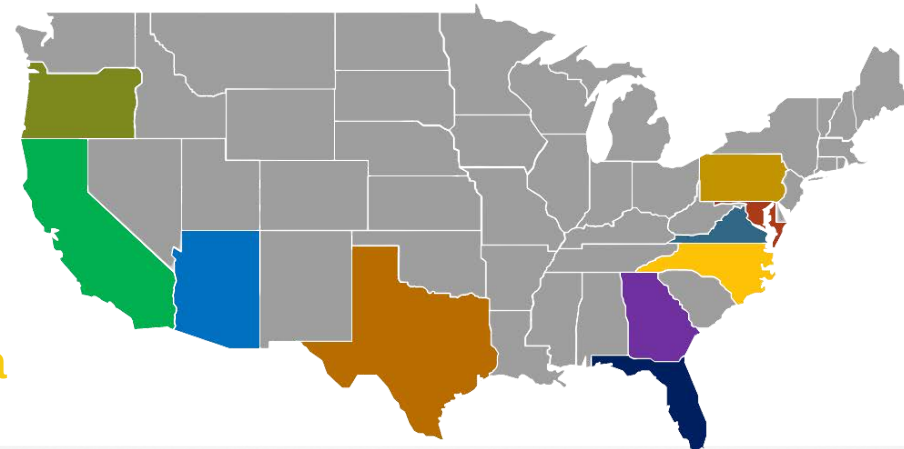
 Florida

 Texas

 California

 Virginia

 North Carolina



 Oregon

 Georgia

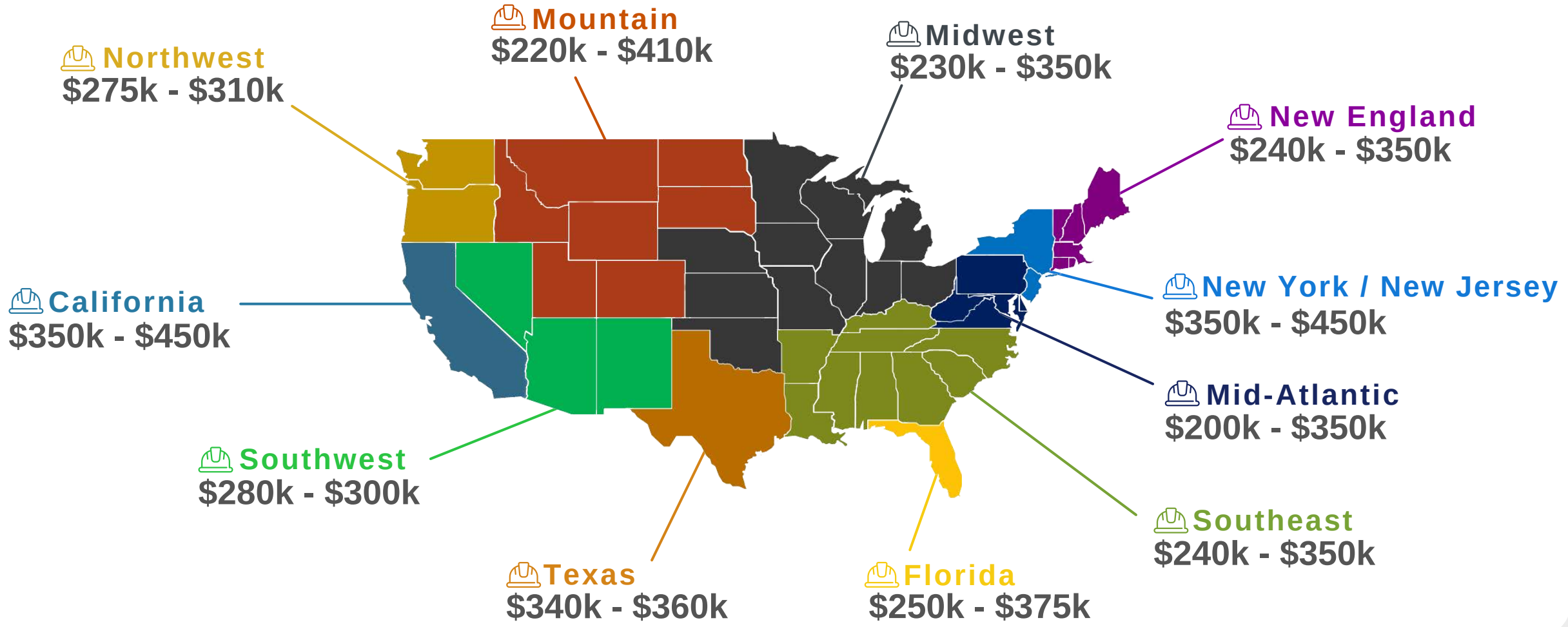
 Maryland

 Arizona

 Pennsylvania

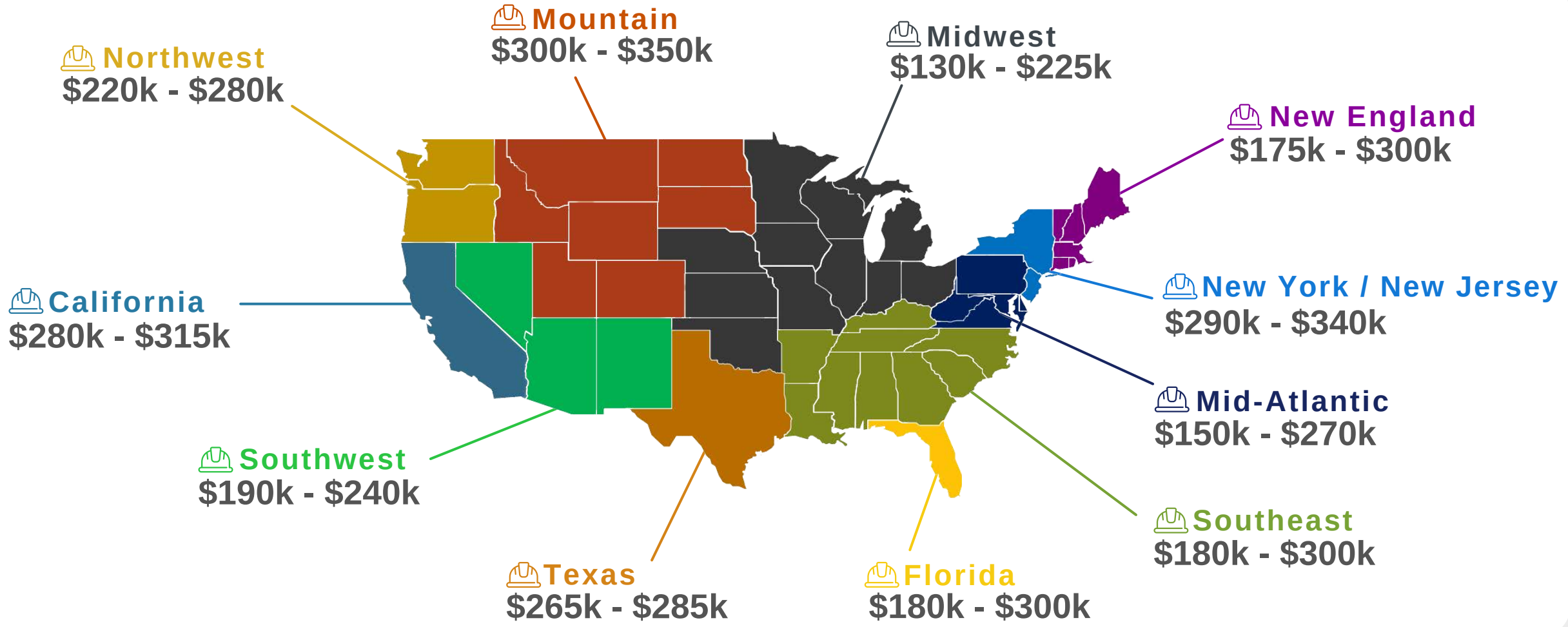
President/CEO

From Our Unique Perspective - SALARY RANGES



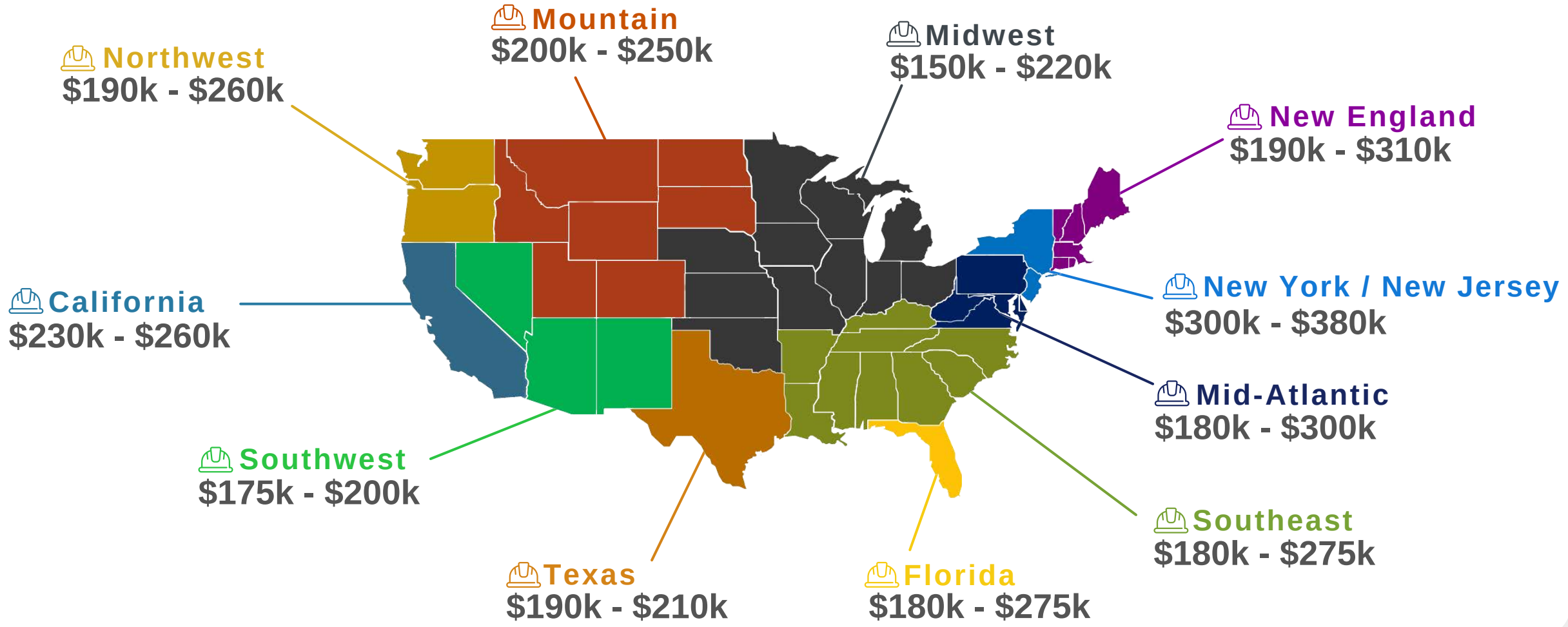
Chief Financial Officer

From Our Unique Perspective - SALARY RANGES



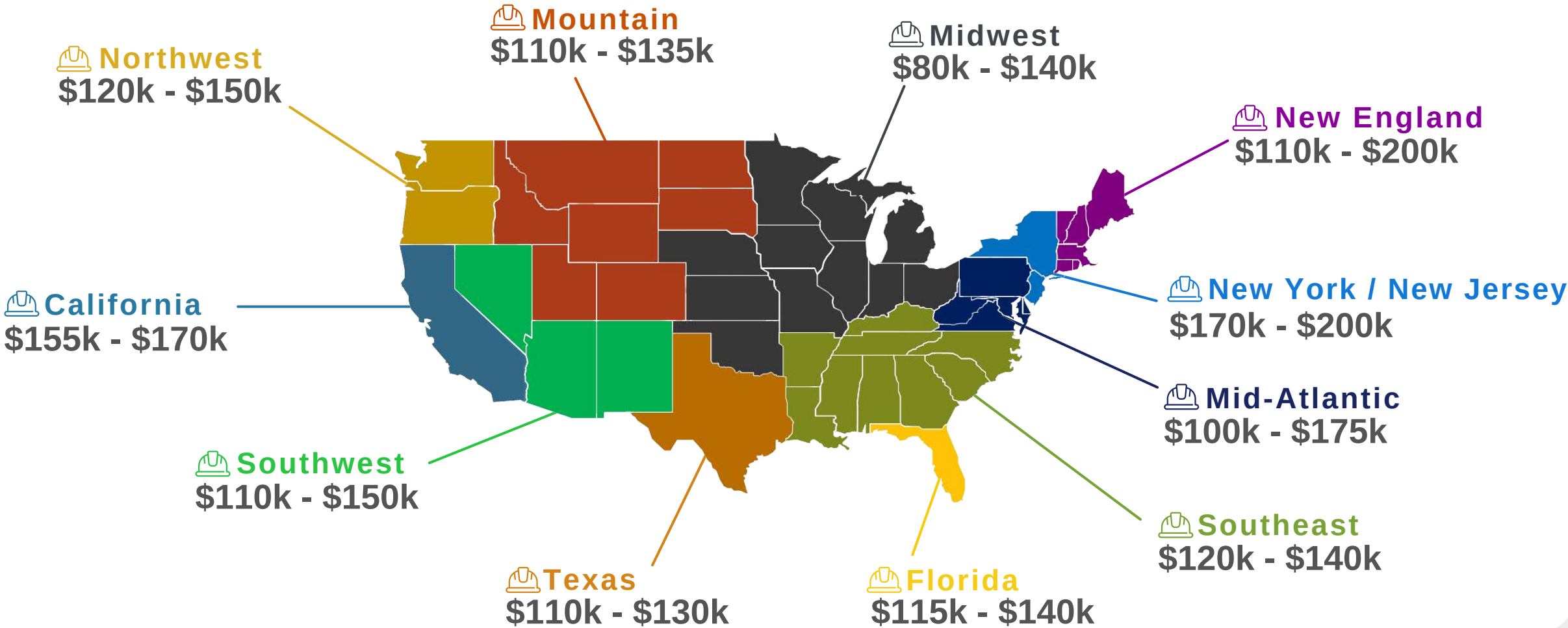
Vice President of Operations

From Our Unique Perspective - SALARY RANGES



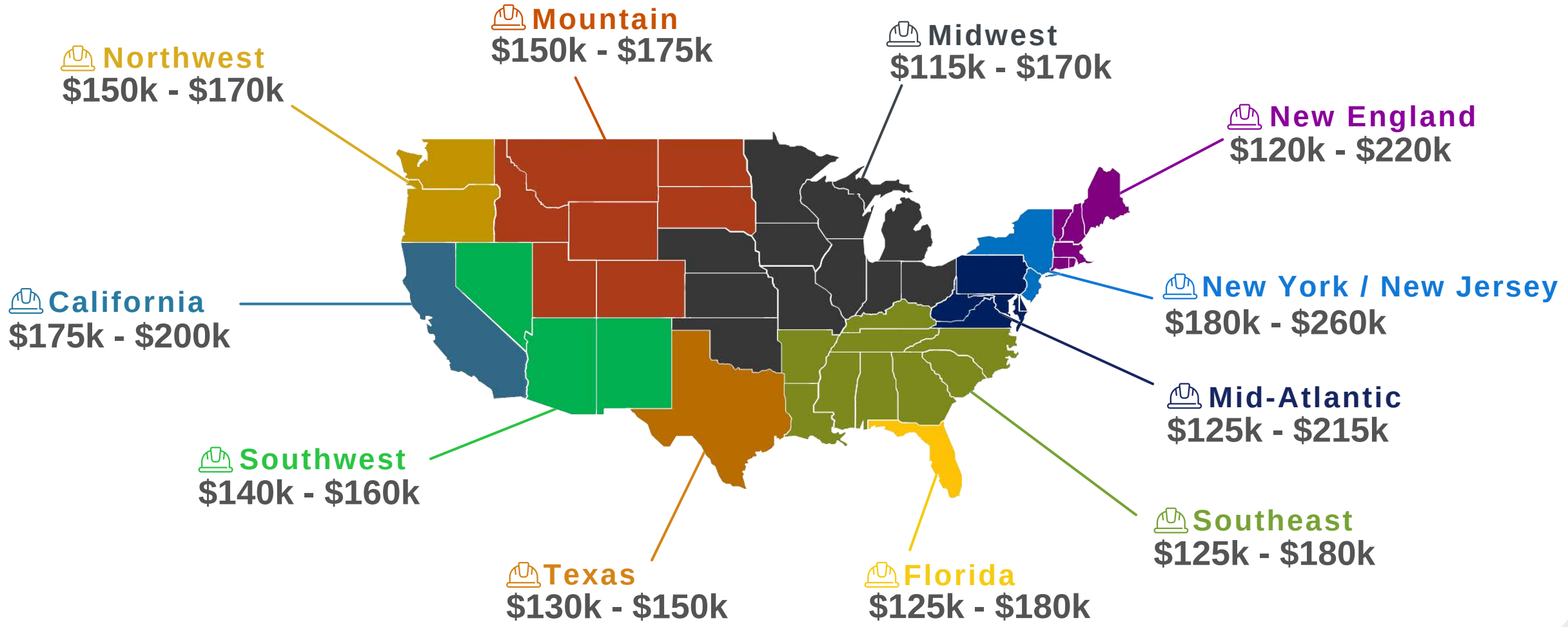
Project Manager (Lead Projects Under \$20M)

From Our Unique Perspective - SALARY RANGES



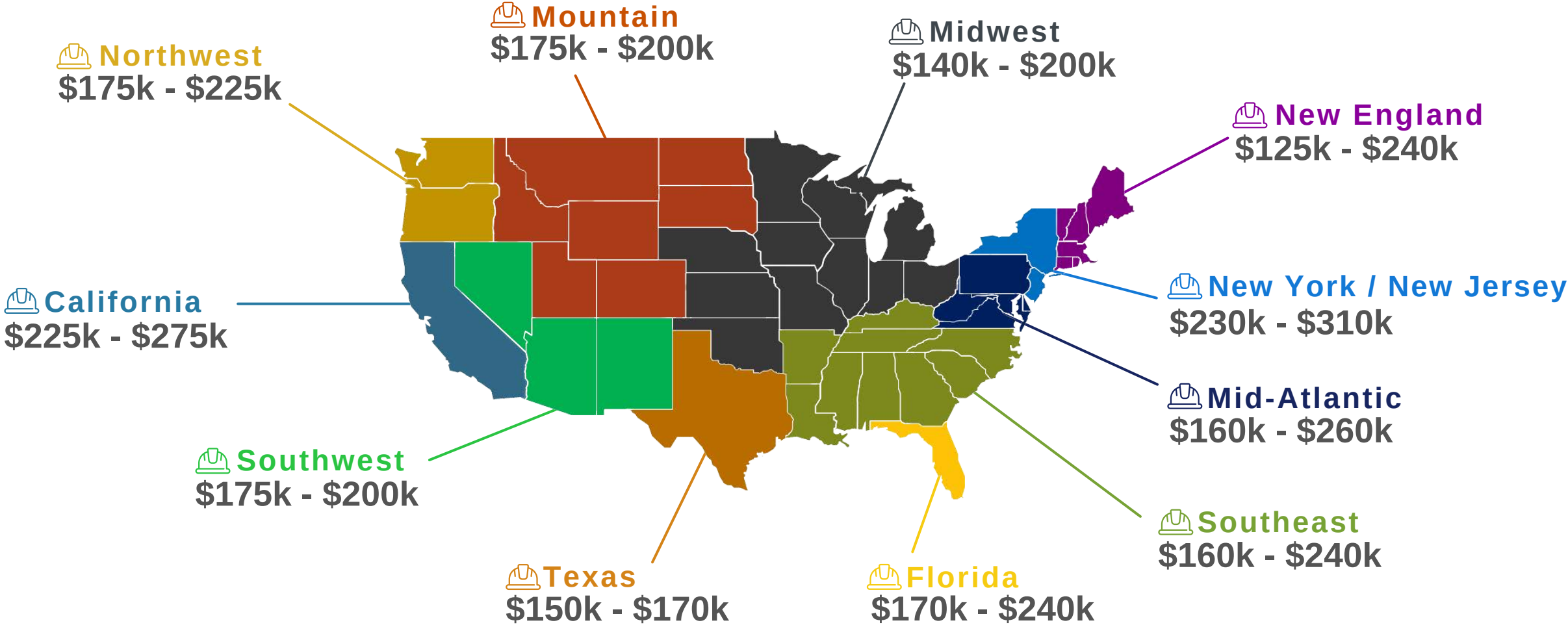
Project Manager (Lead Projects Over \$20M)

From Our Unique Perspective - SALARY RANGES



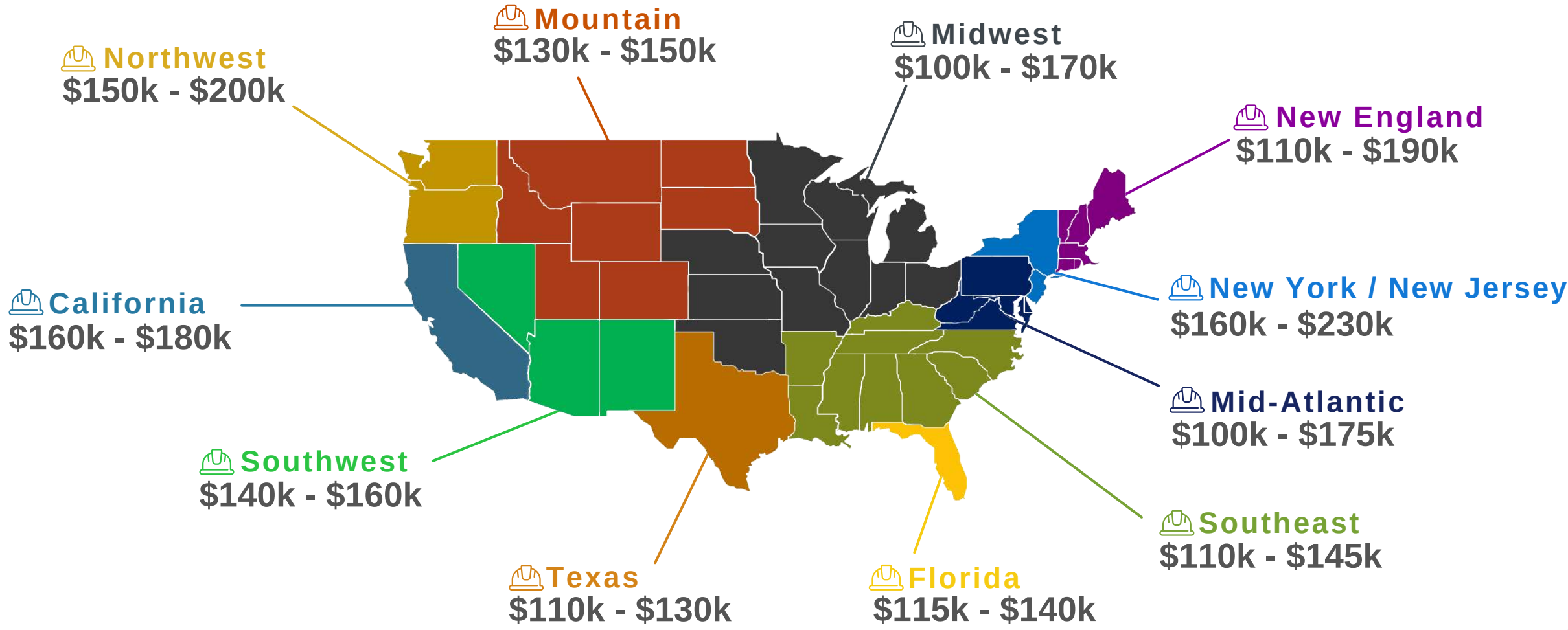
Chief Estimator/ Director of Preconstruction

From Our Unique Perspective - SALARY RANGES



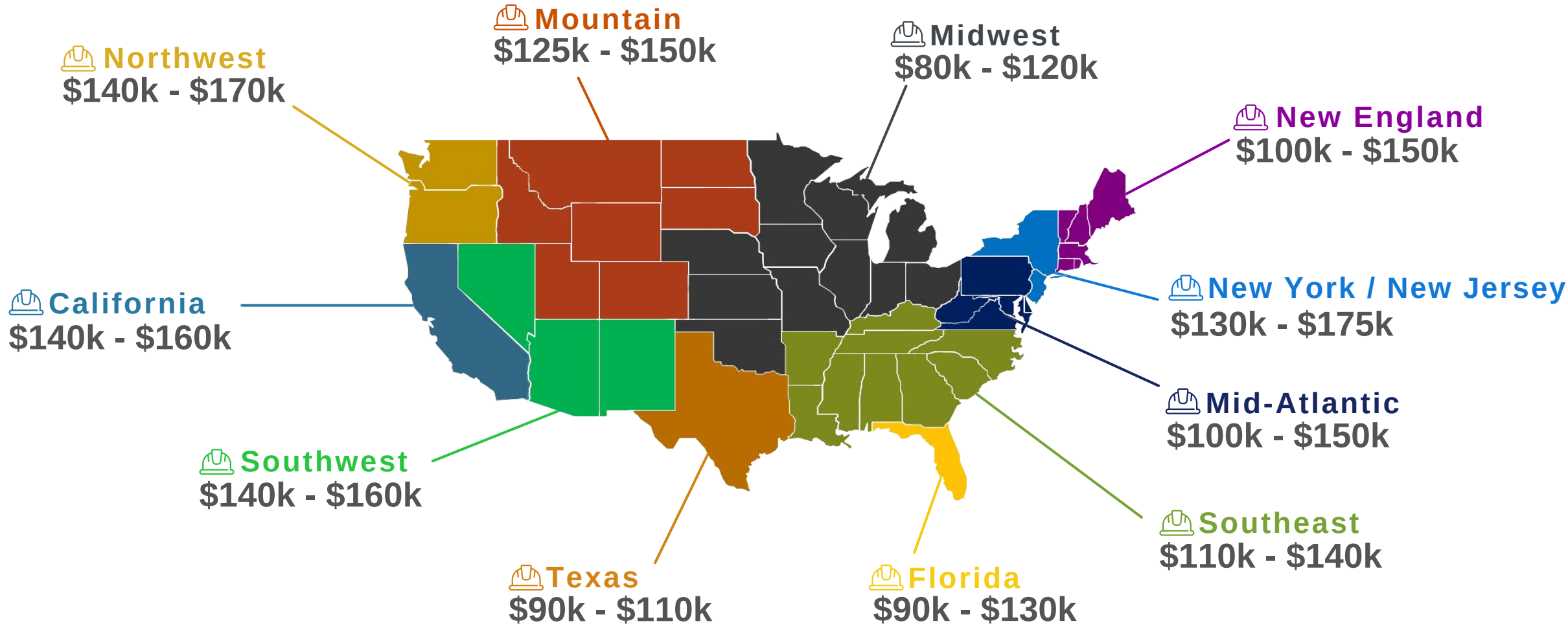
Estimator/Preconstruction Manager

From Our Unique Perspective - SALARY RANGES



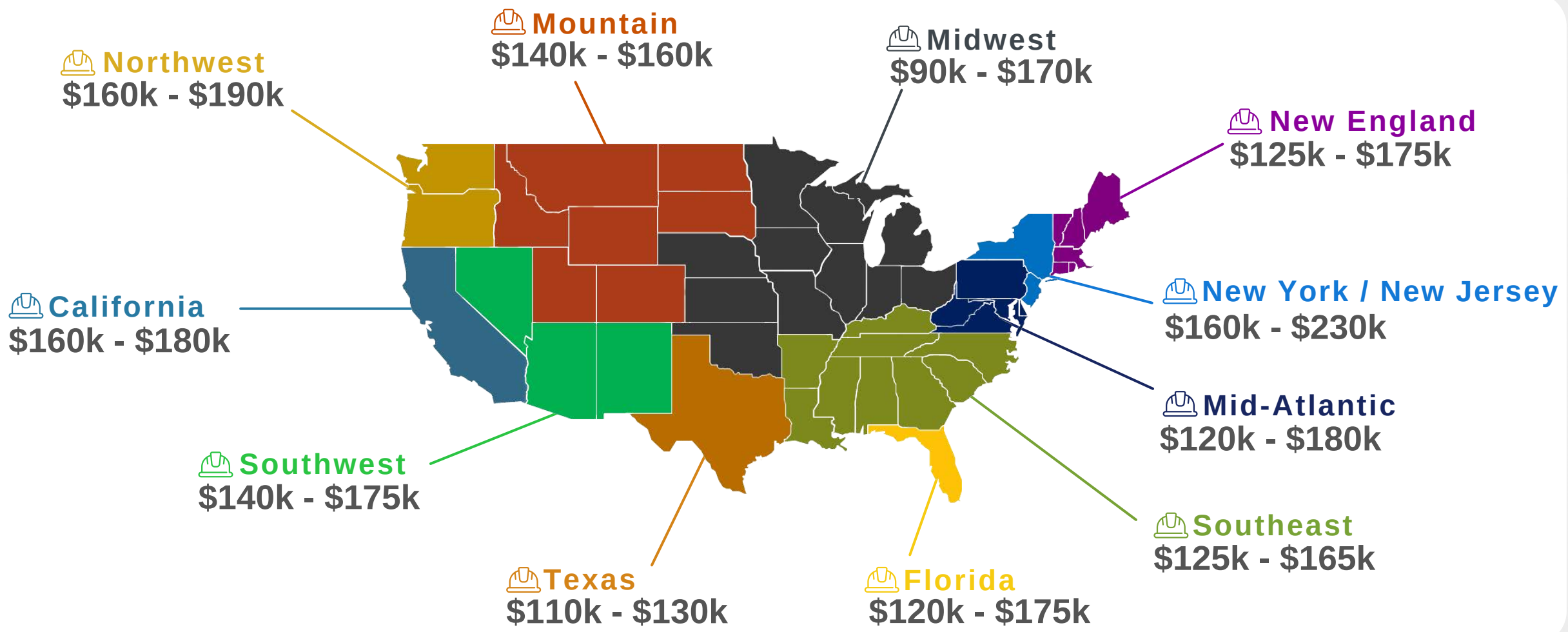
Superintendent (Lead Projects Under \$20M)

From Our Unique Perspective - SALARY RANGES



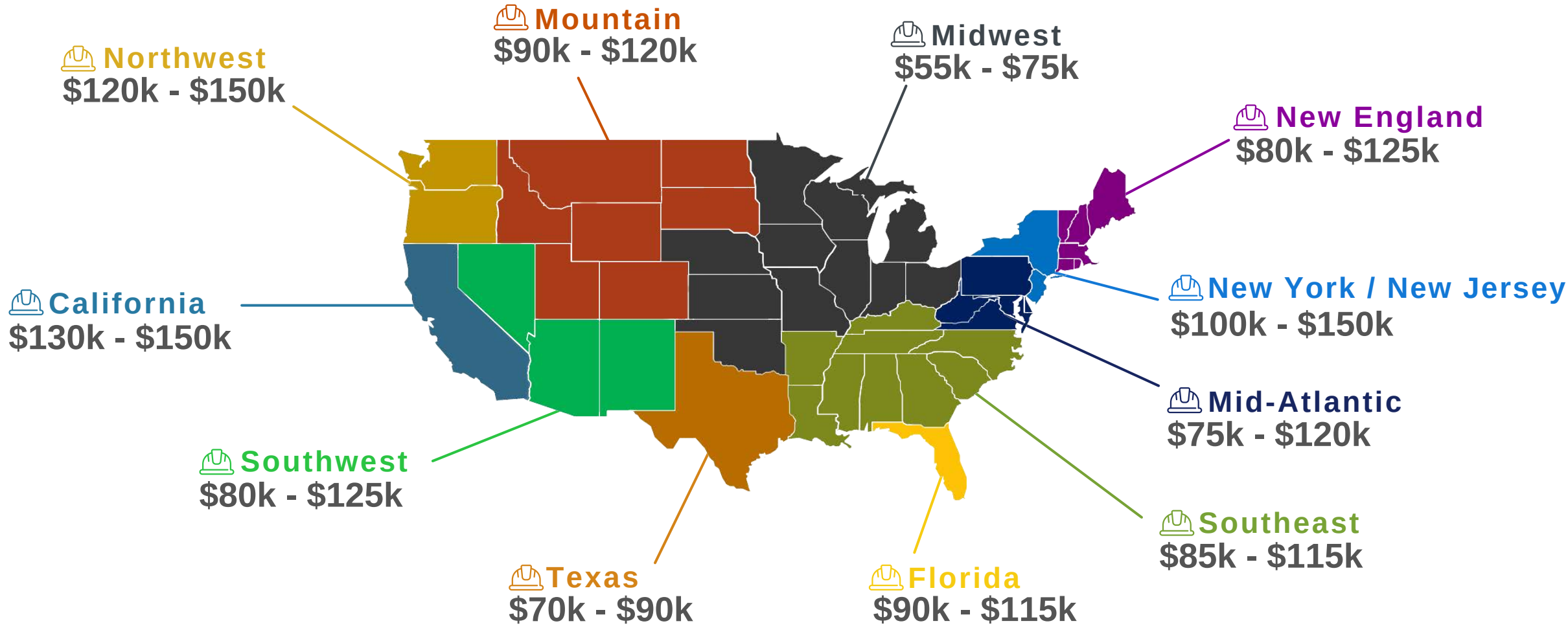
Superintendent (Lead Projects Over \$20M)

From Our Unique Perspective - SALARY RANGES



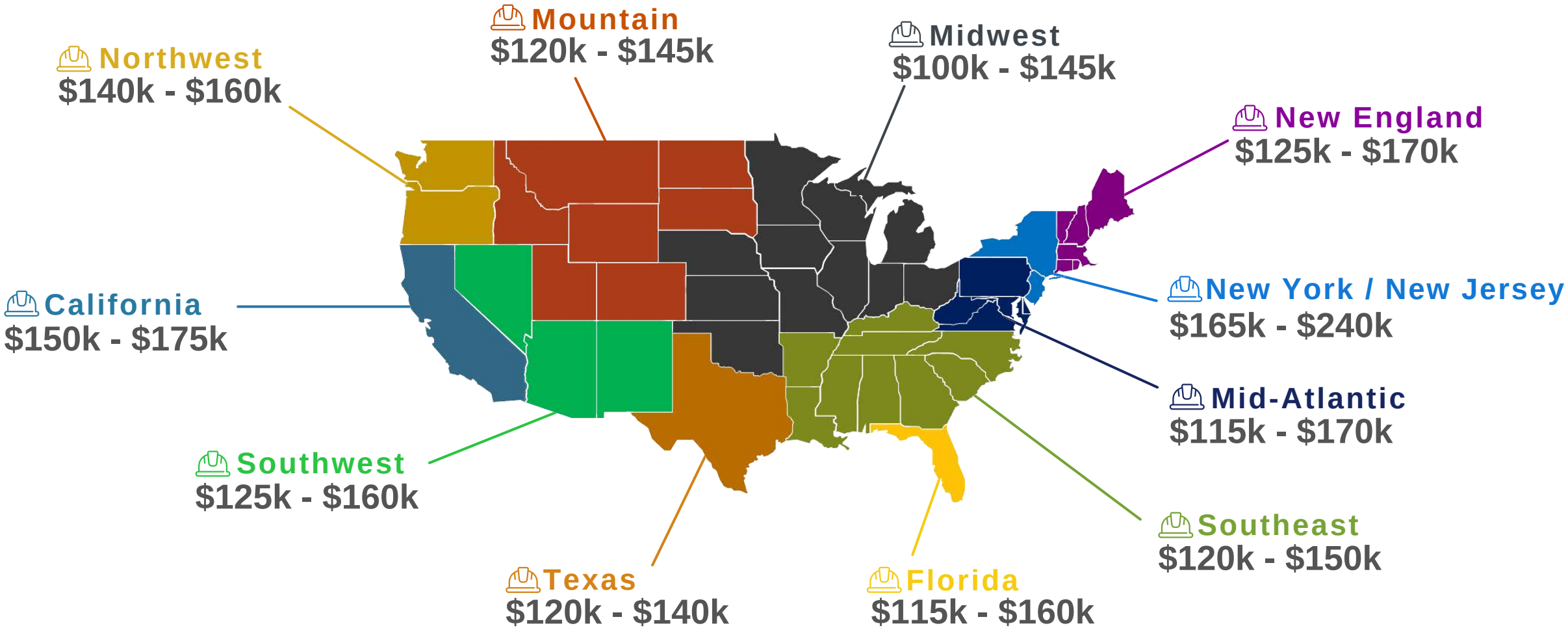
Project Engineer/Assistant PM

From Our Unique Perspective - SALARY RANGES



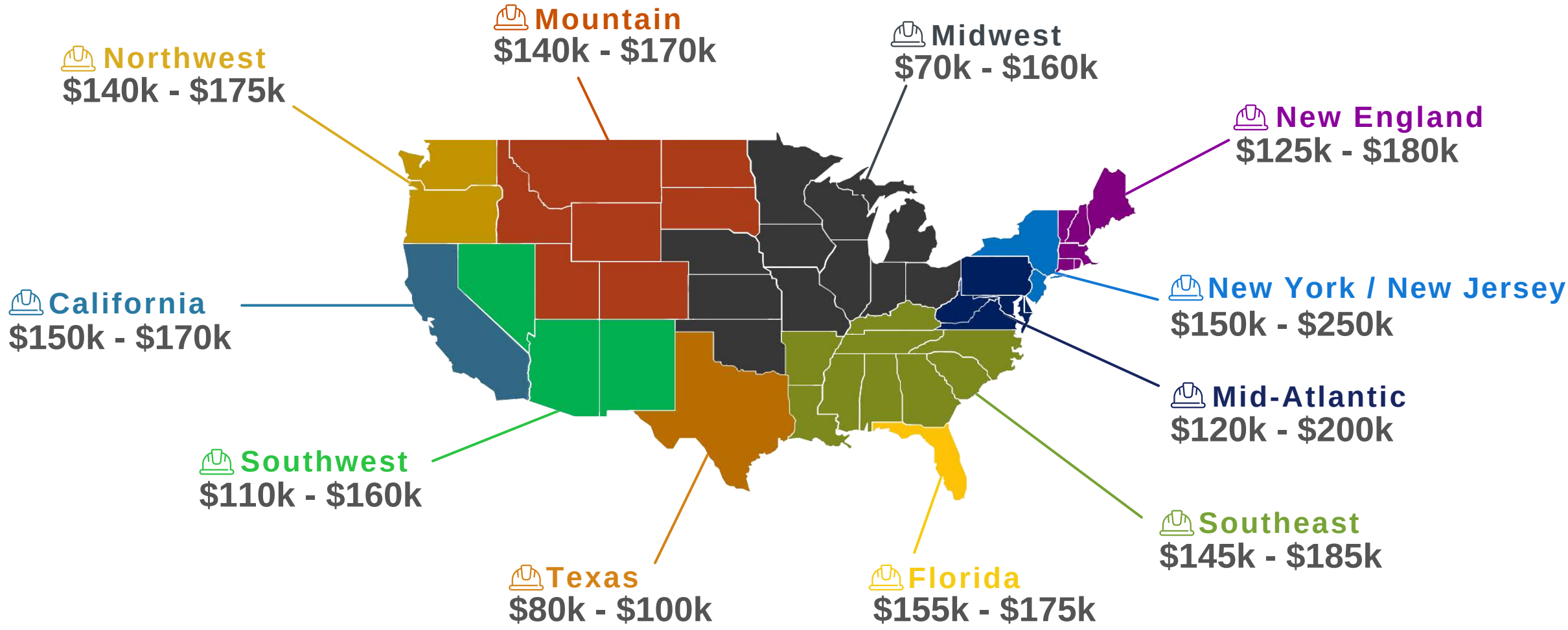
Safety Director/Manager

From Our Unique Perspective - SALARY RANGES



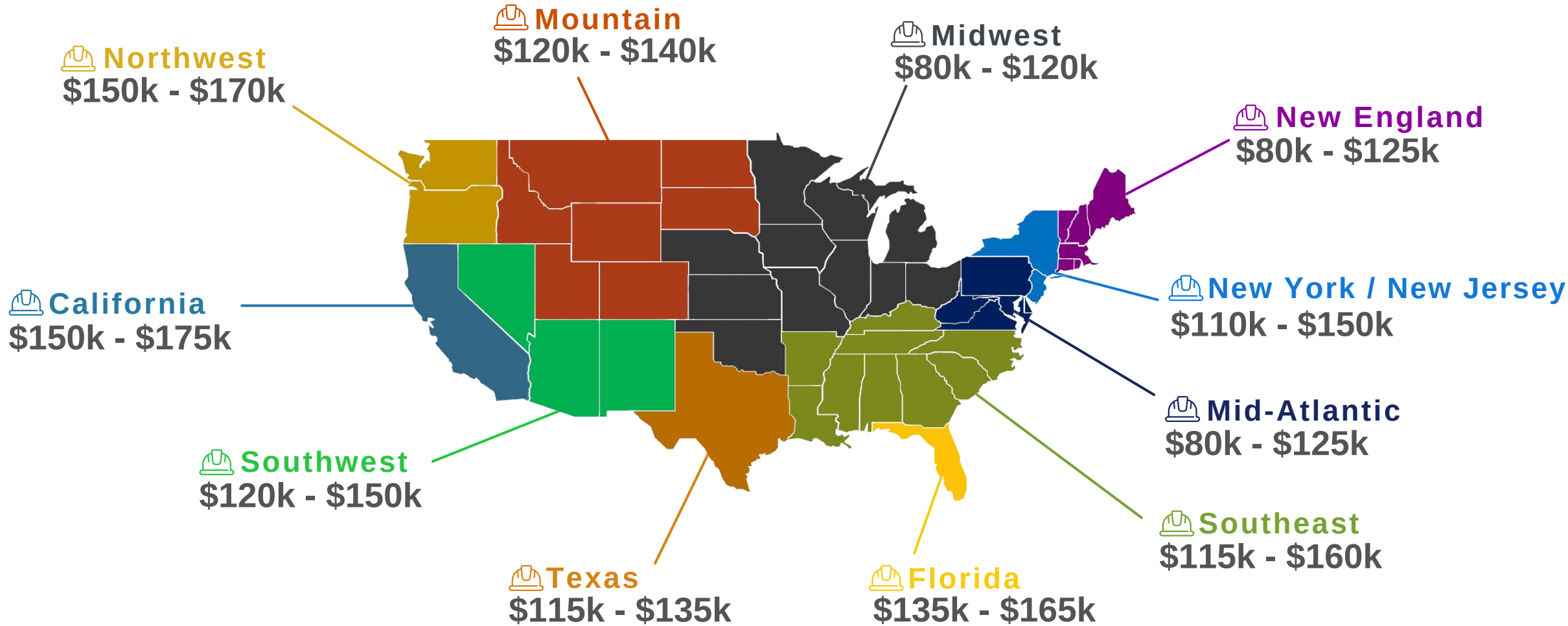
Sales/Business Development Mgr.

From Our Unique Perspective - SALARY RANGES



Scheduler

From Our Unique Perspective - SALARY RANGES





KIMMEL

& ASSOCIATES

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