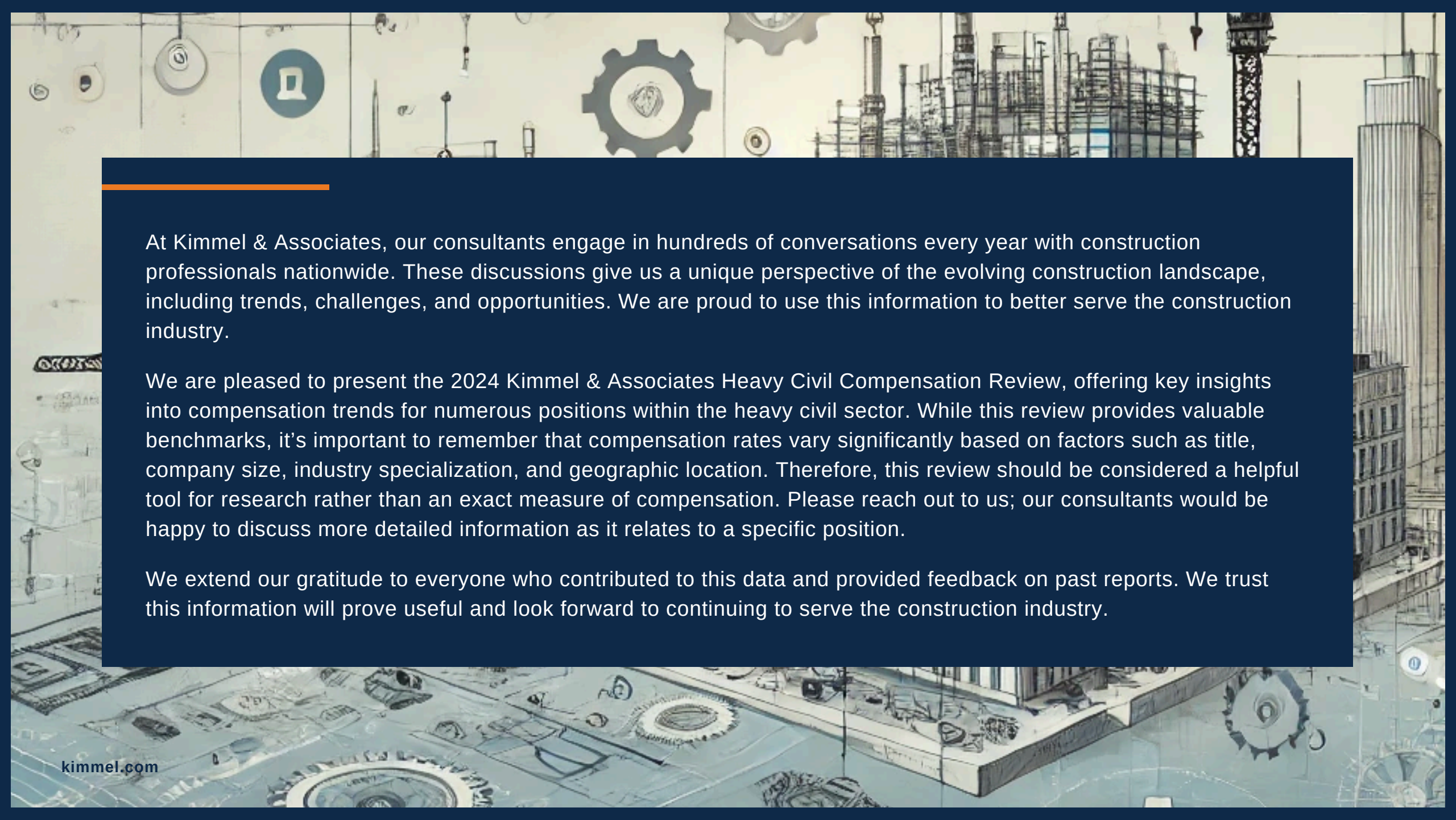




HEAVY CIVIL

2024 COMPENSATION REVIEW

KIMMEL & ASSOCIATES

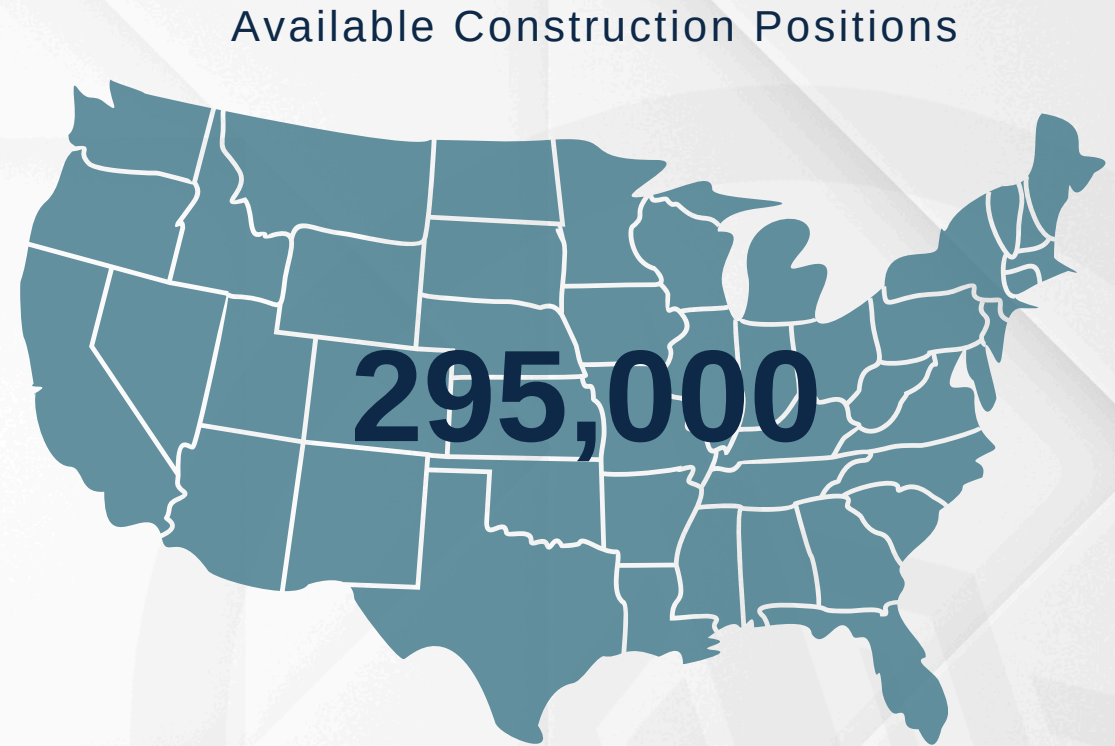
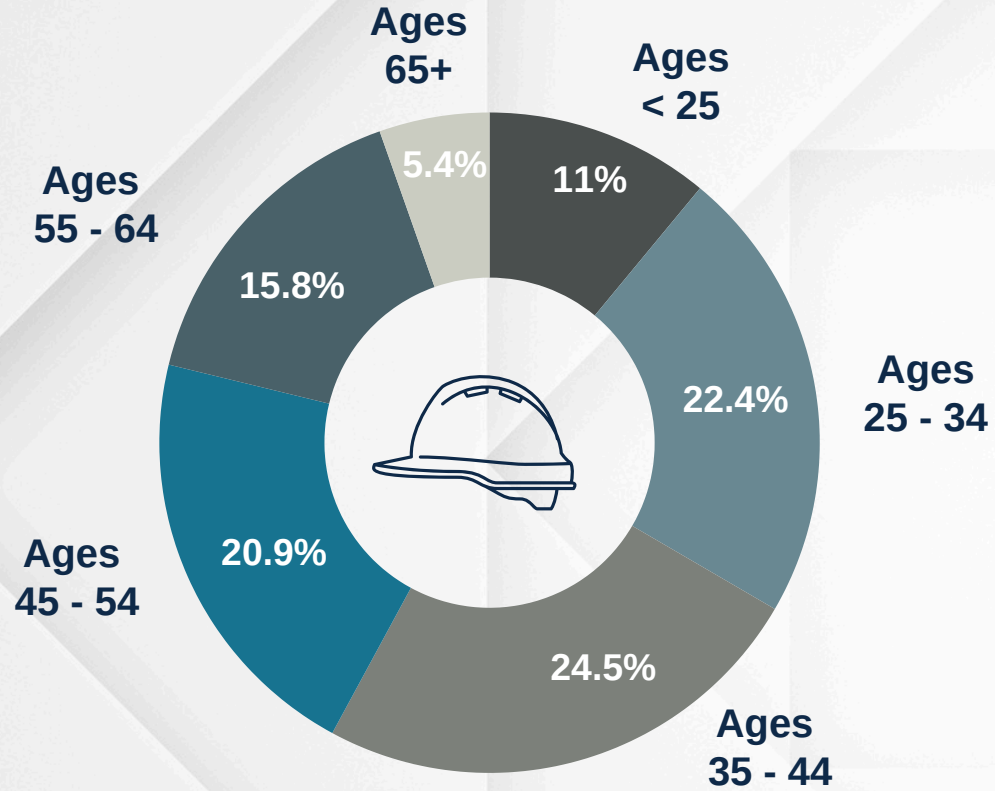


At Kimmel & Associates, our consultants engage in hundreds of conversations every year with construction professionals nationwide. These discussions give us a unique perspective of the evolving construction landscape, including trends, challenges, and opportunities. We are proud to use this information to better serve the construction industry.

We are pleased to present the 2024 Kimmel & Associates Heavy Civil Compensation Review, offering key insights into compensation trends for numerous positions within the heavy civil sector. While this review provides valuable benchmarks, it's important to remember that compensation rates vary significantly based on factors such as title, company size, industry specialization, and geographic location. Therefore, this review should be considered a helpful tool for research rather than an exact measure of compensation. Please reach out to us; our consultants would be happy to discuss more detailed information as it relates to a specific position.

We extend our gratitude to everyone who contributed to this data and provided feedback on past reports. We trust this information will prove useful and look forward to continuing to serve the construction industry.

DEMOGRAPHICS



14.3%



85.7%

4.3%

National Industry Unemployment Rate

TOP 10 STATES WITH HIGHEST EMPLOYMENT

*Data Provided by US Bureau of Labor Statistics (August 2024)

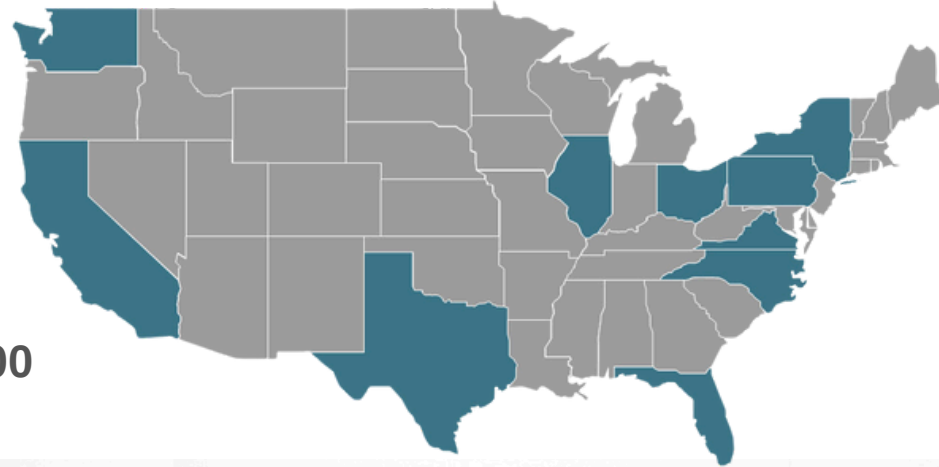
1 California 934,200

2 Texas 865,400

3 Florida 660,300

4 New York 395,300

5 North Carolina 269,200



6 Pennsylvania 266,800

7 Ohio 253,500

8 Illinois 247,800

9 Washington 238,200

10 Virginia 227,800

TOP 10 STATES WITH MOST HIRING ACTIVITY

*Heavy Civil Industry - Data Provided by Kimmel & Associates

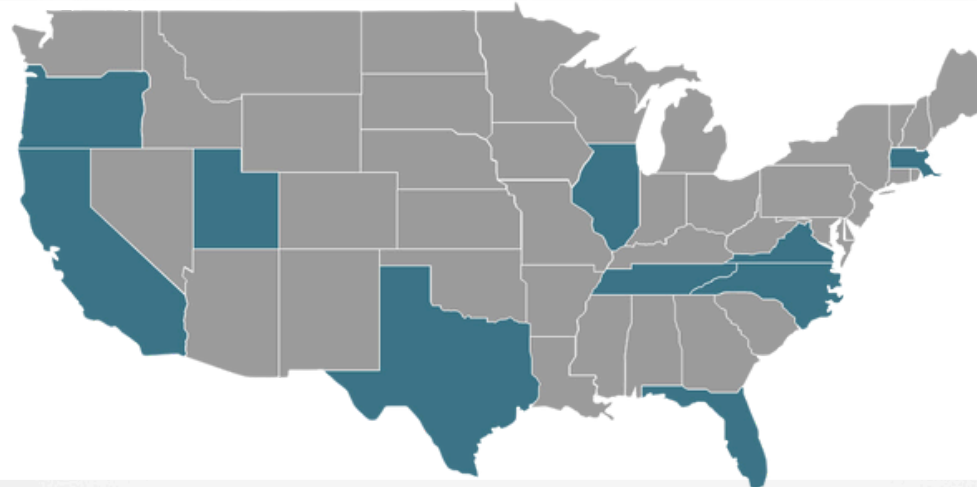
 Florida

 California

 North Carolina

 Oregon

 Texas



 Virginia

 Utah

 Massachusetts

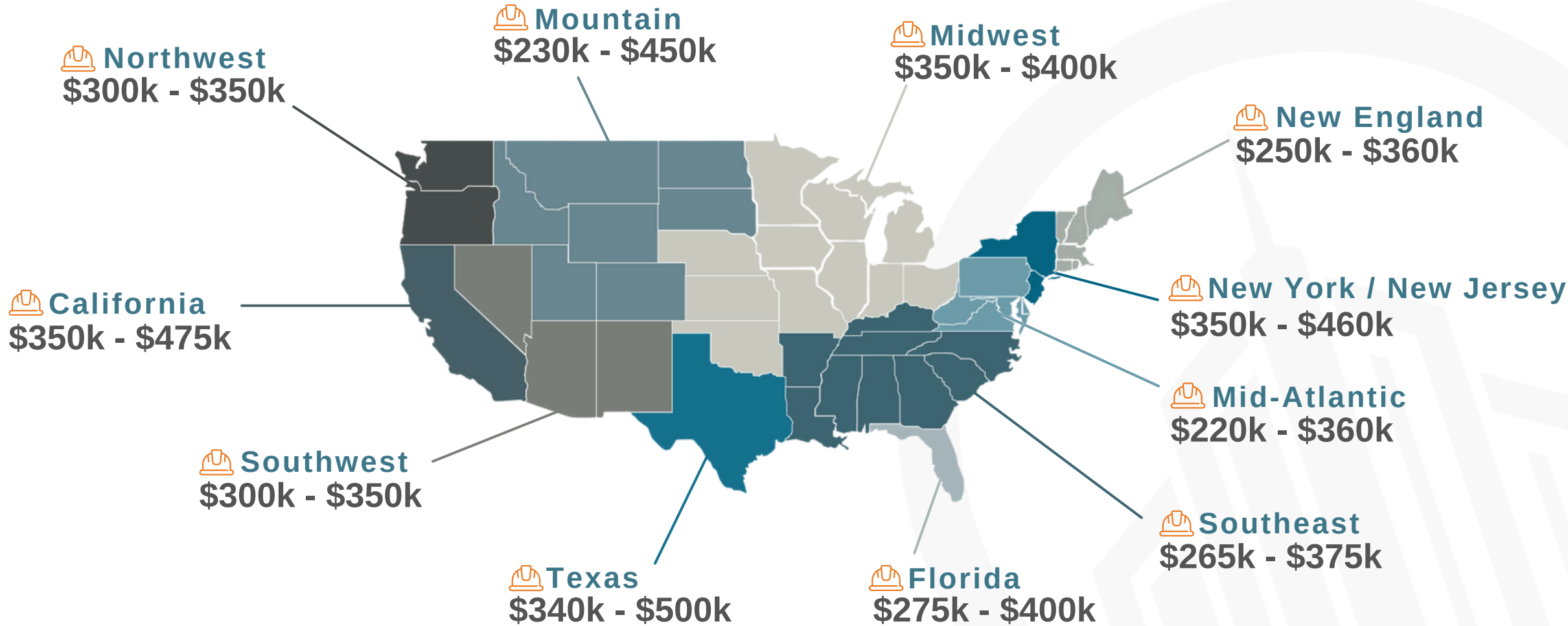
 Tennessee

 Illinois



President/CEO

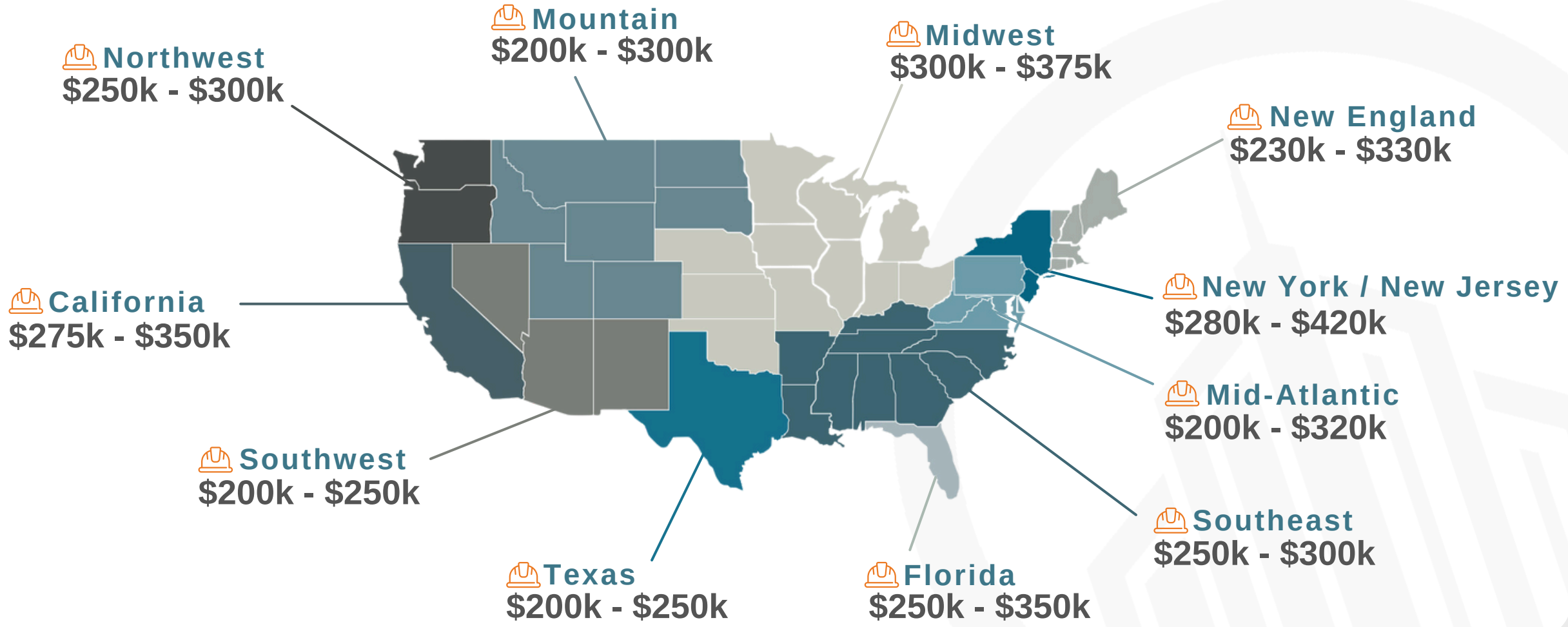
From Our Unique Perspective - SALARY RANGES





Chief Operations Officer

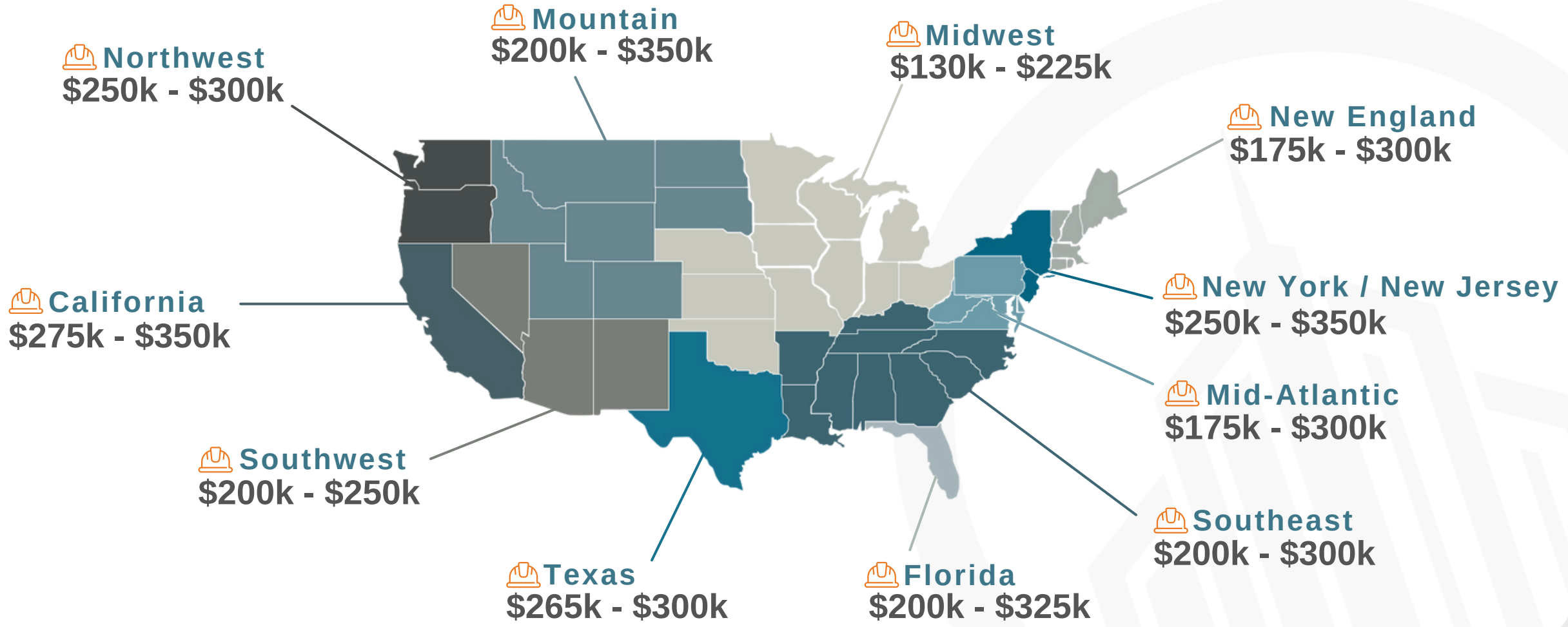
From Our Unique Perspective - SALARY RANGES





Chief Financial Officer

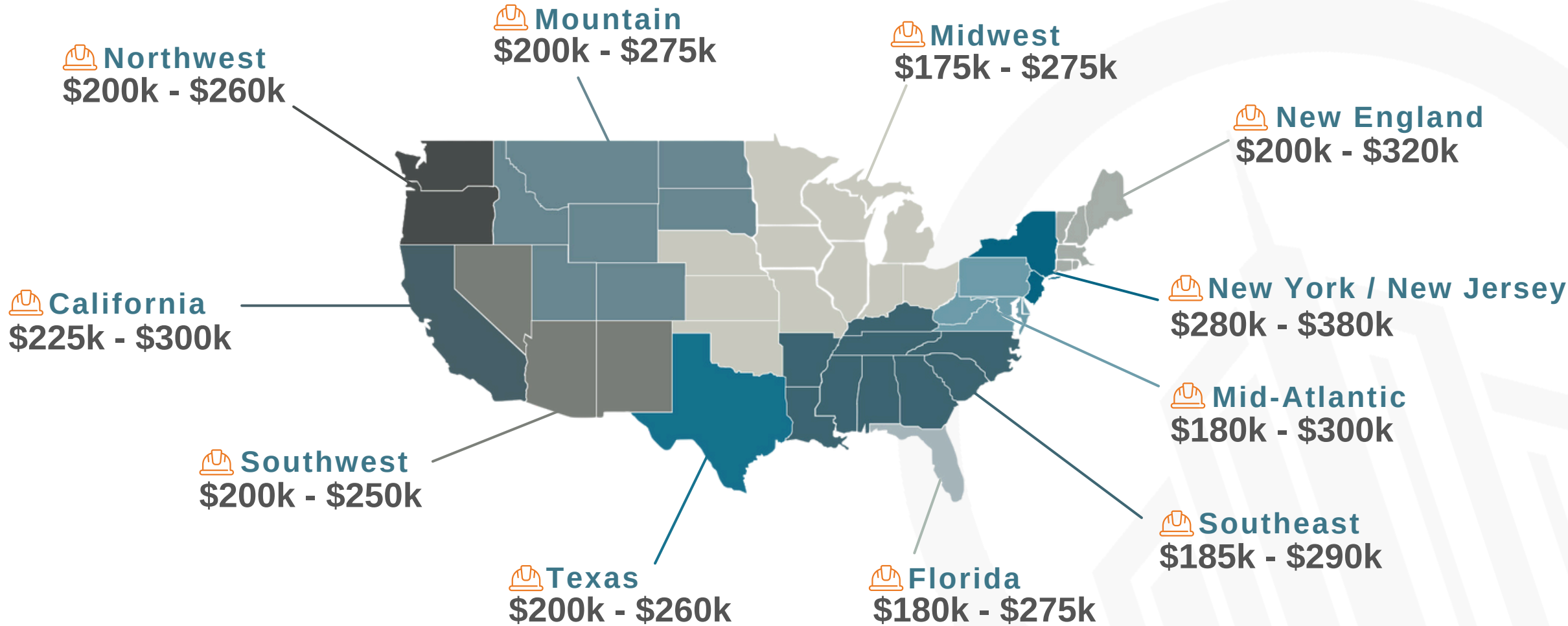
From Our Unique Perspective - SALARY RANGES





Vice President of Operations

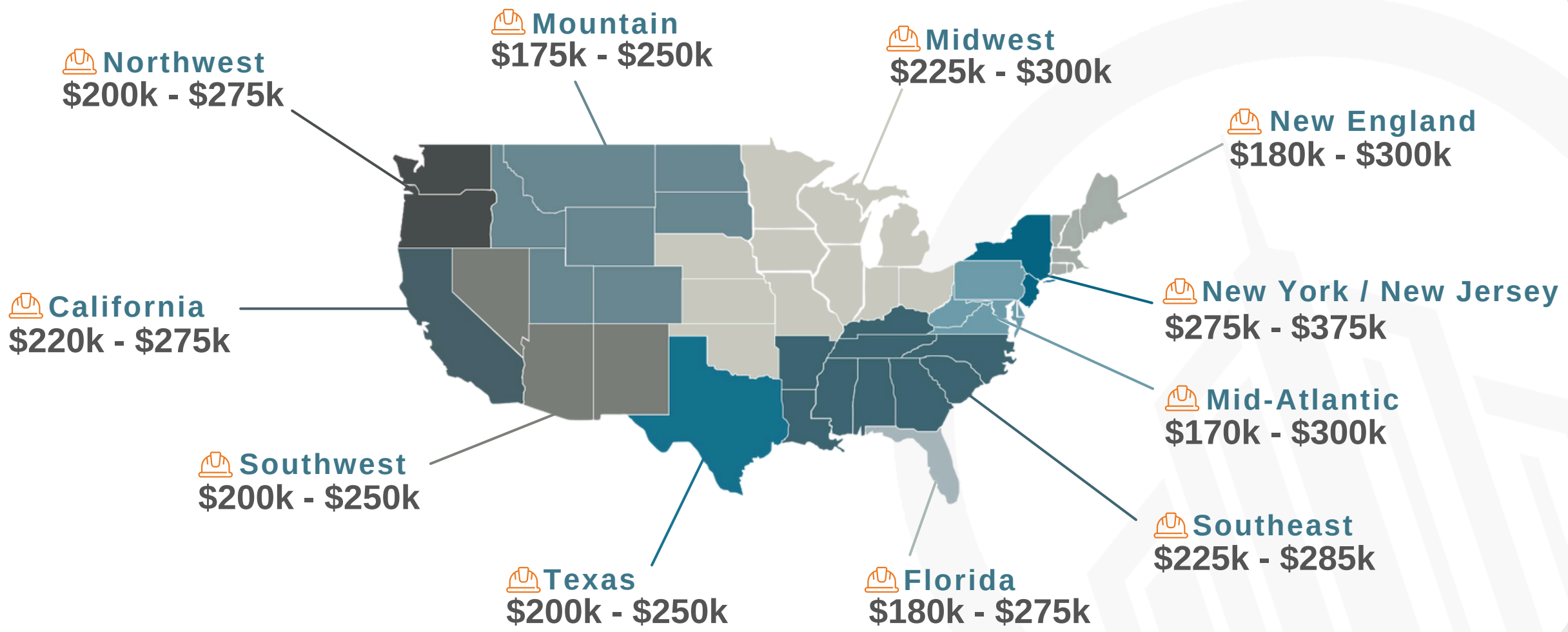
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Director of Construction/ Vice President of Construction

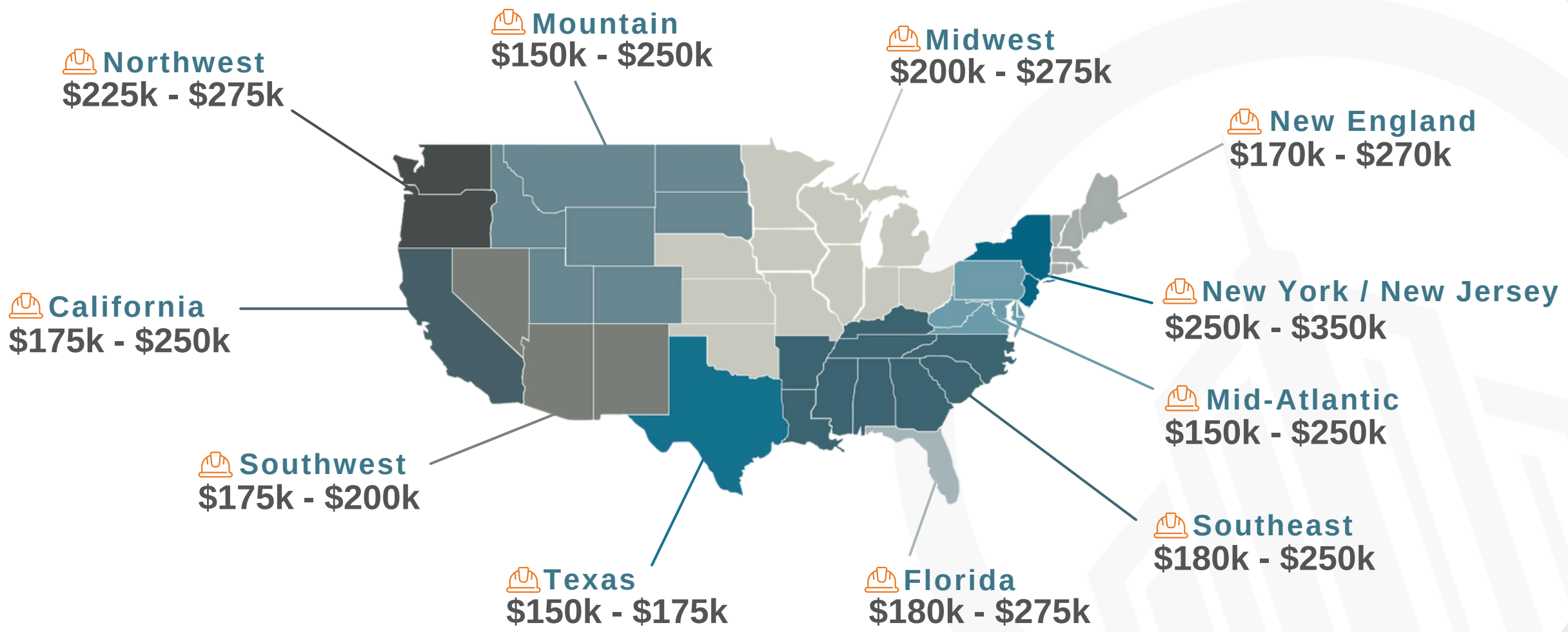
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Director of Field Operations

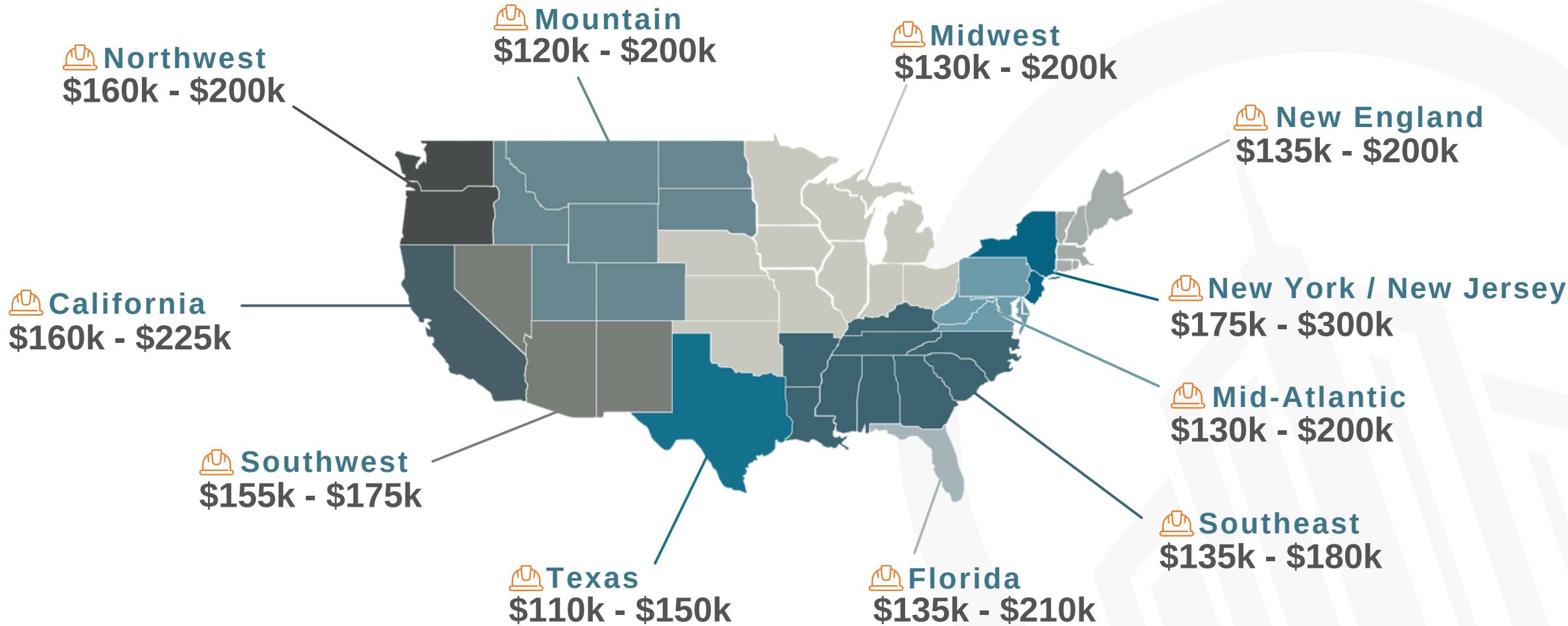
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Senior Superintendent

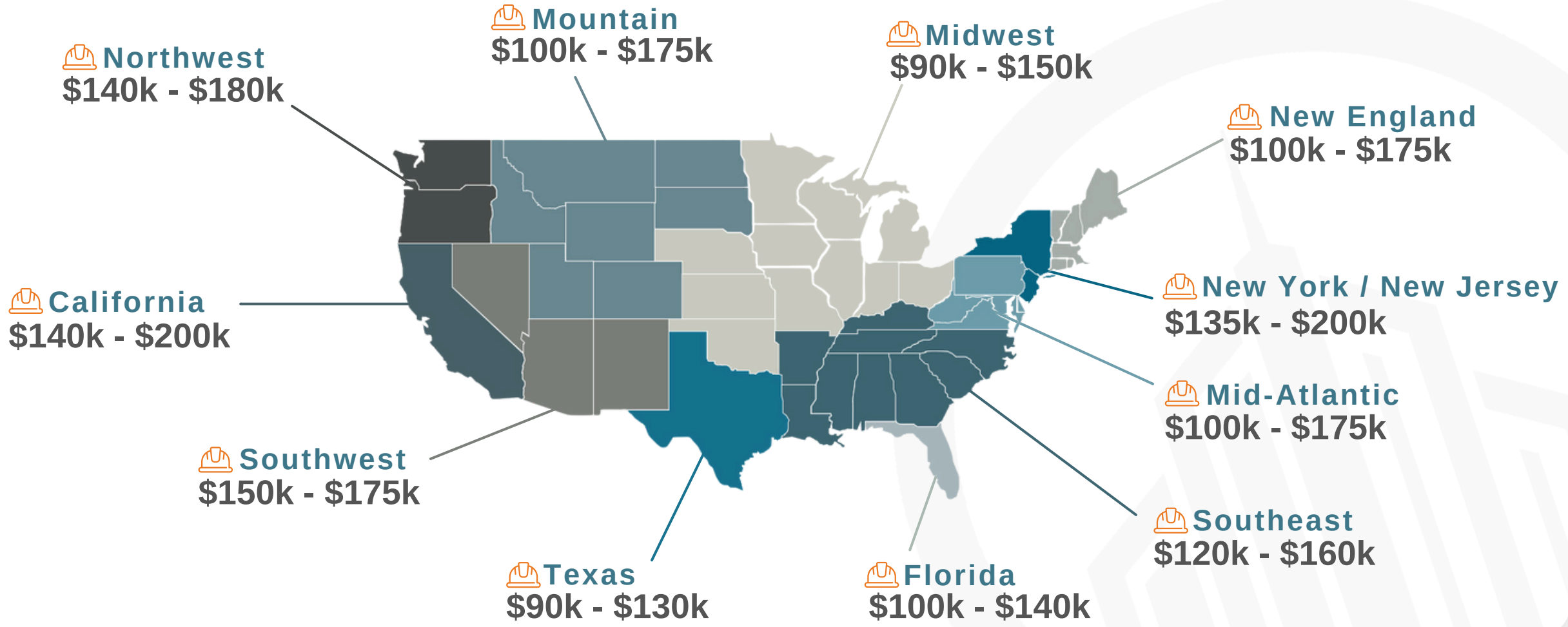
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Superintendent

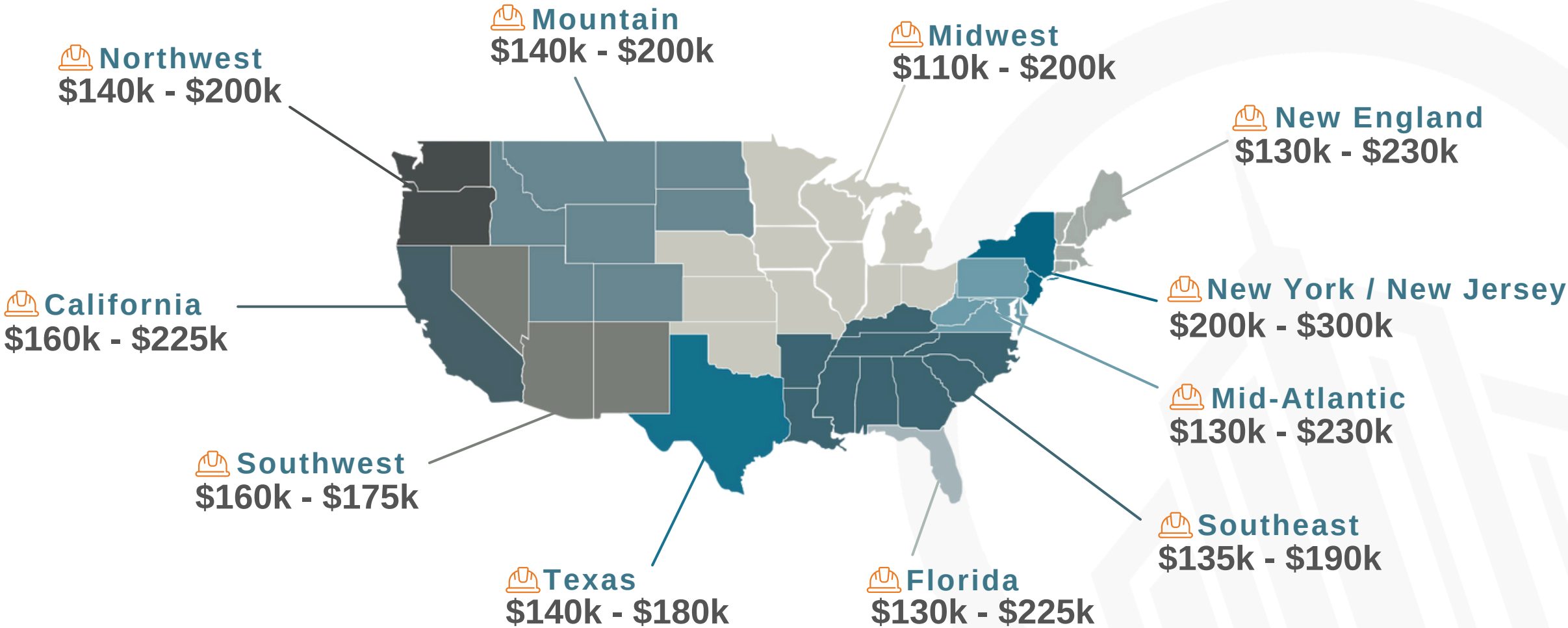
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Senior Project Manager

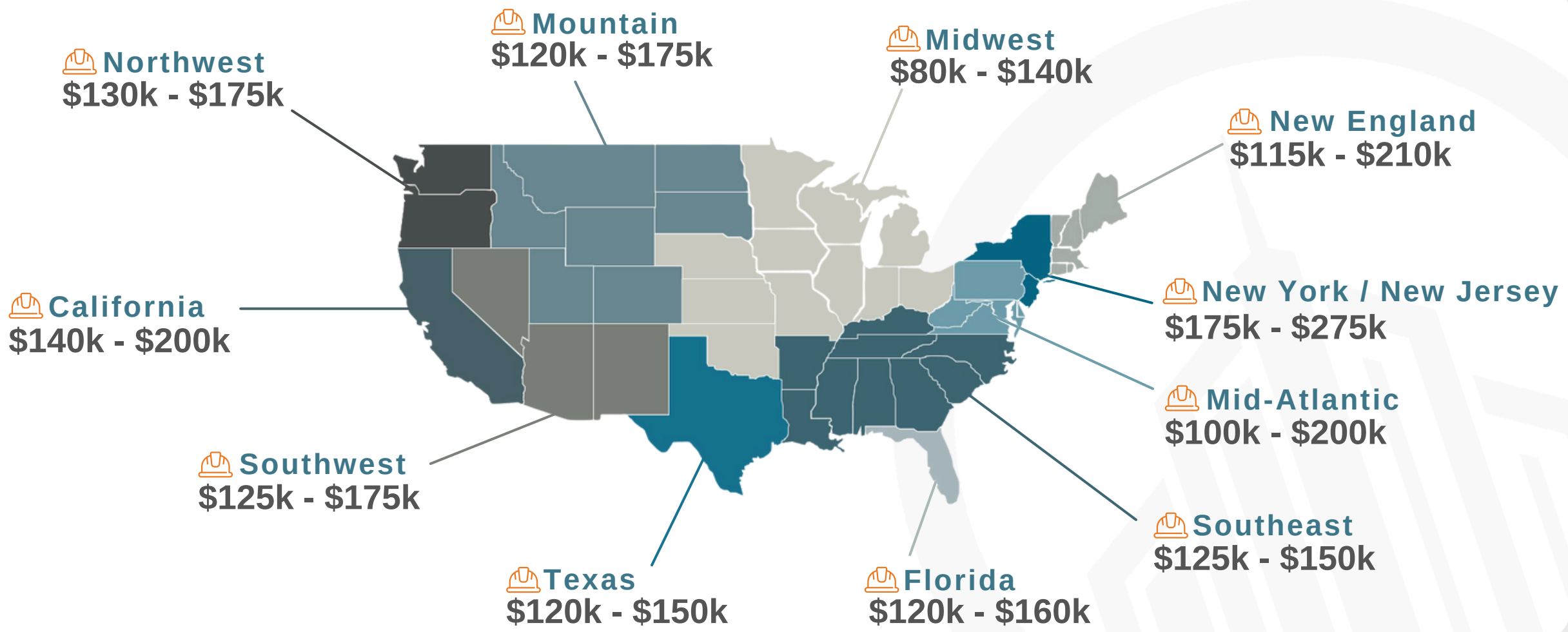
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Project Manager

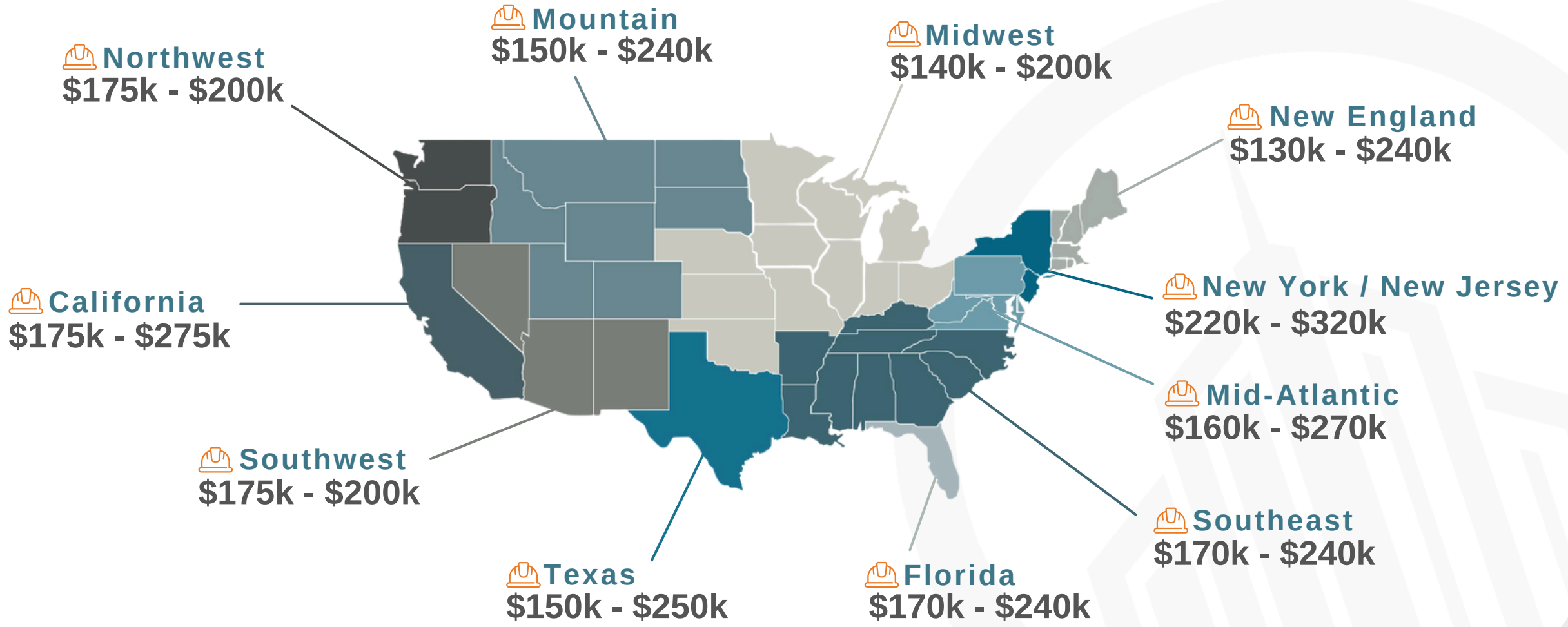
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Director of Preconstruction/ Senior Estimator

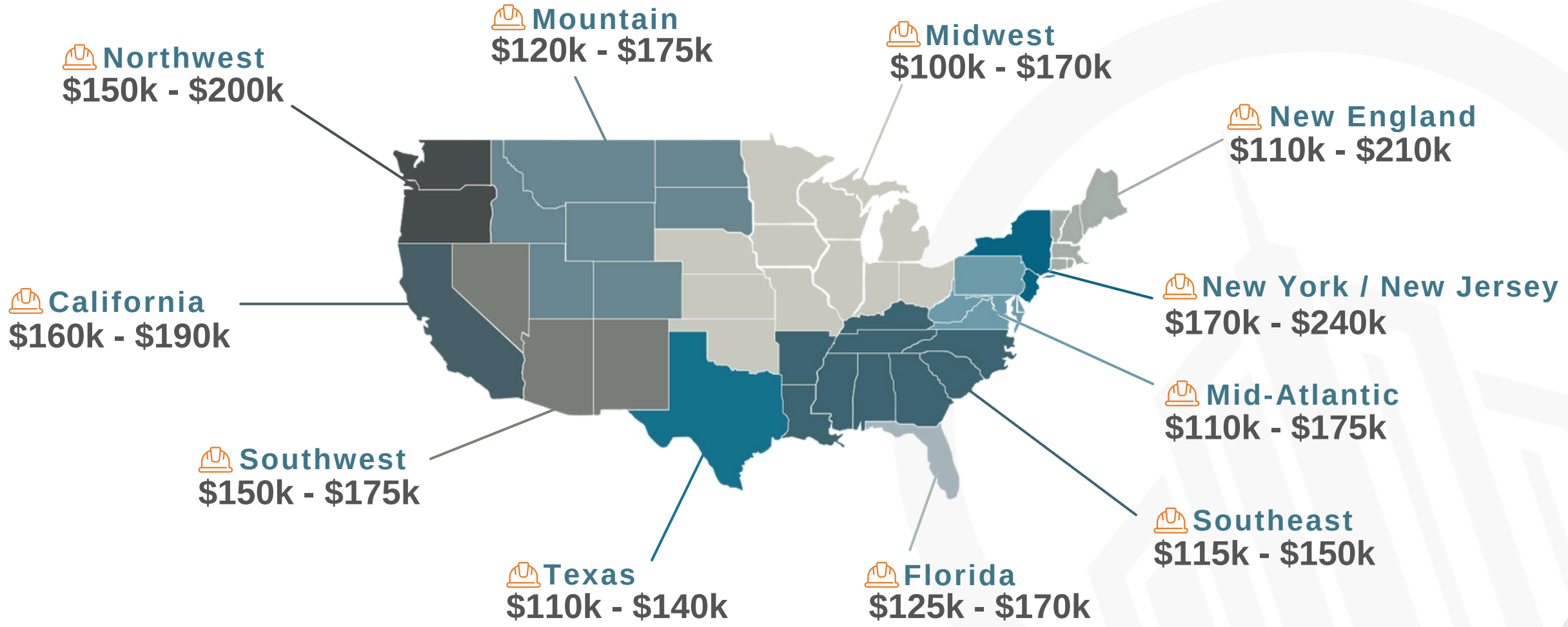
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Preconstruction Manager/ Estimator

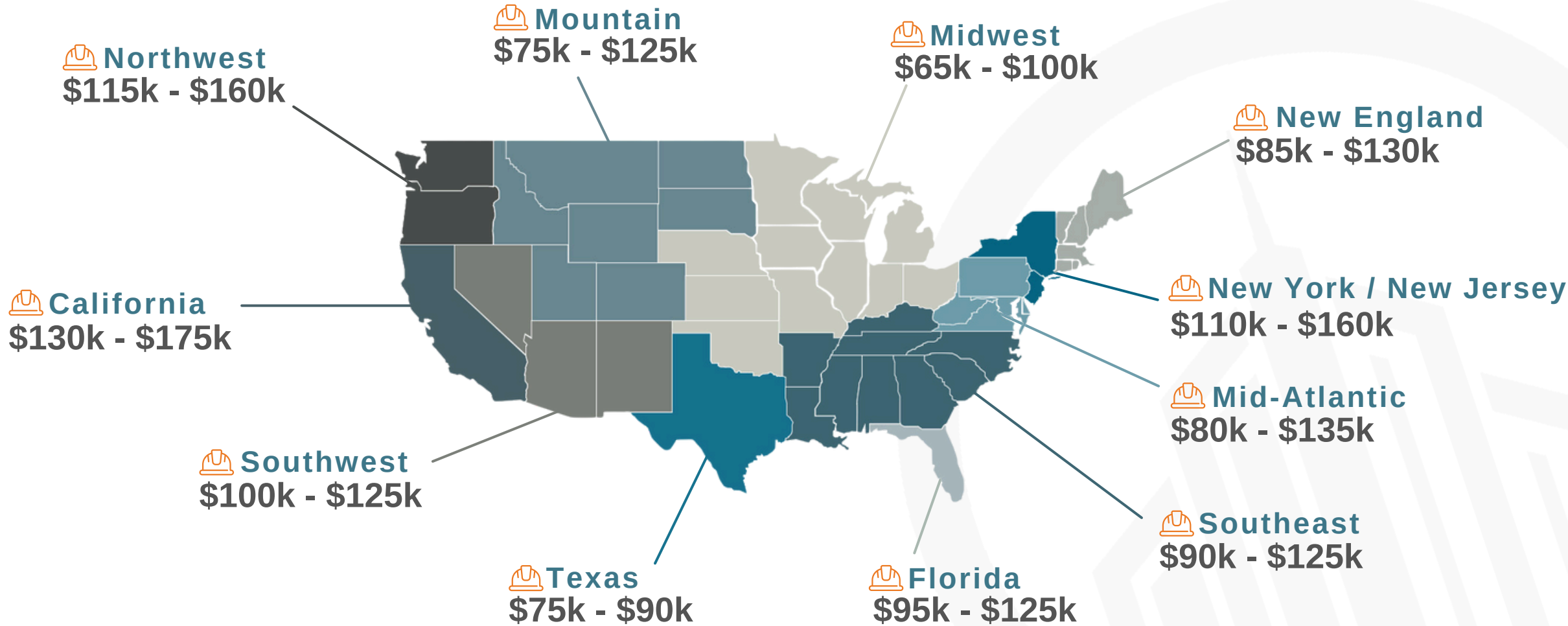
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Project Engineer/ Assistant Project Manager

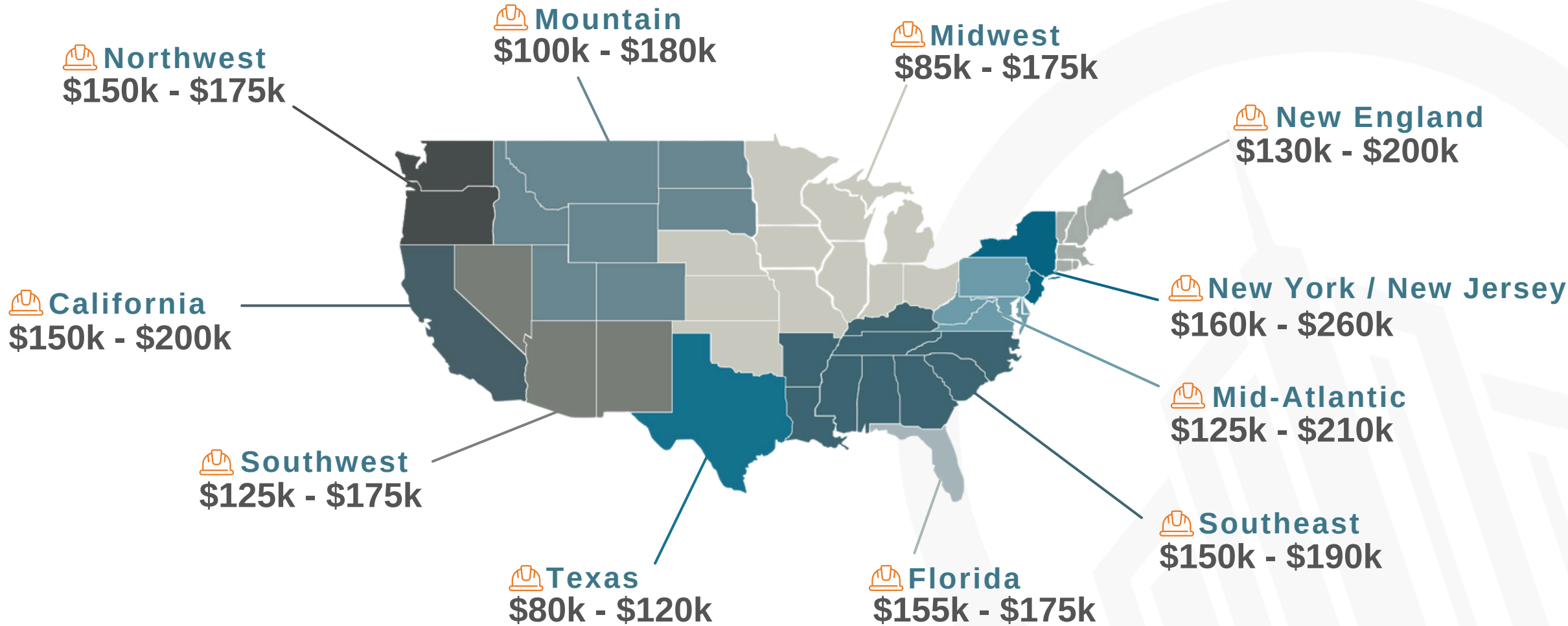
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Business Development Director/ Manager

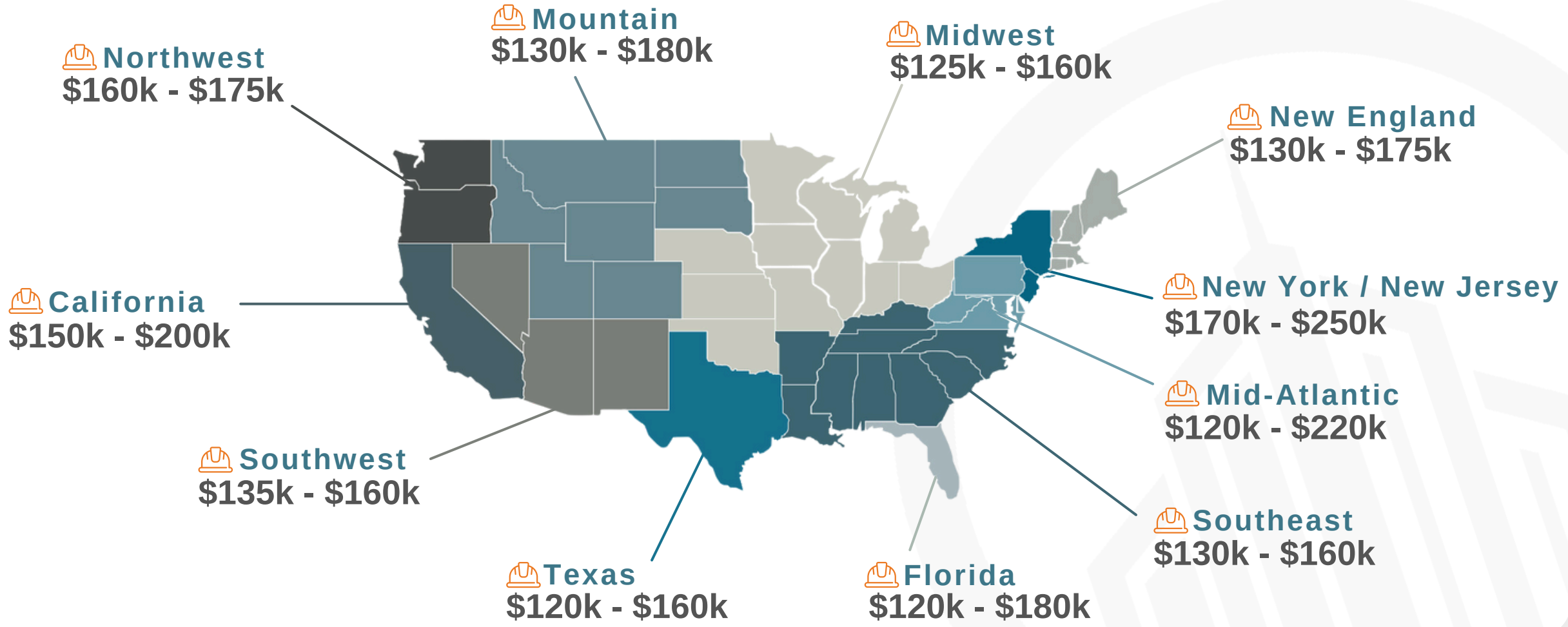
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Safety Director

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KIMMEL

& ASSOCIATES

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