



# Pearl Meyer

## National Engineering and Construction Salary Survey

The National Engineering and Construction Salary Survey  
can help you attract and retain top talent.



## About the Survey

The National Engineering and Construction Salary Survey (NECSS) is a compensation information source specifically focused on engineering and construction/construction management companies with significant operations in both areas, primarily in the power, petrochemical, civil, environmental, transportation, and/or mining and metals industries. The survey covers approximately 18 job families (105 jobs) and provides policy and practice information in areas of salary administration, turnover, overtime, college recruiting and hiring rates, as well as variable pay plans. The NECSS is a club survey guided by the NECSS Steering Committee with significant member involvement. The survey is managed by Pearl Meyer.

### COMPREHENSIVE

- 18 Job Families
- **Exclusive Insight** into Peer Policies & Practices



### CREDIBLE

- 39 Participating Organizations
- Rigorous quality assurance process



### CUSTOMIZED

- Dedicated account manager
- Online tools for easy data submission and analysis



### COST-EFFECTIVE

- The cost of this survey is \$3,750



The National Engineering and Construction Salary Survey provides you with a best-in-class compensation information solution, offering you a rare combination of accuracy and affordability. All elements of the employee pay package are collected and reported giving you the information needed to analyze your competitive position and compensation mix from a total compensation perspective.

### Survey results validate your compensation strategy and enable you to:

- Analyze compensation trends by several data cuts.
- Understand what incentives are becoming more widespread.
- Isolate key pieces of data based on your unique needs.





## COMPREHENSIVE

You will be assigned a dedicated account manager to walk you through the survey submission process, making it easy to integrate and match your information to our database.

Our account managers have several years of survey experience, ensuring you receive the highest quality of guidance and confidentiality.

## Policies and Practices

**Results by Position**  
Construction Supervisor/Site Management - Level 2 (1002)

Characteristics Summary	Results	Valid Responses
<b>Sample Information</b>	2065	
Number of Employees - Total Sample	1707	2064
Number of Employees - Reweighted	20	
Number of Companies	49.6	108
Average Age	98.7%	505
Percent of Extended Incumbents	27.1	
Average Years Since 1st Degree	20.6%	1075
Percent of Those Receiving Bonus	\$94,025	1851
Salary Range Minimum	\$124,376	1019
Salary Range Maximum	\$154,352	
Salary Range Midpoint	\$125,010	1315
Company Weighted Average Base Pay	\$118,842	750
Company Weighted Average Total Cash	\$121,150	
Base Pay of Those Receiving Bonus	92.2%	
Base Pay of Those Not Receiving Bonus	64.8%	
Percent of All Incumbents Eligible for Variable Pay	1315	
Percent of All Incumbents Receiving Variable Pay	70.1%	581
Percent of All Incumbents Receiving Variable Pay	32.3%	
Percent of Eligible Incumbents Receiving Variable Pay	8.3%	
Percent of All Incumbents Receiving Performance Bonus	6.1%	104
Average Performance Bonus (Excl \$0)	\$7,650	1211
Average Discretionary Bonus (Excl \$0)	\$8.5%	
Average Retention Bonus (Excl \$0)	\$7,672	0
Average Sign-On Bonus (Excl \$0)	0.1%	0
Average Retention Bonus (Excl \$0)	0.1%	0
Average Sign-On Bonus (Excl \$0)	0	0

  

Compensation Summary	# Empl - Total Sample	# Empl - Reweighted	Number of Companies	Base Pay Average	Actual Variable Pay	Total Cash Average
All Firms	2065	20	20	\$119,848	\$1,316	\$121,164
10th Pile	1707	20	20	\$90,186	\$0	\$90,186
25th Pile	2065	20	20	\$100,650	\$0	\$100,650
50th Pile	1707	20	20	\$118,165	\$0	\$118,165
75th Pile	2065	20	20	\$124,740	\$4,400	\$129,140
90th Pile	2065	20	20	\$136,068	\$7,000	\$143,068
95th Pile	2065	20	20	\$155,000	\$11,000	\$166,000
99th Pile	2065	20	20	\$25,939	\$6,553	\$32,492
Out Day	0	0	0			

  

Compensation by Industry	# Empl - Total Sample	# Empl - Reweighted	Number of Companies	Base Pay Average	Base Pay Site Price	Total Cash Average
Power	43	97	7	\$119,848	\$117,081	\$124,487
Process	178	36	7	\$122,356	\$122,450	\$127,650
Mining and Metallurgical	11	11	1	\$114,018	\$110,301	\$119,051
Chemical	705	258	5	\$120,959	\$117,050	\$126,369
Environmental	122	75	6	\$128,370	\$126,100	\$132,240
Transportation	8	8	1			
Industrial	43	43	3			
Nuclear	2	2	1			
Telecommunications	8	8	7	\$120,368	\$124,085	\$133,000
Other	136	67	7			

National Engineering and Construction Salary Survey  
©2019 Pearl Meyer & Partners, LLC

**Policies and Practices**  
Salary Administration

Salary Administration	Total	All Firms
<b>What is (are) the effective date(s) of your Merit Increase Program (choose most prevalent)?</b>		
Anniversary		3.6%
Focal (one date) distribution		96.4%
<b>In what month is your annual focal merit increase? (Focal one date)</b>		
January		28.6%
February		3.6%
March		21.4%
April		17.9%
May		7.1%
July		10.7%
August		7.1%
December		3.6%
<b>In what months are your annual focal increases? (Focal multiple dates)</b>		
What is the average number of months between increases?		12.0
What percent of the population was promoted in the most recent year (5/15/18 - 5/14/19)?		10.7%

National Engineering and Construction Salary Survey  
©2019 Pearl Meyer & Partners, LLC



## Access to Detailed Data

39

Participating  
Institutions



18

Job Families



105

Positions



### Key Data Reported:

- Base Salary
- Short-Term Incentives
- Total Cash/Target/  
Direct Compensation



97,100

Employees



## Job Positions

Architect

Business Development

Construction Supervision/  
Site Management

Contract Administrator

Drafting/Design

Engineering System Development

Environmental Safety & Health

Estimating

Field Engineering

Field Inspection

General Engineering

Procurement

Project Controls

Project Engineering

Project Management

Quality Assurance

Scientist

Start-Up Engineering



## 2021 List of Participants

AECOM DCSA  
ARCADIS U.S. Inc.  
Bechtel Global Corporation  
Black & Veatch Corporation  
Burns & McDonnell Engineering  
CDM Smith  
Colas  
Consolidated Nuclear Security, LLC  
Day & Zimmerman  
Fluor Corporation  
Framatome  
Gilbane, Inc.  
Granite Construction Inc.  
Haskell  
HDR, Inc.  
HNTB Corporation  
Jacobs Engineering Group Inc.  
JE Dunn Construction Group  
KBR, Inc.  
Kiewit Energy Group  
M.A. Mortenson Company  
McCarthy  
McDermott, Inc.  
Michael Baker International  
Mott MacDonald  
Parsons Corporation  
PCL Constructors Inc.  
RES Group  
RS&H  
Skanska  
Stantec Inc.  
Sundt  
TechnipFMC  
Westinghouse Electric Company  
Wood  
Worley  
WSP  
Zachry Industrial Inc.



## Survey Dates

**Data Effective Date:** May 15, 2022

**Data Submission Due Date:** June 3, 2022

**Survey Results Published:** August 15, 2022





## Contact Us

To learn more about our National Engineering and Construction Salary Survey or to participate, please contact the survey group at [survey@pearlmeier.com](mailto:survey@pearlmeier.com).

You will be assigned a dedicated account manager who will be available to walk you through the survey submission process, making it easy to integrate and match your information with our database. Our account managers have several years of survey experience, ensuring you the highest level of data quality and integrity.

Your account manager will email you a link to the submission materials, your log-in credentials, and instructions on how to complete and return your survey data.

- **To contact us by email:** [survey@pearlmeier.com](mailto:survey@pearlmeier.com) or [andrew.guigno@pearlmeier.com](mailto:andrew.guigno@pearlmeier.com)
- **To contact us by phone:** ask for the survey group from our general number 508-460-9600 or call Andrew Guigno, Survey Project Manager, at 508-630-1508



## Dedicated Team of Account Managers



**Rebecca Toman**  
Vice President, Survey  
Business Unit



**Dan Besser**  
Survey Account  
Manager



**Matt Dunbar**  
Associate Account  
Manager



**Jordan Gagnon**  
Senior Survey  
Account Manager



**Andrew Guigno**  
Survey Project  
Manager



**Rhonda Snyder**  
Survey Account  
Manager



**Veronika Valcheva**  
Associate  
Account Manager



**Precious Wolo**  
Senior Survey  
Account Manager



## Why Pearl Meyer Surveys?

### Our Commitment to Quality

We are committed to providing you the highest standard of quality reporting. Our rigorous quality assurance process includes:

- Review of quality assurance reports to help clarify input and identify discrepancies.
- Thorough cross check of data; comparison to previous years' data; and identification of data outliers.

### Secure Data Submission and Confidentiality

The survey is administered using an excel template for the collection of incumbent job data and a secure online questionnaire for policies and practices data. Cyber security is a top priority for all our surveys, and you can have peace of mind knowing that our secure system ensures that your data will be uploaded into a safe environment and remain confidential.

Concerned about the confidentiality of your data and how it's shared in the survey results report?

- All data is reported in summary form only.
- No data is reported for any job at any level where there are less than four institutions matching.
- No institutions' data will represent more than a 25% weighting for any job.







## About Pearl Meyer

([www.pearlmeyer.com](http://www.pearlmeyer.com))

Pearl Meyer is the leading advisor to boards and senior management on the alignment of compensation with organizational and leadership strategies, making pay programs a powerful catalyst for value creation and competitive advantage. Our survey team provides organizations with accurate, on-point information supporting effective business decisions. Pearl Meyer's global clients stand at the forefront of their industries and range from emerging high-growth, not-for-profit, and private companies to the Fortune 500 and FTSE 350. The firm has offices in Atlanta, Boston, Charlotte, Chicago, Houston, London, Los Angeles, New York, Rochester, and San Jose.

## Pearl Meyer's Survey Suite

([www.pearlmeyer.com/salary-surveys](http://www.pearlmeyer.com/salary-surveys))

At Pearl Meyer we specialize in salary surveys in a wide range of industries including high technology, engineering and construction, banking and many more. Each survey provides the most comprehensive perspective on total compensation for the broadest groups of positions available. Combined, the surveys paint a complete picture of total compensation, giving you the only data resource you need to establish and manage your employee pay and reward strategy.



## Locations

### **ATLANTA**

(770) 261-4080

atlanta@pearlmeyer.com

### **BOSTON**

(508) 460-9600

boston@pearlmeyer.com

### **CHARLOTTE**

(704) 844-6626

charlotte@pearlmeyer.com

### **CHICAGO**

(312) 242-3050

chicago@pearlmeyer.com

### **HOUSTON**

(713) 568-2200

houston@pearlmeyer.com

### **LONDON**

+44 (0)20 3384 6711

london@pearlmeyer.com

### **LOS ANGELES**

(213) 438-6500

losangeles@pearlmeyer.com

### **NEW YORK**

(212) 644-2300

newyork@pearlmeyer.com

### **ROCHESTER**

(585) 713-1349

rochester@pearlmeyer.com

### **SAN JOSE**

(669) 800-5074

sanjose@pearlmeyer.com

For more information on Pearl Meyer, visit us at [www.pearlmeyer.com](http://www.pearlmeyer.com) or contact us at (212) 644-2300.