



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

- + 19 Job Families
- + Exclusive Insight into Peer Policies & Practices



Credible

- + 52 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 \$3,950

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.

Results by Position		
Construction Supervision/Site Management - Level 2 (1002)		
Characteristics Summary	Results	Valid Responses
Sample Information		
Number of Employees - Total Sample	2065	
Number of Employees - Reweighted	1707	
Number of Companies	20	2064
Average Age	49.8	
Percent of Exempt Incumbents	98.7%	
Average Years Since 1st Degree	27.1	108
Percent Degreed	25.8%	555
Salary Ranges and Base Pay		
Salary Range Minimum	\$94,005	1075
Salary Range Midpoint	\$124,376	1851
Salary Range Maximum	\$154,932	1075
Company Weighted Average Base Pay	\$122,232	
Company Weighted Average Total Cash	\$155,013	
Base Pay of Those Receiving Bonus	\$118,842	1315
Base Pay of Those Not Receiving Bonus	\$121,150	750
Variable Pay Summary		
Percent of All Incumbents Eligible for Variable Pay	92.2%	
Percent of All Incumbents Receiving Variable Pay	64.8%	
Number of Incumbents Receiving Variable Pay	1315	
Percent of Eligible Incumbents Receiving Variable Pay	70.1%	
Percent of All Incumbents Reporting a Target Bonus Percentage	32.3%	
Average Target Bonus Percentage (Excl 0)	8.3%	561
Variable Pay Analysis by Firm Type		
Percent of All Incumbents Receiving Performance Bonus	5.1%	
Average Performance Bonus (Excl \$0)	\$7,050	104
Percent of All Incumbents Receiving Discretionary Bonus		
Average Discretionary Bonus		
Percent of All Incumbents Receiving Retention Bonus (R)		
Average Retention Bonus (R)		
Percent of All Incumbents Receiving Sign-On Bonus (S)		
Average Sign-On Bonus (S)		
Compensation Summary		
All Firms		
10th P		
25th P		
50th P		
60th P		
75th P		
90th P		
95th P		
99th P		
Compensation by Industry		
Power		
Process		
Mining and Metallurgical		
Chemical		
Environmental		
Transportation		
Industrial		
Nuclear		
Telecommunications		
Other		

Policies and Practices

Salary Administration

Salary Administration	Total All Firms
What is (are) the effective date(s) of your Merit Increase Program (choose most prevalent)?	
Anniversary	3.6%
Focal (one date) distribution	96.4%
In what month is your annual focal merit increase? (Focal one date)	
January	28.6%
February	3.6%
March	21.4%
April	17.9%
May	7.1%
July	10.7%
August	7.1%
December	3.6%
In what months are your annual focal increases? (Focal multiple dates)	
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%

Access to Detailed Data

52

Participating
Institutions

111

Positions

130K

Employees

19

Job Families

Key Data Reported:

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

Survey 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
Proposal
Quality Assurance
Scientist
Start-Up Engineering

2024 List of Participants (alphabetical order)

AECOM	Lane Construction Corporation
Air Products & Chemicals	M. A. Mortenson Company
Alberici Corporation	Matrix Service Company
ARCADIS U.S. Inc.	McCarthy
ARCO Construction	McDermott, Inc.
Bechtel Global Corporation	Michael Baker International
Black & Veatch Corporation	Michels Corporation
Burns & McDonnell Engineering	Mott MacDonald
CDI Engineering	Parsons Corporation
CDM Smith Inc.	PCL Constructors Inc.
Clark Construction Group, LLC	RES Group
Clune Construction	RS&H
Colas	S & B Engineers & Constructors, Ltd.
Colliers Engineering & Design	Skanska
Consolidated Nuclear Security, LLC	Stantec Inc.
Day & Zimmermann	Sundt
Evergy, Inc.	T.Y. Lin International group
Flatiron Construction	Wood
Fluor Corporation	Worley
Framatome	WSP
GHD	Zachry Industrial Inc.
Gilbane, Inc.	
Granite Construction Inc.	
Haskell	
HDR, Inc.	
HNTB Corporation	
Jacobs Engineering Group Inc.	
JE Dunn Construction Group	
KBR, Inc.	
Kiewit Corporation	
Kleinfelder, Inc.	

Survey Dates

Data Effective Date: 5/15/2025

Submission Due Date: 6/13/2025

Survey Results Published: Week of 8/15/2025

Contact Us

To learn more about our National Engineering and Construction Salary Survey or to participate, please contact the survey group at survey@pearlmeyer.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.

By email:

survey@pearlmeyer.com or andrew.guigno@pearlmeyer.com

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



Rebecca Toman
Vice President,
Survey Business Unit



Nana Adu
Survey Account Manager



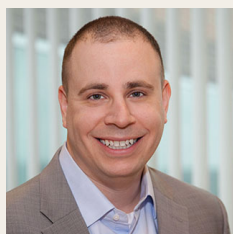
Dan Besser
Senior Survey
Account Manager



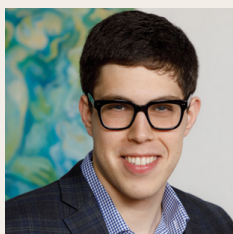
Matt Donahue
Survey Account Manager



Jordan Gagnon
Survey Project Manager



Andrew Guigno
Survey Operations
Manager



Benji Sheiffer
Survey Account Manager



Rhonda Snyder
Survey Project Manager



Veronika Valcheva
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

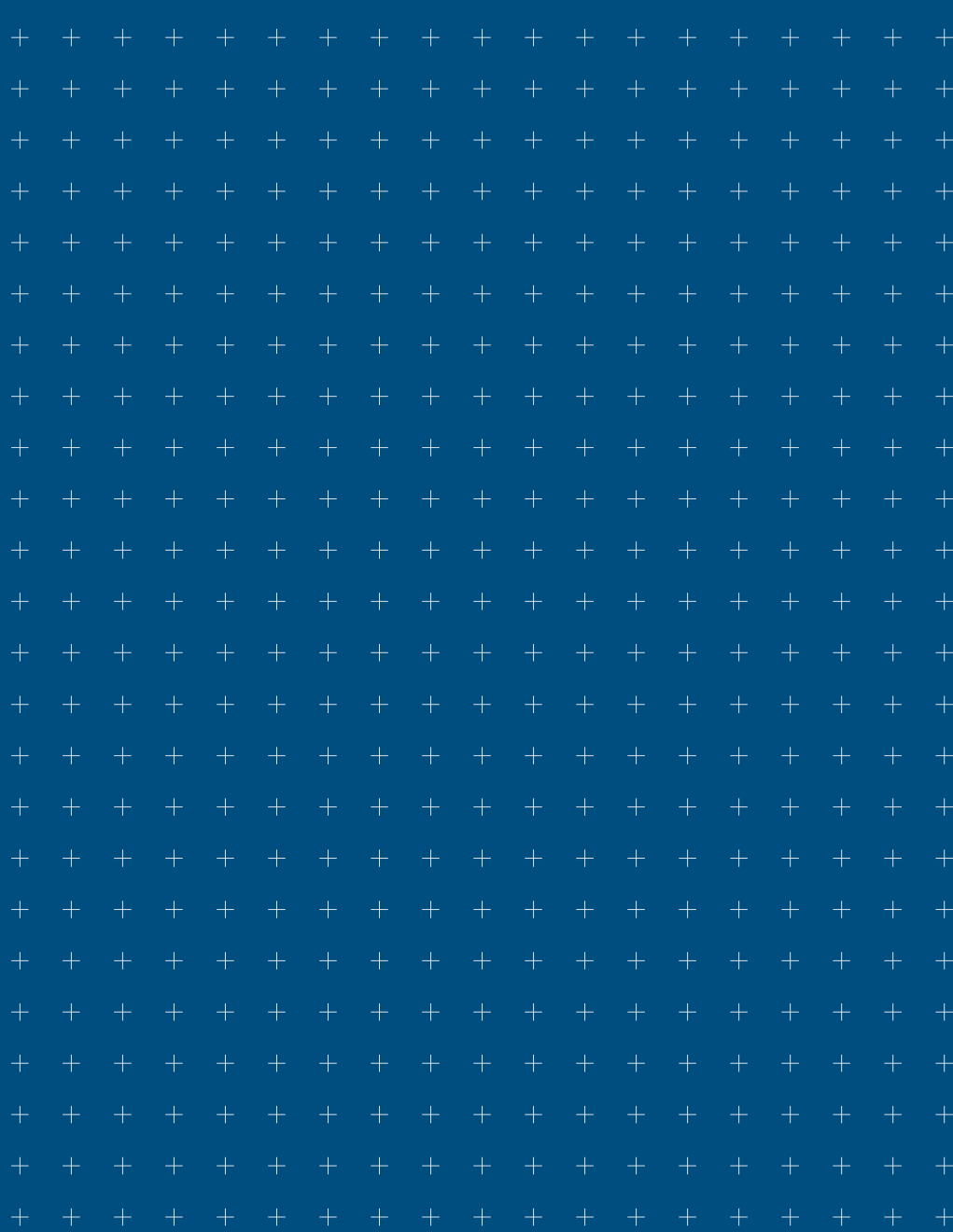
pearlmeyer.com 

Pearl Meyer is the leading advisor to boards and senior management helping organizations build, develop, and reward great leadership teams that drive long-term success. Our strategy-driven compensation and leadership consulting services act as powerful catalysts for value creation and competitive advantage by addressing the critical links between people and outcomes. Our clients stand at the forefront of their industries and range from emerging high-growth, not-for-profit, and private organizations to the Fortune 500.

About Pearl Meyer's Survey Suite

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.



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

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