

2019 Compensation Report (Sample Data)

Prepared for you by:





PAS, Inc.

PAS, Inc., the source for construction industry salary and benefit benchmark data and CICPAC, the CPAs who know construction have developed this packet of the most comprehensive pay data available in the construction industry. The packet includes the following positions:

1. Senior Project Manager
2. Senior Estimator
3. Controller

The 2019 Executive Compensation Survey for Contractors and the Construction Management Staff Salary Survey was utilized to pull this data together. Visit www.pas1.com for the most up-to-date compensation data and many more positions in the industry.

To order a more comprehensive report for your use, contact Jeff Robinson at (800) 553-4655 or order@pas1.com.

Any additional information or questions, contact:

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ABOUT THE SURVEY

The survey results have been summarized using a variety of categories and sub-breakdowns in order to provide a multidimensional look at the salaries paid for three chosen positions. It is important that as you evaluate the survey information, you do not take any one variable by itself. Look at the three or four categories that would best apply to your situation for each position. We suggest starting with the Total Revenue category for your base sort.

In matching your positions with the survey positions, use the position description (not the title) to determine the best fit with your company. If the content of the survey position description represents the majority of the functions performed by your incumbent, then there probably is a match. It may be necessary to look at two survey positions to test your compensation levels against the survey. For example, a Project Manager may also perform Senior Estimator functions on a regular basis. Therefore, you need to consider the importance of each of these functions in evaluating the survey data.

It is important to consider the information as a general indicator of the compensation practices in the construction industry. Factors not covered by the survey such as your company's organizational structure, economic conditions of your area, and the like need to be considered in evaluating the survey data and how it applies to you. Remember, you cannot take any one number from the survey and use it exclusively. You must temper the survey information to meet the uniqueness of your company.

Also, compensation directly related to the profitability of a company such as bonus will vary from survey to survey. Again it is important to view this information as a general indicator of what other organization's practices include.

To begin your review, we suggest comparing your company data with the national summary of all firms in the survey. In all likelihood, your company's compensation data will either be higher or lower than the average and median figures shown in the survey. From this point we suggest that you begin analyzing the various sub-breakdowns and categories of the compensation data which relate to your firm's demographic profile and unique needs.

ABOUT THE SURVEY *(continued)*

General Information: All numbers shown are **base salary** unless identified as “Bonus Amount”, “Total Compensation - Bonus”, “Total Compensation - All”, or columns identified as “Average Total Compensation”.

Base Salary: Base salary of all companies reporting for a particular position. Does not include bonus, incentive, cash profit sharing, or additional forms of extra compensation.

Base Salary - No Bonus: Base salary of those companies that did not give additional cash compensation such as bonus.

Base Salary - Bonus: Base salary of those firms which give a bonus, incentive, or cash profit sharing.

Bonus Amount: The amount of additional cash compensation provided in the form of a bonus, incentive, or cash profit sharing. Does not include deferred compensation or overtime payments.

Total Compensation - Bonus: Base salary plus any bonus, incentive, or cash profit sharing for only those companies which provide additional compensation.

Total Compensation - All: Base salary plus any additional compensation for all companies reporting for a particular position. This includes all companies regardless of whether or not they paid a bonus.

15th Percentile: Value within the sample which is higher than 15% and lower than 85% of the rates reported.

25th Percentile: Value within the sample which is higher than 25% and lower than 75% of the rates reported.

50th Percentile: Value within the sample which is higher (Median) than 50% and lower than 50% of the rates reported.

75th Percentile: Value within the sample which is higher than 75% and lower than 25% of the rates reported.

85th Percentile: Value within the sample which is higher than 85% and lower than 15% of the rates reported.

Average: The sum of the average rate reported by each company divided by the number of companies in the sample.

Weighted Average: The average salary reported by each firm multiplied by the number of employees in the position which is then totaled and divided by the total number of employees.

Percent of CEO: Using average rates reported, this is the percent of the current position as compared to the President - CEO classification.

Average of Top Three: The average of the highest three numbers reported in a given row.

Asterisk (*): Insufficient data reported to provide any useful analysis.

SENIOR PROJECT MANAGER (Management Position)

Prepared for you by:



Construction Compensation Report (2019 Data)

Prepared for you by: CICPAC and PAS, Inc.

SENIOR PROJECT MANAGER

DESCRIPTION:

Highest level project manager responsible for overall direction of the largest revenue projects of the company. Establishes project objectives and policies, maintains liaison with prime client contracts, and monitors construction and financial activities through on-site PM's or construction managers. Position normally requires a minimum of fifteen years of project management experience.

ALL FIRMS

	NUMBER	NUMBER			MEDIAN			
	OF	OF	15TH	25TH	50TH		75TH	85TH
	FIRMS	EMPLOYEES	PERCENTILE	PERCENTILE	PERCENTILE	AVERAGE	PERCENTILE	PERCENTILE
BASE SALARY	231	1,505	102,000	111,000	126,400	128,413	139,500	150,995
BASE SAL - NO BONUS	73	591	96,000	111,250	126,400	128,846	139,500	153,950
BASE SAL - BONUS	158	914	103,500	109,900	125,983	128,214	139,122	150,498
BONUS AMOUNT	158	914	6,740	11,000	20,200	30,541	36,052	50,913
TOTAL COMP - BONUS	158	914	124,250	133,879	151,172	158,755	172,972	191,212
TOTAL COMP - ALL	231	1,505	113,420	124,800	141,000	149,303	163,818	180,223

TYPE OF CONSTRUCTION PERFORMED	NUMBER	AVERAGE					
	OF	TOTAL		WEIGHTED	25TH	50TH	75TH
	EMPLOYEES	COMP	AVERAGE	AVERAGE	PERCENTILE	PERCENTILE	PERCENTILE
BUILDING	992	144,392	126,207	131,730	112,000	124,569	135,000
HIGHWAY	392	146,322	128,134	136,923	107,097	130,000	140,500
HEAVY	486	145,481	129,237	141,521	107,000	128,400	140,000
INDUSTRIAL	857	139,802	123,628	140,932	105,676	120,495	134,880
MUNICIPAL UTIL.	249	136,204	122,243	128,099	106,277	120,445	135,607
RESIDENTIAL	134	165,119	126,191	121,034	102,523	118,000	138,244

SENIOR PROJECT MANAGER

DESCRIPTION:

Highest level project manager responsible for overall direction of the largest revenue projects of the company. Establishes project objectives and policies, maintains liaison with prime client contracts, and monitors construction and financial activities through on-site PM's or construction managers. Position normally requires a minimum of fifteen years of project management experience.

REVENUE SIZE: UP TO 5 MILLION								
	NUMBER	NUMBER			MEDIAN			
	OF	OF	15TH	25TH	50TH		75TH	85TH
	FIRMS	EMPLOYEES	PERCENTILE	PERCENTILE	PERCENTILE	AVERAGE	PERCENTILE	PERCENTILE
BASE SALARY	10	10	***	83,744	92,769	94,909	98,000	***
BASE SAL - NO BONUS	7	7	***	***	***	98,869	***	***
BASE SAL - BONUS	3	3	***	***	***	85,667	***	***
BONUS AMOUNT	3	3	***	***	***	13,667	***	***
TOTAL COMP - BONUS	3	3	***	***	***	99,333	***	***
TOTAL COMP - ALL	10	10	***	90,269	95,500	99,009	102,000	***

REVENUE SIZE: 5 TO 25 MILLION								
	NUMBER	NUMBER			MEDIAN			
	OF	OF	15TH	25TH	50TH		75TH	85TH
	FIRMS	EMPLOYEES	PERCENTILE	PERCENTILE	PERCENTILE	AVERAGE	PERCENTILE	PERCENTILE
BASE SALARY	42	72	94,682	99,850	110,540	111,555	120,500	131,000
BASE SAL - NO BONUS	14	36	97,120	99,850	114,646	113,466	125,600	130,700
BASE SAL - BONUS	28	36	93,412	99,000	106,555	110,600	120,000	131,000
BONUS AMOUNT	28	36	6,052	12,321	20,500	32,397	44,250	63,613
TOTAL COMP - BONUS	28	36	114,437	122,000	133,900	142,997	161,892	180,250
TOTAL COMP - ALL	42	72	101,500	113,512	124,900	133,154	149,663	163,225

SENIOR PROJECT MANAGER

DESCRIPTION:

Highest level project manager responsible for overall direction of the largest revenue projects of the company. Establishes project objectives and policies, maintains liaison with prime client contracts, and monitors construction and financial activities through on-site PM's or construction managers. Position normally requires a minimum of fifteen years of project management experience.

REVENUE SIZE: 25 TO 100 MILLION								
	NUMBER	NUMBER			MEDIAN			
	OF	OF	15TH	25TH	50TH		75TH	85TH
	FIRMS	EMPLOYEES	PERCENTILE	PERCENTILE	PERCENTILE	AVERAGE	PERCENTILE	PERCENTILE
BASE SALARY	67	192	100,000	108,074	121,600	125,077	140,000	150,000
BASE SAL - NO BONUS	18	47	83,832	99,500	116,060	117,923	135,599	148,839
BASE SAL - BONUS	49	145	105,160	112,000	121,700	127,705	146,989	150,000
BONUS AMOUNT	49	145	10,000	13,000	18,100	26,808	30,000	37,200
TOTAL COMP - BONUS	49	145	126,364	131,500	148,100	154,513	165,270	179,160
TOTAL COMP - ALL	67	192	111,250	124,500	140,000	144,683	163,818	175,000

REVENUE SIZE: 100 TO 250 MILLION								
	NUMBER	NUMBER			MEDIAN			
	OF	OF	15TH	25TH	50TH		75TH	85TH
	FIRMS	EMPLOYEES	PERCENTILE	PERCENTILE	PERCENTILE	AVERAGE	PERCENTILE	PERCENTILE
BASE SALARY	40	176	111,118	120,643	128,200	130,199	138,872	151,218
BASE SAL - NO BONUS	11	58	***	119,808	121,396	126,046	136,000	***
BASE SAL - BONUS	29	118	114,336	124,000	134,000	131,774	140,000	150,995
BONUS AMOUNT	29	118	4,402	7,000	24,600	29,065	37,606	50,000
TOTAL COMP - BONUS	29	118	133,253	141,400	155,000	160,839	178,870	183,242
TOTAL COMP - ALL	40	176	120,688	128,415	143,684	151,271	161,560	181,883

SENIOR PROJECT MANAGER

DESCRIPTION:

Highest level project manager responsible for overall direction of the largest revenue projects of the company. Establishes project objectives and policies, maintains liaison with prime client contracts, and monitors construction and financial activities through on-site PM's or construction managers. Position normally requires a minimum of fifteen years of project management experience.

REVENUE SIZE: 250 TO 500 MILLION								
	NUMBER	NUMBER			MEDIAN			
	OF	OF	15TH	25TH	50TH		75TH	85TH
	FIRMS	EMPLOYEES	PERCENTILE	PERCENTILE	PERCENTILE	AVERAGE	PERCENTILE	PERCENTILE
BASE SALARY	25	219	117,832	125,476	134,191	140,041	144,821	149,600
BASE SAL - NO BONUS	9	109	***	133,388	139,453	153,679	149,600	***
BASE SAL - BONUS	16	110	112,023	121,960	131,000	132,370	136,041	147,523
BONUS AMOUNT	16	110	7,499	10,656	25,785	23,416	31,335	43,731
TOTAL COMP - BONUS	16	110	130,684	137,610	155,258	155,785	171,491	186,503
TOTAL COMP - ALL	25	219	127,477	136,800	149,600	155,027	164,482	180,223

REVENUE SIZE: OVER 500 MILLION								
	NUMBER	NUMBER			MEDIAN			
	OF	OF	15TH	25TH	50TH		75TH	85TH
	FIRMS	EMPLOYEES	PERCENTILE	PERCENTILE	PERCENTILE	AVERAGE	PERCENTILE	PERCENTILE
BASE SALARY	47	836	119,273	127,600	134,760	147,658	166,000	181,700
BASE SAL - NO BONUS	14	334	126,509	128,800	149,475	159,492	180,842	182,943
BASE SAL - BONUS	33	502	112,528	126,644	133,258	142,638	157,864	181,700
BONUS AMOUNT	33	502	6,740	14,700	25,793	40,795	45,300	79,938
TOTAL COMP - BONUS	33	502	140,419	148,021	158,622	183,433	191,715	261,638
TOTAL COMP - ALL	47	836	137,765	143,047	157,056	176,301	181,590	228,276

SENIOR ESTIMATOR (Management Position)

Prepared for you by:



SENIOR ESTIMATOR

DESCRIPTION:

Prepares and/or coordinates preparation of full estimates on large and complex work. Provides complete conceptual and final estimating input on complex CM work or complete total bid price for GC work. Deals with owners, A/E's, and contractors to resolve technical matters during negotiation and contract execution. May supervise junior staff members. Position normally requires 6-8 years of construction estimating experience.

ALL FIRMS								
	NUMBER	NUMBER			MEDIAN			
	OF	OF	15TH	25TH	50TH		75TH	85TH
	FIRMS	EMPLOYEES	PERCENTILE	PERCENTILE	PERCENTILE	AVERAGE	PERCENTILE	PERCENTILE
BASE SALARY	189	707	85,020	92,750	106,721	108,313	123,000	131,651
BASE SAL - NO BONUS	69	312	85,020	95,465	108,000	107,110	120,445	131,651
BASE SAL - BONUS	120	395	85,010	91,645	105,518	109,004	124,420	131,928
BONUS AMOUNT	120	395	5,000	7,466	11,832	16,359	19,504	25,000
TOTAL COMP - BONUS	120	395	94,401	103,545	122,172	125,364	143,205	154,665
TOTAL COMP - ALL	189	707	92,250	99,713	114,490	118,700	133,510	144,937

TYPE OF CONSTRUCTION PERFORMED	NUMBER	AVERAGE					
	OF	TOTAL		WEIGHTED	25TH	50TH	75TH
	EMPLOYEES	COMP	AVERAGE	AVERAGE	PERCENTILE	PERCENTILE	PERCENTILE
BUILDING	432	118,578	108,413	111,465	93,000	107,508	121,000
HIGHWAY	206	122,215	110,135	119,732	95,000	105,892	125,000
HEAVY	269	123,533	114,936	120,947	99,349	114,736	129,689
INDUSTRIAL	378	108,441	101,794	109,471	91,660	100,000	115,000
MUNICIPAL UTIL.	107	114,401	106,109	110,505	94,000	100,880	119,000
RESIDENTIAL	59	105,555	96,176	93,725	85,000	93,579	106,818

SENIOR ESTIMATOR

DESCRIPTION:

Prepares and/or coordinates preparation of full estimates on large and complex work. Provides complete conceptual and final estimating input on complex CM work or complete total bid price for GC work. Deals with owners, A/E's, and contractors to resolve technical matters during negotiation and contract execution. May supervise junior staff members. Position normally requires 6-8 years of construction estimating experience.

REVENUE SIZE: UP TO 5 MILLION								
	NUMBER	NUMBER			MEDIAN			
	OF	OF	15TH	25TH	50TH		75TH	85TH
	FIRMS	EMPLOYEES	PERCENTILE	PERCENTILE	PERCENTILE	AVERAGE	PERCENTILE	PERCENTILE
BASE SALARY	2	2	***	***	***	89,100	***	***
BASE SAL - BONUS	2	2	***	***	***	89,100	***	***
BONUS AMOUNT	2	2	***	***	***	6,750	***	***
TOTAL COMP - BONUS	2	2	***	***	***	95,850	***	***
TOTAL COMP - ALL	2	2	***	***	***	95,850	***	***
REVENUE SIZE: 5 TO 25 MILLION								
	NUMBER	NUMBER			MEDIAN			
	OF	OF	15TH	25TH	50TH		75TH	85TH
	FIRMS	EMPLOYEES	PERCENTILE	PERCENTILE	PERCENTILE	AVERAGE	PERCENTILE	PERCENTILE
BASE SALARY	30	44	78,500	81,450	88,085	96,761	117,000	125,000
BASE SAL - NO BONUS	11	18	***	74,500	85,000	92,475	108,000	***
BASE SAL - BONUS	19	26	81,000	83,200	89,330	99,242	118,000	125,000
BONUS AMOUNT	19	26	5,000	5,835	12,000	20,978	25,000	50,000
TOTAL COMP - BONUS	19	26	88,200	89,000	107,000	120,221	139,200	154,330
TOTAL COMP - ALL	30	44	82,325	87,379	102,357	110,047	134,180	139,625

SENIOR ESTIMATOR

DESCRIPTION:

Prepares and/or coordinates preparation of full estimates on large and complex work. Provides complete conceptual and final estimating input on complex CM work or complete total bid price for GC work. Deals with owners, A/E's, and contractors to resolve technical matters during negotiation and contract execution. May supervise junior staff members. Position normally requires 6-8 years of construction estimating experience.

REVENUE SIZE: 25 TO 100 MILLION								
	NUMBER	NUMBER			MEDIAN			
	OF	OF	15TH	25TH	50TH		75TH	85TH
	FIRMS	EMPLOYEES	PERCENTILE	PERCENTILE	PERCENTILE	AVERAGE	PERCENTILE	PERCENTILE
BASE SALARY	62	110	84,010	89,250	100,000	101,345	112,853	120,447
BASE SAL - NO BONUS	22	39	86,910	90,330	105,000	103,716	117,000	119,517
BASE SAL - BONUS	40	71	82,000	88,750	95,190	100,042	107,561	122,180
BONUS AMOUNT	40	71	4,960	6,535	11,450	16,446	17,406	23,588
TOTAL COMP - BONUS	40	71	92,625	98,000	110,000	116,488	127,188	144,268
TOTAL COMP - ALL	62	110	91,830	96,870	107,494	111,956	120,517	137,175

REVENUE SIZE: 100 TO 250 MILLION								
	NUMBER	NUMBER			MEDIAN			
	OF	OF	15TH	25TH	50TH		75TH	85TH
	FIRMS	EMPLOYEES	PERCENTILE	PERCENTILE	PERCENTILE	AVERAGE	PERCENTILE	PERCENTILE
BASE SALARY	34	79	95,189	101,940	116,435	115,917	129,920	136,513
BASE SAL - NO BONUS	15	29	93,579	99,374	104,000	109,126	122,721	131,560
BASE SAL - BONUS	19	50	98,698	105,000	124,030	121,279	130,151	137,500
BONUS AMOUNT	19	50	2,594	5,000	11,652	15,726	25,000	26,314
TOTAL COMP - BONUS	19	50	107,000	120,095	140,525	137,004	150,000	155,000
TOTAL COMP - ALL	34	79	96,638	103,600	125,487	124,705	145,860	152,000

SENIOR ESTIMATOR

DESCRIPTION:

Prepares and/or coordinates preparation of full estimates on large and complex work. Provides complete conceptual and final estimating input on complex CM work or complete total bid price for GC work. Deals with owners, A/E's, and contractors to resolve technical matters during negotiation and contract execution. May supervise junior staff members. Position normally requires 6-8 years of construction estimating experience.

REVENUE SIZE: 250 TO 500 MILLION								
	NUMBER	NUMBER			MEDIAN			
	OF	OF	15TH	25TH	50TH		75TH	85TH
	FIRMS	EMPLOYEES	PERCENTILE	PERCENTILE	PERCENTILE	AVERAGE	PERCENTILE	PERCENTILE
BASE SALARY	23	116	96,187	97,500	111,400	118,010	132,156	140,695
BASE SAL - NO BONUS	6	40	***	***	***	106,387	***	***
BASE SAL - BONUS	17	76	96,187	100,583	120,868	122,112	137,754	141,520
BONUS AMOUNT	17	76	7,500	12,000	17,321	17,272	20,692	28,222
TOTAL COMP - BONUS	17	76	113,499	121,000	133,000	139,385	159,080	168,200
TOTAL COMP - ALL	23	116	109,380	111,400	125,368	130,776	144,156	161,254

REVENUE SIZE: OVER 500 MILLION								
	NUMBER	NUMBER			MEDIAN			
	OF	OF	15TH	25TH	50TH		75TH	85TH
	FIRMS	EMPLOYEES	PERCENTILE	PERCENTILE	PERCENTILE	AVERAGE	PERCENTILE	PERCENTILE
BASE SALARY	38	356	91,906	98,750	114,781	117,138	130,770	136,813
BASE SAL - NO BONUS	15	186	108,545	111,281	123,886	121,093	134,177	134,668
BASE SAL - BONUS	23	170	90,150	92,000	111,375	114,558	124,900	151,065
BONUS AMOUNT	23	170	7,614	8,489	9,600	13,077	15,928	16,300
TOTAL COMP - BONUS	23	170	101,258	105,275	122,972	127,635	146,100	153,245
TOTAL COMP - ALL	38	356	100,709	107,986	123,429	125,053	134,423	149,410

CONTROLLER (Executive Position)

Prepared for you by:



CONTROLLER

DESCRIPTION:

Provides direction for the entire range of financial activity of a smaller company or a major segment of the financial/accounting functions of a medium to large firm.

ALL FIRMS							
	NUMBER	NUMBER		MEDIAN			PERCENT
	OF	OF	25TH	50TH		75TH	OF
	FIRMS	EXECUTIVES	PERCENTILE	PERCENTILE	AVERAGE	PERCENTILE	CEO
BASE SALARY	158	191	100,050	120,003	120,845	136,000	39.00%
BASE SAL - NO BONUS	24	31	98,828	114,500	126,501	142,500	42.20%
BASE SAL - BONUS	134	160	100,285	120,502	119,832	135,000	38.20%
BONUS AMOUNT	134	160	11,508	18,158	26,759	32,500	9.60%
TOTAL COMP - BONUS	134	160	119,781	141,450	146,590	169,500	24.70%
TOTAL COMP - ALL	158	191	113,146	138,417	143,539	164,294	28.30%

TYPE OF CONSTRUCTION PERFORMED	NUMBER	AVERAGE		MEDIAN	AVERAGE		PERCENT
	OF	TOTAL	25TH	50TH	BASE	75TH	OF
	EXECUTIVES	COMP	PERCENTILE	PERCENTILE	SALARY	PERCENTILE	CEO
BUILDING	133	147,202	100,380	120,500	120,531	135,750	38.80%
HIGHWAY	49	139,765	100,285	120,003	122,302	140,880	39.70%
HEAVY	50	151,872	110,600	130,000	131,055	149,420	39.70%
INDUSTRIAL	74	145,496	102,170	124,575	122,615	135,750	37.50%
MUNICIPAL	27	151,138	109,900	123,331	124,747	136,000	40.20%
OTHER	17	156,005	108,071	123,000	126,740	136,000	38.20%

CONTROLLER

DESCRIPTION:

Provides direction for the entire range of financial activity of a smaller company or a major segment of the financial/accounting functions of a medium to large firm.

REVENUE SIZE: UP TO 5 MILLION							
	NUMBER	NUMBER		MEDIAN			AVERAGE
	OF	OF	25TH	50TH		75TH	OF
	FIRMS	EMPLOYEES	PERCENTILE	PERCENTILE	AVERAGE	PERCENTILE	TOP THREE
BASE SALARY	2	2	***	***	71,400	***	***
BASE SAL - NO BONUS	0	0	***	***	***	***	***
BASE SAL - BONUS	2	2	***	***	71,400	***	***
BONUS AMOUNT	2	2	***	***	9,500	***	***
TOTAL COMP - BONUS	2	2	***	***	80,900	***	***
TOTAL COMP - ALL	2	2	***	***	80,900	***	***

REVENUE SIZE: 5 TO 25 MILLION							
	NUMBER	NUMBER		MEDIAN			AVERAGE
	OF	OF	25TH	50TH		75TH	OF
	FIRMS	EMPLOYEES	PERCENTILE	PERCENTILE	AVERAGE	PERCENTILE	TOP THREE
BASE SALARY	18	18	90,000	101,000	102,332	117,500	132,158
BASE SAL - NO BONUS	4	4	***	***	105,600	***	***
BASE SAL - BONUS	14	14	90,000	98,500	101,398	114,096	128,125
BONUS AMOUNT	14	14	5,000	12,050	12,072	15,000	21,333
TOTAL COMP - BONUS	14	14	101,500	108,250	113,470	126,000	147,158
TOTAL COMP - ALL	18	18	100,000	108,250	111,721	126,000	147,191

CONTROLLER

DESCRIPTION:

Provides direction for the entire range of financial activity of a smaller company or a major segment of the financial/accounting functions of a medium to large firm.

REVENUE SIZE: 25 TO 100 MILLION							
	NUMBER	NUMBER		MEDIAN			AVERAGE
	OF	OF	25TH	50TH		75TH	OF
	FIRMS	EMPLOYEES	PERCENTILE	PERCENTILE	AVERAGE	PERCENTILE	TOP THREE
BASE SALARY	60	70	96,338	114,500	115,254	130,500	158,333
BASE SAL - NO BONUS	10	16	94,622	102,828	105,973	113,100	120,400
BASE SAL - BONUS	50	54	97,050	120,000	117,111	135,500	158,333
BONUS AMOUNT	50	54	9,800	16,000	22,826	25,000	99,333
TOTAL COMP - BONUS	50	54	111,575	140,000	139,937	162,200	225,067
TOTAL COMP - ALL	60	70	106,000	126,600	134,276	154,110	225,067

REVENUE SIZE: 100 TO 250 MILLION							
	NUMBER	NUMBER		MEDIAN			AVERAGE
	OF	OF	25TH	50TH		75TH	OF
	FIRMS	EMPLOYEES	PERCENTILE	PERCENTILE	AVERAGE	PERCENTILE	TOP THREE
BASE SALARY	38	42	102,170	124,563	120,523	132,100	173,463
BASE SAL - NO BONUS	5	6	***	***	141,292	***	***
BASE SAL - BONUS	33	36	101,185	119,300	117,376	129,272	178,935
BONUS AMOUNT	33	36	9,500	18,500	30,623	38,101	148,333
TOTAL COMP - BONUS	33	36	128,000	140,985	148,000	160,520	247,560
TOTAL COMP - ALL	38	42	128,000	140,985	147,117	152,000	232,914

CONTROLLER

DESCRIPTION:

Provides direction for the entire range of financial activity of a smaller company or a major segment of the financial/accounting functions of a medium to large firm.

REVENUE SIZE: 250 TO 500 MILLION							
	NUMBER	NUMBER		MEDIAN			AVERAGE
	OF	OF	25TH	50TH		75TH	OF
	FIRMS	EMPLOYEES	PERCENTILE	PERCENTILE	AVERAGE	PERCENTILE	TOP THREE
BASE SALARY	19	26	121,274	130,751	131,324	149,670	157,347
BASE SAL - NO BONUS	2	2	***	***	138,250	***	***
BASE SAL - BONUS	17	24	117,175	124,576	130,510	150,809	157,347
BONUS AMOUNT	17	24	18,917	28,549	38,668	56,500	108,417
TOTAL COMP - BONUS	17	24	137,195	157,075	169,178	211,520	252,197
TOTAL COMP - ALL	19	26	137,195	151,453	165,922	197,780	252,197

REVENUE SIZE: OVER 500 MILLION							
	NUMBER	NUMBER		MEDIAN			AVERAGE
	OF	OF	25TH	50TH		75TH	OF
	FIRMS	EMPLOYEES	PERCENTILE	PERCENTILE	AVERAGE	PERCENTILE	TOP THREE
BASE SALARY	21	33	126,941	143,500	148,497	175,335	216,581
BASE SAL - NO BONUS	3	3	***	***	190,315	***	***
BASE SAL - BONUS	18	30	124,432	131,647	141,527	170,706	178,776
BONUS AMOUNT	18	30	22,400	28,260	32,690	44,815	61,367
TOTAL COMP - BONUS	18	30	154,000	167,828	174,217	206,670	224,282
TOTAL COMP - ALL	21	33	154,000	170,000	176,517	209,275	235,503

<p style="text-align: center;">ABOUT CICPAC</p> <p>Construction Industry CPAs / Consultants Association (CICPAC) is a network of 75+ national accounting firms who serve over 11,000 construction companies. With vast knowledge, respectable histories and high quality financial and consulting service teams, we are the CPAs who know construction!</p> <p>Since 1989, CICPAC members have been recognized for the outstanding contributions to the construction industry, as well as the communities in which they reside.</p>	<p style="text-align: center;">ABOUT PAS, INC.</p> <p>PAS provides wage and salary data on over 200 positions in the construction industry.</p> <p>PAS also publishes <i>Contractors Compensation Quarterly</i>. It summarizes the five major surveys PAS conducts each year as they relate to national and industry trends. First published in 1993, CCQ analyzes the industry's historical trends in compensation and benefits for executives, staff professionals and non-union craft personnel. CCQ is an informative and useful publication for maintaining competitive wages and benefits.</p>
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