



2018 base & variable
pay practices . Is it



Here are a few of the positions that will continue to be in high demand as workforce needs change. The table shown the national base salary and bonus for each position. The bonus is a percentage of the base salary. The bonus is very good for the industry.

Position	Base Salary	Bonus	Total Compensation
Assistant Superintendent	70,867	6,021	76,887
Superintendent	88,243	11,359	99,602
Project Superintendent	109,601	17,941	127,543
Project Manager/Estimator	81,635	16,548	98,182
Construction Manager	135,612	28,783	164,395
Project Manager	96,144	16,086	112,230
Senior Project Manager	125,288	30,536	155,824
Field Engineer I	58,610	4,301	62,911
Field Engineer II	72,482	6,639	79,121
Chief Field Engineer	106,961	12,069	119,030
Project Engineer I	63,616	4,738	68,355
Project Engineer II	78,308	8,657	86,965
Senior Project Engineer	97,231	14,348	111,579
Estimator I	62,596	6,652	69,248
Estimator II	82,162	11,009	93,170
Senior Estimator	103,078	15,936	119,015
Chief Estimator	134,693	32,635	167,328

CCQ

Mechanical Contractor				
Incentive Amount	13,000	24,150	25,158	35,000
Percent of Base	8.40%	17.50%	18.90%	26.60%
DesignBuild				
Incentive Amount	17,228	25,000	31,259	38,000
Percent of Base				