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Pay increases seem to have leveled out this past year. 2016 Executive actual increase came in at 3.9%. The projected 2017 executive increase is 3.7%, however, historical predictions are usually about .5% low, so year-end 2017 will most likely come in around 4.0% or better. For comparison, WorldatWork is projecting a 3.1% average increase for all executives in 2017.

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The following represents base salary national numbers regardless of company size, type of contractor, type of construction 2(uct)ag8(e)7(s)-8(s)-8(v7(r)o4(of)-37z)-4(e)7> 0... €7 ` ` Ò€7`7a%âO7Ež}Câ :UfA 8 —Ò } çOŠNN

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Focusing on the Presidents total direct compensation (base pay plus bonus) the differences between revenue sizes offers a good look at how company volume impacts compensation practices. In general terms, the larger the contractor, the higher the compensation.

Revenue Size	Average Total Compensation
Up to 5 Million	\$133,481
5 Million to 25 Million	\$262,826
25 Million to 100 Million	\$378,608
100 Million to 250 Million	\$518,072
Over 250 Million	\$793,204

Making more

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Survey Position	25 th Percentile	Average	Median	75 th Percentile
Concrete Spreader Operator	\$18.88	\$21.00	\$21.75	\$24.43
Curb Machine Operator	\$20.13	\$21.35	\$22.01	\$23.00
Dozer Operator Finish	\$20.00	\$22.82	\$24.09	\$26.04
Dozer Operator Rough	\$17.25	\$21.53	\$22.93	\$25.00
Driller	\$18.13	\$21.70	\$22.00	\$26.00
Excavator Operator	\$19.00	\$23.08	\$22.93	\$26.28
Flagger	\$13.89	\$15.67	\$15.65	\$17.93
Form Builder / Setter	\$17.58	\$19.08	\$19.07	\$21.19
Front End Loader Operator	\$17.48	\$20.26	\$19.75	\$23.17
	\$22.93	\$25.75	\$26.65	\$29.00

As previously noted, the two most important demographics in determining competitive craft wage rates are location and type of construction performed. The next table offers a look at the Excavator Operator position by type of construction. This table is a comparison of the rates paid to craft at your company.

Demographic	25 th Percentile	Average	Median	75 th Percentile
All Excavator Operators	\$19.00	\$23.08	\$22.93	\$26.28
Heavy Civil	\$20.00	\$23.96	\$23.34	\$27.17
Highway	\$19.00	\$22.91	\$22.93	\$26.07
Municipal	\$20.24	\$24.13	\$24.13	\$27.00
Commercial Development	\$18.00	\$22.06	\$22.93	\$25.00
Residential-Development	\$20.00	\$22.94	\$22.36	\$26.04
Bridge	\$19.74	\$23.48	\$22.93	\$26.04
Pipeline	\$17.00	\$20.87	\$20.56	\$25.00
Rock Scaling	***	\$21.36	***	***
Highest Paid Excavator Rate	\$22.75	\$27.15	\$27.12	\$30.83
Heavy Civil	\$24.00	\$28.51	\$29.00	\$32.14
Highway	\$22.00	\$27.06	\$26.50	\$31.71
Municipal	\$25.00	\$28.65	\$28.50	\$35.50
Commercial Development	\$22.00	\$26.56	\$25.54	\$32.14
Residential-Development	\$24.63	\$28.31	\$27.65	\$35.50
Bridge	\$23.99	\$27.47	\$28.75	\$29.75
Pipeline	\$19.50	\$25.63	\$25.73	\$34.00
Rock Scaling	***	\$26.00	***	***

*** insufficient data to be meaningful

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