



HEAVY CIVIL  
**2025 COMPENSATION REVIEW**

KIMMEL & ASSOCIATES

At Kimmel & Associates, our consultants speak with thousands of construction professionals every year, giving us a unique perspective and real-time insights into how compensation, hiring trends, and leadership needs are evolving across the heavy civil construction industry. We use this knowledge to better serve both companies and professionals nationwide.

We are proud to share the **2025 Kimmel & Associates Heavy Civil Compensation Review**, featuring base salary ranges and compensation benchmarks for key roles across the sector. This data helps industry leaders make informed decisions and understand how their compensation aligns with current market conditions.

#### **How should this compensation data be used?**

- Compensation varies significantly based on title, company size, industry specialization, and region.
- This review should be considered a helpful tool for research, not an exact measure of compensation.
- For compensation guidance or confidential market insights, please contact our team.

#### **Why trust Kimmel's heavy civil recruiting experts?**

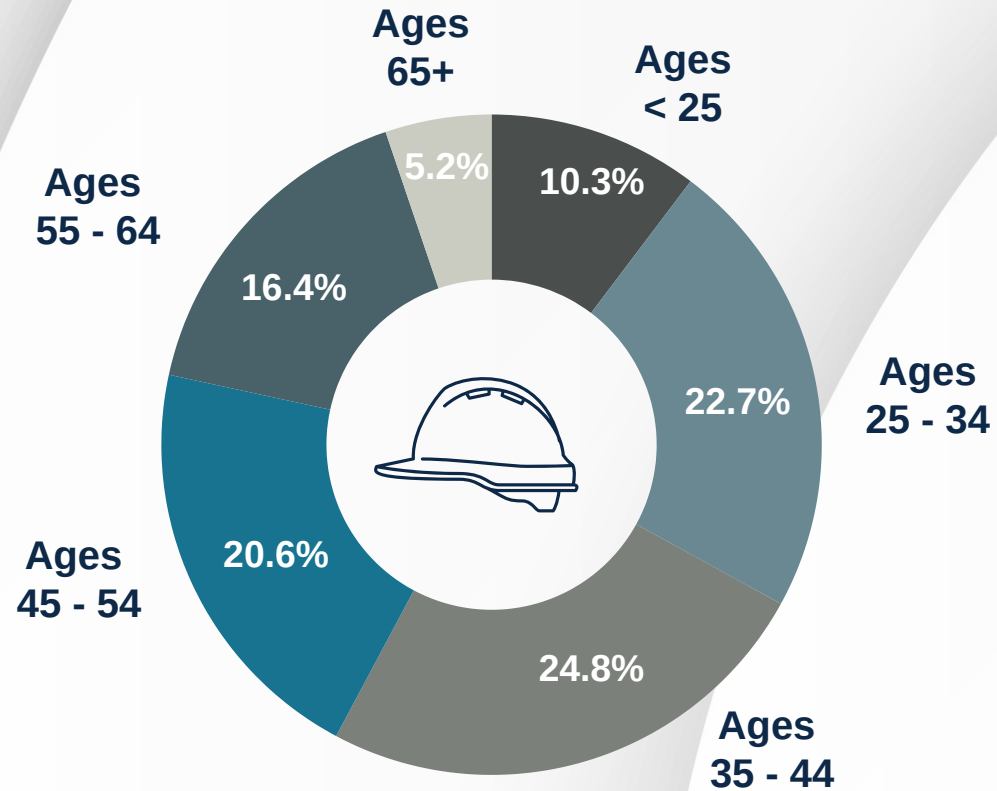
Our heavy civil recruiting team brings more than 90 years of combined experience, partnering with many of the nation's leading contractors, design-build firms, and construction management organizations. We specialize in confidential executive searches across many verticals, including rail, asphalt and concrete paving, water and wastewater treatment, tunneling, wet and dry utilities, and environmental remediation.

We also work closely with public-private partnerships and specialty subcontractors, helping organizations identify top talent that drives operational excellence and long-term success.

Kimmel & Associates is your trusted nationwide partner in heavy civil executive recruiting.



# DEMOGRAPHICS

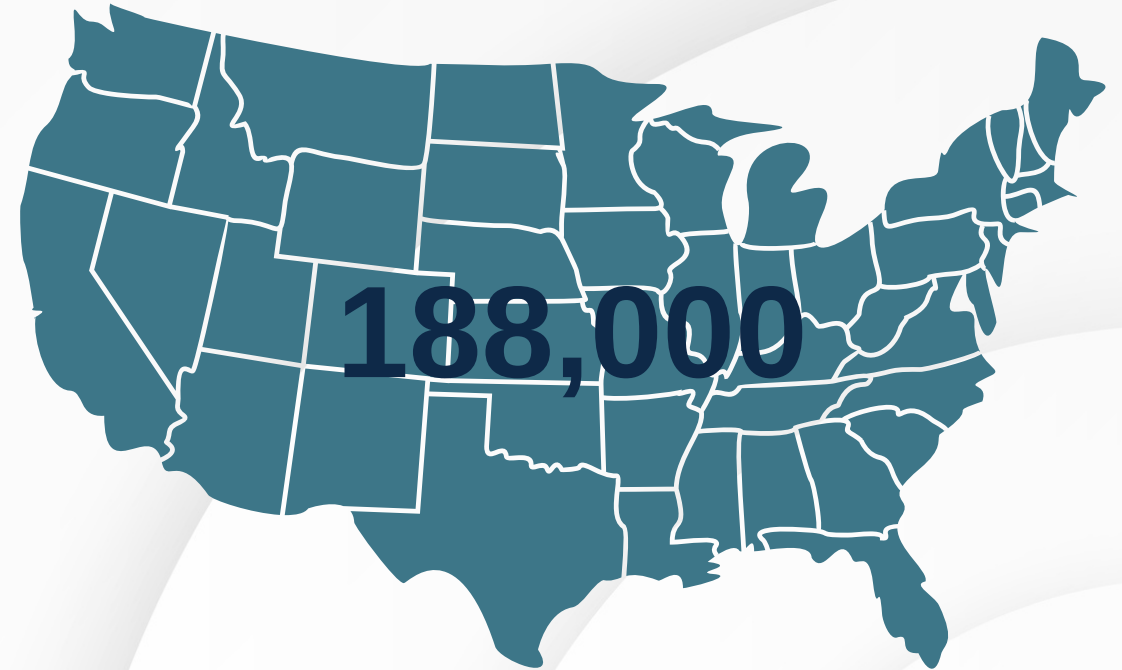


11.5%



88.5%

Available Construction Positions



4.3%

National Industry Unemployment Rate

# TOP 10 STATES WITH HIGHEST EMPLOYMENT

\*Data Provided by US Bureau of Labor Statistics (Sept/Oct 2025)

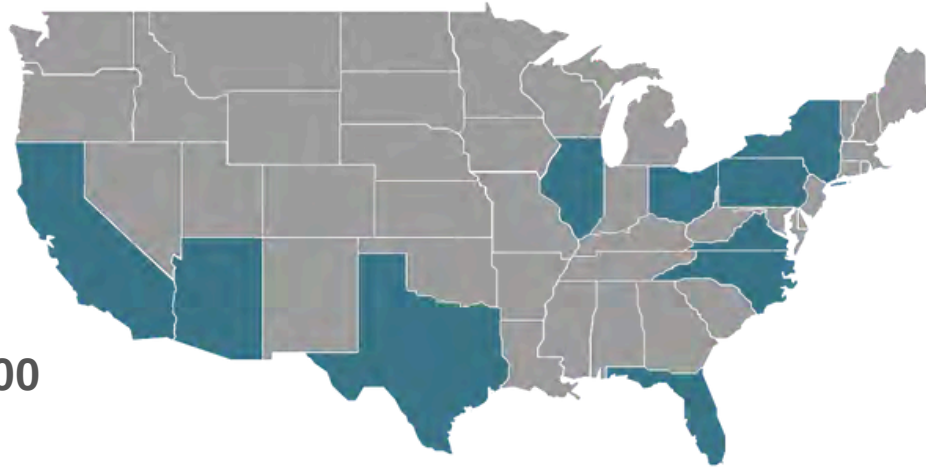
1 California 911,500

2 Texas 884,700

3 Florida 659,400

4 New York 392,600

5 North Carolina 283,100



6 Ohio 274,900

7 Pennsylvania 271,200

8 Illinois 256,400

9 Virginia 236,300

10 Arizona 228,700

# TOP 10 STATES WITH MOST HIRING ACTIVITY

\*Heavy Civil Industry - Data Provided by Kimmel & Associates

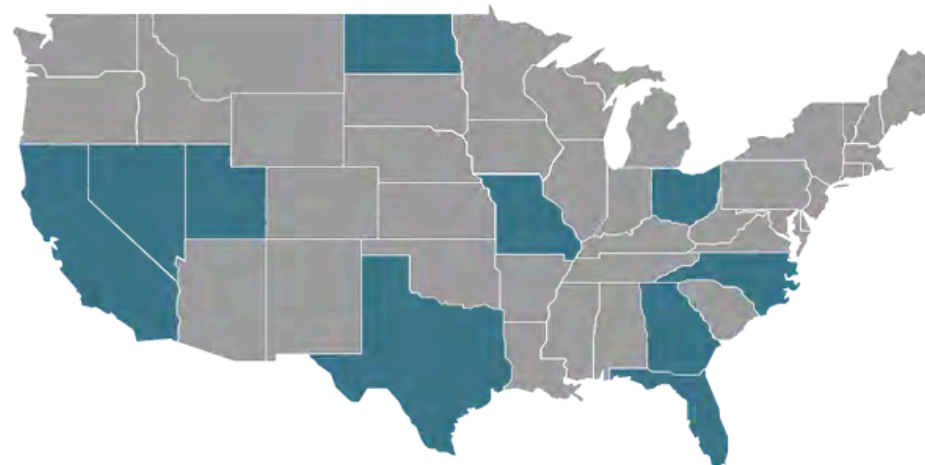
 California

 Florida

 North Carolina

 Texas

 Missouri



 Nevada

 Georgia

 Utah

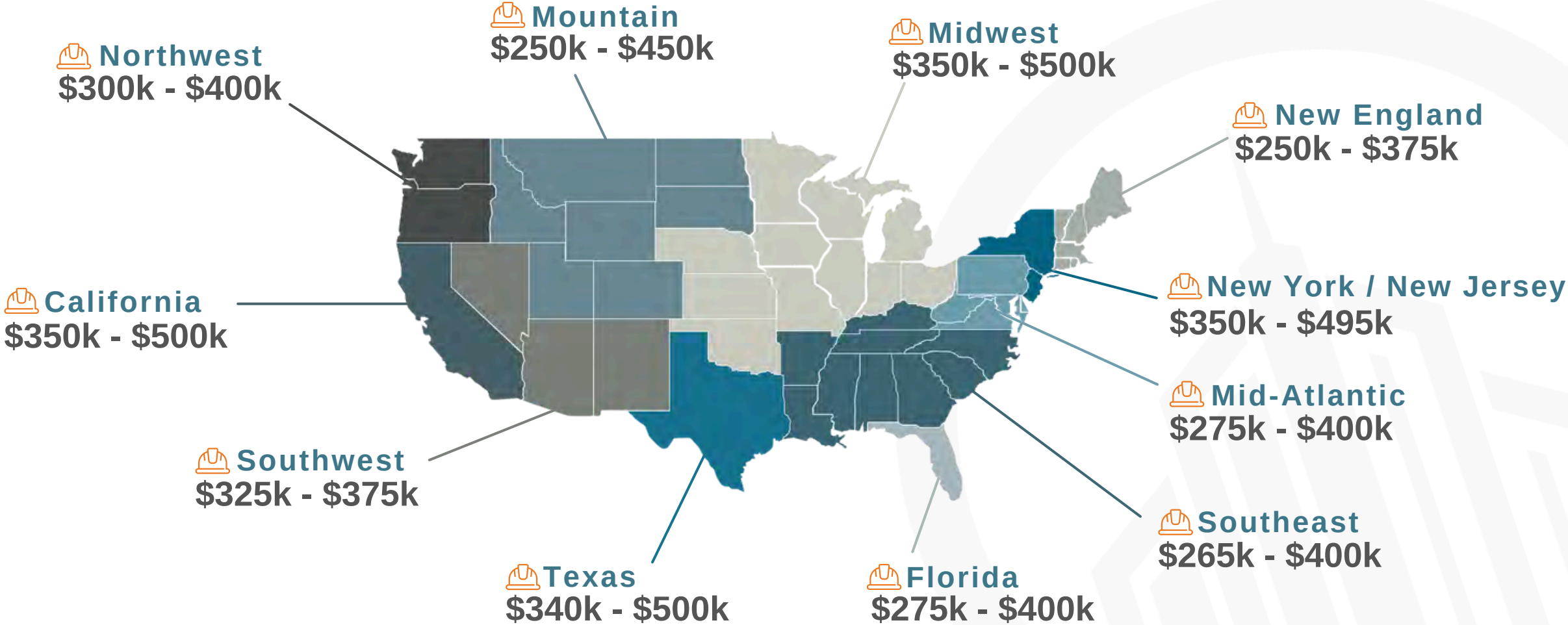
 Ohio

 North Dakota



# President/CEO

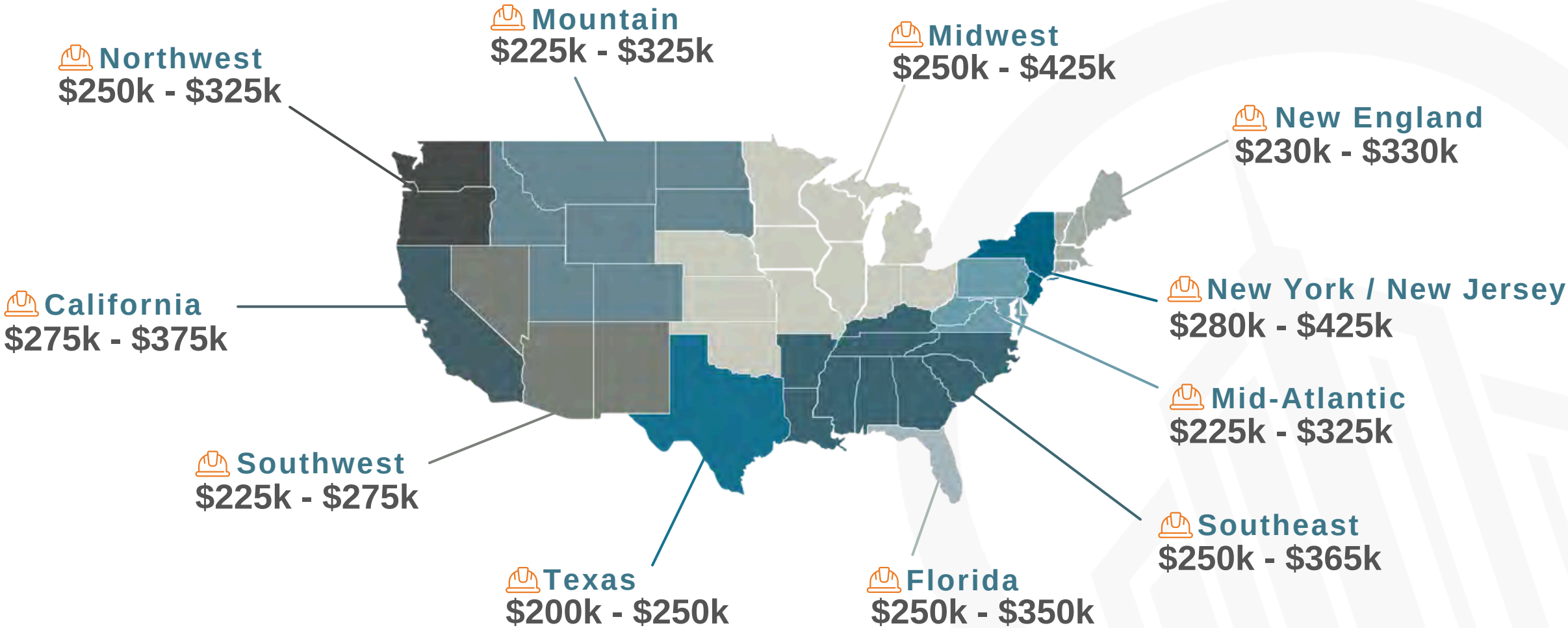
From Our Unique Perspective - SALARY RANGES





# Chief Operating Officer

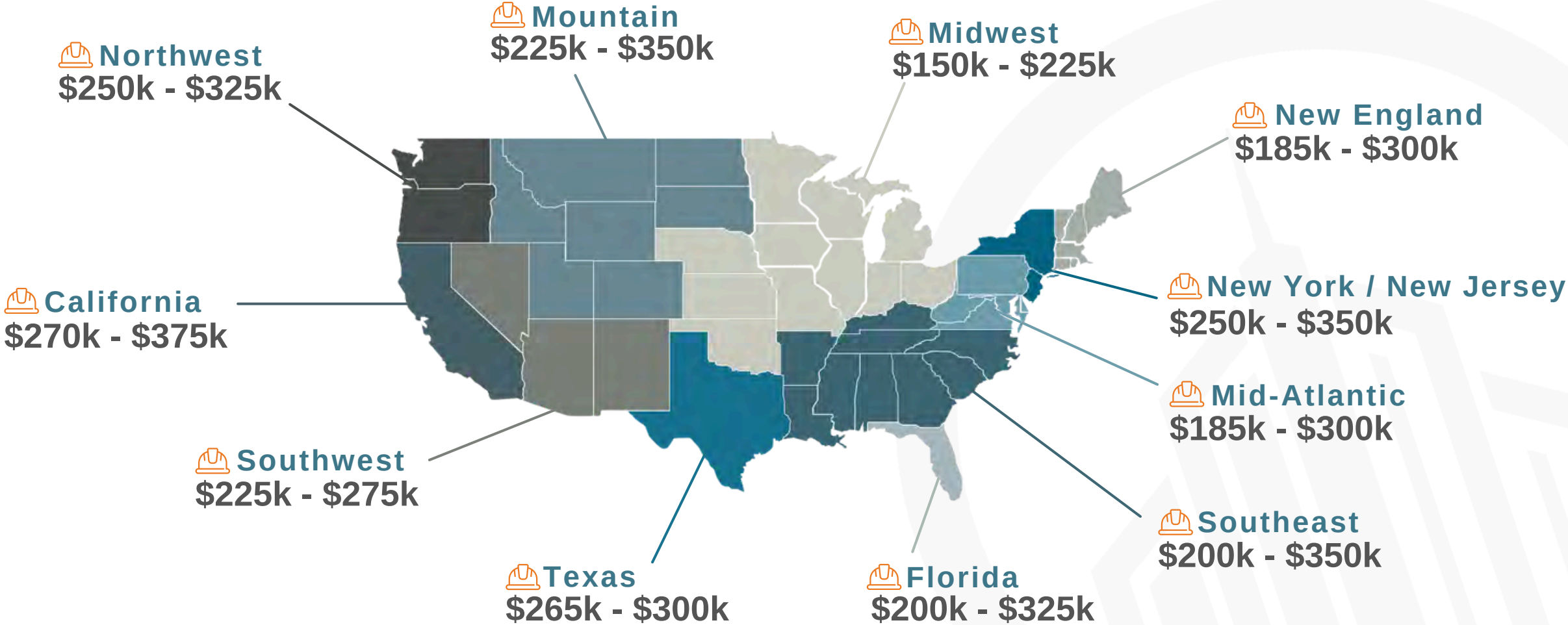
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# Chief Financial Officer

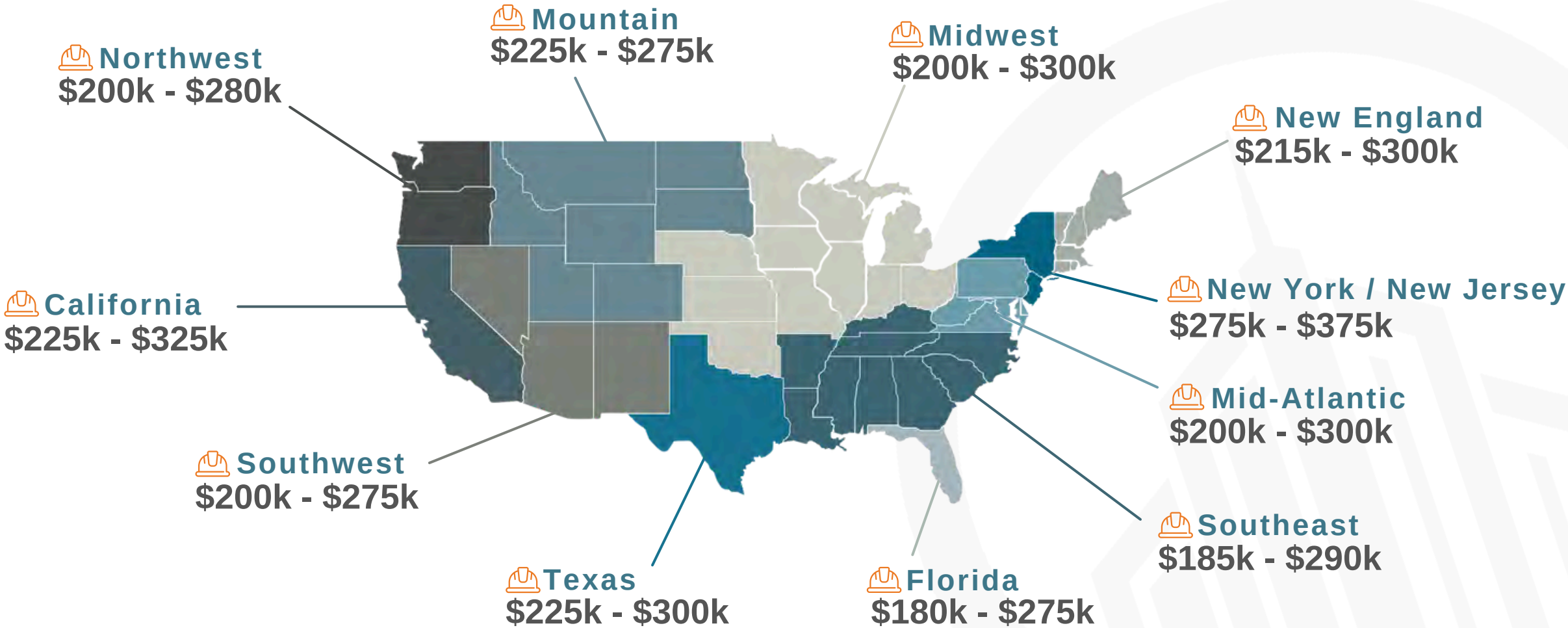
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# Vice President of Operations

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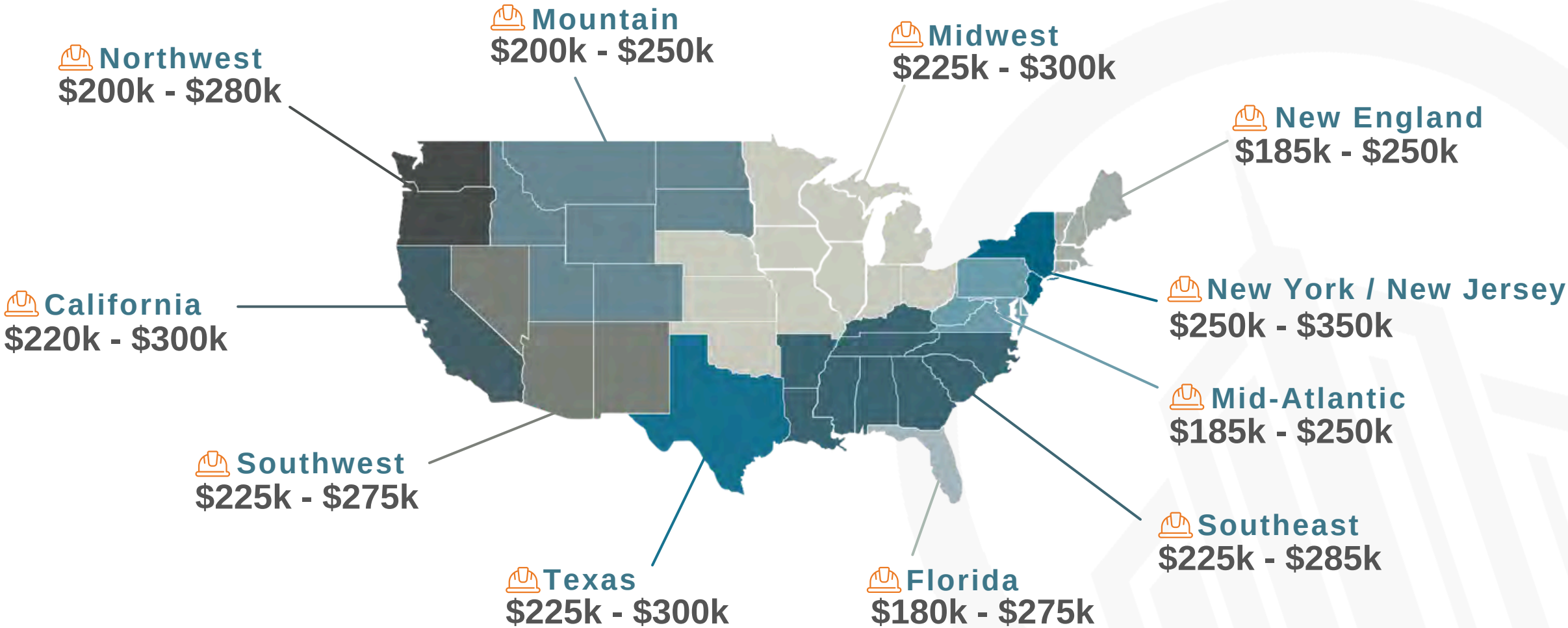






# Director of Construction/ Vice President of Construction

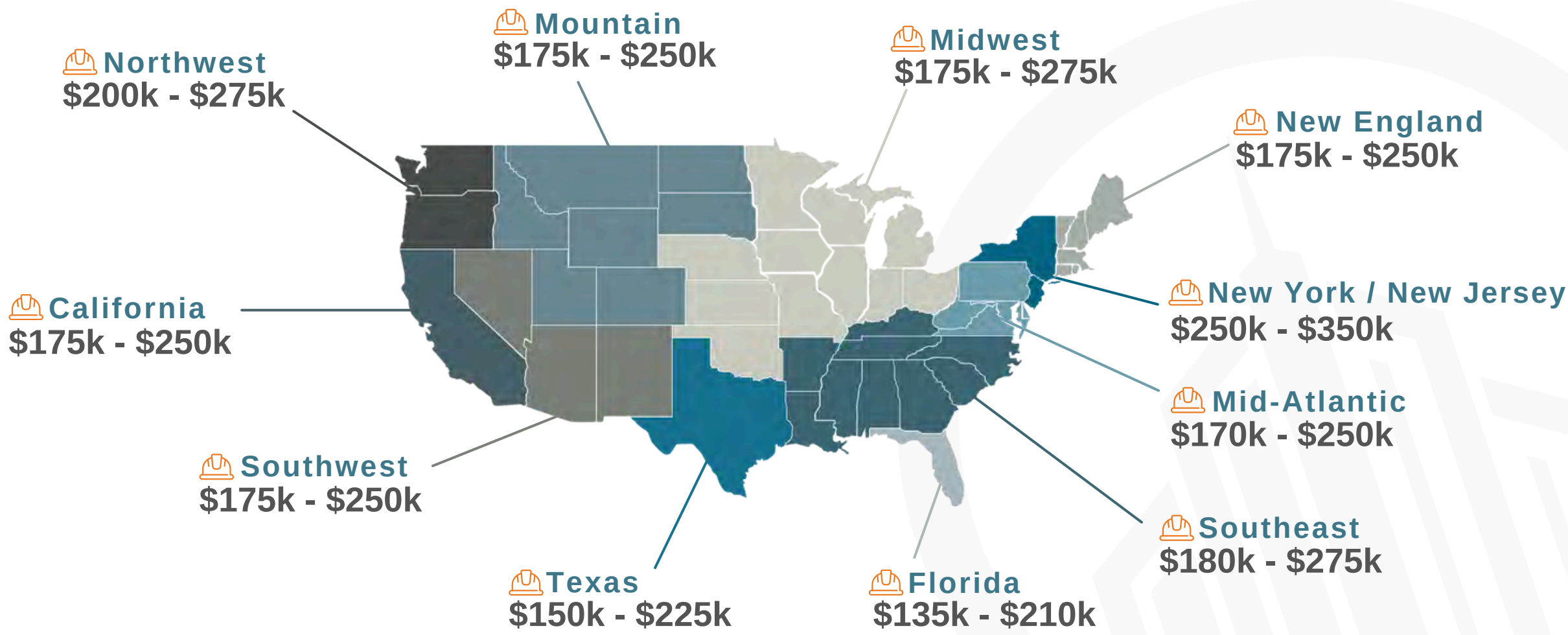
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# Director of Field Operations

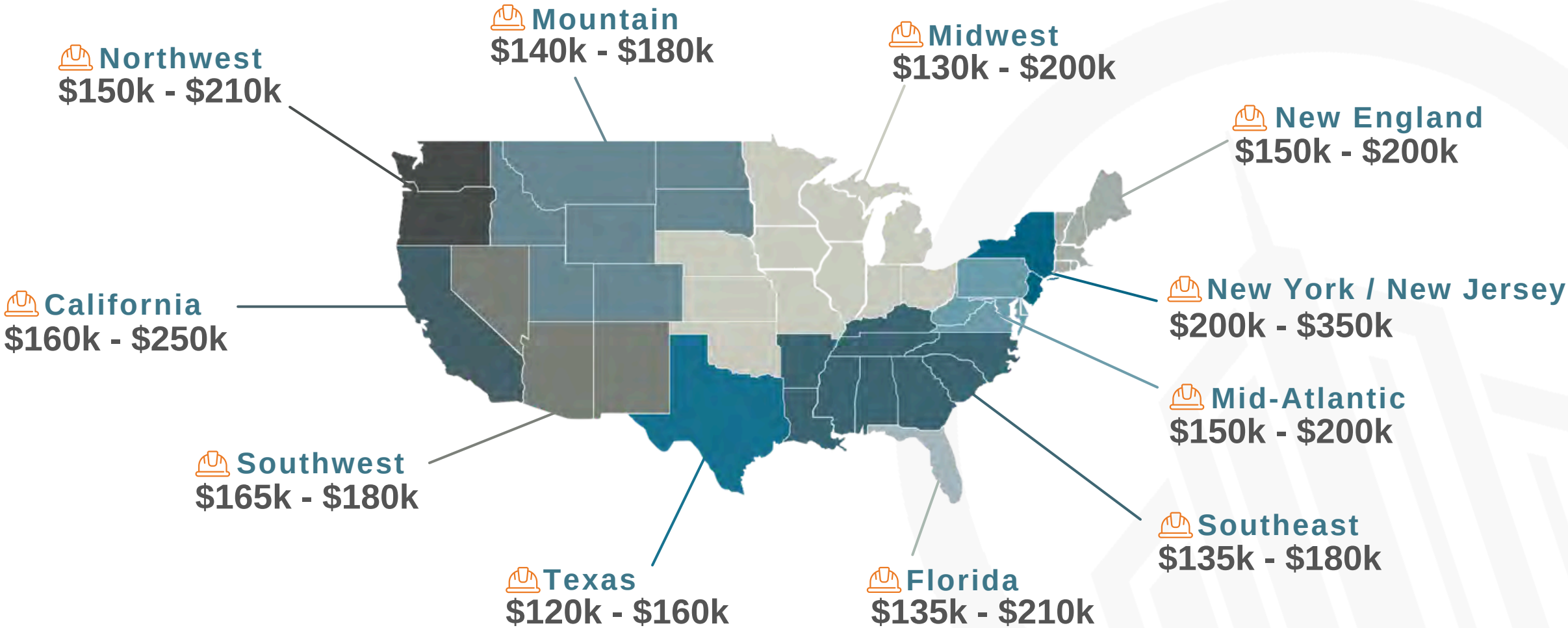
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# Senior Superintendent

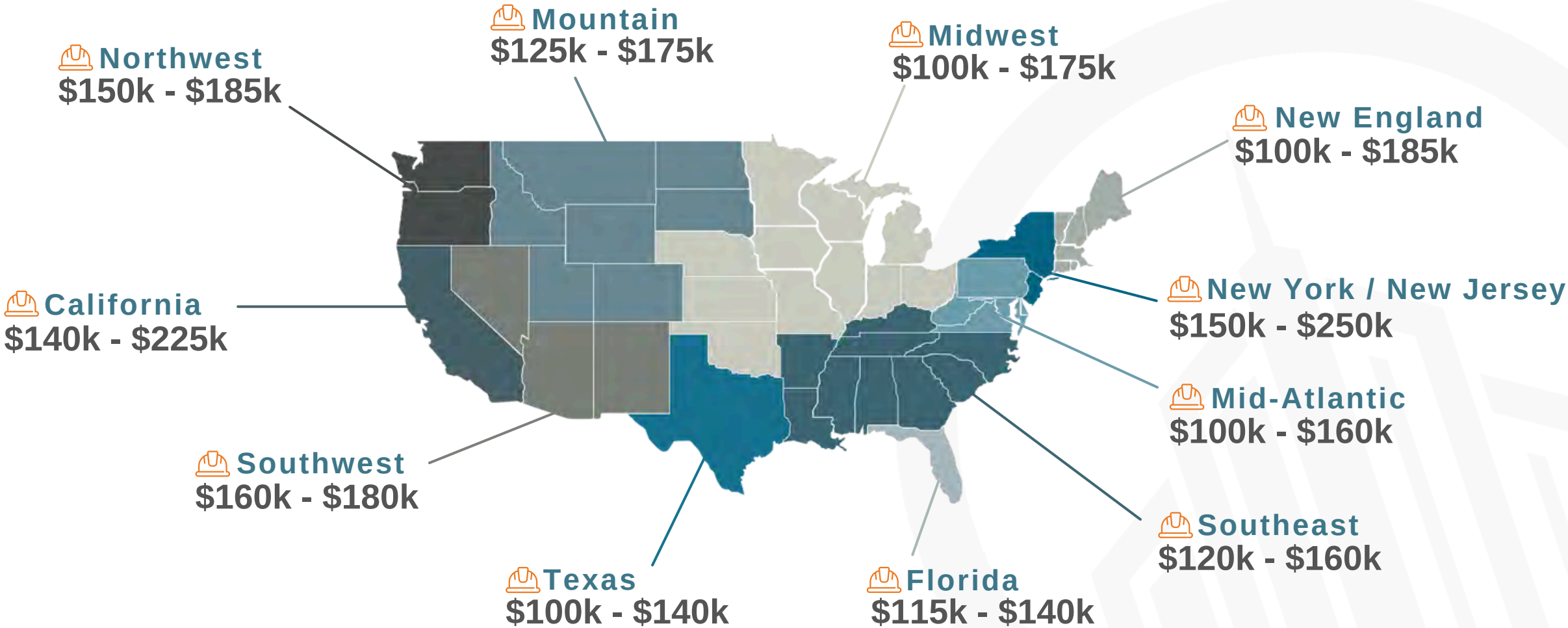
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# Superintendent

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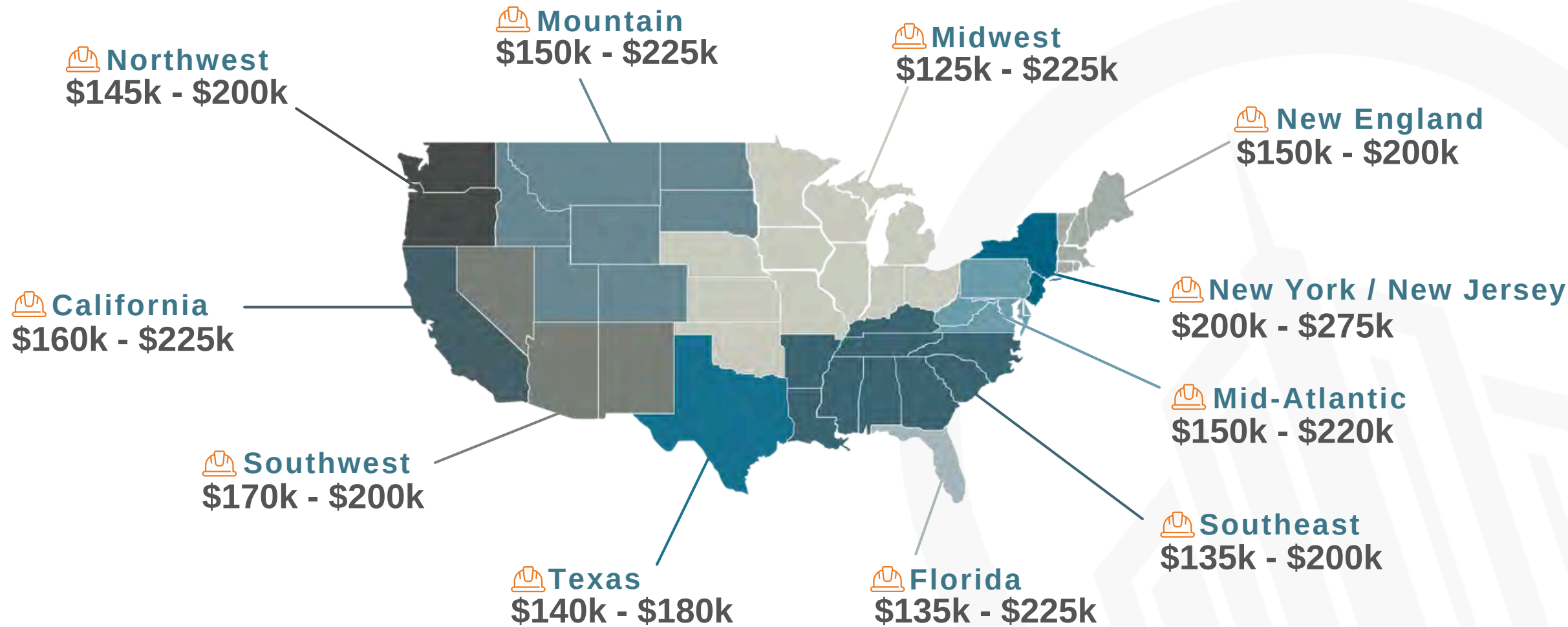






# Senior Project Manager

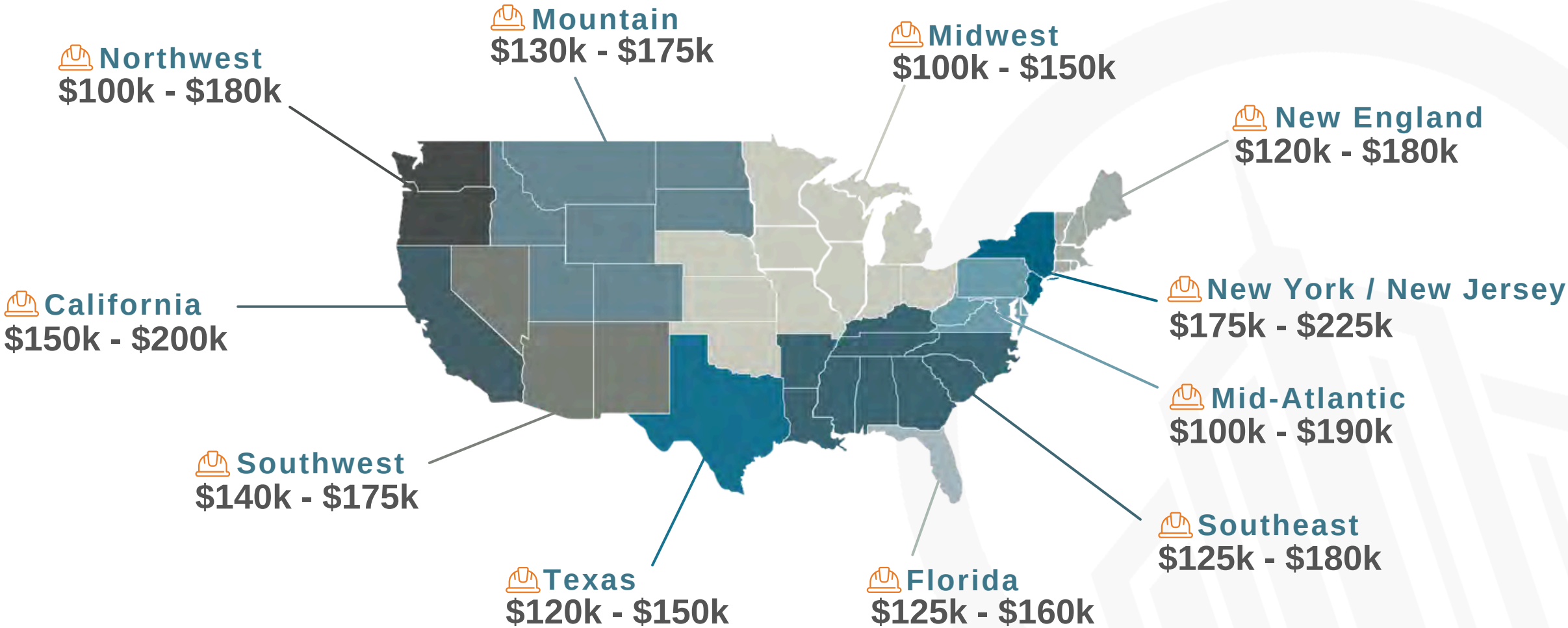
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# Project Manager

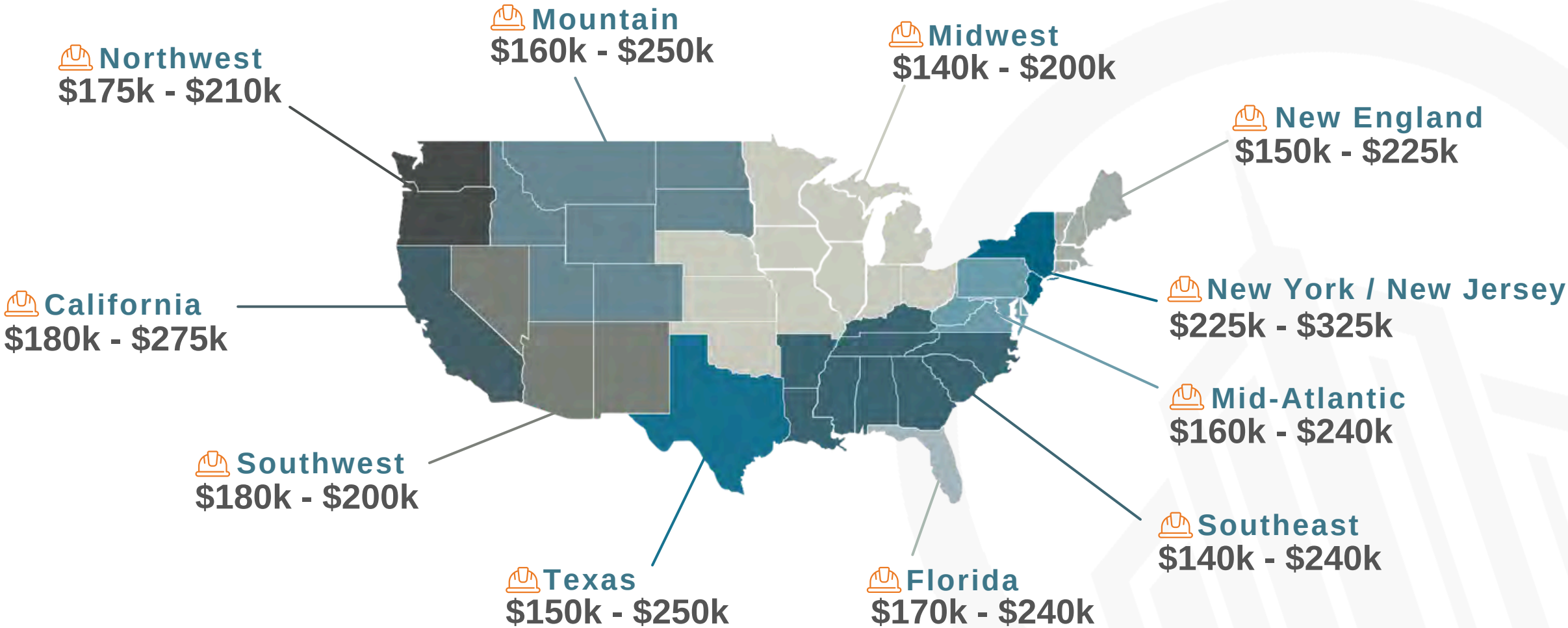
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# Director of Preconstruction/ Senior Estimator

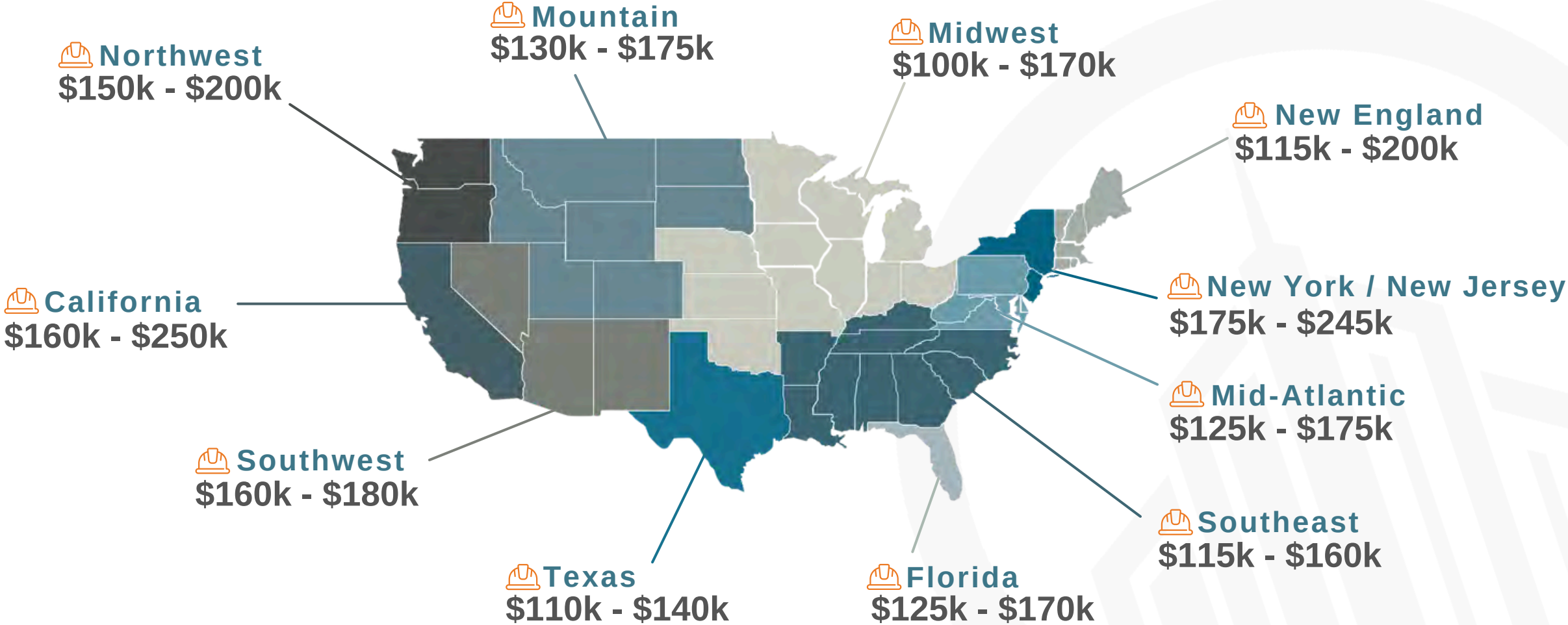
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# Preconstruction Manager/ Estimator

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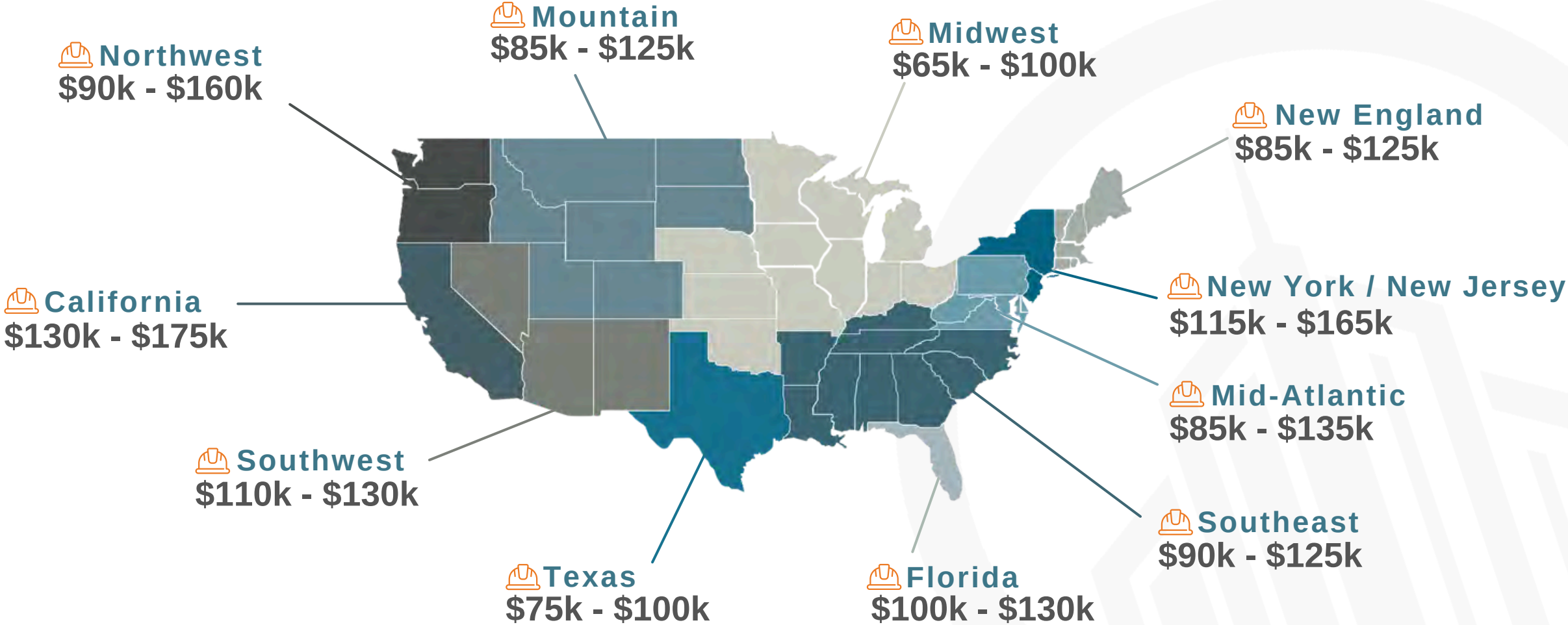






# Project Engineer/ Assistant Project Manager

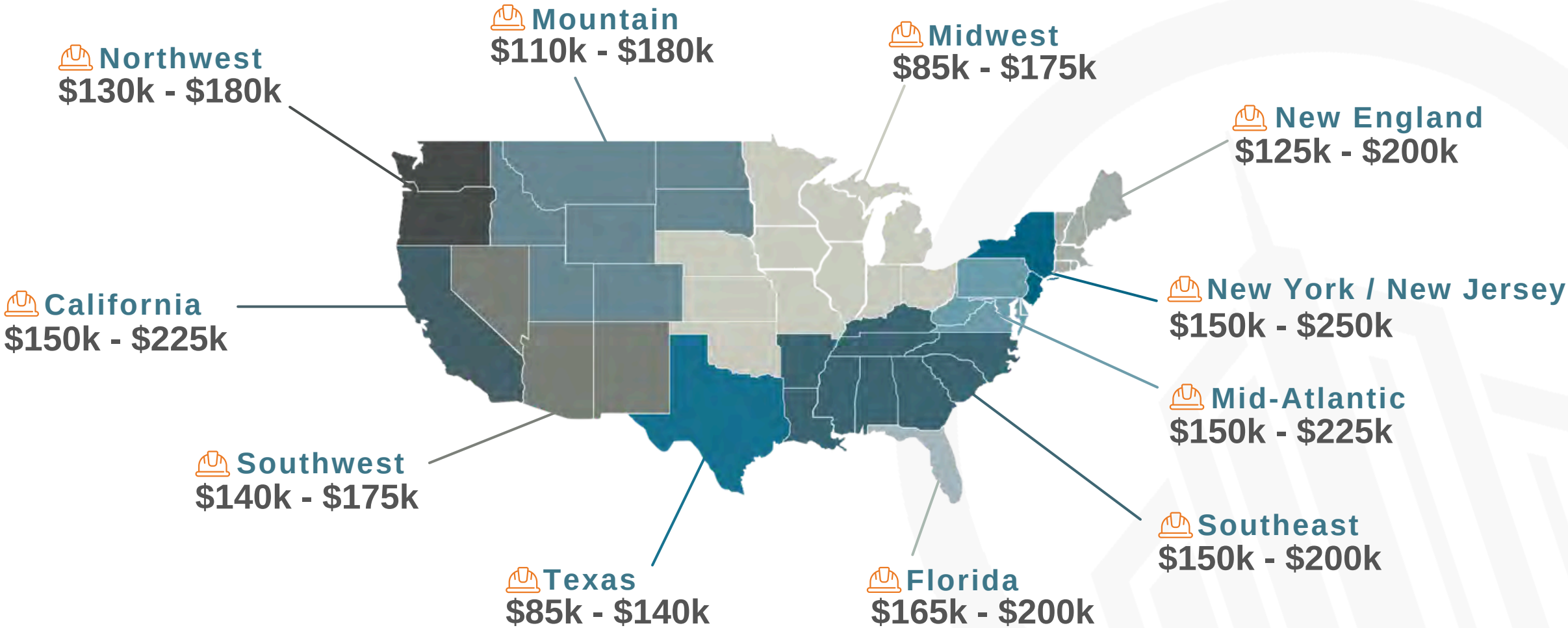
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# Business Development Director/ Manager

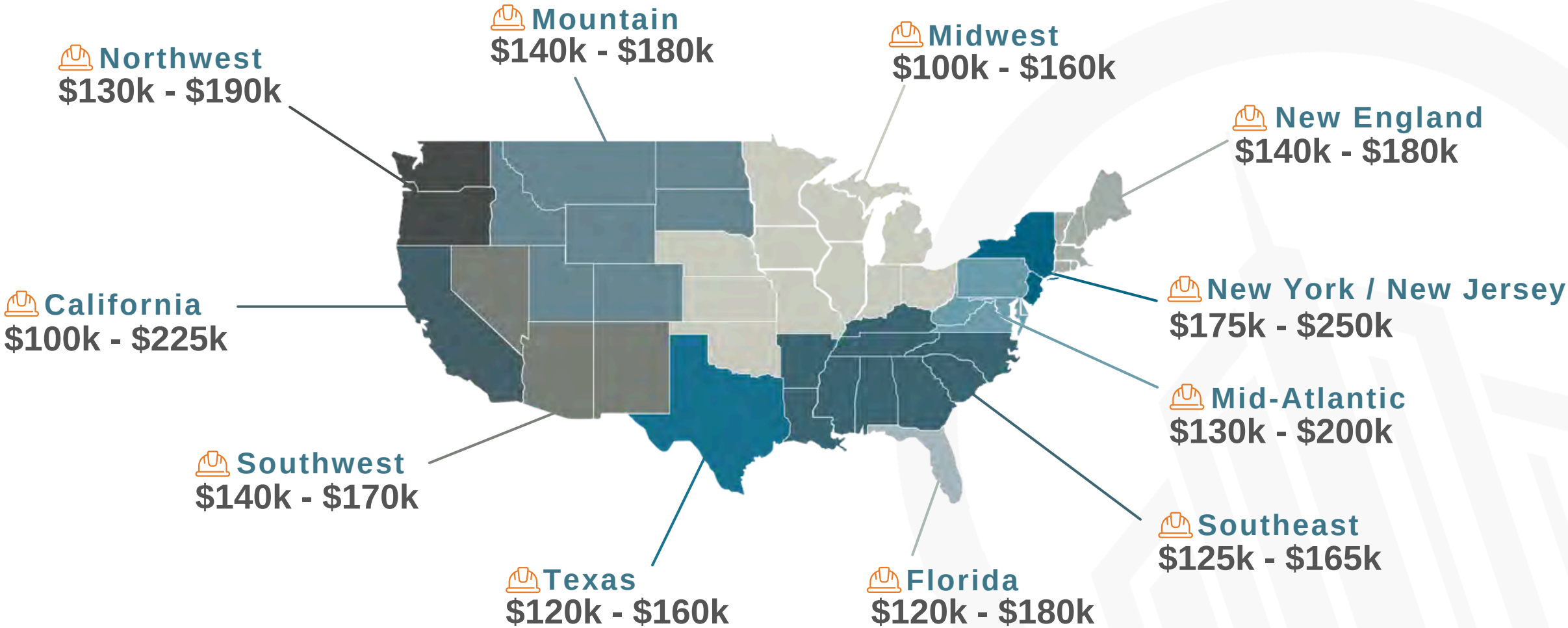
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# Safety Director

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**KIMMEL**  
& ASSOCIATES  
SINCE 1981

CONTACT US TODAY

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