

# Sequence

Executive Search and Temporary Staffing

[www.sequencestaffing.com](http://www.sequencestaffing.com)

## 2010 Salary Report

CALIFORNIA / NEVADA EMPLOYEE SALARY FORECAST  
ENVIRONMENTAL, ENGINEERING & CONSTRUCTION



# 2010 Salary Report

## Environmental, Engineering & Construction Salary Forecast

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The information contained within this package has been researched, compiled and based on Sequence's broad history in the employment industry. It is provided for evaluation and research purposes only.

While every effort has been made to ensure reliable, accurate and current information, it should be noted that information contained herein should in no way be used as a substitute for detailed research. Recipients should conduct their own investigation and analysis of their own compensation needs and use this document only as a reference guide in which to assist in developing compensation plan structures.

No information contained herein should be relied upon as a promise or representation of salary offered by an employer or Sequence Systems in regard to employment.

### Confidential Information

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For additional information on Sequence Systems please contact us using the below information.



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# Environmental, Engineering & Construction

Sequence Staffing is proud to provide the California and Nevada Environmental, Engineering and Construction Salary Report for 2010. This report provides employers and employees alike a comprehensive guide to salary expectations in California and Nevada for these industries.



## About Sequence Staffing

Sequence is a leading professional services organization committed to providing executive search and staffing to the environmental, engineering and construction industries.

We are not your average executive search firm. With over 14 years experience, we have assisted organizations from around the globe in building, maintaining and protecting the world's infrastructure, natural resources and environment.



Specifically focusing a large portion of expertise on the environmental, engineering and construction industries, we are on the cutting edge of industry trends, technical knowledge and personnel needs within this evolving and growing sector. Few other firms are as steeped in these evolving professions as Sequence.

The Sequence team of highly skilled and experienced staffing professionals possesses the industry knowledge, abilities and dedication to staff board of directors, technical advisory boards, executive, management and field level personnel in employment opportunities globally. We have the long seated environmental technical knowledgebase to address the industry's growing demand to assist organizations in finding skilled and qualified personnel to achieve success.

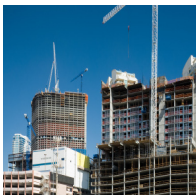


Just as important, our word is our bond. Whether you are in the urbanized cities of North America, Europe, the savannahs of Africa or newly industrialized frontiers of Southeast Asia you can count on us to proudly stand behind our motto: *"Sequence: Where a handshake still means everything."*



## About This Report

This report has been developed from utilizing the vast resources available from Sequence's years of experience in the environmental, engineering and construction staffing marketplace. It is intended as a guide to aid in the determination of compensation plans, individual salary expectations and general industry knowledge for the most common job titles in the industry.



Please note that this report is should be used for base salary reference only. Factors such as bonus, commissions, stock options, benefits, etc. should be considered in addition to the base compensation levels outlined here.

Should you require any additional information or like to discuss your unique compensation needs please feel free to contact us at anytime for guidance or support.



**NORTHERN CALIFORNIA—ENVIRONMENTAL**

<b>Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>
Assistant Environmental Planner	\$ 45,600.00	\$ 50,300.00	\$ 55,000.00
Assistant Environmental Project Manager	\$ 65,000.00	\$ 70,000.00	\$ 75,000.00
Assistant Environmental Research Scientist	\$ 33,000.00	\$ 37,500.00	\$ 42,000.00
Assistant Environmental Scientist	\$ 45,000.00	\$ 49,500.00	\$ 54,000.00
Associate Environmental Planner	\$ 55,000.00	\$ 61,000.00	\$ 67,000.00
Associate Environmental Project Manager	\$ 75,000.00	\$ 80,500.00	\$ 86,000.00
Associate Environmental Research Scientist	\$ 55,000.00	\$ 60,000.00	\$ 65,000.00
Associate Environmental Scientist	\$ 55,000.00	\$ 62,000.00	\$ 69,000.00
Biological Director	\$ 80,000.00	\$ 92,500.00	\$105,000.00
Business Development Manager	\$ 80,000.00	\$ 90,000.00	\$100,000.00
Director Of Natural Resources	\$ 85,000.00	\$102,500.00	\$120,000.00
Director Regulatory Compliance & Permitting	\$ 80,000.00	\$ 95,000.00	\$110,000.00
Environmental Marketing Manager	\$ 80,000.00	\$ 90,000.00	\$100,000.00
Environmental Science Intern	\$ 26,000.00	\$ 27,500.00	\$ 29,000.00
Environmental Sciences Group Director	\$ 95,000.00	\$122,500.00	\$150,000.00
Environmental Services Director - Regional Manager	\$ 85,000.00	\$102,500.00	\$120,000.00
Environmental Technician	\$ 40,000.00	\$ 45,500.00	\$ 51,000.00
Field Biologist	\$ 45,000.00	\$ 52,500.00	\$ 60,000.00
GIS Analyst	\$ 38,000.00	\$ 53,000.00	\$ 68,000.00
Historian	\$ 52,000.00	\$ 63,650.00	\$ 75,300.00
Project Biologist	\$ 55,000.00	\$ 65,000.00	\$ 75,000.00
Senior Archaeologist	\$ 55,000.00	\$ 62,500.00	\$ 70,000.00
Senior Ecologist	\$ 62,000.00	\$ 66,500.00	\$ 71,000.00
Senior Environmental Planner	\$ 67,000.00	\$ 86,000.00	\$105,000.00
Senior Environmental Research Scientist	\$ 65,000.00	\$ 72,500.00	\$ 80,000.00
Staff Archaeologist	\$ 42,000.00	\$ 47,000.00	\$ 52,000.00
Staff Ecologist	\$ 56,400.00	\$ 59,200.00	\$ 62,000.00
Supervisory Environmental Project Manager	\$ 86,000.00	\$ 48,250.00	\$105,000.00
Supervisory Environmental Scientist	\$ 70,000.00	\$ 76,000.00	\$ 82,000.00



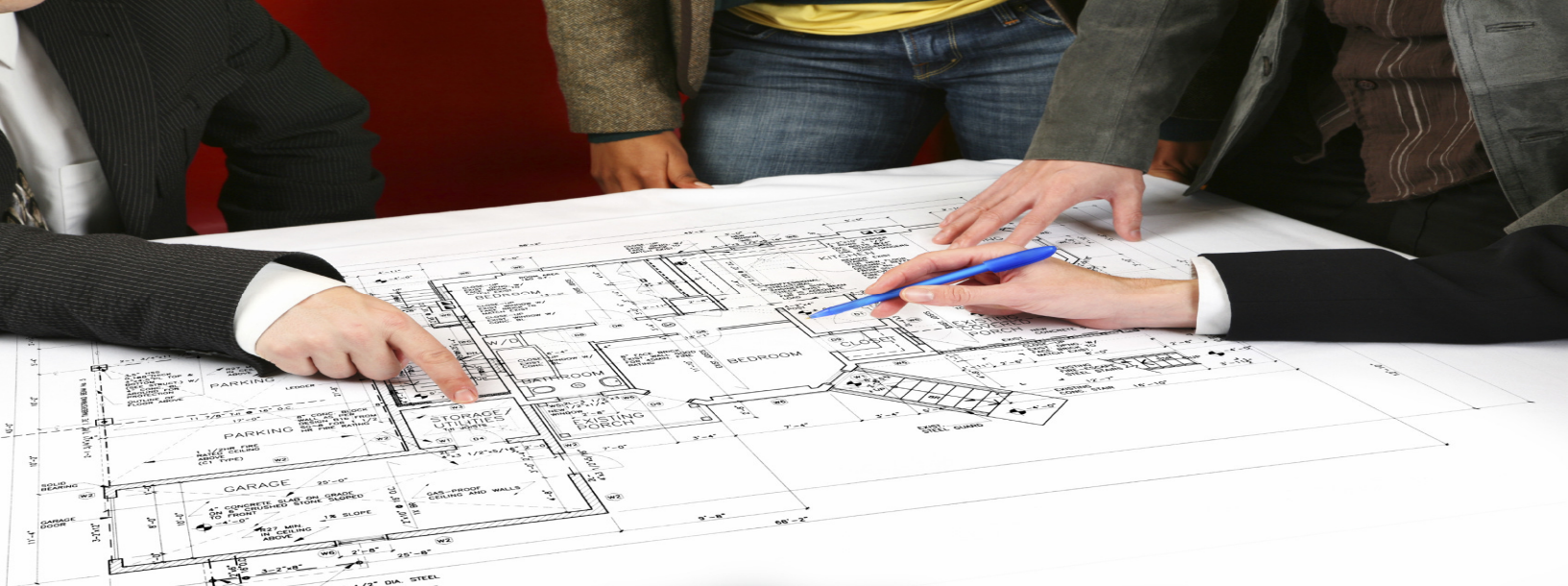
**SOUTHERN CALIFORNIA—ENVIRONMENTAL**

<b>Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>
Assistant Environmental Planner	\$ 41,900.00	\$ 46,200.00	\$ 50,600.00
Assistant Environmental Project Manager	\$ 59,800.00	\$ 64,400.00	\$ 69,000.00
Assistant Environmental Research Scientist	\$ 30,300.00	\$ 34,500.00	\$ 38,600.00
Assistant Environmental Scientist	\$ 41,400.00	\$ 45,500.00	\$ 49,600.00
Associate Environmental Planner	\$ 50,600.00	\$ 56,100.00	\$ 61,600.00
Associate Environmental Project Manager	\$ 69,000.00	\$ 74,000.00	\$ 79,100.00
Associate Environmental Research Scientist	\$ 50,600.00	\$ 55,200.00	\$ 59,800.00
Associate Environmental Scientist	\$ 50,600.00	\$ 57,000.00	\$ 63,400.00
Biological Director	\$ 73,600.00	\$ 85,100.00	\$ 96,600.00
Business Development Manager	\$ 73,600.00	\$ 82,800.00	\$ 92,000.00
Director Of Natural Resources	\$ 78,200.00	\$ 94,300.00	\$110,400.00
Director Regulatory Compliance & Permitting	\$ 73,600.00	\$ 87,400.00	\$101,200.00
Environmental Marketing Manager	\$ 73,600.00	\$ 82,800.00	\$ 92,000.00
Environmental Science Intern	\$ 23,900.00	\$ 25,300.00	\$ 26,600.00
Environmental Sciences Group Director	\$ 87,400.00	\$112,700.00	\$138,000.00
Environmental Services Director - Regional Manager	\$ 78,200.00	\$ 94,300.00	\$110,400.00
Environmental Technician	\$ 36,800.00	\$ 41,800.00	\$ 46,900.00
Field Biologist	\$ 41,400.00	\$ 48,300.00	\$ 55,200.00
GIS Analyst	\$ 34,900.00	\$ 48,700.00	\$ 62,500.00
Historian	\$ 47,800.00	\$ 58,500.00	\$ 69,200.00
Project Biologist	\$ 50,600.00	\$ 59,800.00	\$ 69,000.00
Senior Archaeologist	\$ 50,600.00	\$ 57,500.00	\$ 64,400.00
Senior Ecologist	\$ 57,000.00	\$ 61,100.00	\$ 65,300.00
Senior Environmental Planner	\$ 61,600.00	\$ 79,100.00	\$ 96,600.00
Senior Environmental Research Scientist	\$ 59,800.00	\$ 66,700.00	\$ 73,600.00
Staff Archaeologist	\$ 38,640.00	\$ 43,200.00	\$ 47,800.00
Staff Ecologist	\$ 51,800.00	\$ 54,400.00	\$ 57,000.00
Supervisory Environmental Project Manager	\$ 79,100.00	\$ 44,300.00	\$ 96,600.00
Supervisory Environmental Scientist	\$ 64,400.00	\$ 69,900.00	\$ 75,400.00



NEVADA—ENVIRONMENTAL

Title	Min	Mid	Max
Assistant Environmental Planner	\$ 44,600.00	\$ 49,300.00	\$ 53,900.00
Assistant Environmental Project Manager	\$ 63,700.00	\$ 68,600.00	\$ 73,500.00
Assistant Environmental Research Scientist	\$ 32,300.00	\$ 36,700.00	\$ 41,100.00
Assistant Environmental Scientist	\$ 44,100.00	\$ 48,500.00	\$ 52,900.00
Associate Environmental Planner	\$ 53,900.00	\$ 59,700.00	\$ 65,600.00
Associate Environmental Project Manager	\$ 73,500.00	\$ 78,800.00	\$ 84,200.00
Associate Environmental Research Scientist	\$ 53,900.00	\$ 58,800.00	\$ 63,700.00
Associates Environmental Scientist	\$ 53,900.00	\$ 60,700.00	\$ 67,600.00
Biological Director	\$ 78,400.00	\$ 90,600.00	\$102,900.00
Business Development Manager	\$ 78,400.00	\$ 88,200.00	\$ 98,000.00
Director Of Natural Resources	\$ 83,300.00	\$100,400.00	\$117,600.00
Director Regulatory Compliance & Permitting	\$ 78,400.00	\$ 93,100.00	\$107,800.00
Environmental Marketing Manager	\$ 78,400.00	\$ 88,200.00	\$ 98,000.00
Environmental Science Intern	\$ 25,400.00	\$ 26,900.00	\$ 28,400.00
Environmental Sciences Group Director	\$ 93,100.00	\$120,000.00	\$147,000.00
Environmental Services Director - Regional Manager	\$ 83,300.00	\$100,400.00	\$117,600.00
Environmental Technician	\$ 39,200.00	\$ 44,500.00	\$ 49,900.00
Field Biologist	\$ 44,100.00	\$ 51,400.00	\$ 58,800.00
GIS Analyst	\$ 37,200.00	\$ 51,900.00	\$ 66,600.00
Historian	\$ 50,900.00	\$ 62,300.00	\$ 73,700.00
Project Biologist	\$ 53,900.00	\$ 63,700.00	\$ 73,500.00
Senior Archaeologist	\$ 53,900.00	\$ 61,200.00	\$ 68,600.00
Senior Ecologist	\$ 60,700.00	\$ 65,100.00	\$ 69,500.00
Senior Environmental Planner	\$ 65,600.00	\$ 84,200.00	\$102,900.00
Senior Environmental Research Scientist	\$ 63,700.00	\$ 71,000.00	\$ 78,400.00
Staff Archaeologist	\$ 41,100.00	\$ 46,000.00	\$ 50,900.00
Staff Ecologist	\$ 55,300.00	\$ 58,000.00	\$ 60,700.00
Supervisory Environmental Project Manager	\$ 84,200.00	\$ 47,200.00	\$102,900.00
Supervisory Environmental Scientist	\$ 68,600.00	\$ 74,400.00	\$ 80,300.00



## NORTHERN CALIFORNIA (SACRAMENTO) - CONSTRUCTION

Title	Min	Mid	Max
Area Construction Manager	\$ 85,000.00	\$ 92,500.00	\$100,000.00
Assistant Construction Manager	\$ 45,000.00	\$ 52,500.00	\$ 60,000.00
Assistant Controller	\$ 60,000.00	\$ 70,000.00	\$ 80,000.00
Chief Financial Officer	\$125,000.00	\$135,000.00	\$145,000.00
Construction Manager	\$ 70,000.00	\$ 77,500.00	\$ 85,000.00
Construction Project Manager	\$ 80,000.00	\$ 90,000.00	\$100,000.00
Contracts Administrator	\$ 40,000.00	\$ 45,000.00	\$ 50,000.00
Controller	\$ 85,000.00	\$100,000.00	\$115,000.00
Customer Service Representative	\$ 40,000.00	\$ 45,000.00	\$ 50,000.00
Director Of Marketing	\$ 80,000.00	\$ 95,000.00	\$110,000.00
Director Of Purchasing	\$ 90,000.00	\$104,000.00	\$118,000.00
Director Of Sales	\$100,000.00	\$117,500.00	\$135,000.00
Entitlement/Planning Project Manager	\$ 85,000.00	\$100,000.00	\$115,000.00
Escrow Coordinator	\$ 40,000.00	\$ 42,500.00	\$ 45,000.00
Estimator	\$ 75,000.00	\$ 85,000.00	\$ 95,000.00
Forward Planner	\$ 85,000.00	\$ 92,500.00	\$100,000.00
Land Analyst	\$ 55,000.00	\$ 65,000.00	\$ 75,000.00
Options Coordinator	\$ 35,000.00	\$ 42,500.00	\$ 50,000.00
Options Design Center Manager	\$ 65,000.00	\$ 75,000.00	\$ 85,000.00
President	\$200,000.00	\$225,000.00	\$250,000.00
Project Controller	\$ 55,000.00	\$ 61,500.00	\$ 68,000.00
Purchasing Agent	\$ 55,000.00	\$ 62,500.00	\$ 70,000.00
Purchasing Coordinator	\$ 30,000.00	\$ 39,000.00	\$ 48,000.00
Staff Accountant	\$ 45,000.00	\$ 50,000.00	\$ 55,000.00
Superintendent	\$ 75,000.00	\$ 82,500.00	\$ 90,000.00
Vice President Construction	\$110,000.00	\$127,500.00	\$145,000.00
Vice President Forward Planning	\$130,000.00	\$150,000.00	\$170,000.00
Vice President Land Acquisition	\$130,000.00	\$150,000.00	\$170,000.00
Vice President Land Development	\$110,000.00	\$125,000.00	\$140,000.00
Vice President Operations	\$150,000.00	\$160,000.00	\$170,000.00



**NORTHERN CALIFORNIA (SAN FRANCISCO BAY AREA) - CONSTRUCTION**

<b>Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>
Area Construction Manager	\$ 85,000.00	\$ 97,500.00	\$110,000.00
Assistant Construction Manager	\$ 60,000.00	\$ 65,000.00	\$ 70,000.00
Assistant Controller	\$ 80,000.00	\$ 90,000.00	\$100,000.00
Chief Financial Officer	\$135,000.00	\$157,500.00	\$180,000.00
Construction Manager	\$ 80,000.00	\$ 87,500.00	\$ 95,000.00
Construction Project Manager	\$ 85,000.00	\$102,500.00	\$120,000.00
Contracts Administrator	\$ 50,000.00	\$ 60,000.00	\$ 70,000.00
Controller	\$120,000.00	\$130,000.00	\$140,000.00
Customer Service Representative	\$ 40,000.00	\$ 47,500.00	\$ 55,000.00
Director Of Marketing	\$ 90,000.00	\$105,000.00	\$120,000.00
Director Of Purchasing	\$ 95,000.00	\$105,000.00	\$115,000.00
Director Of Sales	\$ 95,000.00	\$110,000.00	\$125,000.00
Entitlement/Planning Project Manager	\$105,000.00	\$122,500.00	\$140,000.00
Escrow Coordinator	\$ 45,000.00	\$ 52,500.00	\$ 60,000.00
Estimator	\$ 80,000.00	\$ 90,000.00	\$100,000.00
Forward Planner	\$ 85,000.00	\$102,500.00	\$120,000.00
Land Analyst	\$ 80,000.00	\$ 90,000.00	\$100,000.00
Options Coordinator	\$ 45,000.00	\$ 55,000.00	\$ 65,000.00
Options Design Center Manager	\$ 70,000.00	\$ 80,000.00	\$ 90,000.00
President	\$220,000.00	\$265,000.00	\$310,000.00
Project Controller	\$ 55,000.00	\$ 62,500.00	\$ 70,000.00
Purchasing Agent	\$ 65,000.00	\$ 72,500.00	\$ 80,000.00
Purchasing Coordinator	\$ 40,000.00	\$ 50,000.00	\$ 60,000.00
Staff Accountant	\$ 40,000.00	\$ 50,000.00	\$ 60,000.00
Superintendent	\$ 85,000.00	\$ 92,500.00	\$100,000.00
Vice President Construction	\$120,000.00	\$137,500.00	\$155,000.00
Vice President Forward Planning	\$125,000.00	\$145,000.00	\$165,000.00
Vice President Land Acquisition	\$125,000.00	\$145,000.00	\$165,000.00
Vice President Land Development	\$125,000.00	\$145,000.00	\$165,000.00
Vice President Operations	\$145,000.00	\$160,000.00	\$175,000.00





**SOUTHERN CALIFORNIA (LOS ANGELES / SAN DIEGO) - CONSTRUCTION**

<b>Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>
Area Construction Manager	\$ 85,000.00	\$ 95,000.00	\$105,000.00
Assistant Construction Manager	\$ 45,000.00	\$ 52,500.00	\$ 60,000.00
Assistant Controller	\$ 85,000.00	\$ 90,000.00	\$ 95,000.00
Chief Financial Officer	\$105,000.00	\$115,000.00	\$125,000.00
Construction Manager	\$ 65,000.00	\$ 75,000.00	\$ 85,000.00
Construction Project Manager	\$135,000.00	\$152,500.00	\$170,000.00
Contracts Administrator	\$ 35,000.00	\$ 38,500.00	\$ 42,000.00
Controller	\$ 95,000.00	\$110,000.00	\$125,000.00
Customer Service Representative	\$ 50,000.00	\$ 57,500.00	\$ 65,000.00
Director Of Marketing	\$105,000.00	\$115,000.00	\$125,000.00
Director Of Purchasing	\$ 80,000.00	\$ 95,000.00	\$110,000.00
Director Of Sales	\$120,000.00	\$127,500.00	\$135,000.00
Entitlement/Planning Project Manager	\$ 85,000.00	\$100,000.00	\$115,000.00
Escrow Coordinator	\$ 35,000.00	\$ 40,000.00	\$ 45,000.00
Estimator	\$ 75,000.00	\$ 85,000.00	\$ 95,000.00
Forward Planner	\$105,000.00	\$115,000.00	\$125,000.00
Land Analyst	\$ 75,000.00	\$ 85,000.00	\$ 95,000.00
Options Coordinator	\$ 40,000.00	\$ 47,500.00	\$ 55,000.00
Options Design Center Manager	\$ 70,000.00	\$ 80,000.00	\$ 90,000.00
President	\$210,000.00	\$255,000.00	\$300,000.00
Project Controller	\$ 45,000.00	\$ 55,000.00	\$ 65,000.00
Purchasing Agent	\$ 70,000.00	\$ 75,000.00	\$ 80,000.00
Purchasing Coordinator	\$ 35,000.00	\$ 41,500.00	\$ 48,000.00
Staff Accountant	\$ 45,000.00	\$ 52,500.00	\$ 60,000.00
Superintendent	\$ 80,000.00	\$ 90,000.00	\$100,000.00
Vice President Construction	\$ 95,000.00	\$110,000.00	\$125,000.00
Vice President Forward Planning	\$125,000.00	\$140,000.00	\$155,000.00
Vice President Land Acquisition	\$125,000.00	\$140,000.00	\$155,000.00
Vice President Land Development	\$125,000.00	\$135,000.00	\$145,000.00
Vice President Operations	\$140,000.00	\$155,000.00	\$170,000.00



**CENTRAL CALIFORNIA (FRESNO, BAKERSFIELD) - CONSTRUCTION**

<b>Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>
Area Construction Manager	\$ 75,000.00	\$ 80,000.00	\$ 85,000.00
Assistant Construction Manager	\$ 50,000.00	\$ 57,500.00	\$ 65,000.00
Assistant Controller	\$ 60,000.00	\$ 67,500.00	\$ 75,000.00
Chief Financial Officer	\$ 75,000.00	\$ 90,000.00	\$105,000.00
Construction Manager	\$ 65,000.00	\$ 72,500.00	\$ 80,000.00
Construction Project Manager	\$ 95,000.00	\$112,500.00	\$130,000.00
Contracts Administrator	\$ 40,000.00	\$ 47,500.00	\$ 55,000.00
Controller	\$ 70,000.00	\$ 77,500.00	\$ 85,000.00
Customer Service Representative	\$ 45,000.00	\$ 50,000.00	\$ 55,000.00
Director Of Marketing	\$ 75,000.00	\$ 95,000.00	\$115,000.00
Director Of Purchasing	\$ 75,000.00	\$ 82,500.00	\$ 90,000.00
Director Of Sales	\$ 95,000.00	\$105,000.00	\$115,000.00
Entitlement/Planning Project Manager	\$ 85,000.00	\$ 90,000.00	\$ 95,000.00
Escrow Coordinator	\$ 30,000.00	\$ 36,000.00	\$ 42,000.00
Estimator	\$ 65,000.00	\$ 77,500.00	\$ 90,000.00
Forward Planner	\$ 85,000.00	\$100,000.00	\$115,000.00
Land Analyst	\$ 55,000.00	\$ 60,000.00	\$ 65,000.00
Options Coordinator	\$ 50,000.00	\$ 52,500.00	\$ 55,000.00
Options Design Center Manager	\$ 55,000.00	\$ 62,500.00	\$ 70,000.00
President	\$145,000.00	\$160,000.00	\$175,000.00
Project Controller	\$ 50,000.00	\$ 57,500.00	\$ 65,000.00
Purchasing Agent	\$ 65,000.00	\$ 72,500.00	\$ 80,000.00
Purchasing Coordinator	\$ 50,000.00	\$ 52,500.00	\$ 55,000.00
Staff Accountant	\$ 40,000.00	\$ 44,000.00	\$ 48,000.00
Superintendent	\$ 75,000.00	\$ 85,000.00	\$ 95,000.00
Vice President Construction	\$ 75,000.00	\$ 85,000.00	\$ 95,000.00
Vice President Forward Planning	\$125,000.00	\$130,000.00	\$135,000.00
Vice President Land Acquisition	\$115,000.00	\$130,000.00	\$145,000.00
Vice President Land Development	\$125,000.00	\$130,000.00	\$135,000.00
Vice President Operations	\$110,000.00	\$127,500.00	\$145,000.00



**NEVADA - CONSTRUCTION**

<b>Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>
Area Construction Manager	\$ 75,000.00	\$ 85,000.00	\$ 95,000.00
Assistant Construction Manager	\$ 45,000.00	\$ 55,000.00	\$ 65,000.00
Assistant Controller	\$ 60,000.00	\$ 70,000.00	\$ 80,000.00
Chief Financial Officer	\$115,000.00	\$125,000.00	\$135,000.00
Construction Manager	\$ 70,000.00	\$ 77,500.00	\$ 85,000.00
Construction Project Manager	\$ 80,000.00	\$ 90,000.00	\$100,000.00
Contracts Administrator	\$ 40,000.00	\$ 47,500.00	\$ 55,000.00
Controller	\$ 80,000.00	\$ 90,000.00	\$100,000.00
Customer Service Representative	\$ 40,000.00	\$ 45,000.00	\$ 50,000.00
Director Of Marketing	\$ 85,000.00	\$100,000.00	\$115,000.00
Director Of Purchasing	\$ 80,000.00	\$ 90,000.00	\$100,000.00
Director Of Sales	\$ 95,000.00	\$105,000.00	\$115,000.00
Entitlement/Planning Project Manager	\$ 90,000.00	\$100,000.00	\$110,000.00
Escrow Coordinator	\$ 35,000.00	\$ 40,000.00	\$ 45,000.00
Estimator	\$ 70,000.00	\$ 82,500.00	\$ 95,000.00
Forward Planner	\$ 85,000.00	\$ 90,000.00	\$ 95,000.00
Land Analyst	\$ 55,000.00	\$ 62,500.00	\$ 70,000.00
Options Coordinator	\$ 35,000.00	\$ 40,000.00	\$ 45,000.00
Options Design Center Manager	\$ 60,000.00	\$ 67,500.00	\$ 75,000.00
President	\$150,000.00	\$172,500.00	\$195,000.00
Project Controller	\$ 55,000.00	\$ 62,500.00	\$ 70,000.00
Purchasing Agent	\$ 55,000.00	\$ 65,000.00	\$ 75,000.00
Purchasing Coordinator	\$ 40,000.00	\$ 47,500.00	\$ 55,000.00
Staff Accountant	\$ 40,000.00	\$ 42,500.00	\$ 45,000.00
Superintendent	\$ 70,000.00	\$ 77,500.00	\$ 85,000.00
Vice President Construction	\$105,000.00	\$112,500.00	\$120,000.00
Vice President Forward Planning	\$115,000.00	\$130,000.00	\$145,000.00
Vice President Land Acquisition	\$115,000.00	\$130,000.00	\$145,000.00
Vice President Land Development	\$ 90,000.00	\$ 95,000.00	\$100,000.00
Vice President Operations	\$115,000.00	\$130,000.00	\$145,000.00



## CALIFORNIA—ENGINEERING

Title	Min	Mid	Max
Agricultural Engineer	\$ 57,500.00	\$ 76,000.00	\$104,000.00
Architectural Project Manager	\$ 44,000.00	\$ 79,000.00	\$130,000.00
Chemical Engineer	\$ 58,000.00	\$ 95,000.00	\$140,000.00
Civil Drafter	\$ 31,000.00	\$ 52,000.00	\$ 78,000.00
Civil Engineer	\$ 57,000.00	\$ 84,000.00	\$124,000.00
Civil Engineering Technician	\$ 38,000.00	\$ 59,000.00	\$ 83,000.00
Electrical Drafter	\$ 34,000.00	\$ 52,000.00	\$ 84,000.00
Electrical Engineer	\$ 58,000.00	\$ 93,000.00	\$137,000.00
Electrical Engineering Technician	\$ 34,000.00	\$ 58,000.00	\$ 90,000.00
Environmental Engineer	\$ 55,000.00	\$ 83,000.00	\$123,000.00
Environmental Technician	\$ 29,000.00	\$ 51,000.00	\$ 86,000.00
Geological Engineer / Mining Engineer	\$ 58,000.00	\$ 91,000.00	\$124,000.00
Geotechnical Engineer	\$ 65,000.00	\$ 92,000.00	\$120,000.00
Health And Safety Engineer	\$ 55,000.00	\$ 83,000.00	\$107,000.00
Industrial Engineer	\$ 54,000.00	\$ 82,000.00	\$122,000.00
Industrial Engineering Technician	\$ 31,000.00	\$ 51,000.00	\$ 85,000.00
Land Surveyor	\$ 40,000.00	\$ 61,000.00	\$ 97,000.00
Landscape Architect	\$ 43,000.00	\$ 67,000.00	\$100,000.00
Material Engineer	\$ 58,000.00	\$ 90,000.00	\$134,000.00
Mechanical Drafter	\$ 30,000.00	\$ 52,000.00	\$ 76,000.00
Mechanical Engineer	\$ 52,000.00	\$ 86,000.00	\$130,000.00
Mechanical Engineering Technican	\$ 33,000.00	\$ 51,000.00	\$ 81,000.00
Nuclear Engineer	\$ 69,000.00	\$102,000.00	\$140,000.00
Petroleum Engineer	\$ 79,000.00	\$116,000.00	\$127,000.00
Structural Engineer	\$ 68,000.00	\$ 89,000.00	\$110,000.00
Surveying / Mapping Technician	\$ 34,000.00	\$ 56,000.00	\$ 81,000.00



**NEVADA - ENGINEERING**

<b>Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>
Architectural Project Manager	\$ 36,000.00	\$ 68,000.00	\$120,000.00
Chemical Engineer	\$ 60,000.00	\$ 85,000.00	\$111,000.00
Civil Drafter	\$ 33,000.00	\$ 49,000.00	\$ 65,000.00
Civil Engineer	\$ 55,000.00	\$ 86,000.00	\$123,000.00
Civil Engineering Technician	\$ 32,000.00	\$ 51,000.00	\$ 74,000.00
Electrical Drafter	\$ 33,000.00	\$ 56,000.00	\$ 89,000.00
Electrical Engineer	\$ 48,000.00	\$ 79,000.00	\$114,000.00
Electrical Engineering Technician	\$ 33,000.00	\$ 56,000.00	\$ 89,000.00
Environmental Engineer	\$ 55,000.00	\$ 83,000.00	\$119,000.00
Environmental Technician	\$ 25,000.00	\$ 56,000.00	\$ 76,000.00
Geological Engineer / Mining Engineer	\$ 52,000.00	\$ 76,000.00	\$103,000.00
Geotechnical Engineer	\$ 55,000.00	\$ 80,000.00	\$105,000.00
Health And Safety Engineer	\$ 38,000.00	\$ 75,000.00	\$101,000.00
Industrial Engineer	\$ 44,000.00	\$ 65,000.00	\$112,000.00
Industrial Engineering Technician	\$ 30,000.00	\$ 43,000.00	\$ 60,000.00
Land Surveyor	\$ 37,000.00	\$ 65,000.00	\$ 90,000.00
Landscape Architect	\$ 37,000.00	\$ 72,000.00	\$ 96,000.00
Material Engineer	\$ 44,000.00	\$ 76,000.00	\$110,000.00
Mechanical Drafter	\$ 33,000.00	\$ 51,000.00	\$ 69,000.00
Mechanical Engineer	\$ 44,000.00	\$ 76,000.00	\$110,000.00
Mechanical Engineering Technician	\$ 25,000.00	\$ 54,000.00	\$ 74,000.00
Nuclear Engineer	\$ 65,000.00	\$108,000.00	\$128,000.00
Petroleum Engineer	\$ 76,000.00	\$ 98,000.00	\$118,000.00
Structural Engineer	\$ 52,000.00	\$ 81,000.00	\$105,000.00
Surveying / Mapping Technician	\$ 28,000.00	\$ 49,000.00	\$ 71,000.00

# 2010 Salary Report

## Environmental, Engineering & Construction Salary Forecast California & Nevada



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