PRESENTED BY FMI

# TEXAS AGC BENEFITS & COMPENSATION SURVEY

## Results Report

SUMMER 2026 ISSUE

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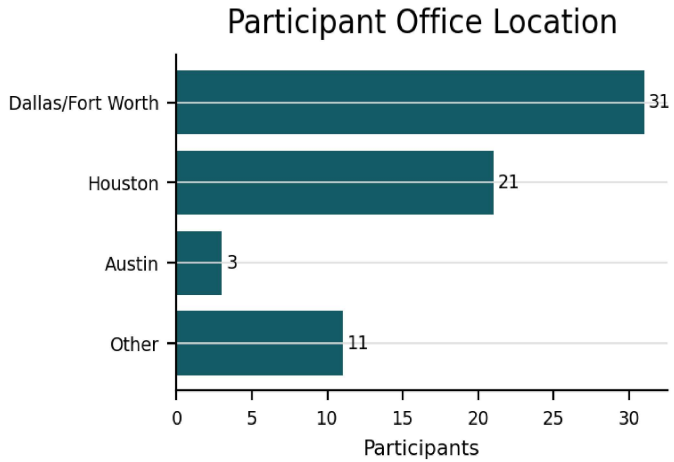
# INTRODUCTION

The 2026 Texas AGC Compensation & Benefits Survey is intended to provide important data insights regarding compensation and benefits practices in the Texas commercial construction industry. The survey reflects responses from 66 participating organizations across Texas. FMI maintains confidentiality by reporting results in aggregate and suppressing individual company responses.

Members of following The Associated General Contractors of America's chapters across the State of Texas were asked to participate in the survey, which was conducted in July and August 2026.

- TEXO (The Construction Association)
- AGC Austin
- AGC Houston
- AGC South Texas
- AGC West Texas

Participants reported primary office locations in Dallas/Fort Worth, Houston, Austin, and select other Texas markets.




Participants

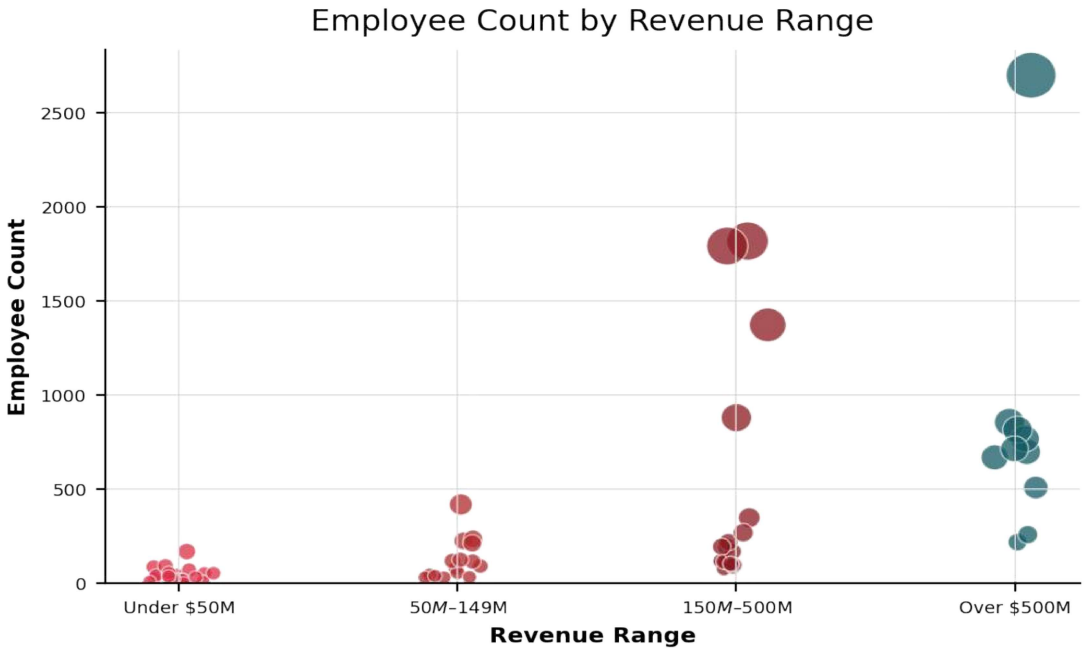
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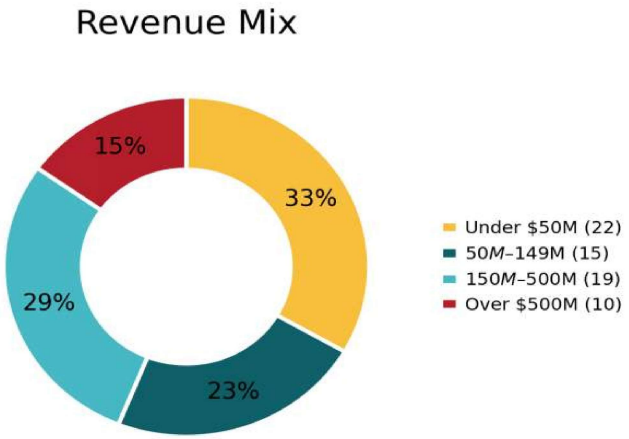
| | |
|---|---|
| General Contractors | 39 |
| Specialty Contractors | 25 |
| Design-Build | 1 |
| Construction Management | 1 |

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# REVENUE & EMPLOYMENT

Participants provided information on company revenue and employee count. The scatter plot below shows the spread of employment levels by reported revenue range.




| Revenue Range | Participants | Avg. Employees |
|---|---|---|
| Under $50M | 22 | 43 |
| $50M-$149m | 15 | 125 |
| $150M-$500M | 19 | 449 |
| Over $500M | 10 | 822 |

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# EMPLOYMENT TYPES

| Revenue under $50M (22 participants) | | | |
|---|---|---|---|
| Average # of Total Employees | Average # of Exempt Employees | Average # of Full-Time Hourly Employees | Average # of Part-Time Temp. Employees |
| 43 | 13 | 26 | 1 |

| Revenue under $50M-$149M (15 participants) | | | |
|---|---|---|---|
| Average # of Total Employees | Average # of Exempt Employees | Average # of Full-Time Hourly Employees | Average # of Part-Time Temp. Employees |
| 125 | 44 | 84 | 3 |

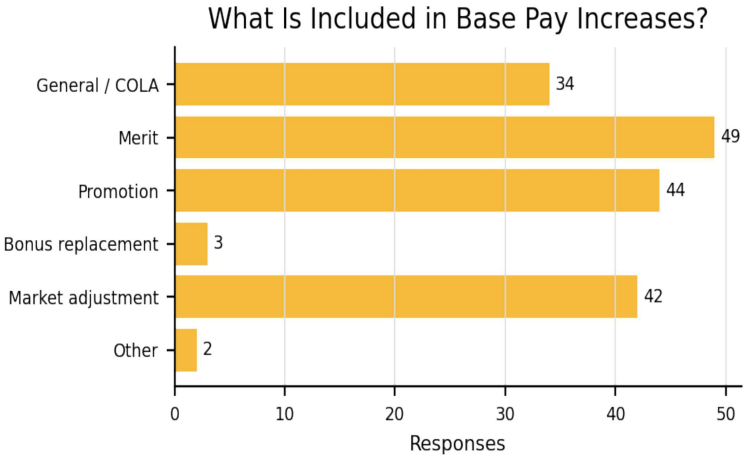
| Revenue under $150M-$500M (19 participants) | | | |
|---|---|---|---|
| Average # of Total Employees | Average # of Exempt Employees | Average # of Full-Time Hourly Employees | Average # of Part-Time Temp. Employees |
| 449 | 137 | 285 | 7 |

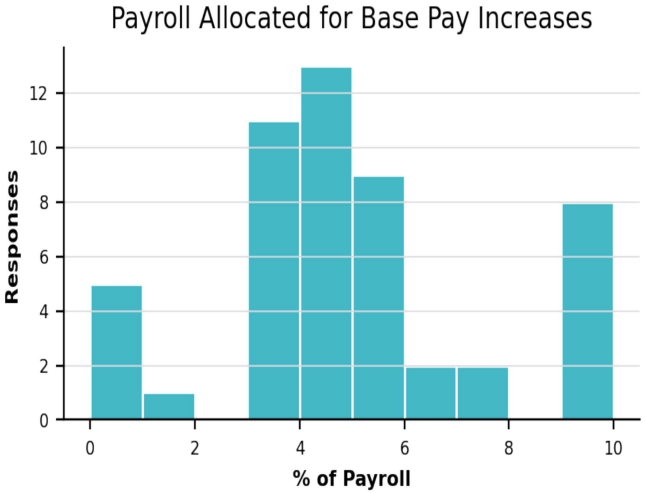
| Revenue under $150M-$500M (10 participants) | | | |
|---|---|---|---|
| Average # of Total Employees | Average # of Exempt Employees | Average # of Full-Time Hourly Employees | Average # of Part-Time Temp. Employees |
| **822** | **345** | **410** | **8** |

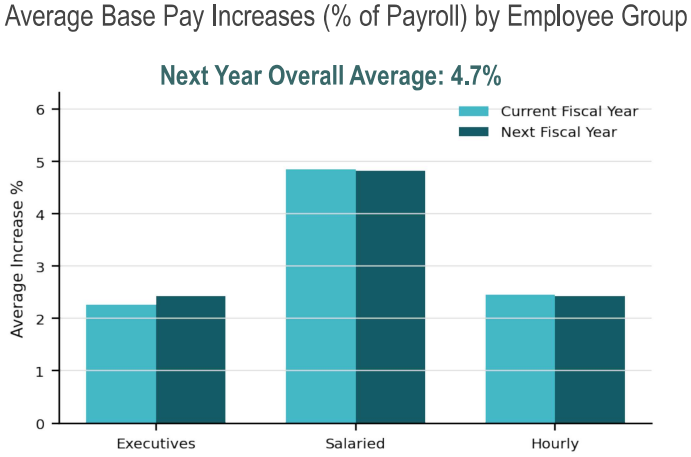
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# SALARY ADMINISTRATION

- 41% of participants reported maintaining formal base pay ranges.
- 46% of participants reported having a formal compensation philosophy.
- 46% of participants reported having a formal base pay increase budget.
- December was the most common fiscal year-end month among participants with 77%.




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# NEW HIRES & EARLY CAREER DEVELOPMENT

Finding talented new hires in the construction industry is a top goal for companies across the state. The five schools mentioned most were Texas A&M, Texas Tech, University of Houston, Oklahoma State, and University of Oklahoma.



**2 out of 7 companies have a mentorship program**



**43% of companies have a formal training program**



## New hire compensation details

Average starting salary, average signing bonus, and maximum relocation payment are summarized based on the submitted survey responses. (Non-numeric responses are excluded.)

Signing bonuses and relocation payments are not universally offered and vary considerably by hire type. They are most prevalent for experienced professional hires, for whom 31% of responding companies report providing a signing bonus and 29% report paying relocation expenses. Among new graduate hires, those with a Bachelor's degree – Construction Management are most likely to receive signing bonuses (19%) and relocation payments (27%). These payments were less common for other new graduate categories and interns, with signing bonus prevalence generally below 10% and relocation payment prevalence generally below 20%.

| Hire Type | Average Salary / Rate | Average Signing Bonus | Max Relocation |
|---|---|---|---|
| Bachelor's – Engineering | $75,027 | $2,300 | $3,850 |
| Bachelor's – Construction Mgmt. | $73,643 | $3,200 | $4,393 |
| Bachelor's – Other | $75,907 | $2,300 | $3,611 |
| Master's – Engineering | $85,225 | $2,250 | $4,125 |
| Master's – Other | $91,313 | $4,833 | $6,583 |
| Experienced Professional Hires | Varies | $7,352 | $9,969 |
| Intern Hires | $21.49 | $2,375 | $3,167 |

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