WHAT DFW HEAVY CIVIL PAYS IN BASE SALARY.

TxDOT, HIGHWAY, BRIDGE & TRANSPORTATION INFRASTRUCTURE

PSR TALENT SOLUTIONS

Contractor-side base salaries
Dallas–Fort Worth area

A TxDOT track record and major-project experience can command a premium. Leadership moves the number further.

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10	$80k	$210k	$75k
Roles	**Entry-Level Base**	**Top of Base Range**	**Widest Base Band**
Benchmarked across PM, field and preconstruction	Bottom of the Project Engineer base range	General Superintendent and Senior Estimator	Senior Estimator, the role with most spread

BASE SALARY BENCHMARKS

Contractor-side base salary only. Excludes allowances, bonuses, per diem and incentives.



† Provisional senior-level band, pending further local validation.

WHAT MOVES THE NUMBER

1. **Major-project experience**
   Size and complexity of what they have delivered
2. **TxDOT track record**
   Proven on state work and its specifications
3. **Project size**
   Contract value and scale of the current role
4. **Leadership responsibility**
   People, crews and packages they own

BEYOND BASE SALARY

Not included in the base ranges above

- **Vehicle or** truck allowance
- **Annual** performance bonus
- **Per diem** Daily living allowance
- **Project-specific** incentives

Methodology. These are PSR Talent Solutions' indicative market benchmarks for the Dallas–Fort Worth heavy-civil market, not a statistically representative salary survey. They draw on advertised compensation, published salary advertisements and specialist candidate and hiring-manager feedback, and reflect the market as of publication in October 2026 rather than a completed quarter-end review. Strong candidates with major-project and TxDOT experience can sit above these ranges. **Benchmarking a role or planning a hire?** Talk to Craig for a confidential conversation about your team and the current market.

+1 (512) 548 9251 | craig@psrtalentsolutions.com | psrtalentsolutions.com | Connect on LinkedIn