



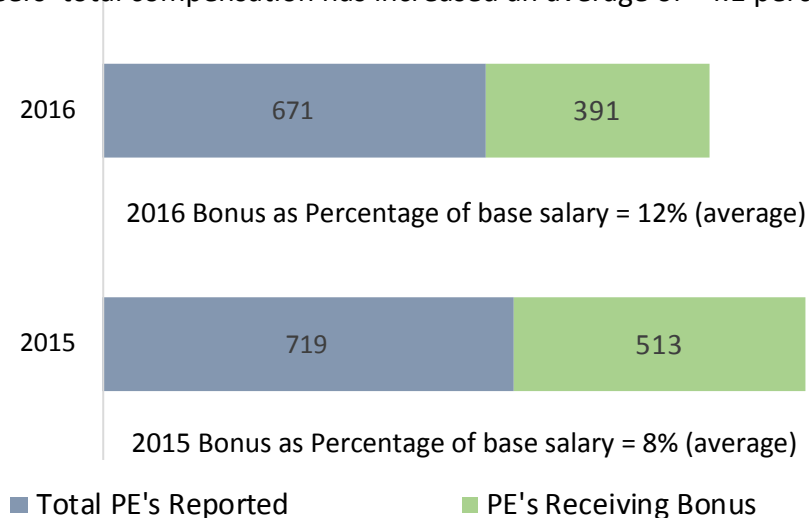
2016 ACEC Colorado Salary Survey Highlights

Base Salaries Rise 3.8 Percent

This year's survey received responses from 57 Colorado engineering companies employing 2,685 individuals. Seventy-seven percent, 44 of those same companies, also participated last year. Overall, base salaries are up +3.8 percent over last year's results.

Professional Engineers Receive Average Bonus of 12 Percent of Base Salary

As a group, professional engineering positions' base salaries increased +1.7 percent this year. Senior engineers (PE-5) saw the biggest increase in base salaries, +6.2 percent on average. Fifty-eight percent of the total professional engineers reported this year received bonuses, down from 71 percent in 2015. While fewer received bonuses, the average bonus increased from 8 percent in 2015 to 12 percent of base salaries in 2016. Over a rolling two-year period, professional engineers' total compensation has increased an average of +4.1 percent annually.



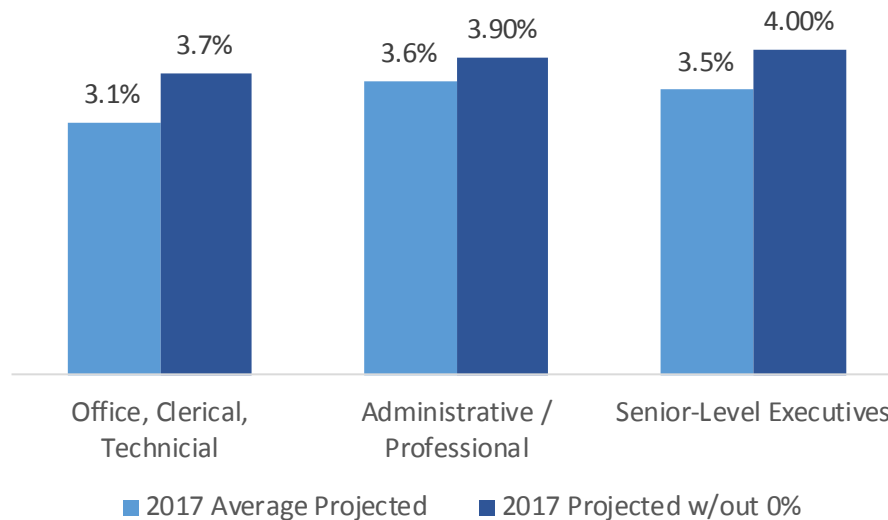
Anticipated Additions to Engineering Groups

Most Colorado employers, 86 percent, are considering additions to staff in 2017. Twenty-four percent of those anticipate more than a 5 percent increase next year. Seven in ten employers report difficulty in hiring professional engineers. Regionally, staffing projections are provided below.

| | Professional Engineers | New Engineering Graduates |
|----------|------------------------|---------------------------|
| Arizona | 82.5 | 47 |
| Colorado | 67 | 41 |
| Utah | 37 | 17 |

Employers Project 3.4 Percent Average Salary Increase for 2017

Colorado engineering companies project a 3.4 percent median and average salary increase for employees in 2017. When those projecting no increase are not included, the average projected increase is 3.8 percent. Projections by employee groups is provided below.



What's included in the 2016 ACEC-Colorado Salary Survey Report

Positions Included in the 2016 Salary Survey

The report includes base salaries and bonus information for 74 positions commonly staffed by engineering companies. All data was collected as of August 1, 2016. Surveyed employee groups include:

- Entry-Level Engineers, (5 positions)
- Engineering Professionals, (7 positions)
- Executive / Engineering Principals, (3 positions)
- Planners / Right-of-Way, (3 positions)
- Drafters and Designers, (8 positions)
- Construction Management, Inspection, Surveyors and Technicians, (16 positions)
- Environmental Science & Laboratory Staff, (4 positions)
- Geology / Geoscience (3 positions)
- Professional/ Administrative Staff, (25 positions)

In addition to reporting base salaries and bonus information for surveyed positions, the report also includes a spot check on changes in employee healthcare costs, staffing, anticipated salary increases, employee turnover and revenue projections.

Colorado's survey results are combined with ACEC-Arizona (55 Firms and 2,462 employees) and Utah's surveys (22 Firms and 880 employees) to report regional salary information.

Next Expanded Survey of Employee Benefits, Management Practices and Key Performance Benchmarks is Scheduled for 2017

Every three years ACEC Colorado surveys its members to collect in-depth information on a variety of employee benefits, human resources and business practices. The next expanded survey is scheduled for 2017. Employers interested in learning more about the engineering industry's employee benefits and business practices should consider purchasing the 2014 extract report. Content includes information on group insurance plans including medical, dental, vision, life and disability coverage, retirement / savings, paid time off plans and other human resources policies and programs. Management practices, including key performance benchmarks and revenue projections are also detailed in the report.

**Contact ACEC Colorado to order the
2016 Salary, Benefits and Business Practices Report**

Member Participant Price: \$100

Member Non-Participant Price: \$300

Non-Member Price: \$500

2014 Expanded Employee Benefits and Business Practices Extract Report

Member Non-Participant Price: \$150

Non-Member Price: \$300

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