



AMERICAN COUNCIL OF ENGINEERING COMPANIES
of Colorado

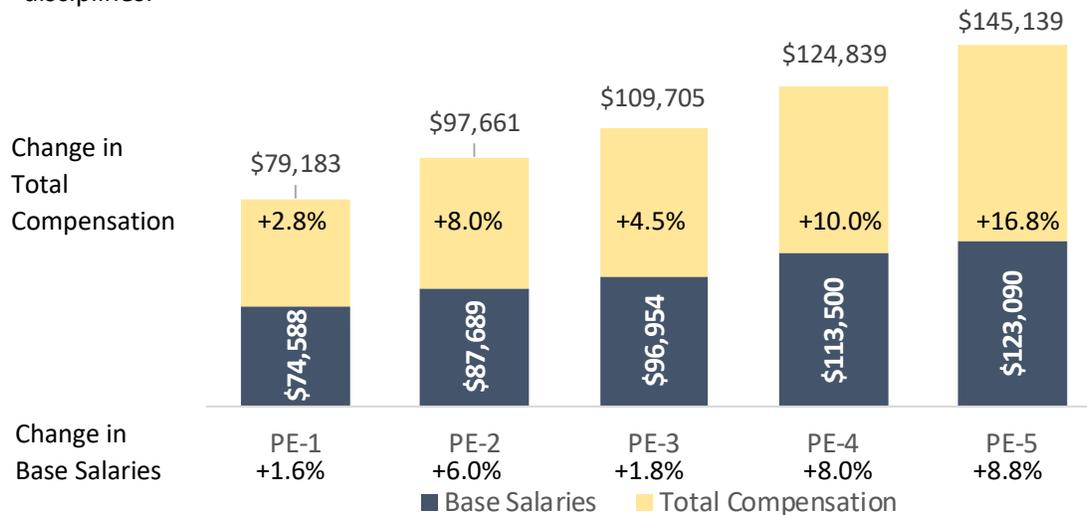
2018 ACEC Colorado Salary, Benefits and Business Practices Survey Highlights

Participating Firms

This year’s survey includes compensation and business practices information from 54 Colorado member firms employing 3,183 employees. Most employees, 76 percent, are located in the Denver Metropolitan area. Firms reported a total of 93 Colorado offices. Forty-eight percent of participating firms have one office location. The top three fields of practice firms are engaged in include civil, structural and water resources engineering. Regional compensation information is reported, combining results of ACEC Colorado’s survey with that of ACEC Arizona and ACEC Utah.

Base Salaries for Professional Engineers Up an Average 5.2 Percent

Employers reported current base salaries and bonus information for 773 professional engineers. Professional engineers’ base salaries increased an average of +5.2 percent over last year. Total compensation, base salaries and annual bonuses, is reported for 557 professional engineers. Total compensation rose an average of +8.4 percent in comparison with 2017. Salary information is reported by geographic region, firm employment size, revenue category, years in the profession and engineering disciplines.

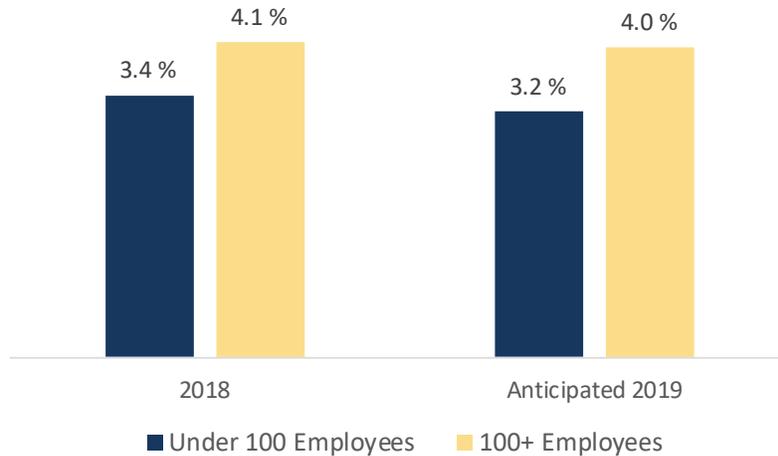


Overall Percentage Change in Employee Base Salaries from 2017 to 2018 +1.6 Percent

Based on 68 comparable positions across all job groups, employees’ base salaries in the survey increased a modest 1.6 percent. A look at select job groups with rising salaries include surveying positions up +4.5 percent, engineering interns up +3.3 percent, CAD BIM Designers +3.2 percent and administrative and professional positions up +2.1 percent.

Projected Salary Increases for 2019 is 3.4 Percent

Employers passed on an average pay increase of 3.9 percent in 2018 to employees. By employee category, non-exempt and salaried, exempt employees received an average increase of 3.6 percent. Senior Executives received an average salary increase of 4.5 percent. The projected average base salary increase employers expect to pass on to employees in 2019 is 3.4 percent. The median increase reported for all employees is 3.0 percent. New this year, salary increase projections are also broken out by firm size.



Focus on Recruiting and Perks Associated with Employment Offers

Again this year, employers cite the number one business challenge is finding and hiring qualified employees. Seven in ten firms have had difficulty hiring professional engineers in the last year. The survey includes recruiting activities and practices firms are using to source candidates. While the majority cite word-of-mouth and employee referral as the most common recruiting method, sixty-one percent of employers have increased their presence on social media within the last year to engage candidates. Approximately one in four firms use signing bonuses to encourage acceptance of employment offers. Twenty-four percent of firms are increasing the amount of paid time off at the time of employment, helping to recruit experienced professionals.

Is Paid Parental Leave A Benefit that is Catching On?

While employers offer time off to new mothers and some to new fathers, getting paid usually involves using vacation, sick leave, Paid Time Off (PTO) or qualifying for short-term disability pay. Parental Leave making additional paid time off available to new parents is on the radar of some employers. Firms were asked about providing time off with pay to both the primary caregiver and secondary caregiver. Twenty percent of firms offer paid time to the primary caregiver and fifteen percent offer paid time off to the secondary caregiver. Comments regarding eligibility requirements and the amount of paid leave are included in the survey.

What is Included in the ACEC Colorado Salary, Benefit and Business Practices Survey

Surveyed Positions

This year's ACEC Colorado survey report includes base salaries and bonus information for 82 positions commonly staffed by engineering companies. Data was collected as of July 1, 2018. Surveyed employee groups include:

- Entry-Level Engineers
- Professional Engineers
- Executive / Engineering Principals
- Planners
- Drafters and BIM /Designers
- Surveyors, Technicians, Inspection, Construction Management and Project Managers
- Environmental Science and Laboratory Staff
- Geology / Geoscience
- Professional / Administrative Staff

Spot Check on Employee Benefits, Human Resources and Business Practices

This section concentrates on costs associated with core employee benefit plans, retirement plans, recruiting practices, staffing, salary administration, telecommuting and paid parental leave practices, turnover, select financial calculations and revenue projections.

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 expanded survey was last conducted in 2017. Please contact ACEC Colorado if you wish to purchase the 2017 report. The next expanded survey of employee benefits and business practices is scheduled for 2020.

New this year, the survey report is supplemented with an Excel spreadsheet version of the Salaries and Bonuses section. The spreadsheet can be used for exporting information to your firm's compensation database or copied into your own spreadsheets for further analysis.

**To purchase the 2018 Salary, Benefits and Business Practices Report
and Survey Worksheet of Salaries and Bonus Information
contact ACEC Colorado**

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Member Participant Price: \$175

Member Non-Participant Price: \$425

Non-Member Price: \$725