



AMERICAN COUNCIL OF ENGINEERING COMPANIES
of Colorado

2022 ACEC Colorado Salary, Benefits and Business Practices (Expanded Version) Survey Highlights

This year 61 consulting engineering companies in Colorado reported base salaries and bonuses for 3,629 employees matching surveyed positions. Most participating companies (81%) are in the Denver-Metropolitan area. In addition to statewide results, salaries are reported by geographic region, employment size, under 50 and 50+ employees, and by revenue categories, under \$5 million, \$5 million to \$9.9 million and \$10 million or more. Regional information combines Colorado and Arizona engineering companies' base salary and bonus responses. Data was collected as of March 1, 2022.

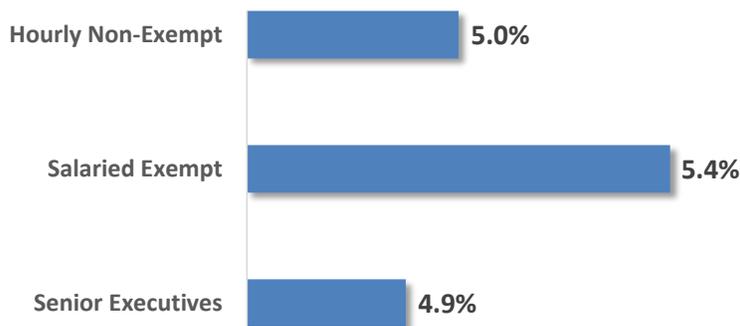
Base Salaries Increase 5.7 Percent Overall

Based on 65 comparable benchmark positions, employees' base salaries rose an average 5.7 percent from February, 2021 through March, 2022. Firms reported increasing non-exempt employees' base pay an average of 5.1 percent in 2021. Both exempt employees and senior executives received an average salary increase of 5.9 percent last year.

Average Projected Salary Increase for 2022 is 5.1 Percent

With tight labor markets and inflation on the rise, employers can no longer count on 3 percent salary increases each year to remain competitive. Employers project increasing base salaries by 5.1 percent this year. Professional engineers will see an average of 5.4 percent salary increase. Both non-exempt and senior executives are projected to receive slightly under the average.

Projected 2022 Salary Increases by Job Group



Who's Hiring?

Ninety percent of participating companies anticipate increasing their headcounts. On average, employers expect to hire four new professional engineers and four new engineering graduates. Most employers offer professional engineers signing bonuses of \$3,000 - \$5,000. The average starting salary for a new engineering graduate is \$65,520, up 5.8 percent from last year.

Hybrid Work Schedules Here to Stay

Almost half of participating companies’ employees are working a hybrid work schedule, spending time both in the office and working from home. Forty percent of those employers expect employees in the office three days a week. On average, thirteen percent of employees are working full-time from home. Companies are adapting with 55 percent reporting policies and procedures are in place for virtual office work and another 16 percent in the process of developing them. Four in ten employers report either changing their office spaces or considering changes to accommodate employees on hybrid schedules. Workstation scheduling or other reservation systems were noted. Others are evaluating square footage requirements as office space leases come up for renewal.

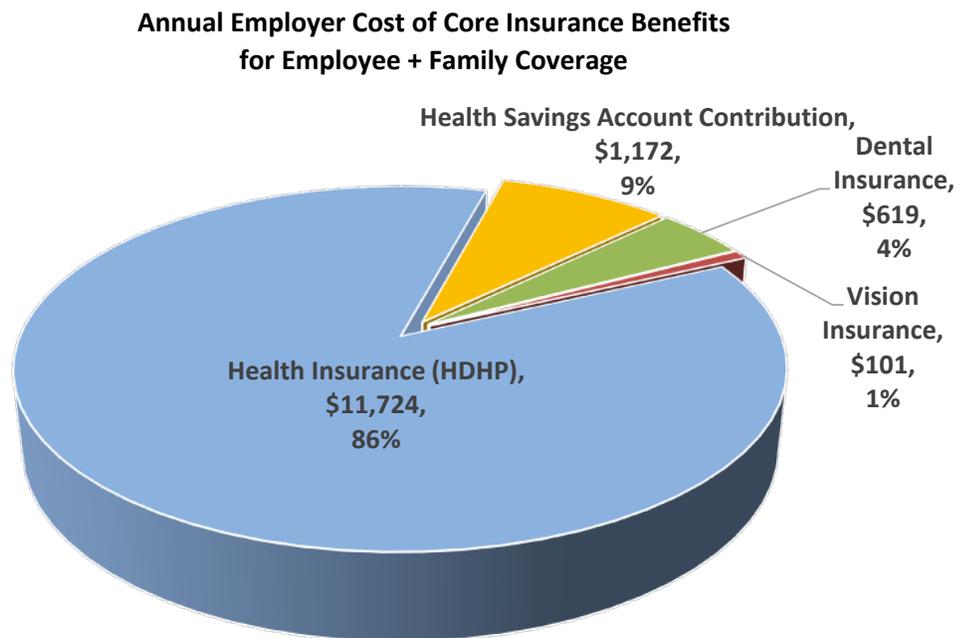
The Great Resignation

Eight in ten employers conduct exit interviews with employees voluntarily leaving the company. Survey results indicate the number one reason professional engineers leave their company is to take a new position with a competitor in the same geographic area. A study last October by the Atlanta Federal Reserve monitoring wage information reported the average job switcher received an offer that increased their salary by 5.1 percent. The other top two reasons cited were for personal / family reasons or retirement. Colorado engineering companies reported 33 professional engineers retired last year and anticipate another 22 to retire this year.

Cost of Core Employee Insurance Benefits

Last surveyed in 2017, this year’s survey report provides an in-depth look at employee benefits offered by engineering companies. As an important part of employers’ total compensation strategy, market data is available to compare both the prevalence and cost of health care and other group insurance, retirement savings contributions, paid time off and professional development benefits.

Based on survey results, the average annual cost to employers offering core insurance for a single employee is \$6,697. Employers annual cost of core insurance for employees with family coverage is \$13,617, as broken out below.



What is Included in the 2022 ACEC Colorado Salary, Benefit and Business Practices Survey (Expanded Version)

Surveyed Positions

This year’s ACEC Colorado survey report includes base salaries and bonus information for 76 positions considered common to consulting engineering companies. Data was collected as of March 1, 2022. Salary information is reported by geographic region, employment size, revenue size and by engineering discipline and years in the engineering profession. Regional information combines ACEC Colorado’s salaries and bonuses with those reported by ACEC Arizona participants. Surveyed employee groups include:

- Entry-Level Engineers
- Professional Engineers
- Executives*
- Planners
- Drafters and BIM /Designers
- Geographic Information Systems (GIS)
- Surveyors, Technicians, Inspection, Construction Management and Project Managers
- Environmental Science
- Geology / Geoscience
- Professional / Administrative Staff

* New: President / CEO is reported by Small Firms < 50 Employees and by Large Firms 50+ Employees

Expanded Survey of Employee Benefits, Human Resources and Business Practices

This year’s survey takes an in depth look at group insurance plans, paid time off, retirement savings plans, staffing and recruiting, salary administration, employees working remotely from home on a full-time or part-time basis, monitoring employees’ COVID vaccination status, professional development, diversity, equity and inclusion (DEI). Business practices, financial benchmark information and revenue projections for the coming year are also reported.

The survey report is supplemented with an E-Survey Report, 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. Please note, the E-Survey is for the private use of those purchasing the ACEC Colorado Salary, Benefit and Business Practices Survey.

To purchase the 2022 Salary, Benefits and Business Practices Report and Survey Worksheet of Salaries and Bonus Information visit the website or contact ACEC Colorado

Website: acec-co.org
 Telephone: 303-832-2200
 E-Mail: email@acec-co.org

Member Participant Price: \$195
 Member Non-participant Price: \$465
 Non-member Price \$795