

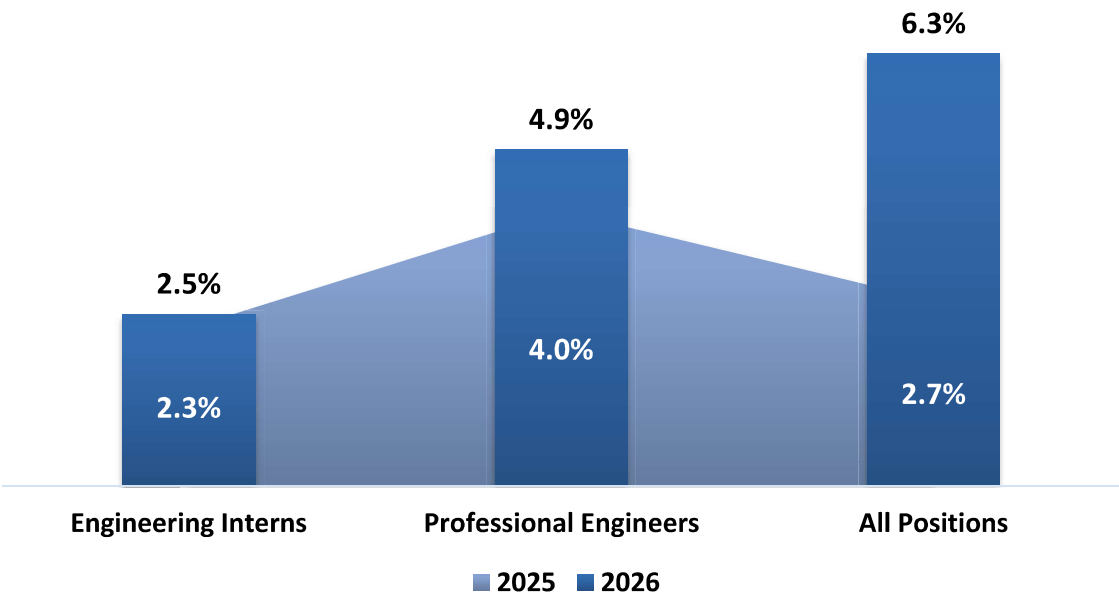


**Survey Highlights 2026 ACEC Colorado Salary, Benefits & Business Practices
Survey (Expanded Version)**

Despite economic headwinds, Colorado's consulting engineering and land surveying industry continues to demonstrate resilience and momentum. This year's survey reveals that firms across the state are sustaining growth, investing in their people, and adapting strategically to a rapidly changing business environment. Whether you're benchmarking compensation, evaluating your benefits package, or planning for the year ahead, the 2026 ACEC Colorado Salary, Benefits & Business Practices Survey gives you the data you need to lead with confidence.

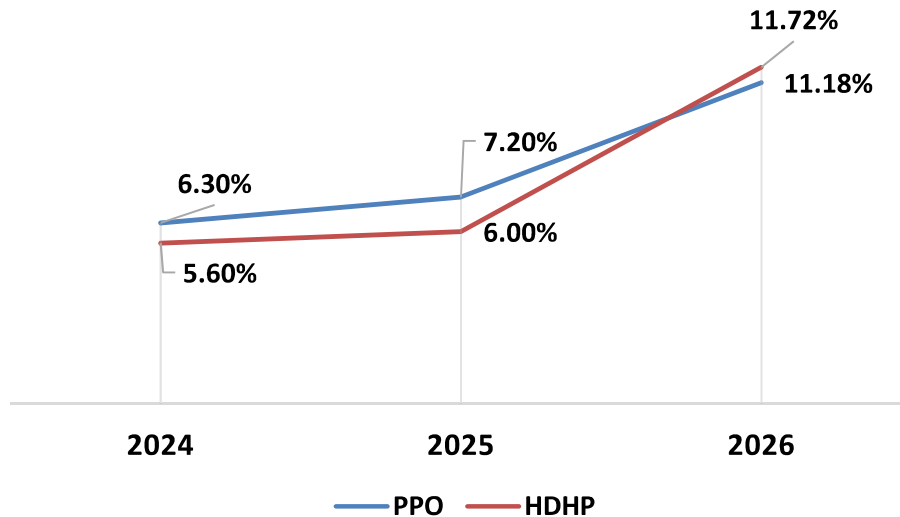
Engineering Salaries Climbed 4.9%

Total engineering compensation rose 4.9% over 2025. This is a significant increase that reflects the ongoing demand for top engineering talent in Colorado. In a competitive hiring market, knowing where your salaries stand isn't just useful, it's essential. This report gives you precise, Colorado-specific salary data across over 80 positions so you can recruit effectively, retain your best people, and stay ahead of the market.



Health Insurance Premiums Are Surging

Premium increases are hitting employers hard this year with an over 11% average increase during the last renewals, and Colorado engineering firms are finding ways to manage costs without compromising the benefits that matter most to employees. This year's survey takes an in-depth look at how firms are structuring plan contributions, adjusting coverage options, and balancing cost-sharing.



AI in the Engineering Workplace: How Colorado Firms Are Reducing Workload and Burnout

Staffing pressures, workload demands, and employee stress remain top concerns for firm leaders and artificial intelligence is emerging as a meaningful part of the solution. This year's survey explores how Colorado engineering firms are implementing AI tools to streamline workflows and improve efficiency. Find out what your peers are doing and where the opportunities are for your firm.

Get the Intelligence Your Firm Needs to Thrive in 2026

The 2026 ACEC Colorado Salary, Benefits & Business Practices Survey is the most comprehensive resource available for Colorado consulting engineering and land surveying firms. From salary benchmarks and bonus data to benefits trends, HR practices, and business performance metrics, this report delivers actionable insight across every level of your organization.

What is Included in the 2026 ACEC Colorado Salary, Benefits & Business Practices Survey (Expanded Version)

Surveyed Positions

This year's report covers base salaries and bonus data for over 80 positions common to consulting engineering and land surveying firms, with data collected as of February 1, 2026. Results are reported statewide and broken out by geographic region, employment size, and revenue category. Professional engineers' salaries are further segmented by discipline and years in the profession. Regional comparisons draw on data from companies participating in the ACEC Arizona and ACEC Utah surveys.

Surveyed employee groups include:

- Entry-Level Engineers
- Professional Engineers
- Executives
- Planners
- CAD Operators and BIM / Designers
- Geographic Information Systems (GIS)
- Surveyors, Technicians, Inspection, and Construction Management
- Environmental Sciences
- Professional / Administrative Staff

Employee Benefits, HR & Business Practices

The expanded survey provides an in-depth look at group insurance plans, wellness benefits, paid time off, retirement savings, remote and hybrid work policies, professional development, staffing and recruiting, merit increase projections, and employee retention and turnover. Business practices, financial benchmarks, and revenue projections for 2026 are also included.

E-Survey Report

The survey report is accompanied by an Excel-based E-Survey, a complete spreadsheet of salaries and bonus data that can be imported into your compensation database or used for internal analysis. The E-Survey is for the private use of purchasers only.

**To purchase the 2026 Salary, Benefits & 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: acec@acec-co.org

Member Participant Price: \$239

Member Non-Participant Price: \$559