

# ACEC

AMERICAN COUNCIL OF ENGINEERING COMPANIES  
of Colorado

## 2011 ACEC-Colorado Salary Survey Highlights

### Base Salaries Increase an Average +2.7%

Surveyed positions' base salaries rose an average of +2.7% over last year. Thirty-two of the 49 positions' base salaries comparable with 2010 salaries increased while 17 decreased. This is the largest average overall increase in base salaries since 2007 when base salaries increased an average of 5 percent. The three-year rolling average increase for all positions' base salaries is +2.0 percent.

As a group, Project Engineer (E-1) through (E-4) Senior Project Manager, the average base salary for a Professional Engineer increased +1.2% from 2010. The three-year rolling average increase is +0.4 percent. When the top two Engineering Principal positions are also included, Principal Vice President (E-5) and Principal President / Managing Principal (E-6), average base salaries increased 1.7 percent from 2010. The three-year rolling average increase for the series (E-1 through E-6) is +1.2 percent.

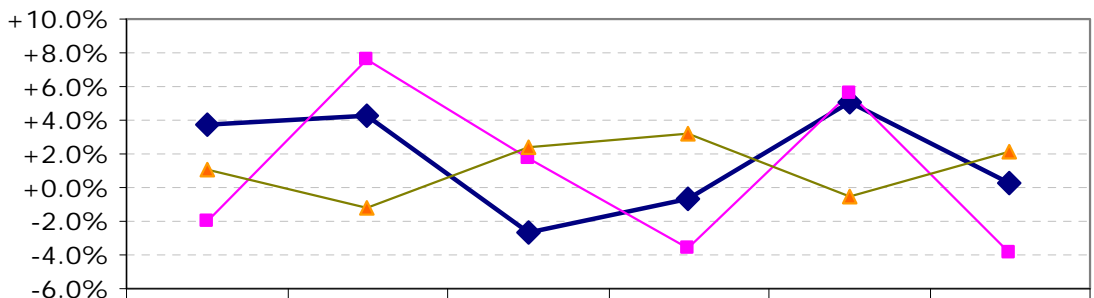
### Average Total Compensation Grows +6.6%

#### Average Bonus Awarded to Professional Engineers is 11.2% of Base Salary

Firms were asked to report the average annual bonus paid either as a dollar amount or percentage of base salaries. Of the 66 participating firms, 41 firms (62%), reported bonuses, up from 56% firms reporting bonuses in 2010. Average total compensation, base salaries and bonuses combined, rose +6.6% over last year's reported total compensation rates.

Among professional engineers (E-1 through E-4) the average bonus reported is 11.2% of base salary. Principals (E-5 and E-6) average bonus is 40% of their base salaries. The average bonus awarded to all employees is 11.4 percent, excluding Principals.

### Base Salaries and Total Compensation Changes for the Engineering Series



	E1 - Project Engineer	E2 - Sr. Project	E3 - Project Manager	E4 - Sr. Project	E5 - Principal -	E6 - Principal -
◆ Base Change '10 - '11	+3.8%	+4.2%	-2.7%	-0.7%	+5.0%	+0.3%
■ Total Comp Change '10 - '11	-2.0%	+7.6%	+1.7%	-3.6%	+5.6%	-3.9%
▲ Rolling 3 Yr Avg Change to Base	+1.0%	-1.2%	+2.4%	+3.2%	-0.5%	+2.1%

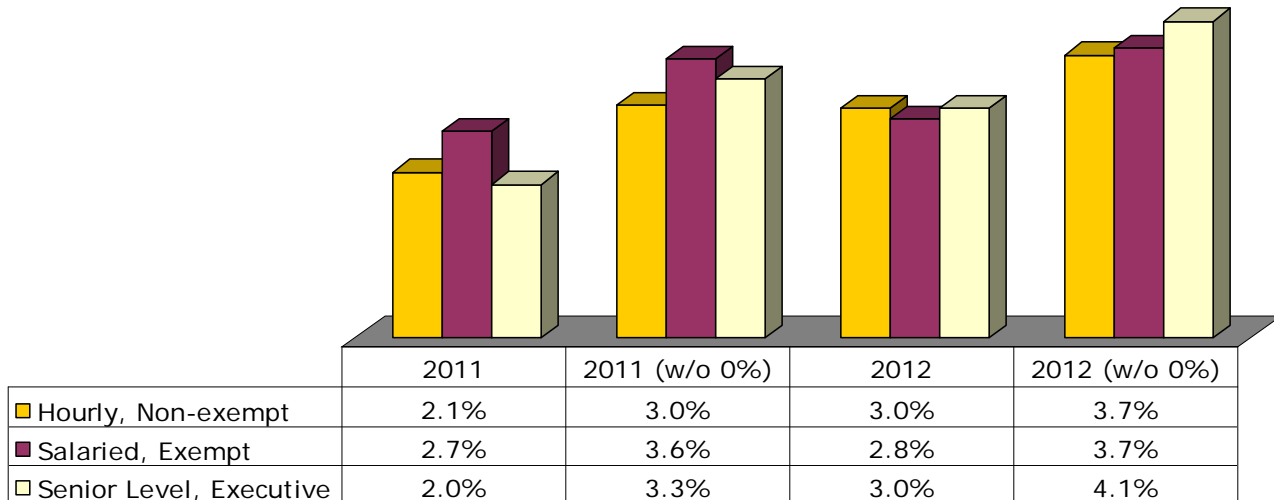
## 2011 ACEC-Colorado Salary Survey Highlights

### More Firms Anticipate Awarding Merit Increases in 2012

- **Average Increase is +2.9%, including those reporting 0%**
- **Average Increase is +3.8% without 0% included**

Firms were asked to report the average increase awarded to performers meeting expectations this year and the average anticipated next year. Among those firms reporting increases, the average performer received 3.0% this year. Hourly and professional-level salaried employees were more likely to receive increases, 74% and 77% of firms awarded increases to these two groups respectively. Increases for senior-level executives were reported by 59% of firms.

Firms are more optimistic for 2012. Eighty-five percent of participating firms anticipate awarding a 3.7% increase to hourly employees; seventy-nine percent of firms anticipate also awarding 3.7% to professional-level salaried employees. A greater number of senior-level executives will once again receive salary increases. Seventy-two percent of firms anticipate awarding an average increase of 4.1% to this group in 2012.



### Increasing Out-of-Pocket Costs Helps Control Healthcare Costs

This year's survey includes a more in-depth review of co-pays, deductibles and other out-of-pocket expenses associated with firms' healthcare plans. One-in-four firms raised deductible amounts employees pay as part of their coverage to help control healthcare plan costs. One-in-three firms reported raising the out-of-pocket maximum amounts. Approximately one-third of firms changed their healthcare plans from last year to this year. Among those maintaining the same healthcare plans, the average premium went up 8.4 percent, down from an average increase of 11.6 percent reported in 2010. Firms pay an average of 92% of the premium for employees' single coverage and 62% of the premium for family coverage, regardless of the plan(s) offered.

Preferred Provider Organization (PPO) plans remain the most common healthcare plan offered (70%) followed by High Deductible Health Plans with a Health Savings Account option (HDHP with HSA) offered by 40 percent of responding firms.

## 2011 ACEC-Colorado Salary Survey Highlights

### Workforce Reductions on the Decline, Future Hiring Anticipated

Nineteen firms reported a workforce reduction, down from a high last year of 30 firms. A total of 54 Professional Engineers were included in the reductions, down from 94 last year. Turnover remains fairly steady. Average turnover for 2010 (the most recent 12-month period to report) is 18.4%, down from 18.8% in 2009. On average, firms with less than 50 employees reported increased turnover. Turnover declined for those firms reporting 50 or more employees from 2009 to 2010. A total of 43 full-time professional engineers and 25 new engineering graduates are anticipated to be added to Colorado payrolls in 2011. Based on 33 firms' responses, none anticipate staff reductions next year. Forty percent (16 firms) anticipate no changes in staffing levels. The remaining 60 percent (17 firms) anticipate hiring.

### Actual Revenues Rise for Some, Projections Hold Steady for Most Firms

Average revenue generated in 2010 by firms with less than 50 employees was \$161,352 per employee. Those firms with 50 or more employees reported an average of \$156,603 per employee. The top three fields of practice reported by firms include: civil engineering (33 firms), structural engineering (21 firms) and water resources (20 firms).

Based on 40 firms' responses, 45% of firms indicate increasing revenues for this year in comparison with 2010. Another 35% indicate revenue is in line with the previous year. Only 20% report a decrease in revenue in 2011 in comparison with 2010.

Of the 39 firms making revenue projections for 2012, most (58%) indicate revenue should remain in line with this year's revenue. Another 33% anticipate rising revenues in comparison with this year. Ninety-five percent of firms report revenue from private sector sources. Most, 71% do not expect the amount of revenue to change in this area. Almost all firms report some revenue from public sector revenue from state, local or quasi-government entities such as districts. A majority, 70%, anticipate approximately the same revenues from this source in 2012.

### Top Challenges Anticipated in 2012 in Working Toward Achieving Financial and Business Objectives

	Colorado	Arizona
Increasing costs associated with offering health care	60%	44%
Facing increased competition to secure projects	52%	87%
Planning for growth with an uncertain economy	36%	44%
Reduced government spending on engineering projects	36%	49%
Marketing the firm's services to new sectors / clients	36%	49%
Maintaining productivity and service levels with existing staff	36%	36%

## 2011 ACEC-Colorado Salary Survey Highlights

### What's Included in the 2011 ACEC-Colorado Salary Survey Report

A total of 66 Colorado firms participated in this year's ACEC-Colorado salary survey, down from 70 firms last year. Salary information was collected for 2,404 employees. Prevailing base salaries, bonuses and total compensation are reported for 60 positions in the following job groups:

- Entry-Level Engineers, (4 positions)
- Engineering Professionals, (4 positions)
- Engineering Principals, (2 positions)
- Planners, (2 positions)
- Drafters and Designers, (9 positions)
- Construction, Field Testing, Surveyors and Technicians, (13 positions)
- Laboratory, Scientist and Environmental Staff, (8 positions)
- Professional/ Administrative Staff, (18 positions)

Positions eliminated from this year's survey: Planning Intern and Payroll Administrator

Salaries are reported by region, employment size and firm revenue levels. Summary salary survey results by state and region are also provided from firms participating in the ACEC-Arizona (48 firms) survey.

### Expanded Employee Benefits, Human Resources and Business Practices Section

This year ACEC-Colorado surveyed its members in-depth on a variety of employee benefits, human resources and business practices. Section III of the survey report includes results of the expanded survey, conducted once every three years. In addition, current and projected changes in revenue levels based on work in both the public and private sectors are also included in this section.

Complete and return the order form on the next page to obtain your copy of the full Compensation and Business Practices Survey Report from ACEC of Colorado.



**2011 Salary Survey and Benefits and Business Practices Report**

**SURVEY REPORT ORDER FORM**

Results of the salary survey will be made available in a PDF format. ACEC-CO member and non-member firms who participate in the survey may purchase the report at discounted rates as noted below. To order the survey results, please mark your membership and participant status below (X) and provide forwarding instructions. Orders will be filled by ACEC-CO.

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