



Pearl Meyer

Engineering and Construction Compensation Forum Survey

2023 Prospectus



About the Survey

The Engineering and Construction Compensation Forum Survey provides you with a best-in-class compensation information solution, offering you a rare combination of accuracy and affordability. All elements of the employee pay package are collected and reported giving you the information needed to analyze your competitive position and compensation mix from a total compensation perspective.

Survey results validate your compensation strategy and enable you to:

- Analyze compensation trends by asset size.
- Understand what incentives are becoming more widespread.
- Isolate key pieces of data based on your unique needs.

COMPREHENSIVE

- 108 Positions
- over 60,000 Employees
- **Exclusive Insight** into Peer Policies & Practices



CREDIBLE

- 34 Institutions
- Rigorous quality assurance process



CUSTOMIZED

- Dedicated account manager
- Online tools for easy data submission and analysis





COMPREHENSIVE

You will be assigned a dedicated account manager to walk you through the survey submission process, making it easy to integrate and match your information to our database.

Our account managers have several years of survey experience, ensuring you receive the highest quality of guidance and confidentiality.



Policies and Practices

Policies and Practices		Turnover
		All Firms
What was the approximate turnover percentage rate among your domestic full-time employee population for the year ending December 31, 2022?		
All Companies		
Voluntary Turnover (including retirement) %:		29
#Firms		11.7%
Average		11.0%
Median		7.9%
10th ptile		16.0%
90th ptile		5.9%
Minimum		24.4%
Maximum		
Involuntary Turnover (including layoffs) %:		29
#Firms		2.6%
Average		2.4%
Median		1.0%
10th ptile		3.9%
90th ptile		0.5%
Minimum		7.0%
Maximum		
Total Turnover (layoffs, resignations, term for cause, etc) %:		29
#Firms		



Access to Detailed Data

34
Participating
Institutions



60,347
Employees



108
Positions



Key Data Reported:

- Base Salary
- Short-Term Incentives
- Long-Term Incentives
- Total Cash/Target/Direct Compensation



Job Families Covered

Architect	Finance	Project Accountant
Billing	Geomatics/Surveyor	Project Controls
Business Development	GIS	Project Manager
Construction Engineering	Health & Safety	Project Purchasing
Construction Inspection	Landscape Architect	Proposal
Design Engineering	Management/Leadership	Scientist
Drafter/Designer	Planning	



Who Participates?

Join 34 institutions who rely on our in-depth data to make critical compensation decisions.

2022 Participating Companies

AECOM	Olsson
Black & Veatch Corporation	Parsons Corporation
Burns & McDonnell Engineering	Pegasus TSI, Inc.
CDM Smith Inc.	POWER Engineers
Colliers Engineering & Design	Quiddity Engineering (formerly Jones & Carter)
Dewberry	Ramboll
Foth & Van Dyke, LLC	Sargent & Lundy, LLC
Freese & Nichols, Inc.	Smith Seckman Reid, Inc.
Gannett Fleming, Inc.	SNC-Lavalin Inc.
HDR, Inc.	Southern Company
Henderson Engineers	Stanley Consultants Inc.
HNTB Corporation	Stantec Inc.
H.W. Lochner, Inc.	STV Group, Incorporated
Kennedy/Jenks Consultants, Inc.	Terracon Consultants, Inc.
Kleinfelder, Inc.	The Austin Company
McKim & Creed	VHB
Michael Baker International	WSP



CUSTOMIZED

Looking for a snapshot into the pay practices of your peers? Look no further than our comprehensive and objective compensation report.



Flexible Report Formats

Survey results are easily downloaded from the Pearl Meyer survey client website and available in PDF and Excel. Data in excel gives you the ability to isolate key data points and identify salary trends.

All Participants Survey Report

	Design Engineer I (151)												
	Total	Constant Firms			Industry						Firm Size		
	All Firms	3 Year	5 Year	Transportation	Power	Industrial	Environmental	General Building	Petroleum	Other	1 to 1500	1501 to 4000	4001 and Above
Demographics													
Number of Firms Reporting	28	23	22	16	8	6	15	15	5	10	9	10	9
Number of Incumbents Matched	4405	4079	3867	1444	840	56	666	934	81	384	557	1214	2634
Percent FLSA Exempt	91.6%	91.1%	90.5%	92.3%	82.1%	100.0%	92.6%	92.2%	76.1%	95.9%	99.5%	81.9%	92.7%
Overtime Eligibility													
No Overtime Payment	20.0%	19.8%	21.1%	26.0%	27.2%	50.4%	3.2%	6.4%	0.0%	36.8%	15.8%	31.4%	18.2%
Payment at Straight Time	58.8%	57.1%	54.1%	48.6%	54.9%	49.6%	61.7%	71.1%	41.6%	49.7%	83.7%	28.6%	60.0%
Payment at Time and One-Half	10.1%	10.8%	11.6%	6.7%	17.9%	0.0%	5.0%	18.4%	23.9%	4.4%	0.5%	24.2%	7.3%
Other Overtime	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Unknown	4.9%	5.5%	5.9%	10.7%	0.0%	0.0%	7.6%	1.9%	16.8%	9.0%	0.0%	15.8%	1.2%
Salary Range													
Average Minimum	\$57,688	\$57,752	\$57,769	\$59,963	\$53,245	\$50,900	\$59,072	\$55,951	\$60,745	\$61,691	\$58,252	\$53,962	\$60,111
Average Midpoint	\$71,866	\$71,917	\$71,913	\$75,142	\$67,593	\$64,713	\$72,311	\$69,653	\$76,046	\$74,660	\$71,441	\$68,518	\$70,000
Average Maximum	\$86,104	\$86,147	\$86,127	\$90,382	\$81,982	\$78,505	\$85,571	\$83,420	\$91,360	\$87,635	\$84,630	\$83,144	\$86,000
Base Salary													
Average	\$70,924	\$71,011	\$71,151	\$72,157	\$71,671	\$70,452	\$69,217	\$68,090	\$68,373	\$70,851	\$68,190	\$66,000	\$67,000
25th Percentile	\$66,002	\$65,978	\$66,144	\$67,018	\$66,753	\$65,000	\$64,272	\$63,502	\$63,003	\$67,600	\$64,400	\$62,000	\$63,000
50th Percentile	\$70,013	\$70,013	\$70,304	\$70,803	\$70,720	\$69,468	\$68,507	\$67,621	\$67,267	\$70,000	\$67,000	\$65,000	\$66,000
75th Percentile	\$74,917	\$75,005	\$75,026	\$76,003	\$75,168	\$74,179	\$73,216	\$72,280	\$75,712				
Annual Bonus													
Number of Firms Providing	23	19	18	10	6	6	11	11					
Percent Eligible	71.8%	69.8%	68.7%	71.4%	83.3%	94.5%	52.8%	67.2%					
Percent Receiving	25.9%	25.9%	23.5%	8.3%	45.2%	62.5%	13.8%						
Average Award (Excl \$0)	\$3,032	\$3,097	\$3,222	\$1,954	\$4,292	\$5,210	\$						
25th Percentile	\$1,250	\$1,500	\$1,000	\$1,000	\$3,750	\$3,500							
50th Percentile	\$2,500	\$2,750	\$3,400	\$1,500	\$5,000	\$4,000							
75th Percentile	\$4,801	\$5,000	\$5,242	\$2,500	\$5,491								
Total Cash Compensation													
Average	\$71,708	\$71,813	\$71,908	\$72,320	\$71,708	\$70,452	\$69,217	\$68,090	\$68,373	\$70,851	\$68,190	\$66,000	\$67,000
25th Percentile	\$66,706	\$66,638	\$66,851	\$67,018	\$66,753	\$65,000	\$64,272	\$63,502	\$63,003	\$67,600	\$64,400	\$62,000	\$63,000
50th Percentile	\$71,011	\$71,323	\$71,635	\$72,157	\$71,671	\$70,452	\$69,217	\$68,090	\$68,373	\$70,851	\$68,190	\$66,000	\$67,000
75th Percentile	\$75,670	\$75,890	\$76,110	\$76,632	\$75,982	\$74,719	\$73,456	\$72,280	\$75,712				

All of this provides you with the most accurate, affordable, reliable data that you can use to attract and retain your most important, and often most expensive, asset.



COST-EFFECTIVE

We offer an affordable solution to your compensation data needs for a competitive price of just **\$2,750**.

Engineering and Construction Compensation Forum Survey Pricing

No Cost	Survey Submission
\$2,750	Participating Institutions

Survey Dates

Data Effective Date: 6/1/2023

Submission Due Date: 7/16/2023

Survey Results Published: 9/1/2023





Contact Us

To learn more about our Engineering and Construction Compensation Forum Survey or to participate, please contact our survey group at survey@pearlmeyer.com.

You will be assigned a dedicated account manager who will be available to walk you through the survey submission process, making it easy to integrate and match your information with our database. Our account managers have several years of survey experience, ensuring you the highest level of data quality and integrity.

Your account manager will email you a link to the submission materials, your log-in credentials, and instructions on how to complete and return your survey data.

By email: survey@pearlmeyer.com

By phone: 508-460-9600

Or contact Matthew Donahue;

matthew.donahue@pearlmeyer.com; 508-630-1552



Dedicated Team of Account Managers



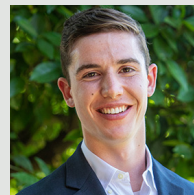
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Pearl Meyer



About Pearl Meyer (www.pearlmeyer.com)

Pearl Meyer is the leading advisor to boards and senior management on the alignment of compensation with organizational and leadership strategies, making pay programs a powerful catalyst for value creation and competitive advantage. Our survey team provides organizations with accurate, on-point information supporting effective business decisions. Pearl Meyer's global clients stand at the forefront of their industries and range from emerging high-growth, not-for-profit, and private companies to the Fortune 500. The firm has offices in Atlanta, Boston, Charlotte, Chicago, Houston, Los Angeles, New York, and San Jose.



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