

## Civil Engineer/Designer: 10-14 Years of Experience

### Position Description

The position of Civil Engineer/Designer includes those that apply civil engineering principles and technology to the built environment.

### Years of Experience: 10-14

This position has 10-14 years of experience in this discipline.

### Survey Findings

The overall total compensation rate range is approximately \$23,000 between the 25<sup>th</sup> and the 75<sup>th</sup> percentile. Time charged to projects is somewhat less than those with 6-9 years of experience, but the time spent on marketing and business development is slightly higher.

If the person in this position is also performing a **management role** (project manager through chairman of the board), additional compensation data is available in PSMJ's annual *Management Compensation Benchmark Survey Report*.

Figure 43  
Civil Engineer/Designer (10-14 Years): Salary and Bonus

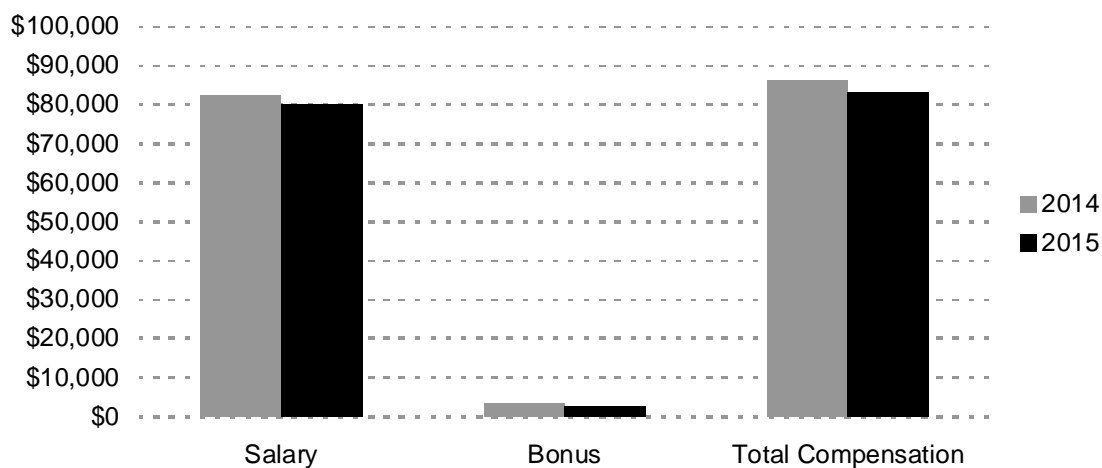


Table 119  
**Civil Engineer/Designer (10-14 Years): Salary**

	25 <sup>th</sup> Percentile	Median	Mean	75 <sup>th</sup> Percentile
Overall	\$71,600	\$80,000	\$81,855	\$91,550
Staff Size 1 to 20	NR	NR	NR	NR
Staff Size 21 to 50	70,008	74,800	82,936	104,531
Staff Size 51 to 100	68,952	77,000	77,026	87,000
Staff Size 101 to 250	71,363	77,000	79,642	85,000
Staff Size 251 to 500	74,300	83,200	83,433	90,813
Staff Size over 500	76,838	91,936	90,710	107,750
All U.S.	74,464	82,810	83,929	91,936
Northeast	69,711	76,900	76,971	85,070
South	66,325	78,000	79,909	90,379
Midwest	68,978	76,000	77,082	86,322
Southwest	89,064	97,500	95,809	104,844
Mountain*	64,917	84,400	86,372	109,800
West	72,525	86,041	86,717	97,005
Canada	NR	NR	NR	NR
Private	72,549	77,000	79,415	89,288
Government	71,541	82,121	82,477	91,047
Mixed	69,875	79,834	83,458	93,403

*Please note, where a particular respondent group size, region, or client type did not report sufficient information to provide a valid sample, we mark these entries as NR (for Not Reported).*

*\* Based on a very small sample. However, we thought the information could still be of some use. Please use caution when utilizing these results.*

Table 120  
**Civil Engineer/Designer (10-14 Years): Bonus**

	25 <sup>th</sup> Percentile	Median	Mean	75 <sup>th</sup> Percentile
Overall	\$525	\$2,750	\$7,368	\$7,821
Staff Size 1 to 20	NR	NR	NR	NR
Staff Size 21 to 50	975	4,700	6,666	8,022
Staff Size 51 to 100	2,000	4,010	9,621	11,782
Staff Size 101 to 250	750	2,200	4,578	7,765
Staff Size 251 to 500	0	2,000	10,137	6,421
Staff Size over 500	0	2,551	4,309	8,029
All U.S.	0	241	2,245	1,314
Northeast	500	2,400	2,663	4,810
South	300	2,000	4,327	5,250
Midwest	2,000	6,000	9,785	11,506
Southwest	3,071	7,284	23,285	51,500
Mountain*	NR	13,500	18,224	NR
West	625	3,255	5,328	11,141
Canada	NR	NR	NR	NR
Private	481	3,000	4,566	7,000
Government	450	3,755	7,643	13,660
Mixed	1,000	2,000	9,421	5,500

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Table 121  
**Civil Engineer/Designer (10-14 Years):  
 Total Direct Compensation**

	25 <sup>th</sup> Percentile	Median	Mean	75 <sup>th</sup> Percentile
Overall	\$74,945	\$83,010	\$87,825	\$97,639
Staff Size 1 to 20	NR	NR	NR	NR
Staff Size 21 to 50	71,121	79,942	88,769	106,006
Staff Size 51 to 100	72,297	82,000	85,364	98,079
Staff Size 101 to 250	72,173	80,667	83,916	97,432
Staff Size 251 to 500	77,800	84,300	91,185	92,563
Staff Size over 500	76,838	91,936	93,362	110,500
All U.S.	74,945	82,810	85,563	91,936
Northeast	71,785	79,534	79,444	87,195
South	66,325	80,485	83,155	99,144
Midwest	75,149	79,617	84,643	91,849
Southwest	95,265	105,838	115,214	131,000
Mountain*	73,547	88,395	100,040	138,181
West	74,342	92,820	92,046	100,271
Canada	NR	NR	NR	NR
Private	72,549	81,883	82,885	96,069
Government	76,604	83,675	88,944	97,484
Mixed	75,053	82,560	91,197	100,150

Table 122  
**Civil Engineer/Designer (10-14 Years): Compensation-FAR Basis**

	25 <sup>th</sup> Percentile	Median	Mean	75 <sup>th</sup> Percentile
Overall	\$76,800	\$84,910	\$90,323	\$100,779
Staff Size 1 to 20	NR	NR	NR	NR
Staff Size 21 to 50	72,649	82,661	90,850	109,108
Staff Size 51 to 100	73,743	84,000	88,341	99,163
Staff Size 101 to 250	75,295	83,057	87,158	99,932
Staff Size 251 to 500	77,800	85,294	93,662	99,378
Staff Size over 500	79,451	92,301	95,125	111,218

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Table 123  
**Civil Engineer/Designer (10-14 Years): Billing Rate**

	25 <sup>th</sup> Percentile	Median	Mean	75 <sup>th</sup> Percentile
Overall	\$118	\$130	\$133	\$145
Staff Size 1 to 20	NR	NR	NR	NR
Staff Size 21 to 50	125	129	136	144
Staff Size 51 to 100	106	117	121	135
Staff Size 101 to 250	117	140	131	145
Staff Size 251 to 500	130	155	146	165
Staff Size over 500	NR	NR	NR	NR
All U.S.	129	135	149	179
Northeast	108	122	119	136
South	112	123	122	138
Midwest	117	128	131	146
Southwest	120	150	144	165
Mountain*	122	135	133	143
West	128	141	142	164
Canada	NR	NR	NR	NR
Private	121	135	135	148
Government	112	129	129	145
Mixed	120	130	134	150

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Table 124  
**Civil Engineer/Designer (10-14 Years):  
 Compensation Relationships**

	<b>Salary Relation to CEO</b>		<b>Bonus Relation to CEO</b>		<b>Total Direct Compensation Relation to CEO</b>	
	<b>Median</b>	<b>Mean</b>	<b>Median</b>	<b>Mean</b>	<b>Median</b>	<b>Mean</b>
Overall	40%	41%	5%	17%	31%	34%
Staff Size 1 to 20	NR	NR	NR	NR	NR	NR
Staff Size 21 to 50	49	55	11	21	47	48
Staff Size 51 to 100	47	44	4	22	31	33
Staff Size 101 to 250	44	41	5	16	34	35
Staff Size 251 to 500	31	30	4	7	20	22
Staff Size over 500	29	28	3	4	21	24
All U.S.	28	25	1	2	19	19
Northeast	33	35	3	6	25	31
South	42	47	8	20	34	44
Midwest	42	42	11	11	32	33
Southwest	49	47	4	11	30	34
Mountain	57*	62*	NR	NR	NR	NR
West	45	45	9	47	40	39
Canada	NR	NR	NR	NR	NR	NR
Private	42	43	6	33	34	40
Government	47	44	5	7	31	33
Mixed	35	37	6	13	26	31

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Table 125  
**Civil Engineer/Designer (10-14 Years):  
 Other Compensation Factors**

	<b>Salary Increase over Last Year</b>		<b>Bonus as % of Salary</b>		<b>Percentage Receiving Bonus *</b>
	<b>Median</b>	<b>Mean</b>	<b>Median</b>	<b>Mean</b>	
Overall	3%	4%	4%	9%	89%
Staff Size 1 to 20	NR	NR	NR	NR	NR
Staff Size 21 to 50	3	2	6	7	100
Staff Size 51 to 100	3	5	5	13	94
Staff Size 101 to 250	3	5	3	6	89
Staff Size 251 to 500	3	3	2	11	88
Staff Size over 500	3	2	3	5	55
All U.S.	3	1	0	2	90
Northeast	3	3	3	3	85
South	3	4	2	6	88
Midwest	3	4	9	13	87
Southwest	5	7	10	24	90
Mountain**	5	4	22	19	83
West	3	4	4	6	100
Canada	NR	NR	NR	NR	NR
Private	3	3	4	6	90
Government	4	4	5	9	85
Mixed	3	3	3	11	91

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\* Data for this specific metric (in this sample) is from the 2014 edition.

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Table 126  
**Civil Engineer/Designer (10-14 Years):  
 Retirement**

	<b>Retirement Contribution</b>		<b>Retirement as Percentage of Salary</b>	
	<b>Median</b>	<b>Mean</b>	<b>Median</b>	<b>Mean</b>
Overall	\$2,543	\$3,235	3%	4%
Staff Size 1 to 20	NR	NR	NR	NR
Staff Size 21 to 50	2,330	2,378	3	3
Staff Size 51 to 100	2,335	3,190	3	4
Staff Size 101 to 250	2,850	4,052	4	5
Staff Size 251 to 500	2,543	3,827	3	4
Staff Size over 500	3,323	2,864	4	3
All U.S.	2,390	2,730	3	3
Northeast	1,950	1,984	3	2
South	2,400	2,525	4	3
Midwest	2,796	4,674	4	6
Southwest	2,976	5,206	3	5
Mountain*	2,791	2,710	4	3
West	1,602	1,632	2	2
Canada	NR	NR	NR	NR
Private	2,817	2,823	3	3
Government	2,492	3,221	3	4
Mixed	2,545	3,732	3	5

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Table 127  
**Civil Engineer/Designer (10-14 Years): Time Charges**

	<u>Projects</u>		<u>Marketing/BD</u>		<u>Overtime</u>	
	Median	Mean	Median	Mean	Median	Mean
Overall	80%	75%	4%	6%	5%	6%
Staff Size 1 to 20	NR	NR	NR	NR	NR	NR
Staff Size 21 to 50	80	75	5	11	3	4
Staff Size 51 to 100	81	76	3	4	5	5
Staff Size 101 to 250	76	77	5	6	9	9
Staff Size 251 to 500	73	69	1	5	5	7
Staff Size over 500	82	86	0	0	5	7
All U.S.	84	85	0	2	3	5
Northeast	80	81	4	3	5	8
South	80	76	5	13	3	4
Midwest	80	75	2	3	6	7
Southwest	65	60	1	7	0	3
Mountain*	71	70	6	6	9	9
West	78	74	8	8	3	6
Canada	NR	NR	NR	NR	NR	NR
Private	78	73	2	5	4	5
Government	80	76	3	5	3	5
Mixed	80	78	5	10	6	8

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Table 128  
**Civil Engineer/Designer (10-14 Years): Days Off**

<i>(Medians)</i>	<b>PTO</b>	<b>Vacation Days</b>	<b>Sick Days</b>	<b>Total Leave Days (vaca &amp; sick)</b>
Overall	20	18	6	22
Staff Size 1 to 20	NR	NR	NR	NR
Staff Size 21 to 50	22	20	5	24
Staff Size 51 to 100	19	18	6	21
Staff Size 101 to 250	21	16	6	22
Staff Size 251 to 500	20	16	6	22
Staff Size over 500	21	16	7	21
All U.S.	21	20	5	22
Northeast	20	18	5	22
South	20	16	6	21
Midwest	20	15	6	21
Southwest	24	20	5	25
Mountain*	20	20	6	23
West	20	16	9	23
Canada	NR	NR	NR	NR
Private	22	20	6	23
Government	20	18	6	22
Mixed	20	16	6	22

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Table 129  
**Civil Engineer/Designer (10-14 Years): Miscellaneous Data**

Item	Median	Mean
Percentage of Firm Owned	0%	1%
Are staff in this position generally licensed? (% of firms that said Yes)		93%

Figure 44  
**Civil Engineer/Designer (10-14 Years): Time Charges**

