



Compensation and Benefits Benchmarking Made Easy: Powerful Data, Tips, & Tricks for A/E/C Firm Leaders

Where can I find the presentation recording and slides?

You can access the recording, slides, and more from the webinar, “*Compensation and Benefits Benchmarking Made Easy: Powerful Data, Tips & Tricks for A/E/C Firm Leaders*,” with PSMJ’s Sharon Lamantia here:

<https://go.psmj.com/compensation-and-benefits-benchmarking-made-easy-powerful-data-tips-tricks-for-a/e/c-firm-leaders-content-page>

How do I participate in PSMJ 2019 HR surveys?

Just go to <https://www.psmj.com/participate>. And if you have any further questions just send a quick email to jstoodley@psmj.com.

What is the estimated time commitment for completing the survey?

The time commitment varies depending on how you organize your information and the size of your firm. Some firms will find they have the answers easily at hand while others will need to gather or calculate their data.

Our Bonus & Benefits questionnaire tends to take the least amount of time (about one or two hours)—many of the questions require Yes or No answers. The Compensation questionnaires take a bit more time.

You can compare completing the survey questionnaire to completing your taxes—the first year it can be much more of an investment as you figure out what you need and how you need to organize your information. But the next year, it’s much easier.

Participants tell us the FREE benchmarking tools they receive for helping PSMJ help justify the effort.

We do our raises in February. When we are filling out the questions in the compensation questionnaire, do we use information from the previous year or what we anticipate for the coming year?

The survey collects current base salaries as of January/February 2019 and bonus/retirement for the fiscal year-end 2018. We also ask for projected raises for 2019 and the actual raises given in 2018.

What trends have you seen in providing benefits in terms of employee agreements and work flexibility (i.e. working remotely, moonlighting, intrapreneurship, etc.). My firm is operating under an “entrepreneurship” model, but there is not much A/E data to reference so far.

We have information in our *2017 A/E Bonus & Benefits Benchmark Survey Report* that shows 77 percent of firms allow both flex time and telecommuting; however, only 50 percent of employees choose to telecommute. Engineering firms and firms with more than 50 employees are more likely to have employees that work remotely. *(continued)*

In my personal experience with moonlighting, we would allow it, but asked that employees use their personal time and assets; and that they advise us of the work for several reasons (non-compete with clients, E&O, etc.).

With regards to forward-looking business models, Eric Reinholdt has written an Architect + Entrepreneur book series that may be helpful, if you haven't already read it.

What is the standard industry pay increase for licensure?

Our *2017 A/E Bonus & Benefits Benchmark Survey Report* shows that 43 percent of firms provide a bonus for licensure. This bonus represented four percent of total payroll and two percent of firm net revenues. The dollar values are:

- **25th% \$500**
- **Median \$1,200**
- **75th% \$2,000**

The PSMJ survey doesn't have information about pay increases for licensure. In my experience working with various firms, where licensure is rewarded with a pay increase, the amount is in the range of \$1,500 – \$2,500, and is accompanied by a change in billing title and an increased billing rate.

Deciding whether to recognize licensure with a bonus vs. pay increase should align with your overall compensation philosophy and strategic plan.

Does total compensation include compensation related to ownership?

Total compensation in PSMJ survey reports and tools is base salary and performance bonus. Performance bonuses do not include owner distributions.

I had hoped the webinar would have disclosed more 2019 information.

We are collecting information for the 2019 survey reports now. Become a Benchmarking Metrics Insider today!

When will the 2019 survey reports come out?

PSMJ is set to publish the *2019 A/E Bonus & Benefits Benchmark Survey Report* at the end of April. We then release *2019 A/E Management Compensation Benchmark Survey Report* about mid-May. And finally, PSMJ publishes the *2019 A/E Staff Compensation Benchmark Survey Report* at the end of May.