

A nighttime photograph of a construction site in a city. Several large tower cranes are visible, with one prominent yellow crane in the foreground and others in blue and black. The background is filled with illuminated skyscrapers, including the Freedom Tower, which is brightly lit with blue and white lights. The sky is a deep twilight blue. A white grid pattern is overlaid on the entire image.

Pearl Meyer

Engineering and
Construction Compensation
Forum Survey



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

- + 109 Positions
- + Over 75,000 Employees
- + Exclusive Insight into Peer Policies & Practices



Credible

- + 39 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

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) %:	
#Firms	29
Average	11.7%
Median	11.0%
10th ptile	7.9%
90th ptile	16.0%
Minimum	5.9%
Maximum	24.4%
Involuntary Turnover (including layoffs) %:	
#Firms	29
Average	2.6%
Median	2.4%
10th ptile	1.0%
90th ptile	3.9%
Minimum	0.5%
Maximum	7.0%
Total Turnover (layoffs, resignations, term for cause, etc) %:	
#Firms	29
Average	14.3%
Median	13.7%
10th ptile	9.9%

Access to Detailed Data

<h1 style="font-size: 48px; margin: 0;">39</h1> <p style="font-size: 24px; margin: 0;">Participating Institutions</p>	<h1 style="font-size: 48px; margin: 0;">109</h1> <p style="font-size: 24px; margin: 0;">Positions</p>	<h1 style="font-size: 48px; margin: 0;">75K</h1> <p style="font-size: 24px; margin: 0;">Employees</p>
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Key Data Reported:

- + Base Salary
- + Short-Term Incentives
- + Total Cash

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

2024 List of Participating Companies

AECOM	SSOE, Inc.
Beck Group	Stanley Consultants Inc.
Black & Veatch Corporation	Stantec Inc.
Burns & McDonnell Engineering	STV Group, Incorporated
CDM Smith Inc.	SWCA
Colliers Engineering & Design	Terracon Consultants, Inc.
Dewberry	The Austin Company
Foth & Van Dyke, LLC	Timmons Group
Freese & Nichols, Inc.	VHB
Gannett Fleming, Inc.	Weston Solutions
HDR, Inc.	WSP
Henderson Engineers	Zachry Industrial Inc.
HNTB Corporation	
H.W. Lochner, Inc.	
Kennedy/Jenks Consultants, Inc.	
Kleinfelder, Inc.	
Michael Baker International	
Olsson	
Parsons Corporation	
Pegasus TSI, Inc.	
POWER Engineers	
Quiddity Engineering, LLC	
Ramboll	
S&B Engineers & Constructors, Ltd.	
Sargent & Lundy, LLC	
Smith Seckman Reid, Inc.	
Southern Company	



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%	48.7%	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	\$57,698	\$57,752	\$57,769	\$59,963	\$53,245	\$50,900	\$59,072	\$55,951	\$60,745	\$61,691	\$58,252	\$53,962	\$60,477
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	\$71,866
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	\$86,104
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	\$66,800	\$70,924
25th Percentile	\$66,002	\$65,978	\$66,144	\$67,018	\$66,753	\$65,000	\$64,272	\$63,502	\$63,003	\$67,600	\$64,480	\$62,800	\$66,002
50th Percentile	\$70,013	\$70,013	\$70,304	\$70,803	\$70,720	\$69,468	\$68,507	\$67,621	\$67,267	\$70,000	\$68,000	\$66,000	\$70,013
75th Percentile	\$74,917	\$75,005	\$75,026	\$76,003	\$75,168	\$74,179	\$73,216	\$72,280	\$75,712				\$74,917
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	\$7,000						
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	\$66,800	\$71,708
25th Percentile	\$66,706	\$66,638	\$66,851	\$67,018	\$66,753	\$65,000	\$64,272	\$63,502	\$63,003	\$67,600	\$64,480	\$62,800	\$66,706
50th Percentile	\$71,011	\$71,323	\$71,500	\$71,803	\$71,500	\$70,468	\$69,507	\$68,621	\$67,267	\$70,000	\$68,000	\$66,000	\$71,011
75th Percentile	\$75,670	\$75,890	\$76,026	\$76,003	\$75,168	\$74,179	\$73,216	\$72,280	\$75,712				\$75,670

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: 6/2/2025

Submission Due Date: 7/18/2025

Survey Results Published: 9/9/2025

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 or matthew.donahue@pearlmeyer.com

By phone:

508-460-9600 or contact Matthew Donahue; 508-630-1552



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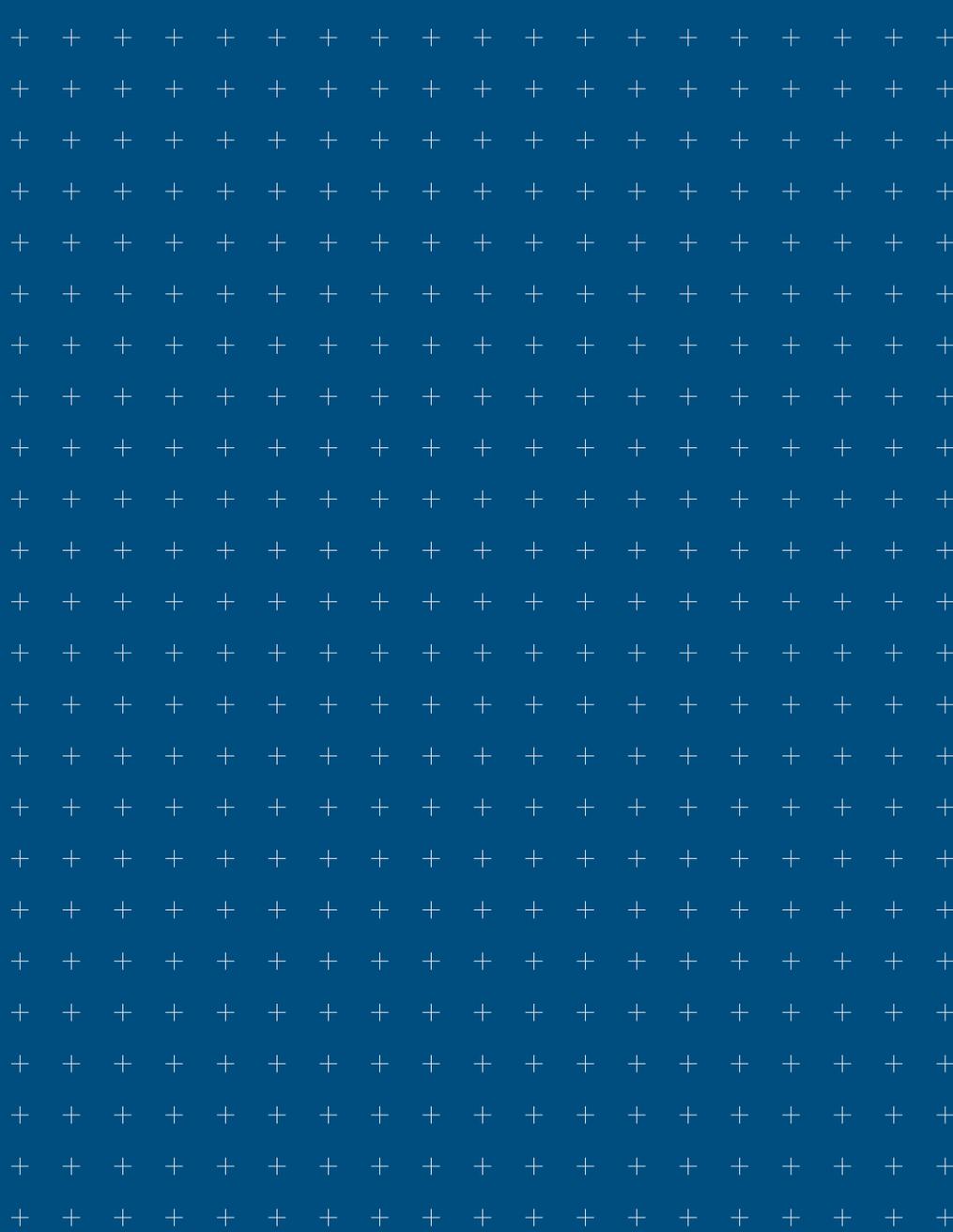


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About Pearl Meyer

pearlmeyer.com

Pearl Meyer is the leading advisor to boards and senior management helping organizations build, develop, and reward great leadership teams that drive long-term success. Our strategy-driven compensation and leadership consulting services act as powerful catalysts for value creation and competitive advantage by addressing the critical links between people and outcomes. Our clients stand at the forefront of their industries and range from emerging high-growth, not-for-profit, and private organizations to the Fortune 500.



For more information on Pearl Meyer,
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