

Analytical/FMI

Engineering/Environmental Compensation Survey

Compensation Database - Construction, Engineering and Environmental
Information, pricing and 2007 survey excerpts



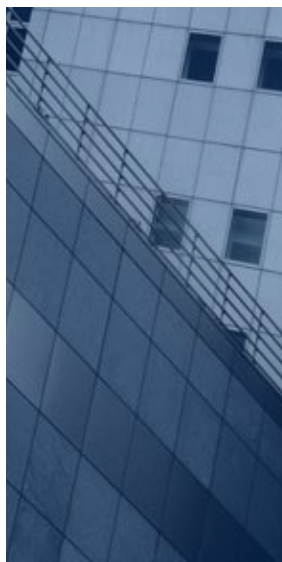
ANALYTICAL / FMI



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Analytical/FMI Engineering/Environmental Compensation Survey Module 6

Information, pricing and 2007 survey excerpts



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The Engineering and Environmental Compensation Survey is conducted annually to provide compensation information on full-time, exempt employees of large engineering and E&C companies. The median revenue of 29 companies in 2007 was 652m with 38,390 incumbents reported. The survey covers 121 positions from 21 job families and 3 individual jobs, and includes regional maps and metro area breakouts where there is sufficient data. Each participating company receives a customized report with its data extracted and compared to others in the survey. Total Cash Compensation is calculated using the following equation: $(Average Annual Base \times \# \text{ of Employees}) + (Average Bonus \times \# \text{ of Bonus Earners}) / \# \text{ of Employees}$. The following percentiles are also given for Base Salary, Bonus and Total Cash: 25th, 40th, 50th, 60th and 75th. The Detail Information page shows each company's average for that position arrayed in descending order on Total Cash. If your company reported incumbents for that position, that line of data is highlighted.

Price for 2008 Survey: \$2,100.00*

Data Due to Analytical/FMI by: June 27, 2008

Publish Date: September 12, 2008

The survey covers important subject areas such as:

- General Engineering (7 levels)
- Design Drafting (8 levels)
- Process Engineering (7 levels)
- Environmental Engineer (8 levels)
- Project Engineering (3 levels)
- Project Management (7 levels)
- Project Controls (7 levels)
- Estimating (6 levels)
- Purchasing (5 levels)
- Field Engineering (6 levels)
- Construction Supervision (6 levels)
- Environmental Health & Safety (5 levels)
- Field Inspection (4 levels)
- Architect (5 levels)
- Quality Assurance (5 levels)
- Scientist (7 levels)
- Client Acquisition (2 levels)
- Proposal Management (4 levels)
- Graphic Design Specialist
- Marketing Specialist
- Global Information Systems (5 levels)
- Contract Administration (5 levels)
- Graphic Design Specialist

** As with all Analytical / FMI surveys, a non-participating company can purchase a copy of the report if the firm agrees to participate in the following year's survey.*

**Engineering/Environmental Professional - Module 6
Compensation Survey 2007**

PARTICIPANT LIST

ALSTOM Power, Inc.
Arcadis US, Inc.
Barton Malow Company
BE&K, Inc.
Bibb and Associates
Black & Veatch
Boyle Engineering
Burns & Roe Group
CDM
CH2M HILL
Cheniere Energy
ENSR International
GEI Consultants
Geosyntec Consultants
The Haskell Company
HDR, Inc.
HNTB
Jacobs Engineering Group
KBR
Kleinfelder Engineering
The Layton Companies
Leighton Group, Inc.
Malcolm Pirnie
MWH Global
Parsons Corporation
Proto Power
The Shaw Group
Stanley Consultants
Technip USA
Terracon
Tetra Tech, Inc.
Utility Engineering

Engineering/Environmental Professional - Module 6 Compensation Survey - 2007

Summary Information

General Engineering-Level 1

All Classes and Project Types

	Number of Incumbents	Annual Base Salary	Number Receiving a Bonus	Annual Bonus	Total Cash	Average Range Minimum	Average Range Midpoint	Average Range Maximum
No Match								
Others Surveyed	1520	52.9	207	1.9	53.3	39.1	52.4	65.7
Total Incumbents	1520							
Your Company as a Percent of Survey	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
25th %ile		49.9		1.0	50.0			
40th %ile		52.0		1.5	52.4			
50th %ile		54.0		2.0	54.0			
60th %ile		55.0		2.0	55.1			
75th %ile		57.2		2.9	57.7			

Position Description

Report entry-level BS or MS engineers. Under close supervision, performs routine engineering requiring knowledge and application of basic engineering principles. Using prescribed methods, performs specific and limited portions of engineering assignments.

Position Titles Reported for this Position

Associate Engineer, Associate Specialist, Civil Engineer, Electrical Engineer, Engineer, Engineering Intern, Engineering Specialist, Field Engineer, Instrument Engineer, Mechanical Engineer, Professional, Staff Engineer, Structural Engineer, Transportation Engineer

Engineering/Environmental - Module 6 Compensation Survey - 2007

Detail Information

General Engineering-Level 1

All Classes

Company Rankings

Total EEs	Annual Base	# Rec a Bonus	Annual Bonus	Total Cash	Annual Low	Base High	Formal Salary Range			Bonus % from Co/Div Plan	Bonus % from Project Plan
							Min	Mid	Max		
22	64.4	7	3.0	65.4	52.5	73.5				50	50
18	60.4	0		60.4	51.4	68.4	30.8		77.6	100	
39	59.1	1	2.5	59.2	51.6	72.0	28.6	53.6	78.6	100	
185	58.6	0		58.6	41.6	75.6	44.1	58.4	72.7		
14	58.5	0		58.5	52.0	63.8	52.0	58.7	66.2	100	
36	54.9	36	2.6	57.5	45.2	65.0				100	
64	56.9	0		56.9	44.9	69.9	38.3	49.6	62.3		100
30	56.1	2	1.9	56.2	46.7	66.0	39.4	51.8	63.2		100
1	56.1	0		56.1	56.1	56.1	34.0	45.9	57.8		100
1	55.0	1	1.0	56.0	55.0	55.0				100	
67	55.0	26	1.8	55.7	42.0	78.0	39.4	57.1	74.8	100	
102	55.4	0		55.4	49.9	66.9	42.9	53.7	64.5	100	
100	54.3	25	3.1	55.0	44.1	67.0	27.6	46.0	64.4		100
12	54.9	0		54.9	50.0	62.0	35.3	45.9	56.5		
150	53.5	1	1.0	53.5	44.7	63.6	39.6	49.6	59.5		
117	52.2	5	2.5	52.3	37.6	63.1	37.4	50.5	63.6		100
113	51.3	35	3.0	52.2	38.4	73.5				50	50
7	52.2	0		52.2	51.0	53.2	49.0	62.1	75.3		
151	51.8	26	1.6	52.1	40.1	68.4	45.7	57.1	68.5		
139	51.5	17	1.8	51.7	38.4	75.0				100	
21	50.1	0		50.1	45.6	57.0	43.0	53.2	63.2		
5	47.8	5	1.9	49.7	44.4	51.2				100	
46	49.2	1	0.9	49.2	40.0	60.1	33.9	51.2	63.0	100	
40	48.2	0		48.2	41.0	55.0	40.5	52.7	65.0		
15	47.6	3	0.6	47.7	38.5	62.8	38.1	50.7	62.6	100	
13	45.9	10	2.1	47.5	37.0	60.0					
11	44.0	6	1.3	44.7	37.5	50.0	42.3	48.6	54.9	100	
1	35.4	0		35.4	35.4	35.4					

Engineering/Environmental - Module 6
Compensation Survey - 2007
Summary Information - Class Breakout

General Engineering-Level 1

Instrumentation/Controls

	Number of Incumbents	Annual Base Salary	Number Receiving a Bonus	Annual Bonus	Total Cash	Average Range Minimum	Average Range Midpoint	Average Range Maximum
No Match								
Others Surveyed	57	56.2	0		56.2	40.9	54.8	68.7
Total Incumbents	57							
Your Company as a Percent of Survey	N/A	N/A			N/A	N/A	N/A	N/A
25th %ile		52.5			52.5			
40th %ile		55.5			55.5			
50th %ile		57.1			57.1			
60th %ile		59.5			59.5			
75th %ile		62.7			62.7			

Position Description

Report entry-level BS or MS engineers. Under close supervision, performs routine engineering requiring knowledge and application of basic engineering principles. Using prescribed methods, performs specific and limited portions of engineering assignments.

Engineering/Environmental - Module 6
Compensation Survey - 2007
Detail Information - Class Breakout
General Engineering-Level 1
Instrumentation/Controls
Company Rankings

Total EEs	Annual Base	# Rec a Bonus	Annual Bonus	Total Cash	Annual Low	Base High	Formal Salary Range			Bonus % from Co/Div Plan	Bonus % from Project Plan
							Min	Mid	Max		
1	62.7	0		62.7	62.7	62.7	30.8		77.6	100	
23	62.3	0		62.3	50.0	74.2	44.1	58.4	72.7		
3	60.7	0		60.7	51.6	72.0	28.6	53.6	78.6	100	
3	60.6	0		60.6	56.0	62.9	52.0	58.7	66.2	100	
3	59.6	0		59.6	57.0	64.7				50	50
7	57.0	0		57.0	55.2	58.8	45.0	56.3	67.6	100	
4	55.2	0		55.2	51.0	63.6	38.0	47.5	57.0		
3	51.6	0		51.6	51.0	52.7	49.0	62.1	75.3		
6	50.2	0		50.2	47.0	52.5	43.0	53.1	63.1		
1	50.0	0		50.0	50.0	50.0	37.4	50.5	63.6		100
3	48.5	0		48.5	48.0	49.0	40.9	53.2	65.7		

**Engineering/Environmental - Module 6
Compensation Survey - 2007
Summary Information - Class Breakout**

General Engineering-Level 1

Mechanical

	Number of Incumbents	Annual Base Salary	Number Receiving a Bonus	Annual Bonus	Total Cash	Average Range Minimum	Average Range Midpoint	Average Range Maximum
No Match								
Others Surveyed	268	55.0	29	2.1	55.4	38.6	52.7	66.7
Total Incumbents	268							
Your Company as a Percent of Survey	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
25th %ile		53.0		1.3	53.0			
40th %ile		54.9		1.6	55.0			
50th %ile		55.1		2.0	55.1			
60th %ile		56.5		2.2	57.0			
75th %ile		60.0		3.0	60.4			

Position Description

Report entry-level BS or MS engineers. Under close supervision, performs routine engineering requiring knowledge and application of basic engineering principles. Using prescribed methods, performs specific and limited portions of engineering assignments.

**Engineering/Environmental - Module 6
Compensation Survey - 2007
Detail Information - Class Breakout**

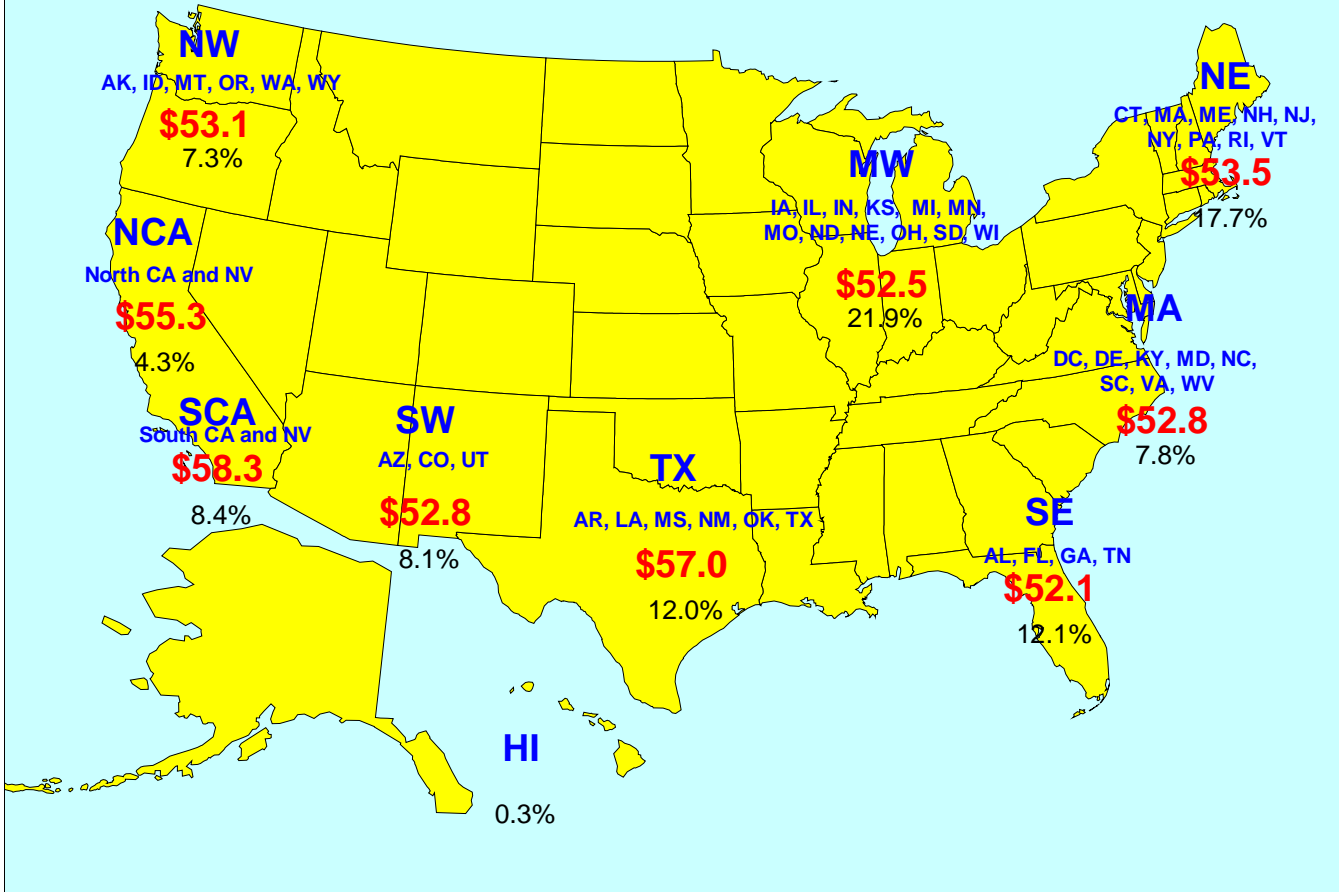
**General Engineering-Level 1
Mechanical**

Company Rankings

Total EEs	Annual Base	# Rec a Bonus	Annual Bonus	Total Cash	Annual Low	Base High	Formal Salary Range			Bonus % from Co/Div Plan	Bonus % from Project Plan
							Min	Mid	Max		
6	65.5	3	3.7	67.3	58.5	70.5				50	50
9	64.8	0		64.8	57.0	68.4	30.8		77.6	100	
65	59.3	0		59.3	42.5	75.6	44.1	58.4	72.7		
18	58.9	1	2.5	59.0	51.6	72.0	28.6	53.6	78.6	100	
18	58.3	0		58.3	52.0	66.4	38.3	49.6	62.3		100
3	56.1	2	2.5	57.8	53.0	57.7				50	50
10	56.8	0		56.8	53.0	58.9	39.4	51.8	63.2		100
1	56.1	0		56.1	56.1	56.1	34.0	45.9	57.8		100
44	54.4	15	3.2	55.5	45.6	67.0	27.6	46.0	64.4		100
35	55.2	0		55.2	53.8	58.9	42.5	53.2	63.8	100	
8	54.6	1	1.0	54.8	51.8	58.3	37.4	54.2	71.0	100	
3	54.7	0		54.7	54.0	55.0	52.0	58.7	66.2	100	
2	53.1	0		53.1	53.0	53.2	49.0	62.1	75.3		
18	51.8	2	1.5	52.0	42.0	62.4	37.4	50.5	63.6		100
7	51.7	3	0.5	51.9	43.7	59.4				100	
10	51.9	0		51.9	44.7	60.0	37.8	47.3	56.7		
3	51.5	0		51.5	50.0	53.6	34.3	51.8	63.7	100	
5	49.9	0		49.9	45.6	55.0	43.2	53.3	63.4		
2	47.2	2	2.0	49.2	45.3	49.1				100	
1	49.0	0		49.0	49.0	49.0	41.6	54.2	66.9		

General Engineering-Level 1

Annual Base Salary - Weighted Average



NE-North East		MA-Mid Atlantic		SE-South East		MW-Mid West		TX-Texas	
Alstom Power	Malcolm Pirnie	Alstom Power	Jacobs	Alstom Power	Malcolm Pirnie	Alstom Power	Jacobs	Arcadis	Malcolm Pirnie
Arcadis	MWH	Arcadis	Malcolm Pirnie	Arcadis	MWH	Arcadis	Malcolm Pirnie	B & V	Parsons
Burns & Roe	Parsons	B & V	Parsons	B & V	Parsons	B & V	MWH	BE&K	Shaw
CDM	Proto Power	BE&K	Shaw	BE&K	Stanley	Bibb	Parsons	CDM	Stanley
CH2M Hill	Shaw	Burns & Roe	Terracon	CH2M Hill	Terracon	Burns & Roe	Proto Power	CH2M Hill	Technip
ENSR	Tetra Tech	CDM	Tetra Tech	Geosyntec	Tetra Tech	CDM	Stanley	HDR	Terracon
Geosyntec		CH2M Hill		Haskell		CH2M Hill	Tetra Tech	HNTB	Tetra Tech
HDR		Geosyntec		HDR		Geosyntec	Utility Engine	Jacobs	Utility Engine
HNTB		HDR		HNTB		HDR		KBR	
Jacobs		HNTB		Jacobs		HNTB		Kleinfelder	

SW-South West		SCA-Southern California		NCA-Northern California		NW-North West		HI-Hawaii	
Arcadis	Parsons	Arcadis	Parsons	Arcadis	Parsons	B & V	Terracon	HDR	
CDM	Shaw	B & V	Stanley	Boyle	Tetra Tech	Burns & Roe	Tetra Tech		
CH2M Hill	Stanley	CH2M Hill	Technip	CDM		CH2M Hill			
HDR	Terracon	Geosyntec	Terracon	CH2M Hill		HDR			
HNTB	Tetra Tech	HDR	Tetra Tech	Geosyntec		HNTB			
Jacobs	Utility Engine	HNTB		HDR		Jacobs			
Kleinfelder		Jacobs		HNTB		Kleinfelder			
Layton		Kleinfelder		Jacobs		MWH			
Malcolm Pirnie		Malcolm Pirnie		Kleinfelder		Parsons			
MWH		MWH		MWH		Stanley			

Metropolitan Statistical Area	# COs	# Incmbts	Base	# Elig	Bonus	Total Cash	Min Base	Max Base
General Engineering-Level 1								
Atlanta, GA	6	19	52.7	1	2.0	52.8	43.7	60.1
Austin, TX	5	9	50.4	1	3.0	50.8	44.9	56.0
Boise, ID	6	16	50.8	1	1.4	50.8	44.8	63.0
Boston, MA	10	81	50.7	9	1.7	50.9	40.0	65.0
Charlotte, NC	5	37	52.8	11	4.9	54.3	44.1	67.0
Chicago, IL	12	49	52.6	9	1.8	52.9	42.0	69.9
Columbus, OH	5	15	50.3	0		50.3	44.0	62.5
Dallas, TX	10	26	53.4	0		53.4	43.3	73.0
Denver, CO	12	81	53.4	6	2.0	53.5	37.6	66.4
Detroit, MI	7	32	52.5	2	1.2	52.6	42.4	58.9
Houston, TX	10	84	60.6	4	3.0	60.8	44.1	73.5
Jacksonville, FL	8	23	50.8	6	1.6	51.2	44.4	56.1
Kansas City, MO-KS	6	103	54.0	12	1.8	54.2	40.0	63.8
Las Vegas, NV	6	15	54.0	3	1.8	54.4	44.5	78.0
Los Angeles, CA	13	101	59.4	12	3.3	59.8	39.0	75.3
Miami, FL	8	30	55.3	1	2.0	55.4	40.6	75.0
Minneapolis, MN	5	20	51.4	2	2.5	51.7	44.2	57.1
New York, NY	11	99	55.9	5	3.7	56.0	40.0	72.0
Orlando, FL	8	31	52.3	4	1.4	52.5	42.5	59.5
Philadelphia, PA	10	39	54.5	2	2.3	54.6	44.0	73.5
Phoenix, AZ	6	20	53.8	1	2.5	53.9	44.3	62.0
Portland, OR	5	17	53.7	2	1.1	53.8	47.4	65.0
Raleigh, NC	7	19	52.2	2	1.3	52.3	42.8	61.5
Salt Lake City, UT	8	12	49.2	4	0.8	49.4	38.4	62.0
San Antonio, TX	5	6	48.2	0		48.2	44.0	52.0
San Diego, CA	6	12	54.7	4	1.6	55.2	44.0	62.4
San Francisco, CA	10	38	56.9	10	2.5	57.6	45.7	67.5
Seattle, WA	9	51	54.1	12	0.9	54.3	38.4	73.5
St. Louis, MO	5	17	47.8	6	4.6	49.4	39.5	55.1
Tampa, FL	7	22	52.5	4	1.5	52.8	44.2	66.1
Washington, DC	8	29	54.7	1	2.5	54.8	42.7	63.5

Engineering/Environmental Professional - Module 6 Compensation Survey - 2007

Summary Information

Environmental Engineer-Level 1

All Classes and Project Types

	Number of Incumbents	Annual Base Salary	Number Receiving a Bonus	Annual Bonus	Total Cash	Average Range Minimum	Average Range Midpoint	Average Range Maximum
No Match								
Others Surveyed	307	51.0	36	1.3	51.3	37.7	51.0	64.5
Total Incumbents	307							
Your Company as a Percent of Survey	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
25th %ile		47.0		0.8	47.0			
40th %ile		49.5		1.0	49.7			
50th %ile		50.2		1.5	50.4			
60th %ile		51.6		2.0	52.0			
75th %ile		54.9		3.0	55.0			

Position Description

Plans, designs, and oversees engineering of environmental plants such as water, wastewater, and chemical waste processing. Selects and locates equipment, and ensures its interface with other systems, reliability, and safety. These are entry-level BS or MS engineers with 0 - 2 years experience. Under close supervision, performs routine engineering requiring knowledge and application of basic engineering principles. Using prescribed methods, performs specific and limited portions of engineering assignments.

Position Titles Reported for this Position

Associate Technical Professional - Environmental, Civil Engineer 1, Eng.Environmental Engineer I, Engineer, Engineer Intern, Environmental Engineer 1, Professional Field, Staff Engineer 1, Staff Specialist I

Engineering/Environmental - Module 6 Compensation Survey - 2007

Detail Information

Environmental Engineer-Level 1

All Classes

Company Rankings

Total EEs	Annual Base	# Rec a Bonus	Annual Bonus	Total Cash	Annual Low	Base High	Formal Salary Range			Bonus % from Co/Div Plan	Bonus % from Project Plan
							Min	Mid	Max		
2	57.4	0		57.4	55.0	59.9	44.1	58.4	72.7		
4	57.0	0		57.0	49.8	64.1	30.8		77.6	100	
30	56.9	0		56.9	42.4	68.4	44.8	56.1	67.3	100	
3	54.4	0		54.4	47.4	63.1					
9	48.8	8	5.1	53.4	40.5	57.0					
23	52.6	9	2.0	53.4	44.9	64.0				50	50
13	52.3	0		52.3	41.3	60.2	37.4	50.5	63.6		100
9	52.0	0		52.0	47.0	60.7	38.3	49.6	62.3		100
11	52.0	0		52.0	42.0	56.4	37.9	54.9	71.9	100	
52	51.5	0		51.5	44.8	60.3	39.5	49.4	59.3		
4	51.0	0	0.0	51.0	47.0	60.0				100	
62	50.1	14	1.2	50.4	40.0	62.0	27.6	46.0	64.4		100
10	49.3	1	0.3	49.3	40.0	57.7	32.6	44.0	55.4		100
11	48.8	0		48.8	42.0	53.0	40.7	53.1	65.4		
25	48.3	0		48.3	45.0	54.5	42.2	52.1	61.9		
26	48.1	2	0.9	48.1	39.1	61.2	35.9	54.2	66.7	100	
12	44.4	1	0.5	44.4	38.0	57.7				100	
1	43.0	1	0.4	43.4	43.0	43.0	38.4	44.2	50.0	100	

Metropolitan Statistical Area	# COs	# Incmbts	Base	# Elig	Bonus	Total Cash	Min Base	Max Base
Environmental Engineer-Level 1								
Boston, MA	9	25	51.1	1	2.0	51.2	46.0	62.0
Denver, CO	8	16	51.1	3	1.0	51.3	42.3	62.8
Los Angeles, CA	7	12	55.8	4	5.6	57.6	50.0	60.3
New York, NY	6	24	49.6	3	1.2	49.8	41.9	62.0
Philadelphia, PA	6	8	49.4	0		49.4	44.0	54.8
Phoenix, AZ	6	10	52.1	0		52.1	46.2	59.0
San Francisco, CA	7	18	58.6	2	2.1	58.8	51.3	68.4
Tampa, FL	5	5	51.0	1	5.0	52.0	45.0	63.1
Washington, DC	6	12	51.8	2	2.7	52.3	45.8	56.6