

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

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

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

Table 190

**Civil Engineer/Designer (10-14 Years): Licensure**

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Are staff in this position generally licensed? (% of firms that said Yes)
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94%
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Table 191  
**Civil Engineer/Designer (10-14 Years): Salary**

	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile
Overall	\$77,500	\$87,525	\$98,933
Staff Size 1 to 20	NR	NR	NR
Staff Size 21 to 50	71,086	81,600	90,769
Staff Size 51 to 100	78,324	87,480	98,200
Staff Size 101 to 250	75,000	82,550	93,500
Staff Size 251 to 500	86,807	94,625	98,508
Staff Size over 500	90,462	102,338	114,105
All U.S.	83,117	101,700	110,000
Northeast	79,484	80,700	90,210
South	82,400	90,000	98,800
Midwest	76,500	84,600	99,596
Southwest	78,083	88,167	91,144
Mountain	74,550	78,050	90,400
West	72,724	81,180	92,000
Private	79,719	89,000	102,338
Government	79,120	87,500	97,686
Mixed	75,000	84,559	96,496

Table 192  
**Civil Engineer/Designer (10-14 Years): Bonus**

	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile
Overall	\$1,680	\$4,253	\$7,600
Staff Size 1 to 20	NR	NR	NR
Staff Size 21 to 50	1,450	5,000	13,818
Staff Size 51 to 100	2,250	3,800	5,875
Staff Size 101 to 250	1,500	4,127	7,213
Staff Size 251 to 500	2,400	3,353	5,000
Staff Size over 500	4,796	5,294	7,114
All U.S.	3,702	5,016	18,400
Northeast	1,250	2,438	3,500
South	994	3,581	4,625
Midwest	1,475	5,000	8,676
Southwest	2,400	4,253	6,750
Mountain	5,000	7,250	10,306
West	1,500	5,000	7,925
Private	1,870	4,377	6,477
Government	1,463	4,250	7,907
Mixed	2,000	4,200	5,028

NR (Not Reported) indicates insufficient sample size to provide valid data for a specific group/metric.

Table 193  
**Civil Engineer/Designer (10-14 Years):  
 Total Direct Compensation**

	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile
Overall	\$81,019	\$91,050	\$104,671
Staff Size 1 to 20	NR	NR	NR
Staff Size 21 to 50	72,993	86,995	103,565
Staff Size 51 to 100	81,428	91,603	104,108
Staff Size 101 to 250	79,100	90,000	100,750
Staff Size 251 to 500	89,838	94,625	101,427
Staff Size over 500	94,137	107,541	114,787
All U.S.	85,865	106,450	116,230
Northeast	81,300	86,219	92,039
South	88,200	91,800	100,949
Midwest	81,763	91,050	107,243
Southwest	78,683	91,493	101,876
Mountain	78,800	85,703	98,414
West	75,671	88,517	101,284
Private	81,719	91,000	107,541
Government	81,400	95,641	104,645
Mixed	79,500	90,275	98,621

Table 194  
**Civil Engineer/Designer (10-14 Years): Compensation-FAR Basis**

	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile
Overall	\$84,669	\$95,306	\$108,406
Staff Size 1 to 20	NR	NR	NR
Staff Size 21 to 50	75,156	93,350	107,255
Staff Size 51 to 100	91,976	96,666	110,062
Staff Size 101 to 250	81,400	92,676	102,256
Staff Size 251 to 500	92,284	97,686	103,027
Staff Size over 500	94,762	109,175	117,450

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Table 195  
**Civil Engineer/Designer (10-14 Years): Billing Rate**

	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile
Overall	\$125	\$145	\$158
Staff Size 1 to 20	NR	NR	NR
Staff Size 21 to 50	128	138	152
Staff Size 51 to 100	124	137	151
Staff Size 101 to 250	115	148	162
Staff Size 251 to 500	151	156	162
Staff Size over 500	150	152	172
All U.S.	146	152	160
Northeast	123	125	150
South	118	143	157
Midwest	135	155	168
Southwest	136	142	148
Mountain	122	136	140
West	128	140	154
Private	116	145	157
Government	130	152	162
Mixed	135	140	152

Table 196  
**Civil Engineer/Designer (10-14 Years):  
 Compensation Relationships**

	Salary Relation to CEO Median	Bonus Relation to CEO Median	Total Direct Compensation Relation to CEO Median
Overall	41%	6%	31%
Staff Size 1 to 20	NR	NR	NR
Staff Size 21 to 50	52	7	37
Staff Size 51 to 100	49	13	45
Staff Size 101 to 250	40	5	33
Staff Size 251 to 500	33	2	17
Staff Size over 500	25	2	17
All U.S.	32	2	25
Northeast	39	1	28
South	45	5	41
Midwest	42	9	35
Southwest	NR	NR	NR
Mountain	47	7	34
West	44	4	25
Private	37	2	29
Government	44	6	35
Mixed	40	7	25

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Table 197  
**Civil Engineer/Designer (10-14 Years):  
 Other Compensation Factors**

	Percentage Receiving Bonus	Bonus as a Percentage of Salary (Median)
Overall	86%	5%
Staff Size 1 to 20	NR	NR
Staff Size 21 to 50	88	6
Staff Size 51 to 100	87	5
Staff Size 101 to 250	81	5
Staff Size 251 to 500	89	4
Staff Size over 500	100	6
All U.S.	100	7
Northeast	86	3
South	83	4
Midwest	79	5
Southwest	100	5
Mountain	100	8
West	85	6
Private	87	5
Government	81	5
Mixed	94	5

Table 198  
**Civil Engineer/Designer (10-14 Years): Retirement**

	Retirement Contribution			Retirement as Percentage of Salary		
	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile
Overall	\$2,477	\$3,712	\$5,313	3%	4%	6%
Staff Size 1 to 20	2,717	3,027	5,642	3	3	6
Staff Size 21 to 50	3,829	4,460	7,587	4	5	9
Staff Size 51 to 100	3,019	4,623	6,213	3	4	7
Staff Size 101 to 250	2,205	2,947	4,804	3	4	5
Staff Size 251 to 500	2,514	3,213	3,568	2	3	4
Staff Size over 500	3,878	4,557	5,193	4	4	5
All U.S.	2,188	3,156	4,877	2	3	4
Northeast	2,811	3,347	4,971	3	4	6
South	2,254	2,662	3,369	2	3	4
Midwest	3,399	4,690	9,871	3	5	10
Southwest	2,848	3,568	6,420	3	4	7
Mountain	2,530	3,627	4,005	3	4	5
West	2,684	4,112	5,884	3	4	6
Private	2,778	3,891	5,505	3	4	6
Government	2,436	3,712	6,407	3	4	6
Mixed	2,394	3,235	4,496	2	3	5

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Table 199  
**Civil Engineer/Designer (10-14 Years): Time Charges**

<i>(Medians)</i>	Projects	Overtime <i>(if employee works OT)</i>	Direct Labor Multiplier	Revenue Factor
Overall	80%	5%	3.23	2.62
Staff Size 1 to 20	NR	NR	NR	NR
Staff Size 21 to 50	81	7	3.66	2.89
Staff Size 51 to 100	82	7	3.09	2.65
Staff Size 101 to 250	78	5	3.43	2.56
Staff Size 251 to 500	85	NR	3.08	NR
Staff Size over 500	80	3	3.09	2.38
All U.S.	80	2	3.06	2.65
Northeast	79	4	3.40	2.57
South	80	6	3.24	2.59
Midwest	83	7	3.23	2.65
Southwest	85	9	3.12	2.34
Mountain	79	9	3.37	2.64
West	80	2	3.42	2.63
Private	78	5	3.27	2.68
Government	80	5	3.09	2.42
Mixed	81	6	3.42	2.65

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See Table 14 for the percentages of staff in this position who work overtime and are paid for it.

These metrics are not additive — for example, the revenue factor column will not necessarily equal the projects column multiplied by the direct labor multiplier column.