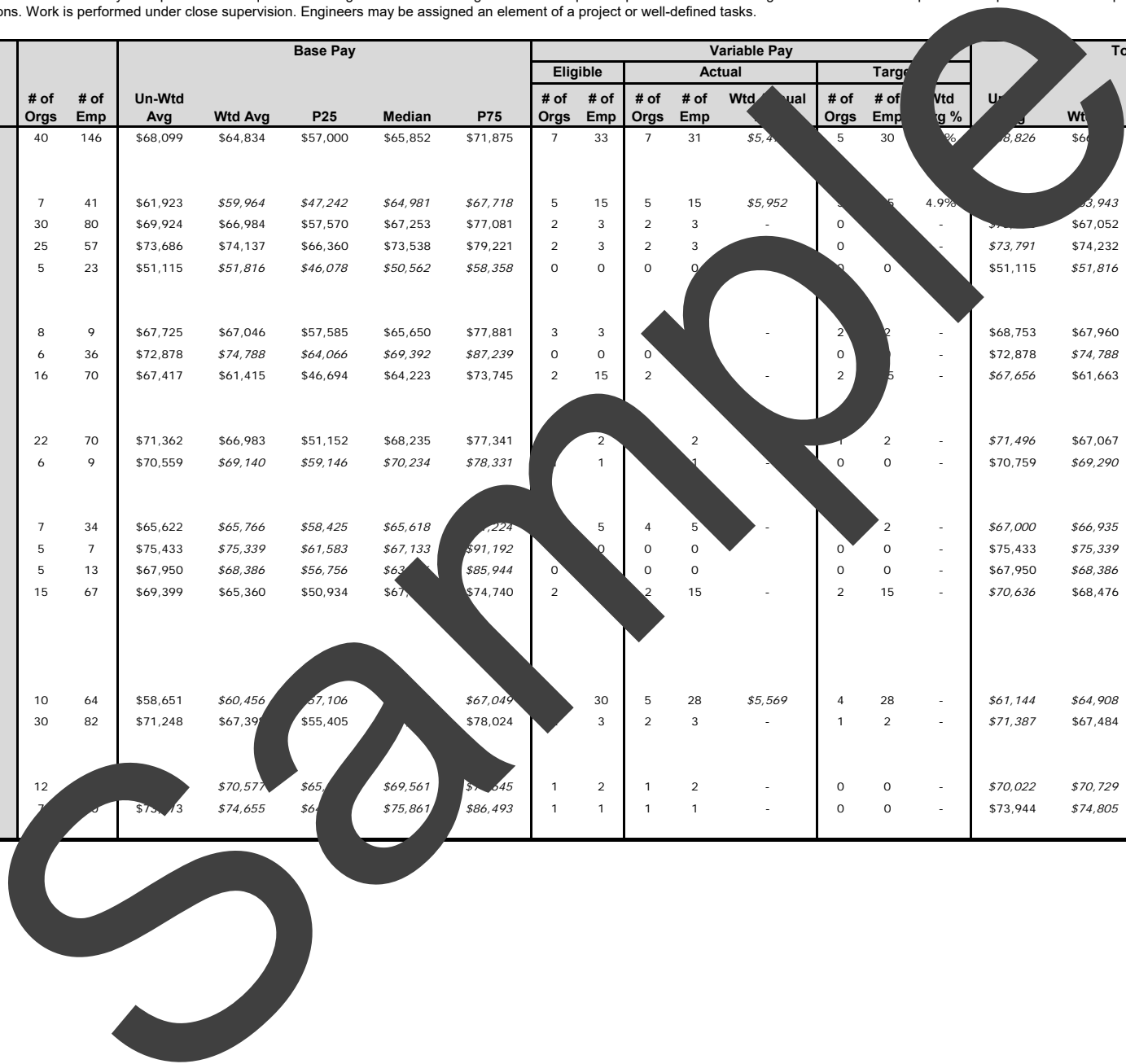


**2020 National IT & Engineering Compensation Survey  
(10131) Civil Engineer I (Associate)**

First of five levels of civil engineering. Perform engineering duties in planning, designing, and overseeing construction and maintenance of building structures, and facilities, such as roads, railroads, airports, bridges, harbors, channels, dams, irrigation projects, pipelines, power plants, water and sewage systems, and waste disposal units. Include architectural, structural, traffic, ocean, and geo-technical engineers. The job typically requires an engineering degree and less than 2 years of experience, or equivalent. Work primarily is involved with the development or improvement of designs. Work may include responding to a customer request for a particular design. The typical cycle includes conceptualizing, developing drawings, obtaining approval, preparing specifications, reviewing bids and monitoring construction. This is an entry-level position and requires knowledge and understanding of basic concepts and procedures. These engineers use established policies and procedures to complete work assignments. Work is somewhat routine with detailed instructions. Work is performed under close supervision. Engineers may be assigned an element of a project or well-defined tasks.

	# of Orgs   # of Emp		Base Pay					Variable Pay					Total Compensation								
			Un-Wtd Avg	Wtd Avg	P25	Median	P75	Eligible		Actual		Target		Un-Wtd Avg	Wtd Avg	P25	Median	P75			
								# of Orgs	# of Emp	# of Orgs	# of Emp	Wtd %	Annual %						# of Orgs	# of Emp	Wtd %
<b>Total Responses</b>	40	146	\$68,099	\$64,834	\$57,000	\$65,852	\$71,875	7	33	7	31	\$5,400	\$5,400	5	30	4.9%	\$68,826	\$64,834	\$57,000	\$65,894	\$75,187
<b>Geographic Area</b>																					
<b>Great Lakes Region</b>	7	41	\$61,923	\$59,964	\$47,242	\$64,981	\$67,718	5	15	5	15	\$5,952	\$5,952	5	15	4.9%	\$63,943	\$59,964	\$48,442	\$65,047	\$76,290
<b>Mountain Region</b>	30	80	\$69,924	\$66,984	\$57,570	\$67,253	\$77,081	2	3	2	3	-	-	0	0	-	\$73,791	\$67,052	\$57,570	\$68,235	\$77,796
Colorado	25	57	\$73,686	\$74,137	\$66,360	\$73,538	\$79,221	2	3	2	3	-	-	0	0	-	\$73,791	\$74,232	\$66,554	\$73,538	\$79,221
Wyoming	5	23	\$51,115	\$51,816	\$46,078	\$50,562	\$58,358	0	0	0	0	-	-	0	0	-	\$51,115	\$51,816	\$46,078	\$50,562	\$58,358
<b>Size of Organization</b>																					
25 to 49 Employees	8	9	\$67,725	\$67,046	\$57,585	\$65,650	\$77,881	3	3	-	-	-	-	2	2	-	\$68,753	\$67,960	\$59,049	\$65,650	\$78,481
200 to 499 Employees	6	36	\$72,878	\$74,788	\$64,066	\$69,392	\$87,239	0	0	0	0	-	-	0	0	-	\$72,878	\$74,788	\$64,066	\$69,392	\$87,239
1,000+ Employees	16	70	\$67,417	\$61,415	\$46,694	\$64,223	\$73,745	2	15	2	15	-	-	2	15	-	\$67,656	\$61,663	\$47,077	\$64,223	\$73,745
<b>Industry</b>																					
Public Administration	22	70	\$71,362	\$66,983	\$51,152	\$68,235	\$77,341	2	2	2	2	-	-	1	2	-	\$71,496	\$67,067	\$51,152	\$68,235	\$78,044
Utilities	6	9	\$70,559	\$69,140	\$59,146	\$70,234	\$78,331	1	1	1	1	-	-	0	0	-	\$70,759	\$69,290	\$59,146	\$70,234	\$78,631
<b>Total Annual Gross Revenue</b>																					
\$0 to 24.9 Million	7	34	\$65,622	\$65,766	\$58,425	\$65,618	\$77,224	5	4	5	5	-	-	2	2	-	\$67,000	\$66,935	\$62,427	\$65,894	\$71,782
\$25 to 49.9 Million	5	7	\$75,433	\$75,339	\$61,583	\$67,133	\$91,192	0	0	0	0	-	-	0	0	-	\$75,433	\$75,339	\$61,583	\$67,133	\$91,192
\$50 to 99.9 Million	5	13	\$67,950	\$68,386	\$56,756	\$63,186	\$85,944	0	0	0	0	-	-	0	0	-	\$67,950	\$68,386	\$56,756	\$63,186	\$85,944
\$250 Million and Over	15	67	\$69,399	\$65,360	\$50,934	\$67,740	\$74,740	2	2	2	15	-	-	2	15	-	\$70,636	\$68,476	\$50,934	\$70,000	\$78,597
<b>Asset Size</b>																					
<b>Profit Status</b>																					
For Profit	10	64	\$58,651	\$60,456	\$57,106	\$67,049	\$74,645	30	5	28	5	\$5,569	\$5,569	4	28	-	\$61,144	\$64,908	\$57,131	\$65,452	\$71,350
Public Sector	30	82	\$71,248	\$67,399	\$55,405	\$78,024	\$86,493	3	2	3	3	-	-	1	2	-	\$71,387	\$67,484	\$55,405	\$69,148	\$78,118
<b>Metropolitan Statistical Area</b>																					
Denver-Aurora, CO	12	50	\$70,577	\$70,577	\$65,745	\$69,561	\$74,645	1	2	1	2	-	-	0	0	-	\$70,022	\$70,729	\$66,272	\$69,561	\$74,645
Fort Collins-Loveland, CO	7	17	\$75,713	\$74,655	\$66,360	\$75,861	\$86,493	1	1	1	1	-	-	0	0	-	\$73,944	\$74,805	\$64,270	\$76,461	\$86,493



Data lines have been completely suppressed when less than 5 organizations reported