

MINNESOTA GOVERNMENT ENGINEERING COUNCIL

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Engineering Minnesota's Future

September 14, 2019

Dear Austin and Paula,

I am including (electronically with this transmittal letter) the following six compensation studies in support of MGEC's 2019-2021 contract proposal regarding range adjustments for some of our represented job classifications. Three of the salary studies were prepared jointly by the State of Minnesota and the Minnesota Government Engineering Council (MGEC), the other three were recently prepared by nationally recognized organizations: AASHTO (the American Association of State Highway and Transportation Officials) and ASCE (the American Society of Civil Engineers).

2008 Compensation and Benefits Survey for: Engineers, Engineering Specialists, Land Surveyors, and Radio Engineers Results

State of Minnesota and the Minnesota Government Engineers Council (MGEC)

Author & Statistical Analysis by Megan Forbes, MnDOT, June 2009 (PDF created 6/4/2009)

2013 Compensation and Benefits Survey for Engineers, Engineering Specialists, Land Surveyors, and Radio Engineers Results

State of Minnesota and the Minnesota Government Engineering Council (MGEC)

Prepared by Trent Weber, MnDOT, Human Capital Analytics Manager, August 2013

2017 Compensation Survey for Engineers, Engineering Specialists, Land Surveyors, and Radio Engineers Results

State of Minnesota and the Minnesota Government Engineering Council (MGEC)

Prepared by Paul Christianson, MMB, Compensation Consultant, August 2017

2018 AASHTO* Salary Survey†

**(American Association of State Highway Transportation Organizations)*

Coordinated by the Division of Human Resources, Colorado Department of Transportation for the AASHTO Subcommittee on Personnel and Human Resources

Beverly Wyatt, Human Resources Business Partner

Jared Polis, Governor of Colorado

Shoshana Lew, Director, Colorado Department of Transportation

Herman Stockinger, Acting Director, Human Resources Division

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2018 ASCE* Civil Engineering Salary Report

Learn the Value of Civil Engineers in Today's Market

**(American Society of Civil Engineers)*

The 2018 ASCE Civil Engineering Salary Report is a revised study on U.S. ASCE members' compensation. ASCE coordinated the project. Industry Insights, Inc., prepared the summary report. Industry Insights also developed the regression models described in Section 5.

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2019 ASCE Civil Engineering Salary Report

Learn the Value of Civil Engineers in Today's Market

The 2019 ASCE Civil Engineering Salary Report is a revised study on U.S. ASCE members' compensation. ASCE coordinated the project. Industry Insights, Inc., prepared the summary report. Industry Insights also developed the regression models described in Section 5.

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†**Note: A supplemental spreadsheet to the AASHTO Report is attached (prepared by MGEC).**

For the AASHTO 2018 Report, on page 28, the Trainee-Graduate Engineer employee number and actual annual salary compensation data is under-reported as "0." MGEC has attached a supplemental MS Excel Table with populated data for this position based on Trainee-Graduate Engineer incumbents' information, as reported in the State of Minnesota *Executive Branch Total Compensation Report Summary* for 2019, dated Monday, January 14, 2019. Reported compensation was used to determine each incumbent's step in the salary range and to calculate the actual average salary. The minimum and maximum actual salaries are consistent with the minimum and maximum for the established ranges (there are incumbents at both the bottom and top steps of the range). The actual average salary, calculated based on 28 individuals, is \$50,339.46. The adjusted median values of compensation incorporating the Minnesota data is \$59,299 and average compensation is \$55,353. Values of a median of \$59,370 and an average of \$55,533 are reported on page 28 of the original document, calculated based on responders' information and the missing Minnesota salary data for individuals in the Trainee-Graduate Engineer class. After adding the Minnesota data, the calculated % [Minnesota Actual Average salary (submitted by each state—see Actual Average definition) to the Group Weighted Average (Mean) salary (computed for all respondents)] for the Trainee-Graduate Engineer group is 85%.

In addition to the attachments, MGEC is in the process of compiling and summarizing additional information on current salary, compensation, and compensation practices for engineering positions in Minnesota, with attention to other government agencies (cities, counties, and the Metropolitan Council). MGEC is concerned about an increase in voluntary resignations by our members to pursue career opportunities with other local government. Several former MGEC members have recently left state service for careers in city and local government and are assisting us with documentation, including:

- Job Postings including salary, compensation, benefits, and abbreviated position descriptions
- Position Descriptions (including those at other employers and comparable State positions)
- Employment Materials (new employee guides, benefits information)

It is my goal to organize and send along this additional supplemental information as soon as our negotiating team assembles the information, but no later than Monday, September 30, 2019, in advance of our next bargaining dates on October 1 and 2, 2019. If you have any questions with respect to the attached materials (including the AASHTO supplemental calculations which I prepared), please feel free to contact me at the MGEC e-mail address below or my state e-mail address and contact phone number.



Derrick Dasenbrock, PE, D.GE, F.ASCE

MGEC President

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