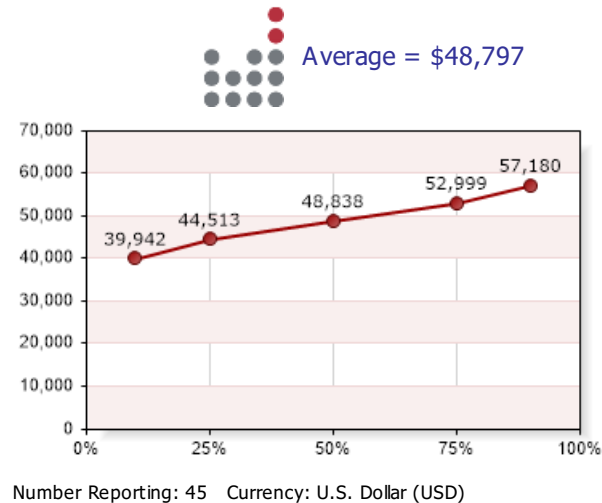# Your PayScale Report™

Information. It's the key to success, whether you're negotiating a raise or mapping out a career plan. Know what you're worth in the marketplace with our highly-personalized PayScale Report.

To determine your real value, there's no better method than a comparison to real employees just like you. That's why we've created Your Peer Group, the profiles in our database that most closely match yours by industry, skills, experience, location, and more. Throughout your PayScale Report, we'll compare you to Your Peer Group to help you understand how you should be compensated.

How To Use This Report:

1. **Your Profile.** Review your profile information. Double-check all the facts and ensure it's completely accurate.
2. **Your Cash Compensation.** Compare your various forms of cash compensation to Your Peer Group.
3. **Your Benefits Summary.** See how your vacation, medical, and other benefits stack up.
4. **Compensation Influencers.** Understand how experience levels, education, and more can affect your compensation.
5. **Anonymous Profiles.** View real profiles from employees within Your Peer Group.
6. **Methodology.** Learn about our techniques for gathering and analyzing data.

Salary

Average = $48,797

39,942	
44,513	
48,838	
52,999	
57,180	

Number Reporting: 45   Currency: U.S. Dollar (USD)

Your Profile Information

Your PayScale Report is based on the following profile from Friday, March 31, 2017.

Please review your profile and double-check all the facts. if you discuss this report with your manager, be sure you both agree your profile is an accurate summary of your position.

Job: Civil Engineer
City: Lexington
Skill/Specialty: Engineering Design
Employment Status: Student
Employer Type: Company
Years Experience: Less than 1 year

Compensation and Benefits Summary

Your Cash Compensation

Where do you fall? The following charts show the cash compensation -- in all forms -- of the employees in Your Peer Group. This may include salary, hourly rates, bonuses, commissions, etc.

Your Cash Compensation Summary

|	25th	50th	75th
Total Cash	$45,341	$49,920	$54,488
Salary	$44,513	$48,838	$52,999
Hourly Rate	$18.33	$20.88	$23.18
Bonus	$618	$1,176	$2,171
Profit Sharing	$506	$1,069	$2,037

Currency: U.S. Dollar (USD)

Your Benefits Summary

Don't underestimate the importance of non-cash benefits, such as vacation time and medical coverage.Their positive impact on your life in (and out) of the office shouldn't be overlooked as you evaluate your total compensation package.

Your Benefits Summary

Health Benefits:

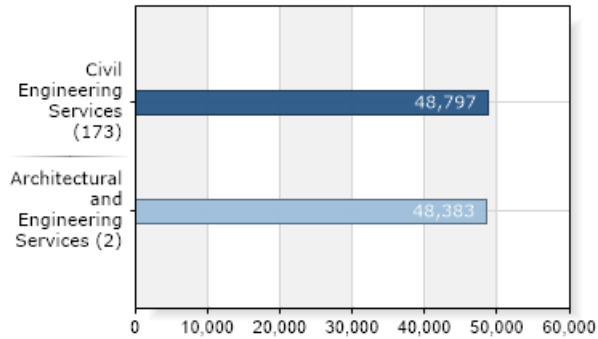|	
Dental, Medical / Health & Vision	56% receive
Dental & Medical / Health	21% receive
None	14% receive
Medical / Health	9% receive

43 reporting

9%
14%
56%
21%
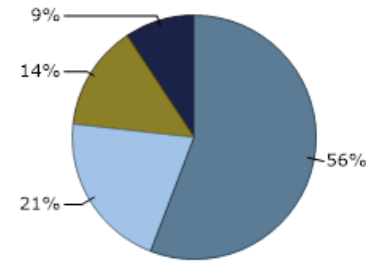
Average Vacation for this Position: 2 weeks
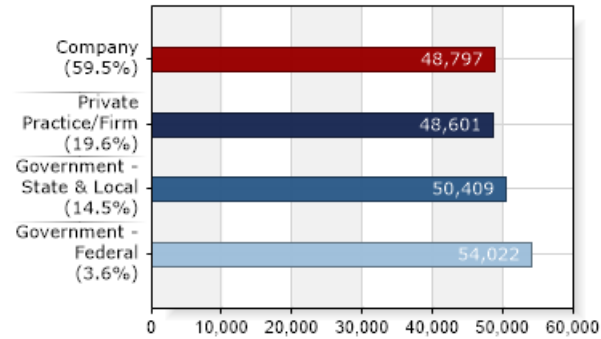
Compensation Influencers - Employment Setting

The type of employer you work for or the size of your company can have a direct influence on your cash compensation. We took a look within -- and outside -- Your Peer Group and compared your compensation with the employees who closely match your profile in all respects, except employment setting.

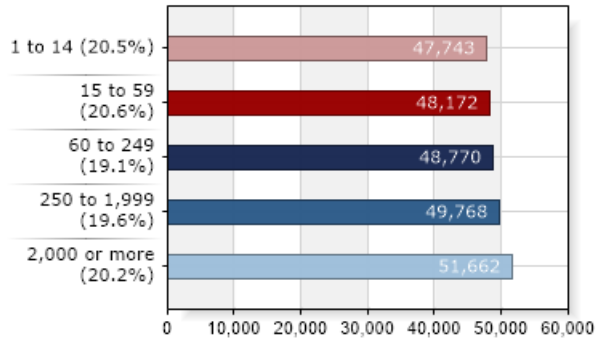## Average Salary By Product Activity

Civil Engineering Services (173): 48,797
Architectural and Engineering Services (2): 48,383

Number Reporting: 181   Currency: U.S. Dollar (USD)

Average Salary by Employer Type

Company (59.5%): 48,797
Private Practice/Firm (19.6%): 48,601
Government - State & Local (14.5%): 50,409
Government - Federal (3.6%): 54,022

Number Reporting: 181   Currency: U.S. Dollar (USD)

Average Salary by Company Size (People)

1 to 14 (20.5%): 47,743
15 to 59 (20.6%): 48,172
60 to 249 (19.1%): 48,770
250 to 1,999 (19.6%): 49,768
2,000 or more (20.2%): 51,662

Number Reporting: 102   Currency: U.S. Dollar (USD)

Average Hourly Rate by Employer Type

Company (62.3%): 20.82
Private Practice/Firm (23.1%): 21.02
Government - State & Local (10.3%): 21.90
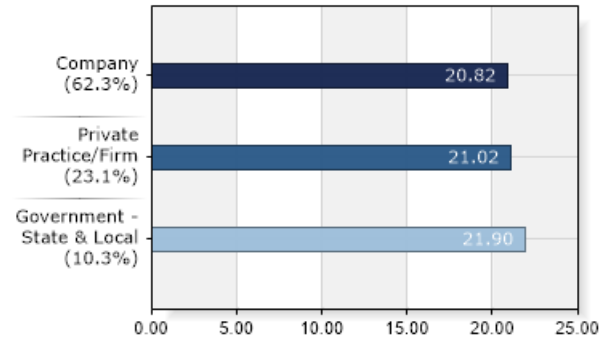
Number Reporting: 27   Currency: U.S. Dollar (USD)

Compensation Influencers - Skills and Experience

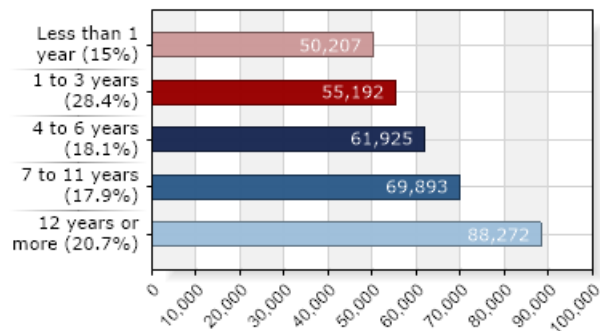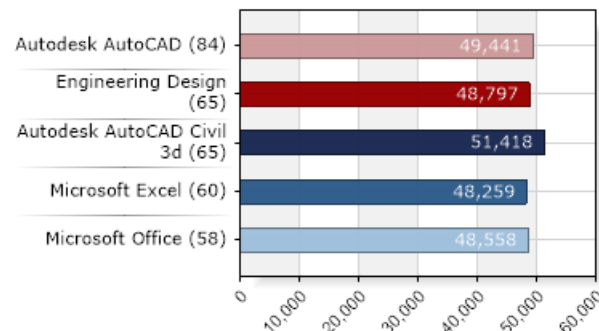What can you expect as you gain experience and acquire new skills? See how your compensation levels can change -- and the type of skills other employees possess -- in the following charts. They show comparisons to those who closely match your profile in all respects, except their skills or experience.
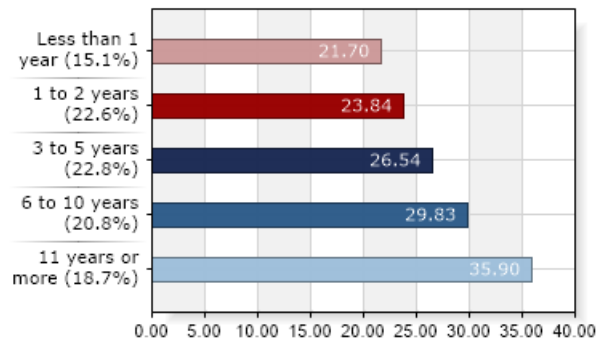
Average Salary By Experience

Experience	Salary
Less than 1 year (15%)	50,207
1 to 3 years (28.4%)	55,192
4 to 6 years (18.1%)	61,925
7 to 11 years (17.9%)	69,893
12 years or more (20.7%)	88,272

Number Reporting: 182   Currency: U.S. Dollar (USD)

Average Salary By Skill

Skill	Salary
Autodesk AutoCAD (84)	49,441
Engineering Design (65)	48,797
Autodesk AutoCAD Civil 3d (65)	51,418
Microsoft Excel (60)	48,259
Microsoft Office (58)	48,558

Number Reporting: 138   Currency: U.S. Dollar (USD)

Average Hourly Rate By Experience

Experience	Hourly Rate
Less than 1 year (15.1%)	21.70
1 to 2 years (22.6%)	23.84
3 to 5 years (22.8%)	26.54
6 to 10 years (20.8%)	29.83
11 years or more (18.7%)	35.90

Number Reporting: 27   Currency: U.S. Dollar (USD)

Average Hourly Rate By Skill

Skill	Hourly Rate
Autodesk AutoCAD (13)	21.42
Autodesk AutoCAD Civil 3d (9)	21.42
Microsoft Office (8)	19.89
Microsoft Excel (7)	20.08
Engineering Design (6)	20.82
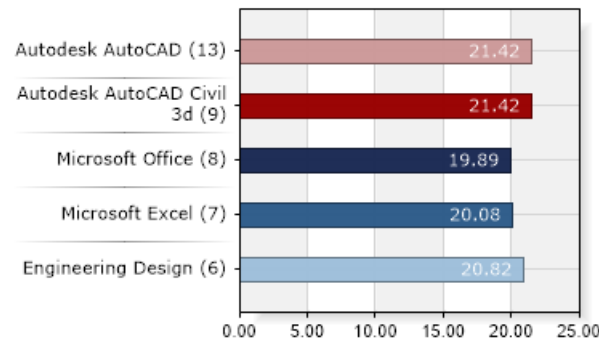
Number Reporting: 21   Currency: U.S. Dollar (USD)

Compensation Influencers - Training and Education

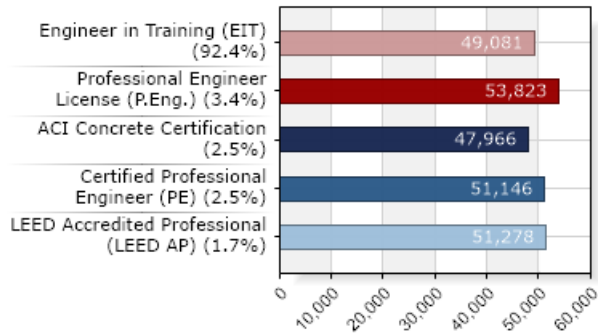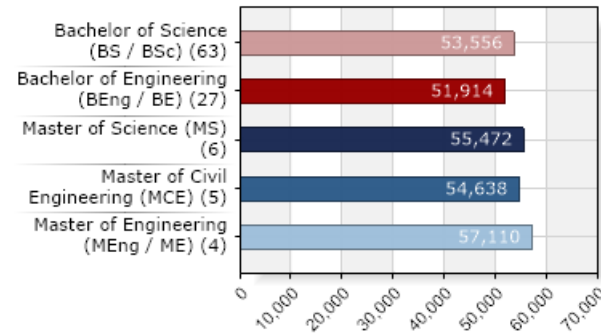They can make a big difference. The charts below map out the various compensation levels of individuals with profiles that closely match yours, except for their degrees and certifications.
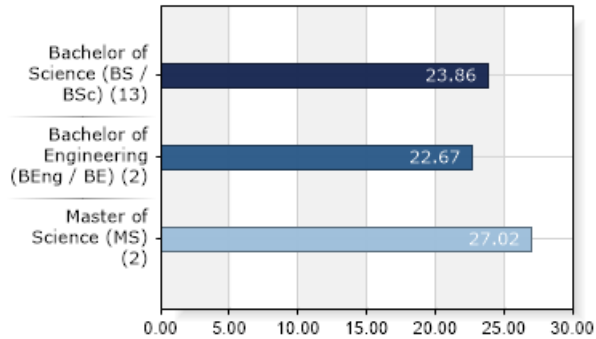
Average Salary by Certification

Certification	Salary
Engineer in Training (EIT) (92.4%)	49,081
Professional Engineer License (P.Eng.) (3.4%)	53,823
ACI Concrete Certification (2.5%)	47,966
Certified Professional Engineer (PE) (2.5%)	51,146
LEED Accredited Professional (LEED AP) (1.7%)	51,278

Number Reporting: 118   Currency: U.S. Dollar (USD)

Average Salary by Degree

Degree	Salary
Bachelor of Science (BS / BSc) (63)	53,556
Bachelor of Engineering (BEng / BE) (27)	51,914
Master of Science (MS) (6)	55,472
Master of Civil Engineering (MCE) (5)	54,638
Master of Engineering (MEng / ME) (4)	57,110

Number Reporting: 106   Currency: U.S. Dollar (USD)

Average Hourly Rate by Degree

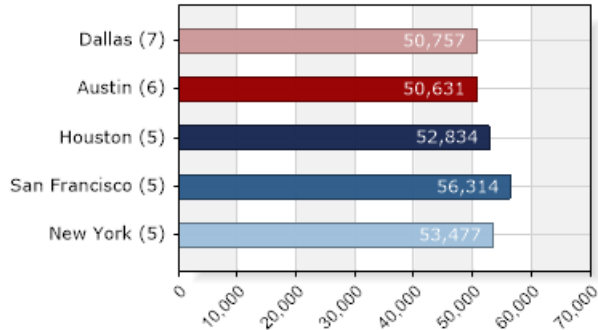| Degree	Rate
Bachelor of Science (BS / BSc) (13)	23.86
Bachelor of Engineering (BEng / BE) (2)	22.67
Master of Science (MS) (2)	27.02

Number Reporting: 18   Currency: U.S. Dollar (USD)

Compensation Influencers - Location and Demographics

Location. Age. Gender. See how key demographics can effect compensation. We took a look at employees within -- and outside -- Your Peer Group who closely match your profile in all respects except these areas.
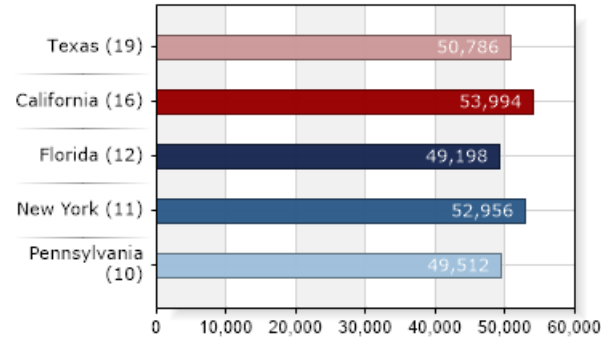
Please note that we don't consider your age or gender when determining your market value. We provide this information only because our users tell us they find it interesting.
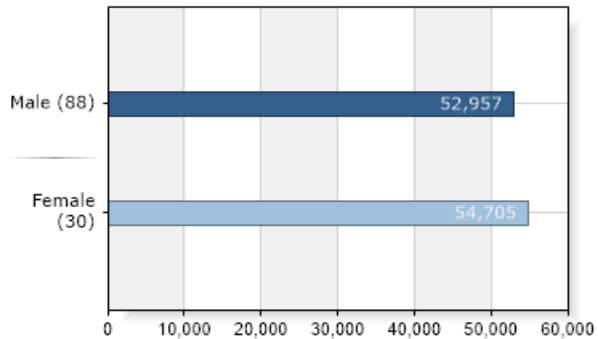
Average Salary By City

City	Salary
Dallas (7)	50,757
Austin (6)	50,631
Houston (5)	52,834
San Francisco (5)	56,314
New York (5)	53,477

Number Reporting: 182   Currency: U.S. Dollar (USD)

Average Salary By State

State	Salary
Texas (19)	50,786
California (16)	53,994
Florida (12)	49,198
New York (11)	52,956
Pennsylvania (10)	49,512

Number Reporting: 182   Currency: U.S. Dollar (USD)

Average Salary By Gender
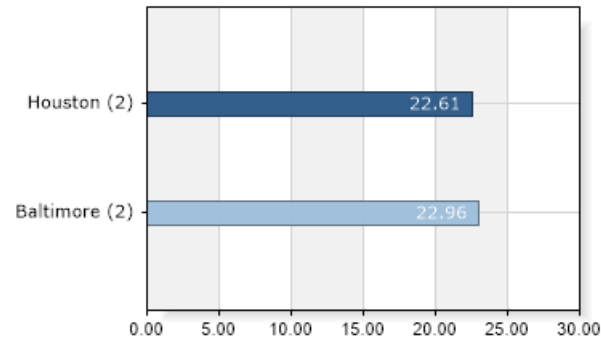
Gender	Salary
Male (88)	52,957
Female (30)	54,705

Number Reporting: 118   Currency: U.S. Dollar (USD)

Average Hourly Rate By City

City	Rate
Houston (2)	22.61
Baltimore (2)	22.96

Number Reporting: 27   Currency: U.S. Dollar (USD)

Average Hourly Rate By State

State	Rate
California (6)	24.04
Virginia (4)	22.09
Texas (3)	21.92
Maryland (3)	23.00
Michigan (2)	21.26
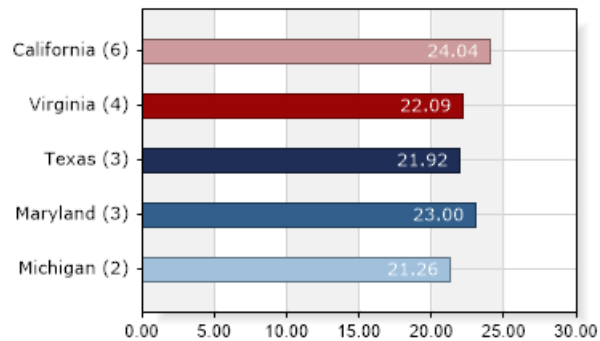
Number Reporting: 27   Currency: U.S. Dollar (USD)

Anonymous Profiles

Review real salaries, skills and more for Anonymous Profiles that match your salary search. See tangible, real-world examples of compensation packages, skill sets, and experience levels of other employees. The following reports are just a sampling of the ones used to determine your market value.

Profile No. 1

Job	Civil Engineer
Job Location	(City withheld for privacy), Alabama, United States
Years In Field/Career	0
Salary (Annual)	$48,000
Salary Type	Standard Full-Time 40+ Hours Per Week
	0
	1
	1
	0
Skill/Specialty	Autodesk AutoCAD, Autodesk AutoCAD Civil 3d, Microsoft Office, Microsoft Word
Certification	Engineer in Training (EIT)
Employer Type	Company
Employer's Product/Business	Civil Engineering Services
Number of Employees	200
Government Contractor	No
Vacation Weeks	2
Health Benefit	Dental, Vision, Medical / Health
School, Degree, or Major	Bachelor's Degree
School, Degree, or Major	
Age	(Age withheld for privacy)
Year Graduated	2016
Bachelor's Degree	Bachelor of Engineering (BEng / BE)
Major	Civil Engineering (CE)
Online Degree	Yes
Do You Have U.S. Military Experience?	No
Household Income Distribution	Top 25%

Profile No. 2

Job	Civil Engineer
Job Location	(City withheld for privacy), Kentucky, United States
Years In Field/Career	0
Salary (Annual)	$50,000
Salary Type	Standard Full-Time 40+ Hours Per Week
	0
	1
	1
	0
Skill/Specialty	Engineering Design, Autodesk AutoCAD Civil 3d, Microsoft Office, Microsoft Word
Certification	Engineer in Training (EIT)
Management Role	No
Employer Type	Company
Employer's Product/Business	Civil Engineering Services

Profile No. 3

Job	Civil Engineer
Job Location	(City withheld for privacy), Kentucky, United States
Years In Field/Career	0
Salary (Annual)	$50,000
Salary Type	Standard Full-Time 40+ Hours Per Week
	0
	0
	0
	0
Employer Type	Private Practice/Firm
Employer's Product/Business	Civil Engineering Services
Number of Employees	15
Government Contractor	No
Vacation Weeks	3
Health Benefit	None
Number of Professionals in Firm	15
Number Of Equity Partners in Firm	3
School, Degree, or Major	Master's Degree (non-MBA)
School, Degree, or Major	
Age	(Age withheld for privacy)
Master's Degree	Master of Civil Engineering (MCE)
Major	Civil Engineering (CE)
Online Degree	No
Do You Have U.S. Military Experience?	No
Underemployed	No

Profile No. 4

Job Location	(City withheld for privacy), New Hampshire, United States
Job	Civil Engineer
Years In Field/Career	0
Salary (Annual)	$45,000
Salary Type	Standard Full-Time 40+ Hours Per Week
	0
	0
	0
	0
Skill/Specialty	Engineering Design, Autodesk AutoCAD, Autodesk AutoCAD Civil 3d, Microsoft Excel, Microsoft Office, Microsoft Word, Geographic Information Systems (GIS)
Management Role	No
Employer Type	Company
Employer's Product/Business	Civil Engineering Services
Number of Employees	120
Government Contractor	No
Vacation Weeks	2
All Benefits/Perks	Employee Stock Ownership Plan (ESOP),
Health Benefit	Dental, Medical / Health
School, Degree, or Major	Bachelor's Degree
School, Degree, or Major	
Age	(Age withheld for privacy)
Year Graduated	2016
Bachelor's Degree	Bachelor of Science (BS / BSc)
Major	Civil Engineering (CE)
Online Degree	No

Profile No. 5

Job	Civil Engineer
Job Location	(City withheld for privacy), Tennessee, United States
Years In Field/Career	0
Salary (Annual)	$55,000
Salary Type	Standard Full-Time 40+ Hours Per Week
	0
	0
	0
	0
Skill/Specialty	Engineering Design, Autodesk AutoCAD, Autodesk AutoCAD Civil 3d, Project Management, Construction Estimating
Certification	Engineer in Training (EIT)
Reports To	Project Manager, Engineering
Management Role	No
Contractor Type	No, I am not a contractor
Employer Type	Company
Employer's Product/Business	Water Utilities
Years with Employer	1
Number of Employees	300
Government Contractor	No
Vacation Weeks	2
Health Benefit	Dental, Vision, Medical / Health
Ability to Telecommute	No, I can't telecommute
Union Status	No
School, Degree, or Major	Bachelor's Degree
School, Degree, or Major	
Age	(Age withheld for privacy)
Job 5 Years Ago	Field Engineer
Year Graduated	2007
Bachelor's Degree	Bachelor of Engineering (BEng / BE)
Major	Civil Engineering (CE)
Online Degree	No

Profile No. 6

Job Location	(City withheld for privacy), New York, United States
Job	Civil Engineer
Years In Field/Career	0
Salary (Annual)	$54,000
Salary Type	Standard Full-Time 40+ Hours Per Week
	0
	0
	0
	0
Skill/Specialty	Autodesk AutoCAD, Autodesk Software, Engineering Design, Microsoft Excel, Microsoft Office, Microsoft Word, Windows Operating System General Use
Certification	Engineer in Training (EIT)
Reports To	Civil Engineer
Management Role	No
Employer Type	Company
Employer's Product/Business	Engineering Services
Number of Employees	70
Government Contractor	No
Vacation Weeks	3
All Benefits/Perks	401(k)
Health Benefit	Dental, Medical / Health
School, Degree, or Major	Bachelor's Degree
School, Degree, or Major	
Age	(Age withheld for privacy)
Year Graduated	2017
Bachelor's Degree	Bachelor of Science (BS / BSc)
Major	Civil Engineering (CE)
Online Degree	No
Do You Have U.S. Military Experience?	No

Profile No. 7

Job	Civil Engineer
Job Location	(City withheld for privacy), California, United States
Years In Field/Career	0
Salary (Annual)	$62,000
Salary Type	Standard Full-Time 40+ Hours Per Week
	1
	1
	0
	0
Skill/Specialty	Autodesk AutoCAD Civil 3d, Construction Estimating, Engineering Design
Reports To	Associate Principal
Management Role	No
Employer Type	Company
Employer's Product/Business	Civil Engineering Services
Number of Employees	25
Government Contractor	No
Vacation Weeks	1.5
All Benefits/Perks	401(k), Flex-Time / Flexible Schedule, Paid Holidays / Vacation, Paid Sick Leave
Health Benefit	Dental, Vision, Medical / Health
School, Degree, or Major	Bachelor's Degree
School, Degree, or Major	
Age	(Age withheld for privacy)
Race / Ethnicity	Asian
Bachelor's Degree	Bachelor of Science (BS / BSc)
Major	Civil & Environmental Engineering
Online Degree	No
Do You Have U.S. Military Experience?	No
Underemployed	No
Household Income Distribution	Middle 50%

Profile No. 8

Job Location	(City withheld for privacy), Georgia, United States
Job	Civil Engineer
Years In Field/Career	0
Salary (Annual)	$58,500
Salary Type	Standard Full-Time 40+ Hours Per Week
	0
	1
	1
	0
Skill/Specialty	Microstation
Certification	Engineer in Training (EIT)
Management Role	No
Contractor Type	No, I am not a contractor
Employer Type	Company
Employer's Product/Business	Engineering Services
Vacation Weeks	3
Health Benefit	Dental, Vision, Medical / Health
Ability to Telecommute	Yes, I telecommute on an as-needed basis only (e.g., furniture delivery)
School, Degree, or Major	Bachelor's Degree
Union Status	No

Profile No. 9

Job	Civil Engineer
Job Location	(City withheld for privacy), New York, United States
Years In Field/Career	0
Salary (Annual)	$50,000
Salary Type	Standard Full-Time 40+ Hours Per Week
	0
	0
	0
	0
Employer Type	Company
Employer's Product/Business	Engineering Services
Health Benefit	Medical / Health
School, Degree, or Major	Bachelor's Degree

Profile No. 10

Job	Civil Engineer
Job Location	(City withheld for privacy), Tennessee, United States
Years In Field/Career	0
Salary (Annual)	$44,000
Salary Type	Standard Full-Time 40+ Hours Per Week
	0
	0
	0
	0
Skill/Specialty	Autodesk AutoCAD
Certification	Engineer in Training (EIT)
Reports To	Project Manager, Engineering
Management Role	No
Employer Type	Company
Employer's Product/Business	Landscape Architectural Services
Number of Employees	40
Government Contractor	No
Vacation Weeks	2
All Benefits/Perks	401(k)
Health Benefit	Dental, Medical / Health
School, Degree, or Major	Bachelor's Degree
School, Degree, or Major	
Age	(Age withheld for privacy)
Year Graduated	2015
Bachelor's Degree	Bachelor of Science (BS / BSc)
Major	Civil Engineering (CE)
Online Degree	No
Do You Have U.S. Military Experience?	No

Methodology

Survey Technology → Proprietary Data & Model → 40M+ Profiles Largest Salary Database in the World → Cloud Software → Reports

Data Collection. PayScale administers the largest real-time salary survey in the world with more than 200,000 new survey records added every month. The database of more than 54 million total salary profiles is updated nightly to reflect the most detailed, up-to-date compensation information available. Our data collection is strongly correlated with the size of the pool being considered, representing the diversity of the general workforce.

People complete a salary profile on PayScale's website for many reasons, but mostly to prepare to ask for a raise, evaluate a job offer, or just to know how they stack up against others in similar positions. Upon completing PayScale's salary survey, individuals receive a series of reports that show how their salary compares to other people with similar education, skills and work experience. Individuals can also explore how changes such as moving to a different city, getting a promotion and going back to school can affect their future earning potential.

Data Standardization & Matching. Accurate compensation reporting is highly dependent on the ability to normalize and classify titles, industries, locations and other compensable factors into consistent groups. Knowing that "C++ Developer" is a kind of "Software Engineer" requires a deep understanding of the semantics of these terms as well as the core tasks performed by employees with these titles. PayScale leverages proprietary internal taxonomies as well as proprietary mappings to third party data sources to assure accurate mapping. The breadth and depth of the data assets used to standardize and match data is unparalleled in the industry.

PayScale applies a set of propriety algorithms to assure the consistency and accuracy of every data point used in our compensation models and reports. Our data team regularly compares PayScale compensation data with external sources of data, both publically and privately available. This research has shown that our market data is strongly correlated with other sources of compensation data, including employer submitted data. This research has also shown the breadth and depth of our data is wider than other sources due to our collection methods and software product, where users are able to more precisely describe and price positions, including both the type and size of the organization, and the skills and experience of the position.

Our software does not need to modify or blend profile data, use inflation or cost-of-living adjustments, or age data. This way, we help our customers avoid the shortcomings of traditional salary surveys that dilute the market data using "averages of averages" or "surveys of surveys" approaches.

MarketMatch^{TM}. The MarketMatch algorithm uses a two-step process for producing compensation data in a PayScale report. The first step is to understand which of our more than 250 compensable factors are important when it comes to pricing a job and how that job's pay is affected by these compensable factors. This is done in order to define a pay distribution for this job. The mix of compensable factors and their effect on pay is highly dependent upon the job. For example, coding languages and locations are important compensable factors for a Software Developer, while average sales prices and annual sales are important for an Account Executive. The second step is to then find the recent profiles that best match the described position in order to tighten the overall distribution from representing the job overall to the specific position described in the PayScale report.