



42ND EDITION

2024 A/E MANAGEMENT COMPENSATION

BENCHMARK SURVEY REPORT

The A/E Industry's Most Trusted and Comprehensive:

- KPIs for Superior Business Performance
- Decision Data for Resource Allocation
- Proof of Best-Practices and Industry Standards

PSMJ | Resources, Inc.®

10 Midland Avenue, Newton, MA 02458 USA | (617) 965-0055 | info@psmj.com | www.psmj.com

Table of Contents

Executive Summary	3
2024 Key Results	3
Conducting a Compensation Study	25
Goals for Benchmarking	25
Some Helpful Tips Before Analyzing Compensation	25
Conducting a Compensation Analysis	26
1. Analyze Base Salary	27
2a. Use Peer Group Data for Base Salary	27
2b. Adjust Salary by Geographic Location	27
3. Billing Rate Data	28
4. Internal Benchmarking Against the CEO	28
5. Benchmark Your Bonuses, Benefits, and Perks	28
6. Set High Goals	30
7. Take Trends, Projections, the State of the Economy, and Inflation into Account	31
Labor Escalation Index	31
Using Inflation Indices	31
Final Thoughts	33
2024 Projections.....	35
Projected 2024 Salary Increases	35
Projected Bonuses.....	41
Projected Staff Size Changes in 2024.....	43
Historical Trends	45
Base Salary, Bonus, and Total Compensation Trends	45
Bonus as Percentage of Salary Trends.....	51
Historical Billing Rate Trends	54
Position Profiles	63
How to Use the Position Profiles	63
New to Benchmarking?	63
Guidelines for Using the Data	63
Some Important Definitions.....	65
Board Chair.....	67
Chief Executive Officer	79
Chief Operating Officer/Executive VP	91
Senior VP/Senior Principal.....	103
Other Principals/Partners	115

Position Profiles (continued)

CFO/Director of Finance 127

Controller 139

Chief Administrative Officer/Business Manager..... 151

Director of BIM/CAD Services 163

Director of Operations 175

Director of Business Development 187

Director of Marketing 199

Director of Human Resources..... 211

Director of IT/Computer Operations 223

Branch Office Manager 235

Department Head 247

Senior Project Manager 259

Project Manager..... 271

Boards of Directors..... 285

Boards of Directors 285

External Board Members/Directors 285

Internal Board Members/Directors 288

Appendices293

Appendix A: The Survey Database.....293

The Role of the Advisory Board.....293

The Sample293

Regional Data299

Comparison to 2023 Data300

Appendix B: The Questionnaire301

Appendix C: Other Sources for Reference321

Appendix D: Index.....323

NEW FOR 2024!

We'll also publish a supplemental report for the following new positions added in 2024 (contingent on sufficient sample sizes).

- Project Management Officer (PMO)
- Registered Land Surveyor
- Chief Technical Operations Officer (aka, Chief Engineer)
- Learning & Development Manager
- Corporate Counsel
- Chief Corporate Counsel