



# Trends in Employee Benefits for Electrical Engineers in Colorado

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# MSEC Core Services



◆ Employment law



◆ Human resource consulting



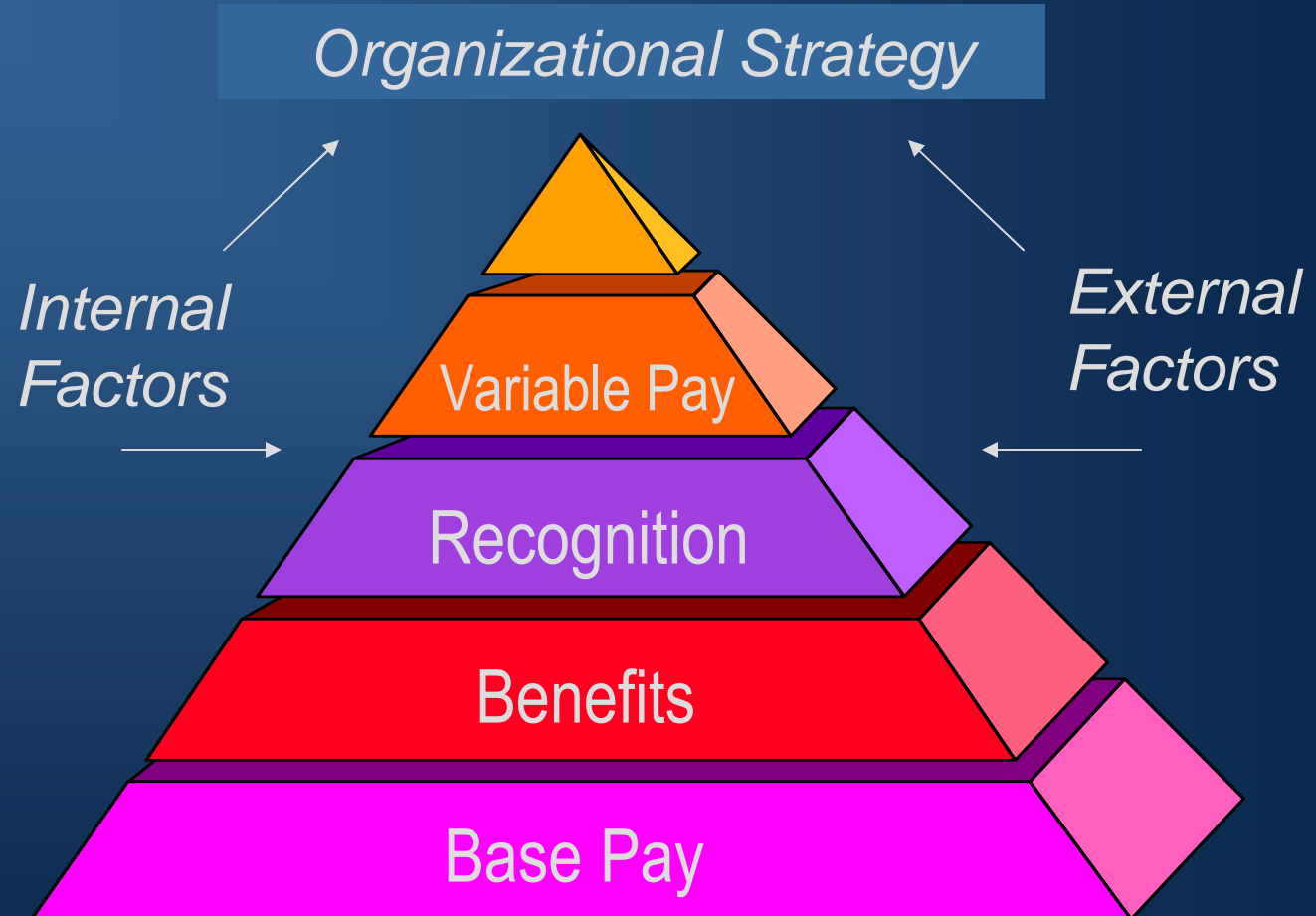
◆ Management training



◆ Wage/benefit/personnel practice surveys



# Total Compensation Model





# Compensation

**Direct** - Payments made to employees in exchange for contributions.

**Indirect** - All forms of noncash compensation provided to employees in exchange for contributions.



# Percent of Increase Comparison Over 20 Years

## 2006 Average Metro Denver Salary

|                           |          |
|---------------------------|----------|
| Engineer III              | \$75,067 |
| Programmer Analyst        | \$67,653 |
| Comp Analyst              | \$61,412 |
| Staff RN                  | \$59,883 |
| Electrician-A-Maintenance | \$52,603 |
| Accountant II             | \$47,300 |
| Secretary II              | \$34,378 |



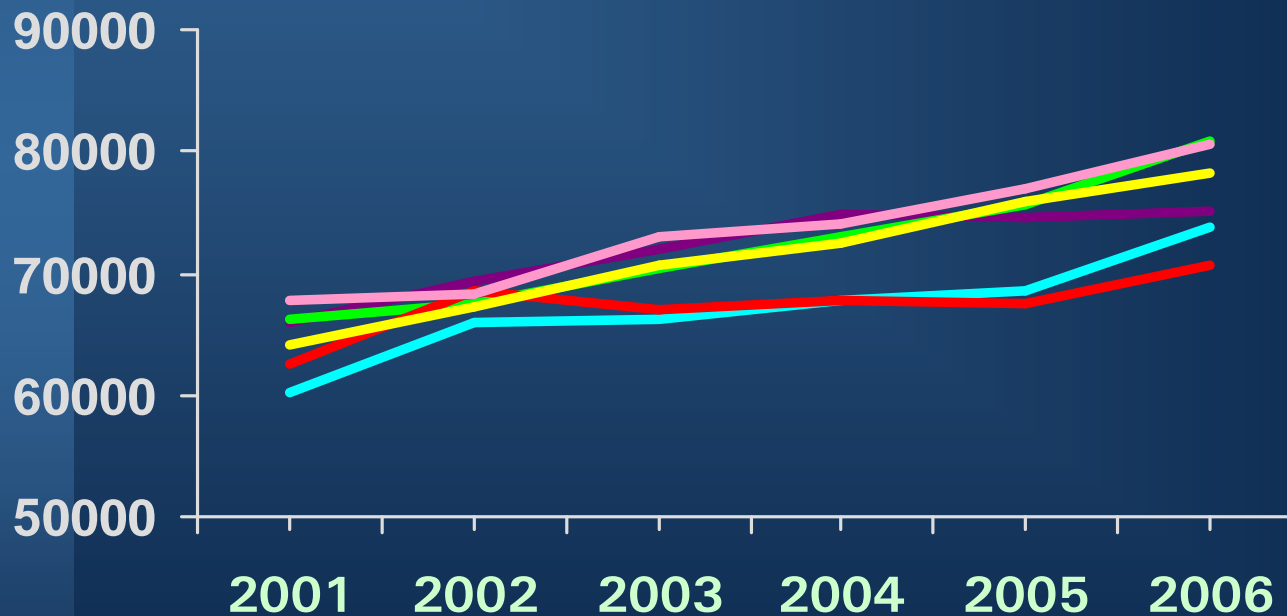
|                     | Last 5 Years 2002-2006 | Last 10 Years 1997-2006 | Last 15 Years 1992-2006 | Last 20 Years 1987-2006 |
|---------------------|------------------------|-------------------------|-------------------------|-------------------------|
| Staff RN            | 25%                    | 55%                     | 77%                     | 135%                    |
| Prog/Analyst        | 10%                    | 53%                     | 88%                     | 130%                    |
| Engineer III        | 14%                    | 45%                     | 68%                     | 129%                    |
| Comp Analyst        | 25%                    | 56%                     | 75%                     | 111%                    |
| Secretary II        | 23%                    | 50%                     | 67%                     | 95%                     |
| Electrician-A-Maint | 12%                    | 34%                     | 49%                     | 72%                     |
| Accountant II       | 12%                    | 41%                     | 54%                     | 53%                     |



# Average "Engineer III" Salary Over 6 Years

2006 Average Metro Denver Salary and % Increase

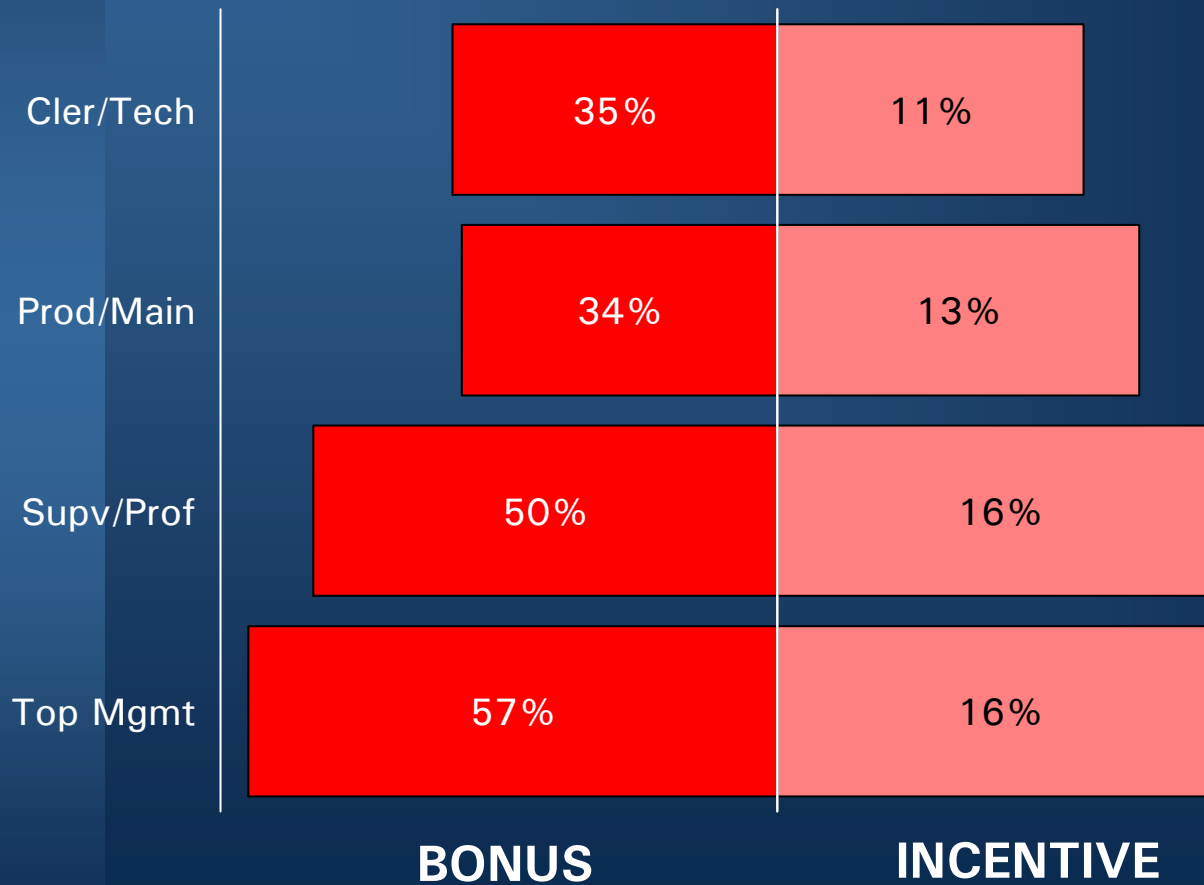
|            |          |     |            |          |     |
|------------|----------|-----|------------|----------|-----|
| General    | \$75,076 | 14% | Mechanical | \$78,254 | 22% |
| Civil      | \$73,816 | 22% | Systems    | \$80,692 | 19% |
| Electrical | \$80,904 | 22% | Facilities | \$70,767 | 13% |



— General      — Civil      — Electrical  
— Facilities      — Mechanical      — Systems



# Percent Having Bonus / Incentive - Denver/Boulder

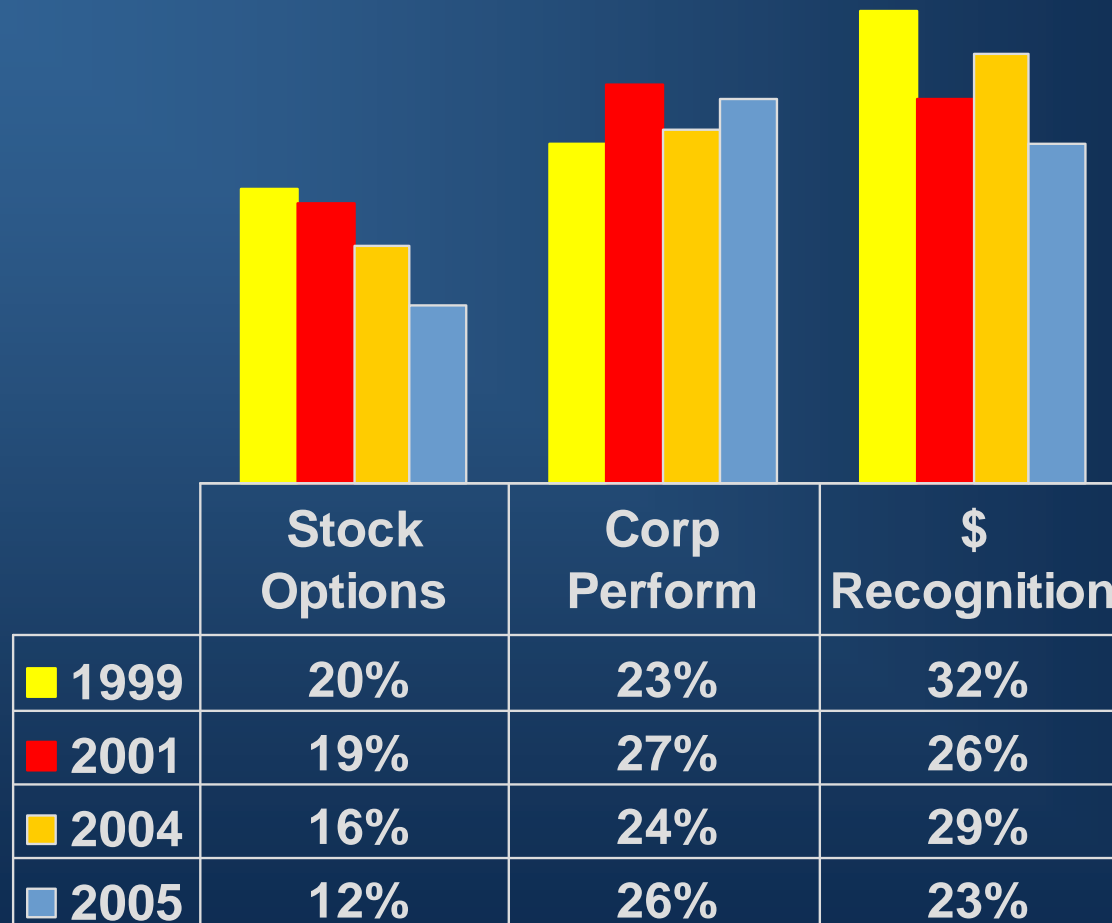


Data extracted from 2005 Miscellaneous Benefits / Pay Practices Survey



# Other Incentive Programs

## Denver/Boulder

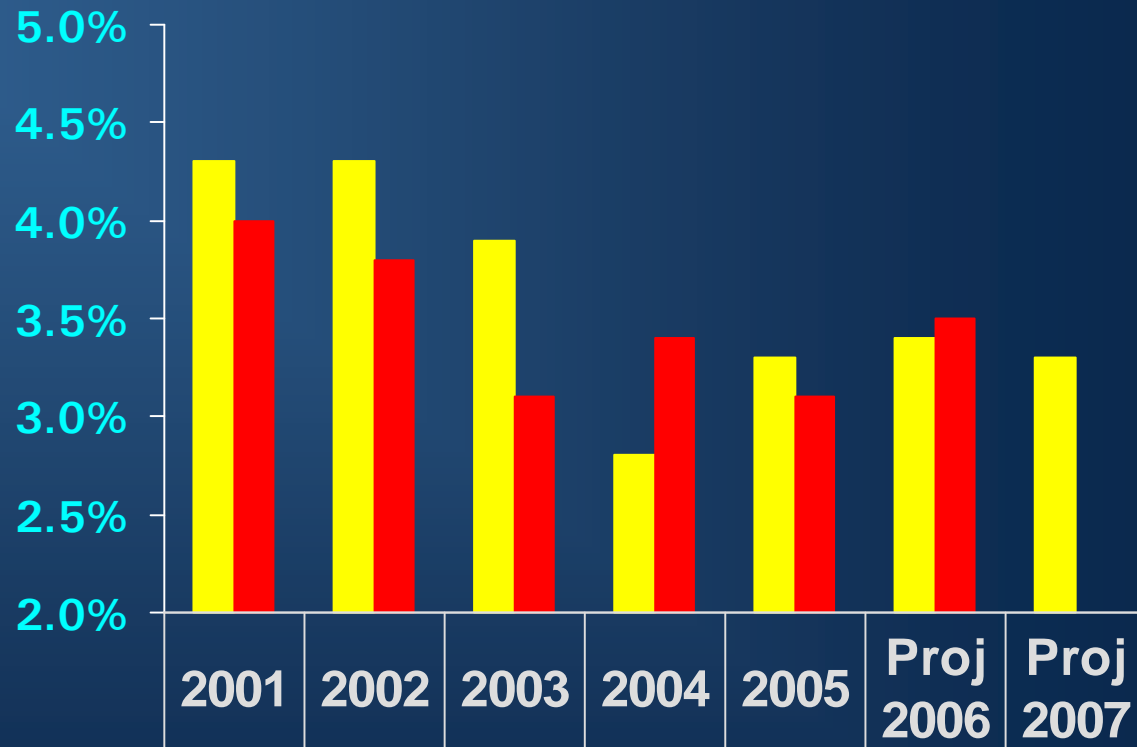


Data extracted from MSEC Miscellaneous Benefits / Pay Practices Survey



# Historical Pay Increases

## Northern Colorado

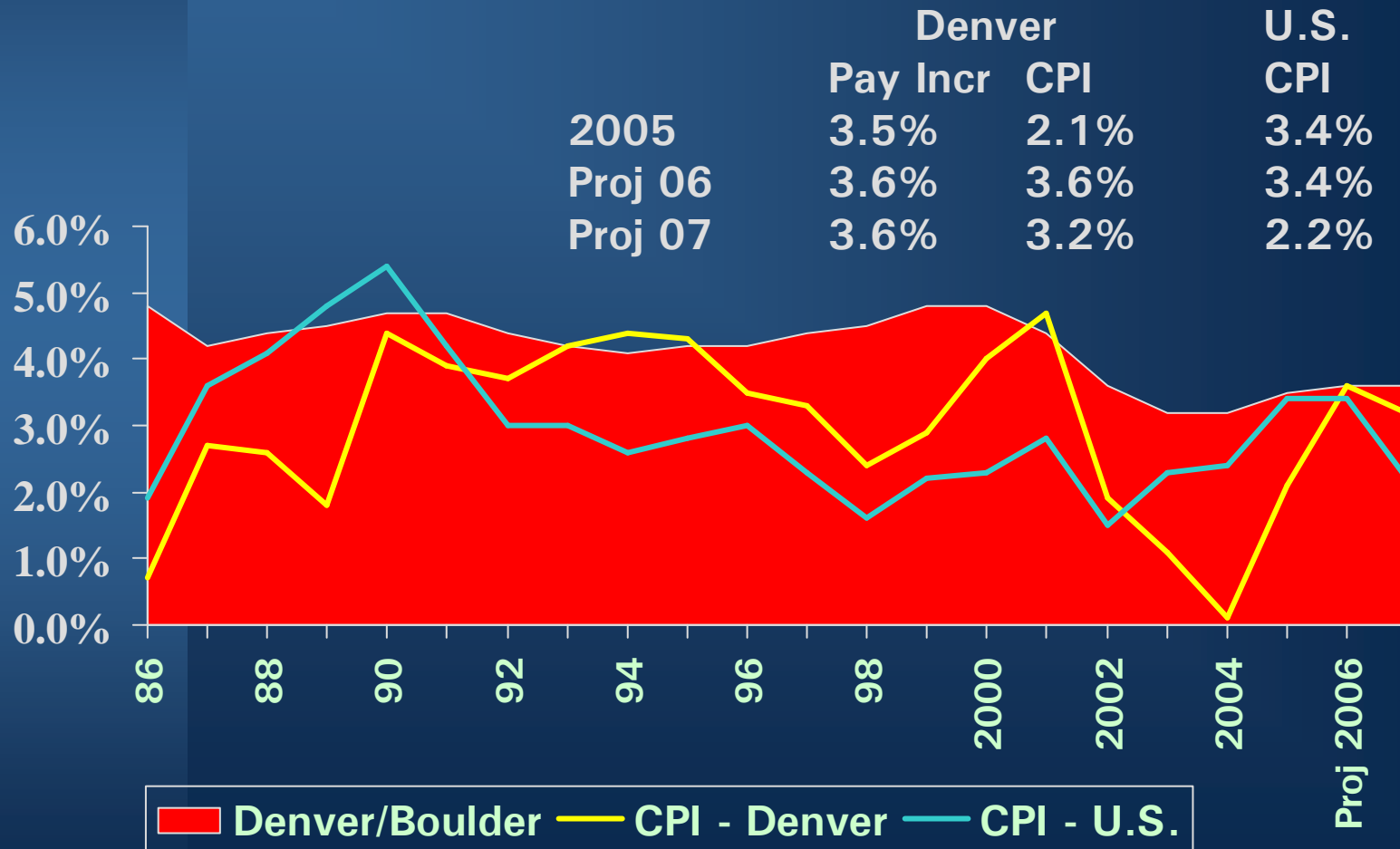


|                    |      |      |      |      |      |      |      |
|--------------------|------|------|------|------|------|------|------|
| ■ Proj Prev Survey | 4.3% | 4.3% | 3.9% | 2.8% | 3.3% | 3.4% | 3.3% |
| ■ Actual           | 4.0% | 3.8% | 3.1% | 3.4% | 3.1% | 3.5% |      |



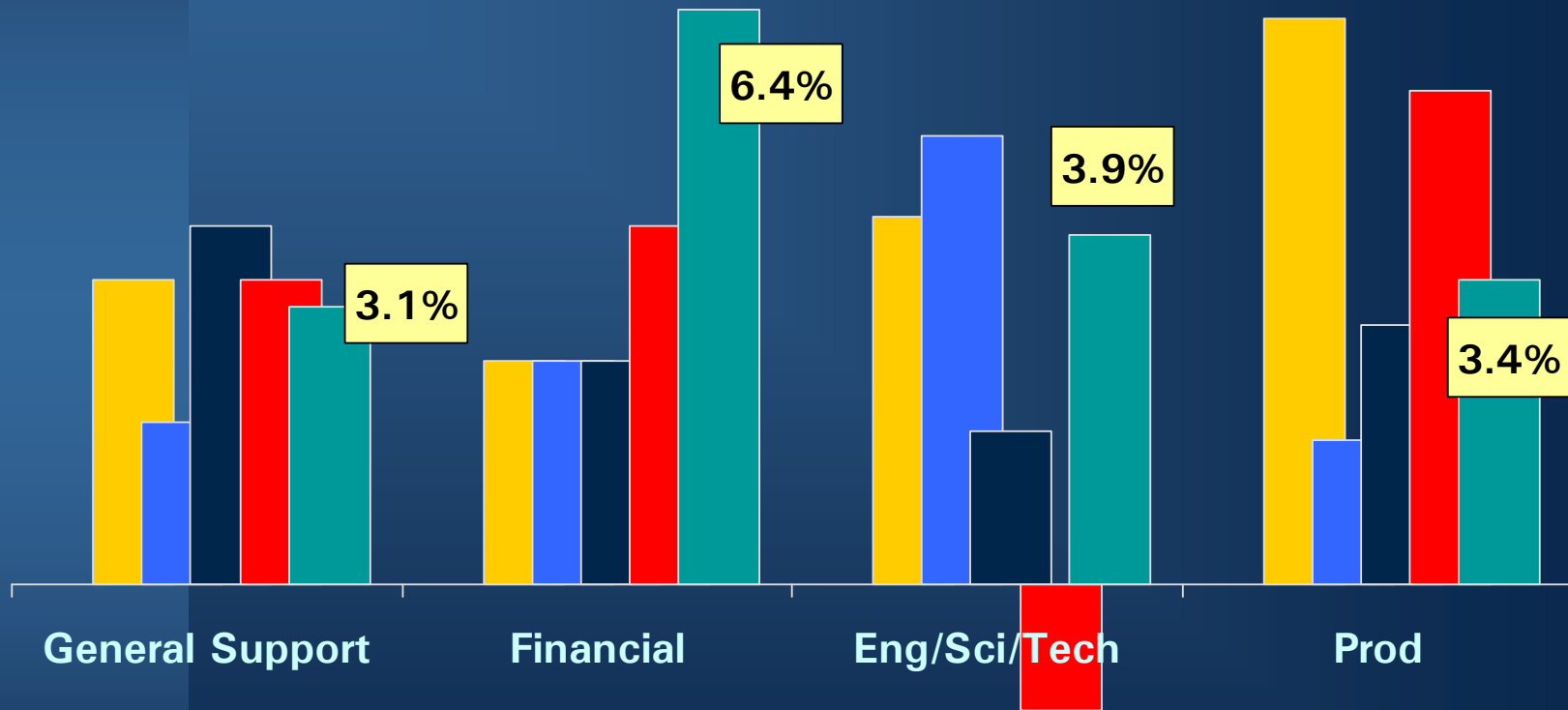
# Consumer Price Index

## Denver vs. U.S.





# Average Percent Change in Weighted Average by Job Family



2002 - 2006

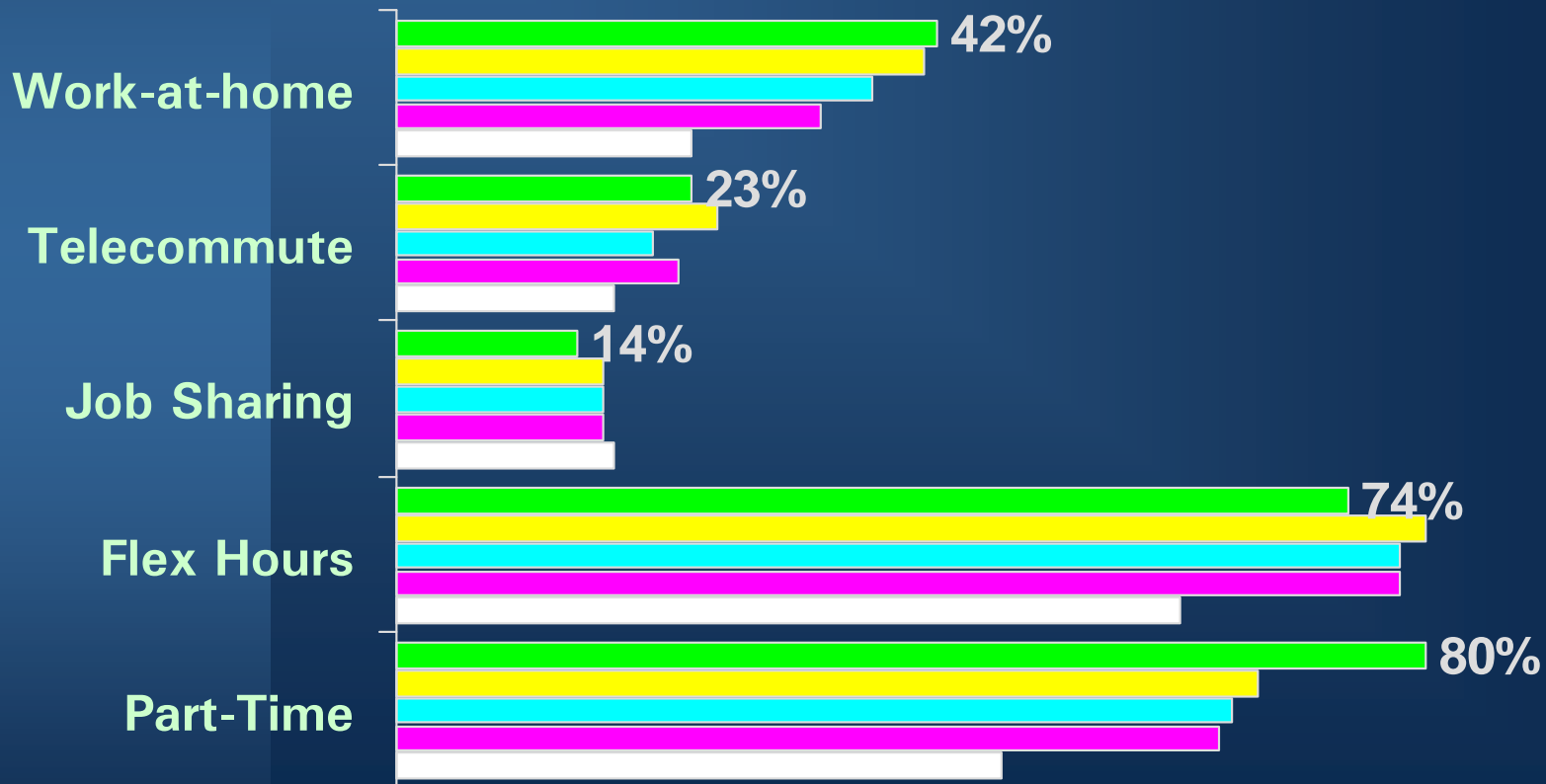
Data extracted from Colorado Front Range Compensation Surveys.



# Flexible Work Schedules

## All Colorado

■ 1997 ■ 1999 ■ 2001 ■ 2003 ■ 2005

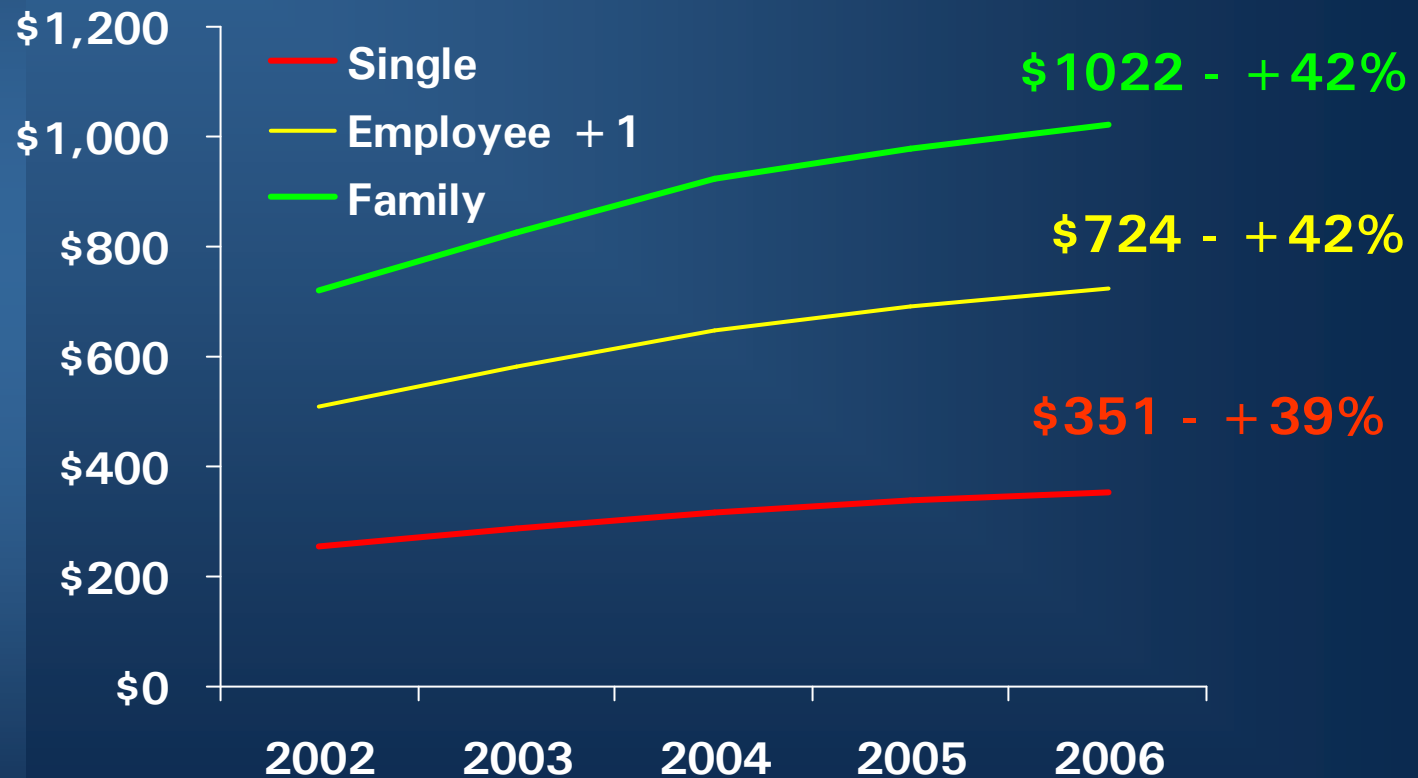


Data extracted from MSEC Miscellaneous Benefits Survey



# Health Coverage Premiums

All Colorado - % of Increase 2002 - 2006

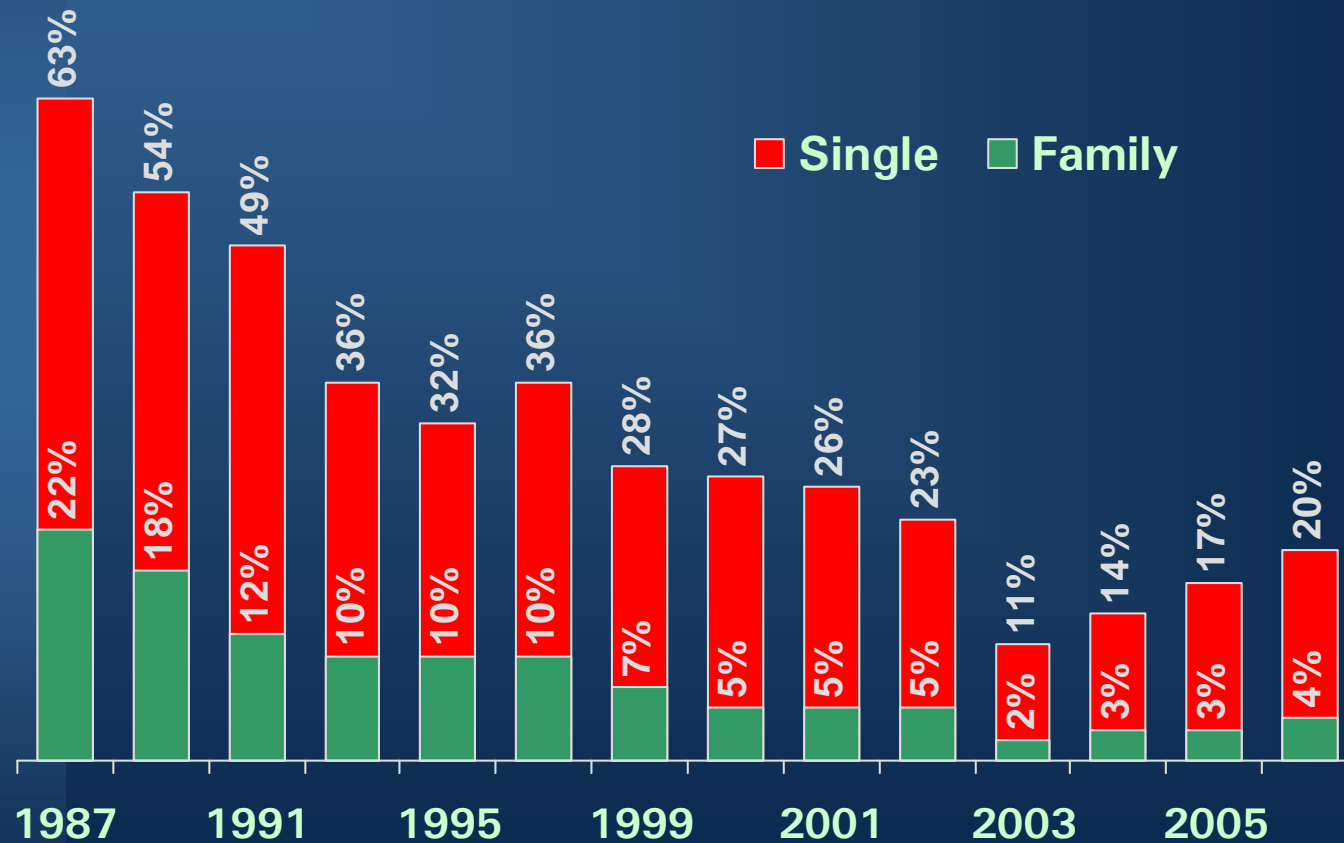


Data extracted from MSEC Health & Welfare Plans Survey



# Health Coverage 100% Company Paid

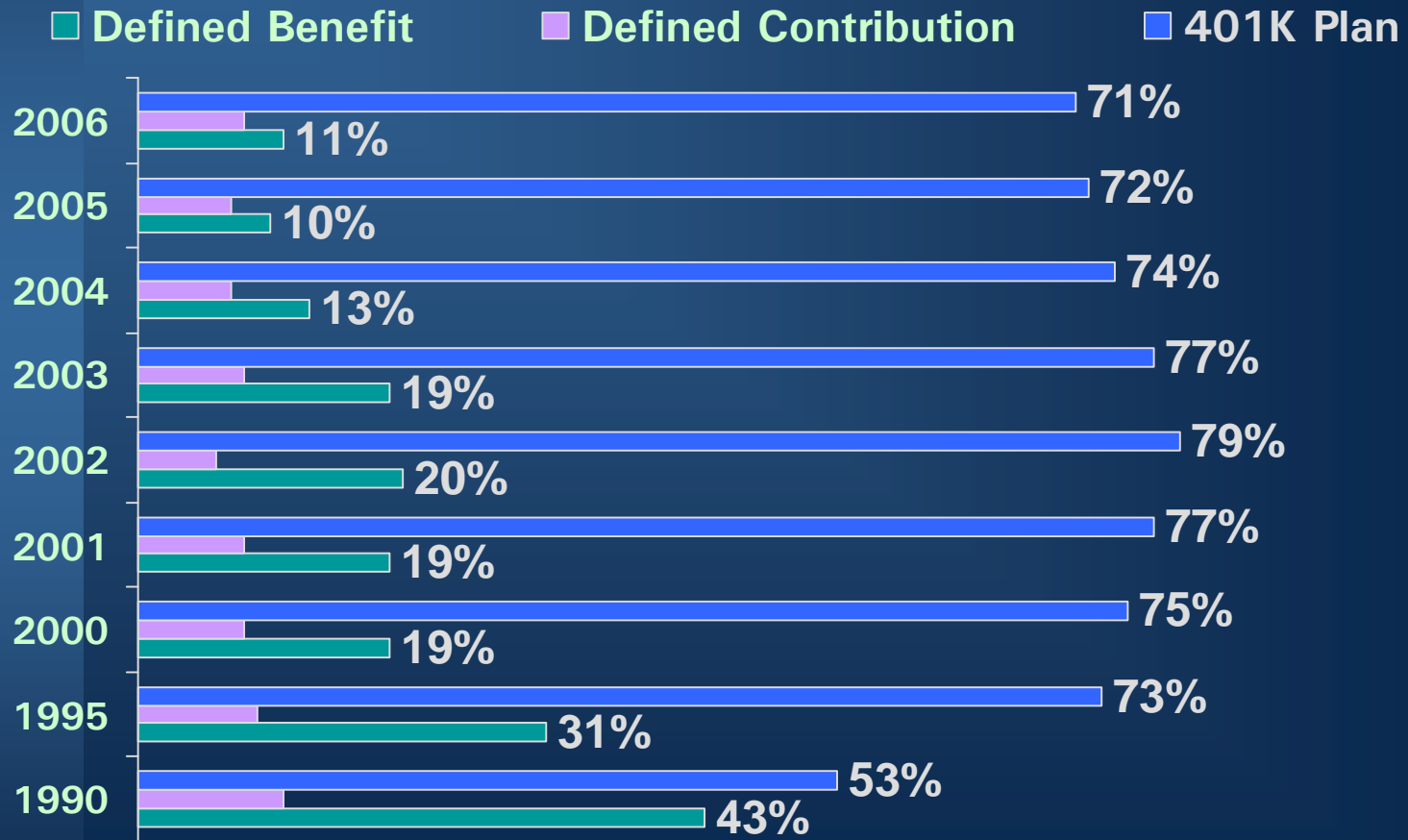
Denver/Boulder



Data extracted from MSEC Health & Welfare Plans Survey



# Retirement/Investment Plans Denver/Boulder



Data extracted from MSEC Health & Welfare Plans Survey



# 401 k Matching

## Denver/Boulder

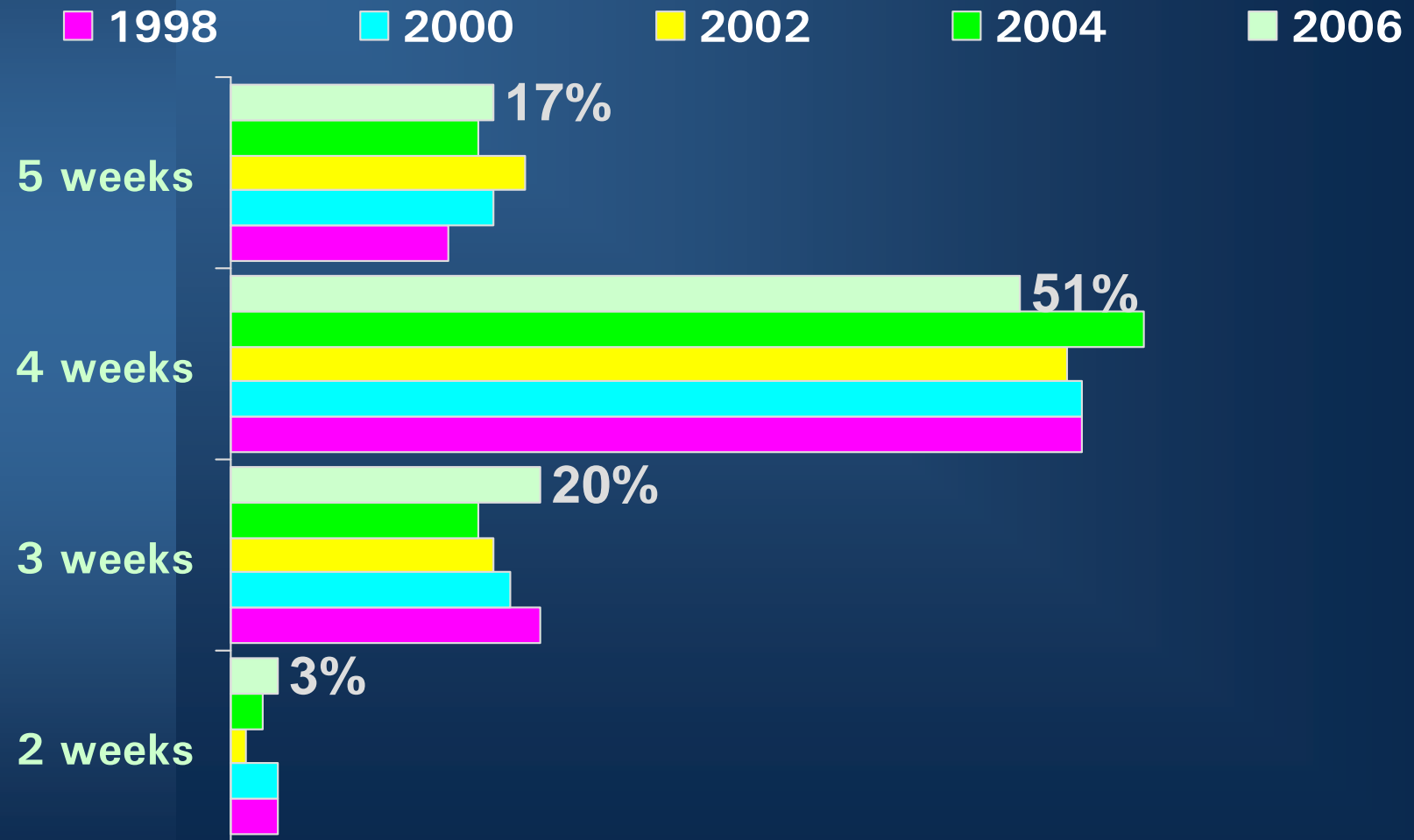
- Flat %
- Variable Scale
- 100% to Max %
- < 100% to Max %



Data extracted from MSEC Health & Welfare Plans Survey



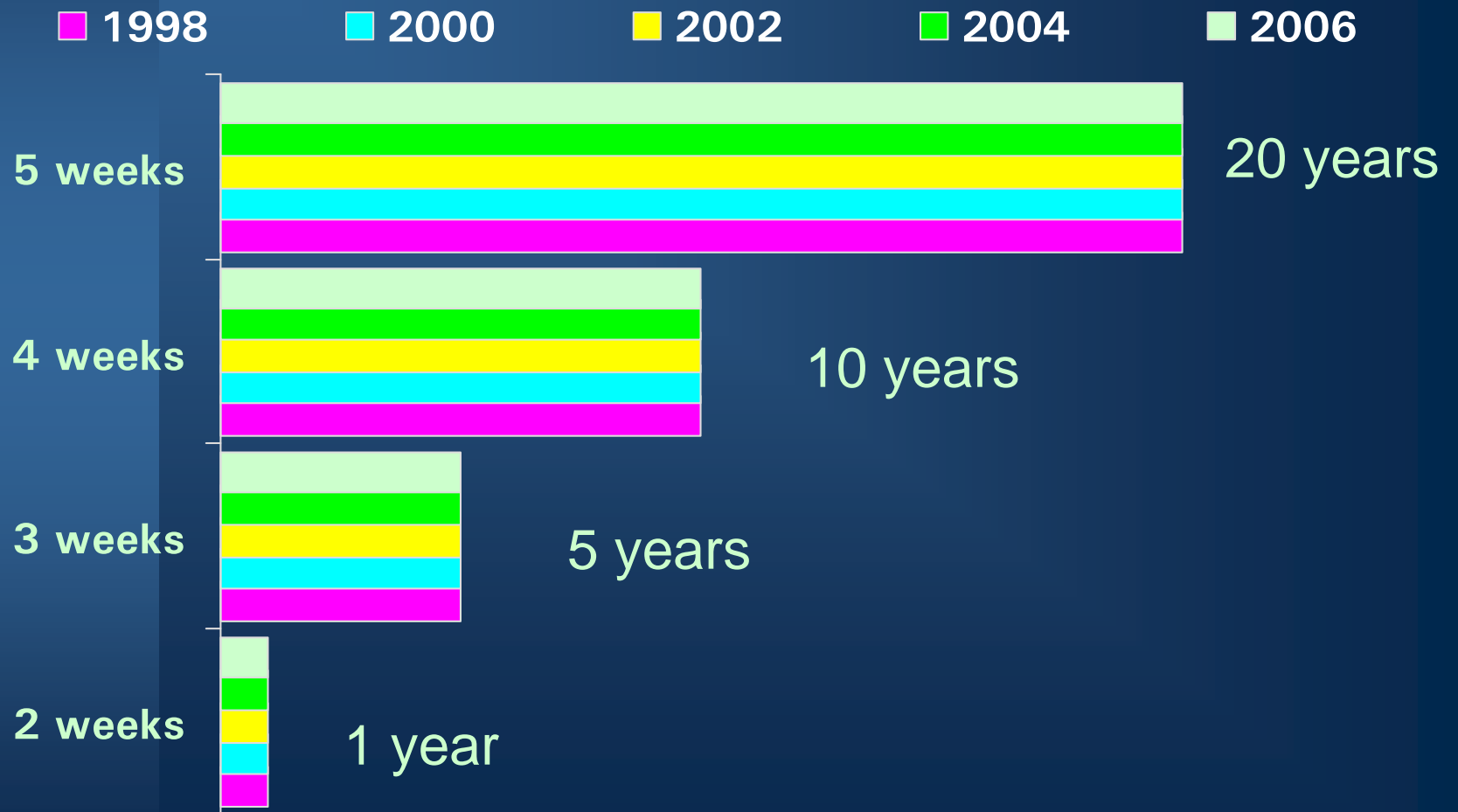
# Max Weeks of Paid Vacation All Colorado



Data extracted from MSEC Paid Time Off Policies Survey



# Minimum Service Required All Colorado - Mode



Data extracted from MSEC Paid Time Off Policies Survey

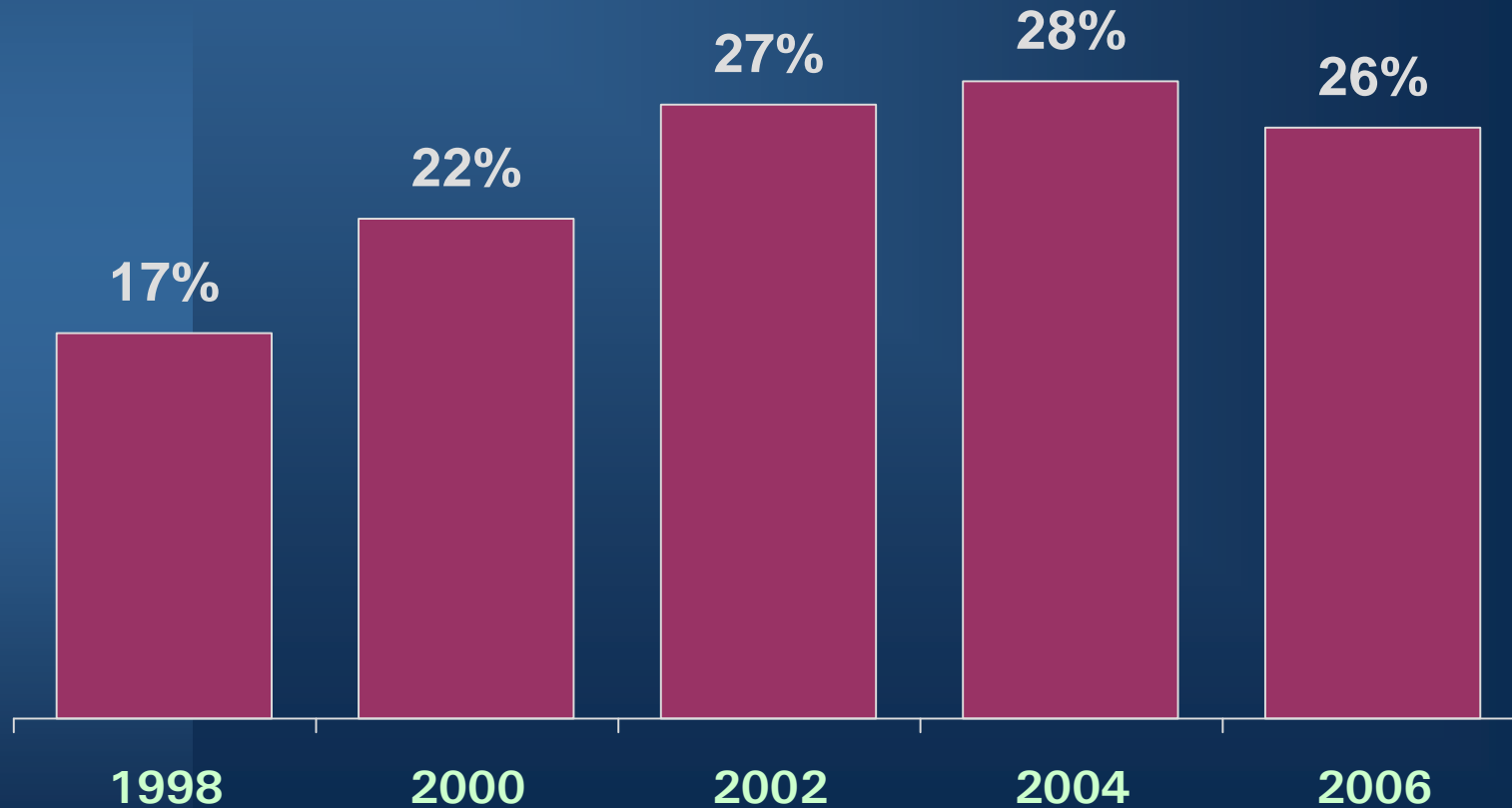


# Paid Time Off Plans

## All Colorado

Includes vacation, sick leave, etc.

Maximum accumulation mode for all surveyed years is 30 days.

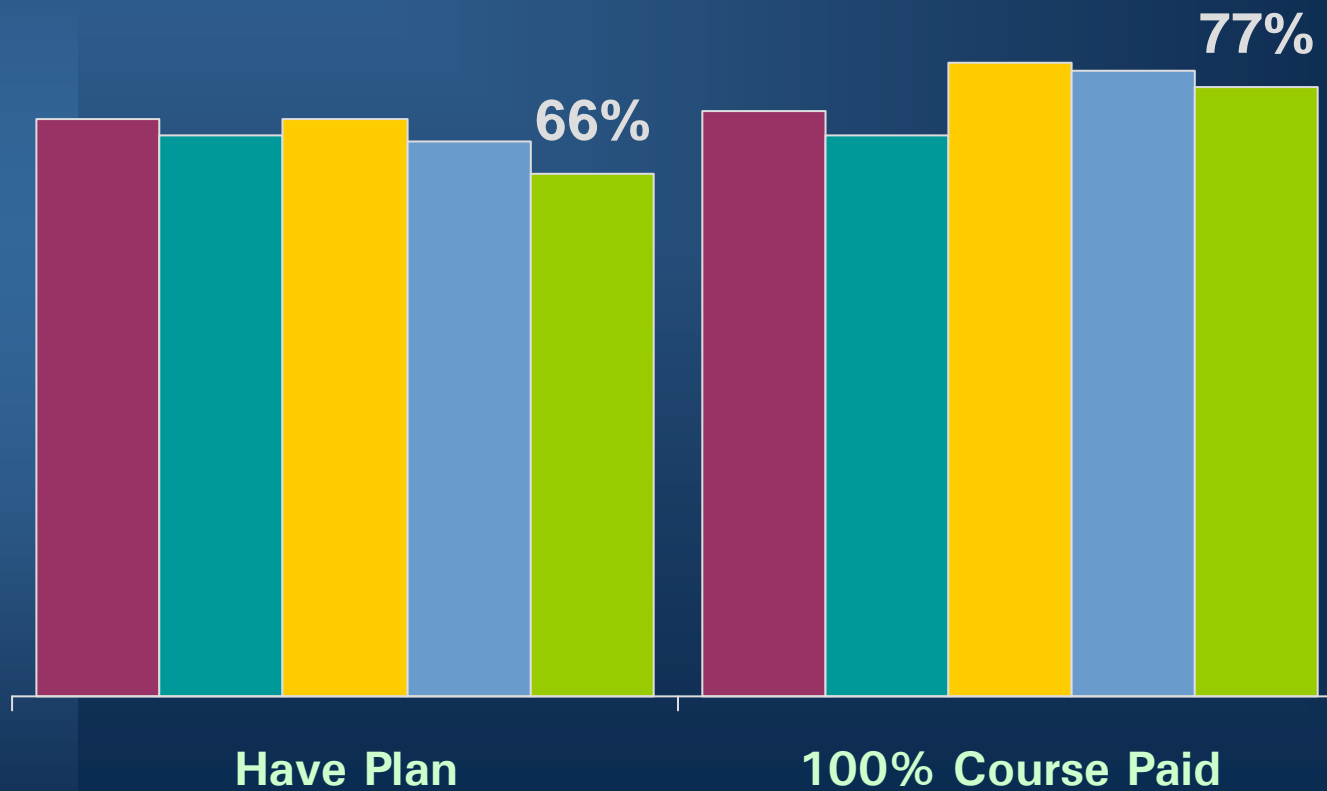


Data extracted from MSEC Paid Time Off Policies Survey



# Tuition Aid All Colorado

1997 1999 2001 2003 2005

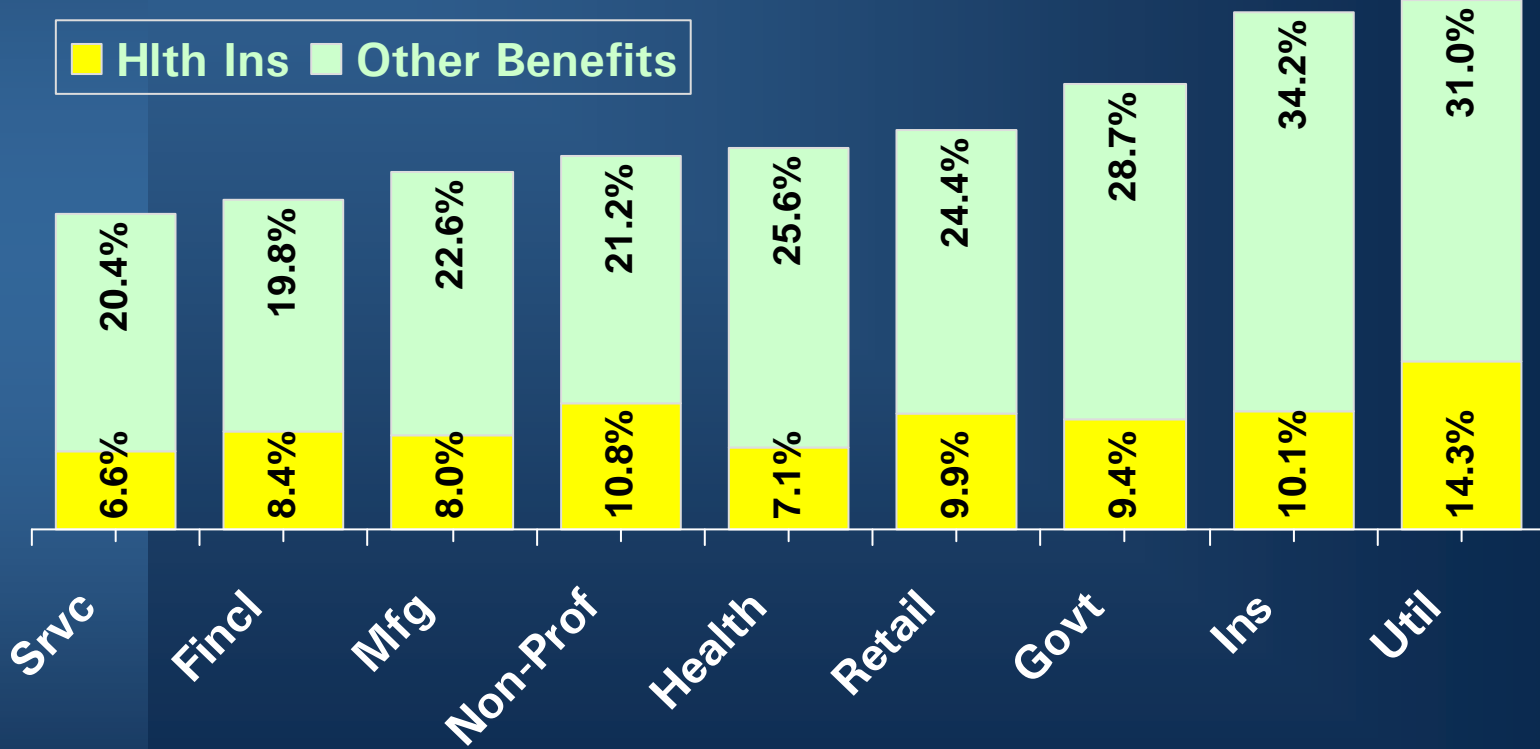


Data extracted from MSEC Miscellaneous Benefits Survey



# Cost of Benefits

All Colorado – 2006

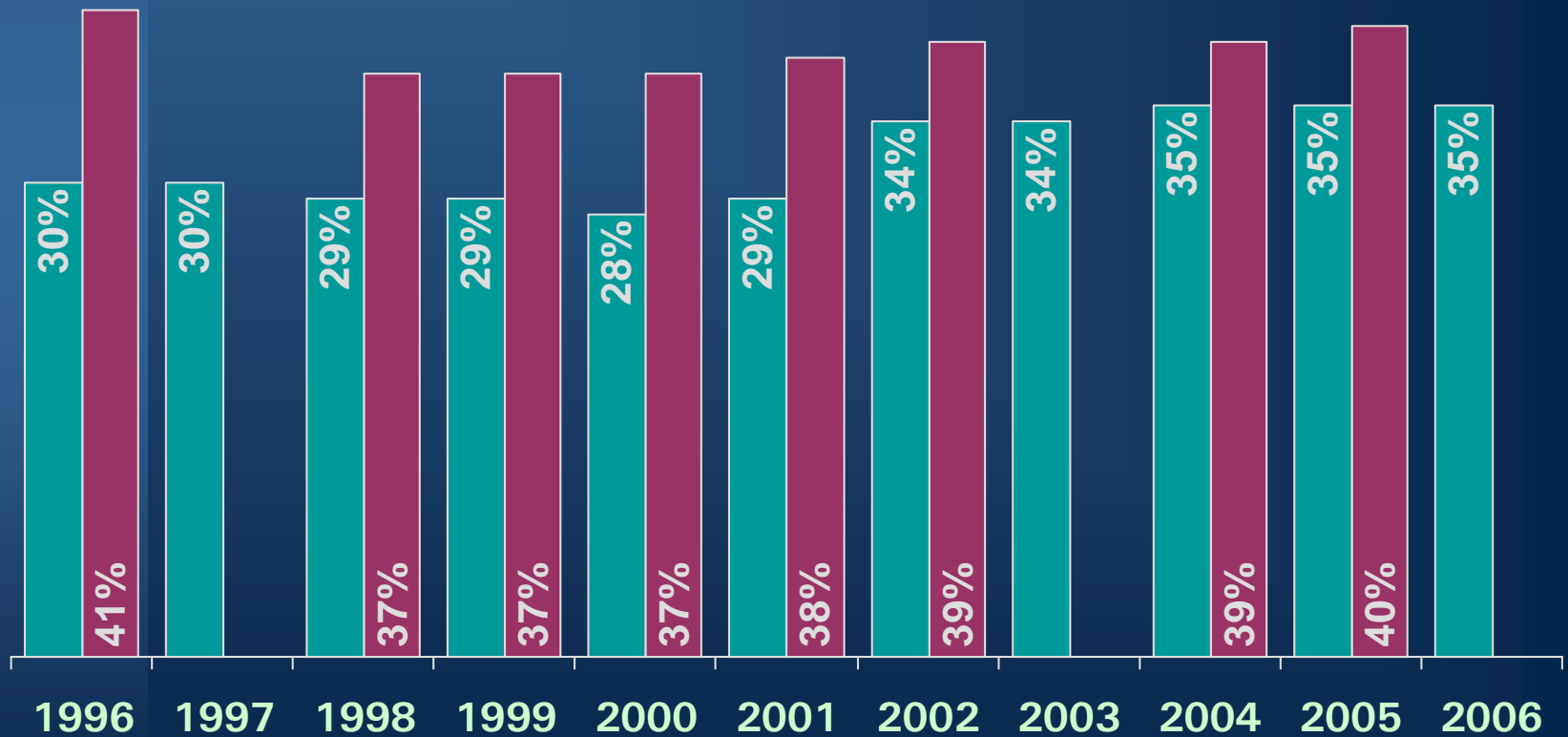


Data extracted from MSEC Personnel Pulse Survey



# Historical Cost of Benefits Colorado

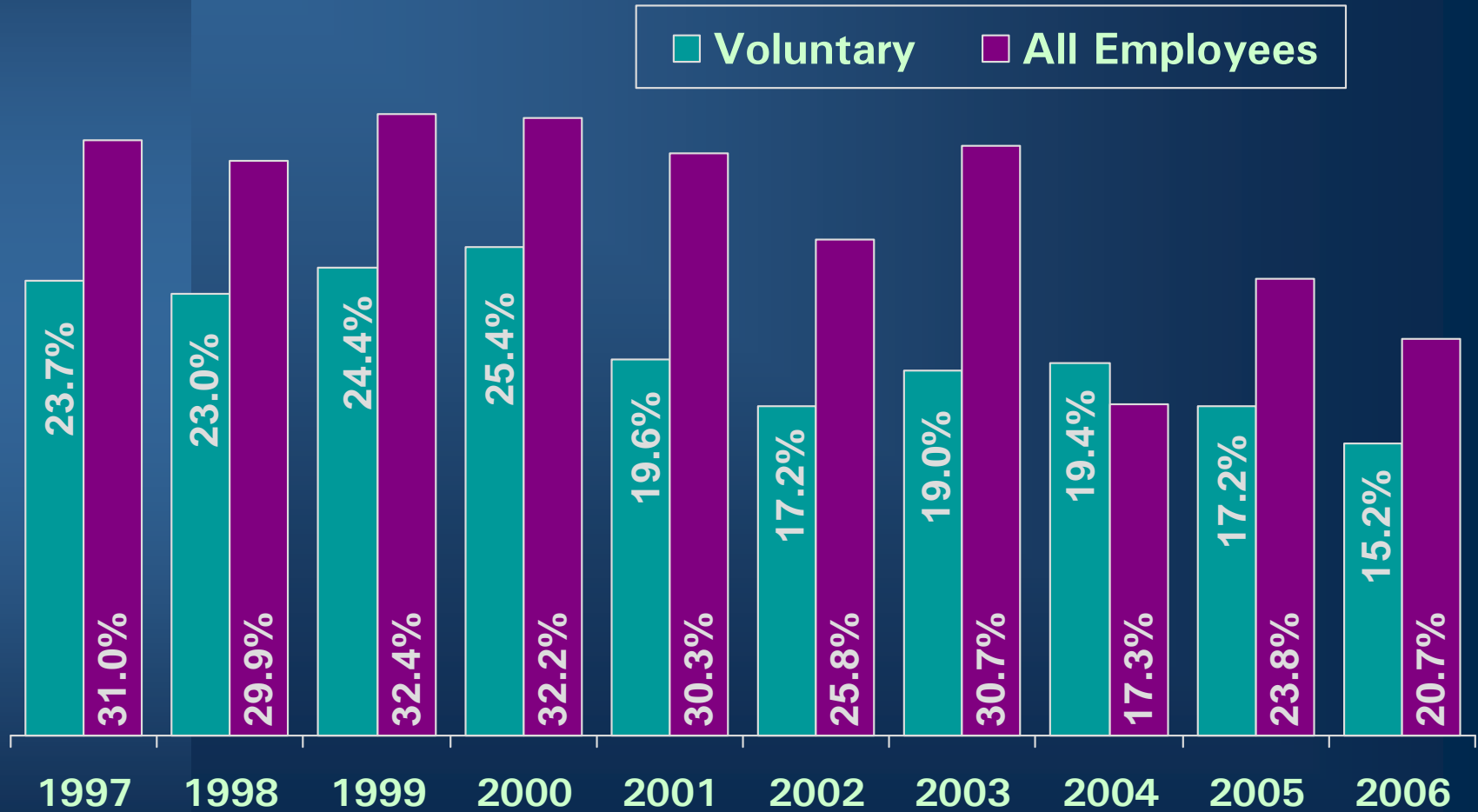
■ Colorado ■ National





# Turnover

## All Colorado



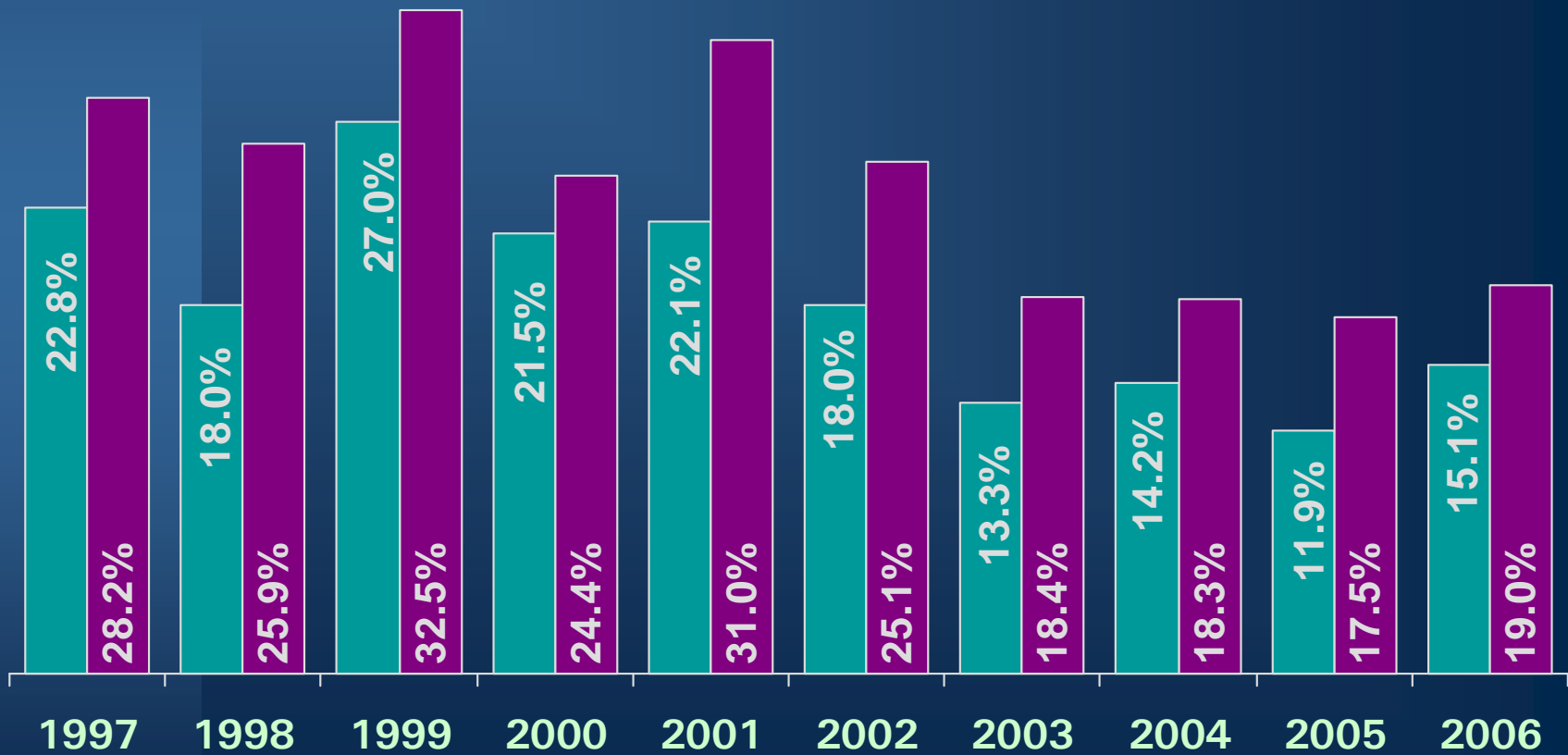
Data extracted from MSEC Personnel Pulse Survey



# Turnover

## Northern Colorado

Voluntary All Employees



Data extracted from MSEC Personnel Pulse Survey