**ACEC Oregon**  
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**Salary Survey**

**Salary & Benefits Survey Review** – October 13

Join us as TRUEbenefits and Alera ConnectHR share information on current trends gleaned from the 2020 ACEC Oregon & ACEC Washington Salary and Benefits Survey. You’ll get valuable information on how the economy has impacted Northwest engineering firms’ compensation practices and benefits programs over the last 12 to 24 months.

TRUEbenefits is a leading Northwest employee benefits consulting firm. Alera ConnectHR provides scalable HR support through a team of business-focused human resources professionals with real-world experience and industry-leading resources.
Program is good for accruing 1.5 continuing professional development credits.

Click here for more info and to register.

Please E-mail questions in advance to our presenter, Aanya Lee, aanya@truebenefits.net.

Join ACEC EngiFocus HR, the LinkedIn HR networking group created specifically for ACEC Oregon & ACEC Washington members.

Click HERE to request to join the group.

QUESTIONS?
Contact Mary Green, Woodruff Sawyer, mgreen@woodruffsawyer.com.

LAST CHANCE! Develop your firm’s future leaders!
Enroll them in the Leadership Development Series
Seven programs + happy hour orientation to kick off the series (virtual) October 6.

OVERVIEW
• Presenters are key industry professionals.
• CPDs – Each session is good for accruing continuing professional development credits.
• Individuals who attend the entire series will receive certificates of completion and be recognized at the annual business dinner in May.

COURSE OUTLINE: AT-A-GLANCE
Sessions are on Wednesdays (except for the happy hour orientation) and generally run from 9:00 to 11:00 a.m.

Oct 6 - Happy hour orientation (3:30 to 4:30 P.M. – tentative)
Oct 7 - Enhancing Leadership Versatility & Personal Effectiveness
Nov 4 - Managing Time & Relationships
Dec 2 - Demystifying Business Development
Jan - OFF (no program)
Feb 3 - Political Involvement & QBS
Mar 3 - Risk Management for A/E Firms
Apr 14 - Financial Management for A/E Firms
May 5 - From Doer to Leader: Lessons Learned
May - Graduates recognized at annual business event

PAST PARTICIPANTS SAY

"The biggest challenge facing A/E firms today is development of our future leaders. We had several of our emerging leaders

WHO SHOULD ATTEND
This series is ideal for project managers, designers and engineers who are:
• Interested in a leadership track in their career
• Shifting their focus from projects to organizational and financial goals of the firm
• Challenged by competing priorities
• Being asked to take on more responsibilities with the same resources
• New to managing multiple or complex projects
• New to managing people and teams
“The series helped me by providing insightful methods, processes, practices and ways of thinking to continue to develop as a leader. Additionally, learning personality types and how to build a successful team with a well-rounded balance of different personality types was very insightful. I also gained knowledge about the Oregon political landscape, lobbying, how to have a voice, and the state legislature.”
-- Craig Heimbucher, PE, Associate Engineer, Terraphase Engineering

“The ‘Enhancing Leadership Versatility and Personal Effectiveness’ session has helped me as I work with different team members. I have a new appreciation for different personalities and understand how they each can contribute to a positive project outcome.”
-- Jared Trowbridge, PE, Project Manager, DOWL

Click here for more info and to register.

Click here to see which firms are investing in developing their future leaders.

ACEC Oregon

ENTRY DEADLINES & DATES TO REMEMBER

Mon, October 19, 2020
Intent to Enter deadline

Mon, November 16, 2020
Final deadline

Thurs, November 19, 2020
Judging of Entries

Thurs, January 28, 2021
SAVE THE DATE!
Awards Event

EEA 2021 Call for Entries – Intent to Enter deadline October 19

ENTER YOUR FIRM’S PROJECT FOR 2021!
Bring public attention to the outstanding work performed by engineering and land surveying firms through services to clients, state and society by entering ACEC Oregon’s Engineering Excellence Awards (EEA) competition.

ELIGIBILITY: Any engineering or surveying firm is eligible to enter the awards program, regardless of whether the firm is a member of ACEC.

Projects entered in the competition may have been executed anywhere in the world. Entries must have been substantially completed and ready for use between November 1, 2018 and October 31, 2020.

ACEC Oregon EEA 2021 links:

- Call for Entries booklet (detailed instructions)
- Intent to Enter form
- Online submission portal (submit all the required entry materials through the portal)
- EEA Checklist

ACEC Oregon EEA entries are accepted in one of six project categories:

A. Studies, Research & Consulting Engineering Services
B. Building & Structural Systems
C. Environmental & Water Resources
D. Water, Wastewater & Storm Water Systems
E. Transportation
F. Other
Use the online submission portal!

NEW! No display panel needed. Electronic image only!

AT-A-GLANCE - EEA ENTRY CHECKLIST

1. **E-mail** (by October 19): [Intent to Enter form](mailto:mwebber@acecOregon.org) to mwebber@acecOregon.org

2. **Mail**: Entry fee check ($600 member firms / $2,000 non-members)

3. **Submit Online** (by November 16):
   Submission portal: [https://eea.acec.org/oregon](https://eea.acec.org/oregon)
   - 01 Electronic Project Submission Form
     *(also referred to as “application” and “Official Entry Form”)*
   - 02 Client/Owner Letter
   - 03 Executive Summary
   - 04 Project Description
   - 05 Key Participants
   - 06 One to Six Photos or Graphics
   - 07 Electronic Image of Display Panel
   - 08 Entering Firm’s Logo
   - 09 Word doc—“The one thing you should know about this project is...”
   - 10 Award Form
   - 11 Supplementary Report
   *(NOTE: This report is only required for Category A submittals.)*

See the [2021 Call for Entries](https://eesurvey.acec.org) booklet for full details!

QUESTIONS? Contact mwebber@acecOregon.org.

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**COVID 19 Business Impact Survey – Wave 8**

More than 400 members participated in Wave 8 of the ACEC Research Institute Business Impact Survey, which was conducted September 15-18. The report includes an executive summary that highlights not only important significant results but also calls out differences in these results by firm size. A few summary bullets are below—the full report provides more detail.

- 75% of firms feel the condition of the U.S. economy is worse compared to March.
- Fewer firms (down to 19% from 23% in May) are optimistic about a “return to normal” within six months.
- 46% of firms still feel it will take another 12 to 18 months to return to normal.
- Although increasingly pessimistic about a quick economic rebound, most firms report their finances and cash flow are the same or better than before the pandemic.
- 31% of firms say their backlog has increased since the beginning of March; 47% say their backlog has decreased.
- 29% of firms say they have less than 3 months of backlog, 30% have 7 to 12 months of backlog and 13% have more than 12 months.
- Nearly six out of ten firms (58%) indicate they have experienced pandemic-related work stoppages. Larger firms are more likely to be affected by stoppages than smaller firms.
- More firms report work stoppages in commercial (35%) and transportation (35%) markets than other markets.
- 90% of office buildings are open, but only an average of 56% of employees are working in these buildings.
- Larger firms are less likely to have employees working in office buildings. Larger firms report looking to reduce their office space.
- The percentage of firms not allowing air travel to meetings/conferences has increased (more the 50% of firms). The one exception is for meetings with 10 or fewer attendees.

ACEC Engineering Influence podcasts

- Government Affairs Update: A Preview of Upcoming Webinars on NEPA and DOD’s CMMC Regulations
- The Engineering Health Quote from the ACEC Life/Health Trust
- The Ins and Outs of Choosing Insurance with the ACEC Life Health Trust
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