

the news



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AMERICAN SOCIETY OF CIVIL ENGINEERS
1317 Spruce Street, Philadelphia, PA 19107

VOL. 59 - 8

OUR 74th YEAR

May/June, 1987



!! HERE IT COMES !!

The Event We've All Been Waiting For!

The Fabulous Annual Dinner Dance

Saturday, June 13, 1987

**AT
Park Towne Place**

2200 Benjamin Franklin Parkway, South Building, Philadelphia, PA

Parking on premises

6:30 P.M. (Cash Bar)

FILET MIGNON DINNER • HOT/COLD HORS D'OEURVES

(Catered by Colleen's Restaurant directly on the premises)

For your listening and dancing pleasure—the music of

“THE SMART SET”

PRESENTATION OF AWARDS

COME JOIN YOUR FRIENDS FOR FUN

Call or Send for your Tickets Today... Guests Welcome

— \$30.00 per person —

Consultants, Contractors, etc. - Reserve tables for your firms.

(Call Mrs. Leasure for details)

Please make checks payable to "Phila Section, ASCE"
and send for tickets for your reservation.

Ann (Mrs. James D.) Leasure

376 E. Gowen Avenue

Phila., PA 19119

(215) 242-0872

TECHNICAL GROUP ACTIVITIES

Geotechnical Group

May Meeting

Date: **Tuesday, May 19, 1987**

*Geosynthetic Research Institute -
Drexel University

West Wing of Rush Building (#10),
33rd & Lancaster Avenue, Philadelphia, PA
(215) 895-2343

(Wine & Cheese will be served at 6:30 pm)

Subject: **Geotechnical Engineering - Past,
Present, Future**

Speaker: **Robert M. Koerner, Ph.D., P.E.**

Bowman Professor of Civil Engineering
Drexel University

Program Host: **Moustafa A. Gouda, P.E.**

Chairman, Geotechnical Group

Beginning with Terzaghi in the 1920's Soil Mechanics and Foundation Engineering will be traced to its current status as geotechnical engineering. From there we'll use a "crystal ball" to attempt to see what will be the future. A tour of the new Geosynthetic Research Institute and the Environmental Geotechnology Lab will be included.

***Please note the change in meeting location.**

For full information and reservations contact **Moustafa A. Gouda**, Lippincott Engineering Associates, Inc., 501 Burlington Ave., Delanco, NJ 08075. Phone: (609) 461-1239.

**Transportation and Urban Development Group
May Meeting**

Date: **Thursday, May 14, 1987**

Engineers' Club

Cocktails - 5:00 P.M. Dinner-6:00 P.M.

Meeting - 7:00 P.M.

SUBJECT: **Pennsylvania High Speed Intercity
Rail Project - UPDATE**

SPEAKER: **Kenneth Ullman, P.E.**

Project Director PBGF - Joint Venture

Mr. Ullman will provide us with a general discussion of the activities of the Pennsylvania High Speed Intercity Rail Commissions activities and the results of studies performed by the Joint Venture for this project. The project considers High Speed Rail Transportation from Philadelphia to Pittsburgh and analyzes various alternatives in order to accomplish the trip and should prove quite interesting to the Transportation and Urban Development Technical Group.

For reservations please contact **William T. Thomsen**, Chairman, T & UD Group, at Urban Engineers, Inc., (215) 922-8080.

THE PRESIDENT'S MESSAGE

As I approach the end of my year as President, I take this opportunity to express thanks, and to extend a challenge.

I thank the Section for the chance to lead. I thank my fellow Officers, the Directors, and the other Civil Engineers for their help, cooperation, interest, and trust.

From my vantage point this past year, I can attest to the character and verve of the people comprising the Section and the Reading Branch. Cooperation is the life of the Section. We have accomplished much; we met and expanded engineering commitments. Our heritage continues.

I challenge the Section to continue our fruitful legacy, and especially to address and solve long-term problems, such as our infrastructure. On the Local, Regional and National levels, we must advocate policies, help enact laws, and inform the general public on items of engineering, construction safety, design, the public good, inter alia.

I served with pride and pleasure. I'm proud of our Section. I vow my continuing efforts to be of service to President-Elect Norman Weintraub.

Sincerely,

Albert M. Tantala, President
Phila. Section ASCE

Editorial

THE TANTALA PRESIDENCY - QUIET DIPLOMACY

The modus operandi of every Philadelphia Section, ASCE, President is a natural function of the individual's personality, demeanor, comportment, practice, course of conduct, management style, etc. Al Tantala resembles, a bit, Theodore Roosevelt, the man "who spoke softly, but carried a big stick." Al Tantala speaks softly, but he is not a "Rough Rider." And his Big Stick is a vast store of knowledge, experience, and ability - which are reflections of the many years of service he has so selflessly devoted to his profession, to ASCE in general, and to the Philadelphia Section and its Membership in particular.

All of the modus operandi functions recited above are reflections of the meritorious qualities of leadership inherent in the man whose term as President of the Philadelphia Section, ASCE, 1986- 1987 expires when he turns over the gavel to his successor at the Section's Annual Spring Social - the great affair to which we all look forward with happy anticipation - at the Park Towne Place, 2200 Benjamin Franklin Parkway, Philadelphia on Saturday, June 13, 1987.

Albert M. Tantala, as President, exhibited a characteristic eminently absent from the office which he occupied in the Section's hierarchy for many years prior to his elevation to Vice President, and then to the highest office. As Secretary, of necessity he did not initiate policy; he voiced and voted his opinion on issues pertinent to the Section's progress and well-being. But as President, he has consistently guarded the rights of all Board members, Officers and Aides to hold positions on agenda items contrary to his own. Lest he be accused of exercising undue influence, he does not reveal his own prejudices or preferences until after full discussion by his associates.

ENJOY YOUR SUMMER!!

On behalf of the Officers and Board of Directors of the Philadelphia Section, ASCE, the staff of THE NEWS extends to all the Members and their families best wishes for healthy and pleasant Spring, Summer and Fall seasons.

We look forward to seeing you all at the first meeting of the Section's 1987-1988 season at the Engineer's Club on Tuesday, October 13, 1987. Watch for the October, 1987 issue of THE NEWS.

POSITIONS AVAILABLE

VEP ASSOCIATES

is expanding its staff, we are seeking experienced:

- Civil Engineer: Subdivision/Land Development
Civil/Structural: Bridge/Highway Design
Survey: Party Chief and Rodman
Drafter: Civil/Sitework

Positions are for Center City office. VEP offers a competitive salary, benefits package including medical and dental insurance, life insurance, profit sharing, and tuition reimbursement.

Please send resumes and salary requirements to VEP Associates, 2000 Market Street, Philadelphia, PA 19103 ATTN: Personnel. E.O.E.

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MEMBERS IN THE NEWS

Lauer Moves to Oregon

Philadelphia Section Director **Thomas J. Lauer**, Assistant Resident Engineer, Southwest Construction Site, Philadelphia Water Department, has resigned his position and has relocated - with his recent bride, Sherry, to Salem, Oregon. He has accepted a position with the Oregon State Highway Department at that location.

Tom Lauer has been for many years a dedicated ASCE and Philadelphia Section member, officer and activist on numerous Committees and special assignments. In a letter to Section president Albert M. Tantara, Tom requests "... Please convey to the Board of Directors and the Membership my best wishes in all their future activities. I am grateful for the opportunities and associations I have had the pleasure to develop in Philadelphia..."

The Philadelphia Section, ASCE tenders to Tom and Mrs. Lauer its felicitations and sincere hopes for success and happiness in their new environment. We will miss Tom's wise counsel and tireless efforts.

Editor's Note: A detailed profile of Tom Lauer will be published in the October, 1987 issue of THE NEWS)

Cohen In Consulting Practice

Alan Cohen, long-time Philadelphia Section member, former Chairman of the Geotechnical Group and active on several Committees, announces the establishment of offices at 2 Bala Plaza - Suite 300, Bala Cynwyd, PA 19004, (215) 664-8814 - as a Consultant to Business and the Professions.

Mr. Cohen's practice will embrace the fields of Liability Limitation, Expert Services, Problem Solving, Development, Organizational Studies, Marketing, Business Plans, Feasibility Studies, and Engineering Studies.

The Section extends to Alan its best wishes for success in his new venture.

Golden Elected by PSPE Chapter

The Philadelphia Section, ASCE extends its heartiest congratulations to **Stephen H. Golden** on his recent election as President of the Bucks County Chapter of the Pennsylvania Society of Professional Engineers.

Steve Golden is a Director of the Philadelphia Section, a former Chairman of the Structural Group, and a hard-working and loyal affiliate of the Section for many years.

GEOGRAPHIC INFORMATION SYSTEMS WORKSHOP

The Center for Local and State Government at Shippensburg University of Pennsylvania is sponsoring its second "Geographic Information Systems Workshop" on **August 17-18, 1987** at the Shippensburg University Campus.

Focus of the Workshop: The workshop will focus on the fundamental operations used in Geographic Information Systems (GIS) the workshop will familiarize participants with the techniques of computer assisted map analysis, and the applications of GIS to problem solving and decision making.

Format of the Workshop: The first portion of the workshop focuses on fundamental concepts and general applications of GIS technology.

APRIL JOINT MEETING

April 8, 1987 Officers' Club-Phila. Naval Base BUILDING CODES AND PUBLIC SAFETY

The Philadelphia Section was well represented with over 40 members attending the traditional joint meeting with the Society of American Military Engineers (SAME). Held at the Officers' Club in the Philadelphia Naval Base, the meeting featured **Charles O. Everly, P.E.**, President of the Building Officials and Code Administrators (BOCA) International.

Building Safety Week Proclaimed

On behalf of the **Honorable W. Wilson Goode**, Mayor, City of Philadelphia Managing Director **James White**, delivered a Proclamation designating April 5-11, 1987 as "*Philadelphia Safety Week*." Managing Director White also took the opportunity to acknowledge the City's Engineering Staff and described its dedicated professionals as the City's "best kept secret." Phila. Section President **Al Tantara** then addressed the gathering and thanked the officers of SAME for hosting the 43rd annual joint meeting of the two Societies.

Model Code History and Development

Philadelphia Department of Licenses and Inspections Commissioner, **David Wismer**, did the honors of introducing the evening's guest speaker, **Charles O. Everly**. Mr. Everly welcomed the opportunity to promote a more positive public awareness of the role and impact of effective building codes.

The history of code development was explored. Mr. Everly explained that the first model code was developed by the Insurance Industry in 1905. The early code dealt primarily with the quality of workers rather than the standards and type of work to be done. In 1915, BOCA was founded as the nation's professional association of construction code officials.

This discussion will provide a basic level of understanding of computer-assisted map analysis and spatial statistics. The second part of the workshop will have a lecture/exercise format in which participants are first introduced to specific computer operations designed to perform various types of manipulations and analyses of geographic information. The participants will then apply these methods to sample problems. Participants will be divided into small teams and given the "hands-on" opportunity to sit at a computer and apply the techniques to problems which may involve site selection, land use planning, best route determination, watershed analysis, wildlife habitat, and similar resource planning situations. Prior experience with computer processing is not required.

Who Should Attend: This workshop will provide information to individuals considering development or expansion of a digital geographic information system. The program will be especially valuable to professional geographers, engineers, land use planners, physical scientists, resource managers, geologists, educators and environmentalists.

Fee and Registration: A registration fee of \$145.00 per person includes instruction, materials, and refreshments. Registrations must be received by **August 3, 1987**. Class size is limited to twenty-five (25) persons, so participants should register early.

For More Information: For more information, interested persons may call or write the Center for Local and State Government, Shippensburg University, Shippensburg, Pennsylvania 17257. Phone: (717) 532-1502.

Where Do We Go From Here?

The Hyatt Hotel collapse stressed the need for skilled inspection and engineering oversight of construction details. Mr. Everly supports extensive training and education of building inspectors. Uniform certification of the inspection force is also necessary as a means to define the skills needed for an effective inspection effort.

Integrating residential fire sprinkler systems as part of the plumbing system is an issue that needs to be addressed. Mr. Everly described systems of this type as more effective because the lines are constantly flushed and rarely turned off. Additional innovations are needed, however, before the concept can reach fruition. Smoke detector sensitivity and automatic alarms that alert the fire department are also in need of additional innovation to make the systems more effective.

Mr. Everly was warmly thanked for his excellent presentation and was presented with a certificate of appreciation. Through his dedicated service to BOCA, Charles Everly has made an outstanding contribution towards assuring public health and safety.

TALVACCHIA JOINS L.A. FIRM

Bruno J. Talvacchia has joined the firm of Hill International, Inc. as a Senior Consultant providing Project Management Oversight (PMO) for UMTA on the Los Angeles Metro Rail Project.

In this assignment Talvacchia is responsible for developing and implementing monitoring systems to assure comprehensive surveillance, evaluation and reporting on the technical, contractual and administrative functions associated with project delivery. Talvacchia notes that "the ever-increasing size, sophistication, and complexity of public works projects makes PMO a vital and useful tool for the Federal funding agencies who are making substantial financial investments in these improvement contracts."

The L.A. Metro Rail Project involves 4.4 miles of subway in center city Los Angeles. Construction involves two bored tunnels and 5 stations. The price tag is estimated at \$1.25 Billion with completion targeted for 1992. The project is the first stage of a 20 mile system which is expected to cost over \$4 Billion and take until the turn of the century to complete.

Bruno has long been active in ASCE. He is a Life Member, Past-President of the Philadelphia Section and a founding member of the U.S. Virgin Islands Branch of the Puerto Rico Section.

Bruno's experience runs the gamut from Construction Supervisor and Assistant Bridge Engineer with the California Department of Public Works, to Chief Transit Engineer and Vice President of McCormick, Taylor and Associates. With McCloskey Associates, Bruno served as Chief Engineer and Vice President.

From 1977 to 1987, Bruno was employed by the City of Philadelphia as Assistant Project Manager for the Center City Commuter Connection.

In fact, it was the similarities between the Philadelphia project and the Los Angeles project that prompted Hill International to contact him. Bruno was instrumental in having the Philadelphia Commuter Tunnel Project recognized by ASCE as the Outstanding Civil Engineering Achievement for 1985. Talvacchia is also a member of the American Concrete Institute. Active in the community, he has served on the Board of Trustees of the Roman Catholic High School Alumni Association and has been a member of the Mayor's Science and Technology Advisory Council.

The Philadelphia Section wishes Bruno well in his new endeavor and looks forward to his return east so we can put his talents back to work on the homefront.

TECHNICAL GROUP DETAILS

The following individuals should be contacted for membership in the Section's Younger Member Forum and Technical Groups:

Liaison

Susan Lior
Peer Systems, Inc.
1218 Chestnut St.
Philadelphia, PA 19107
(215) 925-3196

Younger Member Forum

Anihony M. Micciolo, Chairman
Phila. Water Department Design Branch
One Reading Center, 2nd Floor
Philadelphia, PA 19107
(215) 592-6088

Construction

Fredric L. Plotnick, Chairman
806 Hillton Lane
Elkins Park, PA 19117
(215) 487-1443

Engineering Management

Madeline Salomon, Chairman
Peer Systems, Inc.
1218 Chestnut St.
Philadelphia, PA 19107
(215) 925-3196

Geotechnical

Moustafa A. Gouda, Chairman
Lippincott Engineering Associates
501 Burlington Avenue
Delanco, New Jersey 08075
(609) 461-1239

Structural

Timothy H. Haahs, Chairman
Walker Parker Consultants
2 Penn Center Plaza
Philadelphia, PA 19102
(215) 751-9555

Transportation and Urban Development

William T. Thomsen, Chairman
Urban Engineers
300 N. 3rd Street
Philadelphia, PA 19106-1193
(215) 922-8080

Water and Environmental Engineering

John E. Tunnell, Chairman
U.S. Army Corps of Engineers,
Phila. District
U.S. Custom House
2nd and Chestnut Streets
Philadelphia, PA 19106
(215) 597-4714

**TERZAGHI LECTURE
VIDEOTAPE**

For the first time ever, the National ASCE Geotechnical Division is proud to present to its members the prestigious Terzaghi Lecture on Videotape. The Karl Terzaghi Lecture is presented annually at an ASCE meeting.

The 1986 Lecture, entitled "STABILITY EVALUATION DURING STAGED CONSTRUCTION" was delivered by Charles C. Ladd III, at the ASCE Fall, 1986 Convention in Boston, Massachusetts. Ladd focused his presentation on Controlled rates of load application to increase the foundation stability of various structures founded on soft ground and to improve the slope stability of waste storage facilities such as tailing dams. Additionally, Ladd gave practical guidance in selecting design parameters for "undrained strength analyses" and discussed the use of instrumentation of monitor field performances.

This one hour Lecture presented on 1/2" VHS format is a valuable addition to every geotechnical library. Because of this, we would like to make it available NOW to ASCE members at the special rate of \$115.00.

To order your copy, call Gordon Hempel at FILMCOMM, (312-329-0185). Should you have any further questions, please feel free to call Rosalie Rothenstein at ASCE headquarters (212-705-7020)

Ladd, a Professor of Civil Engineering at Massachusetts Insitute of Technology has worked in the geotechnical engineering field with specialization in soil behavior, in situ and laboratory testing, softground construction, foundation stabilization and offshore engineering. In addition to his current professorship, Ladd is the director of MIT's Center for Scientific Excellence in Offshore Engineering, and serves as Graduate Admissions Officer and Member of the Civil Engineering Department Council.

**ASCE COMPOSITE DECK
SLAB COMMITTEE**

National ASCE Composite Steel Deck Slab Standards Committee is currently being reactivated to revise and update the ASCE Standard Specifications for the Design and Construction of Composite Slabs which was approved as an ASCE and American National Standards Institute (ANSI) standard in October 1984.

Chairman Max Porter advises that there is enough additional data available in this field to warrant revisions to the standard prior to its required five-year cycle. In addition, a chapter on inspection of composite slabs will be added. The current ASCE/ANSI standard has been accepted for inclusion in the next editions of the Southern Building Code Congress International's Standard Building Code and the Building Officials and Code Administrators International's National Building Code.

Membership in ASCE's standards committees is open to all interested people qualified to contribute to the development of the standards with the only other criteria being maintaining a balance on the committee between producers, consumers and general interest groups

Interested people should send a letter of application and a resume to:

Edwin Jones, Director, Codes and Standards,
American Society of Civil Engineers, 345 East
47th Street, New York, NY 10017

WOMEN'S AUXILIARY

May Meeting

The final Auxiliary Function of the 1986-1987 season will be held at the **Engineer's Club on Wednesday, May 20, 1987**, a Luncheon-Meeting at **12:00 noon**. The meeting will feature the Annual Installation of Officers for 1987-1988. A special treat will be a presentation by **Ellen Kosh**, of Blue Bell, of a short program on "Scherechnitte" - the folk art of scissors cutting.

Members are encouraged to bring as many guests as possible to this affair, which always emphasizes the atmosphere of a social gathering, with minimum business discussion. It also offers the opportunity to recruit new individuals to join the Auxiliary. For full information about membership application, please call Membership Committee Chairman **Marie (Mrs. Kenneth J.) Zitomer**, (215) 548-5324.



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The Section's Social Affair of the year is coming June 13th.

Call For Your Reservations and Tickets NOW!

(see page 1 for details)



1987 Philadelphia Section ASCE — Salary and Benefits Survey

In order to aid our members and their employers to intelligently determine satisfactory salaries and benefits, the Philadelphia Section of the American Society of Civil Engineers is making a bi-annual survey of its members. Please complete this questionnaire, fold so that the Engineers' Club address is on the outside, staple, and return as soon as possible. The results will be published in the first Newsletter after the summer.

A. PERSONAL DATA

1. Age _____
2. Years of full-time employment _____
3. Race
 - ___ a Caucasian
 - ___ b Negro
 - ___ c Hispanic
 - ___ d Asiatic
 - ___ e Other _____
4. Sex
 - ___ a Male ___ b Female
5. Education (Check highest level)
 - ___ a No Degree
 - ___ b Bachelor's Degree
 - ___ c B. S. Degree + 15 hours
 - ___ d Master's Degree
 - ___ e Doctorate Degree
6. ASCE Membership Grade
 - ___ a Student
 - ___ b Associate
 - ___ c Member
 - ___ d Fellow
 - ___ e Life
7. Registration

no	yes (number of states)	
___	___	a EIT
___	___	b PE
___	___	c LS
8. Other Membership

Indicate the number of Professional/Technical Organizations other than ASCE of which you are a dues-paying member (i. e. NSPE, ACI, AWWA, ASTM, etc.) _____

B. EMPLOYMENT DATA

1. Income source
 - ___ a Self-employed
 - ___ b Salaried
 - ___ c Commissioned
 - ___ d Retired
 - ___ e Unemployed
 - ___ f Student

2. Type employer or self-employment (Check one)

- ___ a Consultant
- ___ b Contractor/Builder
- ___ c Federal Gov.
- ___ d State Gov.
- ___ e Municipal, local or Regional Gov. or Auth.
- ___ f Utility (Private & Pub.)
- ___ g Manufacturer
- ___ h Education
- ___ i Sales
- ___ j Other (explain) _____

3. Primary Responsibility (Check one)

- ___ a Technical
- ___ b Sales
- ___ c Supervisory
- ___ d Administrative
- ___ e Other (explain) _____

4. Do you supervise other people?

- ___ a Yes ___ b No
- If yes, how many? _____

5. Number of different employers since graduation (including current) _____

6. Do you hold a second job?

- ___ a Yes ___ b No
- If yes, is it
 - ___ a Salaried
 - ___ b Self-Employed
 - ___ c Other _____

7. Years with current employer _____

C. SALARY AND BENEFITS

1. Salary (incl. normal overtime)

\$ _____ per yr.

2. If bonus or commissions are paid in addition to above salary, indicate expected amount per year _____

3. Overtime Remuneration

- ___ a None
- ___ b Time (Compensatory)
- ___ c Paid at regular pay rate
- ___ d Paid at time-and-a-half rate
- ___ e Double Time

4. Vacation (incl. Admin. Leave, Personal Days, etc.) _____ days

5. Holidays _____ days

6. Sick Leave (number of days at full salary) _____ days

7. Insurance (Company Paid)

- a. Hospitalization

no	part	all
___	___	___
- b. Major Medical

no	part	all
___	___	___
- c. Dental

no	part	all
___	___	___
- d. Optical

no	part	all
___	___	___
- e. Disability

no	part	all
___	___	___
- f. Life

no	part	all
___	___	___

8. Pension Plan ___ yes ___ no

If yes:
 % comp. paid _____
 Employee contrib. _____

9. Profit sharing

yes no not applicable
 ___ ___ ___

10. Formal severance pay policy

yes no
 ___ ___

11. Continuing Education tuition reimbursement

yes no
 ___ ___
 If yes:
 max. % _____

D. OPINIONS

- 1. Are you satisfied with your current employment situation?
 a Unsatisfied
 b Somewhat unsatisfied
 c Satisfied
 d Mostly satisfied
 e Very satisfied
- 2. Do you believe that, in your current employment situation, you are performing true engineering work.
 a Yes
 b No, primarily administration, supervisory, business, promotion, etc.
 c No, primarily technician/draftsman
 d No, other functions
- 3. Do you believe that your work is properly reviewed?
 a Yes
 b Yes, but could be better
 c No
 d Not applicable
- 4. Do you think you will be looking for a new job within the next 2 years?
 Yes No If yes, why?
 a Salary
 b Boss
 c Lack of responsibility
 d Other (explain) _____

- 5. If you were looking for a new job, what would be your most critical concern?
 a Pay and benefits
 b Company reputation
 c Responsibility
 d Security
 e Location
 f Type of work
 g Other (explain) _____
- 6. How easy do you believe it would be for you to find a new job?
 a Very easy
 b Easy
 c Somewhat difficult
 d Difficult
- 7. Do you believe your salary, considering your experience and ability, compared to other Civil Engineers, is:
 much lower
 lower
 similar
 higher
 much higher
- 8. Do you believe your fringe benefits, compared to other Civil Engineers, are:
 much lower
 lower
 similar
 higher
 much higher

- 9. Is your professional physical environment (office appearance, privacy, secretarial support, etc) important to you?
 a Yes b No
- 10. Are you satisfied with your professional physical environment?
 a Yes b No
- 11. Do you agree or disagree with the following statements?

	ag.	dis.
a. Registration should be required for all Engineers as a condition of continued employment.	_____	_____
b. Continuing Education should be required to maintain registration.	_____	_____
c. Consulting work may be competitive bid when the requirements are reasonably well defined.	_____	_____
d. Advertising, by engineers, that is not self-laudatory is acceptable	_____	_____

Additional comments and suggestions for future questions:



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MR. J. L. deKOVACS, A.S.C.E.
 THE ENGINEERS' CLUB OF PHILADELPHIA
 1317 SPRUCE STREET
 PHILADELPHIA, PA 19107



Attn.: Norman Weintraub, A.S.C.E.