

FIELD REPORT

A Publication of AIA Colorado

Colorado Chapter of The American Institute of Architects

May 95



In This Issue . . .

- Of Space and Light , Where Architecture and Photography Meet
- Salary Survey

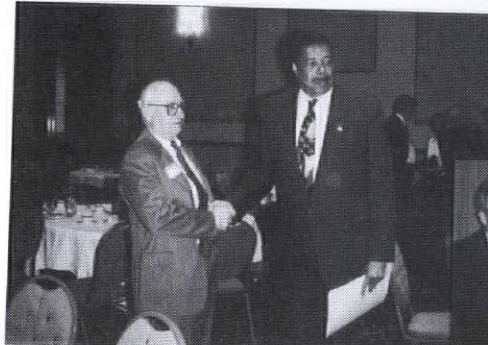
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This Field Report is the monthly publication of AIA Colorado and is provided to its members. We encourage and appreciate your contribution of articles of interest to AIA members. Submit your article to Linda T. Smith, CAA, Executive Director by mail or Fax 303/446-0066. Deadline for all newsletter material is the 15th of each month.

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Spring Happenings



▲ John B Rogers, FAIA, shakes hands with Denver Mayor Wellington Webb after the Breakfast with Denver's Mayoral Candidates, a forum sponsored by AIA Denver along with the American Planning Association, the American Society of Landscape Architects, Historic Denver, and the Urban Design Forum

▼ AIA Colorado Government Affairs Committee Members (from left, D.A. Bertram, AIA, Esq., Jane Adams, AIA, and Jerry Johnson, AIA Colorado Lobbyist) were present when Governor Romer signed into law House Bill 1016 (Asbestos Certification Program). Jane Adams, AIA, played a major role with testimony to the Senate and House Committees



◀ The four Denver Mayoral candidates discuss their platforms before a rapt audience of approximately 100 at the Breakfast with Denver's Mayoral Candidates (left to right John Frew, Mayor Wellington Webb, Mary DeGroot, and Chris Lyons for Bob Crider)



◀◀ Opening Day at the Denver Public Library. AIA Colorado's Education Fund sponsored the "ArKiditects: Children Building Buildings" tent. An estimated 1,500 parents and budding architects passed through



Member News

For the second straight year, a home designed by **Jerry Gloss, AIA**, of Knudson Gloss Architects has been recognized with a Best in American Living Award. The national competition sponsored by National Association of Home Builders and Professional Builder Magazine, picked the 1994 Showhome for Hope.

Lee Architects was honored by the Colorado Chapter of the American Subcontractors Association at their 11th Annual Awards Dinner on Thursday, April 20 as Architect/Design/Engineer of the Year.

The Home Builders Association of Metro Denver recently awarded **Mike Kephart, AIA**, President of Kephart Architects, a Gold MAME (Marketing and Merchandising Excellence) Award for designing the Best Attached Homes - Sales Price Under \$125,000. He also received two Silver Awards for the Best Attached Home - Sales Price Over \$125,000. In Florida, the Gold Coast Builders Association presented Mike with a Gold PRISM (Professional Recognition in Sales and Marketing) Award for the Best Single Family Attached Home.

New Members

AIA

Charles J. L. DesMoineaux, AIA (Denver)

Associate

Caryn Cogswell, Associate AIA (Denver)
Valerie J. Rodgers, Associate AIA (Denver)
Barry Sherman, Associate AIA (Denver)
Karin Taylor, Associate AIA (Denver)

Transfers In

Michael R. Crocker, AIA (From Buffalo/W. NY to Denver)
James D. Canright, AIA (From C. Arizona to Colorado South)
Capt. Dan Charles Derby, AIA (From N. Dakota to Colorado South)
Joan Garza, AIA (From Utah to Denver)
Michael G. Hall, AIA (From N. Dakota to Colorado West)
Rhonda Shephard Harrell, AIA (From Palm Beach to Colorado West)
Richard H. Higgins, AIA (From Memphis to Colorado South)
Leonard C. Rosenberg, AIA (From Rochester to Denver)

Professional Affiliate

Thomas M. Ash, PA (Colorado South)
Pamela Joseph, PA (Colorado West)
Patrick W. Kennedy, PA (Denver)
Ann Ball Sullivan, PA (Denver)
Kelly Vigil, PA (Denver)
Sebrian B. Wesley, PA (Denver)

Student Affiliate

Jeffery S. Larrick, SA (Denver)

To join your friends and colleagues on this list, call AIA Colorado at 303/446-2266 or 800/628-5598. Call the same number for information on newsletter subscriptions, AIA Documents, advertising rates, classified ads, the Resume Board, and a trillion other things.

UPCOMING EVENTS

- May 13 Michael Graves appears at the Peppercorn, 1235 Pearl Street in Boulder from 1-3 PM. In addition to book signings, Mr. Graves will sign the box in which his world-famous tea kettle comes in, or bring in your own kettle.
- May 16 Telecommunications "Reform" and Mandatory Access..Are Your Buildings in Jeopardy? presented by Denver BOMA at the Embassy Suites. Call Denver BOMA at 820-2662 for more information.
- May 17-18 The Power of Environmental Partnerships presented by the Colorado Alliance for Environmental Education. Call them at 303/297-0187 for more information.
- May 25 1994 UBC/Fire Assemblies Education Program presented by the CSI-Denver Chapter. Look for details in this issue of the Field Report.

In Memorium

William L. "Bill" Coppock, AIA Emeritus, a Lakewood City Councilman, died on April 1 from complications of leukemia. He was 67.

"The first thing I think of when I think of Bill was his compassion toward people," said Hugh Campbell, who served on the council with Bill from 1983 to 1987. Campbell cited Bill's work with the homeless and senior citizens. He used his skills to re-build and renovate dilapidated homes, and organized a group at Lakewood Methodist Church in the 1970s called the 1390 Housing Corp. The group renovated five homes, built in the 1920s, and sold them to lower-income families at low interest rates. Bill's legacy of helping homeless families continued into death. His will asks that in lieu of flowers, contributions go the Jeffco Action Center, a homeless shelter at 87455 W. 14th Avenue.

Bill was born in Shenandoah, Iowa, on July 10, 1927. He received his degree in architecture from the University of Michigan. He served in the Seabees during the Korean War. Bill was a district architect for the Jefferson County Schools from 1972 to 1982, then he went into business for himself. He was president of the Lakewood Kiwanis Club for two years and a member of the West Chamber of Commerce. He is survived by his wife, Carol, and two daughters, Julie Coppock and Betsy Coppock Casier.

Chapter News

AIA Colorado South

All AIA Colorado South Chapter members are encouraged and invited to attend the Producer's Council luncheon on Friday, May 19 at the Antler's Doubletree Hotel. Contact Tom Ash at 719/473-3335 for details.

AIA Colorado West

AIA Colorado West hosted a free lecture by Charles Buki in Aspen on April 5. More than 100 attendees were intrigued by Buki's comments and slides foreseeing the growth of this valley; "grassroots" television will air his lecture on May 10, 11, and 12 at 10:30 PM. The next Aspen free community lecture was a "10 x 10" on Wednesday, April 26 at 7:00 PM at the Wheeler Opera House.

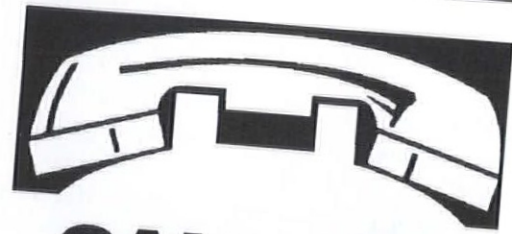
Colorado West Chapter was contacted by E.A.S.E. (Educating Architects for a Sustainable Environment). Their project is predicated on the fact that architectural education hasn't significantly changed in more than a century and should now respond to the demands of sustainability, social equity and changing demographics, economic development, available media and technologies, and the need to restore architects and environmental design professionals to leadership positions in the world community. They are meeting in Aspen and our chapter will host a cocktail party for them on Thursday, May 11 at 5:30 at the Hotel Jerome. Four of their participants will present a free slide lecture on Wednesday, May 10 at the Wheeler Opera House as part of our chapter's community series.

Telluride's Shera Nutall, Associate AIA, will host a reception for local architects at the Telluride Design Center on May 19 from 4-6 PM.

Steamboat Springs' library exhibit "The American Grand Avenue" will continue through April 26.

James Wines, founder of S.I.T.E., will present a public lecture on the fusion of buildings and landscapes, green architecture, and will advocate a new role for all building arts in the global environmental protection movement. This lecture's host is the Anderson Ranch Arts Center of Snowmass Village. The ranch's Executive Director joined the AIA as a Professional Affiliate.

Colorado West Chapter is seeking candidates from each area as an "Affairs Representative." Aspen appointed Suzannah K. Reid, AIA, as the "Aspen Affairs Representative." She will serve as a liaison between the Community Development Department and the AIA Colorado West Chapter, and will monitor progress to inform the architectural community about the "goings on." Please contact your area coordinator if you are interested in this position.

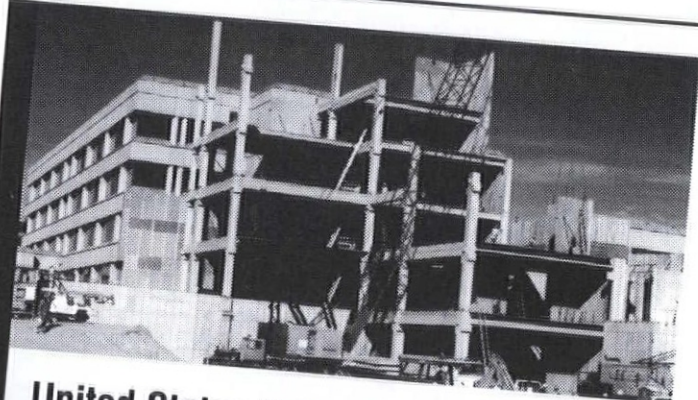


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Of Space and Light, Where Architecture and Photography Meet

by Elizabeth Gill Lui

The adage that a picture is worth a thousand words would at first seem to embrace a concept in support of visual imagery, and perhaps one of which a visual artists would be particularly fond. Thus as often as people have expressed this truism, and I have been led to take the time to consider whether it is actually something I believe, I have concluded I do not. A word and an image are essentially so different that one cannot be substituted for the other, and when they are, a disservice is done to both. We use these mediums as tools of communication and fortunately they can both successfully achieve very different ends. To analyze our communication goals, and utilize the means most suitable to their end, seems essential if we hope to communicate our ideas successfully. Such is the challenge in determining what a photograph is and is not.

At the same time that an image is not a word, a photograph is not the reality it interprets. In the context of the photography of architecture it is my firm conviction that one must remember the photograph is not the building, nor is it the architectural rendering of the building. In trying to make it either, all suffer the limitation. To allow the photograph to do what it can do best has long been my preoccupation in coming to an understanding of my craft.

I think a recurrent weakness in traditional architectural photography is that it tries to miniaturize a complex three dimensional space to an object that can then only be shown as a two dimensional image on the surface of the photographic paper. To treat in this way the building as a reducible object seems a misrepresentation of the spatial aspects of architecture, and eliminates the possibility of recording the conceptual intentions of the designer, the invisible but significant interrelationships between the geometries of architectonic space, and the aesthetic qualities of design as they inform human experience within architectural environments.

In my experience it is the intangible qualities of space and light within the context of our designed environment that have provided me the greatest personal satisfaction. The challenge I have faced in looking at architecture as a photographer is to discover an effective means of using the camera by looking beyond the building facade to capture something of the aesthetic and spiritual quality of architectural space. The building as mere object is a limited way of understanding

architecture. If in creating an image I have been able to capture something of the quality of thought that conceived the architecture, I feel that I have better served both architecture and photography.

In our minds' eye when we call up a memorable image of architecture, I believe it will be an image that embraces space and light, or contrasts the human being with the humanly constructed forms of our designed world. It will not be a miniaturized image of the building as

an object, nor a photograph that looks just like a conceptual design drawing. It will be about man's relationship with architecture and how we come to know something of the greatness of being human. From Kahn's Salk Institute, to Corbu's glass house, to Barrigan's dramatic facades of saturated color, to so many images by the master photographer Ezra Stoller, we remember most about what makes us feel,

and through this memory we can test the power of images that work.

Sculpture is the fine art through which we come to know form; painting, the two dimensional photography, light; and architecture, space. A unique interdependence is predicated between architecture and photography. To make sense of these variables on a visual level, when each is generally considered invisible and formless, proves the challenge, of discovering the great potential afforded us by photography in our quest to come to a deeper and more humane understanding of the architectural works which we inhabit.

Elizabeth Gill Lui is a Denver architectural photographer and a judge in the juried architectural photography exhibit to be shown in the next piazza! gallery opening. A portfolio of architectural photographs on twentieth century museum design by Elizabeth Gill Lui are currently on exhibition at the Denver Art Museum's architecture and design galleries. She will lecture at the museum on May 11 in conjunction with the show. Her next major exhibit, scheduled for July and August in Hong Kong, is sponsored by the Hong Kong Institute of Architects.

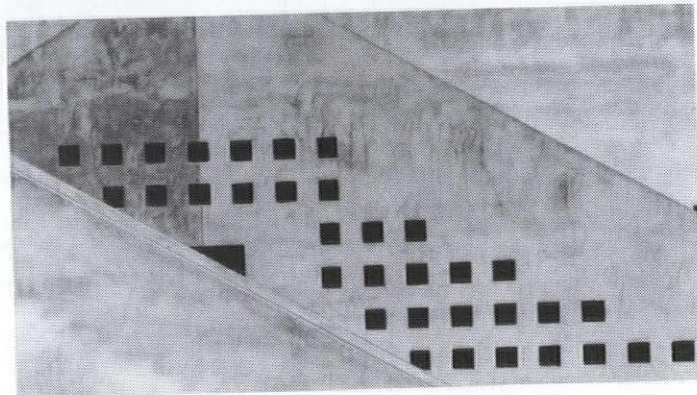


Photo by Elizabeth Gill Lui of Arizona State University in Tempe, Arizona
(Architect - Antoine Predock)

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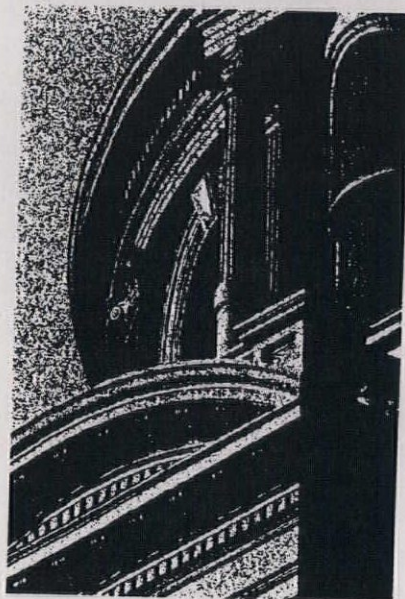
Envisioning the City:

The Joint Offices of the AIA is pleased to call for entries in a jurored show of photography whose theme is "Envisioning the City". Entries are due by 5p.m., Friday, May 12th at the Joint Offices of AIA Colorado and Denver located at 1526 15th Street in LoDo. There will be a reception and opening on Friday, June 2nd at 5:30p.m.

The intent of the show is to welcome interpretative 'visioning' of the urban condition, from the frame or point of view of architecture, from people who participate in AIA Colorado and local chapters throughout the state. Students from the University of Colorado College of Architecture and Planning in Denver and Boulder are also welcome to submit works. Submitted pieces may draw their urban inspiration from places close to home or far abroad.

Having a cohesive vision or point of view that genuinely effects the perceptions and experiences is a primary force of architecture. Our profession sorely lacks such a vision and is fighting to remake itself in a business and social climate of great change. Regardless of the 'site' of a photograph, the question of concept or thematic element is pre-eminent. In this exhibition, it is hoped that the collective vision of the works submitted will offer multiple perceptions of the idea of City and its Vision, communicating to our public how strongly and perceptively we as a profession see the world we share together.

A variety of prizes have been donated by merchants and businesses that provide photographic services to the architectural community in the front-range. A best of show prize of a \$250.00 gift certificate from Robert Waxman, two \$100.00 runner-up certificates from Cies Sexton and Robert Waxman will be awarded to the three best submissions, with a number of \$75-\$50 Honorable Mention prizes awarded as well.



Two noted Denver architectural photographers, Elizabeth Gill Lui and James Milmoie, have graciously accepted invitation to juror the works submitted. Their participation will help to make this a most prestigious event.

The gallery encourages participants to sell their work. Please include pricing information in the sealed envelope containing name of artist, telephone number, title and date of work, media or process if relevant. The gallery will take a 25% commission of sales.

The presentation of the work is as important as the work itself. All images submitted must be behind glass, whether framed, clipped, with matting where appropriate, with the necessary hanging hardware. Site specific presentations are encouraged. The Joint Offices in Denver has a variety of wall surfaces and sizes of spaces. Work will also be displayed on flexible panels placed throughout the offices. If unfamiliar with the Offices please visit them. Their phone is 303.446.2266.

Guidelines for Submission of Entries and Exhibition Process.

1. Jurored show of photographic works dealing with the theme of *the city as an idea*, with awards to be announced in the June Newsletter, opening reception at 5:30 PM, First Friday, June 2nd, part of Lower Downtown galleries monthly opening. Exhibit will show through August 25 th. The Gala opening will be in conjunction with 1995 FAIA awards ceremony.
2. Open to all Members of AIA Colorado, regular, Associate AIA, Student Affiliates and Friends of Architecture, students from the College of Architecture & Planning, Denver and Boulder campuses. No entry fee. *No limit* to number, and size of entries: be thoughtful in what is submitted.

3. Works will be jurored anonymously to maintain impartiality of review process. Attach to the back of each photograph an envelope. Place a card with artist's name, title and date of work, price if to be sold, media or process if relevant. Works must be submitted ready to be hung, behind glass with all necessary hardware and directions as to image orientation attached.

4. Entries are due at the joint offices of the American Institute of Architects Colorado and Denver Chapters on Friday, May 12th by 5 PM. Send by mail or drop off. Works not accepted for exhibit can be picked up on or after Monday May 22. The AIA is not responsible for the return of images, unless already post-marked and addressed packaging is included with entries. All works exhibited in show will be available to be picked up after August 25th.

Questions: please call Steve Frey at 303.830.2140 or Laureen Ferris 303.893.1990.

Photograph: Thomas Arledge
Graphic Design for the AIA is donated by TaCivo Design, Inc.

architecture, photography and the urban condition

1994 UBC/Fire Assemblies Education Program Offered

AIA members are invited to attend this intensive training session developed by Maxwell L. Saul, AIA, FCSI, CCS, chairman of the education committee Denver Chapter, Construction Specifications Institute. The program will be presented by Phil Goddard, CBO, building official at Brighton, Colorado and principal in the building code consulting firm Building Code Concepts.

The program content will include familiarization with the new 1994 UBC, Vol. 1, plus documenting design parameters prior to code review. There will be case studies of plan rejections. Goddard will take us through step by step process of code review covering: Types of Construction, fire resistive materials, fire assemblies, fire blocking, fire protection, fire ratings, fire resistive standards, fire separations, flame spread, smoke control and fire dampers. He will stress the need for up front documentation on drawings prior to submittal and review for building permits. Frequently problems are encountered at this stage after bids are in and extra costs turn into change orders. Required text will be the UBC 1994, Vol. 1, therefore bring yours or you can obtain a copy at the seminar by ordering it. The UL Fire Resistant Director, a \$27 book, will be provided free to all registrants.

AIA Learning Units (LU) will be documented for this intensive 4 hour session that will include an exam. This will qualify for 12 LU's. (Related to Health, Safety & Welfare.)

Date: Thursday, May 25, 1995
Registration: 7:15 AM Continental Breakfast
Time: Quality Inn South, SE corner of I-25 & Hampden
Cost: \$45 CSI members, \$60 all others

Seating is limited, make your reservations now.
RSVP by May 22, 1995

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Registration Fee Enclosed

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WHAT IS OUR VALUE?

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IF YOU DON'T GO, YOU MIGHT DIE

Limited Liability Companies and Limited Liability Partnerships - A Viable Alternative Hot Off the House Floor: Colorado House Bill 1061 Has Passed the House and Senate

by D. A. Bertram, AIA Esq.

Donald A. Bertram is a practicing attorney and a licensed architect with the firm of Bertram & Associates located in Denver, Colorado. Mr. Bertram is experienced in all aspects of design, construction and business law.

What Does This Mean for Design Service Firms?

Architects, other professional service firms and other types of businesses have a new, more viable option of structuring their business. Limited Liability Companies and now Limited Liability Partnerships (LLC/Ps) are a hybrid business organization offering an optimal vehicle for conducting business. The LLC/P is: 1) Taxed as a partnership for federal income tax purposes, and 2) provides corporate liability protection for its owner/partners or "members."

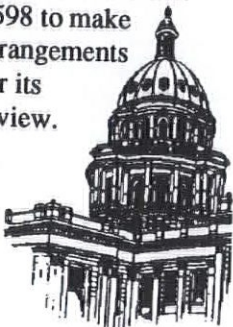
As the Chair for the AIA committee responsible for drafting the Architect Licensing Law of 1988, I know we did not identify LLC/Ps because they were not available at that time. However, we were aware of the possibility of new business structures being introduced and were very careful to word the Licensing law to allow other organizational entities.

Essentially, the LLC/Ps alleviate some of the burdensome aspects of standard corporations as well as the troubling aspects of a partnership. For instance, C Corporations are taxed on two levels. C Corporations are taxed on the profit of the corporation and then shareholders are taxed when they receive dividends from the corporation. There is only one level of taxation for members of LLC/Ps, and the LLC/P itself receives the federal tax benefits of a partnership.

Continued on page 6

Senate Bill 214 ("the long bill") is being signed by

Governor Romer and will be available soon. This bill contains data on the projected expenses of the executive, legislative, judicial departments, agencies and institutions. The proposed capital construction budget is of particular interest to the profession. The bill is over 400 pages in length so we will not be able to fax it to you. If you wish to review it, please contact AIA Colorado at 303/446-2266 or 1-800-628-5598 to make arrangements for its review.



686 bills have been read, and the following bills are being monitored by the 1995 Legislative Sub-Committee.

Bill No.	Bill Sponsor	Title/Topic	Position*	Status
HB 1016	Knox	Asbestos Certification Program	S	Signed 3/17
HB 1105	Berry	Extent Privation w/changes	M	Sigend 4/7
HB 1267	May	Public/Private Transportation Systems	M	Signed 4/7
HB 1268	Dyer	Encouraging Land Conservation	M	Signed 4/7
HB 1061	Foster	Limited Liability Partnerships	S	Conf.Com. 4/7
HB 1171	Lamborn	Protection of Private Property	O	Referred 2/10
HB 1213	Friednash	Temp. Employee Procedures/UI Benefits	M Waiting to be signed	
HB 1239	Keller	Public School Vol. Tax Modification	M	In process
HB 1293	McPherson	Amts. Claimed in Small Claims Court	S	In process
HB 1321	Foster	Gov. Compete. w/Private Enterprise	M	In process
HB 1330	Agler	Sunrise Sunset Review	M	Referred 3/8
SB 72	Schroeder	Work Comp. - Independent Contractor	M Waiting to be signed	
SB 126	Matsunaka	Vested Property Rights	M Waiting to be signed	
SB 136	Rizzuto	Regulatory Takings with Arbitration	M	In process
SB 145	Wattenberg	PUC Review Utility Siting Decisions	M	Referred 3/8
HB 1089	Reeves	Public Notice - Professional Service	O	PI 1/27
HB 1138	Tupa	Growth Management	M	PI 2/8
HB 1163	Morrison	Obsolete Land Subdivisions	M	PI 3/15
HB 1167	DeGette	Deadlines for Offers of Settlement	M	Lost 2/10
HB 1302	Prinzler	Land Surveyor's Cont. Comp.	M	PI 3/27
SB 25	Johnson	Classify Residential Land on Ag. Prop.	M	PI 3/10
SB 81	Wessmann	Transportation Leg. Rev. Comm. Study	M	PI 1/25
SB 147	Alexander	Construction Contract Retainages	M	PI 2/8
SB 143	Mutzebaugh	Regional Transportation District	M	PI 2/10
SB 168	Blickensderfer	Subcontractor & Vantor Payment	M	PI 2/23

* S = Support M = Monitor O = Oppose ** = Amended

Limited Liability Companies and Limited Liability Partnerships . . .

Continued from page 6

When the IRS changed its position in 1988 regarding entities where liability is limited to the owner's investment and decided to treat LLC/Ps as partnerships, they effectively eliminated the uncertainty surrounding taxation. With this major obstacle removed, the door opened for the states to enact their own statutes and thus ushered in the greater applicability of LLC/Ps as a business structure in 47 states (by year end it should be all 50 states). Colorado House Bill 1061 specifically refers to the practice of architecture and the inclusion of LLC/Ps as a viable business entity.

When LLCs first became available, there was a perceived stigma surrounding professionals utilizing it as a vehicle for conducting business. In the past few years, major law and accounting firms have influenced substantial change in how the IRS treats LLC/Ps. Time and usage has dispelled the stigma of the past.

In comparing LLC/Ps to partnerships, LLC/Ps have a distinct advantage of being able to curtail personal liability exposure in case of a third-party claim. Being able to limit personal liability is a highly significant feature of the LLC/P.

Another important distinguishing feature of the LLC/P from partnerships and corporations are: there is no limitation in the number of owners (S Corporations can only have a maximum of 35 owners); and, an "entity," (i.e., a partnership, trust, or any type of corporation) can be a member.

(This article was written with the intent of providing general legal information intended to be accurate although not comprehensive. Accordingly, readers are urged to consult their attorneys for any specific legal advice they may need concerning the subject matter of this article.)

Classifieds

Architect's office space for sublease. Ideal for 1-4 architects. Located on 16th Street near I-25. Very reasonable rent with possibility of working together. Call Fred at 303/458-8070.

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Architectural related service company looking for 200 SF to 500 SF downtown for lease starting July 1. Contact Brad at 733-5534.

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SALARY SURVEY FOR THE AMERICAN INSTITUTE OF ARCHITECTS, COLORADO CHAPTER

Dear Colleague:

The AIA Colorado, at the request of several member firms has determined to undertake a salary survey for the purpose of compiling information to educate architects, the public building commissions and the general public about the levels of compensation and revenues for architectural firms so that architects may make independent determinations about their fee levels and clients selecting architectural firms or negotiating fees may do so on an informed basis. All decisions on matters of compensation or revenues are for the AIA members to determine on an individual basis within the confines of their own firms.

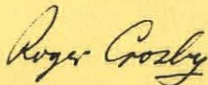
The data collected will not be discussed at any AIA meetings in order to comply with anti-trust regulations. The guidelines set forth for the purposes of collecting data will be as follows:

1. Participation in the survey will be voluntary.
2. The data collected should be of past salaries.
3. The data will be collected and compiled in composite form, so as to conceal the identity of any firm(s) or any specific compensation information. To the extent that the firms are grouped by size, the grouping should avoid isolating the statistics of particular firms, especially those that might be neutral price leaders.
4. The confidentiality of an individual firm's data must be preserved, both from a public and members (or representatives of members). Accordingly the data will be collected and compiled by an independent third party. The latter is our preference. The compiled data, when distributed to members, should also be available to non-member architects and to the general public, free of charge or at a reasonable fee.
5. All collected data will not be discussed at any AIA meetings.

The survey has been compiled in the simplest possible manner to facilitate your expedient return. Should you have any questions concerning the survey, you may contact me at my office at (303) 796-7477, for further clarification.

We appreciate your time and effort in completing this survey, as we feel that it will be useful data for the member firms.

Very truly yours,



Roger K. Crosby, A.I.A.
Membership Coordinator, AIA Colorado

RKC:de

WP51U085VP389SRVY.PRM

Please return the
survey in the enclosed
return envelope by
June 16, 1995

**COMPENSATION
(W/O BONUS & BENEFITS)**

EMPLOYEE CATEGORY	YEARS EXPERIENCE	NO. IN FIRM	1994 SALARY
PRINCIPAL/PARTNER			
TECHNICAL STAFF			
ASSOCIATE OR V/P			
PROJECT MANAGER	10+		
PM/ARCH III	8 - 10+		
PM/ARCH II	6 - 8		
PM/ARCH I	3 - 6		
INTERN III	3 - 6+		
INTERN II	1 - 3		
INTERN	0 - 1		
INTERIOR DESIGN III	8 - 10+		
INTERIOR DESIGN II	6 - 8		
INTERIOR DESIGN I	3 - 6		
CAD OPERATOR/DFT III	8 - 12+		
CAD OPERATOR/DFT II	2 - 8		
CAD OPERATOR/DFT ENTRY	0 - 2		
CONSTRUCTION ADMINISTRATOR	3 - 10		
NON-TECHNICAL STAFF			
CONTROLLER/BOOKKEEPER	5+		
OFFICE MANAGER	8+		
SECRETARY	5 - 8		
MARKETING	5 - 10		
OTHER			
OTHER			

WP5 1P389BNT.94

Principal/Partner: Person with an equity position in the firm

Associate: Senior management-level architect who does not hold equity in the firm; typically responsible for major department(s) and/or functions; reports to a principal

Manager: Licensed architect, typically with more than 10 years' experience; has overall project-management responsibility for a variety of projects or project teams, including client contact scheduling and budgeting

Architect III: Licensed architect, typically with 8-10 years' experience; usually responsible for day-to-day management of a significant project or projects

Architect II: Licensed architect, typically with 6-8 years' experience; usually responsible for daily design and/or technical development of a project or projects

Architect I: Recently licensed architect, typically with 3-6 years' experience; responsible for parts of a project within parameters set by others

Intern-Architect: An unlicensed architecture-school graduate with less than 3 years' experience; usually develops design and/or technical solutions under the supervision of an architect

Technical Staff: Mechanical engineer, electrical engineer, structural engineer, landscape architect, interior designer, CAD operator, drafter and other technical staff, construction administrator

Non-technical Staff: Controller/bookkeeper, marketing staff, office manager, secretary and other non-technical staff

BENEFITS

I. MEDICAL INSURANCE

- A. Employee Coverage Available Yes/No
 % Premium Paid by Firm _____ %
- B. Dependent Coverage Available Yes/No
 % Premium Paid by Firm _____ %
- C. Dental Coverage Available Yes/No
 % Premium Paid by Firm _____ %
- D. Vision Coverage Available Yes/No
 % Premium Paid by Firm _____ %
- E. Short Term Disability Yes/No
 Premium Paid by Firm _____ Weeks
 Amount Available _____ Weeks
- F. Long Term Disability Yes/No
 Premium Paid by Firm _____ %
 % of Salary _____ Weeks
 Waiting Period Required _____ Weeks
 Duration of Payments _____ Weeks
- G. Other Medical Insurance Available Yes/No
 Please Describe: _____

II. LIFE INSURANCE

- A. Life Insurance Coverage Available Yes/No
- B. AD&D Paid by Firm Yes/No
- C. Spouse/Dependent Life Insur. Available Yes/No
- D. Other Insurance Available Yes/No
 Please Describe: _____

III. PROFIT SHARING/RETIREMENT

- A. Profit Sharing (Discretionary) Yes/No
 (All/Key Only)
- B. Defined Benefit Retirement Program Yes/No
- C. Defined Contrib. Retirement Program Yes/No
- D. 401(K) Yes/No
- E. Other (i.e., ESOP) Yes/No
 Please Describe: _____

IV. TIME OFF

- A. Paid Holidays _____ Days/Year
- B. Paid Vacation _____ Days/Year
 After 1 year Employment
 _____ Days after _____ Years Employment
- C. Paid Sick Leave _____ Days
 _____ Days/Year, Max. Accrual
- D. Paid Maternity/Paternity Leave Yes/No
- E. Other Paid Time Off _____
 (i.e., Seminars/Jury Duty, National Guard,
 Birthdays, Continuing Education, etc.)

V. OTHER COMPANY PAID BENEFITS

- A. Professional Dues Yes/No
- B. State Licenses Yes/No
 (Other than Principal)
- C. Paid Parking/RTD Passes Yes/No
- D. Car (Other than Principal) Yes/No
- E. Employee Health Programs Yes/No
 (Spas/Clubs)
- F. Other Yes/No
 Please Describe: _____

VI. BONUSES

- A. Officers and/or Associates Yes/No
- B. All Other Employees Yes/No
- C. Discretionary (Performance Based) Yes/No

Please return the survey in the enclosed return envelope by
June 16, 1995

AIA Colorado
 1526 15th Street
 Denver, CO 80202
 303/446-2266
 800/628-5598



MAY RESUME BOARD

Name: THOMAS DOERR
Address: 2120 15th Street
 Boulder, CO 80302
 303/444-6151
Phone:
Position Sought: Designer/Job Captain
School(s): U. of CA Berkeley, U of TX Austin
Degree(s): M. of Arch., B. of Arch.
Years Exp.: Resid. (1), Comm. (3), Schools (2), Furniture (1)
Computer Exp.: AutoCAD (4), Architrion CAD (3), Form Z (1)

Name: BRUCE B. ROADCAP,
 AIA
Address: 4316 Floyd
 Houston, TX 77007
 713/493-2770
Phone:
Position Sought: Design Architect
School(s): Texas Tech University
Degree(s): Bach. of Arch.
License(s): Texas, NCARB
Years Exp.: Comm., Industrial (10)
Computer Exp.: Macintosh, Minicad, Studio Pro, Photoshop, DOS AutoCad V12

Fifth Annual "Doing Business in Colorado" Seminar a Success

Approximately 100 design professionals attended the Fifth Annual "Doing Business in Colorado" Seminar sponsored by AIA Colorado and ACEC Colorado in conjunction with the Denver law firm of Hall & Evans, L.L.C. Those who attended the afternoon program on March 2 heard Jerry Jackson, President of FMI, and several attorneys from Hall & Evans discuss a wide range of legal and business issues. Jerry Jackson offered valuable insights for firm strategic planning, while the Hall & Evans attorneys discussed how to deal with ownership and management succession issues; employee benefits, work place demands and employee relations; and other important risk management, professional liability and contract issues. Attendees received AEC Learning Units (LU's).

This year's seminar was another tremendous success and plans are already underway for next year's seminar. Please plan to attend. Comments and sugges-

tions are welcome, and they should be directed to Gene Commander, Hall & Evans, L.L.C., 1200 Seventeenth Street, Suite 1700, Denver, CO, 80202, 303/628-3300, Fax 303/628-3339. AIA Colorado and ACEC Colorado are proud to help sponsor this annual seminar series as a service to our members in the design professions.

Call for Entries

Colorado State University announces a small home design competition. The program is to design an elegant, environmentally friendly, energy efficient single family home which is small only in physical size - not to exceed 1,255 square feet (and preferably closer to 1,000). Both the architecture and the interior architecture should be considered. Entry deadline for the International Small Home Design Competition is June 30, 1995. Fax request for competition guidelines to 970/491-4855 or mail to Tremblay/Bamford, International Small Home Design Competition, 156 Aylesworth Hall, SE, Colorado State University, Fort Collins, CO, 80523.

The Producers' Council makes it possible for industry professionals to exchange ideas, information, technology and products in an informal atmosphere, insuring the continued healthy growth and development of the building industry. Please, patronize our members and show your support of the American Institute of Architects.

The Producers' Council — we make things happen for you!

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- Dow USA
- Eagle Window & Door Center
- El Rey Stucco Company
- European Finish
- Florida Tile Ceramic Center
- Formica Corp.
- Geocast
- GE Plastics
- HPG Roofing Systems
- Innovative Openings
- J.M. Schnitker
- Keeton Sales Company, Inc.
- Kwal Howells
- LTD Windows
- Pella Products of Colorado
- Quikrete
- Rio Grande Co.
- R.W. Specialties, Inc.
- Simpson Strong Tie Connector Co.
- Stan South Co., Inc.
- Summit Brick & Tile Co.
- Taylor & Evans
- Vinyl Laminators, Inc.
- Weather Shield Mfg., Inc.
- Wellborn Paint
- Western Allied Systems

For more information about Producers' Council or the members, call our executive secretary
**Cindy Bills-Harris at
 (303) 759-8349**

AIA Colorado
 1526 15th Street
 Denver, CO 80202

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Address Correction Requested

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1	2	3	4 AIA Denver Board Mtg 5:30	5	6 AIA Denver ARE Mock Site Design Exam 8:00am - 11:45pm
7	8	9	10 AIA Denver Mock Site Design Review Session 5:30	11 West Chapter Board Mtg 5:00 Hotel Denver, Glenwood Springs	12 Govt Affairs Committee AIA Colorado Office 2:00	13
14 <i>Mother's Day</i>	15 AIA Colorado Article & Ad Deadline	16	17 SDA Seminar Marketing in the Design Firm 5:30-7:30 AIA Offices	18 AIA Denver Board Mtg 5:30	19 AIA Colorado Board Mtg 2:00 South Chapter Board Mtg 7:30 am	20 AIA Denver Mock Bld. Design Exam 8:00am - 11:45pm
21	22	23 AIA Denver Mock Bld. Design Review Session 5:30	24	25 AIA Denver Board Mtg 5:30	26	27
28	29 <i>Memorial Day (US)</i>	30	31			

MAY • 1995
 AIA Calendar of Events