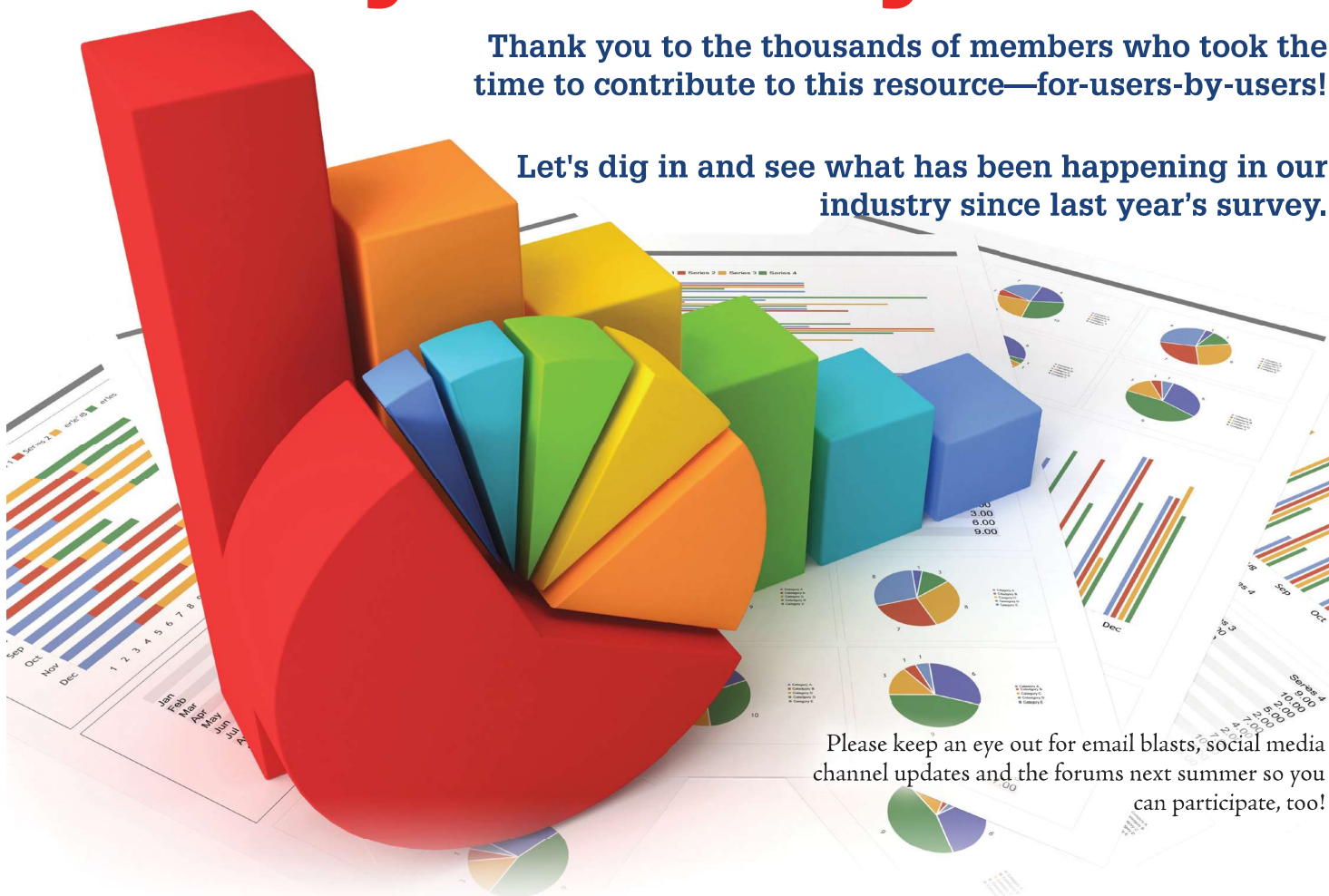


# 18th Annual AUGI Salary Survey

Thank you to the thousands of members who took the time to contribute to this resource—for-users-by-users!

Let's dig in and see what has been happening in our industry since last year's survey.



Please keep an eye out for email blasts, social media channel updates and the forums next summer so you can participate, too!

**I** have to start out by thanking so many of our members for taking time out of their days to volunteer the information that makes this report possible. You can be assured that the higher the number of responses received, the more accurate the reported numbers are. Just as with all AUGI programs, volunteers like me and these survey participants are what make the magic happen in our community. I hope that those who participated this year enjoy their free upgrade to Premier tier membership! (This promotion was done with a confirmation code at the end of the survey, as always, results are not tied to your member account.)

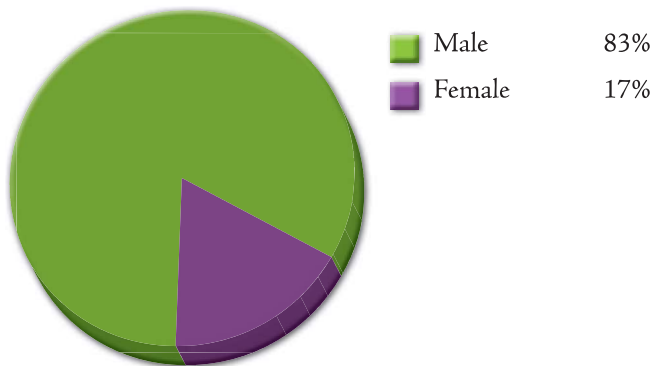
In 17 years overseeing this report, I do constantly receive and consider feedback from the membership. So, as always (once you have read the FAQ), feel free to send me any suggestions for Hot Topic issues you'd like to see gauged, or other important statistics that may have been neglected.

The first question is always the differences in Cost of Living in various areas. Metropolitan areas and rural areas can be costly or affordable no matter the location, so be sure to check local resources for those variances. I am a big fan of [wwwIndeed.com/Salary](http://wwwIndeed.com/Salary) and the ETC Salary Calculator, as well as industry- or role-specific surveys from other professional organizations. The salaries reported here (in US dollars, as participants were given a link to a currency convertor) reflect salary and bonuses for those who work 40 hours a week, and are calculated to exclude overtime pay.

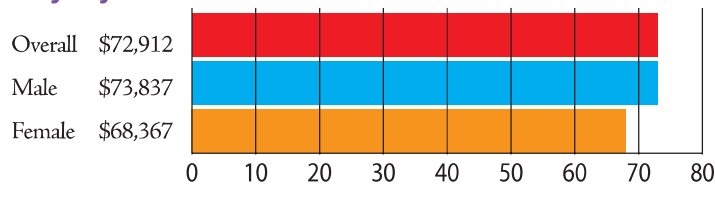
Negative factors (low workload, job insecurity, layoffs, reduced pay) continue to decline slowly, though some hefty raises have been reported this year, along with Coordinators and Managers leading the pack in job mobility. Seventy five percent of members received a pay raise this year. Market share for industry specialties has not changed much, but keep reading to see which market segments are doing the most hiring in 2019.

## DEMOGRAPHICS

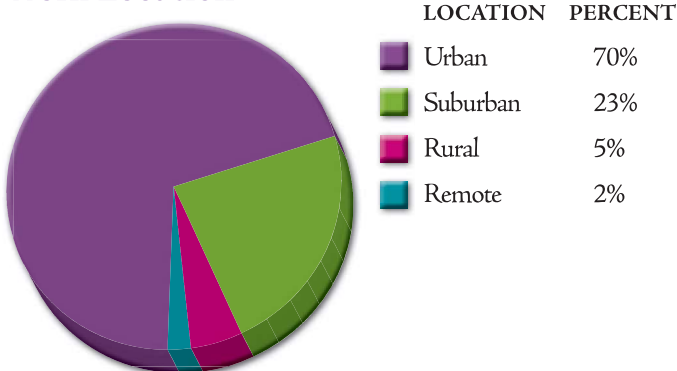
### Employee Gender



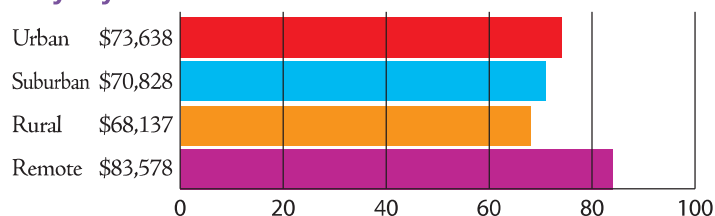
### Pay by Gender



### Work Location

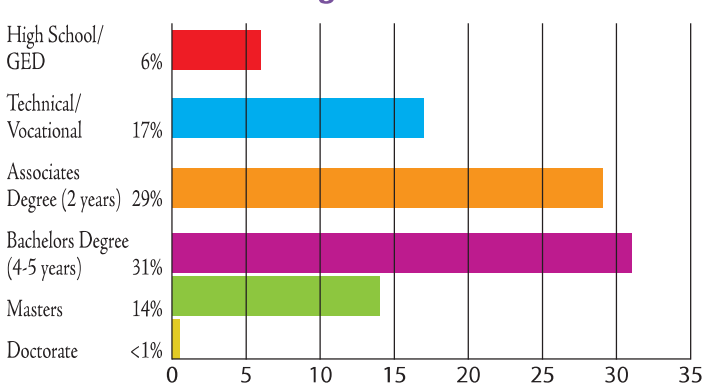


### Pay by Work Location

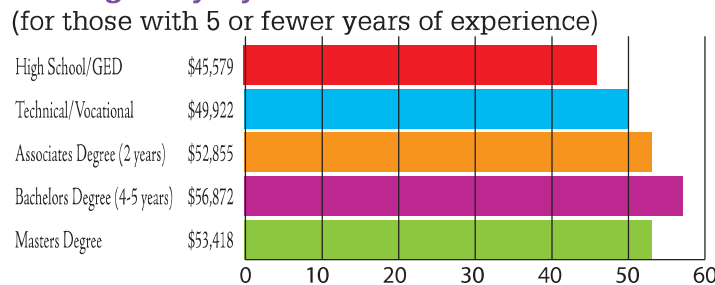


When this survey began in 2002, only 27% of members had a Bachelor's degree or higher.

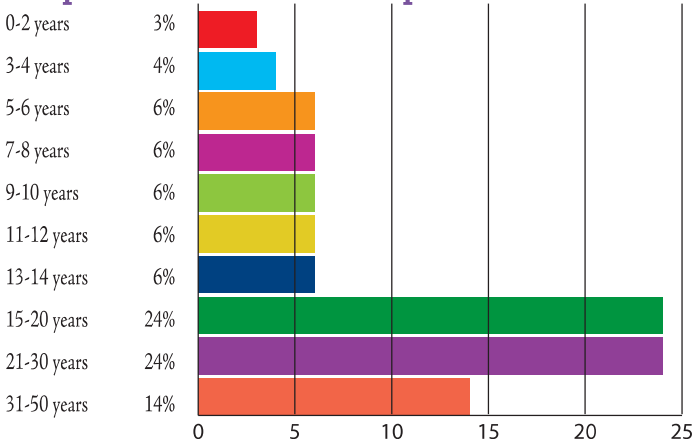
### Education Level/Degree Attained



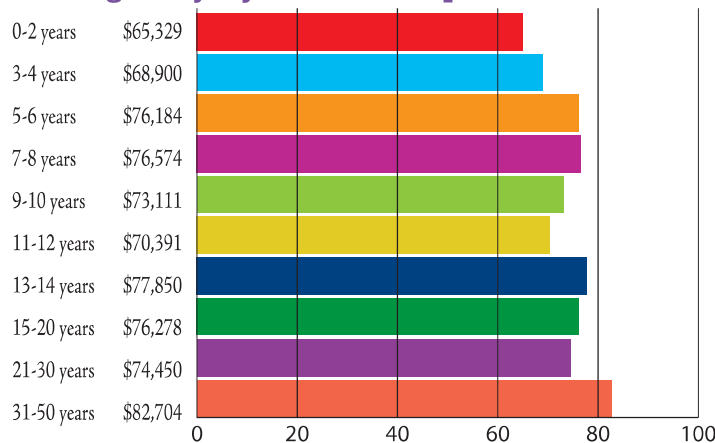
### Average Pay by Education Level



### Respondents' Years of Experience



### Average Pay by Years of Experience



Check out these resources for additional information on pay:

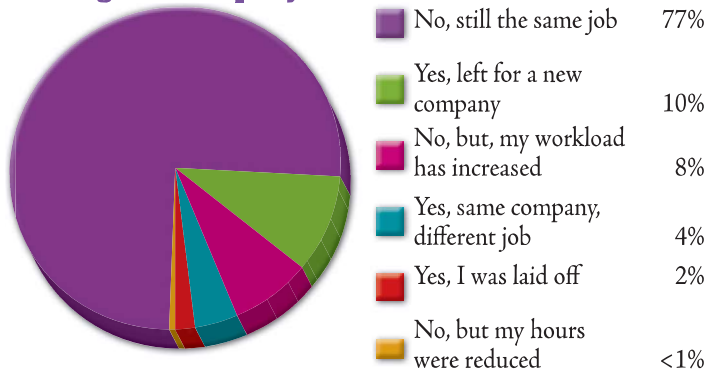
- Indeed.com/salary
- Salary.com
- Payscale.com
- ETC Salary Calculator
- xsGlassdoor

Search for other professional organizations related to your market, or administrative services like TriNet, to get more niche data.

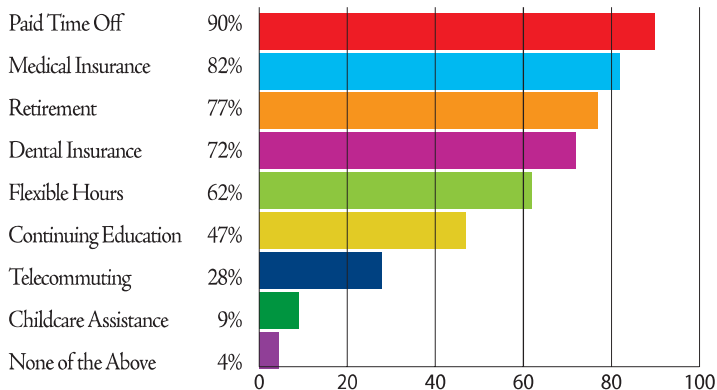
# AUGI 2019 Salary Survey

## COMPANY DATA

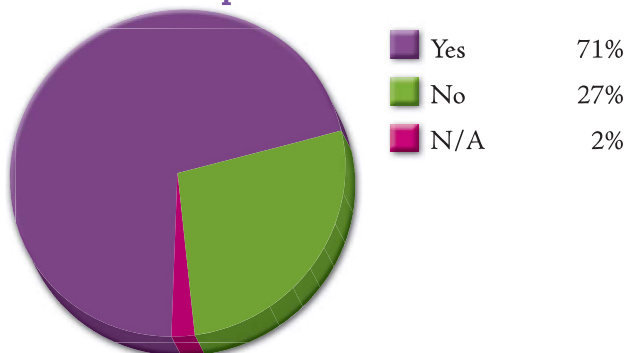
### Change in Employment?



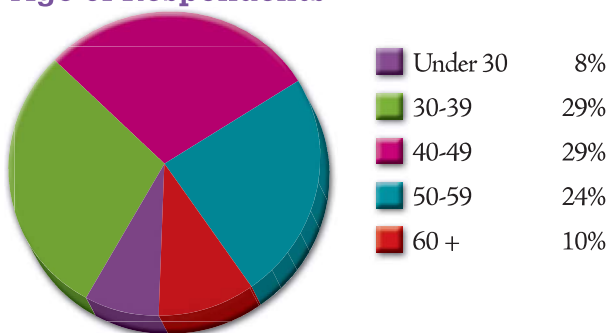
### What Benefits Are Available to You?



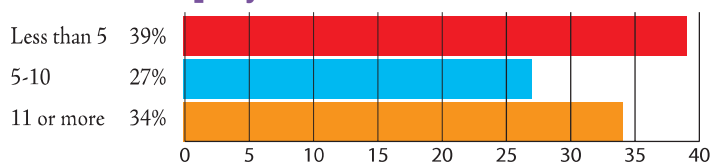
### Does Your Company Have a Human Resources Department?



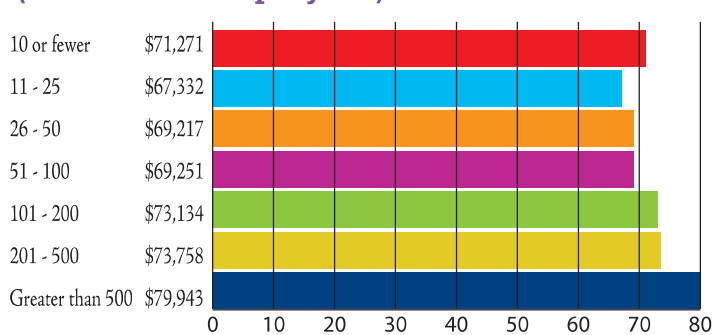
### Age of Respondents



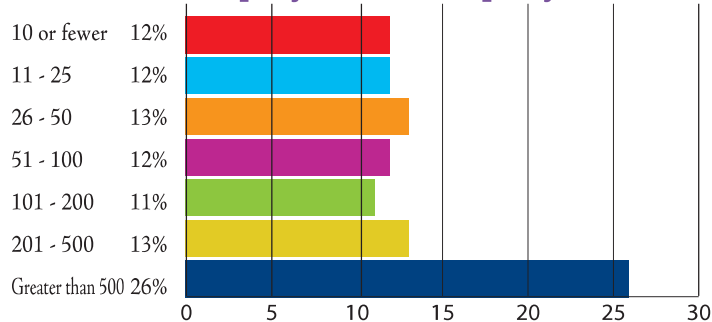
### How Many Years Have You Worked for Your Current Employer?



### Average Pay by Company Size (Number of Employees)



### Number of Employees in Company



Lack of benefits reduces job satisfaction by more than 13%.

The ability to telecommute translates to a 6% increase in job satisfaction.

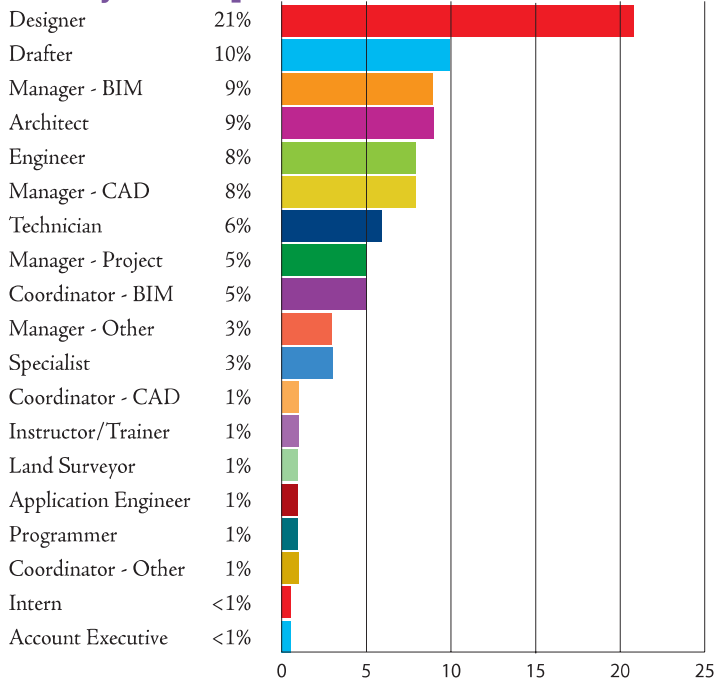
Fewer members are reporting reduced hours than last year.

New job reports dipped slightly over last year, both with in-house transitions and new companies, although job satisfaction scores have remained steady.

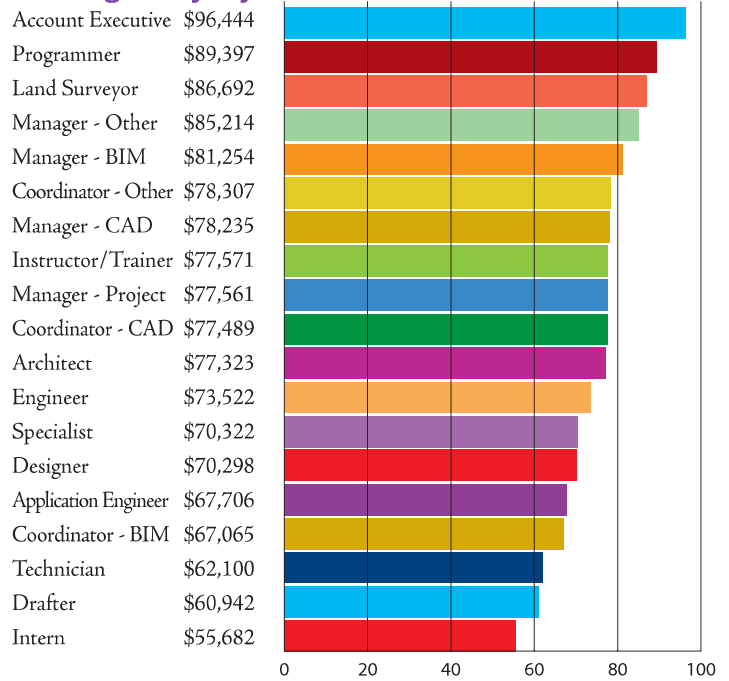
Companies providing medical insurance this year have decreased but, there has been an increase in those that offer dental insurance, flexible hours, continuing education, the ability to telecommute, and childcare assistance.

## JOB TITLES

### Survey Participants



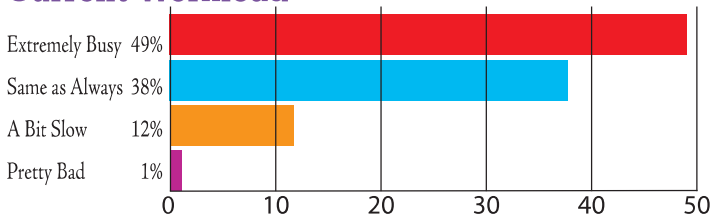
### Average Pay by Job Title



The average age of an intern is 33. BIM Coordinators tend to be about a decade younger than CAD Coordinators

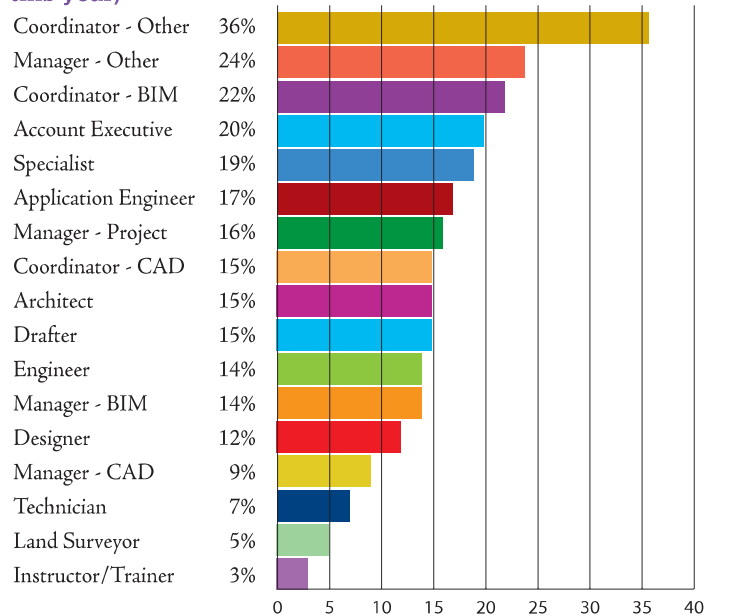
Reminder: All reported average pay is based upon a 40 hour workweek. It would include potential bonuses, but, is calculated to exclude overtime pay.

### Current Workload

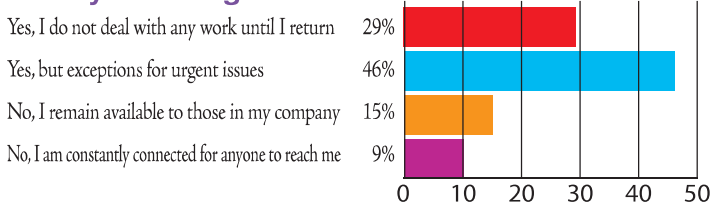


### Jobs with the Highest Mobility

(Percentage of each title who reported being in a new role this year)



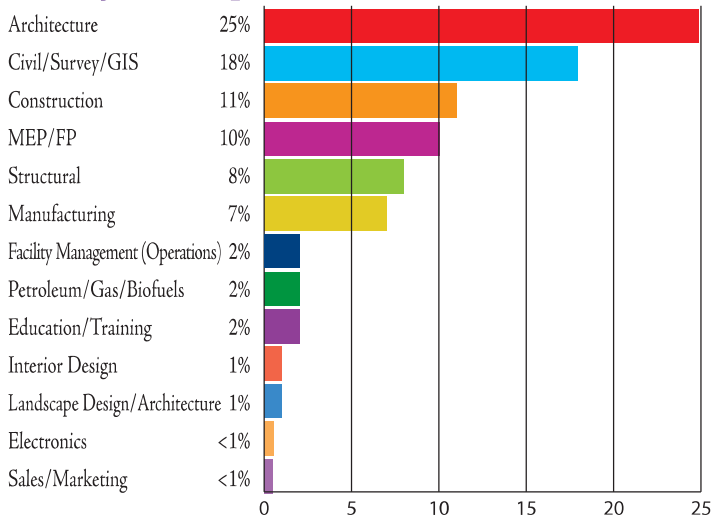
### When You Leave for the Day, Are You Really Leaving Work?



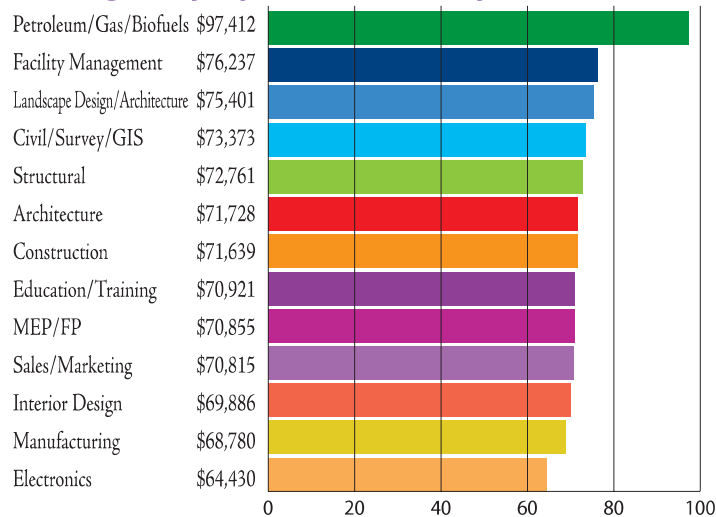
# AUGI 2019 Salary Survey

## INDUSTRY/DISCIPLINE

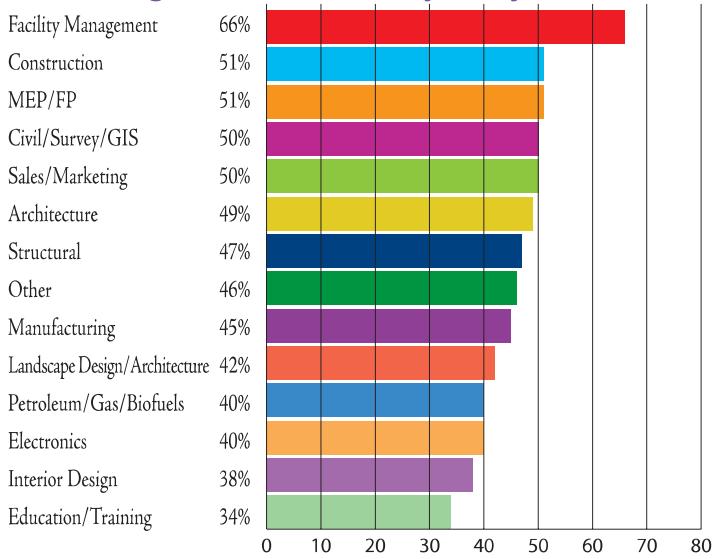
### Survey Participants



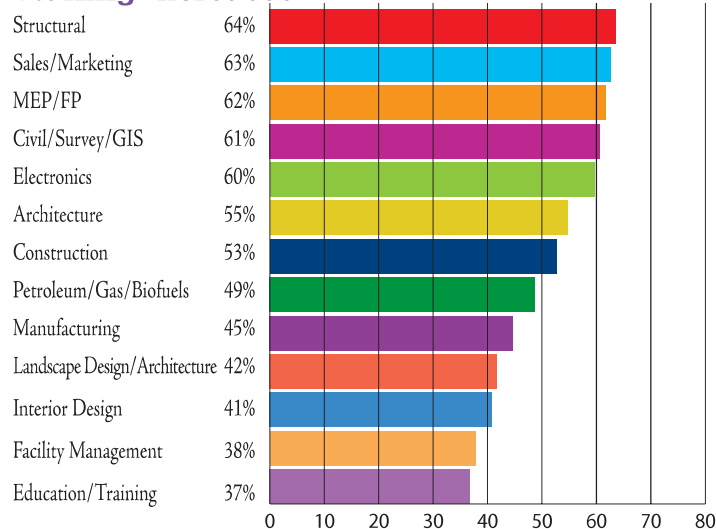
### Average Pay by Field/Industry



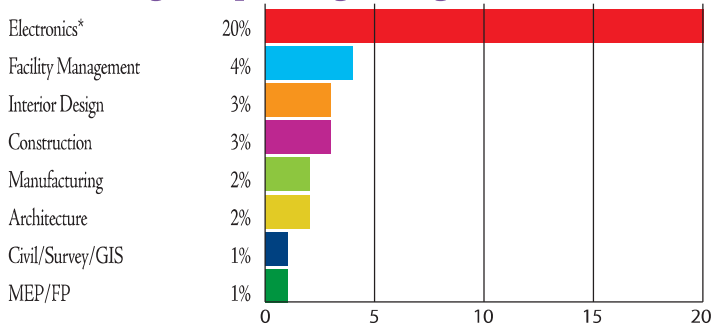
### Percentage with Extremely Busy Workload



### Percentage of Each Industry Reporting Staffing Increases



### Percentage Reporting Being Laid Off



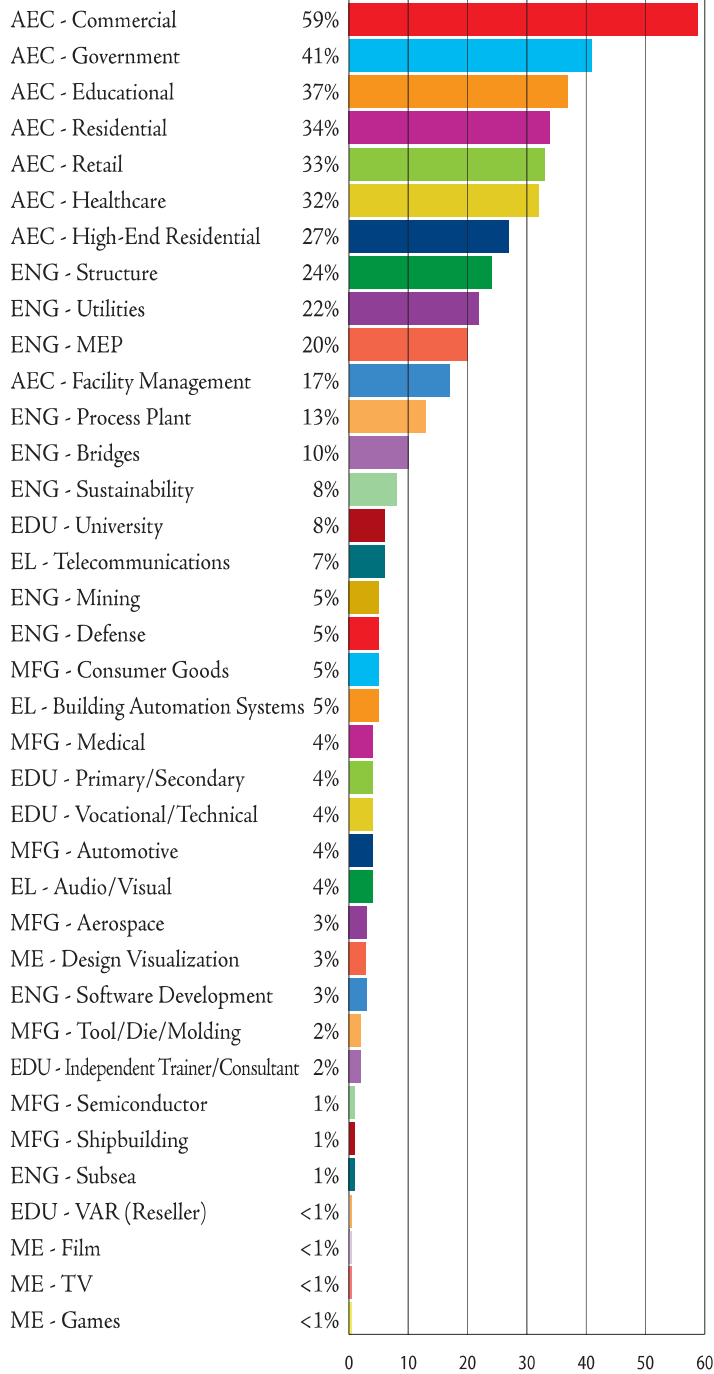
\*low response rates for this industry will result in skewed numbers that are not statistically significant.

The number of industries reporting layoffs has drastically decreased this year.

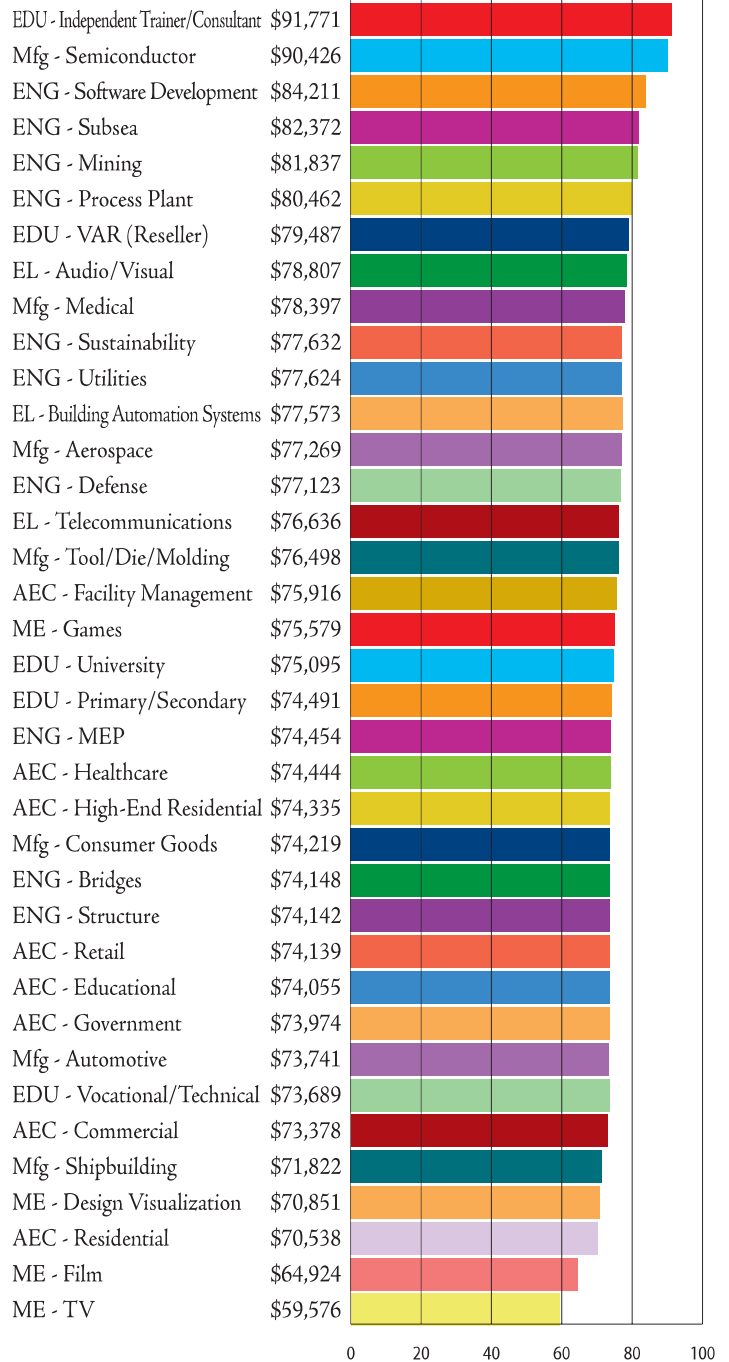
The average age of an AUGI member is 45. Fields with higher than average ages are Landscape Design/Landscape Architecture and Manufacturing. Is your company tackling the idea of succession and knowledge documentation? 17% of the industry is female. Fields with lower than average representation are Construction, Structural, Civil, Manufacturing, and Fuels.

## MARKETS SERVED - INDUSTRY SPECIALTIES

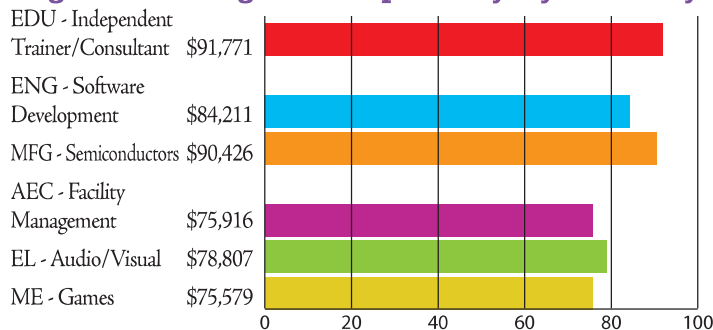
### Size of Market Segments



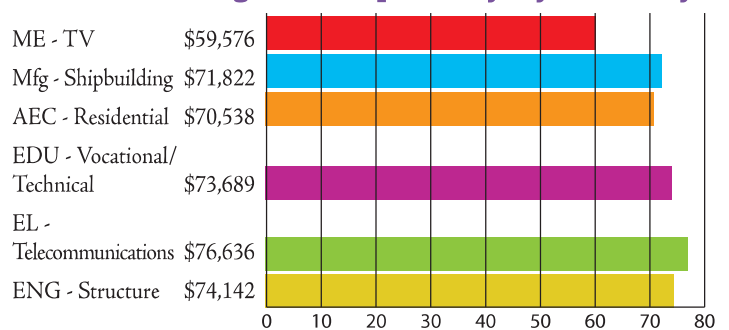
### Average Pay of Market Segments



### Highest Average Paid Specialty by Industry

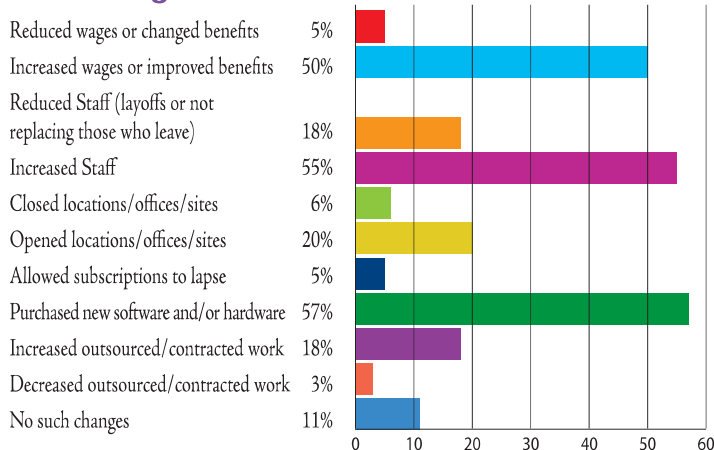


### Lowest Average Paid Specialty by Industry



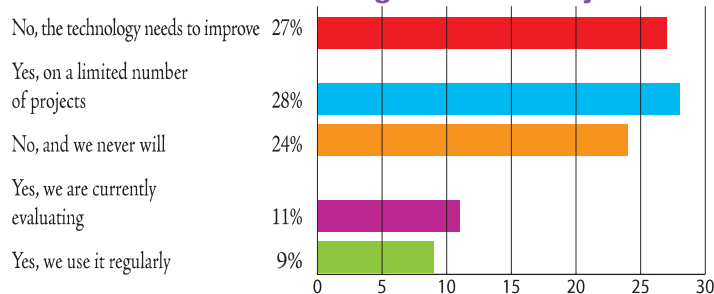
## HOT TOPICS

### Has Your Company Done Any of the Following in the Past Year?



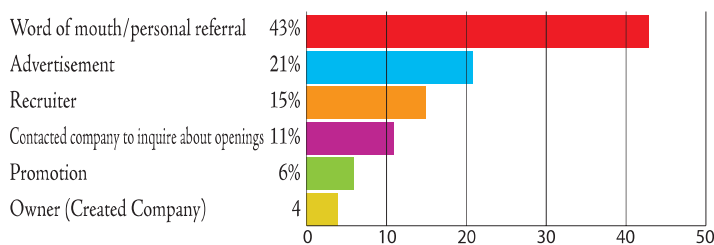
While more companies have increased wages and benefits, and expanded office locations, there's actually been a slight reduction in technology investments.

### Do You Use 3D Scanning on Your Projects?



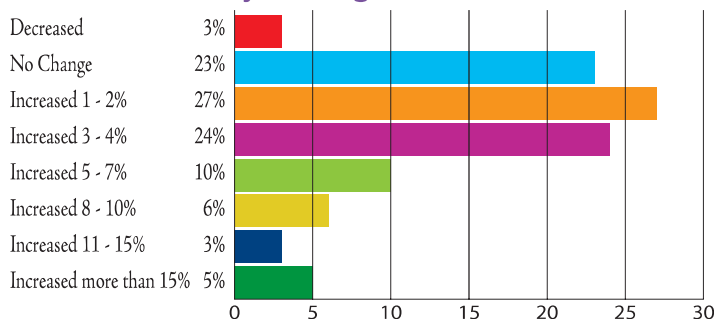
Regular use of 3D scanning and drones have seen an uptick

### How Did You Find Your Current Role?



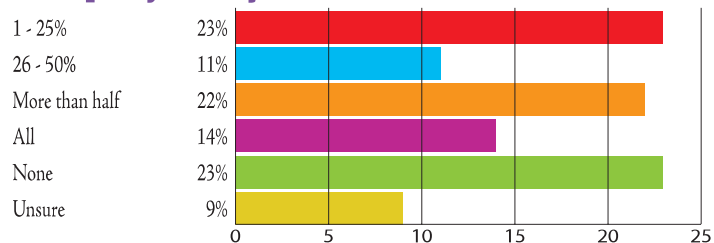
Only 21% of folks land their role through an advertisement. Have you been reaching out to your network?

### Has Your Salary Changed in the Past Year?



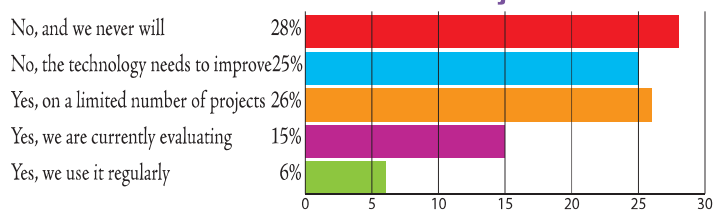
Women were twice as likely as men to have reported a reduction in hours and a decrease in pay within the past 12 months.

### (If applicable) What Percentage of Your Company's Projects Are BIM?



BIM adoption rates had increased steadily over the years, but no increases have been noted recently

### Do You Use Drones on Your Projects?



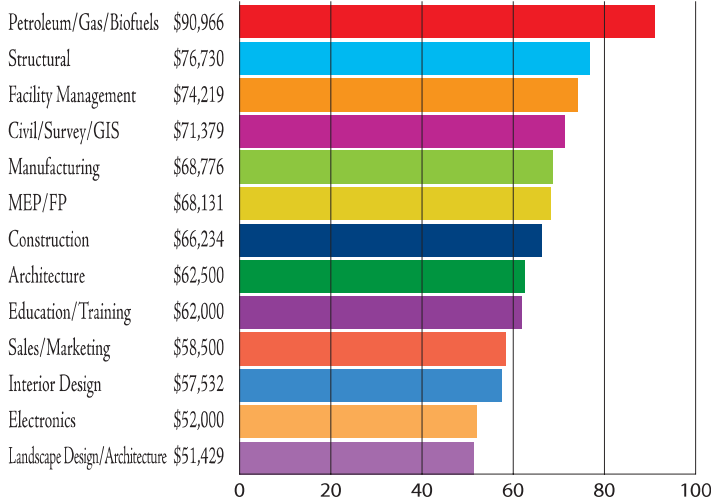
The average pay for firms that do more than half of their applicable projects in BIM remains 8% higher than those who use it on a quarter or less of their projects.

Today, 23% of applicable companies are not using BIM, down from 36% when we first asked this question in 2012.

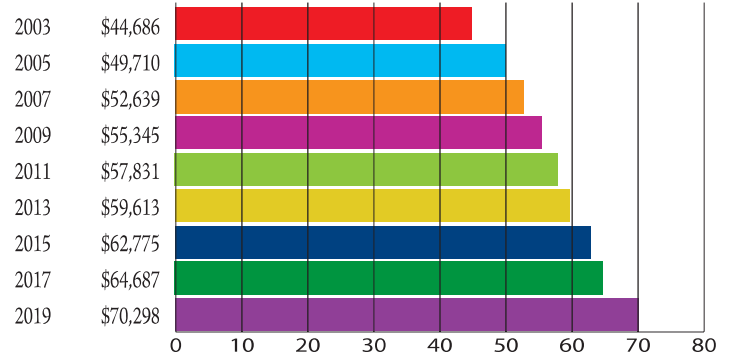
In 2007, 1.6% of respondents were BIM Managers. That number is 9% today, plus the 5% of respondents who are BIM Coordinators.

## DESIGNER CLOSE-UP

### Average AUGI Designer Salary by Industry

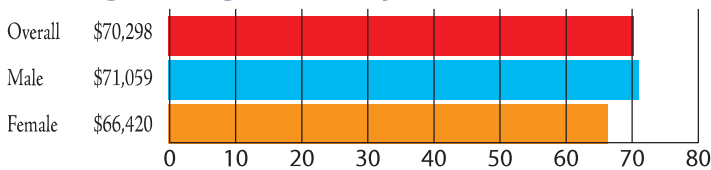


### Average Designer Pay



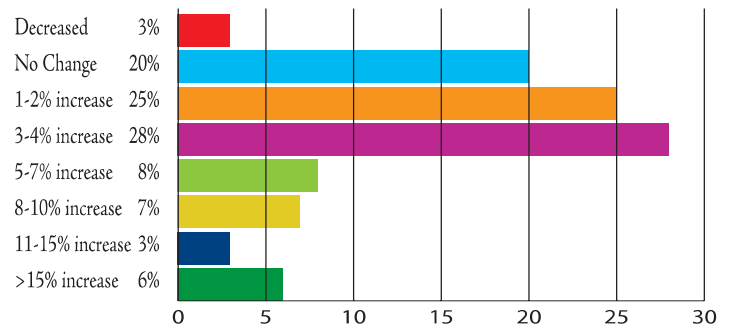
Designers have spent an average of 9 years working with their current company.

### Average Designer Salary



48% of Designers rate their workload as Extremely Busy, which is an increase from last year

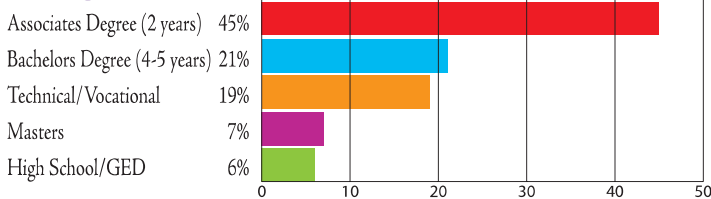
### Change in Salary



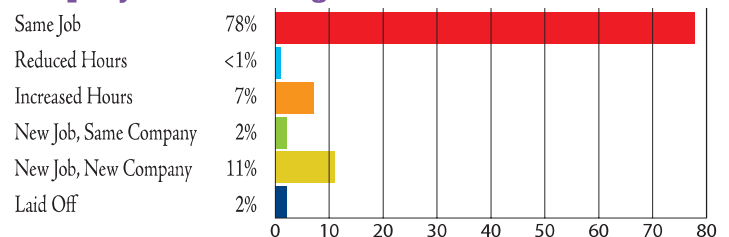
66% of Designers can work flexible hours.

Average designer has 19 years of experience in the industry.

### Designer Education Levels



### Employment Change in the Past Year



Average age of Designers is 46.

26% of Designers report the ability to telecommute.

40% of designers leave their work at the office instead of being constantly connected, which is 10% less than the survey average.

79% of Designers feel secure in their jobs; this is up slightly (3%) from last year.

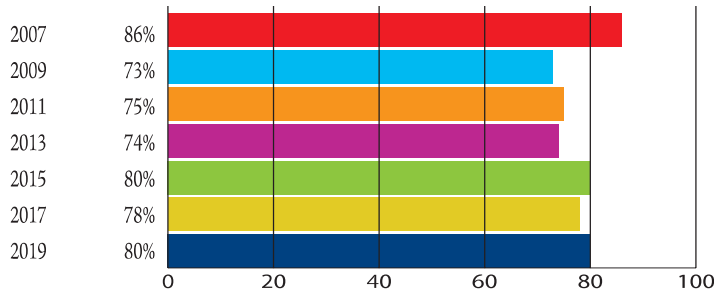
The total number of raises earned by designers hasn't changed, BUT the percentages of increases on the higher end of the scale has increased noticeably in the past 12 months.



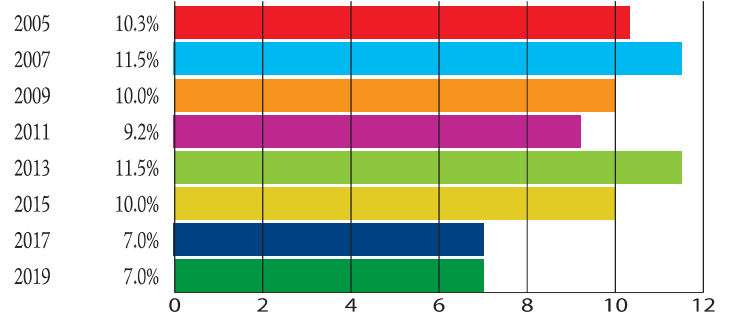
# AUGI 2019 Salary Survey

## A LOOK BACK

Percentage of Users Who Feel Secure

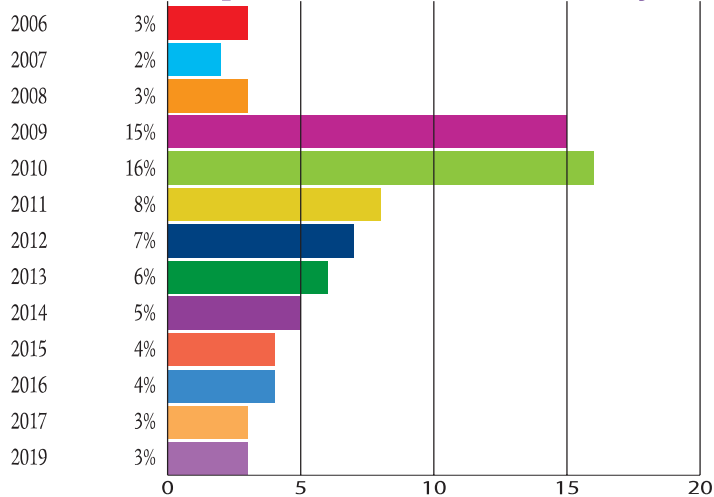


Percentage of Gender Pay Difference

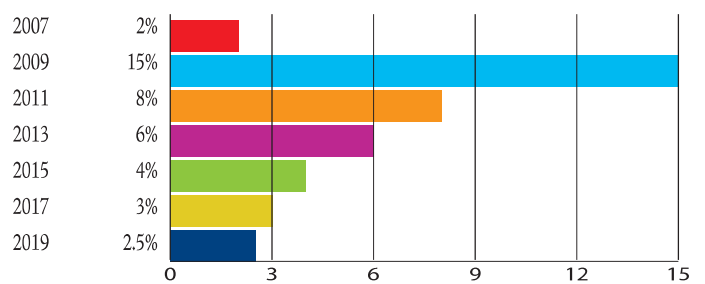


\* these numbers reflect a 40 hour work week

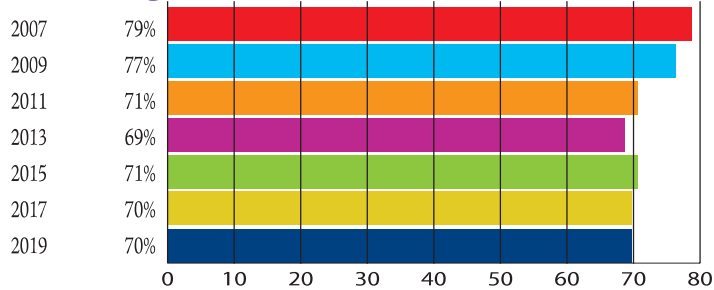
Users Who Experienced a Decrease in Pay



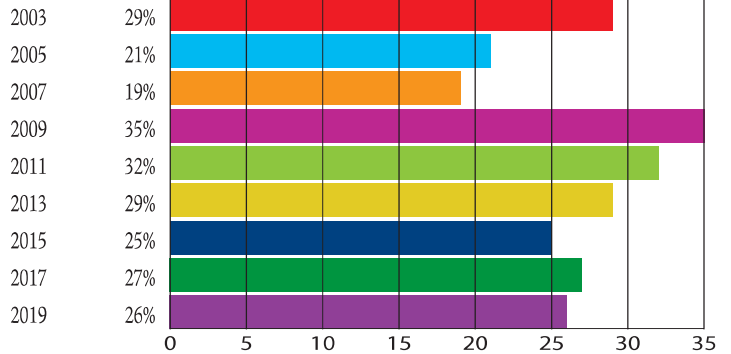
Percentage Who Experienced a Pay Decrease



Percentage of Users Who Are Satisfied



Percentage of Respondents Who Received No Raise



While the percentage of Designers has remained steady over the years, the volume of members with the job title of Drafter has shrunk from 28% in 2002, to just 10% today.

How has your job title shifted over the years?



Melanie Stone is a CAFM Solutions Architect with FM:Systems. She served as an AUGI Director/Officer for over 6 years and is currently involved with the STLUG. Melanie can be reached at [mistressofthedorkness@gmail.com](mailto:mistressofthedorkness@gmail.com) or found on Twitter as @MistresDorkness