Thank you to the over 4,200 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.

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 report. Just as with all of the AUGI programs, volunteers and these survey participants are what make the magic happen in our community.

In 13 years overseeing this report, I do constantly receive and consider feedback from the membership. So, as always (once you’ve read the FAQ), feel free to send me any suggestions for Hot Topic issues you’d like to see gauged, or other important statistics which may have been neglected.

The first course of discussion is, as usual, the differences in cost of living in various areas. Thirty percent of survey participants are from outside of the US, and the metro areas and rural areas can be costly or affordable no matter the country, so be sure to check local resources for those variances. I am a big fan of www.Indeed.com/Salary and the ETC Salary Calculator can help, as well as industry-specific surveys from other professional organizations. The salaries reported here (in US dollars, as participants were given a link to a currency converter) reflect salary and bonuses for those who work 40 hours a week; they are calculated to exclude overtime pay.

Negative factors (job insecurity, layoffs, reduced pay) continue to decline slowly, while those starting new jobs are on a slight increase. Market share for industry specialties hasn’t changed much since last year. Keep reading to see which market segments pay the most, and which are busiest now.

Wages in larger companies average 14 percent higher than those in the smallest firms. Regular use of cloud services has increased from 3 percent of respondents to 5 percent since last year, though most are still resisting due to company policy and other concerns, though use on a limited number of a company’s projects has jumped from 12 percent to 15 percent (when we first asked this question, only 5 percent were using cloud services on a limited basis).

Although 74 percent of our users are still in the same job they were last year, only a record low 44 percent intend to stay that way. We see in the March job search poll that 22 percent of users are currently searching for a new job due to dissatisfaction with their current role, and a further 10 percent plan to start looking soon. Without a doubt, most folks get their jobs through personal connections (45 percent), so be sure to reach out to your professional connections and start networking. And, when you get that new job offer, don’t forget to negotiate your salary.

Please keep an eye on AUGI HotNews, email blasts, and our social media channels next summer so you can participate, too!
AUGI 2016 Salary Survey

Demographics

Employee Gender
- Male: 82%
- Female: 18%

Work Location
- Urban: 69%
- Suburban: 27%
- Rural: 4%

Pay by Gender
- Overall: $65,088
- Male: $66,253
- Female: $59,692

45% of respondents have a Bachelor’s degree or higher, compared to 27% when this annual survey began in 2002.

Average Pay by Years of Experience

<table>
<thead>
<tr>
<th>Years of Experience</th>
<th>Average Pay</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-2 years</td>
<td>$47,828</td>
</tr>
<tr>
<td>3-4 years</td>
<td>$47,109</td>
</tr>
<tr>
<td>5-6 years</td>
<td>$58,078</td>
</tr>
<tr>
<td>7-8 years</td>
<td>$58,164</td>
</tr>
<tr>
<td>9-10 years</td>
<td>$62,262</td>
</tr>
<tr>
<td>11-14 years</td>
<td>$64,816</td>
</tr>
<tr>
<td>15-20 years</td>
<td>$62,580</td>
</tr>
<tr>
<td>21-30 years</td>
<td>$69,714</td>
</tr>
<tr>
<td>31-50 years</td>
<td>$72,372</td>
</tr>
<tr>
<td>51-60 years</td>
<td>$74,210</td>
</tr>
</tbody>
</table>

Average Pay By Education Level
(for those with 0-2 years of experience)

<table>
<thead>
<tr>
<th>Education Level</th>
<th>Average Pay</th>
</tr>
</thead>
<tbody>
<tr>
<td>High School / GED</td>
<td>$67,131</td>
</tr>
<tr>
<td>Technical / Vocational</td>
<td>$64,162</td>
</tr>
<tr>
<td>Associates Degree</td>
<td>$63,651</td>
</tr>
<tr>
<td>Bachelors Degree</td>
<td>$66,574</td>
</tr>
<tr>
<td>Masters</td>
<td>$74,552</td>
</tr>
<tr>
<td>Doctorate</td>
<td>$65,058</td>
</tr>
</tbody>
</table>

Respondents’ Years of Experience

<table>
<thead>
<tr>
<th>Years of Experience</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-2 years</td>
<td>5%</td>
</tr>
<tr>
<td>3-4 years</td>
<td>5%</td>
</tr>
<tr>
<td>5-6 years</td>
<td>6%</td>
</tr>
<tr>
<td>7-8 years</td>
<td>6%</td>
</tr>
<tr>
<td>9-10 years</td>
<td>10%</td>
</tr>
<tr>
<td>11-12 years</td>
<td>6%</td>
</tr>
<tr>
<td>13-14 years</td>
<td>4%</td>
</tr>
<tr>
<td>15-20 years</td>
<td>25%</td>
</tr>
<tr>
<td>21-30 years</td>
<td>22%</td>
</tr>
<tr>
<td>31-50 years</td>
<td>10%</td>
</tr>
</tbody>
</table>

Check out these resources for additional information on pay:
- Indeed.com/salary
- Salary.com
- PayScale.com
- ETC Salary Calculator
- Glassdoor

Search for other professional organizations related to your market to get more niche data.
AUGI 2016 Salary Survey

COMPANY DATA

Change in Employment?
- No, still the same job: 74%
- No, but my workload has increased: 9%
- No, but my hours were reduced: 1%
- Yes, same company, different job: 4%
- Yes, left for a new company: 10%
- Yes, I was laid off: 2%

What Benefits are Available To You?
- Paid Time Off: 91%
- Medical Insurance: 84%
- Retirement: 76%
- Dental Insurance: 71%
- Flexible Hours: 59%
- Continuing Education: 47%
- Telecommuting: 21%
- Childcare Assistance: 8%
- None of the Above: 3%

Does Your Company Have a Human Resources Department?
- Yes: 69%
- N/A: 2%
- No: 28%

Age of Respondents
- Under 30: 10%
- 30-39: 31%
- 40-49: 29%
- 50-59: 22%
- Over 60: 7%

Lack of benefits reduces average job satisfaction scores by more than 16%. The ability to telecommute translates to job satisfaction 8% higher than the average worker.

Years with Current Company
- 0-5: 48%
- 6-10: 22%
- 11-20: 21%
- 21-30: 7%
- Over 30: 2%

Number of Employees in Company
- 10 or fewer: 12%
- 11-25: 12%
- 26-50: 13%
- 51-100: 13%
- 101-200: 11%
- 201-500: 12%
- Greater than 500: 26%

Average Pay by Company Size (Number of Employees)
- 10 or fewer: $61,689
- 11 - 25: $58,382
- 26 - 50: $62,712
- 51 - 100: $63,369
- 101 - 200: $64,316
- 201 - 500: $66,404
- Greater than 500: $71,479
While the percentage of Designers has remained steady since the beginning, the volume of Drafters in our ranks has shrunk from 28% in 2002 to just 11% today.

Reminder: All reported average pay is based upon a 40 hour workweek. It would include base pay and potential bonuses, but not overtime pay for hourly workers.

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The average age of an AUGI member is 43.

Fields with higher than average ages are education, electronics, manufacturing and fuels.

18% of the industry is female.

Fields with lower than average representation are fuels, manufacturing, structural, construction and civil.
The average pay for firms that do more than half of their applicable projects in BIM is 5% higher than those who use it on less than a quarter of their projects.

Today, 26% 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 4% of respondents who are BIM Coordinators.
The average age of Designers is 44 years. They have approximately nine years with their current employer, and a median 18 years of experience in the industry.

19% of Designers report the ability to telecommute.

Melanie Perry is a CAFM Solutions Architect in St. Louis, MO. She is currently serving her second term as an Officer on the AUGI Board of Directors. Melanie can be reached at mistressofthedarkness@gmail.com or found on Twitter as @MistressDorkness