SPECIAL FEATURE

19th Annual AUGI Salary Survey

We hope our members are faring well, staying healthy, and reaching out to their networks, both professional and personal.

Lets 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!

e appreciate those members who were able to take the time to participate in this year's survey. Our participation was lower than expected by about 1/3, so, if you are reading this and do not remember seeing the email bulletins with the survey link and salary content, please be sure to go to augi.com/account to ensure your email address is current. If you need help accessing your account, reach out



to membership@augi.com. Then check augi.com/ account/email-subscriptions to ensure 'Bulletins' is checked 'Yes'.

As long as you're on the site, you might also want to register yourself in the Resource Directory, so other members know if you are available for work, and add categories so potential clients can find your specialty. augi.com/resource-directory

As always, when members take the survey, they are asked to reply with the details from their last fulltime role, and to indicate any job changes in later questions. Our 'Hot Topic' page this year is dedicated to the impact the pandemic may have had on our jobs and the adaptability of our teams.

The first question people have with regard to our salaries, 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 additional resources for those variances.For example, according to the ETC Salary Calculator, an Architectural Drafter with an Associate's degree and 6-10 years of experience could make \$56,000 a year in Tennesee, and \$64,000 a year in the New York City metro area.

I am a big fan of www.Indeed.com/Salary, the ETC Salary Calculator, Glassdoor, 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 convertor) reflect salary and bonuses for those who work 40 hours a week, and are calculated to exclude overtime pay.

Ten years ago, the ability to telecommute was only 15%, but, gradually increased over time, until it spiked to 50% this year. On our look back page, you can see that perceptions of job security for our members aren't that bad at the moment (but, that might be due to the members we expected to hear from, but, didn't, who might have pulled that number down).

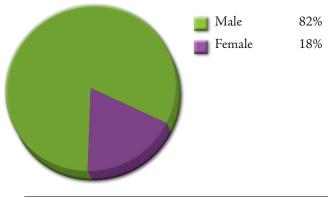
Designer remains our most common job title, so we have our closeup, with specifics of how that job looks to our membership.

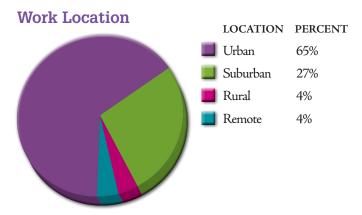
www.augi.com

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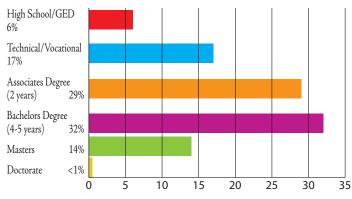
DEMOGRAPHICS

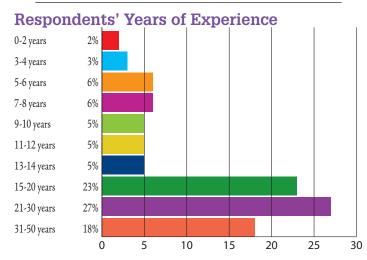
Employee Gender



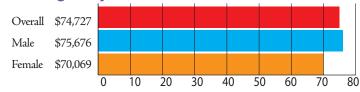


Education Level/Degree Attained

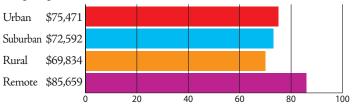




Average Pay



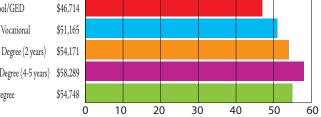
Pay by Work Location



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

Average Pay by Education Level (for those with 5 or fewer years of experience)







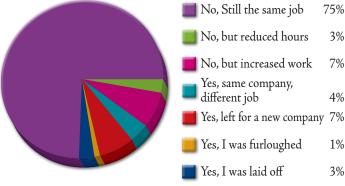
Check out these resources for additional information on pay:

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

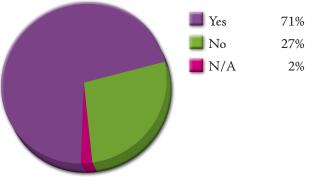
Search for other professional organizations related to your market, or administrative services like TriNet, to get more niche data. NDUSTRY FOCUS

COMPANY DATA

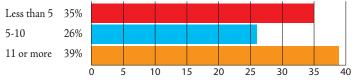
Change in Employment?

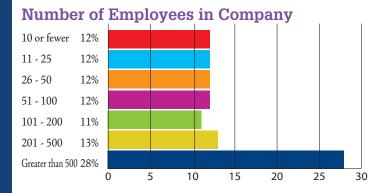


Does Your Company Have a Human Resources Department?



How Many Years Have You Worked for Your Current Employer?

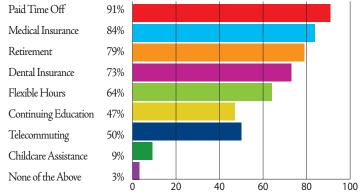




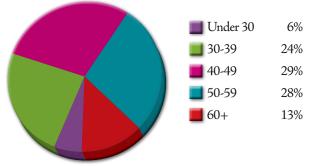
The ability to telecommute increased to 50% from 28% last year.

That is a big jump over the 15% who reported this benefit a decade ago.

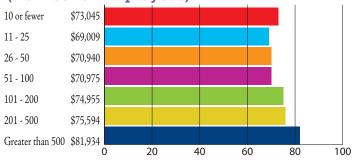
What Benefits Are Available to You?



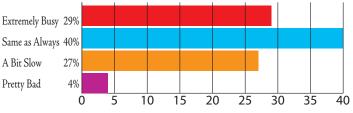
Age of Respondents



Average Pay by Company Size (Number of Employees)



Current Workload



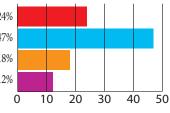
When You Leave for the Day, Are You Really Leaving Work?

 Yes, I do not deal with any work until I return
 24%

 Yes, but, exceptions for urgent issues
 47%

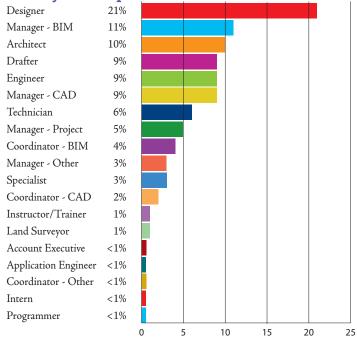
 No, I remain available to those in my company
 18%

 No, I am constantly connected for anyone to reach me
 12%



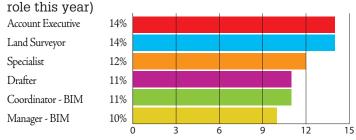
JOB TITLES

Survey Participants

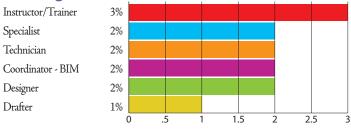


Jobs with the Highest Mobility

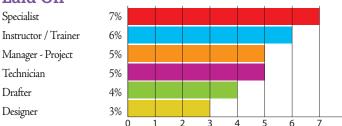
(percentage of each title who reported being in a new



Percent of Each Job Title who were Furloughed

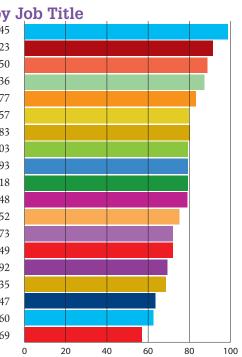


Percentage of Each Job Title who were Laid Off



Average Pay by Job Title

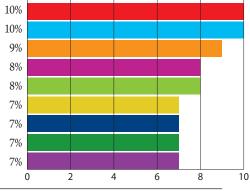
rivorago r c	~y ~y	-	
Account Executive	\$98,845		
Programmer	\$91,623		
Land Surveyor	\$88,850		
Manager - Other	\$87 , 336		
Manager - BIM	\$83,277		
Coordinator-Other	\$80,257		
Manager-CAD	\$80,183		
Instructor/Trainer	\$79 <i>,</i> 503		
Manager-Project	\$79 <i>,</i> 493		
Coordinator-CAD	\$79 <i>,</i> 418		
Architect	\$79,248		
Engineer	\$75,352		
Specialist	\$72,073		
Designer	\$72,049		
Application Engineer	\$69,392		
Coordinator-BIM	\$68,735		
Technician	\$63,647		
Drafter	\$62,460		
Intern	\$57,069		
		()



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

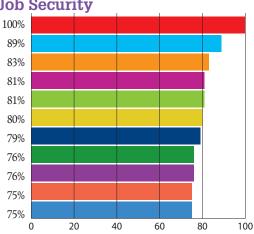
Users Who Experienced a Decrease in Pay





Feelings of Job Security

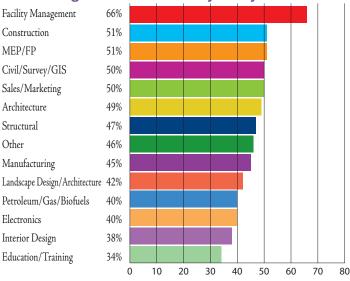




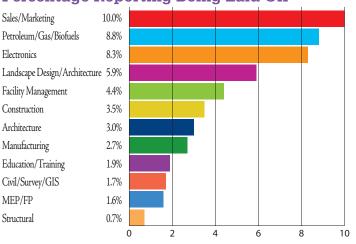
AUGI 2020 Salary Survey INDUSTRY/DISCIPLINE

Survey Participants 23% Architecture Civil/Survey/GIS 21% Construction 12% MEP/FP 10% Manufacturing 8% Structural 6% Facility Management (Operations) 2% Petroleum/Gas/Biofuels 2% Education/Training 2% Interior Design 1% Landscape Design/Architecture 1% <1% Electronics Sales/Marketing <1% 5 10 15 20 25 0

Percentage with Extremely Busy Workload

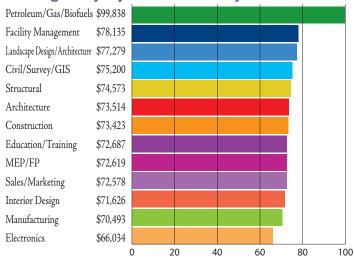


Percentage Reporting Being Laid Off

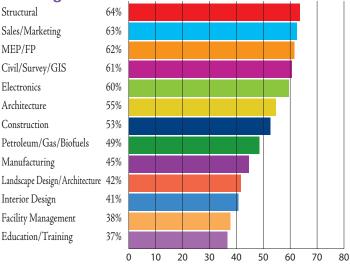


*low response rates for this industry will result in skewed numbers that are not statistically significant.

Average Pay by Field/Industry



Percentage of Each Industry Reporting Staffing Increases



The average age of an AUGI member is 47.

Fields with higher than average ages are Landscape Design/Landscape Architecture and Manufacturing.

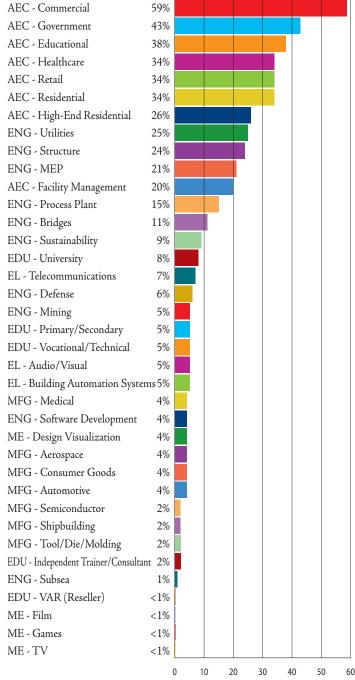
Is your company tackling the idea of succession and knowledge documentation?

18% of the industry is female.

Fields with lower than average representation are Construction, Structural, Civil, Manufacturing, and Fuels.

MARKETS SERVED - INDUSTRY SPECIALTIES

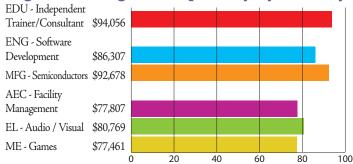
Size of Market Segments



Average Pay of Market Segments EDU - Independent Trainer/Consultant \$94,056

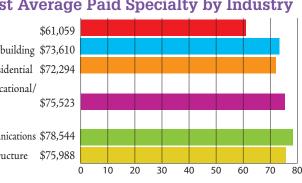
EDU - Independent Trainer/Consultant	\$9 4 ,050					
Mfg - Semiconductor	\$92,678					
ENG - Software Development	\$86,307					
ENG - Subsea	\$84,423					
ENG - Mining	\$83,875					
ENG - Process Plant	\$82,465					
EDU - VAR (Reseller)	\$81,467					
EL - Audio/Visual	\$80,769					
Mfg - Medical	\$80,349					
ENG - Sustainability	\$79,565					
ENG - Utilities	\$79,557					
EL - Building Automation Systems	\$79,505					
Mfg - Aerospace	\$79,193					
ENG - Defense	\$79,043					
EL - Telecommunications	\$78,544					
Mfg - Tool/Die/Molding	\$78,402					
AEC - Facility Management	\$77 , 807					
ME - Games	\$77,461					
EDU - University	\$76,964					
EDU - Primary/Secondary	\$76,346					
ENG - MEP	\$76,308					
AEC - Healthcare	\$76,298					
AEC - High-End Residential	\$76,186					
Mfg - Consumer Goods	\$76,068					
ENG - Bridges	\$75,994					
ENG - Structure	\$75,988					
AEC - Retail	\$75,985					
AEC - Educational	\$75,899					
AEC - Government	\$75,816					
Mfg - Automotive	\$75,578					
EDU - Vocational/Technical	\$75,523					
AEC - Commercial	\$75,205					
Mfg - Shipbuilding	\$73,610					
ME - Design Visualization	\$72,615					
AEC - Residential	\$72,294					
ME - Film	\$66,541					
ME-TV	\$61,059					
		0	20	40	60 8	80 1

Highest Average Paid Specialty by Industry



Lowest Average Paid Specialty by Industry

ME - TV \$61,059 Mfg - Shipbuilding \$73,610 AEC - Residential \$72,294 EDU - Vocational/ Technical \$75,523 EL -Telecommunications \$78,544 ENG - Structure \$75,988

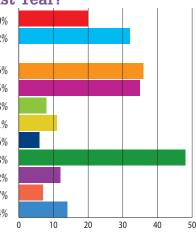


HOT TOPICS

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

Reduced wages or changed benefits	20
Increased wages or improved benefits	32
Reduced Staff (layoffs or not replacing those who leave)	36
Increased Staff	35
Closed locations/offices/sites	8
Opened locations/offices/sites	11
Allowed subscriptions to lapse	6
Purchased new software and/or hardware	48
Increased outsourced/contracted work	12
Decreased outsourced/contracted work	7
No such changes	14

JSTRV F(



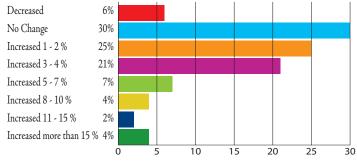
How Has Your Workload Changed Since the **Pandemic Began?**

My workload has remained the same	57%								
I am working more now	23%								
I am working less now	15%								
I was hired for a new role	1%								
I was furloughed for a known length of tir	ne 1%								
I was furloughed for an unknown length of tir	ne 2%								
I was terminated	1%								
My company closed	<1%								
		0	1	0	20	3	0 4	0 5	0 6

How Has Your Technology Usage Changed Since the Pandemic Began?

Since the Landon		v g	an						
No Change - We were using laptops already	38%								
Change - We have switched more users to laptops	24%								
No Change - We use desktop workstations at the office	26%								
Change - We use desktop workstations at home	23%								
Change - We work from home and remote into our desktops	43%								
No Change - We were using BIM360, Google Drive or other cloud storage already	23%								
Change - We started or greatly increased use of cloud storage	16%								
No Change - We were using Teams/Slack/Yammer/ Skype/Google Chat for collaboration already	24%								
Change - We adopted or greatly increased use of communications services	46%								
No Change - We are having the same amount of online meetings	9%								
Change - We have started or greatly increased online meetings	64%								
		0	10	20 3	30 4	10 5	50	60	

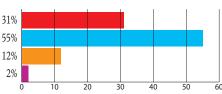
Has Your Salary Changed in the Past Year?



How Prepared was Your Team for Remote Work?

Perfectly prepared Somewhat prepared Not at all prepared Not capable of remote work

80 70



For those whose teams had difficulty adapting to remote work, the number one and number two issues cited were:

Company Infrastructure/ Bandwidth - 29% Internet Connectivity - 21%

For Those Users Who Experienced Pains Adjusting To Remote Work, The Issues Were:

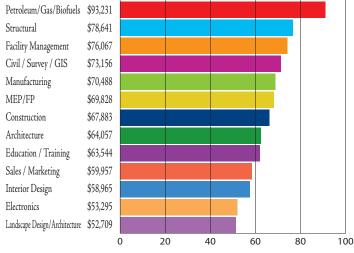
Company Infrastructure/Bandwidth	22%						
Internet Connectivity	21%						
Employee Adaptation	15%						
Collaboration	14%						
Access to Hardware	10%						
Distribution of Work	6%						
Availability of Coworkers	6%						
licensing issues	5%						
		0	5	10) 1	5 2	0 25

Percentage of Industries Who Report Being Unable to Work Remotely

Landscape Design/Architecture	5.9%						
Manufacturing	5.5%						
Civil / Survey / GIS	3.7%						
Construction	3.5%						
MEP/FP	2.8%						
Education / Training	1.9%						
Architecture	0.9%						
		0	2 .	3	4	5	6

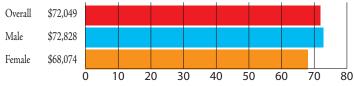
DESIGNER CLOSE-UP

Average AUGI Designer Salary by Industry

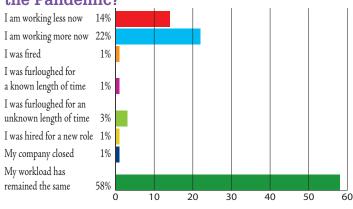


Designers have spent an average of 11 years working with their current company.

Average Designer Salary



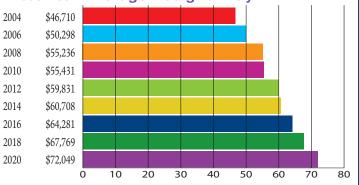
How Has Your Workload Changed Since the Pandemic?



66% of Designers can work flexible hours.

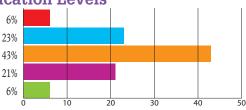
29% of Designers rate their workload as Extremely Busy, an 11% decrease from last year.

Historical Average Designer Pay



Designer Education Levels

High School/GED6%Technica/Vocational23%Associates Degree (2 years)43%Bachelors Degree (4-5 years)21%Masters6%

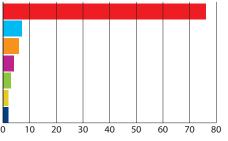


Average age of Designers is 48.

49% of Designers report the ability to telecommute, which has doubled since last year.

Employment Change in the Past Year

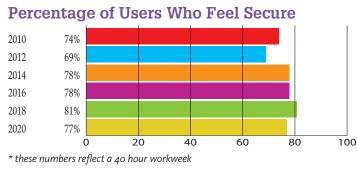
No, still the same job76%No, but, my workload has increased7%Yes, left for a new company6%No, but, my hours were reduced4%Yes, I was laid off3%Yes, I was furloughed2%Yes, same company, different job2%



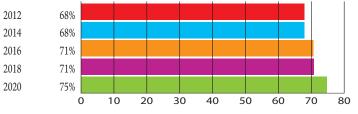
Average designer has 22 years of experience in the industry.

75% of designers feel Secure in their jobs, which is only a 4% drop from last year.

A LOOK BACK



Percentage of Users Who Are Satisfied



Percentage Reporting Poor Workload 2011 36% 19% 2015 2016 20% 2017 16% 2018 14% 2019 13% 2020 31% 10 15 20 25 30 35 40 0 5

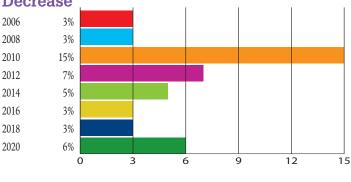
While the percentage of Designers has remained steady over the years, the volume of members with the job title of Drafter has shrunk from 28% in 2002, to just 9% today.

How has your job title shifted over the years?

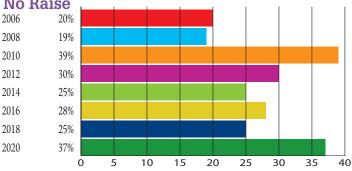
Percentage of Gender Pay Difference



Percentage Who Experienced a Pay Decrease



Percentage of Respondents Who Received No Raise



Melanie Stone is a CAFM/IWMS Specialist supporting ARCHIBUS, FMInteract, Tririga or similar. She served as an AUGI Director/Officer for over 6 years and is currently involved with the STLRUG. Melanie can be reached at mistressofthedorkness @gmail.com or found on Twitter as @MistresDorkness