

# 2021 SALARY SURVEY

for Structured Cabling Professionals



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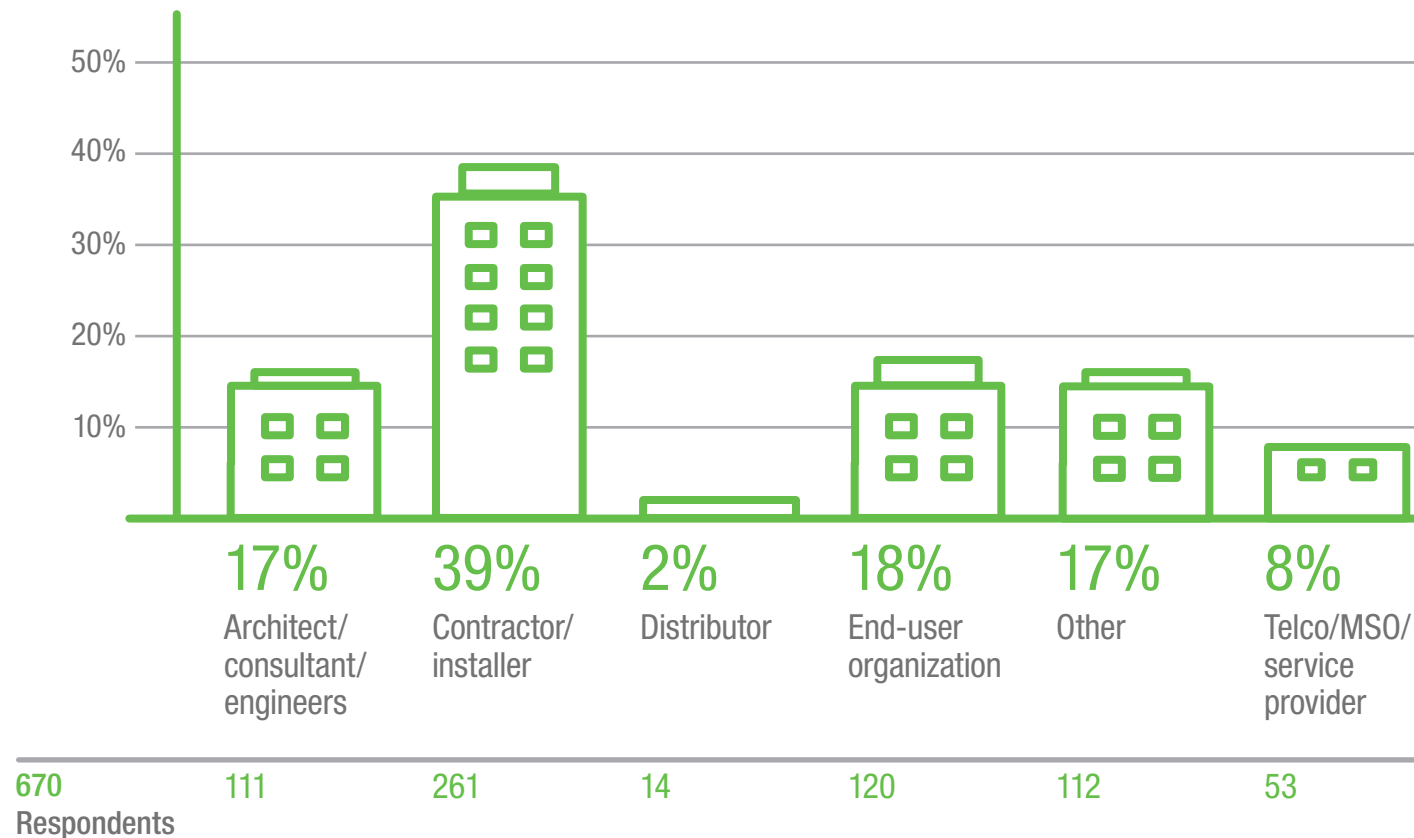


There's a lack of pay data in the structured cabling industry. That makes it difficult for owners and managers of design and install firms to determine how to pay their teams. And professionals within the industry don't know how their pay stacks up.

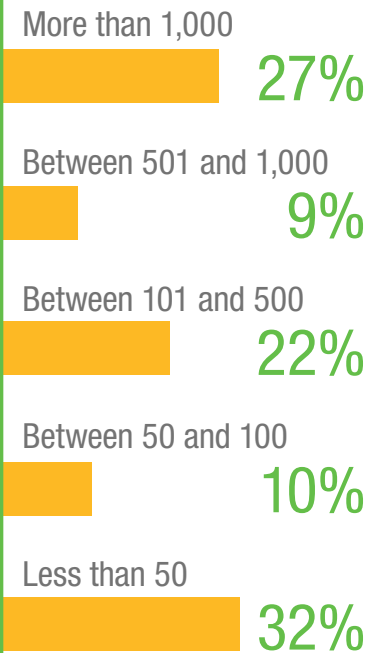
Cabling Installation & Maintenance Magazine and Fluke Networks launched this survey to US professionals in the Fall of 2020 to address this need. This survey not only answers the “how much should I pay/make” question, but also helps firms and individuals understand which segments, skills and certifications can lead to bigger profits and higher pay.

# SURVEY DEMOGRAPHICS

## COMPANY TYPE



## COMPANY SIZE

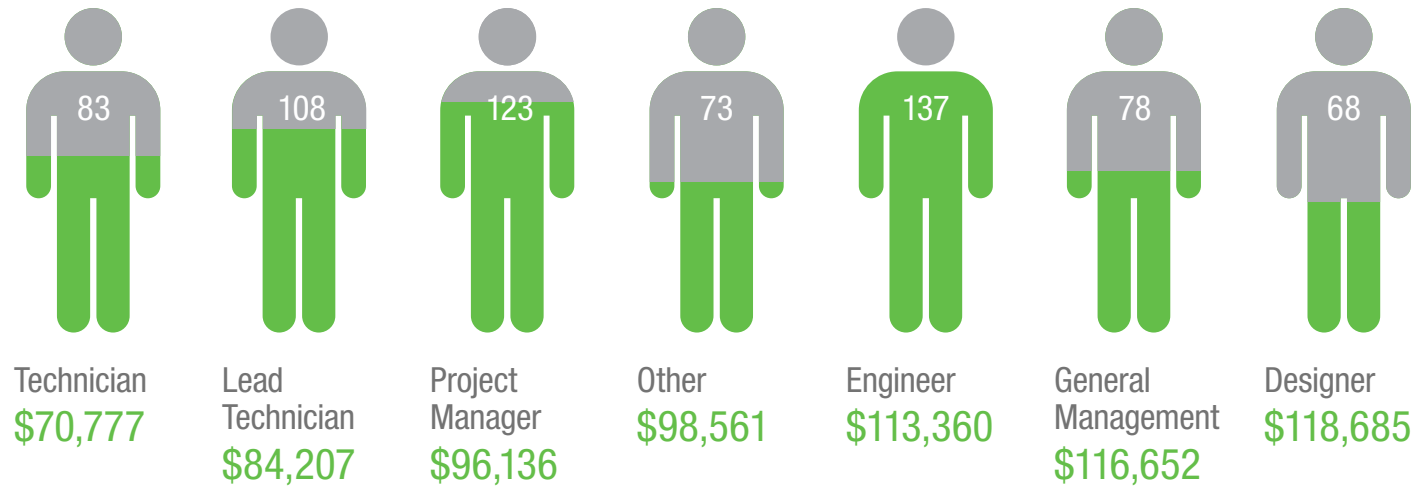


GRAND TOTAL 670

# GENERAL PAY INFORMATION

## TOTAL COMPENSATION BY JOB ROLE

670 RESPONDENTS



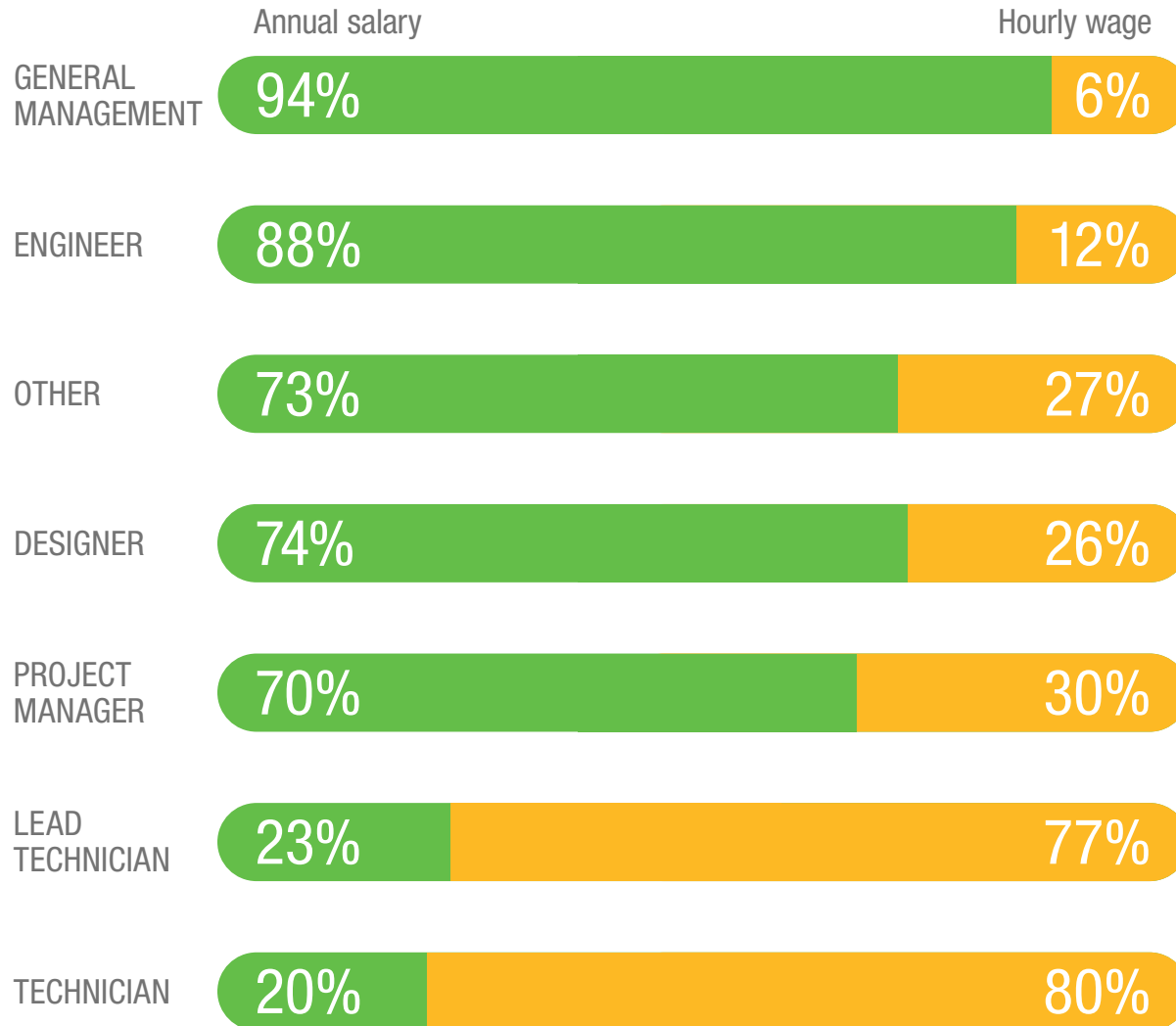
Average compensation increased by **9%** over 2020

For the first time, Designers topped the pay scale, surpassing General Management.

## TYPE OF JOB



## SALARY VS HOURLY



## HOURLY WAGES

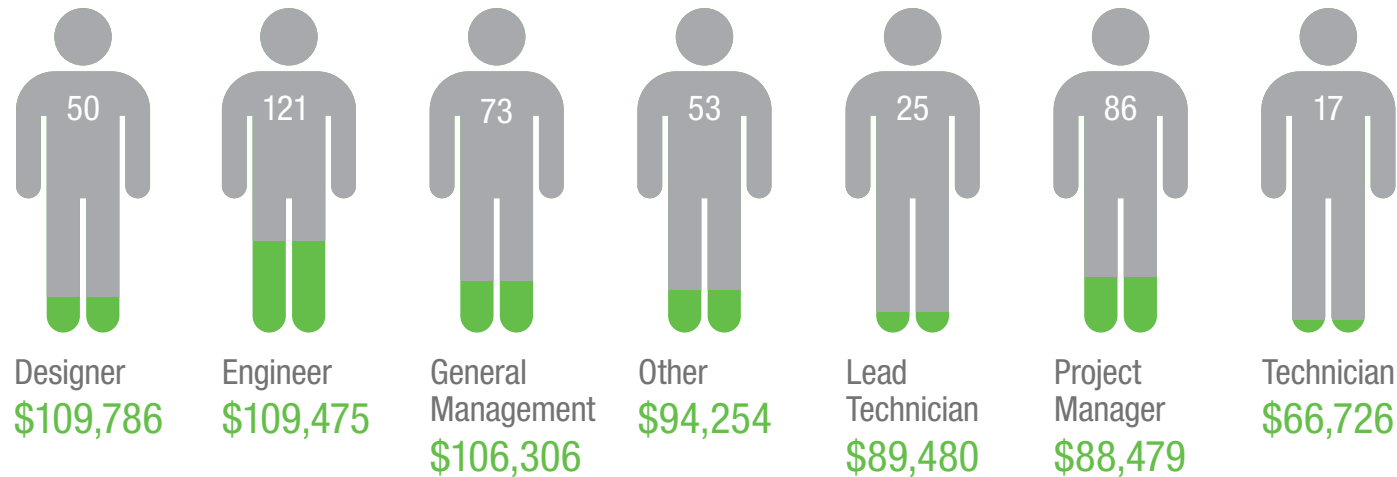
Job role	Average hourly wage
Designer	\$52.71
Engineer	\$47.68
General Management	\$42.87
Project Manager	\$41.97
Other	\$36.83
Lead Technician	\$33.05
Technician	\$29.69

## OVERTIME

**76%**

get overtime averaging **235** hours/year – that's 8 more hours of overtime to 5% fewer participants than in the 2020 survey

# SALARY



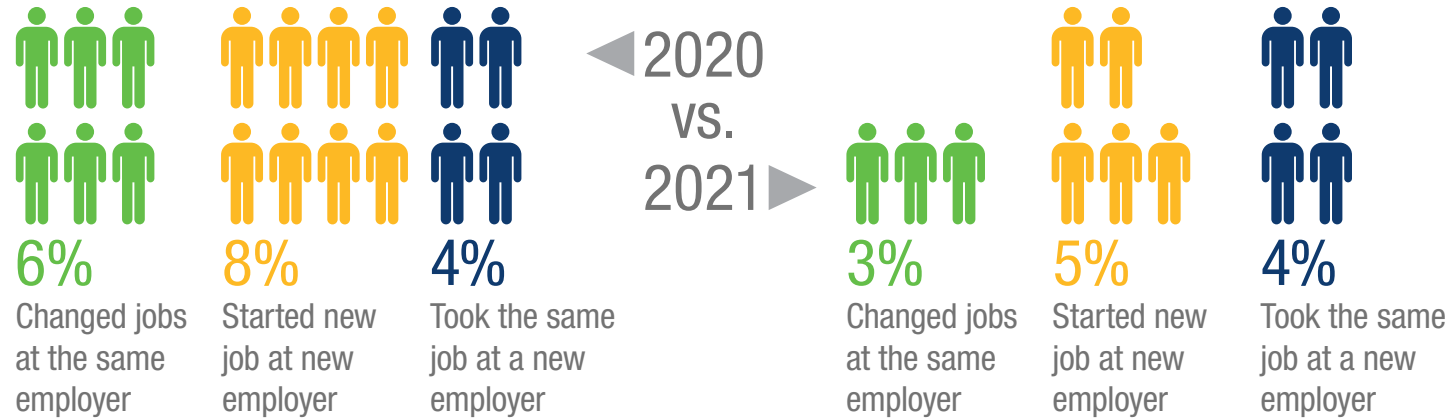
Salaries for Designers and Engineers passed General Management in the **2021** results.

# BONUS

Job role	Number of respondents	Average of bonus amount	Percent of salaried workers getting a bonus	Bonus percent of annual salary
General Management	33	\$13,650	45%	13%
Other	23	\$8,185	43%	9%
Designer	19	\$8,437	38%	8%
Project Manager	48	\$10,124	56%	11%
Engineer	68	\$7,821	56%	7%
Lead Technician	7	\$13,929	28%	16%
Technician	8	\$1,488	47%	2%
Grand Total	206	\$9,350	48%	10%

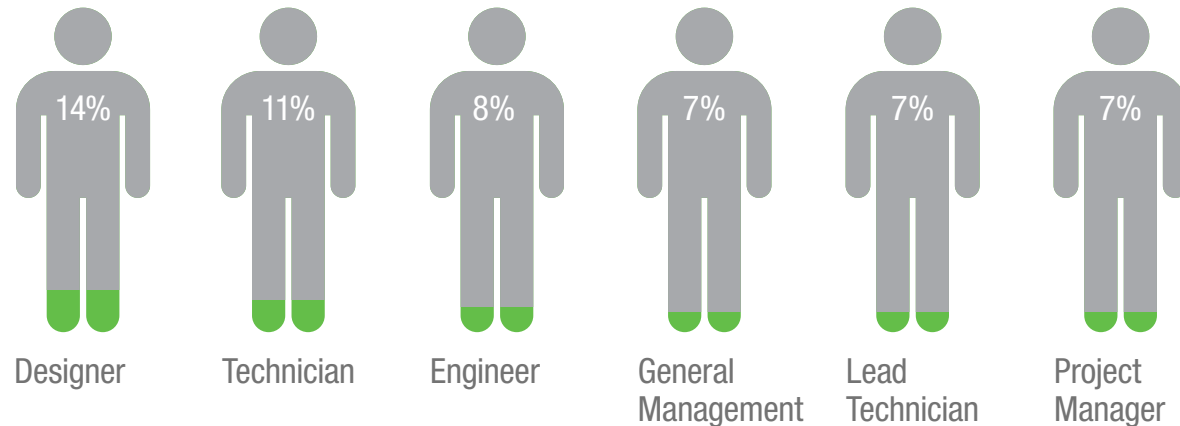
**48%**  
of salaried employees get an annual bonus, averaging **9% of salary**  
– down from **10%** in **2020**

# JOB CHANGES



In 2020, **9%** changed employers, down from **12%** in 2019. Respondents changing employers reported making **6%** less than those not changing; in 2019, they made **9%** more.

# LIKELY TO LEAVE FOR A NEW COMPANY



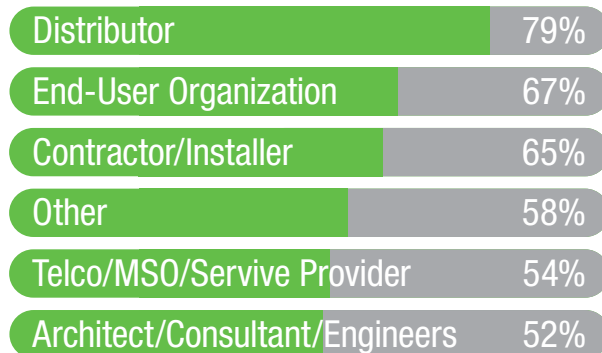
In 2019, General Managers were the most likely to leave. In 2020, Designers were most likely to leave and those who did increased their pay by **15%**

# COVID-19 IMPACT

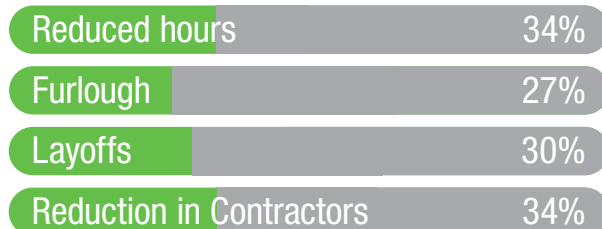
## 61%

of companies experienced reduced hours, furloughs, layoffs or reduced contract workers

### BY FIRM TYPE



### SHARE OF FIRMS EMPLOYING COST CUTTING MEASURES



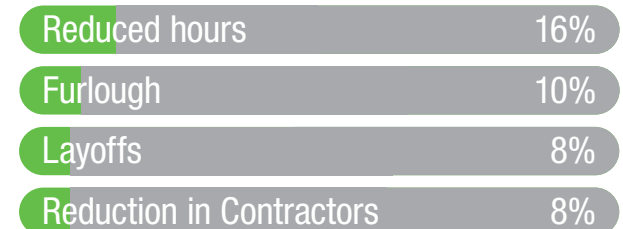
## 23%

of workers experienced reduced hours, furloughs, layoffs or reduced contract workers

### BY JOB TYPE



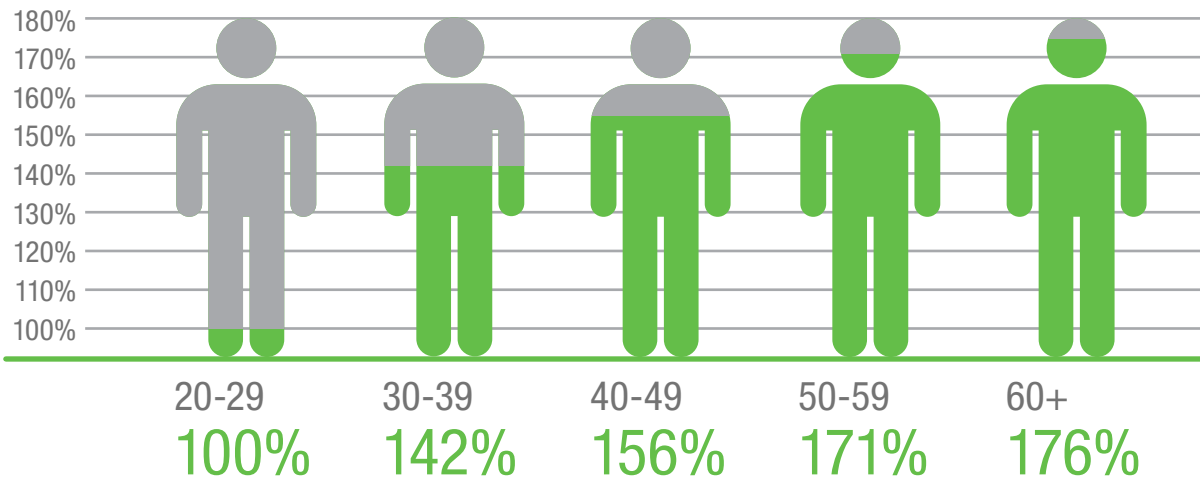
### SHARE OF INDIVIDUALS IMPACTED BY COST CUTTING MEASURES





# AGE AND SEX

## HOW MUCH DOES PAY INCREASE WITH AGE?



Women make up

**4%**

of respondents – unchanged since 2018.

By job role:

**9%** Designer

**6%** General Management

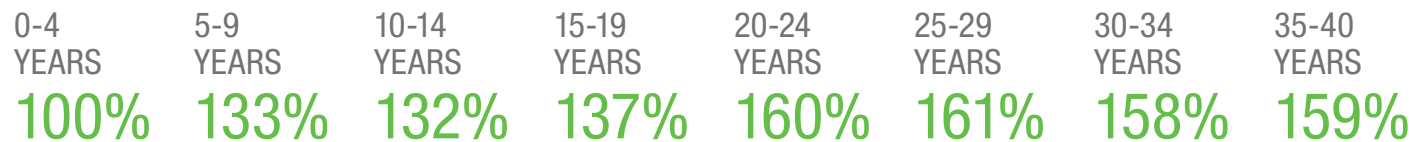
**2%** Technician

**1%** Engineer

**3%** Lead Technician

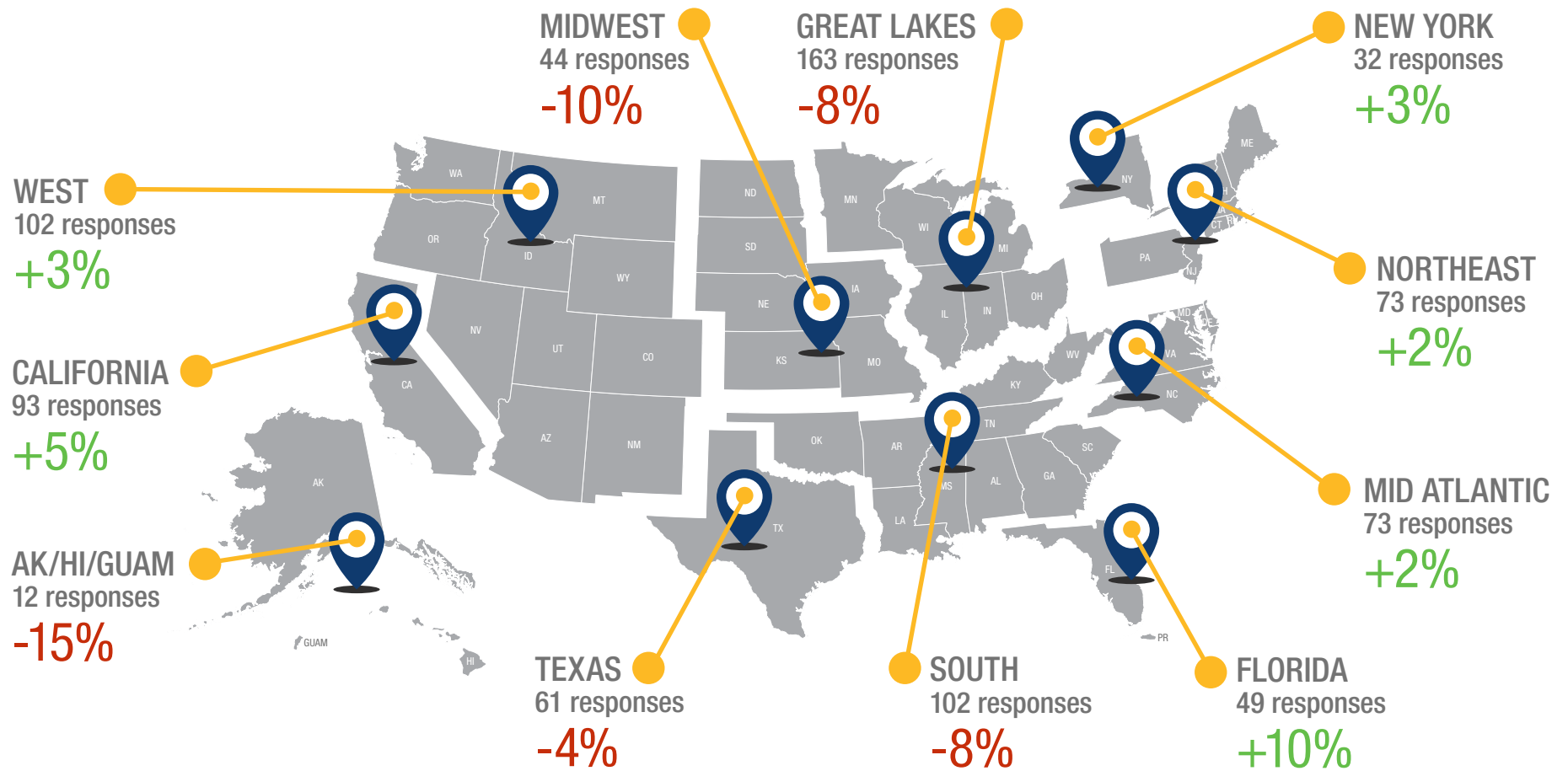
**4%** Project Manager

## HOW MUCH DOES PAY INCREASE WITH EXPERIENCE?



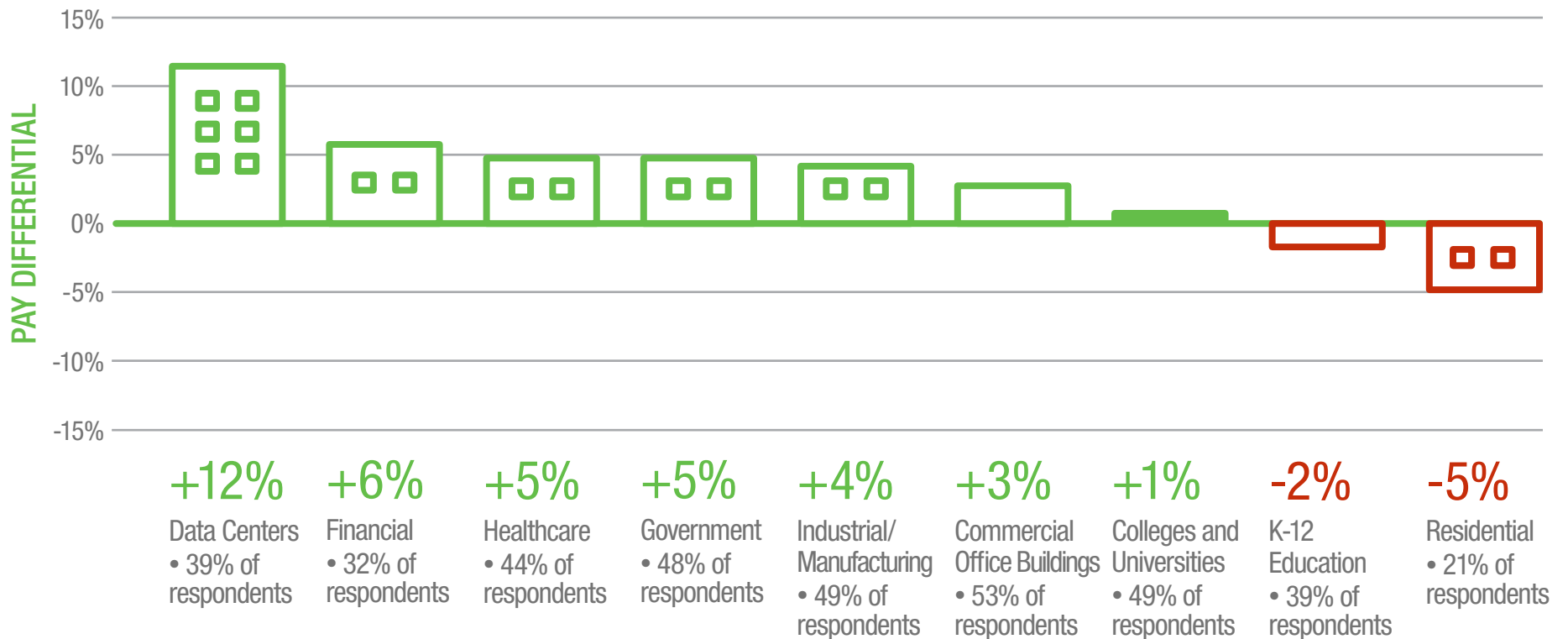
# REGIONAL DIFFERENCES

## PAY AS COMPARED TO NATIONAL AVERAGES



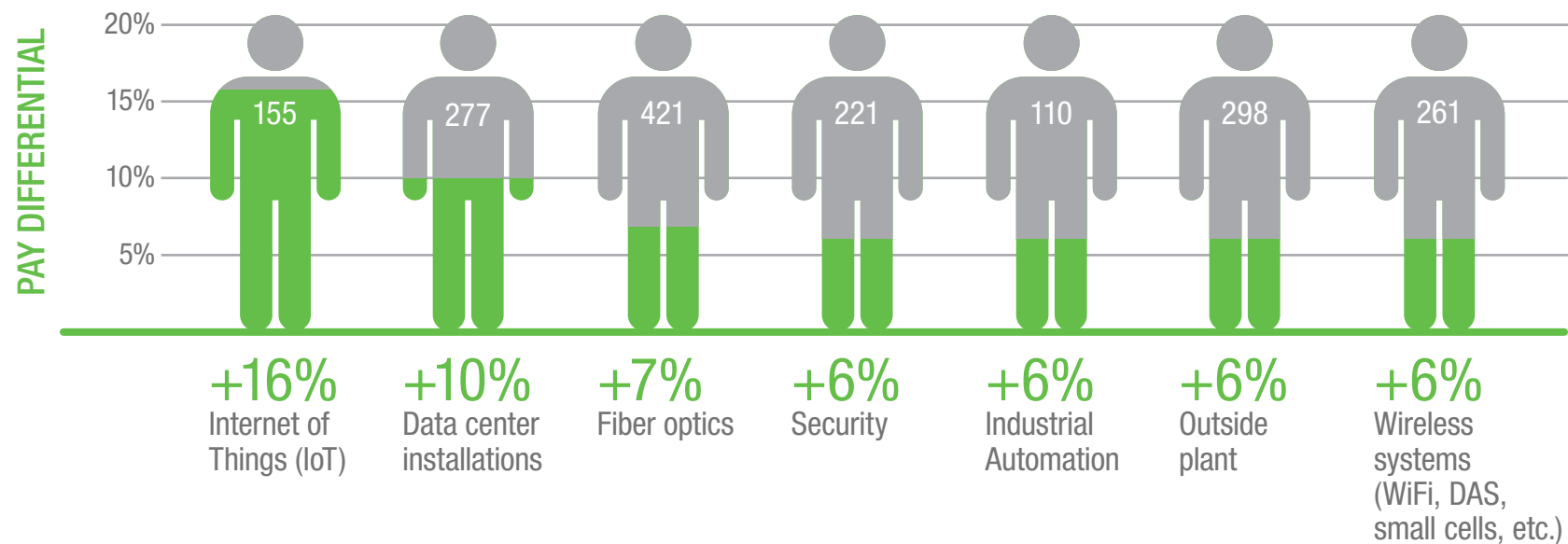
# WHICH SECTORS OFFER THE HIGHEST PAY?

HOW AVERAGE PAY VARIES BETWEEN FIRMS THAT WORK IN THE SPECIFIED INDUSTRY SECTOR AND THOSE THAT DON'T.



# TOP PAYING SPECIALTIES

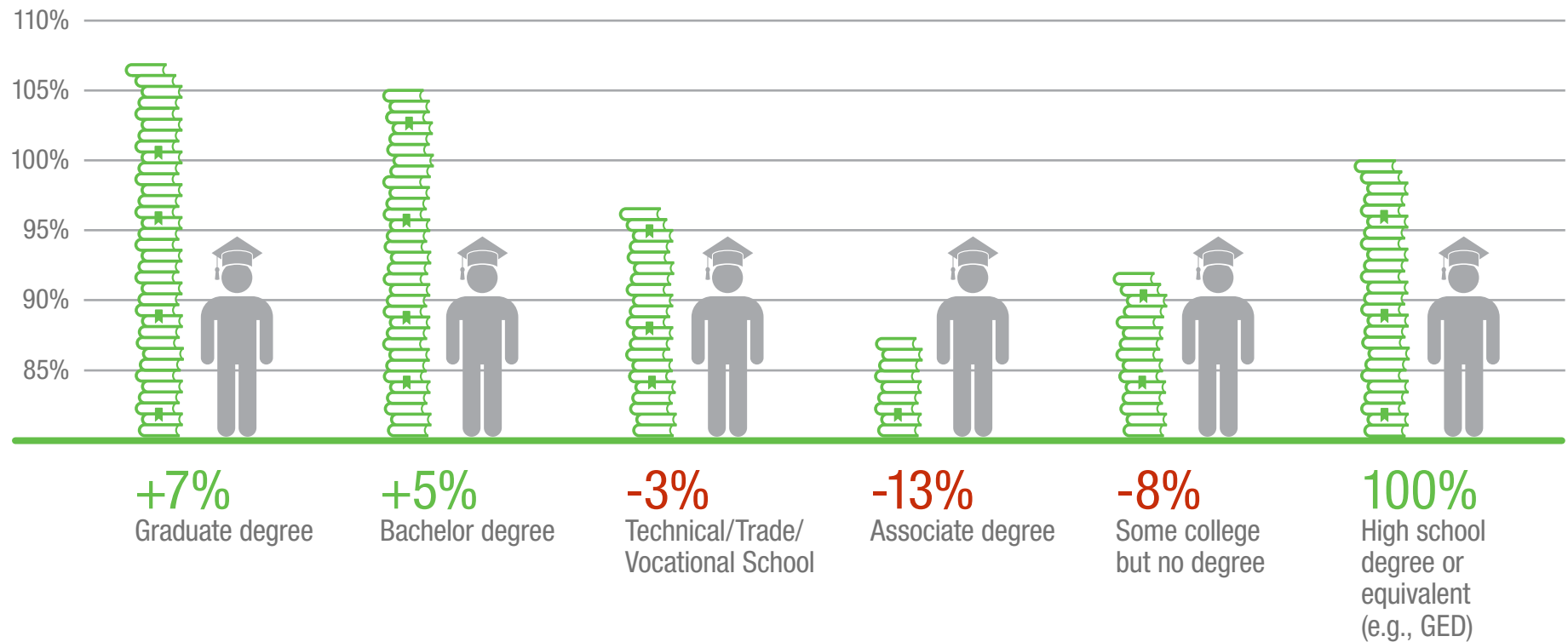
VARIANCE IN PAY BETWEEN INDIVIDUALS REPORTING A VERY HIGH EXPERTISE IN A SPECIALTY AS COMPARED TO THOSE WITH NO EXPERTISE IN THAT SPECIALTY.



# EDUCATION VS. INCOME

## PAY COMPARED TO HIGHEST LEVEL COMPLETED

College made a difference for designers and engineers, but not so in other roles.



The typical increase for a college degree has dropped:  
 2018: 23%  
 2019: 18%  
 2020: -3%

# CERTIFICATIONS

## DO THEY PAY OFF?

RCDD = BICSI Registered Communications Distribution Designer

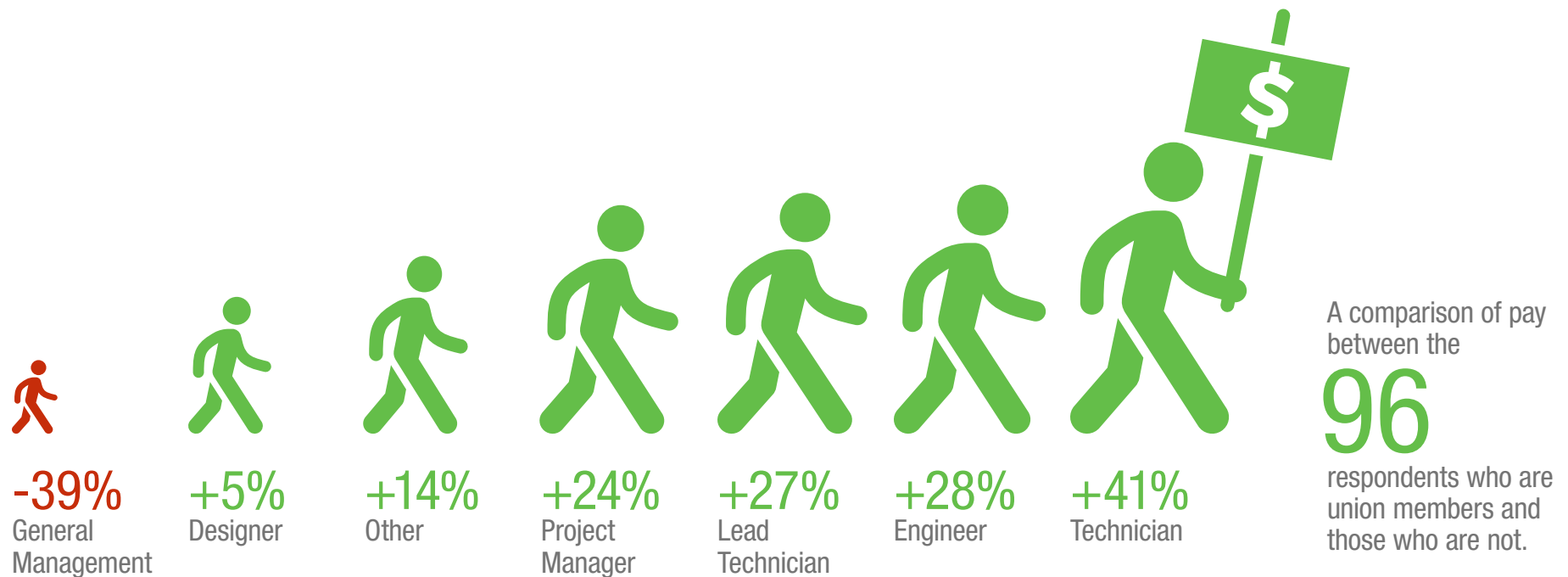
BICSI RCDD's earn  
**24%**  
more than non-RCDD's



Fluke Networks Certified  
Cabling Test Technicians  
(CCTT) earn  
**22%**  
more than non CCTT-certified  
technicians

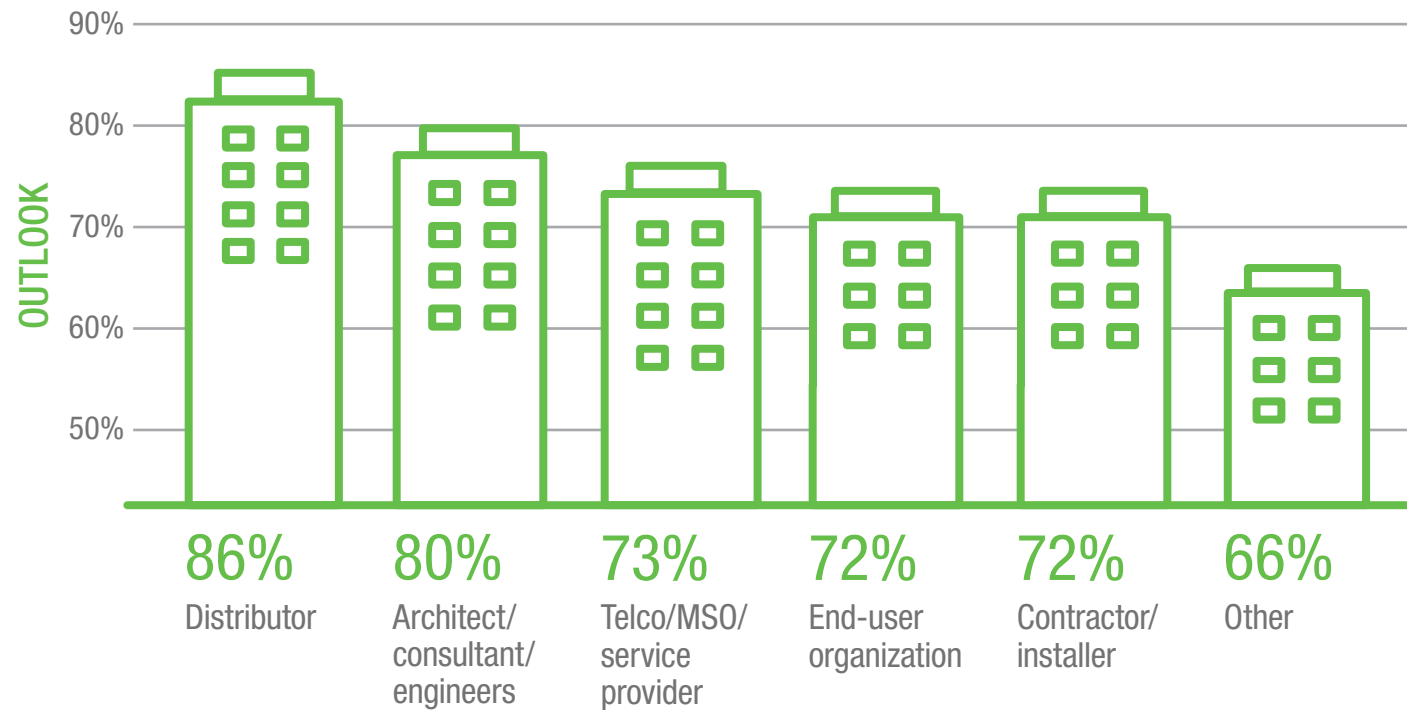
# UNION MEMBERSHIP

UNION MEMBERS EARN 14% MORE THAN NON-UNION MEMBERS (UP FROM 8% IN 2020), BUT IT VARIES BY JOB.



# OUTLOOK

## PERCENTAGE OPTIMISTIC ABOUT THE FUTURE OF THEIR FIRM



Last year, **71%** were optimistic about the outlook for the industry, this year it's **73%**.



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