

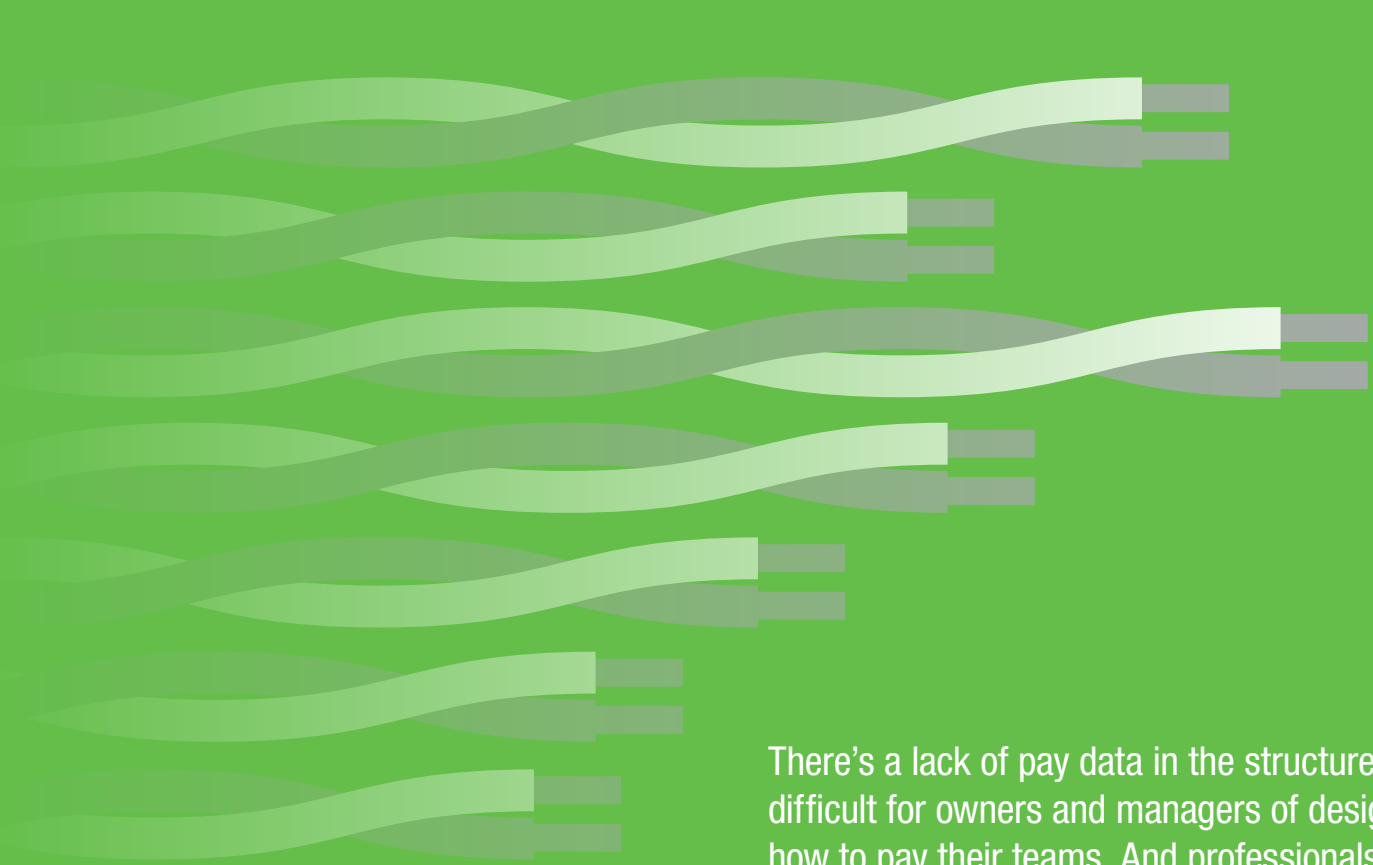
# 2019 SALARY SURVEY

for Structured Cabling Professionals

Sponsored by

**FLUKE**  
networks

**Cabling**  
Installation • Maintenance

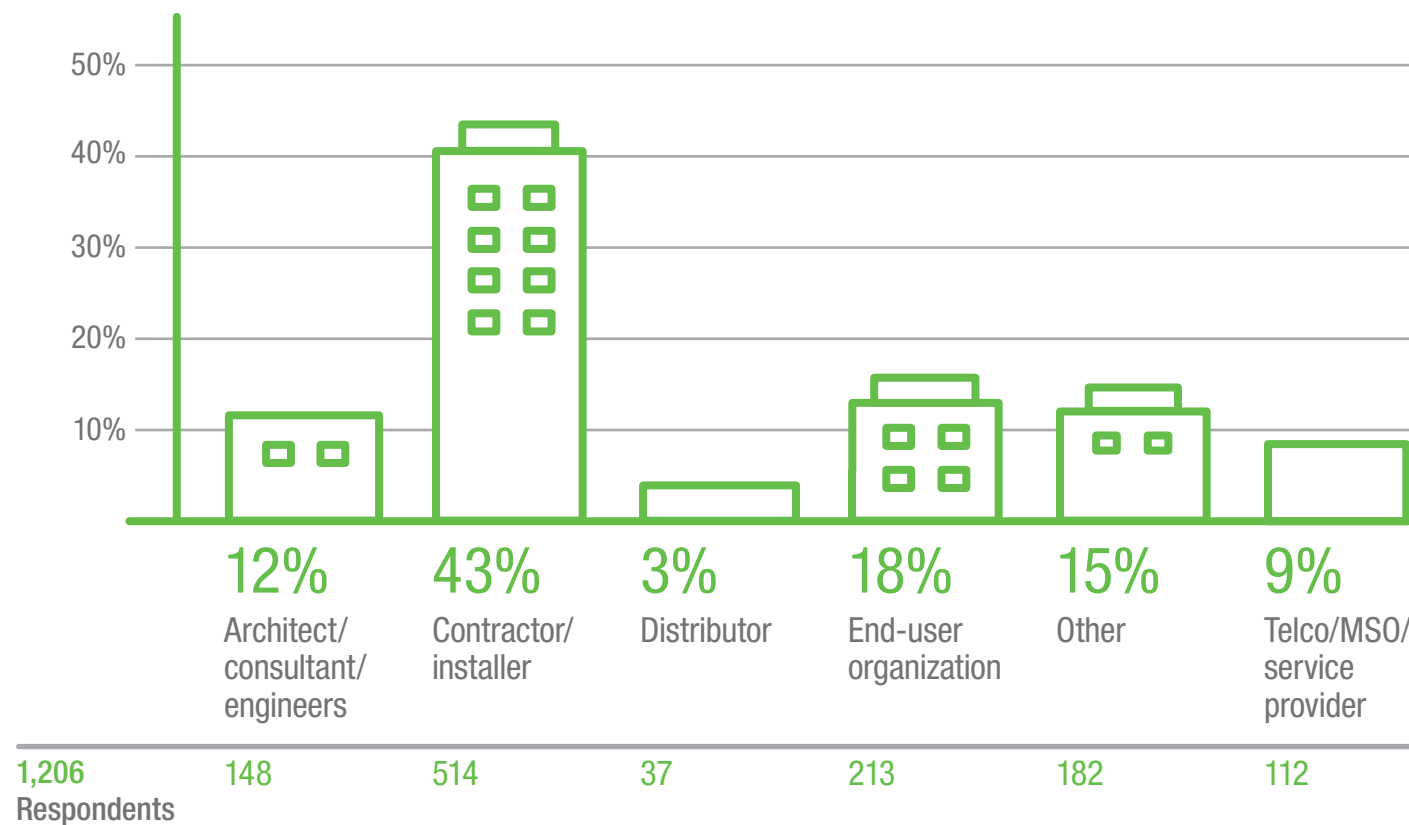


There's a lack of pay data in the structured cabling industry. That makes it difficult for owners and managers of design and install firms to determine how to pay their teams. And professionals within the industry don't know how their pay stacks up.

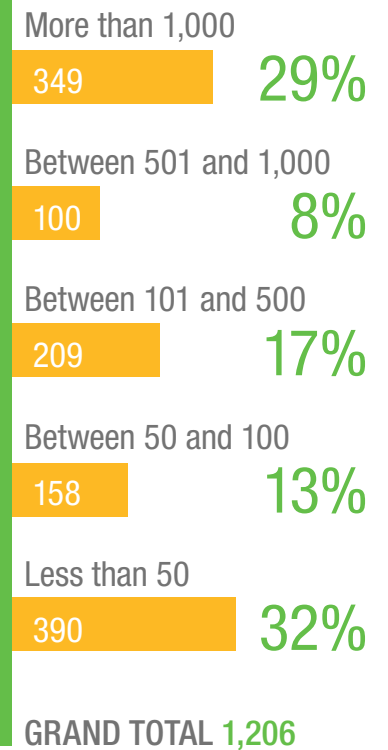
Cabling Installation & Maintenance Magazine and Fluke Networks launched this survey to US professionals in the Fall of 2018 to address this need. This survey not only answers the “how much should I pay/make” question, but also helps firms and individuals understand which segments, skills and certifications can lead to bigger profits and higher pay.

# SURVEY DEMOGRAPHICS

## COMPANY TYPE

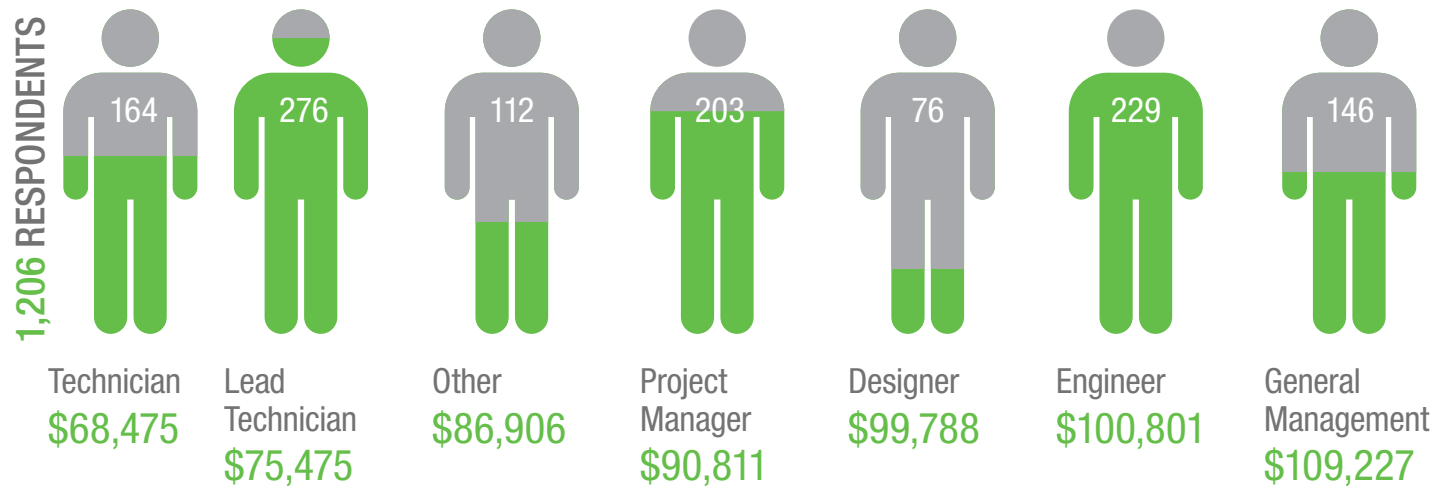


## COMPANY SIZE



# GENERAL PAY INFORMATION

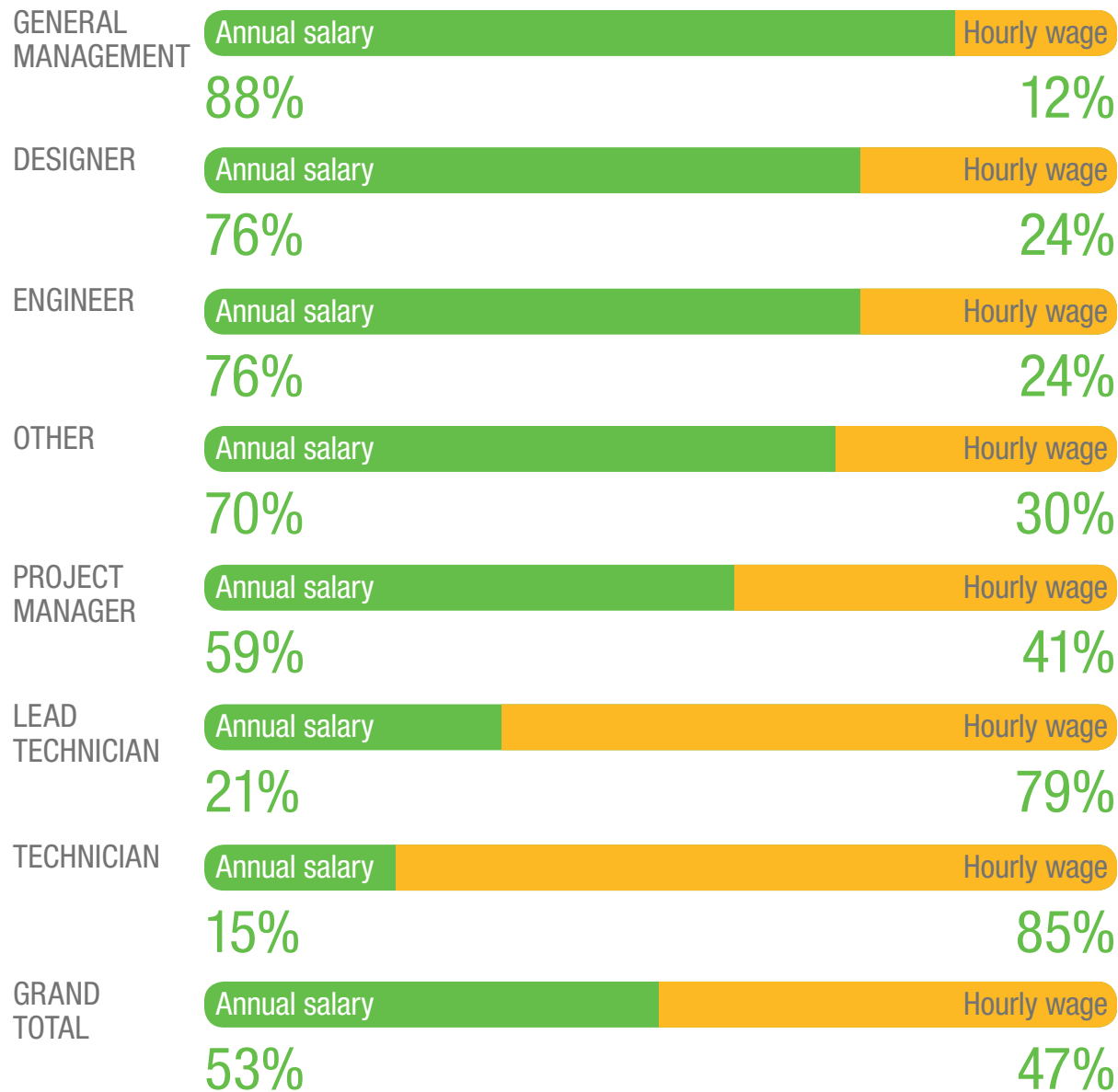
## TOTAL COMPENSATION BY JOB ROLE



## TYPE OF JOB



## SALARY VS HOURLY



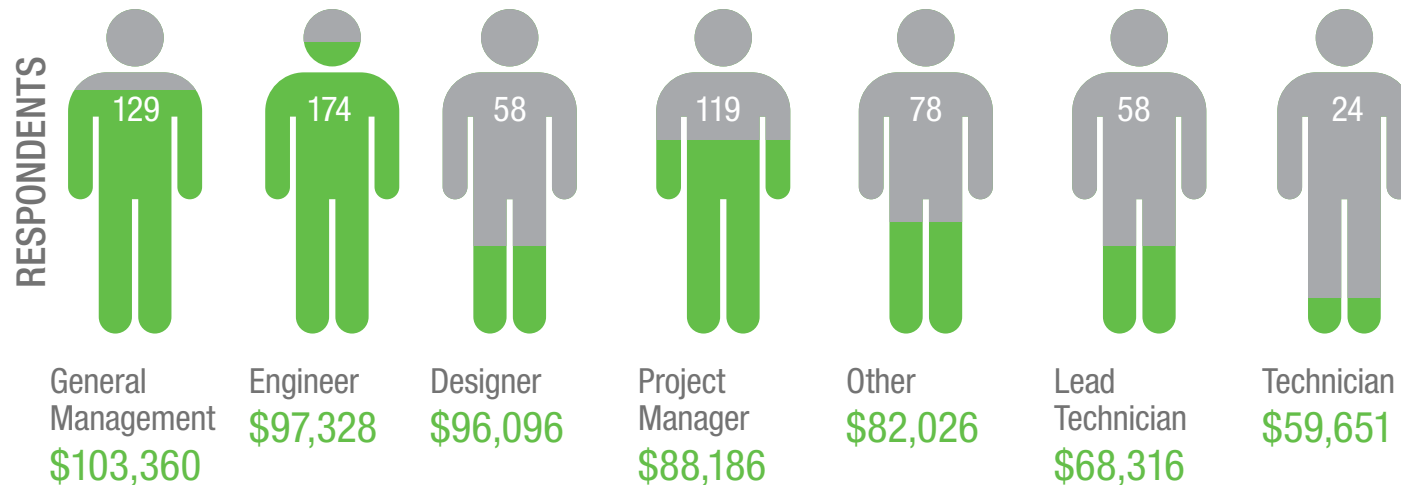
## HOURLY WAGES

| Job role           | Average hourly wage |
|--------------------|---------------------|
| Designer           | \$42.73             |
| Engineer           | \$42.56             |
| General Management | \$33.96             |
| Other              | \$35.90             |
| Project Manager    | \$35.74             |
| Lead Technician    | \$32.10             |
| Technician         | \$30.33             |

## OVERTIME

**80%** of hourly workers get overtime averaging 207 hours a year

## SALARY



**640** Salaried respondents averaging  
**\$90,825**  
 a year

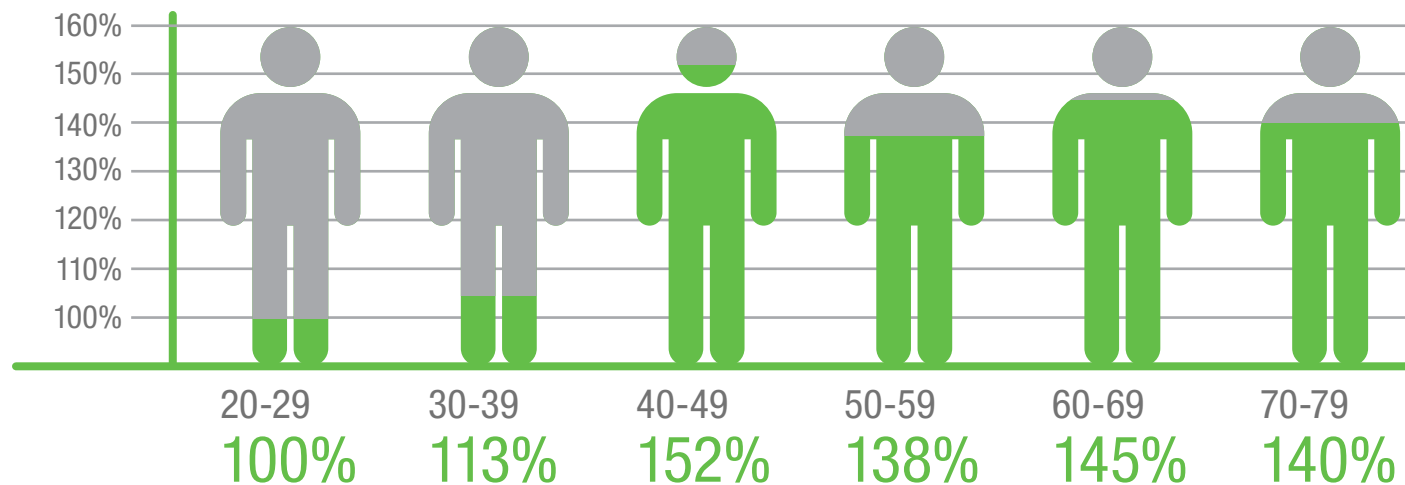
## BONUS

| Job role           | Number of respondents | Average of bonus amount | Percent of salaried workers getting a bonus | Bonus percent of annual salary |
|--------------------|-----------------------|-------------------------|---|--------------------------------|
| General Management | 82                    | \$15,187                | 64%   | 15%                            |
| Other              | 45                    | \$11,467                | 58%   | 14%                            |
| Project Manager    | 66                    | \$8,812                 | 55%   | 10%                            |
| Engineer           | 86                    | \$8,721                 | 49%   | 9%                             |
| Designer           | 38                    | \$6,905                 | 66%   | 7%                             |
| Lead Technician    | 25                    | \$4,076                 | 43%   | 6%                             |
| Technician         | 5                     | \$1,630                 | 21%   | 3%                             |

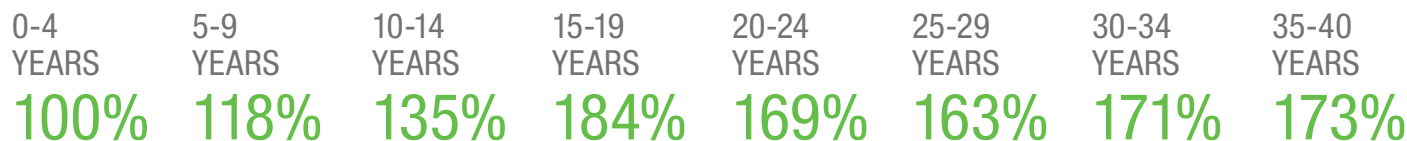
**54%**  
 of salaried employees get an annual bonus, averaging  
**11%** of salary

# AGE AND SEX

## HOW MUCH DOES PAY INCREASE WITH AGE?



## HOW MUCH DOES PAY INCREASE WITH EXPERIENCE?



Women make up

**4%**

of respondents, ranging from

**1%**

Lead Techs to

**5%**

Designers

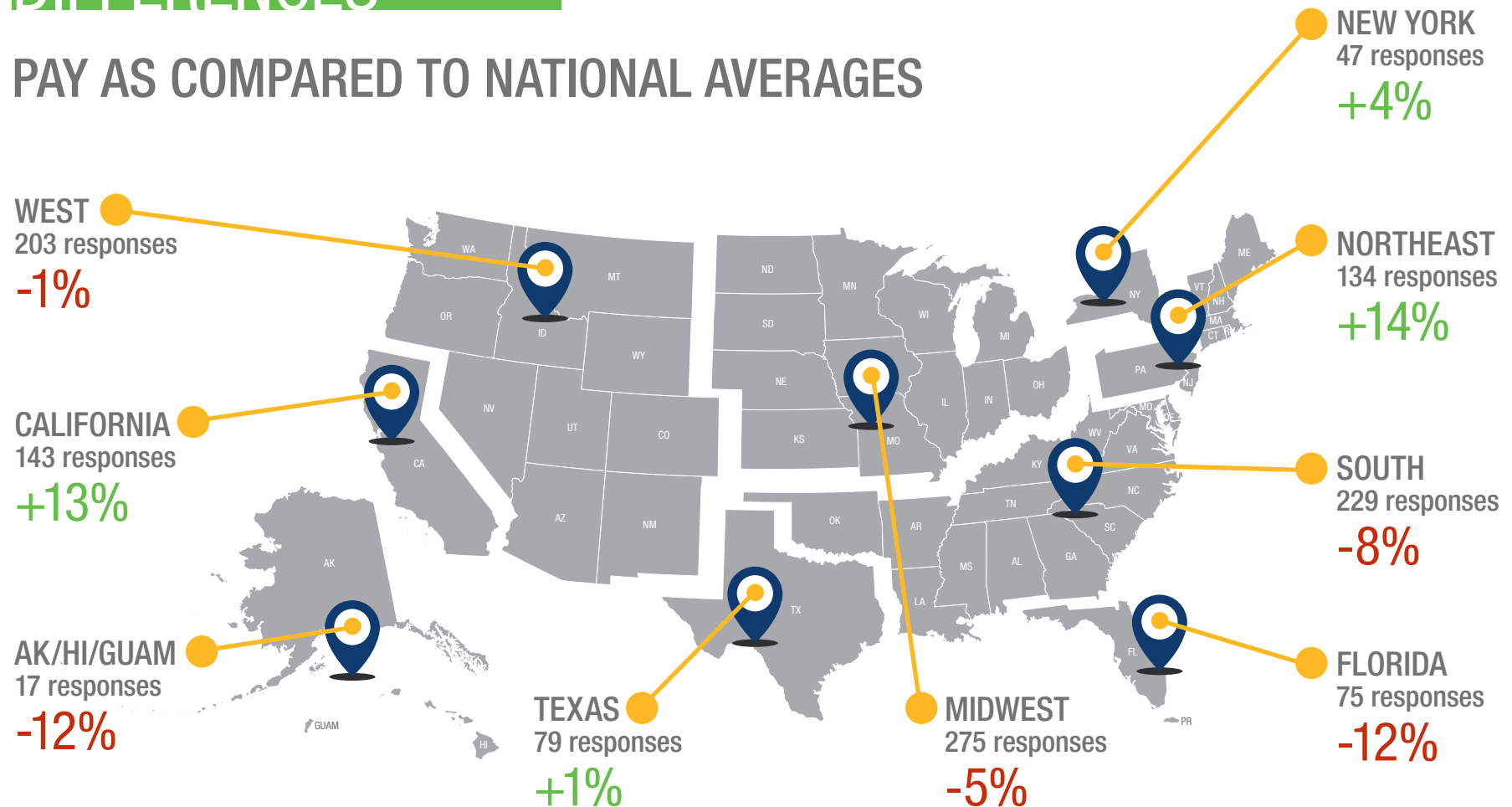
Women make

**84%**

of what men make in general, (although results are too few to be statistically valid)

# REGIONAL DIFFERENCES

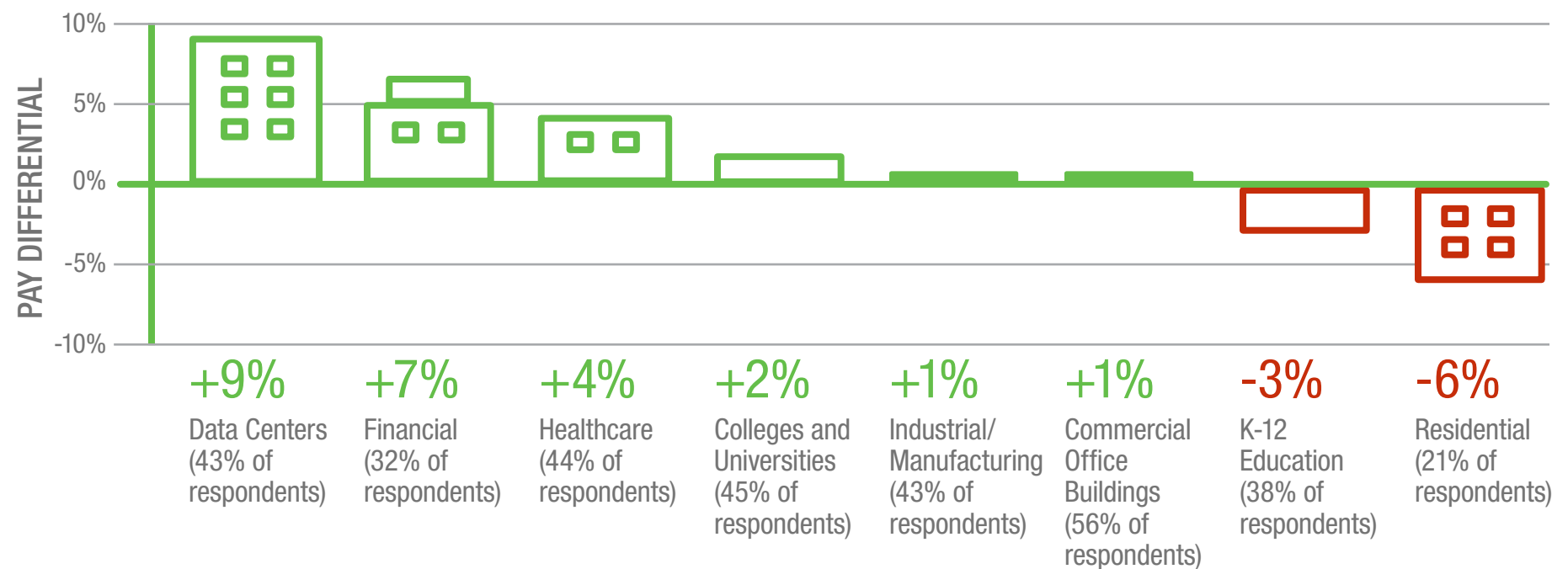
## PAY AS COMPARED TO NATIONAL AVERAGES





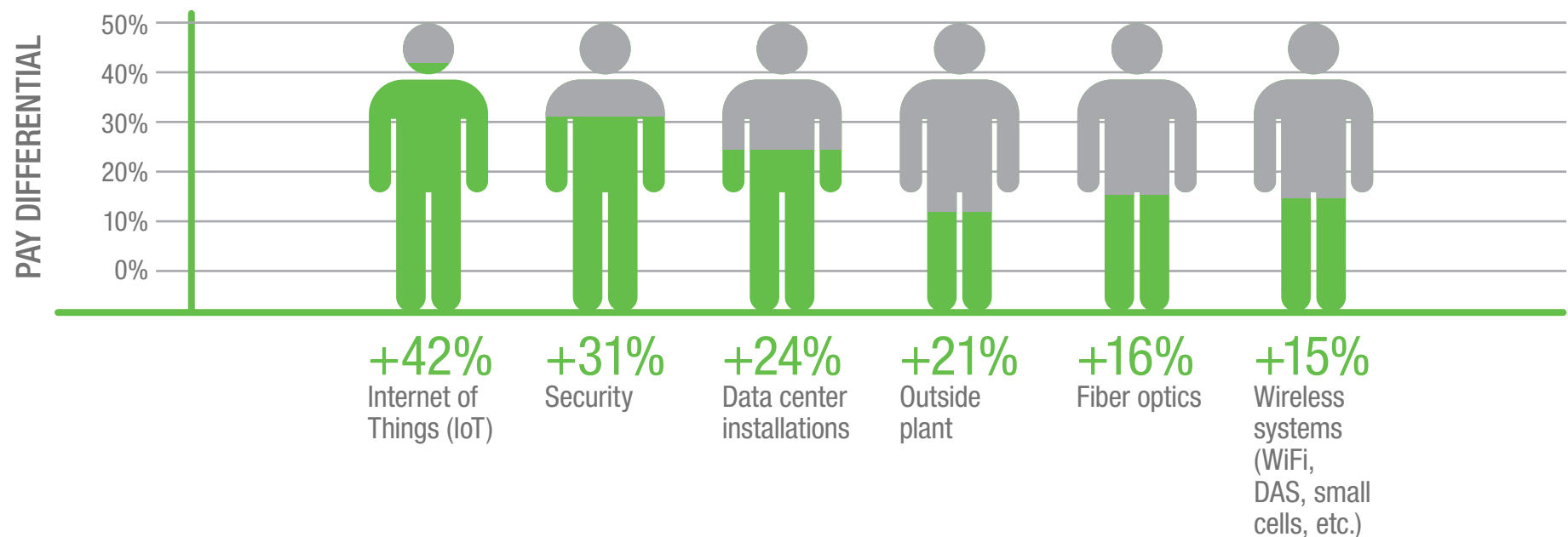
# WHICH SECTORS OFFER THE HIGHEST PAY?

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



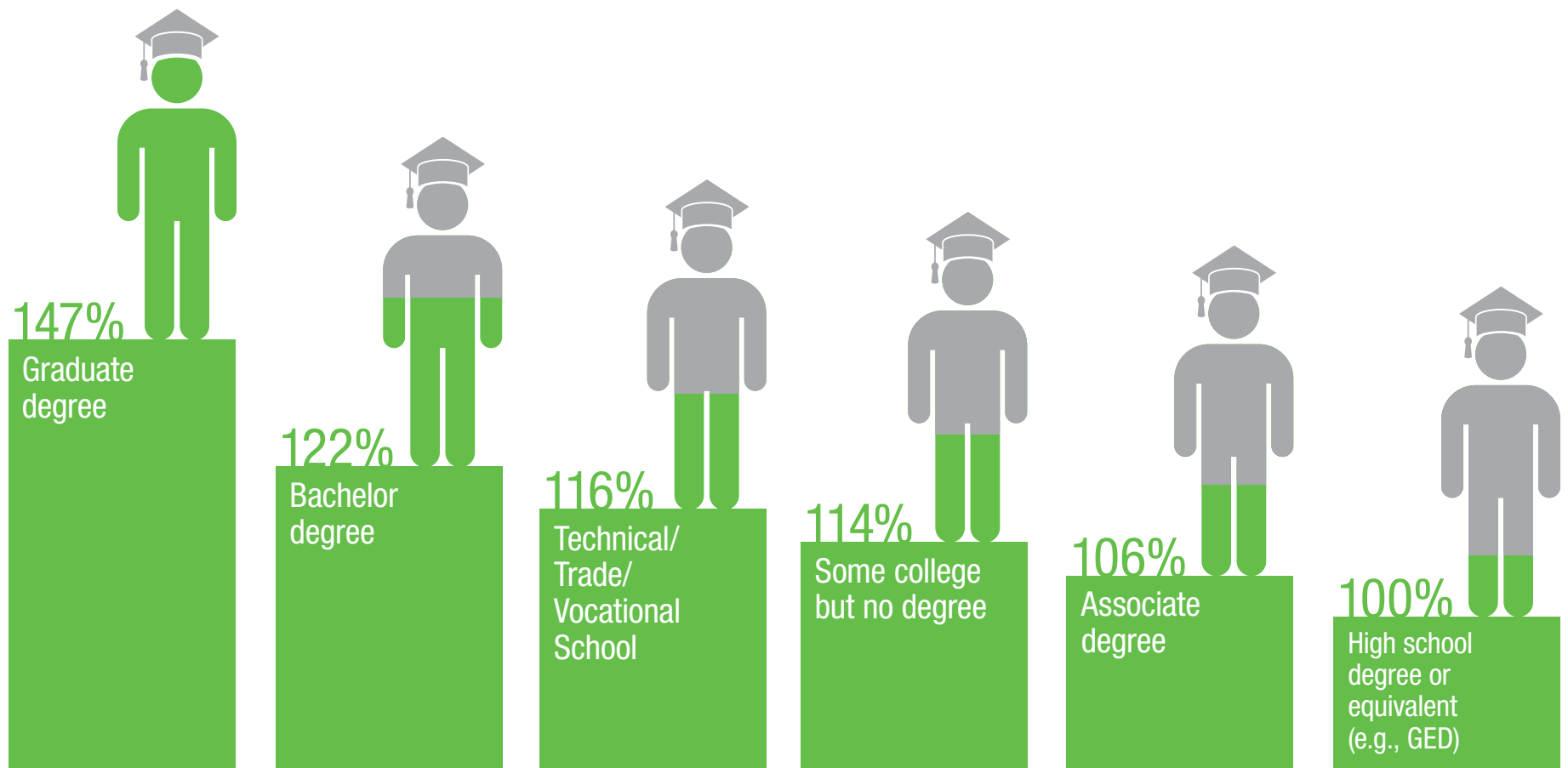
# TOP PAYING SPECIALTIES

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



# CERTIFICATIONS

## DO THEY PAY OFF?

RCDD = BICSI Registered Communications Distribution Designer

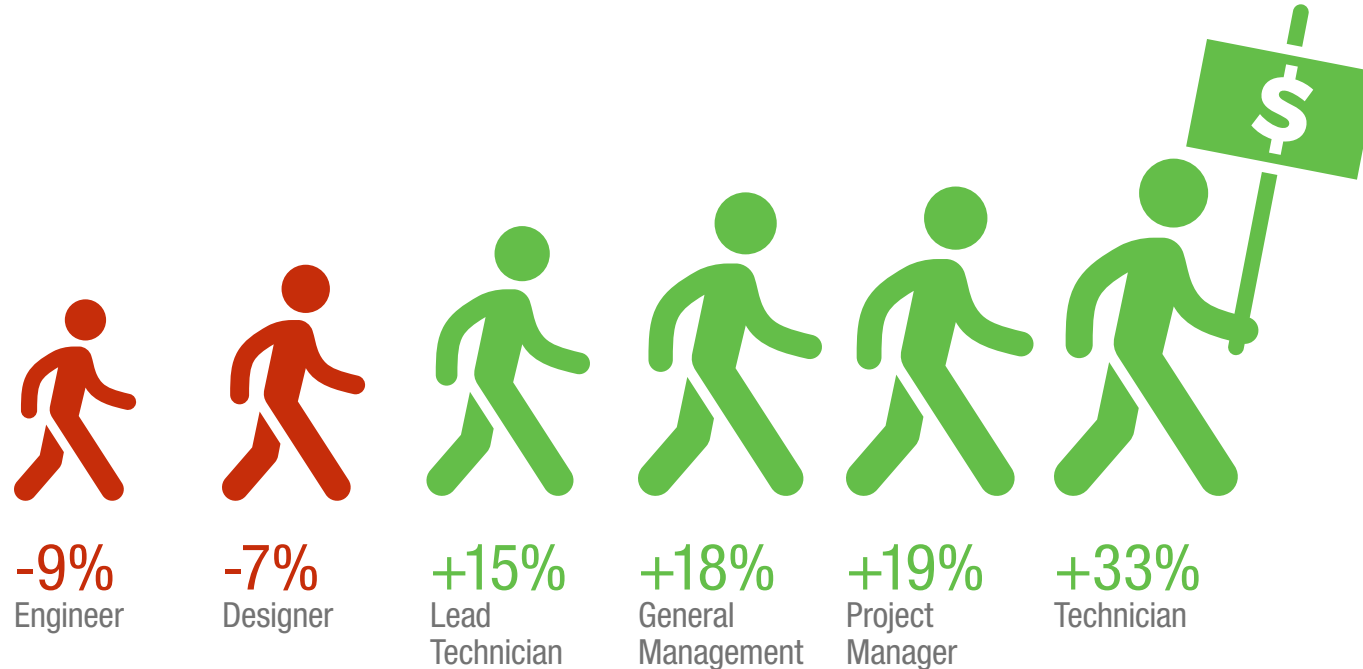
BICSI RCDD's earn  
**14%**  
more than non-RCDD's



Fluke Networks Certified  
Cabling Test Technicians  
(CCTT) earn  
**13%**  
more

# UNION MEMBERSHIP

UNION MEMBERS EARN 11% MORE THAN NON-UNION MEMBERS, BUT IT VARIES BY JOB.



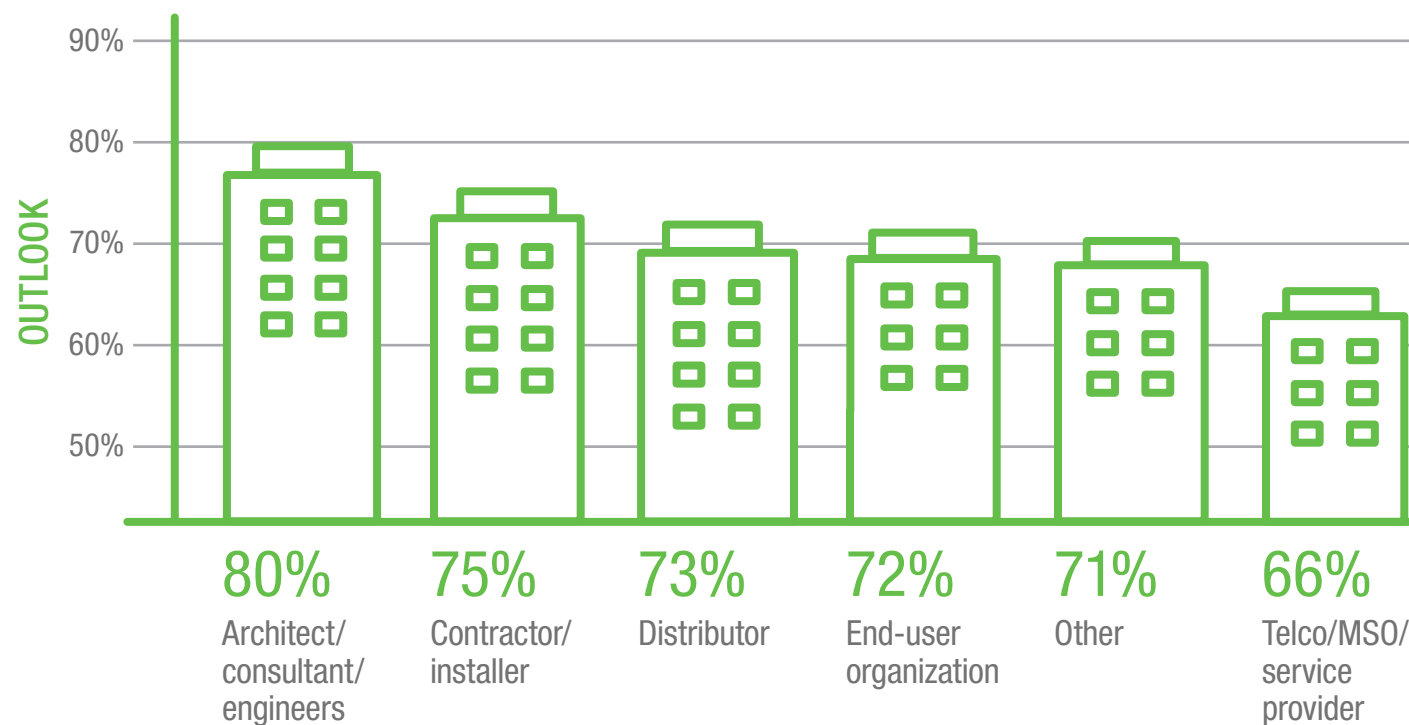
A comparison of pay between the

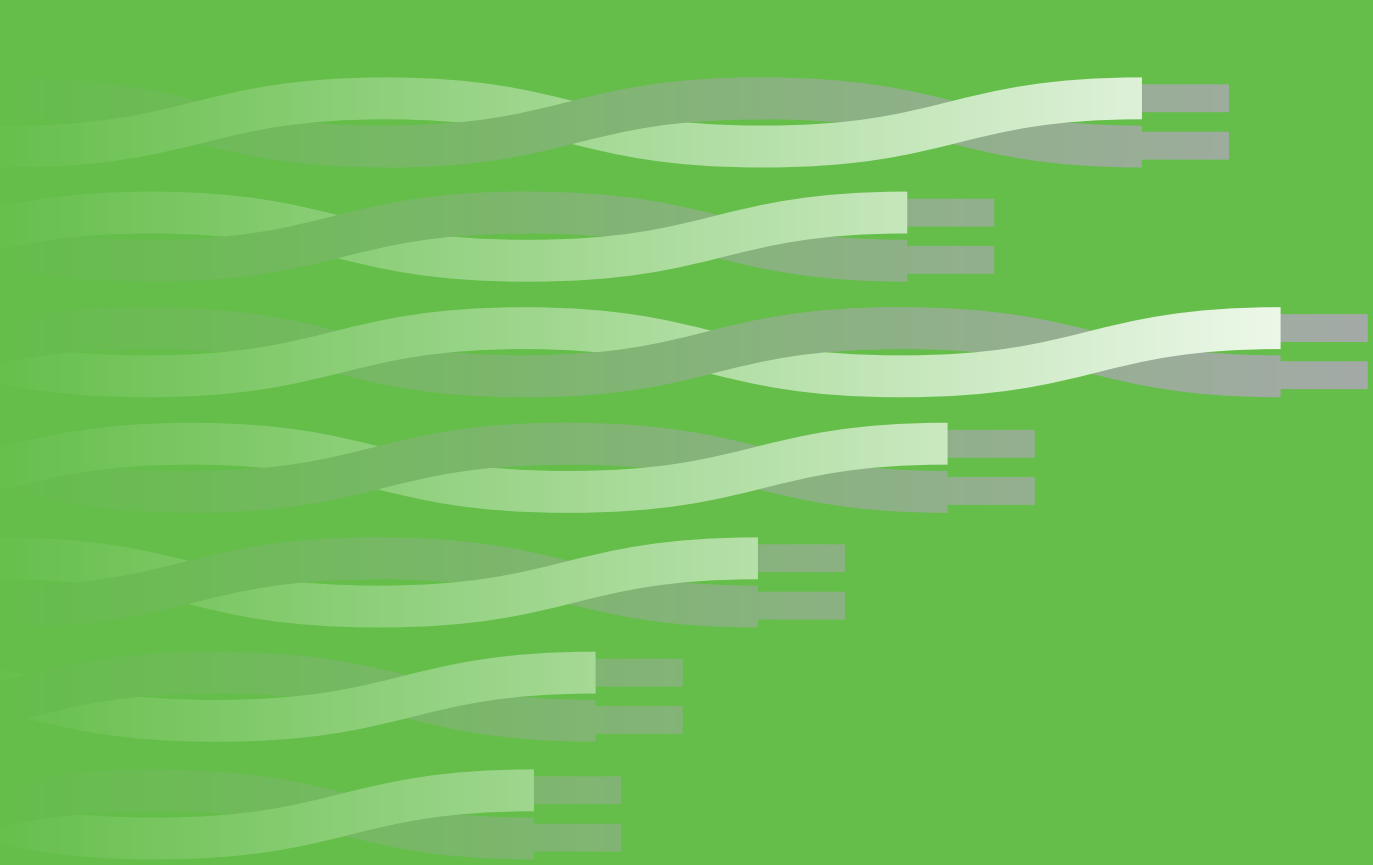
**165**

respondents who are union members and those who are not.

# OUTLOOK

## PERCENTAGE OPTIMISTIC / VERY OPTIMISTIC ABOUT FUTURE OF THEIR FIRM





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**Cabling Installation & Maintenance**

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