

2020 SALARY SURVEY

for Structured Cabling Professionals



Sponsored by



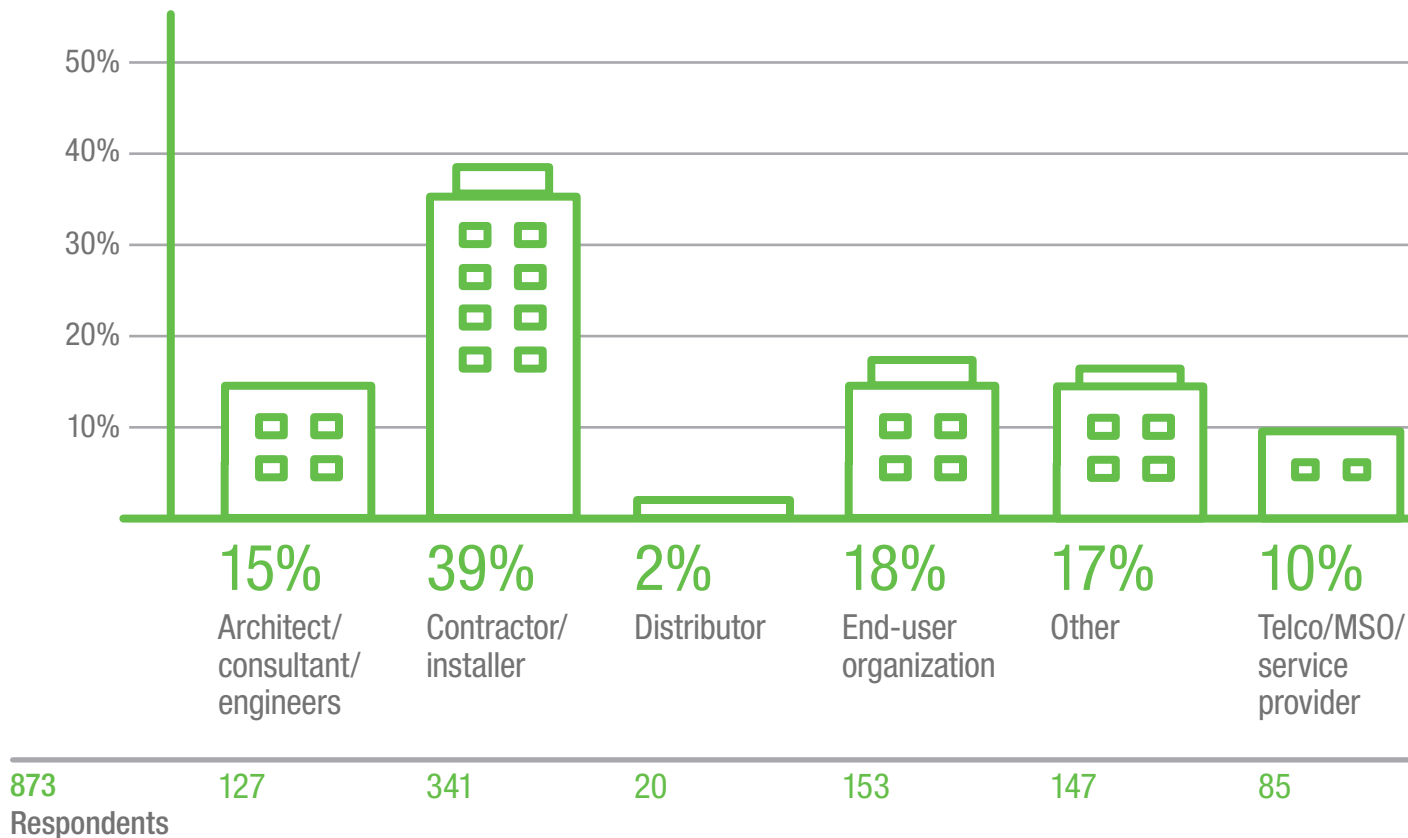


There's a lack of pay data in the structured cabling industry. That makes it difficult for owners and managers of design and install firms to determine how to pay their teams. And professionals within the industry don't know how their pay stacks up.

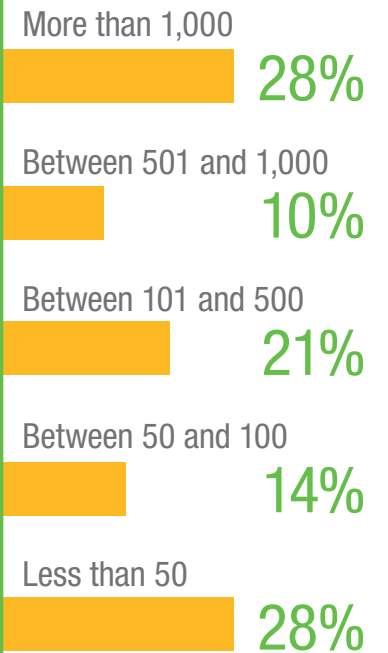
Cabling Installation & Maintenance Magazine and Fluke Networks launched this survey to US professionals in the Winter of 2019 to address this need. This survey not only answers the “how much should I pay/make” question, but also helps firms and individuals understand which segments, skills and certifications can lead to bigger profits and higher pay.

SURVEY DEMOGRAPHICS

COMPANY TYPE



COMPANY SIZE

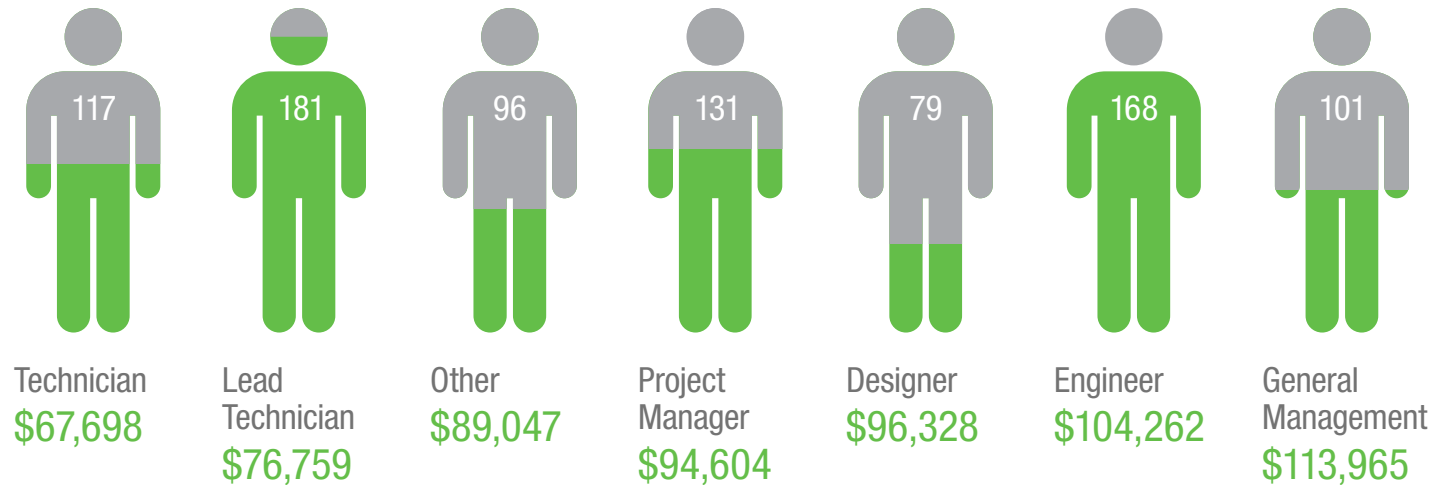


GRAND TOTAL 879

GENERAL PAY INFORMATION

TOTAL COMPENSATION BY JOB ROLE

873 RESPONDENTS



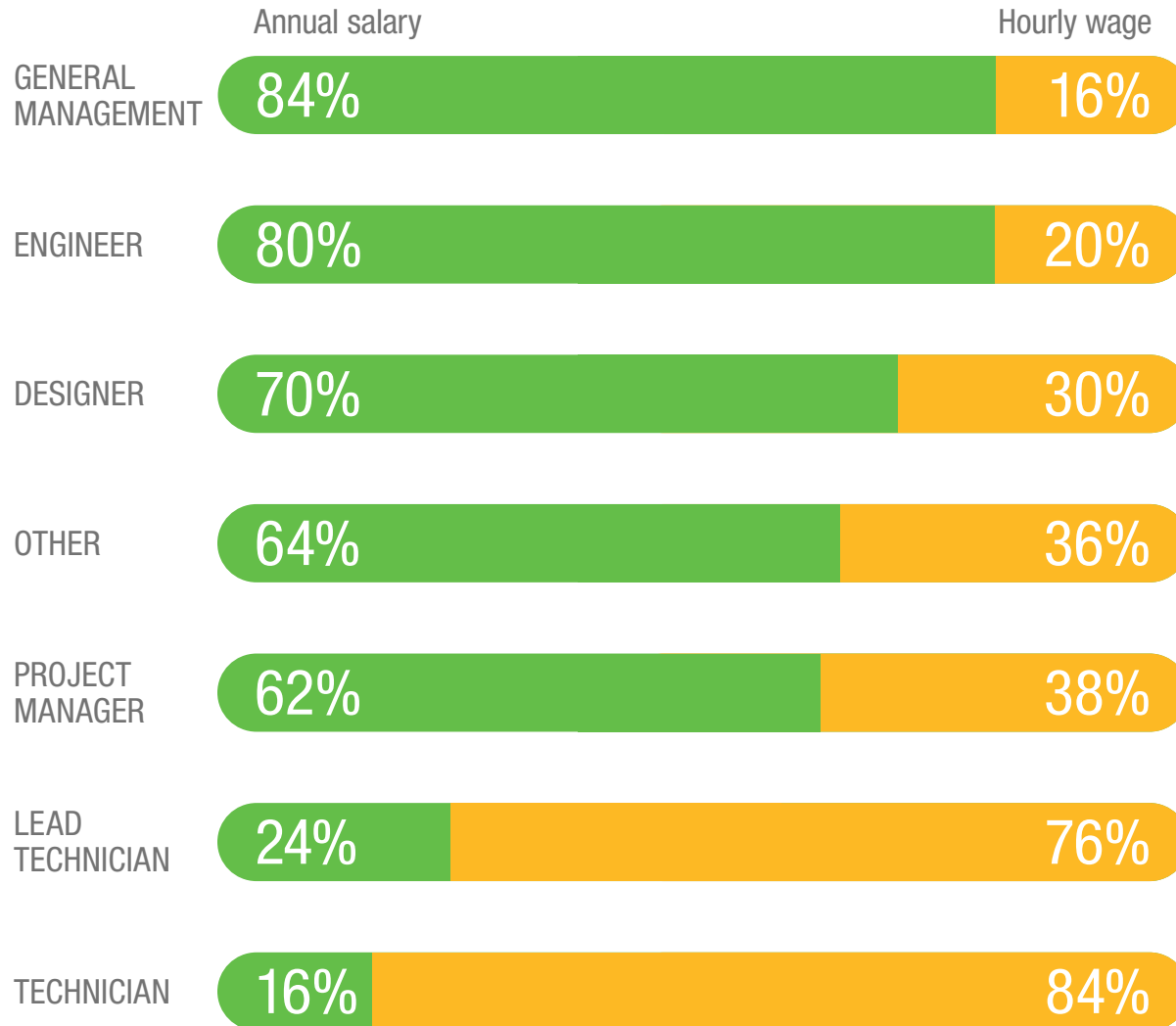
Average compensation increased by **2.7%** over 2019

TYPE OF JOB



Full-time employment share is up by **2%** since 2019

SALARY VS HOURLY



HOURLY WAGES

Job role	Average hourly wage
Engineer	\$49.82
Designer	\$37.61
Project Manager	\$35.93
General Management	\$35.28
Other	\$33.11
Lead Technician	\$32.20
Technician	\$29.65

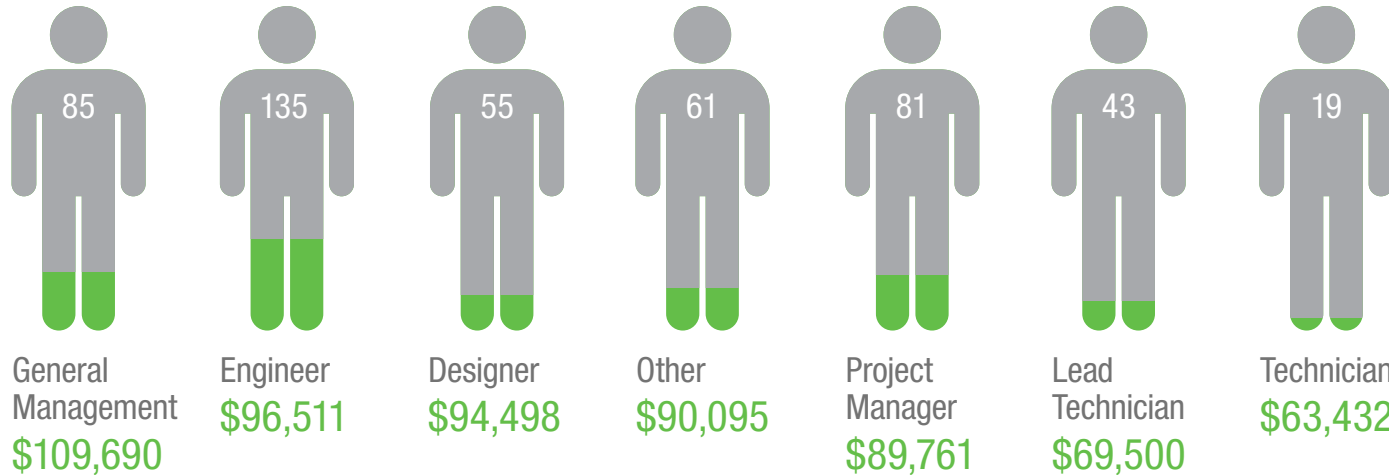
OVERTIME

81%

get overtime averaging
227 hours/year

– up **20** hours since **2019**

SALARY



479 Salaried respondents averaging
\$92,923 a year

BONUS

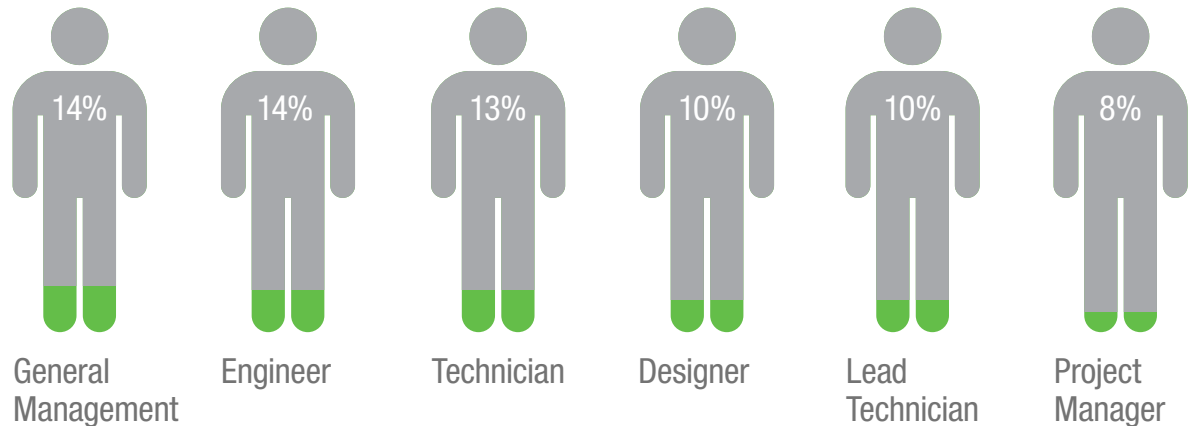
Job role	Number of respondents	Average of bonus amount	Percent of salaried workers getting a bonus	Bonus percent of annual salary
General Management	45	\$17,359	53%	16%
Other	33	\$11,055	54%	12%
Designer	31	\$9,619	56%	10%
Project Manager	50	\$8,254	62%	9%
Engineer	71	\$7,852	53%	8%
Lead Technician	22	\$3,832	51%	6%
Technician	7	\$2,443	37%	4%
Grand Total	259	\$9,713	54%	10%

54% of salaried employees get an annual bonus, averaging **10% of salary** – down **1%** from **2019**

JOB CHANGES

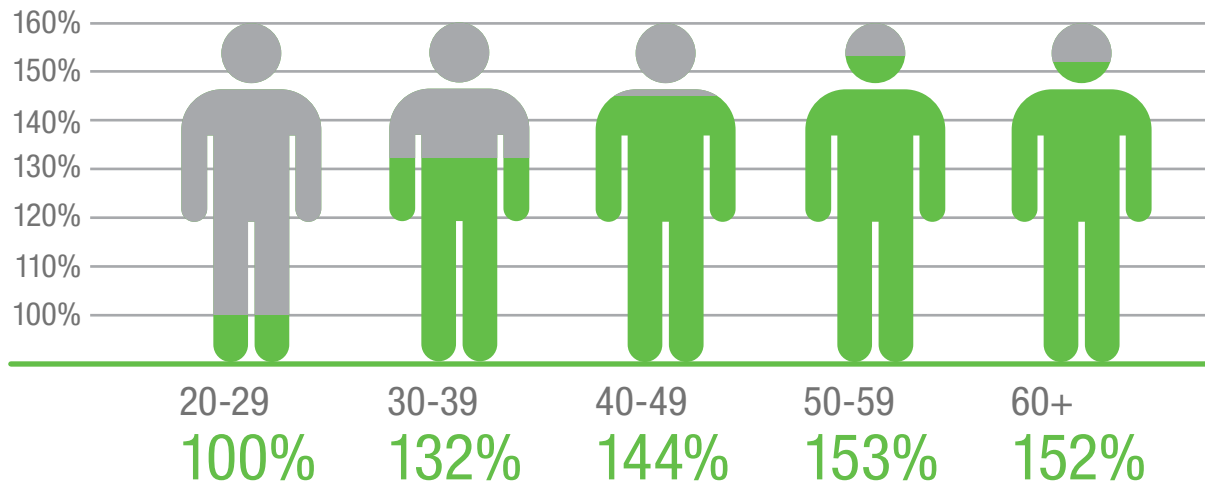


LIKELY TO LEAVE FOR A NEW COMPANY



AGE AND SEX

HOW MUCH DOES PAY INCREASE WITH AGE?



Women
make up
4%
of respondents.

By job role:

6% Designer

6% General Management

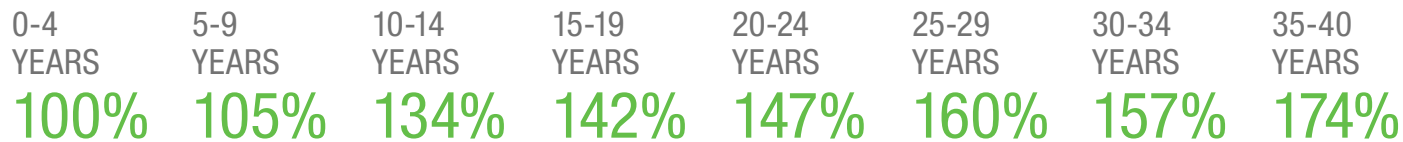
3% Technician

3% Engineer

2% Lead Technician

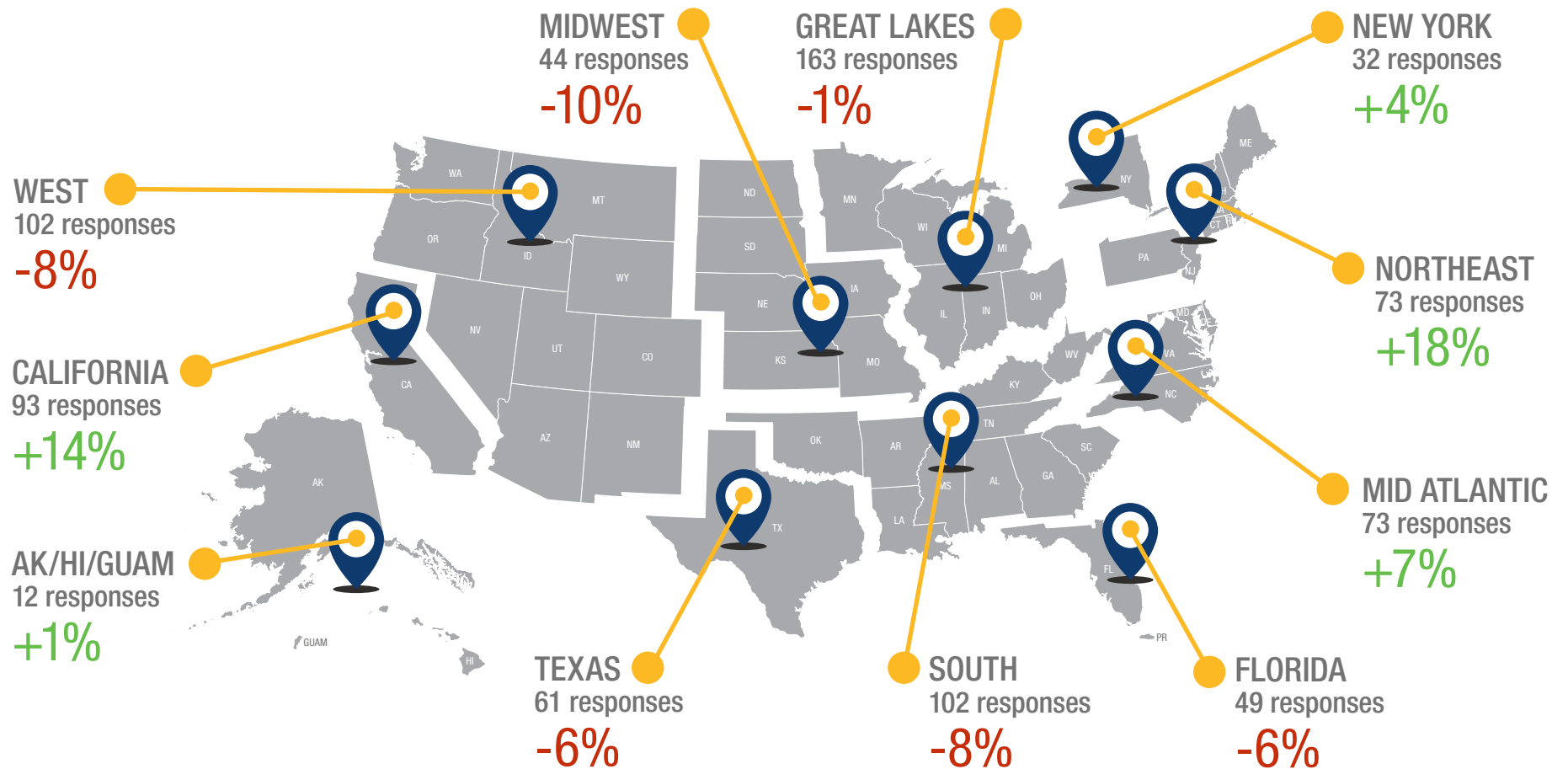
2% Project Manager

HOW MUCH DOES PAY INCREASE WITH EXPERIENCE?



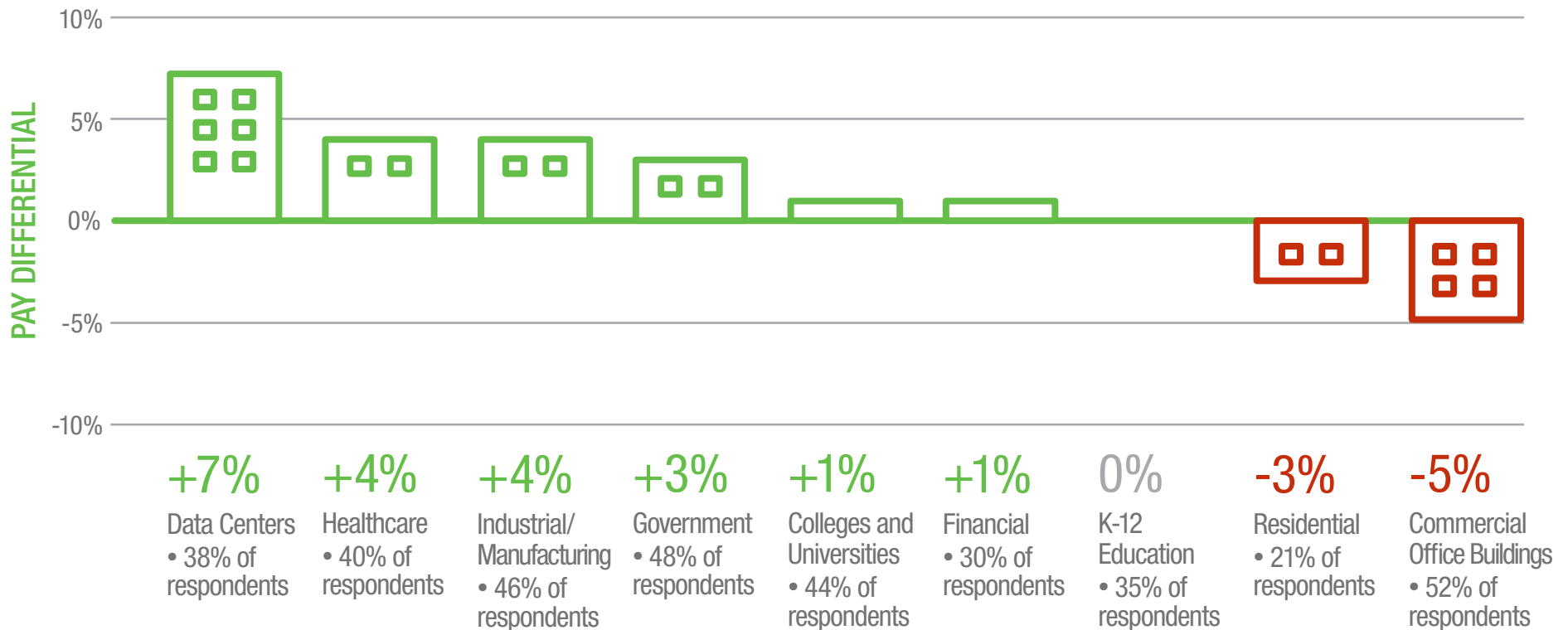
REGIONAL DIFFERENCES

PAY AS COMPARED TO NATIONAL AVERAGES



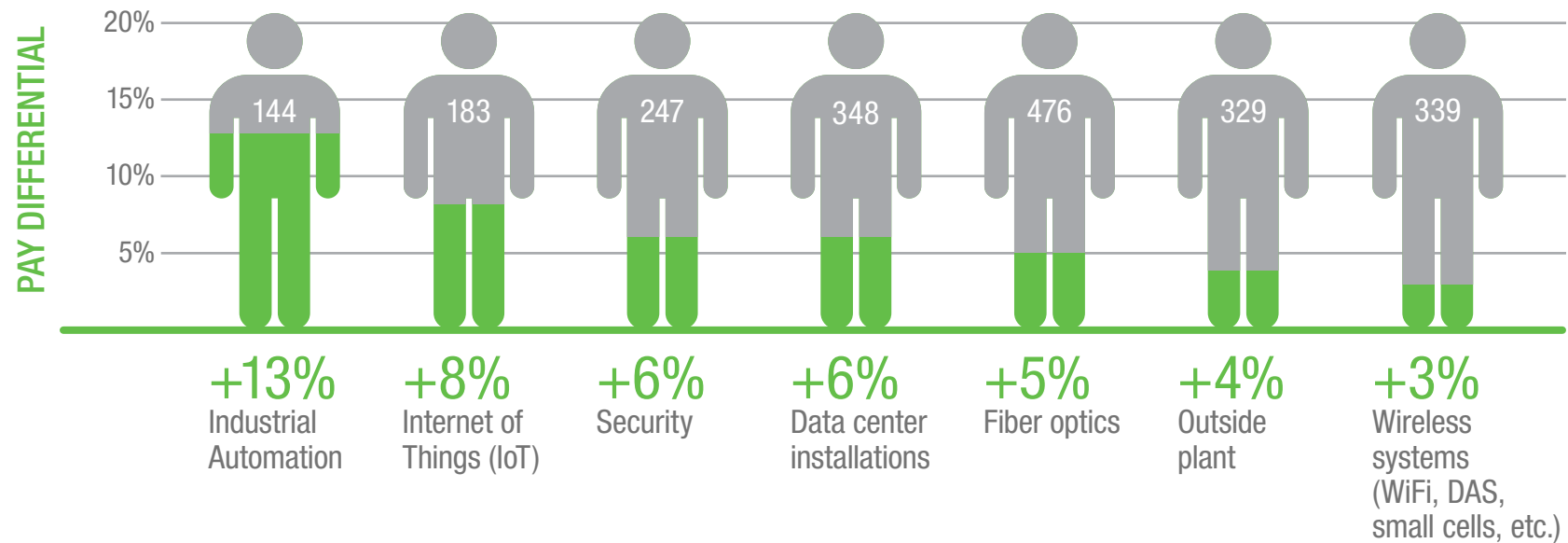
WHICH SECTORS OFFER THE HIGHEST PAY?

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



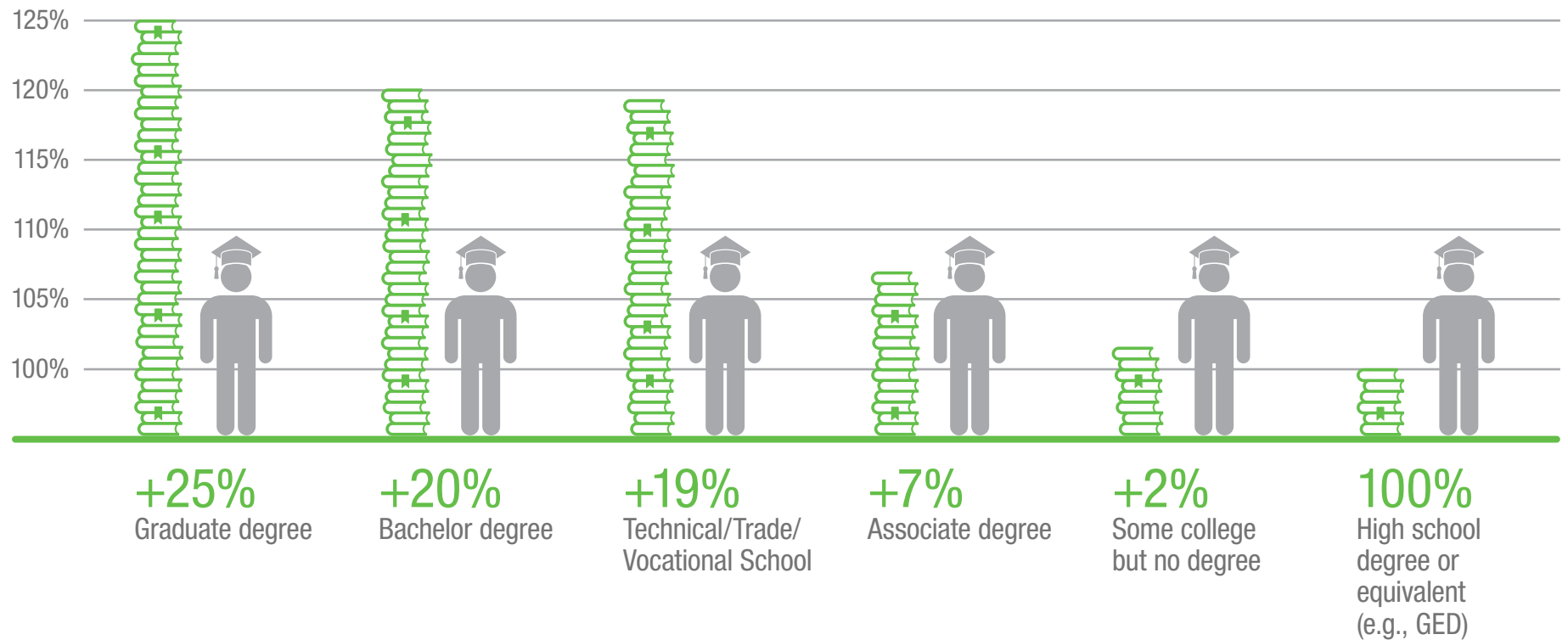
TOP PAYING SPECIALTIES

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



CERTIFICATIONS

DO THEY PAY OFF?

RCDD = BICSI Registered Communications Distribution Designer

BICSI RCDD's earn
16%
more than non-RCDD's

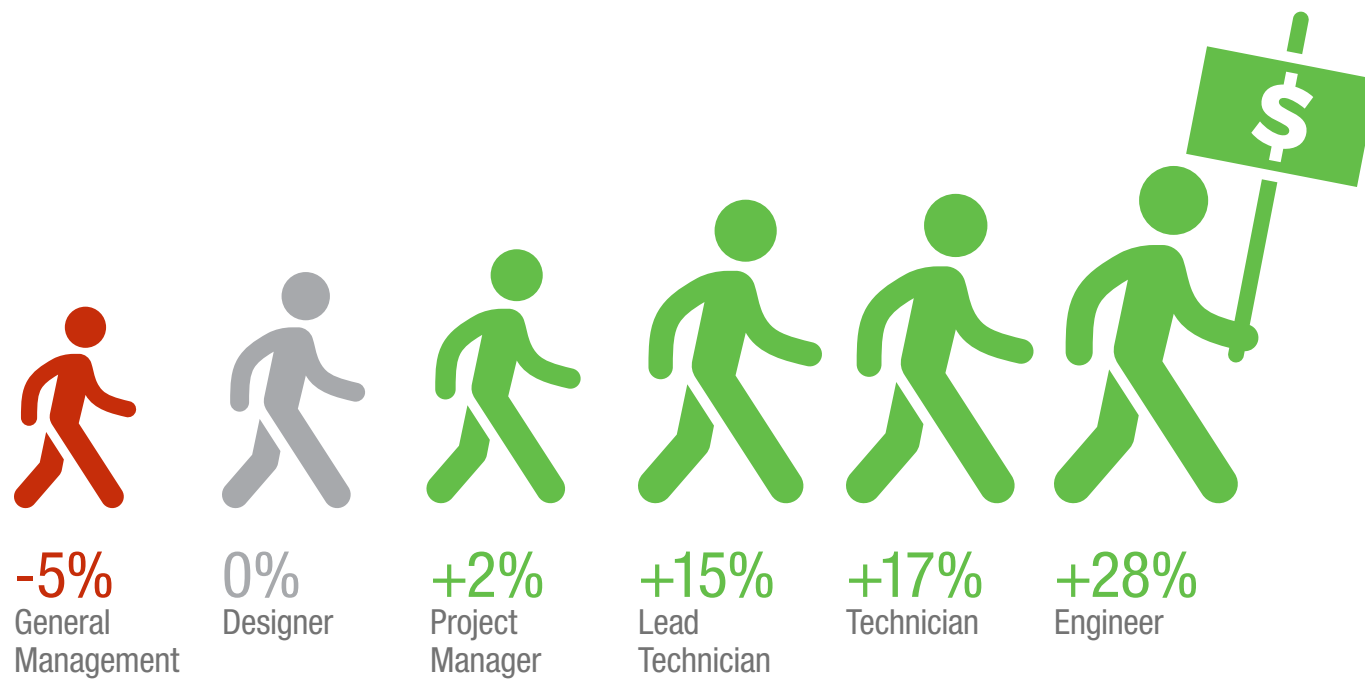


Fluke Networks Certified
Cabling Test Technicians
(CCTT) earn

18%
more than non CCTT-certified
technicians

UNION MEMBERSHIP

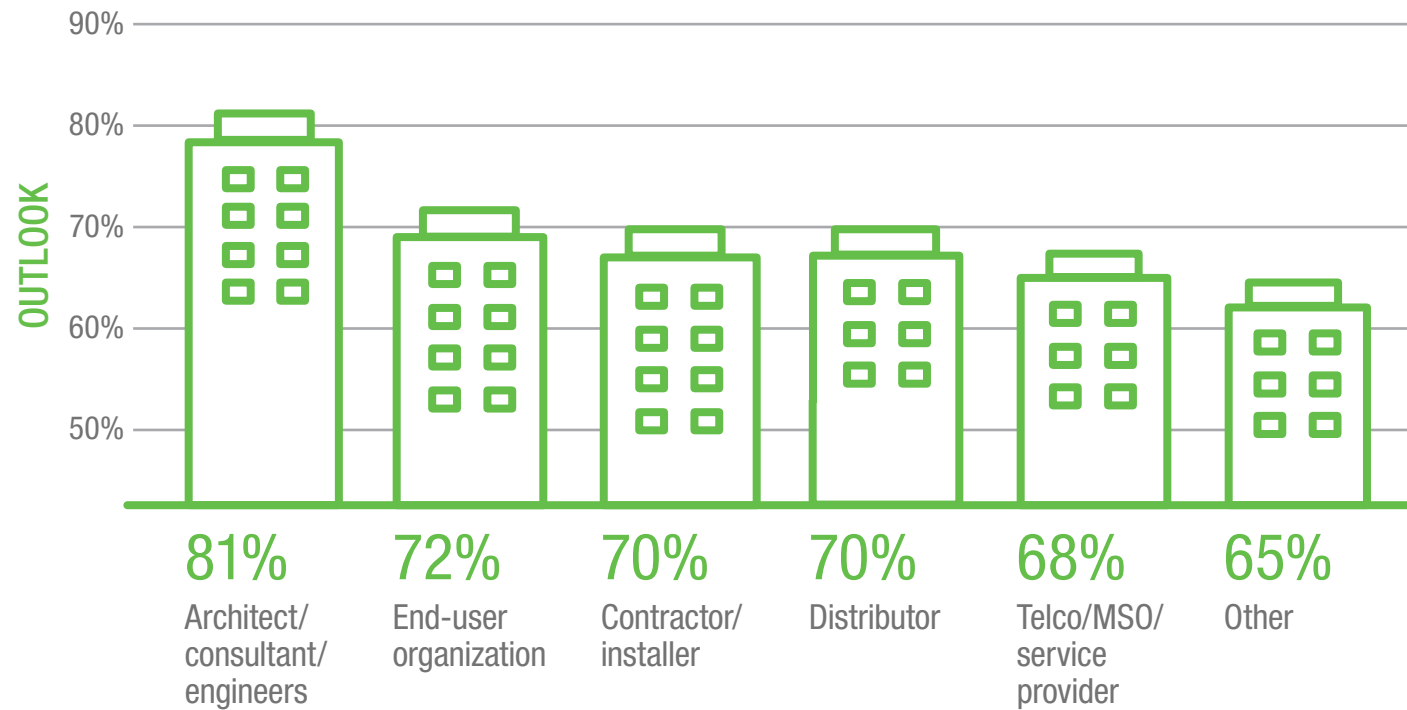
UNION MEMBERS EARN 12% MORE THAN NON-UNION MEMBERS, BUT IT VARIES BY JOB.



A comparison of pay between the **106** respondents who are union members and those who are not.

OUTLOOK

PERCENTAGE OPTIMISTIC ABOUT THE FUTURE OF THEIR FIRM



Last year, **80%** were optimistic about the outlook for the industry, this year it's **71%**.

2020 SALARY SURVEY

Sponsored by

Fluke Networks

www.flukenetworks.com

Cabling Installation & Maintenance

www.cablinginstall.com

©2020 Fluke Corporation and Endeavour Business Media. 7002996B 3/2020 20057