



9TH EDITION

2022 A/E STAFF COMPENSATION

BENCHMARK SURVEY REPORT

The A/E Industry's Most Trusted and Comprehensive:

- KPIs for Superior Business Performance
- Decision Data for Resource Allocation
- Proof of Best-Practices and Industry Standards

PSMJ | Resources, Inc.®

10 Midland Avenue, Newton, MA 02458 USA | (617) 965-0055 | info@psmj.com | www.psmj.com

Table of Contents

Executive Summary	3
2022 Key Results	3
Summary Results by Position	4
Base Salary	7
Bonuses.....	10
Bonus as a Percentage of Salary	13
Percentage Receiving Bonuses	16
Total Direct Compensation.....	19
Total Direct Compensation-FAR Basis	22
Salary in Relation to CEO	25
Bonus in Relation to CEO	28
Total Direct Compensation in Relation to CEO	31
Billing Rates per Hour	34
Salary Increases Awarded Last Year (during 2021).....	37
Time Charged to Projects	40
Revenue Factor and Direct Labor Multiplier.....	40
Overtime Worked	43
Paid Overtime	43
Retirement Contributions.....	49
Retirement as a Percentage of Salary	49
Professional Licensure.....	52
Conducting a Compensation Study	57
Goals for Benchmarking.....	57
Some Helpful Tips Before Analyzing Compensation	57
Conducting a Compensation Analysis.....	58
1. Analyze Base Salary by Years of Experience and Firm Size	58
2. Adjust Salary by Geographic Location.....	59
3. Utilization and Billing Rate Data	60
4. Internal Benchmarking Against the CEO	60
5. Benchmark Your Bonuses, Benefits, and Perks	61
6. Set High Goals.....	61
7. Take Trends, Projections, the State of the Economy, and Inflation into Account.....	62
Labor Escalation Index	63
Using Inflation Indices	64

Historical Trends	67
A Few Notes on the Trend Data	67
Base Salary Trends	68
Bonus Trends	70
Total Direct Compensation Trends.....	72
Bonus as Percentage of Salary Trends.....	74
Billing Rate Trends.....	76
Position Profiles	81
How to Use the Position Profiles	81
New to Benchmarking?	81
Guidelines for Using the Data	82
Some Important Definitions.....	83
Architect: Entry Level	85
Architect: 2-5 Years of Experience	93
Architect: 6-9 Years of Experience	101
Architect: 10-14 Years of Experience.....	109
Architect: 15-19 Years of Experience.....	117
Architect: 20+ Years of Experience.....	125
Interior Designer: Entry Level.....	133
Interior Designer: 2-5 Years of Experience.....	141
Interior Designer: 6-9 Years of Experience.....	149
Interior Designer: 10-14 Years of Experience.....	157
Interior Designer: 15-19 Years of Experience.....	165
Interior Designer: 20+ Years of Experience	173
Civil Engineer/Designer: Entry Level	181
Civil Engineer/Designer: 2-5 Years of Experience	189
Civil Engineer/Designer: 6-9 Years of Experience	197
Civil Engineer/Designer: 10-14 Years of Experience	205
Civil Engineer/Designer: 15-19 Years of Experience	213
Civil Engineer/Designer: 20+ Years of Experience.....	221
Electrical Engineer/Designer: Entry Level	229
Electrical Engineer/Designer: 2-5 Years of Experience	237
Electrical Engineer/Designer: 6-9 Years of Experience	245
Electrical Engineer/Designer: 10-14 Years of Experience	253
Electrical Engineer/Designer: 15-19 Years of Experience	261
Electrical Engineer/Designer: 20+ Years of Experience	269
Mechanical Engineer/Designer: Entry Level.....	277
Mechanical Engineer/Designer: 2-5 Years of Experience.....	285
Mechanical Engineer/Designer: 6-9 Years of Experience.....	293
Mechanical Engineer/Designer: 10-14 Years of Experience.....	301
Mechanical Engineer/Designer: 15-19 Years of Experience.....	309
Mechanical Engineer/Designer: 20+ Years of Experience	317
Structural Engineer/Designer: Entry Level.....	325
Structural Engineer/Designer: 2-5 Years of Experience.....	333
Structural Engineer/Designer: 6-9 Years of Experience.....	341
Structural Engineer/Designer: 10-14 Years of Experience.....	349

Structural Engineer/Designer: 15-19 Years of Experience.....	357
Structural Engineer/Designer: 20+ Years of Experience.....	365
Environmental Engineer: Entry Level	373
Environmental Engineer: 2-5 Years of Experience	381
Environmental Engineer: 6-9 Years of Experience	389
Environmental Engineer: 10-14 Years of Experience	397
Environmental Engineer: 15-19 Years of Experience	405
Environmental Engineer: 20+ Years of Experience	413
Scientist: Entry Level	421
Scientist: 2-5 Years of Experience.....	429
Scientist: 6-9 Years of Experience.....	437
Scientist: 10-14 Years of Experience.....	445
Scientist: 15-19 Years of Experience.....	453
Scientist: 20+ Years of Experience.....	461
Landscape Architect: Entry Level	469
Landscape Architect: 2-5 Years of Experience	477
Landscape Architect: 6-9 Years of Experience	485
Landscape Architect: 10-14 Years of Experience	493
Landscape Architect: 15-19 Years of Experience	501
Landscape Architect: 20+ Years of Experience	509
Senior BIM Technician/Drafter (4+ Years).....	517
BIM Technician/Drafter (0-3 Years)	525
Senior CAD Technician/Drafter (2D, 4+ Years)	533
CAD Technician/Drafter (2D; 0-3 Years)	541
Senior Marketing Coordinator/Proposal Coordinator (4+ Years).....	549
Marketing Coordinator/Proposal Coordinator (0-3 Years).....	557
Surveyor: Entry Level	565
Surveyor: 2-5 Years of Experience.....	573
Surveyor: 6-9 Years of Experience.....	581
Surveyor: 10-14 Years of Experience.....	589
Surveyor: 15-19 Years of Experience.....	597
Surveyor: 20+ Years of Experience.....	605
Appendices	615
Appendix A: The Survey Database.....	615
The Role of the Advisory Board.....	615
The Sample	616
Internal Benchmarking Against the CEO's Data.....	621
Appendix B: The Questionnaire	623
Appendix C: Other Sources for Reference	633
Appendix D: Index.....	635