



ARCHITECTURAL INSTITUTE OF BRITISH COLUMBIA

ARCHITECTURE CENTRE
SUITE 100 - 440 CAMBIE STREET
VANCOUVER, BC, CANADA V6B 2N5
604/683-8588
604/683-8568 FAX

Toll FREE IN BC 1/800/667-0753
1/800/661-2955 FAX
E-MAIL aibc@aibc.ca
INTERNET <http://www.aibc.ca>

AIBC 2006 SALARY SURVEY

The Architectural Institute of British Columbia (AIBC) is continually developing programs and services designed to promote the role of architects and expand public awareness of architecture and its value to society.

These research results are intended to serve as a planning tool to members for the allocation of resources for design of appropriate staffing programs, services and initiatives. In today's competitive labour market, being able to make informed compensation decisions are key to the attraction and retention of qualified and committed employees.

The purpose of the survey was to assist member firms in making informed decisions on how much to pay their employees and thereby stay competitive in the marketplace. This survey will also serve as a benchmark for future tracking and to provide the Institute with a vehicle to make comparisons year over year.

The research objectives are:

- To develop a profile of architectural firms,
- To assess the level of employment benefits offered by firms,
- To examine the employment practices of architectural firms,
- To assist member firms to effectively recruit and retain staff,
- To assist members to be competitive as employers.

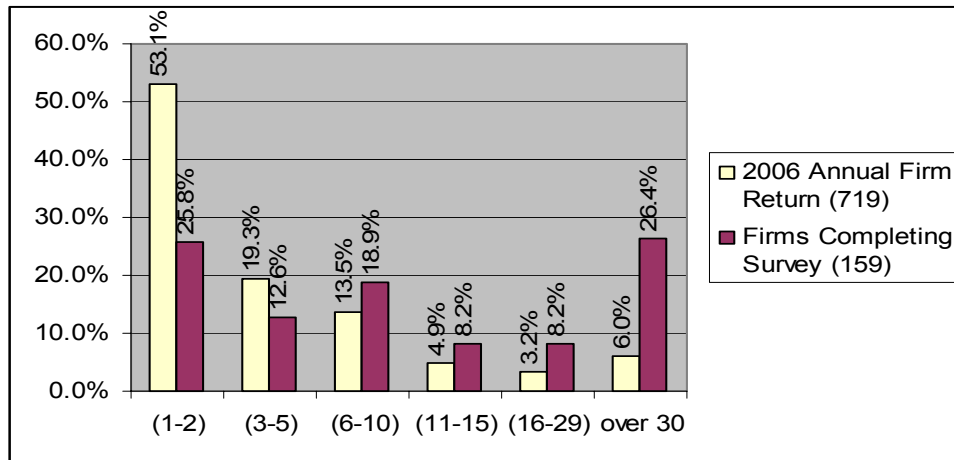
METHODOLOGY

Firms were invited to participate in an online survey conducted from December 14, 2006 to January 31, 2007. A total of 159 firms responded. Given the proportion of the population responding to this survey, this sample would indicate relatively reliable data with tolerance limits on the sample of 159 in the range of + or - 7% of the 95% confidence level (i.e., the predicted range of accuracy if the survey was repeated 19 times out of 20).

This rate of accuracy, however, is applicable only to the sections on firm annual revenues, salaries and firm characteristics. Beyond these areas, the number of questions skipped or left blank had a significant influence on the accuracy of the data collected. Firms that reported a greater number of support staff were more likely to fully complete the survey, and 1 - 2 member firms were the least likely. As we go forward and repeat this process annually, we will be able to provide greater assurances of accuracy in these areas and be able to provide members with year over year comparisons and trends in the industry.

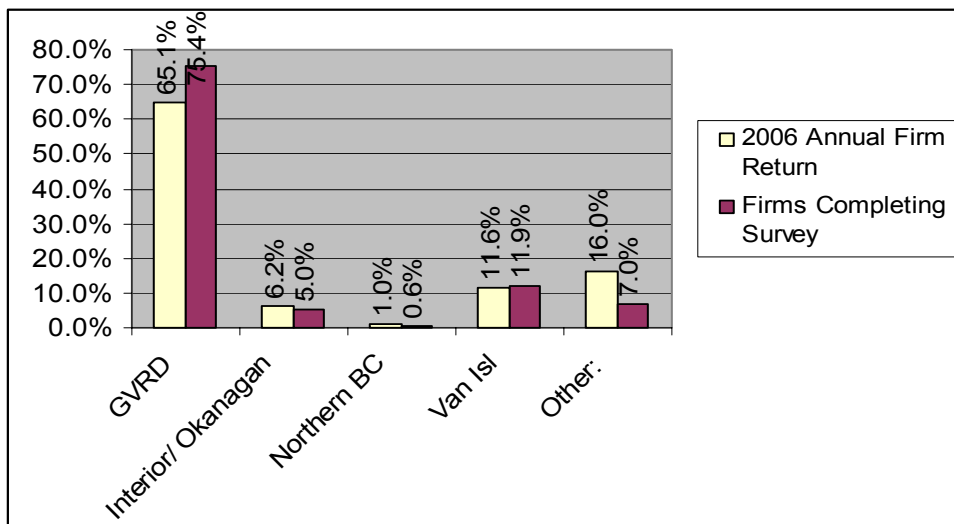
CHARACTERISTICS OF B.C. ARCHITECTURAL FIRMS

Based on the 2006 annual firms update, 53.1% of all architectural firms in B.C. are sole proprietorships and partnerships with 1 – 2 staff members. Six percent of firms reported 30 or more staff. By contrast 25.8% of the firms responding to the survey had 1-2 staff members and 25.4% of respondents had staff of 30+.



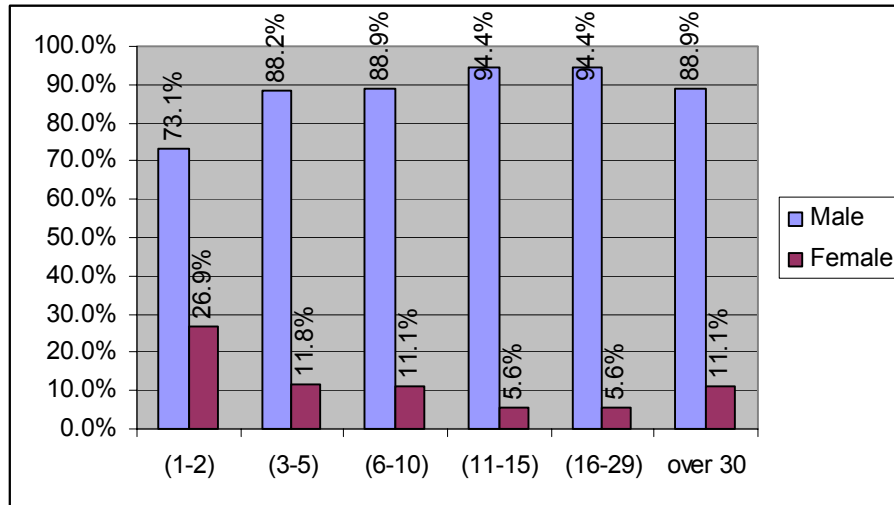
LOCATION

Overall the number of firms reporting on the survey (159) followed the general distribution of firms reporting on the annual firm update completed November 2006. Based on the annual firm update, a majority of Architectural firms are located in the Greater Vancouver Regional Area (65.1%), followed by 11.6% on Vancouver Island, 6.2% in the Okanagan and 1% in Northern B.C. While 16% of firms reported their locations as Other, (outside BC), most of these operated branch offices within the province.



GENDER

The survey reveals that overall males continue to dominate the profession (85.6%). The survey also indicates that women more likely to practice in smaller firms.



FIRM ANNUAL REVENUES

Over 90% of firms, consisting of 1 – 2 staff report gross annual earnings of less than \$300,000, with 63.4% reporting less than \$100,000 in earnings. Not surprising is that gross annual revenues rise as the number of firm staff rise with the largest gross earnings being reported by firms with staffs of over 30.

Firms	Total	FIRM ANNUAL REVENUES							Question
Size	Firms	<100K	100 - 300k	300-500K	500K-1M	1 - 2M	2 - 3M	over 3M	skipped
1 to 2	41	63.4%	29.3%	2.4%	2.4%		2.4%		
3 to 5	20	5.0%	35.0%	30.0%	30.0%				
6 to 10	30	3.3%		6.7%	56.7%	33.3%			
11 to 15	13					69.2%	7.7%	7.7%	15.4%
16 to 29	13					30.8%	30.8%	23.1%	15.4%
over 30	42					2.4%		85.7%	11.9%
	159								

SALARIES

The survey indicated that there is consistency in salaries over all firm sizes. Overall, our survey indicates a weighted average salary for a senior architect to be \$72,685 and Interns to be \$43,850. Salary levels tend to be higher in firms with 30+ staff and lowest in firms with 3-5 staff.

		AVERAGE ANNUAL COMPENSATION							
Size	Total	Architect					Interior Designer		
Firms	Firms	Principal	Senior	Intermediate	Junior	Intern	Senior	Intermediate	Junior
1 to 2	41	\$78,500	\$73,333	\$55,000	\$50,000	\$36,667	\$ -	\$ -	\$ -
3 to 5	20	\$84,500	\$62,500	\$ 60,000	\$ -	\$49,200	\$ 46,000	\$36,000	\$ -
6 to 10	30	\$107,750	\$70,374	\$58,750	\$50,000	\$43,667	\$ 100,000	\$40,000	\$36,000
11to 15	13	\$158,000	\$75,000	\$62,500	\$48,500	\$42,500	\$	\$53,000	\$37,500
16 to30	13	\$116,000	\$72,110	\$58,250	\$45,500	\$43,000	\$54,000	\$ -	\$ -
over 30	42	\$161,000	\$78,020	\$58,000	\$52,875	\$49,182	\$70,000	\$54,000	\$44,200
	159								

		AVERAGE ANNUAL COMPENSATION				
Size	Total	Architectural Technician			Support Staff	
Firms	Firms	Senior	Intermediate	Junior	Manager	Clerical
1 to 2	41	\$50,000	\$40,000	\$ -	\$ -	\$33,000
3 to 5	20	\$58,750	\$38,000	\$33,000	\$37,500	\$31,667
6 to 10	30	\$65,625	\$55,715	\$73,750	\$41,858	\$40,667
11to 15	13	\$68,000	\$50,000	\$46,250	\$43,800	\$41,500
16 to30	13	\$60,250	\$42,250	\$36,675	\$55,000	\$35,800
over 30	42	\$62,250	\$48,545	\$40,120	\$65,300	\$36,667
	159					

For comparison, *Western Compensation & Benefits Consultants Clerical/Administrative Support Compensation Survey*, October 2007 reported the mean salary for:

Clerical

Administrative Assistant – Junior	\$36,763
Administrative Assistant – Intermediate	\$46,675
Office Manager	\$52,789

AVERAGE NUMBER OF YEARS STAFF REMAIN IN THEIR POSITIONS (by firm size)

	<u>1 to 2</u>	<u>3 to 5</u>	<u>6 to 10</u>	<u>11 to 15</u>	<u>16 to 30</u>	<u>30+</u>
Principals	11.2	21.2	19.9	18.2	23.0	13.5
Senior Architects	40.0	6.5	6.5	7.6	8.8	6.4
Intermediate Architects	3.0	5.0	5.0	3.0	6.0	4.0
Junior Architects	2.0	-	-	2.3	2.7	2.4
Intern Architects	2.0	2.7	2.7	2.3	1.5	2.7
Senior Interior Designers	-	13.0	13.0	20.0	3.0	6.3
Intermediate Interior Designers	-	15.0	15.0	-	-	3.8
Junior Interior Designers	-	-	-	-	-	2.0
Senior Architectural Technologists	1.0	9.8	9.8	6.3	8.0	8.0
Intermediate Architectural Technologists	2.0	2.5	2.5	2.9	3.0	4.8
Junior Architectural Technologists	-	2.4	2.4	1.8	3.0	2.6
Administrative Managers	-	9.7	9.7	10.0	8.8	3.6
Clerical	11.7	11.5	10.8	2.3	2.3	2.7

Apart from Principals and Interior Designer categories, retention of qualified staff remains a significant issue for firms. On average architects with no ownership stake tend to stay with a single firm for less than 3 years and Interns less than 2.5 years.

PAID BENEFITS

A very limited group of firms (25 %) reported offering health-related benefits, insurance plans or retirement benefits. There were a significant number of “no responses” to this question.

Firms	MSP				Extended Health				Dental Plan			
	Staff Pay	Emplr Pay	50/50	No response	Staff Pay	Emplr Pay	50/50	No response	Staff pay	Emplr Pay	50/50	No response
1 to 2	7.3%	0.1%	0.0%	92.6%	4.9%	9.8%	2.4%	82.9%	2.4%	9.8%	2.4%	85.4%
3 to 5	5.0%	15.0%	5.0%	75.0%	5.0%	15.0%	0.0%	80.0%	0.0%	15.0%	0.0%	85.0%
6 to 10	23.3%	13.3%	3.3%	60.0%	3.3%	36.7%	16.7%	43.3%	3.3%	30.0%	16.7%	50.0%
11to 15	7.7%	38.5%	0.0%	53.8%	0.0%	46.2%	23.1%	30.8%	0.0%	30.8%	23.1%	46.2%
16 to30	15.4%	15.4%	0.0%	69.2%	0.0%	15.4%	15.4%	69.2%	0.0%	15.4%	15.4%	69.2%
over 30	9.5%	9.5%	2.4%	78.6%	0.0%	23.8%	7.1%	69.0%	0.0%	23.8%	7.1%	69.0%

Firms	Long Term Disability				RRSP Contributions			
	Staff Pay	Employer Pay	50/50	No response	Staff Pay	Employer Pay	50/50	No response
1 to 2	0.0%	0.0%	0.0%	100.0%	0.0%	4.9%	0.0%	95.1%
3 to 5	5.0%	5.0%	0.0%	90.0%	5.0%	5.0%	0.0%	90.0%
6 to 10	16.7%	16.7%	10.0%	66.7%	20.0%	10.0%	3.3%	70.0%
11to 15	7.7%	30.8%	15.4%	61.5%	0.0%	7.7%	0.0%	92.3%
16 to30	7.7%	23.1%	7.7%	69.2%	15.4%	0.0%	0.0%	84.6%
over 30	4.8%	14.3%	4.8%	81.0%	2.4%	7.1%	4.8%	90.5%

CONTRACTS

Less than 37.3% of firms reporting 3 or more staff offer employees a written employment contract. Fifty percent of firms reporting in the 6-10 staff range also reported offering written employment contracts.

The survey did not address the definition of “employment contract”. As “employment contract” could be interpreted on a “per project basis”, this could explain the low retention numbers for architects in the profession, as well as the lack of extended benefits being offered by member firms.

BONUSES

While our survey indicates that bonuses are offered in 37.7% of the responding firms, the response rate to this question was very poor. 34.6% of responding firms either skipped this question or responded “don’t know”. Twenty-six (62%) firms with staffs of 30+ did not respond to this question.

OTHER STAFF BENEFITS

Firms surveyed (159):	<u>(1-2)</u>	<u>(3-5)</u>	<u>(6-10)</u>	<u>(11-15)</u>	<u>(16-29)</u>	<u>30+</u>
Pay MAIBC Dues	51.2%	60.0%	63.3%	61.5%	46.2%	31.0%
Provide paid time off to MAIBC's to attend the AIBC Annual Conference	26.8%	30.0%	36.7%	53.8%	38.5%	21.4%
Pay MAIBC Annual Conference Registration Fees	31.7%	45.0%	36.7%	61.5%	46.2%	19.0%
Pay external education fees	35.7%	50.0%	67.7%	61.5%	46.2%	28.6%
Pay Intern Dues	7.3%	15.0%	33.3%	53.8%	46.2%	26.2%
Provide Paid time off for IA's to attend mandatory PD	17.1%	5.0%	33.3%	61.5%	38.5%	26.2%
Pay Intern Fees for AIBC mandatory education courses	9.8%	20.0%	36.7%	61.5%	46.2%	26.2%
Firms offering "in house" professional development	12.2%	40.0%	67.7%	69.2%	38.5%	33.3%

Would it be helpful for the Institute to provide a written model policy for member firms on:

	<u>Yes</u>	<u>No</u>	<u>No Response</u>
Administrative Procedures	33.0%	19.4%	47.6%
Freedom of Information	34.5%	19.5%	46.0%
Protection of Privacy	34.5%	17.6%	47.9%
Respectful Workplace	28.9%	22.0%	49.1%
Dress Code	18.9%	32.0%	49.1%
Conduct Policy	31.5%	22.0%	46.5%
Pay Equity	29.6%	21.4%	49.1%