



**39TH EDITION**

# 2021 A/E MANAGEMENT COMPENSATION

**BENCHMARK SURVEY REPORT**

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

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- Decision Data for Resource Allocation
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**PSMJ | Resources, Inc.**

**A/E Management  
Compensation  
Benchmark Survey  
Report**

**39th Edition  
2021**



## **2021 A/E Management Compensation Benchmark Survey Report**

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# Preface

This is the 2021 **A/E Management Compensation Benchmark Survey Report, 39<sup>th</sup> Edition.**

The 252 design firms representing 12,293 individual design managers that responded to PSMJ's survey represent what we believe is the largest base of information currently available on how design firms compensate their managers.

**Data were collected in January and February 2021** and have been analyzed on a firm-wide basis, as well as individual managers' salaries and benefits.

Before reading this report, please be sure to refer to the *Executive Summary*, *Conducting a Compensation Study*, and the introductory text in each section — these sections provide helpful information on beginning your benchmarking process and making sure you use the data appropriately.

We designed this report to complement other publications by PSMJ Resources:

- **A/E Staff Compensation Benchmark Survey Report**
- **A/E Financial Performance Benchmark Survey Report**
- **A/E Bonus & Benefit Plans Benchmark Survey Report**

Together these survey reports provide information on a wide range of current economic trends and conditions in the profession. You may wish to refer to these reports to obtain additional information on other current design profession conditions and practices.

We cannot possibly present all of the information collected. We invite inquiries from users who want more data on a particular topic or cross-tabulation of specific variables.

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- The members of the survey advisory committee who contributed their time to the development of the questionnaire.

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