



## 2007 IDC Salary and Fees Survey

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***Note: This document is formatted to print on legal size paper in landscape style.***

**Where is the firm located?**

	Canada - BC	Canada - AL	Canada - SK	Canada - MA	Canada - ON	Canada - PQ	Canada - NS	Canada - NB	United States	Europe	Asia	Response Total
Primary Location	27	11	6	12	27	1	2	3	0	0	0	89
Satellite Location 1	4	2	2	2	1	0	0	0	1	0	0	12
Satellite Location 2	0	3	0	1	2	0	0	0	0	1	1	8
Satellite Location 3	2	1	0	1	0	0	0	0	1	0	1	6

**Type of Firm:**

	Response Total
Solely Interior Design	62
Solely Architecture	0
Combined Interior Design / Architecture	16
Combined Architecture / Engineering	0
Combined Interior Design / Architecture / Engineering	10
Furniture - Employing Interior Designers	1
Trade Affiliate - Employing Interior Designers	1
Total Respondents	89

How many of the following does your firm employ?

**Full Time**

	<b>0 - 5</b>	<b>6 - 10</b>	<b>11 - 15</b>	<b>16 - 20</b>	<b>21 - 25</b>	<b>26 - 30</b>	<b>31 - 35</b>	<b>46 - 50</b>	<b>56 - 60</b>	<b>61 - 65</b>	<b>81 - 85</b>	Response Total
<b>Interior Designers</b>	62	13	6	2	2	1	0	1	1	0	0	88
<b>Interior Design Technologists</b>	24	1	0	0	0	0	0	0	0	0	0	25
<b>Architects</b>	13	2	5	0	0	0	0	1	0	0	0	24
<b>Architectural Technogists</b>	19	3	3	4	2	0	0	1	0	0	1	33
<b>Administration</b>	33	6	1	1	0	0	0	1	1	0	0	45
<b>Other</b>	14	1	1	0	0	0	1	0	0	1	0	19

**Part Time**

	<b>0 - 5</b>	Response Total
<b>Interior Designers</b>	18	18
<b>Interior Design Technologists</b>	4	4
<b>Architects</b>	2	2
<b>Architectural Technogists</b>	3	3
<b>Administration</b>	8	8
<b>Other</b>	4	4

**Contract**

	<b>0 - 5</b>	<b>6 - 10</b>	<b>11 - 15</b>	<b>16 - 20</b>	<b>21 - 25</b>	<b>26 - 30</b>	<b>31 - 35</b>	<b>46 - 50</b>	<b>56 - 60</b>	<b>61 - 65</b>	<b>81 - 85</b>	<b>Response Total</b>
<b>Interior Designers</b>	28	0	0	0	0	0	0	0	0	0	0	28
<b>Interior Design Technologists</b>	6	0	0	0	0	0	0	0	0	0	0	6
<b>Architects</b>	4	0	0	0	0	0	0	0	0	0	0	4
<b>Architectural Technogists</b>	8	0	0	0	0	0	0	0	0	0	0	8
<b>Administration</b>	3	0	0	0	1	0	0	0	0	0	0	4
<b>Other</b>	3	0	1	0	0	0	1	0	0	0	0	5

**Casual**

	<b>0 - 5</b>	<b>Response Total</b>
<b>Interior Designers</b>	7	7
<b>Interior Design Technologists</b>	4	4
<b>Architects</b>	3	3
<b>Architectural Technogists</b>	2	2
<b>Administration</b>	3	3
<b>Other</b>	2	2
<b>Total Respondents</b>	28	28

**Does the firm differentiate between interior design diploma and interior design degree graduates when hiring?**

	Response Total
Yes, we pay more for degree	29
Yes, we only hire degree	20
No	39
<b>Total Respondents</b>	<b>88</b>

**Is the timeline for advancement the same for graduates of a diploma program as a degree program?**

	Response Total
Yes	43
No	28
<b>Total Respondents</b>	<b>71</b>

**Are CAD skills required for:**

	Response	Total
New Graduates	90%	80
Junior Designers	91%	81
Intermediate Designers	85%	76
Senior Designers	66%	59
<b>Total Respondents</b>		<b>89</b>

**Does the firm offer any of the following benefits?**

	Employee Paid	Employer Paid	Split	Not Offered	Response Total
Dental/Major Medical/Drug Plan	6	20	26	20	72
Short-Term Disability	9	12	13	31	65
Long-Term Disability	12	11	19	26	68
Life Insurance	14	9	19	26	68
RRSP Contribution/s	10	2	7	41	60
Workers' Compensation	4	40	5	19	68
Professional Liability Insurance	1	73	1	6	81
Professional Association Membership Dues	11	60	3	7	81
Professional Development	3	71	8	2	84
Trade Show / Travel	3	64	5	6	78
Continuing Education Courses	5	63	10	2	80
Car Allowance and/or Mileage	0	67	1	10	78
Cellular Telephone	4	40	5	22	71
Blackberry	4	17	2	40	63
<b>Total Respondents</b>	<b>86</b>				

**When do benefits start if applicable?**

	Upon hiring	3 months	6 months	1 year	Response Total
Time line	22%	52%	13%	12%	67
	15	35	9	8	
<b>Total Respondents</b>	<b>67</b>				

**Does the firm offer profit sharing?**

		Response Total
<b>Yes</b>	<b>37%</b>	31
<b>No</b>	<b>64%</b>	54
Total Respondents		84

**Please provide a salary range your firm pays for the following positions. Gross annual salary only - do not include benefits.**

	\$12 – 25K	\$26 – 35K	\$36 – 45K	\$46 – 55K	\$56 – 65K	\$66 – 75K	\$76 – 85K	\$86 – 90K
<b>Student - First year</b>	37	4	0	0	0	0	0	0
<b>Student - Third year</b>	33	10	1	0	0	0	0	0
<b>New Graduate 2 or 3 year Interior Design Diploma</b>	14	32	4	0	0	0	0	0
<b>New Graduate Interior Design Degree</b>	10	36	10	0	0	0	0	0
<b>Junior Designer 0-3 years</b>	4	31	19	2	0	0	0	0
<b>Intermediate Designer 3-7 years</b>	1	5	71	14	1	0	0	0
<b>Senior Designer 8 years +</b>	0	0	11	27	15	8	3	0
<b>Associate</b>	0	0	2	9	12	12	4	3
<b>Partner / Principal</b>	0	0	3	7	5	16	7	6
<b>Other</b>	3	1	1	0	0	1	0	0
Total Respondents								90

**How often do you provide raises?**

		Response Total
<b>Annual</b>	64%	57
<b>Every 2 years</b>	2%	2
<b>Performance</b>	27%	24
<b>Random</b>	19%	17
<b>Bonus/es</b>	27%	24
<b>Cost of Living Index</b>	9%	8
<b>Total Respondents</b>		89

**How does the firm deal with overtime?**

		Response Total
<b>Require time off in lieu of payment</b>	44%	36
<b>Pay out at an overtime rate</b>	26%	21
<b>Pay out at a regular salary rate</b>	44%	30
<b>No payment for overtime</b>	18%	15
<b>Total Respondents</b>		82

**Do you cap overtime**

		Response Total
<b>Yes</b>	25%	21
<b>No</b>	75%	63
Total Respondents		84

**Please provide the number years experience YOU categorize for each of the following:**

	1-5	6 - 10	11 - 15	16-20	21-25	26-30	Response Total
<b>Junior Interior Designer</b>	75	0	0	0	0	0	75
<b>Intern Interior Designer</b>	54	2	0	0	0	0	56
<b>Intermediate Interior Designer</b>	30	44	1	0	0	0	75
<b>Senior Interior Designer</b>	1	39	32	4	1	1	78
<b>Associate Interior Designer</b>	1	11	33	9	0	1	55
<b>Partner/Principal</b>	0	7	24	21	8	8	68
<b>Total Respondents</b>							90

## 2007 IDC Fees Survey

### Where is your firm located?

	Canada - BC	Canada - AL	Canada - SK	Canada - MA	Canada - ON	Canada - NS	Canada - NB	United States	Europe	Asia	Response Total
Primary Location	28	9	9	13	37	1	5	0	0	0	102
Satellite Location 1	2	1	2	1	0	0	0	1	0	1	8
Satellite Location 2	1	1	0	0	0	0	0	0	1	1	4
Satellite Location 3	0	0	0	2	0	0	0	0	0	1	3
<b>Total Respondents</b>	102										

### Type of Firm:

	Response Total
Solely Interior Design	82
Solely Architecture	0
Combined Interior Design/ Architecture	13
Combined Architecture / Engineering	0
Combined Interior Design/ Architecture / Engineering	5
Furniture - Employing Interior Designers	3
Trade Affiliate - Employing Interior Designers	2
<b>Total Respondents</b>	100

How many of the following does your firm employ?

Full Time

	0 - 5	6 - 10	11 - 15	16 - 20	21 - 25	26 - 30	31 - 35	Response Total
Interior Designers	70	10	4	1	2	1	0	88
Interior Design Technologists	15	1	0	0	1	0	0	17
Architects	9	3	1	0	0	0	0	13
Architectural Technologists	17	1	1	1	1	0	0	21
Administrative Staff	31	4	1	1	0	0	0	37
Other Employees	8	2	1	1	0	0	0	12

Part Time

	0 - 5	6 - 10	11 - 15	16 - 20	21 - 25	26 - 30	31 - 35	Response Total
Interior Designers	20	0	0	0	0	0	0	20
Interior Design Technologists	5	0	0	0	0	0	0	5
Architects	1	0	0	0	0	0	0	1
Architectural Technologists	5	0	0	0	0	0	0	5
Administrative Staff	8	0	1	0	0	0	0	9
Other Employees	2	0	0	0	0	0	0	2

Contract

	0 - 5	6 - 10	11 - 15	16 - 20	21 - 25	26 - 30	31 - 35	Response Total
Interior Designers	38	0	0	0	0	0	0	38
Interior Design Technologists	9	0	0	0	0	0	1	10
Architects	4	0	0	0	0	0	0	4
Architectural Technologists	9	0	0	0	0	0	0	9
Administrative Staff	11	0	0	0	0	0	0	11
Other Employees	8	0	0	0	0	0	1	9

Casual

	0 - 5	6 - 10	11 - 15	16 - 20	21 - 25	26 - 30	31 - 35	Response Total
Interior Designers	9	0	0	0	0	0	0	9
Interior Design Technologists	3	0	0	0	0	0	0	3
Architects	3	0	0	0	0	0	0	3
Architectural Technologists	2	0	0	0	0	0	0	2
Administrative Staff	5	0	0	0	0	0	0	5
Other Employees	3	0	0	0	0	0	0	3

How many projects did your firm undertake in 2005/2006?

Project/s	0 - 10	11 - 20	21 - 30	31 - 40	41 - 50	51 - 60	61 - 70	71 - 85	86 - 100
	15%	22%	15%	11%	8%	8%	7%	6%	7%
<b>Total Respondents</b>	99								

What are the geographical demographics of the projects undertaken by your firm?

	0 - 10%	11 - 20%	21 - 30%	31 - 40%	41 - 50%	51 - 60%	61 - 70%	71 - 80%	81 - 90%	91 - 99%
<b>Local</b>	5	2	3	1	11	2	5	14	27	12
<b>Provincial</b>	31	15	6	3	0	0	0	3	1	1
<b>National</b>	26	6	5	1	2	1	0	0	0	0
<b>International</b>	17	2	2	2	3	0	1	1	0	0

How many of these projects were joint venture projects in 2005/2006?

	0 - 5	6 - 10	11 - 15	16 - 20	21 - 25	26 - 30	31 - 35	36 - 40	41 - 45	51 - 55	91 - 95	96 - 100	Response Total
<b>Another Interior Design Firm</b>	25	2	0	0	0	0	0	0	0	0	0	0	27
<b>Architectural Firm</b>	38	6	1	1	0	3	1	0	0	0	0	1	51
<b>Engineering Firm</b>	19	3	3	1	0	1	0	0	2	1	1	0	31
<b>Combined Architectural/Engineering Firm</b>	16	3	0	0	0	0	0	0	0	0	0	1	20
<b>Total Respondents</b>	73												

How many square feet of space did your firm design in 2005/2006?

	10,000- 25,000	26,000- 45,000	46,000- 65,000	66,000- 85,000	86,000- 100,000	110,000- 125,000	126,000- 145,000	146,000- 165,000	166,000- 185,000	186,000- 200,000	200,000-Up	Response Total
<b>Design Space</b>	9%	9%	6%	3%	9%	4%	5%	1%	3%	9%	28%	86
<b>Total Respondents</b>	86											

What was the gross revenue for your firm for 2005/2006?

	\$0 - 50K	\$55 - 75K	\$80 - 95K	\$100 - 300K	\$300 - 500K	\$500 - 1 Mil	\$1 Mil - 3 Mil	\$3 Mil - 5 Mil	\$5 Mil - Up
<b>Gross Revenue</b>	10	4	4	26	15	14	9	7	5
<b>Total Respondents</b>	94								

Please indicate your hourly project interior charge-out rate for the following:

Averages	\$10 - \$60	\$65 - \$110	\$115 - \$160	\$165 - \$300
<b>Student</b>	31	9	0	0
<b>Junior Interior Designer 0-3 yrs</b>	34	28	0	0
<b>Intermediate Interior Designer 4-7 yrs</b>	10	51	1	0
<b>Senior Interior Designer 8 yrs +</b>	7	60	10	0
<b>CAD Technologist</b>	25	48	1	0
<b>Project Manager</b>	5	33	14	0
<b>Administrative Support</b>	43	14	0	0
<b>Associate</b>	3	22	17	0
<b>Principal</b>	3	42	39	8
<b>Partner</b>	0	13	21	4

**What percentage of your work is renovation and what percentage is new construction?**

<b>% Renovation</b>	<b>0 - 15%</b>	<b>16 - 30%</b>	<b>31 - 45%</b>	<b>46 - 60%</b>	<b>61 - 75%</b>	<b>76 - 90%</b>	<b>91 - 100%</b>	<b>Response Total</b>
Residential Multi-Family < \$200,000	8	1	0	3	1	1	4	18
Residential Multi-Family > \$200,000	6	1	0	2	0	3	1	13
Residential Single Family < \$150/sq. ft.	5	5	0	3	3	4	4	24
Residential Single Family > \$150/sq. ft.	4	3	3	4	4	5	3	26
Commercial Retail Office < \$40/sq. ft.	13	12	3	8	6	6	6	54
Commercial Retail Office > \$40/sq. ft.	6	13	5	7	9	13	4	57
Hospitality / Bar / Restaurant / Lounge	11	4	1	2	2	0	7	27
Hospitality / Hotel / Motel	6	4	0	2	1	2	3	18
Hospitality / Resort	6	2	0	1	0	0	4	13
Institutional / Cultural Facility	3	0	2	1	0	1	3	10
Institutional / Educational Facility	5	4	1	1	0	1	3	15
Institutional / Health Care	12	5	1	5	3	1	2	29
Institutional / Libraries	6	1	0	0	0	1	2	11
<b>% New Construction</b>								
	<b>0 - 15%</b>	<b>16 - 30%</b>	<b>31 - 45%</b>	<b>46 - 60%</b>	<b>61 - 75%</b>	<b>76 - 90%</b>	<b>91 - 100%</b>	<b>Response Total</b>
Residential Multi-Family < \$200,000	11	1	1	1	1	2	3	20
Residential Multi-Family > \$200,000	6	2	2	2	1	2	3	18
Residential Single Family < \$150/sq. ft.	6	8	2	1	0	0	1	18
Residential Single Family > \$150/sq. ft.	9	3	2	5	5	1	1	26
Commercial Retail Office < \$40/sq. ft.	14	7	6	5	5	1	2	40
Commercial Retail Office > \$40/sq. ft.	11	11	7	8	7	5	2	51
Hospitality / Bar / Restaurant / Lounge	10	3	0	6	0	3	0	22
Hospitality / Hotel / Motel	6	2	1	1	0	1	0	11
Hospitality / Resort	8	1	0	1	0	0	1	11
Institutional / Cultural Facility	7	1	0	3	0	0	0	11
Institutional / Educational Facility	7	2	0	3	1	2	0	15
Institutional / Health Care	7	6	0	7	2	4	1	27
Institutional / Libraries	5	1	0	0	0	1	1	8
<b>Total Respondents</b>	<b>96</b>							

**Please indicate your standard project square foot costs:**

Price per Square Foot

	\$25 - \$75	\$76 - \$95	\$96 - \$115	\$116 - \$135	\$136 - \$155	\$156 - \$175	\$176 - \$185	\$186 - \$195	\$196 - \$Up	Response Total
Residential Multi-Family < \$200,000	1	0	2	0	0	1	0	0	0	4
Residential Multi-Family > \$200,000	2	1	0	1	0	1	0	0	1	6
Residential Single Family < \$150/sq. ft.	1	0	0	1	3	2	1	0	2	10
Residential Single Family > \$150/sq. ft.	1	0	0	0	1	3	0	0	5	10
Commercial Retail Office < \$40/sq. ft.	22	2	1	1	1	0	0	0	0	27
Commercial Retail Office > \$40/sq. ft.	16	8	2	0	1	2	1	0	1	31
Hospitality/ Bar /Restaurant /Lounge	3	2	3	1	2	0	0	1	2	14
Hospitality / Hotel / Motel	2	2	1	0	1	1	0	2	1	10
Hospitality / Resort	2	0	0	0	1	0	1	1	1	6
Institutional / Cultural Facility	2	1	1	1	1	2	0	1	0	9
Institutional / Educational Facility	5	2	1	1	1	1	0	1	0	12
Institutional / Health Care	5	1	3	2	1	2	0	0	2	16
Institutional / Libraries	2	3	1	0	0	0	0	0	1	7
Furniture/ Fixturing and Equipment	7	2	0	0	0	0	0	0	0	9
<b>Total Respondents</b>	45									

**Please indicate your standard percentage of project construction costs:**

Percentage

	0 - 15%	16 - 30%	31 - 45%	46 - 60%	61 - 75%	76 - 90%	91 - Up%	Response Total
Residential Multi-Family < \$250,000	21	1	0	0	1	2	0	25
Residential Multi-Family > \$250,000	20	1	0	0	2	0	0	23
Residential Single Family < \$175/sq. ft.	21	6	0	0	0	0	1	28
Residential Single Family > \$175/sq. ft.	24	3	1	0	0	0	1	29
Commercial Retail Office < \$50/sq. ft.	37	6	2	2	2	3	1	53
Commercial Retail Office > \$50/sq. ft.	44	6	6	2	1	1	0	60
Hospitality Bar/Restaurant/Lounge	29	3	0	0	0	0	0	32
Hospitality Hotel / Motel	20	3	1	0	0	0	0	24
Hospitality Resort	12	2	1	0	0	0	0	15
Institutional Cultural Facility	13	1	1	0	0	0	0	15
Institutional Educational Facility	18	1	1	0	0	1	0	21
Institutional Health Care	21	6	0	0	0	0	0	27
Institutional Libraries	13	0	0	0	0	0	0	13
<b>Total Respondents</b>	79							

**Is your furniture fixturing and equipment fee calculated on a percentage of product costs?**

<b>Yes</b>	31
<b>No</b>	69
<b>Total Respondents</b>	98

**Do you take a percentage mark-up on product specified?**

What Percent	0 - 5%	6 - 10%	11 - 15%	16 - 20%	21 - 25%	26 - 30%	31 - 35%	36 - 40%	41 - 45%	46 - 50%
<b>Yes</b>	2	3	10	3	4	1	7	0	0	1
<b>Total Respondents</b>	31									

**Do you charge for disbursements?**

<b>Yes</b>	76
<b>No</b>	8
<b>If Yes, at cost</b>	35
<b>Or cost + %</b>	47
<b>Total Respondents</b>	100