



BUILDING A STRONGER TEXAS

BOAT ANNUAL CONFERENCE | AUGUST 5-8, 2025

Margaritaville Lake Resort • Montgomery, Texas

2025 ANNUAL CONFERENCE SURVEY SUMMARY REPORT



INTRODUCTION

In August of 2025, code officials from across the state attended the Building Officials Association of Texas Annual Conference held at the Margaritaville Lake Conroe Resort in Montgomery, Texas. A participant survey consisting of 15 questions was administered during the Building Official 101 Panel Discussions on Thursday, August 7th, 2025. The survey received a total of 131 participant responses. The purpose of the survey was to ascertain top industry trends and create a baseline to help support building department planning and administration. Key findings from the summary have been included in three sections:

I. Building Department Insights

II. Building Official Insights

II. Industry Insights





I. BUILDING DEPARTMENT INSIGHTS

WHAT IS THE BIGGEST CODE OR PERMITTING CHALLENGE YOUR DEPARTMENT IS FACING?

Top Concerns from Respondents Noted:

- Staffing/Finding Personnel
- Permit Software Challenges
- Plan Review & Permit Issuance Delays

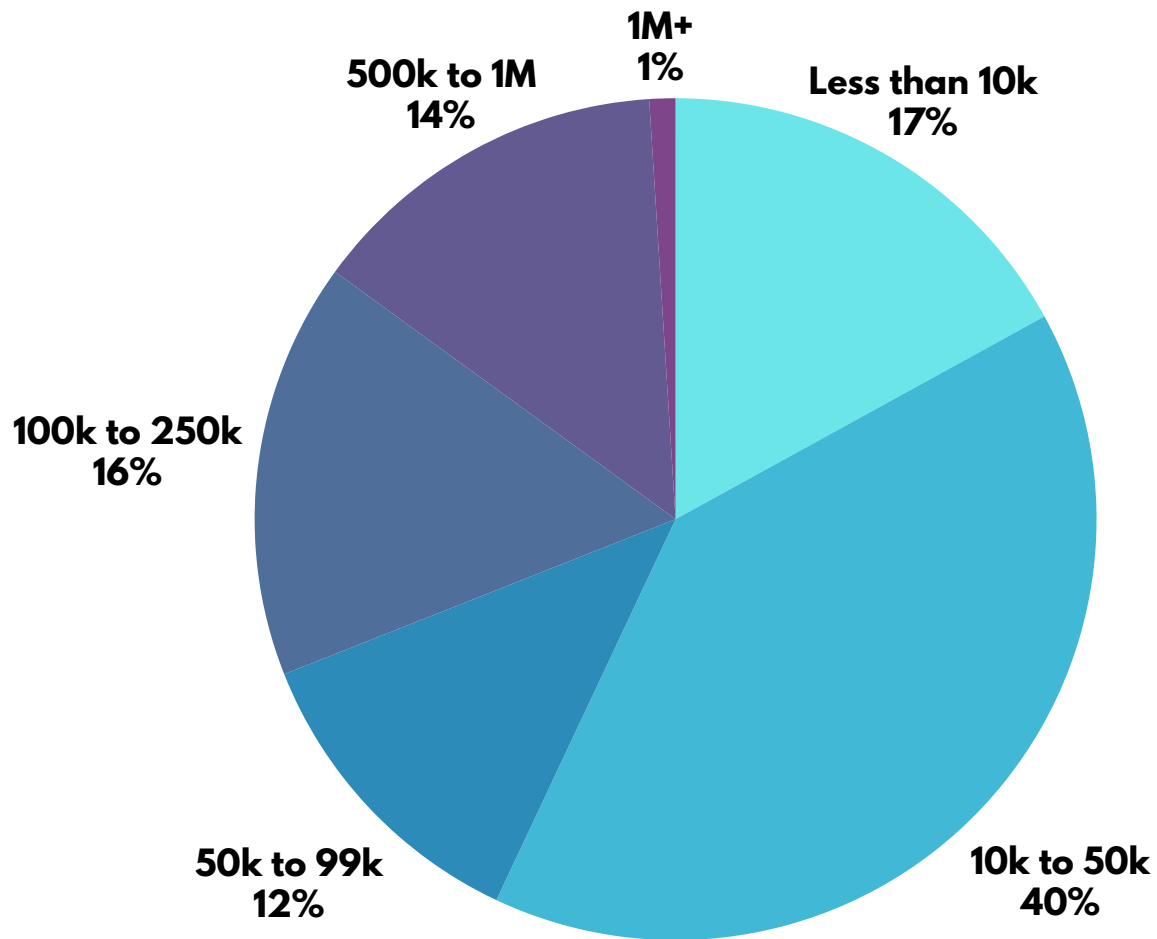
WHAT TYPE OF TECHNOLOGY ARE YOU ACTIVELY USING IN FIELD INSPECTIONS?

Top Responses Include:

- Smart Phones & Tablets
 - Electronic Plan Review Software
 - Growing Interest in Drones, Ai, & Virtual Inspections
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I. BUILDING DEPARTMENT INSIGHTS

AVERAGE AHJ POPULATION

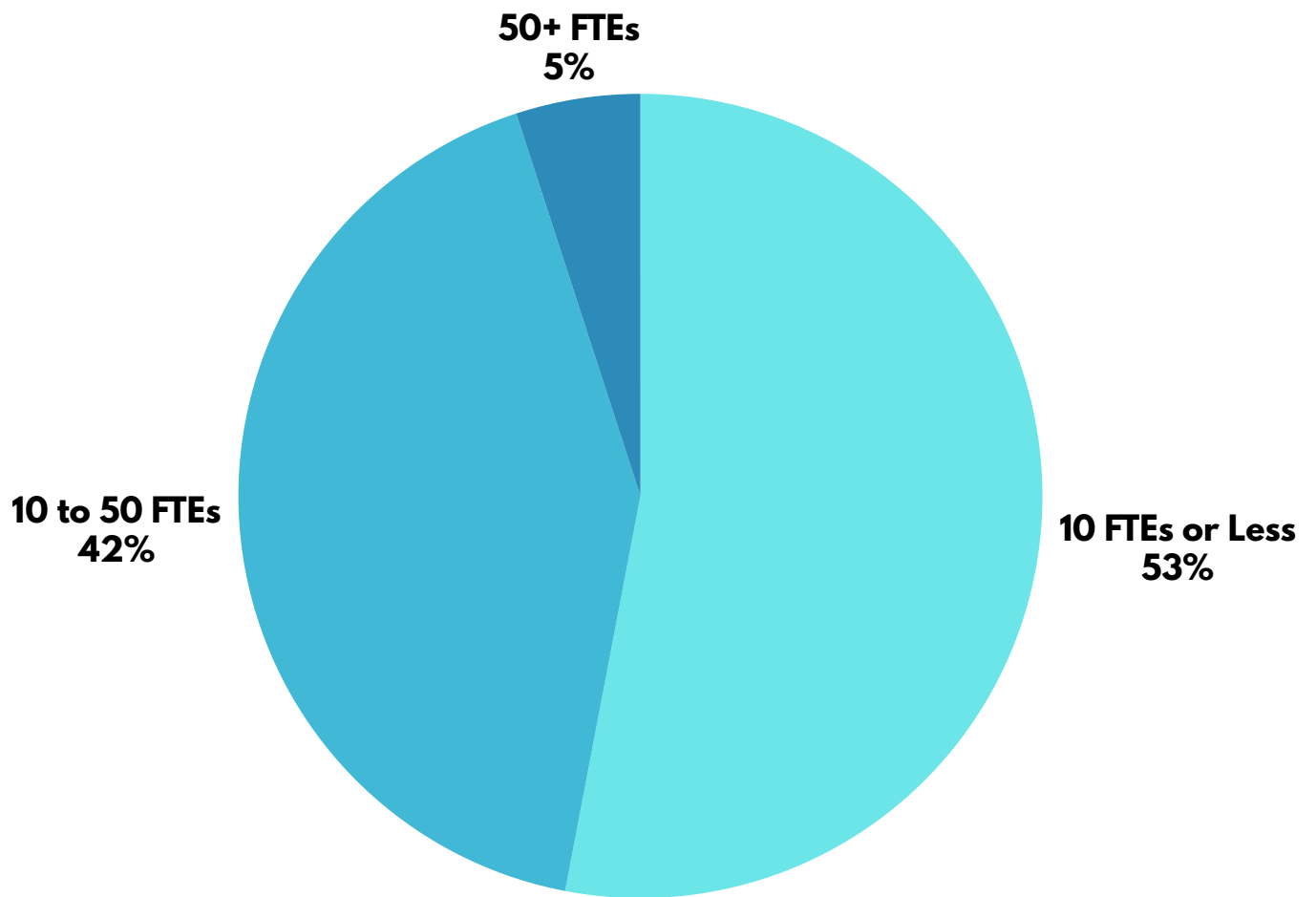


A majority of respondents serve communities which have a population size between 10,000 and 50,000 people.



I. BUILDING DEPARTMENT INSIGHTS

AVERAGE DEPARTMENT SIZE

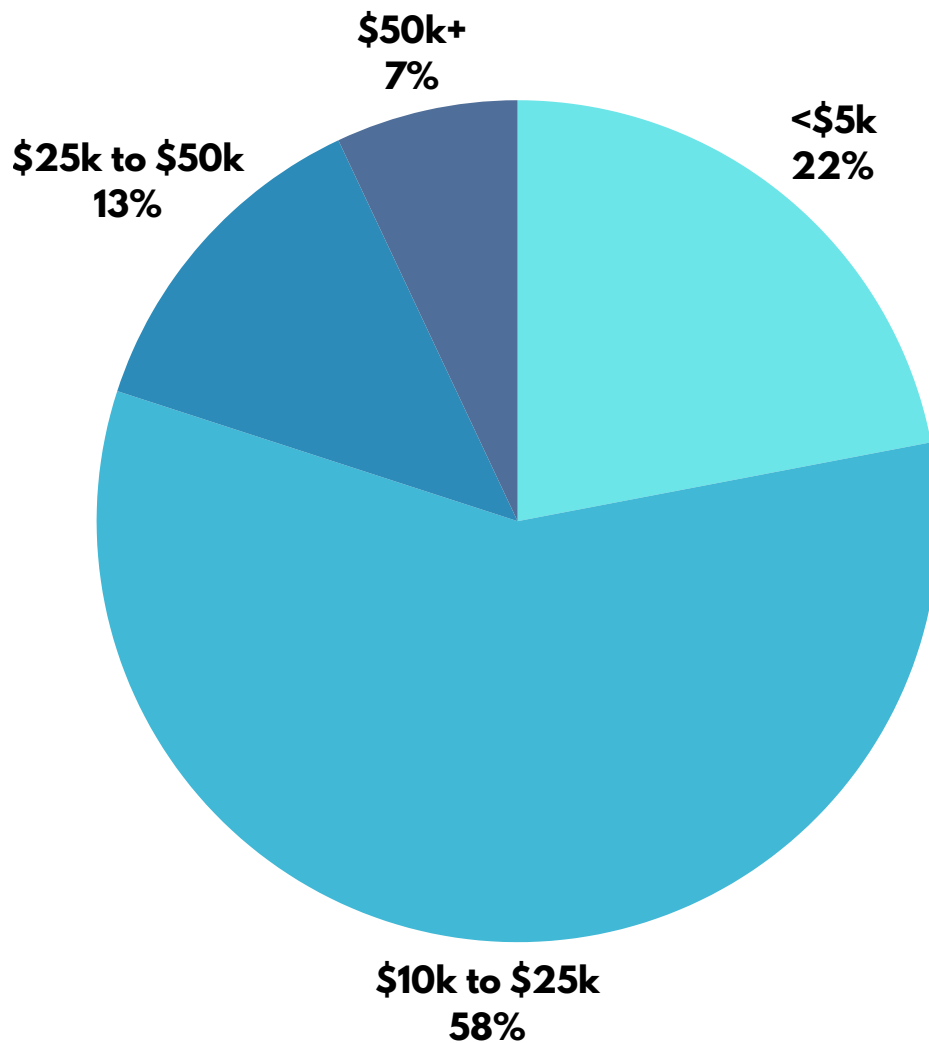


A majority of respondents operate their departments with 10 or less people.



I. BUILDING DEPARTMENT INSIGHTS

AVERAGE TRAINING BUDGET

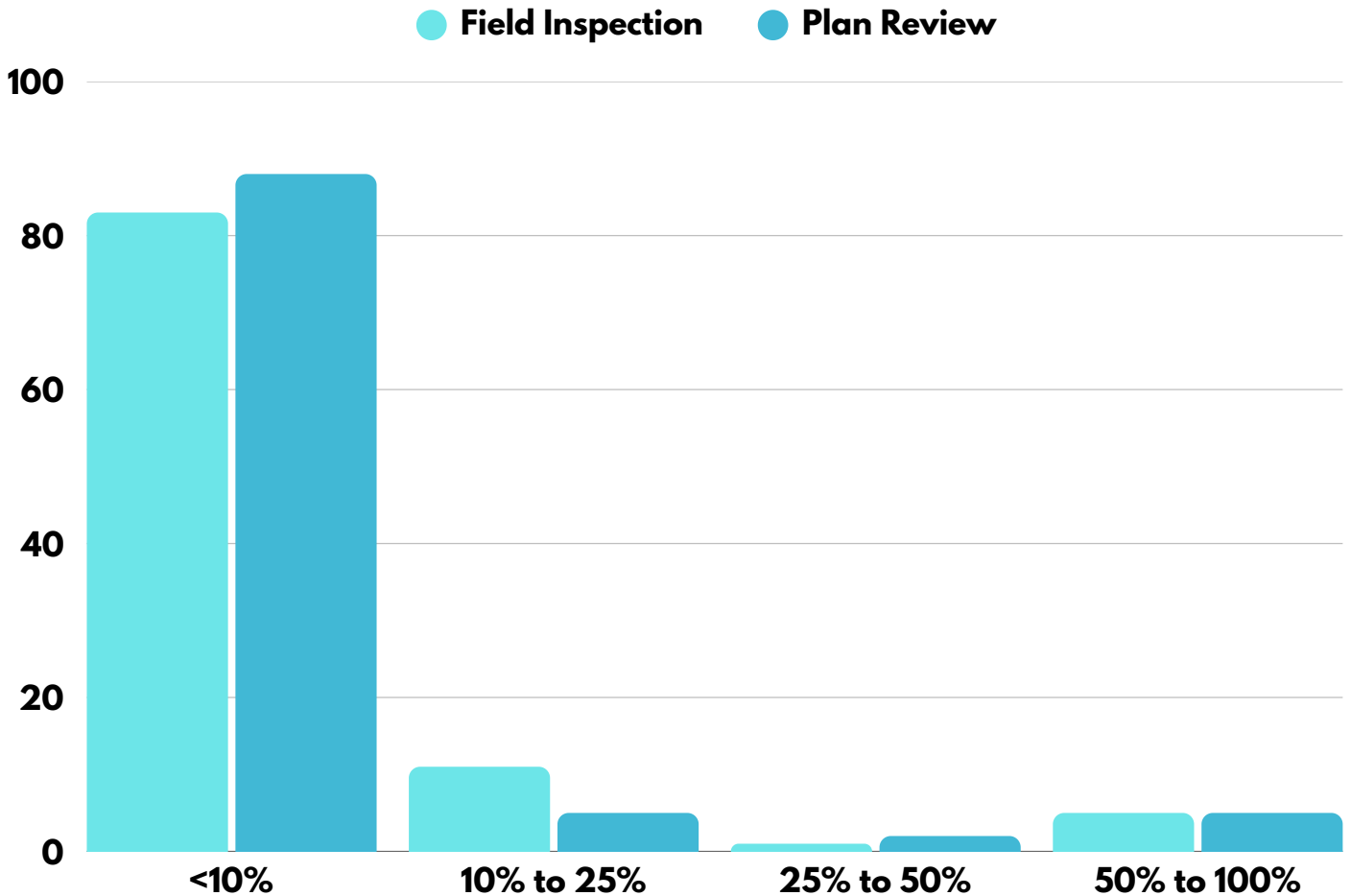


A majority of respondents spend \$10k to \$25k annually on department training.



I. BUILDING DEPARTMENT INSIGHTS

WHAT PERCENTAGE OF OPERATIONS RELY ON A THIRD-PARTY SERVICES?

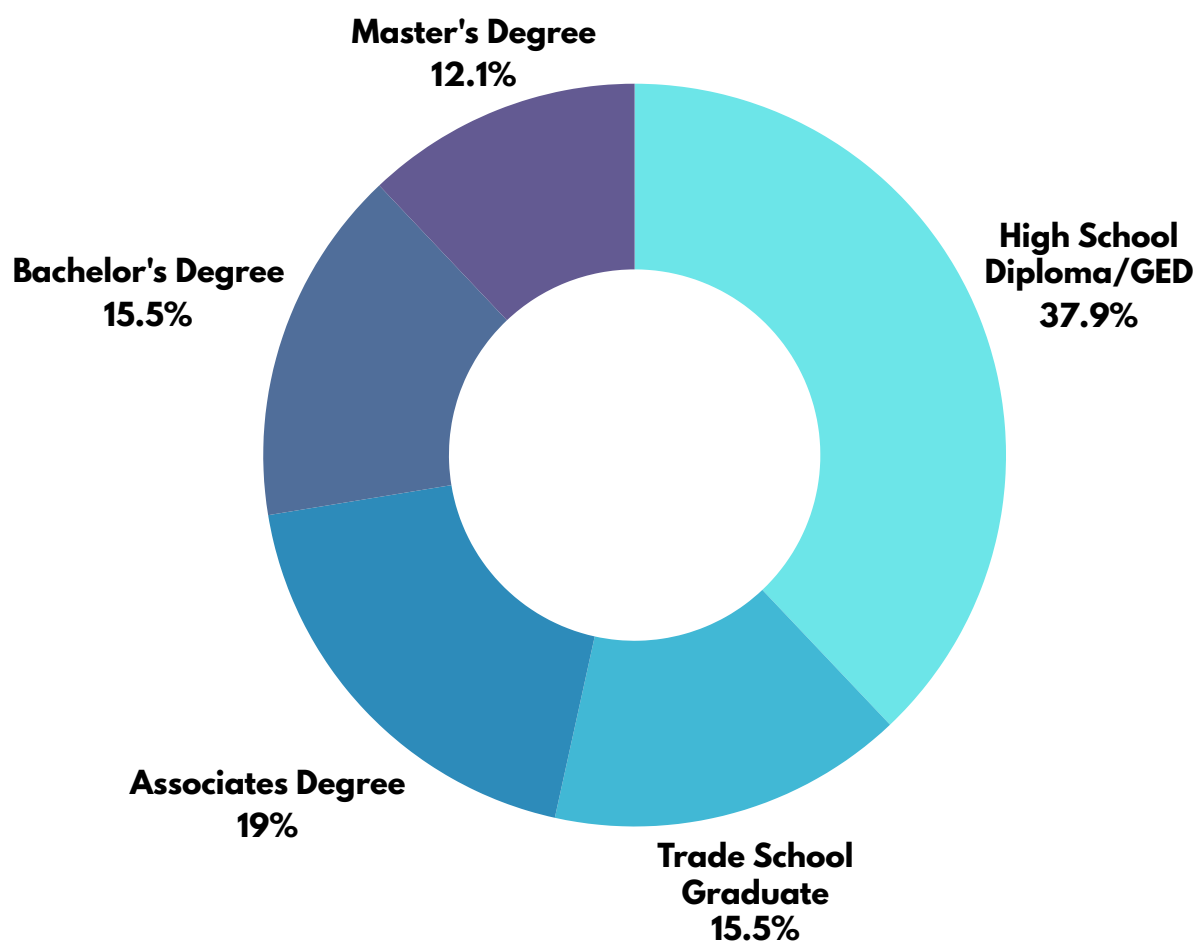


A majority of respondents noted that third-party services account for less than 10% of field inspection and plan review operations.



II. BUILDING OFFICIAL INSIGHTS

HIGHEST LEVEL OF FORMAL EDUCATION



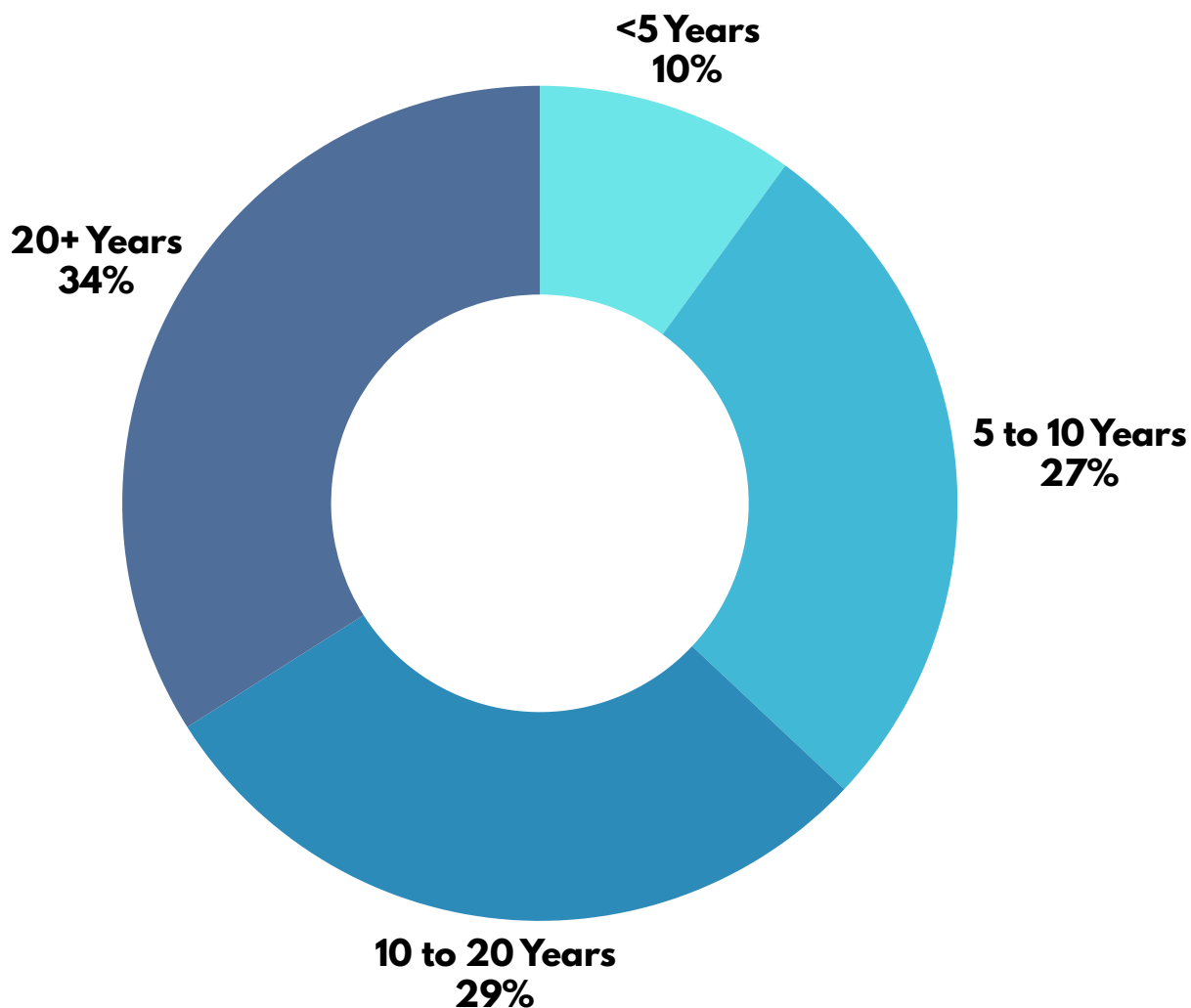
Respondents with only a High School Diploma/GED accounted for the largest group.

Although high school graduates accounted for the largest group in the survey, a majority of respondents have obtained postsecondary credentials.



II. BUILDING OFFICIAL INSIGHTS

YEARS OF EXPERIENCE



The largest group of respondents currently have more than 20 years of experience. This may also indicate that a majority of the participants may be at or approaching retirement.



II. BUILDING OFFICIAL INSIGHTS

RESPONDENT ROLES

62%

Serve as the Building Official and/or a Development Director

20%

Serve as an Assistant Building Official or Deputy Building Official

18%

Serve as Support Staff (Inspector, Plans Examiner, Permit Clerk/Tech)

Building Officials accounted for a majority of survey respondents; however, second-level leadership and support staff accounted for a little more than $\frac{1}{3}$ of participants. Future conferences should encourage more representation from these latter groups to help support succession planning and training of the next generation of building safety leadership.



III. INDUSTRY INSIGHTS

TOP POLICY CONCERNS

Respondents were asked to identify a state-level law or policy affecting building departments that they could change.

The following were noted as top concerns:

- Lack of required licensing for general contractors.
 - Overreach by the state legislature regarding the regulation of building materials, generators, and the erosion of municipal-level oversight.
 - A growing desire to see a more simplified, computer-based testing process for plumbing inspector licensing.
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III. INDUSTRY INSIGHTS

EMPLOYMENT FACTORS

When asked if a college degree improved the chances of an applicant when making a hiring decision, **74%** of respondents said:

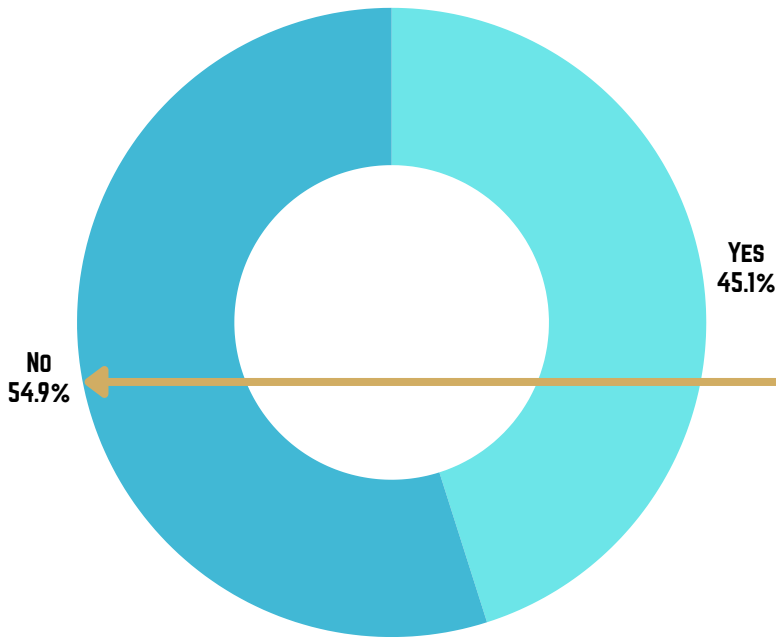
NO

Respondents during the follow-up discussion noted their overwhelming willingness to offer on-the-job training and career investment for motivated applicants who express the aptitude and desire to learn more about the field of building safety, signaling a strong opportunity for workforce development and employment.



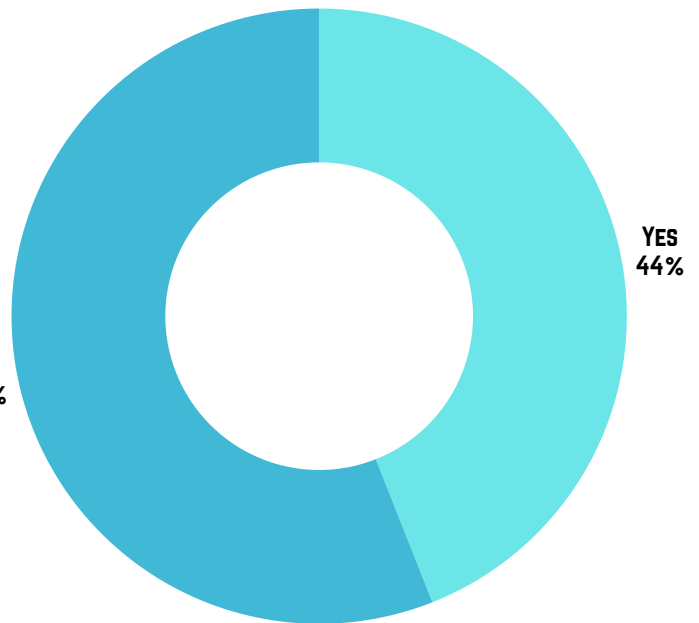
III. INDUSTRY INSIGHTS

PROMOTING BUILDING SAFETY



When asked if their jurisdiction promoted or received a proclamation for Building Safety Month, respondents noted

When asked if their jurisdiction hosted any trainings or workshops to help educate the public on the importance of building safety, respondents noted:





CONCLUSION AND RECOMMENDATIONS

The following key insights and recommendations were driven from an in-depth review of responses and data from the participant survey conducted during the 2025 BOAT Annual Conference:

KEY INSIGHTS

Staffing- Retirements, vacancies, and low industry visibility continue to challenge department efficiencies and recruitment.

Tech- The use of smartphones and tablets for field inspection has become an industry standard. Interest in drones and AI usage continues to grow.

Employment- Formal secondary education is not necessary to obtain gainful employment. Furthermore, most organizations have expressed their willingness to train and invest in prospective applicants.

RECOMMENDATIONS

Job descriptions and degree requirements should be revised to offer on-the-job training for applicants who only have a high school diploma or GED.

Building Officials should consider embracing newer tech trends, such as drone piloting and AI-assisted plan review, to assist or supplement department operations.

All building departments should work to obtain proclamations for Building Safety Month and consider hosting community workshops. Doing so would provide our field with greater industry visibility that can be leveraged to support department funding and recruitment efforts.



ACKNOWLEDGEMENTS

BOAT would like to extend its sincere appreciation to the members who attended the annual conference, those who participated in the survey, the BOAT Board of Directors at the time the survey was conducted, as well as the BOAT Board of Directors who approved the publishing of this report on December 8, 2025.

2024-2025

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