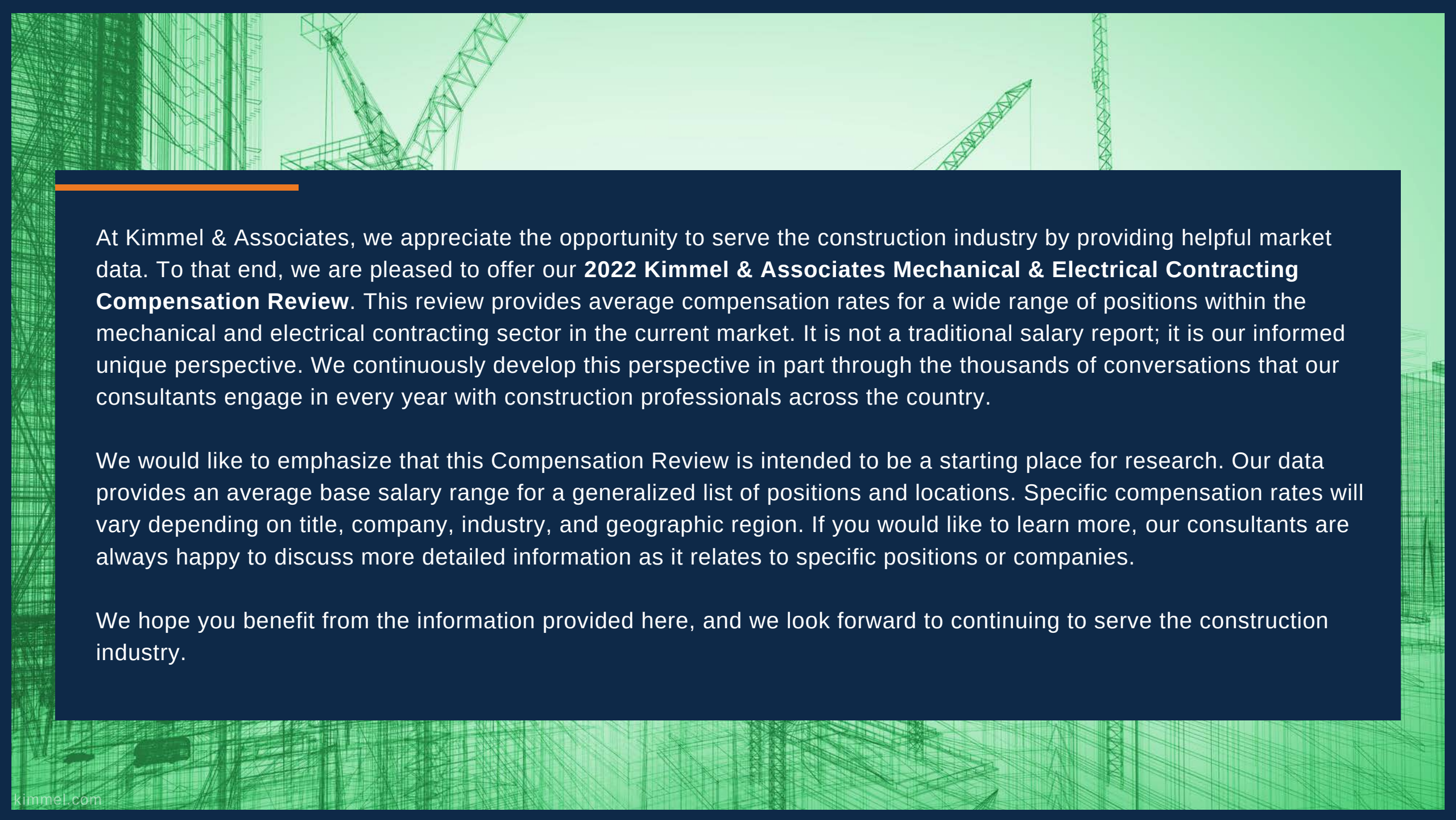




MECHANICAL & ELECTRICAL 2022 COMPENSATION REVIEW

KIMMEL & ASSOCIATES

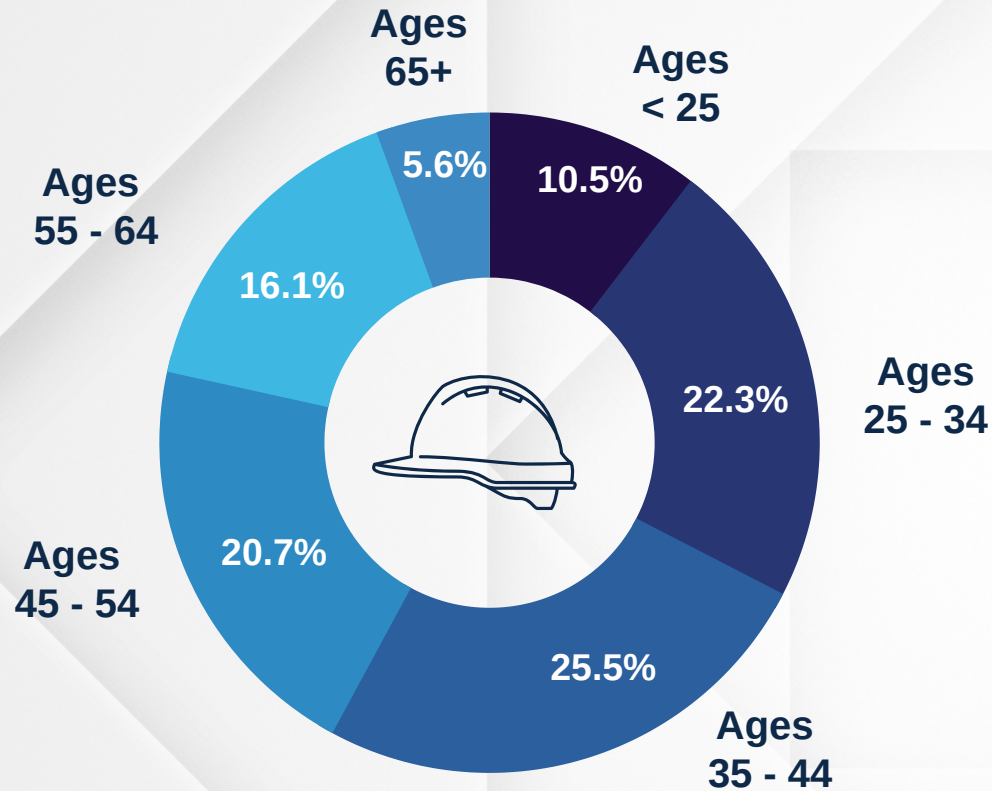


At Kimmel & Associates, we appreciate the opportunity to serve the construction industry by providing helpful market data. To that end, we are pleased to offer our **2022 Kimmel & Associates Mechanical & Electrical Contracting Compensation Review**. This review provides average compensation rates for a wide range of positions within the mechanical and electrical contracting sector in the current market. It is not a traditional salary report; it is our informed unique perspective. We continuously develop this perspective in part through the thousands of conversations that our consultants engage in every year with construction professionals across the country.

We would like to emphasize that this Compensation Review is intended to be a starting place for research. Our data provides an average base salary range for a generalized list of positions and locations. Specific compensation rates will vary depending on title, company, industry, and geographic region. If you would like to learn more, our consultants are always happy to discuss more detailed information as it relates to specific positions or companies.

We hope you benefit from the information provided here, and we look forward to continuing to serve the construction industry.

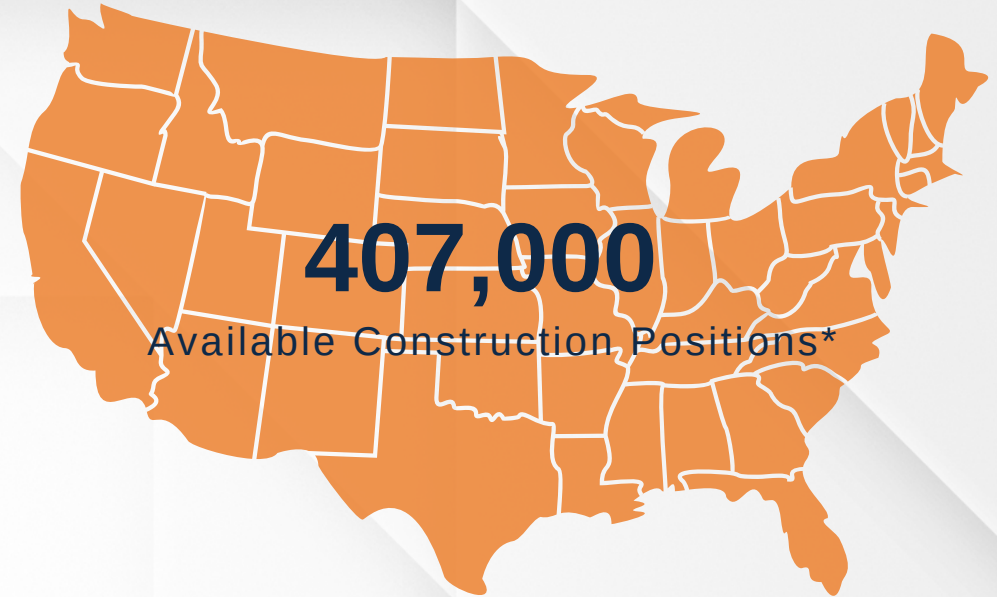
DEMOGRAPHICS



11%



89%



373k Employment increase over last 12 months*

12% Job increase from 2021

17.9 Average Weeks Unemployed

3.5% National Industry Unemployment Rate

*Data Provided by US Bureau of Labor Statistics (Oct 2022)

TOP 10 STATES WITH HIGHEST EMPLOYMENT

*Data Provided by US Bureau of Labor Statistics (Oct 2022)

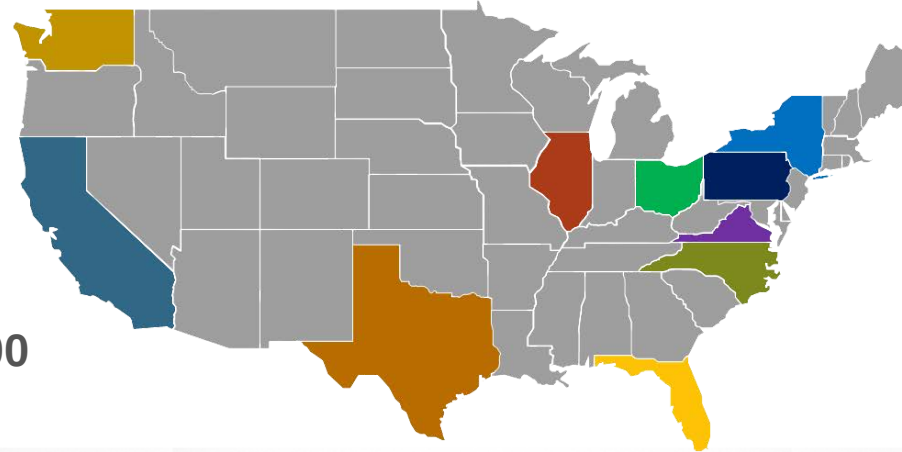
1 California 933,900

2 Texas 784,500

3 Florida 595,300

4 New York 391,800

5 Pennsylvania 266,300



6 North Carolina 249,400

7 Illinois 248,800

8 Ohio 246,600

9 Washington 243,500

10 Virginia 209,300

TOP 10 STATES WITH MOST HIRING ACTIVITY

*Data Provided by Kimmel & Associates

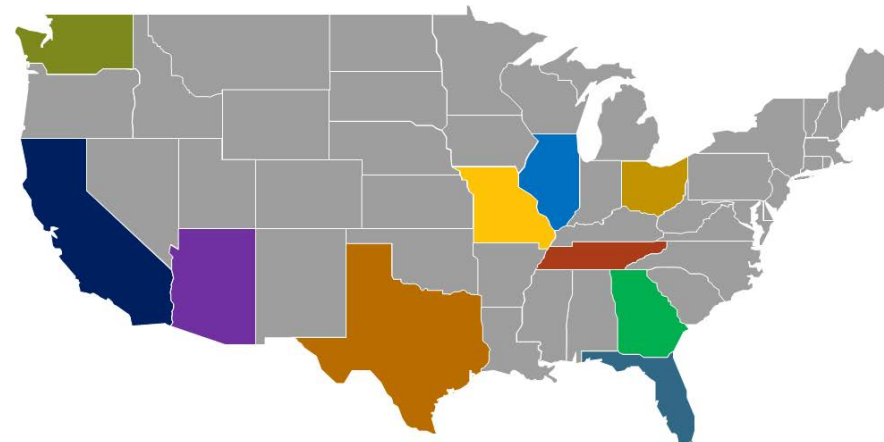
 California

 Texas

 Georgia

 Florida

 Missouri



 Washington

 Arizona

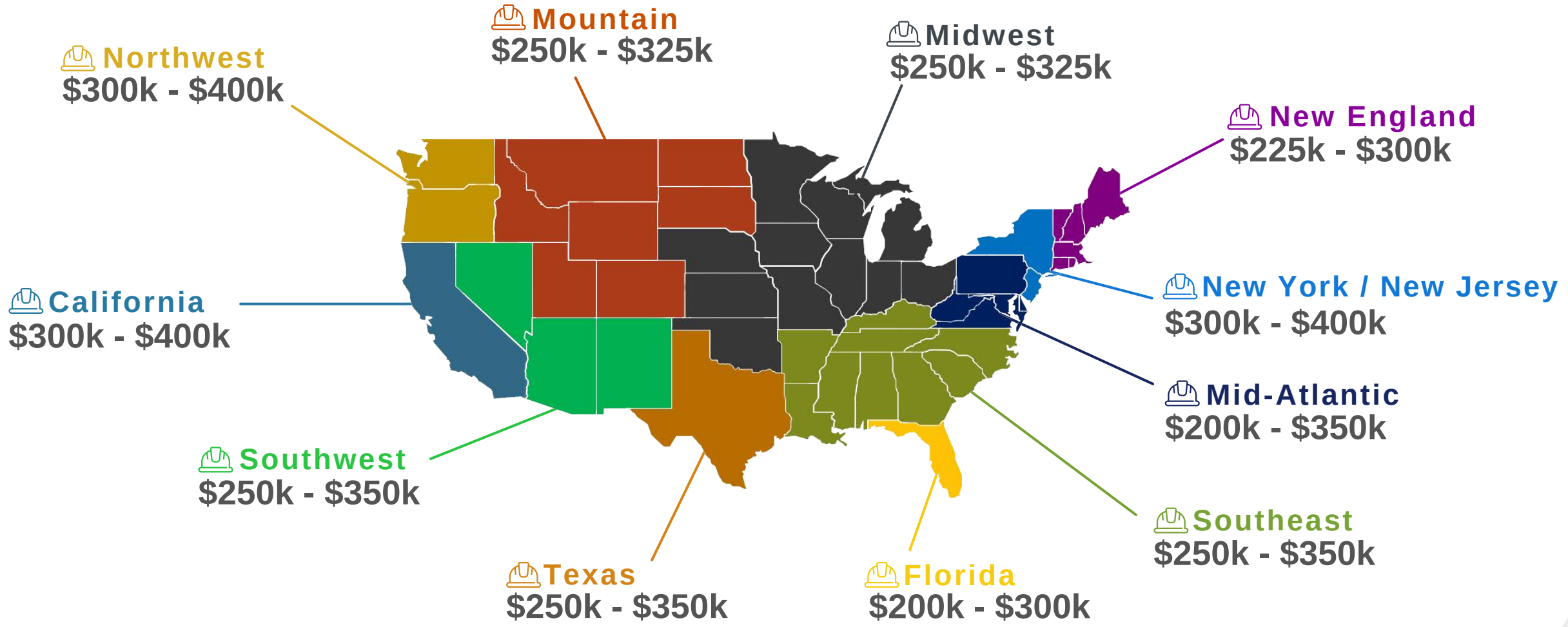
 Tennessee

 Illinois

 Ohio

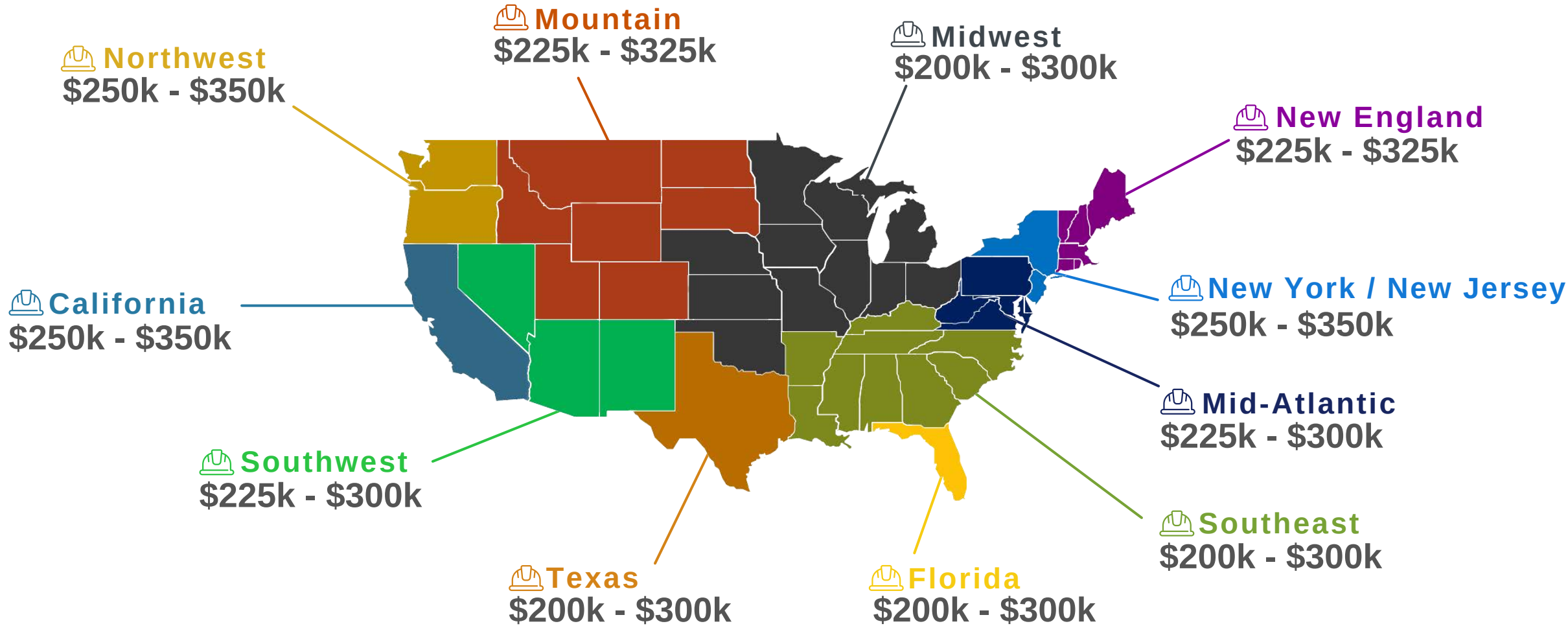
President/CEO

From Our Unique Perspective - SALARY RANGES



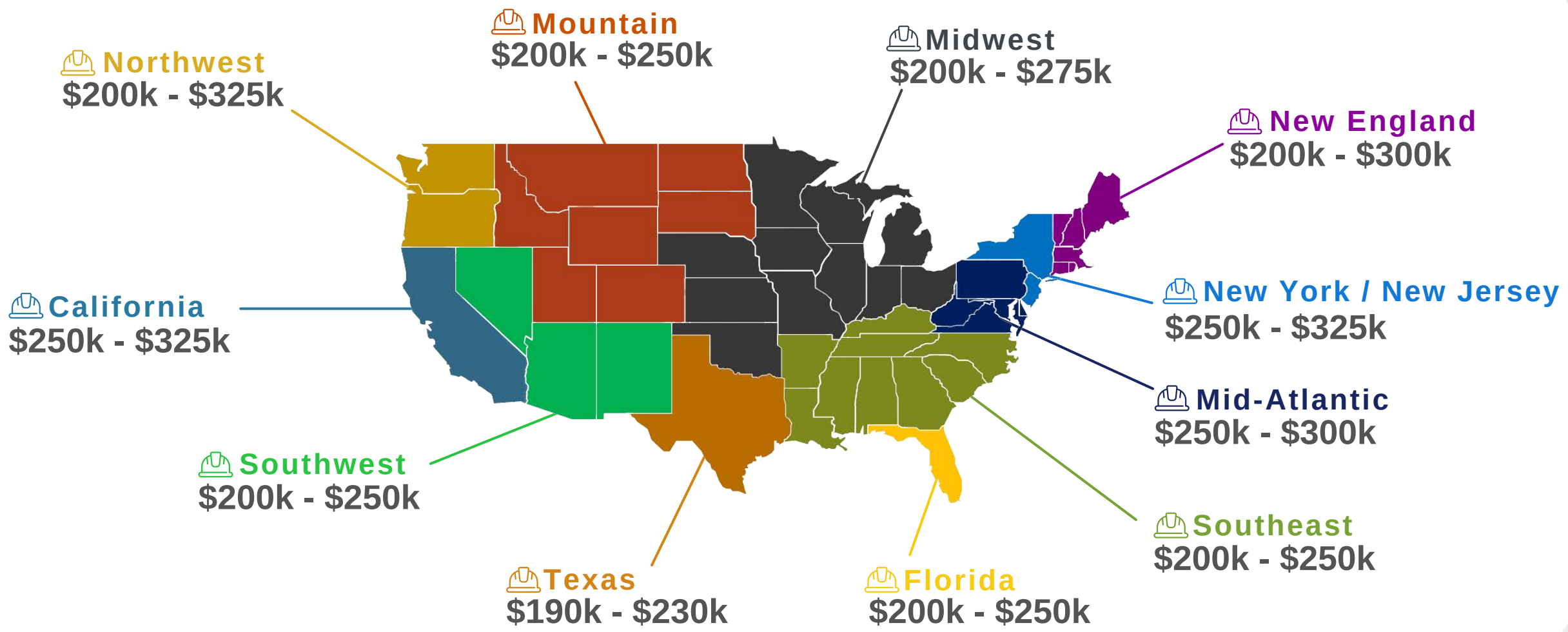
Chief Financial Officer

From Our Unique Perspective - SALARY RANGES



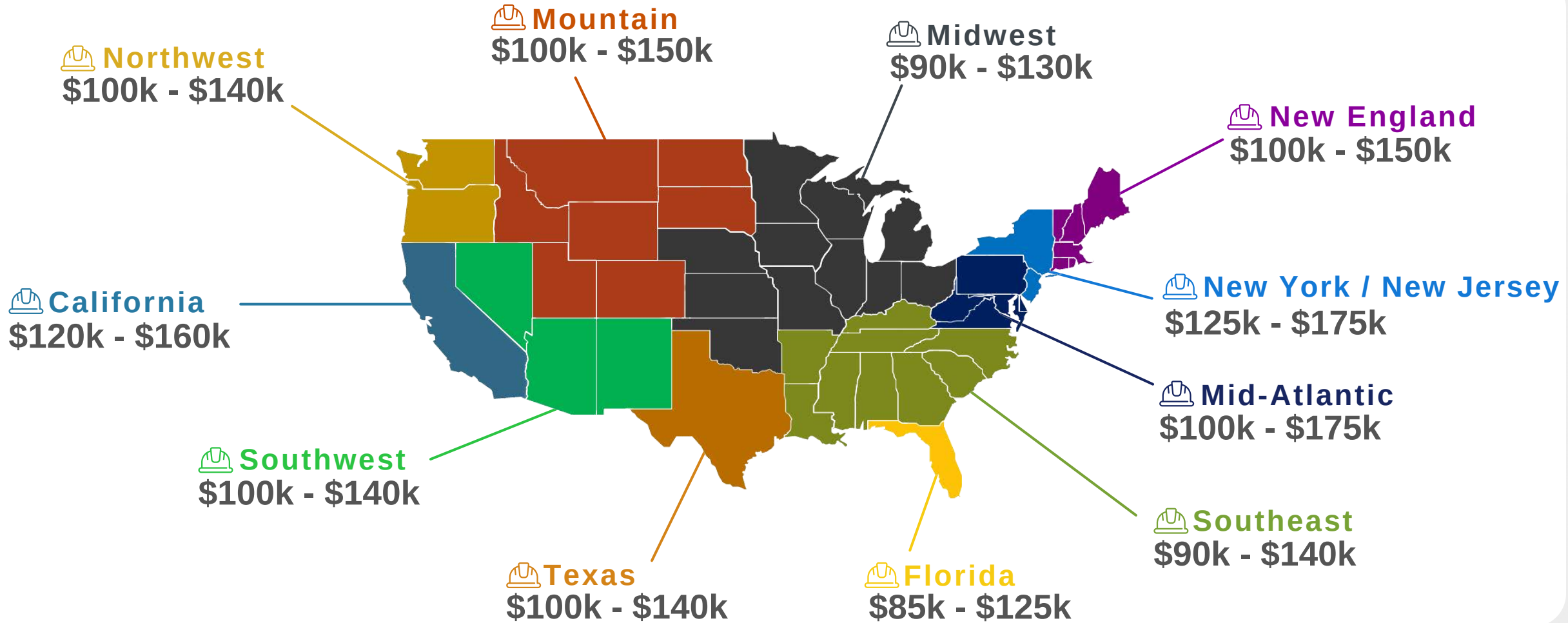
Vice President of Operations

From Our Unique Perspective - SALARY RANGES



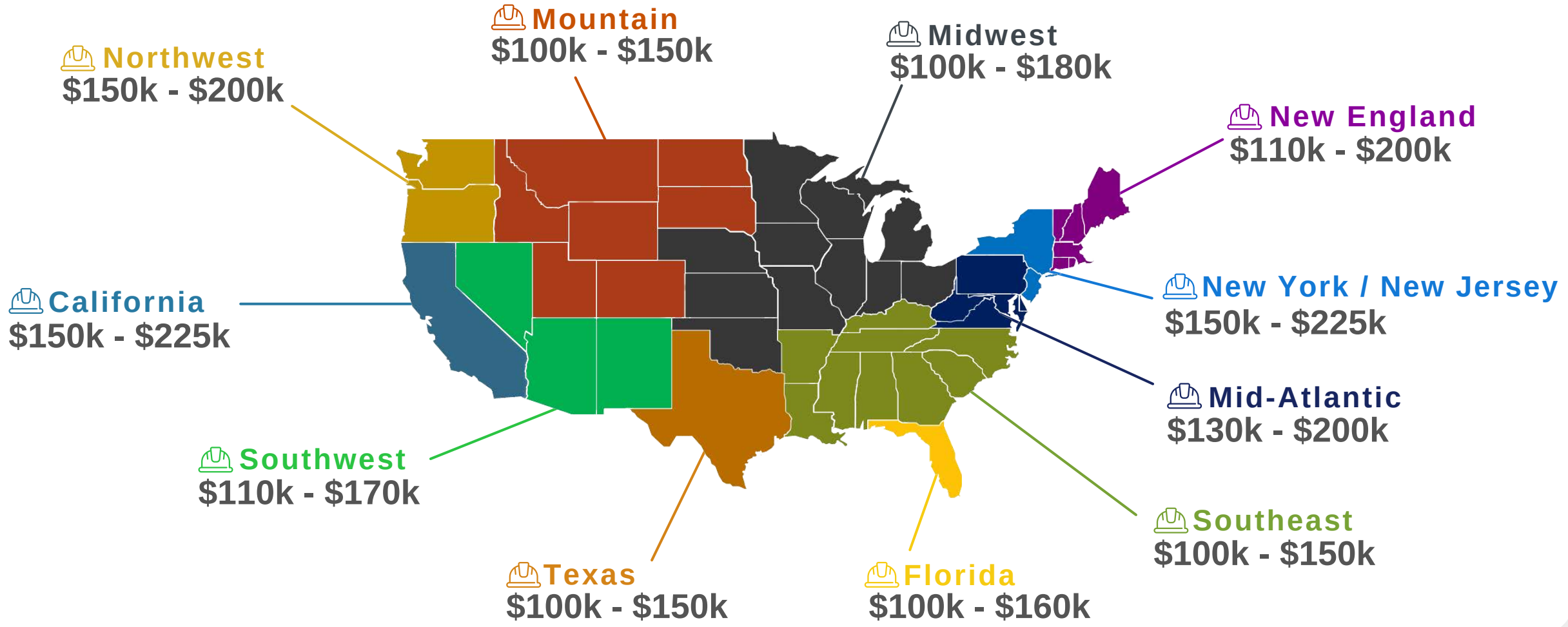
Project Manager (Lead Projects Under \$10M)

From Our Unique Perspective - SALARY RANGES



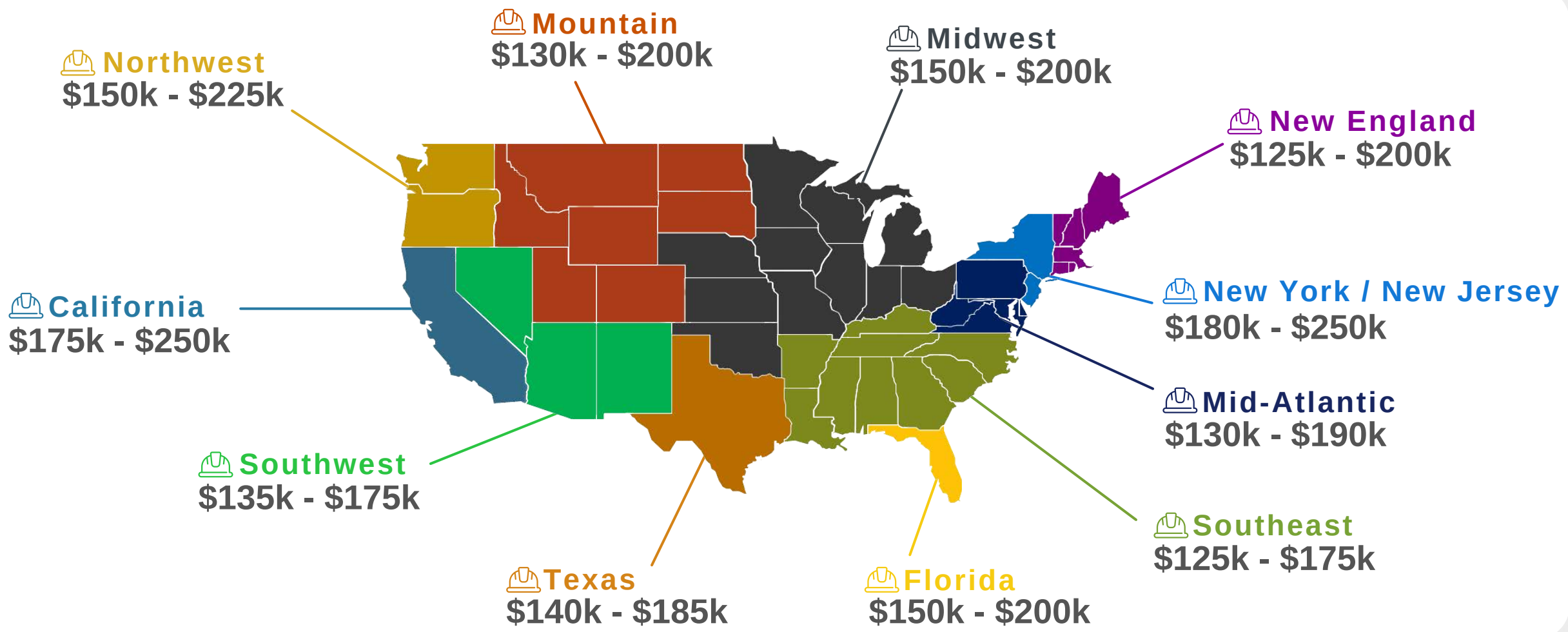
Project Manager (Lead Projects Over \$10M)

From Our Unique Perspective - SALARY RANGES



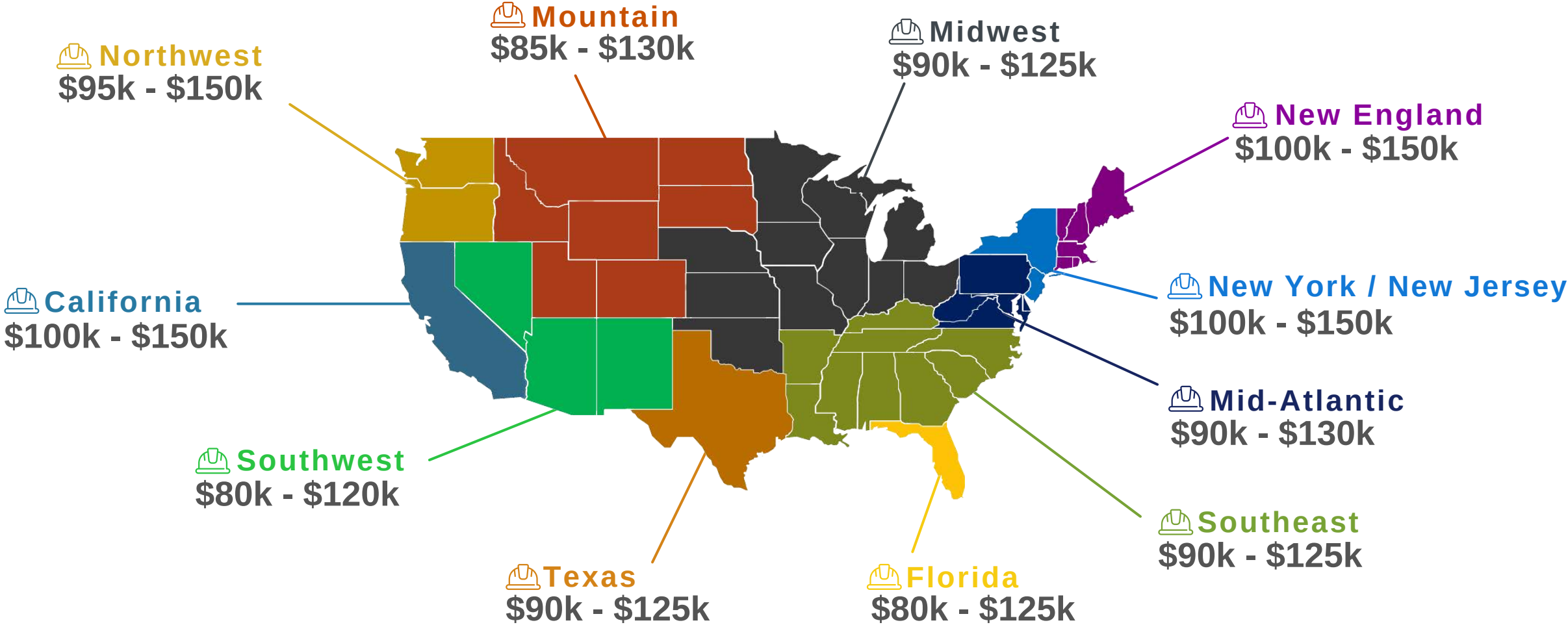
Chief Estimator/ Director of Preconstruction

From Our Unique Perspective - SALARY RANGES



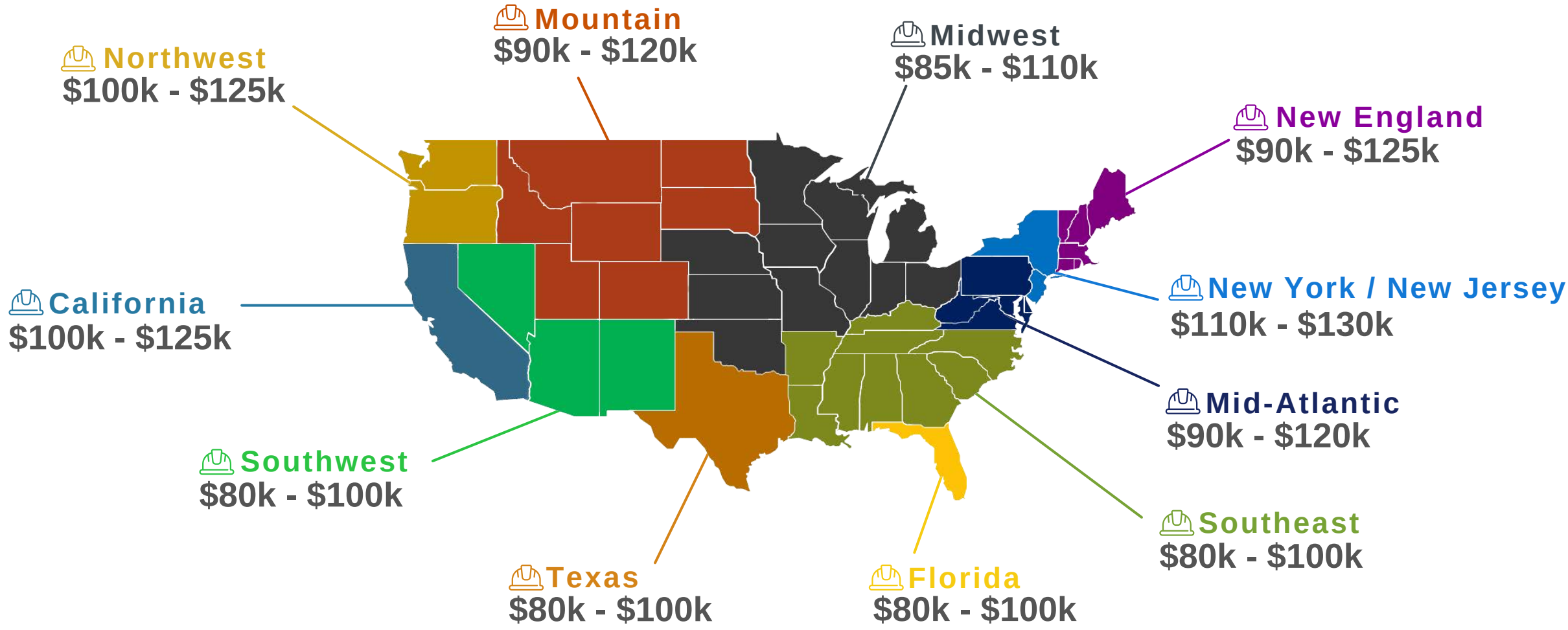
Estimator

From Our Unique Perspective - SALARY RANGES



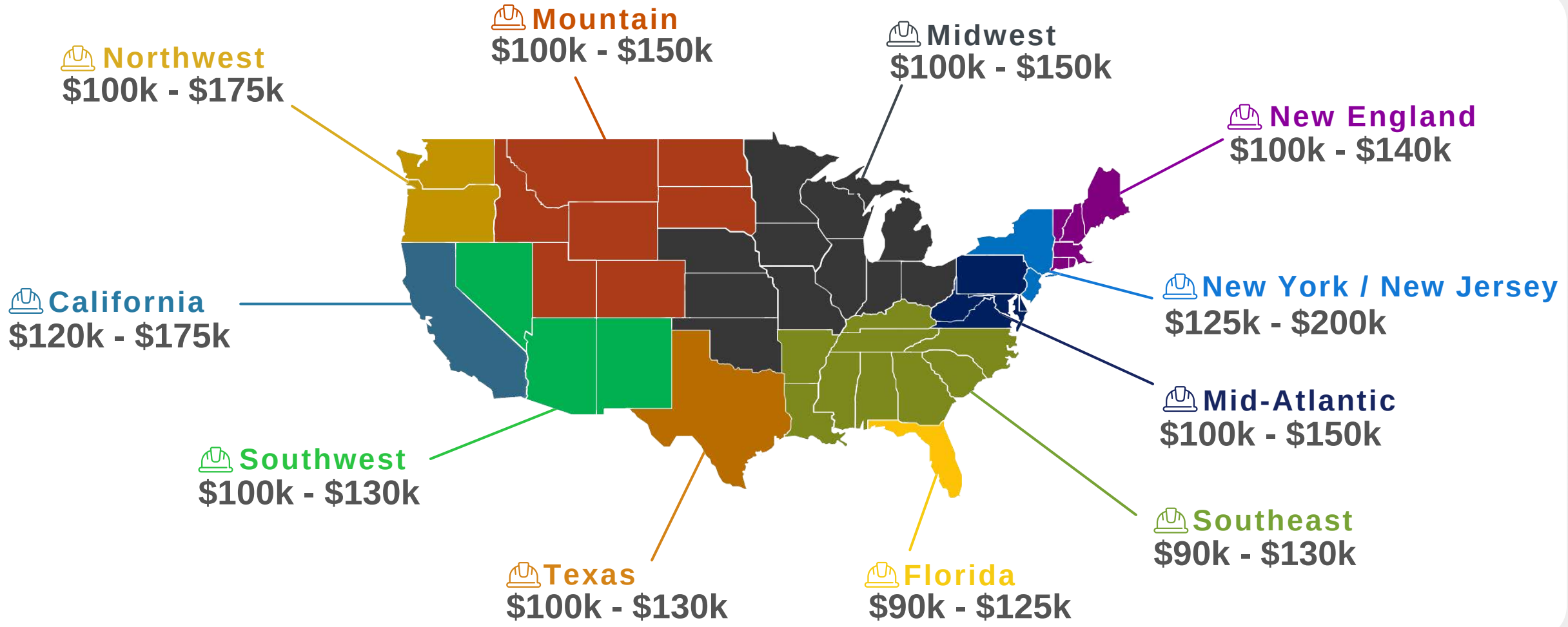
Superintendent (Lead Projects Under \$10M)

From Our Unique Perspective - SALARY RANGES (Nonunion)



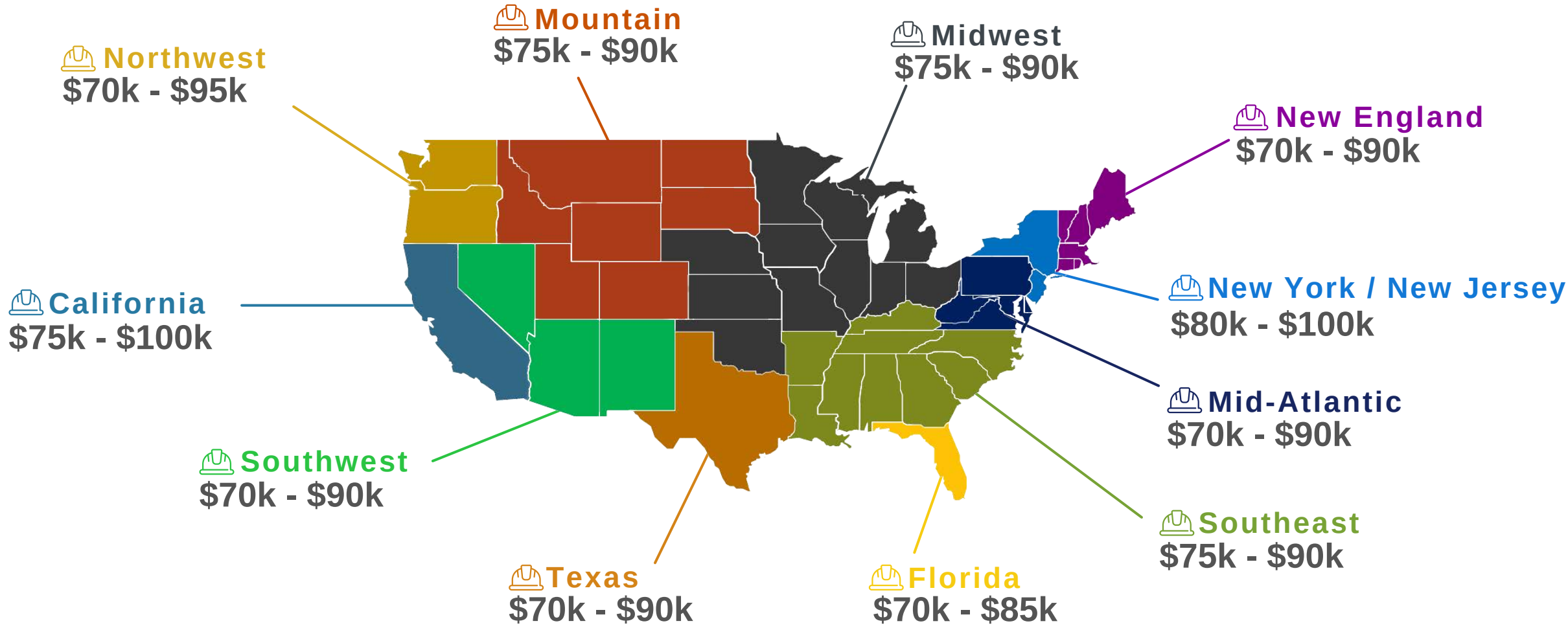
Superintendent (Lead Projects Over \$10M)

From Our Unique Perspective - SALARY RANGES (Nonunion)



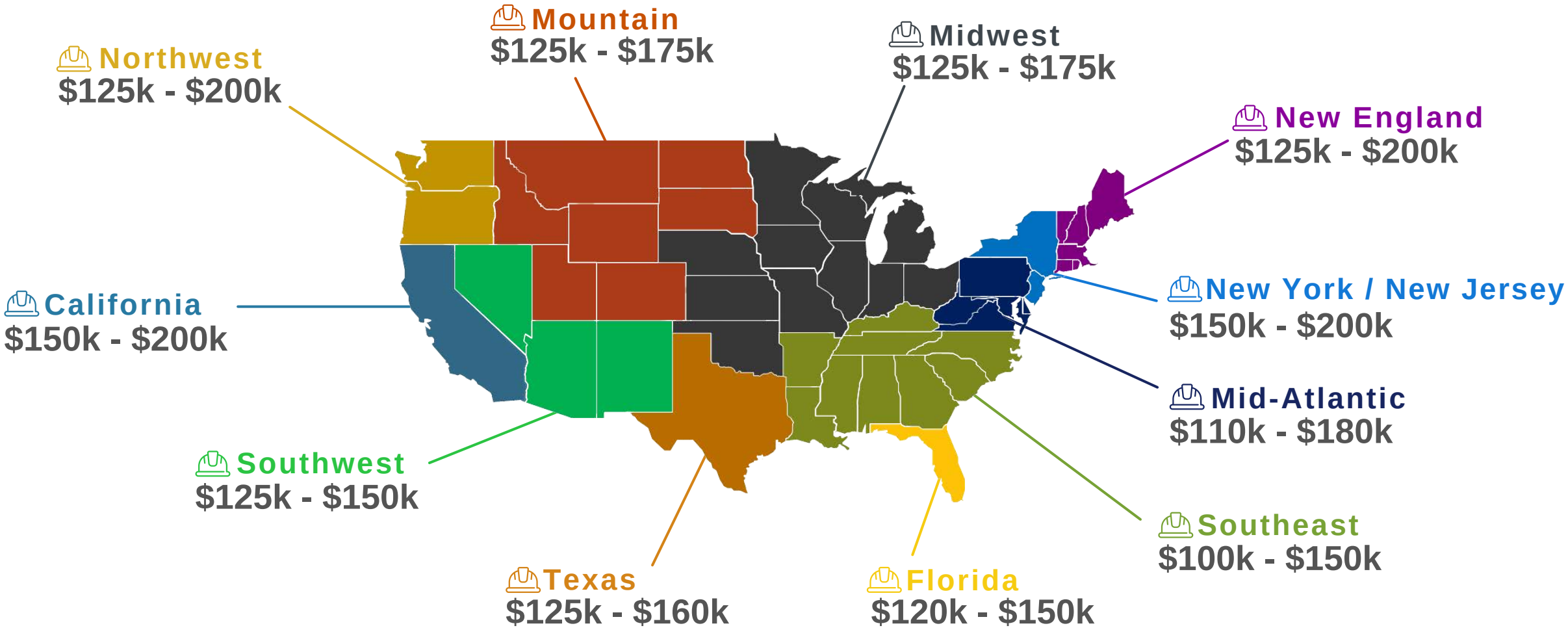
Project Engineer/Assistant PM

From Our Unique Perspective - SALARY RANGES



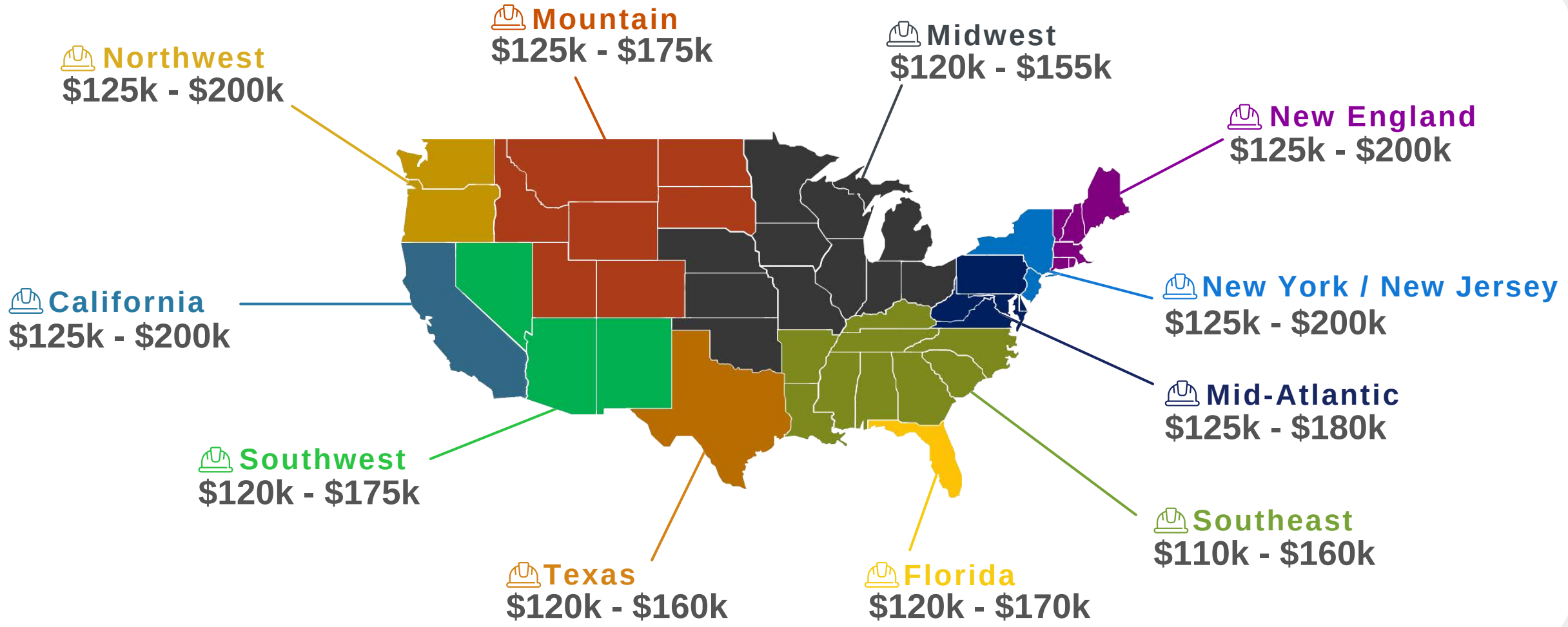
Safety Director/Manager

From Our Unique Perspective - SALARY RANGES



Sales/Business Development Mgr.

From Our Unique Perspective - SALARY RANGES





KIMMEL

& ASSOCIATES

SINCE 1981

CONTACT US FOR MORE INFORMATION

 kimmel.com

 828.251.9900

 kimmel@kimmel.com