



MECHANICAL & ELECTRICAL
2023 COMPENSATION REVIEW

KIMMEL & ASSOCIATES

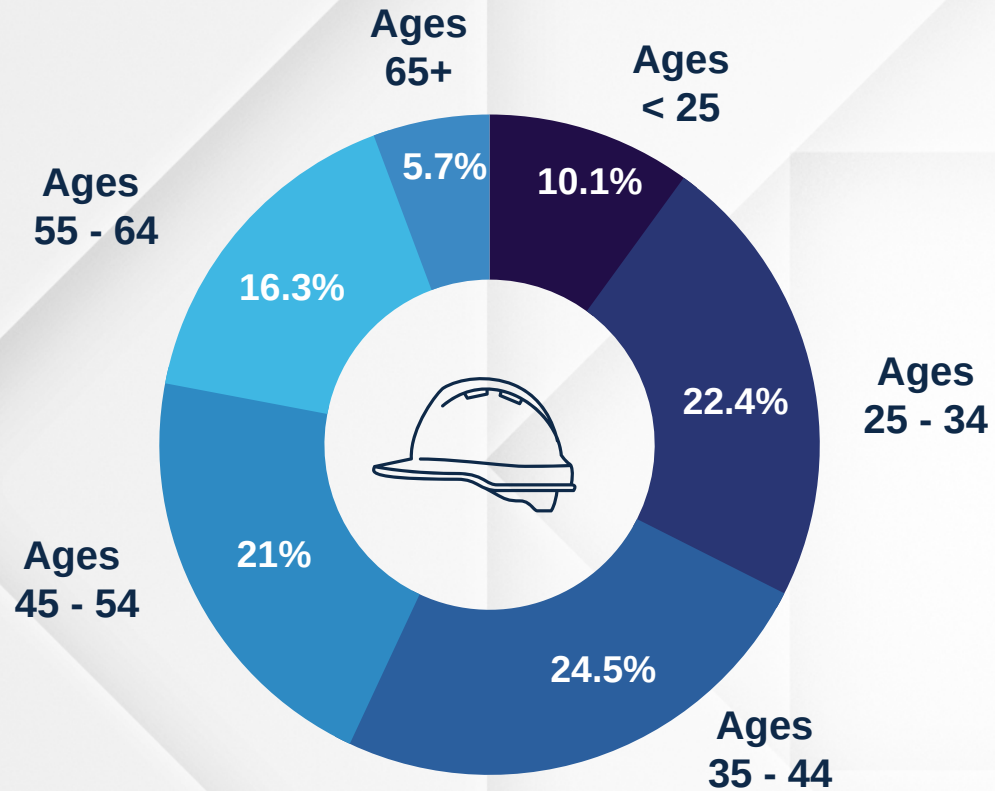
At Kimmel & Associates, we are grateful for the opportunity to serve the construction industry by providing helpful market insights. To that end, we are pleased to present the 2023 Kimmel & Associates Mechanical & Electrical Contracting Compensation Review.

This review offers our assessment of average compensation rates for various roles within the mechanical and electrical markets. This isn't your traditional salary report; it represents our unique perspective. Our perspective is continually developed through the thousands of conversations our consultants engage in annually with construction professionals nationwide.

We would like to emphasize that this Compensation Review serves as a starting point for research. Our data provides an average base salary range for a broad list of positions and locations, offering a general overview. Specific compensation rates will vary based on factors such as title, company, industry, and geographic region. For those seeking more in-depth information, our consultants are readily available to delve into more detailed insights related to specific positions or companies.

We trust that the information presented will prove valuable to you, and we look forward to the opportunity to further support and serve the construction industry.

DEMOGRAPHICS



3.9% National Industry Unemployment Rate



11%



89%

TOP 10 STATES WITH HIGHEST EMPLOYMENT

*Data Provided by US Bureau of Labor Statistics (November 2023)

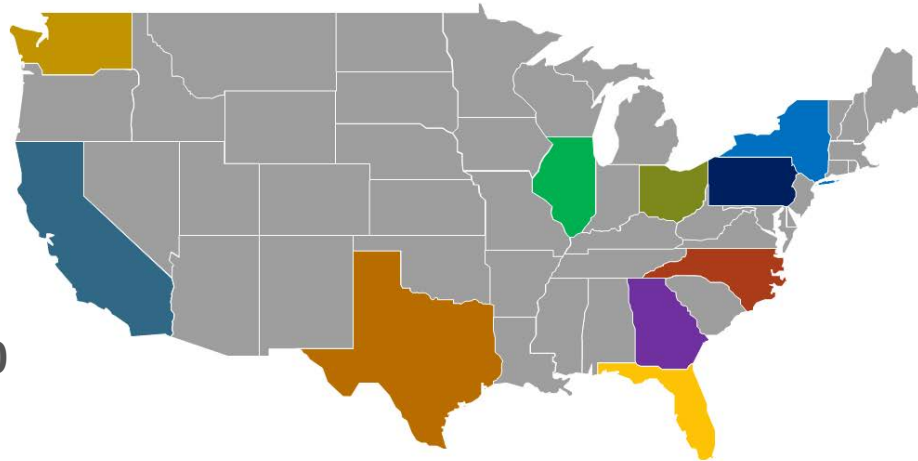
1 **California** 944,400

2 **Texas** 817,500

3 **Florida** 615,500

4 **New York** 406,100

5 **Pennsylvania** 275,300



6 **Ohio** 255,100

7 **Illinois** 249,800

8 **North Carolina** 249,200

9 **Washington** 240,900

10 **Georgia** 224,400

TOP 10 STATES WITH MOST HIRING ACTIVITY

*Data Provided by Kimmel & Associates

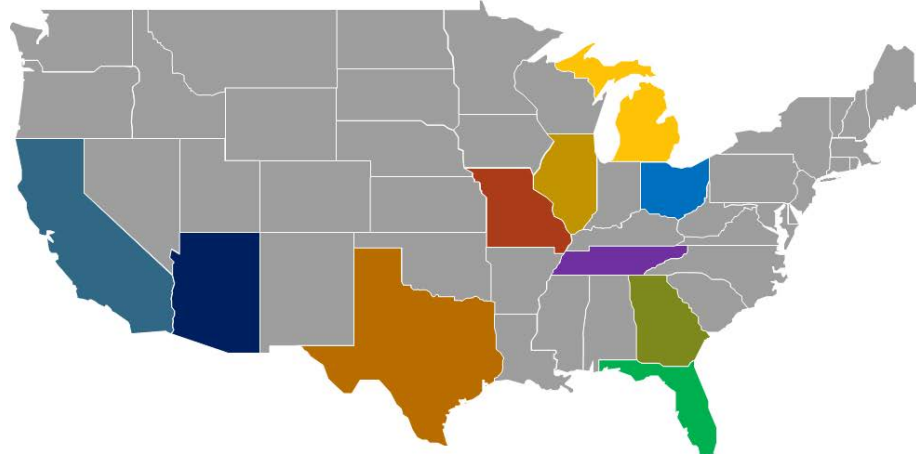
 **Texas**

 **California**

 **Georgia**

 **Florida**

 **Michigan**



 **Arizona**

 **Illinois**

 **Missouri**

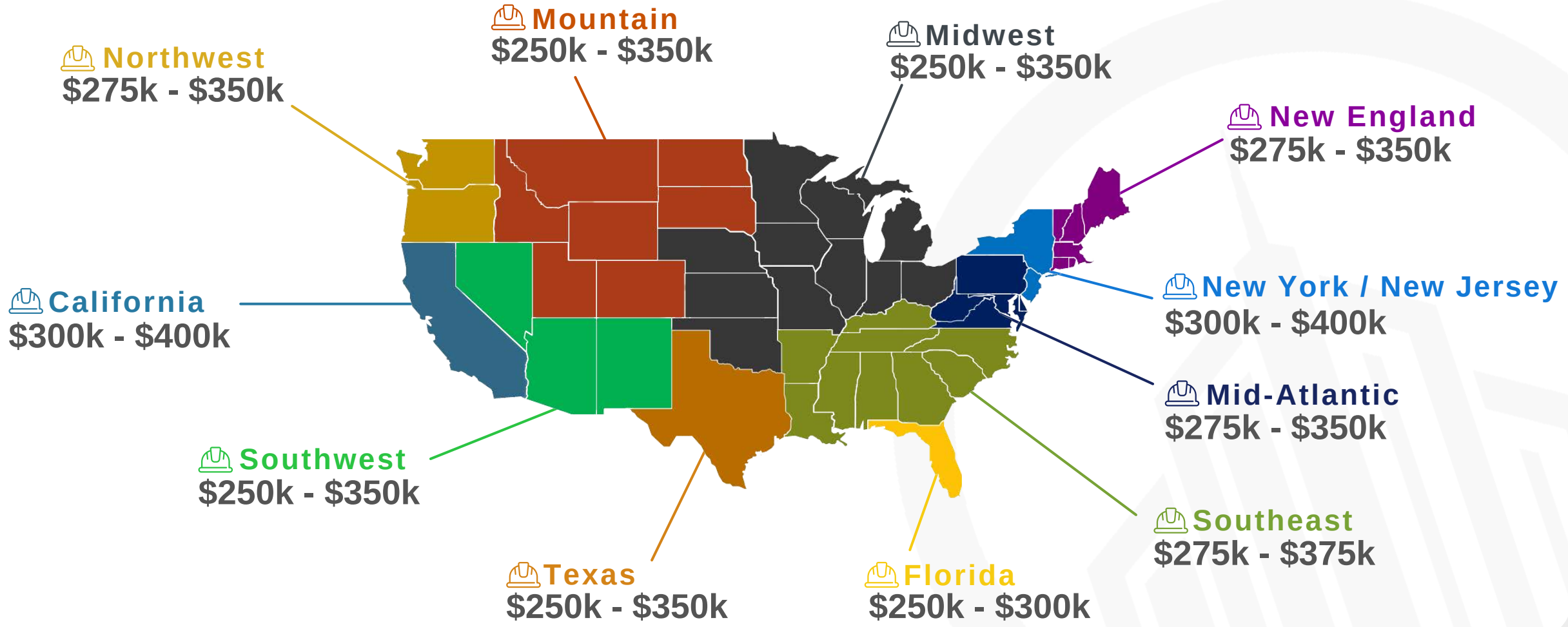
 **Ohio**

 **Tennessee**



President/CEO

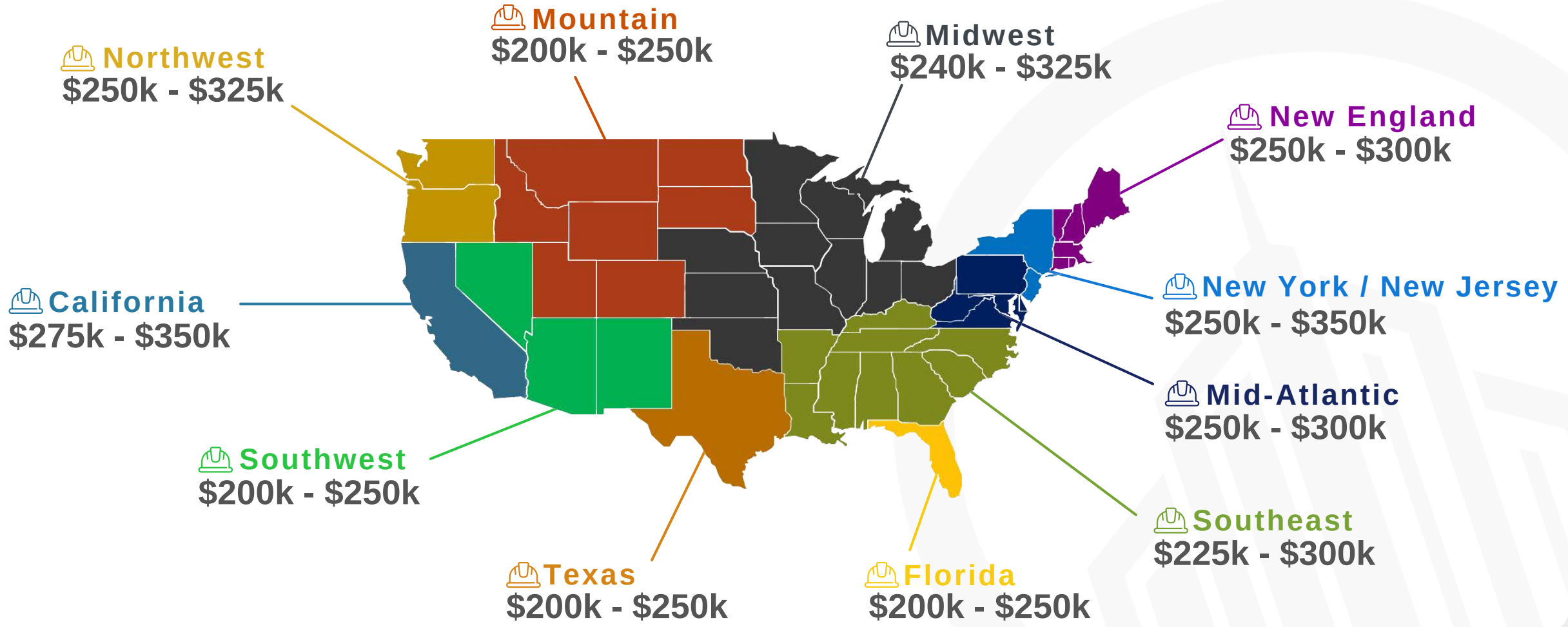
From Our Unique Perspective - SALARY RANGES





Chief Operations Officer

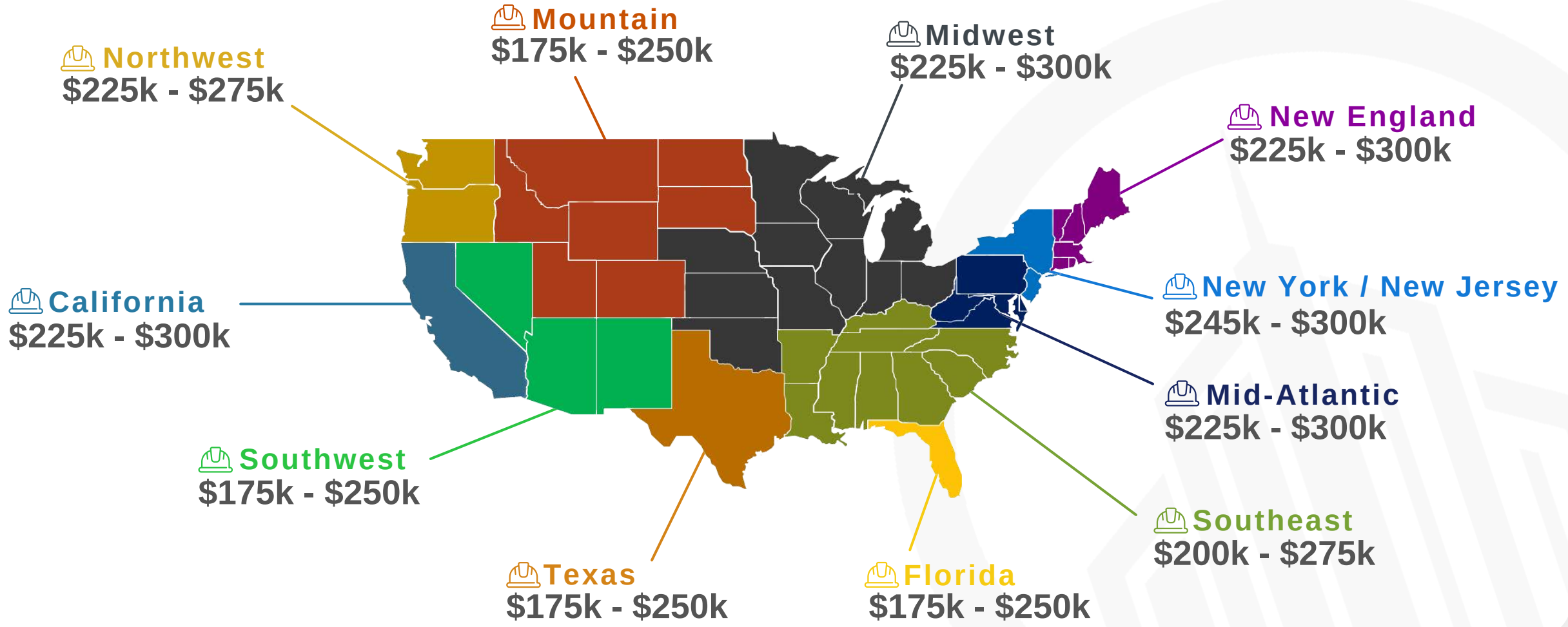
From Our Unique Perspective - SALARY RANGES





Chief Financial Officer

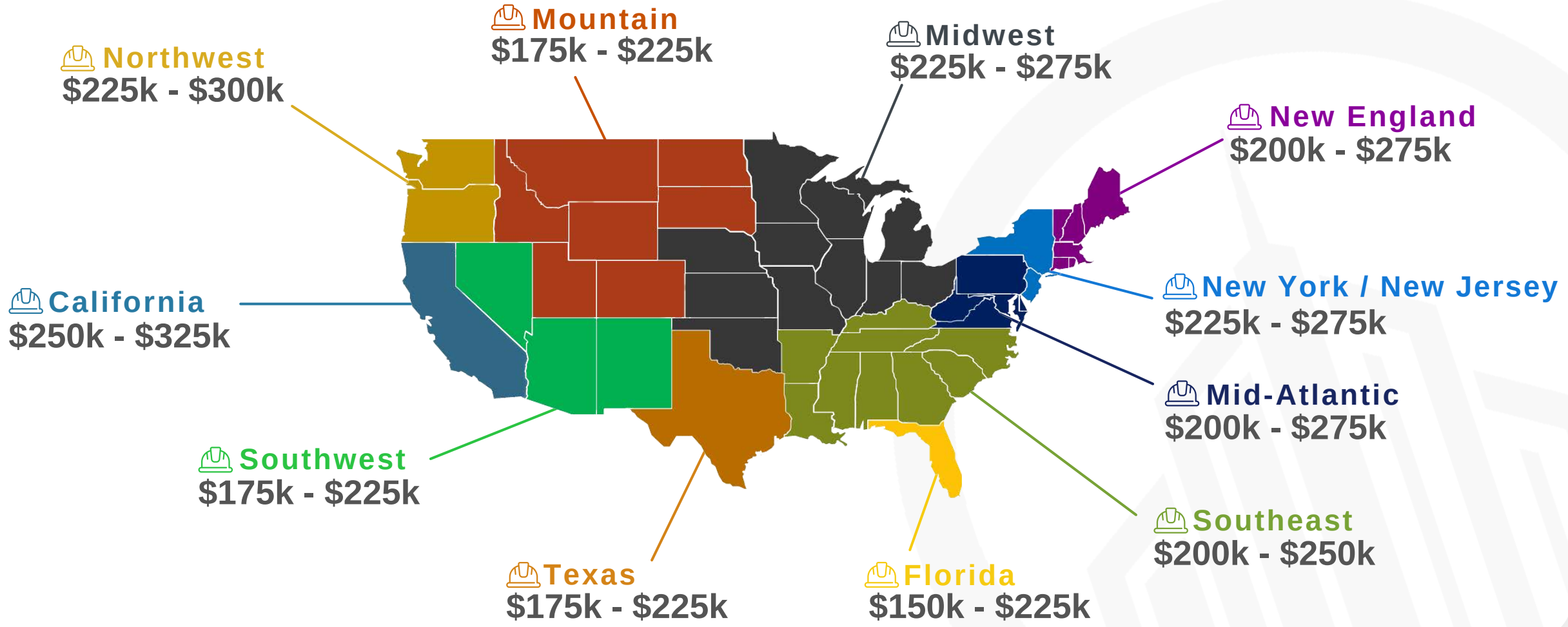
From Our Unique Perspective - SALARY RANGES





Vice President of Operations

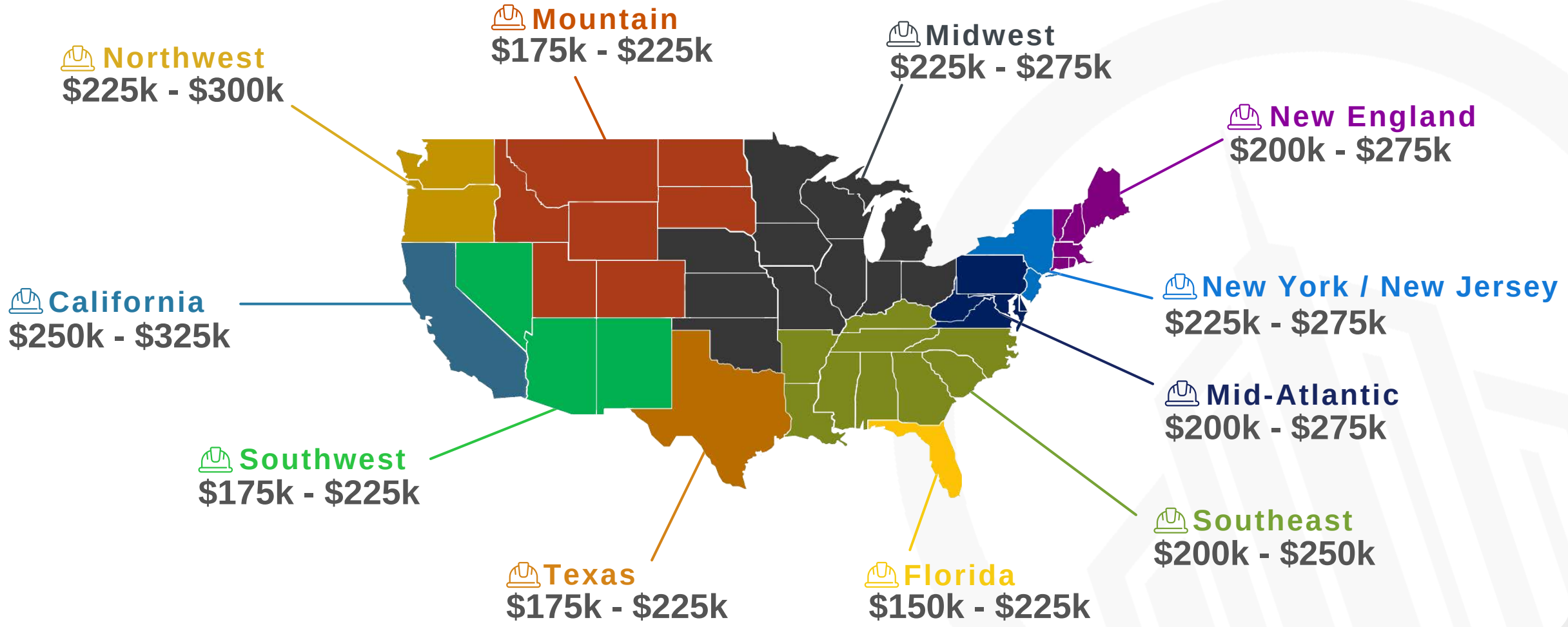
From Our Unique Perspective - SALARY RANGES





Vice President of Construction

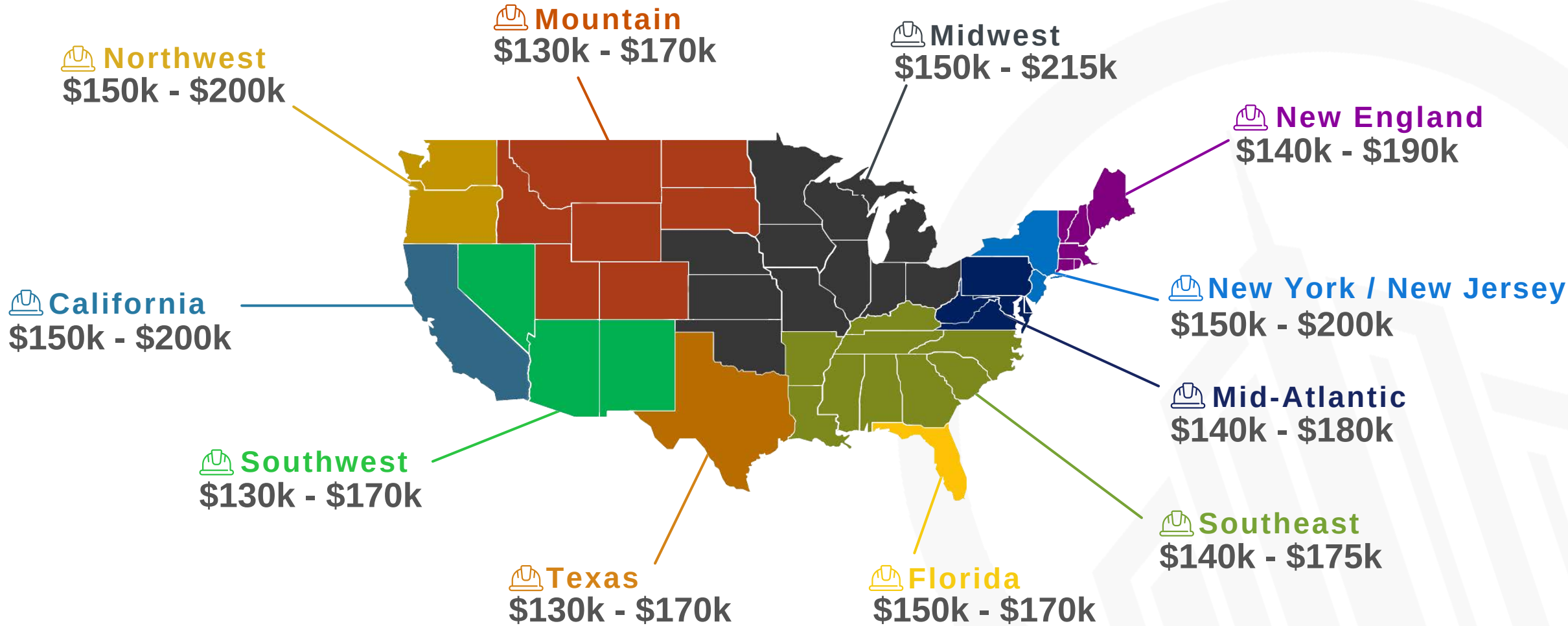
From Our Unique Perspective - SALARY RANGES





Director of Field Operations

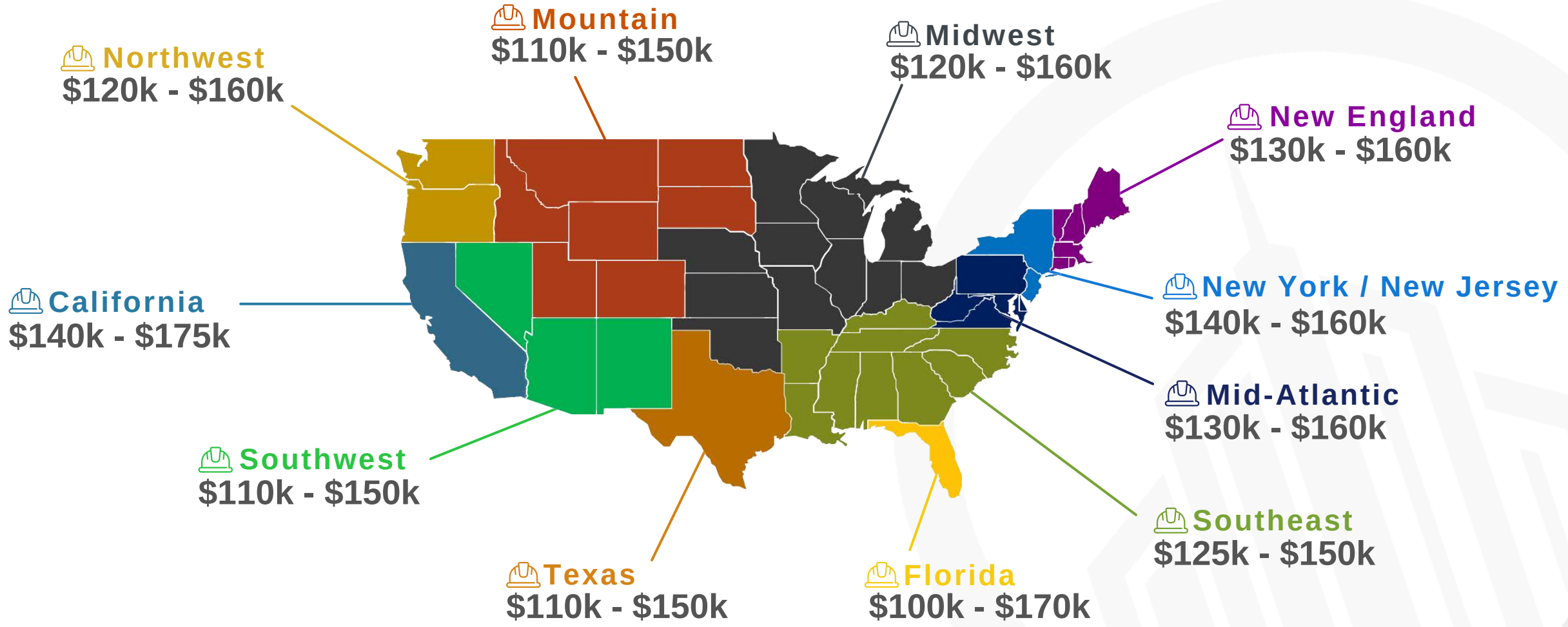
From Our Unique Perspective - SALARY RANGES





Senior Superintendent

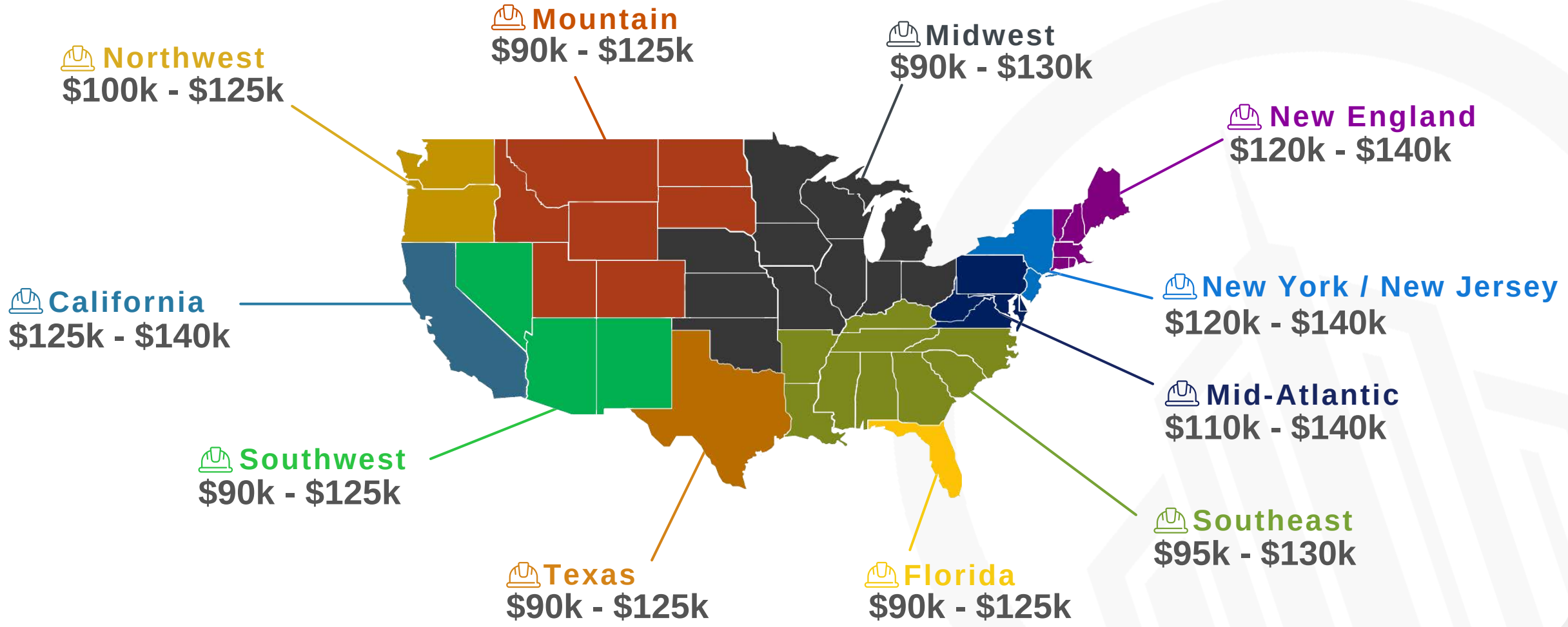
From Our Unique Perspective - SALARY RANGES (Nonunion)





Superintendent

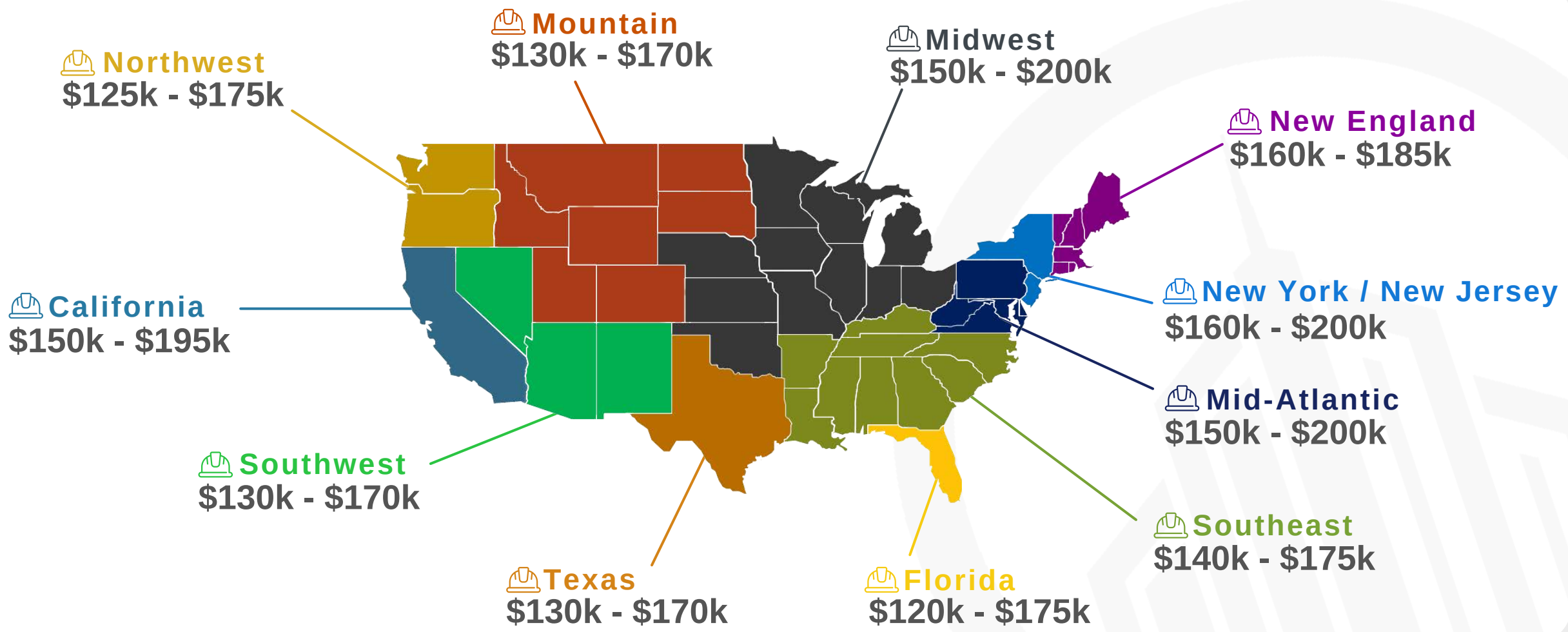
From Our Unique Perspective - SALARY RANGES (Nonunion)





Senior Project Manager

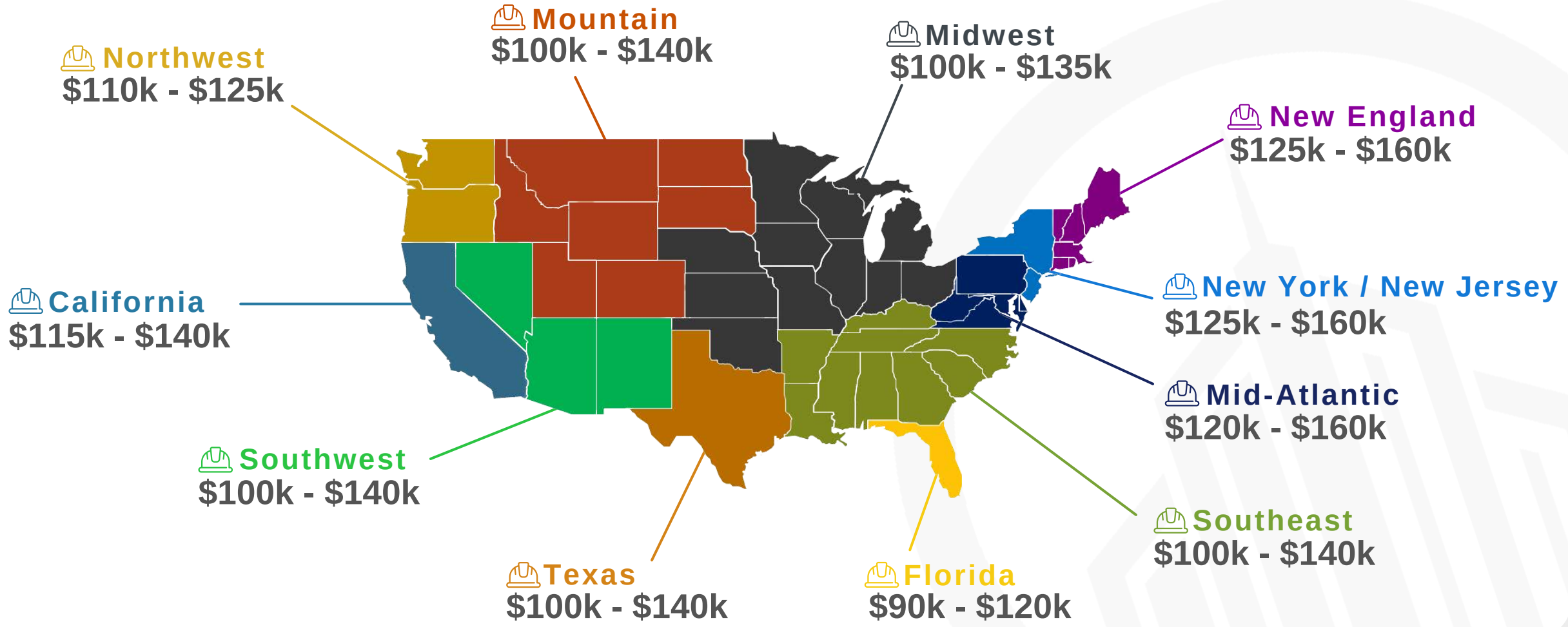
From Our Unique Perspective - SALARY RANGES





Project Manager

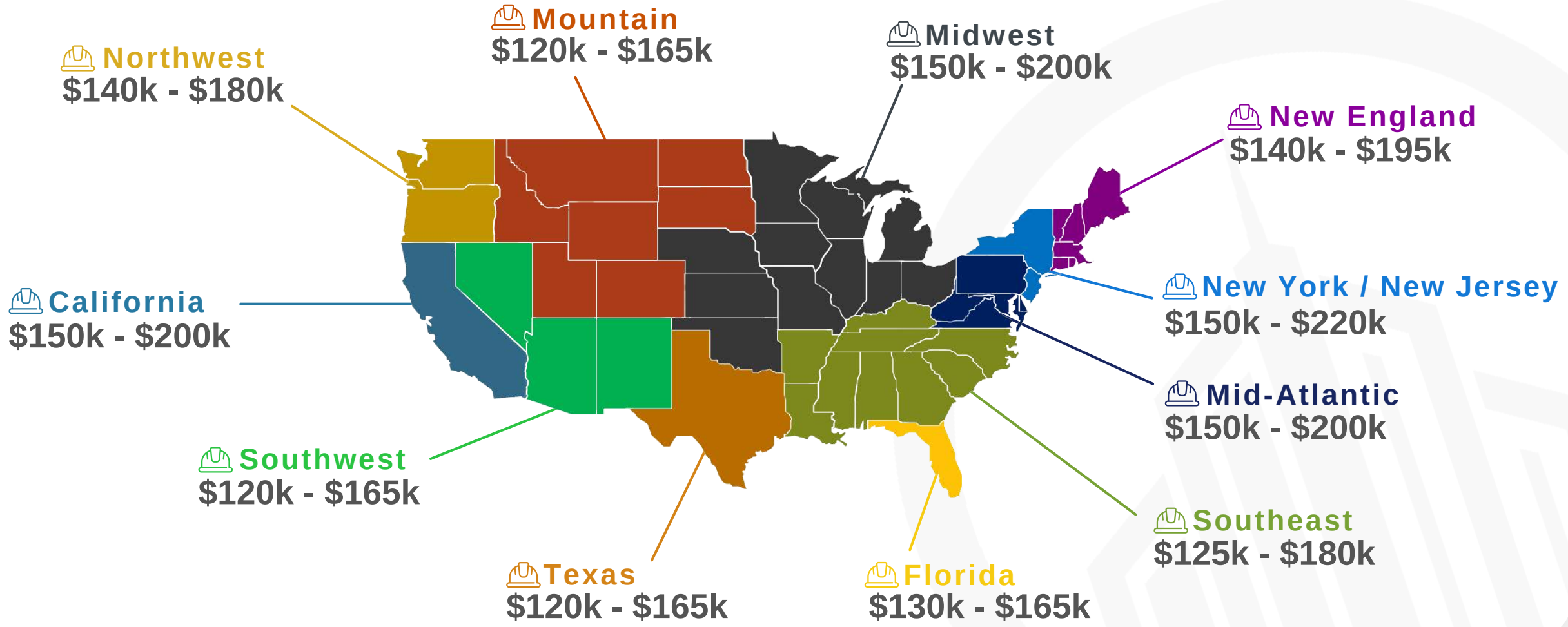
From Our Unique Perspective - SALARY RANGES





Chief Estimator/ Preconstruction Manager

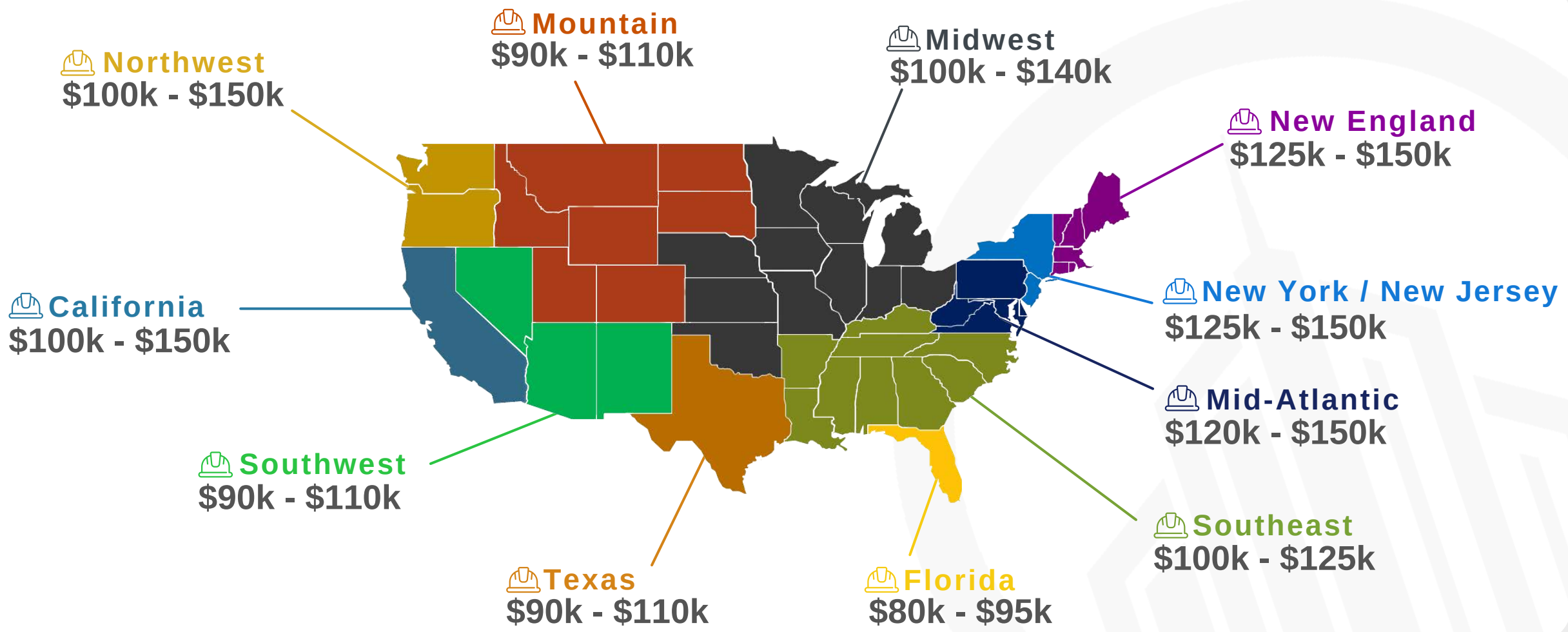
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Estimator

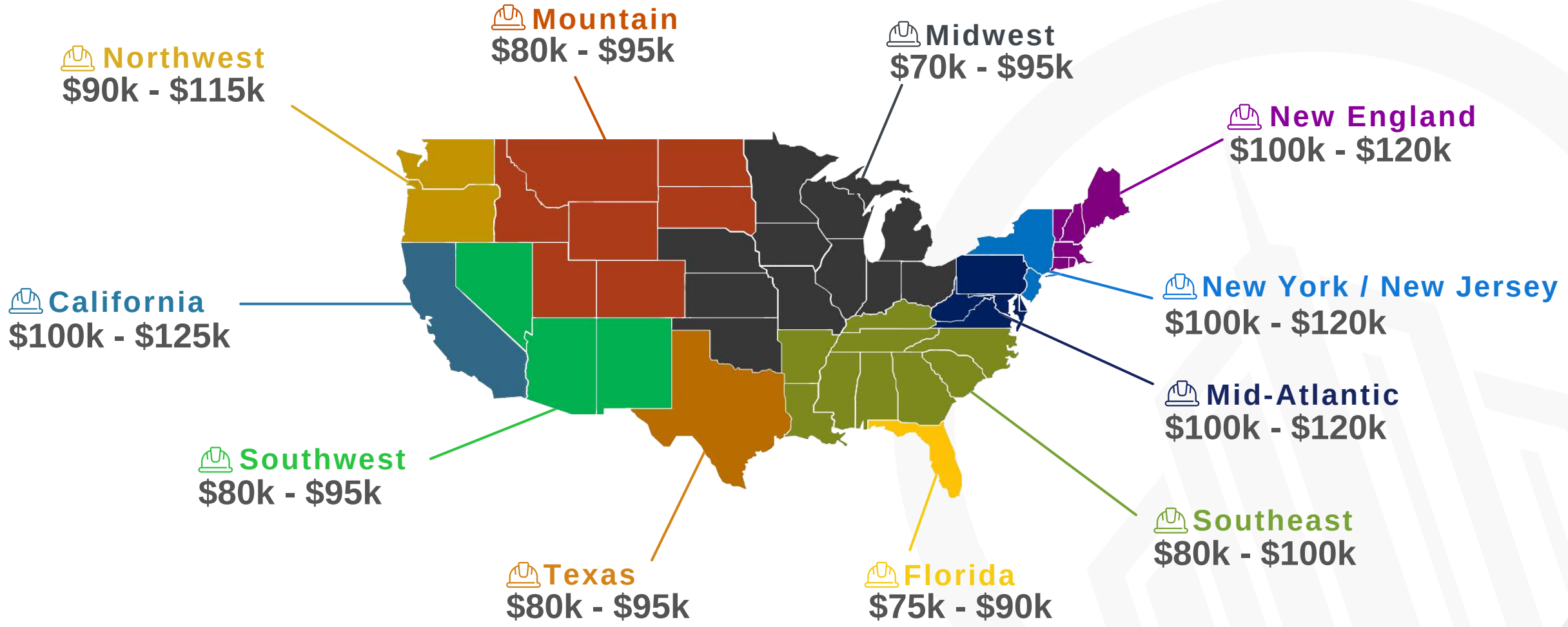
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Project Engineer/ Assistant Project Manager

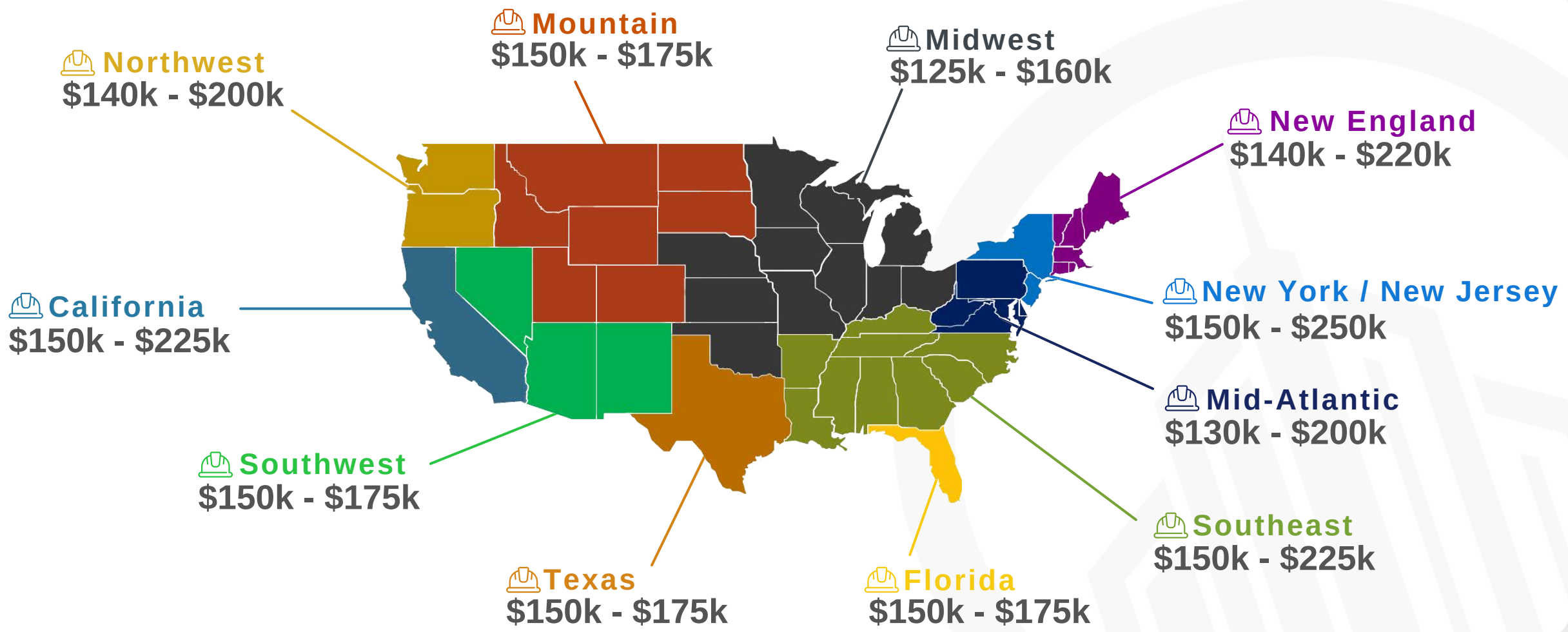
From Our Unique Perspective - SALARY RANGES





Business Development Director/ Manager

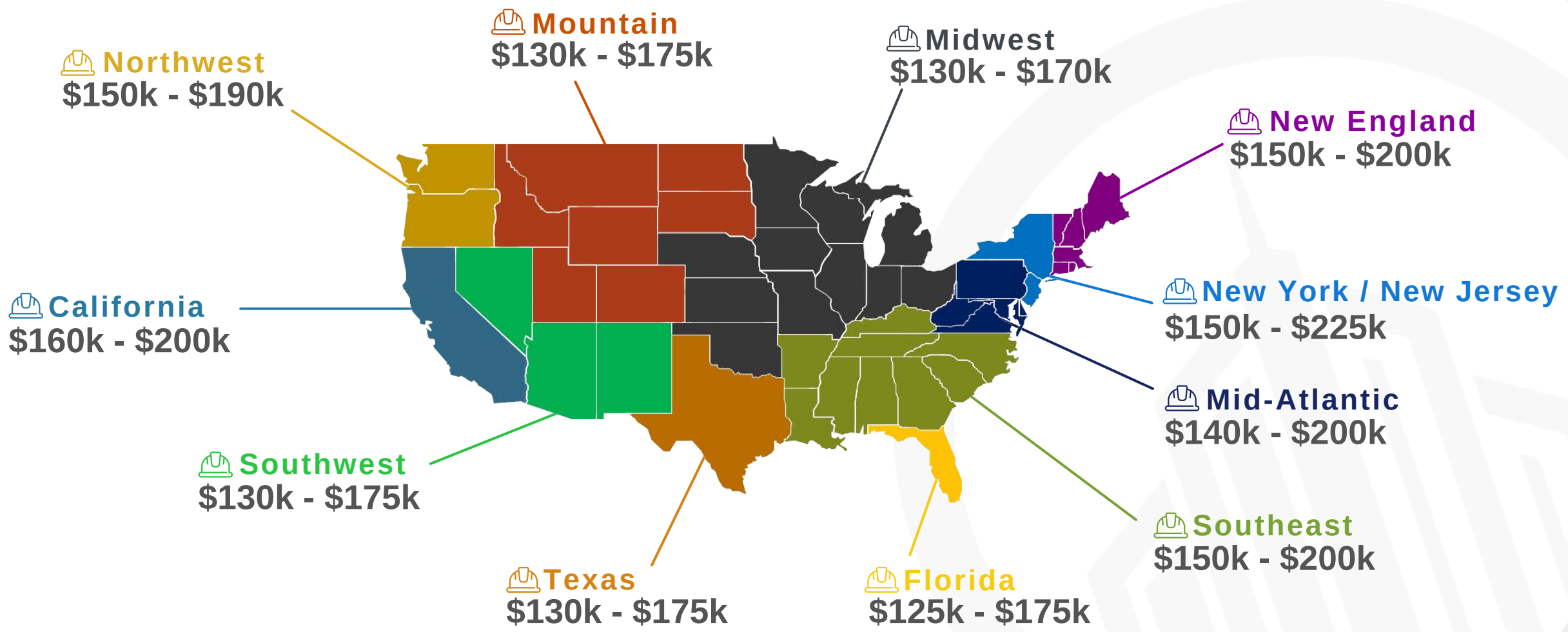
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Safety Director

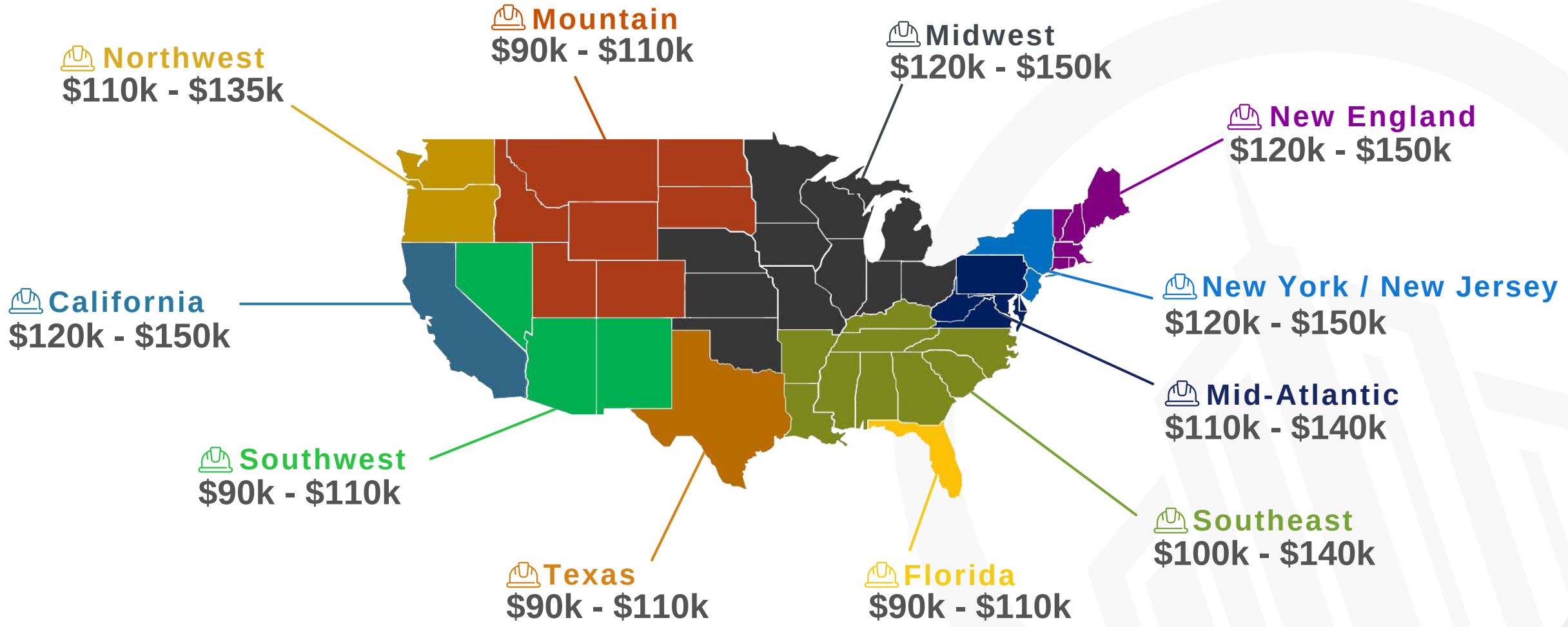
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BIM/VDC Leader

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KIMMEL

& ASSOCIATES

SINCE 1981

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