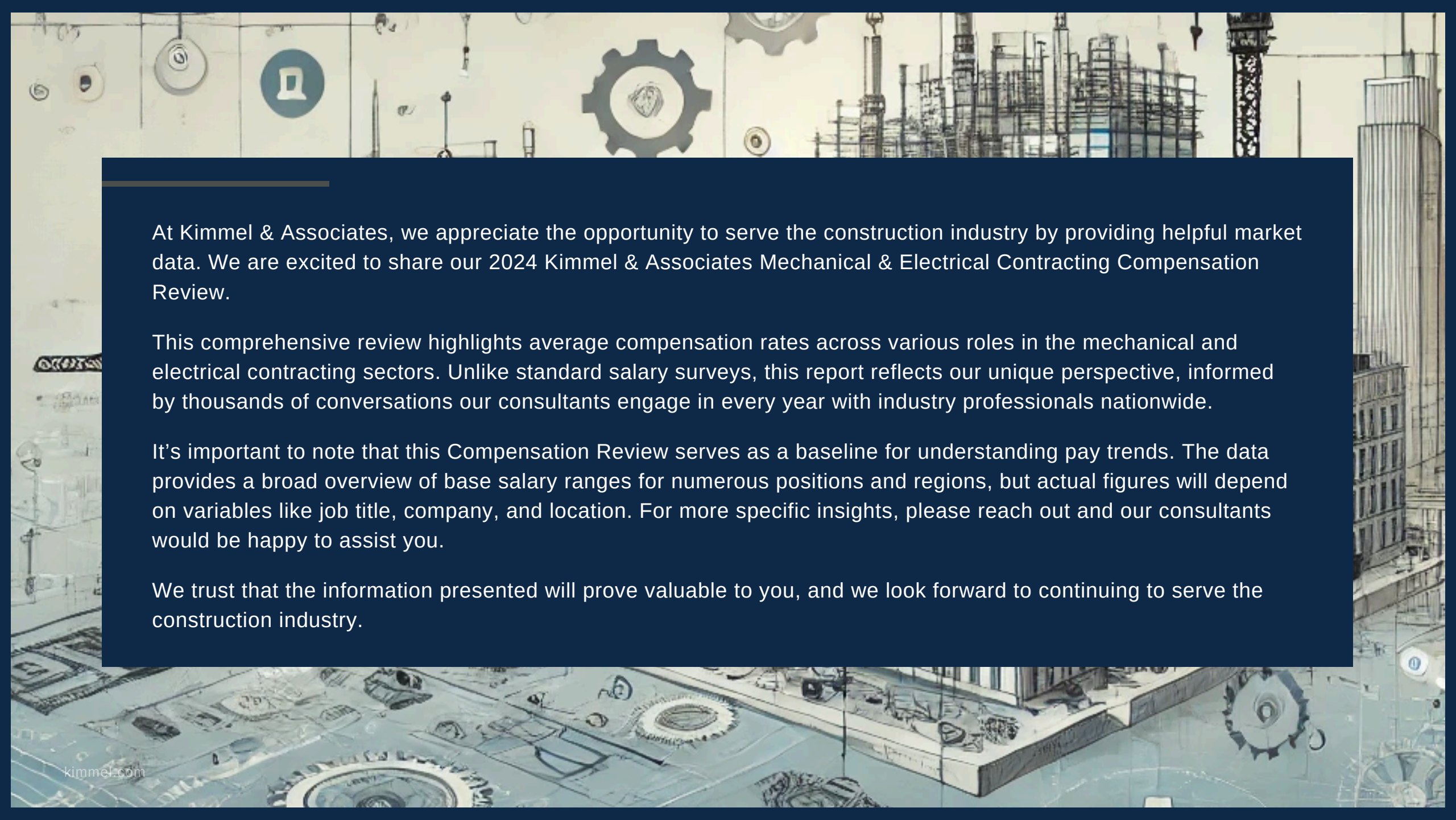




MECHANICAL & ELECTRICAL 2024 COMPENSATION REVIEW

KIMMEL & ASSOCIATES



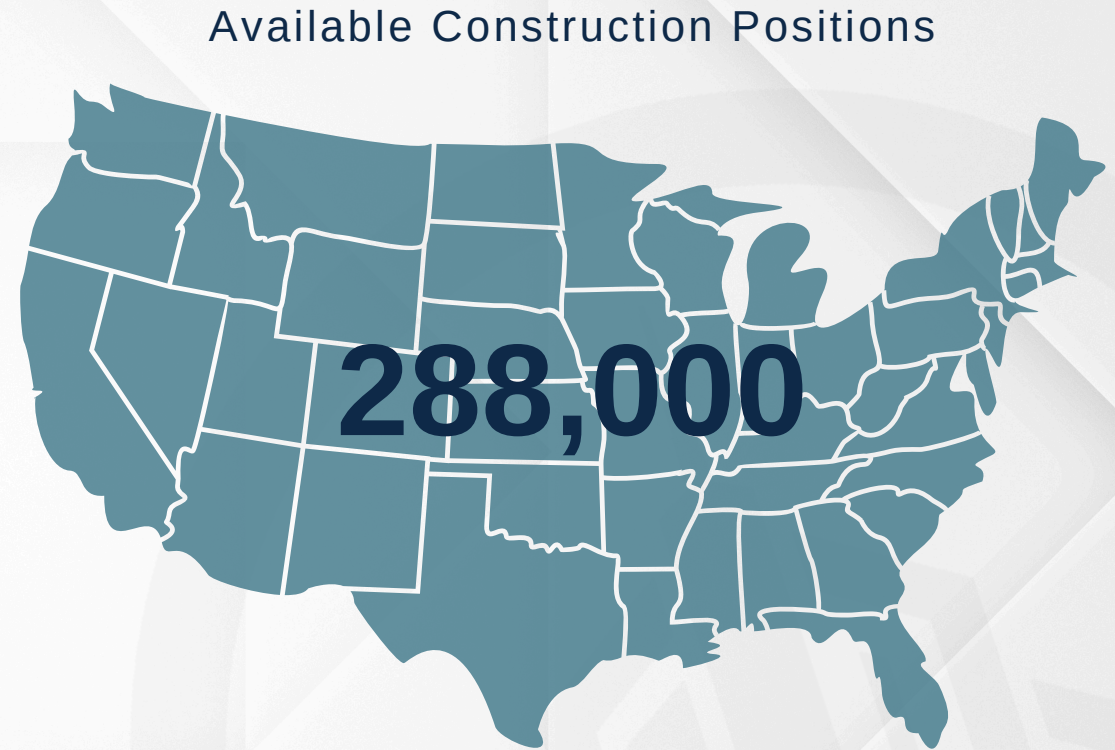
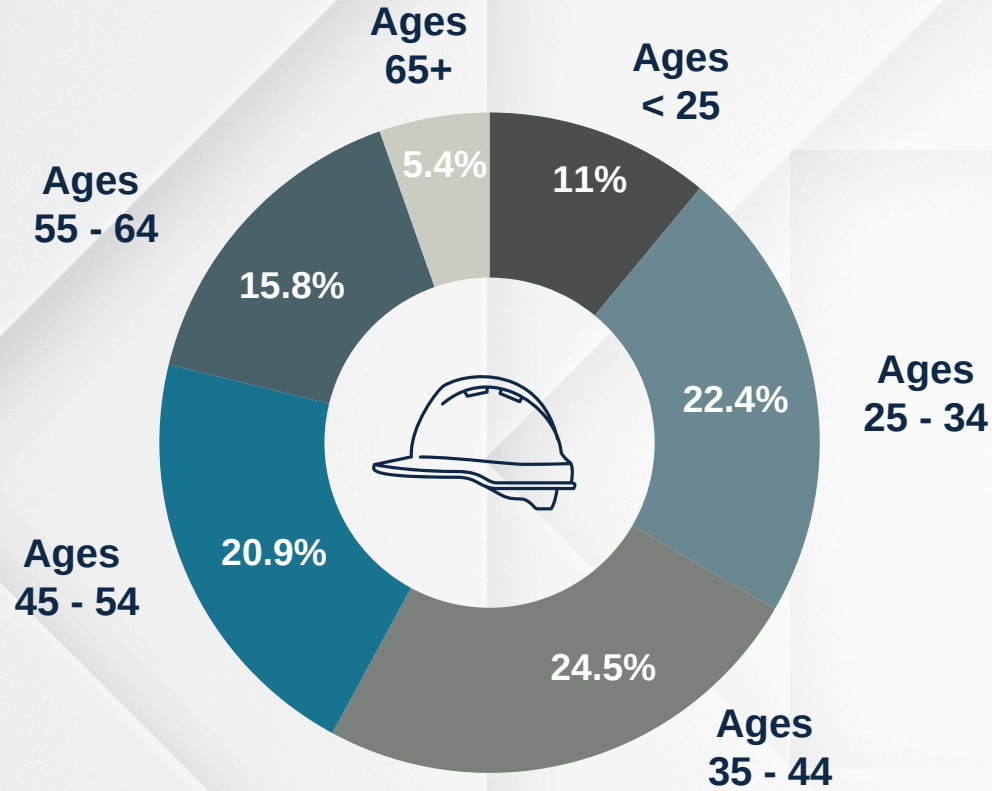
At Kimmel & Associates, we appreciate the opportunity to serve the construction industry by providing helpful market data. We are excited to share our 2024 Kimmel & Associates Mechanical & Electrical Contracting Compensation Review.

This comprehensive review highlights average compensation rates across various roles in the mechanical and electrical contracting sectors. Unlike standard salary surveys, this report reflects our unique perspective, informed by thousands of conversations our consultants engage in every year with industry professionals nationwide.

It's important to note that this Compensation Review serves as a baseline for understanding pay trends. The data provides a broad overview of base salary ranges for numerous positions and regions, but actual figures will depend on variables like job title, company, and location. For more specific insights, please reach out and our consultants would be happy to assist you.

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

DEMOGRAPHICS



TOP 10 STATES WITH HIGHEST EMPLOYMENT

*Data Provided by US Bureau of Labor Statistics (November 2024)

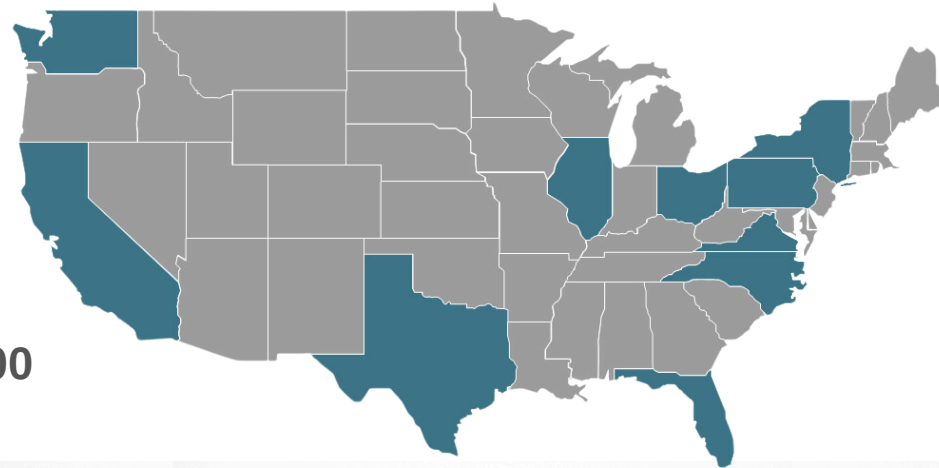
1 California 939,300

2 Texas 875,600

3 Florida 665,700

4 New York 391,400

5 North Carolina 267,400



6 Pennsylvania 266,000

7 Ohio 262,900

8 Illinois 248,500

9 Washington 238,000

10 Virginia 231,300

TOP 10 STATES WITH MOST HIRING ACTIVITY

*Mechanical & Electrical Industry - Data Provided by Kimmel & Associates

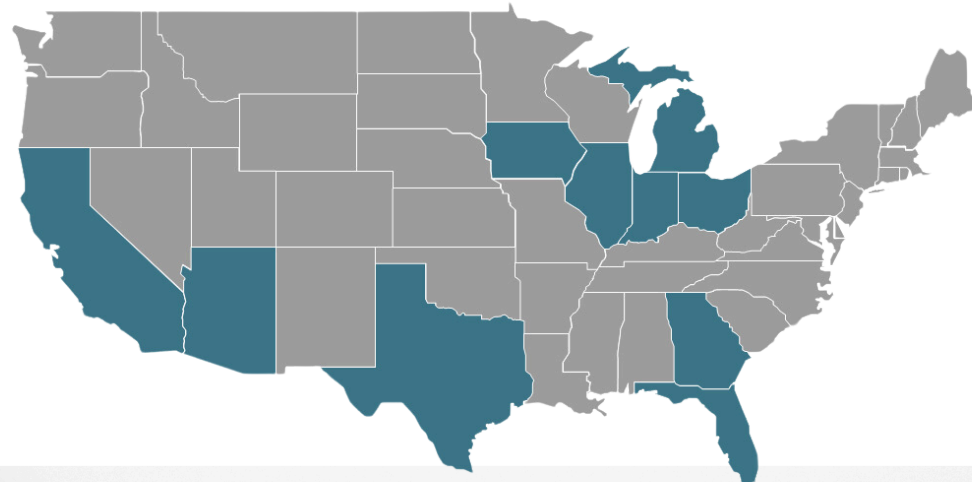
 Texas

 Georgia

 California

 Michigan

 Illinois



 Ohio

 Iowa

 Arizona

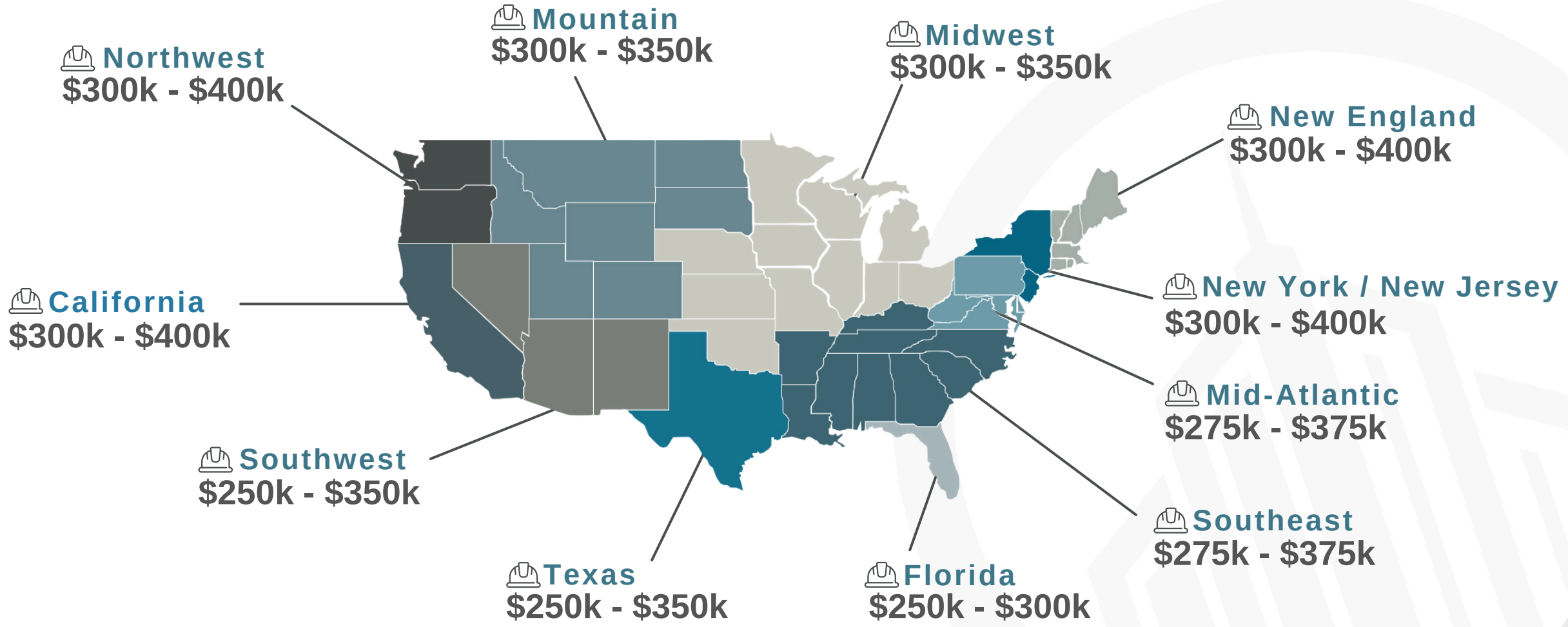
 Indiana

 Florida



President/CEO

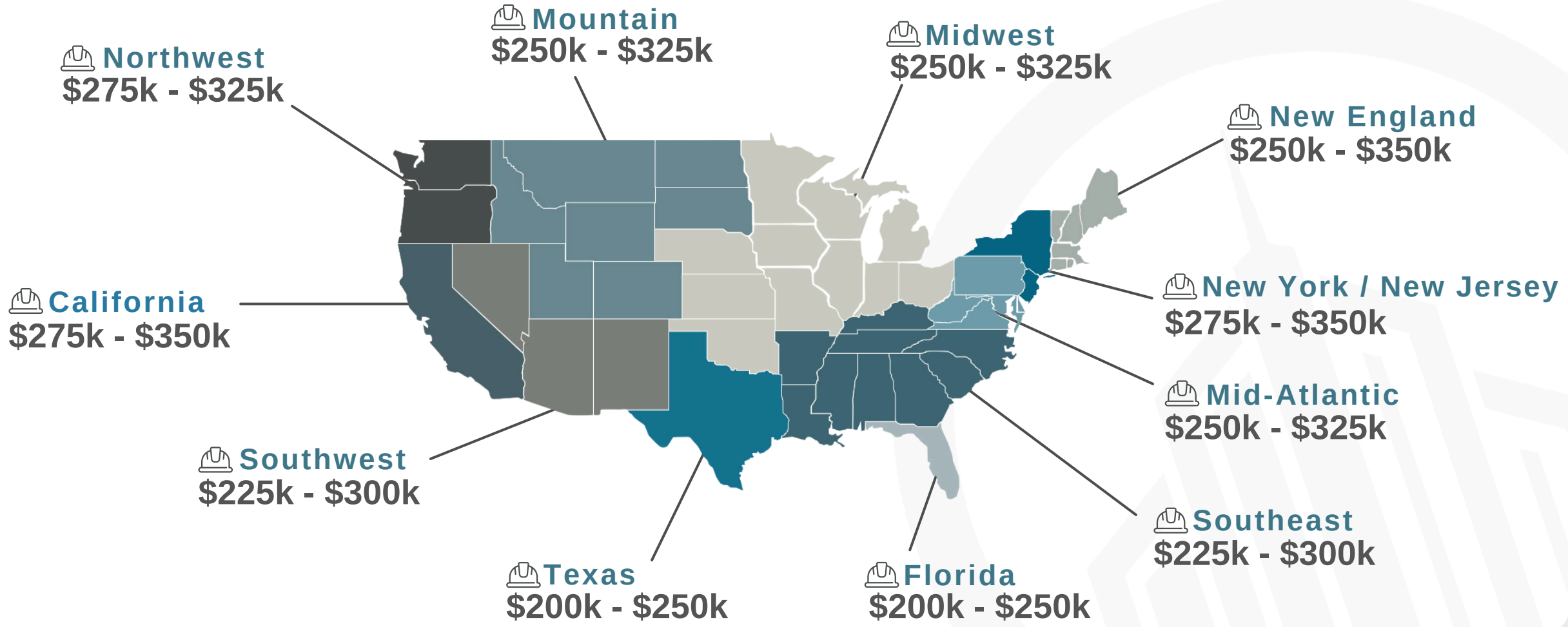
From Our Unique Perspective - SALARY RANGES





Chief Operations Officer

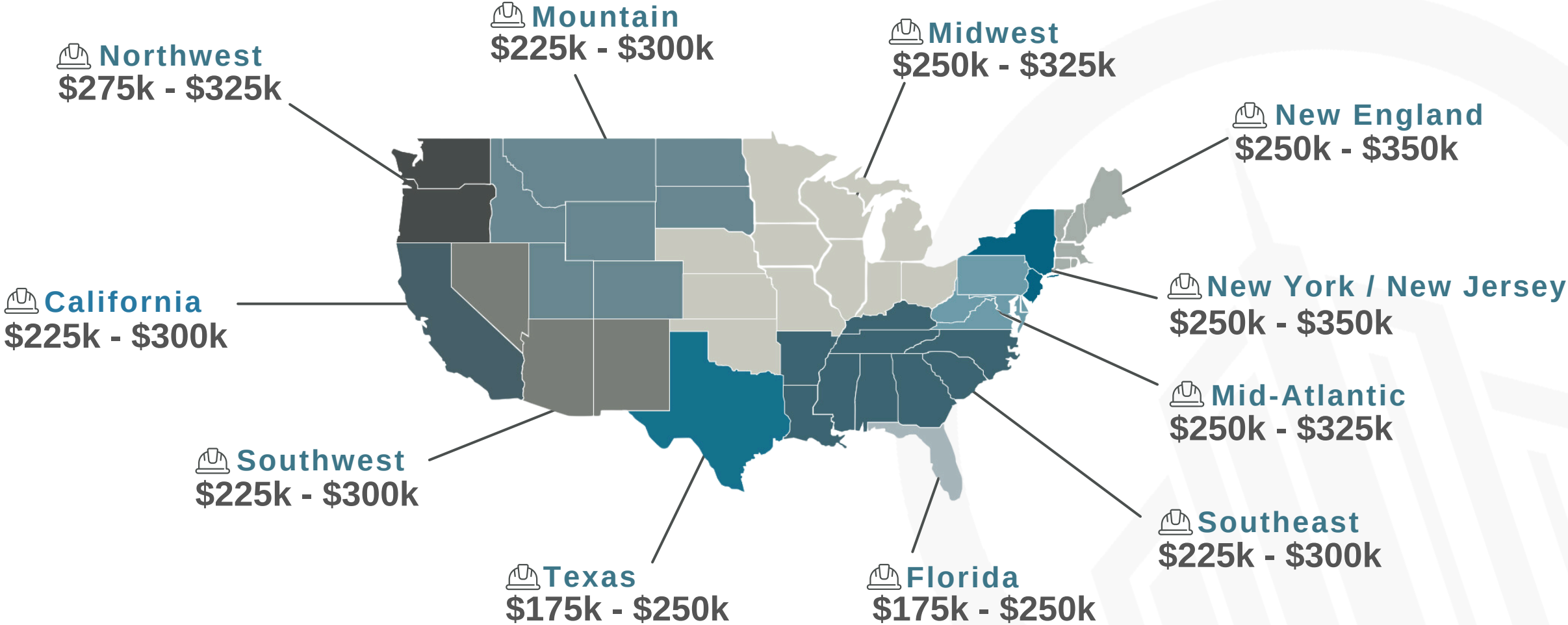
From Our Unique Perspective - SALARY RANGES





Chief Financial Officer

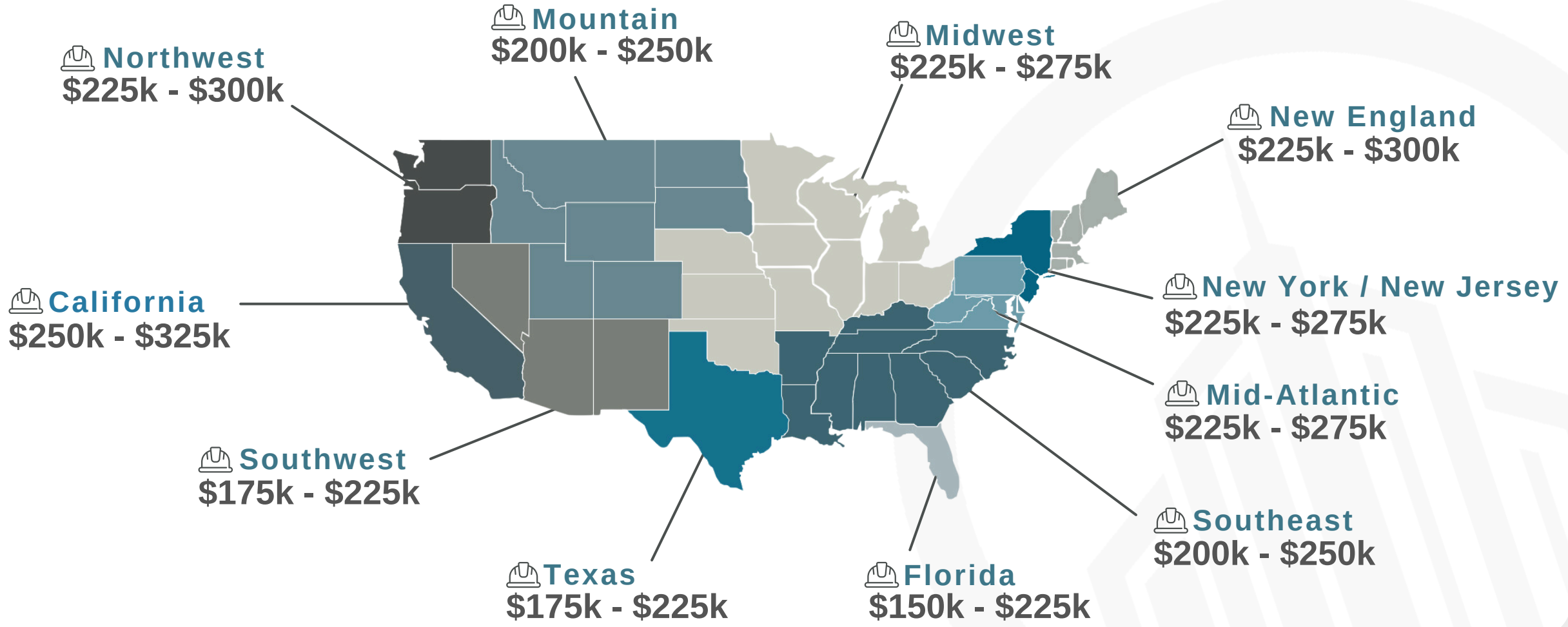
From Our Unique Perspective - SALARY RANGES





Vice President of Operations

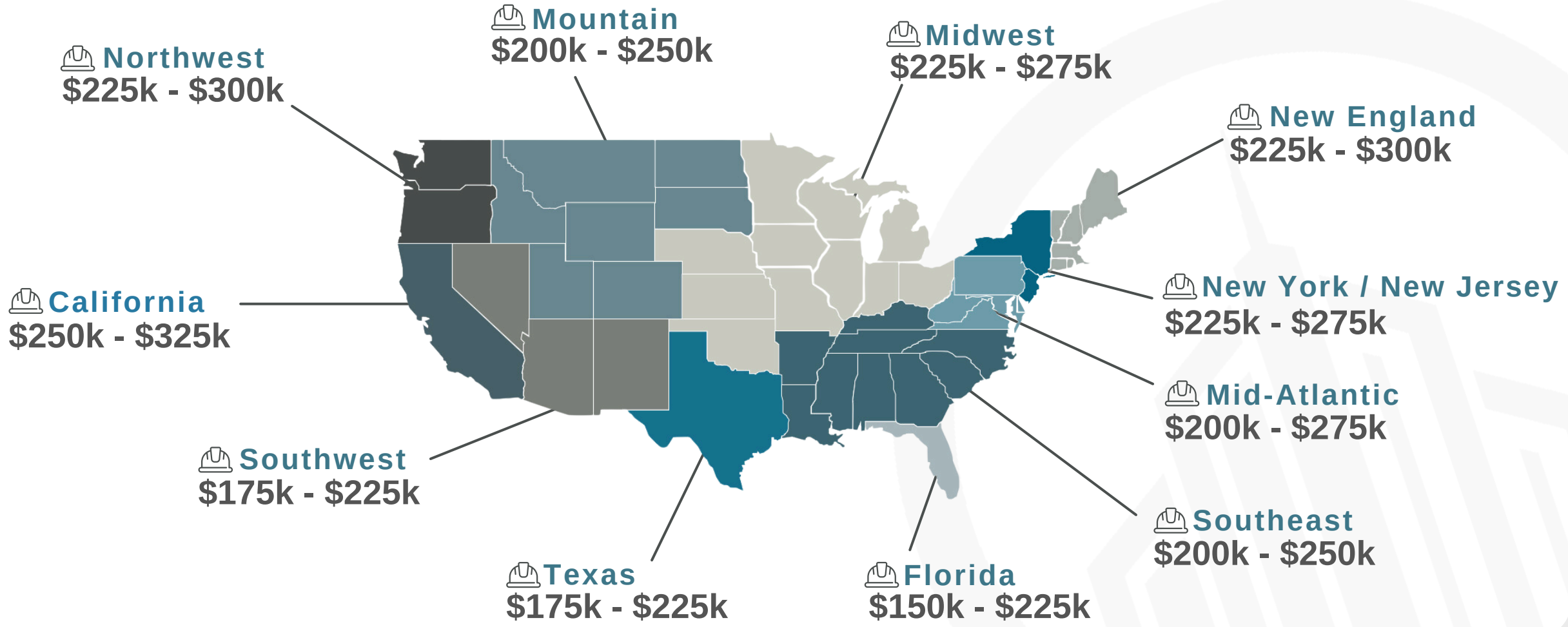
From Our Unique Perspective - SALARY RANGES





Vice President of Construction

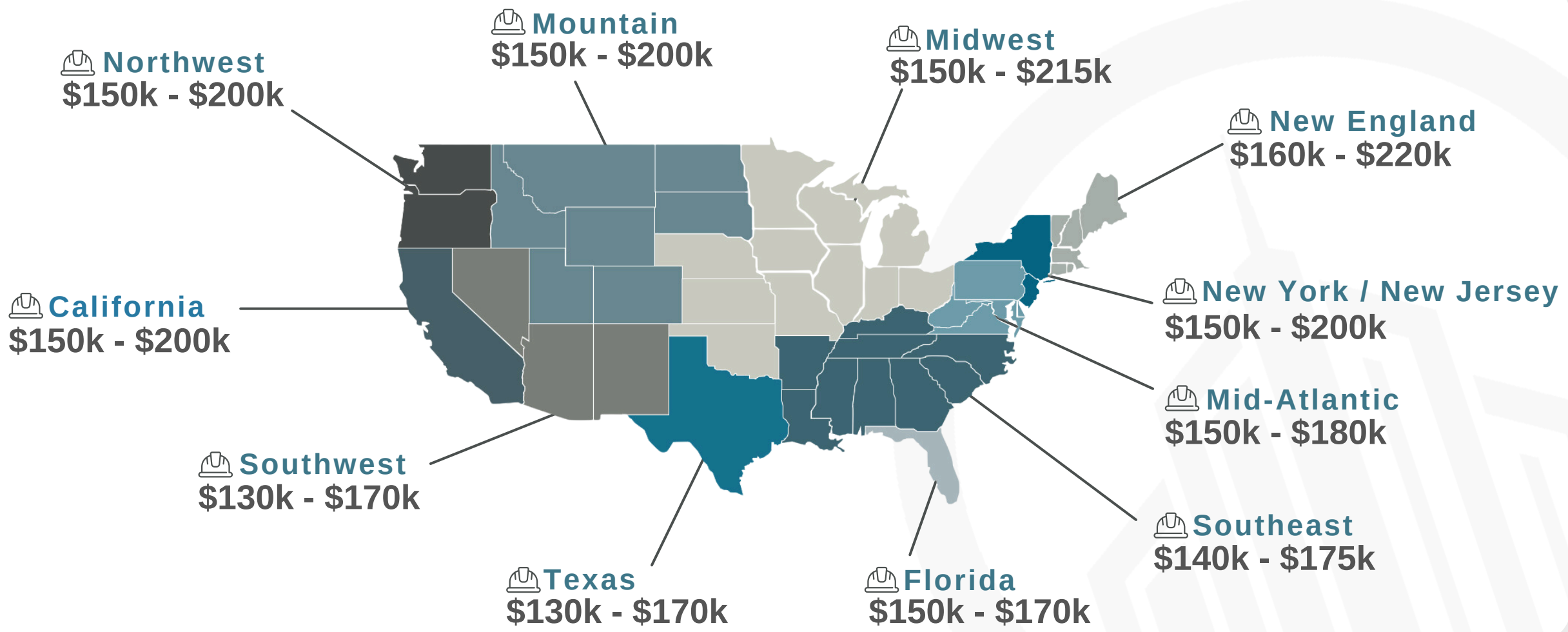
From Our Unique Perspective - SALARY RANGES





Director of Field Operations

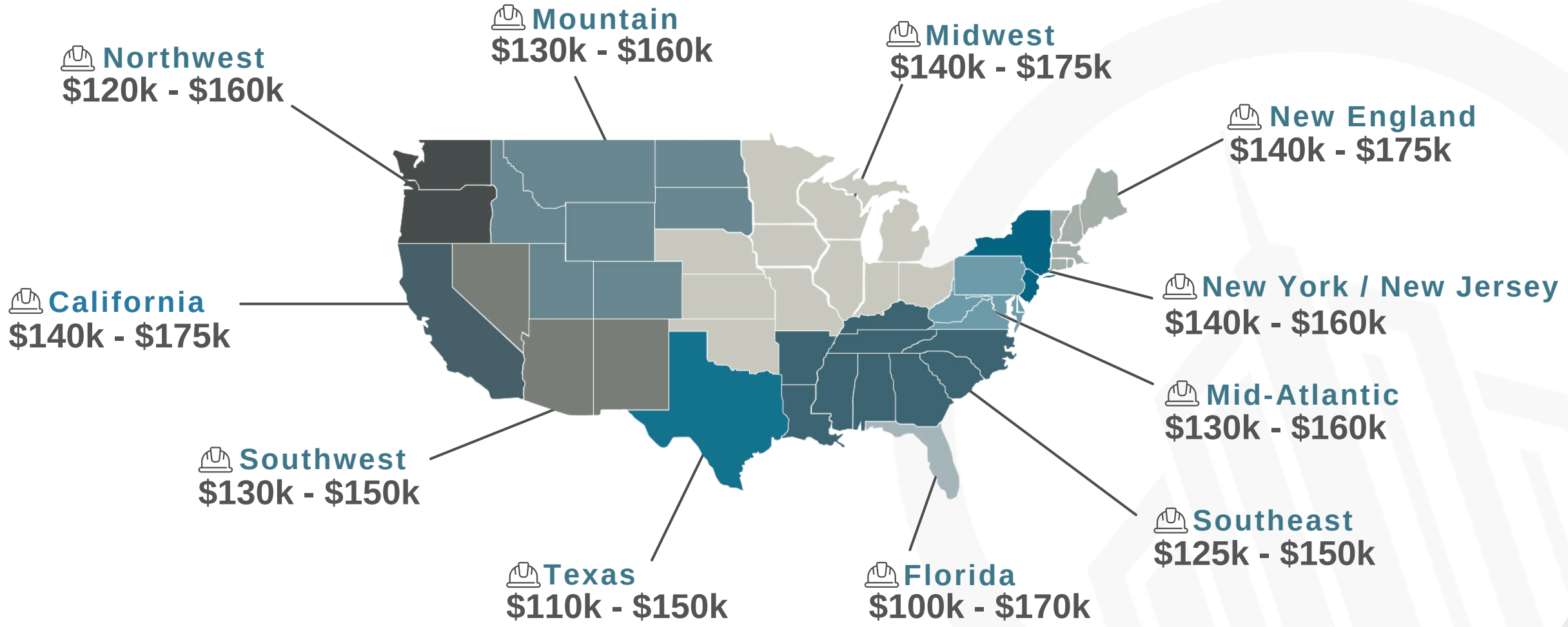
From Our Unique Perspective - SALARY RANGES





Senior Superintendent

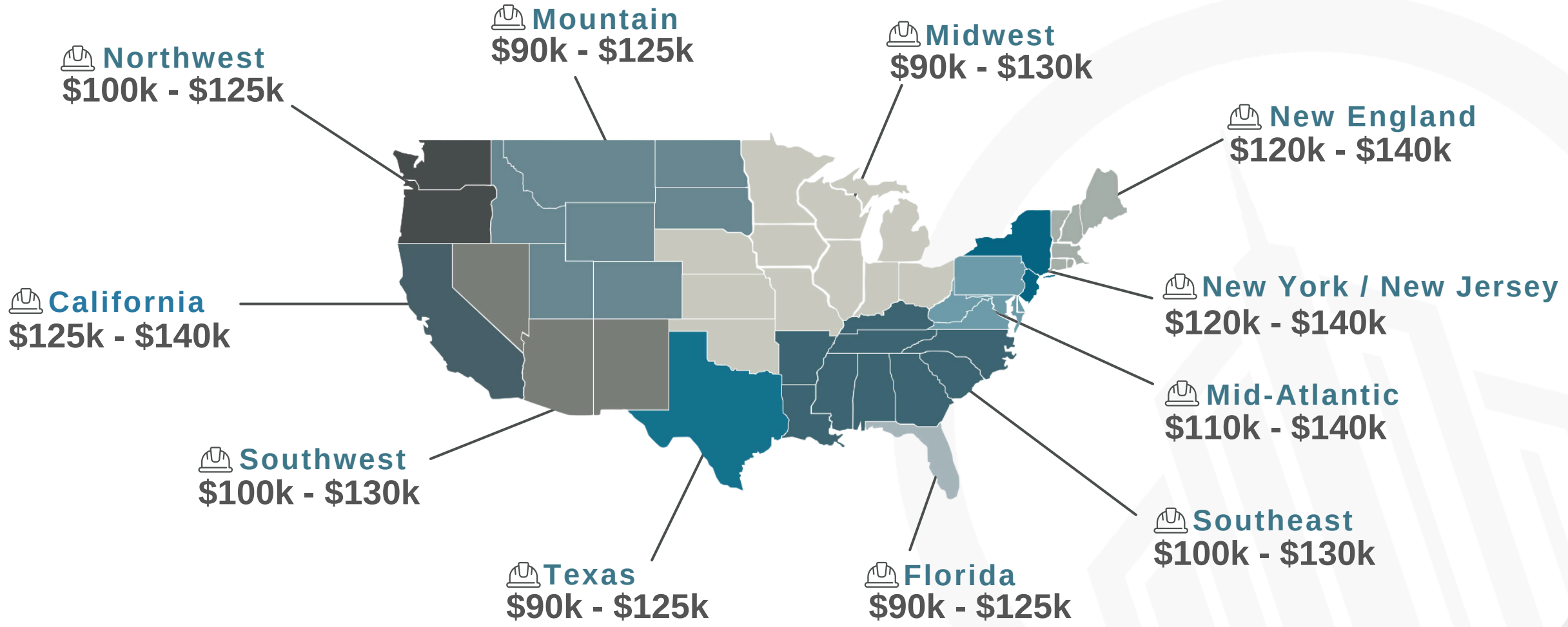
From Our Unique Perspective - SALARY RANGES (Nonunion)





Superintendent

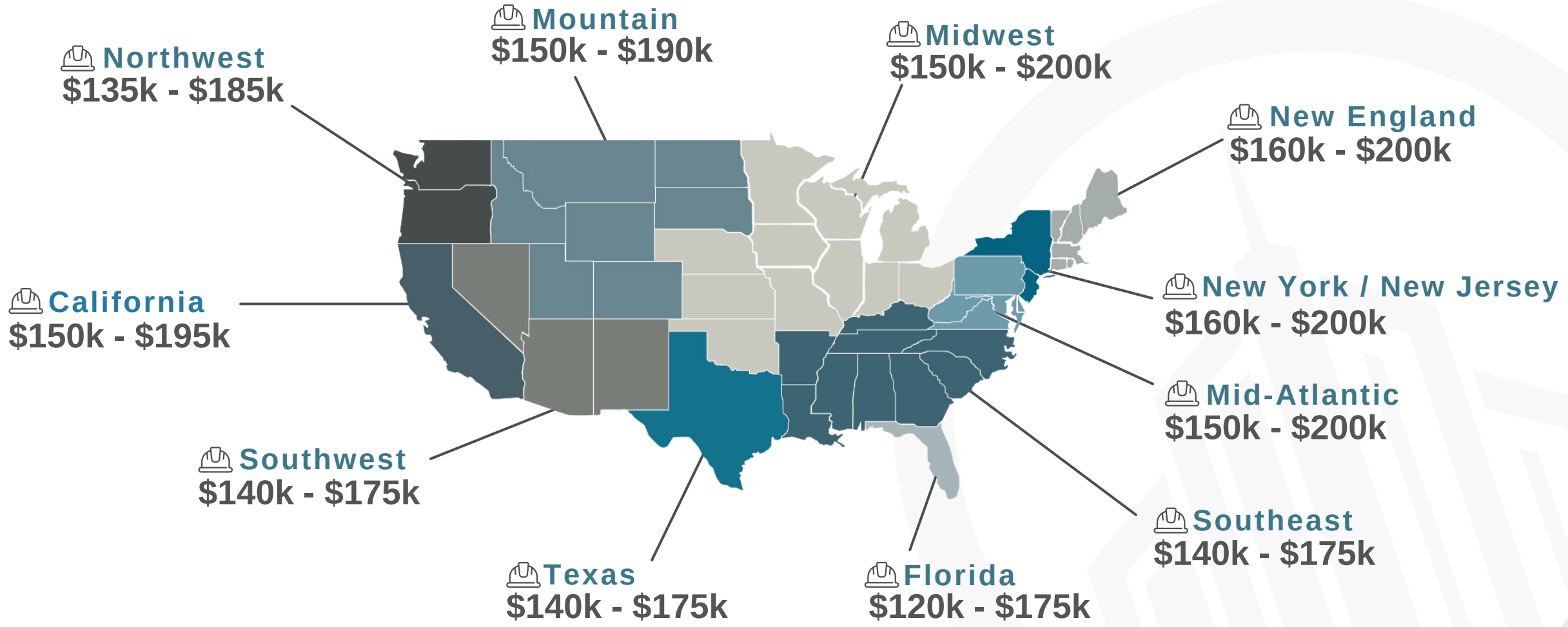
From Our Unique Perspective - SALARY RANGES (Nonunion)





Senior Project Manager

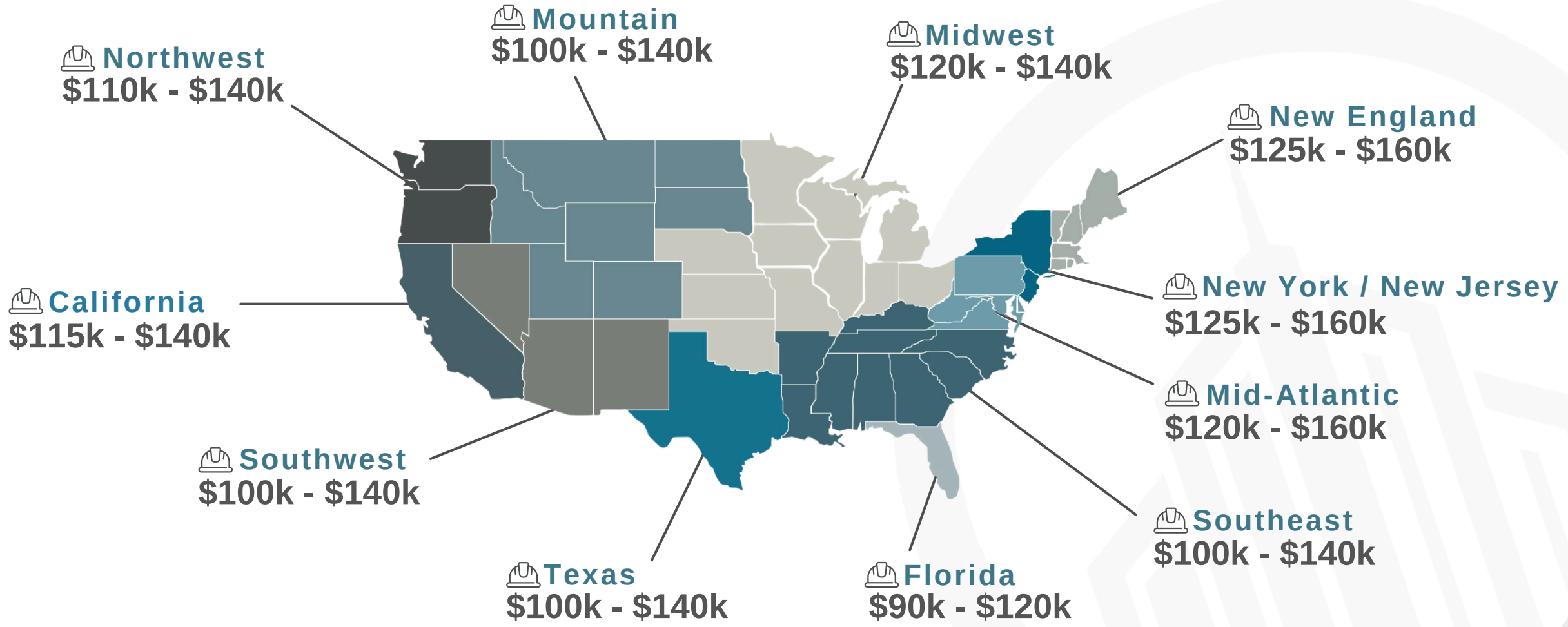
From Our Unique Perspective - SALARY RANGES





Project Manager

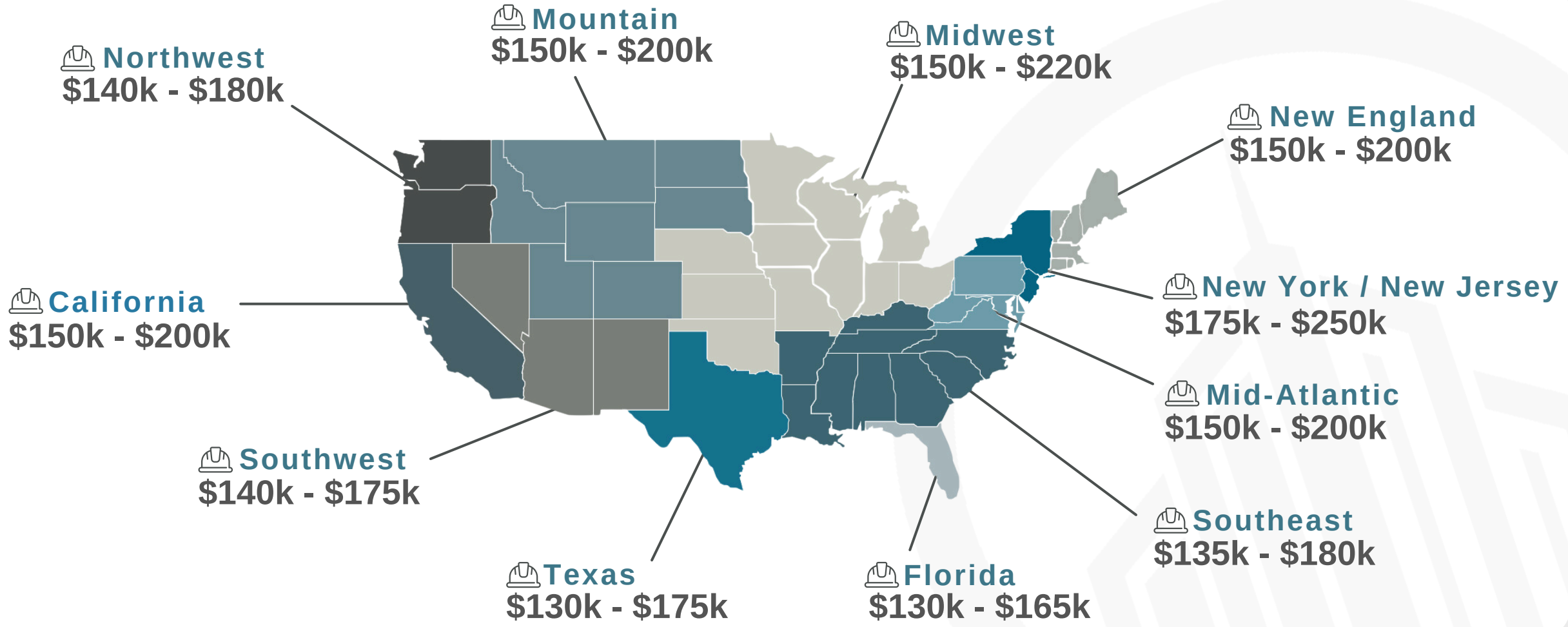
From Our Unique Perspective - SALARY RANGES





Chief Estimator/ Preconstruction Manager

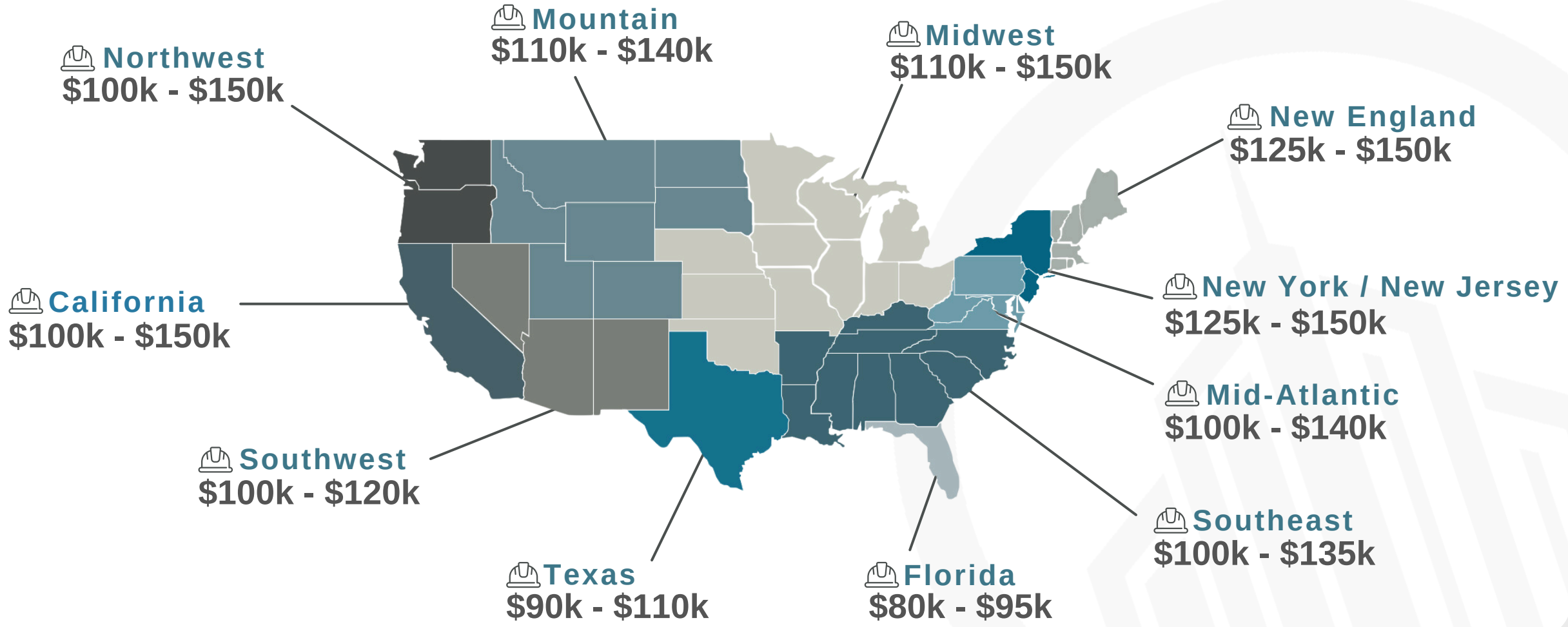
From Our Unique Perspective - SALARY RANGES





Estimator

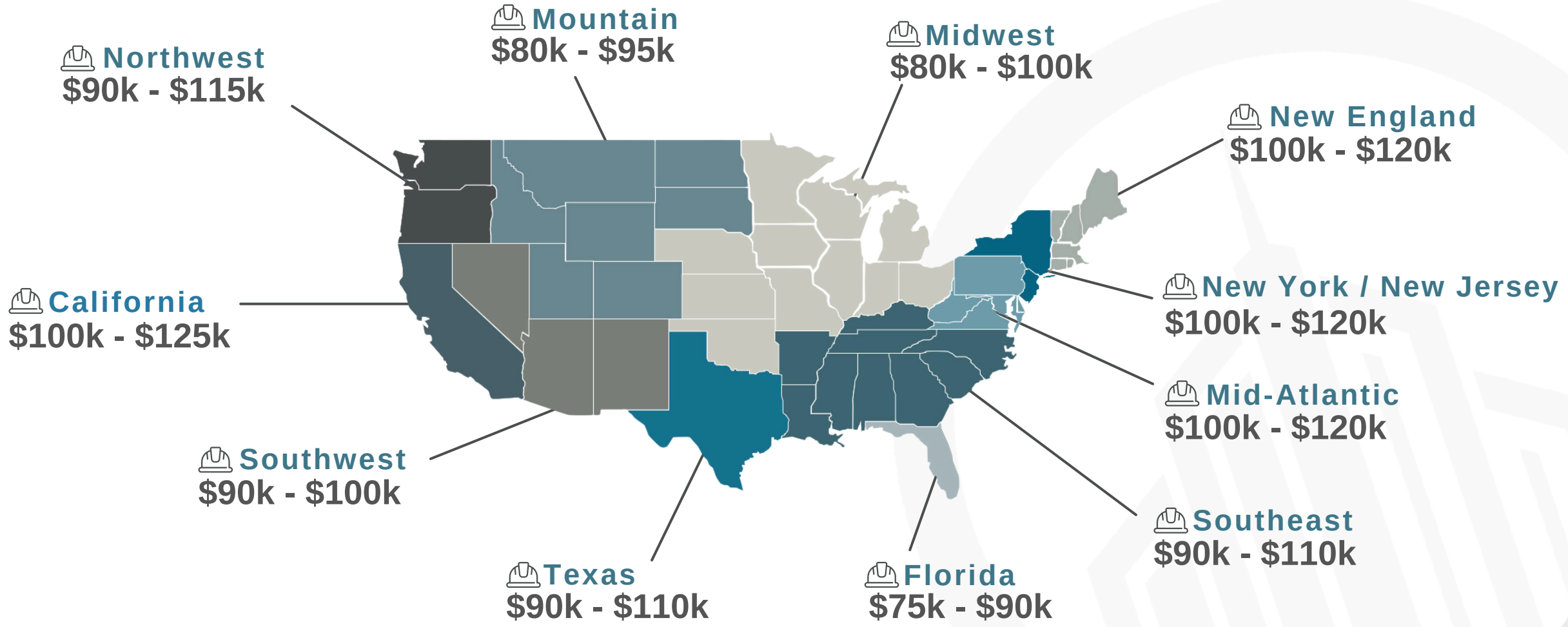
From Our Unique Perspective - SALARY RANGES





Project Engineer/ Assistant Project Manager

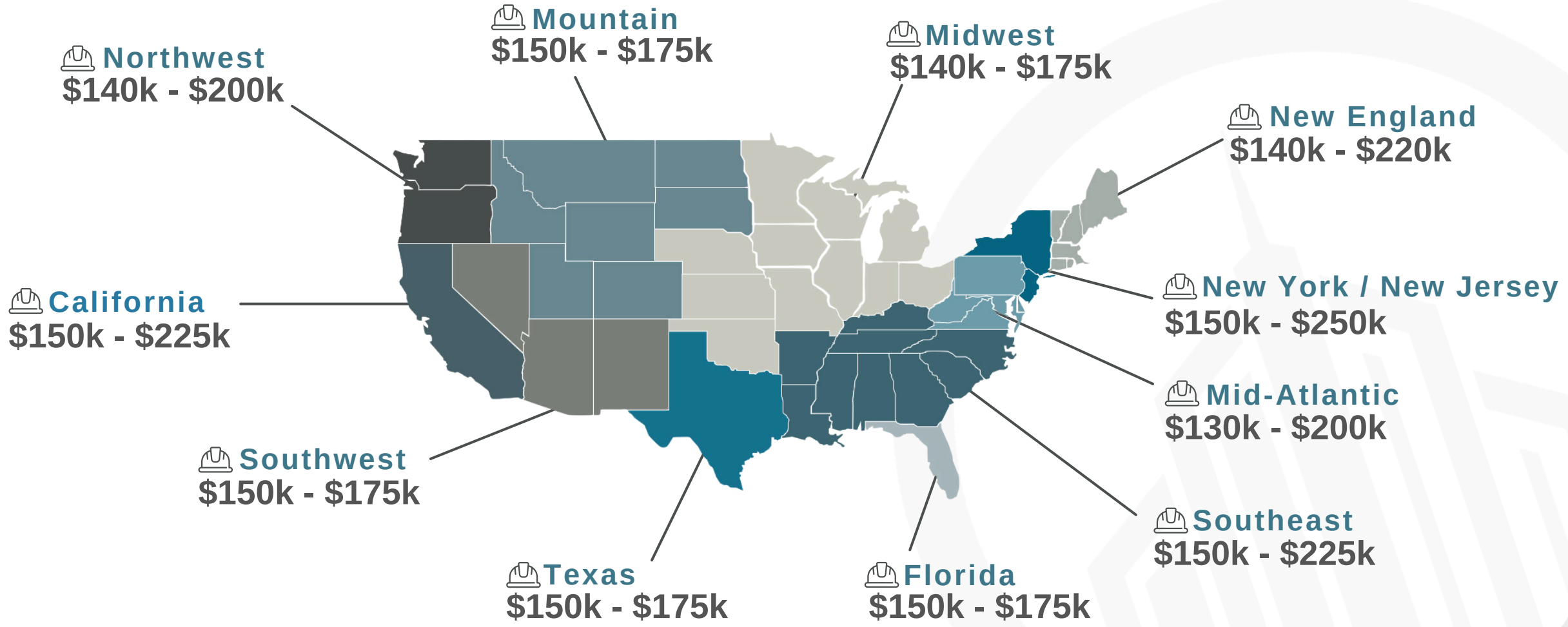
From Our Unique Perspective - SALARY RANGES





Business Development Director/ Manager

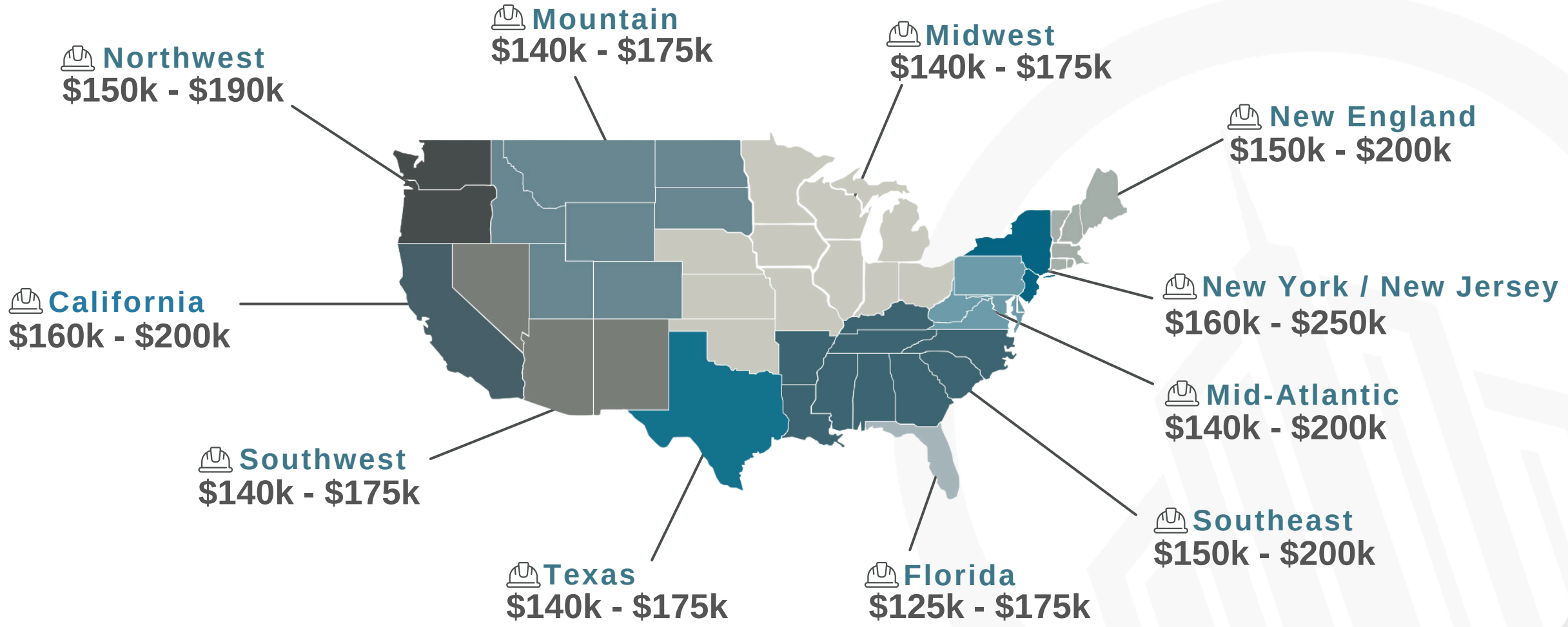
From Our Unique Perspective - SALARY RANGES





Safety Director

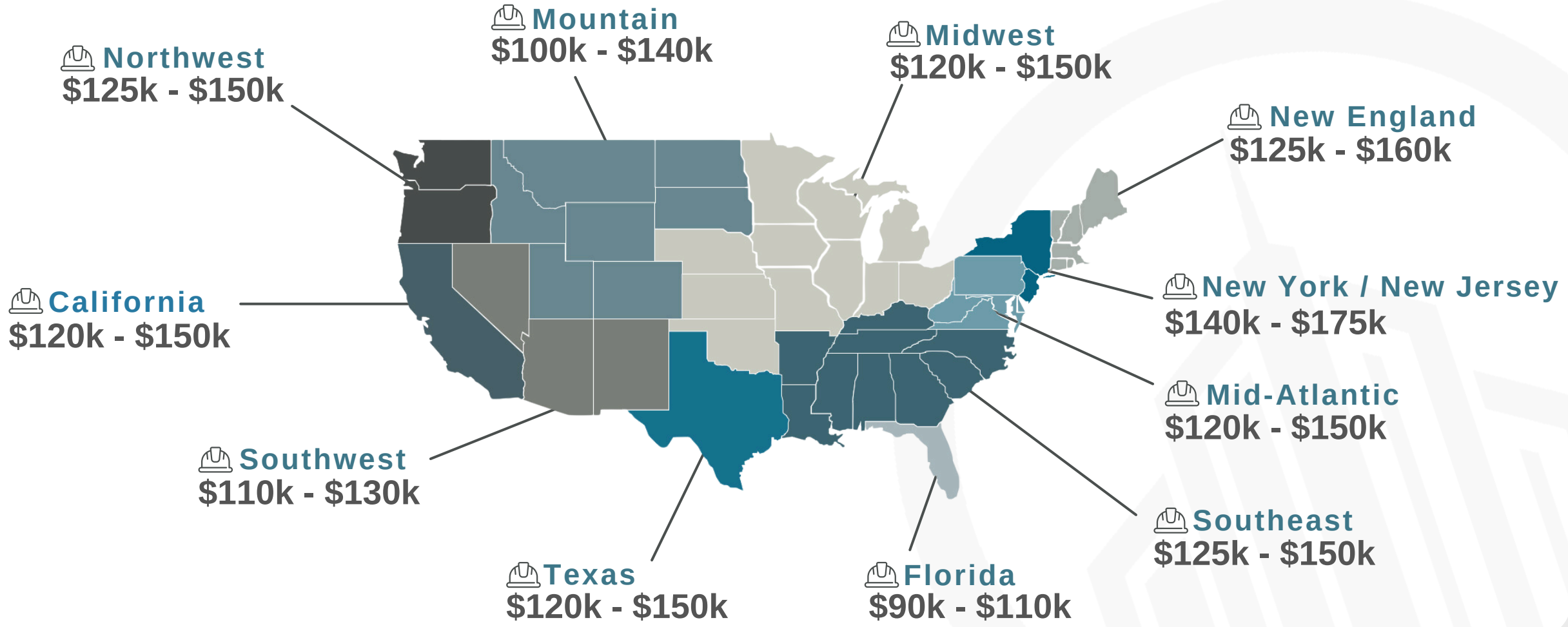
From Our Unique Perspective - SALARY RANGES





BIM/VDC Leader

From Our Unique Perspective - SALARY RANGES





KIMMEL

& ASSOCIATES

SINCE 1981

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