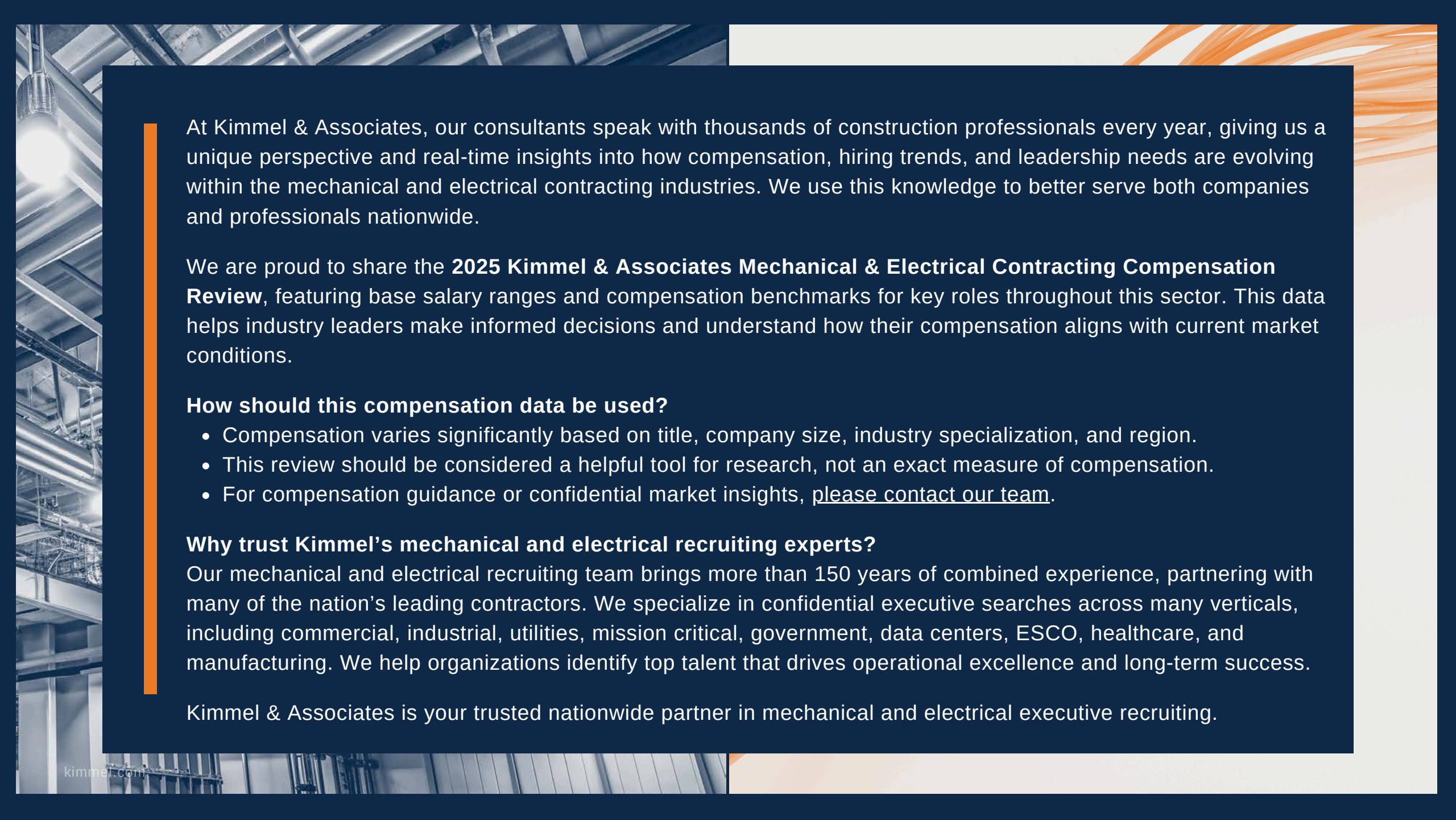




MECHANICAL & ELECTRICAL 2025 COMPENSATION REVIEW

KIMMEL & ASSOCIATES



At Kimmel & Associates, our consultants speak with thousands of construction professionals every year, giving us a unique perspective and real-time insights into how compensation, hiring trends, and leadership needs are evolving within the mechanical and electrical contracting industries. We use this knowledge to better serve both companies and professionals nationwide.

We are proud to share the **2025 Kimmel & Associates Mechanical & Electrical Contracting Compensation Review**, featuring base salary ranges and compensation benchmarks for key roles throughout this sector. This data helps industry leaders make informed decisions and understand how their compensation aligns with current market conditions.

How should this compensation data be used?

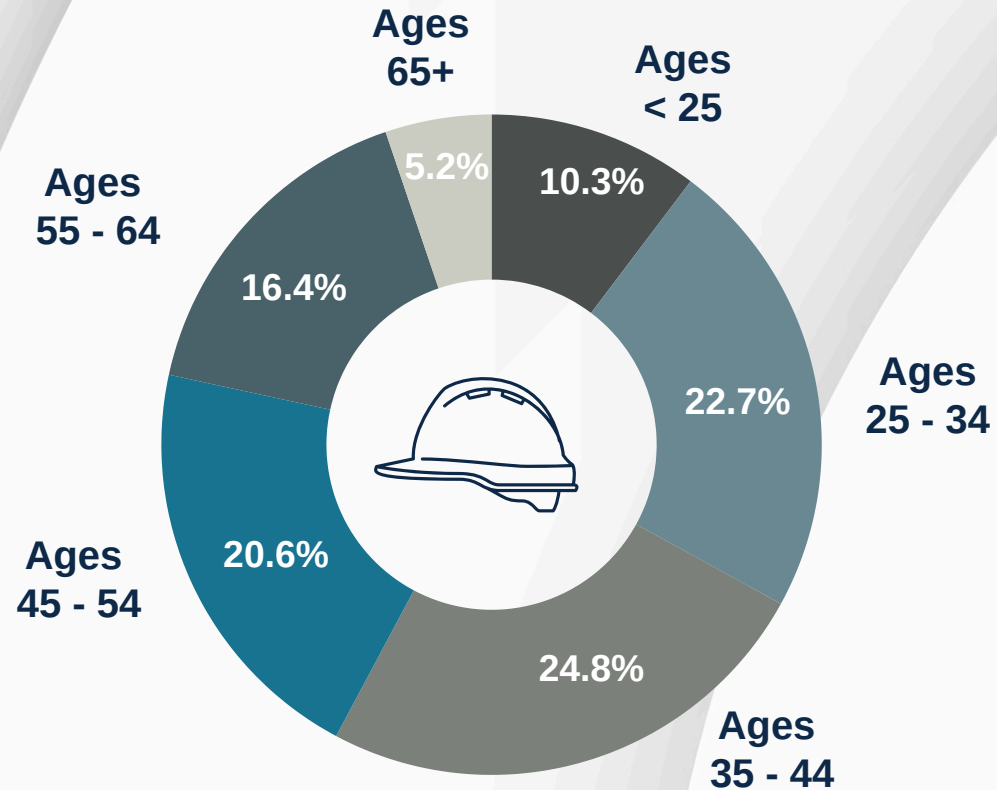
- Compensation varies significantly based on title, company size, industry specialization, and region.
- This review should be considered a helpful tool for research, not an exact measure of compensation.
- For compensation guidance or confidential market insights, [please contact our team](#).

Why trust Kimmel's mechanical and electrical recruiting experts?

Our mechanical and electrical recruiting team brings more than 150 years of combined experience, partnering with many of the nation's leading contractors. We specialize in confidential executive searches across many verticals, including commercial, industrial, utilities, mission critical, government, data centers, ESCO, healthcare, and manufacturing. We help organizations identify top talent that drives operational excellence and long-term success.

Kimmel & Associates is your trusted nationwide partner in mechanical and electrical executive recruiting.

DEMOGRAPHICS

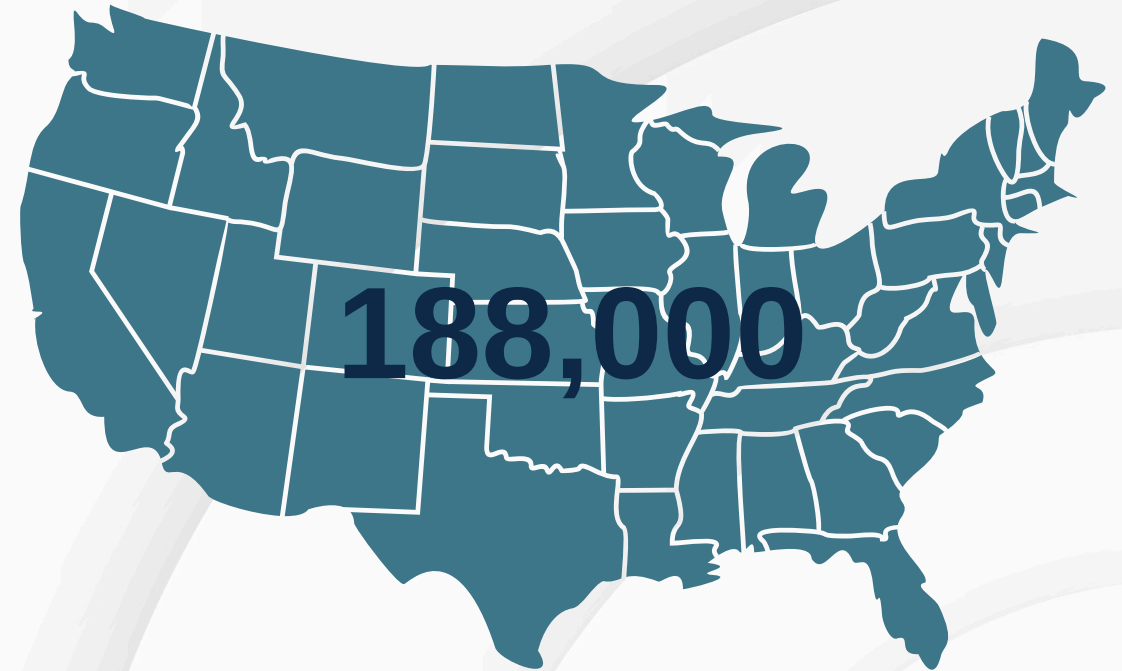


11.5%



88.5%

Available Construction Positions



188,000

4.4%

National Industry Unemployment Rate

TOP 10 STATES WITH HIGHEST EMPLOYMENT

*Data Provided by US Bureau of Labor Statistics (Sept/Oct 2025)

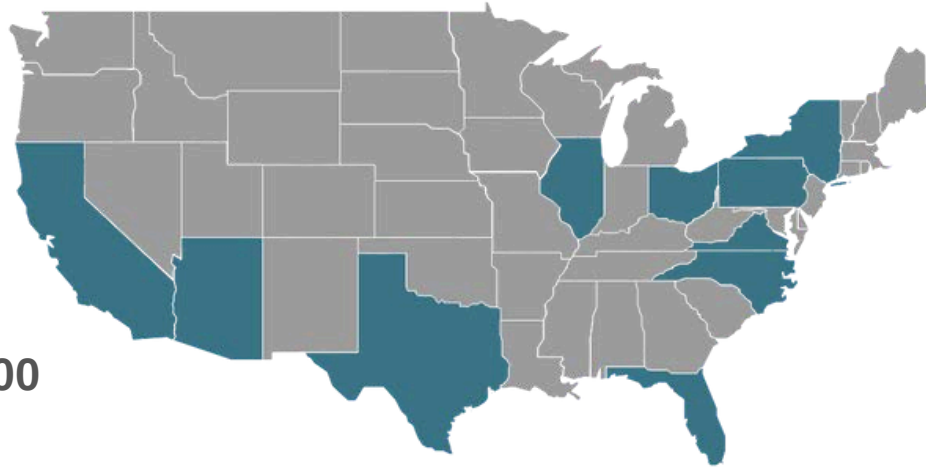
1 California 911,500

2 Texas 884,700

3 Florida 659,400

4 New York 392,600

5 North Carolina 283,100



6 Ohio 274,900

7 Pennsylvania 271,200

8 Illinois 256,400

9 Virginia 236,300

10 Arizona 228,700

TOP 10 STATES WITH MOST HIRING ACTIVITY

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

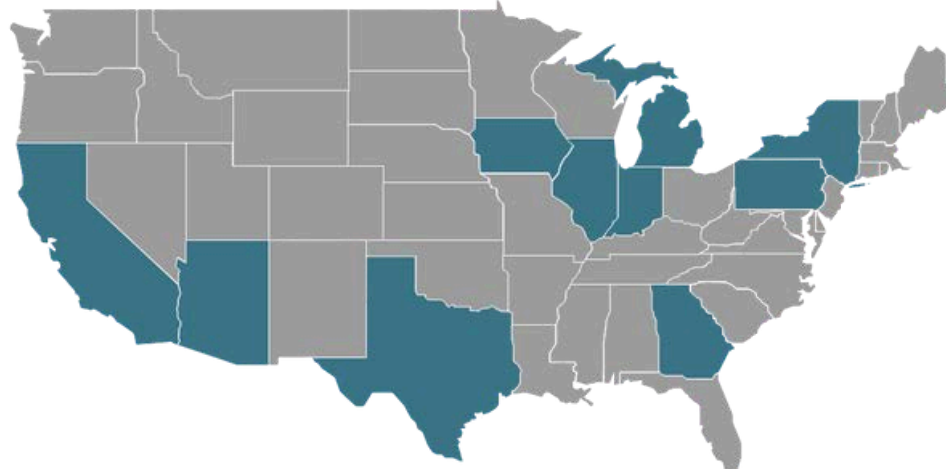
 Texas

 Georgia

 California

 Michigan

 Pennsylvania



 Illinois

 Idaho

 Indiana

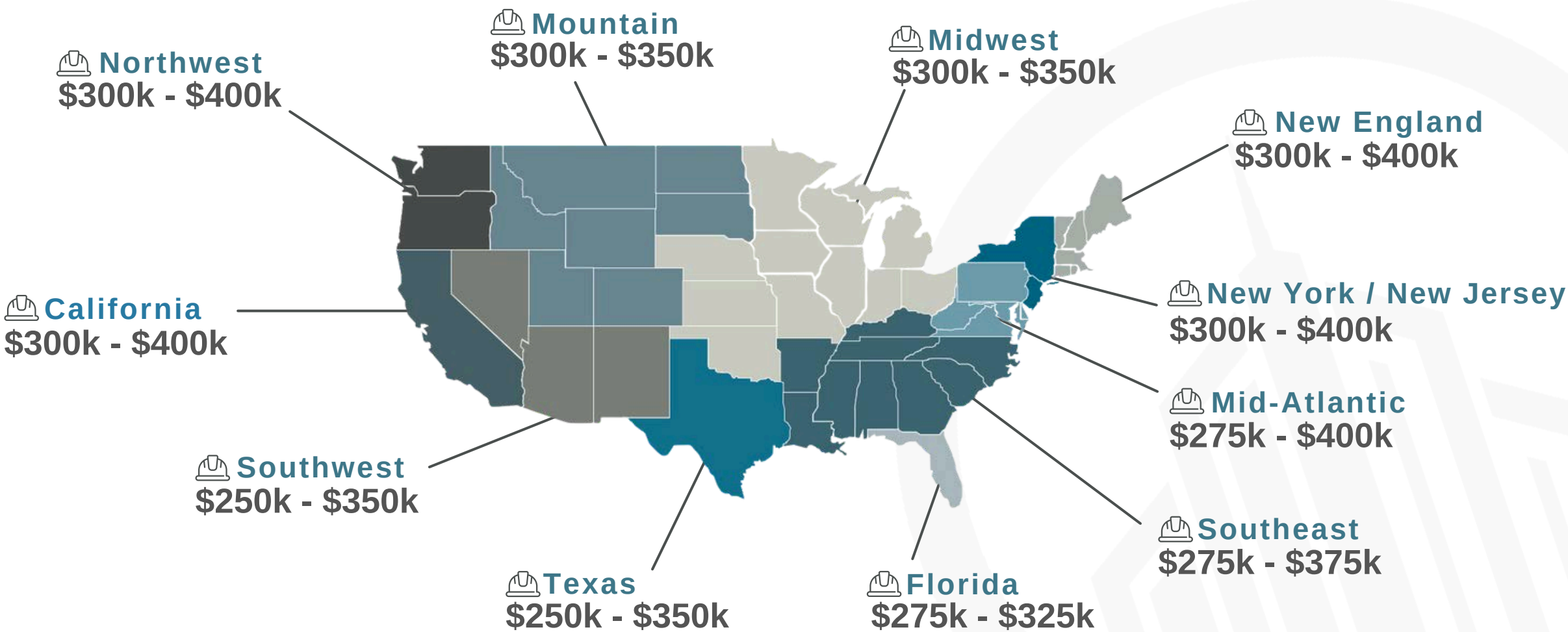
 New York

 Arizona



President/CEO

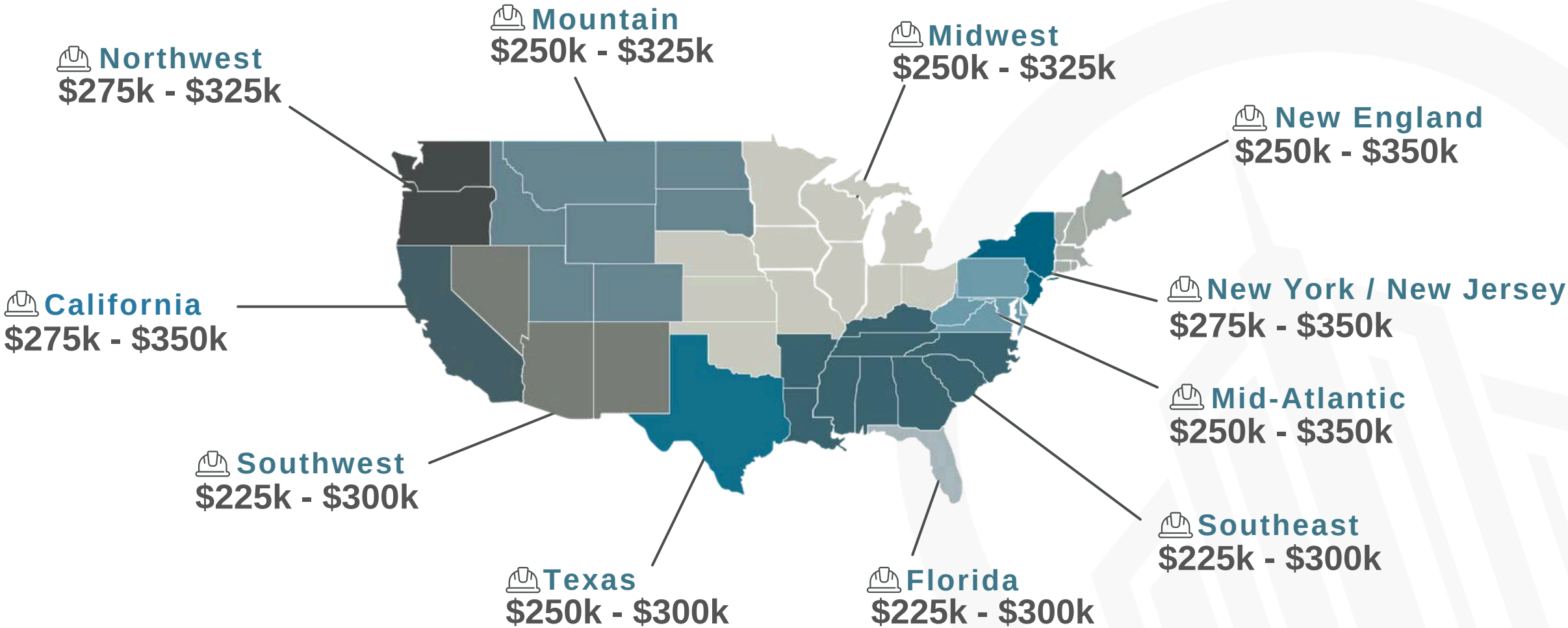
From Our Unique Perspective - SALARY RANGES





Chief Operating Officer

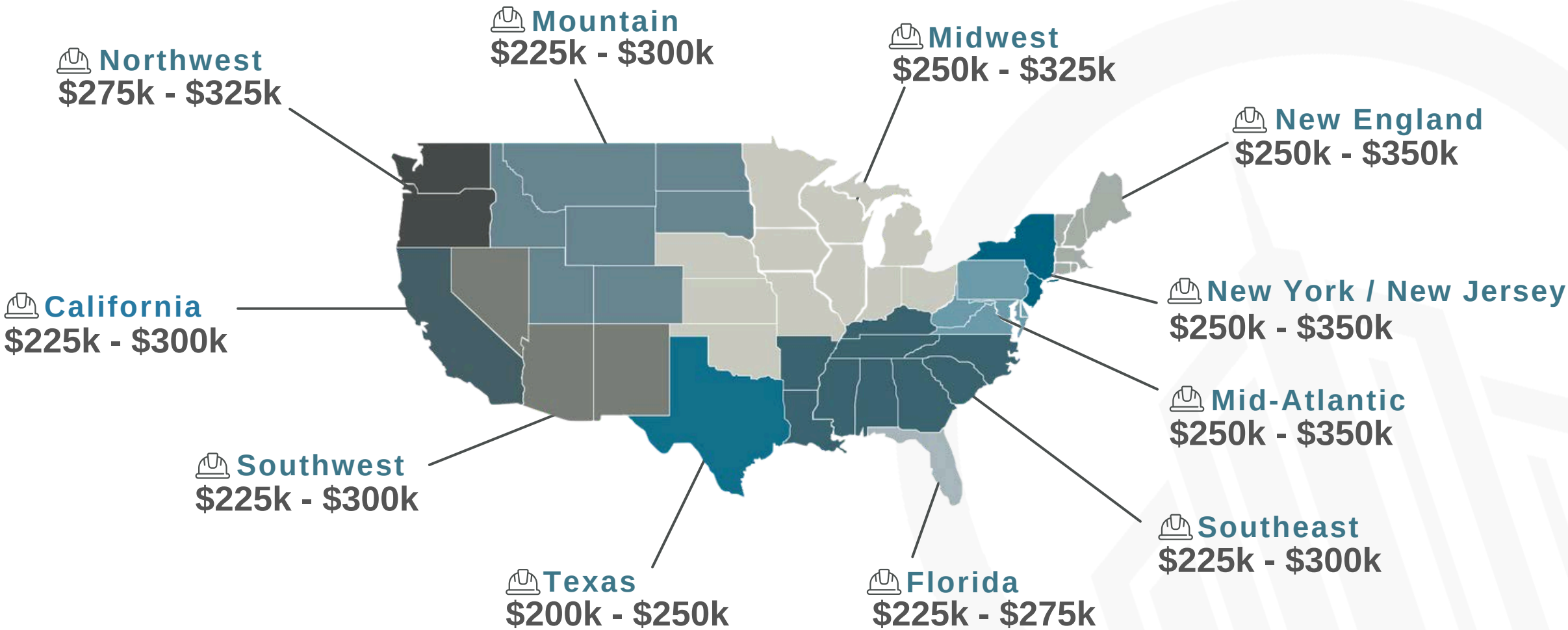
From Our Unique Perspective - SALARY RANGES





Chief Financial Officer

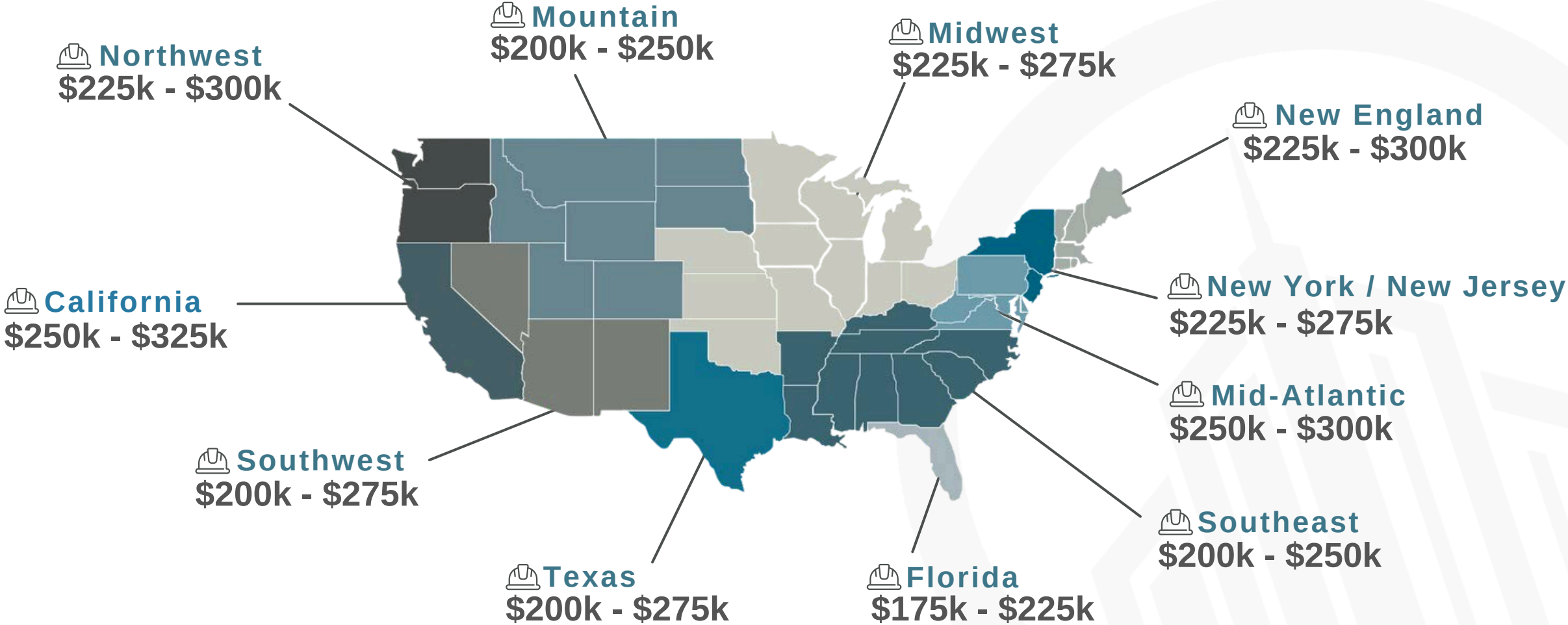
From Our Unique Perspective - SALARY RANGES





Vice President of Operations

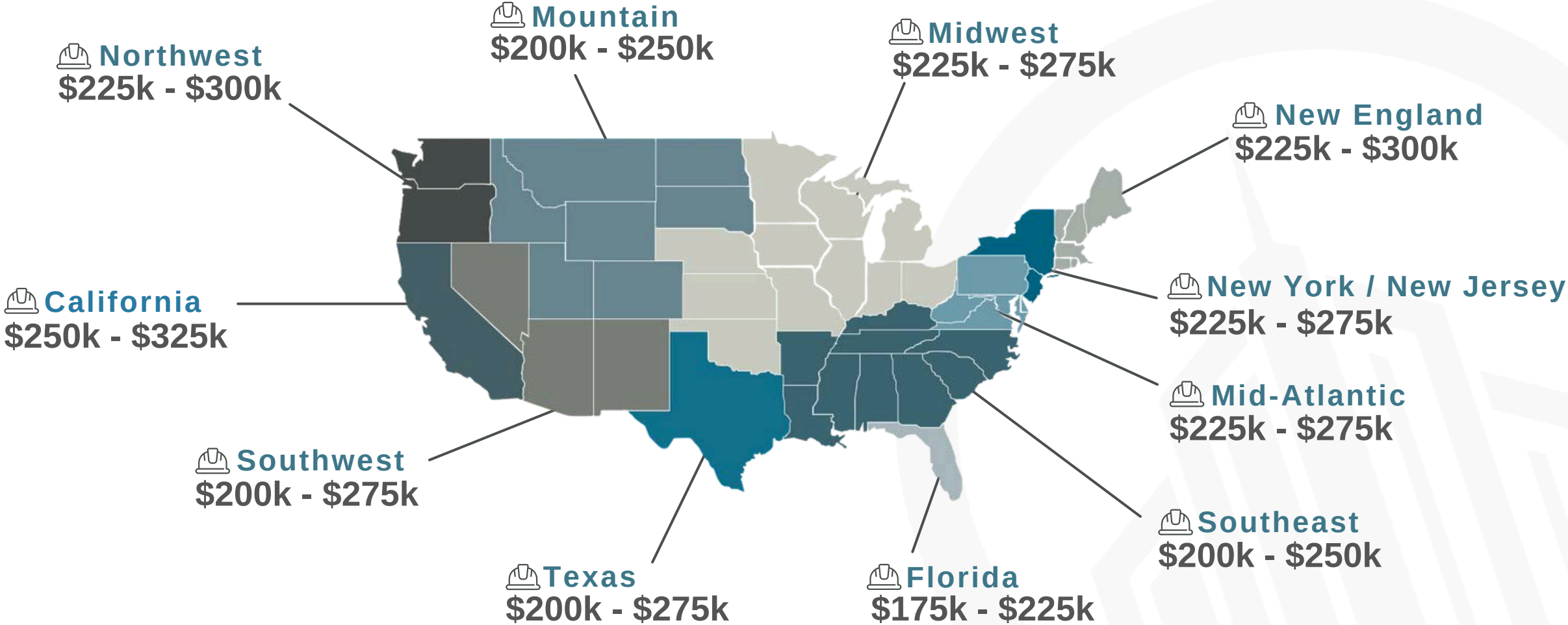
From Our Unique Perspective - SALARY RANGES





Vice President of Construction

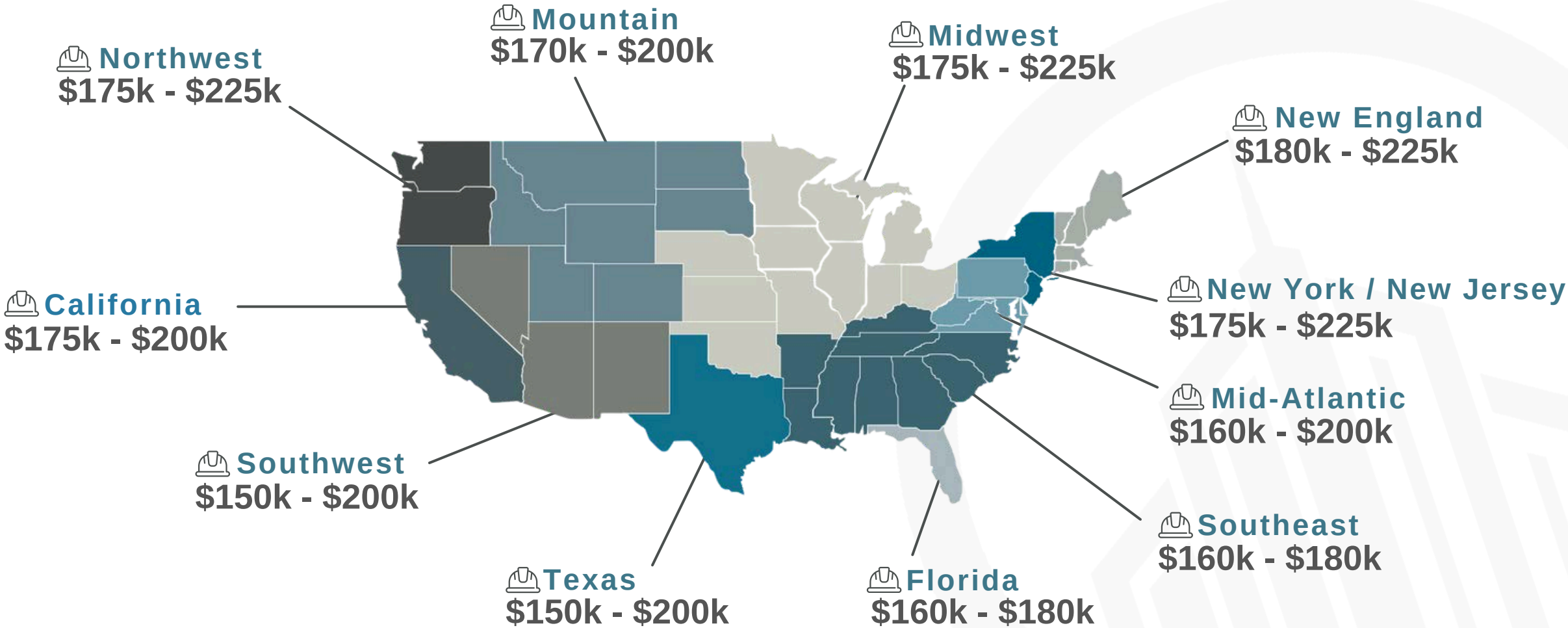
From Our Unique Perspective - SALARY RANGES





Director of Field Operations

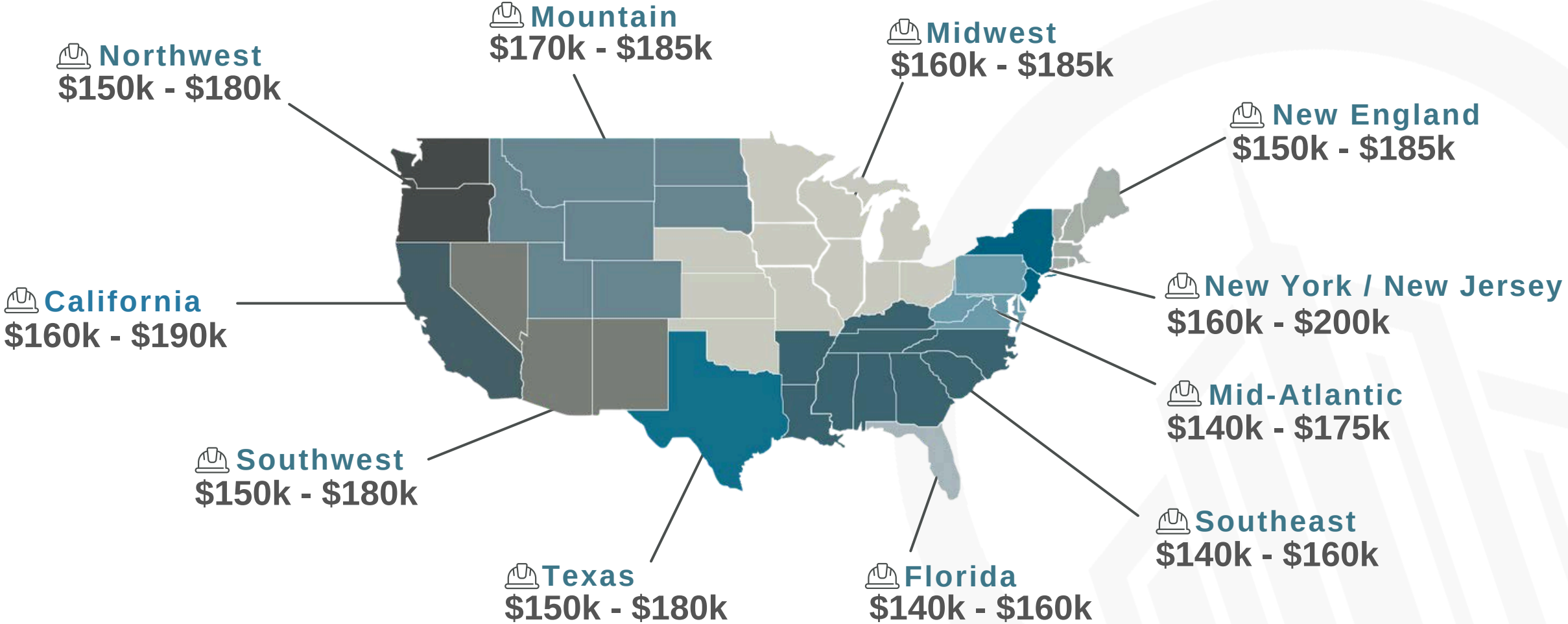
From Our Unique Perspective - SALARY RANGES





Senior Superintendent

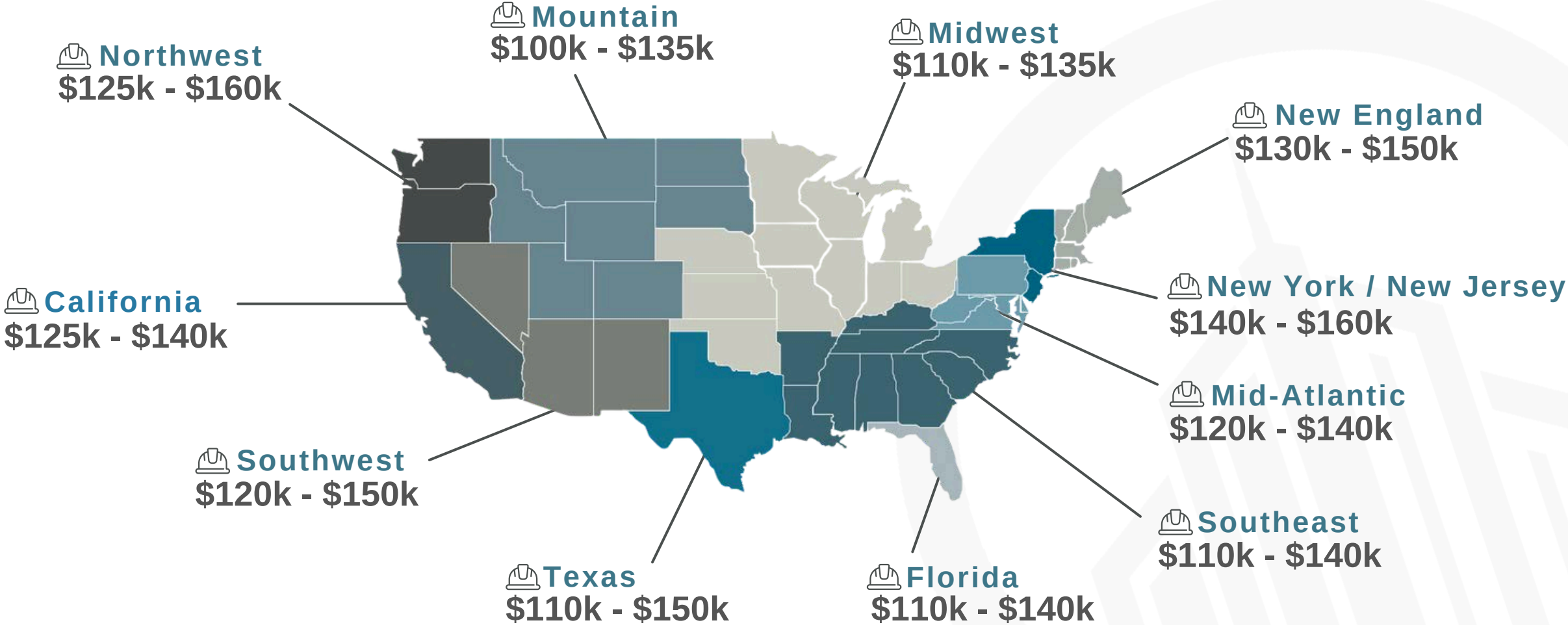
From Our Unique Perspective - SALARY RANGES (Nonunion)





Superintendent

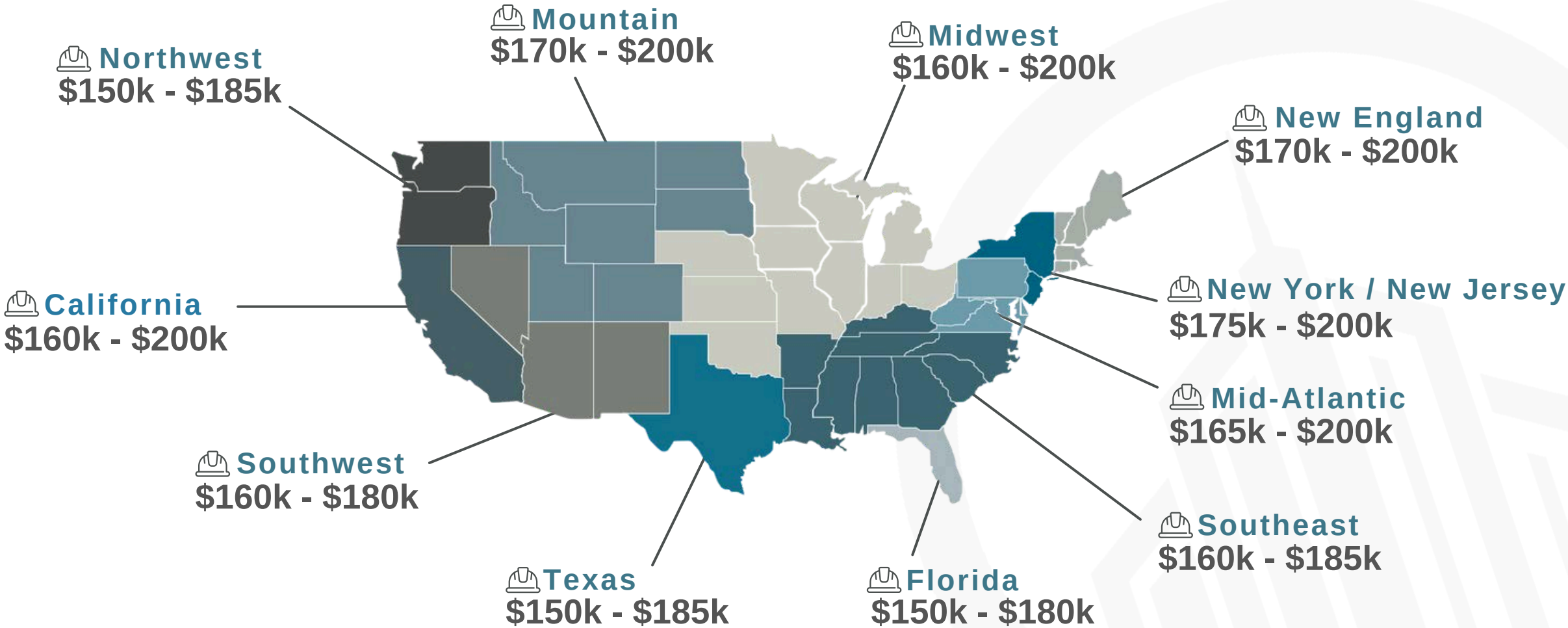
From Our Unique Perspective - **SALARY RANGES** (Nonunion)





Senior Project Manager

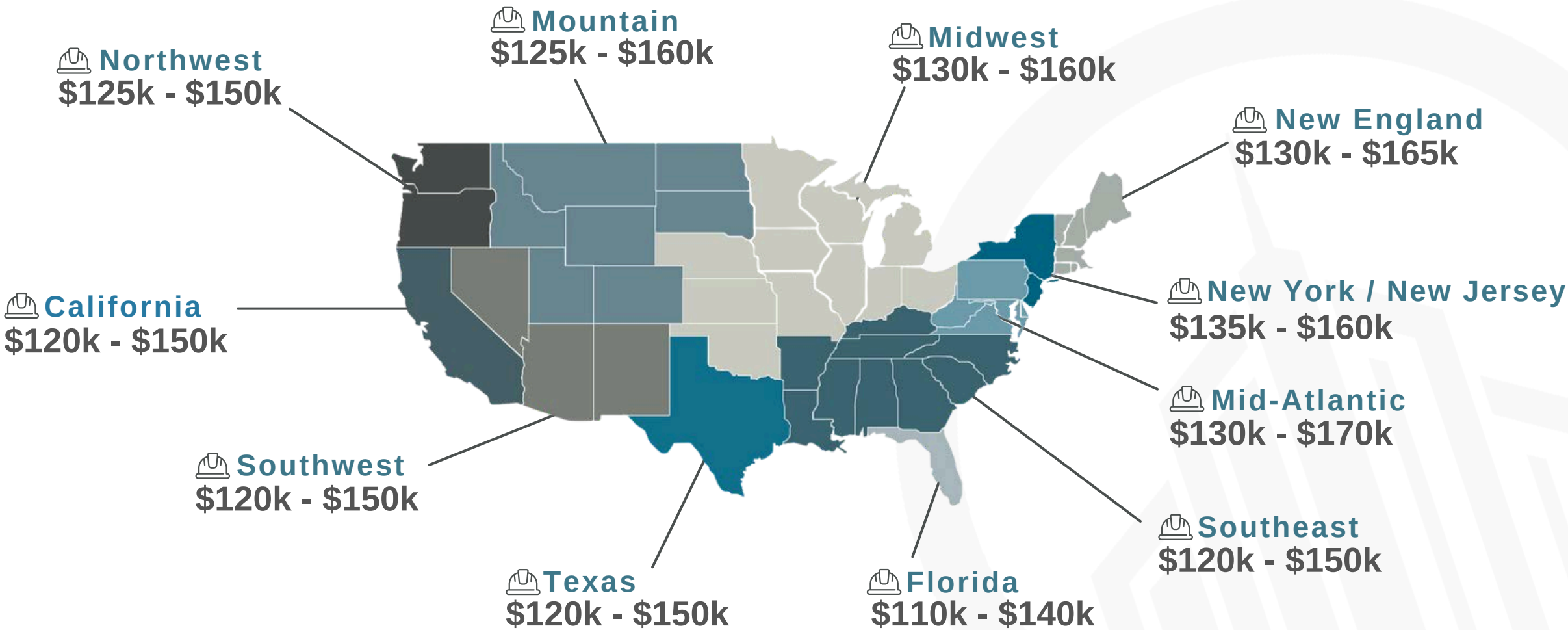
From Our Unique Perspective - SALARY RANGES





Project Manager

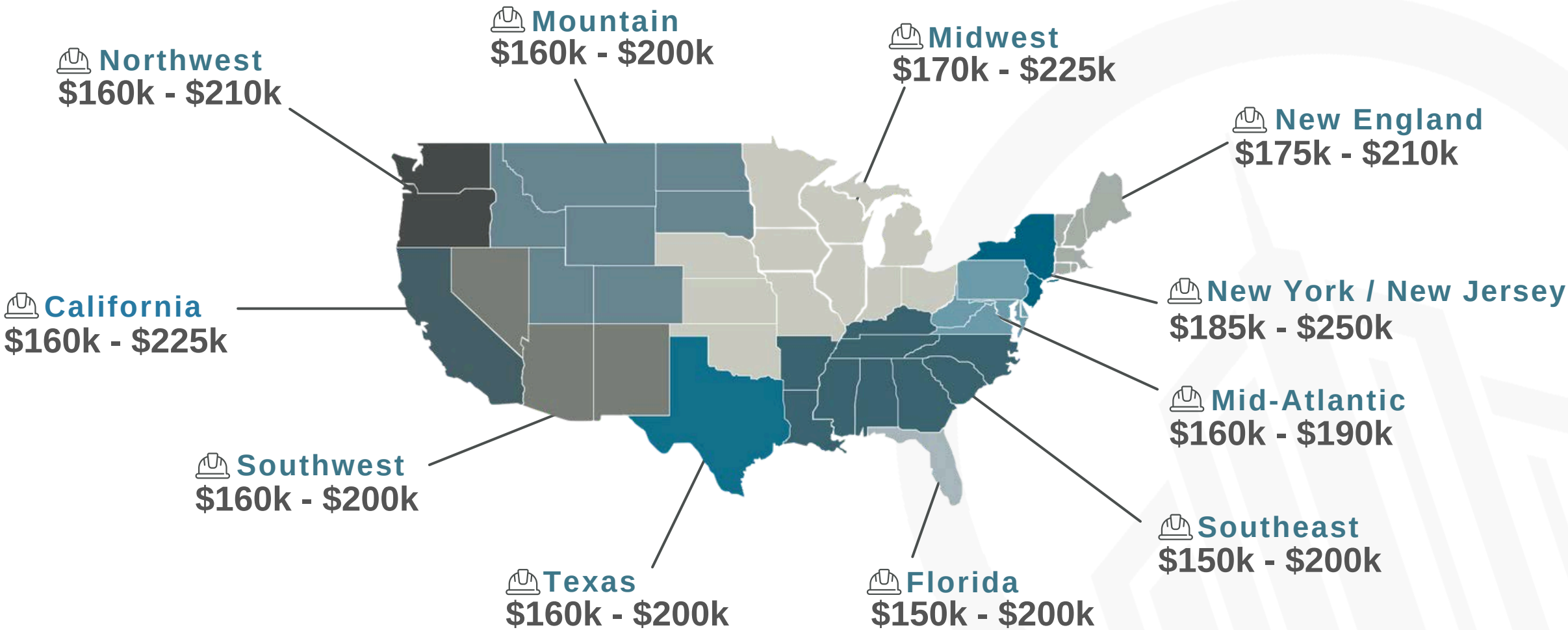
From Our Unique Perspective - SALARY RANGES





Chief Estimator/ Preconstruction Manager

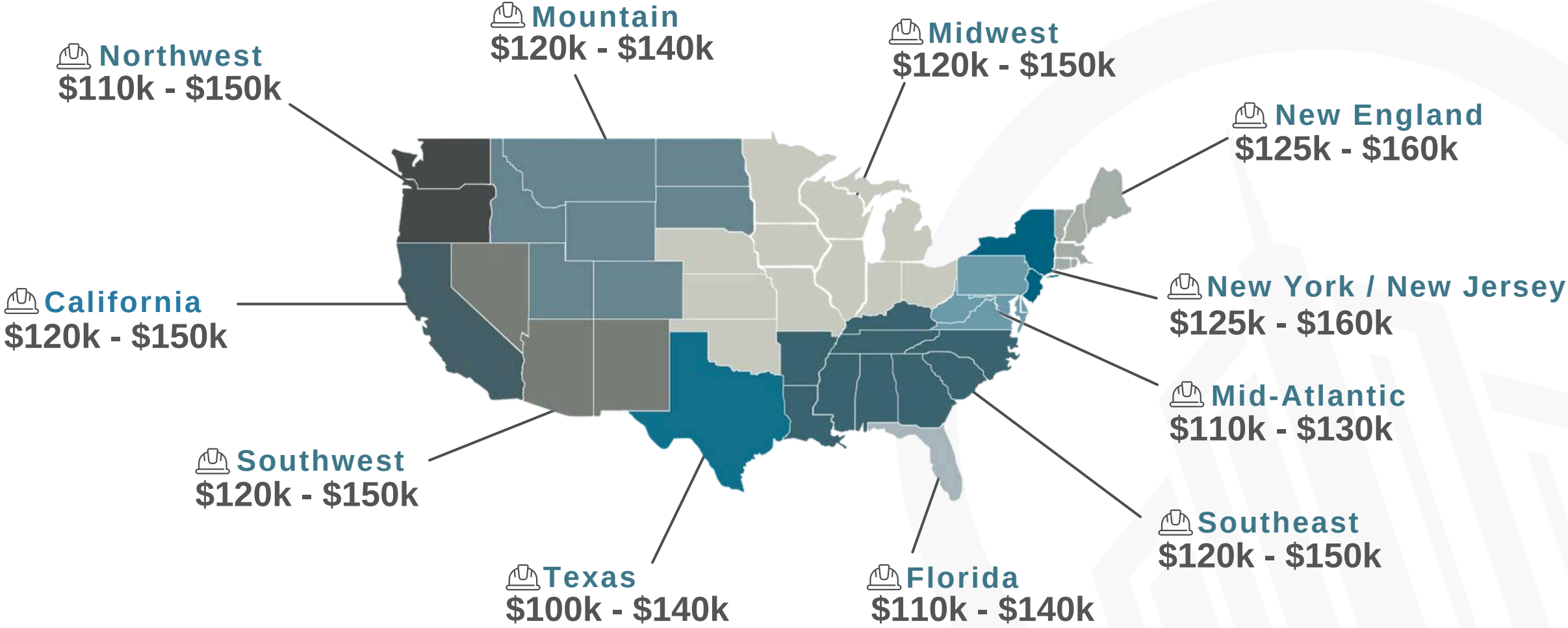
From Our Unique Perspective - SALARY RANGES





Estimator

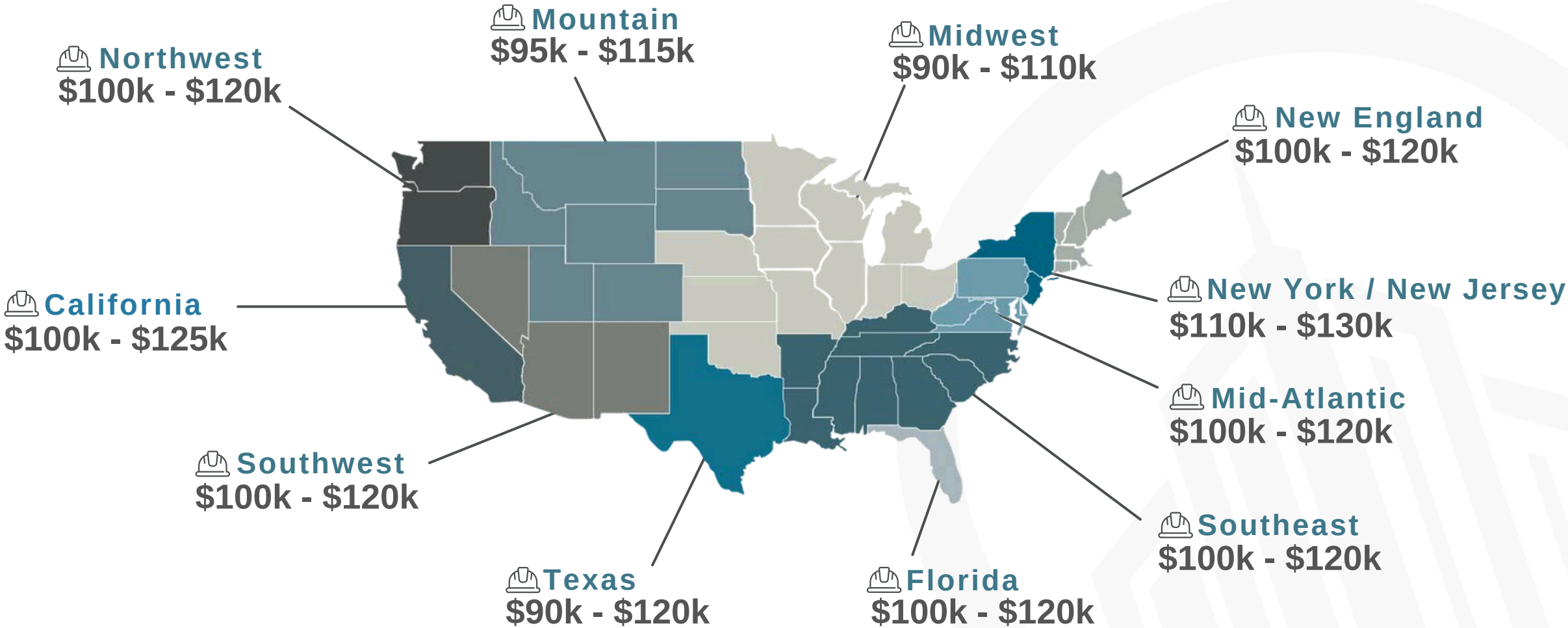
From Our Unique Perspective - SALARY RANGES





Project Engineer/ Assistant Project Manager

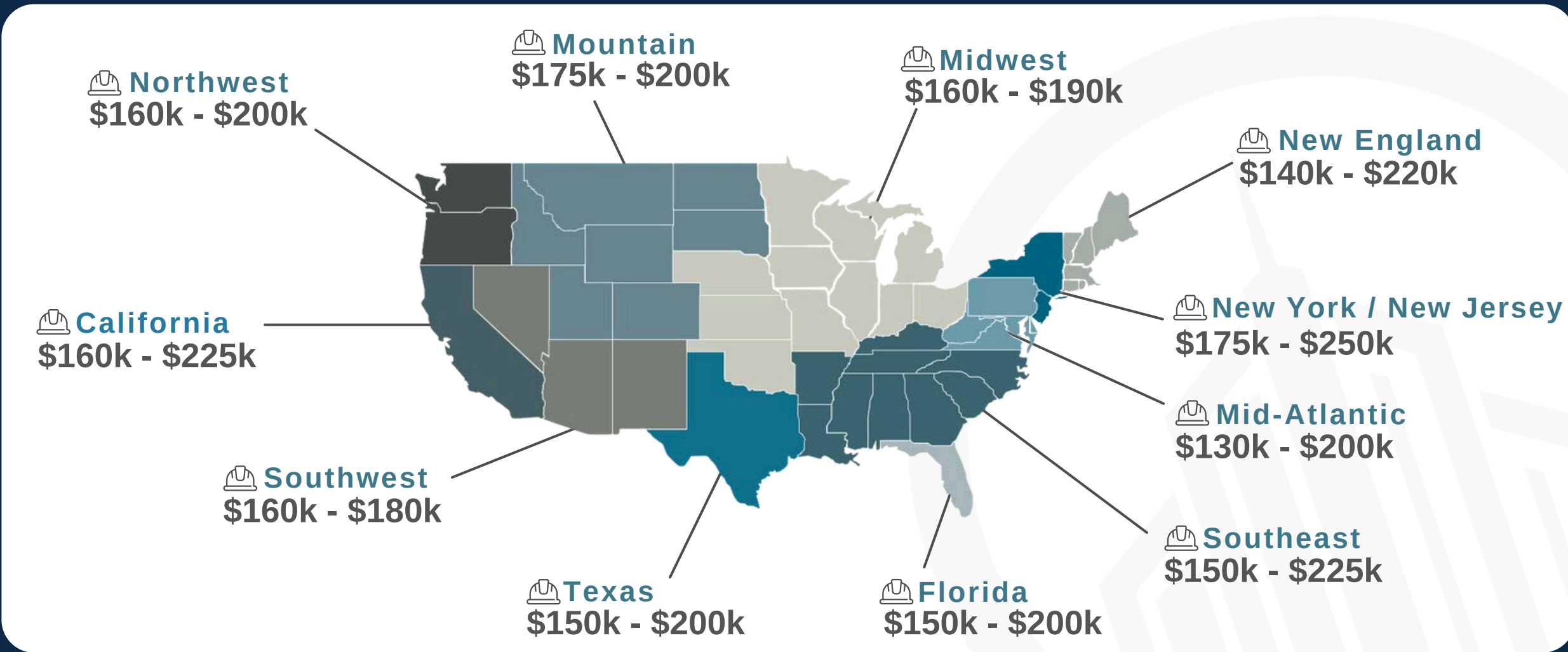
From Our Unique Perspective - SALARY RANGES





Business Development Director/ Manager

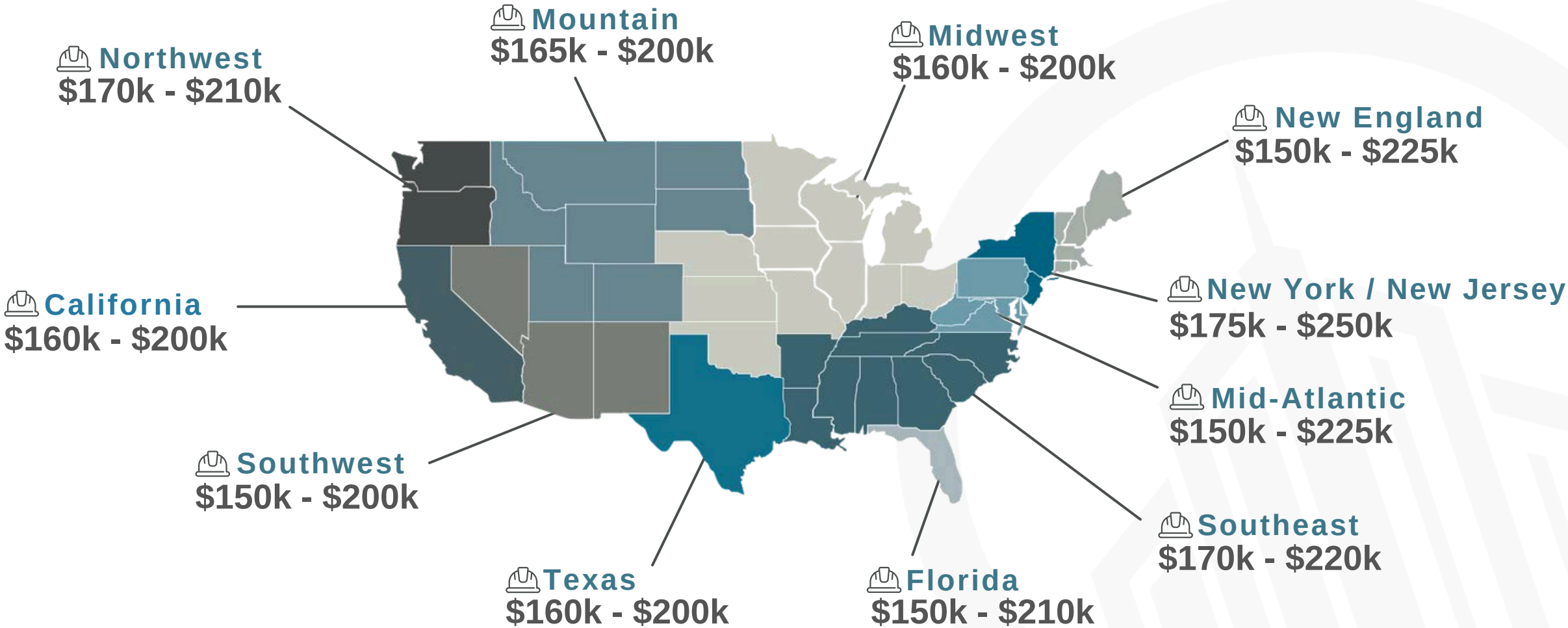
From Our Unique Perspective - SALARY RANGES





Safety Director

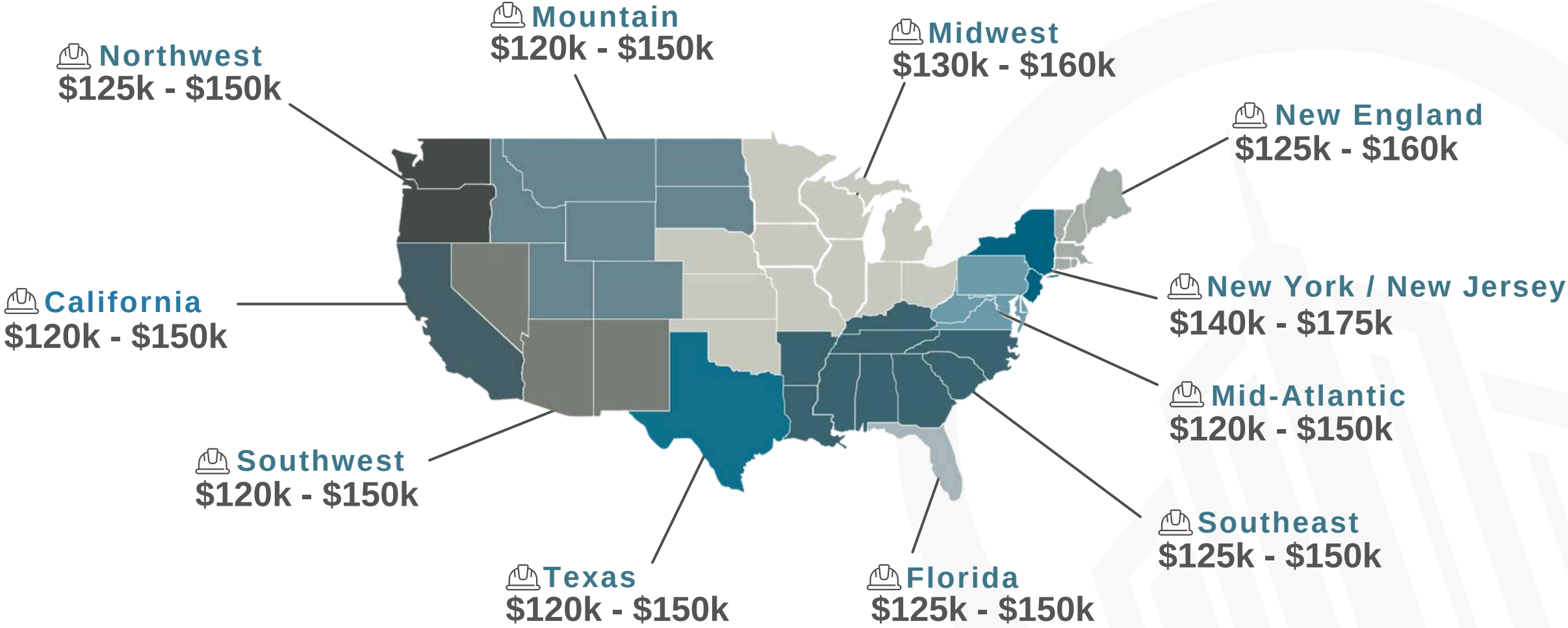
From Our Unique Perspective - SALARY RANGES





BIM/VDC Leader

From Our Unique Perspective - SALARY RANGES





Contact Us Today

✉ kimmel@kimmel.com

☎ 828.251.9900

🌐 kimmel.com

Mechanical & Electrical Contracting Division Leaders

