

2008 Salary Survey Report

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2008 Skilled Trades Salary Survey: Executive Summary

Based on data from over 2,000 respondents, the MEP Jobs Salary Survey represents the most comprehensive and detailed look at salaries and wages in the skilled trades sector, including HVAC, mechanical, electrical, plumbing, and facilities.

Overall, the average respondent earned \$52,000 – considerably above the BEA overall per capita income of \$38,611. However, the residential housing market crisis has produced movement of workers inside the sector, from residential to commercial projects. Despite the economic concerns, sixty percent of employers indicate that they will increase staffing during the coming twelve months.

Highlights

- Nationwide, the average salary for workers in the mechanical, engineering, and plumbing sectors is \$52,000
- Top paying metro area is Los Angeles with the average worker earning \$66,560
- General managers reported the highest overall salary at \$87,500

Overall Findings

The average respondent to the **MEP Jobs 2008 Salary Survey** reported earning \$52,000.

Salaries increased with experience from \$35,360 for entry level workers, to \$60,000 for those with more than eleven years of experience in their field.



In comparison, according to the Bureau of Economic Analysis (BEA), in 2007 the overall per capita personal income in the United States was \$38,611.

“Many companies are looking for employees to take the place of those retiring, but they want them to have the same skill set as someone who has been employed for 35 yrs.”
– Job seeker

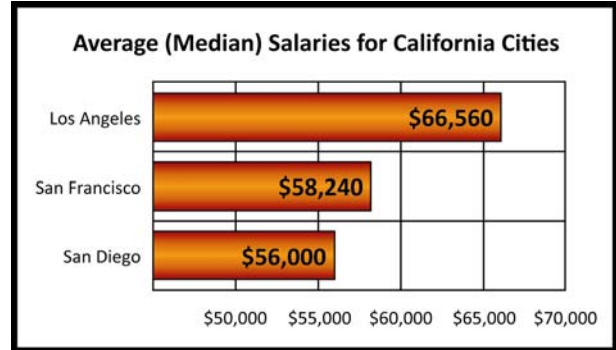
Average salaries may be above the national average in the mechanical, electrical, and plumbing sectors, but the economy remains a concern for both employees and employers. Specifically, the housing crisis, a slowdown of construction—especially in the residential sector, and gas prices were some of the common concerns reported in a June survey of employers on hiring trends conducted by MEP Jobs. Despite the concerns though, sixty percent are planning to increase staffing levels over the next year.

Job seekers also reported concerns about the economy. Specifically, that their pay increases were not matching the rising cost of living, and challenges moving from their current position to a higher paying one.

California

The average worker in California reported earning \$62,400, 20% higher than the national average.

Average salaries ranged from \$54,750 for workers with less than five years of experience to \$70,000 for those with more than eleven.



In the state, Los Angeles tops the pay scale with average workers earning \$66,560 followed by San Francisco (\$58,240) and San Diego (\$56,000).

"Fewer people are entering the job market with HVAC skills, and more leaving it or retiring." – Employer

Average California Salaries by Job Category

Electrical	\$66,560
Plumbing	\$62,400
HVAC	\$55,080
Facilities	\$55,000

HVAC service technician, with an average salary in California of \$47,840, refrigeration technician (\$70,000) and electrician (\$69,100) were the survey's three most common job titles in the state.

According to the recently released Manpower Employment Outlook Survey, for the coming quarter, Los Angeles employers in construction plan to reduce staffing, while those in manufacturing voiced mixed hiring intentions. In San Francisco, according to that same report, construction job prospects appear good and manufacturing employers voiced mixed hiring intentions.

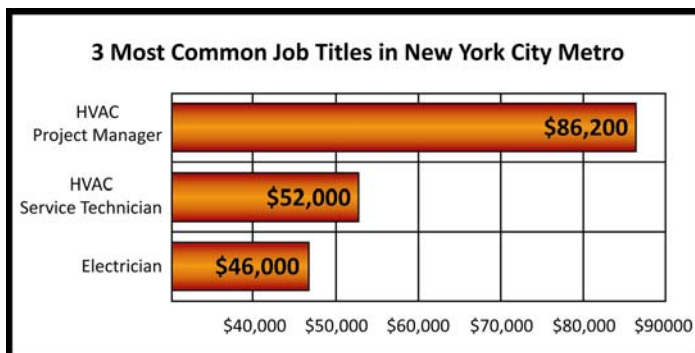
New York City Metro

The average worker in the New York City Metro area reported earning \$65,000 per year, 25% higher than the national average. Average salaries ranged from \$50,000 for workers with less than five years of experience to \$80,100 for those with more than eleven. Those numbers aren't quite as high as they seem, however, when you take into account New York City's cost of living, which is more than twice that of the national average.

Average New York City Metro Salaries by Job Category

HVAC	\$64,480
Plumbing	\$64,480
Electrical	\$50,000

*"Money is getting tighter but clients want energy efficient equipment."
– Employer*

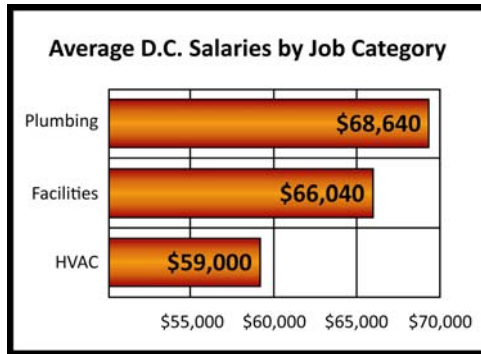


HVAC service technician (\$52,000), HVAC project manager (\$86,200), and electrician (\$46,000) were the most common three job titles in the metro.

Statewide, workers in New York averaged \$60,000, while New Jersey came in a bit lower at \$55,500.

Washington D.C. Metro

The average worker in the Washington D.C. metro reported earning \$62,400 per year, 20% higher than the national average. Average salaries ranged from \$ 53,750 for workers with less than five years of experience to \$68,640 for those with more than eleven.



Average D.C. Salaries by Job Category

Plumbing	\$68,640
Facilities	\$66,040
HVAC	\$59,000

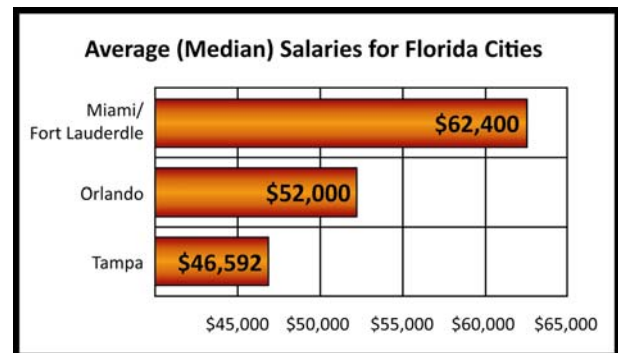
HVAC service technician (\$61,200) and HVAC installer (\$46,800) were the two most common job titles in the metro.

Florida

With average salaries of \$62,400 the Miami/Fort Lauderdale area has salaries 20% higher than the national average.

The rest of Florida doesn't fare as well, however, with overall salaries in the state averaging almost 8% lower than average at \$48,000. Average

salaries ranged from \$37,440 for workers with less than five years of experience to \$56,160 for those with more than eleven.



Add in hiring prospects that Manpower calls dismal and you have a recipe for wages to fall even further in the coming quarter. According to Manpower, almost half of the employers in Tampa and Orlando expect to reduce their payrolls, while employers in Miami expect to hire at a favorable pace.

“There is increasing requirement for licenses - especially 410A and 608 universal.” – Job seeker

Average Florida Salaries by Job Category

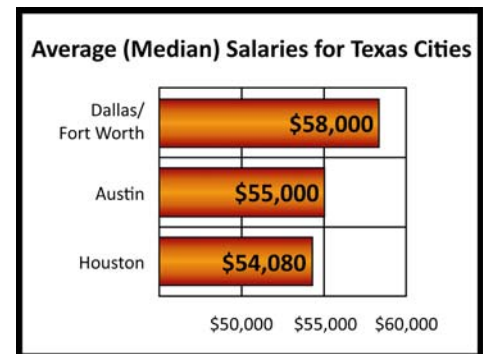
Facilities	\$59,000
HVAC	\$49,920
Electrical	\$39,520
Plumbing	\$37,960

HVAC service technician (\$45,760) and electrician (\$37,440) were the two most common job titles in the state.

Texas

The average worker in Texas reported earning \$55,000, 5.8% higher than the national average. Average salaries ranged from \$41,600 for workers with less than five years of experience to \$60,320 for those with more than eleven.

Salaries ranged from \$54,080 in Houston to \$58,000 in the Dallas/Fort Worth area. But despite salaries slightly lower than other large metros, the below average cost of living and a strong housing market make Texas cities a bright spot in a shaky economy.



According to the Manpower Employment Outlook Survey, only 2% of employers in Dallas and 3% in Houston plan to reduce payroll in the upcoming quarter. In both cities, job prospects look good in the construction and manufacturing sectors. In Austin, hiring intentions for manufacturing were mixed and hiring in construction was expected to remain unchanged.

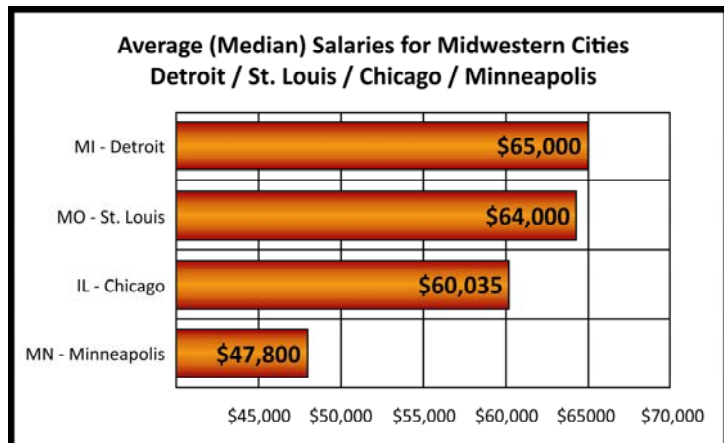
Average Texas Salaries by Job Category

Electrical	\$73,000
Facilities	\$49,712
HVAC	\$49,275
Plumbing	\$41,800

HVAC service technician (\$41,600), and service manager (\$70,000) were the survey's two most common job titles in the state.

Midwestern Cities: Detroit / St. Louis / Chicago / Minneapolis

The average Illinois worker reported earning \$54,600, 5% higher than the national average. Workers in the city of Chicago fared even better with average salaries of \$60,035.



The average worker in Michigan reported earning \$55,000, 6% higher than the national average. Workers in Detroit are also doing well for themselves in the area of salary, earning averages of \$65,000.

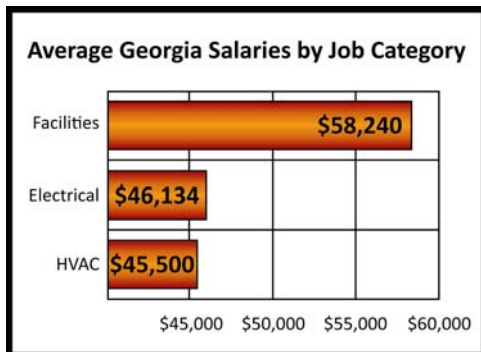
Minnesota salaries came in on the low end. The average worker in Minnesota reported a salary of \$48,400 with average salaries in Minneapolis slightly lower at \$47,800.

Georgia

The average worker in Georgia reported earning just under the national average, with salaries of \$50,000. Average salaries ranged from \$31,850 for workers with less than five years of experience to \$60,000 for those with more than eleven.

*“Service is still good.
Construction is slow.”
- Employer*

Atlanta was one of the few cities where the average salary was lower in the metro area than statewide. The average worker in Atlanta reported earning just \$47,000, 6% less than the average salary for the state.



Average Georgia Salaries by Job Category

Facilities	\$58,240
Electrical	\$46,134
HVAC	\$45,500

HVAC service technician (\$48,360) and electricians (\$41,860) were the survey's two most common job title.

Job Titles and Sectors

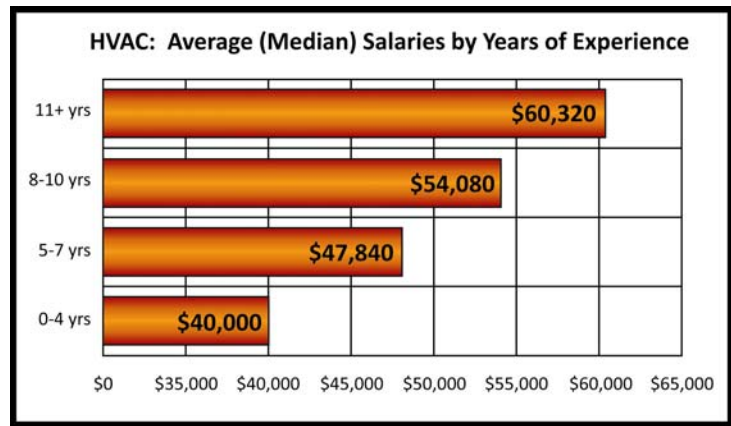
Not surprisingly, engineering, managing people, and managing projects were the duties that brought in the top salaries in the survey. For positions that spanned all job categories (HVAC, electrical, plumbing, and facilities), general managers had the highest salaries with average salaries of \$87,500.

Top Job Titles Across All Sectors

General Manager	\$87,500
Sales Engineer	\$85,000
Operations Manager	\$75,000
Service Manager	\$72,000
Branch Manager	\$72,000
Engineer	\$68,500
Project Manager	\$65,000

Sector Focus: HVAC

The average HVAC worker reported earning \$52,000 with salaries ranging from \$40,000 for workers with less than five years of experience to \$60,320 for those with more than eleven.



Mechanical Engineers (\$72,000), project managers (\$65,750) and construction superintendents (\$65,000) were titles at the top of the pay scale.

HVAC Technician jobs, the most plentiful job title on the MEP site, have more than doubled since January of this year. HVAC technicians reported average salaries of \$47,840.

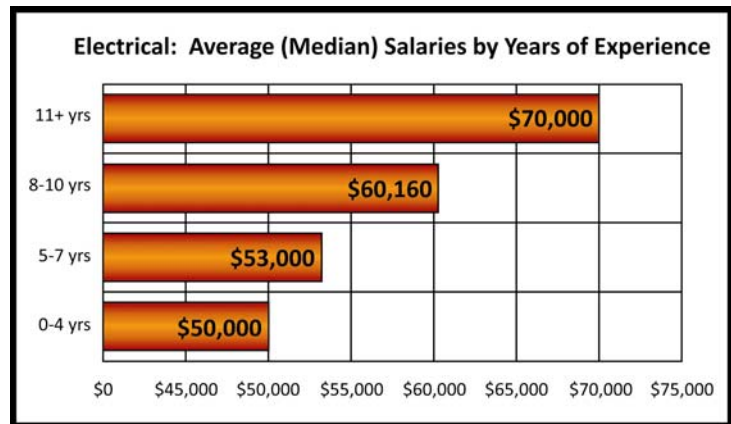
Job Titles in HVAC

Mechanical Engineer	\$72,000
HVAC Project Manager	\$65,750
HVAC Construction Superintendent	\$65,000
Chillers Technician	\$65,000
Instructor-HVACR	\$61,200
Refrigeration Technician	\$60,000
HVAC Estimator	\$58,240
Boiler Technician	\$50,000
HVAC Service Technician	\$47,840
Sheet Metal	\$43,680
HVAC Installer	\$37,000

Sector Focus: Electrical

The average electrical worker reported earning \$62,400 with salaries ranging from \$50,000 for workers with less than five years of experience to \$70,000 for those with more than eleven.

Electrical construction superintendents (\$66,560), project managers (\$65,780) and estimators (\$65,780) were titles at the top of the pay scale.

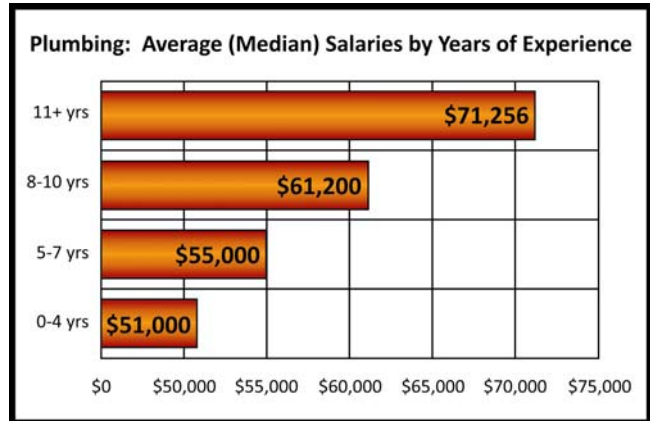


Job Titles In Electrical

Electrical Construction Superintendent	\$66,560
Electrical Project Manager	\$65,780
Electrical Estimator	\$65,780
Electrical Engineer	\$65,000
Electrician	\$50,657
Electrical Service Technician	\$45,047

Sector Focus: Plumbing

The average worker in plumbing reported earning \$64,800 with salaries ranging from \$51,000 for workers with less than five years of experience to \$71,256 for those with more than eleven. Project managers (\$73,400), estimators (\$70,000) and construction superintendents (\$63,280) were titles at the top of the pay scale.

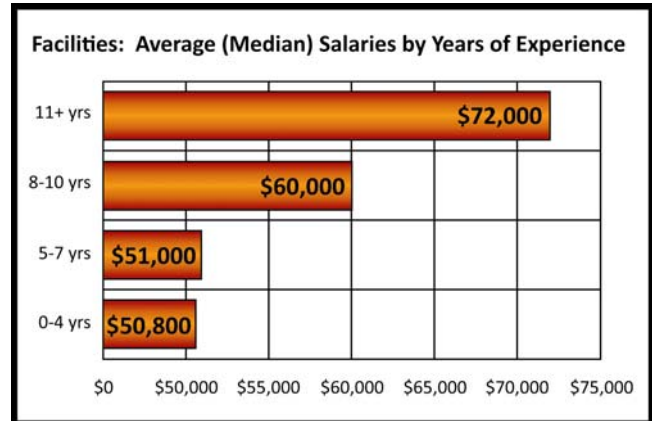


Job Titles in Plumbing

Plumber	\$48,000
Pipefitter	\$49,540
Plumbing Service Technician	\$58,240
Plumbing Construction Superintendent	\$63,280
Plumbing Estimator	\$70,000
Plumbing Project Manager	\$73,400

Sector Focus: Facilities

The average worker in facilities reported earning \$63,000 with salaries ranging from \$50,800 for workers with less than five years of experience to \$72,000 for those with more than eleven. Facilities managers (\$70,000) are the highest paid workers in this sector.



Job Titles in Facilities

Facility Manager	\$70,000
Controls Technician	\$57,000
Facility Maintenance Technician	\$47,840
Building Engineer Technician	\$47,440

Source Data:

Information for the MEP Jobs Salary Survey Report was collected from over 2,000 mepjobs.com visitors between May and June of 2008. All averages were calculated using the median reported salary for each category.

Additional Sources:

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