AMUNDSON GROUP | ELECTRICAL

2026 EDITION

ELECTRICAL SALARY GUIDE.

What electrical contractors pay the project managers, superintendents, foremen, estimators and engineers who run the work.

Built from U.S. Bureau of Labor Statistics wage data, May 2025. Every figure names its source.

WELCOME

EVERY NUMBER HERE HAS A NAMED SOURCE.

Before you dig in

This guide answers one question for electrical contractors: what do the leaders who run the work get paid?

Every pay figure comes from the U.S. Bureau of Labor Statistics, Occupational Employment and Wage Statistics: the wages employers report, published for May 2025 on May 15, 2026. National figures are for electrical contractors only (BLS industry code 238210).

It covers the electrical leaders we recruit for: project managers, superintendents, general foremen, foremen, estimators and engineers, with state and metro pay for Texas, Florida, Georgia and North Carolina.

Page 12 shows who is hiring and why electrical crews are so hard to staff. Page 13 gives the federal per diem for every market, because travel offers need it on top.

THREE RULES KEEP IT HONEST

1. **Named public data only.** Every pay figure comes from the U.S. Bureau of Labor Statistics, and its source is printed under each table.
2. **Medians, not averages.** The middle wage in each line. One big salary cannot move it.
3. **No invented splits.** BLS has no line called electrical superintendent. Where a title has no line of its own, we say which BLS line sits behind it.

Data: U.S. Bureau of Labor Statistics, Occupational Employment and Wage Statistics (OEWS), May 2025 estimates, released May 15, 2026. National figures for electrical contractors and other wiring installation contractors (NAICS 238210); state and metro figures for all industries.



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SECTION 01

2026 AT A GLANCE.

Four numbers that matter this year

$114,450

Median for construction managers at electrical contractors, the BLS line behind electrical project managers. The top quarter earns $144,780 or more.

$93,500

Median for first-line supervisors at electrical contractors, the line behind general foremen and foremen: 17% above the all-industry median of $79,920.

18% MORE

Estimators at electrical contractors against the all-industry median: $92,900 against $78,740. The biggest premium of the four BLS lines.

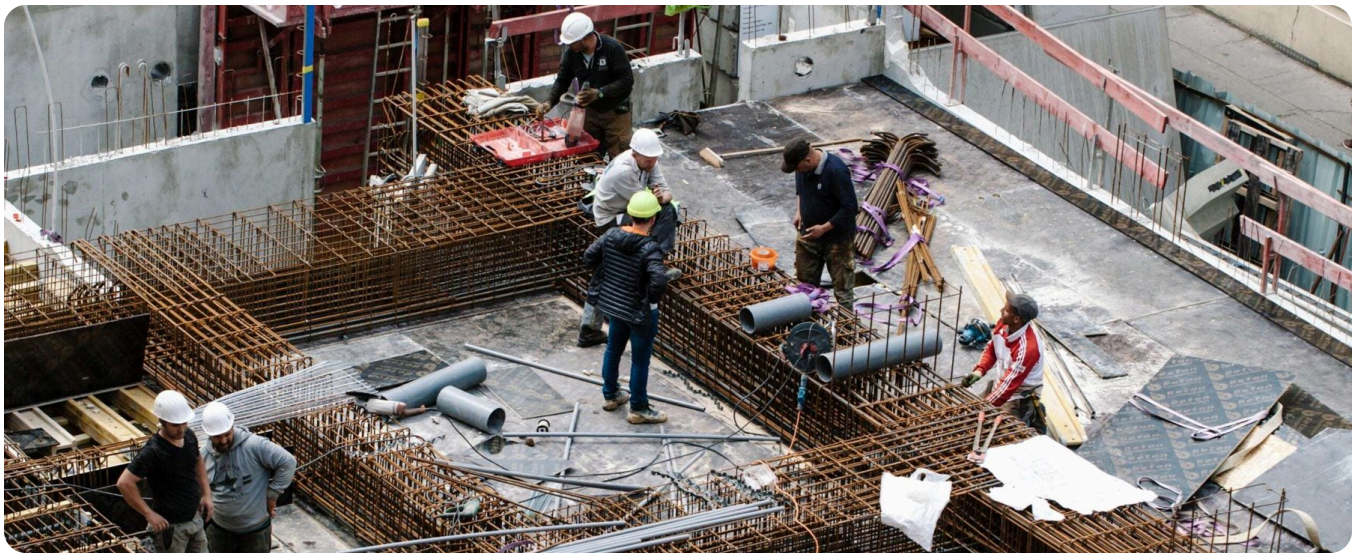
$140,980

What the top tenth of first-line supervisors at electrical contractors earn, or more: $47,480 above the median.

Per diem comes on top: BLS pay leaves it out. The federal rate runs $181 to $336 a day in the markets in this guide (GSA, fiscal 2027).

Electrical engineers earn less at electrical contractors: $98,550 against $120,630 across all industries.

Source: U.S. Bureau of Labor Statistics, Occupational Employment and Wage Statistics (OEWS), May 2025, released May 15, 2026. Electrical contractors: NAICS 238210, national.



SECTION 02

HOW TO READ THIS GUIDE.

The tables are simple. Here is what each column means.

Median annual wage

The middle wage in a BLS line: half of the people in it earn more and half earn less.

Middle half

The 25th to 75th percentile, where the middle half of wages fall. Use it as the realistic band for an offer.

The BLS line

The federal occupation behind each electrical title, with its code. BLS does not use titles like electrical superintendent, so each title is mapped to the closest line.

Electrical contractors

BLS industry 238210, electrical contractors and other wiring installation contractors. BLS publishes it for the nation only, so state and metro figures cover all industries.

What pay counts

Base pay plus production and incentive pay. Overtime, shift differentials, year-end and other non-production bonuses, profit sharing, per diem and perks are left out.

How often it updates

BLS publishes these estimates once a year. The May 2025 estimates came out on May 15, 2026.

Quoting it

Quote any figure with its source: U.S. Bureau of Labor Statistics, Occupational Employment and Wage Statistics, May 2025.

READING A BAR

First-line supervisors at electrical contractors, the line behind general foremen and foremen. The dark band is the middle half; the light band runs from the 10th to the 90th percentile.



Source: U.S. Bureau of Labor Statistics, Occupational Employment and Wage Statistics (OEWS), May 2025, released May 15, 2026.

SECTION 03

NATIONAL PAY BY ROLE.

Annual wages at electrical contractors (NAICS 238210), May 2025

Electrical Project Manager
$114,450 median
Construction managers 11-9021

Electrical Superintendent
$93,500 to $114,450 median
No superintendent line: titles sit under first-line supervisors 47-1011 or construction managers 11-9021

General Foreman and Foreman
$93,500 median
First-line supervisors 47-1011

Electrical Estimator
$92,900 median
Cost estimators 13-1051

Electrical Engineer
$98,550 median
Electrical engineers 17-2071



Source: U.S. Bureau of Labor Statistics, Occupational Employment and Wage Statistics (OEWS), May 2025, released May 15, 2026. BLS does not publish the 10th and 90th percentiles for electrical engineers at electrical contractors.



SECTION 03 CONTINUED

THE FULL TABLE.

BLS line and the titles behind it	Jobs at electrical contractors	10th pct	25th pct	Median	75th pct	90th pct
Electrical project managers; some superintendents Construction managers (11-9021)	21,840	$73,110	$91,490	**$114,450**	$144,780	$186,150
General foremen and foremen; some superintendents First-line supervisors (47-1011)	79,660	$61,980	$76,550	**$93,500**	$118,230	$140,980
Electrical estimators Cost estimators (13-1051)	14,730	$58,970	$74,390	**$92,900**	$110,610	$134,110
Electrical engineers Electrical engineers (17-2071)	7,260	n/a	$79,820	**$98,550**	$124,120	n/a

Source: U.S. Bureau of Labor Statistics, Occupational Employment and Wage Statistics (OEWS), May 2025, released May 15, 2026. Annual wages at electrical contractors and other wiring installation contractors (NAICS 238210). "Jobs" is BLS's estimate of how many people hold that occupation at electrical contractors nationwide. n/a: not published by BLS.

Where superintendents sit. BLS has no superintendent line. Superintendent titles show up under first-line supervisors ($93,500 median at electrical contractors) and under construction managers ($114,450), depending on the job.

The biggest group. First-line supervisors are the largest leadership line at electrical contractors: about 79,660 jobs, against 21,840 construction managers and 14,730 cost estimators.



SECTION 04

BY INDUSTRY.

Same BLS line, two industries: median annual wage, May 2025

Electrical contractors pay some leaders well above the general market and some below it. Read the line that matches your seat.

Construction managers

about the same

Electrical contractors	**$114,450**
All industries	$114,990

First-line supervisors

17% higher at electrical contractors

Electrical contractors	**$93,500**
All industries	$79,920

Cost estimators

18% higher at electrical contractors

Electrical contractors	**$92,900**
All industries	$78,740

Electrical engineers

18% lower at electrical contractors

Electrical contractors	**$98,550**
All industries	$120,630

17% and 18% more

Field supervisors and estimators earn more at electrical contractors than the all-industry median. Price those offers to the electrical market.

18% less

Electrical engineers earn less at electrical contractors than across all industries. Other employers pay more for the same line, so expect competition when you hire one.

Source: U.S. Bureau of Labor Statistics, Occupational Employment and Wage Statistics (OEWS), May 2025, released May 15, 2026. Electrical contractors: NAICS 238210, national. All industries: national, every employer.



SECTION 05

STATE AND METRO PAY.

Median annual wage, all industries, May 2025

All industries. BLS does not publish electrical contractor pay by state or metro, so these lines cover every employer in the market. Nationally, electrical contractors paid first-line supervisors 17% and cost estimators 18% above the all-industry median. Superintendent titles sit under either the project manager or the foreman line.

TEXAS

Market	Project manager construction managers	Foreman first-line supervisors	Estimator cost estimators
Texas (statewide)	**$101,470**	**$74,520**	**$76,980**
Houston Houston-Pasadena-The Woodlands, TX	$103,530	$76,020	$78,200
Dallas / Fort Worth Dallas-Fort Worth-Arlington, TX	$103,550	$76,230	$79,290
Austin Austin-Round Rock-San Marcos, TX	$102,980	$77,800	$78,650
San Antonio San Antonio-New Braunfels, TX	$98,450	$73,520	$74,830

FLORIDA

Market	Project manager construction managers	Foreman first-line supervisors	Estimator cost estimators
Florida (statewide)	**$113,130**	**$75,790**	**$74,990**
Tampa Tampa-St. Petersburg-Clearwater, FL	$120,800	$74,980	$78,740
Orlando Orlando-Kissimmee-Sanford, FL	$108,010	$75,910	$76,390
Miami Miami-Fort Lauderdale-West Palm Beach, FL	$126,110	$77,530	$76,040
Jacksonville Jacksonville, FL	$107,200	$77,760	$69,090

Source: U.S. Bureau of Labor Statistics, Occupational Employment and Wage Statistics (OEWS), May 2025, released May 15, 2026. Metro names are BLS metropolitan areas.

SECTION 05 CONTINUED

MORE MARKETS.

GEORGIA

Market	Project manager construction managers	Foreman first-line supervisors	Estimator cost estimators
Georgia (statewide)	**$110,810**	**$78,430**	**$76,800**
Atlanta Atlanta-Sandy Springs-Roswell, GA	$119,590	$80,500	$82,870
Savannah Savannah, GA	$113,450	$78,590	$68,120

NORTH CAROLINA

Market	Project manager construction managers	Foreman first-line supervisors	Estimator cost estimators
North Carolina (statewide)	**$106,640**	**$75,270**	**$74,730**
Charlotte Charlotte-Concord-Gastonia, NC-SC	$107,200	$77,300	$77,990
Raleigh Raleigh-Cary, NC	$119,700	$77,690	$79,230
Durham / Chapel Hill Durham-Chapel Hill, NC	$119,980	$75,430	$80,800

National reference	Project manager	Foreman	Estimator
United States, all industries	$114,990	$79,920	$78,740
United States, electrical contractors	**$114,450**	**$93,500**	**$92,900**

Source: U.S. Bureau of Labor Statistics, Occupational Employment and Wage Statistics (OEWS), May 2025, released May 15, 2026. Charlotte is the Charlotte-Concord-Gastonia, NC-SC metro area.

SECTION 06

ROLE BY ROLE.

What each role does at an electrical contractor, and the BLS line behind it

ELECTRICAL PROJECT MANAGER

Runs the electrical contract from award to closeout: budget, schedule, change orders, procurement and the customer.

$114,450

Median at electrical contractors. Middle half $91,490 to $144,780. Top tenth $186,150 or more.

BLS line: Construction managers (11-9021)

ELECTRICAL SUPERINTENDENT

Runs the electrical field operation: the labor plan, foremen, sequencing with the other trades, inspections and safety on site.

$93,500 to $114,450

No superintendent line at BLS. Superintendent titles sit under first-line supervisors ($93,500 median) or construction managers ($114,450 median) at electrical contractors, depending on the job.

BLS line: First-line supervisors (47-1011) or construction managers (11-9021)

ELECTRICAL GENERAL FOREMAN AND FOREMAN

Leads crews on one area or system: daily production, material, quality and safety.

$93,500

Median at electrical contractors. Middle half $76,550 to $118,230. Top tenth $140,980 or more.

BLS line: First-line supervisors of construction trades and extraction workers (47-1011)

ELECTRICAL ESTIMATOR

Prices the electrical scope before it is won: takeoffs, labor units, gear and material quotes, and the risk in the bid.

$92,900

Median at electrical contractors. Middle half $74,390 to $110,610. Top tenth $134,110 or more.

BLS line: Cost estimators (13-1051)

ELECTRICAL ENGINEER

Handles the engineering side of the electrical scope: design checks, submittals, coordination and technical questions from the field.

$98,550

Median at electrical contractors. Middle half $79,820 to $124,120.

BLS line: Electrical engineers (17-2071)

WHY THE MAPPING MATTERS

Pricing a foreman off the all-industry median misses the electrical market by $13,580. Putting a superintendent in the wrong BLS line moves the median by $20,950. Match the seat to its line, then to its industry.

Source: U.S. Bureau of Labor Statistics, Occupational Employment and Wage Statistics (OEWS), May 2025, released May 15, 2026. Electrical contractors (NAICS 238210), national.

SECTION 07

THE JOURNEYMAN GAP.

Nearly 9 in 10 contractors surveyed have craft openings.

Contractors are hiring, and electricians top the list of hard-to-fill crafts. Electrician jobs are projected to grow 9% by 2035, much faster than the average for all occupations.

87%.

of construction firms surveyed have openings for hourly craft workers, and 82% have openings for salaried positions.

Source: AGC and NCCER, 2026 Workforce Survey

73%.

of contractors surveyed expect to add employees in the next 12 months.

Source: AGC and NCCER, 2026 Workforce Survey

81%.

of surveyed construction firms with electrician openings have trouble filling them. Electricians top the list of hard-to-fill crafts.

Source: AGC and NCCER, 2026 Workforce Survey

83%.

of the leading electrical contractors in EC&M's 2026 Top 50 survey say labor shortages are an issue, up nine points on the year before.

Source: EC&M, 2026 Top 50 Electrical Contractors report

72,700.

electrician job openings are projected each year, on average, from 2025 to 2035.

Source: BLS Occupational Outlook Handbook, 2025 to 2035 projections

9%.

projected growth in electrician jobs from 2025 to 2035, much faster than the average for all occupations.

Source: BLS Occupational Outlook Handbook, 2025 to 2035 projections

349,000.

net new construction workers needed in 2026 by ABC's estimate, and 456,000 new workers in 2027.

Source: ABC, January 2026

49%.

of surveyed firms reporting on the workforce effects of data center projects see increased wage pressure.

Source: AGC and NCCER, 2026 Workforce Survey

50%.

of contractors surveyed say available candidates are not qualified: they lack needed skills, certificates or licenses.

Source: AGC and NCCER, 2026 Workforce Survey

74%.

of contractors surveyed report significant project delays from at least one cause; only 26% report none. 42% say worker shortages delayed projects.

Source: AGC and NCCER, 2026 Workforce Survey

Full source details are on the back cover.

SECTION 08

PER DIEM.

The part of a travel offer the BLS figures leave out

FEDERAL PER DIEM, FISCAL 2027

$181 A DAY.

$113 lodging plus $68 meals and incidentals in most of the country, about $1,267 over a full week on site. Big metros run higher.

$181 to $336

A day across the 13 metros in this guide. Travel offers need per diem on top of the wage: BLS leaves meal and lodging payments out.

Market	Lodging per night	Meals and incidentals	Per day	Per week (7 full days)
Houston, TX GSA area: Houston (Montgomery / Fort Bend / Harris)	$133	$80	**$213**	$1,491
Dallas / Fort Worth, TX GSA area: Dallas (Dallas) and Arlington / Fort Worth / Grapevine (Tarrant County / City of Grapevine)	$184 to $192	$80	**$264 to $272**	$1,848 to $1,904
Austin, TX GSA area: Austin (Travis)	$184	$80	**$264**	$1,848
San Antonio, TX GSA area: San Antonio (Bexar)	$149	$74	**$223**	$1,561
Tampa, FL GSA area: Tampa / St. Petersburg (Pinellas / Hillsborough)	$155 to $212	$80	**$235 to $292**	$1,645 to $2,044
Orlando, FL GSA area: Orlando (Orange)	$145 to $178	$80	**$225 to $258**	$1,575 to $1,806
Miami, FL GSA area: Miami (Miami-Dade)	$151 to $244	$92	**$243 to $336**	$1,701 to $2,352
Jacksonville, FL GSA area: standard rate (county not listed)	$113	$68	**$181**	$1,267
Atlanta, GA GSA area: Atlanta (Fulton / Dekalb)	$188 to $207	$86	**$274 to $293**	$1,918 to $2,051
Savannah, GA GSA area: Savannah (Chatham)	$153 to $186	$80	**$233 to $266**	$1,631 to $1,862
Charlotte, NC GSA area: Charlotte (Mecklenburg)	$143	$80	**$223**	$1,561
Raleigh, NC GSA area: Raleigh (Wake)	$142	$74	**$216**	$1,512
Durham / Chapel Hill, NC GSA area: Durham (Durham) and Chapel Hill (Orange)	$124 to $153	$74 to $80	**$198 to $233**	$1,386 to $1,631

U.S. General Services Administration, FY 2027 per diem rates, effective October 1, 2026 (FTR Bulletin 27-01, August 18, 2026). Federal rates are the most a federal traveler is reimbursed per day. Private employers set their own per diem; the federal rate is a fair yardstick. Ranges are seasonal hotel rates; Dallas / Fort Worth covers both GSA areas. Federal travelers get a smaller meals and incidentals amount on the first and last travel day. Jacksonville uses the standard rate (Duval County is not listed).

SECTION 09

BEYOND THE MEDIAN.

What BLS pay counts, and what else sits in an offer

IN THE BLS FIGURES

- Base pay
- Incentive pay and production bonuses
- Commissions
- Cost of living allowances
- Guaranteed pay
- Hazard pay
- Longevity pay
- Piece rates and tips

LEFT OUT OF THE BLS FIGURES

- Overtime pay
- Shift differentials, holiday and weekend premium pay
- On-call pay
- Year-end, holiday and other non-production bonuses
- Profit sharing
- Meal and lodging payments (per diem)
- Tool and uniform allowances
- Perquisites (perks)

Electrical offers often carry more than the wage line.

1. **Truck or vehicle allowance.** Common for field leaders who move between sites.
2. **Per diem.** Paid on travel work, when the job is away from home. Federal rates for every market are on page 13.
3. **Bonus.** Often tied to project results or the company's year.
4. **Benefits.** Health cover, a 401(k) match and paid time off.

Ask about each one by name, and compare offers on the whole package.



What counts as pay: U.S. Bureau of Labor Statistics, OEWS pay terms for survey respondents.

SECTION 10

IF YOU ARE HIRING.

Pay to a number, not a guess. Six things that win the hire.

1. **Price to the electrical market, not all construction.**
   First-line supervisors at electrical contractors earn a $93,500 median, against $79,920 across all industries. An offer built on the general number starts $13,580 short.

2. **Plan for the middle half, not just the median.**
   The middle half of construction managers at electrical contractors earn $91,490 to $144,780. Job size, systems and the work a candidate has run decide where an offer lands.

3. **Match the seat to its BLS line.**
   Superintendent titles sit under first-line supervisors ($93,500 median) or construction managers ($114,450). Set the band from the line that matches the scope.

4. **Put per diem on top for travel work.**
   BLS pay leaves per diem out. Price it off the federal rate where the job sits: $213 a day in Houston, $264 in Dallas, $272 in Fort Worth, $274 to $293 in Atlanta. Put the amount in the offer letter.

5. **Read your local market.**
   Across all industries, construction managers earn $101,470 statewide in Texas and $126,110 in the Miami metro, against $114,990 nationally. Use the market where the job sits.

6. **Move fast.**
   Set the pay band and the per diem before the search starts. Our clients see first qualified resumes in 7 hours on average and a shortlist in 7 days.

START A SEARCH.

Searches run on a retained or engaged basis, with the terms in writing before the search starts. Send us the role at **amundsongroup.com/hire-talent** or call **(832) 558-7982**.

Source: U.S. Bureau of Labor Statistics, Occupational Employment and Wage Statistics (OEWS), May 2025, released May 15, 2026. Per diem: U.S. General Services Administration, FY 2027 per diem rates, effective October 1, 2026 (FTR Bulletin 27-01, August 18, 2026).

SECTION 11

IF YOU ARE LOOKING.

How to use these numbers in your next move

1. **Know your line.**
   Find your title in section 06 and the BLS line behind it. The median and the middle half are the realistic range for a new offer.

2. **Compare like with like.**
   BLS figures leave out overtime, per diem, year-end bonuses and a company truck. Ask about each one before you compare offers. At federal rates, per diem in these markets runs $181 to $336 a day.

3. **Check your market.**
   A state or metro figure can sit above or below the national one. Section 05 has Texas, Florida, Georgia and North Carolina.

4. **Show the work you have run.**
   Job size, the systems you have built, the schedules you held and a clean safety record are what move an offer within the band.

5. **Talk to a specialist.**
   Amundson Group Electrical recruits electrical leaders. See open roles at amundsongroup.com/jobs.



SECTION 12

ABOUT AMUNDSON GROUP ELECTRICAL.

Electrical leaders. Houston based. Across the United States.

Amundson Group Electrical is the electrical recruiting team of Amundson Group, a veteran-owned, construction-only recruiting firm headquartered in Houston, Texas, founded in January 2020 by Alex Mowbray, Founder and Executive Chairman. Hannah Chancellor is Co-Founder and CEO.

We recruit electrical project managers, superintendents, general foremen, foremen, estimators and engineers for electrical contractors: data centers first, then water and wastewater plants, rail, tunnels, roads and underground utilities.

1,200+	90,000+	250+	7 hours	7 days
construction placements to date	construction professionals in our network	construction companies served	to first qualified resumes, on average	to a shortlist

RECOGNITION

Inc. 5000 honoree, 2024 and 2025. SIA Best Staffing Firms to Work For, 2023 and 2024. Veteran owned.

HOW WE WORK

Searches run on a retained or engaged basis, with the terms in writing before the search starts. A written replacement guarantee. First qualified resumes in 7 hours on average, a shortlist in 7 days.



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First qualified resumes in 7 hours on average. A shortlist in 7 days.

amundsongroup.com/hire-talent
(832) 558-7982
1336 Brittmoore Rd, Houston, TX 77043

Pay data: U.S. Bureau of Labor Statistics, Occupational Employment and Wage Statistics (OEWS), May 2025 estimates, released May 15, 2026. National figures for electrical contractors (NAICS 238210); state and metro figures for all industries.

Journeyman gap sources: Associated General Contractors of America and NCCER, 2026 Workforce Survey Analysis (survey run July and August 2026, 1,830 respondents, released September 2026). EC&M, Data Center Buildout Fuels Revenue Blowout: 2026 Top 50 Electrical Contractors Special Report, September 15, 2026. U.S. Bureau of Labor Statistics, Occupational Outlook Handbook, Electricians, 2025 to 2035 projections (page updated August 27, 2026). Associated Builders and Contractors, construction workforce shortage estimate, news release January 15, 2026.

Per diem: U.S. General Services Administration, FY 2027 per diem rates, effective October 1, 2026 (FTR Bulletin 27-01, August 18, 2026).