

2023 SALARY SURVEY RESULTS

The ILCA conducted salary surveys in 2019, 2021, and 2023. We asked for current salary information for a variety of salaried and hourly positions. The 2019 survey had 96 respondents. The 2021 survey had 138 respondents. The 2023 survey had 225 respondents.

For each position, we include the respondent breakdowns, means, medians, and 2021 comparison data when available.

As a reminder:

- Mean: The exact average of all values
- Median: The exact midpoint of all values

Since these are ranges, the midpoint salary was used for each range to conduct our analysis. For example, “Between \$16-\$17 per hour” became \$16.50 per hour for data tabulation purposes. If the participant selected “other” the exact value they provided was used.

CREW LEADER/FOREMAN SALARY SURVEY RESULTS

What does your Construction/Installation Crew Leader/Foreman make per hour? (186 Responses)		
Choices	2023	2021
\$16-\$17	0.54%	2.94%
\$18-\$19	4.84%	6.62%
\$20-\$21	10.22%	20.59%
\$22-\$23	18.28%	25.00%
\$24-\$25	41.40%	32.35%
Above \$25	38.17%	21.32%
Mean	\$25.39	\$23.68
Median	\$24.50	\$22.50
Mean increase since 2021	7.2%	
Median increase since 2021	8.9%	

What does your Maintenance Crew Leader/Foreman make per hour? (187 Responses)		
Choices	2023	2021
Below \$15	0.00%	2.96%
\$16-\$17	2.67%	11.11%
\$18-\$19	12.3%	40.00%
\$20-\$21	31.55%	30.37%
\$22-\$23	41.18%	17.78%
Above \$23	22.99%	7.41%
Mean	\$22.17	\$19.95
Median	\$22.50	\$20.50
Mean increase since 2021	11.1%	
Median increase since 2021	9.8%	

GENERAL LABORER SALARY SURVEY RESULTS

What does your General Laborer (Installation) make per hour? (194 Responses)		
Choices	2023	2021
\$11-\$12	0.52%	1.45%
\$13-\$14	1.55%	7.97%
\$15-\$16	7.73%	21.74%
\$17-\$18	24.74%	50.00%
\$19-\$20	35.57%	25.36%
\$21-\$22	28.35%	7.25%
Other	15.46%	3.62%
Mean	\$19.81	\$17.45
Median	\$19.50	\$17.50
Mean increase since 2021	13.5%	
Median increase since 2021	11.4%	

What does your General Laborer (Maintenance) make per hour? (194 Responses)		
Choices	2023	2021
\$11-\$12	0.52%	2.21%
\$13-\$14	2.58%	19.85%
\$15-\$16	14.43%	50.74%
\$17-\$18	45.36%	32.35%
\$19-\$20	38.14%	5.15%
Other	12.89%	3.68%
Mean	\$18.38	\$15.94
Median	\$17.50	\$15.50
Mean increase since 2021	15.3%	
Median increase since 2021	12.9%	

LICENSED SPRAY TECHNICIAN SALARY SURVEY RESULTS

What does your Licensed Spray Technician make per hour? (131 Responses)		
Choices	2023	2021
\$16-\$17	0.76%	12.22%
\$18-\$19	10.69%	24.44%
\$20-\$21	23.66%	31.11%
\$22-\$23	39.69%	22.22%
Other	30.53%	21.11%
Mean	\$22.32	\$20.56
Median	\$22.50	\$20.50
Mean increase since 2021	8.6%	
Median increase since 2021	9.8%	

DESIGNER SALARY SURVEY RESULTS

What does your Designer – Beginner (1-4 years) make per year? (115 Responses)		
Choices	2023	2021
\$31K-\$35K	5.22%	6.17%
\$36K-\$40K	13.91%	17.28%
\$41K-\$50K	26.09%	50.62%
\$51K-\$60K	37.39%	18.52%
Other	20.00%	12.35%
Mean	\$50,361	\$45,962
Median	\$55,500	\$45,500
Mean increase since 2021	9.6%	
Median increase since 2021	22.0%	

What does your Designer – Intermediate (5-10 years) make per year? (112 Responses)		
Choices	2023	2021
\$31K-\$35K	1.79%	1.37%
\$36K-\$40K	1.79%	4.11%
\$41K-\$50K	9.82%	17.81%
\$51K-\$60K	17.86%	39.73%
\$61K-\$70K	44.64%	19.18%
Other	26.79%	19.18%
Mean	\$63,738	\$57,265
Median	\$65,500	\$55,500
Mean increase since 2021	11.3%	
Median increase since 2021	18%	

What does your Designer – Advanced (10+ years) make per year? (117 Responses)		
Choices	2023	2021
\$41K-\$50K	1.71%	1.27%
\$51K-\$60K	4.27%	17.72%
\$61K-\$70K	10.26%	15.19%
\$71K-\$80K	16.24%	17.72%
\$81K-\$90K	23.08%	16.46%
\$91K-\$100K	26.50%	24.05%
Other	23.08%	12.66%
Mean	\$89,300	\$80,563
Median	\$85,500	\$75,500
Mean increase since 2021	10.8%	
Median increase since 2021	13.2%	

FULL TIME SALES, PRODUCTION, AND OFFICE STAFF SALARY SURVEY RESULTS

What does your Sales Representative make per year? (129 Responses)		
Choices	2023	2021
\$41K-\$50K	9.30%	15.66%
\$51K-\$60K	17.05%	18.07%
\$61K-\$70K	20.93%	13.25%
\$71K-\$80K	19.38%	15.66%
\$81K-\$90K	22.48%	25.30%
Other	26.36%	18.07%
Mean	\$77,647	\$70,193
Median	\$75,500	\$65,500
Mean increase since 2021	10.6%	
Median increase since 2021	15.3%	

What does your Account Manager make per year? (132 Responses)		
Choices	2023	2021
\$31K-\$35K	6.06%	2.56%
\$36K-\$40K	6.06%	3.85%
\$41K-\$50K	15.15%	24.36%
\$51K-\$60K	23.48%	21.79%
\$61K-\$70K	31.06%	33.33%
Other	24.24%	19.23%
Mean	\$60,128	\$59,462
Median	\$55,500	\$55,500
Mean increase since 2021	1.1%	
Median increase since 2021	0%	

What does your Project/Production Manager make per year? (134 Responses)		
Choices	2023	2021
\$41K-\$50K	8.21%	9.18%
\$51K-\$60K	14.18%	18.37%
\$61K-\$70K	23.88%	26.53%
\$71K-\$80K	23.88%	26.53%
\$81K-\$90K	20.90%	18.37%
Other	17.16%	7.14%
Mean	\$74,362	\$69,213
Median	\$75,500	\$65,500
Mean increase since 2021	7.4%	
Median increase since 2021	15.3%	

What does your Operations Manager make per year? (141 Responses)		
Choices	2023	2021
\$31K-\$35K	1.42%	2.02%
\$36K-\$40K	2.13%	4.04%
\$41K-\$50K	6.38%	6.06%
\$51K-\$60K	12.06%	17.17%
\$61K-\$70K	18.44%	18.18%
\$71K-\$80K	18.44%	18.18%
\$81k-\$90k	26.95%	23.23%
Other	24.11%	15.15%
Mean	\$79,139	\$73,238
Median	\$75,500	\$75,500
Mean increase since 2021	8.1%	
Median increase since 2021	0.0%	

What does your Estimator make per year? (95 Responses)		
Choices	2023	2021
\$41K-\$50K	7.37%	20.00%
\$51K-\$60K	21.05%	26.00%
\$61K-\$70K	25.26%	20.00%
\$71K-\$80K	18.95%	16.00%
\$81K-\$90K	20.00%	10.00%
Other	12.63%	10.00%
Mean	\$70,962	\$61,702
Median	\$65,500	\$55,500
Mean increase since 2021	15.0%	
Median increase since 2021	18%	

What does your Office/Clerical Staff make per hour? (156 Responses)		
Choices	2023	2021
\$16-\$17	14.10%	19.66%
\$18-\$19	15.38%	24.79%
\$20-\$21	25.00%	15.38%
\$22-\$23	21.79%	23.93%
\$24-\$25	19.23%	8.55%
Other	11.54%	13.68%
Mean	\$21.60	\$20.23
Median	\$20.50	\$20.50
Mean increase since 2021	6.8%	
Median increase since 2021	0.0%	