

HVAC Salary Survey 2018: Participants



30% HVAC Service Techs
16% HVAC Techs
12% Business Owners
10% HVAC Installers
7% HVAC Service Manager
25% Others



41% work in commercial repair
33% work in building equipment contracting
11% work in property management
10% in energy efficiency
1% of HVAC techs work in the automotive industry
4% Others



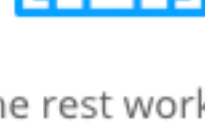
39%

Work for small companies with less than 10 employees



12%

in companies with between 50-100 employees



The rest work in larger companies



Where are you from?

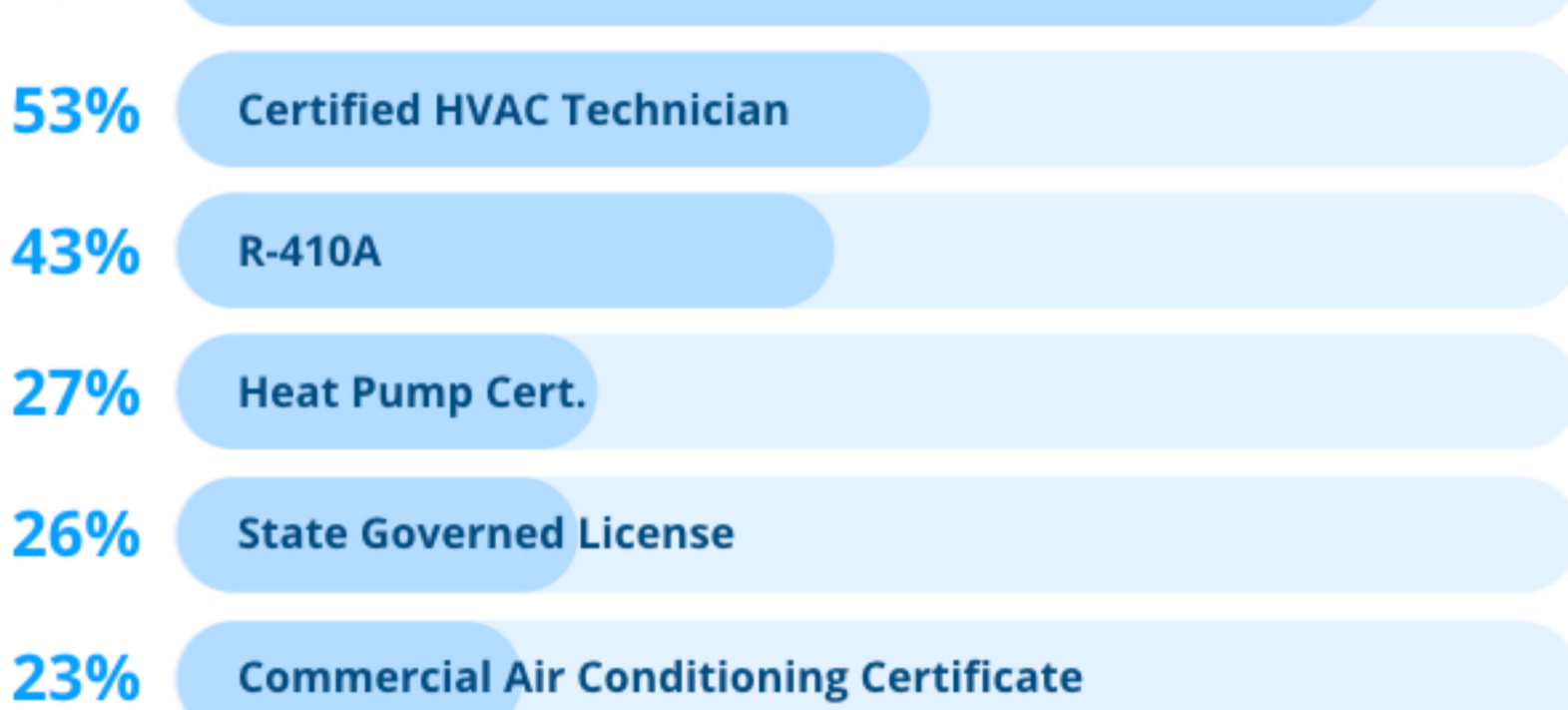
5.7% are from Texas
5.4% are from Ohio
4.8% are from Florida or New York
3.9% are from either VA / IN / KY
3.6% are from PA
3.3% are from either WA / MA / IL
3.0% are from CA

The rest are spread out across the country

HVAC Salary Survey 2018: Education

61% completed some kind of professional education

Certificates:



HVAC Salary Survey 2018: Overview

Business owners:

\$580K avg. annual income
\$76K median

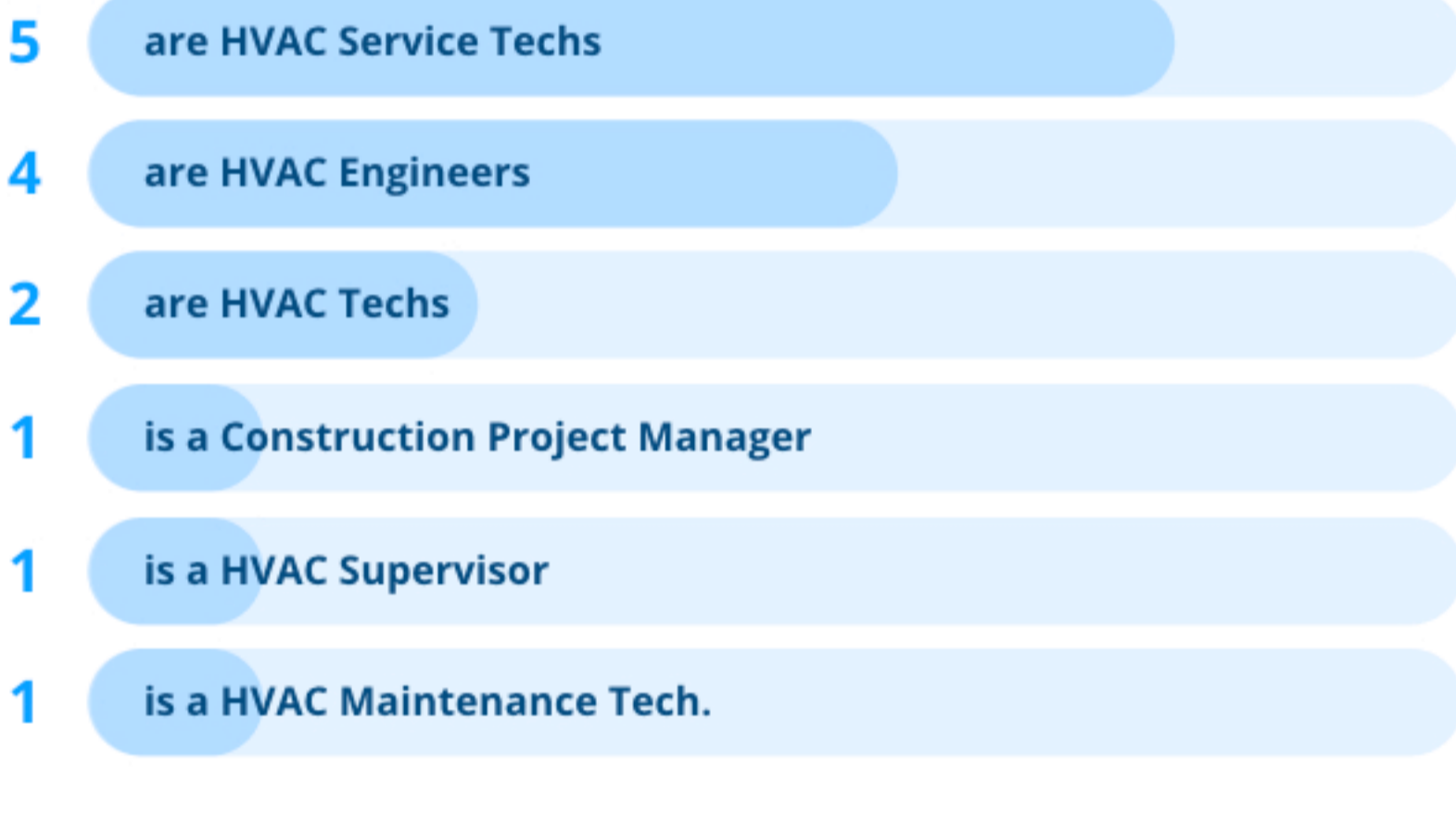
On average employees get 11.6 vacation days per year.

Working Jobs:

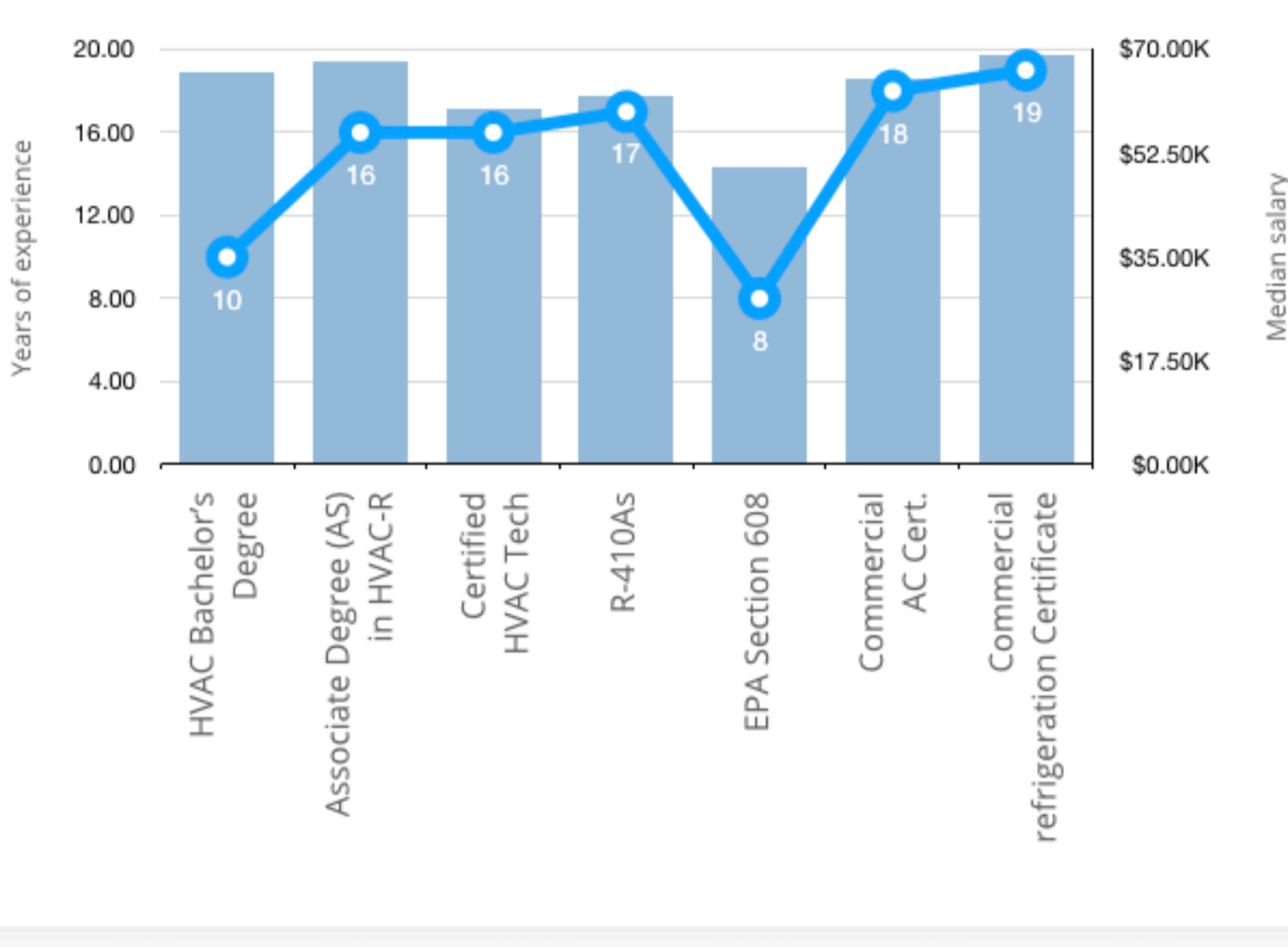
\$73K avg. annual income
\$55K median

On average employees get 11.5 vacation days per year.

Of the top 20 salaries in the industry:



Does HVAC experience mean a higher salary?



Salary Boost

HVAC Bachelor's Degree (BS) 20% over industry median 32% over section 608 only	HVAC-R Associate Degree (AS) 24% over industry median 36% over section 608 only
Certified HVAC Tech 9% over industry median 20% over section 608 only	R-410As 13% over industry median 24% over section 608 only
Commercial Refrigeration Certificate 25% over industry median 38% over section 608 only	Commercial AC Cert. 20% over industry median 30% over section 608 only
EPA Section 608 Only 10% below industry median	

*Business owners are excluded

Does HVAC experience mean a higher salary?

0 - 5 years \$40K Median 9 Vacation days 27% below industry median	6 - 10 years \$55K Median 11 Vacation days Equals the industry median
11 - 15 years \$64K Median 11 Vacation days 16% over industry median	16 - above years \$68K Median 14 Vacation days 24% above industry median

How much can you make running an HVAC business?

The average HVAC business owner has a median income **\$76K** with an avg. of **21 years exp.**

80% have an EPA Section 608 certificate
89% of all business owners have some kind of certification

Business owners average **11.6 vacation days** per year

HVAC Owners Income by Level of Experience

Business owners with 16 years and above \$80K Median 12 vacation days on avg.	Business owners with less than 16 years exp. \$75K Median 11.4 vacation days on avg.
--	---

Sample size of 350 HVAC professionals from the United States.