

2023

SALARY GUIDE

A COMPREHENSIVE GUIDE TO MECHANICAL & ELECTRICAL
CONSULTING ENGINEERING (BUILDINGS MARKET) SALARIES

FOR CLIENTS AND CANDIDATES



DEFINITIONS OF SENIORITY

PARTNER (PRESIDENT, EVP, VP)

Responsible for the overall operations of the firm and its business (revenues, profits, and staffing). The President is responsible for the overall financial management of the firm as well as representing the organization in the marketplace (business development). The EVP manages the VPs who represent the different business verticals within the organization (i.e. tenant, system upgrades/replacements, base building OR by market segment such as commercial, residential, institutional, etc.). All of these roles are essential equity-level roles and are only differentiated by the percentage of ownership. Although the Partners report to the EVP or President, everyone is responsible for each other at ensuring the different skillsets and specialties are being utilized effectively and efficiently across the Partner group.

ASSOCIATE PARTNER

This level is effectively the same as "Partner"; however, non-equity level Partners enjoy a profit-sharing model within their compensation. The more profit they earn, the higher they are compensated. They are paid with high-level bonuses vs. dividend payouts. There are two types of people within this group: (1) you're next in line to become a Partner, and (2) your most Sr. Technical experts. Every top-tier Consulting firm requires and needs this group of potential investors for a variety of reasons. Firstly, a well-organized business will have a well-defined succession plan that allows retiring Partners to pull their money out of the business. These individuals satisfy this requirement. Secondly, it will enable firms to attract candidates they otherwise wouldn't have a chance to hire. Thirdly, these individuals are the ones that investigate, establish, build, and grow new business segments within the firm (i.e. chiller/boiler replacement division, ICAT division, etc.). These should be some of your most motivated individuals, as they are fully aware that they need to generate a very strong revenue level to become a Partner. Lastly, this level allows your most technically advanced/skilled employees (and ones not involved in business development) to attain a level of recognition without needing to provide equity for retention.



DEFINITIONS OF SENIORITY

ASSOCIATE

These are your most senior Project Managers who have started business development activities and are generating revenues (average: \$250K - \$500K per annum). These individuals are part of a profit-sharing pool and enjoy larger bonuses than everyone except for Associate Partners. Essentially, these individuals are your Project Managers who are involved in business development and are involved in establishing budgets and schedules.

PROJECT MANAGER: (RESPONSIBLE FOR THE BUSINESS SIDE OF PROJECTS)

These individuals take projects from the start through to the finish. They are responsible for (but not limited to):

- Maintaining client relationships.
- Coordinate and manage Mechanical/Electrical projects from schematic design through construction.
- Coordination with other engineering disciplines
- Analyze client design proposals and specifications to determine cost-effective solutions.
- Lead the project team and provide guidance to clients, technical staff and sub-consultants to ensure projects are technically sound and completed successfully.
- Maintain Project Schedules and Project Cost Summaries to track work progress, budget status and manpower resource utilization.
- Determine project design and drafting hours required to complete projects and communicate the resources required to meet project deadlines.
- QA/QC during the design and construction process.





DEFINITIONS OF SENIORITY

PROJECT ENGINEER /TEAM LEAD/ JOB CAPTAIN: (RESPONSIBLE FOR THE TECHNICAL DESIGN SIDE OF PROJECTS / P.ENG VS. CET)

These individuals are responsible for the technical design phases of projects and are the lead on projects from the design side (Mechanical/Electrical). Depending on the size of the projects, these individuals will mentor intermediate and junior engineers/designers and allocate different portions on projects (i.e. east wing vs. west wing, etc.). Essentially, these are your lead Mechanical/Electrical Engineers/Designers.

- Prepare Revit and/or AutoCAD Drawings from sketches, mark-ups and/or designs.
- Lead the detailed design and delegate specific tasks or scopes to other team members.
- Supervise engineers/designers.
- Provide technical guidance to clients and other project sub-consultants
- Mentor and supervise engineers and designers and review their work prior to submitting it to Project Managers, Associates, APs and Partners.
- Perform construction site reviews when required.
- Analyze client design proposals and specifications to determine the most appropriate and cost-effective design solutions.
- Selection of equipment working with suppliers and manufacturer's representatives.
- Preparation of schematic design, design development, and construction drawings.
- Assist the contract administration team with the review of shop drawings, responses to RFIs, design changes and associated costs.
- Strive to accomplish company goals of high-quality workmanship and project timelines by continually improving workflows and design standards.



DEFINITIONS OF SENIORITY

ENGINEER/DESIGNER: (THE ONLY DIFFERENCE BETWEEN THE TWO IS LICENSE VS. NO LICENSE)

- Perform equipment sizing, design and calculations in accordance with building codes and standards.
- Develop system (M/E) layouts in either Revit or AutoCAD in coordination with architectural, electrical, mechanical, and structural plans and components.
- Reviewing or assisting in the review of shop drawings, RFI's, issuing change notices/orders, construction review, review of progress draws, permit applications, etc.

CONTRACTS ADMINISTRATOR

They are essentially acting as the primary contact between the client and the contractor.

- Prepares various reports, change orders and instruction notices.
- Reviews contractor submissions.
- Negotiates contracts, pricing issues and construction claims.
- Monitors contractor compliance with QA/QC measures and contractual obligations.

REVIT DESIGNER

Essentially, these are simply your best REVIT specialists who not only utilize the program for mark-ups and instruction but are able to perform design (calculations and layouts, etc.). Long & Short, this is simply another title for mechanical/electrical designers.

REVIT TECHNICIAN/CAD DRAFTER

These staffs are your shared services group. They utilize REVIT or CAD strictly based on mark-ups and instruction from your Engineers and are unable to perform the design function as they would have no experience in equipment sizing, load calc's etc.



DEFINITIONS OF SENIORITY

Many organizations utilize the following separations between their staff for both acknowledgement as well as employee retention. These distinctions also allow staff to work towards something internally. Although such titles are usually considered irrelevant on behalf of the business, it means a lot to many of your staff. Please note that a person's capabilities vs. years of experience factors into both level/title as well as compensation:

JUNIOR

Two to four years of experience. Works under the direction of managers from whom they receive all tasks and solutions to their problems

INTERMEDIATE

Five to eight years of continuous, direct work experience within their field, are a part of projects right from concept through to post-construction and work under the supervision of managers whilst contributing to either design, production, or project construction while prioritizing accordingly. Start to mentor junior resources.

SENIOR

Over four years of continuous, direct work experience, and can identify/find solutions to problems. Has the ability to communicate both problems and solutions to management. Has project leadership experience and mentors multiple juniors to intermediate resources.

ASSOCIATE

8+ years of experience in their industry, client-facing, and the lead on major projects. They also manage a team of three or more people.

ASSOCIATE PARTNER/NON-EQUITY PARTNER

Same as Partner; however, they are compensated differently.

PARTNER:

An equity-holder, They are responsible for bringing in new work, overall management of their division, and a key member of the strategic development of their firm.



MECHANICAL & ELECTRICAL BUILDINGS MARKET SPECIFIC

Junior Salary Range \$68K - \$85K

40%	68 - 74K
50%	75 - 82K
10%	82 - 85K

Intermediate Salary Range \$85K - \$110K

20%	85 - 95K
70%	95 - 100K
10%	100 - 110K

Senior Salary Range \$100K - \$135K

50%	100 - 118K
40%	118 - 125K
10%	125 - 135K



MECHANICAL & ELECTRICAL BUILDINGS MARKET SPECIFIC

Associate Salary Range \$115K - \$155K

20%	115 - 125K
70%	125 - 135K
10%	135 - 155K

Associate Partner Salary Range: \$155K - \$175K

(part of a separate bonus pool based upon profitability)

Partner Salary Range: \$170K - \$200K

(plus dividends, earnings based on level of ownership)



MECHANICAL & ELECTRICAL BUILDINGS MARKET SPECIFIC

Revit Specialist

Note:

- (1) Salary variance occurs with the function and capability of the candidate (i.e. Design vs. Production)
- (2) Salary variance occurs in local functions vs. National functions
- (3) The highest end of the range is usually national in scope and is Associate level within a large structure

Revit Specialist Salary Range: \$68K - \$115K

20%	68 - 73K
70%	73 - 90K
10%	90 - 115K



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