

# The Xemplar Wage Report

SECOND HALF | 2019 | SALT LAKE CITY



## CURRENT TRADESMEN WAGES



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### INTRODUCTION

Welcome to our bi-annual report on Salt Lake City tradesmen wages. We have established this report for two reasons: 1) Our clients have asked us to make our wage data public in an anonymous form so they can better review and set tradesmen wages. 2) While some job boards post average tradesmen wages for a region, there is no source for wage data that is matched with specific years of experience.

### TRENDS

We have seen continued tightening of the tradesmen labor market in Salt Lake City in 2019. Many clients report a lack of available tradesmen as the #1 limitation to their business growth. We observe an increased recognition on the part of high-quality trades employers that reasonable wages and thoughtful benefits are an essential combined toolset required to attract quality, long-term tradesmen.

POSITION	AVERAGE WAGE VS. YEARS OF EXPERIENCE											PERIOD: 7/1/19 – 12/31/19
	0	1	2	3	4	5	6	7	8	9	10	
ALL TRADES	\$14.84	\$16.18	\$17.01	\$19.07	\$19.71	\$21.26	\$24.35	\$26.67	\$27.33	\$30.15	\$30.74	\$20.00
EQUIPMENT MECHANICS	\$17.50	\$17.83	\$18.17	\$19.67	\$21.82	\$23.27	\$24.73	\$25.33	\$27.67	\$29.58	\$31.50	\$22.84
MAINT. MECHANICS	--	--	\$18.00	\$20.17	\$21.67	\$24.33	\$25.17	--	--	--	--	\$21.75
WELDERS	\$15.83	\$16.03	\$17.35	\$19.87	\$20.55	\$21.95	\$23.67	\$24.67	--	--	--	\$19.62
CNC MACHINISTS	--	\$16.00	\$17.87	\$19.27	\$22.47	\$23.05	\$26.38	\$29.33	\$30.33	\$31.33	--	\$23.30
CDL DRIVERS	--	--	\$20.50	\$21.00	\$21.50	--	--	--	--	--	--	\$21.25
DELIVERY DRIVERS	--	\$14.50	\$17.00	\$17.67	\$20.00	\$20.00	\$20.00	--	--	--	--	\$17.33

Average tradesmen wages in Salt Lake City are based on 388 data points during the period of 7/1/19 to 12/31/19.

**METHODOLOGY** Xemplar wage metrics are proprietary and sourced solely from client job orders and placements. Job orders with wage ranges are converted into multiple linear wage data points, assuming that low-end-of-range wages are earned on minimum years of experience and high-end-of-range wages are earned four years from the minimum. Position data are filtered into averages for each year of experience. Years without three or more relevant data points are excluded or, in some cases, an average of prior and following year wages is used. Position categories without sufficient data are excluded and may appear in future reports.

**CONTACT US** If you have any questions about this wage report, if you would like to gain access to any additional trades-related information, or if you would like to learn more about our trades recruiting services, please contact us via our website at [www.xemplar.com](http://www.xemplar.com) or by phone at [844-XEMPLAR \(844-936-7527\)](tel:844-936-7527).