

2025 U.S. Heavy-Equipment Technician Salary Report

1. Executive Summary

The U.S. heavy-equipment sector continues to face a persistent technician shortage in 2025. Median compensation for core shop and field roles broke the \$60 K threshold in 2024 and is tracking 4-6 % nominal growth this year on job-board data. Voluntary turnover remains elevated, routinely 30-40 % at equipment dealers, forcing employers to enhance pay structures, training pathways, and technician-centric culture to stay competitive.

2. Methodology & Data Sources

Salary figures combine U.S. Bureau of Labor Statistics Occupational Employment & Wage Statistics (OEWS) for May 2024 with employer-reported averages pulled in July 2025 from Salary.com and ZipRecruiter. Retention and demand insights reference BLS Job Openings & Labor Turnover Survey (JOLTS), TechForce Foundation’s 2024 technician demand update, and dealer case studies published 2024-25.

3. National Salary Snapshot – Key Roles

		Avg Annual Pay	10th %ile	90th %ile	YoY vs 2024Δ
Heavy Vehicle & Mobile Equipment Service Technician	BLS OEWS May 2024	\$62,740	\$43,630	\$89,920	+0.4 %
Field Service Technician (Heavy Equipment)	Salary.com Jul 2025 (avg)	\$73,900	\$56,133	\$89,184	+3.0%
Heavy Equipment Technician	ZipRecruiter Jul 2025 (avg)	\$56,500	\$40,500	\$76,000	+3.7%

Heavy Equipment Service Manager	ZipRecruiter Jul 2025	\$70,470	\$62,500 (25th)	\$76,000 (75th)	+2.4%
First-Line Supervisor / Shop Foreman	BLS OEWS May 2024	\$75,820	\$46,070	\$118,980	+0.6 %
Parts Counter Salesperson	ZipRecruiter Jun 2025 (avg)	\$45,460	\$37,000	\$52,000	+0.3%

4. Retention & Turnover Insights

- Construction & equipment turnover averaged 57 % in 2024, per Awardco, with dealer technician attrition estimated at 30-40 %.
- TechForce Foundation projects the industry will need 971,000 technicians 2024-28—a 20 % jump on last year’s projection.
- Caterpillar Dealers alone have 40,000 open technician roles through 2026 and reports average technician pay 20 % above the U.S. median household income (~\$90 k).

5. Recommendations for Employers

1. Peg entry wages at or above the 75th percentile locally and index annual raises to inflation + 1 – 2 %.
2. Fund ASE- or OEM-accredited training ladders that unlock wage steps and promotion to lead roles.
3. Advertise tech-centric culture: tool allowances, no weekend on-call rotations, and digital work orders.
4. Offer “stay” bonuses at 18- and 36-month marks tied to completion of OEM certification milestones.

Appendix: Detailed Sources

- U.S. Bureau of Labor Statistics OEWS tables, May 2024 release
- U.S. BLS Occupational Outlook Handbook (Heavy-Equipment Technicians)
- Equipment World, Heavy Equipment Operator Salary & Benefits Report 2024
- ZipRecruiter salary grids (accessed July 2025)
- Salary.com Field Service Technician dashboard (accessed July 2025)
- Awardco 2024 Employee Turnover benchmark

- TechForce Foundation 2024 Supply & Demand Report
- Axios Dallas, "Why the construction industry is short 40,000 technicians," March 13 2024