



A SALARY GUIDE FROM MY TRADE TALENT

Commercial Cleaning & Facilities Maintenance *Salary Guide*

Compensation benchmarks + total-package data for the roles that decide whether your firm grows.

AUTHOR

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A Note from Michael Carter

This is the guide I wish more commercial cleaning and facilities firm owners had at their fingertips. The wage market has moved substantially in the last three years, and firms operating on 2022 pay scales are losing supervisor-tier candidates without knowing it.

What follows is the wage data we track for the ten most-recruited roles in commercial cleaning and facilities maintenance, gathered from BLS Occupational Employment Statistics, industry compensation surveys, and our own placement records over the last twelve months. The certification premiums are real -- CIMS, ISSA CMI, BOMI, FMP, and IFMA CFM all measurably shift what candidates command.

Use this to gut-check your pay scale for every open role and to plan the wage step-ups that make retention actually happen.

-- Michael Carter, President, My Trade Talent

Executive Summary

Commercial cleaning and facilities maintenance wages have moved 6 to 12 percent per year for the last three years across most tiers, with certification-holding candidates commanding an additional 10 to 20 percent over their uncertified peers.

The three wage tiers you need to think about:

Front-line labor. Team members, janitors, healthcare cleaners, cleanroom cleaners. Rising 8 to 12 percent per year. Specialty tiers command significant premiums over standard commercial.

Supervisor tier. Team leads, site managers, account managers, regional operations managers. Rising 6 to 9 percent per year. Certification (CIMS, ISSA CMI) matters and is under-utilized as a differentiator.

Credentialed FM tier. Facilities coordinators, facilities managers, building engineers, VPs of operations. Widest wage bands in the industry. BOMI, FMP, and CFM credentials drive 15 to 20 percent premiums.

The rest of this guide walks through each role with wage ranges, credential premiums, and total-package benchmarks.



The 10 Roles — Wage Data

1. Cleaning Team Member / Janitor BLS SOC: 37-2011 2026 wage range: \$16 - \$25 per hour Metro adjustments: NYC / SF / LA / Boston metros: +15-25%; Sunbelt / Midwest: baseline; rural: -5-10%. Specialty: healthcare cleaning +8-12%; industrial/hazmat +15-20%; cleanroom / data center: \$30-45/hr (huge premium) Total package: hourly + basic benefits + paid training. Higher-end firms include tool/equipment allowance and paid uniforms.

2. Cleaning Team Lead / Supervisor BLS SOC: 37-1011 2026 wage range: \$20 - \$30 per hour Certification premium: ISSA CMI certified = +8-12% over uncertified Metro adjustments: same as team member; premium metros +15-25% Total package: usually salaried at senior end; company phone; paid time to attend site walks; annual bonus tied to account quality metrics.

3. Site Manager / Account Manager BLS SOC: 11-3011 2026 wage range: \$47,000 - \$72,000 annual Certification premium: CIMS certified = +10-15% over uncertified; ISSA CMI adds smaller premium Metro adjustments: NYC / SF / LA metros: +20-30%; other major metros: +10-15% Portfolio adjustments: account revenue \$1M+ = +10-20%; healthcare or lab portfolios = +10-15% Total package: vehicle or allowance; phone; laptop; annual bonus tied to account retention + margin; paid CIMS training

4. Regional Operations Manager BLS SOC: 11-1021 2026 wage range: \$75,000 - \$115,000 annual Certification premium: CIMS + operational management certifications combined = +10-15% Metro adjustments: premium metros +15-25% Portfolio adjustments: portfolios above \$10M annual revenue = +15-25% Total package: vehicle or generous allowance; phone/laptop; annual bonus (typically 15-30% of base) tied to portfolio profitability + retention; 401(k) match; paid ISSA + BOMI training

5. Facilities Coordinator BLS SOC: 43-6014 2026 wage range: \$45,000 - \$65,000 annual Certification premium: FMP (IFMA Facility Management Professional) = +5-8% Metro adjustments: standard commercial market rates Total package: full benefits; paid FMP prep + testing; career path visibility toward facilities manager role

6. Facilities Manager BLS SOC: 11-3013 2026 wage range: \$72,000 - \$140,000 annual Certification premium: BOMI (Building Owners and Managers Institute) or FMP = +12-18%; CFM (Certified Facility Manager, IFMA) = +15-20% Metro adjustments: NYC / SF / DC metros: +20-30% Portfolio adjustments: healthcare, mission-critical, or research portfolios = +15-25% Total package: vehicle; phone; laptop; performance bonus; paid CFM prep (highest ROI cert in the space); professional development budget

7. Building Engineer BLS SOC: 47-1011 2026 wage range: \$60,000 - \$90,000 annual Certification premium: HVAC trade credentials (NATE), electrical journeyman license, or specialty MEP certifications = +8-12% Total package: uniforms; tool allowance; company vehicle if multi-site; on-call premium if applicable



8. Healthcare Cleaning Specialist BLS SOC: 37-2011 2026 wage range: \$17 - \$25 per hour Certification premium: CHESP (Certified Healthcare Environmental Services Professional) or infection-control training = +10-15% Total package: hourly + healthcare-grade uniforms + PPE + paid annual infection-control refreshers

9. Data Center / Cleanroom Cleaner BLS SOC: 37-2011 (specialty) 2026 wage range: \$30 - \$45 per hour (\$75,000 annual average) Certification premium: cleanroom protocols training + IEST certifications = premium already baked into rate Total package: full benefits; access-controlled site premium; specialized PPE

10. VP of Operations BLS SOC: 11-1011 2026 wage range: \$130,000 - \$180,000 base + performance bonus Portfolio adjustments: multi-metro platforms with \$50M+ revenue routinely reach \$200K base + \$50-100K bonus Total package: vehicle; laptop; phone; annual performance bonus (typically 20-40% of base) tied to portfolio profitability + growth; equity or profit-sharing common; full executive benefits

Certification Premium Cheat Sheet

CIMS (Cleaning Industry Management Standard, ISSA): +10-15% for account managers and regional operations managers. Firms holding CIMS accreditation often require certified managers to maintain the accreditation.

ISSA CMI (Cleaning Management Institute): +8-12% for supervisors and team leads. Foundational operational certification.

FMP (Facility Management Professional, IFMA): +5-8% for coordinators; +12-18% for FMs. Entry point for FM careers.

BOMI (Building Owners and Managers Institute): +12-18% for FMs. Building-operations-focused credential.

CFM (Certified Facility Manager, IFMA): +15-20% for senior FMs. Highest-ROI credential; required in a growing number of director-level FM postings.

CHESP (Certified Healthcare Environmental Services Professional): +10-15% for healthcare cleaning specialists. Required by many healthcare accounts.

Metro Wage Adjustments — Directional

NYC / San Francisco / Boston / DC / LA: +20-30% over baseline for supervisor tier and FM roles. Front-line labor +15-25%.

Chicago / Seattle / Denver / Miami / Philadelphia: +10-15% over baseline.



Atlanta / Houston / Dallas / Phoenix / Charlotte / Tampa: baseline (national mean).

Midwest secondary metros (Indianapolis, Kansas City, Cincinnati): -5-10% below baseline.

Rural / small-metro markets: -10-15% below baseline.

What to Pay for Referrals

The best supervisor and FM hires we place through referrals come from firms that pay meaningful referral bonuses -- \$1,500 for supervisor-tier referrals, \$2,500 for facilities manager referrals, \$5,000 for senior FM or VP hires. Paid promptly (within 30 days of the hire) and publicly recognized. Firms that treat referrals as a routine 90-day-after-hire payout get half the volume.

The Bottom Line

If your wage scale was set two or three years ago and you have not benchmarked recently, you are almost certainly losing offers you do not know about. The supervisor and FM tiers have moved fastest. Certification-holding candidates are commanding real premiums.

Use this guide to gut-check your compensation for every open role, and to plan the raises + certification investments that keep your best supervisors from taking recruiter calls.



About the Author

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Michael Carter, President, My Trade Talent. Michael leads recruiting for My Trade Talent, a firm specializing exclusively in commercial trades recruiting including commercial cleaning and facilities maintenance.



About My Trade Talent

My Trade Talent is a national recruiting firm focused exclusively on the commercial trades. Flat-rate pricing. Pipeline-driven recruiting. Trade-specific expertise. We back every placement with a replacement guarantee.

Ready to build your pipeline?

Schedule a discovery call with Michael and the My Trade Talent team.

READY TO HIRE SMARTER?

Stop starting from *zero* every time a seat opens.

My Trade Talent maintains a continuous pipeline of vetted commercial trades talent — sourcing candidates by trade, specialty, and vertical experience so open roles fill in weeks, not months.

Schedule a discovery call with Michael and the team.

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