

SALARY GUIDE

2026 Commercial Pest Control Salary Guide

National wage benchmarks for the 10 most-recruited commercial pest control roles, sourced from BLS Occupational Employment and Wage Statistics via O*NET OnLine — with every unpublished figure labeled honestly, not filled in with a guess.

How to read this guide.

The wage figure in this guide is sourced from the U.S. Bureau of Labor Statistics, cross-referenced via O*NET OnLine, for Pest Control Workers (SOC 37-2021) — the single occupation code that covers every field specialty in this trade. This is a **national figure for the closest matching BLS occupational classification**, not internal placement data, and not a substitute for a live local wage check.

Several of the 10 commercial pest control roles this trade depends on don't map to a published wage figure in our sourced data — the account-management, branch-leadership, and sales roles carry a BLS classification but no confirmed national median we're willing to publish. Where that's the case, we say so explicitly rather than fabricate a number to fill the gap.

The one confirmed figure — and the six roles it covers.

ROLE	BLS CLASSIFICATION	NATIONAL MEDIAN
Commercial Pest Control Technician, Licensed Applicator, Termite/WDI Inspector, Fumigation Technician, IPM Specialist, Bird/Wildlife Exclusion Technician	SOC 37-2021*	\$45,250/yr (\$21.75/hr)

*Pest Control Workers, SOC 37-2021, is the single BLS occupation code that covers all six of these field specialties — residential and commercial service, licensed application, termite/WDI inspection, fumigation, IPM, and wildlife exclusion alike. The trade doesn't have separate codes for these specialties, so the occupation-wide median is the best available figure for each. Wage figure current as of this writing, BLS-sourced via O*NET OnLine.

LICENSE & CERTIFICATION PREMIUMS

The median is a floor for a general technician — not a ceiling for a specialist.

The \$45,250 national median covers the whole occupation, residential and commercial, general service and specialty work — so it moves by license category, metro, and account type. Technicians carrying fumigation or termite/WDI certifications, and those running larger commercial accounts, typically land above that median. We don't have a specific dollar premium to publish for either credential — BLS doesn't break the occupation out that finely — but the directional pattern is real and consistent with what commercial operators report.

We don't have a state-by-state wage breakdown for this occupation in our sourced data — and we're not going to invent one.

Unlike trades where a state-level wage table is readily available, our source data for Pest Control Workers doesn't include a verified state-by-state breakdown. Rather than approximate one with borrowed numbers from an adjacent trade, we're disclosing the gap plainly: if you need metro- or state-specific wage context, that's a live conversation to have with a recruiting partner who tracks it directly, not something to pull from a general table.

What we can say with confidence, because it's backed by real search data: licensing requirements are state-specific, and candidates are actively searching by state — "Tennessee pest control technician license" alone drives 210 of the roughly 300 combined monthly searches in the certification/licensing cluster. Pay, like licensing, should be benchmarked state by state, not against a single national assumption.

ROLES WITHOUT A PUBLISHED WAGE FIGURE

Named honestly, not assigned a made-up number.

Commercial Account Manager — SOC 41-3091, Sales Representatives of Services. Our source data identifies this classification but does not carry a confirmed national wage figure for this guide.

Pest Control Branch / Route Manager — SOC 11-3071, Transportation, Storage, and Distribution Managers. No dedicated BLS code exists for pest control branch operations specifically, and we don't have a confirmed wage figure for the proxy classification to publish here.

Pest Control Service Manager — SOC 11-1021, General and Operations Managers. Same disclosure: classification confirmed, wage figure not confirmed in our sourced data.

Pest Control Sales / Business Development Rep — SOC 41-4012, Sales Representatives, Wholesale and Manufacturing. Same disclosure.

We're naming the gap rather than borrowing a number from an unrelated source. If you need a defensible figure for any of these four roles, that's a research task worth doing properly before it goes into an offer letter — not something to guess at from a general table.

The classification system hasn't caught up with how specialized this work has become.

Pest Control Workers (SOC 37-2021) covers residential and commercial service, termite inspection, fumigation, and wildlife exclusion — work that varies enormously in required licensing, risk, and skill, all under one wage figure. A general residential technician and a termite/WDI inspector signing compliance reports for real-estate transactions are doing meaningfully different jobs, but BLS wage data can't separate them.

The practical implication: use the \$45,250 median as a starting reference point for the base occupation, then adjust upward for license category, account complexity, and local market conditions — not as a precise figure for every technician regardless of what they're actually licensed and asked to do.

TOTAL COMPENSATION

Base wage is the start of the conversation, not the end of it.

For commercial pest control specifically, total compensation typically includes more than the base hourly or annual figure captured in BLS wage data:

- **License renewal and continuing-education reimbursement** — state fees and required CE hours, sometimes company-provided as a retention lever.
- **Vehicle and equipment provision** — company vehicle, fuel, and treatment equipment vary by employer and are worth confirming explicitly.
- **Route/commission structure** — some commercial roles carry route-based incentives or account-retention bonuses on top of base pay.
- **Fumigation or specialty-category differentials** — some employers pay a premium for technicians who carry an added license category, though the size of that premium isn't something BLS data captures.

When benchmarking an offer against this guide's median, weigh the full package, not just the base figure.

Benchmark by license category and account type, not by the trade in general.

The single biggest benchmarking error in this trade is treating "pest control technician" as one job with one wage. A general residential route tech and a termite/WDI inspector running commercial compliance reports both fall under the same \$45,250 median — but they're not doing the same job, and shouldn't necessarily be paid the same. Benchmark against the specific license category and account complexity you're hiring for.

If you're not sure where a specific role or region should land, that's exactly the kind of question a specialized recruiting partner should be able to answer with market data, not a guess.

TIME TO FILL

Specialty-licensed roles take longer to fill than general technician searches.

We don't have a single published BLS time-to-fill figure for pest control — that data isn't part of the standard BLS release, and we're not going to estimate one. But the pattern holds directionally given everything else in this guide: general technician searches move faster than searches for termite/WDI inspectors, fumigation technicians, or branch leadership, simply because the licensed, qualified pool narrows sharply at each step up — and because so much of this hiring runs through referral networks rather than open search.

The practical implication is the same one that runs through this whole guide: the roles that take longest to fill reactively are exactly the roles a standing, license-verified pipeline helps most.

What candidates are searching tells you almost as much as what they're earning.

The salary and licensing search clusters — roughly 890 and 300 combined monthly searches respectively — dwarf the roughly 10 combined monthly searches for hiring help. That imbalance is a compensation-planning signal, not just a hiring one: candidates in this trade are actively comparing pay and licensing requirements across states and employers before they ever talk to a recruiter, which means an offer that's vague on either point will lose to a competitor who's specific.

Companies that publish clear license-category and pay expectations up front — rather than a generic "competitive pay" line — are working with the grain of how candidates in this trade actually search, not against it.

GROWTH & OUTLOOK

Why the growth number matters for your compensation planning, not just your hiring plan.

Pest Control Workers are projected to grow +5% to +6% through 2034 — faster than average, per BLS OEWS data via O*NET OnLine, which flags this as a Bright Outlook occupation. Combined with a labor market where the qualified, licensed pool is thin and mostly invisible to open search, that growth trajectory is exactly the condition that tends to push real-world pay above the published median over time for companies that don't keep their offers current.



Every hire from zero is a *tax* on your team.

My Trade Talent maintains a live, credential-verified pipeline of trades talent on a flat monthly retainer — so open seats fill with qualified people, not guesses.

Schedule a Discovery Call

mytradetalent.com · (314) 886-7975 · staffing@abstraktmg.com