

SALARY GUIDE

2026 Physical Security Salary Guide

National wage benchmarks for the 10 most-recruited security systems installation and integration roles, sourced from BLS data via O*NET — with every proxy classification and every data gap labeled, not hidden.

How to read this guide.

Every wage figure below is sourced from the U.S. Bureau of Labor Statistics, cross-referenced via O*NET OnLine. These are **national figures for the closest matching BLS occupational classification**, not internal placement data, and not a substitute for a live local wage check.

Several physical security roles don't map to a single, distinct BLS occupation — the classification system hasn't caught up with how specialized this trade has become. Where that's the case, we've used the closest reasonable classification and said so explicitly, or left the figure out entirely rather than invent one. We don't fabricate a number where the data doesn't exist.

By role, BLS-sourced via O*NET.

ROLE	BLS CLASSIFICATION	NATIONAL MEDIAN
Security Systems Installer / Technician, Access Control Technician, CCTV Technician, Alarm Systems Technician, Field Service Technician	SOC 49-2098*	\$60,070/yr (\$28.88/hr)
Low-Voltage Electrician (Security Specialty)	SOC 47-2111 (Electricians)**	\$63,190/yr
Integration Engineer / Systems Integrator	SOC 17-3023***	\$78,190/yr
Security Systems Project Manager	SOC 11-9021 (Construction Managers)	Well over \$100,000/yr (no exact national figure disclosed on our source page)
Security Systems Estimator	SOC 13-1051 (Cost Estimators)	No wage figure sourced yet — see below
Security Systems Foreman / Crew Lead	SOC 47-1011	No wage figure sourced yet — see below

*SOC 49-2098, Security and Fire Alarm Systems Installers, is the occupation's own classification and covers five of our ten roles as specialties within it — the trade doesn't have a separate BLS code for access control, CCTV, or field-service work specifically.

**Low-voltage security wiring is a specialty within the broader Electricians occupation, not its own code.

***No dedicated "security integrator" BLS code exists; this is the nearest real classification for multi-vendor system design and integration work.

REGIONAL & STATE VARIATION

We don't have a state-by-state breakdown for this classification yet — and we're not going to invent one.

This is a comparatively new, comparatively small occupational category, and our source data does not include a state-level wage breakdown for Security and Fire Alarm Systems Installers the way older, larger trades sometimes have. Rather than approximate a state table with borrowed numbers from an adjacent trade, we're disclosing the gap plainly: if you need metro- or state-specific wage context for this role, 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: pay for this trade moves with the same general forces that move any skilled-trade wage — local cost of living, how concentrated commercial construction and integration work is in a given metro, and how tight the local supply of dual-skilled (electrical + networking) candidates is.

GUARDS VS. INSTALLERS — WHY THE WAGE GAP MATTERS

Budgeting for one occupation against the other's wage data is an expensive mistake.

Because search and staffing content so often blends "physical security" hiring into one category, it's worth stating plainly: the installation and integration trade this guide covers pays meaningfully more than guard staffing, and the two shouldn't be benchmarked against each other.

OCCUPATION	BLS CLASSIFICATION	NATIONAL MEDIAN
Security and Fire Alarm Systems Installers	SOC 49-2098	\$60,070/yr (\$28.88/hr)
Security Guards	SOC 33-9032	\$38,020/yr (\$18.28/hr)

Figures BLS-sourced via O*NET OnLine. Security Guards are shown for context only — a distinct labor category from the installation and integration roles this guide benchmarks.

ROLES WITHOUT A DISTINCT BLS CLASSIFICATION

Named honestly, not assigned a made-up number.

Access Control Technician and **CCTV / Video Surveillance Technician** — both fall under SOC 49-2098 as specialties. The occupation-wide median above (\$60,070/yr) is the best available figure; no separate specialty-level split exists in BLS data.

Integration Engineer / Systems Integrator — no dedicated BLS code exists for multi-vendor security system integration specifically. SOC 17-3023 (Electrical and Electronic Engineering Technologists and Technicians, \$78,190/yr) is the nearest real classification, used as a labeled proxy.

Security Systems Estimator (SOC 13-1051, Cost Estimators) and **Security Systems Foreman / Crew Lead** (SOC 47-1011) — our source page identifies the correct BLS classification for each role but does not carry a specific national wage figure for them. We're disclosing that gap rather than borrowing a number from an unrelated source.

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

Especially for field-facing roles, total compensation typically includes more than the base hourly or annual figure captured in BLS wage data:

- **Certification reimbursement** — NICET and ESA testing and renewal fees, sometimes employer-provided as a retention lever.
- **Manufacturer training investment** — paid training on specific camera, access-control, or alarm platforms, which also raises a tech's market value.
- **Service-call and overtime structure** — field service and installer roles often carry after-hours or warranty-call rotations that materially change take-home pay versus the base annual figure.
- **Tool and vehicle allowances** — vary widely by employer and worth confirming explicitly rather than assuming.

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

USING THIS GUIDE

Benchmark by role, not by the "physical security" umbrella term.

The single biggest benchmarking error in this trade is treating "physical security" as one job with one wage. An access-control technician, a low-voltage electrician working security scopes, and an integration engineer are three different BLS classifications with a wage spread from roughly \$60,000 to \$78,000 and up — before even considering the PM track, which runs well over \$100,000. Benchmark the specific role you're hiring, using the closest classification in the table above.

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.

Dual-skilled and specialty roles take longer to fill than generalist installer searches.

We don't have a single published BLS time-to-fill figure for this trade — that data isn't part of the standard BLS release. But the pattern holds directionally, and follows straight from the numbers already in this guide: with only 85,900 workers nationally in the core installer occupation, and given that the job increasingly requires both electrical and networking competence, searches for Integration Engineers, Project Managers, and Foremen move slower than searches for a general installer/technician, simply because the qualified pool narrows sharply at each step up.

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, pre-verified pipeline helps most.

COMPARABLE TRADES

How physical security pay compares to adjacent classifications.

OCCUPATION	NATIONAL MEDIAN (BLS VIA O*NET)
Security Guards (SOC 33-9032) — context only, different occupation	\$38,020
Security & Fire Alarm Systems Installers (SOC 49-2098)	\$60,070
Electricians (SOC 47-2111)	\$63,190
Electrical & Electronic Engineering Technologists/Technicians (SOC 17-3023)	\$78,190
Construction Managers (SOC 11-9021)	Well over \$100,000 (no exact figure disclosed)

Figures as cited earlier in this guide, gathered here for side-by-side comparison. Cost Estimators (SOC 13-1051) and First-Line Supervisors of Construction Trades (SOC 47-1011) are excluded from this table because no national wage figure for either was available in our source data.

Why these numbers matter for your compensation planning, not just your hiring plan.

Security and Fire Alarm Systems Installers are projected to grow much faster than average (7% or higher) through 2034, with roughly 9,400 openings a year against a base of only 85,900 workers nationally. That combination — fast growth, small base — is exactly the condition that pushes wages up faster than a slower-growing, larger occupation would. Contractors benchmarking pay against last year's numbers, or against the guard-staffing wage data that dominates general search results, risk under-offering candidates who have real options in a tightening market.



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