

2026

DATA PERIOD
Apr 2025 – Apr 2026

SAMPLE SIZE
30+ per role

METHODOLOGY
Middle 80%

MINIMUM VOLUME
75+ closings/yr

MARKET VARIANCE
≤ 15%

| POSITION | | BASE SALARY RANGE | | INCENTIVES (% OF BASE) |
|--------------------------------------|---------|-------------------|--|------------------------|
| EXECUTIVE | | | | |
| Regional President / COO | >\$100M | \$315k – \$469k | | 144% – 286% |
| Division President | >\$50M | \$252k – \$323k | | 150% – 255% |
| Division President | <\$50M | \$220k – \$262k | | 122% – 175% |
| FINANCE | | | | |
| Chief Financial Officer | >\$50M | \$221k – \$345k | | 144% – 286% |
| Chief Financial Officer | <\$50M | \$204k – \$233k | | 150% – 255% |
| Controller | >\$50M | \$186k – \$235k | | 122% – 175% |
| Controller | <\$50M | \$156k – \$189k | | 30% – 45% |
| CONSTRUCTION | | | | |
| VP of Construction | >\$50M | \$188k – \$210k | | 35% – 65% |
| VP of Construction | <\$50M | \$142k – \$172k | | 25% – 55% |
| Production/Area Construction Manager | | \$103k – \$145k | | 35% – 45% |
| Purchasing Director | | \$132k – \$192k | | 38% – 55% |
| LAND | | | | |
| VP / Director of Land Development | | \$165k – \$205k | | 35% – 48% |
| Land Development Manager | | \$109k – \$148k | | 25% – 35% |
| Site Acquisition Manager | | \$125k – \$189k | | 38% – 81% |
| SALES & MARKETING | | | | |
| VP of Sales & Marketing | >\$50M | \$185k – \$225k | | 75% – 100% |
| VP of Sales & Marketing | <\$50M | \$133k – \$175k | | 70% – 95% |
| General Sales Manager | | \$105k – \$145k | | 65% – 100% |
| Marketing Manager | | \$91k – \$152k | | 25% – 35% |