

2022

HOMEBUILDING COMPENSATION REPORT

The pace of compensation increases has made it difficult to accurately reflect the current market mood in a compensation report. Search requests are at a historical high here at SCI. Remote work has increased job satisfaction for current employees while making it challenging to hire new candidates without an established working relationship or trust.

The numbers in this report reflect compensation collected between April 2021 and April 2022 for candidates working within companies or divisions delivering over 80 closings per year. The variance between markets should be no greater than 10%.

The figures are based on the middle 80% for each position with the upper 10% and lower 10% removed to provide more relevant information. Over 30 samples per role were used to ensure a proper bell curve.

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Position (Revenues)	Base Salary	Incentives (% of Base)
Regional President/COO (>\$100M)	\$281,000 - \$415,000	150% - 350%
Division President (>\$50M)	\$232,000 - \$287,000	185% - 270%
Division President (<\$50M)	\$205,000 - \$237,000	145% - 245%
Chief Financial Officer (>\$50M)	\$208,000 - \$315,000	48% - 85%
Chief Financial Officer (<\$50M)	\$186,000 - \$218,000	35% - 58%
Controller (>\$50M)	\$165,000 - \$221,000	35% - 65%
Controller (<\$50M)	\$122,000 - \$177,000	25% - 44%
Vice President of Construction (>\$50M)	\$174,000 - \$212,000	35% - 70%
Vice President of Construction (<\$50M)	\$138,000 - \$178,000	40% - 55%
Vice President of Sales & Marketing (>\$50M)	\$164,000 - \$205,000	78% - 100%
Vice President of Sales & Marketing (<\$50M)	\$112,000 - \$166,000	66% - 95%
Vice President/Director of Land Development	\$151,000 - \$194,000	25% - 44%
Land Development Manager	\$105,000 - \$144,000	25% - 40%
Site Acquisition Manager	\$108,000 - \$166,000	35% - 75%
General Sales Manager	\$88,000 - \$133,000	50% - 95%
Marketing Manager	\$83,000 - \$148,000	20% - 35%
Purchasing Director	\$112,000 - \$168,000	25% - 45%
Production/Area Construction Manager	\$95,000 - \$136,000	25% - 45%