

2024

HOMEBUILDING COMPENSATION REPORT

2023 was another solid year for SCI's homebuilding search practice in a sound and reasonable market that saw fewer big pay raises or counter-offers. Most searches were due to natural growth or retirements. The best talent is still fully employed and hard to recruit especially with higher mortgage rates complicating relocations.

The numbers in this report reflect compensation collected between April 2023 and April 2024 for candidates working within companies or divisions delivering over 80 closings per year. The variance between markets should be no greater than 15%.

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 position were used to ensure an appropriate bell curve.

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Position (Revenues)	Base Salary	Incentives (% of Base)
Regional President/COO (>\$100M)	\$310,000 - \$435,000	140% - 320%
Division President (>\$50M)	\$246,000 - \$325,000	165% - 265%
Division President (<\$50M)	\$210,000 - \$242,000	125% - 220%
Chief Financial Officer (>\$50M)	\$225,000 - \$345,000	50% - 80%
Chief Financial Officer (<\$50M)	\$191,000 - \$246,000	42% - 55%
Controller (>\$50M)	\$181,000 - \$225,000	30% - 60%
Controller (<\$50M)	\$133,000 - \$185,000	28% - 45%
Vice President of Construction (>\$50M)	\$192,000 - \$210,000	30% - 60%
Vice President of Construction (<\$50M)	\$135,000 - \$171,000	30% - 60%
Vice President of Sales & Marketing (>\$50M)	\$166,000 - \$208,000	70% - 100%
Vice President of Sales & Marketing (<\$50M)	\$125,000 - \$175,000	60% - 95%
Vice President/Director of Land Development	\$152,000 - \$195,000	35% - 45%
Land Development Manager	\$110,000 - \$148,000	25% - 40%
Site Acquisition Manager	\$120,000 - \$188,000	35% - 70%
General Sales Manager	\$95,000 - \$138,000	50% - 95%
Marketing Manager	\$88,000 - \$145,000	25% - 38%
Purchasing Director	\$122,000 - \$172,000	28% - 45%
Production/Area Construction Manager	\$95,000 - \$136,000	30% - 55%