



**SBR**

Silicon Beach  
Recruiter

**2024**

**COMPENSATION OUTLOOK**

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# SBR

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## Specialized Construction Recruiting for the California Building Industry.



**ARCHITECTURE**



**GENERAL  
CONTRACTORS**



**RESIDENTIAL  
CONSTRUCTION**

# The Demand for Skilled Construction Management Executives is Expected to be Significant in 2024.

## Here are a few factors contributing to this demand:

### **Population Growth:**

California's population continues to grow, which leads to increased demand for housing, infrastructure, and commercial facilities. This growth creates a need for skilled construction managers to oversee and manage construction projects.

### **Housing Market:**

The housing market in California remains competitive, with a high demand for new residential units. Skilled construction managers are essential for constructing new homes, including single-family houses and multi-unit buildings, to meet this demand.

### **Infrastructure Development:**

California is known for its extensive infrastructure projects, including highways, bridges, public transportation systems, and water management facilities. Such projects require experienced construction managers to ensure they are completed efficiently and within budget.

### **Renovation and Retrofitting:**

In addition to new construction, there is a constant need for renovation and retrofitting of existing structures in California. Skilled construction managers play a crucial role in managing these projects, which involve upgrading and improving buildings to meet safety and sustainability standards.

### **Commercial Construction:**

California's thriving economy supports the growth of commercial construction projects, such as office buildings, retail centers, and hospitality facilities. Construction managers with expertise in commercial construction are in high demand to oversee these projects.

### **Green Building Initiatives:**

The focus on sustainable and environmentally friendly construction practices is increasing in California. Construction managers with knowledge and experience in green building techniques and certifications are sought after to meet the demand for eco-friendly construction projects.

Given these factors, the demand for skilled construction managers in California's construction industry is expected to remain strong in 2024. It is important for aspiring contractors to continue developing their skills, stay updated with industry trends, and maintain a strong network within the construction community to take advantage of the opportunities available.



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# 2024 Compensation Outlook

## Pulling Good People Out Of Bad Jobs Since 1997.

Headquartered in Downtown Sacramento, CA since 1997, SBR has been placing direct hire top talent in the California Building Industry. We deliver surgical top talent through data and statistical analysis.



“ We allow your firm to focus on your core business. We attract, recruit, and retain ideal candidates.

We perfect the process so you end up with the ideal candidate without diverting your own firm’s precious time, effort, and resources. ”

**Angel Ahumada,**  
SBR Founder / CEO

# Why Employees Leave...

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**01**

**Micro-Managers**  
#1 Reason They Leave

**02**

**No Challenge In Work**

**03**

**Long Commute**

**04**

**Underpaid**

**05**

**No Synergy With Team**  
Lacks employee interactions

## It's Time to Strategically Align Your Company for Success.

This comprehensive compensation outlook has been meticulously crafted, drawing upon a wealth of factual data and compelling statistics sourced from diverse regions across the nation. Its purpose is to empower you with a profound understanding of the prevailing market dynamics within your industry.

Armed with this invaluable insight, you can strategically position yourself for unparalleled success in the upcoming year, 2024. Consider this report not just as an informative resource, but as a powerful market analysis tool that will illuminate strategic pathways, allowing you to adeptly navigate the intricate landscape of your industry and formulate a winning strategy for the challenges and opportunities that lie ahead.



# Recruiting Mistakes All Hiring Managers Need to Avoid.

**01**  
Not Creating An  
Accurate Job Description

**02**  
Using Unconscious Bias

**03**  
Rejecting An  
Overqualified Candidate

**04**  
Rushing The Hire

**05**  
Expecting Too Much, Too  
Soon, From a New Recruit



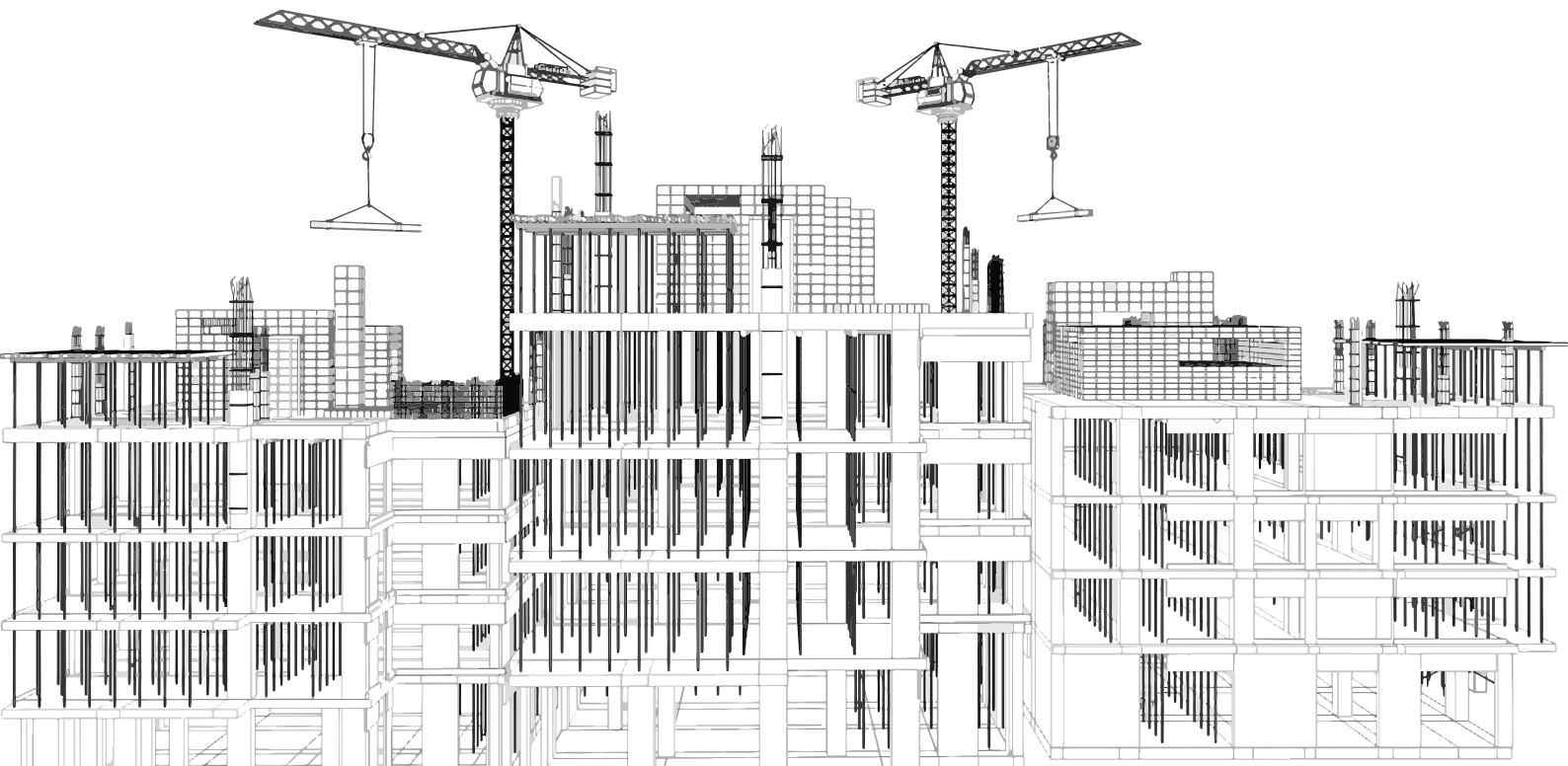
## Core Industries We Recruit for Using THE A.R.R. METHOD:

### ATTRACT

### RECRUIT

### RETAIN

ARCHITECTURE	GENERAL CONTRACTING	RESIDENTIAL
Residential	Heavy Civil	Builders
Hospitality	Commercial	REIT
Commercial	Residential	Multi-Family
Landscape	Specialty Contractors	Hospitality
Interiors		



## Typical Bonus Structure for Construction Industry Bonuses.

### 25–35% of Base Salary Based on:

- . Personal Performance
- . Project Profits
- . Customer Surveys
- . Operating Profits

### Average auto allowance/gas for traveling roles:

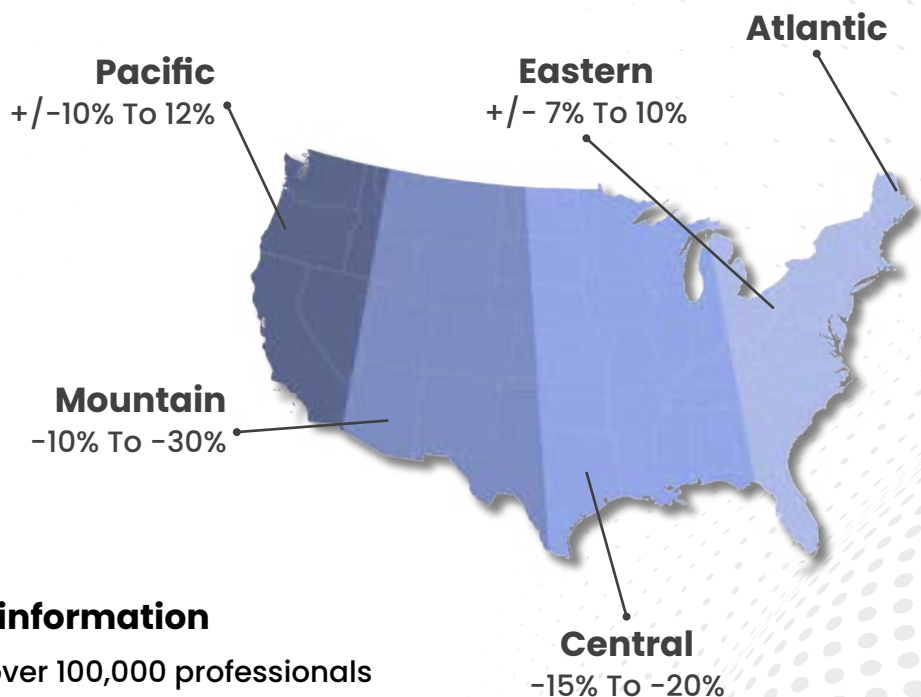
- > 100,000 \$350 - \$450
- < 100,000 \$600 - \$950

### Personal factors that will impact salary/bonus figures:

- Education/Experience
- Report to Whom?
- Number of Reports
- Negotiation Skills

### External factors that will impact salary/bonus figures:

- Company Size
- Revenue
- Geographical Location



### How we compiled our information

- Our database contains over 100,000 professionals
- Completed searches
- Unparalleled industry experience and tenure

\*Based on the chart, some of the salary figures will vary depending on the region employment is located. This is for employment in the United States only, International rates will vary.\*

# Architecture Salary Guide 2024.

POSITION	LOW	HIGH
President	\$185,000	\$220,500
Vice President	\$150,500	\$175,500
Associate Project Manager	\$120,000	\$145,000
Project Architect	\$135,000	\$150,000
Landscape Architect Manager	\$105,950	\$135,500
Controller	\$120,000	\$135,000
Construction Administrator	\$85,000	\$95,100
Marketing Manager	\$80,250	\$95,000
Planner	\$115,000	\$135,000
Project Manager (Interior)	\$105,950	\$130,650
Drafting Supervisor	\$100,950	\$120,650
CAD Manager	\$100,950	\$120,650
GIS Manager	\$79,550	\$95,250
Office Manager	\$80,250	\$95,950
Bookkeeper	\$80,250	\$90,950
Marketing Coordinator	\$53,500	\$69,550
Job Captain	\$95,000	\$120,000
Interior Designer	\$100,000	\$135,000
GIS Analyst	\$79,550	\$90,250
Executive Assistant	\$53,500	\$85,900
Drafter	\$79,550	\$90,250

# General Contractors Salary Guide 2024.

POSITION	LOW	HIGH
General Manager	\$296,000	\$356,050
VP of Operations	\$250,250	\$286,000
Chief Financial Officer	\$190,000	\$278,850
Chief Estimator	\$220,050	\$250,520
Owner's Representative	\$150,000	\$185,000
Area Manager	\$180,965	\$210,830
Project Executive	\$190,000	\$250,000
Controller	\$130,000	\$150,500
Director of Safety and Quality Control	\$146,055	\$173,875
Sr. Cost Engineer - Construction	\$133,536	\$180,830
Construction Manager	\$135,190	\$185,875
Sr. Contracts Administrator	\$125,190	\$166,920
Sr. Project Manager	\$155,150	\$210,135
Sr. Field Engineer - Construction	\$118,235	\$139,000
Estimator	\$111,280	\$146,055
Project Manager	\$135,889	\$175,055
Project Accountant	\$75,000	\$85,000
Project Engineer	\$95,000	\$125,000
Field Engineer - Construction	\$97,370	\$125,190
Field Superintendent	\$135,000	\$195,000
Sr. Construction Coordinator	\$65,000	\$85,000



<b>Project Administrator</b>	\$53,500	\$72,220
<b>Take Off Engineer</b>	\$48,685	\$59,380
<b>Contracts Administrator</b>	\$55,640	\$83,460

## Residential Construction Salary Guide 2024.

<b>POSITION</b>	<b>LOW</b>	<b>HIGH</b>
<b>Division President</b>	\$230,000	\$300,000
<b>VP/Director of Operations</b>	\$195,000	\$230,000
<b>VP of Land Acquisition</b>	\$200,000	\$245,500
<b>Dir/Mgr of Land Acquisition</b>	\$120,000	\$150,000
<b>VP of Forward Planning</b>	\$175,000	\$220,000
<b>Dir/Mgr of Forward Planning</b>	\$125,000	\$150,000
<b>Land/Entitlement Project Manager</b>	\$120,000	\$145,000
<b>Forward Planner</b>	\$100,000	\$125,000
<b>VP of Land Development</b>	\$160,000	\$200,000
<b>Dir/Mgr of Land Development</b>	\$130,000	\$150,000
<b>Offsite Superintendent</b>	\$100,000	\$120,000
<b>Financial Analyst/Land Analyst</b>	\$79,000	\$90,950
<b>VP of Construction</b>	\$175,000	\$190,000
<b>Dir/Mgr of Construction</b>	\$150,000	\$165,000
<b>Area Const Mgr/Gen Superintendent</b>	\$130,000	\$155,000
<b>Construction Project Manager</b>	\$100,000	\$150,000
<b>Superintendent/Const Mgr</b>	\$85,000	\$105,000



<b>Asst Super/Asst Const Mgr</b>	\$55,000	<b>\$65,000</b>
<b>VP of Purchasing</b>	\$160,000	<b>\$210,000</b>
<b>Dir/Mgr of Purchasing</b>	\$120,000	<b>\$150,000</b>
<b>Senior/Purchasing Agent</b>	\$100,000	<b>\$130,000</b>
<b>Design Center Manager</b>	\$85,000	<b>\$95,000</b>
<b>Options Coordinator</b>	\$75,000	<b>\$85,000</b>
<b>Contract Administrator</b>	\$60,000	<b>\$72,399</b>
<b>Purchasing Coordinator</b>	\$55,000	<b>\$65,000</b>
<b>VP/Director or Chief Financial Officer</b>	\$150,000	<b>\$203,500</b>
<b>Controller</b>	\$120,000	<b>\$140,000</b>
<b>Assistant Controller</b>	\$85,000	<b>\$95,000</b>
<b>VP of Sales</b>	\$150,000	<b>\$180,000</b>
<b>Dir/Mgr of Sales</b>	\$110,000	<b>\$135,000</b>
<b>VP of Marketing</b>	\$150,000	<b>\$175,000</b>
<b>Dir/Mgr of Marketing</b>	\$120,000	<b>\$150,000</b>
<b>Escrow Coordinator</b>	\$55,000	<b>\$70,000</b>
<b>VP of Customer Service</b>	\$150,000	<b>\$175,000</b>
<b>Dir/Mgr of Customer Service</b>	\$120,000	<b>\$145,000</b>
<b>Warranty Representative</b>	\$55,000	<b>\$65,000</b>
<b>Customer Service Rep.</b>	\$42,800	<b>\$48,150</b>
<b>Customer Coordinator</b>	\$45,000	<b>\$55,000</b>

\* Purchasing salaries experienced the highest increase of all roles in the homebuilder industries

# The Biggest Challenge in Talent Acquisition: The Retirement of Baby Boomers

Here are some key points regarding the impact of baby boomer retirements in California:

## **Workforce Reduction**

Baby boomers represent a large portion of the current workforce in California. As they retire, there will be a significant reduction in the number of experienced workers available. This could lead to shortages in certain industries and occupations.

## **Skills Gap:**

Baby boomers often possess valuable skills and knowledge gained through years of experience. Their retirement may create a skills gap as younger workers may not have the same level of expertise. Employers will need to focus on knowledge transfer and training programs to ensure a smooth transition and retain institutional knowledge.

## **Job Openings:**

The retirement of baby boomers will also result in a substantial number of job openings in various sectors. This presents opportunities for younger workers and those looking to enter the workforce. It may also create a demand for skilled workers in industries such as healthcare, technology, and skilled trades.

## **Industry-Specific Impact:**

The impact of baby boomer retirements will vary across industries. Some sectors, such as healthcare and education, where many baby boomers are employed, may experience a more significant impact. Other industries, such as technology and finance, may see a more gradual transition due to the higher number of younger workers already present.

## **Economic Implications:**

The retirement of baby boomers can have economic implications for California. It may lead to increased demand for healthcare services and create opportunities for entrepreneurship and innovation as new businesses emerge to fill the gaps left by retiring workers.

While the exact timeline of baby boomer retirements and their specific impact on the workforce in California may vary, it is essential for employers and policymakers to anticipate and plan for these changes. Strategies such as workforce development programs, attracting younger talent, and implementing knowledge transfer initiatives can help mitigate the effects of baby boomer retirements and ensure a smooth transition in the labor market.

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**Delivering Top Talent For  
Construction Management  
SINCE 1997.**

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