

## **2025 Pay Scales**

### **Construction**

Crew Member  
\$23-30

Lead Hand  
\$30-\$35

Crew Leader  
\$35-\$50

Project/Production  
Manager  
\$80,000-\$120,000

Operations Manager  
\$95,000 - 125,000

GM/President  
/Owner

### **Landscape Maintenance**

Crew Member  
\$18-23

Lead Hand  
\$21-\$30

Crew Leader  
\$28-\$35

Production  
Manager/Client Care  
\$65,000-\$90,000

Branch Manager/  
Operations Manager  
\$85,000-\$120,000

GM/President  
/Owner

### **Admin & Finance**

Admin Assist/Ops  
Coordinator  
\$40,000-\$60,000

Bookkeeper  
\$40,000-\$55,000

Accounting  
Associate  
\$55,000-\$70,000

Controller  
\$90,000-\$125,000

### **Human Resources**

Payroll/HR Admin  
\$50,000-\$55,000

HR Manager  
\$70,000-\$95,000

### **Design/Sales & Business Development**

Design/Sales  
\$55,000-\$95,000  
+ Commission

Business Development/Sales  
\$70,000-\$100,000  
+ Commission

Account Manager  
\$75,000 - \$100,000  
+ Commission