



**LANDSCAPE  
ILLINOIS**

THE STATEWIDE ASSOCIATION  
FOR LANDSCAPE PROFESSIONALS

# 2025 SALARY SURVEY RESULTS

Landscape Illinois conducts comprehensive salary surveys every 2 years. We asked for current salary information for a variety of salaried and hourly positions. The 2025 survey had 209 respondents.

For each position, we include the respondent breakdowns, means, medians, and 2023 comparison data when available.

As a reminder:

- Mean: The exact average of all values
- Median: The exact midpoint of all values

Since these are ranges, the midpoint salary was used for each range to conduct our analysis. For example, “Between \$16–\$17 per hour” became \$16.50 per hour for data tabulation purposes. If the participant selected “other” the exact value they provided was used.

## REGION

What region are you in? (208 responses)		
Choices	2025	2023
Chicagoland	63.3%	Not asked in 2023
Northwest Illinois	20.6%	
Central Illinois	15.1%	
Southern Illinois	0.1%	



## CREW LEADER/FOREMAN SALARY SURVEY RESULTS

What does your Construction/Installation Crew Leader/Foreman make per hour? (216 Responses)		
Choices		2025
Below \$22		1.9%
\$22-\$23		6.9%
\$24-\$25		17.1%
\$26-\$27		20.0%
\$28-\$29		17.1%
Over \$30		23.6%
Below \$22 or over \$30		13.4%
Regional Averages		2025
Chicagoland-Only Mean		\$27.94
Chicagoland-Only Median		\$26.50
Statewide Mean (without Chicagoland)		\$26.65
Statewide Median (without Chicagoland)		\$26.50
	2025	2023
All Regions Mean	\$27.52	\$25.39
All Regions Median	\$26.50	\$24.50
Mean increase since 2023	8.39%	
Median increase since 2023	8.16%	

What does your Maintenance Crew Leader/Foreman make per hour? (188 Responses)		
Choices		2025
\$16-\$17		1.1%
\$18-\$19		5.3%
\$20-\$21		14.9%
\$22-\$23		24.5%
\$24-\$25		36.7%
Below \$16 or over \$25		17.6%
Regional Averages		2025
Chicagoland-Only Mean		\$24.43
Chicagoland-Only Median		\$24.50
Statewide Mean (without Chicagoland)		\$23.10
Statewide Median (without Chicagoland)		\$22.50
	2025	2023
All Regions Mean	\$23.89	\$22.17
All Regions Median	\$24.50	\$22.50
Mean increase since 2023	7.76%	
Median increase since 2023	8.89%	



## GENERAL LABORER SALARY SURVEY RESULTS

### What does your General Laborer (Installation) make per hour? (205 Responses)

Choices	2025
\$16-\$17	0.49%
\$18-\$19	0.0%
\$20-\$21	8.8%
\$22-\$23	26.3%
\$24-\$25	30.2%
\$26-\$27	22.0%
Below \$16 or over \$27	12.2%

Regional Averages	2025
Chicagoland-Only Mean	\$24.45
Chicagoland-Only Median	\$24.50
Statewide Mean (without Chicagoland)	\$20.69
Statewide Median (without Chicagoland)	\$20.50

	2025	2023
All Regions Mean	\$21.46	\$19.81
All Regions Median	\$20.50	\$19.50
Mean increase since 2023	8.33%	
Median increase since 2023	5.13%	

### What does your General Laborer (Maintenance) make per hour? (189 Responses)

Choices	2025
\$11-\$12	10.1%
\$13-\$14	18.0%
\$15-\$16	25.4%
\$17-\$18	22.2%
\$19-\$20	15.3%
\$21-\$22	5.8%
Below \$11 or over \$22	3.2%

Regional Averages	2025
Chicagoland-Only Mean	\$19.84
Chicagoland-Only Median	\$19.50
Statewide Mean (without Chicagoland)	\$19.38
Statewide Median (without Chicagoland)	\$19.50

	2025	2023
All Regions Mean	\$19.74	\$18.38
All Regions Median	\$19.50	\$17.50
Mean increase since 2023	7.4%	
Median increase since 2023	11.43%	



## LICENSED SPRAY TECHNICIAN SALARY SURVEY RESULTS

**What does your Licensed Spray Technician make per hour?  
(106 Responses)**

<b>Choices</b>	<b>2025</b>
\$16-\$17	0.0%
\$18-\$19	8.5%
\$20-\$21	18.9%
\$22-\$23	47.2%
Below \$16 or above \$23	25.5%

<b>Regional Averages</b>	<b>2025</b>
Chicagoland-Only Mean	\$23.23
Chicagoland-Only Median	\$22.50
Statewide Mean (without Chicagoland)	\$22.35
Statewide Median (without Chicagoland)	\$22.50

	<b>2025</b>	<b>2023</b>
<b>All Regions Mean</b>	\$22.97	\$22.32
<b>All Regions Median</b>	\$22.50	\$22.50
<b>Mean increase since 2023</b>	2.91%	
<b>Median increase since 2023</b>	0%	





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## DESIGNER SALARY SURVEY RESULTS

### What does your Designer – Beginner (1-4 years) make per year? (90 Responses)

Choices	2025
Below \$40K	3.33%
\$41K-\$49K	26.7%
\$51K-\$59K	30.0%
\$60K-\$69K	28.9%
\$70K-\$79K	8.9%
Below \$40K or above \$80K	2.2%

Regional Averages	2025
Chicagoland-Only Mean	\$58,733
Chicagoland-Only Median	\$59,500
Statewide Mean (without Chicagoland)	\$53,727
Statewide Median (without Chicagoland)	\$54,500

	2025	2023
All Regions Mean	\$56,799	\$50,361
All Regions Median	\$54,500	\$55,500
Mean increase since 2023	12.78%	
Median increase since 2023	(1.8%)	

### What does your Designer – Intermediate (5-10 years) make per year? (97 Responses)

Choices	2025
Below \$50K	5.2%
\$50K-\$59K	11.3%
\$60K-\$69K	22.7%
\$70K-\$79K	35.1%
\$80K-\$89K	22.7%
Below \$50K or above \$80K	3.1%

Regional Averages	2025
Chicagoland-Only Mean	\$74,720
Chicagoland-Only Median	\$74,500
Statewide Mean (without Chicagoland)	\$68,500
Statewide Median (without Chicagoland)	\$64,500

	2025	2023
All Regions Mean	\$72,918	\$63,738
All Regions Median	\$74,500	\$65,500
Mean increase since 2023	14.40%	
Median increase since 2023	13.74%	

### What does your Designer – Advanced (10+ years) make per year? (100 Responses)

Choices	2025
\$50K-\$59K	8.0%
\$60K-\$69K	8.0%
\$70K-\$79K	12.0%
\$80K-\$89K	26.0%
\$90K-\$99K	14.0%
\$100K-\$109K	23.0%
Below \$50K or above \$109K	9.0%

Regional Averages	2025
Chicagoland-Only Mean	\$91,436
Chicagoland-Only Median	\$94,500
Statewide Mean (without Chicagoland)	\$85,735
Statewide Median (without Chicagoland)	\$84,500

	2025	2023
All Regions Mean	\$89,365	\$89,300
All Regions Median	\$84,500	\$85,500
Mean increase since 2023	0.07%	
Median increase since 2023	(1.17%)	



## REGISTERED LANDSCAPE ARCHITECT SALARY SURVEY RESULTS

What does your Registered Landscape Architect make per year? (80 Responses)		
Choices	2025	
\$50K-\$59K	0.00%	
\$60K-\$69K	2.5%	
\$70K-\$79K	12.5%	
\$80K-\$89K	8.8%	
\$90K-\$99K	31.3%	
\$100K-\$109K	28.8%	
Below \$50K or above \$109K	16.3%	
Regional Averages	2025	
Chicagoland-Only Mean	\$105,207	
Chicagoland-Only Median	\$94,500	
Statewide Mean (without Chicagoland)	\$85,412	
Statewide Median (without Chicagoland)	\$84,500	
	2025	2023
All Regions Mean	\$101,456	Not asked
All Regions Median	\$94,500	Not asked
Mean increase since 2023	N/A	Not asked
Median increase since 2023	N/A	Not asked



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## FULL TIME SALES, PRODUCTION, OFFICE STAFF SALARY SURVEY RESULTS

**What does your Sales Representative  
make per year as a base salary  
without commission?  
(123 Responses)**

Choices	2025
Below \$50K	4.9%
\$50K-\$59K	17.1%
\$60K-\$69K	18.7%
\$70K-\$79K	11.4%
\$80K-\$89K	20.3%
\$90K-\$99K	17.9%
Below \$50K or above \$99K	9.8%

Regional Averages	2025
Chicagoland-Only Mean	\$79,766
Chicagoland-Only Median	\$84,500
Statewide Mean (without Chicagoland)	\$72,542
Statewide Median (without Chicagoland)	\$74,500

	2025	2023
All Regions Mean	\$77,099	\$77,647
All Regions Median	\$74,500	\$75,500
Mean increase since 2023	(0.71%)	
Median increase since 2023	(1.32%)	

**What is your standard  
commission percentage for  
your Sales Representative?  
(78 Responses)**

	2025	2023
Mean	4.59%	Not asked
Median	3.00%	Not asked
Regional Averages		
Chicagoland-Only Mean	5.20%	
Chicagoland-Only Median	3.00%	
Statewide Mean (without Chicagoland)	3.83%	
Statewide Median (without Chicagoland)	3.00%	



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## FULL TIME SALES, PRODUCTION, OFFICE STAFF SALARY SURVEY RESULTS

**What does your Account Manager  
make per year as a base salary  
without commission?  
(118 Responses)**

Choices	2025
Below \$50K	2.5%
\$50K-\$59K	16.1%
\$60K-\$69K	19.5%
\$70K-\$79K	22.0%
\$80K-\$89K	21.2%
\$90K-\$99K	11.9%
Below \$50K or above \$99K	6.8%

Regional Averages	2025
Chicagoland-Only Mean	\$77,809
Chicagoland-Only Median	\$74,500
Statewide Mean (without Chicagoland)	\$72,603
Statewide Median (without Chicagoland)	\$74,500

	2025	2023
All Regions Mean	\$76,122	\$60,128
All Regions Median	\$74,500	\$55,500
Mean increase since 2023	26.60%	
Median increase since 2023	34.23%	

**What is your standard  
commission percentage for  
your Account Manager?  
(67 Responses)**

	2025	2023
Mean	4.09%	Not asked
Median	3.00%	Not asked
Regional Averages		
Chicagoland-Only Mean	3.90%	
Chicagoland-Only Median	3.00%	
Statewide Mean (without Chicagoland)	3.88%	
Statewide Median (without Chicagoland)	3.00%	





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## FULL TIME SALES, PRODUCTION, OFFICE STAFF SALARY SURVEY RESULTS

What does your Project/Production Manager make per year? (121 Responses)		
Choices		2025
Below \$50K		4.1%
\$50K-\$59K		8.3%
\$60K-\$69K		16.5%
\$70K-\$79K		17.4%
\$80K-\$89K		19.8%
\$90K-\$99K		19.0%
\$100K-\$109K		9.9%
Below \$40K or above \$109K		5.0%
Regional Averages		2025
Chicagoland-Only Mean		\$82,728
Chicagoland-Only Median		\$84,500
Statewide Mean (without Chicagoland)		\$72,607
Statewide Median (without Chicagoland)		\$74,500
	2025	2023
All Regions Mean	\$81,335	\$74,362
All Regions Median	\$84,500	\$75,500
Mean increase since 2023	9.37%	
Median increase since 2023	11.92%	

What does your Operations Manager make per year? (126 Responses)		
Choices	2025	
Below \$50K	2.4%	
\$50K-\$59K	5.5%	
\$60K-\$69K	9.5%	
\$70K-\$79K	15.1%	
\$80K-\$89K	20.6%	
\$90K-\$99K	11.9%	
\$100K-\$109K	23.8%	
Below \$50K or above \$109K	11.1%	
Regional Averages	2025	
Chicagoland-Only Mean	\$92,337	
Chicagoland-Only Median	\$89,500	
Statewide Mean (without Chicagoland)	\$81,735	
Statewide Median (without Chicagoland)	\$84,500	
	2025	2023
All Regions Mean	\$88,901	\$79,139
All Regions Median	\$84,500	\$75,500
Mean increase since 2023	12.33%	
Median increase since 2023	11.92%	



# FULL TIME SALES, PRODUCTION, OFFICE STAFF SALARY SURVEY RESULTS

What does your Estimator make per year? (67 Responses)		
Choices		2025
\$40K-\$49K		9.0%
\$50K-\$59K		17.9%
\$60K-\$69K		17.9%
\$70K-\$79K		23.9%
\$80K-\$89K		11.9%
\$90K-\$99K		13.4%
Below \$40K or above \$99K		6.0%
Regional Averages		2025
Chicagoland-Only Mean		\$75,573
Chicagoland-Only Median		\$74,500
Statewide Mean (without Chicagoland)		\$64,522
Statewide Median (without Chicagoland)		\$64,500
	2025	2023
All Regions Mean	\$72,440	\$70,962
All Regions Median	\$74,500	\$65,500
Mean increase since 2023	2.08%	
Median increase since 2023	13.74%	

What does your Office/Clerical Staff make per hour? (158 Responses)		
Choices		2025
\$16-\$17		7.6%
\$18-\$19		11.4%
\$20-\$21		17.7%
\$22-\$23		20.3%
\$24-\$25		29.7%
Other		13.3%
Regional Averages		2025
Chicagoland-Only Mean		\$23.34
Chicagoland-Only Median		\$22.50
Statewide Mean (without Chicagoland)		\$21.94
Statewide Median (without Chicagoland)		\$22.50
	2025	2023
All Regions Mean	\$23.28	\$21.60
All Regions Median	\$22.50	\$20.50
Mean increase since 2023	7.78%	
Median increase since 2023	9.76%	



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## COMPREHENSIVE BENEFITS PROVIDED SALARY SURVEY RESULTS

Our company provides the following to salary or hourly employees (check all that apply) (176 Responses)				
Choices	2025 All Regions	2025 Chicagoland-only	2025 Statewide without Chicagoland	2023
Health Insurance	70.45%	74.58%	76.40%	Not asked
Dental Insurance	52.84%	55.93%	66.67%	
Retirement Savings Plan, 401K, SIMPLE IRA, etc.	71.02%	69.49%	83.77%	
2+ Paid Week of Vacation/Personal Leave	77.84%	77.97%	86.67%	
Holiday Pay	82.39%	82.20%	89.33%	
Car Allowance	27.84%	32.20%	16.67%	
Company Phone or Compensation for use of Private Phone	64.77%	70.34%	72.00%	
Profit Sharing	17.05%	14.41%	29.67%	
Other (Please specify)	15.34%	15.25%	19.67%	
- Life Insurance (4 responses)				
- Bonuses (5)				
- Vision Insurance (4)				
- Company Vehicle (2)				