

**KANDIYOHI COUNTY AND CITY OF WILLMAR ECONOMIC DEVELOPMENT COMMISSION (EDC)  
JOINT OPERATIONS BOARD OF DIRECTORS (OB) MEETING  
MINUTES  
July 11, 2013  
Community Center, Raymond**

Present: Rollie Boll, Beverly Dougherty, Robert Enos, Gary Gilman, Rick Nordin and Milan Schmiesing

Excused: Jim Butterfield, Robert Carlson and Bruce Peterson

Guests: Janice Pieschowski, Clerk of Raymond; Larry Macht, president of Raymond Civic and Commerce; Ardell Tensen, Mayor of Raymond; and Brad Heida, Raymond Council member

Staff: Steven Renquist, Executive Director and Jean Spaulding, Assistant Director

Media: Bev Ahlquist, News Director with KDJS/K-95.3/The River and reporter for Raymond/Prinsburg News; and Carolyn Lange, reporter for West Central Tribune

Secretarial: Nancy Birkeland, Legal & Administrative Assistants, Inc. (LAA)

President Bev Dougherty called the meeting to order at approximately 11:05 a.m.

Steve Renquist informed the city representatives of the purpose of moving EDC board meetings around the county. Larry Macht, president of Raymond Civic and Commerce, welcomed the board to Raymond and gave the following statistics on the community: the 2010 census shows 29.2% of its citizens are under 18 years of age; families commute to Willmar to work, but choose to live in Raymond for its quality of life.

[Robert Enos joined the meeting.]

The city of Raymond is celebrating its 125<sup>th</sup> anniversary August 23-24 and Macht requested a congratulatory letter from the EDC; the business community works with the EDC for loans and resources; only two houses are for sale in the city and every commercial building is occupied; the city is working with the EDC on a proposed assisted living facility; the community received a housing rehab grant in the 1990s and currently plans to utilize a grant through Kandiyohi County. Board members commended the community on its progressiveness. Jean Spaulding informed the community representatives the area was chosen for a Blandin Community Leadership Program for which recruitment will be done the end of 2013 and encouraged the community to have applicants. Macht presented a complimentary copy of the city's 100<sup>th</sup> year book. Renquist informed the community representatives that the EDC is willing to attend a council meeting should they wish.

**AGENDA**—President Dougherty removed item 1, Presentation of 2012 draft audit, under New Business from the agenda as the audit is not yet completed and noted the location of the June 13 meeting was corrected in the heading of the minutes.

IT WAS MOVED BY Rick Nordin, SECONDED BY Gary Gilman, to approve the revised Agenda and Consent Agenda as emailed.

## CONSENT AGENDA—

- Approve:
1. Corrected Minutes of June 13, 2013 board meeting as to the meeting location
  2. Financial reports as of June 30, 2013, subject to audit
  3. Appointment of Mike Negen to the Marketing and Public Relations Committee
  4. Removal of Elsie Kashmark from the Business, Retention and Expansion/Recruitment Committee
- Accept:
1. Committee minutes:
    - a. Agriculture and Renewable Energy Development 4/18/2013

## PROGRESS REPORTS

**Willmar Design Center.** Dougherty stated the Willmar Design Center is proceeding with a plan for a local food system in downtown Willmar, including two greenhouses on Willmar Food Shelf property and a distribution center for the school system; a \$27,000 grant was received for a feasibility study on food hubs with the mission being to increase use of local foods; there are not enough growers and training is needed on the use of local foods in the school system; local foods is a micro economy for the region.

**Willmar.** Renquist reported the city of Willmar started a couple of public works projects that will enlarge the city's capacity; preliminary conversations have been held with a business concerning possible annexation; and street improvements are underway.

**EDC/MinnWest Technology Campus.** Renquist reported Dr. Brian Herman, new vice president of research at the University of Minnesota visited the Mid-Central Research and Outreach Center; the EDC is assisting with increased activity at the MinnWest Technology Campus (MWTC); and the University of Minnesota's intellectual property office will hold a showcase this fall at MWTC. Spaulding stated the first week in September the MWTC will host the 3<sup>rd</sup> Annual Animal Science Conference & Venture Forum; it is anticipated the University of Minnesota Office of Commercialization will hold a presentation/overview of its program and showcase completed projects the day before the Animal Science Conference & Venture Forum; yesterday, MWTC and the EDC co-hosted Enterprise Minnesota's presentation of the State of Manufacturing in Minnesota with approximately 40 attendees from government and the region's business sector; she will be touring MWTC with a Twin Cities company that has a long history of working with Jennie-O Turkey Store and Willmar Poultry that may be interested in relocating to Kandiyohi County; and Atwater is looking at tax increment financing. Renquist stated Life Link III relocated to the Willmar Airport bringing 25 jobs.

**Willmar Area Multicultural Business Center (WAM-BC).** Spaulding reported WAM-BC received approval to use approximately \$60,000 remaining from a grant for its revolving loan fund; WAM-BC will partner with Southwest Initiative Foundation to manage its loan fund; they continue to work on outreach with technical assistance primarily for minority businesses and they have applied to Catholic Charities for an operations grant. Dougherty reported WAM-BC is applying for a Bush Foundation Innovation Grant. Renquist informed those present that WAM-BC started as a subcommittee of the EDC and developed into its own entity.

**UNFINISHED BUSINESS—**There was no unfinished business.

## NEW BUSINESS—

**Reception sponsor for 2013 Animal Science Conference & Venture Forum.** Renquist informed the board that the EDC will invite ag technology representatives from throughout the state of Minnesota to attend the University of Minnesota's showcase to be held the day before the Animal Science Conference & Venture Forum and he and Spaulding suggested to MWTC that the EDC sponsor a reception for those attendees, as well as those who will attend the Animal Science Conference and Venture Forum. The EDC also sponsored the reception last year.

IT WAS MOVED BY Milan Schmiesing, SECONDED BY Robert Enos, to approve payment of \$1,550 to be a reception sponsor for the 2013 Animal Science Conference & Venture Forum. MOTION CARRIED.

Renquist will use monies from the Community Contributions line item of the budget for this reception.

**Blandin Foundation funding.** Renquist directed the board to a letter from him to the Blandin Foundation, which he provided to meet a June grant deadline. Blandin Foundation is requesting \$10,000 from the EDC to be paid over two years. Renquist noted approximately \$30,000 is expected in return from the grant.

IT WAS MOVED BY Rick Nordin, SECONDED BY Milan Schmiesing, to approve payment of \$10,000 to the Blandin Foundation to participate in a USDA Rural Development Rural Business Opportunity Program grant; one-half to be paid in 2014 and one-half to be paid in 2015. MOTION CARRIED.

**2014 proposed budget.** Renquist presented a proposed 2014 budget, which includes a five percent increase from 2013. Renquist anticipates reserve monies will be needed this year to meet the expenses. The proposed budget includes an increase to the levy to \$480,000 from \$455,000 (the levy has not increased since 2009), increase in use of reserve funds to \$42,445 from \$40,104, and salary adjustments for Spaulding and Leroy Petersen of \$5,000 each to move the EDC into the 50<sup>th</sup> percentile according to the salary studies provided (see attached) for a total 2014 budget of \$531,707. The board discussed the proposed levy increase. Schmiesing stated it is often recommended to have six months of operating expenses in reserve, but noted he is not in favor of having an unreserved fund balance by governmental entities. Renquist informed the board the levy must be submitted to Kandiyohi County by September 15—the levy can decrease after it is submitted, but it cannot be increased. Spaulding noted the EDC is well below the state's allowable amount for a levy.

IT WAS MOVED BY Robert Enos, SECONDED BY Rick Nordin, to approve a recommendation to the Kandiyohi County and City of Willmar Economic Development Commission's Joint Powers Board that the 2014 levy remain at \$455,000. MOTION CARRIED.

A lengthy discussion was held on the proposed salary adjustments. Renquist informed the board he makes salary recommendations based on percentage increases and the EDC also looks at what the city of Willmar and Kandiyohi County does for their senior department heads. Oftentimes the EDC's salary increases have been based on an average percentage between the city of Willmar and Kandiyohi County's increases. Comments included:

- Gary Gilman was not opposed to pay increases, but paying people more at the expense of taxpayers should have a positive result, such as improved economic development

- Enos commented pay raises should not be based on studies or what other communities pay their staff and raises should be linked to bringing new business to the county
- Rollie Boll noted a concern with the cost of replacing current staff should they leave
- the Ag Specialist has only worked five months and he accepted the current salary and should not receive any increases after such a short time of working for the EDC
- Rick Nordin commented EDC staff is very well paid
- members didn't believe staff would leave their position over \$5,000
- board members had high compliments for EDC staff and did not want salary discussions to have a negative effect
- Schmiesing commented the MWTC would not have happened without the EDC
- Dougherty stated [the (MWTC)] would not have happened without quality staff and you have to pay quality staff

The board determined to continue budget discussions at its meeting next month.

#### COMMITTEE REPORTS—

**Agriculture and Renewable Energy Development.** Renquist reported he and Lee Petersen are working on an 18 county ag zone with county presentations to begin in the next 60 days. Schmiesing reported the Ag Committee is still working on getting the state Dairy Facility in Kandiyohi County; Dr. Douglas Allen of Ridgewater College was appointed to the Dairy Authority and the dairy by Pennock is still pending.

**Business Retention and Expansion/Recruitment (BRE/R).** Renquist reported the BRE/R Committee continues to move forward on a business-to-business email survey; it is taking longer to determine the questions that will be asked. Melissa Ball-Warriner was hired to do the survey.

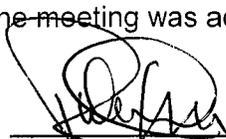
**Finance.** At the board's request, Spaulding will email the board updates on the outstanding loans with the EDC.

**Marketing and Public Relations.** Spaulding noted the committee did not meet in June and is waiting to see what happens with the Vision 2040 campaign.

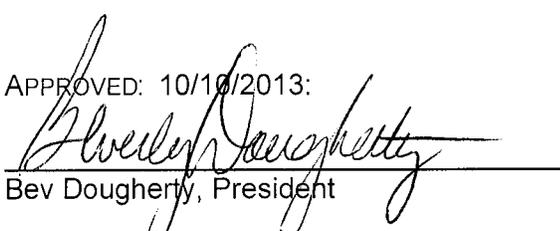
**Leisure Travel.** Renquist noted the Willmar Lakes Area Convention and Visitors Bureau does a wonderful job on promoting Leisure Travel in Kandiyohi County.

**NEXT MEETING—**The next regular board meeting is **11:00 a.m., Thursday, August 8, 2013**, at the EDC office.

**ADJOURNMENT—**There being no further business, the meeting was adjourned at approximately 12:45 p.m.

  
 Rick Nordin, Secretary

APPROVED: 10/10/2013:

  
 Bev Dougherty, President

MinnWest Technology Foundation  
 1700 Technology Drive NE, Ste 101  
 Willmar, MN 56201

# Invoice

Date	Invoice #
6/21/2013	143

*OK JCR  
6/29*

Bill To
EDC 333 Litchfield Ave SW Willmar, MN 56201

P.O. No.	Terms	Project
	Due on receipt	

Quantity	Description	Rate	Amount
	Reception Sponsorship 2013 Animal Science Venture Forum	1,550.00	1,550.00
		<b>Total</b>	\$1,550.00

# Kandiyohi County and City of Willmar

Economic Development Commission

Litchfield Ave. SW, Suite 100, P.O. Box 1783, Willmar, MN 56201 | 320.235.7370 | 866.665.4556 | fax: 320.231.2320 | edc@kandiyohi.com | www.kandiyohi.com

June 26, 2013

Ms. Bernadine Joselyn  
Blandin Foundation  
100 North Pokegama Avenue  
Grand Rapids, MN 55744

Dear Ms. Joselyn,

As Executive Director of the Kandiyohi County and City of Willmar Economic Development Commission, I am pleased to accept your invitation to participate in the Blandin Foundation's application for funding to the USDA Rural Development's Rural Business Opportunity Program.

Our community has placed a high priority on technology based economic development and this program is an excellent fit for us to take our efforts to a new level in creating jobs, promoting entrepreneurship, supporting a knowledge workforce and generally building our community's technology vitality.

The Kandiyohi County and City of Willmar Economic Development Commission is committed to providing a minimum of \$10,000 in cash into the program. I am authorized to make this commitment and the matching funds are available. In addition, our organization to bringing our community economic development team, including business, education, government and community non-profits, together around this exciting project.

Thank you for including our community in this project. Our past collaborations have provided excellent results with many positive outcomes. We look forward to our continued collaboration to create and implement a project with long lasting positive impacts to our community and within the surrounding region.



Steven C. Renquist

Executive Director

Kandiyohi County and City of Willmar Economic Development Commission

333 Litchfield Avenue SW

Willmar, MN 56201

Email: [steve@kandiyohi.com](mailto:steve@kandiyohi.com)

Telephone: 320.235.7370

**supporting. assisting. recruiting.**

## Kandiyohi County City of Willmar Economic Development Commission

Date Printed: 7/3/2013

Joint Operations Board adopted \_\_\_/\_\_\_/2013  
Joint Powers Board adopted \_\_\_/\_\_\_/2013

	2014 Proposed Budget	2013 Revised Budget	2013 Actual as of 6/30/2013
Levy	\$ 480,000	\$ 455,000	\$ 246,473.73
Other Revenues:			
Reserve Fund	\$ 42,445	\$ 40,104	
Loan Application Fees	\$ 200	\$ 200	\$ 99.98
Conference Registrations			
Finance Seminar			
Refunds and Reimbursements	\$ 500	\$ 1,000	\$ 45.99
Insurance Reimbursements (dividends)	\$ 3,000	\$ 3,000	
Interest on investments			
Heritage Bank savings account	\$ 405	\$ 1,496	\$ 123.14
Concorde Bank (Revolving Loan Fund savings account)	\$ 251	\$ 118	\$ 116.37
Citizens Alliance Bank 36-month CD \$100,000 at 1%	\$ 1,000	\$ 1,000	
North American State Bank 23-month CD \$100,000 at 1.15%	\$ 1,150	\$ 1,150	\$ 576.73
United Prairie Bank 17-month CD \$100,000 at 1.09%	\$ 1,090	\$ 1,090	
US Bank CD (Tourism Development Account)	\$ 225	\$ 225	
Interest on Revolving Loan Fund loans	\$ 1,441	\$ 2,324	\$ 1,253.93
<b>Total Revenues</b>	<b>\$ 531,707</b>	<b>\$ 506,707</b>	<b>\$ 248,689.87</b>
Director's Salary	\$ 79,500	\$ 79,500	\$ 39,750.00
Director's Auto Allowance (\$525 per month)	\$ 6,300	\$ 6,300	\$ 3,150.00
Director's health insurance (\$722.50 p/mo.)	\$ 8,670	\$ 8,670	\$ 4,335.00
Director's payroll taxes (FICA = 6.20%; Medicare = 1.45%)	\$ 6,564	\$ 6,627	\$ 3,281.85
Director's pension (PERA) 2013 employer rate is 7.25%	\$ 5,764	\$ 5,787	\$ 2,881.91
<b>Total Executive Director's Compensation</b>	<b>\$ 106,798</b>	<b>\$ 106,884</b>	<b>\$ 53,398.76</b>
Assistant Director's Salary	\$ 65,984	\$ 60,984	\$ 30,492.00
Asst Director's health insurance (\$722.50 p/mo.)	\$ 8,670	\$ 8,670	\$ 4,335.00
Asst Director's payroll taxes (FICA = 6.20%; Medicare = 1.45%)	\$ 5,048	\$ 4,794	\$ 2,332.63
Assistant Director's pension (PERA) 2013 employer rate is 7.25%	\$ 4,784	\$ 4,443	\$ 2,210.64
<b>Total Assistant Director's Compensation</b>	<b>\$ 84,486</b>	<b>\$ 78,891</b>	<b>\$ 39,370.27</b>
Workers' compensation insurance (2013 MCIT estimate for 3 \$736)	\$ 491	\$ 491	\$ 490.67
<b>Total Employee Compensation</b>	<b>\$ 191,775</b>	<b>\$ 186,266</b>	<b>\$ 93,259.70</b>
MCIT property/casualty insurance (2013 estimate \$2,794)	\$ 3,000	\$ 2,794	\$ 2,794.00
Meals not for a committee	\$ 2,000	\$ 2,500	\$ 641.25
Memberships, dues, subscriptions	\$ 3,000	\$ 2,500	\$ 2,011.38
Professional services:			
Auditor per bid	\$ 6,000	\$ 6,300	\$ 2,400.00
Bookkeeping	\$ 4,200	\$ 3,600	\$ 2,547.76
Legal	\$ 1,000	\$ 1,500	\$ 510.00
Seminars and Promotions	\$ 2,500	\$ 2,500	\$ 1,105.75
Travel, conference, school	\$ 6,000	\$ 6,000	\$ 2,779.18
Depreciation			
<b>Total Administrative Expenses</b>	<b>\$ 27,700</b>	<b>\$ 27,694</b>	<b>\$ 14,789.32</b>

## Kandiyohi County City of Willmar Economic Development Commission

Date Printed: 7/3/2013

Joint Operations Board adopted \_\_\_/\_\_\_/2013

Joint Powers Board adopted \_\_\_/\_\_\_/2013

	2014 Proposed Budget	2013 Revised Budget	2013 Actual as of 6/30/2013
Furniture and equipment	\$ 2,000	\$ 2,000	
Rent (water cooler, post office box)	\$ 500	\$ 500	\$ 111.30
Waste and snow removal	\$ 800	\$ 800	\$ 653.28
Office equipment and miscellaneous	\$ 3,000	\$ 3,000	\$ 605.98
Maintenance of equipment (Toshiba service contract \$1,468.92)	\$ 3,500	\$ 3,500	\$ 1,841.01
Rent (office lease \$2009.46/month & \$35 extra parking)	\$ 24,534	\$ 24,150	\$ 12,133.62
Telephone/Telecommunications	\$ 6,400	\$ 6,400	\$ 2,573.58
General supplies	\$ 4,000	\$ 4,097	\$ 1,841.15
Printing, Copying & Publishing	\$ 2,448	\$ 1,000	\$ 1,192.65
Postage, Mailing Service	\$ 1,000	\$ 2,000	\$ 135.68
Professional services:			
General administrative (5%)	\$ 55,650	\$ 53,000	\$ 25,219.92
Planning session facilitator	\$ 1,500	\$ 1,500	
Web hosting	\$ 300	\$ 200	\$ 180.00
Cleaning person	\$ 2,600	\$ 2,600	\$ 1,282.50
Depreciation Expense - Furniture & Equipment			
<b>Total Office Expenses</b>	<b>\$ 108,232</b>	<b>\$ 104,747</b>	<b>\$ 47,770.67</b>
Agriculture and Renewable Energy Development			
<b>Ag Specialist's position</b>			
Ag Specialist's salary	\$ 50,000	\$ 45,000	\$ 16,875.00
Health insurance	\$ 8,670	\$ 7,000	\$ 2,890.00
Payroll taxes (FICA 6.20%; Medicare 1.45%)	\$ 3,825	\$ 3,179	\$ 1,290.94
Pension (PERA) 2013 employer rate is 7.25%	\$ 3,625	\$ 3,263	\$ 1,223.46
Workers' compensation insurance	\$ 245	\$ 245	\$ 245.33
Incurred costs (mileage, expenses, other)	\$ 1,041		\$ 2,215.74
Meals	\$ 780		\$ 390.25
Program administration	\$ 2,500	\$ 5,298	\$ 296.16
Seminars/Conferences	\$ 3,000		\$ 879.28
Telephone/Telecommunications	\$ 1,314	\$ 1,014	\$ 656.74
<b>Subtotal:</b>	<b>\$ 75,000</b>	<b>\$ 64,999</b>	<b>\$ 26,962.90</b>
Business Retention and Expansion/Recruitment (includes Technology Advisory Committee)		\$ 11,000	
Meals			\$ 14.78
Professional services			\$ 781.38
Seminars			\$ 70.00
<b>Technology Advisory Committee</b>			<b>\$ 972.00</b>
<b>Subtotal:</b>	<b>\$ 11,000</b>	<b>\$ 11,000</b>	<b>\$ 1,838.16</b>

## Kandiyohi County City of Willmar Economic Development Commission

Date Printed: 7/3/2013

Joint Operations Board adopted \_\_\_/\_\_\_/2013  
Joint Powers Board adopted \_\_\_/\_\_\_/2013

	2014 Proposed Budget	2013 Revised Budget	2013 Actual as of 6/30/2013
Finance			
Marketing		\$ 300	
Meals		\$ 600	\$ 57.87
Seminars		\$ 300	
Professional services (administrative/legal)		\$ 600	\$ 102.00
Other Charges (filing fees)		\$ 200	
<b>Subtotal:</b>	<b>\$ 2,000</b>	<b>\$ 2,000</b>	<b>\$ 159.87</b>
Marketing & Public Relations			
Meals		\$ 600	\$ 306.76
Media		\$ 5,050	\$ 875.00
Memberships (James J. Hill)		\$ 550	\$ 371.25
Printing and Publishing		\$ 5,000	\$ 17.10
Professional services			\$ 83.42
General administrative		\$ 2,800	\$ 223.88
REDstar		\$ 7,000	\$ 701.67
Special projects		\$ 12,000	\$ 3,491.80
<b>Subtotal:</b>	<b>\$33,000</b>	<b>\$33,000</b>	<b>\$ 6,070.88</b>
Tourism/CVB Leisure Travel Committee			
CVB Tourism Partnership Agreement	\$ 34,000	\$ 34,000	\$ 34,000.00
<b>Subtotal:</b>	<b>\$ 34,000</b>	<b>\$ 34,000</b>	<b>\$ 34,000.00</b>
<b>Total Committee Expense</b>	<b>\$ 155,000</b>	<b>\$ 144,999</b>	<b>\$ 69,031.81</b>
Countywide Business Development	\$ 5,000	\$ 5,000	
Southwest Initiative Foundation	\$ 18,000	\$ 18,000	\$ 18,000.00
<b>Total Countywide Business Development</b>	<b>\$ 23,000</b>	<b>\$ 23,000</b>	<b>\$ 18,000.00</b>
Other Expenses:			
EDC Joint Powers Board (includes meals/administrative time)	\$ 1,000	\$ 1,000	\$ 229.17
EDCOB (includes meals/administrative time)	\$ 2,000	\$ 2,000	\$ 933.44
SCORE (cell phone and email account)	\$ 500	\$ 500	\$ 115.93
Other operating expenses	\$ 2,500	\$ 2,500	
Loan write-offs and allowances	\$ 10,000		
<b>Total Other Expenses</b>	<b>\$ 16,000</b>	<b>\$ 6,000</b>	<b>\$ 1,278.54</b>
Community contributions related to economic development		\$ 10,000	\$ 6,041.93
Ag Tech Showcase	\$ 2,000		
Animal Science Conference & Venture Forum	\$ 1,500		
Community Marketing Coalition	\$ 2,500		\$ 2,500.00
Vision 2040	\$ 2,500		
Other	\$ 1,500		
<b>Total community contributions related to economic development</b>	<b>\$ 10,000</b>	<b>\$ 10,000</b>	<b>\$ 8,541.93</b>
<b>Undesignated Funds</b>			
<b>Contribution to Reserve Fund</b>			
<b>TOTAL PROGRAM EXPENSES</b>	<b>\$ 531,707</b>	<b>\$ 502,706</b>	<b>\$ 252,671.97</b>

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## **SALARY TABLES**

Base Annual Salary and Total Compensation by  
Economic Development's Operating Budget,  
Population of Agency's Jurisdiction, Highest Degree Earned,  
Certifications Held and Nature of Organization

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**Base Annual Salary and Total Compensation: Total**

By Region, Operating Budget, Population of Agency's Jurisdiction, Highest Degree Earned, Certifications Held and Nature of Organization

	----- BASE ANNUAL SALARY -----					----- TOTAL COMPENSATION -----				
	#	25th	50th	75th	mean	#	25th	50th	75th	mean
<b>Midwest</b>										
Total	652	\$55,600	\$72,500	\$95,000	\$79,900	652	\$56,300	\$73,800	\$98,000	\$83,400
Operating Budget										
\$2.5 million or more	78	\$75,000	\$92,500	\$135,300	\$111,400	78	\$75,000	\$94,500	\$137,800	\$117,800
\$1 million to \$2.49 million	69	\$63,300	\$80,000	\$121,200	\$96,000	69	\$65,800	\$80,000	\$126,900	\$101,300
\$500,000 to \$999,999	90	\$64,800	\$80,100	\$110,000	\$89,200	90	\$65,900	\$81,500	\$116,300	\$95,300
\$250,000 to \$499,999	107	\$62,500	\$80,000	\$97,400	\$81,200	107	\$62,500	\$81,200	\$105,000	\$84,800
less than \$250,000	279	\$50,000	\$64,600	\$78,200	\$65,400	279	\$50,000	\$65,000	\$80,000	\$66,900
Population of Agency's Jurisdiction										
1 million or more	75	\$68,000	\$90,000	\$128,800	\$106,400	75	\$68,000	\$90,000	\$132,000	\$111,400
250,000 to 999,999	94	\$63,900	\$80,000	\$102,600	\$88,700	94	\$65,000	\$80,100	\$105,000	\$91,900
100,000 to 249,999	86	\$55,000	\$77,500	\$105,500	\$85,500	86	\$55,000	\$77,500	\$112,600	\$89,700
50,000 to 99,999	80	\$56,900	\$75,000	\$95,000	\$77,400	80	\$56,900	\$75,000	\$96,000	\$80,400
less than 50,000	266	\$48,900	\$65,000	\$78,000	\$66,400	266	\$50,000	\$65,000	\$79,800	\$67,700
not applicable	37	\$64,500	\$87,000	\$100,000	\$91,000	37	\$72,800	\$98,000	\$108,500	\$102,100
Highest Degree Earned										
master's degree or higher	310	\$64,800	\$77,000	\$100,300	\$87,800	310	\$65,000	\$80,000	\$105,000	\$92,100
associate's/bachelor's	313	\$50,000	\$68,700	\$89,000	\$74,700	313	\$51,500	\$70,000	\$90,000	\$77,500
high school diploma or equivalent	25	\$34,900	\$48,000	\$66,300	\$51,400	25	\$34,900	\$48,000	\$67,700	\$53,500
Certifications Held										
CEcD, EcD, CED	93	\$71,500	\$92,000	\$110,000	\$97,900	93	\$74,500	\$95,200	\$115,500	\$103,100
EDFP	105	\$66,900	\$76,000	\$97,700	\$84,400	105	\$68,600	\$79,000	\$101,800	\$87,900
AICP	42	\$69,600	\$78,100	\$93,900	\$81,300	42	\$69,600	\$79,100	\$105,300	\$85,000
CCE	7	*	*	*	*	7	*	*	*	*
EDE	3	*	*	*	*	3	*	*	*	*
CAE		*	*	*	*		*	*	*	*
other	57	\$50,800	\$73,000	\$90,000	\$79,100	57	\$51,500	\$74,000	\$97,500	\$82,400
Nature of Organization										
public	271	\$56,000	\$70,000	\$90,000	\$73,200	271	\$56,200	\$71,200	\$90,000	\$74,500
private	40	\$75,800	\$91,500	\$101,500	\$95,300	40	\$79,300	\$99,500	\$113,000	\$108,500
non-profit	278	\$52,000	\$72,000	\$100,000	\$84,400	278	\$54,800	\$73,500	\$104,300	\$88,800
educational institution	30	\$63,600	\$86,500	\$107,500	\$89,900	30	\$66,400	\$86,800	\$113,500	\$91,500

NOTE: results not shown if fewer than 10 valid values

**Base Annual Salary and Total Compensation: CEO/Executive Director/Top Management**  
 By Region: Midwest Operating Budget, Population of Agency's Jurisdiction, Highest Degree Earned, Certifications Held and Nature of Organization

	----- BASE ANNUAL SALARY -----					----- TOTAL COMPENSATION -----				
	#	25th	50th	75th	mean	#	25th	50th	75th	mean
<b>Midwest</b>										
Total	264	\$57,800	\$75,000	\$103,100	\$88,100	264	\$60,000	\$76,700	\$108,600	\$93,600
Operating Budget										
\$2.5 million or more	17	\$109,500	\$155,000	\$263,000	\$180,800	17	\$109,500	\$180,000	\$285,000	\$197,800
\$1 million to \$2.49 million	18	\$106,100	\$126,100	\$161,900	\$133,800	18	\$106,100	\$132,300	\$183,100	\$143,200
\$500,000 to \$999,999	30	\$88,500	\$110,000	\$129,700	\$118,700	30	\$101,500	\$121,500	\$144,300	\$133,600
\$250,000 to \$499,999	52	\$68,500	\$93,000	\$105,000	\$93,200	52	\$73,100	\$97,200	\$114,000	\$98,600
less than \$250,000	142	\$49,900	\$64,300	\$75,000	\$63,800	142	\$50,000	\$65,000	\$76,700	\$65,700
Population of Agency's Jurisdiction										
1 million or more	15	\$121,000	\$150,000	\$200,000	\$172,500	15	\$121,000	\$166,000	\$220,000	\$186,200
250,000 to 999,999	16	\$78,300	\$119,500	\$162,400	\$127,600	16	\$88,500	\$125,000	\$165,000	\$138,800
100,000 to 249,999	41	\$75,000	\$97,400	\$120,900	\$104,600	41	\$75,000	\$104,100	\$132,200	\$112,500
50,000 to 99,999	34	\$65,000	\$84,000	\$111,300	\$92,900	34	\$68,500	\$92,300	\$113,800	\$98,500
less than 50,000	144	\$50,000	\$65,000	\$77,800	\$67,500	144	\$50,000	\$65,500	\$79,800	\$69,200
not applicable	9	*	*	*	*	9	*	*	*	*
Highest Degree Earned										
master's degree or higher	117	\$66,300	\$84,500	\$109,000	\$98,700	117	\$69,000	\$87,000	\$120,500	\$105,800
associate's/bachelor's	129	\$52,000	\$70,000	\$97,500	\$83,000	129	\$55,000	\$73,000	\$103,800	\$87,500
high school diploma or equivalent	18	\$37,200	\$50,000	\$72,800	\$55,100	18	\$37,200	\$52,000	\$72,800	\$57,800
Certifications Held										
CEcD, EcD, CED	44	\$75,800	\$94,300	\$113,800	\$102,300	44	\$78,000	\$104,300	\$124,600	\$109,300
EDFP	39	\$66,000	\$85,000	\$107,000	\$89,800	39	\$67,000	\$85,000	\$123,500	\$95,200
AICP	10	\$61,400	\$76,500	\$95,600	\$77,300	10	\$64,000	\$76,500	\$108,000	\$83,200
CCE	7	*	*	*	*	7	*	*	*	*
EDE	2	*	*	*	*	2	*	*	*	*
CAE		*	*	*	*		*	*	*	*
other	26	\$59,400	\$71,500	\$85,500	\$84,900	26	\$59,400	\$74,100	\$85,500	\$87,700
Nature of Organization										
public	71	\$53,000	\$75,000	\$95,000	\$79,000	71	\$53,000	\$76,200	\$98,000	\$81,700
private	7	*	*	*	*	7	*	*	*	*
non-profit	168	\$59,000	\$75,000	\$105,000	\$91,400	168	\$61,300	\$77,600	\$112,800	\$97,100
educational institution	4	*	*	*	*	4	*	*	*	*

NOTE: results not shown if fewer than 10 valid values

**Base Annual Salary and Total Compensation: Department Head/Manager**

By Region, Operating Budget, Population of Agency's Jurisdiction, Highest Degree Earned, Certifications Held and Nature of Organization

	----- BASE ANNUAL SALARY -----					----- TOTAL COMPENSATION -----				
	#	25th	50th	75th	mean	#	25th	50th	75th	mean
<b>Midwest</b>										
Total	125	\$65,000	\$75,000	\$91,600	\$77,600	125	\$65,000	\$76,000	\$92,100	\$79,300
Operating Budget										
\$2.5 million or more	11	\$69,900	\$91,100	\$105,000	\$89,800	11	\$73,000	\$91,100	\$105,000	\$92,200
\$1 million to \$2.49 million	10	\$69,500	\$72,600	\$87,300	\$80,300	10	\$71,000	\$77,000	\$91,800	\$84,300
\$500,000 to \$999,999	8	*	*	*	*	8	*	*	*	*
\$250,000 to \$499,999	21	\$71,800	\$79,700	\$94,300	\$82,900	21	\$71,800	\$81,200	\$100,500	\$85,600
less than \$250,000	69	\$60,300	\$70,900	\$86,500	\$73,900	69	\$60,800	\$73,500	\$89,500	\$74,900
Population of Agency's Jurisdiction										
1 million or more	8	*	*	*	*	8	*	*	*	*
250,000 to 999,999	21	\$63,800	\$80,000	\$90,600	\$79,800	21	\$67,300	\$80,000	\$90,600	\$80,700
100,000 to 249,999	8	*	*	*	*	8	*	*	*	*
50,000 to 99,999	14	\$70,000	\$75,100	\$95,300	\$80,200	14	\$70,000	\$75,100	\$97,000	\$83,400
less than 50,000	62	\$60,400	\$70,500	\$83,000	\$73,300	62	\$60,900	\$73,000	\$84,500	\$74,400
not applicable	8	*	*	*	*	8	*	*	*	*
Highest Degree Earned										
master's degree or higher	62	\$65,200	\$80,000	\$99,300	\$82,100	62	\$69,500	\$80,700	\$100,000	\$84,100
associate's/bachelor's	62	\$63,900	\$70,000	\$80,000	\$73,000	62	\$65,000	\$72,500	\$81,400	\$74,600
high school diploma or equivalent		*	*	*	*		*	*	*	*
Certifications Held										
CEcD, EcD, CED	15	\$64,000	\$85,000	\$95,000	\$80,400	15	\$64,000	\$86,000	\$97,000	\$82,700
EDFP	18	\$70,000	\$76,600	\$101,300	\$81,600	18	\$70,000	\$77,300	\$105,000	\$83,600
AICP	21	\$70,500	\$78,200	\$95,800	\$82,700	21	\$70,500	\$78,200	\$101,500	\$85,700
CCE		*	*	*	*		*	*	*	*
EDE		*	*	*	*		*	*	*	*
CAE		*	*	*	*		*	*	*	*
other	6	*	*	*	*	6	*	*	*	*
Nature of Organization										
public	88	\$63,600	\$74,300	\$90,800	\$76,000	88	\$65,000	\$75,000	\$90,800	\$77,200
private	13	\$75,800	\$92,000	\$104,000	\$89,900	13	\$78,500	\$94,000	\$110,500	\$95,200
non-profit	13	\$62,500	\$72,000	\$92,500	\$75,700	13	\$64,000	\$76,500	\$94,500	\$78,500
educational institution	4	*	*	*	*	4	*	*	*	*

NOTE: results not shown if fewer than 10 valid values

**Base Annual Salary and Total Compensation: : VP/Division Manager**

By Region: Operating Budget, Population of Agency's Jurisdiction, Highest Degree E

Certifications Held and Nature of Organization

	----- BASE ANNUAL SALARY -----					----- TOTAL COMPENSATION -----				
	#	25th	50th	75th	mean	#	25th	50th	75th	mean
<b>Midwest</b>										
Total	107	\$61,800	\$80,000	\$109,000	\$88,900	107	\$62,100	\$81,500	\$109,000	\$92,100
Operating Budget										
\$2.5 million or more	22	\$87,500	\$102,500	\$151,500	\$117,600	22	\$88,300	\$102,500	\$159,100	\$123,400
\$1 million to \$2.49 million	16	\$76,500	\$113,000	\$143,300	\$114,600	16	\$78,000	\$118,500	\$143,800	\$121,000
\$500,000 to \$999,999	25	\$70,100	\$81,500	\$110,000	\$90,200	25	\$70,100	\$81,500	\$112,500	\$92,800
\$250,000 to \$499,999	15	\$42,000	\$65,000	\$80,000	\$65,600	15	\$42,000	\$65,000	\$80,000	\$66,500
less than \$250,000	29	\$42,700	\$61,200	\$86,200	\$64,000	29	\$44,800	\$61,800	\$86,200	\$65,000
Population of Agency's Jurisdiction										
1 million or more	22	\$94,400	\$108,300	\$149,500	\$122,900	22	\$94,400	\$108,800	\$158,300	\$129,200
250,000 to 999,999	22	\$70,900	\$92,500	\$119,100	\$103,400	22	\$70,900	\$95,000	\$126,700	\$105,500
100,000 to 249,999	17	\$57,400	\$80,000	\$92,800	\$82,200	17	\$59,000	\$80,000	\$92,800	\$83,600
50,000 to 99,999	14	\$39,500	\$58,000	\$80,800	\$56,900	14	\$40,100	\$58,000	\$80,800	\$57,100
less than 50,000	27	\$46,000	\$65,000	\$89,400	\$66,800	27	\$46,000	\$65,000	\$89,400	\$67,900
not applicable	2	*	*	*	*	2	*	*	*	*
Highest Degree Earned										
master's degree or higher	63	\$65,000	\$90,000	\$115,000	\$94,600	63	\$66,200	\$90,000	\$120,000	\$98,400
associate's/bachelor's	42	\$55,600	\$80,000	\$92,300	\$82,400	42	\$56,900	\$80,000	\$92,300	\$84,600
high school diploma or equivalent	2	*	*	*	*	2	*	*	*	*
Certifications Held										
CEcD, EcD, CED	18	\$65,000	\$102,600	\$143,500	\$109,700	18	\$65,000	\$102,600	\$151,700	\$114,500
EDFP	22	\$70,100	\$85,800	\$106,300	\$91,300	22	\$70,100	\$86,500	\$109,600	\$95,100
AICP	5	*	*	*	*	5	*	*	*	*
CCE		*	*	*	*		*	*	*	*
EDE	1	*	*	*	*	1	*	*	*	*
CAE		*	*	*	*		*	*	*	*
other	9	*	*	*	*	9	*	*	*	*
Nature of Organization										
public	41	\$59,600	\$75,000	\$97,700	\$79,200	41	\$59,600	\$75,000	\$97,700	\$80,200
private	2	*	*	*	*	2	*	*	*	*
non-profit	48	\$59,500	\$80,800	\$114,800	\$92,900	48	\$61,900	\$81,500	\$125,000	\$96,900
educational institution	10	\$83,900	\$103,000	\$130,800	\$111,800	10	\$86,100	\$104,500	\$130,800	\$113,000

NOTE: results not shown if fewer than 10 valid values

**Base Annual Salary and Total Compensation : Program Manager**

By Region, Operating Budget, Population of Agency's Jurisdiction, Highest Degree Earned, Certifications Held and Nature of Organization

	----- BASE ANNUAL SALARY -----					----- TOTAL COMPENSATION -----				
	#	25th	50th	75th	mean	#	25th	50th	75th	mean
<b>Midwest</b>										
Total	98	\$46,000	\$62,800	\$76,500	\$65,500	98	\$46,600	\$63,300	\$78,300	\$66,900
Operating Budget										
\$2.5 million or more	20	\$59,400	\$75,000	\$94,800	\$76,500	20	\$59,400	\$75,000	\$98,000	\$78,600
\$1 million to \$2.49 million	15	\$45,000	\$62,500	\$75,000	\$67,000	15	\$45,000	\$66,500	\$80,000	\$68,400
\$500,000 to \$999,999	20	\$40,700	\$54,000	\$70,000	\$58,600	20	\$40,700	\$54,000	\$74,800	\$59,500
\$250,000 to \$499,999	14	\$37,900	\$55,100	\$74,100	\$58,300	14	\$37,900	\$56,600	\$75,500	\$60,100
less than \$250,000	18	\$49,000	\$54,500	\$79,300	\$63,500	18	\$49,400	\$54,500	\$79,300	\$64,000
Population of Agency's Jurisdiction										
1 million or more	21	\$58,000	\$67,000	\$78,000	\$70,000	21	\$58,000	\$67,000	\$78,000	\$70,600
250,000 to 999,999	24	\$56,300	\$68,500	\$80,700	\$70,000	24	\$56,300	\$68,500	\$84,500	\$70,700
100,000 to 249,999	15	\$38,500	\$46,000	\$53,000	\$46,900	15	\$38,500	\$46,700	\$53,000	\$47,200
50,000 to 99,999	11	\$50,000	\$62,000	\$75,000	\$69,200	11	\$50,000	\$62,000	\$80,000	\$69,800
less than 50,000	15	\$40,000	\$45,000	\$68,500	\$51,900	15	\$40,000	\$45,000	\$68,500	\$51,900
not applicable	10	\$59,500	\$89,000	\$98,500	\$79,700	10	\$65,900	\$92,500	\$101,000	\$84,700
Highest Degree Earned										
master's degree or higher	43	\$55,000	\$68,000	\$87,000	\$72,300	43	\$55,000	\$68,500	\$87,000	\$73,900
associate's/bachelor's	49	\$45,000	\$58,000	\$77,000	\$62,000	49	\$45,000	\$58,000	\$78,000	\$63,500
high school diploma or equivalent	3	*	*	*	*	3	*	*	*	*
Certifications Held										
CEcD, EcD, CED	14	\$70,300	\$93,000	\$99,100	\$90,800	14	\$71,800	\$96,500	\$99,900	\$94,800
EDFP	17	\$62,300	\$72,000	\$81,500	\$75,500	17	\$62,300	\$72,000	\$90,000	\$77,200
AICP	2	*	*	*	*	2	*	*	*	*
CCE		*	*	*	*		*	*	*	*
EDE		*	*	*	*		*	*	*	*
CAE		*	*	*	*		*	*	*	*
other	9	*	*	*	*	9	*	*	*	*
Nature of Organization										
public	43	\$50,000	\$63,000	\$72,000	\$62,800	43	\$50,000	\$63,600	\$72,000	\$63,100
private	13	\$77,000	\$91,000	\$101,300	\$91,900	13	\$83,000	\$99,000	\$103,300	\$98,800
non-profit	34	\$40,000	\$50,000	\$78,500	\$59,700	34	\$40,800	\$50,100	\$78,500	\$60,400
educational institution	6	*	*	*	*	6	*	*	*	*

NOTE: results not shown if fewer than 10 valid values

**Bas/ ual Salary and Total Compensation: : Entry-Level ED Staff**

By R , Operating Budget, Population of Agency's Jurisdiction, Highest Degree Ea , Certifications Held and Nature of Organization

	----- BASE ANNUAL SALARY -----					----- TOTAL COMPENSATION -----				
	#	25th	50th	75th	mean	#	25th	50th	75th	mean
<b>Midwest</b>										
Total	11	\$35,000	\$37,300	\$56,500	\$45,200	11	\$35,000	\$37,300	\$56,500	\$46,500
Operating Budget										
\$2.5 million or more	1	*	*	*	*	1	*	*	*	*
\$1 million to \$2.49 million	1	*	*	*	*	1	*	*	*	*
\$500,000 to \$999,999	3	*	*	*	*	3	*	*	*	*
\$250,000 to \$499,999	1	*	*	*	*	1	*	*	*	*
less than \$250,000	2	*	*	*	*	2	*	*	*	*
Population of Agency's Jurisdiction										
1 million or more	1	*	*	*	*	1	*	*	*	*
250,000 to 999,999	3	*	*	*	*	3	*	*	*	*
100,000 to 249,999	3	*	*	*	*	3	*	*	*	*
50,000 to 99,999	2	*	*	*	*	2	*	*	*	*
less than 50,000	1	*	*	*	*	1	*	*	*	*
not applicable	1	*	*	*	*	1	*	*	*	*
Highest Degree Earned										
master's degree or higher	4	*	*	*	*	4	*	*	*	*
associate's/bachelor's	7	*	*	*	*	7	*	*	*	*
high school diploma or equivalent		*	*	*	*		*	*	*	*
Certifications Held										
CEcD, EcD, CED		*	*	*	*		*	*	*	*
EDFP		*	*	*	*		*	*	*	*
AICP		*	*	*	*		*	*	*	*
CCE		*	*	*	*		*	*	*	*
EDE		*	*	*	*		*	*	*	*
CAE		*	*	*	*		*	*	*	*
other		*	*	*	*		*	*	*	*
Nature of Organization										
public	4	*	*	*	*	4	*	*	*	*
private	1	*	*	*	*	1	*	*	*	*
non-profit	6	*	*	*	*	6	*	*	*	*
educational institution		*	*	*	*		*	*	*	*

NOTE: results not shown if fewer than 10 valid values

**SALARY TABLES**  
Base Annual Salary and Total Compensation by  
Personal, Occupation, and Organization Related Characteristics

## Base Annual Salary and Total Compensation by Personal, Occupation, and Organization Related Characteristics

### Notes:

Tables in this section report compensation for the 652 respondents employed full-time, year-round in economic development positions who provided compensation data and who are located in the Midwest region of the U.S. Results are broken out by a number of univariate factors to demonstrate the correlation of qualifications, experience, and employment situation with compensation levels.

Note that all factors are based on respondent self-reports and are thus subject to some variation in how terms were understood.

Two measures are reported: *base annual salary* and *total compensation*. In addition to annual base salary, total compensation includes supplemental income including: bonuses, commission, incentive pay, overtime, profit sharing, deferred compensation, and cash retirement benefits received.

In addition to the number of individuals answering and the arithmetic mean, three percentile values are reported for each measure: 25 percent of practitioners earn less than the 25th percentile, 50 percent earn less than the 50th percentile (or median), and 75 percent earn less than the 75th. All statistics are suppressed if there are fewer than 10 valid responses.

Since the mean value is subject to be affected by very high or low values, the median (50<sup>th</sup> percentile) is generally considered a more stable measurement of central tendency.

# Base Annual Salary and Total Compensation by Personal, Occupation, and Organization Related Characteristics

	----- BASE ANNUAL SALARY -----					----- TOTAL COMPENSATION -----				
	#	25th	50th	75th	mean	#	25th	50th	75th	mean
Total	652	\$55,600	\$72,500	\$95,000	\$79,900	652	\$56,300	\$73,800	\$98,000	\$83,400
<b>Approximately how many years experience in the field of economic development do you have?</b>										
30 years or more	50	\$83,400	\$100,000	\$152,000	\$123,300	50	\$87,100	\$111,500	\$160,600	\$136,300
25 to 29 years	61	\$77,500	\$98,000	\$122,100	\$104,200	61	\$77,500	\$100,000	\$130,400	\$109,100
20 to 24 years	69	\$70,000	\$82,100	\$102,500	\$92,200	69	\$72,000	\$85,000	\$104,500	\$96,000
15 to 19 years	93	\$67,000	\$79,700	\$95,100	\$81,100	93	\$70,000	\$80,000	\$98,200	\$84,100
10 to 14 years	120	\$60,000	\$74,000	\$93,000	\$81,200	120	\$62,000	\$75,000	\$96,100	\$84,000
5 to 9 years	147	\$46,900	\$65,000	\$78,000	\$66,600	147	\$47,500	\$65,000	\$79,700	\$68,800
3 to 4 years	48	\$46,300	\$55,000	\$60,900	\$56,400	48	\$46,300	\$56,400	\$61,900	\$57,200
1 to 2 years	43	\$35,000	\$40,000	\$65,000	\$52,300	43	\$35,000	\$41,000	\$70,700	\$53,700
less than 1 year	20	\$42,000	\$47,000	\$63,200	\$52,300	20	\$42,000	\$47,000	\$63,200	\$52,400
none		*	*	*	*		*	*	*	*

NOTE: results not shown if fewer than 10 valid values

## Base Annual Salary and Total Compensation by Personal, Occupation, and Organization Related Characteristics

	----- BASE ANNUAL SALARY -----					----- TOTAL COMPENSATION -----				
	#	25th	50th	75th	mean	#	25th	50th	75th	mean
Total	652	\$55,600	\$72,500	\$95,000	\$79,900	652	\$56,300	\$73,800	\$98,000	\$83,400
<b>What is the highest academic degree you have earned?</b>										
doctorate	5	*	*	*	*	5	*	*	*	*
law degree	15	\$75,000	\$93,000	\$185,000	\$131,600	15	\$78,100	\$98,000	\$185,000	\$139,900
master's degree	290	\$62,500	\$75,100	\$100,000	\$85,200	290	\$64,400	\$77,600	\$103,900	\$89,100
bachelor's degree	268	\$54,000	\$70,000	\$91,000	\$77,700	268	\$54,300	\$73,000	\$94,800	\$80,600
associate's degree	45	\$40,500	\$56,000	\$71,000	\$56,900	45	\$41,600	\$57,000	\$73,500	\$58,800
high school diploma or equivalent	25	\$34,900	\$48,000	\$66,300	\$51,400	25	\$34,900	\$48,000	\$67,700	\$53,500
<b>What formal training in economic development have you had?</b>										
college or university course(s)	293	\$57,000	\$74,000	\$96,700	\$81,300	293	\$57,000	\$75,000	\$100,000	\$85,000
Basic Economic Development Course	439	\$56,000	\$72,600	\$93,500	\$77,900	439	\$56,500	\$73,600	\$96,300	\$80,900
Economic Development Institute	203	\$65,000	\$75,500	\$98,000	\$86,800	203	\$65,000	\$78,000	\$102,500	\$90,600
Community Development Institute	28	\$52,000	\$72,500	\$96,000	\$75,000	28	\$52,500	\$72,500	\$97,000	\$76,300
IEDC accredited course	267	\$61,800	\$75,500	\$97,400	\$82,500	267	\$62,000	\$78,100	\$102,000	\$85,900
National Development Council	202	\$66,900	\$78,000	\$100,000	\$90,400	202	\$67,000	\$80,000	\$104,000	\$95,300
local/regional/state/provincial programs	304	\$58,300	\$75,000	\$97,300	\$82,000	304	\$60,000	\$76,000	\$99,800	\$85,600
other	50	\$48,500	\$73,700	\$83,700	\$73,700	50	\$48,900	\$73,800	\$85,600	\$76,900
no formal training	43	\$52,200	\$78,200	\$105,000	\$94,200	43	\$52,200	\$79,000	\$115,000	\$100,000

NOTE: results not shown if fewer than 10 valid values

# Base Annual Salary and Total Compensation by Personal, Occupation, and Organization Related Characteristics

	----- BASE ANNUAL SALARY -----					----- TOTAL COMPENSATION -----				
	#	25th	50th	75th	mean	#	25th	50th	75th	mean
Total	652	\$55,600	\$72,500	\$95,000	\$79,900	652	\$56,300	\$73,800	\$98,000	\$83,400
<b>What professional certifications do you have (if any)?</b>										
AICP - American Institute of Certified Planners	42	\$69,600	\$78,100	\$93,900	\$81,300	42	\$69,600	\$79,100	\$105,300	\$85,000
CAE - Certified Association Executive		*	*	*	*		*	*	*	*
CCE - Certified Chamber Executive	7	*	*	*	*	7	*	*	*	*
CEcD, EcD, or CED - Certified Economic Developer	93	\$71,500	\$92,000	\$110,000	\$97,900	93	\$74,500	\$95,200	\$115,500	\$103,100
EDE - Economic Development Executive	3	*	*	*	*	3	*	*	*	*
EDFP - Economic Development Finance Professional	105	\$66,900	\$76,000	\$97,700	\$84,400	105	\$68,600	\$79,000	\$101,800	\$87,900
other	57	\$50,800	\$73,000	\$90,000	\$79,100	57	\$51,500	\$74,000	\$97,500	\$82,400
none	296	\$49,000	\$66,300	\$90,000	\$75,300	296	\$49,900	\$68,000	\$93,000	\$77,900

NOTE: results not shown if fewer than 10 valid values

## Base Annual Salary and Total Compensation by Personal, Occupation, and Organization Related Characteristics

	----- BASE ANNUAL SALARY -----					----- TOTAL COMPENSATION -----				
	#	25th	50th	75th	mean	#	25th	50th	75th	mean
Total	652	\$55,600	\$72,500	\$95,000	\$79,900	652	\$56,300	\$73,800	\$98,000	\$83,400
<b>Are you currently a member of IEDC?</b>										
yes	362	\$64,000	\$80,000	\$103,000	\$88,800	362	\$64,900	\$80,000	\$106,100	\$92,900
no	270	\$47,000	\$65,000	\$80,000	\$68,600	270	\$47,500	\$65,000	\$80,100	\$71,100
<b>What one option best describes the type of organization you work for?</b>										
city government	162	\$56,400	\$72,000	\$90,000	\$72,800	162	\$56,400	\$72,600	\$90,000	\$73,900
county government	40	\$49,000	\$60,800	\$75,000	\$64,400	40	\$50,100	\$63,300	\$78,300	\$66,600
state/provincial government	38	\$64,700	\$72,000	\$90,000	\$77,600	38	\$64,700	\$72,000	\$90,500	\$77,900
utility	26	\$78,800	\$91,500	\$100,600	\$92,500	26	\$79,800	\$98,500	\$107,000	\$99,400
development authority/other type of authority	31	\$53,000	\$76,000	\$105,000	\$81,100	31	\$53,000	\$79,000	\$106,600	\$83,500
chamber of commerce	37	\$43,000	\$72,000	\$100,500	\$87,600	37	\$43,000	\$73,500	\$102,000	\$92,600
neighborhood organization/ community development corporation (CDC)	12	\$38,000	\$57,300	\$109,500	\$79,000	12	\$38,300	\$57,300	\$118,500	\$82,700
regional or other private non-profit economic development organization (EDO)	229	\$55,800	\$72,000	\$100,000	\$84,200	229	\$57,000	\$74,100	\$104,600	\$88,500
educational institution	30	\$63,600	\$86,500	\$107,500	\$89,900	30	\$66,400	\$86,800	\$113,500	\$91,500
consulting firm	14	\$61,300	\$88,800	\$104,000	\$100,500	14	\$66,500	\$104,500	\$126,400	\$125,300
other	29	\$46,500	\$62,500	\$77,500	\$66,800	29	\$46,700	\$66,500	\$79,100	\$69,900

NOTE: results not shown if fewer than 10 valid values

# Base Annual Salary and Total Compensation by Personal, Occupation, and Organization Related Characteristics



	----- BASE ANNUAL SALARY -----					----- TOTAL COMPENSATION -----				
	#	25th	50th	75th	mean	#	25th	50th	75th	mean
Total	652	\$55,600	\$72,500	\$95,000	\$79,900	652	\$56,300	\$73,800	\$98,000	\$83,400

**If your organization is located in Canada or the United States, in what state or province is it located? [Census Regions]**

New England	*	*	*	*	*	*	*	*	*	*
Middle Atlantic	*	*	*	*	*	*	*	*	*	*
East North Central	376	\$58,000	\$73,900	\$95,000	\$81,300	376	\$59,100	\$75,000	\$100,000	\$84,600
West North Central	276	\$50,700	\$70,500	\$91,100	\$78,100	276	\$52,000	\$72,600	\$95,000	\$81,800
South Atlantic	*	*	*	*	*	6	*	*	*	*
East South Central	*	*	*	*	*	4	*	*	*	*
West South Central	*	*	*	*	*	3	*	*	*	*
Mountain	*	*	*	*	*	2	*	*	*	*
Pacific	*	*	*	*	*	2	*	*	*	*
Canada	*	*	*	*	*	2	*	*	*	*
Alberta	*	*	*	*	*	2	*	*	*	*
British Columbia	*	*	*	*	*	6	*	*	*	*
Ontario	*	*	*	*	*	4	*	*	*	*
Quebec	*	*	*	*	*	6	*	*	*	*
Manitoba	*	*	*	*	*	4	*	*	*	*
Newfoundland	*	*	*	*	*	3	*	*	*	*
New Brunswick	*	*	*	*	*	2	*	*	*	*
Nova Scotia	*	*	*	*	*	2	*	*	*	*
Prince Edward Island	*	*	*	*	*	2	*	*	*	*
Saskatchewan	*	*	*	*	*	2	*	*	*	*

NOTE: results not shown if fewer than 10 valid values

# Base Annual Salary and Total Compensation by Personal, Occupation, and Organization Related Characteristics

	----- BASE ANNUAL SALARY -----					----- TOTAL COMPENSATION -----				
	#	25th	50th	75th	mean	#	25th	50th	75th	mean
Total	652	\$55,600	\$72,500	\$95,000	\$79,900	652	\$56,300	\$73,800	\$98,000	\$83,400
<b>If your organization is located in Canada or the United States, in what state or province is it located? [State]</b>										
Alabama	*	*	*	*	*	*	*	*	*	*
Alaska	*	*	*	*	*	*	*	*	*	*
Arizona	*	*	*	*	*	*	*	*	*	*
Arkansas	*	*	*	*	*	*	*	*	*	*
California	*	*	*	*	*	*	*	*	*	*
Colorado	*	*	*	*	*	*	*	*	*	*
Connecticut	*	*	*	*	*	*	*	*	*	*
Delaware	*	*	*	*	*	*	*	*	*	*
District of Columbia	*	*	*	*	*	*	*	*	*	*
Florida	*	*	*	*	*	*	*	*	*	*
Georgia	*	*	*	*	*	*	*	*	*	*
Hawaii	*	*	*	*	*	*	*	*	*	*
Idaho	*	*	*	*	*	*	*	*	*	*
Illinois	72	\$53,500	\$75,000	\$102,800	\$82,700	72	\$55,300	\$75,000	\$104,800	\$85,300
Indiana	79	\$50,700	\$70,000	\$90,000	\$73,500	79	\$50,700	\$72,000	\$90,000	\$76,200
Iowa	45	\$57,900	\$77,000	\$106,500	\$85,300	45	\$58,000	\$77,000	\$109,000	\$88,100

NOTE: results not shown if fewer than 10 valid values

# Base Annual Salary and Total Compensation by Personal, Occupation, and Organization Related Characteristics

	----- BASE ANNUAL SALARY -----					----- TOTAL COMPENSATION -----				
	#	25th	50th	75th	mean	#	25th	50th	75th	mean
Total	652	\$55,600	\$72,500	\$95,000	\$79,900	652	\$56,300	\$73,800	\$98,000	\$83,400
<b>If your organization is located in Canada or the United States, in what state or province is it located? [State]</b>										
Kansas	54	\$47,100	\$62,800	\$78,500	\$69,600	54	\$49,800	\$65,000	\$81,300	\$72,800
Kentucky		*	*	*	*		*	*	*	*
Louisiana		*	*	*	*		*	*	*	*
Maine		*	*	*	*		*	*	*	*
Maryland		*	*	*	*		*	*	*	*
Massachusetts		*	*	*	*		*	*	*	*
Michigan	55	\$65,000	\$72,000	\$93,500	\$86,400	55	\$65,000	\$72,000	\$97,000	\$90,400
Minnesota	38	\$57,300	\$77,600	\$96,300	\$85,500	38	\$58,800	\$80,100	\$103,300	\$89,300
Mississippi		*	*	*	*		*	*	*	*
Missouri	67	\$51,000	\$72,500	\$90,000	\$83,300	67	\$52,000	\$75,000	\$98,000	\$89,700
Montana		*	*	*	*		*	*	*	*
Nebraska	46	\$41,400	\$65,100	\$89,300	\$68,200	46	\$41,400	\$68,800	\$90,100	\$70,500
Nevada		*	*	*	*		*	*	*	*
New Hampshire		*	*	*	*		*	*	*	*
New Jersey		*	*	*	*		*	*	*	*
New Mexico		*	*	*	*		*	*	*	*

NOTE: results not shown if fewer than 10 valid values

# Base Annual Salary and Total Compensation by Personal, Occupation, and Organization Related Characteristics

	----- BASE ANNUAL SALARY -----					----- TOTAL COMPENSATION -----				
	#	25th	50th	75th	mean	#	25th	50th	75th	mean
Total	652	\$55,600	\$72,500	\$95,000	\$79,900	652	\$56,300	\$73,800	\$98,000	\$83,400
<b>If your organization is located in Canada or the United States, in what state or province is it located? [State]</b>										
New York		*	*	*	*		*	*	*	*
North Carolina		*	*	*	*		*	*	*	*
North Dakota	18	\$42,800	\$61,300	\$87,000	\$69,700	18	\$42,800	\$61,300	\$87,000	\$70,30
Ohio	101	\$62,300	\$77,000	\$98,500	\$86,300	101	\$63,000	\$79,700	\$100,000	\$90,00
Oklahoma		*	*	*	*		*	*	*	*
Oregon		*	*	*	*		*	*	*	*
Pennsylvania		*	*	*	*		*	*	*	*
Puerto Rico/US Virgin Islands		*	*	*	*		*	*	*	*
Rhode Island		*	*	*	*		*	*	*	*
South Carolina		*	*	*	*		*	*	*	*
South Dakota	8	*	*	*	*	8	*	*	*	*
Tennessee		*	*	*	*		*	*	*	*
Texas		*	*	*	*		*	*	*	*
Utah		*	*	*	*		*	*	*	*
Vermont		*	*	*	*		*	*	*	*
Virginia		*	*	*	*		*	*	*	*

NOTE: results not shown if fewer than 10 valid values

# Base Annual Salary and Total Compensation by Personal, Occupation, and Organization Related Characteristics

	----- BASE ANNUAL SALARY -----					----- TOTAL COMPENSATION -----				
	#	25th	50th	75th	mean	#	25th	50th	75th	mean
Total	652	\$55,600	\$72,500	\$95,000	\$79,900	652	\$56,300	\$73,800	\$98,000	\$83,400
<b>If your organization is located in Canada or the United States, in what state or province is it located? [State]</b>										
Washington		*	*	*	*		*	*	*	*
West Virginia		*	*	*	*		*	*	*	*
Wisconsin	69	\$54,000	\$72,000	\$93,300	\$77,200	69	\$54,000	\$75,000	\$99,200	\$81,100
Wyoming		*	*	*	*		*	*	*	*
Canada		*	*	*	*		*	*	*	*
Alberta		*	*	*	*		*	*	*	*
British Columbia		*	*	*	*		*	*	*	*
Ontario		*	*	*	*		*	*	*	*
Quebec		*	*	*	*		*	*	*	*
Manitoba		*	*	*	*		*	*	*	*
Newfoundland		*	*	*	*		*	*	*	*
New Brunswick		*	*	*	*		*	*	*	*
Nova Scotia		*	*	*	*		*	*	*	*
Prince Edward Island		*	*	*	*		*	*	*	*
Saskatchewan		*	*	*	*		*	*	*	*

NOTE: results not shown if fewer than 10 valid values

# Base Annual Salary and Total Compensation by Personal, Occupation, and Organization Related Characteristics

	----- BASE ANNUAL SALARY -----					----- TOTAL COMPENSATION -----				
	#	25th	50th	75th	mean	#	25th	50th	75th	mean
Total	652	\$55,600	\$72,500	\$95,000	\$79,900	652	\$56,300	\$73,800	\$98,000	\$83,400
<b>What city or metropolitan area is it located in?</b>										
Atlanta, GA		*	*	*	*		*	*	*	*
Austin, TX		*	*	*	*		*	*	*	*
Charlotte, NC		*	*	*	*		*	*	*	*
Chicago, IL	27	\$70,100	\$95,000	\$109,000	\$96,000	27	\$70,100	\$96,000	\$111,300	\$99,300
Cincinnati, OH	11	\$60,000	\$76,000	\$83,000	\$77,800	11	\$63,500	\$76,000	\$86,000	\$81,600
Cleveland, OH	13	\$67,500	\$100,000	\$137,900	\$115,800	13	\$67,500	\$102,000	\$142,900	\$121,300
Columbus, OH	18	\$76,900	\$92,500	\$97,500	\$95,600	18	\$76,900	\$93,000	\$101,800	\$99,800
Dallas/Fort Worth, TX		*	*	*	*		*	*	*	*
Washington, DC	1	*	*	*	*	1	*	*	*	*
Houston, TX		*	*	*	*		*	*	*	*
Jackson, MS		*	*	*	*		*	*	*	*
Kansas City, MO	15	\$57,200	\$75,000	\$95,000	\$81,600	15	\$60,200	\$80,000	\$99,000	\$85,600
Lansing, MI	13	\$64,800	\$75,000	\$100,000	\$84,500	13	\$67,700	\$76,200	\$100,800	\$86,000
Little Rock, AK		*	*	*	*		*	*	*	*
Madison, WI	15	\$61,200	\$72,000	\$92,000	\$78,900	15	\$61,200	\$72,000	\$100,000	\$82,400
Minneapolis/St. Paul, MN	19	\$47,900	\$75,000	\$90,000	\$84,200	19	\$47,900	\$75,000	\$91,100	\$88,000

NOTE: results not shown if fewer than 10 valid values

# Base Annual Salary and Total Compensation by Personal, Occupation, and Organization Related Characteristics

	----- BASE ANNUAL SALARY -----					----- TOTAL COMPENSATION -----				
	#	25th	50th	75th	mean	#	25th	50th	75th	mean
Total	652	\$55,600	\$72,500	\$95,000	\$79,900	652	\$56,300	\$73,800	\$98,000	\$83,400
<b>What city or metropolitan area is it located in?</b>										
Omaha, NE	13	\$68,300	\$89,000	\$112,500	\$91,100	13	\$68,800	\$89,000	\$118,500	\$94,000
Orlando, FL		*	*	*	*		*	*	*	*
Phoenix, AZ		*	*	*	*		*	*	*	*
Raleigh/Durham, NC		*	*	*	*		*	*	*	*
Richmond, VA	1	*	*	*	*	1	*	*	*	*
Tampa/St. Petersburg, FL	*	*	*	*	*	*	*	*	*	*
St. Louis, MO	20	\$48,500	\$71,000	\$92,300	\$100,000	20	\$48,500	\$71,500	\$110,800	\$114,500
Toronto, Canada	*	*	*	*	*	*	*	*	*	*

NOTE: results not shown if fewer than 10 valid values

## Base Annual Salary and Total Compensation by Personal, Occupation, and Organization Related Characteristics

	----- BASE ANNUAL SALARY -----					----- TOTAL COMPENSATION -----				
	#	25th	50th	75th	mean	#	25th	50th	75th	mean
Total	652	\$55,600	\$72,500	\$95,000	\$79,900	652	\$56,300	\$73,800	\$98,000	\$83,400
<b>If you work for a public agency or a not-for-profit, what is the population within your agency's jurisdiction?</b>										
2 million or more	63	\$68,000	\$89,000	\$115,000	\$101,900	63	\$68,000	\$89,000	\$120,000	\$106,200
1 million to 1.99 million	12	\$72,000	\$139,400	\$153,800	\$129,600	12	\$73,300	\$139,400	\$177,500	\$138,200
500,000 to 999,999	44	\$65,500	\$81,200	\$105,000	\$95,300	44	\$67,300	\$85,000	\$112,500	\$98,700
250,000 to 499,999	50	\$61,300	\$76,000	\$96,500	\$82,900	50	\$62,000	\$77,000	\$103,300	\$86,000
100,000 to 249,999	86	\$55,000	\$77,500	\$105,500	\$85,500	86	\$55,000	\$77,500	\$112,600	\$89,700
50,000 to 99,999	80	\$56,900	\$75,000	\$95,000	\$77,400	80	\$56,900	\$75,000	\$96,000	\$80,400
25,000 to 49,999	96	\$50,100	\$70,000	\$89,300	\$71,700	96	\$50,900	\$72,300	\$92,800	\$73,200
10,000 to 24,999	89	\$56,300	\$68,500	\$80,400	\$70,700	89	\$57,000	\$69,200	\$81,800	\$71,900
less than 10,000	81	\$42,800	\$53,000	\$65,000	\$55,400	81	\$44,000	\$56,000	\$67,500	\$56,700
not applicable – do not work for a public agency	37	\$64,500	\$87,000	\$100,000	\$91,000	37	\$72,800	\$98,000	\$108,500	\$102,100

NOTE: results not shown if fewer than 10 valid values

# Base Annual Salary and Total Compensation by Personal, Occupation, and Organization Related Characteristics

	----- BASE ANNUAL SALARY -----					----- TOTAL COMPENSATION -----				
	#	25th	50th	75th	mean	#	25th	50th	75th	mean
Total	652	\$55,600	\$72,500	\$95,000	\$79,900	652	\$56,300	\$73,800	\$98,000	\$83,400
<b>Including yourself, about how many full-time employees work for your organization (including all locations)?</b>										
1,000 or more	54	\$67,800	\$80,100	\$103,500	\$89,400	54	\$69,500	\$87,500	\$107,600	\$92,500
500 to 999	24	\$60,000	\$71,800	\$93,400	\$77,500	24	\$60,000	\$73,600	\$93,400	\$79,500
250 to 499	41	\$58,000	\$77,000	\$92,500	\$78,100	41	\$58,000	\$78,000	\$92,500	\$78,500
100 to 249	66	\$58,000	\$75,000	\$92,300	\$76,900	66	\$58,000	\$77,100	\$92,600	\$78,600
50 to 99	51	\$64,000	\$76,000	\$90,000	\$80,700	51	\$65,000	\$76,000	\$95,000	\$84,000
25 to 49	44	\$60,700	\$73,700	\$114,600	\$89,600	44	\$60,700	\$75,000	\$114,600	\$93,100
10 to 24	77	\$60,600	\$80,000	\$110,000	\$95,800	77	\$60,600	\$80,000	\$120,000	\$101,800
5 to 9	73	\$52,500	\$80,000	\$120,000	\$90,700	73	\$52,500	\$80,000	\$127,500	\$95,700
2 to 4	147	\$50,000	\$67,000	\$90,000	\$73,300	147	\$50,000	\$68,500	\$90,500	\$77,000
1	71	\$41,500	\$57,000	\$66,000	\$56,900	71	\$43,600	\$58,000	\$71,000	\$60,000

NOTE: results not shown if fewer than 10 valid values

## Base Annual Salary and Total Compensation by Personal, Occupation, and Organization Related Characteristics

	----- BASE ANNUAL SALARY -----					----- TOTAL COMPENSATION -----				
	#	25th	50th	75th	mean	#	25th	50th	75th	mean
Total	652	\$55,600	\$72,500	\$95,000	\$79,900	652	\$56,300	\$73,800	\$98,000	\$83,400
<b>Including yourself, about how many full-time employees work for your organization's economic development related department or operation?</b>										
100 or more	20	\$75,000	\$86,300	\$98,000	\$86,600	20	\$75,800	\$89,500	\$98,800	\$88,400
50 to 99	14	\$63,400	\$73,500	\$78,000	\$76,800	14	\$63,400	\$73,500	\$78,000	\$78,900
25 to 49	22	\$63,300	\$93,500	\$119,300	\$94,100	22	\$67,800	\$95,000	\$119,300	\$97,500
10 to 24	55	\$64,000	\$94,600	\$128,800	\$110,900	55	\$65,000	\$98,000	\$131,000	\$117,800
5 to 9	104	\$66,600	\$80,500	\$109,500	\$92,000	104	\$66,900	\$85,000	\$115,000	\$97,200
2 to 4	271	\$54,000	\$72,000	\$95,000	\$77,300	271	\$54,000	\$73,000	\$98,000	\$80,400
1	156	\$47,600	\$61,800	\$77,500	\$62,900	156	\$48,200	\$64,000	\$79,200	\$65,000

NOTE: results not shown if fewer than 10 valid values

# Base Annual Salary and Total Compensation by Personal, Occupation, and Organization Related Characteristics

	----- BASE ANNUAL SALARY -----					----- TOTAL COMPENSATION -----				
	#	25th	50th	75th	mean	#	25th	50th	75th	mean
Total	652	\$55,600	\$72,500	\$95,000	\$79,900	652	\$56,300	\$73,800	\$98,000	\$83,400
<b>Approximately what is your organization's economic development related department or operation's annual operating budget (in US dollars)? Please consider operating funds only, EXCLUDE capital funds, revolving loan funds, CDBG, and pass-through funds.</b>										
\$10 million or more	32	\$72,300	\$78,000	\$99,800	\$86,700	32	\$72,300	\$82,600	\$99,800	\$89,200
\$5 million to \$9.99 million	19	\$77,000	\$98,000	\$150,000	\$128,900	19	\$79,000	\$98,000	\$170,000	\$140,300
\$2.5 million to \$4.99 million	27	\$90,000	\$105,000	\$180,000	\$128,300	27	\$90,000	\$105,000	\$180,000	\$135,800
\$1 million to \$2.49 million	69	\$63,300	\$80,000	\$121,200	\$96,000	69	\$65,800	\$80,000	\$126,900	\$101,300
\$750,000 to \$999,999	30	\$64,800	\$81,800	\$110,000	\$87,500	30	\$65,900	\$86,500	\$121,800	\$92,800
\$500,000 to \$749,999	60	\$63,300	\$80,000	\$108,100	\$90,100	60	\$63,400	\$80,300	\$114,800	\$96,500
\$250,000 to \$499,999	107	\$62,500	\$80,000	\$97,400	\$81,200	107	\$62,500	\$81,200	\$105,000	\$84,800
\$100,000 to \$249,999	192	\$53,300	\$66,500	\$80,000	\$67,900	192	\$53,300	\$68,000	\$81,400	\$69,600
\$50,000 to \$99,999	52	\$40,700	\$52,500	\$64,700	\$57,600	52	\$42,400	\$54,000	\$68,100	\$59,000
less than \$50,000	35	\$47,500	\$62,000	\$75,000	\$63,300	35	\$47,500	\$62,000	\$75,000	\$64,400

NOTE: results not shown if fewer than 10 valid values

## Base Annual Salary and Total Compensation by Personal, Occupation, and Organization Related Characteristics

	----- BASE ANNUAL SALARY -----					----- TOTAL COMPENSATION -----				
	#	25th	50th	75th	mean	#	25th	50th	75th	mean
Total	652	\$55,600	\$72,500	\$95,000	\$79,900	652	\$56,300	\$73,800	\$98,000	\$83,400
<b>What percentage of your organization's operating funds comes from each of the following sources?</b>										
100% public funding	175	\$57,700	\$72,500	\$89,400	\$73,600	175	\$58,000	\$73,000	\$90,000	\$74,900
mostly public funding (51% - 99%)	185	\$55,300	\$68,000	\$87,800	\$74,600	185	\$55,300	\$70,000	\$90,000	\$77,300
50% public funding and 50% private or internally generated funds	28	\$51,000	\$72,500	\$98,300	\$73,600	28	\$51,000	\$75,000	\$99,800	\$76,800
mostly private/internally generated funds (51% - 99%)	112	\$54,300	\$84,500	\$115,000	\$96,900	112	\$58,300	\$90,000	\$125,000	\$102,500
100% private/internally generated funds	39	\$70,000	\$87,000	\$100,000	\$96,500	39	\$73,500	\$98,000	\$114,000	\$108,700
other	62	\$55,000	\$80,000	\$110,800	\$85,200	62	\$55,400	\$80,000	\$115,000	\$88,600

NOTE: results not shown if fewer than 10 valid values

# Base Annual Salary and Total Compensation by Personal, Occupation, and Organization Related Characteristics

	----- BASE ANNUAL SALARY -----					----- TOTAL COMPENSATION -----				
	#	25th	50th	75th	mean	#	25th	50th	75th	mean
Total	652	\$55,600	\$72,500	\$95,000	\$79,900	652	\$56,300	\$73,800	\$98,000	\$83,400
<b>What one option best matches your current position within your organization?</b>										
CEO/executive director/top level vice president/division manager	264	\$57,800	\$75,000	\$103,100	\$88,100	264	\$60,000	\$76,700	\$108,600	\$93,600
CFO/comptroller	67	\$72,000	\$92,000	\$120,000	\$101,900	67	\$74,000	\$92,000	\$128,000	\$106,200
deputy/assistant director	4	*	*	*	*	4	*	*	*	*
department head/manager	36	\$46,600	\$66,000	\$90,000	\$67,400	36	\$49,200	\$66,400	\$90,000	\$67,800
marketing executive	125	\$65,000	\$75,000	\$91,600	\$77,600	125	\$65,000	\$76,000	\$92,100	\$79,300
research director/manager	9	*	*	*	*	9	*	*	*	*
business recruitment manager	8	*	*	*	*	8	*	*	*	*
business retention manager	29	\$56,500	\$72,000	\$97,500	\$80,700	29	\$56,500	\$72,000	\$102,800	\$83,100
loan officer	20	\$43,300	\$55,600	\$71,800	\$57,800	20	\$43,300	\$57,100	\$71,800	\$58,200
specialist/field position	2	*	*	*	*	2	*	*	*	*
policy/legislative affairs	30	\$46,300	\$60,000	\$74,300	\$60,200	30	\$46,900	\$60,000	\$75,300	\$61,700
entry level economic development staff	2	*	*	*	*	2	*	*	*	*
administrative/support staff consultant	11	\$35,000	\$37,300	\$56,500	\$45,200	11	\$35,000	\$37,300	\$56,500	\$46,500
other	13	\$34,000	\$44,000	\$50,600	\$45,900	13	\$37,400	\$44,000	\$50,600	\$46,600
	5	*	*	*	*	5	*	*	*	*
	22	\$45,200	\$71,000	\$77,000	\$64,000	22	\$45,200	\$71,500	\$80,200	\$66,300

NOTE: results not shown if fewer than 10 valid values

# Base Annual Salary and Total Compensation by Personal, Occupation, and Organization Related Characteristics

	----- BASE ANNUAL SALARY -----					----- TOTAL COMPENSATION -----				
	#	25th	50th	75th	mean	#	25th	50th	75th	mean
Total	652	\$55,600	\$72,500	\$95,000	\$79,900	652	\$56,300	\$73,800	\$98,000	\$83,400
<b>What economic development activities do you manage or perform?</b>										
marketing/business recruitment retention and expansion	527	\$55,000	\$73,000	\$95,000	\$81,000	527	\$56,200	\$75,000	\$98,000	\$84,600
small business start-ups and support entrepreneurial activities	438	\$56,000	\$72,000	\$93,600	\$79,600	438	\$56,400	\$73,100	\$96,200	\$83,000
export/import assistance	120	\$59,000	\$80,000	\$97,300	\$85,200	120	\$59,000	\$80,000	\$104,000	\$89,700
other international economic development	120	\$65,000	\$90,000	\$119,800	\$102,800	120	\$67,100	\$93,800	\$127,300	\$109,800
provide loans and grants	295	\$56,500	\$73,500	\$93,500	\$78,500	295	\$57,000	\$74,100	\$96,300	\$81,300
property development/redevelopment	359	\$59,000	\$74,000	\$95,000	\$79,400	359	\$60,000	\$75,000	\$97,000	\$82,600
workforce development	299	\$55,000	\$72,000	\$95,000	\$82,100	299	\$56,000	\$73,500	\$98,400	\$86,400
government procurement	85	\$54,500	\$70,000	\$91,000	\$78,300	85	\$55,300	\$72,000	\$93,500	\$81,500
research/analysis	332	\$55,100	\$73,700	\$96,000	\$82,800	332	\$55,100	\$75,000	\$100,000	\$86,700
grant writing	290	\$52,000	\$70,000	\$90,000	\$74,800	290	\$52,000	\$71,100	\$90,100	\$77,000
technology economic development	200	\$55,100	\$75,100	\$105,000	\$87,600	200	\$56,100	\$79,600	\$110,000	\$92,000
neighborhood/community development	332	\$52,000	\$68,000	\$85,000	\$72,100	332	\$52,300	\$70,000	\$89,000	\$74,900
downtown development	296	\$50,200	\$70,000	\$93,000	\$76,400	296	\$51,400	\$72,200	\$95,000	\$79,900
other	55	\$58,000	\$72,500	\$102,000	\$86,800	55	\$58,000	\$75,000	\$110,000	\$94,600

NOTE: results not shown if fewer than 10 valid values

# Base Annual Salary and Total Compensation by Personal, Occupation, and Organization Related Characteristics

	----- BASE ANNUAL SALARY -----					----- TOTAL COMPENSATION -----				
	#	25th	50th	75th	mean	#	25th	50th	75th	mean
<b>Total</b>	652	\$55,600	\$72,500	\$95,000	\$79,900	652	\$56,300	\$73,800	\$98,000	\$83,400
<b>How many years have you been in your current position?</b>										
30 years or more	3	*	*	*	*	3	*	*	*	*
25 to 29 years	9	*	*	*	*	9	*	*	*	*
20 to 24 years	22	\$79,300	\$96,500	\$119,500	\$99,400	22	\$79,300	\$104,500	\$134,600	\$106,700
15 to 19 years	32	\$67,500	\$76,000	\$100,000	\$84,900	32	\$67,500	\$79,000	\$108,600	\$90,100
10 to 14 years	80	\$62,600	\$75,000	\$96,000	\$88,300	80	\$65,000	\$76,800	\$99,800	\$93,000
5 to 9 years	183	\$55,500	\$70,000	\$93,000	\$77,200	183	\$56,000	\$73,000	\$96,000	\$80,400
3 to 4 years	104	\$52,000	\$68,600	\$93,000	\$75,100	104	\$52,300	\$70,100	\$96,600	\$77,500
1 to 2 years	136	\$48,800	\$70,000	\$81,500	\$73,400	136	\$48,800	\$71,500	\$85,000	\$76,100
less than 1 year	80	\$52,000	\$70,000	\$95,400	\$82,700	80	\$53,000	\$70,800	\$97,400	\$86,400
<b>How many people do you directly or indirectly supervise (if any)?</b>										
50 or more	7	*	*	*	*	7	*	*	*	*
25 to 49	15	\$78,000	\$110,000	\$128,000	\$104,800	15	\$78,000	\$110,000	\$132,000	\$108,800
10 to 24	51	\$78,000	\$98,000	\$123,000	\$114,100	51	\$85,000	\$100,000	\$131,000	\$120,500
5 to 9	85	\$78,500	\$103,000	\$133,000	\$113,700	85	\$79,500	\$106,600	\$142,200	\$121,600
3 to 4	85	\$70,000	\$80,000	\$105,000	\$87,500	85	\$70,500	\$80,000	\$107,800	\$90,200
2	87	\$59,000	\$70,000	\$90,500	\$74,800	87	\$60,000	\$70,000	\$94,000	\$78,100
1	126	\$50,000	\$62,300	\$74,100	\$64,300	126	\$50,200	\$65,000	\$75,300	\$67,100
none	195	\$45,000	\$60,000	\$76,000	\$62,600	195	\$45,000	\$61,200	\$78,000	\$64,100

NOTE: results not shown if fewer than 10 valid values

## Base Annual Salary and Total Compensation by Personal, Occupation, and Organization Related Characteristics

	----- BASE ANNUAL SALARY -----					----- TOTAL COMPENSATION -----				
	#	25th	50th	75th	mean	#	25th	50th	75th	mean
Total	652	\$55,600	\$72,500	\$95,000	\$79,900	652	\$56,300	\$73,800	\$98,000	\$83,400
<b>Your age?</b>										
65 or over	22	\$64,300	\$78,000	\$124,800	\$99,500	22	\$65,000	\$80,000	\$131,900	\$110,600
60 - 64	76	\$66,300	\$84,500	\$106,500	\$93,300	76	\$67,300	\$88,500	\$114,800	\$98,000
55 - 59	89	\$65,900	\$80,000	\$104,000	\$93,700	89	\$68,900	\$80,000	\$115,000	\$99,100
50 - 54	105	\$62,100	\$78,000	\$100,000	\$86,300	105	\$62,300	\$78,100	\$104,000	\$90,400
45 - 49	100	\$65,000	\$85,000	\$102,000	\$85,700	100	\$67,800	\$86,500	\$105,000	\$89,200
40 - 44	98	\$51,600	\$65,800	\$87,000	\$72,000	98	\$51,600	\$67,000	\$90,100	\$74,000
35 - 39	58	\$56,400	\$67,500	\$78,400	\$70,200	58	\$57,600	\$68,000	\$80,000	\$72,200
30 - 34	64	\$45,300	\$61,000	\$75,000	\$60,700	64	\$45,800	\$61,100	\$75,000	\$61,500
25 - 29	35	\$42,000	\$46,000	\$55,000	\$48,300	35	\$42,000	\$46,700	\$55,000	\$48,600
under 25	4	*	*	*	*	4	*	*	*	*

NOTE: results not shown if fewer than 10 valid values

# Base Annual Salary and Total Compensation by Personal, Occupation, and Organization Related Characteristics

	----- BASE ANNUAL SALARY -----					----- TOTAL COMPENSATION -----				
	#	25th	50th	75th	mean	#	25th	50th	75th	mean
Total	652	\$55,600	\$72,500	\$95,000	\$79,900	652	\$56,300	\$73,800	\$98,000	\$83,400
<b>Your gender?</b>										
male	370	\$65,000	\$80,000	\$101,500	\$89,800	370	\$66,400	\$80,400	\$107,000	\$94,400
female	279	\$45,400	\$61,700	\$78,000	\$66,300	279	\$45,400	\$62,100	\$80,000	\$68,000
<b>Your race?</b>										
American Indian or Alaskan Native	10	\$55,500	\$74,500	\$101,500	\$84,400	10	\$55,500	\$74,500	\$109,000	\$87,900
Asian, Asian Indian, Japanese, Chinese, Vietnamese, Korean, Filipino	2	*	*	*	*	2	*	*	*	*
Black, African American (not of Hispanic origin)	18	\$63,400	\$69,500	\$90,000	\$75,000	18	\$63,400	\$69,900	\$91,300	\$76,400
First Nation		*	*	*	*		*	*	*	*
Hispanic, Chicano, Mexican- American, Latino	9	*	*	*	*	9	*	*	*	*
Métis		*	*	*	*		*	*	*	*
Native Hawaiian or Pacific Islander		*	*	*	*		*	*	*	*
White, Caucasian (not of Hispanic origin)	601	\$55,000	\$72,600	\$95,000	\$80,000	601	\$55,500	\$74,100	\$98,000	\$83,600
two or more races	9	*	*	*	*	9	*	*	*	*
other		*	*	*	*		*	*	*	*

NOTE: results not shown if fewer than 10 valid values