



ONTARIO BUSINESS IMPROVEMENT AREA ASSOCIATION

OBIAA 2025 MEMBER SALARY SURVEY

During the period January through February 2025, OBIAA conducted a Salary Survey of Members. The data was compiled from 66 respondents out of approximately 316 BIAs.

Date: May 25, 2025
Completed by: Tellwut, a Paradigm Sample Company

OBIAA 2025 Member Salary Survey

SALARY SURVEY OF BIAS

Since 2001 OBIAA has been acting as an important resource for education, partnership and collaboration with each BIA across the province. OBIAA recognizes the power of networking, the strength in numbers and the value of sharing common concerns and finding resolutions specific to its individual communities.

OBIAA, through membership, represents, supports and encourages member business improvement areas to increase their effectiveness and their contribution to the economic and social well-being of communities in Ontario.

OBIAA collectively represents over 150 part-time staff, approximately 250 full-time staff with a combined budget of over \$50,000,000 that is spent keeping Ontario's communities vital. There are over 100,000 businesses that are represented within Ontario's over 300 BIAs.

The first BIA Legislation in the world, was created in 1970 in a partnership with the Ministry of Municipal Affairs (the Government of Ontario), Bloor West Village and the City of Toronto.

OBIAA conducted its sixth salary survey via the OBIAA E-Blast system using Tellwut Survey Software. We anticipate approximately 290 BIAs have the potential to receive this E-Blast and respond to the survey. Of the 290 BIAs there were 66 respondents; a finding of 23%. This survey sample therefore provides an acceptable level of response. The survey is not considered 100% accurate or conclusive and should be accepted as a guideline only. This information is a member service provided every 2 years by OBIAA; therefore, the next Salary Survey is expected to be conducted in the fall of 2026, for an early 2027 release.

2025 BIA Member Salary Survey

Index

Description	Page #
Salary Survey – Summary Data	4-5
Respondent Demographics.....	6-7
Salary Survey Data for Cities & Municipalities	
Executive Director	8–9
Event Management	10–11
Social Media Management	12–13
Administrative Staff	14–15
Marketing Management.....	16-17
Other.....	18-19
Employee Benefits, Insurance, RRSP and Pension	20
Vacation, Education, Years of Employment, hours worked for Executive Directors/Managers	21-23
Vacation and Over-time Policy	24
Other Benefits	25
Minority Representation	26
Insurance and Training	27-29
Salary Survey – Data breakdown by size of BIA including:	
Staff Positions	30-32
Salary Range / Education / Vacation by BIA by Position	33-38

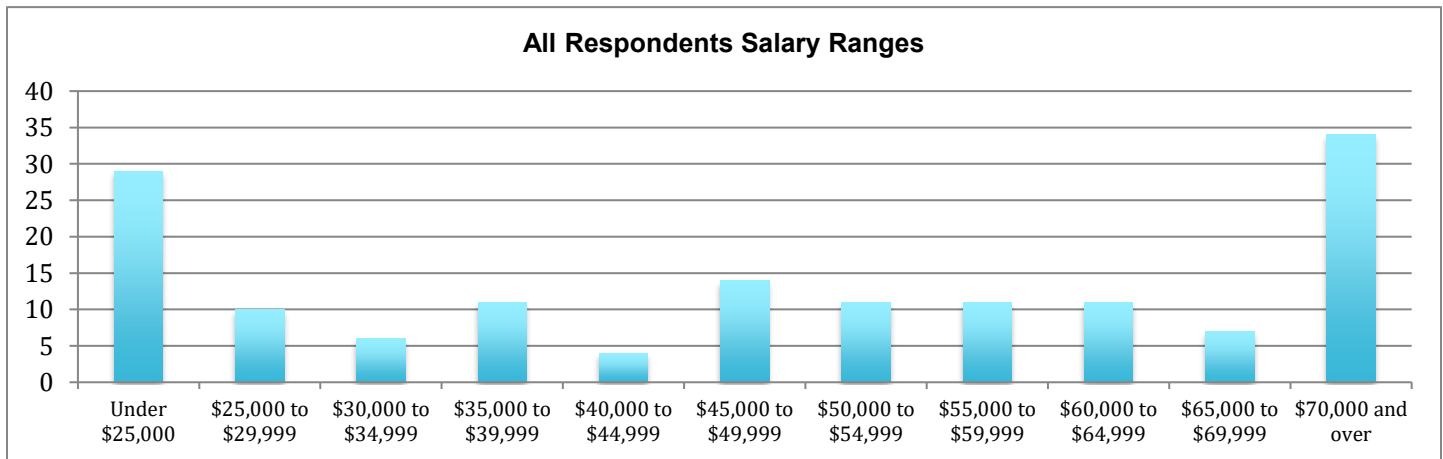
2025 BIA Member Salary Survey

The following charts represent the overall data from the compensation survey regarding BIA positions and their salary ranges.

BIA Salary Range by Respondent Summary

OBIAA 2024 Salary Survey	Under 25,000	25,000 to 29,999	30,000 to 34,999	35,000 to 39,999	40,000 to 44,999	45,000 to 49,999	50,000 to 54,999	55,000 to 59,999	60,000 to 64,999	65,000 to 69,999	70,000 and over	Counts
Executive	1	1	3	0	2	3	5	0	6	5	28	54
Events	3	2	1	4	1	3	2	4	2	1	2	25
Social Media	10	2	1	5	1	3	1	4	0	1	0	28
Admin	7	2	0	0	0	3	1	1	1	0	0	15
Marketing	0	0	1	2	0	1	1	1	1	0	2	9
Other	8	3	0	0	0	1	1	1	1	0	2	17
Total	29	10	6	11	4	14	11	11	11	7	34	148

OBIAA 2024 Salary Survey	Under 25,000	25,000 to 29,999	30,000 to 34,999	35,000 to 39,999	40,000 to 44,999	45,000 to 49,999	50,000 to 54,000	55,000 to 59,999	60,000 to 64,999	65,000 to 69,999	70,000 and over
Total	29	10	6	11	4	14	11	11	11	7	34
Salary Medians	\$17,200	\$27,900	\$32,600	\$39,000	\$42,500	\$47,250	\$52,000	\$56,700	\$60,000	\$66,000	\$88,750
Median multiplied by # of Respondents	\$498,800	\$279,000	\$195,600	\$429,000	\$170,000	\$661,500	\$572,000	\$623,700	\$660,000	\$462,000	\$3,017,500
Hourly Rate Median	\$21.63	\$25.00	\$25.00	\$25.00	\$24.50	\$26.37	\$27.18	\$29.74	\$28.85	\$34.87	\$44.63



Total BIA Respondent's Salaries	\$7,572,103
Total BIA Respondent's Levy	\$21,159,880
Total BIA Respondent's Budget	\$26,715,909
Respondent BIA Salaries as a % of Budget	28%

2025 BIA Member Salary Survey**Median Full Time Salary by Position:**

OBIAA 2024 Salary Survey	Total for Levy >\$300,000	Total for Levy <\$300,000	Overall
Executive	\$93,150	\$63,000	\$76,500
Events	\$56,000	\$50,086	\$55,000
Social Media	\$51,000	\$51,000	\$51,000
Admin	\$53,000	\$52,500	\$53,000
Marketing	\$66,150	\$47,500	\$58,500

How has your staff changed over the last year?

Staff Change	Count	%
Decreased	4	6%
Increased	13	20%
Stayed the same	49	74%
Total	66	100%

Staff changes:

20% of reporting BIAs indicated that staff increased over the previous year, with only 6% indicating a decrease. Funding was the main reason attributable to job growth. Other factors mentioned were:

- Reorganization re turnover
- Increased functions of BIA
- Increased boundary & membership

Summer Students:.

Of the 47% who hire summer students the majority are funded through the Canada Summer Jobs program.

2025 BIA Member Salary Survey

Demographics of Respondents

Respondents per Population

Population	Respondents	%
< 100,000	35	53%
100,000 – 500,000	17	26%
> 500,000	14	21%
Total	66	100%

Respondents per Levy

Levy Category	Respondents	%
Under \$150,000	26	39%
\$150,000 – \$300,000	19	29%
\$300,001 - \$500,000	14	21%
> \$500,000	7	11%
Total	66	100%

Respondents per Budget Value

Levy Category	Respondents	%
Under \$150,000	16	24%
\$150,000 – \$300,000	20	30%
\$300,001 - \$500,000	13	20%
> \$500,000	17	26%
Total	66	100%

2025 BIA Member Salary Survey

Demographics cont'd

Area Category Respondent BIA is Situated

Population	Respondents	%
Rural	23	35%
Suburban	14	21%
Urban	29	44%
Total	66	100%

Region where Respondent BIA is Located

Population	Respondents	%
West	17	26%
East	9	14%
Toronto	8	12%
GTA excluding Toronto	8	12%
Ottawa	6	9%
Near North	6	9%
North	5	8%
Hamilton	4	6%
Niagara	3	4%
Total	66	100%

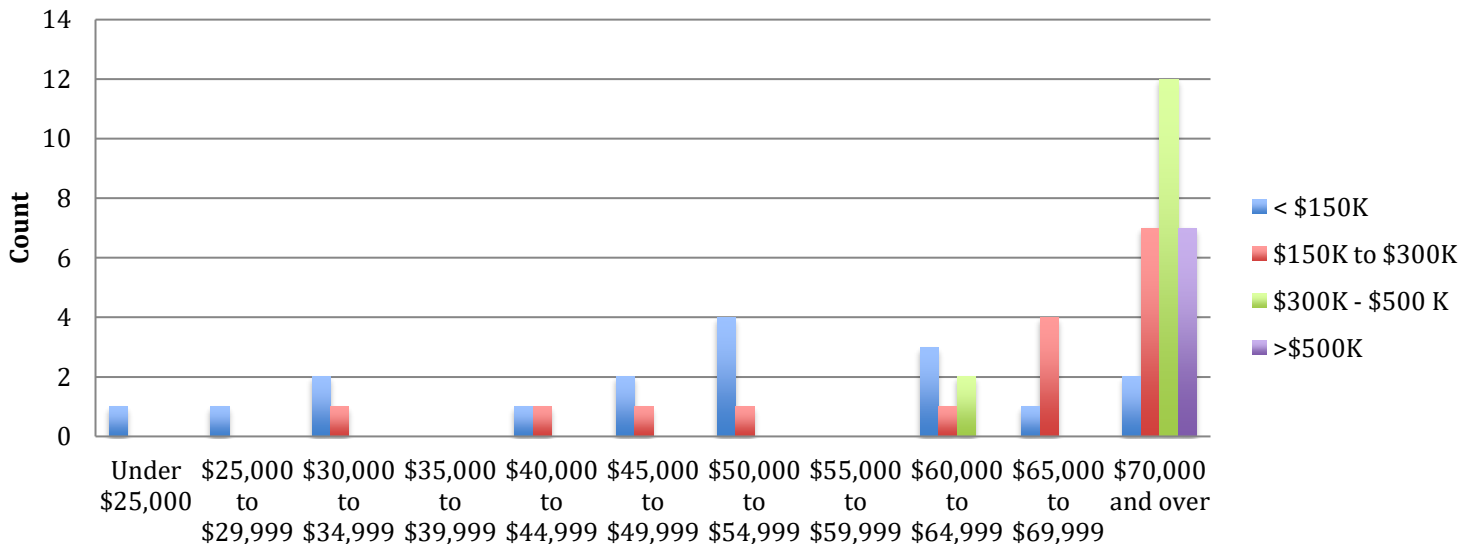
2025 BIA Member Salary Survey

Executive Director

The following charts relate to responses for BIAs within a City or Municipality who have the Executive Director/Manager position. Of the 66 respondents 54 report having an Executive Director with details as follows: 46 Full-time (FT), 1 Full-time contract (FTC), 5 Part-time (PT) and 2 Part-time Contract (PTC). Contract positions have been allocated to FT or PT based on hours. Below Chart includes FT, PT and Contract counts.

Executive Director / Manager				
	Levy to \$150K	Levy \$150K - \$300K	Levy \$300K – \$500K	Levy > \$500K
Under \$25,000	1			
25,000 to 29,999	1			
30,000 to 34,999	2	1		
35,000 to 39,999				
40,000 to 44,999	1	1		
45,000 to 49,999	2	1		
50,000 to 54,999	4	1		
55,000 to 59,999				
60,000 to 64,999	3	1	2	
65,000 to 69,999	1	4		
70,000 and over	2	7	12	7
Grand Total	17	16	14	7

Respondent Count & Income Per Levy Range



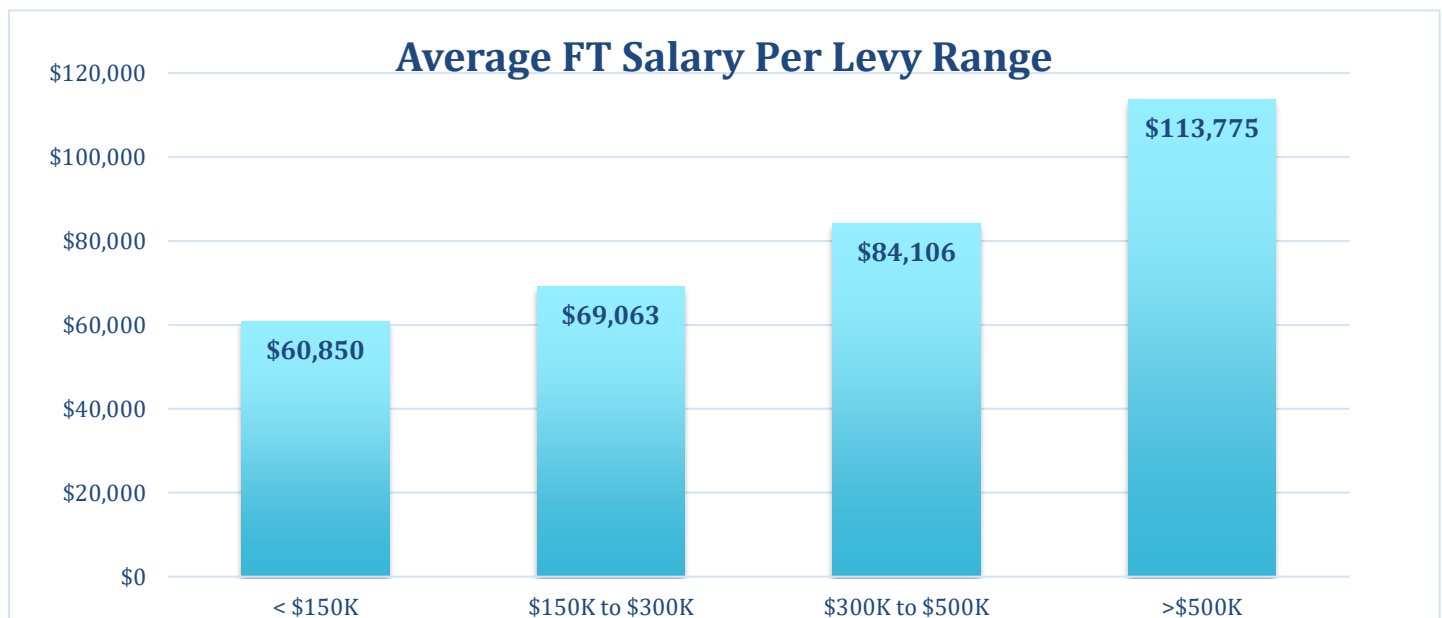
2025 BIA Member Salary Survey

Executive Director (cont'd):

Executive Director / Manager Salary Average Per Levy Category				
Levy	Funded *	Count – FT/PT	Average – FT/PT	Bonuses Paid **
< \$150,000	2	16 / 1	\$60,850 / \$33,687	5
\$150,000 - \$300,000	0	15 / 1	\$69,063 / \$34,762	3
\$300,001 - \$500,000	0	14/0	\$84,106 / NA	3
>500,000	0	7/0	\$113,775 / NA	3

* **Funding** – of the under \$150,000 one funded 60% and the other 50% from sources outside of BIA budget

** **Bonuses** - of the 14 BIA's who said they paid bonuses to the ED, only 3 were guaranteed. Bonuses paid ranged from \$500 to \$5,000.



Executive Director / Manager Average Hourly Wage Per Levy Category			
Levy	Hourly Rate – FT	Hourly Rate –PT	Annual/Hourly *
< \$150,000	\$30.32	\$29.00	12 / 5
\$150,000 - \$300,000	\$35.92	\$26.75	14 / 2
\$300,001 - \$500,000	\$42.24	NA	14 / 0
>500,000	\$57.13	NA	7 / 0

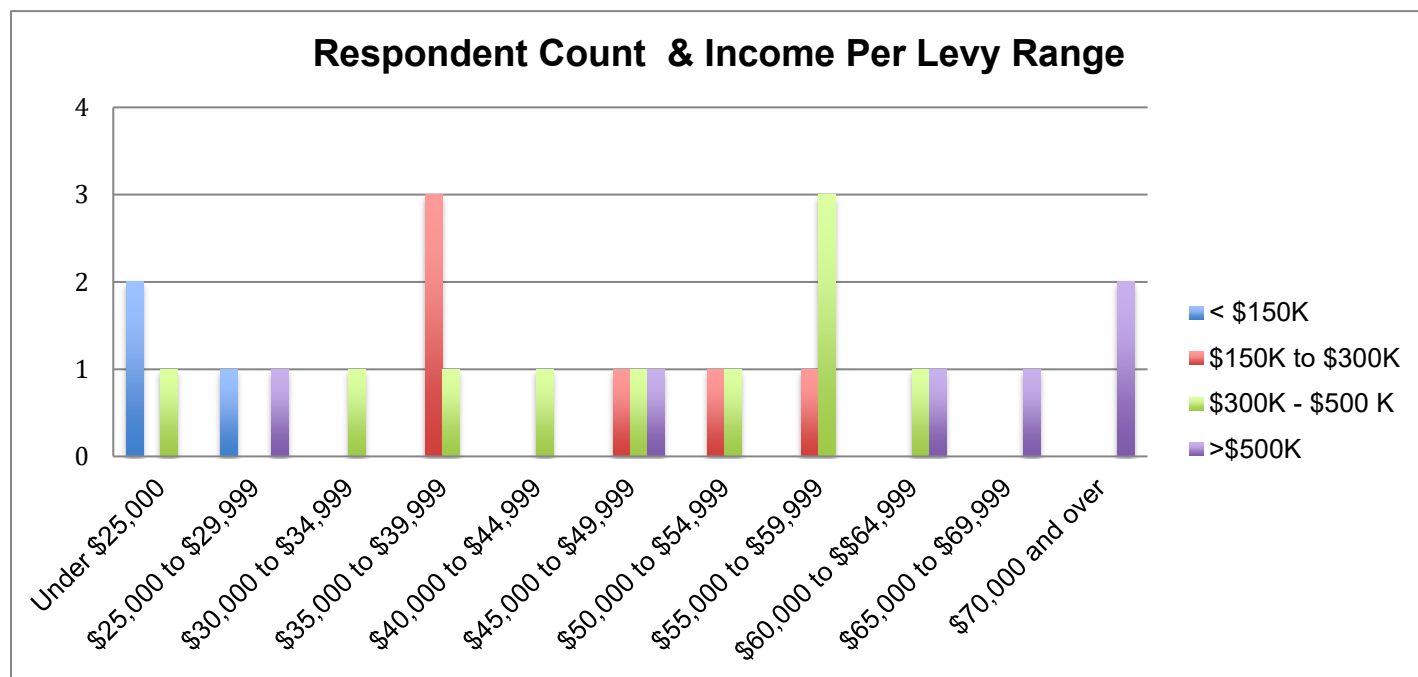
*Indicates if position paid on an hourly or annual basis

2025 BIA Member Salary Survey

Event Management

The following charts relate to responses for BIAs within a City or Municipality who have an **Event Management** position. Of the 66 respondents, 25 have an Event Management position, broken out as follows: 19 Full-time (FT) including 1 FTC, 11 Part-time (PT) of which 6 are PTC. Contract positions have been allocated to FT or PT based on hours. Below charts include FT, PT and Contract counts.

Event Management				
	Levy to \$150K	Levy \$150K - \$300K	Levy \$300K – \$500K	Levy > \$500K
Under \$25,000	2		1	
25,000 to 29,999	1			1
30,000 to 34,999			1	
35,000 to 39,999		3	1	
40,000 to 44,999			1	
45,000 to 49,999		1	1	1
50,000 to 54,999		1	1	
55,000 to 59,999		1	3	
60,000 to 64,999			1	1
65,000 to 69,999				1
70,000 and over				2
Salary not reported				
Grand Total	3	6	10	6

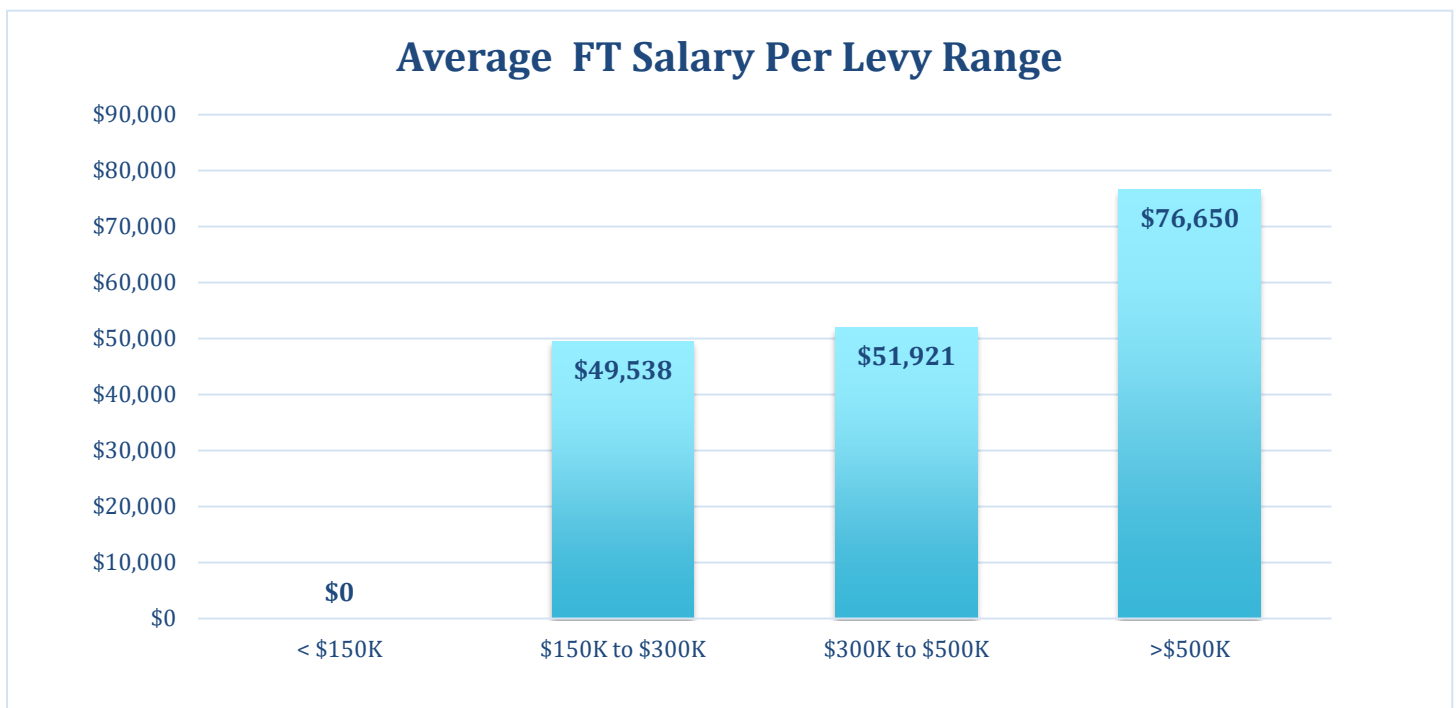


2025 BIA Member Salary Survey

Event Management (cont'd):

Event Management Staff Salary Average			
Levy	Count – FT/PT	Average – FT/PT	Bonuses Paid
< \$150,000	0 / 3	NA / \$16,050	1
\$150,000 - \$300,000	4 / 2	\$ 49,538 / \$37,050	1
\$300,001 - \$500,000	7 / 3	\$51,921 / \$31,856	0
>\$500,000	4 / 2	\$76,650 / \$35,812	3

* Note – Bonuses paid are both guaranteed and discretionary, ranging from \$500 - \$3,000



Event Manager Average Hourly Wage Per Levy Category			
Levy	Hourly Rate – FT	Hourly Rate –PT	Annual/Hourly *
< \$150,000	NA	\$27.37	2 / 1
\$150,000 - \$300,000	\$26.82	\$28.50	1 / 5
\$300,001 - \$500,000	\$28.08	\$24.06	5 / 5
>500,000	\$38.47	\$30.42	5 / 1

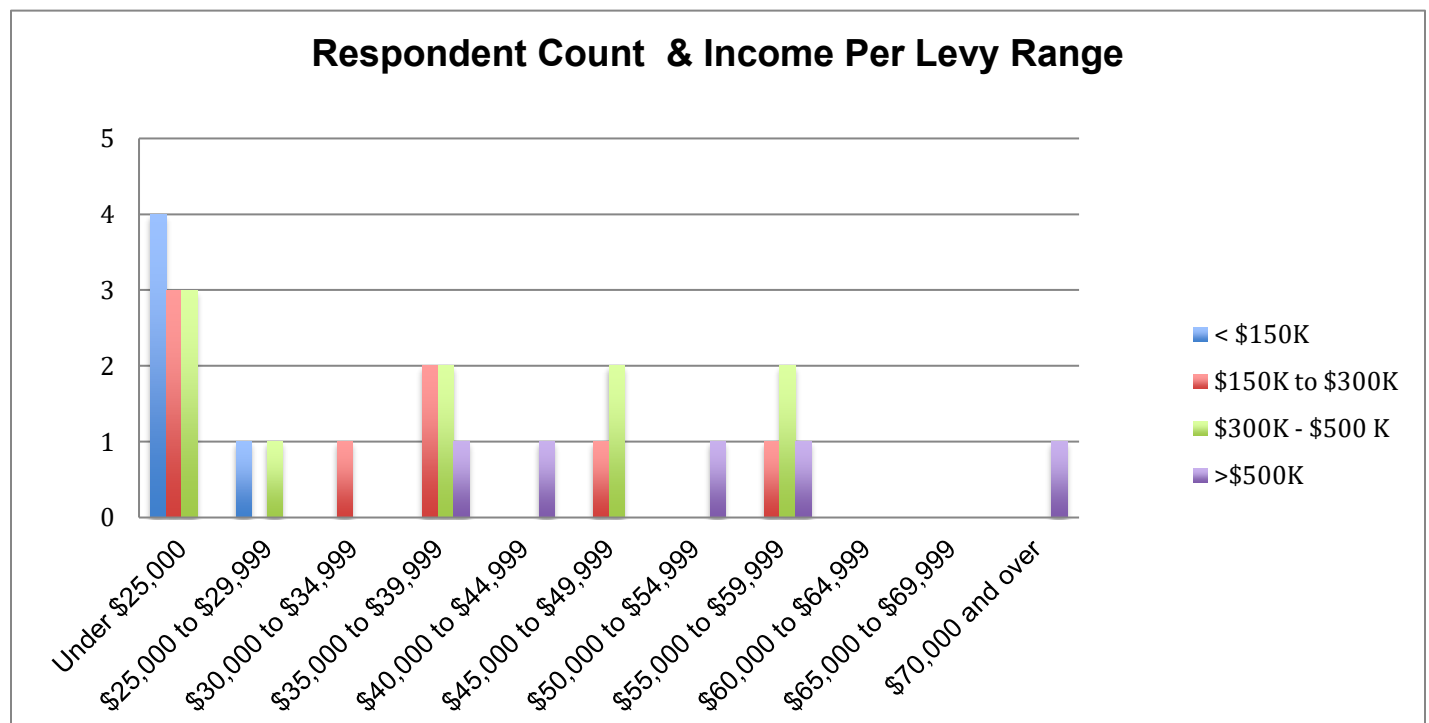
*Indicates if position paid on an hourly or annual basis

2025 BIA Member Salary Survey

Social Media Management

The following charts relate to responses for BIAs within a City or Municipality who have a **Social Media Management** position. Of the 66 respondents, 28 have a Social Media Management position, broken out as follows: 10 Full-time (FT), 1 Full-time Contract (FTC), 8 Part-time (PT) and 9 Part-time Contract (PTC). Contract positions have been allocated to FT or PT based on hours. Below charts include FT, PT and Contract counts.

Social Media Management				
	Levy to \$150K	Levy \$150K - \$300K	Levy \$300K - \$500K	Levy > \$500K
Under \$25,000	3	2	3	
25,000 to 29,999			1	
30,000 to 34,999		1		
35,000 to 39,999		2	2	1
40,000 to 44,999				1
45,000 to 49,999		1	2	
50,000 to 54,999				1
55,000 to 59,999		1	2	1
60,000 to 64,999				
65,000 to 69,999				1
70,000 and over				
Grand Total	3	7	10	5

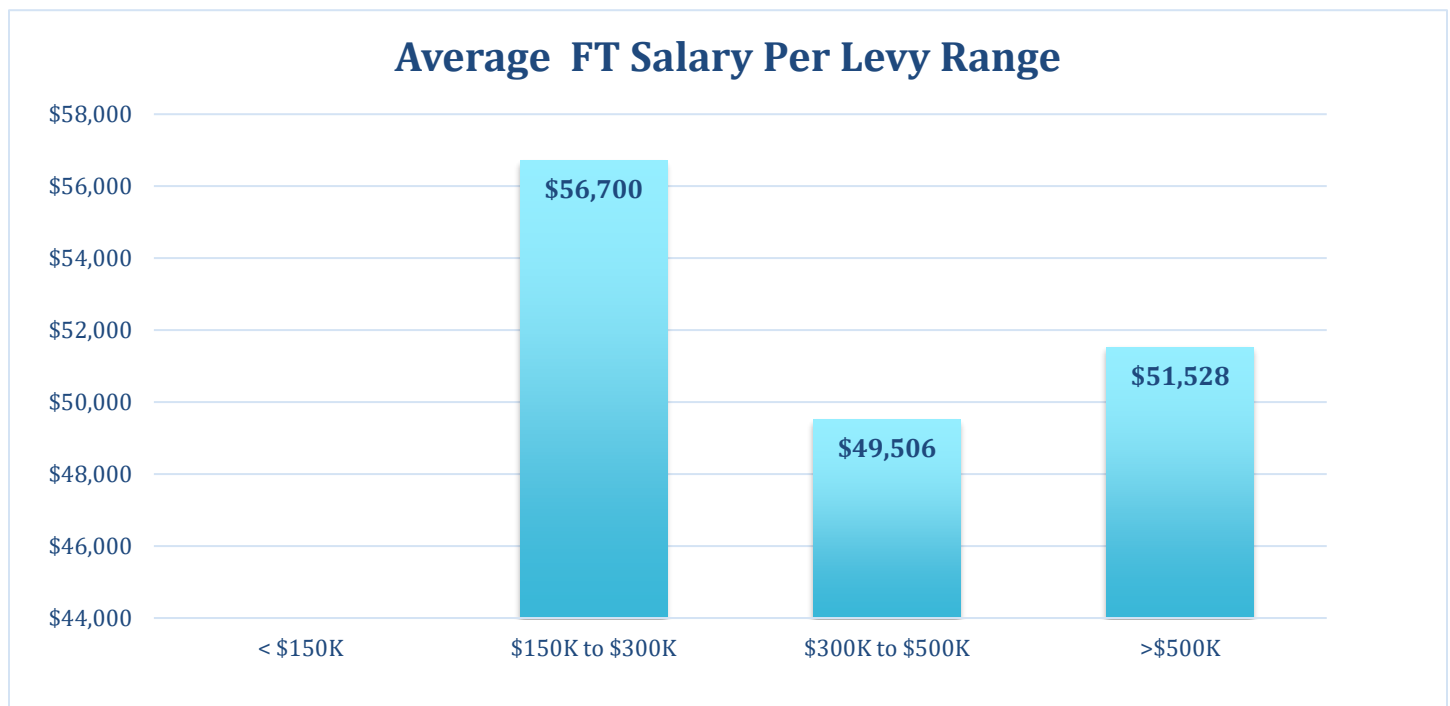


2025 BIA Member Salary Survey

Social Media Management (cont'd):

Social Media Staff Salary			
Levy	Count	Average	Bonuses Paid *
< \$150,000	0 / 5	NA / \$13,792	0
\$150,000 - \$300,000	1 / 7	\$56,700 / \$30,135	0
\$300,001 - \$500,000	5 / 5	\$49,506 / \$22,984	0
>\$500,000	5 / 0	\$51,528 / NA	2

* Note – Bonuses paid are discretionary and range from \$750 to \$1,000.



Social Media Average Hourly Wage Per Levy Category			
Levy	Hourly Rate – FT	Hourly Rate –PT	Annual/Hourly *
< \$150,000	NA	\$26.89	2 / 3
\$150,000 - \$300,000	\$31.15	\$25.85	3 / 5
\$300,001 - \$500,000	\$25.99	\$22.00	3 / 7
>500,000	\$27.11	NA	5 / 0

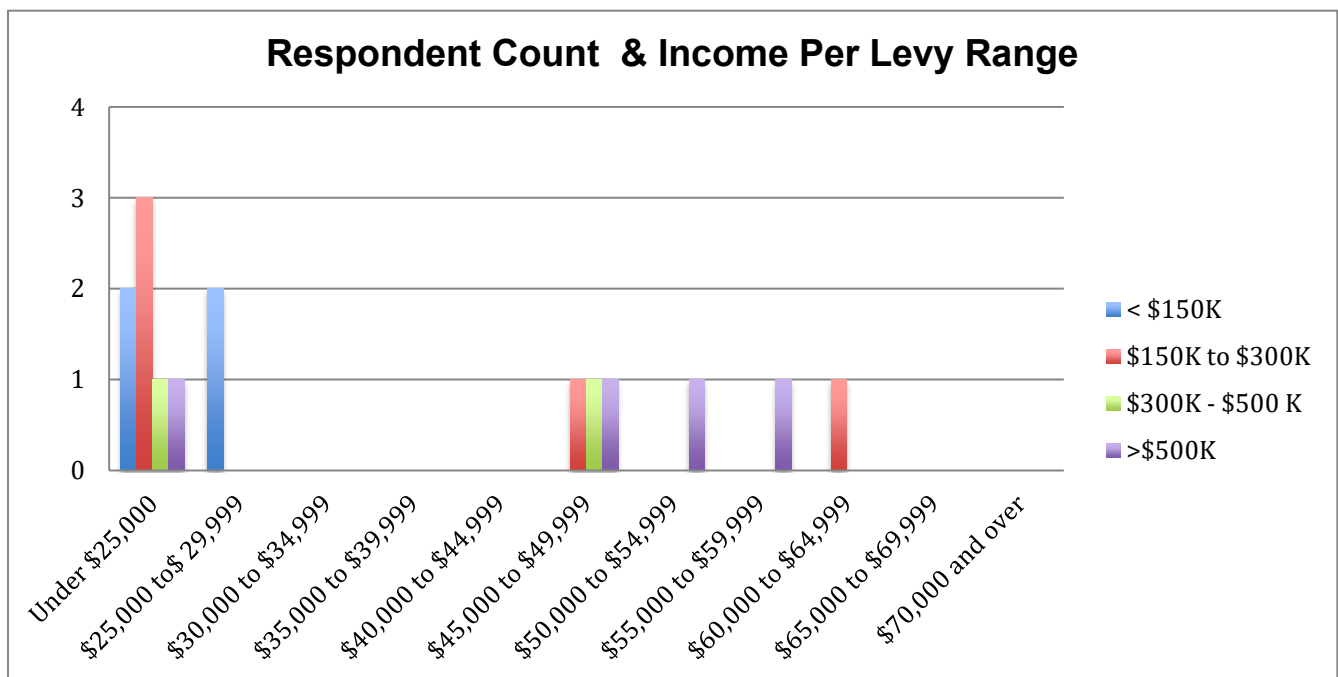
*Indicates if position paid on an hourly or annual basis

2025 BIA Member Salary Survey

Administrative Staff

The following charts relate to responses for BIAs within a City or Municipality who have an Administrative position. Of the 66 respondents, 15 have an Administrative Staff position, broken out as follows: 5 Full-time (FT), 10 Part-time (PT) of which 3 are PTC. Contract positions have been allocated to FT or PT based on hours. Below charts include FT, PT and Contract counts.

Administrative Staff				
	Levy to \$150K	Levy \$150K - \$300K	Levy \$300K – \$500K	Levy > \$500K
Under \$25,000	2	3	1	1
25,000 to 29,999	2			
30,000 to 34,999				
35,000 to 39,999				
40,000 to 44,999				
45,000 to 49,999		1	1	1
50,000 to 54,999				1
55,000 to 59,999				1
60,000 to 64,999		1		
65,000 to 69,999				
70,000 and over				
Salary not reported				
Grand Total	4	5	2	4

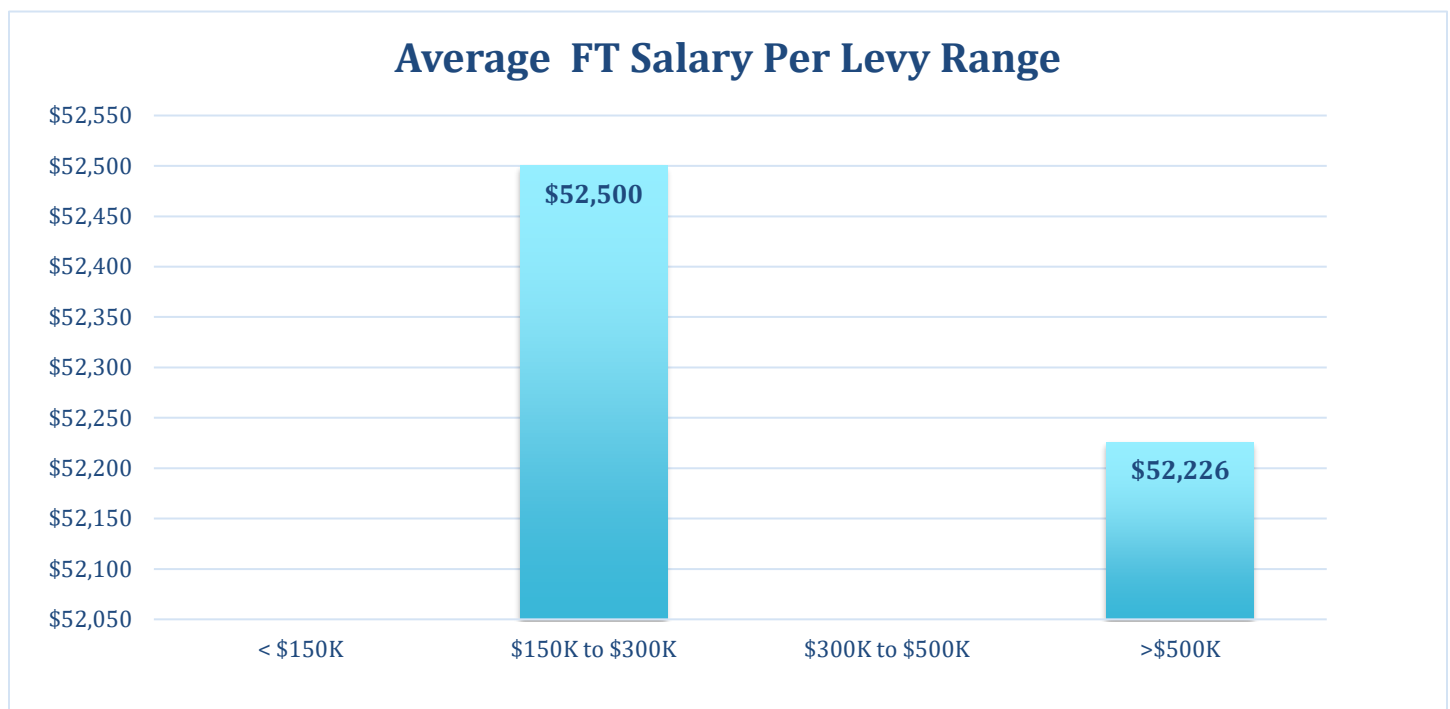


2025 BIA Member Salary Survey

Administrative Staff (cont'd):

Admin Staff Salary Average			
Levy	Count	Average	Bonuses Paid *
< \$150,000	0 / 4	NA / \$21,199	1
\$150,000 - \$300,000	2 / 3	\$52,500 / \$22,031	0
\$300,001 - \$500,000	0 / 2	NA / \$23,288	0
>\$500,000	3 / 1	\$52,225 / \$20,000	2

* Note – Bonuses paid are discretionary and range from \$1,500 - \$1,700. One person receives 5% of any new grants awarded.



Administration Average Hourly Wage Per Levy Category			
Levy	Hourly Rate – FT	Hourly Rate –PT	Annual/Hourly *
< \$150,000	NA	\$25.40	1 / 3
\$150,000 - \$300,000	\$27.75	\$25.37	2 / 3
\$300,001 - \$500,000	\$27.02	\$22.00	1 / 1
>500,000	\$27.00	\$16.03	4 / 0

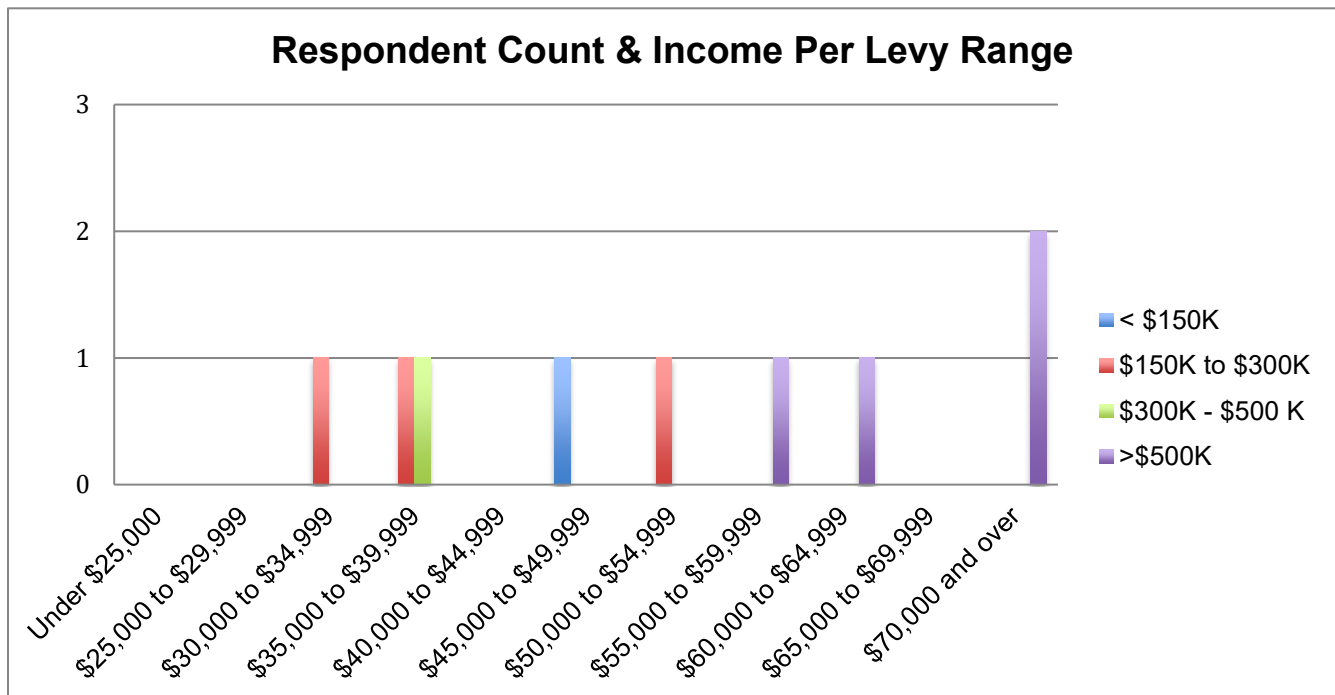
*Indicates if position paid on an hourly or annual basis

2025 BIA Member Salary Survey

Marketing Management

The following charts relate to responses for BIAs within a City or Municipality who have a Marketing position. Of the 66 respondents, 9 have a Marketing Staff position; broken out as follows: 5 Full-time (FT), 1 FTC, 1 Part-time (PT) and 2 PTC. Contract positions have been allocated to FT or PT based on hours. Below charts include FT, PT and Contract counts.

Marketing				
	Levy to \$150K	Levy \$150K - \$300K	Levy \$300K – \$500K	Levy > \$500K
Under \$25,000				1
25,000 to 29,999				
30,000 to 34,999		1		
35,000 to 39,999		1	1	
40,000 to 44,999				
45,000 to 49,999	1			
50,000 to 54,999		1		
55,000 to 59,999				1
60,000 to 64,999				1
65,000 to 69,999				
70,000 and over				2
Grand Total	1	3	1	4

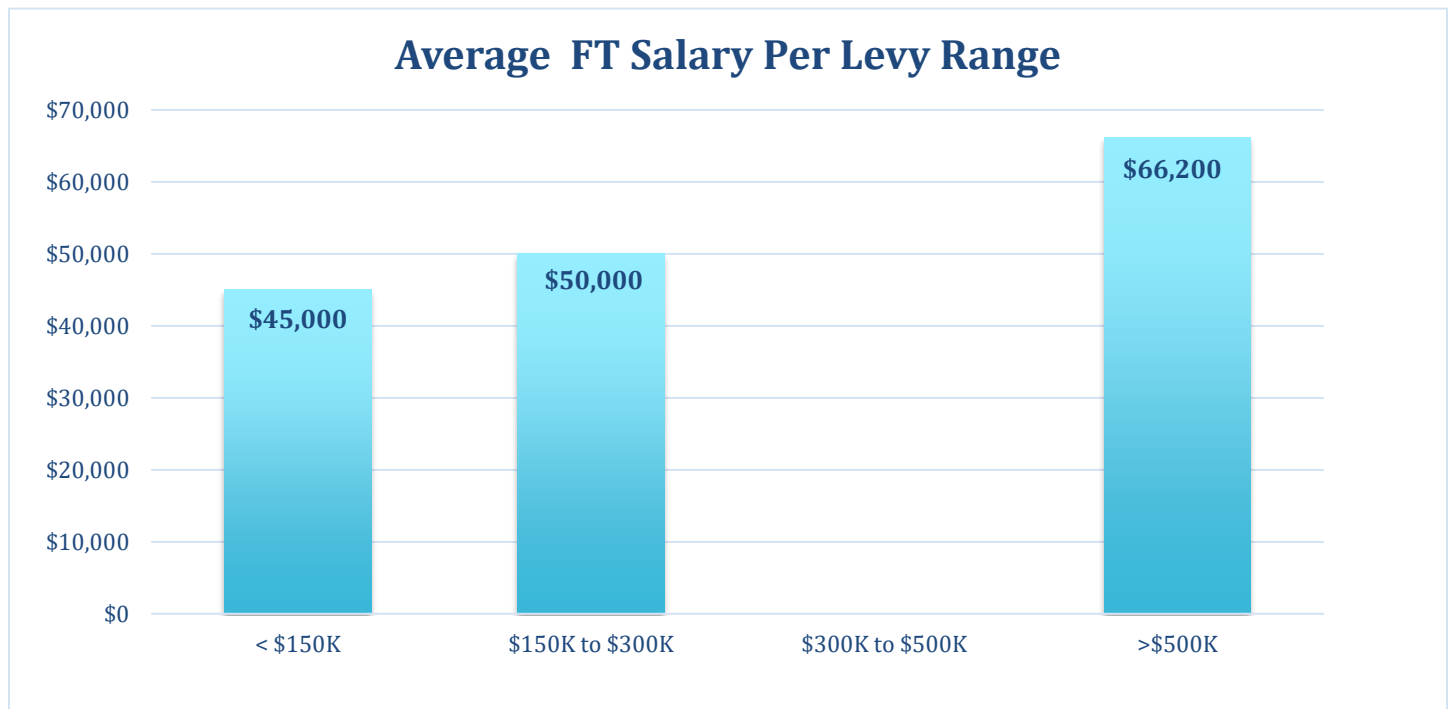


2025 BIA Member Salary Survey

Marketing (Cont'd)

Marketing Staff Salary Average			
Levy	Count	Average	Bonuses Paid*
< \$150,000	1 / 0	\$45,000 / NA	0
\$150,000 - \$300,000	1 / 2	\$50,000 / \$33,150	0
\$300,001 - \$500,000	0 / 1	NA / \$39,000	0
>\$500,000	4 / 0	\$66,200 / NA	2

* Note – Bonuses paid are guaranteed or discretionary and range from \$1,650 to \$2,800



Marketing Average Hourly Wage Per Levy Category			
Levy	Hourly Rate – FT	Hourly Rate –PT	Annual/Hourly *
< \$150,000	\$23.08	NA	1 / 0
\$150,000 - \$300,000	\$27.47	\$27.00	1 / 2
\$300,001 - \$500,000	NA	\$25.00	0 / 1
>500,000	\$30.08	NA	4 / 0

*Indicates if position paid on an hourly or annual basis

Other Positions

17 respondents identified additional key positions.

Positions ranged as follows:

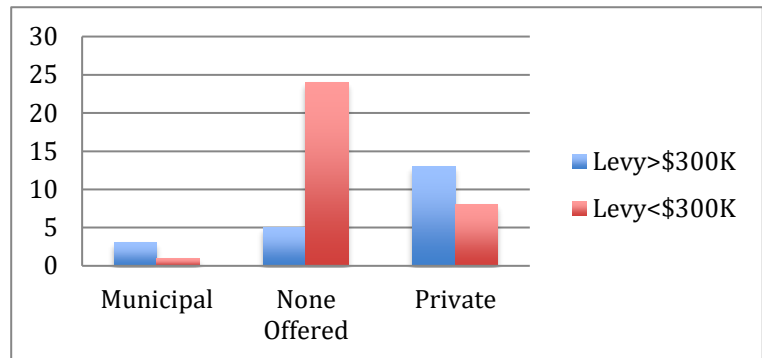
- 5 PT catch-all positions for Levy's under \$150,000
- 3 Maintenance positions, 1 FT, 2 PT for Levy's \$150,000 to \$500,000
- 5 Community and member ambassadors, 4 PT, 1 FT for Levy's ranging from \$150,000 to \$500,000
- 2 FT Finance/Operations positions for Levy's ranging \$300,000 and over
- 1 FT Business Development position for Levy over \$500,000

2025 BIA Member Salary Survey

The following are the results of questions on Employee Benefits and Insurance from Respondents of Cities or Municipalities with the Executive Director / Manager position.

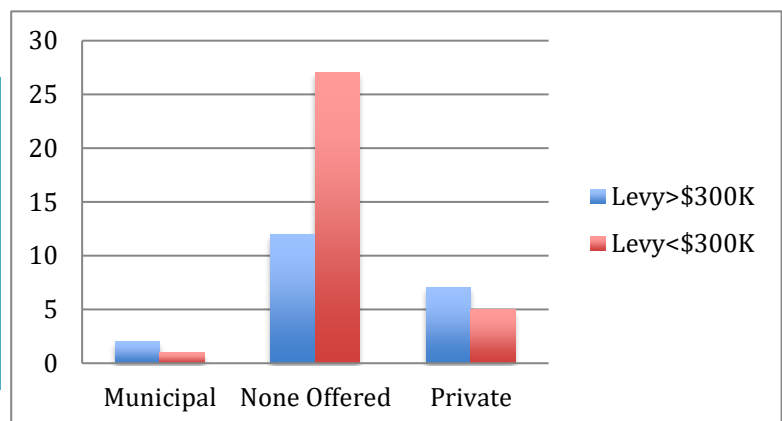
Employee Benefits

Benefits Offered	Levy>300K	Levy<300K
Municipal	3	1
None Offered	5	24
Private	13	8
Grand Total	21	33
% with Benefits	76%	27%



Life Insurance

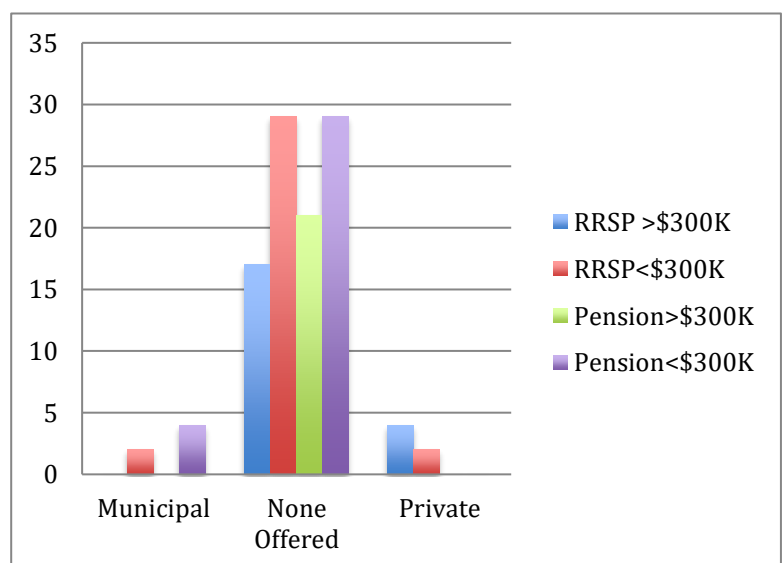
Employees with Insurance	Levy>300K	Levy<300K
Municipal	2	1
None Offered	12	27
Private	7	5
Grand Total	21	33
% with Insurance	43%	18%



RRSP and Pension

Employees with RRSP	Levy>300K	Levy<300K
Municipal	0	2
None Offered	17	29
Private	4	2
Grand Total	21	33
% with RRSP	19%	12%

Employees with Pension	Levy>300K	Levy<300K
Municipal		4
None Offered	21	29
Private		
Grand Total	21	33
% with Pension	0%	12%

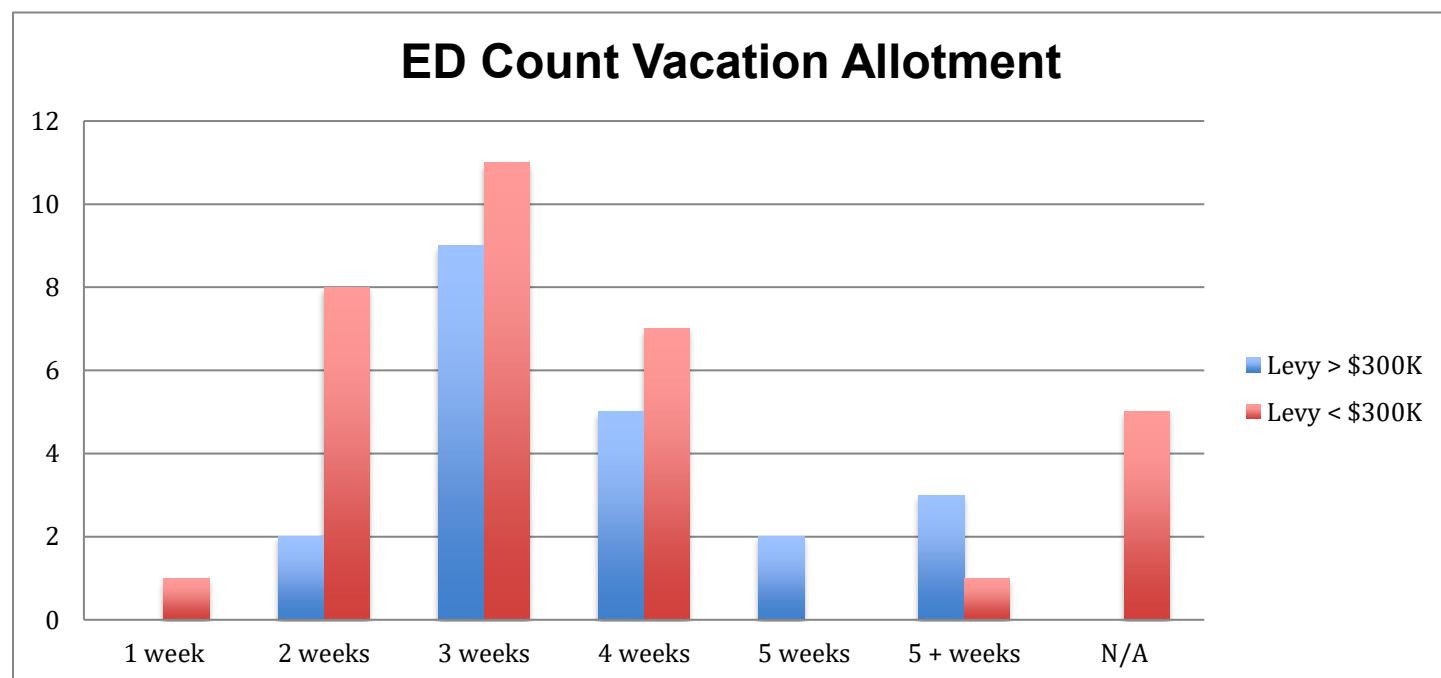


2025 BIA Member Salary Survey

The following is the result of the question on Vacation Benefits from respondents of Cities or Municipalities at the Executive Director / Manager position.

Vacation Provided by BIA

Sum of # of Respondents Type of Employee Vacation	Total for Levy >\$300,000	Total for Levy <\$300,000
1 weeks	0	1
2 weeks	2	8
3 weeks	9	11
4 weeks	5	7
5 weeks	2	0
5 + weeks	3	1
N/A	0	5
Grand Total	21	33
MEDIAN # weeks	3	3

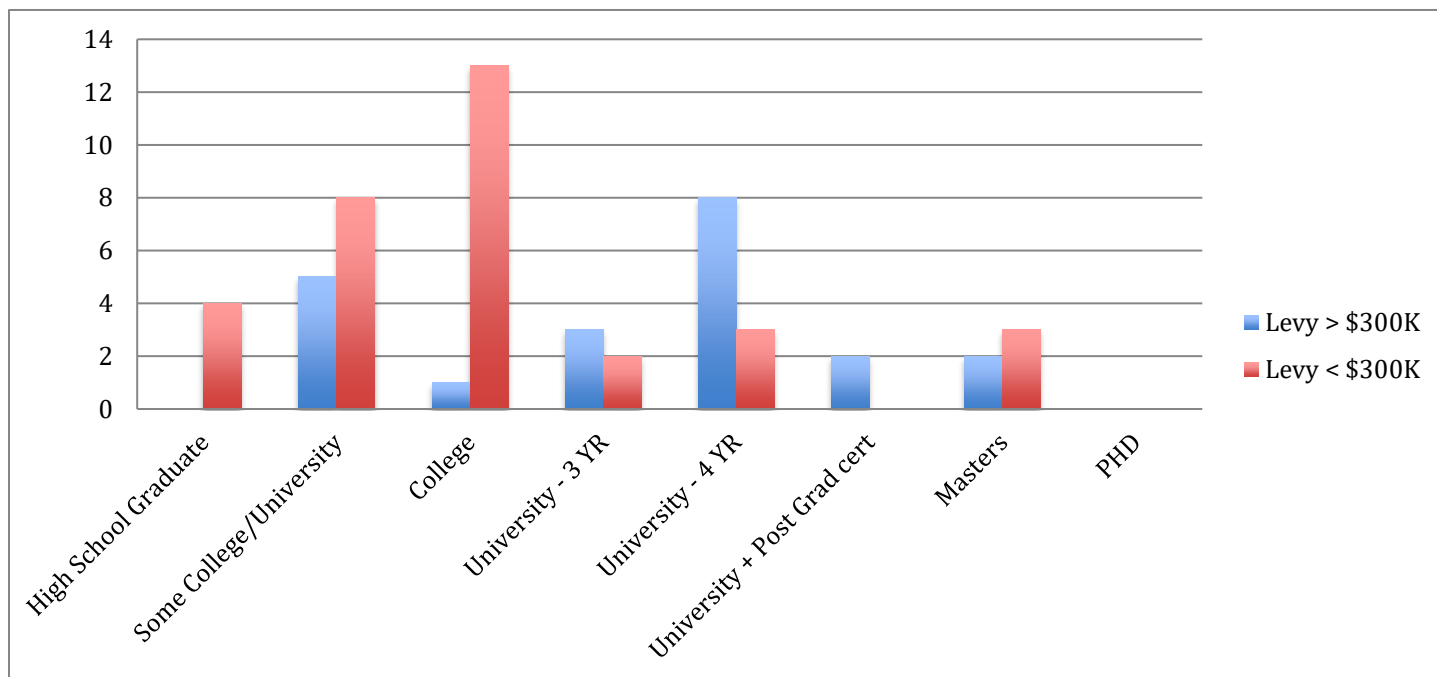


2025 BIA Member Salary Survey

The following is the result of the question on Education Level from respondents of Cities or Municipalities at the Executive Director / Manager position.

Educational Level

Sum of # of Respondents Type of Education Level	Total for Levy >\$300,000	Total for Levy <\$300,000
High School Education	0	4
Some College/University/Vocational	5	8
College	1	13
University Degree (3 Yr)	3	2
University Degree (4 Yr)	8	3
University Degree, plus Post Grad Cert or Diploma	2	0
Master's degree	2	3
PDH	0	0
Grand Total	21	33

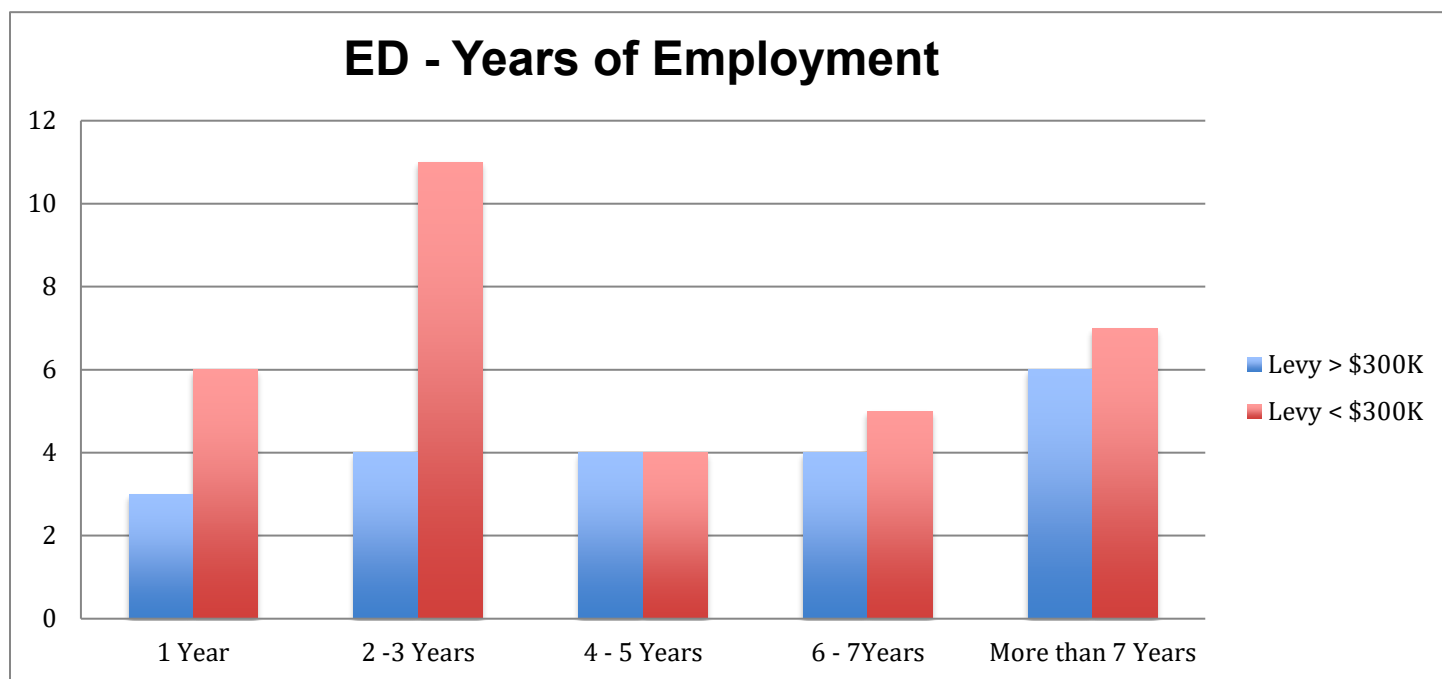


2025 BIA Member Salary Survey

The following is the result of the question on Years of Employment from respondents of Cities or Municipalities who have the Executive Director / Manager position.

Years of Employment

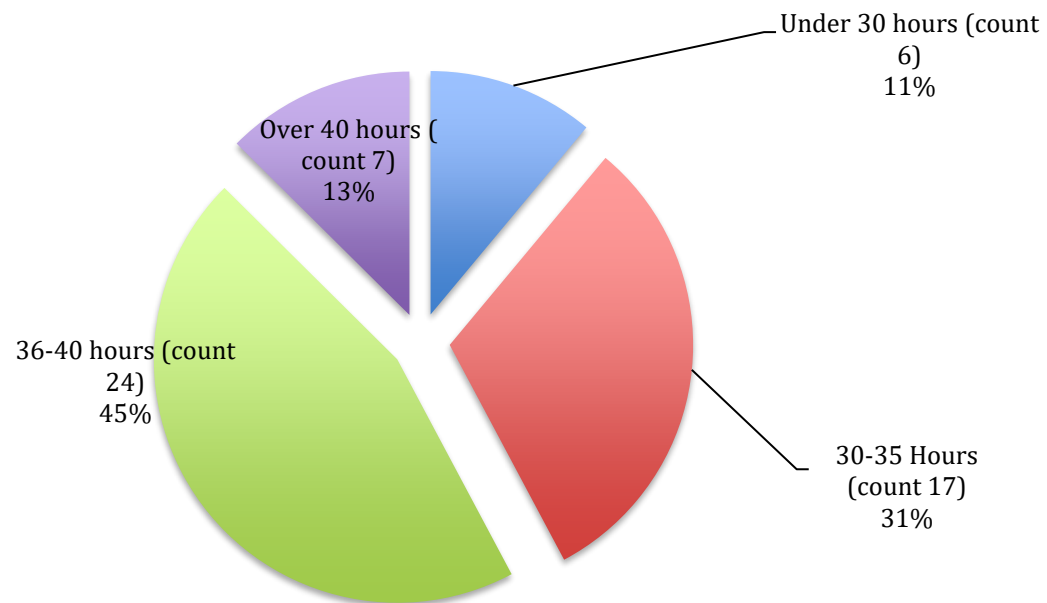
Sum of # of Respondents Years of Employment	Total for Levy >\$300,000	Total for Levy <\$300,000
1 Year	3	6
2 -3 Years	4	11
4 - 5 Years	4	4
6 - 7 Years	4	5
More than 7 Years	6	7
Grand Total	21	33



2025 BIA Member Salary Survey

The following is the result of the question on 'Average Hours Worked' from respondents of Cities or Municipalities who have a **full time** Executive Director (ED) / Manager.

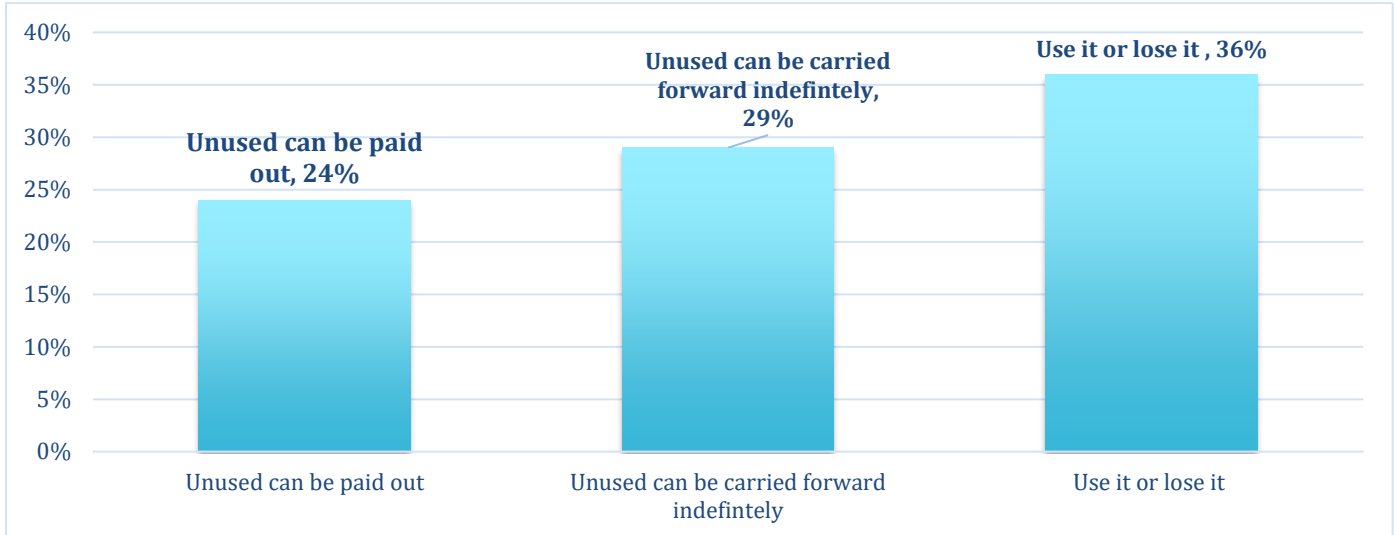
ED Average Hours worked



Median Hours worked by Full Time Executive Director	Total for Levy >\$300,000	Total for Levy <\$300,000
Median Hours	40	37.5

2025 BIA Member Salary Survey

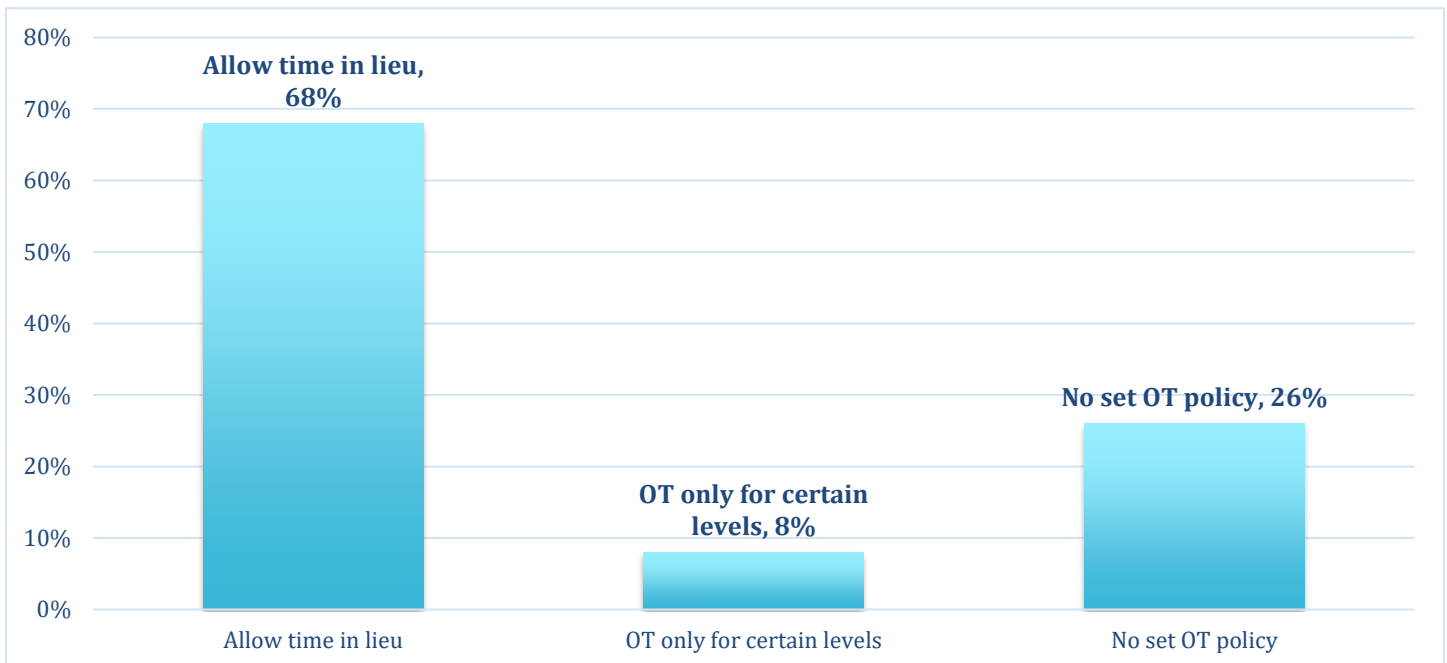
Vacation policy, percentage.



Notes:

- Use it or lose it allow vacation day carryforwards ranging from 1 week to 15 months.
- Exceptions often require Board approval.

Overtime Policy, percentage.

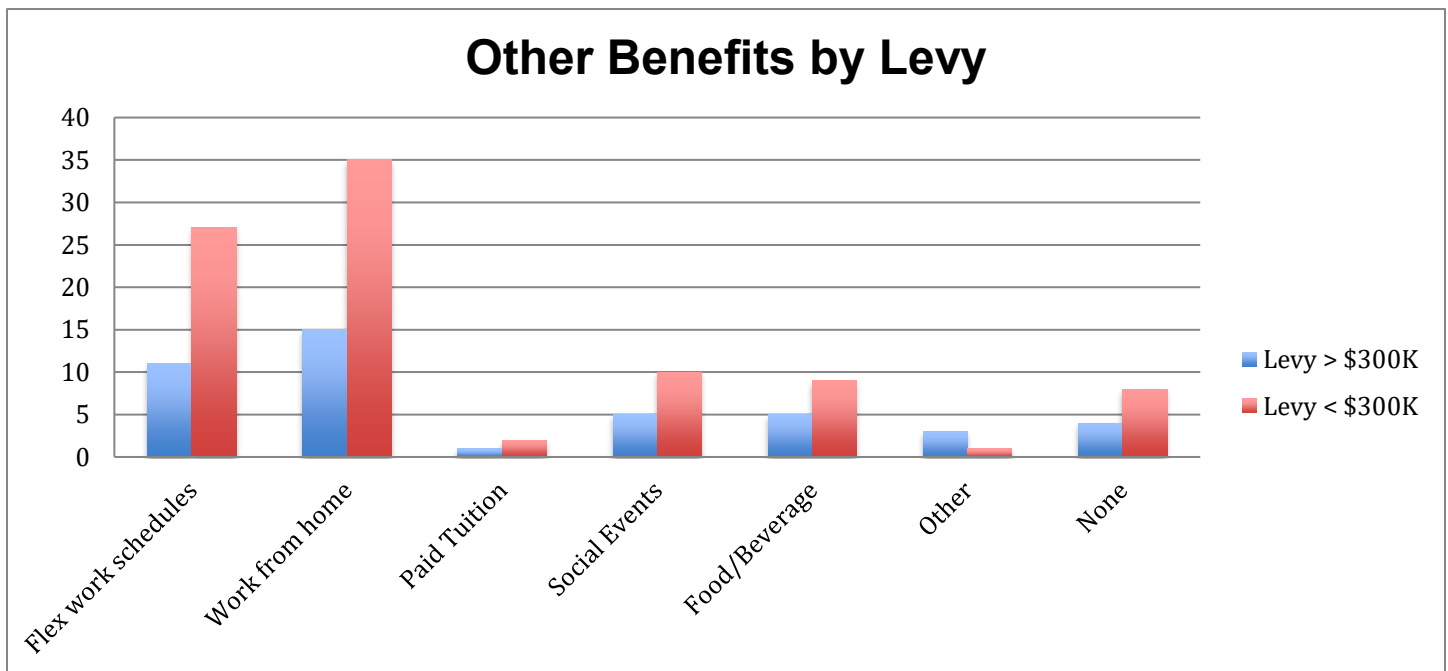


2025 BIA Member Salary Survey

Other Benefit Perks

Sum of # of Respondents Type of Other Benefits	Total for Levy >\$300,000	Total for Levy <\$300,000
Flexible work schedules (i.e., summer hours)	11	27
Work from home flexibility	15	35
Paid tuition	1	2
Regular social events	5	10
Food and beverages provided	5	9
Other	3	1
None	4	8
Total BIAs in these Categories	21	45

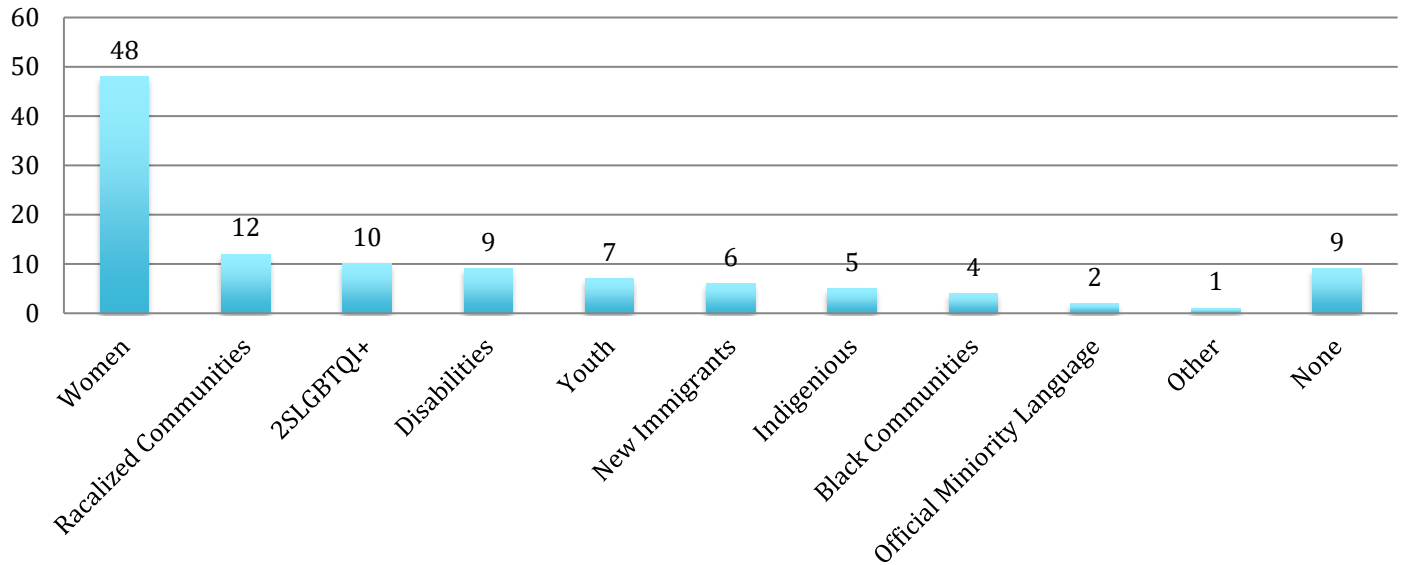
Note – Other benefits included professional development, 3 days paid at Christmas.



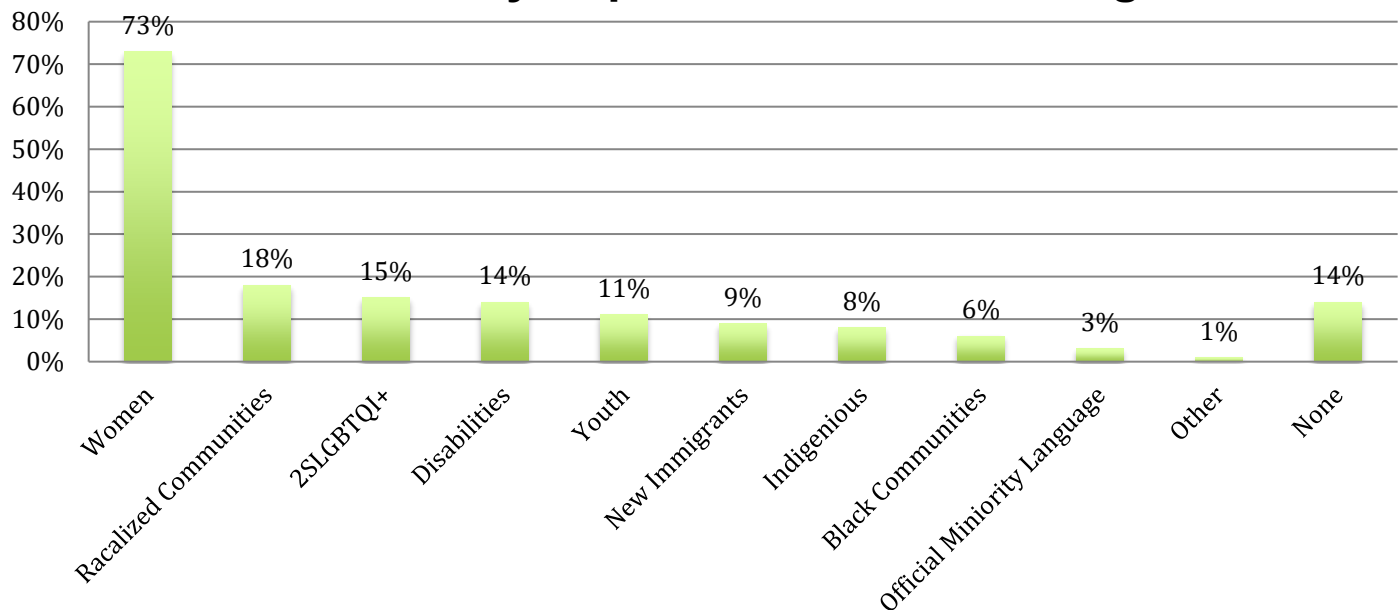
2025 BIA Member Salary Survey

Does your workforce include employees in the following groups?

BIA Minority Representation - by Count

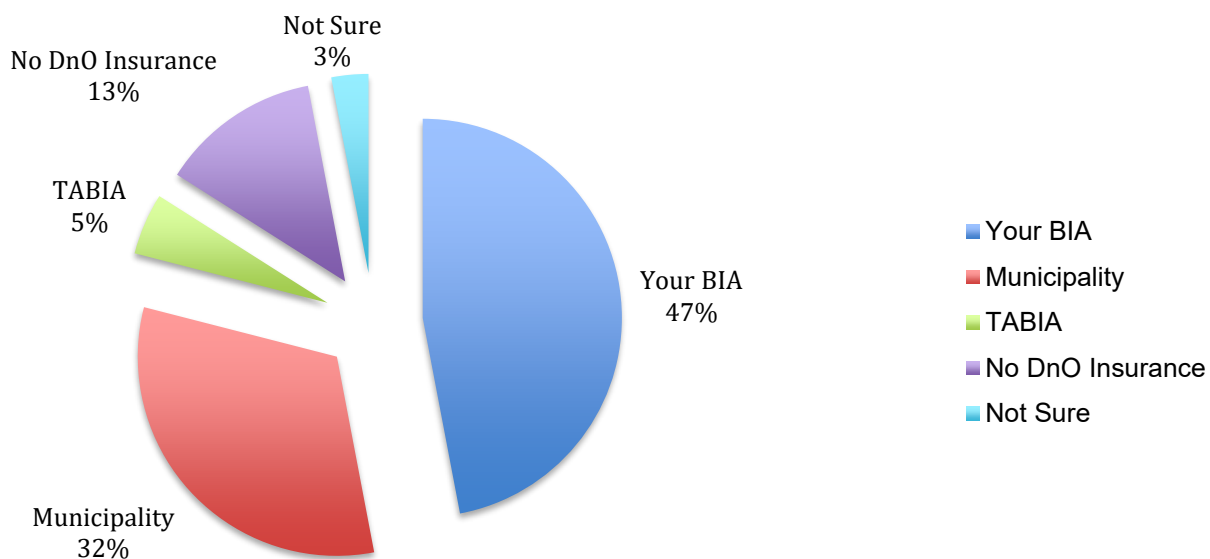


BIA Minority Representation Percentage

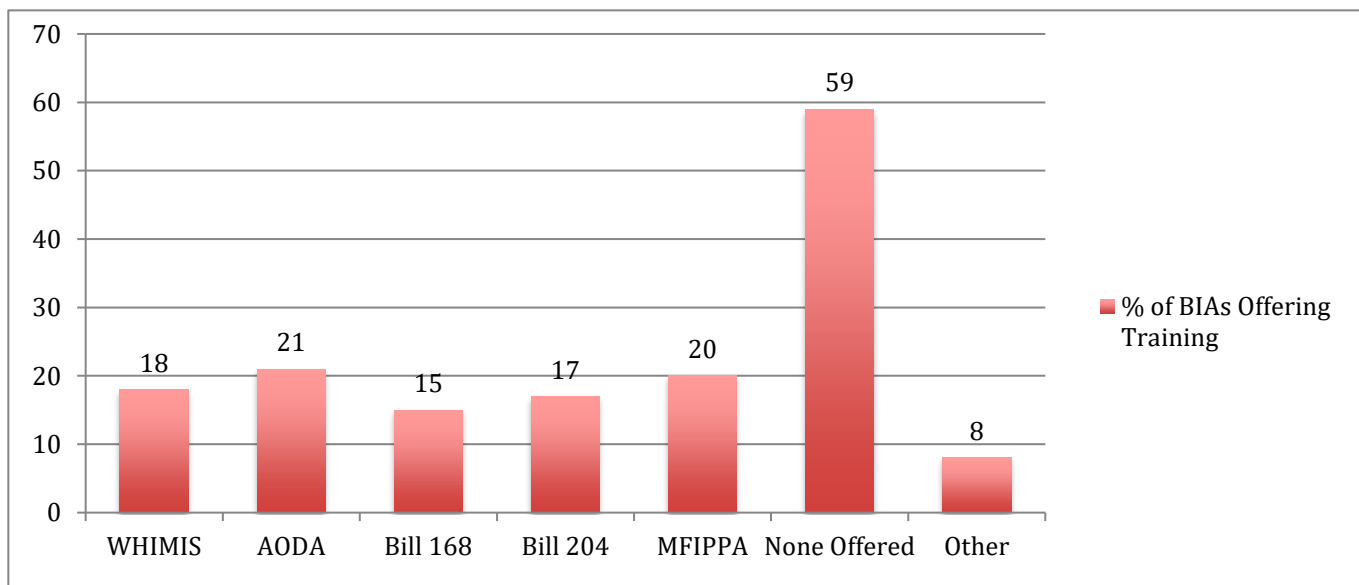


2025 BIA Member Salary Survey

Who coordinates your Directors and Officers Insurance?



Percentage of BIAs offering training to staff and or board members in the following areas:

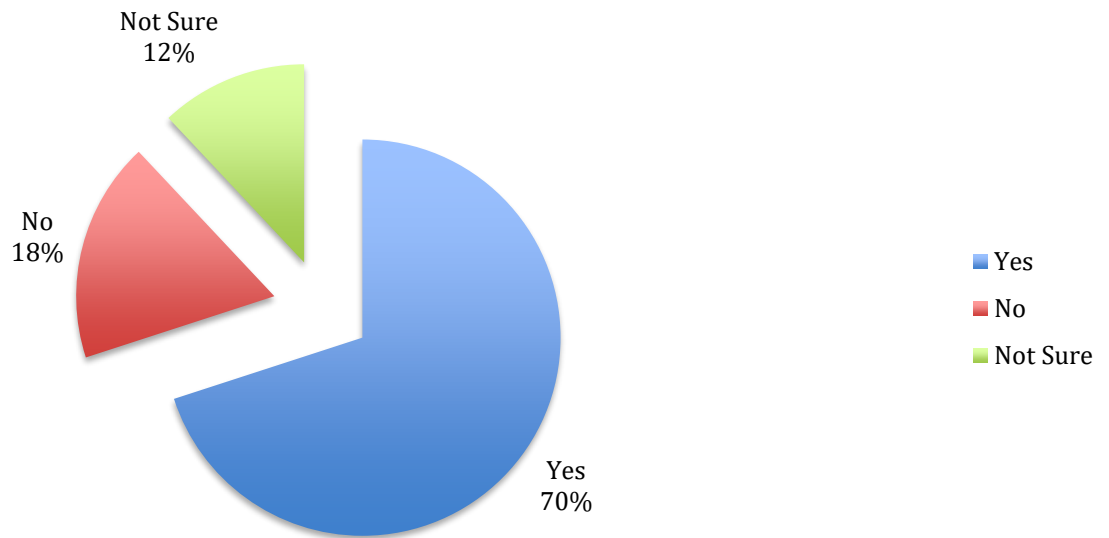


Notes:

Bill 168 - An Act to amend the Occupational Health and Safety Act with respect to violence and harassment in the workplace and other matters. Note: This Act amends the Occupational Health and Safety Act.

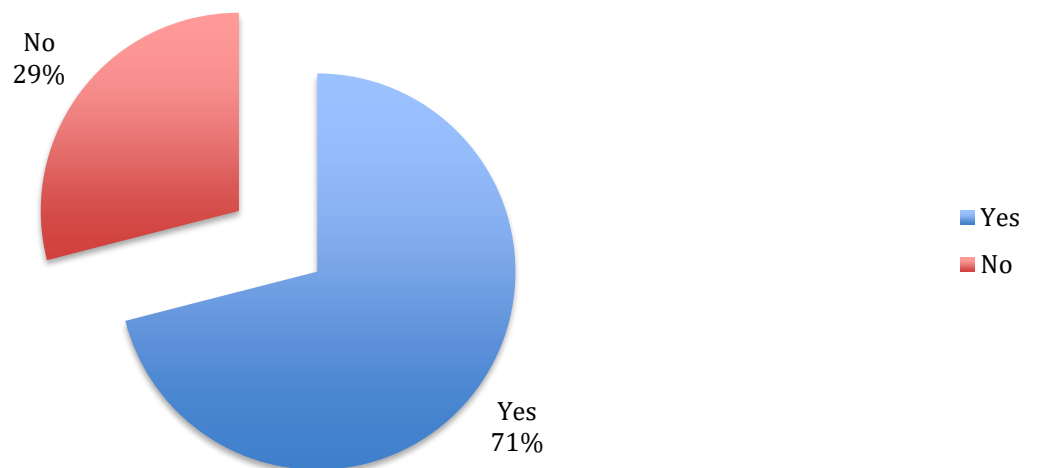
Bill 204 - Ontario Bill 204, the Homelessness Task Force Act, 2024,

Policy and Procedures Manual for Harassment



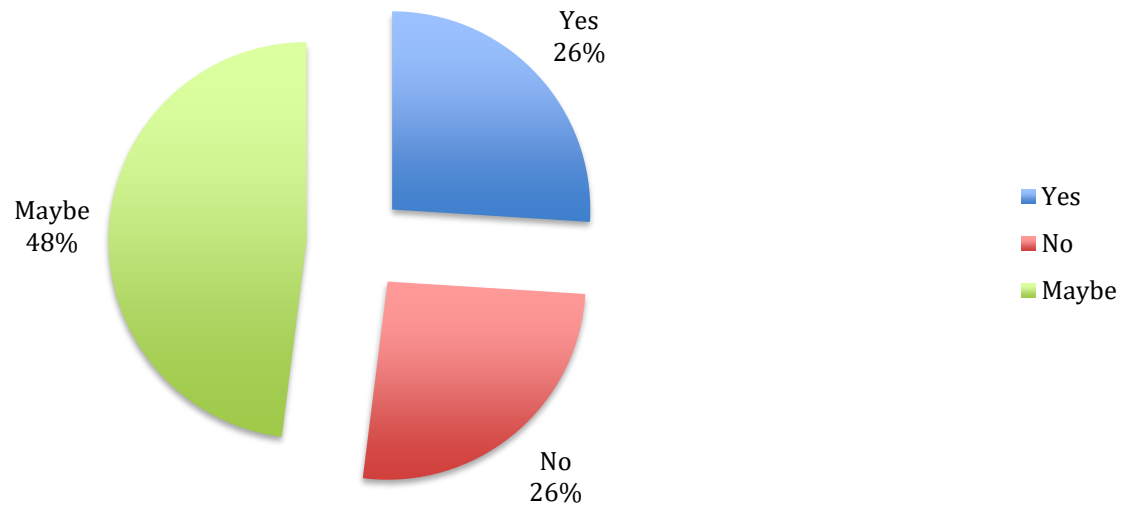
Board Members are included in 96% of the Harassment Policy Manuals.

Did you know that the OBIAA can provide Governance Training to your board?



2025 BIA Member Salary Survey

Would you be interested in participating in the OBIAA Governance Training Program?



2025 BIA Member Salary Survey

The following pages (29 to 31) outline the 66 respondents and staff by position:

BIA	2022 Levy	Executive	Events	Social Media	Admin	Marketing	Staff Change
Levy < \$150,000							
BIA 1	12,500	✓		✓			No change
BIA 2	21,000				✓		No change
BIA 3	35,000						No change
BIA 4	42,000	✓				✓	Decreased
BIA 5	44,000						No change
BIA 6	50,000				✓		No change
BIA 7	59,000		✓				No change
BIA 8	61,675			✓	✓		No change
BIA 9	70,000	✓					No change
BIA 10	70,000	✓					No change
BIA 11	82,000	✓					No change
BIA 12	87,000	✓					No change
BIA 13	90,000	✓		✓			No change
BIA 14	100,000	✓					No change
BIA 15	105,000	✓					No change
BIA 16	113,000	✓		✓			No change
BIA 17	115,000	✓					No change
BIA 18	115,500	✓					No change
BIA 19	117,600		✓	✓			Increased
BIA 20	121,000	✓	✓				No change
BIA 21	130,200						No change
BIA 22	136,000				✓		Increased
BIA 23	139,364	✓					Decreased
BIA 24	141,000	✓					No change
BIA 25	142,000	✓					No change
BIA 26	143,538	✓					No change

2025 BIA Member Salary Survey

Staff by position cont'd:

BIA	2022 Levy	Executive	Events	Social Media	Admin	Marketing	Staff Change
Levy \$150,000 to \$300,000							
BIA 27	152,800		✓				Decreased
BIA 28	169,075	✓					No change
BIA 29	174,000	✓			✓		Increased
BIA 30	180,000			✓	✓		No change
BIA 31	187,000				✓		No change
BIA 32	206,423	✓					No change
BIA 33	212,512	✓	✓				No change
BIA 34	214,000	✓		✓			No change
BIA 35	224,000	✓	✓	✓			Increased
BIA 36	228,100	✓		✓			No change
BIA 37	240,000	✓	✓				No change
BIA 38	240,492	✓				✓	No change
BIA 39	247,209	✓					No change
BIA 40	257,000	✓		✓			No change
BIA 41	269,000	✓		✓			No change
BIA 42	280,000	✓				✓	Increased
BIA 43	290,037	✓	✓	✓		✓	No change
BIA 44	295,000	✓	✓	✓	✓		No change
BIA 45	300,000	✓			✓		No change

BIA	2022 Levy	Executive	Events	Social Media	Admin	Marketing	Staff Change
Levy \$300,001 to \$500,000							
BIA 46	311,000	✓	✓				Increased
BIA 47	376,586	✓	✓	✓		✓	No change
BIA 48	380,000	✓					Increased
BIA 49	421,897	✓	✓	✓	✓		Decreased
BIA 50	426,867	✓	✓	✓			No change
BIA 51	429,000	✓	✓	✓			No change
BIA 52	444,000	✓					No change
BIA 53	450,000	✓	✓	✓			Increased
BIA 54	460,000	✓	✓				Increased
BIA 55	466,000	✓	✓	✓			No change
BIA 56	475,000	✓		✓			No change
BIA 57	496,000	✓	✓	✓			Increased
BIA 58	498,000	✓		✓			No change
BIA 59	500,000	✓	✓	✓	✓		No change

2025 BIA Member Salary Survey

Staff by position cont'd:

BIA	2022 Levy	Executive	Events	Social Media	Admin	Marketing	Staff Change
Levy More Than \$500,000							
BIA 60	599,000	✓	✓	✓			No change
BIA 61	782,847	✓	✓	✓	✓		Increased
BIA 62	1,000,003	✓			✓	✓	No change
BIA 63	1,012,000	✓	✓			✓	No change
BIA 64	1,300,000	✓	✓	✓			No change
BIA 65	1,571,428	✓	✓	✓	✓	✓	Increased
BIA 66	2,050,227	✓	✓	✓	✓	✓	Increased

2025 BIA Member Salary Survey

The following pages (32 to 33) outline the 48 respondents and their Salary Range (Executive)

BIA <\$150K	2024 Levy	Member Base	Type	Pay Basis	Salary Range	Hourly rate	Years Empl'd	Vaca tion	Education
BIA 1	12,500	110	FTC	Hourly	\$30K < \$35K	<\$30	2	3	College
BIA 4	42,000	120	PTC	Annual	\$65K < \$70K	<\$30	5	2	Some Under Grad
BIA 9	70,000	140	FT	Annual	\$30K < \$35K	<\$30	4	3	High school
BIA 10	70,000	85	FT	Hourly	< \$25k	\$30-<\$35	10	4	Uni- 3 YR
BIA 11	82,000	1	PT	Annual	\$60K < \$65K	<\$30	7	2	College
BIA 12	87,000	175	FT	Hourly	\$25K to <\$30K	\$30-<\$35	11	0	College
BIA 13	90,000	250	PTC	Annual	\$50K < \$55K	<\$30	2	0	Some Under Grad
BIA 14	100,000	190	FT	Hourly	\$50K < \$55K	<\$30	3	2	High school
BIA 15	105,000	125	FT	Annual	70K+	\$40-<\$45	5	6	Some Under Grad
BIA 16	113,000	150	FT	Annual	70K+	\$35-<\$40	5	2	Uni - 4 YR
BIA 17	115,000	170	FT	Hourly	\$40K < \$45K	\$30-<\$35	4	3	Uni - 4 YR
BIA 18	115,500	220	FT	Annual	\$45K < \$50K	<\$30	1	2	College
BIA 20	121,000	120	FT	Annual	\$60K < \$65K	\$30-<\$35	1	2	College
BIA 23	139,364	150	FT	Annual	\$50K < \$55K	<\$30	2	3	College
BIA 24	141,000	106	FT	Annual	\$45K < \$50K	\$30-<\$35	4	3	College
BIA 25	142,000	104	FT	Annual	\$60K < \$65K	<\$30	1	2	Some Under Grad
BIA 26	143,538	150	FT	Annual	\$50K < \$55K	<\$30	1	2	College

BIA \$150K- \$300K	2024 Levy	Member Base	Type	Pay Basis	Salary Range	Hourly rate	Years Empl'd	Vaca tion	Education
BIA 28	169,075	235	PT	Hourly	\$30K < \$35K	<\$30	2	0	Uni- 3 YR
BIA 29	174,000	150	FT	Hourly	\$40K < \$45K	<\$30	8	4	College
BIA 32	206,423	150	FT	Annual	\$45K < \$50K	<\$30	6	3	College
BIA 33	212,512	230	FTC	Annual	70K+	\$45-<\$50	8	6	High school
BIA 34	214,000	80	FT	Annual	70K+	\$40-<\$45	2	3	Masters
BIA 35	224,000	260	FT	Annual	70K+	\$35-<\$40	6	3	College
BIA 36	228,100	140	FT	Annual	70K+	\$45-<\$50	15	4	Some Under Grad
BIA 37	240,000	250	FT	Annual	\$65K < \$70K	\$30-<\$35	2	3	College
BIA 38	240,492	165	FT	Annual	\$65K < \$70K	\$35-<\$40	10	4	College
BIA 39	247,209	273	FT	Annual	\$50K < \$55K	<\$30	21	2	High school
BIA 40	257,000	304	FT	Annual	70K+	\$35-<\$40	1	4	Masters
BIA 41	269,000	250	FT	Annual	70K+	\$35-<\$40	10	4	Uni - 4 YR
BIA 42	280,000	550	FT	Annual	70K+	\$45-<\$50	6	4	Some Grad
BIA 43	290,037	200	FT	Annual	\$60K < \$65K	\$30-<\$35	3	2	Masters
BIA 44	295,000	320	FT	Annual	\$65K < \$70K	\$30-<\$35	3	2	Some Under Grad
BIA 45	300,000	175	FT	Annual	\$65K < \$70K	\$35-<\$40	1	3	Some Under Grad

2025 BIA Member Salary Survey

Salary Range (Executive) cont'd

BIA \$300K- \$500K	2024 Levy	Member Base	Type	Pay Basis	Salary Range	Hourly rate	Years Empl'd	Vaca tion	Education
BIA 46	311,000	205	FT	Annual	70K+	\$35-<\$40	3	3	Masters
BIA 47	376,586	175	FT	Annual	70K+	\$45-<\$50	6	4	Uni- 3 YR
BIA 48	380,000	175	FT	Annual	70K+	\$35-<\$40	3	2	Uni - 4 YR
BIA 49	421,897	700	FT	Annual	70K+	\$35-<\$40	4	3	Uni & Cert
BIA 50	426,867	245	FT	Annual	70K+	\$35-<\$40	2	3	Uni - 4 YR
BIA 51	429,000	325	FT	Annual	70K+	\$40-<\$45	5	3	Uni - 4 YR
BIA 52	444,000	265	FT	Annual	70K+	\$50+	11	2	Masters
BIA 53	450,000	450	FT	Annual	70K+	\$35-<\$40	7	3	Uni - 4 YR
BIA 54	460,000	350	FT	Annual	\$60K < \$65K	<\$30	1	4	Some UnderGrad
BIA 55	466,000	400	FT	Annual	70K+	\$50+	30	6	Uni & Cert
BIA 56	475,000	600	FT	Annual	70K+	\$50+	1	3	Some UnderGrad
BIA 57	496,000	307	FT	Annual	\$60K < \$65K	<\$30	15	4	Uni- 3 YR
BIA 58	498,000	590	FT	Annual	70K+	\$50+	19	6	Uni - 4 YR
BIA 59	500,000	460	FT	Annual	70K+	\$50+	7	4	Uni - 4 YR

BIA >\$500K	2024 Levy	Mem Base	Type	Pay Basis	Salary Range	Hourly rate	Years Empl'd	Vaca tion	Education
BIA 60	599,000	450	FT	Annual	70K+	\$50+	7	4	Some Under Grad
BIA 61	782,847	780	FT	Annual	70K+	\$50+	9	5	Some Under Grad
BIA 62	1,000,003	1600	FT	Annual	70K+	\$40-<\$45	3.5	3	Uni - 4 YR
BIA 63	1,012,000	425	FT	Annual	70K+	\$35-<\$40	24	5	Uni - 4 YR
BIA 64	1,300,000	400	FT	Annual	70K+	\$50+	1	3	Some Under Grad
BIA 65	1,571,428	700	FT	Annual	70K+	\$50+	4	3	College
BIA 66	2,050,227	1400	FT	Annual	70K+	\$50+	5	7	Uni- 3 YR

2025 BIA Member Salary Survey

Below outlines the respondents and their Salary Range for the Event Management position:

BIA <\$150K	2024 Levy	Member Base	Type	Pay Basis	Salary Range	Hourly rate	Years Empl'd	Vaca tion	Education
BIA 7	59,000	80	PT	Annual	<\$20K	\$50+	3	0	Uni 3 Yr
BIA 19	117,600	200	PTC	Hourly	\$25K-<\$30K	<\$25	1	2	Uni 3 Yr
BIA 20	121,000	120	PTC	Annual	<\$20K	\$30<\$35	2	0	College

BIA \$150K- \$300K	2024 Levy	Member Base	Type	Pay Basis	Salary Range	Hourly rate	Years Empl'd	Vaca tion	Education
BIA 27	152,800	260	FT	Hourly	\$35k-<\$40k	<\$25	1	2	Some UndeGrad
BIA 33	212,512	230	PTC	Hourly	\$35k-<\$40k	\$30<\$35	2	3	College
BIA 35	224,000	260	FT	Annual	\$55K-<\$60K	\$25-<\$30	2	2	College
BIA 37	240,000	250	FT	Hourly	\$50K-<\$55K	\$25-<\$30	15	5	Vocational
BIA 43	290,037	200	PTC	Hourly	\$35k-<\$40k	\$25-<\$30	1	2	Masters
BIA 44	295,000	320	FT	Hourly	\$45K-<\$50K	\$25-<\$30	8	3	Uni 3 Yr

BIA \$300K- \$500K	2024 Levy	Member Base	Type	Pay Basis	Salary Range	Hourly rate	Years Empl'd	Vaca tion	Education
BIA 46	311,000	205	FT	Annual	\$60K-<\$65K	\$25-<\$30	1	2	Uni - 4 Yr
BIA 47	376,586	175	PTC	Hourly	\$35k-<\$40k	\$25-<\$30	1	2	Uni 3 Yr
BIA 49	421,897	700	PT	Hourly	\$30K-<\$35K	\$25-<\$30	1	3	Uni 3 Yr
BIA 50	426,867	245	FT	Hourly	\$45K-<\$50K	\$25-<\$30	1	2	Uni - 4 Yr
BIA 51	429,000	325	FT	Hourly	\$50K-<\$55K	\$30<\$35	6	3	Uni 3 Yr
BIA 53	450,000	450	FT	Annual	\$40K-<\$45K	<\$25	3	2	Uni 3 Yr
BIA 54	460,000	350	FT	Annual	\$55K-<\$60K	\$25-<\$30	1	3	College
BIA 55	466,000	400	FT	Annual	\$55K-<\$60K	\$30<\$35	4	2	College
BIA 57	496,000	307	PT	Hourly	\$20K <\$25	<\$25	1	3	College
BIA 59	500,000	460	FT	Annual	\$55K-<\$60K	\$30<\$35	3	3	Some UnderGrad

BIA >\$500K	2024 Levy	Mem Base	Type	Pay Basis	Salary Range	Hourly rate	Years Empl'd	Vaca tion	Education
BIA 60	599,000	450	PT	Annual	\$45K-<\$50K	\$25-<\$30	3	2	Uni 3 Yr
BIA 61	782,847	780	FT	Annual	\$65K-<\$70K	\$30<\$35	6	4	Some UnderGrad
BIA 63	1,012,000	425	PT	Hourly	\$25K-<\$30K	\$30<\$35	7	3	Some UnderGrad
BIA 64	1,300,000	400	FT	Annual	70K+	\$50+	4	3	Uni 3 Yr
BIA 65	1,571,428	700	FT	Annual	70K+	\$30<\$35	20	5	Uni 3 Yr
BIA 66	2,050,227	1400	FT	Annual	\$60K-<\$65K	\$35<\$40	1	4	Some UnderGrad

2025 BIA Member Salary Survey

Below outlines the respondents and their Salary Range for the Social Media position:

BIA <\$150K	2024 Levy	Member Base	Type	Pay Basis	Salary Range	Hourly rate	Years Empl'd	Vaca tion	Education
BIA 1	12,500	110	PTC	Annual	<\$25K	<\$25	2	0	UNI - 3Yr
BIA 8	61,675	180	PTC	Hourly	\$25K<\$30K	\$25<\$30	1	0	College
BIA 13	90,000	250	PTC	Hourly	<\$25K	\$25<\$30	5	0	College
BIA 16	113,000	150	PT	Hourly	<\$25K	<\$25	3	0	Some College
BIA 19	117,600	200	PTC	Annual	<\$25K	\$40<\$45	1	0	Some College

BIA \$150K- \$300K	2024 Levy	Member Base	Type	Pay Basis	Salary Range	Hourly rate	Years Empl'd	Vaca tion	Education
BIA 30	180,000	130	PTC	Hourly	<\$25K	\$25<\$30	1	0	College
BIA 34	214,000	80	PTC	Annual	<\$25K	<\$25	5	2	Some College
BIA 35	224,000	260	PT	Hourly	\$30K<\$35K	<\$25	2	2	College
BIA 36	228,100	140	FT	Annual	\$55K<\$60K	\$30<\$35	6	3	Some College
BIA 40	257,000	304	PT	Hourly	\$35K<\$40K	\$25<\$30	1	2	Some Post Grad
BIA 41	269,000	250	PTC	Annual	\$45K<\$50K	\$35<\$40	2	3	High School
BIA 43	290,037	200	PTC	Hourly	\$35K<\$40K	\$25<\$30	1	2	Masters
BIA 44	295,000	320	PT	Hourly	<\$25K	\$25<\$30	3	2	Some College

BIA \$300K- \$500K	2024 Levy	Member Base	Type	Pay Basis	Salary Range	Hourly rate	Years Empl'd	Vaca tion	Education
BIA 47	376,586	175	PTC	Hourly	\$35K<\$40K	\$25<\$30	1	2	UNI - 3Yr
BIA 49	421,897	700	FT	Annual	\$45K<\$50K	\$25<\$30	4	3	College
BIA 50	426,867	245	FT	Hourly	\$45K<\$50K	\$25<\$30	2	3	Uni - 4 Yr
BIA 51	429,000	325	PT	Hourly	\$25K<\$30K	<\$25	1	2	Uni - 4 Yr
BIA 53	450,000	450	FT	Hourly	\$35K<\$40K	<\$25	1	2	UNI - 3Yr
BIA 55	466,000	400	PT	Hourly	<\$25K	<\$25	2	0	Some College
BIS 56	475,000	600	FT	Annual	\$55K<\$60K	\$25<\$30	1	2	Uni - 4 Yr
BIA 57	496,000	307	PT	Hourly	<\$25K	<\$25	1	3	Uni - 4 Yr
BIA 58	498,000	590	FT	Annual	\$55K<\$60K	\$25<\$30	5	3	UNI - 3Yr
BIA 59	500,000	460	PT	Hourly	<\$25K	<\$25	2	0	Uni - 4 Yr

BIA >\$500K	2024 Levy	Mem Base	Type	Pay Basis	Salary Range	Hourly rate	Years Empl'd	Vaca tion	Education
BIA 60	599,000	450	FT	Annual	\$35K<\$40K	\$25<\$30	1	2	Some UnderGrad
BIA 61	782,847	780	FT	Annual	\$65K<\$70K	\$30<\$35	1	4	Some College
BIA 64	1,300,000	400	FT	Annual	\$55K<\$60K	\$25<\$30	1	2	UNI - 3Yr
BIA 65	1,571,428	700	FT	Annual	\$40K<\$45K	<\$25	4	3	College
BIA 66	2,050,227	1400	FTC	Annual	\$50K<\$55K	\$25<\$30	2	3	College

2025 BIA Member Salary Survey

BIA \$300,000- \$499,999	2022 Levy	Member Base	Salary	Position	Years Employed	Vacation	Education
BIA 42	358,000	150	44,000	FT	1	2	University - 3YR (3 Years)
BIA 43	384,431	700	41,860	FT	2	3	College
BIA 45	406,000	230	47,000	FT	2	3	College
BIA 46	419,000	351	12,480	PT	4	2	College
BIA 47	427,189	160	3,000	PTC	1	0	University - 4YR

Below outlines the respondents and their Salary Range for the Administrator position:

BIA <\$150K	2024 Levy	Member Base	Type	Pay Basis	Salary Range	Hourly rate	Years Empl'd	Vaca tion	Education
BIA 2	21,000	98	PT	Hourly	<\$25K	\$25<\$30	6	0	College
BIA 6	50,000	110	PTC	Annual	<\$25K	<\$25	3	0	Uni - 4 Yrs
BIA 8	61,675	180	PTC	Hourly	\$25K-<\$30K	\$25<\$30	1	0	Some UnderGrad
BIA 22	136,000	5	PT	Hourly	\$25K-<\$30K	\$25<\$30	1	0	Masters

BIA \$150K- \$300K	2024 Levy	Member Base	Type	Pay Basis	Salary Range	Hourly rate	Years Empl'd	Vaca tion	Education
BIA 29	174,000	150	PT	Hourly	<\$25K	<\$25	1	2	Some UnderGrad
BIA 30	180,000	130	PTC	Hourly	<\$25K	<\$25	4	0	College
BIA 31	187,000	250	FT	Annual	\$60K<\$65K	\$30<\$35	2	3	Uni - 3 YR
BIA 44	295,000	320	PT	Hourly	<\$25K	\$30<\$35	18	3	Some UnderGrad
BIA 45	300,000	175	FT	Annual	\$45K<\$50K	<\$25	1	3	College

BIA \$300K- \$500K	2024 Levy	Member Base	Type	Pay Basis	Salary Range	Hourly rate	Years Empl'd	Vaca tion	Education
BIA 49	421,897	700	PT	Hourly	\$25K-<\$30K	<\$25	2	3	College
BIA 59	500,000	460	PT	Hourly	<\$25K	<\$25	1	0	Some UnderGrad

BIA >\$500K	2024 Levy	Mem Base	Type	Pay Basis	Salary Range	Hourly rate	Years Empl'd	Vaca tion	Education
BIA 61	782,847	780	FT	Annual	\$50K<\$55K	\$25<\$30	1	3	Some UnderGrad
BIA 62	1,000,003	1600	FT	Annual	\$45K<\$50K	<\$25	2	2	Uni - 3 YRS
BIA 65	1,571,428	700	PT	Annual	<\$25K	<\$25	2	2	High school
BIA 66	2,050,227	1400	FT	Annual	\$55K<\$60K	\$30<\$35	1	3	College

2025 BIA Member Salary Survey

Below outlines the respondents and their Salary Range for the Marketing position:

BIA <\$150K	2024 Levy	Member Base	Type	Pay Basis	Salary Range	Hourly rate	Years Empl'd	Vaca tion	Education
BIA 4	42,000	120	FT	Annual	\$45K < \$50K	<\$25	1	3	College

BIA \$150K- \$300K	2024 Levy	Member Base	Type	Pay Basis	Salary Range	Hourly rate	Years Empl'd	Vaca tion	Education
BIA 38	240,492	165	FT	Annual	\$25-<\$30	\$25-<\$30	1	2	College
BIA 42	280,000	550	PT	Hourly	\$25-<\$30	\$25-<\$30	0	2	Uni - 4Yr
BIA 43	290,037	200	PTC	Hourly	\$25-<\$30	\$25-<\$30	1	2	Masters

BIA \$300K- \$500K	2024 Levy	Member Base	Type	Pay Basis	Salary Range	Hourly rate	Years Empl'd	Vaca tion	Education
BIA 47	376,586	175	PTC	Hourly	\$35K < \$40K	\$25-<\$30	1	2	Uni - 3 YR

BIA >\$500K	2024 Levy	Mem Base	Type	Pay Basis	Salary Range	Hourly rate	Years Empl'd	Vaca tion	Education
BIA 62	1,000,003	1600	FT	Annual	\$70+	\$30-<\$35	3	3	Uni - 3 YR
BIA 63	1,012,000	425	FT	Annual	\$70+	\$25-<\$30	3	2	Uni - 3 YR
BIA 65	1,571,428	700	FT	Annual	\$60K < \$65K	\$25-<\$30	1	2	College
BIA 66	2,050,227	1400	FTC	Annual	\$55K < \$60K	\$30-<\$35	2	3	Uni - 4 Yr