



ONTARIO BUSINESS IMPROVEMENT AREA ASSOCIATION

OBIAA 2023 MEMBER SALARY SURVEY

In January 2023, OBIAA conducted a Salary Survey of Members. The data was compiled from 59 respondents out of approximately 316 BIAs.

Salary Survey of BIAs

Date: July 15, 2023

Completed by: Tellwut, a Paradigm Sample Company

OBIAA 2023 Member Salary Survey

SALARY SURVEY OF BIAS

Since 2001 OBIAA has been acting as an important resource for education, partnership and collaboration to 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 70,000 businesses that are represented within Ontario's over 316 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 fifth salary survey via the OBIAA E-Blast system using Tellwut Survey Software. We anticipate approximately 316 BIAs have the potential to receive this E-Blast and respond to the survey. Of the 316 BIAs there were 59 respondents, a finding of 19%. 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 2024, for an early 2025 release.

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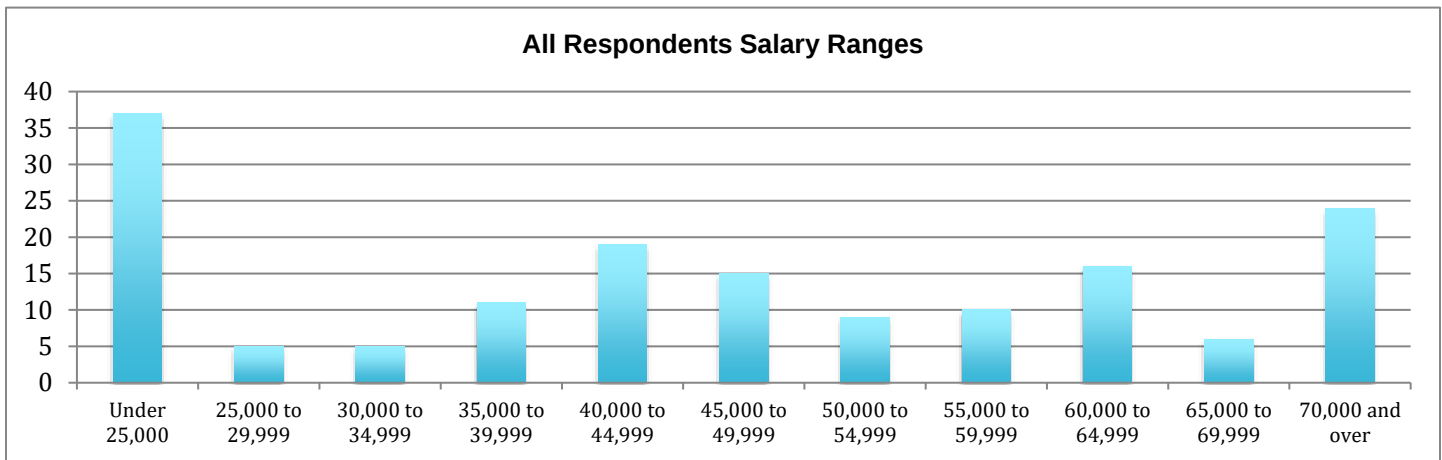
2023 BIA Member Salary Survey

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

BIA Salary Ranges Summary

OBIAA 2022 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	2	0	1	2	2	4	5	3	7	4	18	48
Events	4	1	0	3	4	3	0	2	3	1	2	23
Social Media	12	1	0	3	6	2	3	0	1	0	1	29
Admin	10	1	4	1	3	3	0	1	3	0	1	27
Marketing	5	0	0	1	3	2	1	2	2	1	0	17
Other	4	2	0	1	1	1	1	2	0	0	2	13
Total	37	5	5	11	19	15	9	10	16	6	24	157

OBIAA 2022 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
Total	37	5	5	11	19	15	9	10	16	6	24
Salary Medians	\$14,000	\$26,400	\$31,200	\$36,920	\$41,860	\$47,000	\$51,000	\$55,590	\$60,980	\$65,000	\$83,000
Median multiplied by # of Respondents	\$518,000	\$132,000	\$156,000	\$406,120	\$795,340	\$705,000	\$459,000	\$559,600	\$975,680	\$390,000	\$1,992,000



Total BIA Respondent's Salaries	\$7,088,740
Total BIA Respondent's Levy	\$19,706,673
Total BIA Respondent's Budget	\$25,547,328
Respondent BIA Salaries as a % of Budget	28%

2023 BIA Member Salary Survey

How has your staff changed over the last year?

Staff Change	Count	%
Decreased	13	3%
Increased	2	22%
Stayed the same	44	75%
Total	59	100%

Note: 22% of reporting BIAs indicated that staff increased over the previous year, with only 3% indicating a decrease. Grant funding (DMS) was the main reason attributable to job growth. Other factors mentioned were:

- Adding part-time positions to fill various requirements
- Hiring of students
- Increasing social media requirements and projects

2023 BIA Member Salary Survey

Demographics of Respondents

Respondents per Population

Population	Respondents	%
< 100,000	24	41%
100,000 – 500,000	17	29%
> 500,000	18	30%
Total	59	100%

Respondents per Levy

Levy Category	Respondents	%
Under \$150,000	20	34%
\$150,000 – \$299,999	17	29%
\$300,000 - \$500,000	13	22%
> \$500,000	9	15%
Total	59	100%

Respondents per Budget Value

Levy Category	Respondents	%
Under \$150,000	17	29%
\$150,000 – \$300,000	13	22%
\$301,000 - \$500,000	12	20%
> \$500,000	17	28%
Total	59	100%

2023 BIA Member Salary Survey

Demographics cont'd

Area Category Respondent BIA is Situated

Population	Respondents	%
Rural	19	32%
Suburban	6	10%
Urban	34	58%
Total	59	100%

Region where Respondent BIA is Located

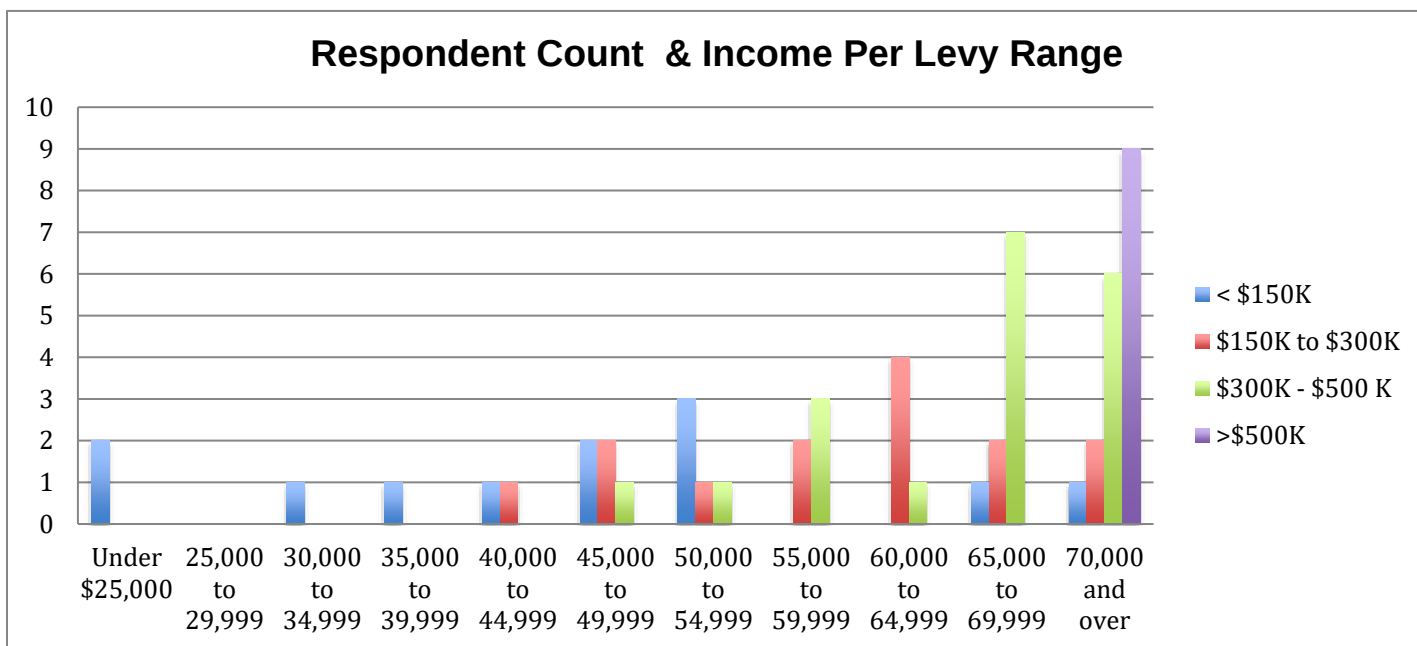
Population	Respondents	%
Toronto	11	19%
West	9	15%
East	9	15%
GTA excluding Toronto	8	13%
Niagara	6	10%
Ottawa	4	7%
North	4	7%
Near North	4	7%
Hamilton	4	7%
Total	59	100%

2023 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 59 respondents 48 report having an Executive Director with details as follows: 41 Full-time (FT), 2 Part-time (PT) and 5 Contract. 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	2			
25,000 to 29,999				
30,000 to 34,999	1			
35,000 to 39,999	1			
40,000 to 44,999	1	1		
45,000 to 49,999	2	2	1	
50,000 to 54,999	3	1	1	
55,000 to 59,999		2	3	
60,000 to 64,999		4	1	
65,000 to 69,999	1	2	7	
70,000 and over	1	2	6	9
Grand Total	12	14	13	9



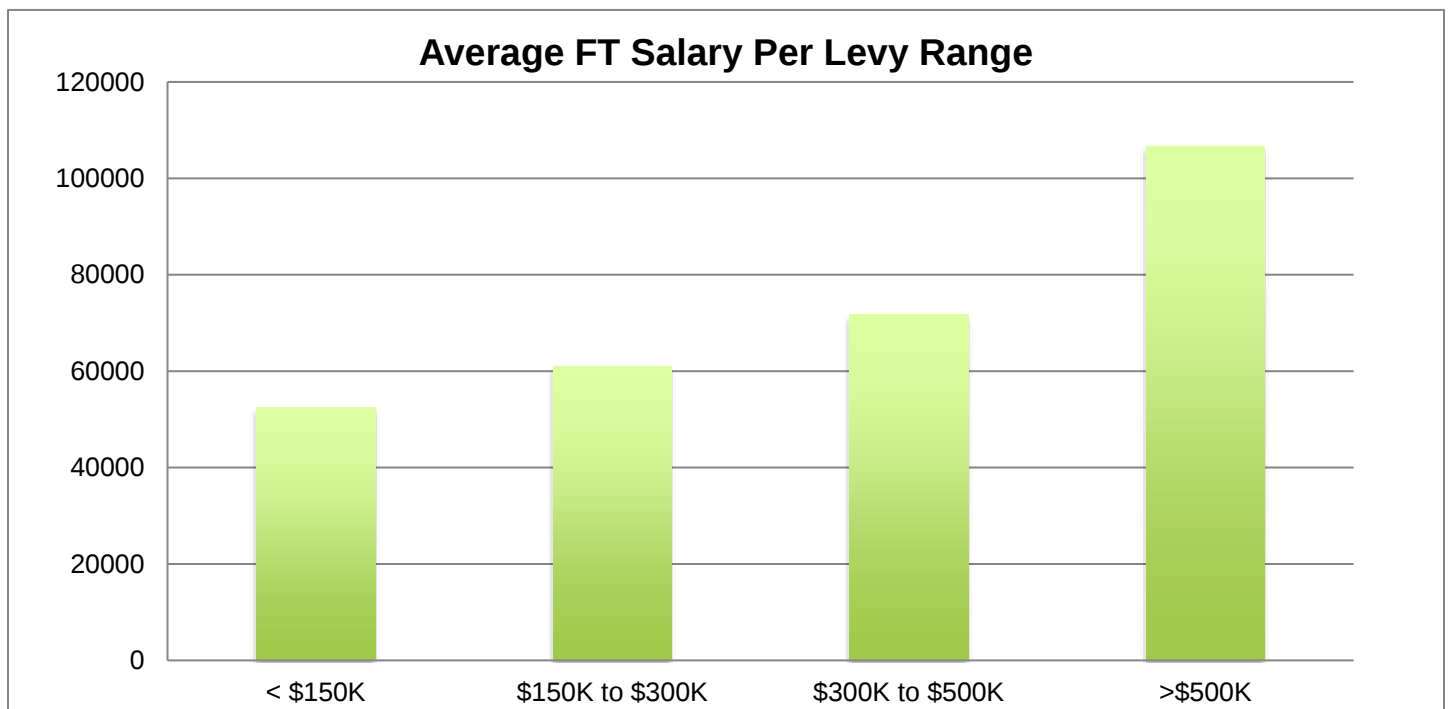
2023 BIA Member Salary Survey

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	9 / 3	\$52,430 / \$23,833	3
\$150,000 - \$300,000	0	12 / 2	\$60,090 / \$50,000	3
\$300,001 - \$500,000	0	13	\$71,671	4
>500,000	1	9	\$106,625	5

* **Funding** – of the under \$150,000 one funded 100% and the other 70%. The ED position in the >500,000 Levy was funded 100%

** **Bonuses** - of the 15 BIA's who said they paid bonuses to the ED, only 4 were guaranteed. Bonuses paid ranged from \$400 to \$20,000.

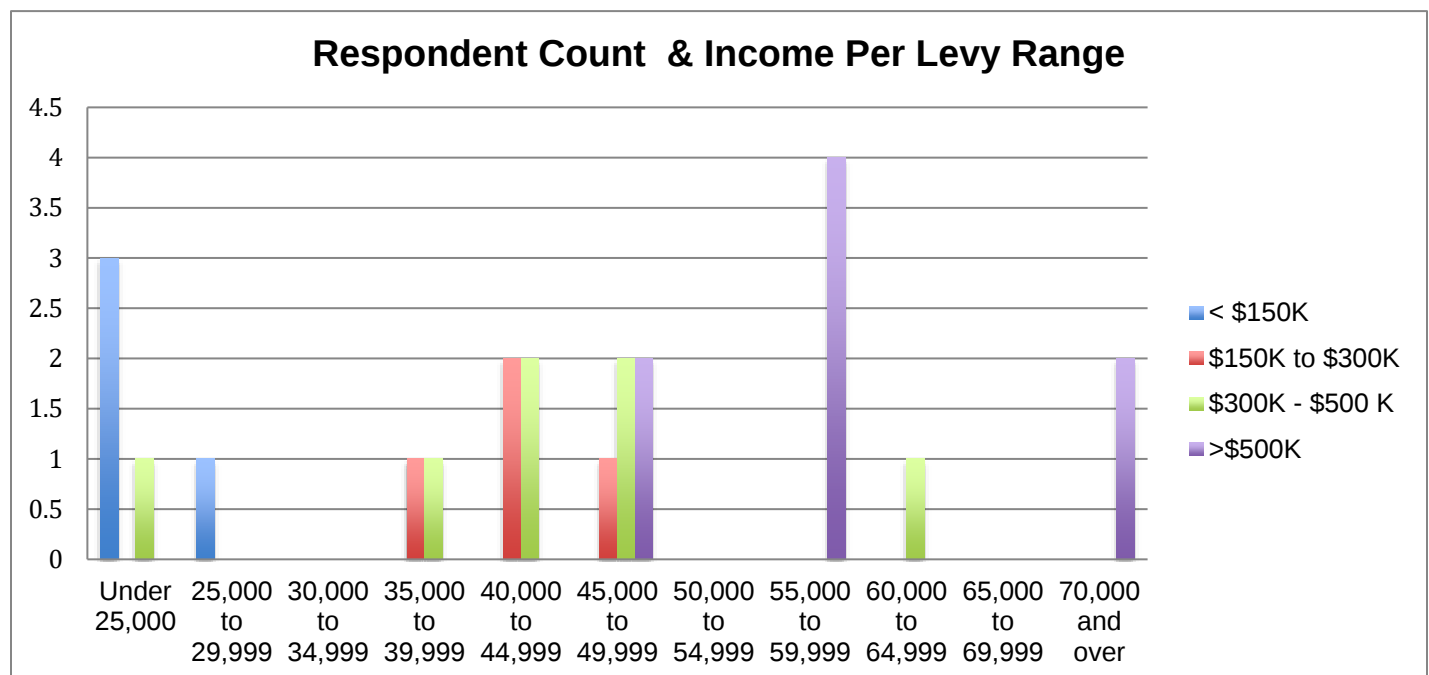


2023 BIA Member Salary Survey

Event Management

The following charts relate to responses for BIAs within a City or Municipality who have an **Event Management** position. Of the 59 respondents, 23 have an Event Management position, broken out as follows: 16 Full-time (FT), 4 Part-time (PT) and 3 Contract of which one is FT. 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	3		1	
25,000 to 29,999	1			
30,000 to 34,999				
35,000 to 39,999		1	1	
40,000 to 44,999		2	2	2
45,000 to 49,999		1	2	
50,000 to 54,999				4
55,000 to 59,999				
60,000 to 64,999			1	
65,000 to 69,999				
70,000 and over				2
Salary not reported				
Grand Total	4	4	7	8

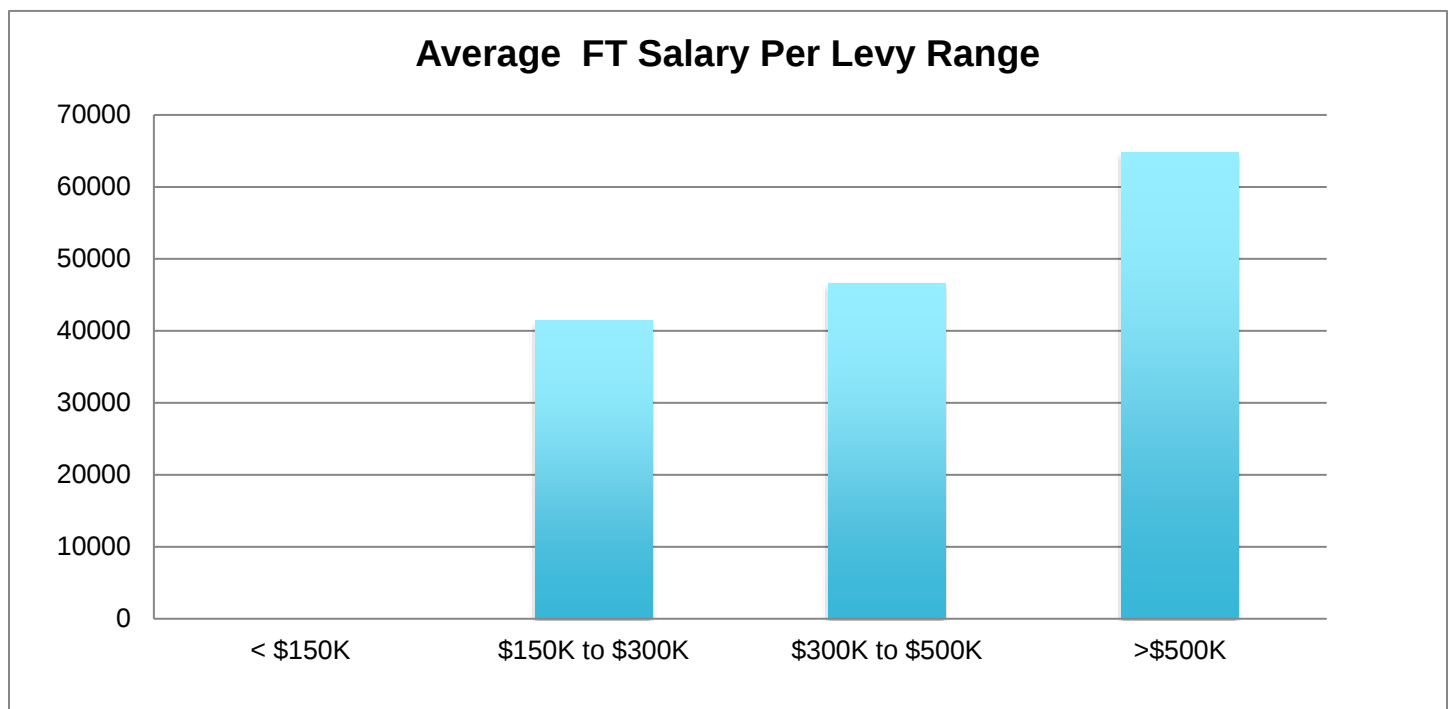


2023 BIA Member Salary Survey

Event Management (cont'd):

Event Management Staff Salary Average			
Levy	Count – FT/PT	Average – FT/PT	Bonuses Paid
< \$150,000	0 / 4	NA / \$17,875	0
\$150,000 - \$300,000	4 / 0	\$ 41,375 / NA	1
\$300,001 - \$500,000	6 / 1	\$46,593 / \$24,960	0
>\$500,000	7 / 1	\$64,818 / \$38,000	4

* Note – Bonuses paid are both guaranteed and discretionary, ranging from \$1000 - \$12,000



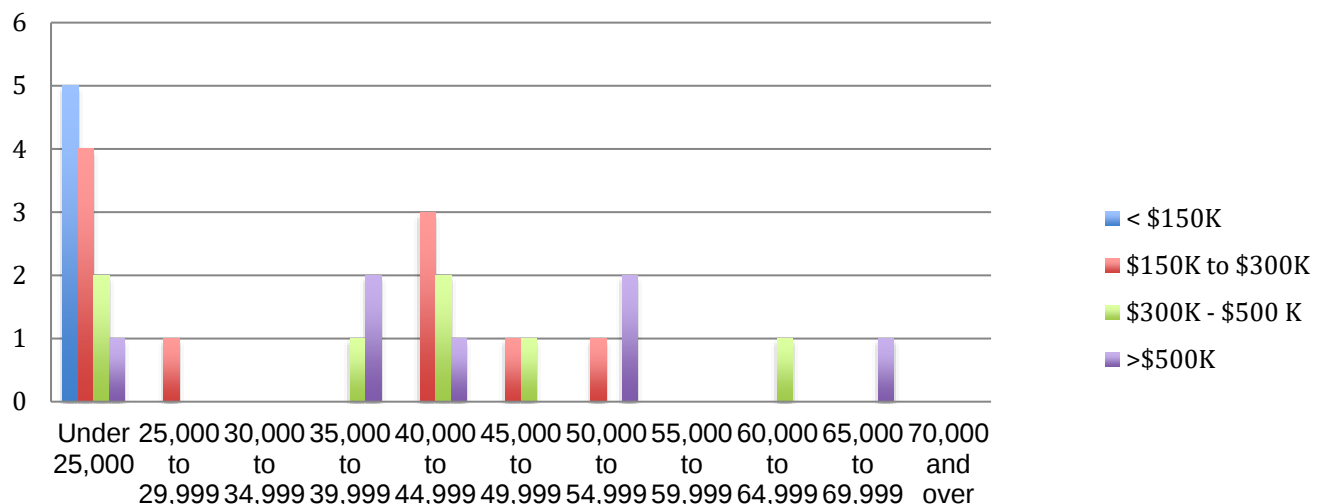
2023 BIA Member Salary Survey

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 59 respondents, 29 have a Social Media Management position, broken out as follows: 12 Full-time (FT), 3 Full-time Contract (FTC), 4 Part-time (PT) and 10 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	5	4	2	1
25,000 to 29,999		1		
30,000 to 34,999				
35,000 to 39,999			1	2
40,000 to 44,999		3	2	1
45,000 to 49,999		1	1	
50,000 to 54,999		1		2
55,000 to 59,999				
60,000 to 64,999			1	
65,000 to 69,999				
70,000 and over				1
Salary not reported				
Grand Total	5	10	7	7

Respondent Count & Income Per Levy Range

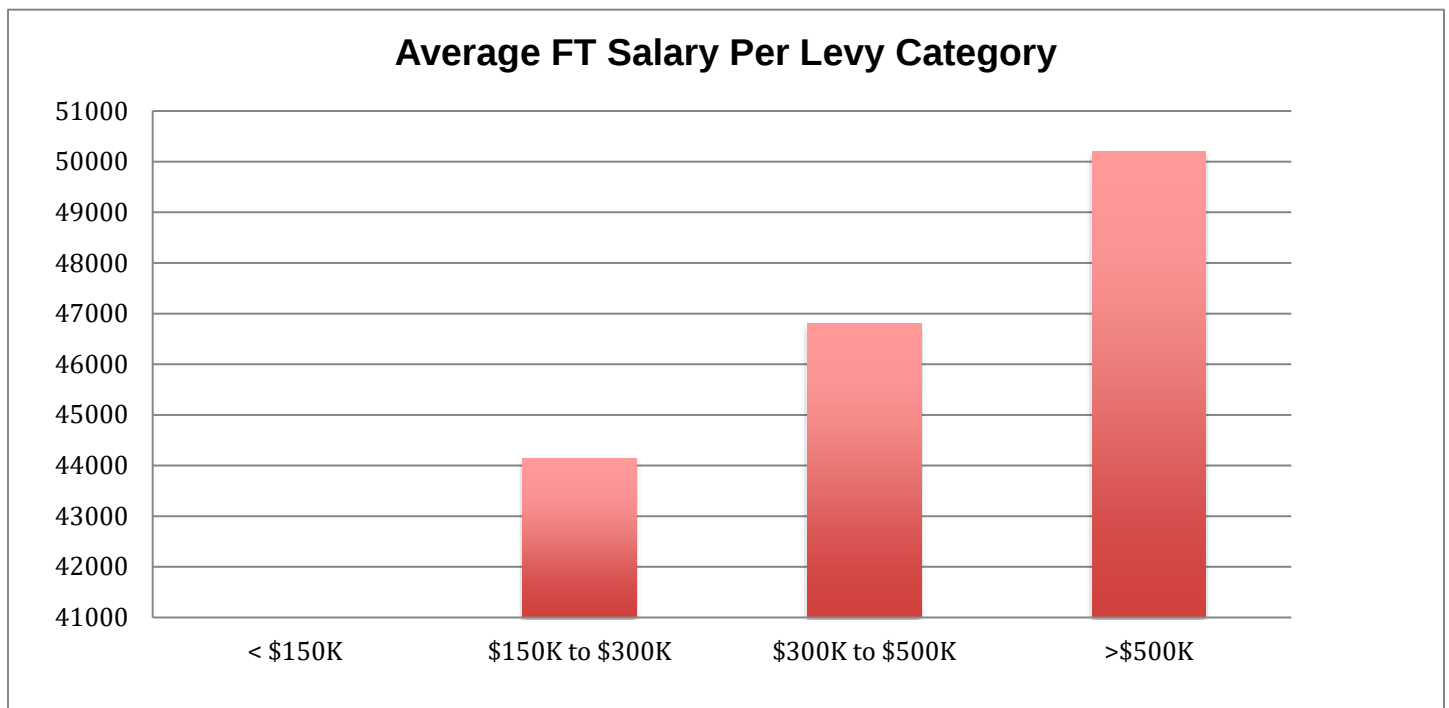


2023 BIA Member Salary Survey

Social Media Management (cont'd):

Social Media Staff Salary			
Levy	Count	Average	Bonuses Paid *
< \$150,000	0 / 5	NA / \$9,800	0
\$150,000 - \$300,000	5 / 5	\$44,138 / \$15,864	2
\$300,001 - \$500,000	5 / 2	\$46,812 / \$7,740	0
>\$500,000	5 / 2	\$50,200 / \$21,000	2

* Note – Bonuses paid are both guaranteed and discretionary and range from \$400 to \$10,500.

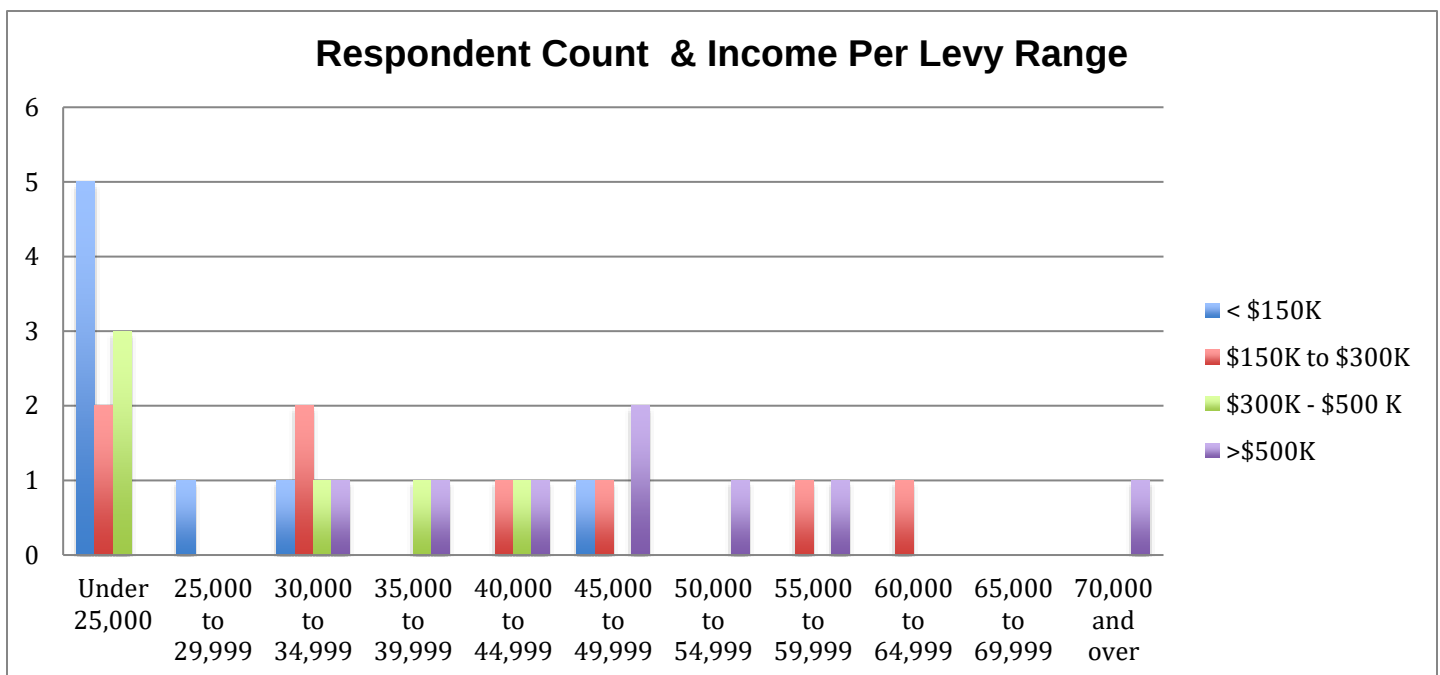


2023 BIA Member Salary Survey

Administrative Staff

The following charts relate to responses for BIAs within a City or Municipality who have an Administrative position. Of the 59 respondents, 27 have an Administrative Staff position, broken out as follows: 9 Full-time (FT), 13 Part-time (PT) and 5 Contract of which 3 are Full-time. 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	5	2	3	
25,000 to 29,999	1			
30,000 to 34,999	1	2	1	1
35,000 to 39,999			1	1
40,000 to 44,999		1	1	1
45,000 to 49,999	1	1		2
50,000 to 54,999				1
55,000 to 59,999		1		1
60,000 to 64,999		1		
65,000 to 69,999				
70,000 and over				1
Salary not reported				
Grand Total	8	8	6	8

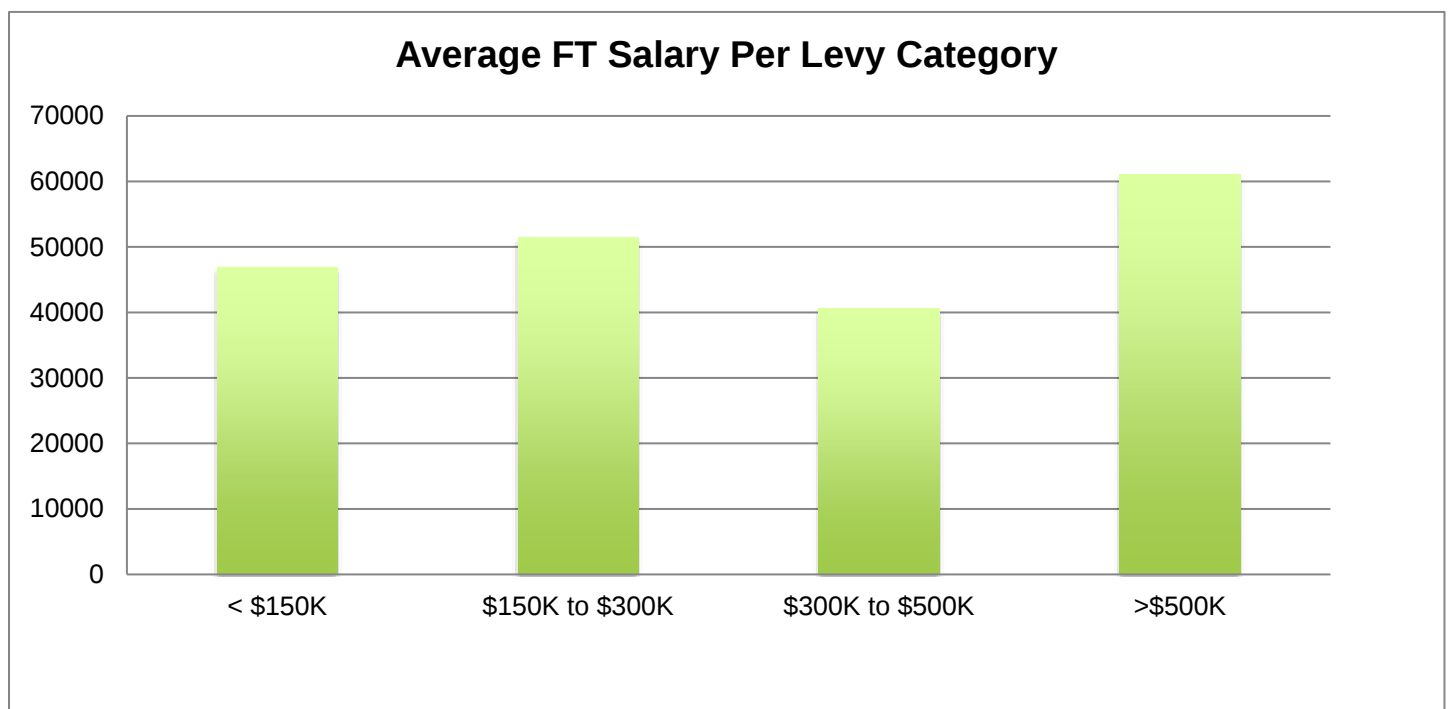


2023 BIA Member Salary Survey

Administrative Staff (cont'd):

Admin Staff Salary Average			
Levy	Count	Average	Bonuses Paid *
< \$150,000	1 / 7	\$46,875 / \$17,600	0
\$150,000 - \$300,000	4 / 4	\$51,460 / \$25,075	0
\$300,001 - \$500,000	2 / 4	\$40,600 / \$22,068	0
>\$500,000	5 / 0	\$61,000 / NA	2

* Note – Bonuses paid both guaranteed and discretionary and range from \$2,730 - \$9,000

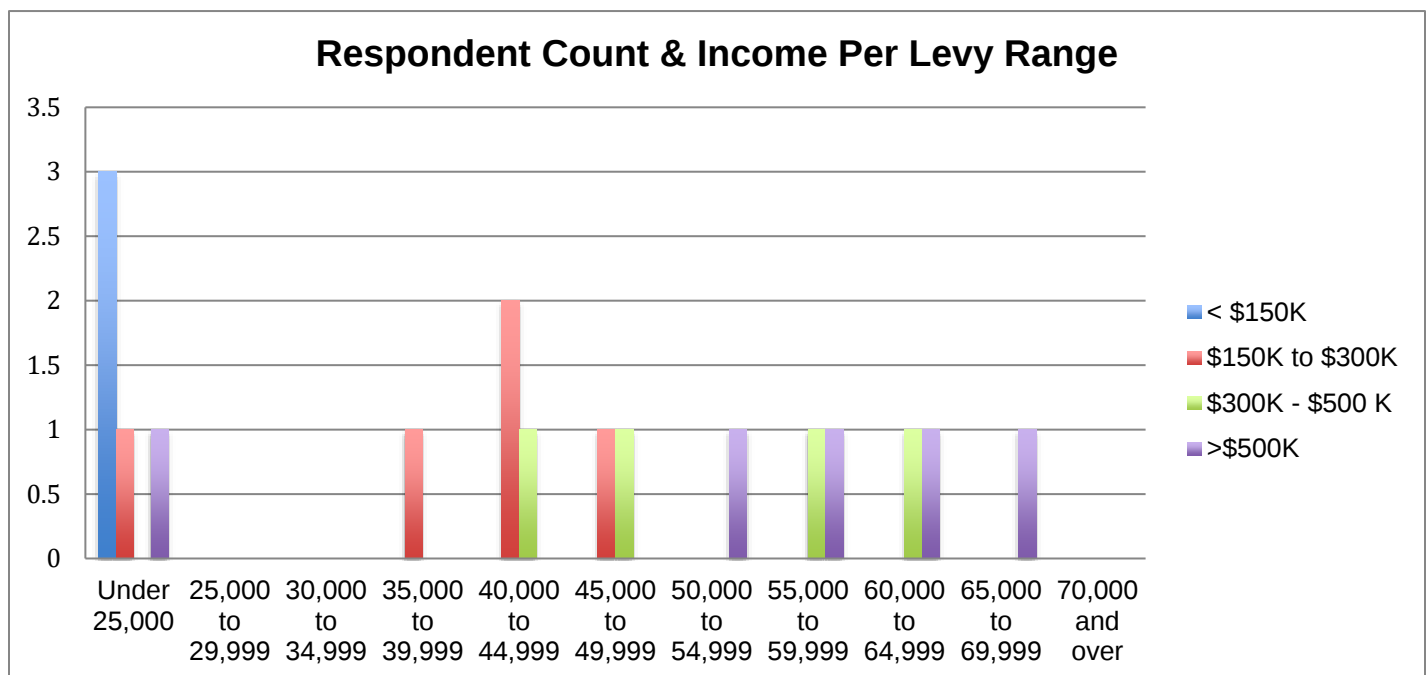


2023 BIA Member Salary Survey

Marketing Management

The following charts relate to responses for BIAs within a City or Municipality who have a Marketing position. Of the 59 respondents, 17 have a Marketing Staff position, broken out as follows: 8 Full-time (FT), 4 Part-time (PT) and 5 Contract of which 2 are FT. 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	3	1		1
25,000 to 29,999				
30,000 to 34,999				
35,000 to 39,999		1		
40,000 to 44,999		2	1	
45,000 to 49,999		1	1	
50,000 to 54,999				1
55,000 to 59,999			1	1
60,000 to 64,999			1	1
65,000 to 69,999				1
70,000 and over				
Grand Total	3	5	4	5

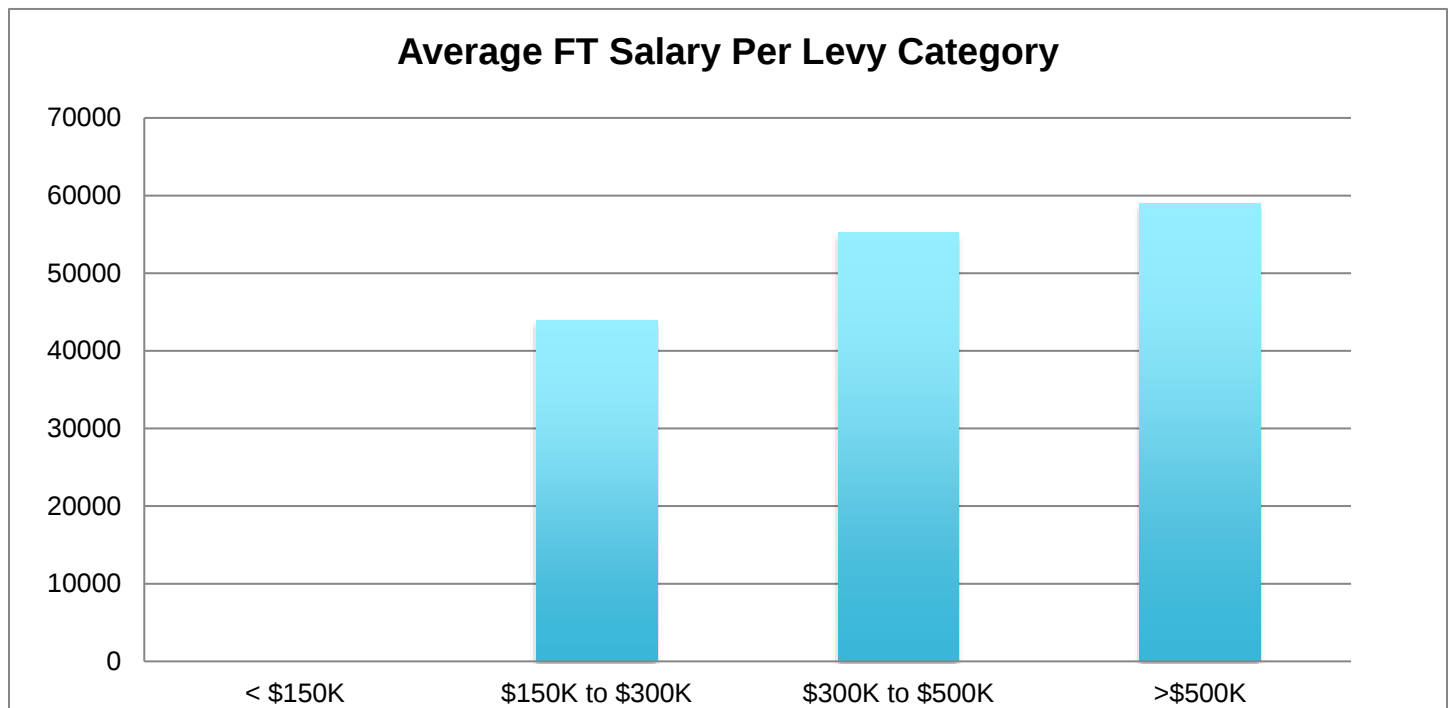


2023 BIA Member Salary Survey

Marketing (Cont'd)

Marketing Staff Salary Average			
Levy	Count	Average	Bonuses Paid*
< \$150,000	0 / 3	NA / \$14,067	0
\$150,000 - \$300,000	2 / 3	\$43,920 / \$31,600	0
\$300,001 - \$500,000	4 / 0	\$55,250 / NA	1
>\$500,000	4 / 1	\$58,981 / \$6,000	1

* Note – Bonuses paid are not guaranteed and range from \$300 to \$5,200

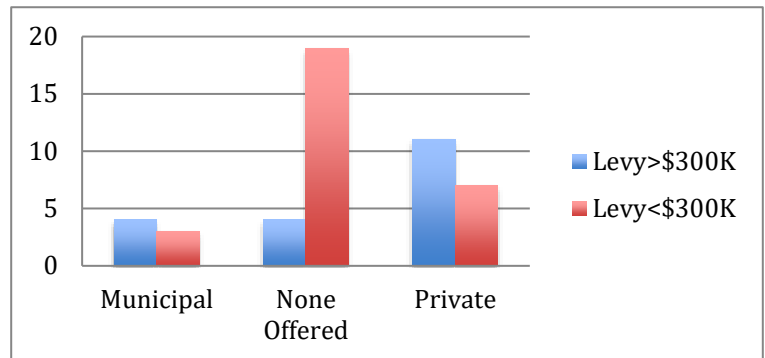


2023 BIA Member Salary Survey

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

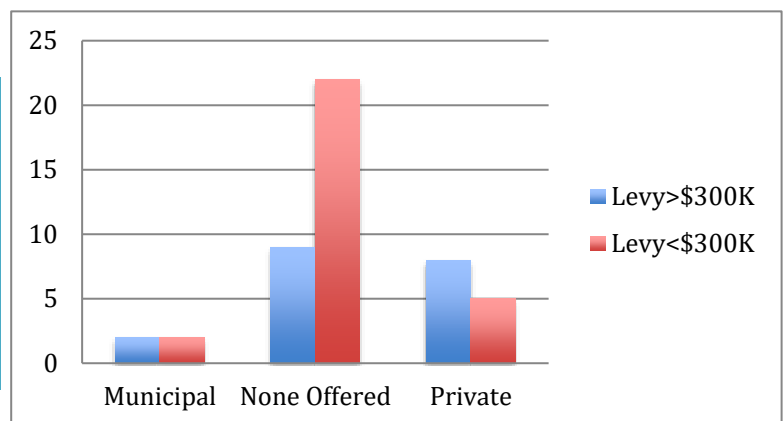
Employee Benefits

Benefits Offered	Levy>300K	Levy<300K
Municipal	4	3
None Offered	4	19
Private	11	7
Grand Total	19	29
% with Benefits	79%	35%



Insurance

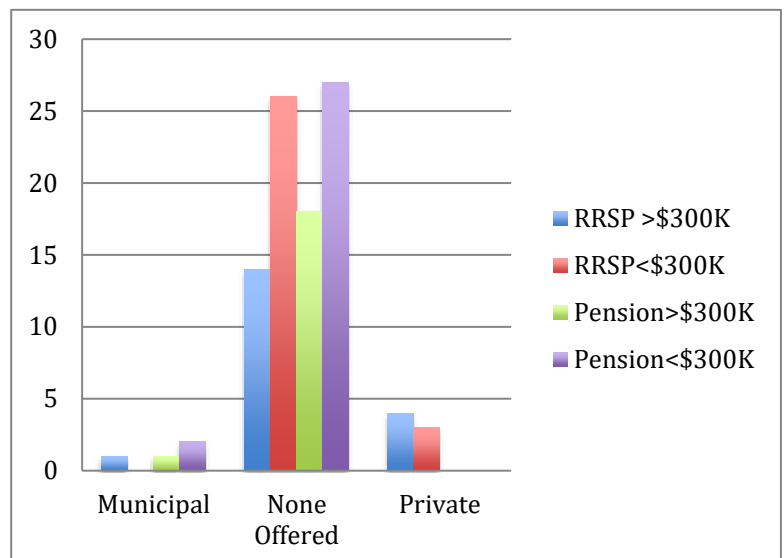
Employees with Insurance	Levy>300K	Levy<300K
Municipal	2	2
None Offered	9	22
Private	8	5
Grand Total	19	29
% with Insurance	53%	24%



RRSP and Pension

Employees with RRSP	Levy>300K	Levy<300K
Municipal	1	0
None Offered	14	26
Private	4	3
Grand Total	19	29
% with RRSP	26%	10%

Employees with Pension	Levy>300K	Levy<300K
Municipal	1	2
None Offered	18	26
Private	0	0
Grand Total	19	29
% with Pension	5%	7%

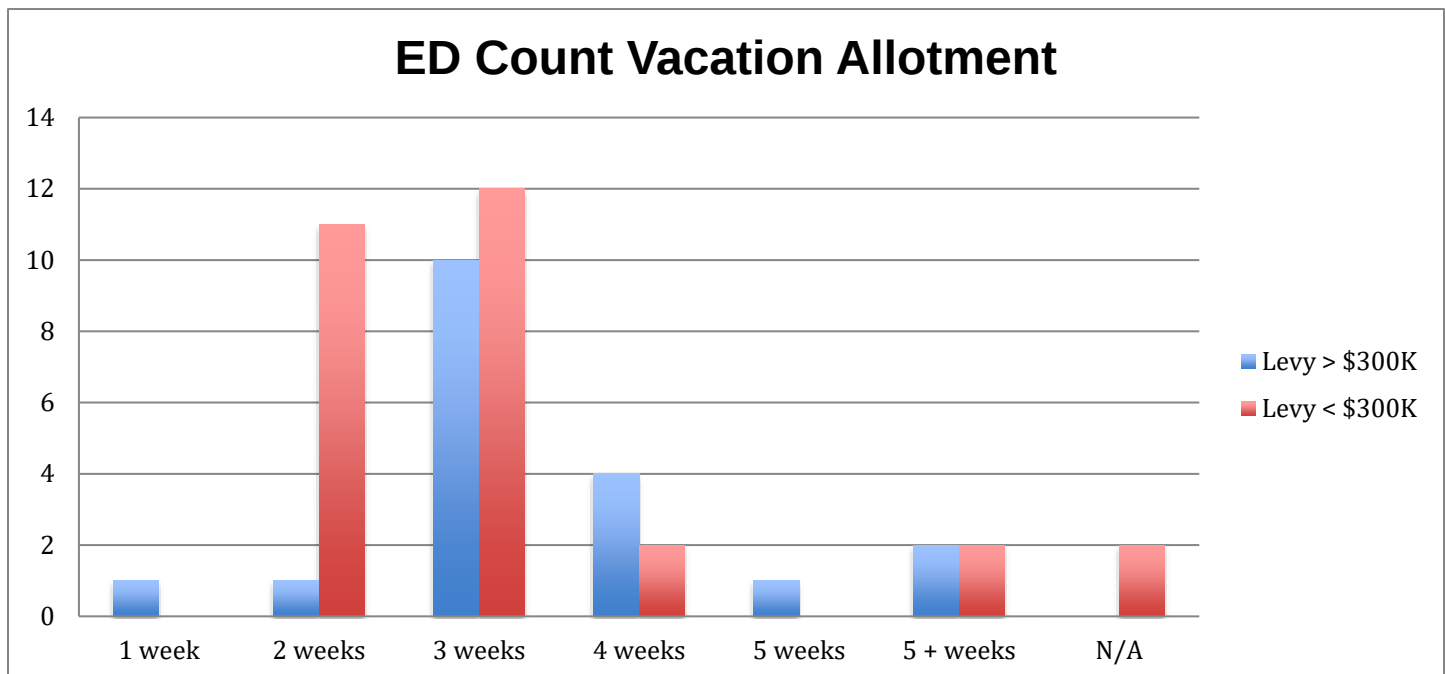


2023 BIA Member Salary Survey

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	1	0
2 weeks	1	11
3 weeks	10	12
4 weeks	4	2
5 weeks	1	0
5 + weeks	2	2
N/A	0	2
Grand Total	19	29

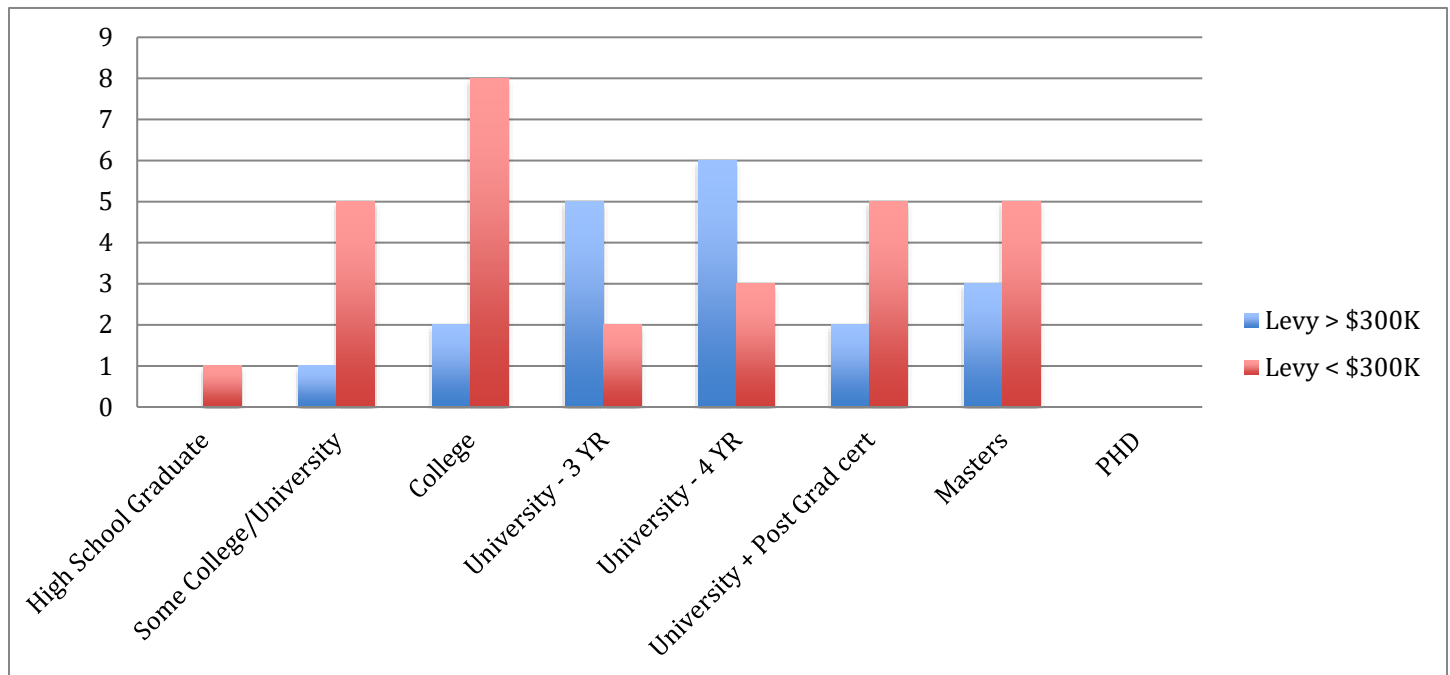


2023 BIA Member Salary Survey

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	1
Some College/University/Vocational	1	5
College	2	8
University Degree (3 Yr)	5	2
University Degree (4 Yr)	6	3
University Degree, plus Post Grad Cert or Diploma	2	5
Master's degree	3	5
PDH	0	0
Grand Total	19	29

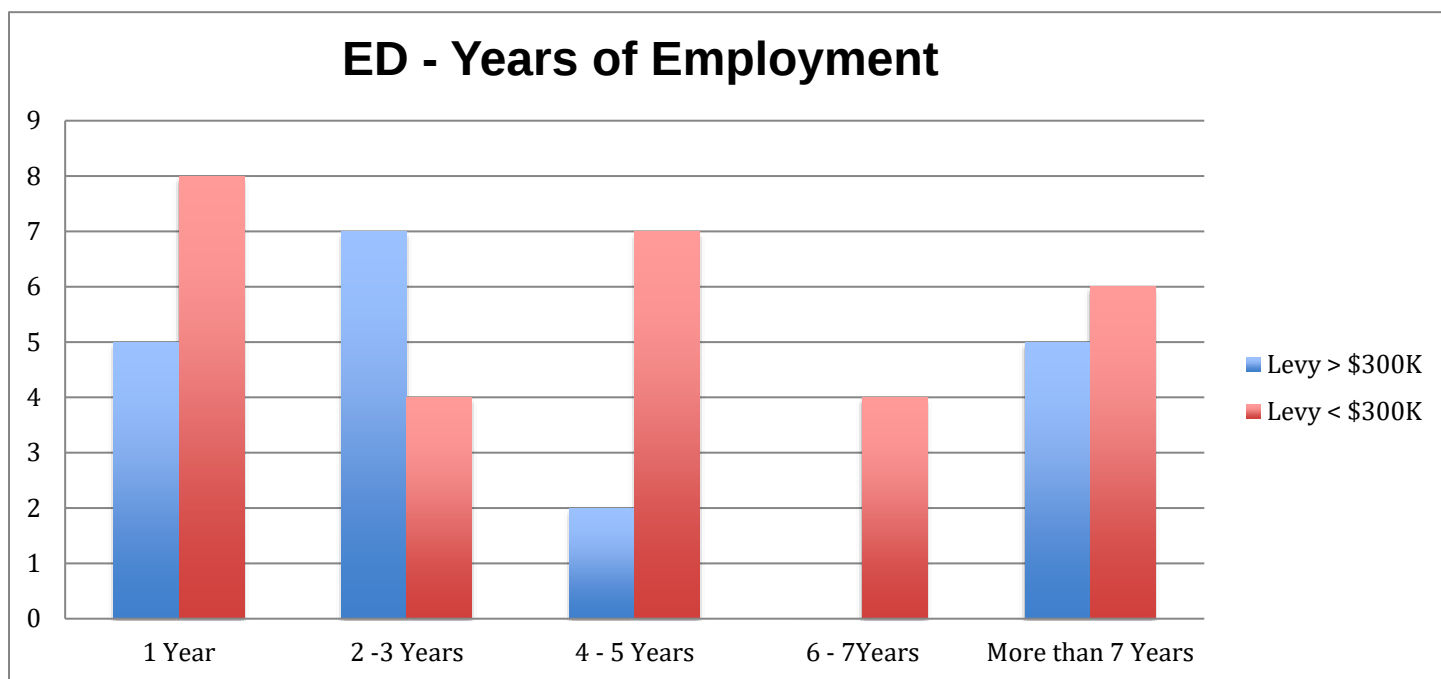


2023 BIA Member Salary Survey

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

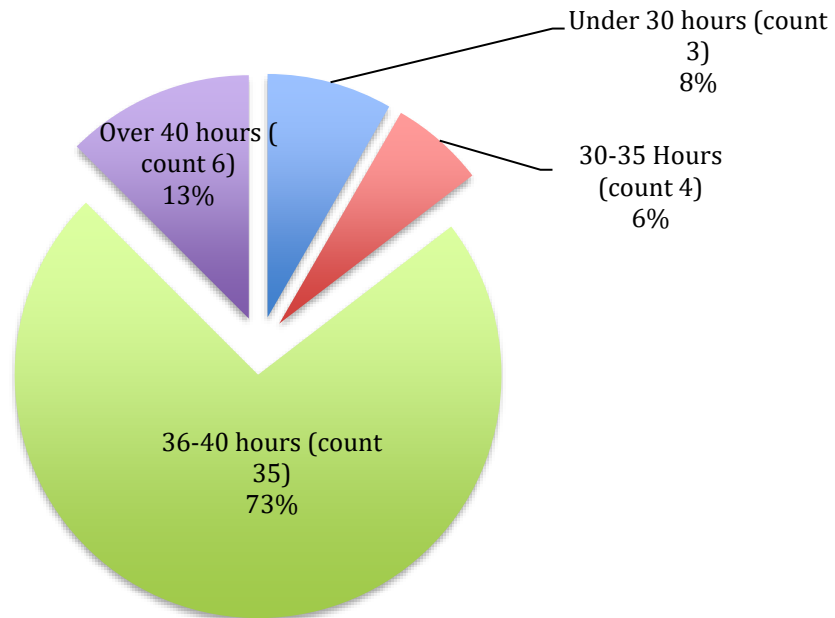
Sum of # of Respondents Years of Employment	Total for Levy >\$300,000	Total for Levy <\$300,000
1 Year	5	8
2 -3 Years	7	4
4 - 5 Years	2	7
6 - 7 Years	0	4
More than 7 Years	5	6
Grand Total	19	29



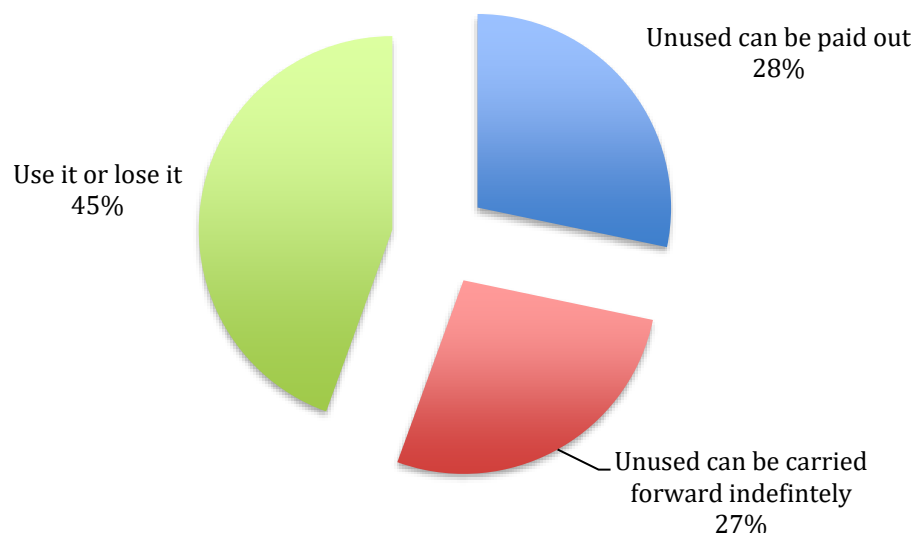
2023 BIA Member Salary Survey

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

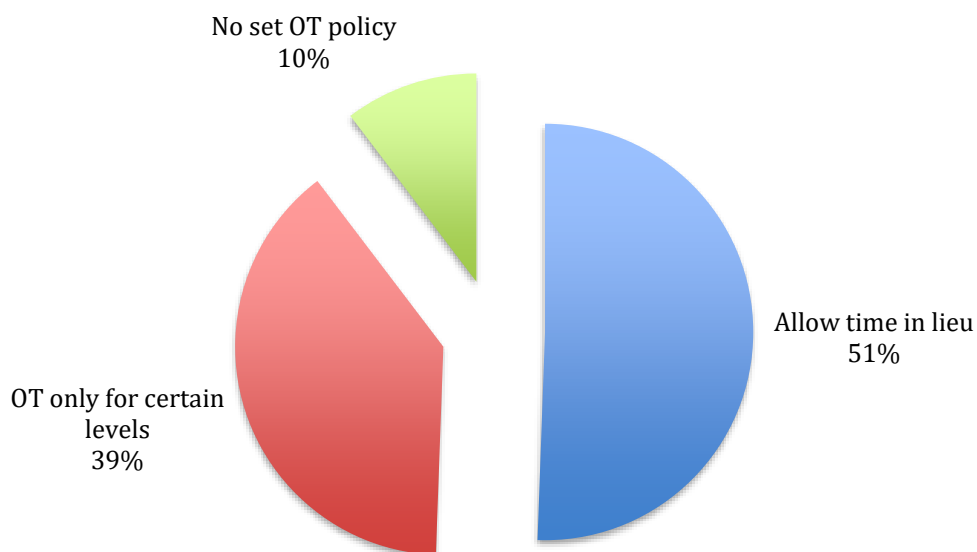


Vacation policy



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

Overtime Policy

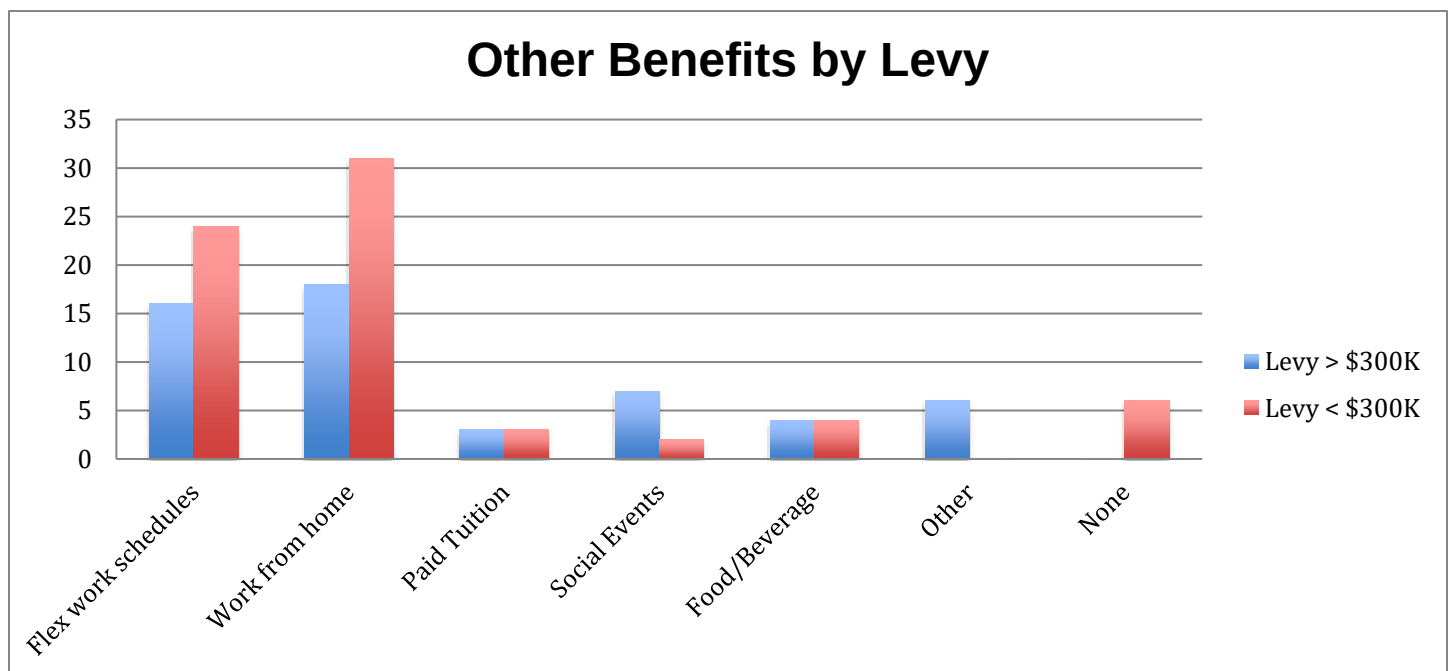


2023 BIA Member Salary Survey

Other Benefit Perks

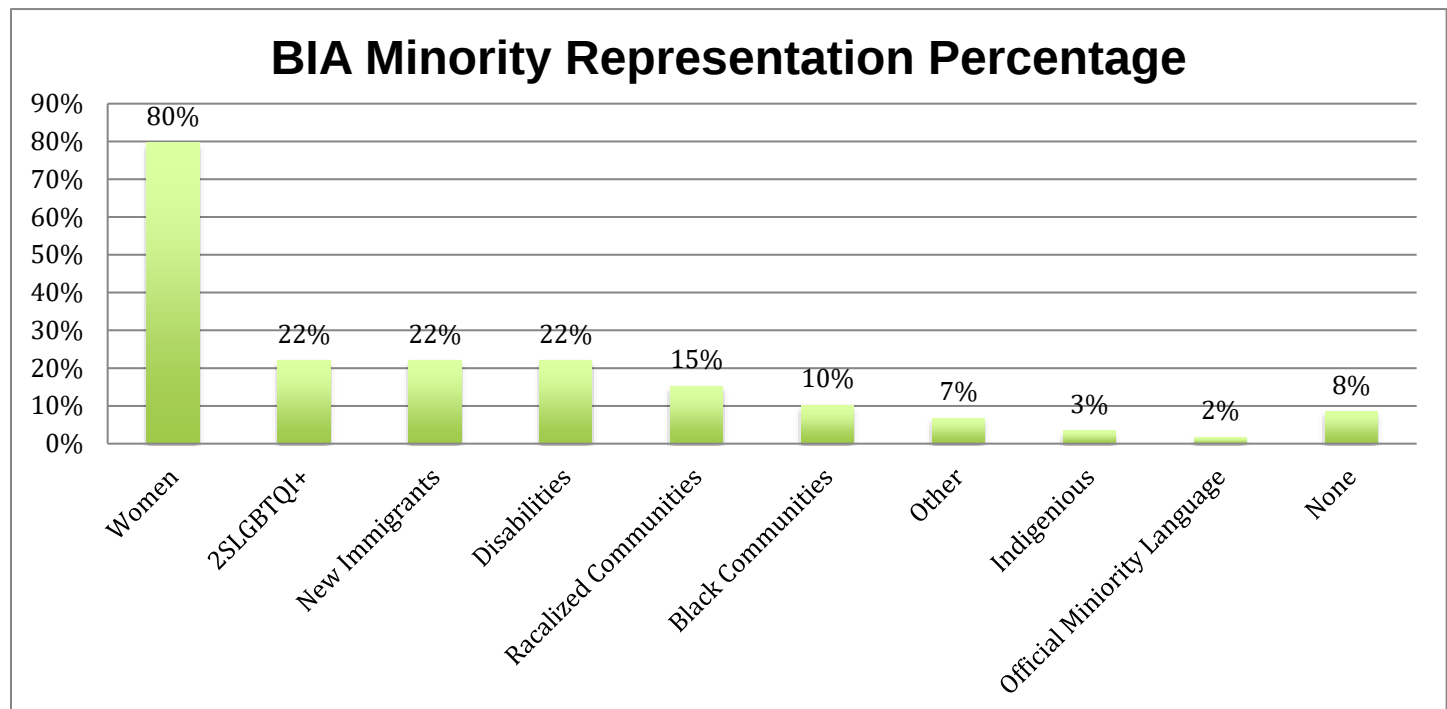
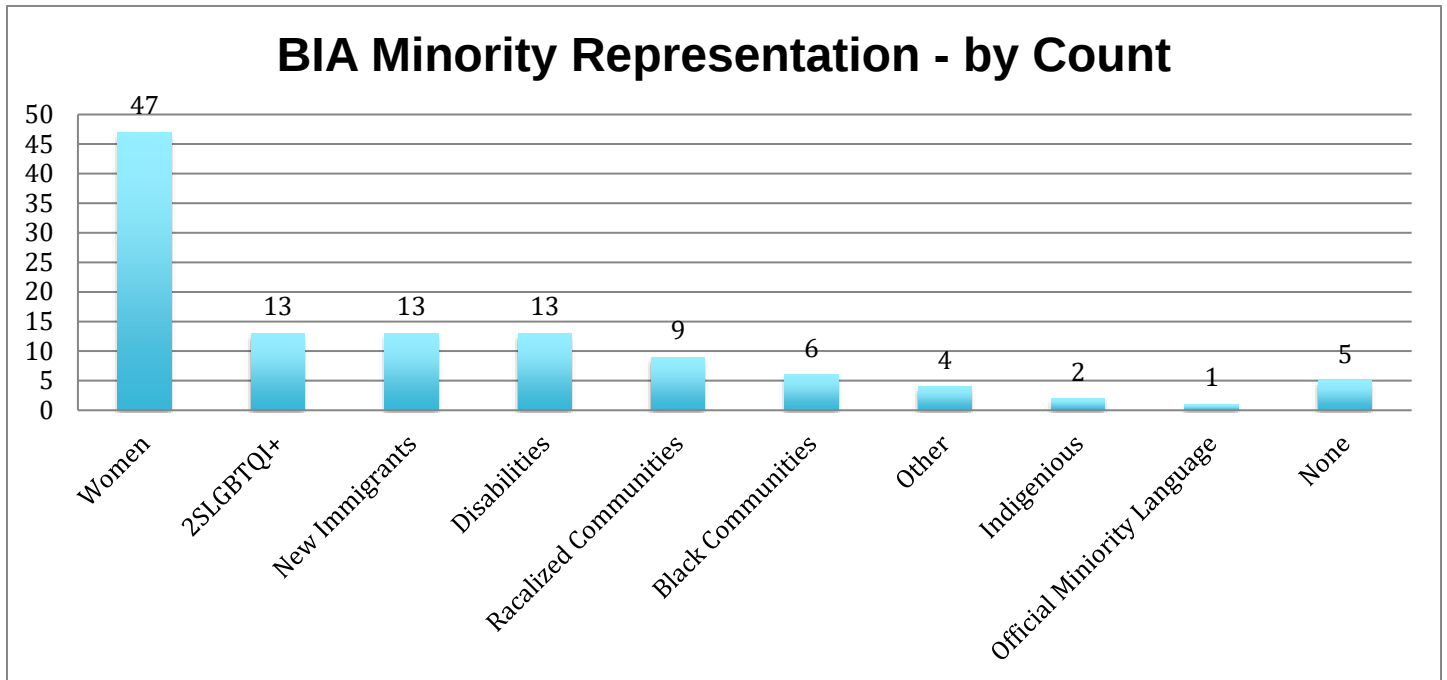
Sum of # of Respondents Type of Other Benefits	Total for Levy >\$300,000	Total for Levy <\$300,000
Flexible work schedules (i.e., summer hours)	16	24
Work from home flexibility	18	31
Paid tuition	3	3
Regular social events	7	2
Food and beverages provided	4	4
Other	6	0
None	0	6
Total BIAs in these Categories	54	40

Note – Other benefits included parking and professional development.



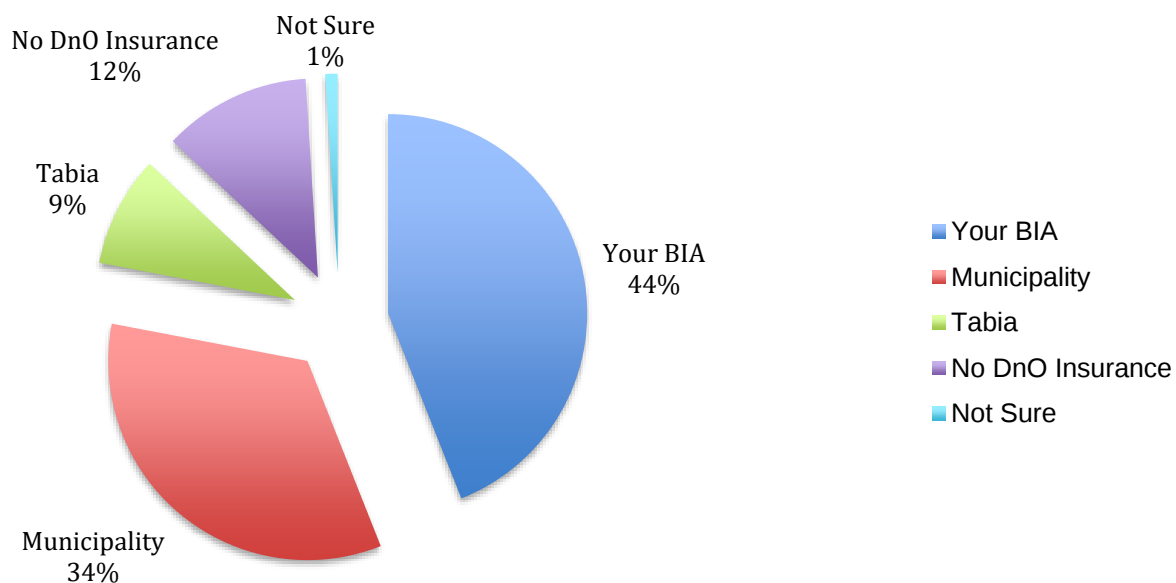
2023 BIA Member Salary Survey

Does your workforce include employees in the following groups?

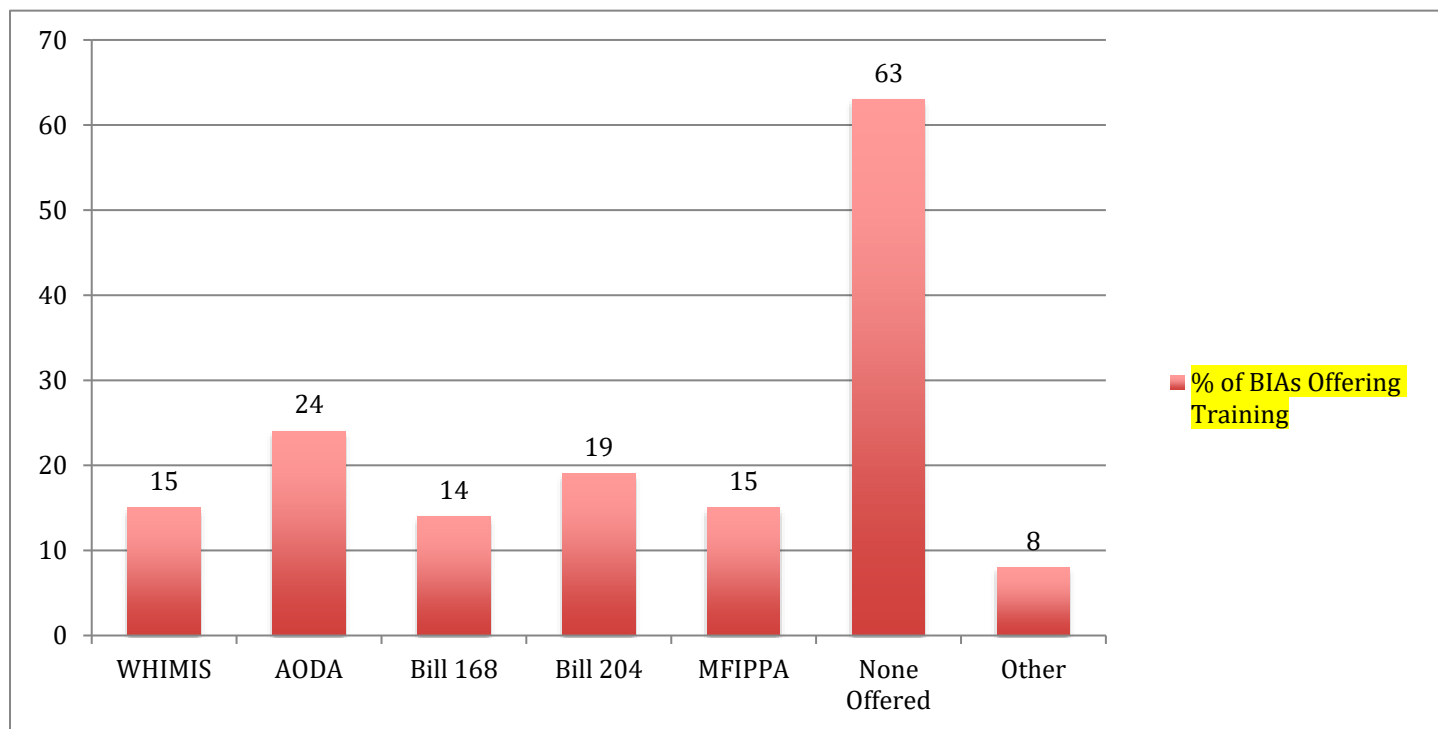


2023 BIA Member Salary Survey

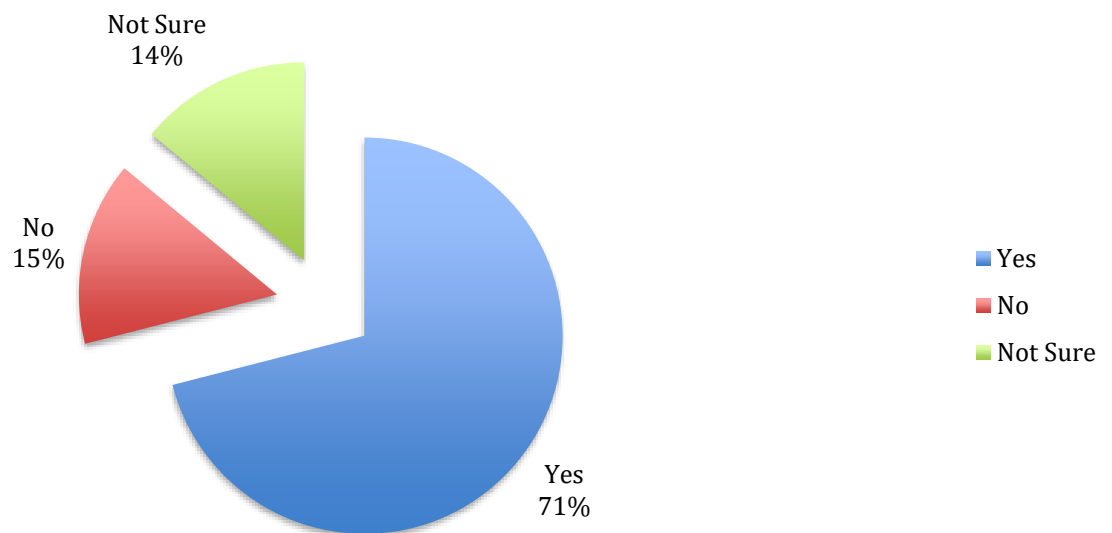
Who coordinates your Directors and Officers Insurance?



Percentage of BIAs offering training in following areas:

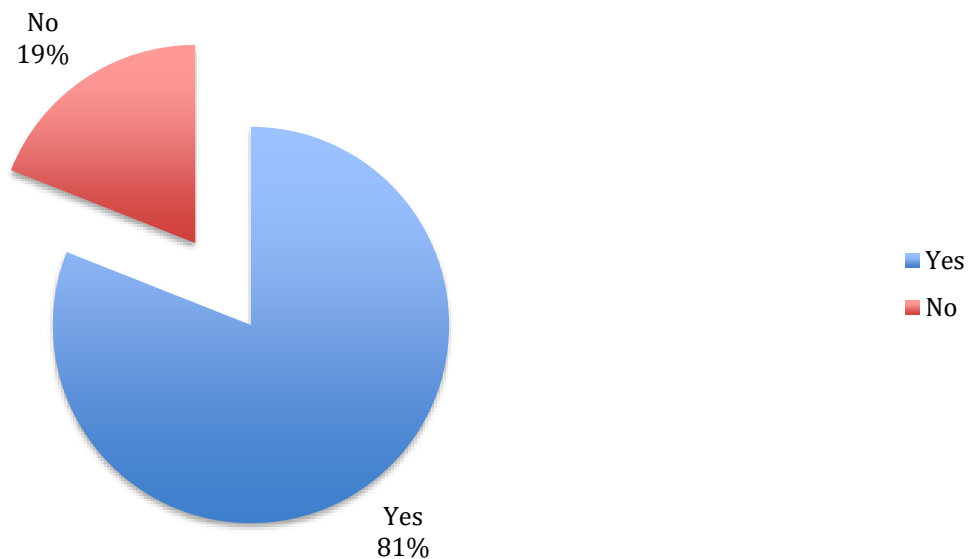


Policy and Procedures Manual for Harassment



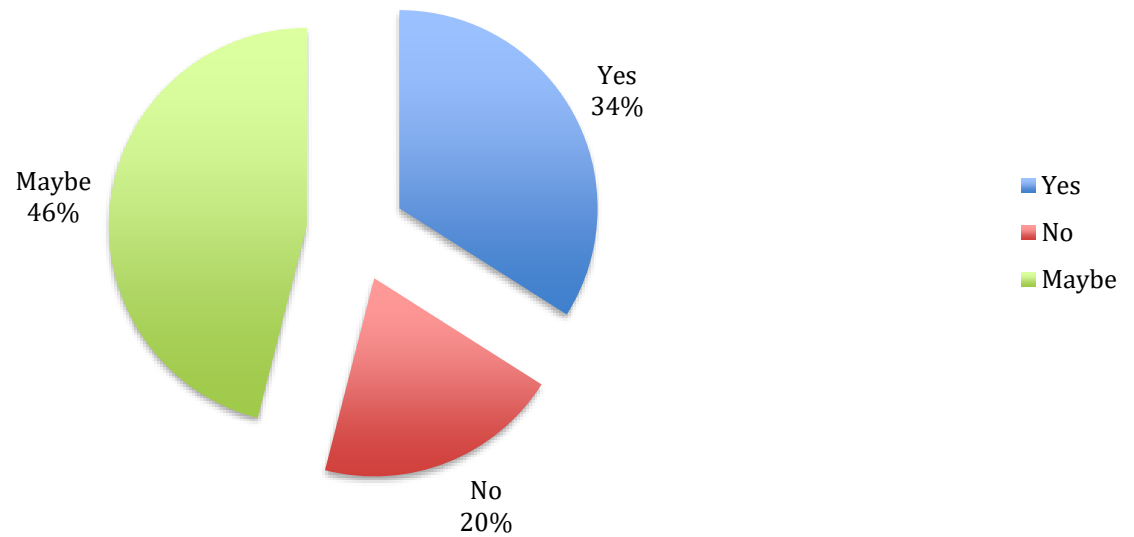
Board Members are included in 92% of the Harassment Policy Manuals

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



2023 BIA Member Salary Survey

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



2023 BIA Member Salary Survey

The following pages (29 to 31) outline the 59 respondents and staff by position:

BIA	2022 Levy	Executive	Events	Social Media	Admin	Marketing	Staff Change
Levy < \$150,000							
BIA 1	25,500	✓					No change
BIA 2	29,300			✓	✓	✓	No change
BIA 3	36,045	✓	✓	✓			Increased
BIA 4	40,000				✓		No change
BIA 5	40,675	✓	✓		✓		Increased
BIA 6	45,000		✓	✓	✓	✓	No change
BIA 7	50,000	✓	✓	✓		✓	No change
BIA 8	56,000	✓	✓				No change
BIA 9	75,000				✓		No change
BIA 10	80,000	✓					No change
BIA 11	80,000	✓					No change
BIA 12	89,000	✓		✓	✓		No change
BIA 13	93,000	✓					No change
BIA 14	100,000					✓	No change
BIA 15	101,500	✓					No change
BIA 16	106,000				✓		No change
BIA 17	114,820	✓					No change
BIA 18	119,000	✓					No change
BIA 19	119,300				✓		No change
BIA 20	125,000		✓	✓	✓		No change
BIA 21	133,000	✓					Increased
BIA 22	137,000	✓					No change

2023 BIA Member Salary Survey

Staff by position cont'd:

BIA	2022 Levy	Executive	Events	Social Media	Admin	Marketing	Staff Change
Levy \$150,000 to \$299,999							
BIA 23	157,507	✓		✓	✓	✓	Increased
BIA 24	179,200	✓		✓			No change
BIA 25	180,000	✓					No change
BIA 26	185,400				✓		No change
BIA 27	203,000			✓	✓		No change
BIA 28	203,476	✓		✓			No change
BIA 29	206,040	✓					No change
BIA 30	207,020	✓	✓	✓	✓	✓	Increased
BIA 31	213,473				✓	✓	No change
BIA 32	215,000	✓	✓	✓			No change
BIA 33	220,000	✓			✓		No change
BIA 34	225,000	✓		✓			No change
BIA 35	246,000	✓	✓			✓	Increased
BIA 36	250,000	✓					No change
BIA 37	260,000	✓		✓			No change
BIA 38	269,752	✓		✓	✓	✓	Increased
BIA 39	296,367	✓	✓	✓	✓		Decreased
BIA 40	299,500	✓	✓	✓	✓		No change

BIA	2022 Levy	Executive	Events	Social Media	Admin	Marketing	Staff Change
Levy \$300,000 to \$500,000							
BIA 41	334,000	✓				✓	No change
BIA 42	358,000	✓		✓	✓	✓	No change
BIA 43	384,431	✓	✓	✓	✓		Increased
BIA 44	394,763	✓					No change
BIA 45	406,000	✓	✓	✓		✓	Increased
BIA 46	419,000	✓		✓	✓		No change
BIA 47	427,189	✓		✓			No change
BIA 48	440,500	✓	✓				No change
BIA 49	450,000	✓	✓				Increased
BIA 50	460,000	✓			✓		No change

2023 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 51	595,000	✓	✓	✓		✓	Increased
BIA 52	600,000	✓		✓			Increased
BIA 53	682,576	✓	✓			✓	No change
BIA 54	690,000	✓	✓	✓			No change
BIA 55	827,000	✓	✓		✓	✓	No change
BIS 56	1,003,664	✓	✓	✓	✓	✓	No change
BIA 57	1,417,437	✓	✓	✓	✓	✓	No change
BIA 58	1,905,238	✓	✓	✓	✓		Decreased
BIA 59	2,100,000	✓	✓	✓	✓		Increased

2023 BIA Member Salary Survey

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

BIA <\$150,000	2022 Levy	Member Base	Salary	Position	Years Employed	Vacation	Education
BIA 1	25,500	65	\$50,000 to \$54,999	FTC	2	3	Some Post Secondary
BIA 3	36,045	111	\$30,000-\$34,999	PTC	5	2	Master's degree
BIA 5	40,675	400	\$60,000 to \$64,999	FT	4	3	College
BIA 7	50,000	65	\$70,000 +	FT	10	4	College
BIA 8	56,000	150	Under \$25,000	PT	7	2	High school graduate
BIA 10	80,000	120	\$40,000 to \$44,999	FT	11	0	College
BIA 11	80,000	140	Under \$25,000	PTC	2	0	University + Post Grad
BIA 12	89,000	250	\$45,000 to \$49,999	FT	3	2	Some Graduate
BIA 13	93,000	125	\$70,000 +	FT	5	6	Some Post Secondary
BIA 15	101,500	170	\$65,000 to \$69,999	FT	5	2	University degree - 4YR
BIA 17	114,820	271	\$50,000 to \$54,999	FT	4	3	University + Post Grad
BIA 18	119,000	130	\$45,000 to \$49,999	FT	1	2	College
BIA 21	133,000	9	\$35,000 to \$39,999	FT	1	2	University + Post Grad
BIA 22	137,000	150	\$50,000 to \$54,999	FT	2	3	College

BIA \$150,000- \$299,999	2022 Levy	Member Base	Salary	Position	Years Employed	Vacation	Education
BIA 24	179,200	140	\$70,000 +	FT	13	3	Some Post Secondary
BIA 25	180,000	135	\$60,000 to \$64,999	FT	7	4	College
BIA 28	203,476	150	\$45,000 to \$49,999	FT	5	3	College
BIA 29	206,040	195	\$60,000 to \$64,999	FT	23	3	Some Post Secondary
BIA 30	207,020	200	\$50,000 to \$54,999	FT	2	2	University + Post Grad
BIA 32	215,000	217	\$40,000 to \$44,999	FT	1	3	Master's degree
BIA 33	220,000	200	\$60,000 to \$64,999	FT	1	3	University + Post Grad
BIA 34	225,000	70	\$65,000 to \$69,999	FT	0	2	Master's degree
BIA 35	246,000	220	\$55,000 to \$59,999	PT	6	3	Master's degree
BIA 36	250,000	328	\$45,000 to \$49,999	PTC	10	6	Master's degree
BIA 37	260,000	250	\$55,000 to \$59,999	FT	7	3	University degree - 3YR
BIA 38	269,752	120	\$70,000 +	FT	10	3	Some Graduate
BIA 39	296,367	200	\$55,000 to \$59,999	FT	1	2	University degree - 3YR
BIA 40	299,500	300	\$60,000 to \$64,999	FT	1	2	Some Post Secondary

2023 BIA Member Salary Survey

Salary Range (Executive) cont'd

BIA \$300,000- \$499,999	2022 Levy	Member Base	Salary	Position	Years Employed	Vacation	Education
BIA 41	334,000	400	\$70,000 +	FT	9	3	Some Post Secondary
BIA 42	358,000	150	\$70,000 +	FT	3	3	University + Post Grad
BIA 43	384,431	700	\$60,000 to \$64,999	FT	2	3	University degree - 4YR
BIA 44	394,763	600	\$65,000 to \$69,999	FT	1	3	University degree - 3YR
BIA 45	406,000	230	\$60,000 to \$64,999	FT	3	3	Master's degree
BIA 46	419,000	351	\$70,000 +	FT	9	2	Master's degree
BIA 47	427,189	160	\$70,000 +	FT	1	3	University degree - 4YR
BIA 48	440,500	287	\$70,000 +	FT	2	4	University degree - 4YR
BIA 49	450,000	600	\$70,000 +	FT	28	6	University degree - 4YR
BIA 50	460,000	250	\$50,000 to \$54,999	FT	13	3	University degree - 3YR
BIA 41	334,000	400	\$70,000 +	FT	9	3	Some Post Secondary
BIA 42	358,000	150	\$70,000 +	FT	3	3	University + Post Grad

BIA \$500,000+	2022 Levy	Member Base	Salary	Position	Years Employed	Vacation	Education
BIA 51	595,000	450	\$70,000 +	FT	1	3	University degree - 3YR
BIA 52	600,000	500	\$35,000 to \$39,999	FTC	1	1	University degree - 3YR
BIA 53	682,576	475	\$70,000 +	FT	5	4	University degree - 3YR
BIA 54	690,000	370	\$70,000 +	FT	1	3	University + Post Grad
BIA 55	827,000	425	\$70,000 +	FT	22	5	University degree - 4YR
BIA 56	1,003,664	1,600	\$70,000 +	FT	2	3	University degree - 4YR
BIA 57	1,417,437	700	\$70,000 +	FT	2	4	College
BIA 58	1,905,238	1,500	\$70,000 +	FT	3	6	College
BIA 59	2,100,000	1,500	\$70,000 +	FT	4	4	Master's degree

2023 BIA Member Salary Survey

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

BIA <\$150,000	2022 Levy	Member Base	Salary	Position	Years Employed	Vacation	Education
BIA 3	36,045	111	Under \$25,000	PTC	1	2	University - 3YR (3 Years)
BIA 5	40,675	400	Under \$25,000	PT	0	0	University - 3YR (3 Years)
BIA 6	45,000	115	Under \$25,000	PT	1	0	College
BIA 7	50,000	65	\$60,000 to \$69,999	FT	3	3	University - 4YR (4 years)
BIA 8	56,000	150	Under \$25,000	PT	6.5	2	High School graduate
BIA 20	125,000	113	\$25,000 to \$29,999	PT	3	0	College

BIA \$150,000- \$299,999	2022 Levy	Member Base	Salary	Position	Years Employed	Vacation	Education
BIA 30	207,020	200	\$40,000 to \$49,999	FTC	4	0	University - 4YR (4 years)
BIA 32	215,000	217	\$35,000 to \$39,999	FT	4	3	Some Post Secondary
BIA 35	246,000	220	\$45,000 to \$49,999	FT	4	2	Master's degree
BIA 39	296,367	200	\$35,000 to \$39,999	FT	4	2	University + Post Grad
BIA 40	299,500	300	\$40,000 to \$49,999	FT	8	3	University - 3YR (3 Years)

BIA \$300,000- \$499,999	2022 Levy	Member Base	Salary	Position	Years Employed	Vacation	Education
BIA 43	384,431	700	\$40,000 to \$49,999	FT	1	3	University - 4YR (4 years)
BIA 45	406,000	230	\$45,000 to \$49,999	FT	2	3	University - 4YR (4 years)
BIA 48	440,500	287	\$45,000 to \$49,999	FT	3	4	University - 3YR (3 Years)
BIA 49	450,000	600	\$40,000 to \$49,999	FT	3	2	College

BIA \$500,000+	2022 Levy	Member Base	Salary	Position	Years Employed	Vacation	Education
BIA 51	595,000	450	\$60,000 to \$69,999	FT	4	3	University - 3YR (3 Years)
BIA 53	682,576	475	\$55,000 to \$59,999	FT	4	3	College
BIA 54	690,000	370	\$55,000 to \$59,999	FT	2	3	University + Post Grad
BIA 55	827,000	425	\$35,000 to \$39,999	PTC	4	2	College
BIA 56	1,003,664	1,600	\$65,000 to \$69,999	FT	1	3	University - 3YR (3 Years)
BIA 57	1,417,437	700	\$70,000+	FT	19	5	University - 4YR (4 years)
BIA 58	1,905,238	1,500	\$60,000 to \$69,999	FT	1	3	College
BIA 59	2,100,000	1,500	\$70,000+	FT	6	3	Master's degree

2023 BIA Member Salary Survey

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

BIA <\$150,000	2022 Levy	Member Base	Salary	Position	Years Employed	Vacation	Education
BIA 2	29,300	105	20,000	PTC	1	0	Some Post Secondary
BIA 3	36,045	111	14,000	PTC	1	2	Some Post Secondary
BIA 6	45,000	115	6,000	PT	1	0	College
BIA 7	50,000	65	63,000	FT	5	3	University - 4YR
BIA 12	89,000	250	3,000	PTC	3	0	College
BIA 20	125,000	113	6,000	PTC	0	0	College

BIA \$150,000- \$299,999	2022 Levy	Member Base	Salary	Position	Years Employed	Vacation	Education
BIA 23	157,507	265	40,000	FT	1	2	College
BIA 24	179,200	140	50,000	FT	4	2	Some Post Secondary
BIA 27	203,000	90	13,000	PTC	3	0	University - 4YR
BIA 28	203,476	150	18,720	PT	1	0	College
BIA 30	207,020	200	40,000	FTC	4	0	University - 4YR
BIA 32	215,000	217	9,600	PTC	1	0	College
BIA 34	225,000	70	12,000	PTC	3	0	Some Post Secondary
BIA 37	260,000	250	42,850	FT	3	2	University - 3YR (3 Years)
BIA 38	269,752	120	47,840	FT	4	2	College
BIA 39	296,367	200	38,199	FT	4	2	University + Post Grad
BIA 40	299,500	300	26,000	PT	2	2	Some Post Secondary

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

BIA \$500,000+	2022 Levy	Member Base	Salary	Position	Years Employed	Vacation	Education
BIA 51	595,000	450	6,000	PTC	1	0	University - 3YR (3 Years)
BIA 52	600,000	500	35,000	FTC	1	1	University - 3YR (3 Years)
BIA 54	690,000	370	54,000	FT	1	3	University + Post Grad
BIA 56	1,003,664	1600	36,000	PTC	2	0	University - 3YR (3 Years)
BIA 57	1,417,437	700	42,000	FT	2	2	College
BIA 58	1,905,238	1500	50,000	FTC	1	2	University - 3YR (3 Years)
BIA 59	2,100,000	1500	70,000	FT	1	3	University - 4YR

2023 BIA Member Salary Survey

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

BIA <\$150,000	2022 Levy	Member Base	Salary	Position	Years Employed	Vacation	Education
BIA 2	29,300	105	Under \$25,000	PTC	1	0	Some Post Secondary
BIA 4	40,000	100	Under \$25,000	PT	1	0	University - 4YR
BIA 5	40,675	400	\$30,000 to \$34,999	PT	25	4	College
BIA 6	45,000	115	Under \$25,000	PT	1	0	College
BIA 9	75,000	140	Under \$25,000	PTC	3	12	University + Post Grad
BIA 12	89,000	250	\$45,000 to \$45,999	FT	3	2	Some Graduate
BIA 16	106,000	250	Under \$25,000	PT	2	2	College
BIA 19	119,300	200	\$30,000 to \$34,999	PT	1	0	University - 4YR
BIA 20	125,000	113	\$25,000 to \$29,999	PT	3	0	College

BIA \$150,000- \$299,999	2022 Levy	Member Base	Salary	Position	Years Employed	Vacation	Education
BIA 23	157,507	265	\$30,000 to \$34,999	PT	1	2	High school graduate
BIA 26	185,400	185	Under \$25,000	PT	4	0	Some Post Secondary
BIA 27	203,000	90	\$30,000 to \$34,999	PT	5	3	College
BIA 30	207,020	200	\$40,000 to \$44,999	FTC	4	0	University - 4YR
BIA 31	213,473	115	\$55,000 to \$55,999	FT	1	2	University - 3YR
BIA 33	220,000	200	\$60,000 to \$64,999	FT	1	3	University + Post Grad
BIA 38	269,752	120	\$45,000 to \$45,999	FTC	4	2	Some Post Secondary
BIA 39	296,367	200	\$35,000 to \$39,999	FT	4	2	University + Post Grad
BIA 40	299,500	300	Under \$25,000	PT	18	3	Some Post Secondary

BIA \$300,000- \$499,999	2022 Levy	Member Base	Salary	Position	Years Employed	Vacation	Education
BIA 42	358,000	150	\$40,000 to \$44,999	FT	1	2	University - 3YR
BIA 43	384,431	700	Under \$25,000	PT	1	3	University - 4YR
BIA 46	419,000	351	Under \$25,000	PT	4	2	College
BIA 50	460,000	250	Under \$25,000	PT	3	2	College

BIA \$500,000+	2022 Levy	Member Base	Salary	Position	Years Employed	Vacation	Education
BIA 55	827,000	425	\$60,000 to \$64,999	FT	27	4	Some Post Secondary
BIA 56	1,003,664	1600	\$40,000 to \$44,999	FTC	1	2	University - 3YR
BIA 57	1,417,437	700	\$45,000 to \$45,999	FT	1	2	College
BIA 58	1,905,238	1500	\$70,000+	FT	15	5	University - 4YR
BIA 59	2,100,000	1500	\$60,000 to \$64,999	FT	2	3	University - 4YR

2023 BIA Member Salary Survey

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

BIA <\$150,000	2022 Levy	Member Base	Salary	Position	Years Employed	Vacation	Education
BIA 2	29,300	105	Under \$25,000	PTC	1	0	Some Post Secondary
BIA 6	45,000	115	Under \$25,000	PT	1	0	College
BIA 7	50,000	65	\$60,000 to \$64,999	FT	5	3	University - 3YR
BIA 14	100,000	200	Under \$25,000	PTC	3	0	University - 4YR

BIA \$150,000- \$299,999	2022 Levy	Member Base	Salary	Position	Years Employed	Vacation	Education
BIA 23	157,507	265	\$40,000 to \$44,999	PT	1	2	College
BIA 30	207,020	200	\$40,000 to \$44,999	FTC	4	0	University - 4YR
BIA 31	213,473	115	Under \$25,000	PT	1	2	Some Post Secondary
BIA 35	246,000	220	\$35,000 to \$39,999	PT	1	2	University - 4YR
BIA 38	269,752	120	\$45,000 to \$45,999	FT	4	2	College

BIA \$300,000- \$499,999	2022 Levy	Member Base	Salary	Position	Years Employed	Vacation	Education
BIA 41	334,000	400	\$55,000 to 59,999	FT	2	3	College
BIA 42	358,000	150	\$40,000 to \$44,999	FT	1	2	University - 3YR
BIA 45	406,000	230	\$45,000 to \$45,999	FT	3	3	College

BIA \$500,000+	2022 Levy	Member Base	Salary	Position	Years Employed	Vacation	Education
BIA 51	595,000	450	Under \$25,000	PTC	1	0	University - 3YR
BIA 53	682,576	475	\$55,000 to 59,999	FT	1	2	College
BIA 55	827,000	425	\$60,000 to \$64,999	FT	1	3	University - 4YR
BIA 56	1,003,664	1600	\$65,000 to \$69,999	FTC	1	3	University - 3YR
BIA 57	1,417,437	700	\$50,000 to \$54,999	FT	2	3	University - 4YR