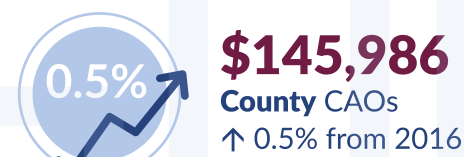


2017 CAO SALARY & COMPENSATION SURVEY

Examines status of 2017 compensation for municipal and county chief administrative officers, including annual base salary, other benefits, and compensation decision making.

Median Annual Base Salary

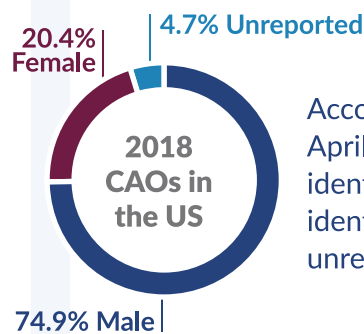


Male CAOs | \$136,309



Female CAOs | \$133,438

Gender pay gap among CAOs is **2.1%**; on average, female CAOs were paid **97.9 cents** for every dollar earned by male CAOs in 2017.

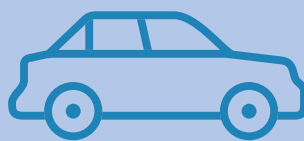


According to ICMA database records as of April 2018, **74.9%** of CAOs in the US are identified as male and **20.4%** of CAOs are identified as female (**4.7%** of records are unreported).

Benefits most often calculated uniquely for CAOs



80.3%
Relocation benefits



69.0%
Car allowance

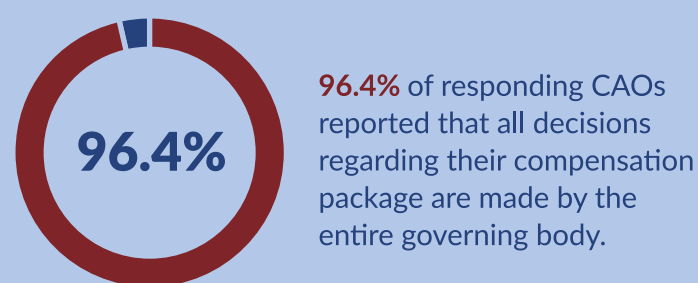


53.3%
Housing allowance

Retirement Benefits Received

	2016	2017
Defined benefit retirement/pension benefits	79.4%	80.5%
457 Employer retirement contribution	52.8%	50.6%
401(a) or 401(k) Defined contribution employer retirement benefit	42.0%	40.5%

Compensation Decision Making and Transparency



Nearly **9 out of 10** responding CAOs (**89.4%**) have an employment agreement or contract, and are also eligible for severance pay (**89.2%**).



57.4%

57.4% of responding CAOs have evergreen employment agreements and about **1/4** have their agreement posted on their local government's website.



57.3%

Compensation transparency is on the rise. More than half (**57.3%**) of respondents' base salary information is publicly accessible on their local government's website, which is an increase from the 2016 level of **49.7%**.