

2022 Public Procurement Compensation & Retention Benchmark Study

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Produced for:



Produced by:

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EXECUTIVE SUMMARY

The National Institute of Governmental Purchasing (NIGP) is pleased to offer its tenth biennial Compensation Survey Report on positions within public sector procurement. The primary goal of this biennial study is to provide comparative compensation information to assist in classifying public procurement positions and determining appropriate salary ranges. This year's report also includes a supplement on retention and turnover rates.

NIGP issued its first Compensation Survey Report in 2003 in collaboration with Dr. Mohamad G. Alkadry, currently of the University of Connecticut's School of Public Policy. The first study was conducted in January 2003, and was repeated in the first quarter of 2005, the first quarter of 2007, the first quarter of 2009, 2011, the first of quarter of 2016, the first quarter of 2018 and the first quarter of 2020. The current report, authored by Dr. Mohamad Alkadry, covers the 2022 study and reports key data from the previous seven studies. Each of the studies covered two years of data as respondents were asked to report their current year salary (as of the previous December) as well as their previous year's salary. Therefore, for the first time, this report includes a 20-year salary trend for procurement professionals starting with 2001 through 2021 (based on 2021 W2 reported income). No data was collected between 2011 and 2015. Although the current data was collected in 2022, it reports income from 2021, which is the most current full-year of income. In other words, the 2021 income data is the most current data in 2022 because of how income reporting works.

In previous years, NIGP issued two survey instruments to its members in conducting this study. First, an Agency Survey that asked agency representatives to complete information on the number of people in each described position within their organizations, and salary information for each position for the current and previous year. The results provided salary information for eleven (11) procurement positions; four (4) positions related to stores, warehouse, and assets; and two (2) support positions. For each of the positions, this report summarizes the information by entity type, region, and annual procurement volume.

Second, NIGP issued a survey to all individuals receiving member benefits, which asked about their salary and various things that affect their salary including certification, education, benefits, and bonuses. The individual survey data allows NIGP to report average and median salaries summarized by level of government, highest education completed, field of education, number of certifications, gender, and race. The individual survey provides information for the same seventeen (17) positions. While for some positions, not enough people responded to allow for valid analysis, for most of the 17 positions, further breakdowns of salary data is provided for key variables that could affect how much an individual earns: entity type, education level, education field, and number of certifications. Finally, breakdowns by gender, race, and presence of a collective bargaining unit are provided for informational purposes only.

In 2020 and 2022 the two surveys were merged and the team only conducted one survey to cover both individual data and agency-level data.

The survey was distributed to about 11,000 NIGP professionals, and almost 2,500 procurement professionals responded.

The responses cover small to large agencies at the federal, state, and local levels of government.

Figure 1a. Reporting Agencies by Region

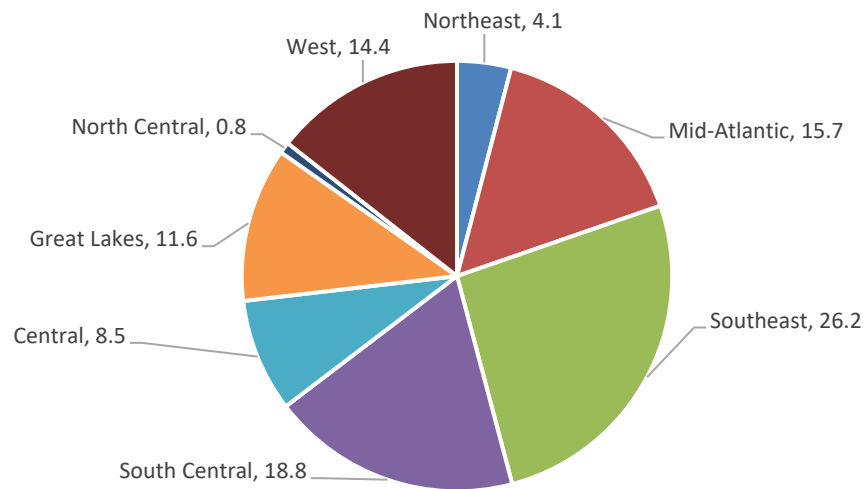


Figure 1b. Reporting Agencies by Type

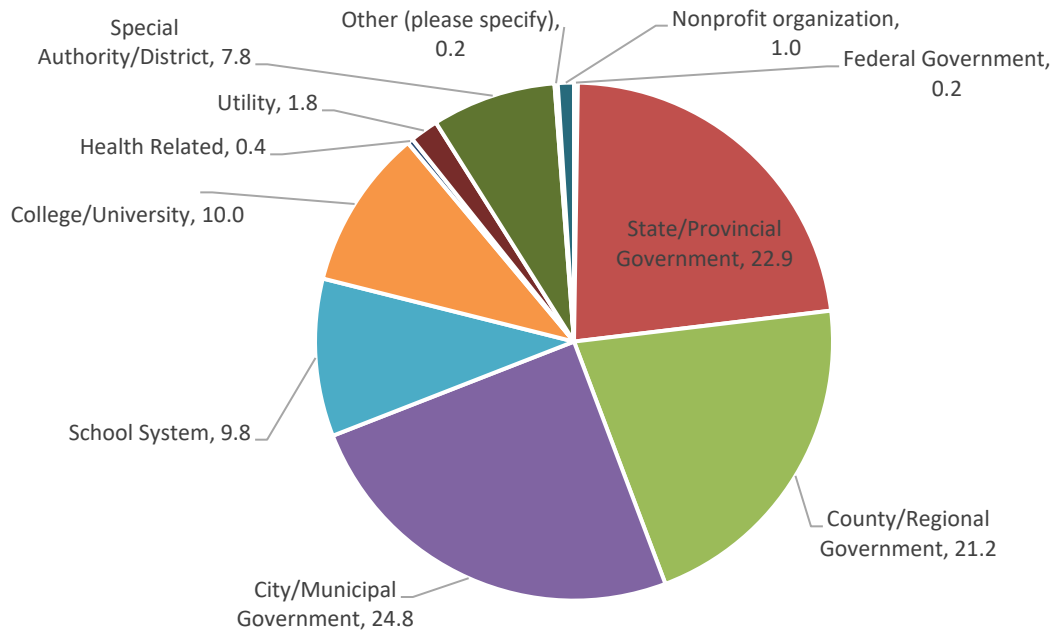
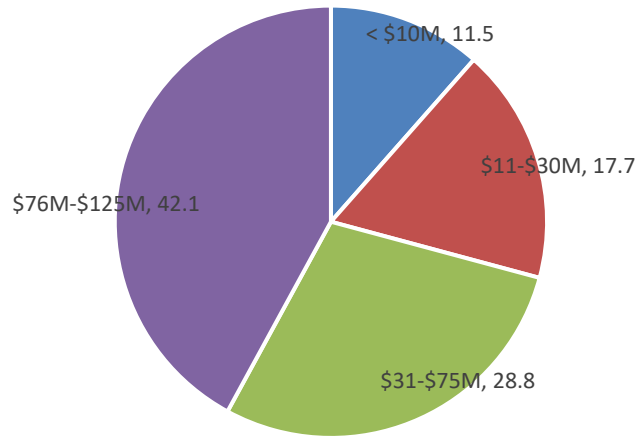


Figure 1c. Reporting Agencies by Annual Procurement Volume



Salaries Are Rising

Agencies reported that average salaries are rising. On average, between 2001 and 2022, all of the seventeen surveyed positions showed a cumulative increase in salaries ranging from 19% to 78%. By comparison, the federal average wage index and the Bureau of Labor Statistics' average hourly earnings show salary growth across all sectors at 188% and 178% during the same period. Buyers saw a rise of 52%, while senior buyers witnessed an increase of 54% over the same period. All manager categories witnessed a rise in salaries of over 50%. All director categories witnessed a rise in salaries of over 60%. Assistant buyers saw the largest rise in salaries at 78% between 2001 and 2022.

Titles for similar public procurement positions vary across the United States. This study uses a designated set of titles and descriptions, as shown in Exhibit A, to define the position regardless of the actual title used in each agency.

Figure 2. Salary Trend for Director Ranks

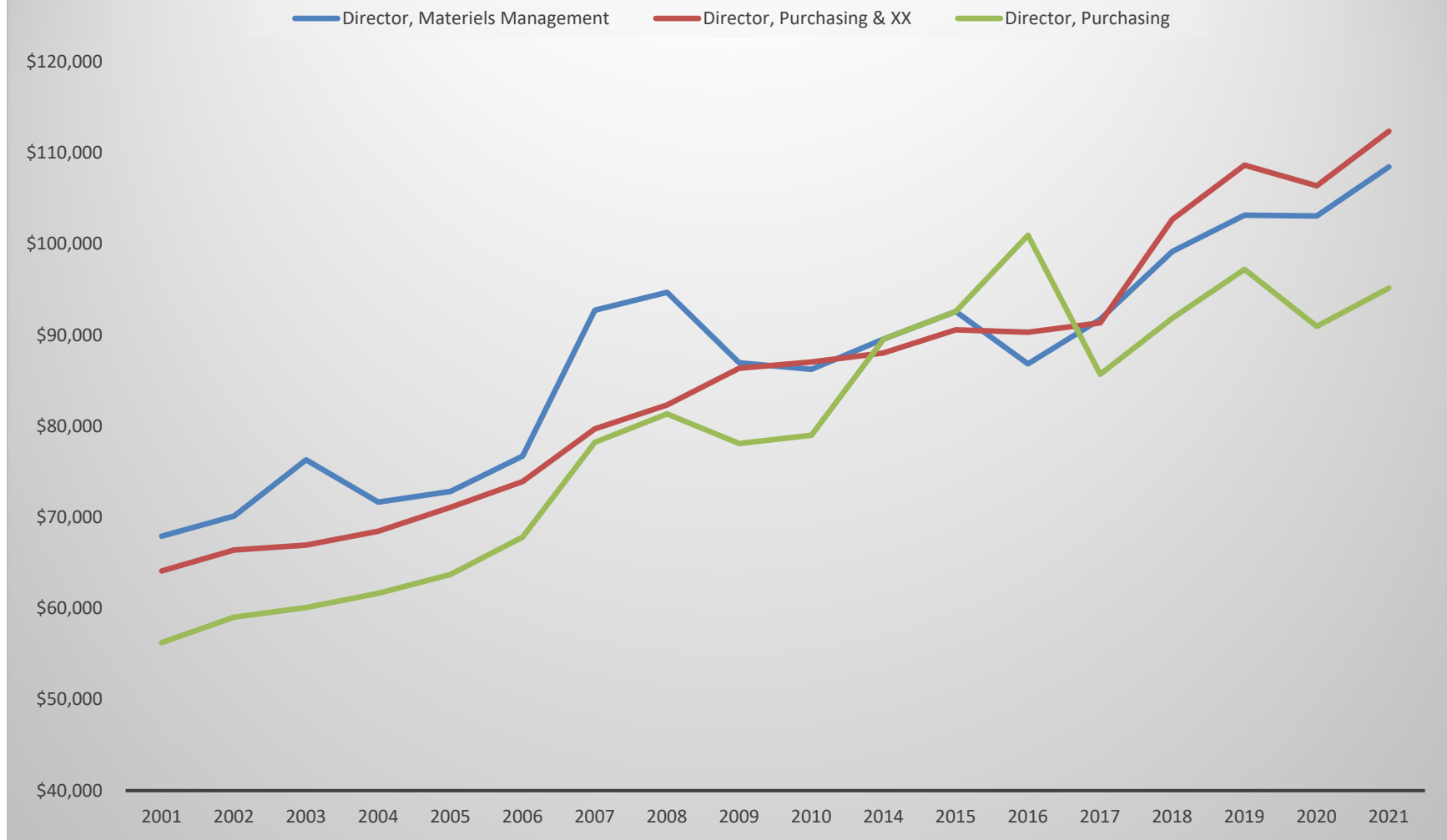


Figure 2a. Salary Trend for Manager Ranks

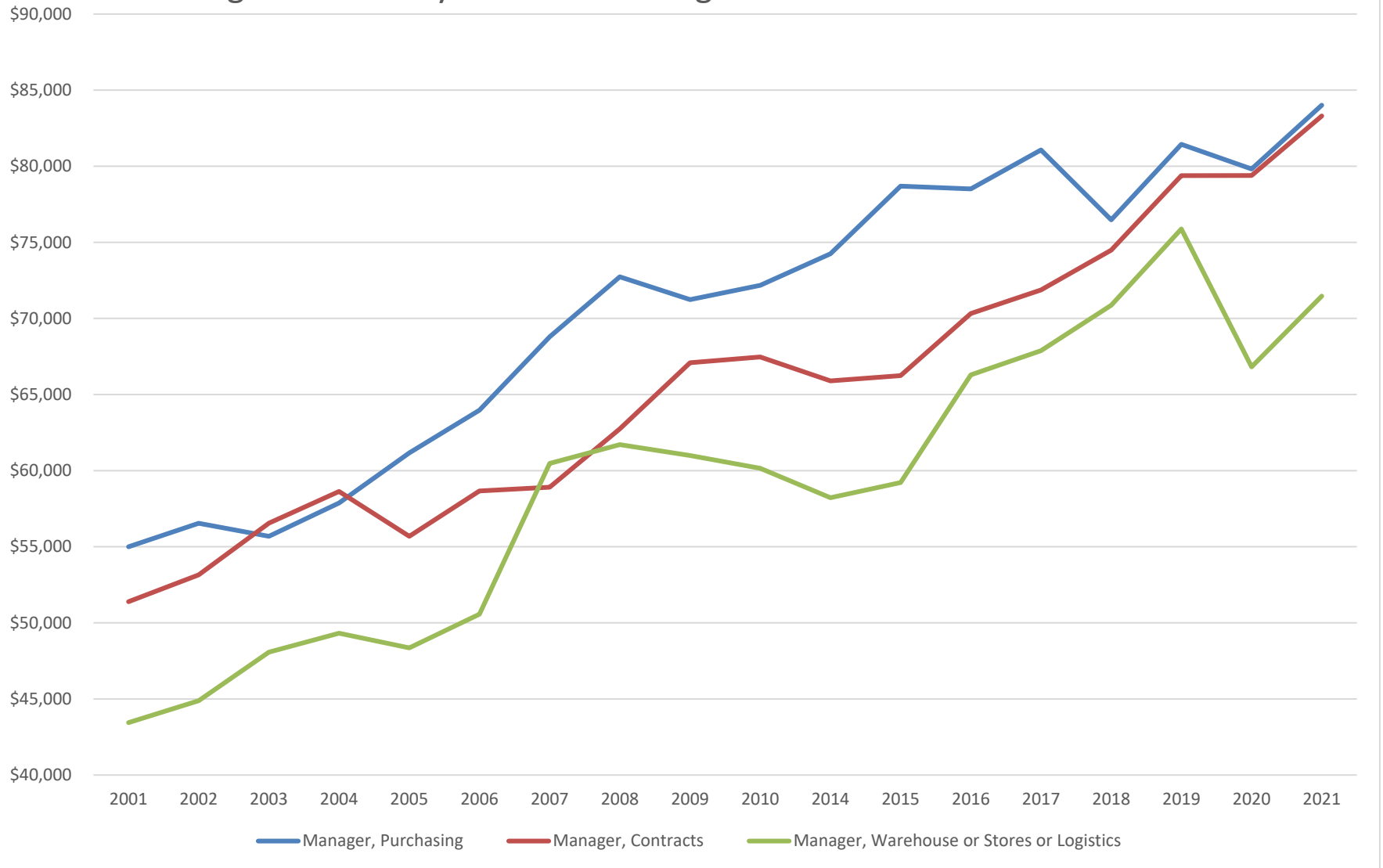
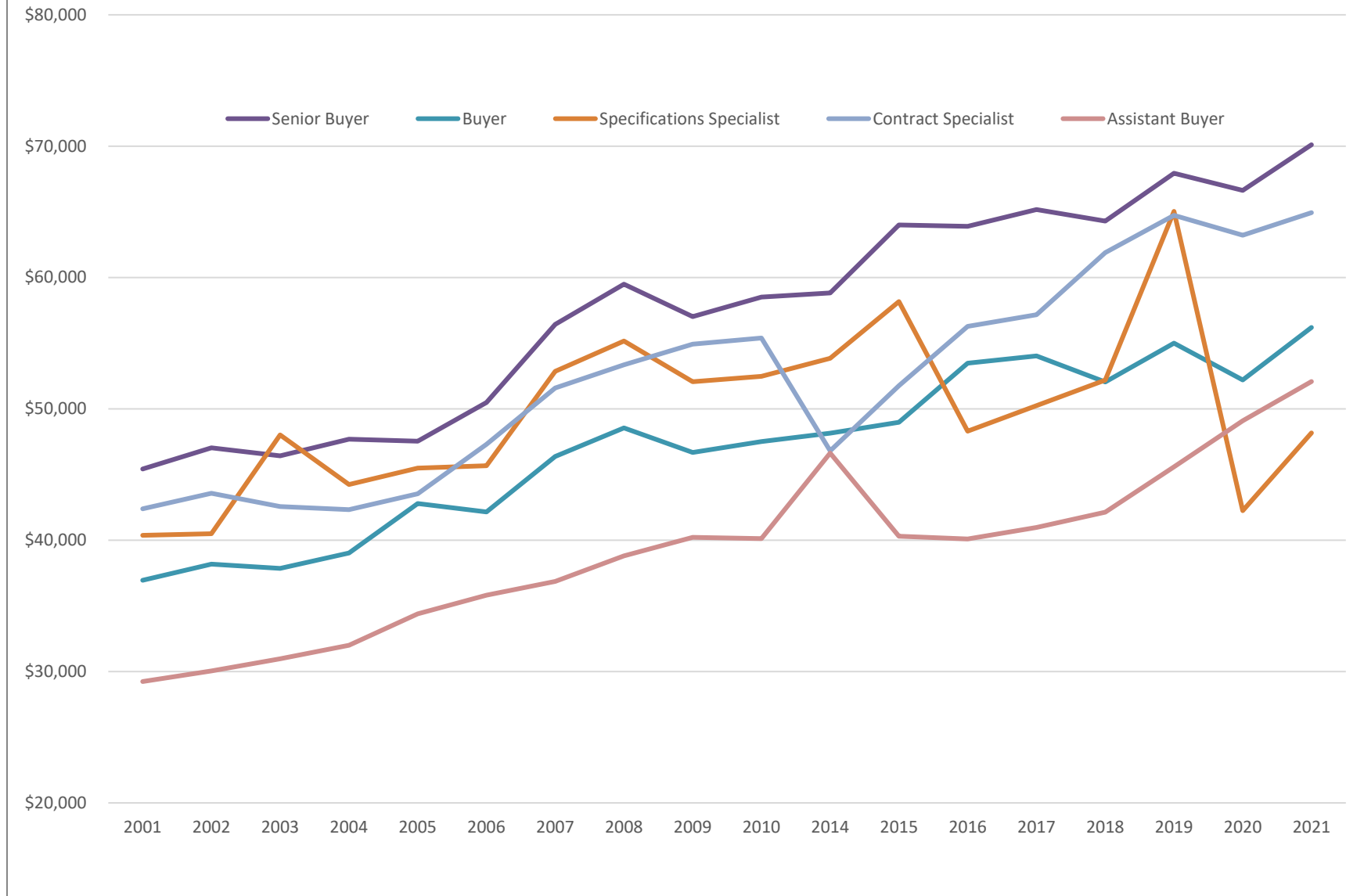


Figure 2b. Salary Trend for Professional Ranks



Certification Requirements

Of the 2,465 people who reported their positions, 59% reported that they held procurement-specific certification. That rate varies, but most managers and directors had a higher percentage. About 74-78% of directors hold procurement-related certifications, and 56-67% of managers, 60% of senior buyers, and 41% of buyers hold procurement-related certification. 57% of contract specialists hold procurement-related certification.

Table 1. Certification Status of Current Procurement Professionals

	Hold Certifications	Did not Report Certifications	Total
Director, Materials	22%	78%	23
Director, Purchasing and XX	23%	77%	178
Director, Purchasing	26%	74%	252
Manager, Purchasing	33%	67%	509
Manager, Contracts	32%	68%	119
Manager, Warehouse or Stores or Logistics	44%	56%	25
Senior Buyer/Contracting Officer	40%	60%	491
Buyer	59%	41%	549
Specifications specialist	71%	29%	17
Contract specialist	43%	57%	226
Assistant buyer	54%	46%	26
Fixed Assets Technician	100%	0%	2
Expediter	60%	40%	5
Administrative Assistant	68%	32%	28
Other (please specify)	40%	60%	15
Total	41%	59%	2,465

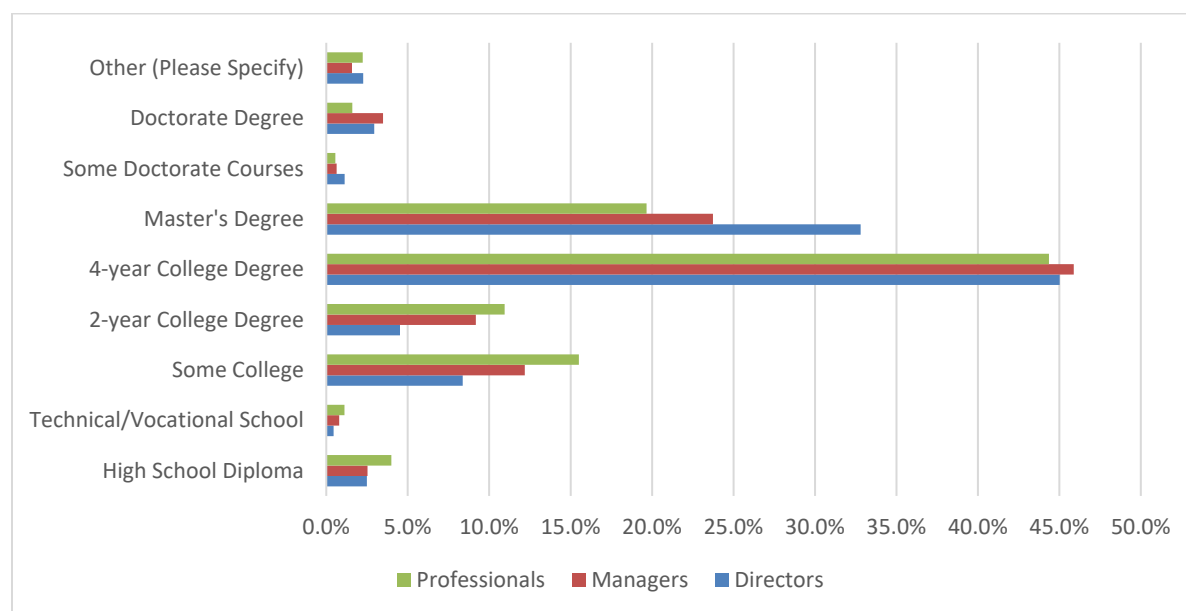
Education Levels & Fields

Education appears to play a major factor in public procurement as well. We looked at the educational attainment of directors, managers, and professionals (including buyers, senior buyers, and contract specialists). Overall, over 70% of respondents have a four-year or higher degree (84.1% of directors, 75% of managers, and 70% of professionals), and 36% of directors, 28% of managers, and 22% of professionals of respondents hold a master's degree or higher. As can be expected, degrees are most common for managers and directors, and it becomes more critical as professionals become managers or directors.

Table 2. Educational Attainment of Public Procurement Professionals

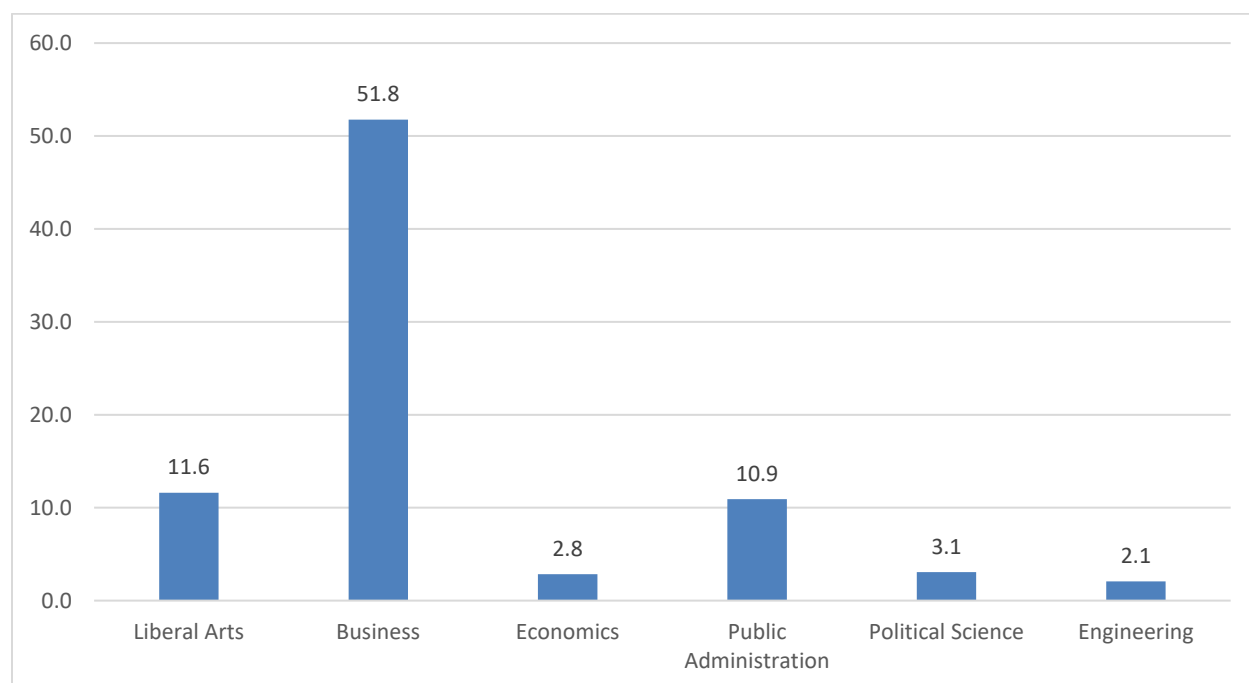
	Directors	Managers	Professionals
High School Diploma	2.5%	2.5%	4.0%
Technical/Vocational School	0.5%	0.8%	1.1%
Some College	8.4%	12.2%	15.5%
2-year College Degree	4.5%	9.2%	11.0%
4-year College Degree	45.0%	45.9%	44.4%
Master's Degree	32.8%	23.7%	19.7%
Some Doctorate Courses	1.1%	0.6%	0.6%
Doctorate Degree	2.9%	3.5%	1.6%
Other (Please Specify)	2.3%	1.6%	2.2%
Total	442	632	1,251

Figure 3. Educational Attainment of Public Procurement Professionals (%)



The most common field of education reported is business, with 52% of respondents reporting having a business degree.

Figure 4. Fields of Education of Public Procurement Professionals (%)



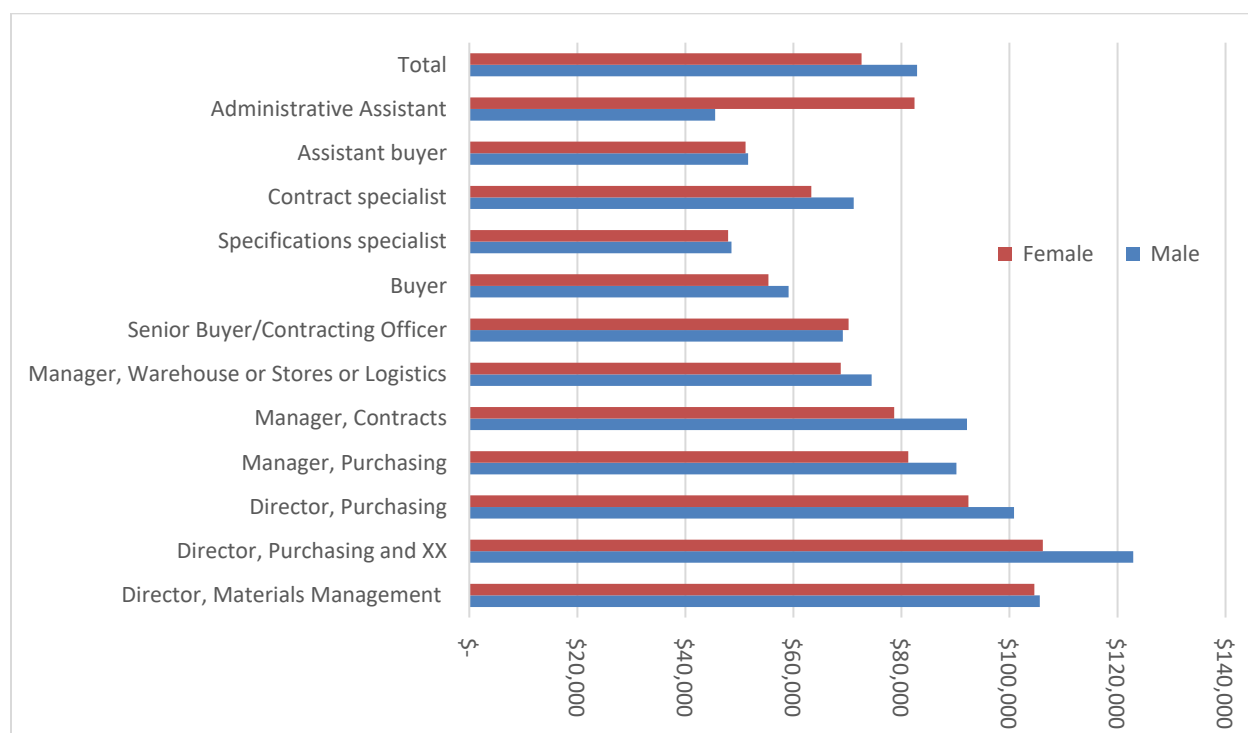
Gender & Salary

On average, among all respondents, women earn \$10,280, or 12%, less than what men earn. This percentage has been consistent in prior salary studies. For example, in the 2018 survey, women earned 86% of what men earned. However, the picture is different for professionals and leaders serving in similar roles. Female senior buyers seemed to earn about \$1,000 more than men. Female buyers earn \$3,722 less than their male counterparts, while female contract specialists earn close to \$8,000 less than their male counterparts. While women always earned less on average than men, the greatest salary discrepancies are noted for directors, where differences were as high as 15%, especially for directors of purchasing and XX and contracts managers.

Table 3. Male vs. Female Earnings

	Average Male Salary	Average Female Salary	Male-Female	Female/Male
Director, Materials	\$105,613	\$ 104,608	\$ 1,005	99%
Director, Purchasing	\$122,913	\$ 106,190	\$16,723	86%
Director, Purchasing	\$100,836	\$ 92,390	\$ 8,446	92%
Manager, Purchasing	\$ 90,188	\$ 81,262	\$ 8,927	90%
Manager, Contracts	\$ 92,126	\$ 78,659	\$13,466	85%
Manager, Warehouse	\$ 74,486	\$ 68,757	\$ 5,729	92%
Senior Buyer	\$ 69,163	\$ 70,203	\$ (1,041)	102%
Contract specialist	\$ 59,111	\$ 55,389	\$ 3,722	94%
Assistant buyer	\$ 71,178	\$ 63,311	\$ 7,867	89%
Other (please	\$ 51,617	\$ 51,139	<\$1,000	99%
Total	\$119,041	\$ 78,978	\$40,062	66%
	\$ 82,903	\$ 72,624	\$10,280	88%

Figure 5. Gender Differences in Salaries



Employer-Provided Benefits

Employer-provided benefits—including retirement programs, health, dental, life, and disability insurance—are common for public procurement jobs. Ninety-eight percent of all respondents participated in an employer-sponsored retirement program, 98% had health insurance, 95% had dental insurance, and 86% had disability insurance.

Race/Ethnicity

Of the 2,344 respondents answering this question, 72.7% of respondents were White (compared to 75% 2 years ago), 16.6% were Black, and 10.7% were Hispanic (compared to 11% 2 years ago).

Willingness to Relocate

Respondents were asked about their willingness to relocate to a different geographic location if offered more pay for a similar job. Forty-two percent (1,034) of the 2,462 respondents were willing to relocate, while 58% (1,428) were not.

Intent to Change Jobs in the Next Year by Position and Future Job

In this year's study, the respondents overall indicated a lower intent to retire than 2018. However, the intent to retire varied across different positions. Directors were more likely to retire in 2022 than they were in 2018. In 2022, 9.8% of directors indicated an intent to retire, while in 2018, only 7.7% of directors indicated so.

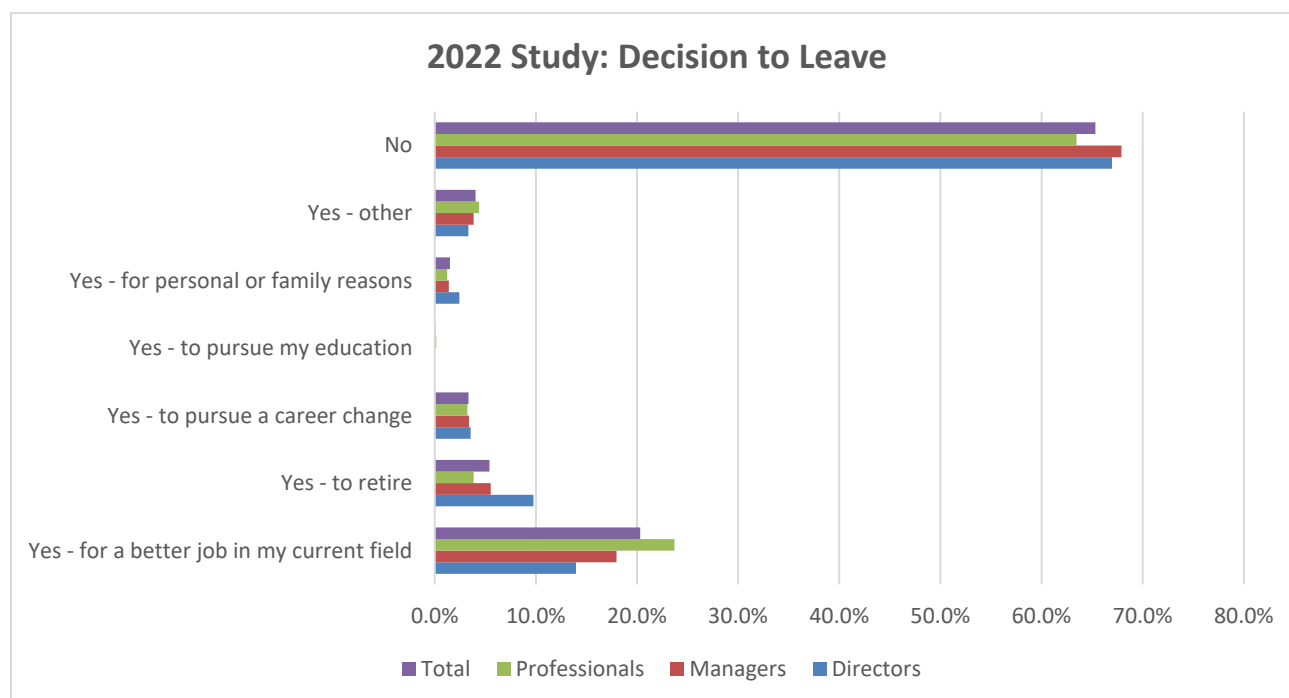
However, managers were less likely to retire in 2022 (5.5%) than they were in 2018 (8.3%), and procurement professionals were also less likely to retire in 2022 (3.8%) compared to 2018 (6.7%).

Respondents were asked if during the next 12 months they would consider staying in their current job, finding a new job in their current field, retiring, or leaving for other reasons, including family concerns, pursuit of a career change, or to further their education. At the director level, 67% did not intend to leave their job, 14% wanted a new position, and 10% wanted to retire. Managers were more likely to want to leave their positions, with 68% wanting to stay in their current positions, 18% wanting to look for new jobs, and 5.5% considering retirement. Finally, procurement officers were the most likely to look for a new position, with 66% staying in their current jobs, 20% seeking new positions, and 5.4% planning to retire.

Table 4. Intent to Change Positions – the Decision to Leave

	Yes - for a better job in my current field	Yes - to retire	Yes - to pursue a career change	Yes - to pursue my education	Yes - for personal or family reasons	Yes - other	No	Total
Directors	14.0%	9.8%	3.5%	0.0%	2.4%	3.3%	67.0%	451
Managers	18.0%	5.5%	3.4%	0.0%	1.4%	3.8%	67.9%	651
Professionals	23.7%	3.8%	3.2%	0.2%	1.2%	4.4%	63.5%	1,300
Total	20.3%	5.4%	3.3%	0.1%	1.5%	4.0%	65.3%	2,402

Figure 6. Decision to Leave



Position Descriptions: Directors, Managers and Supervisors

Director, Materials Management: Responsible for directing all activities of the purchasing department as well as warehousing, stores, or logistics activities and facilities to include direct and indirect supervision of all employees within these various functions.

Director, Purchasing and (XX): Responsible for directing all activities of the purchasing department to include direct and indirect supervision of all employees within the purchasing department as well as other related department or function of the entity other than warehousing or stores. Examples include Print Shop, Mail Room, and Insurance/Risk Management.

Director, Purchasing (interchangeable with Purchasing Agent or Chief Purchasing Officer): Responsible for directing all activities of the purchasing department to include direct and indirect supervision of all employees within the purchasing department.

Manager, Purchasing (interchangeable with Supervisor or Administrator): Responsible for managing a specific function or division within the purchasing department to include the supervision of employees within that function or division. (Note: use the “Director, Purchasing class” if this title manages all activities of the purchasing department rather than a specific section or division of purchasing)

Manager, Contracts (interchangeable with Supervisor or Administrator): Responsible for managing or administering contracts to include monitoring performance, negotiating or modifying terms, and determining contract compliance and defaults.

Manager, Warehouse or Stores or Logistics (interchangeable with Supervisor or Administrator): Responsible for managing a specific function or division within a warehouse, stores or logistics function to include the supervision of employees within a warehouse, stores or logistics function.

Buying and Contracting Classifications

Senior Buyer/Contracting Officer: Responsible for determining how customer requests for non-standard or complex purchases should be processed; develops, issues, evaluates and recommends award of complex and non-standard procurements on behalf of the entity; may supervise or lead buyers within a specific function, section or division.

Buyer: Responsible for determining how customer requests for standard purchases of goods and services should be processed; develops issues, evaluates and recommends award of competitive bids and proposals on behalf of the entity.

Specifications Specialist (interchangeable with Specifications Analyst, Technician or Writer): Responsible for developing detailed, technical specifications for specific groups of procurements.

Contract Specialist: Responsible for some facets of managing or administering contracts to include monitoring performance, negotiating or modifying terms, and determining contract compliance and defaults.

Assistant Buyer (interchangeable with Purchasing Clerk): Responsible for assisting a buyer(s) or senior buyer(s) in developing, issuing, and evaluating purchases on behalf of the entity; has limited or no authority to issue purchase orders or contracts.

Warehousing/Asset Classifications

Stores Technician: Responsible for monitoring stock levels of items maintained in stores and warehouses; may process orders to replenish stock; may issue stock based on customer requests.

Receiving Technician: Responsible for receiving, inspecting, testing, and accepting shipments of goods and equipment on behalf of an entity; may issue claims or damages or losses.

Delivery Technician: Responsible for delivering shipments from a centralized location (warehouse or stores) to locations throughout the entity; may be responsible for preparing shipments to include orders for stock items.

Fixed Assets Technician: Responsible for identifying, tracking, storing, and disposing of fixed assets and equipment of the entity as determined by regulations.

Support Classifications

Expediter: Responsible for expediting the delivery of goods in accordance with an order or contract; follows-up on delinquent orders; may coordinate changes to orders and/or damages/losses on behalf of a buyer or senior buyer.

Administrative Assistant (interchangeable with Secretary, Receptionist, or Program Assistant): Responsible for the administrative and clerical functions of the purchasing entity to include scheduling of meetings and conferences, coordinating communications efforts, etc.

CHAPTER I. A GUIDE FOR USERS

We encourage users to use multiple points of data in this report to create a benchmark for their own salary..

Using Main Factors

Procurement data are summarized using three major factors:

- Entity Type
- Geographic Region
- Procurement Volume

In analyzing a position, one or more of these factors may be used.

To use only one of these factors, for example, Entity Type, in looking at a Buyer position in a city, refer to the “Buyer” Survey Results table provided on the next page as Sample Table i to see:

- The number of responses for Cities - 148
- The average salary in 2021 for a Buyer in those cities - \$55,299

Table i. Survey Summaries for Buyers

	2022 N	2021	2020	2019	2018	2017	2016	2015	2014	2010	2009	2008	2007	2006	2005	2004	2003	2002	2001
All	544	\$56,196	\$52,196	\$55,000	\$52,044	\$54,027	\$53,480	\$48,975	\$48,150	\$47,513	\$46,680	\$48,546	\$46,372	\$42,155	\$42,790	\$39,027	\$37,856	\$38,173	\$36,949
<u>Entity</u>																			
Federal	1	\$75,436	\$68,459	\$56,211	\$32,677			\$68,000	\$65,000	\$51,613	\$48,224								
State	115	\$54,683	\$49,415	\$53,535	\$51,110	\$48,771	\$46,702	\$45,709	\$42,303	\$49,281	\$48,256	\$48,009	\$47,473	\$37,291	\$37,834	\$35,178	\$34,140	\$34,685	\$34,129
County	117	\$57,274	\$53,900	\$56,652	\$52,857	\$56,722	\$52,776	\$48,114	\$49,162	\$47,962	\$46,066	\$48,017	\$45,442	\$42,208	\$39,992	\$38,175	\$36,904	\$35,295	\$33,796
City	148	\$55,299	\$51,836	\$54,949	\$51,353	\$53,388	\$54,047	\$49,895	\$49,987	\$47,296	\$46,598	\$47,041	\$44,523	\$44,489	\$42,455	\$40,106	\$38,909	\$40,880	\$38,945
School	64	\$59,068	\$53,669	\$54,405	\$51,610	\$50,570	\$56,846	\$49,218	\$45,861	\$47,815	\$47,965	\$50,941	\$48,801	\$43,828	\$56,860	\$42,251	\$40,970	\$39,505	\$38,266
Higher Ed.	48	\$48,288	\$49,267	\$47,722	\$46,494	\$47,483	\$46,579	\$47,617	\$47,419	\$45,973	\$45,835	\$41,158	\$37,744	\$35,493	\$36,302	\$35,193	\$33,392	\$34,253	\$34,139
Health	2	\$65,407	\$59,303	\$49,823	\$45,475	\$74,000	\$72,000			\$50,471				\$27,000	\$30,000				
Utility	10	\$61,184	\$58,393	\$66,902	\$63,412			\$56,177	\$61,000	\$45,131	\$45,131	\$50,500	\$50,320	\$35,322	\$31,611	\$38,425	\$41,667	\$39,438	\$38,109
Sp. Auth.	32	\$64,713	\$56,819	\$66,338	\$63,393	\$60,504	\$65,883	\$48,610	\$44,588	\$46,601	\$45,994	\$57,167	\$54,671	\$49,347	\$45,781	\$46,005	\$42,869	\$44,230	\$43,877
Nonprofit	7	\$58,492	\$48,152	\$50,485	\$57,759														
<u>Region</u>																			
Northeast	17	\$61,534	\$63,227	\$66,813	\$64,472	\$59,257	\$58,751	\$58,000	\$56,000	\$49,816	\$50,253	\$53,045	\$48,682	\$49,486	\$49,706	\$45,145	\$43,763	\$43,470	\$41,184
Mid-Atlantic	74	\$60,178	\$55,098	\$56,782	\$55,288	\$56,238	\$53,867	\$51,590	\$46,620	\$49,451	\$49,476	\$48,781	\$46,247	\$44,534	\$43,678	\$38,904	\$37,467	\$38,821	\$37,198
Southeast	161	\$50,944	\$47,155	\$50,393	\$46,529	\$46,789	\$45,429	\$45,644	\$44,057	\$42,867	\$40,992	\$47,330	\$44,737	\$39,167	\$37,072	\$35,663	\$34,523	\$32,831	\$32,172
South Central	89	\$49,309	\$45,679	\$49,480	\$45,166	\$45,518	\$48,450	\$47,347	\$45,328	\$40,712	\$39,658	\$42,911	\$41,359	\$36,481	\$36,094	\$36,081	\$34,433	\$33,576	\$32,560
Central	49	\$57,684	\$52,661	\$51,179	\$47,902	\$55,634	\$51,317	\$51,487	\$50,992	\$45,142	\$44,906	\$45,943	\$44,913	\$40,934	\$58,656	\$38,803	\$38,535	\$40,338	\$37,454
Great Lakes	72	\$59,761	\$56,127	\$60,654	\$59,232	\$50,193	\$51,813	\$45,317	\$49,386	\$46,804	\$45,633	\$49,102	\$46,860	\$42,823	\$43,739	\$42,721	\$40,973	\$41,294	\$40,293
North Central	5	\$49,970	\$66,834	\$47,212	\$43,927	\$48,976	\$46,971	\$35,957	\$34,864	\$35,097	\$35,097	\$49,000	\$49,000	\$40,999	\$37,041	\$31,000	\$29,500	\$32,363	\$31,613
West	77	\$66,253	\$60,461	\$66,547	\$63,954	\$69,046	\$72,007	\$59,475	\$58,928	\$57,027	\$56,945	\$58,300	\$55,539	\$49,171	\$47,555	\$45,803	\$45,203	\$46,569	\$45,382
Canada						\$66,701	\$65,255	\$72,748	\$68,467	\$56,373	\$56,158	\$51,561	\$50,466	\$52,617	\$50,577	\$42,845	\$43,645	\$41,792	\$40,460
<u>Procur. Vol.</u>																			
\$1-\$10M	44	\$53,071	\$47,886	\$50,976	\$47,729	\$50,348	\$44,394	\$45,786	\$45,365	\$44,510	\$43,378	\$45,778	\$42,837	\$38,525	\$37,510	\$35,292	\$33,314	\$36,219	\$35,369
\$11-\$30M	84	\$56,212	\$51,220	\$55,176	\$52,984	\$51,089	\$48,668	\$42,699	\$44,313	\$45,676	\$44,900	\$45,618	\$43,465	\$40,690	\$40,138	\$36,485	\$36,077	\$36,612	\$34,802
\$31-\$75M	140	\$52,680	\$50,957	\$60,452	\$58,817	\$50,533	\$54,923	\$50,963	\$51,963	\$46,650	\$46,043	\$46,879	\$46,477	\$39,731	\$38,673	\$40,426	\$38,432	\$37,380	\$35,834
\$76-\$125M	165	\$60,820	\$56,529	\$56,888	\$54,234	\$65,863	\$62,311	\$48,196	\$46,949	\$48,129	\$47,866	\$53,160	\$51,227	\$47,249	\$45,395	\$42,123	\$42,174	\$43,257	\$42,496
>\$125M				\$60,659	\$57,494	\$57,176	\$56,525	\$54,858	\$52,002	\$51,192	\$50,287	\$51,579	\$49,411	\$47,160	\$56,837	\$43,397	\$42,816	\$42,306	\$41,603

Using Multiple Factors

To use multiple factors, identify the relevant data for each factor and calculate the average.

As an example, in looking at a Buyer position with a city in Missouri with annual procurement volume of \$5 million, refer to the “**Buyer**” **Survey Results** Sample Table ii provided on the following page and find the desired factors. As shown in the following chart, Missouri falls in the Central Geographic Region:

Northeast: CT, MA, ME, NH, RI, NY, VT
Mid-Atlantic: DC, DE, MD, NJ, PA, VA, WV
Southeast: AL, FL, GA, MS, NC, SC, TN
South Central: AR, AZ, LA, NM, OK, TX
Central: CO, IA, KS, **MO**, NE, UT
Great Lakes: IL, IN, KY, MI, MN, OH, WI
North Central: ID, MT, ND, SD, WY
West: AK, CA, HI, NV, OR, WA
Canadian Provinces

Once all agency factors have been identified, the average is calculated. As shown below, in this example, the average 2021 salary for a buyer in a city with an annual procurement volume of \$5 million is \$55,348.

	2022 N	2021 Average
City	210	\$55,289
Central	93	\$57,684
\$1 - \$10 M	243	\$53,071
AVERAGE		\$55,348

Table ii. “Buyer” Survey Summaries – Multiple Factors Used to Get Average

	2022 N	2021	2020	2019	2018	2017	2016	2015	2014	2010	2009	2008	2007	2006	2005	2004	2003	2002	2001
All	544	\$56,196	\$52,196	\$55,000	\$52,044	\$54,027	\$53,480	\$48,975	\$48,150	\$47,513	\$46,680	\$48,546	\$46,372	\$42,155	\$42,790	\$39,027	\$37,856	\$38,173	\$36,949
Entity																			
Federal	1	\$75,436	\$68,459	\$56,211	\$32,677			\$68,000	\$65,000	\$51,613	\$48,224								
State	115	\$54,683	\$49,415	\$53,535	\$51,110	\$48,771	\$46,702	\$45,709	\$42,303	\$49,281	\$48,256	\$48,009	\$47,473	\$37,291	\$37,834	\$35,178	\$34,140	\$34,685	\$34,129
County	117	\$57,274	\$53,900	\$56,652	\$52,857	\$56,722	\$52,776	\$48,114	\$49,162	\$47,962	\$46,066	\$48,017	\$45,442	\$42,208	\$39,992	\$38,175	\$36,904	\$35,295	\$33,796
City	148	\$55,299	\$51,836	\$54,949	\$51,353	\$53,388	\$54,047	\$49,895	\$49,987	\$47,296	\$46,598	\$47,041	\$44,523	\$44,489	\$42,455	\$40,106	\$38,909	\$40,880	\$38,945
School	64	\$59,068	\$53,669	\$54,405	\$51,610	\$50,570	\$56,846	\$49,218	\$45,861	\$47,815	\$47,965	\$50,941	\$48,801	\$43,828	\$56,860	\$42,251	\$40,970	\$39,505	\$38,266
Higher Ed.	48	\$48,288	\$49,267	\$47,722	\$46,494	\$47,483	\$46,579	\$47,617	\$47,419	\$45,973	\$45,835	\$41,158	\$37,744	\$35,493	\$36,302	\$35,193	\$33,392	\$34,253	\$34,139
Health	2	\$65,407	\$59,303	\$49,823	\$45,475	\$74,000	\$72,000			\$50,471				\$27,000	\$30,000				
Utility	10	\$61,184	\$58,393	\$66,902	\$63,412			\$56,177	\$61,000	\$45,131	\$45,131	\$50,500	\$50,320	\$35,322	\$31,611	\$38,425	\$41,667	\$39,438	\$38,109
Sp. Auth.	32	\$64,713	\$56,819	\$66,338	\$63,393	\$60,504	\$65,883	\$48,610	\$44,588	\$46,601	\$45,994	\$57,167	\$54,671	\$49,347	\$45,781	\$46,005	\$42,869	\$44,230	\$43,877
Nonprofit	7	\$58,492	\$48,152	\$50,485	\$57,759														
Region																			
Northeast	17	\$61,534	\$63,227	\$66,813	\$64,472	\$59,257	\$58,751	\$58,000	\$56,000	\$49,816	\$50,253	\$53,045	\$48,682	\$49,486	\$49,706	\$45,145	\$43,763	\$43,470	\$41,184
Mid-Atlantic	74	\$60,178	\$55,098	\$56,782	\$55,288	\$56,238	\$53,867	\$51,590	\$46,620	\$49,451	\$49,476	\$48,781	\$46,247	\$44,534	\$43,678	\$38,904	\$37,467	\$38,821	\$37,198
Southeast	161	\$50,944	\$47,155	\$50,393	\$46,529	\$46,789	\$45,429	\$45,644	\$44,057	\$42,867	\$40,992	\$47,330	\$44,737	\$39,167	\$37,072	\$35,663	\$34,523	\$32,831	\$32,172
South Central	89	\$49,309	\$45,679	\$49,480	\$45,166	\$45,518	\$48,450	\$47,347	\$45,328	\$40,712	\$39,658	\$42,911	\$41,359	\$36,481	\$36,094	\$36,081	\$34,433	\$33,576	\$32,560
Central	49	\$57,684	\$52,661	\$51,179	\$47,902	\$55,634	\$51,317	\$51,487	\$50,992	\$45,142	\$44,906	\$45,943	\$44,913	\$40,934	\$58,656	\$38,803	\$38,535	\$40,338	\$37,454
Great Lakes	72	\$59,761	\$56,127	\$60,654	\$59,232	\$50,193	\$51,813	\$45,317	\$49,386	\$46,804	\$45,633	\$49,102	\$46,860	\$42,823	\$43,739	\$42,721	\$40,973	\$41,294	\$40,293
North Central	5	\$49,970	\$66,834	\$47,212	\$43,927	\$48,976	\$46,971	\$35,957	\$34,864	\$35,097	\$35,097	\$49,000	\$49,000	\$40,999	\$37,041	\$31,000	\$29,500	\$32,363	\$31,613
West	77	\$66,253	\$60,461	\$66,547	\$63,954	\$69,046	\$72,007	\$59,475	\$58,928	\$57,027	\$56,945	\$58,300	\$55,539	\$49,171	\$47,555	\$45,803	\$45,203	\$46,569	\$45,382
Canada						\$66,701	\$65,255	\$72,748	\$68,467	\$56,373	\$56,158	\$51,561	\$50,466	\$52,617	\$50,577	\$42,845	\$43,645	\$41,792	\$40,460
Procur. Vol.																			
\$1-\$10M	44	\$53,071	\$47,886	\$50,976	\$47,729	\$50,348	\$44,394	\$45,786	\$45,365	\$44,510	\$43,378	\$45,778	\$42,837	\$38,525	\$37,510	\$35,292	\$33,314	\$36,219	\$35,369
\$11-\$30M	84	\$56,212	\$51,220	\$55,176	\$52,984	\$51,089	\$48,668	\$42,699	\$44,313	\$45,676	\$44,900	\$45,618	\$43,465	\$40,690	\$40,138	\$36,485	\$36,077	\$36,612	\$34,802
\$31-\$75M	140	\$52,680	\$50,957	\$60,452	\$58,817	\$50,533	\$54,923	\$50,963	\$51,963	\$46,650	\$46,043	\$46,879	\$46,477	\$39,731	\$38,673	\$40,426	\$38,432	\$37,380	\$35,834
\$76-\$125M	165	\$60,820	\$56,529	\$56,888	\$54,234	\$65,863	\$62,311	\$48,196	\$46,949	\$48,129	\$47,866	\$53,160	\$51,227	\$47,249	\$45,395	\$42,123	\$42,174	\$43,257	\$42,496
>\$125M				\$60,659	\$57,494	\$57,176	\$56,525	\$54,858	\$52,002	\$51,192	\$50,287	\$51,579	\$49,411	\$47,160	\$56,837	\$43,397	\$42,816	\$42,306	\$41,603

The procurement professionals' survey data are also summarized using other factors – some of these factors like education and field of education may be used to add to the benchmarks above, but one should never use gender and race/ethnicity as a benchmark. These data points are reported to provide an idea about the extent of disparities in pay in each of the positions include Education Level, Field of Education, Gender, Race/Ethnicity.

You may wish to use the individual survey information (individual survey) to incorporate some factors from the individual survey to establish a more competitive estimate of a competitive salary. You simply find the education level, field of education, and entity type and construct a summary table to incorporate data reported by individuals who have similar characteristics. That would give you an average of the reported means and medians of individuals who are similar to you.

“Buyer” Individual Survey Results

Table iii. Reported Individual Salaries by Highest Education Completed

		2021 Salary	2020 Salary
Liberal Arts	N	66	64
	Mean	53,970	52,081
	Median	51,274	50,800
Business	N	261	255
	Mean	55,719	52,199
	Median	55,373	51,453
Economics	N	12	10
	Mean	64,244	59,564
	Median	64,099	60,175
Public Administration	N	35	34
	Mean	57,314	51,149
	Median	57,558	49,709
Political Science	N	10	9
	Mean	64,404	57,607
	Median	64,753	50,581
Engineering	N	13	13
	Mean	63,234	58,042
	Median	59,738	56,250
Other (Please Specify)	N	94	91
	Mean	55,991	52,199
	Median	55,814	51,017
Total	N	491	476
	Mean	56,234	52,525
	Median	55,378	51,672

Table iv. Reported Individual Salaries by Field of Education

		2021 Salary	2020 Salary
Liberal Arts	N	66	64
	Mean	53,970	52,081
	Median	51,274	50,800
Business	N	261	255
	Mean	55,719	52,199
	Median	55,373	51,453
Economics	N	12	10
	Mean	64,244	59,564
	Median	64,099	60,175
Public Administration	N	35	34
	Mean	57,314	51,149
	Median	57,558	49,709
Political Science	N	10	9
	Mean	64,404	57,607
	Median	64,753	50,581
Engineering	N	13	13
	Mean	63,234	58,042
	Median	59,738	56,250
Other (Please Specify)	N	94	91
	Mean	55,991	52,199
	Median	55,814	51,017
Total	N	491	476
	Mean	56,234	52,525
	Median	55,378	51,672

CHAPTER II. DESCRIPTIVE DATA FOR INDIVIDUAL SURVEY

The individual survey was completed by 2495 public procurement professionals.

Average Salary by Position

Table 4.1. 2021 & 2020 Average Salary

Current position		2021 Salary	2020 Salary
Director, Materials Management	Mean	\$ 108,458	\$ 103,066
	Median	\$ 111,628	\$ 110,320
	N	\$ 23	\$ 22
Director, Purchasing and XX	Mean	\$ 112,369	\$ 106,380
	Median	\$ 105,959	\$ 99,419
	N	\$ 178	\$ 169
Director, Purchasing	Mean	\$ 95,154	\$ 90,948
	Median	\$ 92,442	\$ 86,773
	N	\$ 251	\$ 246
Manager, Purchasing	Mean	\$ 84,010	\$ 79,821
	Median	\$ 81,977	\$ 78,052
	N	\$ 507	\$ 485
Manager, Contracts	Mean	\$ 83,302	\$ 79,387
	Median	\$ 82,849	\$ 79,154
	N	\$ 121	\$ 116
Senior Buyer/Contracting Officer	Mean	\$ 70,165	\$ 66,675
	Median	\$ 69,331	\$ 63,663
	N	\$ 491	\$ 467
Buyer	Mean	\$ 56,196	\$ 52,196
	Median	\$ 55,376	\$ 50,581
	N	\$ 544	\$ 524
Contract specialist	Mean	\$ 64,936	\$ 63,220
	Median	\$ 63,663	\$ 60,174
	N	\$ 225	\$ 212
Total	Mean	\$ 75,571	\$ 71,719
	Median	\$ 71,512	\$ 67,587
	N	\$ 2,456	\$ 2,353

*Positions with less than 50 respondents are not included in the table, but are included in the totals

Certification

Of the 2,465 people who reported their positions, 59% reported that they held procurement-specific certification. That rate varies but most managers and directors had a higher percentage. About 74-78% of directors hold procurement-related certifications, and 56-67% of managers, 60% of senior buyers and 41% of buyers hold procurement-related certification. 57% of contract specialists hold procurement-related certification.

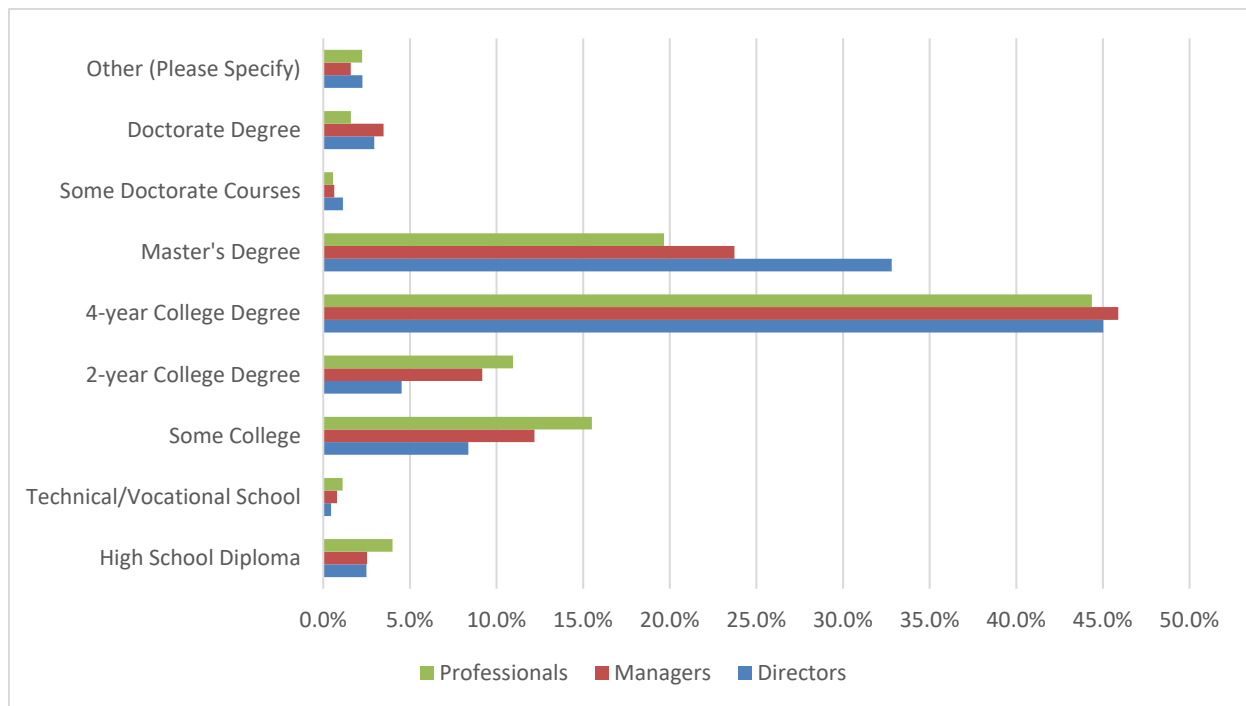
Table 4.2. Certification Status of Current Procurement Professionals.

Position	Hold Certifications	Did not Report Certifications	Total
Director, Materials	22%	78%	23
Director, Purchasing and XX	23%	77%	178
Director, Purchasing	26%	74%	252
Manager, Purchasing	33%	67%	509
Manager, Contracts	32%	68%	119
Manager, Warehouse or Stores or Logistics	44%	56%	25
Senior Buyer/Contracting Officer	40%	60%	491
Buyer	59%	41%	549
Specifications specialist	71%	29%	17
Contract specialist	43%	57%	226
Assistant buyer	54%	46%	26
Fixed Assets Technician	100%	0%	2
Expediter	60%	40%	5
Administrative Assistant	68%	32%	28
Other (please specify)	40%	60%	15
Total	41%	59%	2,465

Education

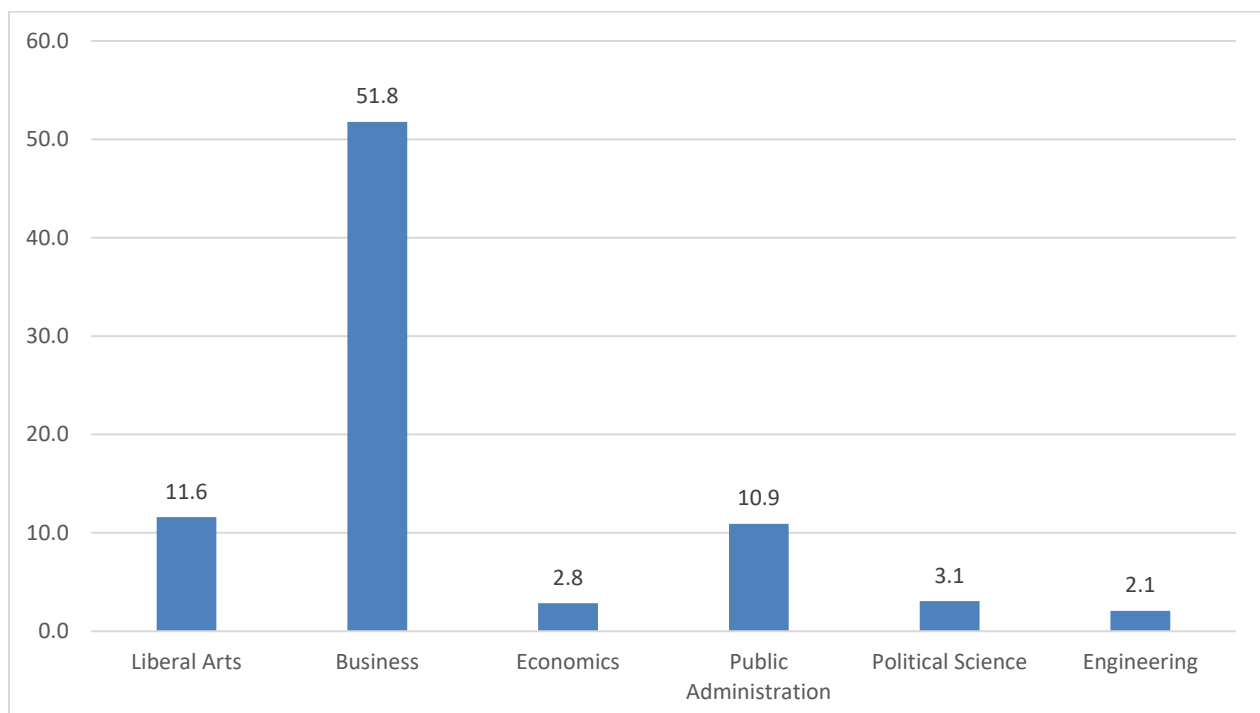
Education appears to play a major factor in public procurement as well. We looked at educational attainment of directors, managers and professionals like buyers, senior buyers and contract specialists. Overall, over 70% of respondents have a four-year or higher degree (84.1% of directors, 75% of managers and 70% of professionals), and 36% of directors, 28% of managers and 22% of professionals of respondents held a master's degree or higher. As can be expected, degrees are most common for managers and directors, and it becomes more critical as professionals become managers or directors.

Figure 4.3. Educational Attainment of Public Procurement Professionals (%)



The most common field of education reported is Business with 52% of respondents reporting having a business degree.

Table 4.4. Education Field

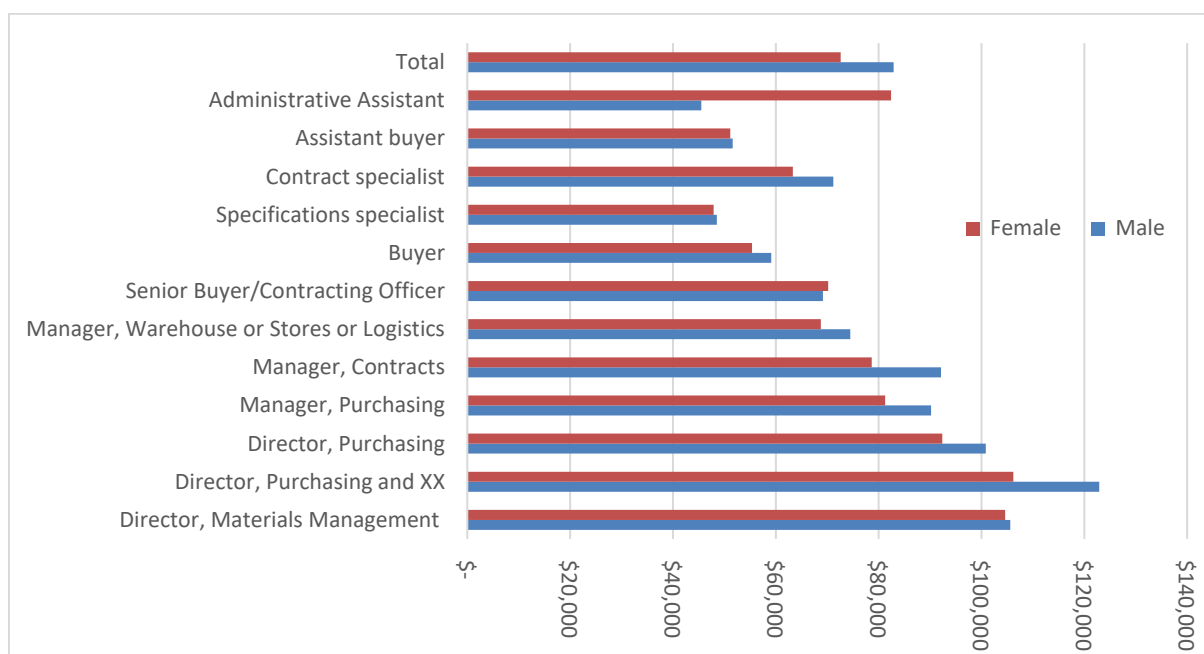


Gender

On average among all respondents, women earn \$10,280 less than what men earn. However, the picture is different for professionals and leaders serving in similar roles. Female senior buyers seemed to earn about \$1,000 more than men. Female buyers earn \$3,722 less than their male counterparts while female contract specialists earn close to \$8,000 less than their male counterparts. While women always earned less on average than men, the greatest salary discrepancies are noted for Directors, where differences were as high as 15% especially for Directors of Purchasing and XX as well as Contracts Managers.

Table 4.5. Male vs. Female Earnings

	Average Male Salary	Average Female Salary	Male-Female	Female/Male
Director, Materials	\$105,613	\$ 104,608	\$ 1,005	99%
Director, Purchasing and	\$122,913	\$ 106,190	\$16,723	86%
Director, Purchasing	\$100,836	\$ 92,390	\$ 8,446	92%
Manager, Purchasing	\$ 90,188	\$ 81,262	\$ 8,927	90%
Manager, Contracts	\$ 92,126	\$ 78,659	\$13,466	85%
Manager, Warehouse or	\$ 74,486	\$ 68,757	\$ 5,729	92%
Senior Buyer/Contracting	\$ 69,163	\$ 70,203	\$ (1,041)	102%
Buyer	\$ 59,111	\$ 55,389	\$ 3,722	94%
Contract specialist	\$ 71,178	\$ 63,311	\$ 7,867	89%
Assistant buyer	\$ 51,617	\$ 51,139	<\$1,000	99%
Other (please specify)	\$119,041	\$ 78,978	\$40,062	66%
Total	\$ 82,903	\$ 72,624	\$10,280	88%



Race/Ethnicity

Of the 2,344 respondents answering this question, 72.7% of respondents were White (compared to 75% 2 years ago), 16.6% were Black, and 10.7% were Hispanic (compared to 11% 2 years ago).

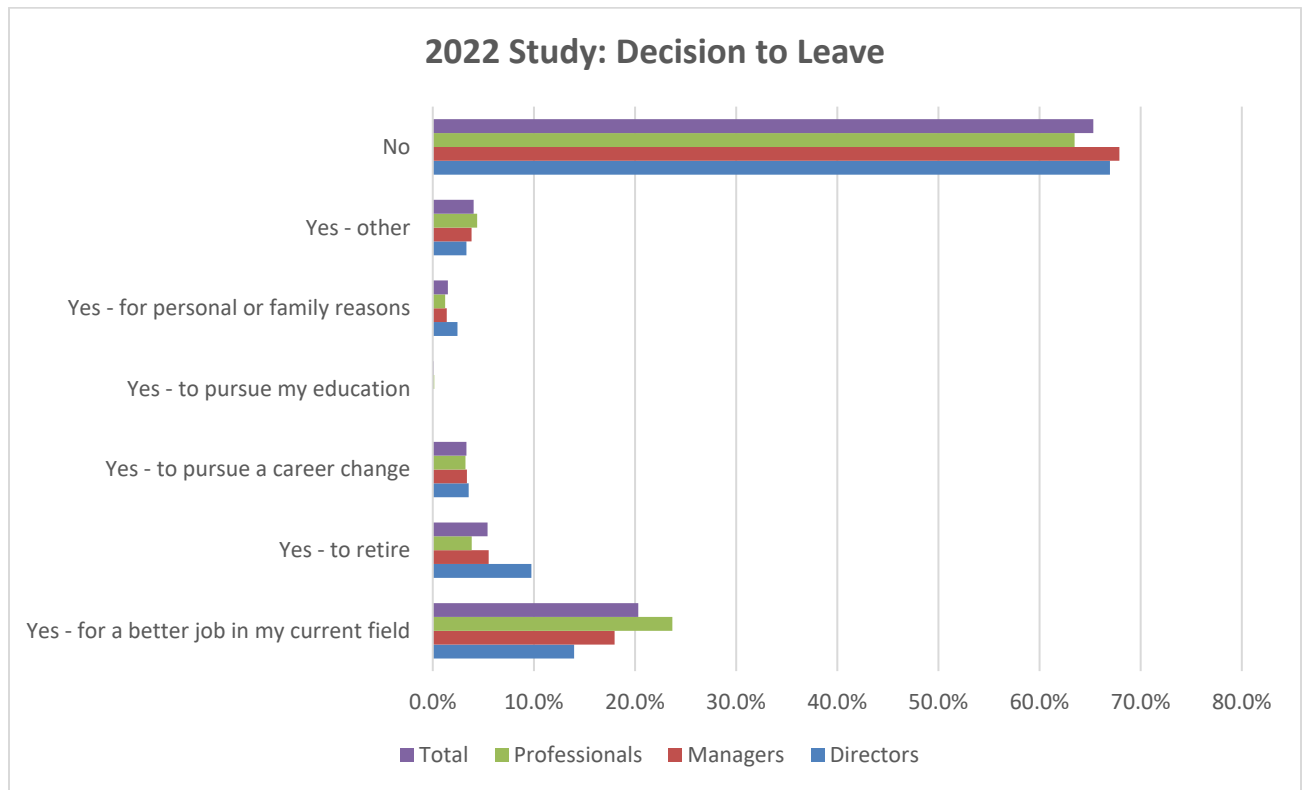
Willingness to Relocate

Respondents were asked if during the next 12 months they would consider staying in their current job, finding a new job in their current field, retiring, or leaving for other reasons including family concerns, pursuit of a career change or to further their education. At the director level, 67% did not intend to leave their job, 14% wanted a new position and 10% wanted to retire. Managers were more likely to want to leave their positions with 68% wanting to stay in their current positions, 18% wanting to look for new jobs and 5.5% considering retirement. Finally, Procurement Officers were the most likely to look for a new position with 66% staying in their current jobs, 20% seeking new positions, and 5.4% planning to retire.

Table 4.6 Intent to Change Positions – the Decision to Leave

	Yes - for a better job in my current field	Yes - to retire	Yes - to pursue a career change	Yes - to pursue my education	Yes - for personal or family reasons	Yes - other	No	Total
Directors	14.0%	9.8%	3.5%	0.0%	2.4%	3.3%	67.0%	451
Managers	18.0%	5.5%	3.4%	0.0%	1.4%	3.8%	67.9%	651
Professionals	23.7%	3.8%	3.2%	0.2%	1.2%	4.4%	63.5%	1,300
Total	20.3%	5.4%	3.3%	0.1%	1.5%	4.0%	65.3%	2,402

Figure 6. Decision to Leave



CHAPTER III. SUMMARY TABLES

This chapter provides a position-by-position summary of each of the 17 positions reported in this study. The first table for each position is a summary of agency data by entity type, geographic region, and annual procurement volume.

Following the Agency Summary table for each position is a chart showing the salary trend for the position from 2001 through 2021.

Finally, a set of individual survey data summary tables provide additional salary information broken down by:

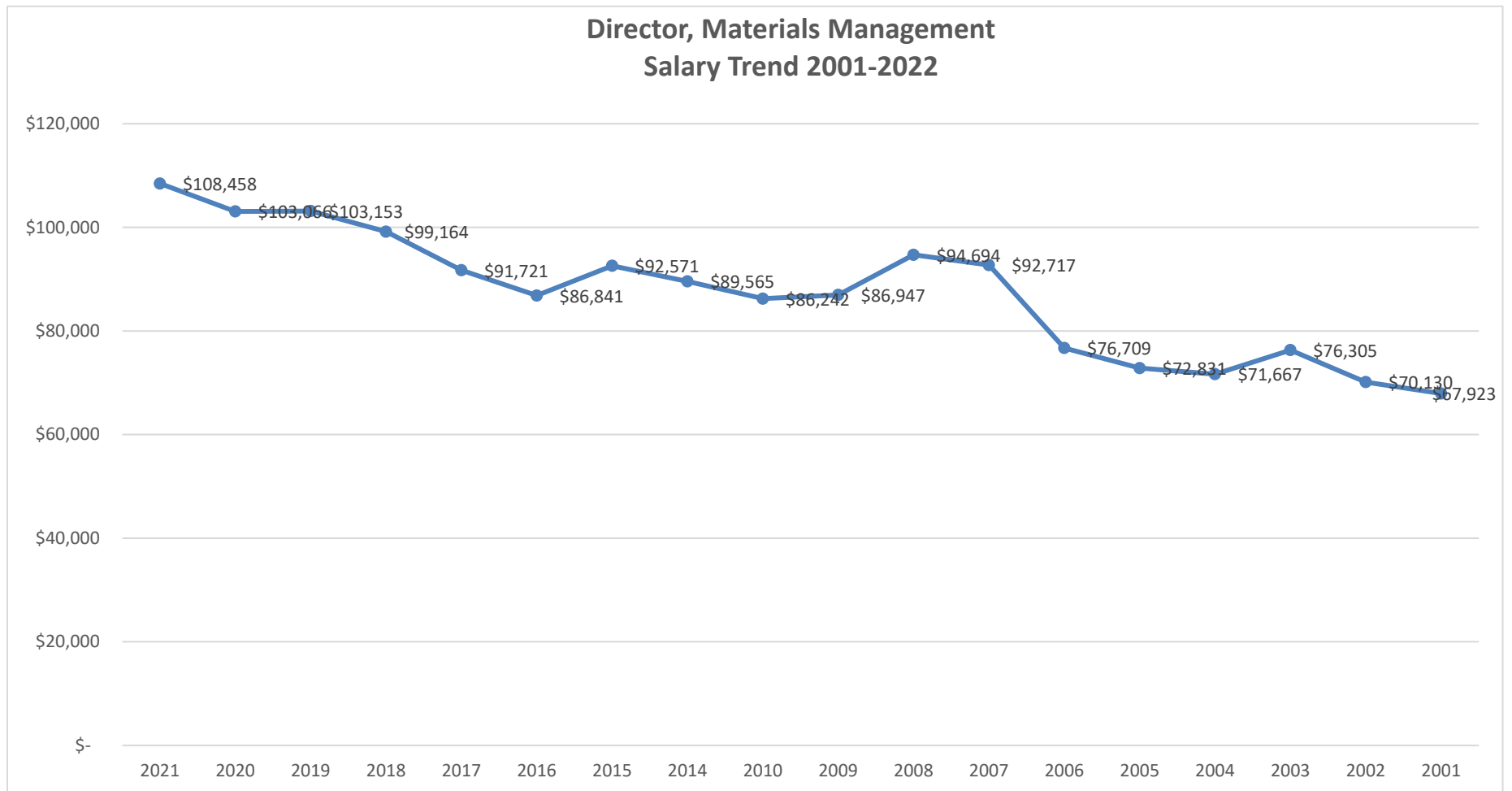
- Education Level
- Field of Education
- Procurement Related Certifications Held
- Gender
- Race/Ethnicity
- Presence of a Union

These tables report the mean salary, the median salary, and the number of respondents in each group (N).

Director, Materials Management

Table 5.1. Survey Summaries

	2022N	2021	2020	2019	2018	2017	2016	2015	2014	2010	2009	2008	2007	2006	2005	2004	2003	2002	2001
All	23	\$108,458	\$103,066	\$103,153	\$99,164	\$91,721	\$86,841	\$92,571	\$89,565	\$86,242	\$86,947	\$94,694	\$92,717	\$76,709	\$72,831	\$71,667	\$76,305	\$70,130	\$67,923
Entity																			
Federal										\$38,167	\$37,250								
State	5	\$100,851	\$97,296	\$112,073	\$107,923	\$70,406	\$44,659	\$84,938	\$94,083	\$78,673	\$79,617	\$90,178	\$85,831	\$59,639	\$56,876	\$67,449	\$65,492	\$64,634	\$63,508
County	5	\$91,078	\$89,072	\$59,878	\$55,537	\$91,930	\$94,777	\$85,108	\$78,237	\$83,518	\$82,752	\$87,383	\$83,470	\$86,670	\$76,754	\$71,809	\$66,410	\$67,720	\$68,438
City	3	\$111,192	\$108,721	\$91,518	\$88,482	\$90,131	\$75,195	\$95,033	\$95,137	\$85,279	\$85,372	\$94,560	\$91,463	\$77,336	\$74,363	\$68,752	\$65,805	\$65,480	\$62,021
School	2	\$114,026	\$109,884	\$94,919	\$85,393	\$92,300	\$98,700	\$91,600	\$82,749	\$88,713	\$89,137	\$83,897	\$85,247	\$78,537	\$75,894	\$82,610	\$133,216	\$77,595	\$76,075
College	5	\$113,111	\$114,353	\$121,289	\$119,897	\$129,539	\$138,809	\$93,950	\$91,400	\$90,200	\$98,233	\$131,500	\$127,300	\$74,214	\$73,236	\$78,828	\$76,449	\$77,915	\$74,557
Health				\$87,601	\$85,293	\$86,000	\$87,000			\$85,088	\$85,088			\$72,000	\$72,000				
Utility								\$145,000	\$145,000	\$143,000	\$141,000	\$119,333	\$115,333	\$103,175	\$75,600	\$61,750	\$59,600	\$70,000	\$70,000
Sp.Auth.	2	\$158,939	\$109,884	\$118,129	\$115,012	\$84,495	\$88,625	\$94,786	\$89,000	\$94,566	\$95,679	\$113,921	\$116,750	\$76,678	\$71,725	\$84,831	\$81,526	\$81,320	\$76,616
Nonprofit				\$136,427	\$131,206														
Region																			
Northeast	1	\$131,250	\$134,738	\$136,427	\$131,206	\$122,842	\$177,500	\$75,500	\$57,000	\$96,000	\$96,500	\$84,350	\$80,200	\$92,425	\$89,687	\$85,200	\$85,560	\$92,795	\$103,585
Mid-Atlantic	2	\$117,297	\$112,500	\$127,532	\$127,532	\$97,485	\$96,667	\$89,966	\$84,350	\$89,987	\$92,185	\$100,377	\$98,656	\$76,916	\$76,086	\$80,067	\$80,302	\$71,830	\$68,708
Southeast	7	\$122,903	\$108,358	\$97,090	\$93,069	\$88,888	\$81,205	\$90,936	\$91,614	\$78,485	\$80,437	\$82,113	\$82,202	\$70,329	\$61,149	\$60,592	\$59,708	\$61,752	\$61,373
South Central	6	\$69,503	\$72,773	\$87,893	\$83,073	\$79,704	\$74,513	\$94,472	\$82,646	\$75,548	\$75,604	\$80,402	\$78,592	\$73,832	\$71,460	\$67,515	\$65,397	\$69,419	\$68,705
Central	1	\$82,461	\$70,247	\$88,400	\$79,423	\$77,758	\$88,250	\$88,783	\$88,960	\$79,022	\$80,266	\$187,066	\$178,236	\$74,067	\$66,926	\$62,783	\$179,357	\$55,086	\$59,122
Great-Lakes	4	\$118,966	\$114,632	\$107,319	\$105,231	\$74,980	\$82,976	\$87,615	\$70,424	\$96,182	\$97,750	\$72,382	\$69,582	\$73,659	\$74,096	\$73,832	\$67,665	\$72,904	\$67,500
North-Central						\$114,000	\$145,000			\$46,500	\$46,500			\$71,091	\$60,804	\$60,000	\$58,000		
West	2	\$146,512	\$146,076	\$136,143	\$136,143	\$120,210	\$90,360	\$91,081	\$97,715	\$114,555	\$115,340	\$110,279	\$103,735	\$84,169	\$83,024	\$86,270	\$83,338	\$79,189	\$76,092
Canada						\$115,491	\$88,626	\$138,108	\$135,150	\$96,506	\$89,445	\$108,500	\$104,000	\$92,269	\$88,096	\$77,851	\$68,114	\$79,203	\$74,205
Procur. Vol.																			
\$1-\$10M	2	\$112,742	\$104,237	\$107,715	\$105,104	\$72,946	\$57,733	\$62,111	\$51,200	\$67,499	\$63,349	\$106,681	\$110,135	\$57,568	\$56,435	\$57,855	\$56,657	\$55,461	\$55,490
\$11-\$30M	2	\$102,471	\$102,471	\$84,322	\$75,314	\$81,856	\$80,680	\$85,442	\$78,053	\$77,040	\$77,755	\$81,095	\$77,395	\$70,115	\$68,568	\$64,600	\$64,145	\$61,341	\$59,512
\$31-\$75M	5	\$108,314	\$103,670	\$107,319	\$105,231	\$89,578	\$81,250	\$92,440	\$96,501	\$83,161	\$84,281	\$70,561	\$69,664	\$77,881	\$71,491	\$78,589	\$74,443	\$66,993	\$64,645
\$76-\$125M	11	\$116,253	\$108,889	\$108,320	\$103,633	\$101,142	\$109,576	\$92,933	\$94,295	\$91,627	\$93,957	\$107,665	\$112,274	\$86,990	\$82,761	\$80,512	\$74,727	\$86,761	\$83,015
>\$125M				\$102,488	\$98,241	\$114,963	\$101,798	\$119,770	\$113,105	\$111,986	\$112,023	\$103,880	\$99,537	\$99,982	\$95,161	\$92,475	\$128,173	\$95,847	\$92,284



“Director, Materials Management” Individual Survey Results

Table 5.1a. 2020 Salary by Highest Education Completed

		2021 Salary	2020 Salary
High School Diploma	N	2	2
	Mean	80,379	80,214
	Median	80,379	80,214
4-year College Degree	N	6	6
	Mean	100,000	100,218
	Median	102,471	106,178
Master's Degree	N	10	9
	Mean	119,302	108,915
	Median	127,108	116,860
Doctorate Degree	N	2	2
	Mean	78,077	70,225
	Median	78,077	70,225
Total	N	20	19
	Mean	105,497	99,075
	Median	109,666	108,140

Table 5.1b. 2020 Salary by Field of Education

Field of education?		2021 Salary	2020 Salary
Liberal Arts	N	1	1
	Mean	98,547	91,570
	Median	98,547	91,570
Business	N	7	6
	Mean	117,919	110,756
	Median	120,349	114,680
Economics	N	1	1
	Mean	141,715	138,663
	Median	141,715	138,663
Public Administration	N	4	4
	Mean	80,926	85,395
	Median	98,111	108,358
Political Science	N	3	3
	Mean	118,750	119,476
	Median	131,250	134,738
Engineering	N	1	1
	Mean	111,628	108,140
	Median	111,628	108,140
Total	N	21	20
	Mean	107,678	101,795
	Median	111,628	110,320

Table 5.1c. 2020 Salary by Gender

Gender?		2021 Salary	2020 Salary
Male	N	13	12
	Mean	105,613	100,542
	Median	111,628	107,704
Female	N	9	9
	Mean	104,608	98,115
	Median	98,547	112,500
Total	N	22	21
	Mean	105,202	99,502
	Median	109,666	108,140

Table 5.1d. 2020 Salary by Race

What is your race?		2021 Salary	2020 Salary
White	N	16	15
	Mean	109,895	103,595
	Median	109,666	108,140
Black	N	4	4
	Mean	105,741	102,144
	Median	113,372	108,358
American Indian or Alaskan Native	N	1	1
	Mean	10,186	10,186
	Median	10,186	10,186
Other (Please Specify)	N	1	1
	Mean	122,965	116,860
	Median	122,965	116,860
Total	N	22	21
	Mean	105,202	99,502
	Median	109,666	108,140

Table 5.1e. 2020 Salary by Ethnicity

What is your ethnicity		2021 Salary	2020 Salary
Non-Hispanic	N	20	19
	Mean	109,065	103,289
	Median	109,666	108,140
Other (please specify)	N	2	2
	Mean	66,576	63,523
	Median	66,576	63,523
Total	N	22	21
	Mean	105,202	99,502
	Median	109,666	108,140

Table 5.1f. 2020 Salary by Certifications Held

Do you hold any professional certifications?		2021 Salary	2020 Salary
No	N	5	5
	Mean	110,700	108,694
	Median	120,349	112,500
Yes	N	18	17
	Mean	107,835	101,410
	Median	107,049	107,267
Total	N	23	22
	Mean	108,458	103,066
	Median	111,628	110,320

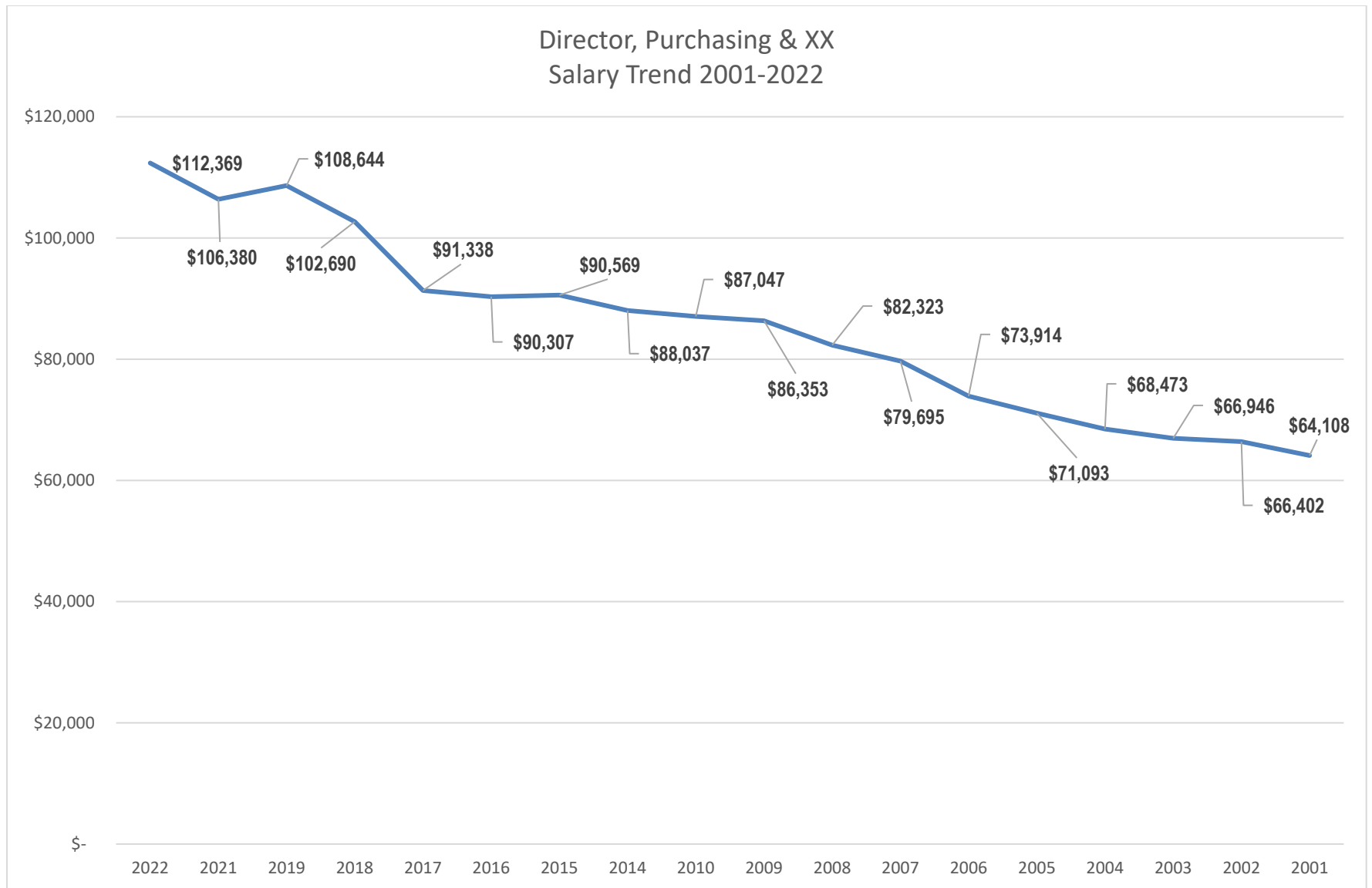
Table 5.1g. 2020 Salary by Presence of Collective Bargaining in Organization

Is there a collective bargaining unit in your organization?		2021 Salary	2020 Salary
Yes	N	9	9
	Mean	116,333	108,726
	Median	111,628	108,140
No	N	11	10
	Mean	99,445	94,487
	Median	106,395	108,358
Total	N	20	19
	Mean	107,045	101,232
	Median	109,666	108,140

Director, Purchasing and XX

Table 5.2. Survey Summaries

	2022 N	2021	2020	2019	2018	2017	2016	2015	2014	2010	2009	2008	2007	2006	2005	2004	2003	2002	2001
All	178	\$112,369	\$106,380	\$108,644	\$102,690	\$91,338	\$90,307	\$90,569	\$88,037	\$87,047	\$86,353	\$82,323	\$79,695	\$73,914	\$71,093	\$68,473	\$66,946	\$66,402	\$64,108
Entity																			
Federal	1	\$88,081	\$85,029					\$98,000	\$94,000	\$64,250	\$118,000								
State	47	\$108,995	\$103,399	\$103,392	\$95,783	\$90,473	\$91,266	\$79,151	\$80,715	\$76,500	\$77,811	\$77,194	\$74,456	\$57,844	\$52,844	\$60,571	\$55,077	\$59,007	\$55,830
County	25	\$122,315	\$114,247	\$108,249	\$103,943	\$86,467	\$85,890	\$91,511	\$91,085	\$95,570	\$89,523	\$76,416	\$75,150	\$82,368	\$77,416	\$66,502	\$62,704	\$67,060	\$64,544
City	28	\$109,847	\$102,091	\$108,819	\$100,643	\$93,875	\$93,847	\$93,073	\$90,674	\$87,370	\$86,952	\$80,944	\$77,454	\$74,279	\$71,173	\$72,480	\$73,065	\$65,374	\$64,304
School	24	\$104,003	\$99,974	\$106,710	\$105,485	\$82,599	\$91,014	\$90,521	\$87,095	\$83,273	\$86,968	\$91,797	\$92,339	\$78,915	\$76,288	\$76,495	\$74,059	\$74,567	\$72,732
Higher Ed.	37	\$114,758	\$110,306	\$105,451	\$100,650	\$96,083	\$91,653	\$83,100	\$77,038	\$79,928	\$82,113	\$74,686	\$72,850	\$64,601	\$61,976	\$64,970	\$63,935	\$63,012	\$59,432
Health														\$105,000	\$105,000				
Utility	3	\$145,009	\$154,361	\$146,574	\$135,174			\$130,500	\$145,000	\$102,367	\$100,563	\$87,088	\$87,223	\$ 108		\$79,000	\$79,000	\$91,603	\$84,219
Sp. Auth.	12	\$115,817	\$108,230	\$124,140	\$118,292	\$109,117	\$91,150	\$89,714	\$82,333	\$95,589	\$89,780	\$98,883	\$89,575	\$76,186	\$66,364	\$86,946	\$87,452	\$69,688	\$63,084
Nonprofit	1	\$90,262	\$75,000	\$140,243	\$125,218														
Region																			
Northeast	6	\$111,337	\$108,052	\$110,237	\$108,051	\$105,750	\$115,750	\$77,513	\$77,391	\$86,317	\$84,186	\$72,555	\$71,050	\$85,297	\$82,733	\$62,349	\$59,202	\$68,506	\$66,664
Mid-Atlantic	24	\$106,108	\$101,662	\$118,655	\$111,624	\$98,145	\$96,735	\$92,987	\$90,251	\$81,601	\$82,200	\$97,758	\$99,810	\$73,458	\$69,099	\$74,266	\$68,121	\$66,179	\$64,001
Southeast	39	\$103,841	\$93,887	\$105,975	\$100,658	\$90,083	\$91,313	\$84,571	\$84,432	\$87,016	\$84,551	\$79,320	\$76,015	\$72,561	\$72,906	\$62,455	\$62,693	\$62,396	\$59,624
South Central	38	\$112,085	\$106,649	\$104,535	\$97,712	\$79,603	\$78,129	\$95,797	\$83,557	\$80,138	\$81,760	\$83,388	\$80,997	\$64,193	\$60,252	\$66,385	\$69,419	\$60,961	\$58,919
Central	24	\$104,878	\$101,272	\$98,123	\$89,593	\$111,890	\$97,891	\$78,926	\$69,320	\$62,364	\$67,184	\$87,547	\$82,468	\$66,381	\$59,888	\$75,341	\$71,879	\$67,531	\$66,934
Great Lakes	23	\$131,504	\$123,190	\$94,677	\$89,284	\$84,839	\$81,549	\$93,945	\$91,222	\$89,209	\$90,790	\$84,538	\$80,181	\$79,026	\$77,217	\$74,930	\$69,738	\$70,661	\$69,627
North Central	1	\$66,715	\$65,407	\$102,640	\$90,005	\$62,000	\$58,000	\$72,000	\$68,000	\$72,000	\$72,000			\$74,068				\$51,185	\$49,425
West	23	\$124,767	\$121,944	\$131,692	\$128,548	\$93,154	\$102,325	\$109,099	\$114,417	\$104,784	\$96,370	\$88,399	\$83,766	\$94,541	\$92,332	\$76,874	\$77,744	\$77,228	\$71,758
Canada						\$110,667	\$123,500	\$121,500	\$114,146	\$103,497	\$101,627	\$101,500	\$109,000	\$80,000	\$80,000	\$68,814	\$66,350	\$67,965	\$64,942
Procur. Vol.																			
\$1-\$10M	30	\$92,033	\$86,860	\$98,065	\$90,497	\$79,212	\$77,224	\$56,393	\$56,456	\$77,901	\$79,337	\$70,562	\$68,129	\$54,410	\$49,840	\$56,324	\$57,532	\$57,585	\$55,940
\$11-\$30M	38	\$105,225	\$100,013	\$95,052	\$90,184	\$84,991	\$81,291	\$77,809	\$79,127	\$79,251	\$78,058	\$69,907	\$65,021	\$68,349	\$68,485	\$61,184	\$60,542	\$60,088	\$56,935
\$31-\$75M	39	\$108,178	\$102,852	\$100,696	\$96,422	\$91,949	\$92,789	\$90,697	\$87,261	\$75,181	\$74,179	\$90,368	\$88,276	\$70,434	\$74,515	\$77,320	\$74,141	\$69,581	\$67,628
\$76-\$125M	63	\$127,546	\$119,659	\$108,045	\$98,391	\$94,412	\$95,877	\$91,753	\$90,929	\$95,419	\$94,320	\$88,953	\$86,820	\$89,975	\$86,432	\$87,003	\$94,488	\$78,202	\$73,519
>\$125M				\$126,654	\$121,299	\$104,632	\$106,580	\$107,467	\$106,296	\$107,501	\$105,413	\$95,935	\$91,650	\$87,273	\$83,340	\$81,164	\$79,967	\$85,572	\$82,884



“Director, Purchasing and XX” Individual Survey Results

Table 5.2a. 2020 Salary by Highest Education Completed

		2021 Salary	2020 Salary
High School Diploma	N	3	3
	Mean	106,248	95,156
	Median	116,424	95,058
Technical/Vocational School	N	1	
	Mean	90,262	
	Median	90,262	
Some College	N	12	11
	Mean	91,171	88,871
	Median	93,424	91,570
2-year College Degree	N	5	5
	Mean	100,457	93,453
	Median	75,000	73,256
4-year College Degree	N	76	73
	Mean	109,825	102,389
	Median	103,997	99,419
Master's Degree	N	62	60
	Mean	114,292	109,182
	Median	109,012	101,163
Some Doctorate Courses	N	4	4
	Mean	103,779	98,111
	Median	101,163	97,021
Doctorate Degree	N	7	7
	Mean	145,453	139,659
	Median	122,965	118,605
Other (Please Specify)	N	5	3
	Mean	139,012	149,854
	Median	133,430	150,872
Total	N	175	166
	Mean	111,808	105,875
	Median	105,523	99,201

Table 5.2b. 2020 Salary by Field of Education

		2021 Salary	2020 Salary
Liberal Arts	N	12	12
	Mean	94,484	88,731
	Median	94,840	89,172
Business	N	92	86
	Mean	107,988	101,246
	Median	105,445	98,329
Economics	N	6	6
	Mean	118,771	116,383
	Median	109,448	104,434
Public Administration	N	27	26
	Mean	120,944	115,444
	Median	105,087	112,500
Political Science	N	6	6
	Mean	112,282	106,831
	Median	110,974	105,960
Engineering	N	1	1
	Mean	166,570	167,006
	Median	166,570	167,006
Other (Please Specify)	N	29	27
	Mean	119,178	114,029
	Median	113,808	106,831
Total	N	173	164
	Mean	111,810	105,845
	Median	105,523	99,201

Table 5.2c. 2020 Salary by Gender

		2021 Salary	2020 Salary
Male	N	69	65
	Mean	122,913	117,520
	Median	114,244	109,884
Female	N	103	98
	Mean	106,190	100,386
	Median	100,727	97,383
Other (Please Specify)	N	4	4
	Mean	84,500	81,120
	Median	81,759	78,707
Total	N	176	167
	Mean	112,253	106,594
	Median	105,959	99,855

Table 5.2d. 2020 Salary by Race

		2021 Salary	2020 Salary
White	N	132	124
	Mean	112,364	107,765
	Median	106,177	101,163
Black	N	26	25
	Mean	112,539	105,930
	Median	104,791	99,419
Asian	N	3	3
	Mean	113,953	111,919
	Median	102,471	98,983
American Indian or Alaskan Native	N	3	3
	Mean	103,779	97,238
	Median	105,087	95,930
Other (Please Specify)	N	9	9
	Mean	107,081	90,318
	Median	114,244	104,651
Total	N	173	164
	Mean	111,994	106,411
	Median	105,523	99,781

Table 5.2e. 2020 Salary by Ethnicity

		2021 Salary	2020 Salary
Hispanic	N	8	8
	Mean	115,506	110,002
	Median	104,215	103,779
Non-Hispanic	N	158	150
	Mean	112,766	107,127
	Median	105,959	99,781
Other (please specify)	N	8	7
	Mean	96,748	83,347
	Median	94,840	92,006
Total	N	174	165
	Mean	112,155	106,258
	Median	105,741	99,419

Table 5.2f. 2020 Salary by Certifications Held

Do you hold any professional certifications?		2021 Salary	2020 Salary
No	N	41	40
	Mean	106,246	99,679
	Median	102,471	96,148
Yes	N	137	129
	Mean	114,201	108,457
	Median	106,395	103,343
Total	N	178	169
	Mean	112,369	106,380
	Median	105,959	99,419

Table 5.2g. 2020 Salary by Presence of Collective Bargaining in Organization

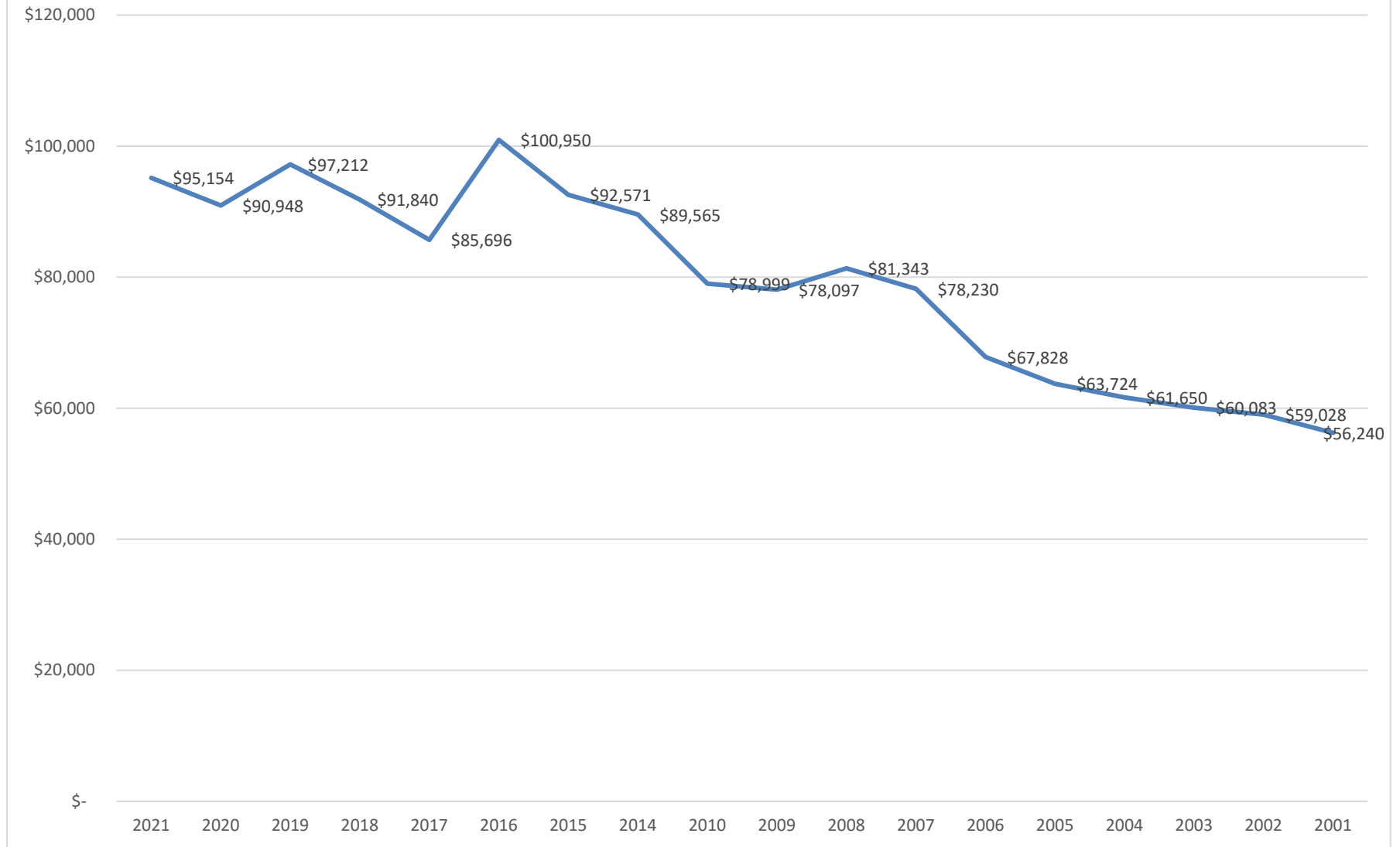
Is there a collective bargaining unit or union in your organization?		2021 Salary	2020 Salary
Yes	N	86	81
	Mean	111,823	106,663
	Median	108,140	103,343
No	N	86	83
	Mean	110,583	103,822
	Median	100,509	95,494
Total	N	172	164
	Mean	111,203	105,225
	Median	105,445	98,983

Director, Purchasing

Table 5.3. Survey Summaries

	2022 N	2021	2020	2019	2018	2017	2016	2015	2014	2010	2009	2008	2007	2006	2005	2004	2003	2002	2001
All	251	\$95,154	\$90,948	\$97,212	\$91,840	\$85,696	\$100,950	\$92,571	\$89,565	\$78,999	\$78,097	\$81,343	\$78,230	\$67,828	\$63,724	\$61,650	\$60,083	\$59,028	\$56,240
Entity																			
Federal										\$65,084	\$61,350								
State	49	\$88,941	\$87,553	\$92,416	\$87,060	\$84,857	\$84,250	\$84,938	\$94,083	\$79,686	\$81,026	\$67,665	\$64,459	\$69,592	\$64,435	\$56,816	\$53,388	\$55,255	\$55,148
County	52	\$89,628	\$85,778	\$92,166	\$87,450	\$87,225	\$128,606	\$85,108	\$78,237	\$86,079	\$89,254	\$89,329	\$83,928	\$67,397	\$63,595	\$60,381	\$59,028	\$58,945	\$56,971
City	61	\$97,733	\$92,137	\$96,439	\$91,743	\$81,594	\$83,153	\$95,033	\$95,137	\$71,926	\$69,759	\$79,513	\$76,177	\$67,314	\$63,150	\$59,895	\$58,961	\$58,587	\$55,136
School	35	\$96,618	\$90,937	\$97,115	\$89,828	\$77,172	\$84,107	\$91,600	\$82,749	\$92,478	\$85,711	\$80,816	\$82,608	\$73,144	\$73,940	\$72,671	\$69,684	\$57,605	\$54,736
Higher Ed.	29	\$88,274	\$84,845	\$100,102	\$93,528	\$93,410	\$95,895	\$93,950	\$91,400	\$77,358	\$79,518	\$80,300	\$80,500	\$66,699	\$61,323	\$67,040	\$70,742	\$65,229	\$60,515
Health	1	\$130,814	\$128,634	\$137,659	\$148,088					\$84,510				\$58,500		\$49,750	\$55,000		
Utility	4	\$144,440	\$137,791	\$108,221	\$124,297			\$145,000	\$145,000	\$93,598	\$66,398	\$75,975	\$74,150	\$52,307	\$41,861	\$73,769	\$72,269		
Sp. Auth.	17	\$115,090	\$108,396	\$128,658	\$120,556	\$89,980	\$98,845	\$94,786	\$89,000	\$81,500	\$82,698	\$94,896	\$91,122	\$69,893	\$55,059	\$59,352	\$55,773	\$53,846	\$51,287
Nonprofit	3	\$98,837	\$93,314	\$67,603	\$67,083														
Region																			
Northeast	13	\$106,966	\$103,125	\$108,842	\$101,372	\$111,813	\$108,008	\$75,500	\$57,000	\$84,673	\$72,195	\$81,637	\$80,201	\$66,139	\$60,150	\$57,669	\$57,423	\$56,471	\$55,925
Mid-Atlantic	52	\$97,364	\$95,571	\$95,030	\$91,366	\$88,424	\$93,276	\$89,966	\$84,350	\$93,915	\$93,304	\$76,367	\$75,759	\$76,316	\$71,433	\$65,808	\$64,986	\$65,621	\$62,505
Southeast	79	\$89,599	\$84,686	\$89,672	\$85,408	\$85,795	\$137,734	\$90,936	\$91,614	\$68,782	\$65,277	\$88,268	\$80,839	\$62,868	\$59,345	\$58,778	\$56,871	\$51,259	\$50,054
South Central	43	\$93,946	\$90,497	\$90,546	\$86,747	\$64,032	\$75,192	\$94,472	\$82,646	\$76,384	\$76,091	\$76,479	\$73,728	\$57,012	\$53,968	\$56,594	\$54,621	\$53,215	\$50,866
Central	19	\$83,543	\$79,247	\$87,815	\$81,462	\$82,689	\$79,352	\$88,783	\$88,960	\$74,117	\$74,545	\$84,538	\$82,243	\$62,623	\$59,736	\$62,589	\$61,477	\$64,761	\$55,821
Great Lakes	24	\$84,865	\$78,329	\$106,208	\$97,934	\$72,955	\$76,621	\$87,615	\$70,424	\$75,733	\$75,227	\$79,122	\$75,569	\$69,270	\$67,930	\$61,643	\$60,755	\$59,496	\$56,912
North Central	3	\$88,227	\$86,628			\$76,000	\$68,500			\$62,504	\$65,000			\$59,621	\$57,000	\$56,860	\$55,900	\$47,656	\$45,250
West	18	\$134,637	\$129,937	\$129,188	\$119,635	\$93,320	\$107,574	\$91,081	\$97,715	\$105,408	\$109,430	\$86,111	\$82,883	\$84,541	\$79,951	\$68,993	\$68,551	\$77,323	\$76,434
Canada						\$120,463	\$153,587	\$138,108	\$135,150	\$84,321	\$85,694	\$91,500	\$84,750	\$94,429	\$87,000	\$86,161	\$76,816	\$70,161	\$65,872
Procur. Vol.																			
\$1-\$10M	29	\$85,666	\$84,727	\$82,143	\$78,867	\$69,530	\$77,116	\$62,111	\$51,200	\$65,434	\$62,996	\$81,227	\$77,562	\$59,784	\$53,136	\$51,308	\$49,043	\$49,418	\$47,487
\$11-\$30M	38	\$89,597	\$86,002	\$88,632	\$85,074	\$76,066	\$75,665	\$85,442	\$78,053	\$68,688	\$68,103	\$70,027	\$68,389	\$61,086	\$57,180	\$57,907	\$56,770	\$55,321	\$52,631
\$31-\$75M	77	\$94,017	\$88,993	\$87,358	\$81,677	\$82,954	\$85,642	\$92,440	\$96,501	\$84,605	\$80,446	\$71,810	\$68,147	\$65,556	\$64,050	\$65,584	\$63,445	\$62,396	\$60,416
\$76-\$125M	92	\$102,380	\$97,362	\$95,571	\$89,698	\$90,606	\$98,257	\$92,933	\$94,295	\$83,257	\$85,242	\$89,020	\$90,142	\$78,117	\$74,545	\$74,177	\$76,158	\$65,410	\$63,484
>\$125M	236	\$95,539	\$91,209	\$118,711	\$111,114	\$105,489	\$143,827	\$119,770	\$113,105	\$98,238	\$99,541	\$94,917	\$89,679	\$94,396	\$90,154	\$74,752	\$73,570	\$79,355	\$77,318

Director, Purchasing Salary Trend 2001-2022



“Director, Purchasing” Individual Survey Results

Table 5.3a. Reported Individual Salaries by Highest Education Completed

		2021 Salary	2020 Salary
High School Diploma	N	6	6
	Mean	76,236	71,730
	Median	64,535	61,919
Technical/Vocational School	N	1	1
	Mean	7,103	6,606
	Median	7,103	6,606
Some College	N	25	25
	Mean	75,015	68,875
	Median	75,872	70,203
2-year College Degree	N	15	15
	Mean	73,599	70,895
	Median	64,535	62,355
4-year College Degree	N	116	116
	Mean	98,449	95,059
	Median	95,058	92,619
Master's Degree	N	73	68
	Mean	100,979	95,876
	Median	100,291	96,807
Some Doctorate Courses	N	1	1
	Mean	165,262	166,570
	Median	165,262	166,570
Doctorate Degree	N	4	4
	Mean	134,847	129,724
	Median	133,866	140,189
Other (Please Specify)	N	5	5
	Mean	106,395	103,517
	Median	101,599	98,983
Total	N	246	241
	Mean	95,415	91,169
	Median	92,660	86,773

Table 5.3b. Reported Individual Salaries (2022) by Field of Education

		2021 Salary	2020 Salary
Liberal Arts	N	24	24
	Mean	89,629	87,078
	Median	92,916	86,556
Business	N	140	136
	Mean	95,362	91,707
	Median	92,224	86,773
Economics	N	8	8
	Mean	88,354	84,648
	Median	86,773	85,247
Public Administration	N	26	25
	Mean	100,115	94,410
	Median	100,146	97,248
Political Science	N	10	10
	Mean	123,314	117,166
	Median	119,913	116,861
Engineering	N	5	5
	Mean	115,203	110,494
	Median	96,802	95,058
Other (Please Specify)	N	27	27
	Mean	89,777	83,187
	Median	86,331	84,152
Total	N	240	235
	Mean	96,020	91,786
	Median	93,570	88,081

Table 5.3c. Reported Individual Salaries (2022) by Gender

		2021 Salary	2020 Salary
Male	N	91	89
	Mean	100,836	96,371
	Median	96,366	90,698
Female	N	156	153
	Mean	92,390	88,280
	Median	87,427	85,029
Other (Please Specify)	N	1	1
	Mean	110,756	107,703
	Median	110,756	107,703
Total	N	248	243
	Mean	95,563	91,323
	Median	92,660	86,773

Table 5.3d. Reported Individual Salaries (2022) by Race

		2021 Salary	2020 Salary
White	N	199	195
	Mean	92,250	88,069
	Median	90,698	86,139
Black	N	29	29
	Mean	107,012	103,418
	Median	102,471	98,983
Asian	N	1	1
	Mean	198,401	186,192
	Median	198,401	186,192
American Indian or Alaskan Native	N	1	1
	Mean	140,320	139,884
	Median	140,320	139,884
Other (Please Specify)	N	11	10
	Mean	101,956	95,015
	Median	105,959	96,803
Total	N	241	236
	Mean	95,109	90,885
	Median	92,442	86,773

Table 5.3e. Reported Individual Salaries (2022) by Ethnicity

		2021 Salary	2020 Salary
Hispanic	N	17	16
	Mean	98,610	91,815
	Median	105,959	99,419
Non-Hispanic	N	217	213
	Mean	95,090	91,026
	Median	91,134	86,337
Other (please specify)	N	10	10
	Mean	97,151	92,485
	Median	103,997	100,291
Total	N	244	239
	Mean	95,419	91,140
	Median	92,660	86,773

Table 5.3f. Reported Individual Salaries (2022) by Certification Status

Do you hold any professional certifications?		2021 Salary	2020 Salary
No	N	65	61
	Mean	94,161	89,538
	Median	86,773	83,285
Yes	N	186	185
	Mean	95,501	91,413
	Median	95,058	88,517
Total	N	251	246
	Mean	95,154	90,948
	Median	92,442	86,773

Table 5.3g. 2016 Salary by Presence of Collective Bargaining in Organization

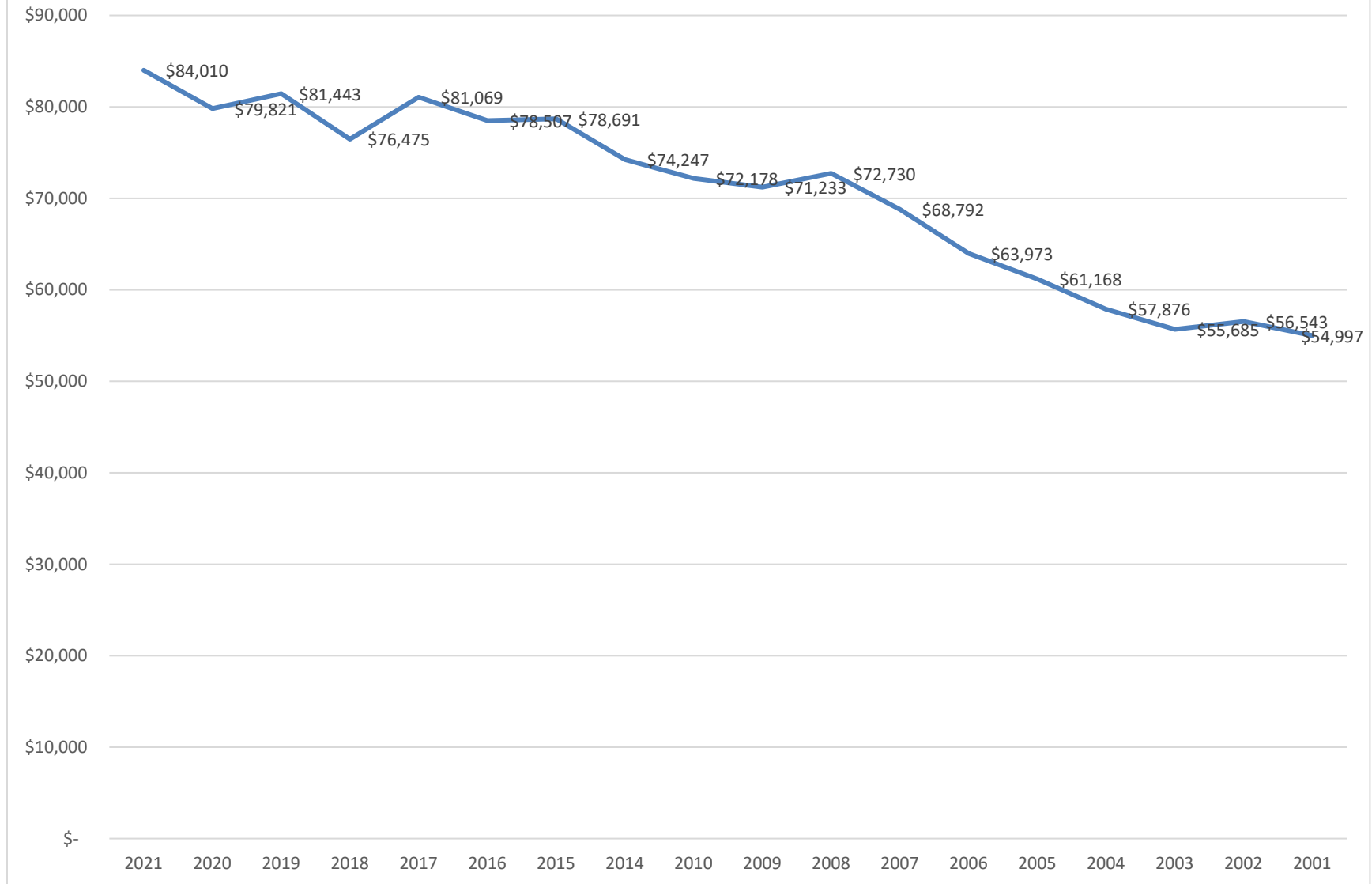
Is there a collective bargaining unit or union in your organization?		2021 Salary	2020 Salary
Yes	N	104	99
	Mean	104,328	100,579
	Median	102,689	98,110
No	N	136	136
	Mean	87,412	83,047
	Median	83,721	78,924
Total	N	240	235
	Mean	94,742	90,433
	Median	92,006	86,337

Manager, Purchasing

Table 5.4. Survey Summaries

	2022 N	2021	2020	2019	2018	2017		2015	2014	2010	2009	2008	2007	2006	2005	2004	2003	2002	2001
All	507	\$84,010	\$79,821	\$81,443	\$76,475	\$81,069	2016 \$78,507	\$78,691	\$74,247	\$72,178	\$71,233	\$72,730	\$68,792	\$63,973	\$61,168	\$57,876	\$55,685	\$56,543	\$54,997
Entity																			
Federal	1	\$50,145	\$41,424	\$114,785	\$101,680					\$66,672	\$65,255								
State	115	\$79,439	\$74,739	\$74,647	\$69,703	\$74,529	\$80,823	\$75,604	\$70,979	\$63,766	\$63,281	\$79,707	\$78,551	\$63,082	\$60,564	\$53,026	\$49,976	\$57,764	\$56,630
County	95	\$84,512	\$81,482	\$84,906	\$79,626	\$80,733	\$73,978	\$77,701	\$75,550	\$72,970	\$72,200	\$70,593	\$63,134	\$64,109	\$59,376	\$56,465	\$54,113	\$51,402	\$47,162
City	151	\$84,227	\$80,487	\$82,476	\$77,606	\$80,118	\$79,495	\$77,759	\$75,793	\$73,418	\$72,736	\$71,072	\$70,155	\$65,219	\$63,736	\$59,785	\$56,645	\$59,030	\$58,379
School	42	\$81,707	\$77,999	\$84,565	\$80,415	\$86,309		\$85,443	\$63,500	\$73,507	\$74,051	\$69,268	\$67,559	\$63,519	\$62,167	\$63,317	\$61,060	\$59,023	\$56,708
Higher Ed.	45	\$73,419	\$69,921	\$71,352	\$67,486	\$80,090	\$76,795	\$70,727	\$60,791	\$72,081	\$71,681	\$67,579	\$64,505	\$57,051	\$55,101	\$52,709	\$52,064	\$52,684	\$51,591
Health	3	\$92,730	\$77,178	\$84,965	\$83,580					\$64,235	\$64,000			\$72,000	\$70,000				
Utility	7	\$99,045	\$96,491	\$96,274	\$90,140			\$93,167	\$106,250	\$92,333	\$73,500	\$78,800	\$81,250	\$77,334		\$67,667	\$70,000	\$65,175	\$64,845
Sp. Auth.	41	\$103,621	\$98,144	\$94,987	\$88,630	\$91,563	\$93,860	\$84,963	\$75,450	\$74,073	\$74,250	\$86,970	\$84,694	\$63,566	\$59,298	\$68,990	\$67,073	\$64,006	\$63,099
Nonprofit	7	\$100,727	\$74,003	\$68,775	\$62,403														
Region																			
Northeast	18	\$89,206	\$84,590	\$96,086	\$91,997	\$98,000	\$97,500			\$70,929	\$71,000	\$73,488	\$72,598	\$59,791	\$58,516	\$62,375	\$62,000	\$55,171	\$53,492
Mid-Atlantic	77	\$88,056	\$84,316	\$85,923	\$78,228	\$86,401	\$86,054	\$78,687	\$70,565	\$81,822	\$81,561	\$84,791	\$79,463	\$65,721	\$60,235	\$58,500	\$54,569	\$54,111	\$52,777
Southeast	127	\$77,023	\$73,353	\$72,972	\$69,115	\$75,088	\$71,352	\$74,212	\$71,119	\$65,994	\$63,945	\$77,643	\$70,022	\$61,166	\$57,413	\$55,745	\$54,138	\$49,047	\$46,561
South Central	100	\$76,451	\$74,195	\$77,854	\$71,628	\$64,059	\$61,891	\$76,847	\$70,089	\$61,978	\$61,443	\$58,705	\$57,917	\$61,930	\$58,502	\$49,839	\$48,454	\$54,592	\$54,780
Central	40	\$76,553	\$72,548	\$79,751	\$74,854	\$82,633	\$64,788	\$78,094	\$68,986	\$67,946	\$69,661	\$69,335	\$68,368	\$56,739	\$52,496	\$61,687	\$56,439	\$59,563	\$55,585
Great Lakes	65	\$80,779	\$76,187	\$79,404	\$75,673	\$76,168	\$76,793	\$74,174	\$67,253	\$70,149	\$71,261	\$60,052	\$54,706	\$60,797	\$58,846	\$64,429	\$63,065	\$58,579	\$58,983
North Central	2	\$62,791	\$57,558	\$58,670	\$75,291	\$80,558	\$76,000			\$51,000	\$51,000			\$75,848	\$74,852	\$38,400	\$43,200	\$30,750	\$27,420
West	78	\$106,947	\$99,864	\$102,602	\$98,375	\$113,481	\$108,236	\$94,829	\$95,823	\$82,797	\$82,272	\$86,953	\$82,866	\$68,577	\$70,823	\$66,137	\$65,065	\$71,541	\$67,766
Canada						\$111,614	\$113,224	\$106,858	\$105,470	\$82,312	\$79,833	\$72,652	\$71,506			\$63,980	\$64,005	\$63,930	\$62,068
Procur. Vol.																			
\$1-\$10M	59	\$76,771	\$74,870	\$72,910	\$68,520	\$58,774	\$66,165	\$66,038	\$62,286	\$69,632	\$68,870	\$69,376	\$66,009	\$56,077	\$54,211	\$52,153	\$50,693	\$50,327	\$49,721
\$11-\$30M	75	\$83,808	\$76,175	\$78,629	\$76,365	\$80,971	\$86,756	\$60,460	\$55,115	\$58,108	\$59,230	\$52,870	\$51,109	\$59,190	\$58,031	\$49,773	\$48,752	\$44,357	\$41,785
\$31-\$75M	131	\$79,760	\$76,762	\$82,175	\$77,276	\$72,589	\$69,367	\$84,794	\$84,083	\$71,198	\$70,318	\$74,791	\$70,567	\$59,346	\$57,281	\$59,193	\$57,518	\$53,564	\$51,990
\$76-\$125M	186	\$91,619	\$86,113	\$84,476	\$79,845	\$83,390	\$81,025	\$83,147	\$73,208	\$72,748	\$72,405	\$66,068	\$60,725	\$67,440	\$62,538	\$64,164	\$61,830	\$62,038	\$59,515
>\$125M				\$92,600	\$86,484	\$88,092	\$82,276	\$87,147	\$84,595	\$78,527	\$76,480	\$82,043	\$76,914	\$74,622	\$70,800	\$67,821	\$64,636	\$67,782	\$64,611

Manager, Purchasing Salary Trend 2001-2022



“Manager, Purchasing” Individual Survey Results

Table 5.4a. Reported Individual Salaries by Highest Education Completed

		2021 Salary	2020 Salary
High School Diploma	N	12	12
	Mean	68,258	63,970
	Median	61,919	60,057
Technical/Vocational School	N	4	4
	Mean	72,166	69,332
	Median	70,422	66,061
Some College	N	63	61
	Mean	75,014	70,611
	Median	73,875	69,680
2-year College Degree	N	44	44
	Mean	74,142	69,743
	Median	71,288	67,587
4-year College Degree	N	228	222
	Mean	85,528	81,422
	Median	83,503	79,797
Master's Degree	N	112	104
	Mean	91,755	87,527
	Median	92,224	84,717
Some Doctorate Courses	N	4	4
	Mean	82,740	75,654
	Median	91,788	86,337
Doctorate Degree	N	14	14
	Mean	94,560	89,452
	Median	89,390	87,210
Other (Please Specify)	N	6	5
	Mean	106,802	100,253
	Median	106,832	106,875
Total	N	487	470
	Mean	84,535	80,118
	Median	82,413	78,052

Table 5.4b. Reported Individual Salaries (2019) by Field of Education

		2021 Salary	2020 Salary
Liberal Arts	N	55	56
	Mean	88,782	83,903
	Median	85,465	81,974
Business	N	251	241
	Mean	83,012	78,159
	Median	79,797	75,872
Economics	N	15	11
	Mean	83,731	80,159
	Median	75,872	82,413
Public Administration	N	48	46
	Mean	93,158	90,778
	Median	92,006	84,811
Political Science	N	17	17
	Mean	79,812	73,061
	Median	85,901	72,384
Engineering	N	11	10
	Mean	102,629	100,857
	Median	98,545	89,390
Other (Please Specify)	N	82	81
	Mean	80,984	77,419
	Median	80,669	73,256
Total	N	479	462
	Mean	84,704	80,333
	Median	82,413	78,052

Table 5.4c. Reported Individual Salaries (2022) by Gender

		2021 Salary	2020 Salary
Male	N	154	147
	Mean	90,188	87,428
	Median	86,773	83,721
Female	N	339	326
	Mean	81,262	76,528
	Median	79,797	75,000
Other (Please Specify)	N	3	3
	Mean	94,041	84,593
	Median	92,878	77,180
Total	N	496	476
	Mean	84,111	79,945
	Median	81,977	78,052

Table 5.4d. Reported Individual Salaries (2022) by Race

		2021 Salary	2020 Salary
White	N	364	353
	Mean	84,736	80,483
	Median	82,631	78,052
Black	N	71	69
	Mean	78,519	75,394
	Median	78,488	78,052
Asian	N	14	13
	Mean	97,605	83,098
	Median	90,260	75,431
American Indian or Alaskan Native	N	4	4
	Mean	108,248	102,689
	Median	114,898	105,523
Other (Please Specify)	N	31	28
	Mean	88,766	80,765
	Median	86,337	75,436
Total	N	484	467
	Mean	84,649	80,011
	Median	82,413	78,052

Table 5.4e. Reported Individual Salaries (2022) by Ethnicity

		2021 Salary	2020 Salary
Hispanic	N	53	52
	Mean	88,833	83,144
	Median	85,029	75,000
Non-Hispanic	N	401	386
	Mean	84,257	79,918
	Median	82,413	78,052
Other (please specify)	N	36	34
	Mean	79,827	75,656
	Median	81,323	77,616
Total	N	490	472
	Mean	84,426	79,966
	Median	82,413	78,052

Table 5.4f. Reported Individual Salaries (2022) by Certification Status

Do you hold any professional certifications?		2021 Salary	2020 Salary
No	N	166	159
	Mean	77,928	74,126
	Median	75,000	70,640
Yes	N	339	325
	Mean	87,348	82,727
	Median	85,901	81,541
Total	N	505	484
	Mean	84,251	79,901
	Median	82,413	78,052

Table 5.4g. 2016 Salary by Presence of Collective Bargaining in Organization

Is there a collective bargaining unit or union in your organization?		2021 Salary	2020 Salary
Yes	N	220	213
	Mean	91,841	86,487
	Median	88,954	84,157
No	N	252	244
	Mean	78,342	74,376
	Median	76,526	71,823
Total	N	472	457
	Mean	84,634	80,020
	Median	82,195	78,052

Manager, Contracts

Table 5.5. Survey Summaries

	2022 N	2021	2020	2019	2018	2017	2016	2015	2014	2010	2009	2008	2007	2006	2005	2004	2003	2002	2001
All	121	\$83,302	\$79,387	\$79,382	\$74,490	\$71,867	\$70,326	\$66,238	\$65,899	\$67,464	\$67,090	\$62,742	\$58,907	\$58,665	\$55,682	\$58,633	\$56,548	\$53,150	\$51,390
Entity																			
Federal										\$91,423	\$88,000								
State	36	\$70,550	\$67,115	\$75,212	\$70,101	\$74,250	\$74,250	\$58,831	\$56,395	\$61,773	\$64,059	\$54,416	\$52,428	\$54,983	\$51,968	\$55,934	\$56,853	\$46,774	\$45,078
County	33	\$89,955	\$89,104	\$81,686	\$77,110	\$65,973	\$65,891	\$67,323	\$66,993	\$62,918	\$64,443	\$66,866	\$60,536	\$53,589	\$48,330	\$50,267	\$48,099	\$51,439	\$48,770
City	32	\$87,291	\$80,041	\$75,928	\$74,121	\$68,625	\$61,333	\$64,475	\$62,002	\$60,884	\$60,085	\$61,791	\$59,741	\$63,329	\$62,978	\$61,752	\$58,149	\$54,063	\$51,089
School	4	\$53,307	\$52,980	\$44,496	\$49,015	\$65,000	\$70,000	\$47,000		\$75,503	\$69,794	\$58,858	\$49,036	\$58,936	\$57,473	\$58,369	\$55,589	\$63,250	\$72,861
Higher Ed.	3	\$81,812	\$77,597	\$69,148	\$66,082	\$81,451	\$78,140	\$69,045	\$67,333	\$59,016	\$59,016	\$76,540	\$74,333	\$62,393	\$64,019	\$56,358	\$59,523	\$56,944	\$55,429
Health	1	\$125,145	\$120,785	\$119,931	\$94,355	\$74,000	\$72,000							\$58,500	\$65,000		\$48,000		
Utility	1	\$130,378	\$123,401	\$107,579	\$98,672			\$105,000	\$105,000	\$87,338	\$59,675	\$57,500	\$57,500			\$63,235		\$57,714	\$56,544
Sp. Auth.	10	\$97,875	\$90,549	\$93,614	\$84,872	\$81,625	\$81,433	\$67,300	\$66,670	\$90,164	\$91,411	\$76,373	\$70,488	\$66,750	\$58,333	\$71,504	\$69,667	\$65,839	\$64,148
Nonprofit				\$82,794	\$64,781														
Region																			
Northeast	19	\$93,815	\$87,472	\$91,782	\$86,939	\$82,500	\$81,500			\$72,500	\$69,000	\$67,500	\$63,500	\$56,667	\$55,000	\$71,000	\$67,667	\$57,333	\$57,500
Mid-Atlantic	13	\$80,064	\$77,762	\$87,401	\$79,923	\$72,377	\$64,358	\$63,608	\$65,310	\$74,335	\$65,516	\$61,493	\$60,646	\$60,938	\$55,019	\$55,388	\$57,337	\$51,022	\$49,889
Southeast	23	\$78,205	\$77,450	\$70,476	\$66,259	\$68,409	\$65,268	\$63,486	\$62,571	\$60,638	\$63,495	\$59,669	\$55,161	\$59,072	\$54,678	\$58,807	\$51,763	\$48,091	\$49,165
South Central	26	\$73,572	\$68,827	\$65,416	\$62,005	\$63,507	\$67,742	\$68,029	\$67,576	\$62,448	\$61,708	\$63,324	\$65,301	\$54,662	\$53,180	\$55,581	\$54,313	\$46,710	\$45,188
Central	9	\$69,622	\$58,594	\$78,522	\$83,450	\$68,833	\$53,664	\$64,833	\$73,500	\$62,818	\$61,213	\$57,061	\$49,620	\$61,544	\$59,456	\$53,137	\$50,089	\$57,438	\$54,971
Great Lakes	11	\$76,865	\$71,157	\$72,671	\$70,162	\$60,667	\$60,667	\$52,488	\$52,926	\$62,040	\$61,669	\$61,334	\$58,554	\$71,133	\$70,057	\$63,825	\$59,732	\$52,307	\$49,117
North Central	2	\$60,393	\$57,776	\$94,902	\$91,078					\$52,000	\$52,000			\$42,000	\$40,000				
West	18	\$108,431	\$107,187	\$94,589	\$86,624	\$95,161	\$89,577	\$78,056	\$69,670	\$95,229	\$96,155	\$78,016	\$69,586	\$54,650	\$54,767	\$73,070	\$68,587	\$67,160	\$62,546
Canada								\$86,000	\$85,900	\$79,940	\$78,043	\$72,652	\$71,506	\$65,000	\$65,000	\$51,414	\$53,000	\$67,516	\$64,815
Procur. Vol.																			
\$1-\$10M	9	\$71,087	\$64,632	\$67,632	\$64,179	\$54,517	\$56,500	\$53,000	\$50,333	\$62,842	\$62,833	\$56,464	\$54,473	\$49,050	\$49,194	\$54,465	\$55,215	\$52,259	\$50,534
\$11-\$30M	19	\$70,847	\$68,339	\$73,539	\$66,600	\$76,200	\$71,200	\$65,833	\$66,591	\$67,280	\$64,783	\$48,557	\$46,253	\$49,154	\$49,367	\$60,531	\$48,384	\$46,183	\$44,087
\$31-\$75M	28	\$85,264	\$80,780	\$81,728	\$77,969	\$70,333	\$64,000	\$57,708	\$62,550	\$58,593	\$56,992	\$60,988	\$55,213	\$43,891	\$37,288	\$54,003	\$47,743	\$48,570	\$47,748
\$76-\$125M	48	\$89,922	\$84,898	\$78,592	\$75,969	\$76,189	\$78,676	\$65,659	\$64,753	\$72,800	\$71,597	\$68,748	\$69,007	\$51,804	\$49,840	\$58,664	\$61,205	\$56,677	\$56,834
>\$125M				\$86,436	\$80,944	\$78,750	\$78,833	\$70,677	\$70,986	\$73,302	\$73,773	\$70,987	\$65,089	\$66,061	\$63,971	\$67,784	\$66,864	\$61,237	\$60,026

Manager, Contracts Salary Trend 2001-2022



“Manager, Contracts” Individual Survey Results

Table 5.5a. Reported Individual Salaries by Highest Education Completed

		2021 Salary	2020 Salary
Technical/Vocational School	N	1	1
	Mean	93,750	91,134
	Median	93,750	91,134
Some College	N	13	13
	Mean	87,009	83,817
	Median	83,227	84,157
2-year College Degree	N	9	9
	Mean	73,316	71,948
	Median	62,791	58,866
4-year College Degree	N	50	47
	Mean	78,534	74,803
	Median	79,142	71,076
Master's Degree	N	34	33
	Mean	88,308	82,393
	Median	85,901	85,029
Doctorate Degree	N	7	6
	Mean	87,337	87,286
	Median	85,029	83,067
Other (Please Specify)	N	4	4
	Mean	85,203	81,961
	Median	92,006	85,683
Total	N	118	113
	Mean	82,763	78,890
	Median	82,532	78,916

Table 5.5b. Reported Individual Salaries (2022) by Field of Education

		2021 Salary	2020 Salary
Liberal Arts	N	13	11
	Mean	75,984	72,978
	Median	76,308	72,384
Business	N	55	54
	Mean	81,876	79,565
	Median	80,669	77,151
Economics	N	2	2
	Mean	88,517	76,526
	Median	88,517	76,526
Public Administration	N	22	22
	Mean	89,043	81,376
	Median	87,864	85,465
Political Science	N	2	2
	Mean	100,073	91,352
	Median	100,073	91,352
Engineering	N	2	1
	Mean	71,291	49,709
	Median	71,291	49,709
Other (Please Specify)	N	22	21
	Mean	81,653	78,073
	Median	82,641	79,797
Total	N	118	113
	Mean	82,763	78,890
	Median	82,532	78,916

Table 5.5c. Reported Individual Salaries (2022) by Gender

		2021 Salary	2020 Salary
Male	N	35	33
	Mean	92,126	88,202
	Median	88,517	85,029
Female	N	82	79
	Mean	78,659	74,641
	Median	80,015	76,308
Total	N	117	112
	Mean	82,688	78,636
	Median	82,433	78,484

Table 5.5d. Reported Individual Salaries (2022) by Race

		2021 Salary	2020 Salary
White	N	77	75
	Mean	80,923	76,782
	Median	79,797	75,436
Black	N	25	23
	Mean	81,856	80,748
	Median	88,517	82,849
Asian	N	4	4
	Mean	91,516	82,112
	Median	98,111	90,315
American Indian or Alaskan Native	N	1	1
	Mean	134,302	118,605
	Median	134,302	118,605
Other (Please Specify)	N	8	7
	Mean	96,420	93,874
	Median	92,657	92,878
Total	N	115	110
	Mean	83,037	79,273
	Median	82,631	78,920

Table 5.5e. Reported Individual Salaries (2022) by Ethnicity

		2021 Salary	2020 Salary
Hispanic	N	15	14
	Mean	86,645	78,974
	Median	76,308	69,244
Non-Hispanic	N	92	89
	Mean	81,700	78,726
	Median	82,740	79,797
Other (please specify)	N	10	9
	Mean	85,620	79,014
	Median	82,413	74,564
Total	N	117	112
	Mean	82,669	78,781
	Median	82,433	78,484

Table 5.5f. Reported Individual Salaries (2022) by Certification Status

Do you hold any professional certifications?		2021 Salary	2020 Salary
No	N	38	38
	Mean	82,959	75,888
	Median	81,769	76,090
Yes	N	81	76
	Mean	82,887	80,541
	Median	83,227	80,887
Total	N	119	114
	Mean	82,910	78,990
	Median	82,631	78,920

Table 5.5g. 2016 Salary by Presence of Collective Bargaining in Organization

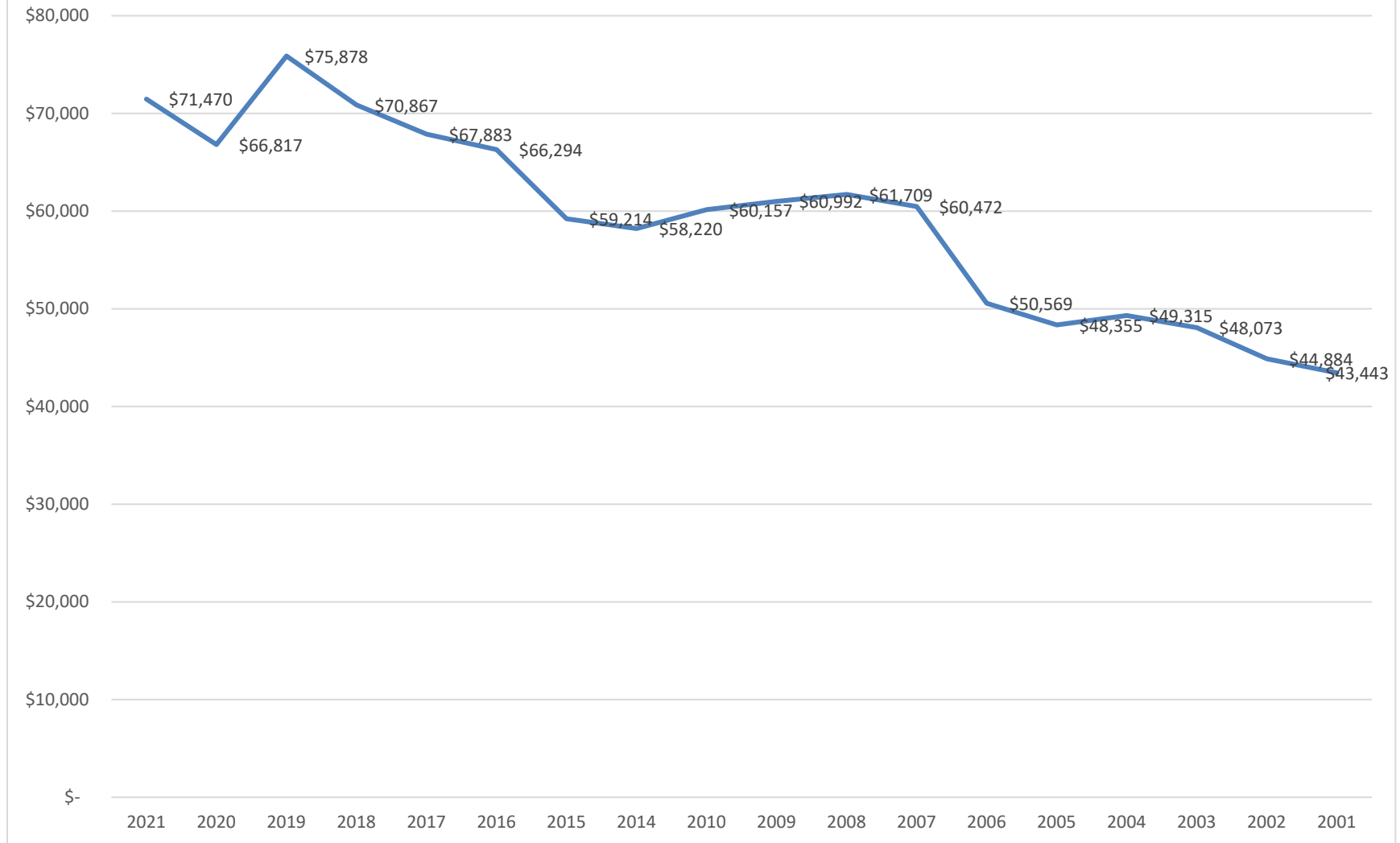
Is there a collective bargaining unit or union in your organization?		2021 Salary	2020 Salary
Yes	N	59	56
	Mean	93,845	90,391
	Median	92,442	88,954
No	N	51	50
	Mean	72,308	67,039
	Median	71,512	65,625
Total	N	110	106
	Mean	83,859	79,376
	Median	82,740	79,154

Manager, Warehouse or Stores, or Logistics

Table 5.6. Survey Summaries

	2022 N	2021	2020	2019	2018	2017	2016	2015	2014	2010	2009	2008	2007	2006	2005	2004	2003	2002	2001
All	25	\$71,470	\$66,817	\$75,878	\$70,867	\$67,883	\$66,294	\$59,214	\$58,220	\$60,157	\$60,992	\$61,709	\$60,472	\$50,569	\$48,355	\$49,315	\$48,073	\$44,884	\$43,443
Entity																			
Federal										\$35,088	\$46,000								
State	6	\$68,560	\$67,049	\$80,879	\$76,619	\$76,380	\$76,380	\$60,000		\$52,846	\$55,461	\$55,947	\$54,520	\$40,096	\$39,796	\$50,565	\$46,224	\$38,717	\$38,017
County	2	\$71,294	\$68,896	\$67,076	\$59,488	\$81,000	\$78,571	\$66,294	\$77,025	\$55,424	\$57,188	\$54,681	\$50,363	\$50,808	\$49,071	\$46,502	\$47,644	\$46,037	\$44,795
	8	\$79,483	\$76,649	\$77,283	\$73,193	\$61,641	\$62,732	\$50,560	\$51,519	\$58,973	\$60,032	\$61,024	\$60,726	\$50,728	\$51,510	\$47,152	\$45,123	\$44,817	\$42,977
City																			
School	2	\$43,823	\$21,366	\$79,015	\$74,601	\$77,491	\$76,737	\$58,988	\$52,845	\$68,025	\$67,300	\$60,326	\$58,703	\$56,103	\$52,554	\$52,881	\$52,347	\$49,887	\$48,018
Higher Ed.	3	\$46,366	\$44,186	\$40,912	\$38,139	\$62,902	\$56,129	\$49,667	\$48,000	\$56,333	\$55,690	\$60,836	\$58,526	\$41,407	\$39,943	\$42,342	\$43,157	\$39,444	\$39,186
Health						\$42,500	\$42,000							\$40,000	\$40,000	\$33,000	\$32,000		
Utility	2	\$106,613	\$101,381	\$100,637	\$97,335			\$103,500	\$101,500	\$58,714	\$52,890	\$76,480	\$75,845	\$57,667	\$38,000	\$57,320	\$54,105	\$46,172	\$44,173
Sp. Auth.	2	\$78,489	\$69,550			\$53,333	\$50,250	\$62,975	\$59,988	\$69,202	\$70,240	\$82,491	\$80,616	\$59,244	\$49,891	\$59,128	\$57,518	\$59,232	\$57,057
Region																			
Northeast	1	\$125,581	\$122,529	\$122,711	\$119,235	\$79,000	\$79,000			\$45,476	\$44,356	\$42,600	\$39,450	\$55,541	\$54,438	\$56,405	\$55,405	\$64,915	\$61,778
Mid-Atlantic	11	\$60,080	\$54,262	\$78,489	\$71,173	\$75,244	\$83,491			\$72,854	\$72,672	\$65,409	\$66,059	\$59,772	\$52,844	\$54,595	\$54,392	\$49,445	\$47,848
Southeast	6	\$67,514	\$62,936	\$77,415	\$74,286	\$58,656	\$53,816	\$56,732	\$53,175	\$49,222	\$51,073	\$54,802	\$53,691	\$45,477	\$43,741	\$45,011	\$42,606	\$34,929	\$35,116
South Central	5	\$76,569	\$73,866	\$69,977	\$63,741	\$53,166	\$50,570	\$52,669	\$52,091	\$53,879	\$51,396	\$54,970	\$53,206	\$46,439	\$46,275	\$43,515	\$44,283	\$40,577	\$39,226
Central				\$56,874	\$55,315	\$62,667	\$52,019	\$72,965	\$90,536	\$54,695	\$54,133	\$80,015	\$79,286	\$55,722	\$47,338	\$42,283	\$42,012	\$43,467	\$41,385
Great Lakes				\$67,439		\$76,380	\$76,380	\$69,052	\$75,770	\$74,858	\$83,188	\$54,871	\$52,871	\$50,115	\$48,643	\$64,578	\$61,890	\$55,160	\$53,120
North Central										\$54,850	\$54,850			\$38,517	\$37,517	\$43,000	\$43,000		
West	2	\$106,177	\$102,035	\$71,044	\$64,178	\$111,779	\$111,029	\$57,017	\$61,657	\$85,476	\$86,984	\$76,594	\$78,176	\$56,245	\$55,235	\$62,219	\$61,113	\$60,162	\$58,684
Canada						\$57,000	\$55,000	\$102,000	\$102,000	\$79,617	\$78,032	\$66,212	\$60,022	\$56,282	\$55,491	\$54,642	\$52,050	\$59,417	\$59,100
Procur. Vol.																			
\$1-\$10M	2	\$56,032	\$52,980	\$75,258	\$71,582	\$53,333	\$49,500			\$48,388	\$50,014	\$66,377	\$65,446	\$43,203	\$41,589	\$44,381	\$43,146	\$36,674	\$35,062
\$11-\$30M	4	\$79,621	\$66,673	\$58,430	\$57,506	\$66,839	\$71,158	\$49,696	\$48,155	\$46,792	\$45,638	\$43,538	\$43,042	\$46,099	\$47,368	\$42,667	\$43,652	\$36,142	\$34,908
\$31-\$75M	6	\$57,122	\$53,706	\$45,886	\$43,453	\$53,897	\$52,772	\$54,788	\$57,934	\$54,832	\$54,507	\$52,250	\$50,921	\$47,656	\$45,730	\$53,767	\$47,863	\$44,959	\$41,005
\$76-\$125M	7	\$79,687	\$76,822	\$90,382	\$62,669	\$66,300	\$63,760	\$66,301	\$67,370	\$59,681	\$56,082	\$63,744	\$62,424	\$56,814	\$49,708	\$52,480	\$51,623	\$52,663	\$54,101
>\$125M				\$73,833	\$69,317	\$80,925	\$83,295	\$69,752	\$68,678	\$73,744	\$76,809	\$71,670	\$70,705	\$61,997	\$58,513	\$58,503	\$57,428	\$60,126	\$57,767

Manager, Warehouse or Stores or Logistics Salary Trend 2001-2022



“Manager, Warehouse or Stores, or Logistics” Individual Survey Results

Table 5.6a. Reported Individual Salaries by Highest Education Completed

		2021 Salary	2020 Salary
High School Diploma	N	4	4
	Mean	71,730	71,076
	Median	70,858	69,550
Some College	N	1	1
	Mean	51,017	49,709
	Median	51,017	49,709
2-year College Degree	N	5	5
	Mean	67,272	65,373
	Median	70,203	64,535
4-year College Degree	N	8	8
	Mean	77,834	68,677
	Median	69,113	65,407
Master's Degree	N	4	4
	Mean	79,168	74,154
	Median	75,490	66,549
Doctorate Degree	N	1	1
	Mean	39,244	34,884
	Median	39,244	34,884
Total	N	23	23
	Mean	71,865	67,034
	Median	70,203	60,170

Table 5.6b. Reported Individual Salaries (2022) by Field of Education

		2021 Salary	2020 Salary
Liberal Arts	N	4	4
	Mean	74,237	73,038
	Median	65,407	65,843
Business	N	15	15
	Mean	72,802	66,791
	Median	75,000	60,170
Public Administration	N	1	1
	Mean	75,979	72,927
	Median	75,979	72,927
Other (Please Specify)	N	2	2
	Mean	65,189	58,867
	Median	65,189	58,867
Total	N	22	22
	Mean	72,515	67,485
	Median	72,602	62,353

Table 5.6c. Reported Individual Salaries (2022) by Gender

		2021 Salary	2020 Salary
Male	N	9	9
	Mean	74,486	66,696
	Median	75,000	59,302
Female	N	15	15
	Mean	68,757	65,966
	Median	60,174	60,170
Total	N	24	24
	Mean	70,905	66,240
	Median	65,189	59,736

Table 5.6d. Reported Individual Salaries (2022) by Race

		2021 Salary	2020 Salary
White	N	19	19
	Mean	71,801	66,299
	Median	60,174	59,302
Black	N	2	2
	Mean	80,015	78,707
	Median	80,015	78,707
Total	N	21	21
	Mean	72,584	67,480
	Median	75,000	59,302

Table 5.6e. Reported Individual Salaries (2022) by Ethnicity

		2021 Salary	2020 Salary
Hispanic	N	3	3
	Mean	65,116	47,674
	Median	59,738	59,302
Non-Hispanic	N	18	18
	Mean	74,821	72,017
	Median	75,490	66,549
Other (please specify)	N	1	1
	Mean	40,552	37,936
	Median	40,552	37,936
Total	N	22	22
	Mean	71,940	67,148
	Median	67,587	59,736

Table 5.6f. Reported Individual Salaries (2022) by Certification Status

Do you hold any professional certifications?		2021 Salary	2020 Salary
No	N	11	11
	Mean	76,001	69,975
	Median	78,052	77,616
Yes	N	14	14
	Mean	67,910	64,336
	Median	59,301	56,250
Total	N	25	25
	Mean	71,470	66,817
	Median	70,203	60,170

Table 5.6g. 2016 Salary by Presence of Collective Bargaining in Organization

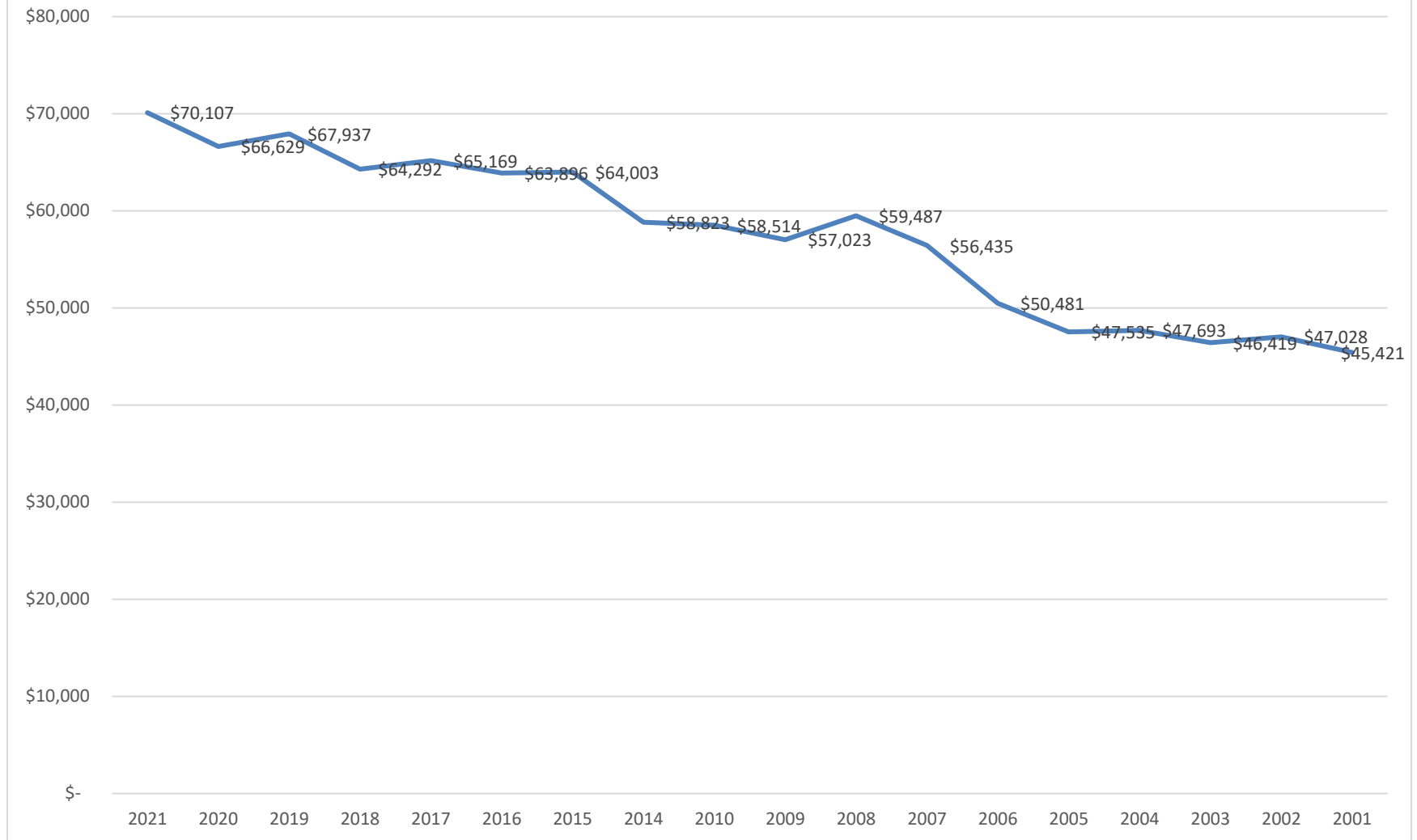
Is there a collective bargaining unit or union in your organization?		2021 Salary	2020 Salary
Yes	N	9	9
	Mean	91,697	89,286
	Median	87,645	88,081
No	N	14	14
	Mean	59,115	52,730
	Median	57,993	55,160
Total	N	23	23
	Mean	71,865	67,034
	Median	70,203	60,170

Senior Buyer - Contracting Officer

Table 5.7. Survey Summaries

	2022 N	2021	2020	2019	2018	2017	2016	2015	2014	2010	2009	2008	2007	2006	2005	2004	2003	2002	2001
All	490	\$70,107	\$66,629	\$67,937	\$64,292	\$65,169	\$63,896	\$64,003	\$58,823	\$58,514	\$57,023	\$59,487	\$56,435	\$50,481	\$47,535	\$47,693	\$46,419	\$47,028	\$45,421
Entity																			
Federal	1	\$166,134	\$160,029	\$131,054	\$127,578			\$90,000	\$86,000	\$67,961	\$66,417								
State	104	\$67,899	\$66,027	\$64,793	\$59,423	\$61,919	\$59,674	\$52,318	\$52,904	\$52,429	\$53,250	\$52,646	\$51,654	\$46,835	\$43,632	\$41,861	\$40,559	\$44,438	\$44,649
County	124	\$71,603	\$68,035	\$67,007	\$64,120	\$67,318	\$65,332	\$81,782	\$58,531	\$58,254	\$53,963	\$62,926	\$60,354	\$50,342	\$47,668	\$47,358	\$46,446	\$45,585	\$42,853
City	106	\$67,130	\$62,685	\$69,869	\$64,810	\$62,090	\$60,762	\$59,901	\$62,755	\$57,907	\$57,271	\$58,183	\$53,592	\$52,355	\$48,945	\$49,097	\$47,227	\$47,550	\$45,850
School	45	\$71,584	\$66,910	\$66,779	\$67,004	\$62,026	\$63,890	\$58,329	\$58,474	\$62,610	\$61,937	\$53,347	\$47,871	\$52,241	\$48,404	\$50,160	\$49,969	\$46,466	\$45,880
Higher Ed.	59	\$61,414	\$58,055	\$58,271	\$57,517	\$63,163	\$64,626	\$48,423	\$48,600	\$57,450	\$55,380	\$58,090	\$56,577	\$43,840	\$43,134	\$44,224	\$42,797	\$45,218	\$43,299
Health	2	\$93,314	\$90,698	\$82,248	\$79,189	\$74,000	\$72,000			\$56,305				\$46,500		\$33,000	\$32,000		
Utility	12	\$82,657	\$78,258	\$89,185	\$85,704			\$67,581	\$83,162	\$64,890	\$58,340	\$67,188	\$59,900	\$56,400	\$52,566	\$51,509	\$53,327	\$46,088	\$44,395
Sp. Auth.	34	\$84,190	\$79,021	\$83,088	\$78,114	\$74,200	\$73,221	\$60,514	\$58,100	\$64,209	\$65,571	\$75,879	\$71,567	\$50,506	\$49,798	\$61,344	\$59,099	\$55,520	\$52,764
Nonprofit	2	\$81,148	\$81,453	\$84,621	\$82,620														
Region																			
Northeast	4	\$82,195	\$78,052	\$74,255	\$72,734	\$67,278	\$65,775		\$58,000	\$60,981	\$59,994	\$73,400	\$76,667	\$56,833	\$58,000	\$54,688	\$52,911	\$55,225	\$54,605
Mid-Atlantic	80	\$73,767	\$68,768	\$69,822	\$67,157	\$68,111	\$69,005	\$56,878	\$56,295	\$67,716	\$64,809	\$52,904	\$51,121	\$51,695	\$49,699	\$48,658	\$46,957	\$50,246	\$47,473
Southeast	132	\$67,977	\$64,388	\$63,955	\$59,906	\$58,442	\$55,691	\$55,922	\$57,057	\$52,422	\$49,092	\$62,420	\$57,049	\$48,510	\$47,040	\$42,949	\$42,112	\$38,240	\$36,518
South Central	89	\$60,381	\$57,422	\$62,133	\$58,906	\$52,373	\$53,758	\$52,752	\$50,706	\$50,703	\$50,516	\$51,340	\$49,829	\$43,919	\$41,456	\$42,163	\$41,073	\$42,961	\$41,904
Central	47	\$68,181	\$65,271	\$65,731	\$63,512	\$67,078	\$66,582	\$62,613	\$58,635	\$57,811	\$56,482	\$58,337	\$56,051	\$52,959	\$49,287	\$49,918	\$49,555	\$50,333	\$48,553
Great Lakes	58	\$67,438	\$64,679	\$64,879	\$61,367	\$60,844	\$59,806	\$106,366	\$57,998	\$54,806	\$57,450	\$59,533	\$57,183	\$52,301	\$50,723	\$49,522	\$45,728	\$52,255	\$49,388
North Central	5	\$63,419	\$54,837	\$53,135	\$48,093	\$47,195	\$43,326	\$40,000	\$35,000	\$41,800	\$41,800	\$47,500	\$47,500	\$48,485	\$43,848	\$32,849	\$32,349	\$36,797	\$35,586
West	76	\$84,752	\$82,099	\$80,783	\$76,016	\$83,885	\$82,428	\$68,983	\$74,745	\$71,843	\$72,690	\$71,156	\$67,317	\$56,002	\$51,633	\$57,937	\$57,697	\$55,719	\$54,239
Canada						\$84,496	\$86,169	\$82,981	\$79,162	\$66,260	\$62,925	\$58,798	\$58,188	\$60,318	\$50,064	\$52,866	\$53,473	\$48,710	\$46,182
Procur. Vol.																			
\$1-\$10M	36	\$64,346	\$58,513	\$65,925	\$61,897	\$66,038	\$50,852	\$54,436	\$58,104	\$53,587	\$51,907	\$56,849	\$50,295	\$43,189	\$42,517	\$40,183	\$37,272	\$40,709	\$40,329
\$11-\$30M	70	\$66,113	\$61,883	\$62,497	\$59,048	\$61,602	\$59,344	\$49,286	\$49,793	\$52,684	\$49,892	\$50,364	\$50,737	\$47,317	\$44,494	\$45,953	\$45,008	\$45,429	\$44,440
\$31-\$75M	117	\$68,118	\$65,371	\$69,688	\$68,660	\$62,693	\$62,490	\$60,755	\$60,513	\$60,149	\$58,469	\$54,428	\$52,084	\$45,145	\$44,225	\$47,543	\$46,445	\$43,965	\$42,104
\$76-\$125M	205	\$73,821	\$70,664	\$72,355	\$69,525	\$68,222	\$68,756	\$59,514	\$56,444	\$58,223	\$58,287	\$59,628	\$59,094	\$55,834	\$53,670	\$53,400	\$53,421	\$52,859	\$49,588
>\$125M				\$71,447	\$67,091	\$66,603	\$67,252	\$79,115	\$63,727	\$64,375	\$63,502	\$62,861	\$58,730	\$56,984	\$51,844	\$52,053	\$51,730	\$51,813	\$50,668

Senior Buyer / Contracting Officer Salary Trend 2001-2022



“Senior Buyer” Individual Survey Results

Table 5.7a. Reported Individual Salaries by Highest Education Completed

		2021 Salary	2020 Salary
High School Diploma	N	10	9
	Mean	62,791	58,818
	Median	60,611	58,866
Technical/Vocational School	N	6	6
	Mean	67,477	62,608
	Median	67,172	55,835
Some College	N	68	64
	Mean	65,280	63,627
	Median	63,881	62,050
2-year College Degree	N	50	48
	Mean	65,340	64,583
	Median	68,674	64,971
4-year College Degree	N	218	207
	Mean	70,164	65,481
	Median	68,459	62,355
Master's Degree	N	101	99
	Mean	75,981	72,471
	Median	72,384	70,203
Doctorate Degree	N	9	9
	Mean	78,522	75,261
	Median	78,488	80,233
Other (Please Specify)	N	13	13
	Mean	67,577	64,171
	Median	70,833	63,663
Total	N	475	455
	Mean	70,093	66,632
	Median	68,895	63,663

Table 5.7b. Reported Individual Salaries (2022) by Field of Education

		2021 Salary	2020 Salary
Liberal Arts	N	58	56
	Mean	74,404	70,413
	Median	70,640	66,279
Business	N	243	233
	Mean	67,359	64,459
	Median	68,023	63,663
Economics	N	16	16
	Mean	71,190	65,932
	Median	72,263	59,302
Public Administration	N	51	50
	Mean	77,484	72,670
	Median	73,692	69,331
Political Science	N	11	11
	Mean	76,202	74,459
	Median	68,895	63,227
Engineering	N	10	9
	Mean	71,083	70,300
	Median	62,137	58,866
Other (Please Specify)	N	75	70
	Mean	70,409	65,574
	Median	69,331	61,265
Total	N	464	445
	Mean	70,267	66,725
	Median	69,331	64,099

Table 5.7c. Reported Individual Salaries (2022) by Gender

		2021 Salary	2020 Salary
Male	N	144	140
	Mean	69,163	66,733
	Median	66,497	63,009
Female	N	330	314
	Mean	70,203	66,506
	Median	69,331	63,881
Other (Please Specify)	N	3	3
	Mean	72,354	67,558
	Median	70,203	68,895
Total	N	477	457
	Mean	69,903	66,582
	Median	68,895	63,663

Table 5.7d. Reported Individual Salaries (2022) by Race

		2021 Salary	2020 Salary
White	N	333	318
	Mean	67,573	64,346
	Median	66,715	62,791
Black	N	81	79
	Mean	72,348	68,821
	Median	71,948	67,151
Asian	N	24	22
	Mean	79,650	76,939
	Median	75,000	70,858
American Indian or Alaskan Native	N	4	4
	Mean	62,245	61,700
	Median	59,955	57,775
Other (Please Specify)	N	25	25
	Mean	77,026	70,330
	Median	72,498	68,895
Total	N	467	448
	Mean	69,482	66,064
	Median	68,895	63,663

Table 5.7e. Reported Individual Salaries (2022) by Ethnicity

		2021 Salary	2020 Salary
Hispanic	N	57	54
	Mean	71,919	68,941
	Median	67,151	63,881
Non-Hispanic	N	371	356
	Mean	69,666	66,130
	Median	68,895	63,663
Other (please specify)	N	43	42
	Mean	71,025	68,066
	Median	70,203	68,459
Total	N	471	452
	Mean	70,063	66,645
	Median	68,895	63,881

Table 5.7f. Reported Individual Salaries (2022) by Certification Status

Do you hold any professional certifications?		2021 Salary	2020 Salary
No	N	197	189
	Mean	64,900	61,362
	Median	63,227	60,174
Yes	N	293	277
	Mean	73,778	70,375
	Median	72,498	68,459
Total	N	490	466
	Mean	70,209	66,720
	Median	69,331	63,881

Table 5.7g. 2016 Salary by Presence of Collective Bargaining in Organization

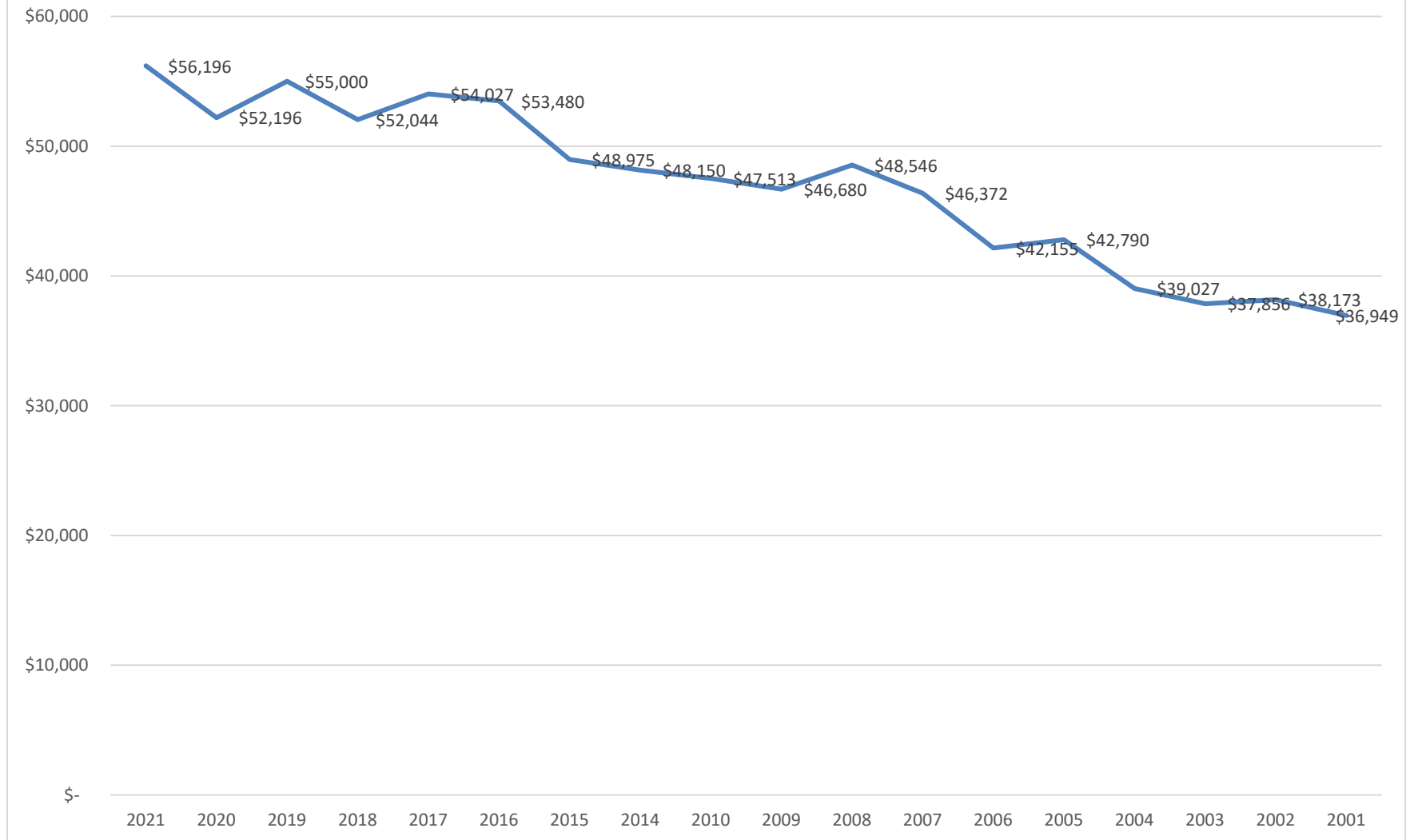
Is there a collective bargaining unit or union in your organization?		2021 Salary	2020 Salary
Yes	N	221	211
	Mean	75,734	71,746
	Median	76,308	72,384
No	N	237	229
	Mean	65,499	62,568
	Median	63,227	58,866
Total	N	458	440
	Mean	70,438	66,969
	Median	69,331	63,881

Buyer

Table 5.8. Survey Summaries

	2022 N	2021	2020	2019	2018	2017	2016	2015	2014	2010	2009	2008	2007	2006	2005	2004	2003	2002	2001
All	544	\$56,196	\$52,196	\$55,000	\$52,044	\$54,027	\$53,480	\$48,975	\$48,150	\$47,513	\$46,680	\$48,546	\$46,372	\$42,155	\$42,790	\$39,027	\$37,856	\$38,173	\$36,949
Entity																			
Federal	1	\$75,436	\$68,459	\$56,211	\$32,677			\$68,000	\$65,000	\$51,613	\$48,224								
State	115	\$54,683	\$49,415	\$53,535	\$51,110	\$48,771	\$46,702	\$45,709	\$42,303	\$49,281	\$48,256	\$48,009	\$47,473	\$37,291	\$37,834	\$35,178	\$34,140	\$34,685	\$34,129
County	117	\$57,274	\$53,900	\$56,652	\$52,857	\$56,722	\$52,776	\$48,114	\$49,162	\$47,962	\$46,066	\$48,017	\$45,442	\$42,208	\$39,992	\$38,175	\$36,904	\$35,295	\$33,796
City	148	\$55,299	\$51,836	\$54,949	\$51,353	\$53,388	\$54,047	\$49,895	\$49,987	\$47,296	\$46,598	\$47,041	\$44,523	\$44,489	\$42,455	\$40,106	\$38,909	\$40,880	\$38,945
School	64	\$59,068	\$53,669	\$54,405	\$51,610	\$50,570	\$56,846	\$49,218	\$45,861	\$47,815	\$47,965	\$50,941	\$48,801	\$43,828	\$56,860	\$42,251	\$40,970	\$39,505	\$38,266
Higher Ed.	48	\$48,288	\$49,267	\$47,722	\$46,494	\$47,483	\$46,579	\$47,617	\$47,419	\$45,973	\$45,835	\$41,158	\$37,744	\$35,493	\$36,302	\$35,193	\$33,392	\$34,253	\$34,139
Health	2	\$65,407	\$59,303	\$49,823	\$45,475	\$74,000	\$72,000			\$50,471				\$27,000	\$30,000				
Utility	10	\$61,184	\$58,393	\$66,902	\$63,412			\$56,177	\$61,000	\$45,131	\$45,131	\$50,500	\$50,320	\$35,322	\$31,611	\$38,425	\$41,667	\$39,438	\$38,109
Sp. Auth.	32	\$64,713	\$56,819	\$66,338	\$63,393	\$60,504	\$65,883	\$48,610	\$44,588	\$46,601	\$45,994	\$57,167	\$54,671	\$49,347	\$45,781	\$46,005	\$42,869	\$44,230	\$43,877
Nonprofit	7	\$58,492	\$48,152	\$50,485	\$57,759														
Region																			
Northeast	17	\$61,534	\$63,227	\$66,813	\$64,472	\$59,257	\$58,751	\$58,000	\$56,000	\$49,816	\$50,253	\$53,045	\$48,682	\$49,486	\$49,706	\$45,145	\$43,763	\$43,470	\$41,184
Mid-Atlantic	74	\$60,178	\$55,098	\$56,782	\$55,288	\$56,238	\$53,867	\$51,590	\$46,620	\$49,451	\$49,476	\$48,781	\$46,247	\$44,534	\$43,678	\$38,904	\$37,467	\$38,821	\$37,198
Southeast	161	\$50,944	\$47,155	\$50,393	\$46,529	\$46,789	\$45,429	\$45,644	\$44,057	\$42,867	\$40,992	\$47,330	\$44,737	\$39,167	\$37,072	\$35,663	\$34,523	\$32,831	\$32,172
South Central	89	\$49,309	\$45,679	\$49,480	\$45,166	\$45,518	\$48,450	\$47,347	\$45,328	\$40,712	\$39,658	\$42,911	\$41,359	\$36,481	\$36,094	\$36,081	\$34,433	\$33,576	\$32,560
Central	49	\$57,684	\$52,661	\$51,179	\$47,902	\$55,634	\$51,317	\$51,487	\$50,992	\$45,142	\$44,906	\$45,943	\$44,913	\$40,934	\$58,656	\$38,803	\$38,535	\$40,338	\$37,454
Great Lakes	72	\$59,761	\$56,127	\$60,654	\$59,232	\$50,193	\$51,813	\$45,317	\$49,386	\$46,804	\$45,633	\$49,102	\$46,860	\$42,823	\$43,739	\$42,721	\$40,973	\$41,294	\$40,293
North Central	5	\$49,970	\$66,834	\$47,212	\$43,927	\$48,976	\$46,971	\$35,957	\$34,864	\$35,097	\$35,097	\$49,000	\$49,000	\$40,999	\$37,041	\$31,000	\$29,500	\$32,363	\$31,613
West	77	\$66,253	\$60,461	\$66,547	\$63,954	\$69,046	\$72,007	\$59,475	\$58,928	\$57,027	\$56,945	\$58,300	\$55,539	\$49,171	\$47,555	\$45,803	\$45,203	\$46,569	\$45,382
Canada						\$66,701	\$65,255	\$72,748	\$68,467	\$56,373	\$56,158	\$51,561	\$50,466	\$52,617	\$50,577	\$42,845	\$43,645	\$41,792	\$40,460
Procur. Vol.																			
\$1-\$10M	44	\$53,071	\$47,886	\$50,976	\$47,729	\$50,348	\$44,394	\$45,786	\$45,365	\$44,510	\$43,378	\$45,778	\$42,837	\$38,525	\$37,510	\$35,292	\$33,314	\$36,219	\$35,369
\$11-\$30M	84	\$56,212	\$51,220	\$55,176	\$52,984	\$51,089	\$48,668	\$42,699	\$44,313	\$45,676	\$44,900	\$45,618	\$43,465	\$40,690	\$40,138	\$36,485	\$36,077	\$36,612	\$34,802
\$31-\$75M	140	\$52,680	\$50,957	\$60,452	\$58,817	\$50,533	\$54,923	\$50,963	\$51,963	\$46,650	\$46,043	\$46,879	\$46,477	\$39,731	\$38,673	\$40,426	\$38,432	\$37,380	\$35,834
\$76-\$125M	165	\$60,820	\$56,529	\$56,888	\$54,234	\$65,863	\$62,311	\$48,196	\$46,949	\$48,129	\$47,866	\$53,160	\$51,227	\$47,249	\$45,395	\$42,123	\$42,174	\$43,257	\$42,496
>\$125M				\$60,659	\$57,494	\$57,176	\$56,525	\$54,858	\$52,002	\$51,192	\$50,287	\$51,579	\$49,411	\$47,160	\$56,837	\$43,397	\$42,816	\$42,306	\$41,603

Buyer Salary Trend 2001-2022



“Buyer” Individual Survey Results

Table 5.8a. Reported Individual Salaries by Highest Education Completed

		2021 Salary	2020 Salary
High School Diploma	N	29	29
	Mean	47,514	40,397
	Median	46,657	40,552
Technical/Vocational School	N	6	5
	Mean	51,163	48,227
	Median	46,439	42,297
Some College	N	79	74
	Mean	52,832	47,196
	Median	51,095	47,529
2-year College Degree	N	61	60
	Mean	53,050	50,508
	Median	54,070	48,401
4-year College Degree	N	223	217
	Mean	58,574	55,544
	Median	57,122	54,506
Master's Degree	N	93	90
	Mean	57,833	53,983
	Median	59,302	54,506
Some Doctorate Courses	N	5	5
	Mean	51,104	47,355
	Median	60,174	56,686
Doctorate Degree	N	5	5
	Mean	68,371	56,772
	Median	57,994	53,630
Other (Please Specify)	N	9	9
	Mean	58,591	55,281
	Median	57,122	54,506
Total	N	510	494
	Mean	56,196	52,359
	Median	55,378	51,453

Table 5.8b. Reported Individual Salaries (2022) by Field of Education

		2021 Salary	2020 Salary
Liberal Arts	N	66	64
	Mean	53,970	52,081
	Median	51,274	50,800
Business	N	261	255
	Mean	55,719	52,199
	Median	55,373	51,453
Economics	N	12	10
	Mean	64,244	59,564
	Median	64,099	60,175
Public Administration	N	35	34
	Mean	57,314	51,149
	Median	57,558	49,709
Political Science	N	10	9
	Mean	64,404	57,607
	Median	64,753	50,581
Engineering	N	13	13
	Mean	63,234	58,042
	Median	59,738	56,250
Other (Please Specify)	N	94	91
	Mean	55,991	52,199
	Median	55,814	51,017
Total	N	491	476
	Mean	56,234	52,525
	Median	55,378	51,672

Table 5.8c. Reported Individual Salaries (2022) by Gender

		2021 Salary	2020 Salary
Male	N	132	126
	Mean	59,111	54,900
	Median	57,122	54,506
Female	N	380	370
	Mean	55,389	51,973
	Median	54,942	50,581
Other (Please Specify)	N	4	5
	Mean	48,073	40,203
	Median	55,378	39,244
Total	N	516	501
	Mean	56,284	52,592
	Median	55,378	51,453

Table 5.8d. Reported Individual Salaries (2022) by Race

		2021 Salary	2020 Salary
White	N	358	349
	Mean	56,204	52,228
	Median	55,158	51,453
Black	N	85	81
	Mean	57,125	53,037
	Median	54,506	48,401
Asian	N	11	11
	Mean	57,592	52,263
	Median	55,378	50,581
American Indian or Alaskan Native	N	8	9
	Mean	65,765	66,515
	Median	59,302	50,145
Other (Please Specify)	N	40	38
	Mean	57,548	54,445
	Median	59,302	57,994
Total	N	502	488
	Mean	56,649	52,799
	Median	55,378	51,235

Table 5.8e. Reported Individual Salaries (2022) by Ethnicity

		2021 Salary	2020 Salary
Hispanic	N	61	63
	Mean	51,424	48,261
	Median	51,376	49,273
Non-Hispanic	N	424	408
	Mean	57,393	53,588
	Median	55,378	52,326
Other (please specify)	N	23	23
	Mean	56,837	51,908
	Median	57,558	56,250
Total	N	508	494
	Mean	56,651	52,831
	Median	55,378	51,672

Table 5.8f. Reported Individual Salaries (2022) by Certification Status

Do you hold any professional certifications?		2021 Salary	2020 Salary
No	N	317	303
	Mean	54,282	50,076
	Median	53,198	48,401
Yes	N	224	218
	Mean	58,932	55,180
	Median	57,993	54,288
Total	N	541	521
	Mean	56,207	52,212
	Median	55,373	50,581

Table 5.8g. 2016 Salary by Presence of Collective Bargaining in Organization

Is there a collective bargaining unit or union in your organization?		2021 Salary	2020 Salary
Yes	N	228	221
	Mean	60,880	58,596
	Median	59,311	56,686
No	N	257	250
	Mean	52,201	46,967
	Median	52,326	47,529
Total	N	485	471
	Mean	56,281	52,423
	Median	55,378	51,890

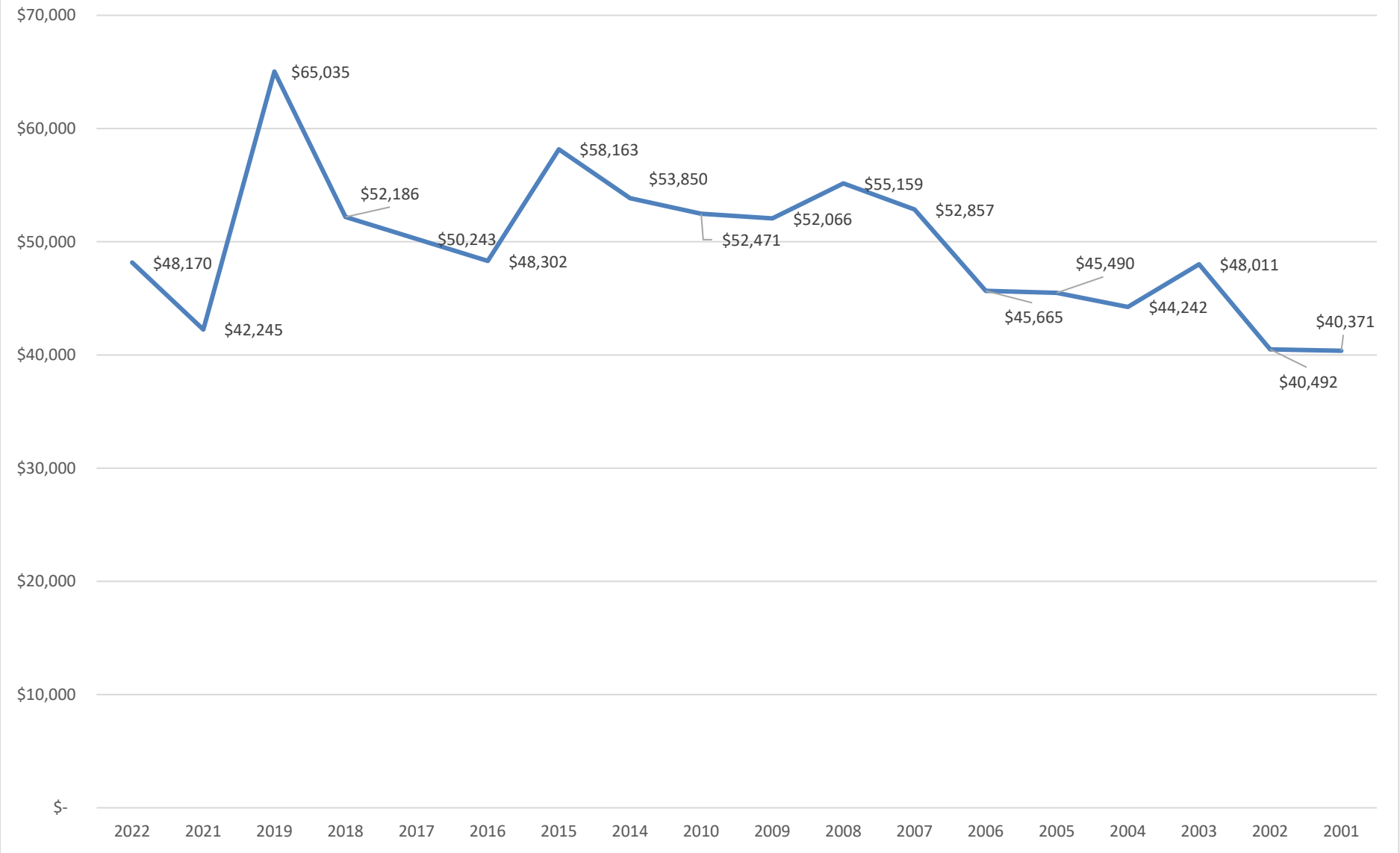
Specifications Specialist

Table 5.9. Survey Summaries

	2022 N	2021	2020	2019	2018	2017	2016	2015	2014	2010	2009	2008	2007	2006	2005	2004	2003	2002	2001
All	17	\$48,170	\$42,245	\$65,035	\$52,186	\$50,243	\$48,302	\$58,163	\$53,850	\$52,471	\$52,066	\$55,159	\$52,857	\$45,665	\$45,490	\$44,242	\$48,011	\$40,492	\$40,371
Entity																			
Federal										\$48,000	\$45,500								
State	2	\$24,855	\$19,622	\$63,416	\$57,792	\$52,000	\$52,000			\$57,667	\$57,667	\$41,311	\$41,502			\$34,875	\$38,031	\$39,573	\$42,534
County	3	\$46,366	\$44,913	\$60,700	\$54,872	\$50,467	\$49,004	\$67,800	\$59,400	\$50,837	\$43,528	\$70,784	\$59,726	\$37,177	\$37,322	\$37,250	\$41,900	\$39,048	\$36,278
City	6	\$60,829	\$48,837	\$93,955	\$48,171	\$48,958	\$43,901	\$46,567	\$63,000	\$51,033	\$51,188	\$51,959	\$47,390	\$52,303	\$47,979	\$47,545	\$47,531	\$43,026	\$41,524
School	4	\$43,714	\$41,751	\$37,239	\$33,411					\$42,420	\$42,754	\$63,000	\$60,700	\$50,706	\$50,215	\$41,528	\$41,386	\$36,839	\$36,380
Higher Ed.	2	\$45,131	\$42,079	\$50,693	\$48,090	\$34,000		\$46,000	\$42,000									\$39,000	
Health				\$40,672	\$39,977									\$38,000					
Utility										\$33,000	\$33,000	\$53,500	\$52,000	\$48,500					
Sp. Auth.				\$64,311	\$63,268	\$59,500	\$55,000	\$72,000	\$51,000	\$100,000	\$100,000	\$72,000	\$70,000	\$60,000	\$50,880	\$86,631	\$85,687		
Region																			
Northeast										\$43,528	\$43,528	\$63,000	\$49,000	\$34,362	\$33,689	\$58,339	\$58,858	\$32,249	\$34,459
Mid-Atlantic	2	\$28,997	\$25,073	\$57,828	\$54,703	\$47,000	\$46,000	\$60,600	\$59,400	\$55,580	\$55,580	\$79,587	\$74,000	\$45,880	\$44,533	\$38,333	\$43,000	\$46,515	\$46,408
Southeast	5	\$44,913	\$33,052	\$52,958	\$49,545	\$53,843	\$49,923	\$43,000	\$51,000	\$58,146		\$58,943	\$62,408	\$49,821	\$50,376	\$45,719	\$49,511	\$38,498	\$37,245
South Central	3	\$52,616	\$52,616	\$231,096	\$46,582	\$41,700	\$45,550	\$68,000	\$42,000	\$41,000	\$40,625	\$47,969	\$49,215	\$39,358	\$37,600	\$35,031	\$36,041	\$35,857	\$33,352
Central	1	\$71,076	\$69,331	\$61,353	\$56,617					\$46,598	\$41,101	\$52,250	\$50,000	\$37,000	\$37,000	\$38,295	\$37,000	\$44,124	\$54,168
Great Lakes	1	\$45,349	\$39,244	\$57,427	\$55,163	\$46,426	\$46,426			\$41,200	\$41,200	\$40,000	\$40,000	\$50,029	\$60,000	\$26,500	\$50,000	\$39,586	\$38,836
North Central																			
West	5	\$52,413	\$47,267	\$58,263	\$50,430	\$59,500	\$55,000	\$69,851	\$63,000	\$65,000	\$65,000	\$45,000	\$40,000			\$47,123	\$49,369	\$44,870	\$44,870
Canada										\$70,279	\$70,788							\$38,750	\$38,750
Procur. Vol.																			
\$1-\$10M	1	\$72,384	\$71,948	\$63,855	\$57,530	\$46,446	\$45,550	\$54,000	\$51,000	\$48,176	\$47,343	\$62,722	\$39,444	\$40,055	\$33,689	\$38,638	\$40,324	\$36,101	\$35,001
\$11-\$30M	3	\$58,866	\$56,104	\$69,574	\$65,572	\$56,498	\$55,458	\$37,500		\$66,500	\$66,500			\$66,412	\$53,595	\$35,000	\$40,425	\$41,211	\$39,852
\$31-\$75M	3	\$40,698	\$39,680	\$40,603	\$36,431	\$56,333	\$46,000	\$62,651	\$61,200	\$49,333	\$48,833	\$64,627	\$60,800			\$51,577	\$53,214	\$32,358	\$32,596
\$76-\$125M	8	\$43,441	\$32,921	\$93,366	\$48,971					\$52,095		\$47,784	\$45,784	\$54,785	\$50,067	\$48,348	\$63,821	\$41,739	\$39,843
>\$125M				\$58,064	\$56,355	\$46,366	\$46,676	\$70,333	\$42,000	\$51,574	\$51,065	\$54,905	\$56,854	\$45,533	\$43,882	\$48,706	\$48,168	\$42,912	\$44,147



Specifications Specialist Salary Trend 2001-2022



“Specifications Specialist” Individual Survey Results

Table 5.9a. Reported Individual Salaries by Highest Education Completed

		2021 Salary	2020 Salary
High School Diploma	N	1	1
	Mean	51,890	51,017
	Median	51,890	51,017
Some College	N	2	2
	Mean	47,966	45,567
	Median	47,966	45,567
2-year College Degree	N	1	1
	Mean	46,657	45,349
	Median	46,657	45,349
4-year College Degree	N	10	10
	Mean	51,105	42,471
	Median	50,581	44,259
Master's Degree	N	3	3
	Mean	37,791	35,320
	Median	36,628	34,012
Total	N	17	17
	Mean	48,170	42,245
	Median	50,145	45,349

Table 5.9b. Reported Individual Salaries (2022) by Field of Education

		2021 Salary	2020 Salary
Business	N	9	9
	Mean	56,686	52,858
	Median	51,890	50,581
Public Administration	N	2	2
	Mean	54,506	52,980
	Median	54,506	52,980
Political Science	N	2	2
	Mean	46,875	20,494
	Median	46,875	20,494
Other (Please Specify)	N	3	3
	Mean	21,221	18,168
	Median	5,669	4,360
Total	N	16	16
	Mean	48,538	42,324
	Median	50,581	46,875

Table 5.9c. Reported Individual Salaries (2022) by Gender

		2021 Salary	2020 Salary
Male	N	7	7
	Mean	48,526	37,874
	Median	50,145	40,116
Female	N	10	10
	Mean	47,922	45,305
	Median	49,274	47,747
Total	N	17	17
	Mean	48,170	42,245
	Median	50,145	45,349

Table 5.9d. Reported Individual Salaries (2022) by Race

		2021 Salary	2020 Salary
White	N	11	11
	Mean	47,371	40,592
	Median	48,401	40,988
Black	N	1	1
	Mean	72,384	71,948
	Median	72,384	71,948
Asian	N	4	4
	Mean	54,942	48,837
	Median	53,198	47,965
Other (Please Specify)	N	1	1
	Mean	5,669	4,360
	Median	5,669	4,360
Total	N	17	17
	Mean	48,170	42,245
	Median	50,145	45,349

Table 5.9e. Reported Individual Salaries (2022) by Ethnicity

		2021 Salary	2020 Salary
Hispanic	N	2	2
	Mean	58,649	55,814
	Median	58,649	55,814
Non-Hispanic	N	14	14
	Mean	49,709	43,013
	Median	50,581	46,875
Other (please specify)	N	1	1
	Mean	5,669	4,360
	Median	5,669	4,360
Total	N	17	17
	Mean	48,170	42,245
	Median	50,145	45,349

Table 5.9f. Reported Individual Salaries (2022) by Certification Status

Do you hold any professional certifications?		2021 Salary	2020 Salary
No	N	12	12
	Mean	43,786	36,846
	Median	47,529	40,552
Yes	N	5	5
	Mean	58,692	55,203
	Median	53,634	50,145
Total	N	17	17
	Mean	48,170	42,245
	Median	50,145	45,349

Table 5.9g. 2016 Salary by Presence of Collective Bargaining in Organization

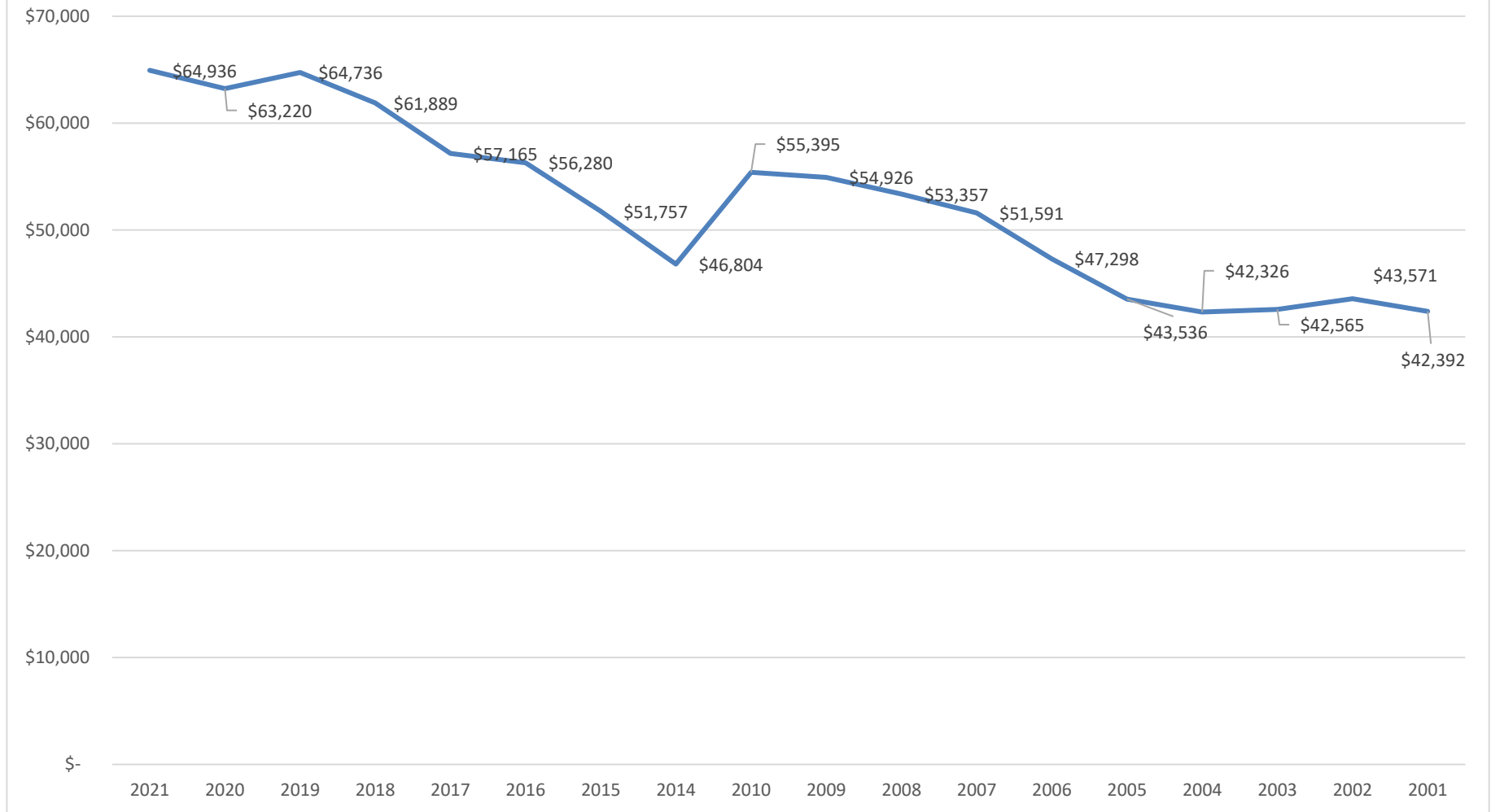
Is there a collective bargaining unit or union in your organization?		2021 Salary	2020 Salary
Yes	N	8	8
	Mean	54,070	49,437
	Median	51,454	47,965
No	N	6	6
	Mean	42,660	32,122
	Median	46,875	36,628
Total	N	14	14
	Mean	49,180	42,016
	Median	49,273	43,169

Contract Specialist

Table 5.10. Survey Summaries

	2022 N	2021	2020	2019	2018	2017	2016	2015	2014	2010	2009	2008	2007	2006	2005	2004	2003	2002	2001
All	225	\$64,936	\$63,220	\$64,736	\$61,889	\$57,165	\$56,280	\$51,757	\$46,804	\$55,395	\$54,926	\$53,357	\$51,591	\$47,298	\$43,536	\$42,326	\$42,565	\$43,571	\$42,392
Entity																			
Federal				\$39,718	\$38,028			\$51,000	\$49,000	\$50,888	\$50,138								
State	76	\$60,914	\$58,218	\$64,101	\$60,733	\$68,500	\$68,500	\$53,960	\$ -	\$55,857	\$52,740	\$45,500	\$44,950	\$41,653	\$42,875	\$39,648	\$38,724	\$41,208	\$41,451
County	51	\$64,521	\$64,170	\$63,416	\$59,088	\$56,759	\$54,794	\$43,119	\$55,060	\$48,942	\$48,719	\$49,949	\$50,656	\$47,042	\$42,672	\$38,701	\$38,260	\$37,904	\$36,708
City	41	\$60,844	\$63,550	\$62,600	\$62,551	\$53,500	\$58,250	\$50,868	\$44,851	\$55,467	\$58,056	\$57,044	\$50,121	\$47,308	\$43,482	\$44,051	\$44,534	\$46,968	\$44,420
School	8	\$62,463	\$56,958	\$66,740	\$65,142	\$62,750	\$65,000	\$46,495		\$66,110	\$65,874	\$50,844	\$53,429	\$45,097	\$42,545	\$38,000		\$46,560	\$45,370
	9	\$52,752	\$59,730	\$61,775	\$58,361	\$60,204	\$60,204	\$57,000	\$55,000		\$55,223	\$68,912	\$58,304	\$46,170	\$37,524	\$37,138	\$34,509	\$39,820	\$38,601
Higher Ed.										\$55,223									
Health						\$42,000	\$42,000			\$64,788				\$50,000					
Utility	4	\$66,170	\$66,388							\$55,000		\$54,971	\$54,221	\$46,000		\$45,000	\$45,000	\$47,820	\$46,385
Sp. Auth.	33	\$85,439	\$77,338	\$74,205	\$70,637	\$56,825	\$52,000	\$64,000	\$53,667	\$64,185	\$67,945	\$71,454	\$71,506	\$56,008	\$53,000	\$55,975	\$52,821	\$48,075	\$44,425
Nonprofit	3	\$45,785	\$31,541	\$76,137	\$80,124														
Region																			
Northeast	10	\$63,417	\$59,708	\$84,412	\$83,405							\$65,382	\$57,778	\$55,806	\$54,947	\$52,518	\$50,806	\$50,574	\$54,480
Mid-Atlantic	39	\$80,890	\$82,778	\$72,056	\$69,629	\$50,000	\$39,663	\$51,816	\$35,834	\$66,044	\$65,562	\$43,592	\$53,106	\$53,627	\$41,809	\$46,744	\$46,393	\$53,175	\$48,959
Southeast	45	\$57,213	\$55,338	\$54,280	\$52,516	\$57,785	\$58,097	\$52,058	\$43,779	\$52,101	\$49,096	\$48,696	\$47,848	\$41,622	\$36,728	\$38,462	\$38,266	\$39,721	\$36,545
South Central	51	\$53,763	\$51,489	\$59,119	\$56,758	\$50,146	\$51,866	\$55,258	\$45,237	\$50,224	\$48,159	\$43,745	\$46,025	\$48,981	\$45,447	\$38,686	\$38,930	\$37,068	\$35,914
Central	13	\$60,449	\$59,136	\$58,936	\$54,278	\$71,450	\$68,700	\$52,236	\$63,357	\$57,055	\$55,700	\$57,615	\$57,163	\$42,815	\$41,859	\$40,956	\$40,420	\$49,084	\$49,961
Great Lakes	15	\$58,278	\$57,383	\$64,924	\$61,832	\$52,000	\$52,000	\$55,469	\$54,965	\$52,667	\$63,000	\$50,060	\$47,172	\$45,639	\$45,706	\$43,263	\$48,626	\$44,143	\$42,438
North Central	1	\$50,145	\$42,297	\$63,691	\$60,130									\$37,000	\$35,000				
West	51	\$74,415	\$70,362	\$69,759	\$65,092	\$65,335	\$64,735	\$48,182	\$48,182	\$61,934	\$63,725	\$73,369	\$69,656	\$51,836	\$50,170	\$51,852	\$51,670	\$52,051	\$50,476
Canada								\$51,000	\$49,000	\$53,036	\$52,440	\$72,000	\$70,000						
Procur. Vol.																			
\$1-\$10M	23	\$57,888	\$68,359	\$57,972	\$54,870	\$43,225	\$44,525	\$54,000	\$51,000	\$53,437	\$55,364	\$59,471	\$56,408	\$40,006	\$36,677	\$45,148	\$42,264	\$47,956	\$43,468
\$11-\$30M	27	\$56,902	\$50,862	\$61,198	\$56,896	\$57,073	\$56,588	\$48,423	\$47,862	\$51,333	\$55,000	\$44,663	\$42,054	\$44,356	\$42,378	\$44,778	\$47,548	\$46,139	\$43,976
\$31-\$75M	45	\$66,230	\$64,092	\$58,937	\$57,617	\$57,200	\$56,850	\$60,399	\$42,238	\$67,075	\$62,967	\$45,200	\$55,171	\$42,185	\$39,050	\$41,261	\$40,199	\$37,979	\$36,072
\$76-\$125M	87	\$69,137	\$65,318	\$72,684	\$70,330	\$69,375	\$69,465	\$55,208	\$58,408	\$52,024	\$48,750	\$59,083	\$57,347	\$52,482	\$51,815	\$47,347	\$47,931	\$47,131	\$43,955
>\$125M				\$71,133	\$67,501	\$59,147	\$57,500	\$54,024	\$49,167	\$56,289	\$56,538	\$54,827	\$52,911	\$53,897	\$46,779	\$43,639	\$43,143	\$45,862	\$45,847

Contract Specialist Salary Trend 2001-2022



“Contract Specialist” Individual Survey Results

Table 5.10a. Reported Individual Salaries by Highest Education Completed

		2021 Salary	2020 Salary
High School Diploma	N	8	6
	Mean	61,874	60,988
	Median	62,355	52,326
Technical/Vocational School	N	2	2
	Mean	78,052	77,616
	Median	78,052	77,616
Some College	N	38	37
	Mean	59,372	60,140
	Median	59,302	51,890
2-year College Degree	N	21	19
	Mean	53,636	53,739
	Median	58,866	55,372
4-year College Degree	N	89	88
	Mean	65,034	62,423
	Median	60,610	60,174
Master's Degree	N	42	39
	Mean	71,963	70,397
	Median	67,151	66,279
Some Doctorate Courses	N	1	1
	Mean	44,913	39,244
	Median	44,913	39,244
Doctorate Degree	N	6	6
	Mean	73,346	79,247
	Median	70,200	74,562
Other (Please Specify)	N	6	3
	Mean	83,820	68,505
	Median	93,968	85,029
Total	N	213	201
	Mean	64,939	63,315
	Median	63,660	60,174

Table 5.10b. Reported Individual Salaries (2022) by Field of Education

		2021 Salary	2020 Salary
Liberal Arts	N	25	24
	Mean	62,912	59,191
	Median	58,866	57,122
Business	N	95	91
	Mean	63,532	60,011
	Median	63,660	58,430
Economics	N	4	4
	Mean	67,696	66,279
	Median	66,279	66,061
Public Administration	N	24	24
	Mean	69,574	81,116
	Median	68,895	69,768
Political Science	N	4	4
	Mean	74,128	64,426
	Median	75,436	70,858
Engineering	N	4	4
	Mean	72,188	69,004
	Median	70,684	67,805
Other (Please Specify)	N	53	46
	Mean	64,339	61,249
	Median	61,483	59,302
Total	N	209	197
	Mean	64,804	63,171
	Median	63,660	60,174

Table 5.10c. Reported Individual Salaries (2022) by Gender

		2021 Salary	2020 Salary
Male	N	53	49
	Mean	71,178	67,104
	Median	68,023	64,099
Female	N	161	153
	Mean	63,311	62,627
	Median	62,355	58,866
Total	N	215	203
	Mean	65,384	63,818
	Median	63,663	60,174

Table 5.10d. Reported Individual Salaries (2022) by Race

		2021 Salary	2020 Salary
White	N	135	127
	Mean	62,074	58,630
	Median	60,174	56,250
Black	N	44	41
	Mean	74,397	71,960
	Median	69,331	70,203
Asian	N	12	12
	Mean	72,875	70,329
	Median	68,969	73,474
American Indian or Alaskan Native	N	6	6
	Mean	65,429	60,745
	Median	66,715	64,535
Other (Please Specify)	N	15	14
	Mean	60,924	80,658
	Median	63,663	64,535
Total	N	212	200
	Mean	65,256	63,670
	Median	63,662	60,174

Table 5.10e. Reported Individual Salaries (2022) by Ethnicity

		2021 Salary	2020 Salary
Hispanic	N	28	27
	Mean	64,954	61,567
	Median	59,302	56,686
Non-Hispanic	N	167	157
	Mean	65,615	64,448
	Median	65,403	62,355
Other (please specify)	N	18	17
	Mean	62,863	60,307
	Median	56,468	55,814
Total	N	213	201
	Mean	65,296	63,711
	Median	63,663	60,174

Table 5.10f. Reported Individual Salaries (2022) by Certification Status

Do you hold any professional certifications?		2021 Salary	2020 Salary
No	N	98	91
	Mean	60,641	57,436
	Median	59,084	56,250
Yes	N	127	121
	Mean	68,251	67,570
	Median	65,407	63,663
Total	N	225	212
	Mean	64,936	63,220
	Median	63,663	60,174

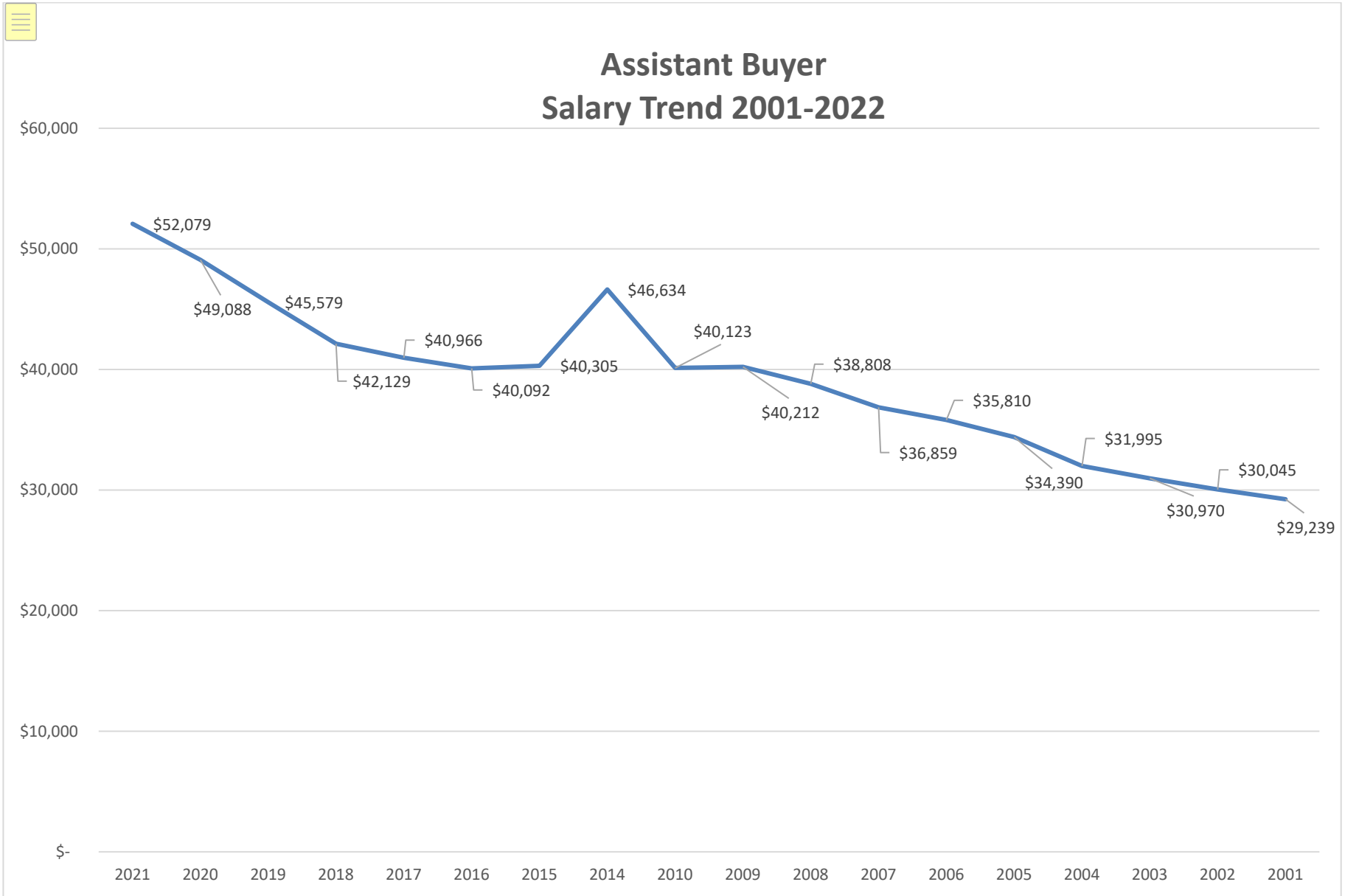
Table 5.10. 2016 Salary by Presence of Collective Bargaining in Organization

Is there a collective bargaining unit or union in your organization?		2021 Salary	2020 Salary
Yes	N	103	100
	Mean	69,556	69,279
	Median	68,459	66,933
No	N	103	94
	Mean	60,358	57,159
	Median	59,738	55,814
Total	N	206	194
	Mean	64,957	63,406
	Median	63,663	60,174

Assistant Buyer

Table 5.11. Survey Summaries

	2022 N	2021	2020	2019	2018	2017	2016	2015	2014	2010	2009	2008	2007	2006	2005	2004	2003	2002	2001
All	27	\$52,079	\$49,088	\$45,579	\$42,129	\$40,966	\$40,092	\$40,305	\$46,634	\$40,123	\$40,212	\$38,808	\$36,859	\$35,810	\$34,390	\$31,995	\$30,970	\$30,045	\$29,239
<u>Entity</u>																			
Federal										\$32,000	\$28,000								
State	2	\$30,088	\$26,307	\$40,539	\$35,517	\$44,338	\$44,500	\$35,379	\$34,896	\$39,674	\$40,763	\$34,728	\$33,237	\$32,525	\$29,741	\$28,889	\$28,335	\$27,288	\$28,708
County	6	\$50,799	\$47,529	\$48,813	\$45,228	\$41,015	\$41,120	\$41,263	\$37,988	\$42,468	\$42,969	\$36,816	\$35,531	\$33,583	\$32,346	\$31,624	\$29,741	\$30,306	\$28,581
City	11	\$48,946	\$46,820	\$43,863	\$40,247	\$41,104	\$39,823	\$40,110	\$64,148	\$39,427	\$39,000	\$40,313	\$39,074	\$38,295	\$36,842	\$33,087	\$32,267	\$30,631	\$29,063
School	4	\$45,785	\$39,826	\$48,027	\$46,083	\$40,000		\$39,198	\$27,000	\$40,659	\$40,209	\$39,636	\$36,849	\$33,375	\$31,753	\$32,362	\$30,728	\$29,958	\$30,620
Higher Ed.	2	\$98,547	\$91,352	\$35,754	\$33,676	\$36,250	\$34,204	\$37,829	\$32,816	\$35,097	\$35,081	\$31,091	\$28,690	\$28,948	\$28,506	\$27,521	\$26,835	\$26,204	\$25,949
<u>Health</u>																			
Utility	1	\$56,250	\$55,378					\$55,000	\$55,000	\$40,370	\$39,037	\$45,833	\$45,833	\$51,377	\$45,593	\$36,945	\$38,081	\$32,084	\$31,121
Sp. Auth.	1	\$66,279	\$63,663					\$47,367	\$45,833	\$46,947	\$50,990	\$60,755	\$55,819	\$37,959	\$36,653	\$42,102	\$38,246	\$36,393	\$36,424
<u>Region</u>																			
Northeast	3	\$50,145	\$60,175					\$46,000		\$42,880	\$45,350	\$40,365	\$37,234	\$36,363	\$34,053	\$34,545	\$33,495	\$33,058	\$31,446
Mid-Atlantic	6	\$59,084	\$55,901	\$49,266	\$48,223	\$48,667	\$46,000	\$35,734	\$30,149	\$42,465	\$41,537	\$41,823	\$39,718	\$38,827	\$37,984	\$34,174	\$32,461	\$30,925	\$30,913
Southeast	4	\$39,107	\$35,691	\$34,748	\$32,599	\$33,075	\$35,208	\$37,814	\$35,736	\$35,439	\$34,778	\$34,761	\$33,422	\$33,688	\$31,859	\$27,505	\$26,402	\$25,835	\$25,221
South Central	7	\$42,110	\$39,743	\$46,888	\$34,752	\$41,002	\$42,828	\$37,169	\$35,657	\$35,592	\$34,196	\$31,130	\$29,858	\$30,378	\$30,280	\$28,088	\$27,591	\$26,387	\$26,008
Central	2	\$48,184	\$42,951	\$58,104	\$55,997	\$45,372	\$42,347	\$39,205	\$160,441	\$36,832	\$36,549	\$42,100	\$41,270	\$37,455	\$34,333	\$31,533	\$29,419	\$30,368	\$27,984
Great Lakes	1	\$66,279	\$63,663	\$50,197	\$47,771	\$38,518	\$37,970	\$40,861	\$40,339	\$37,951	\$40,581	\$38,062	\$39,344	\$37,235	\$36,728	\$35,699	\$34,451	\$32,640	\$31,474
North Central	1	\$134,302	\$124,273							\$35,000	\$35,000					\$23,000	\$22,300		
West	3	\$51,018	\$44,186	\$47,765	\$44,019	\$52,418	\$50,740	\$47,528	\$44,832	\$48,656	\$48,154	\$47,227	\$41,946	\$40,776	\$39,226	\$40,399	\$39,298	\$34,750	\$34,568
Canada						\$46,250	\$45,000	\$57,428	\$56,904	\$47,871	\$47,252	\$38,175	\$38,327	\$41,055	\$36,813	\$35,104	\$41,833	\$30,381	\$28,174
<u>Procur. Vol.</u>																			
\$1-\$10M	5	\$42,994	\$38,547	\$44,961	\$42,234	\$52,000	\$49,167	\$33,364	\$32,959	\$39,185	\$38,072	\$37,617	\$35,134	\$33,934	\$32,780	\$30,311	\$29,220	\$28,261	\$27,009
\$11-\$30M	7	\$58,539	\$55,362	\$47,206	\$45,642	\$34,993	\$36,314	\$38,067	\$35,638	\$36,018	\$35,023	\$34,134	\$32,850	\$35,367	\$35,677	\$29,670	\$28,614	\$28,132	\$27,750
\$31-\$75M	7	\$52,139	\$53,343	\$49,351	\$47,962	\$37,037	\$39,033	\$37,788	\$28,781	\$39,940	\$40,742	\$39,100	\$37,075	\$32,850	\$32,152	\$32,542	\$31,939	\$30,937	\$29,802
\$76-\$125M	3	\$51,889	\$48,547	\$32,910	\$25,289	\$44,519	\$40,831	\$38,110	\$89,313	\$44,077	\$45,995	\$46,937	\$44,630	\$42,012	\$39,798	\$37,246	\$35,933	\$33,281	\$33,176
>\$125M				\$44,542	\$41,574	\$39,184	\$33,400	\$43,560	\$42,636	\$42,168	\$42,152	\$40,560	\$39,060	\$37,806	\$36,161	\$33,349	\$32,599	\$32,807	\$32,305



“Assistant Buyer” Individual Survey Results

Table 5.11a. Reported Individual Salaries by Highest Education Completed

		2021 Salary	2020 Salary
High School Diploma	N	2	1
	Mean	27,253	27,471
	Median	27,253	27,471
Some College	N	5	5
	Mean	48,750	44,041
	Median	48,837	46,657
2-year College Degree	N	4	4
	Mean	40,879	39,462
	Median	44,477	43,169
4-year College Degree	N	10	9
	Mean	56,631	53,912
	Median	55,378	49,273
Master's Degree	N	4	4
	Mean	65,080	60,029
	Median	60,393	55,522
Some Doctorate Courses	N	1	1
	Mean	62,791	58,430
	Median	62,791	58,430
Total	N	26	24
	Mean	51,969	49,553
	Median	52,108	48,183

Table 5.11b. Reported Individual Salaries (2022) by Field of Education

		2021 Salary	2020 Salary
Liberal Arts	N	3	3
	Mean	52,471	50,145
	Median	48,837	46,657
Business	N	13	12
	Mean	53,055	49,324
	Median	52,326	48,183
Economics	N	1	1
	Mean	58,430	54,070
	Median	58,430	54,070
Public Administration	N	5	5
	Mean	56,599	53,983
	Median	41,860	43,605
Political Science	N	1	1
	Mean	68,023	65,407
	Median	68,023	65,407
Other (Please Specify)	N	3	2
	Mean	31,541	28,779
	Median	20,930	28,779
Total	N	26	24
	Mean	51,969	49,553
	Median	52,108	48,183

Table 5.11c. Reported Individual Salaries (2022) by Gender

		2021 Salary	2020 Salary
Male	N	8	8
	Mean	51,617	49,164
	Median	47,965	45,131
Female	N	17	15
	Mean	51,139	48,645
	Median	58,430	49,709
Total	N	25	23
	Mean	51,292	48,826
	Median	51,890	47,093

Table 5.11d. Reported Individual Salaries (2022) by Race

		2021 Salary	2020 Salary
White	N	18	16
	Mean	51,665	49,266
	Median	51,672	48,183
Black	N	4	4
	Mean	58,321	54,033
	Median	59,085	54,214
Asian	N	1	1
	Mean	68,895	66,279
	Median	68,895	66,279
Other (Please Specify)	N	2	2
	Mean	25,073	25,727
	Median	25,073	25,727
Total	N	25	23
	Mean	51,292	48,788
	Median	51,890	47,093

Table 5.11e. Reported Individual Salaries (2022) by Ethnicity

		2021 Salary	2020 Salary
Hispanic	N	5	5
	Mean	38,372	34,884
	Median	41,860	43,605
Non-Hispanic	N	18	16
	Mean	57,237	55,943
	Median	57,340	53,634
Other (please specify)	N	2	2
	Mean	30,088	26,307
	Median	30,088	26,307
Total	N	25	23
	Mean	51,292	48,788
	Median	51,890	47,093

Table 5.11f. Reported Individual Salaries (2022) by Certification Status

Do you hold any professional certifications?		2021 Salary	2020 Salary
No	N	14	13
	Mean	46,431	44,837
	Median	46,439	45,349
Yes	N	12	11
	Mean	58,430	55,127
	Median	57,340	54,070
Total	N	26	24
	Mean	51,969	49,553
	Median	52,108	48,183

Table 5.11g. 2016 Salary by Presence of Collective Bargaining in Organization

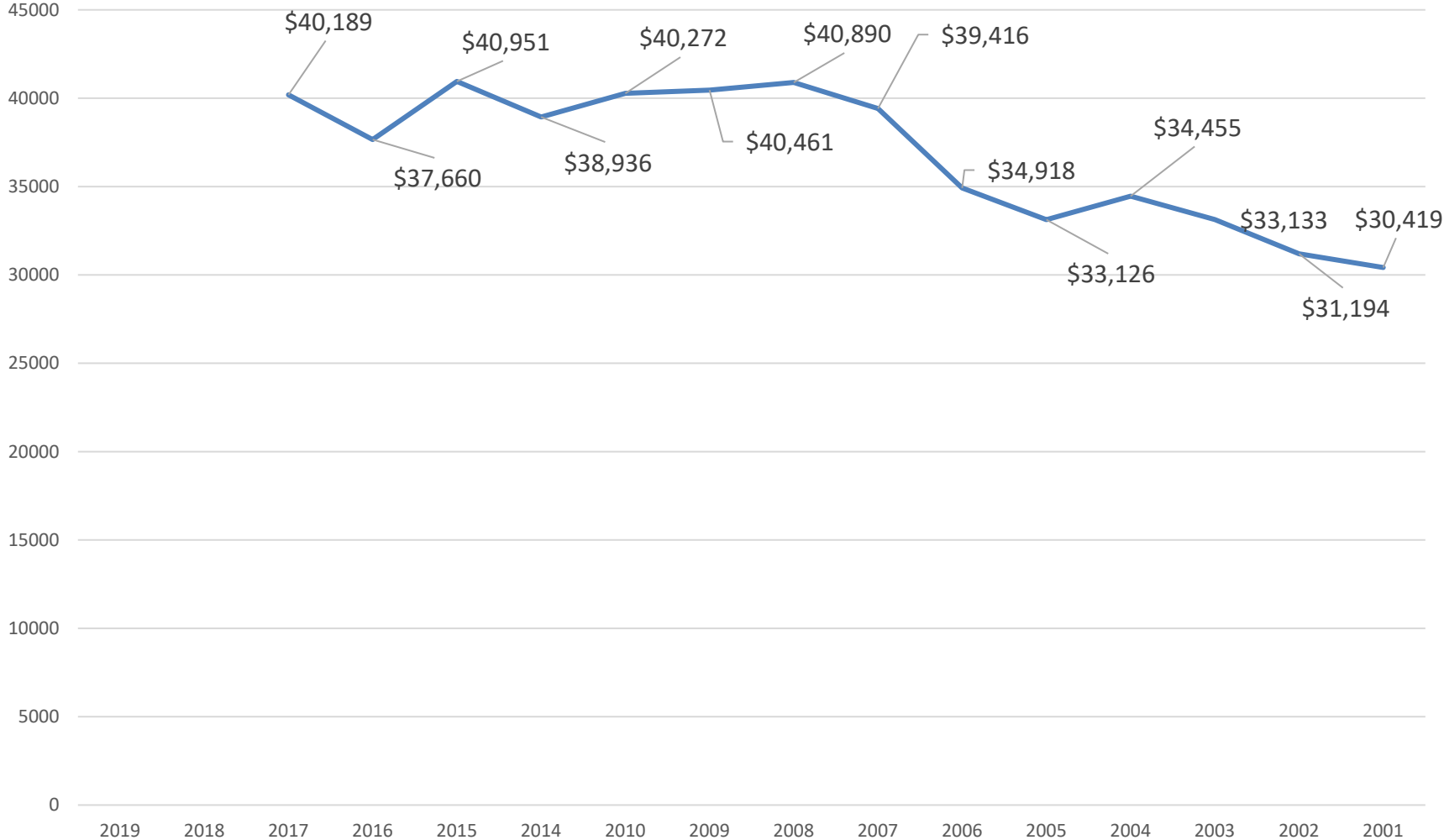
Is there a collective bargaining unit or union in your organization?		2021 Salary	2020 Salary
Yes	N	9	9
	Mean	50,230	46,645
	Median	52,326	47,093
No	N	15	15
	Mean	55,145	51,298
	Median	56,250	49,709
Total	N	24	24
	Mean	53,302	49,553
	Median	54,288	48,183

Stores Technician (No reported data in 2020 or 2022)

Table 5.12. Survey Summaries

	2017	2016	2015	2014	2010	2009	2008	2007	2006	2005	2004	2003	2002	2001
All	\$40,189	\$37,660	\$40,951	\$38,936	\$40,272	\$40,461	\$40,890	\$39,416	\$34,918	\$33,126	\$34,455	\$33,133	\$31,194	\$30,419
Entity														
Federal					\$38,057	\$37,101								
State			\$37,000	\$37,000	\$42,403	\$41,701	\$38,425	\$37,062	\$29,242	\$27,811	\$29,740	\$27,494	\$30,331	\$29,721
County	\$30,920	\$30,000		\$65,275	\$41,335	\$39,959	\$39,841	\$30,534	\$34,538	\$32,112	\$29,208	\$27,520	\$26,817	\$26,292
City	\$40,321	\$39,271	\$36,998	\$36,774	\$39,910	\$39,748	\$37,948	\$37,604	\$35,112	\$33,329	\$36,019	\$34,362	\$31,799	\$30,467
School	\$35,000		\$39,759	\$38,428	\$40,522	\$40,944	\$41,725	\$39,536	\$35,901	\$34,151	\$35,503	\$34,994	\$33,850	\$33,124
HigherEd.	\$35,250	\$30,000	\$35,000	\$33,416	\$34,494	\$33,994	\$43,240	\$42,120	\$23,969	\$23,501	\$30,926	\$30,774	\$28,125	\$27,214
Health					\$42,550	\$42,550			\$30,000	\$30,000	\$23,000	\$23,000		
Utility			\$61,070	\$60,503	\$42,839	\$39,909	\$51,090	\$51,050	\$34,634	\$33,676	\$36,089	\$35,330	\$33,795	\$37,519
Sp.Auth.	\$46,540	\$39,375	\$39,867	\$41,000	\$40,001	\$47,332	\$47,199	\$44,949	\$48,170	\$46,206	\$42,482	\$41,855	\$34,990	\$33,291
Region														
Northeast					\$50,000	\$48,000	\$39,509	\$39,530	\$42,037	\$39,241	\$36,175	\$35,945	\$32,749	\$30,222
Mid-Atlantic	\$37,750				\$41,830	\$40,931	\$42,919	\$38,981	\$38,055	\$34,713	\$35,399	\$33,841	\$32,068	\$31,030
Southeast	\$35,811	\$34,975	\$36,564	\$35,610	\$35,438	\$36,714	\$37,083	\$36,050	\$31,486	\$29,667	\$31,507	\$30,291	\$27,726	\$26,990
SouthCentral	\$40,625	\$39,583	\$32,867	\$31,983	\$31,865	\$30,946	\$36,266	\$34,526	\$28,979	\$27,639	\$27,955	\$25,731	\$26,199	\$25,453
Central			\$41,558	\$39,350	\$34,397	\$35,526	\$41,668	\$40,693	\$34,050	\$30,540	\$30,269	\$28,922	\$28,755	\$27,462
GreatLakes	\$40,000	\$40,000			\$40,424	\$40,424	\$38,427	\$38,727	\$42,653	\$41,646	\$37,137	\$34,669	\$31,744	\$30,678
NorthCentral					\$30,410	\$30,410	\$45,000	\$45,000	\$31,196	\$29,862	\$25,792	\$25,792	\$26,055	\$24,919
West	\$65,058	\$47,933	\$51,396	\$49,432	\$54,830	\$56,007	\$52,075	\$50,408	\$44,666	\$43,061	\$44,816	\$44,718	\$41,354	\$40,252
Canada	\$61,500	\$55,000	\$67,428	\$58,808	\$51,161	\$50,418	\$52,968	\$48,970	\$34,922	\$34,962	\$41,200	\$39,650	\$36,510	\$37,210
Procur.Vol.														
\$1-\$10M	\$45,500	\$45,333			\$36,188	\$35,048	\$36,141	\$34,436	\$33,445	\$32,982	\$29,083	\$28,220	\$29,468	\$29,667
\$11-\$30M	\$41,521	\$33,760	\$34,099	\$29,368	\$33,850	\$34,214	\$34,638	\$32,126	\$33,323	\$31,850	\$33,689	\$33,180	\$27,855	\$26,903
\$31-\$75M	\$38,680	\$37,158	\$43,725	\$43,165	\$39,631	\$40,688	\$41,373	\$39,384	\$34,074	\$32,420	\$35,368	\$33,174	\$29,684	\$29,219
\$76-\$125M	\$39,333	\$34,000	\$35,888	\$32,950	\$36,468	\$37,222	\$42,909	\$41,781	\$33,682	\$31,501	\$29,774	\$27,339	\$29,768	\$28,146
>\$125M	\$34,100	\$30,291	\$47,921	\$50,719	\$48,875	\$48,537	\$46,213	\$45,117	\$39,824	\$36,614	\$41,259	\$40,393	\$41,221	\$39,051

Stores Technician Salary Trend 2001-2020

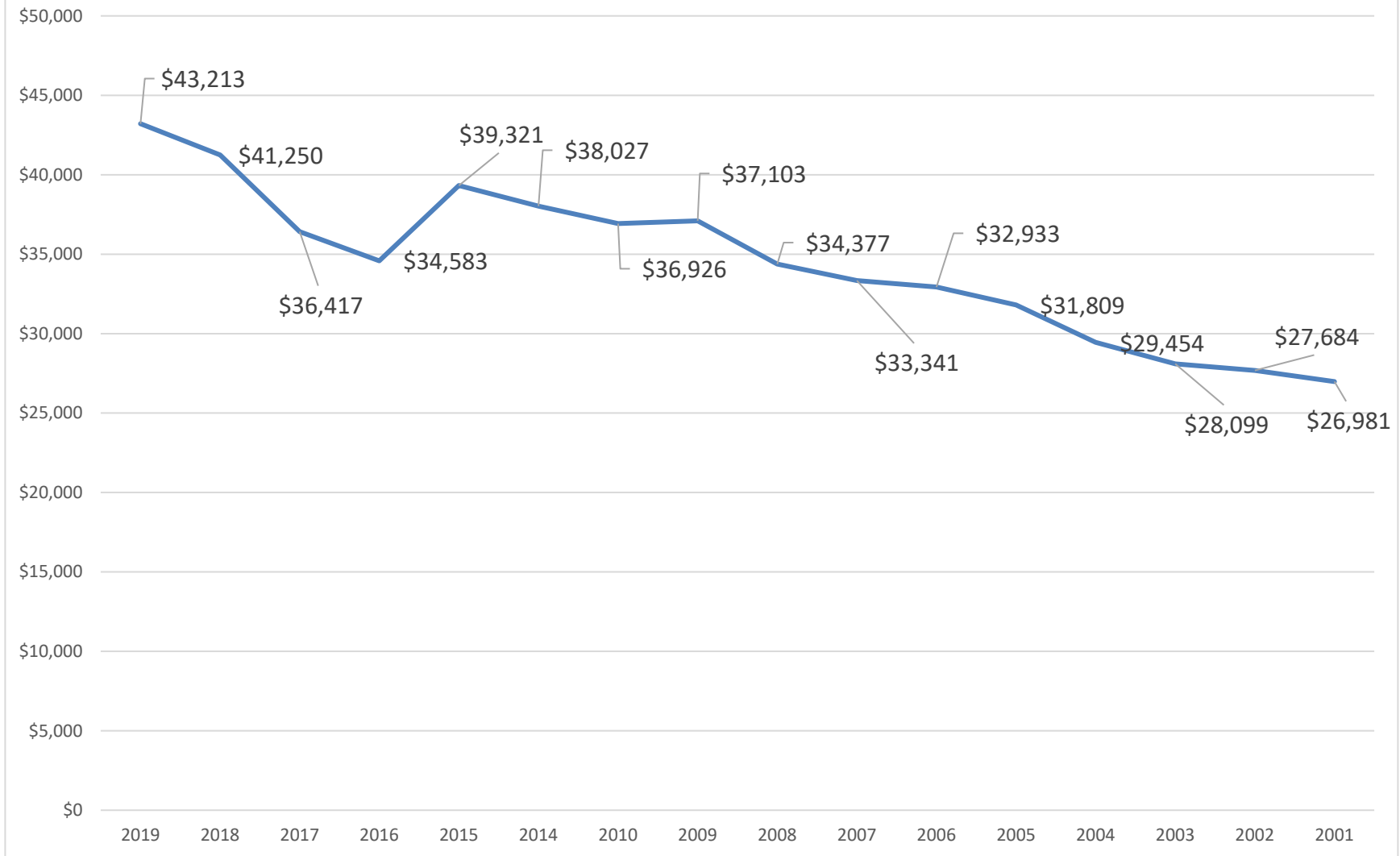


Receiving Technician (No reported data in 2020 or 2022)

Table 5.13. Survey Summaries

	2017	2016	2015	2014	2010	2009	2008	2007	2006	2005	2004	2003	2002	2001
All	\$36,417	\$34,583	\$39,321	\$38,027	\$36,926	\$37,103	\$34,377	\$33,341	\$32,933	\$31,809	\$29,454	\$28,099	\$27,684	\$26,981
Entity														
Federal					\$28,000	\$26,800								
State				\$30,000	\$40,387	\$45,195	\$28,878	\$27,493	\$34,002	\$32,476	\$25,766	\$25,724	\$26,036	\$25,591
County	\$35,280	\$29,500			\$38,943	\$37,886	\$26,720	\$25,816	\$34,351	\$31,765	\$28,343	\$24,438	\$28,273	\$27,191
City	\$52,000	\$52,000	\$38,119	\$40,102	\$38,049	\$37,105	\$37,741	\$37,878	\$29,659	\$30,152	\$31,601	\$29,132	\$31,166	\$29,402
				\$38,748										
School	\$32,000	\$31,000	\$42,377		\$33,787	\$33,281								
HigherEd.	\$33,833	\$32,750	\$30,336	\$24,690	\$31,747	\$31,976	\$34,074	\$33,035	\$35,382	\$33,106	\$31,355	\$29,842	\$31,624	\$32,031
Health					\$44,000	\$44,000	\$29,863	\$29,023	\$28,066	\$28,659	\$26,418	\$26,355	\$24,059	\$23,577
Utility					\$50,235	\$51,853	\$44,427	\$51,750	\$30,000	\$30,000				
Sp.Auth.			\$44,000	\$51,000	\$43,216	\$55,208	\$42,470	\$40,386	\$39,829	\$37,697	\$36,251	\$35,174	\$21,000	\$19,000
Region														
Northeast					\$25,847	\$24,432	\$31,200	\$28,000	\$32,822	\$28,094	\$53,491	\$51,886	\$31,000	\$29,000
Mid-Atlantic	\$39,750		\$9,000	\$9,000	\$44,017	\$48,953	\$33,289	\$32,208	\$37,597	\$35,139	\$31,584	\$27,282	\$30,558	\$29,111
Southeast	\$27,420	\$26,250	\$35,085	\$34,863	\$32,475	\$33,026	\$33,329	\$32,447	\$32,772	\$30,664	\$27,732	\$26,723	\$25,435	\$24,531
South Central	\$39,250	\$38,750	\$33,859	\$33,500	\$32,211	\$32,857	\$25,228	\$24,184	\$25,324	\$24,802	\$25,557	\$24,369	\$25,696	\$26,165
Central			\$50,896	\$49,245	\$32,655	\$32,159	\$40,950	\$40,418	\$34,559	\$31,047	\$26,736	\$25,067	\$27,103	\$27,735
Great Lakes					\$38,902	\$38,569	\$29,910	\$-			\$30,750	\$29,750	\$29,533	\$27,104
North Central					\$42,927	\$43,180	\$21,000	\$21,000	\$27,248				\$27,539	\$26,713
West			\$35,000		\$52,312	\$53,190	\$42,846	\$40,643	\$39,244	\$39,468	\$31,953	\$31,156	\$32,363	\$31,474
Canada	\$56,000		\$52,602	\$51,682			\$45,359	\$44,800	\$41,295	\$40,459	\$36,428	\$35,630		
Procur.Vol.														
\$1-\$10M	\$39,667	\$39,333	\$54,000	\$40,500	\$39,650	\$39,159	\$32,402	\$30,953	\$29,901	\$28,626	\$25,854	\$26,404	\$24,706	\$24,214
\$11-\$30M	\$30,946	\$29,833	\$35,000		\$28,144	\$28,406	\$29,578	\$28,157	\$24,726	\$24,284	\$29,552	\$29,492	\$24,718	\$24,626
\$31-\$75M	\$39,750		\$37,014	\$37,681	\$32,104	\$32,567	\$32,163	\$30,877	\$33,341	\$33,715	\$28,946	\$25,129	\$27,629	\$26,127
\$76-\$125M			\$34,961	\$35,202	\$43,709	\$44,958	\$35,229	\$34,583	\$39,983	\$31,632	\$27,321	\$29,770	\$27,429	\$28,491
>\$125M			\$40,643	\$37,665	\$39,478	\$38,543	\$41,750	\$40,564	\$36,343	\$36,521	\$35,023	\$32,437	\$36,215	\$35,158

Receiving Technician Salary Trend 2001-2020



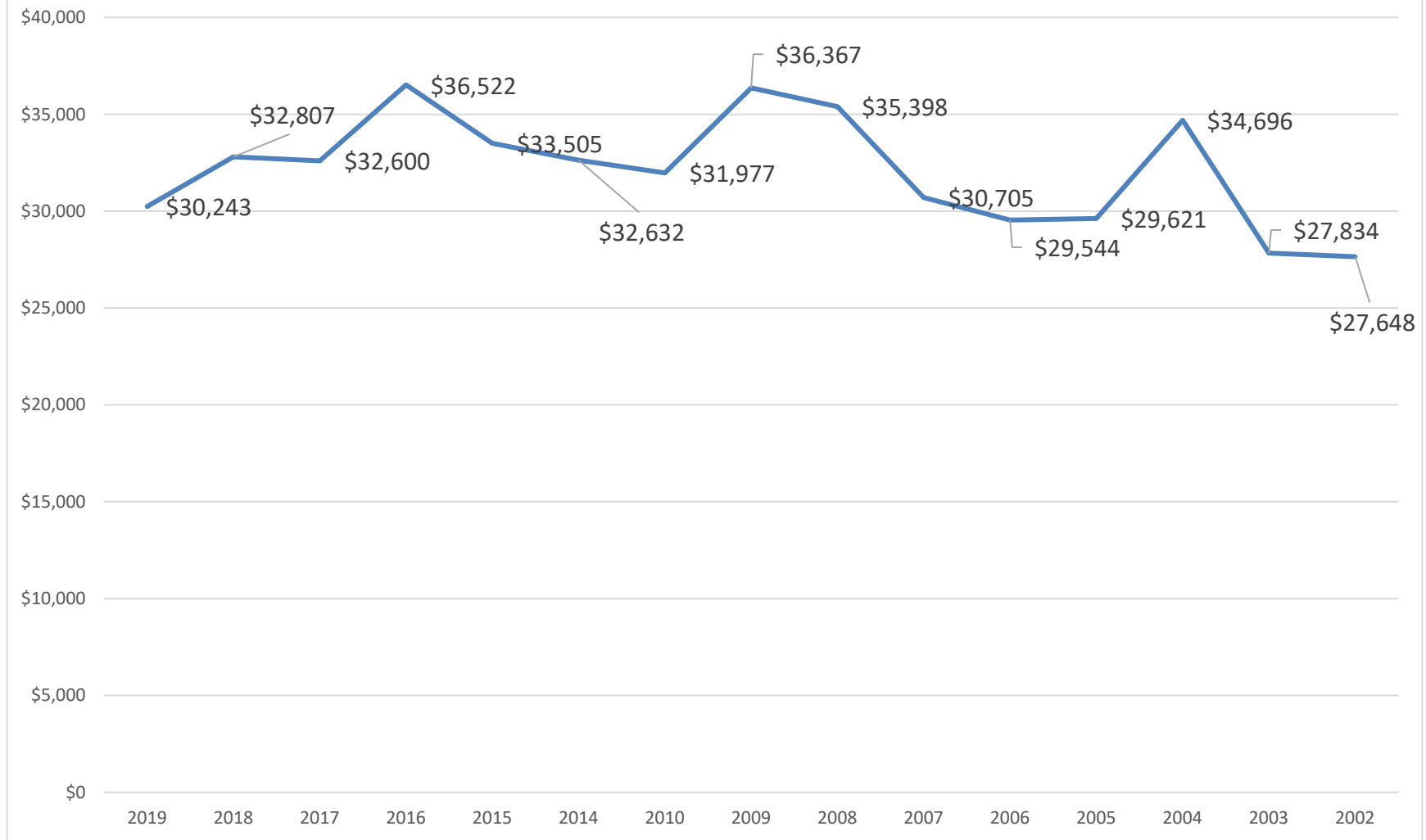
“Receiving Technician” Individual Survey Results

Delivery Technician (No reported data in 2020 or 2022)

Table 5.14. Survey Summaries

	2017	2016	2015	2014	2010	2009	2008	2007	2006	2005	2004	2003	2002	2001
All	\$32,807	\$32,600	\$36,522	\$33,505	\$32,632	\$31,977	\$36,367	\$35,398	\$30,705	\$29,544	\$29,621	\$34,696	\$27,834	\$27,648
Entity														
Federal					\$28,000	\$26,800								
State					\$40,010	\$39,689	\$33,497	\$32,623	\$26,245	\$26,410	\$27,708	\$27,872	\$27,253	\$26,124
County	\$25,839	\$24,000			\$36,631	\$33,034	\$39,696	\$38,981	\$33,721	\$32,287	\$24,795	\$24,579	\$22,276	\$22,532
City	\$52,000	\$52,000			\$36,813	\$39,226	\$33,962	\$36,858	\$34,060	\$32,663	\$32,011	\$29,470	\$33,747	\$30,033
School	\$28,000	\$27,000	\$39,528	\$38,758	\$31,272	\$31,478	\$37,101	\$35,290	\$32,409	\$31,530	\$30,926	\$56,639	\$31,346	\$30,982
HigherEd.	\$28,000	\$25,000	\$24,500	\$23,000	\$26,483	\$24,822	\$24,019	\$24,549	\$21,727	\$22,616	\$22,854	\$22,109	\$23,255	\$24,619
Health											\$93,150	\$93,150		
Utility					\$45,000		\$27,000	\$27,000						
Sp.Auth.	\$35,000	\$35,000			\$39,409	\$50,567	\$48,039	\$47,034	\$28,941	\$28,482	\$33,920	\$32,746	\$24,420	\$23,500
Region														
Northeast					\$37,190	\$35,914					\$40,892	\$40,237	\$21,181	\$29,000
Mid-Atlantic	\$30,000				\$36,993	\$29,615	\$36,961	\$34,466	\$33,173	\$30,972	\$27,675	\$26,547	\$31,044	\$30,269
Southeast	\$25,839	\$24,000	\$24,500	\$23,000	\$28,588	\$29,698	\$32,578	\$32,630	\$29,465	\$26,934	\$32,255	\$49,707	\$24,921	\$24,772
SouthCentral	\$35,250	\$34,750	\$28,764	\$28,270	\$30,009	\$29,613	\$24,238	\$23,648	\$25,163	\$24,675	\$24,013	\$22,122	\$24,623	\$22,920
Central			\$43,116	\$49,245	\$33,818	\$33,931	\$37,254	\$34,832	\$31,331	\$29,773	\$25,086	\$24,102	\$23,753	\$23,523
GreatLakes					\$26,000	\$26,000	\$31,327	\$33,448	\$47,609	\$46,675	\$27,243	\$29,252	\$20,697	\$16,575
NorthCentral									\$24,718	\$23,436			\$27,539	\$26,713
West					\$40,535	\$41,382	\$44,836	\$43,972	\$37,844	\$38,451	\$36,398	\$39,131	\$33,483	\$32,041
Canada					\$42,000		\$40,467	\$40,600				\$35,000	\$44,124	\$42,224
Procur.Vol.														
\$1-\$10M	\$40,000	\$39,500			\$35,639	\$34,564	\$34,221	\$34,575	\$30,124	\$28,938	\$30,421	\$32,321	\$25,475	\$24,931
\$11-\$30M	\$25,920	\$24,500			\$26,914	\$25,981	\$30,593	\$29,417	\$28,396	\$26,431	\$26,417	\$24,785	\$25,563	\$26,115
\$31-\$75M	\$32,500	\$35,000	\$39,005	\$38,758	\$28,375	\$27,987	\$34,444	\$32,909	\$27,827	\$26,967	\$27,527	\$26,552	\$26,581	\$27,481
\$76-\$125M			\$30,000		\$34,154	\$34,154	\$33,237	\$32,444	\$30,828	\$28,217	\$28,482	\$27,156	\$28,117	\$26,004
>\$125M			\$37,301	\$23,000	\$37,892	\$36,797	\$43,052	\$41,523	\$38,079	\$35,883	\$33,954	\$53,650	\$34,359	\$34,088

Delivery Technician Salary Trend 2001-2020

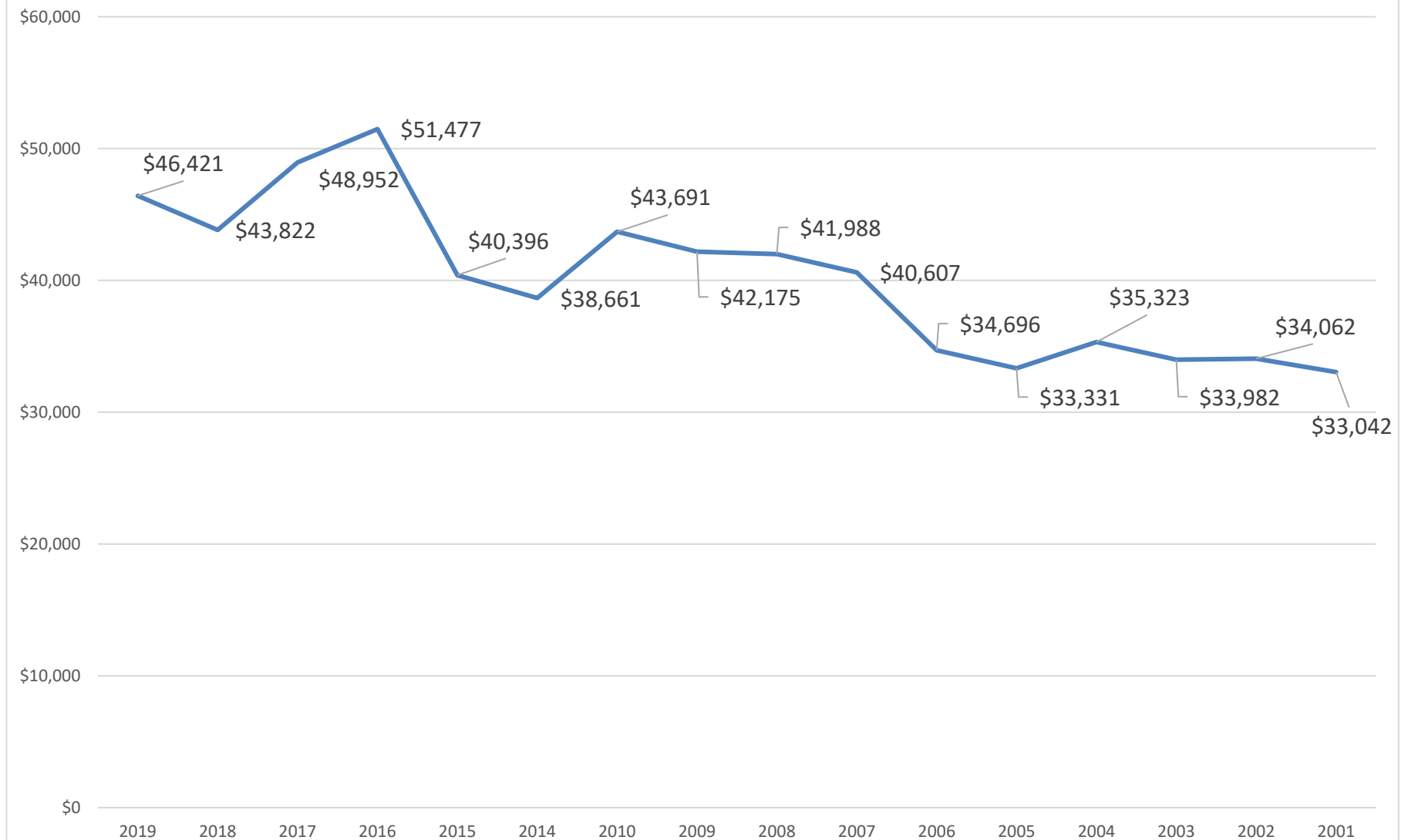


Fixed Assets Technician (No reported data in 2020 or 2022)

Table 5.15. Survey Summaries

	2017	2016	2015	2014	2010	2009	2008	2007	2006	2005	2004	2003	2002	2001
All	\$48,952	\$51,477	\$40,396	\$38,661	\$43,691	\$42,175	\$41,988	\$40,607	\$34,696	\$33,331	\$35,323	\$33,982	\$34,062	\$33,042
Entity														
Federal					\$38,000	\$46,500								
State	\$56,160	\$56,160	\$41,850	\$40,320	\$47,100	\$46,864	\$41,618	\$38,822	\$37,145	\$35,997	\$32,586	\$30,143	\$30,314	\$30,288
County	\$50,048	\$49,958	\$39,593	\$35,712	\$39,160	\$35,201	\$40,055	\$40,475	\$36,383	\$32,073	\$31,797	\$31,179	\$33,314	\$30,388
City	\$57,154	\$57,510	\$47,000	\$48,000	\$42,317	\$38,570	\$45,164	\$42,232	\$35,737	\$35,236	\$32,816	\$34,166	\$38,186	\$36,561
School	\$35,833	\$37,302	\$26,631	\$27,118	\$48,370	\$45,612	\$39,249	\$37,872	\$35,759	\$36,141	\$37,636	\$31,360	\$33,193	\$32,777
Higher Ed.			\$37,901	\$37,125	\$40,363	\$41,138	\$30,418	\$30,842	\$25,611	\$25,877	\$34,101	\$33,162	\$30,510	\$30,142
Health														
Utility							\$50,000	\$49,000					\$40,133	\$38,052
Sp. Auth.	\$35,720		\$51,000	\$65,000	\$49,100	\$48,625	\$57,806	\$56,131	\$47,545	\$32,777	\$51,689	\$50,083	\$50,994	\$43,667
Region														
Northeast			\$46,000		\$39,546	\$38,932	\$40,601	\$38,721	\$37,378	\$36,169	\$41,200	\$40,473	\$39,547	\$36,908
Mid-Atlantic			\$32,871	\$32,506	\$46,778	\$45,454	\$44,184	\$46,067	\$41,014	\$35,420	\$39,106	\$34,667	\$37,383	\$37,963
Southeast	\$45,591	\$49,641	\$40,351	\$38,473	\$41,860	\$40,713	\$38,771	\$38,368	\$33,823	\$34,597	\$30,646	\$30,277	\$30,447	\$29,543
South Central	\$40,952	\$41,132	\$42,277	\$40,813	\$38,449	\$35,669	\$39,853	\$37,534	\$31,811	\$30,994	\$14	\$12	\$31,401	\$29,821
Central	\$60,899	\$57,329	\$37,000	\$37,000	\$43,042	\$42,797	\$50,000	\$49,000	\$42,607	\$35,714	\$35,157	\$33,712	\$38,176	\$40,932
Great Lakes	\$71,160	\$75,160	\$48,719	\$46,965	\$57,000		\$40,495	\$39,436		\$32,500	\$35,533	\$38,245	\$33,334	\$31,833
North Central					\$33,114	\$33,114			\$28,874	\$29,500			\$28,289	\$27,440
West	\$37,440		\$31,500	\$30,375	\$56,555	\$60,806	\$56,315	\$53,296	\$26,184	\$26,184	\$45,471	\$44,299	\$40,854	\$38,499
Canada					\$50,242	\$52,690	\$49,800	\$19,140					\$35,321	\$33,800
Procur. Vol.														
\$1-\$10M	\$47,460	\$46,777	\$56,275	\$63,500	\$42,280	\$38,293	\$40,974	\$40,783	\$28,161	\$27,362	\$31,563	\$30,812	\$27,556	\$27,098
\$11-\$30M	\$60,658	\$59,618	\$45,972	\$44,676	\$31,648	\$31,290	\$36,862	\$35,962	\$34,657	\$34,454	\$28,603	\$28,087	\$34,084	\$33,911
\$31-\$75M	\$56,900	\$70,450	\$39,050	\$32,100	\$38,115	\$36,242	\$36,808	\$35,358	\$36,848	\$34,578	\$36,718	\$36,051	\$39,088	\$35,107
\$76-\$125M			\$39,076	\$38,154	\$49,027	\$49,027	\$51,742	\$45,533	\$33,934	\$30,373	\$44,015	\$45,950	\$36,193	\$35,989
>\$125M	\$39,375	\$42,802	\$33,261	\$32,800	\$53,489	\$52,640	\$45,744	\$46,099	\$37,816	\$31,687	\$39,899	\$40,051	\$39,105	\$37,549

Fixed Assets Technician Salary Trend 2001-2020



Expeditor (No reported data in 2020 or 2022)

Table 5.16. Survey Summaries

	2018 N	2018	2017	2016	2015	2010	2009	2008	2007	2006	2005	2004	2003	2002	2001	01-18 Change	17-18 Change
All	13	\$43,140	\$43,761	\$38,776	\$38,556	\$44,201	\$42,481	\$44,459	\$44,705	\$38,114	\$35,418	\$28,428	\$29,554	\$30,674	\$30,324	42%	-1%
Entity																	
Federal																	
State						\$44,438	\$42,980	\$28,920	\$27,690			\$30,080	\$29,847	\$27,018	\$26,357		
County	10	\$42,210	\$43,142	\$39,697	\$40,977	\$35,360		\$44,000	\$41,500	\$39,236	\$36,028	\$25,889	\$25,870	\$23,308	\$22,718	86%	-2%
City	2	\$52,000	\$52,000	\$33,000	\$31,000	\$40,227	\$38,561	\$42,457	\$41,521	\$38,611	\$39,569	\$30,094	\$33,311	\$34,745	\$33,501	55%	0%
School	1	\$38,000	\$38,000	\$39,644	\$38,851	\$44,813	\$42,985	\$37,396	\$41,505	\$37,079	\$34,496	\$29,426	\$27,618	\$31,186	\$33,800	12%	0%
Higher Ed.						\$40,196	\$35,786	\$34,000	\$32,000	\$23,184	\$22,300	\$26,964	\$26,054	\$24,348	\$23,587		
Health																	
Utility													\$50,700	\$49,179			
Sp. Auth.	-			\$40,000		\$74,090	\$74,090	\$73,817	\$70,750	\$50,200	\$46,000	\$36,256	\$34,958	\$37,624	\$46,176		
Region																	
Northeast	-					\$45,209	\$43,626	\$44,000	\$41,500	\$45,347	\$43,850			\$35,000	\$33,213		
Mid-Atlantic	1	\$48,000	\$45,000			\$49,544	\$47,469	\$44,471	\$49,681	\$37,244	\$34,286	\$26,068	\$25,164	\$30,555	\$31,359	53%	7%
Southeast	1	\$25,839	\$24,000	\$35,283	\$34,000	\$35,360				\$34,559	\$29,094	\$25,990	\$28,116	\$25,667	\$22,242	16%	8%
South Central	7	\$43,500	\$43,500	\$37,881	\$36,426	\$42,185	\$37,088	\$27,751	\$26,856	\$56,000	\$46,000	\$26,760	\$26,060	\$28,154	\$27,288	59%	0%
Central	-							\$32,000	\$31,000	\$48,514	\$51,118	\$26,620	\$25,992	\$33,127	\$33,532		
Great Lakes	-			\$51,938	\$51,930	\$36,000	\$35,500			\$30,850	\$32,850	\$30,361	\$37,667	\$31,227	\$29,741		
North Central										\$36,500	\$35,000						
West	4	\$49,000	\$53,284			\$55,437	\$55,437	\$64,045	\$61,833			\$33,339	\$32,964	\$39,414	\$40,205	22%	-8%
Canada	-					\$38,000	\$36,000							\$35,321	\$33,800		
Procur. Vol.																	
\$1-\$10M	7	\$43,500	\$43,500			\$48,363	\$43,620	\$75,000	\$71,000	\$31,100	\$30,067	\$25,443	\$25,910	\$28,624	\$28,016	55%	0%
\$11-\$30M	1	\$25,839	\$24,000	\$43,894	\$51,930	\$32,324	\$31,907	\$40,414	\$39,042	\$44,500	\$41,500	\$27,951	\$27,551	\$27,189	\$26,432	-2%	8%
\$31-\$75M	3	\$54,000	\$56,784					\$38,396	\$42,005	\$31,800	\$30,900	\$30,042	\$32,640	\$28,533	\$26,777	102%	-5%
\$76-\$125M	1	\$38,000	\$38,000	\$39,644	\$38,851	\$38,000	\$36,000	\$37,000	\$35,750	\$42,800	\$40,522	\$40,000	\$38,000	\$42,110	\$40,996	-7%	0%
>\$125M	1			\$36,000	\$34,000	\$46,102	\$46,327	\$48,685	\$47,397	\$40,566	\$38,695	\$28,816	\$31,263	\$36,868	\$35,722		



“Expeditor” Individual Survey Results

Due to low response rate from employees in this job category, analysis of individual survey results for this job was not feasible.

Administrative Assistant

Table 5.17. Survey Summaries

	2022 N	2021	2020	2019	2018	2017	2016	2015	2014	2010	2009	2008	2007	2006	2005	2004	2003	2002	2001
All	27	\$46,772	\$43,745	\$50,974	\$49,580	\$45,746	\$44,035	\$43,391	\$32,173	\$37,751	\$37,268	\$36,696	\$34,428	\$34,613	\$33,960	\$30,892	\$30,093	\$29,948	\$28,955
Entity																			
Federal	1	\$35,320		\$46,074	\$43,303					\$36,000	\$32,000								
State	5	\$52,947	\$49,105	\$48,230	\$44,825	\$40,000	\$40,000	\$34,929	\$25,344	\$36,382	\$37,906	\$33,157	\$32,313	\$31,317	\$31,296	\$27,195	\$26,418	\$26,556	\$26,367
County	2	\$51,890	\$48,838	\$44,124	\$42,747	\$41,326	\$40,481	\$39,754	\$36,385	\$37,501	\$36,124	\$37,519	\$34,808	\$36,536	\$34,567	\$31,311	\$30,681	\$29,151	\$27,706
City	9	\$51,453	\$48,692	\$79,150	\$77,199	\$48,443	\$46,096	\$44,457	\$31,912	\$39,495	\$38,305	\$36,808	\$35,202	\$35,864	\$35,044	\$31,427	\$31,136	\$30,883	\$29,727
School	6	\$35,683	\$31,323	\$36,137	\$36,263	\$46,797	\$43,409	\$44,550	\$39,775	\$35,024	\$36,007	\$35,082	\$33,383	\$36,049	\$35,474	\$31,030	\$29,250	\$29,064	\$28,016
Higher Ed.	1	\$41,424	\$40,116	\$38,544	\$37,016	\$39,296	\$37,806	\$44,800	\$39,108	\$35,730	\$35,922	\$31,372	\$29,548	\$30,668	\$30,919	\$27,876	\$26,286	\$27,903	\$26,857
Health														\$30,000		\$25,000	\$19,000		
Utility	2	\$45,567	\$35,320					\$57,083	\$ -	\$43,702	\$41,070	\$42,465	\$33,500	\$19,150	\$24,200	\$31,721	\$32,961	\$31,486	\$31,004
Sp. Auth.	1	\$49,273	\$48,837	\$39,037	\$38,236	\$59,375	\$58,213	\$39,645	\$31,400	\$40,303	\$40,453	\$41,551	\$39,335	\$34,188	\$32,857	\$37,044	\$35,685	\$36,823	\$37,142
Nonprofit				\$33,603	\$32,564														
Region																			
Northeast	2	\$64,317	\$57,122			\$50,250	\$49,000	\$34,000		\$41,067	\$32,099	\$37,846	\$36,384	\$39,519	\$36,318	\$34,935	\$33,970	\$34,871	\$34,770
Mid-Atlantic	4	\$42,598	\$44,122	\$42,368	\$40,603	\$41,800	\$32,625	\$40,589	\$27,690	\$39,342	\$39,488	\$39,789	\$36,586	\$36,238	\$35,470	\$ - 44	\$36	\$31,778	\$30,934
Southeast	11	\$36,985	\$30,329	\$66,852	\$71,353	\$41,127	\$36,806	\$41,952	\$28,716	\$35,736	\$34,880	\$36,323	\$33,939	\$31,230	\$31,514	\$28,195	\$28,887	\$25,825	\$24,861
South Central	4	\$52,324	\$49,708	\$45,145	\$42,678	\$42,211	\$43,362	\$41,005	\$27,217	\$31,519	\$31,812	\$32,823	\$31,187	\$29,887	\$29,271	\$26,888	\$25,486	\$28,244	\$26,343
Central	1	\$44,913	\$42,297	\$46,429	\$44,981	\$40,880	\$39,087	\$33,621	\$26,498	\$32,035	\$31,344	\$33,107	\$31,146	\$34,598	\$31,783	\$31,379	\$29,980	\$26,612	\$25,712
Great Lakes	3	\$53,543	\$49,759	\$45,192	\$43,836	\$49,371	\$46,094	\$50,824	\$42,987	\$36,143	\$35,935	\$34,401	\$33,264	\$39,823	\$38,997	\$33,845	\$32,776	\$31,280	\$30,059
North Central				\$23,557	\$23,557					\$31,210	\$31,210	\$30,000	\$30,000	\$25,578	\$24,546	\$27,000	\$25,200	\$25,554	\$23,980
West	2	\$71,076	\$69,768	\$45,966	\$41,342	\$59,759	\$61,166	\$51,805	\$39,249	\$48,214	\$48,818	\$47,078	\$45,044	\$37,525	\$39,802	\$36,694	\$35,944	\$34,013	\$33,211
Canada						\$49,277	\$48,592	\$56,748	\$48,343	\$44,504	\$44,208	\$46,796	\$42,449	\$43,050	\$38,945	\$34,639	\$32,860	\$31,944	\$30,088
Procur. Vol.																			
\$1-\$10M	2	\$60,393	\$56,250	\$54,734	\$51,351	\$45,820	\$48,000	\$48,313	\$34,752	\$36,871	\$36,604	\$38,540	\$35,748	\$31,314	\$28,448	\$29,834	\$28,421	\$26,887	\$26,798
\$11-\$30M	3	\$37,790	\$30,523	\$46,436	\$42,798	\$45,106	\$40,918	\$42,603	\$15,942	\$37,849	\$36,237	\$33,612	\$32,258	\$33,375	\$34,143	\$28,045	\$27,249	\$29,489	\$27,939
\$31-\$75M	4	\$43,387	\$44,913	\$55,239	\$54,752	\$43,984	\$38,138	\$38,662	\$25,753	\$36,456	\$37,565	\$33,662	\$32,260	\$33,606	\$33,117	\$31,952	\$30,788	\$30,304	\$29,410
\$76-\$125M	5	\$63,663	\$62,573	\$26,937	\$25,681	\$45,298	\$48,811	\$41,438	\$37,556	\$39,368	\$38,925	\$38,176	\$36,222	\$41,199	\$39,629	\$34,887	\$34,238	\$31,558	\$30,557
>\$125M	14	\$51,858	\$49,092	\$43,631	\$41,153	\$46,936	\$46,087	\$44,620	\$37,084	\$39,148	\$37,464	\$39,246	\$36,406	\$36,715	\$36,109	\$33,769	\$32,458	\$33,358	\$32,304

Administrative Assistant Salary Trend 2001-2022



“Administrative Assistant” Individual Survey Results

Table 5.17a. Reported Individual Salaries by Highest Education Completed

		2021 Salary	2020 Salary
High School Diploma	N	1	
	Mean	52,326	
	Median	52,326	
Technical/Vocational School	N	2	2
	Mean	24,855	7,195
	Median	24,855	7,195
Some College	N	4	3
	Mean	42,556	43,654
	Median	42,733	51,453
2-year College Degree	N	5	5
	Mean	36,802	37,326
	Median	34,012	42,297
4-year College Degree	N	9	9
	Mean	53,282	49,308
	Median	43,598	40,988
Master's Degree	N	1	1
	Mean	49,273	48,837
	Median	49,273	48,837
Doctorate Degree	N	1	1
	Mean	82,413	84,157
	Median	82,413	84,157
Total	N	23	21
	Mean	46,413	43,274
	Median	43,598	41,854

Table 5.17b. Reported Individual Salaries (2022) by Field of Education

What best describes your field of education?		2021 Salary	2020 Salary
Liberal Arts	N	4	3
	Mean	35,320	32,849
	Median	33,794	31,831
Business	N	8	8
	Mean	36,124	30,945
	Median	37,064	35,320
Public Administration	N	2	1
	Mean	76,091	88,517
	Median	76,091	88,517
Political Science	N	2	2
	Mean	44,041	42,079
	Median	44,041	42,079
Other (Please Specify)	N	7	7
	Mean	56,709	55,710
	Median	56,414	51,603
Total	N	23	21
	Mean	46,413	43,274
	Median	43,598	41,854

Table 5.17c. Reported Individual Salaries (2022) by Gender

What is your gender?		2021 Salary	2020 Salary
Female	N	25	23
	Mean	45,525	42,127
	Median	43,598	41,854
Other (Please Specify)	N	1	1
	Mean	82,413	84,157
	Median	82,413	84,157
Total	N	26	24
	Mean	46,944	43,878
	Median	43,820	42,076

Table 5.17d. Reported Individual Salaries (2022) by Race

What is your race?		2021 Salary	2020 Salary
White	N	17	15
	Mean	43,024	39,370
	Median	41,424	40,988
Black	N	5	5
	Mean	52,479	48,815
	Median	43,066	40,876
Other (Please Specify)	N	2	2
	Mean	63,663	63,227
	Median	63,663	63,227
Total	N	24	22
	Mean	46,714	43,686
	Median	43,554	41,643

Table 5.17e. Reported Individual Salaries (2022) by Ethnicity

What is your ethnicity		2021 Salary	2020 Salary
Hispanic	N	2	2
	Mean	38,808	27,253
	Median	38,808	27,253
Non-Hispanic	N	21	19
	Mean	45,767	43,285
	Median	43,066	40,988
Other (please specify)	N	1	1
	Mean	82,413	84,157
	Median	82,413	84,157
Total	N	24	22
	Mean	46,714	43,686
	Median	43,554	41,643

Table 5.17f. Reported Individual Salaries (2022) by Certification Status

Do you hold any professional certifications?		2021 Salary	2020 Salary
No	N	18	16
	Mean	47,578	44,177
	Median	44,913	41,643
Yes	N	9	9
	Mean	45,161	42,978
	Median	43,066	41,854
Total	N	27	25
	Mean	46,772	43,745
	Median	43,598	41,854

Table 5.17g. 2016 Salary by Presence of Collective Bargaining in Organization

Is there a collective bargaining unit or union in your organization?		2021 Salary	2020 Salary
Yes	N	9	8
	Mean	44,659	40,048
	Median	35,320	33,576
No	N	12	12
	Mean	49,686	48,849
	Median	44,913	43,387
Total	N	21	20
	Mean	47,532	45,329
	Median	43,598	42,076

RETENTION AND TURNOVER SUPPLEMENTARY REPORT

Individual Level Data

We use data from the survey of all NIGP members to assess turnover intent among respondents. Many of the tables are based on a question that asks whether people are looking to leave their position in the next year. The possible responses are:

- a. Yes – for a better job in my current field
- b. Yes – to retire
- c. Yes – to pursue a career change
- d. Yes – to pursue my education
- e. Yes – for personal or family reasons
- f. Yes – other
- g. No

Because there were very few people that were changing for career changes, education, or personal or family reasons, those responses were combined with Yes – other to create an “other” category. The tables show what percentage of people in each category want to stay, find a new job in their current field, retire, or leave for other reasons.

This approach to summarizing turnover intent is applied to salary, years in one’s position, sex, race/ethnicity, marital status, education level, field of education, and last performance appraisal. It is then applied to measure of satisfaction including satisfaction with one’s organization, supervisor, and salary. We use the same method to analyze two comparative questions about pay. The questions ask whether respondent’s pay is better or worse than others at the same level within their organization, and then whether pay is better or worse than people in similar jobs at other organizations.

We also present information about how important pay, location, opportunities for advancement, frustration with the organization/leadership, frustration with the supervisor, and work/life balance were in the decision to leave a previous position. Finally, we ask if people were willing to move for a job before they took their current job, and whether they would move for a new job now.

Descriptive Information Based on Individual Level Data

Data for All Respondents

Data for All Respondents by Position

		Leaving for a Better Position	Retiring	Leaving to Pursue a New Career	Leaving to Pursue more Education	Leaving for Family Reasons	Leaving for Other Reasons	Not Leaving	Total
Directors	N	63	44	16	0	11	15	302	451
	%	14.0%	9.8%	3.5%	0.0%	2.4%	3.3%	67.0%	100.0%
Managers	N	117	36	22	0	9	25	442	651
	%	18.0%	5.5%	3.4%	0.0%	1.4%	3.8%	67.9%	100.0%
Professional	N	308	50	42	2	16	57	825	1300
	%	23.7%	3.8%	3.2%	0.2%	1.2%	4.4%	63.5%	100.0%
Total	N	488	130	80	2	36	97	1569	2402
	%	20.3%	5.4%	3.3%	0.1%	1.5%	4.0%	65.3%	100.0%

Data for All Respondents by Sex

		Leaving for a Better Position	Retiring	Leaving to Pursue a New Career	Leaving to Pursue more Education	Leaving for Family Reasons	Leaving for Other Reasons	Not Leaving	Total
Male	N	170	42	28	1	18	27	434	720
	%	23.6%	5.8%	3.9%	0.1%	2.5%	3.8%	60.3%	100.0%
Female	N	311	91	53	1	16	71	1098	1641
	%	19.0%	5.5%	3.2%	0.1%	1.0%	4.3%	66.9%	100.0%
Total	N	486	133	82	2	34	98	1544	2379
	%	20.4%	5.6%	3.4%	0.1%	1.4%	4.1%	64.9%	100.0%

Data for All Respondents by Race/Ethnicity

		Leaving for a Better Position	Retiring	Leaving to Pursue a New Career	Leaving to Pursue more Education	Leaving for Family Reasons	Leaving for Other Reasons	Not Leaving	Total
White	N	335	98	57	1	22	55	1125	1693
	%	19.8%	5.8%	3.4%	0.1%	1.3%	3.2%	66.5%	100.0%
Black	N	88	22	11	0	6	26	229	382
	%	23.0%	5.8%	2.9%	0.0%	1.6%	6.8%	59.9%	100.0%
Asian	N	19	4	3	0	0	1	47	74
	%	25.7%	5.4%	4.1%	0.0%	0.0%	1.4%	63.5%	100.0%
American Indian or Alaskan Native	N	2	2	2	0	1	1	21	29
	%	6.9%	6.9%	6.9%	0.0%	3.4%	3.4%	72.4%	100.0%
Other	N	30	5	6	1	3	10	91	146
	%	20.5%	3.4%	4.1%	0.7%	2.1%	6.8%	62.3%	100.0%
Total	N	474	131	79	2	32	93	1513	2324
	%	20.4%	5.6%	3.4%	0.1%	1.4%	4.0%	65.1%	100.0%

		Leaving for a Better Position	Retiring	Leaving to Pursue a New Career	Leaving to Pursue more Education	Leaving for Family Reasons	Leaving for Other Reasons	Not Leaving	Total
Hispanic	N	57	8	12	1	5	9	161	253
	%	22.5%	3.2%	4.7%	0.4%	2.0%	3.6%	63.6%	100.0%
Non- Hispanic	N	387	114	64	1	24	80	1271	1941
	%	19.9%	5.9%	3.3%	0.1%	1.2%	4.1%	65.5%	100.0%
Other	N	35	9	4	0	3	6	98	155
	%	22.6%	5.8%	2.6%	0.0%	1.9%	3.9%	63.2%	100.0%
Total	N	479	131	80	2	32	95	1530	2349
	%	20.4%	5.6%	3.4%	0.1%	1.4%	4.0%	65.1%	100.0%

Data for All Respondents by Marital Status

		Leaving for a Better Position	Retiring	Leaving to Pursue a New Career	Leaving to Pursue more Education	Leaving for Family Reasons	Leaving for Other Reasons	Not Leaving	Total
Married	N	283	84	47	1	29	53	1013	1510
	%	18.7%	5.6%	3.1%	0.1%	1.9%	3.5%	67.1%	100.0%
Single	N	99	19	18	1	4	24	229	394

	%	25.1%	4.8%	4.6%	0.3%	1.0%	6.1%	58.1%	100.0%
Divorced	N	57	19	6	0	0	12	174	268
	%	21.3%	7.1%	2.2%	0.0%	0.0%	4.5%	64.9%	100.0%
Widowed	N	5	7	2	0	0	2	20	36
	%	13.9%	19.4%	5.6%	0.0%	0.0%	5.6%	55.6%	100.0%
Living with Someone	N	21	0	4	0	0	2	44	71
	%	29.6%	0.0%	5.6%	0.0%	0.0%	2.8%	62.0%	100.0%
Other	N	5	0	0	0	0	3	18	26
	%	19.2%	0.0%	0.0%	0.0%	0.0%	11.5%	69.2%	100.0%
Total	N	470	129	77	2	33	96	1498	2305
	%	20.4%	5.6%	3.3%	0.1%	1.4%	4.2%	65.0%	100.0%

What is your highest level of education?

	Yes - for a better job in my current field	Yes - to retire	Yes - to pursue a career change	Yes - to pursue my education	Yes - for personal or family reasons	Yes - other	No	Total
High School Diploma	6	8	2	0	0	0	63	79
	7.6%	10.1%	2.5%	0.0%	0.0%	0.0%	79.7%	100.0%
Technical/Vocational School	4	0	1	0	0	0	18	23
	17.4%	0.0%	4.3%	0.0%	0.0%	0.0%	78.3%	100.0%
Some College	62	24	6	0	4	7	209	312
	19.9%	7.7%	1.9%	0.0%	1.3%	2.2%	67.0%	100.0%
2-year College Degree	29	8	6	1	2	14	160	220
	13.2%	3.6%	2.7%	0.5%	0.9%	6.4%	72.7%	100.0%
4-year College Degree	217	60	38	1	17	50	670	1053
	20.6%	5.7%	3.6%	0.1%	1.6%	4.7%	63.6%	100.0%
Master's Degree	122	25	26	0	9	22	338	542
	22.5%	4.6%	4.8%	0.0%	1.7%	4.1%	62.4%	100.0%
Some Doctorate Courses	5	1	0	0	0	0	10	16
	31.3%	6.3%	0.0%	0.0%	0.0%	0.0%	62.5%	100.0%
Doctorate Degree	22	1	1	0	0	2	34	60
	36.7%	1.7%	1.7%	0.0%	0.0%	3.3%	56.7%	100.0%
Other (Please Specify)	10	2	1	0	1	2	32	48
	20.8%	4.2%	2.1%	0.0%	2.1%	4.2%	66.7%	100.0%
Total	477	477	129	81	2	33	97	1534
	20.3%	20.3%	5.5%	3.4%	0.1%	1.4%	4.1%	65.2%

Data for All Respondents by Field of Education

		Leaving for a Better Position	Retiring	Leaving to Pursue a New Career	Leaving to Pursue more Education	Leaving for Family Reasons	Leaving for Other Reasons	Not Leaving	Total
Liberal Arts	N	54	9	10	1	6	9	178	267
	%	20.2%	3.4%	3.7%	0.4%	2.2%	3.4%	66.7%	100.0%
Business	N	243	72	36	0	14	51	776	1192
	%	20.4%	6.0%	3.0%	0.0%	1.2%	4.3%	65.1%	100.0%
Economics	N	11	6	2	0	0	1	45	65
	%	16.9%	9.2%	3.1%	0.0%	0.0%	1.5%	69.2%	100.0%
Public Administration	N	36	15	16	1	4	8	171	251
	%	14.3%	6.0%	6.4%	0.4%	1.6%	3.2%	68.1%	100.0%
Political Science	N	15	3	3	0	1	5	44	71
	%	21.1%	4.2%	4.2%	0.0%	1.4%	7.0%	62.0%	100.0%
Engineering	N	8	2	2	0	2	1	33	48
	%	16.7%	4.2%	4.2%	0.0%	4.2%	2.1%	68.8%	100.0%
Other	N	103	17	10	0	6	19	252	407
	%	25.3%	4.2%	2.5%	0.0%	1.5%	4.7%	61.9%	100.0%
Total	N	470	124	79	2	33	94	1499	2301
	%	20.4%	5.4%	3.4%	0.1%	1.4%	4.1%	65.1%	100.0%

Data for All Respondents by Professional Certifications

		Leaving for a Better Position	Retiring	Leaving to Pursue a New Career	Leaving to Pursue more Education	Leaving for Family Reasons	Leaving for Other Reasons	Not Leaving	Total
No	N	209	38	33	0	16	38	658	992
	%	21.1%	3.8%	3.3%	0.0%	1.6%	3.8%	66.3%	100.0%
Yes	N	285	96	51	2	20	63	938	1455
	%	19.6%	6.6%	3.5%	0.1%	1.4%	4.3%	64.5%	100.0%
Total	N	494	134	84	2	36	101	1596	2447
	%	20.2%	5.5%	3.4%	0.1%	1.5%	4.1%	65.2%	100.0%

Data for Directors

Data for Directors by Sex

		Leaving for a Better Position	Retiring	Leaving to Pursue a New Career	Leaving for Family Reasons	Leaving for Other Reasons	Not Leaving	Total
Male	N	28	17	7	7	5	109	173
	%	16.2%	9.8%	4.0%	4.0%	2.9%	63.0%	100.0%
Female	N	33	27	8	3	10	187	268
	%	12.3%	10.1%	3.0%	1.1%	3.7%	69.8%	100.0%
Total	N	62	44	16	10	15	298	445
	%	13.9%	9.9%	3.6%	2.2%	3.4%	67.0%	100.0%

Data for Directors by Race/Ethnicity

		Leaving for a Better Position	Retiring	Leaving to Pursue a New Career	Leaving for Family Reasons	Leaving for Other Reasons	Not Leaving	Total
White	N	51	35	11	6	9	234	346
	%	14.7%	10.1%	3.2%	1.7%	2.6%	67.6%	100.0%
Black	N	5	5	1	2	4	42	59
	%	8.5%	8.5%	1.7%	3.4%	6.8%	71.2%	100.0%
Asian	N	0	0	1	0	0	3	4
	%	0.0%	0.0%	25.0%	0.0%	0.0%	75.0%	100.0%
American Indian or Alaskan Native	N	0	1	1	0	0	3	5
	%	0.0%	20.0%	20.0%	0.0%	0.0%	60.0%	100.0%
Other	N	5	0	2	2	1	11	21
	%	23.8%	0.0%	9.5%	9.5%	4.8%	52.4%	100.0%
Total	N	61	41	16	10	14	293	435
	%	14.0%	9.4%	3.7%	2.3%	3.2%	67.4%	100.0%

		Leaving for a Better Position	Retiring	Leaving to Pursue a New Career	Leaving for Family Reasons	Leaving for Other Reasons	Not Leaving	Total
Hispanic	N	5	1	1	1	0	17	25
	%	20.0%	4.0%	4.0%	4.0%	0.0%	68.0%	100.0%
Non- Hispanic	N	55	39	12	9	12	267	394
	%	14.0%	9.9%	3.0%	2.3%	3.0%	67.8%	100.0%
Other	N	2	1	3	0	2	12	20
	%	10.0%	5.0%	15.0%	0.0%	10.0%	60.0%	100.0%
Total	N	62	41	16	10	14	296	439
	%	14.1%	9.3%	3.6%	2.3%	3.2%	67.4%	100.0%

Data for Directors by Marital Status

		Leaving for a Better Position	Retiring	Leaving to Pursue a New Career	Leaving for Family Reasons	Leaving for Other Reasons	Not Leaving	Total
Married	N	46	28	11	8	11	226	330
	%	13.9%	8.5%	3.3%	2.4%	3.3%	68.5%	100.0%
Single	N	7	5	3	2	2	32	51
	%	13.7%	9.8%	5.9%	3.9%	3.9%	62.7%	100.0%
Divorced	N	7	5	1	0	1	23	37
	%	18.9%	13.5%	2.7%	0.0%	2.7%	62.2%	100.0%
Widowed	N	0	2	0	0	0	4	6
	%	0.0%	33.3%	0.0%	0.0%	0.0%	66.7%	100.0%
Living with Someone	N	1	0	1	0	0	2	4
	%	25.0%	0.0%	25.0%	0.0%	0.0%	50.0%	100.0%
Other	N	0	0	0	0	0	2	2
	%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%
Total	N	61	40	16	10	14	289	430
	%	14.2%	9.3%	3.7%	2.3%	3.3%	67.2%	100.0%

Data for Directors by Field of Education

		Leaving for a Better Position	Retiring	Leaving to Pursue a New Career	Leaving for Family Reasons	Leaving for Other Reasons	Not Leaving	Total
Liberal Arts	N	5	2	2	1	2	25	37
	%	13.5%	5.4%	5.4%	2.7%	5.4%	67.6%	100.0%
Business	N	36	28	3	6	5	162	240
	%	15.0%	11.7%	1.3%	2.5%	2.1%	67.5%	100.0%
Economics	N	2	2	1	0	0	9	14
	%	14.3%	14.3%	7.1%	0.0%	0.0%	64.3%	100.0%
Public Administration	N	3	5	5	1	1	41	56
	%	5.4%	8.9%	8.9%	1.8%	1.8%	73.2%	100.0%
Political Science	N	2	2	0	0	3	12	19
	%	10.5%	10.5%	0.0%	0.0%	15.8%	63.2%	100.0%
Engineering	N	0	0	1	1	1	4	7
	%	0.0%	0.0%	14.3%	14.3%	14.3%	57.1%	100.0%
Other	N	13	1	3	1	2	40	60
	%	21.7%	1.7%	5.0%	1.7%	3.3%	66.7%	100.0%
Total	N	61	40	15	10	14	293	433
	%	14.1%	9.2%	3.5%	2.3%	3.2%	67.7%	100.0%

Data for Directors by Professional Certifications

		Leaving for a Better Position	Retiring	Leaving to Pursue a New Career	Leaving for Family Reasons	Leaving for Other Reasons	Not Leaving	Total
No	N	15	8	3	3	6	75	110
	%	13.6%	7.3%	2.7%	2.7%	5.5%	68.2%	100.0%
Yes	N	48	36	13	8	9	227	341
	%	14.1%	10.6%	3.8%	2.3%	2.6%	66.6%	100.0%
Total	N	63	44	16	11	15	302	451
	%	14.0%	9.8%	3.5%	2.4%	3.3%	67.0%	100.0%

Data for Managers

Data for Managers by Sex

		Leaving for a Better Position	Retiring	Leaving to Pursue a New Career	Leaving for Family Reasons	Leaving for Other Reasons	Not Leaving	Total
Male	N	42	13	6	3	8	126	198
	%	21.2%	6.6%	3.0%	1.5%	4.0%	63.6%	100.0%
Female	N	72	22	16	6	17	302	435
	%	16.6%	5.1%	3.7%	1.4%	3.9%	69.4%	100.0%
Total	N	115	35	22	9	25	430	636
	%	18.1%	5.5%	3.5%	1.4%	3.9%	67.6%	100.0%

Data for Managers by Race/Ethnicity

		Leaving for a Better Position	Retiring	Leaving to Pursue a New Career	Leaving for Family Reasons	Leaving for Other Reasons	Not Leaving	Total
White	N	80	23	16	6	15	319	459
	%	17.4%	5.0%	3.5%	1.3%	3.3%	69.5%	100.0%
Black	N	22	9	3	2	6	56	98
	%	22.4%	9.2%	3.1%	2.0%	6.1%	57.1%	100.0%
Asian	N	6	3	1	0	0	8	18
	%	33.3%	16.7%	5.6%	0.0%	0.0%	44.4%	100.0%
American Indian or Alaskan Native	N	0	0	0	0	0	5	5
	%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%
Other	N	5	1	2	1	3	27	39
	%	12.8%	2.6%	5.1%	2.6%	7.7%	69.2%	100.0%
Total	N	113	36	22	9	24	415	619
	%	18.3%	5.8%	3.6%	1.5%	3.9%	67.0%	100.0%

		Leaving for a Better Position	Retiring	Leaving to Pursue a New Career	Leaving for Family Reasons	Leaving for Other Reasons	Not Leaving	Total
Hispanic	N	17	3	3	2	3	42	70
	%	24.3%	4.3%	4.3%	2.9%	4.3%	60.0%	100.0%
Non- Hispanic	N	88	29	18	6	22	348	511
	%	17.2%	5.7%	3.5%	1.2%	4.3%	68.1%	100.0%
Other	N	8	4	1	1	0	33	47
	%	17.0%	8.5%	2.1%	2.1%	0.0%	70.2%	100.0%
Total	N	113	36	22	9	25	423	628
	%	18.0%	5.7%	3.5%	1.4%	4.0%	67.4%	100.0%

Data for Managers by Marital Status

		Leaving for a Better Position	Retiring	Leaving to Pursue a New Career	Leaving for Family Reasons	Leaving for Other Reasons	Not Leaving	Total
Married	N	68	27	15	9	14	286	419
	%	16.2%	6.4%	3.6%	2.1%	3.3%	68.3%	100.0%
Single	N	15	2	2	0	6	55	80
	%	18.8%	2.5%	2.5%	0.0%	7.5%	68.8%	100.0%
Divorced	N	16	6	3	0	4	49	78
	%	20.5%	7.7%	3.8%	0.0%	5.1%	62.8%	100.0%
Widowed	N	3	1	0	0	0	6	10
	%	30.0%	10.0%	0.0%	0.0%	0.0%	60.0%	100.0%
Living with Someone	N	7	0	0	0	0	14	21
	%	33.3%	0.0%	0.0%	0.0%	0.0%	66.7%	100.0%
Other	N	3	0	0	0	1	4	8
	%	37.5%	0.0%	0.0%	0.0%	12.5%	50.0%	100.0%
Total	N	112	36	20	9	25	414	616
	%	18.2%	5.8%	3.2%	1.5%	4.1%	67.2%	100.0%

Data for Managers by Field of Education

		Leaving for a Better Position	Retiring	Leaving to Pursue a New Career	Leaving for Family Reasons	Leaving for Other Reasons	Not Leaving	Total
Liberal Arts	N	15	3	4	3	2	46	73
	%	20.5%	4.1%	5.5%	4.1%	2.7%	63.0%	100.0%
Business	N	55	17	9	2	13	225	321
	%	17.1%	5.3%	2.8%	0.6%	4.0%	70.1%	100.0%
Economics	N	1	2	0	0	0	14	17
	%	5.9%	11.8%	0.0%	0.0%	0.0%	82.4%	100.0%
Public Administration	N	10	4	6	0	5	47	72
	%	13.9%	5.6%	8.3%	0.0%	6.9%	65.3%	100.0%
Political Science	N	3	1	1	1	0	13	19
	%	15.8%	5.3%	5.3%	5.3%	0.0%	68.4%	100.0%
Engineering	N	3	1	0	1	0	8	13
	%	23.1%	7.7%	0.0%	7.7%	0.0%	61.5%	100.0%
Other	N	24	6	1	2	5	67	105
	%	22.9%	5.7%	1.0%	1.9%	4.8%	63.8%	100.0%
Total	N	111	34	21	9	25	420	620
	%	17.9%	5.5%	3.4%	1.5%	4.0%	67.7%	100.0%

Data for Managers by Professional Certifications

		Leaving for a Better Position	Retiring	Leaving to Pursue a New Career	Leaving for Family Reasons	Leaving for Other Reasons	Not Leaving	Total
No	N	33	12	11	4	5	149	214
	%	15.4%	5.6%	5.1%	1.9%	2.3%	69.6%	100.0%
Yes	N	83	24	11	5	20	291	434
	%	19.1%	5.5%	2.5%	1.2%	4.6%	67.1%	100.0%
Total	N	116	36	22	9	25	440	648
	%	17.9%	5.6%	3.4%	1.4%	3.9%	67.9%	100.0%

Data for Procurement Officers

Data for Procurement Officers by Sex

		Leaving for a Better Position	Retiring	Leaving to Pursue a New Career	Leaving for more Education	Leaving for Family Reasons	Leaving for Other Reasons	Not Leaving	Total
Male	N	99	11	14	1	8	14	195	342
	%	28.9%	3.2%	4.1%	0.3%	2.3%	4.1%	57.0%	100.0%
Female	N	200	39	26	1	7	40	583	896
	%	22.3%	4.4%	2.9%	0.1%	0.8%	4.5%	65.1%	100.0%
Total	N	302	50	40	2	15	54	784	1247
	%	24.2%	4.0%	3.2%	0.2%	1.2%	4.3%	62.9%	100.0%

Data for Procurement Officers by Race/Ethnicity

		Leaving for a Better Position	Retiring	Leaving to Pursue a New Career	Leaving for more Education	Leaving for Family Reasons	Leaving for Other Reasons	Not Leaving	Total
White	N	200	37	28	1	10	30	551	857
	%	23.3%	4.3%	3.3%	0.1%	1.2%	3.5%	64.3%	100.0%
Black	N	59	7	5	0	2	14	126	213
	%	27.7%	3.3%	2.3%	0.0%	0.9%	6.6%	59.2%	100.0%
Asian	N	13	1	1	0	0	1	36	52
	%	25.0%	1.9%	1.9%	0.0%	0.0%	1.9%	69.2%	100.0%
American Indian or Alaskan Native	N	2	1	1	0	1	1	13	19
	%	10.5%	5.3%	5.3%	0.0%	5.3%	5.3%	68.4%	100.0%
Other	N	19	4	2	1	0	6	50	82
	%	23.2%	4.9%	2.4%	1.2%	0.0%	7.3%	61.0%	100.0%
Total	N	293	50	37	2	13	52	776	1223
	%	24.0%	4.1%	3.0%	0.2%	1.1%	4.3%	63.5%	100.0%

		Leaving for a Better Position	Retiring	Leaving to Pursue a New Career	Leaving for more Education	Leaving for Family Reasons	Leaving for Other Reasons	Not Leaving	Total
Hispanic	N	34	4	8	1	2	6	101	156
	%	21.8%	2.6%	5.1%	0.6%	1.3%	3.8%	64.7%	100.0%
Non- Hispanic	N	238	42	30	1	9	43	629	992
	%	24.0%	4.2%	3.0%	0.1%	0.9%	4.3%	63.4%	100.0%
Other	N	25	4	0	0	2	4	51	86
	%	29.1%	4.7%	0.0%	0.0%	2.3%	4.7%	59.3%	100.0%
Total	N	297	50	38	2	13	53	781	1234
	%	24.1%	4.1%	3.1%	0.2%	1.1%	4.3%	63.3%	100.0%

Data for Procurement Officers by Marital Status

		Leaving for a Better Position	Retiring	Leaving to Pursue a New Career	Leaving for more Education	Leaving for Family Reasons	Leaving for Other Reasons	Not Leaving	Total
Married	N	167	25	21	1	12	28	484	738
	%	22.6%	3.4%	2.8%	0.1%	1.6%	3.8%	65.6%	100.0%
Single	N	77	12	10	1	2	14	137	253
	%	30.4%	4.7%	4.0%	0.4%	0.8%	5.5%	54.2%	100.0%
Divorced	N	30	8	2	0	0	7	99	146
	%	20.5%	5.5%	1.4%	0.0%	0.0%	4.8%	67.8%	100.0%
Widowed	N	2	4	2	0	0	1	9	18
	%	11.1%	22.2%	11.1%	0.0%	0.0%	5.6%	50.0%	100.0%
Living with Someone	N	13	0	3	0	0	2	27	45
	%	28.9%	0.0%	6.7%	0.0%	0.0%	4.4%	60.0%	100.0%
Other	N	2	0	0	0	0	2	11	15
	%	13.3%	0.0%	0.0%	0.0%	0.0%	13.3%	73.3%	100.0%
Total	N	291	49	38	2	14	54	767	1215
	%	24.0%	4.0%	3.1%	0.2%	1.2%	4.4%	63.1%	100.0%

Data for Procurement Officers by Field of Education

		Leaving for a Better Position	Retiring	Leaving to Pursue a New Career	Leaving for more Education	Leaving for Family Reasons	Leaving for Other Reasons	Not Leaving	Total
Liberal Arts	N	34	3	4	1	2	5	102	151
	%	22.5%	2.0%	2.6%	0.7%	1.3%	3.3%	67.5%	100.0%
Business	N	148	27	22	0	6	32	384	619
	%	23.9%	4.4%	3.6%	0.0%	1.0%	5.2%	62.0%	100.0%
Economics	N	8	2	1	0	0	1	21	33
	%	24.2%	6.1%	3.0%	0.0%	0.0%	3.0%	63.6%	100.0%
Public Administration	N	23	5	4	1	3	2	80	118
	%	19.5%	4.2%	3.4%	0.8%	2.5%	1.7%	67.8%	100.0%
Political Science	N	9	0	1	0	0	2	17	29
	%	31.0%	0.0%	3.4%	0.0%	0.0%	6.9%	58.6%	100.0%
Engineering	N	5	1	1	0	0	0	20	27
	%	18.5%	3.7%	3.7%	0.0%	0.0%	0.0%	74.1%	100.0%
Other	N	65	8	6	0	3	9	136	227
	%	28.6%	3.5%	2.6%	0.0%	1.3%	4.0%	59.9%	100.0%
Total	N	292	46	39	2	14	51	760	1204
	%	24.3%	3.8%	3.2%	0.2%	1.2%	4.2%	63.1%	100.0%

Data for Procurement Officers by Professional Certifications

		Leaving for a Better Position	Retiring	Leaving to Pursue a New Career	Leaving for more Education	Leaving for Family Reasons	Leaving for Other Reasons	Not Leaving	Total
No	N	158	16	16	0	9	25	414	638
	%	24.8%	2.5%	2.5%	0.0%	1.4%	3.9%	64.9%	100.0%
Yes	N	150	34	26	2	7	32	407	658
	%	22.8%	5.2%	4.0%	0.3%	1.1%	4.9%	61.9%	100.0%
Total	N	308	50	42	2	16	57	821	1296
	%	23.8%	3.9%	3.2%	0.2%	1.2%	4.4%	63.3%	100.0%

Position Descriptions

Directors, Managers and Supervisors

Director, Materials Management: Responsible for directing all activities of the purchasing department as well as warehousing, stores, or logistics activities and facilities to include direct and indirect supervision of all employees within these various functions.

Director, Purchasing and (XX): Responsible for directing all activities of the purchasing department to include direct and indirect supervision of all employees within the purchasing department as well as other related department or function of the entity other than warehousing or stores. Examples include Print Shop, Mail Room, and Insurance/Risk Management.

Director, Purchasing (interchangeable with Purchasing Agent or Chief Purchasing Officer): Responsible for directing all activities of the purchasing department to include direct and indirect supervision of all employees within the purchasing department.

Manager, Purchasing (interchangeable with Supervisor or Administrator): Responsible for managing a specific function or division within the purchasing department to include the supervision of employees within that function or division. (Note: use the "Director, Purchasing class" if this title manages all activities of the purchasing department rather than a specific section or division of purchasing)

Manager, Contracts (interchangeable with Supervisor or Administrator): Responsible for managing or administering contracts to include monitoring performance, negotiating or modifying terms, and determining contract compliance and defaults.

Manager, Warehouse or Stores or Logistics (interchangeable with Supervisor or Administrator): Responsible for managing a specific function or division within a warehouse, stores or logistics function to include the supervision of employees within a warehouse, stores or logistics function.

Buying and Contracting Classifications

Senior Buyer/Contracting Officer: Responsible for determining how customer requests for non-standard or complex purchases should be processed; develops, issues, evaluates and recommends award of complex and non-standard procurements on behalf of the entity; may supervise or lead buyers within a specific function, section or division.

Buyer: Responsible for determining how customer requests for standard purchases of goods and services should be processed; develops issues, evaluates and recommends award of competitive bids and proposals on behalf of the entity.

Specifications Specialist (interchangeable with Specifications Analyst, Technician or Writer): Responsible for developing detailed, technical specifications for specific groups of procurements.

Contract Specialist: Responsible for some facets of managing or administering contracts to include monitoring performance, negotiating or modifying terms, and determining contract compliance and defaults.

Assistant Buyer (interchangeable with Purchasing Clerk): Responsible for assisting a buyer(s) or senior buyer(s) in developing, issuing, and evaluating purchases on behalf of the entity; has limited or no authority to issue purchase orders or contracts.

Warehousing/Asset Classifications

Stores Technician: Responsible for monitoring stock levels of items maintained in stores and warehouses; may process orders to replenish stock; may issue stock based on customer requests.

Receiving Technician: Responsible for receiving, inspecting, testing, and accepting shipments of goods and equipment on behalf of an entity; may issue claims or damages or losses.

Delivery Technician: Responsible for delivering shipments from a centralized location (warehouse or stores) to locations throughout the entity; may be responsible for preparing shipments to include orders for stock items.

Fixed Assets Technician: Responsible for identifying, tracking, storing, and disposing of fixed assets and equipment of the entity as determined by regulations.

Support Classifications

Expediter: Responsible for expediting the delivery of goods in accordance with an order or contract; follows-up on delinquent orders; may coordinate changes to orders and/or damages/losses on behalf of a buyer or senior buyer.

Administrative Assistant (interchangeable with Secretary, Receptionist, or Program Assistant): Responsible for the administrative and clerical functions of the purchasing entity to include scheduling of meetings and conferences, coordinating communications efforts, etc.