



2024 COMPENSATION AND BENEFITS SURVEY REPORT

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About TEDC

The Texas Economic Development Council (TEDC) is an Austin-based professional association for economic developers from across the state of Texas. We are the largest state association of economic development professionals, volunteers, and elected officials. We have more than 1,100 members, representing more than 650 public and private economic development organizations, which include more than 430 communities. Our diverse and expansive membership shares a common goal -- bringing new investment and jobs to Texas by developing strategies that promote a positive business climate in our state.

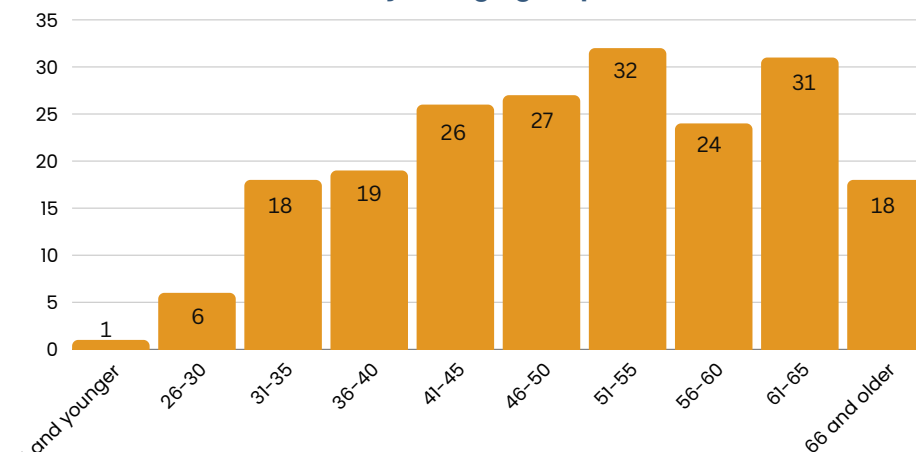
This Year's Survey

A total of 202 TEDC members responded to this year's Compensation & Benefits Survey. The survey consisted of 26 questions and was designed for anonymous responses. For that reason, we are unable to identify which member or from which community or organization the data is from specifically. However, we can provide information organized by population of the community of the respondent. **Refer to pages 16 to 23 for a snapshot of specific data by community population.**

The Compensation & Benefits Survey conducted by the TEDC is bi-annual in even-numbered years.

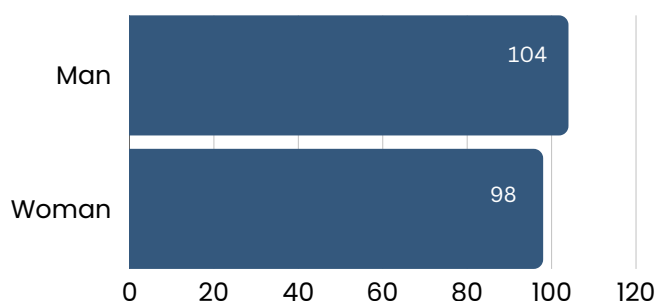
The Respondents

What is your age group?



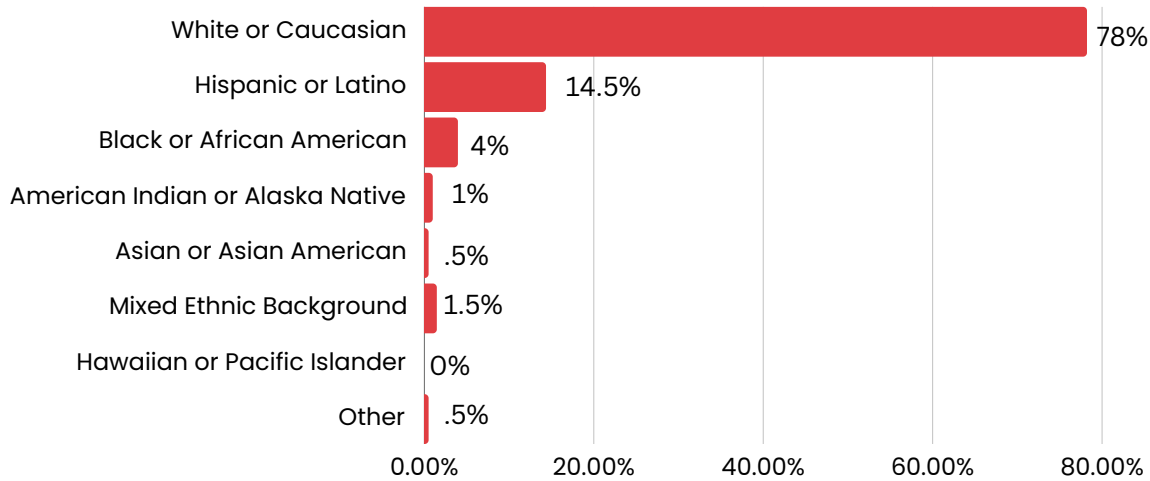
Of the 202 respondents, roughly 12.5% are 35 years of age or younger; slightly more than 22% are between the age of 36 to 45; roughly 30% are between the age of 46 to 55; and approximately 36% are age 56 or older, with 9% of that group being over the age of 65.

How do you identify?

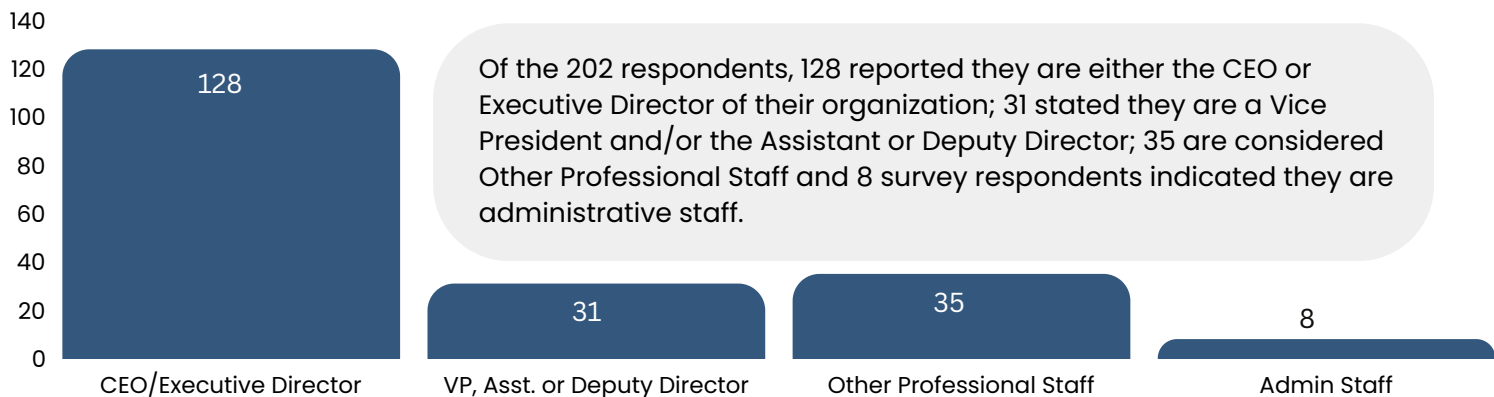


The Respondents

Who would you describe yourself?



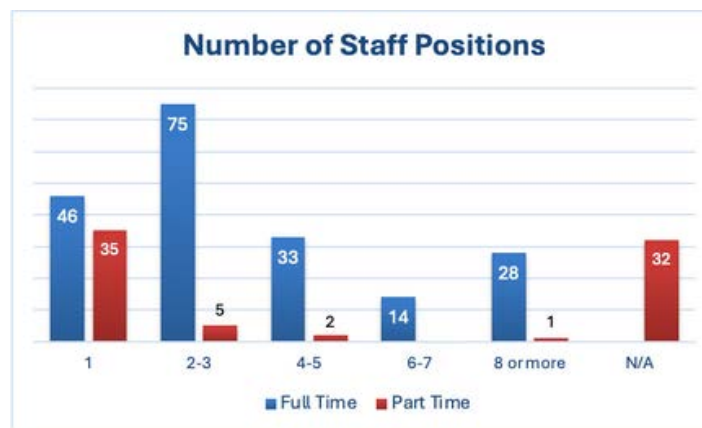
What is your position or title within your organization?



The Organizations

How many employees work in your organization or department?

The largest percentage of survey respondents indicated that their organization has 2-3 full time staff positions, with 23% reporting that there is only one employee on staff. Approximately 21% reported that their organization has 6 or more employees. Roughly 20% of respondents indicated that they do have part-time staff.

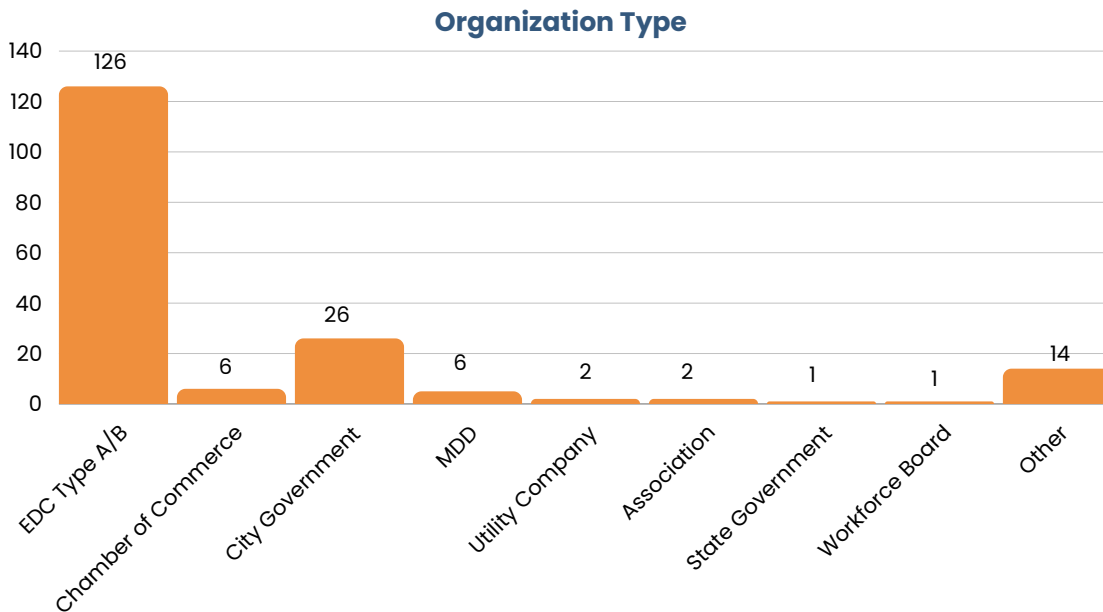


The Organizations

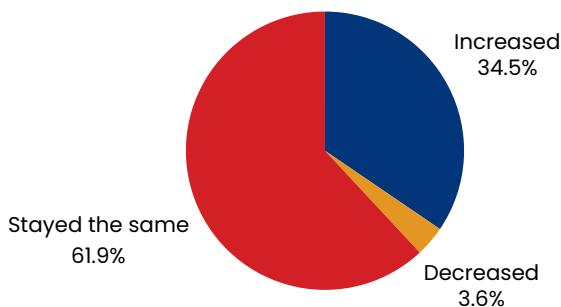
Organizational Structure and Type

When asked about the structure or type of organization, 64% reported that their organization is an EDC (Economic Development Corporation Type A or Type B). Roughly 13% indicated that they are employed by a city government and slightly more than 6% work for a regional economic development entity. Only slightly more than 3% work for a chamber of commerce and slightly less than 3% are associated with an MDD (Municipal Development District).

Of those reporting as "Other", the organization types were an EDC (non Type A or Type B), public/private membership organization, privately held company, financial institution or consulting firm.



Staff Levels over the past two years



Respondents were asked about how staffing levels have changed over the past two years. Around 62% reported that staffing levels at their organization remained the same, while slightly more than 35% stated that their staff size increased. Only 3.6% reported that their organization reduced staff over the past two years.

When asked about remote work, 42% of survey respondents indicated that they have flexibility to work remote or partially remote.

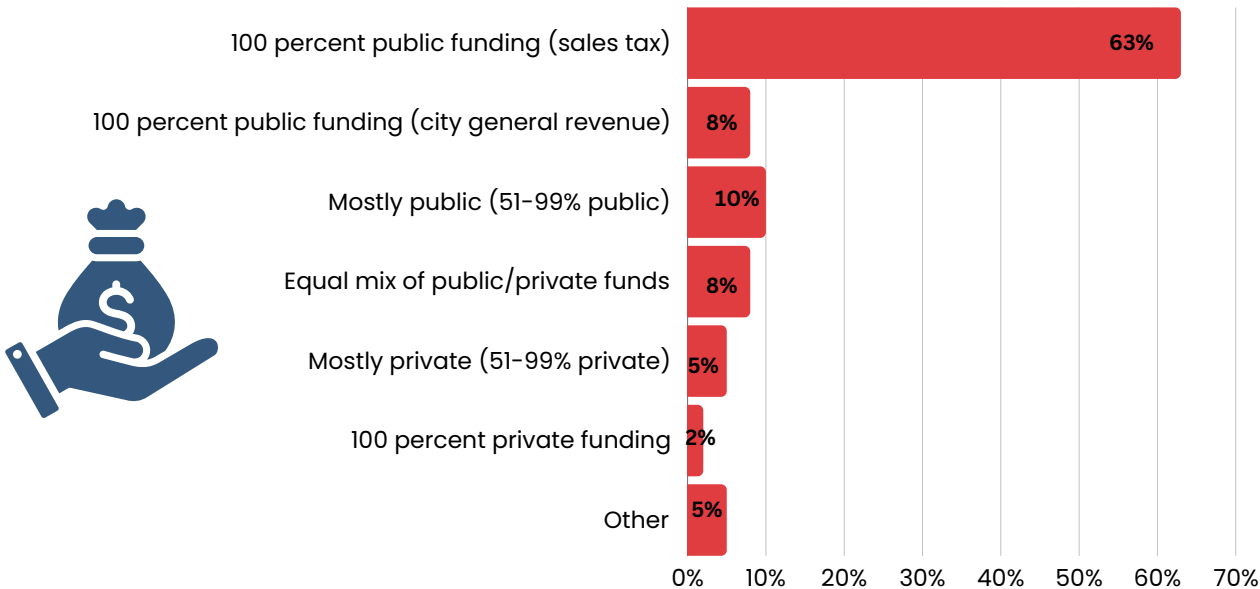


The Organizations

Funding Sources and Operating Budget

Sixty-three percent (63%) of survey respondents reported that their organization is 100% funded by sales tax revenue. The remainder of respondents indicated their funding is derived from mostly public funds (9.64%); city general fund (8.12%); equal mix of public and private funds (8.12%); mostly private funds (4.57%); fully-funded by private funds (2.03%) and other (4.57%).

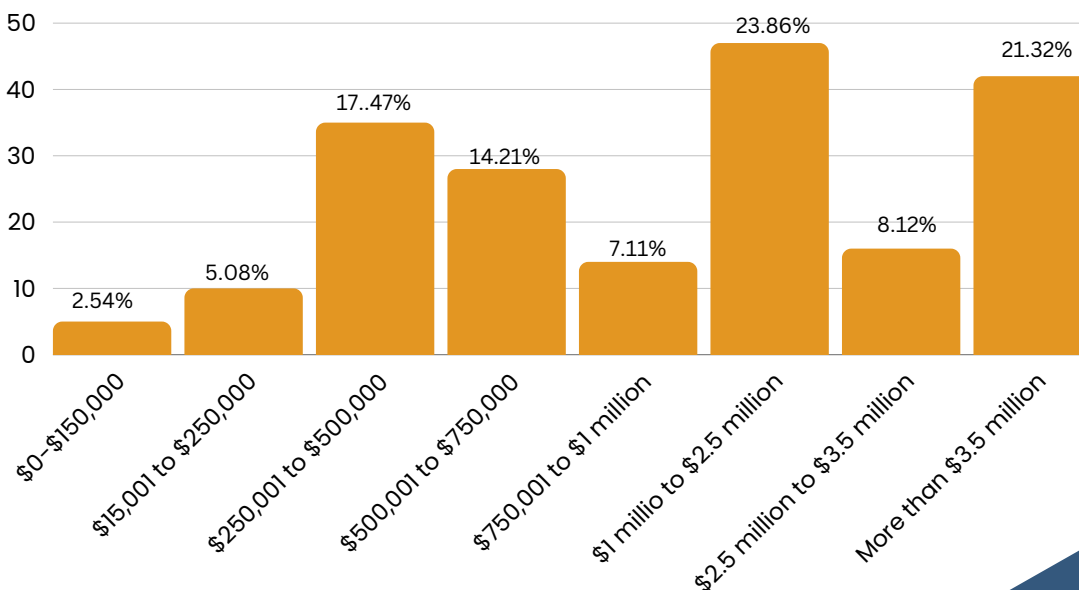
Organizational Funding Sources



Annual Operating Budget

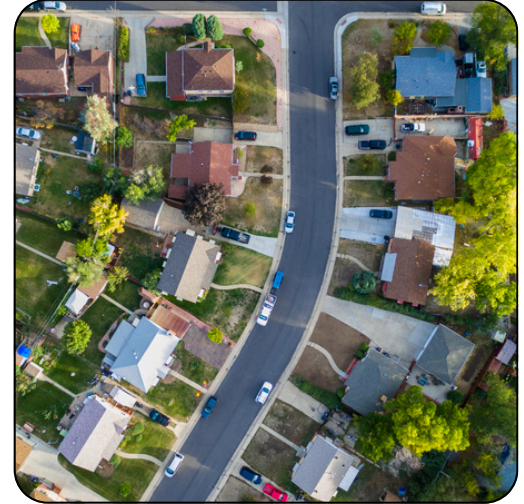
Roughly 24% of survey respondents reported that their annual operating budget is between \$1-\$2.5 million and slightly more than 21% stated their annual budget is more than \$3.5 million. Approximately 7.5% of respondents indicated that their annual operating budget is \$250,000 or less.

Organization Annual Operating Budget

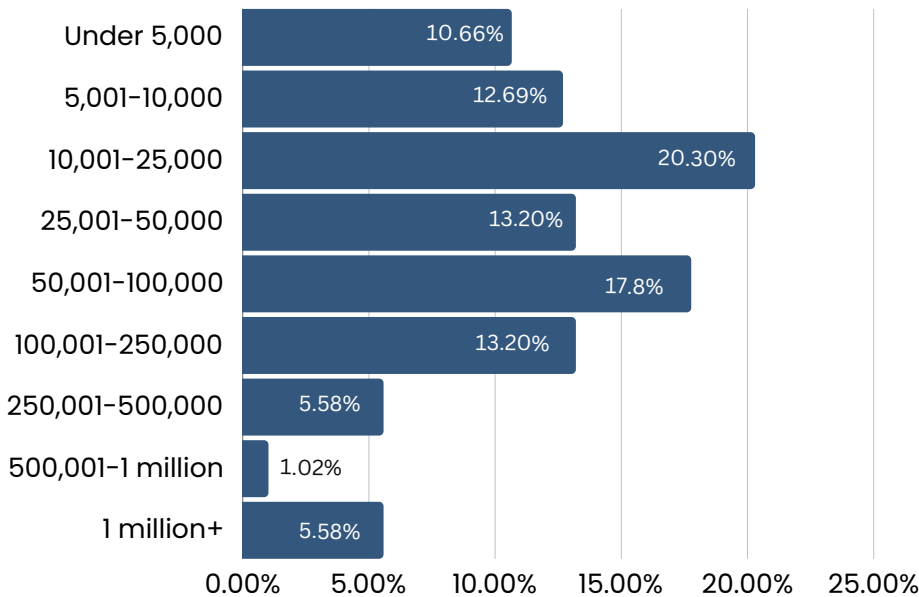


The Communities

When asked about the size of the population of the community they represent, the largest group indicated that they work for towns with a population of 10,001 to 25,000 residents (20.30%). The next largest group represent communities with a population of 50,001 to 100,000 (17.8%). Approximately 6.5% of respondents indicated that the population of their community is 500,001 or more.

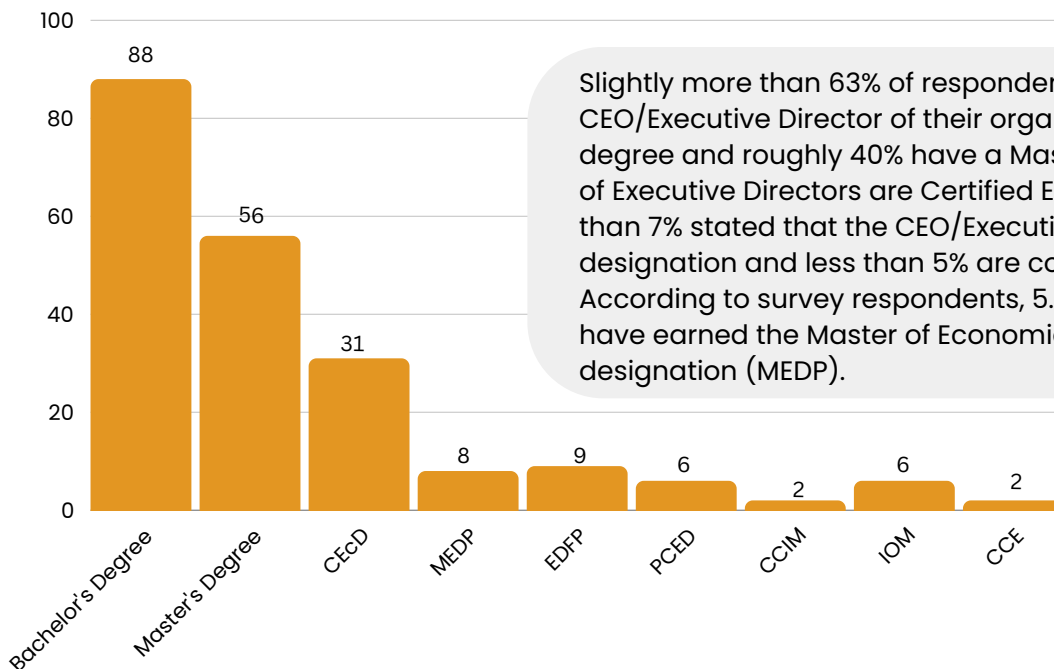


Community Population



The CEO/Executive Director

Education and Certifications

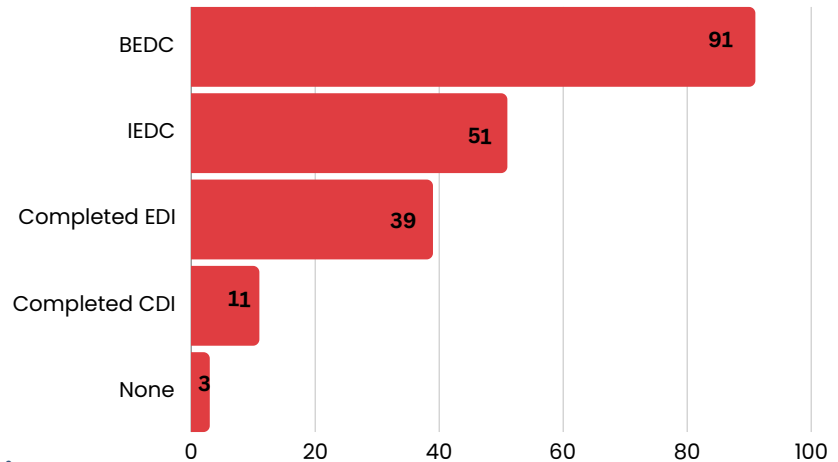


Slightly more than 63% of respondents reported that the CEO/Executive Director of their organization has earned a Bachelor's degree and roughly 40% have a Master's degree. Approximately 22% of Executive Directors are Certified Economic Developers (CEcD). Less than 7% stated that the CEO/Executive Director has earned the EDFP designation and less than 5% are considered PCED certified. According to survey respondents, 5.76% of CEO/Executive Directors have earned the Master of Economic Development Professional designation (MEDP).

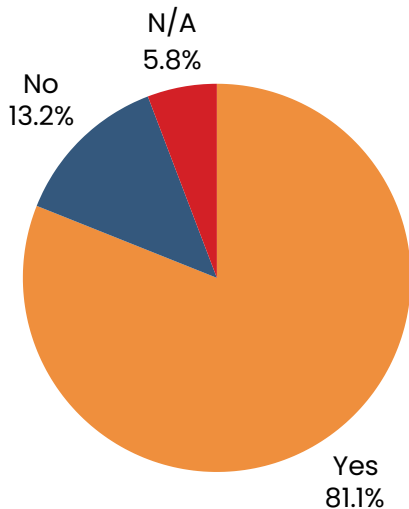
The CEO/Executive Director

Continuing Education

According to the survey respondents, slightly more than 65% of CEO/Executive Directors have successfully completed the Basic Economic Development Course, 37% have completed IEDC accredited courses, 28% have completed the Economic Development Institute and 8% have completed the Community Development Institute.



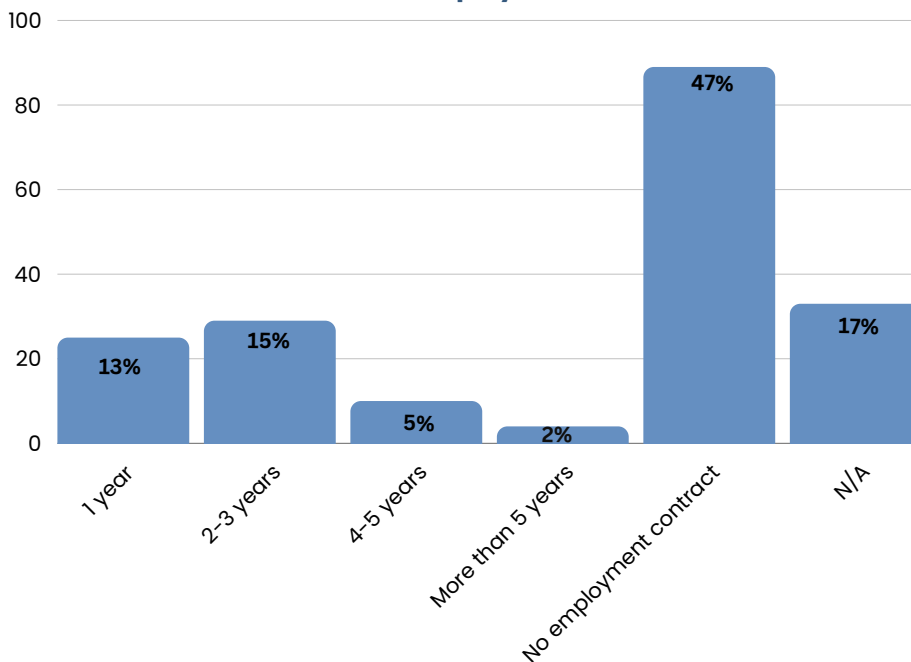
CEO/Executive Director Annual Performance Review



Approximately 81% of CEO/Executive Directors receive an annual performance review.



CEO/Executive Director Employment Contract Term

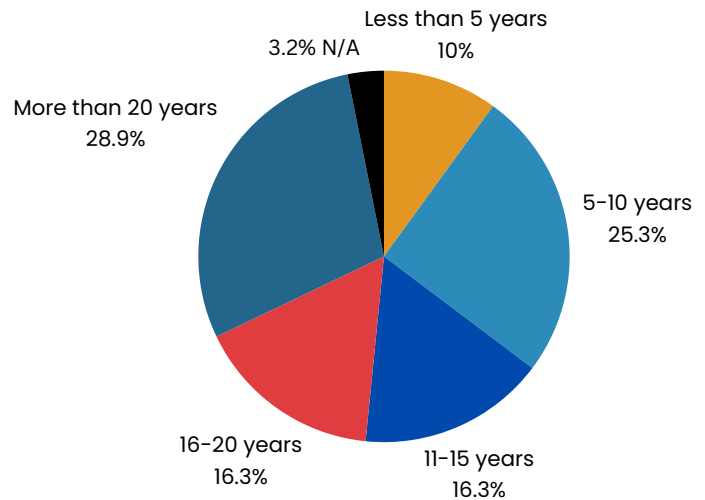


CEO/Executive Directors that do have an employment contract, roughly 15% have a term of 2-3 years, 13% have a one-year term contract and only 7% have a contract term of 4 plus years. Slightly more than 64% of survey respondents reported that the CEO/Executive Director does not have an employment contract or selected N/A.

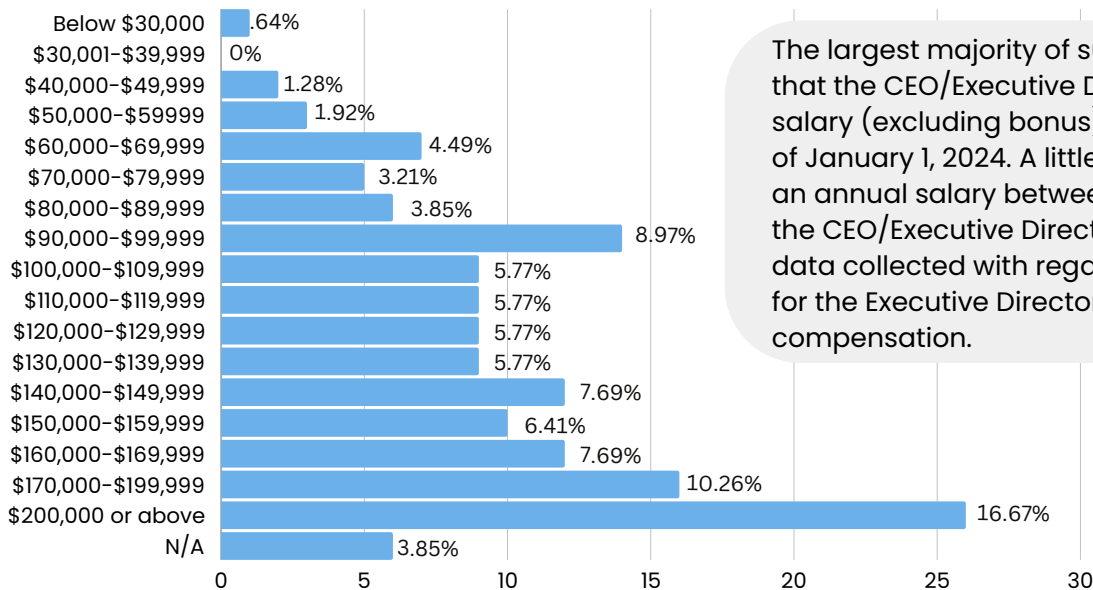
The CEO/Executive Director

Experience in Economic Development

Approximately 29% of respondents reported that the CEO/Executive Director has more than 20 years of experience in economic development. Slightly more than 16% have between 16-20 years of experience in the field, while the same percentage have between 11-15 years of experience. One-quarter of respondents stated that the CEO/Executive Director has between 5-10 years of economic development experience and 10% reported less than 5 years of experience.

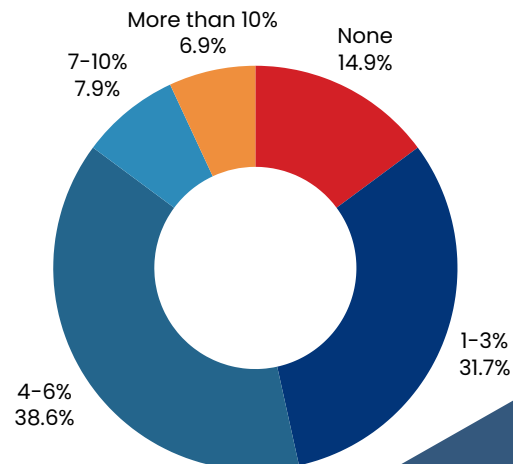


Annual Salary (excluding bonus) CEO/Executive Director



The largest majority of survey respondents stated that the CEO/Executive Director's annual base salary (excluding bonus) is more than \$200,000 as of January 1, 2024. A little more than 10% reported an annual salary between \$170,000 to \$199,999 for the CEO/Executive Director. This chart shows all data collected with regard to annual base salary for the Executive Director, excluding bonus compensation.

CEO/Executive Director Salary Increase



When asked about salary increase over the past 12 months (not associated with promotion or change in duties), roughly 39% reported the increase was between 4-6%, approximately 32% stated the increase was between 1-3%, almost 8% reported the raise was between 7-10% and roughly 7% reported the raise to be more than 10%. However, approximately 15% stated the CEO/Executive Director did not receive any increase in annual base salary.



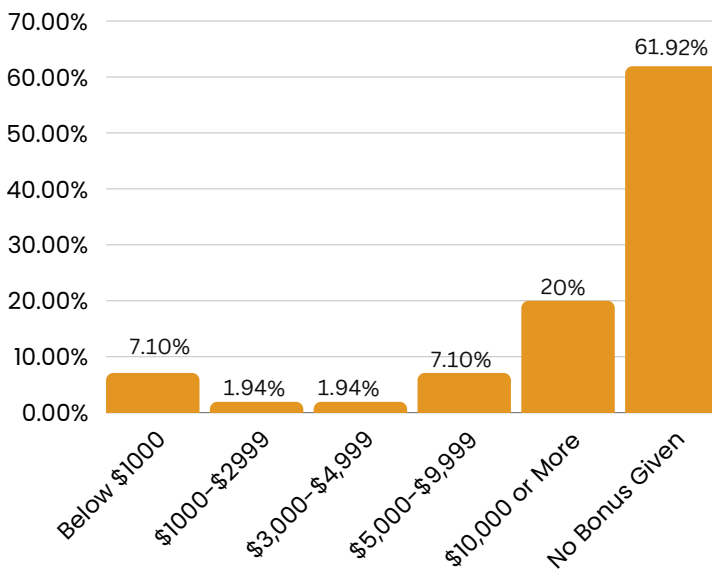
The CEO/Executive Director

Bonus Criteria for CEO/Executive Director

If bonus compensation was paid to the CEO/Executive Director, the criteria for determining the bonus compensation was "tied to organization performance" (51%), "tied to personal performance" (33%), "tied to departmental performance" (9%), and "tied to percentage of salary" (7%).

BONUS

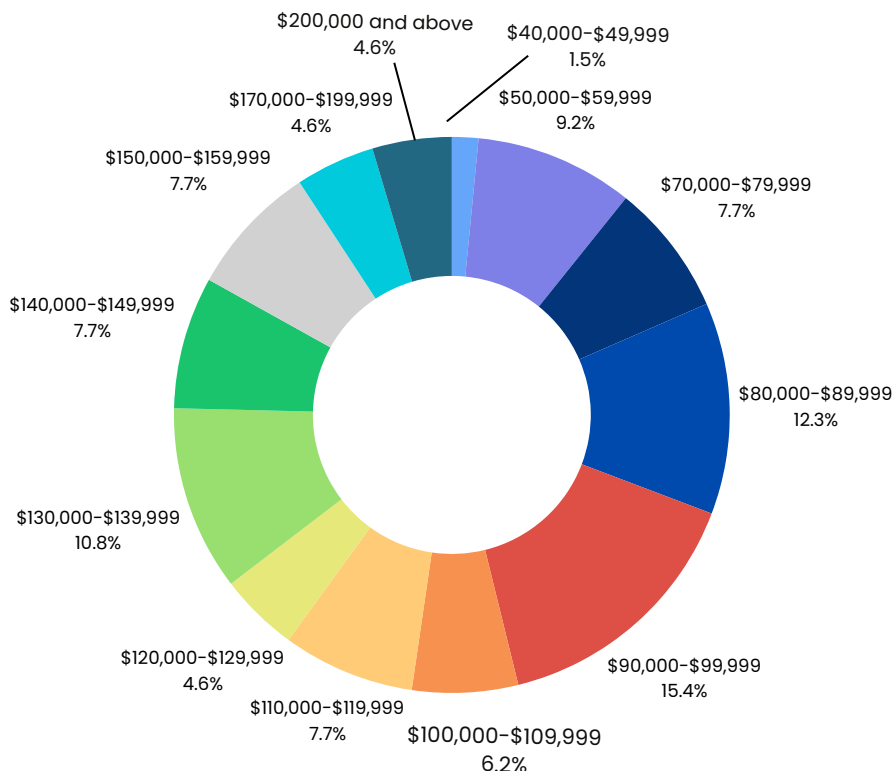
Bonus Compensation CEO/Executive Director



According to survey respondents, slightly less than 62% reported that the CEO/Executive Director did not receive bonus compensation in the past year. Of those that did state that the CEO/Executive Director received bonus compensation, the largest majority (20%) received \$10,000 or more.

Economic Development Staff

Annual Base Salary (excluding bonus) VP/Assistant or Deputy Director



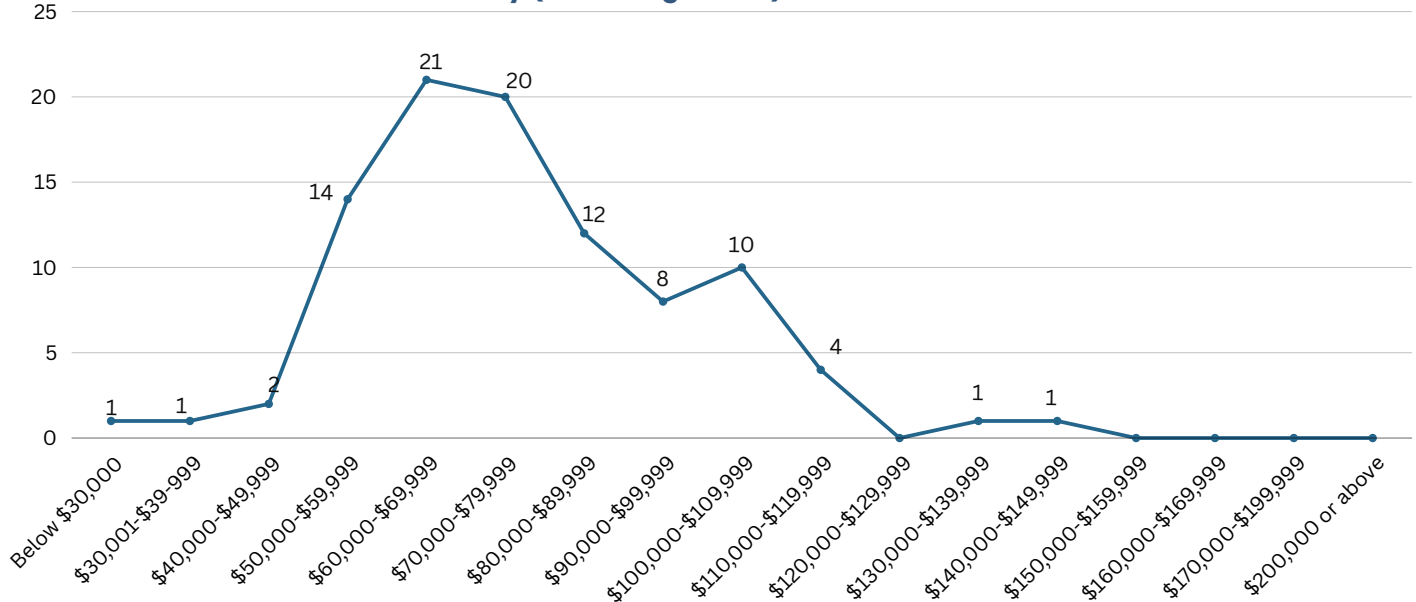
For the position of VP/Assistant or Deputy Director, the majority of respondents (27.7) indicated an annual base salary (excluding bonus) for the past 12 months between \$80,000 and \$100,000. Slightly less than 11% reported a salary range of \$130,000 to \$140,000, and 16% indicated a salary range between \$140,000 to \$160,000. Only 10% indicated the VP/Assistant or Deputy Director's salary is \$170,000 or more.

Economic Development Staff

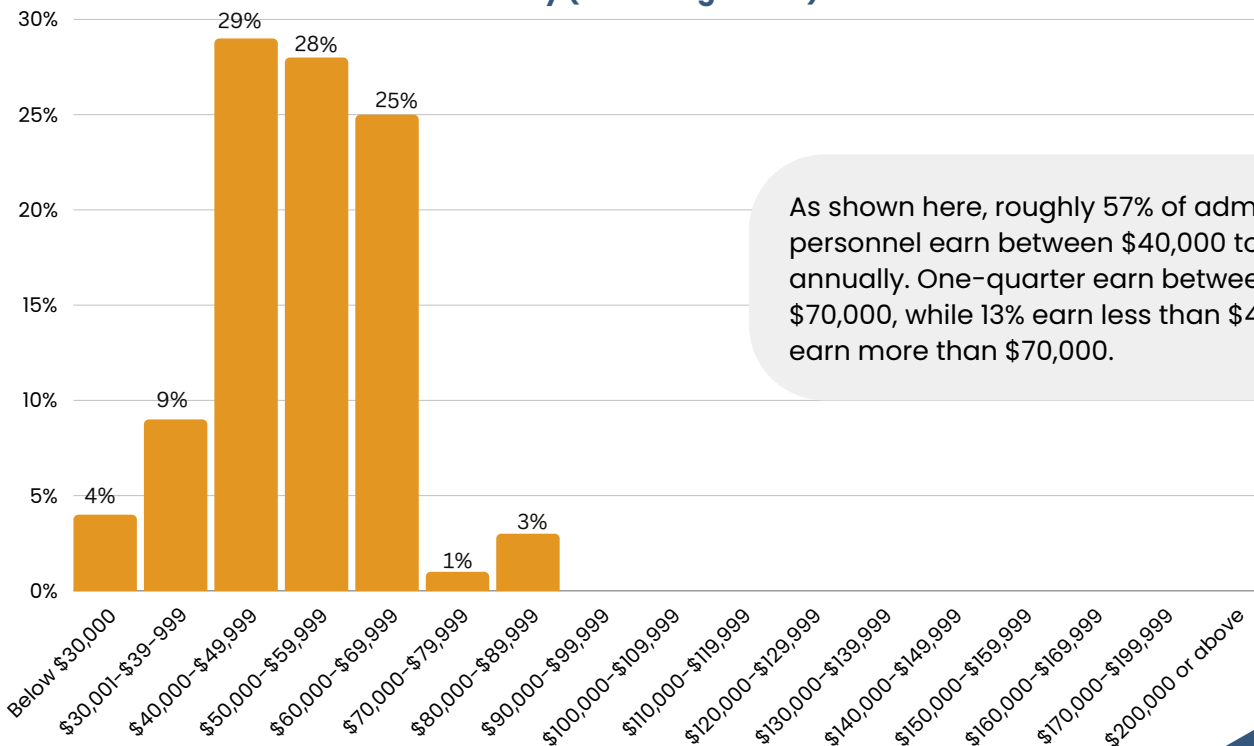
Annual Base Salary Other Professional Staff

The chart below shows the annual base salary for other professional staff for the past 12 months. Forty-three percent of respondents stated that other professional staff earn between \$60,000-\$80,000 annually. Nineteen percent stated the annual base salary for other professional staff is less than \$60,000 per year. Only two percent of respondents indicated an annual salary for the position of \$130,000 or more.

Annual Salary (excluding bonus) Other Professional Staff



Annual Salary (excluding bonus) Administrative Staff

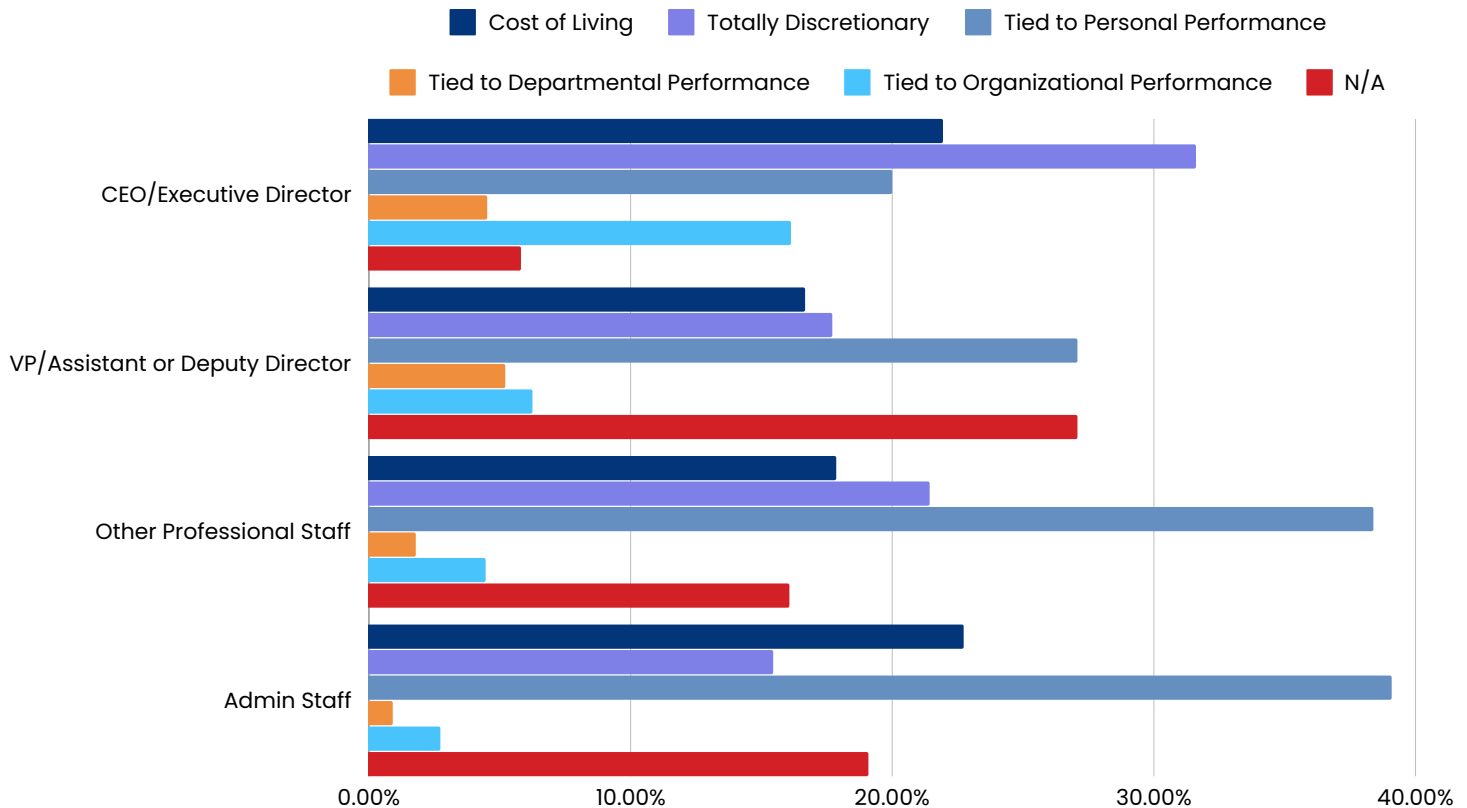


As shown here, roughly 57% of administrative personnel earn between \$40,000 to \$60,000 annually. One-quarter earn between \$60,000 to \$70,000, while 13% earn less than \$40,000, and 4% earn more than \$70,000.

Economic Development Staff

Members were asked to report on the criteria for determining a salary increase if granted. The chart below shows the criteria basis for raises by staff position. “Totally Discretionary” and “Tied to Personal Performance” were the predominant criteria selected.

Salary Increase Criteria by Staff Position



Salary Increase by Staff Position

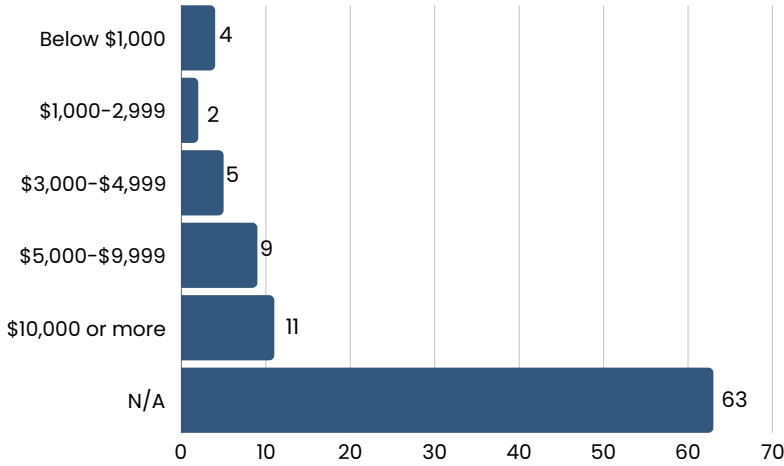
Salary Increase past 12 months	VP/Deputy Director	Other Professional Staff	Administrative Staff
1-3% increase	27%	34%	40%
4-6% increase	43%	38%	37%
7-10% increase	10%	13%	14%
More than 10% increase	12%	8%	2%
None	7%	7%	6%



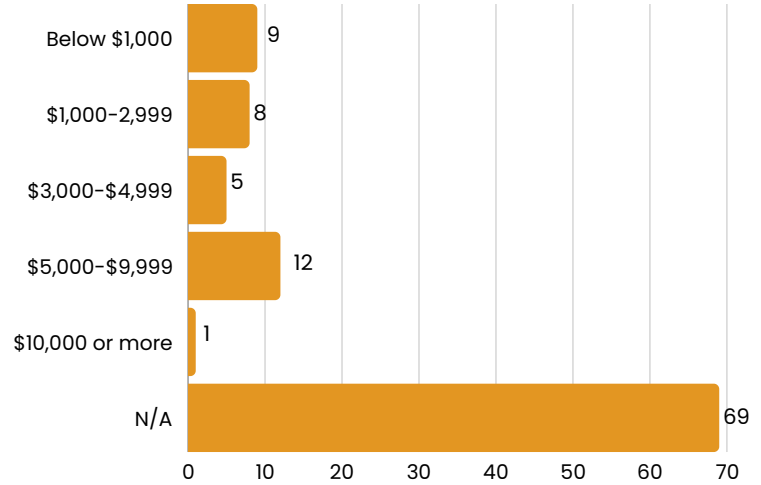
A large majority of survey respondents reported that their VP/Assistant or Deputy Director, Other Professional Staff and Administrative Staff did receive a salary increase over the past 12 months. Only a small percentage (less than 10%) stated that no raises were granted. For those that did receive a raise in their base salary, the largest percentage received between 4-6%, followed by 1-3%.

Economic Development Staff

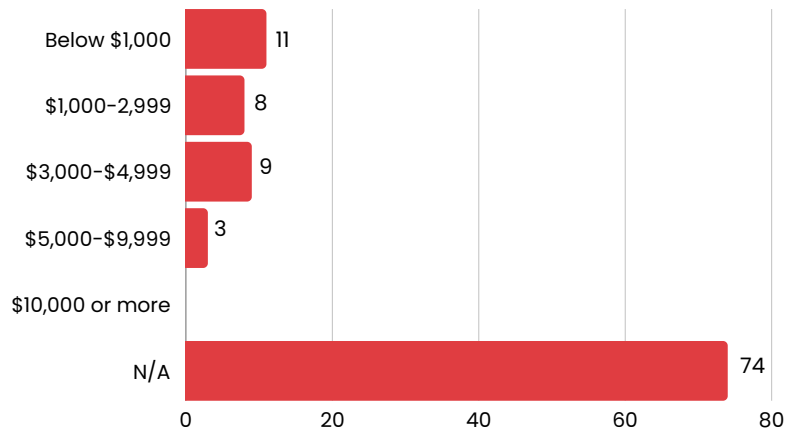
Bonus Compensation VP/Assistant or Deputy Director



Bonus Compensation Other Professional Staff



Bonus Compensation Administrative Staff



The vast majority of survey respondents reported that no bonus was paid to the VP/Assistant or Deputy Director, Other Professional Staff or Administrative staff in the past 12 months. For the bonus compensation that was paid, the amount varied by staff position. For the VP/Assistant or Deputy Director, the largest percentage (35%) reported a bonus of \$10,000 or more. In the case of Other Professional Staff the largest percentage (34%) reported bonus compensation between \$5,000 to \$9999, and for Administrative Staff the largest percentage (35%) stated bonus compensation was below \$1,000.



Retirement Benefits

Retirement Plan	No Match	1-4%	5-7%	8-10%	11-15%	16-20%
Defined Benefit (Pension)	37%	17%	23%	7%	10%	7%
Defined Contribution (401k/403b)	30%	14%	42%	9%	5%	0%
Keogh/IRA	67%	17%	17%	0%	0%	0%
Simplified Employee Pension (SEP)	60%	10%	10%	10%	0%	10%
City/Government (TMRS)	4%	14%	37%	4%	39%	3%



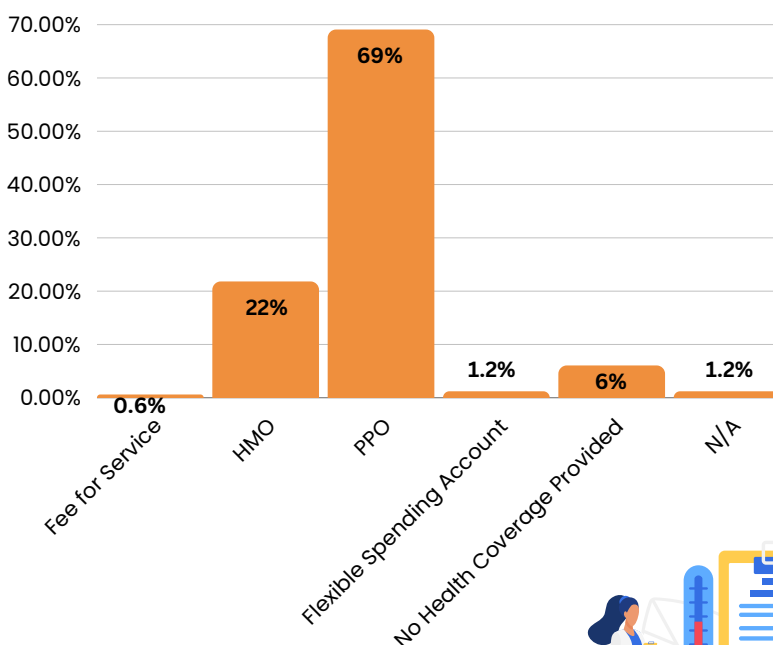
Of the several different types of employee-sponsored retirement plans, the TMRS retirement plan is the most common among survey respondents. The second most popular retirement benefits plan is the Defined Contribution plan or 401k/403b. Very few survey respondents indicated that they are eligible for a SEP or IRA retirement plan through their employer.

For those members eligible the TMRS retirement benefits plan, slightly less than 40% receive a match of 11-15% on their contributions to the plan. Comparatively, 37% reported to receive a match of 5-7%, 14% receive a match of 1-4% and only 3% receive a match of 16-20%. Four percent stated their employer did not match contributions in the TMRS plan.

Respondents that stated they participate in a Defined Contribution or 401k/403b retirement benefits plan, roughly 42% reported their employer's match on contributions is 5-7%, and 14% stated their employer matched 8% or higher. However, 30% of respondents indicated the employer did not match contributions to a a Defined Contribution plan.

Healthcare Benefits

Healthcare Benefits Plans



Approximately 70% of survey respondents indicated that their employer-sponsored health insurance benefits are considered a PPO plan. Slightly less than 22% stated that their health insurance is an HMO. Roughly 7% reported that they do not receive health insurance benefits through their employment. Only a small percentage (1.2%) stated that they are eligible for a Flexible Spending Account for healthcare related costs through their employer.

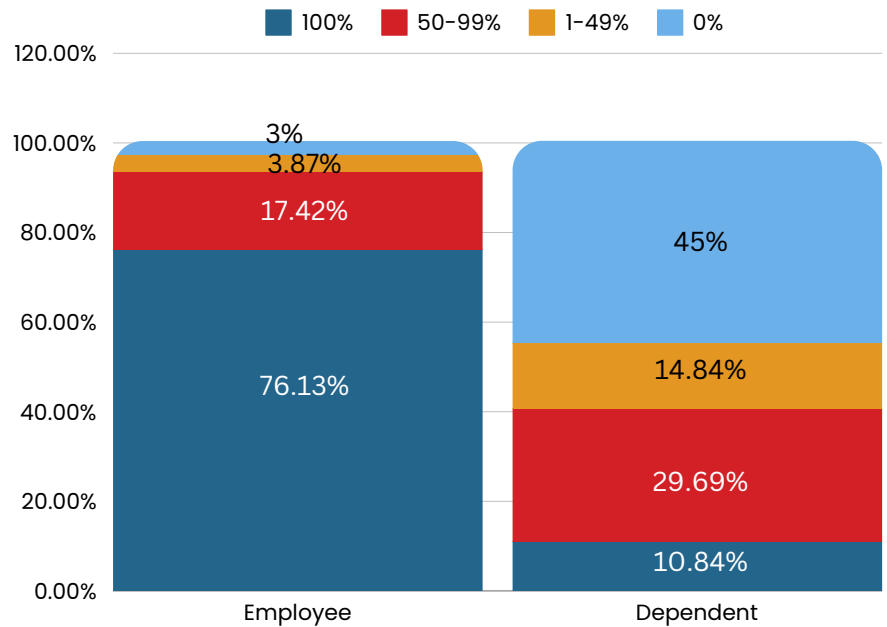


Healthcare Benefits

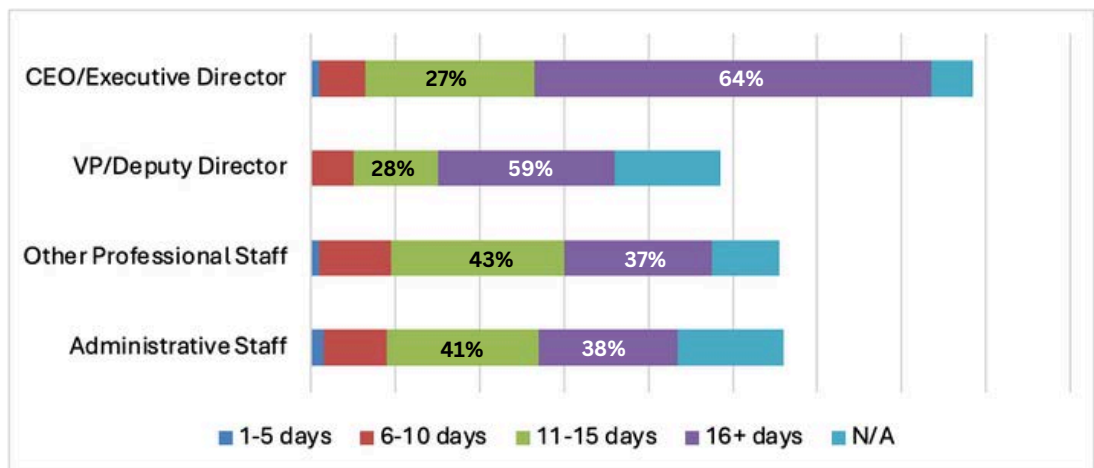
Members were asked what percentage of the health insurance premium is covered by their employer and also if the employer covers any portion of dependent's health insurance costs. Excluding the data where no health insurance provided to the employee or their dependents, this chart shows the percentage of the health insurance premium that is paid by the employer for Employee and Dependents.

More than 76% of employers pay 100% of the employee's health insurance coverage, while approximately 17.5% pay between 50-99% of the health insurance premium for the employee. Only 3% of survey respondents reported that their employer does not pay any portion of the health insurance coverage for employees.

By contract, 45% of survey respondents stated that their employer does not pay any portion of health insurance premiums for the dependents of employees. However, slightly less than 30% reported that 50-99% of dependent health insurance premiums are paid by the employer.



Annual Paid Days Off (PTO) Including Sick Days (excluding paid holiday)

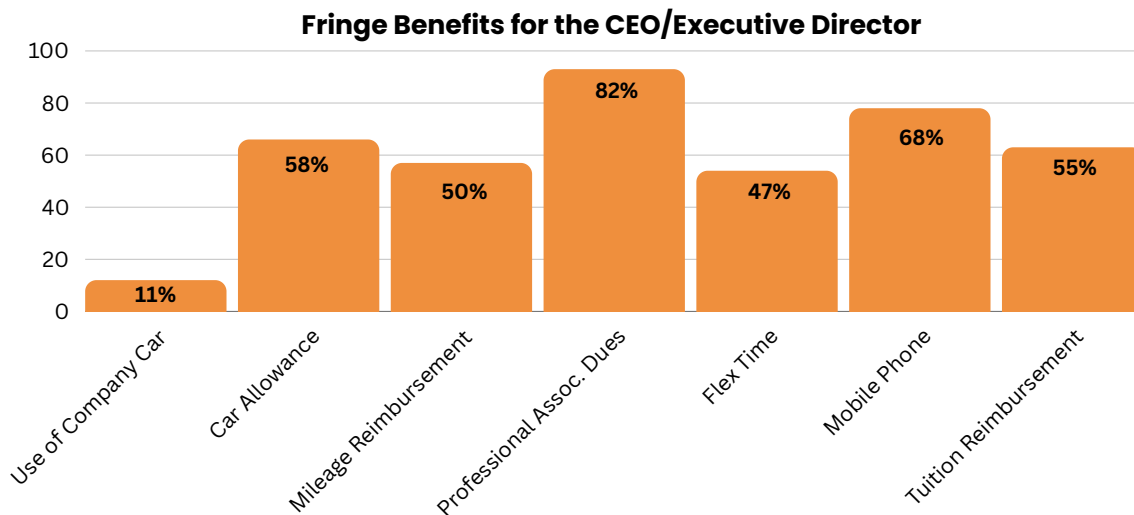


Survey respondents reported that the CEO/Executive Director earns more PTO days per year than other staff positions at the organization, with the majority (64%) receiving 16 or more days per year. For the VP/Assistant or Deputy Director staff position, 59% earn 16 or more days and 28% receive 11-15 days of PTO each year. Comparatively, 37% of Other Professional Staff earn 16 or more days and 43% earn 11-15 days of PTO annually. For the Administrative Assistant staff position, 38% receive 16 or more days and 41% earn 11-15 days of paid time off annually.

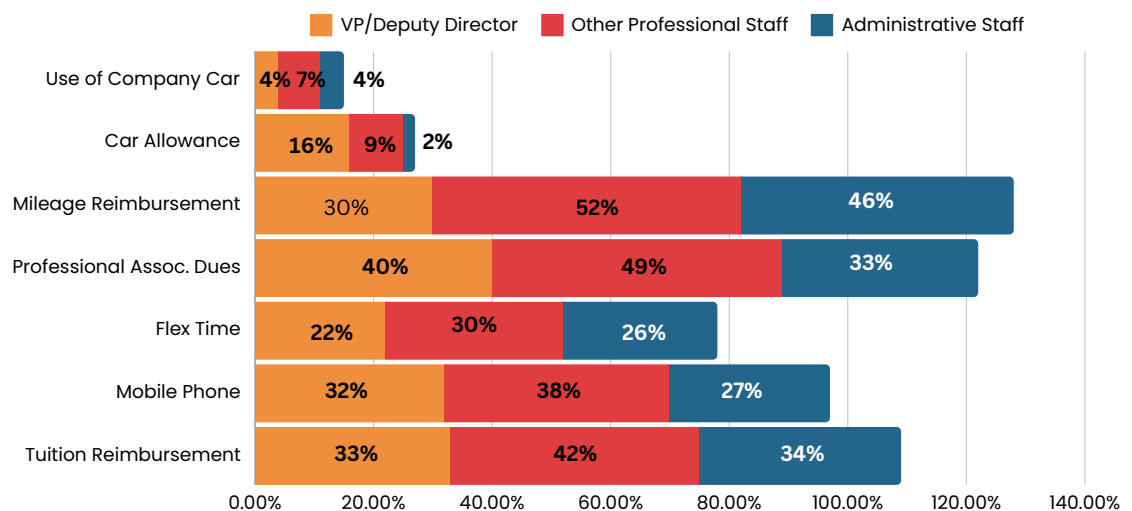
Other Fringe Benefits

CEO/Executive Director

Slightly more than 80% of survey respondents stated that their organization pays for the CEO/Executive Director's professional association dues. Half of the respondents indicated that the CEO/Executive Director receives mileage reimbursement for business travel, while 58% reported that car allowance is a benefit for the CEO/Executive Director. Only 11% stated that the CEO/Executive Director has use of a company car. Slightly less than half of respondents stated that flex time is offered to the CEO/Executive Director. Almost 70% of CEO/Executive Directors have their mobile phone paid by their employer and more than half of respondents stated that tuition reimbursement is offered.



A small percentage of economic development organizations report to provide use of a company car or car allowance as a fringe benefit to staff other than the CEO/Executive Director. However, most staff positions do receive some fringe benefits such as mileage reimbursement for business travel, mobile phone, professional association dues and tuition reimbursement.



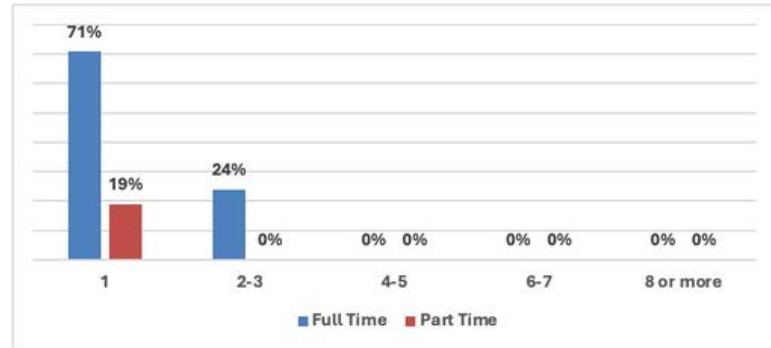
Survey Data by Population Under 5,000



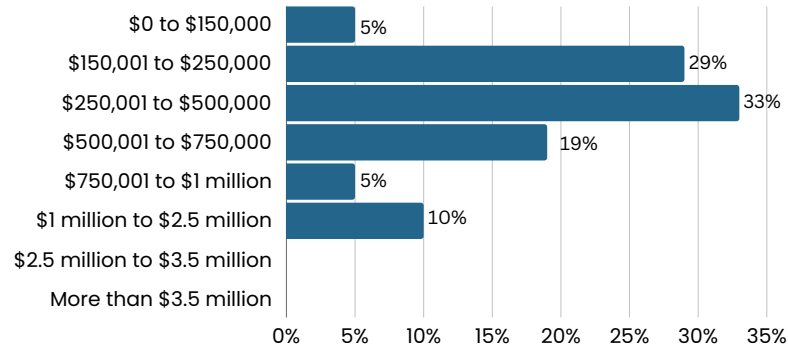
Annual Base Salary by Position

Annual Base Salary (Excluding Bonus)	CEO/Executive Director	VP/Deputy Director	Other Professional Staff	Administrative Staff
Below \$30,000	6%	0%	50%	20%
\$30,001-\$39,999	0%	0%	0%	20%
\$40,000-\$49,999	12%	0%	50%	60%
\$50,000-\$59,999	18%	0%	0%	0%
\$60,000-\$69,999	35%	0%	0%	0%
\$70,000-\$79,999	12%	0%	0%	0%
\$80,000-\$89,999	0%	0%	0%	0%
\$90,000-\$99,999	5%	0%	0%	0%
\$100,000-\$109,999	0%	0%	0%	0%
\$110,000-\$119,999	6%	0%	0%	0%
\$120,000-\$129,999	6%	0%	0%	0%
\$130,000-\$139,999	0%	0%	0%	0%
\$140,000-\$149,999	0%	0%	0%	0%
\$150,000-\$159,999	0%	0%	0%	0%
\$160,000-\$169,999	0%	0%	0%	0%
\$170,000-\$199,999	0%	0%	0%	0%
\$200,000 or above	0%	0%	0%	0%

Number of Staff Positions



Annual Operating Budget



Annual Bonus Compensation

Staff Position	Below \$1,000	\$1,000-2,999	\$3,000-\$4,999	\$5,000-\$9,999	\$10,000 or more
CEO/Executive Director	34%	67%	0%	0%	0%
VP/Deputy Director	0%	0%	0%	0%	0%
Other Professional Staff	0%	0%	0%	0%	0%
Administrative Staff	100%	0%	0%	0%	0%

Retirement Plan Match

Percentage of Match	Defined Benefit (Pension)	Defined Contribution Plan (401k/403b)	Keogh/IRA	Simplified Employee Pension (SEP)	City/Government Plan (TMRS)
No match	25%	100%	100%	100%	8%
1-4%	50%	0%	0%	0%	42%
5-7%	25%	0%	0%	0%	33%
8-10%	0%	0%	0%	0%	0%
11-15%	0%	0%	0%	0%	17%
16-20%	0%	0%	0%	0%	0%

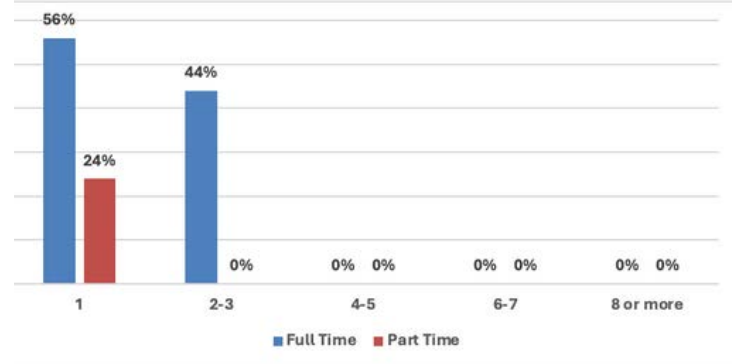
Survey Data by Population 5,001 to 10,000



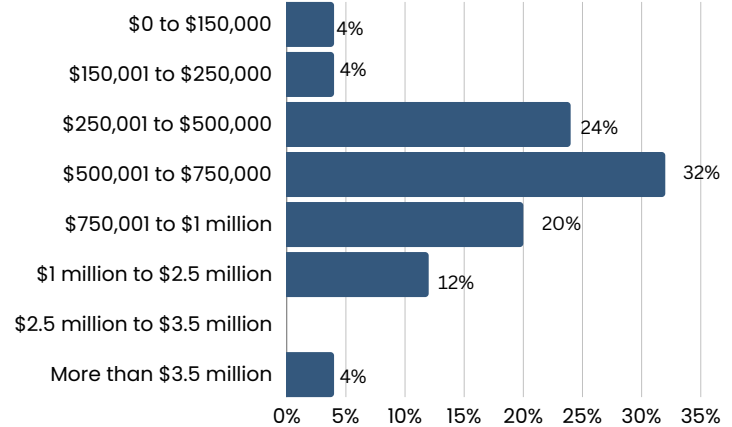
Annual Base Salary by Position

Annual Base Salary (Excluding Bonus)	CEO/Executive Director	VP/Deputy Director	Other Professional Staff	Administrative Staff
Below \$30,000	0%	0%	0%	0%
\$30,001-\$39,999	0%	0%	0%	60%
\$40,000-\$49,999	0%	0%	25%	20%
\$50,000-\$59,999	0%	67%	25%	20%
\$60,000-\$69,999	5%	0%	0%	0%
\$70,000-\$79,999	16%	0%	25%	0%
\$80,000-\$89,999	21%	33%	0%	0%
\$90,000-\$99,999	21%	0%	25%	0%
\$100,000-\$109,999	16%	0%	0%	0%
\$110,000-\$119,999	5%	0%	0%	0%
\$120,000-\$129,999	11%	0%	0%	0%
\$130,000-\$139,999	0%	0%	0%	0%
\$140,000-\$149,999	0%	0%	0%	0%
\$150,000-\$159,999	0%	0%	0%	0%
\$160,000-\$169,999	5%	0%	0%	0%
\$170,000-\$199,999	0%	0%	0%	0%
\$200,000 or above	0%	0%	0%	0%

Number of Staff Positions



Annual Operating Budget



Annual Bonus Compensation

Staff Position	Below \$1,000	\$1,000-2,999	\$3,000-\$4,999	\$5,000-\$9,999	\$10,000 or more
CEO/Executive Director	50%	0%	25%	25%	0%
VP/Deputy Director	0%	0%	0%	0%	0%
Other Professional Staff	0%	0%	0%	0%	0%
Administrative Staff	0%	0%	0%	0%	0%

Retirement Plan Match

Percentage of Match	Defined Benefit (Pension)	Defined Contribution Plan (401k/403b)	Keogh/IRA	Simplified Employee Pension (SEP)	City/Government Plan (TMRS)
No match	67%	67%	100%	100%	6%
1-4%	0%	0%	0%	0%	22%
5-7%	0%	33%	0%	0%	33%
8-10%	33%	0%	0%	0%	17%
11-15%	0%	0%	0%	0%	17%
16-20%	0%	0%	0%	0%	6%

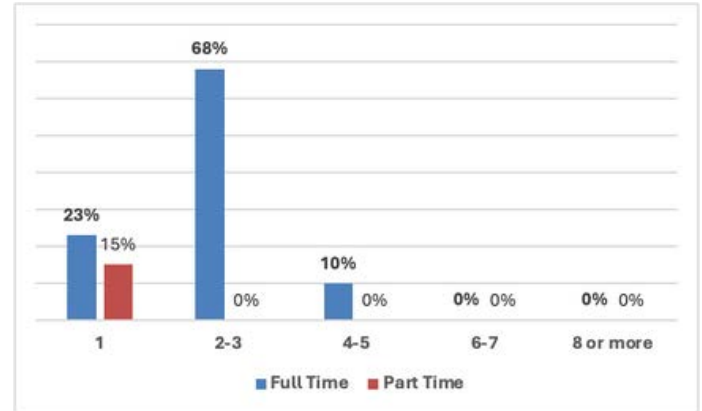
Survey Data by Population 10,001 to 25,000



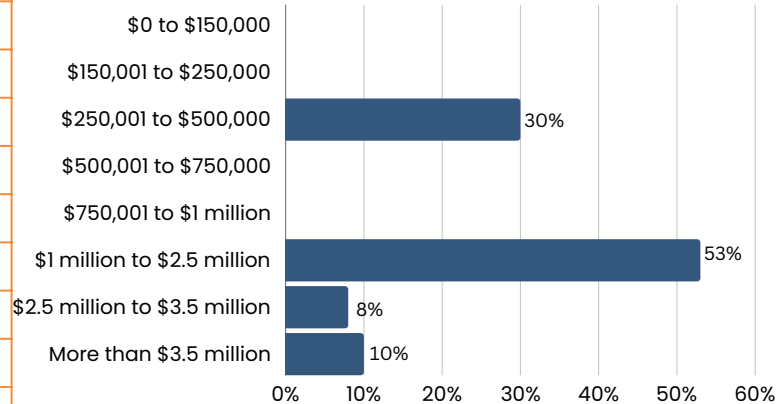
Annual Base Salary by Position

Annual Base Salary (Excluding Bonus)	CEO/Executive Director	VP/Deputy Director	Other Professional Staff	Administrative Staff
Below \$30,000	0%	0%	0%	0%
\$30,001-\$39,999	0%	0%	0%	12%
\$40,000-\$49,999	0%	11%	0%	38%
\$50,000-\$59,999	0%	0%	37%	38%
\$60,000-\$69,999	0%	0%	42%	12%
\$70,000-\$79,999	0%	34%	5%	0%
\$80,000-\$89,999	3%	11%	11%	0%
\$90,000-\$99,999	18%	11%	5%	0%
\$100,000-\$109,999	11%	11%	0%	0%
\$110,000-\$119,999	8%	0%	0%	0%
\$120,000-\$129,999	8%	0%	0%	0%
\$130,000-\$139,999	14%	22%	0%	0%
\$140,000-\$149,999	17%	0%	0%	0%
\$150,000-\$159,999	6%	0%	0%	0%
\$160,000-\$169,999	6%	0%	0%	0%
\$170,000-\$199,999	6%	0%	0%	0%
\$200,000 or above	3%	0%	0%	0%

Number of Staff Positions



Annual Operating Budget



Annual Bonus Compensation

Staff Position	Below \$1,000	\$1,000-2,999	\$3,000-\$4,999	\$5,000-\$9,999	\$10,000 or more
CEO/Executive Director	27%	0%	0%	27%	46%
VP/Deputy Director	34%	0%	33%	33%	0%
Other Professional Staff	34%	22%	22%	22%	0%
Administrative Staff	34%	67%	0%	0%	0%

Retirement Plan Match

Percentage of Match	Defined Benefit (Pension)	Defined Contribution Plan (401k/403b)	Keogh/IRA	Simplified Employee Pension (SEP)	City/Government Plan (TMRs)
No match	0%	40%	0%	0%	0%
1-4%	0%	20%	0%	0%	10%
5-7%	25%	0%	0%	0%	45%
8-10%	25%	0%	0%	0%	0%
11-15%	25%	40%	0%	0%	39%
16-20%	25%	0%	0%	0%	6%

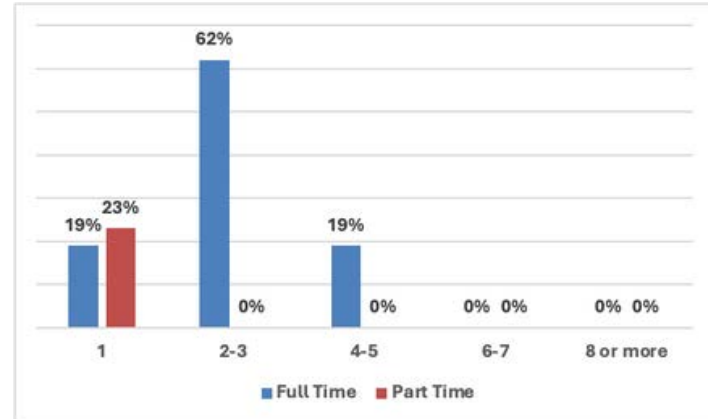
Survey Data by Population 25,001 to 50,000



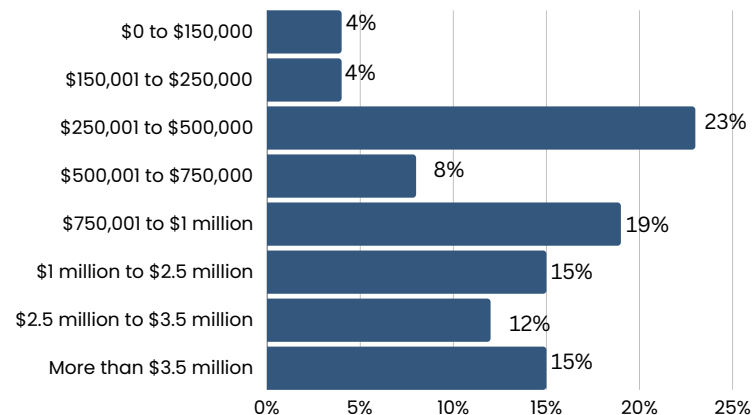
Annual Base Salary by Position

Annual Base Salary (Excluding Bonus)	CEO/Executive Director	VP/Deputy Director	Other Professional Staff	Administrative Staff
Below \$30,000	0%	0%	0%	12%
\$30,001-\$39,999	0%	0%	6%	12%
\$40,000-\$49,999	0%	0%	0%	38%
\$50,000-\$59,999	0%	17%	22%	0%
\$60,000-\$69,999	0%	0%	33%	38%
\$70,000-\$79,999	0%	8%	39%	0%
\$80,000-\$89,999	0%	25%	0%	0%
\$90,000-\$99,999	5%	42%	0%	0%
\$100,000-\$109,999	10%	0%	0%	0%
\$110,000-\$119,999	16%	0%	0%	0%
\$120,000-\$129,999	11%	8%	0%	0%
\$130,000-\$139,999	5%	0%	0%	0%
\$140,000-\$149,999	5%	0%	0%	0%
\$150,000-\$159,999	16%	0%	0%	0%
\$160,000-\$169,999	11%	0%	0%	0%
\$170,000-\$199,999	0%	0%	0%	0%
\$200,000 or above	21%	0%	0%	0%

Number of Staff Positions



Annual Operating Budget



Annual Bonus Compensation

Staff Position	Below \$1,000	\$1,000-2,999	\$3,000-\$4,999	\$5,000-\$9,999	\$10,000 or more
CEO/Executive Director	11%	0%	11%	0%	78%
VP/Deputy Director	32%	17%	17%	17%	17%
Other Professional Staff	50%	0%	0%	50%	0%
Administrative Staff	67%	0%	0%	33%	0%

Retirement Plan Match

Percentage of Match	Defined Benefit (Pension)	Defined Contribution Plan (401k/403b)	Keogh/IRA	Simplified Employee Pension (SEP)	City/Government Plan (TMRs)
No match	50%	40%	0%	0%	6%
1-4%	33%	20%	0%	0%	6%
5-7%	0%	0%	0%	0%	19%
8-10%	0%	0%	0%	0%	0%
11-15%	17%	40%	0%	0%	69%
16-20%	0%	0%	0%	0%	0%

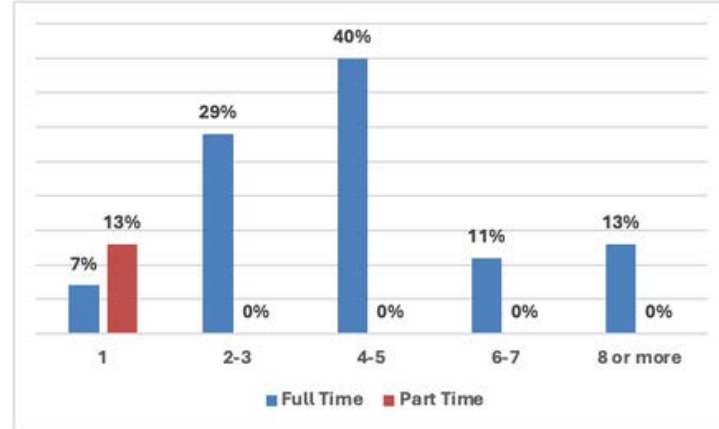
Survey Data by Population 50,001 to 100,000



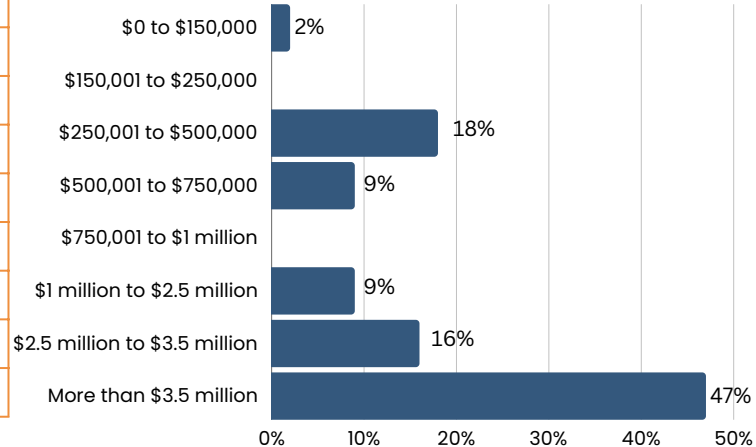
Annual Base Salary by Position

Annual Base Salary (Excluding Bonus)	CEO/Executive Director	VP/Deputy Director	Other Professional Staff	Administrative Staff
Below \$30,000	0%	0%	0%	6%
\$30,001-\$39,999	0%	0%	0%	0%
\$40,000-\$49,999	0%	0%	0%	29%
\$50,000-\$59,999	0%	9%	8%	19%
\$60,000-\$69,999	0%	0%	15%	42%
\$70,000-\$79,999	0%	0%	31%	0%
\$80,000-\$89,999	0%	17%	19%	4%
\$90,000-\$99,999	6%	17%	8%	0%
\$100,000-\$109,999	0%	17%	15%	0%
\$110,000-\$119,999	3%	4%	4%	0%
\$120,000-\$129,999	3%	0%	0%	0%
\$130,000-\$139,999	9%	22%	0%	0%
\$140,000-\$149,999	12%	10%	0%	0%
\$150,000-\$159,999	9%	4%	0%	0%
\$160,000-\$169,999	22%	0%	0%	0%
\$170,000-\$199,999	30%	0%	0%	0%
\$200,000 or above	6%	0%	0%	0%

Number of Staff Positions



Annual Operating Budget



Annual Bonus Compensation

Staff Position	Below \$1,000	\$1,000-2,999	\$3,000-\$4,999	\$5,000-\$9,999	\$10,000 or more
CEO/Executive Director	7%	0%	0%	40%	53%
VP/Deputy Director	17%	0%	0%	50%	33%
Other Professional Staff	50%	0%	25%	25%	0%
Administrative Staff	12%	0%	75%	13%	0%

Retirement Plan Match

Percentage of Match	Defined Benefit (Pension)	Defined Contribution Plan (401k/403b)	Keogh/IRA	Simplified Employee Pension (SEP)	City/Government Plan (TMRS)
No match	25%	50%	50%	0%	8%
1-4%	0%	17%	0%	0%	12%
5-7%	63%	33%	50%	0%	30%
8-10%	0%	0%	0%	50%	8%
11-15%	12%	0%	0%	0%	42%
16-20%	0%	0%	0%	50%	0%

Survey Data by Population

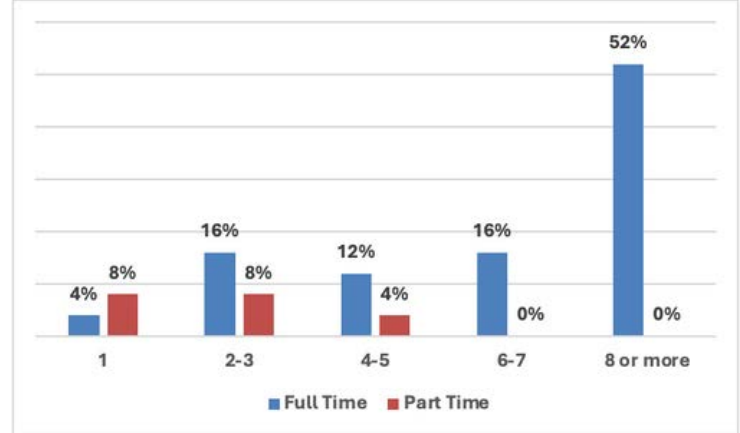
100,001 to 250,000



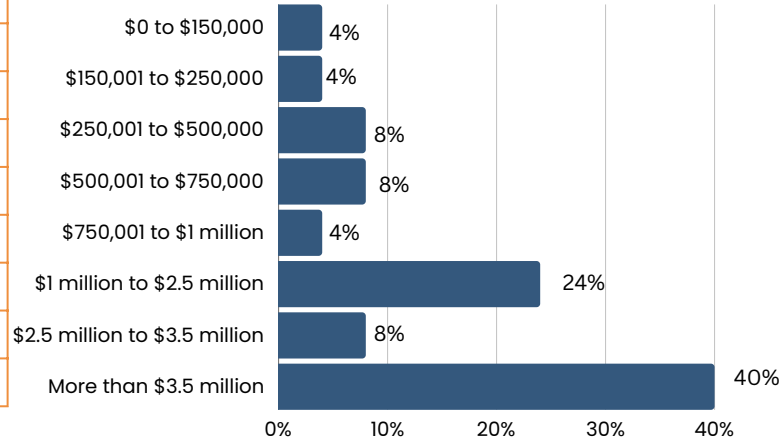
Annual Base Salary by Position

Annual Base Salary (Excluding Bonus)	CEO/Executive Director	VP/Deputy Director	Other Professional Staff	Administrative Staff
Below \$30,000	0%	0%	0%	0%
\$30,001-\$39,999	0%	0%	0%	0%
\$40,000-\$49,999	0%	0%	0%	16%
\$50,000-\$59,999	0%	0%	0%	61%
\$60,000-\$69,999	0%	0%	0%	17%
\$70,000-\$79,999	0%	0%	0%	0%
\$80,000-\$89,999	5%	0%	0%	6%
\$90,000-\$99,999	0%	0%	0%	0%
\$100,000-\$109,999	0%	0%	0%	0%
\$110,000-\$119,999	0%	31%	31%	0%
\$120,000-\$129,999	0%	15%	15%	0%
\$130,000-\$139,999	5%	8%	8%	0%
\$140,000-\$149,999	10%	8%	8%	0%
\$150,000-\$159,999	10%	23%	23%	0%
\$160,000-\$169,999	5%	15%	15%	0%
\$170,000-\$199,999	20%	0%	0%	0%
\$200,000 or above	45%	0%	0%	0%

Number of Staff Positions



Annual Operating Budget



Annual Bonus Compensation

Staff Position	Below \$1,000	\$1,000-2,999	\$3,000-\$4,999	\$5,000-\$9,999	\$10,000 or more
CEO/Executive Director	27%	0%	9%	9%	55%
VP/Deputy Director	17%	0%	17%	17%	49%
Other Professional Staff	11%	33%	0%	56%	0%
Administrative Staff	28%	29%	43%	0%	0%

Retirement Plan Match

Percentage of Match	Defined Benefit (Pension)	Defined Contribution Plan (401k/403b)	Keogh/IRA	Simplified Employee Pension (SEP)	City/Government Plan (TMRs)
No match	50%	9%	50%	50%	0%
1-4%	0%	9%	0%	0%	0%
5-7%	50%	55%	50%	50%	54%
8-10%	0%	27%	0%	0%	0%
11-15%	0%	0%	0%	0%	46%
16-20%	0%	0%	0%	0%	0%

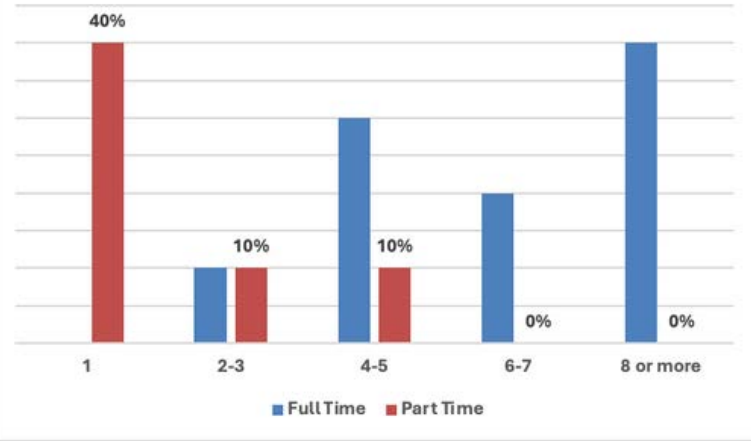
Survey Data by Population 250,001 to 500,000



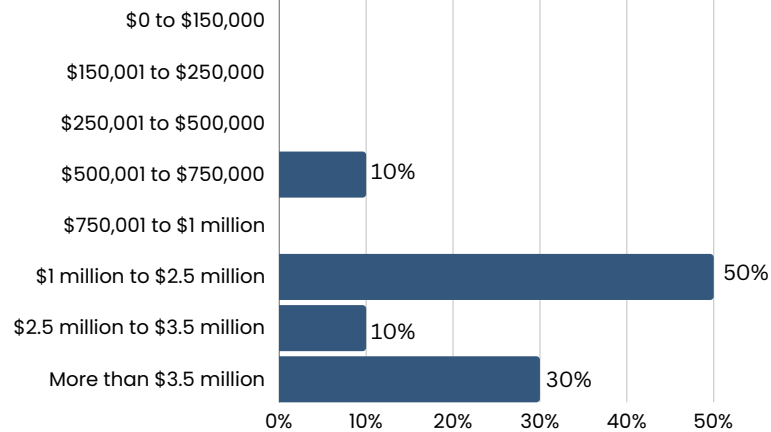
Annual Base Salary by Position

Annual Base Salary (Excluding Bonus)	CEO/Executive Director	VP/Deputy Director	Other Professional Staff	Administrative Staff
Below \$30,000	0%	0%	0%	0%
\$30,001-\$39,999	0%	0%	0%	16%
\$40,000-\$49,999	0%	0%	0%	17%
\$50,000-\$59,999	0%	0%	0%	0%
\$60,000-\$69,999	0%	0%	0%	67%
\$70,000-\$79,999	0%	0%	50%	0%
\$80,000-\$89,999	0%	0%	16%	0%
\$90,000-\$99,999	0%	17%	17%	0%
\$100,000-\$109,999	0%	0%	17%	0%
\$110,000-\$119,999	0%	0%	0%	0%
\$120,000-\$129,999	0%	0%	0%	0%
\$130,000-\$139,999	0%	33%	0%	0%
\$140,000-\$149,999	0%	0%	0%	0%
\$150,000-\$159,999	0%	0%	0%	0%
\$160,000-\$169,999	0%	0%	0%	0%
\$170,000-\$199,999	17%	17%	0%	0%
\$200,000 or above	83%	33%	0%	0%

Number of Staff Positions



Annual Operating Budget



Annual Bonus Compensation

Staff Position	Below \$1,000	\$1,000-2,999	\$3,000-\$4,999	\$5,000-\$9,999	\$10,000 or more
CEO/Executive Director	0%	0%	0%	20%	80%
VP/Deputy Director	0%	17%	17%	33%	33%
Other Professional Staff	0%	17%	33%	33%	17%
Administrative Staff	33%	33%	17%	17%	0%

Retirement Plan Match

Percentage of Match	Defined Benefit (Pension)	Defined Contribution Plan (401k/403b)	Keogh/IRA	Simplified Employee Pension (SEP)	City/Government Plan (TMRs)
No match	100%	20%	50%	100%	0%
1-4%	0%	20%	50%	0%	100%
5-7%	0%	60%	0%	0%	0%
8-10%	0%	0%	0%	0%	0%
11-15%	0%	0%	0%	0%	0%
16-20%	0%	0%	0%	0%	0%

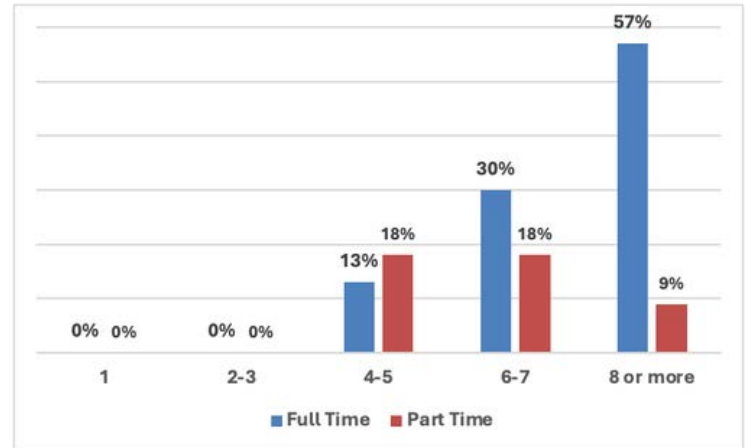
Survey Data by Population 500,001 or More



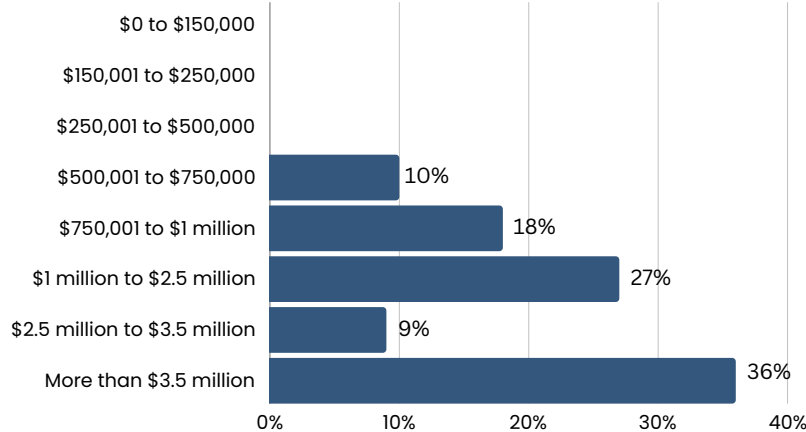
Annual Base Salary by Position

Annual Base Salary (Excluding Bonus)	CEO/Executive Director	VP/Deputy Director	Other Professional Staff	Administrative Staff
Below \$30,000	0%	0%	0%	0%
\$30,001-\$39,999	0%	0%	0%	0%
\$40,000-\$49,999	0%	0%	0%	0%
\$50,000-\$59,999	0%	0%	0%	20%
\$60,000-\$69,999	0%	0%	0%	60%
\$70,000-\$79,999	0%	0%	11%	20%
\$80,000-\$89,999	0%	0%	55%	0%
\$90,000-\$99,999	0%	0%	12%	0%
\$100,000-\$109,999	0%	0%	12%	0%
\$110,000-\$119,999	0%	0%	0%	0%
\$120,000-\$129,999	0%	0%	0%	0%
\$130,000-\$139,999	0%	0%	0%	0%
\$140,000-\$149,999	0%	50%	10%	0%
\$150,000-\$159,999	0%	0%	0%	0%
\$160,000-\$169,999	0%	0%	0%	0%
\$170,000-\$199,999	50%	0%	0%	0%
\$200,000 or above	50%	50%	0%	0%

Number of Staff Positions



Annual Operating Budget



Annual Bonus Compensation

Staff Position	Below \$1,000	\$1,000-2,999	\$3,000-\$4,999	\$5,000-\$9,999	\$10,000 or more
CEO/Executive Director	0%	0%	33%	0%	67%
VP/Deputy Director	0%	0%	20%	40%	40%
Other Professional Staff	0%	50%	25%	25%	0%
Administrative Staff	50%	50%	0%	0%	0%

Retirement Plan Match

Percentage of Match	Defined Benefit (Pension)	Defined Contribution Plan (401k/403b)	Keogh/IRA	Simplified Employee Pension (SEP)	City/Government Plan (TMRS)
No match	0%	0%	0%	0%	0%
1-4%	0%	17%	100%	0%	0%
5-7%	0%	83%	0%	0%	0%
8-10%	0%	0%	0%	0%	0%
11-15%	0%	0%	0%	0%	0%
16-20%	100%	0%	0%	0%	0%

In Conclusion....

Thank you to all of the TEDC members that took time to complete the 2024 Compensation and Benefits survey. Your responses are of tremendous value to our members. We encourage all TEDC members to respond to the survey as the data is only as good as what we can gather with member participation. The survey is anonymous, therefore, there is a limitation to what we can report as to geography and demographics of the survey findings.

This survey is conducted every other year in even-numbered years. Therefore, the next TEDC Compensation and Benefits Survey will be conducted in 2026.

On behalf of the TEDC board and staff, we hope that the information in this survey report is beneficial.

*Thank
you!*



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