

2025 Public Procurement Compensation and Retention Report

Full Report



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EXECUTIVE SUMMARY

The National Institute of Governmental Purchasing (NIGP) is pleased to offer its eleventh Compensation Survey Report on positions (since 2003) within public sector procurement. The primary goal of this 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, the first quarter of 2020, the first quarter of 2022. The current report, authored by Dr. Mohamad Alkadry, covers the 2025 study and reports key data from the previous eight 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 23-year salary trend for procurement professionals starting with 2001 through 2024 (based on 2024W2 reported income). No data was collected between 2011 and 2015. Although the current data was collected in 2025, it reports income from 2024, which is the most current full-year of income. In other words, the 2024 income data is the most current data in 2025 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, 2022, and 2025 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 3,110 procurement professionals responded, and of those 2,545 responses were complete enough to include in the analysis.

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

Figure 1a. Reporting Agencies by Region

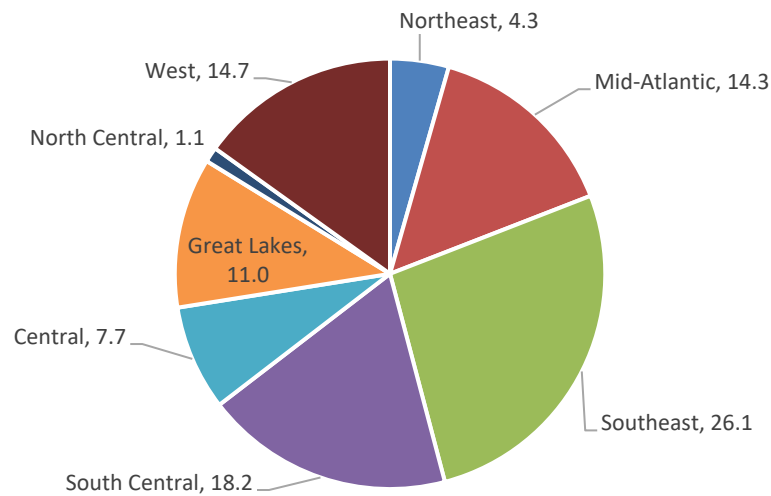


Figure 1b. Reporting Agencies

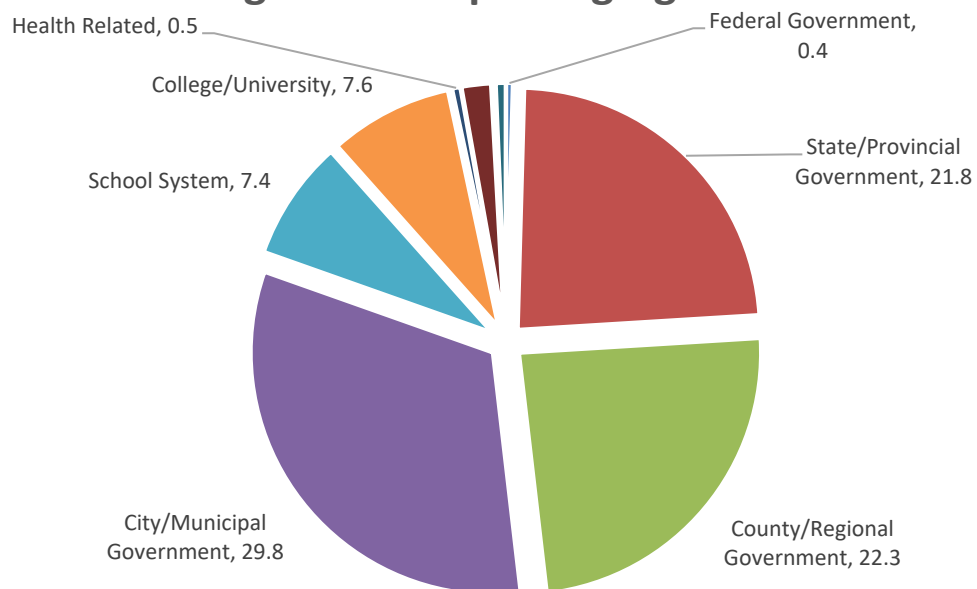
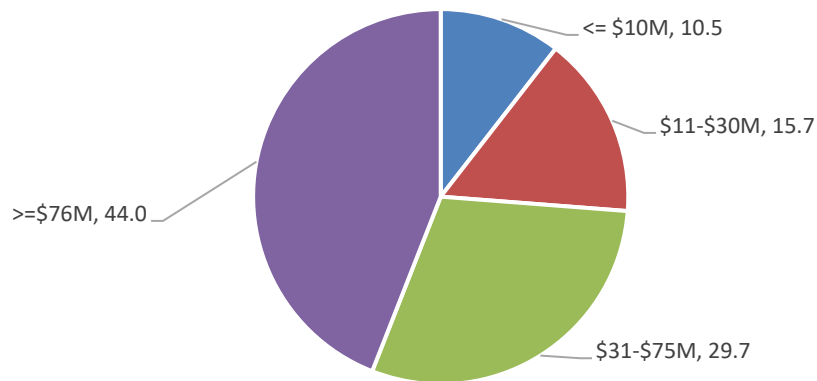


Figure 1c. Reporting Agency by Annual Procurement Volume



Salaries are Rising

Agencies reported that average salaries are rising. On average, between 2001 and 2025, all of the sixteen surveyed positions showed a cumulative increase in salaries ranging from 73% to 137%. Buyers saw a rise of 89% while senior buyers witnessed an increase of 88% over the same period. All manager categories witnessed a rise in salaries of over 70%. All Director categories witnessed a rise in salaries of over 60%. Assistant buyers saw the largest rise in salaries at 110% between 2001 and 2025.

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

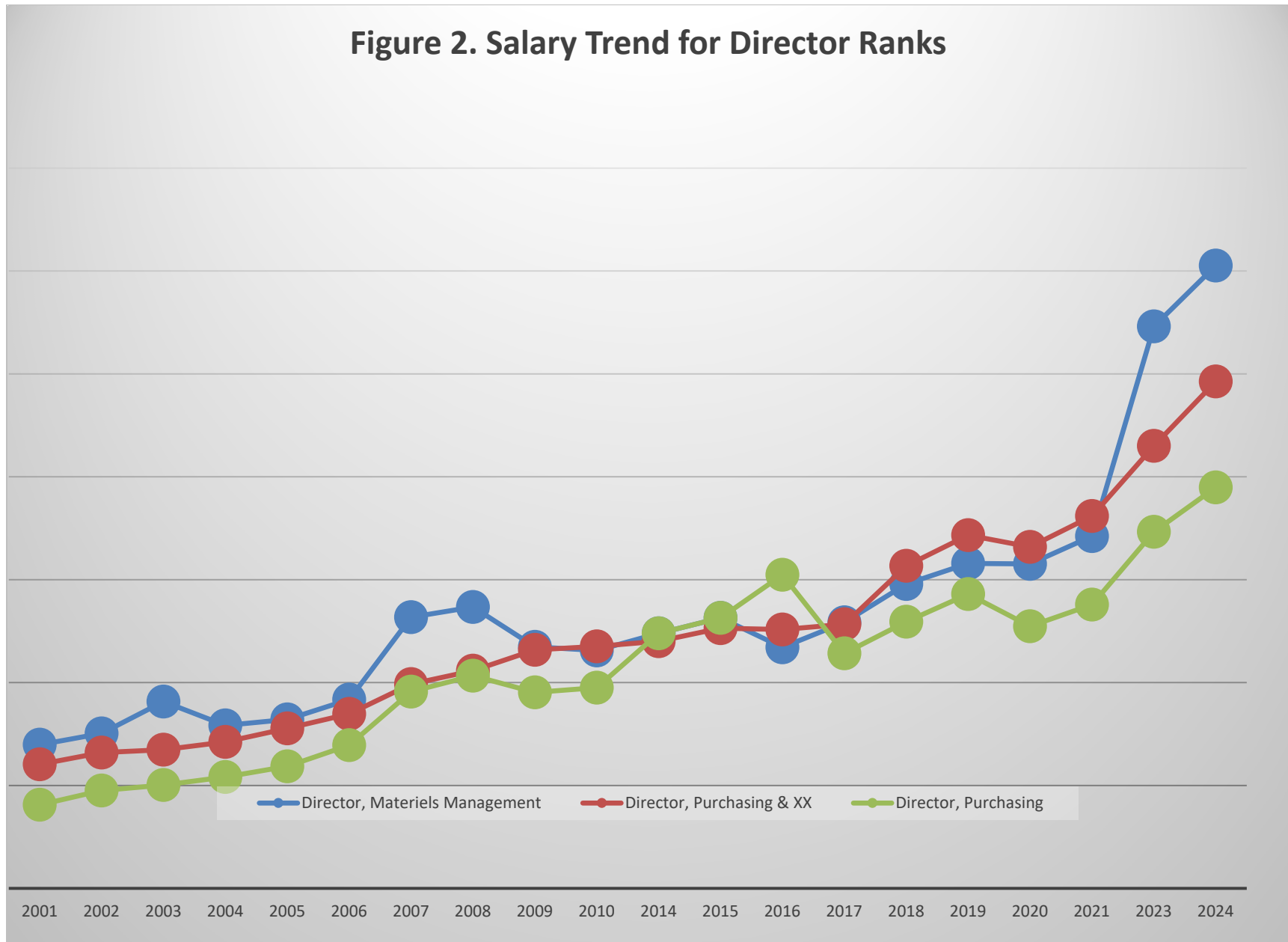


Figure 2a. Salary Trend for Manager Ranks

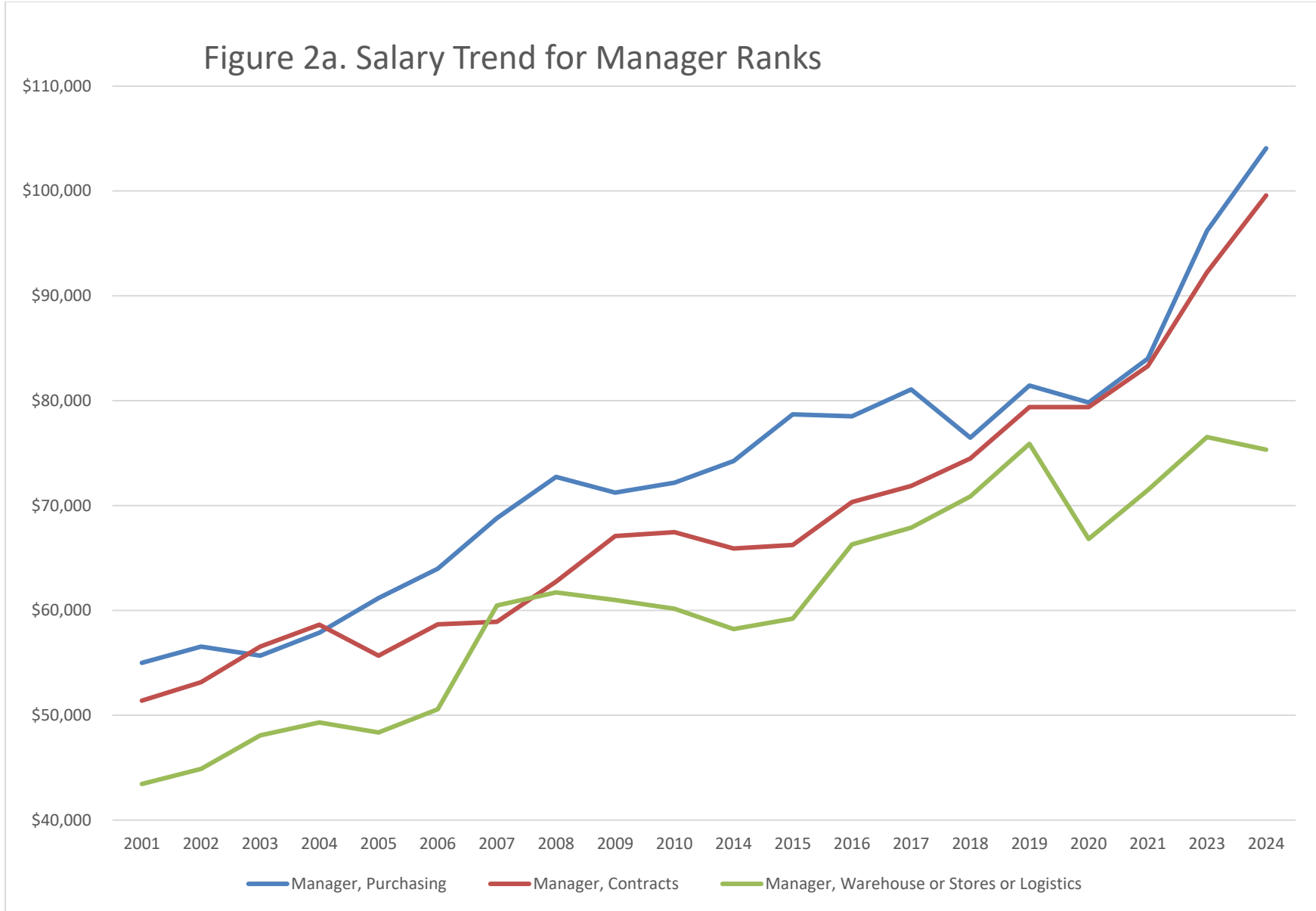
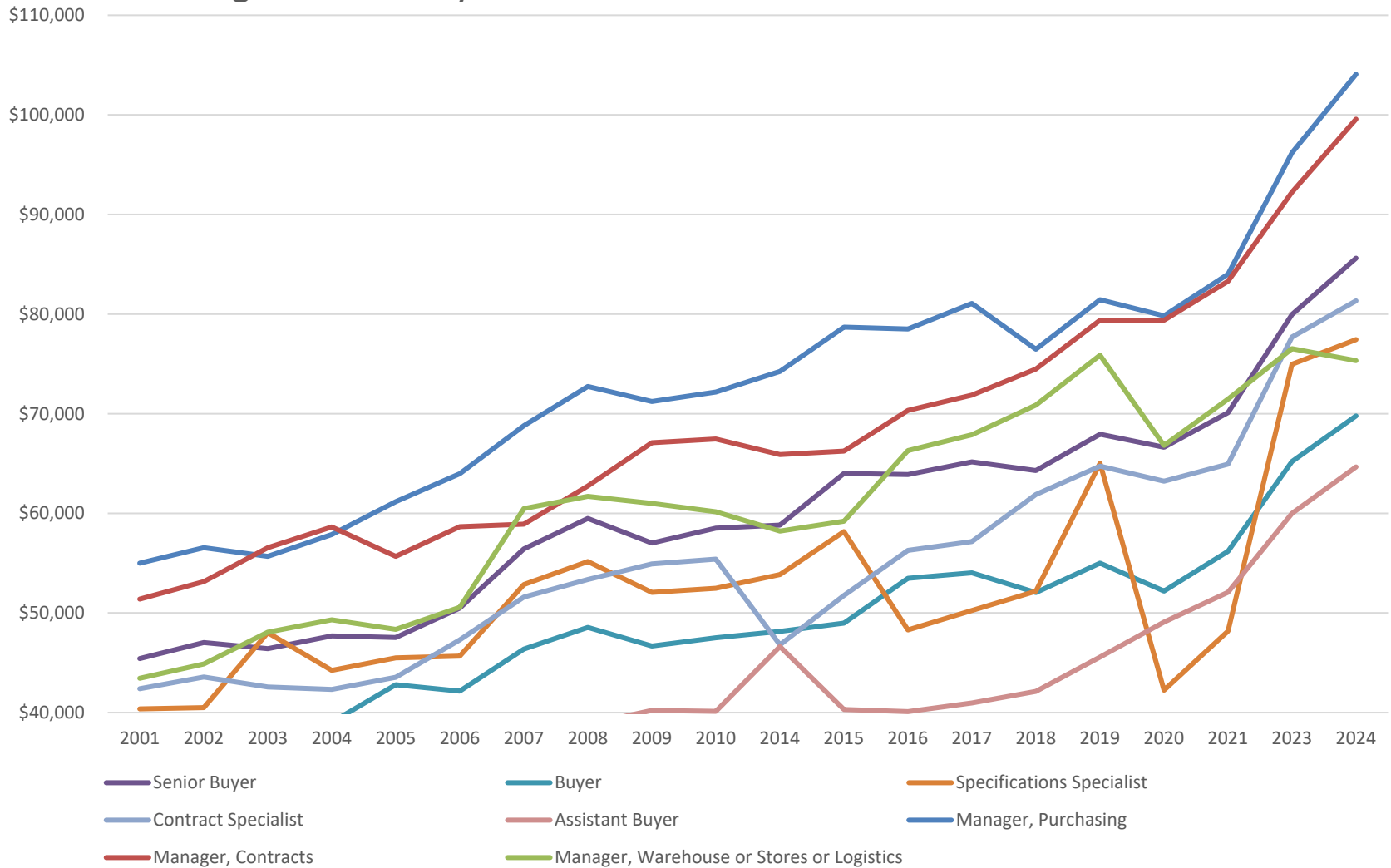


Figure 2b. Salary Trend for Professional Ranks



Certification Requirements

Of the 2,423 people who reported their positions, 58% reported that they held procurement-specific certification. That rate varies but most managers and directors had a higher percentage. About 60-75% of directors hold procurement-related certifications, and 56-65% of managers, 57% of senior buyers and 44% of buyers hold procurement-related certification. 54% of contract specialists hold procurement-related certification.

Table 1. Certification Status of Current Procurement Professionals.

	<i>Does not Hold Certifications</i>	<i>Holds Certification</i>	<i>Total</i>
<i>Director, Materials Management</i>	40%	60%	30
<i>Director, Purchasing and XX</i>	31%	69%	122
<i>Director, Purchasing</i>	25%	75%	235
<i>Manager, Purchasing)</i>	35%	65%	610
<i>Manager, Contracts</i>	36%	64%	127
<i>Manager, Warehouse or Stores or Logistics</i>	44%	56%	16
<i>Senior Buyer/Contracting Officer</i>	43%	57%	448
<i>Buyer</i>	56%	44%	504
<i>Specifications specialist</i>	78%	22%	18
<i>Contract specialist</i>	46%	54%	252
<i>Assistant buyer</i>	54%	46%	26
<i>Stores Technician</i>	50%	50%	2
<i>Receiving Technician</i>	0%	100%	1
<i>Fixed Assets Technician</i>	0%	100%	1
<i>Expediter</i>	50%	50%	2
<i>Administrative Assistant</i>	66%	34%	29
<i>Total</i>	42%	58%	2,423

Table 1a. Certification Status of Current Procurement Professionals.

	Does not Hold Certifications	Holds Certification	Total
Directors	28%	72%	387
Managers	35%	65%	753
Professionals	49%	51%	1,248
Total	41%	59%	2,388

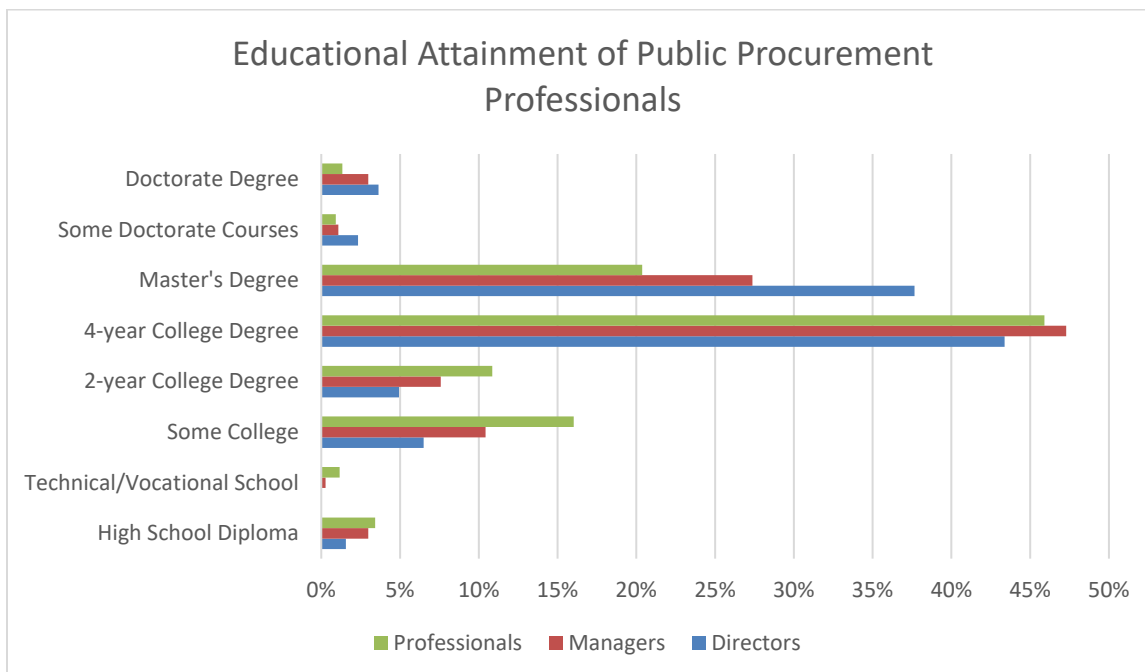
Education Levels & Fields

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, about 75% of respondents have a four-year or higher degree (87% of directors, 79% of managers and 69% of professionals), and 38% of directors, 27% of managers and 20% 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.

Table 2. Educational Attainment of Public Procurement Professionals

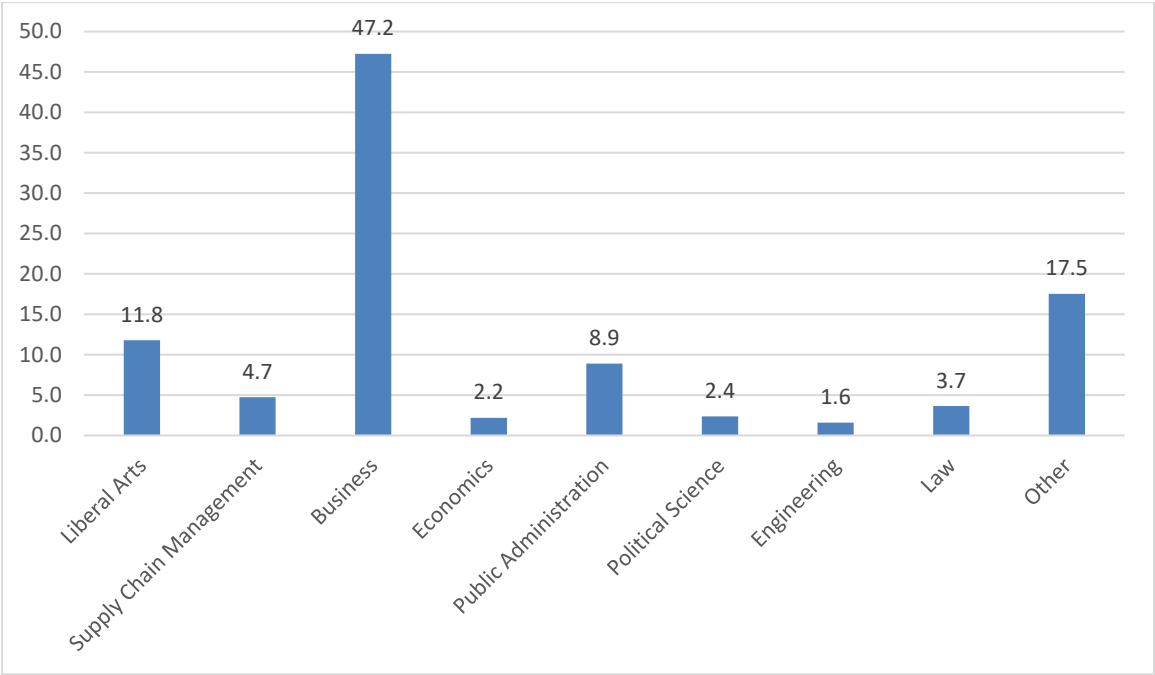
	Directors	Managers	Professionals	Total
High School Diploma	2%	3%	3%	3%
Technical/Vocational School	0%	0%	1%	1%
Some College	6%	10%	16%	13%
2-year College Degree	5%	8%	11%	9%
4-year College Degree	43%	47%	46%	46%
Master's Degree	38%	27%	20%	25%
Some Doctorate Courses	2%	1%	1%	1%
Doctorate Degree	4%	3%	1%	2%
Total	385	738	1,198	2,321

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



The most common field of education reported is Business with 47% of respondents reporting having a business degree.

Figure 4. Fields of Education (%)



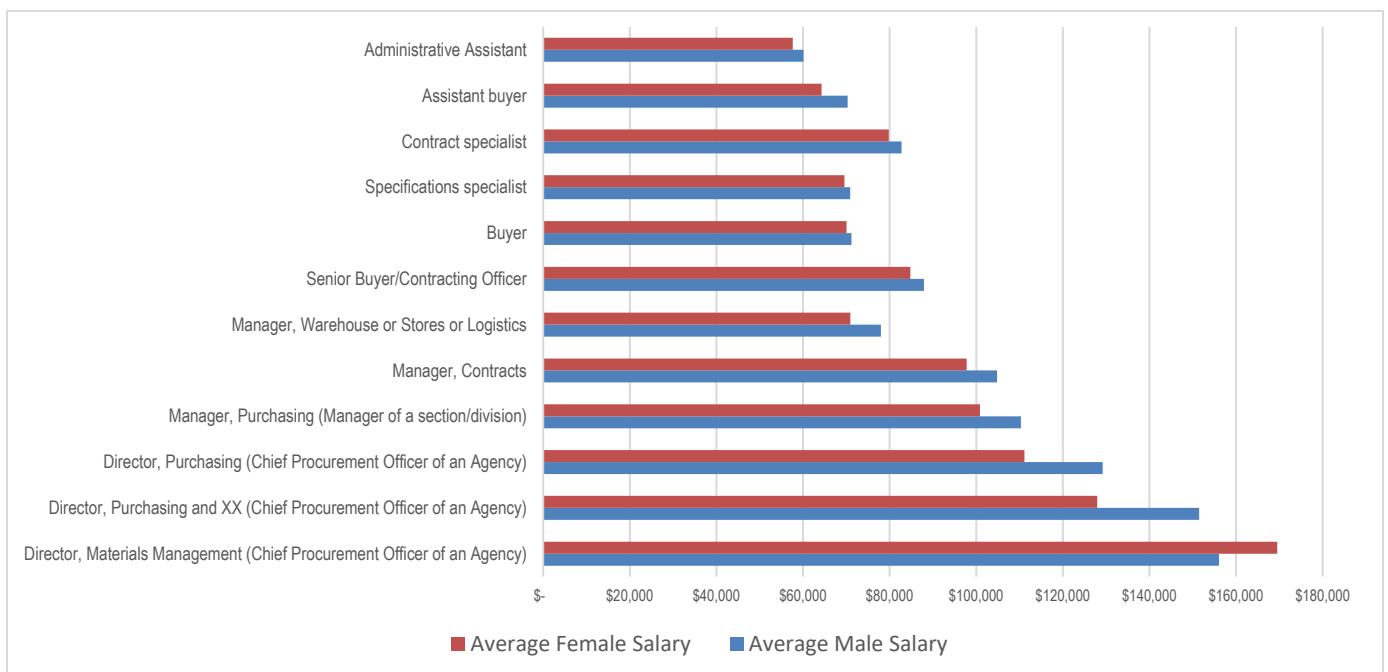
Gender & Salary

On average among all respondents, women earn \$11,704 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 \$3,129 less than men in the same position. Female buyers earn \$1,163 less than their male counterparts while female contract specialists earn \$2,941 less than their male counterparts. While women always earned less on average than men, the greatest salary discrepancies are noted in two categories of Directors, where differences were as high as 16% especially for Directors of Purchasing and XX. Female Directors of Materials are the only females who earn more money than their male counterparts in the same position.

Table 3. Male Vs. Female Earnings

	Average Salary	Average Male Salary	Average Female Salary	Male-Female Salary Gap	Female/Male Salary
Director, Materials Management	\$161,627	\$156,055	\$169,521	-\$13,465	109%
Director, Purchasing and XX	\$138,923	\$151,490	\$127,952	\$23,538	84%
Director, Purchasing	\$117,527	\$129,200	\$111,138	\$18,062	86%
Manager, Purchasing	\$103,647	\$110,303	\$100,844	\$9,459	91%
Manager, Contracts	\$99,521	\$104,799	\$97,782	\$7,017	93%
Manager, Warehouse or Stores or Logistics	\$75,330	\$77,980	\$70,915	\$7,065	91%
Senior Buyer/Contracting Officer	\$85,744	\$87,916	\$84,787	\$3,129	96%
Buyer	\$70,356	\$71,190	\$70,027	\$1,163	98%
Specifications specialist	\$70,059	\$70,910	\$69,549	\$1,361	98%
Contract specialist	\$80,606	\$82,742	\$79,800	\$2,941	96%
Assistant buyer	\$64,857	\$70,300	\$64,284	\$6,016	91%
Administrative Assistant	\$57,724	\$60,097	\$57,617	\$2,480	96%
Total	\$93,656	\$101,760	\$90,056	\$11,704	88%

Figure 5. Gender Differences in Salaries



Employer-Provided Benefits

Employer-provided benefits, including retirement programs, and health, dental, life, and disability insurance, are common for public procurement jobs. More than 99 percent of all respondents participated in an employer-sponsored retirement program, 99.2% had health insurance, 97.6% had dental insurance, and 91.1% had disability insurance.

More than ¼ of respondents have childcare support benefits, while almost 93% reporting having some ability to have flexible work.

Race/Ethnicity

Of the 2,119 respondents answering this question, 76% of respondents were White (compared to 75% 5 years ago), 19% were Black, and 14% were Hispanic (compared to 11% 5 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-five percent (1,087) of the 2,403 respondents were willing to relocate, while 55% (1,316) were not.

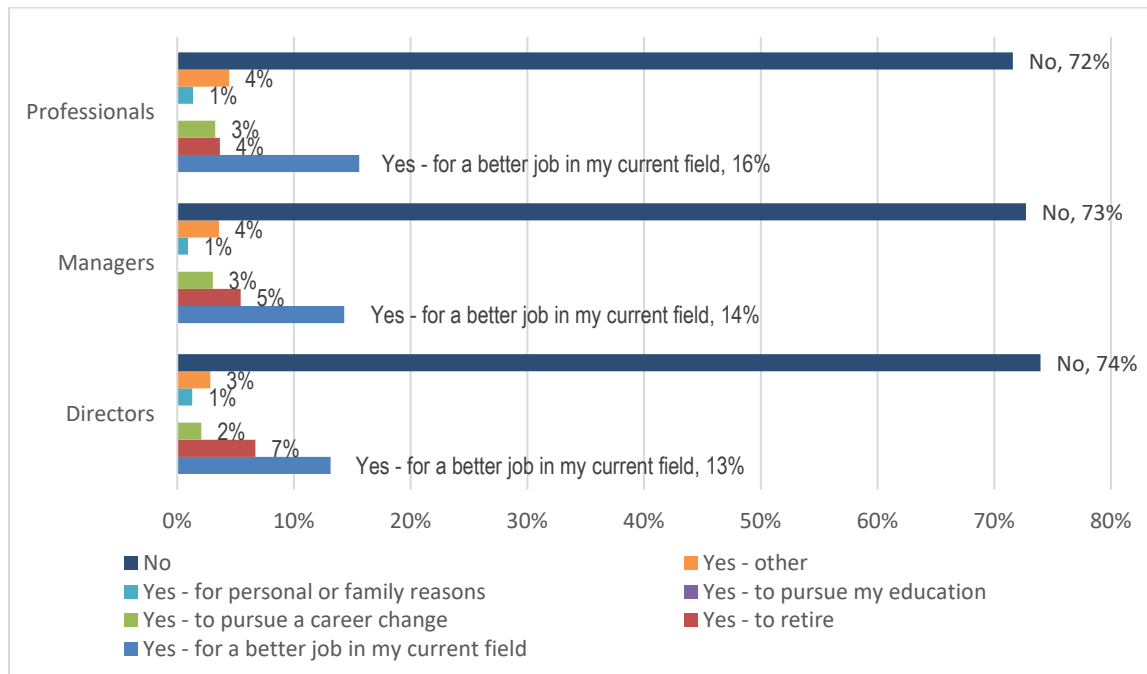
Intent to Change Jobs in the Next Year by Position and Future Job

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, 74% (compared to 67% 3 years ago) did not intend to leave their job, 13% wanted a better position and 7% wanted to retire. Managers were not more likely to want to leave their positions with 73% (compared to 68% 3 years ago) wanting to stay in their current positions, 14% wanting to look for new jobs and 5% considering retirement. Finally, Procurement Officers went from the most likely to leave three years ago to the most least likely to want to leave with 72% staying in their current jobs, 16% seeking better positions, and 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	13%	7%	2%	0%	1%	3%	74%	388
Managers	14%	5%	3%	0%	1%	4%	73%	755
Professionals	16%	4%	3%	0%	1%	4%	72%	1257
Total	15%	5%	3%	0%	1%	4%	72%	2400

Figure 6. Decision to Leave



For more information and to obtain a full copy of the 2020 NIGP Compensation Report visit www.nigp.org

Exhibit A. 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. INTRODUCTION

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

CHAPTER II. 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 - 163*
- *The average salary in 2021 for a Buyer in those cities - \$70,137.*

Table i. Survey Summaries for Buyers

	2024N	2024	2023	2021	2020	2019	2018	2017	2016	2015	2014	2010	2009	2008	2007	2006	2005	2004	2003	2002	2001	01-19Change	18-19Change
All	511	\$69,779	\$65,197	\$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	86%	24%
Entity																							
Federal	2	\$90,194	\$83,218	\$75,436	\$68,459	\$56,211	\$32,677			\$68,000	\$65,000	\$51,613	\$48,224										
State	100	\$67,654	\$65,938	\$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	97%	24%
County	122	\$69,761	\$62,874	\$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	102%	22%
City	163	\$70,137	\$65,855	\$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	76%	27%
School	50	\$68,992	\$63,952	\$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	78%	17%
Higher Ed.	29	\$57,281	\$54,488	\$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	68%	19%
Health	1	\$72,134	\$69,086	\$65,407	\$59,303	\$49,823	\$45,475	\$74,000	\$72,000			\$50,471				\$27,000	\$30,000						10%
Utility	7	\$75,248	\$65,948	\$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	94%	23%
Sp. Auth.	28	\$87,915	\$80,827	\$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	100%	36%
Nonprofit	2	\$54,173	\$51,559	\$58,492	\$48,152	\$50,485	\$57,759																
Region																							
Northeast	16	\$69,191	\$65,728	\$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	64%	12%
Mid-Atlantic	65	\$79,028	\$73,677	\$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	108%	31%
Southeast	147	\$64,406	\$61,139	\$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	98%	26%
South Central	103	\$62,606	\$56,551	\$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	89%	27%
Central	48	\$66,718	\$67,452	\$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	73%	16%
Great Lakes	61	\$69,218	\$65,131	\$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	70%	16%
North Central	3	\$64,942	\$60,000	\$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	103%	30%
West	68	\$85,869	\$77,408	\$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	87%	30%
Procur. Vol.																							
\$1-\$10M	50	\$70,570	\$64,591	\$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	97%	33%
\$11-\$30M	70	\$68,561	\$66,449	\$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	92%	22%
\$31-\$75M	143	\$69,100	\$63,413	\$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	89%	31%
>\$75M	153	\$73,264	\$66,352	\$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	71%	20%

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 2024 salary for a buyer in a city with an annual procurement volume of \$5 million is \$69,142.

	2022 N	2021 Average
City	163	\$70,137
Central	48	\$66,718
\$1-\$10M	50	\$70,570
AVERAGE		\$69,142

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

	2024N	2024	2023	2021	2020	2019	2018	2017	2016	2015	2014	2010	2009	2008	2007	2006	2005	2004	2003	2002	2001	01-19Change	18-19Change
All	511	\$69,779	\$65,197	\$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	86%	24%
Entity																							
Federal	2	\$90,194	\$83,218	\$75,436	\$68,459	\$56,211	\$32,677			\$68,000	\$65,000	\$51,613	\$48,224										
State	100	\$67,654	\$65,938	\$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	97%	24%
County	122	\$69,761	\$62,874	\$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	102%	22%
City	163	\$70,137	\$65,855	\$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	76%	27%
School	50	\$68,992	\$63,952	\$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	78%	17%
Higher Ed.	29	\$57,281	\$54,488	\$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	68%	19%
Health	1	\$72,134	\$69,086	\$65,407	\$59,303	\$49,823	\$45,475	\$74,000	\$72,000							\$27,000	\$30,000						10%
Utility	7	\$75,248	\$65,948	\$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	94%	23%
Sp. Auth.	28	\$87,915	\$80,827	\$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	100%	36%
Nonprofit	2	\$54,173	\$51,559	\$58,492	\$48,152	\$50,485	\$57,759																
Region																							
Northeast	16	\$69,191	\$65,728	\$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	64%	12%
Mid-Atlantic	65	\$79,028	\$73,677	\$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	108%	31%
Southeast	147	\$64,406	\$61,139	\$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	98%	26%
South Central	103	\$62,606	\$56,551	\$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	89%	27%
Central	48	\$66,718	\$67,452	\$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	73%	16%
Great Lakes	61	\$69,218	\$65,131	\$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	70%	16%
North Central	3	\$64,942	\$60,000	\$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	103%	30%
West	68	\$85,869	\$77,408	\$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	87%	30%
Procur. Vol.																							
\$1-\$10M	50	\$70,570	\$64,591	\$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	97%	33%
\$11-\$30M	70	\$68,561	\$66,449	\$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	92%	22%
\$31-\$75M	143	\$69,100	\$63,413	\$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	89%	31%
>\$75M	153	\$73,264	\$66,352	\$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	71%	20%

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

Education		2024 Salary	2023 Salary
High School Diploma	N	18	18
	Mean	\$57,546.06	\$54,542.17
	Median	\$59,956.50	\$55,160.00
Technical/Vocational School	N	8	9
	Mean	\$58,160.38	\$59,682.22
	Median	\$61,700.50	\$60,610.00
Some College	N	84	81
	Mean	\$69,406.46	\$63,885.89
	Median	\$65,518.00	\$61,047.00
2-year College Degree	N	68	65
	Mean	\$65,765.22	\$62,207.75
	Median	\$61,389.00	\$59,071.00
4-year College Degree	N	210	192
	Mean	\$70,440.05	\$64,256.62
	Median	\$69,069.50	\$63,663.00
Master's Degree	N	79	73
	Mean	\$76,278.29	\$72,389.48
	Median	\$70,203.00	\$67,500.00
Some Doctorate Courses	N	2	2
	Mean	\$75,781.50	\$63,136.00
	Median	\$75,781.50	\$63,136.00
Doctorate Degree	N	5	4
	Mean	\$93,864.80	\$68,169.50
	Median	\$86,337.00	\$71,947.50
Total	N	474	444
	Mean	\$70,132.01	\$64,769.85
	Median	\$67,587.00	\$62,747.00

Table iv. Reported Individual Salaries by Field of Education

Education Field		2024 Salary	2023 Salary
Liberal Arts	N	64	58
	Mean	\$68,994.11	\$65,199.26
	Median	\$64,535.00	\$61,701.00
Supply Chain Management	N	21	18
	Mean	\$79,000.43	\$68,842.22
	Median	\$70,203.00	\$66,229.50
Business	N	230	216
	Mean	\$69,793.65	\$64,379.00
	Median	\$68,729.00	\$62,791.00
Economics	N	10	10
	Mean	\$63,672.60	\$69,297.40
	Median	\$67,107.50	\$65,189.00
Public Administration	N	24	22
	Mean	\$72,887.12	\$66,986.82
	Median	\$66,717.50	\$61,921.50
Political Science	N	8	8
	Mean	\$75,697.75	\$67,031.38
	Median	\$73,866.00	\$62,572.50
Engineering	N	3	3
	Mean	\$73,081.67	\$69,883.67
	Median	\$75,000.00	\$74,564.00
Law	N	9	7
	Mean	\$81,942.56	\$65,813.71
	Median	\$78,924.00	\$74,564.00
Other (Please Specify)	N	100	98
	Mean	\$68,036.70	\$64,004.61
	Median	\$64,317.00	\$62,454.50
Total	N	469	440
	Mean	\$70,104.84	\$64,937.08
	Median	\$67,587.00	\$62,791.00

CHAPTER IV. DESCRIPTIVE DATA FOR INDIVIDUAL SURVEY

The individual survey was completed by 2,495 public procurement professionals.

Average Salary by Position

Table 4.1. 2024 & 2023 Average Salary

What is your current position		2024 Salary	2023 Salary
Director, Materials Management	Mean	\$161,058	\$149,238
	Median	\$160,422	\$153,924
	N	30	29
Director, Purchasing and XX	Mean	\$138,536	\$126,023
	Median	\$134,207	\$120,349
	N	124	121
Director, Purchasing	Mean	\$117,948	\$109,300
	Median	\$109,514	\$103,692
	N	236	221
Manager, Purchasing	Mean	\$104,074	\$96,200
	Median	\$99,855	\$91,292
	N	604	583
Manager, Contracts	Mean	\$99,574	\$92,242
	Median	\$96,081	\$90,262
	N	127	121
Manager, Warehouse or Stores or Logistics	Mean	\$75,331	\$76,530
	Median	\$66,574	\$83,460
	N	16	16
Senior Buyer/Contracting Officer	Mean	\$85,615	\$79,958
	Median	\$82,849	\$75,872
	N	445	430
Buyer	Mean	\$69,779	\$65,197
	Median	\$66,665	\$62,703
	N	504	472
Contract specialist	Mean	\$81,330	\$77,700
	Median	\$76,413	\$73,692
	N	252	233
Assistant buyer	Mean	\$64,659	\$59,992
	Median	\$62,355	\$59,139
	N	25	22

Administrative Assistant	Mean	\$56,036	\$55,143
	Median	\$59,302	\$56,207
	N	27	20
Total	Mean	\$93,312	\$87,055
	Median	\$86,773	\$81,105
	N	2,413	2,290

*Positions with less than 20 respondents are not included in the table, but are included in the totals

Certification

Of the 2,423 people who reported their positions, 58% reported that they held procurement-specific certification. That rate varies but most managers and directors had a higher percentage. About 60-75% of directors hold procurement-related certifications, and 56-65% of managers, 57% of senior buyers and 44% of buyers hold procurement-related certification. 54% of contract specialists hold procurement-related certification.

Table 4.2. Certification Status of Current Procurement Professionals.

	<i>Does not Hold Certifications</i>	<i>Holds Certification</i>	<i>Total</i>
<i>Director, Materials Management</i>	40%	60%	30
<i>Director, Purchasing and XX</i>	31%	69%	122
<i>Director, Purchasing</i>	25%	75%	235
<i>Manager, Purchasing)</i>	35%	65%	610
<i>Manager, Contracts</i>	36%	64%	127
<i>Manager, Warehouse or Stores or Logistics</i>	44%	56%	16
<i>Senior Buyer/Contracting Officer</i>	43%	57%	448
<i>Buyer</i>	56%	44%	504
<i>Specifications specialist</i>	78%	22%	18
<i>Contract specialist</i>	46%	54%	252
<i>Assistant buyer</i>	54%	46%	26
<i>Stores Technician</i>	50%	50%	2
<i>Receiving Technician</i>	0%	100%	1
<i>Fixed Assets Technician</i>	0%	100%	1
<i>Expediter</i>	50%	50%	2
<i>Administrative Assistant</i>	66%	34%	29
<i>Total</i>	42%	58%	2,423

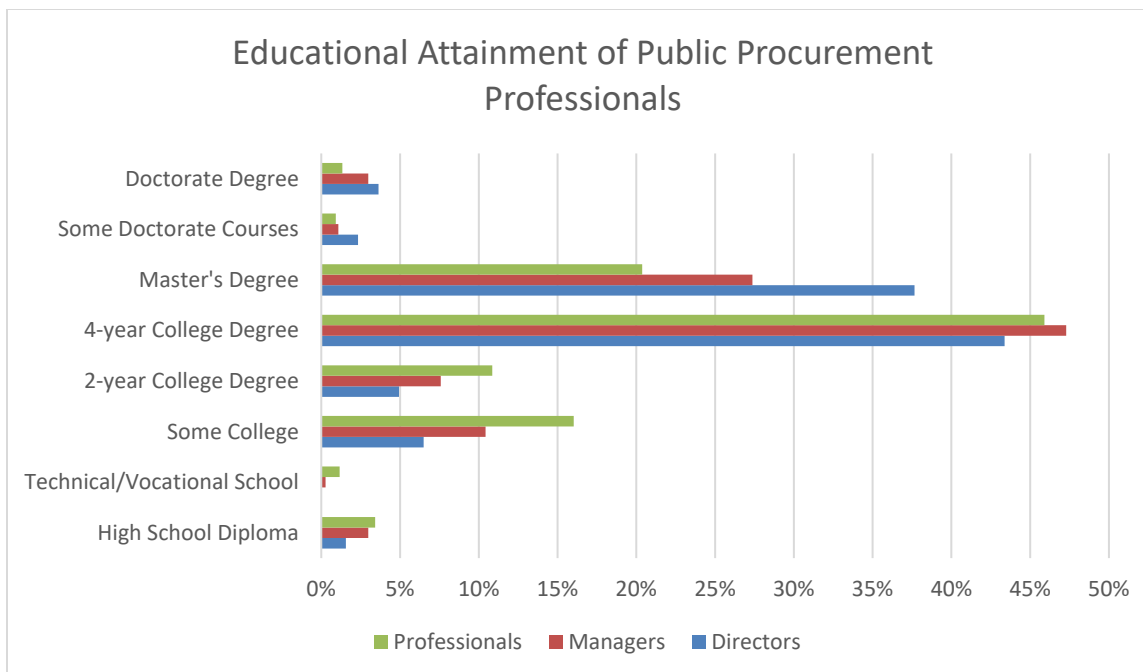
Table 4.2a. Certification Status of Current Procurement Professionals.

	Does not Hold Certifications	Holds Certification	Total
Directors	28%	72%	387
Managers	35%	65%	753
Professionals	49%	51%	1,248
Total	41%	59%	2,388

Education

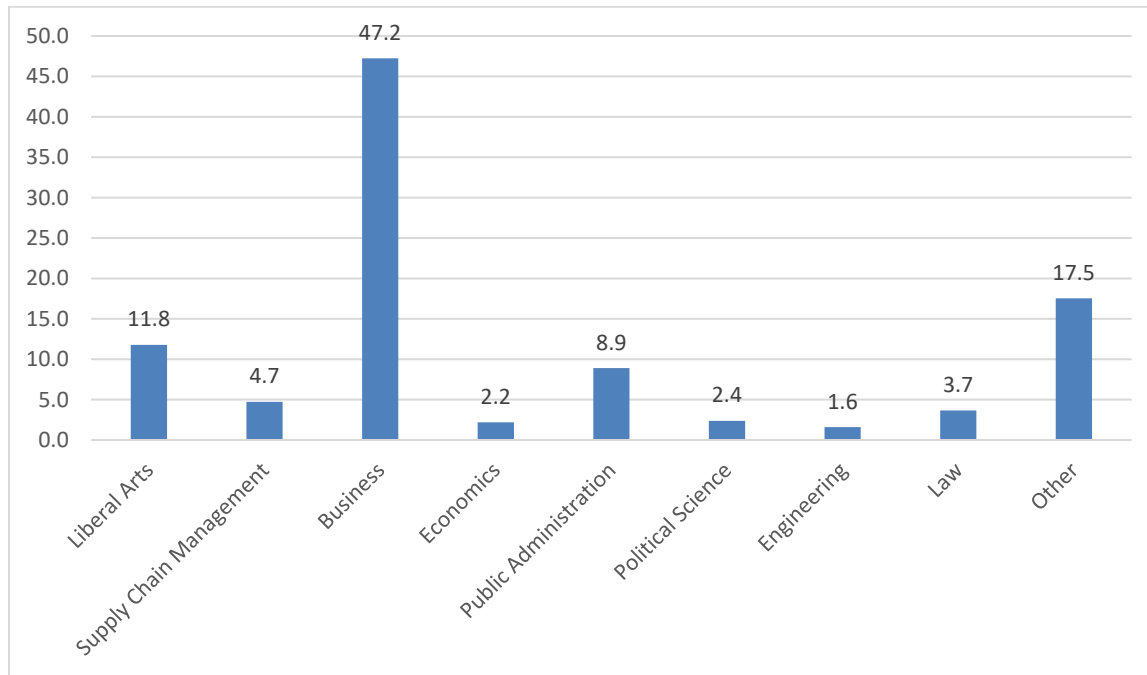
Education appears to play a major factor in public procurement as well. We looked at educational attainment of directors, managers and professionals like buyers, senior buyers and contract specialists. Overall, about 75% of respondents have a four-year or higher degree (87% of directors, 79% of managers and 69% of professionals), and 38% of directors, 27% of managers and 20% 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 47% of respondents reporting having a business degree.

Table 4.4. Education Field

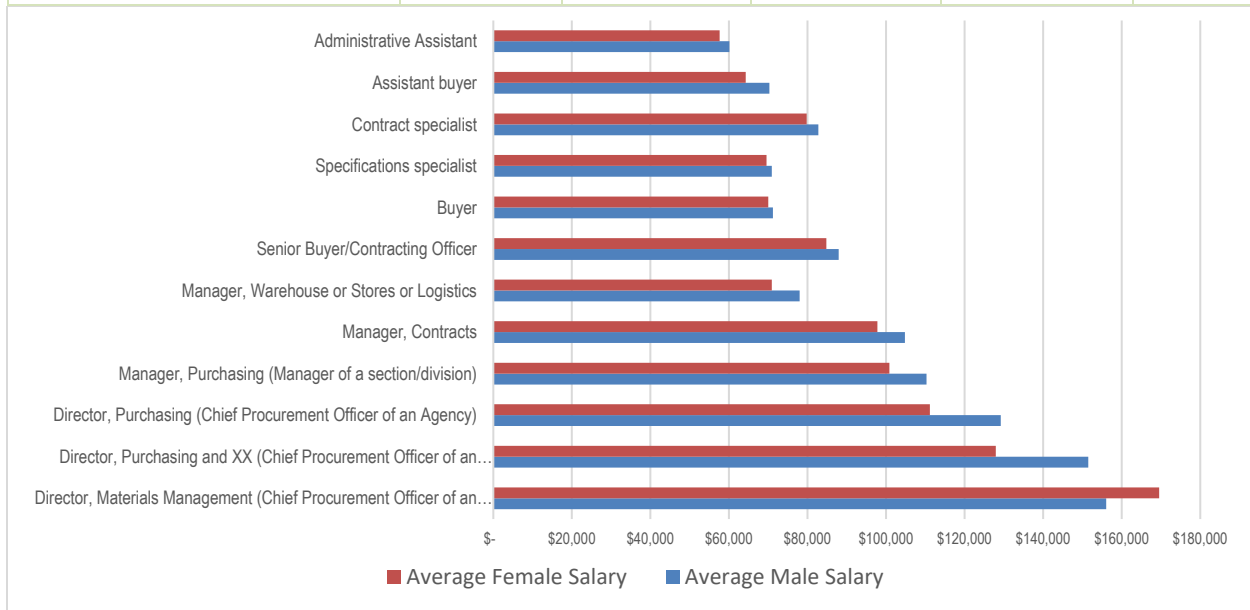


Gender

On average among all respondents, women earn \$11,704 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 \$3,129 less than men in the same position. Female buyers earn \$1,163 less than their male counterparts while female contract specialists earn \$2,941 less than their male counterparts. While women always earned less on average than men, the greatest salary discrepancies are noted in two categories of Directors, where differences were as high as 16% especially for Directors of Purchasing and XX. Female Directors of Materials are the only females who earn more money than their male counterparts in the same position.

Table 4.5. Male Vs. Female Earnings

	Average Salary	Average Male Salary	Average Female Salary	Male-Female Salary Gap	Female/Male Salary
Director, Materials Management	\$161,627	\$156,055	\$169,521	-\$13,465	109%
Director, Purchasing and XX	\$138,923	\$151,490	\$127,952	\$23,538	84%
Director, Purchasing	\$117,527	\$129,200	\$111,138	\$18,062	86%
Manager, Purchasing	\$103,647	\$110,303	\$100,844	\$9,459	91%
Manager, Contracts	\$99,521	\$104,799	\$97,782	\$7,017	93%
Manager, Warehouse or Stores or Logistics	\$75,330	\$77,980	\$70,915	\$7,065	91%
Senior Buyer/Contracting Officer	\$85,744	\$87,916	\$84,787	\$3,129	96%
Buyer	\$70,356	\$71,190	\$70,027	\$1,163	98%
Specifications specialist	\$70,059	\$70,910	\$69,549	\$1,361	98%
Contract specialist	\$80,606	\$82,742	\$79,800	\$2,941	96%
Assistant buyer	\$64,857	\$70,300	\$64,284	\$6,016	91%
Administrative Assistant	\$57,724	\$60,097	\$57,617	\$2,480	96%
Total	\$93,656	\$101,760	\$90,056	\$11,704	88%



Employer-Provided Benefits

Employer-provided benefits, including retirement programs, and health, dental, life, and disability insurance, are common for public procurement jobs. More than 99 percent of all respondents participated in an employer-sponsored retirement program, 99.2% had health insurance, 97.6% had dental insurance, and 91.1% had disability insurance.

More than ¼ of respondents childcare support, while almost 93% reporting having some ability to have flexible work.

Race/Ethnicity

Of the 2,119 respondents answering this question, 76% of respondents were White (compared to 75% 5 years ago), 19% were Black, and 14% were Hispanic (compared to 11% 5 years ago).

Willingness to Relocate and Intent to Leave Job

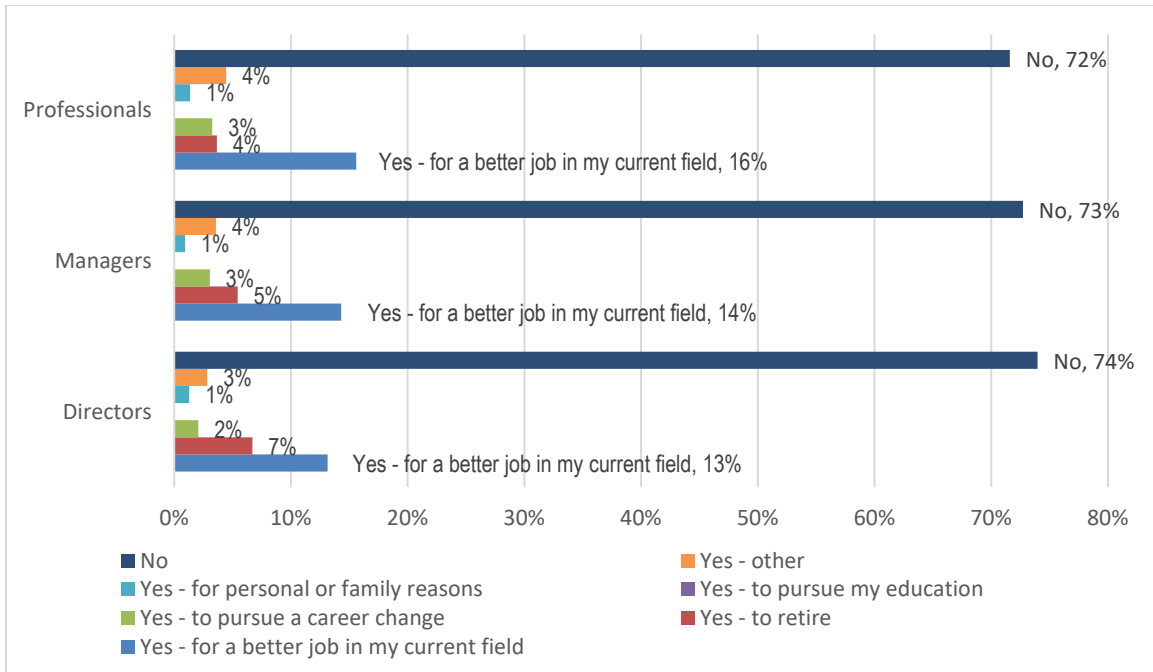
Respondents were asked about their willingness to relocate to a different geographic location if offered more pay for a similar job. Forty-five percent (1,087) of the 2,403 respondents were willing to relocate, while 55% (1,316) were not.

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, 74% (compared to 67% 3 years ago) did not intend to leave their job, 13% wanted a better position and 7% wanted to retire. Managers were not more likely to want to leave their positions with 73% (compared to 68% 3 years ago) wanting to stay in their current positions, 14% wanting to look for new jobs and 5% considering retirement. Finally, Procurement Officers went from the most likely to leave three years ago to the most least likely to want to leave with 72% staying in their current jobs, 16% seeking better positions, and 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	13%	7%	2%	0%	1%	3%	74%	388
Managers	14%	5%	3%	0%	1%	4%	73%	755
Professionals	16%	4%	3%	0%	1%	4%	72%	1257
Total	15%	5%	3%	0%	1%	4%	72%	2400

Figure 6. Decision to Leave



CHAPTER V. 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 2024.

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*

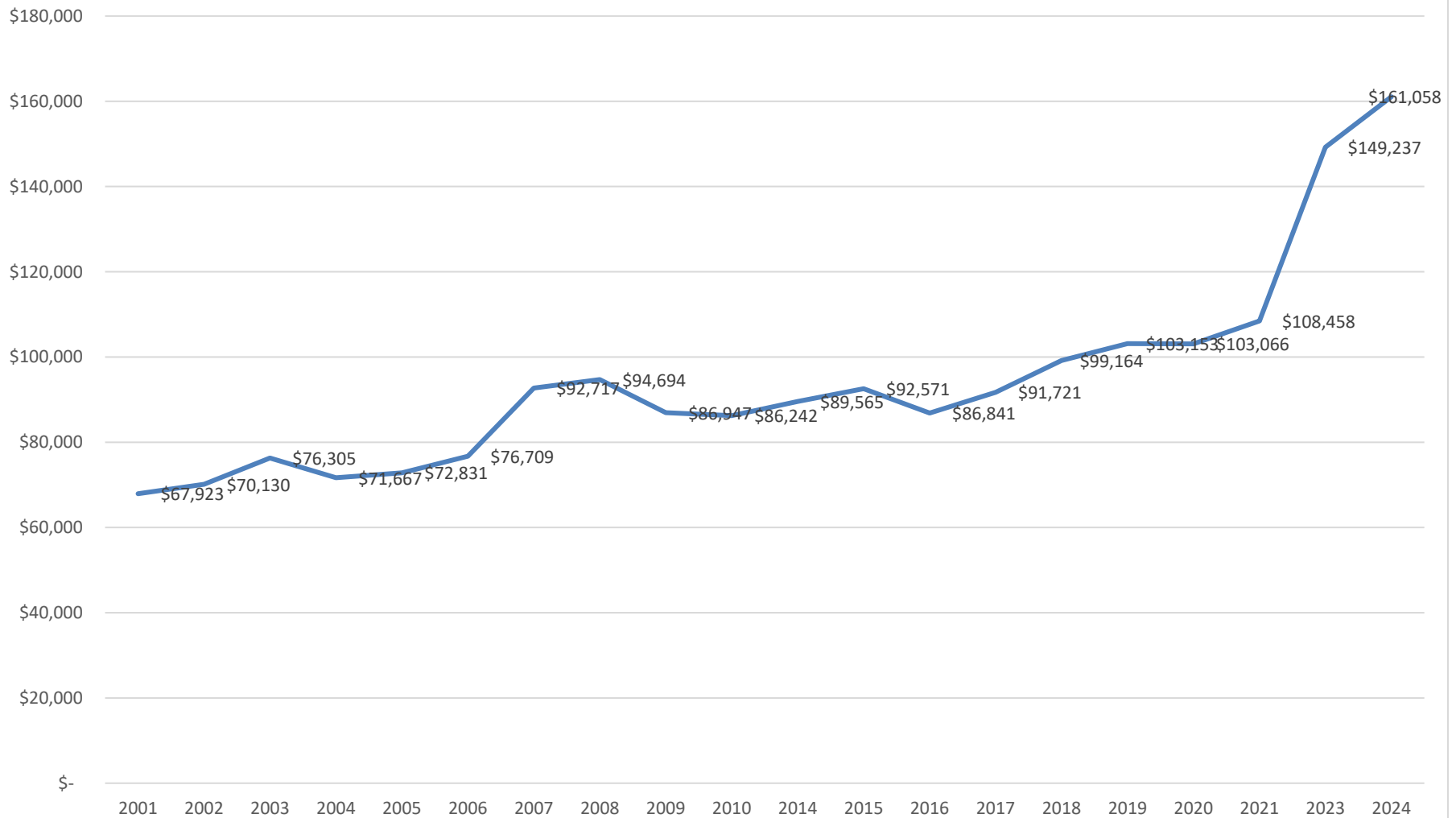
These tables report the mean salary, the median salary, and the number of respondents in each group (N).

Director, Materials Management

Table 5.1. Survey Summaries

	2024 N	2024	2023	2021	2020	2019	2018	2017	2016	2015	2014	2010	2009	2008	2007	2006	2005	2004	2003	2002	2001	01-24 Change	21-24 Change
All	30	\$161,058	\$149,237	\$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	133%	48%
Entity																							
Federal												\$38,167	\$37,250										
State	6	\$141,173	\$133,366	\$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	120%	40%
County	3	\$161,528	\$156,626	\$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	137%	77%
City	4	\$150,763	\$144,222	\$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	136%	36%
School	5	\$164,197	\$152,163	\$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	114%	44%
Higher Ed.	3	\$192,362	\$176,758	\$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	151%	70%
Health	1	\$131,250	\$128,634			\$87,601	\$85,293	\$86,000	\$87,000			\$85,088	\$85,088			\$72,000	\$72,000						
Utility	2	\$201,018	\$160,029							\$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.	6	\$160,952	\$150,196	\$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	104%	1%
Nonprofit						\$136,427	\$131,206																
Region																							
Northeast	2	\$158,939	\$156,541	\$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	60%	21%
Mid-Atlantic	5	\$185,349	\$169,824	\$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	162%	58%
Southeast	7	\$143,141	\$137,224	\$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	132%	16%
South Central	3	\$170,714	\$163,777	\$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	147%	146%
Central	5	\$152,180	\$125,908	\$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	169%	85%
Great Lakes	6	\$162,887	\$151,305	\$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	131%	37%
North Central	1	\$158,634	\$144,680					\$114,000	\$145,000			\$46,500	\$46,500			\$71,091	\$60,804	\$60,000	\$58,000				
West	2	\$180,742	\$163,736	\$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	132%	23%
Procur. Vol.																							
\$1-\$10M	4	\$121,864	\$115,323	\$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	120%	8%
\$11-\$30M	3	\$185,000	\$151,483	\$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	205%	81%
\$31-\$75M	8	\$158,001	\$147,373	\$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	139%	46%
>\$75M	14	\$170,052	\$159,936	\$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	100%	46%

Director, Materials Management Salary Trend 2001-2024



“Director, Materials Management” Individual Survey Results

Table 5.1a. 2024 Salary by Highest Education Completed

Education		2024 Salary	2023 Salary
Some College	N	2	2
	Mean	\$106,134.00	\$94,142.50
	Median	\$106,134.00	\$94,142.50
4-year College Degree	N	7	7
	Mean	\$156,204.29	\$143,372.14
	Median	\$162,209.00	\$157,413.00
Master's Degree	N	16	15
	Mean	\$160,476.56	\$147,734.00
	Median	\$156,279.00	\$144,680.00
Some Doctorate Courses	N	2	2
	Mean	\$177,689.00	\$171,366.00
	Median	\$177,689.00	\$171,366.00
Doctorate Degree	N	2	2
	Mean	\$229,244.00	\$215,854.50
	Median	\$229,244.00	\$215,854.50
Total	N	29	28
	Mean	\$161,627.21	\$149,369.32
	Median	\$162,209.00	\$155,668.50

Table 5.1b. 2024 Salary by Field of Education

What best describes your field of education		2024 Salary	2023 Salary
Liberal Arts	N	2	2
	Mean	\$156,105.00	\$139,971.00
	Median	\$156,105.00	\$139,971.00
Supply Chain Management	N	1	1
	Mean	\$103,256.00	\$87,558.00
	Median	\$103,256.00	\$87,558.00
Business	N	12	11
	Mean	\$150,310.25	\$134,385.91
	Median	\$145,420.00	\$128,634.00
Economics	N	1	1
	Mean	\$168,314.00	\$168,750.00

Public Administration	Median	\$168,314.00	\$168,750.00
	N	7	7
	Mean	\$180,222.00	\$168,173.71
Political Science	Median	\$187,500.00	\$170,494.00
	N	1	1
	Mean	\$153,924.00	\$153,924.00
Engineering	Median	\$153,924.00	\$153,924.00
	N	1	1
	Mean	\$219,244.00	\$206,163.00
Law	Median	\$219,244.00	\$206,163.00
	N	3	3
	Mean	\$165,986.00	\$156,111.33
Other (Please Specify)	Median	\$189,680.00	\$184,884.00
	N	1	1
	Mean	\$167,006.00	\$162,209.00
Total	Median	\$167,006.00	\$162,209.00
	N	29	28
	Mean	\$161,627.21	\$149,369.32
	Median	\$162,209.00	\$155,668.50

Table 5.1c. 2024 Salary by Gender

Gender		2024 Salary	2023 Salary
Male	N	17	16
	Mean	\$156,055.41	\$142,618.31
	Median	\$158,634.00	\$149,302.00
Female	N	12	12
	Mean	\$169,520.58	\$158,370.67
	Median	\$170,494.50	\$159,157.00
Total	N	29	28
	Mean	\$161,627.21	\$149,369.32
	Median	\$162,209.00	\$155,668.50

Table 5.1d. 2024 Salary by Race

Race		2024 Salary	2023 Salary
White	N	20	19
	Mean	\$162,249.45	\$148,496.63
	Median	\$160,421.50	\$153,924.00
Black	N	4	4
	Mean	\$134,274.75	\$125,724.25
	Median	\$129,014.50	\$116,274.00
Asian	N	1	1
	Mean	\$168,314.00	\$168,750.00
	Median	\$168,314.00	\$168,750.00
American Indian or Alaskan Native	N	1	1
	Mean	\$223,256.00	\$205,814.00
	Median	\$223,256.00	\$205,814.00
Total	N	26	25
	Mean	\$160,525.31	\$147,955.88
	Median	\$160,421.50	\$153,924.00

Table 5.1e. 2024 Salary by Ethnicity

Ethnicity		2024 Salary	2023 Salary
Hispanic	N	4	4
	Mean	\$179,324.25	\$166,678.75
	Median	\$177,907.00	\$169,622.00
Non-Hispanic	N	22	21
	Mean	\$159,703.82	\$146,569.86
	Median	\$160,421.50	\$153,924.00
Total	N	26	25
	Mean	\$162,722.35	\$149,787.28
	Median	\$164,607.50	\$157,413.00

Table 5.1f. 2024 Salary by Certifications Held

Do you hold any professional certifications?		2024 Salary	2023 Salary
No	N	12	12
	Mean	\$157,343.58	\$148,053.25
	Median	\$156,279.00	\$149,734.50
Yes	N	18	17
	Mean	\$163,534.44	\$150,073.35
	Median	\$164,607.50	\$157,413.00
Total	N	30	29
	Mean	\$161,058.10	\$149,237.45
	Median	\$160,421.50	\$153,924.00

Table 5.1g. 2024 Salary by Presence of Collective Bargaining in Organization

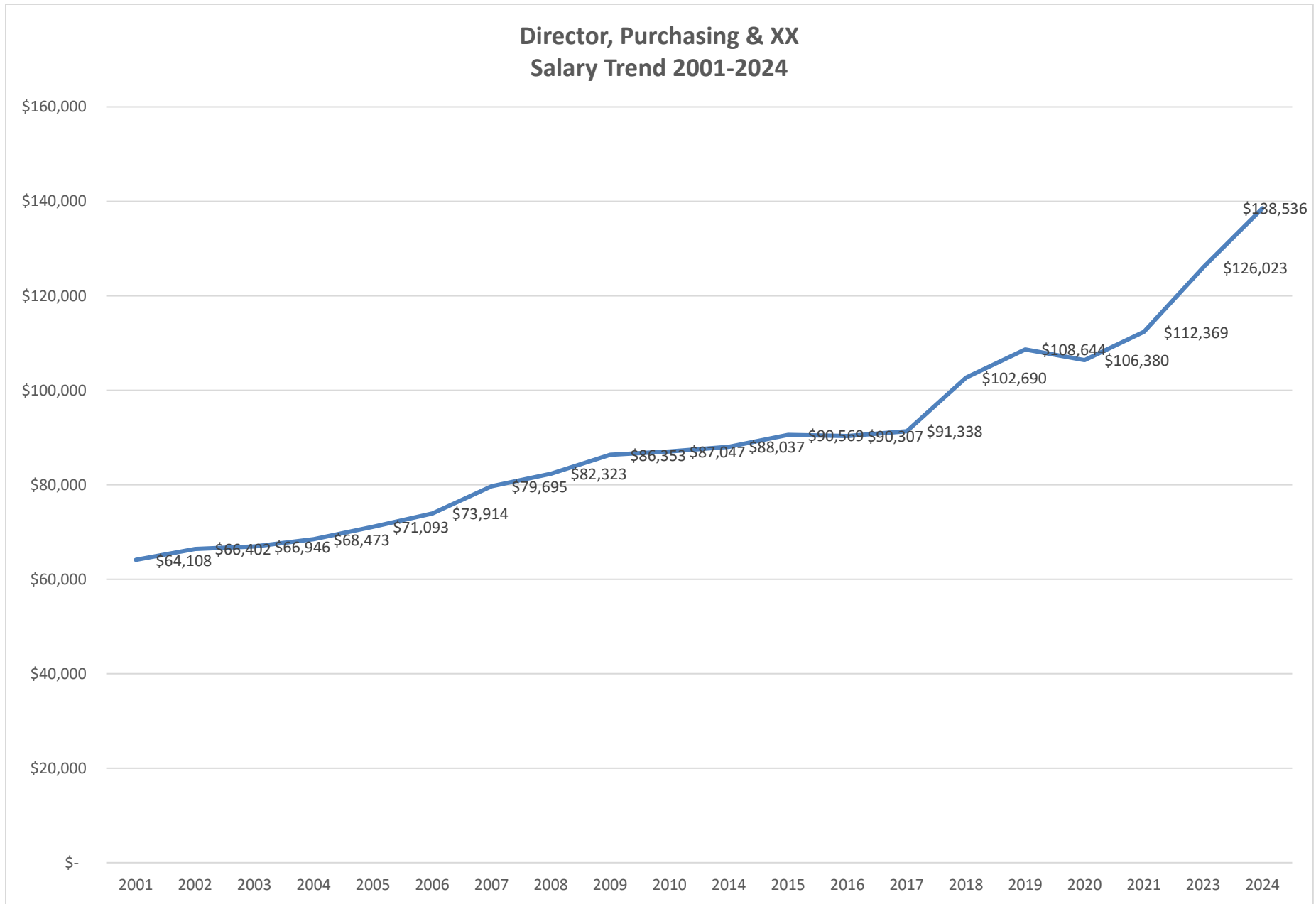
Is there a collective bargaining unit in your organization?		2024 Salary	2023 Salary
Yes	N	13	13
	Mean	\$168,045.23	\$157,989.92
	Median	\$162,209.00	\$157,413.00
No	N	15	14
	Mean	\$154,281.93	\$139,139.21
	Median	\$153,924.00	\$137,790.50
Total	N	28	27
	Mean	\$160,672.04	\$148,215.48
	Median	\$160,421.50	\$153,924.00

Director, Purchasing and XX

Table 5.2. Survey Summaries

	2024 N	2024	2023	2021	2020	2019	2018	2017	2016	2015	2014	2010	2009	2008	2007	2006	2005	2004	2003	2002	2001	01-19 Change	18-19 Change
All	124	\$138,536	\$126,023	\$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	112%	23%
Entity																							
Federal				\$88,081	\$85,029					\$98,000	\$94,000	\$64,250	\$118,000										
State	31	\$124,936	\$110,715	\$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	117%	15%
County	16	\$143,035	\$129,212	\$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	117%	17%
City	18	\$136,192	\$120,987	\$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	110%	24%
School	18	\$134,270	\$128,262	\$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	83%	29%
Higher Ed.	26	\$142,888	\$132,055	\$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	132%	25%
Health																\$105,000	\$105,000						
Utility	3	\$176,279	\$164,942	\$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	100%	22%
Sp. Auth.	12	\$158,718	\$140,915	\$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	137%	37%
Nonprofit				\$90,262	\$75,000	\$140,243	\$125,218																
Region																							
Northeast	7	\$131,915	\$127,823	\$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	95%	18%
Mid-Atlantic	16	\$159,682	\$136,639	\$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	145%	50%
Southeast	32	\$129,110	\$119,014	\$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	111%	24%
South Central	23	\$129,709	\$120,865	\$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	116%	16%
Central	11	\$124,001	\$115,559	\$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	85%	18%
Great Lakes	14	\$135,087	\$126,302	\$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	93%	3%
North Central	3	\$154,795	\$149,562	\$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	206%	132%
West	18	\$158,232	\$136,511	\$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	112%	27%
Procur. Vol.																							
\$1-\$10M	9	\$105,894	\$101,002	\$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	87%	15%
\$11-\$30M	21	\$122,221	\$115,052	\$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	109%	16%
\$31-\$75M	31	\$129,212	\$114,881	\$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	89%	19%
>\$75M	56	\$155,481	\$140,692	\$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	105%	22%

Director, Purchasing & XX Salary Trend 2001-2024



“Director, Purchasing and XX” Individual Survey Results

Table 5.2a. 2024 Salary by Highest Education Completed

Education		2024 Salary	2023 Salary
High School Diploma	N	1	1
	Mean	\$135,704.00	\$130,044.00
	Median	\$135,704.00	\$130,044.00
Some College	N	5	5
	Mean	\$123,488.40	\$108,575.80
	Median	\$121,221.00	\$110,756.00
2-year College Degree	N	2	2
	Mean	\$100,727.00	\$96,366.50
	Median	\$100,727.00	\$96,366.50
4-year College Degree	N	58	56
	Mean	\$134,548.34	\$120,981.39
	Median	\$131,317.50	\$113,318.00
Master's Degree	N	47	46
	Mean	\$145,282.15	\$132,885.93
	Median	\$136,139.00	\$123,966.50
Some Doctorate Courses	N	2	2
	Mean	\$148,694.50	\$138,660.00
	Median	\$148,694.50	\$138,660.00
Doctorate Degree	N	6	6
	Mean	\$150,355.67	\$140,332.33
	Median	\$145,878.00	\$131,032.00
Total	N	121	118
	Mean	\$138,728.83	\$126,039.67
	Median	\$134,302.00	\$120,523.50

Table 5.2b. 2024 Salary by Field of Education

Education Field		2024 Salary	2023 Salary
Liberal Arts	N	13	13
	Mean	\$124,803.46	\$116,016.08
	Median	\$118,308.00	\$110,033.00
Supply Chain Management	N	10	9
	Mean	\$146,580.10	\$137,285.67
	Median	\$131,637.00	\$125,047.00
Business	N	56	55
	Mean	\$141,894.96	\$127,749.47
	Median	\$141,234.00	\$124,273.00
Economics	N	5	5
	Mean	\$147,366.40	\$136,116.20
	Median	\$136,047.00	\$129,506.00
Public Administration	N	11	10
	Mean	\$137,159.73	\$127,460.20
	Median	\$136,139.00	\$127,156.00
Political Science	N	4	4
	Mean	\$134,717.75	\$130,902.00
	Median	\$132,080.50	\$129,246.00
Law	N	8	8
	Mean	\$131,342.38	\$117,992.63
	Median	\$136,939.00	\$122,130.50
Other (Please Specify)	N	13	13
	Mean	\$136,993.92	\$119,223.38
	Median	\$143,541.00	\$111,192.00
Total	N	120	117
	Mean	\$138,754.03	\$126,005.44
	Median	\$134,207.00	\$120,349.00

Table 5.2c. 2024 Salary by Gender

Gender		2024 Salary	2023 Salary
Male	N	55	52
	Mean	\$151,490.11	\$137,032.19
	Median	\$150,000.00	\$130,814.00
Female	N	63	64
	Mean	\$127,952.44	\$118,186.80
	Median	\$123,660.00	\$114,854.50
Total	N	118	116
	Mean	\$138,923.39	\$126,634.73
	Median	\$134,711.00	\$120,959.50

Table 5.2d. 2024 Salary by Race

Race		2024 Salary	2023 Salary
White	N	83	81
	Mean	\$138,872.29	\$126,875.53
	Median	\$134,302.00	\$120,698.00
Black	N	21	21
	Mean	\$145,684.76	\$135,487.38
	Median	\$143,541.00	\$132,122.00
Asian	N	2	2
	Mean	\$154,662.50	\$115,693.00
	Median	\$154,662.50	\$115,693.00
American Indian or Alaskan Native	N	1	1
	Mean	\$71,076.00	\$70,203.00
	Median	\$71,076.00	\$70,203.00
Total	N	107	105
	Mean	\$139,870.85	\$127,845.16
	Median	\$135,174.00	\$121,221.00

Table 5.2e. 2024 Salary by Ethnicity

Ethnicity		2024 Salary	2023 Salary
Hispanic	N	11	10
	Mean	\$132,153.82	\$120,601.80
	Median	\$117,733.00	\$102,253.00
Non-Hispanic	N	91	91
	Mean	\$140,506.34	\$129,454.57
	Median	\$135,174.00	\$124,709.00
Total	N	102	101
	Mean	\$139,605.58	\$128,578.06
	Median	\$135,147.00	\$124,273.00

Table 5.2f. 2024 Salary by Certifications Held

Do you hold any professional certifications?		2024 Salary	2023 Salary
No	N	38	36
	Mean	\$132,782.61	\$120,571.17
	Median	\$122,628.50	\$110,394.50
Yes	N	83	82
	Mean	\$141,414.41	\$128,685.09
	Median	\$136,139.00	\$124,878.00
Total	N	121	118
	Mean	\$138,703.60	\$126,209.65
	Median	\$134,302.00	\$120,523.50

Table 5.2g. 2024 Salary by Presence of Collective Bargaining in Organization

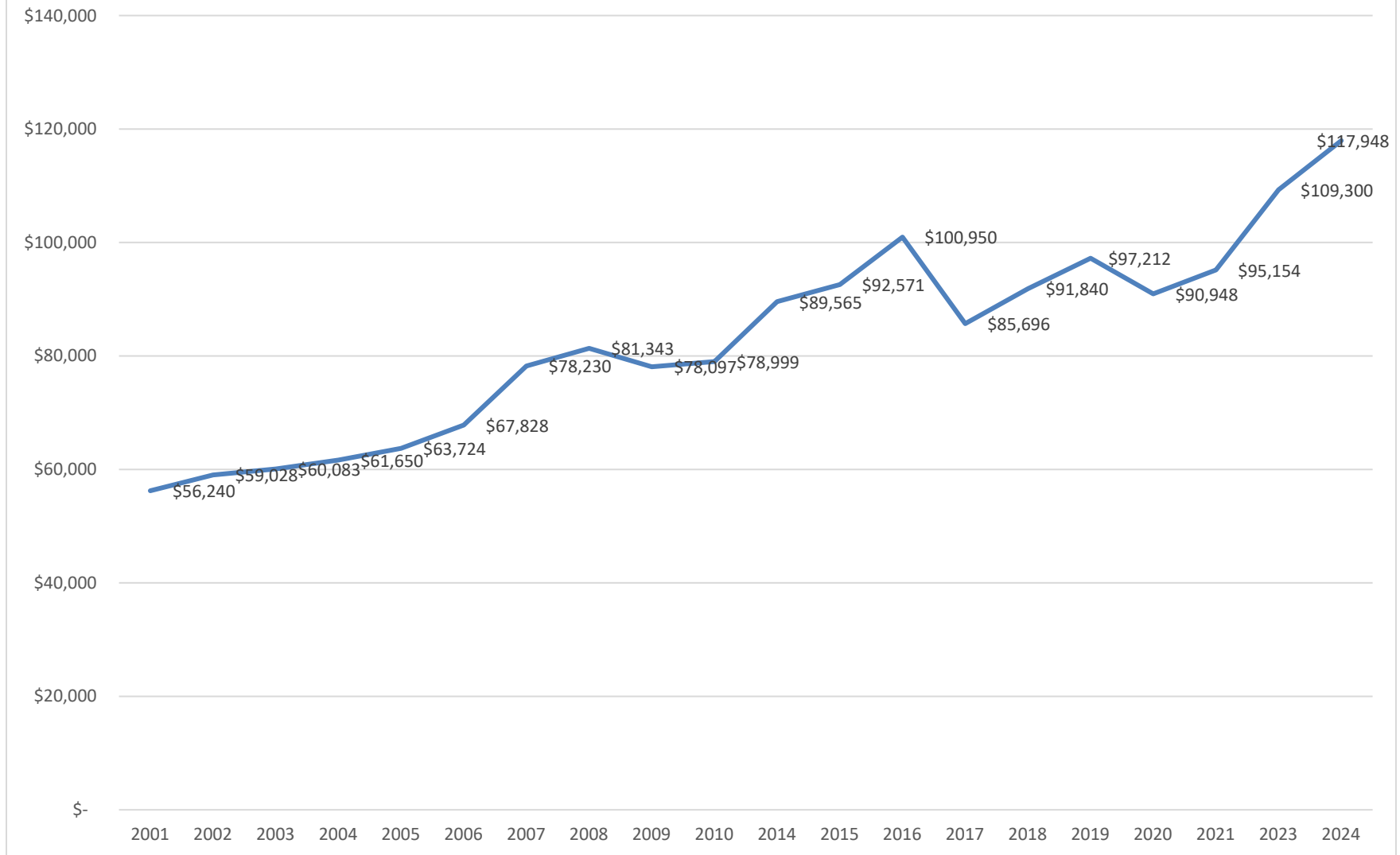
Is there a collective bargaining unit or union in your organization?		2024 Salary	2023 Salary
Yes	N	66	64
	Mean	\$144,199.74	\$132,103.94
	Median	\$138,661.50	\$127,720.00
No	N	53	51
	Mean	\$130,890.06	\$117,994.86
	Median	\$119,866.00	\$110,756.00
Total	N	119	115
	Mean	\$138,271.90	\$125,846.87
	Median	\$134,302.00	\$120,349.00

Director, Purchasing

Table 5.3. Survey Summaries

	2024N	2024	2023	2021	2020	2019	2018	2017	2016	2015	2014	2010	2009	2008	2007	2006	2005	2004	2003	2002	2001	01-19Change	18-19Change
All	236	\$117,948	\$109,300	\$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	105%	24%
Entity																							
Federal	1	\$78,488										\$65,084	\$61,350										
State	40	\$119,401	\$112,452	\$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	116%	34%
County	55	\$107,030	\$99,624	\$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	85%	19%
City	67	\$116,800	\$108,180	\$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	105%	20%
School	29	\$114,479	\$106,371	\$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	104%	18%
Higher Ed.	26	\$123,675	\$120,304	\$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	97%	40%
Health	3	\$174,129	\$131,683	\$130,814	\$128,634	\$137,659	\$148,088					\$84,510				\$58,500		\$49,750	\$55,000				
Utility				\$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.	13	\$150,196	\$126,779	\$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	184%	31%
Nonprofit	2	\$129,288	\$124,055	\$98,837	\$93,314	\$67,603	\$67,083																
Region																							
Northeast	19	\$109,102	\$101,880	\$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	94%	2%
Mid-Atlantic	45	\$125,078	\$119,240	\$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	95%	28%
Southeast	76	\$110,040	\$98,604	\$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	117%	23%
South	48	\$118,989	\$110,441	\$93,946	\$90,497					\$94,472	\$82,646	\$76,384	\$76,091										
Central					\$90,546	\$86,747	\$64,032	\$75,192						\$76,479	\$73,728	\$57,012	\$53,968	\$56,594	\$54,621	\$53,215	\$50,866	128%	27%
Central	11	\$97,099	\$92,024	\$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	64%	16%
Great Lakes	21	\$113,143	\$106,076	\$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	95%	33%
North	2	\$114,899	\$111,846	\$88,227	\$86,628							\$62,504	\$65,000										
Central								\$76,000	\$68,500							\$59,621	\$57,000	\$56,860	\$55,900	\$47,656	\$45,250	146%	30%
West	15	\$166,392	\$154,935	\$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	116%	24%
Procur. Vol.																							
\$1-\$10M	33	\$103,991	\$95,280	\$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	114%	21%
\$11-\$30M	37	\$109,591	\$101,135	\$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	103%	22%
\$31-\$75M	61	\$113,724	\$105,975	\$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	85%	21%
>\$75M	83	\$134,050	\$122,015	\$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	108%	31%

Director, Purchasing Salary Trend 2001-2024



“Director, Purchasing” Individual Survey Results

Table 5.3a. Reported Individual Salaries by Highest Education Completed

Education		2024 Salary	2023 Salary
High School Diploma	N	4	4
	Mean	\$88,679.75	\$77,161.00
	Median	\$74,491.00	\$67,587.00
Some College	N	18	17
	Mean	\$107,731.28	\$99,692.35
	Median	\$104,869.50	\$98,983.00
2-year College Degree	N	17	16
	Mean	\$93,699.88	\$89,477.25
	Median	\$93,663.00	\$87,166.00
4-year College Degree	N	101	94
	Mean	\$113,131.23	\$106,018.96
	Median	\$102,571.00	\$96,802.00
Master's Degree	N	82	77
	Mean	\$129,916.54	\$118,285.84
	Median	\$129,340.00	\$118,517.00
Some Doctorate Courses	N	5	4
	Mean	\$122,071.00	\$117,820.25
	Median	\$124,186.00	\$123,750.00
Doctorate Degree	N	6	6
	Mean	\$158,576.33	\$146,147.50
	Median	\$140,407.00	\$142,805.00
Total	N	233	218
	Mean	\$118,145.94	\$109,435.82
	Median	\$109,448.00	\$103,650.00

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

Education Field		2024 Salary	2023 Salary
Liberal Arts	N	26	24
	Mean	\$114,014.69	\$106,877.29
	Median	\$100,945.00	\$97,238.00
Supply Chain Management	N	9	8
	Mean	\$106,186.00	\$98,549.63
	Median	\$102,571.00	\$92,935.00
Business	N	112	103
	Mean	\$114,941.56	\$107,257.38
	Median	\$107,921.50	\$100,727.00
Economics	N	6	6
	Mean	\$127,979.67	\$113,154.00
	Median	\$127,543.50	\$116,860.50
Public Administration	N	32	30
	Mean	\$123,180.91	\$112,118.50
	Median	\$112,936.00	\$109,448.00
Political Science	N	6	6
	Mean	\$141,628.33	\$126,801.17
	Median	\$136,438.50	\$123,793.50
Engineering	N	6	6
	Mean	\$142,142.67	\$137,132.00
	Median	\$115,988.50	\$112,064.00
Law	N	10	9
	Mean	\$141,109.70	\$127,654.11
	Median	\$137,284.00	\$121,569.00
Other (Please Specify)	N	24	24
	Mean	\$115,424.83	\$106,458.08
	Median	\$103,561.00	\$96,484.50
Total	N	231	216
	Mean	\$118,558.86	\$109,865.38
	Median	\$109,579.00	\$103,953.50

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

Gender		2024 Salary	2023 Salary
Male	N	81	79
	Mean	\$129,200.10	\$119,991.30
	Median	\$117,690.00	\$109,448.00
Female	N	148	135
	Mean	\$111,138.46	\$102,296.66
	Median	\$100,247.00	\$95,731.00
Total	N	229	214
	Mean	\$117,527.07	\$108,828.79
	Median	\$108,576.00	\$100,945.00

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

Race		2024 Salary	2023 Salary
White	N	184	175
	Mean	\$116,133.69	\$106,580.41
	Median	\$107,267.00	\$98,547.00
Black	N	35	30
	Mean	\$122,185.29	\$116,795.77
	Median	\$125,058.00	\$117,560.50
Asian	N	3	3
	Mean	\$170,930.33	\$159,012.00
	Median	\$139,971.00	\$119,477.00
American Indian or Alaskan Native	N	1	1
	Mean	\$147,384.00	\$132,122.00
	Median	\$147,384.00	\$132,122.00
Total	N	223	209
	Mean	\$117,960.80	\$108,921.55
	Median	\$108,576.00	\$100,727.00

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

Ethnicity		2024 Salary	2023 Salary
Hispanic	N	21	19
	Mean	\$123,896.43	\$109,796.74
	Median	\$110,320.00	\$103,692.00
Non-Hispanic	N	190	179
	Mean	\$117,457.82	\$109,030.23
	Median	\$108,576.00	\$101,163.00
Total	N	211	198
	Mean	\$118,098.63	\$109,103.78
	Median	\$108,576.00	\$102,385.50

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

Do you hold any professional certifications?		2024 Salary	2023 Salary
No	N	57	52
	Mean	\$112,945.98	\$107,107.71
	Median	\$98,376.00	\$95,361.00
Yes	N	177	167
	Mean	\$119,739.98	\$110,158.92
	Median	\$110,756.00	\$105,523.00
Total	N	234	219
	Mean	\$118,085.03	\$109,434.43
	Median	\$109,513.50	\$103,692.00

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

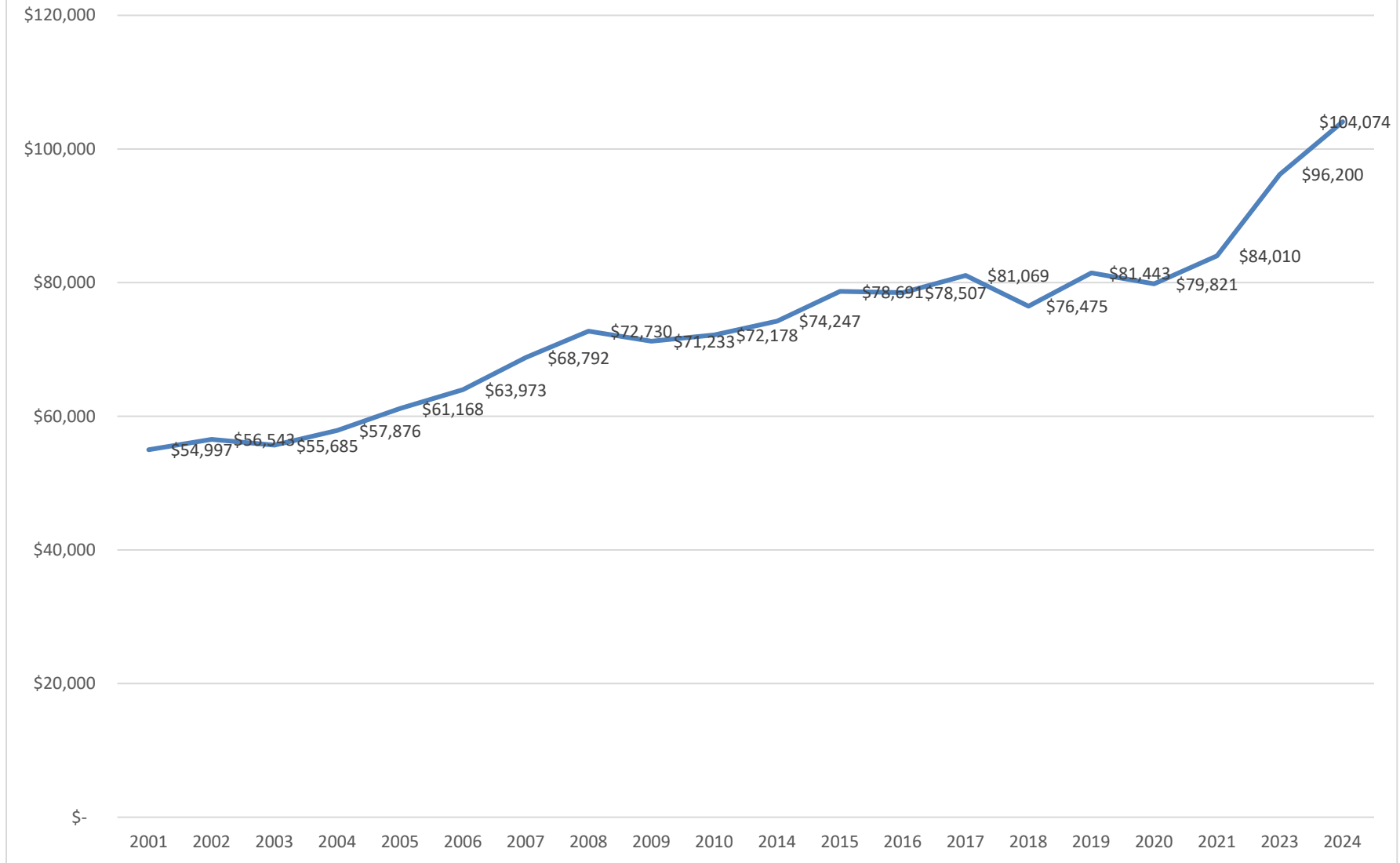
Is there a collective bargaining unit or union in your organization?		2024 Salary	2023 Salary
Yes	N	94	90
	Mean	\$125,762.69	\$117,320.68
	Median	\$114,026.00	\$109,012.00
No	N	130	120
	Mean	\$111,745.71	\$102,889.67
	Median	\$103,175.00	\$95,569.00
Total	N	224	210
	Mean	\$117,627.83	\$109,074.39
	Median	\$108,576.00	\$100,945.00

Manager, Purchasing

Table 5.4. Survey Summaries

	2024N	2024	2023	2021	2020	2019	2018	2017	2016	2015	2014	2010	2009	2008	2007	2006	2005	2004	2003	2002	2001	01- 19Change	18- 19Change
All	613	\$104,074	\$96,200	\$84,010	\$79,821	\$81,443	\$76,475	\$81,069	\$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	87%	24%
Entity																							
Federal	1	\$103,006	\$87,768	\$50,145	\$41,424	\$114,785	\$101,680					\$66,672	\$65,255										
State	134	\$95,630	\$88,812	\$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	68%	20%
County	120	\$112,782	\$104,473	\$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	128%	33%
City	194	\$103,117	\$95,199	\$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	76%	22%
School	35	\$93,755	\$87,493	\$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	63%	15%
Higher Ed.	46	\$95,597	\$92,879	\$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	84%	30%
Health				\$92,730	\$77,178	\$84,965	\$83,580					\$64,235	\$64,000			\$72,000	\$70,000						
Utility	17	\$116,475	\$101,130	\$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	79%	18%
Sp. Auth.	53	\$119,157	\$106,069	\$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	88%	15%
Nonprofit	4	\$107,660	\$95,669	\$100,727	\$74,003	\$68,775	\$62,403															#DIV/0!	7%
Region																							
Northeast	34	\$99,233	\$89,227	\$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	83%	11%
Mid-Atlantic	89	\$113,956	\$104,556	\$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	113%	29%
Southeast	169	\$97,111	\$90,453	\$77,023	\$73,353	\$72,972	\$69,115	\$75,088	\$71,352	\$65,994	\$63,945	\$77,643	\$70,022	\$61,166	\$57,413	\$55,745	\$54,138	\$49,047	\$46,561	\$46,561	\$46,561	103%	26%
South Central	105	\$101,837	\$94,186	\$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	86%	33%
Central	44	\$87,553	\$81,499	\$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	54%	14%
Great Lakes	82	\$100,167	\$90,637	\$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	70%	24%
North Central	8	\$79,521	\$73,526	\$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	169%	27%
West	81	\$128,502	\$120,182	\$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	85%	20%
Procur. Vol.																							
\$1-\$10M	61	\$88,891	\$87,267	\$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	78%	16%
\$11-\$30M	89	\$93,953	\$88,424	\$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	118%	12%
\$31-\$75M	159	\$100,765	\$91,902	\$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	91%	26%
>\$75M	239	\$114,988	\$105,521	\$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	89%	26%

Manager, Purchasing Salary Trend 2001-2024



“Manager, Purchasing” Individual Survey Results

Table 5.4a. Reported Individual Salaries by Highest Education Completed

Education		2024 Salary	2023 Salary
High School Diploma	N	15	16
	Mean	\$85,051.27	\$79,930.25
	Median	\$89,550.00	\$83,285.00
Technical/Vocational School	N	2	2
	Mean	\$79,796.50	\$76,744.00
	Median	\$79,796.50	\$76,744.00
Some College	N	65	64
	Mean	\$96,156.58	\$87,883.12
	Median	\$92,006.00	\$80,858.00
2-year College Degree	N	52	50
	Mean	\$85,999.10	\$78,756.46
	Median	\$84,912.00	\$73,910.00
4-year College Degree	N	279	268
	Mean	\$102,304.90	\$96,133.06
	Median	\$98,110.00	\$91,292.00
Master's Degree	N	156	151
	Mean	\$116,282.34	\$105,638.67
	Median	\$110,602.50	\$99,419.00
Some Doctorate Courses	N	4	3
	Mean	\$95,036.25	\$102,732.33
	Median	\$92,659.50	\$103,779.00
Doctorate Degree	N	15	14
	Mean	\$130,033.27	\$120,913.71
	Median	\$127,326.00	\$117,471.00
Total	N	588	568
	Mean	\$104,032.74	\$96,321.84
	Median	\$99,492.50	\$91,788.00

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

Education Field		2024 Salary	2023 Salary
Liberal Arts	N	58	54
	Mean	\$98,476.21	\$92,479.61
	Median	\$98,749.50	\$93,519.00
Supply Chain Management	N	25	25
	Mean	\$104,753.16	\$96,401.36
	Median	\$101,599.00	\$95,494.00
Business	N	287	277
	Mean	\$102,874.68	\$96,599.05
	Median	\$97,238.00	\$91,134.00
Economics	N	7	7
	Mean	\$87,885.57	\$82,715.29
	Median	\$64,041.00	\$62,733.00
Public Administration	N	52	51
	Mean	\$113,202.15	\$101,362.88
	Median	\$110,320.00	\$99,419.00
Political Science	N	10	10
	Mean	\$115,272.50	\$106,653.00
	Median	\$112,093.00	\$102,942.50
Engineering	N	10	9
	Mean	\$108,579.50	\$98,161.22
	Median	\$107,703.50	\$94,188.00
Law	N	20	19
	Mean	\$109,061.00	\$98,313.53
	Median	\$108,794.00	\$88,517.00
Other (Please Specify)	N	104	100
	Mean	\$106,558.46	\$96,898.20
	Median	\$99,418.50	\$89,827.00
Total	N	573	552
	Mean	\$104,465.99	\$96,772.00
	Median	\$99,855.00	\$92,006.00

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

Gender		2024 Salary	2023 Salary
Male	N	171	165
	Mean	\$110,303.36	\$102,347.58
	Median	\$104,215.00	\$99,419.00
Female	N	406	394
	Mean	\$100,844.41	\$93,200.83
	Median	\$95,668.50	\$88,337.00
Total	N	577	559
	Mean	\$103,647.67	\$95,900.67
	Median	\$99,420.00	\$91,570.00

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

Race		2024 Salary	2023 Salary
White	N	419	404
	Mean	\$101,916.05	\$94,296.05
	Median	\$96,875.00	\$90,262.00
Black	N	105	100
	Mean	\$106,331.70	\$97,840.58
	Median	\$99,420.00	\$93,887.00
Asian	N	14	14
	Mean	\$134,011.00	\$125,899.43
	Median	\$129,244.00	\$116,424.50
American Indian or Alaskan Native	N	7	7
	Mean	\$118,249.57	\$108,908.29
	Median	\$115,552.00	\$107,267.00
Total	N	545	525
	Mean	\$103,801.02	\$96,008.79
	Median	\$99,419.00	\$91,292.00

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

Ethnicity		2024 Salary	2023 Salary
Hispanic	N	72	71
	Mean	\$115,792.38	\$109,895.20
	Median	\$107,987.00	\$97,238.00
Non-Hispanic	N	457	441
	Mean	\$102,307.83	\$94,309.17
	Median	\$98,547.00	\$91,134.00
Total	N	529	512
	Mean	\$104,143.16	\$96,470.52
	Median	\$99,855.00	\$91,788.00

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

Do you hold any professional certifications?		2024 Salary	2023 Salary
No	N	206	195
	Mean	\$94,737.72	\$87,854.92
	Median	\$91,570.00	\$84,157.00
Yes	N	395	385
	Mean	\$109,022.03	\$100,505.30
	Median	\$103,343.00	\$95,843.00
Total	N	601	580
	Mean	\$104,125.91	\$96,252.16
	Median	\$99,855.00	\$91,431.00

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

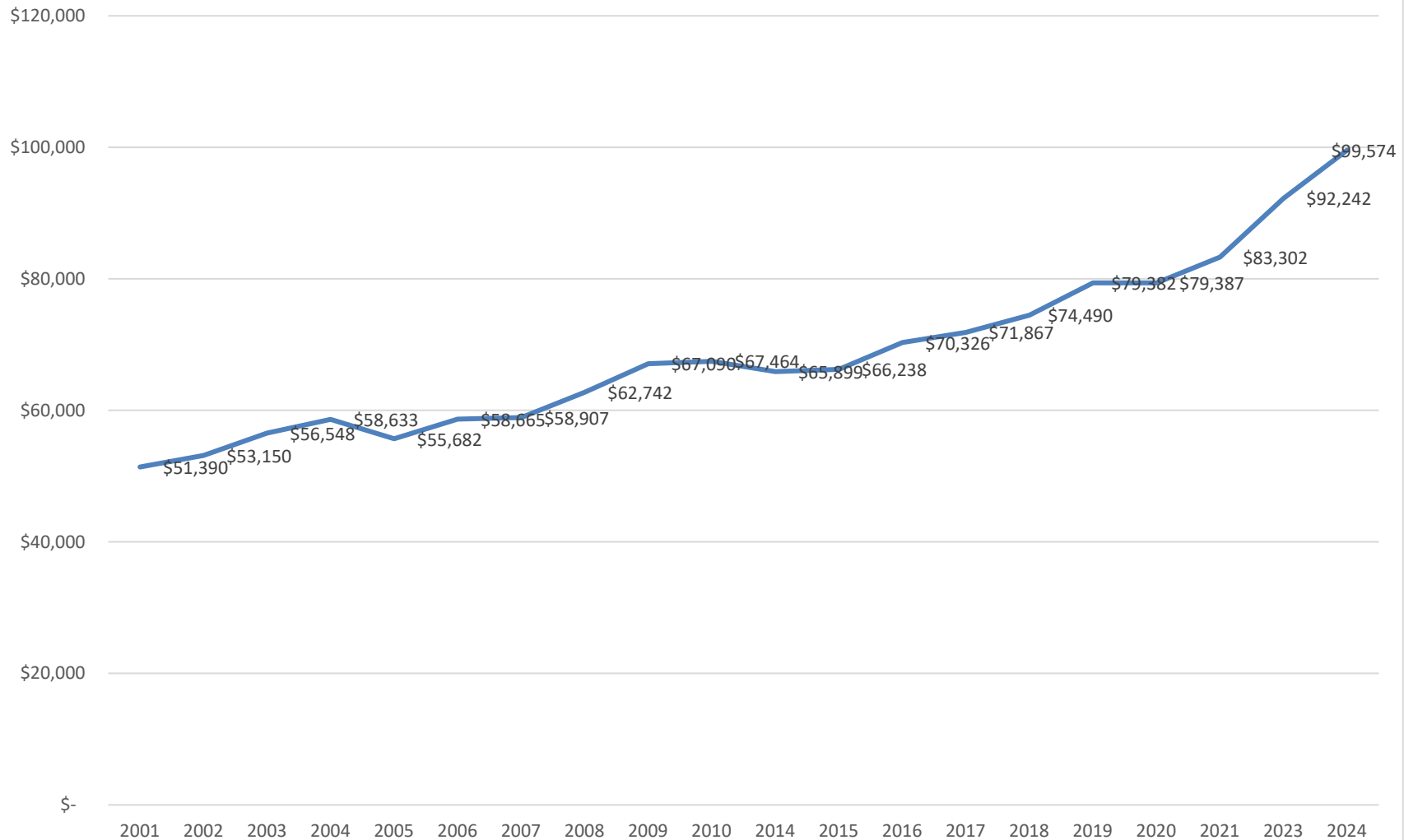
Is there a collective bargaining unit or union in your organization?		2024 Salary	2023 Salary
Yes	N	257	249
	Mean	\$113,651.30	\$105,824.87
	Median	\$109,884.00	\$99,855.00
No	N	315	303
	Mean	\$96,399.07	\$88,776.14
	Median	\$92,006.00	\$85,814.00
Total	N	572	552
	Mean	\$104,150.51	\$96,466.60
	Median	\$99,419.50	\$91,788.00

Manager, Contracts

Table 5.5. Survey Summaries

	2024N	2024	2023	2021	2020	2019	2018	2017	2016	2015	2014	2010	2009	2008	2007	2006	2005	2004	2003	2002	2001	01-19 Change	18-19 Change
All	128	\$99,574	\$92,242	\$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	91%	20%
Entity																							
Federal	1	\$84,593	\$78,052									\$91,423	\$88,000										
State	42	\$95,183	\$88,306	\$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	107%	35%
County	26	\$103,101	\$94,562	\$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	106%	15%
City	30	\$101,118	\$94,900	\$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	93%	16%
School	2	\$125,276	\$78,401	\$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	83%	135%
Higher Ed.	14	\$86,504	\$82,494	\$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	55%	6%
Health				\$125,145	\$120,785	\$119,931	\$94,355	\$74,000	\$72,000							\$58,500	\$65,000		\$48,000				
Utility	1	\$175,762	\$170,102	\$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	207%	35%
Sp. Auth.	10	\$110,170	\$102,455	\$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	70%	13%
Nonprofit	1	\$110,320	\$89,390			\$82,794	\$64,781																
Region																							
Northeast	7	\$95,230	\$88,256	\$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	66%	2%
Mid-Atlantic	16	\$114,775	\$104,956	\$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	127%	43%
Southeast	35	\$90,099	\$84,123	\$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	85%	15%
South Central	18	\$83,257	\$80,484	\$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	82%	13%
Central	8	\$92,493	\$84,699	\$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	65%	33%
Great Lakes	17	\$100,850	\$91,845	\$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	99%	31%
North Central	2	\$72,602	\$68,678	\$60,393	\$57,776	\$94,902	\$91,078					\$52,000	\$52,000			\$42,000	\$40,000						
West	25	\$119,251	\$109,704	\$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	84%	10%
Procur. Vol.																							
\$1-\$10M	10	\$98,654	\$91,321	\$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	92%	39%
\$11-\$30M	15	\$95,740	\$89,347	\$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	112%	35%
\$31-\$75M	25	\$91,139	\$87,966	\$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	89%	7%
>\$75M	60	\$106,239	\$96,440	\$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	87%	18%

Manager, Contracts Salary Trend 2001-2024



“Manager, Contracts” Individual Survey Results

Table 5.5a. Reported Individual Salaries by Highest Education Completed

Education		2024 Salary	2023 Salary
High School Diploma	N	4	4
	Mean	\$92,968.00	\$81,523.00
	Median	\$98,814.00	\$85,421.50
Some College	N	8	8
	Mean	\$101,275.12	\$96,588.75
	Median	\$94,382.50	\$90,123.00
2-year College Degree	N	4	4
	Mean	\$80,886.50	\$74,019.00
	Median	\$79,360.50	\$75,218.00
4-year College Degree	N	58	54
	Mean	\$102,579.76	\$92,831.98
	Median	\$98,739.50	\$93,173.50
Master's Degree	N	40	39
	Mean	\$97,242.35	\$91,668.87
	Median	\$90,239.50	\$88,081.00
Some Doctorate Courses	N	4	4
	Mean	\$90,825.25	\$92,898.00
	Median	\$90,953.00	\$92,834.50
Doctorate Degree	N	6	5
	Mean	\$112,446.67	\$114,793.80
	Median	\$116,046.50	\$110,015.00
Total	N	124	118
	Mean	\$99,862.26	\$92,614.00
	Median	\$96,659.50	\$90,951.50

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

Education Field		2024 Salary	2023 Salary
Liberal Arts	N	15	14
	Mean	\$104,809.53	\$94,408.21
	Median	\$105,959.00	\$94,260.00
Supply Chain Management	N	3	3
	Mean	\$107,076.00	\$99,227.33
	Median	\$103,779.00	\$92,304.00
Business	N	56	54
	Mean	\$97,193.32	\$89,936.98
	Median	\$90,102.00	\$87,152.50
Economics	N	4	4
	Mean	\$112,609.00	\$103,016.00
	Median	\$98,982.50	\$93,096.00
Public Administration	N	9	9
	Mean	\$95,194.00	\$91,269.22
	Median	\$95,930.00	\$88,953.00
Political Science	N	4	3
	Mean	\$104,760.25	\$91,715.33
	Median	\$103,561.00	\$92,878.00
Engineering	N	3	3
	Mean	\$99,855.00	\$91,424.33
	Median	\$108,576.00	\$97,238.00
Law	N	8	7
	Mean	\$101,765.88	\$101,293.71
	Median	\$98,110.00	\$96,802.00
Other (Please Specify)	N	18	17
	Mean	\$100,219.44	\$93,831.12
	Median	\$98,110.50	\$89,738.00
Total	N	120	114
	Mean	\$99,833.85	\$92,658.64
	Median	\$96,659.50	\$90,951.50

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

Gender		2024 Salary	2023 Salary
Male	N	29	27
	Mean	\$104,798.59	\$99,497.33
	Median	\$103,779.00	\$95,007.00
Female	N	88	87
	Mean	\$97,782.06	\$90,589.77
	Median	\$94,240.50	\$89,738.00
Total	N	117	114
	Mean	\$99,521.20	\$92,699.46
	Median	\$97,238.00	\$90,995.00

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

Race		2024 Salary	2023 Salary
White	N	85	82
	Mean	\$95,986.51	\$89,667.29
	Median	\$92,163.00	\$88,735.50
Black	N	19	19
	Mean	\$105,029.42	\$98,913.21
	Median	\$98,110.00	\$92,006.00
Asian	N	3	3
	Mean	\$117,190.00	\$100,044.00
	Median	\$120,029.00	\$100,727.00
Total	N	107	104
	Mean	\$98,186.75	\$91,655.78
	Median	\$95,210.00	\$89,782.00

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

Ethnicity		2024 Salary	2023 Salary
Hispanic	N	18	17
	Mean	\$95,297.39	\$87,736.82
	Median	\$94,240.50	\$87,122.00
Non-Hispanic	N	89	87
	Mean	\$99,210.21	\$92,309.32
	Median	\$95,930.00	\$90,856.00
Total	N	107	104
	Mean	\$98,551.98	\$91,561.89
	Median	\$95,930.00	\$90,044.00

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

Do you hold any professional certifications?		2024 Salary	2023 Salary
No	N	46	45
	Mean	\$95,843.46	\$89,239.51
	Median	\$93,174.50	\$88,081.00
Yes	N	80	76
	Mean	\$101,951.49	\$94,020.03
	Median	\$98,546.50	\$90,654.50
Total	N	126	121
	Mean	\$99,721.57	\$92,242.15
	Median	\$96,659.50	\$90,262.00

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

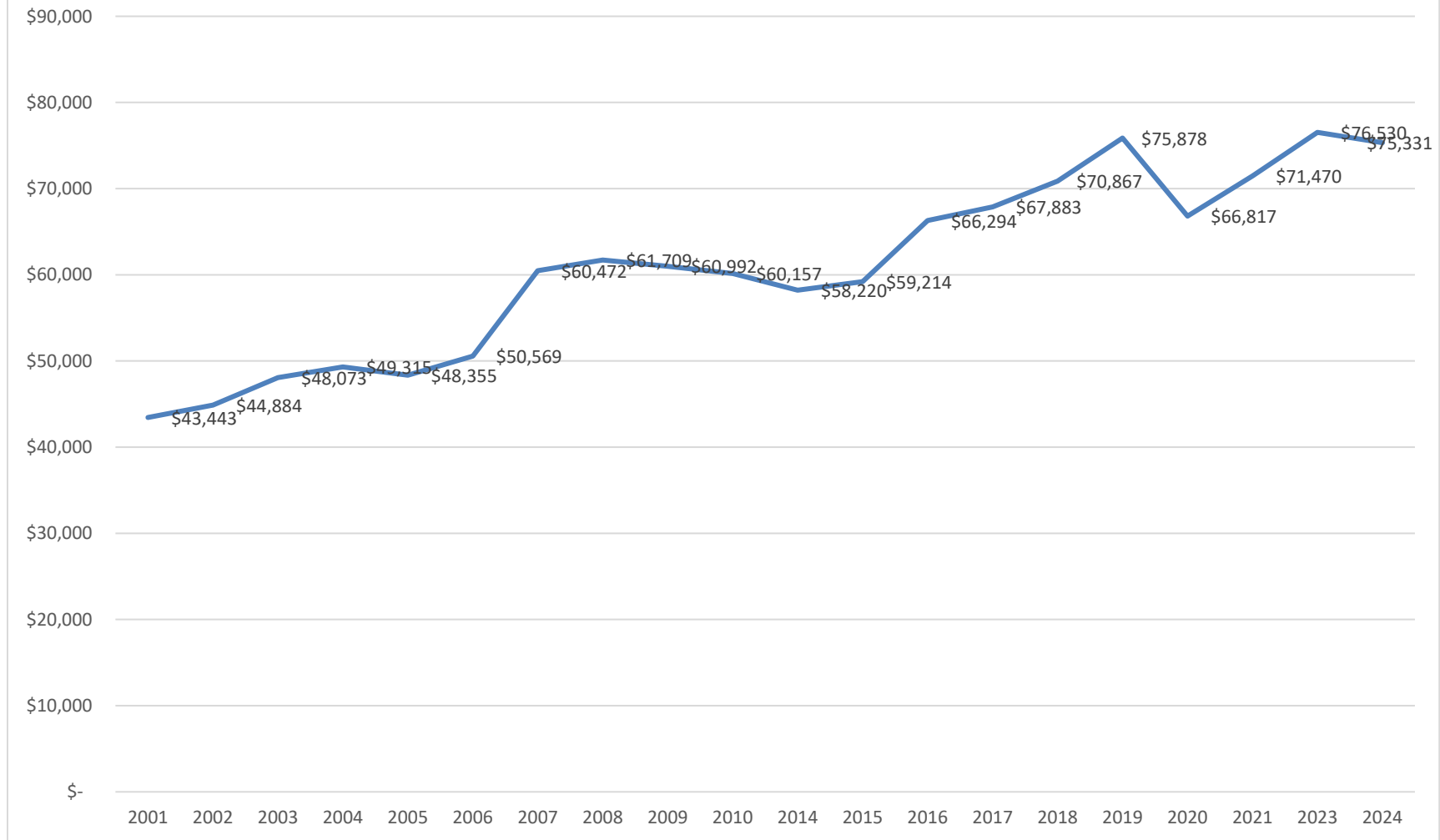
Is there a collective bargaining unit or union in your organization?		2024 Salary	2023 Salary
Yes	N	56	54
	Mean	\$109,249.89	\$100,381.98
	Median	\$105,261.50	\$94,339.00
No	N	62	60
	Mean	\$91,259.44	\$85,183.15
	Median	\$87,427.00	\$84,157.00
Total	N	118	114
	Mean	\$99,797.28	\$92,382.60
	Median	\$96,659.50	\$90,951.50

Manager, Warehouse or Stores, or Logistics

Table 5.6. Survey Summaries

	2024N	2024	2023	2021	2020	2019	2018	2017	2016	2015	2014	2010	2009	2008	2007	2006	2005	2004	2003	2002	2001	01- 19Change	18- 19Change
All	16	\$75,331	\$76,530	\$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	71%	5%
Entity																							
Federal												\$35,088	\$46,000										
State	4	\$53,402	\$57,872	\$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	40%	-22%
County	6	\$80,339	\$84,046	\$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	77%	13%
City	5	\$84,680	\$81,279	\$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	93%	7%
School				\$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.				\$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	1	\$86,250	\$82,326	\$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	91%	-19%
Sp. Auth.				\$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				\$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				\$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	3	\$86,047	\$89,681	\$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	146%	27%
South Central	8	\$67,059	\$70,439	\$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	69%	-12%
Central	1	\$67,151	\$65,407			\$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	59%	
Great Lakes	2	\$108,576	\$101,163			\$67,439	\$0	\$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	101%	
North Central	1	\$65,996	\$63,819									\$54,850	\$54,850			\$38,517	\$37,517	\$43,000	\$43,000				
West	1	\$60,377	\$60,377	\$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	3%	-43%
Procur. Vol.																							
\$1-\$10M	3	\$77,522	\$72,727	\$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	116%	38%
\$11-\$30M	2	\$73,314	\$71,352	\$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	106%	-8%
\$31-\$75M	3	\$85,318	\$100,000	\$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	99%	49%
>\$75M	5	\$85,029	\$84,767	\$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	59%	7%

Manager, Warehouse or Stores or Logistics Salary Trend 2001-2024



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

Table 5.6a. Reported Individual Salaries by Highest Education Completed

Education		2024 Salary	2023 Salary
High School Diploma	N	2	2
	Mean	\$71,407.50	\$69,445.00
	Median	\$71,407.50	\$69,445.00
Some College	N	3	3
	Mean	\$62,063.00	\$76,018.67
	Median	\$44,913.00	\$88,956.00
4-year College Degree	N	9	9
	Mean	\$78,954.22	\$78,567.00
	Median	\$65,996.00	\$82,326.00
Master's Degree	N	2	2
	Mean	\$82,849.00	\$75,218.00
	Median	\$82,849.00	\$75,218.00
Total	N	16	16
	Mean	\$75,330.63	\$76,530.31
	Median	\$66,573.50	\$83,459.50

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

Education Field		2024 Salary	2023 Salary
Liberal Arts	N	3	3
	Mean	\$79,360.33	\$74,854.67
	Median	\$67,151.00	\$65,407.00
Supply Chain Management	N	4	4
	Mean	\$65,623.75	\$69,330.50
	Median	\$59,839.50	\$72,485.00
Business	N	4	4
	Mean	\$83,045.25	\$76,068.25
	Median	\$92,398.50	\$83,677.50
Other (Please Specify)	N	4	4
	Mean	\$68,278.50	\$80,708.00
	Median	\$61,341.00	\$81,619.50
Total	N	15	15
	Mean	\$73,724.73	\$75,266.07
	Median	\$65,996.00	\$82,326.00

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

Gender		2024 Salary	2023 Salary
Male	N	10	10
	Mean	\$77,980.10	\$73,358.20
	Median	\$82,271.50	\$74,424.00
Female	N	6	6
	Mean	\$70,914.83	\$81,817.17
	Median	\$63,226.50	\$83,459.50
Total	N	16	16
	Mean	\$75,330.63	\$76,530.31
	Median	\$66,573.50	\$83,459.50

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

Race		2024 Salary	2023 Salary
White	N	12	12
	Mean	\$82,001.00	\$81,929.08
	Median	\$92,398.50	\$86,992.50
Black	N	2	2
	Mean	\$57,994.00	\$70,639.50
	Median	\$57,994.00	\$70,639.50
Asian	N	1	1
	Mean	\$60,377.00	\$60,377.00
	Median	\$60,377.00	\$60,377.00
Total	N	15	15
	Mean	\$77,358.47	\$78,987.00
	Median	\$67,151.00	\$84,593.00

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

Ethnicity		2024 Salary	2023 Salary
Hispanic	N	4	4
	Mean	\$71,787.00	\$66,881.50
	Median	\$72,166.00	\$66,176.00
Non-Hispanic	N	9	9
	Mean	\$75,103.78	\$80,676.44
	Median	\$65,996.00	\$84,593.00
Total	N	13	13
	Mean	\$74,083.23	\$76,431.85
	Median	\$65,996.00	\$84,593.00

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

Do you hold any professional certifications?		2024 Salary	2023 Salary
No	N	7	7
	Mean	\$76,182.86	\$72,258.57
	Median	\$60,377.00	\$60,377.00
Yes	N	9	9
	Mean	\$74,667.78	\$79,852.78
	Median	\$67,151.00	\$84,593.00
Total	N	16	16
	Mean	\$75,330.63	\$76,530.31
	Median	\$66,573.50	\$83,459.50

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

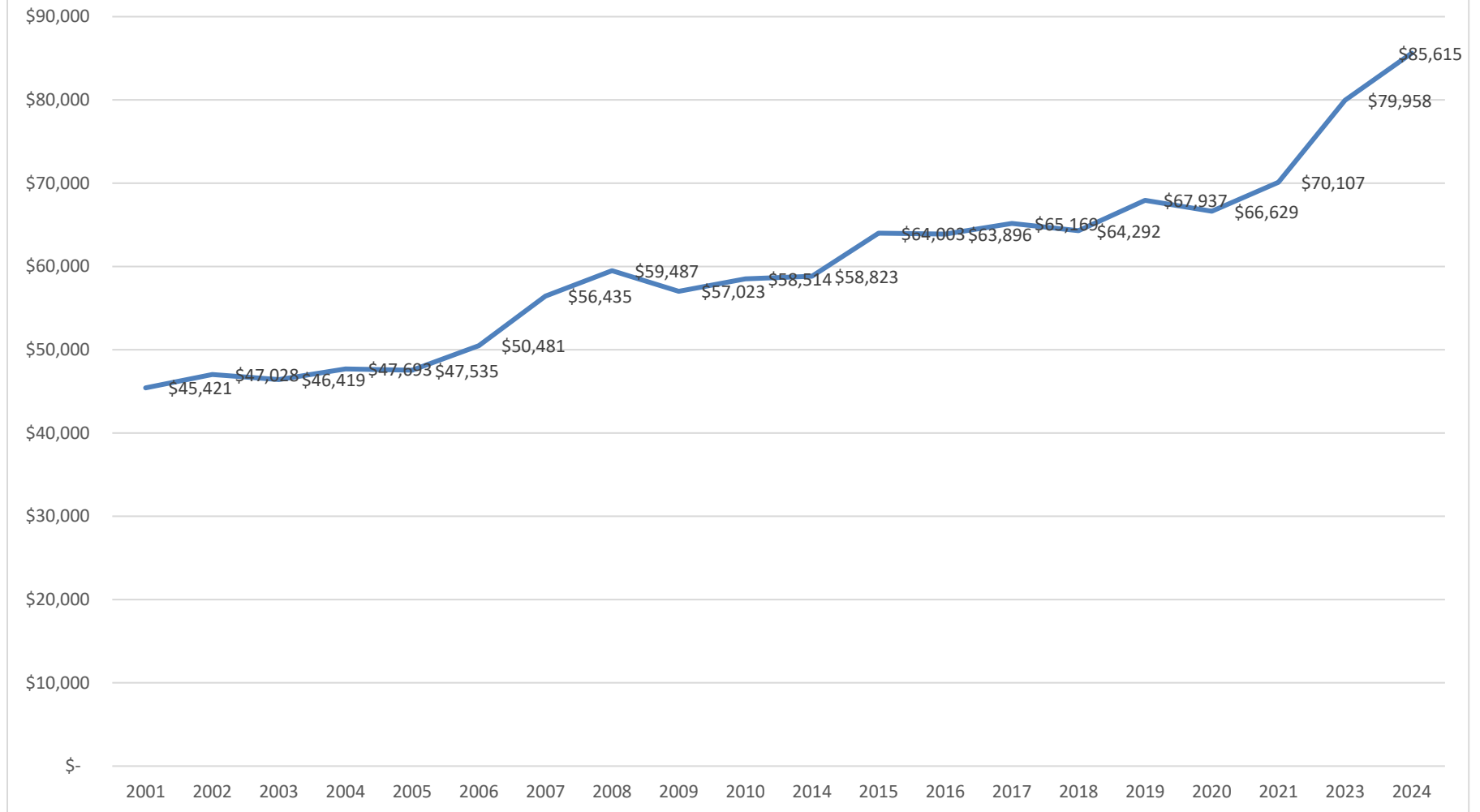
Is there a collective bargaining unit or union in your organization?		2024 Salary	2023 Salary
Yes	N	6	6
	Mean	\$81,647.33	\$77,069.00
	Median	\$79,898.50	\$74,666.50
No	N	9	9
	Mean	\$68,443.00	\$74,064.11
	Median	\$65,996.00	\$82,326.00
Total	N	15	15
	Mean	\$73,724.73	\$75,266.07
	Median	\$65,996.00	\$82,326.00

Senior Buyer - Contracting Officer

Table 5.7. Survey Summaries

	2024N	2024	2023	2021	2020	2019	2018	2017	2016	2015	2014	2010	2009	2008	2007	2006	2005	2004	2003	2002	2001	01-19Change	18-19Change
All	453	\$85,615	\$79,958	\$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	85%	22%
Entity																							
Federal	1	\$50,930	\$49,622	\$166,134	\$160,029	\$131,054	#####			\$90,000	\$86,000	\$67,961	\$66,417										
State	101	\$86,522	\$80,915	\$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	94%	27%
County	126	\$85,868	\$80,578	\$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	94%	20%
City	120	\$82,145	\$76,627	\$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	76%	22%
School	22	\$78,086	\$81,789	\$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	69%	9%
Higher Ed.	26	\$77,028	\$71,093	\$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	75%	25%
Health	4	\$73,910	\$60,828	\$93,314	\$90,698	\$82,248	\$79,189	\$74,000	\$72,000			\$56,305				\$46,500		\$33,000	\$32,000				-21%
Utility	7	\$99,207	\$82,076	\$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	119%	20%
Sp. Auth.	37	\$103,974	\$94,541	\$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	92%	23%
Nonprofit				\$81,148	\$81,453	\$84,621	\$82,620																
Region																							
Northeast	8	\$96,310	\$91,077	\$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	76%	17%
Mid-Atlantic	68	\$96,796	\$85,583	\$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	98%	31%
Southeast	116	\$75,058	\$71,863	\$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	101%	10%
South Central	88	\$76,712	\$72,127	\$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	81%	27%
Central	41	\$82,733	\$76,016	\$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	68%	21%
Great Lakes	51	\$85,064	\$79,603	\$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	68%	26%
North Central	5	\$78,266	\$75,127	\$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	116%	23%
West	75	\$103,279	\$96,981	\$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	88%	22%
Procur. Vol.																							
\$1-\$10M	30	\$78,960	\$73,826	\$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	95%	23%
\$11-\$30M	46	\$83,185	\$77,888	\$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	85%	26%
\$31-\$75M	107	\$82,937	\$77,737	\$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	93%	22%
>\$75M	210	\$90,287	\$84,501	\$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	77%	22%

Senior Buyer / Contracting Officer Salary Trend 2001-2024



“Senior Buyer” Individual Survey Results

Table 5.7a. Reported Individual Salaries by Highest Education Completed

Education		2024 Salary	2023 Salary
High School Diploma	N	16	16
	Mean	\$76,237.37	\$68,940.00
	Median	\$75,094.50	\$64,822.50
Technical/Vocational School	N	2	2
	Mean	\$63,183.00	\$56,860.50
	Median	\$63,183.00	\$56,860.50
Some College	N	49	48
	Mean	\$82,336.37	\$77,465.87
	Median	\$78,810.00	\$73,430.50
2-year College Degree	N	32	29
	Mean	\$74,819.12	\$67,285.72
	Median	\$74,782.00	\$68,023.00
4-year College Degree	N	217	210
	Mean	\$85,730.87	\$80,210.23
	Median	\$82,413.00	\$75,298.50
Master's Degree	N	99	96
	Mean	\$91,786.25	\$86,694.17
	Median	\$91,570.00	\$85,857.50
Some Doctorate Courses	N	7	7
	Mean	\$92,301.57	\$88,650.14
	Median	\$79,973.00	\$78,666.00
Doctorate Degree	N	3	3
	Mean	\$95,644.67	\$90,707.33
	Median	\$83,721.00	\$83,285.00
Total	N	425	411
	Mean	\$85,643.16	\$80,160.27
	Median	\$82,849.00	\$75,872.00

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

Education Field		2024 Salary	2023 Salary
Liberal Arts	N	50	49
	Mean	\$85,941.28	\$77,096.57
	Median	\$81,105.00	\$70,640.00
Supply Chain Management	N	22	22
	Mean	\$80,239.55	\$71,898.73
	Median	\$78,425.00	\$71,250.00
Business	N	190	179
	Mean	\$86,554.52	\$81,004.14
	Median	\$84,543.00	\$76,744.00
Economics	N	11	11
	Mean	\$101,365.73	\$95,343.82
	Median	\$103,014.00	\$102,578.00
Public Administration	N	36	34
	Mean	\$87,877.97	\$84,120.00
	Median	\$87,725.50	\$84,459.00
Political Science	N	10	10
	Mean	\$92,357.10	\$87,736.20
	Median	\$84,811.00	\$80,232.50
Engineering	N	10	10
	Mean	\$90,898.10	\$84,488.70
	Median	\$87,427.50	\$81,106.00
Law	N	11	11
	Mean	\$77,221.64	\$69,255.82
	Median	\$74,564.00	\$69,244.00
Other (Please Specify)	N	70	70
	Mean	\$81,063.79	\$79,230.94
	Median	\$75,563.50	\$73,648.50
Total	N	410	396
	Mean	\$85,714.09	\$80,298.83
	Median	\$82,849.00	\$75,785.00

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

Gender		2024 Salary	2023 Salary
Male	N	128	125
	Mean	\$87,915.68	\$82,471.47
	Median	\$85,683.00	\$78,837.00
Female	N	290	279
	Mean	\$84,786.59	\$79,336.26
	Median	\$80,501.00	\$75,248.00
Total	N	418	404
	Mean	\$85,744.78	\$80,306.31
	Median	\$82,849.00	\$76,046.50

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

Race		2024 Salary	2023 Salary
White	N	288	281
	Mean	\$83,265.48	\$77,642.19
	Median	\$78,444.50	\$73,440.00
Black	N	75	70
	Mean	\$92,473.72	\$87,987.03
	Median	\$93,314.00	\$85,619.00
Asian	N	20	19
	Mean	\$94,655.60	\$90,267.42
	Median	\$89,825.50	\$91,134.00
American Indian or Alaskan Native	N	6	7
	Mean	\$75,729.67	\$71,081.29
	Median	\$81,809.50	\$68,895.00
Total	N	389	377
	Mean	\$85,510.23	\$80,077.45
	Median	\$82,762.00	\$75,785.00

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

Ethnicity		2024 Salary	2023 Salary
Hispanic	N	61	60
	Mean	\$85,867.64	\$83,890.10
	Median	\$83,721.00	\$81,277.00
Non-Hispanic	N	326	315
	Mean	\$85,465.75	\$78,933.41
	Median	\$81,933.50	\$75,000.00
Total	N	387	375
	Mean	\$85,529.10	\$79,726.48
	Median	\$81,977.00	\$75,436.00

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

Do you hold any professional certifications?		2024 Salary	2023 Salary
No	N	188	183
	Mean	\$80,952.83	\$76,662.37
	Median	\$77,616.00	\$72,820.00
Yes	N	252	243
	Mean	\$89,269.93	\$82,576.09
	Median	\$87,383.50	\$80,669.00
Total	N	440	426
	Mean	\$85,716.26	\$80,035.69
	Median	\$82,849.00	\$75,872.00

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

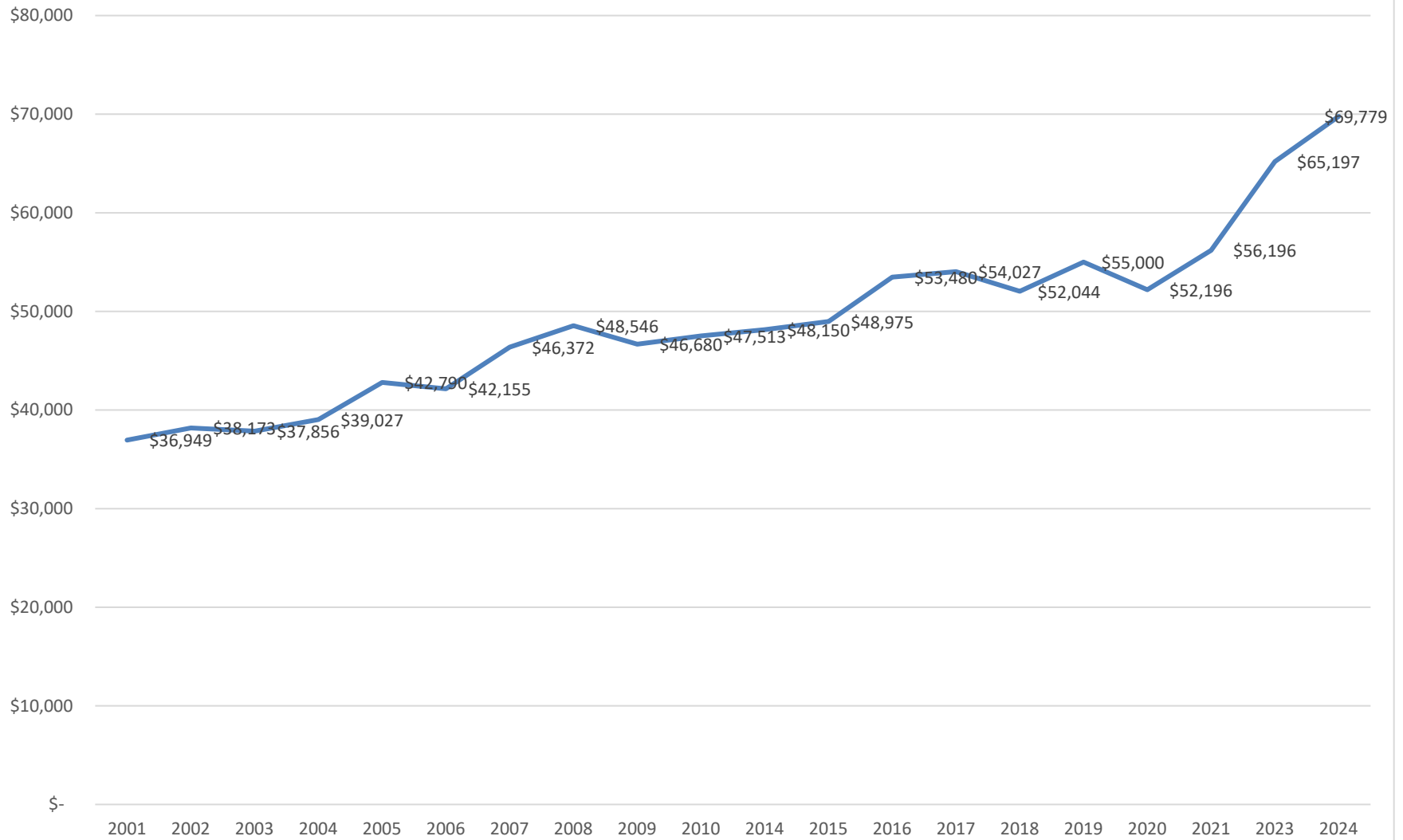
Is there a collective bargaining unit or union in your organization?		2024 Salary	2023 Salary
Yes	N	204	199
	Mean	\$91,456.21	\$86,639.71
	Median	\$89,688.00	\$83,890.00
No	N	211	203
	Mean	\$80,186.41	\$73,536.76
	Median	\$75,872.00	\$71,512.00
Total	N	415	402
	Mean	\$85,726.26	\$80,023.05
	Median	\$82,849.00	\$75,828.50

Buyer

Table 5.8. Survey Summaries

	2024N	2024	2023	2021	2020	2019	2018	2017	2016	2015	2014	2010	2009	2008	2007	2006	2005	2004	2003	2002	2001	01-19Change	18-19Change
All	511	\$69,779	\$65,197	\$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	86%	24%
Entity																							
Federal	2	\$90,194	\$83,218	\$75,436	\$68,459	\$56,211	\$32,677			\$68,000	\$65,000	\$51,613	\$48,224										
State	100	\$67,654	\$65,938	\$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	97%	24%
County	122	\$69,761	\$62,874	\$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	102%	22%
City	163	\$70,137	\$65,855	\$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	76%	27%
School	50	\$68,992	\$63,952	\$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	78%	17%
Higher Ed.	29	\$57,281	\$54,488	\$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	68%	19%
Health	1	\$72,134	\$69,086	\$65,407	\$59,303	\$49,823	\$45,475	\$74,000	\$72,000			\$50,471				\$27,000	\$30,000						10%
Utility	7	\$75,248	\$65,948	\$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	94%	23%
Sp. Auth.	28	\$87,915	\$80,827	\$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	100%	36%
Nonprofit	2	\$54,173	\$51,559	\$58,492	\$48,152	\$50,485	\$57,759																
Region																							
Northeast	16	\$69,191	\$65,728	\$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	64%	12%
Mid-Atlantic	65	\$79,028	\$73,677	\$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	108%	31%
Southeast	147	\$64,406	\$61,139	\$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	98%	26%
South Central	103	\$62,606	\$56,551	\$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	89%	27%
Central	48	\$66,718	\$67,452	\$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	73%	16%
Great Lakes	61	\$69,218	\$65,131	\$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	70%	16%
North Central	3	\$64,942	\$60,000	\$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	103%	30%
West	68	\$85,869	\$77,408	\$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	87%	30%
Procur. Vol.																							
\$1-\$10M	50	\$70,570	\$64,591	\$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	97%	33%
\$11-\$30M	70	\$68,561	\$66,449	\$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	92%	22%
\$31-\$75M	143	\$69,100	\$63,413	\$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	89%	31%
>\$75M	153	\$73,264	\$66,352	\$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	71%	20%

Buyer Salary Trend 2001-2024



“Buyer” Individual Survey Results

Table 5.8a. Reported Individual Salaries by Highest Education Completed

Education		2024 Salary	2023 Salary
High School Diploma	N	18	18
	Mean	\$57,546.06	\$54,542.17
	Median	\$59,956.50	\$55,160.00
Technical/Vocational School	N	8	9
	Mean	\$58,160.38	\$59,682.22
	Median	\$61,700.50	\$60,610.00
Some College	N	84	81
	Mean	\$69,406.46	\$63,885.89
	Median	\$65,518.00	\$61,047.00
2-year College Degree	N	68	65
	Mean	\$65,765.22	\$62,207.75
	Median	\$61,389.00	\$59,071.00
4-year College Degree	N	210	192
	Mean	\$70,440.05	\$64,256.62
	Median	\$69,069.50	\$63,663.00
Master's Degree	N	79	73
	Mean	\$76,278.29	\$72,389.48
	Median	\$70,203.00	\$67,500.00
Some Doctorate Courses	N	2	2
	Mean	\$75,781.50	\$63,136.00
	Median	\$75,781.50	\$63,136.00
Doctorate Degree	N	5	4
	Mean	\$93,864.80	\$68,169.50
	Median	\$86,337.00	\$71,947.50
Total	N	474	444
	Mean	\$70,132.01	\$64,769.85
	Median	\$67,587.00	\$62,747.00

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

Education Field		2024 Salary	2023 Salary
Liberal Arts	N	64	58
	Mean	\$68,994.11	\$65,199.26
	Median	\$64,535.00	\$61,701.00
Supply Chain Management	N	21	18
	Mean	\$79,000.43	\$68,842.22
	Median	\$70,203.00	\$66,229.50
Business	N	230	216
	Mean	\$69,793.65	\$64,379.00
	Median	\$68,729.00	\$62,791.00
Economics	N	10	10
	Mean	\$63,672.60	\$69,297.40
	Median	\$67,107.50	\$65,189.00
Public Administration	N	24	22
	Mean	\$72,887.12	\$66,986.82
	Median	\$66,717.50	\$61,921.50
Political Science	N	8	8
	Mean	\$75,697.75	\$67,031.38
	Median	\$73,866.00	\$62,572.50
Engineering	N	3	3
	Mean	\$73,081.67	\$69,883.67
	Median	\$75,000.00	\$74,564.00
Law	N	9	7
	Mean	\$81,942.56	\$65,813.71
	Median	\$78,924.00	\$74,564.00
Other (Please Specify)	N	100	98
	Mean	\$68,036.70	\$64,004.61
	Median	\$64,317.00	\$62,454.50
Total	N	469	440
	Mean	\$70,104.84	\$64,937.08
	Median	\$67,587.00	\$62,791.00

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

Gender		2024 Salary	2023 Salary
Male	N	131	119
	Mean	\$71,189.50	\$65,900.39
	Median	\$68,621.00	\$64,535.00
Female	N	332	316
	Mean	\$70,026.93	\$64,494.99
	Median	\$66,490.50	\$61,829.50
Total	N	463	435
	Mean	\$70,355.87	\$64,879.46
	Median	\$67,587.00	\$62,703.00

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

Race		2024 Salary	2023 Salary
White	N	330	310
	Mean	\$69,784.87	\$64,266.13
	Median	\$66,837.00	\$62,747.00
Black	N	77	69
	Mean	\$70,627.52	\$65,243.87
	Median	\$64,732.00	\$60,174.00
Asian	N	16	15
	Mean	\$80,878.19	\$73,338.93
	Median	\$82,369.50	\$72,297.00
American Indian or Alaskan Native	N	8	8
	Mean	\$56,338.88	\$65,224.25
	Median	\$52,455.00	\$58,866.50
Total	N	431	402
	Mean	\$70,097.65	\$64,791.56
	Median	\$67,587.00	\$62,628.50

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

Ethnicity		2024 Salary	2023 Salary
Hispanic	N	65	63
	Mean	\$69,200.74	\$66,780.84
	Median	\$66,628.00	\$64,535.00
Non-Hispanic	N	360	334
	Mean	\$70,196.87	\$64,334.36
	Median	\$67,866.50	\$62,410.50
Total	N	425	397
	Mean	\$70,044.52	\$64,722.59
	Median	\$67,587.00	\$62,703.00

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

Do you hold any professional certifications?		2024 Salary	2023 Salary
No	N	279	257
	Mean	\$67,992.98	\$62,743.12
	Median	\$65,407.00	\$61,248.00
Yes	N	218	208
	Mean	\$72,537.26	\$68,632.87
	Median	\$70,203.00	\$66,279.00
Total	N	497	465
	Mean	\$69,986.24	\$65,377.68
	Median	\$66,972.00	\$62,703.00

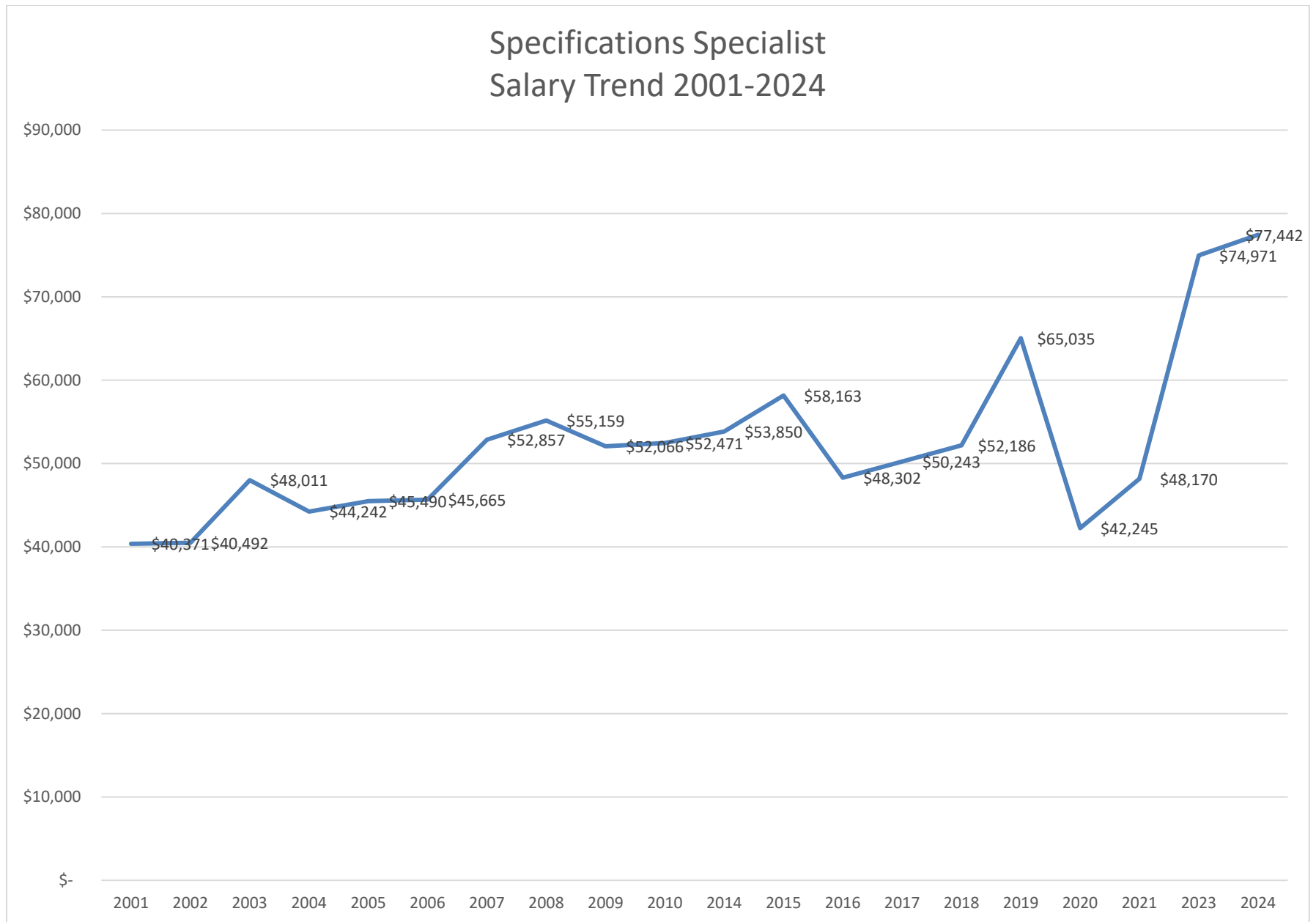
Table 5.8g. 2016 Salary by Presence of Collective Bargaining in Organization

Is there a collective bargaining unit or union in your organization?		2024 Salary	2023 Salary
Yes	N	212	198
	Mean	\$77,636.33	\$71,378.20
	Median	\$75,610.50	\$69,331.00
No	N	244	232
	Mean	\$64,164.28	\$59,834.25
	Median	\$61,047.00	\$58,212.00
Total	N	456	430
	Mean	\$70,427.61	\$65,149.83
	Median	\$67,587.00	\$62,791.00

Specifications Specialist

Table 5.9. Survey Summaries

	2024N	2024	2023	2021	2020	2019	2018	2017	2016	2015	2014	2010	2009	2008	2007	2006	2005	2004	2003	2002	2001	01- 19Change	18- 19Change
All	19	\$77,442	\$74,971	\$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	92%	61%
Entity																							
Federal												\$48,000	\$45,500										
State	3	\$64,460	\$66,531	\$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	55%	159%
County	3	\$68,172	\$62,860	\$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	82%	47%
City	10	\$75,436		\$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	79%	24%
School				\$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.	1	\$69,580	\$66,049	\$45,131	\$42,079	\$50,693	\$48,090	\$34,000		\$46,000	\$42,000									\$39,000		178%	54%
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	1	\$76,221	\$75,349	\$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	64%	163%
Southeast	5	\$76,017	\$74,542	\$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	101%	69%
South Central	3	\$66,277	\$57,774	\$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	92%	26%
Central				\$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	3	\$66,632	\$53,263	\$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	70%	47%
North Central																							
West	7	\$68,552	\$67,988	\$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	53%	31%
Procur.Vol.																							
\$1-\$10M	3	\$71,337	\$67,980	\$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	101%	-1%
\$11-\$30M	4	\$61,772	\$60,318	\$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	53%	5%
\$31-\$75M	3	\$63,372	\$64,317	\$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	95%	56%
>\$75M	5	\$72,725	\$67,322	\$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	79%	67%



“Specifications Specialist” Individual Survey Results**Table 5.9a. Reported Individual Salaries by Highest Education Completed**

Education		2024 Salary	2023 Salary
Some College	N	3	3
	Mean	\$75,727.00	\$73,546.67
	Median	\$71,076.00	\$71,076.00
2-year College Degree	N	3	2
	Mean	\$67,413.00	\$58,386.50
	Median	\$70,640.00	\$58,386.50
4-year College Degree	N	9	8
	Mean	\$68,212.33	\$62,678.63
	Median	\$71,948.00	\$62,888.50
Master's Degree	N	2	2
	Mean	\$69,767.50	\$70,421.50
	Median	\$69,767.50	\$70,421.50
Total	N	17	15
	Mean	\$69,580.35	\$65,312.33
	Median	\$71,076.00	\$65,843.00

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

Education Field		2024 Salary	2023 Salary
Liberal Arts	N	4	4
	Mean	\$70,529.25	\$60,500.00
	Median	\$70,858.00	\$57,773.50
Supply Chain Management	N	1	1
	Mean	\$76,221.00	\$75,349.00
	Median	\$76,221.00	\$75,349.00
Business	N	7	6
	Mean	\$71,262.57	\$70,494.33
	Median	\$71,948.00	\$73,256.00
Economics	N	1	1
	Mean	\$53,846.00	\$48,186.00
	Median	\$53,846.00	\$48,186.00
Public Administration	N	1	1
	Mean	\$61,919.00	\$65,407.00
	Median	\$61,919.00	\$65,407.00
Political Science	N	1	1
	Mean	\$72,134.00	\$65,167.00
	Median	\$72,134.00	\$65,167.00
Other (Please Specify)	N	2	1
	Mean	\$68,895.50	\$60,610.00
	Median	\$68,895.50	\$60,610.00
Total	N	17	15
	Mean	\$69,580.35	\$65,312.33
	Median	\$71,076.00	\$65,843.00

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

Gender		2024 Salary	2023 Salary
Male	N	6	6
	Mean	\$70,909.67	\$62,046.17
	Median	\$72,041.00	\$65,505.00
Female	N	10	8
	Mean	\$69,548.90	\$67,750.13
	Median	\$71,076.00	\$69,767.50
Total	N	16	14
	Mean	\$70,059.19	\$65,305.57
	Median	\$71,512.00	\$67,151.00

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

Race		2024 Salary	2023 Salary
White	N	9	8
	Mean	\$67,649.11	\$61,280.63
	Median	\$70,640.00	\$63,008.50
Black	N	2	2
	Mean	\$74,875.00	\$70,301.50
	Median	\$74,875.00	\$70,301.50
Asian	N	3	2
	Mean	\$69,331.67	\$71,075.50
	Median	\$71,948.00	\$71,075.50
Total	N	14	12
	Mean	\$69,041.93	\$64,416.58
	Median	\$71,512.00	\$65,625.00

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

Ethnicity		2024 Salary	2023 Salary
Hispanic	N	2	2
	Mean	\$61,698.00	\$57,773.50
	Median	\$61,698.00	\$57,773.50
Non-Hispanic	N	15	13
	Mean	\$70,631.33	\$66,472.15
	Median	\$71,948.00	\$65,843.00
Total	N	17	15
	Mean	\$69,580.35	\$65,312.33
	Median	\$71,076.00	\$65,843.00

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

Do you hold any professional certifications?		2024 Salary	2023 Salary
No	N	12	12
	Mean	\$69,328.42	\$65,652.42
	Median	\$71,076.00	\$67,151.00
Yes	N	4	3
	Mean	\$72,251.50	\$67,847.33
	Median	\$75,828.50	\$75,349.00
Total	N	16	15
	Mean	\$70,059.19	\$66,091.40
	Median	\$71,512.00	\$68,459.00

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

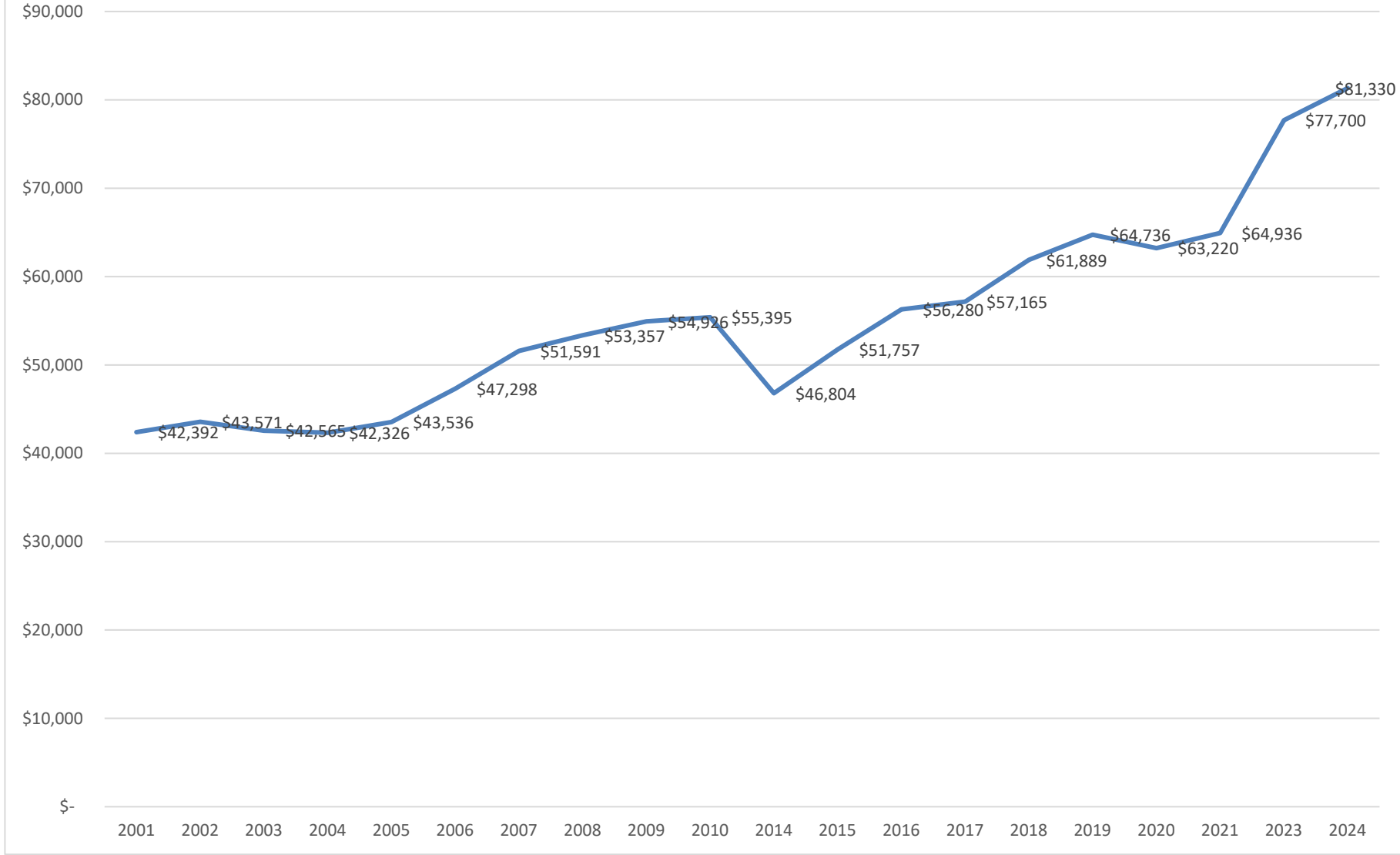
Is there a collective bargaining unit or union in your organization?		2024 Salary	2023 Salary
Yes	N	8	7
	Mean	\$67,909.75	\$66,089.43
	Median	\$67,151.50	\$65,407.00
No	N	8	7
	Mean	\$71,118.50	\$67,947.86
	Median	\$73,256.00	\$71,076.00
Total	N	16	14
	Mean	\$69,514.13	\$67,018.64
	Median	\$71,512.00	\$67,151.00

Contract Specialist

Table 5.10. Survey Summaries

	2024N	2024	2023	2021	2020	2019	2018	2017	2016	2015	2014	2010	2009	2008	2007	2006	2005	2004	2003	2002	2001	01- 19Change	18- 19Change
All	254	\$81,330	\$77,700	\$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	89%	25%
Entity																							
Federal	3	\$61,192	\$57,558			\$39,718	\$38,028			\$51,000	\$49,000	\$50,888	\$50,138										
State	61	\$75,593	\$72,757	\$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	83%	24%
County	62	\$81,473	\$76,731	\$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	118%	26%
City	65	\$79,958	\$76,746	\$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	76%	31%
School	12	\$87,224	\$85,403	\$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	90%	40%
Higher Ed.	12	\$75,139	\$77,444	\$52,752	\$59,730	\$61,775	\$58,361	\$60,204	\$60,204	\$57,000	\$55,000	\$55,223	\$55,223	\$68,912	\$58,304	\$46,170	\$37,524	\$37,138	\$34,509	\$39,820	\$38,601	92%	42%
Health	1	\$62,355						\$42,000	\$42,000			\$64,788				\$50,000							
Utility	6	\$90,837	\$81,454	\$66,170	\$66,388							\$55,000		\$54,971	\$54,221	\$46,000		\$45,000	\$45,000	\$47,820	\$46,385		
Sp. Auth.	24	\$98,011	\$94,993	\$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	111%	15%
Nonprofit	4	\$76,124	\$73,836	\$45,785	\$31,541	\$76,137	\$80,124																
Region																							
Northeast	6	\$86,869	\$100,145	\$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	36	\$94,528	\$94,619	\$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	86%	17%
Southeast	57	\$69,184	\$62,938	\$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	82%	21%
South Central	49	\$72,963	\$70,313	\$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	100%	36%
Central	21	\$83,064	\$83,673	\$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	67%	37%
Great Lakes	12	\$75,447	\$75,250	\$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	75%	29%
North Central	2	\$67,762	\$66,454	\$50,145	\$42,297	\$63,691	\$60,130									\$37,000	\$35,000						
West	71	\$90,628	\$84,660	\$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	77%	22%
Procur. Vol.																							
\$1-\$10M	15	\$75,920	\$72,268	\$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	68%	31%
\$11-\$30M	30	\$78,637	\$74,185	\$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	75%	38%
\$31-\$75M	72	\$80,944	\$76,626	\$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	118%	22%
>\$75M	94	\$82,767	\$77,802	\$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	82%	20%

Contract Specialist Salary Trend 2001-2024



“Contract Specialist” Individual Survey Results

Table 5.10a. Reported Individual Salaries by Highest Education Completed

Education		2024 Salary	2023 Salary
High School Diploma	N	5	5
	Mean	\$74,477.00	\$70,815.40
	Median	\$70,827.00	\$67,344.00
Technical/Vocational School	N	1	1
	Mean	\$61,483.00	\$60,174.00
	Median	\$61,483.00	\$60,174.00
Some College	N	44	40
	Mean	\$74,954.89	\$68,768.32
	Median	\$72,076.00	\$67,151.00
2-year College Degree	N	24	23
	Mean	\$65,360.17	\$59,520.91
	Median	\$62,573.00	\$56,638.00
4-year College Degree	N	96	87
	Mean	\$83,638.70	\$80,428.28
	Median	\$79,360.00	\$76,744.00
Master's Degree	N	62	58
	Mean	\$87,473.66	\$84,421.21
	Median	\$85,203.50	\$83,895.50
Some Doctorate Courses	N	1	1
	Mean	\$76,518.00	\$74,776.00
	Median	\$76,518.00	\$74,776.00
Doctorate Degree	N	7	7
	Mean	\$82,653.14	\$74,275.29
	Median	\$82,413.00	\$85,196.00
Total	N	240	222
	Mean	\$80,867.91	\$76,677.29
	Median	\$75,000.00	\$73,256.00

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

Education Field		2024 Salary	2023 Salary
Liberal Arts	N	27	25
	Mean	\$80,666.89	\$75,992.92
	Median	\$72,820.00	\$74,128.00
Supply Chain Management	N	9	9
	Mean	\$80,106.00	\$74,534.78
	Median	\$73,256.00	\$71,948.00
Business	N	99	90
	Mean	\$81,034.08	\$76,439.71
	Median	\$75,000.00	\$72,166.00
Economics	N	4	4
	Mean	\$91,350.25	\$107,812.00
	Median	\$96,584.00	\$107,486.00
Public Administration	N	29	28
	Mean	\$78,707.66	\$74,050.36
	Median	\$74,477.00	\$69,985.00
Political Science	N	8	8
	Mean	\$83,710.50	\$77,496.88
	Median	\$80,234.50	\$76,090.00
Engineering	N	3	3
	Mean	\$81,812.00	\$79,196.00
	Median	\$89,390.00	\$84,157.00
Law	N	14	13
	Mean	\$83,524.14	\$76,958.77
	Median	\$83,721.00	\$85,196.00
Other (Please Specify)	N	43	38
	Mean	\$78,003.07	\$74,208.16
	Median	\$72,384.00	\$71,729.50
Total	N	236	218
	Mean	\$80,541.72	\$76,297.27
	Median	\$75,000.00	\$73,256.00

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

Gender		2024 Salary	2023 Salary
Male	N	63	59
	Mean	\$82,741.59	\$78,292.58
	Median	\$82,413.00	\$75,436.00
Female	N	167	155
	Mean	\$79,800.19	\$75,941.41
	Median	\$73,256.00	\$71,948.00
Total	N	230	214
	Mean	\$80,605.87	\$76,589.63
	Median	\$75,000.00	\$73,256.00

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

Race		2024 Salary	2023 Salary
White	N	150	139
	Mean	\$79,626.63	\$74,715.24
	Median	\$74,782.00	\$71,948.00
Black	N	55	53
	Mean	\$82,880.71	\$80,794.49
	Median	\$73,256.00	\$73,256.00
Asian	N	6	4
	Mean	\$87,703.33	\$90,915.75
	Median	\$87,863.50	\$87,209.50
American Indian or Alaskan Native	N	4	4
	Mean	\$74,997.25	\$66,714.25
	Median	\$72,294.00	\$67,587.50
Total	N	215	200
	Mean	\$80,598.33	\$76,490.23
	Median	\$74,564.00	\$72,820.00

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

Ethnicity		2024 Salary	2023 Salary
Hispanic	N	28	28
	Mean	\$74,409.25	\$70,161.39
	Median	\$73,783.50	\$66,497.00
Non-Hispanic	N	185	171
	Mean	\$81,159.02	\$76,997.44
	Median	\$73,875.00	\$72,204.00
Total	N	213	199
	Mean	\$80,271.72	\$76,035.58
	Median	\$73,875.00	\$71,948.00

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

Do you hold any professional certifications?		2024 Salary	2023 Salary
No	N	114	101
	Mean	\$80,884.19	\$77,091.07
	Median	\$73,565.50	\$72,820.00
Yes	N	136	130
	Mean	\$82,032.94	\$78,413.65
	Median	\$77,308.00	\$74,452.00
Total	N	250	231
	Mean	\$81,509.11	\$77,835.38
	Median	\$76,413.00	\$73,692.00

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

Is there a collective bargaining unit or union in your organization?		2024 Salary	2023 Salary
Yes	N	134	124
	Mean	\$86,158.50	\$83,183.71
	Median	\$82,849.00	\$80,271.00
No	N	96	89
	Mean	\$74,108.30	\$69,108.83
	Median	\$71,294.00	\$66,279.00
Total	N	230	213
	Mean	\$81,128.85	\$77,302.66
	Median	\$76,413.00	\$73,692.00

Assistant Buyer

Table 5.11. Survey Summaries

	2024N	2024	2023	2021	2020	2019	2018	2017	2016	2015	2014	2010	2009	2008	2007	2006	2005	2004	2003	2002	2001	01-19Change	18-19Change
All	26	\$64,659	\$59,992	\$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	118%	24%
Entity																							
Federal												\$32,000	\$28,000										
State	2	\$47,309	\$41,204	\$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	68%	57%
County	6	\$70,940	\$69,091	\$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	140%	40%
City	10	\$68,555	\$65,854	\$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	129%	40%
School	5	\$53,442	\$48,558	\$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	76%	17%
Higher Ed.				\$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		
Health																							
Utility	1	\$97,674	\$87,645	\$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	207%	74%
Sp. Auth.	1	\$45,785	\$37,936	\$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	26%	-31%
Region																							
Northeast	4	\$57,428	\$43,846	\$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	79%	15%
Mid-Atlantic	7	\$60,980	\$59,707	\$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	97%	3%
Southeast	1	\$72,820	\$67,587	\$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	184%	86%
South Central	4	\$88,174	\$83,384	\$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	236%	109%
Central	4	\$52,413	\$49,578	\$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	80%	9%
Great Lakes	3	\$41,951	\$39,914	\$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	32%	-37%
North Central				\$134,302	\$124,273							\$35,000	\$35,000					\$23,000	\$22,300				
West	3	\$85,436	\$77,359	\$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	146%	67%
Procur. Vol.																							
\$1-\$10M	2	\$63,445	\$59,520	\$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	129%	48%
\$11-\$30M	8	\$44,078	\$41,730	\$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	58%	-25%
\$31-\$75M	4	\$51,901	\$47,104	\$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	71%	0%
>\$75M	5	\$87,757	\$85,057	\$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	164%	69%

Assistant Buyer Salary Trend 2001-2024



“Assistant Buyer” Individual Survey Results

Table 5.11a. Reported Individual Salaries by Highest Education Completed

Education		2024 Salary	2023 Salary
High School Diploma	N	2	2
	Mean	\$38,126.50	\$45,318.00
	Median	\$38,126.50	\$45,318.00
Technical/Vocational School	N	2	1
	Mean	\$75,436.00	\$51,453.00
	Median	\$75,436.00	\$51,453.00
Some College	N	7	6
	Mean	\$46,654.71	\$42,412.00
	Median	\$45,785.00	\$39,244.00
2-year College Degree	N	2	2
	Mean	\$58,016.50	\$55,400.50
	Median	\$58,016.50	\$55,400.50
4-year College Degree	N	8	7
	Mean	\$79,414.75	\$74,503.29
	Median	\$82,919.50	\$87,645.00
Master's Degree	N	1	1
	Mean	\$67,779.00	\$67,779.00
	Median	\$67,779.00	\$67,779.00
Doctorate Degree	N	1	1
	Mean	\$91,727.00	\$86,938.00
	Median	\$91,727.00	\$86,938.00
Total	N	23	20
	Mean	\$63,676.74	\$59,180.10
	Median	\$54,070.00	\$55,868.00

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

Education Field		2024 Salary	2023 Salary
Liberal Arts	N	5	5
	Mean	\$55,980.00	\$53,014.80
	Median	\$54,070.00	\$51,453.00
Business	N	5	3
	Mean	\$83,351.00	\$78,455.33
	Median	\$74,564.00	\$67,779.00
Economics	N	1	
	Mean	\$40,716.00	
	Median	\$40,716.00	
Public Administration	N	1	1
	Mean	\$50,254.00	\$60,283.00
	Median	\$50,254.00	\$60,283.00
Political Science	N	2	2
	Mean	\$35,892.00	\$35,016.50
	Median	\$35,892.00	\$35,016.50
Other (Please Specify)	N	9	9
	Mean	\$67,239.56	\$61,427.33
	Median	\$54,070.00	\$45,349.00
Total	N	23	20
	Mean	\$63,676.74	\$59,180.10
	Median	\$54,070.00	\$55,868.00

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

Gender		2024 Salary	2023 Salary
Male	N	2	2
	Mean	\$70,299.50	\$67,683.00
	Median	\$70,299.50	\$67,683.00
Female	N	19	16
	Mean	\$64,283.79	\$59,131.06
	Median	\$54,070.00	\$48,401.00
Total	N	21	18
	Mean	\$64,856.71	\$60,081.28
	Median	\$64,012.00	\$58,168.50

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

Race		2024 Salary	2023 Salary
White	N	15	13
	Mean	\$63,073.80	\$59,214.77
	Median	\$54,070.00	\$51,453.00
Black	N	5	5
	Mean	\$52,430.00	\$51,818.60
	Median	\$48,837.00	\$39,680.00
Asian	N	2	2
	Mean	\$79,753.00	\$77,358.50
	Median	\$79,753.00	\$77,358.50
American Indian or Alaskan Native	N	1	
	Mean	\$96,802.00	
	Median	\$96,802.00	
Total	N	23	20
	Mean	\$63,676.74	\$59,180.10
	Median	\$54,070.00	\$55,868.00

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

Ethnicity		2024 Salary	2023 Salary
Hispanic	N	1	1
	Mean	\$64,012.00	\$64,884.00
	Median	\$64,012.00	\$64,884.00
Non-Hispanic	N	18	16
	Mean	\$64,428.83	\$60,018.94
	Median	\$54,070.00	\$48,401.00
Total	N	19	17
	Mean	\$64,406.89	\$60,305.12
	Median	\$54,070.00	\$51,453.00

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

Do you hold any professional certifications?		2024 Salary	2023 Salary
No	N	13	12
	Mean	\$56,995.54	\$49,572.08
	Median	\$54,070.00	\$42,950.50
Yes	N	12	10
	Mean	\$72,960.83	\$72,496.30
	Median	\$73,474.00	\$73,345.50
Total	N	25	22
	Mean	\$64,658.88	\$59,992.18
	Median	\$62,355.00	\$59,138.50

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

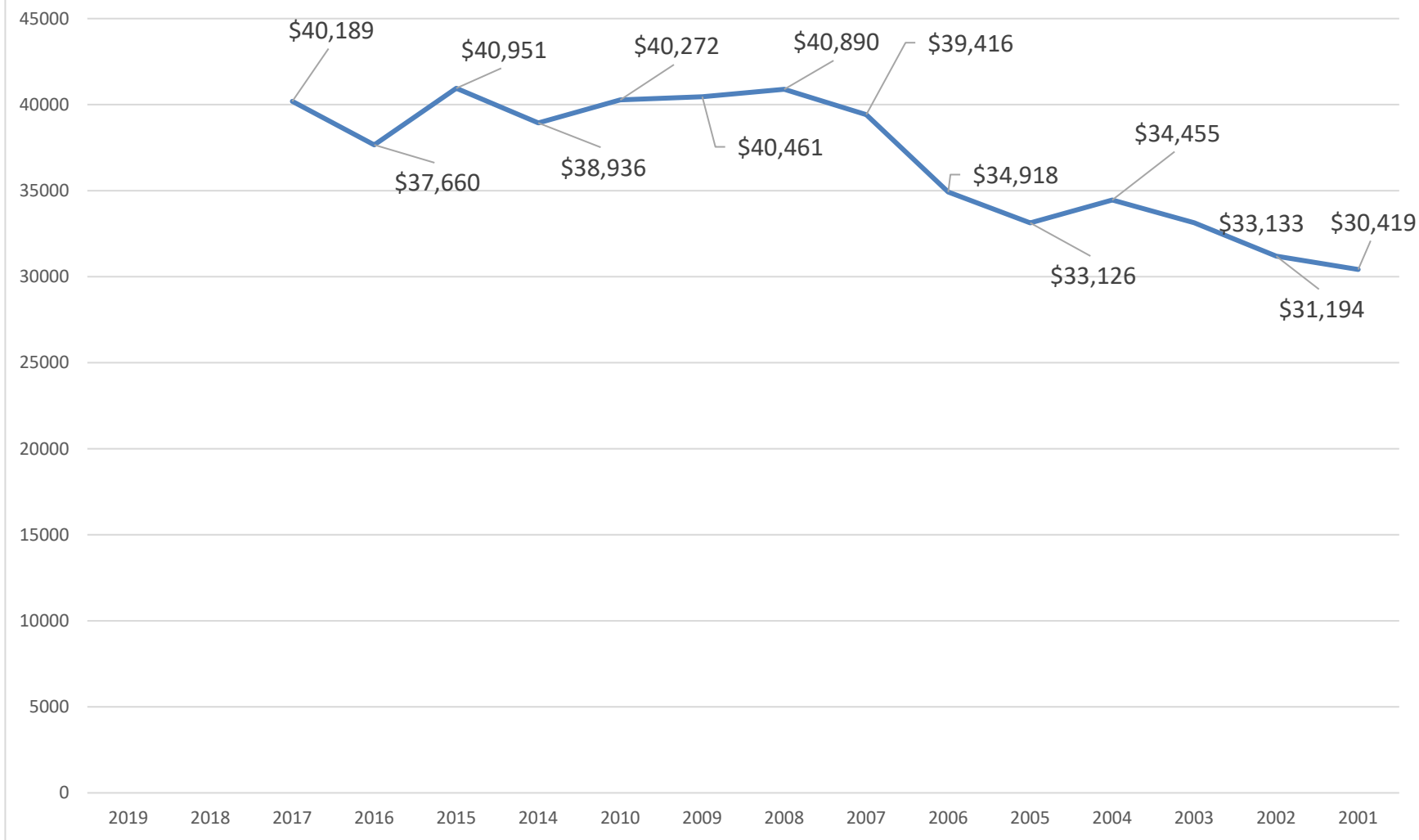
Is there a collective bargaining unit or union in your organization?		2024 Salary	2023 Salary
Yes	N	14	12
	Mean	\$63,193.36	\$56,829.33
	Median	\$59,016.50	\$51,312.50
No	N	8	7
	Mean	\$61,072.88	\$58,687.00
	Median	\$54,070.00	\$51,453.00
Total	N	22	19
	Mean	\$62,422.27	\$57,513.74
	Median	\$54,070.00	\$51,453.00

Stores Technician (Not enough reported data in 2020, 2021, 2022, 2023)

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

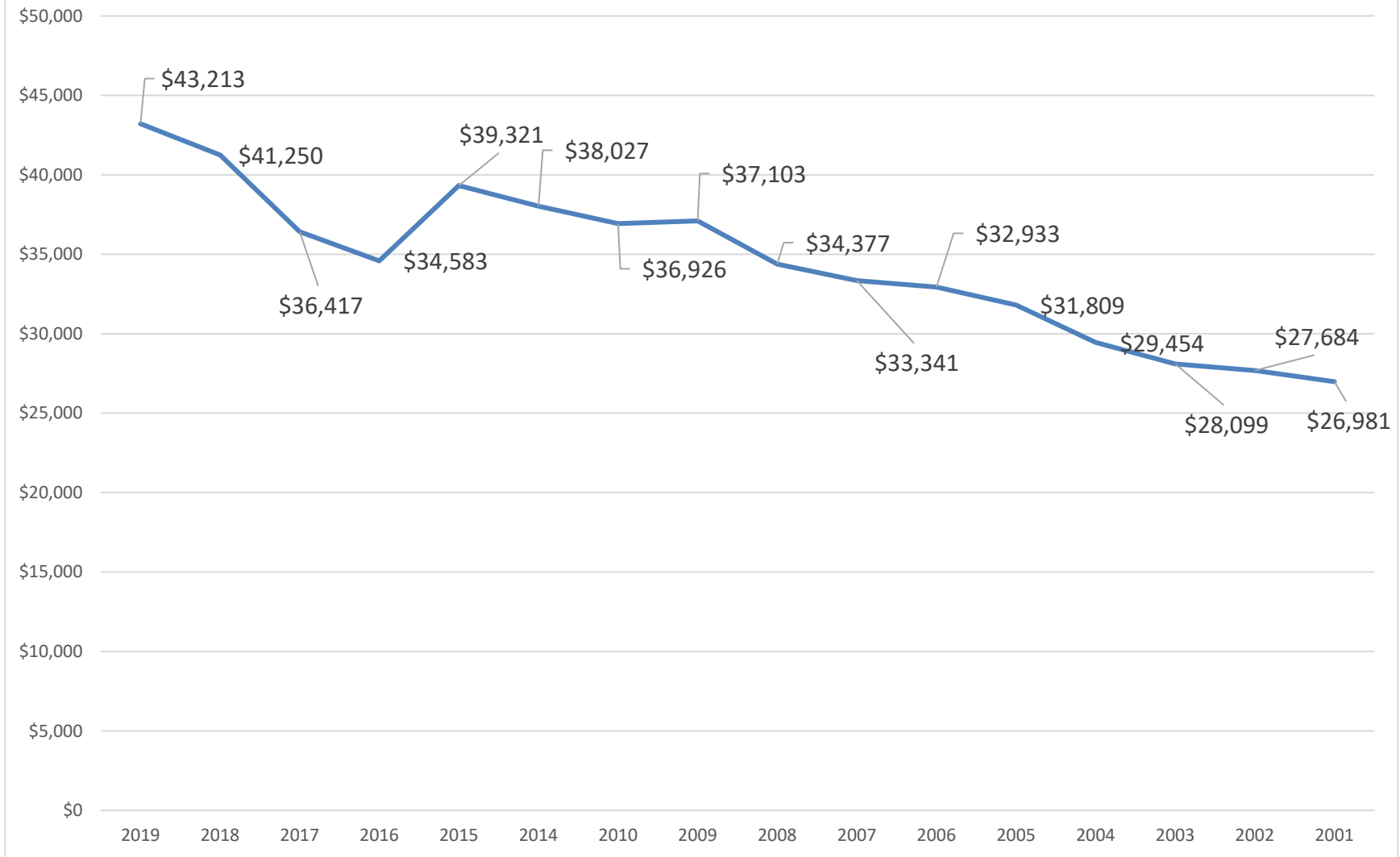


Receiving Technician (Not enough reported data in 2020, 2021, 2022, 2023)

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



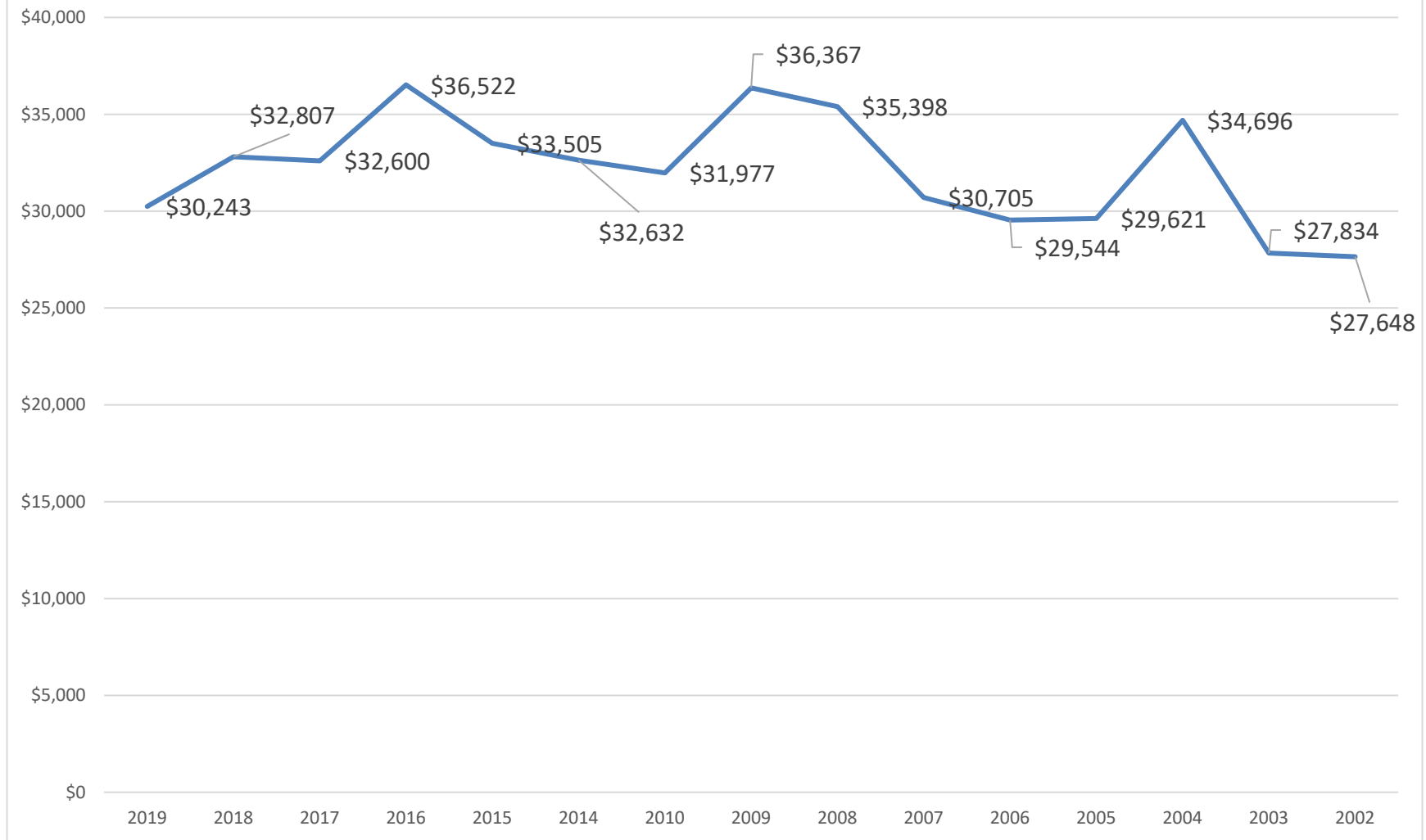
“Receiving Technician” Individual Survey Results

Delivery Technician (Not enough reported data in 2020, 2021, 2022, 2023)

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

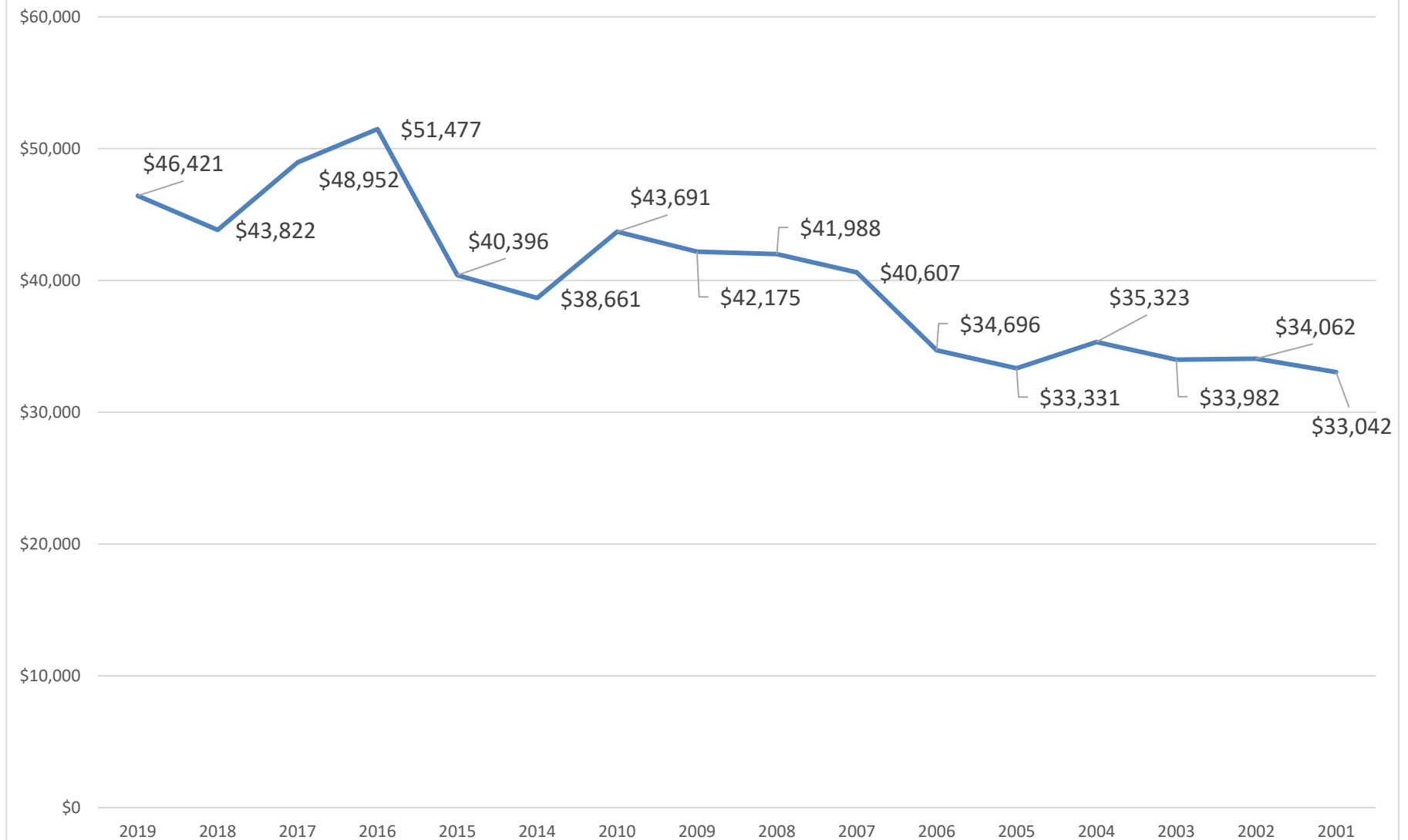


Fixed Assets Technician (Not enough reported data in 2020, 2021, 2022, 2023)

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

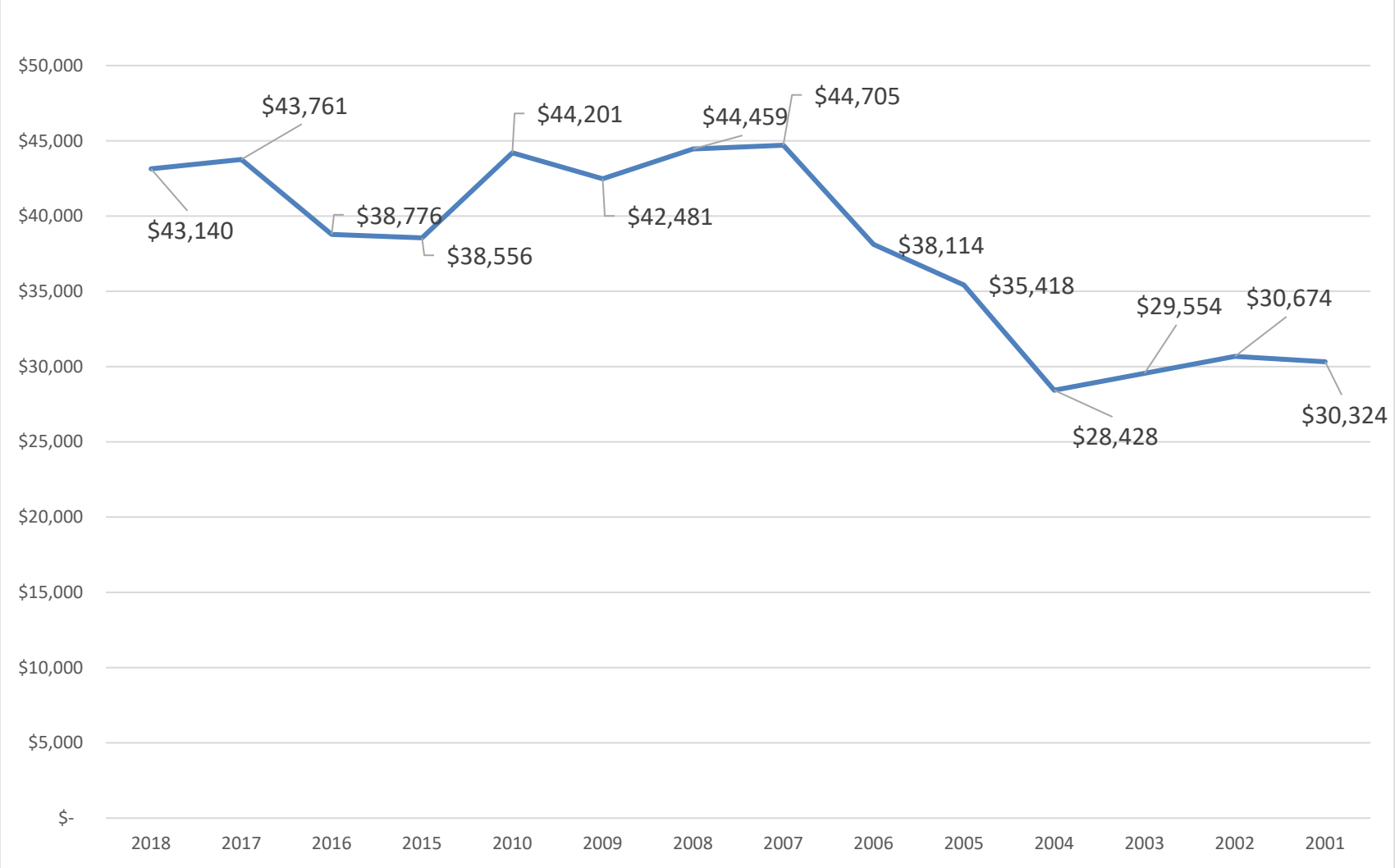


Expeditor (Not enough reported data in 2020, 2021, 2022, 2023)

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 Salary Trend 2001-2018



“Expeditor” Individual Survey Results

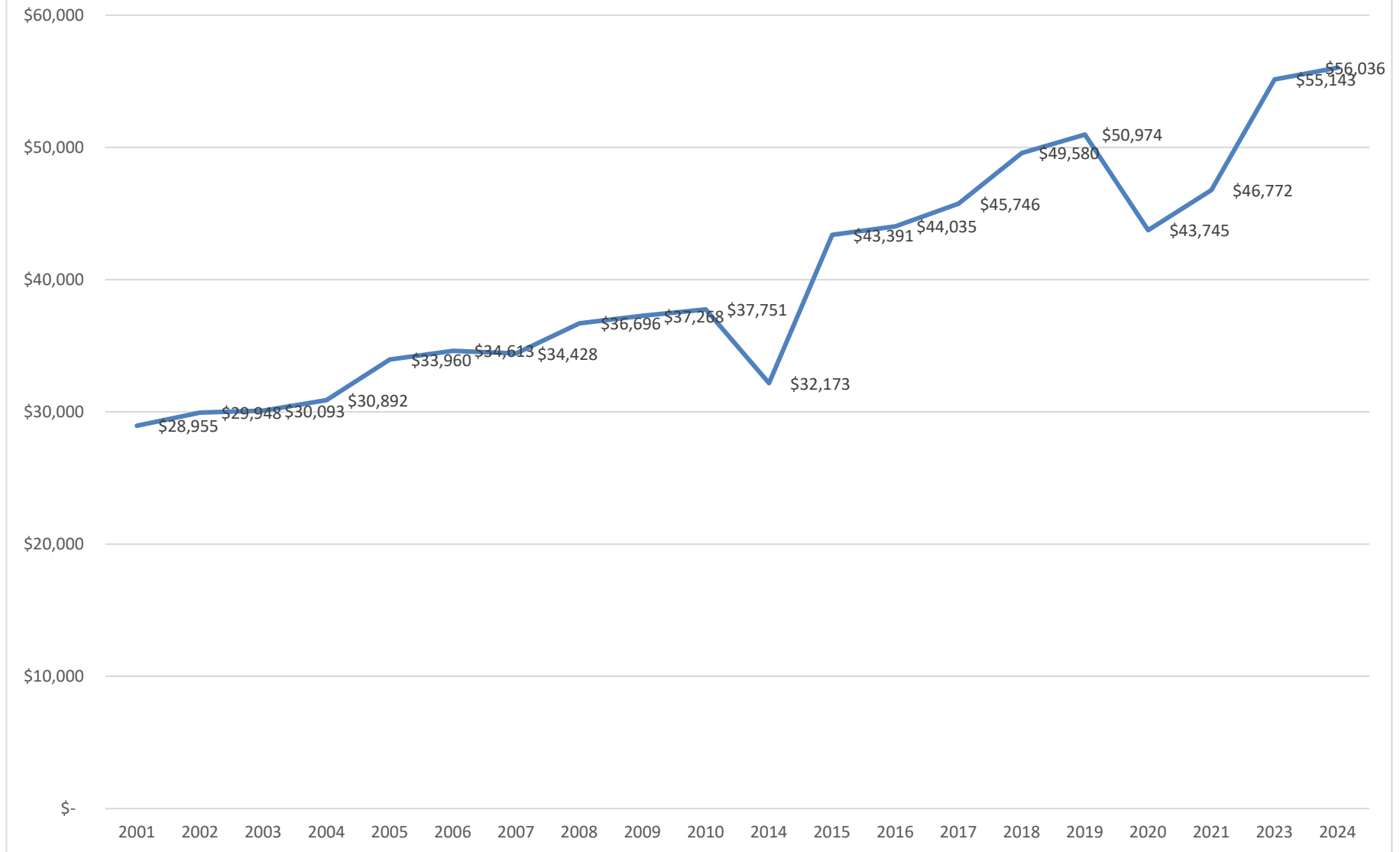
Due to low response rate from employees in this job category, analysis of individual survey results for this job was not feasible.

Administrative Assistant

Table 5.17. Survey Summaries

	2024N	2024	2023	2021	2020	2019	2018	2017	2016	2015	2014	2010	2009	2008	2007	2006	2005	2004	2003	2002	2001	01- 19Change	18- 19Change
All	29	\$56,036	\$55,143	\$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	90%	20%
Entity																							
Federal				\$35,320		\$46,074	\$43,303					\$36,000	\$32,000										
State	5	\$58,917	\$57,172	\$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	123%	11%
County	5	\$60,837	\$56,751	\$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	114%	17%
City	13	\$56,667	\$54,289	\$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	87%	10%
School	1	\$63,227		\$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	121%	77%
Higher Ed.	2	\$32,555	\$47,093	\$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	20%	-21%
Health	1	\$49,186														\$30,000		\$25,000	\$19,000				
Utility				\$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.				\$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	5	\$55,160	\$53,052	\$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	58%	-14%
Mid-Atlantic	6	\$46,360	\$46,178	\$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	49%	9%
Southeast	8	\$61,685	\$56,016	\$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	143%	67%
South Central	7	\$51,501	\$51,150	\$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	89%	-2%
Central				\$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	1	\$59,302	\$57,994	\$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	93%	11%
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	\$81,279	\$75,175	\$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	141%	14%
Procur. Vol.																							
\$1-\$10M	1	\$68,215	\$60,813	\$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	154%	13%
\$11-\$30M	4	\$56,894	\$56,236	\$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	98%	51%
\$31-\$75M	6	\$48,723	\$48,360	\$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	64%	12%
>\$75M	5	\$74,617	\$68,691	\$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	140%	17%

Administrative Assistant Salary Trend 2001-2024



“Administrative Assistant” Individual Survey Results

Table 5.17a. Reported Individual Salaries by Highest Education Completed

Education		2024 Salary	2023 Salary
High School Diploma	N	2	1
	Mean	\$71,075.50	\$84,593.00
	Median	\$71,075.50	\$84,593.00
Technical/Vocational School	N	1	1
	Mean	\$59,302.00	\$57,994.00
	Median	\$59,302.00	\$57,994.00
Some College	N	5	3
	Mean	\$53,125.60	\$57,180.00
	Median	\$49,186.00	\$52,326.00
2-year College Degree	N	4	4
	Mean	\$58,190.25	\$54,811.25
	Median	\$58,822.50	\$54,026.50
4-year College Degree	N	9	7
	Mean	\$57,785.11	\$52,528.00
	Median	\$60,097.00	\$53,400.00
Master's Degree	N	3	2
	Mean	\$46,528.67	\$56,860.50
	Median	\$61,831.00	\$56,860.50
Doctorate Degree	N	1	1
	Mean	\$65,407.00	\$65,407.00
	Median	\$65,407.00	\$65,407.00
Total	N	25	19
	Mean	\$56,996.04	\$56,852.42
	Median	\$59,302.00	\$57,994.00

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

What Education Field		2024 Salary	2023 Salary
Liberal Arts	N	3	2
	Mean	\$41,279.00	\$42,950.50
	Median	\$47,965.00	\$42,950.50
Supply Chain Management	N	1	1
	Mean	\$60,366.00	\$53,400.00
	Median	\$60,366.00	\$53,400.00
Business	N	9	6
	Mean	\$57,639.44	\$54,156.83
	Median	\$51,276.00	\$51,410.00
Economics	N	1	1
	Mean	\$59,302.00	\$57,994.00
	Median	\$59,302.00	\$57,994.00
Public Administration	N	5	4
	Mean	\$57,008.00	\$64,360.25
	Median	\$61,919.00	\$62,354.50
Other (Please Specify)	N	5	4
	Mean	\$56,770.20	\$53,981.50
	Median	\$60,097.00	\$58,588.50
Total	N	24	18
	Mean	\$55,464.63	\$55,311.28
	Median	\$56,468.00	\$56,206.50

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

Gender		2024 Salary	2023 Salary
Male	N	1	1
	Mean	\$60,097.00	\$58,789.00
	Median	\$60,097.00	\$58,789.00
Female	N	22	16
	Mean	\$57,616.64	\$58,469.13
	Median	\$59,834.00	\$58,191.00
Total	N	23	17
	Mean	\$57,724.48	\$58,487.94
	Median	\$60,097.00	\$58,388.00

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

Race		2024 Salary	2023 Salary
White	N	13	8
	Mean	\$58,322.54	\$60,858.63
	Median	\$60,097.00	\$59,801.00
Black	N	6	5
	Mean	\$51,861.33	\$53,485.40
	Median	\$56,553.50	\$54,419.00
Asian	N	1	1
	Mean	\$61,919.00	\$59,302.00
	Median	\$61,919.00	\$59,302.00
Total	N	20	14
	Mean	\$56,564.00	\$58,114.14
	Median	\$60,231.50	\$58,588.50

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

Ethnicity		2024 Salary	2023 Salary
Hispanic	N	5	4
	Mean	\$60,714.20	\$53,824.75
	Median	\$60,366.00	\$56,094.50
Non-Hispanic	N	14	9
	Mean	\$52,332.21	\$56,400.22
	Median	\$52,455.00	\$58,388.00
Total	N	19	13
	Mean	\$54,538.00	\$55,607.77
	Median	\$60,097.00	\$58,388.00

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

Do you hold any professional certifications?		2024 Salary	2023 Salary
No	N	17	14
	Mean	\$61,055.76	\$58,054.93
	Median	\$60,097.00	\$58,391.50
Yes	N	10	6
	Mean	\$47,501.60	\$48,346.83
	Median	\$50,710.50	\$51,410.00
Total	N	27	20
	Mean	\$56,035.70	\$55,142.50
	Median	\$59,302.00	\$56,206.50

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

Is there a collective bargaining unit or union in your organization?		2024 Salary	2023 Salary
Yes	N	12	11
	Mean	\$62,026.50	\$58,905.82
	Median	\$60,566.50	\$57,994.00
No	N	13	8
	Mean	\$52,352.54	\$54,029.00
	Median	\$53,634.00	\$55,894.00
Total	N	25	19
	Mean	\$56,996.04	\$56,852.42
	Median	\$59,302.00	\$57,994.00

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	51	26	8	0	5	11	287	388
	%	13.1%	6.7%	2.1%	0.0%	1.3%	2.8%	74.0%	100.0%
Managers	N	108	41	23	0	7	27	549	755
	%	14.3%	5.4%	3.0%	0.0%	0.9%	3.6%	72.7%	100.0%
Professional	N	196	46	41	1	17	56	900	1,257
	%	15.6%	3.7%	3.3%	0.1%	1.4%	4.5%	71.6%	100.0%
Total	N	355	113	72	1	29	94	1,736	2,400
	%	14.8%	4.7%	3.0%	0.0%	1.2%	3.9%	72.3%	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	119	35	23	1	12	24	496	710
	%	16.8%	4.9%	3.2%	0.1%	1.7%	3.4%	69.9%	100.0%
Female	N	223	75	45	0	15	69	1,170	1,597
	%	14.0%	4.7%	2.8%	0.0%	0.9%	4.3%	73.3%	100.0%
Total	N	342	110	68	1	27	93	1,666	2,307
	%	14.8%	4.8%	2.9%	0.0%	1.2%	4.0%	72.2%	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	230	81	45	22	61	1195	1634	1693
	%	14.1%	5.0%	2.8%	1.3%	3.7%	73.1%	100.0%	100.0%
Black	N	64	18	12	5	22	300	421	382
	%	15.2%	4.3%	2.9%	1.2%	5.2%	71.3%	100.0%	100.0%
Asian	N	14	1	1	0	3	55	74	74
	%	18.9%	1.4%	1.4%	0.0%	4.1%	74.3%	100.0%	100.0%
American Indian or Alaskan Native	N	4	2	2	0	0	22	30	29
	%	13.3%	6.7%	6.7%	0.0%	0.0%	73.3%	100.0%	100.0%
Total	N	312	102	60	27	86	1572	2159	146
	%	14.5%	4.7%	2.8%	1.3%	4.0%	72.8%	100.0%	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	59	11	17	0	1	14	202	304
	%	19.4%	3.6%	5.6%	0.0%	0.3%	4.6%	66.4%	100.0%
Non-Hispanic	N	257	84	48	1	26	67	1322	1805
	%	14.2%	4.7%	2.7%	0.1%	1.4%	3.7%	73.2%	100.0%
Other	N	316	95	65	1	27	81	1524	2109
	%	15.0%	4.5%	3.1%	0.0%	1.3%	3.8%	72.3%	100.0%
Total	N	59	11	17	0	1	14	202	304
	%	19.4%	3.6%	5.6%	0.0%	0.3%	4.6%	66.4%	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	200	74	43	0	20	55	1091	1483
	%	13.5%	5.0%	2.9%	0.0%	1.3%	3.7%	73.6%	100.0%
Single	N	69	9	17	1	3	19	280	398
	%	17.3%	2.3%	4.3%	0.3%	0.8%	4.8%	70.4%	100.0%
Divorced	N	42	17	5	0	2	15	184	265
	%	15.8%	6.4%	1.9%	0.0%	0.8%	5.7%	69.4%	100.0%
Widowed	N	5	8	1	0	0	1	40	55
	%	9.1%	14.5%	1.8%	0.0%	0.0%	1.8%	72.7%	100.0%
Living with Someone	N	21	2	2	0	2	3	62	92
	%	22.8%	2.2%	2.2%	0.0%	2.2%	3.3%	67.4%	100.0%
Total	N	337	110	68	1	27	93	1,657	2,293
	%	14.7%	4.8%	3.0%	0.0%	1.2%	4.1%	72.3%	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	7	6	2	0	0	5	53	73
	9.6%	8.2%	2.7%	0.0%	0.0%	6.8%	72.6%	100.0%
Technical/Vocational School	3	1	0	0	0	0	13	17
	17.6%	5.9%	0.0%	0.0%	0.0%	0.0%	76.5%	100.0%
Some College	32	22	5	0	6	14	224	303
	10.6%	7.3%	1.7%	0.0%	2.0%	4.6%	73.9%	100.0%
2-year College Degree	27	10	5	0	4	9	155	210
	12.9%	4.8%	2.4%	0.0%	1.9%	4.3%	73.8%	100.0%
4-year College Degree	159	48	34	1	9	38	797	1086
	14.6%	4.4%	3.1%	0.1%	0.8%	3.5%	73.4%	100.0%
Master's Degree	103	20	24	0	5	25	418	595
	17.3%	3.4%	4.0%	0.0%	0.8%	4.2%	70.3%	100.0%
Some Doctorate Courses	7	0	0	0	2	1	18	28
	25.0%	0.0%	0.0%	0.0%	7.1%	3.6%	64.3%	100.0%
Doctorate Degree	13	4	1	0	1	2	33	54
	24.1%	7.4%	1.9%	0.0%	1.9%	3.7%	61.1%	100.0%
Total	351	111	71	1	27	94	1,711	2,366
	14.8%	4.7%	3.0%	0.0%	1.1%	4.0%	72.3%	100%

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	Count	37	7	7	0	1	7	215	274
	%	13.5%	2.6%	2.6%	0.0%	0.4%	2.6%	78.5%	100.0%
Supply Chain Management	Count	17	5	2	1	2	5	76	108
	%	15.7%	4.6%	1.9%	0.9%	1.9%	4.6%	70.4%	100.0%
Business	Count	163	60	32	0	15	40	783	1093
	%	14.9%	5.5%	2.9%	0.0%	1.4%	3.7%	71.6%	100.0%
Economics	Count	7	5	2	0	0	2	35	51
	%	13.7%	9.8%	3.9%	0.0%	0.0%	3.9%	68.6%	100.0%
Public Administration	Count	30	12	8	0	3	8	145	206
	%	14.6%	5.8%	3.9%	0.0%	1.5%	3.9%	70.4%	100.0%
Political Science	Count	11	0	1	0	1	3	39	55
	%	20.0%	0.0%	1.8%	0.0%	1.8%	5.5%	70.9%	100.0%
Engineering	Count	9	2	2	0	1	1	22	37
	%	24.3%	5.4%	5.4%	0.0%	2.7%	2.7%	59.5%	100.0%
Law	Count	19	4	2	0	1	4	55	85
	%	22.4%	4.7%	2.4%	0.0%	1.2%	4.7%	64.7%	100.0%
Other (Please Specify)	Count	57	11	13	0	3	21	303	408
	%	14.0%	2.7%	3.2%	0.0%	0.7%	5.1%	74.3%	100.0%
Total Count		350	106	69	1	27	91	1,673	2,317
%		15.1%	4.6%	3.0%	0.0%	1.2%	3.9%	72.2%	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	133	31	32	1	15	40	764	1016
	%	13.1%	3.1%	3.1%	0.1%	1.5%	3.9%	75.2%	100.0%
Yes	N	225	83	40	0	14	57	1001	1420
	%	15.8%	5.8%	2.8%	0.0%	1.0%	4.0%	70.5%	100.0%
Total	N	358	114	72	1	29	97	1765	2436
	%	14.7%	4.7%	3.0%	0.0%	1.2%	4.0%	72.5%	100.0%

Data for Directors, Managers and Professionals

Data by Position and Sex

Are you considering leaving your organization in the next 12 months?											Total
				Yes - for a better job in my field	Yes - to retire	Yes - to pursue a career change	Yes - to pursue my education	Yes - for personal or family reasons	Yes - other	No	
Directors	Gender	Male	N	22	12	4		3	2	109	152
			%	14.5%	7.9%	2.6%		2.0%	1.3%	71.7%	100.0%
		Female	N	27	14	4		2	9	166	222
			%	12.2%	6.3%	1.8%		0.9%	4.1%	74.8%	100.0%
	Total		N	49	26	8		5	11	275	374
			%	13.1%	7.0%	2.1%		1.3%	2.9%	73.5%	100.0%
Managers	Gender	Male	N	38	13	6		2	6	147	212
			%	17.9%	6.1%	2.8%		0.9%	2.8%	69.3%	100.0%
		Female	N	65	28	15		4	21	374	507
			%	12.8%	5.5%	3.0%		0.8%	4.1%	73.8%	100.0%
	Total		N	103	41	21		6	27	521	719
			%	14.3%	5.7%	2.9%		0.8%	3.8%	72.5%	100.0%
Professionals	Gender	Male	N	55	10	13	1	7	16	236	338
			%	16.3%	3.0%	3.8%	0.3%	2.1%	4.7%	69.8%	100.0%
		Female	N	125	32	26	0	9	36	599	827
			%	15.1%	3.9%	3.1%	0.0%	1.1%	4.4%	72.4%	100.0%
	Total		N	180	42	39	1	16	52	835	1165
			%	15.5%	3.6%	3.3%	0.1%	1.4%	4.5%	71.7%	100.0%
Total	Gender	Male	N	115	35	23	1	12	24	492	702
			%	16.4%	5.0%	3.3%	0.1%	1.7%	3.4%	70.1%	100.0%
		Female	N	217	74	45	0	15	66	1139	1556
			%	13.9%	4.8%	2.9%	0.0%	1.0%	4.2%	73.2%	100.0%
	Total		N	332	109	68	1	27	90	1631	2258
			%	14.7%	4.8%	3.0%	0.0%	1.2%	4.0%	72.2%	100.0%

Data by Position and Race/Ethnicity

Position				Are you considering leaving your organization in the next 12 months?						Total
				Yes - for a better job in my current field	Yes - to retire	Yes - to pursue a career change	Yes - for personal or family reasons	Yes - other	No	
Directors	Race	White	N	33	21	4	4	7	218	287
			%	11.5%	7.3%	1.4%	1.4%	2.4%	76.0%	100.0%
		Black	N	8	3	2	1	4	41	59
			%	13.6%	5.1%	3.4%	1.7%	6.8%	69.5%	100.0%
		Asian	N	2	0	0	0	0	4	6
			%	33.3%	0.0%	0.0%	0.0%	0.0%	66.7%	100.0%
		American Indian or Alaskan Native	N	0	0	0	0	0	3	3
			%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%
	Total	N	24	6	5	11	266	355		
		%	6.8%	1.7%	1.4%	3.1%	74.9%	100.0%		
Managers	Race	White	N	75	28	15	5	17	383	523
			%	14.3%	5.4%	2.9%	1.0%	3.3%	73.2%	100.0%
		Black	N	19	8	2	1	6	91	127
			%	15.0%	6.3%	1.6%	0.8%	4.7%	71.7%	100.0%
		Asian	N	5	1	1	0	1	10	18
			%	27.8%	5.6%	5.6%	0.0%	5.6%	55.6%	100.0%
		American Indian or Alaskan Native	N	0	0	0	0	0	7	7
			%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%
	Total	N	37	18	6	24	491	675		
		%	5.5%	2.7%	0.9%	3.6%	72.7%	100.0%		
Profession als	Race	White	N	118	32	26	13	35	576	800
			%	14.8%	4.0%	3.3%	1.6%	4.4%	72.0%	100.0%
		Black	N	34	6	8	3	11	157	219
			%	15.5%	2.7%	3.7%	1.4%	5.0%	71.7%	100.0%
		Asian	N	6	0	0	0	2	38	46
			%	13.0%	0.0%	0.0%	0.0%	4.3%	82.6%	100.0%
		American Indian or Alaskan Native	N	4	2	2	0	0	12	20
			%	20.0%	10.0%	10.0%	0.0%	0.0%	60.0%	100.0%
	Total	N	N	40	36	16	48	783	1085	
		%	%	3.7%	3.3%	1.5%	4.4%	72.2%	100.0%	
Total	Race	White	N	226	81	45	22	59	1177	1610
			%	14.0%	5.0%	2.8%	1.4%	3.7%	73.1%	100.0%
		Black	N	61	17	12	5	21	289	405
			%	15.1%	4.2%	3.0%	1.2%	5.2%	71.4%	100.0%
		Asian	N	13	1	1	0	3	52	70
			%	18.6%	1.4%	1.4%	0.0%	4.3%	74.3%	100.0%
		American Indian or Alaskan Native	N	4	2	2	0	0	22	30
			%	13.3%	6.7%	6.7%	0.0%	0.0%	73.3%	100.0%
	Total	N	101	60	27	83	1540	2115		
		%	4.8%	2.8%	1.3%	3.9%	72.8%	100.0%		

Position				Are you considering leaving your organization in the next 12 months?							Total
				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	
Directors	Ethnicity	Hispanic	N	10	1	1		0	1	23	36
			%	27.8%	2.8%	2.8%		0.0%	2.8%	63.9%	100.0%
		Non-Hispanic	N	34	22	6		5	9	226	302
			%	11.3%	7.3%	2.0%		1.7%	3.0%	74.8%	100.0%
	Total		N	23	7		5	10	249	338	
			%	6.8%	2.1%		1.5%	3.0%	73.7%	100.0%	
Managers	Ethnicity	Hispanic	N	14	3	6		0	6	68	97
			%	14.4%	3.1%	6.2%		0.0%	6.2%	70.1%	100.0%
		Non-Hispanic	N	83	33	14		6	16	408	560
			%	14.8%	5.9%	2.5%		1.1%	2.9%	72.9%	100.0%
	Total		N	36	20		6	22	476	657	
			%	5.5%	3.0%		0.9%	3.3%	72.5%	100.0%	
Professionals	Ethnicity	Hispanic	N	34	6	10	0	1	7	103	161
			%	21.1%	3.7%	6.2%	0.0%	0.6%	4.3%	64.0%	100.0%
		Non-Hispanic	N	132	28	28	1	15	39	669	912
			%	14.5%	3.1%	3.1%	0.1%	1.6%	4.3%	73.4%	100.0%
	Total		N	34	38	1	16	46	772	1073	
			%	3.2%	3.5%	0.1%	1.5%	4.3%	71.9%	100.0%	
Total	Ethnicity	Hispanic	N	58	10	17	0	1	14	194	294
			%	19.7%	3.4%	5.8%	0.0%	0.3%	4.8%	66.0%	100.0%
		Non-Hispanic	N	249	83	48	1	26	64	1303	1774
			%	14.0%	4.7%	2.7%	0.1%	1.5%	3.6%	73.4%	100.0%
	Total		N	307	93	65	1	27	78	1497	2068
			%	14.8%	4.5%	3.1%	0.0%	1.3%	3.8%	72.4%	100.0%

Data by Position and Level of Education

				Are you considering leaving your organization in the next 12 months?							Total	
				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		
Directors	Education	High School Diploma	N	1	0	0		0	0	5	6	
			%	16.7%	0.0%	0.0%		0.0%	0.0%	83.3%	100.0%	
		Some College	N	2	4	1		1	0	17	25	
			%	8.0%	16.0%	4.0%		4.0%	0.0%	68.0%	100.0%	
		2-year College Degree	N	3	3	0		0	1	11	18	
			%	16.7%	16.7%	0.0%		0.0%	5.6%	61.1%	100.0%	
		4-year College Degree	N	22	11	4		1	1	127	166	
			%	13.3%	6.6%	2.4%		0.6%	0.6%	76.5%	100.0%	
		Master's Degree	N	16	8	3		2	7	107	143	
			%	11.2%	5.6%	2.1%		1.4%	4.9%	74.8%	100.0%	
	Some Doctorate Courses	N	1	0	0		1	1	6	9		
		%	11.1%	0.0%	0.0%		11.1%	11.1%	66.7%	100.0%		
	Doctorate Degree	N	4	0	0		0	1	9	14		
		%	28.6%	0.0%	0.0%		0.0%	7.1%	64.3%	100.0%		
Total			N	49	26	8		5	11	282	381	
			%	12.9%	6.8%	2.1%		1.3%	2.9%	74.0%	100.0%	
Managers	Education	High School Diploma	N	2	2	2		0	1	15	22	
			%	9.1%	9.1%	9.1%		0.0%	4.5%	68.2%	100.0%	
		Technical/Vocational School	N	0	0	0		0	0	2	2	
			%	0.0%	0.0%	0.0%		0.0%	0.0%	100.0%	100.0%	
		Some College	N	7	4	1		1	6	58	77	
			%	9.1%	5.2%	1.3%		1.3%	7.8%	75.3%	100.0%	
		2-year College Degree	N	5	3	1		1	4	42	56	
			%	8.9%	5.4%	1.8%		1.8%	7.1%	75.0%	100.0%	
		4-year College Degree	N	47	23	10		2	12	254	348	
			%	13.5%	6.6%	2.9%		0.6%	3.4%	73.0%	100.0%	
		Master's Degree	N	36	6	8		2	3	146	201	
			%	17.9%	3.0%	4.0%		1.0%	1.5%	72.6%	100.0%	
		Some Doctorate Courses	N	4	0	0		0	0	4	8	
			%	50.0%	0.0%	0.0%		0.0%	0.0%	50.0%	100.0%	
		Doctorate Degree	N	4	3	1		0	1	13	22	
			%	18.2%	13.6%	4.5%		0.0%	4.5%	59.1%	100.0%	
	Total			N	105	41	23		6	27	534	736
				%	14.3%	5.6%	3.1%		0.8%	3.7%	72.6%	100.0%

Continued...

				Are you considering leaving your organization in the next 12 months?							Total	
				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		
Professionals	Education	High School Diploma	N	4	4	0	0	0	2	31	41	
			%	9.8%	9.8%	0.0%	0.0%	0.0%	4.9%	75.6%	100.0%	
		Technical/Vocational School	N	3	1	0	0	0	0	10	14	
			%	21.4%	7.1%	0.0%	0.0%	0.0%	0.0%	71.4%	100.0%	
		Some College	N	21	14	3	0	4	8	141	191	
			%	11.0%	7.3%	1.6%	0.0%	2.1%	4.2%	73.8%	100.0%	
		2-year College Degree	N	19	3	4	0	3	4	97	130	
			%	14.6%	2.3%	3.1%	0.0%	2.3%	3.1%	74.6%	100.0%	
		4-year College Degree	N	85	13	20	1	6	25	398	548	
			%	15.5%	2.4%	3.6%	0.2%	1.1%	4.6%	72.6%	100.0%	
		Master's Degree	N	48	6	13	0	1	14	162	244	
			%	19.7%	2.5%	5.3%	0.0%	0.4%	5.7%	66.4%	100.0%	
		Some Doctorate Courses	N	2	0	0	0	1	0	8	11	
			%	18.2%	0.0%	0.0%	0.0%	9.1%	0.0%	72.7%	100.0%	
		Doctorate Degree	N	5	1	0	0	1	0	9	16	
			%	31.3%	6.3%	0.0%	0.0%	6.3%	0.0%	56.3%	100.0%	
	Total			N	187	42	40	1	16	53	856	1195
				%	15.6%	3.5%	3.3%	0.1%	1.3%	4.4%	71.6%	100.0%
Total	Education	High School Diploma	N	7	6	2	0	0	3	51	69	
			%	10.1%	8.7%	2.9%	0.0%	0.0%	4.3%	73.9%	100.0%	
		Technical/Vocational School	N	3	1	0	0	0	0	12	16	
			%	18.8%	6.3%	0.0%	0.0%	0.0%	0.0%	75.0%	100.0%	
		Some College	N	30	22	5	0	6	14	216	293	
			%	10.2%	7.5%	1.7%	0.0%	2.0%	4.8%	73.7%	100.0%	
		2-year College Degree	N	27	9	5	0	4	9	150	204	
			%	13.2%	4.4%	2.5%	0.0%	2.0%	4.4%	73.5%	100.0%	
		4-year College Degree	N	154	47	34	1	9	38	779	1062	
			%	14.5%	4.4%	3.2%	0.1%	0.8%	3.6%	73.4%	100.0%	
		Master's Degree	N	100	20	24	0	5	24	415	588	
			%	17.0%	3.4%	4.1%	0.0%	0.9%	4.1%	70.6%	100.0%	
		Some Doctorate Courses	N	7	0	0	0	2	1	18	28	
			%	25.0%	0.0%	0.0%	0.0%	7.1%	3.6%	64.3%	100.0%	
		Doctorate Degree	N	13	4	1	0	1	2	31	52	
			%	25.0%	7.7%	1.9%	0.0%	1.9%	3.8%	59.6%	100.0%	
	Total			N	341	109	71	1	27	91	1672	2312
				%	14.7%	4.7%	3.1%	0.0%	1.2%	3.9%	72.3%	100.0%

Data by Position and Professional Certifications

				Yes - for a better job in my current field	Yes - to retire	Yes - to pursue career change	Yes - to pursue my education	Yes - for personal or family reasons	Yes - other	No	Total
Directors	professional certifications	No	N	11	7	1		2	2	84	107
			%	10.3%	6.5%	0.9%		1.9%	1.9%	78.5%	100.0%
		Yes	N	38	19	7		3	9	200	276
			%	13.8%	6.9%	2.5%		1.1%	3.3%	72.5%	100.0%
	Total		N	49	26	8		5	11	284	383
			%	12.8%	6.8%	2.1%		1.3%	2.9%	74.2%	100.0%
Managers	professional certifications	No	N	27	9	11		2	11	204	264
			%	10.2%	3.4%	4.2%		0.8%	4.2%	77.3%	100.0%
		Yes	N	81	32	12		5	16	342	488
			%	16.6%	6.6%	2.5%		1.0%	3.3%	70.1%	100.0%
	Total		N	108	41	23		7	27	546	752
			%	14.4%	5.5%	3.1%		0.9%	3.6%	72.6%	100.0%
Professionals	professional certifications	No	N	92	13	20	1	11	25	454	616
			%	14.9%	2.1%	3.2%	0.2%	1.8%	4.1%	73.7%	100.0%
		Yes	N	98	32	21	0	6	31	440	628
			%	15.6%	5.1%	3.3%	0.0%	1.0%	4.9%	70.1%	100.0%
	Total		N	190	45	41	1	17	56	894	1244
			%	15.3%	3.6%	3.3%	0.1%	1.4%	4.5%	71.9%	100.0%
Total	professional certifications	No	N	130	29	32	1	15	38	742	987
			%	13.2%	2.9%	3.2%	0.1%	1.5%	3.9%	75.2%	100.0%
		Yes	N	217	83	40	0	14	56	982	1392
			%	15.6%	6.0%	2.9%	0.0%	1.0%	4.0%	70.5%	100.0%
	Total		N	347	112	72	1	29	94	1724	2379
			%	14.6%	4.7%	3.0%	0.0%	1.2%	4.0%	72.5%	100.0%

Exhibit A. 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.