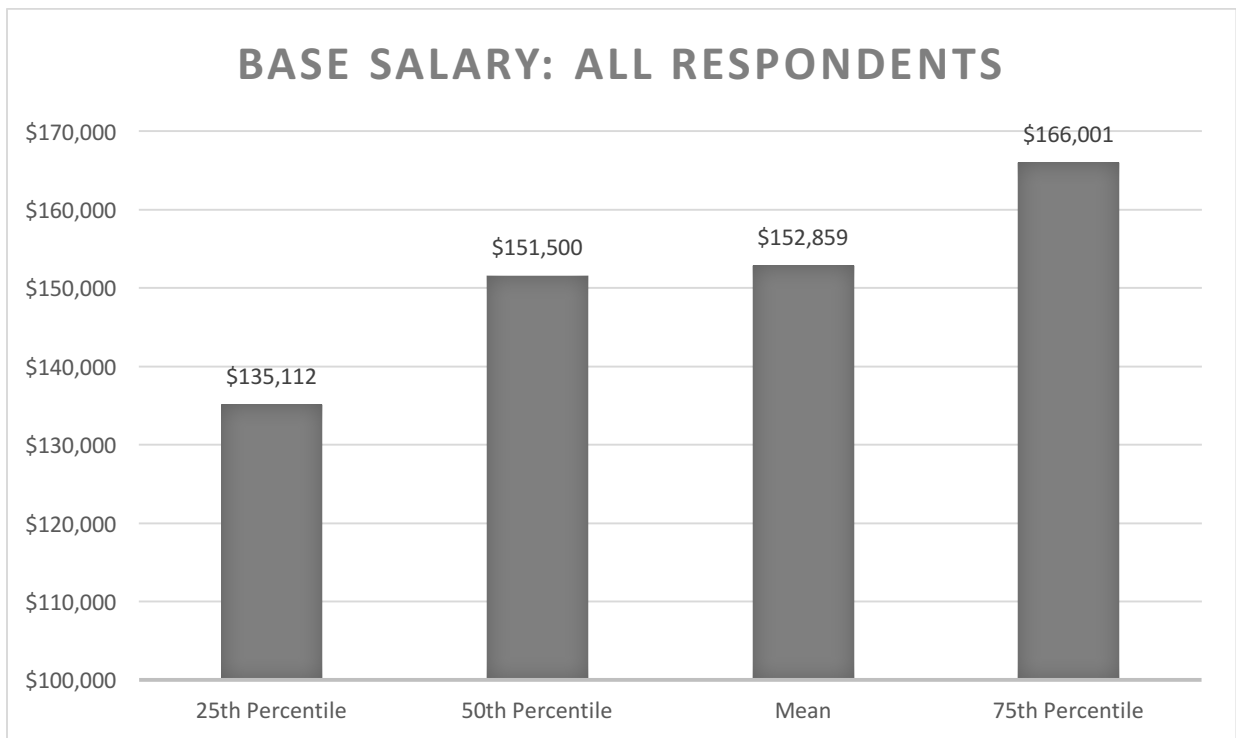


# UPPER MIDWEST CAO SURVEY REPORT

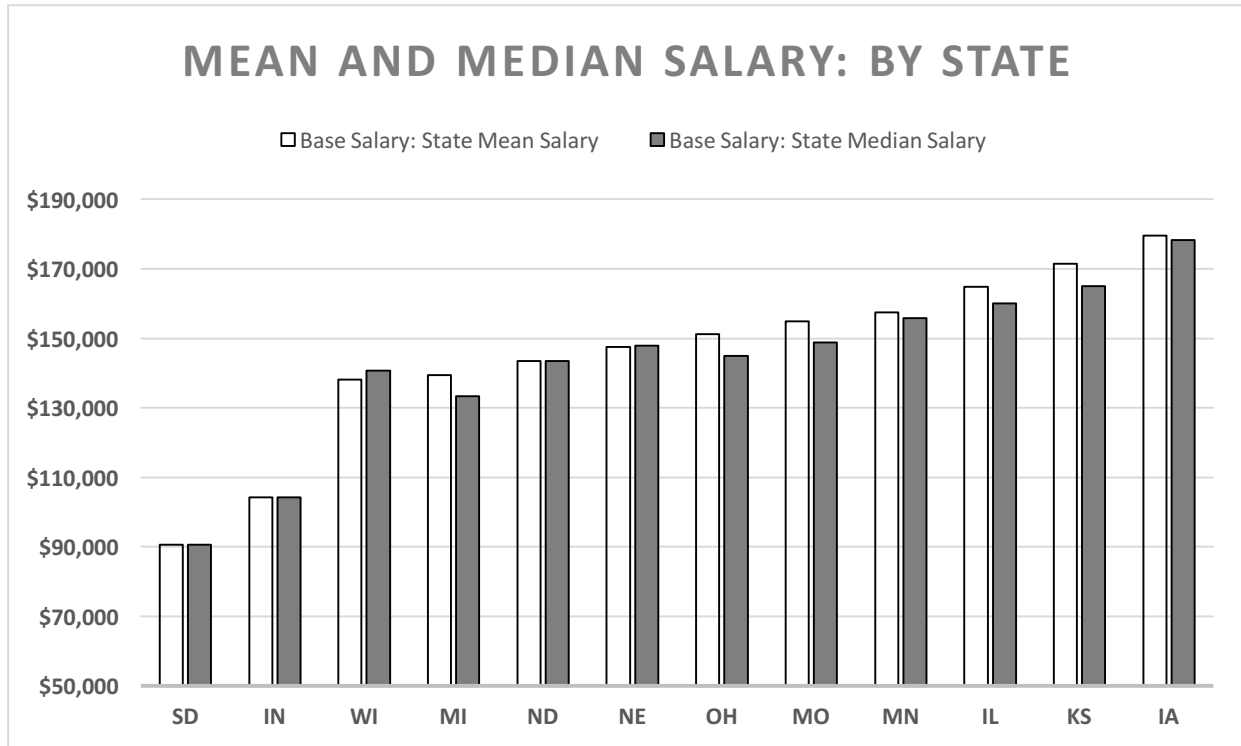
## BASE SALARY

The mean base salary reported for all respondents was \$152,859, with a minimum of \$89,253 and maximum of \$242,000 (n=104).

The mean salary for municipality respondents was \$154,586 (n=75) and \$148,291 for county respondents (n=29).



## BASE SALARY: BY STATE



## BASE SALARY: BY POPULATION

Population	Mean Salary	Median Salary
<b>1<sup>st</sup> Quartile</b> 35,053-47,608	\$149,323	\$150,500
<b>2<sup>nd</sup> Quartile</b> 47,608 – 66,876	\$150,789	\$147,500
<b>3<sup>rd</sup> Quartile</b> 66,876-165,785	\$158,965	\$155,378
<b>4<sup>th</sup> Quartile</b> 165,785 – 1,231,393	\$152,357	\$153,500

## BASE SALARY: BY OPERATING BUDGET

Operating Budget (in millions)	Mean Salary	Median Salary
<b>1<sup>st</sup> Quartile</b> \$8.8 – \$59.3	\$141,388	\$137,500
<b>2<sup>nd</sup> Quartile</b> \$59.8 - \$104	\$151,522	\$148,755
<b>3<sup>rd</sup> Quartile</b> \$104 - \$182	\$157,441	\$156,376
<b>4<sup>th</sup> Quartile</b> \$182 - \$1,943	\$161,084	\$166,500

## EMPLOYMENT AGREEMENTS AND SEVERANCE

Of the participants, 85 reported having employment agreements.

### TERM OF AGREEMENT

Open-Ended	41
5-Years	2
4-Years	4
3-Years	14
2-Years	3
1-Year	14

### SEVERANCE AMOUNT

12 Months	7
11 Months	0
10 Months	2
9 Months	10
8 Months	1
7 Months	1
6 Months	42
5 Months	0
4 Months	0
3 Months	7
2 Months	1
1 Months	0
Other	2

## PARTICIPANT LIST

City of Cedar Falls	IA
City of Des Moines	IA
City of Dubuque	IA
City of Iowa City	IA
City of Marion	IA
City of Sioux City	IA
City of West Des Moines	IA
Scott County	IA
Champaign County	IL
City of Aurora	IL
City of Champaign	IL
City of Decatur	IL
City of Joliet	IL
City of Moline	IL
City of Rock Island	IL
County of McLean	IL
County of Winnebago	IL
Lake County	IL
Town of Normal	IL
Village of Plainfield	IL
City of Noblesville	IN
City of Hutchinson	KS
City of Lawrence	KS
City of Manhattan	KS
City of Olathe	KS
City of Shawnee	KS
Sedgwick County	KS
Unified Government of Wyandotte County/Kansas City	KS
Berrien County	MI
City of Ann Arbor	MI
City of Battle Creek	MI
City of Grand Rapids	MI
City of Muskegon	MI
City of Novi	MI
City of Wyoming	MI
County of Kent	MI
Ingham County	MI
Jackson County	MI
Muskegon County	MI
Ottawa County	MI

St. Clair County	MI
Washtenaw County	MI
City of Apple Valley	MN
City of Blaine	MN
City of Bloomington	MN
City of Burnsville	MN
City of Coon Rapids	MN
City of Cottage Grove	MN
City of Lakeville	MN
City of Mankato	MN
City of Maple Grove	MN
City of Moorhead	MN
City of Plymouth	MN
City of Woodbury	MN
Hennepin County	MN
Olmsted County	MN
Washington County	MN
City of Blue Springs	MO
City of Cape Girardeau	MO
City of Chesterfield	MO
City of Independence	MO
City of Jefferson	MO
City of Maplewood	MO
City of O'Fallon	MO
City of Springfield	MO
City of St. Joseph	MO
City of University City	MO
City of Wildwood	MO
Greene County	MO
Cass County	ND
City of Grand Forks	ND
City of Bellevue	NE
City of Grand Island	NE
Douglas County	NE
Sarpy County	NE
City of Dayton	OH
City of Delaware	OH
City of Dublin	OH
City of Fairfield	OH
City of Hamilton	OH
City of Huber Heights	OH
City of Middletown	OH
City of Springfield	OH
City of Westerville	OH

Franklin County	OH
Lucas County	OH
Medina County	OH
Montgomery County	OH
Minnehaha County	SD
City of Beloit	WI
City of Eau Claire	WI
City of Fond du Lac	WI
City of Franklin	WI
City of Janesville	WI
City of Oak Creek	WI
City of Oshkosh	WI
City of Racine	WI
City of Sheboygan	WI
City of Waukesha	WI
City of Wauwatosa	WI
City of West Allis	WI
Rock County	WI
Village of Menomonee Falls	WI
Waukesha County	WI