

 2014

Convention Center Management Salary Report

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IAVM 2014 Salary Survey Report

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IAVM's Mission: To educate, advocate for, and inspire public assembly venue professionals, worldwide.

As with all of our products and initiatives, we welcome any comments so that we can continue to improve these reports to meet your needs. Please contact Frank Ingoglia, 972-538-1001 or via email to frank.ingoglia@iavm.org.

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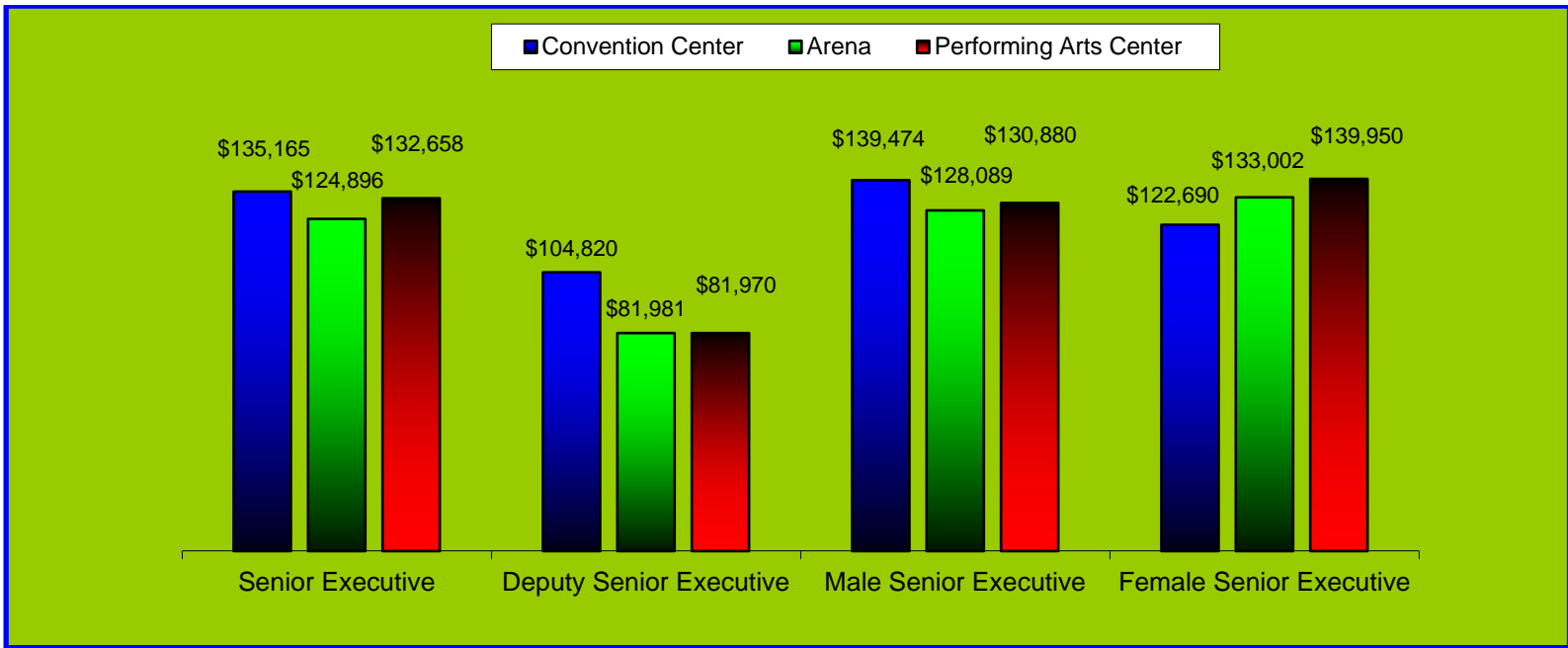
EXECUTIVE SUMMARY

Comparison of Senior and Deputy Senior Executive Salaries By Venue Type

Senior executives at convention centers and performing arts centers are more highly compensated than those at arenas. Deputy senior executives enjoy higher salaries at convention centers.

Although the base sizes are small for female senior executives (7-19), it appears that they receive slightly higher salaries than men at arenas and performing arts centers, and lower salaries at convention centers.

Since IAVM is an international association, all salary data includes international convention centers. Pages 32-36 contain salary statistics which are limited to the U.S. and Canada.



Note: Does not take into account number of years of experience, education or geographic location.

Average 2014 Salaries: Total Convention Centers Year to Year Changes

The average salaries reported since 2010 are shown below with substantial changes highlighted for job titles with 50 or more responses.

	2010 Average	2012 Average	2014 Average	△ vs. 2012	△ %	# of 2014 Responses
Senior Executive	\$131,306	\$125,374	\$135,165	+ \$9,791	+ 8%	74
Deputy Senior Executive	\$92,866	\$108,598	\$104,820	- \$3,778	- 3%	37
VP or Dir. of Operations		\$83,153	\$81,232	- \$1,921	- 2%	56
Chief Financial Officer	\$81,313	\$95,091	\$92,169	- \$2,922	- 3%	54
Dir. of Event Logistics/Client Services		\$69,283	\$74,164	+ \$4,881	+ 7%	39
Dir. of Guest Services		\$54,738	\$71,417	+ \$16,679	+ 30%	17
VP or Dir. of Human Resources	\$77,395	\$84,739	\$85,000	+ \$261	+ 0%	29
VP/Dir. of Sales & Marketing		\$74,275	\$76,084	+ \$1,809	+ 2%	30
VP/Dir. of Sales		\$74,966	\$74,993	+ \$27	+ 0%	23
VP/Dir. of Marketing and Public Relations		\$108,319	\$70,582	- \$37,737	- 35%	19
VP or Dir. of Public Relations	\$64,968	\$65,184	\$93,114	+ \$27,930	+ 43%	16
Chief Technology Officer/Information Officer	\$70,712	\$82,858	\$77,317	- \$5,541	- 7%	30
Controller/Accounting Manager	\$57,529	\$64,466	\$65,823	+ \$1,357	+ 2%	44
Event Manager/Coordinator: Senior Level		\$49,791	\$49,688	- \$103	- 0%	63
Event Manager/Coordinator: Entry Level		\$42,367	\$38,805	- \$3,562	- 8%	55
Sales or Booking Manager/Coordinator	\$50,566	\$51,179	\$53,309	+ \$2,130	+ 4%	57
Marketing Manager	\$50,893	\$60,967	\$47,039	- \$13,928	- 23%	22
Operations Manager		\$57,858	\$54,520	- \$3,338	- 6%	43
Box Office/Ticket Manager	\$52,362	\$48,354	\$47,452	- \$902	- 2%	16
Chief of Security	\$58,909	\$64,861	\$66,383	+ \$1,522	+ 2%	33
Asst. Chief of Security/Security Manager	\$45,479	\$53,391	\$51,948	- \$1,443	- 3%	26
Chief Engineer/Plant or Facility Manager	\$64,008	\$68,210	\$70,489	+ \$2,279	+ 3%	41
Mgr. of Housekeeping/Janitorial/Conversions	\$50,064	\$50,771	\$50,376	- \$395	- 1%	46
Executive Assistant	\$39,420	\$44,702	\$42,010	- \$2,692	- 6%	56

Senior execs, + 8%

Entry level event mgrs., - 8%

Blank = Not asked in 2010

BACKGROUND

Salary data continues to be the most requested information from IAVM. The IAVM Research Committee opted to create a simple salary survey that only included salary data for full-time staff in the top three levels of a venue. Fringe benefits and perks were not included in this version.



The Report contains the following 2014 salary statistics:

- Average
- Minimum
- 25th percentile
- Median
- 75th percentile
- Maximum
- Number of responses included in the calculation

The Report also includes average salary data from prior years, so that year to year differences can be examined.

86 convention centers, of which 9 are outside the United States, completed the survey. For countries outside of the United States, the financial data was converted to U.S. Dollars and included in the results. For venue managers interested only in U.S./Canadian data, the average salaries can be found at page 33-36 of this report.

METHODOLOGY

Using an internet-based platform provided by PeerFocus, the IAVM 2014 Salary Survey was conducted from January 7th through February 27th, 2014 with 1,082 IAVM member venues.

A total of 255 completed surveys were obtained (86 convention centers, 94 arenas, 15 stadiums and 60 performing arts centers) for a response rate of 24%.

The survey results are examined by several groupings, in order to make this report more meaningful to you. The number of convention centers included in each group is shown below.

Sample of Convention Centers That Participated					
Size (sq. ft. of exhibition space)		Venue is:		Ownership	
Large (Over 500,000)	17	Part of a complex	31	Public Owner (Government/Authority)	80
Medium (100,000 to 500,000)	25	Not part of a complex	55	Not Public Owner (Private/Non-profit/Other)	6
Small (Less than 100,000)	44				
Market Tier			Management		
1st	26			Public Management (Government/Authority)	52
2nd	29			Not Public Management (Management	34
3rd	31			Company/ Non-Profit/Other)	

The data does not take into account number of years of experience, education or geographic location. Due to situations where the cost of living is higher than other locations within an area, such as New York City or San Diego, the use of geographic location was excluded.

All data reflects the information provided by participants. When data appeared to be contradictory or unlikely, the accuracy was verified with the reporting organization. Outliers and data that could not be confirmed were removed.

The data collection and calculation process was a very extensive multi-step process. In the initial data collection process, significant effort was made to ensure that obvious errors or missing responses in the data were followed up and corrected. Averages and standard deviations were calculated and responses that did not fall within 2 standard deviations of the average were excluded. (Standard deviation is a statistical tool used to measure variability or spread of a sampling of data. In an analysis of collected data, there can be concern about the validity of survey conclusions should there be certain data that are dramatically different than all of the other collected data. A statistical rule-of-thumb for the type of data collected is that approximately 95% of the data falls within two standard deviations of the calculated average.)

No calculations are included when there were less than four responses. As with any type of benchmarking, this is provided as a guideline and you are encouraged to use your discretion and other sources in conjunction with the data herein.

We hope you will find the following information useful and we encourage you to participate in future surveys. Should you have any questions on the Report, please contact Frank Ingoglia at Frank.Ingoglia@iavm.org.

ANALYTICAL NOTE AND JOB TITLES INCLUDED IN THE SURVEY

On all tables included in this report:

- Data is not shown when base sizes are 3 or less.
- Percentage totals may not add to 100% due to rounding.

The 32 job titles covered in this survey, along with further description provided to respondents, are shown below but report data is included for only those job titles pertinent to convention centers.

01. Senior Executive

Responsibility: Overall management of the organization

Typically reports to outside oversight such as corp. management, Board of Directors/Trustees, government dept. head, etc.

Example Titles: President, CEO, GM, Executive Director, Managing Director, etc.

If you have more than one of these titles, report on the salary of the most senior title.

02. Deputy Senior Executive

Responsibility: Daily overall operation of the venue and/or programming.

Typically reports to (01) or the same outside authority as the Senior Executive reports to.

Example Titles: COO, GM or Assistant GM, Assistant Director, Assistant Executive Director, Producing Director

If you have more than one of these titles, report on the salary of the most senior title.

03. Vice President, Operations/Director of Operations

Responsibility: Oversight of all venue operations, including facility maintenance and management, construction and real property operations. May include patron services, executive oversight of operations, food and beverage services, production services and facility renovations.

Typically reports to: (01) or (02).

04. Chief Financial Officer

Responsibility: Overall oversight of financial operations

Typically reports to (01), (02) or Board of Directors.

Example Titles: CFO, Vice President of Finance, Director of Finance, Comptroller, etc.

If you have more than one of these titles, report on the salary of the most senior title.

05. Director of Development/Fundraising/Sponsorship

Responsibility: Raising the contributed revenue budget goal. Oversees capital and endowment campaigns and supervises fundraising staff.
Typically reports to: (01) or (02).

06. Director of Programming/Director of Entertainment/Programming Manager

Responsibility: Selects and contracts for programming on which the venue takes an “at risk” position (as opposed to programming produced or presented by rental clients or resident tenants.)
Typically reports to (01), (02) or (03).

07. Director of Event Logistics/Client Services/Production

Responsibility: Overall oversight of staff planning and coordinating event logistics, including possibly oversight of stage/production operations, for outside client events and events produced by the organization. Doesn't typically include patron or guest services.
Typically reports to (01), (02) or (03).
Example titles: Dir. of Events, Dir. of Client Services, Dir. of Production, Dir. Of Convention Services, Production Manager, etc.
If you have more than one of these titles, report on the salary of the most senior title.

08. Director of Guest Services

Responsibility: Oversight of all procedures and programs that improve guest satisfaction within a venue. Daily oversight of all public areas and operations of a performing arts center. Could oversee merchandising, food and beverage, A.D.A. compliance services or other patron amenities. Insures quality experience for patrons. Does not typically include client/tenant services.
Typically reports to (01), (02) or (03).
Example titles: Patron Services Director or Manager, Guest Relations Director or Manager, Front of House Manager, Customer Service Manager, etc.
If you have more than one of these titles, report on the salary of the most senior title.

09. Vice President, Human Resources/Director of Human Resources

Responsibility: Overall oversight of human resources and capital
Typically reports to (01), (02) or (04).
If you have more than one of these titles, report on the salary of the most senior title.

10. Vice President/Director of Sales & Marketing

If the roles of Sales and Marketing are separated for your organization at this level, report separately in (11) and/or (12).
Responsibility: Management of all sales and marketing functions. May include PR, event/promoter local marketing, and/or community outreach responsibilities in addition to marketing the venue's events and facilities, to include productions presented by the venue (as opposed to rental events and/or marketing specifically for the venue).
Do not report on individual program managers, such as regional sales managers or group sales managers, etc.

11. Vice President/Director of Sales

If the roles of Sales and Marketing are combined for your organization at this level, only report in (10).
Responsibility: Management of venue and facility sales functions and not marketing.
Do not report on individual program managers, such as regional sales managers or group sales managers, etc.

12. Vice President/Director of Marketing and Public Relations

If the roles of Sales and Marketing are combined for your organization at this level, only report in (10).

Responsibility: Management of venue and facility marketing functions and not sales. May include PR, event/promoter local marketing, and/or community outreach responsibilities in addition to marketing the venue.

Do not report on individual program managers, such as regional marketing managers or group marketing managers, etc.

13. Vice President, Public Relations/Director of Public Relations/Director of Communications

Responsibility: Overall oversight of public relations and corporate communications. Can include oversight of social media strategy, also government relations/public affairs.

Typically reports to (01), (02) or (10)

If you have more than one of these titles, report on the salary of the most senior title.

14. Chief Technology Officer/Information Officer

Responsibility: Overall oversight of technology operations

Example Titles: CTO, Director of Information Management, Director of IT, Director of Computer Systems, IT Manager, Systems Manager

Typically reports to (01), (02), (03) or (04).

If you have more than one of these titles, report on the salary of the most senior title.

15. Controller/Accounting Manager

Responsibility: Daily oversight of financial operations

Typically reports to (04)

If you have more than one of these titles, report on the salary of the most senior title.

Do not report on program managers, such as A/R, A/P or Payroll, etc.

16. Event Manager/Event Coordinator: Senior Level Only

Responsibility: Overall planning and coordination of venue services for assigned events

Typically reports to (07)

17. Event Manager/Event Coordinator: Entry Level Only

Responsibility: Overall planning and coordination of venue services for assigned events

Typically reports to (07) or (16)

18. Sales Manager/Booking Manager/Sales and Booking Coordinator

Responsibility: Generating and closing daily rentals of the venue. May be responsible for an assigned market, such as regional sales or corporate sales.

Typically reports to (10) or (11), may report to (01), (02) or (03), especially in smaller organizations.

If there are multiple sales managers responsible for this function, record the number of them and provide an average salary.

19. Marketing Manager

Responsibility: Promotion of the venue brand and positioning of the venue in its competitive marketplace.

Typically reports to (10) or (12)

If there are multiple marketing managers responsible for this function, record the number of them and provide an average salary.

20. Sponsorship Manager

Responsibility: Securing and fulfilling sponsorships from business sources, local and national as appropriate.
Typically reports to (05)

21. Operations Manager

Responsibility: Day to day venue operations, may include facility management and/or event support oversight.
Typically reports to (03) or (07).

22. Production Manager

Responsibility: Daily oversight of performance-related logistics for rehearsals and performances, as well as operations and maintenance of production systems and equipment. Advances upcoming performance events, especially from a technical/production standpoint in a performing arts center.
Typically reports to (02), (03), or (07).
If you have more than one of these titles, report on the salary of the most senior title.

23. Technical Director/Manager

Responsibility: Daily oversight of the technical and stage operations for a theatre or performing arts center. Supervises stage department heads during events.
Typically reports to (02), (03), (07), or (22).

24. Production or Stage Department Head

Responsibility: Daily operation of a trade craft (Stage Carpenter, Electrical, Sound, Rigging, etc.)
Typically reports to (22) or (23)
If there are multiple production or stage dept. heads, record the number of them and provide an average salary. Can include Union or non-union house crew persons.

25. Director/Manager of Education/Outreach

Responsibility: Oversight of educational, family and community outreach programs for a venue.
Typically reports to (02), (03), (10) or (12)

26. Box Office/Ticket Manager

Responsibility: Daily management of ticket sales and ticket sellers
Typically reports to (03), (04), (10) or (12)
If you have more than one of these titles, report on the salary of the most senior title.

27. House Manager/Patron Services Manager/Guest Relations Manager

Responsibility: Supervision of admissions/guest services day-of-event staff, oversight of direct delivery of patron service related amenities and programs, usually during events.
Typically reports to (03), (06) or (07)

28. Chief of Security

Responsibility: Overall oversight of safety and security operations
Typically reports to (03)

29. Assistant Chief of Security/Security Manager

Responsibility: Daily oversight of safety and security operations

Typically reports to (28)

If you have multiple managers responsible for separate related operations (Security, Parking, Safety, etc.), record the number of them and provide an average salary.

30. Chief Engineer/Plant Manager/Facility Manager

Responsibility: Daily management of physical plant operations

Typically reports to (03)

If there are multiple managers responsible for separate related operations (Maintenance, HVAC, Central Plant, Parking, etc.), record the number of them and provide an average salary.

31. Manager of Housekeeping/Janitorial/Conversions

Responsibility: Daily housekeeping and/or setup of function space

Typically reports to (03) or (30)

If there are multiple managers responsible for separate related operations (Housekeeping, Function Space Changeovers, etc.), record the number of them and provide an average salary.

32. Executive Assistant

Responsibility: Provides administrative support at the senior executive level. Is not classified as an Administrative Assistant.

Typically reports to (01) or (02)

If there are multiple Executive Assistants, record the number of them and provide an average salary.

DETAILED SALARY INFORMATION



Since IAVM is an international association, all salary data includes international convention centers. Pages 32-36 contain salary statistics which are limited to the U.S. and Canada.

Average 2014 Salaries: Total Convention Centers

Below are the average reported salary statistics at convention centers in 2014, followed by a table that includes year to year changes.

	Average	Minimum	25th Percentile	Median	75th Percentile	Maximum	# of Responses
Senior Executive	\$135,165	\$60,000	\$96,750	\$127,375	\$162,572	\$257,525	74
Deputy Senior Executive	\$104,820	\$37,000	\$77,500	\$100,000	\$130,000	\$207,375	37
VP or Dir. of Operations	\$81,232	\$36,000	\$59,324	\$72,580	\$95,628	\$157,602	56
Chief Financial Officer	\$92,169	\$30,000	\$66,553	\$90,000	\$109,163	\$174,000	54
Dir. of Event Logistics/Client Services	\$74,164	\$31,293	\$58,500	\$73,314	\$90,000	\$127,000	39
Dir. of Guest Services	\$71,417	\$18,407	\$42,000	\$72,020	\$91,300	\$129,524	17
VP or Dir. of Human Resources	\$85,000	\$31,293	\$60,000	\$85,000	\$91,125	\$157,901	29
VP/Dir. of Sales & Marketing	\$76,084	\$34,974	\$61,037	\$75,027	\$88,163	\$123,335	30
VP/Dir. of Sales	\$74,993	\$32,500	\$56,111	\$66,267	\$97,420	\$125,000	23
VP/Dir. of Marketing and Public Relations	\$70,582	\$40,459	\$56,870	\$65,000	\$85,000	\$105,019	19
VP or Dir. of Public Relations	\$93,114	\$14,174	\$70,728	\$87,009	\$108,580	\$167,502	16
Chief Technology Officer/Information Officer	\$77,317	\$12,000	\$52,594	\$78,439	\$101,640	\$144,000	30
Controller/Accounting Manager	\$65,823	\$18,000	\$44,625	\$60,000	\$90,150	\$117,212	44
Event Manager/Coordinator: Senior Level	\$49,688	\$18,757	\$40,351	\$48,000	\$56,388	\$80,964	63
Event Manager/Coordinator: Entry Level	\$38,805	\$24,000	\$31,700	\$38,328	\$44,735	\$57,868	55
Sales or Booking Manager/Coordinator	\$53,309	\$19,374	\$42,000	\$52,000	\$64,591	\$86,000	57
Marketing Manager	\$47,039	\$18,000	\$40,500	\$45,000	\$54,674	\$82,000	22
Operations Manager	\$54,520	\$20,000	\$43,000	\$51,000	\$65,000	\$100,000	43
Box Office/Ticket Manager	\$47,452	\$25,000	\$37,500	\$42,500	\$57,750	\$80,938	16
Chief of Security	\$66,383	\$18,000	\$45,890	\$60,000	\$91,908	\$125,000	33
Asst. Chief of Security/Security Manager	\$51,948	\$7,363	\$35,000	\$54,500	\$70,495	\$85,772	26
Chief Engineer/Plant or Facility Manager	\$70,489	\$30,000	\$53,565	\$70,000	\$82,813	\$104,458	41
Mgr. of Housekeeping/Janitorial/Conversions	\$50,376	\$9,204	\$35,429	\$48,088	\$70,243	\$92,000	46
Executive Assistant	\$42,010	\$10,000	\$31,500	\$40,121	\$52,375	\$75,650	56

Average 2014 Salaries: Total Convention Centers Year to Year Changes

For job titles with base sizes of 50 or more, we can draw some reliable conclusions regarding the direction of year to year changes.

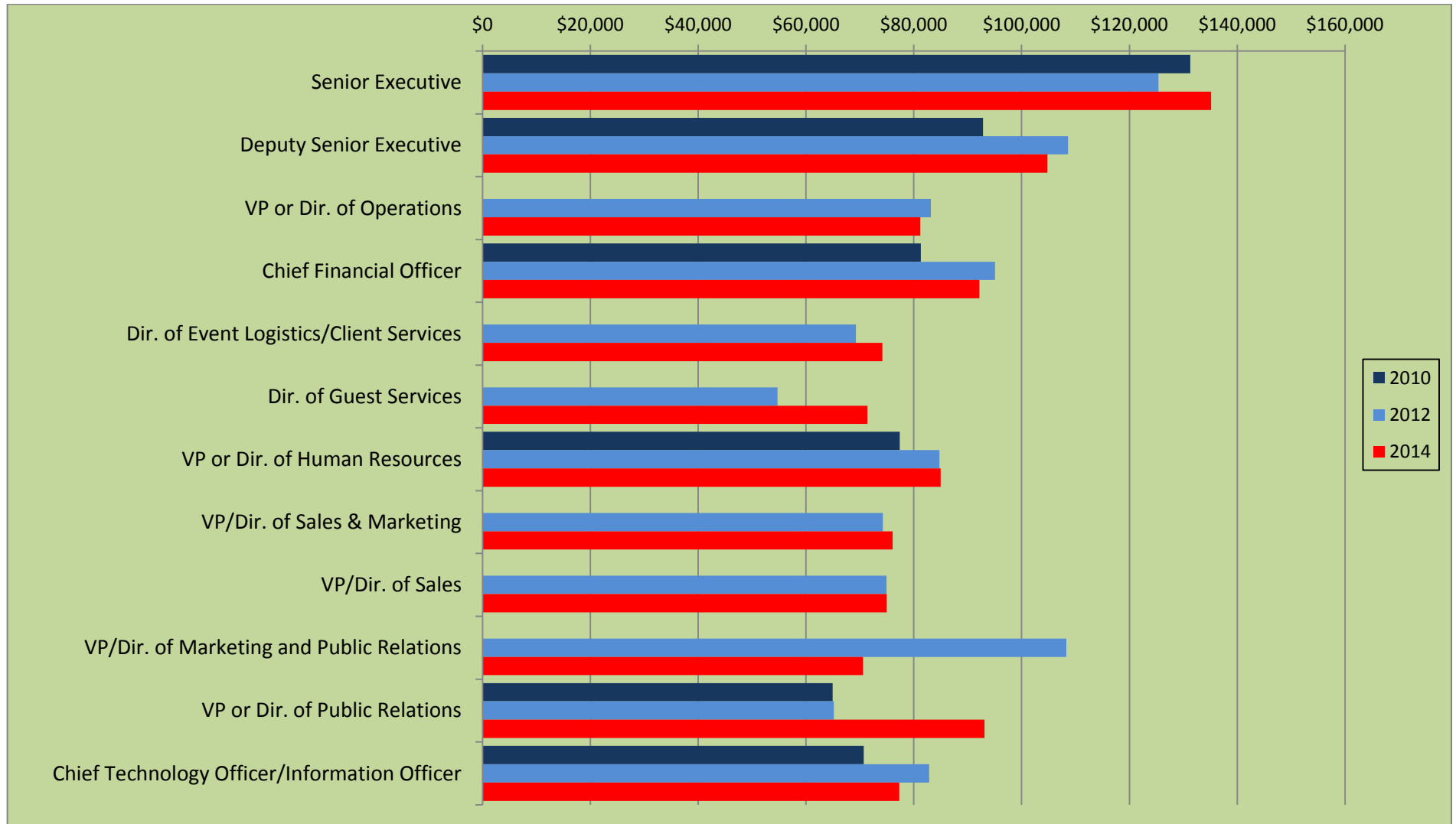
Senior executive salaries have rebounded 8% compared to 2012 at the same time that entry level event managers experienced the same percentage decline (-8%).

	2010 Average	2012 Average	2014 Average	△ 2014 vs. 2012	△ %	# of 2014 Responses	
Senior Executive	\$131,306	\$125,374	\$135,165	+ \$9,791	+ 8%	74	+
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Marketing Manager	\$50,893	\$60,967	\$47,039	- \$13,928	- 23%	22	
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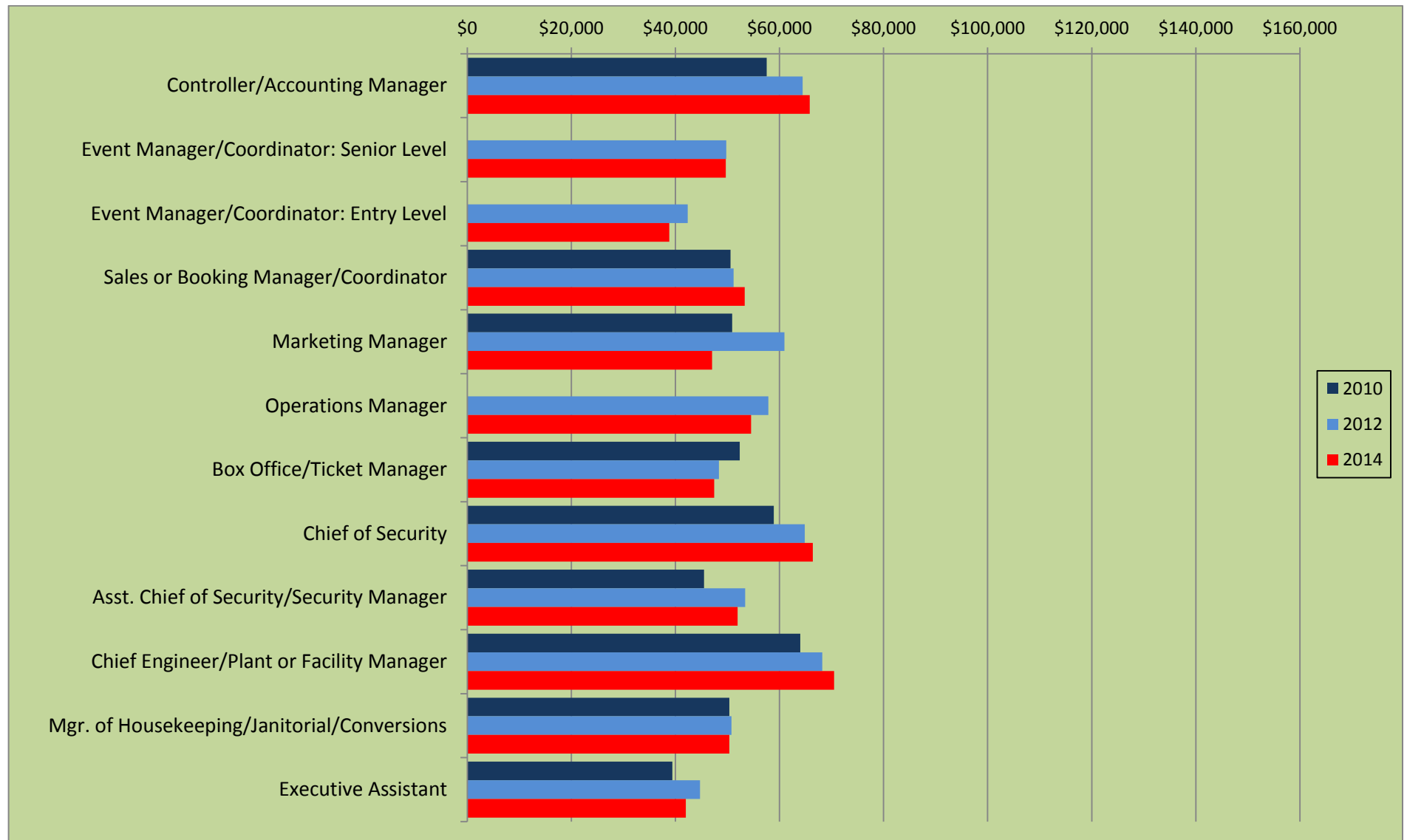
Blank = Not asked in 2010

Average 2014 Salaries: Total Convention Centers Year to Year Changes (continued)

The following two pages present the trended salary data in chart form for all the convention center positions.



Average 2014 Salaries: Total Convention Centers Year to Year Changes (continued)



Subsequent pages contain salary information by size of the venue, market tier, whether or not it's part of a complex, and ownership/management structure. Because of the instability of small base sizes, no year to year changes are presented.

If the reader is interested in creating unique subgroups for analysis, contact the IAVM Research Manager (frank.ingoglia@iavm.org) to discuss feasibility and timing.

Average 2014 Salaries: Size of Convention Center – Large

	Average	Minimum	25th Percentile	Median	75th Percentile	Maximum	# of Responses
Senior Executive	\$211,769	\$111,065	\$161,287	\$197,809	\$257,525	\$309,230	13
Deputy Senior Executive	\$163,676	\$90,000	\$135,750	\$156,301	\$202,777	\$238,703	10
VP or Dir. of Operations	\$129,536	\$58,769	\$92,500	\$110,000	\$167,721	\$200,000	11
Chief Financial Officer	\$126,850	\$86,762	\$100,856	\$123,039	\$152,559	\$174,000	12
Dir. of Event Logistics/Client Services	\$97,905	\$88,000	\$89,172	\$92,164	\$101,362	\$126,461	8
Dir. of Guest Services	\$77,648	\$40,281	\$60,000	\$75,600	\$88,753	\$129,524	9
VP or Dir. of Human Resources	\$96,323	\$61,838	\$84,766	\$87,625	\$112,574	\$150,675	10
VP/Dir. of Sales & Marketing	\$125,034	\$77,811	\$92,721	\$101,202	\$164,569	\$181,646	7
VP/Dir. of Sales	\$118,752	\$90,000	\$99,840	\$103,500	\$147,000	\$153,419	5
VP/Dir. of Marketing and Public Relations	\$93,363	\$65,000	\$68,623	\$84,079	\$102,431	\$155,000	6
VP or Dir. of Public Relations	\$101,019	\$55,678	\$81,245	\$87,184	\$107,106	\$167,502	9
Chief Technology Officer/Information Officer	\$121,061	\$95,388	\$104,328	\$110,476	\$136,794	\$165,277	8
Controller/Accounting Manager	\$86,287	\$43,070	\$78,478	\$90,598	\$103,425	\$117,212	13
Event Manager/Coordinator: Senior Level	\$63,875	\$40,701	\$54,745	\$60,642	\$74,551	\$84,688	14
Event Manager/Coordinator: Entry Level	\$44,569	\$30,000	\$37,901	\$44,234	\$53,269	\$57,868	12
Sales or Booking Manager/Coordinator	\$69,833	\$44,903	\$62,736	\$65,281	\$79,424	\$95,330	12
Marketing Manager	\$71,047	\$45,000	\$59,716	\$73,653	\$82,000	\$94,866	5
Operations Manager	\$85,307	\$55,000	\$61,392	\$82,118	\$101,208	\$136,000	11
Box Office/Ticket Manager	\$66,115	\$42,000	\$48,075	\$66,827	\$79,117	\$96,000	6
Chief of Security	\$86,915	\$37,169	\$71,591	\$90,347	\$100,683	\$133,000	12
Asst. Chief of Security/Security Manager	\$63,026	\$35,000	\$58,404	\$62,000	\$69,249	\$85,772	11
Chief Engineer/Plant or Facility Manager	\$88,516	\$65,000	\$76,450	\$82,118	\$99,598	\$117,439	11
Mgr. of Housekeeping/Janitorial/Conversions	\$73,215	\$36,717	\$66,000	\$76,114	\$89,442	\$104,662	12
Executive Assistant	\$52,134	\$18,585	\$40,389	\$54,696	\$60,195	\$75,650	12

Average 2014 Salaries: Size of Convention Center – Medium

	Average	Minimum	25th Percentile	Median	75th Percentile	Maximum	# of Responses
Senior Executive	\$150,053	\$78,000	\$127,750	\$149,942	\$180,500	\$220,000	21
Deputy Senior Executive	\$109,017	\$62,315	\$90,071	\$105,531	\$126,150	\$157,602	15
VP or Dir. of Operations	\$88,605	\$40,000	\$67,540	\$86,328	\$109,820	\$140,385	20
Chief Financial Officer	\$99,445	\$49,700	\$85,000	\$100,750	\$108,381	\$160,000	19
Dir. of Event Logistics/Client Services	\$75,280	\$31,293	\$54,081	\$75,282	\$91,125	\$127,000	14
Dir. of Guest Services	\$74,446	\$18,407	\$70,616	\$91,300	\$91,908	\$100,000	5
VP or Dir. of Human Resources	\$78,991	\$31,293	\$55,525	\$78,000	\$90,844	\$147,000	14
VP/Dir. of Sales & Marketing	\$75,249	\$34,974	\$59,712	\$73,584	\$90,275	\$115,000	10
VP/Dir. of Sales	\$82,258	\$55,222	\$60,000	\$80,000	\$99,840	\$125,000	9
VP/Dir. of Marketing and Public Relations	\$69,096	\$40,459	\$60,000	\$60,000	\$80,000	\$105,019	5
VP or Dir. of Public Relations	\$82,952	\$14,174	\$60,875	\$75,000	\$110,053	\$149,634	7
Chief Technology Officer/Information Officer	\$74,504	\$12,517	\$52,000	\$90,000	\$98,307	\$115,000	13
Controller/Accounting Manager	\$66,575	\$37,215	\$52,400	\$60,200	\$81,970	\$111,675	16
Event Manager/Coordinator: Senior Level	\$53,880	\$18,757	\$47,000	\$52,000	\$59,991	\$82,500	21
Event Manager/Coordinator: Entry Level	\$39,006	\$29,000	\$34,750	\$40,400	\$42,000	\$57,868	16
Sales or Booking Manager/Coordinator	\$56,843	\$35,000	\$48,000	\$54,000	\$65,957	\$80,000	19
Marketing Manager	\$52,133	\$43,901	\$44,250	\$49,500	\$54,674	\$71,000	6
Operations Manager	\$60,563	\$32,000	\$44,383	\$50,460	\$83,399	\$100,000	10
Box Office/Ticket Manager							3
Chief of Security	\$66,013	\$18,000	\$46,992	\$60,000	\$85,954	\$125,000	15
Asst. Chief of Security/Security Manager	\$46,739	\$7,363	\$27,011	\$48,800	\$73,118	\$82,534	12
Chief Engineer/Plant or Facility Manager	\$70,175	\$30,000	\$56,000	\$70,000	\$83,034	\$104,458	17
Mgr. of Housekeeping/Janitorial/Conversions	\$53,823	\$15,000	\$44,571	\$52,200	\$67,466	\$85,000	17
Executive Assistant	\$45,993	\$17,395	\$38,000	\$50,000	\$54,250	\$75,650	19

Average 2014 Salaries: Size of Convention Centers – Small

	Average	Minimum	25th Percentile	Median	75th Percentile	Maximum	# of Responses
Senior Executive	\$104,604	\$60,000	\$80,200	\$105,000	\$126,500	\$163,000	39
Deputy Senior Executive	\$75,716	\$37,000	\$52,750	\$69,000	\$96,300	\$130,000	14
VP or Dir. of Operations	\$62,769	\$36,000	\$55,000	\$64,000	\$71,500	\$90,000	26
Chief Financial Officer	\$65,932	\$30,000	\$50,472	\$64,150	\$84,250	\$100,000	22
Dir. of Event Logistics/Client Services	\$62,073	\$35,000	\$57,000	\$59,513	\$68,000	\$90,000	17
Dir. of Guest Services							3
VP or Dir. of Human Resources	\$59,500	\$38,000	\$47,000	\$55,000	\$67,500	\$90,000	4
VP/Dir. of Sales & Marketing	\$69,482	\$38,000	\$55,033	\$71,667	\$81,588	\$96,000	15
VP/Dir. of Sales	\$58,617	\$32,500	\$49,750	\$57,000	\$64,167	\$95,000	10
VP/Dir. of Marketing and Public Relations	\$65,601	\$45,000	\$54,000	\$58,739	\$80,000	\$96,000	9
VP or Dir. of Public Relations							0
Chief Technology Officer/Information Officer	\$59,528	\$40,000	\$48,000	\$55,750	\$70,000	\$80,000	9
Controller/Accounting Manager	\$43,878	\$18,000	\$33,750	\$44,000	\$51,801	\$65,000	14
Event Manager/Coordinator: Senior Level	\$42,978	\$30,000	\$36,250	\$42,421	\$49,375	\$60,000	30
Event Manager/Coordinator: Entry Level	\$35,397	\$24,000	\$29,250	\$34,767	\$43,000	\$48,000	26
Sales or Booking Manager/Coordinator	\$44,984	\$18,000	\$36,250	\$43,000	\$51,063	\$75,000	27
Marketing Manager	\$38,474	\$18,000	\$30,750	\$41,000	\$45,750	\$58,739	12
Operations Manager	\$45,369	\$20,000	\$36,309	\$45,000	\$55,500	\$70,000	24
Box Office/Ticket Manager	\$40,625	\$25,000	\$35,750	\$39,500	\$44,750	\$57,000	8
Chief of Security	\$41,494	\$30,000	\$36,000	\$41,000	\$48,730	\$50,000	7
Asst. Chief of Security/Security Manager							3
Chief Engineer/Plant or Facility Manager	\$60,060	\$34,953	\$49,500	\$58,875	\$68,750	\$95,000	14
Mgr. of Housekeeping/Janitorial/Conversions	\$36,422	\$23,000	\$27,000	\$35,000	\$46,000	\$55,000	17
Executive Assistant	\$32,628	\$10,000	\$28,000	\$32,229	\$39,337	\$50,000	24

Average 2014 Salaries: Size of Convention Center Market – First Tier

	Average	Minimum	25th Percentile	Median	75th Percentile	Maximum	# of Responses
Senior Executive	\$194,532	\$60,000	\$144,438	\$182,300	\$255,805	\$309,230	20
Deputy Senior Executive	\$160,277	\$78,700	\$135,193	\$155,300	\$198,180	\$238,703	15
VP or Dir. of Operations	\$117,415	\$38,000	\$87,717	\$104,650	\$154,910	\$200,000	18
Chief Financial Officer	\$118,692	\$38,000	\$90,000	\$115,596	\$142,059	\$210,265	20
Dir. of Event Logistics/Client Services	\$97,557	\$31,293	\$89,658	\$92,914	\$106,606	\$139,000	14
Dir. of Guest Services	\$76,261	\$18,407	\$65,308	\$75,600	\$90,027	\$129,524	11
VP or Dir. of Human Resources	\$90,293	\$31,293	\$67,000	\$88,873	\$120,099	\$150,675	17
VP/Dir. of Sales & Marketing	\$101,820	\$34,974	\$63,761	\$95,400	\$144,654	\$181,646	10
VP/Dir. of Sales	\$104,595	\$55,222	\$92,460	\$101,670	\$120,216	\$153,419	10
VP/Dir. of Marketing and Public Relations	\$77,145	\$40,459	\$63,750	\$73,500	\$97,254	\$105,019	8
VP or Dir. of Public Relations	\$102,661	\$55,678	\$84,040	\$93,751	\$110,053	\$167,502	11
Chief Technology Officer/Information Officer	\$96,446	\$12,000	\$80,500	\$104,239	\$120,405	\$165,277	16
Controller/Accounting Manager	\$79,153	\$18,000	\$53,844	\$89,856	\$101,273	\$117,212	19
Event Manager/Coordinator: Senior Level	\$63,084	\$18,757	\$55,632	\$61,996	\$75,931	\$84,688	20
Event Manager/Coordinator: Entry Level	\$44,167	\$30,000	\$37,901	\$42,900	\$53,269	\$57,868	16
Sales or Booking Manager/Coordinator	\$62,127	\$18,000	\$54,488	\$64,418	\$76,872	\$95,330	20
Marketing Manager	\$62,206	\$18,000	\$48,679	\$66,685	\$79,913	\$94,866	6
Operations Manager	\$79,812	\$20,000	\$57,783	\$82,118	\$90,000	\$136,000	13
Box Office/Ticket Manager	\$66,115	\$42,000	\$48,075	\$66,827	\$79,117	\$96,000	6
Chief of Security	\$87,943	\$30,317	\$71,591	\$90,347	\$105,955	\$133,000	16
Asst. Chief of Security/Security Manager	\$61,966	\$14,036	\$49,500	\$61,680	\$74,439	\$104,000	16
Chief Engineer/Plant or Facility Manager	\$85,965	\$47,600	\$74,550	\$82,466	\$99,396	\$117,439	16
Mgr. of Housekeeping/Janitorial/Conversions	\$68,968	\$16,668	\$55,025	\$73,986	\$83,735	\$104,662	18
Executive Assistant	\$48,752	\$10,000	\$40,130	\$52,750	\$59,996	\$75,650	18

Average 2014 Salaries: Size of Convention Center Market – Second Tier

	Average	Minimum	25th Percentile	Median	75th Percentile	Maximum	# of Responses
Senior Executive	\$143,081	\$94,000	\$127,460	\$143,726	\$160,788	\$198,961	26
Deputy Senior Executive	\$93,773	\$51,000	\$77,500	\$94,200	\$105,531	\$135,000	17
VP or Dir. of Operations	\$80,173	\$40,000	\$64,000	\$72,580	\$96,759	\$134,626	22
Chief Financial Officer	\$88,869	\$30,000	\$69,621	\$90,295	\$101,204	\$160,000	20
Dir. of Event Logistics/Client Services	\$67,234	\$49,277	\$59,257	\$65,000	\$75,282	\$87,000	15
Dir. of Guest Services	\$76,052	\$40,281	\$64,086	\$81,964	\$93,931	\$100,000	4
VP or Dir. of Human Resources	\$70,235	\$38,000	\$55,000	\$75,863	\$80,000	\$103,000	9
VP/Dir. of Sales & Marketing	\$79,646	\$52,000	\$72,236	\$78,993	\$85,700	\$115,000	14
VP/Dir. of Sales	\$75,686	\$57,000	\$63,334	\$70,000	\$85,566	\$105,000	7
VP/Dir. of Marketing and Public Relations	\$66,032	\$45,000	\$54,000	\$61,667	\$73,492	\$96,000	5
VP or Dir. of Public Relations							3
Chief Technology Officer/Information Officer	\$72,995	\$46,000	\$55,000	\$76,000	\$91,000	\$101,853	13
Controller/Accounting Manager	\$62,195	\$32,000	\$48,087	\$60,000	\$77,800	\$95,000	17
Event Manager/Coordinator: Senior Level	\$46,764	\$30,000	\$41,625	\$48,000	\$52,555	\$65,000	22
Event Manager/Coordinator: Entry Level	\$38,777	\$27,000	\$34,133	\$41,290	\$44,191	\$55,000	22
Sales or Booking Manager/Coordinator	\$50,967	\$28,000	\$43,750	\$50,309	\$60,212	\$70,608	23
Marketing Manager	\$41,396	\$20,000	\$39,238	\$43,951	\$45,000	\$54,898	12
Operations Manager	\$55,509	\$32,000	\$45,000	\$53,000	\$63,750	\$87,532	14
Box Office/Ticket Manager	\$37,363	\$30,538	\$35,500	\$38,000	\$39,500	\$43,000	7
Chief of Security	\$50,533	\$18,000	\$38,127	\$47,777	\$57,500	\$91,908	14
Asst. Chief of Security/Security Manager	\$46,759	\$12,000	\$31,336	\$40,185	\$72,491	\$77,321	9
Chief Engineer/Plant or Facility Manager	\$67,393	\$44,000	\$54,174	\$65,500	\$79,950	\$95,000	18
Mgr. of Housekeeping/Janitorial/Conversions	\$47,544	\$24,500	\$41,722	\$49,500	\$53,500	\$72,000	19
Executive Assistant	\$40,613	\$17,000	\$35,000	\$40,241	\$50,000	\$60,000	21

Average 2014 Salaries: Size of Convention Center Market – Third Tier

	Average	Minimum	25th Percentile	Median	75th Percentile	Maximum	# of Responses
Senior Executive	\$95,839	\$60,000	\$78,250	\$95,000	\$111,300	\$140,000	27
Deputy Senior Executive	\$69,219	\$37,000	\$49,000	\$57,500	\$97,750	\$112,750	8
VP or Dir. of Operations	\$59,960	\$36,000	\$52,000	\$58,448	\$70,000	\$80,000	17
Chief Financial Officer	\$69,079	\$35,000	\$56,000	\$75,000	\$81,000	\$100,000	15
Dir. of Event Logistics/Client Services	\$51,333	\$35,000	\$40,000	\$47,000	\$59,000	\$75,000	9
Dir. of Guest Services							2
VP or Dir. of Human Resources							2
VP/Dir. of Sales & Marketing	\$67,088	\$50,000	\$51,972	\$70,075	\$72,500	\$96,000	8
VP/Dir. of Sales	\$50,643	\$32,500	\$46,500	\$55,000	\$57,000	\$60,000	7
VP/Dir. of Marketing and Public Relations	\$65,623	\$50,000	\$55,935	\$59,370	\$75,000	\$90,000	6
VP or Dir. of Public Relations							1
Chief Technology Officer/Information Officer							3
Controller/Accounting Manager	\$41,874	\$30,000	\$37,250	\$42,498	\$46,750	\$52,000	8
Event Manager/Coordinator: Senior Level	\$42,464	\$30,000	\$35,250	\$42,000	\$47,125	\$60,000	22
Event Manager/Coordinator: Entry Level	\$33,793	\$24,000	\$30,000	\$34,000	\$36,000	\$45,000	17
Sales or Booking Manager/Coordinator	\$43,967	\$31,000	\$36,250	\$40,000	\$46,000	\$75,000	15
Marketing Manager	\$47,185	\$32,000	\$44,000	\$49,000	\$52,185	\$58,739	4
Operations Manager	\$42,869	\$28,500	\$35,000	\$44,000	\$49,000	\$59,509	17
Box Office/Ticket Manager							3
Chief of Security							2
Asst. Chief of Security/Security Manager							1
Chief Engineer/Plant or Facility Manager	\$55,565	\$34,953	\$47,500	\$50,000	\$68,500	\$72,000	7
Mgr. of Housekeeping/Janitorial/Conversions	\$31,625	\$23,000	\$26,000	\$30,500	\$35,750	\$46,000	8
Executive Assistant	\$32,276	\$12,000	\$29,000	\$32,000	\$36,500	\$50,000	15

Average 2014 Salaries: Convention Center is Part of a Complex - Yes

	Average	Minimum	25th Percentile	Median	75th Percentile	Maximum	# of Responses
Senior Executive	\$127,870	\$60,000	\$81,744	\$127,000	\$161,287	\$250,000	25
Deputy Senior Executive	\$95,403	\$37,000	\$62,000	\$93,075	\$115,548	\$207,375	15
VP or Dir. of Operations	\$72,068	\$36,000	\$53,000	\$64,000	\$90,250	\$139,780	19
Chief Financial Officer	\$90,532	\$35,000	\$60,000	\$90,000	\$110,334	\$166,750	17
Dir. of Event Logistics/Client Services	\$76,387	\$31,293	\$57,000	\$88,056	\$90,000	\$127,000	13
Dir. of Guest Services	\$58,810	\$18,407	\$40,386	\$51,000	\$76,901	\$116,022	10
VP or Dir. of Human Resources	\$81,732	\$31,293	\$57,500	\$86,377	\$90,000	\$150,675	11
VP/Dir. of Sales & Marketing	\$79,104	\$34,974	\$56,550	\$81,977	\$99,775	\$123,335	8
VP/Dir. of Sales	\$72,289	\$32,500	\$56,417	\$63,334	\$93,750	\$105,000	10
VP/Dir. of Marketing and Public Relations	\$68,960	\$50,000	\$56,870	\$61,667	\$81,746	\$96,000	11
VP or Dir. of Public Relations	\$88,919	\$14,174	\$77,849	\$87,009	\$98,563	\$167,502	8
Chief Technology Officer/Information Officer	\$87,734	\$40,000	\$70,000	\$95,388	\$104,416	\$115,743	9
Controller/Accounting Manager	\$64,380	\$10,492	\$42,533	\$60,000	\$91,090	\$103,425	15
Event Manager/Coordinator: Senior Level	\$47,381	\$30,000	\$36,250	\$49,500	\$55,807	\$70,981	22
Event Manager/Coordinator: Entry Level	\$37,317	\$27,000	\$30,000	\$37,474	\$44,603	\$50,000	20
Sales or Booking Manager/Coordinator	\$55,383	\$35,000	\$44,903	\$58,000	\$65,000	\$80,000	17
Marketing Manager	\$48,895	\$27,000	\$44,000	\$45,000	\$58,739	\$73,653	9
Operations Manager	\$59,105	\$31,000	\$44,178	\$57,098	\$77,334	\$90,000	21
Box Office/Ticket Manager	\$49,881	\$25,000	\$39,500	\$44,100	\$58,500	\$80,938	11
Chief of Security	\$63,004	\$18,000	\$33,585	\$65,000	\$87,807	\$125,000	11
Asst. Chief of Security/Security Manager	\$45,459	\$7,363	\$35,000	\$53,404	\$61,840	\$71,740	10
Chief Engineer/Plant or Facility Manager	\$71,789	\$30,000	\$61,250	\$73,450	\$85,339	\$99,195	12
Mgr. of Housekeeping/Janitorial/Conversions	\$45,899	\$9,204	\$27,000	\$38,000	\$73,653	\$91,693	17
Executive Assistant	\$38,673	\$12,000	\$30,000	\$39,800	\$50,917	\$59,984	19

Average 2014 Salaries: Convention Center is Part of a Complex - No

	Average	Minimum	25th Percentile	Median	75th Percentile	Maximum	# of Responses
Senior Executive	\$138,886	\$60,000	\$109,140	\$127,750	\$179,000	\$257,525	49
Deputy Senior Executive	\$115,752	\$52,000	\$90,071	\$110,000	\$147,693	\$215,000	23
VP or Dir. of Operations	\$85,938	\$38,000	\$64,000	\$76,000	\$101,000	\$157,602	37
Chief Financial Officer	\$92,922	\$30,000	\$67,312	\$90,000	\$105,648	\$174,000	37
Dir. of Event Logistics/Client Services	\$70,917	\$35,000	\$59,000	\$68,000	\$84,730	\$107,552	25
Dir. of Guest Services	\$82,743	\$70,616	\$70,967	\$81,660	\$91,756	\$100,000	6
VP or Dir. of Human Resources	\$86,997	\$36,815	\$69,216	\$84,844	\$100,031	\$157,901	18
VP/Dir. of Sales & Marketing	\$74,985	\$38,000	\$69,961	\$73,800	\$85,700	\$115,000	22
VP/Dir. of Sales	\$86,824	\$45,000	\$58,000	\$80,000	\$102,853	\$153,419	15
VP/Dir. of Marketing and Public Relations	\$72,812	\$40,459	\$56,250	\$73,500	\$86,255	\$105,019	8
VP or Dir. of Public Relations	\$97,310	\$50,000	\$67,732	\$91,053	\$117,738	\$162,205	8
Chief Technology Officer/Information Officer	\$83,998	\$12,000	\$52,594	\$83,439	\$101,640	\$165,277	22
Controller/Accounting Manager	\$62,889	\$18,000	\$45,000	\$56,189	\$80,000	\$111,675	29
Event Manager/Coordinator: Senior Level	\$51,679	\$18,757	\$41,625	\$49,000	\$59,918	\$82,577	42
Event Manager/Coordinator: Entry Level	\$40,291	\$24,000	\$33,500	\$40,000	\$45,000	\$62,547	36
Sales or Booking Manager/Coordinator	\$51,588	\$18,000	\$40,000	\$50,309	\$64,314	\$86,000	41
Marketing Manager	\$42,733	\$18,000	\$38,000	\$43,951	\$49,500	\$71,000	12
Operations Manager	\$52,880	\$20,000	\$40,500	\$45,000	\$57,721	\$113,100	23
Box Office/Ticket Manager	\$51,090	\$30,538	\$35,750	\$40,000	\$59,250	\$96,000	6
Chief of Security	\$68,073	\$30,317	\$48,113	\$60,000	\$90,854	\$113,099	22
Asst. Chief of Security/Security Manager	\$58,827	\$14,036	\$40,185	\$58,000	\$77,321	\$104,000	17
Chief Engineer/Plant or Facility Manager	\$69,951	\$34,953	\$53,565	\$69,204	\$82,813	\$104,458	29
Mgr. of Housekeeping/Janitorial/Conversions	\$53,000	\$16,668	\$43,000	\$50,780	\$67,466	\$92,000	29
Executive Assistant	\$43,723	\$10,000	\$32,000	\$41,351	\$53,500	\$75,650	37

Average 2014 Salaries: Convention Center Management – Publically Owned and Public Employees

	Average	Minimum	25th Percentile	Median	75th Percentile	Maximum	# of Responses
Senior Executive	\$121,208	\$70,000	\$95,000	\$114,400	\$142,452	\$182,000	21
Deputy Senior Executive	\$90,172	\$37,000	\$57,500	\$97,000	\$108,798	\$155,000	15
VP or Dir. of Operations	\$73,477	\$36,000	\$58,954	\$71,580	\$93,500	\$107,135	18
Chief Financial Officer	\$96,351	\$63,100	\$87,572	\$97,600	\$105,355	\$126,000	14
Dir. of Event Logistics/Client Services	\$73,773	\$40,000	\$53,139	\$80,000	\$92,914	\$105,094	11
Dir. of Guest Services	\$70,686	\$29,000	\$42,000	\$77,334	\$91,300	\$100,000	9
VP or Dir. of Human Resources	\$71,329	\$53,128	\$59,469	\$75,863	\$82,500	\$86,377	7
VP/Dir. of Sales & Marketing	\$79,025	\$50,000	\$66,536	\$81,977	\$93,450	\$101,202	8
VP/Dir. of Sales							3
VP/Dir. of Marketing and Public Relations	\$59,308	\$50,000	\$53,750	\$56,870	\$62,427	\$73,492	4
VP or Dir. of Public Relations	\$73,532	\$50,000	\$67,662	\$75,000	\$81,245	\$93,751	5
Chief Technology Officer/Information Officer	\$74,260	\$40,000	\$51,070	\$76,877	\$98,194	\$104,416	7
Controller/Accounting Manager	\$61,929	\$32,000	\$43,070	\$52,000	\$80,000	\$103,425	13
Event Manager/Coordinator: Senior Level	\$52,316	\$32,000	\$41,400	\$53,627	\$57,137	\$79,000	18
Event Manager/Coordinator: Entry Level	\$40,321	\$25,000	\$36,465	\$40,000	\$44,309	\$56,000	16
Sales or Booking Manager/Coordinator	\$50,955	\$31,000	\$44,000	\$48,000	\$62,473	\$69,907	15
Marketing Manager	\$54,668	\$27,000	\$54,225	\$56,819	\$59,472	\$73,653	6
Operations Manager	\$61,708	\$30,000	\$45,000	\$58,255	\$78,530	\$100,000	12
Box Office/Ticket Manager	\$52,756	\$25,000	\$36,769	\$44,100	\$65,327	\$96,000	7
Chief of Security	\$78,123	\$37,169	\$62,752	\$91,908	\$95,640	\$101,000	7
Asst. Chief of Security/Security Manager	\$61,514	\$47,600	\$53,000	\$61,360	\$69,158	\$77,321	7
Chief Engineer/Plant or Facility Manager	\$70,976	\$47,600	\$56,105	\$70,000	\$81,089	\$99,195	10
Mgr. of Housekeeping/Janitorial/Conversions	\$53,700	\$23,000	\$37,649	\$55,397	\$69,251	\$92,000	14
Executive Assistant	\$40,607	\$12,000	\$30,000	\$40,518	\$51,833	\$70,000	17

Average 2014 Salaries: Convention Center Management – Publically Owned and Privately Managed

	Average	Minimum	25th Percentile	Median	75th Percentile	Maximum	# of Responses
Senior Executive	\$161,804	\$60,000	\$110,584	\$155,023	\$200,000	\$295,984	28
Deputy Senior Executive	\$138,086	\$69,000	\$90,000	\$130,000	\$157,602	\$238,703	13
VP or Dir. of Operations	\$104,859	\$38,000	\$64,000	\$90,000	\$134,626	\$200,000	21
Chief Financial Officer	\$115,692	\$30,000	\$86,250	\$108,079	\$151,166	\$210,265	20
Dir. of Event Logistics/Client Services	\$78,247	\$47,000	\$66,157	\$87,000	\$89,772	\$107,552	11
Dir. of Guest Services							3
VP or Dir. of Human Resources	\$104,897	\$55,000	\$82,437	\$91,125	\$124,389	\$175,000	15
VP/Dir. of Sales & Marketing	\$73,188	\$38,000	\$52,000	\$72,600	\$83,000	\$115,000	9
VP/Dir. of Sales	\$96,902	\$48,000	\$70,000	\$99,840	\$105,000	\$153,419	13
VP/Dir. of Marketing and Public Relations	\$82,523	\$45,000	\$67,000	\$90,000	\$96,000	\$105,019	9
VP or Dir. of Public Relations	\$113,521	\$55,678	\$83,326	\$107,106	\$152,777	\$167,502	8
Chief Technology Officer/Information Officer	\$102,700	\$55,000	\$77,000	\$93,473	\$126,810	\$165,277	14
Controller/Accounting Manager	\$78,317	\$45,000	\$60,000	\$77,800	\$94,605	\$117,212	17
Event Manager/Coordinator: Senior Level	\$55,606	\$32,500	\$47,000	\$52,740	\$64,000	\$82,577	25
Event Manager/Coordinator: Entry Level	\$40,047	\$24,000	\$32,000	\$38,328	\$45,000	\$57,868	21
Sales or Booking Manager/Coordinator	\$58,268	\$35,000	\$45,625	\$57,325	\$71,706	\$83,082	20
Marketing Manager	\$50,000	\$18,000	\$44,750	\$45,000	\$55,250	\$82,000	8
Operations Manager	\$50,865	\$20,000	\$40,452	\$45,000	\$61,392	\$89,315	15
Box Office/Ticket Manager	\$45,600	\$35,000	\$36,000	\$42,000	\$50,000	\$65,000	5
Chief of Security	\$78,078	\$30,000	\$56,278	\$79,888	\$100,683	\$133,000	12
Asst. Chief of Security/Security Manager	\$57,020	\$35,000	\$38,889	\$56,500	\$71,928	\$82,534	12
Chief Engineer/Plant or Facility Manager	\$80,022	\$34,953	\$64,063	\$77,450	\$97,675	\$117,439	16
Mgr. of Housekeeping/Janitorial/Conversions	\$53,118	\$24,500	\$39,500	\$49,896	\$72,500	\$88,691	15
Executive Assistant	\$49,945	\$32,000	\$37,546	\$50,000	\$59,795	\$75,650	22

Average 2014 Salaries: Convention Center Management – Publically Owned and Non-Profit or Separate Authority Managed

	Average	Minimum	25th Percentile	Median	75th Percentile	Maximum	# of Responses
Senior Executive	\$114,855	\$60,000	\$80,000	\$112,000	\$149,942	\$163,000	17
Deputy Senior Executive	\$111,400	\$77,500	\$92,342	\$97,100	\$120,475	\$188,984	8
VP or Dir. of Operations	\$69,172	\$40,000	\$56,000	\$68,720	\$76,830	\$110,000	13
Chief Financial Officer	\$80,288	\$48,000	\$63,075	\$76,000	\$89,106	\$165,572	14
Dir. of Event Logistics/Client Services	\$67,194	\$58,000	\$59,716	\$65,500	\$70,328	\$90,000	10
Dir. of Guest Services							3
VP or Dir. of Human Resources	\$81,938	\$38,000	\$50,000	\$84,688	\$90,000	\$147,000	5
VP/Dir. of Sales & Marketing	\$74,773	\$52,000	\$70,000	\$75,000	\$83,000	\$96,000	9
VP/Dir. of Sales	\$56,875	\$32,500	\$41,875	\$52,500	\$67,500	\$90,000	4
VP/Dir. of Marketing and Public Relations							3
VP or Dir. of Public Relations							2
Chief Technology Officer/Information Officer	\$77,154	\$46,000	\$51,188	\$55,750	\$110,105	\$115,743	7
Controller/Accounting Manager	\$51,384	\$32,000	\$39,000	\$48,087	\$52,000	\$99,122	9
Event Manager/Coordinator: Senior Level	\$41,407	\$30,000	\$34,250	\$41,101	\$45,250	\$65,000	16
Event Manager/Coordinator: Entry Level	\$35,069	\$14,500	\$30,000	\$35,000	\$42,000	\$50,000	13
Sales or Booking Manager/Coordinator	\$48,945	\$28,000	\$37,500	\$45,000	\$60,000	\$80,000	17
Marketing Manager	\$38,357	\$20,000	\$35,713	\$41,000	\$43,926	\$48,000	8
Operations Manager	\$52,567	\$28,500	\$36,500	\$49,460	\$59,074	\$90,000	12
Box Office/Ticket Manager	\$51,588	\$38,000	\$38,000	\$41,000	\$60,000	\$80,938	5
Chief of Security	\$54,767	\$18,000	\$44,230	\$50,000	\$62,500	\$113,099	11
Asst. Chief of Security/Security Manager	\$42,883	\$12,000	\$26,500	\$31,336	\$58,808	\$85,772	5
Chief Engineer/Plant or Facility Manager	\$62,785	\$30,000	\$50,000	\$65,000	\$79,800	\$99,122	13
Mgr. of Housekeeping/Janitorial/Conversions	\$49,260	\$15,000	\$38,000	\$46,000	\$52,000	\$91,693	13
Executive Assistant	\$35,300	\$17,000	\$27,375	\$38,032	\$40,681	\$55,000	12

**The following pages contain salary
information in the U.S. and Canada only.**

Average 2014 Salaries: Total Convention Centers (U.S. and Canada only)

Here are the average reported salary statistics at U.S. and Canadian convention centers in 2014.

	Average	Minimum	25th Percentile	Median	75th Percentile	Maximum	# of Responses
Senior Executive	\$131,389	\$60,000	\$100,250	\$127,000	\$161,099	\$250,000	68
Deputy Senior Executive	\$104,820	\$37,000	\$77,500	\$100,000	\$130,000	\$207,375	37
VP or Dir. of Operations	\$81,434	\$36,000	\$59,877	\$72,580	\$95,628	\$157,602	52
Chief Financial Officer	\$94,119	\$30,000	\$71,543	\$90,000	\$109,163	\$174,000	50
Dir. of Event Logistics/Client Services	\$75,760	\$35,000	\$59,000	\$75,000	\$90,000	\$127,000	37
Dir. of Guest Services	\$76,998	\$29,000	\$65,308	\$75,600	\$91,604	\$129,524	15
VP or Dir. of Human Resources	\$88,774	\$38,000	\$64,419	\$86,377	\$97,063	\$157,901	27
VP/Dir. of Sales & Marketing	\$77,267	\$50,000	\$69,974	\$75,053	\$87,642	\$115,000	27
VP/Dir. of Sales	\$80,413	\$32,500	\$57,000	\$80,000	\$99,840	\$147,000	21
VP/Dir. of Marketing and Public Relations	\$72,879	\$45,000	\$58,739	\$67,000	\$90,000	\$105,019	17
VP or Dir. of Public Relations	\$99,202	\$50,000	\$72,563	\$90,468	\$111,527	\$167,502	14
Chief Technology Officer/Information Officer	\$82,681	\$40,000	\$55,188	\$85,000	\$101,640	\$144,000	26
Controller/Accounting Manager	\$65,142	\$30,000	\$44,625	\$60,000	\$89,892	\$111,675	40
Event Manager/Coordinator: Senior Level	\$50,560	\$30,000	\$41,250	\$50,000	\$56,992	\$80,964	59
Event Manager/Coordinator: Entry Level	\$39,025	\$24,000	\$32,000	\$39,520	\$45,000	\$57,868	53
Sales or Booking Manager/Coordinator	\$54,562	\$31,000	\$43,375	\$53,720	\$64,898	\$86,000	54
Marketing Manager	\$48,150	\$27,000	\$42,951	\$45,000	\$54,449	\$73,653	19
Operations Manager	\$54,403	\$28,500	\$42,500	\$52,663	\$63,750	\$100,000	38
Box Office/Ticket Manager	\$45,219	\$25,000	\$37,000	\$42,000	\$53,500	\$73,653	15
Chief of Security	\$68,815	\$18,000	\$47,618	\$62,500	\$92,727	\$125,000	30
Asst. Chief of Security/Security Manager	\$58,664	\$31,336	\$47,600	\$61,360	\$72,491	\$85,772	21
Chief Engineer/Plant or Facility Manager	\$72,097	\$34,953	\$56,000	\$70,000	\$82,813	\$104,458	37
Mgr. of Housekeeping/Janitorial/Conversions	\$51,156	\$15,000	\$37,359	\$49,500	\$69,317	\$92,000	43
Executive Assistant	\$44,127	\$12,000	\$33,229	\$41,351	\$53,946	\$75,650	51

Average 2014 Salaries: Large Convention Centers (U.S. and Canada only)

Here are the average reported salary statistics at large U.S. and Canadian convention centers in 2014.

	Average	Minimum	25th Percentile	Median	75th Percentile	Maximum	# of Responses
Senior Executive	\$211,769	\$111,065	\$161,287	\$197,809	\$257,525	\$309,230	13
Deputy Senior Executive	\$163,676	\$90,000	\$135,750	\$156,301	\$202,777	\$238,703	10
VP or Dir. of Operations	\$129,536	\$58,769	\$92,500	\$110,000	\$167,721	\$200,000	11
Chief Financial Officer	\$126,850	\$86,762	\$100,856	\$123,039	\$152,559	\$174,000	12
Dir. of Event Logistics/Client Services	\$97,905	\$88,000	\$89,172	\$92,164	\$101,362	\$126,461	8
Dir. of Guest Services	\$82,266	\$40,281	\$67,962	\$76,467	\$95,570	\$129,524	8
VP or Dir. of Human Resources	\$96,323	\$61,838	\$84,766	\$87,625	\$112,574	\$150,675	10
VP/Dir. of Sales & Marketing	\$125,034	\$77,811	\$92,721	\$101,202	\$164,569	\$181,646	7
VP/Dir. of Sales	\$118,752	\$90,000	\$99,840	\$103,500	\$147,000	\$153,419	5
VP/Dir. of Marketing and Public Relations	\$93,363	\$65,000	\$68,623	\$84,079	\$102,431	\$155,000	6
VP or Dir. of Public Relations	\$102,792	\$55,678	\$77,849	\$90,468	\$120,881	\$167,502	8
Chief Technology Officer/Information Officer	\$121,821	\$95,388	\$104,239	\$105,209	\$139,196	\$165,277	7
Controller/Accounting Manager	\$85,217	\$43,070	\$71,734	\$90,299	\$103,871	\$117,212	12
Event Manager/Coordinator: Senior Level	\$65,658	\$53,365	\$56,076	\$64,000	\$75,741	\$84,688	13
Event Manager/Coordinator: Entry Level	\$45,766	\$30,000	\$38,924	\$46,550	\$53,313	\$57,868	11
Sales or Booking Manager/Coordinator	\$72,099	\$56,650	\$64,418	\$65,561	\$80,643	\$95,330	11
Marketing Manager	\$65,092	\$45,000	\$56,037	\$66,685	\$75,740	\$82,000	4
Operations Manager	\$85,109	\$55,000	\$59,587	\$79,726	\$107,154	\$136,000	10
Box Office/Ticket Manager	\$63,151	\$42,000	\$44,100	\$60,000	\$73,653	\$96,000	5
Chief of Security	\$88,109	\$37,169	\$71,167	\$93,000	\$102,440	\$133,000	11
Asst. Chief of Security/Security Manager	\$63,448	\$35,000	\$58,840	\$62,658	\$70,495	\$85,772	10
Chief Engineer/Plant or Facility Manager	\$87,455	\$65,000	\$75,675	\$81,029	\$99,799	\$117,439	10
Mgr. of Housekeeping/Janitorial/Conversions	\$71,536	\$36,717	\$59,000	\$74,318	\$84,315	\$104,662	11
Executive Assistant	\$53,504	\$18,585	\$46,176	\$55,000	\$60,389	\$75,650	11

Average 2014 Salaries: **Medium Convention Centers (U.S. and Canada only)**

Here are the average reported salary statistics at medium U.S. and Canadian convention centers in 2014.

	Average	Minimum	25th Percentile	Median	75th Percentile	Maximum	# of Responses
Senior Executive	\$152,242	\$78,000	\$133,430	\$147,471	\$180,625	\$220,000	20
Deputy Senior Executive	\$109,017	\$62,315	\$90,071	\$105,531	\$126,150	\$157,602	15
VP or Dir. of Operations	\$88,283	\$40,000	\$68,720	\$85,700	\$107,135	\$140,385	17
Chief Financial Officer	\$99,603	\$63,100	\$88,942	\$99,375	\$104,572	\$160,000	18
Dir. of Event Logistics/Client Services	\$75,413	\$42,000	\$60,325	\$77,250	\$90,000	\$105,094	13
Dir. of Guest Services	\$85,169	\$70,616	\$72,020	\$91,300	\$91,908	\$100,000	5
VP or Dir. of Human Resources	\$86,481	\$53,128	\$71,172	\$84,727	\$94,094	\$147,000	12
VP/Dir. of Sales & Marketing	\$80,620	\$50,000	\$70,490	\$80,827	\$90,796	\$115,000	10
VP/Dir. of Sales	\$87,951	\$57,000	\$65,000	\$89,920	\$104,359	\$125,000	6
VP/Dir. of Marketing and Public Relations	\$76,255	\$60,000	\$60,000	\$70,000	\$86,255	\$105,019	4
VP or Dir. of Public Relations	\$94,415	\$50,000	\$72,563	\$91,053	\$111,527	\$149,634	6
Chief Technology Officer/Information Officer	\$84,227	\$50,139	\$65,627	\$91,000	\$99,654	\$115,000	11
Controller/Accounting Manager	\$61,784	\$37,215	\$47,600	\$60,000	\$77,800	\$94,605	13
Event Manager/Coordinator: Senior Level	\$52,737	\$32,000	\$47,150	\$51,476	\$58,405	\$76,500	18
Event Manager/Coordinator: Entry Level	\$39,437	\$29,000	\$35,000	\$40,800	\$42,000	\$57,868	17
Sales or Booking Manager/Coordinator	\$56,645	\$35,000	\$48,000	\$54,000	\$65,578	\$80,000	19
Marketing Manager	\$52,133	\$43,901	\$44,250	\$49,500	\$54,674	\$71,000	6
Operations Manager	\$62,384	\$32,000	\$45,000	\$51,000	\$87,532	\$100,000	9
Box Office/Ticket Manager							3
Chief of Security	\$72,138	\$18,000	\$48,170	\$74,000	\$91,908	\$125,000	13
Asst. Chief of Security/Security Manager	\$51,886	\$12,000	\$40,185	\$50,000	\$75,000	\$82,534	9
Chief Engineer/Plant or Facility Manager	\$71,631	\$47,600	\$56,000	\$70,000	\$82,924	\$104,458	15
Mgr. of Housekeeping/Janitorial/Conversions	\$59,530	\$40,444	\$49,820	\$57,897	\$70,243	\$85,000	14
Executive Assistant	\$47,291	\$24,000	\$39,621	\$50,000	\$54,250	\$68,000	15

Average 2014 Salaries: **Small Convention Centers (U.S. and Canada only)**

Here are the average reported salary statistics at small U.S. and Canadian convention centers in 2014.

	Average	Minimum	25th Percentile	Median	75th Percentile	Maximum	# of Responses
Senior Executive	\$105,091	\$60,000	\$80,400	\$105,000	\$126,000	\$163,000	37
Deputy Senior Executive	\$75,716	\$37,000	\$52,750	\$69,000	\$96,300	\$130,000	14
VP or Dir. of Operations	\$63,760	\$36,000	\$55,000	\$64,000	\$72,000	\$90,000	25
Chief Financial Officer	\$67,153	\$30,000	\$51,944	\$66,300	\$83,500	\$100,000	19
Dir. of Event Logistics/Client Services	\$60,834	\$35,000	\$52,000	\$59,513	\$67,500	\$90,000	15
Dir. of Guest Services							2
VP or Dir. of Human Resources	\$59,500	\$38,000	\$47,000	\$55,000	\$67,500	\$90,000	4
VP/Dir. of Sales & Marketing	\$70,427	\$51,888	\$58,066	\$71,667	\$80,175	\$96,000	13
VP/Dir. of Sales	\$65,512	\$32,500	\$51,500	\$59,000	\$80,566	\$105,000	11
VP/Dir. of Marketing and Public Relations	\$66,092	\$45,000	\$53,000	\$56,870	\$82,500	\$96,000	8
VP or Dir. of Public Relations							0
Chief Technology Officer/Information Officer	\$59,528	\$40,000	\$48,000	\$55,750	\$70,000	\$80,000	9
Controller/Accounting Manager	\$45,868	\$30,000	\$39,000	\$45,000	\$52,000	\$65,000	13
Event Manager/Coordinator: Senior Level	\$43,674	\$30,000	\$37,000	\$42,842	\$50,000	\$65,000	29
Event Manager/Coordinator: Entry Level	\$34,978	\$24,000	\$28,750	\$34,500	\$41,000	\$48,000	24
Sales or Booking Manager/Coordinator	\$46,893	\$31,000	\$38,000	\$45,000	\$52,000	\$75,000	25
Marketing Manager	\$42,369	\$27,000	\$37,713	\$43,000	\$47,250	\$58,739	10
Operations Manager	\$45,422	\$28,500	\$36,903	\$45,000	\$55,000	\$65,000	21
Box Office/Ticket Manager	\$40,625	\$25,000	\$35,750	\$39,500	\$44,750	\$57,000	8
Chief of Security	\$41,494	\$30,000	\$36,000	\$41,000	\$48,730	\$50,000	7
Asst. Chief of Security/Security Manager							3
Chief Engineer/Plant or Facility Manager	\$64,308	\$34,953	\$50,000	\$66,000	\$72,000	\$95,000	13
Mgr. of Housekeeping/Janitorial/Conversions	\$37,171	\$23,000	\$27,250	\$36,500	\$46,506	\$55,000	18
Executive Assistant	\$36,132	\$20,000	\$30,000	\$35,500	\$41,450	\$50,838	22