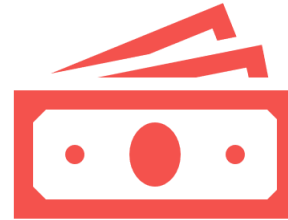


# 2018 PAC Salary Survey



# Table of Contents

Introduction. ....	3
Trends in Time Spent on PAC Management. ....	4
Percentage of Time Spent on PAC Duties . ....	5
Distribution of PAC-Related Responsibilities . ....	6
PAC Professionals Responsibilities . ....	7
Base Salary for PAC Professionals . ....	9
Base Salary by Job Title . ....	10
Base Salary by Organization Size	
Association Responses . ....	11
Corporate Responses . ....	12
Base Salary for PAC Supervisors . ....	13
FY 2017 Bonus Analysis . ....	14
Base Salary Detail (by PAC Size) . ....	15
Base Salary Detail (by Years of Experience) . ....	22
Examples of PAC Job Titles . ....	28

# Introduction

The PAC Salary Survey is conducted annually by the Public Affairs Council in response to a demonstrated interest in compensation and job tasks for PAC practitioners. The survey is designed to collect, analyze and provide valid, reliable data on the current compensation levels for PAC positions.

Survey questionnaires were distributed via email and social media channels to the Council's PAC community in the late spring and early summer of 2018. Because PAC practitioners often have additional public affairs responsibilities, the questionnaire stated that it was to be completed only by individuals whose PAC responsibilities account for at least 50 percent of their job time. The survey asked respondents to provide base salary and percentage breakdown of job responsibilities, as well as bonus eligibility and bonus earned for fiscal year 2017. The survey also asked about the size of the PAC, supervisory roles, years of experience in the PAC field and additional job responsibilities. All survey responses are anonymous. A total of 135 PAC practitioners participated in this year's survey.

## Methodology

This report provides summary statistics on compensation for PAC positions. The mean is an arithmetical average calculated by adding the figures in a set, then dividing the sum by the number of items in the set. For some questions, the data is presented in percentiles. The number reported in each percentile is the upper limit of that data set. The number noted for the 50<sup>th</sup> percentile is also the median.

# Trends in Time Spent on PAC Management

In 2017, the amount of time PAC professionals spent solely on PAC management and administration declined again for association professionals, but held steady for corporate PAC professionals and respondents as a whole.

Below are the median results for time spent working on PAC management (by organization type):

	2018 Median	2017 Median	2016 Median	2015 Median
Corporate PAC Staff	50%	50%	60%	50%
Association PAC Staff	50%	58%	65%	55%
All PAC Staff	50%	50%	60%	55%

# Percentage of Time Spent on PAC Duties

The amount of time spent on PAC-related duties does not vary widely between corporate and association PACs.

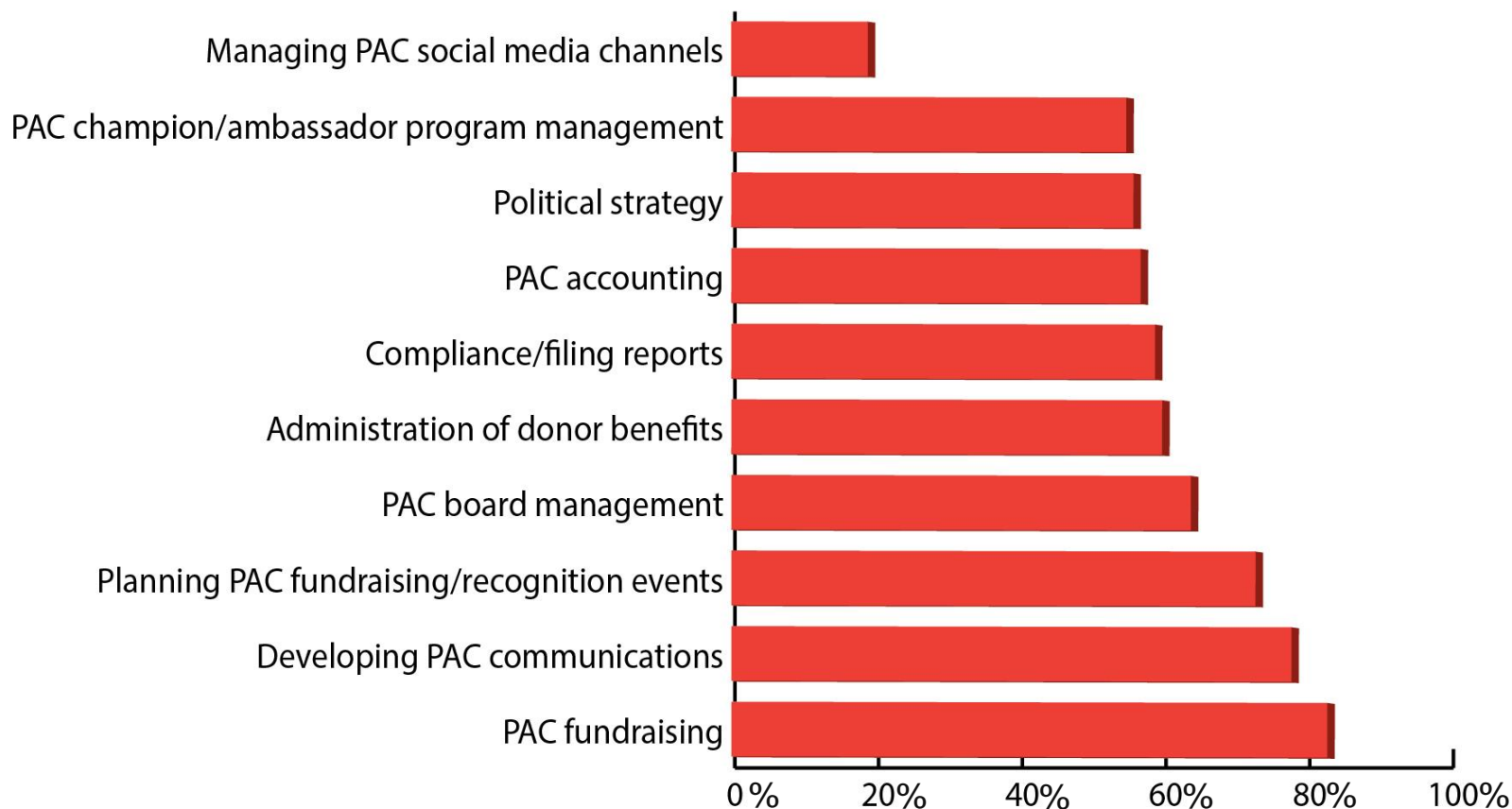
The following is an analysis of PAC practitioners' time spent on PAC administration and management:

	Lower Limit	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Upper Limit	Mean
Corporate PAC Staff	5%	40%	50%	68%	100%	53%
Association PAC Staff	10%	50%	50%	70%	100%	56%
All PAC Staff	5%	40%	50%	70%	100%	54%

# Distribution of PAC-Related Responsibilities

Within the median 50 percent of time spent on PAC management and administration, PAC professionals manage many related activities.

The following indicates the percent of respondents that have reported having these PAC-related duties as part of their role:

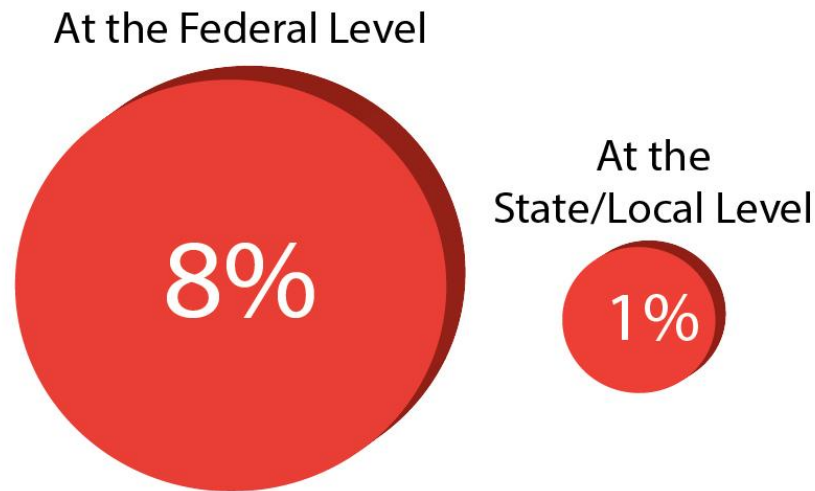


# PAC Professionals' Responsibilities

PAC practitioners also reported the following activities as **included** in their job responsibilities:

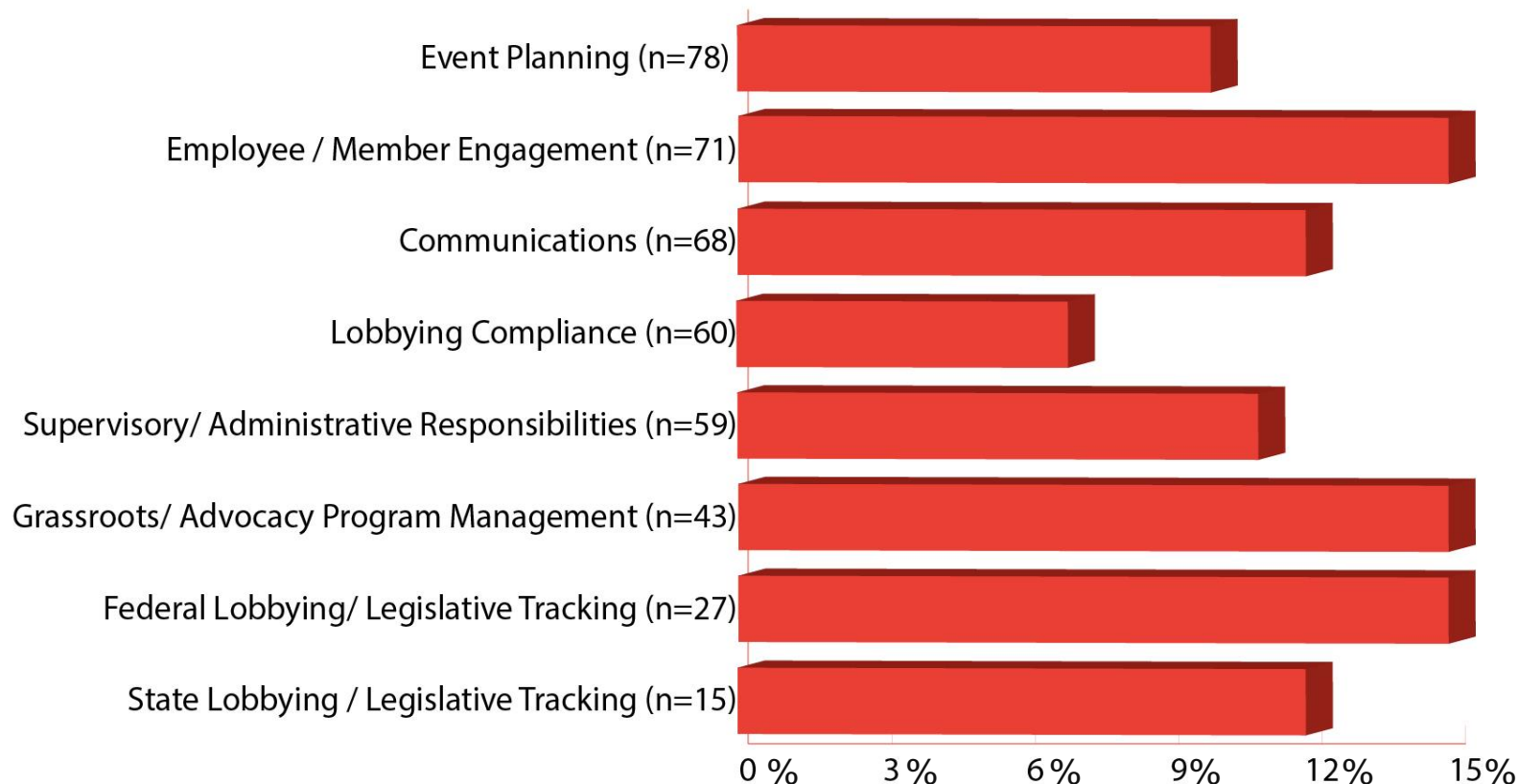
- **Event planning:** 58%
- **Employee/Member Engagement:** 53%
- **Communications:** 50%
- **Lobbying Compliance:** 44%
- **Supervisory/Administrative Responsibilities:** 44%
- **Grassroots/Advocacy Program Management:** 32%
- **Federal lobbying/Legislative Tracking:** 20%
- **State Lobbying/Legislative Tracking:** 11%

## Percentage of PAC Practitioners Registered as Lobbyists



# PAC Professionals' Responsibilities

Survey respondents reported spending an average of 54% of their time on PAC program management. Outside of PAC management, PAC professionals reported their time allotment to other activities as follows:



\*All percentages are averages of the number of respondents (n) that reported spending any time at all on the given activity.



# Base Salary for PAC Professionals

Median salaries for corporate PAC staff are only slightly higher than those of association PAC professionals.

The following is an analysis of PAC practitioners' base salary in fiscal year (FY) 2017:

	Lower Limit	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Upper Limit	Mean
Corporate PAC Staff	\$44,000	\$79,000	\$95,000	\$125,000	\$235,000	\$104,584
Association PAC Staff	\$50,000	\$75,000	\$93,000	\$128,000	\$175,000	\$99,518
All PAC Staff	\$44,000	\$77,000	\$95,000	\$125,000	\$235,000	\$103,676

# Base Salary by Job Title

Salaries vary widely by title band – for both association and corporate PAC practitioners.

The following is an analysis of the base salary for PAC practitioners (by job title and organization type):

	Lower Limit	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Upper Limit	Mean
Corporate Associates*	\$44,000	\$65,000	\$73,047	\$86,918	\$120,000	\$77,566
Corporate Managers	\$52,000	\$84,000	\$100,000	\$125,000	\$162,000	\$104,192
Corporate Directors/ Vice Presidents	\$75,000	\$94,000	\$130,000	\$157,000	\$235,000	\$132,325
Association Associates*	\$50,000	\$53,000	\$57,500	\$75,000	\$90,000	\$65,562
Association Managers	\$55,000	\$60,000	\$72,000	\$90,000	\$120,000	\$80,820
Association Directors/ Vice Presidents	\$70,000	\$95,000	\$120,000	\$142,000	\$175,000	\$122,196

\* “Associates” include positions with titles such as administrator, specialist, coordinator, associate and assistant.

# Base Salary by Organization Size (Association Responses)

Organization size is not a consistent factor impacting PAC professionals' salaries.

Below are the base salaries for association PAC practitioners  
(by the number of employees within an association):

	Lower Limit	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Upper Limit	Mean
1-50 employees	\$50,000	\$64,000	\$85,000	\$107,000	\$175,000	\$98,947
51-100 employees	\$55,000	\$57,500	\$72,000	\$90,000	\$120,000	\$78,150
101-200 employees	\$69,000	\$110,000	\$120,000	\$140,000	\$174,308	\$122,093
201+ employees	\$53,000	\$82,500	\$93,000	\$128,000	\$150,000	\$102,423

# Base Salary by Organization Size (Corporate Responses)

Organization size is not a consistent factor impacting PAC professionals' salaries.

Below are the base salaries for corporate PAC practitioners  
(by the annual revenue of the respective corporation):

	Lower Limit	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Upper Limit	Mean
Less than \$3 billion	\$52,000	\$70,000	\$93,000	\$120,000	\$177,000	\$98,876
\$3.1 billion – \$10 billion	\$44,000	\$86,918	\$113,000	\$125,000	\$165,000	\$96,848
\$10.1 billion - \$20 billion	\$67,000	\$74,460	\$88,000	\$104,600	\$140,000	\$92,191
Greater than \$20 billion	\$65,000	\$90,000	\$107,000	\$155,000	\$235,000	\$118,927

# Base Salary for PAC Supervisors (by Organization Type)

Of total respondents, **29 percent** supervise other employees. Of corporate PAC respondents, **24%** manage staff compared to **39%** of association PAC practitioners that reported supervising staff. Supervisor salaries are consistently higher than those without supervisory responsibilities. The following is an analysis of the base salary for PAC practitioners with supervisory responsibilities:

	Lower Limit	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Upper Limit	Mean
Corporate PAC Staff who Supervise Employees	\$81,000	\$102,000	\$126,000	\$160,000	\$235,000	\$133,157
Association PAC Staff who Supervise Employees	\$68,000	\$80,000	\$118,000	\$140,000	\$175,000	\$118,871
All PAC Staff who Supervise Employees	\$68,000	\$95,000	\$125,000	\$145,000	\$235,000	\$125,657

# FY 2017 Bonus Analysis

## (by Organization Type)

Of total respondents, **73 percent** were bonus-eligible in FY 2017. The mean bonus for this group was \$14,545. Corporate PAC practitioners were almost twice as likely as their association counterparts to be bonus-eligible.

The following chart illustrates a significant difference between association and corporate mean bonus amounts:

	Lower Limit	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Upper Limit	Mean
Corporate PAC FY 2017 Bonuses	\$0	\$5,000	\$11,000	\$25,000	\$90,000	\$18,967
Association PAC FY 2017 Bonuses	\$0	\$1,650	\$3,000	\$5,000	\$15,000	\$5,335
All PAC FY 2017 Bonuses	\$0	\$3,810	\$9,000	\$16,000	\$90,000	\$14,545

# Base Salary Detail (by PAC Size)

## 2017 PAC Receipts: Less than \$50,000

Sorted by 2017 annual PAC receipts and then by base salary in ascending order:

Base Salary	Bonus-Eligible?	FY 2017 Bonus Earned	Type of Organization	Title Band
\$55,000	No	n/a	Association	Associate
\$68,000	Yes	\$0	Association	Manager
\$80,000	Yes	\$8,300	Corporation	Manager
\$125,000	Yes	\$44,000	Corporation	Manager
\$140,000	Yes	\$90,000	Corporation	Director
\$93,000	No	n/a	Association	Director

# Base Salary Detail (by PAC Size)

## 2017 PAC Receipts: \$50,000- 199,999

Base Salary	Bonus-Eligible?	FY 2017 Bonus Earned	Type of Organization	Title Band
\$49,700	Yes	\$0	Corporation	Associate
\$52,000	Yes	\$880	Corporation	Manager
\$53,000	Yes	\$2,300	Association	Associate
\$55,000	Yes	\$0	Association	Manager
\$56,000	No	n/a	Non profit/advocacy group	Manager
\$65,000	Yes	\$8,000	Corporation	Manager
\$70,000	Yes	n/a	Corporation	Manager
\$80,000	No	n/a	Corporation	Manager
\$81,000	No	n/a	Corporation	Associate
\$85,000	Yes	\$0	Association	Director
\$88,000	Yes	\$9,000	Corporation	Director
\$90,000	Yes	\$7,000	Corporation	Manager
\$93,000	No	n/a	Association	Director
\$93,000	No	n/a	Association	Director
\$93,500	Yes	\$2,000	Corporation	Director
\$94,000	Yes	\$3,411	Corporation	Director
\$97,000	Yes	\$5,500	Corporation	Associate
\$104,600	Yes	\$15,200	Corporation	Manager
\$107,000	Yes	\$3,000	Association	Vice President
\$110,000	No	n/a	Association	Director
\$125,000	Yes	\$0	Corporation	Manager
\$130,000	Yes	\$17,000	Corporation	Director
\$175,000	Yes	\$15,000	Association	Director



# Base Salary Detail (by PAC Size)

2017 PAC Receipts: \$200,000- 399,999

Base Salary	Bonus-Eligible?	FY 2017 Bonus Earned	Type of Organization	Title Band
\$44,000	Yes	\$2,400	Corporation	Associate
\$60,030	Yes	\$9,000	Association	Manager
\$70,000	No	n/a	Corporation	Associate
\$73,047	No	n/a	Corporation	Associate
\$75,000	No	n/a	Association	Associate
\$75,000	Yes	\$7,500	Corporation	Associate
\$77,000	Yes	\$1,000	Association	Manager
\$82,000	Yes	\$2,000	Other	Manager
\$84,000	Yes	\$0	Corporation	Consultant
\$90,000	Yes	\$5,000	Association	Manager
\$90,559	Yes	\$18,000	Corporation	Manager
\$93,000	Yes	\$4,500	Corporation	Manager
\$94,000	Yes	\$9,000	Corporation	Manager
\$95,000	Yes	\$5,000	Corporation	Manager
\$100,000	No	n/a	Corporation	Manager
\$102,000	Yes	\$4,800	Corporation	Director
\$110,000	No	n/a	Association	Director
\$133,000	No	n/a	Corporation	Director
\$150,000	Yes	\$17,000	Corporation	Manager

# Base Salary Detail (by PAC Size)

2017 PAC Receipts: \$400,000- 749,999

Base Salary	Bonus-Eligible?	FY 2017 Bonus Earned	Type of Organization	Title Band
\$64,500	No	n/a	Association	Manager
\$75,000	Yes	\$0	Corporation	Director
\$77,972	Yes	\$3,810	Corporation	Manager
\$79,000	Yes	\$4,000	Corporation	Associate
\$80,000	Yes	n/a	Association	Director
\$82,500	Yes	\$1,650	Association	Manager
\$86,918	No	n/a	Corporation	Associate
\$87,000	Yes	\$0	Corporation	Manager
\$90,000	Yes	\$9,000	Corporation	Associate
\$102,000	Yes	\$15,000	Corporation	Manager
\$105,000	Yes	\$20,000	Corporation	Manager
\$110,000	No	n/a	Corporation	Associate
\$113,000	Yes	\$15,000	Corporation	Manager
\$120,000	Yes	\$27,000	Corporation	Associate
\$125,000	Yes	\$15,000	Corporation	Manager
\$125,000	Yes	\$25,000	Corporation	Director
\$125,000	Yes	\$0	Corporation	Manager
\$126,000	Yes	\$18,000	Corporation	Manager
\$135,000	Yes	\$0	Corporation	Director
\$145,000	Yes	\$3,000	Association	Director
\$157,000	Yes	\$61,000	Corporation	Director

# Base Salary Detail (by PAC Size)

2017 PAC Receipts: \$750,000- 999,999

Base Salary	Bonus-Eligible?	FY 2017 Bonus Earned	Type of Organization	Title Band
\$69,200	Yes	\$7,017	Corporation	Consultant
\$70,000	Yes	\$0	Association	Director
\$90,000	Yes	\$5,000	Corporation	Vice President
\$110,000	Yes	\$2,000	Association	Director
\$118,000	Yes	\$3,500	Association	Director
\$120,000	Yes	\$12,000	Corporation	Manager
\$130,000	Yes	\$10,000	Association	Director
\$139,000	Yes	\$30,000	Corporation	Director
\$140,000	Yes	\$9,000	Association	Vice President
\$160,000	Yes	\$35,000	Corporation	Manager
\$160,000	Yes	\$0	Corporation	Director
\$162,000	Yes	\$80,516	Corporation	Manager
\$175,000	Yes	\$11,000	Corporation	Director
\$235,000	Yes	\$60,000	Corporation	Director

# Base Salary Detail (by PAC Size)

## 2017 PAC Receipts: Over \$1 Million

Base Salary	Bonus-Eligible?	FY 2017 Bonus Earned	Type of Organization	Title Band
\$50,000	No	n/a	Association	Associate
\$57,500	Yes	\$1,000	Association	Associate
\$65,000	Yes	\$16,000	Corporation	Associate
\$65,000	No	n/a	Corporation	Associate
\$69,000	Yes	\$2,000	Association	Associate
\$74,460	Yes	\$7,500	Corporation	Associate
\$75,000	Yes	\$2,000	Association	Associate
\$88,000	Yes	\$4,500	Corporation	Manager
\$90,000	Yes	\$1,500	Association	Manager
\$90,000	No	n/a	Association	Associate
\$90,000	No	n/a	Other	Manager
\$95,000	Yes	\$1,100	Association	Director
\$95,000	Yes	\$5,000	Corporation	Associate
\$100,000	Yes	\$26,500	Corporation	Manager
\$100,000	Yes	\$20,000	Corporation	Manager
\$107,000	No	n/a	Corporation	Manager

# Base Salary Detail (by PAC Size)

2017 PAC Receipts: Over \$1 Million

Base Salary	Bonus-Eligible?	FY 2017 Bonus Earned	Type of Organization	Title Band
\$110,000	Yes	\$0	Corporation	Vice President
\$110,000	Yes	\$1,000	Association	Manager
\$120,000	No	n/a	Association	Director
\$120,000	Yes	\$0	Association	Manager
\$128,000	Yes	\$0	Corporation	Director
\$128,000	No	n/a	Association	Director
\$130,000	Yes	\$10,000	Association	Director
\$138,000	Yes	\$10,000	Corporation	Manager
\$140,000	Yes	\$5,000	Association	Director
\$142,000	No	n/a	Association	Director
\$150,000	Yes	\$5,000	Association	Vice President
\$155,000	Yes	\$34,000	Corporation	Manager
\$160,000	Yes	\$9,000	Association	Director
\$174,000	Yes	\$12,000	Association	Director
\$174,308	Yes	\$14,000	Association	Vice President
\$177,000	Yes	\$42,000	Corporation	Director

# Base Salary Detail (by Years of Experience)

(Up to 2 years of experience)

Sorted by total years of experience in the PAC space and then by base salary in ascending order.

Base Salary	FY 2017 Bonus Earned	Type of Organization	Title Band	Years in Current Role	Supervise Employees?
\$44,000	\$2,400	Corporation	Associate	2 or less	No
\$49,700	\$0	Corporation	Associate	2 or less	No
\$64,500	\$0	Association	Manager	2 or less	No
\$65,000	\$8,000	Corporation	Manager	2 or less	No
\$65,000	\$0	Corporation	Associate	2 or less	No
\$70,000	\$0	Association	Director	2 or less	Yes
\$72,000	\$0	Association	Manager	2 or less	No
\$75,000	\$7,500	Corporation	Manager	2 or less	No
\$80,000	\$0	Corporation	Manager	2 or less	No
\$85,000	\$0	Association	Director	2 or less	Yes
\$90,000	\$5,000	Association	Manager	3-5	No
\$90,000	\$0	Association	Director	2 or less	No
\$90,000	\$0	Other	Manager	2 or less	No
\$97,000	\$5,500	Corporation	Associate	2 or less	No
\$105,000	\$0	Corporation	Manager	2 or less	No
\$135,000	\$0	Corporation	Director	2 or less	No
\$140,000	\$90,000	Corporation	Director	2 or less	Yes

# Base Salary Detail (by Years of Experience)

## (3-5 years of experience)

Base Salary	FY 2017 Bonus Earned	Type of Organization	Title Band	Years in Current Role	Supervise Employees?
\$50,000	\$0	Association	Associate	3 – 5	No
\$52,000	\$880	Corporation	Manager	3 – 5	No
\$53,000	\$2,300	Association	Associate	2 or less	No
\$55,000	\$0	Association	Manager	2 or less	No
\$57,500	\$1,000	Association	Associate	2 or less	No
\$60,030	\$9,000	Association	Manager	3 – 5	No
\$65,000	\$16,000	Corporation	Associate	2 or less	No
\$65,000	\$0	Corporation	Associate	2 or less	No
\$67,000	\$7,017	Corporation	Associate	3 – 5	No
\$68,000	\$0	Association	Manager	2 or less	Yes
\$70,000	\$0	Corporation	Manager	2 or less	No
\$70,000	\$0	Corporation	Manager	2 or less	No
\$70,000	\$0	Corporation	Associate	2 or less	No
\$73,047	\$0	Corporation	Associate	3 – 5	No
\$74,460	\$7,500	Corporation	Associate	3 – 5	No
\$75,000	\$2,000	Association	Associate	2 or less	No
\$75,000	\$0	Corporation	Director	2 or less	No
\$80,000	\$0	Association	Director	3 – 5	Yes

# Base Salary Detail (by Years of Experience)

(3-5 years of experience)

Base Salary	FY 2017 Bonus Earned	Type of Organization	Title Band	Years in Current Role	Supervise Employees?
\$82,000	\$2,000	Other	Manager	2 or less	No
\$84,000	\$0	Corporation	Manager	2 or less	No
\$88,000	\$9,000	Corporation	Director	2 or less	No
\$90,000	\$7,000	Corporation	Manager	2 or less	No
\$93,500	\$2,000	Corporation	Director	3 – 5	No
\$94,000	\$3,411	Corporation	Director	3 – 5	No
\$95,000	\$5,000	Corporation	Associate	3 – 5	No
\$95,000	\$5,000	Corporation	Associate	2 or less	Yes
\$100,000	\$26,500	Corporation	Manager	3 – 5	Yes
\$100,000	\$20,000	Corporation	Manager	3 – 5	No
\$105,000	\$20,000	Corporation	Manager	3 – 5	No
\$113,000	\$15,000	Corporation	Manager	2 or less	No
\$120,000	\$27,000	Corporation	Associate	2 or less	No
\$130,000	\$1,700	Corporation	Director	3 – 5	No
\$142,000	\$0	Association	Director	3 – 5	Yes
\$175,000	\$11,000	Corporation	Director	5 – 10	No
\$175,000	\$15,000	Association	Director	2 or less	Yes



# Base Salary Detail (by Years of Experience)

## (6-10 years of experience)

Base Salary	FY 2017 Bonus Earned	Type of Organization	Title Band	Years in Current Role	Supervise Employees?
\$75,000	\$0	Association	Associate	5 – 10	No
\$79,000	\$4,000	Corporation	Associate	3 – 5	No
\$80,000	\$8,300	Corporation	Manager	3 – 5	No
\$82,500	\$1,650	Association	Manager	2 or less	No
\$87,000	\$0	Corporation	Manager	2 or less	No
\$90,000	\$5,000	Corporation	Vice President	5 – 10	Yes
\$90,000	\$0	Association	Associate	3 – 5	No
\$90,000	\$9,000	Corporation	Associate	5 – 10	No
\$90,559	\$18,000	Corporation	Manager	5 – 10	No
\$93,000	\$4,500	Corporation	Manager	2 or less	No
\$94,000	\$9,000	Corporation	Manager	5 – 10	No
\$100,000	\$0	Corporation	Manager	5 – 10	No
\$102,000	\$15,000	Corporation	Manager	3 – 5	No
\$107,000	\$0	Corporation	Manager	2 or less	Yes
\$107,000	\$0	Association	Vice President	5 – 10	No
\$110,000	\$3,000	Corporation	Vice President	5 – 10	No
\$110,000	\$0	Corporation	Associate	5 – 10	Yes
\$110,000	\$0	Association	Vice President	2 or less	No
\$120,000	\$0	Association	Director	2 or less	No
\$120,000	\$0	Association	Director	2 or less	Yes
\$125,000	\$25,000	Corporation	Manager	2 or less	No
\$145,000	\$3,000	Association	Director	2 or less	Yes
\$155,000	\$34,000	Corporation	Manager	5 – 10	No

# Base Salary Detail (by Years of Experience)

(More than 10 years of experience)

Base Salary	FY 2017 Bonus Earned	Type of Organization	Title Band	Years in Current Role	Supervise Employees?
\$56,000	\$0	Corporation	Manager	2 or less	No
\$69,000	\$2,000	Association	Associate	10 +	Yes
\$77,000	\$1,000	Association	Manager	10 +	Yes
\$77,972	\$3,810	Corporation	Manager	10 +	No
\$81,000	\$0	Corporation	Associate	5 – 10	Yes
\$86,918	\$0	Corporation	Associate	3 – 5	No
\$88,000	\$4,500	Corporation	Manager	10 +	No
\$90,000	\$1,500	Association	Manager	2 or less	No
\$93,000	\$0	Association	Director	10 +	Yes
\$93,000	\$0	Association	Director	2 or less	No
\$95,000	\$1,100	Association	Director	5 – 10	Yes
\$102,000	\$4,800	Corporation	Director	10 +	Yes
\$104,600	\$15,200	Corporation	Manager	10 +	No
\$110,000	\$0	Association	Director	2 or less	No
\$110,000	\$2,000	Association	Director	3 – 5	Yes
\$110,000	\$1,000	Association	Manager	2 or less	Yes
\$110,000	\$0	Association	Director	3 – 5	No
\$118,000	\$3,500	Association	Director	2 or less	Yes
\$120,000	\$0	Association	Manager	2 or less	No
\$120,000	\$12,000	Corporation	Manager	10 +	No
\$123,000	\$44,000	Corporation	Manager	3 – 5	Yes
\$125,000	\$44,000	Corporation	Manager	3 – 5	Yes
\$125,000	\$15,000	Corporation	Manager	2 or less	No
\$125,000	\$0	Corporation	Manager	2 or less	No

# Base Salary Detail (by Years of Experience)

(More than 10 years of experience continued)

Base Salary	FY 2017 Bonus Earned	Type of Organization	Title Band	Years in Current Role	Supervise Employees?
\$125,000	\$0	Corporation	Manager	3 – 5	No
\$126,000	\$18,000	Corporation	Manager	5 – 10	Yes
\$128,000	\$0	Association	Director	2 or less	No
\$128,000	\$0	Corporation	Director	5 – 10	No
\$130,000	\$10,000	Association	Director	5 – 10	Yes
\$130,000	\$10,000	Association	Director	5 – 10	Yes
\$133,000	\$0	Corporation	Director	5 – 10	Yes
\$138,000	\$10,000	Corporation	Manager	5 – 10	No
\$139,000	\$30,000	Corporation	Director	3 – 5	Yes
\$140,000	\$9,000	Association	Vice President	5 – 10	Yes
\$140,000	\$5,000	Association	Director	10 +	Yes
\$150,000	\$5,000	Association	Vice President	5 – 10	Yes
\$150,000	\$17,000	Corporation	Manager	5 – 10	No
\$157,000	\$61,000	Corporation	Director	10 +	No
\$160,000	\$35,000	Corporation	Manager	5 – 10	Yes
\$160,000	\$0	Corporation	Director	2 or less	Yes
\$160,000	\$9,000	Association	Director	3 – 5	Yes
\$162,000	\$80,516	Corporation	Manager	3 – 5	Yes
\$165,000	\$0	Corporation	Director	2 or less	Yes
\$174,000	\$12,000	Association	Director	10 +	No
\$174,308	\$14,000	Association	Vice President	3 – 5	Yes
\$177,000	\$42,000	Corporation	Director	3 – 5	Yes
\$235,000	\$60,000	Corporation	Director	2 or less	Yes

# Examples of PAC Job Titles

Below are examples of titles for respondents spending at least 50 percent of time on PAC activities:

## Common Associate-Level Titles:

- PAC Administrator
- Coordinator, PAC and Grassroots
- PAC Coordinator
- Government Relations Associate
- Government Affairs Coordinator

## Common Manager-Level Titles:

- PAC Manager
- Political Programs Manager
- Government Affairs Manager
- Manager, Political Affairs and PAC
- Manager, PAC and Grassroots
- Manager, Federal Government Affairs
- Manager, Advocacy and PAC

## Common Director/VP-Level Titles:

- PAC Director
- Director, Government Relations
- Director, Political Affairs
- Director, Grassroots and Political Advocacy
- Director, Public Affairs
- Director, Political and Government Affairs
- Director, Political Programs
- Vice President, Employee Advocacy
- Vice President, Political Affairs

**Thank you to all of the  
PAC practitioners who  
participated in this survey.**

**Have questions?**

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