

SLGR 2019: Are you making what you're worth?

Dasha Iventicheva
Manager, Research and Consulting, Public Affairs
Council



Government Relations Salary and Structure Survey

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- Anonymous survey conducted in summer 2019 by Public Affairs Council and State Government Affairs Council (SGAC)
- Focuses on current compensation levels and team structures for U.S.-based government relations positions
- Methodology: 411 responses split into 3 subsets
 - Federal government relations professionals
 - State and local government relations professionals
 - Government relations professionals with responsibility for both federal and state
- Includes individuals whose government relations responsibilities account for at least 60% of their job time
- Data featured: base salary, bonuses, benefits offered by employer, salary satisfaction.
- Additional data on staffing, structure and budget for government relations functions, with focus on state and local teams: number of staff, leadership roles, locations, state portfolios, lobbying and budget



Demographics

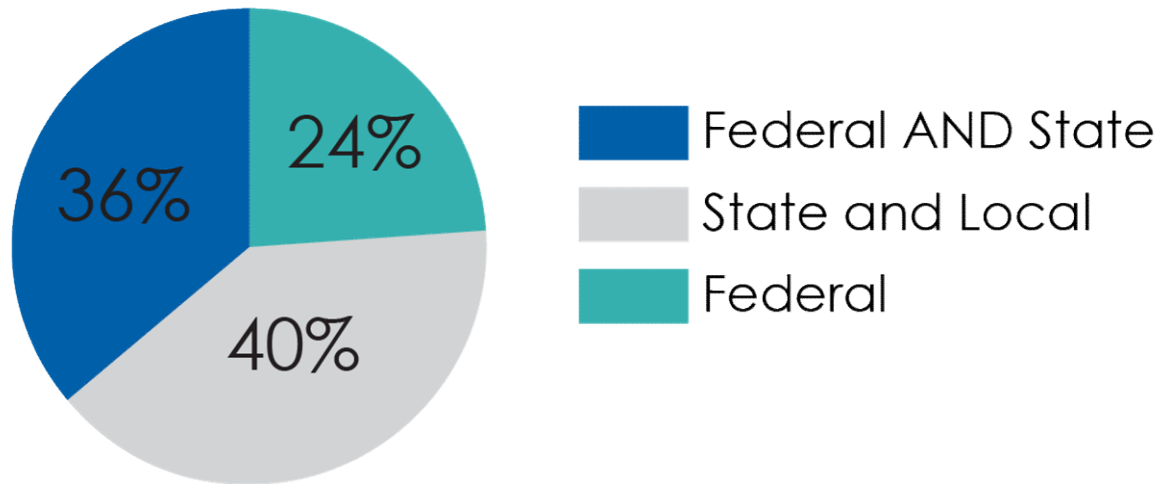
Respondent Demographics

Key findings:

- **Across the three subsets, the most noticeable difference is the higher level of experience among state and local respondents compared to federal.** Among federal respondents, 27% are at the manager level and 25% are at the director level. More than 50% of the respondents had less than 6 years of experience relevant to their position, and only 17% had more than 20 years. Comparatively, 29% of those working at the state and local level were at the director level, and 18% were closer to vice president. Twenty percent had more than 20 years of experience, and another 20% had 11-15 years.
- **Respondents working at the federal and state level are a more senior-level subset.** Twenty six percent are at the director level, and 24% are at the vice president level. Twenty seven percent have more than 20 years of experience, and almost 20% have 16-20 years. Responsibility for both federal and state level government relations is an indicator of seniority and is important to note when examining salary results throughout the survey.

Respondents: by Type

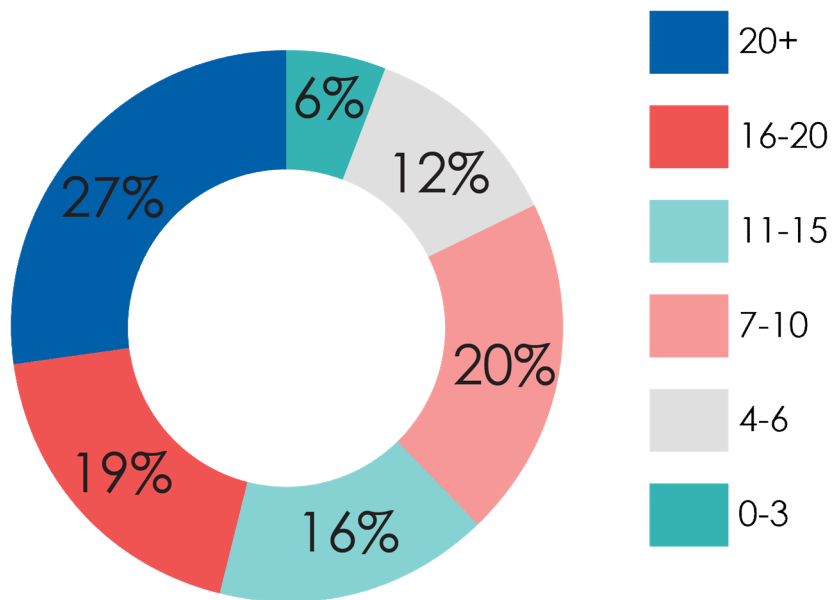
What is your government relations area of focus?



*411 responses total

Experience and Titles: Federal and State Government Relations

Years of relevant experience to current position:

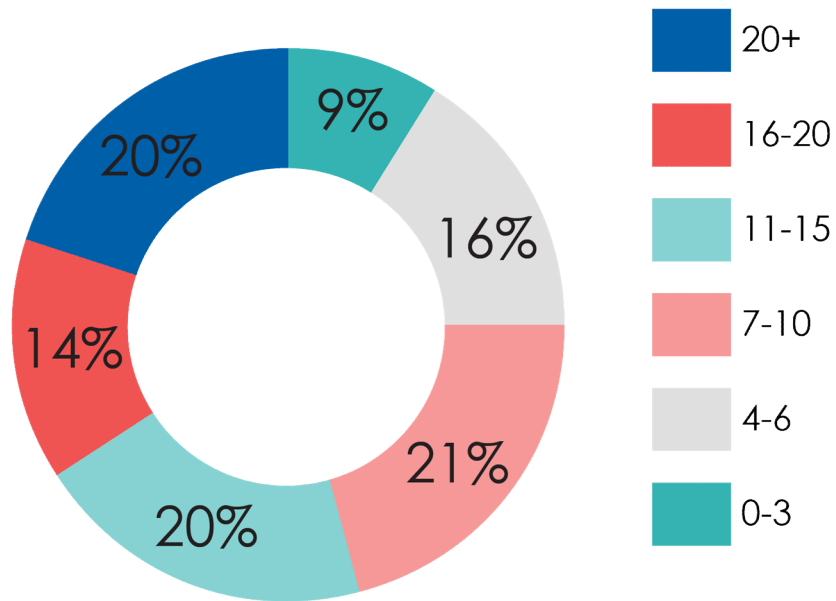


Titles:

Analyst/Associate	6.03%
Manager	11.21%
Senior Manager	7.76%
Director	25.86%
Senior Director	9.48%
Vice President	24.14%
Senior Vice President	7.76%
Other (please specify)	7.76%

Experience and Titles: State and Local Government Relations

Years of relevant experience to current position:



Titles:

Analyst/Associate	5.23%
Manager	15.69%
Senior Manager	9.80%
Director	28.76%
Senior Director	9.80%
Vice President	17.65%
Senior Vice President	4.58%
Other (please specify)	8.50%

Demographics: State and Local Government Relations

- **Age**

- 22-29: 9%
- 30-39: 30%
- 40-49: 36%
- 50-59: 20%
- 60-69: 6%

- **Gender**

- Male: 57%
- Female: 43%

- **Race and ethnicity**

- White: 90%
- Hispanic or Latino: 2%
- Black or African American: 3%
- Asian: 1%
- Other: 2%

**163 responses*



Compensation and Benefits

Base Salary: Federal and State Government Relations

	Lower limit	Median	Upper limit	Mean
Corporate Staff	Less than \$50,000	\$173,000	\$425,000	\$197,721
Association and non-profit Staff	Less than \$50,000	\$85,000	\$349,000	\$87,488
All Federal and State Staff	Less than \$50,000	\$147,000	425,000	\$172,339

**109 responses*

Base Salary: Federal Government Relations

	Lower limit	Median	Upper limit	Mean
Corporate Federal Staff	\$60,000	\$157,000	\$500,000	\$171,778
Association and non-profit Federal Staff	Less than \$50,000	\$95,000	\$349,000	\$108,512
All Federal Staff	Less than \$50,000	\$123,000	\$500,000	\$138,091

**79 responses*

Base Salary: State and Local Government Relations

	Lower limit	Median	Upper limit	Mean
Corporate State Staff	\$70,000	\$172,000	\$349,000	\$167,337
Association and non-profit State Staff	Less than \$50,000	\$95,000	\$349,000	\$88,621
All State Staff	Less than \$50,000	\$95,000	\$275,000	\$147,028

**141 responses*

Base Salary: State and Local Government Relations

Corporate by years of experience

	Lower limit	Median	Upper limit	Mean
0-3 years	\$70,000	\$187,500	\$399,000	\$199,222
4-6 years	\$70,000	\$85,000	\$215,000	\$104,636
7-10 years	\$90,000	\$137,500	\$215,000	\$130,600
11-15 years	\$90,000	\$147,500	\$275,000	\$157,857
16-20 years	\$100,000	\$187,500	\$255,000	\$188,167
20+ years	\$70,000	\$205,000	\$349,000	\$201,273

*83 responses

Base Salary: State and Local Government Relations

Associations and other non-profits by years of experience

	Lower limit	Median	Upper limit	Mean
0-3 years	Under \$50,000	\$80,000	\$115,000	\$79,333
4-6 years	\$50,000	\$65,000	\$195,000	\$87,909
7-10 years	\$60,000	\$100,000	\$160,000	\$101,667
11-15 years	\$80,000	\$107,500	\$215,00	\$122,000
16-20 years	\$80,000	\$137,500	\$275,000	\$154,750
20+ years	\$100,000	\$157,500	\$255,000	\$176,143

*58 responses

Annual Bonuses: Federal and State Government Relations

	Lower limit	Median	Upper limit	Mean
Corporate Staff	\$0	\$40,000	\$225,000	\$60,172
Association and non-profit Staff	\$0	\$6,000	\$110,000	\$20,396
All Staff	\$0	\$24,500	\$225,000	\$46,759

**85 responses*

Annual Bonuses: Federal Government Relations

	Lower limit	Median	Upper limit	Mean
Corporate Federal Staff	\$0	\$21,000	\$200,000	\$37,633
Association and non-profit Federal Staff	\$0	\$3,000	\$12,000	\$3,938
All Federal Staff	\$0	\$8,000	\$200,000	\$23,758

**51 responses*

Annual Bonuses: State and Local Government Relations

	Lower limit	Median	Upper limit	Mean
Corporate State Staff	\$4,500	\$40,000	\$180,000	\$49,415
Association and non-profit State Staff	\$0	\$6,000	\$75,000	\$10,907
All State Staff	\$0	\$20,500	\$180,000	\$34,083

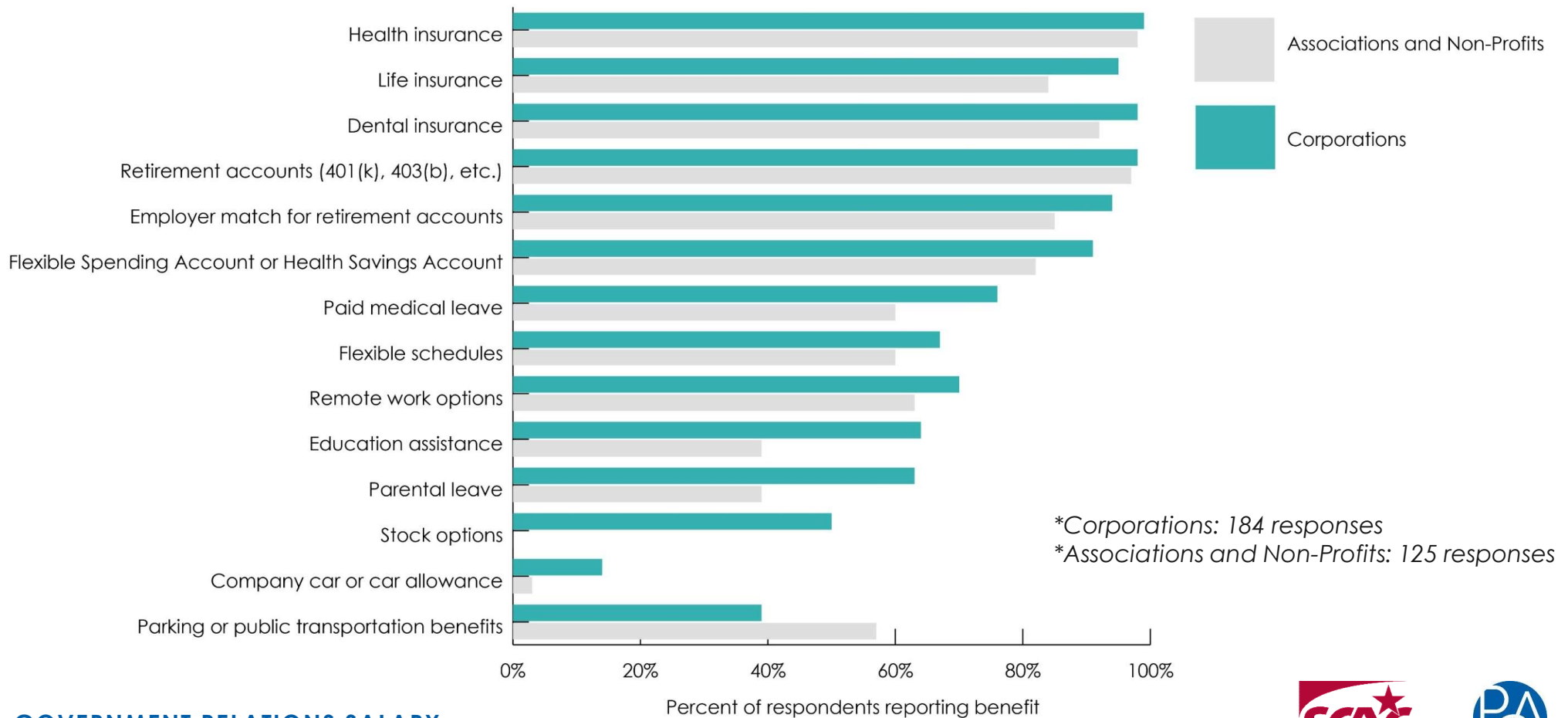
**108 responses*

Compensation and Benefits: Satisfaction

How satisfied are you with your salary?

	Corporation	Association and Non-Profit
Very satisfied	21%	12%
Somewhat satisfied	46%	48%
Neither satisfied or unsatisfied	10%	11%
Somewhat unsatisfied	19%	19%
Very unsatisfied	4%	10%

Compensation and Benefits: General



Compensation and Benefits: Annual Paid Vacation

	Unlimited	Lower limit	Median	Upper limit	Mean
Corporations	4%	8 days	27 days	60 days	24 days
Associations and other Non-profits	2.5%	6 days	20 days	30 days	20 days

**Corporations: 179 responses*

**Associations: 118 responses*

Compensation and Benefits: Parental Leave

	Don't know	None	Some	Lower limit	Median	Upper limit	Mean
Corporations	41%	14%	45%	1 week	12 weeks	20 weeks	10.2 weeks
Associations and other Non-profits	49%	21%	30%	2 weeks	6 weeks	16 weeks	7.5 weeks

*Corporations: 173 responses

*Associations: 117 responses

More Survey Findings:

- **Background:** Half of state government relations practitioners had another specialty prior to moving into their current focus
- **Lobbying:** Almost 60% of survey respondents were registered lobbyists; 76% were registered at the state level only
- Average number of **states** registered in: 2.25
- **Day-to-day:** The average state-level practitioner spends more than 60% of their time working at the state legislature level

Questions?

Contact us!

Kelly Memphis

Manager of Government Relations and
Stakeholder Engagement Practice
Public Affairs Council

kmemphis@pac.org

Dasha Iventicheva

Manager, Global Public Affairs Practice
Manager, Consulting and Research
Public Affairs Council

diventicheva@pac.org

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