

# Compensation By Position Report

Classification	Mid-Level Property Management Professional (PROPM3)							
	Property Management							
		Number of Companies	Number of Incumbents	Base Salary Avg	Annual Incentive Award (Excl \$0)	Total Annual Cash Compensation	Long-Term Incentive Award (Excl \$0)	Total Compensation
Aggregate	<b>Average</b>	70	2203	\$97,041	\$13,066	\$107,077	\$9,460	\$107,317
	25th %ile			\$72,134	\$5,937	\$77,271	\$1,545	\$77,271
	Median			\$91,916	\$11,000	\$100,000	\$5,000	\$100,000
	75th %ile			\$117,832	\$17,223	\$129,800	\$18,285	\$129,800
Affordable Housing Company	<b>Average</b>	19	502	\$76,046	\$7,127	\$80,377	\$23,000	\$80,606
	25th %ile			\$57,915	\$3,350	\$60,553	\$20,000	\$60,553
	Median			\$70,037	\$6,926	\$74,903	\$25,000	\$74,903
	75th %ile			\$89,123	\$9,665	\$93,892	\$25,000	\$93,892
Community Development Finance Institution (CDFI)	<b>Average</b>	2	88	ISD	ISD	ISD	ISD	ISD
	25th %ile			ISD	ISD	ISD	ISD	ISD
	Median			ISD	ISD	ISD	ISD	ISD
	75th %ile			ISD	ISD	ISD	ISD	ISD
Construction / Engineering Company	<b>Average</b>	8	112	\$86,734	\$5,962	\$91,036	\$23,000	\$91,036
	25th %ile			\$64,272	\$2,476	\$65,129	\$20,000	\$65,129
	Median			\$74,880	\$4,000	\$79,385	\$25,000	\$79,385
	75th %ile			\$105,000	\$8,741	\$105,623	\$25,000	\$105,623
Owner / Operator / Developer	<b>Average</b>	21	609	\$87,656	\$11,227	\$94,693	\$23,000	\$94,693
	25th %ile			\$70,000	\$4,000	\$75,660	\$20,000	\$75,660
	Median			\$82,401	\$8,710	\$89,670	\$25,000	\$89,670
	75th %ile			\$102,500	\$12,320	\$107,500	\$25,000	\$107,500
Real Estate Investment Manager (REIM)	<b>Average</b>	20	452	\$75,413	\$7,669	\$80,377	\$23,000	\$80,377
	25th %ile			\$55,000	\$4,000	\$59,000	\$20,000	\$59,000
	Median			\$66,563	\$5,926	\$72,719	\$25,000	\$72,719
	75th %ile			\$91,875	\$9,665	\$98,920	\$25,000	\$98,920
Real Estate Investment Trust (REIT)	<b>Average</b>	2	64	ISD	ISD	ISD	ISD	ISD
	25th %ile			ISD	ISD	ISD	ISD	ISD
	Median			ISD	ISD	ISD	ISD	ISD
	75th %ile			ISD	ISD	ISD	ISD	ISD

Calendar/Fiscal Year 2022