

# Local Government Compensation Limits by Year

## Local Government

Effective Date	Compensation Limit*	CPI-U Increase
01/01/2019	\$175,621	2.5%
01/01/2018	\$171,338	2.0%
01/01/2017	\$167,978	1.6%
01/01/2016	\$165,333	0.2%
01/01/2015	\$165,003	1.7%
01/01/2014	\$162,245	1.0%
01/01/2013	\$160,639	2.2%
01/01/2012	\$157,181	3.5%
01/01/2011	\$151,866	1.2%
01/01/2010	\$150,065	0.0%
01/01/2009	\$150,065	3.7%
01/01/2008	\$144,711	3.5%
01/01/2007	\$139,817	1.3%
01/01/2006	\$138,023	4.3%
08/01/2005	\$132,333	--

\*Unless increased in accordance with Minnesota Statute 43A.17 Subd. 9(e)

Minnesota State Statute 43A.17 (<https://www.revisor.mn.gov/statutes/?id=43a.17>) limits the salary and the value of all other forms of compensation of a person employed by a political subdivision of this state, excluding school districts starting in 2005. The statute establishes that the limits are adjusted on January 1 of each year based on the Consumer Price Index increase. The new limit is equal to the limit for the prior year and increased by the percentage increase in the Consumer Price Index for all-urban consumers (CPI-U) from October of the second prior year to October of the immediately prior year. **The Bureau of Labor Statistics releases the monthly readings for the Consumer Price Index in the second half of the following month. The October readings are typically released after November 15th, therefore Minnesota Management and Budget will calculate and post the salary limit for the next calendar year in late November of each year. Refer to Subdivision 9 of State Statute 43A.17** (<https://www.revisor.mn.gov/statutes/?id=43a.17>) for complete text.

The employee's salary includes deferred compensation and payroll allocations to purchase an individual annuity contract. The value of other forms of compensation is defined as the annual cost to the political subdivision for the provision of the compensation. Other forms of compensation which **must be** included to determine an employee's total compensation for the limit are all other direct and indirect items of compensation which are not specifically excluded by the subdivision. Other forms of compensation which **must not be** included in a determination of an employee's total compensation limit are: employee benefits that are also provided for the majority of all other full-time employees of the political subdivision, vacation and sick leave allowances, health and dental insurance, disability insurance, term life insurance, and pension benefits or like benefits the cost of which is borne by the employee or which is not subject to tax as Income under the Internal Revenue Code of 1986; dues paid to organizations that are of a civic, professional, educational, or governmental nature; and reimbursement for actual expenses incurred by the employee which the governing body determines to be directly related to the performance of job responsibilities, including any relocation expenses paid during the initial year of employment.

### Compensation Limit Increase Process

The total value of compensation may not exceed the limits as shown in the chart above without a compensation limit increase from the Commissioner of MMB. The Commissioner may increase the limit for a position if the commissioner determines the position requires special expertise and needs a higher salary to attract and retain a qualified candidate. The Commissioner shall also consider the salary rates paid to other persons with similar responsibilities in the decision

a compensation limit increase for a position may do so by filling out the Compensation Limit Increase Request Form (word version), (mmb/assets/lgcomp/limitwaiverform\_tcm1059-128233.docx) (pdf version (mmb/assets/lg-comp-limit-waiver-form\_tcm1059-128232.pdf)). The questionnaire may be sent to the Commissioner of Minnesota Management & Budget. If a local government receives a compensation limit increase for a position, the limit is increased annually by the amount of the CPI-U increase in the chart.



December 5, 2018

Greg Hubinger  
Legislative Coordinating Commission  
85 State Office Building  
St. Paul, MN 55155

RE: Total Compensation Limit Increases for Local Government Jurisdictions

Dear Mr. Hubinger:

This letter notifies you that pursuant to Minn. Stat. 43A.17, Minnesota Management and Budget (MMB) has received multiple requests from local jurisdictions to increase the political subdivision compensation limit for various positions. As of December 1, 2018 we have received requests from eight jurisdictions to increase the compensation limit for a total of 41 separate positions. MMB has determined that 22 (53.7%) of the positions warrant an increase to the compensation limit. (See Table 1.) The remaining 19 (46.3%) of the positions do not warrant a compensation limit increase, and salaries must remain at or lower than the statutory limit of \$171,338 through the remainder of 2018; as of January 1, 2019 the statutory limit will increase to \$175,621.

**Statutory Basis and Empirical Support for an Increase to the Local Government Waiver Limit**

Total compensation for positions in local government is limited by the requirements listed in Minn. Stat. § 43A.17, Subd. 9 to a current level of \$171,338 (\$175,621 in 2019), adjusted annually for inflation. The statute allows the Commissioner, MMB to increase the limit if special expertise is required, resulting in the need for a higher salary to attract or retain a qualified person for a specific position. When determining an appropriate increase, consideration is given to rates to other persons in the relevant state or national recruiting area.

**Empirical Support for Increase of Compensation Limit**

Minn. Stat. § 43A.17, Subd. 9(e) requires the Commissioner to give due consideration to salary rates paid to other persons with similar responsibilities in the state and nation. For the county Administrator and Deputy positions, the range maximums were determined through a regression analysis of Minnesota and national counties by population and operating budget. The remaining positions were analyzed through local and national salary survey sources, along with data provided by the individual jurisdictions. Based upon the data and the analysis by MMB, the increases listed in Table 1 are reasonable and are supported by statutory criteria.

The new salary limits are effective as of January 5, 2019. MMB's decision regarding increases were built upon the 2018 data provided, and the rates effective on January 5, 2019 reflect and incorporate the 2.5% Consumer Price Index-Urban (CPI-U) increase to total compensation limit that will become effective on January 1, 2019.

Regards,

Myron Frans  
Commissioner, Minnesota Management and Budget

Table 1.

Jurisdiction	Position	Recommended Salary Limit
Hennepin County	County Administrator	\$250,100
Hennepin County	Deputy County Administrator	\$217,300
Hennepin County	Chief Financial Officer	\$190,000
Hennepin County	Chief Human Resources Officer	\$190,000
Hennepin County	Chief Information Officer	\$190,000
Hennepin County	Director, Human Services	\$190,000
Hennepin County	Director, Public Health	\$190,000
Ramsey County	County Manager	\$220,375
Ramsey County	Deputy County Manager	\$195,775
Dakota County	County Manager	\$198,794
Dakota County	Deputy County Manager	\$178,914
St. Louis County	County Administrator	\$188,600
Metropolitan Council	General Manager—Metro Transit	\$297,250
Metropolitan Council	General Manager—Environmental Services	\$235,750
Metropolitan Council	Regional Administrator	\$246,000
Metropolitan Council	Deputy General Manager	\$230,625
Metropolitan Council	Chief Information Officer	\$190,000
Metropolitan Council	Chief Financial Officer	\$190,000
Metropolitan Council	General Counsel	\$190,000
Scott County	County Administrator	\$178,242
City of Rochester	City Administrator	\$194,750
City of Rochester	General Manager—Rochester Power	\$189,625

# Requests/approvals for waiver from the local government compensation limit

LCC Subcommittee on Employee Relations

January 3, 2018

Date considered	Notes	Appointing Authority	Position	Current comp	Requestor's estimate of market rate	Request	Compensation recommended by Subc	Comp rec as % of gov salary	MMB/DOER action	Date of MMB/DOER action
1	9/26/1997	(1) HCMC	CEO	107,112	> 200,000	176,200	176,200	146%	176,200	10/16/97
2	9/26/1997	(1) HCMC	COO	98,982	> 150,000	136,200	136,200	133%	136,200	10/16/97
3	9/26/1997	HCMC	CEO	93,276	> 130,000	121,200	No waiver	NA	No waiver	10/16/97
4	12/13/1999	(2) Metro Transit	General Manager	114,288	156,862	156,200	156,200	130%	156,200	1/11/00
5	12/13/1999	(2) MAC	Executive Director	114,239	165,000	167,000	156,200	130%	156,200	1/11/00
6	2/22/2000	(3) Douglas Cty Hospital	CEO	112,670	186,100	175,000	120% of governor	NA	\$155,000	3/17/00
7	11/15/2000	Metro Transit	Asst General Manager	114,288	135,000	150,750	150,750	125%	150,750	11/21/00
8	11/15/2000	Monticello-Big Lake Hosp.	Executive Director	114,231	189,400	189,400	145,000	121%	145,000	11/21/00
9	11/15/2000	Hennepin County	County Administrator	114,288	163,266	165,000	165,000	137%	165,000	11/21/00
10	11/15/2000	Hennepin County	Dep Administrator	114,288	130,626	145,000	131,000	109%	131,000	11/21/00
11	11/15/2000	Hennepin County	Asst Admin-Hum Svcs	114,288	135,477	135,000	125,000	104%	125,000	11/21/00
12	11/15/2000	Hennepin County	Asst Admin-Pub Works	114,288	134,606	135,000	123,000	104%	125,000	11/21/00
13	12/18/2000	City of Minneapolis	Asst City Coordinator	109,632	126,454	121,763	126,000	105%	126,000	12/26/00
14	12/18/2000	City of Minneapolis	City Attorney	114,288	116,424	130,381	116,000	96%	116,000	12/26/00
15	12/18/2000	City of Minneapolis	ED, Convention Center	100,464	101,288	134,590	119,000	99%	119,000	12/26/00
16	12/18/2000	City of Minneapolis	City Coordinator	114,288	150,079	138,215	138,000	115%	138,000	12/26/00
17	12/18/2000	City of Minneapolis	Chief of Police	114,288	116,449	130,851	116,000	96%	116,000	12/26/00
18	12/18/2000	City of Minneapolis	Chief, Fire Dept	101,460	110,124	118,316	No waiver	NA	No waiver	12/26/00
19	12/18/2000	City of Minneapolis	Comm of Health	101,724	114,874	118,629	No waiver	NA	No waiver	12/26/00
20	12/18/2000	City of Minneapolis	Dir Human Resources	103,812	103,106	117,532	No waiver	NA	No waiver	12/26/00
21	12/18/2000	City of Minneapolis	Dir of Planning	101,460	104,555	118,316	No waiver	NA	No waiver	12/26/00
22	12/18/2000	City of Minneapolis	Dep Dir., Pub Works	89,880	98,960	122,293	No waiver	NA	No waiver	12/26/00
23	12/18/2000	City of Minneapolis	Finance Officer	114,979	109,431	123,800	No waiver	NA	No waiver	12/26/00
24	12/18/2000	City of Minneapolis	Chief Info Officer	114,288	111,384	130,966	No waiver	NA	No waiver	12/26/00
25	12/18/2000	City of Minneapolis	City Engineer	114,288	111,964	138,118	No waiver	NA	No waiver	12/26/00
26	12/18/2000	City of Minneapolis	Dir Employee Svcs	109,188	81,396	121,273	No waiver	NA	No waiver	12/26/00
27	2/1/2002	Rice Memorial Hospital	CEO	113,908	210,600	210,600	160,000	133%	160,000	3/29/01
28	2/1/2002	Dakota County	County Administrator	114,288	142,000	142,000	118,900	99%	118,288	2/2/02
29	2/1/2002	St. Louis County	County Administrator	116,722	125,000	125,000	118,900	99%	118,288	2/20/02
30	3/18/2002	Rochester Public Utility	General Manager	114,288	165,000	130,000	130,000	108%	122,000	4/11/02
31	4/25/2002	District One Hospital-Farbaut	CEO	114,661	191,000	160,000	160,000	133%	155,000	5/6/02
32	6/28/2002	Hutchinson Area Health Care	Cert. Reg. Nurse Anesth.	125,549	150,000	155,000	135,000	112%	135,000	7/26/02
33	6/28/2002	Mercy Hospital, Moose Lake	Cert. Reg. Nurse Anesth.	120,288	150,000	135,000	135,000	112%	135,000	7/26/02
34	8/26/2002	City of Rochester	City Administrator	114,288	141,480	125,000	130,000	108%	120,000	9/12/02
35	8/26/2002	City of St. Louis Park	City Manager	114,288	131,389	131,389	130,000	108%	116,600	9/12/02
36	8/26/2002	City of Minnetonka	City Manager	114,288	145,111	145,111	130,000	108%	116,600	9/12/02
37	8/26/2002	Minneapolis Public Library	Executive Director	103,796	135,000	135,000	130,000	108%	130,000	11/26/02
38	8/26/2002	Local Govt Information Systems	Executive Director	114,288	161,775	150,000	130,000	108%	120,000	9/12/02
39	8/26/2002	City of Bloomington	City Manager	117,288	132,046	144,000	144,000	113/03	120,000	1/13/03
40	8/26/2002	City of Hutchinson	Utilities Commission Mgr	114,300	135,000	135,000	121,064	113/03	No waiver	1/13/03
41	8/26/2002	Olmsted County	County Administrator	114,971	113,600	120,569	No waiver	113/03	No waiver	1/13/03
42	8/26/2002	Olmsted County	Public Works Director	113,600	120,569	120,569	No waiver	113/03	No waiver	1/13/03
43	8/26/2002	Olmsted County	Compensation plan	114,282	144,737	144,737	No waiver	113/03	No waiver	1/13/03
44	8/26/2002	Anoka County	County Administrator	114,282	130,324	132,277	116,600	113/03	130,000	1/13/03
45	8/26/2002	Anoka County	Human Svcs Div Mgr	107,063	133,060	119,245	No waiver	113/03	No waiver	1/13/03
46	8/26/2002	Anoka County	Fin & Ctr Svcs Div Mgr	118,288	158,000	146,600	130,000	108%	130,000	1/13/03
47	8/26/2002	Dakota County	County Administrator	184,100	240,000	200,000	No waiver	143,000	No waiver	1/13/03
48	8/26/2002	Regions Hospital	VP, Regulated Hosp Partner	140,490	200,000	200,000	No waiver	135,000	No waiver	1/13/03
49	8/26/2002	Regions Hospital	VP, Patient Care Svcs	114,288	142,000	140,000	No waiver	135,000	No waiver	1/13/03
50	8/26/2002	Ramsey County	County Manager	116,000	142,000	142,000	No waiver	135,000	No waiver	1/13/03
51	8/26/2002	City of Minneapolis	Chief of Police	114,288	142,000	140,000	140,000	116%	No waiver	3/23/04
52	3/5/2004	Ramsey County	County Manager	114,288	144,000	140,000	140,000	108%	No waiver	3/23/04
53	3/5/2004	Washington County	County Administrator	114,282	135,800	135,000	130,000	108%	No waiver	4/12/04
54	3/5/2004	Hennepin County	Library Director	114,288	134,178	130,000	No waiver	No waiver	No waiver	4/12/04
55	3/5/2004	Hennepin County	Chief Financial Officer	135,500	124,000	124,000	No waiver	No waiver	No waiver	1/26/2005
56	3/5/2004	Hennepin County	Public Works Director	114,287	136,000	not stated	No waiver	No waiver	No waiver	7/1/2005
57	3/5/2004	Duluth Seaway Port Authority	Executive Director	144,711	160,000	160,000	No waiver	No waiver	No waiver	11/3/2008
58	3/5/2004	Hennepin County	Library Director	144,711	160,000	160,000	No waiver	No waiver	No waiver	11/3/2008
59	3/5/2004	Metropolitan Airports Commission	Executive Director	200,095	274,412	240,280,000	240,280,000	121/17/2015	240,280,000	12/17/2015
60	3/5/2004	City of Edina	City Manager	165,003	223,412	173,250	175,000	121/17/2015	170,285	12/17/2015
61	3/5/2004	City of Plymouth	City Manager	164,936	175,000	175,000	175,000	5/3/2016	170,626	5/3/2016
62	3/5/2004	City of Eagan	City Manager	166,344	175,000	173,600	173,600	10/13/2016	170,626	10/13/2016
63	3/5/2004	City of Eden Prairie	City Manager	165,333	175,000	170,000	170,000	2/21/2017	189,428	2/21/2017
64	3/5/2004	Duluth Port Authority	Executive Director	165,333	225,971	217,488	204,259	2/21/2017	170,485	2/21/2017
65	3/5/2004	Washington County	County Administrator	160,985	178,418	178,418	170,488	2/21/2017	170,488	2/21/2017
66	3/5/2004	Washington County	Deputy County Administrator	165,333	173,589	171,946	171,946	2/21/2017	170,626	2/21/2017
67	3/5/2004	City of Woodbury	City Administrator	167,978	185,564	200,000	200,000	12/7/2017	200,000	12/7/2017
68	11/30/2017	City of Minneapolis	Police Chief	167,978	149,234	184,139	No recommendation	180,000	180,000	12/7/2017
69	11/30/2017	City of Minneapolis	Ex Dir Planning & Dev	165,764	180,250	196,011	No recommendation	186,677	186,677	12/7/2017
70	11/30/2017	City of Minneapolis	Director, Public Works	203,298	169,855	196,011	No recommendation	186,677	186,677	12/7/2017

Date considered	Notes	Appointing Authority	Position	Current comp	Requestor's estimate of market rate	Request	Compensation recommended by Subc	Comp rec as % of gov salary	MMB/DOER action	Date of MMB/DOER action
71 11/30/2017		City of Minneapolis	City Coordinator	177,317	207,286-216,300	200,000	No recommendation		200,000	12/7/2017
72 11/30/2017		City of Minneapolis	City Attorney	173,355	187,526-216,300	190,000	No recommendation		190,000	12/7/2017
73 11/30/2017		City of Minneapolis	Asst Coordinator: Info Technology	167,978	161,048-195,700	187,217	No recommendation		185,000	12/7/2017
74 11/30/2017		City of Minneapolis	Asst Coordinator: Finance	164,854	169,146-212,180	185,000	No recommendation		185,000	12/7/2017
75 11/30/2017		City of Minneapolis	Asst Coordinator: Convention Center	173,355	159,913-181,280	190,344	No recommendation		180,000	12/7/2017
76 11/30/2017		Minneapolis Park and Recreation Board	Superintendent	166,958	194,399	194,399	No recommendation		194,399	12/7/2017
77 11/30/2017		City of Eden Prairie	City Manager	170,000	182,543-186,000	175,100	No recommendation		173,356	12/7/2017

- (1) The dollar amount recommended by the Subcommittee and adopted by DOER includes up to \$1,200 in stability pay.
- (2) No action taken by Subcommittee within 30 days. Considered positive recommendation under 43A.17.
- (3) The Subcommittee's recommendation was expressed as a percent of the governor's salary, which equaled \$144,364. DOER's decision was expressed as \$ amount.
- (4) The County requested a waiver for its compensation plan. The statute provides for waivers for individual positions only.
- (5) Request submitted 6/18/03, and declined by DOER 8/19/03. DOER did not consult the Subcommittee, since not required if commissioner intends to decline request.
- (6) No action taken by Subcommittee within 30 days. Considered under 43A.17 as no recommendation. DOER approve increase 12/22/03
- (7) Request submitted 2/19/04, and declined by DOER 4/12/04. DOER did not consult the Subcommittee, since not required if commissioner intends to decline request.
- (8) Request submitted 12/13/04, and declined by DOER 1/26/05. DOER did not consult the Subcommittee, since not required if commissioner intends to decline request.
- (9) Request submitted 2/22/05 and declined by DOER 7/1/2005. DOER did not consult the Subcommittee, since not required if commissioner intends to decline request.
- (10) Request submitted 10/1/2008, and declined by DOER 11/3/2008. DOER did not consult the Subcommittee, since not required if commissioner intends to decline request.



# 2017 CAO Salary and Compensation Survey Summary Report of Results

## Introduction

Each year, ICMA conducts a survey of member chief administrative officers (CAOs) to collect information on the salary and compensation of public managers across the United States. Launched in November 2017, the 2017 CAO Salary and Compensation Survey was emailed to 3,073 ICMA member CAOs and completed by 1,090 members, yielding a response rate of 35.5%. The survey was administered electronically, via an email invitation containing a hyperlink to the online questionnaire. Of the 1,090 respondents, 88.3% represented cities or city-type governments, 10.7% represented county governments, and 1.0% represented councils of government or special districts. The respondents represent 49 of the 50 states (no responses were received from North Dakota).

Topics covered in this survey include annual base salary, additional compensation, health insurance and other benefits, and compensation decision making and transparency. ICMA is pleased to provide the results of this survey as an exclusive member benefit.

## Survey Highlights

The key findings of ICMA's 2017 CAO Salary and Compensation Survey are as follows.

### Base Salary

Among all survey respondents, the median annual base salary in 2017 was \$135,551, which is a 5% increase from 2016. Among city CAOs, the median base salary was \$134,875, an increase of 6.5% over the 2016 city median. Among county CAOs, the median base salary was \$145,986, an increase of 0.5% over the 2016 county median.

CAO Median Base Salary by Government Type and Population, 2017 (n=1060)			
Population Group	City	County	All
Total	\$134,875	\$145,986	\$135,551
250,000 and up	\$273,054	\$212,663	\$227,900
100,000 to 249,999	\$224,700	\$180,000	\$205,000
50,000 to 99,999	\$187,300	\$148,000	\$177,417
25,000 to 49,999	\$165,000	\$115,000	\$157,202
10,000 to 24,999	\$139,000	\$118,500	\$137,265
5,000 to 9,999	\$112,731	.	\$112,731
2,500 to 4,999	\$95,645	.	\$95,790
Under 2,500	\$75,000	.	\$75,000

**NEW FOR 2017: Results by gender.** The median base salary among male CAOs is \$136,309, while it is \$133,438 among female CAOs. This makes the gender pay gap among these responses 2.11%. In other words, on average, female CAOs were paid 97.89 cents for every dollar earned by male CAOs. This ratio is similar to the 2.2% controlled gender pay gap in the US, which is calculated by comparing salaries of equally

## Appendix A: City CAO Base Salaries by State and Population, 2017

Please provide the amount of your annual base salary. This amount is not necessarily your taxable income. It is your salary before any pre-tax contributions are deducted to arrive at taxable income.		No. responding	Mean	Median	Maximum
Alabama	Total	5	\$182,023	\$175,115	\$195,000
	50,000 - 99,999	3	\$181,667	\$175,000	\$195,000
	25,000 - 49,999	1	\$190,000	\$190,000	\$190,000
	10,000 - 24,999	1	\$175,115	\$175,115	\$175,115
	Total	6	\$117,332	\$120,000	\$130,000
Alaska	5,000 - 9,999	2	\$123,500	\$123,500	\$130,000
	2,500 - 4,999	2	\$120,500	\$120,500	\$121,000
	Under 2,500	2	\$107,996	\$107,996	\$120,000
	Total	18	\$142,292	\$125,500	\$315,000
Arizona	100,000 - 1,000,000	3	\$260,333	\$248,000	\$315,000
	25,000 - 49,999	5	\$152,656	\$157,281	\$195,000
	10,000 - 24,999	1	\$137,383	\$137,383	\$137,383
	5,000 - 9,999	3	\$106,536	\$114,608	\$125,000
	2,500 - 4,999	4	\$92,894	\$92,725	\$103,000
Under 2,500	2	\$94,200	\$94,200	\$126,000	
Arkansas	Total	2	\$124,795	\$124,795	\$126,402
	50,000 - 99,999	1	\$126,402	\$126,402	\$126,402
	10,000 - 24,999	1	\$123,188	\$123,188	\$123,188
	Total	85	\$209,764	\$212,500	\$425,000
California	100,000 - 249,999	10	\$269,954	\$261,036	\$425,000
	50,000 - 99,999	18	\$224,068	\$228,614	\$260,000
	25,000 - 49,999	23	\$213,015	\$220,000	\$280,000
	10,000 - 24,999	19	\$188,557	\$188,482	\$247,017
	5,000 - 9,999	7	\$157,708	\$175,100	\$209,726
2,500 - 4,999	6	\$183,917	\$190,000	\$235,000	
Under 2,500	2	\$203,891	\$203,891	\$305,282	
Colorado	Total	36	\$149,582	\$150,000	\$256,087
	250,000 - 499,999	2	\$198,453	\$198,453	\$206,222
	100,000 - 249,999	3	\$226,612	\$223,749	\$256,087
	50,000 - 99,999	1	\$252,000	\$252,000	\$252,000
	25,000 - 49,999	6	\$168,825	\$170,000	\$185,000
	10,000 - 24,999	8	\$151,679	\$155,340	\$181,000
	5,000 - 9,999	8	\$120,876	\$115,620	\$150,000
	2,500 - 4,999	2	\$130,500	\$130,500	\$155,000
	Under 2,500	6	\$100,305	\$98,915	\$118,000
	Total	7	\$132,468	\$130,000	\$168,921
Connecticut	25,000 - 49,999	2	\$137,875	\$137,875	\$140,750
	10,000 - 24,999	2	\$148,861	\$148,861	\$168,921
	5,000 - 9,999	3	\$117,934	\$123,844	\$130,000
	Total	5	\$101,808	\$107,661	\$141,261
Delaware	5,000 - 9,999	2	\$124,461	\$124,461	\$141,261
	2,500 - 4,999	2	\$95,000	\$95,000	\$110,000
	Under 2,500	1	\$70,120	\$70,120	\$70,120



Florida	Total	59	\$149,571	\$140,000	\$336,749
	100,000 - 249,999	3	\$209,406	\$199,000	\$256,183
	50,000 - 99,999	13	\$197,537	\$186,000	\$336,749
	25,000 - 49,999	7	\$174,947	\$188,475	\$206,000
	10,000 - 24,999	17	\$139,000	\$137,200	\$182,000
Georgia	5,000 - 9,999	8	\$122,252	\$120,541	\$168,000
	2,500 - 4,999	6	\$105,689	\$105,068	\$148,000
	Under 2,500	5	\$85,748	\$84,000	\$100,000
	Total	19	\$146,951	\$150,654	\$235,000
	50,000 - 99,999	3	\$183,333	\$175,000	\$235,000
Idaho	25,000 - 49,999	6	\$161,493	\$162,877	\$185,657
	10,000 - 24,999	5	\$158,800	\$160,000	\$184,000
	5,000 - 9,999	3	\$103,800	\$85,000	\$145,000
	2,500 - 4,999	1	\$75,705	\$75,705	\$75,705
	Under 2,500	1	\$92,000	\$92,000	\$92,000
Illinois	Total	3	\$100,129	\$103,000	\$130,345
	10,000 - 24,999	1	\$103,000	\$103,000	\$103,000
	Under 2,500	2	\$98,693	\$98,693	\$130,345
	Total	69	\$153,172	\$151,840	\$232,863
	100,000 - 249,999	1	\$206,353	\$206,353	\$206,353
Indiana	50,000 - 99,999	10	\$194,153	\$188,490	\$232,863
	25,000 - 49,999	15	\$164,826	\$160,000	\$221,722
	10,000 - 24,999	24	\$153,132	\$150,448	\$212,000
	5,000 - 9,999	9	\$125,295	\$110,000	\$195,125
	2,500 - 4,999	7	\$104,022	\$85,581	\$149,940
Iowa	Under 2,500	3	\$139,206	\$120,390	\$226,847
	Total	3	\$89,145	\$92,000	\$99,990
	25,000 - 49,999	1	\$99,990	\$99,990	\$99,990
	5,000 - 9,999	1	\$92,000	\$92,000	\$92,000
	2,500 - 4,999	1	\$75,444	\$75,444	\$75,444
Kansas	Total	29	\$124,265	\$107,120	\$221,692
	50,000 - 99,999	4	\$190,751	\$182,780	\$221,692
	25,000 - 49,999	3	\$178,833	\$178,500	\$189,000
	10,000 - 24,999	5	\$145,071	\$144,200	\$173,500
	5,000 - 9,999	7	\$108,275	\$105,877	\$123,600
Kentucky	2,500 - 4,999	7	\$85,845	\$86,500	\$98,430
	Under 2,500	3	\$73,333	\$90,000	\$90,000
	Total	24	\$102,682	\$99,055	\$223,687
	100,000 - 249,999	2	\$179,594	\$179,594	\$223,687
	25,000 - 49,999	2	\$145,491	\$145,491	\$156,231
Louisiana	10,000 - 24,999	3	\$118,527	\$102,939	\$150,785
	5,000 - 9,999	2	\$112,911	\$112,911	\$120,000
	2,500 - 4,999	8	\$96,441	\$95,127	\$123,000
	Under 2,500	7	\$65,898	\$65,000	\$82,180
	Total	4	\$128,075	\$125,000	\$159,848
Louisiana	25,000 - 49,999	2	\$131,152	\$131,152	\$159,848
	10,000 - 24,999	1	\$130,000	\$130,000	\$130,000
	5,000 - 9,999	1	\$120,000	\$120,000	\$120,000
Louisiana	Total	1	\$67,000	\$67,000	\$67,000
	10,000 - 24,999	1	\$67,000	\$67,000	\$67,000

Maine	Total	10	\$97,396	\$101,295	\$124,000
	10,000 - 49,999	3	\$121,333	\$120,000	\$124,000
	5,000 - 9,999	3	\$107,530	\$102,000	\$120,000
	2,500 - 4,999	3	\$73,125	\$76,000	\$80,375
	Under 2,500	1	\$68,000	\$68,000	\$68,000
Maryland	Total	13	\$132,779	\$125,000	\$190,000
	50,000 - 99,999	2	\$177,059	\$177,059	\$190,000
	25,000 - 49,999	3	\$131,333	\$135,000	\$167,000
	10,000 - 24,999	3	\$153,408	\$146,771	\$189,000
	5,000 - 9,999	1	\$125,000	\$125,000	\$125,000
Massachusetts	2,500 - 4,999	3	\$90,798	\$86,923	\$105,000
	Under 2,500	1	\$120,393	\$120,393	\$120,393
	Total	38	\$153,678	\$153,680	\$204,250
	25,000 - 49,999	9	\$179,909	\$183,306	\$204,000
	10,000 - 24,999	19	\$152,830	\$152,360	\$204,250
Michigan	5,000 - 9,999	9	\$133,620	\$140,039	\$157,235
	2,500 - 4,999	1	\$114,240	\$114,240	\$114,240
	Total	52	\$98,202	\$93,179	\$215,000
	100,000 - 249,999	2	\$190,000	\$190,000	\$215,000
	50,000 - 99,999	2	\$140,450	\$140,450	\$146,432
Minnesota	25,000 - 49,999	7	\$120,931	\$120,000	\$150,000
	10,000 - 24,999	11	\$110,968	\$111,150	\$138,224
	5,000 - 9,999	12	\$89,469	\$90,500	\$124,887
	2,500 - 4,999	8	\$80,773	\$83,216	\$94,000
	Under 2,500	10	\$65,865	\$64,650	\$81,600
Mississippi	Total	38	\$124,849	\$124,723	\$173,356
	50,000 - 99,999	3	\$165,661	\$168,626	\$173,356
	25,000 - 49,999	7	\$150,412	\$148,526	\$173,356
	10,000 - 24,999	11	\$128,960	\$128,752	\$146,868
	5,000 - 9,999	8	\$110,383	\$109,510	\$124,610
Missouri	2,500 - 4,999	8	\$99,345	\$97,655	\$120,700
	Under 2,500	1	\$98,000	\$98,000	\$98,000
	Total	1	\$138,000	\$138,000	\$138,000
	25,000 - 49,999	1	\$138,000	\$138,000	\$138,000
	Total	24	\$128,330	\$123,700	\$205,000
Montana	100,000 - 249,999	2	\$184,500	\$184,500	\$205,000
	50,000 - 99,999	2	\$159,500	\$159,500	\$172,000
	25,000 - 49,999	4	\$155,713	\$161,425	\$170,000
	10,000 - 24,999	7	\$108,814	\$113,300	\$125,000
	5,000 - 9,999	4	\$135,547	\$132,062	\$176,064
Nebraska	2,500 - 4,999	5	\$93,038	\$93,500	\$128,035
	Total	3	\$133,748	\$133,619	\$137,000
	50,000 - 99,999	2	\$135,310	\$135,310	\$137,000
	5,000 - 9,999	1	\$130,625	\$130,625	\$130,625
	Total	11	\$109,228	\$104,087	\$150,000
Nevada	10,000 - 99,999	4	\$122,639	\$125,278	\$150,000
	5,000 - 9,999	2	\$91,544	\$91,544	\$104,087
	2,500 - 4,999	4	\$110,876	\$112,471	\$120,000
	Under 2,500	1	\$84,365	\$84,365	\$84,365
	Total	2	\$222,500	\$222,500	\$245,000

Pennsylvania	Total	34	\$128,161	\$133,750	\$187,300
	50,000 - 99,999	1	\$187,300	\$187,300	\$187,300
	25,000 - 49,999	6	\$139,955	\$142,250	\$157,732
	10,000 - 24,999	17	\$138,703	\$145,000	\$173,700
	5,000 - 9,999	7	\$97,592	\$92,465	\$165,267
Rhode Island	2,500 - 4,999	3	\$96,452	\$103,452	\$105,372
	Total	3	\$122,374	\$125,600	\$126,896
	10,000 - 24,999	2	\$126,248	\$126,248	\$126,896
	5,000 - 9,999	1	\$114,625	\$114,625	\$114,625
South Carolina	Total	16	\$123,452	\$120,565	\$203,874
	25,000 - 49,999	3	\$174,692	\$175,203	\$203,874
	10,000 - 24,999	4	\$144,346	\$146,400	\$159,452
	5,000 - 9,999	4	\$102,625	\$106,250	\$110,000
	2,500 - 4,999	4	\$86,817	\$78,750	\$129,768
South Dakota	Under 2,500	1	\$116,000	\$116,000	\$116,000
	Total	4	\$104,286	\$104,110	\$125,756
	10,000 - 24,999	2	\$121,374	\$121,374	\$125,756
	Under 2,500	2	\$87,198	\$87,198	\$91,229
Tennessee	Total	16	\$137,555	\$138,303	\$180,000
	100,000 - 249,999	1	\$130,000	\$130,000	\$130,000
	50,000 - 99,999	2	\$161,803	\$161,803	\$180,000
	25,000 - 49,999	6	\$149,300	\$156,538	\$170,456
	10,000 - 24,999	4	\$125,612	\$124,500	\$149,500
Texas	5,000 - 9,999	3	\$116,340	\$114,000	\$156,702
	Total	73	\$175,097	\$161,000	\$450,000
	500,000 - over 1 million	3	\$315,833	\$375,000	\$450,000
	250,000 - 499,999	2	\$304,174	\$304,174	\$311,348
	100,000 - 249,999	6	\$238,233	\$231,500	\$266,000
Utah	50,000 - 99,999	6	\$232,601	\$212,000	\$300,452
	25,000 - 49,999	13	\$192,705	\$190,000	\$255,000
	10,000 - 24,999	16	\$154,371	\$150,000	\$230,000
	5,000 - 9,999	11	\$141,596	\$153,700	\$198,500
	2,500 - 4,999	9	\$121,625	\$115,000	\$179,837
	Under 2,500	7	\$110,569	\$95,000	\$189,814
	Total	14	\$124,162	\$128,500	\$170,000
	50,000 - 99,999	1	\$170,000	\$170,000	\$170,000
	25,000 - 49,999	3	\$142,956	\$139,869	\$155,000
	10,000 - 24,999	4	\$129,960	\$127,527	\$147,077
Vermont	5,000 - 9,999	4	\$113,480	\$105,210	\$158,000
	2,500 - 4,999	1	\$95,645	\$95,645	\$95,645
	Under 2,500	1	\$70,000	\$70,000	\$70,000
	Total	5	\$89,172	\$90,993	\$105,768
	5,000 - 9,999	3	\$97,920	\$97,000	\$105,768
Virginia	2,500 - 4,999	2	\$76,050	\$76,050	\$80,000
	Total	15	\$152,878	\$150,000	\$259,000
	50,000 - 249,999	3	\$228,000	\$225,000	\$259,000
	25,000 - 49,999	2	\$180,022	\$180,022	\$195,044
	10,000 - 24,999	4	\$147,870	\$149,439	\$157,000
	5,000 - 9,999	4	\$119,660	\$120,000	\$150,000
	2,500 - 4,999	1	\$97,000	\$97,000	\$97,000
	Under 2,500	1	\$82,000	\$82,000	\$82,000
	Total	1	\$82,000	\$82,000	\$82,000

Washington	Total	17	\$167,070	\$172,190	\$272,975
	100,000 - 249,999	1	\$272,975	\$272,975	\$272,975
	50,000 - 99,999	2	\$185,309	\$185,309	\$193,000
	25,000 - 49,999	4	\$183,400	\$179,300	\$210,000
	10,000 - 24,999	7	\$157,713	\$159,504	\$182,000
	5,000 - 9,999	3	\$119,667	\$108,000	\$144,000
West Virginia	Total	4	\$81,056	\$78,750	\$132,725
	25,000 - 49,999	1	\$132,725	\$132,725	\$132,725
	2,500 - 4,999	1	\$107,500	\$107,500	\$107,500
	Under 2,500	2	\$42,000	\$42,000	\$50,000
Wisconsin	Total	30	\$104,851	\$101,405	\$153,749
	50,000 - 99,999	2	\$142,500	\$142,500	\$145,000
	25,000 - 49,999	1	\$153,749	\$153,749	\$153,749
	10,000 - 24,999	9	\$116,484	\$120,000	\$134,000
	5,000 - 9,999	7	\$97,720	\$93,091	\$123,839
	2,500 - 4,999	7	\$97,002	\$86,066	\$142,099
	Under 2,500	4	\$73,844	\$74,439	\$80,000
Wyoming	Total	2	\$68,031	\$68,031	\$75,000
	2,500 - 4,999	1	\$75,000	\$75,000	\$75,000
	Under 2,500	1	\$61,061	\$61,061	\$61,061

## Appendix B: County CAO Base Salaries by State and Population, 2017

Please provide the amount of your annual base salary. This amount is not necessarily your taxable income. It is your salary before any pre-tax contributions are deducted to arrive at taxable income.	No. responding	Mean	Median	Maximum	
Alaska	Total	1	\$107,500	\$107,500	\$107,500
	2,500 - 4,999	1	\$107,500	\$107,500	\$107,500
Arizona	Total	2	\$179,110	\$179,110	\$186,000
	100,000 - 249,999	2	\$179,110	\$179,110	\$186,000
California	Total	4	\$245,244	\$269,236	\$279,302
	250,000 - 499,999	3	\$272,591	\$279,000	\$279,302
	10,000 - 24,999	1	\$163,200	\$163,200	\$163,200
	Total	3	\$154,000	\$155,000	\$185,000
Colorado	Total	1	\$155,000	\$155,000	\$155,000
	500,000 - 1,000,000	1	\$185,000	\$185,000	\$185,000
	250,000 - 499,999	1	\$185,000	\$185,000	\$185,000
	10,000 - 24,999	1	\$122,000	\$122,000	\$122,000
Florida	Total	8	\$192,847	\$212,663	\$228,800
	500,000 - 1,000,000	1	\$227,000	\$227,000	\$227,000
	250,000 - 499,999	3	\$218,042	\$213,000	\$228,800
	100,000 - 249,999	1	\$220,000	\$220,000	\$220,000
	50,000 - 99,999	1	\$177,216	\$177,216	\$177,216
	25,000 - 49,999	2	\$132,217	\$132,217	\$134,725
	Total	8	\$149,689	\$150,408	\$237,700
	100,000 - 499,999	3	\$190,880	\$186,439	\$237,700
Georgia	Total	2	\$161,158	\$161,158	\$170,000
	50,000 - 99,999	2	\$161,158	\$161,158	\$170,000
	25,000 - 49,999	1	\$100,000	\$100,000	\$100,000
	10,000 - 24,999	2	\$101,277	\$101,277	\$108,000
Hawaii	Total	1	\$141,551	\$141,551	\$141,551
	100,000 - 249,999	1	\$141,551	\$141,551	\$141,551
Idaho	Total	1	\$173,000	\$173,000	\$173,000
	10,000 - 24,999	1	\$173,000	\$173,000	\$173,000
Illinois	Total	4	\$151,190	\$143,000	\$185,400
	250,000 - 499,999	1	\$185,400	\$185,400	\$185,400
	100,000 - 249,999	2	\$136,681	\$136,681	\$140,000
	2,500 - 4,999	1	\$146,000	\$146,000	\$146,000
Iowa	Total	1	\$190,000	\$190,000	\$190,000
	100,000 - 249,999	1	\$190,000	\$190,000	\$190,000
Kansas	Total	2	\$133,515	\$133,515	\$164,278
	100,000 - 249,999	1	\$164,278	\$164,278	\$164,278
	25,000 - 49,999	1	\$102,752	\$102,752	\$102,752
Kentucky	Total	1	\$145,972	\$145,972	\$145,972
	100,000 - 249,999	1	\$145,972	\$145,972	\$145,972
Maine	Total	1	\$88,000	\$88,000	\$88,000
	50,000 - 99,999	1	\$88,000	\$88,000	\$88,000
Maryland	Total	2	\$124,038	\$124,038	\$132,076
	100,000 - 249,999	1	\$132,076	\$132,076	\$132,076
	25,000 - 49,999	1	\$116,000	\$116,000	\$116,000

Michigan	Total	9	\$109,403	\$100,000	\$146,175
	250,000 - 499,999	1	\$146,175	\$146,175	\$146,175
	100,000 - 249,999	1	\$132,000	\$132,000	\$132,000
	50,000 - 99,999	3	\$114,845	\$115,000	\$130,686
	25,000 - 49,999	3	\$93,972	\$99,416	\$100,000
	10,000 - 24,999	1	\$80,002	\$80,002	\$80,002
Minnesota	Total	6	\$135,356	\$124,500	\$173,000
	50,000 - 499,999	2	\$166,653	\$166,653	\$173,000
	25,000 - 49,999	4	\$119,708	\$117,500	\$129,000
Mississippi	Total	1	\$108,297	\$108,297	\$108,297
	100,000 - 249,999	1	\$108,297	\$108,297	\$108,297
New Hampshire	Total	2	\$105,950	\$105,950	\$110,000
	25,000 - 249,999	2	\$105,950	\$105,950	\$110,000
New Jersey	Total	1	\$180,000	\$180,000	\$180,000
	100,000 - 249,999	1	\$180,000	\$180,000	\$180,000
New Mexico	Total	5	\$162,825	\$180,700	\$203,000
	100,000 - 249,999	1	\$185,000	\$185,000	\$185,000
	50,000 - 99,999	2	\$140,350	\$140,350	\$180,700
	25,000 - 49,999	1	\$145,427	\$145,427	\$145,427
	10,000 - 24,999	1	\$203,000	\$203,000	\$203,000
New York	Total	5	\$122,160	\$123,000	\$145,000
	50,000 - 99,999	3	\$136,933	\$142,800	\$145,000
	25,000 - 49,999	2	\$100,000	\$100,000	\$100,000
North Carolina	Total	9	\$148,589	\$154,000	\$205,000
	100,000 - 249,999	4	\$190,723	\$186,445	\$205,000
	50,000 - 99,999	2	\$135,754	\$135,754	\$154,000
	25,000 - 49,999	2	\$106,250	\$106,250	\$110,000
	10,000 - 24,999	1	\$90,405	\$90,405	\$90,405
Oregon	Total	2	\$203,500	\$203,500	\$207,000
	250,000 - 499,999	2	\$203,500	\$203,500	\$207,000
Pennsylvania	Total	2	\$112,450	\$112,450	\$122,400
	250,000 - 499,999	1	\$122,400	\$122,400	\$122,400
	100,000 - 249,999	1	\$102,500	\$102,500	\$102,500
South Carolina	Total	4	\$134,162	\$93,323	\$275,000
	250,000 - 499,999	1	\$275,000	\$275,000	\$275,000
	25,000 - 49,999	2	\$93,323	\$93,323	\$106,646
	10,000 - 24,999	1	\$75,000	\$75,000	\$75,000
Utah	Total	1	\$153,000	\$153,000	\$153,000
	25,000 - 49,999	1	\$153,000	\$153,000	\$153,000
Virginia	Total	16	\$179,228	\$165,268	\$274,000
	250,000 - over 1 million	3	\$262,985	\$264,000	\$274,000
	100,000 - 249,999	1	\$208,000	\$208,000	\$208,000
	50,000 - 99,999	5	\$170,017	\$175,000	\$205,000
	25,000 - 49,999	5	\$155,222	\$154,700	\$170,000
	10,000 - 24,999	2	\$122,250	\$122,250	\$126,000
Wisconsin	Total	7	\$133,551	\$124,000	\$185,700
	100,000 - 249,999	2	\$159,184	\$159,184	\$185,700
	50,000 - 99,999	1	\$150,013	\$150,013	\$150,013
	25,000 - 49,999	1	\$115,000	\$115,000	\$115,000
	10,000 - 24,999	3	\$117,158	\$117,473	\$124,000
Wyoming	Total	1	\$140,381	\$140,381	\$140,381
	10,000 - 24,999	1	\$140,381	\$140,381	\$140,381



**minnesota inter-county association**

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benton-blue earth-carver-crow wing-dakota-olmsted-otter tail-rice-st. louis-scott-sherburne-stearns-washington-winona

## 2017 Non profit CEO Compensation

### American Public Media Group

#### Company financial details

**\$168M** in revenue

25.22% change from 2016

138.4M in expenses

\$29.6M in excess

#### Leadership details

Jon McTaggart

President/CEO

**\$690k** in compensation

7.12% change from 2016

0.5% of expenses

### YMCA of the Greater Twin Cities

#### Company financial details

**\$153.7M** in revenue

5.37% change from 2016

149.2M in expenses

\$4.5M in excess

#### Leadership details

Glen Gunderson

President/CEO

**\$574.2k** in compensation

7.99% change from 2016

0.38% of expenses

## **Planned Parenthood MN/ND/SD**

### **Company financial details**

**\$40.9M** in revenue  
-7.98% change from 2016  
84.7M in expenses  
-\$43.8M in excess

### **Leadership details**

Sarah Stoesz  
President/CEO  
**\$464.2k** in compensation  
-4.9% change from 2016  
0.55% of expenses

## **Greater Twin Cities United Way**

### **Company financial details**

**\$87.9M** in revenue  
-10.81% change from 2016  
94.3M in expenses  
-\$6.4M in excess

### **Leadership details**

Sarah Caruso  
President/CEO  
**\$450.3k** in compensation  
8.61% change from 2016  
0.48% of expenses

## **Twin Cities Public Television**

### **Company financial details**

**\$40.6M** in revenue  
12.79% change from 2016  
33M in expenses  
\$7.6M in excess



### Leadership details

James Pagliarini  
President/CEO

**\$430.5k** in compensation  
7.49% change from 2016  
1.3% of expenses

### Nexus

Community-based youth and family services, foster care/adoption programs, short and long-term residential and group home programs with year-round onsite education, transition and independent living programs, and psychiatric inpatient treatment. [Notes](#)  
Healthcare 2016 ranking: **53** Plymouth [nexustreatment.org](http://nexustreatment.org)

### Company financial details

**\$67.2M** in revenue  
-11.71% change from 2016  
65.9M in expenses  
\$1.3M in excess

### Leadership details

David Hutchinson  
former President/CEO

**\$425.6k** in compensation  
0.41% change from 2016  
0.65% of expenses

### Minnesota Masonic Charities

**\$42.3M** in revenue  
11.78% change from 2016  
42M in expenses  
\$204.5k in excess

### Leadership details

Eric J. Neetenbeek  
President/CEO

**\$413.3k** in compensation  
4.57% change from 2016  
0.98% of expenses

## Minnesota Historical Society

### Company financial details

**\$59.4M** in revenue  
-6.68% change from 2016  
57.2M in expenses  
\$2.1M in excess

### Leadership details

D. Stephen Elliott  
Director and CEO  
**\$341.9k** in compensation  
1.39% change from 2016  
0.6% of expenses

## Lutheran Social Service of Minnesota

### Company financial details

**\$133.1M** in revenue  
4.8% change from 2016  
131.4M in expenses  
\$1.7M in excess

### Leadership details

Jodi Harpstead  
CEO  
**\$332.2k** in compensation  
0.69% change from 2016  
0.25% of expenses

## Second Harvest Heartland

### Company financial details

**\$144.5M** in revenue  
18.75% change from 2016  
140.7M in expenses

\$3.8M in excess

### Leadership details

Rob Zeaske  
CEO

**\$324.4k** in compensation  
28.48% change from 2016  
0.23% of expenses

### Scholarship America

### Company financial details

**\$201.5M** in revenue  
-4.2% change from 2016  
205.7M in expenses  
-\$4.3M in excess

### Leadership details

Robert Ballard  
President/CEO

**\$322.5k** in compensation  
6.67% change from 2016  
0.16% of expenses

### Pheasants Forever Inc.

### Company financial details

**\$87.3M** in revenue  
28.35% change from 2016  
85.5M in expenses  
\$1.8M in excess

### Leadership details

Howard Vincent  
President/CEO

**\$319.6k** in compensation  
4.77% change from 2016  
0.37% of expenses

## **Amherst H Wilder Foundation**

### **Company financial details**

**\$38.6M** in revenue  
-6.28% change from 2016  
50.2M in expenses  
-\$11.6M in excess

### **Leadership details**

MayKao Hang  
President/CEO  
**\$301.4k** in compensation  
13.17% change from 2016  
0.6% of expenses

## **People Incorporated**

Supports mental health and wellness through collaboration and integration of care. [Notes](#)  
Healthcare 2016 ranking: **83** St Paul [peopleincorporated.org](http://peopleincorporated.org)

### **Company financial details**

**\$45.6M** in revenue  
7.85% change from 2016  
43.7M in expenses  
\$1.9M in excess

### **Leadership details**

Jill Wiedemann-West  
CEO  
**\$287.3k** in compensation  
13.5% change from 2016  
0.66% of expenses

## **Goodwill / Easter Seals Minnesota**

### **Company financial details**

**\$52.1M** in revenue

-12.2% change from 2016  
56.5M in expenses  
-\$4.5M in excess

**Leadership details**

Michael Wirth-Davis  
President/CEO

**\$278k** in compensation  
3.79% change from 2016  
0.49% of expenses

**American Refugee Committee**

**Company financial details**

**\$40.6M** in revenue  
-15.3% change from 2016  
47.5M in expenses  
-\$7M in excess

**Leadership details**

Daniel Wordsworth  
President/CEO

**\$271.8k** in compensation  
2% change from 2016  
0.57% of expenses

**Catholic Charities of the Archdiocese of St. Paul & Minneapolis**

**Company financial details**

**\$65.9M** in revenue  
22.63% change from 2016  
50.7M in expenses  
\$15.2M in excess

**Leadership details**

Tim Marx  
President/CEO

**\$270.1k** in compensation

8.56% change from 2016  
0.53% of expenses

### **Minnesota Diversified Industries Inc.**

Serve people with disabilities by offering inclusive employment opportunities and services. Notes

Social services 2016 ranking: **78** Minneapolis [mdi.org](http://mdi.org)

### **Company financial details**

**\$39.6M** in revenue  
-12.9% change from 2016  
33.7M in expenses  
\$5.9M in excess

### **Leadership details**

Peter McDermott  
President/CEO

**\$264.4k** in compensation  
12.85% change from 2016  
0.78% of expenses

### **CommonBond Communities**

Creates affordable housing communities and provides support services for residents. Notes  
Other 2016 ranking: - St Paul [commonbond.org](http://commonbond.org)

### **Company financial details**

**\$59.9M** in revenue  
70.1M in expenses  
-\$10.2M in excess

### **Leadership details**

Deidre Schmidt  
President/CEO

**\$254.8k** in compensation  
13.57% change from 2016  
0.36% of expenses

## **Lifeworks Services Inc.**

Serves 2,500 individuals with disabilities and their families through fiscal support, employment, and day services. [Notes](#)

Social services 2016 ranking: **62** Eagan [lifeworks.org](http://lifeworks.org)

### **Company financial details**

**\$63.6M** in revenue

4.12% change from 2016

61.6M in expenses

\$2M in excess

### **Leadership details**

Judy Lysne

President/CEO

**\$253.6k** in compensation

2.78% change from 2016

0.41% of expenses

## **Opportunity Partners Inc.**

Partners with business and community to provide employment, job training and residential choices for people with disabilities [Notes](#)

Social services 2016 ranking: **95** Minnetonka [opportunities.org](http://opportunities.org)

### **Company financial details**

**\$33.7M** in revenue

-5.41% change from 2016

33.7M in expenses

-\$67k in excess

### **Leadership details**

Armando Camacho

President/CEO

**\$228.9k** in compensation

4.33% change from 2016

0.68% of expenses

## **MRCI WorkSource**

A human service organization devoted to providing genuine and innovative opportunities for individuals with disabilities and disadvantages to engage in their communities. Notes

Other 2016 ranking: **55** Mankato [mrciworksource.org](http://mrciworksource.org)

### **Company financial details**

**\$76.1M** in revenue  
6.95% change from 2016  
74.7M in expenses  
\$1.5M in excess

### **Leadership details**

Brian Benshoof  
Chief Executive Officer  
**\$171.9k** in compensation  
10.05% change from 2016  
0.23% of expenses