

**2011 EAA National IT and Engineering Survey
(11101) Chief Information Officer (CIO)**

Data Effective May 15th, 2011	# of Orgs	# of Emp	Base Salary					Bns Eligible		Bonus Actual			Target Bonus			Total Compensation					Formal Merit Salary Range			
			Q1	Un-Wtd Avg	Wtd Avg	Median	Q3	# of Orgs	# of Emp	# of Orgs	# of Emp	Wtd Annual Avg	# of Orgs	# of Emp	Wtd Avg (%)	Q1	Un-Wtd Avg	Wtd Avg	Median	Q3	# of Orgs	Min	Mid	Max
Geographic Area																								
Middle Atlantic	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
New York	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Middle Southeast	13	13	\$142,766	\$179,726	\$179,726	\$179,100	\$204,932	9	9	7	7	\$19,979	5	5	20.4	\$142,766	\$190,483	\$190,483	\$205,500	\$221,932	4	\$164,547	\$214,065	\$263,589
North Carolina	12	12	\$151,453	\$185,815	\$185,815	\$184,550	\$205,216	9	9	7	7	\$19,979	5	5	20.4	\$158,883	\$197,469	\$197,469	\$207,504	\$225,966	4	\$164,547	\$214,065	\$263,589
Virginia	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Lower Southeast	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Florida	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Great Lakes	78	80	\$124,062	\$157,399	\$157,945	\$150,847	\$182,229	60	62	49	51	\$41,265	30	31	30.7	\$129,321	\$183,354	\$184,251	\$169,339	\$218,019	33	\$121,732	\$155,828	\$190,344
Illinois	10	10	\$112,000	\$145,184	\$145,184	\$145,495	\$168,176	8	8	6	6	\$20,750	1	1	25.0	\$123,500	\$157,634	\$157,634	\$150,826	\$179,337	2	\$105,483	\$131,854	\$158,225
Minnesota	38	40	\$122,958	\$162,963	\$163,778	\$158,773	\$189,956	25	27	22	24	\$45,260	19	20	29.6	\$127,493	\$189,444	\$190,934	\$173,957	\$223,102	23	\$127,082	\$161,743	\$197,006
Ohio	3	3	-	\$159,400	\$159,400	\$166,487	-	3	3	3	3	\$29,472	-	-	-	-	\$188,873	\$188,873	\$198,504	-	1	\$130,000	\$162,200	\$194,400
Wisconsin	27	27	\$126,412	\$153,868	\$153,868	\$150,409	\$168,498	24	24	18	18	\$44,741	10	10	33.6	\$139,680	\$183,695	\$183,695	\$171,390	\$211,500	7	\$107,615	\$142,333	\$177,051
Central Plains	21	22	\$114,530	\$173,285	\$170,614	\$154,169	\$200,000	12	13	8	9	\$38,240	5	6	24.2	\$128,738	\$189,102	\$186,258	\$154,169	\$229,794	9	\$123,202	\$164,410	\$204,608
Iowa	6	6	\$100,000	\$139,117	\$139,117	\$126,500	\$200,000	2	2	2	2	\$42,500	1	1	30.0	\$109,000	\$153,284	\$153,284	\$137,000	\$202,202	2	\$80,825	\$121,320	\$157,275
Missouri	13	14	\$128,750	\$191,580	\$186,077	\$164,363	\$240,000	9	10	5	6	\$41,526	4	5	23.0	\$128,750	\$209,823	\$203,874	\$164,363	\$240,000	6	\$133,695	\$174,488	\$215,281
South Dakota	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mountain States	116	119	\$107,791	\$151,392	\$151,317	\$128,027	\$180,000	30	31	30	31	\$77,603	30	31	19.6	\$108,054	\$171,731	\$171,533	\$129,000	\$202,400	1	\$154,357	\$200,665	\$260,864
Arizona	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Colorado	107	110	\$106,439	\$150,255	\$150,205	\$126,692	\$175,000	29	30	29	30	\$79,253	30	31	19.6	\$107,452	\$172,042	\$171,820	\$127,927	\$202,400	-	-	-	-
Montana	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Utah	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Wyoming	3	3	-	\$142,342	\$142,342	\$135,261	-	-	-	-	-	-	-	-	-	-	\$142,342	\$142,342	\$135,261	-	-	-	-	-
Pacific Northwest	10	10	\$115,000	\$150,814	\$150,814	\$140,000	\$175,000	8	8	6	6	\$16,936	6	6	16.8	\$121,900	\$160,975	\$160,975	\$143,893	\$182,500	3	\$107,403	\$136,691	\$165,979
Oregon	6	6	\$102,500	\$137,842	\$137,842	\$127,500	\$140,000	5	5	3	3	\$19,903	4	4	20.3	\$102,500	\$147,793	\$147,793	\$130,950	\$140,000	2	\$99,922	\$127,334	\$154,746
Washington	4	4	-	\$170,271	\$170,271	\$159,643	-	3	3	3	3	\$13,970	2	2	10.0	-	\$180,749	\$180,749	\$172,855	-	1	\$122,366	\$155,405	\$188,445
Pacific Southwest	37	37	\$121,394	\$164,063	\$164,063	\$145,000	\$204,110	15	15	15	15	\$71,106	-	-	-	\$123,739	\$192,890	\$192,890	\$156,788	\$249,600	-	-	-	-
Hawaii	37	37	\$121,394	\$164,063	\$164,063	\$145,000	\$204,110	15	15	15	15	\$71,106	-	-	-	\$123,739	\$192,890	\$192,890	\$156,788	\$249,600	-	-	-	-