



# FLCAJ 2017–2018 Salary and Information Survey

**F**lorida Community Association Journal is once again privileged to present the annual Salary and Information Survey. This year marks the 18th year since the original survey was expanded to include more than just manager salary and benefit information. The Survey is compiled using data from several resources, with most coming from an online survey that is available every year from September 1 until December 1. As always, the Survey depends on participation from our readers, and we want to thank all who responded whether by the web survey or the CondoJobs website. We trust this information will be helpful in evaluating salary and benefits in your community.

The Survey results are displayed in 11 graphic tables that should make the information easier to see at a glance. Tables 1–3 focus on community demographic and financial data. Table 4 presents typical manager profile informa-

**TABLE 1 — Breakdown of Responses by Florida Region for 2017**

Southeast	40%	Southwest	26%	Central	21%
Panhandle	6%	Northeast	7%		

**TABLE 2  
Type of Community Survey Respondents**

Survey Year	2017	2016	2015	2014	2013
Condominium	71%	75%	69%	75%	92%
HOA	25%	21%	24%	19%	8%
Cooperative	4%	4%	7%	6%	—
Paid Manager	98%	95%	97%	99%	91%
Onsite Manager	49%	56%			
Management Co.	46%	39%			
Self-Managed	5%	5%			

**TABLE 3 — Community Profile**

Survey Year	2017	2016	2015	2014	2013
Average Number of Units	420	341	458	342	350
Average Price	\$441,600	385,000	395,000	370,294	521,066
Average Budget	\$1,873,797	1,820,016	1,463,383	1,376,940	1,744,056
Average Age	27	30	30	—	33

**TABLE 4 — Manager Profile**

Survey Year	2017	2016	2015	2014	2013
Average Years in Management	15	17	17	16	15
Average Years in Current Job	7	6	7	7	7
Age	55	57	56	58	57
Male	47%	38%	40%	55%	65%
Female	49%	60%	58%	42%	35%
Couple	4%	2%	2%	3%	—
Sells/Rents Units	6%	12%	15%	14%	6%

tion as provided by survey respondents. Table 5 contains manager salary and benefits. Tables 6–10 compare salary ranges with several key indicators: region, number of units, price of units, annual budget, and length of employment. Table 11 lists average hourly wages for other typical community association employees.

**GENERAL SUMMARY**

As in previous years, the largest percentage of responses to the Salary Survey came from Southeast Florida. Southwest Florida has the second most responses with Central Florida not far behind.

Condominiums are represented three-to-one in responses, with almost all using paid management. This

year’s survey respondents are almost split in whether they use an onsite manager or a management company. Management companies show quite an increase from last year.

The average community surveyed for 2017 is 27 years old and contains 420 units, with the average unit priced at \$441,600. The average budget in 2017 is slightly up from last year at \$1,873,797.

The manager profile shows the average manager is 55 years old. The manager is 2 percent more likely to be a female. The average number of years of management experience is 15 with the typical manager having been at their current position for seven years.

The most interesting (and important) statistic for

**TABLE 5 — Manager Compensation**

Survey Year	2017	2016	2015	2014	2013
Salary	\$63,141	62,412	60,844	56,298	54,171
Bonus	\$2,755	1,445	3,812	2,913	2,631
Total Compensation*	\$66,748				
Housing Provided	3%	9%	6%	8%	6%
Health Insurance	63%	65%	58%	73%	71%
Vacation Days	18	18	17	15	15
Sick Days	9	8	6	7	7
Retirement Available	43%	22%	19%	23%	18%

\*Includes misc. income not listed\*

**TABLE 6 — Total Income/Region for 2017**

Southeast	\$69,204
Southwest	\$69,842
Central	\$53,800
Panhandle	\$54,000
Northeast	\$47,200

**TABLE 7 — Total Income/Number of Units**

Number of Units	Average Salary
1001+	\$74,321
501–1000	\$66,400
401–500	\$68,296
301–400	\$57,328
201–300	\$48,400
101–200	\$51,333
–100	\$39,200

**TABLE 8 — Total Income/Price of Units**

Average Price	Average Salary
\$1,000,001+	\$81,200
\$500,001–\$1,000,000	\$72,800
\$400,001–\$500,000	\$66,204
\$300,001–\$400,000	\$61,191
\$200,001–\$300,000	\$52,620
–\$200,000	\$48,800

**TABLE 9 — Total Income/Annual Budget**

Budget	Average Salary
\$2,000,001 +	\$74,160
\$1,500,001–\$2,000,000	\$66,200
\$1,000,001–\$1,500,000	\$62,324
\$500,001–\$1,000,000	\$53,216
Under \$500,000	\$41,600

**TABLE 10 —  
Total Income/Length of Employment**

Time on Current Job	Average Salary	Time on Current Job	Average Salary
20+ years	\$77,214	7–9 years	\$66,300
15–19 years	\$75,708	4–6 years	\$63,620
10–14 years	\$62,322	0–3 years	\$53,220

**TABLE 11 — Average Hourly Wages**

Survey Year	2017	2016	2015	2014	2013
Assistant Manager	\$20.35	20.83	19.86	27.22	20.61
Bookkeeper	\$23.12	22.61	26.16	22.18	21.15
Doorman	\$14.20	14.66	12.95	14.93	12.01
Grounds Supervisor	\$18.64	19.21	17.02	—	19.16
Groundskeeper	\$13.90	14.91	13.10	15.14	13.06
Housekeeping Supervisor	\$17.20	16.17	14.54	—	14.12
Housekeeping	\$14.66	14.02	12.09	14.61	13.04
Maintenance Chief	\$23.64	22.04	24.45	30.16	26.14
Maintenance Man	\$16.78	16.61	15.00	15.75	15.91
Secretary	\$17.75	18.41	15.75	18.74	16.12
Security Chief	\$18.96	18.06	18.62	19.21	16.14
Security	\$13.27	13.77	12.63	12.30	12.16
Valet	\$10.16	10.27	9.26	9.84	9.40
Average # of Employees	9	7	9	11	8

managers deals with compensation. Manager salaries continue their gradual climb averaging \$63,141 statewide for 2017, up from \$62,412 in 2016. In addition, bonuses are up from last year’s survey and average \$2,755. A new statistic we have included for this year’s survey is for total compensation. The average figure for 2017 is \$66,748.

Those figures represent quite a bit of progress from the first survey that Advantage Publishing did in 2001. The average managers’ salary and bonus combined in 2001 was \$45,251. The \$21,497 increase in yearly compensation represents a 47.5 percent increase.

Here are some other interesting statistics from the 2001 survey compared with this year:

	2001	2017
Female Managers	41%	49%
Average Budget	\$911,222	\$1,873,797
Average Unit Price	\$292,303	\$441,600
Medical Insurance	74%	63%
Retirement Plan	20%	43%
Assistant Manager	\$14.54/hr	\$20.35/hr

If you have suggestions or input for next year’s survey, please email [info@fcapgroup.com](mailto:info@fcapgroup.com). ■

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