

2016 National Real Estate Compensation and Benefits Survey



CEL & Associates, Inc. / CEL Compensation Advisors, LLC

CHAM 2017 Annual Conference

Source:

2016 National Real Estate Compensation and Benefits Survey

- ✎ CEL & Associates, Inc./CEL Compensation Advisors, LLC has conducted the Compensation & Benefits survey for 28 years. Industry Associations NAA and NAIOP partner with CEL and encourage participation.
- ✎ Participants in the National Real Estate Compensation & Benefits Survey receive a complimentary copy of the detailed overall survey results.
- ✎ The annual survey is conducted in March through May.
- ✎ The 2016 report captured over 120,000 incumbents across a range of nearly 200 positions from 400 participant companies.

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Senior Asset Manager

- ✎ Responsible for several assets, a more complex asset, or a group of assets, but not as large as portfolio or regional asset manager level.
- ✎ Responsibilities may include:
 - Financial analysis for leasing/(re)financing decisions
 - Leasing programs and transaction activities
 - Capital improvement programs and asset mgt. plans
 - Property management oversight
 - Investor/owner communications

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Asset Manager

- ✎ Responsibility for a large asset or several smaller assets or in a support function to a Senior Asset Manager or Portfolio Manager – depending on the size and complexity of the assets.
- ✎ Responsibilities may include:
 - Financial analysis related to leasing/financing decisions
 - Leasing evaluation and transaction activities
 - Asset and capital improvement budgeting
 - Asset management plans
 - Property management coordination
 - Some investor/owner communications

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Asset Manager Position Cash Compensation All Properties and Affordable Properties

Asset Managers	Median Base Salary	Avg Base Salary	Median Actual Bonus	Avg Actual Bonus	Median Total Cash	Avg Total Cash
Senior Asset Manager - All	111,500	117,300	22.5%	25.4%	136,600	147,100
Senior Asset Manager - Affordable	96,200	105,600	10.0%	9.5%	105,800	115,600
Asset Manager - All	87,400	94,700	15.3%	17.4%	100,800	111,200
Asset Manager - Affordable	87,000	91,800	8.8%	10.0%	94,700	101,000

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Property Manager Position Cash Compensation All Properties and Affordable Properties

Property Managers	Median Base Salary	Avg Base Salary	Median Actual Bonus	Avg Actual Bonus	Median Total Cash	Avg Total Cash
Regional Property Manager - All	111,100	112,900	15.6%	18.6%	128,400	133,900
Regional Property Manager - Affordable	84,200	90,500	8.7%	9.0%	91,500	98,600
Senior Property Manager - All	79,400	84,200	13.5%	17.1%	90,100	98,600
Senior Property Manager - Affordable	64,900	69,100	6.8%	8.0%	69,300	74,600
On-Site Mgr. I (<150 units) - All	47,000	48,200	10.8%	14.8%	52,100	55,300
On-Site Mgr. I (<150 units) - Affordable	43,000	45,000	3.1%	4.5%	44,300	47,000
On-Site Mgr. II (150-300 units) - All	58,100	59,300	12.3%	16.0%	65,300	68,800
On-Site Mgr. II (150-300 units) - Affordable	47,300	47,800	3.0%	4.0%	48,700	49,700
On-Site Mgr. III (301-450 units) - All	66,100	66,700	14.0%	16.2%	75,300	77,500
On-Site Mgr. III (301-450 units) - Affordable	59,700	63,100	8.0%	9.1%	64,500	68,800
On-Site Mgr. IV (>450 units) - All	72,300	74,900	13.5%	17.4%	82,100	88,000
On-Site Mgr. IV (>450 units) - Affordable	64,000	63,700	5.0%	7.4%	67,200	68,400

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To participate in the next National Real Estate Compensation and Benefits Survey and/or the NAA Income & Expenses Survey contact:

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CEL & Associates, Inc.

Real Estate Strategies, Benchmarking & Performance Solutions