

# 2017 URISA GIS Salary Survey

Published by:  
Urban and Regional Information Systems Association  
701 Lee Street, Suite 680  
Des Plaines, IL 60016  
Phone: 847/824-6300, Fax: 847/824-6363  
[info@urisa.org](mailto:info@urisa.org)  
<http://www.urisa.org>

All rights reserved including the rights of reproduction and use in any form or by any means, including the making of copies by any photo process or by any electronic or mechanical device (printed, written, or oral), or recording for sound or visual reproduction, or for use in any knowledge or retrieval system device, unless permission in writing is obtained from the copyright proprietor.

Copyright ©2017 by the Urban and Regional Information Systems Association (URISA)

ISBN: 978-0-916848-48-4

# Table of Contents

**Background**  
**Objectives**  
**Methodology**

**Executive Summary of Results**  
**URISA 2017 GIS Salary Survey Results**  
**Summaries by Job Title**

**Director of Geographic Information Systems/Geographic Information Officer (GIO)**  
**GIS Manager**  
**GIS Coordinator**  
**GIS Specialist**  
**GIS Programmer**  
**GIS Analyst**  
**GIS Technician**  
**User of GIS (heavy)**  
**Educator/Trainer**  
**Independent Consultant**  
**GIS Business Development/Sales & Marketing**

**Results Based on Total Respondents**

**Results by Job Title**

**Director of Geographic Information Systems/Geographic Information Officer (GIO)**  
**GIS Manager**  
**GIS Coordinator**  
**GIS Specialist**  
**GIS Programmer**  
**GIS Analyst**  
**GIS Technician**  
**User of GIS (heavy)**  
**Educator/Trainer**  
**Independent Consultant**  
**GIS Business Development/Sales & Marketing**

**Salary Data Tables by Region**

**Salary Data Tables by Employer Type**

**Salary Data Tables by GISP Certification Status**

**Salary Data Tables by Gender**

# 2017 URISA GIS Salary Survey

## Background

The Urban and Regional Information Systems Association (URISA) is a multi-disciplinary geospatial organization that provides professional education and training, a vibrant and connected community, advocacy for geospatial challenges and issues, and essential resources. URISA fosters excellence in GIS and engages geospatial professionals throughout their careers.

URISA was founded in 1963, incorporated as a 501c(3) nonprofit organization in 1966, and has been providing important education and resources for decades. For details about programs, services, and membership, visit [www.urisa.org](http://www.urisa.org).

## Objectives

URISA conducted a comprehensive survey of GIS professionals to develop a better understanding of the community it serves. The primary objective of this survey was to determine specific data with regard to GIS positions and salaries.

Specific areas studied included:

- What geospatial and non-technical skills are required?
- What benefits do organizations typically offer?
- How frequently do GIS professionals change jobs?
- How long is the average workweek?
- How has GIS certification impacted salaries?
- Are GIS professionals actively pursuing continuing education?

## Methodology

When URISA's first salary survey was conducted in 1988, a printed questionnaire was distributed only to the members of URISA, and resulted in 444 usable responses. In subsequent surveys, an online survey tool was utilized.

In 2017, the survey benefitted from an aggressive social media campaign and increased URISA chapter promotion. Data was collected in July and August 2017. After data clean-up, there were more than 3,300 responses. For the best comparison purposes, we have eliminated those respondents who were not currently employed on a full-time basis, resulting in 3,060 usable surveys.

## Executive Summary of Results

The results of this survey provide an interesting and useful analysis of the current state of the GIS profession. This report summarizes the key results of the survey.

## Where Do They Work?

As in previous surveys, a majority of respondents (57.7%) are employed within some level of government.

Type of Employer	
Municipal Government	21.8%
County or Parish Government	18.1%
Regional Consortium/Agency (COG, MPO, etc.)	3.7%
State or Provincial Agency	9.2%
Federal Agency	4.9%
Private Sector – software, hardware or services provider	14.6%
Private Sector – independent consultant	11.5%
Public Utility or Authority	5.6%
College or University	4.9%

Nonprofit Organization	2.3%
Other	<u>3.4%</u>
	100.0%
Respondents	(3,017)

For those employed by local government, the median population of their jurisdictions is 150,000 and the average is 565,710.

## What Are Their Positions?

A few years ago, URISA published a GIS Model Job Descriptions publication, which details essential job functions, education, experience, knowledge, skills and abilities required at each level. Brief descriptions of these job titles along with their basic responsibilities were included in the survey. Respondents were asked to read the descriptions and indicate which job titles most closely match their current positions. Following is the breakdown:

<b>Director of Geographic Information Systems/Geographic Information Officer (GIO)</b> GIS Directors are often found in many large public sector governments. The position heads the GIS department or the individuals assigned to GIS projects. All GIS personnel including technicians, analysts, programmers, managers, etc. fall under the supervision and direction of the GIO. Directors most often need a Master's degree and extensive GIS and managerial training. Upon hiring, the average GIS Director will have 7 plus years of experience, including software applications and project management.	4.1%
<b>GIS Manager</b> The GIS Manager balances technical skills and administrative knowledge to ensure that GIS technology is being used properly and efficiently. The GIS Manager must be informed as to what the current GIS demands are, and if the present department, personnel, and software can meet them. A working knowledge of the agency's database and software is required of the successful manager. As in most technical fields, a capable manager must know more than project oversight and staff supervision, and a technical background is a necessity. The manager must have the skills and abilities to ensure a project's completion from beginning to end. Successful managers need to set goals and objectives, project completion dates, and establish methods of completion, on a number of ongoing projects. Project management can often be a daunting task, requiring individuals who are detail oriented and have foresight. The GIS Manager must also be prepared to coordinate GIS activities between different groups, agencies, departments, or individuals.	21.5%
<b>GIS Coordinator</b> The coordinator is just below the manager on the hierarchy of GIS professionals. They provide technical support to other agencies, individuals, and governments. It is the responsibility of the coordinator to aid both GIS users and non-users in the development and application of geographical technology. The coordinator must have an extensive working knowledge of the department's software and capabilities. The coordinator handles all the data sharing, report and map generation, as well as meeting planning, between departments. Other departments and levels of government are relying on GIS technology in increasing amounts, and it is the responsibility of the coordinator to provide the correct information and assistance.	14.2%



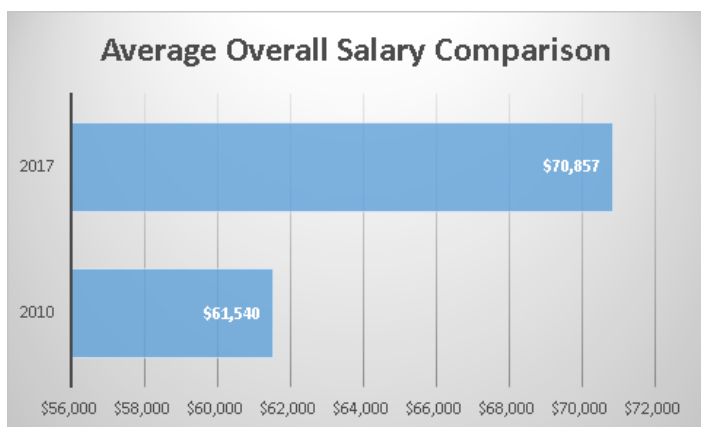
<p><b>GIS Specialist</b></p> <p>In some cases, specialists are individuals with specific and intense training in one aspect of GIS technology. In other cases, the title may be applied to individuals who handle certain ongoing projects related to the department. Larger public and private agencies offer the position as a way to concentrate on specific and vital projects. The specialist, often in a team environment, provides customer and technical support under the direction of a GIS Manager. Where the position differs from that of the coordinator is that most of a specialist's duties are internal. The specialist shares in project development rather than collaboration with other agencies or governments. Some specialists have a less formal GIS background and are hired due to their knowledge of a specific subject or function. For example, if the department is working on a transportation project, the specialist might have a concentrated background in planning or highway development, rather than GIS. The specialist helps send projects through the pipeline, coordinating the activities of the department with the goals and directives of an individual project.</p>	13.1%
<p><b>GIS Programmer</b></p> <p>The GIS Programmer is a heavily technical position that demands an extensive technical background and a constant need for reeducation. Almost every programmer designs, creates, updates, or manages GIS software applications. A programmer divides one's time between the maintenance of the current software and design of new applications. The programmer may also be called upon to do GIS mapping, provide internet and web based support, develop spatial and non-spatial databases, as well as provide technical support to other GIS professionals. The programmer is expected to know a large number of programming languages and applications. On average, familiarity with C, C++, Java, Python, .NET, Flex, Silverlight is required. The qualified and successful programmer will not only be familiar with these applications, but will be able to use them to run and improve the current GIS program.</p>	5.4%
<p><b>GIS Analyst</b></p> <p>The GIS Analyst's responsibilities are often two-fold. The first aspect of the analyst position concentrates on data and programming knowledge. The position demands proficiency with mapping and database software. The analyst must be familiar with database-derived information, for it will be from this that the second aspect of the position comes into play: data analysis. The analyst's duties include a high amount of data conversion, application, and implementation. It is the role of the analyst to transfer data from a database with certain parameters and to ultimately prepare reports or make decisions from this created information. The analyst makes practical sense out of processed data and then applies it to real world applications.</p>	23.3%
<p><b>GIS Technician</b></p> <p>Most of the duties assigned to the GIS Technician are routine, involving heavy amounts of database entry and management and the eventual generation of maps and plats from this data. The technician does little or no interpretation after the data has been stored in the database software. Outside the main responsibilities of database management and mapping, the technician will also complete work relating to: digitizing, math, surveying, and technical writing. If any position in GIS were designed for the recent college graduate or novice in the field it would be the position of technician.</p>	8.4%
<p><b>User of GIS (heavy)</b></p> <p>"Heavy" users of GIS technology are technically not in a GIS or related department, but use the system's software and applications frequently. The heavy GIS user could use the system as often as once a day and on a wide variety of projects. Most often, the heavy user works with GIS a few times a week. These individuals can come from backgrounds in planning, engineering, assessment, public works, etc. The heavy user will be able to get around the GIS and have a basic knowledge of shortcuts, commands, and specific applications. The heavy user often acquires his or her skills from extensive training and repeated use.</p>	3.8%
<p><b>Educator/Trainer</b></p> <p>Affiliated with an academic institution, university, or college, or private company. Includes both instructor and researchers.</p>	2.4%

<b>Independent Consultant</b> Primary employment is independent of any other firm or corporation.	0.9%
<b>GIS Business Development/Sales &amp; Marketing</b> Primary employment is with a software or services provider.	1.7%
Other	1.2%
	100.0%
Respondents	(2,881)

Detailed summaries and results for each job title are included in this publication. Of course, the job titles with the higher response rates offer much more reliable insight into the market overall.

## Salary and Benefits

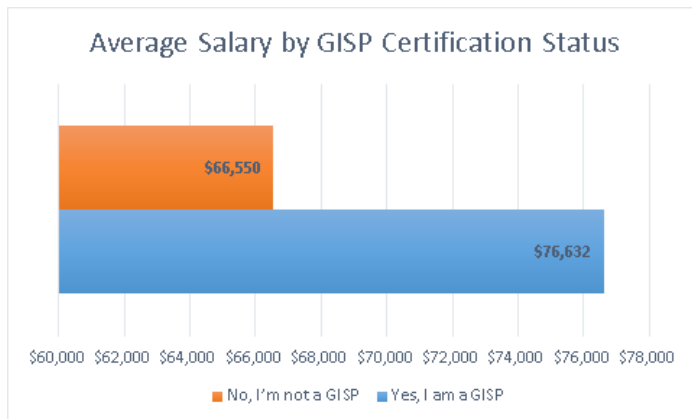
On average, survey respondents earned \$70,857 in 2017 (the median salary is \$67,275). This represents an increase of 15.1% over the 2010 average of \$61,540.



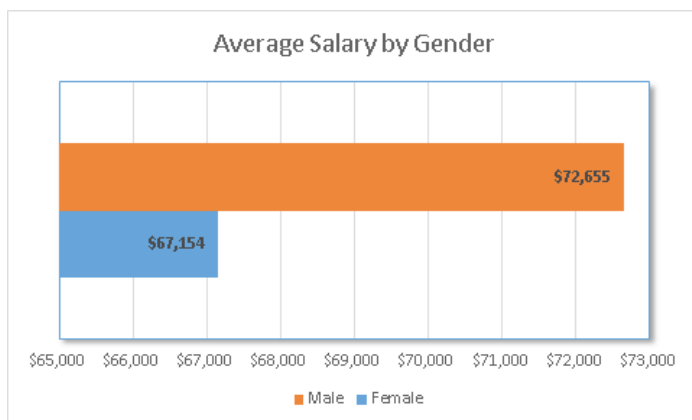
Of course, salaries vary based on employer type, geography, gender, and certification status.

Salary by Job Title	Average Salary	Median Salary	Respondents
Director of Geographic Information Systems/Geographic Information Officer (GIO)	\$98,696	\$96,000	111
GIS Manager	\$81,029	\$78,700	611
GIS Coordinator	\$70,141	\$68,000	400
GIS Specialist	\$63,418	\$61,000	363
GIS Programmer	\$80,752	\$80,000	149
GIS Analyst	\$62,336	\$61,000	649
GIS Technician	\$47,225	\$45,000	236
User of GIS (Heavy)	\$67,137	\$64,414	100
Educator/Trainer	\$76,111	\$72,000	67
Independent Consultant	\$114,097	\$107,500	24
GIS Business Development/ Sales & Marketing	\$103,883	\$99,000	47

Salary by GISP Certification	Average Salary	Median Salary	Respondents
Yes, I am a GISP	\$76,632	\$73,000	1,102
No, I'm not a GISP	\$66,550	\$62,000	1,494



Salary by Gender	Average Salary	Median Salary	Respondents
Female	\$67,154	\$64,599	872
Male	\$72,655	\$70,000	1,685



Nearly all (97.4%) respondents receive additional forms of compensation from their organizations.

Additional Forms of Compensation Received	
Health insurance	91.5%
Paid conference attendance	72.3%
Life insurance	68.2%
Paid training	63.9%
Pension/retirement plans	61.1%
401(k) plans	56.6%
Professional certification reimbursement or support	47.0%
Membership dues in professional organizations	46.3%

College tuition reimbursement	37.9%
Bonuses	27.0%
Stock	7.7%
Other	3.5%
None	2.6%
Respondents	(2,771)

## About Their Work

Overall, respondents spend an average of 70.8% of their time performing geospatial tasks.

These professionals are divided fairly evenly among those who work in a single department (30.6%), multiple departments (30.9%), or enterprise-wide, where all departments use a central IT/GIS department (37.3%).

Most work within their organization's GIS (29.4%) or IT (16.7%) department.

Departments Worked Within	
GIS	29.4%
IT	16.7%
Engineering	7.1%
Planning	5.9%
Natural Resources/Environmental	5.4%
Public Works	3.7%
Water/Wastewater Management	3.4%
Transit/Transportation	3.2%
Assessor's Office	3.1%
Research	2.2%
Geology/Geography	2.0%
911 & Emergency Management	1.9%
Community Development	1.5%
Surveying	1.2%
Utility Planning Operations	1.1%
Other	12.2%
	100.0%
Respondents	(2,680)

They work with an abundance of departments on a regular basis:

Departments Worked With	
GIS	73.7%
IT	54.7%
Planning	53.7%
Engineering	50.9%
Water/Wastewater Management	38.7%
Public Works	38.0%
Natural Resources/Environmental	35.3%
Parks and Recreation	32.6%



911 & Emergency Management	30.9%
Utility Planning Operations	30.3%
Land Records	30.2%
Fire/Police/EMS	30.0%
Zoning	29.2%
Transit/Transportation	28.0%
Community Development	27.5%
City/County Manager's Office	25.3%
Economic Development	25.1%
Assessor's Office	24.1%
Law Enforcement	19.6%
Geology/Geography	16.6%
Finance/Administration	16.5%
Research	16.5%
Training/Education	15.9%
Public Health	12.9%
Public Relations	12.3%
Housing/Social Services	10.4%
Regulation	9.0%
Agriculture	6.6%
Cemetery	5.8%
Other	6.3%
Respondents	(2,643)

When specifically asked about GIS staff, the survey shows an average of 9.1 (median value of 3) GIS staff members in respondents' departments and an average of 77.5 (median value of 7) GIS employees organization-wide.

Just over one-half (50.1%) of respondents indicated that they had seen an increase in the number of GIS staff employed by their organizations over the past five years.

According to the results of this survey, respondents are required to be proficient with a variety of GIS software. Nearly all (98.1%) of the individuals who responded to the question noted they must be proficient with Esri software products. Many are also required to be proficient in Autodesk (17.9%) and open source platforms including QGIS (13.5%) and PostGIS (7.7%).

A number of GIS and geospatial technology skills are required for respondents' jobs. Topping the list were data analysis (89.7%), data manipulation (86.0%), data acquisition and creation (82.5%), cartography (79.9%), database maintenance (73.0%), and data visualization and reporting (72.9%).

GIS and Geospatial Technology Skills Required for Job	
Data Analysis	89.7%
Data Manipulation	86.0%
Data Acquisition and Creation	82.5%
Cartography	79.9%
Database Maintenance	73.0%
Data Visualization and Reporting	72.9%

Quality Assurance/Quality Control	67.9%
Database Design	64.7%
Geospatial Management	64.4%
Project Planning and Implementation	63.5%
Online Mapping Maintenance	62.7%
Geocoding	58.5%
Data Modeling	58.4%
Database/Systems Administration	50.9%
Application Development	44.7%
Programming	41.5%
Remote Sensing/LiDAR	33.1%
Systems Design	30.3%
Global Navigation Satellite Systems (GNSS)	27.1%
Photogrammetry	19.2%
Other	3.2%
Respondents	(1,695)

Respondents indicated a number of additional skills required for their jobs including technical support (78.9%), project management (77.1%), research (66.9%) and training (66.1%). Of course, these skills vary greatly by job title, with Directors and Managers more likely to be involved with project management, budgeting, personnel management, and strategic planning and Analysts and Technicians more involved with technical support and research.

Additional Skills Required for Job	
Technical Support	78.9%
Project Management	77.1%
Research	66.9%
Teaching/Training	66.1%
Public Speaking	58.3%
Report Writing	56.4%
Strategic Planning	48.0%
Personnel Management	45.0%
Budgeting	41.9%
Cost Benefit Analysis	30.3%
Sales/Marketing	18.3%
Other	2.5%
Respondents	(1,653)

Respondents possess an average of 13.5 years of professional experience and have been in their current position for an average of 6.8 years. They work, on average, 41.6 hours in a typical week. Most (77.1%) work in an office environment, with 20% indicating they sometimes work in the office and sometimes work from home. Most respondents (62.6%) indicated they have not changed jobs with the past three years.

## Education, Certification & Demographics

Most (90.9%) respondents hold a bachelor's degree or higher, with more than one-third of the respondents (38.7%) earning a postgraduate degree.

Highest Level of Education Attained	
High school	0.6%
Some college	3.6%
Associate's degree	4.9%
Bachelor's degree	37.6%
Some postgraduate study	14.6%
Master's degree	33.1%
Multiple postgraduate degrees	2.6%
Doctorate degree	3.0%
	100.0%
Respondents	(2,600)

Their educational degrees were in GIS (49.4%) or Geography (48.9%), followed by Environmental Science (16.9%) and Planning (9.9%).

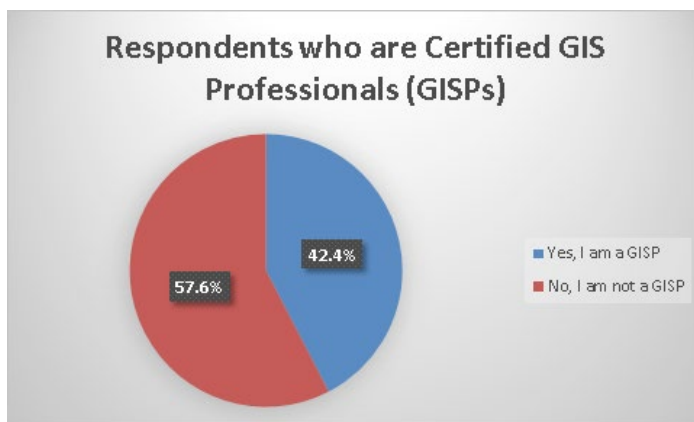
Discipline(s) of Educational Degree(s)	
GIS	49.4%
Geography	48.9%
Environmental Science	16.9%
Planning	9.9%
Natural Resources	8.7%
Cartography	8.4%
Computer Science	7.8%
Geology	7.1%
Engineering	6.3%
Business	4.4%
Anthropology	3.6%
Forestry	3.1%
Surveying	3.1%
Public Administration	2.3%
Mathematics	2.3%
Oceanography	1.0%
Landscape Architecture	0.6%
Other	18.9%
Respondents	(2,558)

Most (68.8%) indicated that the minimum level of education required for their position is a Bachelor's degree.

More than 3 out of 4 respondents have attended association conferences or workshops (78.7%) or participated in on-the-job training (78.6%) during the last three years. More than half (52.5%) have participated in vendor specific training.

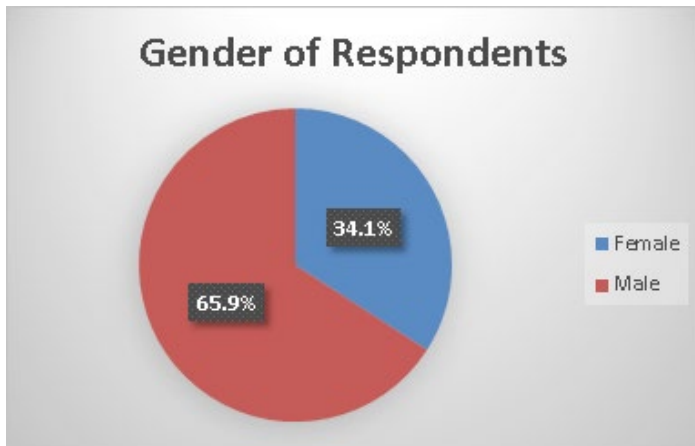
<b>Continuing Education and/or Professional Development during last three years</b>	
Association conferences or workshops	78.7%
On-the-job training	78.6%
Vendor specific (on site/off site/virtual) training	52.6%
Vendor neutral (on site/off site/virtual) training	18.5%
Professional Certification	33.0%
GIS or Geospatial Technology Certificate	16.3%
Two-year University or Community College (Associate's Degree)	1.4%
Four-year University (Bachelor's Degree)	3.7%
Master's Degree	7.5%
Doctorate Degree	0.5%
Apprenticeship	0.9%
Other	3.8%
Respondents	(2,549)

Less than one-half (42.4%) of respondents are Certified GIS Professionals (GISPs).



Of those who are not currently certified, more than one-third (38.8%) plan to apply for certification in the next three years. Most of those who do not plan to apply for certification indicated they have not yet seen the value (69.1%). Most (78.3%) do not hold any other professional designations, although 7.6% of respondents currently hold the Esri Technical Certification.

About two-thirds (65.9%) of the respondents were male.



The average age of those responding was 40.5 years.

Most of those responding (90.4%) work in the United States with the rest from Canada (7.0%), the Caribbean (0.9%) and other (1.7%) countries.

Regional Breakdown of U.S. Respondents	
Northeast - New England – CT, ME, MA, NH, RI, VT	4.4%
Northeast – Mid-Atlantic – NJ, NY, PA	6.1%
South-South Atlantic – DE, FL, GA, MD, NC, SC, VA, DC, WV	25.2%
South-East South Central – AL, KY, MS, TN	4.4%
South-West South Central – AR, LA, OK, TX	10.6%
Midwest-East North Central – IL, IN, MI, OH, WI	8.7%
Midwest-West North Central – IA, KS, MN, MO, NE, ND, SD	7.2%
West - Mountain – AZ, CO, ID, MT, NE, NM, UT, WY	11.0%
West - Pacific – AK, CA, HI, OR, WA	22.4%
	100.0%
Respondents	(2,312)



## URISA 2017 GIS Salary Survey Results

### Summaries by Job Title

#### Director of Geographic Information Systems/Geographic Information Officer (GIO)

GIS Directors are often found in many large public sector governments. The position heads the GIS department or the individuals assigned to GIS projects. All GIS personnel including technicians, analysts, programmers, managers, etc. fall under the supervision and direction of the GIO. Directors most often need a Master's degree and extensive GIS and managerial training. Upon hiring, the average GIS Director will have 7 plus years of experience, including software applications and project management.

4.1% (117) of respondents are full-time Directors of GIS/Geographic Information Officers

Average Salary \$98,696

Median Salary \$96,000

#### Director of GIS/Geographic Information Officer Salaries by Employer Type:

	Average	Median	Respondents
Overall	\$98,696	\$96,000	111
Municipal Government	\$96,130	\$95,500	8
County Government	\$89,220	\$86,500	35
Regional Consortium/Agency	\$91,071	\$87,500	7
State or Provincial Agency	\$99,217	\$100,000	12
Federal Agency	\$114,427	\$116,500	8
Private Sector- software, hardware or services provider	\$115,455	\$110,000	10
Private Sector- independent consultant	\$106,444	\$110,000	9
Public Utility or Authority	\$116,193	\$110,000	5
College/University or Research Organization	\$83,650	\$77,500	10
Nonprofit Organization	\$97,333	\$76,000	3

#### Director of GIS/Geographic Information Officer Salaries by GISP Certification:

	Average	Median	Respondents
Hold GISP	\$97,479	\$96,500	62
Do not hold GISP	\$97,122	\$94,000	41

#### Director of GIS/Geographic Information Officer Salaries by Location:

	Average	Median	Respondents
Northeast - New England – CT, ME, MA, NH, RI, VT	\$88,520	\$88,520	2
Northeast – Mid-Atlantic – NJ, NY, PA	\$89,500	\$86,000	11
South-South Atlantic – DE, FL, GA, MD, NC, SC, VA, DC, WV	\$99,091	\$97,500	32
South-East South Central – AL, KY, MS, TN	\$80,325	\$70,800	8
South-West South Central – AR, LA, OK, TX	\$99,500	\$98,250	10
Midwest-East North Central – IL, IN, MI, OH, WI	\$88,329	\$82,000	8
Midwest-West North Central – IA, KS, MN, MO, NE, ND, SD	\$90,071	\$93,000	7
West - Mountain – AZ, CO, ID, MT, NE, NM, UT, WY	\$103,520	\$95,200	10
West - Pacific – AK, CA, HI, OR, WA	\$111,167	\$113,000	8
Canada	\$93,000	\$93,000	2
Caribbean	-	-	0
Other International	\$107,500	\$107,500	2

### **Director of GIS/Geographic Information Officer Specifics:**

Additional forms of compensation received by a majority of GIS Directors responding:

- Health insurance (87.4%)
- Paid conference attendance (83.8%)
- Paid training (73.9%)
- Life insurance (73.0%)
- Membership dues in a professional organization (66.7%)
- Pension/retirement plans (66.7%)
- 401(k) plans or similar (64.0%)
- Professional certification reimbursement or support (55.0%)

They spend an average of 47.1% of their time performing geospatial tasks.

Are more likely (59.1%) to work 'enterprise-wide', where all departments or agencies use a central IT/GIS department; while 19.1% work with multiple departments and 21.0% work in one department.

94.7% are required to be proficient with Esri software; 18.7% with PostGIS; and 18.7% with QGIS.

Top GIS and geospatial technology skills required for job:

- Geospatial management (83.8%)
- Data analysis (82.4%)
- Data manipulation (82.4%)
- Data visualization and reporting (82.4%)
- Data acquisition and creation (79.7%)
- Cartography (77.0%)
- Database design (77.0%)

Top additional skills required for job:

- Project management (93.3%)
- Budgeting (89.3%)
- Strategic planning (88.0%)
- Personnel management (86.7%)
- Public speaking (85.3%)
- Report writing (85.3%)
- Research (77.3%)

They have an average of 19.9 years of GIS experience and an average of 8.6 years in their current position.

GIS Directors responding work an average of 45.0 hours in a typical week.

Most (88.4%) hold a bachelor's degree or higher, with more than one-half (52.4%) earning a postgraduate degree.

During the last three years, most Directors of GIS responding acquired the following types of continuing education and/or professional development:

- Association conferences or workshops (88.2%)
- On-the-job training (75.5%)
- Vendor specific (on site/off site/virtual) training (57.8%)

60.2% are GISPs.

77.5% are male.

Their average age is 46.4 years.

## GIS Manager

The GIS Manager balances technical skills and administrative knowledge to ensure that GIS technology is being used properly and efficiently. The GIS Manager must be informed as to what the current GIS demands are, and if the present department, personnel, and software can meet them. A working knowledge of the agency's database and software is required of the successful manager. As in most technical fields, a capable manager must know more than project oversight and staff supervision, and a technical background is a necessity. The manager must have the skills and abilities to ensure a project's completion from beginning to end. Successful managers need to set goals and objectives, project completion dates, and establish methods of completion, on a number of ongoing projects. Project management can often be a daunting task, requiring individuals who are detail oriented and have foresight. The GIS Manager must also be prepared to coordinate GIS activities between different groups, agencies, departments, or individuals.

21.5% (620) of respondents are full-time GIS Managers

- Average Salary \$81,029
- Median Salary \$78,700

### GIS Manager Salaries by Employer Type:

	Average	Median	Respondents
Overall	\$81,029	\$78,700	611
Municipal Government	\$77,595	\$77,490	163
County Government	\$76,035	\$72,189	123
Regional Consortium/Agency	\$79,386	\$80,000	23
State or Provincial Agency	\$76,199	\$74,000	43
Federal Agency	\$84,877	\$86,000	21
Private Sector- software, hardware or services provider	\$88,719	\$89,814	80
Private Sector- independent consultant	\$88,977	\$85,000	66
Public Utility or Authority	\$84,194	\$87,500	31
College/University or Research Organization	\$77,172	\$76,000	25
Nonprofit Organization	\$83,376	\$79,760	16

### GIS Manager Salaries by GISP Certification:

	Average	Median	Respondents
Hold GISP	\$82,676	\$80,000	341
Do not hold GISP	\$79,327	\$76,500	239

### GIS Manager Salaries by Location:

	Average	Median	Respondents
Northeast - New England – CT, ME, MA, NH, RI, VT	\$82,841	\$82,000	35
Northeast – Mid-Atlantic – NJ, NY, PA	\$83,427	\$80,000	36
South-South Atlantic – DE, FL, GA, MD, NC, SC, VA, DC, WV	\$79,331	\$72,750	134
South-East South Central – AL, KY, MS, TN	\$69,904	\$70,000	27
South-West South Central – AR, LA, OK, TX	\$86,165	\$84,000	57
Midwest-East North Central – IL, IN, MI, OH, WI	\$75,513	\$75,294	49
Midwest-West North Central – IA, KS, MN, MO, NE, ND, SD	\$78,491	\$76,500	34

West - Mountain – AZ, CO, ID, MT, NE, NM, UT, WY	\$78,368	\$76,000	57
West - Pacific – AK, CA, HI, OR, WA	\$91,012	\$90,000	93
Canada	\$82,535	\$80,000	39
Caribbean	\$43,221	\$40,800	7
Other International	\$84,250	\$63,500	4

### GIS Manager Specifics:

Additional forms of compensation received by a majority of GIS Managers responding:

- Health insurance (91.5%)
- Paid conference attendance (79.9%)
- Life insurance (71.2%)
- Paid training (69.6%)
- Pension/retirement plans (64.6%)
- Membership dues in a professional organization (58.9%)
- Professional certification reimbursement or support (56.9%)
- 401(k) plans or similar (53.6%)

They spend an average of 62.8% of their time performing geospatial tasks.

Are more likely (54.3%) to work 'enterprise-wide', where all departments or agencies use a central IT/GIS department; while 25.5% work with multiple departments and 19.2% work in one department.

98.7% are required to be proficient with Esri software; 25.6% with Autodesk; 12.9% with QGIS; and 8.4% with PostGIS.

Top GIS and geospatial technology skills required for job:

- Data analysis (90.4%)
- Data manipulation (87.3%)
- Data acquisition and creation (86.8%)
- Cartography (81.0%)
- Database maintenance (80.0%)
- Geospatial management (79.2%)
- Quality assurance/Quality control (78.5%)
- Data visualization and reporting (76.2%)
- Database design (76.2%)

Top additional skills required for job:

- Project management (94.7%)
- Technical support (85.0%)
- Personnel management (83.5%)
- Public speaking (77.6%)
- Budgeting (77.4%)
- Teaching/Training (75.6%)
- Strategic planning (74.6%)

Have an average of 17.1 years of GIS experience and an average of 8.2 years in their current position.

GIS Managers responding work an average of 42.5 hours in a typical week.

Most (91.4%) hold a bachelor's degree or higher, with 40.3% earning a postgraduate degree.

During the last three years, most GIS Managers responding acquired the following types of continuing education and/or professional development:

- Association conferences or workshops (85.4%)
- On-the-job training (75.5%)
- Vendor specific (on site/off site/virtual) training (58.8%)

58.8% are GISPs.

68.8% are male.

Their average age is 43.9 years.



## GIS Coordinator

The coordinator lies just below the manager on the hierarchy of GIS professionals. They provide technical support to other agencies, individuals, and governments. It is the responsibility of the coordinator to aid both GIS users and non-users in the development and application of geographical technology. The coordinator must have an extensive working knowledge of the department's software and capabilities. The coordinator handles all the data sharing, report and map generation, as well as meeting planning, between departments. Other departments and levels of government are relying on GIS technology in increasing amounts, and it is the responsibility of the coordinator to provide the correct information and assistance.

14.2% (409) of respondents are full-time GIS Coordinators

- Average Salary \$70,141
- Median Salary \$68,000

### GIS Coordinator Salaries by Employer Type:

	Average	Median	Respondents
Overall	\$70,141	\$68,000	400
Municipal Government	\$69,292	\$65,632	119
County Government	\$63,838	\$60,000	71
Regional Consortium/Agency	\$70,748	\$68,496	20
State or Provincial Agency	\$69,934	\$70,000	42
Federal Agency	\$88,057	\$84,197	21
Private Sector- software, hardware or services provider	\$70,596	\$70,000	39
Private Sector- independent consultant	\$69,796	\$70,000	27
Public Utility or Authority	\$76,180	\$68,000	26
College/University or Research Organization	\$69,341	\$65,000	11
Nonprofit Organization	\$71,262	\$70,333	7

### GIS Coordinator Salaries by GISP Certification:

	Average	Median	Respondents
Hold GISP	\$73,869	\$71,552	181
Do not hold GISP	\$66,674	\$63,500	201

### GIS Coordinator Salaries by Location:

	Average	Median	Respondents
<b>Northeast - New England</b> – CT, ME, MA, NH, RI, VT	\$74,337	\$71,500	22
<b>Northeast – Mid-Atlantic</b> – NJ, NY, PA	\$69,047	\$72,000	19
<b>South-South Atlantic</b> – DE, FL, GA, MD, NC, SC, VA, DC, WV	\$66,596	\$64,000	73
<b>South-East South Central</b> – AL, KY, MS, TN	\$58,828	\$58,000	11
<b>South-West South Central</b> – AR, LA, OK, TX	\$68,776	\$66,800	35
<b>Midwest-East North Central</b> – IL, IN, MI, OH, WI	\$61,870	\$59,904	28
<b>Midwest-West North Central</b> – IA, KS, MN, MO, NE, ND, SD	\$65,596	\$60,500	28
<b>West - Mountain</b> – AZ, CO, ID, MT, NE, NM, UT, WY	\$67,171	\$70,000	33
<b>West - Pacific</b> – AK, CA, HI, OR, WA	\$82,217	\$82,000	88
Canada	\$70,316	\$68,327	31
Caribbean	\$45,430	\$40,290	3
Other International	\$42,736	\$40,000	5

### **GIS Coordinator Specifics:**

Additional forms of compensation received by a majority of GIS Coordinators responding:

- Health insurance (92.5%)
- Paid conference attendance (72.9%)
- Pension/retirement plans (69.4%)
- Paid training (66.6%)
- Life insurance (66.1%)
- 401(k) plans or similar (51.0%)

They spend an average of 71.8% of their time performing geospatial tasks.

Are slightly more likely (42.3%) to work 'enterprise-wide', where all departments or agencies use a central IT/GIS department; while 33.3% work with multiple departments and nearly one-fourth (23.2%) work in one department.

97.8% are required to be proficient with Esri software; 16.5% with Autodesk; and 10.4% with QGIS.

Top GIS and geospatial technology skills required for job:

- Data analysis (93.1%)
- Data acquisition and creation (91.3%)
- Data manipulation (90.0%)
- Cartography (86.6%)
- Database maintenance (79.2%)

Top additional skills required for job:

- Technical support (85.2%)
- Project management (84.4%)
- Teaching/Training (73.0%)
- Research (63.0%)
- Public speaking (59.1%)
- Report writing (57.0%)

Have an average of 14.3 years of GIS experience and an average of 7.3 years in their current position.

GIS Coordinators responding work an average of 40.8 hours in a typical week.

Most (90.9%) hold a bachelor's degree or higher, with 37.7% earning a postgraduate degree.

During the last three years, most GIS Coordinators responding acquired the following types of continuing education and/or professional development:

- Association conferences or workshops (84.8%)
- On-the-job training (78.3%)
- Vendor specific (on site/off site/virtual) training (58.0%)

47.4% are GISPs.

63.7% are male.

Their average age is 41.4 years.

## GIS Specialist

In some cases, specialists are individuals with specific and intense training in one aspect of GIS technology. In other cases, the title may be applied to individuals who handle certain ongoing projects related to the department. Larger public and private agencies offer the position as a way to concentrate on specific and vital projects. The specialist, often in a team environment, provides customer and technical support under the direction of a GIS Manager. Where the position differs from that of the coordinator is that most of a specialist's duties are internal. The specialist shares in project development rather than collaboration with other agencies or governments. Some specialists have a less formal GIS background and are hired due to their knowledge of a specific subject or function. For example, if the department is working on a transportation project, the specialist might have a concentrated background in planning or highway development, rather than GIS. The specialist helps send projects through the pipeline, coordinating the activities of the department with the goals and directives of an individual project.

13.1% (376) of respondents are full-time GIS Specialists

- Average Salary \$63,418
- Median Salary \$61,000

### GIS Specialist Salaries by Employer Type:

	Average	Median	Respondents
Overall	\$63,418	\$61,000	363
Municipal Government	\$63,430	\$61,556	54
County Government	\$55,791	\$53,000	65
Regional Consortium/Agency	\$70,985	\$65,478	15
State or Provincial Agency	\$66,609	\$65,000	37
Federal Agency	\$71,911	\$66,467	36
Private Sector- software, hardware or services provider	\$65,515	\$63,000	58
Private Sector- independent consultant	\$61,398	\$60,000	52
Public Utility or Authority	\$62,284	\$61,350	20
College/University or Research Organization	\$60,199	\$62,000	7
Nonprofit Organization	\$45,807	\$48,000	7

### GIS Specialist Salaries by GISP Certification:

	Average	Median	Respondents
Hold GISP	\$68,249	\$65,000	124
Do not hold GISP	\$60,043	\$58,000	210

### GIS Specialist Salaries by Location:

	Average	Median	Respondents
Northeast - New England – CT, ME, MA, NH, RI, VT	\$70,613	\$69,000	11
Northeast – Mid-Atlantic – NJ, NY, PA	\$51,286	\$50,000	13
South-South Atlantic – DE, FL, GA, MD, NC, SC, VA, DC, WV	\$57,053	\$53,000	67
South-East South Central – AL, KY, MS, TN	\$59,878	\$55,000	9
South-West South Central – AR, LA, OK, TX	\$67,990	\$63,000	33
Midwest-East North Central – IL, IN, MI, OH, WI	\$57,503	\$57,657	29
Midwest-West North Central – IA, KS, MN, MO, NE, ND, SD	\$67,647	\$63,349	24
West - Mountain – AZ, CO, ID, MT, NE, NM, UT, WY	\$61,037	\$61,500	38
West - Pacific – AK, CA, HI, OR, WA	\$73,636	\$71,427	71

Canada	\$53,977	\$58,000	19
Caribbean	\$16,850	\$16,850	2
Other International	\$	\$	

### GIS Specialist Specifics:

Additional forms of compensation received by a majority of GIS Specialists responding:

- Health insurance (92.5%)
- Paid conference attendance (73.2%)
- Life insurance (70.7%)
- Paid training (66.9%)
- Pension/retirement plans (62.2%)
- 401(k) plans or similar (57.2%)

They spend an average of 81.6% of their time performing geospatial tasks.

Are slightly more likely (37.3%) to work within multiple departments or in a single department (35.2%), while 26.9% classify themselves as working 'enterprise-wide,' where all departments or agencies use a central IT/GIS department.

99.0% are required to be proficient with Esri software; 22.7% with Autodesk; and 13.0% with QGIS.

Top GIS and geospatial technology skills required for job:

- Data analysis (88.4%)
- Data manipulation (85.4%)
- Cartography (82.0%)
- Data acquisition and creation (80.6%)

Top additional skills required for job:

- Technical support (78.9%)
- Project management (68.8%)
- Research (67.3%)
- Teaching/Training (62.3%)
- Report writing (51.3%)
- Have an average of 12.1 years of GIS experience and an average of 6.4 years in their current position.
- GIS Specialists responding work an average of 40.5 hours in a typical week.
- Most (91.3%) hold a bachelor's degree or higher, with 35.8% earning a postgraduate degree.

During the last three years, most GIS Specialists responding acquired the following types of continuing education and/or professional development:

- On-the-job training (80.2%)
- Association conferences or workshops (78.0%)

37.1% are GISPs.

61.4% are male.

Their average age is 39.6 years.

## GIS Programmer

The GIS Programmer is a heavily technical position that demands an extensive technical background and a constant need for reeducation. Almost every programmer designs, creates, updates, or manages GIS software applications. A programmer divides one's time between the maintenance of the current software and design of new applications. The programmer may also be called upon to do GIS mapping, provide internet and web based support, develop spatial and non-spatial databases, as well as provide technical support to other GIS professionals. The programmer is expected to know a large number of programming languages and applications. On average, familiarity with C, C++, Java, Python, .NET, Flex, Silverlight is required. The qualified and successful programmer will not only be familiar with these applications, but will be able to use them to run and improve the current GIS program.

5.4% (154) of respondents are full-time GIS Programmers

- Average Salary \$80,752
- Median Salary \$80,000

### GIS Programmer Salaries by Employer Type:

	Average	Median	Respondents
Overall	\$80,752	\$80,000	149
Municipal Government	\$74,022	\$71,000	23
County Government	\$72,318	\$71,000	25
Regional Consortium/Agency	\$74,336	\$69,164	4
State or Provincial Agency	\$75,678	\$80,000	13
Federal Agency	\$80,845	\$76,000	11
Private Sector- software, hardware or services provider	\$88,682	\$87,720	41
Private Sector- independent consultant	\$89,205	\$92,500	12
Public Utility or Authority	\$86,963	\$85,600	8
College/University or Research Organization	\$66,175	\$67,100	4
Nonprofit Organization	\$60,000	\$60,000	1

### GIS Programmer Salaries by GISP Certification:

	Average	Median	Respondents
Hold GISP	\$82,869	\$80,000	54
Do not hold GISP	\$79,678	\$80,000	81

### GIS Programmer Salaries by Location:

	Average	Median	Respondents
<b>Northeast - New England</b> – CT, ME, MA, NH, RI, VT	\$86,011	\$90,000	7
<b>Northeast – Mid-Atlantic</b> – NJ, NY, PA	\$70,220	\$70,000	5
<b>South-South Atlantic</b> – DE, FL, GA, MD, NC, SC, VA, DC, WV	\$77,950	\$71,000	33
<b>South-East South Central</b> – AL, KY, MS, TN	\$81,625	\$79,250	4
<b>South-West South Central</b> – AR, LA, OK, TX	\$75,774	\$75,000	15
<b>Midwest-East North Central</b> – IL, IN, MI, OH, WI	\$74,580	\$68,328	9
<b>Midwest-West North Central</b> – IA, KS, MN, MO, NE, ND, SD	\$92,829	\$79,800	7
<b>West - Mountain</b> – AZ, CO, ID, MT, NE, NM, UT, WY	\$72,614	\$72,500	10
<b>West - Pacific</b> – AK, CA, HI, OR, WA	\$93,881	\$89,000	33
Canada	\$64,200	\$57,000	5
Caribbean	-	-	0
Other International	\$57,250	\$55,000	4



## GIS Programmer Specifics:

Additional forms of compensation received by a majority of GIS Programmers responding:

- Health insurance (91.9%)
- Paid conference attendance (77.0%)
- Life insurance (74.3%)
- 401(k) plans or similar (68.2%)
- Paid training (66.2%)
- Pension/retirement plans (53.4%)
- Professional certification reimbursement or support (51.4%)

They spend an average of 78.5% of their time performing geospatial tasks.

Are more likely (44.0%) to work 'enterprise-wide', where all departments or agencies use a central IT/GIS department, compared to 31.2% who work within multiple departments or 24.1% who work in a single department.

94.4% are required to be proficient with Esri software; 24.3% with PostGIS; 23.4% with QGIS; and 10.3% with Oracle Spatial.

Top GIS and geospatial technology skills required for job:

- Programming (97.2%)
- Application development (89.7%)
- Data analysis (89.7%)
- Data manipulation (86.9%)
- Database design (83.2%)
- Database maintenance (81.3%)
- Data visualization and reporting (79.4%)
- Database/Systems administration (76.6%)

Top additional skills required for job:

- Technical support (89.6%)
- Project management (72.6%)
- Research (65.1%)
- Teaching/Training (60.4%)
- Public speaking (58.5%)

Have an average of 12.5 years of GIS experience and an average of 6.0 years in their current position.

GIS Programmers responding work an average of 42.1 hours in a typical week.

Most (91.9%) hold a bachelor's degree or higher, with 43.4% earning a postgraduate degree.

During the last three years, most GIS Programmers responding acquired the following types of continuing education and/or professional development:

- On-the-job training (85.8%)
- Association conferences or workshops (74.6%)
- Vendor specific (on site/off site/virtual) training (57.5%)

40.0% are GISPs.

84.4% are male.

Their average age is 39.1 years.

## GIS Analyst

The GIS Analyst's responsibilities are often two-fold. The first aspect of the analyst position concentrates on data and programming knowledge. The position demands proficiency with mapping and database software. The analyst must be familiar with database derived information, for it will be from this that the second aspect of the position comes into play: data analysis. The analyst's duties include a high amount of data conversion, application, and implementation. It is the role of the analyst to transfer data from a database with certain parameters and to ultimately prepare reports or make decisions from this created information. The analyst makes practical sense out of processed data and then applies it to real world applications.

23.3% (673) of respondents are full-time GIS Analysts

- Average Salary \$62,339
- Median Salary \$61,000

### GIS Analyst Salaries by Employer Type:

	Average	Median	Respondents
Overall	\$62,336	\$61,000	649
Municipal Government	\$62,407	\$61,422	147
County Government	\$61,177	\$57,100	119
Regional Consortium/Agency	\$65,097	\$59,345	18
State or Provincial Agency	\$59,105	\$57,000	70
Federal Agency	\$67,648	\$67,000	27
Private Sector- software, hardware or services provider	\$61,399	\$60,000	83
Private Sector- independent consultant	\$62,879	\$63,950	90
Public Utility or Authority	\$70,517	\$70,000	37
College/University or Research Organization	\$61,973	\$59,100	16
Nonprofit Organization	\$51,529	\$44,000	18

### GIS Analyst Salaries by GISP Certification:

	Average	Median	Respondents
Hold GISP	\$66,159	\$64,500	245
Do not hold GISP	\$59,954	\$58,000	368

### GIS Analyst Salaries by Location:

	Average	Median	Respondents
Northeast - New England – CT, ME, MA, NH, RI, VT	\$67,551	\$65,000	11
Northeast – Mid-Atlantic – NJ, NY, PA	\$58,623	\$60,000	32
South-South Atlantic – DE, FL, GA, MD, NC, SC, VA, DC, WV	\$59,144	\$56,122	152
South-East South Central – AL, KY, MS, TN	\$49,723	\$47,800	25
South-West South Central – AR, LA, OK, TX	\$64,375	\$62,000	47
Midwest-East North Central – IL, IN, MI, OH, WI	\$56,189	\$52,000	38
Midwest-West North Central – IA, KS, MN, MO, NE, ND, SD	\$60,662	\$63,000	34
West - Mountain – AZ, CO, ID, MT, NE, NM, UT, WY	\$63,283	\$58,942	64
West - Pacific – AK, CA, HI, OR, WA	\$71,895	\$70,000	143
Canada	\$59,245	\$58,478	48
Caribbean	\$49,170	\$49,170	2
Other International	\$50,831	\$55,000	5

### GIS Analyst Specifics:

Additional forms of compensation received by a majority of GIS Analysts responding:

- Health insurance (93.4%)
- Life insurance (68.2%)
- Paid conference attendance (67.9%)
- Pension/retirement plans (60.0%)
- Paid training (59.8%)
- 401(k) plans or similar (59.0%)

They spend an average of 82.6% of their time performing geospatial tasks.

Are equally likely to work 'enterprise-wide', where all departments or agencies use a central IT/GIS department (32.9%), in a single department (34.3%) or within a number of different departments (31.8%).

99.8% are required to be proficient with Esri software; 13.8% with Autodesk; and 10.3% with QGIS.

Top GIS and geospatial technology skills required for job:

- Data analysis (96.5%)
- Data manipulation (90.7%)
- Cartography (85.2%)
- Data acquisition and creation (84.2%)
- Data visualization and reporting (77.4%)

Top additional skills required for job:

- Technical support (77.7%)
- Research (66.6%)
- Project management (65.8%)
- Teaching/Training (62.4%)
- Report writing (46.1%)

Have an average of 11.6 years of GIS experience and an average of 6.0 years in their current position.

GIS Analysts responding work an average of 41.0 hours in a typical week.

Most (92.8%) hold a bachelor's degree or higher, with 37.7% earning a postgraduate degree.

During the last three years, most GIS Analysts responding acquired the following types of continuing education and/or professional development:

- On-the-job training (80.4%)
- Association conferences or workshops (75.3%)
- Vendor specific (on site/off site/virtual) training (52.3%)

40.0% are GISPs.

62.3% are male.

Their average age is 38.0 years.

## GIS Technician

Most of the duties assigned to the GIS Technician are routine, involving heavy amounts of database entry and management and the eventual generation of maps and plats from this data. The technician does little or no interpretation after the data has been stored in the database software. Outside the main responsibilities of database management and mapping, the technician will also complete work relating to: digitizing, math, surveying, and technical writing. If any position in GIS were designed for the recent college graduate or novice in the field it would be the position of technician.

8.4% (243) of respondents are full-time GIS Technicians

- Average Salary \$47,225
- Median Salary \$45,000

### GIS Technician Salaries by Employer Type:

	Average	Median	Respondents
Overall	\$47,225	\$45,000	236
Municipal Government	\$48,392	\$48,000	71
County Government	\$42,313	\$40,850	51
Regional Consortium/Agency	\$43,695	\$43,500	10
State or Provincial Agency	\$46,705	\$40,500	15
Federal Agency	\$57,031	\$52,018	6
Private Sector- software, hardware or services provider	\$47,729	\$42,000	22
Private Sector- independent consultant	\$46,148	\$43,200	25
Public Utility or Authority	\$54,318	\$51,500	24
College/University or Research Organization	\$39,667	\$50,000	3
Nonprofit Organization	\$43,394	\$37,000	3

### GIS Technician Salaries by GISP Certification:

	Average	Median	Respondents
Hold GISP	\$54,233	\$52,000	19
Do not hold GISP	\$46,833	\$45,000	196

### GIS Technician Salaries by Location:

	Average	Median	Respondents
Northeast - New England – CT, ME, MA, NH, RI, VT	\$46,500	\$46,500	2
Northeast – Mid-Atlantic – NJ, NY, PA	\$48,750	\$48,000	8
South-South Atlantic – DE, FL, GA, MD, NC, SC, VA, DC, WV	\$42,457	\$41,650	46
South-East South Central – AL, KY, MS, TN	\$44,892	\$44,000	9
South-West South Central – AR, LA, OK, TX	\$46,111	\$43,500	19
Midwest-East North Central – IL, IN, MI, OH, WI	\$48,900	\$43,750	18
Midwest-West North Central – IA, KS, MN, MO, NE, ND, SD	\$47,478	\$46,500	16
West - Mountain – AZ, CO, ID, MT, NE, NM, UT, WY	\$46,177	\$43,750	28
West - Pacific – AK, CA, HI, OR, WA	\$57,066	\$54,800	37
Canada	\$48,821	\$48,500	26
Caribbean	\$26,176	\$10,000	5
Other International	-	-	0

### **GIS Technician Specifics:**

Additional forms of compensation received by a majority of GIS Technicians responding:

- Health insurance (90.1%)
- Pension/retirement plans (63.8%)
- Life insurance (60.3%)
- Paid conference attendance (59.9%)
- Paid training (55.6%)
- 401(k) plans or similar (50.9%)

They spend an average of 75.8% of their time performing geospatial tasks.

Are more likely (48.7%) to work in a single department, compared to multiple departments (29.0%) or 'enterprise-wide', where all departments or agencies use a central IT/GIS department (21.4%).

98.5% are required to be proficient with Esri software; and 14.5% with Autodesk.

Top GIS and geospatial technology skills required for job:

- Data manipulation (75.6%)
- Cartography (73.2%)
- Data acquisition and creation (72.5%)
- Data analysis (72.5%)

Top additional skills required for job:

- Technical support (68.7%)
- Research (57.4%)
- Project management (44.4%)
- Teaching/Training (39.1%)

Have an average of 7.5 years of GIS experience and an average of 4.9 years in their current position.

GIS Technicians responding work an average of 39.5 hours in a typical week.

Most (82.0%) hold a bachelor's degree or higher, with 13.9% earning a postgraduate degree.

During the last three years, most GIS Technicians responding acquired the following types of continuing education and/or professional development:

- On-the-job training (82.0%)
- Association conferences or workshops (60.7%)

8.9% are GISPs.

65.1% are male.

Their average age is 35.5 years.



## User of GIS (heavy)

"Heavy" users of GIS technology are technically not in a GIS or related department, but use the system's software and applications frequently. The heavy GIS user could use the system as often as once a day and on a wide variety of projects. Most often, the heavy user works with GIS a few times a week. These individuals can come from backgrounds in planning, engineering, assessment, public works, etc. The heavy user will be able to get around the GIS and have a basic knowledge of shortcuts, commands, and specific applications. The heavy user often acquires his or her skills from extensive training and repeated use.

3.8% (109) of respondents are full-time Users of GIS (heavy)

- Average Salary \$67,137
- Median Salary \$64,414

## GIS User Salaries by Employer Type:

	Average	Median	Respondents
Overall	\$67,137	\$64,414	100
Municipal Government	\$65,009	\$63,300	21
County Government	\$56,953	\$52,150	8
Regional Consortium/Agency	\$48,172	\$46,750	4
State or Provincial Agency	\$66,270	\$60,000	21
Federal Agency	\$57,000	\$57,000	6
Private Sector- software, hardware or services provider	\$89,255	\$70,000	12
Private Sector- independent consultant	\$72,388	\$75,000	13
Public Utility or Authority	\$65,867	\$66,600	3
College/University or Research Organization	\$62,506	\$72,919	3
Nonprofit Organization	\$48,250	\$50,500	4

## GIS User Salaries by GISP Certification:

	Average	Median	Respondents
Hold GISP	\$77,665	\$72,919	21
Do not hold GISP	\$65,857	\$60,000	68

## GIS User Salaries by Location:

	Average	Median	Respondents
Northeast - New England – CT, ME, MA, NH, RI, VT	\$58,333	\$55,000	3
Northeast – Mid-Atlantic – NJ, NY, PA	\$64,627	\$56,000	10
South-South Atlantic – DE, FL, GA, MD, NC, SC, VA, DC, WV	\$66,358	\$60,000	19
South-East South Central – AL, KY, MS, TN	\$58,850	\$58,850	2
South-West South Central – AR, LA, OK, TX	\$74,981	\$75,000	12
Midwest-East North Central – IL, IN, MI, OH, WI	\$61,444	\$55,000	9
Midwest-West North Central – IA, KS, MN, MO, NE, ND, SD	\$60,774	\$61,000	5
West - Mountain – AZ, CO, ID, MT, NE, NM, UT, WY	\$66,500	\$72,000	7
West - Pacific – AK, CA, HI, OR, WA	\$85,674	\$79,150	16
Canada	\$45,890	\$48,280	4
Caribbean	\$36,000	\$36,000	1
Other International	-	-	0

## **GIS User Specifics:**

Additional forms of compensation received by a majority of GIS Users responding:

- Health insurance (89.7%)
- Paid conference attendance (59.8%)
- Paid training (55.7%)
- Life insurance (61.9%)
- 401(k) plans or similar (59.8%)

They spend an average of 41.6% of their time performing geospatial tasks.

Are much more likely (66.0%) to work in a single department, compared to multiple departments (29.8%). Relatively few work 'enterprise-wide', where all departments or agencies use a central IT/GIS department (4.3%).

96.6% are required to be proficient with Esri software; 19.0% with Autodesk; 17.2% with Bentley; 24.3% with PostGIS; and 15.2% with QGIS.

Top GIS and geospatial technology skills required for job:

- Data analysis (85.7%)
- Data manipulation (83.9%)
- Cartography (75.0%)
- Data acquisition and creation (73.2%)

Top additional skills required for job:

- Project management (84.9%)
- Report writing (75.5%)
- Research (71.7%)
- Public speaking (58.5%)
- Technical support (52.8%)
- Teaching/Training (50.9%)

Have an average of 10.2 years of GIS experience and an average of 5.1 years in their current position.

GIS Users responding work an average of 41.2 hours in a typical week.

Most (88.8%) hold a bachelor's degree or higher, with nearly one-half (47.2%) earning a postgraduate degree.

During the last three years, most GIS Users responding acquired the following types of continuing education and/or professional development:

- Association conferences or workshops (71.3%)
- On-the-job training (71.3%)

23.6% are GISPs.

63.2% are male.

Their average age is 38.8 years.

## Educator/Trainer

Affiliated with an academic institution, university, or college, or private company. Includes both instructor and researchers.

2.4% (70) of respondents are full-time Educator/Trainers

- Average Salary \$76,111
- Median Salary \$72,000

### Educator/Trainer Salaries by Employer Type:

	Average	Median	Respondents
Overall	\$76,111	\$72,000	67
Municipal Government	-	-	0
County Government	-	-	0
Regional Consortium/Agency	-	-	0
State or Provincial Agency	-	-	0
Federal Agency	\$83,725	\$83,725	2
Private Sector- software, hardware or services provider	\$52,650	\$45,950	3
Private Sector- independent consultant	\$25,000	\$25,000	1
Public Utility or Authority	\$60,000	\$60,000	1
College/University or Research Organization	\$78,001	\$72,600	59
Nonprofit Organization	\$87,000	\$87,000	1

### Educator/Trainer Salaries by GISP Certification:

	Average	Median	Respondents
Hold GISP	\$80,911	\$79,908	18
Do not hold GISP	\$75,934	\$70,500	42

### Educator/Trainer Salaries by Location:

	Average	Median	Respondents
Northeast - New England – CT, ME, MA, NH, RI, VT	\$68,336	\$74,000	5
Northeast – Mid-Atlantic – NJ, NY, PA	\$85,190	\$88,000	5
South-South Atlantic – DE, FL, GA, MD, NC, SC, VA, DC, WV	\$84,500	\$68,000	9
South-East South Central – AL, KY, MS, TN	\$55,300	\$55,300	2
South-West South Central – AR, LA, OK, TX	\$80,750	\$75,500	8
Midwest-East North Central – IL, IN, MI, OH, WI	\$78,113	\$78,000	5
Midwest-West North Central – IA, KS, MN, MO, NE, ND, SD	\$59,843	\$57,500	6
West - Mountain – AZ, CO, ID, MT, NE, NM, UT, WY	\$93,950	\$93,950	2
West - Pacific – AK, CA, HI, OR, WA	\$87,035	\$86,000	13
Canada	-	-	0
Caribbean	\$30,000	\$30,000	1
Other International	\$56,300	\$56,300	2

### **Educator/Trainer Specifics:**

Additional forms of compensation received by a majority of Educators/Trainers responding:

- Health insurance (91.1%)
- Paid conference attendance (67.2%)
- Life insurance (64.2%)
- Pension/retirement plans (55.2%)
- 401(k) plans or similar (50.8%)

They spend an average of 47.7% of their time performing geospatial tasks.

Are more likely (45.9%) to work in a single department or in multiple departments (37.7%) with few (9.8%) classifying themselves as working 'enterprise-wide', where all departments or agencies use a central IT/GIS department.

97.4% are required to be proficient with Esri software; 39.5% with QGIS; 18.4% with PostGIS; and 10.5% with Autodesk.

Top GIS and geospatial technology skills required for job:

- Data analysis (97.4%)
- Data acquisition and creation (86.8%)
- Data manipulation (84.2%)
- Data visualization and reporting (84.2%)
- Cartography (79.0%)

Top additional skills required for job:

- Public speaking (92.1%)
- Research (92.1%)
- Teaching/Training (89.5%)
- Project management (76.3%)
- Report writing (76.3%)
- Personnel management (65.8%)

Have an average of 17.2 years of GIS experience and an average of 10.7 years in their current position.

Educators/Trainers responding work an average of 44.8 hours in a typical week.

100% hold a bachelor's degree or higher, with nearly all (93.3%) earning a postgraduate degree.

During the last three years, most Educator/Trainers responding acquired the following types of continuing education and/or professional development:

- Association conferences or workshops (81.0%)
- On-the-job training (69.0%)

30.0% are GISPs.

55.0% are male.

Their average age is 46.0 years.

## Independent Consultant

Independent Consultant – Primary employment is independent of any other firm or corporation.

0.9% (25) of respondents are full-time Independent Consultants

- Average Salary \$114,097
- Median Salary \$107,500

### Independent Consultant Salaries by Employer Type:

	Average	Median	Respondents
Overall	\$114,097	\$107,500	24
Municipal Government	-	-	0
County Government	-	-	0
Regional Consortium/Agency	-	-	0
State or Provincial Agency	-	-	0
Federal Agency	-	-	0
Private Sector- software, hardware or services provider	\$95,235	\$98,000	8
Private Sector- independent consultant	\$122,430	\$100,000	15
Public Utility or Authority	\$140,000	\$140,000	1
College/University or Research Organization	-	-	0
Nonprofit Organization	-	-	0

### Independent Consultant Salaries by GISP Certification:

	Average	Median	Respondents
Hold GISP	\$100,909	\$81,000	11
Do not hold GISP	\$128,030	\$115,000	11

### Independent Consultant Salaries by Location:

	Average	Median	Respondents
<b>Northeast - New England</b> – CT, ME, MA, NH, RI, VT	\$74,880	\$74,880	1
<b>Northeast – Mid-Atlantic</b> – NJ, NY, PA	-	-	0
<b>South-South Atlantic</b> – DE, FL, GA, MD, NC, SC, VA, DC, WV	\$147,500	\$132,500	6
<b>South-East South Central</b> – AL, KY, MS, TN	-	-	0
<b>South-West South Central</b> – AR, LA, OK, TX	\$74,000	\$74,000	2
<b>Midwest-East North Central</b> – IL, IN, MI, OH, WI	\$127,000	\$150,000	3
<b>Midwest-West North Central</b> – IA, KS, MN, MO, NE, ND, SD	\$90,453	\$90,453	1
<b>West - Mountain</b> – AZ, CO, ID, MT, NE, NM, UT, WY	\$150,000	\$150,000	2
<b>West - Pacific</b> – AK, CA, HI, OR, WA	\$100,608	\$97,000	13
Canada	\$82,500	\$82,500	2
Caribbean	-	-	0
Other International	\$48,000	\$48,000	1

### **Independent Consultant Specifics:**

Additional forms of compensation received by a majority of Independent Consultants responding:

- Paid conference attendance (56.5%)
- Paid training (56.5%)
- Professional certification reimbursement or support (52.2%)

They spend an average of 53.6% of their time performing geospatial tasks.

Are more likely (40.9%) to work 'enterprise-wide', where all departments or agencies use a central IT/GIS department.

31/8% indicated they work within multiple departments and 13.6% work in a single department.

100% are required to be proficient with Esri software; 25.0% with PostGIS; 25.0% with QGIS; 18.8% with Oracle Spatial; and 12.5% with Autodesk.

Top GIS and geospatial technology skills required for job:

- Database maintenance (87.5%)
- Data acquisition and creation (81.3%)
- Database design (81.3%)
- Data analysis (75.0%)

Top additional skills required for job:

- Technical support (93.8%)
- Teaching/Training (81.3%)
- Project management (75.0%)
- Budgeting (75.0%)
- Strategic planning (75.0%)
- Public speaking (75.0%)
- Report writing (68.8%)
- Research (62.5%)

Have an average of 16.0 years of GIS experience and an average of 5.1 years in their current position.

Independent Consultants responding work an average of 46.2 hours in a typical week.

Most (90.9%) hold a bachelor's degree or higher, with 40.9% earning a postgraduate degree.

During the last three years, most Independent Consultants responding acquired the following types of continuing education and/or professional development:

- Association conferences or workshops (81.8%)
- On-the-job training (77.3%)
- Professional certification (59.1%)
- Vendor specific (on site/off site/virtual) training (54.6%)

50.0% are GISPs.

72.7% are male.

Their average age is 41.4 years.

## GIS Business Development/Sales & Marketing

Primary employment is with a software or services provider.

1.7% (50) of respondents are employed full-time in GIS Business Development/Sales & Marketing

- Average Salary \$103,883
- Median Salary \$99,000

### GIS Business Development/Sales & Marketing Salaries by Employer Type:

	Average	Median	Respondents
Overall	\$103,883	\$99,000	47
Municipal Government	-	-	0
County Government	\$102,000	\$102,000	2
Regional Consortium/Agency	-	-	0
State or Provincial Agency	-	-	0
Federal Agency	-	-	0
Private Sector- software, hardware or services provider	\$106,695	\$99,000	39
Private Sector- independent consultant	\$86,233	\$98,500	6
Public Utility or Authority	-	-	0
College/University or Research Organization	-	-	0
Nonprofit Organization	-	-	0

### GIS Business Development/Sales & Marketing Salaries by GISP Certification:

	Average	Median	Respondents
Hold GISP	\$103,089	\$133,000	18
Do not hold GISP	\$107,745	\$97,500	24

### GIS Business Development/Sales & Marketing Salaries by Location:

	Average	Median	Respondents
Northeast - New England – CT, ME, MA, NH, RI, VT	\$129,333	\$125,000	3
Northeast – Mid-Atlantic – NJ, NY, PA	\$76,000	\$76,000	1
South-South Atlantic – DE, FL, GA, MD, NC, SC, VA, DC, WV	\$116,714	\$98,000	7
South-East South Central – AL, KY, MS, TN	\$110,000	\$110,000	2
South-West South Central – AR, LA, OK, TX	\$79,500	\$82,500	6
Midwest-East North Central – IL, IN, MI, OH, WI	-	-	0
Midwest-West North Central – IA, KS, MN, MO, NE, ND, SD	\$105,150	\$99,500	4
West - Mountain – AZ, CO, ID, MT, NE, NM, UT, WY	\$130,000	\$130,000	1
West - Pacific – AK, CA, HI, OR, WA	\$100,608	\$97,000	13
Canada	\$143,333	\$120,000	3
Caribbean	-	-	0
Other International	-	-	0



### **GIS Business Development/Sales & Marketing Specifics:**

Additional forms of compensation received by a majority of GIS Business Development/Sales & Marketing respondents:

- Health insurance (93.5%)
- Paid conference attendance (80.4%)
- 401(k) plans or similar (80.4%)
- Life insurance (71.7%)
- Paid training (65.2%)
- Bonuses (65.2%)
- Professional certification reimbursement or support (60.9%)
- Membership dues in a professional organization (56.5%)

They spend an average of 47.8% of their time performing geospatial tasks.

Are more likely (56.8%) to work within multiple departments, while 25.0% indicated they work 'enterprise-wide', where all departments or agencies use a central IT/GIS department and 13.6% in a single department.

89.3% are required to be proficient with Esri software; 28.6% with QGIS; 17.9% with Hexagon/Intergraph; 14.3% with Autodesk; 14.3% with Oracle Spatial; 10.7% with PostGIS; 10.7% with Bentley; 10.7% with Blue Marble Geographics; and 10.7% with MapInfo.

Top GIS and geospatial technology skills required for job:

- None of the skills listed were required by 75% or more of respondents

Top additional skills required for job:

- Sales/Marketing (89.7%)
- Public speaking (86.2%)
- Project management (79.3%)
- Strategic planning (65.5%)
- Research (65.5%)

Have an average of 15.8 years of GIS experience and an average of 5.8 years in their current position.

GIS Business Development/Sales & Marketing respondents work an average of 46.2 hours in a typical week.

Most (92.9%) hold a bachelor's degree or higher, with one-half (50.0%) earning a postgraduate degree.

During the last three years, most GIS Business Development/Sales & Marketing respondents acquired the following types of continuing education and/or professional development:

- Association conferences or workshops (80.0%)
- On-the-job training (82.5%)
- Professional certification (55.0%)

42.9% are GISPs.

68.3% are male.

Their average age is 41.8 years

## ***URISA 2017 GIS Salary Survey Results***

- **Employed Full-Time**

3,060 respondents

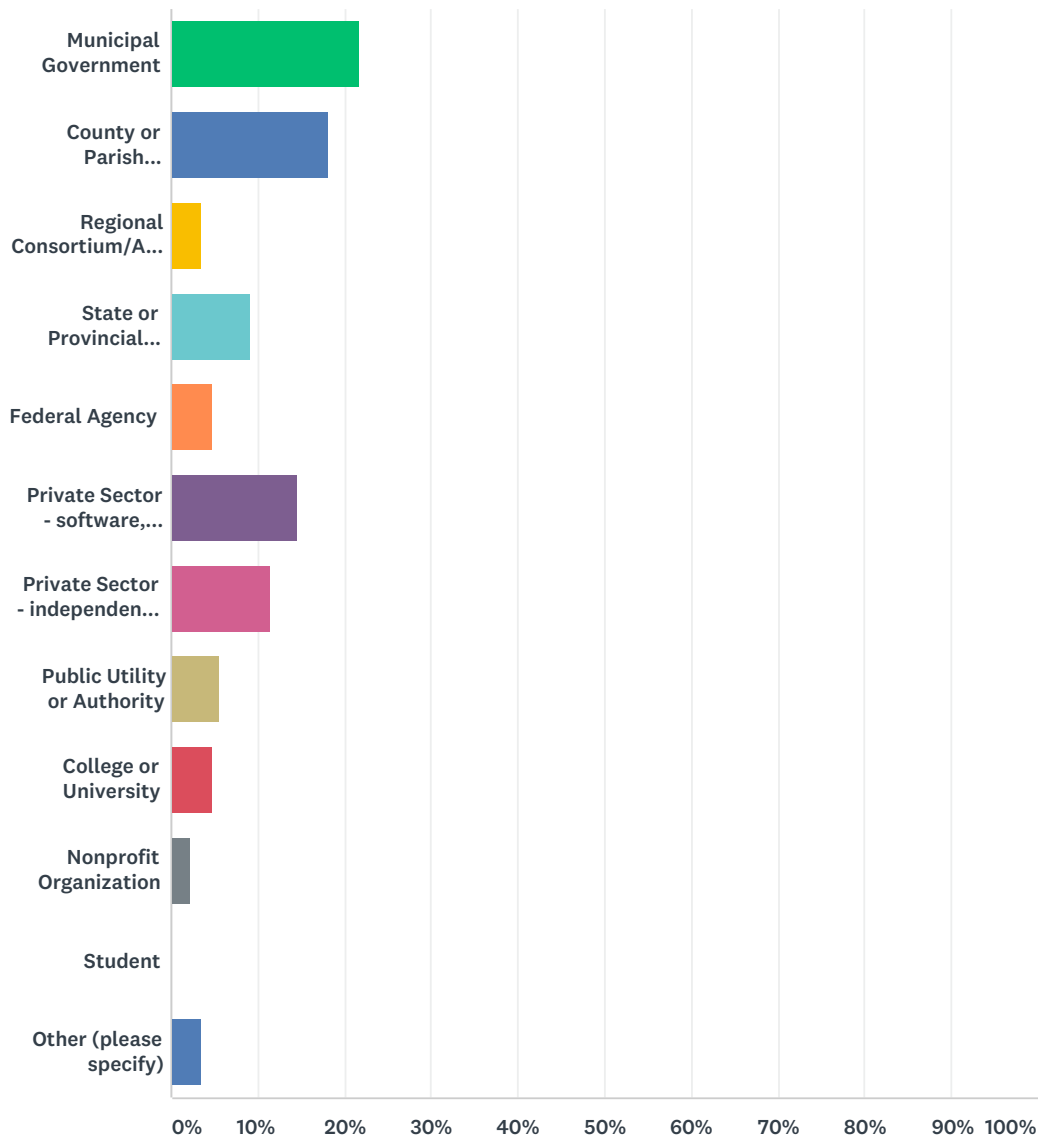
Q1 What is your current employment status?

Answered: 3,060    Skipped: 0

ANSWER CHOICES	RESPONSES	
Employed full time	100.00%	3,060
Employed part time	0.00%	0
Employed part time AND part time student	0.00%	0
Full time student	0.00%	0
Part time student	0.00%	0
Currently unemployed	0.00%	0
TOTAL		3,060

## Q2 Please select the one category that best describes the type of organization in which you are currently employed.

Answered: 3,017 Skipped: 43



ANSWER CHOICES	RESPONSES	
Municipal Government	21.78%	657
County or Parish Government	18.13%	547
Regional Consortium/Agency (COG, MPO, etc.)	3.65%	110
State or Provincial Agency	9.15%	276
Federal Agency	4.91%	148
Private Sector - software, hardware or services provider	14.58%	440
Private Sector - independent consultant	11.47%	346

URISA 2017 Salary Survey of GIS Professionals

Public Utility or Authority	5.63%	170
College or University	4.91%	148
Nonprofit Organization	2.32%	70
Student	0.00%	0
Other (please specify)	3.48%	105
TOTAL		3,017

Q3 If you are currently employed by a municipal or county government or a regional consortium/agency, what is the approximate population of your jurisdiction? (Insert number only without commas or text.)

Answered: 1,243    Skipped: 1,817

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Population of your jurisdiction	565,710	703,177,077	1,243
Total Respondents: 1,243			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Population of your jurisdiction	1,200.00	39,000,000.00	150,000.00	565,709.64	1,700,660.41

**Q4 Which one of the following most closely describes your current position? It's most important to select the option that best describes your current responsibilities, not necessarily the specific job title listed.**

Answered: 2,881    Skipped: 179

ANSWER CHOICES	RESPONSES	
Director of Geographic Information Systems/Geographic Information Officer (GIO)	4.06%	117
GIS Manager	21.52%	620
GIS Coordinator	14.20%	409
GIS Specialist	13.05%	376
GIS Programmer	5.35%	154
GIS Analyst	23.36%	673
GIS Technician	8.43%	243
User of GIS (heavy)	3.78%	109
Educator/Trainer	2.43%	70
Independent Consultant	0.87%	25
GIS Business Development/Sales & Marketing	1.74%	50
Other (please specify job title and responsibilities)	1.21%	35
<b>TOTAL</b>		<b>2,881</b>



Q5 Please indicate your current annual salary. (In US Dollars. Please do not include dollar signs or commas)

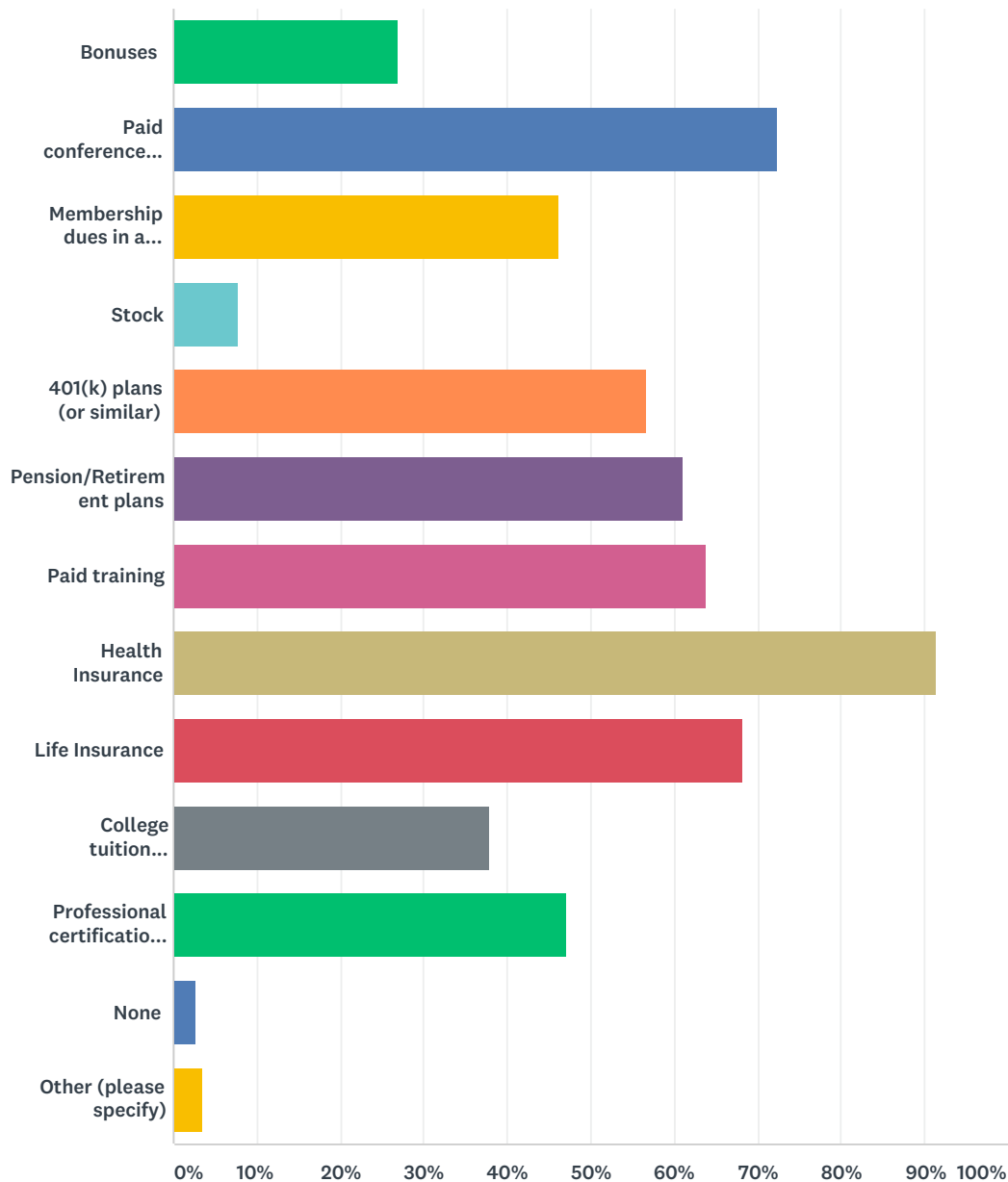
Answered: 2,789    Skipped: 271

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
2017 Annual Salary	70,857	197,619,395	2,789
Total Respondents: 2,789			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
2017 Annual Salary	9,000.00	360,000.00	67,275.00	70,856.72	25,622.99

## Q6 What additional forms of compensation, if any, does your organization offer? (Check all that apply)

Answered: 2,771 Skipped: 289



ANSWER CHOICES	RESPONSES	
Bonuses	26.96%	747
Paid conference attendance	72.28%	2,003
Membership dues in a professional organization	46.30%	1,283
Stock	7.69%	213
401(k) plans (or similar)	56.62%	1,569

## URISA 2017 Salary Survey of GIS Professionals

Pension/Retirement plans	61.06%	1,692
Paid training	63.91%	1,771
Health Insurance	91.52%	2,536
Life Insurance	68.24%	1,891
College tuition reimbursement	37.86%	1,049
Professional certification reimbursement or support	47.02%	1,303
None	2.63%	73
Other (please specify)	3.50%	97
Total Respondents: 2,771		

Q7 What percentage of your time is spent performing geospatial technology tasks? If no time, write 0; if all of your time, write 100.

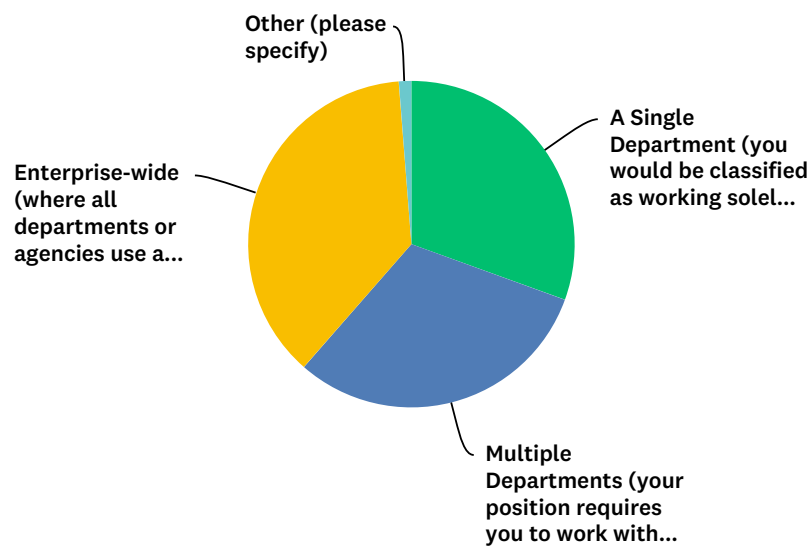
Answered: 2,646    Skipped: 414

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Enter 0-100	71	187,221	2,646
Total Respondents: 2,646			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Enter 0-100	0.00	100.00	80.00	70.76	28.16

Q8 Do you work within:

Answered: 2,685    Skipped: 375



ANSWER CHOICES	RESPONSES	
A Single Department (you would be classified as working solely in one department)	30.54%	820
Multiple Departments (your position requires you to work within a number of different departments or agencies)	30.91%	830
Enterprise-wide (where all departments or agencies use a central IT/GIS department)	37.32%	1,002
Other (please specify)	1.23%	33
TOTAL		2,685

## Q9 Within what department do you work? (please select the ONE best response)

Answered: 2,680   Skipped: 380

ANSWER CHOICES	RESPONSES	
911 & Emergency Management	1.94%	52
Agriculture	0.56%	15
Assessor's Office	3.10%	83
Business Development	0.52%	14
City/County Manager's Office	0.22%	6
Community Development	1.46%	39
Economic Development	0.26%	7
Engineering	7.13%	191
Finance/Administration	0.41%	11
Geology/Geography	2.01%	54
GIS	29.44%	789
Housing/Social Services	0.15%	4
IT	16.72%	448
Land Records	0.71%	19
Library	0.22%	6
Marketing/Sales	0.67%	18
IT Department	0.00%	0
Natural Resources/Environmental	5.41%	145
Parks and Recreation	0.30%	8
Planning	5.93%	159
Public Health	0.78%	21
Public Works	3.66%	98
Research	2.20%	59
Surveying	1.16%	31
Training/Education	0.63%	17
Transit/Transportation	3.21%	86
Utility Planning Operations	1.12%	30
Water/Wastewater Management	3.40%	91
Zoning	0.15%	4

URISA 2017 Salary Survey of GIS Professionals

Other (please specify)	6.53%	175
TOTAL		2,680



## Q10 Indicate all department(s) with which you work on a regular basis? (Check all that apply)

Answered: 2,643    Skipped: 417

ANSWER CHOICES	RESPONSES	
911 & Emergency Management	30.87%	816
Agriculture	6.58%	174
Assessor's Office	24.06%	636
Cemetery	5.83%	154
City/County Manager's Office	25.31%	669
Community Development	27.47%	726
Economic Development	25.09%	663
Engineering	50.85%	1,344
Finance/Administration	16.53%	437
Fire/Police/EMS	29.97%	792
Geology/Geography	16.61%	439
GIS	73.74%	1,949
Housing/Social Services	10.40%	275
Land Records	30.19%	798
Law Enforcement	19.60%	518
Natural Resources/Environmental	35.30%	933
Parks and Recreation	32.58%	861
Planning	53.69%	1,419
Public Health	12.94%	342
Public Relations	12.26%	324
Public Works	37.99%	1,004
Regulation	9.00%	238
Research	16.53%	437
Training/Education	15.89%	420
Transit/Transportation	27.96%	739
Utility Planning Operations	30.27%	800
Water/Wastewater Management	38.71%	1,023
Zoning	29.17%	771
IT	54.67%	1,445

URISA 2017 Salary Survey of GIS Professionals

Other (please specify)	6.28%	166
Total Respondents: 2,643		

## Q11 Please indicate the number of GIS staff in your entire organization and in your department.

Answered: 2,623 Skipped: 437

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Number of GIS staff in Organization	77	195,719	2,526
Number of GIS staff in Department	9	23,520	2,577
Total Respondents: 2,623			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Number of GIS staff in Organization	0.00	10,000.00	7.00	77.48	494.74
Number of GIS staff in Department	0.00	1,000.00	3.00	9.13	41.51

## Q12 In the past five years, has your organization seen an increase or decrease in the number of GIS staff it employs?

Answered: 2,678 Skipped: 382

ANSWER CHOICES	RESPONSES	
Increase	50.11%	1,342
Decrease	14.49%	388
Don't know	11.09%	297
N/A	24.31%	651
TOTAL		2,678

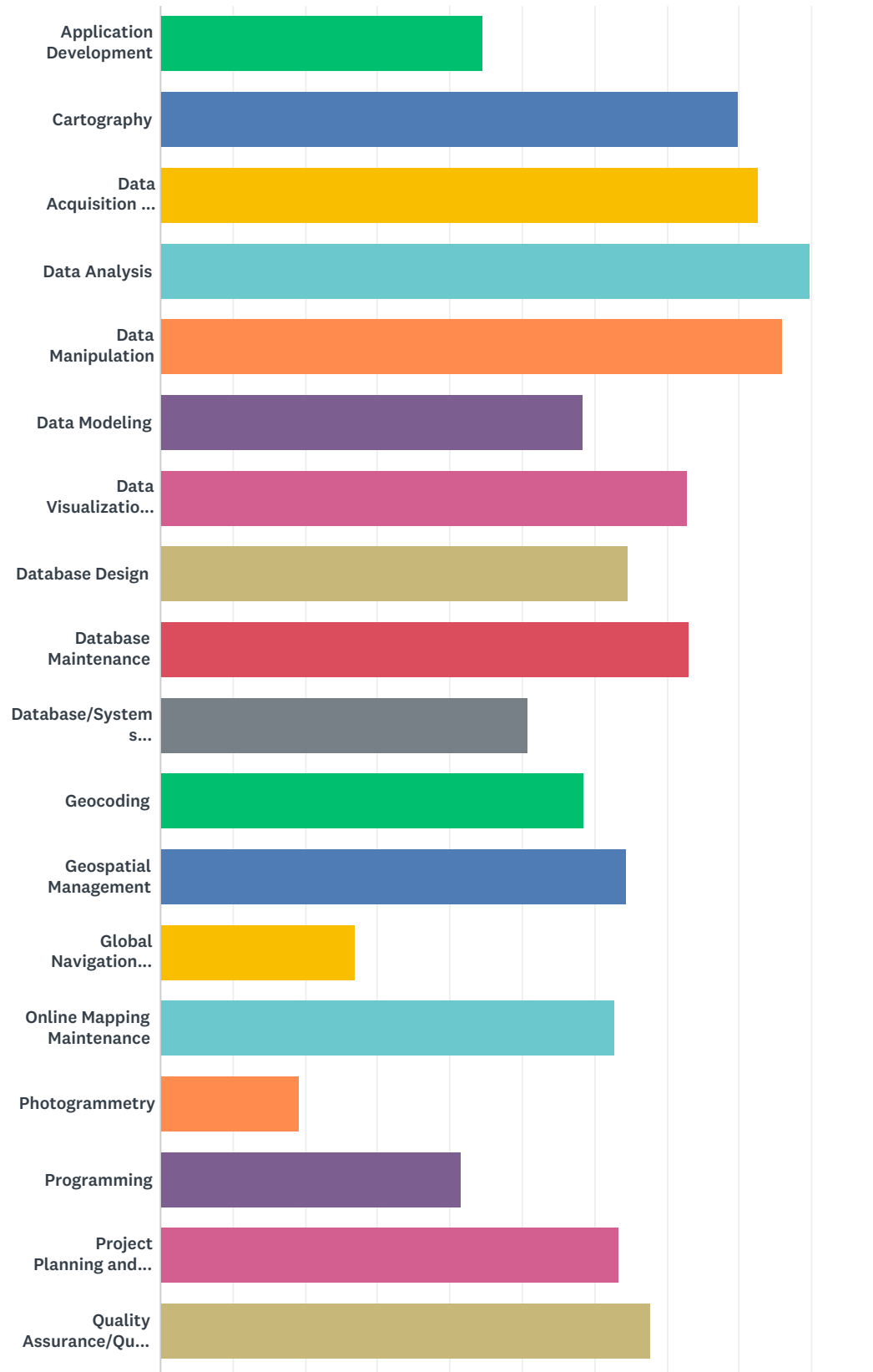
## Q13 With which of the following GIS software platforms does your job require you to be proficient? (Check all that apply)

Answered: 1,698    Skipped: 1,362

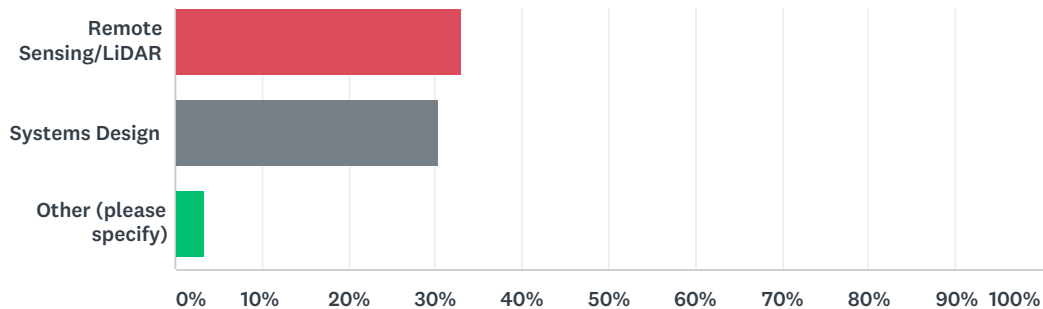
ANSWER CHOICES	RESPONSES	
AutoDesk	17.90%	304
Bentley	7.71%	131
Blue Marble Geographics	3.30%	56
Caliper	0.47%	8
Esri	98.12%	1,666
Hexagon/Intergraph	3.95%	67
MapInfo	2.36%	40
Smallworld	0.65%	11
Oracle Spatial	5.65%	96
PostGIS (open source)	7.66%	130
QGIS (open source)	13.49%	229
Other (please specify)	10.13%	172
Total Respondents: 1,698		

## Q14 What GIS and geospatial technology skills are required for your job? (Check all the apply)

Answered: 1,695 Skipped: 1,365



## URISA 2017 Salary Survey of GIS Professionals

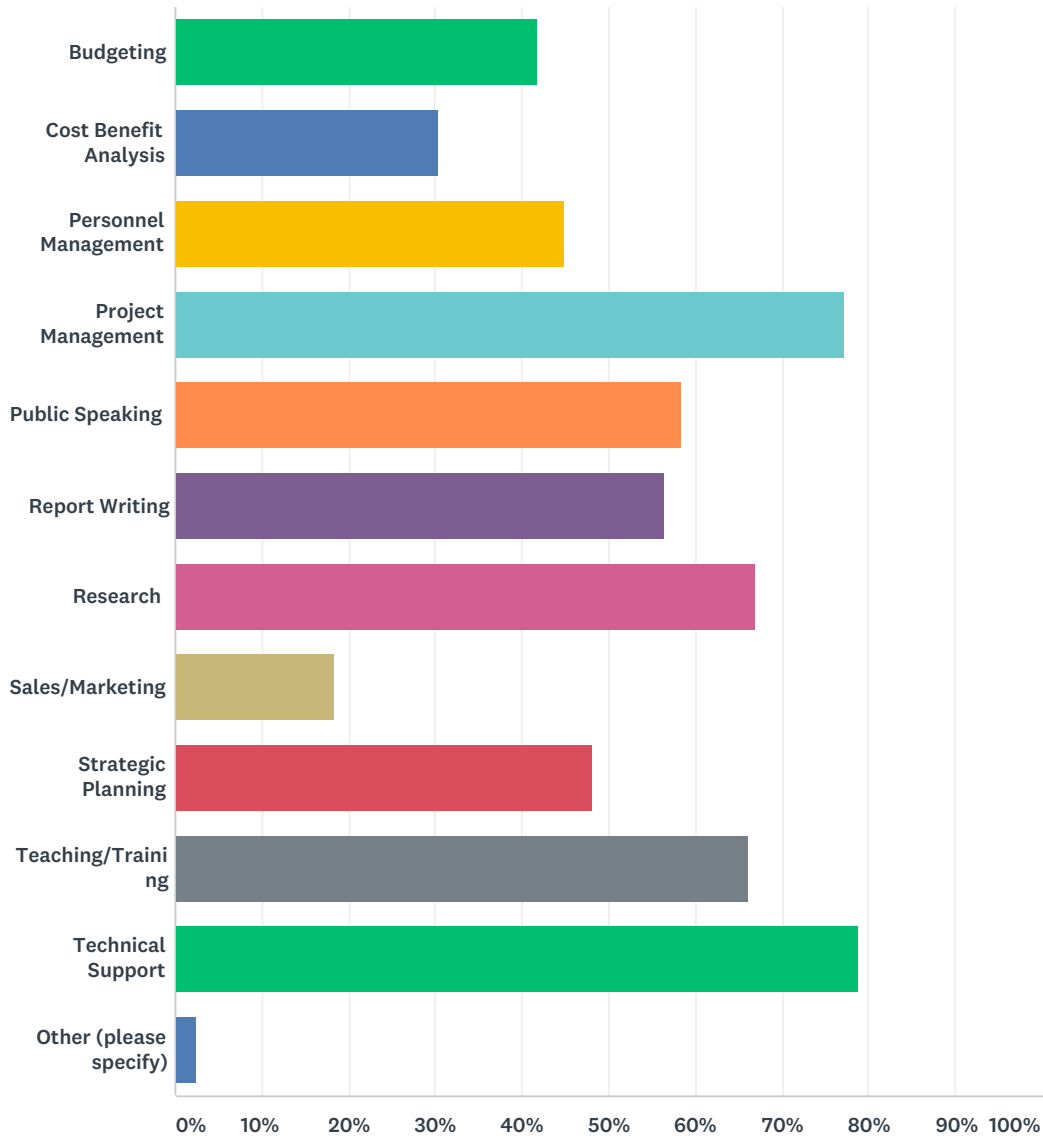


ANSWER CHOICES	RESPONSES	
Application Development	44.66%	757
Cartography	79.88%	1,354
Data Acquisition and Creation	82.54%	1,399
Data Analysis	89.68%	1,520
Data Manipulation	86.02%	1,458
Data Modeling	58.41%	990
Data Visualization and Reporting	72.86%	1,235
Database Design	64.66%	1,096
Database Maintenance	72.98%	1,237
Database/Systems Administration	50.91%	863
Geocoding	58.53%	992
Geospatial Management	64.37%	1,091
Global Navigation Satellite Systems (GNSS)	27.08%	459
Online Mapping Maintenance	62.71%	1,063
Photogrammetry	19.23%	326
Programming	41.53%	704
Project Planning and Implementation	63.48%	1,076
Quality Assurance/Quality Control	67.85%	1,150
Remote Sensing/LiDAR	33.10%	561
Systems Design	30.32%	514
Other (please specify)	3.24%	55
Total Respondents: 1,695		



## Q15 What additional skills are required for your job? (Check all that apply)

Answered: 1,653 Skipped: 1,407

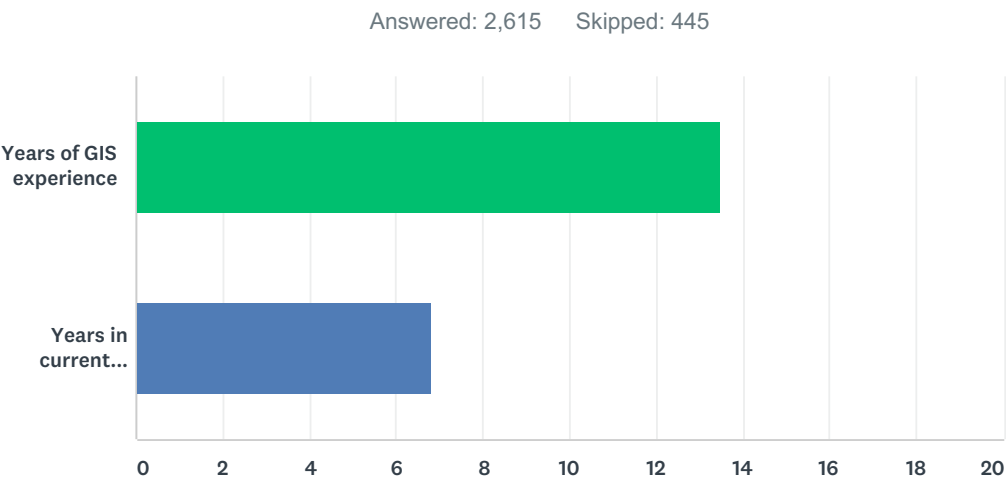


ANSWER CHOICES	RESPONSES	
Budgeting	41.92%	693
Cost Benefit Analysis	30.31%	501
Personnel Management	45.01%	744
Project Management	77.13%	1,275
Public Speaking	58.32%	964
Report Writing	56.38%	932
Research	66.85%	1,105

URISA 2017 Salary Survey of GIS Professionals

Sales/Marketing	18.33%	303
Strategic Planning	48.03%	794
Teaching/Training	66.06%	1,092
Technical Support	78.89%	1,304
Other (please specify)	2.54%	42
Total Respondents: 1,653		

Q16 Please indicate the number of years of GIS experience you have and the number of years you've been in your current position. (Please enter a whole number. Decimals, percentages, and non-numeric characters are not accepted.)



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Years of GIS experience	13	35,239	2,612
Years in current position	7	17,722	2,606
Total Respondents: 2,615			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Years of GIS experience	1.00	41.00	13.00	13.49	7.43
Years in current position	0.00	42.00	5.00	6.80	6.12

Q17 How many hours, on average, do you work in a typical week?  
(Please enter a whole number. Decimals, percentages, and non-numeric characters are not accepted.)

Answered: 2,616    Skipped: 444

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Average Weekly Hours	42	108,711	2,616
Total Respondents: 2,616			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Average Weekly Hours	5.00	83.00	40.00	41.56	5.62

Q18 Do you work within an office environment or do you work from home (telecommute)?

Answered: 2,616    Skipped: 444

ANSWER CHOICES	RESPONSES	
Work in an office	77.06%	2,016
Work from home	2.87%	75
Combination (sometimes work in the office and sometimes work from home)	20.07%	525
TOTAL		2,616

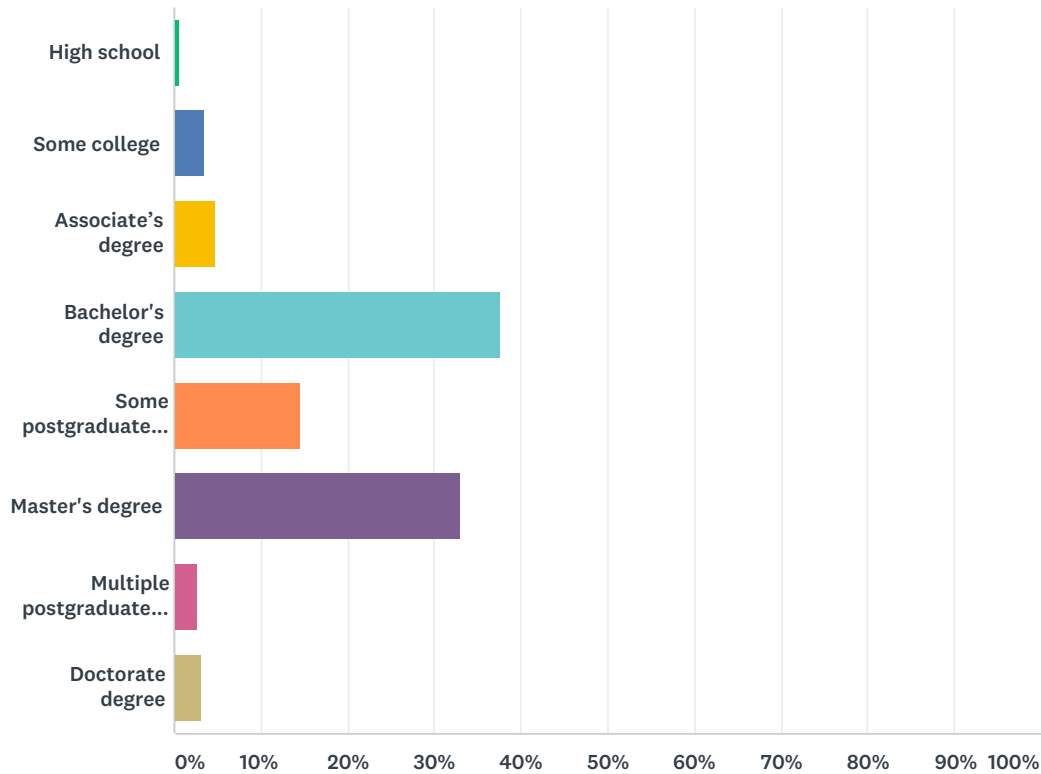
## Q19 If you have changed jobs within the past three years, what was the nature of that change?

Answered: 2,365 Skipped: 695

ANSWER CHOICES	RESPONSES	
From public sector to private sector	3.30%	78
From public sector to another public sector	10.70%	253
From private sector to public sector	7.40%	175
From private sector to another private sector	7.02%	166
From academia to public sector	3.17%	75
From academia to private sector	1.78%	42
Have not changed jobs within past three years	62.75%	1,484
Other (please specify)	3.89%	92
TOTAL		2,365

## Q20 What is the highest level of education you have attained?

Answered: 2,600    Skipped: 460



ANSWER CHOICES	RESPONSES	
High school	0.62%	16
Some college	3.62%	94
Associate's degree	4.88%	127
Bachelor's degree	37.58%	977
Some postgraduate study	14.58%	379
Master's degree	33.08%	860
Multiple postgraduate degrees	2.62%	68
Doctorate degree	3.04%	79
<b>TOTAL</b>		<b>2,600</b>

## Q21 In what discipline(s) were your educational degree(s)? (check all the apply)

Answered: 2,558    Skipped: 502

ANSWER CHOICES	RESPONSES	
Anthropology	3.64%	93
Business	4.42%	113
Cartography	8.44%	216
Computer Science	7.82%	200
Engineering	6.29%	161
Environmental Science	16.93%	433
Forestry	3.05%	78
Geography	48.87%	1,250
Geology	7.11%	182
GIS	49.37%	1,263
Landscape Architecture	0.63%	16
Mathematics	2.27%	58
Natural Resources	8.68%	222
Oceanography	0.98%	25
Planning	9.89%	253
Public Administration	2.31%	59
Surveying	3.09%	79
Other (please specify)	18.88%	483
Total Respondents: 2,558		



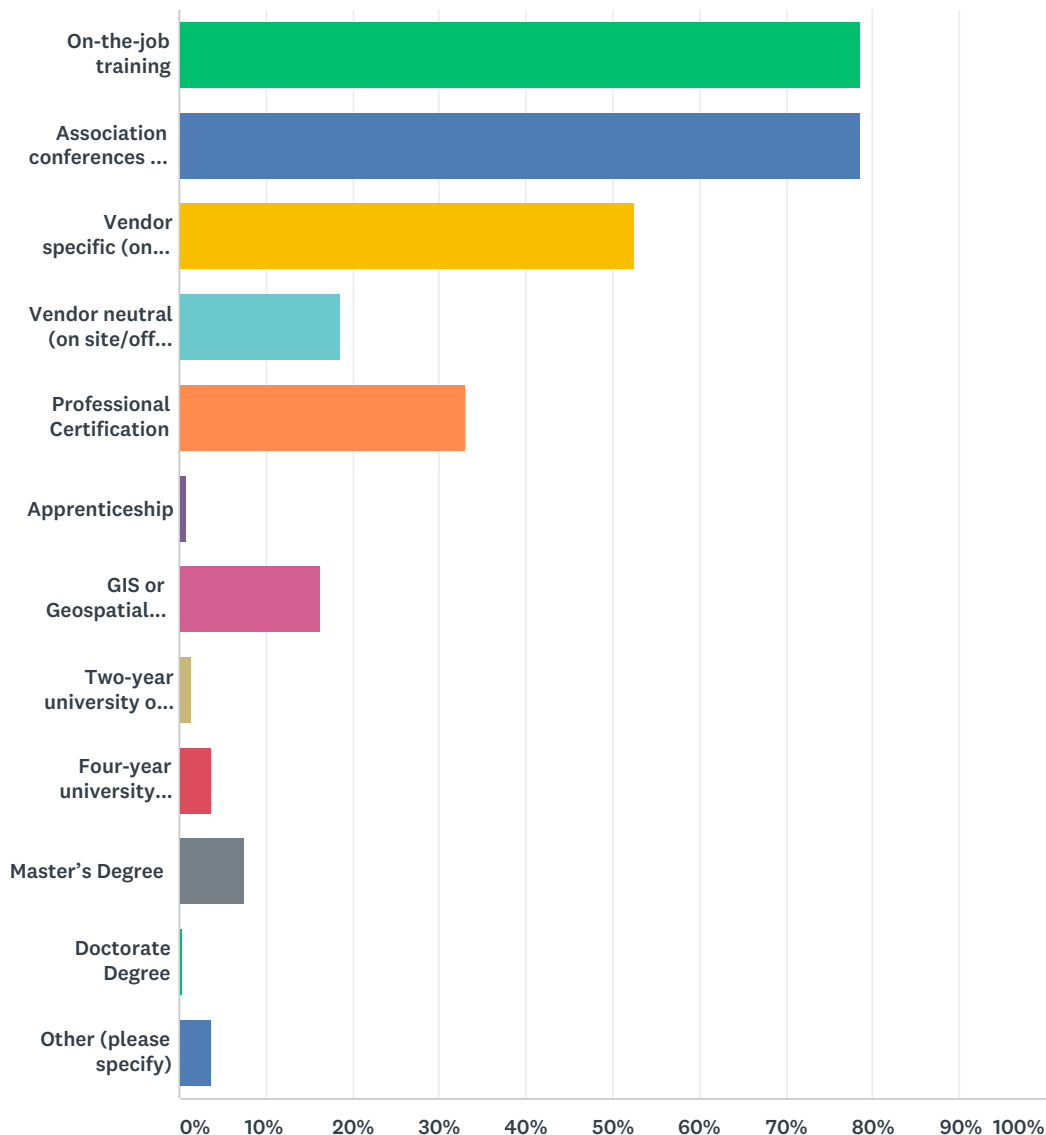
## Q22 What is the minimum level of education required for your position? (check only one)

Answered: 2,592 Skipped: 468

ANSWER CHOICES	RESPONSES	
High school	4.75%	123
Some college	2.43%	63
Associate's degree	6.13%	159
GIS or geospatial technology certificate	7.64%	198
Bachelor's degree	68.75%	1,782
Some postgraduate study	1.39%	36
Master's degree	7.45%	193
Multiple postgraduate degrees	0.08%	2
Doctorate degree	1.39%	36
TOTAL		2,592

## Q23 During the last three years, what type(s) of continuing education and/or professional development have you acquired? (check all that apply)

Answered: 2,549 Skipped: 511



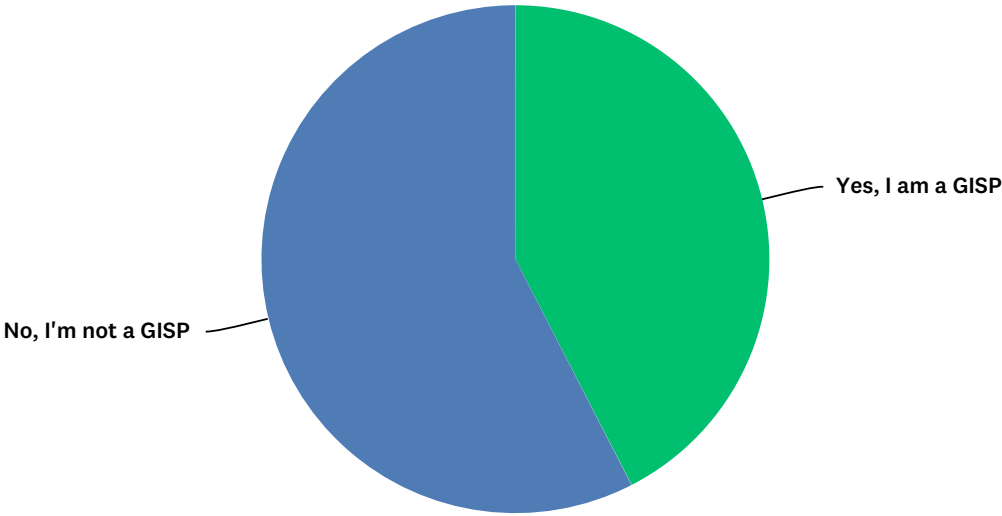
ANSWER CHOICES	RESPONSES	
On-the-job training	78.62%	2,004
Association conferences or workshops	78.66%	2,005
Vendor specific (on site/off site/virtual) training	52.61%	1,341
Vendor neutral (on site/off site/virtual) training	18.52%	472
Professional Certification	32.95%	840
Apprenticeship	0.90%	23

URISA 2017 Salary Survey of GIS Professionals

GIS or Geospatial Technology Certificate	16.28%	415
Two-year university or Community College (Associate's Degree)	1.37%	35
Four-year university (Bachelor's Degree)	3.69%	94
Master's Degree	7.45%	190
Doctorate Degree	0.51%	13
Other (please specify)	3.77%	96
Total Respondents: 2,549		

Q24 Are you a certified GIS professional (GISP) through the GIS Certification Institute (GISCI)?

Answered: 2,596    Skipped: 464



ANSWER CHOICES		RESPONSES	
Yes, I am a GISP		42.45%	1,102
No, I'm not a GISP		57.55%	1,494
TOTAL			2,596

Q25 If “No”, do you plan to apply within the next 3 years?

Answered: 1,490    Skipped: 1,570

ANSWER CHOICES	RESPONSES	
Yes	38.72%	577
No	61.28%	913
TOTAL		1,490

## Q26 If “No”, why not?

Answered: 910   Skipped: 2,150

ANSWER CHOICES	RESPONSES	
Have not seen value	69.12%	629
Do not agree with the concept of certification	15.16%	138
Employer will not pay or support	23.41%	213
Do not wish to take the exam which is now part of the certification	16.15%	147
Do not meet the qualifications	9.45%	86
Am unaware of the GISCI certification program	7.25%	66
Other (please specify)	19.23%	175
Total Respondents: 910		

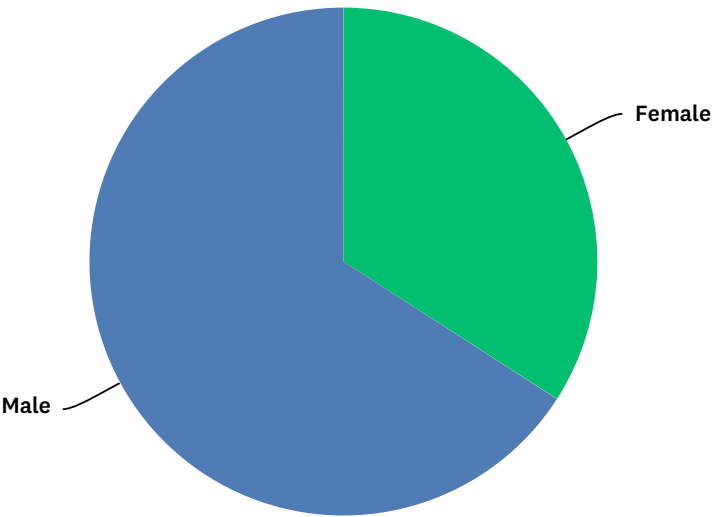
## Q27 Not including GISP, which of the following certifications or professional designations do you currently hold? (Check all that apply)

Answered: 2,476    Skipped: 584

ANSWER CHOICES	RESPONSES	
ASPRS Mapping Scientist (any designation)	0.81%	20
ASPRS Mapping Technician (any designation)	0.36%	9
AICP Certified Planner	0.97%	24
Esri Technical Certification	7.59%	188
IAAO Cadastral Mapping Specialist	0.65%	16
NENA National Emergency Number Professional	0.24%	6
Licensed Surveyor	0.77%	19
PE Professional Engineer	0.57%	14
PMP Project Management Professional	2.18%	54
None	78.27%	1,938
Other (please specify)	10.30%	255
Total Respondents: 2,476		

Q28 What is your gender?

Answered: 2,557    Skipped: 503



ANSWER CHOICES	RESPONSES	
Female	34.10%	872
Male	65.90%	1,685
TOTAL		2,557



Q29 What is your age?

Answered: 2,543    Skipped: 517

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Age	40	102,990	2,543
Total Respondents: 2,543			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Age	21.00	75.00	39.00	40.50	10.14

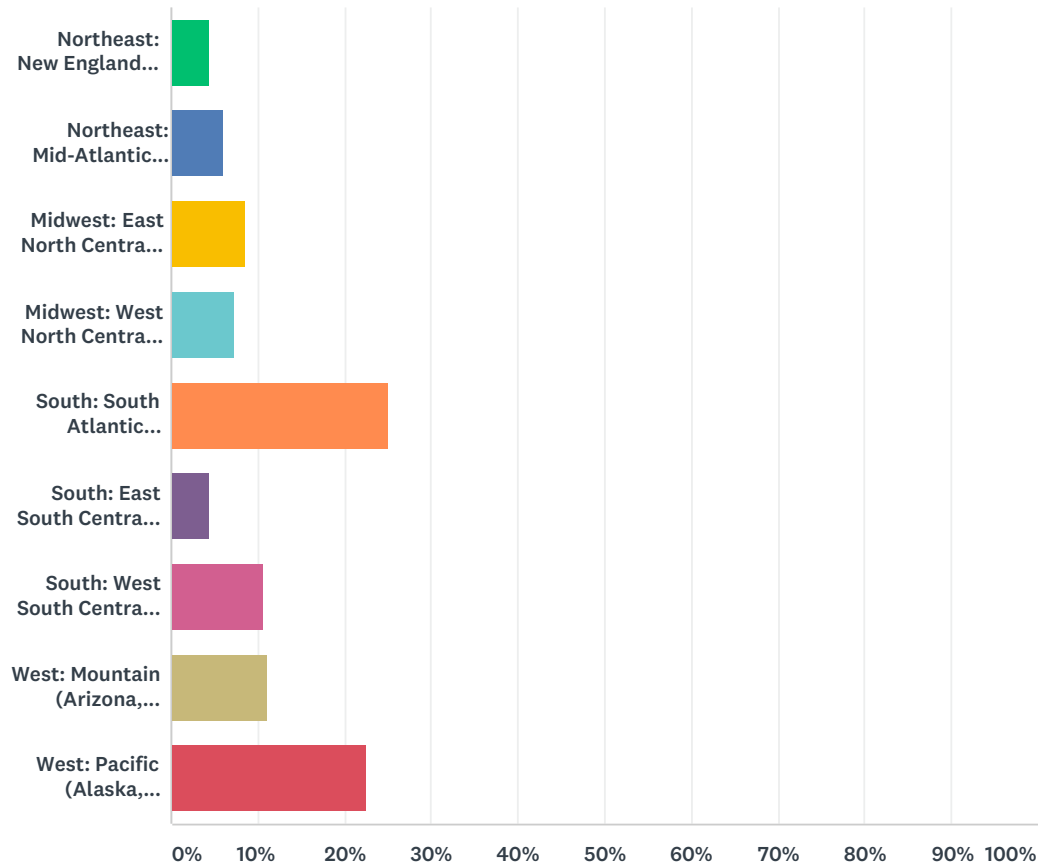
### Q30 If you work in the United States, please indicate the State and Zip Code where you work.

Answered: 2,318 Skipped: 742

ANSWER CHOICES	RESPONSES	
Name:	0.00%	0
Company:	0.00%	0
Address:	0.00%	0
Address 2:	0.00%	0
City/Town:	0.00%	0
State:	99.74%	2,312
ZIP:	94.56%	2,192
Country:	0.00%	0
Email Address:	0.00%	0
Phone Number:	0.00%	0

## Q31 If in US, what region ?

Answered: 2,312 Skipped: 748



ANSWER CHOICES	RESPONSES	
Northeast: New England (Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont)	4.41%	102
Northeast: Mid-Atlantic (New Jersey, New York, and Pennsylvania)	6.06%	140
Midwest: East North Central (Illinois, Indiana, Michigan, Ohio, and Wisconsin)	8.65%	200
Midwest: West North Central (Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota)	7.22%	167
South: South Atlantic (Delaware, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, District of Columbia, and West Virginia)	25.17%	582
South: East South Central (Alabama, Kentucky, Mississippi, and Tennessee)	4.37%	101
South: West South Central (Arkansas, Louisiana, Oklahoma, and Texas)	10.60%	245
West: Mountain (Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming)	10.99%	254
West: Pacific (Alaska, California, Hawaii, Oregon, and Washington)	22.53%	521
TOTAL		2,312

### Q32 If you work outside the United States, please indicate the Country, Province and Postal Code where you work.

Answered: 233   Skipped: 2,827

ANSWER CHOICES	RESPONSES	
Name:	0.00%	0
Company:	0.00%	0
Address 1:	0.00%	0
Address 2:	0.00%	0
City/Town:	0.00%	0
Province:	93.56%	218
Postal Code:	85.41%	199
Country:	98.28%	229
Email Address:	0.00%	0
Phone Number:	0.00%	0

Q33 If outside the US, what country?

Answered: 230    Skipped: 2,830

ANSWER CHOICES	RESPONSES	
Canada	78.26%	180
Caribbean region	9.57%	22
Other	12.17%	28
TOTAL		230

## ***URISA 2017 GIS Salary Survey Results***

- **Employed Full-Time**
- **Director of Geographic Information Systems/  
Geographic Information Officer (GIO)**

**117 respondents**

GIS Directors are often found in many large public sector governments. The position heads the GIS department or the individuals assigned to GIS projects. All GIS personnel including technicians, analysts, programmers, managers, etc. fall under the supervision and direction of the GIO. Directors most often need a Master's degree and extensive GIS and managerial training. Upon hiring, the average GIS Director will have 7 plus years of experience, including software applications and project management.

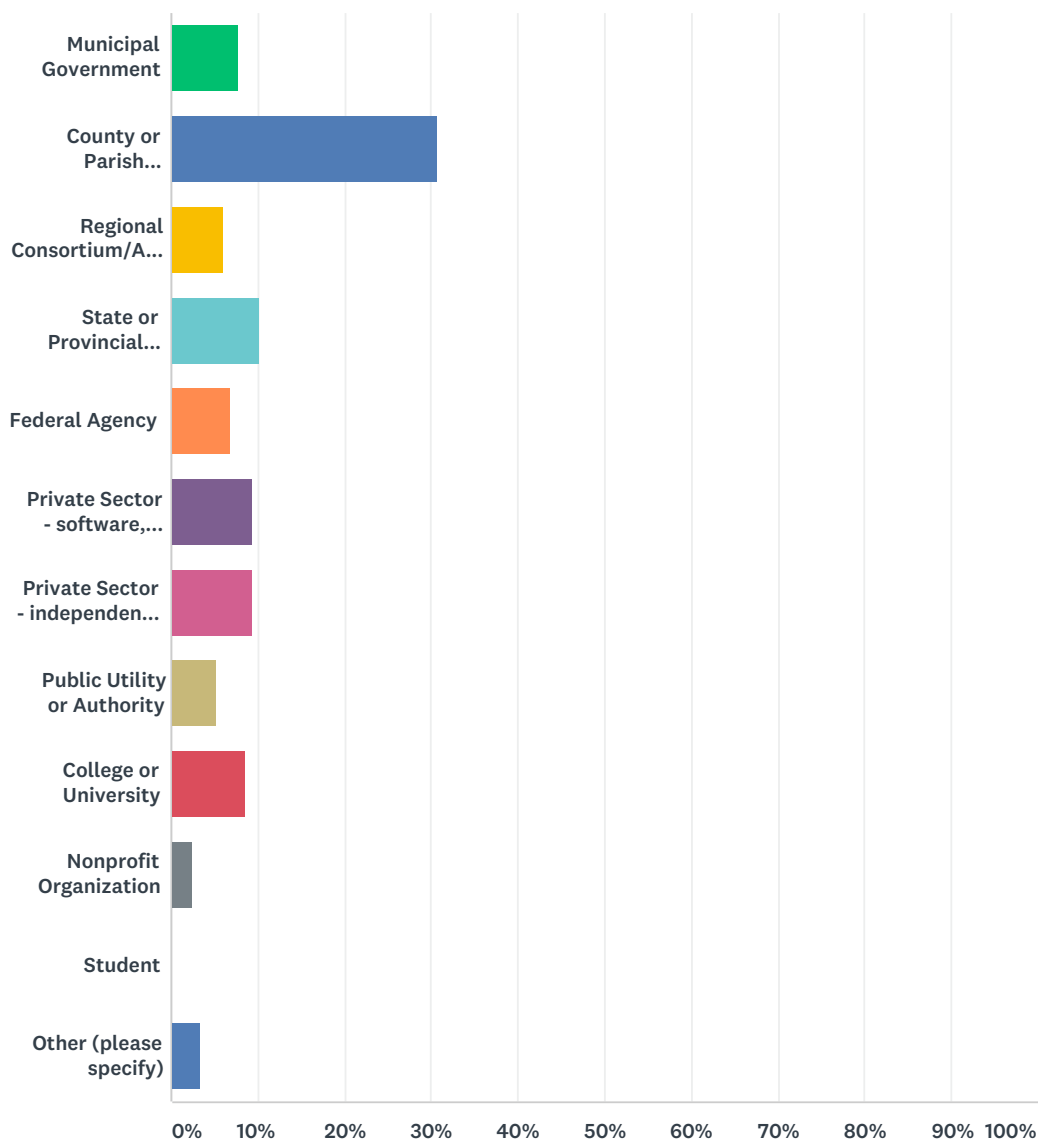
## Q1 What is your current employment status?

Answered: 117 Skipped: 0

ANSWER CHOICES	RESPONSES	
Employed full time	100.00%	117
Employed part time	0.00%	0
Employed part time AND part time student	0.00%	0
Full time student	0.00%	0
Part time student	0.00%	0
Currently unemployed	0.00%	0
TOTAL		117

## Q2 Please select the one category that best describes the type of organization in which you are currently employed.

Answered: 117 Skipped: 0



ANSWER CHOICES	RESPONSES	
Municipal Government	7.69%	9
County or Parish Government	30.77%	36
Regional Consortium/Agency (COG, MPO, etc.)	5.98%	7
State or Provincial Agency	10.26%	12
Federal Agency	6.84%	8
Private Sector - software, hardware or services provider	9.40%	11
Private Sector - independent consultant	9.40%	11



URISA 2017 Salary Survey of GIS Professionals

Public Utility or Authority	5.13%	6
College or University	8.55%	10
Nonprofit Organization	2.56%	3
Student	0.00%	0
Other (please specify)	3.42%	4
TOTAL		117

**Q3 If you are currently employed by a municipal or county government or a regional consortium/agency, what is the approximate population of your jurisdiction? (Insert number only without commas or text.)**

Answered: 50   Skipped: 67

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Population of your jurisdiction	1,351,919	67,595,957	50
Total Respondents: 50			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Population of your jurisdiction	9,300.00	20,000,000.00	247,650.00	1,351,919.14	3,417,508.61

**Q4 Which one of the following most closely describes your current position? It's most important to select the option that best describes your current responsibilities, not necessarily the specific job title listed.**

Answered: 117   Skipped: 0

ANSWER CHOICES	RESPONSES	
Director of Geographic Information Systems/Geographic Information Officer (GIO)	100.00%	117
GIS Manager	0.00%	0
GIS Coordinator	0.00%	0
GIS Specialist	0.00%	0
GIS Programmer	0.00%	0
GIS Analyst	0.00%	0
GIS Technician	0.00%	0
User of GIS (heavy)	0.00%	0
Educator/Trainer	0.00%	0
Independent Consultant	0.00%	0
GIS Business Development/Sales & Marketing	0.00%	0
Other (please specify job title and responsibilities)	0.00%	0
TOTAL		117

Q5 Please indicate your current annual salary. (In US Dollars. Please do not include dollar signs or commas)

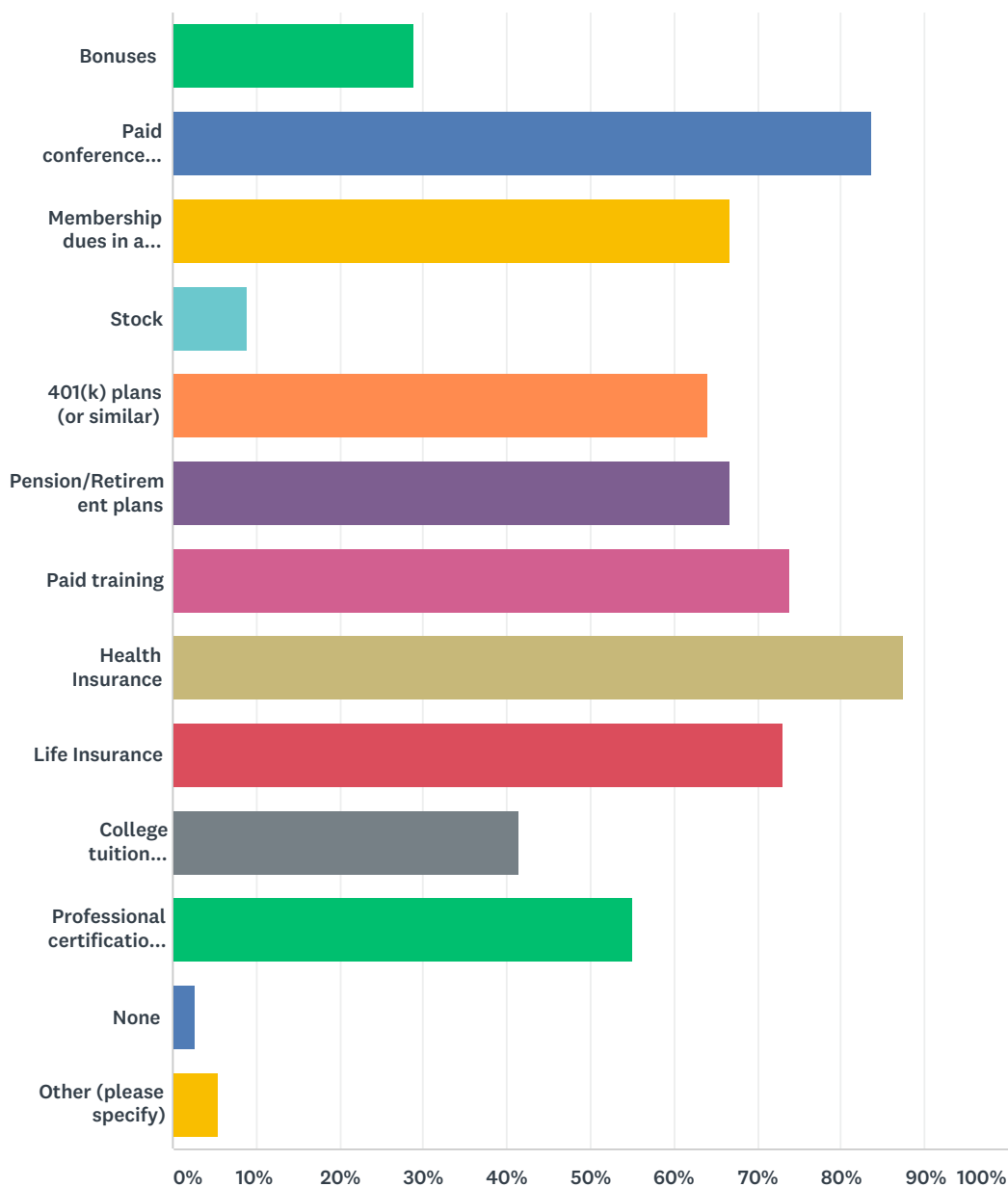
Answered: 111    Skipped: 6

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
2017 Annual Salary	98,696	10,955,264	111
Total Respondents: 111			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
2017 Annual Salary	29,000.00	174,600.00	96,000.00	98,696.07	27,193.81

## Q6 What additional forms of compensation, if any, does your organization offer? (Check all that apply)

Answered: 111 Skipped: 6



ANSWER CHOICES	RESPONSES	
Bonuses	28.83%	32
Paid conference attendance	83.78%	93
Membership dues in a professional organization	66.67%	74
Stock	9.01%	10
401(k) plans (or similar)	63.96%	71

URISA 2017 Salary Survey of GIS Professionals

Pension/Retirement plans	66.67%	74
Paid training	73.87%	82
Health Insurance	87.39%	97
Life Insurance	72.97%	81
College tuition reimbursement	41.44%	46
Professional certification reimbursement or support	54.95%	61
None	2.70%	3
Other (please specify)	5.41%	6
Total Respondents: 111		

## Q7 What percentage of your time is spent performing geospatial technology tasks? If no time, write 0; if all of your time, write 100.

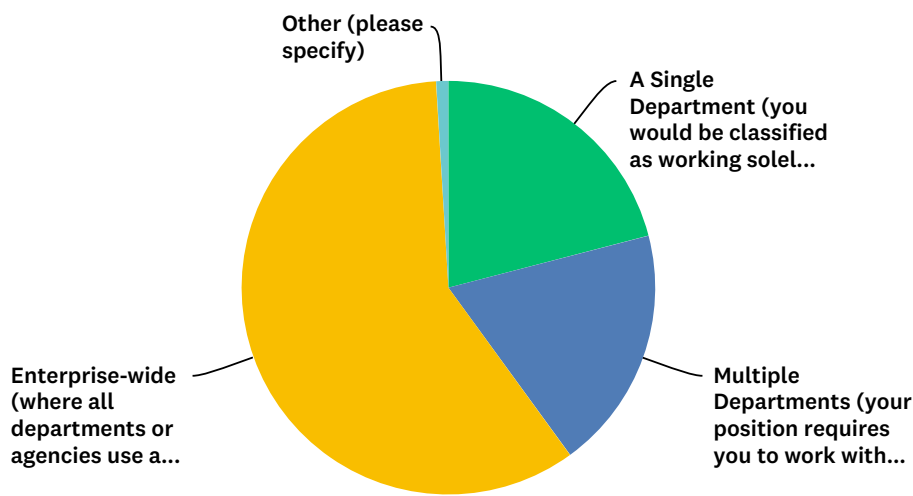
Answered: 103 Skipped: 14

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Enter 0-100	47	4,854	103
Total Respondents: 103			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Enter 0-100	0.00	100.00	50.00	47.13	33.21

Q8 Do you work within:

Answered: 105    Skipped: 12



ANSWER CHOICES	RESPONSES	
A Single Department (you would be classified as working solely in one department)	20.95%	22
Multiple Departments (your position requires you to work within a number of different departments or agencies)	19.05%	20
Enterprise-wide (where all departments or agencies use a central IT/GIS department)	59.05%	62
Other (please specify)	0.95%	1
TOTAL		105



## Q9 Within what department do you work? (please select the ONE best response)

Answered: 105   Skipped: 12

ANSWER CHOICES	RESPONSES	
911 & Emergency Management	0.00%	0
Agriculture	1.90%	2
Assessor's Office	1.90%	2
Business Development	0.95%	1
City/County Manager's Office	0.95%	1
Community Development	0.95%	1
Economic Development	0.95%	1
Engineering	0.95%	1
Finance/Administration	1.90%	2
Geology/Geography	2.86%	3
GIS	39.05%	41
Housing/Social Services	0.00%	0
IT	26.67%	28
Land Records	0.95%	1
Library	0.00%	0
Marketing/Sales	0.00%	0
IT Department	0.00%	0
Natural Resources/Environmental	0.95%	1
Parks and Recreation	0.00%	0
Planning	1.90%	2
Public Health	1.90%	2
Public Works	0.95%	1
Research	2.86%	3
Surveying	2.86%	3
Training/Education	0.95%	1
Transit/Transportation	2.86%	3
Utility Planning Operations	0.00%	0
Water/Wastewater Management	0.95%	1
Zoning	0.00%	0

URISA 2017 Salary Survey of GIS Professionals

Other (please specify)	3.81%	4
TOTAL		105

## Q10 Indicate all department(s) with which you work on a regular basis? (Check all that apply)

Answered: 104   Skipped: 13

ANSWER CHOICES	RESPONSES	
911 & Emergency Management	50.00%	52
Agriculture	17.31%	18
Assessor's Office	36.54%	38
Cemetery	11.54%	12
City/County Manager's Office	43.27%	45
Community Development	44.23%	46
Economic Development	35.58%	37
Engineering	49.04%	51
Finance/Administration	42.31%	44
Fire/Police/EMS	46.15%	48
Geology/Geography	19.23%	20
GIS	77.88%	81
Housing/Social Services	20.19%	21
Land Records	48.08%	50
Law Enforcement	36.54%	38
Natural Resources/Environmental	48.08%	50
Parks and Recreation	50.00%	52
Planning	69.23%	72
Public Health	31.73%	33
Public Relations	18.27%	19
Public Works	44.23%	46
Regulation	18.27%	19
Research	28.85%	30
Training/Education	25.96%	27
Transit/Transportation	43.27%	45
Utility Planning Operations	28.85%	30
Water/Wastewater Management	36.54%	38
Zoning	42.31%	44
IT	75.00%	78

URISA 2017 Salary Survey of GIS Professionals

Other (please specify)	10.58%	11
Total Respondents: 104		

## Q11 Please indicate the number of GIS staff in your entire organization and in your department.

Answered: 104 Skipped: 13

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Number of GIS staff in Organization	84	8,537	102
Number of GIS staff in Department	19	1,917	102
Total Respondents: 104			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Number of GIS staff in Organization	1.00	5,000.00	9.50	83.70	495.12
Number of GIS staff in Department	1.00	1,000.00	5.00	18.79	98.29

## Q12 In the past five years, has your organization seen an increase or decrease in the number of GIS staff it employs?

Answered: 103   Skipped: 14

ANSWER CHOICES	RESPONSES	
Increase	54.37%	56
Decrease	18.45%	19
Don't know	1.94%	2
N/A	25.24%	26
TOTAL		103

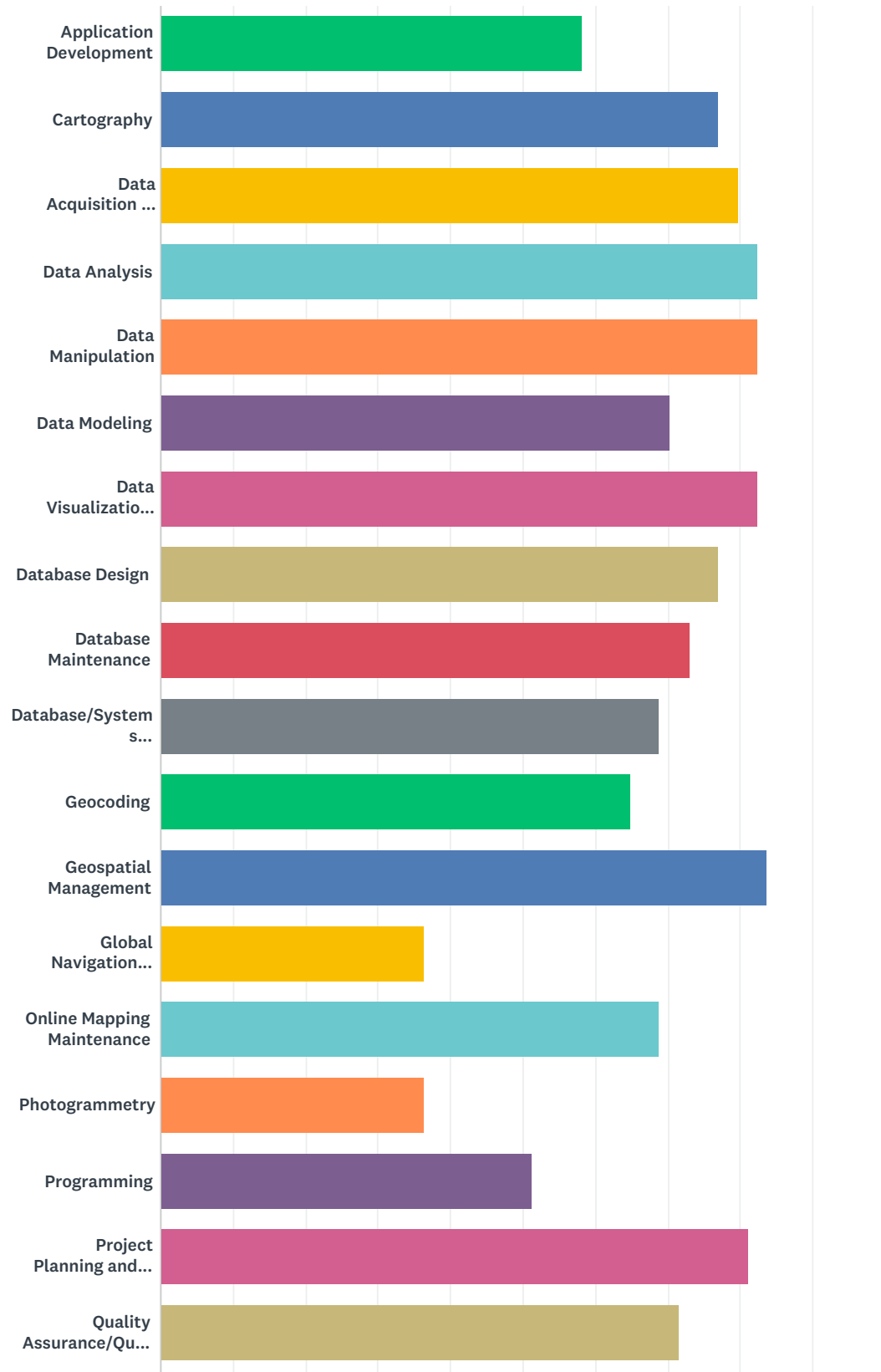
## Q13 With which of the following GIS software platforms does your job require you to be proficient? (Check all that apply)

Answered: 75   Skipped: 42

ANSWER CHOICES	RESPONSES	
AutoDesk	13.33%	10
Bentley	6.67%	5
Blue Marble Geographics	4.00%	3
Caliper	1.33%	1
Esri	94.67%	71
Hexagon/Intergraph	4.00%	3
MapInfo	1.33%	1
Smallworld	1.33%	1
Oracle Spatial	9.33%	7
PostGIS (open source)	18.67%	14
QGIS (open source)	18.67%	14
Other (please specify)	13.33%	10
Total Respondents: 75		

## Q14 What GIS and geospatial technology skills are required for your job? (Check all the apply)

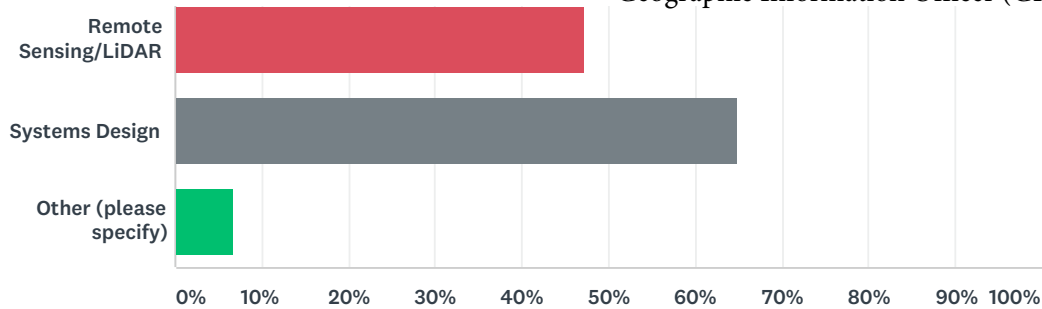
Answered: 74 Skipped: 43





# URISA 2017 Salary Survey of GIS Professionals

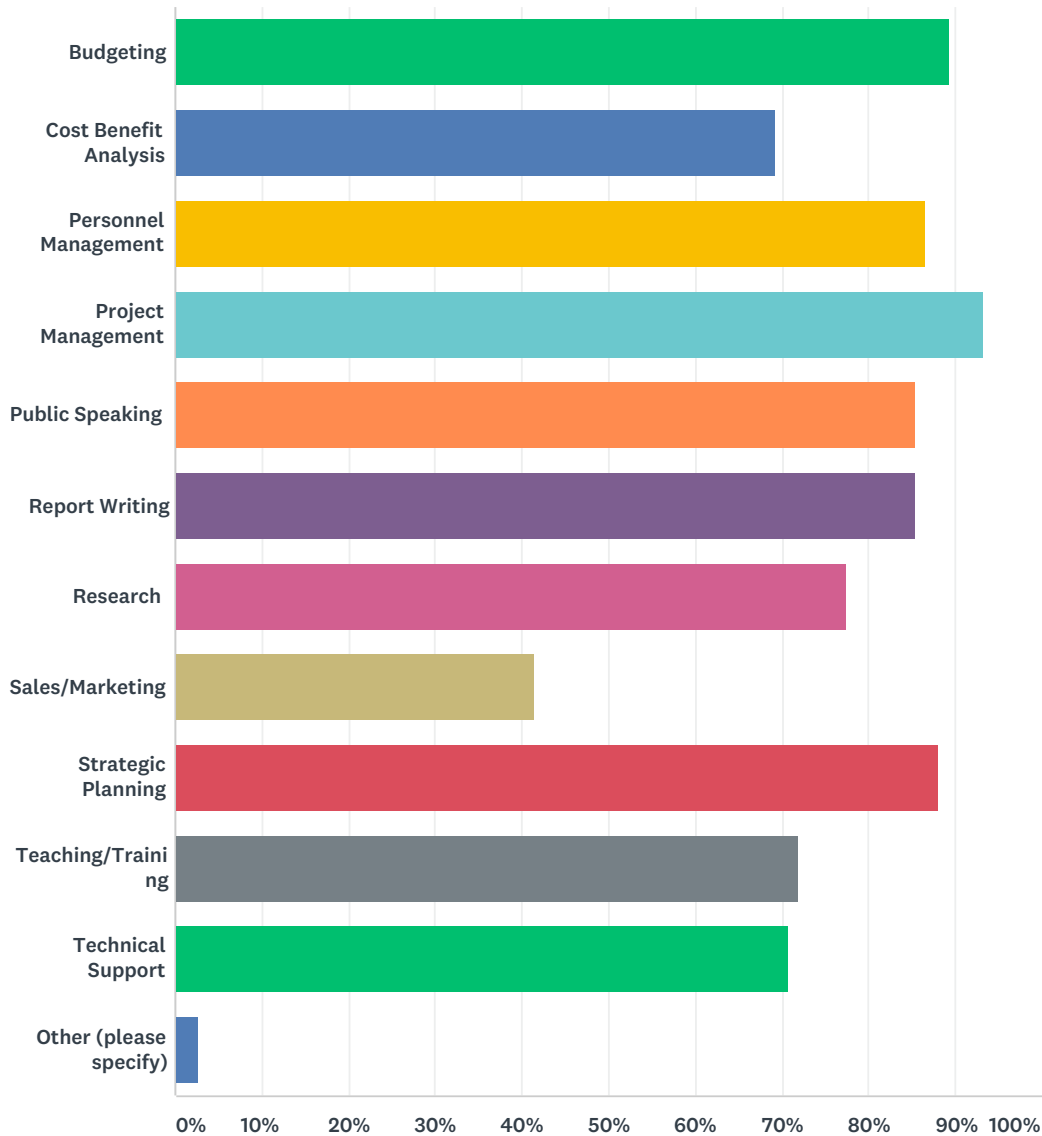
Director of Geographic Information Systems/  
Geographic Information Officer (GIO) - 117 respondents



ANSWER CHOICES	RESPONSES	
Application Development	58.11%	43
Cartography	77.03%	57
Data Acquisition and Creation	79.73%	59
Data Analysis	82.43%	61
Data Manipulation	82.43%	61
Data Modeling	70.27%	52
Data Visualization and Reporting	82.43%	61
Database Design	77.03%	57
Database Maintenance	72.97%	54
Database/Systems Administration	68.92%	51
Geocoding	64.86%	48
Geospatial Management	83.78%	62
Global Navigation Satellite Systems (GNSS)	36.49%	27
Online Mapping Maintenance	68.92%	51
Photogrammetry	36.49%	27
Programming	51.35%	38
Project Planning and Implementation	81.08%	60
Quality Assurance/Quality Control	71.62%	53
Remote Sensing/LiDAR	47.30%	35
Systems Design	64.86%	48
Other (please specify)	6.76%	5
Total Respondents: 74		

## Q15 What additional skills are required for your job? (Check all that apply)

Answered: 75 Skipped: 42



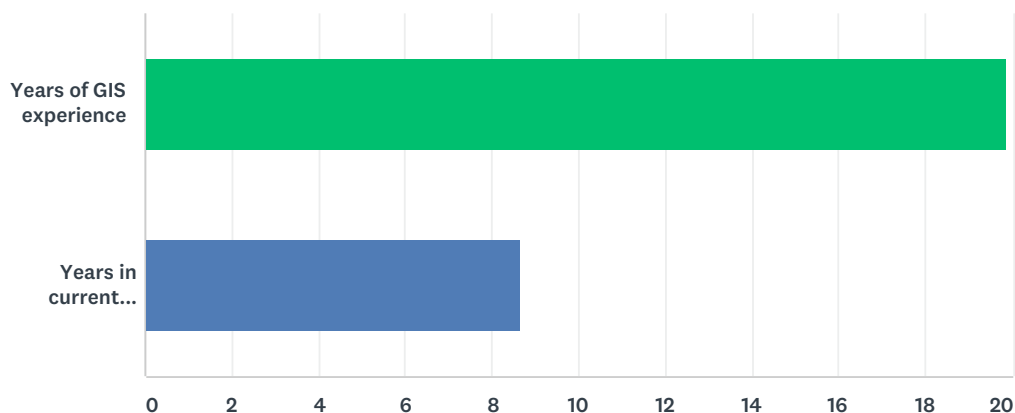
ANSWER CHOICES	RESPONSES	
Budgeting	89.33%	67
Cost Benefit Analysis	69.33%	52
Personnel Management	86.67%	65
Project Management	93.33%	70
Public Speaking	85.33%	64
Report Writing	85.33%	64
Research	77.33%	58

URISA 2017 Salary Survey of GIS Professionals

Sales/Marketing	41.33%	31
Strategic Planning	88.00%	66
Teaching/Training	72.00%	54
Technical Support	70.67%	53
Other (please specify)	2.67%	2
Total Respondents: 75		

**Q16 Please indicate the number of years of GIS experience you have and the number of years you've been in your current position. (Please enter a whole number. Decimals, percentages, and non-numeric characters are not accepted.)**

Answered: 103 Skipped: 14



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Years of GIS experience	20	2,049	103
Years in current position	9	890	103
Total Respondents: 103			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Years of GIS experience	5.00	41.00	20.00	19.89	6.83
Years in current position	0.00	30.00	7.00	8.64	6.52

**Q17 How many hours, on average, do you work in a typical week?**  
(Please enter a whole number. Decimals, percentages, and non-numeric characters are not accepted.)

Answered: 103    Skipped: 14

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Average Weekly Hours	45	4,639	103
Total Respondents: 103			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Average Weekly Hours	30.00	80.00	42.00	45.04	7.92

## Q18 Do you work within an office environment or do you work from home (telecommute)?

Answered: 103 Skipped: 14

ANSWER CHOICES	RESPONSES	
Work in an office	71.84%	74
Work from home	0.97%	1
Combination (sometimes work in the office and sometimes work from home)	27.18%	28
TOTAL		103

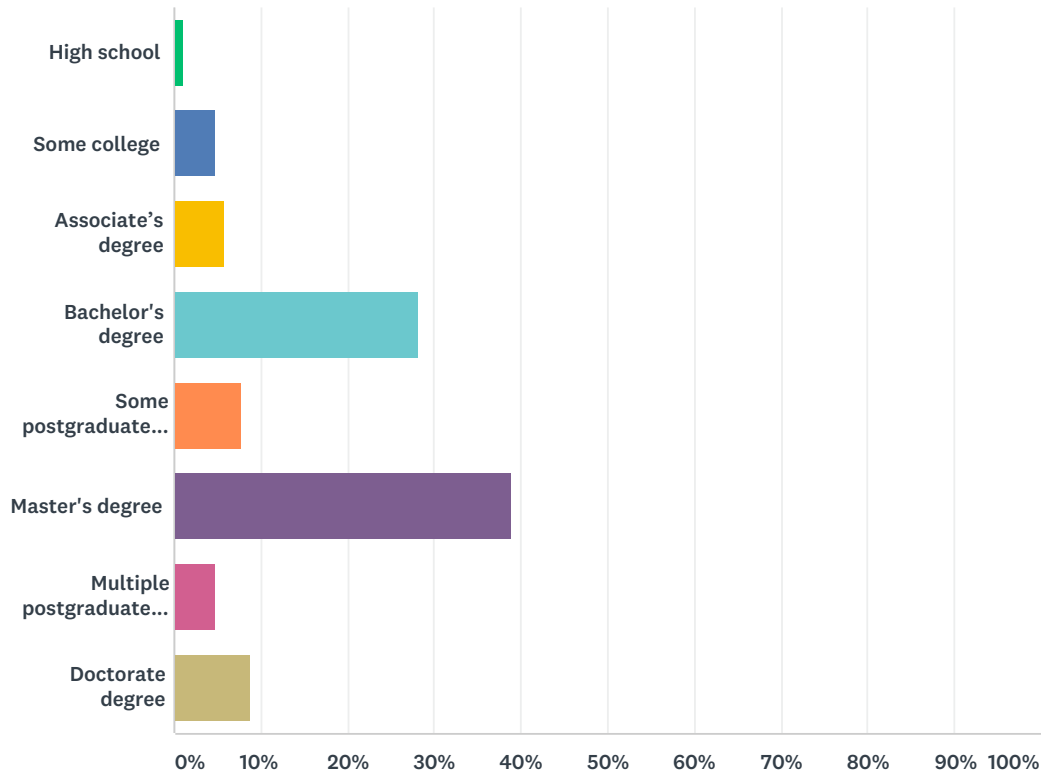
## Q19 If you have changed jobs within the past three years, what was the nature of that change?

Answered: 90   Skipped: 27

ANSWER CHOICES	RESPONSES	
From public sector to private sector	1.11%	1
From public sector to another public sector	12.22%	11
From private sector to public sector	4.44%	4
From private sector to another private sector	3.33%	3
From academia to public sector	1.11%	1
From academia to private sector	0.00%	0
Have not changed jobs within past three years	73.33%	66
Other (please specify)	4.44%	4
TOTAL		90

## Q20 What is the highest level of education you have attained?

Answered: 103 Skipped: 14



ANSWER CHOICES	RESPONSES	
High school	0.97%	1
Some college	4.85%	5
Associate's degree	5.83%	6
Bachelor's degree	28.16%	29
Some postgraduate study	7.77%	8
Master's degree	38.83%	40
Multiple postgraduate degrees	4.85%	5
Doctorate degree	8.74%	9
TOTAL		103



## Q21 In what discipline(s) were your educational degree(s)? (check all the apply)

Answered: 99   Skipped: 18

ANSWER CHOICES	RESPONSES	
Anthropology	4.04%	4
Business	8.08%	8
Cartography	8.08%	8
Computer Science	14.14%	14
Engineering	4.04%	4
Environmental Science	20.20%	20
Forestry	6.06%	6
Geography	45.45%	45
Geology	8.08%	8
GIS	38.38%	38
Landscape Architecture	1.01%	1
Mathematics	4.04%	4
Natural Resources	8.08%	8
Oceanography	2.02%	2
Planning	17.17%	17
Public Administration	5.05%	5
Surveying	6.06%	6
Other (please specify)	16.16%	16
Total Respondents: 99		

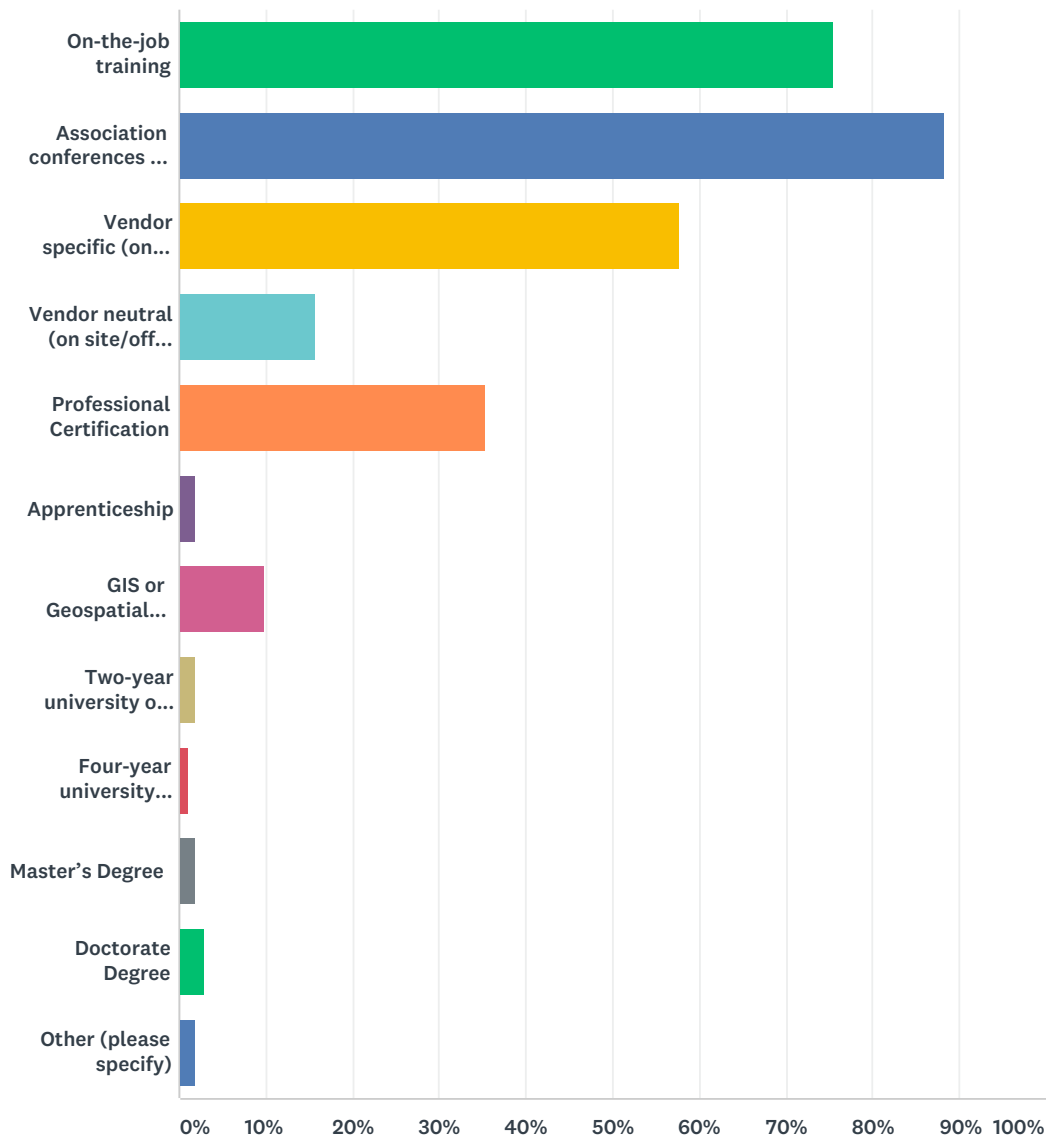
## Q22 What is the minimum level of education required for your position? (check only one)

Answered: 103 Skipped: 14

ANSWER CHOICES	RESPONSES	
High school	1.94%	2
Some college	3.88%	4
Associate's degree	1.94%	2
GIS or geospatial technology certificate	0.00%	0
Bachelor's degree	59.22%	61
Some postgraduate study	1.94%	2
Master's degree	29.13%	30
Multiple postgraduate degrees	0.00%	0
Doctorate degree	1.94%	2
TOTAL		103

## Q23 During the last three years, what type(s) of continuing education and/or professional development have you acquired? (check all that apply)

Answered: 102 Skipped: 15



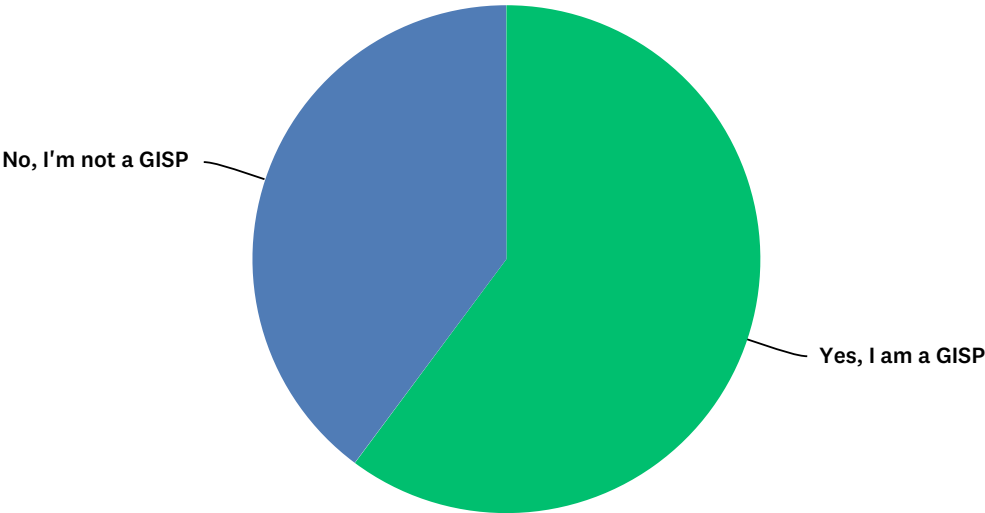
ANSWER CHOICES	RESPONSES	
On-the-job training	75.49%	77
Association conferences or workshops	88.24%	90
Vendor specific (on site/off site/virtual) training	57.84%	59
Vendor neutral (on site/off site/virtual) training	15.69%	16
Professional Certification	35.29%	36
Apprenticeship	1.96%	2

URISA 2017 Salary Survey of GIS Professionals

GIS or Geospatial Technology Certificate	9.80%	10
Two-year university or Community College (Associate's Degree)	1.96%	2
Four-year university (Bachelor's Degree)	0.98%	1
Master's Degree	1.96%	2
Doctorate Degree	2.94%	3
Other (please specify)	1.96%	2
Total Respondents: 102		

Q24 Are you a certified GIS professional (GISP) through the GIS Certification Institute (GISCI)?

Answered: 103    Skipped: 14



ANSWER CHOICES		RESPONSES	
Yes, I am a GISP		60.19%	62
No, I'm not a GISP		39.81%	41
TOTAL			103

## Q25 If “No”, do you plan to apply within the next 3 years?

Answered: 41   Skipped: 76

ANSWER CHOICES	RESPONSES	
Yes	26.83%	11
No	73.17%	30
TOTAL		41

## Q26 If “No”, why not?

Answered: 30   Skipped: 87

ANSWER CHOICES	RESPONSES	
Have not seen value	63.33%	19
Do not agree with the concept of certification	10.00%	3
Employer will not pay or support	10.00%	3
Do not wish to take the exam which is now part of the certification	10.00%	3
Do not meet the qualifications	3.33%	1
Am unaware of the GISCI certification program	0.00%	0
Other (please specify)	46.67%	14
Total Respondents: 30		

## Q27 Not including GISP, which of the following certifications or professional designations do you currently hold? (Check all that apply)

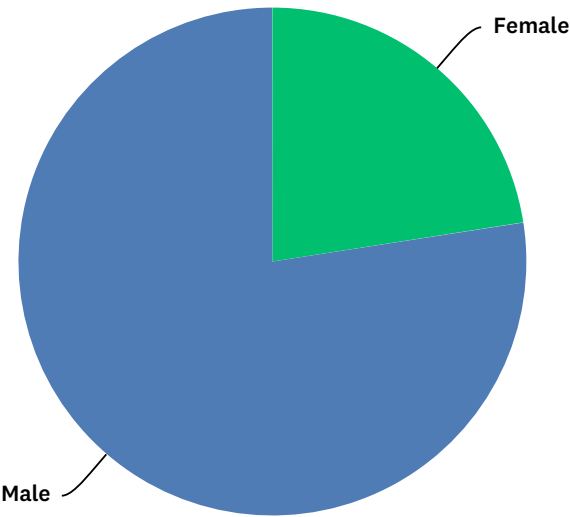
Answered: 97   Skipped: 20

ANSWER CHOICES	RESPONSES	
ASPRS Mapping Scientist (any designation)	1.03%	1
ASPRS Mapping Technician (any designation)	0.00%	0
AICP Certified Planner	1.03%	1
Esri Technical Certification	9.28%	9
IAAO Cadastral Mapping Specialist	1.03%	1
NENA National Emergency Number Professional	0.00%	0
Licensed Surveyor	4.12%	4
PE Professional Engineer	1.03%	1
PMP Project Management Professional	3.09%	3
None	68.04%	66
Other (please specify)	14.43%	14
Total Respondents: 97		



Q28 What is your gender?

Answered: 102    Skipped: 15



ANSWER CHOICES	RESPONSES	
Female	22.55%	23
Male	77.45%	79
TOTAL		102

Q29 What is your age?

Answered: 100    Skipped: 17

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Age	46	4,644	100
Total Respondents: 100			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Age	23.00	65.00	46.00	46.44	8.77

## Q30 If you work in the United States, please indicate the State and Zip Code where you work.

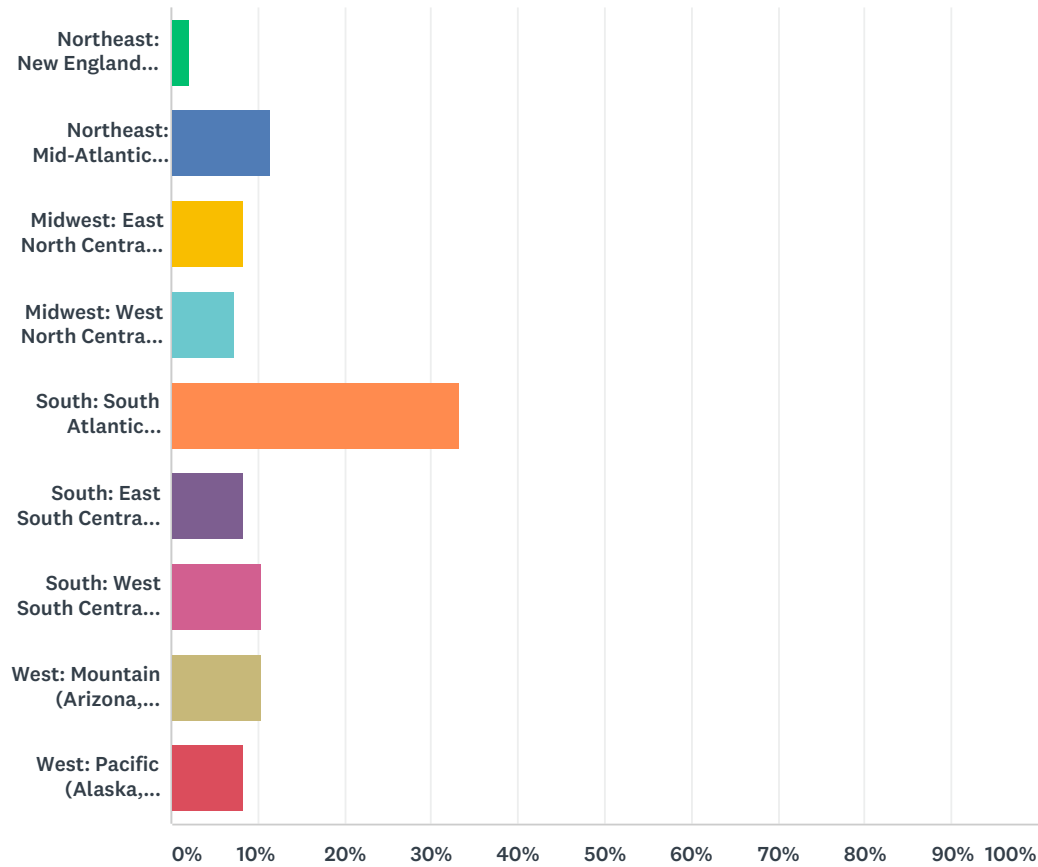
Answered: 96 Skipped: 21

ANSWER CHOICES	RESPONSES	
Name:	0.00%	0
Company:	0.00%	0
Address:	0.00%	0
Address 2:	0.00%	0
City/Town:	0.00%	0
State:	100.00%	96
ZIP:	91.67%	88
Country:	0.00%	0
Email Address:	0.00%	0
Phone Number:	0.00%	0

## Q31 If in US, what region?

Answered: 96

Skipped: 21



ANSWER CHOICES	RESPONSES	
Northeast: New England (Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont)	2.08%	2
Northeast: Mid-Atlantic (New Jersey, New York, and Pennsylvania)	11.46%	11
Midwest: East North Central (Illinois, Indiana, Michigan, Ohio, and Wisconsin)	8.33%	8
Midwest: West North Central (Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota)	7.29%	7
South: South Atlantic (Delaware, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, District of Columbia, and West Virginia)	33.33%	32
South: East South Central (Alabama, Kentucky, Mississippi, and Tennessee)	8.33%	8
South: West South Central (Arkansas, Louisiana, Oklahoma, and Texas)	10.42%	10
West: Mountain (Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming)	10.42%	10
West: Pacific (Alaska, California, Hawaii, Oregon, and Washington)	8.33%	8
TOTAL		96

## Q32 If you work outside the United States, please indicate the Country, Province and Postal Code where you work.

Answered: 4   Skipped: 113

ANSWER CHOICES	RESPONSES	
Name:	0.00%	0
Company:	0.00%	0
Address 1:	0.00%	0
Address 2:	0.00%	0
City/Town:	0.00%	0
Province:	100.00%	4
Postal Code:	100.00%	4
Country:	100.00%	4
Email Address:	0.00%	0
Phone Number:	0.00%	0

Q33 If outside the US, what country?

Answered: 4    Skipped: 113

ANSWER CHOICES	RESPONSES	
Canada	50.00%	2
Caribbean region	0.00%	0
Other	50.00%	2
TOTAL		4

## ***URISA 2017 GIS Salary Survey Results***

- **Employed Full-Time**
- **GIS Manager**

620 respondents

The GIS Manager balances technical skills and administrative knowledge to ensure that GIS technology is being used properly and efficiently. The GIS Manager must be informed as to what the current GIS demands are, and if the present department, personnel, and software can meet them. A working knowledge of the agency's database and software is required of the successful manager. As in most technical fields, a capable manager must know more than project oversight and staff supervision, and a technical background is a necessity. The manager must have the skills and abilities to ensure a project's completion from beginning to end. Successful managers need to set goals and objectives, project completion dates, and establish methods of completion, on a number of ongoing projects. Project management can often be a daunting task, requiring individuals who are detail oriented and have foresight. The GIS Manager must also be prepared to coordinate GIS activities between different groups, agencies, departments, or individuals.

Q1 What is your current employment status?

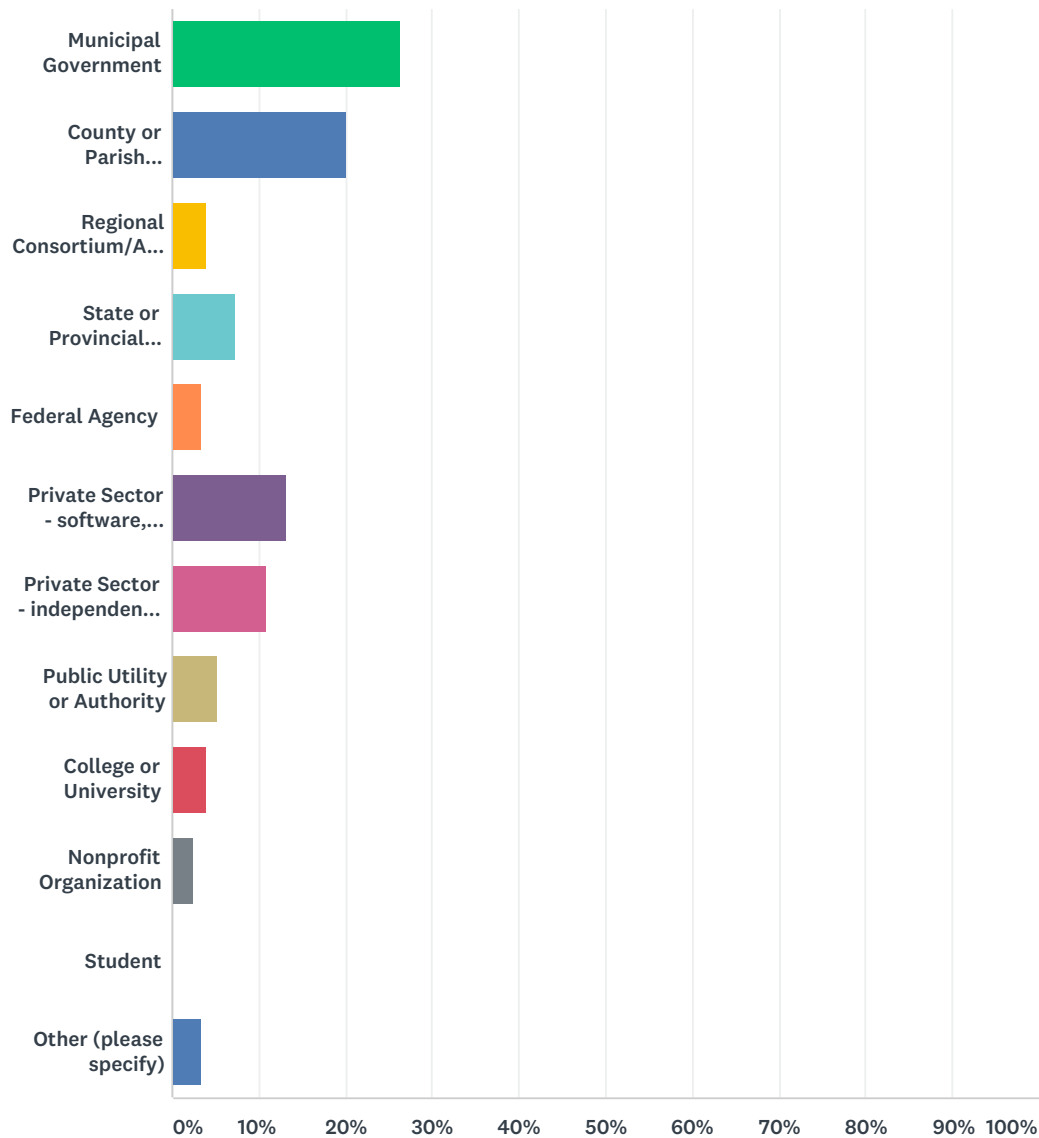
Answered: 620    Skipped: 0

ANSWER CHOICES	RESPONSES	
Employed full time	100.00%	620
Employed part time	0.00%	0
Employed part time AND part time student	0.00%	0
Full time student	0.00%	0
Part time student	0.00%	0
Currently unemployed	0.00%	0
TOTAL		620



## Q2 Please select the one category that best describes the type of organization in which you are currently employed.

Answered: 620 Skipped: 0



ANSWER CHOICES	RESPONSES	
Municipal Government	26.29%	163
County or Parish Government	20.00%	124
Regional Consortium/Agency (COG, MPO, etc.)	3.87%	24
State or Provincial Agency	7.26%	45
Federal Agency	3.39%	21
Private Sector - software, hardware or services provider	13.23%	82
Private Sector - independent consultant	10.81%	67

URISA 2017 Salary Survey of GIS Professionals

Public Utility or Authority	5.16%	32
College or University	4.03%	25
Nonprofit Organization	2.58%	16
Student	0.00%	0
Other (please specify)	3.39%	21
TOTAL		620

**Q3 If you are currently employed by a municipal or county government or a regional consortium/agency, what is the approximate population of your jurisdiction? (Insert number only without commas or text.)**

Answered: 303    Skipped: 317

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Population of your jurisdiction	504,721	152,930,599	303
Total Respondents: 303			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Population of your jurisdiction	3,000.00	12,000,000.00	110,000.00	504,721.45	1,270,818.15

**Q4 Which one of the following most closely describes your current position? It's most important to select the option that best describes your current responsibilities, not necessarily the specific job title listed.**

Answered: 620 Skipped: 0

ANSWER CHOICES	RESPONSES	
Director of Geographic Information Systems/Geographic Information Officer (GIO)	0.00%	0
GIS Manager	100.00%	620
GIS Coordinator	0.00%	0
GIS Specialist	0.00%	0
GIS Programmer	0.00%	0
GIS Analyst	0.00%	0
GIS Technician	0.00%	0
User of GIS (heavy)	0.00%	0
Educator/Trainer	0.00%	0
Independent Consultant	0.00%	0
GIS Business Development/Sales & Marketing	0.00%	0
Other (please specify job title and responsibilities)	0.00%	0
TOTAL		620

Q5 Please indicate your current annual salary. (In US Dollars. Please do not include dollar signs or commas)

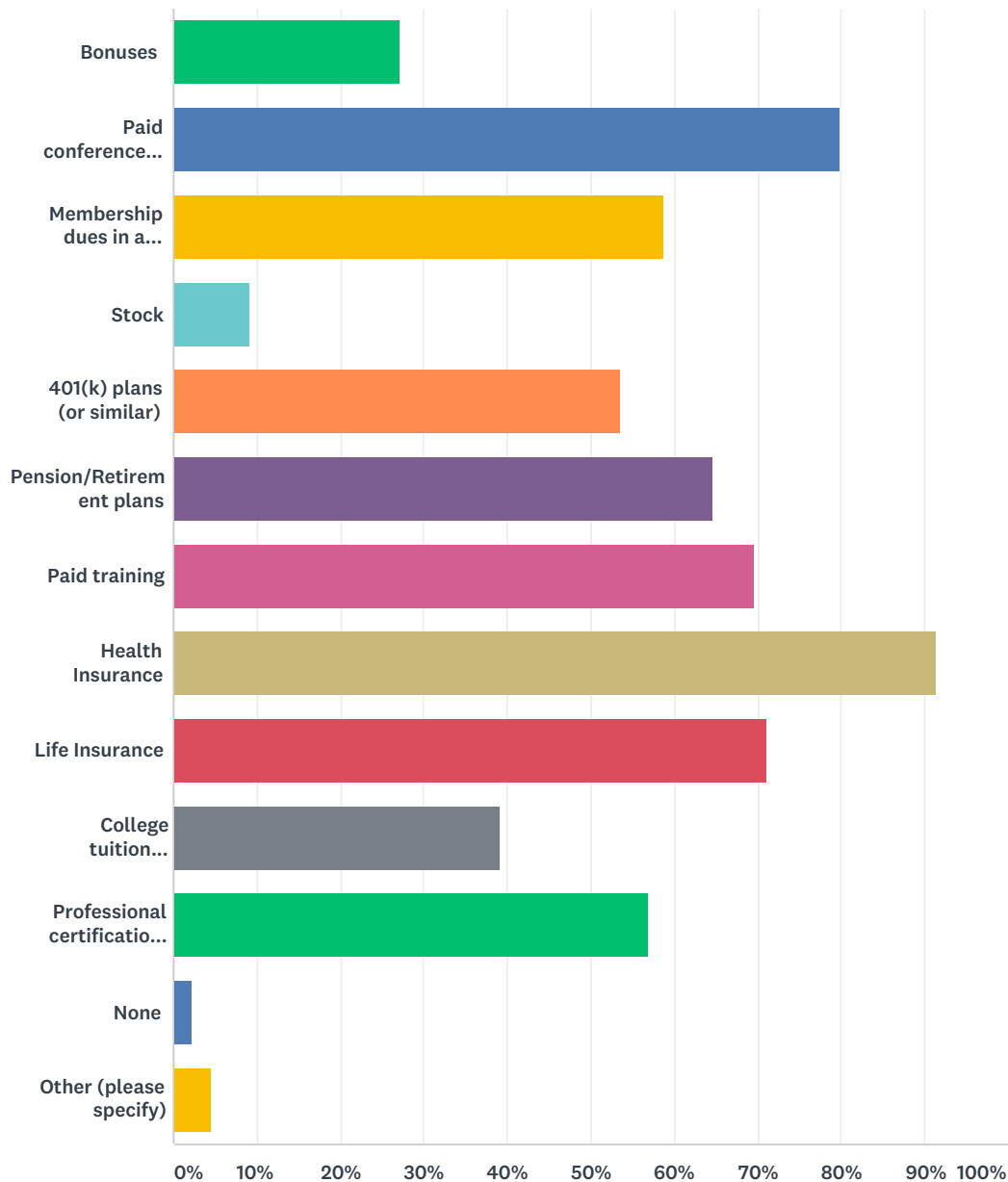
Answered: 611    Skipped: 9

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
2017 Annual Salary	81,029	49,508,471	611
Total Respondents: 611			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
2017 Annual Salary	21,000.00	155,100.00	78,700.00	81,028.59	22,527.39

## Q6 What additional forms of compensation, if any, does your organization offer? (Check all that apply)

Answered: 608 Skipped: 12



ANSWER CHOICES	RESPONSES	
Bonuses	27.14%	165
Paid conference attendance	79.93%	486
Membership dues in a professional organization	58.88%	358
Stock	9.21%	56
401(k) plans (or similar)	53.62%	326

## URISA 2017 Salary Survey of GIS Professionals

Pension/Retirement plans	64.64%	393
Paid training	69.57%	423
Health Insurance	91.45%	556
Life Insurance	71.22%	433
College tuition reimbursement	39.14%	238
Professional certification reimbursement or support	56.91%	346
None	2.30%	14
Other (please specify)	4.61%	28
Total Respondents: 608		

## Q7 What percentage of your time is spent performing geospatial technology tasks? If no time, write 0; if all of your time, write 100.

Answered: 593 Skipped: 27

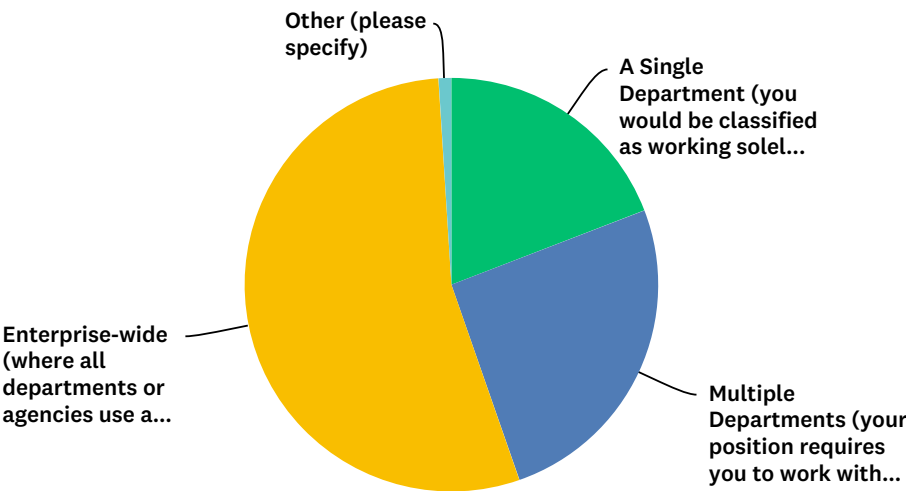
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Enter 0-100	63	37,265	593
Total Respondents: 593			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Enter 0-100	0.00	100.00	70.00	62.84	28.58



Q8 Do you work within:

Answered: 600    Skipped: 20



ANSWER CHOICES	RESPONSES	
A Single Department (you would be classified as working solely in one department)	19.17%	115
Multiple Departments (your position requires you to work within a number of different departments or agencies)	25.50%	153
Enterprise-wide (where all departments or agencies use a central IT/GIS department)	54.33%	326
Other (please specify)	1.00%	6
TOTAL		600

## Q9 Within what department do you work? (please select the ONE best response)

Answered: 599    Skipped: 21

ANSWER CHOICES	RESPONSES	
911 & Emergency Management	1.67%	10
Agriculture	0.50%	3
Assessor's Office	2.17%	13
Business Development	0.17%	1
City/County Manager's Office	0.33%	2
Community Development	2.00%	12
Economic Development	0.17%	1
Engineering	6.18%	37
Finance/Administration	0.33%	2
Geology/Geography	1.67%	10
GIS	26.88%	161
Housing/Social Services	0.00%	0
IT	26.54%	159
Land Records	0.67%	4
Library	0.17%	1
Marketing/Sales	0.50%	3
IT Department	0.00%	0
Natural Resources/Environmental	3.34%	20
Parks and Recreation	0.67%	4
Planning	6.01%	36
Public Health	0.50%	3
Public Works	3.51%	21
Research	1.67%	10
Surveying	1.00%	6
Training/Education	0.17%	1
Transit/Transportation	2.50%	15
Utility Planning Operations	1.34%	8
Water/Wastewater Management	3.51%	21
Zoning	0.17%	1

URISA 2017 Salary Survey of GIS Professionals

Other (please specify)	5.68%	34
TOTAL		599

## Q10 Indicate all department(s) with which you work on a regular basis? (Check all that apply)

Answered: 597   Skipped: 23

ANSWER CHOICES	RESPONSES	
911 & Emergency Management	44.56%	266
Agriculture	6.20%	37
Assessor's Office	30.99%	185
Cemetery	7.37%	44
City/County Manager's Office	35.68%	213
Community Development	36.85%	220
Economic Development	36.35%	217
Engineering	62.98%	376
Finance/Administration	24.12%	144
Fire/Police/EMS	43.55%	260
Geology/Geography	16.92%	101
GIS	75.54%	451
Housing/Social Services	12.90%	77
Land Records	42.04%	251
Law Enforcement	29.82%	178
Natural Resources/Environmental	38.69%	231
Parks and Recreation	43.38%	259
Planning	69.68%	416
Public Health	16.25%	97
Public Relations	19.26%	115
Public Works	48.91%	292
Regulation	11.06%	66
Research	17.92%	107
Training/Education	20.77%	124
Transit/Transportation	35.01%	209
Utility Planning Operations	38.69%	231
Water/Wastewater Management	49.75%	297
Zoning	40.20%	240
IT	70.18%	419

URISA 2017 Salary Survey of GIS Professionals

Other (please specify)	6.37%	38
Total Respondents: 597		

## Q11 Please indicate the number of GIS staff in your entire organization and in your department.

Answered: 596 Skipped: 24

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Number of GIS staff in Organization	79	46,166	584
Number of GIS staff in Department	6	3,826	589
Total Respondents: 596			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Number of GIS staff in Organization	0.00	10,000.00	6.00	79.05	631.78
Number of GIS staff in Department	0.00	100.00	3.00	6.50	11.59

## Q12 In the past five years, has your organization seen an increase or decrease in the number of GIS staff it employs?

Answered: 598   Skipped: 22

ANSWER CHOICES	RESPONSES	
Increase	51.51%	308
Decrease	16.22%	97
Don't know	5.18%	31
N/A	27.09%	162
TOTAL		598

## Q13 With which of the following GIS software platforms does your job require you to be proficient? (Check all that apply)

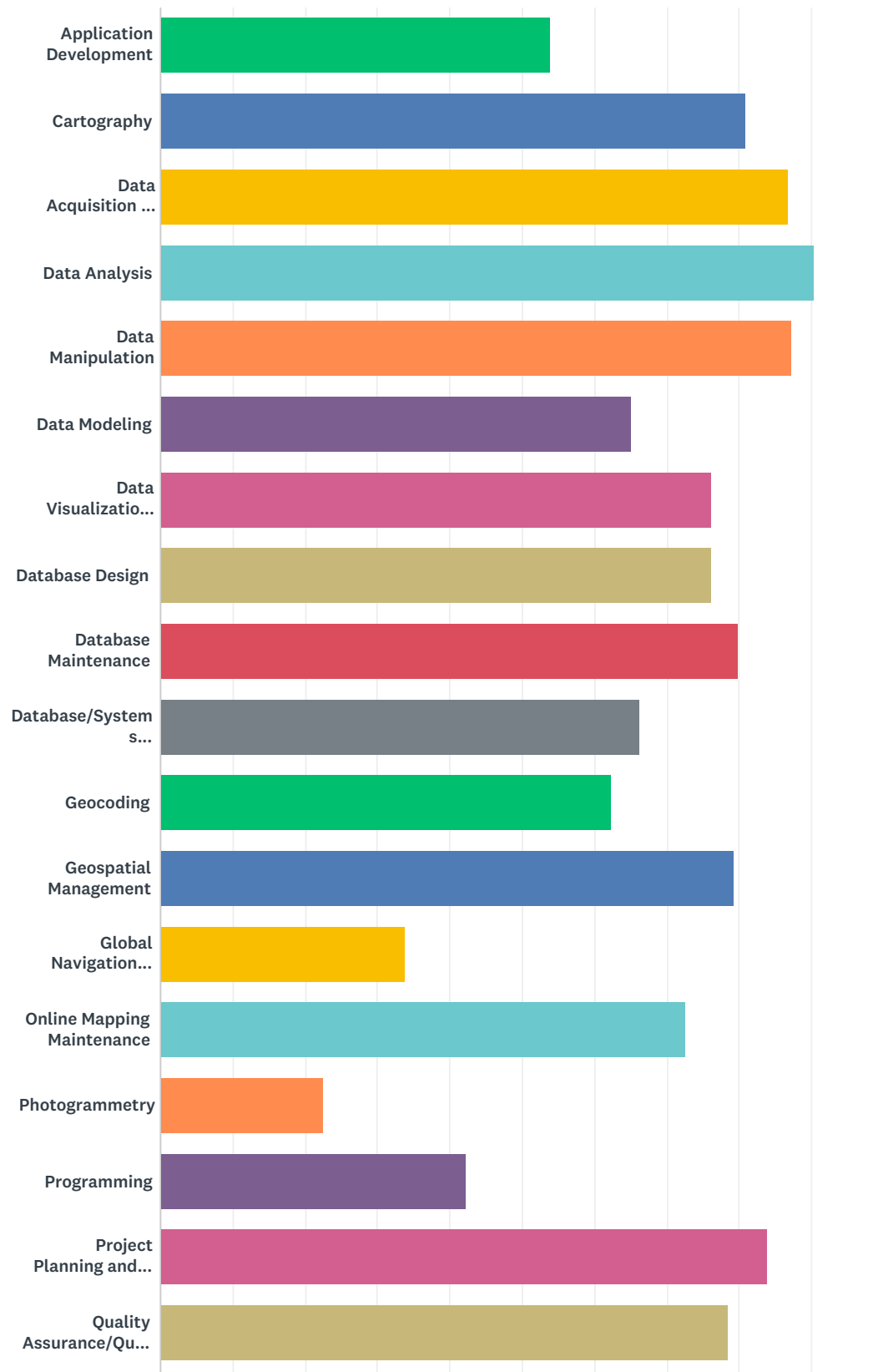
Answered: 395 Skipped: 225

ANSWER CHOICES	RESPONSES	
AutoDesk	25.57%	101
Bentley	10.38%	41
Blue Marble Geographics	4.05%	16
Caliper	0.51%	2
Esri	98.73%	390
Hexagon/Intergraph	4.56%	18
MapInfo	0.76%	3
Smallworld	1.01%	4
Oracle Spatial	5.32%	21
PostGIS (open source)	8.35%	33
QGIS (open source)	12.91%	51
Other (please specify)	12.41%	49
Total Respondents: 395		

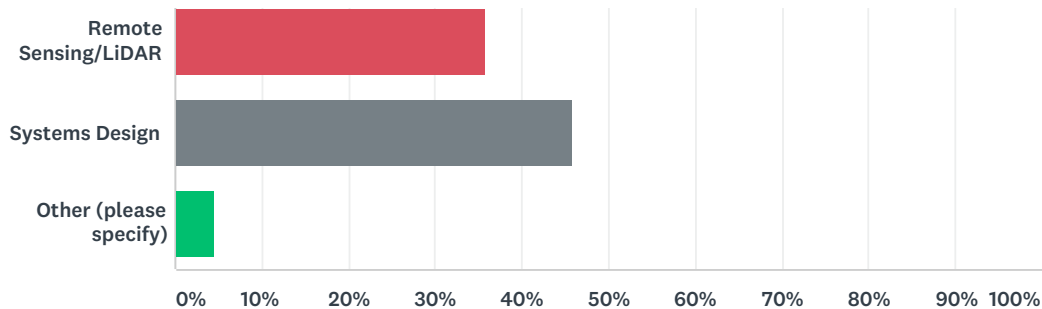


## Q14 What GIS and geospatial technology skills are required for your job? (Check all the apply)

Answered: 395 Skipped: 225



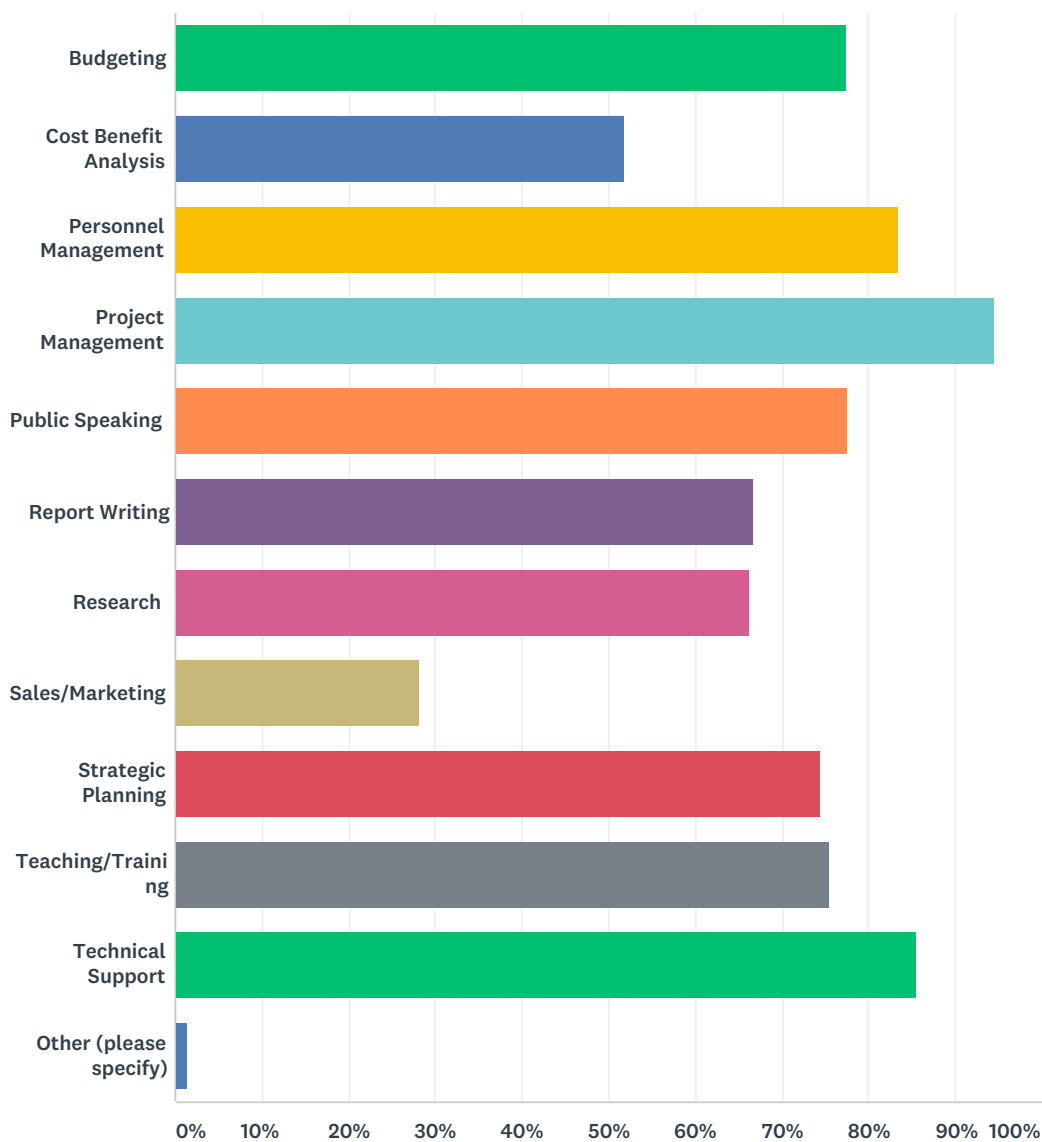
## URISA 2017 Salary Survey of GIS Professionals



ANSWER CHOICES	RESPONSES	
Application Development	53.92%	213
Cartography	81.01%	320
Data Acquisition and Creation	86.84%	343
Data Analysis	90.38%	357
Data Manipulation	87.34%	345
Data Modeling	65.06%	257
Data Visualization and Reporting	76.20%	301
Database Design	76.20%	301
Database Maintenance	80.00%	316
Database/Systems Administration	66.33%	262
Geocoding	62.28%	246
Geospatial Management	79.24%	313
Global Navigation Satellite Systems (GNSS)	33.92%	134
Online Mapping Maintenance	72.66%	287
Photogrammetry	22.53%	89
Programming	42.28%	167
Project Planning and Implementation	83.80%	331
Quality Assurance/Quality Control	78.48%	310
Remote Sensing/LiDAR	35.70%	141
Systems Design	45.82%	181
Other (please specify)	4.56%	18
Total Respondents: 395		

## Q15 What additional skills are required for your job? (Check all that apply)

Answered: 393 Skipped: 227



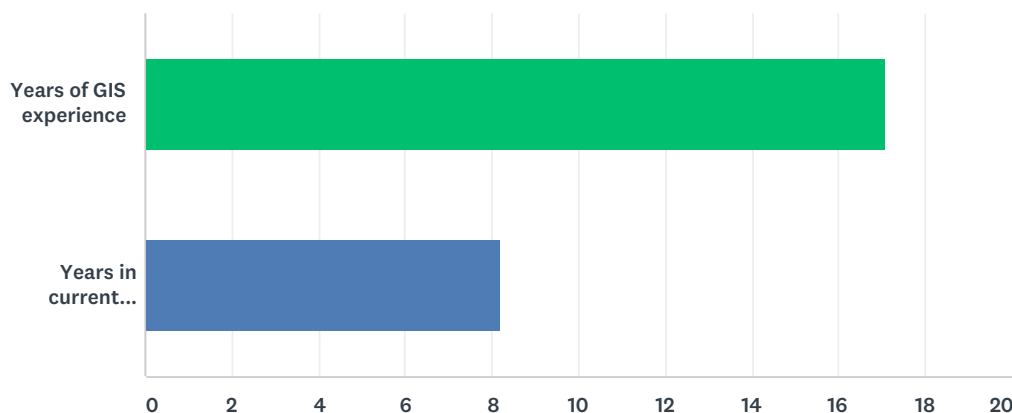
ANSWER CHOICES	RESPONSES	
Budgeting	77.35%	304
Cost Benefit Analysis	51.91%	204
Personnel Management	83.46%	328
Project Management	94.66%	372
Public Speaking	77.61%	305
Report Writing	66.67%	262
Research	66.41%	261

URISA 2017 Salary Survey of GIS Professionals

Sales/Marketing	28.24%	111
Strategic Planning	74.55%	293
Teaching/Training	75.57%	297
Technical Support	85.50%	336
Other (please specify)	1.53%	6
Total Respondents: 393		

**Q16 Please indicate the number of years of GIS experience you have and the number of years you've been in your current position. (Please enter a whole number. Decimals, percentages, and non-numeric characters are not accepted.)**

Answered: 584 Skipped: 36



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Years of GIS experience	17	9,972	584
Years in current position	8	4,770	582
Total Respondents: 584			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Years of GIS experience	1.00	38.00	17.00	17.08	6.58
Years in current position	0.00	37.00	6.00	8.20	6.45

Q17 How many hours, on average, do you work in a typical week?  
(Please enter a whole number. Decimals, percentages, and non-numeric characters are not accepted.)

Answered: 584    Skipped: 36

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Average Weekly Hours	43	24,823	584
Total Respondents: 584			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Average Weekly Hours	5.00	80.00	40.00	42.51	6.02

## Q18 Do you work within an office environment or do you work from home (telecommute)?

Answered: 584   Skipped: 36

ANSWER CHOICES	RESPONSES	
Work in an office	77.91%	455
Work from home	1.88%	11
Combination (sometimes work in the office and sometimes work from home)	20.21%	118
TOTAL		584

## Q19 If you have changed jobs within the past three years, what was the nature of that change?

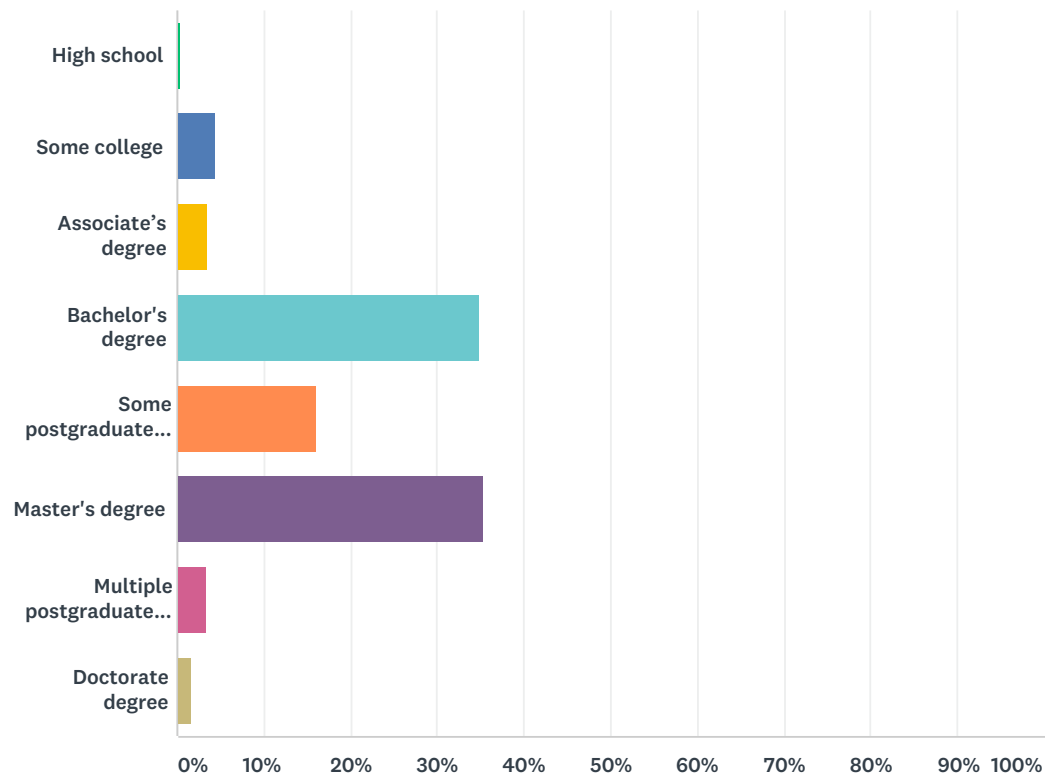
Answered: 514   Skipped: 106

ANSWER CHOICES	RESPONSES	
From public sector to private sector	3.11%	16
From public sector to another public sector	8.37%	43
From private sector to public sector	4.28%	22
From private sector to another private sector	5.06%	26
From academia to public sector	1.36%	7
From academia to private sector	0.00%	0
Have not changed jobs within past three years	73.93%	380
Other (please specify)	3.89%	20
TOTAL		514



Q20 What is the highest level of education you have attained?

Answered: 581    Skipped: 39



ANSWER CHOICES	RESPONSES	
High school	0.52%	3
Some college	4.48%	26
Associate's degree	3.61%	21
Bachelor's degree	34.94%	203
Some postgraduate study	16.18%	94
Master's degree	35.28%	205
Multiple postgraduate degrees	3.27%	19
Doctorate degree	1.72%	10
TOTAL		581

## Q21 In what discipline(s) were your educational degree(s)? (check all the apply)

Answered: 572    Skipped: 48

ANSWER CHOICES	RESPONSES	
Anthropology	2.97%	17
Business	5.59%	32
Cartography	8.04%	46
Computer Science	8.92%	51
Engineering	6.29%	36
Environmental Science	18.36%	105
Forestry	3.15%	18
Geography	49.65%	284
Geology	6.47%	37
GIS	44.06%	252
Landscape Architecture	0.87%	5
Mathematics	1.92%	11
Natural Resources	8.92%	51
Oceanography	0.87%	5
Planning	10.31%	59
Public Administration	3.50%	20
Surveying	2.97%	17
Other (please specify)	19.58%	112
Total Respondents: 572		

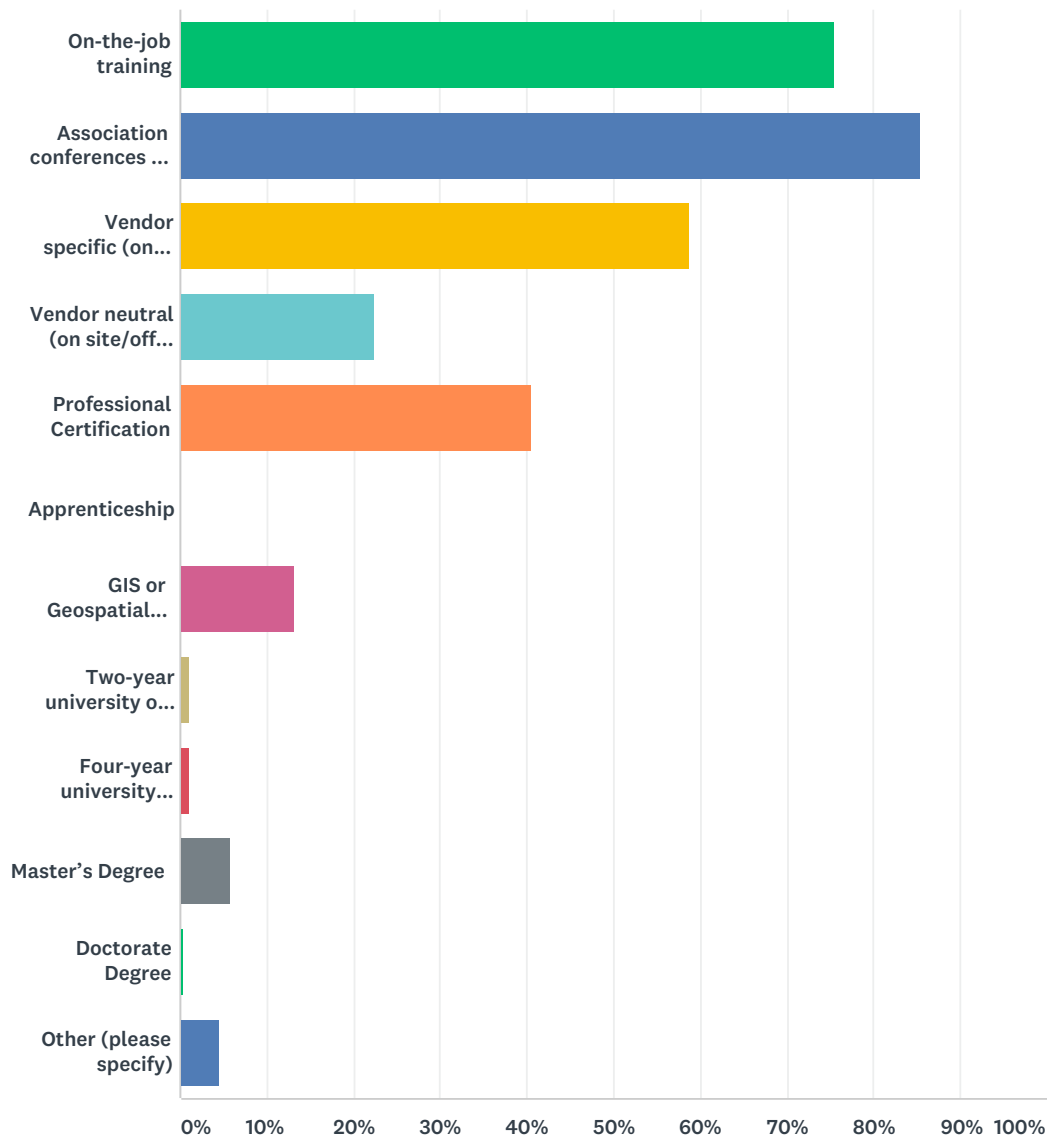
## Q22 What is the minimum level of education required for your position? (check only one)

Answered: 580 Skipped: 40

ANSWER CHOICES	RESPONSES	
High school	2.76%	16
Some college	1.72%	10
Associate's degree	2.76%	16
GIS or geospatial technology certificate	5.34%	31
Bachelor's degree	77.59%	450
Some postgraduate study	1.38%	8
Master's degree	8.10%	47
Multiple postgraduate degrees	0.00%	0
Doctorate degree	0.34%	2
TOTAL		580

## Q23 During the last three years, what type(s) of continuing education and/or professional development have you acquired? (check all that apply)

Answered: 575 Skipped: 45



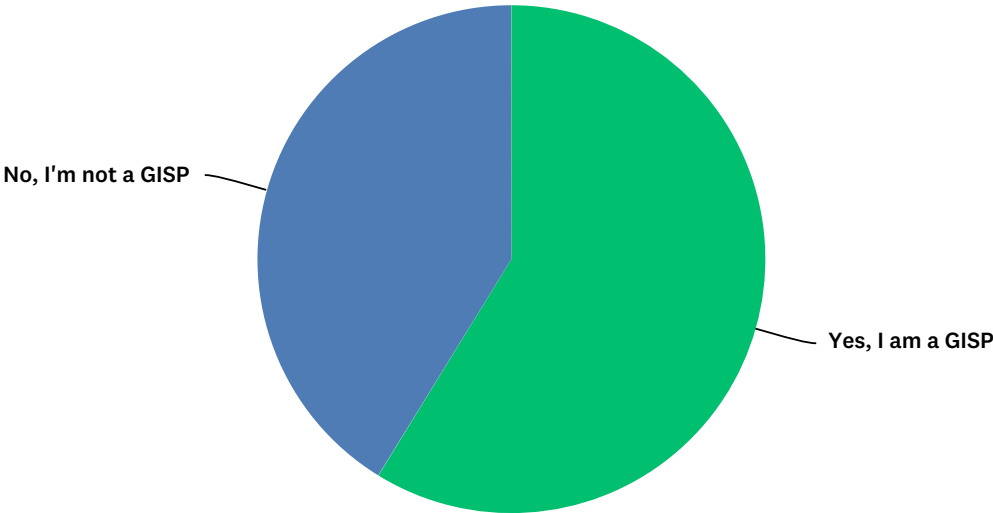
ANSWER CHOICES	RESPONSES	
On-the-job training	75.48%	434
Association conferences or workshops	85.39%	491
Vendor specific (on site/off site/virtual) training	58.78%	338
Vendor neutral (on site/off site/virtual) training	22.43%	129
Professional Certification	40.52%	233
Apprenticeship	0.17%	1

URISA 2017 Salary Survey of GIS Professionals

GIS or Geospatial Technology Certificate	13.22%	76
Two-year university or Community College (Associate's Degree)	1.04%	6
Four-year university (Bachelor's Degree)	1.04%	6
Master's Degree	5.91%	34
Doctorate Degree	0.52%	3
Other (please specify)	4.70%	27
Total Respondents: 575		

Q24 Are you a certified GIS professional (GISP) through the GIS Certification Institute (GISCI)?

Answered: 580    Skipped: 40



ANSWER CHOICES		RESPONSES	
Yes, I am a GISP		58.79%	341
No, I'm not a GISP		41.21%	239
TOTAL			580

Q25 If “No”, do you plan to apply within the next 3 years?

Answered: 239    Skipped: 381

ANSWER CHOICES	RESPONSES	
Yes	31.80%	76
No	68.20%	163
TOTAL		239

## Q26 If “No”, why not?

Answered: 163   Skipped: 457

ANSWER CHOICES	RESPONSES	
Have not seen value	68.71%	112
Do not agree with the concept of certification	14.11%	23
Employer will not pay or support	22.09%	36
Do not wish to take the exam which is now part of the certification	15.34%	25
Do not meet the qualifications	7.36%	12
Am unaware of the GISCI certification program	3.07%	5
Other (please specify)	19.63%	32
Total Respondents: 163		



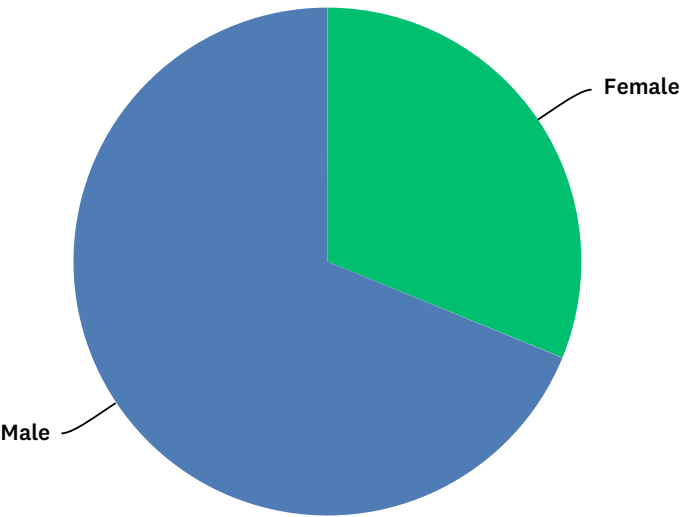
## Q27 Not including GISP, which of the following certifications or professional designations do you currently hold? (Check all that apply)

Answered: 566 Skipped: 54

ANSWER CHOICES	RESPONSES	
ASPRS Mapping Scientist (any designation)	0.18%	1
ASPRS Mapping Technician (any designation)	0.00%	0
AICP Certified Planner	0.88%	5
Esri Technical Certification	7.77%	44
IAAO Cadastral Mapping Specialist	1.24%	7
NENA National Emergency Number Professional	0.53%	3
Licensed Surveyor	1.24%	7
PE Professional Engineer	0.71%	4
PMP Project Management Professional	3.89%	22
None	71.20%	403
Other (please specify)	15.37%	87
Total Respondents: 566		

Q28 What is your gender?

Answered: 574    Skipped: 46



ANSWER CHOICES	RESPONSES	
Female	31.18%	179
Male	68.82%	395
TOTAL		574

Q29 What is your age?

Answered: 569    Skipped: 51

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Age	44	24,956	569
Total Respondents: 569			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Age	23.00	67.00	43.00	43.86	8.74

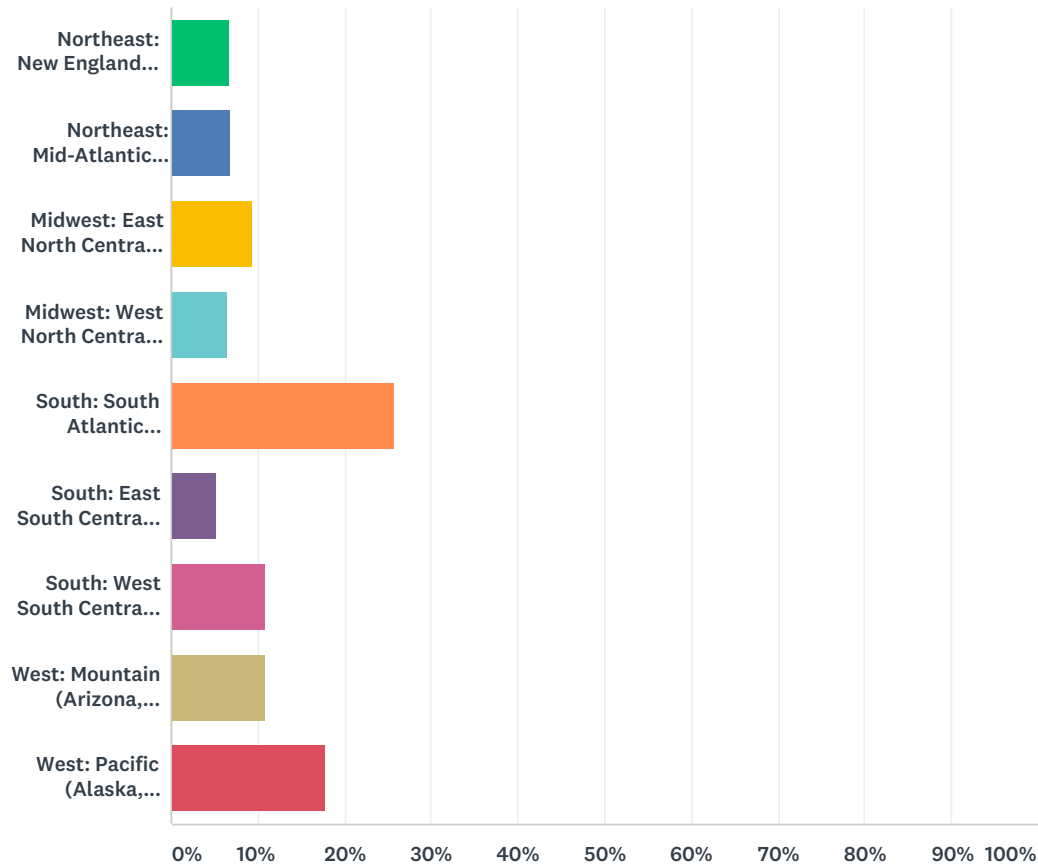
### Q30 If you work in the United States, please indicate the State and Zip Code where you work.

Answered: 523   Skipped: 97

ANSWER CHOICES	RESPONSES	
Name:	0.00%	0
Company:	0.00%	0
Address:	0.00%	0
Address 2:	0.00%	0
City/Town:	0.00%	0
State:	99.81%	522
ZIP:	94.07%	492
Country:	0.00%	0
Email Address:	0.00%	0
Phone Number:	0.00%	0

## Q31 If in US, what region ?

Answered: 522 Skipped: 98



ANSWER CHOICES	RESPONSES	
Northeast: New England (Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont)	6.70%	35
Northeast: Mid-Atlantic (New Jersey, New York, and Pennsylvania)	6.90%	36
Midwest: East North Central (Illinois, Indiana, Michigan, Ohio, and Wisconsin)	9.39%	49
Midwest: West North Central (Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota)	6.51%	34
South: South Atlantic (Delaware, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, District of Columbia, and West Virginia)	25.67%	134
South: East South Central (Alabama, Kentucky, Mississippi, and Tennessee)	5.17%	27
South: West South Central (Arkansas, Louisiana, Oklahoma, and Texas)	10.92%	57
West: Mountain (Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming)	10.92%	57
West: Pacific (Alaska, California, Hawaii, Oregon, and Washington)	17.82%	93
TOTAL		522

### Q32 If you work outside the United States, please indicate the Country, Province and Postal Code where you work.

Answered: 51   Skipped: 569

ANSWER CHOICES	RESPONSES	
Name:	0.00%	0
Company:	0.00%	0
Address 1:	0.00%	0
Address 2:	0.00%	0
City/Town:	0.00%	0
Province:	92.16%	47
Postal Code:	82.35%	42
Country:	98.04%	50
Email Address:	0.00%	0
Phone Number:	0.00%	0

Q33 If outside the US, what country?

Answered: 50    Skipped: 570

ANSWER CHOICES	RESPONSES	
Canada	78.00%	39
Caribbean region	14.00%	7
Other	8.00%	4
TOTAL		50

## ***URISA 2017 GIS Salary Survey Results***

- **Employed Full-Time**
- **GIS Coordinator**

409 respondents

The coordinator lies just below the manager on the hierarchy of GIS professionals. They provide technical support to other agencies, individuals, and governments. It is the responsibility of the coordinator to aid both GIS users and non-users in the development and application of geographical technology. The coordinator must have an extensive working knowledge of the department's software and capabilities. The coordinator handles all the data sharing, report and map generation, as well as meeting planning, between departments. Other departments and levels of government are relying on GIS technology in increasing amounts, and it is the responsibility of the coordinator to provide the correct information and assistance.



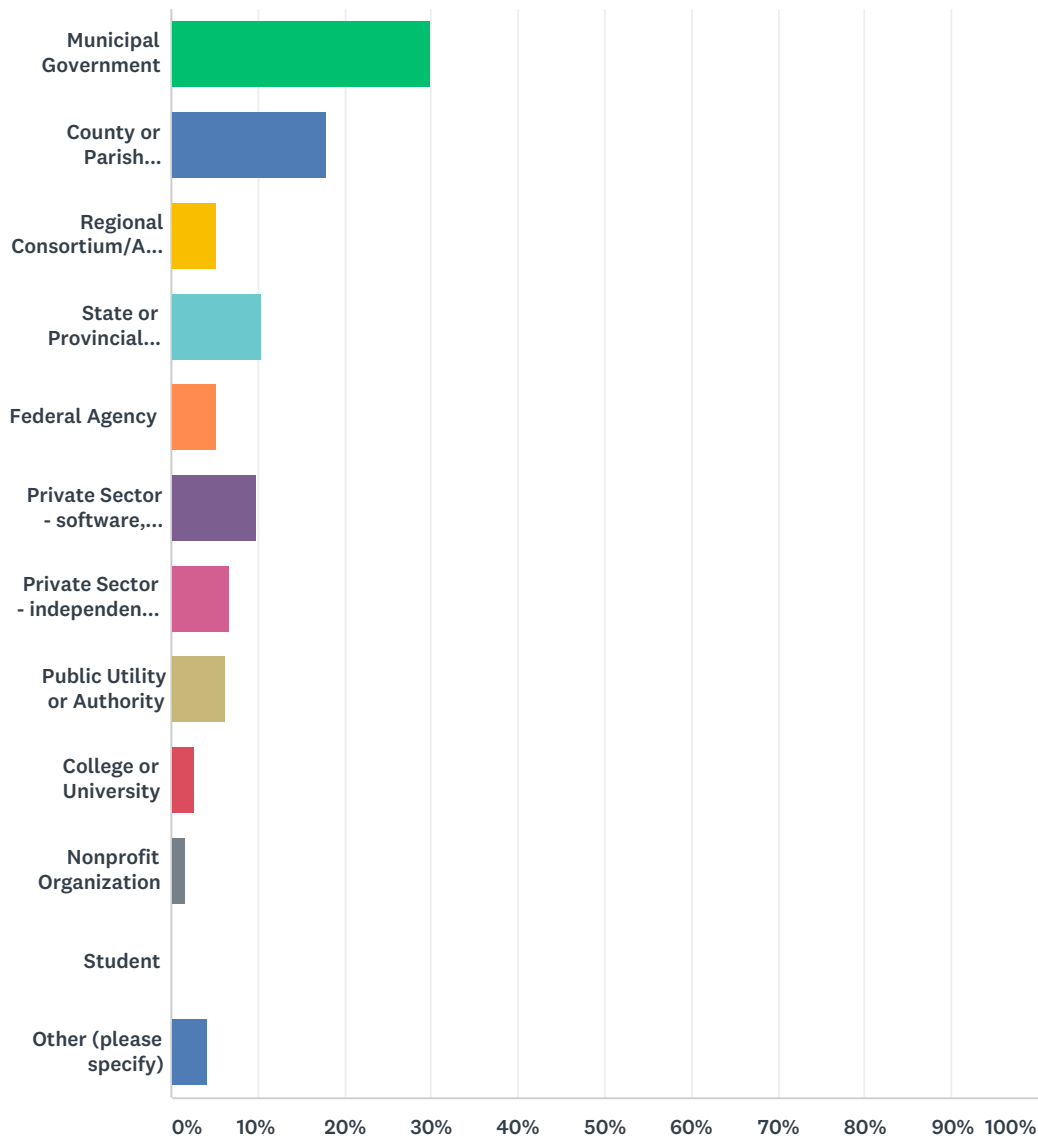
Q1 What is your current employment status?

Answered: 409    Skipped: 0

ANSWER CHOICES	RESPONSES	
Employed full time	100.00%	409
Employed part time	0.00%	0
Employed part time AND part time student	0.00%	0
Full time student	0.00%	0
Part time student	0.00%	0
Currently unemployed	0.00%	0
TOTAL		409

## Q2 Please select the one category that best describes the type of organization in which you are currently employed.

Answered: 409 Skipped: 0



ANSWER CHOICES	RESPONSES	
Municipal Government	29.83%	122
County or Parish Government	18.09%	74
Regional Consortium/Agency (COG, MPO, etc.)	5.13%	21
State or Provincial Agency	10.51%	43
Federal Agency	5.13%	21
Private Sector - software, hardware or services provider	9.78%	40
Private Sector - independent consultant	6.60%	27

URISA 2017 Salary Survey of GIS Professionals

Public Utility or Authority	6.36%	26
College or University	2.69%	11
Nonprofit Organization	1.71%	7
Student	0.00%	0
Other (please specify)	4.16%	17
TOTAL		409

**Q3 If you are currently employed by a municipal or county government or a regional consortium/agency, what is the approximate population of your jurisdiction? (Insert number only without commas or text.)**

Answered: 213   Skipped: 196

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Population of your jurisdiction	471,783	100,489,700	213
Total Respondents: 213			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Population of your jurisdiction	1,800.00	6,200,000.00	100,000.00	471,782.63	1,005,951.15

**Q4 Which one of the following most closely describes your current position? It's most important to select the option that best describes your current responsibilities, not necessarily the specific job title listed.**

Answered: 409   Skipped: 0

ANSWER CHOICES	RESPONSES	
Director of Geographic Information Systems/Geographic Information Officer (GIO)	0.00%	0
GIS Manager	0.00%	0
GIS Coordinator	100.00%	409
GIS Specialist	0.00%	0
GIS Programmer	0.00%	0
GIS Analyst	0.00%	0
GIS Technician	0.00%	0
User of GIS (heavy)	0.00%	0
Educator/Trainer	0.00%	0
Independent Consultant	0.00%	0
GIS Business Development/Sales & Marketing	0.00%	0
Other (please specify job title and responsibilities)	0.00%	0
TOTAL		409

## Q5 Please indicate your current annual salary. (In US Dollars. Please do not include dollar signs or commas)

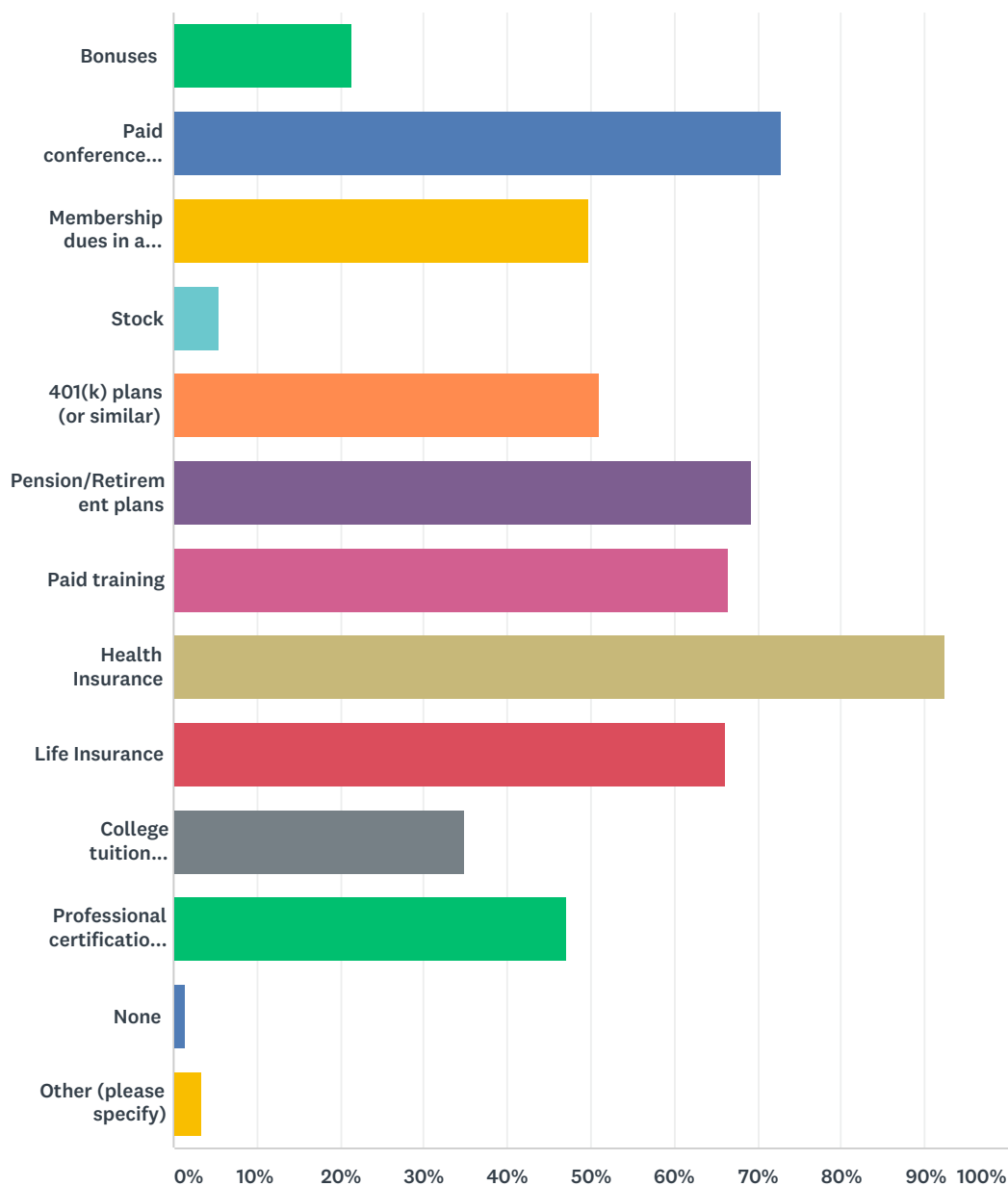
Answered: 400 Skipped: 9

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
2017 Annual Salary	70,141	28,056,555	400
Total Respondents: 400			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
2017 Annual Salary	24,000.00	140,000.00	68,000.00	70,141.39	19,019.07

## Q6 What additional forms of compensation, if any, does your organization offer? (Check all that apply)

Answered: 398 Skipped: 11



ANSWER CHOICES	RESPONSES	
Bonuses	21.36%	85
Paid conference attendance	72.86%	290
Membership dues in a professional organization	49.75%	198
Stock	5.53%	22
401(k) plans (or similar)	51.01%	203

## URISA 2017 Salary Survey of GIS Professionals

Pension/Retirement plans	69.35%	276
Paid training	66.58%	265
Health Insurance	92.46%	368
Life Insurance	66.08%	263
College tuition reimbursement	34.92%	139
Professional certification reimbursement or support	46.98%	187
None	1.51%	6
Other (please specify)	3.27%	13
Total Respondents: 398		



## Q7 What percentage of your time is spent performing geospatial technology tasks? If no time, write 0; if all of your time, write 100.

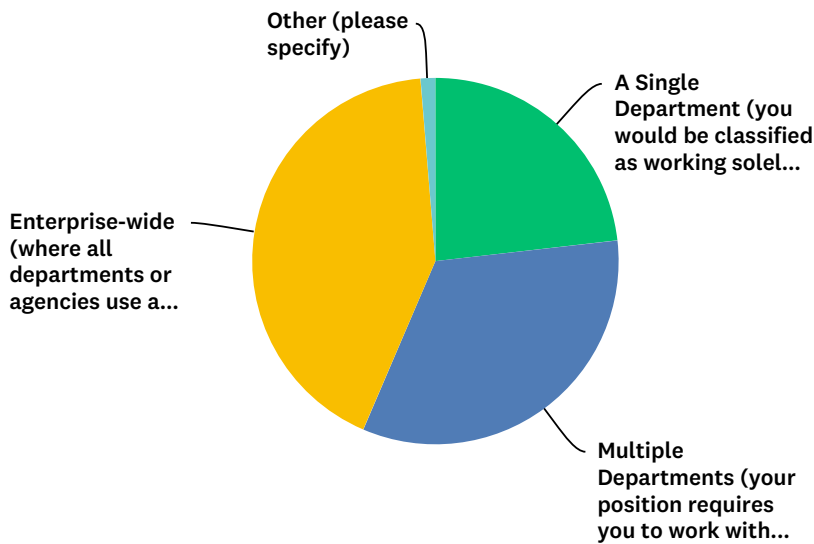
Answered: 384 Skipped: 25

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Enter 0-100	72	27,580	384
Total Respondents: 384			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Enter 0-100	0.00	100.00	75.00	71.82	24.63

Q8 Do you work within:

Answered: 388    Skipped: 21



ANSWER CHOICES	RESPONSES	
A Single Department (you would be classified as working solely in one department)	23.20%	90
Multiple Departments (your position requires you to work within a number of different departments or agencies)	33.25%	129
Enterprise-wide (where all departments or agencies use a central IT/GIS department)	42.27%	164
Other (please specify)	1.29%	5
TOTAL		388

## Q9 Within what department do you work? (please select the ONE best response)

Answered: 387   Skipped: 22

ANSWER CHOICES	RESPONSES	
911 & Emergency Management	3.62%	14
Agriculture	0.78%	3
Assessor's Office	2.33%	9
Business Development	0.00%	0
City/County Manager's Office	0.52%	2
Community Development	2.07%	8
Economic Development	0.26%	1
Engineering	7.75%	30
Finance/Administration	0.78%	3
Geology/Geography	1.29%	5
GIS	23.51%	91
Housing/Social Services	0.26%	1
IT	21.96%	85
Land Records	0.26%	1
Library	0.00%	0
Marketing/Sales	0.00%	0
IT Department	0.00%	0
Natural Resources/Environmental	6.20%	24
Parks and Recreation	0.26%	1
Planning	8.27%	32
Public Health	0.78%	3
Public Works	5.68%	22
Research	0.26%	1
Surveying	1.03%	4
Training/Education	0.00%	0
Transit/Transportation	2.33%	9
Utility Planning Operations	1.03%	4
Water/Wastewater Management	2.33%	9
Zoning	0.00%	0

URISA 2017 Salary Survey of GIS Professionals

Other (please specify)	6.46%	25
TOTAL		387

## Q10 Indicate all department(s) with which you work on a regular basis? (Check all that apply)

Answered: 385    Skipped: 24

ANSWER CHOICES	RESPONSES	
911 & Emergency Management	36.10%	139
Agriculture	7.01%	27
Assessor's Office	28.57%	110
Cemetery	8.83%	34
City/County Manager's Office	28.05%	108
Community Development	31.17%	120
Economic Development	27.27%	105
Engineering	58.18%	224
Finance/Administration	18.70%	72
Fire/Police/EMS	36.62%	141
Geology/Geography	13.77%	53
GIS	74.03%	285
Housing/Social Services	9.61%	37
Land Records	29.35%	113
Law Enforcement	25.71%	99
Natural Resources/Environmental	36.10%	139
Parks and Recreation	40.26%	155
Planning	61.56%	237
Public Health	13.25%	51
Public Relations	15.32%	59
Public Works	47.27%	182
Regulation	8.57%	33
Research	12.99%	50
Training/Education	14.81%	57
Transit/Transportation	28.57%	110
Utility Planning Operations	31.95%	123
Water/Wastewater Management	44.68%	172
Zoning	35.32%	136
IT	61.82%	238

URISA 2017 Salary Survey of GIS Professionals

Other (please specify)	5.97%	23
Total Respondents: 385		

## Q11 Please indicate the number of GIS staff in your entire organization and in your department.

Answered: 387   Skipped: 22

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Number of GIS staff in Organization	37	14,076	382
Number of GIS staff in Department	5	1,945	376
Total Respondents: 387			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Number of GIS staff in Organization	0.00	4,000.00	4.00	36.85	218.16
Number of GIS staff in Department	0.00	200.00	2.00	5.17	13.44

## Q12 In the past five years, has your organization seen an increase or decrease in the number of GIS staff it employs?

Answered: 388   Skipped: 21

ANSWER CHOICES	RESPONSES	
Increase	42.27%	164
Decrease	17.78%	69
Don't know	8.51%	33
N/A	31.44%	122
TOTAL		388



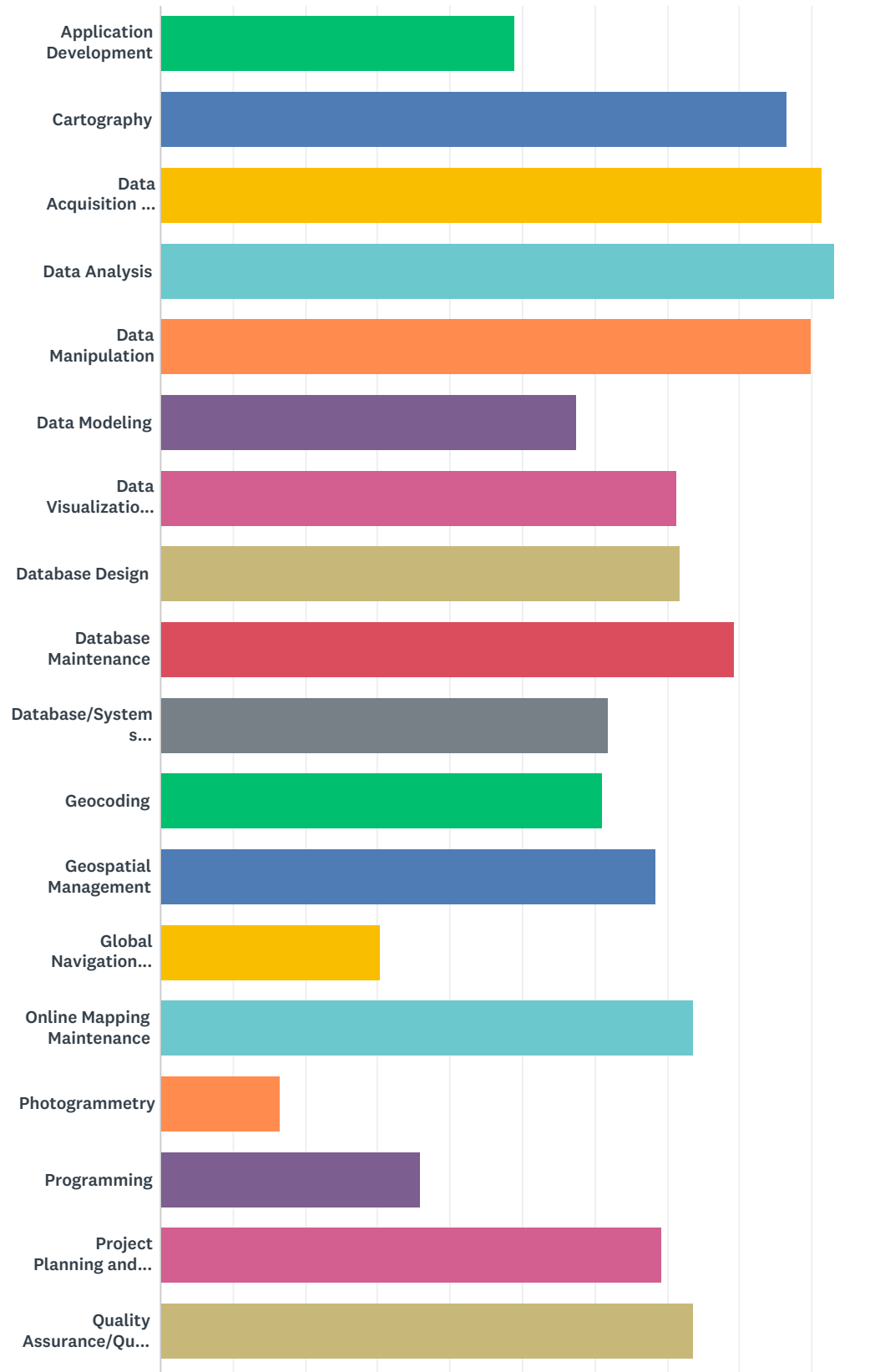
## Q13 With which of the following GIS software platforms does your job require you to be proficient? (Check all that apply)

Answered: 231 Skipped: 178

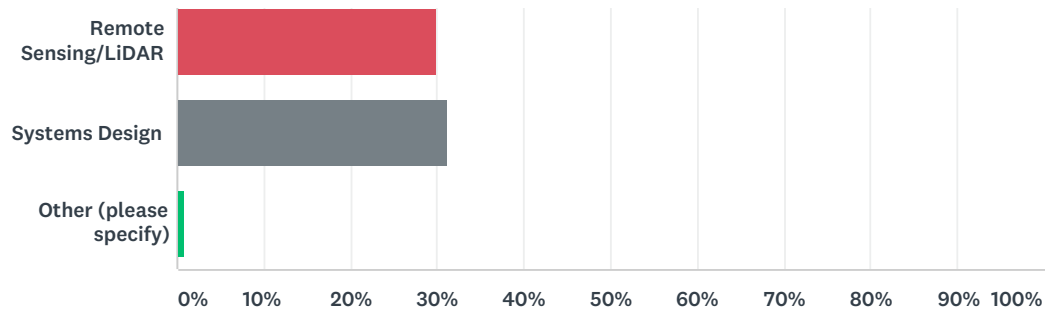
ANSWER CHOICES	RESPONSES	
AutoDesk	16.45%	38
Bentley	5.63%	13
Blue Marble Geographics	3.46%	8
Caliper	0.43%	1
Esri	97.84%	226
Hexagon/Intergraph	2.16%	5
MapInfo	2.16%	5
Smallworld	0.43%	1
Oracle Spatial	3.46%	8
PostGIS (open source)	3.90%	9
QGIS (open source)	10.39%	24
Other (please specify)	7.36%	17
Total Respondents: 231		

## Q14 What GIS and geospatial technology skills are required for your job? (Check all the apply)

Answered: 231 Skipped: 178



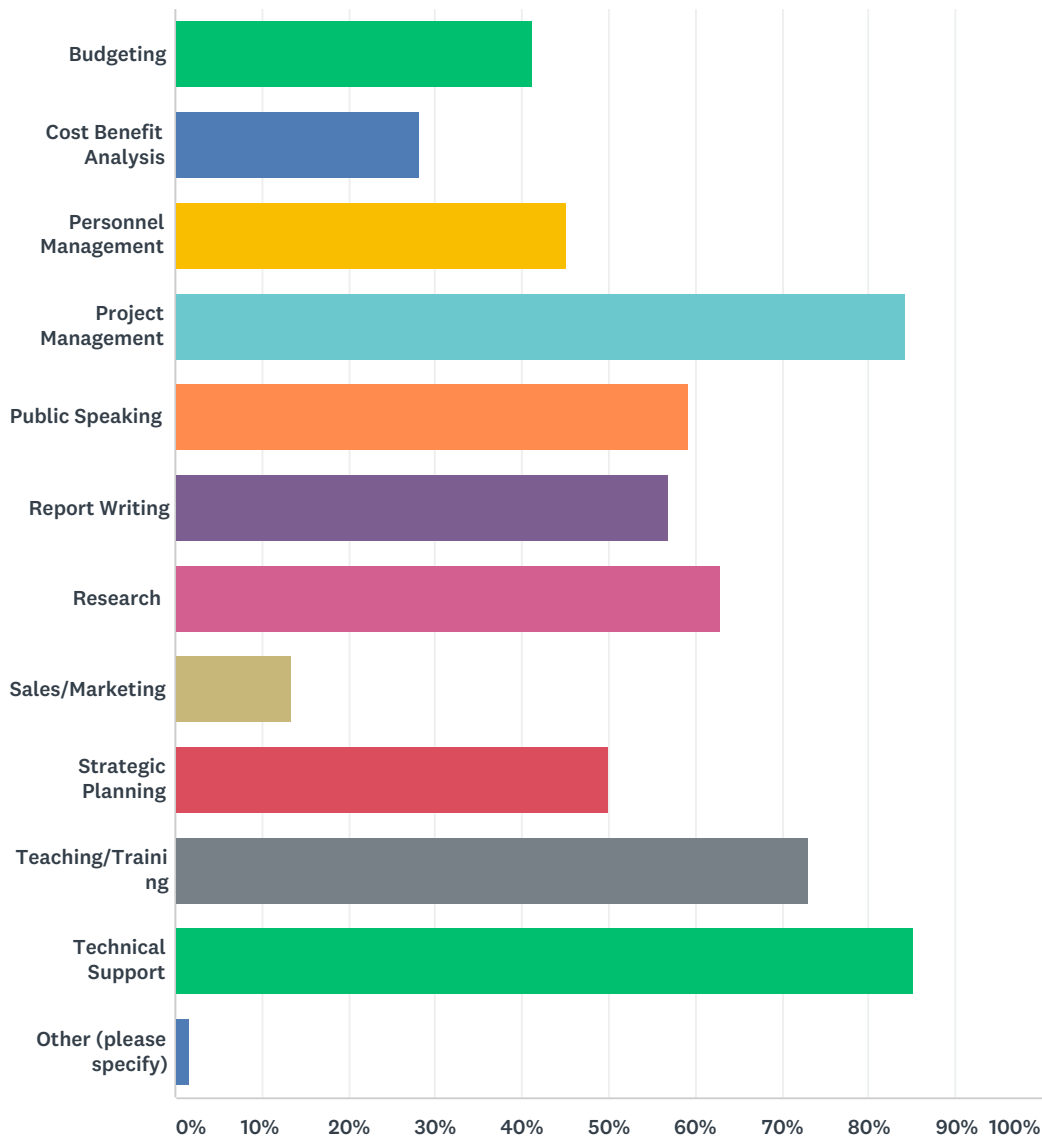
URISA 2017 Salary Survey of GIS Professionals



ANSWER CHOICES	RESPONSES	
Application Development	48.92%	113
Cartography	86.58%	200
Data Acquisition and Creation	91.34%	211
Data Analysis	93.07%	215
Data Manipulation	90.04%	208
Data Modeling	57.58%	133
Data Visualization and Reporting	71.43%	165
Database Design	71.86%	166
Database Maintenance	79.22%	183
Database/Systems Administration	61.90%	143
Geocoding	61.04%	141
Geospatial Management	68.40%	158
Global Navigation Satellite Systems (GNSS)	30.30%	70
Online Mapping Maintenance	73.59%	170
Photogrammetry	16.45%	38
Programming	35.93%	83
Project Planning and Implementation	69.26%	160
Quality Assurance/Quality Control	73.59%	170
Remote Sensing/LiDAR	29.87%	69
Systems Design	31.17%	72
Other (please specify)	0.87%	2
Total Respondents: 231		

## Q15 What additional skills are required for your job? (Check all that apply)

Answered: 230 Skipped: 179



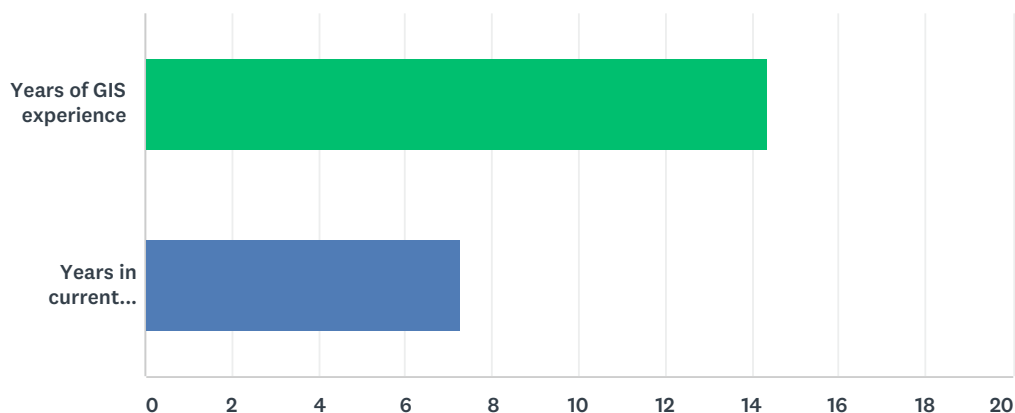
ANSWER CHOICES	RESPONSES	
Budgeting	41.30%	95
Cost Benefit Analysis	28.26%	65
Personnel Management	45.22%	104
Project Management	84.35%	194
Public Speaking	59.13%	136
Report Writing	56.96%	131
Research	63.04%	145

URISA 2017 Salary Survey of GIS Professionals

Sales/Marketing	13.48%	31
Strategic Planning	50.00%	115
Teaching/Training	73.04%	168
Technical Support	85.22%	196
Other (please specify)	1.74%	4
Total Respondents: 230		

**Q16 Please indicate the number of years of GIS experience you have and the number of years you've been in your current position. (Please enter a whole number. Decimals, percentages, and non-numeric characters are not accepted.)**

Answered: 382 Skipped: 27



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Years of GIS experience	14	5,460	381
Years in current position	7	2,788	382
Total Respondents: 382			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Years of GIS experience	2.00	36.00	14.00	14.33	6.82
Years in current position	0.00	31.00	5.50	7.30	5.71

**Q17 How many hours, on average, do you work in a typical week?**  
(Please enter a whole number. Decimals, percentages, and non-numeric characters are not accepted.)

Answered: 382    Skipped: 27

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Average Weekly Hours	41	15,572	382
Total Respondents: 382			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Average Weekly Hours	5.00	83.00	40.00	40.76	4.82

## Q18 Do you work within an office environment or do you work from home (telecommute)?

Answered: 382   Skipped: 27

ANSWER CHOICES	RESPONSES	
Work in an office	81.94%	313
Work from home	1.31%	5
Combination (sometimes work in the office and sometimes work from home)	16.75%	64
TOTAL		382



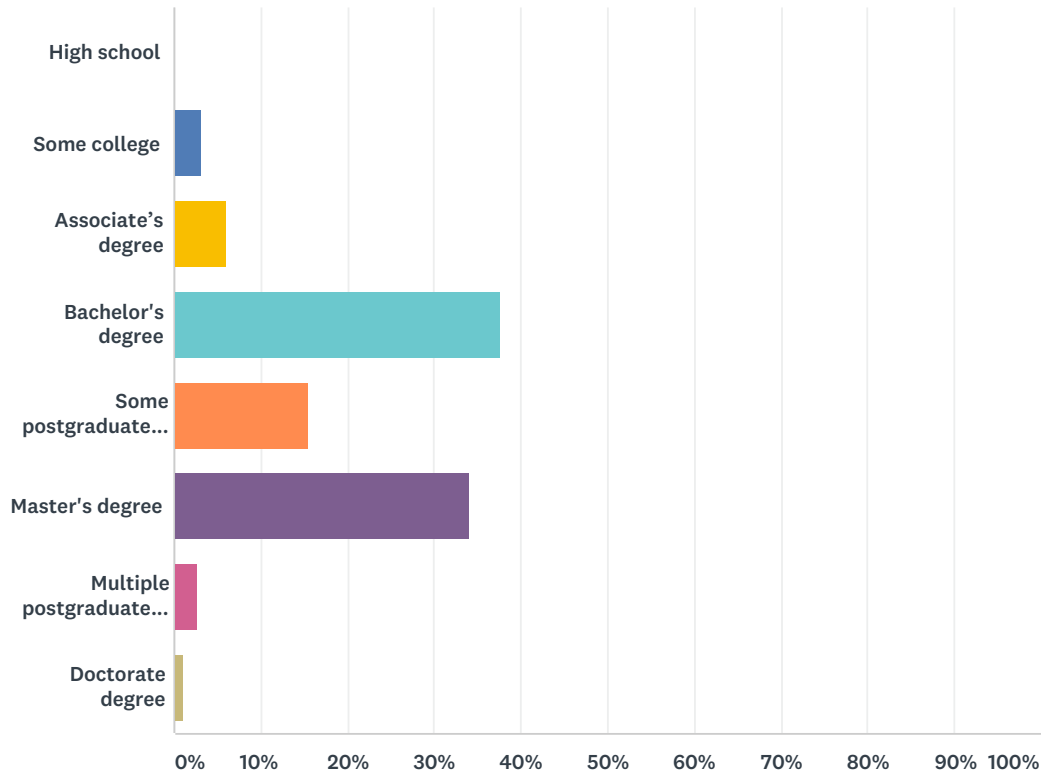
## Q19 If you have changed jobs within the past three years, what was the nature of that change?

Answered: 347 Skipped: 62

ANSWER CHOICES	RESPONSES	
From public sector to private sector	1.73%	6
From public sector to another public sector	9.51%	33
From private sector to public sector	6.34%	22
From private sector to another private sector	4.03%	14
From academia to public sector	2.31%	8
From academia to private sector	1.44%	5
Have not changed jobs within past three years	70.03%	243
Other (please specify)	4.61%	16
TOTAL		347

## Q20 What is the highest level of education you have attained?

Answered: 382 Skipped: 27



ANSWER CHOICES	RESPONSES	
High school	0.00%	0
Some college	3.14%	12
Associate's degree	6.02%	23
Bachelor's degree	37.70%	144
Some postgraduate study	15.45%	59
Master's degree	34.03%	130
Multiple postgraduate degrees	2.62%	10
Doctorate degree	1.05%	4
<b>TOTAL</b>		<b>382</b>

## Q21 In what discipline(s) were your educational degree(s)? (check all the apply)

Answered: 379   Skipped: 30

ANSWER CHOICES	RESPONSES	
Anthropology	3.17%	12
Business	2.37%	9
Cartography	9.76%	37
Computer Science	6.33%	24
Engineering	7.12%	27
Environmental Science	17.15%	65
Forestry	2.64%	10
Geography	50.13%	190
Geology	6.86%	26
GIS	50.40%	191
Landscape Architecture	0.00%	0
Mathematics	2.11%	8
Natural Resources	8.97%	34
Oceanography	0.79%	3
Planning	7.92%	30
Public Administration	3.17%	12
Surveying	2.90%	11
Other (please specify)	20.58%	78
Total Respondents: 379		

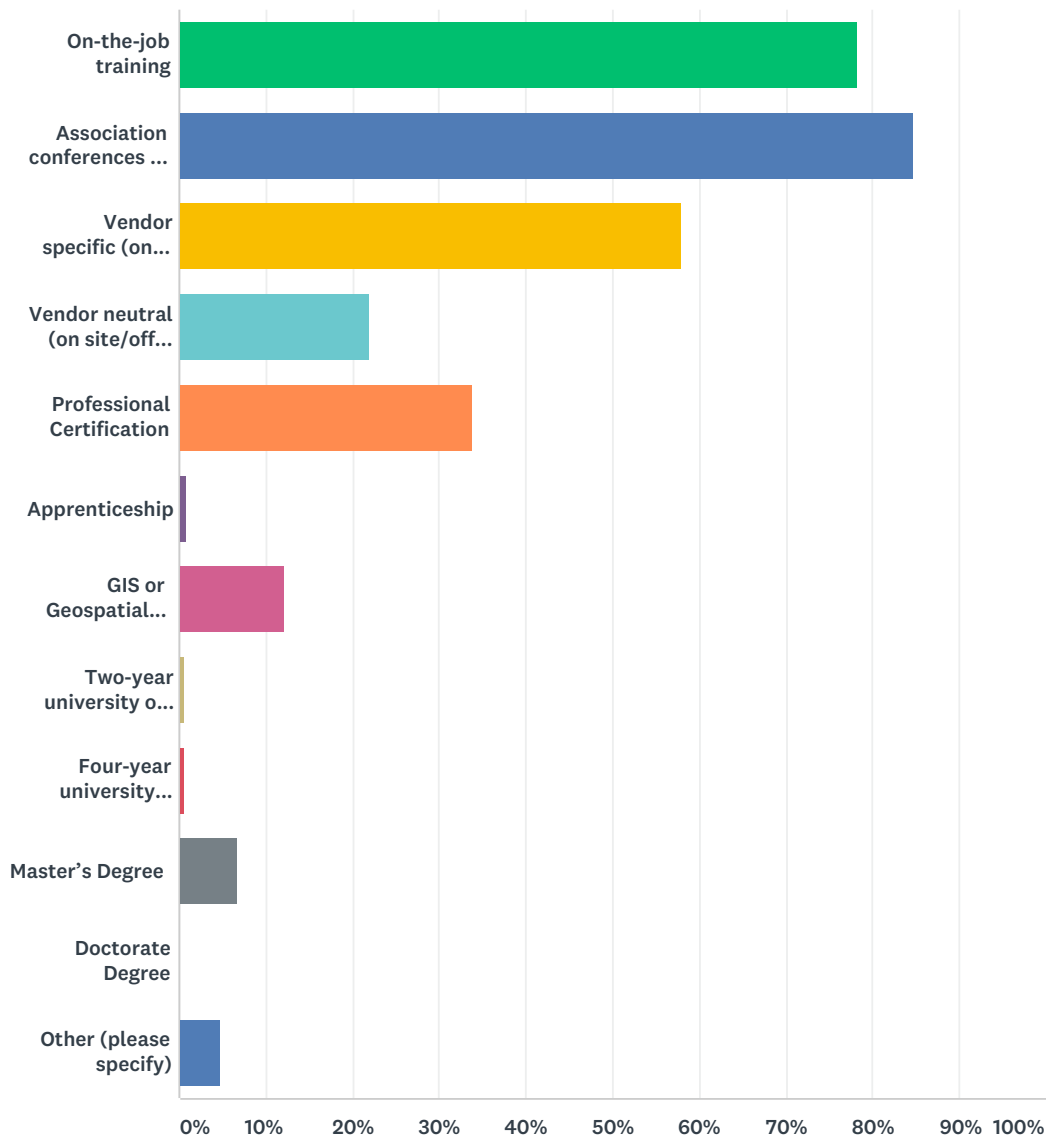
## Q22 What is the minimum level of education required for your position? (check only one)

Answered: 380 Skipped: 29

ANSWER CHOICES	RESPONSES	
High school	4.47%	17
Some college	3.16%	12
Associate's degree	6.32%	24
GIS or geospatial technology certificate	7.37%	28
Bachelor's degree	72.89%	277
Some postgraduate study	1.58%	6
Master's degree	3.95%	15
Multiple postgraduate degrees	0.26%	1
Doctorate degree	0.00%	0
TOTAL		380

## Q23 During the last three years, what type(s) of continuing education and/or professional development have you acquired? (check all that apply)

Answered: 374 Skipped: 35



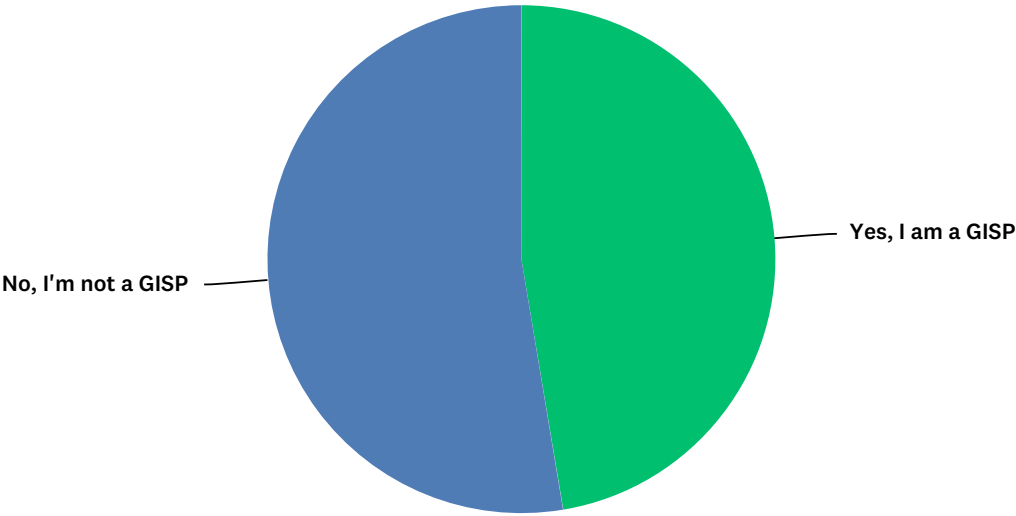
ANSWER CHOICES	RESPONSES	
On-the-job training	78.34%	293
Association conferences or workshops	84.76%	317
Vendor specific (on site/off site/virtual) training	58.02%	217
Vendor neutral (on site/off site/virtual) training	21.93%	82
Professional Certification	33.96%	127
Apprenticeship	0.80%	3

URISA 2017 Salary Survey of GIS Professionals

GIS or Geospatial Technology Certificate	12.03%	45
Two-year university or Community College (Associate's Degree)	0.53%	2
Four-year university (Bachelor's Degree)	0.53%	2
Master's Degree	6.68%	25
Doctorate Degree	0.00%	0
Other (please specify)	4.81%	18
Total Respondents: 374		

Q24 Are you a certified GIS professional (GISP) through the GIS Certification Institute (GISCI)?

Answered: 382 Skipped: 27



ANSWER CHOICES		RESPONSES	
Yes, I am a GISP		47.38%	181
No, I'm not a GISP		52.62%	201
TOTAL			382

Q25 If “No”, do you plan to apply within the next 3 years?

Answered: 201    Skipped: 208

ANSWER CHOICES	RESPONSES	
Yes	38.31%	77
No	61.69%	124
TOTAL		201



## Q26 If “No”, why not?

Answered: 125   Skipped: 284

ANSWER CHOICES	RESPONSES	
Have not seen value	72.00%	90
Do not agree with the concept of certification	20.00%	25
Employer will not pay or support	27.20%	34
Do not wish to take the exam which is now part of the certification	23.20%	29
Do not meet the qualifications	4.80%	6
Am unaware of the GISCI certification program	7.20%	9
Other (please specify)	14.40%	18
Total Respondents: 125		

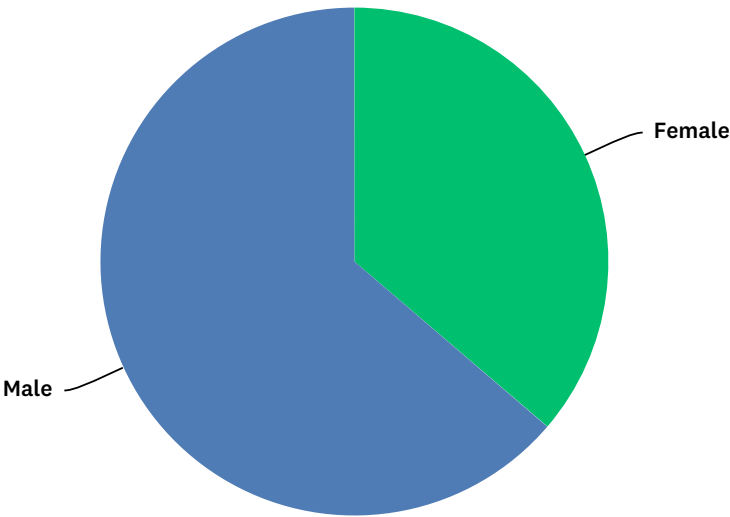
## Q27 Not including GISP, which of the following certifications or professional designations do you currently hold? (Check all that apply)

Answered: 369 Skipped: 40

ANSWER CHOICES	RESPONSES	
ASPRS Mapping Scientist (any designation)	0.81%	3
ASPRS Mapping Technician (any designation)	1.36%	5
AICP Certified Planner	0.81%	3
Esri Technical Certification	6.23%	23
IAAO Cadastral Mapping Specialist	0.00%	0
NENA National Emergency Number Professional	0.27%	1
Licensed Surveyor	0.54%	2
PE Professional Engineer	0.81%	3
PMP Project Management Professional	0.54%	2
None	82.93%	306
Other (please specify)	8.67%	32
Total Respondents: 369		

Q28 What is your gender?

Answered: 375    Skipped: 34



ANSWER CHOICES	RESPONSES	
Female	36.27%	136
Male	63.73%	239
TOTAL		375

Q29 What is your age?

Answered: 376    Skipped: 33

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Age	41	15,561	376
Total Respondents: 376			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Age	22.00	74.00	41.00	41.39	9.42

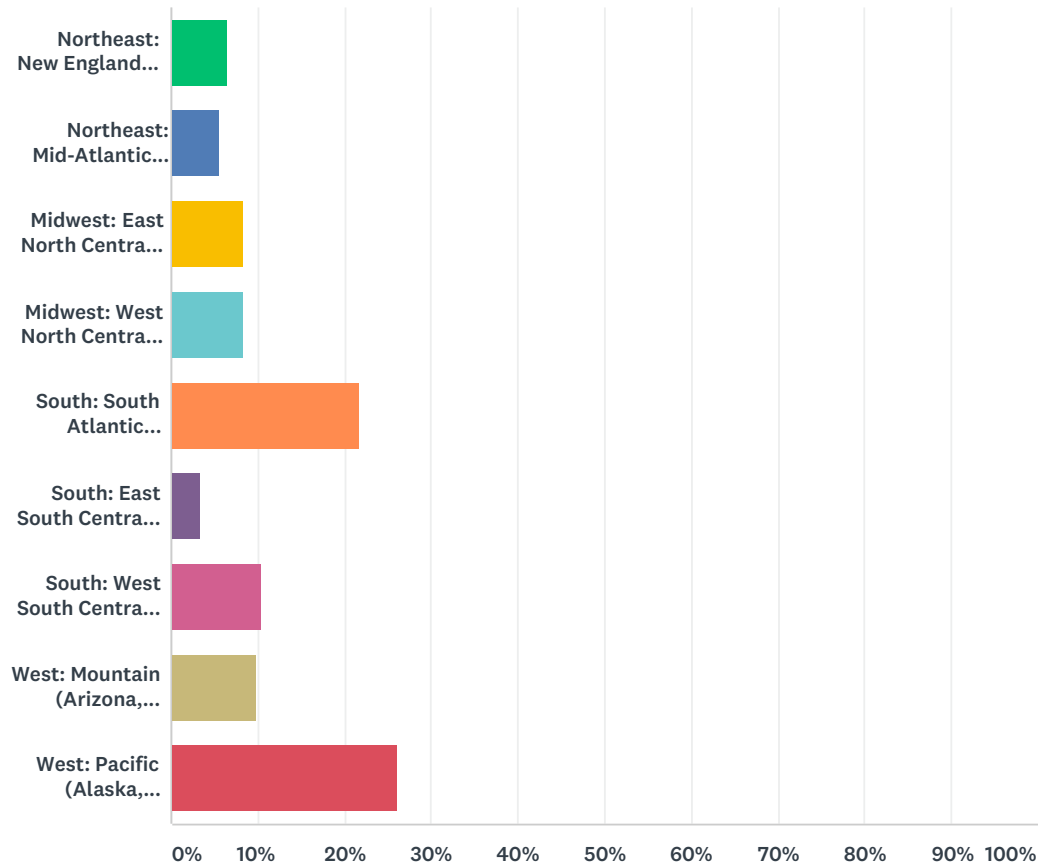
### Q30 If you work in the United States, please indicate the State and Zip Code where you work.

Answered: 337 Skipped: 72

ANSWER CHOICES	RESPONSES	
Name:	0.00%	0
Company:	0.00%	0
Address:	0.00%	0
Address 2:	0.00%	0
City/Town:	0.00%	0
State:	100.00%	337
ZIP:	94.07%	317
Country:	0.00%	0
Email Address:	0.00%	0
Phone Number:	0.00%	0

## Q31 If in US, what region?

Answered: 337   Skipped: 72



ANSWER CHOICES		RESPONSES	
Northeast: New England (Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont)		6.53%	22
Northeast: Mid-Atlantic (New Jersey, New York, and Pennsylvania)		5.64%	19
Midwest: East North Central (Illinois, Indiana, Michigan, Ohio, and Wisconsin)		8.31%	28
Midwest: West North Central (Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota)		8.31%	28
South: South Atlantic (Delaware, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, District of Columbia, and West Virginia)		21.66%	73
South: East South Central (Alabama, Kentucky, Mississippi, and Tennessee)		3.26%	11
South: West South Central (Arkansas, Louisiana, Oklahoma, and Texas)		10.39%	35
West: Mountain (Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming)		9.79%	33
West: Pacific (Alaska, California, Hawaii, Oregon, and Washington)		26.11%	88
TOTAL			337

### Q32 If you work outside the United States, please indicate the Country, Province and Postal Code where you work.

Answered: 39 Skipped: 370

ANSWER CHOICES	RESPONSES	
Name:	0.00%	0
Company:	0.00%	0
Address 1:	0.00%	0
Address 2:	0.00%	0
City/Town:	0.00%	0
Province:	97.44%	38
Postal Code:	89.74%	35
Country:	100.00%	39
Email Address:	0.00%	0
Phone Number:	0.00%	0

Q33 If outside the US, what country?

Answered: 39    Skipped: 370

ANSWER CHOICES	RESPONSES	
Canada	79.49%	31
Caribbean region	7.69%	3
Other	12.82%	5
TOTAL		39



## ***URISA 2017 GIS Salary Survey Results***

- **Employed Full-Time**
- **GIS Specialist**

376 respondents

In some cases, specialists are individuals with specific and intense training in one aspect of GIS technology. In other cases, the title may be applied to individuals who handle certain ongoing projects related to the department. Larger public and private agencies offer the position as a way to concentrate on specific and vital projects. The specialist, often in a team environment, provides customer and technical support under the direction of a GIS Manager. Where the position differs from that of the coordinator is that most of a specialist's duties are internal. The specialist shares in project development rather than collaboration with other agencies or governments. Some specialists have a less formal GIS background and are hired due to their knowledge of a specific subject or function. For example, if the department is working on a transportation project, the specialist might have a concentrated background in planning or highway development, rather than GIS. The specialist helps send projects through the pipeline, coordinating the activities of the department with the goals and directives of an individual project.

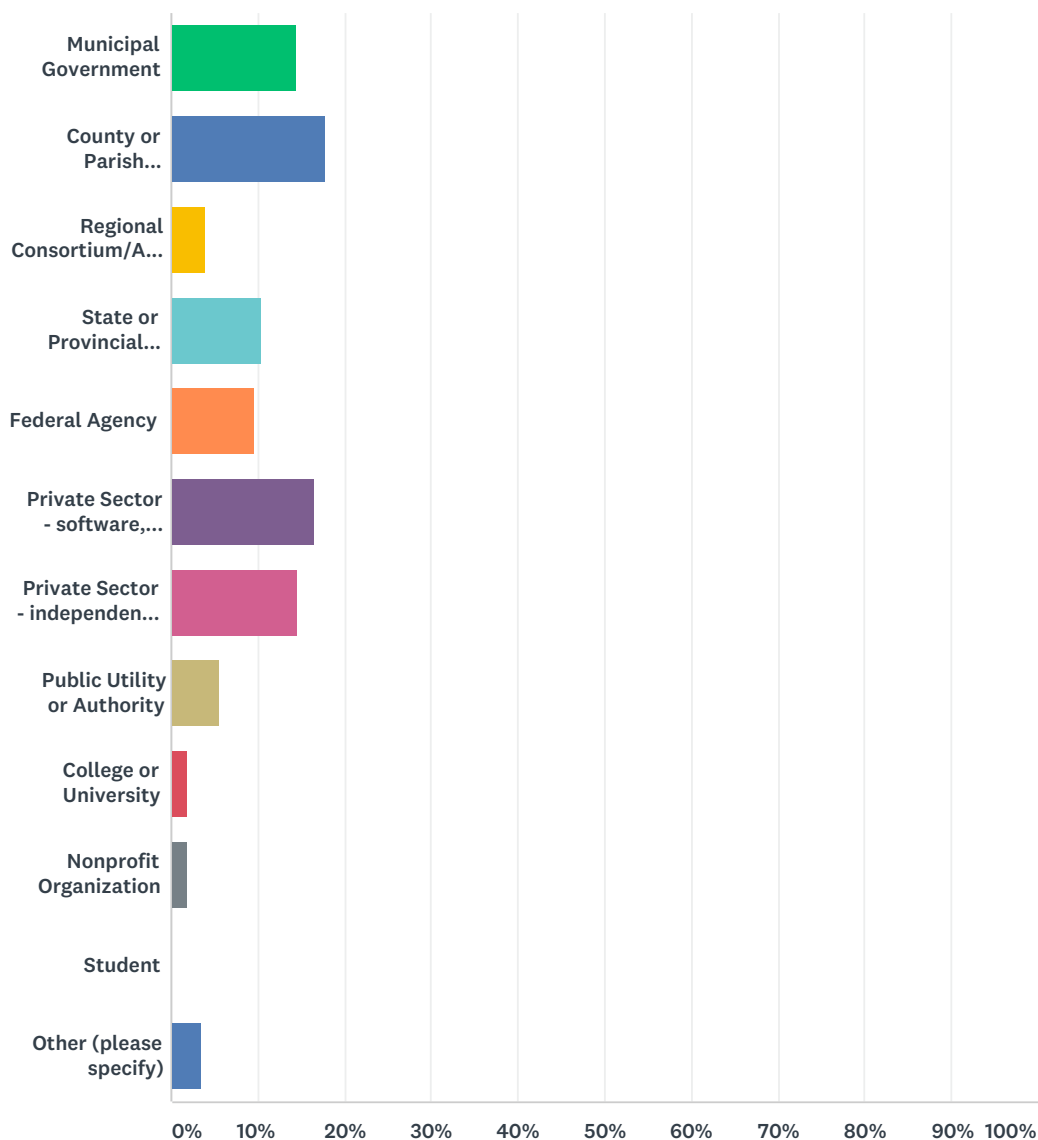
Q1 What is your current employment status?

Answered: 376    Skipped: 0

ANSWER CHOICES	RESPONSES	
Employed full time	100.00%	376
Employed part time	0.00%	0
Employed part time AND part time student	0.00%	0
Full time student	0.00%	0
Part time student	0.00%	0
Currently unemployed	0.00%	0
TOTAL		376

## Q2 Please select the one category that best describes the type of organization in which you are currently employed.

Answered: 376 Skipped: 0



ANSWER CHOICES	RESPONSES	
Municipal Government	14.36%	54
County or Parish Government	17.82%	67
Regional Consortium/Agency (COG, MPO, etc.)	3.99%	15
State or Provincial Agency	10.37%	39
Federal Agency	9.57%	36
Private Sector - software, hardware or services provider	16.49%	62
Private Sector - independent consultant	14.63%	55

URISA 2017 Salary Survey of GIS Professionals

Public Utility or Authority	5.59%	21
College or University	1.86%	7
Nonprofit Organization	1.86%	7
Student	0.00%	0
Other (please specify)	3.46%	13
TOTAL		376

**Q3 If you are currently employed by a municipal or county government or a regional consortium/agency, what is the approximate population of your jurisdiction? (Insert number only without commas or text.)**

Answered: 132   Skipped: 244

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Population of your jurisdiction	567,134	74,861,638	132
Total Respondents: 132			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Population of your jurisdiction	2,000.00	10,000,000.00	180,000.00	567,133.62	1,255,073.71

**Q4 Which one of the following most closely describes your current position? It's most important to select the option that best describes your current responsibilities, not necessarily the specific job title listed.**

Answered: 376   Skipped: 0

ANSWER CHOICES	RESPONSES	
Director of Geographic Information Systems/Geographic Information Officer (GIO)	0.00%	0
GIS Manager	0.00%	0
GIS Coordinator	0.00%	0
GIS Specialist	100.00%	376
GIS Programmer	0.00%	0
GIS Analyst	0.00%	0
GIS Technician	0.00%	0
User of GIS (heavy)	0.00%	0
Educator/Trainer	0.00%	0
Independent Consultant	0.00%	0
GIS Business Development/Sales & Marketing	0.00%	0
Other (please specify job title and responsibilities)	0.00%	0
TOTAL		376

## Q5 Please indicate your current annual salary. (In US Dollars. Please do not include dollar signs or commas)

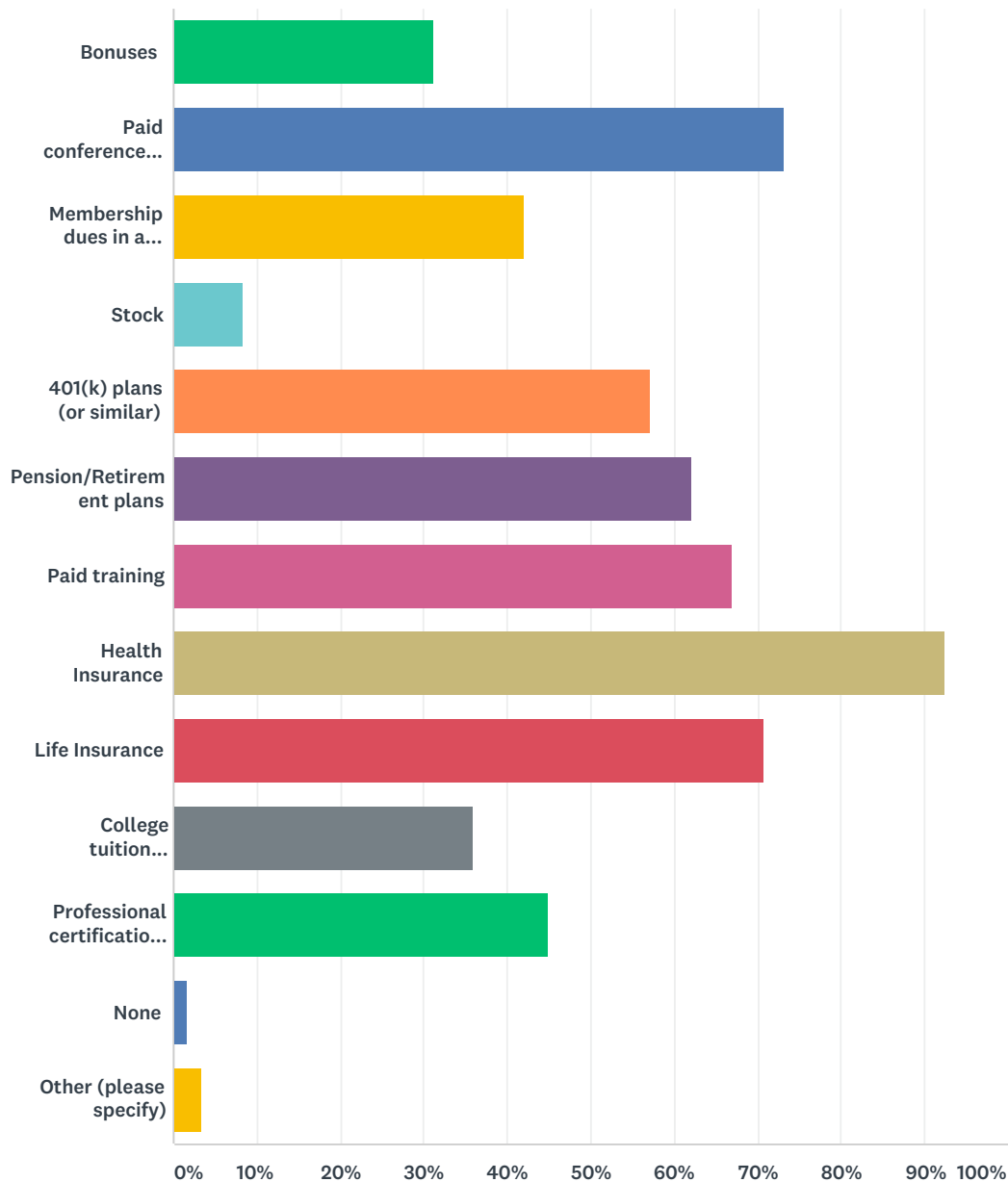
Answered: 363 Skipped: 13

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
2017 Annual Salary	63,418	23,020,913	363
Total Respondents: 363			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
2017 Annual Salary	14,500.00	127,000.00	61,000.00	63,418.49	17,872.86

## Q6 What additional forms of compensation, if any, does your organization offer? (Check all that apply)

Answered: 362 Skipped: 14



ANSWER CHOICES	RESPONSES	
Bonuses	31.22%	113
Paid conference attendance	73.20%	265
Membership dues in a professional organization	41.99%	152
Stock	8.29%	30
401(k) plans (or similar)	57.18%	207



## URISA 2017 Salary Survey of GIS Professionals

Pension/Retirement plans	62.15%	225
Paid training	66.85%	242
Health Insurance	92.54%	335
Life Insurance	70.72%	256
College tuition reimbursement	35.91%	130
Professional certification reimbursement or support	45.03%	163
None	1.66%	6
Other (please specify)	3.31%	12
Total Respondents: 362		

## Q7 What percentage of your time is spent performing geospatial technology tasks? If no time, write 0; if all of your time, write 100.

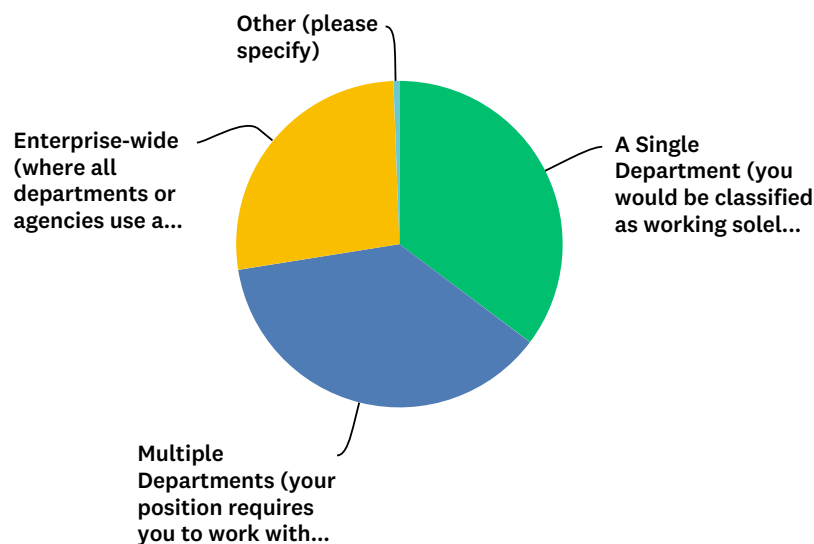
Answered: 344 Skipped: 32

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Enter 0-100	82	28,082	344
Total Respondents: 344			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Enter 0-100	0.00	100.00	90.00	81.63	19.93

Q8 Do you work within:

Answered: 349    Skipped: 27



ANSWER CHOICES		RESPONSES	
A Single Department (you would be classified as working solely in one department)		35.24%	123
Multiple Departments (your position requires you to work within a number of different departments or agencies)		37.25%	130
Enterprise-wide (where all departments or agencies use a central IT/GIS department)		26.93%	94
Other (please specify)		0.57%	2
TOTAL			349

## Q9 Within what department do you work? (please select the ONE best response)

Answered: 348 Skipped: 28

ANSWER CHOICES	RESPONSES	
911 & Emergency Management	2.30%	8
Agriculture	0.29%	1
Assessor's Office	2.87%	10
Business Development	0.29%	1
City/County Manager's Office	0.00%	0
Community Development	1.15%	4
Economic Development	0.29%	1
Engineering	8.33%	29
Finance/Administration	0.00%	0
Geology/Geography	1.15%	4
GIS	36.49%	127
Housing/Social Services	0.00%	0
IT	8.05%	28
Land Records	0.86%	3
Library	0.00%	0
Marketing/Sales	0.00%	0
IT Department	0.00%	0
Natural Resources/Environmental	8.91%	31
Parks and Recreation	0.29%	1
Planning	4.89%	17
Public Health	0.86%	3
Public Works	2.87%	10
Research	2.01%	7
Surveying	0.86%	3
Training/Education	0.29%	1
Transit/Transportation	4.02%	14
Utility Planning Operations	1.15%	4
Water/Wastewater Management	4.60%	16
Zoning	0.00%	0

URISA 2017 Salary Survey of GIS Professionals

Other (please specify)	7.18%	25
TOTAL		348

## Q10 Indicate all department(s) with which you work on a regular basis? (Check all that apply)

Answered: 341    Skipped: 35

ANSWER CHOICES	RESPONSES	
911 & Emergency Management	21.41%	73
Agriculture	7.04%	24
Assessor's Office	16.72%	57
Cemetery	5.28%	18
City/County Manager's Office	19.35%	66
Community Development	19.06%	65
Economic Development	17.01%	58
Engineering	45.16%	154
Finance/Administration	9.09%	31
Fire/Police/EMS	20.23%	69
Geology/Geography	18.77%	64
GIS	76.83%	262
Housing/Social Services	7.62%	26
Land Records	26.98%	92
Law Enforcement	12.61%	43
Natural Resources/Environmental	35.78%	122
Parks and Recreation	25.81%	88
Planning	45.16%	154
Public Health	7.04%	24
Public Relations	8.21%	28
Public Works	27.57%	94
Regulation	9.68%	33
Research	15.54%	53
Training/Education	14.37%	49
Transit/Transportation	24.34%	83
Utility Planning Operations	27.27%	93
Water/Wastewater Management	36.36%	124
Zoning	23.75%	81
IT	41.94%	143

URISA 2017 Salary Survey of GIS Professionals

Other (please specify)	4.99%	17
Total Respondents: 341		

## Q11 Please indicate the number of GIS staff in your entire organization and in your department.

Answered: 337 Skipped: 39

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Number of GIS staff in Organization	56	18,041	322
Number of GIS staff in Department	9	2,975	327
Total Respondents: 337			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Number of GIS staff in Organization	0.00	2,000.00	6.50	56.03	220.32
Number of GIS staff in Department	0.00	200.00	4.00	9.10	23.68



## Q12 In the past five years, has your organization seen an increase or decrease in the number of GIS staff it employs?

Answered: 348   Skipped: 28

ANSWER CHOICES	RESPONSES	
Increase	50.00%	174
Decrease	10.92%	38
Don't know	14.37%	50
N/A	24.71%	86
TOTAL		348

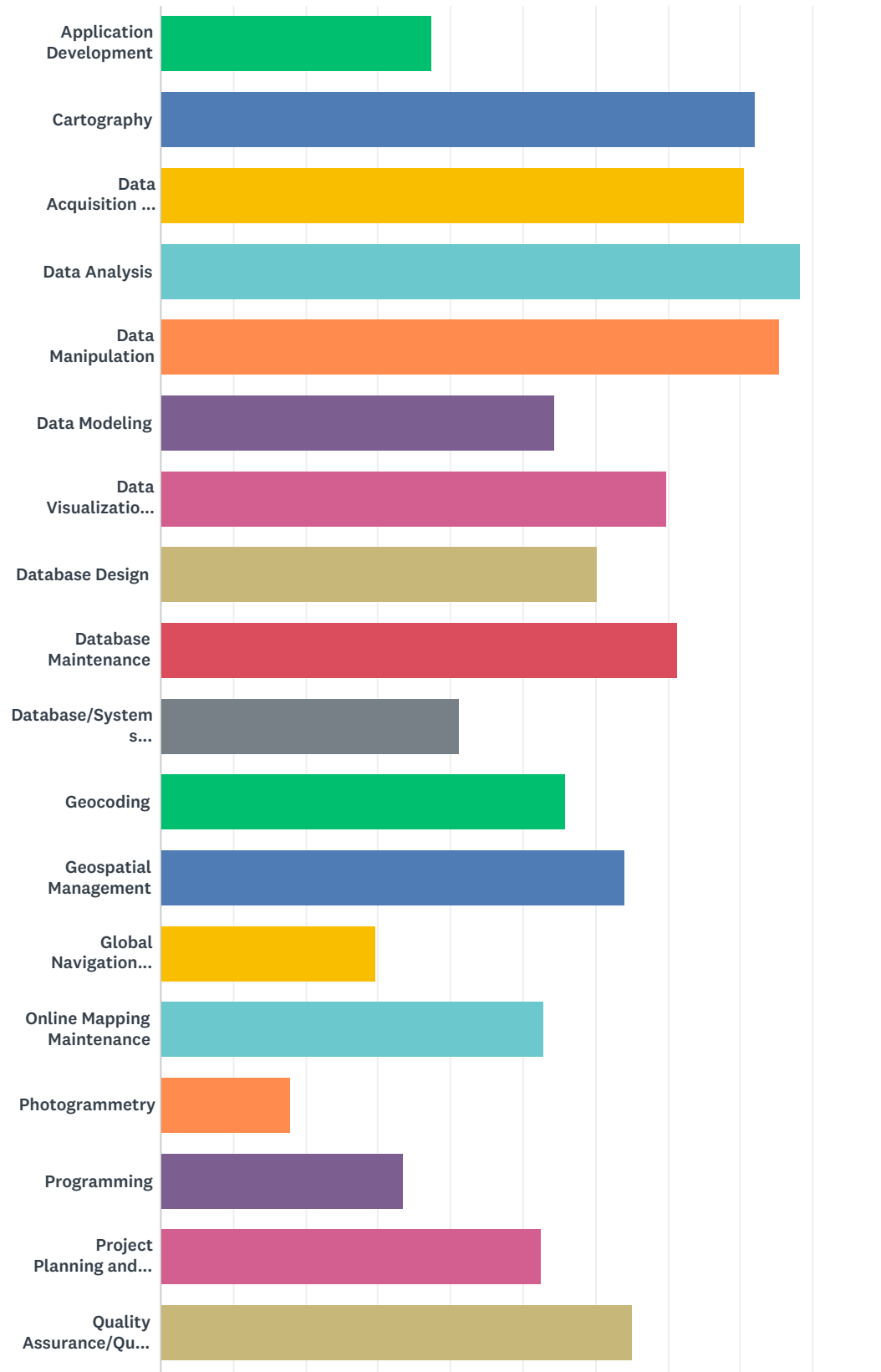
## Q13 With which of the following GIS software platforms does your job require you to be proficient? (Check all that apply)

Answered: 207 Skipped: 169

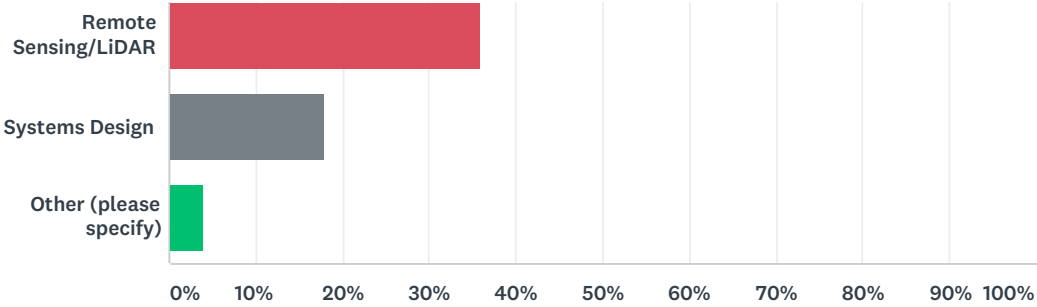
ANSWER CHOICES	RESPONSES	
AutoDesk	22.71%	47
Bentley	8.70%	18
Blue Marble Geographics	3.86%	8
Caliper	0.00%	0
Esri	99.03%	205
Hexagon/Intergraph	4.35%	9
MapInfo	1.93%	4
Smallworld	0.00%	0
Oracle Spatial	8.21%	17
PostGIS (open source)	6.28%	13
QGIS (open source)	13.04%	27
Other (please specify)	8.70%	18
Total Respondents: 207		

## Q14 What GIS and geospatial technology skills are required for your job? (Check all the apply)

Answered: 206 Skipped: 170



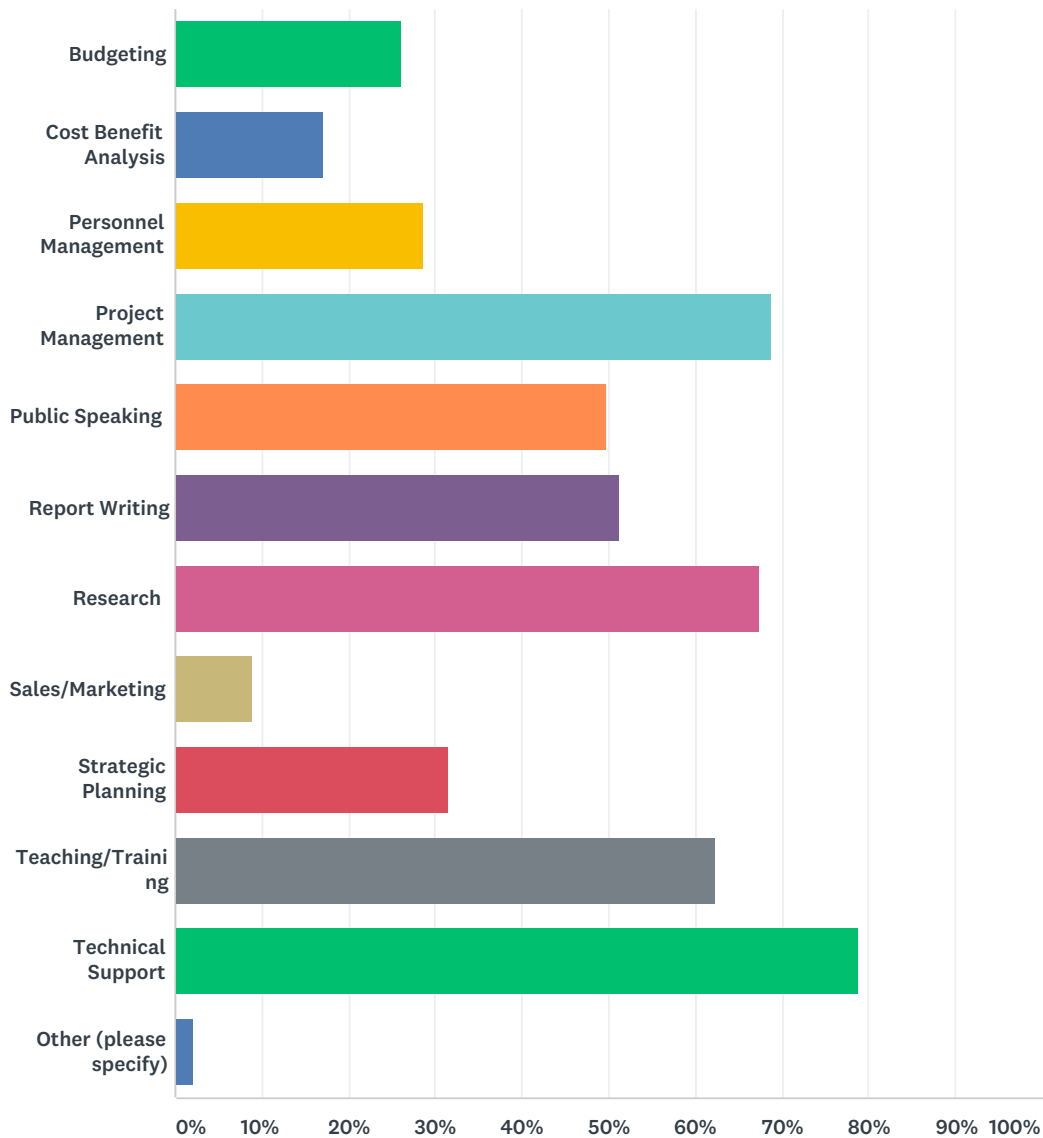
URISA 2017 Salary Survey of GIS Professionals



ANSWER CHOICES	RESPONSES	
Application Development	37.38%	77
Cartography	82.04%	169
Data Acquisition and Creation	80.58%	166
Data Analysis	88.35%	182
Data Manipulation	85.44%	176
Data Modeling	54.37%	112
Data Visualization and Reporting	69.90%	144
Database Design	60.19%	124
Database Maintenance	71.36%	147
Database/Systems Administration	41.26%	85
Geocoding	55.83%	115
Geospatial Management	64.08%	132
Global Navigation Satellite Systems (GNSS)	29.61%	61
Online Mapping Maintenance	52.91%	109
Photogrammetry	17.96%	37
Programming	33.50%	69
Project Planning and Implementation	52.43%	108
Quality Assurance/Quality Control	65.05%	134
Remote Sensing/LiDAR	35.92%	74
Systems Design	17.96%	37
Other (please specify)	3.88%	8
Total Respondents: 206		

## Q15 What additional skills are required for your job? (Check all that apply)

Answered: 199 Skipped: 177

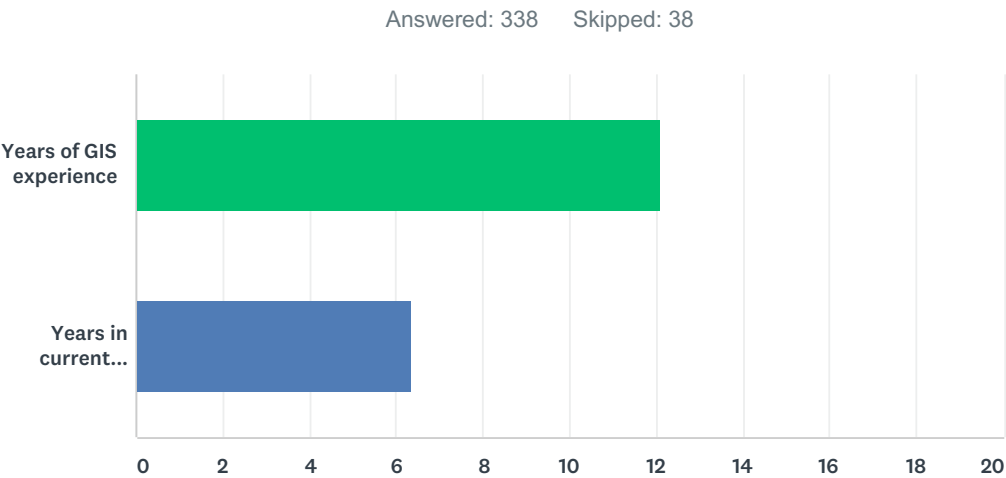


ANSWER CHOICES	RESPONSES	
Budgeting	26.13%	52
Cost Benefit Analysis	17.09%	34
Personnel Management	28.64%	57
Project Management	68.84%	137
Public Speaking	49.75%	99
Report Writing	51.26%	102
Research	67.34%	134

URISA 2017 Salary Survey of GIS Professionals

Sales/Marketing	9.05%	18
Strategic Planning	31.66%	63
Teaching/Training	62.31%	124
Technical Support	78.89%	157
Other (please specify)	2.01%	4
Total Respondents: 199		

Q16 Please indicate the number of years of GIS experience you have and the number of years you've been in your current position. (Please enter a whole number. Decimals, percentages, and non-numeric characters are not accepted.)



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Years of GIS experience	12	4,093	338
Years in current position	6	2,143	336
Total Respondents: 338			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Years of GIS experience	1.00	34.00	11.00	12.11	6.87
Years in current position	0.00	30.00	4.00	6.38	6.08

**Q17 How many hours, on average, do you work in a typical week?**  
(Please enter a whole number. Decimals, percentages, and non-numeric characters are not accepted.)

Answered: 338   Skipped: 38

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Average Weekly Hours	41	13,697	338
Total Respondents: 338			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Average Weekly Hours	10.00	80.00	40.00	40.52	4.20



## Q18 Do you work within an office environment or do you work from home (telecommute)?

Answered: 338 Skipped: 38

ANSWER CHOICES	RESPONSES	
Work in an office	76.63%	259
Work from home	2.66%	9
Combination (sometimes work in the office and sometimes work from home)	20.71%	70
TOTAL		338

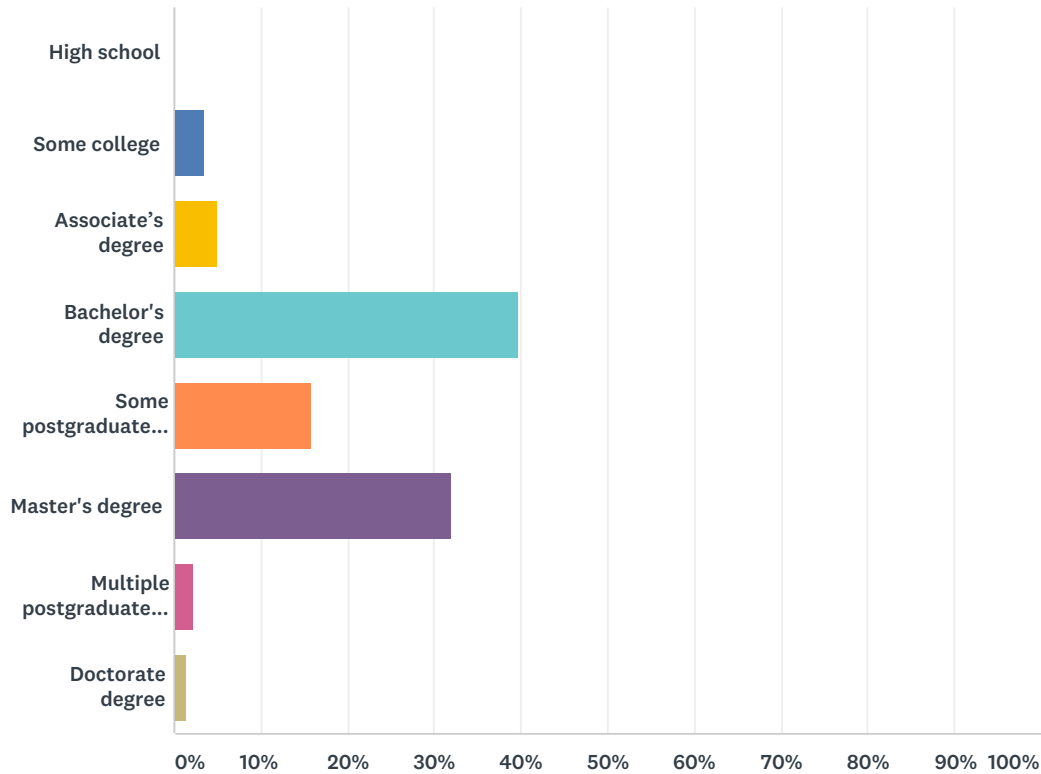
## Q19 If you have changed jobs within the past three years, what was the nature of that change?

Answered: 308   Skipped: 68

ANSWER CHOICES	RESPONSES	
From public sector to private sector	3.25%	10
From public sector to another public sector	12.34%	38
From private sector to public sector	8.44%	26
From private sector to another private sector	12.66%	39
From academia to public sector	2.27%	7
From academia to private sector	1.95%	6
Have not changed jobs within past three years	56.17%	173
Other (please specify)	2.92%	9
TOTAL		308

## Q20 What is the highest level of education you have attained?

Answered: 335 Skipped: 41



ANSWER CHOICES	RESPONSES	
High school	0.00%	0
Some college	3.58%	12
Associate's degree	5.07%	17
Bachelor's degree	39.70%	133
Some postgraduate study	15.82%	53
Master's degree	31.94%	107
Multiple postgraduate degrees	2.39%	8
Doctorate degree	1.49%	5
<b>TOTAL</b>		<b>335</b>

## Q21 In what discipline(s) were your educational degree(s)? (check all the apply)

Answered: 329   Skipped: 47

ANSWER CHOICES	RESPONSES	
Anthropology	4.56%	15
Business	3.95%	13
Cartography	7.60%	25
Computer Science	6.08%	20
Engineering	8.21%	27
Environmental Science	15.81%	52
Forestry	3.04%	10
Geography	47.72%	157
Geology	7.90%	26
GIS	53.80%	177
Landscape Architecture	0.30%	1
Mathematics	1.82%	6
Natural Resources	10.64%	35
Oceanography	1.52%	5
Planning	9.42%	31
Public Administration	1.82%	6
Surveying	2.13%	7
Other (please specify)	20.06%	66
Total Respondents: 329		

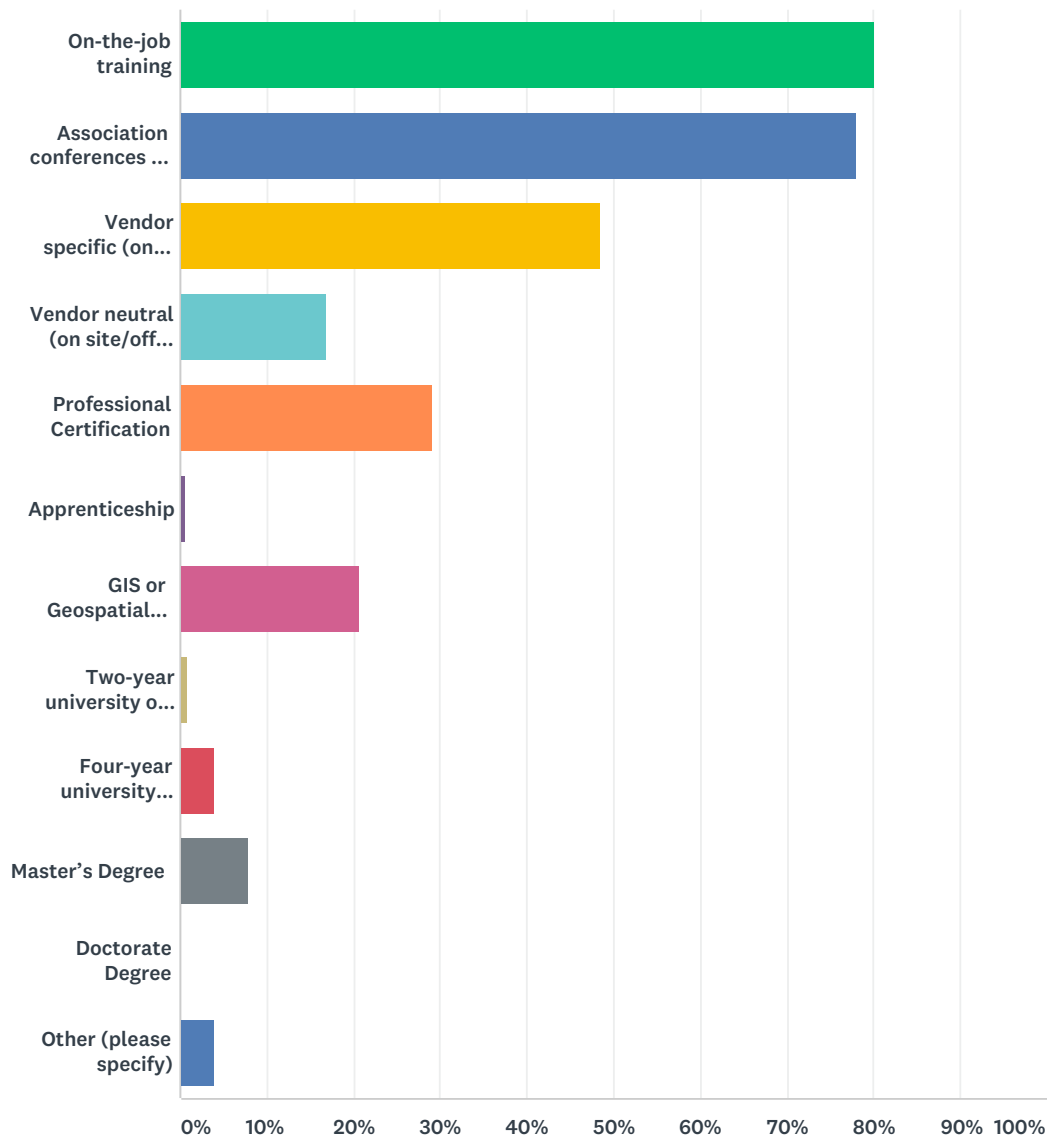
## Q22 What is the minimum level of education required for your position? (check only one)

Answered: 332 Skipped: 44

ANSWER CHOICES	RESPONSES	
High school	4.82%	16
Some college	3.31%	11
Associate's degree	6.63%	22
GIS or geospatial technology certificate	8.73%	29
Bachelor's degree	68.98%	229
Some postgraduate study	1.20%	4
Master's degree	6.33%	21
Multiple postgraduate degrees	0.00%	0
Doctorate degree	0.00%	0
TOTAL		332

## Q23 During the last three years, what type(s) of continuing education and/or professional development have you acquired? (check all that apply)

Answered: 323 Skipped: 53



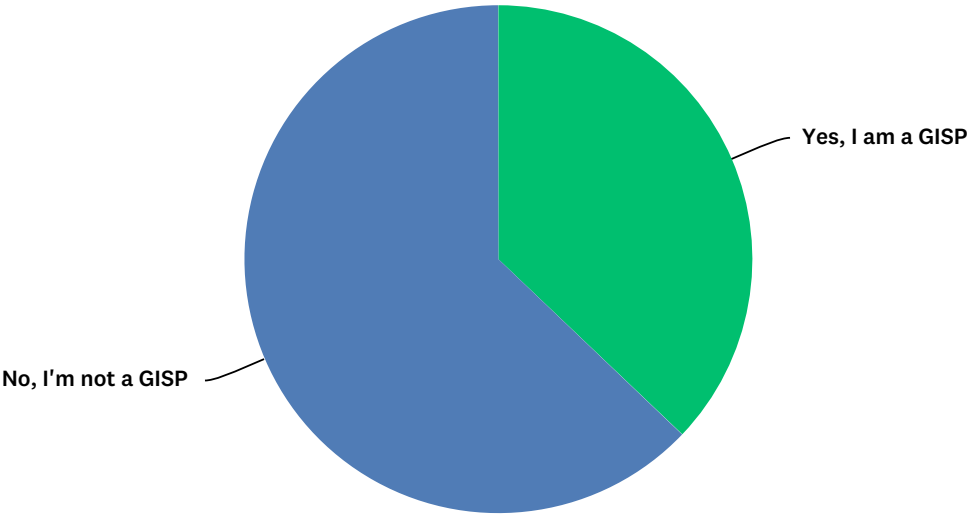
ANSWER CHOICES	RESPONSES	
On-the-job training	80.19%	259
Association conferences or workshops	78.02%	252
Vendor specific (on site/off site/virtual) training	48.61%	157
Vendor neutral (on site/off site/virtual) training	17.03%	55
Professional Certification	29.10%	94
Apprenticeship	0.62%	2

URISA 2017 Salary Survey of GIS Professionals

GIS or Geospatial Technology Certificate	20.74%	67
Two-year university or Community College (Associate's Degree)	0.93%	3
Four-year university (Bachelor's Degree)	4.02%	13
Master's Degree	8.05%	26
Doctorate Degree	0.00%	0
Other (please specify)	4.02%	13
Total Respondents: 323		

Q24 Are you a certified GIS professional (GISP) through the GIS Certification Institute (GISCI)?

Answered: 334 Skipped: 42



ANSWER CHOICES		RESPONSES	
Yes, I am a GISP		37.13%	124
No, I'm not a GISP		62.87%	210
TOTAL			334



Q25 If “No”, do you plan to apply within the next 3 years?

Answered: 208    Skipped: 168

ANSWER CHOICES	RESPONSES	
Yes	40.38%	84
No	59.62%	124
TOTAL		208

## Q26 If “No”, why not?

Answered: 124   Skipped: 252

ANSWER CHOICES	RESPONSES	
Have not seen value	70.97%	88
Do not agree with the concept of certification	14.52%	18
Employer will not pay or support	24.19%	30
Do not wish to take the exam which is now part of the certification	17.74%	22
Do not meet the qualifications	5.65%	7
Am unaware of the GISCI certification program	8.87%	11
Other (please specify)	17.74%	22
Total Respondents: 124		

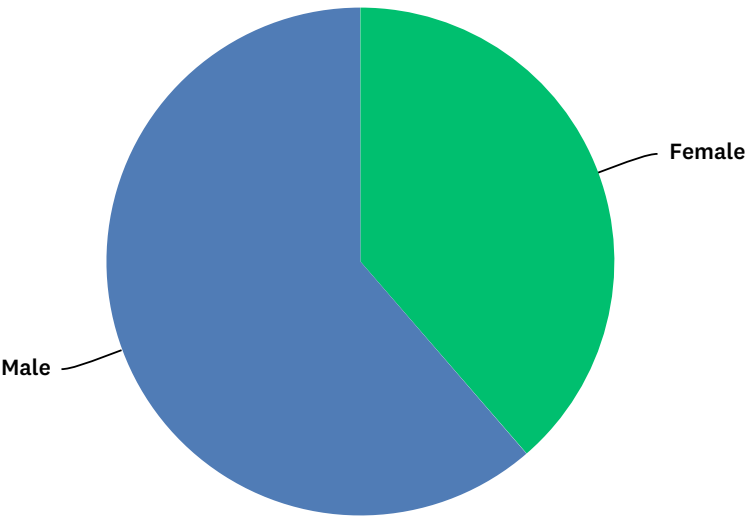
## Q27 Not including GISP, which of the following certifications or professional designations do you currently hold? (Check all that apply)

Answered: 316 Skipped: 60

ANSWER CHOICES	RESPONSES	
ASPRS Mapping Scientist (any designation)	0.63%	2
ASPRS Mapping Technician (any designation)	0.00%	0
AICP Certified Planner	0.63%	2
Esri Technical Certification	5.06%	16
IAAO Cadastral Mapping Specialist	0.63%	2
NENA National Emergency Number Professional	0.00%	0
Licensed Surveyor	0.32%	1
PE Professional Engineer	0.32%	1
PMP Project Management Professional	1.27%	4
None	85.76%	271
Other (please specify)	7.59%	24
Total Respondents: 316		

Q28 What is your gender?

Answered: 326    Skipped: 50



ANSWER CHOICES	RESPONSES	
Female	38.65%	126
Male	61.35%	200
TOTAL		326

Q29 What is your age?

Answered: 324    Skipped: 52

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Age	40	12,827	324
Total Respondents: 324			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Age	23.00	66.00	38.00	39.59	10.07

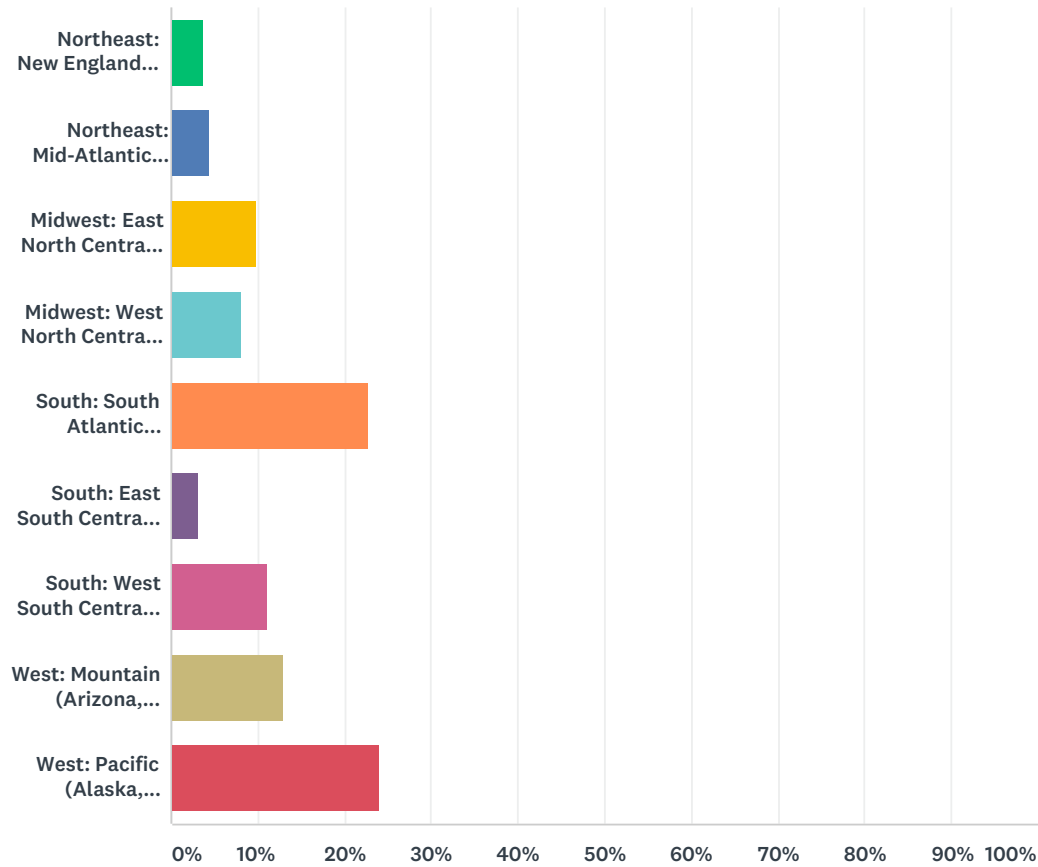
### Q30 If you work in the United States, please indicate the State and Zip Code where you work.

Answered: 297   Skipped: 79

ANSWER CHOICES	RESPONSES	
Name:	0.00%	0
Company:	0.00%	0
Address:	0.00%	0
Address 2:	0.00%	0
City/Town:	0.00%	0
State:	99.33%	295
ZIP:	96.63%	287
Country:	0.00%	0
Email Address:	0.00%	0
Phone Number:	0.00%	0

## Q31 If in US, what region ?

Answered: 295 Skipped: 81



ANSWER CHOICES		RESPONSES	
Northeast: New England (Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont)		3.73%	11
Northeast: Mid-Atlantic (New Jersey, New York, and Pennsylvania)		4.41%	13
Midwest: East North Central (Illinois, Indiana, Michigan, Ohio, and Wisconsin)		9.83%	29
Midwest: West North Central (Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota)		8.14%	24
South: South Atlantic (Delaware, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, District of Columbia, and West Virginia)		22.71%	67
South: East South Central (Alabama, Kentucky, Mississippi, and Tennessee)		3.05%	9
South: West South Central (Arkansas, Louisiana, Oklahoma, and Texas)		11.19%	33
West: Mountain (Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming)		12.88%	38
West: Pacific (Alaska, California, Hawaii, Oregon, and Washington)		24.07%	71
TOTAL			295

### Q32 If you work outside the United States, please indicate the Country, Province and Postal Code where you work.

Answered: 26 Skipped: 350

ANSWER CHOICES	RESPONSES	
Name:	0.00%	0
Company:	0.00%	0
Address 1:	0.00%	0
Address 2:	0.00%	0
City/Town:	0.00%	0
Province:	92.31%	24
Postal Code:	88.46%	23
Country:	100.00%	26
Email Address:	0.00%	0
Phone Number:	0.00%	0



Q33 If outside the US, what country?

Answered: 26    Skipped: 350

ANSWER CHOICES	RESPONSES	
Canada	73.08%	19
Caribbean region	7.69%	2
Other	19.23%	5
TOTAL		26

## ***URISA 2017 GIS Salary Survey Results***

- **Employed Full-Time**
- **GIS Programmer**

154 respondents

The GIS Programmer is a heavily technical position that demands an extensive technical background and a constant need for reeducation. Almost every programmer designs, creates, updates, or manages GIS software applications. A programmer divides one's time between the maintenance of the current software and design of new applications. The programmer may also be called upon to do GIS mapping, provide internet and web based support, develop spatial and non-spatial databases, as well as provide technical support to other GIS professionals. The programmer is expected to know a large number of programming languages and applications. On average, familiarity with C, C++, Java, Python, .NET, Flex, Silverlight is required. The qualified and successful programmer will not only be familiar with these applications, but will be able to use them to run and improve the current GIS program.

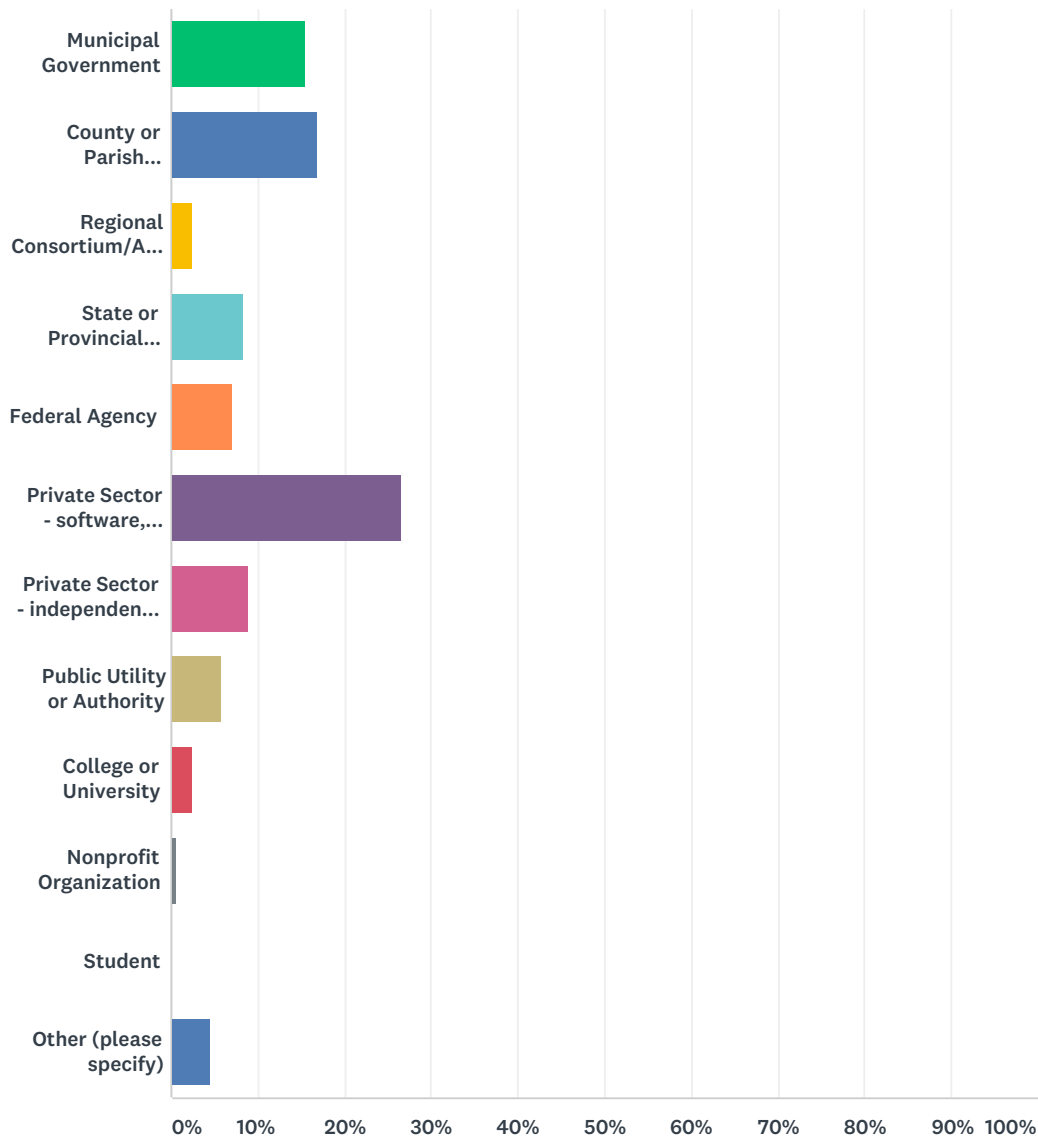
Q1 What is your current employment status?

Answered: 154    Skipped: 0

ANSWER CHOICES	RESPONSES	
Employed full time	100.00%	154
Employed part time	0.00%	0
Employed part time AND part time student	0.00%	0
Full time student	0.00%	0
Part time student	0.00%	0
Currently unemployed	0.00%	0
TOTAL		154

## Q2 Please select the one category that best describes the type of organization in which you are currently employed.

Answered: 154 Skipped: 0



ANSWER CHOICES	RESPONSES	
Municipal Government	15.58%	24
County or Parish Government	16.88%	26
Regional Consortium/Agency (COG, MPO, etc.)	2.60%	4
State or Provincial Agency	8.44%	13
Federal Agency	7.14%	11
Private Sector - software, hardware or services provider	26.62%	41
Private Sector - independent consultant	9.09%	14

URISA 2017 Salary Survey of GIS Professionals

Public Utility or Authority	5.84%	9
College or University	2.60%	4
Nonprofit Organization	0.65%	1
Student	0.00%	0
Other (please specify)	4.55%	7
TOTAL		154

**Q3 If you are currently employed by a municipal or county government or a regional consortium/agency, what is the approximate population of your jurisdiction? (Insert number only without commas or text.)**

Answered: 53   Skipped: 101

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Population of your jurisdiction	813,015	43,089,791	53
Total Respondents: 53			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Population of your jurisdiction	39,394.00	10,000,000.00	217,000.00	813,014.92	1,790,426.98

**Q4 Which one of the following most closely describes your current position? It's most important to select the option that best describes your current responsibilities, not necessarily the specific job title listed.**

Answered: 154   Skipped: 0

ANSWER CHOICES	RESPONSES	
Director of Geographic Information Systems/Geographic Information Officer (GIO)	0.00%	0
GIS Manager	0.00%	0
GIS Coordinator	0.00%	0
GIS Specialist	0.00%	0
GIS Programmer	100.00%	154
GIS Analyst	0.00%	0
GIS Technician	0.00%	0
User of GIS (heavy)	0.00%	0
Educator/Trainer	0.00%	0
Independent Consultant	0.00%	0
GIS Business Development/Sales & Marketing	0.00%	0
Other (please specify job title and responsibilities)	0.00%	0
TOTAL		154

## Q5 Please indicate your current annual salary. (In US Dollars. Please do not include dollar signs or commas)

Answered: 149 Skipped: 5

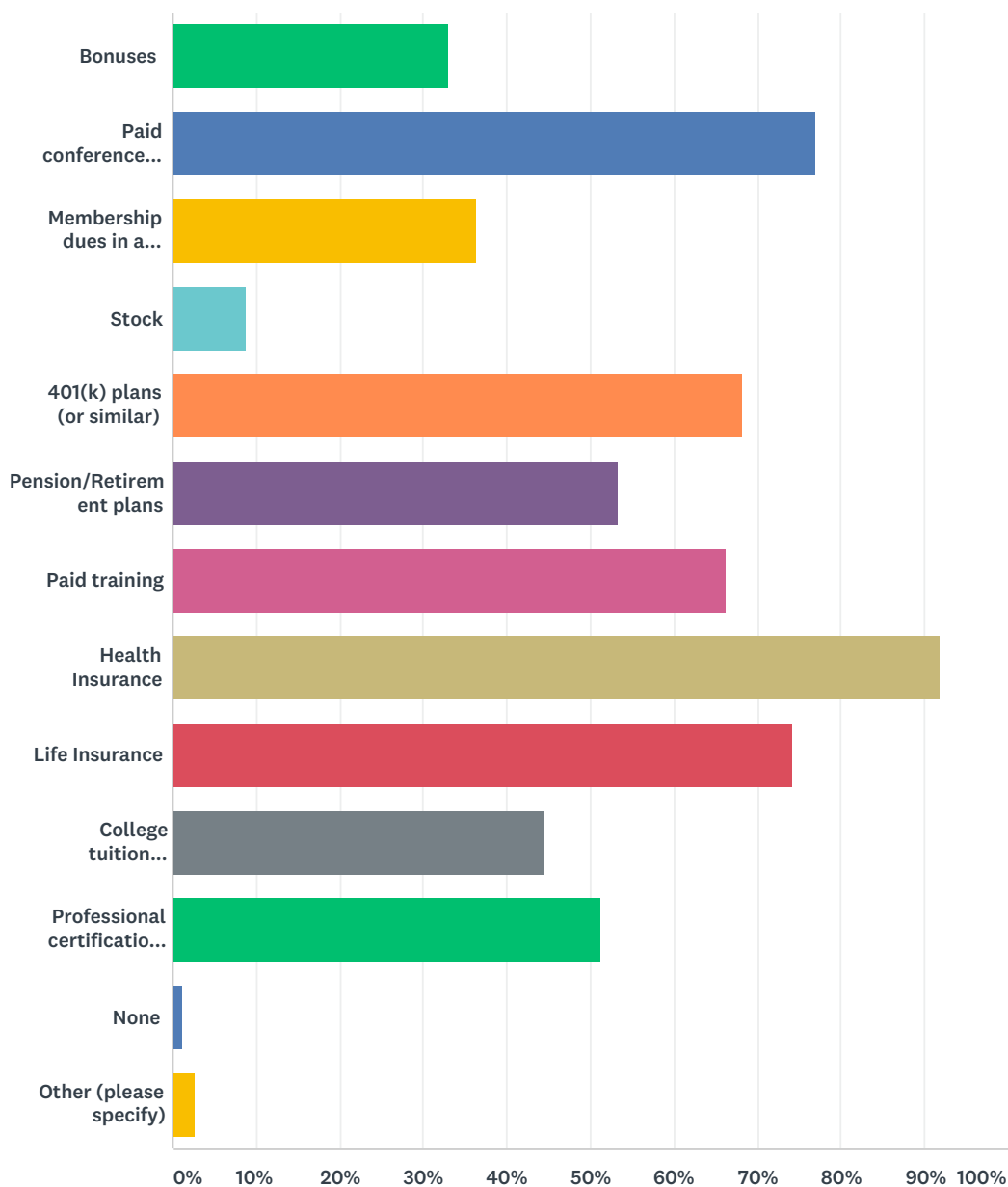
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
2017 Annual Salary	80,752	12,032,009	149
Total Respondents: 149			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
2017 Annual Salary	34,000.00	170,000.00	80,000.00	80,751.74	22,914.77



## Q6 What additional forms of compensation, if any, does your organization offer? (Check all that apply)

Answered: 148 Skipped: 6



ANSWER CHOICES	RESPONSES	
Bonuses	33.11%	49
Paid conference attendance	77.03%	114
Membership dues in a professional organization	36.49%	54
Stock	8.78%	13
401(k) plans (or similar)	68.24%	101

## URISA 2017 Salary Survey of GIS Professionals

Pension/Retirement plans	53.38%	79
Paid training	66.22%	98
Health Insurance	91.89%	136
Life Insurance	74.32%	110
College tuition reimbursement	44.59%	66
Professional certification reimbursement or support	51.35%	76
None	1.35%	2
Other (please specify)	2.70%	4
Total Respondents: 148		

## Q7 What percentage of your time is spent performing geospatial technology tasks? If no time, write 0; if all of your time, write 100.

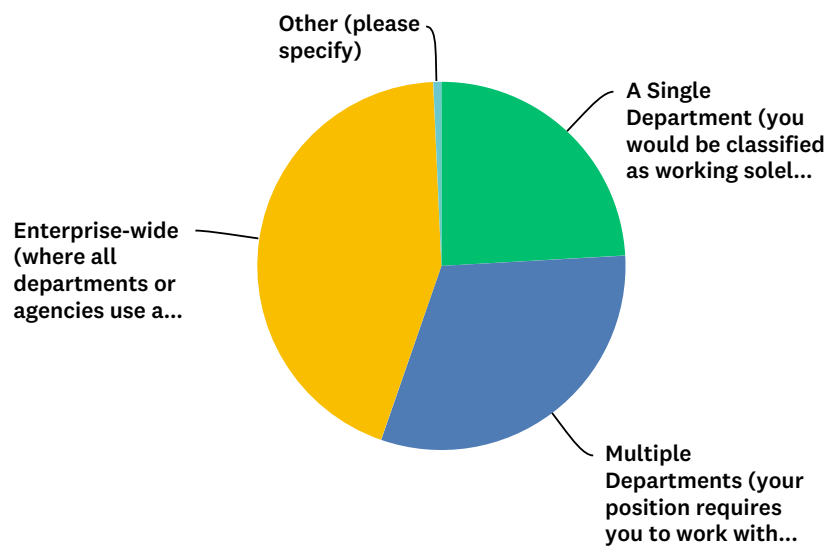
Answered: 139 Skipped: 15

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Enter 0-100	78	10,909	139
Total Respondents: 139			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Enter 0-100	0.00	100.00	85.00	78.48	24.31

Q8 Do you work within:

Answered: 141    Skipped: 13



ANSWER CHOICES	RESPONSES	
A Single Department (you would be classified as working solely in one department)	24.11%	34
Multiple Departments (your position requires you to work within a number of different departments or agencies)	31.21%	44
Enterprise-wide (where all departments or agencies use a central IT/GIS department)	43.97%	62
Other (please specify)	0.71%	1
TOTAL		141

## Q9 Within what department do you work? (please select the ONE best response)

Answered: 141   Skipped: 13

ANSWER CHOICES	RESPONSES	
911 & Emergency Management	0.71%	1
Agriculture	0.71%	1
Assessor's Office	1.42%	2
Business Development	0.71%	1
City/County Manager's Office	0.00%	0
Community Development	0.00%	0
Economic Development	0.00%	0
Engineering	6.38%	9
Finance/Administration	0.71%	1
Geology/Geography	0.71%	1
GIS	41.84%	59
Housing/Social Services	0.71%	1
IT	26.24%	37
Land Records	0.71%	1
Library	0.00%	0
Marketing/Sales	0.71%	1
IT Department	0.00%	0
Natural Resources/Environmental	1.42%	2
Parks and Recreation	0.00%	0
Planning	2.84%	4
Public Health	0.71%	1
Public Works	0.00%	0
Research	2.13%	3
Surveying	0.00%	0
Training/Education	0.00%	0
Transit/Transportation	1.42%	2
Utility Planning Operations	0.00%	0
Water/Wastewater Management	2.13%	3
Zoning	1.42%	2

URISA 2017 Salary Survey of GIS Professionals

Other (please specify)	6.38%	9
TOTAL		141

## Q10 Indicate all department(s) with which you work on a regular basis? (Check all that apply)

Answered: 134   Skipped: 20

ANSWER CHOICES	RESPONSES	
911 & Emergency Management	31.34%	42
Agriculture	6.72%	9
Assessor's Office	25.37%	34
Cemetery	3.73%	5
City/County Manager's Office	15.67%	21
Community Development	17.91%	24
Economic Development	18.66%	25
Engineering	47.01%	63
Finance/Administration	10.45%	14
Fire/Police/EMS	23.88%	32
Geology/Geography	14.18%	19
GIS	76.12%	102
Housing/Social Services	10.45%	14
Land Records	26.87%	36
Law Enforcement	17.91%	24
Natural Resources/Environmental	32.09%	43
Parks and Recreation	28.36%	38
Planning	39.55%	53
Public Health	15.67%	21
Public Relations	8.21%	11
Public Works	30.60%	41
Regulation	6.72%	9
Research	16.42%	22
Training/Education	11.94%	16
Transit/Transportation	23.88%	32
Utility Planning Operations	31.34%	42
Water/Wastewater Management	33.58%	45
Zoning	25.37%	34
IT	70.15%	94

URISA 2017 Salary Survey of GIS Professionals

Other (please specify)	8.21%	11
Total Respondents: 134		



## Q11 Please indicate the number of GIS staff in your entire organization and in your department.

Answered: 133   Skipped: 21

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Number of GIS staff in Organization	176	22,214	126
Number of GIS staff in Department	14	1,893	132
Total Respondents: 133			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Number of GIS staff in Organization	1.00	5,000.00	15.00	176.30	694.16
Number of GIS staff in Department	1.00	160.00	6.00	14.34	24.79

## Q12 In the past five years, has your organization seen an increase or decrease in the number of GIS staff it employs?

Answered: 140   Skipped: 14

ANSWER CHOICES	RESPONSES	
Increase	62.14%	87
Decrease	14.29%	20
Don't know	15.00%	21
N/A	8.57%	12
TOTAL		140

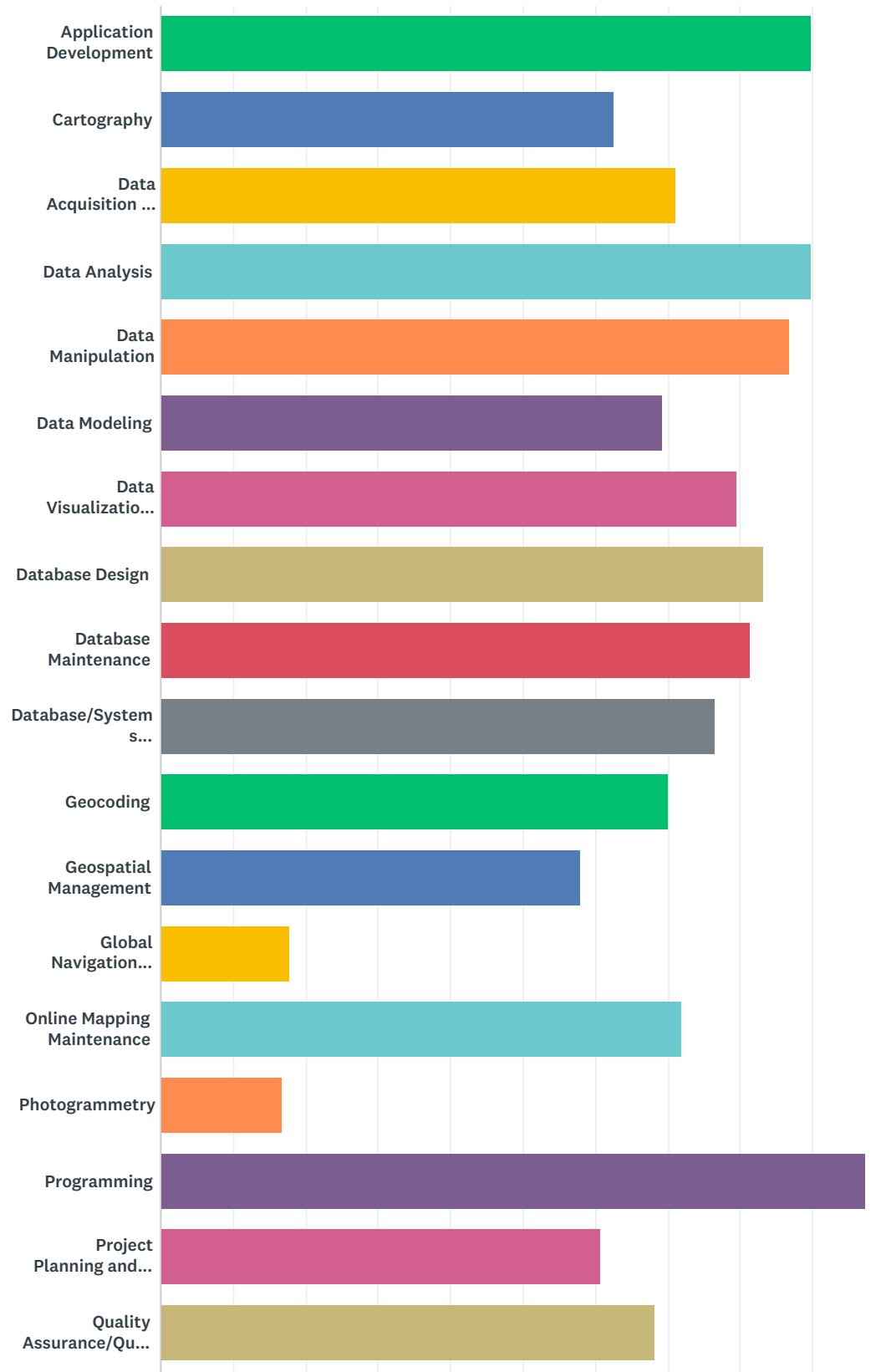
## Q13 With which of the following GIS software platforms does your job require you to be proficient? (Check all that apply)

Answered: 107   Skipped: 47

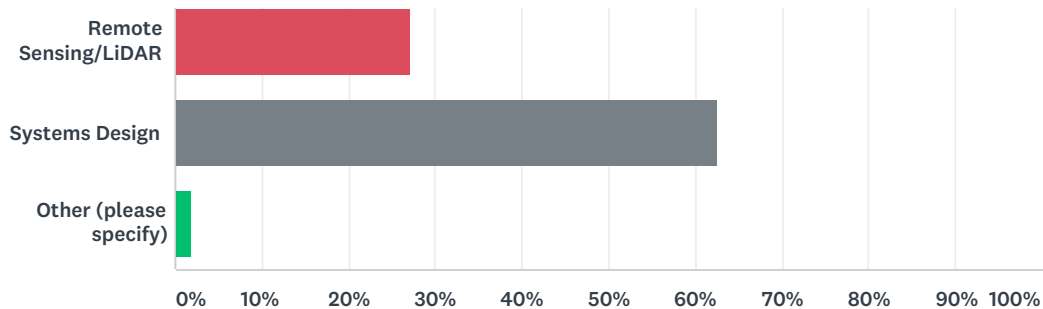
ANSWER CHOICES	RESPONSES	
AutoDesk	8.41%	9
Bentley	4.67%	5
Blue Marble Geographics	1.87%	2
Caliper	0.00%	0
Esri	94.39%	101
Hexagon/Intergraph	3.74%	4
MapInfo	4.67%	5
Smallworld	0.93%	1
Oracle Spatial	10.28%	11
PostGIS (open source)	24.30%	26
QGIS (open source)	23.36%	25
Other (please specify)	12.15%	13
Total Respondents: 107		

## Q14 What GIS and geospatial technology skills are required for your job? (Check all the apply)

Answered: 107 Skipped: 47



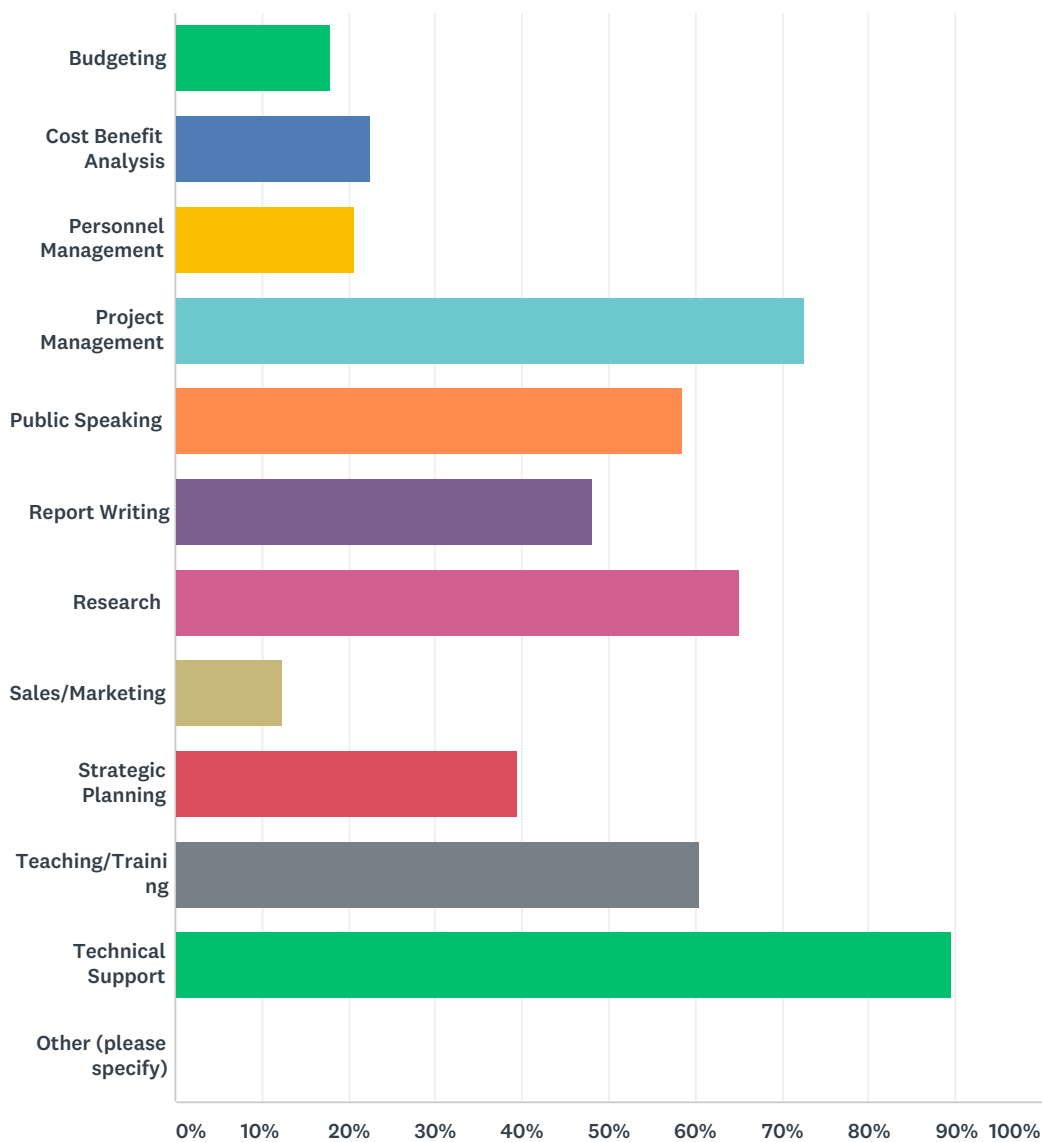
## URISA 2017 Salary Survey of GIS Professionals



ANSWER CHOICES	RESPONSES	
Application Development	89.72%	96
Cartography	62.62%	67
Data Acquisition and Creation	71.03%	76
Data Analysis	89.72%	96
Data Manipulation	86.92%	93
Data Modeling	69.16%	74
Data Visualization and Reporting	79.44%	85
Database Design	83.18%	89
Database Maintenance	81.31%	87
Database/Systems Administration	76.64%	82
Geocoding	70.09%	75
Geospatial Management	57.94%	62
Global Navigation Satellite Systems (GNSS)	17.76%	19
Online Mapping Maintenance	71.96%	77
Photogrammetry	16.82%	18
Programming	97.20%	104
Project Planning and Implementation	60.75%	65
Quality Assurance/Quality Control	68.22%	73
Remote Sensing/LiDAR	27.10%	29
Systems Design	62.62%	67
Other (please specify)	1.87%	2
Total Respondents: 107		

## Q15 What additional skills are required for your job? (Check all that apply)

Answered: 106 Skipped: 48



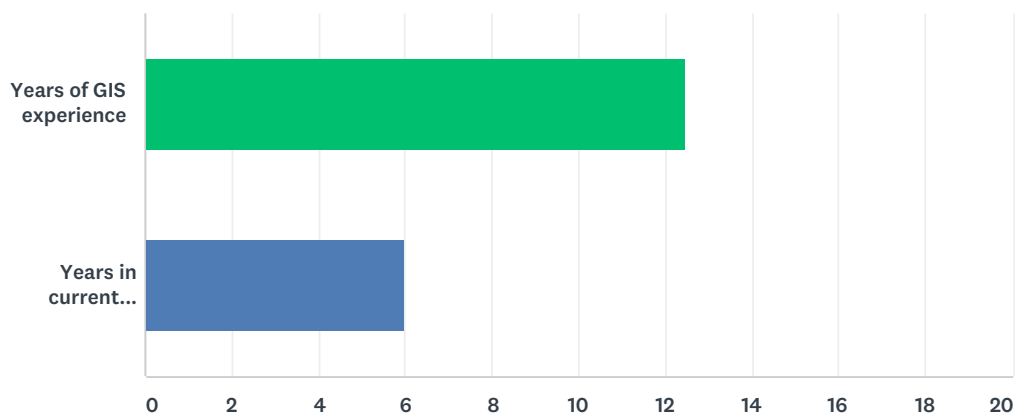
ANSWER CHOICES	RESPONSES	
Budgeting	17.92%	19
Cost Benefit Analysis	22.64%	24
Personnel Management	20.75%	22
Project Management	72.64%	77
Public Speaking	58.49%	62
Report Writing	48.11%	51
Research	65.09%	69

URISA 2017 Salary Survey of GIS Professionals

Sales/Marketing	12.26%	13
Strategic Planning	39.62%	42
Teaching/Training	60.38%	64
Technical Support	89.62%	95
Other (please specify)	0.00%	0
Total Respondents: 106		

**Q16 Please indicate the number of years of GIS experience you have and the number of years you've been in your current position. (Please enter a whole number. Decimals, percentages, and non-numeric characters are not accepted.)**

Answered: 136 Skipped: 18



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Years of GIS experience	12	1,695	136
Years in current position	6	812	136
Total Respondents: 136			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Years of GIS experience	1.00	30.00	11.50	12.46	6.45
Years in current position	1.00	27.00	4.00	5.97	5.44



**Q17 How many hours, on average, do you work in a typical week?**  
(Please enter a whole number. Decimals, percentages, and non-numeric characters are not accepted.)

Answered: 137    Skipped: 17

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Average Weekly Hours	42	5,772	137
Total Respondents: 137			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Average Weekly Hours	35.00	80.00	40.00	42.13	5.42

## Q18 Do you work within an office environment or do you work from home (telecommute)?

Answered: 137   Skipped: 17

ANSWER CHOICES	RESPONSES	
Work in an office	63.50%	87
Work from home	6.57%	9
Combination (sometimes work in the office and sometimes work from home)	29.93%	41
TOTAL		137

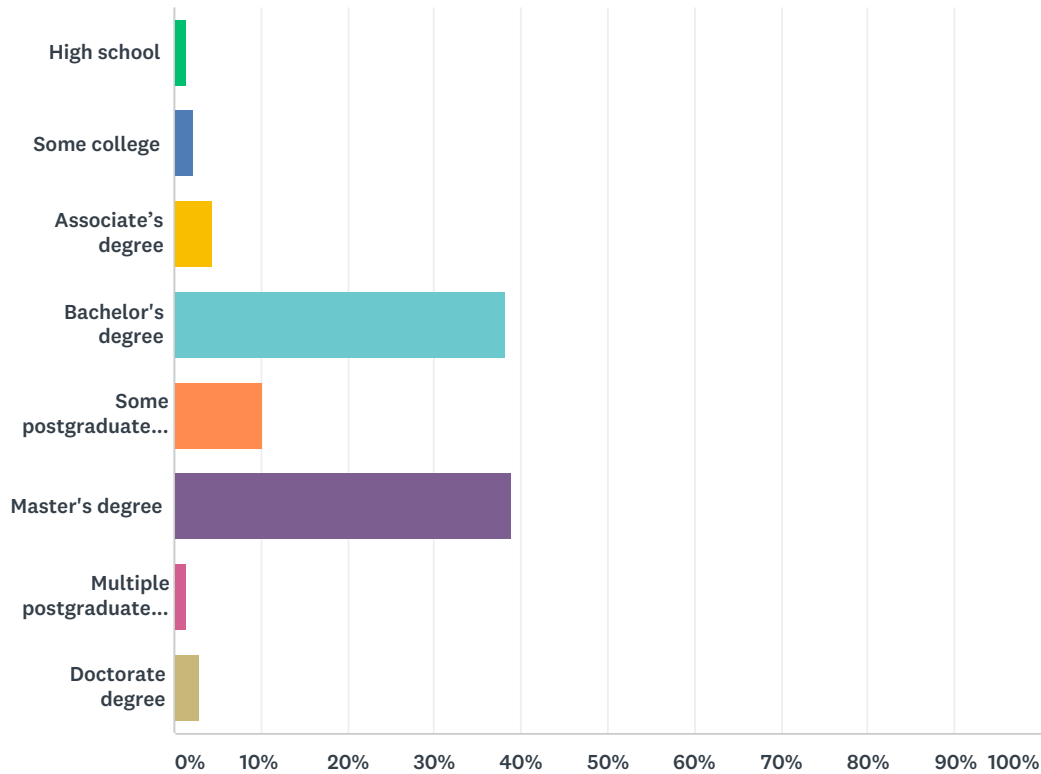
## Q19 If you have changed jobs within the past three years, what was the nature of that change?

Answered: 126 Skipped: 28

ANSWER CHOICES	RESPONSES	
From public sector to private sector	6.35%	8
From public sector to another public sector	15.08%	19
From private sector to public sector	5.56%	7
From private sector to another private sector	9.52%	12
From academia to public sector	3.17%	4
From academia to private sector	0.79%	1
Have not changed jobs within past three years	55.56%	70
Other (please specify)	3.97%	5
TOTAL		126

## Q20 What is the highest level of education you have attained?

Answered: 136 Skipped: 18



ANSWER CHOICES	RESPONSES	
High school	1.47%	2
Some college	2.21%	3
Associate's degree	4.41%	6
Bachelor's degree	38.24%	52
Some postgraduate study	10.29%	14
Master's degree	38.97%	53
Multiple postgraduate degrees	1.47%	2
Doctorate degree	2.94%	4
<b>TOTAL</b>		<b>136</b>

## Q21 In what discipline(s) were your educational degree(s)? (check all the apply)

Answered: 132   Skipped: 22

ANSWER CHOICES	RESPONSES	
Anthropology	3.03%	4
Business	3.03%	4
Cartography	4.55%	6
Computer Science	20.45%	27
Engineering	9.85%	13
Environmental Science	13.64%	18
Forestry	3.03%	4
Geography	48.48%	64
Geology	6.06%	8
GIS	55.30%	73
Landscape Architecture	0.76%	1
Mathematics	6.06%	8
Natural Resources	4.55%	6
Oceanography	1.52%	2
Planning	3.79%	5
Public Administration	0.00%	0
Surveying	3.03%	4
Other (please specify)	12.12%	16
Total Respondents: 132		

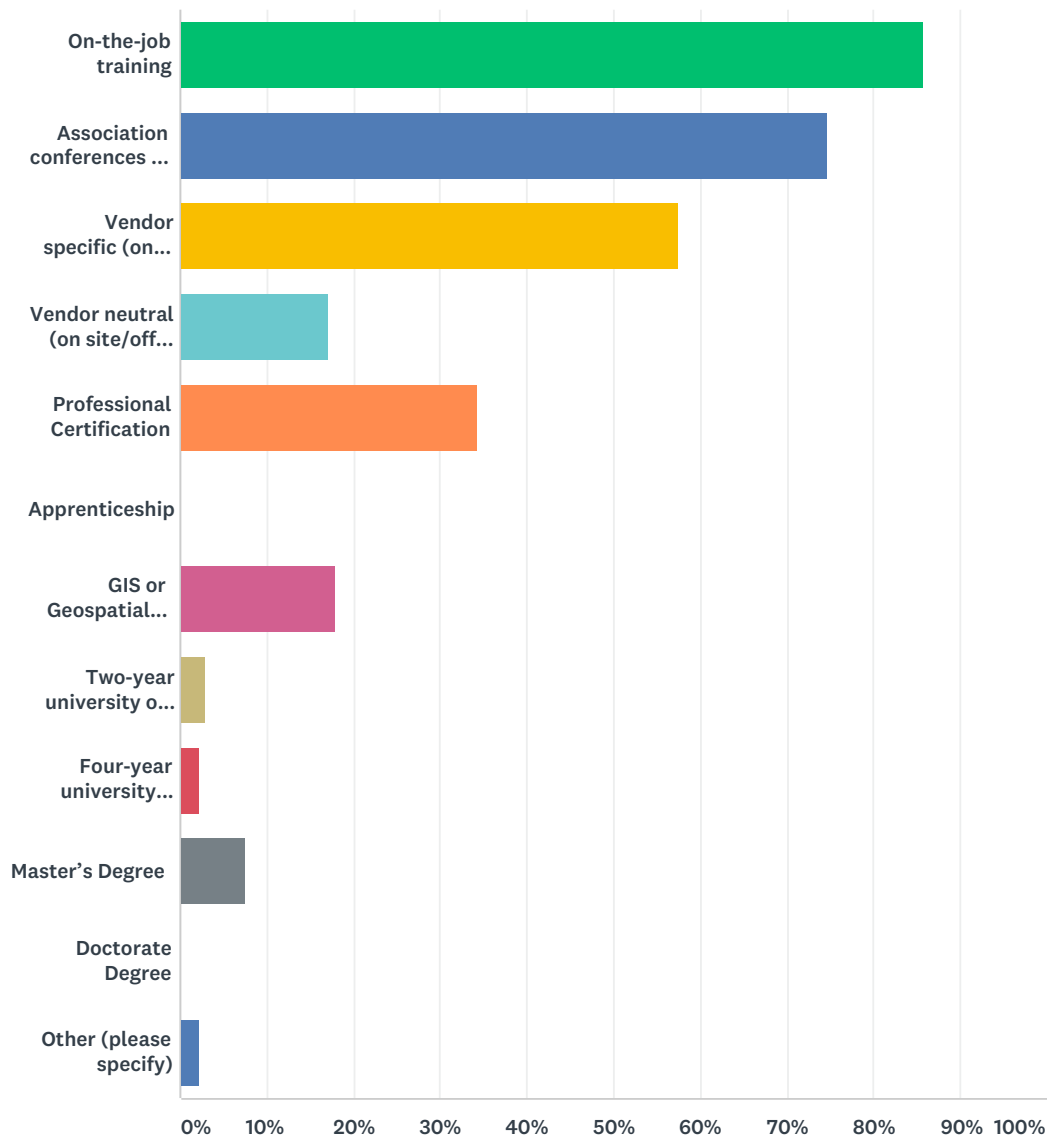
## Q22 What is the minimum level of education required for your position? (check only one)

Answered: 135   Skipped: 19

ANSWER CHOICES	RESPONSES	
High school	5.19%	7
Some college	1.48%	2
Associate's degree	2.96%	4
GIS or geospatial technology certificate	0.74%	1
Bachelor's degree	80.00%	108
Some postgraduate study	0.00%	0
Master's degree	9.63%	13
Multiple postgraduate degrees	0.00%	0
Doctorate degree	0.00%	0
TOTAL		135

## Q23 During the last three years, what type(s) of continuing education and/or professional development have you acquired? (check all that apply)

Answered: 134 Skipped: 20



ANSWER CHOICES	RESPONSES	
On-the-job training	85.82%	115
Association conferences or workshops	74.63%	100
Vendor specific (on site/off site/virtual) training	57.46%	77
Vendor neutral (on site/off site/virtual) training	17.16%	23
Professional Certification	34.33%	46
Apprenticeship	0.00%	0

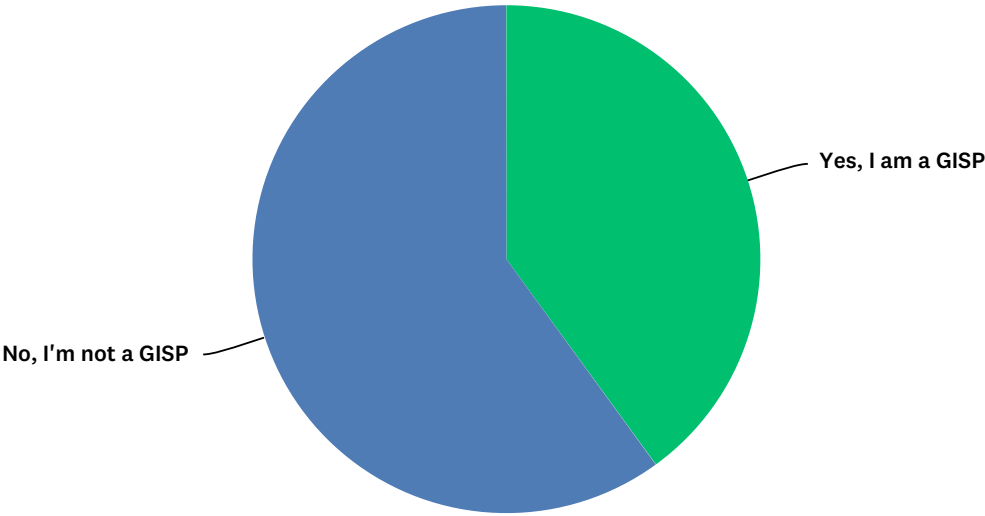
URISA 2017 Salary Survey of GIS Professionals

GIS or Geospatial Technology Certificate	17.91%	24
Two-year university or Community College (Associate's Degree)	2.99%	4
Four-year university (Bachelor's Degree)	2.24%	3
Master's Degree	7.46%	10
Doctorate Degree	0.00%	0
Other (please specify)	2.24%	3
Total Respondents: 134		



Q24 Are you a certified GIS professional (GISP) through the GIS Certification Institute (GISCI)?

Answered: 135    Skipped: 19



ANSWER CHOICES		RESPONSES	
Yes, I am a GISP		40.00%	54
No, I'm not a GISP		60.00%	81
TOTAL			135

Q25 If “No”, do you plan to apply within the next 3 years?

Answered: 81    Skipped: 73

ANSWER CHOICES	RESPONSES	
Yes	34.57%	28
No	65.43%	53
TOTAL		81

## Q26 If “No”, why not?

Answered: 53   Skipped: 101

ANSWER CHOICES	RESPONSES	
Have not seen value	83.02%	44
Do not agree with the concept of certification	20.75%	11
Employer will not pay or support	5.66%	3
Do not wish to take the exam which is now part of the certification	15.09%	8
Do not meet the qualifications	7.55%	4
Am unaware of the GISCI certification program	11.32%	6
Other (please specify)	16.98%	9
Total Respondents: 53		

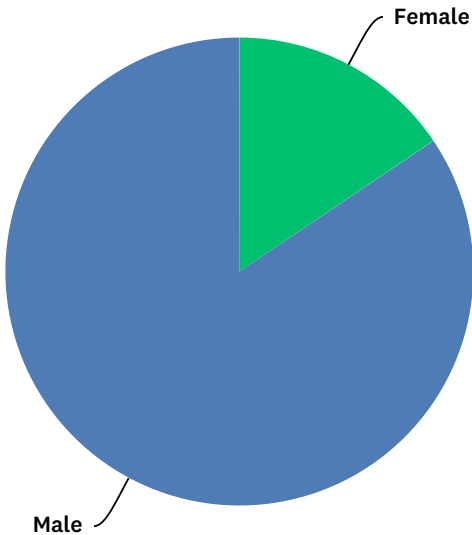
## Q27 Not including GISP, which of the following certifications or professional designations do you currently hold? (Check all that apply)

Answered: 129 Skipped: 25

ANSWER CHOICES	RESPONSES	
ASPRS Mapping Scientist (any designation)	0.78%	1
ASPRS Mapping Technician (any designation)	0.00%	0
AICP Certified Planner	0.00%	0
Esri Technical Certification	8.53%	11
IAAO Cadastral Mapping Specialist	0.00%	0
NENA National Emergency Number Professional	0.78%	1
Licensed Surveyor	0.00%	0
PE Professional Engineer	0.00%	0
PMP Project Management Professional	2.33%	3
None	83.72%	108
Other (please specify)	6.98%	9
Total Respondents: 129		

Q28 What is your gender?

Answered: 135    Skipped: 19



ANSWER CHOICES	RESPONSES	
Female	15.56%	21
Male	84.44%	114
TOTAL		135

Q29 What is your age?

Answered: 135    Skipped: 19

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Age	39	5,272	135
Total Respondents: 135			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Age	24.00	73.00	37.00	39.05	9.51

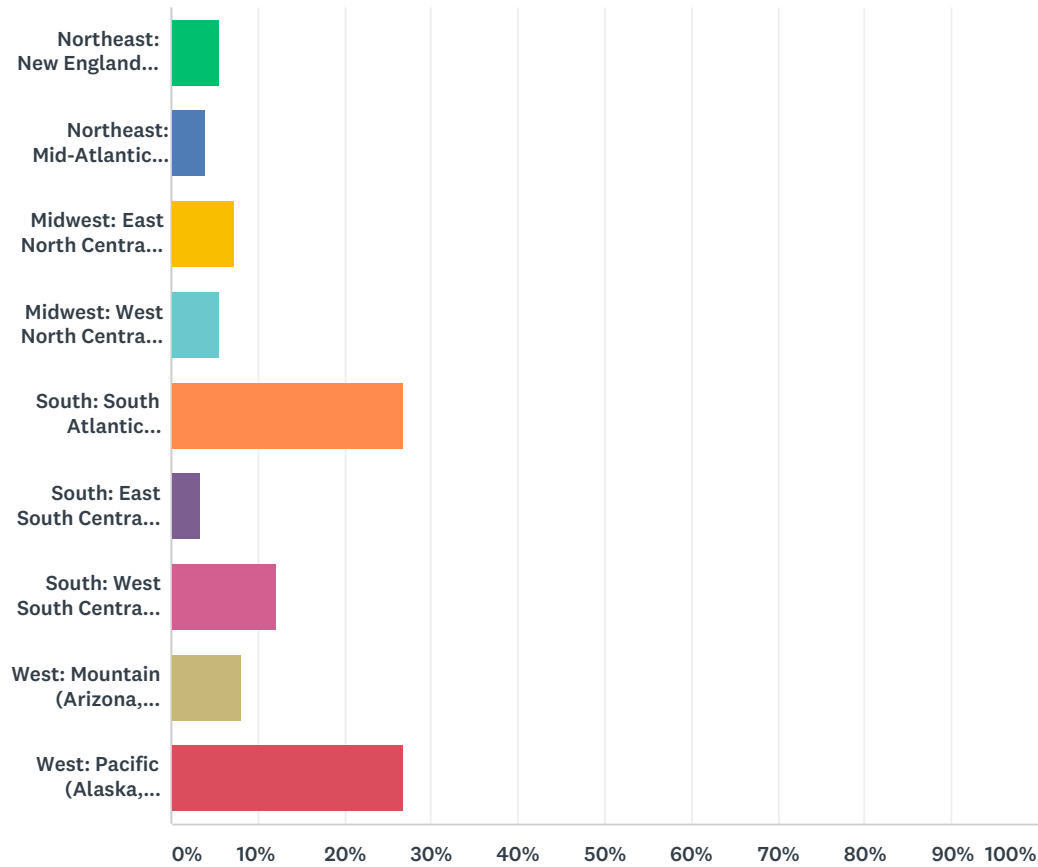
### Q30 If you work in the United States, please indicate the State and Zip Code where you work.

Answered: 124 Skipped: 30

ANSWER CHOICES	RESPONSES	
Name:	0.00%	0
Company:	0.00%	0
Address:	0.00%	0
Address 2:	0.00%	0
City/Town:	0.00%	0
State:	99.19%	123
ZIP:	93.55%	116
Country:	0.00%	0
Email Address:	0.00%	0
Phone Number:	0.00%	0

## Q31 If in US, what region ?

Answered: 123 Skipped: 31



ANSWER CHOICES	RESPONSES	
Northeast: New England (Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont)	5.69%	7
Northeast: Mid-Atlantic (New Jersey, New York, and Pennsylvania)	4.07%	5
Midwest: East North Central (Illinois, Indiana, Michigan, Ohio, and Wisconsin)	7.32%	9
Midwest: West North Central (Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota)	5.69%	7
South: South Atlantic (Delaware, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, District of Columbia, and West Virginia)	26.83%	33
South: East South Central (Alabama, Kentucky, Mississippi, and Tennessee)	3.25%	4
South: West South Central (Arkansas, Louisiana, Oklahoma, and Texas)	12.20%	15
West: Mountain (Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming)	8.13%	10
West: Pacific (Alaska, California, Hawaii, Oregon, and Washington)	26.83%	33
TOTAL		123



### Q32 If you work outside the United States, please indicate the Country, Province and Postal Code where you work.

Answered: 10   Skipped: 144

ANSWER CHOICES	RESPONSES	
Name:	0.00%	0
Company:	0.00%	0
Address 1:	0.00%	0
Address 2:	0.00%	0
City/Town:	0.00%	0
Province:	80.00%	8
Postal Code:	80.00%	8
Country:	90.00%	9
Email Address:	0.00%	0
Phone Number:	0.00%	0

Q33 If outside the US, what country?

Answered: 9    Skipped: 145

ANSWER CHOICES	RESPONSES	
Canada	55.56%	5
Caribbean region	0.00%	0
Other	44.44%	4
TOTAL		9

## ***URISA 2017 GIS Salary Survey Results***

- **Employed Full-Time**
- **GIS Analyst**

**673 respondents**

The GIS Analyst's responsibilities are often two-fold. The first aspect of the analyst position concentrates on data and programming knowledge. The position demands proficiency with mapping and database software. The analyst must be familiar with database derived information, for it will be from this that the second aspect of the position comes into play: data analysis. The analyst's duties include a high amount of data conversion, application, and implementation. It is the role of the analyst to transfer data from a database with certain parameters and to ultimately prepare reports or make decisions from this created information. The analyst makes practical sense out of processed data and then applies it to real world applications.

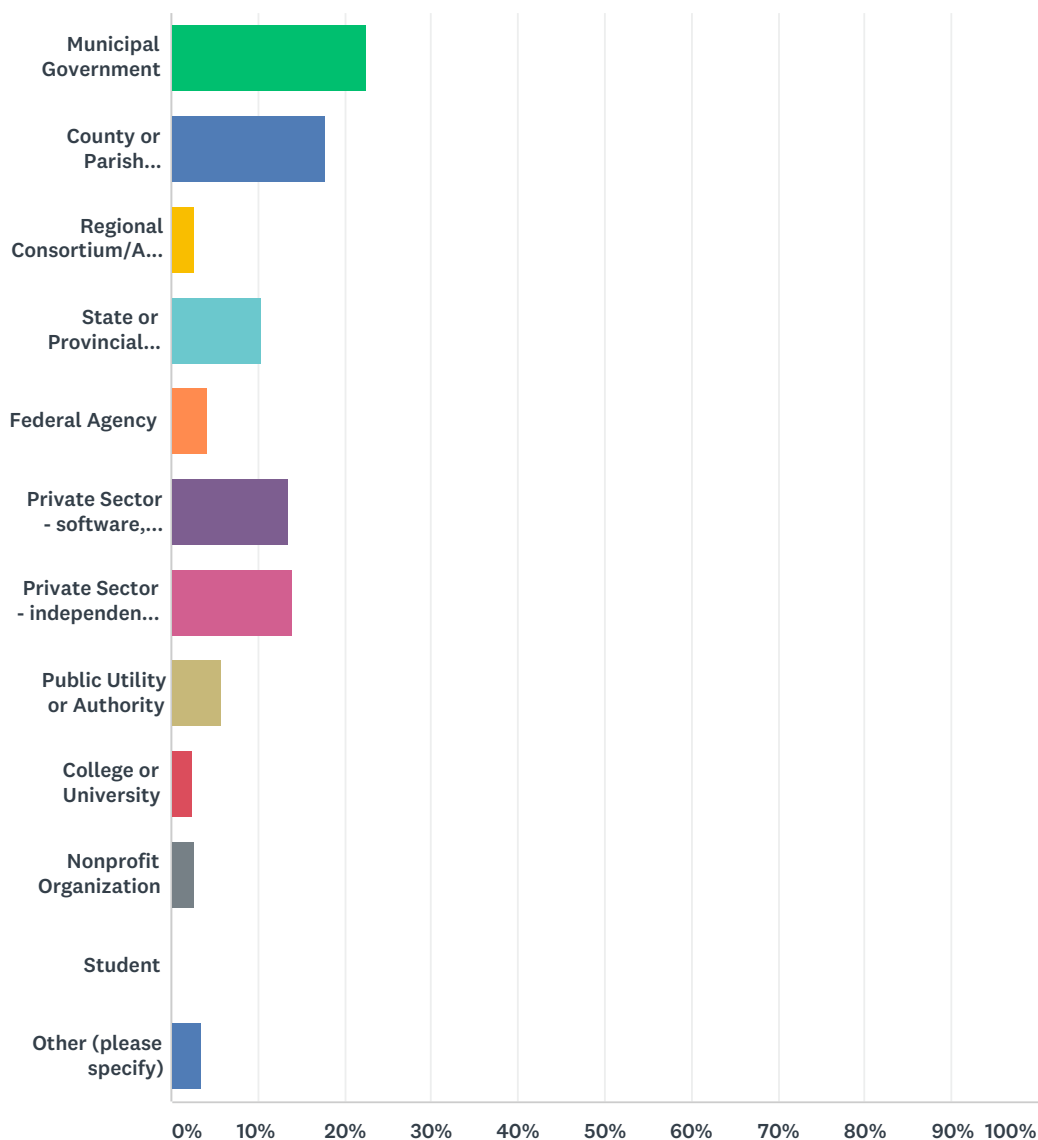
Q1 What is your current employment status?

Answered: 673    Skipped: 0

ANSWER CHOICES	RESPONSES	
Employed full time	100.00%	673
Employed part time	0.00%	0
Employed part time AND part time student	0.00%	0
Full time student	0.00%	0
Part time student	0.00%	0
Currently unemployed	0.00%	0
TOTAL		673

## Q2 Please select the one category that best describes the type of organization in which you are currently employed.

Answered: 673 Skipped: 0



ANSWER CHOICES	RESPONSES	
Municipal Government	22.59%	152
County or Parish Government	17.83%	120
Regional Consortium/Agency (COG, MPO, etc.)	2.67%	18
State or Provincial Agency	10.40%	70
Federal Agency	4.16%	28
Private Sector - software, hardware or services provider	13.52%	91
Private Sector - independent consultant	13.97%	94

URISA 2017 Salary Survey of GIS Professionals

Public Utility or Authority	5.94%	40
College or University	2.53%	17
Nonprofit Organization	2.82%	19
Student	0.00%	0
Other (please specify)	3.57%	24
TOTAL		673

**Q3 If you are currently employed by a municipal or county government or a regional consortium/agency, what is the approximate population of your jurisdiction? (Insert number only without commas or text.)**

Answered: 283   Skipped: 390

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Population of your jurisdiction	604,862	171,176,035	283
Total Respondents: 283			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Population of your jurisdiction	4,000.00	39,000,000.00	180,000.00	604,862.31	2,473,589.84

**Q4 Which one of the following most closely describes your current position? It's most important to select the option that best describes your current responsibilities, not necessarily the specific job title listed.**

Answered: 673 Skipped: 0

ANSWER CHOICES	RESPONSES	
Director of Geographic Information Systems/Geographic Information Officer (GIO)	0.00%	0
GIS Manager	0.00%	0
GIS Coordinator	0.00%	0
GIS Specialist	0.00%	0
GIS Programmer	0.00%	0
GIS Analyst	100.00%	673
GIS Technician	0.00%	0
User of GIS (heavy)	0.00%	0
Educator/Trainer	0.00%	0
Independent Consultant	0.00%	0
GIS Business Development/Sales & Marketing	0.00%	0
Other (please specify job title and responsibilities)	0.00%	0
TOTAL		673



Q5 Please indicate your current annual salary. (In US Dollars. Please do not include dollar signs or commas)

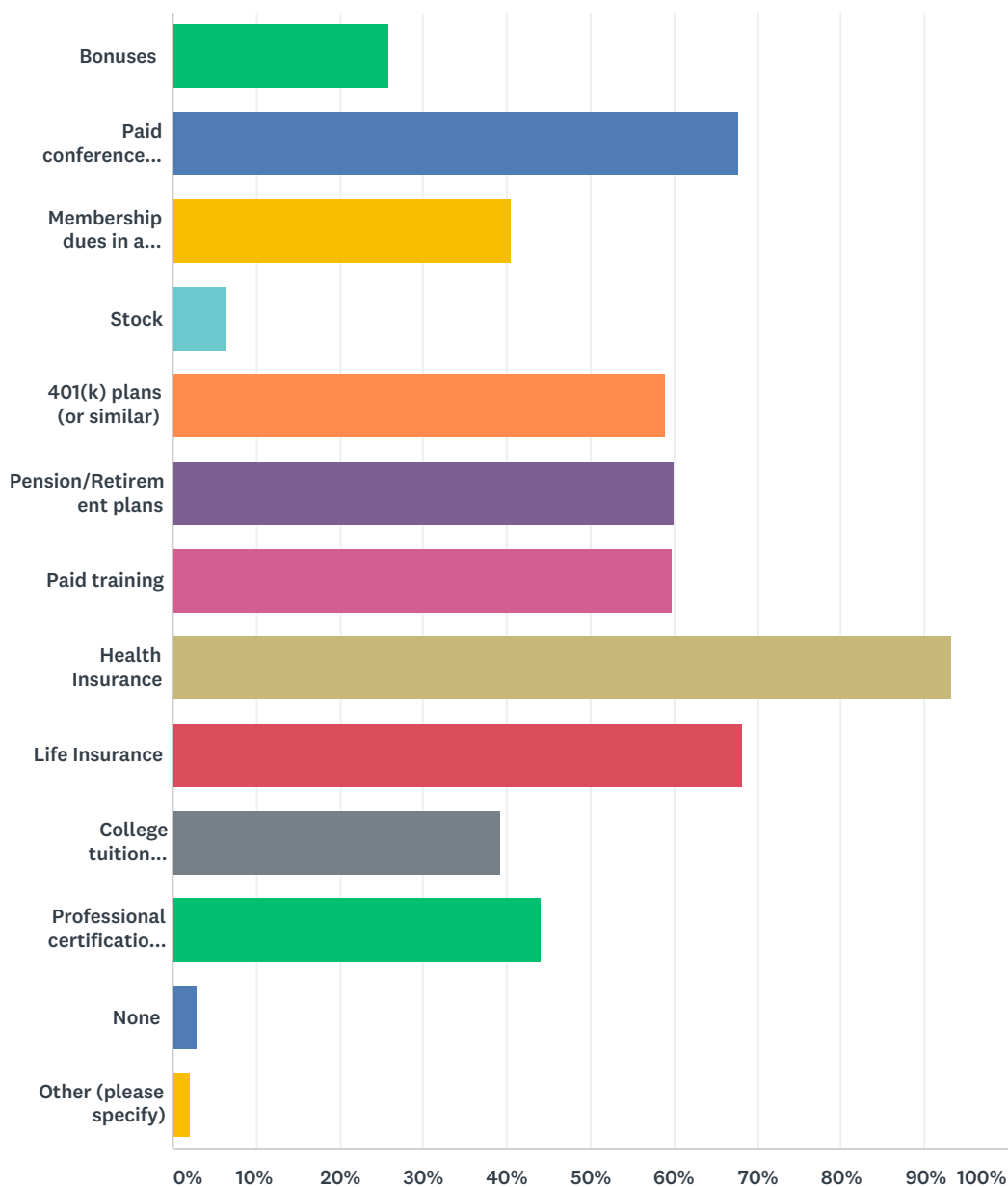
Answered: 649    Skipped: 24

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
2017 Annual Salary	62,336	40,456,309	649
Total Respondents: 649			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
2017 Annual Salary	10,000.00	123,000.00	61,000.00	62,336.38	16,234.02

## Q6 What additional forms of compensation, if any, does your organization offer? (Check all that apply)

Answered: 647 Skipped: 26



ANSWER CHOICES	RESPONSES	
Bonuses	25.97%	168
Paid conference attendance	67.85%	439
Membership dues in a professional organization	40.65%	263
Stock	6.49%	42
401(k) plans (or similar)	59.04%	382

## URISA 2017 Salary Survey of GIS Professionals

Pension/Retirement plans	59.97%	388
Paid training	59.81%	387
Health Insurance	93.35%	604
Life Insurance	68.16%	441
College tuition reimbursement	39.41%	255
Professional certification reimbursement or support	44.20%	286
None	2.94%	19
Other (please specify)	2.01%	13
Total Respondents: 647		

## Q7 What percentage of your time is spent performing geospatial technology tasks? If no time, write 0; if all of your time, write 100.

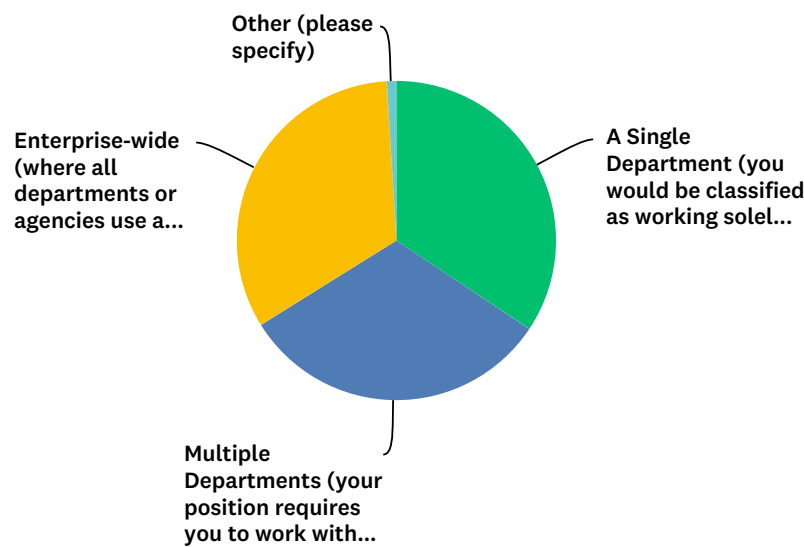
Answered: 613 Skipped: 60

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Enter 0-100	83	50,619	613
Total Respondents: 613			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Enter 0-100	0.00	100.00	90.00	82.58	20.66

Q8 Do you work within:

Answered: 629    Skipped: 44



ANSWER CHOICES	RESPONSES	
A Single Department (you would be classified as working solely in one department)	34.34%	216
Multiple Departments (your position requires you to work within a number of different departments or agencies)	31.80%	200
Enterprise-wide (where all departments or agencies use a central IT/GIS department)	32.91%	207
Other (please specify)	0.95%	6
TOTAL		629

## Q9 Within what department do you work? (please select the ONE best response)

Answered: 630 Skipped: 43

ANSWER CHOICES	RESPONSES	
911 & Emergency Management	1.43%	9
Agriculture	0.63%	4
Assessor's Office	2.70%	17
Business Development	0.32%	2
City/County Manager's Office	0.16%	1
Community Development	1.43%	9
Economic Development	0.32%	2
Engineering	6.98%	44
Finance/Administration	0.32%	2
Geology/Geography	1.59%	10
GIS	34.60%	218
Housing/Social Services	0.32%	2
IT	13.17%	83
Land Records	1.11%	7
Library	0.32%	2
Marketing/Sales	0.32%	2
IT Department	0.00%	0
Natural Resources/Environmental	6.51%	41
Parks and Recreation	0.16%	1
Planning	6.19%	39
Public Health	0.32%	2
Public Works	4.29%	27
Research	2.38%	15
Surveying	0.79%	5
Training/Education	0.16%	1
Transit/Transportation	3.17%	20
Utility Planning Operations	1.43%	9
Water/Wastewater Management	3.17%	20
Zoning	0.00%	0

URISA 2017 Salary Survey of GIS Professionals

Other (please specify)	5.71%	36
TOTAL		630

## Q10 Indicate all department(s) with which you work on a regular basis? (Check all that apply)

Answered: 620   Skipped: 53

ANSWER CHOICES	RESPONSES	
911 & Emergency Management	27.42%	170
Agriculture	4.52%	28
Assessor's Office	20.32%	126
Cemetery	3.87%	24
City/County Manager's Office	20.81%	129
Community Development	25.16%	156
Economic Development	24.19%	150
Engineering	44.35%	275
Finance/Administration	14.03%	87
Fire/Police/EMS	27.26%	169
Geology/Geography	15.65%	97
GIS	72.58%	450
Housing/Social Services	11.45%	71
Land Records	28.39%	176
Law Enforcement	15.48%	96
Natural Resources/Environmental	34.35%	213
Parks and Recreation	29.19%	181
Planning	47.90%	297
Public Health	10.32%	64
Public Relations	10.00%	62
Public Works	35.48%	220
Regulation	8.55%	53
Research	13.55%	84
Training/Education	12.74%	79
Transit/Transportation	26.29%	163
Utility Planning Operations	26.77%	166
Water/Wastewater Management	33.87%	210
Zoning	25.32%	157
IT	50.81%	315



URISA 2017 Salary Survey of GIS Professionals

Other (please specify)	5.00%	31
Total Respondents: 620		

## Q11 Please indicate the number of GIS staff in your entire organization and in your department.

Answered: 609 Skipped: 64

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Number of GIS staff in Organization	48	28,058	581
Number of GIS staff in Department	8	4,914	606
Total Respondents: 609			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Number of GIS staff in Organization	1.00	5,000.00	8.00	48.29	280.98
Number of GIS staff in Department	0.00	1,000.00	3.00	8.11	41.59

## Q12 In the past five years, has your organization seen an increase or decrease in the number of GIS staff it employs?

Answered: 628   Skipped: 45

ANSWER CHOICES	RESPONSES	
Increase	49.68%	312
Decrease	14.65%	92
Don't know	12.42%	78
N/A	23.25%	146
TOTAL		628

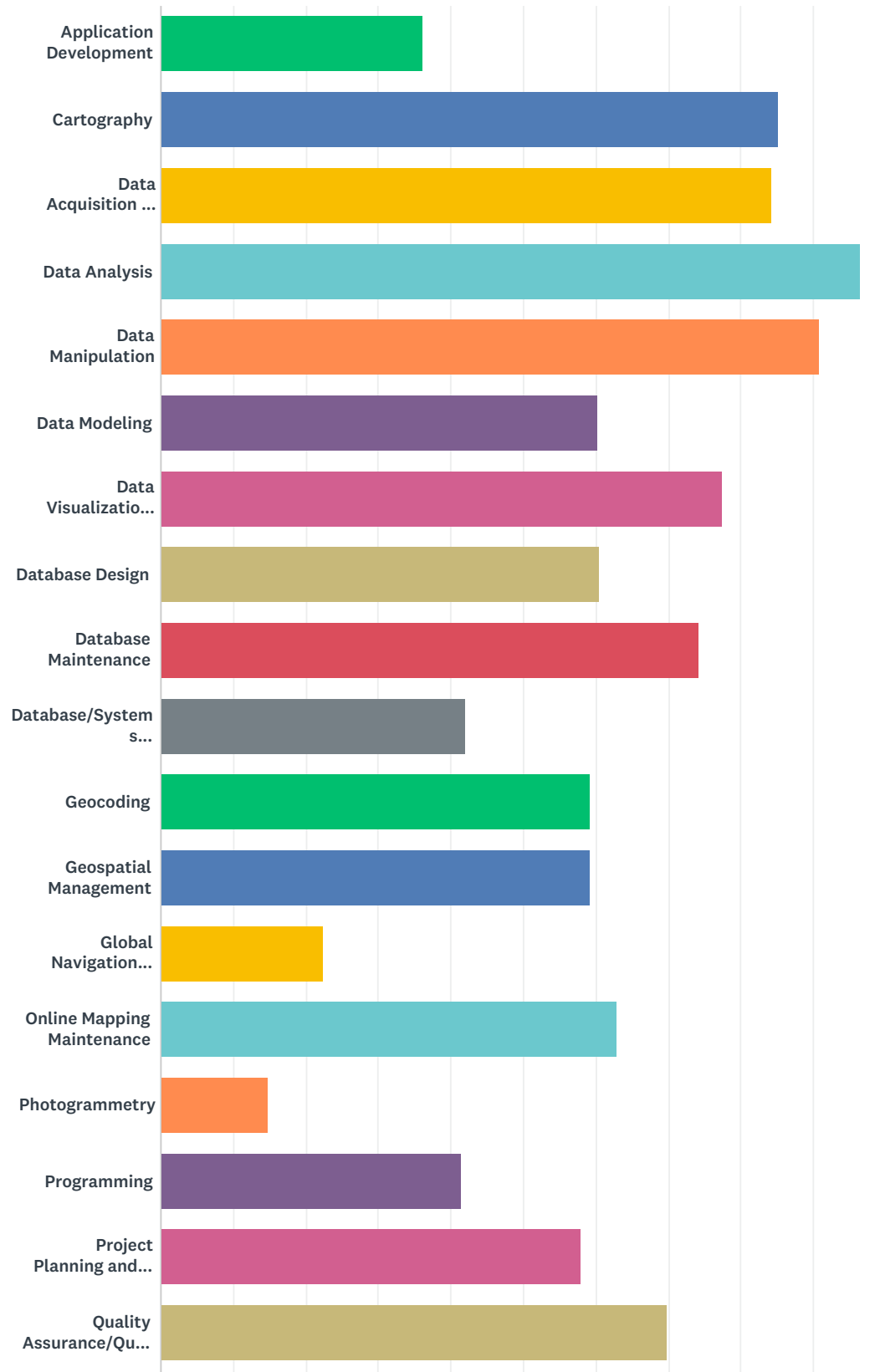
## Q13 With which of the following GIS software platforms does your job require you to be proficient? (Check all that apply)

Answered: 399   Skipped: 274

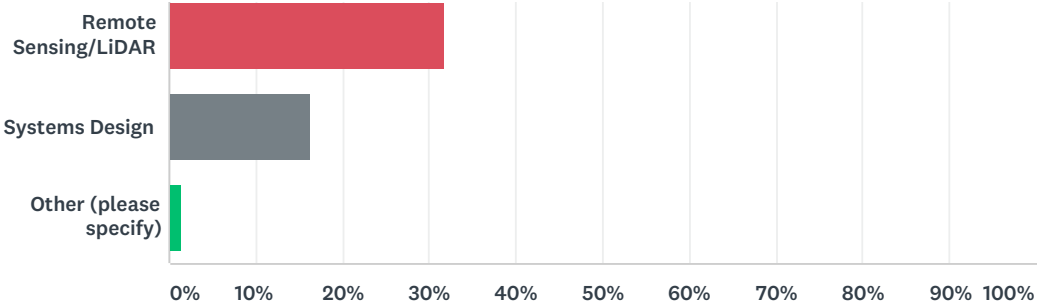
ANSWER CHOICES	RESPONSES	
AutoDesk	13.78%	55
Bentley	6.52%	26
Blue Marble Geographics	2.76%	11
Caliper	0.25%	1
Esri	99.75%	398
Hexagon/Intergraph	3.51%	14
MapInfo	3.01%	12
Smallworld	0.50%	2
Oracle Spatial	3.76%	15
PostGIS (open source)	3.76%	15
QGIS (open source)	10.28%	41
Other (please specify)	7.52%	30
Total Respondents: 399		

## Q14 What GIS and geospatial technology skills are required for your job? (Check all the apply)

Answered: 399 Skipped: 274



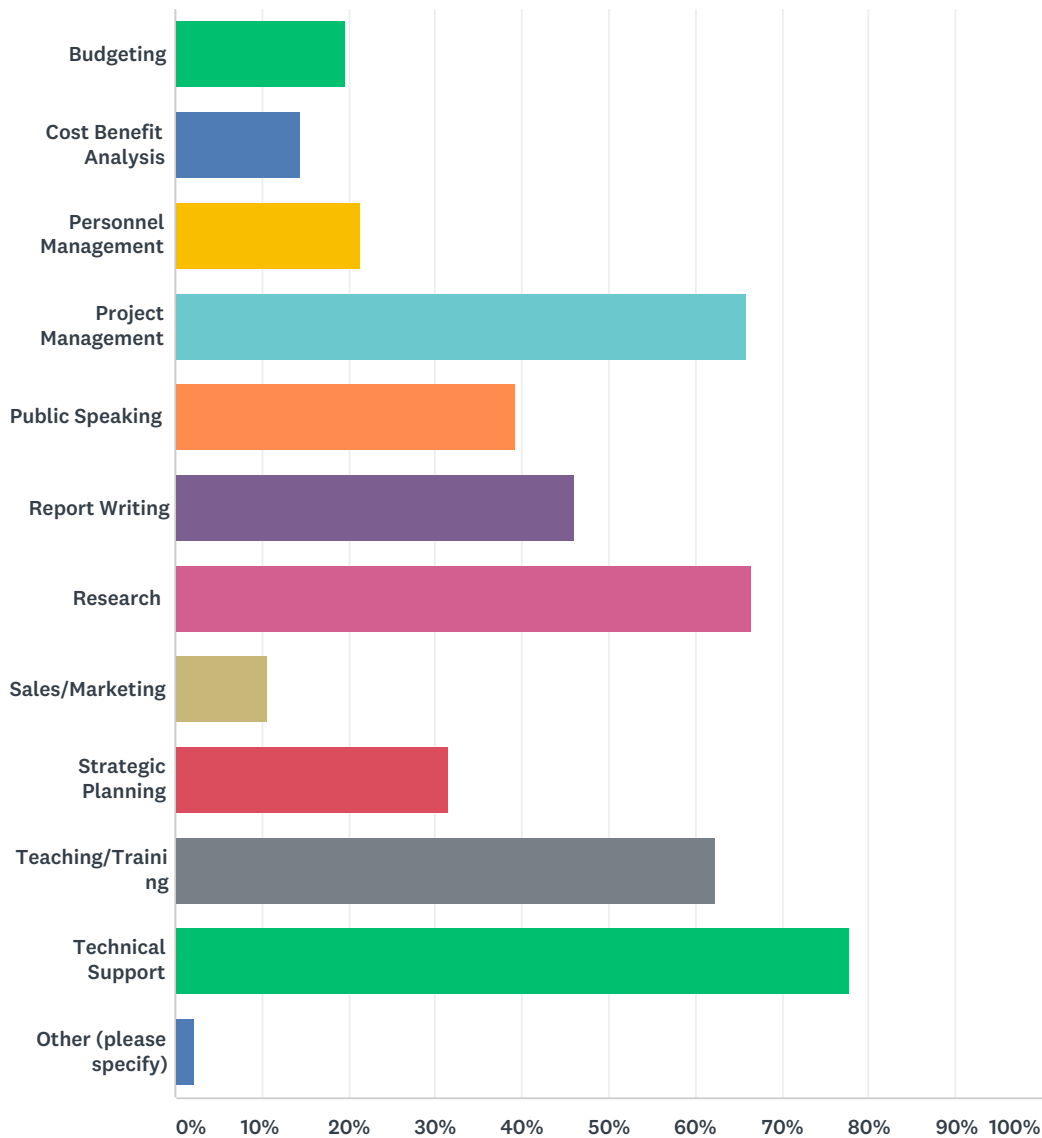
URISA 2017 Salary Survey of GIS Professionals



ANSWER CHOICES	RESPONSES	
Application Development	36.09%	144
Cartography	85.21%	340
Data Acquisition and Creation	84.21%	336
Data Analysis	96.49%	385
Data Manipulation	90.73%	362
Data Modeling	60.15%	240
Data Visualization and Reporting	77.44%	309
Database Design	60.40%	241
Database Maintenance	74.19%	296
Database/Systems Administration	42.11%	168
Geocoding	59.15%	236
Geospatial Management	59.15%	236
Global Navigation Satellite Systems (GNSS)	22.31%	89
Online Mapping Maintenance	62.91%	251
Photogrammetry	14.79%	59
Programming	41.35%	165
Project Planning and Implementation	57.89%	231
Quality Assurance/Quality Control	69.92%	279
Remote Sensing/LiDAR	31.83%	127
Systems Design	16.29%	65
Other (please specify)	1.50%	6
Total Respondents: 399		

## Q15 What additional skills are required for your job? (Check all that apply)

Answered: 386 Skipped: 287



ANSWER CHOICES	RESPONSES	
Budgeting	19.69%	76
Cost Benefit Analysis	14.51%	56
Personnel Management	21.24%	82
Project Management	65.80%	254
Public Speaking	39.38%	152
Report Writing	46.11%	178
Research	66.58%	257

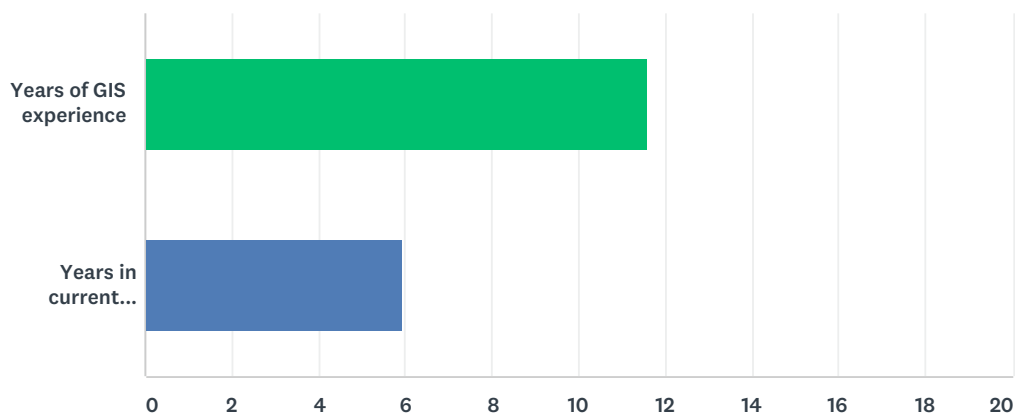
URISA 2017 Salary Survey of GIS Professionals

Sales/Marketing	10.62%	41
Strategic Planning	31.61%	122
Teaching/Training	62.44%	241
Technical Support	77.72%	300
Other (please specify)	2.33%	9
Total Respondents: 386		



**Q16 Please indicate the number of years of GIS experience you have and the number of years you've been in your current position. (Please enter a whole number. Decimals, percentages, and non-numeric characters are not accepted.)**

Answered: 618 Skipped: 55



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Years of GIS experience	12	7,170	618
Years in current position	6	3,658	615
Total Respondents: 618			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Years of GIS experience	1.00	37.00	10.00	11.60	6.92
Years in current position	0.00	27.00	4.00	5.95	5.51

**Q17 How many hours, on average, do you work in a typical week?**  
(Please enter a whole number. Decimals, percentages, and non-numeric characters are not accepted.)

Answered: 618   Skipped: 55

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Average Weekly Hours	41	25,331	618
Total Respondents: 618			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Average Weekly Hours	30.00	80.00	40.00	40.99	4.95

## Q18 Do you work within an office environment or do you work from home (telecommute)?

Answered: 617   Skipped: 56

ANSWER CHOICES	RESPONSES	
Work in an office	80.23%	495
Work from home	2.59%	16
Combination (sometimes work in the office and sometimes work from home)	17.18%	106
TOTAL		617

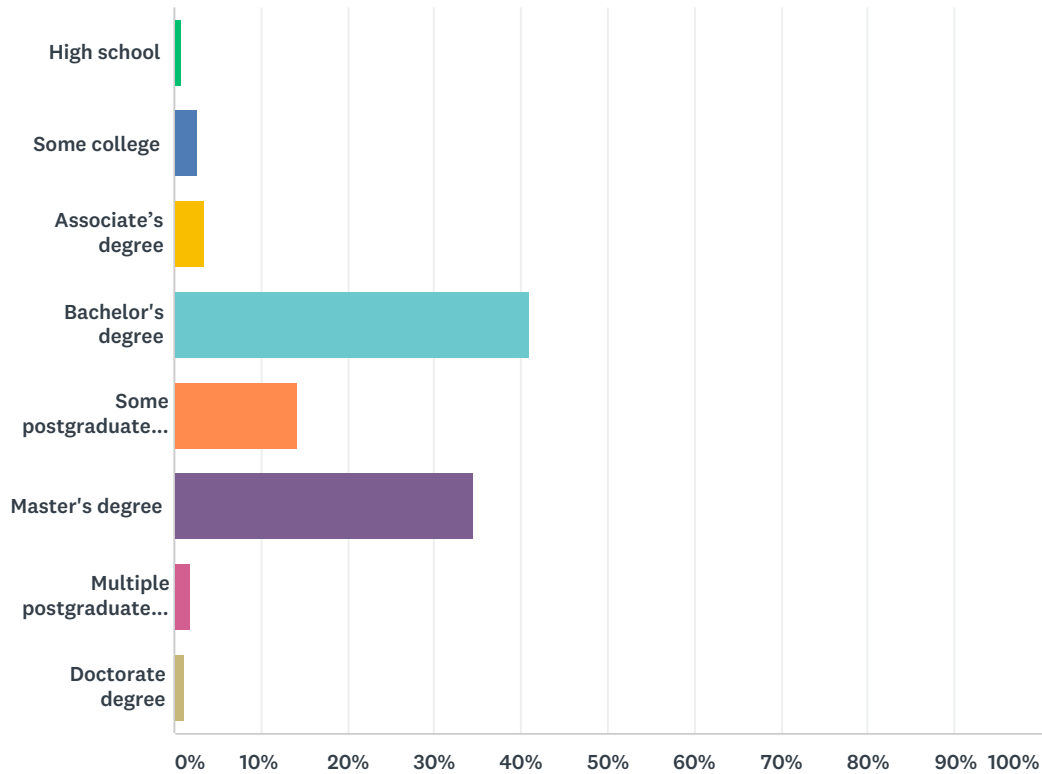
## Q19 If you have changed jobs within the past three years, what was the nature of that change?

Answered: 566   Skipped: 107

ANSWER CHOICES	RESPONSES	
From public sector to private sector	2.83%	16
From public sector to another public sector	12.19%	69
From private sector to public sector	10.07%	57
From private sector to another private sector	6.54%	37
From academia to public sector	4.59%	26
From academia to private sector	3.00%	17
Have not changed jobs within past three years	57.60%	326
Other (please specify)	3.18%	18
TOTAL		566

Q20 What is the highest level of education you have attained?

Answered: 613    Skipped: 60



ANSWER CHOICES	RESPONSES	
High school	0.82%	5
Some college	2.77%	17
Associate's degree	3.59%	22
Bachelor's degree	40.95%	251
Some postgraduate study	14.19%	87
Master's degree	34.42%	211
Multiple postgraduate degrees	1.96%	12
Doctorate degree	1.31%	8
TOTAL		613

## Q21 In what discipline(s) were your educational degree(s)? (check all the apply)

Answered: 606    Skipped: 67

ANSWER CHOICES	RESPONSES	
Anthropology	4.29%	26
Business	3.80%	23
Cartography	9.57%	58
Computer Science	7.10%	43
Engineering	3.63%	22
Environmental Science	17.33%	105
Forestry	3.63%	22
Geography	51.98%	315
Geology	6.77%	41
GIS	53.47%	324
Landscape Architecture	0.83%	5
Mathematics	1.49%	9
Natural Resources	10.40%	63
Oceanography	0.83%	5
Planning	10.56%	64
Public Administration	1.32%	8
Surveying	1.98%	12
Other (please specify)	14.85%	90
Total Respondents: 606		

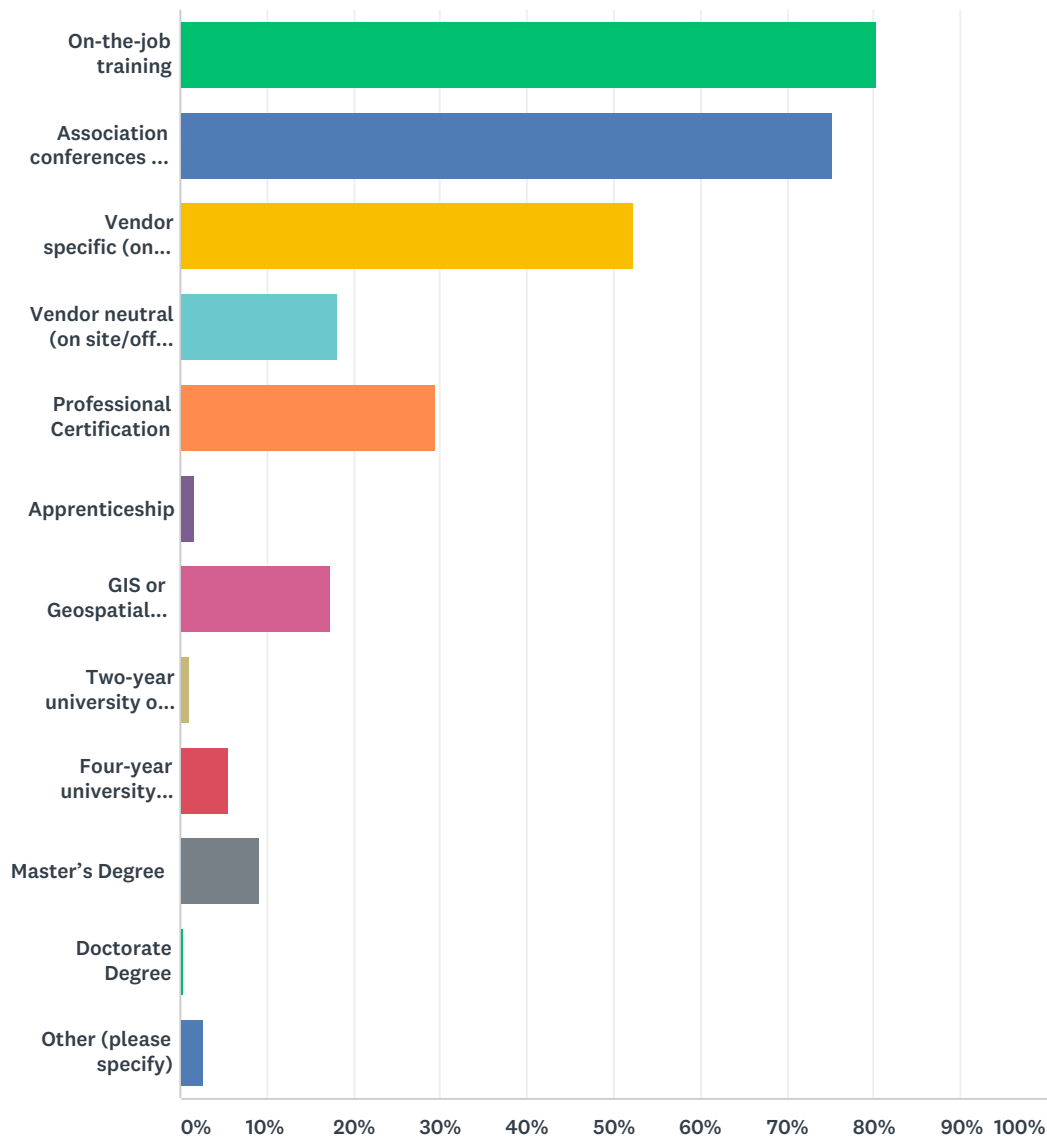
## Q22 What is the minimum level of education required for your position? (check only one)

Answered: 613 Skipped: 60

ANSWER CHOICES	RESPONSES	
High school	4.40%	27
Some college	1.63%	10
Associate's degree	7.18%	44
GIS or geospatial technology certificate	9.95%	61
Bachelor's degree	71.13%	436
Some postgraduate study	1.79%	11
Master's degree	3.75%	23
Multiple postgraduate degrees	0.00%	0
Doctorate degree	0.16%	1
TOTAL		613

## Q23 During the last three years, what type(s) of continuing education and/or professional development have you acquired? (check all that apply)

Answered: 602 Skipped: 71



ANSWER CHOICES	RESPONSES	
On-the-job training	80.40%	484
Association conferences or workshops	75.25%	453
Vendor specific (on site/off site/virtual) training	52.33%	315
Vendor neutral (on site/off site/virtual) training	18.27%	110
Professional Certification	29.40%	177
Apprenticeship	1.66%	10

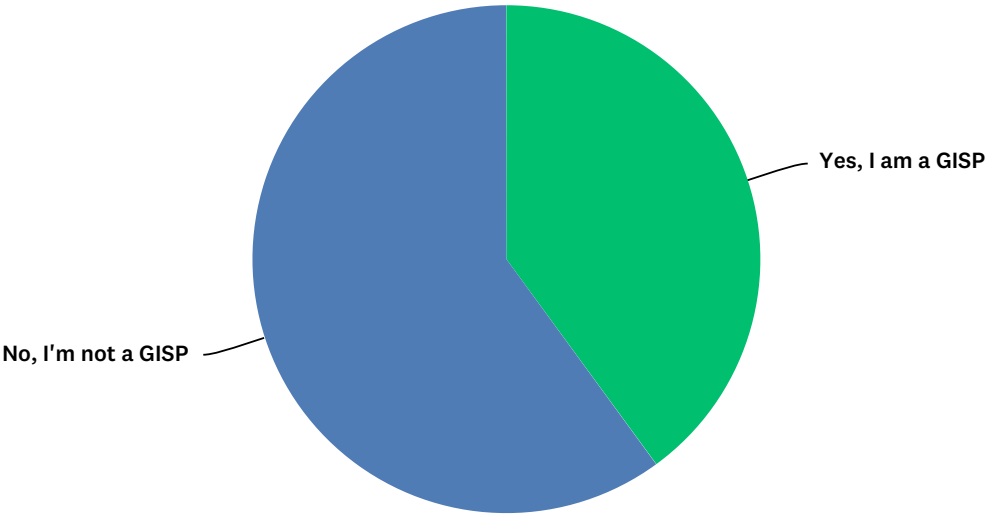


URISA 2017 Salary Survey of GIS Professionals

GIS or Geospatial Technology Certificate	17.44%	105
Two-year university or Community College (Associate's Degree)	1.00%	6
Four-year university (Bachelor's Degree)	5.65%	34
Master's Degree	9.30%	56
Doctorate Degree	0.33%	2
Other (please specify)	2.82%	17
Total Respondents: 602		

Q24 Are you a certified GIS professional (GISP) through the GIS Certification Institute (GISCI)?

Answered: 613    Skipped: 60



ANSWER CHOICES		RESPONSES	
Yes, I am a GISP		39.97%	245
No, I'm not a GISP		60.03%	368
TOTAL			613

Q25 If “No”, do you plan to apply within the next 3 years?

Answered: 368    Skipped: 305

ANSWER CHOICES	RESPONSES	
Yes	44.29%	163
No	55.71%	205
TOTAL		368

## Q26 If “No”, why not?

Answered: 204   Skipped: 469

ANSWER CHOICES	RESPONSES	
Have not seen value	76.96%	157
Do not agree with the concept of certification	16.18%	33
Employer will not pay or support	26.96%	55
Do not wish to take the exam which is now part of the certification	13.24%	27
Do not meet the qualifications	9.80%	20
Am unaware of the GISCI certification program	4.90%	10
Other (please specify)	18.63%	38
Total Respondents: 204		

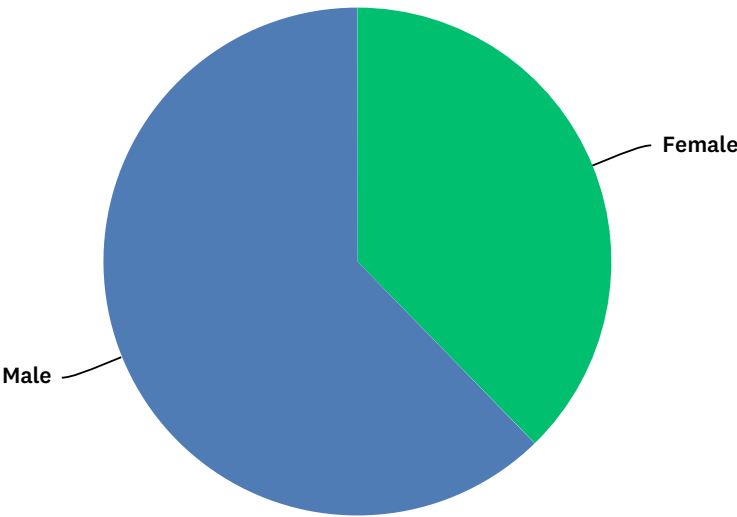
## Q27 Not including GISP, which of the following certifications or professional designations do you currently hold? (Check all that apply)

Answered: 577 Skipped: 96

ANSWER CHOICES	RESPONSES	
ASPRS Mapping Scientist (any designation)	0.87%	5
ASPRS Mapping Technician (any designation)	0.00%	0
AICP Certified Planner	0.69%	4
Esri Technical Certification	8.67%	50
IAAO Cadastral Mapping Specialist	0.17%	1
NENA National Emergency Number Professional	0.00%	0
Licensed Surveyor	0.69%	4
PE Professional Engineer	0.17%	1
PMP Project Management Professional	1.39%	8
None	82.15%	474
Other (please specify)	7.11%	41
Total Respondents: 577		

Q28 What is your gender?

Answered: 602    Skipped: 71



ANSWER CHOICES	RESPONSES	
Female	37.71%	227
Male	62.29%	375
TOTAL		602

Q29 What is your age?

Answered: 600    Skipped: 73

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Age	38	22,788	600
Total Respondents: 600			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Age	21.00	65.00	37.00	37.98	9.64

### Q30 If you work in the United States, please indicate the State and Zip Code where you work.

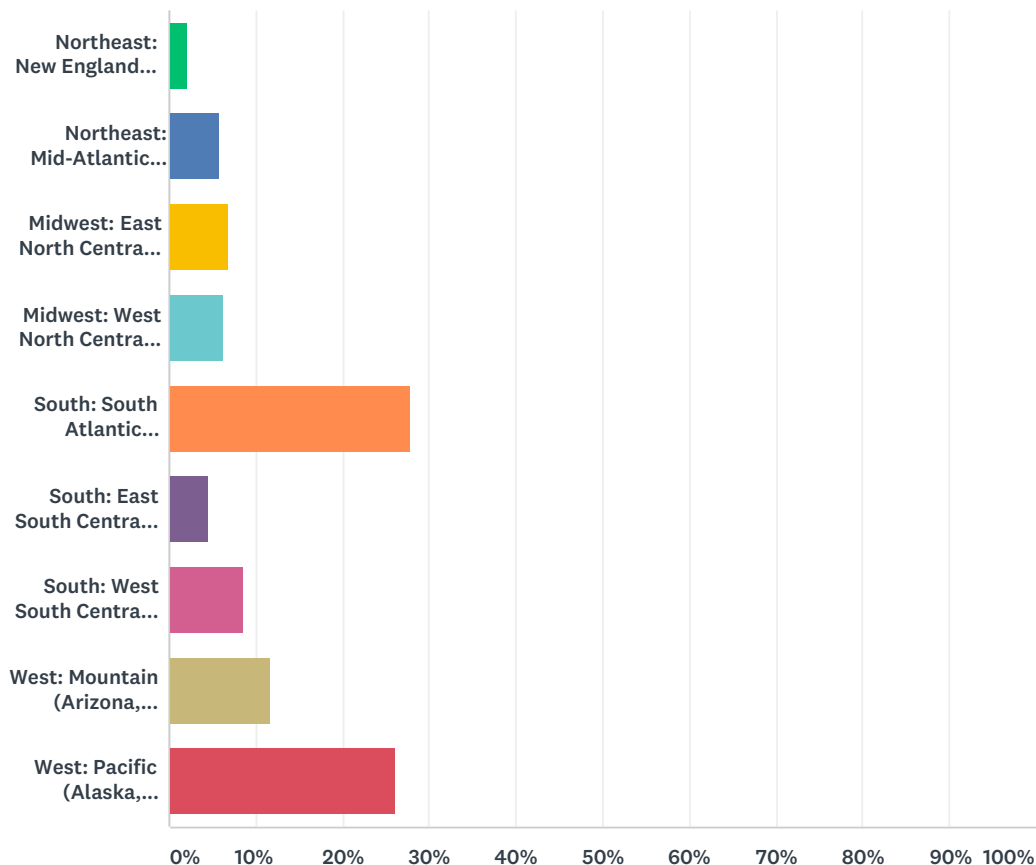
Answered: 547   Skipped: 126

ANSWER CHOICES	RESPONSES	
Name:	0.00%	0
Company:	0.00%	0
Address:	0.00%	0
Address 2:	0.00%	0
City/Town:	0.00%	0
State:	99.82%	546
ZIP:	94.88%	519
Country:	0.00%	0
Email Address:	0.00%	0
Phone Number:	0.00%	0



## Q31 If in US, what region ?

Answered: 546 Skipped: 127



ANSWER CHOICES	RESPONSES	
Northeast: New England (Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont)	2.01%	11
Northeast: Mid-Atlantic (New Jersey, New York, and Pennsylvania)	5.86%	32
Midwest: East North Central (Illinois, Indiana, Michigan, Ohio, and Wisconsin)	6.96%	38
Midwest: West North Central (Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota)	6.23%	34
South: South Atlantic (Delaware, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, District of Columbia, and West Virginia)	27.84%	152
South: East South Central (Alabama, Kentucky, Mississippi, and Tennessee)	4.58%	25
South: West South Central (Arkansas, Louisiana, Oklahoma, and Texas)	8.61%	47
West: Mountain (Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming)	11.72%	64
West: Pacific (Alaska, California, Hawaii, Oregon, and Washington)	26.19%	143
TOTAL		546

### Q32 If you work outside the United States, please indicate the Country, Province and Postal Code where you work.

Answered: 54 Skipped: 619

ANSWER CHOICES	RESPONSES	
Name:	0.00%	0
Company:	0.00%	0
Address 1:	0.00%	0
Address 2:	0.00%	0
City/Town:	0.00%	0
Province:	96.30%	52
Postal Code:	83.33%	45
Country:	100.00%	54
Email Address:	0.00%	0
Phone Number:	0.00%	0

Q33 If outside the US, what country?

Answered: 55    Skipped: 618

ANSWER CHOICES	RESPONSES	
Canada	87.27%	48
Caribbean region	3.64%	2
Other	9.09%	5
TOTAL		55

## ***URISA 2017 GIS Salary Survey Results***

- **Employed Full-Time**
- **GIS Technician**

243 respondents

Most of the duties assigned to the GIS Technician are routine, involving heavy amounts of database entry and management and the eventual generation of maps and plats from this data. The technician does little or no interpretation after the data has been stored in the database software. Outside the main responsibilities of database management and mapping, the technician will also complete work relating to: digitizing, math, surveying, and technical writing. If any position in GIS were designed for the recent college graduate or novice in the field it would be the position of technician.

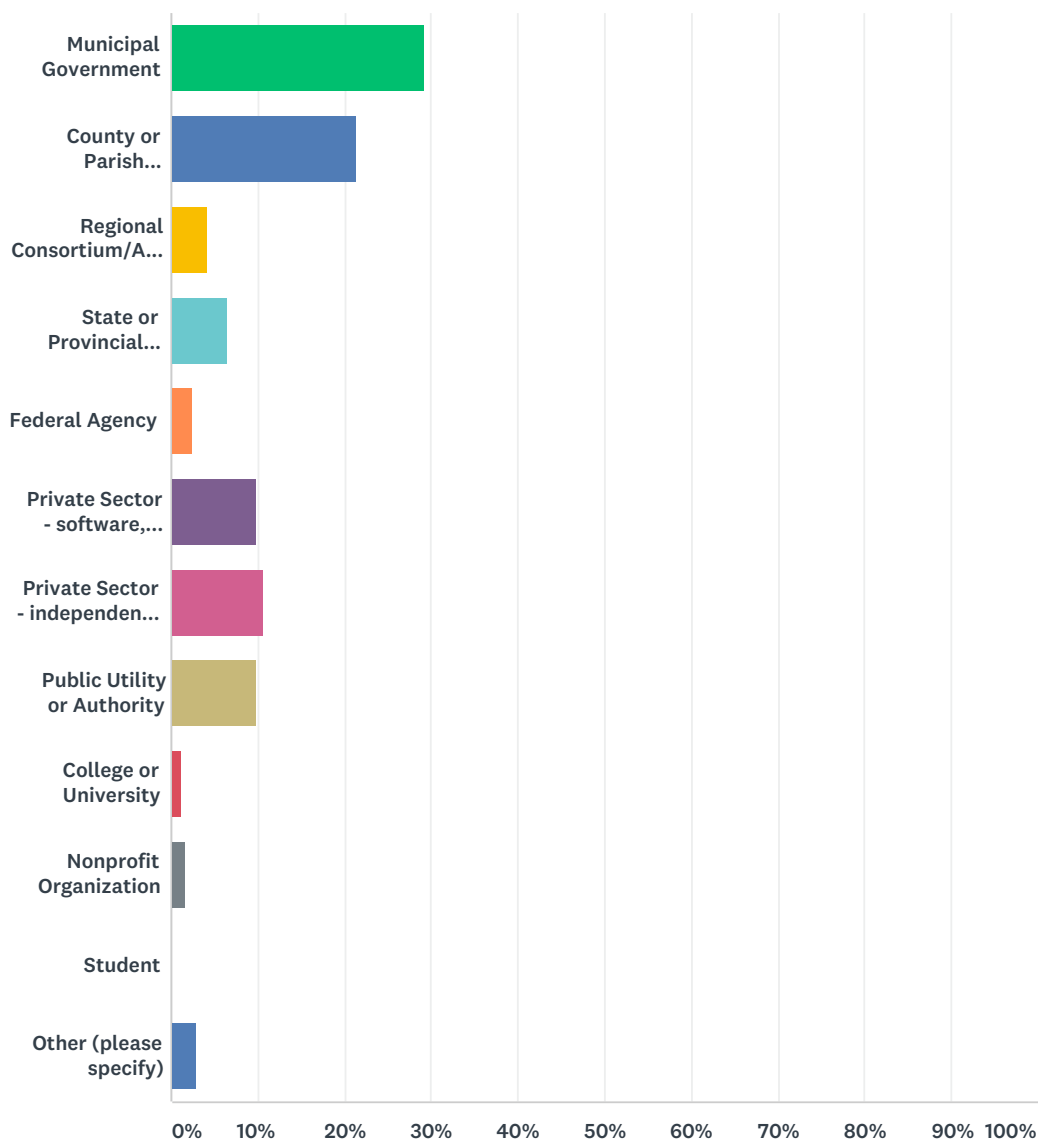
Q1 What is your current employment status?

Answered: 243    Skipped: 0

ANSWER CHOICES	RESPONSES	
Employed full time	100.00%	243
Employed part time	0.00%	0
Employed part time AND part time student	0.00%	0
Full time student	0.00%	0
Part time student	0.00%	0
Currently unemployed	0.00%	0
TOTAL		243

## Q2 Please select the one category that best describes the type of organization in which you are currently employed.

Answered: 243 Skipped: 0



ANSWER CHOICES	RESPONSES	
Municipal Government	29.22%	71
County or Parish Government	21.40%	52
Regional Consortium/Agency (COG, MPO, etc.)	4.12%	10
State or Provincial Agency	6.58%	16
Federal Agency	2.47%	6
Private Sector - software, hardware or services provider	9.88%	24
Private Sector - independent consultant	10.70%	26

URISA 2017 Salary Survey of GIS Professionals

Public Utility or Authority	9.88%	24
College or University	1.23%	3
Nonprofit Organization	1.65%	4
Student	0.00%	0
Other (please specify)	2.88%	7
TOTAL		243

**Q3 If you are currently employed by a municipal or county government or a regional consortium/agency, what is the approximate population of your jurisdiction? (Insert number only without commas or text.)**

Answered: 128   Skipped: 115

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Population of your jurisdiction	370,243	47,391,042	128
Total Respondents: 128			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Population of your jurisdiction	1,200.00	6,000,000.00	198,742.50	370,242.52	615,155.70



**Q4 Which one of the following most closely describes your current position? It's most important to select the option that best describes your current responsibilities, not necessarily the specific job title listed.**

Answered: 243 Skipped: 0

ANSWER CHOICES	RESPONSES	
Director of Geographic Information Systems/Geographic Information Officer (GIO)	0.00%	0
GIS Manager	0.00%	0
GIS Coordinator	0.00%	0
GIS Specialist	0.00%	0
GIS Programmer	0.00%	0
GIS Analyst	0.00%	0
GIS Technician	100.00%	243
User of GIS (heavy)	0.00%	0
Educator/Trainer	0.00%	0
Independent Consultant	0.00%	0
GIS Business Development/Sales & Marketing	0.00%	0
Other (please specify job title and responsibilities)	0.00%	0
TOTAL		243

Q5 Please indicate your current annual salary. (In US Dollars. Please do not include dollar signs or commas)

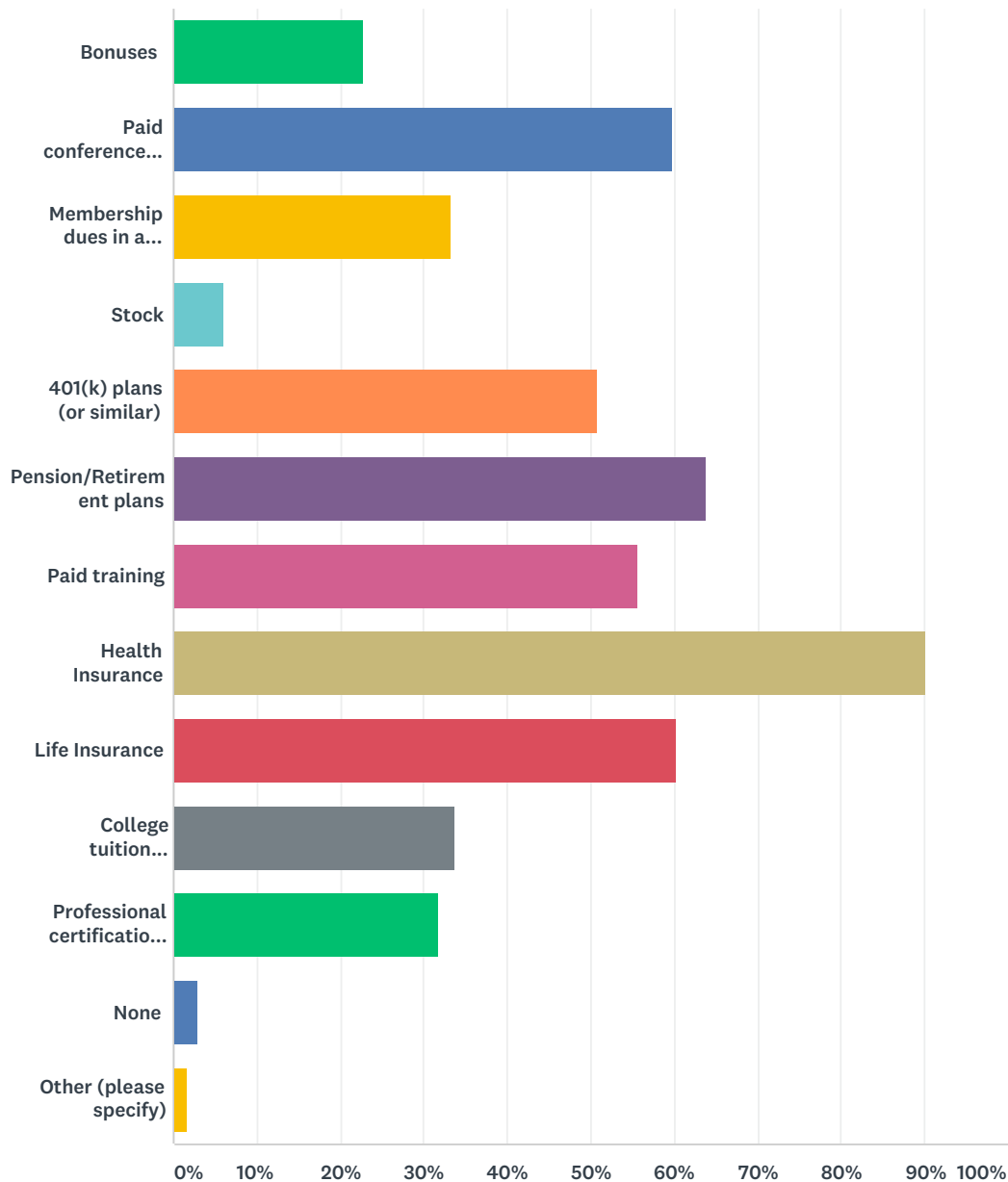
Answered: 236    Skipped: 7

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
2017 Annual Salary	47,225	11,145,026	236
Total Respondents: 236			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
2017 Annual Salary	9,000.00	104,374.00	45,000.00	47,224.69	13,559.52

## Q6 What additional forms of compensation, if any, does your organization offer? (Check all that apply)

Answered: 232 Skipped: 11



ANSWER CHOICES	RESPONSES	
Bonuses	22.84%	53
Paid conference attendance	59.91%	139
Membership dues in a professional organization	33.19%	77
Stock	6.03%	14
401(k) plans (or similar)	50.86%	118

## URISA 2017 Salary Survey of GIS Professionals

Pension/Retirement plans	63.79%	148
Paid training	55.60%	129
Health Insurance	90.09%	209
Life Insurance	60.34%	140
College tuition reimbursement	33.62%	78
Professional certification reimbursement or support	31.90%	74
None	3.02%	7
Other (please specify)	1.72%	4
Total Respondents: 232		

## Q7 What percentage of your time is spent performing geospatial technology tasks? If no time, write 0; if all of your time, write 100.

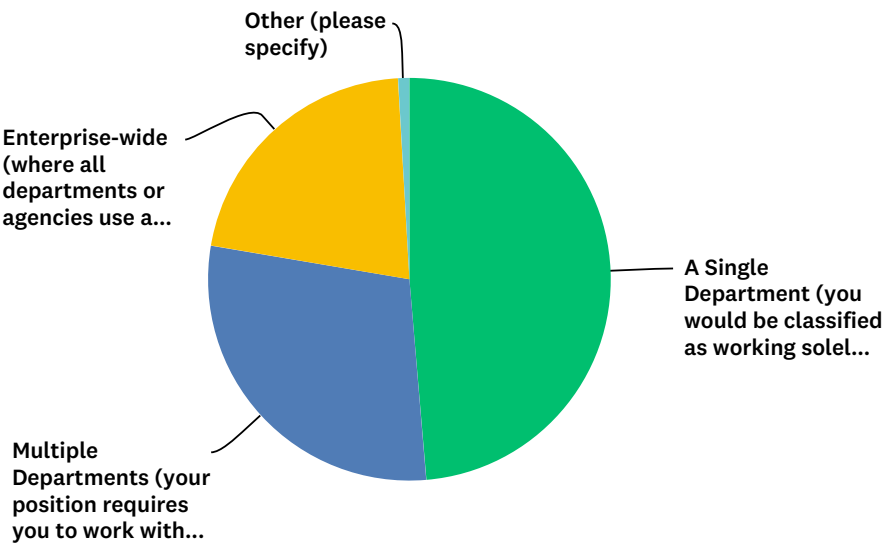
Answered: 222 Skipped: 21

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Enter 0-100	76	16,827	222
Total Respondents: 222			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Enter 0-100	0.00	100.00	85.00	75.80	26.81

Q8 Do you work within:

Answered: 224    Skipped: 19



ANSWER CHOICES		RESPONSES	
A Single Department (you would be classified as working solely in one department)		48.66%	109
Multiple Departments (your position requires you to work within a number of different departments or agencies)		29.02%	65
Enterprise-wide (where all departments or agencies use a central IT/GIS department)		21.43%	48
Other (please specify)		0.89%	2
TOTAL			224

## Q9 Within what department do you work? (please select the ONE best response)

Answered: 221 Skipped: 22

ANSWER CHOICES	RESPONSES	
911 & Emergency Management	3.62%	8
Agriculture	0.45%	1
Assessor's Office	6.79%	15
Business Development	0.00%	0
City/County Manager's Office	0.00%	0
Community Development	0.90%	2
Economic Development	0.00%	0
Engineering	11.31%	25
Finance/Administration	0.45%	1
Geology/Geography	0.45%	1
GIS	32.58%	72
Housing/Social Services	0.00%	0
IT	6.79%	15
Land Records	0.45%	1
Library	0.00%	0
Marketing/Sales	0.00%	0
IT Department	0.00%	0
Natural Resources/Environmental	4.07%	9
Parks and Recreation	0.45%	1
Planning	6.79%	15
Public Health	0.45%	1
Public Works	6.33%	14
Research	0.00%	0
Surveying	1.81%	4
Training/Education	0.00%	0
Transit/Transportation	2.26%	5
Utility Planning Operations	1.36%	3
Water/Wastewater Management	6.33%	14
Zoning	0.45%	1

URISA 2017 Salary Survey of GIS Professionals

Other (please specify)	5.88%	13
TOTAL		221



## Q10 Indicate all department(s) with which you work on a regular basis? (Check all that apply)

Answered: 218   Skipped: 25

ANSWER CHOICES	RESPONSES	
911 & Emergency Management	18.81%	41
Agriculture	4.13%	9
Assessor's Office	20.64%	45
Cemetery	3.67%	8
City/County Manager's Office	18.35%	40
Community Development	23.39%	51
Economic Development	17.89%	39
Engineering	49.08%	107
Finance/Administration	7.80%	17
Fire/Police/EMS	19.72%	43
Geology/Geography	9.63%	21
GIS	71.10%	155
Housing/Social Services	6.42%	14
Land Records	20.18%	44
Law Enforcement	10.09%	22
Natural Resources/Environmental	19.27%	42
Parks and Recreation	21.10%	46
Planning	42.66%	93
Public Health	7.80%	17
Public Relations	3.21%	7
Public Works	33.94%	74
Regulation	2.75%	6
Research	9.17%	20
Training/Education	2.75%	6
Transit/Transportation	17.89%	39
Utility Planning Operations	28.90%	63
Water/Wastewater Management	35.78%	78
Zoning	23.39%	51
IT	30.28%	66

URISA 2017 Salary Survey of GIS Professionals

Other (please specify)	4.13%	9
Total Respondents: 218		

## Q11 Please indicate the number of GIS staff in your entire organization and in your department.

Answered: 220 Skipped: 23

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Number of GIS staff in Organization	33	6,926	207
Number of GIS staff in Department	7	1,443	217
Total Respondents: 220			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Number of GIS staff in Organization	0.00	2,000.00	6.00	33.46	153.69
Number of GIS staff in Department	0.00	170.00	3.00	6.65	13.83

## Q12 In the past five years, has your organization seen an increase or decrease in the number of GIS staff it employs?

Answered: 223   Skipped: 20

ANSWER CHOICES	RESPONSES	
Increase	48.88%	109
Decrease	11.21%	25
Don't know	19.73%	44
N/A	20.18%	45
TOTAL		223

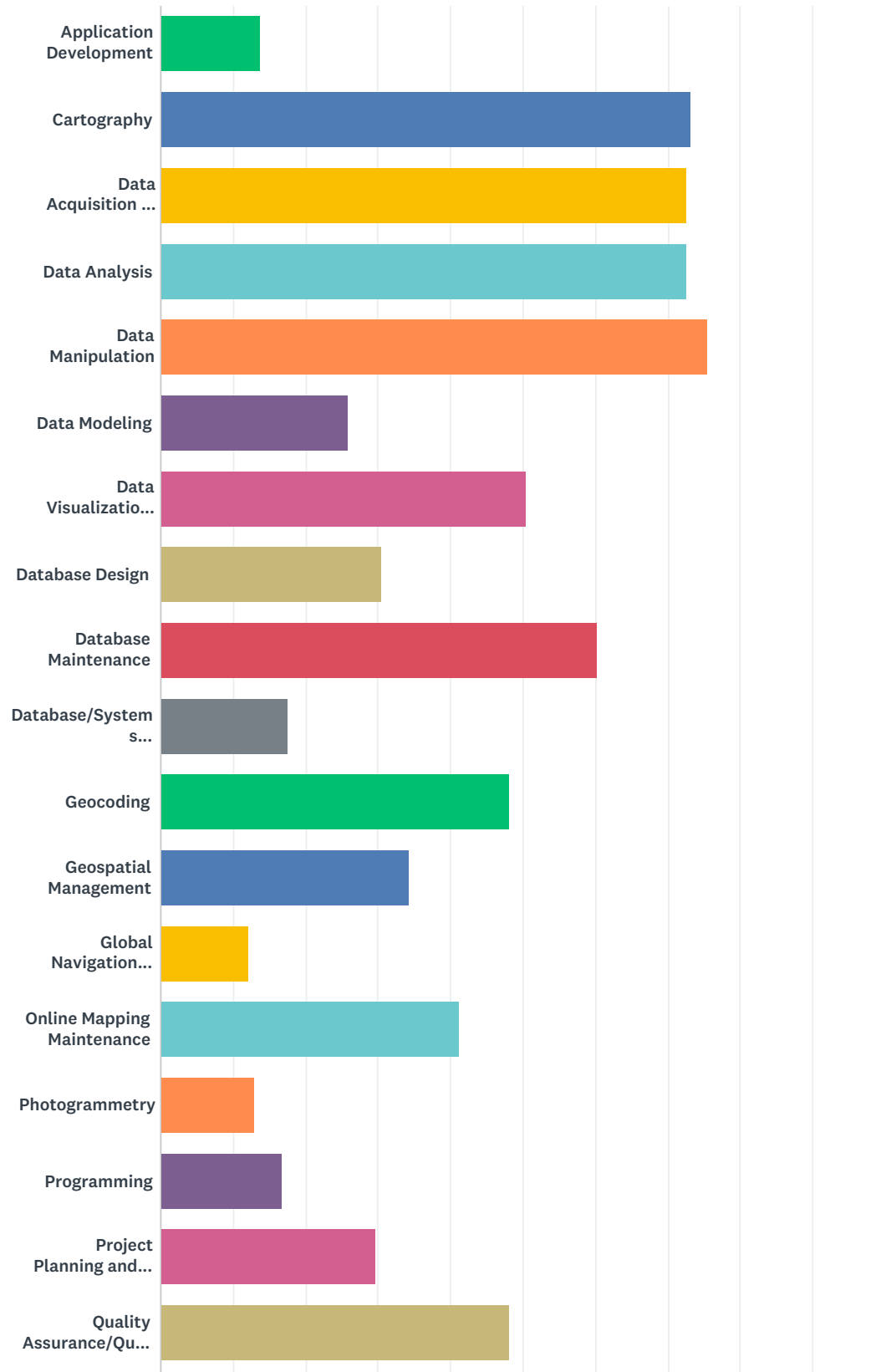
## Q13 With which of the following GIS software platforms does your job require you to be proficient? (Check all that apply)

Answered: 131 Skipped: 112

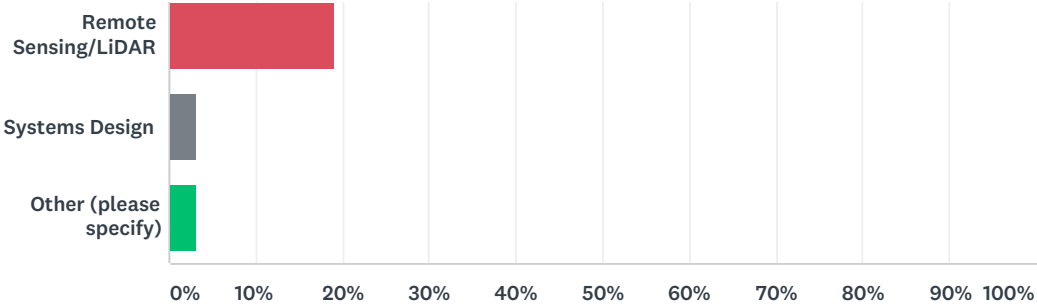
ANSWER CHOICES	RESPONSES	
AutoDesk	14.50%	19
Bentley	3.82%	5
Blue Marble Geographics	0.76%	1
Caliper	0.00%	0
Esri	98.47%	129
Hexagon/Intergraph	2.29%	3
MapInfo	1.53%	2
Smallworld	0.76%	1
Oracle Spatial	3.05%	4
PostGIS (open source)	1.53%	2
QGIS (open source)	6.87%	9
Other (please specify)	6.87%	9
Total Respondents: 131		

## Q14 What GIS and geospatial technology skills are required for your job? (Check all the apply)

Answered: 131 Skipped: 112



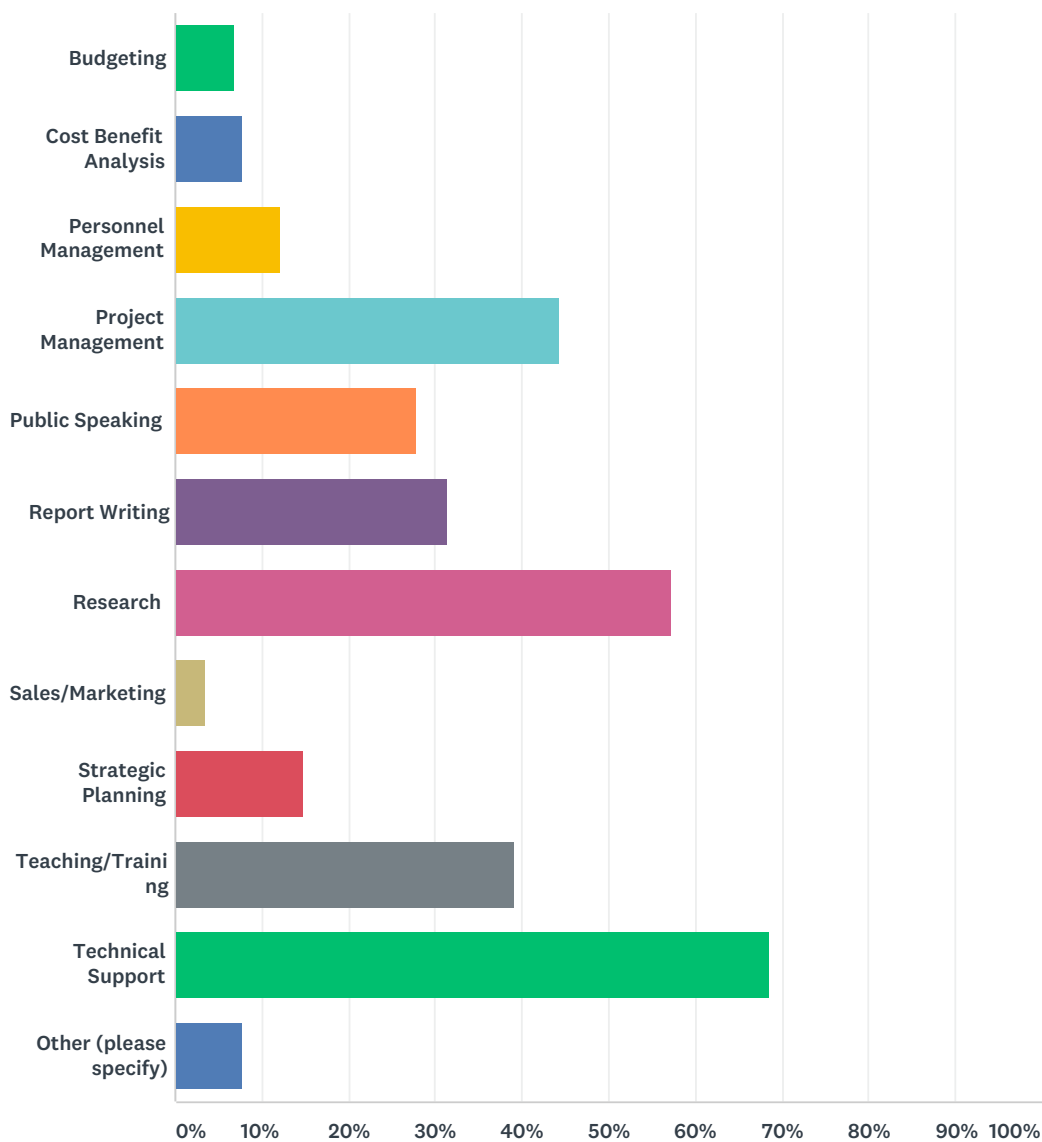
URISA 2017 Salary Survey of GIS Professionals



ANSWER CHOICES	RESPONSES	
Application Development	13.74%	18
Cartography	73.28%	96
Data Acquisition and Creation	72.52%	95
Data Analysis	72.52%	95
Data Manipulation	75.57%	99
Data Modeling	25.95%	34
Data Visualization and Reporting	50.38%	66
Database Design	30.53%	40
Database Maintenance	60.31%	79
Database/Systems Administration	17.56%	23
Geocoding	48.09%	63
Geospatial Management	34.35%	45
Global Navigation Satellite Systems (GNSS)	12.21%	16
Online Mapping Maintenance	41.22%	54
Photogrammetry	12.98%	17
Programming	16.79%	22
Project Planning and Implementation	29.77%	39
Quality Assurance/Quality Control	48.09%	63
Remote Sensing/LiDAR	19.08%	25
Systems Design	3.05%	4
Other (please specify)	3.05%	4
Total Respondents: 131		

## Q15 What additional skills are required for your job? (Check all that apply)

Answered: 115 Skipped: 128



ANSWER CHOICES	RESPONSES	
Budgeting	6.96%	8
Cost Benefit Analysis	7.83%	9
Personnel Management	12.17%	14
Project Management	44.35%	51
Public Speaking	27.83%	32
Report Writing	31.30%	36
Research	57.39%	66

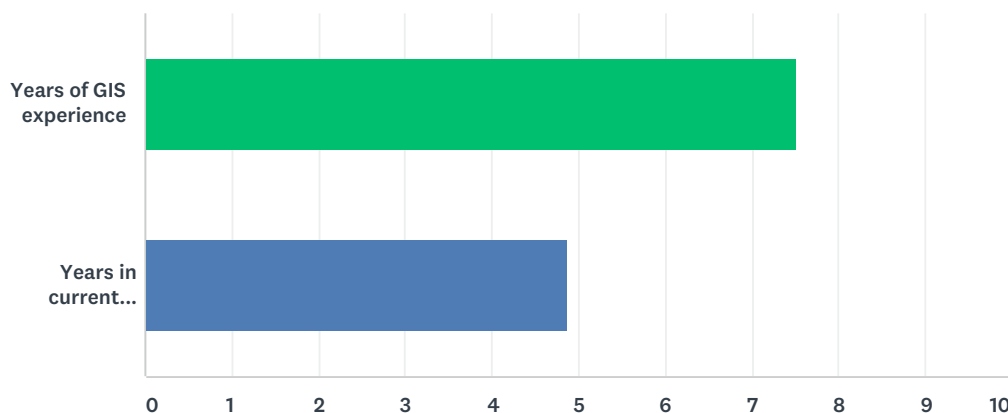


URISA 2017 Salary Survey of GIS Professionals

Sales/Marketing	3.48%	4
Strategic Planning	14.78%	17
Teaching/Training	39.13%	45
Technical Support	68.70%	79
Other (please specify)	7.83%	9
Total Respondents: 115		

**Q16 Please indicate the number of years of GIS experience you have and the number of years you've been in your current position. (Please enter a whole number. Decimals, percentages, and non-numeric characters are not accepted.)**

Answered: 217 Skipped: 26



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Years of GIS experience	8	1,628	217
Years in current position	5	1,055	216
Total Respondents: 217			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Years of GIS experience	1.00	28.00	5.00	7.50	6.09
Years in current position	0.00	32.00	2.00	4.88	5.86

**Q17 How many hours, on average, do you work in a typical week?**  
(Please enter a whole number. Decimals, percentages, and non-numeric characters are not accepted.)

Answered: 217   Skipped: 26

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Average Weekly Hours	39	8,567	217
Total Respondents: 217			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Average Weekly Hours	8.00	70.00	40.00	39.48	3.81

Q18 Do you work within an office environment or do you work from home (telecommute)?

Answered: 218    Skipped: 25

ANSWER CHOICES	RESPONSES	
Work in an office	91.28%	199
Work from home	0.92%	2
Combination (sometimes work in the office and sometimes work from home)	7.80%	17
TOTAL		218

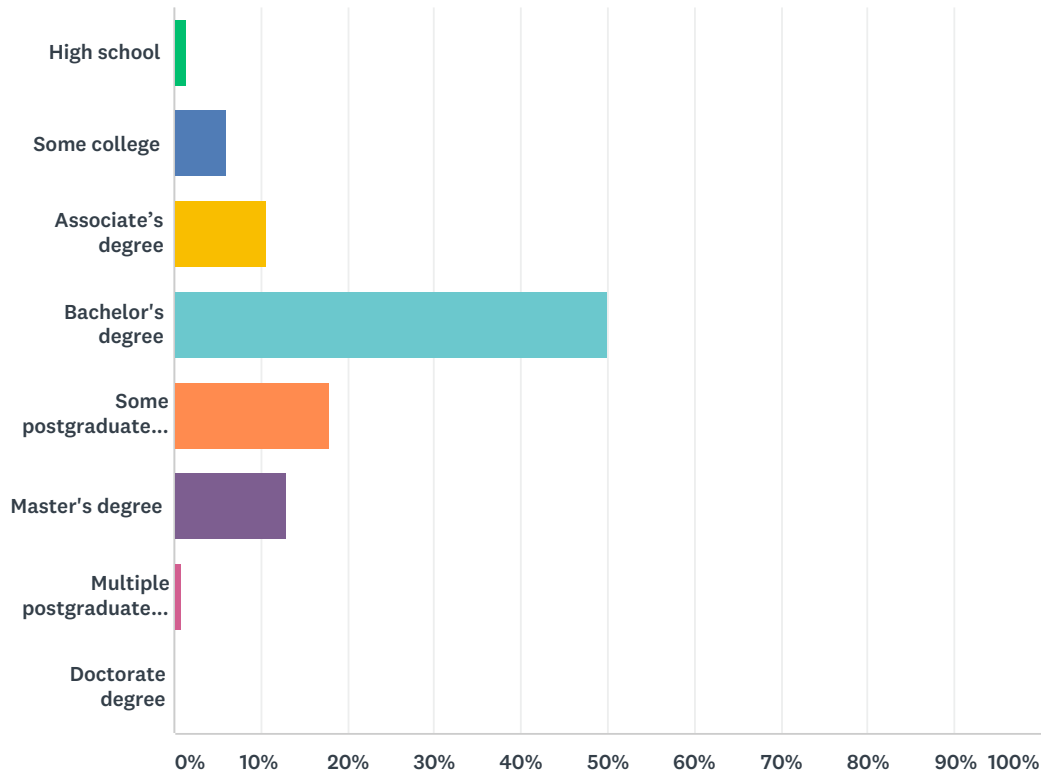
## Q19 If you have changed jobs within the past three years, what was the nature of that change?

Answered: 205 Skipped: 38

ANSWER CHOICES	RESPONSES	
From public sector to private sector	3.41%	7
From public sector to another public sector	14.15%	29
From private sector to public sector	14.15%	29
From private sector to another private sector	5.85%	12
From academia to public sector	7.80%	16
From academia to private sector	1.95%	4
Have not changed jobs within past three years	48.29%	99
Other (please specify)	4.39%	9
TOTAL		205

## Q20 What is the highest level of education you have attained?

Answered: 216 Skipped: 27



ANSWER CHOICES	RESPONSES	
High school	1.39%	3
Some college	6.02%	13
Associate's degree	10.65%	23
Bachelor's degree	50.00%	108
Some postgraduate study	18.06%	39
Master's degree	12.96%	28
Multiple postgraduate degrees	0.93%	2
Doctorate degree	0.00%	0
<b>TOTAL</b>		<b>216</b>

## Q21 In what discipline(s) were your educational degree(s)? (check all the apply)

Answered: 210   Skipped: 33

ANSWER CHOICES	RESPONSES	
Anthropology	2.38%	5
Business	1.90%	4
Cartography	8.57%	18
Computer Science	3.81%	8
Engineering	6.19%	13
Environmental Science	16.19%	34
Forestry	1.43%	3
Geography	48.57%	102
Geology	8.57%	18
GIS	60.00%	126
Landscape Architecture	0.48%	1
Mathematics	0.95%	2
Natural Resources	4.29%	9
Oceanography	0.95%	2
Planning	8.10%	17
Public Administration	0.95%	2
Surveying	5.24%	11
Other (please specify)	23.81%	50
Total Respondents: 210		

## Q22 What is the minimum level of education required for your position? (check only one)

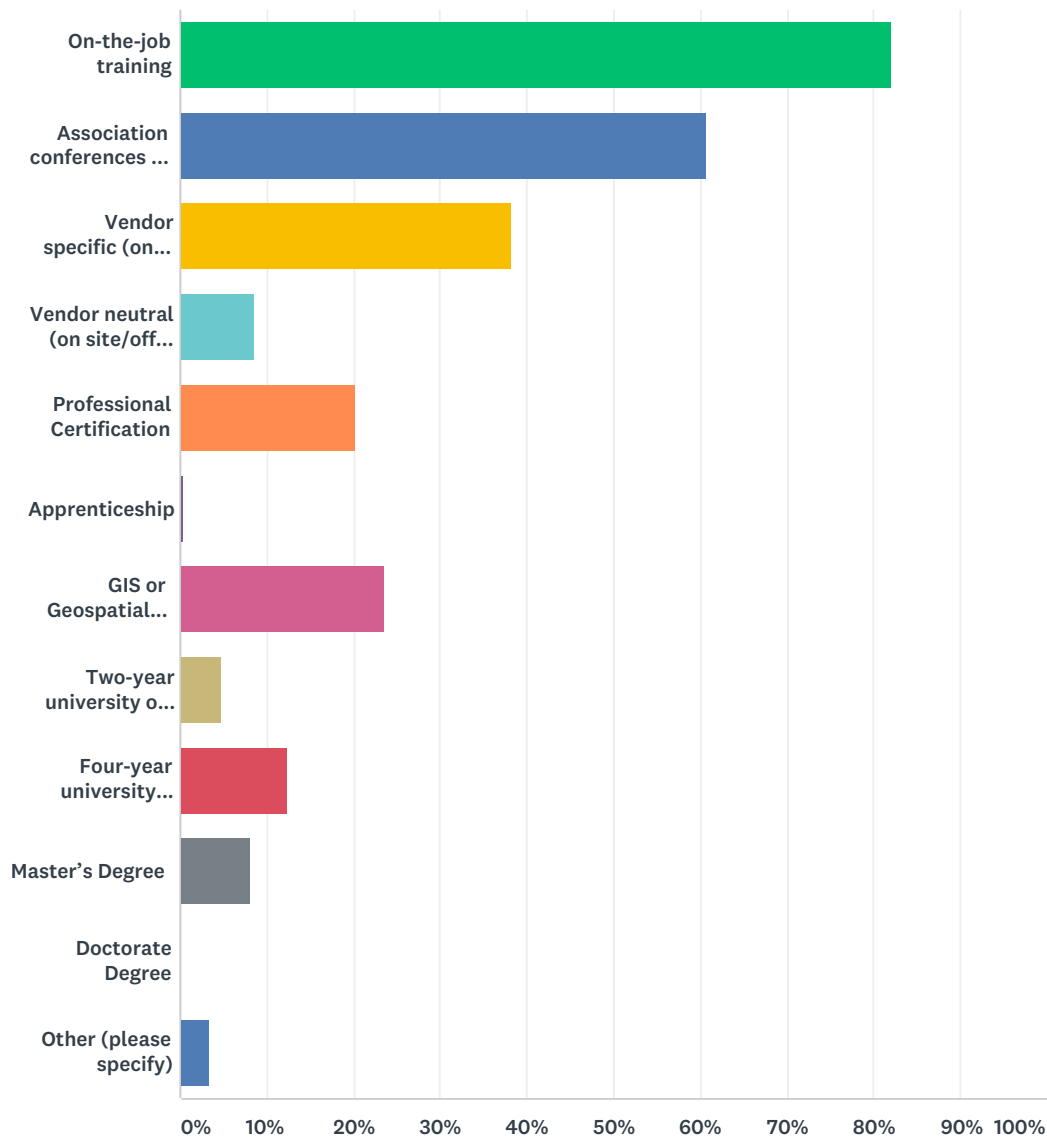
Answered: 216 Skipped: 27

ANSWER CHOICES	RESPONSES	
High school	10.65%	23
Some college	3.70%	8
Associate's degree	18.52%	40
GIS or geospatial technology certificate	18.98%	41
Bachelor's degree	45.83%	99
Some postgraduate study	1.85%	4
Master's degree	0.46%	1
Multiple postgraduate degrees	0.00%	0
Doctorate degree	0.00%	0
TOTAL		216



## Q23 During the last three years, what type(s) of continuing education and/or professional development have you acquired? (check all that apply)

Answered: 211 Skipped: 32



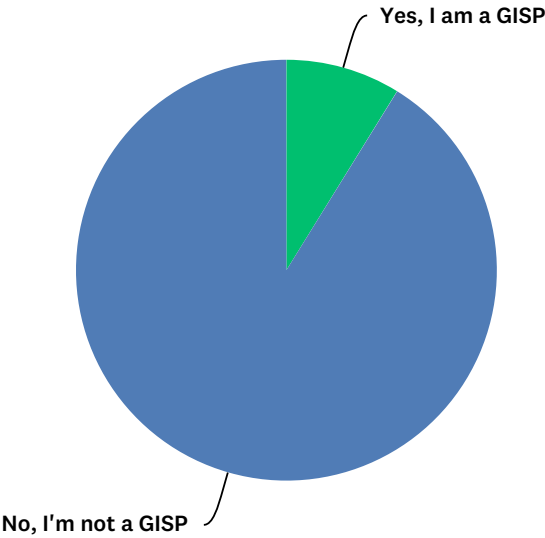
ANSWER CHOICES	RESPONSES	
On-the-job training	81.99%	173
Association conferences or workshops	60.66%	128
Vendor specific (on site/off site/virtual) training	38.39%	81
Vendor neutral (on site/off site/virtual) training	8.53%	18
Professional Certification	20.38%	43
Apprenticeship	0.47%	1

URISA 2017 Salary Survey of GIS Professionals

GIS or Geospatial Technology Certificate	23.70%	50
Two-year university or Community College (Associate's Degree)	4.74%	10
Four-year university (Bachelor's Degree)	12.32%	26
Master's Degree	8.06%	17
Doctorate Degree	0.00%	0
Other (please specify)	3.32%	7
Total Respondents: 211		

Q24 Are you a certified GIS professional (GISP) through the GIS Certification Institute (GISCI)?

Answered: 215 Skipped: 28



ANSWER CHOICES		RESPONSES	
Yes, I am a GISP		8.84%	19
No, I'm not a GISP		91.16%	196
TOTAL			215

Q25 If “No”, do you plan to apply within the next 3 years?

Answered: 196    Skipped: 47

ANSWER CHOICES	RESPONSES	
Yes	54.08%	106
No	45.92%	90
TOTAL		196

## Q26 If “No”, why not?

Answered: 89   Skipped: 154

ANSWER CHOICES	RESPONSES	
Have not seen value	47.19%	42
Do not agree with the concept of certification	10.11%	9
Employer will not pay or support	23.60%	21
Do not wish to take the exam which is now part of the certification	13.48%	12
Do not meet the qualifications	21.35%	19
Am unaware of the GISCI certification program	15.73%	14
Other (please specify)	13.48%	12
Total Respondents: 89		

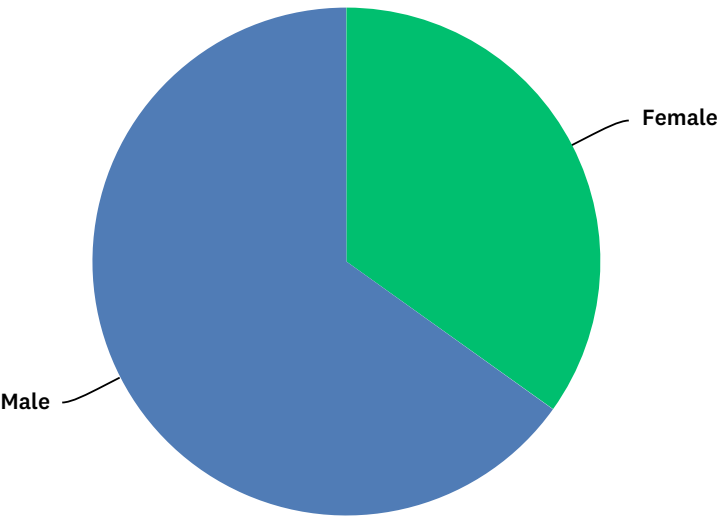
## Q27 Not including GISP, which of the following certifications or professional designations do you currently hold? (Check all that apply)

Answered: 201 Skipped: 42

ANSWER CHOICES	RESPONSES	
ASPRS Mapping Scientist (any designation)	0.00%	0
ASPRS Mapping Technician (any designation)	1.49%	3
AICP Certified Planner	0.00%	0
Esri Technical Certification	8.46%	17
IAAO Cadastral Mapping Specialist	0.50%	1
NENA National Emergency Number Professional	0.00%	0
Licensed Surveyor	0.00%	0
PE Professional Engineer	0.00%	0
PMP Project Management Professional	0.50%	1
None	85.57%	172
Other (please specify)	6.47%	13
Total Respondents: 201		

Q28 What is your gender?

Answered: 215    Skipped: 28



ANSWER CHOICES	RESPONSES	
Female	34.88%	75
Male	65.12%	140
TOTAL		215

Q29 What is your age?

Answered: 214    Skipped: 29

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Age	35	7,592	214
Total Respondents: 214			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Age	23.00	69.00	31.00	35.48	11.53



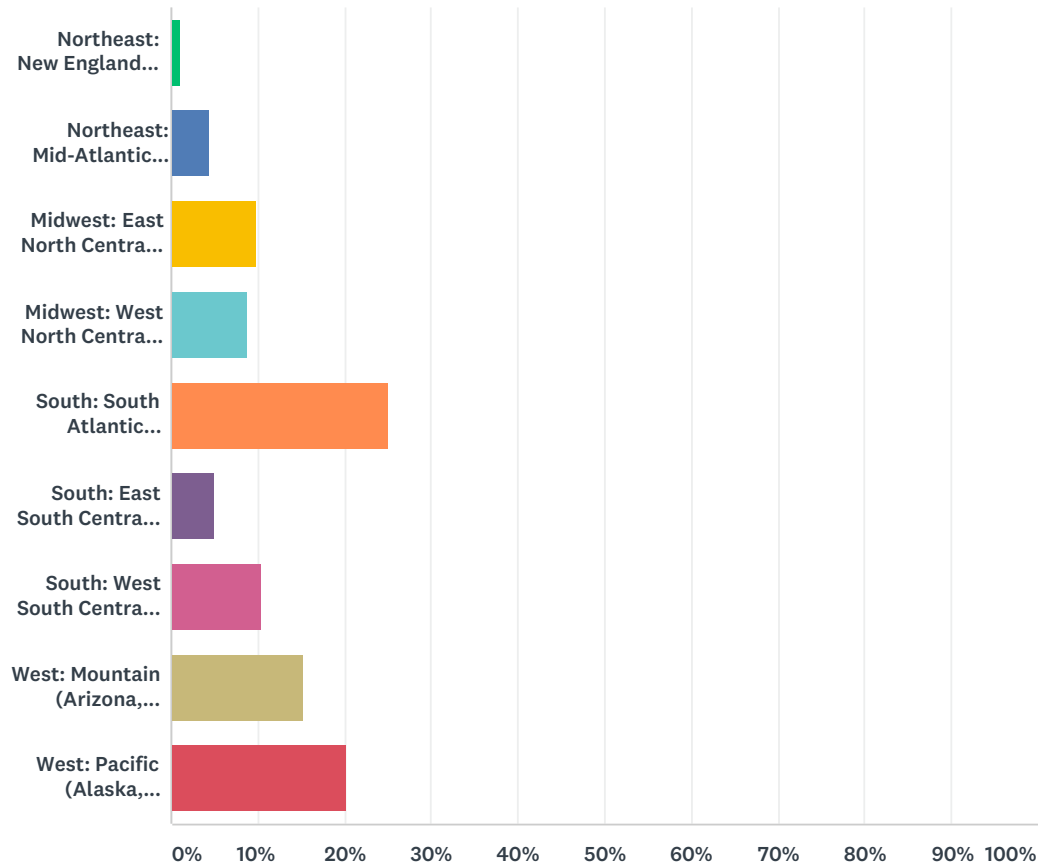
### Q30 If you work in the United States, please indicate the State and Zip Code where you work.

Answered: 183 Skipped: 60

ANSWER CHOICES	RESPONSES	
Name:	0.00%	0
Company:	0.00%	0
Address:	0.00%	0
Address 2:	0.00%	0
City/Town:	0.00%	0
State:	100.00%	183
ZIP:	96.72%	177
Country:	0.00%	0
Email Address:	0.00%	0
Phone Number:	0.00%	0

## Q31 If in US, what region ?

Answered: 183 Skipped: 60



ANSWER CHOICES		RESPONSES	
Northeast: New England (Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont)		1.09%	2
Northeast: Mid-Atlantic (New Jersey, New York, and Pennsylvania)		4.37%	8
Midwest: East North Central (Illinois, Indiana, Michigan, Ohio, and Wisconsin)		9.84%	18
Midwest: West North Central (Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota)		8.74%	16
South: South Atlantic (Delaware, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, District of Columbia, and West Virginia)		25.14%	46
South: East South Central (Alabama, Kentucky, Mississippi, and Tennessee)		4.92%	9
South: West South Central (Arkansas, Louisiana, Oklahoma, and Texas)		10.38%	19
West: Mountain (Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming)		15.30%	28
West: Pacific (Alaska, California, Hawaii, Oregon, and Washington)		20.22%	37
TOTAL			183

### Q32 If you work outside the United States, please indicate the Country, Province and Postal Code where you work.

Answered: 31   Skipped: 212

ANSWER CHOICES	RESPONSES	
Name:	0.00%	0
Company:	0.00%	0
Address 1:	0.00%	0
Address 2:	0.00%	0
City/Town:	0.00%	0
Province:	100.00%	31
Postal Code:	83.87%	26
Country:	100.00%	31
Email Address:	0.00%	0
Phone Number:	0.00%	0

Q33 If outside the US, what country?

Answered: 31    Skipped: 212

ANSWER CHOICES	RESPONSES	
Canada	83.87%	26
Caribbean region	16.13%	5
Other	0.00%	0
TOTAL		31

## ***URISA 2017 GIS Salary Survey Results***

- **Employed Full-Time**
- **User of GIS (Heavy)**

109 respondents

“Heavy” users of GIS technology are technically not in a GIS or related department, but use the system’s software and applications frequently. The heavy GIS user could use the system as often as once a day and on a wide variety of projects. Most often, the heavy user works with GIS a few times a week. These individuals can come from backgrounds in planning, engineering, assessment, public works, etc. The heavy user will be able to get around the GIS and have a basic knowledge of shortcuts, commands, and specific applications. The heavy user often acquires his or her skills from extensive training and repeated use.

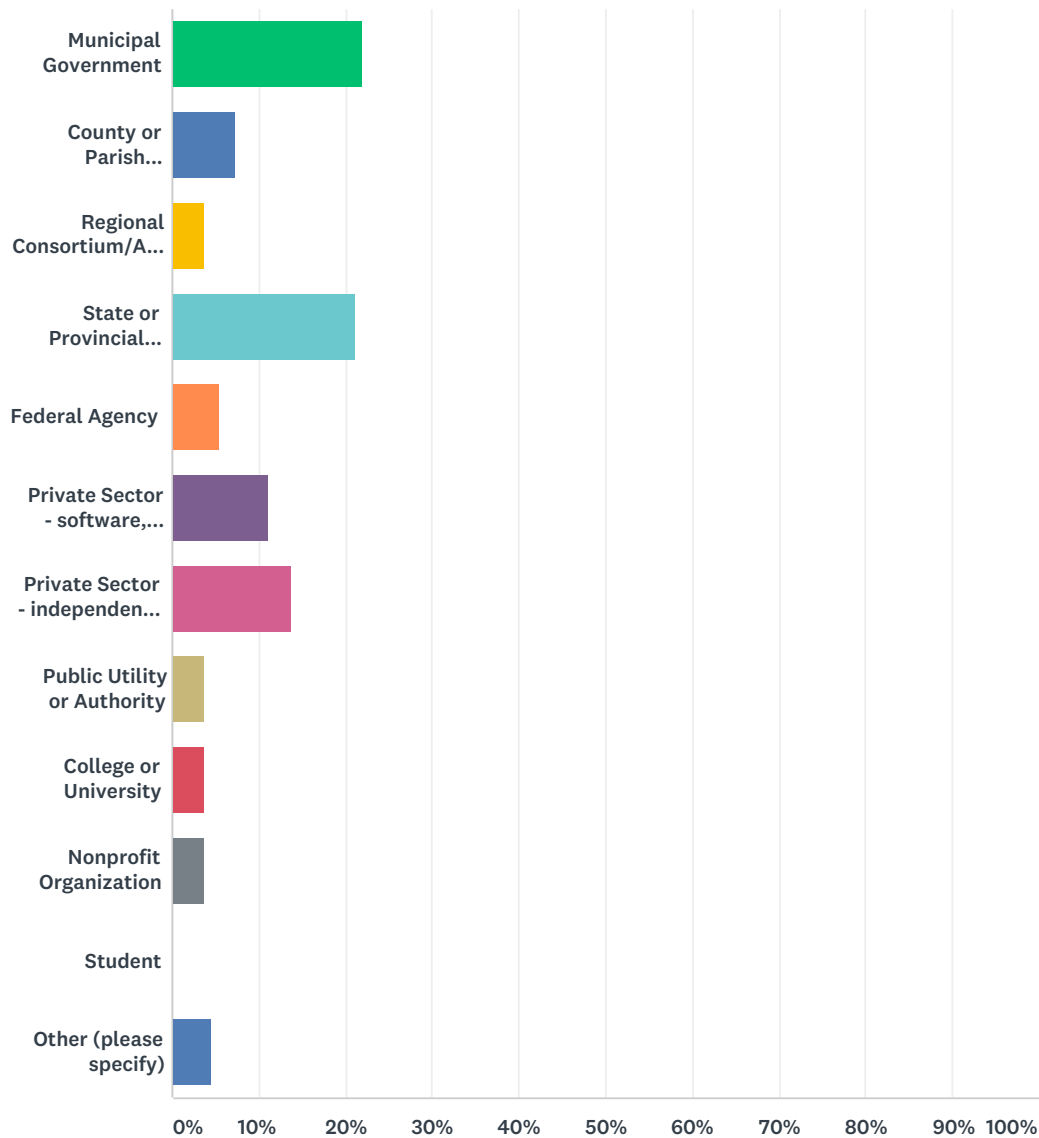
Q1 What is your current employment status?

Answered: 109    Skipped: 0

ANSWER CHOICES	RESPONSES	
Employed full time	100.00%	109
Employed part time	0.00%	0
Employed part time AND part time student	0.00%	0
Full time student	0.00%	0
Part time student	0.00%	0
Currently unemployed	0.00%	0
TOTAL		109

## Q2 Please select the one category that best describes the type of organization in which you are currently employed.

Answered: 109 Skipped: 0



ANSWER CHOICES	RESPONSES	
Municipal Government	22.02%	24
County or Parish Government	7.34%	8
Regional Consortium/Agency (COG, MPO, etc.)	3.67%	4
State or Provincial Agency	21.10%	23
Federal Agency	5.50%	6
Private Sector - software, hardware or services provider	11.01%	12
Private Sector - independent consultant	13.76%	15

URISA 2017 Salary Survey of GIS Professionals

Public Utility or Authority	3.67%	4
College or University	3.67%	4
Nonprofit Organization	3.67%	4
Student	0.00%	0
Other (please specify)	4.59%	5
TOTAL		109



**Q3 If you are currently employed by a municipal or county government or a regional consortium/agency, what is the approximate population of your jurisdiction? (Insert number only without commas or text.)**

Answered: 34   Skipped: 75

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Population of your jurisdiction	391,354	13,306,040	34
Total Respondents: 34			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Population of your jurisdiction	6,800.00	3,000,000.00	188,500.00	391,354.12	589,114.78

**Q4 Which one of the following most closely describes your current position? It's most important to select the option that best describes your current responsibilities, not necessarily the specific job title listed.**

Answered: 109   Skipped: 0

ANSWER CHOICES	RESPONSES	
Director of Geographic Information Systems/Geographic Information Officer (GIO)	0.00%	0
GIS Manager	0.00%	0
GIS Coordinator	0.00%	0
GIS Specialist	0.00%	0
GIS Programmer	0.00%	0
GIS Analyst	0.00%	0
GIS Technician	0.00%	0
User of GIS (heavy)	100.00%	109
Educator/Trainer	0.00%	0
Independent Consultant	0.00%	0
GIS Business Development/Sales & Marketing	0.00%	0
Other (please specify job title and responsibilities)	0.00%	0
TOTAL		109

## Q5 Please indicate your current annual salary. (In US Dollars. Please do not include dollar signs or commas)

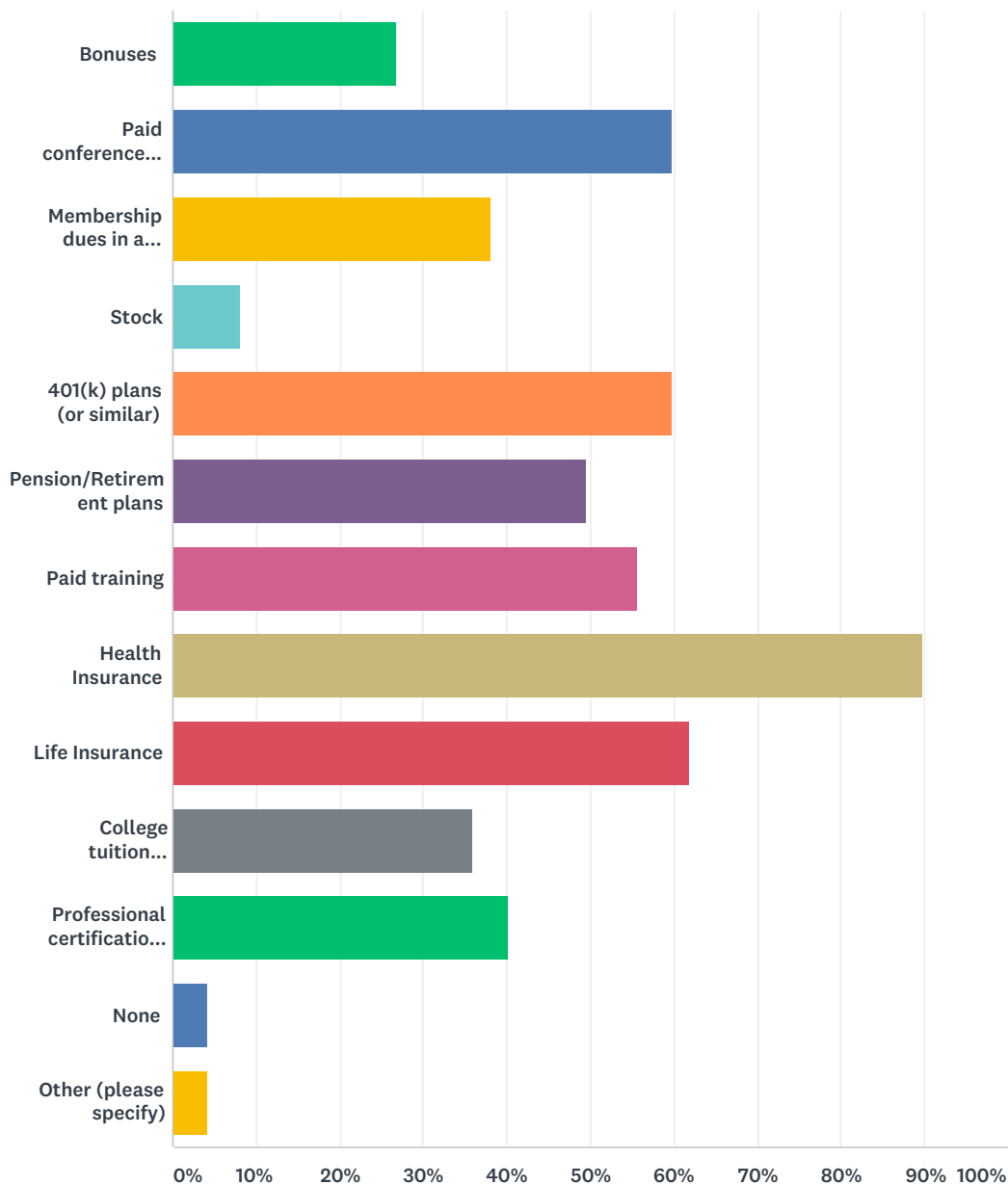
Answered: 100 Skipped: 9

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
2017 Annual Salary	67,137	6,713,716	100
Total Respondents: 100			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
2017 Annual Salary	24,000.00	300,000.00	64,413.50	67,137.16	30,842.14

## Q6 What additional forms of compensation, if any, does your organization offer? (Check all that apply)

Answered: 97 Skipped: 12



ANSWER CHOICES	RESPONSES	
Bonuses	26.80%	26
Paid conference attendance	59.79%	58
Membership dues in a professional organization	38.14%	37
Stock	8.25%	8
401(k) plans (or similar)	59.79%	58

## URISA 2017 Salary Survey of GIS Professionals

Pension/Retirement plans	49.48%	48
Paid training	55.67%	54
Health Insurance	89.69%	87
Life Insurance	61.86%	60
College tuition reimbursement	36.08%	35
Professional certification reimbursement or support	40.21%	39
None	4.12%	4
Other (please specify)	4.12%	4
Total Respondents: 97		

## Q7 What percentage of your time is spent performing geospatial technology tasks? If no time, write 0; if all of your time, write 100.

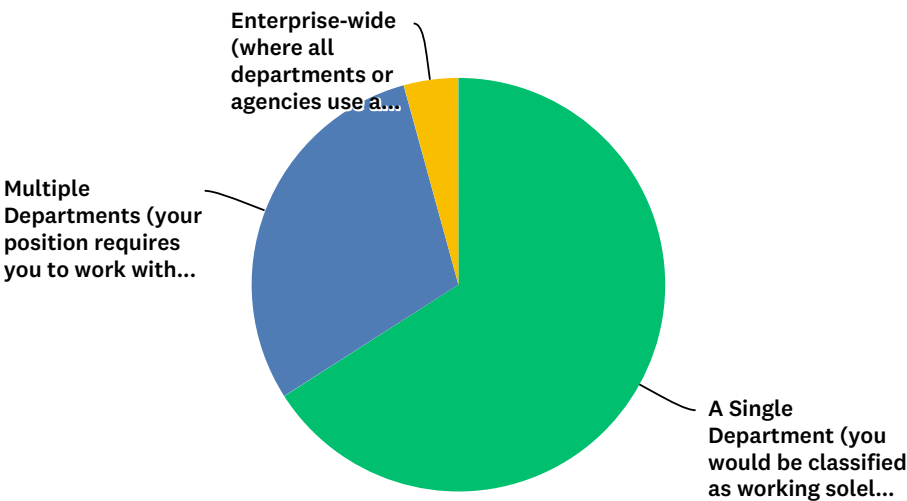
Answered: 94 Skipped: 15

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Enter 0-100	42	3,910	94
Total Respondents: 94			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Enter 0-100	2.00	100.00	40.00	41.60	24.55

Q8 Do you work within:

Answered: 94    Skipped: 15



ANSWER CHOICES	RESPONSES	
A Single Department (you would be classified as working solely in one department)	65.96%	62
Multiple Departments (your position requires you to work within a number of different departments or agencies)	29.79%	28
Enterprise-wide (where all departments or agencies use a central IT/GIS department)	4.26%	4
Other (please specify)	0.00%	0
TOTAL		94

## Q9 Within what department do you work? (please select the ONE best response)

Answered: 94    Skipped: 15

ANSWER CHOICES	RESPONSES	
911 & Emergency Management	2.13%	2
Agriculture	0.00%	0
Assessor's Office	8.51%	8
Business Development	0.00%	0
City/County Manager's Office	0.00%	0
Community Development	3.19%	3
Economic Development	1.06%	1
Engineering	9.57%	9
Finance/Administration	0.00%	0
Geology/Geography	1.06%	1
GIS	2.13%	2
Housing/Social Services	0.00%	0
IT	1.06%	1
Land Records	0.00%	0
Library	0.00%	0
Marketing/Sales	0.00%	0
IT Department	0.00%	0
Natural Resources/Environmental	11.70%	11
Parks and Recreation	0.00%	0
Planning	8.51%	8
Public Health	4.26%	4
Public Works	3.19%	3
Research	10.64%	10
Surveying	4.26%	4
Training/Education	0.00%	0
Transit/Transportation	9.57%	9
Utility Planning Operations	1.06%	1
Water/Wastewater Management	6.38%	6
Zoning	0.00%	0



URISA 2017 Salary Survey of GIS Professionals

Other (please specify)	11.70%	11
TOTAL		94

## Q10 Indicate all department(s) with which you work on a regular basis? (Check all that apply)

Answered: 89    Skipped: 20

ANSWER CHOICES	RESPONSES	
911 & Emergency Management	10.11%	9
Agriculture	4.49%	4
Assessor's Office	16.85%	15
Cemetery	1.12%	1
City/County Manager's Office	19.10%	17
Community Development	19.10%	17
Economic Development	16.85%	15
Engineering	41.57%	37
Finance/Administration	12.36%	11
Fire/Police/EMS	7.87%	7
Geology/Geography	16.85%	15
GIS	56.18%	50
Housing/Social Services	5.62%	5
Land Records	13.48%	12
Law Enforcement	6.74%	6
Natural Resources/Environmental	35.96%	32
Parks and Recreation	17.98%	16
Planning	46.07%	41
Public Health	12.36%	11
Public Relations	7.87%	7
Public Works	26.97%	24
Regulation	12.36%	11
Research	22.47%	20
Training/Education	4.49%	4
Transit/Transportation	26.97%	24
Utility Planning Operations	15.73%	14
Water/Wastewater Management	28.09%	25
Zoning	15.73%	14
IT	24.72%	22

URISA 2017 Salary Survey of GIS Professionals

Other (please specify)	8.99%	8
Total Respondents: 89		

## Q11 Please indicate the number of GIS staff in your entire organization and in your department.

Answered: 89   Skipped: 20

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Number of GIS staff in Organization	60	4,768	80
Number of GIS staff in Department	5	438	85
Total Respondents: 89			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Number of GIS staff in Organization	0.00	2,000.00	5.00	59.60	240.40
Number of GIS staff in Department	0.00	150.00	2.00	5.15	16.46

## Q12 In the past five years, has your organization seen an increase or decrease in the number of GIS staff it employs?

Answered: 94   Skipped: 15

ANSWER CHOICES	RESPONSES	
Increase	53.19%	50
Decrease	10.64%	10
Don't know	15.96%	15
N/A	20.21%	19
TOTAL		94

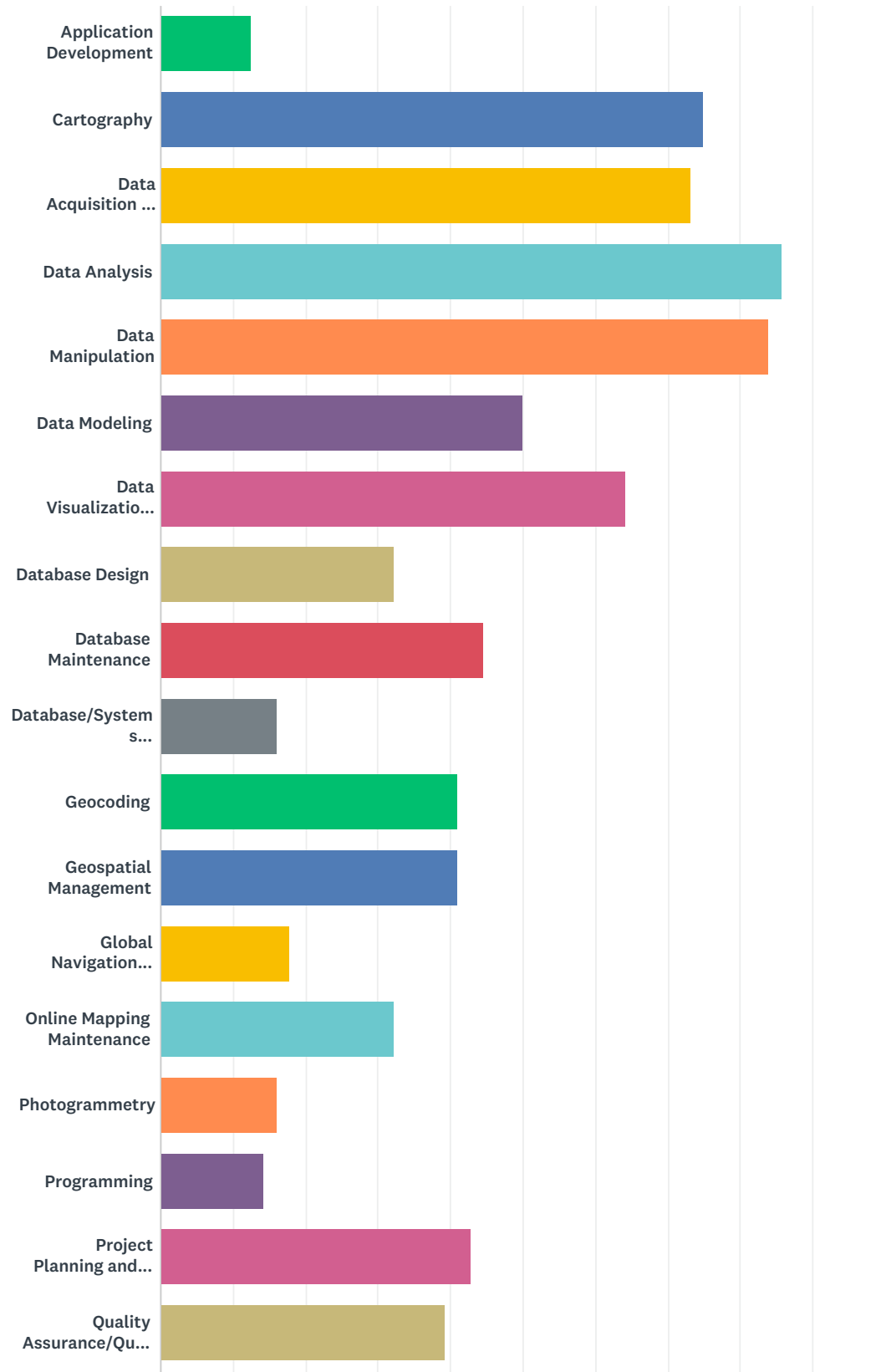
## Q13 With which of the following GIS software platforms does your job require you to be proficient? (Check all that apply)

Answered: 58   Skipped: 51

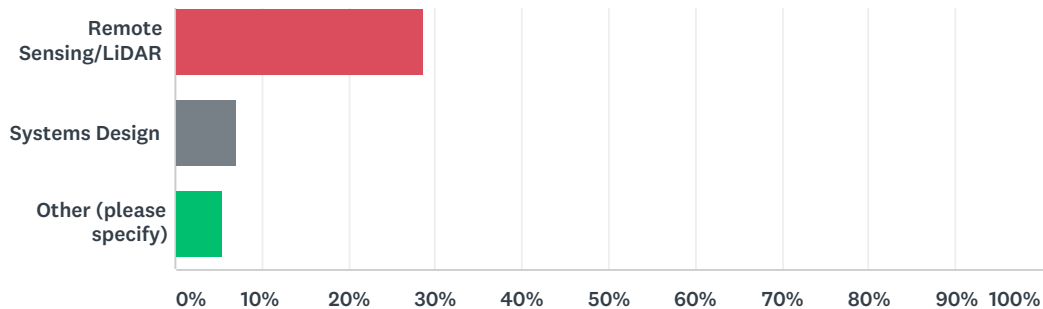
ANSWER CHOICES	RESPONSES	
AutoDesk	18.97%	11
Bentley	17.24%	10
Blue Marble Geographics	1.72%	1
Caliper	5.17%	3
Esri	96.55%	56
Hexagon/Intergraph	1.72%	1
MapInfo	3.45%	2
Smallworld	0.00%	0
Oracle Spatial	5.17%	3
PostGIS (open source)	3.45%	2
QGIS (open source)	15.52%	9
Other (please specify)	10.34%	6
Total Respondents: 58		

## Q14 What GIS and geospatial technology skills are required for your job? (Check all the apply)

Answered: 56 Skipped: 53



## URISA 2017 Salary Survey of GIS Professionals

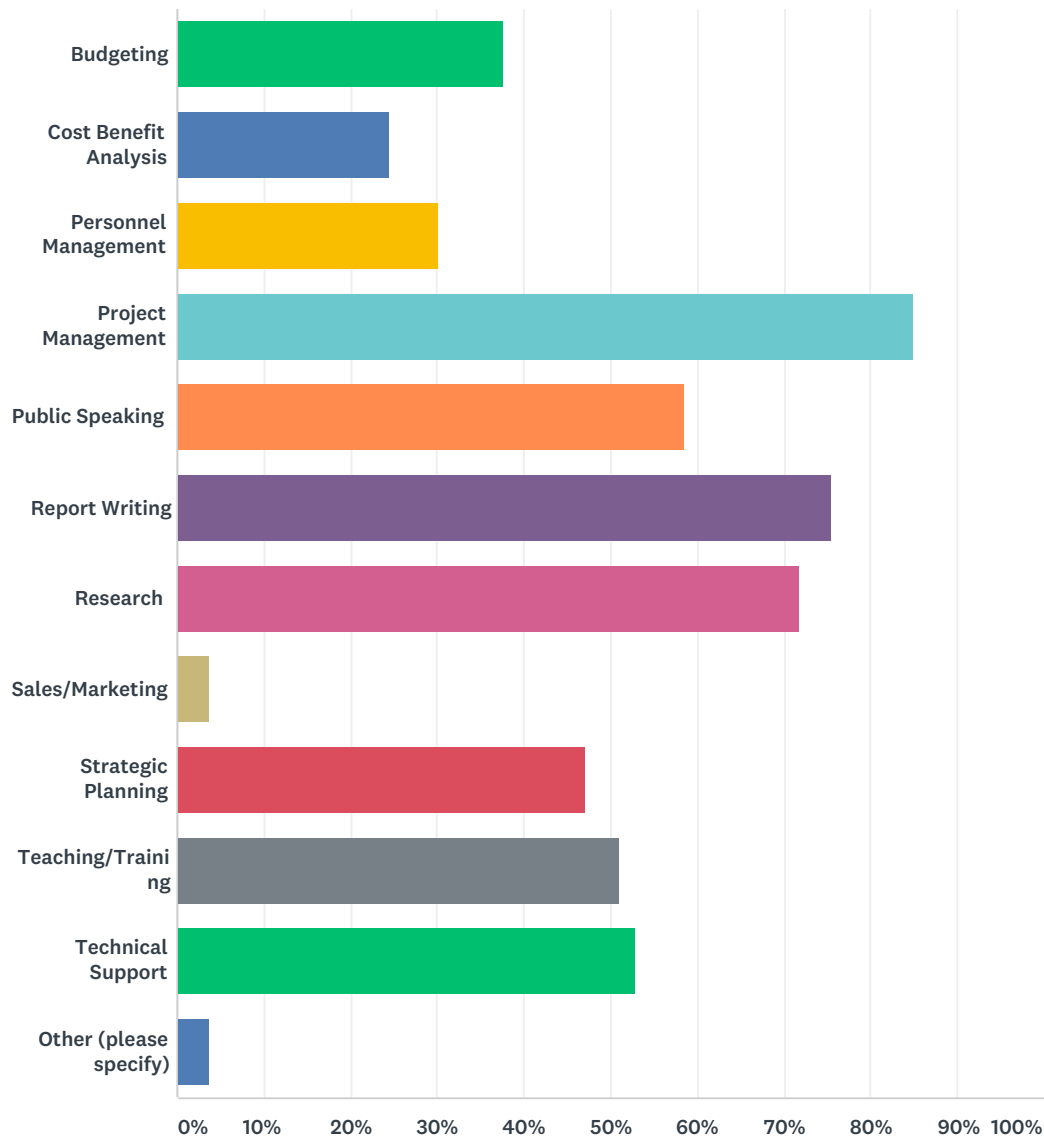


ANSWER CHOICES	RESPONSES	
Application Development	12.50%	7
Cartography	75.00%	42
Data Acquisition and Creation	73.21%	41
Data Analysis	85.71%	48
Data Manipulation	83.93%	47
Data Modeling	50.00%	28
Data Visualization and Reporting	64.29%	36
Database Design	32.14%	18
Database Maintenance	44.64%	25
Database/Systems Administration	16.07%	9
Geocoding	41.07%	23
Geospatial Management	41.07%	23
Global Navigation Satellite Systems (GNSS)	17.86%	10
Online Mapping Maintenance	32.14%	18
Photogrammetry	16.07%	9
Programming	14.29%	8
Project Planning and Implementation	42.86%	24
Quality Assurance/Quality Control	39.29%	22
Remote Sensing/LiDAR	28.57%	16
Systems Design	7.14%	4
Other (please specify)	5.36%	3
Total Respondents: 56		



## Q15 What additional skills are required for your job? (Check all that apply)

Answered: 53 Skipped: 56



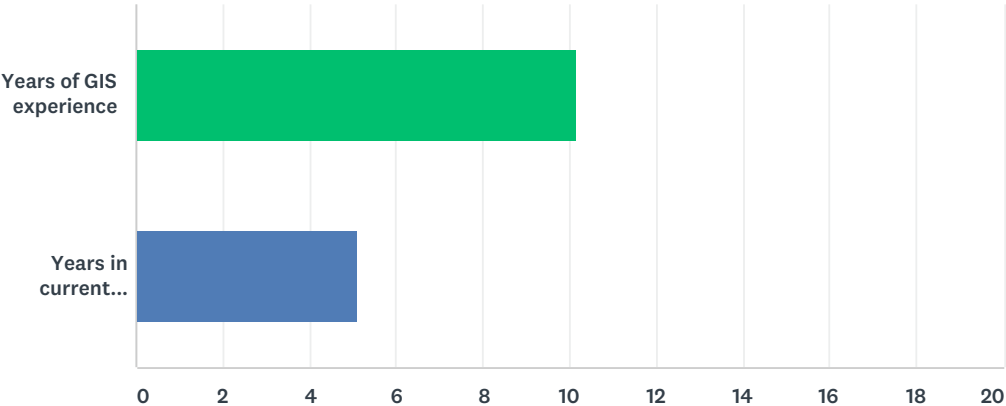
ANSWER CHOICES	RESPONSES	
Budgeting	37.74%	20
Cost Benefit Analysis	24.53%	13
Personnel Management	30.19%	16
Project Management	84.91%	45
Public Speaking	58.49%	31
Report Writing	75.47%	40
Research	71.70%	38

URISA 2017 Salary Survey of GIS Professionals

Sales/Marketing	3.77%	2
Strategic Planning	47.17%	25
Teaching/Training	50.94%	27
Technical Support	52.83%	28
Other (please specify)	3.77%	2
Total Respondents: 53		

Q16 Please indicate the number of years of GIS experience you have and the number of years you've been in your current position. (Please enter a whole number. Decimals, percentages, and non-numeric characters are not accepted.)

Answered: 90    Skipped: 19



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Years of GIS experience	10	905	89
Years in current position	5	456	89
Total Respondents: 90			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Years of GIS experience	1.00	25.00	9.00	10.17	6.10
Years in current position	0.00	22.00	3.00	5.12	5.01

**Q17 How many hours, on average, do you work in a typical week?**  
(Please enter a whole number. Decimals, percentages, and non-numeric characters are not accepted.)

Answered: 90   Skipped: 19

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Average Weekly Hours	41	3,701	90
Total Respondents: 90			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Average Weekly Hours	5.00	80.00	40.00	41.12	7.19

## Q18 Do you work within an office environment or do you work from home (telecommute)?

Answered: 90   Skipped: 19

ANSWER CHOICES	RESPONSES	
Work in an office	85.56%	77
Work from home	1.11%	1
Combination (sometimes work in the office and sometimes work from home)	13.33%	12
TOTAL		90

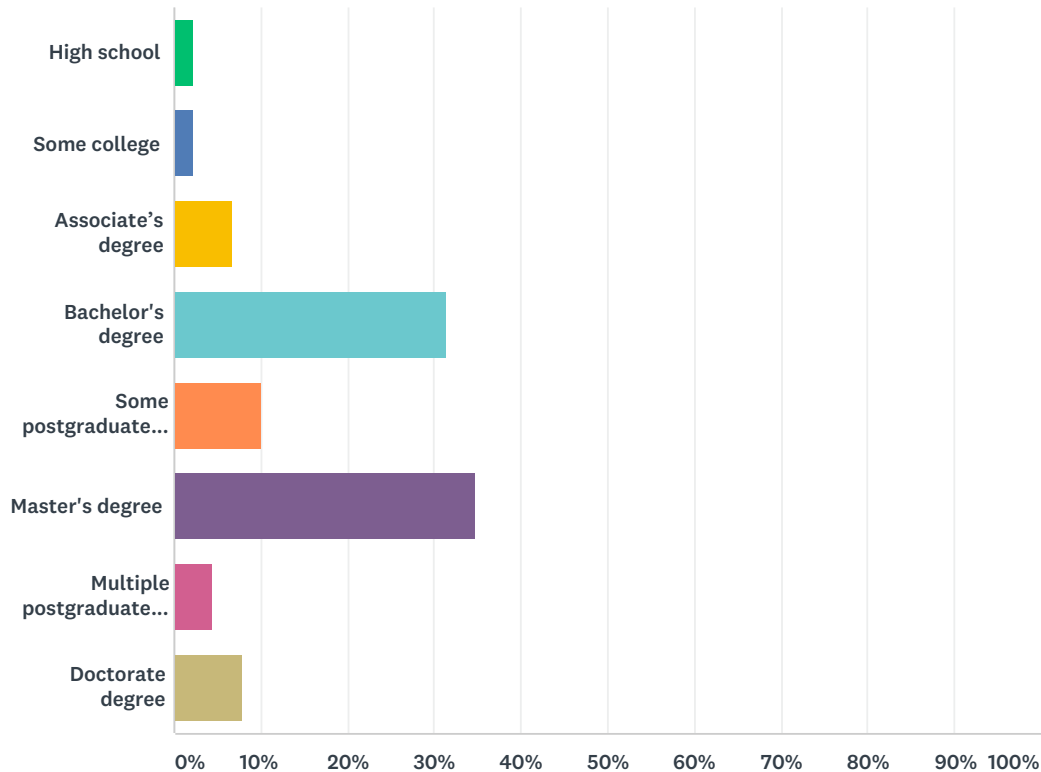
## Q19 If you have changed jobs within the past three years, what was the nature of that change?

Answered: 80 Skipped: 29

ANSWER CHOICES	RESPONSES	
From public sector to private sector	3.75%	3
From public sector to another public sector	12.50%	10
From private sector to public sector	6.25%	5
From private sector to another private sector	6.25%	5
From academia to public sector	6.25%	5
From academia to private sector	3.75%	3
Have not changed jobs within past three years	60.00%	48
Other (please specify)	1.25%	1
TOTAL		80

## Q20 What is the highest level of education you have attained?

Answered: 89    Skipped: 20



ANSWER CHOICES	RESPONSES	
High school	2.25%	2
Some college	2.25%	2
Associate's degree	6.74%	6
Bachelor's degree	31.46%	28
Some postgraduate study	10.11%	9
Master's degree	34.83%	31
Multiple postgraduate degrees	4.49%	4
Doctorate degree	7.87%	7
<b>TOTAL</b>		<b>89</b>

## Q21 In what discipline(s) were your educational degree(s)? (check all the apply)

Answered: 87   Skipped: 22

ANSWER CHOICES	RESPONSES	
Anthropology	3.45%	3
Business	9.20%	8
Cartography	4.60%	4
Computer Science	3.45%	3
Engineering	10.34%	9
Environmental Science	21.84%	19
Forestry	1.15%	1
Geography	27.59%	24
Geology	10.34%	9
GIS	24.14%	21
Landscape Architecture	1.15%	1
Mathematics	4.60%	4
Natural Resources	8.05%	7
Oceanography	0.00%	0
Planning	20.69%	18
Public Administration	3.45%	3
Surveying	4.60%	4
Other (please specify)	20.69%	18
Total Respondents: 87		



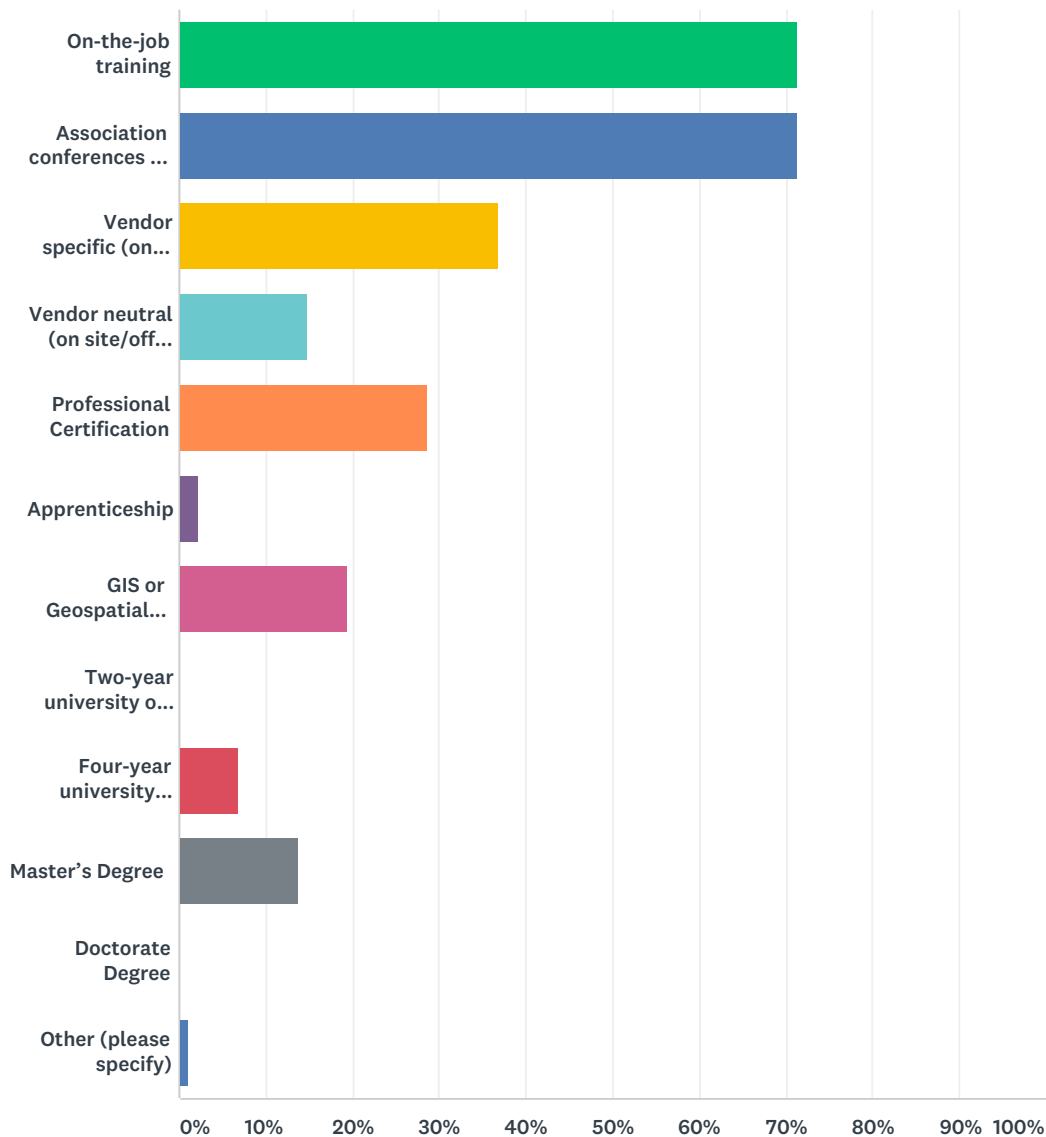
## Q22 What is the minimum level of education required for your position? (check only one)

Answered: 89 Skipped: 20

ANSWER CHOICES	RESPONSES	
High school	10.11%	9
Some college	2.25%	2
Associate's degree	5.62%	5
GIS or geospatial technology certificate	1.12%	1
Bachelor's degree	61.80%	55
Some postgraduate study	1.12%	1
Master's degree	15.73%	14
Multiple postgraduate degrees	0.00%	0
Doctorate degree	2.25%	2
TOTAL		89

## Q23 During the last three years, what type(s) of continuing education and/or professional development have you acquired? (check all that apply)

Answered: 87 Skipped: 22



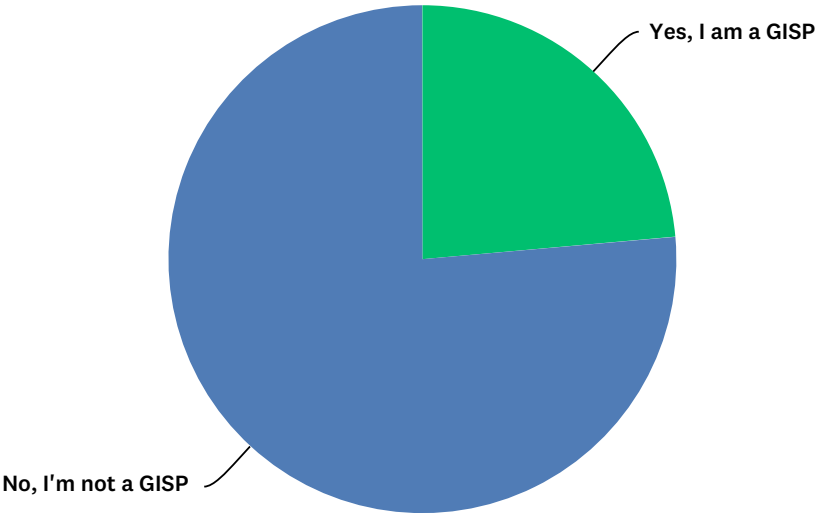
ANSWER CHOICES	RESPONSES	
On-the-job training	71.26%	62
Association conferences or workshops	71.26%	62
Vendor specific (on site/off site/virtual) training	36.78%	32
Vendor neutral (on site/off site/virtual) training	14.94%	13
Professional Certification	28.74%	25
Apprenticeship	2.30%	2

URISA 2017 Salary Survey of GIS Professionals

GIS or Geospatial Technology Certificate	19.54%	17
Two-year university or Community College (Associate's Degree)	0.00%	0
Four-year university (Bachelor's Degree)	6.90%	6
Master's Degree	13.79%	12
Doctorate Degree	0.00%	0
Other (please specify)	1.15%	1
Total Respondents: 87		

Q24 Are you a certified GIS professional (GISP) through the GIS Certification Institute (GISCI)?

Answered: 89    Skipped: 20



ANSWER CHOICES		RESPONSES	
Yes, I am a GISP		23.60%	21
No, I'm not a GISP		76.40%	68
TOTAL			89

Q25 If “No”, do you plan to apply within the next 3 years?

Answered: 68    Skipped: 41

ANSWER CHOICES	RESPONSES	
Yes	22.06%	15
No	77.94%	53
TOTAL		68

## Q26 If “No”, why not?

Answered: 52   Skipped: 57

ANSWER CHOICES	RESPONSES	
Have not seen value	55.77%	29
Do not agree with the concept of certification	13.46%	7
Employer will not pay or support	25.00%	13
Do not wish to take the exam which is now part of the certification	19.23%	10
Do not meet the qualifications	19.23%	10
Am unaware of the GISCI certification program	15.38%	8
Other (please specify)	21.15%	11
Total Respondents: 52		

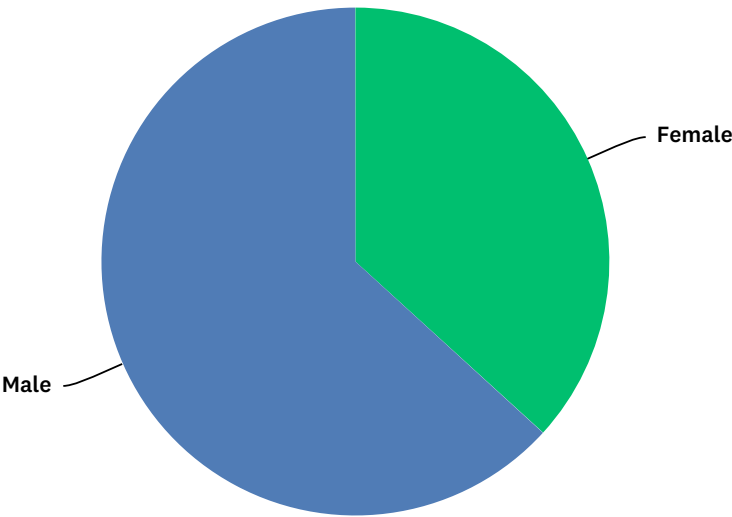
## Q27 Not including GISP, which of the following certifications or professional designations do you currently hold? (Check all that apply)

Answered: 83   Skipped: 26

ANSWER CHOICES	RESPONSES	
ASPRS Mapping Scientist (any designation)	2.41%	2
ASPRS Mapping Technician (any designation)	0.00%	0
AICP Certified Planner	8.43%	7
Esri Technical Certification	4.82%	4
IAAO Cadastral Mapping Specialist	1.20%	1
NENA National Emergency Number Professional	0.00%	0
Licensed Surveyor	1.20%	1
PE Professional Engineer	1.20%	1
PMP Project Management Professional	3.61%	3
None	60.24%	50
Other (please specify)	16.87%	14
Total Respondents: 83		

Q28 What is your gender?

Answered: 87    Skipped: 22



ANSWER CHOICES	RESPONSES	
Female	36.78%	32
Male	63.22%	55
TOTAL		87



Q29 What is your age?

Answered: 87    Skipped: 22

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Age	39	3,372	87
Total Respondents: 87			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Age	23.00	61.00	37.00	38.76	11.03

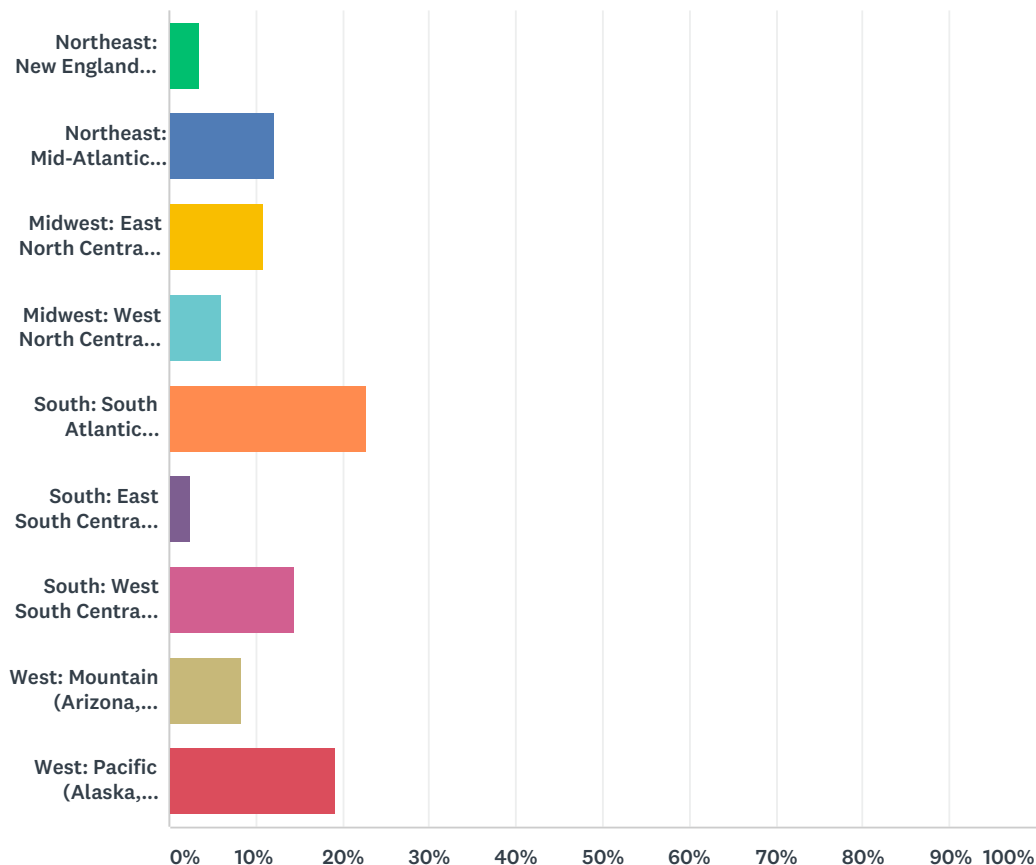
### Q30 If you work in the United States, please indicate the State and Zip Code where you work.

Answered: 83   Skipped: 26

ANSWER CHOICES	RESPONSES	
Name:	0.00%	0
Company:	0.00%	0
Address:	0.00%	0
Address 2:	0.00%	0
City/Town:	0.00%	0
State:	100.00%	83
ZIP:	93.98%	78
Country:	0.00%	0
Email Address:	0.00%	0
Phone Number:	0.00%	0

## Q31 If in US, what region?

Answered: 83 Skipped: 26



ANSWER CHOICES	RESPONSES	
Northeast: New England (Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont)	3.61%	3
Northeast: Mid-Atlantic (New Jersey, New York, and Pennsylvania)	12.05%	10
Midwest: East North Central (Illinois, Indiana, Michigan, Ohio, and Wisconsin)	10.84%	9
Midwest: West North Central (Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota)	6.02%	5
South: South Atlantic (Delaware, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, District of Columbia, and West Virginia)	22.89%	19
South: East South Central (Alabama, Kentucky, Mississippi, and Tennessee)	2.41%	2
South: West South Central (Arkansas, Louisiana, Oklahoma, and Texas)	14.46%	12
West: Mountain (Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming)	8.43%	7
West: Pacific (Alaska, California, Hawaii, Oregon, and Washington)	19.28%	16
TOTAL		83

### Q32 If you work outside the United States, please indicate the Country, Province and Postal Code where you work.

Answered: 5   Skipped: 104

ANSWER CHOICES	RESPONSES	
Name:	0.00%	0
Company:	0.00%	0
Address 1:	0.00%	0
Address 2:	0.00%	0
City/Town:	0.00%	0
Province:	80.00%	4
Postal Code:	80.00%	4
Country:	100.00%	5
Email Address:	0.00%	0
Phone Number:	0.00%	0

Q33 If outside the US, what country? (manual entry)

Answered: 5    Skipped: 104

ANSWER CHOICES	RESPONSES	
Canada	80.00%	4
Caribbean region	20.00%	1
Other	0.00%	0
TOTAL		5

## ***URISA 2017 GIS Salary Survey Results***

- **Employed Full-Time**
- **GIS Business Development/Sales & Marketing**

50 respondents

Primary employment is with a software or services provider.

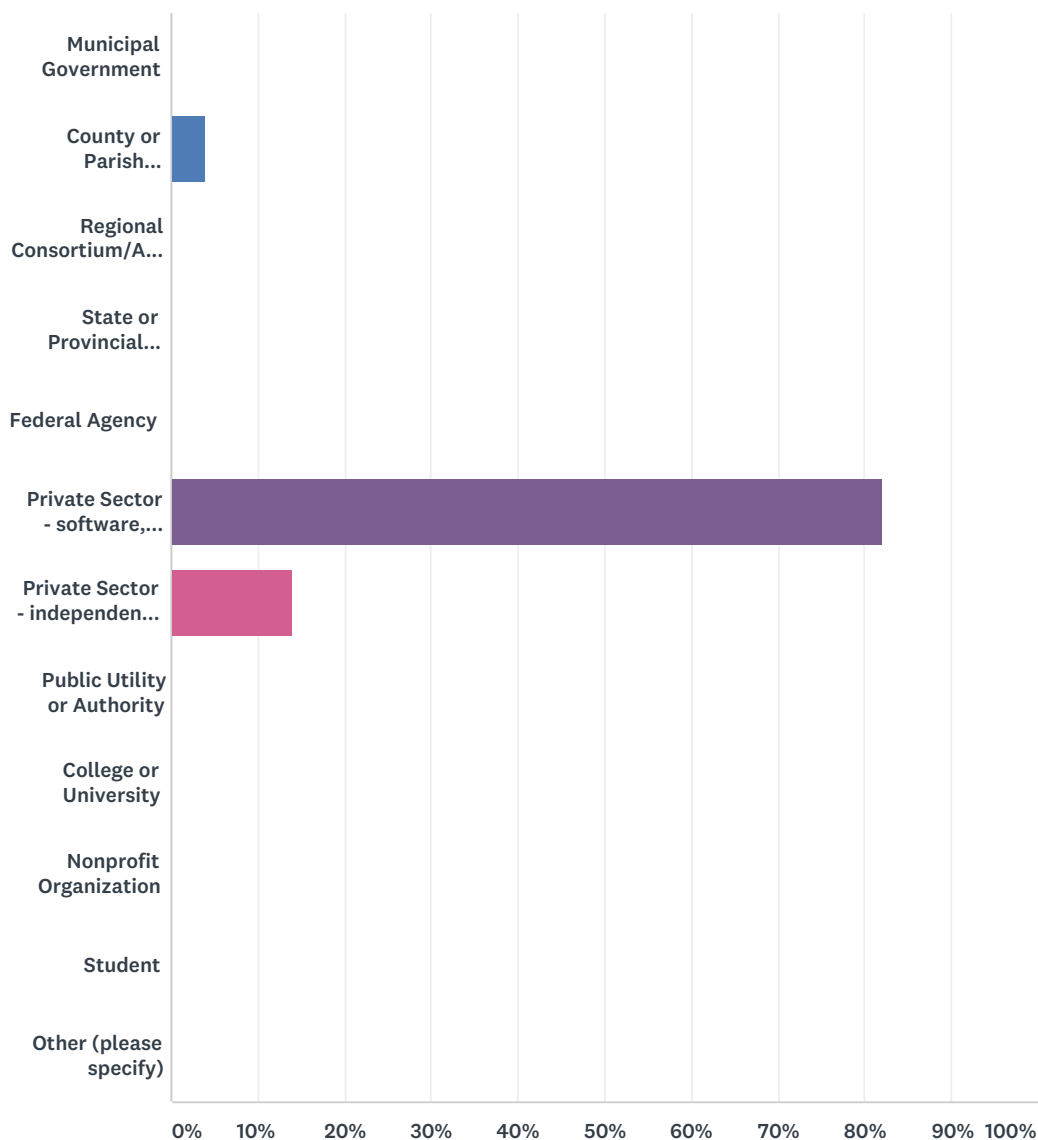
# Q1 What is your current employment status?

Answered: 50    Skipped: 0

ANSWER CHOICES	RESPONSES	
Employed full time	100.00%	50
Employed part time	0.00%	0
Employed part time AND part time student	0.00%	0
Full time student	0.00%	0
Part time student	0.00%	0
Currently unemployed	0.00%	0
TOTAL		50

## Q2 Please select the one category that best describes the type of organization in which you are currently employed.

Answered: 50 Skipped: 0



ANSWER CHOICES	RESPONSES	
Municipal Government	0.00%	0
County or Parish Government	4.00%	2
Regional Consortium/Agency (COG, MPO, etc.)	0.00%	0
State or Provincial Agency	0.00%	0
Federal Agency	0.00%	0
Private Sector - software, hardware or services provider	82.00%	41
Private Sector - independent consultant	14.00%	7



URISA 2017 Salary Survey of GIS Professionals

Public Utility or Authority	0.00%	0
College or University	0.00%	0
Nonprofit Organization	0.00%	0
Student	0.00%	0
Other (please specify)	0.00%	0
TOTAL		50

Q3 If you are currently employed by a municipal or county government or a regional consortium/agency, what is the approximate population of your jurisdiction? (Insert number only without commas or text.)

Answered: 2    Skipped: 48

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Population of your jurisdiction	3,000,000	6,000,000	2
Total Respondents: 2			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Population of your jurisdiction	2,000,000.00	4,000,000.00	3,000,000.00	3,000,000.00	1,000,000.00

**Q4 Which one of the following most closely describes your current position? It's most important to select the option that best describes your current responsibilities, not necessarily the specific job title listed.**

Answered: 50    Skipped: 0

ANSWER CHOICES	RESPONSES	
Director of Geographic Information Systems/Geographic Information Officer (GIO)	0.00%	0
GIS Manager	0.00%	0
GIS Coordinator	0.00%	0
GIS Specialist	0.00%	0
GIS Programmer	0.00%	0
GIS Analyst	0.00%	0
GIS Technician	0.00%	0
User of GIS (heavy)	0.00%	0
Educator/Trainer	0.00%	0
Independent Consultant	0.00%	0
GIS Business Development/Sales & Marketing	100.00%	50
Other (please specify job title and responsibilities)	0.00%	0
TOTAL		50

Q5 Please indicate your current annual salary. (In US Dollars. Please do not include dollar signs or commas)

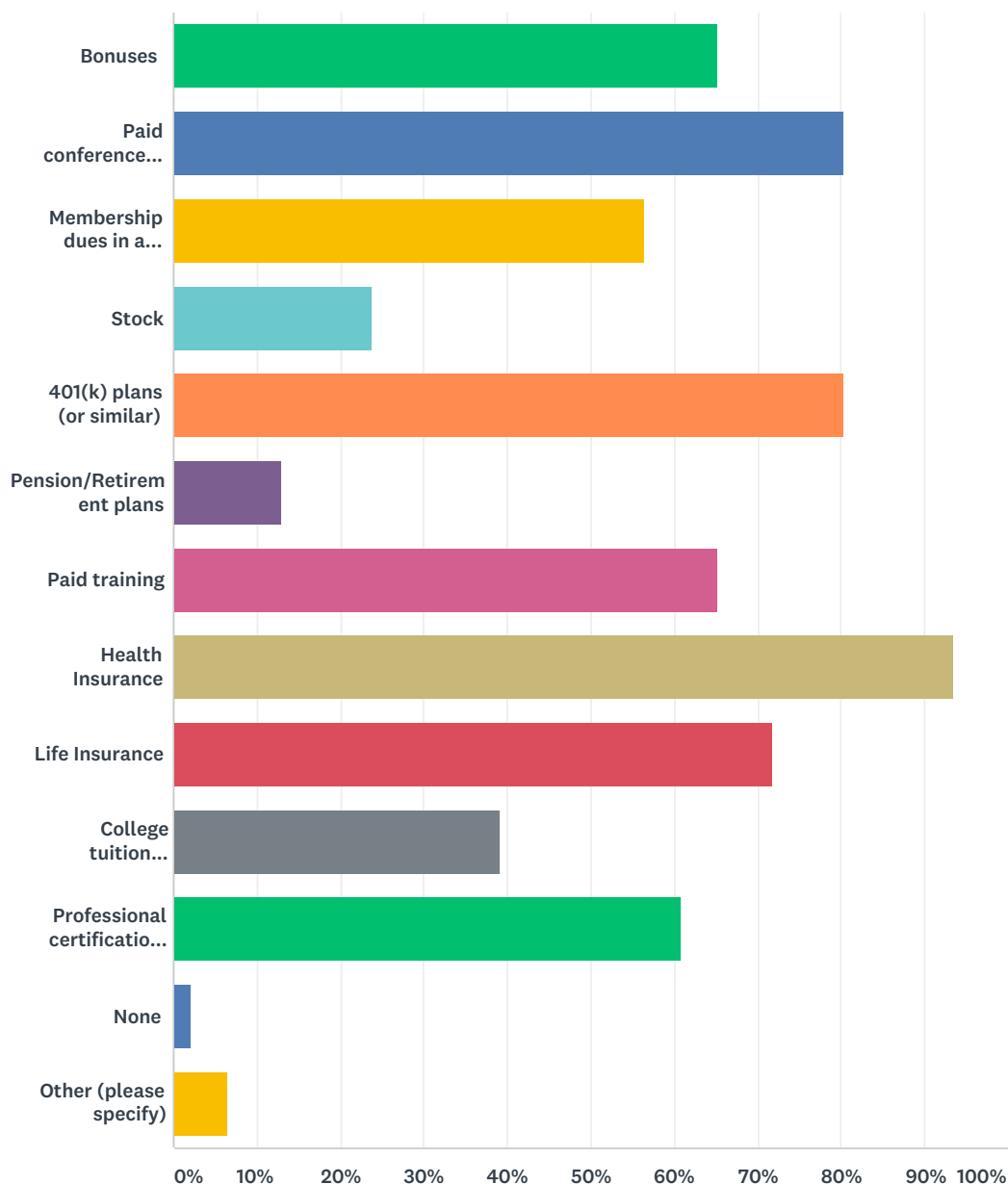
Answered: 47    Skipped: 3

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
2017 Annual Salary	103,883	4,882,500	47
Total Respondents: 47			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
2017 Annual Salary	36,000.00	232,000.00	99,000.00	103,882.98	40,307.15

## Q6 What additional forms of compensation, if any, does your organization offer? (Check all that apply)

Answered: 46 Skipped: 4



ANSWER CHOICES	RESPONSES	
Bonuses	65.22%	30
Paid conference attendance	80.43%	37
Membership dues in a professional organization	56.52%	26
Stock	23.91%	11
401(k) plans (or similar)	80.43%	37

## URISA 2017 Salary Survey of GIS Professionals

Pension/Retirement plans	13.04%	6
Paid training	65.22%	30
Health Insurance	93.48%	43
Life Insurance	71.74%	33
College tuition reimbursement	39.13%	18
Professional certification reimbursement or support	60.87%	28
None	2.17%	1
Other (please specify)	6.52%	3
Total Respondents: 46		

Q7 What percentage of your time is spent performing geospatial technology tasks? If no time, write 0; if all of your time, write 100.

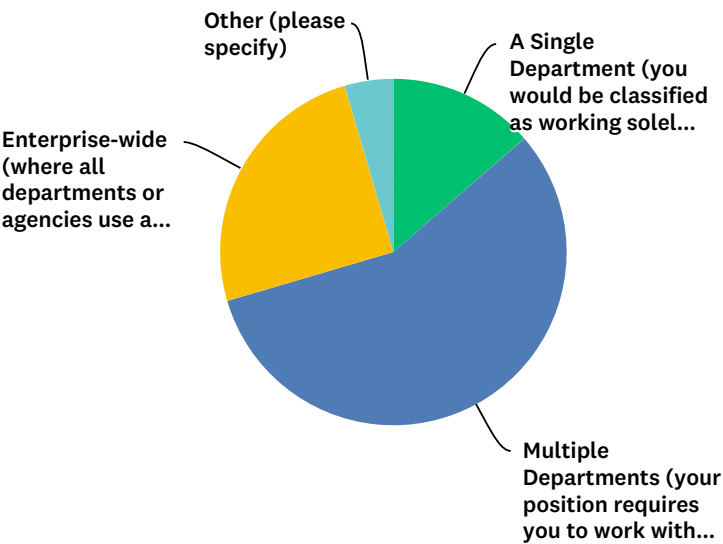
Answered: 44   Skipped: 6

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Enter 0-100	48	2,103	44
Total Respondents: 44			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Enter 0-100	0.00	100.00	45.00	47.80	37.06

## Q8 Do you work within:

Answered: 44    Skipped: 6



ANSWER CHOICES	RESPONSES	
A Single Department (you would be classified as working solely in one department)	13.64%	6
Multiple Departments (your position requires you to work within a number of different departments or agencies)	56.82%	25
Enterprise-wide (where all departments or agencies use a central IT/GIS department)	25.00%	11
Other (please specify)	4.55%	2
TOTAL		44



## Q9 Within what department do you work? (please select the ONE best response)

Answered: 43 Skipped: 7

ANSWER CHOICES	RESPONSES	
911 & Emergency Management	0.00%	0
Agriculture	0.00%	0
Assessor's Office	0.00%	0
Business Development	16.28%	7
City/County Manager's Office	0.00%	0
Community Development	0.00%	0
Economic Development	0.00%	0
Engineering	9.30%	4
Finance/Administration	0.00%	0
Geology/Geography	2.33%	1
GIS	6.98%	3
Housing/Social Services	0.00%	0
IT	2.33%	1
Land Records	2.33%	1
Library	0.00%	0
Marketing/Sales	27.91%	12
IT Department	0.00%	0
Natural Resources/Environmental	2.33%	1
Parks and Recreation	0.00%	0
Planning	0.00%	0
Public Health	0.00%	0
Public Works	0.00%	0
Research	2.33%	1
Surveying	0.00%	0
Training/Education	0.00%	0
Transit/Transportation	9.30%	4
Utility Planning Operations	0.00%	0
Water/Wastewater Management	0.00%	0
Zoning	0.00%	0

URISA 2017 Salary Survey of GIS Professionals

Other (please specify)	18.60%	8
TOTAL		43

## Q10 Indicate all department(s) with which you work on a regular basis? (Check all that apply)

Answered: 44   Skipped: 6

ANSWER CHOICES	RESPONSES	
911 & Emergency Management	25.00%	11
Agriculture	18.18%	8
Assessor's Office	29.55%	13
Cemetery	6.82%	3
City/County Manager's Office	31.82%	14
Community Development	13.64%	6
Economic Development	18.18%	8
Engineering	56.82%	25
Finance/Administration	20.45%	9
Fire/Police/EMS	22.73%	10
Geology/Geography	27.27%	12
GIS	93.18%	41
Housing/Social Services	9.09%	4
Land Records	25.00%	11
Law Enforcement	15.91%	7
Natural Resources/Environmental	47.73%	21
Parks and Recreation	27.27%	12
Planning	40.91%	18
Public Health	9.09%	4
Public Relations	13.64%	6
Public Works	34.09%	15
Regulation	9.09%	4
Research	22.73%	10
Training/Education	25.00%	11
Transit/Transportation	45.45%	20
Utility Planning Operations	38.64%	17
Water/Wastewater Management	36.36%	16
Zoning	6.82%	3
IT	54.55%	24

URISA 2017 Salary Survey of GIS Professionals

Other (please specify)	13.64%	6
Total Respondents: 44		

## Q11 Please indicate the number of GIS staff in your entire organization and in your department.

Answered: 41    Skipped: 9

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Number of GIS staff in Organization	887	35,475	40
Number of GIS staff in Department	69	2,813	41
Total Respondents: 41			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Number of GIS staff in Organization	1.00	8,000.00	45.00	886.88	1,924.94
Number of GIS staff in Department	0.00	1,000.00	8.00	68.61	182.09

## Q12 In the past five years, has your organization seen an increase or decrease in the number of GIS staff it employs?

Answered: 44 Skipped: 6

ANSWER CHOICES	RESPONSES	
Increase	54.55%	24
Decrease	15.91%	7
Don't know	18.18%	8
N/A	11.36%	5
TOTAL		44

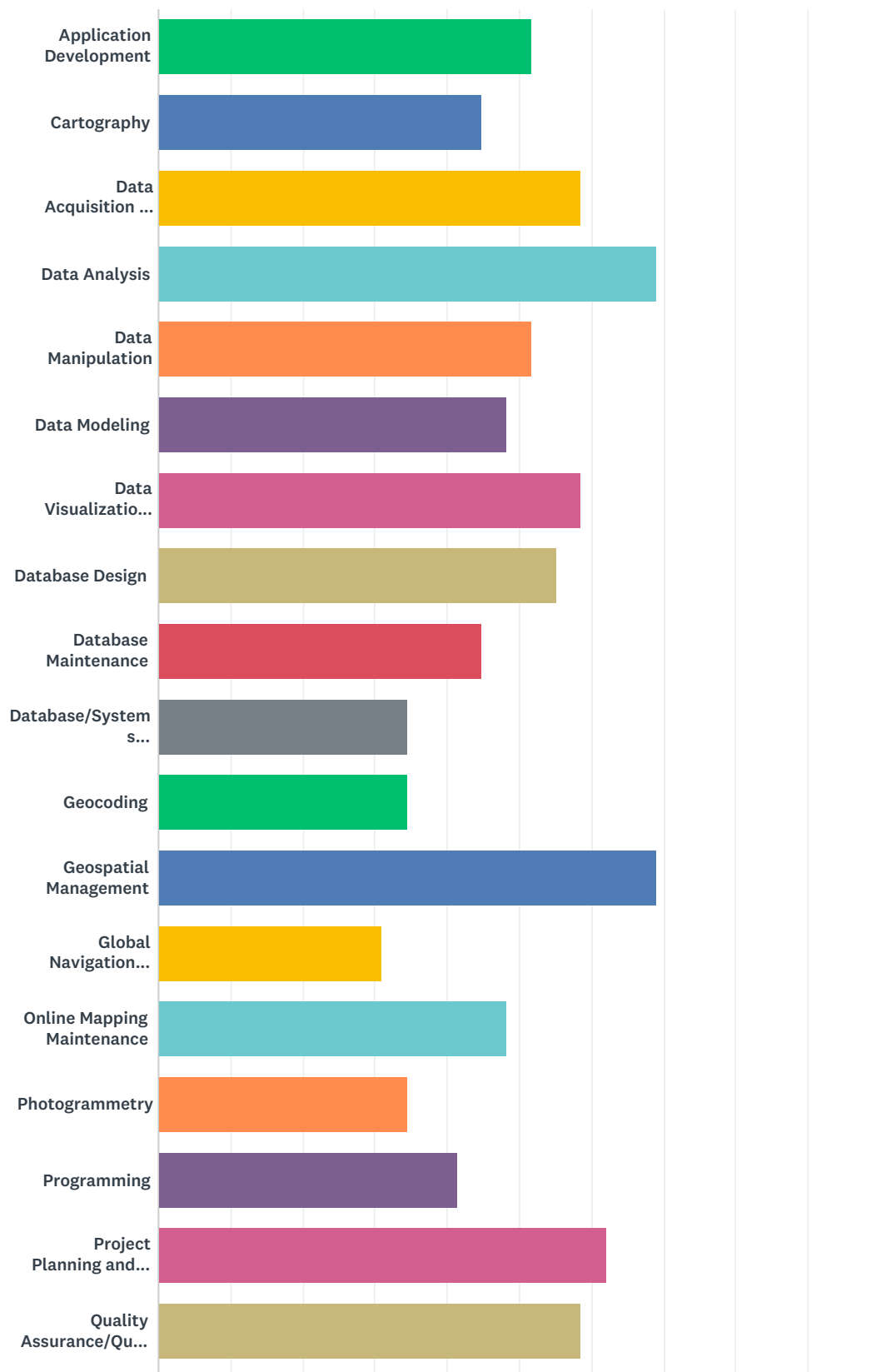
## Q13 With which of the following GIS software platforms does your job require you to be proficient? (Check all that apply)

Answered: 28 Skipped: 22

ANSWER CHOICES	RESPONSES	
AutoDesk	14.29%	4
Bentley	10.71%	3
Blue Marble Geographics	10.71%	3
Caliper	0.00%	0
Esri	89.29%	25
Hexagon/Intergraph	17.86%	5
MapInfo	10.71%	3
Smallworld	0.00%	0
Oracle Spatial	14.29%	4
PostGIS (open source)	10.71%	3
QGIS (open source)	28.57%	8
Other (please specify)	14.29%	4
Total Respondents: 28		

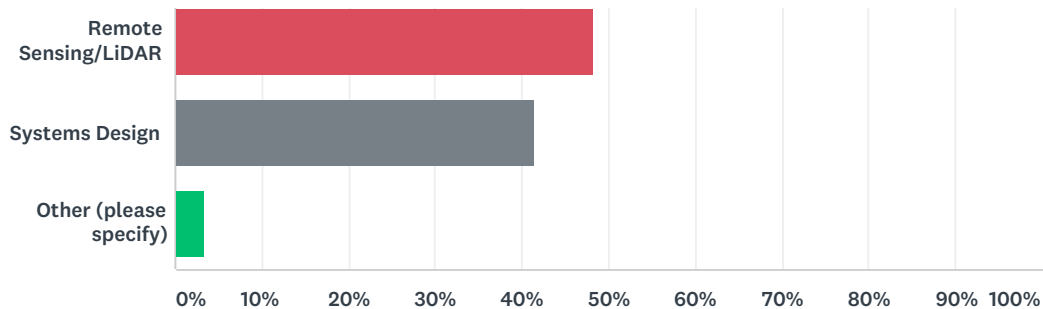
## Q14 What GIS and geospatial technology skills are required for your job? (Check all the apply)

Answered: 29 Skipped: 21





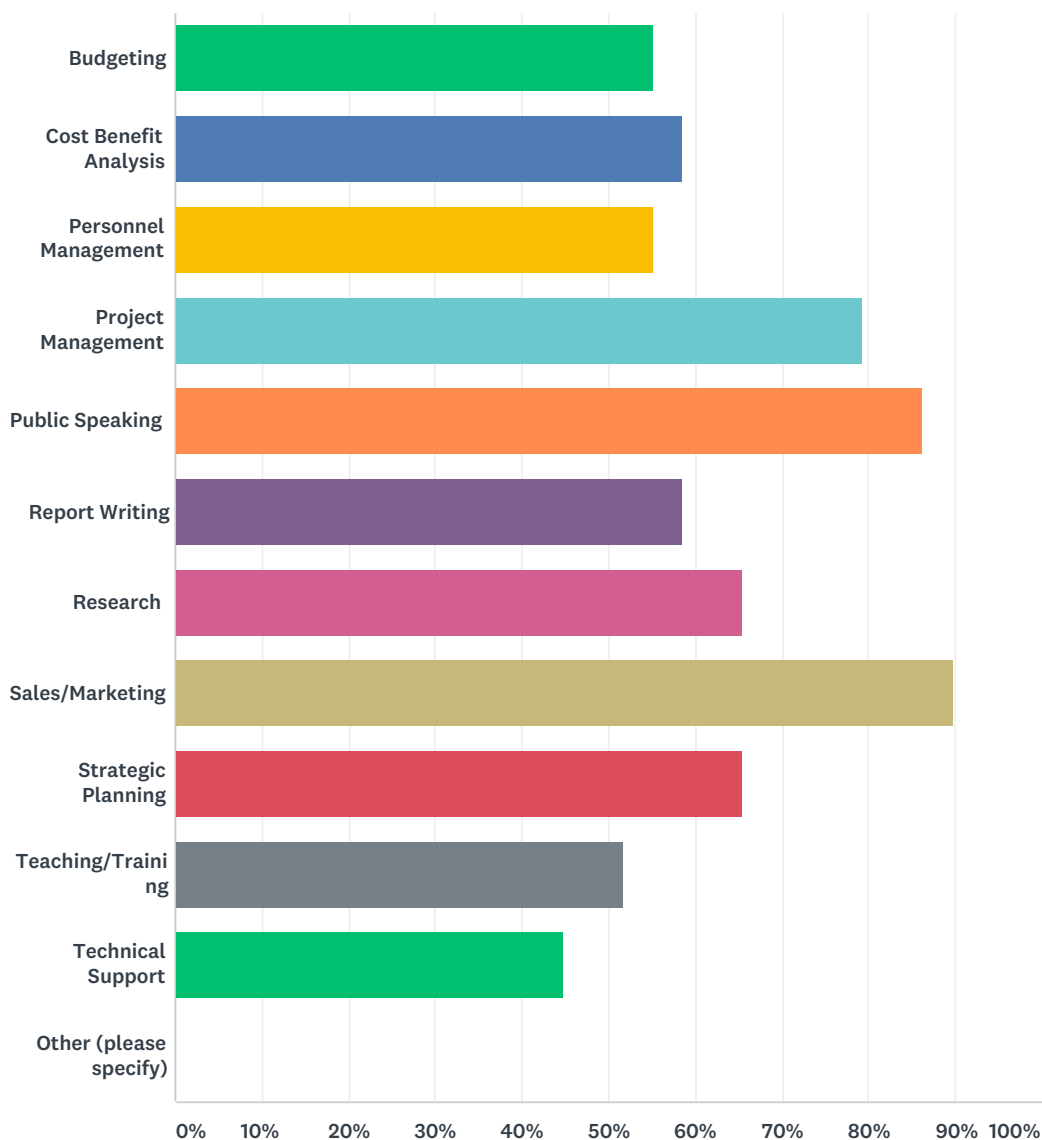
## URISA 2017 Salary Survey of GIS Professionals



ANSWER CHOICES	RESPONSES	
Application Development	51.72%	15
Cartography	44.83%	13
Data Acquisition and Creation	58.62%	17
Data Analysis	68.97%	20
Data Manipulation	51.72%	15
Data Modeling	48.28%	14
Data Visualization and Reporting	58.62%	17
Database Design	55.17%	16
Database Maintenance	44.83%	13
Database/Systems Administration	34.48%	10
Geocoding	34.48%	10
Geospatial Management	68.97%	20
Global Navigation Satellite Systems (GNSS)	31.03%	9
Online Mapping Maintenance	48.28%	14
Photogrammetry	34.48%	10
Programming	41.38%	12
Project Planning and Implementation	62.07%	18
Quality Assurance/Quality Control	58.62%	17
Remote Sensing/LiDAR	48.28%	14
Systems Design	41.38%	12
Other (please specify)	3.45%	1
Total Respondents: 29		

## Q15 What additional skills are required for your job? (Check all that apply)

Answered: 29 Skipped: 21



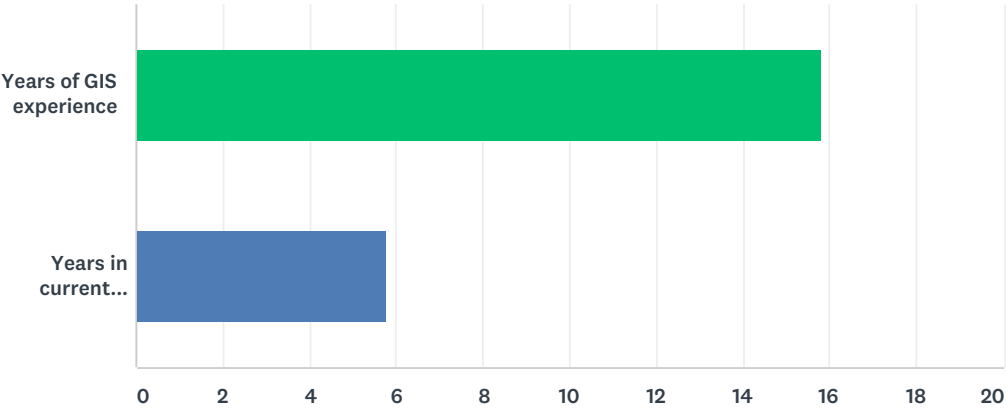
ANSWER CHOICES	RESPONSES	
Budgeting	55.17%	16
Cost Benefit Analysis	58.62%	17
Personnel Management	55.17%	16
Project Management	79.31%	23
Public Speaking	86.21%	25
Report Writing	58.62%	17
Research	65.52%	19

URISA 2017 Salary Survey of GIS Professionals

Sales/Marketing	89.66%	26
Strategic Planning	65.52%	19
Teaching/Training	51.72%	15
Technical Support	44.83%	13
Other (please specify)	0.00%	0
Total Respondents: 29		

Q16 Please indicate the number of years of GIS experience you have and the number of years you've been in your current position. (Please enter a whole number. Decimals, percentages, and non-numeric characters are not accepted.)

Answered: 42    Skipped: 8



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Years of GIS experience	16	665	42
Years in current position	6	242	42
Total Respondents: 42			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Years of GIS experience	1.00	30.00	15.00	15.83	8.00
Years in current position	0.00	25.00	2.50	5.76	6.19

Q17 How many hours, on average, do you work in a typical week?  
(Please enter a whole number. Decimals, percentages, and non-numeric characters are not accepted.)

Answered: 42   Skipped: 8

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Average Weekly Hours	46	1,942	42
Total Respondents: 42			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Average Weekly Hours	32.00	60.00	45.00	46.24	5.87

## Q18 Do you work within an office environment or do you work from home (telecommute)?

Answered: 42   Skipped: 8

ANSWER CHOICES	RESPONSES	
Work in an office	35.71%	15
Work from home	26.19%	11
Combination (sometimes work in the office and sometimes work from home)	38.10%	16
TOTAL		42

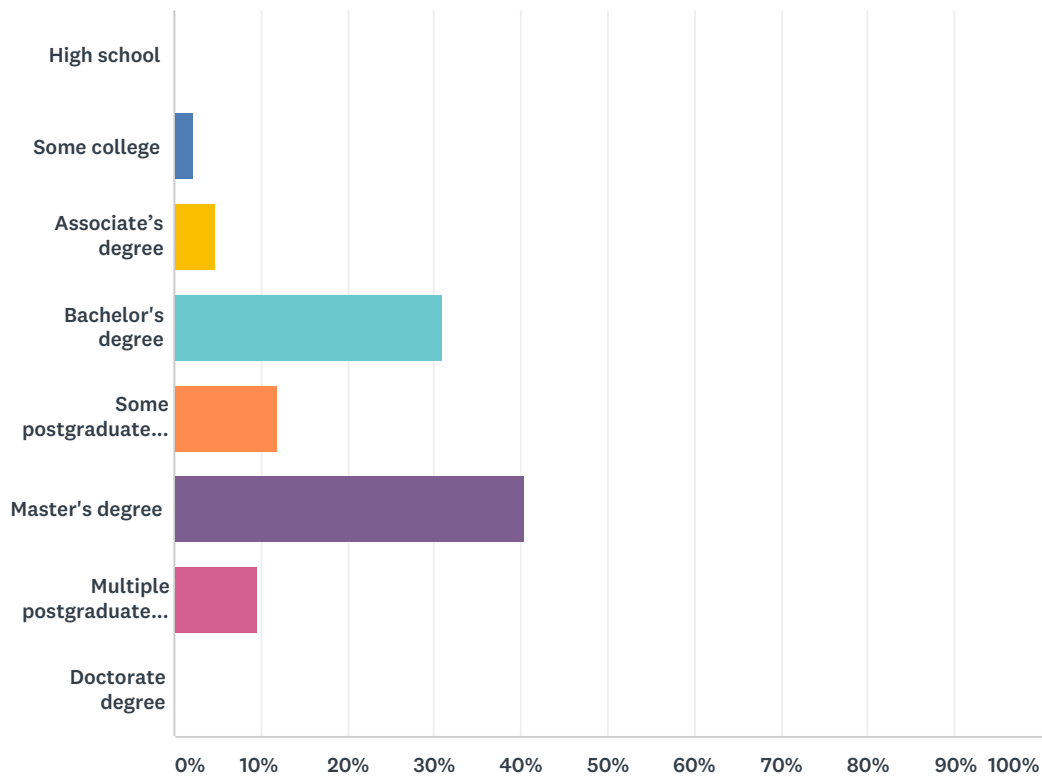
## Q19 If you have changed jobs within the past three years, what was the nature of that change?

Answered: 39 Skipped: 11

ANSWER CHOICES	RESPONSES	
From public sector to private sector	17.95%	7
From public sector to another public sector	0.00%	0
From private sector to public sector	0.00%	0
From private sector to another private sector	28.21%	11
From academia to public sector	0.00%	0
From academia to private sector	7.69%	3
Have not changed jobs within past three years	46.15%	18
Other (please specify)	0.00%	0
TOTAL		39

Q20 What is the highest level of education you have attained?

Answered: 42    Skipped: 8



ANSWER CHOICES	RESPONSES	
High school	0.00%	0
Some college	2.38%	1
Associate's degree	4.76%	2
Bachelor's degree	30.95%	13
Some postgraduate study	11.90%	5
Master's degree	40.48%	17
Multiple postgraduate degrees	9.52%	4
Doctorate degree	0.00%	0
TOTAL		42



## Q21 In what discipline(s) were your educational degree(s)? (check all the apply)

Answered: 41 Skipped: 9

ANSWER CHOICES	RESPONSES	
Anthropology	0.00%	0
Business	14.63%	6
Cartography	12.20%	5
Computer Science	9.76%	4
Engineering	4.88%	2
Environmental Science	12.20%	5
Forestry	0.00%	0
Geography	46.34%	19
Geology	7.32%	3
GIS	41.46%	17
Landscape Architecture	0.00%	0
Mathematics	2.44%	1
Natural Resources	2.44%	1
Oceanography	0.00%	0
Planning	2.44%	1
Public Administration	0.00%	0
Surveying	4.88%	2
Other (please specify)	29.27%	12
Total Respondents: 41		

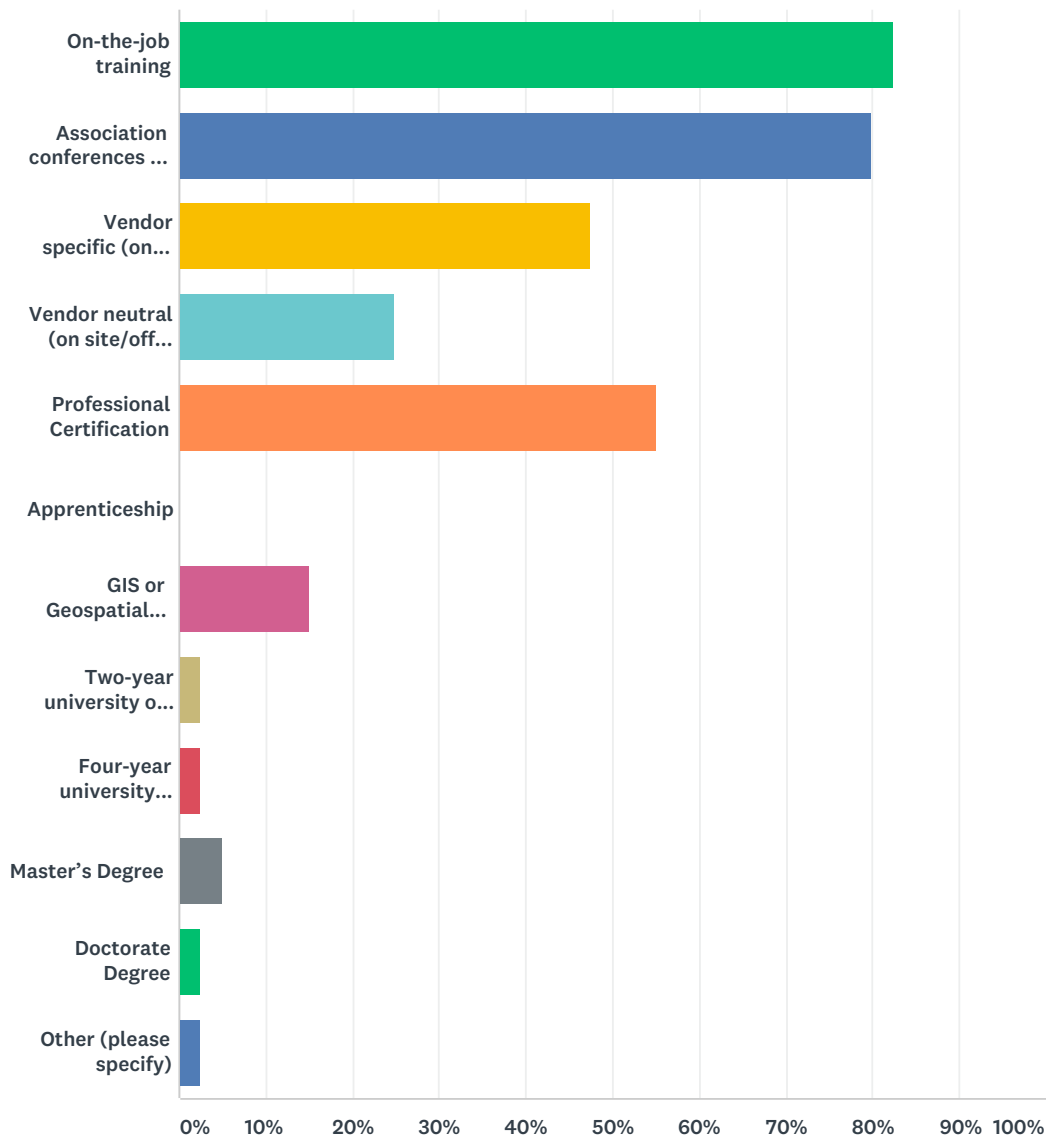
## Q22 What is the minimum level of education required for your position? (check only one)

Answered: 41 Skipped: 9

ANSWER CHOICES	RESPONSES	
High school	2.44%	1
Some college	4.88%	2
Associate's degree	0.00%	0
GIS or geospatial technology certificate	4.88%	2
Bachelor's degree	80.49%	33
Some postgraduate study	0.00%	0
Master's degree	4.88%	2
Multiple postgraduate degrees	0.00%	0
Doctorate degree	2.44%	1
TOTAL		41

## Q23 During the last three years, what type(s) of continuing education and/or professional development have you acquired? (check all that apply)

Answered: 40 Skipped: 10



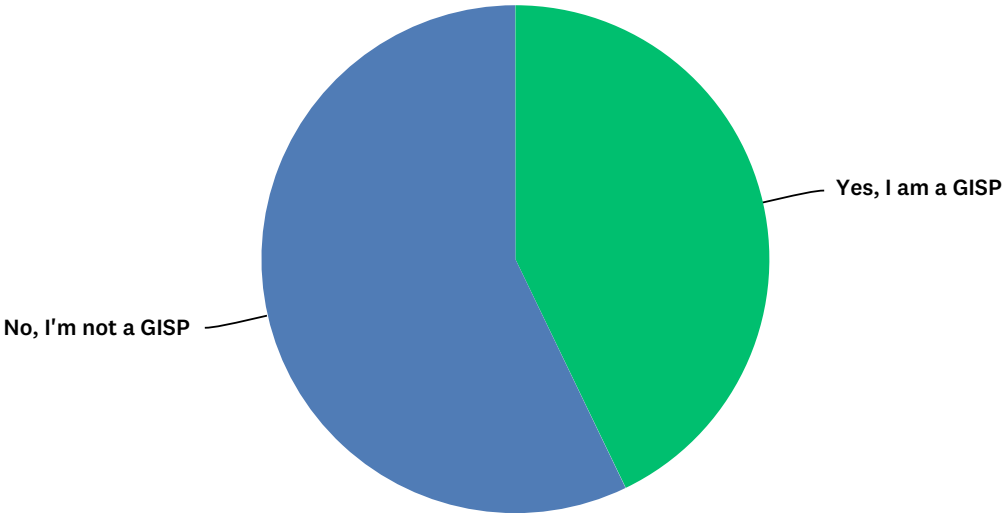
ANSWER CHOICES	RESPONSES	
On-the-job training	82.50%	33
Association conferences or workshops	80.00%	32
Vendor specific (on site/off site/virtual) training	47.50%	19
Vendor neutral (on site/off site/virtual) training	25.00%	10
Professional Certification	55.00%	22
Apprenticeship	0.00%	0

URISA 2017 Salary Survey of GIS Professionals

GIS or Geospatial Technology Certificate	15.00%	6
Two-year university or Community College (Associate's Degree)	2.50%	1
Four-year university (Bachelor's Degree)	2.50%	1
Master's Degree	5.00%	2
Doctorate Degree	2.50%	1
Other (please specify)	2.50%	1
Total Respondents: 40		

Q24 Are you a certified GIS professional (GISP) through the GIS Certification Institute (GISCI)?

Answered: 42    Skipped: 8



ANSWER CHOICES		RESPONSES	
Yes, I am a GISP		42.86%	18
No, I'm not a GISP		57.14%	24
TOTAL			42

Q25 If “No”, do you plan to apply within the next 3 years?

Answered: 23   Skipped: 27

ANSWER CHOICES	RESPONSES	
Yes	17.39%	4
No	82.61%	19
TOTAL		23

## Q26 If “No”, why not?

Answered: 19 Skipped: 31

ANSWER CHOICES	RESPONSES	
Have not seen value	78.95%	15
Do not agree with the concept of certification	5.26%	1
Employer will not pay or support	15.79%	3
Do not wish to take the exam which is now part of the certification	15.79%	3
Do not meet the qualifications	10.53%	2
Am unaware of the GISCI certification program	0.00%	0
Other (please specify)	10.53%	2
Total Respondents: 19		

## Q27 Not including GISP, which of the following certifications or professional designations do you currently hold? (Check all that apply)

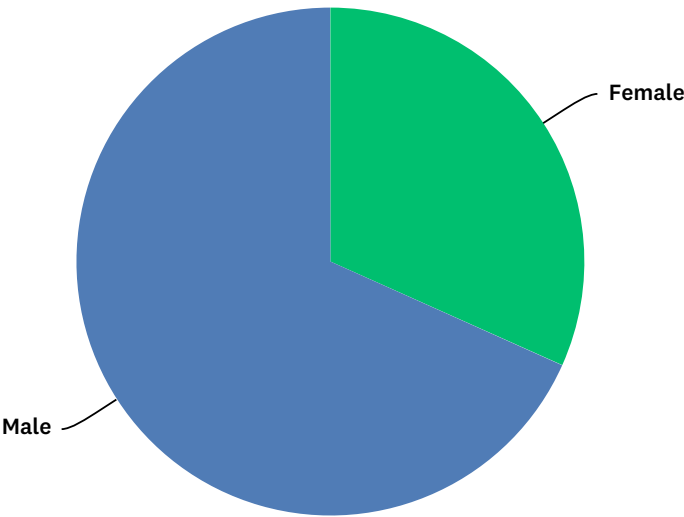
Answered: 40 Skipped: 10

ANSWER CHOICES	RESPONSES	
ASPRS Mapping Scientist (any designation)	7.50%	3
ASPRS Mapping Technician (any designation)	0.00%	0
AICP Certified Planner	0.00%	0
Esri Technical Certification	12.50%	5
IAAO Cadastral Mapping Specialist	2.50%	1
NENA National Emergency Number Professional	0.00%	0
Licensed Surveyor	0.00%	0
PE Professional Engineer	2.50%	1
PMP Project Management Professional	15.00%	6
None	57.50%	23
Other (please specify)	5.00%	2
Total Respondents: 40		



Q28 What is your gender?

Answered: 41   Skipped: 9



ANSWER CHOICES	RESPONSES	
Female	31.71%	13
Male	68.29%	28
TOTAL		41

Q29 What is your age?

Answered: 40   Skipped: 10

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Age	42	1,670	40
Total Respondents: 40			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Age	25.00	68.00	41.00	41.75	10.60

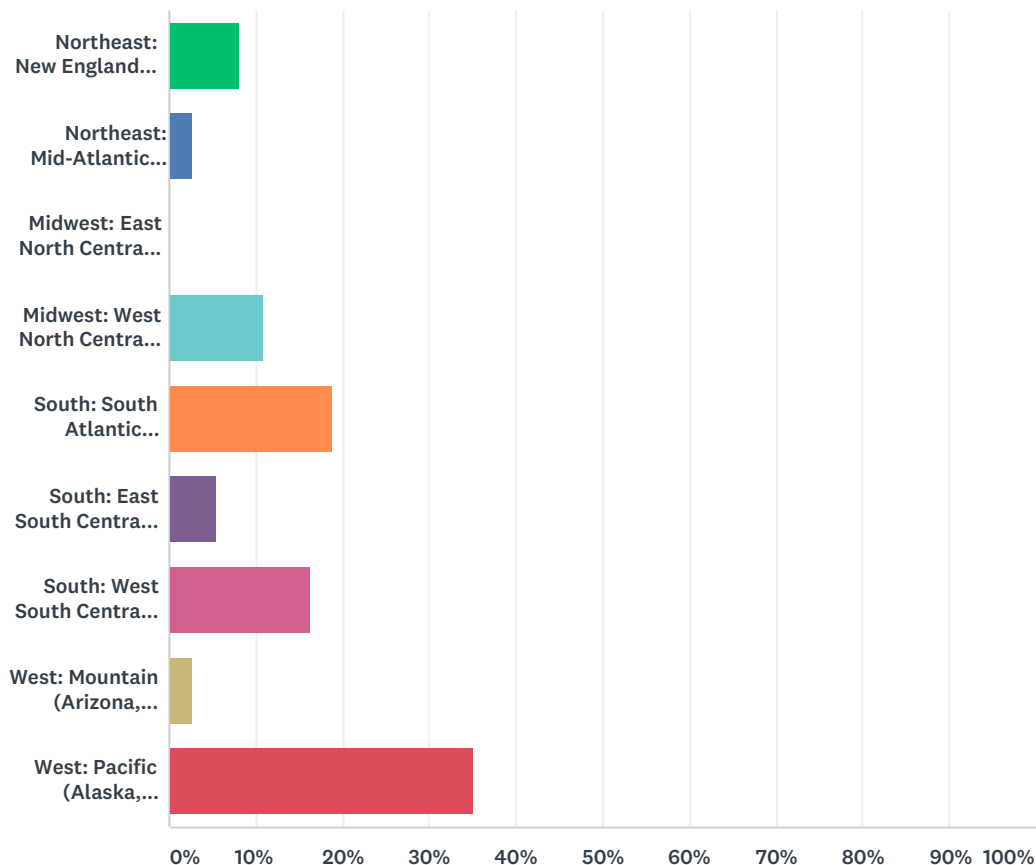
### Q30 If you work in the United States, please indicate the State and Zip Code where you work.

Answered: 37 Skipped: 13

ANSWER CHOICES	RESPONSES	
Name:	0.00%	0
Company:	0.00%	0
Address:	0.00%	0
Address 2:	0.00%	0
City/Town:	0.00%	0
State:	100.00%	37
ZIP:	97.30%	36
Country:	0.00%	0
Email Address:	0.00%	0
Phone Number:	0.00%	0

## Q31 If in US, what region ?

Answered: 37 Skipped: 13



ANSWER CHOICES	RESPONSES	
Northeast: New England (Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont)	8.11%	3
Northeast: Mid-Atlantic (New Jersey, New York, and Pennsylvania)	2.70%	1
Midwest: East North Central (Illinois, Indiana, Michigan, Ohio, and Wisconsin)	0.00%	0
Midwest: West North Central (Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota)	10.81%	4
South: South Atlantic (Delaware, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, District of Columbia, and West Virginia)	18.92%	7
South: East South Central (Alabama, Kentucky, Mississippi, and Tennessee)	5.41%	2
South: West South Central (Arkansas, Louisiana, Oklahoma, and Texas)	16.22%	6
West: Mountain (Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming)	2.70%	1
West: Pacific (Alaska, California, Hawaii, Oregon, and Washington)	35.14%	13
<b>TOTAL</b>		<b>37</b>

### Q32 If you work outside the United States, please indicate the Country, Province and Postal Code where you work.

Answered: 5 Skipped: 45

ANSWER CHOICES	RESPONSES	
Name:	0.00%	0
Company:	0.00%	0
Address 1:	0.00%	0
Address 2:	0.00%	0
City/Town:	0.00%	0
Province:	60.00%	3
Postal Code:	100.00%	5
Country:	60.00%	3
Email Address:	0.00%	0
Phone Number:	0.00%	0

Q33 If outside the US, what country?

Answered: 3 Skipped: 47

ANSWER CHOICES	RESPONSES	
Canada	100.00%	3
Caribbean region	0.00%	0
Other	0.00%	0
TOTAL		3

## ***URISA 2017 GIS Salary Survey Results***

- **Employed Full-Time**
- **Educator/Trainer**

70 respondents

Affiliated with an academic institution, university, or college, or private company. Includes both instructor and researchers.

Q1 What is your current employment status?

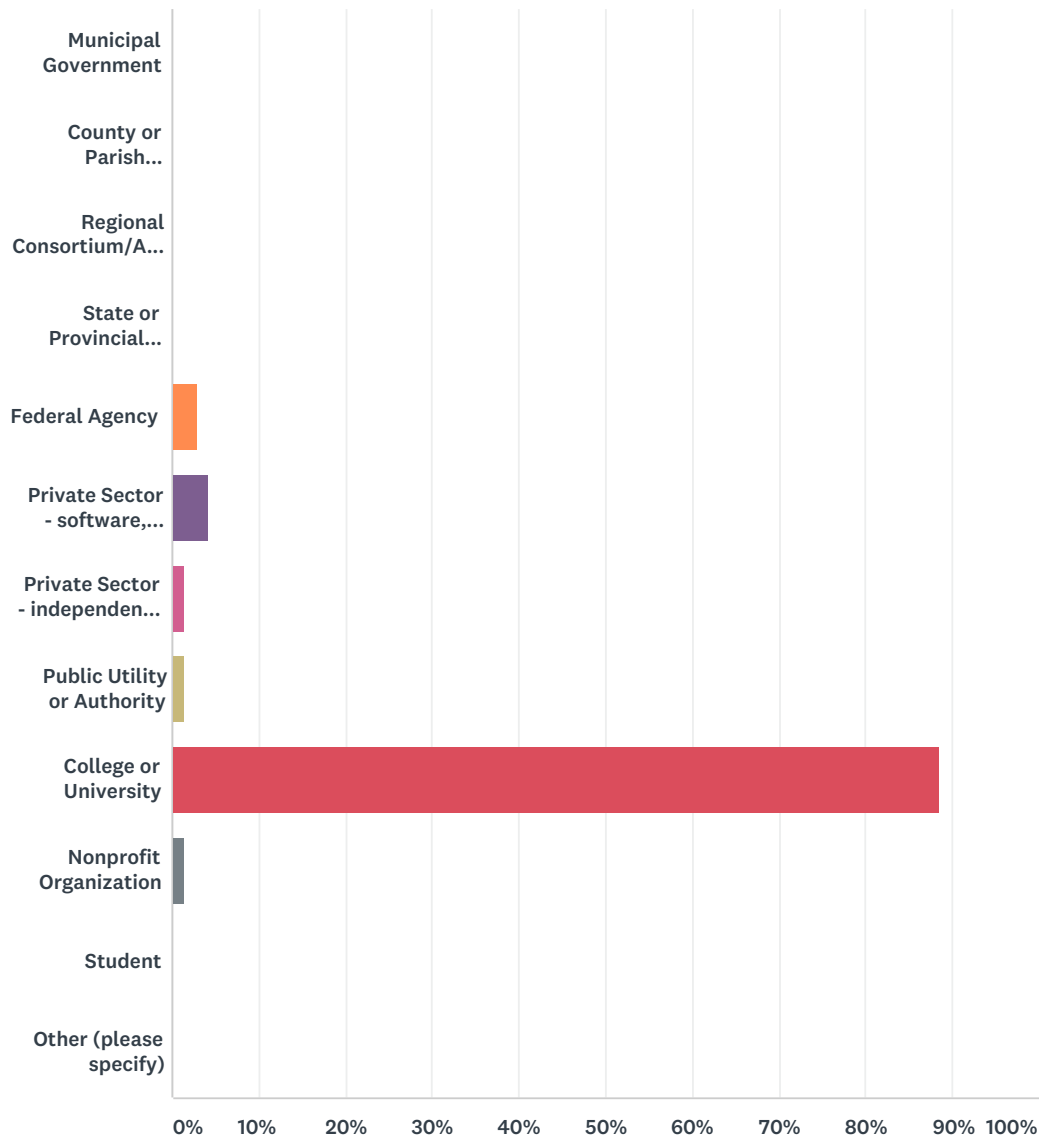
Answered: 70    Skipped: 0

ANSWER CHOICES	RESPONSES	
Employed full time	100.00%	70
Employed part time	0.00%	0
Employed part time AND part time student	0.00%	0
Full time student	0.00%	0
Part time student	0.00%	0
Currently unemployed	0.00%	0
TOTAL		70



## Q2 Please select the one category that best describes the type of organization in which you are currently employed.

Answered: 70 Skipped: 0



ANSWER CHOICES	RESPONSES	
Municipal Government	0.00%	0
County or Parish Government	0.00%	0
Regional Consortium/Agency (COG, MPO, etc.)	0.00%	0
State or Provincial Agency	0.00%	0
Federal Agency	2.86%	2
Private Sector - software, hardware or services provider	4.29%	3
Private Sector - independent consultant	1.43%	1

URISA 2017 Salary Survey of GIS Professionals

Public Utility or Authority	1.43%	1
College or University	88.57%	62
Nonprofit Organization	1.43%	1
Student	0.00%	0
Other (please specify)	0.00%	0
TOTAL		70

Q3 If you are currently employed by a municipal or county government or a regional consortium/agency, what is the approximate population of your jurisdiction? (Insert number only without commas or text.)

Answered: 0    Skipped: 70

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Population of your jurisdiction	0	0	0
Total Respondents: 0			

**Q4 Which one of the following most closely describes your current position? It's most important to select the option that best describes your current responsibilities, not necessarily the specific job title listed.**

Answered: 70   Skipped: 0

ANSWER CHOICES	RESPONSES	
Director of Geographic Information Systems/Geographic Information Officer (GIO)	0.00%	0
GIS Manager	0.00%	0
GIS Coordinator	0.00%	0
GIS Specialist	0.00%	0
GIS Programmer	0.00%	0
GIS Analyst	0.00%	0
GIS Technician	0.00%	0
User of GIS (heavy)	0.00%	0
Educator/Trainer	100.00%	70
Independent Consultant	0.00%	0
GIS Business Development/Sales & Marketing	0.00%	0
Other (please specify job title and responsibilities)	0.00%	0
<b>TOTAL</b>		<b>70</b>

## Q5 Please indicate your current annual salary. (In US Dollars. Please do not include dollar signs or commas)

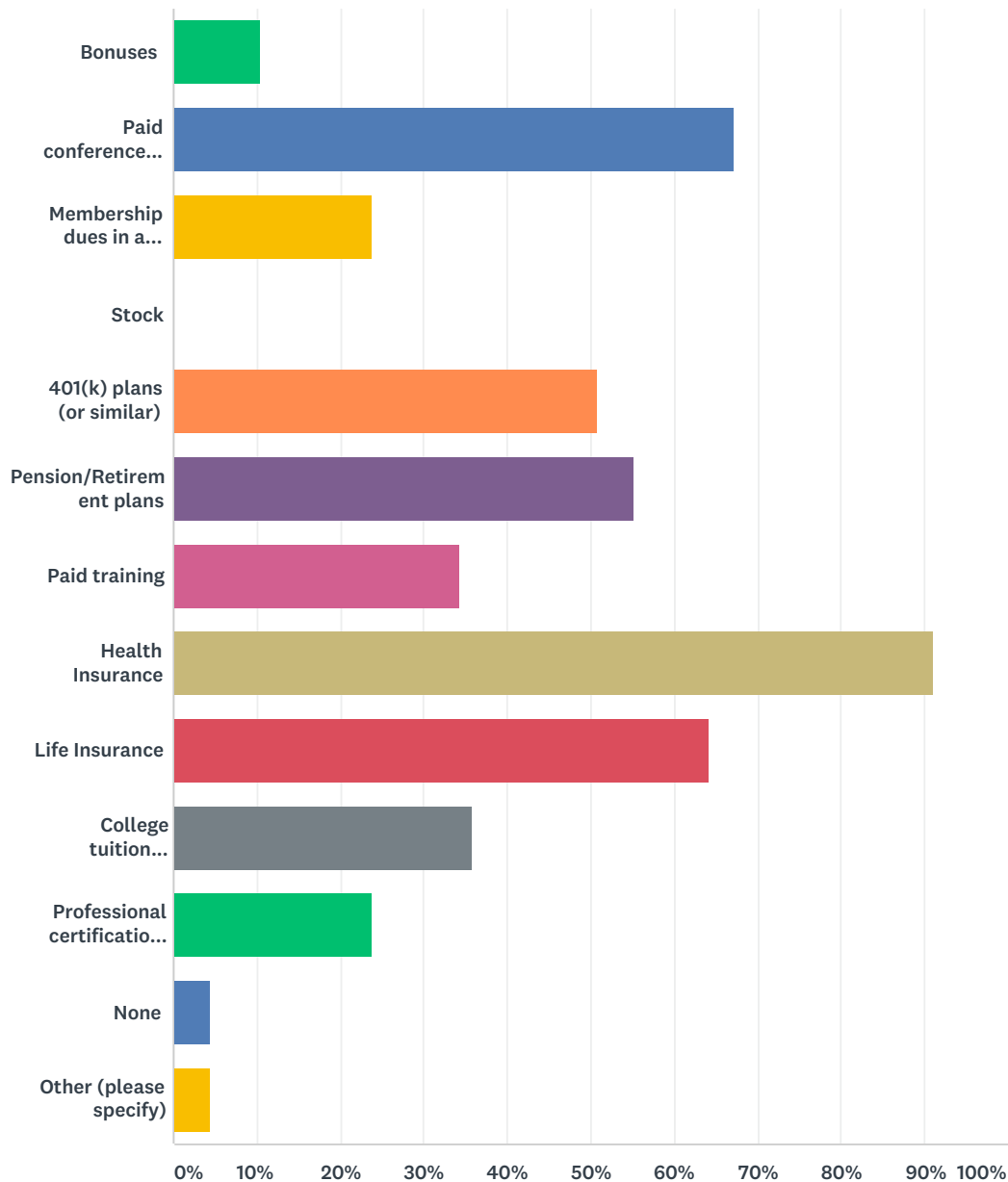
Answered: 67 Skipped: 3

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
2017 Annual Salary	76,111	5,099,431	67
Total Respondents: 67			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
2017 Annual Salary	25,000.00	151,000.00	72,000.00	76,110.91	24,981.61

## Q6 What additional forms of compensation, if any, does your organization offer? (Check all that apply)

Answered: 67 Skipped: 3



ANSWER CHOICES	RESPONSES	
Bonuses	10.45%	7
Paid conference attendance	67.16%	45
Membership dues in a professional organization	23.88%	16
Stock	0.00%	0
401(k) plans (or similar)	50.75%	34

URISA 2017 Salary Survey of GIS Professionals

Pension/Retirement plans	55.22%	37
Paid training	34.33%	23
Health Insurance	91.04%	61
Life Insurance	64.18%	43
College tuition reimbursement	35.82%	24
Professional certification reimbursement or support	23.88%	16
None	4.48%	3
Other (please specify)	4.48%	3
Total Respondents: 67		

## Q7 What percentage of your time is spent performing geospatial technology tasks? If no time, write 0; if all of your time, write 100.

Answered: 62 Skipped: 8

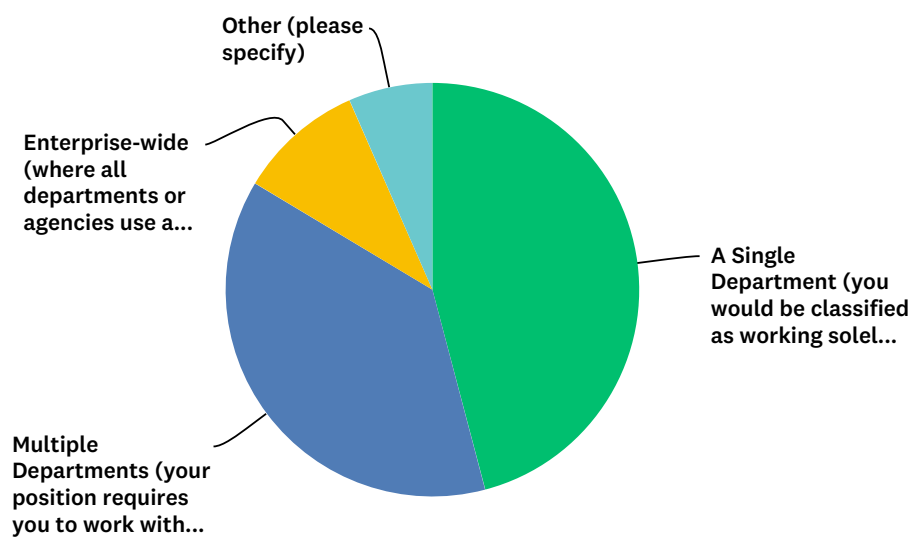
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Enter 0-100	48	2,955	62
Total Respondents: 62			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Enter 0-100	10.00	100.00	40.00	47.66	29.08



Q8 Do you work within:

Answered: 61    Skipped: 9



ANSWER CHOICES	RESPONSES	
A Single Department (you would be classified as working solely in one department)	45.90%	28
Multiple Departments (your position requires you to work within a number of different departments or agencies)	37.70%	23
Enterprise-wide (where all departments or agencies use a central IT/GIS department)	9.84%	6
Other (please specify)	6.56%	4
TOTAL		61

## Q9 Within what department do you work? (please select the ONE best response)

Answered: 62    Skipped: 8

ANSWER CHOICES	RESPONSES	
911 & Emergency Management	0.00%	0
Agriculture	0.00%	0
Assessor's Office	0.00%	0
Business Development	0.00%	0
City/County Manager's Office	0.00%	0
Community Development	0.00%	0
Economic Development	0.00%	0
Engineering	3.23%	2
Finance/Administration	0.00%	0
Geology/Geography	27.42%	17
GIS	9.68%	6
Housing/Social Services	0.00%	0
IT	6.45%	4
Land Records	0.00%	0
Library	4.84%	3
Marketing/Sales	0.00%	0
IT Department	0.00%	0
Natural Resources/Environmental	4.84%	3
Parks and Recreation	0.00%	0
Planning	4.84%	3
Public Health	3.23%	2
Public Works	0.00%	0
Research	8.06%	5
Surveying	0.00%	0
Training/Education	20.97%	13
Transit/Transportation	1.61%	1
Utility Planning Operations	0.00%	0
Water/Wastewater Management	0.00%	0
Zoning	0.00%	0

URISA 2017 Salary Survey of GIS Professionals

Other (please specify)	4.84%	3
TOTAL		62

## Q10 Indicate all department(s) with which you work on a regular basis? (Check all that apply)

Answered: 61    Skipped: 9

ANSWER CHOICES	RESPONSES	
911 & Emergency Management	4.92%	3
Agriculture	11.48%	7
Assessor's Office	3.28%	2
Cemetery	1.64%	1
City/County Manager's Office	8.20%	5
Community Development	19.67%	12
Economic Development	8.20%	5
Engineering	16.39%	10
Finance/Administration	3.28%	2
Fire/Police/EMS	9.84%	6
Geology/Geography	52.46%	32
GIS	62.30%	38
Housing/Social Services	4.92%	3
Land Records	4.92%	3
Law Enforcement	1.64%	1
Natural Resources/Environmental	34.43%	21
Parks and Recreation	11.48%	7
Planning	24.59%	15
Public Health	21.31%	13
Public Relations	6.56%	4
Public Works	3.28%	2
Regulation	4.92%	3
Research	45.90%	28
Training/Education	54.10%	33
Transit/Transportation	9.84%	6
Utility Planning Operations	6.56%	4
Water/Wastewater Management	6.56%	4
Zoning	4.92%	3
IT	27.87%	17

URISA 2017 Salary Survey of GIS Professionals

Other (please specify)	11.48%	7
Total Respondents: 61		

## Q11 Please indicate the number of GIS staff in your entire organization and in your department.

Answered: 60 Skipped: 10

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Number of GIS staff in Organization	48	2,735	57
Number of GIS staff in Department	8	455	59
Total Respondents: 60			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Number of GIS staff in Organization	1.00	1,000.00	7.00	47.98	182.63
Number of GIS staff in Department	0.00	200.00	3.00	7.71	25.85

## Q12 In the past five years, has your organization seen an increase or decrease in the number of GIS staff it employs?

Answered: 62   Skipped: 8

ANSWER CHOICES	RESPONSES	
Increase	53.23%	33
Decrease	9.68%	6
Don't know	16.13%	10
N/A	20.97%	13
TOTAL		62

## Q13 With which of the following GIS software platforms does your job require you to be proficient? (Check all that apply)

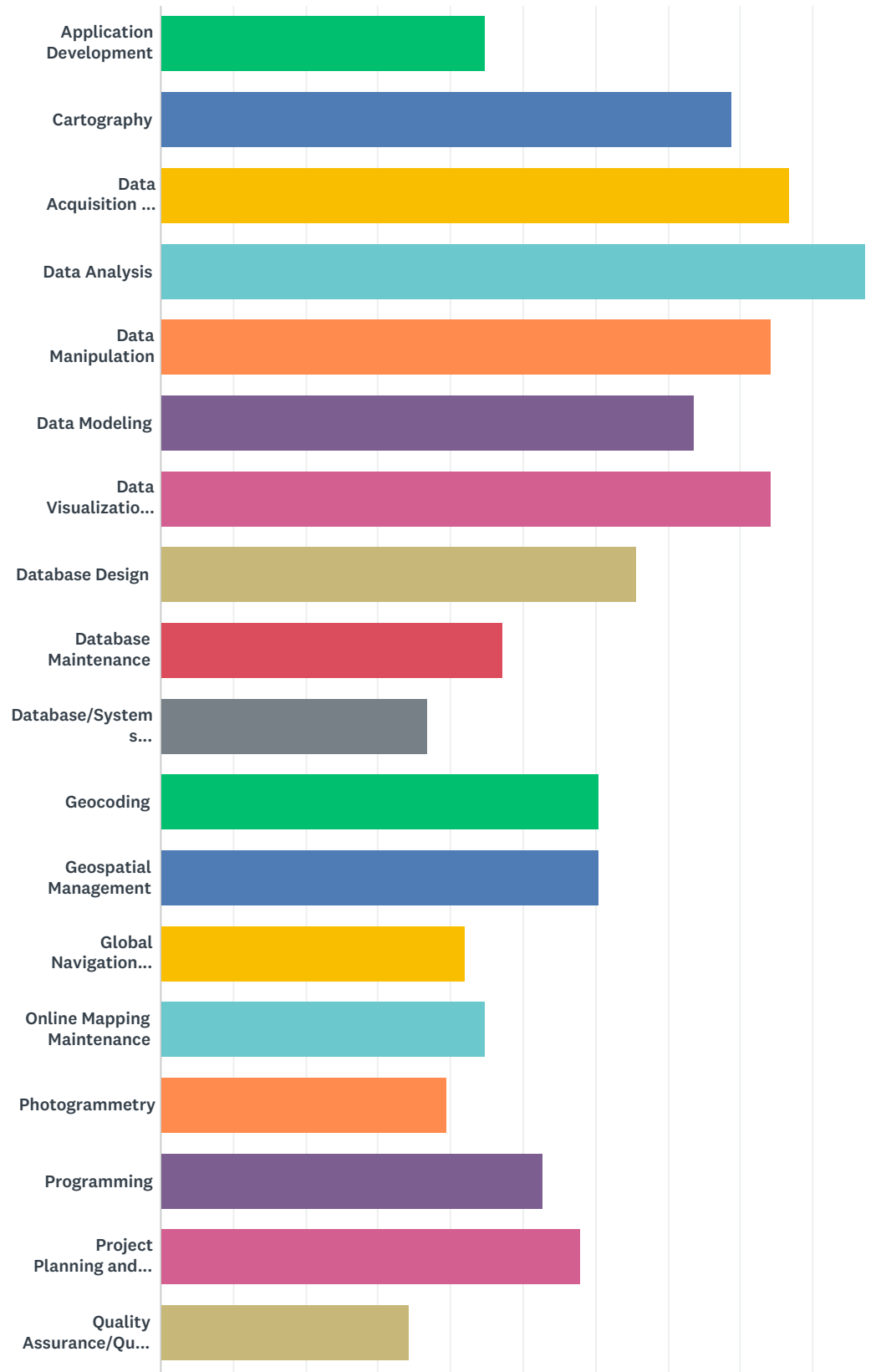
Answered: 38 Skipped: 32

ANSWER CHOICES	RESPONSES	
AutoDesk	10.53%	4
Bentley	2.63%	1
Blue Marble Geographics	2.63%	1
Caliper	0.00%	0
Esri	97.37%	37
Hexagon/Intergraph	10.53%	4
MapInfo	2.63%	1
Smallworld	0.00%	0
Oracle Spatial	2.63%	1
PostGIS (open source)	18.42%	7
QGIS (open source)	39.47%	15
Other (please specify)	21.05%	8
Total Respondents: 38		

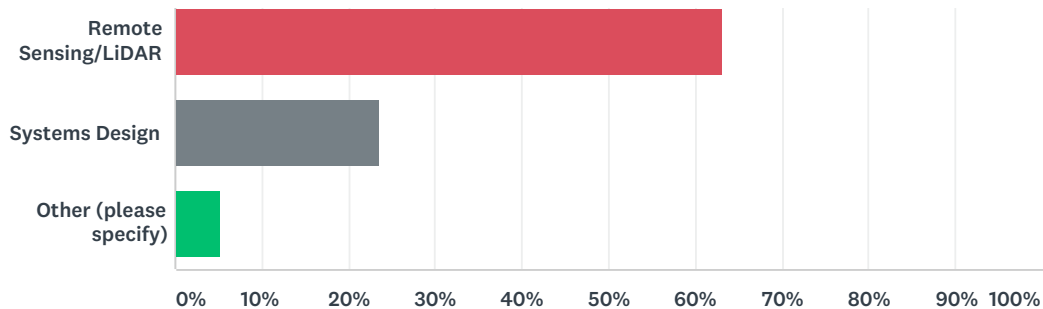


## Q14 What GIS and geospatial technology skills are required for your job? (Check all the apply)

Answered: 38 Skipped: 32



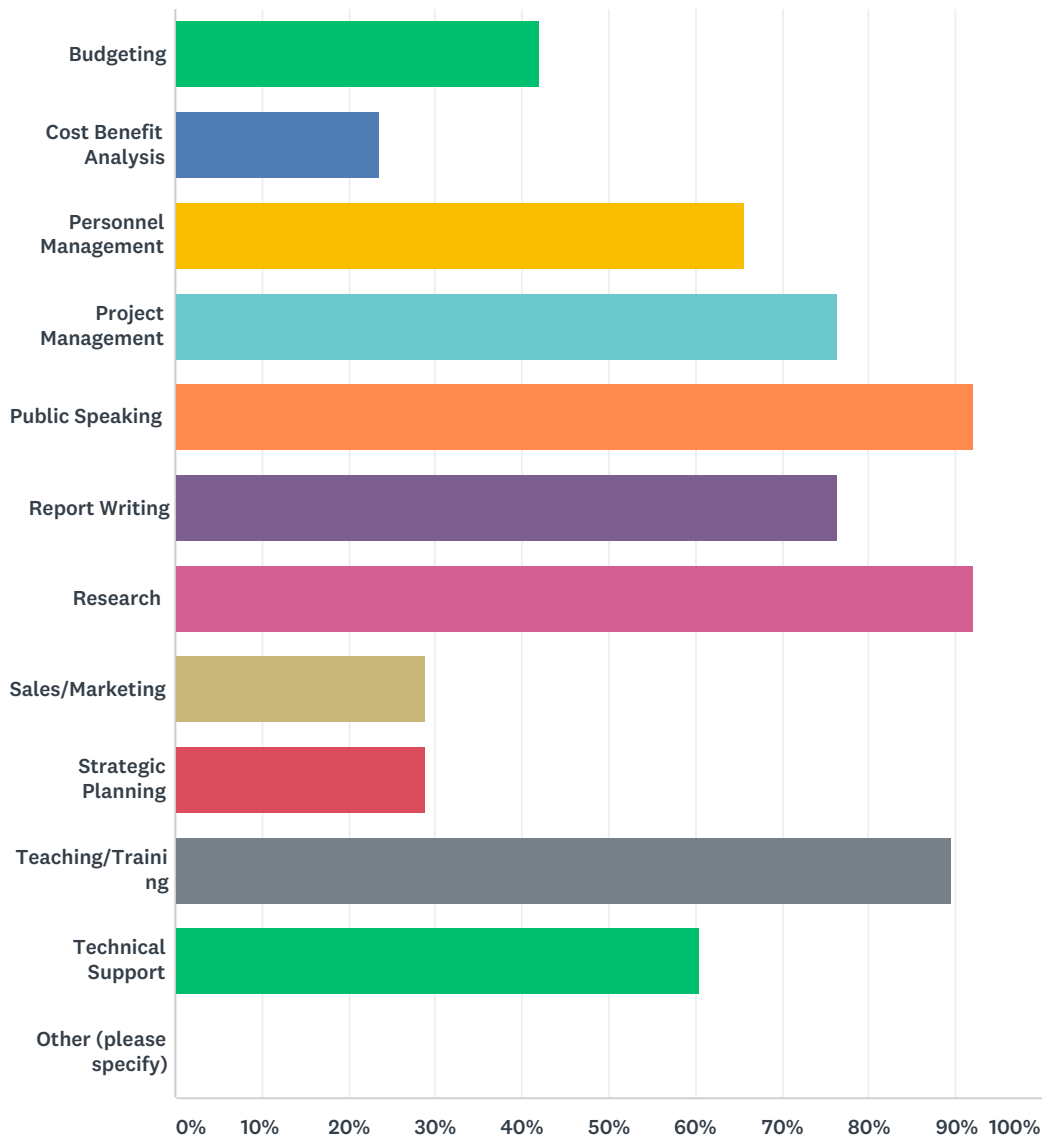
## URISA 2017 Salary Survey of GIS Professionals



ANSWER CHOICES	RESPONSES	
Application Development	44.74%	17
Cartography	78.95%	30
Data Acquisition and Creation	86.84%	33
Data Analysis	97.37%	37
Data Manipulation	84.21%	32
Data Modeling	73.68%	28
Data Visualization and Reporting	84.21%	32
Database Design	65.79%	25
Database Maintenance	47.37%	18
Database/Systems Administration	36.84%	14
Geocoding	60.53%	23
Geospatial Management	60.53%	23
Global Navigation Satellite Systems (GNSS)	42.11%	16
Online Mapping Maintenance	44.74%	17
Photogrammetry	39.47%	15
Programming	52.63%	20
Project Planning and Implementation	57.89%	22
Quality Assurance/Quality Control	34.21%	13
Remote Sensing/LiDAR	63.16%	24
Systems Design	23.68%	9
Other (please specify)	5.26%	2
Total Respondents: 38		

## Q15 What additional skills are required for your job? (Check all that apply)

Answered: 38 Skipped: 32



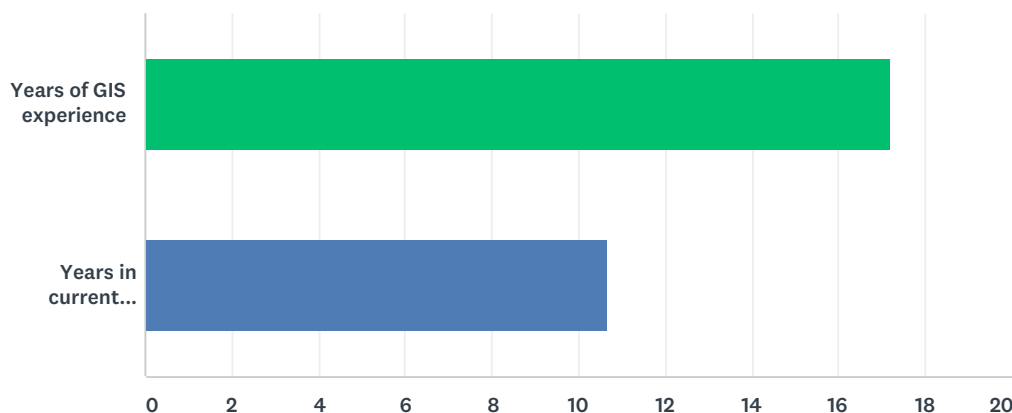
ANSWER CHOICES	RESPONSES	
Budgeting	42.11%	16
Cost Benefit Analysis	23.68%	9
Personnel Management	65.79%	25
Project Management	76.32%	29
Public Speaking	92.11%	35
Report Writing	76.32%	29
Research	92.11%	35

URISA 2017 Salary Survey of GIS Professionals

Sales/Marketing	28.95%	11
Strategic Planning	28.95%	11
Teaching/Training	89.47%	34
Technical Support	60.53%	23
Other (please specify)	0.00%	0
Total Respondents: 38		

**Q16 Please indicate the number of years of GIS experience you have and the number of years you've been in your current position. (Please enter a whole number. Decimals, percentages, and non-numeric characters are not accepted.)**

Answered: 61 Skipped: 9



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Years of GIS experience	17	1,048	61
Years in current position	11	651	61
Total Respondents: 61			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Years of GIS experience	1.00	40.00	16.00	17.18	8.45
Years in current position	0.00	42.00	9.00	10.67	8.52

**Q17 How many hours, on average, do you work in a typical week?**  
(Please enter a whole number. Decimals, percentages, and non-numeric characters are not accepted.)

Answered: 61    Skipped: 9

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Average Weekly Hours	45	2,733	61
Total Respondents: 61			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Average Weekly Hours	30.00	65.00	40.00	44.80	7.59

## Q18 Do you work within an office environment or do you work from home (telecommute)?

Answered: 61   Skipped: 9

ANSWER CHOICES	RESPONSES	
Work in an office	45.90%	28
Work from home	0.00%	0
Combination (sometimes work in the office and sometimes work from home)	54.10%	33
TOTAL		61

## Q19 If you have changed jobs within the past three years, what was the nature of that change?

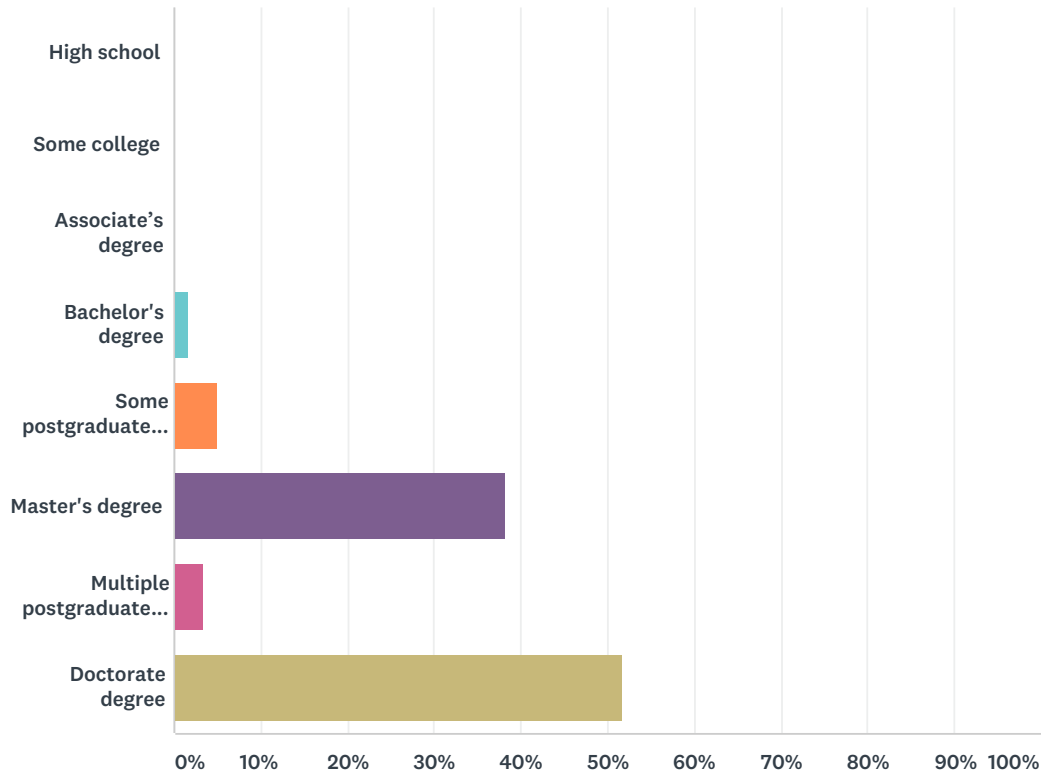
Answered: 53   Skipped: 17

ANSWER CHOICES	RESPONSES	
From public sector to private sector	1.89%	1
From public sector to another public sector	1.89%	1
From private sector to public sector	3.77%	2
From private sector to another private sector	0.00%	0
From academia to public sector	0.00%	0
From academia to private sector	3.77%	2
Have not changed jobs within past three years	75.47%	40
Other (please specify)	13.21%	7
TOTAL		53



## Q20 What is the highest level of education you have attained?

Answered: 60 Skipped: 10



ANSWER CHOICES	RESPONSES	
High school	0.00%	0
Some college	0.00%	0
Associate's degree	0.00%	0
Bachelor's degree	1.67%	1
Some postgraduate study	5.00%	3
Master's degree	38.33%	23
Multiple postgraduate degrees	3.33%	2
Doctorate degree	51.67%	31
<b>TOTAL</b>		<b>60</b>

## Q21 In what discipline(s) were your educational degree(s)? (check all the apply)

Answered: 60   Skipped: 10

ANSWER CHOICES	RESPONSES	
Anthropology	3.33%	2
Business	1.67%	1
Cartography	10.00%	6
Computer Science	5.00%	3
Engineering	10.00%	6
Environmental Science	8.33%	5
Forestry	3.33%	2
Geography	58.33%	35
Geology	3.33%	2
GIS	40.00%	24
Landscape Architecture	1.67%	1
Mathematics	1.67%	1
Natural Resources	8.33%	5
Oceanography	1.67%	1
Planning	8.33%	5
Public Administration	3.33%	2
Surveying	5.00%	3
Other (please specify)	25.00%	15
Total Respondents: 60		

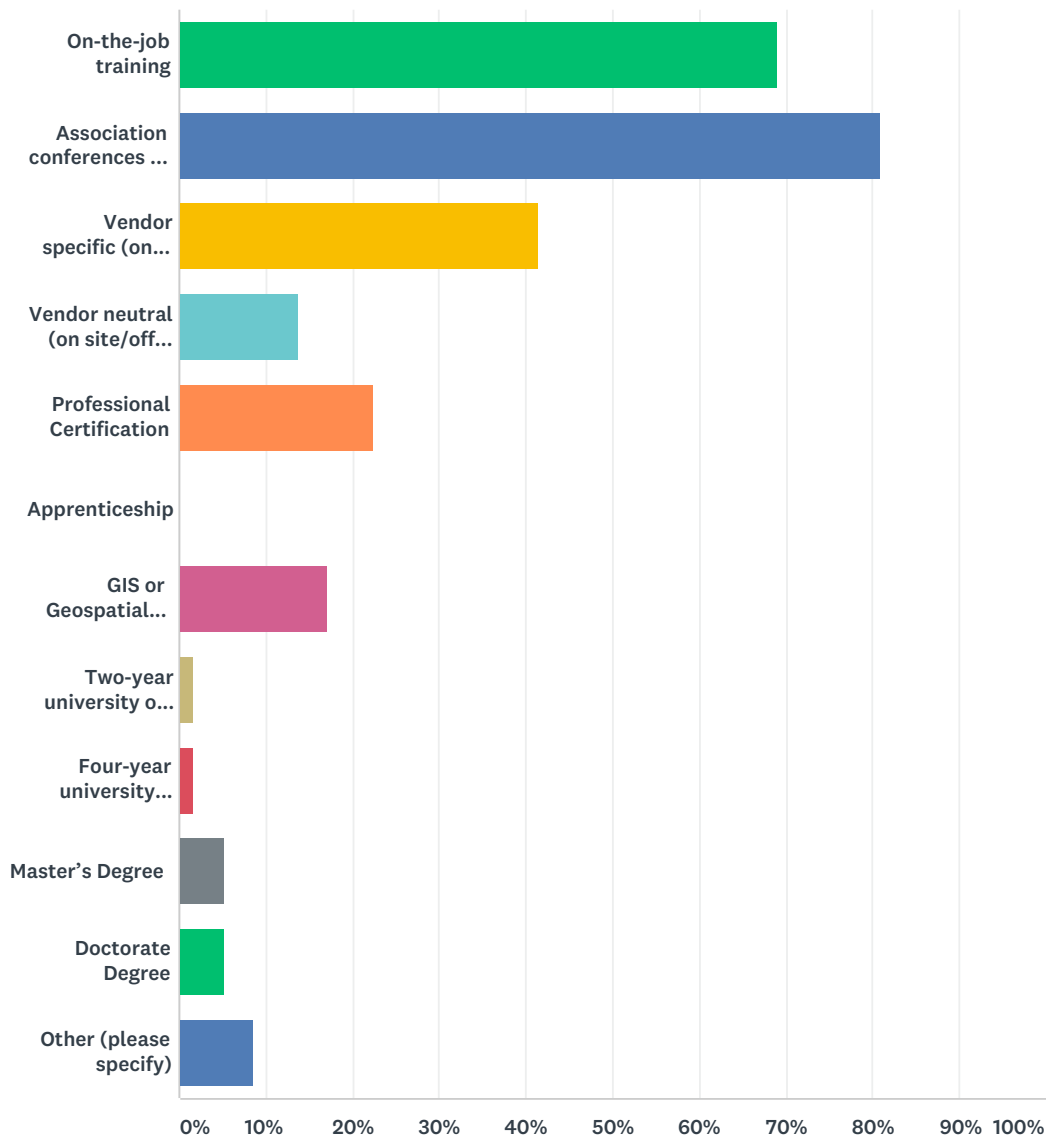
## Q22 What is the minimum level of education required for your position? (check only one)

Answered: 60 Skipped: 10

ANSWER CHOICES	RESPONSES	
High school	0.00%	0
Some college	0.00%	0
Associate's degree	0.00%	0
GIS or geospatial technology certificate	0.00%	0
Bachelor's degree	15.00%	9
Some postgraduate study	0.00%	0
Master's degree	40.00%	24
Multiple postgraduate degrees	1.67%	1
Doctorate degree	43.33%	26
TOTAL		60

## Q23 During the last three years, what type(s) of continuing education and/or professional development have you acquired? (check all that apply)

Answered: 58 Skipped: 12



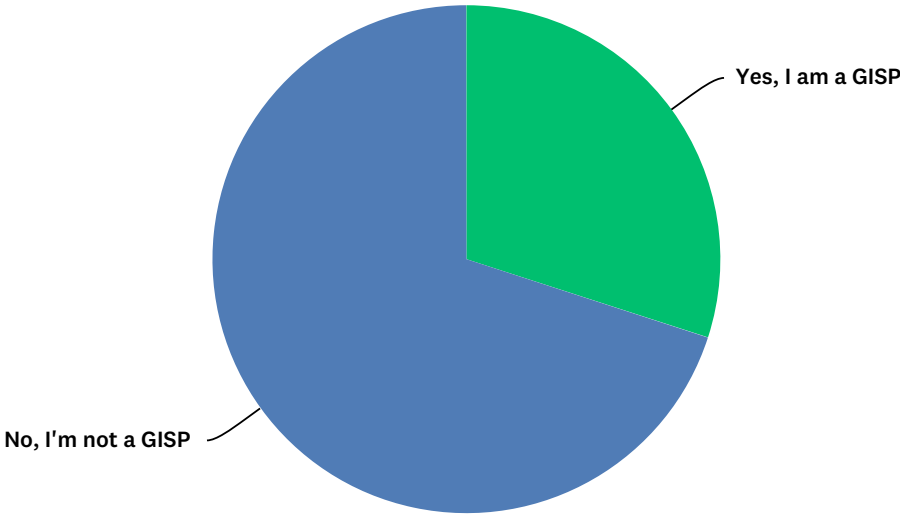
ANSWER CHOICES	RESPONSES	
On-the-job training	68.97%	40
Association conferences or workshops	81.03%	47
Vendor specific (on site/off site/virtual) training	41.38%	24
Vendor neutral (on site/off site/virtual) training	13.79%	8
Professional Certification	22.41%	13
Apprenticeship	0.00%	0

URISA 2017 Salary Survey of GIS Professionals

GIS or Geospatial Technology Certificate	17.24%	10
Two-year university or Community College (Associate's Degree)	1.72%	1
Four-year university (Bachelor's Degree)	1.72%	1
Master's Degree	5.17%	3
Doctorate Degree	5.17%	3
Other (please specify)	8.62%	5
Total Respondents: 58		

Q24 Are you a certified GIS professional (GISP) through the GIS Certification Institute (GISCI)?

Answered: 60 Skipped: 10



ANSWER CHOICES		RESPONSES	
Yes, I am a GISP		30.00%	18
No, I'm not a GISP		70.00%	42
TOTAL			60

Q25 If “No”, do you plan to apply within the next 3 years?

Answered: 42    Skipped: 28

ANSWER CHOICES	RESPONSES	
Yes	23.81%	10
No	76.19%	32
TOTAL		42

## Q26 If “No”, why not?

Answered: 31   Skipped: 39

ANSWER CHOICES	RESPONSES	
Have not seen value	64.52%	20
Do not agree with the concept of certification	16.13%	5
Employer will not pay or support	38.71%	12
Do not wish to take the exam which is now part of the certification	16.13%	5
Do not meet the qualifications	0.00%	0
Am unaware of the GISCI certification program	3.23%	1
Other (please specify)	45.16%	14
Total Respondents: 31		



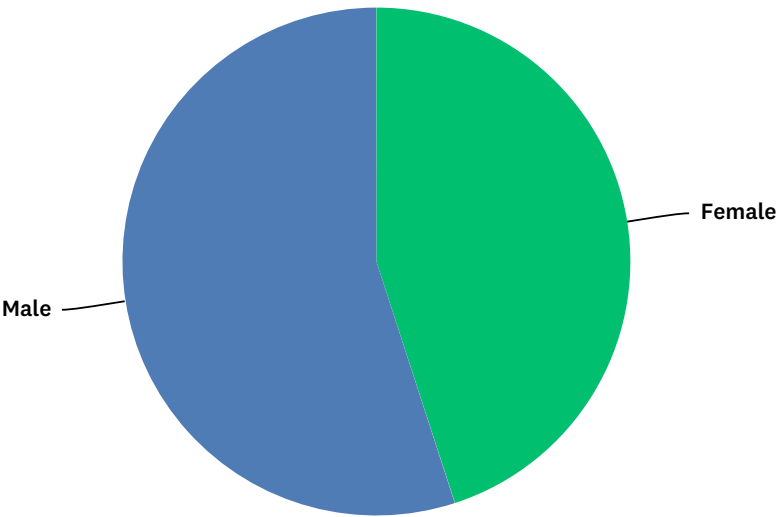
## Q27 Not including GISP, which of the following certifications or professional designations do you currently hold? (Check all that apply)

Answered: 58 Skipped: 12

ANSWER CHOICES	RESPONSES	
ASPRS Mapping Scientist (any designation)	1.72%	1
ASPRS Mapping Technician (any designation)	0.00%	0
AICP Certified Planner	1.72%	1
Esri Technical Certification	3.45%	2
IAAO Cadastral Mapping Specialist	1.72%	1
NENA National Emergency Number Professional	1.72%	1
Licensed Surveyor	0.00%	0
PE Professional Engineer	1.72%	1
PMP Project Management Professional	0.00%	0
None	75.86%	44
Other (please specify)	15.52%	9
Total Respondents: 58		

Q28 What is your gender?

Answered: 60    Skipped: 10



ANSWER CHOICES	RESPONSES	
Female	45.00%	27
Male	55.00%	33
TOTAL		60

Q29 What is your age?

Answered: 58    Skipped: 12

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Age	46	2,667	58
Total Respondents: 58			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Age	27.00	75.00	44.00	45.98	11.16

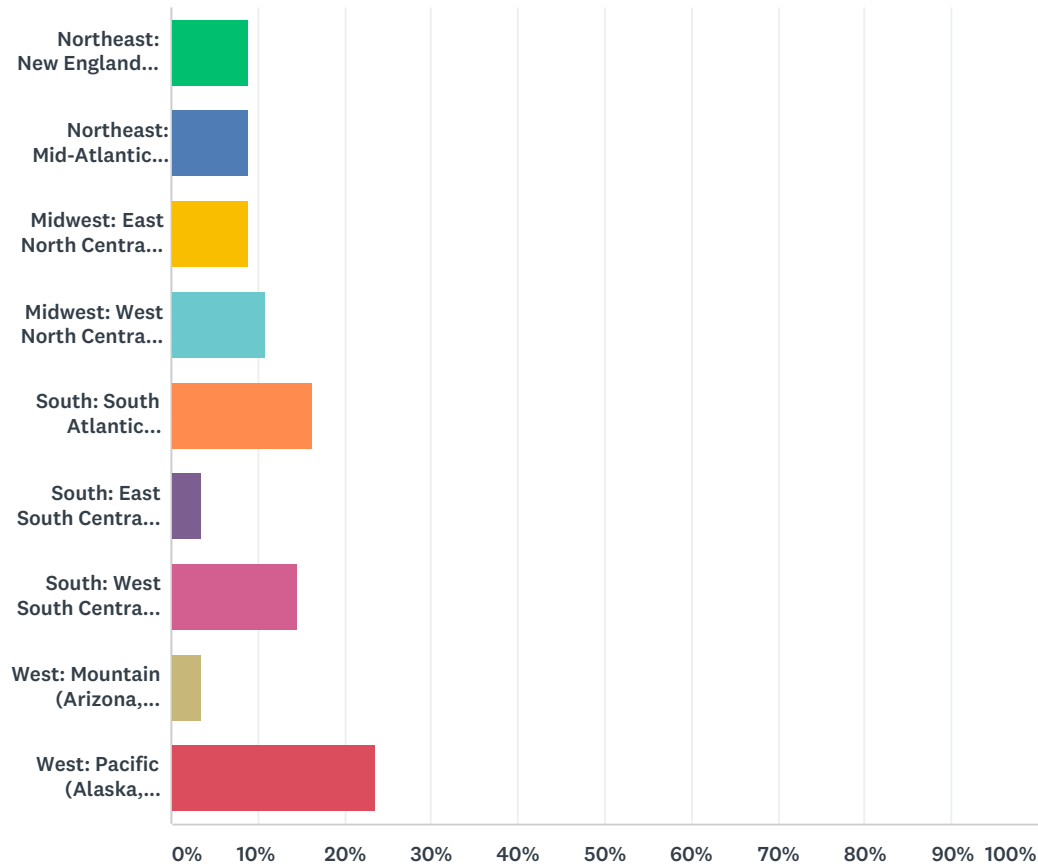
### Q30 If you work in the United States, please indicate the State and Zip Code where you work.

Answered: 56 Skipped: 14

ANSWER CHOICES	RESPONSES	
Name:	0.00%	0
Company:	0.00%	0
Address:	0.00%	0
Address 2:	0.00%	0
City/Town:	0.00%	0
State:	98.21%	55
ZIP:	94.64%	53
Country:	0.00%	0
Email Address:	0.00%	0
Phone Number:	0.00%	0

## Q31 If in US, what region ?

Answered: 55 Skipped: 15



ANSWER CHOICES	RESPONSES	
Northeast: New England (Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont)	9.09%	5
Northeast: Mid-Atlantic (New Jersey, New York, and Pennsylvania)	9.09%	5
Midwest: East North Central (Illinois, Indiana, Michigan, Ohio, and Wisconsin)	9.09%	5
Midwest: West North Central (Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota)	10.91%	6
South: South Atlantic (Delaware, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, District of Columbia, and West Virginia)	16.36%	9
South: East South Central (Alabama, Kentucky, Mississippi, and Tennessee)	3.64%	2
South: West South Central (Arkansas, Louisiana, Oklahoma, and Texas)	14.55%	8
West: Mountain (Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming)	3.64%	2
West: Pacific (Alaska, California, Hawaii, Oregon, and Washington)	23.64%	13
TOTAL		55

### Q32 If you work outside the United States, please indicate the Country, Province and Postal Code where you work.

Answered: 3   Skipped: 67

ANSWER CHOICES	RESPONSES	
Name:	0.00%	0
Company:	0.00%	0
Address 1:	0.00%	0
Address 2:	0.00%	0
City/Town:	0.00%	0
Province:	66.67%	2
Postal Code:	66.67%	2
Country:	100.00%	3
Email Address:	0.00%	0
Phone Number:	0.00%	0

Q33 If outside the US, what country?

Answered: 3    Skipped: 67

ANSWER CHOICES	RESPONSES	
Canada	0.00%	0
Caribbean region	33.33%	1
Other	66.67%	2
TOTAL		3

## ***URISA 2017 GIS Salary Survey Results***

- **Employed Full-Time**
- **Independent Consultant**

25 respondents

Primary employment is independent of any other firm or corporation.



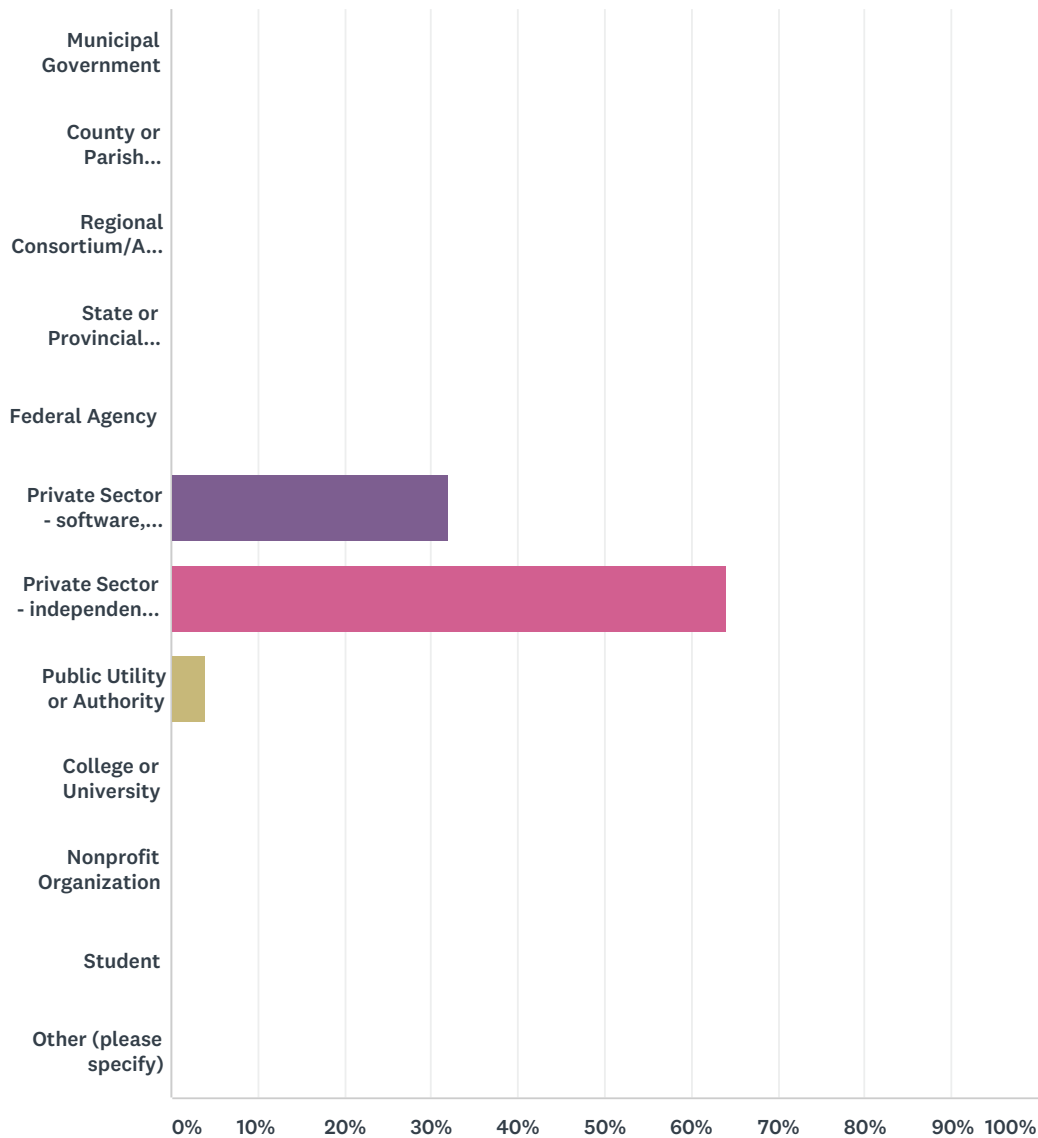
Q1 What is your current employment status?

Answered: 25    Skipped: 0

ANSWER CHOICES	RESPONSES	
Employed full time	100.00%	25
Employed part time	0.00%	0
Employed part time AND part time student	0.00%	0
Full time student	0.00%	0
Part time student	0.00%	0
Currently unemployed	0.00%	0
TOTAL		25

## Q2 Please select the one category that best describes the type of organization in which you are currently employed.

Answered: 25 Skipped: 0



ANSWER CHOICES	RESPONSES	
Municipal Government	0.00%	0
County or Parish Government	0.00%	0
Regional Consortium/Agency (COG, MPO, etc.)	0.00%	0
State or Provincial Agency	0.00%	0
Federal Agency	0.00%	0
Private Sector - software, hardware or services provider	32.00%	8
Private Sector - independent consultant	64.00%	16

URISA 2017 Salary Survey of GIS Professionals

Public Utility or Authority	4.00%	1
College or University	0.00%	0
Nonprofit Organization	0.00%	0
Student	0.00%	0
Other (please specify)	0.00%	0
TOTAL		25

Q3 If you are currently employed by a municipal or county government or a regional consortium/agency, what is the approximate population of your jurisdiction? (Insert number only without commas or text.)

Answered: 0    Skipped: 25

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Population of your jurisdiction	0	0	0
Total Respondents: 0			

**Q4 Which one of the following most closely describes your current position? It's most important to select the option that best describes your current responsibilities, not necessarily the specific job title listed.**

Answered: 25   Skipped: 0

ANSWER CHOICES	RESPONSES	
Director of Geographic Information Systems/Geographic Information Officer (GIO)	0.00%	0
GIS Manager	0.00%	0
GIS Coordinator	0.00%	0
GIS Specialist	0.00%	0
GIS Programmer	0.00%	0
GIS Analyst	0.00%	0
GIS Technician	0.00%	0
User of GIS (heavy)	0.00%	0
Educator/Trainer	0.00%	0
Independent Consultant	100.00%	25
GIS Business Development/Sales & Marketing	0.00%	0
Other (please specify job title and responsibilities)	0.00%	0
TOTAL		25

Q5 Please indicate your current annual salary. (In US Dollars. Please do not include dollar signs or commas)

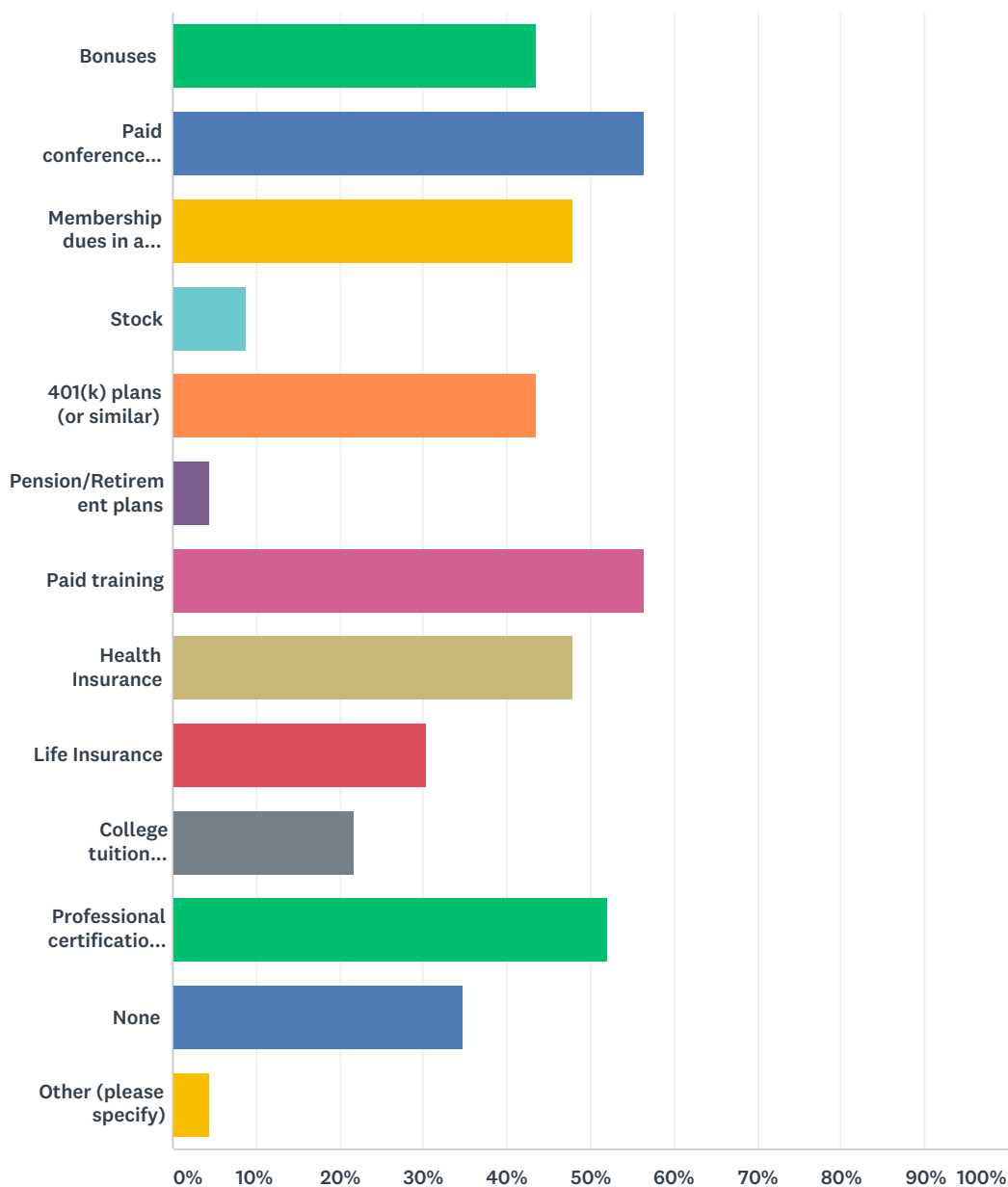
Answered: 24    Skipped: 1

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
2017 Annual Salary	114,097	2,738,333	24
Total Respondents: 24			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
2017 Annual Salary	28,000.00	360,000.00	107,500.00	114,097.21	64,542.50

## Q6 What additional forms of compensation, if any, does your organization offer? (Check all that apply)

Answered: 23 Skipped: 2



ANSWER CHOICES	RESPONSES	
Bonuses	43.48%	10
Paid conference attendance	56.52%	13
Membership dues in a professional organization	47.83%	11
Stock	8.70%	2
401(k) plans (or similar)	43.48%	10

URISA 2017 Salary Survey of GIS Professionals

Pension/Retirement plans	4.35%	1
Paid training	56.52%	13
Health Insurance	47.83%	11
Life Insurance	30.43%	7
College tuition reimbursement	21.74%	5
Professional certification reimbursement or support	52.17%	12
None	34.78%	8
Other (please specify)	4.35%	1
Total Respondents: 23		



## Q7 What percentage of your time is spent performing geospatial technology tasks? If no time, write 0; if all of your time, write 100.

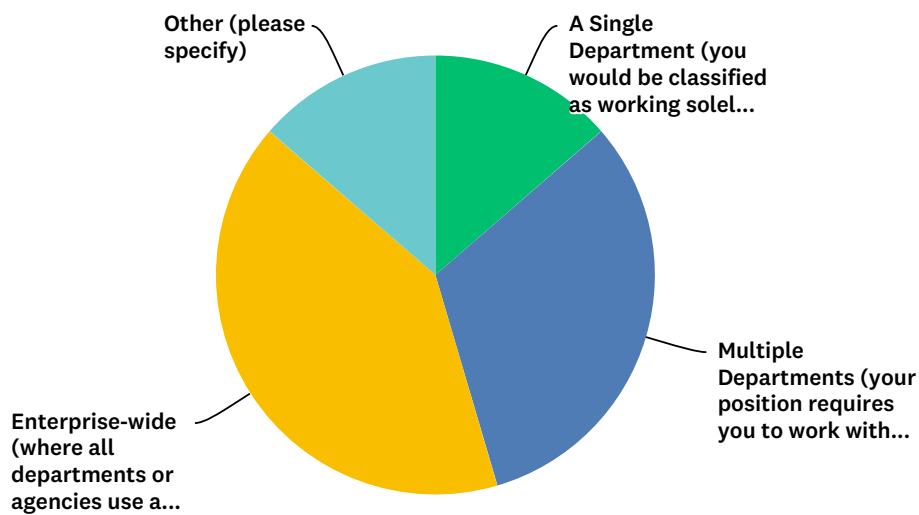
Answered: 21 Skipped: 4

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Enter 0-100	54	1,125	21
Total Respondents: 21			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Enter 0-100	0.00	100.00	50.00	53.57	31.21

Q8 Do you work within:

Answered: 22 Skipped: 3



ANSWER CHOICES	RESPONSES	
A Single Department (you would be classified as working solely in one department)	13.64%	3
Multiple Departments (your position requires you to work within a number of different departments or agencies)	31.82%	7
Enterprise-wide (where all departments or agencies use a central IT/GIS department)	40.91%	9
Other (please specify)	13.64%	3
TOTAL		22

## Q9 Within what department do you work? (please select the ONE best response)

Answered: 22 Skipped: 3

ANSWER CHOICES	RESPONSES	
911 & Emergency Management	0.00%	0
Agriculture	0.00%	0
Assessor's Office	4.55%	1
Business Development	0.00%	0
City/County Manager's Office	0.00%	0
Community Development	0.00%	0
Economic Development	0.00%	0
Engineering	4.55%	1
Finance/Administration	0.00%	0
Geology/Geography	0.00%	0
GIS	31.82%	7
Housing/Social Services	0.00%	0
IT	18.18%	4
Land Records	0.00%	0
Library	0.00%	0
Marketing/Sales	0.00%	0
IT Department	0.00%	0
Natural Resources/Environmental	4.55%	1
Parks and Recreation	0.00%	0
Planning	4.55%	1
Public Health	0.00%	0
Public Works	0.00%	0
Research	13.64%	3
Surveying	0.00%	0
Training/Education	0.00%	0
Transit/Transportation	9.09%	2
Utility Planning Operations	0.00%	0
Water/Wastewater Management	0.00%	0
Zoning	0.00%	0

URISA 2017 Salary Survey of GIS Professionals

Other (please specify)	9.09%	2
TOTAL		22

## Q10 Indicate all department(s) with which you work on a regular basis? (Check all that apply)

Answered: 22   Skipped: 3

ANSWER CHOICES	RESPONSES	
911 & Emergency Management	31.82%	7
Agriculture	4.55%	1
Assessor's Office	22.73%	5
Cemetery	13.64%	3
City/County Manager's Office	31.82%	7
Community Development	27.27%	6
Economic Development	13.64%	3
Engineering	54.55%	12
Finance/Administration	18.18%	4
Fire/Police/EMS	22.73%	5
Geology/Geography	9.09%	2
GIS	77.27%	17
Housing/Social Services	9.09%	2
Land Records	27.27%	6
Law Enforcement	13.64%	3
Natural Resources/Environmental	50.00%	11
Parks and Recreation	18.18%	4
Planning	63.64%	14
Public Health	18.18%	4
Public Relations	18.18%	4
Public Works	36.36%	8
Regulation	4.55%	1
Research	31.82%	7
Training/Education	45.45%	10
Transit/Transportation	27.27%	6
Utility Planning Operations	45.45%	10
Water/Wastewater Management	36.36%	8
Zoning	27.27%	6
IT	63.64%	14

URISA 2017 Salary Survey of GIS Professionals

Other (please specify)	0.00%	0
Total Respondents: 22		

## Q11 Please indicate the number of GIS staff in your entire organization and in your department.

Answered: 20 Skipped: 5

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Number of GIS staff in Organization	214	4,270	20
Number of GIS staff in Department	9	166	19
Total Respondents: 20			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Number of GIS staff in Organization	1.00	4,000.00	6.50	213.50	869.00
Number of GIS staff in Department	0.00	100.00	4.00	8.74	21.69

## Q12 In the past five years, has your organization seen an increase or decrease in the number of GIS staff it employs?

Answered: 22   Skipped: 3

ANSWER CHOICES	RESPONSES	
Increase	59.09%	13
Decrease	13.64%	3
Don't know	0.00%	0
N/A	27.27%	6
TOTAL		22



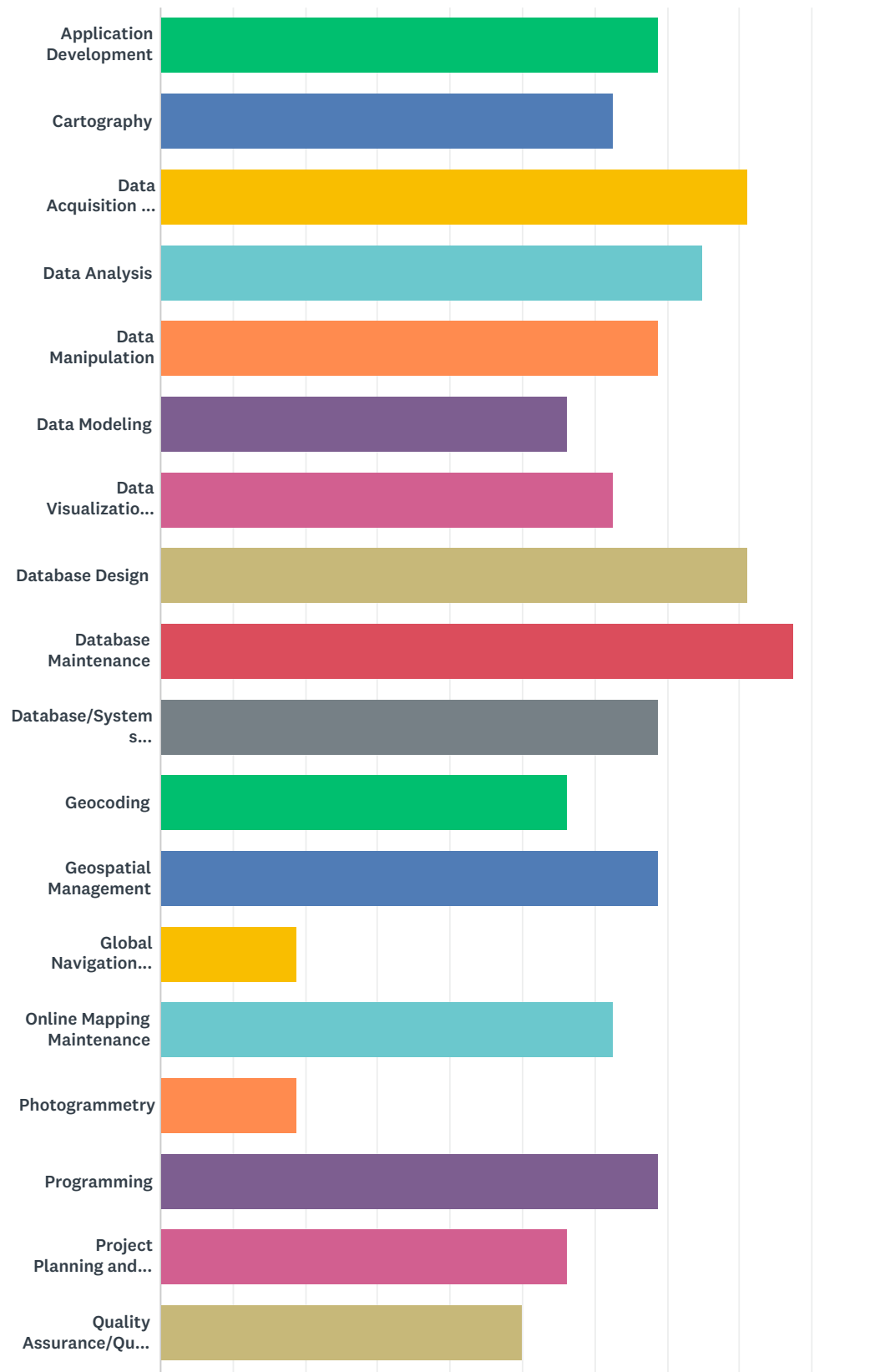
## Q13 With which of the following GIS software platforms does your job require you to be proficient? (Check all that apply)

Answered: 16   Skipped: 9

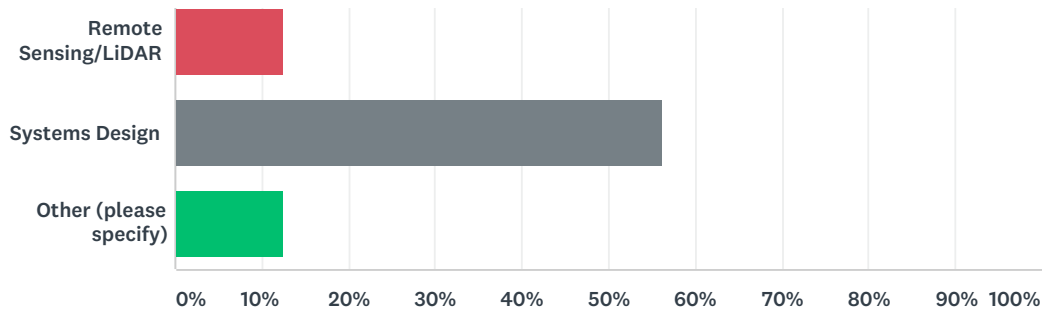
ANSWER CHOICES	RESPONSES	
AutoDesk	12.50%	2
Bentley	6.25%	1
Blue Marble Geographics	0.00%	0
Caliper	0.00%	0
Esri	100.00%	16
Hexagon/Intergraph	0.00%	0
MapInfo	6.25%	1
Smallworld	0.00%	0
Oracle Spatial	18.75%	3
PostGIS (open source)	25.00%	4
QGIS (open source)	25.00%	4
Other (please specify)	18.75%	3
Total Respondents: 16		

## Q14 What GIS and geospatial technology skills are required for your job? (Check all the apply)

Answered: 16 Skipped: 9



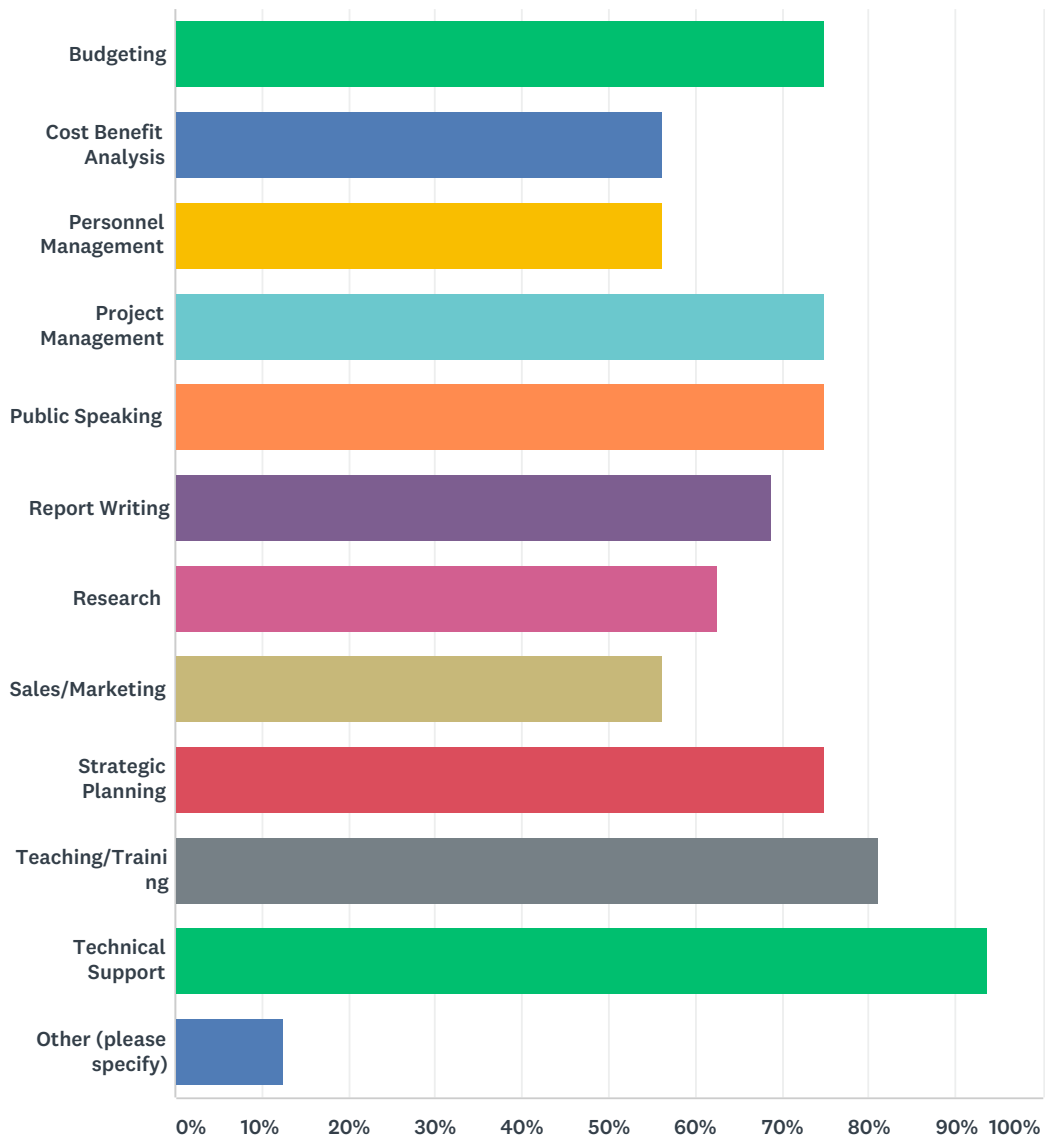
## URISA 2017 Salary Survey of GIS Professionals



ANSWER CHOICES	RESPONSES	
Application Development	68.75%	11
Cartography	62.50%	10
Data Acquisition and Creation	81.25%	13
Data Analysis	75.00%	12
Data Manipulation	68.75%	11
Data Modeling	56.25%	9
Data Visualization and Reporting	62.50%	10
Database Design	81.25%	13
Database Maintenance	87.50%	14
Database/Systems Administration	68.75%	11
Geocoding	56.25%	9
Geospatial Management	68.75%	11
Global Navigation Satellite Systems (GNSS)	18.75%	3
Online Mapping Maintenance	62.50%	10
Photogrammetry	18.75%	3
Programming	68.75%	11
Project Planning and Implementation	56.25%	9
Quality Assurance/Quality Control	50.00%	8
Remote Sensing/LiDAR	12.50%	2
Systems Design	56.25%	9
Other (please specify)	12.50%	2
Total Respondents: 16		

## Q15 What additional skills are required for your job? (Check all that apply)

Answered: 16 Skipped: 9



ANSWER CHOICES	RESPONSES	
Budgeting	75.00%	12
Cost Benefit Analysis	56.25%	9
Personnel Management	56.25%	9
Project Management	75.00%	12
Public Speaking	75.00%	12
Report Writing	68.75%	11
Research	62.50%	10

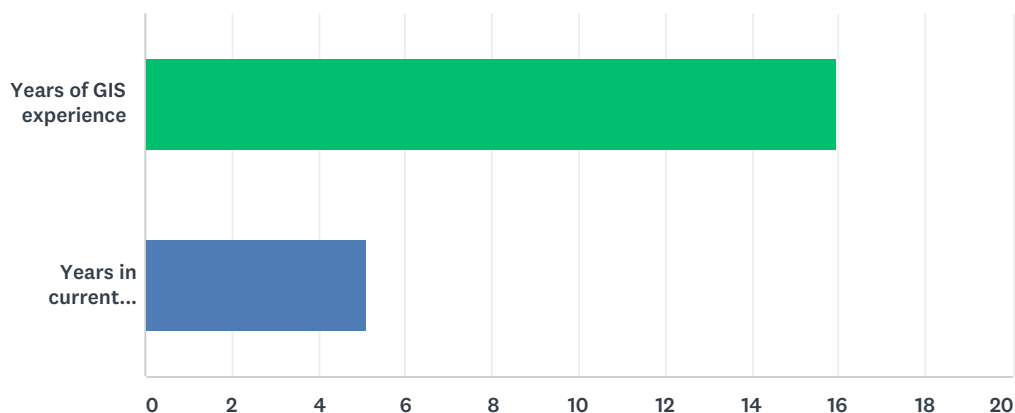
URISA 2017 Salary Survey of GIS Professionals

Consultants - 25 respondents

Sales/Marketing	56.25%	9
Strategic Planning	75.00%	12
Teaching/Training	81.25%	13
Technical Support	93.75%	15
Other (please specify)	12.50%	2
Total Respondents: 16		

**Q16 Please indicate the number of years of GIS experience you have and the number of years you've been in your current position. (Please enter a whole number. Decimals, percentages, and non-numeric characters are not accepted.)**

Answered: 22 Skipped: 3



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Years of GIS experience	16	351	22
Years in current position	5	112	22
Total Respondents: 22			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Years of GIS experience	4.00	30.00	16.00	15.95	6.87
Years in current position	1.00	14.00	4.00	5.09	3.85

**Q17 How many hours, on average, do you work in a typical week?**  
(Please enter a whole number. Decimals, percentages, and non-numeric characters are not accepted.)

Answered: 22   Skipped: 3

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Average Weekly Hours	46	1,016	22
Total Respondents: 22			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Average Weekly Hours	30.00	75.00	45.00	46.18	9.98

## Q18 Do you work within an office environment or do you work from home (telecommute)?

Answered: 22   Skipped: 3

ANSWER CHOICES	RESPONSES	
Work in an office	13.64%	3
Work from home	27.27%	6
Combination (sometimes work in the office and sometimes work from home)	59.09%	13
TOTAL		22



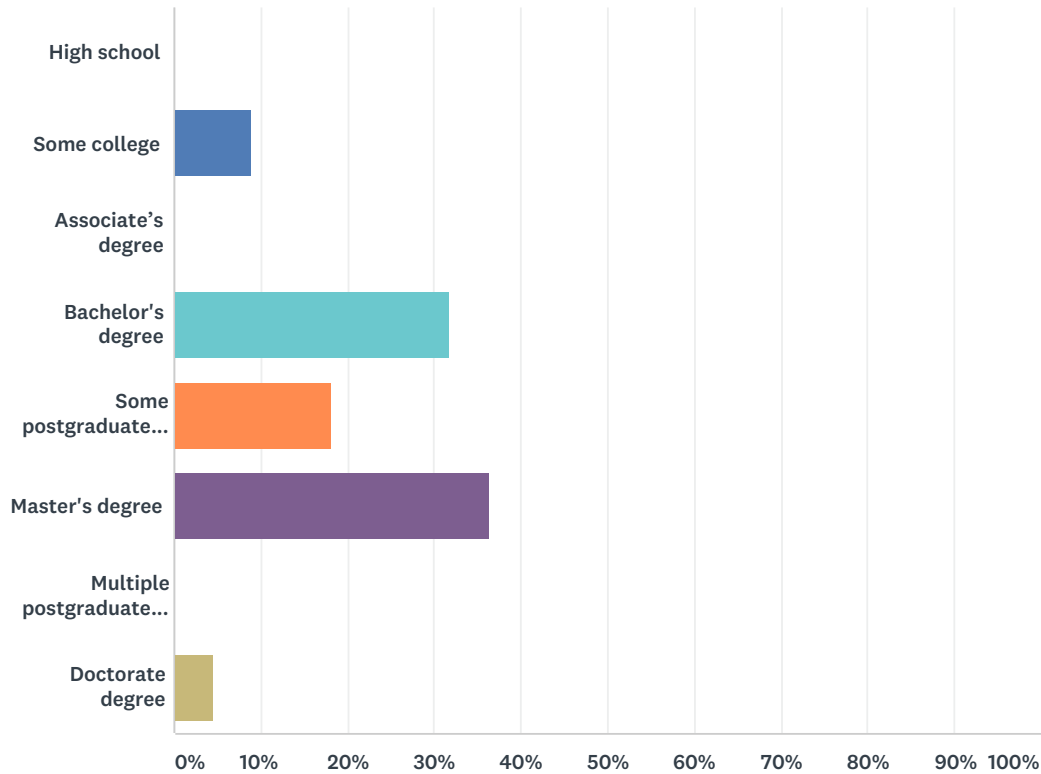
## Q19 If you have changed jobs within the past three years, what was the nature of that change?

Answered: 18   Skipped: 7

ANSWER CHOICES	RESPONSES	
From public sector to private sector	5.56%	1
From public sector to another public sector	0.00%	0
From private sector to public sector	0.00%	0
From private sector to another private sector	27.78%	5
From academia to public sector	0.00%	0
From academia to private sector	5.56%	1
Have not changed jobs within past three years	55.56%	10
Other (please specify)	5.56%	1
TOTAL		18

## Q20 What is the highest level of education you have attained?

Answered: 22 Skipped: 3



ANSWER CHOICES	RESPONSES	
High school	0.00%	0
Some college	9.09%	2
Associate's degree	0.00%	0
Bachelor's degree	31.82%	7
Some postgraduate study	18.18%	4
Master's degree	36.36%	8
Multiple postgraduate degrees	0.00%	0
Doctorate degree	4.55%	1
<b>TOTAL</b>		<b>22</b>

## Q21 In what discipline(s) were your educational degree(s)? (check all the apply)

Answered: 22   Skipped: 3

ANSWER CHOICES	RESPONSES	
Anthropology	13.64%	3
Business	4.55%	1
Cartography	9.09%	2
Computer Science	13.64%	3
Engineering	9.09%	2
Environmental Science	18.18%	4
Forestry	9.09%	2
Geography	31.82%	7
Geology	9.09%	2
GIS	36.36%	8
Landscape Architecture	0.00%	0
Mathematics	4.55%	1
Natural Resources	9.09%	2
Oceanography	0.00%	0
Planning	13.64%	3
Public Administration	4.55%	1
Surveying	4.55%	1
Other (please specify)	18.18%	4
Total Respondents: 22		

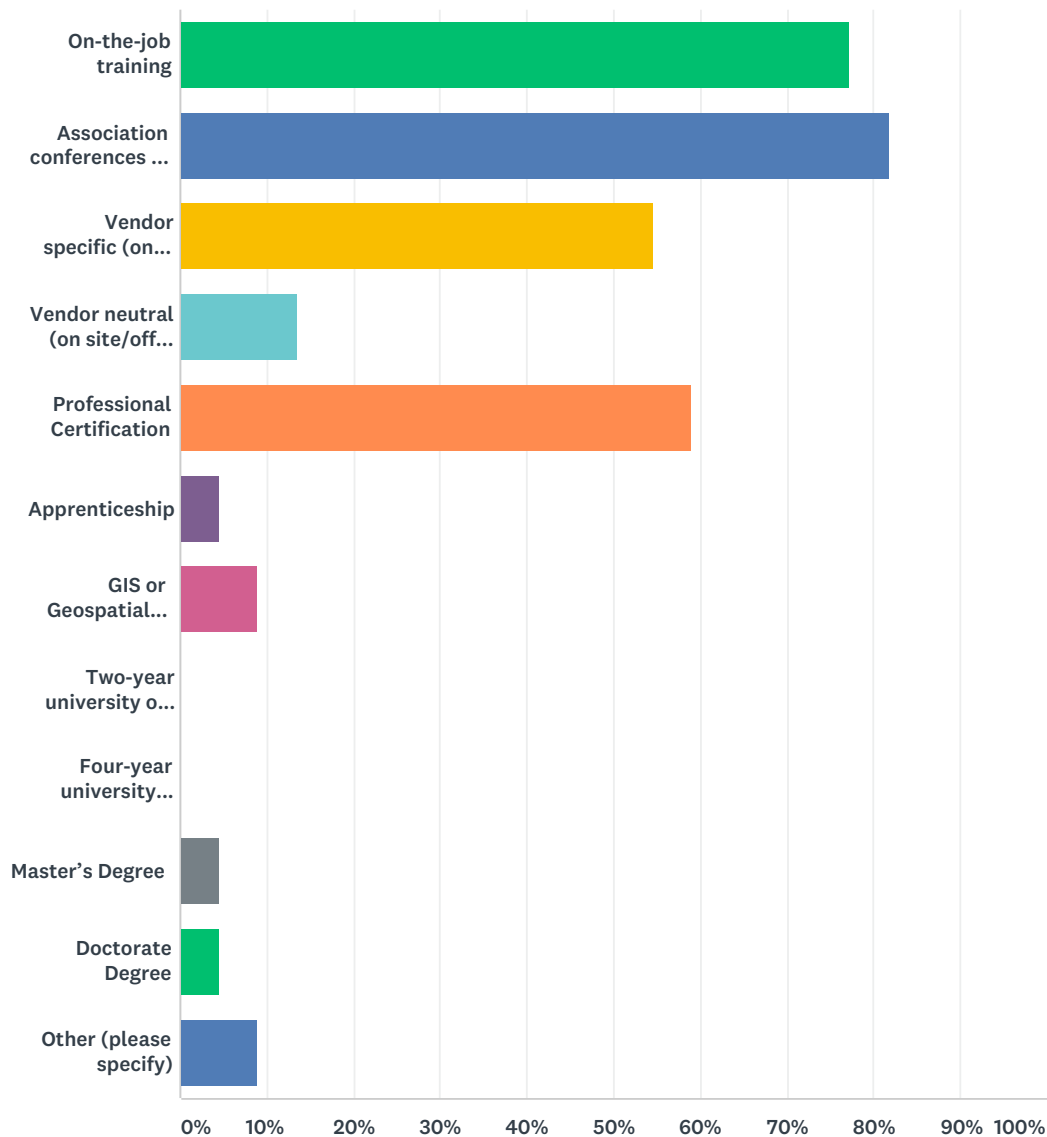
## Q22 What is the minimum level of education required for your position? (check only one)

Answered: 22 Skipped: 3

ANSWER CHOICES	RESPONSES	
High school	4.55%	1
Some college	9.09%	2
Associate's degree	0.00%	0
GIS or geospatial technology certificate	13.64%	3
Bachelor's degree	59.09%	13
Some postgraduate study	0.00%	0
Master's degree	4.55%	1
Multiple postgraduate degrees	0.00%	0
Doctorate degree	9.09%	2
TOTAL		22

## Q23 During the last three years, what type(s) of continuing education and/or professional development have you acquired? (check all that apply)

Answered: 22 Skipped: 3



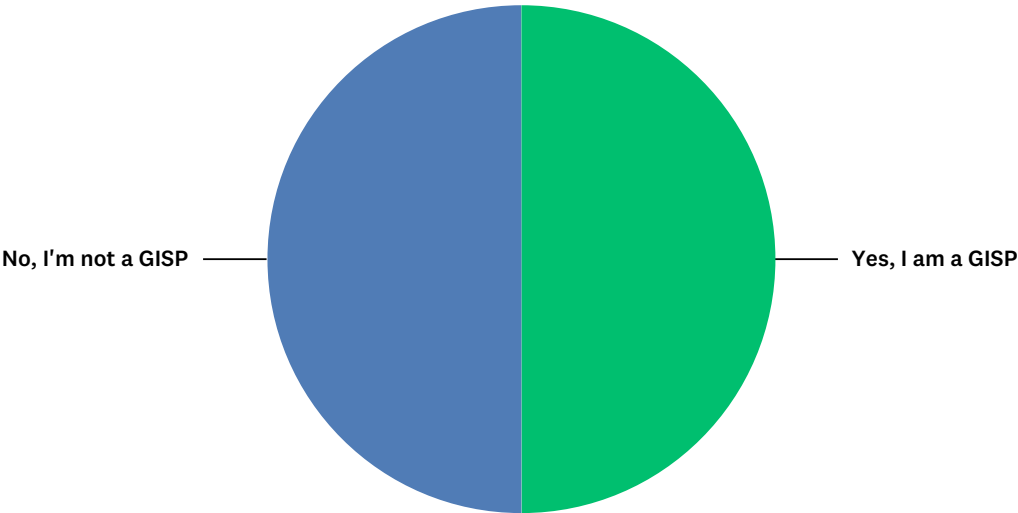
ANSWER CHOICES	RESPONSES	
On-the-job training	77.27%	17
Association conferences or workshops	81.82%	18
Vendor specific (on site/off site/virtual) training	54.55%	12
Vendor neutral (on site/off site/virtual) training	13.64%	3
Professional Certification	59.09%	13
Apprenticeship	4.55%	1

URISA 2017 Salary Survey of GIS Professionals

GIS or Geospatial Technology Certificate	9.09%	2
Two-year university or Community College (Associate's Degree)	0.00%	0
Four-year university (Bachelor's Degree)	0.00%	0
Master's Degree	4.55%	1
Doctorate Degree	4.55%	1
Other (please specify)	9.09%	2
Total Respondents: 22		

Q24 Are you a certified GIS professional (GISP) through the GIS Certification Institute (GISCI)?

Answered: 22 Skipped: 3



ANSWER CHOICES		RESPONSES	
Yes, I am a GISP		50.00%	11
No, I'm not a GISP		50.00%	11
TOTAL			22

Q25 If “No”, do you plan to apply within the next 3 years?

Answered: 11    Skipped: 14

ANSWER CHOICES	RESPONSES	
Yes	9.09%	1
No	90.91%	10
TOTAL		11



## Q26 If “No”, why not?

Answered: 10   Skipped: 15

ANSWER CHOICES	RESPONSES	
Have not seen value	90.00%	9
Do not agree with the concept of certification	30.00%	3
Employer will not pay or support	10.00%	1
Do not wish to take the exam which is now part of the certification	20.00%	2
Do not meet the qualifications	10.00%	1
Am unaware of the GISCI certification program	0.00%	0
Other (please specify)	20.00%	2
Total Respondents: 10		

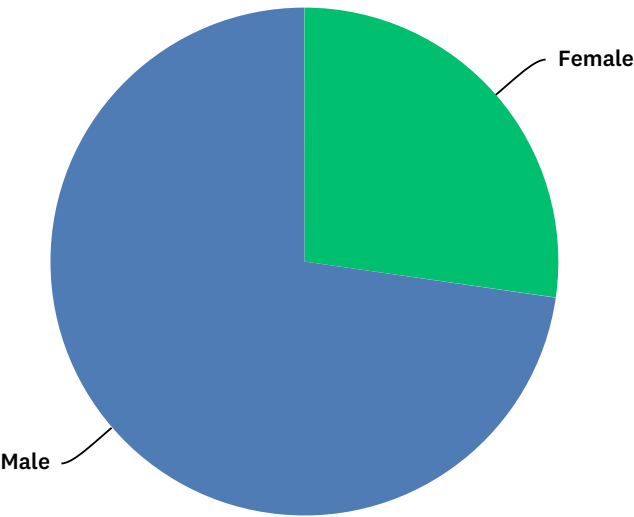
## Q27 Not including GISP, which of the following certifications or professional designations do you currently hold? (Check all that apply)

Answered: 21 Skipped: 4

ANSWER CHOICES	RESPONSES	
ASPRS Mapping Scientist (any designation)	4.76%	1
ASPRS Mapping Technician (any designation)	0.00%	0
AICP Certified Planner	4.76%	1
Esri Technical Certification	33.33%	7
IAAO Cadastral Mapping Specialist	0.00%	0
NENA National Emergency Number Professional	0.00%	0
Licensed Surveyor	0.00%	0
PE Professional Engineer	4.76%	1
PMP Project Management Professional	9.52%	2
None	38.10%	8
Other (please specify)	28.57%	6
Total Respondents: 21		

Q28 What is your gender?

Answered: 22    Skipped: 3



ANSWER CHOICES	RESPONSES	
Female	27.27%	6
Male	72.73%	16
TOTAL		22

Q29 What is your age?

Answered: 22    Skipped: 3

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Age	41	910	22
Total Respondents: 22			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Age	29.00	56.00	41.00	41.36	6.12

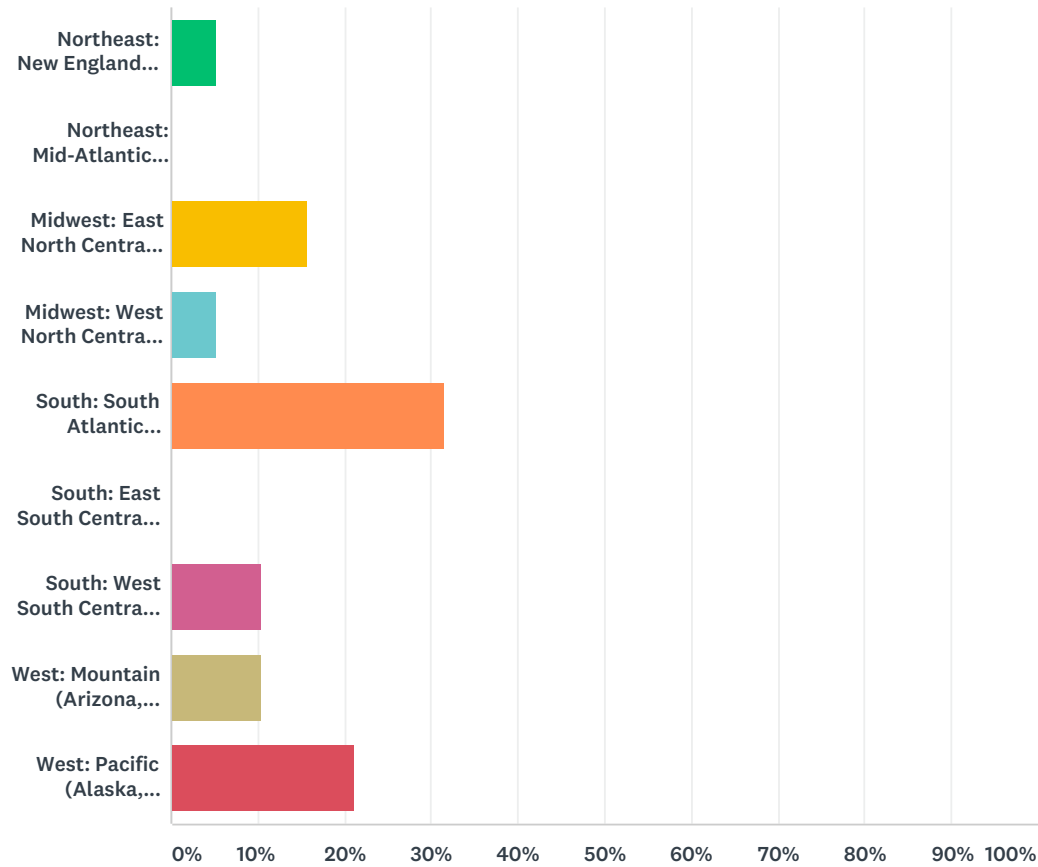
### Q30 If you work in the United States, please indicate the State and Zip Code where you work.

Answered: 19 Skipped: 6

ANSWER CHOICES	RESPONSES	
Name:	0.00%	0
Company:	0.00%	0
Address:	0.00%	0
Address 2:	0.00%	0
City/Town:	0.00%	0
State:	100.00%	19
ZIP:	73.68%	14
Country:	0.00%	0
Email Address:	0.00%	0
Phone Number:	0.00%	0

## Q31 If in US, what region ?

Answered: 19 Skipped: 6



ANSWER CHOICES	RESPONSES	
Northeast: New England (Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont)	5.26%	1
Northeast: Mid-Atlantic (New Jersey, New York, and Pennsylvania)	0.00%	0
Midwest: East North Central (Illinois, Indiana, Michigan, Ohio, and Wisconsin)	15.79%	3
Midwest: West North Central (Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota)	5.26%	1
South: South Atlantic (Delaware, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, District of Columbia, and West Virginia)	31.58%	6
South: East South Central (Alabama, Kentucky, Mississippi, and Tennessee)	0.00%	0
South: West South Central (Arkansas, Louisiana, Oklahoma, and Texas)	10.53%	2
West: Mountain (Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming)	10.53%	2
West: Pacific (Alaska, California, Hawaii, Oregon, and Washington)	21.05%	4
<b>TOTAL</b>		<b>19</b>

### Q32 If you work outside the United States, please indicate the Country, Province and Postal Code where you work.

Answered: 3 Skipped: 22

ANSWER CHOICES	RESPONSES	
Name:	0.00%	0
Company:	0.00%	0
Address 1:	0.00%	0
Address 2:	0.00%	0
City/Town:	0.00%	0
Province:	100.00%	3
Postal Code:	100.00%	3
Country:	100.00%	3
Email Address:	0.00%	0
Phone Number:	0.00%	0

Q33 If outside the US, what country?

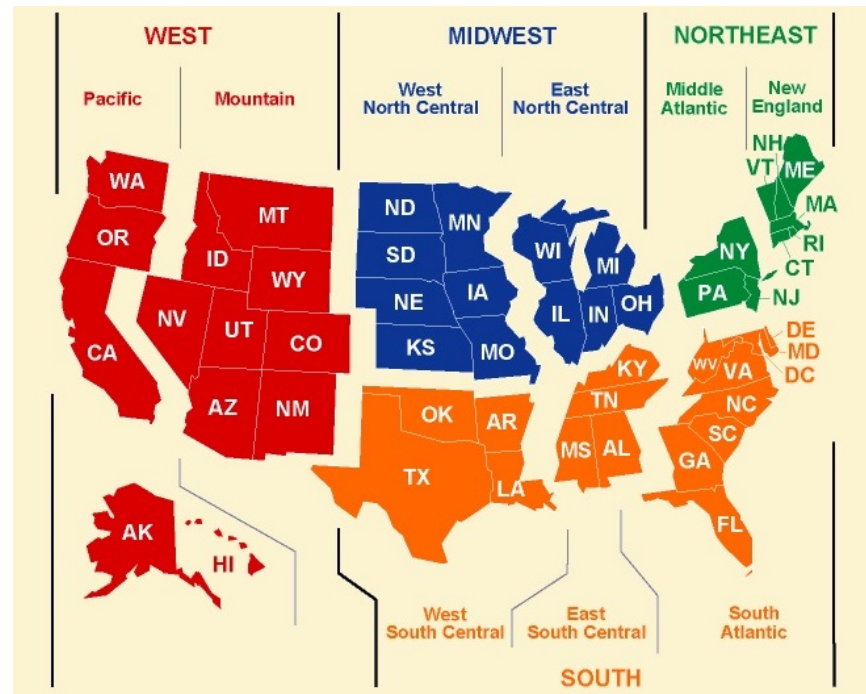
Answered: 3    Skipped: 22

ANSWER CHOICES	RESPONSES	
Canada	66.67%	2
Caribbean region	0.00%	0
Other	33.33%	1
TOTAL		3



# URISA 2017 GIS Salary Survey Results

Salary data tables for each job title according to geographical region, in addition to Canadian, Caribbean and other international respondents.



Regional Breakdown of U.S. Respondents	
Northeast - New England – CT, ME, MA, NH, RI, VT	4.4%
Northeast – Mid-Atlantic – NJ, NY, PA	6.1%
South-South Atlantic – DE, FL, GA, MD, NC, SC, VA, DC, WV	25.2%
South-East South Central – AL, KY, MS, TN	4.4%
South-West South Central – AR, LA, OK, TX	10.6%
Midwest-East North Central – IL, IN, MI, OH, WI	8.7%
Midwest-West North Central – IA, KS, MN, MO, NE, ND, SD	7.2%
West - Mountain – AZ, CO, ID, MT, NE, NM, UT, WY	11.0%
West - Pacific – AK, CA, HI, OR, WA	22.4%
	100.0%
Respondents	(2,312)
Locations of non-U.S. Respondents	
Canada	78.2%
Caribbean	9.6%
Other International	12.2%
	100.0%
Respondents	(230)

**Northeast – New England**

<b>Salary by Job Title</b>	<b>Average Salary</b>	<b>Median Salary</b>	<b>Respondents</b>
Director of Geographic Information Systems/Geographic Information Officer (GIO)	\$88,520	\$88,520	2
GIS Manager	\$82,841	\$82,000	35
GIS Coordinator	\$74,337	\$71,500	22
GIS Specialist	\$70,613	\$69,000	11
GIS Programmer	\$86,011	\$90,000	7
GIS Analyst	\$67,551	\$65,000	11
GIS Technician	\$46,500	\$46,500	2
User of GIS (Heavy)	\$58,333	\$55,000	3
Educator/Trainer	\$68,336	\$74,000	5
Independent Consultant	\$74,880	\$74,880	1
GIS Business Development/ Sales & Marketing	\$129,333	\$125,000	3

**Northeast – Mid-Atlantic**

<b>Salary by Job Title</b>	<b>Average Salary</b>	<b>Median Salary</b>	<b>Respondents</b>
Director of Geographic Information Systems/Geographic Information Officer (GIO)	\$89,500	\$86,000	11
GIS Manager	\$83,427	\$80,000	36
GIS Coordinator	\$69,047	\$72,000	19
GIS Specialist	\$51,286	\$50,000	13
GIS Programmer	\$70,220	\$70,000	5
GIS Analyst	\$58,623	\$60,000	32
GIS Technician	\$48,750	\$48,000	8
User of GIS (Heavy)	\$64,627	\$56,000	10
Educator/Trainer	\$85,190	\$88,000	5
Independent Consultant	-	-	-
GIS Business Development/ Sales & Marketing	\$76,000	\$76,000	1

### South – South Atlantic

Salary by Job Title	Average Salary	Median Salary	Respondents
Director of Geographic Information Systems/Geographic Information Officer (GIO)	\$99,091	\$97,500	32
GIS Manager	\$79,331	\$72,750	134
GIS Coordinator	\$66,596	\$64,000	73
GIS Specialist	\$57,053	\$53,000	67
GIS Programmer	\$77,950	\$71,000	33
GIS Analyst	\$59,144	\$56,121	152
GIS Technician	\$42,457	\$41,650	46
User of GIS (Heavy)	\$66,358	\$60,000	19
Educator/Trainer	\$84,500	\$68,000	9
Independent Consultant	\$147,500	\$132,500	6
GIS Business Development/ Sales & Marketing	\$116,714	\$98,000	7

### South – East South Central

Salary by Job Title	Average Salary	Median Salary	Respondents
Director of Geographic Information Systems/Geographic Information Officer (GIO)	\$80,325	\$70,800	8
GIS Manager	\$69,904	\$70,000	27
GIS Coordinator	\$58,828	\$58,000	11
GIS Specialist	\$59,878	\$55,000	9
GIS Programmer	\$81,625	\$79,250	4
GIS Analyst	\$49,723	\$47,800	25
GIS Technician	\$44,892	\$44,000	9
User of GIS (Heavy)	\$58,850	\$58,850	2
Educator/Trainer	\$55,300	\$55,300	2
Independent Consultant	-	-	-
GIS Business Development/ Sales & Marketing	\$110,000	\$110,000	2

### South – West South Central

Salary by Job Title	Average Salary	Median Salary	Respondents
Director of Geographic Information Systems/Geographic Information Officer (GIO)	\$99,500	\$98,250	10
GIS Manager	\$86,165	\$84,000	57
GIS Coordinator	\$68,776	\$66,800	35
GIS Specialist	\$67,990	\$63,000	33
GIS Programmer	\$75,774	\$75,000	15
GIS Analyst	\$64,375	\$62,000	47
GIS Technician	\$46,111	\$43,500	19
User of GIS (Heavy)	\$74,981	\$75,000	12
Educator/Trainer	\$80,750	\$75,500	8
Independent Consultant	\$74,000	\$74,000	2
GIS Business Development/ Sales & Marketing	\$79,500	\$82,500	6

### Midwest – East North Central

Salary by Job Title	Average Salary	Median Salary	Respondents
Director of Geographic Information Systems/Geographic Information Officer (GIO)	\$88,329	\$82,000	8
GIS Manager	\$75,513	\$75,294	49
GIS Coordinator	\$61,870	\$59,904	28
GIS Specialist	\$57,503	\$57,657	29
GIS Programmer	\$74,580	\$68,328	9
GIS Analyst	\$56,189	\$52,000	38
GIS Technician	\$48,900	\$43,750	18
User of GIS (Heavy)	\$61,444	\$55,000	9
Educator/Trainer	\$78,113	\$78,000	5
Independent Consultant	\$127,000	\$150,000	3
GIS Business Development/ Sales & Marketing	-	-	-

## Midwest – West North Central

Salary by Job Title	Average Salary	Median Salary	Respondents
Director of Geographic Information Systems/Geographic Information Officer (GIO)	\$90,071	\$93,000	7
GIS Manager	\$78,491	\$76,500	34
GIS Coordinator	\$65,596	\$60,500	28
GIS Specialist	\$67,647	\$63,349	24
GIS Programmer	\$92,829	\$79,800	7
GIS Analyst	\$60,662	\$63,000	34
GIS Technician	\$47,478	\$46,500	16
User of GIS (Heavy)	\$60,774	\$61,000	5
Educator/Trainer	\$59,843	\$57,500	6
Independent Consultant	\$90,453	\$90,453	1
GIS Business Development/ Sales & Marketing	\$105,150	\$99,500	4

## West - Mountain

Salary by Job Title	Average Salary	Median Salary	Respondents
Director of Geographic Information Systems/Geographic Information Officer (GIO)	\$103,520	\$95,200	10
GIS Manager	\$78,368	\$76,000	57
GIS Coordinator	\$67,171	\$70,000	33
GIS Specialist	\$61,037	\$61,500	38
GIS Programmer	\$72,614	\$72,500	10
GIS Analyst	\$63,283	\$58,943	64
GIS Technician	\$46,177	\$43,750	28
User of GIS (Heavy)	\$66,500	\$72,000	7
Educator/Trainer	\$93,950	\$93,950	2
Independent Consultant	\$150,000	\$150,000	2
GIS Business Development/ Sales & Marketing	\$130,000	\$130,000	1

**West - Pacific**

<b>Salary by Job Title</b>	<b>Average Salary</b>	<b>Median Salary</b>	<b>Respondents</b>
Director of Geographic Information Systems/Geographic Information Officer (GIO)	\$111,167	\$113,000	8
GIS Manager	\$91,012	\$90,000	93
GIS Coordinator	\$82,217	\$82,000	88
GIS Specialist	\$73,636	\$71,427	71
GIS Programmer	\$93,881	\$89,000	33
GIS Analyst	\$71,895	\$70,000	143
GIS Technician	\$57,066	\$54,800	37
User of GIS (Heavy)	\$85,674	\$79,150	16
Educator/Trainer	\$87,035	\$86,000	13
Independent Consultant	\$106,500	\$90,500	4
GIS Business Development/ Sales & Marketing	\$100,608	\$97,000	13

**Canadian**

<b>Salary by Job Title</b>	<b>Average Salary</b>	<b>Median Salary</b>	<b>Respondents</b>
Director of Geographic Information Systems/Geographic Information Officer (GIO)	\$93,000	\$93,000	2
GIS Manager	\$82,535	\$80,000	39
GIS Coordinator	\$70,316	\$68,327	31
GIS Specialist	\$53,977	\$58,000	19
GIS Programmer	\$64,200	\$57,000	5
GIS Analyst	\$59,245	\$58,478	48
GIS Technician	\$48,821	\$48,500	26
User of GIS (Heavy)	\$45,890	\$48,280	4
Educator/Trainer	-	-	-
Independent Consultant	\$82,500	\$82,500	2
GIS Business Development/ Sales & Marketing	\$143,333	\$120,000	3

## Caribbean

Salary by Job Title	Average Salary	Median Salary	Respondents
Director of Geographic Information Systems/Geographic Information Officer (GIO)	-	-	-
GIS Manager	\$43,221	\$40,800	7
GIS Coordinator	\$45,430	\$40,290	3
GIS Specialist	\$16,850	\$16,850	2
GIS Programmer	-	-	-
GIS Analyst	\$49,170	\$49,170	2
GIS Technician	\$26,177	\$10,000	5
User of GIS (Heavy)	\$36,000	\$36,000	1
Educator/Trainer	\$30,000	\$30,000	1
Independent Consultant	-	-	-
GIS Business Development/ Sales & Marketing	-	-	-

## Other International

Salary by Job Title	Average Salary	Median Salary	Respondents
Director of Geographic Information Systems/Geographic Information Officer (GIO)	\$107,500	\$107,500	2
GIS Manager	\$84,250	\$63,500	4
GIS Coordinator	\$42,736	\$40,000	5
GIS Specialist	\$59,520	\$65,000	5
GIS Programmer	\$57,250	\$55,000	4
GIS Analyst	\$50,831	\$55,000	5
GIS Technician	-	-	-
User of GIS (Heavy)	-	-	-
Educator/Trainer	\$56,300	\$56,300	2
Independent Consultant	\$48,000	\$48,000	1
GIS Business Development/ Sales & Marketing	-	-	-

## Q5 Please indicate your current annual salary. (In US Dollars. Please do not include dollar signs or commas)

Answered: 102    Skipped: 0

	2017 ANNUAL SALARY	TOTAL
Q4: Director of Geographic Information Systems/Geographic Information Officer (GIO)	100.00% 2	1.96% 2
Q4: GIS Manager	100.00% 35	34.31% 35
Q4: GIS Coordinator	100.00% 22	21.57% 22
Q4: GIS Specialist	100.00% 11	10.78% 11
Q4: GIS Programmer	100.00% 7	6.86% 7
Q4: GIS Analyst	100.00% 11	10.78% 11
Q4: GIS Technician	100.00% 2	1.96% 2
Q4: User of GIS (heavy)	100.00% 3	2.94% 3
Q4: Educator/Trainer	100.00% 5	4.90% 5
Q4: Independent Consultant	100.00% 1	0.98% 1
Q4: GIS Business Development/Sales & Marketing	100.00% 3	2.94% 3
Total Respondents	102	102

2017 Annual Salary					
BASIC STATISTICS	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Q4: Director of Geographic Information Systems/Geographic Information Officer (GIO)	85,000.00	92,039.00	88,519.50	88,519.50	3,519.50
Q4: GIS Manager	49,000.00	130,500.00	82,000.00	82,840.71	16,758.26
Q4: GIS Coordinator	59,100.00	110,000.00	71,500.00	74,336.86	12,847.08
Q4: GIS Specialist	41,600.00	110,000.00	69,000.00	70,612.55	18,986.10
Q4: GIS Programmer	70,000.00	100,000.00	90,000.00	86,010.71	10,284.21
Q4: GIS Analyst	33,200.00	98,000.00	65,000.00	67,551.27	16,251.69
Q4: GIS Technician	41,000.00	52,000.00	46,500.00	46,500.00	5,500.00
Q4: User of GIS (heavy)	45,000.00	75,000.00	55,000.00	58,333.33	12,472.19
Q4: Educator/Trainer	45,000.00	91,681.00	74,000.00	68,336.20	17,653.47
Q4: Independent Consultant	74,880.00	74,880.00	74,880.00	74,880.00	0.00
Q4: GIS Business Development/Sales & Marketing	123,000.00	140,000.00	125,000.00	129,333.33	7,586.54



## Q5 Please indicate your current annual salary. (In US Dollars. Please do not include dollar signs or commas)

Answered: 140    Skipped: 0

	2017 ANNUAL SALARY	TOTAL
Q4: Director of Geographic Information Systems/Geographic Information Officer (GIO)	100.00% 11	7.86% 11
Q4: GIS Manager	100.00% 36	25.71% 36
Q4: GIS Coordinator	100.00% 19	13.57% 19
Q4: GIS Specialist	100.00% 13	9.29% 13
Q4: GIS Programmer	100.00% 5	3.57% 5
Q4: GIS Analyst	100.00% 32	22.86% 32
Q4: GIS Technician	100.00% 8	5.71% 8
Q4: User of GIS (heavy)	100.00% 10	7.14% 10
Q4: Educator/Trainer	100.00% 5	3.57% 5
Q4: Independent Consultant	0.00% 0	0.00% 0
Q4: GIS Business Development/Sales & Marketing	100.00% 1	0.71% 1
Total Respondents	140	140

2017 Annual Salary					
BASIC STATISTICS	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Q4: Director of Geographic Information Systems/Geographic Information Officer (GIO)	51,500.00	140,000.00	86,000.00	89,500.00	26,458.37
Q4: GIS Manager	38,595.00	142,000.00	80,000.00	83,426.50	20,431.07
Q4: GIS Coordinator	35,000.00	100,000.00	72,000.00	69,047.32	18,672.15
Q4: GIS Specialist	33,900.00	80,000.00	50,000.00	51,286.08	12,275.03
Q4: GIS Programmer	46,000.00	100,100.00	70,000.00	70,220.00	20,526.90
Q4: GIS Analyst	33,000.00	77,784.00	60,000.00	58,622.63	12,367.81
Q4: GIS Technician	36,000.00	65,000.00	48,000.00	48,750.00	8,272.70
Q4: User of GIS (heavy)	42,000.00	105,000.00	56,000.00	64,626.70	19,689.73
Q4: Educator/Trainer	45,950.00	105,000.00	88,000.00	85,190.00	20,797.70
Q4: Independent Consultant	0.00	0.00	0.00	0.00	0.00
Q4: GIS Business Development/Sales & Marketing	76,000.00	76,000.00	76,000.00	76,000.00	0.00

## Q5 Please indicate your current annual salary. (In US Dollars. Please do not include dollar signs or commas)

Answered: 578    Skipped: 0

	2017 ANNUAL SALARY	TOTAL
Q4: Director of Geographic Information Systems/Geographic Information Officer (GIO)	100.00% 32	5.54% 32
Q4: GIS Manager	100.00% 134	23.18% 134
Q4: GIS Coordinator	100.00% 73	12.63% 73
Q4: GIS Specialist	100.00% 67	11.59% 67
Q4: GIS Programmer	100.00% 33	5.71% 33
Q4: GIS Analyst	100.00% 152	26.30% 152
Q4: GIS Technician	100.00% 46	7.96% 46
Q4: User of GIS (heavy)	100.00% 19	3.29% 19
Q4: Educator/Trainer	100.00% 9	1.56% 9
Q4: Independent Consultant	100.00% 6	1.04% 6
Q4: GIS Business Development/Sales & Marketing	100.00% 7	1.21% 7
Total Respondents	578	578

2017 Annual Salary					
BASIC STATISTICS	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Q4: Director of Geographic Information Systems/Geographic Information Officer (GIO)	49,000.00	166,000.00	97,500.00	99,090.84	24,493.57
Q4: GIS Manager	44,250.00	155,000.00	72,750.00	79,330.54	24,507.62
Q4: GIS Coordinator	30,600.00	140,000.00	64,000.00	66,595.81	17,433.03
Q4: GIS Specialist	26,000.00	110,000.00	53,000.00	57,053.13	17,723.93
Q4: GIS Programmer	34,000.00	117,000.00	71,000.00	77,949.64	23,927.80
Q4: GIS Analyst	31,200.00	115,000.00	56,121.50	59,144.03	14,299.92
Q4: GIS Technician	23,040.00	70,000.00	41,650.00	42,456.78	9,704.17
Q4: User of GIS (heavy)	39,000.00	127,000.00	60,000.00	66,358.47	22,331.36
Q4: Educator/Trainer	47,500.00	151,000.00	68,000.00	84,500.00	33,448.14
Q4: Independent Consultant	50,000.00	360,000.00	132,500.00	147,500.00	100,984.73
Q4: GIS Business Development/Sales & Marketing	55,000.00	232,000.00	98,000.00	116,714.29	60,156.26

## Q5 Please indicate your current annual salary. (In US Dollars. Please do not include dollar signs or commas)

Answered: 99    Skipped: 0

	2017 ANNUAL SALARY	TOTAL
Q4: Director of Geographic Information Systems/Geographic Information Officer (GIO)	100.00% 8	8.08% 8
Q4: GIS Manager	100.00% 27	27.27% 27
Q4: GIS Coordinator	100.00% 11	11.11% 11
Q4: GIS Specialist	100.00% 9	9.09% 9
Q4: GIS Programmer	100.00% 4	4.04% 4
Q4: GIS Analyst	100.00% 25	25.25% 25
Q4: GIS Technician	100.00% 9	9.09% 9
Q4: User of GIS (heavy)	100.00% 2	2.02% 2
Q4: Educator/Trainer	100.00% 2	2.02% 2
Q4: Independent Consultant	0.00% 0	0.00% 0
Q4: GIS Business Development/Sales & Marketing	100.00% 2	2.02% 2
Total Respondents	99	99

2017 Annual Salary					
BASIC STATISTICS	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Q4: Director of Geographic Information Systems/Geographic Information Officer (GIO)	60,000.00	124,000.00	70,800.00	80,325.00	21,678.09
Q4: GIS Manager	45,000.00	100,000.00	70,000.00	69,903.93	13,913.86
Q4: GIS Coordinator	42,603.00	87,500.00	58,000.00	58,827.55	11,812.11
Q4: GIS Specialist	48,000.00	85,000.00	55,000.00	59,877.78	11,759.04
Q4: GIS Programmer	76,000.00	92,000.00	79,250.00	81,625.00	6,338.13
Q4: GIS Analyst	30,500.00	85,800.00	47,800.00	49,723.44	12,537.62
Q4: GIS Technician	32,740.00	73,153.00	44,000.00	44,892.11	11,325.56
Q4: User of GIS (heavy)	51,000.00	66,700.00	58,850.00	58,850.00	7,850.00
Q4: Educator/Trainer	53,225.00	57,375.00	55,300.00	55,300.00	2,075.00
Q4: Independent Consultant	0.00	0.00	0.00	0.00	0.00
Q4: GIS Business Development/Sales & Marketing	100,000.00	120,000.00	110,000.00	110,000.00	10,000.00

## Q5 Please indicate your current annual salary. (In US Dollars. Please do not include dollar signs or commas)

Answered: 244    Skipped: 0

	2017 ANNUAL SALARY	TOTAL
Q4: Director of Geographic Information Systems/Geographic Information Officer (GIO)	100.00% 10	4.10% 10
Q4: GIS Manager	100.00% 57	23.36% 57
Q4: GIS Coordinator	100.00% 35	14.34% 35
Q4: GIS Specialist	100.00% 33	13.52% 33
Q4: GIS Programmer	100.00% 15	6.15% 15
Q4: GIS Analyst	100.00% 47	19.26% 47
Q4: GIS Technician	100.00% 19	7.79% 19
Q4: User of GIS (heavy)	100.00% 12	4.92% 12
Q4: Educator/Trainer	100.00% 8	3.28% 8
Q4: Independent Consultant	100.00% 2	0.82% 2
Q4: GIS Business Development/Sales & Marketing	100.00% 6	2.46% 6
Total Respondents	244	244

2017 Annual Salary					
BASIC STATISTICS	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Q4: Director of Geographic Information Systems/Geographic Information Officer (GIO)	29,000.00	140,000.00	98,250.00	99,500.00	28,314.31
Q4: GIS Manager	45,000.00	153,000.00	84,000.00	86,165.14	24,809.57
Q4: GIS Coordinator	40,904.00	137,700.00	66,800.00	68,775.57	19,328.27
Q4: GIS Specialist	34,000.00	111,000.00	63,000.00	67,989.85	18,953.03
Q4: GIS Programmer	51,094.00	113,000.00	75,000.00	75,774.27	16,527.56
Q4: GIS Analyst	37,000.00	123,000.00	62,000.00	64,374.89	17,277.80
Q4: GIS Technician	31,000.00	72,000.00	43,500.00	46,110.53	11,135.06
Q4: User of GIS (heavy)	30,000.00	105,000.00	75,000.00	74,980.75	19,319.57
Q4: Educator/Trainer	55,000.00	120,000.00	75,500.00	80,750.00	19,077.15
Q4: Independent Consultant	28,000.00	120,000.00	74,000.00	74,000.00	46,000.00
Q4: GIS Business Development/Sales & Marketing	36,000.00	115,000.00	82,500.00	79,500.00	24,032.96

## Q5 Please indicate your current annual salary. (In US Dollars. Please do not include dollar signs or commas)

Answered: 196    Skipped: 0

	2017 ANNUAL SALARY	TOTAL
Q4: Director of Geographic Information Systems/Geographic Information Officer (GIO)	100.00% 8	4.08% 8
Q4: GIS Manager	100.00% 49	25.00% 49
Q4: GIS Coordinator	100.00% 28	14.29% 28
Q4: GIS Specialist	100.00% 29	14.80% 29
Q4: GIS Programmer	100.00% 9	4.59% 9
Q4: GIS Analyst	100.00% 38	19.39% 38
Q4: GIS Technician	100.00% 18	9.18% 18
Q4: User of GIS (heavy)	100.00% 9	4.59% 9
Q4: Educator/Trainer	100.00% 5	2.55% 5
Q4: Independent Consultant	100.00% 3	1.53% 3
Q4: GIS Business Development/Sales & Marketing	0.00% 0	0.00% 0
Total Respondents	196	196

2017 Annual Salary					
BASIC STATISTICS	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Q4: Director of Geographic Information Systems/Geographic Information Officer (GIO)	59,232.00	130,000.00	82,000.00	88,329.00	23,902.49
Q4: GIS Manager	41,000.00	137,883.00	75,294.00	75,512.51	19,898.49
Q4: GIS Coordinator	33,000.00	116,480.00	59,903.50	61,869.89	17,973.77
Q4: GIS Specialist	42,000.00	89,900.00	57,657.00	57,503.21	11,013.33
Q4: GIS Programmer	47,000.00	125,000.00	68,328.00	74,580.22	21,940.95
Q4: GIS Analyst	23,000.00	95,000.00	52,000.00	56,188.79	13,430.35
Q4: GIS Technician	33,600.00	83,000.00	43,750.00	48,900.00	12,257.06
Q4: User of GIS (heavy)	45,000.00	86,600.00	55,000.00	61,444.44	14,985.33
Q4: Educator/Trainer	60,000.00	110,000.00	78,000.00	78,113.00	17,797.71
Q4: Independent Consultant	76,000.00	155,000.00	150,000.00	127,000.00	36,120.17
Q4: GIS Business Development/Sales & Marketing	0.00	0.00	0.00	0.00	0.00

## Q5 Please indicate your current annual salary. (In US Dollars. Please do not include dollar signs or commas)

Answered: 166    Skipped: 0

	2017 ANNUAL SALARY	TOTAL
Q4: Director of Geographic Information Systems/Geographic Information Officer (GIO)	100.00% 7	4.22% 7
Q4: GIS Manager	100.00% 34	20.48% 34
Q4: GIS Coordinator	100.00% 28	16.87% 28
Q4: GIS Specialist	100.00% 24	14.46% 24
Q4: GIS Programmer	100.00% 7	4.22% 7
Q4: GIS Analyst	100.00% 34	20.48% 34
Q4: GIS Technician	100.00% 16	9.64% 16
Q4: User of GIS (heavy)	100.00% 5	3.01% 5
Q4: Educator/Trainer	100.00% 6	3.61% 6
Q4: Independent Consultant	100.00% 1	0.60% 1
Q4: GIS Business Development/Sales & Marketing	100.00% 4	2.41% 4
Total Respondents	166	166

2017 Annual Salary					
BASIC STATISTICS	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Q4: Director of Geographic Information Systems/Geographic Information Officer (GIO)	68,000.00	112,000.00	93,000.00	90,071.43	13,491.87
Q4: GIS Manager	36,470.00	114,000.00	76,500.00	78,491.24	17,034.95
Q4: GIS Coordinator	43,000.00	110,000.00	60,500.00	65,596.07	18,303.69
Q4: GIS Specialist	46,000.00	127,000.00	63,348.50	67,646.54	19,772.46
Q4: GIS Programmer	70,000.00	134,000.00	79,800.00	92,828.57	25,037.21
Q4: GIS Analyst	39,000.00	80,000.00	63,000.00	60,661.91	11,111.15
Q4: GIS Technician	38,000.00	60,000.00	46,500.00	47,477.75	6,326.84
Q4: User of GIS (heavy)	50,000.00	71,000.00	61,000.00	60,774.00	7,961.68
Q4: Educator/Trainer	51,000.00	72,600.00	57,500.00	59,843.17	7,844.84
Q4: Independent Consultant	90,453.00	90,453.00	90,453.00	90,453.00	0.00
Q4: GIS Business Development/Sales & Marketing	93,600.00	128,000.00	99,500.00	105,150.00	13,415.20

## Q5 Please indicate your current annual salary. (In US Dollars. Please do not include dollar signs or commas)

Answered: 252    Skipped: 0

	2017 ANNUAL SALARY	TOTAL
Q4: Director of Geographic Information Systems/Geographic Information Officer (GIO)	100.00% 10	3.97% 10
Q4: GIS Manager	100.00% 57	22.62% 57
Q4: GIS Coordinator	100.00% 33	13.10% 33
Q4: GIS Specialist	100.00% 38	15.08% 38
Q4: GIS Programmer	100.00% 10	3.97% 10
Q4: GIS Analyst	100.00% 64	25.40% 64
Q4: GIS Technician	100.00% 28	11.11% 28
Q4: User of GIS (heavy)	100.00% 7	2.78% 7
Q4: Educator/Trainer	100.00% 2	0.79% 2
Q4: Independent Consultant	100.00% 2	0.79% 2
Q4: GIS Business Development/Sales & Marketing	100.00% 1	0.40% 1
Total Respondents	252	252

2017 Annual Salary					
BASIC STATISTICS	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Q4: Director of Geographic Information Systems/Geographic Information Officer (GIO)	52,500.00	160,000.00	95,200.00	103,519.60	30,400.52
Q4: GIS Manager	40,000.00	127,500.00	76,000.00	78,368.09	17,690.29
Q4: GIS Coordinator	40,000.00	110,000.00	70,000.00	67,170.61	15,236.98
Q4: GIS Specialist	38,000.00	90,000.00	61,500.00	61,037.05	13,565.77
Q4: GIS Programmer	50,544.00	83,400.00	72,500.00	72,614.40	10,329.50
Q4: GIS Analyst	36,000.00	110,000.00	58,942.00	63,283.23	16,530.11
Q4: GIS Technician	28,400.00	74,000.00	43,750.00	46,177.21	9,989.36
Q4: User of GIS (heavy)	38,000.00	98,000.00	72,000.00	66,500.00	20,554.80
Q4: Educator/Trainer	57,900.00	130,000.00	93,950.00	93,950.00	36,050.00
Q4: Independent Consultant	120,000.00	180,000.00	150,000.00	150,000.00	30,000.00
Q4: GIS Business Development/Sales & Marketing	130,000.00	130,000.00	130,000.00	130,000.00	0.00

## Q5 Please indicate your current annual salary. (In US Dollars. Please do not include dollar signs or commas)

Answered: 519    Skipped: 0

	2017 ANNUAL SALARY	TOTAL
Q4: Director of Geographic Information Systems/Geographic Information Officer (GIO)	100.00% 8	1.54% 8
Q4: GIS Manager	100.00% 93	17.92% 93
Q4: GIS Coordinator	100.00% 88	16.96% 88
Q4: GIS Specialist	100.00% 71	13.68% 71
Q4: GIS Programmer	100.00% 33	6.36% 33
Q4: GIS Analyst	100.00% 143	27.55% 143
Q4: GIS Technician	100.00% 37	7.13% 37
Q4: User of GIS (heavy)	100.00% 16	3.08% 16
Q4: Educator/Trainer	100.00% 13	2.50% 13
Q4: Independent Consultant	100.00% 4	0.77% 4
Q4: GIS Business Development/Sales & Marketing	100.00% 13	2.50% 13
Total Respondents	519	519

2017 Annual Salary					
BASIC STATISTICS	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Q4: Director of Geographic Information Systems/Geographic Information Officer (GIO)	76,000.00	174,600.00	113,000.00	111,167.25	28,772.80
Q4: GIS Manager	50,000.00	155,100.00	90,000.00	91,011.75	22,103.31
Q4: GIS Coordinator	48,000.00	140,000.00	82,000.00	82,217.27	18,631.60
Q4: GIS Specialist	38,190.00	110,538.00	71,427.00	73,635.59	16,049.73
Q4: GIS Programmer	48,756.00	170,000.00	89,000.00	93,880.79	23,583.21
Q4: GIS Analyst	42,000.00	116,000.00	70,000.00	71,895.41	15,495.84
Q4: GIS Technician	32,000.00	104,374.00	54,800.00	57,065.62	15,518.01
Q4: User of GIS (heavy)	24,000.00	300,000.00	79,150.00	85,674.25	58,970.51
Q4: Educator/Trainer	55,000.00	143,000.00	86,000.00	87,034.54	24,068.03
Q4: Independent Consultant	80,000.00	165,000.00	90,500.00	106,500.00	34,702.31
Q4: GIS Business Development/Sales & Marketing	60,000.00	215,000.00	97,000.00	100,607.69	40,863.01



## Q5 Please indicate your current annual salary. (In US Dollars. Please do not include dollar signs or commas)

Answered: 179    Skipped: 0

	2017 ANNUAL SALARY	TOTAL
Q4: Director of Geographic Information Systems/Geographic Information Officer (GIO)	100.00% 2	1.12% 2
Q4: GIS Manager	100.00% 39	21.79% 39
Q4: GIS Coordinator	100.00% 31	17.32% 31
Q4: GIS Specialist	100.00% 19	10.61% 19
Q4: GIS Programmer	100.00% 5	2.79% 5
Q4: GIS Analyst	100.00% 48	26.82% 48
Q4: GIS Technician	100.00% 26	14.53% 26
Q4: User of GIS (heavy)	100.00% 4	2.23% 4
Q4: Educator/Trainer	0.00% 0	0.00% 0
Q4: Independent Consultant	100.00% 2	1.12% 2
Q4: GIS Business Development/Sales & Marketing	100.00% 3	1.68% 3
Total Respondents	179	179

2017 Annual Salary					
BASIC STATISTICS	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Q4: Director of Geographic Information Systems/Geographic Information Officer (GIO)	86,000.00	100,000.00	93,000.00	93,000.00	7,000.00
Q4: GIS Manager	50,000.00	126,816.00	80,000.00	82,535.26	17,777.08
Q4: GIS Coordinator	50,000.00	103,000.00	68,327.00	70,315.52	14,493.58
Q4: GIS Specialist	35,000.00	69,000.00	58,000.00	53,976.79	10,493.00
Q4: GIS Programmer	40,000.00	89,200.00	57,000.00	64,200.00	17,891.23
Q4: GIS Analyst	36,813.00	88,000.00	58,478.00	59,244.50	13,813.42
Q4: GIS Technician	28,896.00	100,186.00	48,500.00	48,821.12	14,576.96
Q4: User of GIS (heavy)	28,000.00	59,000.00	48,280.00	45,890.00	11,283.45
Q4: Educator/Trainer	0.00	0.00	0.00	0.00	0.00
Q4: Independent Consultant	50,000.00	115,000.00	82,500.00	82,500.00	32,500.00
Q4: GIS Business Development/Sales & Marketing	110,000.00	200,000.00	120,000.00	143,333.33	40,276.82

## Q5 Please indicate your current annual salary. (In US Dollars. Please do not include dollar signs or commas)

Answered: 21 Skipped: 0

	2017 ANNUAL SALARY	TOTAL
Q4: Director of Geographic Information Systems/Geographic Information Officer (GIO)	0.00% 0	0.00% 0
Q4: GIS Manager	100.00% 7	33.33% 7
Q4: GIS Coordinator	100.00% 3	14.29% 3
Q4: GIS Specialist	100.00% 2	9.52% 2
Q4: GIS Programmer	0.00% 0	0.00% 0
Q4: GIS Analyst	100.00% 2	9.52% 2
Q4: GIS Technician	100.00% 5	23.81% 5
Q4: User of GIS (heavy)	100.00% 1	4.76% 1
Q4: Educator/Trainer	100.00% 1	4.76% 1
Q4: Independent Consultant	0.00% 0	0.00% 0
Q4: GIS Business Development/Sales & Marketing	0.00% 0	0.00% 0
Total Respondents	21	21

2017 Annual Salary					
BASIC STATISTICS	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Q4: Director of Geographic Information Systems/Geographic Information Officer (GIO)	0.00	0.00	0.00	0.00	0.00
Q4: GIS Manager	25,600.00	89,000.00	40,800.00	43,220.86	20,146.16
Q4: GIS Coordinator	36,000.00	60,000.00	40,290.00	45,430.00	10,450.35
Q4: GIS Specialist	14,500.00	19,200.00	16,850.00	16,850.00	2,350.00
Q4: GIS Programmer	0.00	0.00	0.00	0.00	0.00
Q4: GIS Analyst	26,500.00	71,840.00	49,170.00	49,170.00	22,670.00
Q4: GIS Technician	9,000.00	54,000.00	10,000.00	26,175.60	20,587.53
Q4: User of GIS (heavy)	36,000.00	36,000.00	36,000.00	36,000.00	0.00
Q4: Educator/Trainer	30,000.00	30,000.00	30,000.00	30,000.00	0.00
Q4: Independent Consultant	0.00	0.00	0.00	0.00	0.00
Q4: GIS Business Development/Sales & Marketing	0.00	0.00	0.00	0.00	0.00

## Q5 Please indicate your current annual salary. (In US Dollars. Please do not include dollar signs or commas)

Answered: 28    Skipped: 0

	2017 ANNUAL SALARY	TOTAL
Q4: Director of Geographic Information Systems/Geographic Information Officer (GIO)	100.00% 2	7.14% 2
Q4: GIS Manager	100.00% 4	14.29% 4
Q4: GIS Coordinator	100.00% 5	17.86% 5
Q4: GIS Specialist	100.00% 5	17.86% 5
Q4: GIS Programmer	100.00% 4	14.29% 4
Q4: GIS Analyst	100.00% 5	17.86% 5
Q4: GIS Technician	0.00% 0	0.00% 0
Q4: User of GIS (heavy)	0.00% 0	0.00% 0
Q4: Educator/Trainer	100.00% 2	7.14% 2
Q4: Independent Consultant	100.00% 1	3.57% 1
Q4: GIS Business Development/Sales & Marketing	0.00% 0	0.00% 0
Total Respondents	28	28

2017 Annual Salary					
BASIC STATISTICS	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Q4: Director of Geographic Information Systems/Geographic Information Officer (GIO)	100,000.00	115,000.00	107,500.00	107,500.00	7,500.00
Q4: GIS Manager	60,000.00	150,000.00	63,500.00	84,250.00	37,989.31
Q4: GIS Coordinator	24,000.00	70,000.00	40,000.00	42,736.00	15,153.31
Q4: GIS Specialist	20,000.00	81,000.00	65,000.00	59,520.00	22,518.47
Q4: GIS Programmer	36,000.00	83,000.00	55,000.00	57,250.00	17,137.31
Q4: GIS Analyst	18,700.00	71,654.00	55,000.00	50,830.80	19,977.86
Q4: GIS Technician	0.00	0.00	0.00	0.00	0.00
Q4: User of GIS (heavy)	0.00	0.00	0.00	0.00	0.00
Q4: Educator/Trainer	25,000.00	87,600.00	56,300.00	56,300.00	31,300.00
Q4: Independent Consultant	48,000.00	48,000.00	48,000.00	48,000.00	0.00
Q4: GIS Business Development/Sales & Marketing	0.00	0.00	0.00	0.00	0.00

## ***URISA 2017 GIS Salary Survey Results***

**Salary data tables for each job title according to employer type.**

Type of Employer	
Municipal Government	21.8%
County or Parish Government	18.1%
Regional Consortium/Agency (COG, MPO, etc.)	3.7%
State or Provincial Agency	9.2%
Federal Agency	4.9%
Private Sector – software, hardware or services provider	14.6%
Private Sector – independent consultant	11.5%
Public Utility or Authority	5.6%
College or University	4.9%
Nonprofit Organization	2.3%
Other	<u>3.4%</u>
	100.0%
Respondents	(3,017)

## Municipal Government

Salary by Job Title	Average Salary	Median Salary	Respondents
Director of Geographic Information Systems/Geographic Information Officer (GIO)	\$96,130	\$95,500	8
GIS Manager	\$77,595	\$77,490	163
GIS Coordinator	\$69,292	\$65,632	119
GIS Specialist	\$63,430	\$61,556	54
GIS Programmer	\$74,022	\$71,000	23
GIS Analyst	\$62,407	\$61,422	147
GIS Technician	\$48,392	\$48,000	71
User of GIS (Heavy)	\$65,009	\$63,300	21
Educator/Trainer	-	-	-
Independent Consultant	-	-	-
GIS Business Development/ Sales & Marketing	-	-	-

**County or Parish Government**

<b>Salary by Job Title</b>	<b>Average Salary</b>	<b>Median Salary</b>	<b>Respondents</b>
Director of Geographic Information Systems/Geographic Information Officer (GIO)	\$89,220	\$85,500	35
GIS Manager	\$76,035	\$72,189	123
GIS Coordinator	\$63,838	\$60,000	71
GIS Specialist	\$55,791	\$53,000	65
GIS Programmer	\$71,000	\$72,313	25
GIS Analyst	\$57,100	\$61,177	119
GIS Technician	\$42,313	\$40,850	51
User of GIS (Heavy)	\$56,953	\$52,150	8
Educator/Trainer	-	-	-
Independent Consultant	-	-	-
GIS Business Development/ Sales & Marketing	\$102,000	\$102,000	2

**Regional Consortium/Agency (COG, MPO, etc.)**

<b>Salary by Job Title</b>	<b>Average Salary</b>	<b>Median Salary</b>	<b>Respondents</b>
Director of Geographic Information Systems/Geographic Information Officer (GIO)	\$91,071	\$87,500	7
GIS Manager	\$79,386	\$80,000	23
GIS Coordinator	\$70,748	\$68,496	20
GIS Specialist	\$70,985	\$65,478	15
GIS Programmer	\$74,336	\$69,164	4
GIS Analyst	\$65,097	\$59,345	18
GIS Technician	\$43,695	\$43,500	10
User of GIS (Heavy)	\$48,172	\$46,750	4
Educator/Trainer	-	-	-
Independent Consultant	-	-	-
GIS Business Development/ Sales & Marketing	-	-	-

**State or Provincial Agency**

<b>Salary by Job Title</b>	<b>Average Salary</b>	<b>Median Salary</b>	<b>Respondents</b>
Director of Geographic Information Systems/Geographic Information Officer (GIO)	\$99,217	\$100,000	12
GIS Manager	\$76,199	\$74,000	43
GIS Coordinator	\$69,934	\$70,000	42
GIS Specialist	\$66,609	\$65,000	37
GIS Programmer	\$75,678	\$80,000	13
GIS Analyst	\$59,105	\$57,000	70
GIS Technician	\$46,705	\$40,500	15
User of GIS (Heavy)	\$66,270	\$60,000	21
Educator/Trainer	-	-	-
Independent Consultant	-	-	-
GIS Business Development/ Sales & Marketing	-	-	-



**Federal Agency**

<b>Salary by Job Title</b>	<b>Average Salary</b>	<b>Median Salary</b>	<b>Respondents</b>
Director of Geographic Information Systems/Geographic Information Officer (GIO)	\$114,427	\$116,500	8
GIS Manager	\$84,877	\$86,000	21
GIS Coordinator	\$88,057	\$84,197	21
GIS Specialist	\$71,911	\$66,467	36
GIS Programmer	\$80,845	\$76,000	11
GIS Analyst	\$67,648	\$67,000	27
GIS Technician	\$57,031	\$52,018	6
User of GIS (Heavy)	\$57,000	\$57,500	6
Educator/Trainer	\$83,725	\$83,725	2
Independent Consultant	-	-	-
GIS Business Development/ Sales & Marketing	-	-	-

**Private Sector – software, hardware or services provider**

<b>Salary by Job Title</b>	<b>Average Salary</b>	<b>Median Salary</b>	<b>Respondents</b>
Director of Geographic Information Systems/Geographic Information Officer (GIO)	\$115,455	\$110,000	10
GIS Manager	\$88,719	\$89,814	80
GIS Coordinator	\$70,596	\$70,000	39
GIS Specialist	\$65,515	\$63,000	58
GIS Programmer	\$88,682	\$87,720	41
GIS Analyst	\$61,399	\$60,000	83
GIS Technician	\$47,729	\$42,000	22
User of GIS (Heavy)	\$89,255	\$70,000	12
Educator/Trainer	\$52,650	\$45,950	3
Independent Consultant	\$95,235	\$98,000	8
GIS Business Development/ Sales & Marketing	\$106,695	\$99,000	39

**Private Sector – independent consultant**

<b>Salary by Job Title</b>	<b>Average Salary</b>	<b>Median Salary</b>	<b>Respondents</b>
Director of Geographic Information Systems/Geographic Information Officer (GIO)	\$106,444	\$110,000	9
GIS Manager	\$88,977	\$85,000	66
GIS Coordinator	\$69,796	\$70,000	27
GIS Specialist	\$61,398	\$60,000	52
GIS Programmer	\$89,205	\$92,500	12
GIS Analyst	\$62,879	\$63,950	90
GIS Technician	\$46,148	\$43,200	25
User of GIS (Heavy)	\$72,388	\$75,000	13
Educator/Trainer	\$25,000	\$25,000	1
Independent Consultant	\$122,430	\$100,000	15
GIS Business Development/ Sales & Marketing	\$86,233	\$98,500	6

**Public Utility or Authority**

<b>Salary by Job Title</b>	<b>Average Salary</b>	<b>Median Salary</b>	<b>Respondents</b>
Director of Geographic Information Systems/Geographic Information Officer (GIO)	\$116,193	\$110,000	5
GIS Manager	\$84,194	\$87,500	31
GIS Coordinator	\$76,180	\$68,000	26
GIS Specialist	\$62,284	\$61,350	20
GIS Programmer	\$86,963	\$85,600	8
GIS Analyst	\$70,517	\$70,000	37
GIS Technician	\$54,318	\$51,500	24
User of GIS (Heavy)	\$65,867	\$66,600	3
Educator/Trainer	\$60,000	\$60,000	1
Independent Consultant	\$140,000	\$140,000	1
GIS Business Development/ Sales & Marketing	-	-	-

**College or University**

<b>Salary by Job Title</b>	<b>Average Salary</b>	<b>Median Salary</b>	<b>Respondents</b>
Director of Geographic Information Systems/Geographic Information Officer (GIO)	\$83,650	\$77,500	10
GIS Manager	\$77,172	\$76,000	25
GIS Coordinator	\$69,341	\$65,000	11
GIS Specialist	\$60,199	\$62,000	7
GIS Programmer	\$66,175	\$67,100	4
GIS Analyst	\$61,973	\$59,100	16
GIS Technician	\$39,667	\$50,000	3
User of GIS (Heavy)	\$62,506	\$72,919	3
Educator/Trainer	\$78,001	\$72,600	59
Independent Consultant	-	-	-
GIS Business Development/ Sales & Marketing	-	-	-

## Nonprofit Organization

Salary by Job Title	Average Salary	Median Salary	Respondents
Director of Geographic Information Systems/Geographic Information Officer (GIO)	\$97,333	\$76,000	3
GIS Manager	\$83,376	\$79,790	16
GIS Coordinator	\$71,262	\$70,333	7
GIS Specialist	\$45,807	\$48,000	7
GIS Programmer	\$60,000	\$60,000	1
GIS Analyst	\$51,529	\$44,000	18
GIS Technician	\$43,394	\$37,000	3
User of GIS (Heavy)	\$48,250	\$50,500	4
Educator/Trainer	\$87,000	\$87,000	1
Independent Consultant	-	-	-
GIS Business Development/ Sales & Marketing	-	-	-

## Q5 Please indicate your current annual salary. (In US Dollars. Please do not include dollar signs or commas)

Answered: 606 Skipped: 13

	2017 ANNUAL SALARY	TOTAL
Q4: Director of Geographic Information Systems/Geographic Information Officer (GIO)	100.00% 8	1.32% 8
Q4: GIS Manager	100.00% 163	26.90% 163
Q4: GIS Coordinator	100.00% 119	19.64% 119
Q4: GIS Specialist	100.00% 54	8.91% 54
Q4: GIS Programmer	100.00% 23	3.80% 23
Q4: GIS Analyst	100.00% 147	24.26% 147
Q4: GIS Technician	100.00% 71	11.72% 71
Q4: User of GIS (heavy)	100.00% 21	3.47% 21
Q4: Educator/Trainer	0.00% 0	0.00% 0
Q4: Independent Consultant	0.00% 0	0.00% 0
Q4: GIS Business Development/Sales & Marketing	0.00% 0	0.00% 0
Total Respondents	606	606

2017 Annual Salary					
BASIC STATISTICS	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Q4: Director of Geographic Information Systems/Geographic Information Officer (GIO)	68,000.00	120,000.00	95,500.00	96,129.88	14,665.24
Q4: GIS Manager	30,000.00	134,000.00	77,490.00	77,595.13	18,140.32
Q4: GIS Coordinator	38,500.00	132,400.00	65,632.00	69,292.33	16,750.70
Q4: GIS Specialist	36,500.00	110,538.00	61,555.50	63,429.80	14,043.03
Q4: GIS Programmer	50,544.00	128,000.00	71,000.00	74,021.65	19,204.78
Q4: GIS Analyst	23,000.00	108,000.00	61,422.00	62,407.14	14,786.23
Q4: GIS Technician	9,278.00	83,000.00	48,000.00	48,391.72	13,533.59
Q4: User of GIS (heavy)	38,000.00	94,000.00	63,300.00	65,009.29	15,337.99
Q4: Educator/Trainer	0.00	0.00	0.00	0.00	0.00
Q4: Independent Consultant	0.00	0.00	0.00	0.00	0.00
Q4: GIS Business Development/Sales & Marketing	0.00	0.00	0.00	0.00	0.00

## Q5 Please indicate your current annual salary. (In US Dollars. Please do not include dollar signs or commas)

Answered: 499   Skipped: 10

	2017 ANNUAL SALARY	TOTAL
Q4: Director of Geographic Information Systems/Geographic Information Officer (GIO)	100.00% 35	7.01% 35
Q4: GIS Manager	100.00% 123	24.65% 123
Q4: GIS Coordinator	100.00% 71	14.23% 71
Q4: GIS Specialist	100.00% 65	13.03% 65
Q4: GIS Programmer	100.00% 25	5.01% 25
Q4: GIS Analyst	100.00% 119	23.85% 119
Q4: GIS Technician	100.00% 51	10.22% 51
Q4: User of GIS (heavy)	100.00% 8	1.60% 8
Q4: Educator/Trainer	0.00% 0	0.00% 0
Q4: Independent Consultant	0.00% 0	0.00% 0
Q4: GIS Business Development/Sales & Marketing	100.00% 2	0.40% 2
Total Respondents	499	499

2017 Annual Salary					
BASIC STATISTICS	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Q4: Director of Geographic Information Systems/Geographic Information Officer (GIO)	29,000.00	166,000.00	86,500.00	89,219.83	28,318.01
Q4: GIS Manager	36,470.00	155,100.00	72,189.00	76,035.12	22,589.34
Q4: GIS Coordinator	30,600.00	104,000.00	60,000.00	63,837.80	17,170.87
Q4: GIS Specialist	26,000.00	110,000.00	53,000.00	55,791.40	16,482.28
Q4: GIS Programmer	34,000.00	117,000.00	71,000.00	72,313.48	22,120.78
Q4: GIS Analyst	36,000.00	110,000.00	57,100.00	61,176.59	15,744.22
Q4: GIS Technician	21,000.00	63,000.00	40,850.00	42,312.78	8,866.40
Q4: User of GIS (heavy)	30,000.00	97,000.00	52,150.00	56,953.38	21,477.11
Q4: Educator/Trainer	0.00	0.00	0.00	0.00	0.00
Q4: Independent Consultant	0.00	0.00	0.00	0.00	0.00
Q4: GIS Business Development/Sales & Marketing	71,000.00	133,000.00	102,000.00	102,000.00	31,000.00



## Q5 Please indicate your current annual salary. (In US Dollars. Please do not include dollar signs or commas)

Answered: 101 Skipped: 2

	2017 ANNUAL SALARY	TOTAL
Q4: Director of Geographic Information Systems/Geographic Information Officer (GIO)	100.00% 7	6.93% 7
Q4: GIS Manager	100.00% 23	22.77% 23
Q4: GIS Coordinator	100.00% 20	19.80% 20
Q4: GIS Specialist	100.00% 15	14.85% 15
Q4: GIS Programmer	100.00% 4	3.96% 4
Q4: GIS Analyst	100.00% 18	17.82% 18
Q4: GIS Technician	100.00% 10	9.90% 10
Q4: User of GIS (heavy)	100.00% 4	3.96% 4
Q4: Educator/Trainer	0.00% 0	0.00% 0
Q4: Independent Consultant	0.00% 0	0.00% 0
Q4: GIS Business Development/Sales & Marketing	0.00% 0	0.00% 0
Total Respondents	101	101

2017 Annual Salary					
BASIC STATISTICS	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Q4: Director of Geographic Information Systems/Geographic Information Officer (GIO)	60,000.00	116,000.00	87,500.00	91,071.43	17,280.11
Q4: GIS Manager	45,000.00	115,000.00	80,000.00	79,386.04	17,705.95
Q4: GIS Coordinator	40,887.00	104,000.00	68,496.00	70,748.45	16,714.03
Q4: GIS Specialist	36,000.00	101,000.00	65,478.00	70,985.20	21,999.64
Q4: GIS Programmer	67,014.00	92,000.00	69,164.00	74,335.50	10,253.36
Q4: GIS Analyst	32,000.00	110,000.00	59,344.50	65,097.17	19,861.67
Q4: GIS Technician	35,000.00	57,000.00	43,500.00	43,695.00	6,013.92
Q4: User of GIS (heavy)	39,186.00	60,000.00	46,750.00	48,171.50	7,513.64
Q4: Educator/Trainer	0.00	0.00	0.00	0.00	0.00
Q4: Independent Consultant	0.00	0.00	0.00	0.00	0.00
Q4: GIS Business Development/Sales & Marketing	0.00	0.00	0.00	0.00	0.00

## Q5 Please indicate your current annual salary. (In US Dollars. Please do not include dollar signs or commas)

Answered: 253    Skipped: 8

	2017 ANNUAL SALARY	TOTAL
Q4: Director of Geographic Information Systems/Geographic Information Officer (GIO)	100.00% 12	4.74% 12
Q4: GIS Manager	100.00% 43	17.00% 43
Q4: GIS Coordinator	100.00% 42	16.60% 42
Q4: GIS Specialist	100.00% 37	14.62% 37
Q4: GIS Programmer	100.00% 13	5.14% 13
Q4: GIS Analyst	100.00% 70	27.67% 70
Q4: GIS Technician	100.00% 15	5.93% 15
Q4: User of GIS (heavy)	100.00% 21	8.30% 21
Q4: Educator/Trainer	0.00% 0	0.00% 0
Q4: Independent Consultant	0.00% 0	0.00% 0
Q4: GIS Business Development/Sales & Marketing	0.00% 0	0.00% 0
Total Respondents	253	253

2017 Annual Salary					
BASIC STATISTICS	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Q4: Director of Geographic Information Systems/Geographic Information Officer (GIO)	61,000.00	130,000.00	100,000.00	99,216.50	17,631.00
Q4: GIS Manager	21,000.00	150,000.00	74,000.00	76,199.23	24,829.69
Q4: GIS Coordinator	36,000.00	116,480.00	70,000.00	69,933.86	18,529.78
Q4: GIS Specialist	38,190.00	96,000.00	65,000.00	66,608.59	14,200.89
Q4: GIS Programmer	49,116.00	91,000.00	80,000.00	75,678.31	11,653.96
Q4: GIS Analyst	32,838.00	92,000.00	57,000.00	59,104.80	12,375.66
Q4: GIS Technician	9,000.00	100,186.00	40,500.00	46,704.67	21,091.34
Q4: User of GIS (heavy)	39,000.00	105,000.00	60,000.00	66,270.43	20,195.19
Q4: Educator/Trainer	0.00	0.00	0.00	0.00	0.00
Q4: Independent Consultant	0.00	0.00	0.00	0.00	0.00
Q4: GIS Business Development/Sales & Marketing	0.00	0.00	0.00	0.00	0.00

## Q5 Please indicate your current annual salary. (In US Dollars. Please do not include dollar signs or commas)

Answered: 138    Skipped: 1

	2017 ANNUAL SALARY	TOTAL
Q4: Director of Geographic Information Systems/Geographic Information Officer (GIO)	100.00% 8	5.80% 8
Q4: GIS Manager	100.00% 21	15.22% 21
Q4: GIS Coordinator	100.00% 21	15.22% 21
Q4: GIS Specialist	100.00% 36	26.09% 36
Q4: GIS Programmer	100.00% 11	7.97% 11
Q4: GIS Analyst	100.00% 27	19.57% 27
Q4: GIS Technician	100.00% 6	4.35% 6
Q4: User of GIS (heavy)	100.00% 6	4.35% 6
Q4: Educator/Trainer	100.00% 2	1.45% 2
Q4: Independent Consultant	0.00% 0	0.00% 0
Q4: GIS Business Development/Sales & Marketing	0.00% 0	0.00% 0
Total Respondents	138	138

2017 Annual Salary					
BASIC STATISTICS	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Q4: Director of Geographic Information Systems/Geographic Information Officer (GIO)	88,296.00	144,000.00	116,500.00	114,426.75	18,584.09
Q4: GIS Manager	44,700.00	155,000.00	86,000.00	84,876.95	24,680.38
Q4: GIS Coordinator	60,000.00	125,000.00	84,197.00	88,057.43	16,212.94
Q4: GIS Specialist	40,580.00	119,000.00	66,466.50	71,911.14	19,428.71
Q4: GIS Programmer	50,000.00	110,000.00	76,000.00	80,845.45	17,126.34
Q4: GIS Analyst	26,500.00	104,000.00	67,000.00	67,648.00	17,215.84
Q4: GIS Technician	42,000.00	80,000.00	52,017.50	57,031.33	14,497.58
Q4: User of GIS (heavy)	24,000.00	83,000.00	57,500.00	57,000.00	21,969.68
Q4: Educator/Trainer	74,449.00	93,000.00	83,724.50	83,724.50	9,275.50
Q4: Independent Consultant	0.00	0.00	0.00	0.00	0.00
Q4: GIS Business Development/Sales & Marketing	0.00	0.00	0.00	0.00	0.00

## Q5 Please indicate your current annual salary. (In US Dollars. Please do not include dollar signs or commas)

Answered: 395 Skipped: 20

	2017 ANNUAL SALARY	TOTAL
Q4: Director of Geographic Information Systems/Geographic Information Officer (GIO)	100.00% 10	2.53% 10
Q4: GIS Manager	100.00% 80	20.25% 80
Q4: GIS Coordinator	100.00% 39	9.87% 39
Q4: GIS Specialist	100.00% 58	14.68% 58
Q4: GIS Programmer	100.00% 41	10.38% 41
Q4: GIS Analyst	100.00% 83	21.01% 83
Q4: GIS Technician	100.00% 22	5.57% 22
Q4: User of GIS (heavy)	100.00% 12	3.04% 12
Q4: Educator/Trainer	100.00% 3	0.76% 3
Q4: Independent Consultant	100.00% 8	2.03% 8
Q4: GIS Business Development/Sales & Marketing	100.00% 39	9.87% 39
Total Respondents	395	395

2017 Annual Salary					
BASIC STATISTICS	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Q4: Director of Geographic Information Systems/Geographic Information Officer (GIO)	80,000.00	169,000.00	110,000.00	115,455.20	28,019.75
Q4: GIS Manager	25,600.00	153,000.00	89,813.50	88,719.24	25,987.17
Q4: GIS Coordinator	37,000.00	137,700.00	70,000.00	70,595.74	18,723.21
Q4: GIS Specialist	20,000.00	110,000.00	63,000.00	65,514.78	19,204.71
Q4: GIS Programmer	36,000.00	170,000.00	87,720.00	88,681.71	28,926.45
Q4: GIS Analyst	10,000.00	116,000.00	60,000.00	61,399.08	18,170.34
Q4: GIS Technician	31,200.00	74,000.00	42,000.00	47,729.41	12,972.23
Q4: User of GIS (heavy)	42,000.00	300,000.00	70,000.00	89,255.00	68,848.04
Q4: Educator/Trainer	45,000.00	67,000.00	45,950.00	52,650.00	10,154.39
Q4: Independent Consultant	28,000.00	165,000.00	98,000.00	95,235.00	42,497.61
Q4: GIS Business Development/Sales & Marketing	36,000.00	232,000.00	99,000.00	106,694.87	41,732.72

## Q5 Please indicate your current annual salary. (In US Dollars. Please do not include dollar signs or commas)

Answered: 316 Skipped: 17

	2017 ANNUAL SALARY	TOTAL
Q4: Director of Geographic Information Systems/Geographic Information Officer (GIO)	100.00% 9	2.85% 9
Q4: GIS Manager	100.00% 66	20.89% 66
Q4: GIS Coordinator	100.00% 27	8.54% 27
Q4: GIS Specialist	100.00% 52	16.46% 52
Q4: GIS Programmer	100.00% 12	3.80% 12
Q4: GIS Analyst	100.00% 90	28.48% 90
Q4: GIS Technician	100.00% 25	7.91% 25
Q4: User of GIS (heavy)	100.00% 13	4.11% 13
Q4: Educator/Trainer	100.00% 1	0.32% 1
Q4: Independent Consultant	100.00% 15	4.75% 15
Q4: GIS Business Development/Sales & Marketing	100.00% 6	1.90% 6
Total Respondents	316	316

2017 Annual Salary					
BASIC STATISTICS	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Q4: Director of Geographic Information Systems/Geographic Information Officer (GIO)	64,000.00	140,000.00	110,000.00	106,444.44	24,761.58
Q4: GIS Manager	53,500.00	140,000.00	85,000.00	88,977.05	22,154.48
Q4: GIS Coordinator	45,000.00	110,000.00	70,000.00	69,795.63	16,233.89
Q4: GIS Specialist	36,500.00	100,000.00	60,000.00	61,398.42	13,877.51
Q4: GIS Programmer	45,000.00	140,000.00	92,500.00	89,205.33	22,320.63
Q4: GIS Analyst	27,784.00	120,000.00	63,950.00	62,879.40	15,995.17
Q4: GIS Technician	28,896.00	70,000.00	43,200.00	46,147.84	11,190.08
Q4: User of GIS (heavy)	45,000.00	95,000.00	75,000.00	72,388.46	16,223.30
Q4: Educator/Trainer	25,000.00	25,000.00	25,000.00	25,000.00	0.00
Q4: Independent Consultant	50,000.00	360,000.00	100,000.00	122,430.20	73,471.28
Q4: GIS Business Development/Sales & Marketing	38,000.00	110,000.00	98,500.00	86,233.33	26,862.72

## Q5 Please indicate your current annual salary. (In US Dollars. Please do not include dollar signs or commas)

Answered: 156    Skipped: 8

	2017 ANNUAL SALARY	TOTAL
Q4: Director of Geographic Information Systems/Geographic Information Officer (GIO)	100.00% 5	3.21% 5
Q4: GIS Manager	100.00% 31	19.87% 31
Q4: GIS Coordinator	100.00% 26	16.67% 26
Q4: GIS Specialist	100.00% 20	12.82% 20
Q4: GIS Programmer	100.00% 8	5.13% 8
Q4: GIS Analyst	100.00% 37	23.72% 37
Q4: GIS Technician	100.00% 24	15.38% 24
Q4: User of GIS (heavy)	100.00% 3	1.92% 3
Q4: Educator/Trainer	100.00% 1	0.64% 1
Q4: Independent Consultant	100.00% 1	0.64% 1
Q4: GIS Business Development/Sales & Marketing	0.00% 0	0.00% 0
Total Respondents	156	156

2017 Annual Salary					
BASIC STATISTICS	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Q4: Director of Geographic Information Systems/Geographic Information Officer (GIO)	92,000.00	174,600.00	110,000.00	116,193.40	30,275.49
Q4: GIS Manager	46,614.00	130,500.00	87,500.00	84,194.42	20,077.60
Q4: GIS Coordinator	35,000.00	140,000.00	68,000.00	76,180.23	27,632.49
Q4: GIS Specialist	14,500.00	105,000.00	61,350.00	62,284.25	17,344.64
Q4: GIS Programmer	60,000.00	105,000.00	85,600.00	86,962.50	14,062.71
Q4: GIS Analyst	45,000.00	121,430.00	70,000.00	70,517.30	16,105.67
Q4: GIS Technician	34,000.00	104,374.00	51,500.00	54,317.83	15,160.72
Q4: User of GIS (heavy)	61,000.00	70,000.00	66,600.00	65,866.67	3,710.65
Q4: Educator/Trainer	60,000.00	60,000.00	60,000.00	60,000.00	0.00
Q4: Independent Consultant	140,000.00	140,000.00	140,000.00	140,000.00	0.00
Q4: GIS Business Development/Sales & Marketing	0.00	0.00	0.00	0.00	0.00

## Q5 Please indicate your current annual salary. (In US Dollars. Please do not include dollar signs or commas)

Answered: 138    Skipped: 5

	2017 ANNUAL SALARY	TOTAL
Q4: Director of Geographic Information Systems/Geographic Information Officer (GIO)	100.00% 10	7.25% 10
Q4: GIS Manager	100.00% 25	18.12% 25
Q4: GIS Coordinator	100.00% 11	7.97% 11
Q4: GIS Specialist	100.00% 7	5.07% 7
Q4: GIS Programmer	100.00% 4	2.90% 4
Q4: GIS Analyst	100.00% 16	11.59% 16
Q4: GIS Technician	100.00% 3	2.17% 3
Q4: User of GIS (heavy)	100.00% 3	2.17% 3
Q4: Educator/Trainer	100.00% 59	42.75% 59
Q4: Independent Consultant	0.00% 0	0.00% 0
Q4: GIS Business Development/Sales & Marketing	0.00% 0	0.00% 0
Total Respondents	138	138

2017 Annual Salary					
BASIC STATISTICS	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Q4: Director of Geographic Information Systems/Geographic Information Officer (GIO)	60,000.00	125,000.00	77,500.00	83,650.00	17,589.84
Q4: GIS Manager	41,000.00	111,000.00	76,000.00	77,172.44	16,595.42
Q4: GIS Coordinator	50,000.00	92,000.00	65,000.00	69,340.91	12,148.83
Q4: GIS Specialist	43,000.00	76,000.00	62,000.00	60,199.43	12,404.32
Q4: GIS Programmer	47,000.00	83,500.00	67,100.00	66,175.00	13,099.31
Q4: GIS Analyst	33,200.00	87,120.00	59,100.00	61,973.44	15,764.27
Q4: GIS Technician	15,000.00	54,000.00	50,000.00	39,666.67	17,518.24
Q4: User of GIS (heavy)	28,000.00	86,600.00	72,919.00	62,506.33	25,030.75
Q4: Educator/Trainer	30,000.00	151,000.00	72,600.00	78,000.54	24,826.07
Q4: Independent Consultant	0.00	0.00	0.00	0.00	0.00
Q4: GIS Business Development/Sales & Marketing	0.00	0.00	0.00	0.00	0.00

## Q5 Please indicate your current annual salary. (In US Dollars. Please do not include dollar signs or commas)

Answered: 60    Skipped: 2

	2017 ANNUAL SALARY	TOTAL
Q4: Director of Geographic Information Systems/Geographic Information Officer (GIO)	100.00% 3	5.00% 3
Q4: GIS Manager	100.00% 16	26.67% 16
Q4: GIS Coordinator	100.00% 7	11.67% 7
Q4: GIS Specialist	100.00% 7	11.67% 7
Q4: GIS Programmer	100.00% 1	1.67% 1
Q4: GIS Analyst	100.00% 18	30.00% 18
Q4: GIS Technician	100.00% 3	5.00% 3
Q4: User of GIS (heavy)	100.00% 4	6.67% 4
Q4: Educator/Trainer	100.00% 1	1.67% 1
Q4: Independent Consultant	0.00% 0	0.00% 0
Q4: GIS Business Development/Sales & Marketing	0.00% 0	0.00% 0
Total Respondents	60	60

2017 Annual Salary					
BASIC STATISTICS	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Q4: Director of Geographic Information Systems/Geographic Information Officer (GIO)	56,000.00	160,000.00	76,000.00	97,333.33	45,057.99
Q4: GIS Manager	52,000.00	140,000.00	79,760.00	83,376.25	26,422.88
Q4: GIS Coordinator	24,000.00	140,000.00	70,333.00	71,261.86	33,370.68
Q4: GIS Specialist	19,200.00	60,800.00	48,000.00	45,807.14	12,923.30
Q4: GIS Programmer	60,000.00	60,000.00	60,000.00	60,000.00	0.00
Q4: GIS Analyst	33,000.00	85,000.00	44,000.00	51,528.67	14,445.25
Q4: GIS Technician	30,183.00	63,000.00	37,000.00	43,394.33	14,139.88
Q4: User of GIS (heavy)	36,000.00	56,000.00	50,500.00	48,250.00	8,377.80
Q4: Educator/Trainer	87,000.00	87,000.00	87,000.00	87,000.00	0.00
Q4: Independent Consultant	0.00	0.00	0.00	0.00	0.00
Q4: GIS Business Development/Sales & Marketing	0.00	0.00	0.00	0.00	0.00



## ***URISA 2017 GIS Salary Survey Results***

**Salary data tables for each job title according to GISP Certification status.**

Yes, I am a GISP.	42.4%
No, I am not a GISP.	<u>57.6%</u>
	100.0%
Respondents	(2,596)

<b>Salary by GISP Certification</b>	<b>Average Salary</b>	<b>Median Salary</b>	<b>Respondents</b>
Yes, I am a GISP	\$76,632	\$73,000	1,102
No, I'm not a GISP	\$66,550	\$62,000	1,494

**Hold GISP Certification**

<b>Salary by Job Title</b>	<b>Average Salary</b>	<b>Median Salary</b>	<b>Respondents</b>
Director of Geographic Information Systems/Geographic Information Officer (GIO)	\$97,479	\$96,500	62
GIS Manager	\$82,676	\$80,000	341
GIS Coordinator	\$73,869	\$71,552	181
GIS Specialist	\$68,249	\$65,000	124
GIS Programmer	\$82,869	\$80,000	54
GIS Analyst	\$66,159	\$64,500	245
GIS Technician	\$54,233	\$52,000	19
User of GIS (Heavy)	\$77,665	\$72,919	21
Educator/Trainer	\$80,911	\$79,908	18
Independent Consultant	\$100,909	\$81,000	11
GIS Business Development/ Sales & Marketing	\$103,089	\$99,500	18

**Do NOT Hold GISP Certification**

<b>Salary by Job Title</b>	<b>Average Salary</b>	<b>Median Salary</b>	<b>Respondents</b>
Director of Geographic Information Systems/Geographic Information Officer (GIO)	\$97,122	\$94,000	41
GIS Manager	\$79,327	\$76,500	239
GIS Coordinator	\$66,674	\$63,500	201
GIS Specialist	\$60,043	\$58,000	210
GIS Programmer	\$79,678	\$80,000	81
GIS Analyst	\$59,954	\$58,000	368
GIS Technician	\$46,833	\$45,000	196
User of GIS (Heavy)	\$65,857	\$60,000	68
Educator/Trainer	\$75,934	\$70,500	42
Independent Consultant	\$128,030	\$115,000	11
GIS Business Development/ Sales & Marketing	\$107,746	\$97,500	24

## Q5 Please indicate your current annual salary. (In US Dollars. Please do not include dollar signs or commas)

Answered: 1,094    Skipped: 0

	2017 ANNUAL SALARY	TOTAL
Q4: Director of Geographic Information Systems/Geographic Information Officer (GIO)	100.00% 62	5.67% 62
Q4: GIS Manager	100.00% 341	31.17% 341
Q4: GIS Coordinator	100.00% 181	16.54% 181
Q4: GIS Specialist	100.00% 124	11.33% 124
Q4: GIS Programmer	100.00% 54	4.94% 54
Q4: GIS Analyst	100.00% 245	22.39% 245
Q4: GIS Technician	100.00% 19	1.74% 19
Q4: User of GIS (heavy)	100.00% 21	1.92% 21
Q4: Educator/Trainer	100.00% 18	1.65% 18
Q4: Independent Consultant	100.00% 11	1.01% 11
Q4: GIS Business Development/Sales & Marketing	100.00% 18	1.65% 18
Total Respondents	1,094	1,094

2017 Annual Salary					
BASIC STATISTICS	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Q4: Director of Geographic Information Systems/Geographic Information Officer (GIO)	49,000.00	150,000.00	96,500.00	97,479.00	23,292.04
Q4: GIS Manager	30,000.00	155,100.00	80,000.00	82,676.24	21,583.67
Q4: GIS Coordinator	36,000.00	140,000.00	71,552.00	73,868.67	18,891.49
Q4: GIS Specialist	36,000.00	127,000.00	65,000.00	68,248.52	17,151.06
Q4: GIS Programmer	49,116.00	170,000.00	80,000.00	82,869.19	23,219.10
Q4: GIS Analyst	18,700.00	123,000.00	64,500.00	66,158.86	16,510.41
Q4: GIS Technician	32,740.00	104,374.00	52,000.00	54,232.79	16,732.56
Q4: User of GIS (heavy)	48,000.00	127,000.00	72,919.00	77,664.57	20,795.81
Q4: Educator/Trainer	51,000.00	130,000.00	79,907.50	80,910.89	18,881.14
Q4: Independent Consultant	48,000.00	165,000.00	81,000.00	100,909.09	39,378.02
Q4: GIS Business Development/Sales & Marketing	55,000.00	133,000.00	99,500.00	103,088.89	21,259.27

## Q5 Please indicate your current annual salary. (In US Dollars. Please do not include dollar signs or commas)

Answered: 1,481    Skipped: 0

	2017 ANNUAL SALARY	TOTAL
Q4: Director of Geographic Information Systems/Geographic Information Officer (GIO)	100.00% 41	2.77% 41
Q4: GIS Manager	100.00% 239	16.14% 239
Q4: GIS Coordinator	100.00% 201	13.57% 201
Q4: GIS Specialist	100.00% 210	14.18% 210
Q4: GIS Programmer	100.00% 81	5.47% 81
Q4: GIS Analyst	100.00% 368	24.85% 368
Q4: GIS Technician	100.00% 196	13.23% 196
Q4: User of GIS (heavy)	100.00% 68	4.59% 68
Q4: Educator/Trainer	100.00% 42	2.84% 42
Q4: Independent Consultant	100.00% 11	0.74% 11
Q4: GIS Business Development/Sales & Marketing	100.00% 24	1.62% 24
Total Respondents	1,481	1,481

2017 Annual Salary					
BASIC STATISTICS	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Q4: Director of Geographic Information Systems/Geographic Information Officer (GIO)	29,000.00	174,600.00	94,000.00	97,122.29	30,275.62
Q4: GIS Manager	25,600.00	150,000.00	76,500.00	79,326.79	23,389.46
Q4: GIS Coordinator	24,000.00	132,400.00	63,500.00	66,674.26	18,395.49
Q4: GIS Specialist	14,500.00	119,000.00	58,000.00	60,042.53	17,768.13
Q4: GIS Programmer	34,000.00	134,000.00	80,000.00	79,678.06	22,350.07
Q4: GIS Analyst	23,000.00	110,000.00	58,000.00	59,954.28	15,221.19
Q4: GIS Technician	9,000.00	100,186.00	45,000.00	46,832.55	12,767.13
Q4: User of GIS (heavy)	24,000.00	300,000.00	60,000.00	65,857.49	34,125.66
Q4: Educator/Trainer	25,000.00	151,000.00	70,500.00	75,933.67	28,096.63
Q4: Independent Consultant	28,000.00	360,000.00	115,000.00	128,030.27	84,551.49
Q4: GIS Business Development/Sales & Marketing	36,000.00	232,000.00	97,500.00	107,745.83	50,670.53

## ***URISA 2017 GIS Salary Survey Results***

**Salary data tables for each job title according to gender.**

Female	34.1%
Male	<u>65.9%</u>
	100.0%
Respondents	(2,557)

<b>Salary by Gender</b>	<b>Average Salary</b>	<b>Median Salary</b>	<b>Respondents</b>
Female	\$67,154	\$64,599	872
Male	\$72,655	\$70,000	1,685

**Female**

<b>Salary by Job Title</b>	<b>Average Salary</b>	<b>Median Salary</b>	<b>Respondents</b>
Director of Geographic Information Systems/Geographic Information Officer (GIO)	\$100,835	\$93,500	23
GIS Manager	\$77,263	\$75,000	179
GIS Coordinator	\$67,464	\$66,191	136
GIS Specialist	\$61,381	\$61,132	126
GIS Programmer	\$72,239	\$75,075	21
GIS Analyst	\$61,219	\$59,780	227
GIS Technician	\$47,194	\$45,000	75
User of GIS (Heavy)	\$63,541	\$57,500	32
Educator/Trainer	\$72,493	\$72,000	27
Independent Consultant	\$129,333	\$90,500	6
GIS Business Development/ Sales & Marketing	\$92,308	\$76,000	13

**Male**

<b>Salary by Job Title</b>	<b>Average Salary</b>	<b>Median Salary</b>	<b>Respondents</b>
Director of Geographic Information Systems/Geographic Information Officer (GIO)	\$95,728	\$95,000	79
GIS Manager	\$82,995	\$80,000	395
GIS Coordinator	\$71,685	\$70,000	239
GIS Specialist	\$63,999	\$61,000	200
GIS Programmer	\$82,560	\$80,000	114
GIS Analyst	\$63,195	\$61,360	375
GIS Technician	\$47,643	\$45,630	140
User of GIS (Heavy)	\$71,508	\$71,000	55
Educator/Trainer	\$81,463	\$75,000	33
Independent Consultant	\$108,896	\$117,500	16
GIS Business Development/ Sales & Marketing	\$112,911	\$105,000	28



## Q5 Please indicate your current annual salary. (In US Dollars. Please do not include dollar signs or commas)

Answered: 865    Skipped: 0

	2017 ANNUAL SALARY	TOTAL
Q4: Director of Geographic Information Systems/Geographic Information Officer (GIO)	100.00% 23	2.66% 23
Q4: GIS Manager	100.00% 179	20.69% 179
Q4: GIS Coordinator	100.00% 136	15.72% 136
Q4: GIS Specialist	100.00% 126	14.57% 126
Q4: GIS Programmer	100.00% 21	2.43% 21
Q4: GIS Analyst	100.00% 227	26.24% 227
Q4: GIS Technician	100.00% 75	8.67% 75
Q4: User of GIS (heavy)	100.00% 32	3.70% 32
Q4: Educator/Trainer	100.00% 27	3.12% 27
Q4: Independent Consultant	100.00% 6	0.69% 6
Q4: GIS Business Development/Sales & Marketing	100.00% 13	1.50% 13
Total Respondents	865	865

2017 Annual Salary					
BASIC STATISTICS	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Q4: Director of Geographic Information Systems/Geographic Information Officer (GIO)	52,500.00	166,000.00	93,500.00	100,835.43	29,449.02
Q4: GIS Manager	25,600.00	144,000.00	75,000.00	77,262.97	19,850.47
Q4: GIS Coordinator	33,000.00	140,000.00	66,191.00	67,463.66	16,278.06
Q4: GIS Specialist	14,500.00	110,538.00	61,132.00	61,381.04	16,259.33
Q4: GIS Programmer	46,000.00	105,000.00	75,075.00	72,239.05	18,328.88
Q4: GIS Analyst	18,700.00	110,000.00	59,780.00	61,219.25	14,836.32
Q4: GIS Technician	9,278.00	81,252.00	45,000.00	47,193.67	12,992.31
Q4: User of GIS (heavy)	38,000.00	100,000.00	57,500.00	63,541.09	17,986.84
Q4: Educator/Trainer	30,000.00	130,000.00	72,000.00	72,493.48	21,742.88
Q4: Independent Consultant	50,000.00	360,000.00	90,500.00	129,333.33	107,256.18
Q4: GIS Business Development/Sales & Marketing	36,000.00	215,000.00	76,000.00	92,307.69	42,260.63

## Q5 Please indicate your current annual salary. (In US Dollars. Please do not include dollar signs or commas)

Answered: 1,674 Skipped: 0

	2017 ANNUAL SALARY	TOTAL
Q4: Director of Geographic Information Systems/Geographic Information Officer (GIO)	100.00% 79	4.72% 79
Q4: GIS Manager	100.00% 395	23.60% 395
Q4: GIS Coordinator	100.00% 239	14.28% 239
Q4: GIS Specialist	100.00% 200	11.95% 200
Q4: GIS Programmer	100.00% 114	6.81% 114
Q4: GIS Analyst	100.00% 375	22.40% 375
Q4: GIS Technician	100.00% 140	8.36% 140
Q4: User of GIS (heavy)	100.00% 55	3.29% 55
Q4: Educator/Trainer	100.00% 33	1.97% 33
Q4: Independent Consultant	100.00% 16	0.96% 16
Q4: GIS Business Development/Sales & Marketing	100.00% 28	1.67% 28
Total Respondents	1,674	1,674

2017 Annual Salary					
BASIC STATISTICS	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Q4: Director of Geographic Information Systems/Geographic Information Officer (GIO)	29,000.00	174,600.00	95,000.00	95,727.81	24,805.65
Q4: GIS Manager	27,446.00	155,100.00	80,000.00	82,995.27	23,217.29
Q4: GIS Coordinator	24,000.00	140,000.00	70,000.00	71,685.07	20,315.56
Q4: GIS Specialist	19,200.00	127,000.00	61,000.00	63,998.69	18,979.31
Q4: GIS Programmer	34,000.00	170,000.00	80,000.00	82,559.99	23,124.46
Q4: GIS Analyst	23,000.00	123,000.00	61,360.00	63,195.15	16,751.35
Q4: GIS Technician	9,000.00	104,374.00	45,630.00	47,643.41	13,508.25
Q4: User of GIS (heavy)	24,000.00	300,000.00	71,000.00	71,508.18	37,551.07
Q4: Educator/Trainer	25,000.00	151,000.00	75,000.00	81,463.21	28,029.02
Q4: Independent Consultant	28,000.00	180,000.00	117,500.00	108,895.81	42,496.32
Q4: GIS Business Development/Sales & Marketing	55,000.00	232,000.00	105,000.00	112,910.71	38,873.89