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Rhode Island Convention Center Authority

**Executive Director / CEO &
Finance Function
Compensation
Benchmarking Assessment**



May 26, 2026

Project Goals & Scope

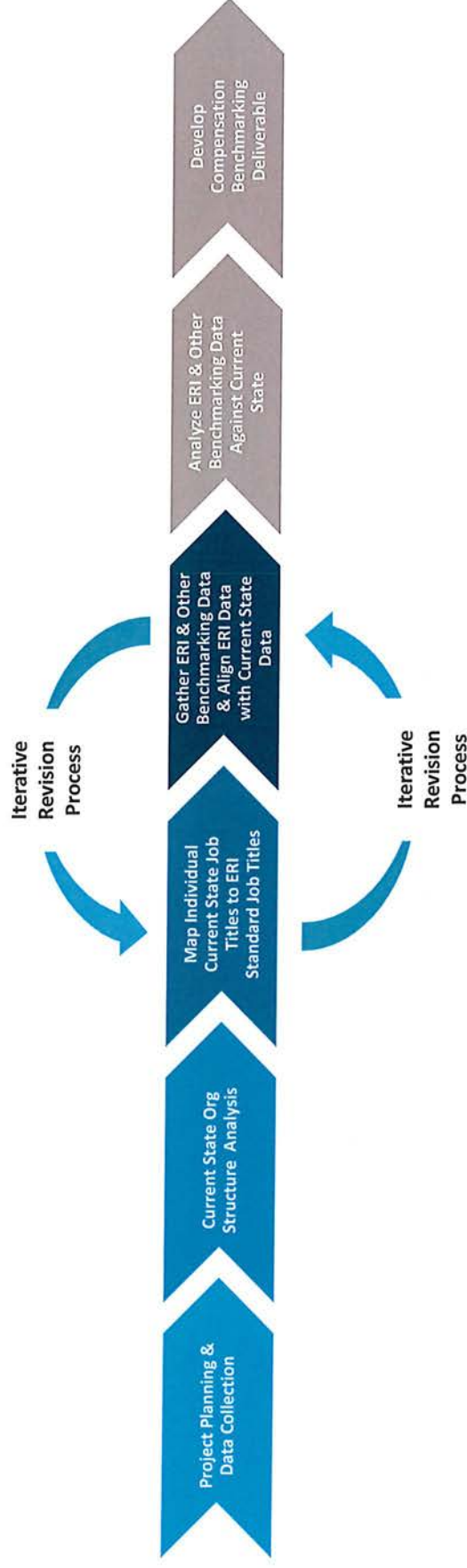
Citrin Cooperman was engaged by the Rhode Island Convention Center Authority ("RICCA") to perform a compensation benchmarking assessment of the Executive Director / CEO and the Finance Team. The project goals and scope are summarized below:

- **Goals & Objectives**
 - Assess current Executive Director / CEO and finance team compensation relative to market benchmarks
 - Establish objective benchmarks using ERI data and comparable public sources
 - Align internal roles to standardized market positions for accurate comparison
 - Evaluate compensation across two NAICS benchmarks to reflect industry alignment and variability
 - Identify gaps and variances at the individual resource level
- **Scope of Work:**
 - **Data collection:** Payroll, compensation, and role / experience data for Executive Director / CEO & finance team
 - **Role alignment:** Map internal roles to benchmark job titles via leadership input
 - **Benchmarking analysis:** ERI-based comparison supplemented with public data across two NAICS views
 - **Model development:** Individual-level comparison of current vs. market compensation
 - **Deliverable:** Compensation Benchmarking Analysis Workbook (Excel) and PowerPoint Report

Compensation Benchmarking Approach

High-Level Overview

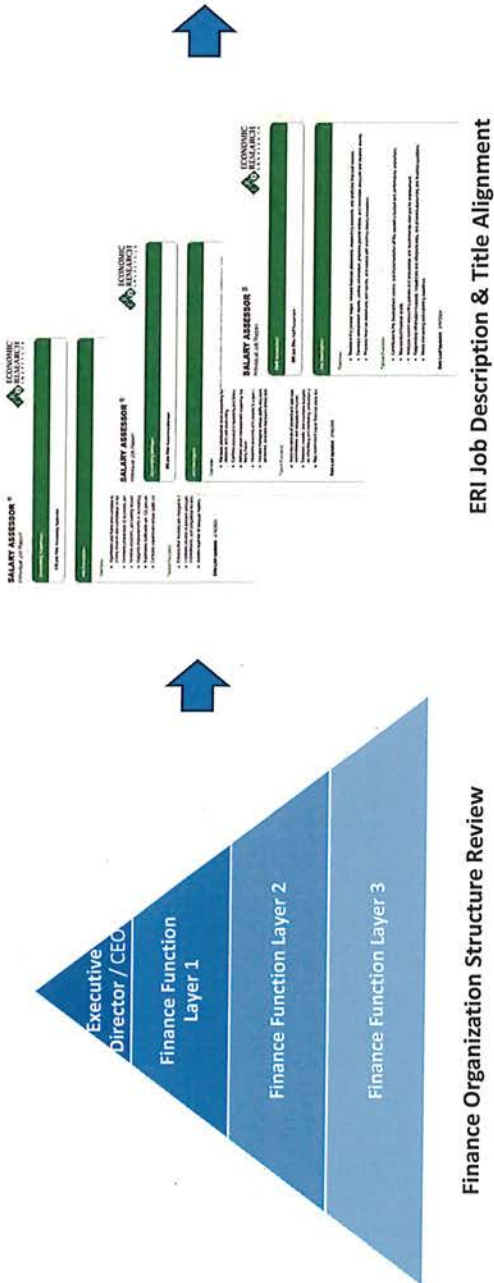
The following diagram illustrates our high-level approach to performing compensation benchmarking assessments:



Compensation Benchmarking Approach

Resource Role Mapping & Title Alignment

The following illustrates the process for evaluating the applicable roles and responsibilities, evaluation of applicable standard ERI job descriptions, and individual resources to the standardized ERI job titles

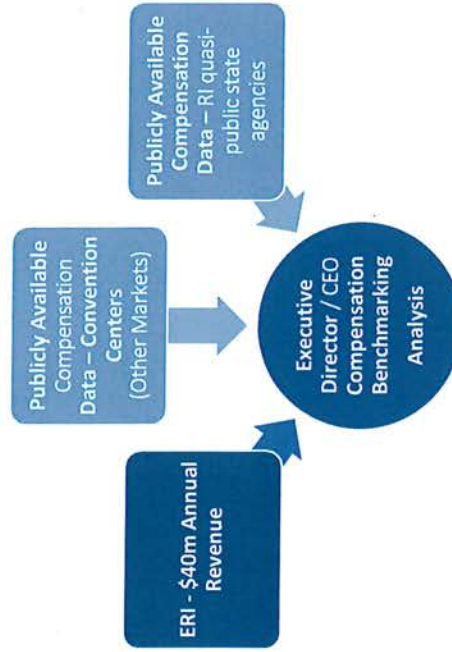


Mapping of Resource to Standardized RI Job Titles

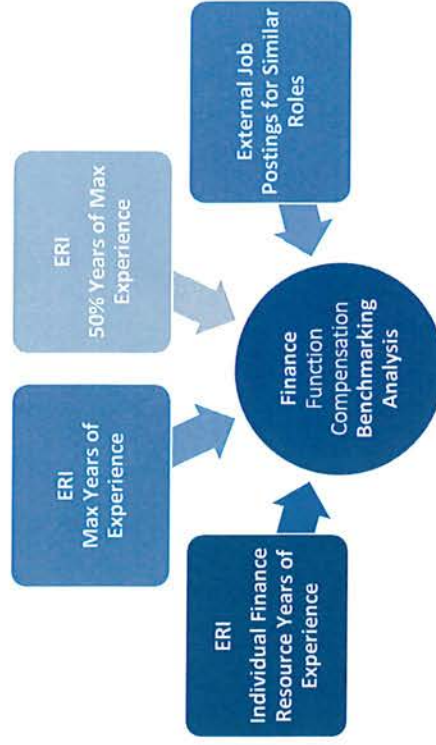
Compensation Benchmarking Approach Overview of Data Sources

The following diagrams illustrate the different data sources used to support the Executive Director / CEO and Finance Function compensation benchmarking analysis contained within this document

Executive Director / CEO Data Sources Overview



Finance Function Benchmarking Data Sources Overview



Executive Director / CEO Compensation Benchmarking Summary

The following table contains a summary of the three different data sources used for the Executive Director / CEO compensation benchmarking analysis:

Data Source	Compensation Benchmarking Ranges				
	Min	25th	Mean	75th	Max
ERI Benchmarking Data - Allocated	N/A	\$ 234,089	\$ 290,880	\$ 357,861	N/A
Convention Centers (Other Markets)	\$ 229,001	\$ 251,712	\$ 344,294	\$ 444,754	\$ 504,505
RI Quasi-Public State Agencies	\$ 191,277	\$ 235,732	\$ 250,463	\$ 259,739	\$ 327,818
Average	\$ 210,139	\$ 240,511	\$ 295,212	\$ 354,118	\$ 416,161

Executive Director FY27 Compensation: \$ 242,586

Based on analysis, budgeted FY2027 total compensation for the RICCA Executive Director / CEO falls below the mean compensation for the role and currently approximates the 25th percentile

Finance Function Compensation Benchmarking

Individual Resource Summary

The table on the following slide contains a summary of three different perspectives of the Finance Function compensation analysis:

- The first based on ERI compensation benchmarking data driven by individual resource years of experience ("ERI - Years of Experience")
- The second a consolidation of three benchmarking data sets – ERI based on max years of experience for the role, ERI 50% of max years of experience, and publicly available job listings for similar roles ("All Benchmarking Sources")
- The third contains a blended weighting methodology which was applied to "ERI - Years of Experience" and "All Benchmarking Sources" data to align benchmark outputs with the Finance Function's tenure profile while incorporating broader market pricing for similarly skilled talent.



Finance Function Compensation Benchmarking

Individual Resource Summary

RPOCA FY27 Budget			ERI Salary Assessor - Individual Years of Experience				All Benchmarking Sources - ERI (MAX), ERI (50%), Job Listings			80 / 50 Weighted Benchmarking Analysis					
ERI Title	FTE	Years of Experience	Total Compensation			Total Cash			Benchmarking Weighting			Total Weighted Benchmark Amount			
			Current Salary			25th Percentile			Mean			75th Percentile			
			Alloc %			25th Percentile			Mean			75th Percentile			
Tier 1 Layer - Manager & Supervisory Staff															
Accounting Manager / Accounting Supervisor	1.0	20+	\$ 112,551	10% / 90%	\$ 128,022	\$ 141,467	\$ 154,965	\$ 102,366	\$ 111,892	\$ 123,636	50%	50%	\$ 115,194	\$ 126,680	\$ 139,300
Accounting Manager / Accounting Supervisor	1.0	20+	\$ 109,174	5% / 95%	\$ 124,380	\$ 137,468	\$ 150,579	\$ 100,402	\$ 109,175	\$ 120,112	50%	50%	\$ 112,391	\$ 123,321	\$ 135,345
Accounting Manager / Accounting Supervisor	1.0	20+	\$ 106,923	5% / 95%	\$ 124,380	\$ 137,468	\$ 150,579	\$ 100,402	\$ 109,175	\$ 120,112	50%	50%	\$ 112,391	\$ 123,321	\$ 135,345
Tier 2 Layer - Staff Accountants / Purchasing															
Staff Accountant / Accounting Clerk	1.0	20+	\$ 78,786	50% / 50%	\$ 81,695	\$ 89,389	\$ 96,699	\$ 65,588	\$ 72,431	\$ 79,154	50%	50%	\$ 73,641	\$ 80,910	\$ 87,927
Staff Accountant / Accounting Clerk	1.0	20+	\$ 66,999	20% / 80%	\$ 71,347	\$ 77,659	\$ 83,447	\$ 59,758	\$ 64,348	\$ 69,169	50%	50%	\$ 65,552	\$ 71,003	\$ 76,308
Purchasing Clerk / Purchasing Specialist	1.0	5 - 10	\$ 77,250	30% / 70%	\$ 73,427	\$ 80,991	\$ 88,354	\$ 70,514	\$ 76,914	\$ 81,579	50%	50%	\$ 71,971	\$ 78,952	\$ 84,966
Tier 3 Layer - Clerks & Associates															
Accounting Clerk / Accounting Associate	1.0	20+	\$ 65,776	80% / 20%	\$ 63,720	\$ 69,057	\$ 73,776	\$ 56,355	\$ 59,916	\$ 62,035	50%	50%	\$ 60,038	\$ 63,986	\$ 67,905
Accounting Associate / Administrative Assistant	1.0	15 - 20+	\$ 76,491	10% / 90%	\$ 65,435	\$ 71,968	\$ 78,179	\$ 55,832	\$ 59,803	\$ 63,117	50%	50%	\$ 60,634	\$ 65,885	\$ 70,648
Staff Accountant / Accounting Clerk	0.8	20	\$ 74,984	40% / 60%	\$ 62,596	\$ 68,383	\$ 73,826	\$ 63,645	\$ 69,737	\$ 75,826	50%	50%	\$ 63,121	\$ 69,060	\$ 74,826
Accounts Payable Representative / Accounts Payable Specialist	1.0	20	\$ 72,100	20% / 80%	\$ 63,720	\$ 68,272	\$ 72,008	\$ 57,013	\$ 59,141	\$ 61,243	50%	50%	\$ 60,366	\$ 63,706	\$ 66,625