

2024 National Cannabis Industry Salary Survey

DATA EFFECTIVE:
January 1, 2024

Prepared by:

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EXAMPLE ONLY

Survey #	Budtender							
Initiate and complete transactions with customers. Maintain a register, handle cash, and drawers. Convey accurate product information to patients and customers.			FLSA Status					
			Non-Exempt	Exempt				
			100%	0%				
			Min Hire Rate	% Union				
			\$14.00	0%				
			Base Salary					
	# of Orgs	# of EE's	10th %	25th %	Median	Average	75th %	90th %
RESULTS								
National	443	1,234	\$14.36	\$15.67	\$17.47	\$18.28	\$19.95	\$23.34
States								
California	46	68	\$16.11	\$19.12	\$18.50	\$21.09	\$22.78	\$24.96
Washington	7	15	\$15.67	\$18.60	\$17.36	\$20.02	\$21.56	\$23.45
Pennsylvania	10	26	\$14.25	\$15.60	\$18.91	\$17.81	\$20.83	\$21.63
Maine	12	30	\$15.23	\$17.07	\$16.90	\$18.83	\$20.14	\$22.98
Alabama	8	20	\$14.37	\$14.60	\$14.09	\$16.23	\$18.75	\$19.18
Arizona	12	24	\$16.42	\$18.65	\$19.10	\$21.04	\$21.75	\$22.08
Revenue Size (in Millions)								
Less than \$10 M	190	224	\$15.45	\$17.10	\$16.84	\$18.33	\$19.45	\$21.54
\$10-\$50 M	120	300	\$15.45	\$18.19	\$17.11	\$19.69	\$20.16	\$22.35

\$50-\$100 M	72	210	\$15.60	\$18.91	\$17.81	\$20.83	\$22.35	\$23.45
Greater than \$100 M	61	500	\$15.86	\$18.33	\$17.58	\$20.00	\$21.65	\$22.89
Total Employee Size (FTEs)								
Less than 50	264	622	\$15.74	\$17.33	\$17.01	\$18.64	\$19.62	\$22.15
50-100	143	389	\$15.98	\$18.29	\$17.97	\$20.05	\$21.87	\$23.46
100-300	20	98	\$14.75	\$16.67	\$16.50	\$18.45	\$21.25	\$23.49
Greater than 300	17	125	\$14.73	\$16.22	\$16.07	\$17.61	\$19.34	\$21.87

EXAMPLE 01

Wage and Salary Survey Purpose Statement

It is the intent of Charvat Consulting to provide organizations with a high quality salary survey. Further, Charvat Consulting realizes that we work in a fast changing environment and is committed to updating participants on certain priority issues throughout the year.

Our objectives of this survey are outlined below:

1. To provide a legal format for the exchange of salary related information.
2. To survey positions in the Cannabis Industry sector.
3. To ensure confidentiality, no one other than Charvat Consulting will have access to individual data.

This survey is CONFIDENTIAL and produced solely for the use by Organizations within the Cannabis Industry Sector. Survey information is not to be shared or provided to anyone.

This survey is designed as a reference ONLY. Charvat Consulting is not advocating the use of this survey exclusively for all compensation related needs.

Survey Highlights

This section provides an overview of participant demographics and an analysis of some survey statistics and pay practices.

Introduction

The effective date of the survey data is January 1, 2024. Information was requested on 83 unique benchmark positions, of which there was a sufficient response to report data on 68 positions, covering 100,759 employees.

Each benchmark position has a summary section with data sorted by region and school designation (public or private). Information was collected on pay ranges, actual pay rates, exempt/non-exempt status, union status, and for management positions, bonus eligibility.

Participation

2,378 Organizations participated in the survey.

2024 National Cannabis Industry Salary Survey
Participant List

<u>Organization Name</u>	<u>State</u>

**2024 National Cannabis Industry Salary Survey
Job List**

Job Title
Accountant
Accounts Payable Clerk
Accounts Receivable Clerk
Administrative Assistant
Agronomist
Attorney
Brand Manager
Budtender
Cannabis Advisor
Chemist
Chief Executive Officer (CEO)
Chief Financial Officer (CFO)
Chief Marketing Officer
Chief Operations Officer
Chief Revenue Officer
Chief Scientific Officer
Manager Compliance
Controller
Cultivation Technician
Director Compliance
Director Cultivation
Director Distribution
Director Extraction
Director Finance
Director Human Resources
Director Marketing
Director Merchandising
Director Operations
Director Retail
Driver
Event Manager
Extraction Lead
Extraction Technician

Financial Analyst
General Manager
Grower
Harvest Specialist
Human Resources Generalist
Legal Assistant
Manager Accounting
Manager Delivery
Manager Digital Marketing
Manager Dispatch
Manager Dispensary
Manager E-Commerce
Manager Extraction Lab
Manager Human Resources
Manager Packaging
Manager Social Media
Manager Supply Chain
Manager Testing Laboratory
Manager Tissue Culture
Manager Warehouse
Microbiologist
Plant Breeder
Production Manager
Security Officer (unarmed)
Tissue Culture Technician
Trimmer
Vice President Compliance
Vice President Cultivation
Vice President Human Resources
Vice President Marketing
Vice President Operations
Vice President Product Development
Vice President Retail
Vice President Sales
Vice President Technology
Warehouse Technician