

The Community Foundation  
of Jackson Hole

## SALARY SURVEY



COMMUNITY  
FOUNDATION  
OF JACKSON HOLE



Improving lives through philanthropic leadership.

## **The Community Foundation of Jackson Hole 2010 Nonprofit Salary Survey**

### Introduction

The Community Foundation conducted the first Jackson Hole Nonprofit Salary Survey in 1998 as a resource for Executive Directors and Boards of local nonprofit agencies when developing budgets and reviewing employee compensation. Since then, the Foundation has produced two additional surveys – one in 2004 and another in 2007. The 2010 survey is the fourth edition and includes information on how organizations have responded to the changing economy.

To learn more about the technical assistance and services available to nonprofits, please visit the Community Foundation website [www.cfjacksonhole.org](http://www.cfjacksonhole.org) or contact our office at 307-739-1026.



## **The Community Foundation of Jackson Hole 2010 Nonprofit Salary Survey**

Organizations have been grouped based on annual budget size. While we tried to ensure a reasonable representation in each category, please note that information in the report is not inclusive of all Jackson Hole nonprofits – only those organizations that responded to the survey. The number of respondents is listed in each category. When comparing the 2010 Salary Survey report to the 2007 or 2004 report, please note that the categories have changed.

The following categories are used throughout this report:

### **Organizational Budget Categories**

Group A	\$0-\$49,999
Group B	\$50,000-\$99,999
Group C	\$100,000-\$299,999
Group D	\$300,000-\$499,999
Group E	\$500,000-\$999,999
Group F	Over \$1 million

# 2010 Jackson Hole Nonprofit Salary Survey Executive Summary

## Respondents

- One hundred eleven nonprofit organizations in Teton County, Wyoming were invited to participate in the 2010 nonprofit salary survey. Seventy-five organizations completed the survey for a 68% response rate, including salary data for 360 full time positions, 140 part time and contract employees, and 148 seasonal workers for a total of 648 paid staff.
- These organizations utilize over 2,500 community volunteers every year. Thirty-four percent of responding organizations offer a formal volunteer training and orientation program, and 61% are seeking to expand their volunteer program.
- In 2007, the salary survey was sent to 97 nonprofit organizations in Teton County, Wyoming and received 70 responses, including salary data for 247 paid staff and 83 contract positions for a total of 330 positions. The 2004 salary survey received 71 responses, including salary information for 253 total positions in Teton County, Wyoming and Teton County, Idaho. Forty-five nonprofits participated in the first Community Foundation of Jackson Hole salary survey in 1998.
- Of the 75 responding organizations, 28% are health and human service agencies; 15% focus on educational programs; 21% work on conservation/environmental issues; 9% are related to the arts; and three organizations (4%) characterized themselves as focusing on: recreation, animals and civic, respectively. Twelve organizations, or 15%, focus on some “other” category including transportation, religion and international policy.
- The largest response group included 21 organizations with annual operating budgets between \$100,000 and \$299,999. The second largest response group was organizations with budgets over \$1 million with 14 responses.
- Forty-nine participating organizations pay for dedicated office space.
- Participating nonprofit organizations are responding to the difficult financial situation in a variety of ways: 30% reduced staff and/or reduced programs, while 25% reduced employee hours and/or salaries. Another 25% increased volunteer use, and 20% reduced benefits. Forty percent responded in some “other” way, such as salary and hiring freezes, increasing workloads without increasing salaries and utilizing additional VISTA volunteers. Several organizations also commented that the poor economic situation has increased demand for their services (this was a multiple answer question).

## Salaries (see tables for detailed information)

- Salaries varied greatly by budget size and number of hours worked per week. The overall mean salary for CEO/Executive Director was \$64,509 when all salaries were calculated at 40 hours/week. However, the mean salary for full time salaried CEOs was \$74,939, up approximately \$10,000 from the fulltime CEO mean salary of \$65,000 in 2007.
- Mean salaries for full time salary employees increased an average of 16% from 2007. Full time Executive Director salaries increased an average of 15%, while Chief Operating Officer and Chief Financial Officer salaries increased an average of 7% and 13%, respectively. Development Directors saw the largest salary increase of 29%, while specialized staff salaries increased just 1%.

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- Salaries are shown in the report where the majority of the responses reflect a full time salaried position; responses provided for part time salary or hourly employees were calculated for a full time (40 hours/week) salary in these instances. Where an hourly wage is shown, the majority of responses reflect an hourly position.

### Issues Specific to CEO/Executive Directors

- As would be expected, CEOs at organizations with a budget over \$1 million receive the highest pay, averaging more than double the mean salary for the smallest organizations surveyed, at \$101,750. This is a \$15,000 increase from the average CEO salary of \$85,800 in 2007 for organizations surveyed with a budget over \$1.5M.
- Twenty-four of 57 responding Executive Directors are under 50 years old, while the same number are 50-59, and nine CEOs are over 60 years old; 64% are women.
- Over 40% of CEOs hold a bachelor's degree and another 40% hold a Masters or PhD.
- Six CEOs reported their relocation expenses were paid when they moved for their current position. Fifty percent own their home, and 9% receive a housing allowance.
- Overall, participating Executive Directors had been in their position an average of eight years, and had 11 years prior experience.
- Fourteen percent of responding CEOs have a succession plan in place for their position.
- Of the 10% highest paid CEOs, all are receiving an annual salary over \$100,000, two have been in their position five years or less, and all but one have ten or more years prior experience.

### Benefits

- As in 2004 and 2007, well over half offer some health insurance and paid vacation:
  - 72% provide medical insurance, 45% offer dental coverage;
  - 80% offer paid vacation, 69% also offer sick days, and 48% allow staff members to take unpaid leave;
  - Only 34% of organizations provide maternity/paternity leave;
  - 66% report employees have "flexible schedules."
- Less than half, 38%, offer a retirement plan or 403(b), down 2% from 2007.
- Other benefits offered include: 55% have employee education and professional development opportunities; 8% offer a housing loan or allowance; and 6% have a staff ski pass or discount.

### Local Context

- Salary ranges by position for the Town of Jackson and Teton County show salaries for municipal department heads and County agency directors range \$68,000-\$98,000, compared to the average nonprofit Executive Director salary of \$64,509. In addition, municipal associate planner and Public Health Nurse average \$45,090, eight percent higher than nonprofit specialized staff at \$41,092.
- The starting salary for teachers at Teton County School District #1 is \$54,528 for a 38-week contract, or a \$74,620 annualized salary. On average, local teachers are earning 82% more than nonprofit specialized staff (\$41,092).

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- Professional Directors employed by the Teton County School District start with a \$71,792 base salary, with additional increments for responsibility and years of experience. This starting pay is 8% higher than the average nonprofit Executive Director salary of \$64,509.
- The Wyoming Department of Employment's Quarterly Covered Employment and Wages report shows the average weekly wage in Teton County by sector for the second quarter, 2009:
  - "Professional and Technical Services" earn \$56,628 when calculated annually;
  - "Administrative & Support Services" earn \$33,592 when calculated annually;
  - "Social Assistance" employees earn \$27,456 when calculated annually;
  - "Membership Associations & Organizations" earn \$40,612 when calculated annually.

### State of Wyoming

- The last year complete employment and earnings statistics are available from the Wyoming Department of Employment is 2006.
- The Wyoming Wage Survey\* prepared in September 2009 reports the following:
  - Statewide median salary for "Management Occupations" is \$68,279;
  - Statewide median salary for "Public Administration" occupations is \$44,186;
  - Statewide median salary for "Healthcare & Social Assistance" occupations is \$40,632;
  - Statewide median salary for "Community & Social Service" occupations is \$38,123.
- The Jackson Hole News and Guide reported in an article on April 7, 2010 that the statewide median income in Wyoming was \$62,077 in 2009, while the median income in Teton County was more than double at \$142,048. However, in the same article, local economist Jonathan Schechter said only 35% of total income in Jackson Hole is wages, the rest is investments.

### National Context

- According to a 2009 NonProfit Times Compensation and Benefits Survey, the average base salary for a nonprofit CEO/Executive Director in the United States is \$154,107, while the average Northwestern\*\* CEO earns \$127,823, compared to \$64,509 in Teton County, Wyoming.
- Nationally, 31% of nonprofit organizations pay their Executive Directors an average 7% bonus, bringing CEO total compensation to \$158,595 and \$137,826, nationally and in the Northwest, resp.
- The same study showed a 65% increase in CEO salaries nationally since 2005, and a 32% increase for Northwestern CEOs. Average salaries for CEO/ED's in Jackson Hole increased 16% between 2007 and 2010.
- On average, the NonProfit Times found CEOs of organizations with budgets between \$500,000-\$999,999 earn \$83,505, compared to \$84,922 in Jackson Hole. The study also reports the average salary of CEOs with budgets under \$500,000 is \$55,072, compared to \$50,095 in Teton County. And nationally, CEOs with budgets between \$1M and \$2.49M earn \$110,593 base salary while CEOs with budgets over \$1M in Jackson Hole earn \$101,750 on average.
- The NonProfit Times salary survey also includes data for the following positions:
  - National mean salary for Chief Operating Officers is \$121,164 base pay, with 27% also receiving an average 5% bonus, for a total compensation of \$123,476. *In Jackson Hole, the average salary for nonprofit Chief Operating Officers is \$53,688.*

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- National mean salary for Chief Financial Officers is \$112,818, with 23% also receiving an average 7% bonus, for a total compensation of \$115,722. *In Jackson Hole, the average salary for nonprofit Chief Financial Officers is \$53,385.*
- National mean salary for Bookkeepers is \$33,262, and \$40,000 or \$19/hour in the Northwest. *In Jackson Hole, most Bookkeepers are contracted at an average hourly rate of \$28/hour, which would calculate to a \$58,240 annual salary at 40 hours a week.*
- National mean salary for Program Directors is \$58,899, while Program Directors at organizations with budgets between \$500,000-\$999,999 earn \$43,599 on average. *In Jackson Hole, the average salary for a Program Director is \$53,803, while Program Directors at organizations with budgets between \$500,000-\$999,999 earn \$46,316.*
- National mean salary for Marketing Directors is \$59,219, and Marketing Directors at organizations in the Northwest earn \$66,455 on average. *In Jackson Hole, the average salary for Marketing Directors is \$43,963.*
- National mean salary for Development Directors is \$63,297, with 32% also receiving an average 2% bonus. *In Jackson Hole, the average salary for Development Directors is \$54,853.*
- The median income in Teton County in 2009 was \$142,048, almost two-thirds higher than the median income in the United States of \$55,361.

\*The Wyoming Wage Survey is available online, <http://doe.state.wy.us/lmi/EDSpub200909/TOC000.htm>

\*\*Northwestern states in the NonProfit Times salary survey were defined as: AK, CA, HI, ID, MT, OR, WA, WY.

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**Group F**

Annual operating budget over \$1 million

Total number of organizations: 14

- All employ an Executive Director, average salary: \$101,750.
- All employ significant number of staff: Average 16 FT employees.

**Group E**

Annual operating budget \$500,000-\$999,999

Total number of organizations: 12

- Eleven employ an Executive Director, average salary: \$84,922.
- Employ an average of six full time staff and three part time employees.

**Group D**

Annual operating budget \$300,000-\$499,999

Total number of organizations: 8

- Seven employ an Executive Director, average salary: \$66,057.
- Employ an average of three full time and two part time employees.

**Group C**

Annual operating budget \$100,000-\$299,999

Total number of organizations: 21

- Seventeen employ an Executive Director, average salary: \$48,683.
- All employ staff: Average two full time and two part time employees.

**Group B**

Annual operating budget \$50,000-\$99,999

Total number of organizations: 12

- Seven employ an Executive Director, average salary: \$50,280.
- All employ staff: Average one full time and one part time employee.

**Group A**

Annual operating budget \$0-\$49,999

Total number of organizations: 6

- Three employ a part time Executive Director, average hourly rate is \$17.
- No organization has full time staff, and four employ part time staff.

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**Group F**

Annual operating budget over \$1 million

Total number of organizations: 14

**Number of Employees:** Group F (budget over \$1 million)

Mean Full Time Staff: 16      Organizations with no F.T. Staff: 0      Range: 4-78

Mean Part Time Staff: 2      Organizations with no P.T. Staff: 1

Mean Seasonal Staff: 5      Organizations with no Seasonal Staff: 6

Mean Volunteers: 63      Organizations with no volunteers: 4

Six organizations offer a formal volunteer training program; nine seek to expand volunteer programs.

**Executive Director/Chief Executive Officer:** Group F (budget over \$1 million)

Salary      Mean: \$101,750      Range: \$65,000-\$169,000

Years w/organization      Mean: 13      Range: 0-30

Years Prior Experience      Mean: 14      Range: 3-30

Degree Held      2 PhD, 6 MA, 4 BA, 2 Professional Certificates

No Position Exists: 0 cases      Position FT: 14 cases      Position PT: 0 cases

**Administrator/Chief Operating Officer:** Group F (budget over \$1 million)

Salary      Mean: \$97,333      Range: \$92,000-100,000

Degree Held      1 MA, 1 Professional Certificate, 1 MA + Professional Certificate

No Position Exists: 11 cases      Position FT: 3 cases      Position PT: 0 cases

**Professional Financial/CFO:** Group F (budget over \$1 million)

Salary      Mean: \$65,169      Range: \$45,000-\$90,625

Degree Held      5 BA, 3 BA + Professional Certificate

No Position Exists: 6 cases      Position FT: 7 cases      Position PT: 1 case

**Bookkeeper:** Group F (budget over \$1 million)

Salary      Mean: \$49,274      Range: \$26,000-\$72,800

Degree Held      2 HS, 8 BA

No Position Exists: 2 cases      Position FT: 7 cases      Position PT: 5 cases

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**Program Director:** Group F (budget over \$1 million)

Salary Mean: \$61,900 Range: \$38,000-\$80,000

Degree Held 5 BA, 8 MA, 1 PhD (multiple answer question)

No Position Exists: 5 cases Position FT: 9 cases Position PT: 1 cases

Number of people described: Mean: 2 Range: 1-5

**Marketing Director:** Group F (budget over \$1 million)

Salary Mean: \$56,250 Range: \$42,500-\$80,000

Degree Held 6 BA

No Position Exists: 8 cases Position FT: 5 cases Position PT: 1 cases

**Development Director:** Group F (budget over \$1 million)

Salary Mean: \$66,408 Range: \$41,600-\$90,938

Degree Held 1 BA, 3 MA, 1 PhD

No Position Exists: 10 cases Position FT: 4 cases Position PT: 1 cases

**Support staff:** Group F (budget over \$1 million)

Salary Mean: \$40,210 Range: \$29,120-\$60,000

Degree Held 5 HS, 9 BA, 1 MA, 1 "mixed" (multiple answer question)

No Position Exists: 1 case Position FT: 12 cases Position PT: 1 case

Number of people described: Mean: 3 Range: 1-5

**Specialized staff:** Group F (budget over \$1 million)

Salary Mean: \$44,752 Range: \$30,000-\$55,000

Degree Held 1 HS, 5 BA, 6 MA, 3 Professional Certificate or License  
(multiple answer question)

No Position Exists: 0 cases Position FT: 10 cases Position PT: 0 cases

Number of people described: Mean: 4 Range: 1-5

**Volunteer coordinator:** Group F (budget over \$1 million)

Salary Mean: \$37,051 Range: \$34,000-\$40,102

Degree Held 1 BA, 1 MA

No Position Exists: 12 cases Position FT: 2 cases Position PT: 0 cases



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**Group E**

Annual operating budget \$500,000-\$999,999

Total number of organizations: 12

**Number of Employees:** Group E (budget \$500,000-\$999,999)  
 Mean Full Time Staff: 6                      Organizations with no F.T. Staff: 1                      Range: 0-11  
 Mean Part Time Staff: 3                      Organizations with no P.T. Staff: 3  
 Mean Seasonal Staff: 2                      Organizations with no Seasonal Staff: 7  
 Mean Volunteers: 74                      Organizations with no volunteers: 1

5 organizations offer a formal volunteer training program; 8 seek to expand volunteer programs.

**Executive Director/Chief Executive Officer:** Group E (budget \$500,000-\$999,999)

Salary                      Mean: \$84,922                      Range: \$62,400-\$175,000

Years w/organization                      Mean: 6                      Range: 2-14

Years Prior Experience                      Mean: 11                      Range: 5-20

Degree Held                      8 BA, 2 MA

No Position Exists: 1 cases                      Position FT: 9 cases                      Position PT: 2 cases

**Administrator/Chief Operating Officer:** Group E (budget \$500,000-\$999,999)

Salary                      Mean: \$69,000                      Range: \$52,000-\$90,000

Degree Held                      1 BA, 1 MA, 1 MA + Professional Certificate

No Position Exists: 9 cases                      Position FT: 3 cases                      Position PT: 0 cases

**Professional Financial/CFO:** Group E (budget \$500,000-\$999,999)

No Position Exists: 12 cases

**Bookkeeper:** Group E (budget \$500,000-\$999,999)

Hourly Rate                      Mean: \$33/hour                      Range: \$17-\$75/hr

Degree Held                      1 HS, 6 BA, 1 MA, 1 BA + Professional Certificate  
(multiple answer question)

No Position Exists: 3 cases                      Position FT: 3 cases                      Position PT: 6 cases

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**Program Director:** Group E (budget \$500,000-\$999,999)

Salary Mean: \$46,316 Range: \$39,603-\$58,240

Degree Held 3 HS, 7 BA, 3 MA (multiple answer question)

No Position Exists: 3 cases Position FT: 8 cases Position PT: 1 cases

Number of people described: Mean: 1.5 Range: 1-3

**Marketing Director:** Group E (budget \$500,000-\$999,999)

Salary Mean: \$48,000 Range: \$48,000

Degree Held BA

No Position Exists: 11 cases Position FT: 1 case Position PT: 0 cases

**Development Director:** Group E (budget \$500,000-\$999,999)

Salary Mean: \$56,550 Range: \$45,000-\$72,000

Degree Held 1 HS, 2 BA, 1 MA

No Position Exists: 8 cases Position FT: 4 cases Position PT: 0 cases

**Support staff:** Group E (budget \$500,000-\$999,999)

Salary Mean: \$34,676 Range: \$27,040-\$43,500

Degree Held 5 HS, 8 BA, 1 MA, 1 "varies" (multiple answer question)

No Position Exists: 1 case Position FT: 5 cases Position PT: 6 cases

Number of people described: Mean: 2 Range: 1-5

**Specialized staff:** Group E (budget \$500,000-\$999,999)

Salary Mean: \$37,024 Range: \$24,960-\$52,000

Degree Held 2 HS, 4 BA, 2 Professional Certificates  
(multiple answer question)

No Position Exists: 6 cases Position FT: 4 cases Position PT: 2 cases

Number of people described: Mean: 3 Range: 1-5

**Volunteer coordinator:** Group E (budget \$500,000-\$999,999)

Salary Mean: \$19,200 Range: \$19,200

Degree Held BA

No Position Exists: 11 cases Position FT: 1 case Position PT: 0 cases



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**Group D**

Annual operating budget \$300,000-\$499,999

Total number of organizations: 8

**Number of Employees:** Group D (\$300,000-\$499,999)

Mean Full Time Staff: 3                      Organizations with no F.T. Staff: 0                      Range: 1-6

Mean Part Time Staff: 2                      Organizations with no P.T. Staff: 0

Mean Seasonal Staff: 3                      Organizations with no Seasonal Staff: 2

Mean Volunteers: 61                      Organizations with no volunteers: 0

3 organizations offer a formal volunteer training program; 6 seek to expand volunteer programs.

**Executive Director/Chief Executive Officer:** Group D (\$300,000-\$499,999)

Salary                      Mean: \$66,057                      Range: \$50,000-\$104,000

Years w/organization                      Mean: 6                      Range: 2-10

Years Prior Experience                      Mean: 11                      Range: 2-18

Degree Held                      1 HS, 1 Associate's Degree, 4 MA and 1 Professional Certificate

No Position Exists: 1 case                      Position FT: 7 cases                      Position PT: 0 cases

**Administrator/Chief Operating Officer:** Group D (\$300,000-\$499,999)

Salary                      Mean: \$37,627                      Range: \$33,284-\$41,600

Degree Held                      2 BA, 1 MA

No Position Exists: 5 cases                      Position FT: 0 cases                      Position PT: 3 cases

**Professional Financial/CFO:** Group D (\$300,000-\$499,999)

No Position Exists: 8 cases

**Bookkeeper:** Group D (\$300,000-\$499,999)

Hourly Rate                      \$20/hour                      *One organization provided salary information*

Degree Held                      1 BA (2 no information provided)

No Position Exists: 5 cases                      Position FT: 0 cases                      Position PT: 3 cases

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**Program Director:** Group D (\$300,000-\$499,999)

Salary Mean: \$49,789 Range: \$36,700-\$79,300

Degree Held 4 BA, 3 MA, 1 PhD, 1 Professional Certificate  
(multiple answer question)

No Position Exists: 1 case Position FT: 5 cases Position PT: 2 cases

Number of people described: Mean: 1.5 Range: 1-3

**Marketing Director:** Group D (\$300,000-\$499,999)

Salary Mean: \$46,613 Range: \$40,000-\$58,240

Degree Held 1 BA, 2 MA

No Position Exists: 5 cases Position FT: 0 cases Position PT: 3 cases

**Development Director:** Group D (\$300,000-\$499,999)

Salary Mean: \$51,500 Range: \$51,000-\$52,000

Degree Held 1 BA, 1 MA

No Position Exists: 6 cases Position FT: 1 case Position PT: 1 case

**Support staff:** Group D (\$300,000-\$499,999)

Hourly Rate Mean: \$15/hour Range: \$10-\$24/hour

Degree Held 3 HS, 2 BA, 1 MA (multiple answer question)

No Position Exists: 3 cases Position FT: 0 cases Position PT: 5 cases

Number of people described: Mean: 1 Range: 1-3

**Specialized staff:** Group D (\$300,000-\$499,999)

Hourly Rate Mean: \$31/hour Range: \$15-\$75/hour

Degree Held 1 HS, 2 BA, 3 MA, 1 PhD, 3 Professional Certificates  
(multiple answer question)

No Position Exists: 1 case Position FT: 3 cases Position PT: 4 cases

Number of people described: Mean: 2 Range: 1-5

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**Volunteer coordinator:** Group D (\$300,000-\$499,999)

Salary Mean: \$29,140 Range: \$25,000-\$33,280

Degree Held 2 BA

No Position Exists: 6 cases Position FT: 1 case Position PT: 1 case

Number of people described: Mean: 1 Range: 1

**Other:** Group D (\$300,000-\$499,999)

Hourly Rate \$75/hour *One organization provided salary information*

Degree Held BA

No Position Exists: 8 cases Position FT: 0 cases Position PT: 1 case (3 hrs/week)

Number of people described: 1

**Group D BENEFITS:**

*Health Insurance:* 3 organizations offer medical insurance; 3 organizations offer dental insurance; 0 offer vision; 3 offer prescription coverage.

*Vacation:* 7 organizations offer paid vacation, 8 offer holidays, 4 offer sick days.

*Professional Development:* 6 organizations offer employee education/professional development.

*Housing Loans or Allowance:* 1 organization offers housing loans or allowance.

*Retirement:* 2 organizations offer a 403(b) or 401(k) retirement account.

*Bonus:* 3 organizations offer employee bonuses

**Group D BUDGET:**

Percentage of budget salary

Mean: 48% Range: 21-70%

Percentage of budget benefits

Mean: 5.7% Range: 0-11%

Percentage of budget Programs

Mean: 60% Range: 7-96%

Percentage of budget Administrative

Mean: 20% Range: 3-83%

Percentage of budget Fundraising

Mean: 5.8% Range: 2-10%

7 organizations pay for dedicated office space.

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**Group C**

Annual operating budget \$100,000-\$299,999

Total number of organizations: 21

**Number of Employees:** Group C (budget \$100,000-\$299,999)  
 Mean Full Time Staff: 2                      Organizations with no F.T. Staff: 3                      Range: 0-5  
 Mean Part Time Staff: 2                      Organizations with no P.T. Staff: 6  
 Mean Seasonal Staff: 0                      Organizations with no Seasonal Staff: 17  
 Mean Volunteers: 11                      Organizations with no volunteers: 3

7 organizations offer a formal volunteer training program; 14 seek to expand volunteer programs.

**Executive Director/Chief Executive Officer:** Group C (budget \$100,000-\$299,999)

Salary                      Mean: \$48,683/year                      Range: \$32,500-\$70,000  
 Years w/organization                      Mean: 5                      Range: 0-20  
 Years Prior Experience                      Mean: 11                      Range: 0-30  
 Degree Held                      1 HS, 2 BA, 3 MA, 3 PhD, 1 JD, 1 Professional Certificate  
 No Position Exists: 4 cases                      Position FT: 13 cases                      Position PT: 4 cases

**Administrator/Chief Operating Officer:** Group C (budget \$100,000-\$299,999)

Salary                      Mean: \$29,760/year                      Range: \$20,000-\$39,520  
 Degree Held                      1 HS, 1 BA (working towards MA)  
 No Position Exists: 19 cases                      Position FT: 1 case                      Position PT: 1 case

**Professional Financial/CFO:** Group C (budget \$100,000-\$299,999)

Hourly Rate                      \$20/hour                      *One organization provided salary information*  
 Degree Held                      MA  
 No Position Exists: 20 cases                      Position FT: 0 cases                      Position PT: 1 case

**Bookkeeper:** Group C (budget \$100,000-\$299,999)

Hourly Rate                      Mean: \$40/hour                      Range: \$25-\$75/hour  
 Degree Held                      4 BA, 5 Professional Certificate  
 No Position Exists: 14 cases                      Position FT: 0 cases                      Position PT: 7 cases



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**Volunteer coordinator:** Group C (budget \$100,000-\$299,999)

Hourly Rate                      \$10/hour                      *One organization provided salary information*

Degree Held                      HS

No Position Exists: 20 cases      Position FT: 0 cases      Position PT: 1 case

Number of people described: 1

**Other:** Group C (budget \$100,000-\$299,999)

Hourly Rate                      \$25/hour                      *One organization provided salary information*

Degree Held                      HS

No Position Exists: 20 cases      Position FT: 0 cases      Position PT: 1 case

Number of people described: 1

**Group C BENEFITS:**

*Health Insurance:* 11 organizations offer medical insurance; 3 organizations offer dental insurance; 2 offer vision; 2 offer prescription coverage.

*Vacation:* 13 organizations offer paid vacation, 13 offer holidays, 12 offer sick days.

*Professional Development:* 7 organizations offer employee education/professional development.

*Housing Loans or Allowance:* One organization offers a housing loan or allowance.

*Retirement:* Two organizations offer a 403(b) or 401(k) retirement account.

*Bonus:* Seven organizations offer employee bonuses.

**Group C BUDGET:**

Percentage of budget salary

Mean: 42%                      Range: 20%-98%

Percentage of budget benefits

Mean: 3.2%                      Range: 0-20%

Percentage of budget Programs

Mean: 66%                      Range: 13%-92%

Percentage of budget Administrative

Mean: 18%                      Range: 2%-34%

Percentage of budget Fundraising

Mean: 10%                      Range: 1%-50%

16 organizations pay for dedicated office space.

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**Group B**

Annual operating budget \$50,000-\$99,999

Total number of organizations: 12

**Number of Employees:** Group B (budget \$50,000-\$99,999)  
 Mean Full Time Staff: 1      Organizations with no F.T. Staff: 6      Range: 0-2  
 Mean Part Time Staff: 1      Organizations with no P.T. Staff: 2  
 Mean Seasonal Staff: 2      Organizations with no Seasonal Staff: 9  
 Mean Volunteers: 13      Organizations with no volunteers: 1

1 organization offers a formal volunteer training program; 5 seek to expand volunteer programs.

**Executive Director/Chief Executive Officer:** Group B (budget \$50,000-\$99,999)

Salary      Mean: \$50,280      Range: \$24,000-\$72,800

Years w/organization      Mean: 7      Range: 1-19

Years Prior Experience      Mean: 7      Range: 0-20

Degree Held      4 BA, 3 MA

No Position Exists: 5 cases      Position FT: 5 cases      Position PT: 2 cases

**Administrator/Chief Operating Officer:** Group B (budget \$50,000-\$99,999)

Salary      Mean: \$34,720      Range: \$21,600-\$47,840

Degree Held      2 BA

No Position Exists: 10 cases      Position FT: 0 cases      Position PT: 2 cases

**Professional Financial/CFO:** Group B (budget \$50,000-\$99,999)

No Position Exists: 12 cases

**Bookkeeper:** Group B (budget \$50,000-\$99,999)

Hourly Rate      Mean: \$25/hour      Range: \$15-\$40/hour

Degree Held      4 BA, 2 Professional Certificate (multiple answer question)

No Position Exists: 8 cases      Position FT: 0 cases      Position PT: 4 cases





**Community Foundation of Jackson Hole  
2010 Nonprofit Salary Survey Report  
*Confidential: please do not distribute***

**Group A**

Annual operating budget \$0-\$49,999

Total number of organizations: 6

**Number of Employees:** Group A

Mean Full Time Staff: 0                      Organizations with no F.T. Staff: 6

Mean Part Time Staff: 1                      Organizations with no P.T. Staff: 4

Mean Seasonal Staff: 0                      Organizations with no Seasonal Staff: 6

Mean Volunteers: 5                      Organizations with no volunteers: 1

3 organizations offer a formal volunteer training program; 4 seek to expand volunteer programs.

**Executive Director/Chief Executive Officer:** Group A (budget \$0-\$49,999)

Hourly Rate                      Mean: \$17/hour                      Range: \$0-\$31/hour

Years in Job                      Mean: 9                      Range: 7-11

Years Prior Experience                      Mean: 5                      Range: 0-12

Degree Held                      1 BA, 1 MA, 1 BA + MA

No Position Exists: 3 cases                      Position FT: 0 cases                      Position PT: 3 cases

**Program Director:** Group A (budget \$0-\$49,999)

Hourly Rate                      \$20/hour                      *One organization provided salary information*

Degree Held                      MA

No Position Exists: 5 cases                      Position FT: 0 cases                      Position PT: 1 case

**Support staff:** Group A (budget \$0-\$49,999)

Hourly Rate                      \$15/hour                      *One organization provided salary information*

Degree Held                      BA

No Position Exists: 5 cases                      Position FT: 0 cases                      Position PT: 1 case

**Other:** Group A (budget \$0-\$49,999)

Hourly Rate                      \$70/hour                      *One organization provided salary information*

Degree Held                      MA + Professional Certificate

No Position Exists: 5 cases                      Position FT: 0 cases                      Position PT: 1 case

**Community Foundation of Jackson Hole**  
**2010 Nonprofit Salary Survey Report**  
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**Group A BENEFITS:**

*Health Insurance:* One organization offers medical insurance.

*Vacation:* One organization offers paid vacation and a flexible schedule.

**Group A BUDGET:**

Percentage of budget salary

Mean: 20%                      Range: 0-67%

Percentage of budget benefits

Mean: 1.3%                      Range: 0-8%

Percentage of budget Programs

Mean: 89%                      Range: 70%-95%

Percentage of budget Administrative

Mean: 7.2%                      Range: 0-28%

Percentage of budget Fundraising

Mean: 3.8%                      Range: 0-10%

Two organizations pay for dedicated office space.

**2010 Jackson Hole Nonprofit Salary Survey Table 1**  
**Executive Summary: Average Salary by Budget Size**

	<b>Overall Average</b>	<b>Group A 0-\$49,999</b>	<b>Group B \$50,000 - \$99,999</b>	<b>Group C \$100,000- \$299,999</b>	<b>Group D \$300,000- \$499,999</b>	<b>Group E \$500,000- \$999,999</b>	<b>Group F \$1M+</b>
<b>Executive Director/ CEO</b> 58 responses	\$64,509	(\$17/hr) \$35,360	\$50,280	\$48,683	\$66,057	\$84,922	\$101,750
<b>Administrator/ COO</b> 14 responses	\$53,688	N/A	\$34,720	\$29,760	\$37,627	\$69,000	\$97,333
<b>Professional Financial/CFO</b> 10 responses	\$53,385	N/A	N/A	\$41,600	N/A	N/A	\$65,169
<b>Bookkeeper</b> 35 responses	(\$28/hr) \$58,240	N/A	(\$25/hr) \$52,000	(\$40/hr) \$83,200	(\$20/hr) \$41,600	(\$33/hr) \$68,640	(\$24/hr) \$49,274
<b>Program Director</b> 40 responses	\$53,803	(\$20/hr) \$41,600	(\$39/hr) \$81,120	\$45,745	\$49,789	\$46,316	\$61,900
<b>Marketing Director</b> 12 responses	\$44,433	N/A	\$30,000	\$41,600	\$46,316	\$48,000	\$56,250
<b>Development Director</b> 13 responses	\$54,015	N/A	N/A	\$41,600	\$51,500	\$56,550	\$66,408
<b>Support Staff</b> 46 responses	\$34,759	(\$15/hr) \$31,200	\$35,721	\$35,544	\$31,200	\$34,676	\$40,210
<b>Specialized Staff</b> 32 responses	\$47,459	N/A	N/A	\$41,499	\$66,560	\$37,024	\$44,752
<b>Volunteer Coordinator</b> 9 responses	\$26,548	N/A	N/A	\$20,800	\$29,140	\$19,200	\$37,051
* All Salaries calculated at 40 hours/week							

**2010 Jackson Hole Nonprofit Salary Survey Table 2**

<b>Full-time Salary Employees</b>					
	<b>Responses</b>	<b>Mean</b>	<b>Median</b>	<b>High</b>	<b>Low</b>
<b>CEO</b>	44	\$74,939	\$66,625	\$175,000	\$24,000
<b>COO</b>	8	\$69,625	\$77,500	\$100,000	\$20,000
<b>CFO</b>	7	\$61,532	\$66,723	\$70,000	\$45,000
<b>Bookkeeper</b>	7	\$43,757	\$41,000	\$63,200	\$35,500
<b>Development</b>	9	\$63,071	\$61,200	\$90,938	\$45,000
<b>Marketing</b>	6	\$55,583	\$49,000	\$80,000	\$42,500
<b>Specialized</b>	14	\$44,891	\$47,400	\$55,000	\$33,290
<b>Full-time Hourly Employees</b>					
	<b>Responses</b>	<b>Mean \$/hr</b>	<b>Median</b>	<b>High</b>	<b>Low</b>
<b>CEO</b>	4	\$25.44	\$23.00	\$35.00	\$20.75
<b>COO</b>	0	N/A	N/A	N/A	N/A
<b>CFO</b>	0	N/A	N/A	N/A	N/A
<b>Bookkeeper</b>	0	N/A	N/A	N/A	N/A
<b>Development</b>	2	\$22.50	\$22.50	\$25.00	\$20.00
<b>Marketing</b>	0	N/A	N/A	N/A	N/A
<b>Specialized</b>	0	N/A	N/A	N/A	N/A
<b>Part-time Salary Employees (when calculated at 40 hrs/wk)</b>					
	<b>Responses</b>	<b>Mean</b>	<b>Median</b>	<b>High</b>	<b>Low</b>
<b>CEO</b>	7	\$61,627	\$58,240	\$76,800	\$36,000
<b>COO</b>	2	\$31,600	\$31,600	\$41,600	\$21,600
<b>CFO</b>	1	\$90,625	\$90,625	\$90,625	\$90,625
<b>Bookkeeper</b>	4	\$49,551	\$47,435	\$60,000	\$43,333
<b>Development</b>	0	N/A	N/A	N/A	N/A
<b>Marketing</b>	2	\$35,000	\$35,000	\$40,000	\$30,000
<b>Specialized</b>	3	\$41,710	\$40,000	\$48,880	\$36,250
<b>Part-time Hourly Employees</b>					
	<b>Responses</b>	<b>Mean \$/hr</b>	<b>Median</b>	<b>High</b>	<b>Low</b>
<b>CEO</b>	3	\$25.67	\$27.00	\$28.00	\$22.00
<b>COO</b>	4	\$18.78	\$18.05	\$23.00	\$17.10
<b>CFO</b>	1	\$20.00	\$20.00	\$20.00	\$20.00
<b>Bookkeeper</b>	20	\$34.63	\$35.00	\$75.00	\$12.50
<b>Development</b>	1	\$20.00	\$20.00	\$20.00	\$20.00
<b>Marketing</b>	4	\$23.25	\$22.50	\$28.00	\$20.00
<b>Specialized</b>	11	\$26.40	\$22.00	\$75.00	\$12.00

**2010 Jackson Hole Nonprofit Salary Survey**  
**Salaries by type 2010 v. 2007**

<b>Full-time Salary Employees: 2010</b>						<b>% Change '07-'10</b>	<b>Full-time Salary Employees: 2007</b>					
	<b>Responses</b>	<b>Mean</b>	<b>Median</b>	<b>High</b>	<b>Low</b>			<b>Responses</b>	<b>Mean</b>	<b>Median</b>	<b>High</b>	<b>Low</b>
<b>CEO</b>	44	\$74,939	\$66,625	\$175,000	\$24,000	15%	<b>CEO</b>	41	\$65,000	\$60,000	\$150,000	\$20,000
<b>COO</b>	8	\$69,625	\$77,500	\$100,000	\$20,000	7%	<b>COO</b>	8	\$64,900	\$61,300	\$82,500	\$50,000
<b>CFO</b>	7	\$61,532	\$66,723	\$70,000	\$45,000	13%	<b>CFO</b>	7	\$54,350	\$54,000	\$65,000	\$44,000
<b>Bookkeeper</b>	7	\$43,757	\$41,000	\$63,200	\$35,500	20%	<b>Bookkeeper</b>	4	\$36,250	\$36,750	\$37,000	\$34,500
<b>Development</b>	9	\$63,071	\$61,200	\$90,938	\$45,000	29%	<b>Development</b>	7	\$49,000	\$47,000	\$62,000	\$40,000
<b>Marketing</b>	6	\$55,583	\$49,000	\$80,000	\$42,500	25%	<b>Marketing</b>	6	\$44,500	\$45,000	\$50,000	\$35,000
<b>Specialized</b>	14	\$44,891	\$47,400	\$55,000	\$33,290	1%	<b>Specialized</b>	10	\$44,400	\$40,800	\$87,000	\$30,000
<b>Overall Mean % change in mean FT salaries 2007-2010:</b>						<b>16%</b>						
<b>Part-time Salary Employees (less than 40 hrs/wk)</b>							<b>Part-time Salary Employees (less than 40 hrs/wk)</b>					
	<b>Responses</b>	<b>Mean</b>	<b>Median</b>	<b>High</b>	<b>Low</b>			<b>Responses</b>	<b>Mean</b>	<b>Median</b>	<b>High</b>	<b>Low</b>
<b>CEO</b>	7	\$61,627	\$58,240	\$76,800	\$36,000	41%	<b>CEO</b>	11	\$43,700	\$39,000	\$70,000	\$30,000
<b>COO</b>	2	\$31,600	\$31,600	\$41,600	\$21,600	-41%	<b>COO</b>	2	\$53,800	\$53,800	\$57,600	\$50,000
<b>CFO</b>	1	\$90,625	\$90,625	\$90,625	\$90,625	68%	<b>CFO</b>	2	\$54,000	\$54,000	\$60,500	\$47,500
<b>Bookkeeper</b>	4	\$49,551	\$47,435	\$60,000	\$43,333	128%	<b>Bookkeeper</b>	5	\$21,700	\$14,000	\$37,000	\$12,000
<b>Development</b>	0	N/A	N/A	N/A	N/A		<b>Development</b>	5	\$35,800	\$39,000	\$46,800	\$20,000
<b>Marketing</b>	2	\$35,000	\$35,000	\$40,000	\$30,000	79%	<b>Marketing</b>	2	\$19,500	\$19,500	\$20,000	\$19,000
<b>Specialized</b>	3	\$41,710	\$40,000	\$48,880	\$36,250	9%	<b>Specialized</b>	6	\$38,250	\$37,650	\$54,000	\$26,000
<b>Overall Mean % change in mean PT salaries 2007-2010:</b>						<b>47%</b>						
<b>Part-time Hourly Employees</b>							<b>Part-time Hourly Employees</b>					
	<b>Responses</b>	<b>Mean \$/hr</b>	<b>Median</b>	<b>High</b>	<b>Low</b>			<b>Responses</b>	<b>Mean \$/hr</b>	<b>Median</b>	<b>High</b>	<b>Low</b>
<b>CEO</b>	3	\$25.67	\$27.00	\$28.00	\$22.00		<b>CEO</b>	5	\$20.00	\$20.00	\$27.50	\$13.50
<b>COO</b>	4	\$18.78	\$18.05	\$23.00	\$17.10		<b>COO</b>	0	N/A	N/A	N/A	N/A
<b>CFO</b>	1	\$20.00	\$20.00	\$20.00	\$20.00		<b>CFO</b>	3	\$26.00	\$22.00	\$35.00	\$21.00
<b>Bookkeeper</b>	20	\$34.63	\$35.00	\$75.00	\$12.50		<b>Bookkeeper</b>	17	\$28.00	\$25.00	\$50.00	\$12.00
<b>Development</b>	1	\$20.00	\$20.00	\$20.00	\$20.00		<b>Development</b>	4	\$29.00	\$28.50	\$40.00	\$19.00
<b>Marketing</b>	4	\$23.25	\$22.50	\$28.00	\$20.00		<b>Marketing</b>	7	\$34.00	\$20.00	\$95.00	\$18.00
<b>Specialized</b>	11	\$26.40	\$22.00	\$75.00	\$12.00		<b>Specialized</b>	11	\$20.50	\$16.00	\$40.00	\$10.00

**2010 Jackson Hole Nonprofit Salary Survey**  
**Salaries by type 2007 v. 2004**

Full-time Salary Employees: 2007						% Change '04-'07	Full-time Salary Employees: 2004					
	Responses	Mean	Median	High	Low			Responses	Mean	Median	High	Low
CEO	41	\$65,000	\$60,000	\$150,000	\$20,000	10%	CEO	43	\$58,985	\$51,500	\$115,000	\$18,000
COO	8	\$64,900	\$61,300	\$82,500	\$50,000	37%	COO	9	\$47,215	\$50,000	\$74,000	\$31,000
CFO	7	\$54,350	\$54,000	\$65,000	\$44,000	35%	CFO	8	\$40,114	\$40,000	\$45,600	\$29,312
Bookkeeper	4	\$36,250	\$36,750	\$37,000	\$34,500	47%	Bookkeeper	3	\$24,614	\$30,000	\$38,542	\$5,300
Development	7	\$49,000	\$47,000	\$62,000	\$40,000	7%	Development	13	\$46,804	\$40,000	\$103,000	\$32,000
General	1	\$33,000	\$33,000	\$33,000	\$33,000	3%	General	4	\$32,125	\$29,250	\$45,000	\$25,000
Intern	3	\$9,700	\$10,500	\$10,500	\$8,000	-35%	Intern	2	\$14,880	\$14,880	\$24,000	\$5,760
Marketing	6	\$44,500	\$45,000	\$50,000	\$35,000	13	Marketing	11	\$39,263	\$39,500	\$60,000	\$25,000
Office Mgr.	10	\$33,000	\$32,500	\$40,000	\$28,600	7%	Office Mgr.	13	\$30,793	\$28,500	\$45,000	\$22,000
Programs	14	\$42,700	\$38,500	\$62,000	\$30,000	11%	Programs	24	\$38,515	\$35,000	\$80,000	\$25,000
Sec./Recep.	4	\$32,100	\$32,500	\$36,000	\$27,500	4%	Sec./Recep.	4	\$30,987	\$30,950	\$36,046	\$26,000
Specialized	10	\$44,400	\$40,800	\$87,000	\$30,000	14%	Specialized	11	\$38,894	\$32,300	\$87,000	\$24,000
Other	2	\$40,000	\$40,000	\$45,000	\$35,000	3%	Other	13	\$41,442	\$40,000	\$68,725	\$22,000
<b>Overall Mean % change in mean FT salaries 2004-2007:</b>						<b>12%</b>						
Full-time Hourly Employees							Full-time Hourly Employees					
	Responses	Mean \$/hr	Median	High	Low		Responses	Mean	Median	High	Low	
General	3	\$15.75	\$15.00	\$19.00	\$13.50		General	2	\$22,360	\$22,360	\$20,800	\$23,920
Marketing	1	\$21.00	\$21.00	\$21.00	\$21.00		CFO	1	\$72,800	\$72,800		
Office Mgr.	2	\$19.50	\$19.50	\$21.00	\$18.00		Bookkeeper	1	\$72,800	\$72,800		
Sec./Recep.	3	\$15.00	\$15.00	\$18.00	\$12.00		Intern	2	\$13,234	\$13,234	\$6,500	\$19,968
Specialized	1	\$16.00	\$16.00	\$16.00	\$16.00		Specialized	1	\$23,920	\$23,920		
Other	1	\$16.00	\$16.00	\$16.00	\$16.00		Other	2	\$26,000	\$26,000	\$20,800	\$31,200
Part-time Salary Employees (when calculated at 40 hrs/wk)							Part-time Salary Employees					
	Responses	Mean	Median	High	Low		Responses	Mean	Median	High	Low	
CEO	11	\$43,700	\$39,000	\$70,000	\$30,000	7%	CEO	10	\$40,526	\$41,975	\$60,000	\$10,400
COO	2	\$53,800	\$53,800	\$57,600	\$50,000		COO	0				
CFO	2	\$54,000	\$54,000	\$60,500	\$47,500	-26%	CFO	2	\$73,125	\$73,125	\$90,000	\$56,250
Bookkeeper	5	\$21,700	\$14,000	\$37,000	\$12,000	-46%	Bookkeeper	8	\$40,829	\$38,195	\$56,667	\$31,499
Development	5	\$35,800	\$39,000	\$46,800	\$20,000	-25%	Development	5	\$47,607	\$47,500	\$60,000	\$37,333
General	2	\$15,600	\$15,600	\$19,250	\$12,000	-59%	General	2	\$38,500	\$38,500	\$52,000	\$25,000
Intern	1	\$4,800	\$4,800	\$4,800	\$4,800		Intern	0				
Marketing	2	\$19,500	\$19,500	\$20,000	\$19,000	-48%	Marketing	2	\$37,500	\$37,500	\$45,000	\$30,000
Office Mgr.	4	\$23,400	\$25,000	\$31,200	\$12,000	-14%	Office Mgr.	2	\$27,138	\$27,138	\$31,250	\$23,025
Programs	2	\$29,000	\$29,000	\$34,000	\$24,000	-18%	Programs	5	\$35,562	\$37,143	\$40,000	\$30,000
Sec./Recep.	2	\$34,800	\$34,800	\$38,000	\$31,500	10%	Sec./Recep.	6	\$31,675	\$31,527	\$34,667	\$29,000
Specialized	6	\$38,250	\$37,650	\$54,000	\$26,000	-22%	Specialized	3	\$49,227	\$44,000	\$60,000	\$43,680
<b>Overall Mean % change in mean PT salaries 2004-2007:</b>						<b>-24%</b>						
Part-time Hourly Employees							Part-time Hourly Employees					
	Responses	Mean \$/hr	Median	High	Low		Responses	Mean	Median	High	Low	
CEO	5	\$20.00	\$20.00	\$27.50	\$13.50		CEO	0				
CFO	3	\$26.00	\$22.00	\$35.00	\$21.00		CFO	0				
Bookkeeper	17	\$28.00	\$25.00	\$50.00	\$12.00		Bookkeeper	3	\$44,859	\$31,200	\$72,800	\$30,576
Development	4	\$29.00	\$28.50	\$40.00	\$19.00		Development	1	\$27,040	\$27,040	\$27,040	\$27,040
General	7	\$15.00	\$15.00	\$20.00	\$12.00		General	6	\$25,081	\$24,544	\$33,280	\$17,160
Intern	7	\$13.00	\$14.00	\$15.00	\$10.00		Intern	6	\$20,852	\$16,297	\$43,326	\$10,712
Marketing	7	\$34.00	\$20.00	\$95.00	\$18.00		Marketing	2	\$46,800	\$46,800	\$62,400	\$31,200
Office Mgr.	7	\$15.00	\$16.00	\$20.00	\$12.00		Office Mgr.	3	\$28,538	\$29,120	\$31,200	\$25,293
Programs	4	\$17.50	\$18.00	\$20.00	\$14.00		Programs	7	\$26,297	\$29,120	\$31,200	\$10,400
Sec./Recep.	3	\$11.50	\$12.00	\$13.00	\$10.00		Sec./Recep.	1	\$19,760	\$19,760	\$19,760	\$19,760
Specialized	11	\$20.50	\$16.00	\$40.00	\$10.00		Specialized	2	\$33,800	\$33,800	\$36,400	\$31,200
Strategic Planning	5	\$38.50	\$30.00	\$65.00	\$25.00		COO	1	\$29,120	\$29,120	\$29,120	\$29,120
Other	6	\$38.50	\$18.00	\$125.00	\$15.00		Other	5	\$40,768	\$27,040	\$104,000	\$20,800

2010



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