Respondents

- One hundred twenty-eight nonprofit organizations in Teton County, Wyoming were invited to participate in the 2012 nonprofit salary survey. Eighty organizations completed the survey for a 63% response rate, including salary data for 341 full-time and 294 part-time positions, for a total of 635 paid staff and independent contractors. Organizations also reported 639 seasonal workers.
- These organizations utilize nearly 4,100 community volunteers a year. Thirty-nine percent of responding organizations offer a formal volunteer training and orientation program, 62% are seeking to expand their volunteer program.
- In 2010, the salary survey was sent to 111 nonprofit organizations in Teton County, Wyoming; and received 75 responses, including salary data for 360 full-time and 140 part-time positions. The 2007 salary survey received 70 responses, including salary data for 247 paid staff and 83 contract positions, a total of 330 positions.
- Of the 80 responding organizations in 2012, 25% are health and human service agencies; 20% focus on educational programs; 21% work on conservation/environmental issues; 10% are related to the arts; 8% are civic, 7% focus on recreation and 5% focus on each animals and religion.
- The largest response was from 21 organizations with annual operating budgets between $100,000 and $299,999. The second largest response was from 20 organizations with budgets over $1 million.
- Fifty-three participating organizations pay for dedicated office space.

Salaries (see tables for detailed information)

- The mean full-time salary of nonprofit workers in Teton County decreased an average of 3% from 2010. Full-time Chief Operating Officer salaries decreased an average of 6% while the mean salary of full-time marketing directors dropped 12%.
- Salaries vary greatly by budget size and number of hours worked per week. The overall mean salary for CEO/Executive Director was $63,181 when all salaries were calculated at 40 hours/week. However, the mean salary for full-time salaried CEOs was $75,455.
- The mean nonprofit Executive Director salary was down 2% from 2010. The mean salary for full-time salaried CEOs was up less than 1% and part-time CEO earnings were down 18%. Part-time hourly CEOs saw an 8% increase in their hourly rate from $25.67 in 2010 to $27.14 in 2012.
- Annual 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 40 hours a week in these instances.
- Where an hourly wage is shown, the majority of responses reflect an hourly position.

Issues Specific to CEO/Executive Directors

- Teton County nonprofit CEO/Executive Directors at organizations with a budget over $1 million receive the highest pay at $103,308. This represents a 1.5% increase from the average salary of $101,750 in 2010 for CEOs at organizations with a budget over $1M.
- Fifty-four percent (54%) of CEOs hold a bachelor’s degree and 38% hold a Masters or PhD.
- Fifty-four percent (54%) of Executive Directors are under 50 years old, while 27% are 50-59 years old, and 19% CEOs are over 60 years old.
Community Foundation of Jackson Hole
2012 Nonprofit Salary Report
Executive Summary

- Seventy-one percent (71%) of nonprofit Executive Directors are women.
- Three CEOs reported their relocation expenses were paid when they moved for their current position. Eighty-two percent (82%) own their home, and 5% receive a housing allowance.
- Executive Directors had been in their position an average of eight years, and had 11 years prior experience.
- Twenty-four percent (24%) 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, all have been in their position more than five years, and all but one had ten or more years prior experience.

Benefits

- Nearly three quarters of the responding nonprofit organizations offer some health insurance:
  - 49% of organizations offer a traditional medical plan;
  - 24% of organizations offer a high deductible medical plan;
  - 50% of organizations offer dental coverage;
  - 42% of organizations offer prescription coverage; and
  - 23% of organizations offer vision coverage.
- 82% of organizations offer paid vacation;
  - 67% also offer sick days;
  - 52% allow staff members to take unpaid leave;
  - 35% of organizations provide maternity/paternity leave;
  - 65% report employees have “flexible schedules.”
- Less than half, 42%, offer a retirement plan or 403(b), up 4% from 2009.
- Some other benefits organizations offer: 53% have employee education and professional development opportunities; 8% offer housing assistance; and 6% have a staff ski pass or discount.

Local Context

- The Town of Jackson and Teton County show salary ranges by position for municipal department heads and County agency directors are the same as they were in 2010, $68,000-$98,000, while the average nonprofit Executive Director salary has fallen nearly $1,400 to $63,131. In addition, the pay band including municipal associate planner and Public Health Nurse average $52,830, 6% higher than nonprofit specialized staff at $49,852.
- 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, base pay for local teachers is 50% more than the $49,852 mean salary of nonprofit specialized staff.
- Professional Directors employed by the Teton County School District #1 earn a $71,792 base salary and additional increments for responsibility and years of experience. This starting pay is 12% higher than the average nonprofit Executive Director salary of $63,131.
- The Wyoming Department of Employment’s Quarterly Census of Employment and Wages\(^1\) shows the average wage in Teton County by sector for the second quarter, 2011:
  - “Professional and Technical Services” earn $61,776 when calculated annually
  - “Administrative & Support Services” earn $38,064 when calculated annually
  - “Social Assistance” employees earn $26,676 when calculated annually
  - “Membership Associations & Organizations” earn $39,884 when calculated annually
Community Foundation of Jackson Hole
2012 Nonprofit Salary Report
Executive Summary

State of Wyoming
- The Wyoming Wage Survey² prepared in September 2011 reports the following:
  - Statewide median salary for “Management Occupations” is $74,961
  - Statewide median salary for “Chief Executives” is $130,584
  - Statewide median salary for “Community & Social Service” occupations is $41,780
  - Statewide median salary for “Social & Community Service Managers” is $49,091
- According to the 2010 Census Data³, the statewide median income in Wyoming was $53,802, while the median income in Teton County was $70,271.

National Nonprofit Context
- According to the NonProfit Times 2011 Nonprofit Organizations Salary Report⁴, salaries for many nonprofit employees were down from previous years. Average Executive Director/CEO average salaries have dropped 28% nationally, and 16% in the Northwest⁵ since 2009. Average salaries for Executive Directors in Jackson Hole have stayed more or less stable since 2010, with an increase of less than 1%.
- The same study showed that from 2010 to 2011, the number of full-time employees dropped nearly 20% nationally, with bonuses also down. The average total cost of compensation to organizations rose just 3%.
- The NonProfit Times found that the average base salary for a nonprofit Executive Director/CEO in the United States in 2011 was $110,599, while the average Northwestern⁴ CEO earned $106,823; compared to $63,131 in Teton County, Wyoming.
- Nationally, 39% of nonprofit organizations paid their Executive Directors an average 5% bonus, bringing national CEO total cash compensation to $113,440 and $109,012 in the Northwest.
- On average, the NonProfit Times found CEOs of organizations with budgets between $500,000-$999,999 earned $76,484 base salary, compared to $72,275 in Jackson Hole. The study also reports the average salary of nonprofit CEOs with budgets under $500,000 is $55,329, compared to $50,875 in Teton County. And nationally, CEOs with budgets between $1M and $2.49M earn $98,839 base salary while nonprofit CEOs with budgets over $1M in Jackson Hole earn $103,008 on average.
- The NonProfit Times 2011 Nonprofit Organizations Salary Report also includes data for the following positions:
  - Nationally, the average base salary for Chief Operating Officers was $106,048, down 12% from $121,164 in 2009. In Jackson Hole, the average salary for nonprofit Chief Operating Officers in 2012 was $53,243, down slightly from $53,688 in 2010.
  - National mean salary for Chief Financial Officers was $98,583, down nearly 13% from $112,818 in 2009. In Jackson Hole, the average salary for nonprofit Chief Financial Officers in 2012 was $51,943, down 3% from the 2010 average salary of $53,385.
  - National mean salary for Bookkeepers was $35,792 or $17.20/hour. In Jackson Hole, most Bookkeepers are contracted part-time at an average hourly rate of $36.50/hour.
  - National mean salary for Program Directors was $61,784, an increase of nearly $3,000 over the 2009 average of $58,899; while Program Directors at organizations with budgets between $500,000-$999,999 earned $45,478 on average. In Jackson Hole, the average salary for a Program Director has decreased over $5,000 since 2010 to $48,684; while Program Directors at organizations with budgets between $500,000-$999,999 earn $43,742, approximately $3,000 less than in 2010.
  - National mean salary for Marketing Directors was $65,500; and Marketing Directors at organizations in the Northwest earned $63,767 on average. In Jackson Hole, the average salary for Marketing Directors is $41,882.
Both nationally & locally, the average salary for Development Directors increased by about one percent. National mean salary for Development Directors was $63,727, with 26% also receiving an average 4% bonus. In Jackson Hole, the average salary for Development Directors is $55,678.

- The median income in Teton County Wyoming in 2010 was $70,271, approximately one third higher than the median income in the United States of $51,914.

1The Wyoming Quarterly Census of Employment & Wages is online at doe.state.wy.us/lmi/11Q2_QCEW/11q2t92.htm
2The Wyoming Wage Survey is available online, doe.state.wy.us/LMI/EDS2011SeptECI/TOC001.htm
32010 Census Data for Teton County, Wyoming is available online, quickfacts.census.gov/qfd/states/56/56039.html
5Northwestern states in the NonProfit Times salary report are defined as: AK, CA, HI, ID, MT, OR, WA, WY.
Community Foundation of Jackson Hole
2012 Nonprofit Salary Report
Executive Summary

Group F
Annual operating budget over $1 million
Total number of organizations: 20

- Eighteen organizations employ an Executive Director, average salary: $103,308.
- All employ a significant number of staff: Average 14 full-time and ten part-time employees.

Group E
Annual operating budget $500,000-$999,999
Total number of organizations: 12

- Ten employ an Executive Director, average salary: $72,275.
- All employ staff: Average six full-time and eight part-time employees.

Group D
Annual operating budget $300,000-$499,999
Total number of organizations: 11

- Nine employ an Executive Director, average salary: $64,443.
- All employ staff: Average three full-time and three part-time employees.

Group C
Annual operating budget $100,000-$299,999
Total number of organizations: 21

- Seventeen employ an Executive Director, average salary: $53,096.
- All employ staff: Average one full-time and two part-time employees.

Group B
Annual operating budget $50,000-$99,999
Total number of organizations: 7

- Five employ an Executive Director, average salary: $43,296.
- All employ staff: Average one full-time and one part-time employee.

Group A
Annual operating budget $0-$49,999
Total number of organizations: 8

- Three employ a part-time Executive Director, average hourly rate is $20.50/hour.
- No organization has full-time staff; four employ an average of one part-time staff.
## Community Foundation of Jackson Hole
### 2012 Nonprofit Salary Report

#### Table 1: Mean Salary Overall and by Budget Size

<table>
<thead>
<tr>
<th>Position</th>
<th>Mean Salary Overall</th>
<th>Group A 0-$49,999</th>
<th>Group B $50,000 - $99,999</th>
<th>Group C $100,000 - $299,999</th>
<th>Group D $300,000 - $499,999</th>
<th>Group E $500,000 - $999,999</th>
<th>Group F $1M+</th>
</tr>
</thead>
<tbody>
<tr>
<td>Executive Director/CEO</td>
<td>$63,181</td>
<td>($20.50/hour)</td>
<td>$43,296</td>
<td>$53,096</td>
<td>$64,443</td>
<td>$72,275</td>
<td>$103,308</td>
</tr>
<tr>
<td>Administrator/COO</td>
<td>$53,243</td>
<td>N/A</td>
<td>N/A</td>
<td>$41,106</td>
<td>$36,850</td>
<td>$52,000</td>
<td>$83,014</td>
</tr>
<tr>
<td>Professional Financial/CFO</td>
<td>$51,943</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>$41,600</td>
</tr>
<tr>
<td>Bookkeeper</td>
<td>($36.50/hour)</td>
<td>($35/hour)</td>
<td>($43/hour)</td>
<td>($49/hour)</td>
<td>($30/hour)</td>
<td>$53,135</td>
<td></td>
</tr>
<tr>
<td>Program Director</td>
<td>$48,684</td>
<td>($29/hour)</td>
<td>$43,467</td>
<td>$37,864</td>
<td>$51,580</td>
<td>$43,742</td>
<td>$55,128</td>
</tr>
<tr>
<td>Marketing Director</td>
<td>$41,882</td>
<td>($20/hour)</td>
<td>($20/hour)</td>
<td>($20/hour)</td>
<td>$34,000</td>
<td>$35,000</td>
<td>$57,212</td>
</tr>
<tr>
<td>Development Director</td>
<td>$55,678</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>($26/hour)</td>
<td></td>
</tr>
<tr>
<td>Support Staff</td>
<td>$34,615</td>
<td>N/A</td>
<td>$17/hour</td>
<td>$33,294</td>
<td>$34,393</td>
<td>$34,493</td>
<td>$35,533</td>
</tr>
<tr>
<td>Specialized Staff</td>
<td>$49,852</td>
<td>($20/hour)</td>
<td>$41,600</td>
<td>$39/hour</td>
<td>$41,923</td>
<td>$37,721</td>
<td>$46,896</td>
</tr>
<tr>
<td>Volunteer Coordinator</td>
<td>$31,720</td>
<td>N/A</td>
<td>N/A</td>
<td>$34,320</td>
<td>$33,000</td>
<td>$29,560</td>
<td>$30,000</td>
</tr>
</tbody>
</table>

Note: all salaries calculated at 40 hours/week. The mean hourly rate is shown where the majority of positions are paid hourly.
## Table 2: Salaries by Type

### Full-time Salary Employees

<table>
<thead>
<tr>
<th>Position</th>
<th>Responses</th>
<th>Mean</th>
<th>Median</th>
<th>High</th>
<th>Low</th>
</tr>
</thead>
<tbody>
<tr>
<td>Executive Director/CEO</td>
<td>41</td>
<td>$75,455</td>
<td>$70,000</td>
<td>$182,000</td>
<td>$24,000</td>
</tr>
<tr>
<td>Administrator/COO</td>
<td>10</td>
<td>$65,188</td>
<td>$57,000</td>
<td>$124,000</td>
<td>$38,500</td>
</tr>
<tr>
<td>Professional Financial/CFO</td>
<td>9</td>
<td>$62,286</td>
<td>$63,973</td>
<td>$82,000</td>
<td>$41,600</td>
</tr>
<tr>
<td>Bookkeeper</td>
<td>6</td>
<td>$45,283</td>
<td>$43,750</td>
<td>$60,000</td>
<td>$35,000</td>
</tr>
<tr>
<td>Development Director</td>
<td>11</td>
<td>$58,091</td>
<td>$52,500</td>
<td>$80,000</td>
<td>$38,500</td>
</tr>
<tr>
<td>Marketing Director</td>
<td>9</td>
<td>$49,000</td>
<td>$47,000</td>
<td>$85,000</td>
<td>$32,000</td>
</tr>
<tr>
<td>Specialized Staff</td>
<td>15</td>
<td>$43,634</td>
<td>$45,000</td>
<td>$66,000</td>
<td>$33,000</td>
</tr>
</tbody>
</table>

### Part-time Salary Employees (when calculated at 40 hrs/wk)

<table>
<thead>
<tr>
<th>Position</th>
<th>Responses</th>
<th>Mean</th>
<th>Median</th>
<th>High</th>
<th>Low</th>
</tr>
</thead>
<tbody>
<tr>
<td>Executive Director/CEO</td>
<td>10</td>
<td>$50,747</td>
<td>$58,572</td>
<td>$70,750</td>
<td>$20,000</td>
</tr>
<tr>
<td>Administrator/COO</td>
<td>2</td>
<td>$34,267</td>
<td>$34,267</td>
<td>$35,200</td>
<td>$33,333</td>
</tr>
<tr>
<td>Professional Financial/CFO</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Bookkeeper</td>
<td>3</td>
<td>$38,375</td>
<td>$45,000</td>
<td>$46,125</td>
<td>$24,000</td>
</tr>
<tr>
<td>Development Director</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Marketing Director</td>
<td>1</td>
<td>$32,000</td>
<td>$32,000</td>
<td>$32,000</td>
<td>$32,000</td>
</tr>
<tr>
<td>Specialized Staff</td>
<td>3</td>
<td>$61,872</td>
<td>$80,000</td>
<td>$89,615</td>
<td>$16,000</td>
</tr>
</tbody>
</table>

### Full-time Hourly Employees

<table>
<thead>
<tr>
<th>Position</th>
<th>Responses</th>
<th>Mean $/hr</th>
<th>Median</th>
<th>High</th>
<th>Low</th>
</tr>
</thead>
<tbody>
<tr>
<td>Executive Director/CEO</td>
<td>3</td>
<td>$24.33</td>
<td>$25.00</td>
<td>$25.00</td>
<td>$23.00</td>
</tr>
<tr>
<td>Administrator/COO</td>
<td>1</td>
<td>$42.83</td>
<td>$42.83</td>
<td>$42.83</td>
<td>$42.83</td>
</tr>
<tr>
<td>Professional Financial/CFO</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Bookkeeper</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Development Director</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Marketing Director</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Specialized Staff</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
</tbody>
</table>

### Part-time Hourly Employees

<table>
<thead>
<tr>
<th>Position</th>
<th>Responses</th>
<th>Mean $/hr</th>
<th>Median</th>
<th>High</th>
<th>Low</th>
</tr>
</thead>
<tbody>
<tr>
<td>Executive Director/CEO</td>
<td>7</td>
<td>$27.14</td>
<td>$25.00</td>
<td>$45.00</td>
<td>$17.95</td>
</tr>
<tr>
<td>Administrator/COO</td>
<td>1</td>
<td>$20.00</td>
<td>$20.00</td>
<td>$20.00</td>
<td>$20.00</td>
</tr>
<tr>
<td>Professional Financial/CFO</td>
<td>1</td>
<td>$20.00</td>
<td>$20.00</td>
<td>$20.00</td>
<td>$20.00</td>
</tr>
<tr>
<td>Bookkeeper</td>
<td>25</td>
<td>$36.17</td>
<td>$35.00</td>
<td>$75.00</td>
<td>$15.00</td>
</tr>
<tr>
<td>Development Director</td>
<td>2</td>
<td>$24.08</td>
<td>$24.08</td>
<td>$26.00</td>
<td>$22.15</td>
</tr>
<tr>
<td>Marketing Director</td>
<td>5</td>
<td>$22.90</td>
<td>$25.00</td>
<td>$30.52</td>
<td>$14.00</td>
</tr>
<tr>
<td>Specialized Staff</td>
<td>14</td>
<td>$33.74</td>
<td>$21.00</td>
<td>$50.00</td>
<td>$11.00</td>
</tr>
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</table>
Full-time Salary Employees: **2012**

<table>
<thead>
<tr>
<th>Type</th>
<th>Responses</th>
<th>Mean</th>
<th>Median</th>
<th>High</th>
<th>Low</th>
<th>% Change Mean Salary '10-'12</th>
</tr>
</thead>
<tbody>
<tr>
<td>CEO</td>
<td>41</td>
<td>$75,455</td>
<td>$70,000</td>
<td>$182,000</td>
<td>$24,000</td>
<td>0.50%</td>
</tr>
<tr>
<td>COO</td>
<td>10</td>
<td>$65,188</td>
<td>$57,000</td>
<td>$124,000</td>
<td>$38,500</td>
<td>-6%</td>
</tr>
<tr>
<td>CFO</td>
<td>9</td>
<td>$62,286</td>
<td>$63,973</td>
<td>$82,000</td>
<td>$41,600</td>
<td>1%</td>
</tr>
<tr>
<td>Bookkeeper</td>
<td>6</td>
<td>$45,283</td>
<td>$43,750</td>
<td>$60,000</td>
<td>$35,000</td>
<td>-3%</td>
</tr>
<tr>
<td>Development</td>
<td>11</td>
<td>$58,091</td>
<td>$52,500</td>
<td>$80,000</td>
<td>$38,500</td>
<td>-8%</td>
</tr>
<tr>
<td>Marketing</td>
<td>9</td>
<td>$49,000</td>
<td>$47,000</td>
<td>$85,000</td>
<td>$32,000</td>
<td>-12%</td>
</tr>
<tr>
<td>Specialized</td>
<td>15</td>
<td>$43,634</td>
<td>$45,000</td>
<td>$66,000</td>
<td>$33,000</td>
<td>-3%</td>
</tr>
</tbody>
</table>

Full-time Salary Employees: **2010**

<table>
<thead>
<tr>
<th>Type</th>
<th>Response</th>
<th>Mean</th>
<th>Median</th>
<th>High</th>
<th>Low</th>
<th>% Change Mean Salary '10-'12</th>
</tr>
</thead>
<tbody>
<tr>
<td>CEO</td>
<td>44</td>
<td>$74,939</td>
<td>$66,625</td>
<td>$175,000</td>
<td>$24,000</td>
<td></td>
</tr>
<tr>
<td>COO</td>
<td>8</td>
<td>$69,625</td>
<td>$77,500</td>
<td>$100,000</td>
<td>$20,000</td>
<td></td>
</tr>
<tr>
<td>CFO</td>
<td>7</td>
<td>$61,532</td>
<td>$66,723</td>
<td>$70,000</td>
<td>$45,000</td>
<td></td>
</tr>
<tr>
<td>Bookkeeper</td>
<td>7</td>
<td>$43,750</td>
<td>$41,000</td>
<td>$63,200</td>
<td>$35,000</td>
<td></td>
</tr>
<tr>
<td>Development</td>
<td>9</td>
<td>$63,071</td>
<td>$90,938</td>
<td>$45,000</td>
<td>$42,500</td>
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</tr>
<tr>
<td>Marketing</td>
<td>6</td>
<td>$55,583</td>
<td>$49,000</td>
<td>$80,000</td>
<td>$42,500</td>
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</tr>
<tr>
<td>Specialized</td>
<td>14</td>
<td>$44,891</td>
<td>$47,400</td>
<td>$55,000</td>
<td>$33,290</td>
<td></td>
</tr>
</tbody>
</table>

**Part-time Salary Employees (when calculated at 40 hrs/wk)**

<table>
<thead>
<tr>
<th>Type</th>
<th>Responses</th>
<th>Mean</th>
<th>Median</th>
<th>High</th>
<th>Low</th>
<th>% Change Mean Salary '10-'12</th>
</tr>
</thead>
<tbody>
<tr>
<td>CEO</td>
<td>7</td>
<td>$61,627</td>
<td>$58,240</td>
<td>$76,800</td>
<td>$36,000</td>
<td>-18%</td>
</tr>
<tr>
<td>COO</td>
<td>2</td>
<td>$34,867</td>
<td>$34,000</td>
<td>$41,600</td>
<td>$21,600</td>
<td>8%</td>
</tr>
<tr>
<td>CFO</td>
<td>1</td>
<td>$90,625</td>
<td>$90,625</td>
<td>$90,625</td>
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</tr>
<tr>
<td>Bookkeeper</td>
<td>4</td>
<td>$49,551</td>
<td>$47,435</td>
<td>$60,000</td>
<td>$43,333</td>
<td>-23%</td>
</tr>
<tr>
<td>Development</td>
<td>0</td>
<td>$20,000</td>
<td>$20,000</td>
<td>$20,000</td>
<td>$20,000</td>
<td></td>
</tr>
<tr>
<td>Marketing</td>
<td>2</td>
<td>$35,000</td>
<td>$35,000</td>
<td>$40,000</td>
<td>$30,000</td>
<td>-9%</td>
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<tr>
<td>Specialized</td>
<td>3</td>
<td>$41,710</td>
<td>$40,000</td>
<td>$48,880</td>
<td>$36,250</td>
<td>48%</td>
</tr>
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</table>

**Part-time Hourly Employees**

<table>
<thead>
<tr>
<th>Type</th>
<th>Responses</th>
<th>Mean $/hr</th>
<th>Median $/hr</th>
<th>High $/hr</th>
<th>Low $/hr</th>
<th>% Change Mean Salary '10-'12</th>
</tr>
</thead>
<tbody>
<tr>
<td>CEO</td>
<td>7</td>
<td>$27.14</td>
<td>$25.00</td>
<td>$17.95</td>
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<tr>
<td>COO</td>
<td>1</td>
<td>$20.00</td>
<td>$20.00</td>
<td>$20.00</td>
<td>$20.00</td>
<td></td>
</tr>
<tr>
<td>CFO</td>
<td>1</td>
<td>$20.00</td>
<td>$20.00</td>
<td>$20.00</td>
<td>$20.00</td>
<td>0%</td>
</tr>
<tr>
<td>Bookkeeper</td>
<td>25</td>
<td>$36.17</td>
<td>$35.00</td>
<td>$31.50</td>
<td>$15.00</td>
<td>-4%</td>
</tr>
<tr>
<td>Development</td>
<td>1</td>
<td>$20.00</td>
<td>$20.00</td>
<td>$20.00</td>
<td>$20.00</td>
<td></td>
</tr>
<tr>
<td>Marketing</td>
<td>5</td>
<td>$22.90</td>
<td>$25.00</td>
<td>$20.00</td>
<td>$14.00</td>
<td>-2%</td>
</tr>
<tr>
<td>Specialized</td>
<td>14</td>
<td>$33.74</td>
<td>$21.00</td>
<td>$50.00</td>
<td>$11.00</td>
<td>28%</td>
</tr>
</tbody>
</table>

**Part-time Hourly Employees**

<table>
<thead>
<tr>
<th>Type</th>
<th>Responses</th>
<th>Mean $/hr</th>
<th>Median $/hr</th>
<th>High $/hr</th>
<th>Low $/hr</th>
<th>% Change Mean Salary '10-'12</th>
</tr>
</thead>
<tbody>
<tr>
<td>CEO</td>
<td>3</td>
<td>$25.67</td>
<td>$27.00</td>
<td>$28.00</td>
<td>$22.00</td>
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<td>COO</td>
<td>4</td>
<td>$18.78</td>
<td>$18.05</td>
<td>$23.00</td>
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<td>1</td>
<td>$20.00</td>
<td>$20.00</td>
<td>$20.00</td>
<td>$20.00</td>
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<tr>
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<td>20</td>
<td>$34.63</td>
<td>$35.00</td>
<td>$35.00</td>
<td>$12.50</td>
<td></td>
</tr>
<tr>
<td>Development</td>
<td>1</td>
<td>$20.00</td>
<td>$20.00</td>
<td>$20.00</td>
<td>$20.00</td>
<td></td>
</tr>
<tr>
<td>Marketing</td>
<td>4</td>
<td>$23.25</td>
<td>$22.50</td>
<td>$28.00</td>
<td>$20.00</td>
<td></td>
</tr>
<tr>
<td>Specialized</td>
<td>11</td>
<td>$26.40</td>
<td>$22.00</td>
<td>$75.00</td>
<td>$12.00</td>
<td></td>
</tr>
</tbody>
</table>

Note: there was too little data reported for full time hourly employees to include here.
Community Foundation of Jackson Hole
2012 Nonprofit Salary Report
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**Group F**
Annual operating budget over $1 million
Total number of organizations: 20

**Number of Employees:** Group F (budget over $1 million)
Mean Full Time Staff: 19 Organizations with no FT Staff: 0
Range: 4 - 47
Mean Part Time Staff: 9 Organizations with no PT Staff: 6
Range: 0 - 59
Mean Seasonal Staff: 32 Organizations with no Seasonal Staff: 7
Mean Volunteers: 132 Organizations with no volunteers: 5

Fifteen organizations offer a formal Board training & orientation program; six organizations offer a formal volunteer training program; 11 seek to expand volunteer programs.

**Executive Director/Chief Executive Officer:** Group F (budget over $1 million)
Annual Salary
Mean: $103,308 Range: $70,000-$149,500

Years in Job
Mean: 13 Range: 0 - 32

Years Prior Experience
Mean: 10 Range: 0 - 30

Degree Held
7 BA, 9 MA, 1 DMin

Position unfilled: 2 cases Position FT: 15 cases Position PT: 0 cases

**Administrator/Chief Operating Officer:** Group F (budget over $1 million)
Annual Salary
Mean: $83,014 Range: $40,000-124,000

Degree Held
3 BA, 3 MA, 1 Professional Certificate

Position unfilled: 14 cases Position FT: 6 cases Position PT: 0 cases

**Professional Financial/CFO:** Group F (budget over $1 million)
Annual Salary
Mean: $62,286 Range: $41,600-$82,000

Degree Held
1 HS, 7 BA, 2 MA, 1 Professional Certificate

Position unfilled: 11 cases Position FT: 8 cases Position PT: 1 case

**Bookkeeper:** Group F (budget over $1 million)
Salary
Mean: $53,135 Range: $31,200-$104,000

Degree Held
4 HS, 7 BA, 2 MA, 1 CPA, 1 Professional Certificate

Position unfilled: 7 cases Position FT: 5 cases Position PT: 8 cases
**Program Director:** Group F (budget over $1 million)

Salary
- Mean: $55,128
- Range: $40,000-$72,000

Degree Held
- 10 BA, 8 MA *(more than one answer selected in 4 cases)*

Position unfilled: 6 cases
- Position FT: 14 cases
- Position PT: 0 cases

Number of people described:
- Mean: 2.5
- Range: 1 – 5

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

Salary
- Mean: $57,212
- Range: $42,000-$85,000

Degree Held
- 4 BA, 2 MA

Position unfilled: 14 cases
- Position FT: 6 cases
- Position PT: 0 cases

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

Salary
- Mean: $60,153
- Range: $46,072-$85,000

Degree Held
- 3 BA, 3 MA, 1 PhD

Position unfilled: 13 cases
- Position FT: 6 cases
- Position PT: 1 case

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

Salary
- Mean: $35,533
- Range: $24,960-$50,000

Degree Held
- 6 HS, 1 AA, 9 BA, 3 MA, 1 PhD, 1 Professional Certificate *(more than one answer selected in 4 cases)*

Position unfilled: 6 cases
- Position FT: 12 cases
- Position PT: 2 cases

Number of people described:
- Mean: 3.4
- Range: 1 – 5

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

Salary
- Mean: $46,896
- Range: $33,000-$104,000

Degree Held
- 5 HS, 9 BA, 6 MA, 1 PhD, 5 Professional Certificates *(more than one answer selected in 7 cases)*

Position unfilled: 7 cases
- Position FT: 11 cases
- Position PT: 2 cases

Number of people described:
- Mean: 4.2
- Range: 2 - 5
Volunteer Coordinator: Group F (budget over $1 million)
Salary   Mean: $30,000   Range: $20,000-$40,000
Degree Held  2 BA
Position unfilled: 18 cases Position FT: 1 cases Position PT: 1 cases

Other: Group F (budget over $1 million)
Salary   Mean: $38,835   Range: $30,054-$46,450
(One contract rate $125/hour)
Degree Held  1 HS, 2 BA, 1 MA, 1 RN, 1 MD
Position unfilled: 16 cases Position FT: 3 cases Position PT: 1 cases
Number of people described:  Mean: 2.8  Range: 1 - 5

Group F BENEFITS:
Health Insurance: Fifteen organizations offer a traditional medical plan, five offer a high deductible medical plan; 10 organizations pay 100% of the premium, 9 pay between 51-99%, and one pays between 1-50%. 18 organizations offer dental insurance; 7 offer vision coverage; and 14 offer prescription coverage.
Vacation: All 20 organizations offer paid vacation.
Professional Development: 14 organizations offer employee education/professional development.
Housing Assistance: 2 organizations offer housing assistance.
Retirement: 14 organizations offer a 403(b) or 401(k) retirement account.
Other: 9 organizations indicated “other” benefits such as AFLAC, cafeteria plans, FSAs, employer contributions to HSAs, meals, wellness program and life insurance.

Group F BUDGET:
Percentage of budget salary
Mean: 45%  Range: 17 – 69%

Percentage of budget benefits
Mean: 10%  Range: 1 – 28%

Percentage of budget Programs
Mean: 67%  Range: 7 – 95%

Percentage of budget Administrative
Mean: 14%  Range: 3 – 45%

Percentage of budget Fundraising
Mean: 5.6%  Range: 0 – 15%

15 organizations pay for dedicated office space.
### Group E

**Annual operating budget**: $500,000 - $999,999  
**Total number of organizations**: 12

<table>
<thead>
<tr>
<th><strong>Number of Employees:</strong></th>
<th>Group E (budget $500,000-$999,999)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mean Full Time Staff:</td>
<td>6</td>
</tr>
<tr>
<td>Organizations with no FT Staff:</td>
<td>0</td>
</tr>
<tr>
<td>Range:</td>
<td>2-11</td>
</tr>
<tr>
<td>Mean Part Time Staff:</td>
<td>8</td>
</tr>
<tr>
<td>Organizations with no PT Staff:</td>
<td>2</td>
</tr>
<tr>
<td>Range:</td>
<td>0 - 65</td>
</tr>
<tr>
<td>Mean Seasonal Staff:</td>
<td>4</td>
</tr>
<tr>
<td>Organizations with no Seasonal Staff:</td>
<td>4</td>
</tr>
<tr>
<td>Mean Volunteers:</td>
<td>42</td>
</tr>
<tr>
<td>Organizations with no volunteers:</td>
<td>3</td>
</tr>
</tbody>
</table>

Two organizations offer a formal Board training & orientation program; five organizations offer a formal volunteer training program; seven seek to expand volunteer programs.

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

- **Annual Salary**: Mean: $72,275  
  Range: $38,400-$182,000
- **Years in Job**: Mean: 8  
  Range: 1 – 16
- **Years Prior Experience**: Mean: 9  
  Range: 0 – 25
- **Degree Held**: 4 BA, 5 MA, 1 J.D.
- **Position**: unfilled: 2 cases  
  FT: 9 cases  
  PT: 1 case

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

- **Annual Salary**: Mean: $52,000  
  Range: $42,000-$64,000
- **Degree Held**: 2 BA, 1 MA
- **Position**: unfilled: 9 cases  
  FT: 3 cases  
  PT: 0 cases

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

- **Salary**: $41,600
- **Degree Held**: BA
- **Position**: unfilled: 11 cases  
  FT: 1 case  
  PT: 0 cases

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

- **Hourly Rate**: Mean: $30/hour  
  Range: $18.85-$45
- **Degree Held**: 1 HS, 5 BA, 1 CPA
- **Position**: unfilled: 5 cases  
  FT: 1 case  
  PT: 6 cases
Program Director: Group E (budget $500,000-$999,999)
Annual salary Mean: $43,742 Range: $35,000-$54,000
Degree Held 1 HS, 6 BA, 2 MA, 1 Professional Certificate
Position unfilled: 3 cases Position FT: 8 cases Position PT: 1 case
Number of people described: Mean: 1.6 Range: 1-4

Marketing Director: Group E (budget $500,000-$999,999)
Salary Mean: $35,000 Range: $32,000-$38,000
Degree Held 2 BA
Position unfilled: 10 cases Position FT: 2 cases Position PT: 0 cases

Development Director: Group E (budget $500,000-$999,999)
Salary Mean: $52,800 Range: $38,500 – $66,000
Degree Held 2 BA, 3 MA
Position unfilled: 7 cases Position FT: 5 cases Position PT: 0 cases

Support Staff: Group E (budget $500,000-$999,999)
Salary Mean: $34,493 Range: $27,040-$44,000
Degree Held 1 HS, 7 BA, 2 MA, 1 Professional Certificate
(more than one answer selected in 3 cases)
Position unfilled: 5 cases Position FT: 5 cases Position PT: 2 cases
Number of people described: Mean: 1.8 Range: 1 – 5

Specialized Staff: Group E (budget $500,000-$999,999)
Salary Mean: $37,721 Range: $29,827-$45,000
Degree Held 2 HS, 5 BA, 2 MA, 1 PhD, 1 Professional Certificate
(more than one answer selected in 4 cases)
Position unfilled: 6 cases Position FT: 5 cases Position PT: 1 case
Number of people described: Mean: 3 Range: 1 – 5
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Volunteer Coordinator: Group E (budget $500,000-$999,999)
Salary
Mean: $29,560
Range: $29,120-$30,000
Degree Held
2 BA
Position unfilled: 10 cases
Position FT: 1 case
Position PT: 1 case

Other: Group E (budget $500,000-$999,999)
Salary
Mean: $53,500
Range: $32,000-$80,000
Degree Held
3 BA, 1 MA
Position unfilled: 8 cases
Position FT: 4 cases
Position PT: 0 cases

Group E BENEFITS:
Health Insurance: Five organizations offer a traditional medical plan, six offer a high deductible medical plan; 3 organizations pay 100% of the premium, 5 pay between 51-99%, 2 pay between 1-50% and 2 don’t pay any percentage of the premium. Eight organizations offer dental insurance; 3 offer vision coverage; and 6 offer prescription coverage.
Vacation: 11 organizations offer paid vacation.
Professional Development: 9 organizations offer employee education/professional development.
Housing Assistance: No organizations offer housing assistance.
Retirement: 5 organizations offer a 403(b) or 401(k) retirement account.
Other: 6 organizations indicated “other” benefits such as onsite housing, meals, AFLAC and a health insurance reimbursement program.

Group E BUDGET:
Percentage of budget salary
Mean: 49%
Range: 21 - 68%
Percentage of budget benefits
Mean: 6.4%
Range: 0 – 12%
Percentage of budget Programs
Mean: 70%
Range: 7 - 89%
Percentage of budget Administrative
Mean: 20%
Range: 7 - 88%
Percentage of budget Fundraising
Mean: 10%
Range: 1 - 20%

Nine organizations pay for dedicated office space.
Community Foundation of Jackson Hole
2012 Nonprofit Salary Report
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**Group D**
Annual operating budget $300,000 - $499,999
Total number of organizations: 11

**Number of Employees:** Group D (budget $300,000-$499,999)
Mean Full Time Staff: 3  Organizations with no FT Staff: 1  Range: 0 – 6
Mean Part Time Staff: 3  Organizations with no PT Staff: 0  Range: 1 – 7
Mean Seasonal Staff: 3  Organizations with no Seasonal Staff: 7
Mean Volunteers: 58  Organizations with no volunteers: 2

Three organizations offer a formal Board training & orientation program; 5 organizations offer a formal volunteer training program; 7 seek to expand volunteer programs.

**Executive Director/Chief Executive Officer:** Group D (budget $300,000-$499,999)
Annual Salary  Mean: $64,443  Range: $39,000-$77,250
Years in Job  Mean: 7  Range: 3 - 12
Years Prior Experience Mean: 8  Range: 2 – 20
Degree Held  1 HS, 4 BA, 4 MA
Position unfilled: 2 cases  Position FT: 8 cases  Position PT: 1 case

**Administrator/Chief Operating Officer:** Group D (budget $300,000-$499,999)
Annual Salary  Mean: $36,850  Range: $35,200-$38,500
Degree Held  1 MA, 1 Professional Certificate
Position unfilled:  9 cases Position FT: 1 case Position PT: 1 case

**Professional Financial/CFO:** Group D (budget $300,000-$499,999)
Position unfilled: 11 cases

**Bookkeeper:** Group D (budget $300,000-$499,999)
Hourly Rate  Mean: $49/hour  Range: $32 - $75
Degree Held  3 BA, 1 MA, 1 Professional Certificate
Position unfilled: 7 cases  Position FT: 0 cases  Position PT: 4 cases
Program Director: Group D (budget $300,000-$499,999)
Salary
Mean: $51,580
Range: $28,000 - $75,000
Degree Held
1 HS, 5 BA, 5 MA, 1 JD
(more than one answer selected in 2 cases)
Position unfilled: 3 cases
Position FT: 5 cases
Position PT: 3 cases
Number of people described:
Mean: 1.6
Range: 1 – 3

Marketing Director: Group D (budget $300,000-$499,999)
Salary
$34,000
Degree Held
1 MA
Position unfilled: 10 cases
Position FT: 1 case
Position PT: 0 cases

Development Director: Group D (budget $300,000-$499,999)
Hourly Rate
$26/hour
Degree Held
1 BA
Position unfilled: 10 cases
Position FT: 0 cases
Position PT: 1 case

Support Staff: Group D (budget $300,000-$499,999)
Salary
Mean: $34,393
Range: $29,333-$44,256
Degree Held
1 HS, 7 BA, 1 MA
(more than one answer selected in 1 case)
Position unfilled: 3 cases
Position FT: 1 case
Position PT: 7 cases
Number of people described:
Mean: 1.4
Range: 1 – 3

Specialized Staff: Group D (budget $300,000-$499,999)
Salary
Mean: $41,923
Range: $35,360-$55,056
One contract rate
$135/hour not included in mean salary calculation
Degree Held
1 HS, 4 BA, 1 MA, 1 PhD
(more than one answer selected in 1 case)
Position unfilled: 4 cases
Position FT: 2 cases
Position PT: 5 cases
Number of people described:
Mean: 2.6
Range: 1 - 5
Volunteer Coordinator: Group D (budget $300,000-$499,999)
 Salary $33,000
 Degree Held BA
 Position unfilled: 10 cases Position FT: 1 case

Other: Group D (budget $300,000-$499,999)
 Position unfilled: 10 cases
(1 organization reported salary information. Incomplete data.)

Group D BENEFITS:
Health Insurance: 4 organizations offer a traditional medical plan, 1 offers a high deductible medical plan; 4 organizations pay 100% of the premium, 1 pays between 51-99% and 2 don't pay any percentage of the premium. Three organizations offer dental insurance; 1 offers vision; and 3 offer prescription coverage.
Vacation: 10 organizations offer paid vacation.
Professional Development: 5 organizations offer employee education/professional development.
Housing Assistance: No organizations offer housing assistance.
Retirement: 4 organizations offer a 403(b), 401(k) or simple retirement account.
Other: 3 organizations indicated “other” benefits such as a cafeteria plan and health insurance stipends to help employees pay for their own health insurance.

Group D BUDGET:
Percentage of budget salary
Mean: 46% Range: 15 – 74%

Percentage of budget benefits
Mean: 2.3% Range: 0 – 10%

Percentage of budget Programs
Mean: 83% Range: 50 – 95%

Percentage of budget Administrative
Mean: 10% Range: 1 – 25%

Percentage of budget Fundraising
Mean: 6.9% Range: 2 – 25%

All (11) organizations pay for dedicated office space.
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2012 Nonprofit Salary Report
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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: 1  Organizations with no FT Staff: 7  Range: 0 - 3
Mean Part Time Staff: 2  Organizations with no PT Staff: 5  Range: 0 - 10
Mean Seasonal Staff: 1  Organizations with no Seasonal Staff: 13
Mean Volunteers: 29  Organizations with no volunteers: 2

Eight organizations offer a formal Board training & orientation program; ten organizations offer a formal volunteer training program; 12 seek to expand volunteer programs.

**Executive Director/Chief Executive Officer:** Group C (budget $100,000-$299,999)
Annual Salary  Mean: $53,096  Range: $30,000-$93,600
Years in Job  Mean: 5  Range: 1 – 16
Years Prior Experience Mean: 7  Range: 1 – 25
Degree Held  1 HS, 12 BA, 5 MA, 1 Professional Certificate
Position unfilled: 2 cases Position FT: 9 cases Position PT: 9 cases
Position contract: 1 case

**Administrator/Chief Operating Officer:** Group C (budget $100,000-$299,999)
Annual Salary  Mean: $41,106  Range: $33,333-$48,384
Degree Held  3 BA, 1 Professional Certificate
Position unfilled: 17 cases Position FT: 1 case Position PT: 2 cases

**Professional Financial/CFO:** Group C (budget $100,000-$299,999)
Position unfilled: 21 cases

**Bookkeeper:** Group C (budget $100,000-$299,999)
Hourly Rate  Mean: $43/hour  Range: $25-$50
Degree Held  2 BA, 1 MA, 3 Professional Certificates (2 unsure)
Position unfilled: 13 cases Position FT: 0 cases Position PT: 8 cases
Program Director: Group C (budget $100,000-$299,999)
Salary
- Mean: $37,864
- Range: $21,600-$48,000

Degree Held
- 1 HS
- 4 BA
- 2 MA
- 1 Professional Certificate

Position unfilled: 14 cases
Position FT: 4 cases
Position PT: 3 cases

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

Marketing Director: Group C (budget $100,000-$299,999)

Hourly Rate
- Mean: $20/hour
- Range: $14-$25

Degree Held
- 2 BA
- 1 MA
- 1 Professional Certificate

Position unfilled: 17 cases
Position FT: 0 cases
Position PT: 4 cases

Development Director: Group C (budget $100,000-$299,999)

Position unfilled: 21 cases

Support Staff: Group C (budget $100,000-$299,999)

Salary
- Mean: $33,294
- Range: $28,000-$40,560

6 organizations provided salary information

Degree Held
- 5 HS
- 3 BA
- 1 MA

Position unfilled: 13 cases
Position FT: 2 cases
Position PT: 5 cases

Number of people described:
- Mean: 1.9
- Range: 1 – 5

Specialized Staff: Group C (budget $100,000-$299,999)

Hourly Rate
- Mean: $39/hour
- Range: $25-$50

Degree Held
- 3 BA
- 2 MA
- 2 PhD
- 2 Professional Certificates

Position unfilled: 13 cases
Position FT: 1 case
Position PT: 7 cases

Number of people described:
- Mean: 1.5
- Range: 1 – 5

Volunteer Coordinator: Group C (budget $100,000-$299,999)

Salary
- Mean: $34,320
- Range: $31,200-$36,400

Degree Held
- 1 HS
- 2 MA

Position unfilled: 17 cases
Position FT: 1 case
Position PT: 2 cases
Other: Group C (budget $100,000-$299,999)

Position unfilled: 21 cases

Group C BENEFITS:
Health Insurance: 7 organizations offer a traditional medical plan, 3 offer a high deductible medical plan; four organizations pay 100% of the premium, one pays between 51-99%, two pay less than 50% and nine don’t pay any percentage of the premium. Four organizations offer dental insurance; 3 offer vision; and 4 offer prescription coverage.
Vacation: 12 organizations offer paid vacation.
Professional Development: 6 organizations offer employee education/professional development.
Housing Assistance: 3 organizations offer housing assistance.
Retirement: 3 organizations offer a 403(b) or 401(k) retirement account.
Other: 5 organizations indicated “other” benefits such as contributions to an employee’s health savings account.

Group C BUDGET:
Percentage of budget salary
Mean: 38% Range: 5 – 63%

Percentage of budget benefits
Mean: 4.5% Range: 0 – 17%

Percentage of budget Programs
Mean: 60% Range: 9 – 90%

Percentage of budget Administrative
Mean: 19% Range: 5 – 58%

Percentage of budget Fundraising
Mean: 10% Range: 2 – 25%

13 organizations pay for dedicated office space.
Group B
Annual operating budget $50,000 - $99,999
Total number of organizations: 7

Number of Employees: Group B (budget $50,000-$99,999)
Mean Full Time Staff: 1 Organizations with no FT Staff: 4 Range: 0-2
Mean Part Time Staff: 1 Organizations with no PT Staff: 1
Mean Seasonal Staff: 1 Organizations with no Seasonal Staff: 5
Mean Volunteers: 21 Organizations with no volunteers: 0

One organization offers a formal Board training & orientation program; two organizations offer a formal volunteer training program; five seek to expand volunteer programs.

Executive Director/Chief Executive Officer: Group B (budget $50,000 - $99,999)
Annual Salary Mean: $43,296 Range: $24,000-$60,480
Years in Job Mean: 8 Range: 2 - 21
Years Prior Experience Mean: 11 Range: 2 - 25
Degree Held 3 BA, 1 MA, 1 PhD
Position unfilled: 2 cases Position FT: 2 cases Position PT: 3 cases

Administrator/Chief Operating Officer: Group B (budget $50,000 - $99,999)
Position unfilled: 7 cases

Professional Financial/CFO: Group B (budget $50,000 - $99,999)
Position unfilled: 7 cases

Bookkeeper: Group B (budget $50,000 - $99,999)
Hourly Rate Mean: $35/hour Range: $20-$45
Degree Held 2 BA, 2 unknown
Position unfilled: 3 cases Position FT: 0 cases Position PT: 4 cases
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Program Director: Group B (budget $50,000 - $99,999)
Salary
Mean: $43,467
Range: $24,960-$68,000
Degree Held 2 BA, 1 MA
Position unfilled: 4 cases
Position FT: 1 case
Position PT: 2 cases

Marketing Director: Group B (budget $50,000 - $99,999)
Hourly Rate $20/hour
Degree Held 1 MA
Position unfilled: 6 cases
Position FT: 0 cases
Position PT: 1 case

Development Director: Group B (budget $50,000 - $99,999)
Position unfilled: 7 cases

Support Staff: Group B (budget $50,000 - $99,999)
Hourly Rate
Mean: $17/hour
Range: $11-$20
Degree Held 1 HS, 2 MA
Position unfilled: 4 cases
Position FT: 0 cases
Position PT: 3 cases

Specialized Staff: Group B (budget $50,000 - $99,999)
Position unfilled: 7 cases

Volunteer Coordinator: Group B (budget $50,000 - $99,999)
Position unfilled: 6 cases
(1 organization reported salary information. Incomplete data.)

Other: Group B (budget $50,000 - $99,999)
Position unfilled: 6 cases
(1 organization reported salary information. Incomplete data.)

Group B BENEFITS:
Health Insurance: One organization offers a traditional medical plan & pays less than 50% of the employee premium; one organization offers dental, vision and prescription coverage.
Vacation: One organization offers paid vacation.
Professional Development: One organization offers employee education/professional development.
Housing Assistance: No organizations offer housing assistance.
Retirement: One organization offers a 403(b) or 401(k) retirement account.
Other: One organization indicated “other” benefits but did not specify what they are.
Group B BUDGET:

Percentage of budget salary
Mean: 37% Range: 25 – 65%

Percentage of budget benefits
Mean: 4.4% Range: 0 – 30%

Percentage of budget Programs
Mean: 70% Range: 33 – 84%

Percentage of budget Administrative
Mean: 15% Range: 5 – 33%

Percentage of budget Fundraising
Mean: 14% Range: 6 – 33%

Four organizations pay for dedicated office space.
Community Foundation of Jackson Hole  
2012 Nonprofit Salary Report  
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**Group A**  
Annual operating budget $0-$49,999  
Total number of organizations: 8

**Number of Employees:** Group A (budget $0-$49,999)  
Mean Full Time Staff: 0  Organizations with no FT Staff: 8  
Mean Part Time Staff: 1  Organizations with no PT Staff: 4  
Mean Seasonal Staff: 1  Organizations with no Seasonal Staff: 7  
Mean Volunteers: 7  Organizations with no volunteers: 1

One organization offers a formal Board training & orientation program; two organizations offer a formal volunteer training program; six seek to expand volunteer programs.

**Executive Director/Chief Executive Officer:** Group A (budget $0-$49,999)  
Hourly Rate  Mean: $20.50/hour  Range: $10 - $29  
*Three organizations provided salary information*

Years in Job  Mean: 6  Range: 1 - 9  
Years Prior Experience  Mean: 9  Range: 0-25

Degree Held: 4 BA  
Position unfilled: 4 cases  Position FT: 0 cases  Position PT: 4 cases

**Program Director:** Group A (budget $0-$49,999)  
Hourly Rate  Mean: $29/hour  Range: $19.23 - $39  
*Two organizations provided salary information*

Degree Held  3 BA  
Position unfilled: 5 cases  Position FT: 0 cases  Position PT: 3 cases

**Specialized Staff:** Group A (budget $0-$49,999)  
Hourly Rate: $20/hour  
Degree Held: 1 BA  
Position unfilled: 6 cases  Position FT: 0 cases  Position PT: 1 case
Group A BENEFITS:
Health Insurance: One organization offers a high deductible medical plan & pays less than 50% of the employee premium; no organizations offer dental, vision or prescription coverage.
Vacation: 0 organizations offer paid vacation.
Professional Development: 0 organizations offer employee education/professional development.
Housing Assistance: 0 organizations offer housing assistance.
Retirement: 0 organizations offer a 403(b) or 401(k) retirement account.

Group A BUDGET:

Percentage of budget salary
Mean: 26%  Range: 0 – 73%

Percentage of budget benefits
Mean: 1.6%  Range: 0 – 13%

Percentage of budget Programs
Mean: 82%  Range: 40 – 100%

Percentage of budget Administrative
Mean: 13%  Range: 0 – 60%

Percentage of budget Fundraising
Mean: 6.7%  Range: 0 – 25%

One organization pays for dedicated office space.