Respondents

- One hundred thirty four nonprofit organizations in Teton County, Wyoming were invited to participate in the 2014 nonprofit salary survey. Twelve organizations responded they do not have any paid staff.
- Seventy-five organizations with paid staff completed the survey for a 61% response rate, including salary data for 470 full-time and 257 part-time positions, a total of 727 paid staff and independent contractors. Organizations also reported 337 seasonal workers.
- These organizations utilize nearly 4,400 community volunteers a year. Forty-three percent of responding organizations offer a formal volunteer training and orientation program; 63% are seeking to expand their volunteer program.
- In 2012, the salary survey was sent to 128 nonprofit organizations in Teton County, Wyoming and received 80 responses, including salary data for 341 full-time and 294 part-time positions, a total of 635 positions. The 2010 salary survey received 75 responses, including salary data for 360 full-time and 140 part-time positions, a total of 500 positions.
- Of the 75 responding organizations in 2014: 26% are health and human service agencies; 22% focus on educational programs; 18% work on conservation/environmental issues; 17% are related to the arts; 7% focus on recreation; 4% are civic, and 3% focus on each animals and religion.
- The largest response groups were organizations with annual operating budgets between $100,000 and $299,999 and organizations with budgets over $1 million, with 20 responses each.
- Forty-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 increased an average of 18% from 2012 to 2014. Full-time Administrator/COO salaries increased an average of 17% while the mean salary of full-time development directors was up by 39%.
- Salaries vary greatly by organization budget size and number of hours worked per week. The overall mean salary for Executive Director/CEO was $72,013 when all salaries were calculated at 40 hours/week. However, the mean salary for full-time salaried Executive Director/CEOs was $86,597.
- The mean nonprofit Executive Director/CEO salary overall was up 14% since 2012, after a 2% dip from 2010 to 2012.
- Part-time Executive Director/CEO average earnings were up 20% over 2012, but still slightly below 2010 levels.
- 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 Executive Director/CEO

- Responding Executive Director/CEOs reported that:
  - 48% hold a bachelor’s degree and 40% hold a Masters or PhD;
  - 56% are under 50 years old, while 20% are 50-59, and 24% are over 60 years old;
  - 65% are women;
  - 31% have a succession plan in place for their position;
  - 79% own their home, and 3% receive a housing allowance;
  - on average, they had been in their position 7 years;
  - they had an average 11 years prior experience;
  - relocation expenses were paid for 7 Executive Director/CEOs when they moved.

- Teton County nonprofit Executive Director/CEOs at organizations with a budget over $1 million receive the highest pay at $119,513. This represents a 16% increase from the average salary of $103,308 in 2012 for Executive Director/CEOs at organizations with a budget over $1M.

Benefits

- Nearly three quarters of the responding nonprofit organizations offer some health insurance:
  - 50% of organizations offer a traditional medical plan;
  - 23% of organizations offer a high deductible medical plan;
  - 50% of organizations offer dental coverage;
  - 33% of organizations offer prescription coverage; and
  - 28% of organizations offer vision coverage.

- Most responding nonprofits offer some paid time off:
  - 86% of organizations offer paid vacation;
  - 77% also offer paid sick days;
  - 50% allow staff members to take unpaid leave;
  - 45% of organizations provide maternity/paternity leave;
  - 70% report employees have “flexible schedules.”

- Less than half, 40%, offer a retirement plan or 403(b), down 2% from 2012.

- Some other benefits organizations offer:
  - 59% have employee education and professional development opportunities;
  - 11% offer housing assistance;
  - 14% have a staff ski pass or discount.
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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 2012, $68,000-$98,000, while the average nonprofit Executive Director/CEO salary has increased nearly $9,000 to $72,013. In addition, the pay band including municipal associate planner and Public Health Nurse average $52,830, 30% higher than nonprofit specialized staff at $40,436.
- 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. Base pay for local teachers is 80% more than the $40,436 average 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 nearly equal to the average nonprofit Executive Director/CEO salary of $72,013.
- The Wyoming Department of Employment’s Quarterly Census of Employment and Wages shows the average wage in Teton County by sector for the second quarter, 2013, when calculated annually:
  - “Social and community service managers” earn $55,349
  - “Office and administrative support” occupations earn $37,190
  - “Community and social service” occupations earn $60,590
  - “Fundraisers” earn $53,934

State of Wyoming
- The Wyoming Wage Survey updated in September 2013 reports the following:
  - Statewide median salary for “Management Occupations” is $86,840
  - Statewide median salary for “Chief Executives” is $136,260
  - Statewide median salary for “Community & Social Service” occupations is $44,616
  - Statewide median salary for “Fundraisers” is $52,915
- According to Census Data, the 2008-2012 statewide median income in Wyoming was $56,573 while the median income in Teton County for the same period was 22% higher at $69,020. The mean income in Teton County, $106,027, was nearly 50% higher than the statewide mean income of $70,836.

National Nonprofit Context
- According to the NonProfit Times 2014 Nonprofit Organizations Salary Report, salaries for nonprofit employees are up from previous years, as the economy continues to improve. Average nonprofit executive level salaries have increased 2.65% nationally, and 3.4% in the Northwest from 2012 to 2013. Overall, average salaries for Executive Director/CEOs in Jackson Hole have increased 14% since 2012.
- The same study showed that nationally from 2012 to 2013, the number of full-time nonprofit employees dropped 8%. The average total cost of compensation to organizations was also down by 1%.
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- The NonProfit Times found that the average base salary for a nonprofit Executive Director/CEO in the United States in 2013 was $118,678, while the average Northwestern Executive Director/CEO earned $121,932; compared to $72,013 in Teton County, Wyoming.
- Nationally, 39.5% of nonprofit organizations paid their Executive Director/CEOs an average 5.6% bonus, bringing national Executive Director/CEO total cash compensation to $122,344 and $126,123 in the Northwest.
- On average, the NonProfit Times found Executive Director/CEOs of organizations with budgets between $500,00-$999,999 earned $81,991 base salary, compared to $79,790 in Jackson Hole. The study also reports the average salary of nonprofit Executive Director/CEOs with budgets under $500,000 is $60,206, compared to $58,193 in Teton County. And nationally, Executive Director/CEOs with budgets between $1M and $2.49M earn $103,704 base salary while nonprofit Executive Director/CEOs with budgets over $1M in Jackson Hole earn $119,513 on average.
- The NonProfit Times 2014 Nonprofit Organizations Salary Report also includes data for the following positions:
  - Nationally, the average base salary for Administrator/COO was $106,978, nearly unchanged since 2011 ($106,048). In Jackson Hole, the overall average salary for nonprofit Administrator/COOs in 2014 was $58,168, up 8% from $53,243 in 2012.
  - National mean salary for Professional Financial/CFOs was $108,401, up nearly 10% from $98,583 in 2011. In Jackson Hole, the average salary for nonprofit Professional Financial/CFOs in 2014 was $69,766, up 34% from the 2012 average salary of $51,943.
  - National mean salary for Bookkeepers was $38,683 or $18.59/hour. In Jackson Hole, most nonprofits contract Bookkeepers part-time at an average hourly rate of $33/hour.
  - National mean salary for Program Directors was $56,926, a decrease of nearly $5,000 over the 2011 average of $61,784; while Program Directors at organizations with budgets between $500,000-$999,999 earned $48,423 on average. In Jackson Hole, the average salary for a Program Director has stayed nearly level since 2012 to $49,134; while Program Directors at organizations with budgets between $500,000-$999,999 earn $49,855, approximately $5,000 more than in 2012.
  - National mean salary for Marketing Directors was $68,694; and Marketing Directors at organizations in the Northwest earned $72,458 on average. In Jackson Hole, the average salary for Marketing Directors is $48,942.
  - National mean salary for Development Directors was $70,489, down from $75,948 in 2011. In Jackson Hole, the average salary for Development Directors is $59,356, up 7% from $55,678 in 2012.
- The 2008-2012 median income in Teton County Wyoming was $69,020, 23% higher than the median income in the United States for the same period, $53,046.

1 The Wyoming Quarterly Census of Employment & Wages is online at doc.state.wy.us/lmi
2 The Wyoming Wage Survey is available online, http://doc.state.wy.us/lmi/OES_toc.htm
3 Census Data for Teton County, Wyoming is available online, quickfacts.census.gov/qfd/states/56/56039.html
4 The NonProfit Times Salary Report is available for purchase online, thenonprofittimes.com/store
5 Northwestern states in the NonProfit Times salary report are defined as: AK, CA, HI, ID, MT, OR, WA, WY.
Community Foundation of Jackson Hole
2014 Nonprofit Salary Report
Executive Summary

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

- All organizations employ an Executive Director/CEO, average salary: $119,513.
- All employ a significant number of staff: average 17 full-time and 5 part-time employees.

**Group E**
Annual operating budget $500,000-$999,999  
Total number of organizations: 17

- Sixteen employ an Executive Director/CEO, average salary: $79,790.
- All employ staff: average 6 full-time and 6 part-time employees.

**Group D**
Annual operating budget $300,000-$499,999  
Total number of organizations: 7

- All employ an Executive Director/CEO, average salary: $63,298.
- All employ staff: average 1.5 full-time and 2.5 part-time employees.

**Group C**
Annual operating budget $100,000-$299,999  
Total number of organizations: 20

- Seventeen employ an Executive Director/CEO, average salary: $53,484.
- All employ staff: average 1 full-time and 2 part-time employees.

**Group B**
Annual operating budget $50,000-$99,999  
Total number of organizations: 6

- Two employ a part-time Executive Director/CEO, average hourly rate is $38/hr.
- No organization has full-time staff; employ an average of 2 part-time employees.

**Group A**
Annual operating budget $0-$49,999  
Total number of organizations: 5

- Three employ an Executive Director/CEO, average salary: $36,950.
- No organization has full-time staff; employ an average of 2 part-time employees.
Community Foundation of Jackson Hole
2014 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: 17
- Mean Part Time Staff: 5
- Mean Seasonal Staff: 12
- Mean Volunteers: 96

Organizations with no FT Staff: 0
Range: 1-65
Organizations with no PT Staff: 3
Range: 0 - 14
Organizations with no Seasonal Staff: 8

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

**Executive Director/CEO:** Group F (budget over $1 million)
- Annual Salary
  - Mean: $119,513
  - Range: $72,000-$194,250
- Years in Job
  - Mean: 11
  - Range: 1 - 30
- Years Prior Experience
  - Mean: 11
  - Range: 0 - 30
- Degree Held
  - 8 BA/BS, 7 MA, 5 PhD
- Position unfilled: 0 cases
- Position FT: 20 cases
- Position PT: 0 cases

**Administrator/COO:** Group F (budget over $1 million)
- Annual Salary
  - Mean: $89,811
  - Range: $59,000-$148,000
- Degree Held
  - 1 Associate degree, 4 BA, 5 MA, 1 Professional Certificate
- Position unfilled: 10 cases
- Position FT: 10 cases
- Position PT: 0 cases

**Professional Financial/CFO:** Group F (budget over $1 million)
- Annual Salary
  - Mean: $83,199
  - Range: $68,000-105,000
- Degree Held
  - 5 BA/BS, 4 MA, 2 Professional Certificates
- Position unfilled: 11 cases
- Position FT: 9 cases
- Position PT: 0 cases

**Bookkeeper:** Group F (budget over $1 million)
- Salary
  - Mean: $59,198
  - Range: $42,300-$75,000
- Degree Held
  - 2 HS, 1 Associate degree, 8 BA/BS, 2 MA, 2 Professional Certificate
- Position unfilled: 7 cases
- Position FT: 9 cases
- Position PT: 4 cases
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2014 Nonprofit Salary Report
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Program Director: Group F (budget over $1 million)
Salary
Mean: $64,250 Range: $50,000-$77,500

Degree Held
11 BA/BS, 11 MA (more than one answer selected in 6 cases)

Position unfilled: 3 cases Position FT: 16 cases Position PT: 2 cases

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

Marketing Director: Group F (budget over $1 million)
Salary
Mean: $62,493 Range: $49,400-$100,000

Degree Held
7 BA/BS, 1 MA, 1 PhD

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

Development Director: Group F (budget over $1 million)
Salary
Mean: $90,094 Range: $55,000-$125,000

Degree Held
5 BA/BS, 4 MA,

Position unfilled: 12 cases Position FT: 8 cases Position PT: 0 cases

Support Staff: Group F (budget over $1 million)
Salary
Mean: $39,957 Range: $27,000-$54,000

Degree Held
9 HS, 1 Associate degree, 16 BA/BS, 3 MA, 1 Professional Certificate (more than one answer selected in 7 cases)

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

Number of people described:
Mean: 3.1 Range: 1 – 5

Specialized Staff: Group F (budget over $1 million)
Salary
Mean: $47,748 Range: $29,500-$70,700

Degree Held
2 HS, 8 BA/BS, 8 MA, 1 PhD, 6 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: 4.1 Range: 1 - 5
**Volunteer Coordinator:** Group F (budget over $1 million)
Salary Mean: $38,987       Range: $20,000-$50,000
Degree Held 3 BA/BS, 1 MA
Position unfilled: 16 cases       Position FT: 1 case       Position PT: 3 cases

**Other:** Group F (budget over $1 million)
Salary Mean: $54,183       Range: $30,000-$131,700
(One contract rate $125/hour)
Degree Held 5 HS, 6 BA/BS, 1 MA, 1 RN, 1 MD
Position unfilled: 12 cases       Position FT: 3 cases       Position PT: 5 cases
Number of people described: Mean: 4       Range: 1 - 5

**Group F BENEFITS:**
*Health Insurance:* Fifteen organizations offer a traditional medical plan, 4 offer a high deductible medical plan; 10 organizations pay 100% of the premium, 9 pay between 51-99%, and 1 pays none. Eighteen organizations offer dental insurance; 11 offer vision coverage; and 14 offer prescription coverage.
*Vacation:* All 20 organizations offer paid vacation.
*Professional Development:* 17 organizations offer employee education/professional development.
*Housing Assistance:* 4 organizations offer housing assistance.
*Retirement:* 15 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: 50%       Range: 22 – 75%
*Percentage of budget benefits*
Mean: 8%       Range: 2 – 18%
*Percentage of budget Programs*
Mean: 79%       Range: 30 – 92%
*Percentage of budget Administrative*
Mean: 13%       Range: 2 – 60%
*Percentage of budget Fundraising*
Mean: 6%       Range: 0 – 20%

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

Annual operating budget $500,000 - $999,999  
Total number of organizations: 17

<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: 1-12</td>
<td></td>
</tr>
<tr>
<td>Mean Part Time Staff:</td>
<td>6</td>
</tr>
<tr>
<td>Organizations with no PT Staff:</td>
<td>5</td>
</tr>
<tr>
<td>Range: 0 - 53</td>
<td></td>
</tr>
<tr>
<td>Mean Seasonal Staff:</td>
<td>6</td>
</tr>
<tr>
<td>Organizations with no Seasonal Staff:</td>
<td>11</td>
</tr>
<tr>
<td>Mean Volunteers:</td>
<td>65</td>
</tr>
<tr>
<td>Organizations with no volunteers:</td>
<td>1</td>
</tr>
</tbody>
</table>

Nine organizations offer a formal Board training & orientation program; nine organizations offer a formal volunteer training program; eleven seek to expand volunteer programs.

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

<table>
<thead>
<tr>
<th>Annual Salary</th>
<th>Mean: $79,790</th>
<th>Range: $43,000-$200,000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Years in Job</td>
<td>Mean: 5</td>
<td>Range: 1 – 11</td>
</tr>
<tr>
<td>Years Prior Experience</td>
<td>Mean: 12</td>
<td>Range: 0 – 30</td>
</tr>
</tbody>
</table>

Degree Held: 8 BA/BS, 6 MA, 1 PhD, 1 Professional Certificate

Position unfilled: 1 case  
Position FT: 16 cases  
Position PT: 0 cases

**Administrator/COO:** Group E (budget $500,000-$999,999)

<table>
<thead>
<tr>
<th>Annual Salary</th>
<th>Mean: $47,179</th>
<th>Range: $36,400-65,000</th>
</tr>
</thead>
</table>

Degree Held: 3 BA/BS, 3 MA

Position unfilled: 11 cases  
Position FT: 4 cases  
Position PT: 2 cases

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

<table>
<thead>
<tr>
<th>Salary</th>
<th>Mean: $84,500</th>
<th>Range: $65,000-$104,000</th>
</tr>
</thead>
</table>

Degree Held: 2 BA/BS

Position unfilled: 15 cases  
Position FT: 1 case  
Position PT: 1 case

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

<table>
<thead>
<tr>
<th>Hourly Rate</th>
<th>Mean: $25/hour</th>
<th>Range: $20-$35</th>
</tr>
</thead>
</table>

Degree Held: 1 HS, 6 BA/BS, 1 MA

Position unfilled: 9 cases  
Position FT: 2 cases  
Position PT: 6 cases
<table>
<thead>
<tr>
<th>Position</th>
<th>Group E (budget $500,000-$999,999)</th>
<th>Annual Salary</th>
<th>Degree Held</th>
<th>Position unfilled</th>
<th>Position FT</th>
<th>Position PT</th>
<th>Number of people described</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Program Director</strong></td>
<td></td>
<td>Mean: $49,855</td>
<td>7 BA/BS, 3 MA, 3 Professional Certificate, 1 PhD, 1 J.D.</td>
<td>6 cases</td>
<td>9 cases</td>
<td>2 cases</td>
<td>Mean: 1.6, Range: 1-4</td>
</tr>
<tr>
<td><strong>Marketing Director</strong></td>
<td></td>
<td>Mean: $32,333</td>
<td>3 BA/BS</td>
<td>14 cases</td>
<td>3 cases</td>
<td>0 cases</td>
<td></td>
</tr>
<tr>
<td><strong>Development Director</strong></td>
<td></td>
<td>Mean: $55,810</td>
<td>5 BA/BS, 2 MA, 1 J.D.</td>
<td>11 cases</td>
<td>4 cases</td>
<td>2 cases</td>
<td></td>
</tr>
<tr>
<td><strong>Support Staff</strong></td>
<td></td>
<td>Mean: $35,476</td>
<td>3 HS, 8 BA/BS, 2 MA</td>
<td>5 cases</td>
<td>6 cases</td>
<td>6 cases</td>
<td>Mean: 2, Range: 1-5</td>
</tr>
<tr>
<td><strong>Specialized Staff</strong></td>
<td></td>
<td>Mean: $41,074</td>
<td>2 HS, 5 BA/BS, 2 MA, 2 Professional Certificate</td>
<td>9 cases</td>
<td>5 cases</td>
<td>3 cases</td>
<td>Mean: 2.3, Range: 1-5</td>
</tr>
</tbody>
</table>
Volunteer Coordinator: Group E (budget $500,000-$999,999)
Salary                      Mean: $34,040   Range: $28,000-$40,000
Degree Held                 2 BA
Position unfilled: 15 cases  Position FT: 1 case  Position PT: 1 case

Other: Group E (budget $500,000-$999,999)
Salary                      Mean: $43,424   Range: $31,200-$62,400
Degree Held                 1 HS, 4 BA/BS, 1 MA, 1 Professional Certificate
Position unfilled: 11 cases  Position FT: 2 cases  Position PT: 4 cases

Group E BENEFITS:
Health Insurance: Seven organizations offer a traditional medical plan, seven offer a high deductible medical plan; 7 organizations pay 100% of the premium, 3 pay between 51-99%, 2 pay between 1-50%, 1 doesn’t pay any percentage of the premium and 4 did not provide this information. Nine organizations offer dental insurance; 3 offer vision coverage; and 4 offer prescription coverage.
Vacation: 16 organizations offer paid vacation.
Professional Development: 12 organizations offer employee education/professional development.
Housing Assistance: No organizations offer housing assistance.
Retirement: 9 organizations offer a 403(b) or 401(k) retirement account.
Other: 8 organizations indicated “other” benefits such as HSA contributions, FSA, AFLAC and health insurance reimbursement programs.

Group E BUDGET:
Percentage of budget salary
Mean: 42%            Range: 15-63%

Percentage of budget benefits
Mean: 7.7%            Range: 2-25%

Percentage of budget Programs
Mean: 77%            Range: 40-92%

Percentage of budget Administrative
Mean: 13%            Range: 5-35%

Percentage of budget Fundraising
Mean: 9.7%            Range: 1-40%

Ten organizations pay for dedicated office space.
Group D
Annual operating budget $300,000 - $499,999
Total number of organizations: 7

Number of Employees: Group D (budget $300,000-$499,999)
Mean Full Time Staff: 1.5  Organizations with no FT Staff: 2  Range: 0 – 4
Mean Part Time Staff: 2.5  Organizations with no PT Staff: 2  Range: 0 – 6
Mean Seasonal Staff: 4  Organizations with no Seasonal Staff: 4
Mean Volunteers: 34  Organizations with no volunteers: 2

Four organizations offer a formal Board training & orientation program; 3 organizations offer a formal volunteer training program; 4 seek to expand volunteer programs.

Executive Director/CEO: Group D (budget $300,000-$499,999)
Annual Salary  Mean: $63,298  Range: $40,000-$77,250
Years in Job  Mean: 4  Range: <1 – 13
Years Prior Experience  Mean: 10  Range: 1 – 25
Degree Held  4 BA/BS, 3 MA

Administrator/COO: Group D (budget $300,000-$499,999)
Position unfilled: 7 cases

Professional Financial/CFO: Group D (budget $300,000-$499,999)
Position unfilled: 7 cases

Bookkeeper: Group D (budget $300,000-$499,999)
Hourly Rate  Mean: $39/hour  Range: $35 - $48
Degree Held  3 BA

Position unfilled: 4 cases  Position FT: 0 cases  Position PT: 3 cases
Program Director: Group D (budget $300,000-$499,999)
Salary Mean: $51,253 Range: $45,700-$58,000
Degree Held 4 BA
Position unfilled: 3 cases Position FT: 1 case Position PT: 3 cases

Marketing Director: Group D (budget $300,000-$499,999)
Hourly Rate $25/hour
Degree Held 1 MA
Position unfilled: 6 cases Position FT: 0 cases Position PT: 1 case

Development Director: Group D (budget $300,000-$499,999)
Position unfilled: 7 cases

Support Staff: Group D (budget $300,000-$499,999)
Salary Mean: $33,160 Range: $31,200-$35,000
Degree Held 2 BA/BS, 1 Professional Certificate
Position unfilled: 4 cases Position FT: 1 case Position PT: 2 cases
Number of people described: Mean: 2.7 Range: 1 – 5

Specialized Staff: Group D (budget $300,000-$499,999)
Salary Mean: $41,600 Range: $33,300-$52,000
Degree Held 2 BA/BS, 1 Professional Certificate, 1 “other”
Position unfilled: 3 cases Position FT: 1 case Position PT: 3 cases
Number of people described: Mean: 3.5 Range: 1 - 5

Volunteer Coordinator: Group D (budget $300,000-$499,999)
Salary $38,000
Degree Held BA
Position unfilled: 6 cases Position FT: 1 case

Other: Group D (budget $300,000-$499,999)
Position unfilled: 7 cases
Group D BENEFITS:
*Health Insurance:* 1 organization offers a traditional medical plan, 1 offers a high deductible medical plan; 1 organization pays 100% of the premium, 1 pays between 0-50%, 4 don’t pay any percentage of the premium, and one offers a health insurance stipend to salaried employees. One organization offers dental insurance; 1 offers vision; and none offer prescription coverage.

*Vacation:* 6 organizations offer paid vacation.

*Professional Development:* 3 organizations offer employee education/professional development.

*Housing Assistance:* no organizations offer housing assistance.

*Retirement:* no organizations offer a 403(b), 401(k) or simple retirement account.

Group D BUDGET:

**Percentage of budget salary**  
Mean: 37%  
Range: 15 – 90%

**Percentage of budget benefits**  
Mean: 1%  
Range: 0 – 3%

**Percentage of budget Programs**  
Mean: 72%  
Range: 46 – 90%

**Percentage of budget Administrative**  
Mean: 15%  
Range: 5 – 40%

**Percentage of budget Fundraising**  
Mean: 6.5%  
Range: 2.5 – 11%

Four organizations pay for dedicated office space.
Community Foundation of Jackson Hole
2014 Nonprofit Salary Report
Confidential: Please do not distribute

**Group C**
Annual operating budget $100,000 - $299,999
Total number of organizations: 20

**Number of Employees:** Group C (budget $100,000-$299,999)
Mean Full Time Staff: 1
Organizations with no FT Staff: 6
Range: 0 - 3
Mean Part Time Staff: 2
Organizations with no PT Staff: 2
Range: 0 - 4
Mean Seasonal Staff: 1
Organizations with no Seasonal Staff: 11
Mean Volunteers: 51
Organizations with no volunteers: 1

Six organizations offer a formal Board training & orientation program; 10 organizations offer a formal volunteer training program; 16 seek to expand volunteer programs.

**Executive Director/CEO:** Group C (budget $100,000-$299,999)
Annual Salary
Mean: $53,484
Range: $30,000-$79,200
Years in Job
Mean: 7
Range: 1 – 17
Years Prior Experience
Mean: 11
Range: 0 – 30
Degree Held
1 HS, 10 BA/BS, 4 MA, 1 J.D., 1 Professional Certificate
Position unfilled: 3 cases
Position FT: 11 cases
Position PT: 6 cases

**Administrator/COO:** Group C (budget $100,000-$299,999)
Annual Salary:
$41,600
Position unfilled: 19 cases
Position FT: 1 case

**Professional Financial/CFO:** Group C (budget $100,000-$299,999)
Hourly Rate:
$20/hr
Position unfilled: 19 cases
Position FT: 0 cases
Position PT: 1 case

**Bookkeeper:** Group C (budget $100,000-$299,999)
Hourly Rate
Mean: $48.50/hour
Range: $20-$75
Degree Held
1 HS, 2 BA, 1 Professional Certificates (3 unsure)
Position unfilled: 13 cases
Position FT: 0 cases
Position PT: 7 cases

**Program Director:** Group C (budget $100,000-$299,999)
Salary
Mean: $36,633
Range: $15,600-$57,200
Degree Held 2 HS, 2 BA/BS, 2 MA, 2 Professional Certificates
*(more than one answer selected in 2 cases)*

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

Number of people described: Mean: 1.2  Range: 1-2

**Marketing Director:** Group C (budget $100,000-$299,999)
Position unfilled: 20 cases

**Development Director:** Group C (budget $100,000-$299,999)
Hourly Rate: $25/hour

Degree Held 1 BA/BS

Position unfilled: 19 cases  Position FT: 0 cases  Position PT: 1 cases

**Support Staff:** Group C (budget $100,000-$299,999)
Hourly Rate Mean: $22/hour  Range: $12-$75

Degree Held 4 HS, 9 BA/BS, 1 MA
*(more than one answer selected in 3 cases)*

Position unfilled: 10 cases  Position FT: 1 case  Position PT: 9 cases

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

**Specialized Staff:** Group C (budget $100,000-$299,999)
Hourly Rate Mean: $21.50/hour  Range: $10-$40

Degree Held 3 BA, 2 MA, 1 Professional Certificate
*(more than one answer selected in 1 case)*

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

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

**Volunteer Coordinator:** Group C (budget $100,000-$299,999)
Hourly Rate Mean: $16.50/hour  Range: $13-$20

Degree Held 1 BA/BS, 1 MA

Position unfilled: 18 cases  Position FT: 0 cases  Position PT: 2 cases
Community Foundation of Jackson Hole
2014 Nonprofit Salary Report
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Group C BENEFITS:
Health Insurance: 7 organizations offer a traditional medical plan, 2 offer a high deductible medical plan; four organizations pay 100% of the premium, 2 pay between 51-99%, 3 pay less than 50% and 10 don’t pay any percentage of the premium. Three organizations offer dental insurance; 2 offer vision; and 2 offer prescription coverage.
Vacation: 10 organizations offer paid vacation.
Professional Development: 4 organizations offer employee education/professional development.
Housing Assistance: 3 organizations offer housing assistance.
Retirement: no organizations offer a 403(b) or 401(k) retirement account.
Other: 2 organizations indicated “other” benefits such as a Flexible Spending Account (FSA) or healthcare reimbursement.

Group C BUDGET:
Percentage of budget salary
Mean: 41% Range: 10 – 65%

Percentage of budget benefits
Mean: 2.9% Range: 0 – 13%

Percentage of budget Programs
Mean: 61% Range: 17 – 88%

Percentage of budget Administrative
Mean: 18% Range: 5 – 50%

Percentage of budget Fundraising
Mean: 8.1% Range: 0 – 20%

Eleven organizations pay for dedicated office space.
Community Foundation of Jackson Hole
2014 Nonprofit Salary Report
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Group B
Annual operating budget $50,000 - $99,999
Total number of organizations: 6

**Number of Employees:** Group B (budget $50,000-$99,999)

- Mean Full Time Staff: 0  Organizations with no FT Staff: 6
- Mean Part Time Staff: 2  Organizations with no PT Staff: 0  Range: 1 - 4
- Mean Seasonal Staff: 0  Organizations with no Seasonal Staff: 5
- Mean Volunteers: 36  Organizations with no volunteers: 1

No organizations offer a formal Board training & orientation program; 1 organization offers a formal volunteer training program; 3 seek to expand volunteer programs.

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

- Hourly Rate  Mean: $38/hour  Range: $13-$62.50*
- Years in Job  Mean: 0  Range: 0
- Years Prior Experience  Mean: 14  Range: 2 - 25
- Degree Held  1 BA/BS, 1 MA

*Position contract: 1 case

**Administrator/COO:** Group B (budget $50,000 - $99,999)

- Hourly Rate  $26/hour
- Degree Held  1 MA

Position unfilled: 5 cases  Position FT: 0 cases  Position PT: 1 case

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

Position unfilled: 6 cases

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

- Hourly Rate  Mean: $47/hour  Range: $45-$48
- Degree Held  2 BA/BS

Position unfilled: 4 cases  Position FT: 0 cases  Position PT: 2 cases
Program Director: Group B (budget $50,000 - $99,999)
   Hourly Rate  Mean: $21/hour  Range: $10-$39
   Degree Held  3 BA/BS
   Position unfilled: 2 cases  Position FT: 0 cases  Position PT: 3 cases
   (1 organization reported position without salary information.)

Marketing Director: Group B (budget $50,000 - $99,999)
   Position unfilled: 6 cases

Development Director: Group B (budget $50,000 - $99,999)
   Position unfilled: 6 cases

Support Staff: Group B (budget $50,000 - $99,999)
   Salary  Mean: $20,600  Range: $10,000-$31,200
   Degree Held  1 HS, 1 BA/BS
   Position unfilled: 3 cases  Position FT: 1 case  Position PT: 1 case
   (1 organization reported position without salary information.)

Specialized Staff: Group B (budget $50,000 - $99,999)
   Position unfilled: 6 cases

Volunteer Coordinator: Group B (budget $50,000 - $99,999)
   Hourly Rate  $12/hour
   Degree Held  1 HS
   Position unfilled: 5 cases  Position FT: 0 cases  Position PT: 1 case

Other: Group B (budget $50,000 - $99,999)
   Hourly Rate  $12/hour
   Degree Held  1 HS
   Position unfilled: 4 cases  Position FT: 0 cases  Position PT: 1 case
   (1 organization reported position without salary information.)
Community Foundation of Jackson Hole
2014 Nonprofit Salary Report
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Group B BENEFITS:
Health Insurance: 1 organization offers a traditional medical plan & doesn’t pay any of the employee premium; no organizations offer dental, vision or prescription coverage.
Vacation: 2 organizations offer paid vacation.
Professional Development: no organizations offer employee education/professional development.
Housing Assistance: no organizations offer housing assistance.
Retirement: 1 organization offers a 403(b) or 401(k) retirement account.
Other: 1 organization indicated “other” benefits, a contribution to employee’s HSA account.

Group B BUDGET:
Percentage of budget salary
Mean: 42%  Range: 30 – 53%

Percentage of budget benefits
Mean: 0.5%  Range: 0 – 2%

Percentage of budget Programs
Mean: 72%  Range: 50 – 100%

Percentage of budget Administrative
Mean: 17%  Range: 0 – 40%

Percentage of budget Fundraising
Mean: 4.5%  Range: 0 – 10%

Three organizations pay for dedicated office space.
Community Foundation of Jackson Hole  
2014 Nonprofit Salary Report  
Confidential: Please do not distribute

**Group A**  
Annual operating budget $0-$49,999

Total number of organizations: 5

**Number of Employees:** Group A (budget $0-$49,999)  
Mean Full Time Staff: 0  
Organizations with no FT Staff: 4

Mean Part Time Staff: 2  
Organizations with no PT Staff: 0

Mean Seasonal Staff: 1  
Organizations with no Seasonal Staff: 4

Mean Volunteers: 12.5  
Organizations with no volunteers: 1

No organizations offer a formal Board training & orientation program; one organization offers a formal volunteer training program; four seek to expand volunteer programs.

**Executive Director/CEO:** Group A (budget $0-$49,999)  
Salary Mean: $36,950  
Range: $11,500 - $62,400*  
*Part-time salary calculated at 40 hours/week

Years in Job Mean: 4  
Range: 2 - 8

Years Prior Experience Mean: 8  
Range: 0-15

Degree Held: 2 BA/BS, 1 MA

Position unfilled: 2 cases  
Position FT: 1 case  
Position PT: 1 case  
*(1 organization reported position without salary information.)*

**Bookkeeper:** Group A (budget $0-$49,999)  
Hourly Rate $11.50/hour

Degree Held 1 BA/BS

Position unfilled: 4 cases  
Position FT: 0 cases  
Position PT: 1 case

**Development Director:** Group A (budget $0-$49,999)  
Hourly Rate $19/hour

Degree Held 1 BA/BS

Position unfilled: 4 cases  
Position FT: 0 cases  
Position PT: 1 case

**Support Staff:** Group A (budget $0-$49,999)  
Salary Mean: $14.50/hr  
Range: $14-$15/hr

Degree Held 2 BA/BS
Community Foundation of Jackson Hole
2014 Nonprofit Salary Report
Confidential: Please do not distribute

Position unfilled: 3 cases  Position FT: 0 cases  Position PT: 2 cases

**Specialized Staff:** Group A (budget $0-$49,999)
Hourly Rate: $13/hour
Degree Held: 1 BA/BS
Position unfilled: 4 cases  Position FT: 0 cases  Position PT: 1 case

**Other:** Group A (budget $0-$49,999)
Hourly Rate  Mean: $14/hour  Range: $10-$17
Degree Held 1 HS, 1 MA
Position unfilled: 3 cases  Position FT: 0 cases  Position PT: 2 cases

**Group A BENEFITS:**

*Health Insurance:* 1 organization offers a high deductible medical plan & pays less than 50% of the employee premium; no organizations offer dental, vision or prescription coverage.
*Vacation:* 1 organization offers paid vacation.
*Professional Development:* 2 organizations offer employee education/professional development.
*Housing Assistance:* 0 organizations offer housing assistance.
*Retirement:* 1 organization offers a 403(b) or 401(k) retirement account.

**Group A BUDGET:**

*Percentage of budget salary*
Mean: 43%  Range: 15 – 70%

*Percentage of budget benefits*
Mean: 1.2%  Range: 0 – 5%

*Percentage of budget Programs*
Mean: 45%  Range: 20 – 80%

*Percentage of budget Administrative*
Mean: 35%  Range: 5 – 70%

*Percentage of budget Fundraising*
Mean: 6%  Range: 0.2 – 10%

One organization pays for dedicated office space.
<table>
<thead>
<tr>
<th>Position</th>
<th>Overall Average</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>$72,013</td>
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<td>($38/hr)</td>
<td>($36/hr)</td>
<td>($39/hr)</td>
<td>($39/hr)</td>
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<tr>
<td>Administrator/ COO</td>
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<td>Professional Financial/CFO</td>
<td>$69,766</td>
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<tr>
<td>Bookkeeper</td>
<td>($33/hr)</td>
<td>($11.50/hr)</td>
<td>($47/hr)</td>
<td>($48.50/hr)</td>
<td>($39/hr)</td>
<td>($25/hr)</td>
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<td>$43,680</td>
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<td>Marketing Director</td>
<td>$48,942</td>
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<td>($25/hr)</td>
<td>$55,810</td>
<td>$90,094</td>
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<tr>
<td>Support Staff</td>
<td>$34,186</td>
<td>($14.50/hr)</td>
<td>$30,160</td>
<td>$45,760</td>
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<tr>
<td>Specialized Staff</td>
<td>$40,436</td>
<td>($13/hr)</td>
<td>$27,040</td>
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<td>$41,600</td>
<td>$41,074</td>
<td>$47,748</td>
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<tr>
<td>Volunteer Coordinator</td>
<td>$34,061</td>
<td>($12/hr)</td>
<td>$24,960</td>
<td>$34,320</td>
<td>$38,000</td>
<td>$34,040</td>
<td>$38,987</td>
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</tbody>
</table>

Note: all salaries calculated at 40 hours/week. The mean hourly rate is shown where the majority of positions are paid hourly.
# Community Foundation of Jackson Hole
## 2014 Nonprofit Salary Report
### 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>53</td>
<td>$86,597</td>
<td>$75,000</td>
<td>$200,000</td>
<td>$30,000</td>
</tr>
<tr>
<td>Administrator/COO</td>
<td>15</td>
<td>$76,319</td>
<td>$77,800</td>
<td>$148,000</td>
<td>$40,575</td>
</tr>
<tr>
<td>Professional Financial/CFO</td>
<td>10</td>
<td>$81,379</td>
<td>$79,592</td>
<td>$105,000</td>
<td>$65,000</td>
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<tr>
<td>Bookkeeper</td>
<td>11</td>
<td>$50,934</td>
<td>$45,000</td>
<td>$75,000</td>
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<tr>
<td>Development Director</td>
<td>12</td>
<td>$80,646</td>
<td>$69,876</td>
<td>$125,000</td>
<td>$55,000</td>
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<td>Marketing Director</td>
<td>11</td>
<td>$54,495</td>
<td>$55,000</td>
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<td>17</td>
<td>$45,657</td>
<td>$45,000</td>
<td>$70,700</td>
<td>$29,550</td>
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</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>8</td>
<td>$61,007</td>
<td>$58,476</td>
<td>$86,400</td>
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<td>Administrator/COO</td>
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<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
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<tr>
<td>Professional Financial/CFO</td>
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<td>N/A</td>
<td>N/A</td>
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<tr>
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<td>$47,813</td>
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<td>Development Director</td>
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<td>$53,134</td>
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#### Full-time Hourly Employees

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<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>0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Administrator/COO</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Professional Financial/CFO</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
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<tr>
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<td>2</td>
<td>$22.50</td>
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<td>$20.00</td>
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<tr>
<td>Development Director</td>
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<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Marketing Director</td>
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<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
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<tr>
<td>Specialized Staff</td>
<td>3</td>
<td>$18.96</td>
<td>$19.23</td>
<td>$22.65</td>
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#### Part-time Hourly Employees

<table>
<thead>
<tr>
<th>Position</th>
<th>Responses</th>
<th>Mean $/hr</th>
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<th>High</th>
<th>Low</th>
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</thead>
<tbody>
<tr>
<td>Executive Director/CEO</td>
<td>4</td>
<td>$32.63</td>
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<td>Administrator/COO</td>
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<td>Professional Financial/CFO</td>
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<td>$35.00</td>
<td>$35.00</td>
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<tr>
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<td>$20.33</td>
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<tr>
<td>Marketing Director</td>
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<td>$25.00</td>
<td>$25.00</td>
<td>$25.00</td>
<td>$25.00</td>
</tr>
<tr>
<td>Specialized Staff</td>
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<td>$19.79</td>
<td>$17.00</td>
<td>$40.00</td>
<td>$10.00</td>
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</table>
# Community Foundation of Jackson Hole

## 2014 Nonprofit Salary Report

### Table 3: Salaries by Type 2014 v. 2012

<table>
<thead>
<tr>
<th>Full-time Salary Employees: 2014</th>
<th>% Change Mean Salary '12-'14</th>
<th>Full-time Salary Employees: 2012</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Responses</td>
<td>Mean</td>
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<tr>
<td>CEO</td>
<td>53</td>
<td>$86,597</td>
</tr>
<tr>
<td>COO</td>
<td>15</td>
<td>$76,319</td>
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<tr>
<td>CFO</td>
<td>10</td>
<td>$81,379</td>
</tr>
<tr>
<td>Bookkeeper</td>
<td>11</td>
<td>$50,934</td>
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<tr>
<td>Marketing</td>
<td>12</td>
<td>$80,646</td>
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<tr>
<td>Specialized</td>
<td>17</td>
<td>$45,657</td>
</tr>
</tbody>
</table>

**Mean % change in mean FT salaries 2012 - 2014:** 18%

<table>
<thead>
<tr>
<th>Part-time Salary Employees (when calculated at 40 hrs/wk)</th>
<th>% Change Mean Salary '10-'12</th>
<th>Part-time Salary Employees (when calculated at 40 hrs/wk)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Responses</td>
<td>Mean</td>
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<tr>
<td>CEO</td>
<td>8</td>
<td>$61,007</td>
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<tr>
<td>COO</td>
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<tr>
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</table>

**Mean % change in mean PT salaries 2012-2014:** 30%

<table>
<thead>
<tr>
<th>Part-time Hourly Employees</th>
<th>% Change Mean Salary '10-'12</th>
<th>Part-time Hourly Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Responses</td>
<td>Mean/$hr</td>
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<td>$19.79</td>
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</table>

**Mean % change in mean PT hourly rates 2012-2014:** 9%

Note: there was too little data reported for full time hourly employees to include here.