

2009 Salary Survey

AVERAGE SALARIES

Revenue	Executive Director/ CEO	Program Director	Specialist/ Coordinator	Administrative
Under \$250,000	\$ 36,086	\$ 34,568	\$ 33,431	\$ 15,333
\$250,000 - \$ 500,000	\$ 52,535	\$ 37,205	\$ 35,884	\$ 25,935
\$500,000 - \$1,000,000	\$ 56,568	\$ 41,820	\$ 35,457	\$ 24,980
\$1,000,000 - \$5,000,000	\$ 76,573	\$ 51,123	\$ 35,892	\$ 26,676
Over \$5,000,000	\$ 121,567	\$ 59,448	\$ 50,765	\$ 32,661
2009 Total Average	\$ 68,666	\$ 44,833	\$ 38,286	\$ 25,117
2008 Total Average	\$ 57,503	\$ 41,677	\$ 25,901	\$ 23,846

AVERAGE FULL TIME EQUIVALENT

Revenue	Executive Director/ CEO	Program Director	Specialist/ Coordinator	Administrative
Under \$250,000	0.91	0.86	0.59	1.00
\$250,000 - \$ 500,000	1.00	1.29	1.13	0.65
\$500,000 - \$1,000,000	1.00	1.10	1.99	1.21
\$1,000,000 - \$5,000,000	1.00	1.13	1.43	2.00
Over \$5,000,000	1.00	2.50	5.00	4.83
2009 Total Average	0.98	1.37	2.03	1.93
2008 Total Average	0.99	0.95	0.84	0.78

Revenue	Salaries as a Percentage of Total Expenses	Benefits as a Percentage of Total Expenses	Compensation & Benefits as a Percentage of Total Expenses
Under \$250,000	61.57%	7.76%	69.34%
\$250,000 - \$ 500,000	43.93%	6.60%	50.53%
\$500,000 - \$1,000,000	48.82%	10.06%	58.88%
\$1,000,000 - \$5,000,000	38.65%	9.98%	48.64%
Over \$5,000,000	40.34%	5.55%	45.89%
2009 Total Average	46.66%	7.99%	54.65%
2008 Total Average	44.83%	5.85%	50.67%

Total Participants: 54

Data Source: Community Human Service Partnership (CHSP) Applications