

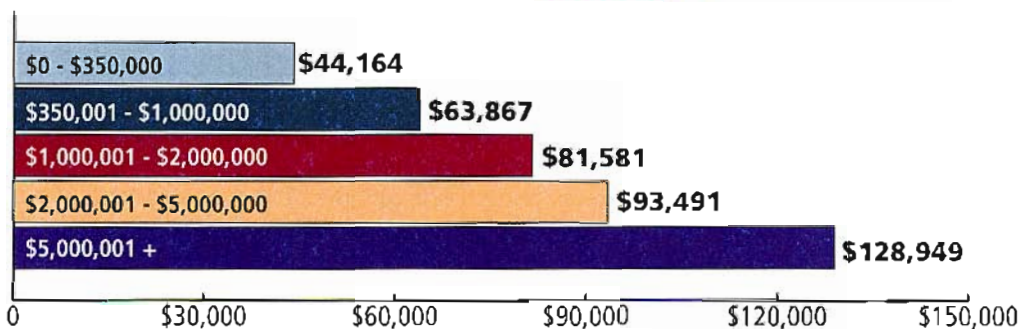
# EXECUTIVE DIRECTORS

In addition to compensation, this study asked for descriptive and demographic variables on executive directors. Throughout this section, *executive director* refers to the top-paid administrator and executive officer of the organization, responsible to the board of directors for the organization's overall operation and management. This includes but is not limited to the following titles: *Executive Director, Chief Executive Officer, President and CEO, Director, and President.*

## EXECUTIVE DIRECTOR COMPENSATION

Executive director compensation correlates strongly with organization budget size. Figure 9 and table 7 depict the rise in executive director compensation across budget category. The overall average executive director salary was \$80,923. Compared with the results from the 2001 compensation study, executive director salaries have increased 11.5 percent (an average increase of 3.8 percent per year). These figures estimate the average increase in executive director salaries; they are not necessarily reflective of typical salary increases for incumbents.

**Figure 9. Average Executive Director Compensation by Organization Budget**



**Table 7. Executive Director Compensation by Organization Budget**

Organization Budget*	Median Salary	Average Salary	75% earn more than	25% earn more than	Median Starting Salary
\$0-\$350,000 (51)	\$43,200	\$44,164	\$36,000	\$50,000	\$40,000
\$350,001- 1,000,000 (39)	\$60,000	\$63,867	\$52,000	\$75,000	\$52,000
\$1,000,001-\$2,000,000 (34)	\$71,250	\$81,581	\$60,000	\$100,372	\$65,000
\$2,000,001-\$5,000,000 (36)	\$85,000	\$93,491	\$79,000	\$106,500	\$75,000
\$5,000,001+ (43)	\$120,000	\$128,949	\$97,500	\$135,590	\$93,600
<b>All Reported Employees (203)</b>	<b>\$72,000</b>	<b>\$80,923</b>	<b>\$50,000</b>	<b>\$100,000</b>	<b>\$60,000</b>

\*The number of reported employees within each budget category is in parenthesis.