

# Foreword

In February 2019, GuideStar and Foundation Center joined forces to form a new organization, Candid. Candid's mission is to get people the information they need to do good. You can learn more at [candid.org](https://candid.org).

GuideStar's database, website, and tools are now services of Candid. Visitors still access information on more than 2.8 million U.S. nonprofit organizations at [guidestar.org](https://guidestar.org). They still use free and fee-based products to get the nonprofit data they need. And they can use this new edition of the GuideStar Nonprofit Compensation Report to benchmark and research nonprofit executive compensation.

The 2019 GuideStar Nonprofit Compensation Report reviews key employee compensation at more than 113,000 nonprofit organizations. It relies exclusively upon data derived from the GuideStar database of digitized IRS Form 990 and 990-EZ information.

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# All Organizations Compensation National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>\$250 thousand or less</b>							
CEO/Executive Director	18,873	\$45,919	\$20,370	\$29,008	\$42,000	\$57,341	\$75,000
Top Administrative Position	540	\$34,732	\$18,000	\$23,086	\$31,454	\$42,530	\$54,544
Top Business Position	105	\$55,080	\$19,894	\$29,345	\$47,791	\$70,844	\$101,051
Top Development Position	41	\$37,250	\$17,955	\$22,800	\$30,000	\$44,185	\$61,550
Top Education Position	52	\$51,149	\$25,034	\$31,900	\$45,999	\$67,000	\$79,964
Top Facilities Position	23	\$27,927	\$16,294	\$18,333	\$24,200	\$35,500	\$41,728
Top Finance Position	799	\$35,591	\$16,992	\$20,408	\$29,000	\$42,375	\$62,040
Top Legal Position	10	\$56,754		\$33,065	\$41,033	\$84,337	
Top Marketing Position	12	\$28,438		\$20,886	\$26,259	\$34,438	
Top Operations Position	198	\$38,019	\$19,181	\$25,213	\$36,033	\$44,399	\$55,885
Top PR/Communications Position	10	\$29,520		\$18,837	\$22,381	\$32,553	
Top Program Position	427	\$37,335	\$20,314	\$25,926	\$34,211	\$45,914	\$57,600
Top Technology Position	8	\$39,334			\$32,285		

## Between \$250 thousand and \$500 thousand

CEO/Executive Director	15,081	\$68,665	\$33,000	\$46,583	\$62,400	\$82,750	\$109,923
Top Administrative Position	517	\$46,177	\$21,498	\$29,500	\$41,555	\$55,980	\$70,894
Top Business Position	207	\$93,076	\$36,159	\$60,455	\$85,768	\$120,040	\$154,215
Top Development Position	43	\$49,345	\$22,717	\$29,998	\$38,209	\$56,806	\$100,377
Top Education Position	83	\$78,187	\$27,554	\$40,971	\$71,939	\$103,348	\$133,817
Top Facilities Position	16	\$39,235		\$29,677	\$38,020	\$44,563	
Top Finance Position	792	\$50,912	\$19,771	\$27,715	\$43,472	\$61,656	\$92,532
Top Legal Position	22	\$88,496	\$36,400	\$46,719	\$72,292	\$125,195	\$162,701
Top Marketing Position	13	\$53,977		\$36,726	\$45,057	\$62,546	
Top Operations Position	238	\$58,157	\$28,467	\$37,022	\$50,083	\$68,765	\$95,189
Top PR/Communications Position	17	\$57,335		\$28,300	\$42,255	\$48,000	
Top Program Position	183	\$48,547	\$27,200	\$34,984	\$43,200	\$58,404	\$74,232

# All Organizations Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>\$250 thousand or less</b>								
CEO/Executive Director								
	F	10,395	\$44,141	\$20,667	\$29,159	\$41,038	\$54,878	\$70,417
	M	7,452	\$48,575	\$20,189	\$29,082	\$43,361	\$61,406	\$82,241
	U	1,026	\$44,648	\$19,500	\$27,000	\$40,894	\$56,710	\$72,000
Top Administrative Position								
	F	347	\$33,749	\$17,880	\$22,803	\$31,354	\$40,971	\$53,129
	M	152	\$37,224	\$18,232	\$23,411	\$32,635	\$46,106	\$57,633
	U	41	\$33,814	\$18,520	\$26,000	\$31,300	\$45,166	\$48,433
Top Business Position								
	F	25	\$33,881	\$17,957	\$27,366	\$31,305	\$40,912	\$49,336
	M	77	\$61,510	\$21,364	\$32,000	\$55,744	\$80,430	\$104,741
Top Development Position								
	F	26	\$31,608	\$16,750	\$22,613	\$27,084	\$38,074	\$54,263
	M	12	\$50,683		\$23,686	\$38,720	\$67,300	
Top Education Position								
	F	27	\$42,652	\$23,000	\$30,800	\$35,403	\$47,069	\$72,660
	M	20	\$67,061	\$43,949	\$49,503	\$66,097	\$74,322	\$106,730
	U	5	\$33,389			\$31,002		
Top Facilities Position								
	M	19	\$29,856		\$19,620	\$24,700	\$38,000	
Top Finance Position								
	F	467	\$34,931	\$17,466	\$20,877	\$28,910	\$42,000	\$59,728
	M	281	\$36,723	\$16,512	\$19,500	\$28,880	\$43,000	\$66,733
	U	51	\$35,392	\$16,922	\$21,258	\$30,687	\$41,280	\$55,000

# 501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Animal-Related</b>							
<b>\$500 thousand or less</b>							
CEO/Executive Director	549	\$42,887	\$19,499	\$26,858	\$39,000	\$52,500	\$70,000
Top Administrative Position	6	\$25,233			\$24,889		
Top Finance Position	33	\$31,474	\$15,779	\$20,800	\$27,170	\$40,272	\$48,609
Top Operations Position	15	\$41,354		\$34,268	\$40,000	\$51,250	
Top Program Position	7	\$35,786			\$33,955		
<b>Between \$500 thousand and \$1 million</b>							
CEO/Executive Director	322	\$63,111	\$33,356	\$46,575	\$60,000	\$75,152	\$94,692
Top Administrative Position	7	\$48,396			\$44,800		
Top Finance Position	23	\$54,914	\$23,733	\$31,789	\$54,312	\$71,950	\$86,188
Top Operations Position	11	\$40,660		\$34,500	\$38,988	\$48,734	
<b>Between \$1 million and \$5 million</b>							
CEO/Executive Director	483	\$97,598	\$50,000	\$68,307	\$90,104	\$118,432	\$154,634
Top Administrative Position	14	\$74,374		\$40,116	\$71,732	\$100,762	
Top Development Position	5	\$99,380			\$101,557		
Top Finance Position	46	\$67,459	\$28,367	\$43,102	\$65,580	\$93,205	\$104,520
Top Operations Position	15	\$96,051		\$73,358	\$108,229	\$116,839	
<b>Greater than \$5 million</b>							
CEO/Executive Director	201	\$263,141	\$120,215	\$156,672	\$215,353	\$311,722	\$428,251
Top Administrative Position	17	\$149,622		\$119,237	\$147,428	\$174,644	
Top Business Position	5	\$176,202			\$137,651		
Top Development Position	60	\$167,557	\$106,568	\$119,563	\$146,742	\$185,344	\$249,285
Top Facilities Position	5	\$182,765			\$163,529		
Top Finance Position	124	\$153,736	\$87,298	\$108,729	\$137,283	\$183,383	\$225,295
Top Human Resources Position	28	\$155,971	\$116,071	\$125,538	\$142,610	\$151,908	\$210,553
Top Legal Position	7	\$242,033			\$207,239		
Top Marketing Position	21	\$176,353	\$108,862	\$125,966	\$162,513	\$231,656	\$247,136

# 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Animal-Related</b>								
<b>\$500 thousand or less</b>								
CEO/Executive Director								
	F	428	\$41,376	\$19,064	\$25,949	\$37,591	\$51,093	\$65,492
	M	101	\$50,122	\$22,000	\$30,744	\$44,948	\$63,600	\$83,600
	U	20	\$38,696	\$21,017	\$27,110	\$37,571	\$42,573	\$58,005
Top Administrative Position								
	F	6	\$25,233			\$24,889		
Top Finance Position								
	F	24	\$29,659	\$15,822	\$20,084	\$25,954	\$39,363	\$47,604
	M	8	\$37,725			\$35,972		
Top Operations Position								
	F	10	\$39,199		\$32,901	\$37,885	\$43,004	
Top Program Position								
	F	5	\$35,910			\$33,955		
<b>Between \$500 thousand and \$1 million</b>								
CEO/Executive Director								
	F	238	\$61,682	\$31,412	\$46,519	\$59,846	\$73,290	\$92,136
	M	72	\$67,526	\$39,103	\$48,169	\$61,872	\$83,933	\$96,459
	U	12	\$64,966		\$53,692	\$60,879	\$78,803	
Top Administrative Position								
	F	5	\$37,564			\$36,000		
Top Finance Position								
	F	13	\$58,304		\$40,000	\$59,000	\$68,900	
	M	9	\$49,175			\$45,320		
Top Operations Position								
	F	9	\$41,779			\$40,100		

# 501(c)(3) Organizations Compensation National by NTEE

## Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Animal-Related: Alliances &amp; Advocacy</b>							
<b>\$250 thousand or less</b>							
CEO/Executive Director	10	\$46,286		\$23,074	\$52,000	\$60,393	
<b>Between \$250 thousand and \$500 thousand</b>							
CEO/Executive Director	7	\$50,756			\$40,000		
<b>Between \$1 million and \$2.5 million</b>							
CEO/Executive Director	7	\$67,632			\$71,890		

### Animal-Related: Animal Protection & Welfare

**\$250 thousand or less**

CEO/Executive Director	190	\$33,483	\$16,679	\$21,564	\$29,908	\$41,247	\$51,492
Top Finance Position	13	\$27,321		\$18,423	\$21,600	\$27,500	

**Between \$250 thousand and \$500 thousand**

CEO/Executive Director	169	\$45,141	\$26,669	\$34,800	\$41,600	\$52,135	\$65,173
Top Finance Position	15	\$36,228		\$27,235	\$34,944	\$40,621	
Top Operations Position	12	\$40,062		\$35,634	\$39,067	\$45,504	

**Between \$500 thousand and \$1 million**

CEO/Executive Director	226	\$59,776	\$29,835	\$43,924	\$57,969	\$71,861	\$90,762
Top Administrative Position	6	\$47,410			\$40,400		
Top Finance Position	19	\$55,906		\$31,789	\$59,000	\$71,950	
Top Operations Position	9	\$40,722			\$38,988		

**Between \$1 million and \$2.5 million**

CEO/Executive Director	231	\$79,587	\$45,000	\$60,939	\$76,923	\$96,421	\$117,491
Top Finance Position	11	\$56,302		\$31,900	\$61,000	\$73,236	

# Other Subsections Compensation National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>501(c)(01)—Government Instrumentality</b>							
<b>\$500 thousand or less</b>							
CEO/Executive Director	8	\$66,447			\$61,318		
<b>Between \$1 million and \$5 million</b>							
CEO/Executive Director	9	\$136,907			\$115,899		
<b>501(c)(02)—Title Holding Corporation</b>							
<b>\$500 thousand or less</b>							
CEO/Executive Director	9	\$47,491			\$51,332		
<b>501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees</b>							
<b>\$500 thousand or less</b>							
CEO/Executive Director	534	\$68,393	\$24,035	\$39,660	\$60,427	\$90,635	\$121,968
Top Administrative Position	28	\$46,268	\$30,774	\$34,725	\$44,740	\$55,899	\$67,053
Top Facilities Position	5	\$44,786			\$45,504		
Top Finance Position	42	\$42,898	\$16,755	\$19,275	\$38,353	\$56,118	\$77,240
<b>Between \$500 thousand and \$1 million</b>							
CEO/Executive Director	268	\$116,505	\$44,040	\$70,949	\$102,142	\$148,153	\$201,978
Top Administrative Position	16	\$52,773		\$35,595	\$51,209	\$71,681	
Top Finance Position	17	\$61,630		\$35,145	\$52,467	\$72,473	
Top Operations Position	6	\$141,426			\$119,048		
<b>Between \$1 million and \$5 million</b>							
CEO/Executive Director	392	\$169,855	\$66,770	\$101,665	\$144,149	\$206,980	\$314,109

# Other Subsections Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>501(c)(01)—Government Instrumentality</b>								
<b>\$500 thousand or less</b>								
CEO/Executive Director								
	F	6	\$69,622			\$69,910		
<b>Between \$1 million and \$5 million</b>								
CEO/Executive Director								
	M	7	\$139,665			\$115,899		
<b>501(c)(02)—Title Holding Corporation</b>								
<b>\$500 thousand or less</b>								
CEO/Executive Director								
	M	5	\$59,496			\$54,027		
<b>501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees</b>								
<b>\$500 thousand or less</b>								
CEO/Executive Director								
	F	241	\$60,841	\$24,568	\$39,172	\$53,040	\$76,500	\$105,575
	M	271	\$74,270	\$23,870	\$40,211	\$63,929	\$99,572	\$140,000
	U	22	\$78,735	\$40,856	\$49,597	\$68,728	\$103,584	\$129,593
Top Administrative Position								
	F	17	\$46,086		\$40,000	\$44,824	\$48,814	
	M	9	\$45,800			\$35,100		
Top Facilities Position								
	M	5	\$44,786			\$45,504		



# All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Alabama</b>							
<b>\$250 thousand or less</b>							
CEO/Executive Director	307	\$43,192	\$19,940	\$26,497	\$39,366	\$54,091	\$70,376
Top Administrative Position	12	\$31,716		\$26,750	\$31,200	\$33,446	
Top Finance Position	10	\$35,844		\$27,730	\$30,056	\$41,347	
Top Operations Position	5	\$36,568			\$42,000		
Top Program Position	5	\$38,209			\$34,560		
<b>Between \$250 thousand and \$500 thousand</b>							
CEO/Executive Director	211	\$65,060	\$32,006	\$43,799	\$57,955	\$75,488	\$110,000
Top Finance Position	10	\$52,056		\$30,242	\$44,658	\$75,866	
Top Program Position	5	\$44,377			\$32,607		
<b>Between \$500 thousand and \$1 million</b>							
CEO/Executive Director	162	\$85,985	\$41,591	\$57,500	\$78,963	\$102,851	\$138,611
Top Administrative Position	6	\$60,348			\$57,391		
Top Business Position	11	\$110,834		\$89,886	\$106,379	\$143,171	
Top Finance Position	12	\$66,125		\$40,704	\$68,729	\$84,346	
<b>Between \$1 million and \$2.5 million</b>							
CEO/Executive Director	204	\$106,650	\$50,341	\$70,236	\$88,825	\$126,440	\$178,866
Top Administrative Position	18	\$87,684		\$56,642	\$83,691	\$121,253	
Top Business Position	9	\$119,672			\$113,060		
Top Finance Position	18	\$65,128		\$47,114	\$54,454	\$76,789	
Top Operations Position	8	\$74,721			\$68,775		
<b>Between \$2.5 million and \$5 million</b>							
CEO/Executive Director	90	\$151,358	\$82,109	\$93,573	\$128,058	\$182,797	\$229,229
Top Finance Position	23	\$98,590	\$40,285	\$62,351	\$74,081	\$109,232	\$201,434
Top Operations Position	11	\$76,609		\$63,849	\$71,803	\$103,189	
<b>Between \$5 million and \$10 million</b>							
CEO/Executive Director	70	\$160,772	\$94,582	\$107,647	\$142,914	\$190,482	\$272,782

# All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Alabama</b>								
<b>\$500 thousand or less</b>								
CEO/Executive Director								
	F	264	\$49,032	\$22,209	\$31,360	\$44,554	\$60,590	\$78,877
	M	223	\$57,134	\$22,638	\$34,456	\$50,352	\$68,325	\$98,046
	U	31	\$42,017	\$18,750	\$22,668	\$40,787	\$56,609	\$69,225
Top Administrative Position								
	F	8	\$32,108			\$31,665		
	M	6	\$36,489			\$30,200		
Top Finance Position								
	F	10	\$37,134		\$26,945	\$36,024	\$46,545	
	M	9	\$53,318			\$41,800		
Top Program Position								
	F	5	\$31,598			\$30,581		
<b>Between \$500 thousand and \$1 million</b>								
CEO/Executive Director								
	F	70	\$75,391	\$39,715	\$53,144	\$72,067	\$90,780	\$115,527
	M	82	\$95,835	\$44,759	\$60,516	\$95,031	\$119,922	\$157,570
	U	10	\$79,373		\$54,204	\$60,221	\$87,073	
Top Business Position								
	M	9	\$103,601			\$97,000		
Top Finance Position								
	F	5	\$54,418			\$59,999		
	M	6	\$74,740			\$81,645		

# 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Alabama</b>							
<b>Animal-Related</b>							
<b>\$500 thousand or less</b>							
CEO/Executive Director	11	\$35,621		\$25,266	\$30,000	\$38,759	
<b>Between \$500 thousand and \$1 million</b>							
CEO/Executive Director	6	\$62,483			\$64,265		
<b>Arts, Culture, and Humanities</b>							
<b>\$500 thousand or less</b>							
CEO/Executive Director	28	\$48,062	\$26,224	\$31,630	\$44,359	\$58,982	\$74,402
<b>Between \$500 thousand and \$1 million</b>							
CEO/Executive Director	5	\$86,977			\$80,000		
<b>Between \$1 million and \$5 million</b>							
CEO/Executive Director	11	\$134,989		\$86,590	\$154,573	\$170,112	
<b>Civil Rights, Social Action, Advocacy</b>							
<b>\$500 thousand or less</b>							
CEO/Executive Director	9	\$51,010			\$51,471		
<b>Community Improvement, Capacity Building</b>							
<b>\$500 thousand or less</b>							
CEO/Executive Director	14	\$62,724		\$44,899	\$55,540	\$79,488	
<b>Between \$500 thousand and \$1 million</b>							
CEO/Executive Director	7	\$105,091			\$97,018		
<b>Crime, Legal-Related</b>							
<b>\$500 thousand or less</b>							
CEO/Executive Director	22	\$59,081	\$25,776	\$46,103	\$60,980	\$70,399	\$83,583

# 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Alabama</b>							
<b>Animal-Related: Animal Protection &amp; Welfare</b>							
CEO/Executive Director	14	\$45,439		\$27,121	\$33,346	\$65,873	
<b>Arts, Culture, and Humanities: Arts &amp; Culture</b>							
CEO/Executive Director	6	\$60,375			\$57,190		
<b>Arts, Culture, and Humanities: Historical Organizations</b>							
CEO/Executive Director	5	\$86,293			\$80,005		
<b>Arts, Culture, and Humanities: Museums</b>							
CEO/Executive Director	12	\$75,726		\$35,695	\$54,118	\$109,776	
<b>Arts, Culture, and Humanities: Performing Arts</b>							
CEO/Executive Director	10	\$65,022		\$33,370	\$54,329	\$82,135	
<b>Arts, Culture, and Humanities: Service and Other</b>							
CEO/Executive Director	5	\$128,013			\$95,884		
<b>Civil Rights, Social Action, Advocacy: Civil Rights</b>							
CEO/Executive Director	5	\$78,063			\$90,000		
<b>Community Improvement, Capacity Building: Community &amp; Neighborhood Development</b>							
CEO/Executive Director	13	\$80,889		\$50,000	\$80,000	\$96,055	
<b>Community Improvement, Capacity Building: Economic Development</b>							
CEO/Executive Director	8	\$111,727			\$121,197		

# Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Alabama</b>							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
<b>\$500 thousand or less</b>							
CEO/Executive Director	5	\$61,681			\$72,000		
<b>Between \$500 thousand and \$1 million</b>							
CEO/Executive Director	5	\$100,727			\$99,275		
<b>Between \$1 million and \$5 million</b>							
CEO/Executive Director	7	\$138,365			\$102,819		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
<b>\$500 thousand or less</b>							
CEO/Executive Director	7	\$54,875			\$47,778		
Top Finance Position	5	\$65,983			\$82,904		
<b>Between \$500 thousand and \$1 million</b>							
CEO/Executive Director	5	\$75,107			\$97,371		
Top Business Position	11	\$110,834		\$89,886	\$106,379	\$143,171	
<b>Between \$1 million and \$5 million</b>							
CEO/Executive Director	12	\$158,264		\$98,071	\$138,617	\$198,089	
Top Business Position	6	\$130,119			\$127,917		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
<b>\$500 thousand or less</b>							
CEO/Executive Director	69	\$67,080	\$32,245	\$45,115	\$59,974	\$81,060	\$108,347
<b>Between \$500 thousand and \$1 million</b>							
CEO/Executive Director	24	\$131,267	\$80,999	\$100,396	\$121,550	\$172,683	\$201,265

# 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Abilene, TX</b>							
Arts, Culture, and Humanities							
<b>\$500 thousand or less</b>							
CEO/Executive Director	6	\$44,246			\$40,365		
Human Services—Multipurpose and Other							
<b>Between \$1 million and \$5 million</b>							
CEO/Executive Director	7	\$96,094			\$97,663		
<b>Akron, OH</b>							
Arts, Culture, and Humanities							
<b>\$500 thousand or less</b>							
CEO/Executive Director	7	\$35,951			\$35,005		
Educational Institutions and Related Activities							
<b>Between \$1 million and \$5 million</b>							
CEO/Executive Director	8	\$116,774			\$123,054		
<b>Greater than \$5 million</b>							
CEO/Executive Director	6	\$283,819			\$265,419		
Human Services—Multipurpose and Other							
<b>\$500 thousand or less</b>							
CEO/Executive Director	16	\$47,635		\$31,599	\$47,405	\$61,216	
<b>Between \$500 thousand and \$1 million</b>							
CEO/Executive Director	7	\$59,815			\$60,000		

# 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Abilene, TX</b>							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	5	\$33,866			\$28,860		
<b>Akron, OH</b>							
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	6	\$53,831			\$57,916		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	9	\$192,323			\$141,442		
Top Finance Position	6	\$98,859			\$86,918		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	6	\$112,252			\$121,414		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	7	\$91,723			\$81,761		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	6	\$99,258			\$77,975		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	6	\$121,658			\$131,682		

# Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Akron, OH</b>							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
<b>\$500 thousand or less</b>							
CEO/Executive Director	8	\$49,814			\$46,514		
<b>Albany-Schenectady-Troy, NY</b>							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
<b>Between \$1 million and \$5 million</b>							
CEO/Executive Director	5	\$151,043			\$182,747		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
<b>\$500 thousand or less</b>							
CEO/Executive Director	5	\$68,652			\$72,387		
<b>Between \$500 thousand and \$1 million</b>							
CEO/Executive Director	6	\$101,978			\$78,766		
<b>Between \$1 million and \$5 million</b>							
Top Business Position	6	\$204,187			\$180,768		
<b>Greater than \$5 million</b>							
CEO/Executive Director	8	\$174,890			\$175,540		
Top Finance Position	6	\$187,188			\$184,449		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
<b>\$500 thousand or less</b>							
CEO/Executive Director	21	\$94,393	\$45,000	\$73,217	\$99,949	\$117,880	\$122,260



# All Organizations Incumbent Compensation Increases National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>\$250 thousand or less</b>							
CEO/Executive Director	9,751	1.8%	-9.6%	-1.2%	0.7%	6.4%	14.0%
Top Administrative Position	283	1.8%	-7.0%	0.0%	1.1%	5.3%	10.6%
Top Business Position	62	3.4%	-5.0%	0.0%	2.4%	7.4%	15.3%
Top Development Position	11	3.7%		-0.4%	4.1%	7.7%	
Top Education Position	22	2.1%	-8.6%	-0.8%	2.1%	4.5%	11.3%
Top Facilities Position	8	0.6%			0.0%		
Top Finance Position	378	1.2%	-8.3%	-1.8%	0.0%	5.1%	12.1%
Top Marketing Position	5	3.3%			2.4%		
Top Operations Position	76	1.4%	-15.8%	-1.2%	0.2%	7.0%	16.3%
Top Program Position	150	2.4%	-10.1%	-0.1%	1.6%	6.8%	14.0%

## Between \$250 thousand and \$500 thousand

CEO/Executive Director	9,746	2.7%	-5.9%	-0.1%	2.0%	6.8%	13.3%
Top Administrative Position	332	2.3%	-4.9%	0.0%	1.9%	5.9%	11.0%
Top Business Position	137	2.7%	-2.5%	0.0%	2.0%	6.4%	10.6%
Top Development Position	12	7.8%		0.0%	3.7%	18.2%	
Top Education Position	46	1.9%	-1.5%	0.0%	2.1%	4.1%	7.5%
Top Facilities Position	8	5.7%			3.1%		
Top Finance Position	464	1.3%	-9.0%	-1.3%	0.7%	5.0%	10.7%
Top Legal Position	12	3.4%		-0.2%	3.2%	5.8%	
Top Operations Position	114	3.0%	-10.7%	0.0%	2.1%	8.6%	15.1%
Top PR/Communications Position	6	1.1%			0.0%		
Top Program Position	99	3.3%	-5.0%	0.0%	2.2%	6.8%	16.0%

## Between \$500 thousand and \$1 million

CEO/Executive Director	11,340	2.9%	-5.6%	-0.1%	2.3%	6.8%	12.9%
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# All Organizations Incumbent Compensation Increases National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>\$250 thousand or less</b>								
<b>CEO/Executive Director</b>								
	F	5,412	2.2%	-8.3%	-0.4%	1.4%	6.6%	14.0%
	M	3,859	1.2%	-11.4%	-2.2%	0.0%	6.1%	13.8%
	U	480	1.6%	-11.5%	-0.6%	0.6%	6.2%	14.2%
<b>Top Administrative Position</b>								
	F	178	2.4%	-3.9%	0.0%	1.9%	5.8%	10.6%
	M	85	0.4%	-11.3%	-1.4%	0.0%	5.1%	8.8%
	U	20	1.7%	-2.7%	0.0%	1.8%	4.8%	12.2%
<b>Top Business Position</b>								
	F	11	4.0%		0.7%	3.4%	8.3%	
	M	48	3.6%	-4.3%	0.0%	2.4%	6.0%	15.6%
<b>Top Development Position</b>								
	F	6	-1.0%			-0.4%		
<b>Top Education Position</b>								
	F	9	3.0%			4.4%		
	M	10	-0.8%		-1.4%	1.3%	3.0%	
<b>Top Facilities Position</b>								
	M	8	0.6%			0.0%		
<b>Top Finance Position</b>								
	F	222	1.6%	-7.6%	-1.6%	0.0%	5.9%	13.1%
	M	135	0.6%	-8.3%	-1.9%	0.0%	3.0%	9.1%
	U	21	0.7%	-8.3%	-1.2%	0.0%	2.9%	8.7%
<b>Top Operations Position</b>								
	F	48	1.1%	-19.0%	-1.7%	0.0%	6.3%	19.4%
	M	27	1.7%	-6.5%	-0.9%	0.8%	7.7%	11.1%

# 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Animal-Related</b>							
<b>\$500 thousand or less</b>							
CEO/Executive Director	328	2.2%	-9.0%	0.0%	0.6%	7.0%	13.9%
Top Finance Position	14	6.2%		0.0%	6.7%	11.8%	
Top Operations Position	8	8.2%			8.2%		
Top Program Position	5	-0.4%			0.6%		
<b>Between \$500 thousand and \$1 million</b>							
CEO/Executive Director	208	3.6%	-5.0%	0.0%	3.0%	8.4%	13.1%
Top Finance Position	14	1.4%		-1.0%	0.7%	4.8%	
Top Operations Position	9	5.8%			3.4%		
<b>Between \$1 million and \$5 million</b>							
CEO/Executive Director	355	3.5%	-4.9%	0.0%	2.8%	6.9%	14.6%
Top Finance Position	21	2.6%	-10.8%	0.0%	1.7%	8.8%	15.0%
Top Operations Position	9	1.8%			3.6%		
<b>Greater than \$5 million</b>							
CEO/Executive Director	151	3.8%	-4.8%	0.2%	3.9%	8.0%	13.1%
Top Administrative Position	11	7.6%		3.7%	6.1%	8.3%	
Top Development Position	37	3.0%	-2.9%	1.3%	3.4%	5.9%	9.2%
Top Finance Position	86	5.0%	-0.3%	2.0%	4.9%	7.7%	10.9%
Top Human Resources Position	18	3.2%		1.6%	3.6%	5.0%	
Top Marketing Position	12	2.0%		0.9%	2.7%	3.6%	
Top Operations Position	48	5.7%	-2.0%	1.5%	4.8%	9.9%	16.5%
Top PR/Communications Position	9	1.2%			2.9%		
Top Technology Position	7	6.7%			4.1%		

# 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Animal-Related</b>								
<b>\$500 thousand or less</b>								
CEO/Executive Director								
	F	259	2.2%	-8.4%	0.0%	0.0%	7.0%	14.2%
	M	59	2.3%	-10.3%	0.0%	2.1%	5.7%	11.5%
	U	10	3.9%		0.8%	3.6%	7.4%	
Top Finance Position								
	F	9	5.9%			5.2%		
Top Operations Position								
	F	5	8.7%			10.1%		
<b>Between \$500 thousand and \$1 million</b>								
CEO/Executive Director								
	F	149	3.8%	-5.3%	0.0%	3.3%	9.3%	13.3%
	M	51	2.8%	-2.2%	0.0%	2.0%	6.8%	11.8%
	U	8	5.7%			7.5%		
Top Finance Position								
	F	10	2.5%		-1.0%	0.7%	4.8%	
Top Operations Position								
	F	8	6.1%			5.0%		
<b>Between \$1 million and \$5 million</b>								
CEO/Executive Director								
	F	230	4.1%	-2.6%	0.2%	3.3%	6.7%	15.0%
	M	115	2.7%	-10.3%	-0.3%	2.3%	7.1%	13.7%
	U	10	-0.1%		-5.2%	-1.2%	6.1%	
Top Finance Position								
	F	12	2.7%		0.0%	2.0%	8.3%	
	M	9	2.5%			0.9%		

# 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Animal-Related: Alliances &amp; Advocacy</b>							
<b>\$250 thousand or less</b>							
CEO/Executive Director	7	-0.9%			0.0%		
<b>Between \$250 thousand and \$500 thousand</b>							
CEO/Executive Director	5	7.0%			6.7%		
<b>Between \$1 million and \$2.5 million</b>							
CEO/Executive Director	5	1.4%			4.6%		

## Animal-Related: Animal Protection & Welfare

### \$250 thousand or less

CEO/Executive Director	101	0.2%	-13.2%	-2.2%	0.0%	3.5%	11.0%
Top Finance Position	6	3.2%			0.6%		

### Between \$250 thousand and \$500 thousand

CEO/Executive Director	109	4.0%	-4.2%	0.0%	4.1%	8.3%	14.7%
Top Finance Position	8	8.5%			9.5%		
Top Operations Position	7	6.0%			6.9%		

### Between \$500 thousand and \$1 million

CEO/Executive Director	142	4.0%	-4.9%	0.0%	3.2%	8.9%	13.2%
Top Finance Position	13	1.3%		-1.3%	0.0%	5.3%	
Top Operations Position	7	6.6%			6.6%		

### Between \$1 million and \$2.5 million

CEO/Executive Director	161	3.8%	-3.4%	0.0%	3.0%	6.7%	15.0%
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### Between \$2.5 million and \$5 million

CEO/Executive Director	64	3.5%	-6.8%	-0.1%	2.1%	6.4%	16.9%
Top Operations Position	5	3.2%			3.4%		

# Other Subsections Incumbent Compensation Increases National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>501(c)(01)—Government Instrumentality</b>							
<b>\$500 thousand or less</b>							
CEO/Executive Director	7	3.1%			1.1%		
<b>Between \$1 million and \$5 million</b>							
CEO/Executive Director	9	6.1%			6.5%		
<b>501(c)(02)—Title Holding Corporation</b>							
<b>\$500 thousand or less</b>							
CEO/Executive Director	6	-1.3%			-1.8%		
<b>501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees</b>							
<b>\$500 thousand or less</b>							
CEO/Executive Director	334	1.9%	-7.4%	-0.1%	0.9%	5.4%	11.7%
Top Administrative Position	16	3.0%		0.0%	1.9%	5.2%	
Top Finance Position	23	4.2%	-5.6%	-0.3%	4.0%	8.7%	12.3%
<b>Between \$500 thousand and \$1 million</b>							
CEO/Executive Director	185	3.5%	-4.1%	0.0%	2.3%	7.5%	12.8%
Top Administrative Position	8	5.1%			3.5%		
Top Finance Position	10	5.4%		0.2%	1.1%	4.8%	
<b>Between \$1 million and \$5 million</b>							
CEO/Executive Director	275	3.6%	-4.9%	0.0%	3.2%	7.2%	12.7%
Top Administrative Position	31	3.1%	-5.5%	1.4%	4.3%	6.1%	12.6%
Top Business Position	6	3.0%			-0.5%		
Top Finance Position	30	1.9%	-5.7%	0.0%	1.2%	5.1%	11.7%
Top Operations Position	15	4.5%		2.7%	3.2%	6.5%	

# Other Subsections Incumbent Compensation Increases National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>501(c)(01)—Government Instrumentality</b>								
<b>\$500 thousand or less</b>								
CEO/Executive Director								
	F	5	4.2%			1.5%		
<b>Between \$1 million and \$5 million</b>								
CEO/Executive Director								
	M	7	6.8%			7.0%		

## 501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees

### \$500 thousand or less

CEO/Executive Director

F	139	3.2%	-3.3%	0.0%	2.6%	6.4%	11.6%
M	179	0.5%	-9.2%	-2.0%	0.0%	4.2%	10.3%
U	16	6.4%		0.5%	4.5%	11.1%	

Top Administrative Position

F	8	3.0%			2.6%		
M	6	0.0%			0.0%		

Top Finance Position

F	14	5.6%		0.3%	7.9%	9.6%	
M	9	2.0%			0.0%		

### Between \$500 thousand and \$1 million

CEO/Executive Director

F	67	5.0%	-2.0%	0.3%	2.8%	9.5%	17.9%
M	111	2.7%	-4.7%	0.0%	2.2%	6.5%	10.6%
U	7	0.4%			2.2%		

Top Administrative Position

F	5	5.5%			3.0%		
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# All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Alabama</b>							
<b>\$250 thousand or less</b>							
CEO/Executive Director	177	1.7%	-9.3%	-2.0%	0.8%	7.3%	13.8%
Top Administrative Position	5	-2.0%			0.0%		
Top Finance Position	6	-0.1%			0.0%		
<b>Between \$250 thousand and \$500 thousand</b>							
CEO/Executive Director	147	2.9%	-3.7%	0.0%	2.2%	7.0%	11.0%
Top Finance Position	5	1.1%			0.2%		
<b>Between \$500 thousand and \$1 million</b>							
CEO/Executive Director	118	1.8%	-3.7%	0.0%	1.1%	4.3%	8.3%
Top Business Position	9	1.8%			-0.6%		
Top Finance Position	6	7.7%			5.0%		
<b>Between \$1 million and \$2.5 million</b>							
CEO/Executive Director	154	2.8%	-5.5%	-0.2%	2.3%	7.1%	12.6%
Top Administrative Position	14	1.7%		0.4%	3.2%	5.7%	
Top Business Position	6	4.2%			1.8%		
Top Finance Position	12	1.3%		-4.2%	1.9%	3.9%	
Top Operations Position	6	-3.1%			1.4%		
<b>Between \$2.5 million and \$5 million</b>							
CEO/Executive Director	65	2.8%	-6.1%	-0.2%	2.6%	6.8%	14.1%
Top Finance Position	13	4.1%		-0.2%	3.9%	11.9%	
Top Operations Position	7	8.2%			8.8%		
<b>Between \$5 million and \$10 million</b>							
CEO/Executive Director	56	2.5%	-5.9%	0.0%	2.9%	4.7%	10.6%
Top Administrative Position	6	-0.4%			-3.0%		
Top Finance Position	18	4.0%		0.2%	3.1%	8.2%	
Top Operations Position	9	5.1%			3.5%		



# All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Alabama</b>								
<b>\$500 thousand or less</b>								
CEO/Executive Director								
	F	168	3.1%	-5.7%	0.0%	2.7%	7.4%	14.7%
	M	144	1.0%	-10.2%	-1.8%	0.0%	6.9%	10.6%
	U	12	5.2%		0.0%	5.7%	7.4%	
Top Finance Position								
	F	6	-0.1%			0.1%		
	M	5	1.1%			0.0%		
<b>Between \$500 thousand and \$1 million</b>								
CEO/Executive Director								
	F	50	2.3%	-3.5%	0.0%	1.6%	4.2%	8.8%
	M	61	2.2%	-2.8%	0.0%	0.3%	4.6%	8.2%
	U	7	-4.3%			0.0%		
Top Business Position								
	M	7	1.7%			-0.6%		
<b>Between \$1 million and \$5 million</b>								
CEO/Executive Director								
	F	86	3.6%	-4.7%	0.0%	3.6%	6.8%	12.5%
	M	127	2.2%	-6.6%	-0.2%	1.6%	6.6%	12.5%
	U	6	4.7%			4.6%		
Top Administrative Position								
	F	7	1.2%			1.4%		
	M	8	2.7%			4.8%		
Top Business Position								
	M	6	4.2%			1.8%		

# 501(c)(3) Organizations Incumbent Compensation Increases

## State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Alabama</b>							
<b>Animal-Related</b>							
<b>\$500 thousand or less</b>							
CEO/Executive Director	5	4.2%			3.0%		
<b>Between \$500 thousand and \$1 million</b>							
CEO/Executive Director	5	8.1%			4.4%		
<b>Arts, Culture, and Humanities</b>							
<b>\$500 thousand or less</b>							
CEO/Executive Director	16	-0.3%		-2.3%	0.0%	3.6%	
<b>Between \$1 million and \$5 million</b>							
CEO/Executive Director	9	-0.5%			0.4%		
<b>Civil Rights, Social Action, Advocacy</b>							
<b>\$500 thousand or less</b>							
CEO/Executive Director	7	1.5%			0.3%		
<b>Community Improvement, Capacity Building</b>							
<b>\$500 thousand or less</b>							
CEO/Executive Director	11	-1.1%		-2.1%	3.6%	4.1%	
<b>Crime, Legal-Related</b>							
<b>\$500 thousand or less</b>							
CEO/Executive Director	13	5.3%		0.8%	6.8%	8.0%	
<b>Between \$500 thousand and \$1 million</b>							
CEO/Executive Director	5	1.7%			2.4%		

# 501(c)(3) Organizations Incumbent Compensation Increases

## State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Alabama</b>							
<b>Animal-Related: Animal Protection &amp; Welfare</b>							
CEO/Executive Director	9	5.5%			2.8%		
<b>Arts, Culture, and Humanities: Arts &amp; Culture</b>							
CEO/Executive Director	5	-0.6%			-0.3%		
<b>Arts, Culture, and Humanities: Museums</b>							
CEO/Executive Director	8	-2.2%			1.5%		
<b>Arts, Culture, and Humanities: Performing Arts</b>							
CEO/Executive Director	6	-1.3%			0.1%		
<b>Arts, Culture, and Humanities: Service and Other</b>							
CEO/Executive Director	5	0.2%			0.0%		
<b>Community Improvement, Capacity Building: Community &amp; Neighborhood Development</b>							
CEO/Executive Director	7	5.1%			4.0%		
<b>Crime, Legal-Related: Protection Against Abuse</b>							
CEO/Executive Director	9	5.2%			3.1%		
<b>Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs</b>							
CEO/Executive Director	5	-2.2%			-1.3%		
<b>Educational Institutions and Related Activities: Education N.E.C.</b>							
CEO/Executive Director	5	5.2%			2.0%		

# Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Alabama</b>							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
<b>Between \$1 million and \$5 million</b>							
CEO/Executive Director	5	-0.1%			0.0%		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
<b>Between \$500 thousand and \$1 million</b>							
Top Business Position	9	1.8%			-0.6%		
<b>Between \$1 million and \$5 million</b>							
CEO/Executive Director	8	2.8%			2.0%		
Top Business Position	5	5.9%			2.8%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
<b>\$500 thousand or less</b>							
CEO/Executive Director	51	3.4%	-1.7%	0.0%	2.0%	6.7%	12.3%
<b>Between \$500 thousand and \$1 million</b>							
CEO/Executive Director	21	2.1%	-4.1%	0.0%	2.9%	4.2%	7.0%
<b>Between \$1 million and \$5 million</b>							
CEO/Executive Director	28	3.4%	-5.5%	1.6%	4.1%	7.4%	9.2%
<b>Greater than \$5 million</b>							
CEO/Executive Director	5	6.8%			4.3%		
501(c)(12)—Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
<b>Greater than \$5 million</b>							
CEO/Executive Director	18	4.2%		1.9%	4.1%	7.2%	
Top Administrative Position	10	4.7%		1.9%	3.6%	4.7%	
Top Finance Position	10	5.5%		3.1%	4.2%	6.4%	

# 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Abilene, TX</b>							
Arts, Culture, and Humanities							
<b>\$500 thousand or less</b>							
CEO/Executive Director	5	-2.7%			0.0%		
Human Services—Multipurpose and Other							
<b>Between \$1 million and \$5 million</b>							
CEO/Executive Director	6	2.3%			1.7%		
<b>Akron, OH</b>							
Educational Institutions and Related Activities							
<b>Between \$1 million and \$5 million</b>							
CEO/Executive Director	5	3.2%			4.1%		
<b>Greater than \$5 million</b>							
CEO/Executive Director	5	7.1%			3.7%		
Human Services—Multipurpose and Other							
<b>\$500 thousand or less</b>							
CEO/Executive Director	10	1.6%		-0.3%	2.7%	8.5%	
<b>Between \$1 million and \$5 million</b>							
CEO/Executive Director	8	-0.1%			-2.5%		
<b>Greater than \$5 million</b>							
CEO/Executive Director	7	3.3%			5.0%		

# 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Abilene, TX</b>							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	5	-7.1%			-11.1%		
<b>Akron, OH</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	6	7.4%			5.8%		
Top Finance Position	5	5.3%			5.0%		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	6	2.8%			2.8%		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	1.1%			0.8%		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	7	-2.0%			-0.1%		
<b>Albany-Schenectady-Troy, NY</b>							
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	5	5.7%			1.2%		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	5	0.1%			-0.5%		

# Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Akron, OH</b>							
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
<b>\$500 thousand or less</b>							
CEO/Executive Director	7	1.7%			1.7%		
<b>Albany-Schenectady-Troy, NY</b>							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
<b>Between \$1 million and \$5 million</b>							
Top Business Position	5	8.4%			4.8%		
<b>Greater than \$5 million</b>							
CEO/Executive Director	5	-1.6%			-0.1%		
Top Finance Position	5	-4.3%			-4.1%		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
<b>\$500 thousand or less</b>							
CEO/Executive Director	17	3.8%		1.3%	4.2%	5.5%	
<b>Between \$500 thousand and \$1 million</b>							
CEO/Executive Director	16	3.5%		1.7%	3.4%	5.2%	
<b>Between \$1 million and \$5 million</b>							
CEO/Executive Director	23	2.7%	-6.1%	0.3%	3.0%	5.5%	9.8%

## Albuquerque, NM

501(c)(05)—Labor, Agricultural, and Horticultural Organizations

**Between \$1 million and \$5 million**

CEO/Executive Director	5	6.5%			6.1%		
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