

2023 Annual Member Questionnaire Results
Question 10
Average of Salaries for Years in Position

Executive Director

	AMOUNT ISSUED			AMOUNT OUTSTANDING			BENEFITS	YEARS in POSITION
	Under 100M	100-250M	Over 250M	Under 1 BILL	1-10 BILL	Over 10 BILL		
Number of Responses	2	4	18	5	16	3		
Average	\$160,530	\$137,893	\$195,033	\$156,938	\$182,298	\$222,975	24.00%	11

Assistant or Deputy or Managing Executive Director

	AMOUNT ISSUED			AMOUNT OUTSTANDING			BENEFITS	Years in Position
	Under 100M	100-250M	Over 250M	Under 1 BILL	1-10 BILL	Over 10 BILL		
Number of Responses	0	1	10	0	9	2		
Average	\$0	\$89,000	\$143,897	\$102,176	\$131,245	\$173,385	29.00%	14

Chief Financial Officer/Controller

	SALARY			AMOUNT OUTSTANDING			BENEFITS	Years in Position
	Under 100M	100-250M	Over 250M	Under 1 BILL	1-10 BILL	Over 10 BILL		
Number of Responses	1	3	9	2	10	1		
Average	\$96,200	\$107,766	\$132,394	\$115,144	\$117,938	\$201,371	30.00%	11

Program Director

	SALARY			AMOUNT OUTSTANDING			BENEFITS	Years in Position
	Under 100M	100-250M	Over 250M	Under 1 BILL	1-10 BILL	Over 10 BILL		
Number of Responses	1	2	6	2	6	1		
Average	\$86,000	\$129,261	\$101,221	\$96,352	\$98,234	\$169,740	34.00%	14

Human Resources Officer

	SALARY			AMOUNT OUTSTANDING			BENEFITS	Years in Position
	Under 100M	100-250M	Over 250M	Under 1 BILL	1-10 BILL	Over 10 BILL		
Number of Responses	0	1	2	0	2	1		
Average	\$0	\$76,240	\$124,189	\$0	\$77,439	\$169,740	26.00%	14

Executive Assistant

	SALARY			AMOUNT OUTSTANDING			BENEFITS	Years in Position
	Under 100M	100-250M	Over 250M	Under 1 BILL	1-10 BILL	Over 10 BILL		
Number of Responses	0	1	10	2	6	3		
Average	\$0	\$67,085	\$69,439	\$61,639	\$73,955	\$64,822	30.00%	15

Administrative Assistant

	SALARY			AMOUNT OUTSTANDING			BENEFITS	Years in Position
	Under 100M	100-250M	Over 250M	Under 1 BILL	1-10 BILL	Over 10 BILL		
Number of Responses	0	2	5	1	5	1		
Average	\$0	\$38,616	\$50,395	\$38,290	\$43,183	\$75,000	31.00%	10