**Salary/Benefits Surveys and Recommendations**

**For \_\_\_\_\_\_\_\_\_\_ Humane Society, Executive Director**

Date: February, 2016

**Salary Benchmarks**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Average Wage** | **Source** | **Title** | **Budget Managed** | **Region** | **# of People in Survey** | **Industry** |
| $102,000 | Payscale.com | Executive Director | All | National | 454 | non-profit  (all types) |
| $90,000 | Indeed.com | Executive Director | All | Northeast | not available | non-profit  (all types) |
| $111,246 | Society of Animal Welfare Administrators: 2015 Compensation and Benefits Survey | CEO or Executive Director | $3 to 4.9 million | National | 24 | animal welfare |
| $149,870 | Society of Animal Welfare Administrators: 2015 Compensation and Benefits Survey | CEO or Executive Director | $5 to 7.9 million | National | 30 | animal welfare |
| $118,678 | Non-Profit Times: Non-Profit Organization Salary and Benefits Report 2014 | CEO/President/ Executive Director | All | National | 800 (47 animal welfare or environment) | non-profit  (all types) |
| $125,899 | Non-Profit Times: Non-Profit Organization Salary and Benefits Report 2014 | CEO/President/ Executive Director | $2.5 to 4.9 million | National | 110 | non-profit  (all types) |
| $153,889 | Non-Profit Times: Non-Profit Organization Salary and Benefits Report 2014 | CEO/President/ Executive Director | $5 to 9.9 million | National | 84 | non-profit  (all types) |
| $148,000 | Charity Navigator Compensation Study  2014 | CEO/Executive Director | All | Northeast | 681 | non-profit  (all types) |
| $128,000 | Third Sector New England  Nonprofit compensation survey 2014 | CEO/Executive Director | $2.5 to 9.9 million | Western, MA | not available | animal welfare & environment  26 to 50 emp. |
| $130,000 | *Other current job postings* | *Executive Director* | $5 million | Northeast | 1 | non-profit w a/c cont. 28,000 intake |
| $114,000 | Indeed.com | CEO | All | Northeast | not available | primarily for-profit |
| $166,000 | Mass. Labor & Workforce wages | CEO | All | Massachusetts | 940 | primarily for-profit |

**According to the Non-Profit Times Salary and Benefits Report 2014**

Executive Director/CEO salaries range nationwide from $37,000 to $204,000. The average for those with the title of Executive Director is $61,000 and for those with the title of CEO is $103,000. Note that this is across all types of non-profit organizations.

Factors influencing ED/CEO salaries (and the average percentage of increase or decrease from the average salary for each factor):

* Long career/many years on the job (28%+)
* Strategic Planning Experience (15%+)
* Leadership Experience (9%+)
* Business Development Experience (7%)
* Budget Management Experience (4%+)
* Operations Management Experience (1%+)
* Entry Level (18%-)

**Benefits Benchmarks**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Employer (s)** | **Source** | **Health Ins** | **Dental** | **Vision** | **Life** | **Retirement Plan** | **Annual Leave** | **Vehicle**  **Allowance** | **Performance Bonus** | **Vet Care for Pets** |
| Various non-profit or gov’t animal services | Society of Animal Welfare Administrators  (org size: $3 to 7.9 million annual op. budget) | All offer  79% w/ emp. con-tribution; dependent coverage is employee paid. | 97% | 85% | 18% do not provide | 90% offer some plan,  33% offer some matching | 43% have PTO;  Avg. 15 days after 1 year, 22 days after 5 years | Not surveyed -uncommon | 29% offer bonus | 43% offer some reduced cost or free vet care for personal pets |
| Various type of non-profits (most non-animal welfare) | Non-Profit Times | 85% offer | 70% | 38% | 42% do not provide | 79% offer plan of some kind | 32% have PTO, 70% paid vacation, 65% sick leave | 36% | 40% |  |
| All types & sizes of businesses | Mass. CHIA survey 2014 | 76% offer  With employer typically covering 72% of costs |  |  |  |  |  |  |  |  |

**Recommendations for \_\_\_\_\_\_\_\_\_\_Humane Society Executive Director Posting**

It is interesting to note that two recently posted similar jobs at \_\_\_\_\_\_ SPCA and \_\_\_\_\_ Humane Society do not list salary or benefits in detail. One does not mention wages or benefits at all and the other only states that salary is commensurate with experience and relocation assistance is negotiable. Presumably, everything becomes part of the negotiation.

While clearly, the right candidate is not going to want this job simply for the salary, in our experience providing a salary range that is attractive increases both the volume and quality of the candidates. Qualified people may dismiss the opportunity assuming that the wages are not mentioned because they are low and will not meet their income needs.

We recommend publishing a salary range that the board is comfortable with and feels will be attractive to candidates with the desired skills. It is reasonable not to list all of the benefits rather leaving them to become part of the negotiations with the successful candidate. This also provides flexibility for \_\_\_\_\_\_ Humane Society.

Recommended salary information and range to publish:

* Salary commensurate with experience
* Range example: $95,000 to $125,000

Recommended benefits to publish in the job description:

1. Relocation assistance is negotiable if needed
2. Medical insurance with employee contribution
3. Annual bonus for achievement of goals

Additional benefits to offer or negotiate later, but not publish in job description:

1. Life insurance
2. Specific paid holidays
3. Paid time off (PTO) or vacation/sick leave (depending upon current organization policies)
4. Reduced-cost routine veterinary care through the clinic (as time permits) for personal pets limited to \_\_ (set number of pets). We recommend that this be consistent with what is offered for all staff and not a special benefit for the CEO.