

## Snapshot ► The Compensation Report: An Analysis of Maine Nonprofits 2012

### Key Findings

- Maine continues to show high participation in this survey, with 218 organizations submitting surveys. Maine had the 2<sup>nd</sup> highest participation of all states involved, and the highest completion rate.
- Proportionally, the participation is well distributed among the budget size categories which are the most determinant for management salaries.
- Overall, salaries did not keep pace with inflation. An index of 21 jobs was up just 0.3% over the 2010 index compared with inflation of 3.6% over the two years.
- The average salary for full time Executive Directors also lagged behind inflation; up 1.6% from the 2010 survey to \$79,488.
- It appears that the trend of declining numbers of nonprofits offering health benefits has turned around. Beginning in 2008, we started seeing fewer, mostly smaller nonprofits, dropping health care coverage and by 2010, it reached a high of 26% not offering. This survey, while it has fewer participating small organizations, shows that only 10% are not offering and this increased level of offering cannot be solely attributed to the decline in smaller nonprofit respondents.
- We were surprised to see that around 15% of respondents offered bonuses, regardless of size. Most likely this is a sign of nonprofits coping with salary freezes – wanting to reward employees, but not build these rewards into the permanent cost structure.
- Most nonprofits did not report sophisticated salary administration systems and relied on cost of living increases for determining raises which were set at 2.86% on average.

### Wages

Selected Average\* Gross Annual Wages by Budget Size

	< \$250K	\$250K-\$500K	\$500K-\$1M	\$1M-\$5M	\$5M-\$10M	OVER \$10M
Executive Director	\$43,719	\$58,735	\$73,211	\$95,210	\$114,923	\$113,335
Deputy Director	**	\$36,464	\$61,078	\$74,610	\$88,158	\$98,140
Development Director	**	\$43,829	\$49,309	\$61,470	**	\$78,802
Program Director	\$30,250	\$41,932	\$51,373	\$56,114	\$62,437	\$60,322
Office Manager	\$34,329	\$32,307	\$36,229	\$37,911	\$42,599	\$29,709
Case Manager	**	\$28,853	**	\$34,829	\$32,870	\$35,056
Program Manager	**	\$37,680	\$40,061	\$42,982	\$42,612	\$41,344

\*We Did Not Use Weighted Averages In This Snapshot.

\*\*Under 4 Respondents

## About the Report

The Maine Association of Nonprofits (MANP), through its Nonprofits First Employers Coalition, initiated this study in 1997 to help nonprofit boards and managers who face the challenge of attracting and retaining qualified staff. This year MANP joined the National Council of Nonprofits and nonprofit associations in twelve other states to work with Columbia Books, a group with over 30 years of experience in conducting regional nonprofit compensation studies, to produce the salary survey and report. In the inaugural year of this new partnership, the survey and report covered many more positions than Maine's previous versions, but was not able to address as many benefit areas.

The data collected in this survey reflect the actual practices of the 218 participating organizations reporting in April and May of 2012.

## Order the Full Report

The full report includes more than 150 pages of details on nonprofit salaries and analysis by title, nonprofit type, budget, and staff size. To order the report, visit <http://www.columbiabooks.com/statesalarysurvey/>. Survey participants and MANP member organizations should first contact MANP at 871-1885 to get their participant and/or member discount code.

A report with nation-wide data is also available for purchase at the same link. Survey participants receive a discount on this report as well, and should contact MANP at 871-1885 to receive the appropriate code.

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