



Sample Salary Analysis

Current Job Title	Comparable job title and code	Proposed job title	Person in job now	Position Thumbnail	Reports to	Supervises	Current Yearly Gross	Survey 25th percentile	Survey Median	Survey 75th percentile	Mid point of survey 25th percentile	Change from current to 25th percentile	Mid point of survey median	Change from current to median
Executive Director	Executive Director-10005	Executive Director		Oversees programs, fiscal operations and campaigns	Board of Directors	AD, Stewardship Director, Director of Finance	53	53-60	67-72	79-90	57	8%	70	32%
Associate Director	Associate Director-10012	Associate Director		Coordinates daily operations; acts as ED when needed	Executive Director	Communication Manager, Campaign Manager	44	44-55	55-59	61-94	50	14%	57	30%
Communications Director	Communications Manager-7006	Communications Manager		Coordinates E-News, print newsletter, press releases, calendar distribution and overall messaging	Associate Director	n/a	43	35-36	36-42	41-45	36	-16%	39	-9%
Stewardship Director	Program Director - Conservation and Environmental Programs 9016	Director of Stewardship Programs		Oversees stewardship program and assists with stewardship grant writing; safety officer	Executive Director	Stewardship Manager	41	44-45	50-52	52-66	45	10%	51	24%
Director of Finance	Director of Administration-2000	Director of Finance and Admin		Oversees finances and QuickBooks and assists ED with overall and program budgets; handles human resources and creation of all policies and procedures	Executive Director	Grants Administrator	39	36-40	42-50	47-67	38	-5%	46	15%
Campaign Director	Grassroots Advocacy/Campaign Manager-3006	Campaign Manager		Coordinates advocacy outreach and lobbying efforts, organizes coalition calls and meetings; responsible for campaign voice	Associate Director	n/a	35	33-35	37-40	53-60	34	-3%	39	11%
Grants and Agreements Specialist	Accounting Manager-12001	Grants Administrator		Manages stewardship operations including vehicle fleet and grants/budgets	Director of Finance	n/a	38	40-43	43-46	45-60	42	8%	45	13%
Totals							293				302	5%	347	20%

Notes
 This analysis uses these bands: \$500-999k budget, wildlife and wildlands conservation, intermountain US
 25th percentile, median and 75th percentile numbers created by combining three bands into a range
 25th percentile and median midpoints calculated to give starting point for salary adjustments