

FULL-TIME CEO/CGO and PROGRAM OFFICER SALARIES BY U.S. CENSUS REGION

Full-time CEO/CGO Salaries by U.S. Census Region, 2013

Region	Salary						Number in Position	Number of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
All	24,000	106,090	156,585	191,155	240,511	930,000	809	804
Midwest	29,000	83,168	121,610	151,998	180,000	736,500	272	271
East North Central	29,000	81,000	118,465	146,578	172,000	565,000	203	202
West North Central	32,000	95,010	135,000	167,942	200,769	736,500	69	69
Northeast	44,290	127,763	181,000	228,655	278,460	930,000	182	181
Middle Atlantic	44,290	135,411	195,000	257,890	310,000	930,000	123	122
New England	65,000	110,000	160,000	167,707	203,736	366,909	59	59
South	24,000	110,000	165,000	188,774	244,538	645,600	212	210
South Atlantic	37,000	107,000	165,000	184,782	236,204	645,600	119	117
East South Central	42,000	103,439	142,076	154,370	208,782	293,887	31	31
West South Central	24,000	125,000	177,500	213,639	279,836	537,500	62	62
West	40,000	130,000	179,023	221,438	299,803	632,332	143	142
Pacific	40,000	128,531	185,000	228,268	300,800	632,332	100	100
Mountain	70,000	141,193	178,500	205,554	273,500	427,500	43	42

Full-time Program Officer Salaries, by U.S. Census Region, 2013

Region	Salary						Number in Position	Number of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
All	15,000	61,028	82,400	85,713	105,636	210,250	891	335
Midwest	22,360	50,000	77,256	79,345	100,400	178,300	239	109
East North Central	24,000	48,147	74,450	79,903	107,900	178,300	172	84
West North Central	22,360	62,000	80,000	77,915	93,521	146,625	67	25
Northeast	38,647	69,615	86,169	93,598	110,823	210,250	229	80
Middle Atlantic	38,647	70,610	92,500	97,513	115,750	210,250	191	58
New England	38,800	63,789	72,450	73,917	83,322	170,000	38	22
South	24,190	55,120	70,000	72,538	85,200	150,000	147	74
South Atlantic	30,000	54,000	68,000	69,868	82,055	127,500	97	46
East South Central	24,190	35,000	57,832	53,938	64,000	79,000	11	9
West South Central	28,000	61,000	82,000	84,426	102,300	150,000	39	19
West	15,000	65,493	90,937	91,703	117,150	174,199	276	72
Pacific	15,000	68,000	96,550	95,345	120,000	174,199	232	55
Mountain	38,500	52,523	71,808	72,500	85,000	125,453	44	17