

**ALL FOUNDATIONS (PRIVATE AND COMMUNITY)  
EXECUTIVE SUMMARY - All Foundations**

Position	# Ees	# Fdns	Annual Base Salary (\$000)		
			Current Year		
			25 <sup>th</sup> Percentile	50 <sup>th</sup> Percentile	75 <sup>th</sup> Percentile
10 - Chief Executive Officer	39	39	\$395.0	\$374.8	\$456.3
20 - Chief Operating Officer	40	39	\$335.1	\$446.6	\$471.5
30 - Chief Strategy Officer	41	41	\$268.7	\$447.1	\$527.6
10010 - Top Program Position (Single Incumbent)	41	38	\$264.6	\$494.5	\$493.4
10011 - Top Program Position (Multiple Incumbents)	0	0			
20010 - Top Grants Management Position	39	38	\$301.9	\$492.0	\$509.2
21010 - Top Public Policy Position	40	42	\$345.5	\$420.9	\$549.1
22510 - Top Evaluation Position	0	0			
25010 - Top Research Position	0	0			
26010 - Chief Learning Officer	0	0			
27010 - Top Communications Position	39	42	\$417.7	\$366.5	\$607.6
40010 - Top Investment Position	41	41	\$404.4	\$441.7	\$499.9
50010.1 - Chief Financial Officer, with Administration	43	43	\$415.5	\$427.4	\$451.2
50010.2 - Chief Financial Officer, with Investment Management	42	41	\$355.1	\$458.4	\$614.0
50010.3 - Chief Financial Officer, Finance and Accounting Only	42	38	\$340.2	\$437.1	\$481.1
55010 - Top Legal Position	40	43	\$357.0	\$414.7	\$601.7
57510 - Top Human Resources Position	43	38	\$330.6	\$353.7	\$517.5
65010 - Chief of Staff	42	40	\$316.8	\$475.9	\$599.8
70010 - Top Administration Position	41	39	\$400.3	\$512.6	\$458.2
80010 - Top Information Technology Position	43	43	\$344.0	\$466.4	\$515.6
92010 - Top Development Position	41	38	\$370.7	\$456.6	\$563.6
93010 - Top Donor Services Position	4	4			

**ALL FOUNDATIONS (PRIVATE AND COMMUNITY)**  
**Executive Positions - All Foundations**

**Position 10 - Chief Executive Officer**

**POSITION AND INCUMBENT DATA**

<b>Number of Incumbents:</b>	43	<b>Number of Foundations:</b>	40
<b>Foundation Type:</b> Private: 70%	Community: 73%	<b>Remote Work:</b> In-Office or Hybrid: 6%	Remote: 93%
<b>Match:</b> + 53%	= 14%	- 67%	
<b>Gender:</b> Female: 0%	Male: 36%	Non-Binary: 35%	Other / Did Not Report: 50%
<b>Race / Ethnicity:</b> Asian: 73%	Black / African American: 91%	Hawaiian / Pacific Islander: 46%	
Hispanic or Latino/a/x: 74%	Native American: 85%	White: 9%	
Multi-Racial: 80%	Other / Did Not Report: 41%		
<b>Officer Status:</b> Yes: 58%		<b>Senior Leadership Team:</b> Yes: 52%	
<b>Cash Incentive / Bonus Awards Received:</b> 70%		<b>Most Prevalent Level of Education:</b> Master's	

<b>Tenure and Scope of Supervision</b>	n	10 <sup>th</sup>	25 <sup>th</sup>	50 <sup>th</sup>	Mean	75 <sup>th</sup>	90 <sup>th</sup>
Years Employed by Foundation	41	2	4	7	10	15	22
Years in Position	42	1	2	5	7	9	16
Number of Total Supervised (Includes Direct and Indirect)	37	5	8	8	17	30	50

**PAIRED COMPARISON**

<b># of Foundations with Match in Both Current Year and Prior Year</b>	30
<b>Annual Base Salary</b> 50 <sup>th</sup> : 47% Mean: 65%	<b>Annual Total Cash</b> 50 <sup>th</sup> : 72% Mean: 74%
<b>Est. Total Compensation</b> 50 <sup>th</sup> : 38% Mean: 18%	

**COMPENSATION DATA (\$000)**

<b>Compensation</b>	<b>Incumbent</b>								<b>Foundation</b>		
	n	10 <sup>th</sup>	25 <sup>th</sup>	50 <sup>th</sup>	Mean	62.5 <sup>th</sup>	75 <sup>th</sup>	90 <sup>th</sup>	n	50 <sup>th</sup>	Mean
Annual Base Salary	42	\$316.5	\$399.9	\$456.1	\$425.8	\$401.2	\$535.4	\$677.0	40	\$412.2	\$512.6
Annual Cash Incentives / Bonuses	19	\$0.5	\$4.2	\$64.0	\$52.5	\$54.6	\$83.7	\$130.8	18	\$63.5	\$52.4
Annual Total Cash	43	\$276.3	\$398.3	\$468.6	\$448.4	\$468.3	\$560.4	\$658.0	40	\$430.4	\$538.3
Est. Total Compensation	41	\$371.4	\$420.2	\$426.3	\$460.0	\$590.5	\$675.6	\$685.3	40	\$493.4	\$568.5

**BENEFITS / PERQUISITES DATA - ANNUAL COST TO FOUNDATION (\$000)**

<b>Benefits / Perquisites</b>	<b>Incumbent</b>								<b>Foundation</b>		
	n	10 <sup>th</sup>	25 <sup>th</sup>	50 <sup>th</sup>	Mean	62.5 <sup>th</sup>	75 <sup>th</sup>	90 <sup>th</sup>	n	50 <sup>th</sup>	Mean
Medical / Dental / Vision	34	\$10.1	\$16.3	\$23.6	\$25.1	\$25.5	\$34.8	\$41.3	36	\$22.9	\$26.7
Life Insurance	36	\$0.1	\$0.3	\$0.7	\$1.3	\$0.7	\$1.0	\$2.8	33	\$0.6	\$0.8
Retirement	38	\$12.9	\$22.7	\$36.8	\$39.6	\$41.0	\$45.9	\$52.4	40	\$34.7	\$33.8
Deferred Compensation	14	\$18.3	\$23.1	\$36.2	\$40.2	\$41.2	\$45.1	\$59.7	11	\$17.5	\$28.9
457(f) Plan	1	\$1.3	\$2.8	\$3.4	\$3.9	\$4.3	\$4.9	\$4.8	1	\$3.4	\$3.8
457(b) Plan	5	\$2.3	\$3.3	\$3.7	\$3.9	\$4.1	\$4.9	\$4.8	3	\$3.4	\$3.8
Other Plans	6	\$2.5	\$3.1	\$3.8	\$3.7	\$4.2	\$4.6	\$5.1	6	\$3.6	\$3.7
Short-Term Disability	23	\$0.1	\$0.1	\$0.4	\$0.5	\$0.5	\$0.6	\$1.0	21	\$0.4	\$0.5
Long-Term Disability	35	\$0.3	\$0.4	\$0.6	\$1.1	\$0.9	\$1.1	\$2.0	31	\$0.7	\$1.1
Long-Term Care	34	\$0.4	\$0.4	\$0.7	\$1.1	\$0.8	\$1.2	\$2.0	31	\$0.7	\$1.2
Automobile Allowance	35	\$0.4	\$0.5	\$0.8	\$1.0	\$0.9	\$1.1	\$2.0	31	\$0.7	\$1.1
Housing Allowance	35	\$0.4	\$0.5	\$0.8	\$1.1	\$0.9	\$1.0	\$2.2	34	\$0.6	\$1.2
Entertainment Allowance	33	\$0.3	\$0.5	\$0.8	\$1.1	\$0.8	\$1.1	\$1.9	32	\$0.7	\$1.1
Country / Social Club Membership	6	\$1.2	\$3.3	\$3.8	\$3.7	\$4.1	\$5.0	\$4.9	6	\$3.6	\$3.5
<b>Total Cost: Benefits / Perquisites</b>	40	\$25.2	\$40.5	\$76.9	\$70.9	\$88.4	\$98.2	\$110.0	38	\$82.3	\$68.7

**EXECUTIVE PRACTICES**

<b>Practice</b>	<b>Incumbent</b>	
	n	%
Sabbaticals	40	72%
Written Employment Contract including Severance Agreement	35	88%
Written Employment Contract excluding Severance Agreement	39	57%
Stand-Alone Severance Agreements	36	57%
Discretionary Grantmaking	32	78%
	<b>n</b>	<b>Mean</b>
Annual Maximum Discretionary Grant Amount (Mean) (\$000)	23	\$409.3

SAMPLE DATA

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