



Colorado
NONPROFIT
Association

2018
*Colorado
Nonprofit*

Salary & Benefits
Survey

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Helping support and sustain our greatest asset: *Our People*

Introduction

The *2018 Colorado Nonprofit Salary and Benefits Survey* is based on data submitted by 523 participating organizations reporting on nearly 7,000 employees across 99 positions. **Thank you** to all the nonprofits who anonymously submitted their salary and benefit data through an online survey conducted from January to March 2018. The result is this publication: a snapshot of nonprofit compensation in early 2018.

In 1996, Colorado Nonprofit Association (then CANPO) first released a salary and benefit report specific to nonprofits in Colorado. Today, that report has grown into a comprehensive biennial resource which helps nonprofits create fair compensation packages, recruit and retain great employees, and manage expenses effectively.

This report is divided into two main sections: Benefits and Salaries.

The **Benefits** section details insurance, leave time, and other benefits offered by Colorado nonprofits. Use this section to compare your benefits programs with those of other organizations and to design a competitive package to attract and retain highly qualified employees. In this section, you will also find information on general compensation topics – salary increases and bonuses/incentive pay – as well as data on how organizations use internships.

The **Salaries** section provides compensation data for about 100 different positions found in nonprofit organizations. For each position, salary data are shown as low, medium and high range figures (25th, 50th, and 75th percentiles), in addition to averages. Data are also analyzed by budget, geographic region, and focus of service. This report also includes data on the minimum level of experience and education required for each position. Use the Salaries section to review base salaries of existing positions, set salaries for new positions, and create budgets.

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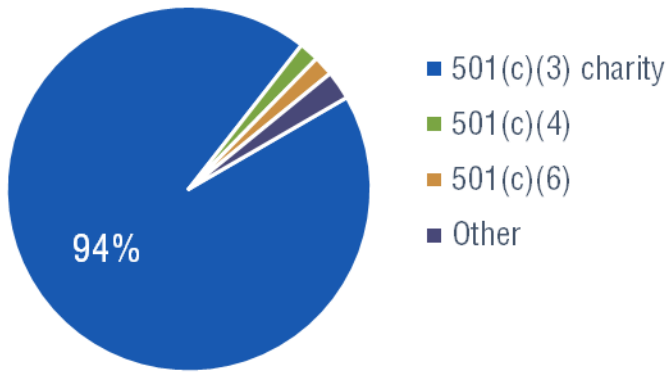
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PREVIEW

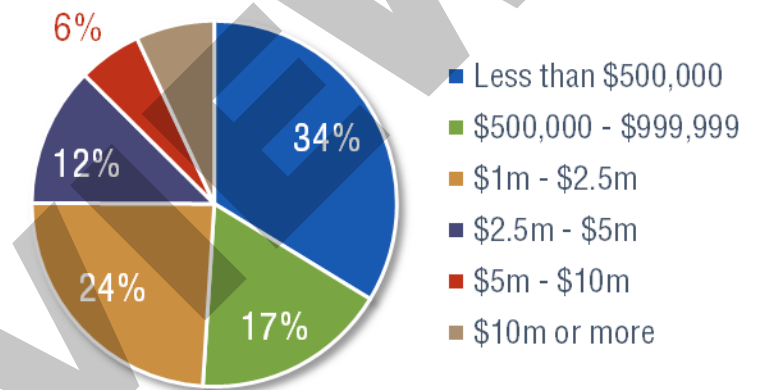
Profile of Survey Participants

This year's survey is based on responses from **523 participating organizations**, nearly all of which (94%) are 501(c)(3) nonprofit organizations.

IRS Classification



Budget Size



Focus of Service



Profile of Survey Participants

Geographic Region	% of Total
Central Mountains	4%
Eastern Plains	2%
El Paso & Pueblo	5%
Larimer & Weld	7%
Metro Denver	64%
Northwest	3%
San Juan Communities	4%
San Luis Valley Communities	1%
Southwest	5%
Western Slope	5%

Counties & Geographic Regions

Central Mountains

Chaffee
Clear Creek
Custer
Fremont
Gilpin
Lake
Park
Summit
Teller

Eastern Plains

Bent
Cheyenne
Crowley
Elbert
Huerfano
Kiowa
Kit Carson
Las Animas
Lincoln
Logan
Morgan
Otero
Phillips
Prowers
Sedgwick
Washington
Yuma

El Paso & Pueblo

El Paso
Pueblo

Larimer & Weld

Larimer
Weld

Metro Denver

Adams
Arapahoe
Boulder
Broomfield
Denver
Douglas
Jefferson

Northwest

Grand
Jackson
Moffat
Rio Blanco
Routt

San Juan Communities

Gunnison
Hinsdale
Montrose
Ouray
San Miguel

San Luis Valley Communities

Alamosa
Conejos
Costilla
Mineral
Rio Grande
Saguache

Southwest

Archuleta
Dolores
La Plata
Montezuma
San Juan

Western Slope

Delta
Eagle
Garfield
Mesa
Pitkin

Executive 32

Executive Director, Chief Executive Officer, President 32

Associate Director, Assistant Director, Executive Vice President 34

Chief Operating Officer, Vice President of Operations 35

Finance & Accounting 36

Finance Director, Chief Financial Officer, Controller 36

Operations Manager / Business Manager 37

Accountant 38

Bookkeeper 39

Accounting Clerk 40

Human Resources & Volunteer Management 41

Human Resources Director, Vice President of Human Resources 41

Human Resources Assistant 42

Director of Volunteer Services 43

Volunteer Coordinator 44

Administrative Support 45

Office Manager 45

Executive Assistant, Executive Secretary 46

Administrative Assistant 47

Receptionist 48

Facilities Management 49

Buildings and Grounds Supervisor 49

Property/Site Manager 50

Janitor/Custodian 51

Repair Technician 52

Technology 53

IT Director 53

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Programmer / Developer 55

Database Administrator 56

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