



MPSEOC ED Review |

Committee Request of ED to Share Salary & Insurance Estimates

Fall 2023 RESEARCH ESTIMATES

From our MPSEOC Governance / Review Committee meeting in August 2023, it was asked for the ED's Feedback on salary and insurance estimates for similar roles. Here is what the ED was able to find:

- **Some basic research is included on the review webpage on estimated current salary and insurance ranges for similar roles around the state. Please know there are many resources that estimate salary and insurance, and they range quite drastically. The ED tried to take an estimate of the quotes found.**
- **From this research, the ED found the following estimated ranges for similar positions:**
 - **Executive Director Salary For Montana Averages from Montana Nonprofit ED search on google:**
 - **Low:** \$65,000 from Google search | From MNA Current Job Postings: \$70,000
 - **Average:** \$77,500 from Google search | From MNA Current Job Postings: \$80,000 - \$90,000
 - **High:** \$100,000+ from Google search | From MNA Current Job Postings: \$120,000+
 - **These examples are estimates and found in current job postings from the Montana Nonprofit Association Job Postings page and overall general Google research. See screenshots for reference.*
 - **Executive Director Nonprofit Salary For Missoula, Montana Averages – from Salary.com:**
 - **Low:** \$130,000 estimate
 - **Average:** \$156,600 estimate
 - **High:** \$187,300+ estimate
 - **These examples are estimates and found in current job postings Salary.com. See screenshots for reference.*
 - **Executive Director Nonprofit Salary National / Regional Averages - from Salary.com:**
 - **Low:** \$154,400 estimate
 - **Average:** \$185,400 estimate
 - **High:** \$221,700+ estimate
 - **These examples are estimates and found in current job postings Salary.com. See screenshots for reference.*
 - **Insurance Coverage Estimates – From Healthcare.gov / and other resources:**
 - Health Insurance: \$620 - \$800 / month estimate - based on lower to better quality insurance.
 - Dental Insurance: \$30-\$60 / month estimate - based on lower to better quality insurance.
 - Disability / Life Insurance: \$90 - \$200 / month estimate - based on lower to better quality insurance.
 - **See examples she found in current Healthcare.gov insurance page and overall general research in links below.*



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ED'S FINDINGS FROM RESEARCH

- **In looking at our budget but also in trying to keep current with the state / national standards, if the Board believes the ED has done a good job this last year, the ED would like to humbly ask for the consideration to increase the annual salary and stipend. The ED has tried to make a fair suggestion from the research that would bring us more current with Montana trends but also within our budget. Here are a few ideas for the Board to consider for growth:**
 - **Salary Growth Proposal | Current ED Salary: \$66,466.44**
 - **Thoughts to consider:**
 - **To bring us closer to Montana standards for similar positions, the ED would like to ask the Board to review the potential for an annual salary increase by \$7,000 which would bring the annual salary closer to: \$73,466.44 which is closer to Montana averages.**
 - **Salary Breakdown** | This request would equal about \$583/month before taxes and about \$448/month in actual take home monthly pay after taxes to the ED. This would bring the annual salary closer to the low-end to middle estimates for this role in Montana and bring us closer to being competitive with current trends for a full-time Executive Director position in Montana. The national averages are just to show research gathered, as they are not realistic and out of our budget for this role in Montana.
 - **Time Delay** | This review process usually takes place in early Fall each year. But some years we are delayed due to busy schedules. This is the case this year. Historically, if the Board were to consider a raise, this new rate would begin on our usual review timeline and any raise would back date to the date to August 2023.
 - **Insurance Growth Proposal | Current ED Stipend: \$8,576.07**
 - **Thoughts to consider:**
 - **Based on the research of current numbers, the ED would appreciate any consideration to bring this stipend closer to covering increased insurance costs. The ED would like to ask the Board to consider a +\$1,000 increase for the year. From a monthly calculation, this would be an extra \$84/month more on top of the current stipend amount to meet increased costs at the middle insurance coverage.**
 - **Stipend Overview** | Currently the ED is paid an annual stipend at the start of each fiscal year. The ED is able to use this stipend for insurance, dental, disability, etc. as this person deems necessary for their situation. Currently, the ED has used this to buy insurance, as she does not have an existing family plan. Therefore, she buys through the Healthcare.gov system currently. She also buys dental, life, disability insurances on her own too. She has chosen to use this stipend to help with all these areas of insurance.
 - **Cost Increases** | As of current, the insurance costs keep going up each year. It would be greatly appreciated if the Board would be willing to consider an increase to help cover these changes for the middle range coverage. See the insurance research estimates shared on the review page.
- **If it would be helpful, the ED would be happy to meet before you finalize this review. Please let her know if you have any questions. Thank you for your time, care, and consideration!**