

Comparison of Executive Director Salaries

Data from: 2022 Biennial Northwest Regional Primary Care Association (NWRPCA) Region X Health Center Salary and Benefits Survey Report

AND National Association of Community Health Centers (NACHC) 2021-2022 Health Centers Salary & Benefits Report

								Revised 6/2/23
Association/ Organization Reporting	Region	Location in Report	25th Percentile	50th Percentile	Average Salary	75th Percentile	90th Percentile	Avg Benefits
NWRPCA - Region X, 2022, 45 Total Health Centers Reporting	Region X - Overall, AK, ID, WA, OR	Table 4: Director, Executive/CEO - Up to \$22M, 21 Positions reporting (Page 15)	\$150,000	\$168,813	\$174,232	\$200,000	\$250,000	\$22,494
		Table 6: Executive Director/CEO - Rural, 22 Positions reporting (Page 26)		\$179,316	\$190,621			\$24,161
		Table 6: ED/ CEO - One to Four Health Center Sites, 19 Positions reporting (Page 26)		\$192,885	\$193,819			\$25,754
	Alaska Only	Table 23: Director, Executive/CEO, 8 Positions reporting. (Page 46)	\$155,000	\$181,000	\$174,320	\$195,832	\$206,270	\$27,975
NACHC: 2021-2022, Total 466 CHC's Responding Nationally		Page VI-2: CEO, Revenue under \$12M, 156 Facilities Reporting	\$139,931	\$163,750	\$167,295	\$190,791	\$210,136	
		Page VI-2: CEO, Rural, 161 Facilities Reporting	\$145,000	\$180,000	\$187,555	\$214,000	\$269,500	
	Region 9, AK, WA, OR & CA, 65 Total CHC's Responding	Page II-2: CEO, Under \$12M, Region 9, 17 Facilities reporting	\$160,000	\$182,276	\$193,152	\$210,000	\$219,968	
		Page IV-2: CEO, Rural, Region 9, 17 Facilities Reporting	\$151,000	\$193,087	\$208,724	\$226,600	\$325,849	
	Alaska Only	Page V-2: State Data, CEO, 5 Facilities reporting	\$151,000	\$160,000	\$164,119	\$193,087	\$199,797	
Averages			\$150,276	\$177,903	\$183,760	\$204,330	\$240,217	\$25,096

MUNICIPALITY OF SKAGWAY																	
CLINIC																	
FY23 BUDGET																	
PAYROLL ESTIMATES																	
25th Percentile Estimate for Perm ED Salary																	
COLA: 0.00% MAX: \$ 503.10 RATE: 7.65% 1.30% 22.00% \$ 7.56 annually 2.6%																	
GL ACCT	FT/PT	Employee	Grade	Step	Hours	FY22 Rate	FY23 Rate w/COLA	Gross Wages	FICA/MC	SUI	PERS	Life Ins	Payroll Expense Total	Health Insurance	GRAND TOTAL	Monthly Health Premiums	
200-1060-5170	ft	Interim Executive Director	CONTRACT RATE						326,200.00	24,954.30	503.10	-	-	25,457.40	-	351,657.40	-
200-1060-5171	ft	Permanent Executive Director	CONTRACT RATE						150,276.00	11,496.11	503.10	33,060.72	7.56	45,067.49	46,374.75	241,718.24	3,766.63
GL ACCT													1060-5140-HC	1060-5145-HC			

MUNICIPALITY OF SKAGWAY																
CLINIC																
FY23 BUDGET																
PAYROLL ESTIMATES																
Average Salary Estimate for Perm ED Salary																
COLA: 0.00% RATE: 7.65% 1.30% 22.00% \$ 7.56 annually 2.6%																
GL ACCT	FT/PT	Employee	Grade	Step	Hours	FY22 Rate	FY23 Rate w/COLA	Gross Wages	FICA/MC	SUI	PERS	Life Ins	Payroll Expense Total	Health Insurance	GRAND TOTAL	Monthly Health Premiums
200-1060-5170	ft	Interim Executive Director				CONTRACT RATE		326,200.00	24,954.30	503.10	-	-	25,457.40	-	351,657.40	-
200-1060-5171	ft	Permanent Executive Director				CONTRACT RATE		183,760.00	14,057.64	503.10	40,427.20	7.56	54,995.50	46,374.75	285,130.25	3,766.63
GL ACCT													1060-5140-HC	1060-5145-HC		

MUNICIPALITY OF SKAGWAY																
CLINIC																
FY23 BUDGET																
PAYROLL ESTIMATES																
75th Percentile Estimate for Perm ED Salary																
COLA: 0.00%																
MAX: \$ 503.10																
RATE: 7.65% 1.30% 22.00% \$ 7.56 annually 2.6%																
GL ACCT	FT/PT	Employee	Grade	Step	Hours	FY22 Rate	FY23 Rate w/COLA	Gross Wages	FICA/MC	SUI	PERS	Life Ins	Payroll Expense Total	Health Insurance	GRAND TOTAL	Monthly Health Premiums
200-1060-5170	ft	Interim Executive Director				CONTRACT RATE		326,200.00	24,954.30	503.10	-	-	25,457.40	-	351,657.40	-
200-1060-5171	ft	Permanent Executive Director				CONTRACT RATE		204,330.00	15,631.25	503.10	44,952.60	7.56	61,094.51	46,374.75	311,799.25	3,766.63
GL ACCT													1060-5140-HC	1060-5145-HC		

MUNICIPALITY OF SKAGWAY																
CLINIC																
FY23 BUDGET																
PAYROLL ESTIMATES																
90th Percentile Estimate for Perm ED Salary																
							COLA:	0.00%		MAX:	\$ 503.10					
										RATE:	7.65%	1.30%	22.00%	\$ 7.56	annually	2.6%
GL ACCT	FT/PT	Employee	Grade	Step	Hours	FY22 Rate	FY23 Rate w/COLA	Gross Wages	FICA/MC	SUI	PERS	Life Ins	Payroll Expense Total	Health Insurance	GRAND TOTAL	Monthly Health Premiums
200-1060-5170	ft	Interim Executive Director				CONTRACT RATE		326,200.00	24,954.30	503.10	-	-	25,457.40	-	351,657.40	-
200-1060-5171	ft	Permanent Executive Director				CONTRACT RATE		240,217.00	18,376.60	503.10	52,847.74	7.56	71,735.00	46,374.75	358,326.75	3,766.63
GL ACCT													1060-5140-HC	1060-5145-HC		