

## What Nonprofit CEOs Made in the 20 Biggest Metropolitan Areas

To help charities learn more about the market rates for CEO pay, GuideStar estimated how much 2011 median salaries in all cities would be if they were based on the cost of living in the Washington metropolitan area, which had the highest pay rates of any big urban region. The results show that only Houston charities are paying their leaders comparably to Washington nonprofits for their markets.

Metropolitan area	Median compensation	Adjusted for cost of living in Washington
Washington	\$152,676	\$152,676
New York	137,839	90,276
Boston	111,209	116,068
San Francisco	108,009	95,130
Baltimore	107,410	129,234
Los Angeles-Long Beach, Calif.	106,333	114,740
Chicago	105,826	132,213
Philadelphia	104,858	120,209
Oakland, Calif.	97,731	102,977
Seattle-Everett, Wash.	95,207	116,509
Phoenix-Mesa, Ariz.	95,000	141,073
Detroit	93,992	143,747
Houston	93,379	149,011
Pittsburgh	92,936	140,482
Denver-Boulder, Colo.	92,281	125,942
Minneapolis-St. Paul	91,664	118,765
St. Louis	91,072	143,255
Dallas-Fort Worth	90,358	134,598
Atlanta	90,000	132,549
Portland, Ore.	82,594	104,188

**SOURCE:** GuideStar