

Job Summary

Determine overarching goals and initiatives. Establish positive relationships with stakeholders and other business leaders. Drive strategic planning, business development, and fiscal operations. Typical years experience in field of 30 years. Typically holds Master's Degree (non-MBA). Supervisory Role: Yes. Number Supervised: 100 people. Highest Level Managed: Senior Management Level. People Management Tasks: Hire employees, Mentor and advise, Promote employees, Assign and evaluate work, Terminate employees, Review performance annually, Set pay. Signing Authority: Yes. Skills/Specialties include Operations Management, Strategic Planning.

Answers to Compensable Factors

Ordered by matching precedence

1. PayScale Job Title: Chief Executive Officer (CEO)
2. Location: San Francisco-Redwood City-South San Francisco, California Metropolitan Area
3. Organization Type: Non-Profit Organization
4. Years Experience in Field/Career: 30
5. Signing Authority: Yes
6. Skill/Specialty: Operations Management, Strategic Planning
7. Highest Level Managed: Senior Management Level
8. Degree: Master's Degree (non-MBA)
9. Number Supervised: 100
10. People Management Tasks: Hire employees, Mentor and advise, Promote employees, Assign and evaluate work, Terminate employees, Review performance annually, Set pay

Report Stats

Report date: **June 9, 2020**

Effective date: **May 10, 2020**

Algorithm version: **2020.03**

Profiles analyzed: **5,126**

Report rating (1 to 5): **1.0**. Pay has high variability for this job in this labor market.

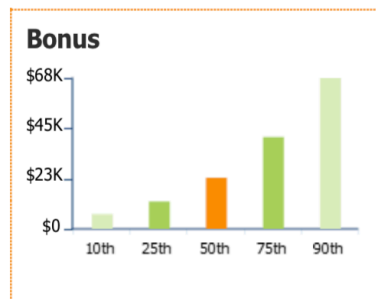
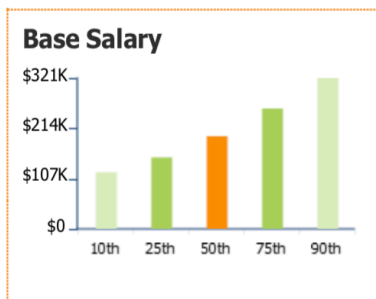
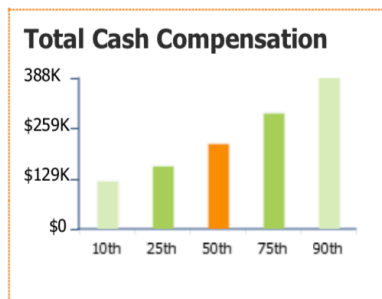
PayScale Market Report



Job: CEO-MWA - CEO-MWA

Compensation Summary

This PayScale compensation report represents a snapshot of market results for the position **CEO-MWA - CEO-MWA** and location **San Francisco, California, United States**. To ensure the most accurate report, confirm that the PayScale Job and profile details on the following page describe this position and labor market accurately.



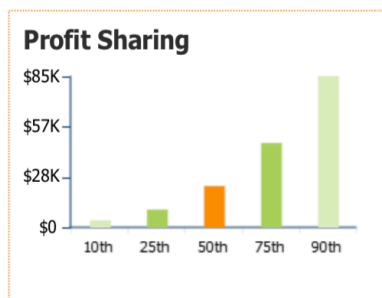
Total Cash Compensation	
10th:	\$118,568
25th:	\$157,231
50th:	\$214,897
75th:	\$293,446
90th:	\$388,183
Average:	\$220,118

Base Salary	
10th:	\$117,394
25th:	\$149,157
50th:	\$194,478
75th:	\$253,415
90th:	\$321,457
Average:	\$197,882

100% Reported

Bonus	
10th:	\$5,969
25th:	\$11,643
50th:	\$22,306
75th:	\$40,535
90th:	\$67,633
Average:	\$24,198

28% Reported

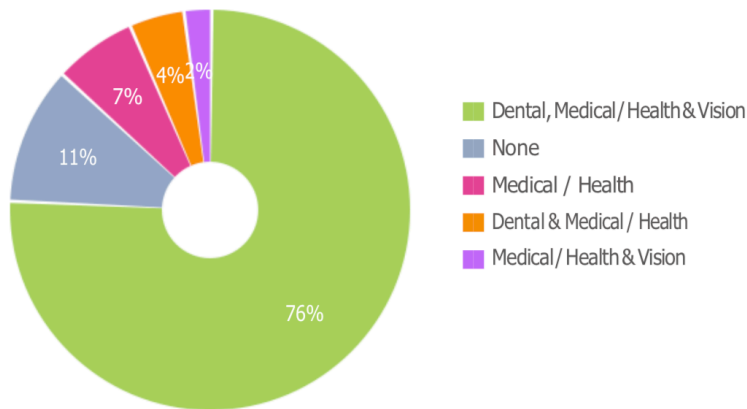


Profit Sharing	
10th:	\$3,152
25th:	\$9,192
50th:	\$22,428
75th:	\$46,598
90th:	\$84,842
Average:	\$25,162

2% Reported

Benefits Summary

The following chart lists popular benefits for the position **CEO-MWA - CEO-MWA** and location **San Francisco, California, United States**. The percentages represent the distribution of data collected from individuals who have reported receiving such benefits from their employers.



Benefit	Percent Received
Dental, Medical / Health & Vision	76%
None	11%
Medical / Health	7%
Dental & Medical / Health	4%
Medical / Health & Vision	2%

Other Popular Benefits for this Position:

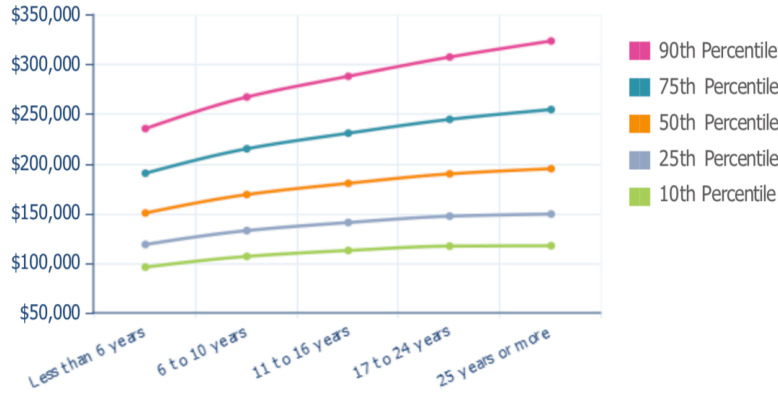
- Paid Holidays / Vacation
- Paid Sick Leave
- Cell Phone
- 401(k)
- Casual Dress/Atmosphere

PayScale Market Report



Job: CEO-MWA - CEO-MWA

Salary By Experience



<i>Base Salary - Your Search</i>	Percent	10th	25th	50th	75th	90th
		\$117,394	\$149,157	\$194,477	\$253,415	\$321,456
Less than 6 years	18.5%	\$94,657	\$117,419	\$149,017	\$188,950	\$233,828
6 to 10 years	21.5%	\$105,387	\$131,331	\$167,539	\$213,553	\$265,536
11 to 16 years	21.3%	\$111,361	\$139,437	\$178,838	\$229,197	\$286,396
17 to 24 years	18.5%	\$115,725	\$145,811	\$188,334	\$243,092	\$305,723
25 years or more	20.2%	\$116,096	\$147,932	\$193,505	\$252,968	\$321,836

Methodology



Data Collection

At PayScale, we administer the largest real-time salary survey in the world with more than 250,000 new survey records being added every month for positions from every industry, company size and location. Our database of more than 55 million salary profiles is updated nightly to reflect the most detailed, up-to-date compensation information available. We collect data 24/7/365 from visitors to our website, www.payscale.com. They come for many reasons, but mostly to prepare to ask for a raise, evaluate a job offer, or just to know how they stack up against others in similar positions.

Data Validation

Data Filtration

Profiles are reviewed using advanced, patent-pending algorithms to check for outliers or illogical data sequences before being used in our reports. Any data profile deemed questionable, incomplete, outside expectations or duplicated is discarded and not used in calculating compensation.

Defend Against Attempts to "Stuff the Ballot Box"

Our validation algorithm automatically detects and rejects excessive data coming from any one person or IP address.

Standardize the Data

You say "computer programmer," I say "software developer." PayScale technology normalizes data across multiple attributes to recognize that we're talking about the same job.

Data Accuracy

Our research has shown that our market data is not only within expected ranges, but is more accurate than reports from other data providers. This is because the reported data is more precisely matched to both the type and size of organization, and the skills and experience of the position.

Data Analysis and Reporting

Individual profiles are maintained in our database in their entirety, preserving the detailed data points that make each record unique. Our software does not modify or blend profile data, use inflation or cost-of-living adjustments, or age data. This way, we help you avoid the shortcomings of traditional surveys that use "averages of averages" or "surveys of surveys" approaches to market data reporting.

Market Match™

The MarketMatch™ algorithm looks at more than 250 compensable factors and the relationships between those factors when finding the ideal matches for positions. For example, it has the intelligence to identify the facts that most employers pay more for employees with more experience or who are located in large urban areas. Even with as much data as we have (more than 15,000 job titles), there can still be gaps and in those cases, MarketMatch makes sophisticated mathematical predictions to get the answers you need.