

# The Hamlet

Lopez Housing Options (LOHO)

## Memorandum

To: LOHO 2025 Board of Directors

From: June Coover, LOHO Board Member with input from AnneMarie Killen-Gall, Human Resource Consultant (retired) and Joseph Spada

CC: Heather Harrison

Date: May 14, 2025

### RE: LOHO HAMLET HOUSE RESIDENT MANAGER COMPENSATION REVIEW

This memorandum has been prepared to address the Strategic Work Plan Task, Objective 2, Task 2:

*Review pay and benefit levels for similar organizations in the region and determine if the Hamlet's pay and job conditions are competitive.*

Note, the memorandum addresses one position as partial fulfillment of this task.

### APPROACH

King County completed a salary and benefits survey of nonprofit jobs in King County. The salary data was collected in 2023 from 235 nonprofits and included wage tables for 175 job titles based on 14,000+ salaries.

As a component of the survey, a tool was developed that can be used to find salary information for 175 nonprofit jobs. The tool allows you to compare information for multiple jobs. The data is drawn from the King County Nonprofit Wage & Benefits Survey Report (2023)

*[<https://www.501commons.org/resources/putting-people-first/2023-nonprofit-wage-benefits-survey-report>].*

The current Hamlet House Resident Manager role is most closely aligned with the job title “Director, Administration/Operations” as well as “Director of Resident/Community Services” reported in the survey. However, the survey shows that the data for Director of Resident/Community Services were obtained from organizations with annual budget more than \$10,000,000 and therefore would not represent a valid comparison for the Hamlet House Resident Manager role.

We used this data from the survey and two survey “cuts”:

1. organizations with approximately \$500,000 - \$999,999 in annual budget and
2. Field of services of “Older Adult Services”, “Housing/Shelter” and “Social Services, Multiple Programs”

See Attachment 1 for Hamlet House Resident Manager Job Description and Attachment 2 for details of the survey results.

## **ANALYSIS**

The analysis focused on a Director, Administration/Operations job for organizations with similar budgets. Note the annual budget for the Hamlet House is approximately \$665,000. While the field of service “Older Adult Services” and “Housing/Shelter” are appropriate for comparison to the field of service provided by the Hamlet House, data was not available in the survey tool for comparison. Thus, field of service “Social Services, Multiple Programs” was used to determine range of salary (Table 1).

**Table 1. Director, Administration/Operations Salary Comparison**

Survey job title and job description:

**Director, Administration/Operations**

Directs a group of functions for the organization including any or all of the following: human resources, information technology, office services, facilities and grounds, transportation, food service, and purchasing. Manages department budgets. Participates as a member of the senior management team in the development and implementation of organization-wide policies and programs that will contribute to its overall success.

Cut	Average Salary	50 <sup>th</sup> %ile	# Salaries	# Orgs
Annual Budget \$500,000 to \$999,999	\$66,000	\$64,000	7	7
Housing/Shelter	No data	No data	No data	No data
Older Adult Services	No data	No data	No data	No data
Social Service, Multiple Programs	\$107,000	\$101,000	19	15

**RECOMMENDED SALARY RANGE**

The salary range identified below is “anchored” with a midpoint that represents the 50th percentile average of the two data points above (Annual Budget \$500,000 - \$999,999 and Social Services, Multiple Organizations). From that anchor, the minimum and midpoint represent a 50% salary range spread.

**Table 2. Salary Range**

Minimum Salary	\$64,000
50 <sup>th</sup> %ile	\$82,500
Maximum Salary	\$101,000

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## **Attachment 1**

### **Hamlet House Resident Manager Job Description**



## EMPLOYMENT AGREEMENT

This Employment Agreement (the “Agreement”) is entered into as of the 2<sup>nd</sup> day of May, 2025, between LOHO, a Washington nonprofit corporation (“LOHO”) and Amy Hatchel (the “Employee”).

**1. Duties, Term, and Compensation.** Subject to the terms and conditions of this Agreement, LOHO employs Employee as a Resident Manager and Entity Representative for Hamlet House, an Adult Family Home (AFH), and Employee accepts such employment. Employee’s duties shall include administration, management, and oversight of the provision of care and activities of daily living for residents of Hamlet House. Employee’s duties, responsibilities and tasks are described more specifically in the attached job description. Employee agrees that Employee will diligently perform all duties assigned to Employee by LOHO and will devote all of Employee’s efforts to those duties to the best of Employee’s skill and ability. For this Agreement, Employee’s compensation shall be an annual salary of \$92,700. Employee is exempt and is not eligible for overtime. Employee will be paid on a bi-weekly basis. LOHO shall have the right to collect or withhold from any compensation due to Employee under this Agreement any and all payroll taxes, assessments, withholdings and other amounts as required by applicable federal, state and local withholding laws or regulations. Any additional compensation or benefits will be provided in accordance with Hamlet House’s Employee Manual, which may be revised from time to time at the Board’s discretion.

**2. Licenses.** Employee represents and affirms that Employee is duly licensed to provide services to LOHO hereunder, and that such licenses held by Employee and issued by the Washington State Department of Social Health Services (“DSHS”) or the Washington State Department of Health (“DOH”) are not currently subject to any suspension or revocation, and, if during the term of this Agreement the license(s) is subject to expiration without timely renewal, suspension, or revocation, that Employee shall immediately notify LOHO.

**3. Training and Certification.** Employee represents and affirms that Employee meets the minimum qualifications of WAC 388-76-10130 and the training and certification requirements of Chapter 388-112A WAC; and that Employee holds a home care aide (HCA) certification consistent with Chapter 246-980 WAC, unless an applicable exemption applies. If Employee believes that an exemption to the HCA certification requirement applies, Employee will immediately notify LOHO. Employee further represents and affirms that any HCA certification held by Employee is not currently subject to any suspension or revocation, and, if during the term of this Agreement the certification is subject to expiration without timely renewal, suspension, or revocation, that Employee shall immediately notify LOHO.

In addition to the foregoing training and certification requirements, LOHO may also require that Employee undergo additional specialty training consistent with Chapter 388-112A WAC and WAC 388-76-10495, et seq.

**4. CPR and First-Aid.** Employee understands that he or she is required to maintain a current valid first-aid and cardiopulmonary resuscitation (CPR) card or certificate as required in Chapters 388-76 and 388-112A WAC. Employee also represents and affirms that such cards and certificates are not currently subject to any suspension or revocation, and, if during the term of this Agreement the card or certificate is subject to expiration without timely renewal, suspension, or revocation, that Employee shall immediately notify LOHO.

**5. Required Background Check; Employment History Investigation; Tuberculosis Screening.** LOHO is required to investigate the criminal background employment histories of its prospective employees. Employee is also required to comply with tuberculosis screening requirements. Employee understands and agrees that his or her criminal and employment background and tuberculosis screening will be investigated as part of verifying fitness for initial and ongoing employment, and Employee agrees to cooperate in such investigation(s). Employee understands and agrees that passing a criminal background check, demonstrating an adequate employment history, and complying with tuberculosis screening requirements is a condition to employment by LOHO, and that the results of background checks and related records and information will be kept for at least two years after employment ends.

**6. Compliance with Laws and Regulations.** As a condition of employment, Employee agrees to comply with all rules and regulations applicable to the provision of care and daily living services, specifically including but not limited to those set forth in Chapters 388-76 WAC and Chapter 70.128 RCW, as now in effect and as hereinafter amended. LOHO may not be responsible for any fines, penalties or other criminal liabilities resulting from the acts of Employee, which may be solely the responsibility of Employee, at the Board's discretion.

**7. Compliance with Abuse & Neglect Policy.** LOHO is committed to ensuring that abandonment, abuse, neglect, and financial exploitation of vulnerable adults is prevented and that suspected instances of such conduct are investigated and reported. LOHO has adopted a policy regarding the management of suspected abandonment, abuse, neglect and financial exploitation, and a copy of this policy will be provided to Employee upon employment by LOHO. Employee understands and agrees that he or she is subject to the policy so long as Employee is employed by LOHO, and that such policy may be amended by LOHO from time to time.

**8. Termination.** Notwithstanding anything to the contrary herein, Employee's employment under this Agreement shall be on an "at will" basis such that either party may terminate this Agreement at any time, and for any reason, by providing written notice to the other party in compliance with the Notice provisions of this Agreement. In addition, this Agreement may be terminated by LOHO immediately as follows:

- i. If Employee is unable to provide the services agreed to by reason of temporary or permanent illness, Employee refusal, disability, incapacity, or death;

- ii. If Employee violates the terms of the abuse and neglect policy;
- iii. If Employee refuses to provide information requested for purposes of investigating his or her criminal background, DSHS or DOH certification, employment history, tuberculosis screening, or any other matters as may be required by DSHS or DOH regulations;
- iv. If Employee breaches any representation, warranty or affirmation in this Agreement;
- v. If Employee has a conviction, history, or finding described in WAC 388-76-10180 or is convicted of a felony, a misdemeanor involving fraud, dishonesty, controlled substances, or moral turpitude, or any crime relevant to Employee's duties under this Agreement;
- vi. If Employee's license, home care aid certification, or CPR or first-aid certificate as required by this Agreement or applicable regulations is suspended, cancelled, revoked, or expired.

**9. Notices.** Any notice required to be given or otherwise given pursuant to this Agreement shall be either (1) hand delivered; (2) mailed by certified mail, return receipt requested; or (3) sent by recognized overnight courier service to the parties at the following addresses; or (4) sent via email:

If to Employee:

Amy Hatchel, 1730 Richardson Road, Lopez Island, WA 98261, arhatchel@msn.com

If to LOHO:

LOHO, PO Box 785, Lopez Island, WA 98261-0785

**10. Entire Agreement (Integration) and Amendment.** The entire agreement between the parties is contained herein. Any and all amendments or modifications to this Agreement must be in writing and signed by all the parties.

**11. Supersedes Prior Agreements.** This Agreement supersedes all prior agreements between the parties.

**12. Severability.** If any provision of this Agreement is or becomes void or unenforceable by force or operation of law, the other provisions shall remain valid and enforceable.

**13. Headings.** Section headings are not to be considered a part of this Agreement and are not intended to be a full and accurate description of the contents hereof.

**14. Waiver.** Waiver by one party hereto of breach of any provision of this Agreement by the other shall not operate or be construed as a continuing waiver.

**15. Assignment.** The duties and services hereunder are personal in nature and, therefore, Employee shall not assign this Agreement, or any part hereof.

**16. Construction.** This Agreement has been jointly agreed to by the parties following negotiation between them. It shall be construed according to the fair intent of the language as a whole, and not for or against any party.

**17. Acceptance.** Employee's signature and return of this Agreement shall constitute acceptance of its terms and conditions.

**18. Independent Legal Advice.** The parties have had the opportunity to obtain the advice of independent legal counsel of their choice in connection with this Agreement, and the agreements and transactions contemplated herein.

**19. Addenda Controlling.** In the event a conflict arises between the terms and conditions of this Agreement and any Addenda or Addendum hereto, the Addenda or Addendum shall control.

**20. Controlling Law and Venue.** This Agreement and all existing and future disputes between the parties shall be governed by the substantive laws of the State of Washington. The parties agree to submit to the personal jurisdiction of the Courts of the State of Washington and agree that the Superior Court of San Juan County, Washington is the mandatory, exclusive venue for actions relating to or arising from this Agreement.

**21. Confidentiality.** The terms of this Agreement are confidential and proprietary to LOHO and shall not be disclosed by Employee to any third party without written permission from LOHO.

**22. Counterparts and Signatures.** This Agreement or the signature pages hereto may be executed in any number of counterparts for the convenience of the parties, all of which, when taken together and after execution by all parties hereto, shall constitute one and the same agreement. Signatures transmitted by email or facsimile shall be accepted as binding absent reasonable question as to authenticity.

**In Witness Whereof,** this Agreement has been executed by the parties hereto, and is enforceable until the Agreement is terminated in accordance with the terms above.

**LOHO:**

**Employee:**

LOHO

Amy Hatchel

By: \_\_\_\_\_

By: \_\_\_\_\_

Title: \_\_\_\_\_

## ADDENDUM TO EMPLOYMENT AGREEMENT

### HAMLET HOUSE RESIDENT MANAGER/ENTITY REPRESENTATIVE JOB DESCRIPTION

Position Summary: The Resident Manager/Entity Representative is responsible for the successful operation of Hamlet House. The incumbent reports to the LOHO Board Chair and also works closely with The Hamlet Executive Director and Cottages Manager who provide administrative support.

#### Administrative Responsibilities

- Perform activities relative to the maintenance of Hamlet House's Washington State operating license.
- Ensure that the Hamlet House is in compliance with all relevant state and federal regulations.
- Participate in preparation of annual budget and follow best practices to control operating expenses according to that budget.
- Maintain knowledgeable of local community resources and services and use them appropriately.
- Report on operations to the LOHO board at regular meetings

#### Resident Care Responsibilities

- Ensure that resident assessments are completed as needed and reviewed at least annually by a qualified assessor.
- Ensure that resident negotiated care plans are kept current; that the resident and designated representatives were involved with the development of the plan; and that care plans are signed by the administrator, resident and any resident representatives (including the case manager for DSHS residents).
- Ensure that resident rights and records are maintained and compliant with privacy laws.
- Ensure revenues are collected in a timely manner according to the Admission Contract.
- Maintain familiarity with all background information on each resident and maintain contact with resident's family as needed.
- Provide and encourage appropriate reinforcement in all aspects of the residents' living skills including memory, self-esteem, mobility, hygiene, and appropriate dress as defined in the negotiated care plan.
- Identify significant behavioral issues and develop appropriate interventions.
- Provide caregiving assistance to include: assistance with daily living skills (e.g., showering and bathing, dressing, eating, using the toilet and transferring between a bed and chair). Assist residents in social, recreational, and leisure activities.
- Plan menus including snacks; prepare food as needed to meet the nutritional needs of the geriatric resident. Monitor for unexpected weight loss or gain.
- Facilitate punctual and safe transportation to appointments.
- Act promptly and effectively in emergency situations.

### Staff Responsibilities

- Maintain staff by recruiting, selecting, orienting, and training employees.
- Develop and maintain work schedules, maintaining a staffing schedule that provides 24 hour/day certified caregiver staffing, seven days per week.
- Ensure all staff certifications, training and continuing education requirements are current.
- Clearly communicate job expectations with staff. Plan, monitor and appraise staff job performance.
- Coach, counsel and provide corrective action to ensure satisfactory staff performance.
- Ensure that contracted RN services are provided as needed for assessments, medication set up, medication administration, and nurse delegation tasks.
- Review time sheets for accuracy; and submit timely to Hamlet House Cottages Director for processing.
- Inform board chair and complete staff incident reports as needed

### SKILLS, KNOWLEDGE, AND EXPERIENCE

- At least 1000 hours of caregiving experience, preferably in a long-term care facility
- DSHS approved Adult Family Home (AFH) Administrator training, DSHS Safety and Orientation training, AFH-DSHS orientation course, Dementia Level 1 and Mental Health – Level 1 training,
- Licensed/certified as an RN, LPN, NAC, or HCA
- CPR and first aid training
- Management experience is highly preferred
- Excellent verbal and written communication skills
- Ability to utilize critical thinking skills and problem solve
- Flexibility in responding to changing circumstances
- Ability to work through stressful situations
- Conflict management skills

## **ADDENDUM TO EMPLOYMENT AGREEMENT**

### **HAMLET HOUSE RESIDENT MANAGER/ENTITY REPRESENTATIVE TASK LIST**

Position Summary: The Resident Manager/Entity Representative is responsible for the successful operation of Hamlet House. The incumbent reports to the LOHO Board Chair and also works closely with The Hamlet Executive Director and Cottages Manager who provide administrative support.

#### **Administrative Duties**

- Perform activities relative to the maintenance of our Washington State operating license.
- Ensure that the Hamlet House is in compliance with all state regulations governing the operation of an Adult Family Home with employees.
- File in a timely manner paperwork required for San Juan County tax exempt status
- Participate in preparation of annual budget and follow best practices to control operating expenses according to that budget
- Supervise housekeeping to ensure the building is always in a high state of cleanliness
- Supervise caregivers to ensure adequate staffing and provision of care.
- Be knowledgeable of local community resources and services and use them appropriately
- Report on operations to the LOHO board at regular meetings
- Maintain a professional image within the community and keep all business operations and resident information confidential.

#### **Resident Duties**

- Review admission assessments for potential residents

Assure resident assessments are completed as needed and at least annually by a qualified assessor, as cited in WAC 388-76-10150.

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# **Attachment 2**

## **Survey Results**



Home » Resources »

## 501 Compensation Tracker

Salary information for nonprofit employees (King Co. Washington)

You can use the search below to find salary information for 175 nonprofit jobs ([see complete list \[https://www.501commons.org/resources/putting-people-first/JobsReported.pdf\]](https://www.501commons.org/resources/putting-people-first/JobsReported.pdf)). The tool allows you to compare information for multiple job titles. The data is drawn from the [King County Nonprofit Wage & Benefits Survey Report \(2023\) \[https://www.501commons.org/resources/putting-people-first/2023-nonprofit-wage-benefits-survey-report\]](https://www.501commons.org/resources/putting-people-first/2023-nonprofit-wage-benefits-survey-report).

[\[https://www.501commons.org/resources/putting-people-first/2023-nonprofit-wage-benefits-survey-report\]](https://www.501commons.org/resources/putting-people-first/2023-nonprofit-wage-benefits-survey-report) The salary data was collected between February and June 2023 from 235 nonprofits. It includes wage tables for 175 job titles based on 14,000+ salaries. The data shows the compensation for participating organizations, not what ideal compensation and benefits should be. We hope this tool can help nonprofits offer competitive compensation, attractive benefits packages, and equitable policies that support the sector's dedicated employees.

*This program receives funding from the King County Veterans, Seniors, and Human Services Levy.*



### How to search:

- Click the drop-down menu and choose a job title you are interested in.
- If you want to compare jobs, add more than one job from the list below to see results side by side.
- Job titles for the same job are not consistent across organizations, so **use the job description** to find the job that is the best match, rather than relying on the job title alone. Job descriptions are displayed when you select a job. [Appendix A of the report \[https://www.501commons.org/resources/putting-people-first/2023-nonprofit-wage-benefits-survey-report#page=243\]](https://www.501commons.org/resources/putting-people-first/2023-nonprofit-wage-benefits-survey-report#page=243) also provides a list of job titles and descriptions.

- If you are doing a more comprehensive review of salaries, go to the [full wage and benefits report \[https://www.501commons.org/resources/putting-people-first/2023-nonprofit-wage-benefits-survey-report\]](https://www.501commons.org/resources/putting-people-first/2023-nonprofit-wage-benefits-survey-report) for more information on compensation and benefits practices, an analysis of Executive Director compensation, and complete data for each job title.
- Data are provided as “average by employee” and “average by organization.” We recommend using the “average by employee” in most cases when available because it better reflects the employment market as a whole. For more information, see page 18 in the 2023 report.

## Explore the Salary Data

Director of Resident/Communit

### Director of Resident/Community Services

**Average by Org:** \$100,674    **10-90th %ile:** \$76,213 – \$127,194

Provides overall management and direction to multiple social service programs including management of staff, developing/controlling the budget, developing/implementing policies and procedures, participating in obtaining funds/grants, coordinating/integrating program with others in the organization.

Director, Administration/Operat

### Director, Administration/Operations

**Average by Org:** \$92,457    **10-90th %ile:** \$65,250 – \$120,760

Directs a group of functions for the organization including any or all of the following: human resources, information technology, office services, facilities and grounds, transportation, food service, and purchasing. Manages department budgets. Participates as a member of the senior management team in the development and implementation of organization-wide policies and programs that will contribute to its overall success. Jobs that include management of the organization's financial department are reported in job #106 (Director of Finance & Administration).

Explore the data below or add another job to compare.

Select a Job

## Salary Data

### Overview

		Avg Salary	Avg by Org	10th %ile	25th %ile	50th %ile	75th %ile	90th %ile	# Salaries	# Orgs
Base Salary - All Employees	Director of Resident/Community Services	\$104k	\$101k	\$76k	\$88k	\$106k	\$121k	\$127k	22	13
	Director, Administration/Operations	\$91k	\$92k	\$65k	\$75k	\$88k	\$105k	\$121k	77	53

### By Annual Budget

		Avg Salary	Avg by Org	10th %ile	25th %ile	50th %ile	75th %ile	90th %ile	# Salaries	# Orgs
Less than \$500,000	Director of Resident/Community Services	-	-	-	-	-	-	-	-	-
	Director, Administration/Operations	-	-	-	-	-	-	-	-	-
\$500,000 - \$999,999	Director of Resident/Community Services	-	-	-	-	-	-	-	-	-
	Director, Administration/Operations	\$66k	\$66k	-	-	\$64k	-	-	7	7
\$1,000,000 - \$1,999,999	Director of Resident/Community Services	-	-	-	-	-	-	-	-	-
	Director, Administration/Operations	\$82k	\$81k	-	-	\$74k	-	-	11	10
\$2,000,000 - \$4,999,999	Director of Resident/Community Services	-	-	-	-	-	-	-	-	-
	Director, Administration/Operations	\$89k	\$89k	-	-	\$89k	-	-	10	10
\$5,000,000 - \$9,999,999	Director of Resident/Community Services	-	-	-	-	-	-	-	-	-

		Avg Salary	Avg by Org	10th %ile	25th %ile	50th %ile	75th %ile	90th %ile	# Salaries	# Orgs
	Director, Administration/ Operations	\$99k	\$99k	-	-	\$96k	-	-	6	6
\$10,000,000 and more	Director of Resident/ Community Services	\$107k	\$106k	\$80k	\$93k	\$107k	\$122k	\$127k	17	8
	Director, Administration/ Operations	\$97k	\$108k	\$75k	\$80k	\$94k	\$110k	\$125k	41	19

**By Field of Service**

		Avg Salary	Avg by Org	10th %ile	25th %ile	50th %ile	75th %ile	90th %ile	# Salaries	# Orgs
Assn/Membrshp/ Support Org/ Philanthropy	Director of Resident/ Community Services	-	-	-	-	-	-	-	-	-
	Director, Administration/ Operations	-	-	-	-	-	-	-	-	-
Child Welfare/Child Care	Director of Resident/ Community Services	-	-	-	-	-	-	-	-	-
	Director, Administration/ Operations	-	-	-	-	-	-	-	-	-
Community/ Economic Development	Director of Resident/ Community Services	-	-	-	-	-	-	-	-	-
	Director, Administration/ Operations	-	-	-	-	-	-	-	-	-
Conservtn/ Envrnmt/Parks/ Animal Welfare	Director of Resident/ Community Services	-	-	-	-	-	-	-	-	-
	Director, Administration/ Operations	-	-	-	-	-	-	-	-	-
Culture/Arts/ Museums/Religious	Director of Resident/ Community Services	-	-	-	-	-	-	-	-	-
	Director, Administration/ Operations	-	-	-	-	-	-	-	-	-
Disability Services	Director of Resident/ Community Services	-	-	-	-	-	-	-	-	-
	Director, Administration/ Operations	-	-	-	-	-	-	-	-	-
Education/Schools/ Colleges/Research	Director of Resident/ Community Services	-	-	-	-	-	-	-	-	-

		Avg Salary	Avg by Org	10th %ile	25th %ile	50th %ile	75th %ile	90th %ile	# Salaries	# Orgs
	Director, Administration/ Operations	-	-	-	-	-	-	-	-	-
Employment Counseling/ Workforce	Director of Resident/ Community Services	-	-	-	-	-	-	-	-	-
	Director, Administration/ Operations	-	-	-	-	-	-	-	-	-
Healthcare	Director of Resident/ Community Services	-	-	-	-	-	-	-	-	-
	Director, Administration/ Operations	-	-	-	-	-	-	-	-	-
Housing/Shelters	Director of Resident/ Community Services	-	-	-	-	-	-	-	-	-
	Director, Administration/ Operations	-	-	-	-	-	-	-	-	-
Legal Services/ Advocacy/Civil Rights	Director of Resident/ Community Services	-	-	-	-	-	-	-	-	-
	Director, Administration/ Operations	\$88k	\$88k	-	-	\$78k	-	-	8	7
Mental Health/ Counseling/ Behavioral Hlth	Director of Resident/ Community Services	-	-	-	-	-	-	-	-	-
	Director, Administration/ Operations	-	-	-	-	-	-	-	-	-
Older Adult Services	Director of Resident/ Community Services	-	-	-	-	-	-	-	-	-
	Director, Administration/ Operations	-	-	-	-	-	-	-	-	-
Youth/Mentoring	Director of Resident/ Community Services	-	-	-	-	-	-	-	-	-
	Director, Administration/ Operations	-	-	-	-	-	-	-	-	-
Social Service, One Major Program	Director of Resident/ Community Services	-	-	-	-	-	-	-	-	-
	Director, Administration/ Operations	-	-	-	-	-	-	-	-	-
Social Service, Multiple Programs	Director of Resident/ Community Services	-	\$105k	-	-	-	-	-	10	5
	Director, Administration/ Operations	\$107k	\$107k	\$84k	\$93k	\$101k	\$120k	\$145k	19	15

**By Number of Employees**

		Avg Salary	Avg by Org	10th %ile	25th %ile	50th %ile	75th %ile	90th %ile	# Salaries	# Orgs
1 to 5	Director of Resident/Community Services	-	-	-	-	-	-	-	-	-
	Director, Administration/Operations	-	-	-	-	-	-	-	-	-
6 to 15	Director of Resident/Community Services	-	-	-	-	-	-	-	-	-
	Director, Administration/Operations	\$81k	\$81k	\$56k	\$68k	\$74k	\$98k	\$120k	15	14
16 to 40	Director of Resident/Community Services	-	-	-	-	-	-	-	-	-
	Director, Administration/Operations	\$91k	\$91k	\$62k	\$71k	\$89k	\$104k	\$128k	16	15
41 to 100	Director of Resident/Community Services	-	-	-	-	-	-	-	-	-
	Director, Administration/Operations	\$88k	\$88k	-	-	\$86k	-	-	6	6
More than 100	Director of Resident/Community Services	\$107k	\$106k	\$80k	\$93k	\$107k	\$122k	\$127k	17	8
	Director, Administration/Operations	-	\$109k	-	-	-	-	-	38	16

**By Number of Employees Managed**

		Avg Salary	Avg by Org	10th %ile	25th %ile	50th %ile	75th %ile	90th %ile	# Salaries	# Orgs
1 to 3	Director of Resident/Community Services	-	-	-	-	-	-	-	-	-
	Director, Administration/Operations	\$86k	\$88k	\$58k	\$74k	\$82k	\$99k	\$121k	24	17
4 to 8	Director of Resident/Community Services	-	-	-	-	-	-	-	-	-
	Director, Administration/Operations	\$97k	\$99k	\$78k	\$83k	\$92k	\$105k	\$143k	19	15
9 to 14	Director of Resident/Community Services	-	-	-	-	-	-	-	-	-

		Avg Salary	Avg by Org	10th %ile	25th %ile	50th %ile	75th %ile	90th %ile	# Salaries	# Orgs
	Director, Administration/ Operations	\$94k	\$96k	-	-	\$92k	-	-	10	9
15 and over	Director of Resident/ Community Services	-	-	-	-	-	-	-	-	-
	Director, Administration/ Operations	\$92k	\$92k	-	-	\$95k	-	-	6	5

[501 Commons](#), Pacific Tower, Suite 1101, 1200 12th Ave. S, Seattle, WA 98144 - [Map It](#)

206.682.6704 or Toll Free 1.888.462.4853 [info@501commons.org](mailto:info@501commons.org)