

2015 PENNSYLVANIA NONPROFIT SALARY AND BENEFIT REPORT

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INTRODUCTION

The Pennsylvania Association of Nonprofit Organizations (PANO), along with our seven partners, is delighted to present the 2015 Pennsylvania Nonprofit Salary and Benefit Survey. As our first collective endeavor, this report adds depth to the nonprofit management knowledge base specific to our Commonwealth.

This report provides a snapshot of compensation and benefits practices followed by nonprofits working throughout Pennsylvania. In 2014, PANO engaged in a statewide Listening Tour, seeking a better understanding of the needs of nonprofit organizations and their communities. When answering the question: *What would it take to reach success in this community?*, nonprofit leaders noted their need to *value the work of their employees better* to ensure consistent, uninterrupted service for their communities. Attracting, recruiting and retaining well-qualified professional and support staff are critical to meeting this goal. With its analysis of salary and benefits, this report is one tool that nonprofit leaders can use to create competitive and attractive compensation packages. Furthermore, the completed report gives nonprofits the information they need to fulfill the IRS 990 requirement of benchmarking their executive compensation against market rates.

This report includes information about 144 positions filled by over 5,000 employees working in all parts of the state. It provides comparative data by region around the Commonwealth.

This report is divided into four main sections:

- I. Guide to Using the Survey
- II. Participant Overview
- III. Compensation and Employment Practices
- IV. Compensation by Position

With permission, the sections and data points used in this report mirror, as much as possible, the 2015 Compensation Survey produced by the Bayer Center at Robert Morris University.

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GUIDE TO USING THE SURVEY

The 2015 Pennsylvania Nonprofit Salary and Benefit report includes data from 343 nonprofit organizations who completed the online survey created and launched using Survey Monkey as the survey platform (see Methodology Section for more information). When making salary comparisons using these survey results, please consider the following:

- The survey sample was drawn from a convenience sample of organizations rather than a scientifically selected sample. Thus, conclusions cannot be drawn about all nonprofits around Pennsylvania.
- The results are not intended to represent the ideal of what compensation and benefit packages should look like, but rather to reflect what the market is currently offering.
- When developing compensation or benefits programs, nonprofits, like any other business, should carefully consider its organizational values, compensation philosophy and internal value given to jobs in addition to survey data.

MATCHING DATA

The information collected reflects wages, benefits and organizational practices as used by 343 nonprofit organizations **during the first quarter of 2015.**

MATCH DESCRIPTION RATHER THAN TITLE

When seeking information for a particular job, carefully match your job's **duties and responsibilities** with that of survey positions. Different organizations may use the same job title to designate very different jobs.

1. To find salary information for a specific job in your organization, first match the position to a job description found at the top of each Compensation by Position page. Jobs are grouped under general functions (e.g. Executive, Accounting). Review a few positions within each function to determine the best match.
2. To ensure that the job description you choose is similar to the job at your organization, at least 80 percent of the job duties and requirements should be similar or comparable.
3. The data subsets may also help to locate the appropriate salary comparison for the job at your organization (e.g. by # of Employees Supervised, Budget Size, etc.).
4. Finally, please know that compensation is a moving target. The data in this report is current as of the first quarter of 2015. The Bayer Center at Robert Morris University recommends that for every month that passes after March 31, 2015, that you adjust the salary by 0.25% to adjust pay levels to the current rate.

UNDERSTANDING THE DATA

COMPENSATION BY POSITION

Each salary was analyzed by:

- Organization's Budget Size
- Number of Employees Supervised
- Education Level of Employee
- Sex of Employee
- Race of Employee
- Number of Years Employee has been in the Position
- Region
- Organization Type/Field of Service

The following analyses were used with results reported accordingly:

Base Salary: All Positions

- Base salaries report the average, full-time, annual base salary paid for the position. Part-time salaries were annualized for a 40-hour workweek. Base salaries do not include the cost of benefits or incentive pay.
- If you want to convert the annual base salary to an hourly or monthly rate, please reference the following table:

Table 1: Converting Base Annual Salaries to Hourly or Monthly Wages

Hourly	Divide Base Salary by 2,080 <ul style="list-style-type: none">• 2,080 hours in a year
Monthly	Divide Base Salary by 52 and then multiply by 4.33 <ul style="list-style-type: none">• 52 weeks in a Year• 4.33 Weeks in a Month

Average Salary

- The average salary is calculated by using the sum of all salaries divided by the number of employees reported for that position. Average salaries can be influenced heavily by very high or very low salaries. Median salaries are not affected by these extremes.

Median

- The median is the halfway data point; the point at which 50 percent of the sample is lower and 50 percent of the sample is higher. Median equals 50th Percentile.

Number of Employees

- In the Compensation by Position Tables, the number of employees equals the number of salaries reported for that job. Number of Employees equals Sample Size

Number of Organizations

- In the Composition by Position Tables, the number of organizations equals the number of organizations reporting salaries for employees in that position.

Percentiles

- *10th Percentile:* The data point below which 10% of the sample falls.
- *25th Percentile:* The data point below which 25% of the sample falls.
- *50th Percentile:* The data point below which 50% of the sample falls.
- *75th Percentile:* The data point below which 75% of the sample falls.
- *90th Percentile:* The data point below which 90% of the sample falls.

METHODOLOGY & CONFIDENTIALITY

Borrowing data points from the 2012 Wage and Benefit Survey of Southwestern Pennsylvania Nonprofit Organizations produced by the Bayer Center at Robert Morris University and the 2008 South Central Nonprofit Salary and Benefit Survey produced by the Nonprofit Resource Network of Millersville University, PANO created this 2015 Salary and Benefit Survey in partnership with the seven organizations recognized at the beginning of this report. These partners provided input on the survey itself, which used Survey Monkey as its platform.

The survey was launched across the state by PANO and its promotional partners on January 28, 2015. The deadline for data collection was extended from March 6, 2015 to March 27, 2015, when the survey was officially closed. During the final week, PANO staff made follow-up, reminder phone calls to organizations that had partially completed the survey. Of the 451 organizations that registered to participate, 343 organizations provided enough data to be included in this report.

Though no direct compensation was given for taking the survey, participants can purchase the survey at a significantly discounted price. Because the survey was promoted by multiple organizations, a response rate for this survey could not be calculated.

The responses to the surveys are being analyzed with simple calculations such as frequency, average, range and percentile. Each position uses cross tabulations to look at position by agency budget, number of employees, level of education, sex, race, number of years in position, region and field of service.

Data Confidentiality

The process for data collection and analysis provided as much opportunity for anonymity as participants desired, provided first by a registration process separate from the survey. For organizations who wanted to complete the survey anonymously, an anonymous survey link was provided. Other participants opted to receive a unique link which allowed them to return to a partially completed survey if they were not able to complete it in one setting. Participants also chose whether or not they wanted their names to be included in the final report.

Also for purposes of confidentiality, the completed report does not include data for positions where fewer than three (3) employers provided information. For categories where data was provided for only three (3) or four (4) employees, only the average and the range are included in the report. For categories where data was provided for five (5) employees, the average, range and median (50th Percentile) are included in the report. The exception to this rule is the analysis completed regarding salary by organizational type. Only the median was included for this analysis. When salaries were provided for two (2) or less employees, these salaries were eliminated from the analysis. When salaries were provided for three (3) or more salaries, the median was included.

SURVEY LIMITATIONS

The target population for this survey included nonprofit organizations in the databases for PANO and its seven partner organizations on this survey, generating a convenience sample of voluntary respondents. Readers should assume that the results can be generalized only to organizations included in the survey—and to organizations similar to the participants. They should be seen only as a guide to making salary and benefit decisions. A list of participating organizations who did not wish to remain anonymous will be included in the final report. Finally, as a first time endeavor, the way some data was collected created some limitations. For example, the survey asked employers to report their number of employees by employee group (e.g. 1 to 5 employees, 6 to 20 employees) rather than an actual total number of employees. Thus, true turnover rate will not be included in the final report.

JOB TITLES ADDED & EXCLUDED

Job Titles Added

The following jobs titles were added to the report because a large enough sample came in under the question: “Please report other positions not included in the survey.” The caution with these positions is that they did not come with an accompanying job description. The report writers located job descriptions on the internet based on their own experience. However, these descriptions may or may not reflect the actual jobs that were reported:

Education and Recreation

- Coach/Instructor, Multiple Sports
- Fitness Assistant
- Lifeguard

Social Services & Mental Health

- Therapeutic Staff Support

Government Affairs, Advocacy & Legal

- Advocate

The original survey included Family Advocate under Social Services Mental Health. However, additional advocate positions were included and the report broadened the category to include all. The position was moved under Government Affairs, Advocacy & Legal.

Job Titles Excluded

The following job titles were excluded from the report due to insufficient data:

Cultural, Artistic and Performing Arts

- Curator
- Costume Shop Manager
- Museum Technician

Emergency Services

- Fire Chief
- EMS Chief
- Supervisor (Emergency Services)
- Paramedic
- Emergency Medical Technician (EMT)
- Emergency Dispatcher

Animal Welfare

- Veterinarian
- Veterinary Clinic Manager
- Humane Officer
- Veterinary Technician
- Animal Shelter Manager
- Animal Adoption Counselor

Environment/Conservation

- Estuary Science and Restoration Manager
- Environmental Planner

PARTICIPANT OVERVIEW

This section provides you with an overview of all participants—by location and region served. Additional analyses compared the following by budget size: geography type, primary field of service and primary source of funding.

PARTICIPANT BY REGION & LOCATION

Each county has been included in one of six (6) regions—also used by Pennsylvania’s Department of Environmental Protection.

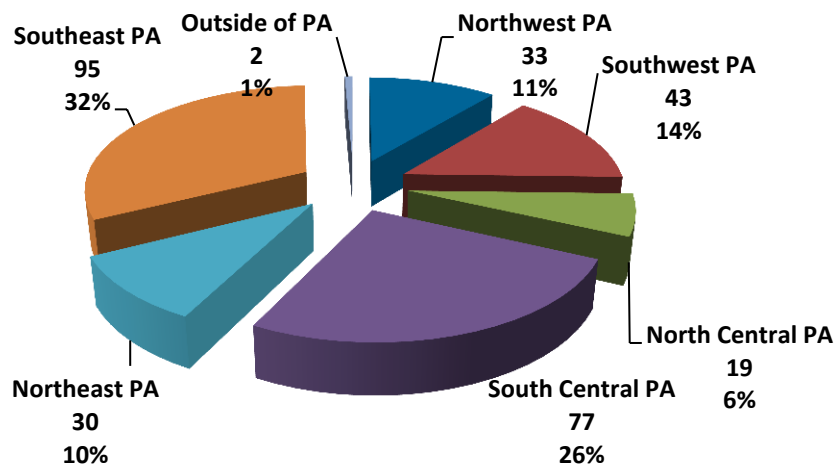


Location

N = 298

Data from organizations are included in the regions where they are headquartered. Of participating organizations, two (2) are headquartered outside of Pennsylvania, but employ people in Pennsylvania. One serves the Southeast Region so data is included in the Southeast Regional data. Data from the second agency is included only in overall data analysis.

Figure 1: Location of Participating Organizations



Region Served

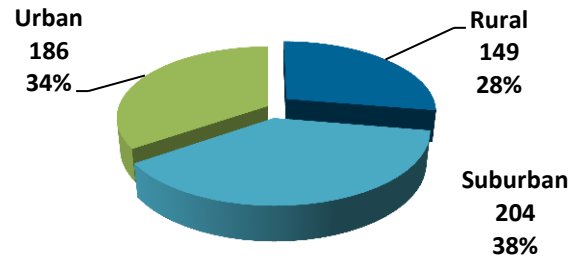
N = 343

Survey participants collectively serve Pennsylvania residents in all 67 counties of the Commonwealth. Of participating organizations, 15% (53) serve all 67 counties and an additional 62 organizations serve counties in more than one region.

Table 2: Participants by Region Served

Regions	% and # of Organizations
Northwest PA	10% (34)
Southwest PA	11% (39)
North Central PA	10% (36)
South Central PA	20% (68)
Northeast PA	13% (45)
Southeast PA	20% (68)
All 67 Counties	15% (53)

Figure 2: Participants by Geography



STAFF SIZE

N = 337

More organizations (e.g. 37%) reported having 1-5 employees than organizations reporting no employees or organizations reporting more than 5 employees. Organizations reported the following number of full-time employees:

- 22 (7%) organizations reported that they had **0 full-time** employees
- 123 (37%) organizations reported that they had **1-5 full-time** employees
- 85 (25%) organizations reported that they had **6-20 full-time** employees
- 41 (12%) organizations reported that they had **21-50 full-time** employees
- 19 (5%) organizations reported that they had **51-100 full-time** employees
- 30 (9%) organizations reported that they had **101-300 full-time** employees
- 7 (2%) organizations reported that they had **301-500 full-time** employees
- 10 (3%) organizations reported that they had **over 500 full-time** employees

BUDGET INFORMATION

N = 339

Table 3: Participants by Size of Operational Budget

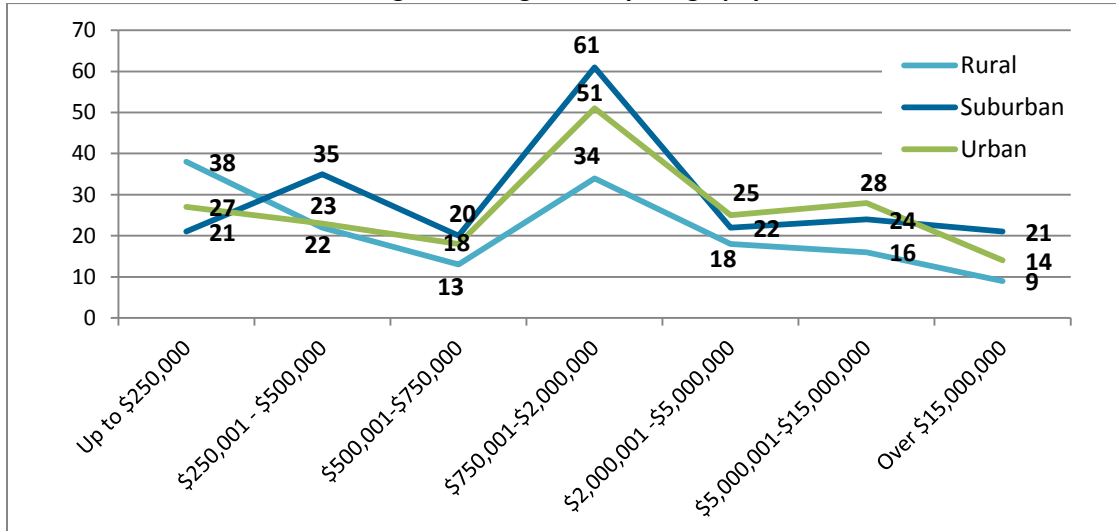
Budget Groups	% and # of Organizations
Up to \$250,000	18% (60)
\$250,001 - \$500,000	16% (54)
\$500,001-\$750,000	9% (29)
\$750,001-\$2,000,000	27% (90)
\$2,000,001 - \$5,000,000	11% (38)
\$5,000,001-\$15,000,000	12% (41)
Over \$15,000,000	8% (27)

Budget Size by Geography Type

N = 339

Organizational budgets broken out by geographical type can be seen in Figure 3 below. The majority (43%) have budgets that fall between \$750,000 and \$2,000,000. Rural areas tend to have more small organizations; suburban areas tend to have slightly more mid-size organizations and also more of the largest (e.g. over \$15 M) organizations. Urban areas tend to have more organizations between \$5M and \$15 M than either rural or suburban areas.

Figure 3: Budget Size by Geography



STAFF SIZE BY ORGANIZATIONAL BUDGET

The following eight tables show the number of organizations that report both full-time and part-time employees. Not surprising, only small organizations hire only part-time employees.

Organizations with both...

Budget Size	0 Full-Time Workers	....AND....	0	1-5	6-20	21-50	51-100	101-300	301-500	Over 500	TOTAL
			Part-Time Workers	Part-Time Workers	Part-Time Workers	Part-Time Workers	Part-Time Workers	Part-Time Workers	Part-Time Workers	Part-Time Workers	
Up to \$250,000	0 Full-Time Workers	....AND....	4	12	5	0	0	0	0	0	21
\$250,001 - \$500,000			0	1	0	0	0	0	0	0	1
\$500,001- \$750,000			0	0	0	0	0	0	0	0	0
\$750,001- \$2,000,000			0	0	0	0	0	0	0	0	0
\$2,000,001 - \$5,000,000			0	0	0	0	0	0	0	0	0
\$5,000,001- \$15,000,000			0	0	0	0	0	0	0	0	0
Over \$15,000,000			0	0	0	0	0	0	0	0	0

Organizations with both...

Budget Size	1-5 Full-Time Workers	....AND....	0	1-5	6-20	21-50	51-100	101-300	301-500	Over 500	TOTAL
			Part-Time Workers	Part-Time Workers	Part-Time Workers	Part-Time Workers	Part-Time Workers	Part-Time Workers	Part-Time Workers	Part-Time Workers	
Up to \$250,000	1-5 Full-Time Workers	....AND....	12	22	4	0	0	0	0	0	38
\$250,001 - \$500,000			6	26	15	0	0	0	0	0	47
\$500,001- \$750,000			3	8	5	1	0	0	0	0	17
\$750,001- \$2,000,000			3	10	3	2	0	0	0	0	18
\$2,000,001 - \$5,000,000			0	1	0	0	0	0	0	0	1
\$5,000,001- \$15,000,000			1	1	0	0	0	0	0	0	2
Over \$15,000,000			0	0	0	0	0	0	0	0	0

Organizations with both...

Budget Size	6-20 Full- Time Workers	...AND...	0	1-5	6-20	21-50	51-100	101-300	301-500	Over 500	TOTAL	
			Part- Time Workers	Part- Time Workers	Part- Time Workers	Part- Time Workers	Part- Time Workers	Part- Time Workers	Part-Time Workers	Part- Time Workers		
Up to \$250,000			1	0	0	0	0	0	0	0	0	1
\$250,001 - \$500,000			0	4	1	0	0	0	0	0	0	5
\$500,001-\$750,000			0	4	7	0	0	0	0	0	0	11
\$750,001-\$2,000,000			0	22	31	6	1	0	0	0	0	60
\$2,000,001 - \$5,000,000			2	1	1	1	1	1	0	0	0	7
\$5,000,001-\$15,000,000			0	0	0	0	0	0	0	0	0	0
Over \$15,000,000	0	1	0	0	0	0	0	0	0	1		

Organizations with both...

Budget Size	21-50 Full- Time Workers	...AND...	0	1-5	6-20	21-50	51-100	101-300	301-500	Over 500	TOTAL	
			Part- Time Workers	Part- Time Workers	Part- Time Workers	Part- Time Workers	Part- Time Workers	Part- Time Workers	Part-Time Workers	Part- Time Workers		
Up to \$250,000			0	0	0	0	0	0	0	0	0	0
\$250,001 - \$500,000			0	0	0	0	0	0	0	0	0	0
\$500,001-\$750,000			0	0	0	0	0	0	0	0	0	0
\$750,001-\$2,000,000			0	0	0	11	0	0	0	0	0	11
\$2,000,001 - \$5,000,000			0	0	0	23	0	0	0	0	0	23
\$5,000,001-\$15,000,000			0	0	0	7	0	0	0	0	0	7
Over \$15,000,000	0	0	0	0	0	0	0	0	0	0		

Organizations with both...

Budget Size	51-100 Full- Time Workers	...AND...	0	1-5	6-20	21-50	51-100	101-300	301-500	Over 500	TOTAL	
			Part- Time Workers	Part- Time Workers	Part- Time Workers	Part- Time Workers	Part- Time Workers	Part- Time Workers	Part-Time Workers	Part- Time Workers		
Up to \$250,000			0	0	0	0	0	0	0	0	0	0
\$250,001 - \$500,000			0	0	0	0	0	0	0	0	0	0
\$500,001-\$750,000			0	0	0	0	0	0	0	0	0	0
\$750,001-\$2,000,000			0	0	0	0	0	0	0	0	0	0
\$2,000,001 - \$5,000,000			0	1	1	0	2	0	0	0	0	4
\$5,000,001-\$15,000,000			0	2	4	2	5	2	0	0	0	15
Over \$15,000,000	0	0	0	0	0	0	0	0	0	0		

Organizations with both...

Budget Size	101-300 Full-Time Workers	...AND...	0	1-5	6-20	21-50	51-100	101-300	301-500	Over 500	TOTAL
			Part-Time Workers	Part-Time Workers	Part-Time Workers	Part-Time Workers	Part-Time Workers	Part-Time Workers	Part-Time Workers	Part-Time Workers	
Up to \$250,000			0	0	0	0	0	0	0	0	0
\$250,001 - \$500,000			0	0	0	0	0	0	0	0	0
\$500,001-\$750,000			0	0	0	0	0	1	0	0	1
\$750,001-\$2,000,000			0	0	0	0	0	0	0	0	0
\$2,000,001 - \$5,000,000			0	0	0	0	0	3	0	0	3
\$5,000,001-\$15,000,000			0	0	0	0	0	16	0	0	16
Over \$15,000,000			0	0	0	0	0	10	0	0	10

Organizations with both...

Budget Size	301-500 Full-Time Workers	...AND...	0	1-5	6-20	21-50	51-100	101-300	301-500	Over 500	TOTAL
			Part-Time Workers	Part-Time Workers	Part-Time Workers	Part-Time Workers	Part-Time Workers	Part-Time Workers	Part-Time Workers	Part-Time Workers	
Up to \$250,000			0	0	0	0	0	0	0	0	0
\$250,001 - \$500,000			0	1	0	0	0	0	0	0	1
\$500,001-\$750,000			0	0	0	0	0	0	0	0	0
\$750,001-\$2,000,000			0	0	0	0	0	0	0	0	0
\$2,000,001 - \$5,000,000			0	0	0	0	0	0	0	0	0
\$5,000,001-\$15,000,000			0	0	0	0	0	0	0	0	0
Over \$15,000,000			0	0	0	0	1	4	0	1	6

Organizations with both...

Budget Size	Over 500 Full-Time Workers	...AND...	0	1-5	6-20	21-50	51-100	101-300	301-500	Over 500	TOTAL
			Part-Time Workers	Part-Time Workers	Part-Time Workers	Part-Time Workers	Part-Time Workers	Part-Time Workers	Part-Time Workers	Part-Time Workers	
Up to \$250,000			0	0	0	0	0	0	0	0	0
\$250,001 - \$500,000			0	0	0	0	0	0	0	0	0
\$500,001-\$750,000			0	0	0	0	0	0	0	0	0
\$750,001-\$2,000,000			0	0	0	0	0	0	0	0	0
\$2,000,001 - \$5,000,000			0	0	0	0	0	0	0	0	0
\$5,000,001-\$15,000,000			0	0	0	0	0	1	0	0	1
Over \$15,000,000			0	0	0	0	2	2	4	1	9

PRIMARY SOURCE OF FUNDING BY ORGANIZATIONAL TYPE & BUDGET SIZE

Table 4: Primary Source of Funding by Budget Size and Organizational Type

N = 493

Primary Field of Service	Up to \$250 K	\$250,001-\$500,000	\$500,001-\$750,000	\$750,001-\$2M	\$2 M- \$5 M	\$5 M- \$15 M	Over \$15 M	TOTALS
Advocacy/Public Affairs	4	2	1	12	4	2	0	25 (5%)
Aging	0	3	0	2	0	7	0	12 (2%)
Animal Welfare	1	0	1	1	0	0	0	3 (1%)
Association/Support Organization	5	5	1	1	2	4	1	19 (4%)
Basic Material Need	0	2	3	9	0	0	1	15 (3%)
Child Care & Child Welfare	1	2	1	8	5	6	4	27 (5%)
Counseling/Behavioral and Mental Health	3	3	2	8	4	11	13	44 (9%)
Community Development	0	1	0	1	1	0	0	3 (1%)
Culture/Arts	8	7	2	10	3	2	0	32 (6%)
Domestic and Sexual Violence	0	1	1	2	3	5	1	13 (3%)
Intellectual/Developmental Disabilities	0	0	2	5	1	4	5	17 (3%)
Education and Research Services	18	12	4	19	7	6	4	70 (14%)
Employment and Economic Opportunity	0	0	0	2	4	4	1	11 (2%)
Environment/Conservation/Preservation	4	2	3	2	1	0	0	12 (3%)
Family Support and Preservation	2	0	1	5	0	3	2	13 (8%)
Foundation/Grant Support/Philanthropy	1	2	1	3	1	0	0	8 (2%)
Health and Health Education	5	4	0	10	3	6	7	35 (7%)
Housing/Shelter	1	3	3	7	6	5	2	27 (5%)
Human/Social Services	0	2	3	0	2	0	2	9 (2%)
International Aid	0	0	1	1	1	0	0	3 (1%)
Legal	3	0	1	2	1	1	0	8 (2%)
Library	11	8	5	12	1	1	1	39 (8%)
Military and Veteran	0	1	0	0	0	0	1	2 (0.4%)
Offender Reentry and Interaction	0	0	1	1	1	0	1	4 (1%)
Religious	1	2	2	1	1	3	0	10 (2%)
Social Support/Recreation	2	1	0	6	1	1	1	12 (2%)
Youth	1	3	2	6	1	4	0	17 (3%)
Other*	1	1	0	0	0	1	0	3 (1%)
TOTALS	72 (15%)	67 (14%)	41 (8%)	136 (28%)	54 (11%)	76 (15%)	47 (10%)	

*Other includes: Community leadership program, tourism, retail thrift store operations.

Primary Source of Funding

N = 339

More organizations (e.g. 48%) reported government funding as their primary source of funding than any other funding source. The second highest reported funding source was contributions from individuals. More small to mid-size organizations appear to depend on contributions from individuals when compared to larger organizations. Though social enterprise has been a much discussed way of increasing revenue in recent years only eight (8) participants reported revenue from sales as a primary source of funding.

Table 5: Primary Source of Funding by Budget Size

Primary Source of Funding	Up to \$250 K	\$250,001-\$500,000	\$500,001-\$750,000	\$750,001-\$2 M	\$2M-\$5M	\$5 M- \$15 M	Over \$15 M	TOTALS
Contributions from Individuals	18	12	7	16	5	5	1	64 (19%)
Contributions from Foundations/Trusts	8	8	3	9	5	2	1	36 (11%)
United Way	2	0	0	0	0	0	0	2 (1%)
Government	21	23	12	47	16	21	22	162 (48%)
Membership Dues	1	3	0	1	2	0	0	7 (2%)
Program Service Fees	7	5	6	12	7	9	3	49 (14%)
Revenue from Sales	1	0	1	2	1	3	0	8 (2%)
Investment Income	1	2	0	1	2	1	0	7 (2%)
Other	1	1	0	2	0	0	0	4 (1%)
TOTALS	60 (18%)	54 (16%)	29 (9%)	90 (27%)	38 (11%)	41 (12%)	27 (8%)	339

Primary funding sources do not appear to differ greatly for organizations located in urban, suburban or urban areas.

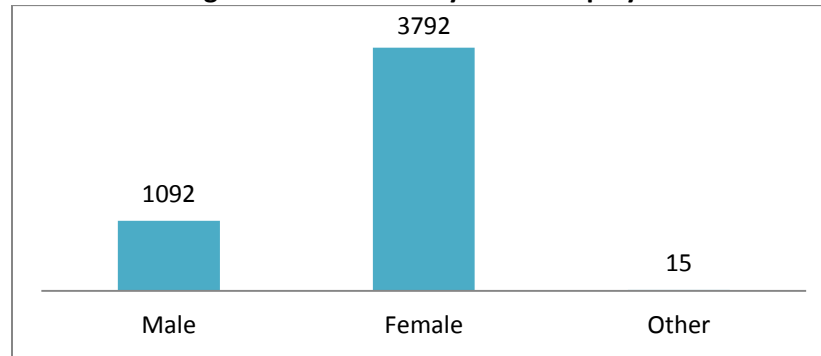
Table 6: Primary Source of Funding by Geography Type

N =539

Primary Source of Funding	Rural	Urban	Suburban
Contributions from Individuals	23%	21%	22%
Foundations/Trusts	6%	8%	15%
United Way	1%	0%	0%
Government	43%	45%	37%
Membership Dues	4%	3%	4%
Program Service Fees	17%	17%	17%
Revenue from Sales	1%	2%	2%
Investment Income	2%	1%	3%
Other	1%	1%	1%

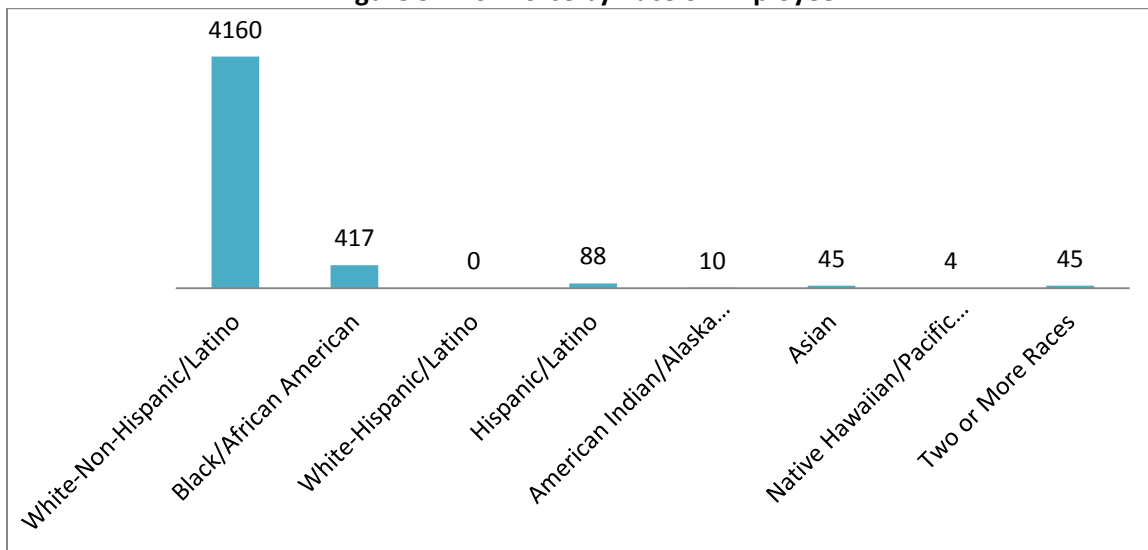
WORKFORCE BY SEX OF EMPLOYEE

Figure 4: Workforce by Sex of Employee



WORKFORCE BY RACE OF EMPLOYEE

Figure 5: Workforce by Race of Employee



EMPLOYEE ELIGIBILITY FOR PUBLIC ASSISTANCE

Though nonprofits collectively comprise the third largest employer group in the nation (*Salamon, Sokolowski & Geller, 2012*), many nonprofit employments make salaries at a level that qualifies them for public assistance. In answer to the question: *Approximately, how many of your employees are eligible for public assistance benefits?*, **63** organizations reported **1,434 employees as being eligible**. An additional 30 noted they were not certain or unsure.

COMPENSATION, EMPLOYMENT & BENEFITS PRACTICES



COMPENSATION PRACTICES

Fiscal Year Calendar

N = 339

Most participants reported that their fiscal year started either in January (41%) or July (53%). A smaller number (5%) reported that their fiscal year started in September or October. Other fiscal year start dates included April (0.6%), June (0.3%) and November (0.3%).

Salary Grades with Salary Ranges

N=337

The majority of participants do not use Salary Grades with associated salary ranges.

Does your organization use Salary Grades with associated Salary Ranges?

- **33% (103)** Yes
- **69% (234)** No

Frequency of Salary Increases

N = 337

Less than one-third of participants report routine annual adjustments for employee salaries.

Table 7: Frequency of Salary Increases

Frequency of Salary Increase	Participants
Routine annual adjustments	31% (104)
Annual adjustments: Only when budgets allow	45% (150)
No set pattern	22% (74)
Do not offer salary increases	3% (9)

Types of Salary Increases

N = 325

Table 8: Types of Salary Increases

Type of Salary Increase	% Participants	# Participants
Merit/Performance Increase	59%	192
Cost of Living Increases	42%	136
Across the Board Increases	31%	101
Length of Service Increase	7%	23
Contract Stipulations	5%	17
No Increase	4%	13

Incentive Pay/Bonuses

N =337

Only 34% (114) of participants reported offering bonuses/incentive pay to their employees. Employees considered eligible for these bonuses include:

Table 9: Employees Eligible for Bonuses

Employees Reported as Eligible for Bonuses	% Participants	# Participants
All Employees	83%	82
Executive Director	12%	12
Department Heads	9%	9
Support Staff (flex time)	9%	9
Development Director	3%	3

Pay Practices for On-Call Employees

N = 324

The 34% (110) respondents who have employees working on an on-call basis reported the following as their pay practice for these employees:

Table 10: Employees Eligible for Bonuses

Pay Practice for On-Call Employees	% Participants	# Participants
Pay for Hours Worked (including Overtime)	45%	50
Pay a flat rate for being on call	27%	30
Do not pay or provide time off (exempt staff)	12%	13
Pay a show-up rate and hourly pay for time worked	8%	9
Provide compensatory time off (flex time)	7%	8

Evening/Night Shift Work

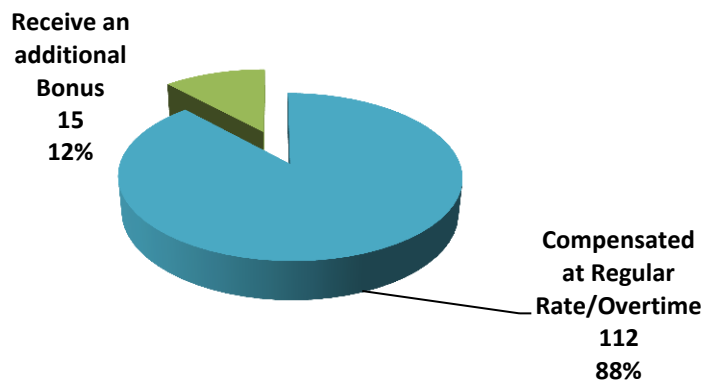
N = 337

Of participating organizations:

- **41% (137)** report having evening/shift work
- **59% (200)** report having no evening/shift work

The majority (88%) of those that have evening/shift work note that these employees are compensated at regular/overtime rates as opposed to receiving an additional bonus.

Figure 6: Type of Compensation for Evening/Shift Work



Of the ten (10) organizations who responded to the question, *How much additional pay do employees receive for working the evening/night shift?*:

- 1 reported \$2.50/hr
- 4 reported \$1.00/hr
- 5 reported \$.50/hr

POLICY FOR EXTENSIVE OVERTIME

N= 300

Of participating organizations:

- **269 (89%)** noted that they have no formal policy for compensating exempt staff who put in extensive overtime.
- **31 (10%)** noted that they do have a formal policy for compensating exempt staff who put in extensive overtime.

Regardless of the formal policy:

- **61% (178)** provide compensatory time off
- **3% (10)** pay overtime rates
- **2% (5)** pay straight time
- **33% (97)** do not compensative for extensive overtime

Premium Pay for Bi-Lingual Staff

N =337

7% (22) of participants reported paying a premium for staff who have the bilingual skills needed to fulfill organization mission.

EMPLOYMENT PRACTICES

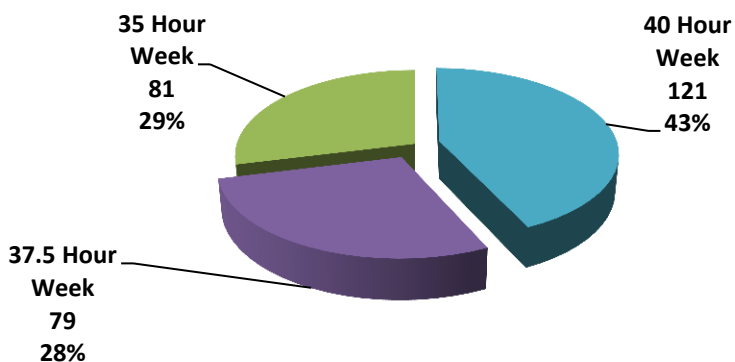


Full-Time Work Week

N = 281

Participants reported their employees typically must work the following number of hours to be considered Full-Time.

Figure 5: # of Hours in a Typical Full-Time Work Week



The 66 participants that responded with *Other* noted that their employees need to work the following to be considered full-time:

- **56% (30)** Hours
- **25% (32)** Hours
- **6% (20)** Hours
- **6% (36)** Hours
- **6% (40)** Hours

Introductory/Probation Period

N = 337

80% (270) of participants report having an introductory/probationary period for new employees who have been on-boarded to the organization.

Table 11: Length of Introductory/Probationary Period for New Employees

Length of Introductory Period	% Participants	#Participants
1 Month	0.4%	1
2 Months	5%	12
3 Months	70%	185
6 Months	22%	57
12 Months	0.4%	1

During this introductory period, participants report that new employees have access to benefits as described in Table 11.

Table 12: Access to Benefits during Probationary Period

N = 268

Access to Benefits	% Participants	# Participants
Paid Time Off Only	12%	31
Insurance Benefits Only	21%	56
Both Paid Time Off and Insurance Benefits	35%	93
Neither Paid Time Off nor Insurance Benefits	33%	88

Performance Reviews

N = 337

The majority (**77%**) of participants report providing performance reviews on an annual basis.

Table 13: Access to Benefits during Probationary Period

Frequency of Performance Evaluations	% Participants	# Participants
Annually	68%	259
Every Six (6) Months	19%	73
No Set Schedule	10%	37
After first 90 Days	2%	9
Quarterly	1%	3

Time off Practices

N = 332

- **57% (189)** of participants report offering separate vacation, sick and holiday benefits.
- **37% (122)** of participants report using a Paid Time off (PTO) package which combine some porting of vacation, holidays and sick leave.
- **6% (21)** report that they do not offer any formal time off.

Table 14: Type of Time off by Exempt and Non-Exempt Employees

Type of Time Off	Exempt Employees	Nonexempt Employees	TOTALS
Paid Holiday	7	22	29 (1%)
Unpaid Holiday	212	173	385 (15%)
Vacation	196	163	359 (14%)
Sick Leave	104	85	189 (7%)
PTO	159	127	286 (11%)
Personal Days	230	190	420 (17%)
Paid Jury	38	30	68 (3%)
Paid FMLA Days	245	209	454 (18%)
Bereavement	90	76	166 (7%)
Military Service	16	14	30 (1%)
Volunteer Service	65	52	117 (5%)
M/F Paternity Leave	34	13	18 (1%)
None	0	18	
TOTALS	1,652 (54%)	1,388 (46%)	1,331

The following seven (7) tables provide number of days of time off by the number of years worked by exempt employees.

**Table 15: Number of HOLIDAYS
By Years of Service for Exempt Employees**

Years of Service	1-5 Days	6-10 Days	11 -15 Days	Over 15 Days
First Year	5	155	81	8
Second Year	2	45	21	2
Third Year	1	35	18	3
Fourth Year	1	32	15	2
Fifth Year	3	40	20	3
Sixth Year	1	34	14	3
Seventh Year	2	26	11	2
Eighth Year	1	29	12	2
Ninth Year	1	27	12	2
Tenth Year	1	34	21	3
11-15 Years	1	124	53	14
16-20 Years	0	24	11	2
21-24 Years	0	26	10	3
25-29 Years	0	25	11	2
30-34 Years	0	23	10	2
35+ Years	1	24	9	2

**Table 16: Number of VACATION DAYS by
Years of Service for Exempt Employees**

Years of Service	1-5 Days	6-10 Days	11 -15 Days	Over 15 Days
First Year	34	92	40	15
Second Year	6	44	30	7
Third Year	2	18	37	14
Fourth Year	1	12	30	12
Fifth Year	2	8	60	41
Sixth Year	0	7	32	28
Seventh Year	0	3	20	20
Eighth Year	0	3	13	25
Ninth Year	0	2	12	24
Tenth Year	0	1	11	64
11-15 Years	0	5	25	105
16-20 Years	0	1	2	25
21-24 Years	0	0	3	32
25-29 Years	0	0	2	23
30-34 Years	0	0	2	18
35+ Years	0	0	2	17

Table 17: Number Days of SICK DAYS by Years of Service for Exempt Employees

Years of Service	1-5 Days	6-10 Days	11 -15 Days	Over 15 Days
First Year	39	75	49	5
Second Year	12	27	15	1
Third Year	8	18	5	1
Fourth Year	7	19	4	0
Fifth Year	12	21	10	0
Sixth Year	9	15	7	0
Seventh Year	7	12	6	0
Eighth Year	7	13	6	0
Ninth Year	7	12	6	0
Tenth Year	9	16	9	0
11-15 Years	20	58	28	0
16-20 Years	3	11	7	0
21-24 Years	3	12	6	0
25-29 Years	3	11	7	0
30-34 Years	3	10	5	0
35+ Years	4	9	5	0

Table 18: Number Days of PERSONAL DAYS by Years of Service for Exempt Employees

Years of Service	1-5 Days	6-10 Days	Over 15 Days
First Year	119	8	1
Second Year	32	4	2
Third Year	25	1	0
Fourth Year	32	2	0
Fifth Year	31	2	2
Sixth Year	24	2	0
Seventh Year	19	1	0
Eighth Year	21	1	0
Ninth Year	24	1	0
Tenth Year	77	1	1
11-15 Years	15	6	0
16-20 Years	15	2	0
21-24 Years	15	1	0
25-29 Years	15	2	0
30-34 Years	14	1	0
35+ Years	14	1	0

Table 19: Number of PAID TIME OFF by Years of Service for Exempt Employees

Years of Service	1-5 Days	6-10 Days	11 -15 Days	Over 15 Days
First Year	5	15	33	37
Second Year	1	3	11	19
Third Year	0	2	8	26
Fourth Year	0	1	5	18
Fifth Year	0	0	4	42
Sixth Year	0	0	1	32
Seventh Year	0	0	1	21
Eighth Year	0	0	1	17
Ninth Year	0	0	1	14
Tenth Year	0	0	1	32
11-15 Years	0	0	0	73
16-20 Years	0	0	0	16
21-24 Years	0	0	0	14
25-29 Years	0	0	0	12
30-34 Years	0	0	0	11
35+ Years	0	0	0	11

Table 20: Number Days of PAID FMLA DAYS by Years of Service for Exempt Employees

Years of Service	1-5 Days	6-10 Days	11 -15 Days	Over 15 Days
First Year	4	3	3	6
Second Year	3	0	0	0
Third Year	2	0	0	1
Fourth Year	2	1	1	0
Fifth Year	2	1	1	1
Sixth Year	2	0	0	1
Seventh Year	2	0	0	0
Eighth Year	2	0	0	0
Ninth Year	2	0	0	0
Tenth Year	2	0	0	1
11-15 Years	6	0	0	1
16-20 Years	1	0	0	0
21-24 Years	1	0	0	0
25-29 Years	1	0	0	0
30-34 Years	1	0	0	0
35+ Years	1	0	0	0

Table 21: Number of BEREAVEMENT DAYS by Years of Service for Exempt Employees

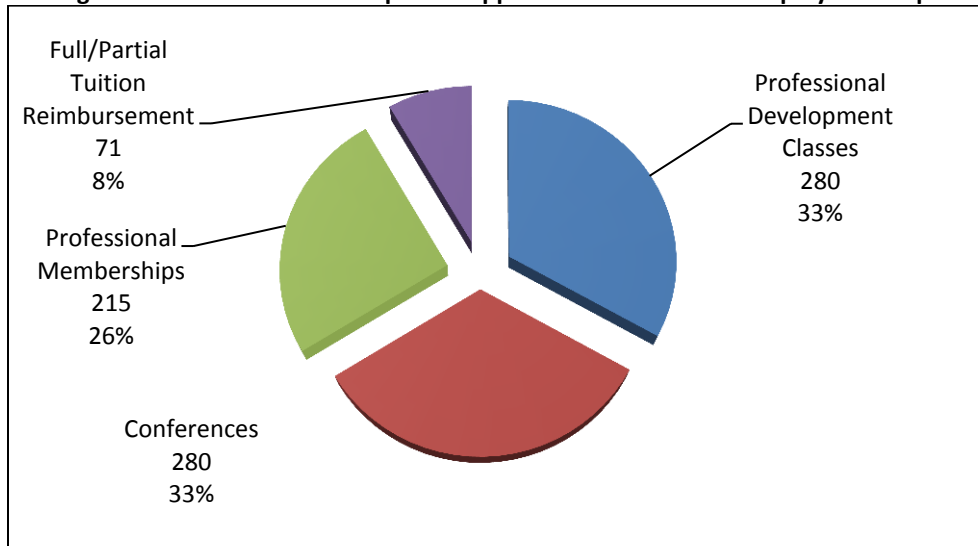
Years of Service	1-5 Days	6+ Days
First Year	173	3
Second Year	45	0
Third Year	36	0
Fourth Year	32	0
Fifth Year	41	0
Sixth Year	32	0
Seventh Year	27	0
Eighth Year	29	0
Ninth Year	28	0
Tenth Year	34	0
11-15 Years	120	0
16-20 Years	22	0
21-24 Years	23	0
25-29 Years	23	0
30-34 Years	22	0
35+ Years	22	0

Professional Development Opportunities

N= 337

98% (329) of participants reported offering some type of professional development opportunity to employees, which indicates the strong value that this sector places on employee enrichment. Figure 7 indicates the type of development opportunities offered to participant employee groups.

Figure 7: Professional Development Opportunities Offered to Employee Groups



Employee Assistance Program

N= 337

An Employee Assistance Program (EAP) is a confidential service paid for by the employer to provide counseling to a variety of problems that can impact job performance.

31% (106) report offering an EAP to their employees.

Union Contracts

N= 337

4% (14) of respondents report having union contracts for one or more employee positions.

These positions include, but are not limited to:

- Administrative staff
- Behavioral Specialist
- Bookkeeper
- Case managers
- Child Care Counselors
- Child Care/Family Workers
- Children’s Outreach Coordinator
- Circulation Staff
- Clerical staff
- Community Support Professionals
- Direct care workers
- Direct Support Professionals (non-exempt)
- Drug and alcohol counselors
- Drivers
- Employment Specialists
- Fiscal staff
- Food Service Workers
- Housekeeper
- Information Technology Coordinator
- Laundry workers
- Licensed Clinical Social Workers
- Licensed Practical Nurses
- Maintenance Workers
- Medical Care Coordinators
- Nurse’s Aid
- Professional Counselors
- Program Specialists
- Receptionists
- Security Staff
- Speech Therapists
- Speech-Language Pathologists
- Staff attorneys
- Supervising attorneys
- Therapeutic Recreation Specialists

INSURANCE BENEFITS

Waiting Period for New Employees

N = 263

Participants reported the following waiting period before coverage begins for new employees. An almost equal number of participants reported no waiting period, a 1 month waiting period and a 3 month waiting period.

Table 22: Length of Wait Time Before Coverage Begins for New Employees

Length of Waiting Period	# Participants	% Participants
No waiting period	26%	69
Up to 1 month	28%	73
Up to 2 months	16%	41
Up to 3 months	27%	72
Up to 4 months	0.4%	1
Up to 5 months	0%	0
6 Months	3%	7

Affordable Care Act Awareness

N =328

- **63% (207)** of participants reports that they *are aware* of the new notification and reporting requirements resulting from the Affordable Care Act
- **13% (41)** reported that they are *not aware*.
- **24% (80)** reported that they are *unsure*.

Federal Marketplace Participation

N = 149

- **9% (30)** of participants reported that they will participate in the Federal Marketplace within the next 12 months.
- **59% (193)** reported that they would not participate in the Federal Marketplace in the next 12 months.
- **31% (102)** reported that they are *unsure* if they would be participating in the Federal Marketplace In the next 12 months.

Of those participating:

- **13% (19)** reported that they will participate directly in the Federal Marketplace and purchase health insurance on their own.
- **7% (10)** reported that they will participate as a group in S.H.O.P.

Various Insurances Offered

N = 331

Participants reported participating in the insurance programs listed in Table 23 below within the last 12 months. The majority of participants continue to offer some type of medical insurance program.

Table 23: Types of Insurance Programs Currently Offered

Type of Insurance Program	% Participants	# Participants
Medical	20%	269
Dental	17%	232
Vision	16%	209
Life	14%	187
Long-Term Disability	11%	153
Short-Term Disability	10%	137
Volunteer Insurance (e.g. Critical Illness, Cancer, Accident)	7%	94
None	4%	50
Don't Know	0.2%	2

Type of Insurance by Budget

N = 331

Table 24 analyzes insurance programs by agency budget. Not surprisingly, organizations with the smallest budgets are the most likely to have no insurance programs at all.

Table 24: Insurance Plan by Organizational Budget

Type of Insurance	Up to \$250 K	\$250,001- \$500,000	\$500,001- \$750,000	\$750,001- \$2 M	\$2M-\$5M	\$5 M- \$15 M	Over \$15 M	TOTALS
Medical	23	36	25	81	38	40	26	269 (20%)
Dental	15	30	18	69	35	39	26	232 (17%)
Vision	13	26	19	59	32	37	23	209 (16%)
Life	5	17	15	58	31	36	25	187 (14%)
Long-Term Disability	5	8	9	45	29	34	23	153 (11%)
Short-Term Disability	7	13	10	38	24	27	18	137 (10%)
Voluntary Insurance (Critical Illness, Cancer, Accident)	2	7	6	22	15	24	18	94 (7%)
None	34	13	1	2	0	0	0	50 (4%)
TOTALS	104 (8%)	150 (11%)	103 (8%)	374 (28%)	204 (15%)	237 (18%)	159 (2%)	1,331

Medical Insurance Plans Offered

N = 331

Participants reported participating in the medical insurance programs listed in Table 25 below within the last 12 months.

Table 25: Type of Medical Insurance Offered in the Last 12 Months

Type of Medical Insurance	# Participants	% Participants
Preferred Provider Organization (PPO)	71%	199
Health Maintenance Organization (HMO)	25%	70
Health Savings Account (HAS)	16%	46
Health Reimbursement Arrangement (HRA)	14%	38
Qualified High Deductible Plan (QHDHP)	14%	38
Monthly Stipend Paid Directly to Employees	4%	12
Do Not Provide Medical Insurance	3%	8

Employees Eligible for Health Insurance

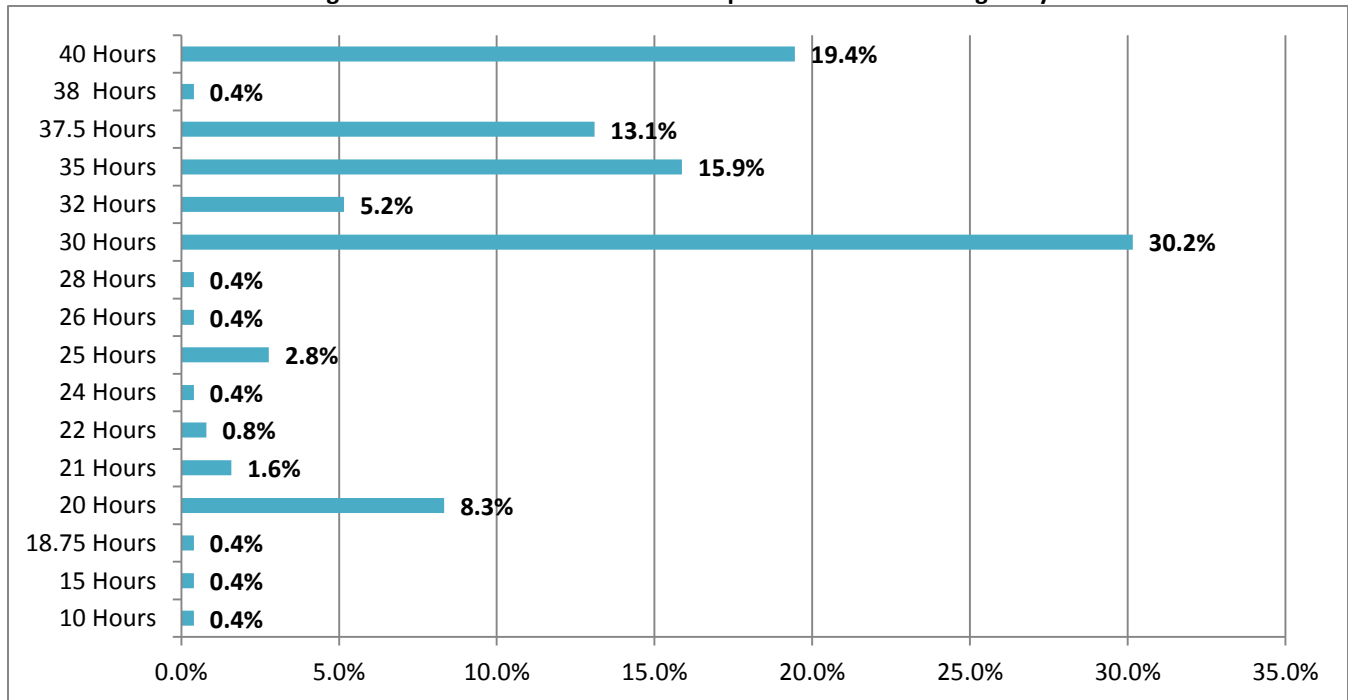
N = 272

Of participating organizations:

- **99.6% (271)** reported that the full-time employees were eligible for health insurance
- **24% (66)** reported that part-time employees were eligible for health insurance.

To be eligible for health insurance, participants reported that employees have to work the following minimum number of hours per week:

Figure 8: Minimum Hours of Work Required for Insurance Eligibility



Prorated Insurance for Part-Time Employees

N = 87

For participants reporting that they provide benefits to part-time employees:

- **34% (30)** stated that the benefits are prorated according to the employee's work schedule;
- **66% (57)** stated that full benefits are given to employees who work the minimum number of hours.

Domestic Partner Benefits

N = 281

Of participating organizations:

- **32% (89)** reported that they offer medical insurance to spouses/domestic partners (regardless of sexual orientation).
- **23% (64)** reported that they offer medical insurance to any domestic partner (married or unmarried).
- **8% (24)** reported they offer medical insurance to heterosexual married partners.

Percentage of Health Insurance Premium Covered by Employer

N = 267

Participants reported that they paid the percentage of health insurance premiums for employees and/or their dependents as reported in Table 26.

- **31%** of participants pay 100% of employees' health care premium
- **27%** of participants pay 0% of employees' health care premium

Table 26: Percentage of Health Insurance Premium Paid by Employer

Type of Insurance	100%	90-99%	80-89%	70-79%	60-69%	50-59%	25-49%	1-25%	No Premium	TOTALS
Traditional HMO Employee Only	35	15	16	9	4	3	3	15	15	103 (11%)
Traditional HMO Dependents	3	2	11	8	2	4	4	2	41	77 (8%)
Traditional PPO Employee	68	40	50	24	4	3	3	4	13	209 (22%)
Traditional PPO Dependents	12	9	17	15	8	8	6	4	70	149 (16%)
Traditional Vision	79	16	15	6	1	3	1	3	46	170 (18%)
Traditional Dental	85	16	19	10	4	5	1	2	45	187 (20%)
New ACA Marketplace Plan	11	2	3	1	0	0	0	0	28	45 (5%)
TOTALS	293 (31%)	100 (11%)	131 (14%)	73 (8%)	23 (2%)	26 (3%)	18 (2%)	18 (2%)	258 (27%)	940

Table 27: Percentage of Other Insurance Premium Paid by Employer

N = 252

Type of Insurance	100%	50-99%	1-49%	Offers Insurance But Does Not Premium	Does Not Offer This Type of Insurance	TOTALS
Life Insurance	179	3	1	15	47	245 (37%)
Short-Term Disability	99	5	0	35	61	200 (30%)
Long-Term Disability	129	5	1	23	57	215 (33%)
TOTALS	407 (62%)	13 (2%)	2 (0.3%)	73 (11%)	165 (25%)	660

Pre-Tax Dollars for Employee Benefits

N = 281

Of participating organizations:

- **65% (160)** use pre-tax dollars (Section 125 Plans) to pay for insurance benefits
- **35% (87)** do not use pre-tax dollars to pay for insurance benefits.

Benefits Offered through the Section 125 Plan

N = 146

Of participating organizations:

- **52% (76)** use Section 125 Plans for premium only
- **62% (90)** use Section 125 Plans for Flexible Spending Accounts
- **34% (50)** use Section 125 Plans for Dependent Care Spending Accounts

Upcoming Changes to Medical Insurances

N = 272

Participants reported that they planned to make the following changes within the next 12 months. **59% (160)** reported that they do not anticipate making any changes in the next 12 months.

Of those making changes, more employers (27%) reported their plans to increase employee premium contributions than any other anticipated change. However, employers planning to increase the number of employees eligible for benefits were the second highest anticipated change (at 21%).

- **27% (62)** Increase employee premium contributions
- **21% (48)** Increase the # of employees eligible for benefits
- **19% (43)** Increase health insurance deductibles
- **17% (39)** Increase health insurance co-pays and/or coinsurance
- **10% (24)** Introduce a wellness/employee health management program
- **4% (9)** Not insure spouses of employees who have access to their own employer sponsored coverage
- **2% (4)** Reduce the number of employees eligible for benefits.

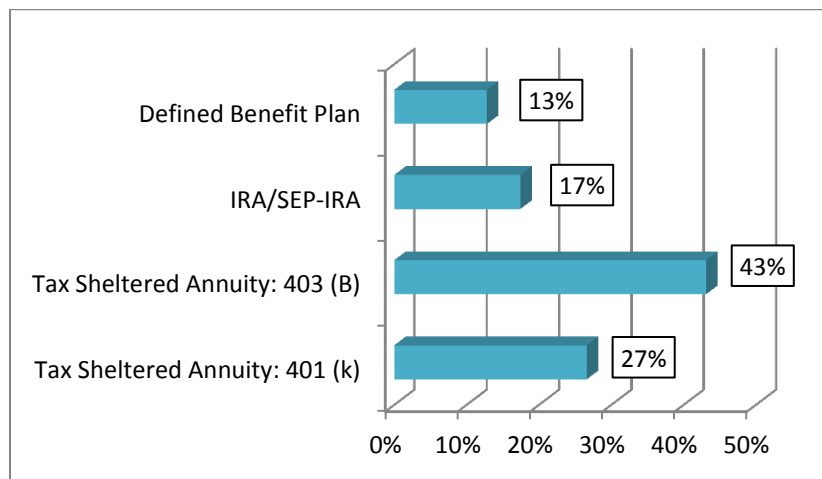
RETIREMENT PLANS

Formal Retirement Plans

N = 331

Of participating organizations, **64% (213)** organizations provide formal retirement plans. The types of plans formally offered by these organizations are depicted in Figure 9 below:

Figure 9: Types of Formal Retirement Plans Offered by Participating Organizations



Paying for Retirement Plans

N = 205

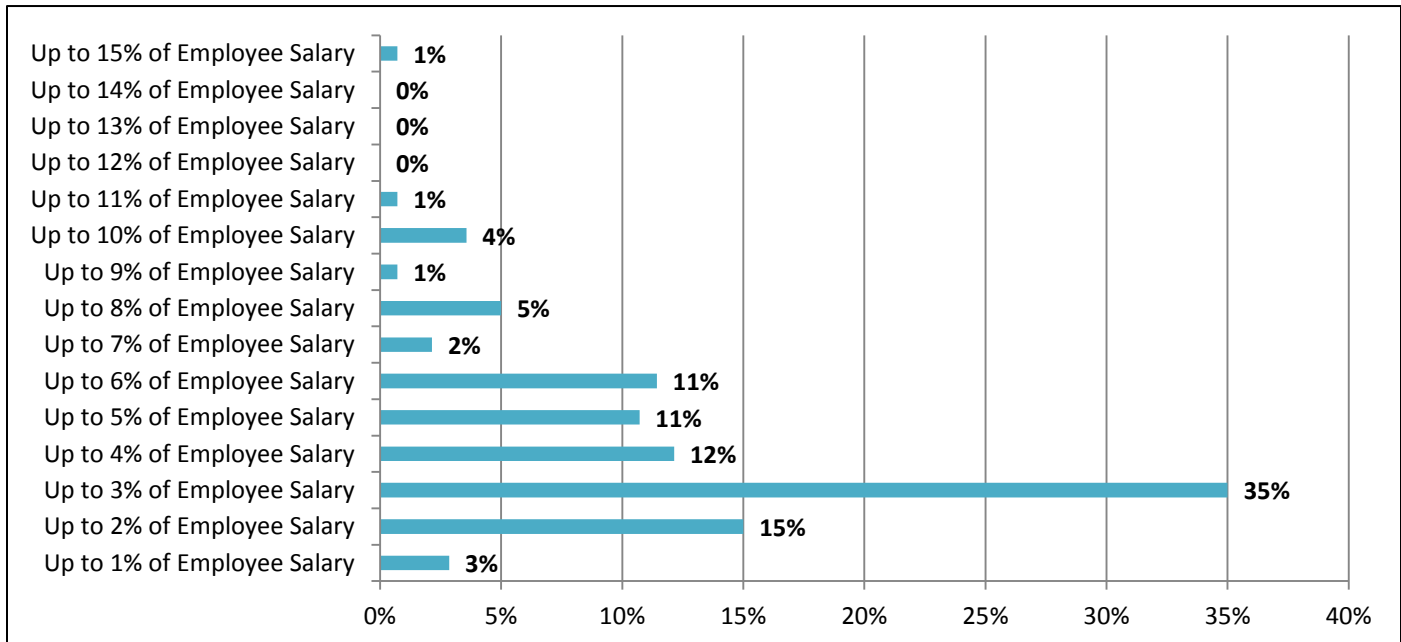
Of participating organizations:

- **40% (82)** contribute if the employee contributes
- **40% (81)** contributes, employee may contribute
- **12% (24)** does not contribute, only the employ contributes
- **9% (18)** contributes, employee does not contribute

Percentage of Employer Contribution to Retirement Plans

Participating organizations that contribute to their employee's retirement plans reported the levels of their contribution as depicted in Figure 10.

Figure 10: Level of Employer Contribution to Employee Retirement Plans



Vesting Periods for Retirement Plans

N = 199

48% (96) of participants reported having no vesting period for their retirement plans. Other participants reported the following vesting periods:

- **22(21%)** 1 Year
- **11 (11%)** 2 Years
- **22 (21%)** 3 Years
- **2 (2%)** 4 Years
- **28 (27%)** 5 Years
- **10 (10%)** 6 Years
- **3 (3%)** 7 Years
- **2 (2%)** 8 Years
- **0 (0%)** 9 Years
- **3 (3%)** 10 Years

Employees Likely to Retire in the Next 5 Years

N =330

Table 28: # of Employees Likely to Retire in the Next 5 Years

Length of Waiting Period	% Participants	# Participants
0 Employees	35%	102
1-5 Employees	52%	151
6-10 Employees	8%	22
11-24	2%	6
Over 25	3%	9

Additional Benefits

N = 331

Table 28 describes additional benefits offered to nonprofit employees, with participants checking all that applied.

Table 28: Additional Benefits Offered to Employees

Benefit Types	% and # of Organizations
Mileage Reimbursement	19% (254)
Travel/Conferences	16% (221)
Association/Club Memberships	10% (142)
Laptop Computer	10% (137)
Parking	9% (128)
Cell Phone	8% (114)
Employment Assistance Program	7% (95)
Telecommuting	6% (84)
Educational Reimbursement	5% (72)
iPad/Tablet	3% (46)
Wellness/Fitness Program	3% (39)
Car or Car Allowance	1% (15)
Childcare	1% (12)

Note: **11% (36)** noted that they did not provide any additional benefits.

VOLUNTEER & INTERN OVERVIEW

Hours Contributed by Volunteers and Interns

N = 268

Supporting national data (Corporation for National and Community Service, 2013) indicating that Pennsylvanians are generous with their time, **268** participating organizations reported that **534** individuals volunteered their time within the last 12 months, collectively contributing **1,602,781** hours of their time. Using the 2015 US. Bureau of Labor Statistics estimated value of volunteer time (e.g. 23.07 per hour); volunteers reported here contributed a minimum of **\$36,976,158** to Pennsylvania’s economy (assuming that every volunteer gave only one hour of time).

Intern Stipend

N = 291

Of participating organizations, **14% (42)** reported that they pay a stipend to their interns.

Volunteers Working with Children and/or Youth

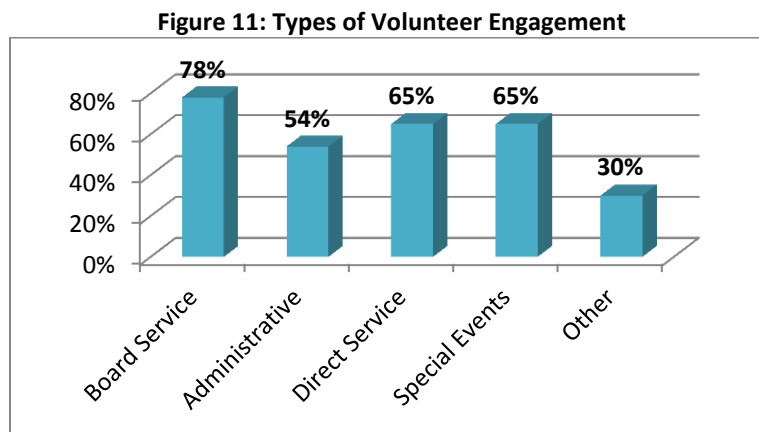
N = 317

Of participating organizations, **17% (275)** reported that they are aware of the new state requirements for screening volunteers who work with children and youth.

Types of Volunteer Engagement

N = 275

Participants reported that volunteers engage with their organization in various capacities as seen in Figure 11 below.



Though Figure 11 indicates that more organizations engage volunteers on their boards than any other type of volunteer engagement, the largest number of volunteers contributes their time in an administrative role, as seen in Table 29 below.

Table 29: # of Volunteers by Function

Volunteer Function	% Participants	# Participants
Administrative	46%	89,261
Board Service	31%	6,182
Direct Service	31%	60,749
Special Events	11%	21,915
Other	9%	15,963

Volunteer Recruitment Challenges

N = 232

Participants reported that volunteer recruitment was most difficult in the following areas:

- **35% (80)** Board Service
- **22% (52)** Administrative
- **20% (46)** Direct Service
- **13% (31)** Special Events
- **10% (23)** Other

Volunteer Program Strength

N = 23

Participants reported their organizations volunteer programs greatest strength is:

- Ability to take large groups for one day
- Bring volunteers with different experiences together with clients
- Coordination of services
- Dedication
- Dedicated and loyal volunteers
- Diverse talents
- Education and experience to volunteers
- Event planning
- Friendly environment
- Fun
- Giving back to the community
- Leveraging volunteers to help more clients
- Servanthood
- Numbers
- Marketing and development of program
- Meaningful work (direct service experience)
- Older youth volunteering with and mentoring younger youth
- Passion
- Patrons having personal experience with friends and neighbors
- Provides a mutual benefit for skill building & leveraging client services for the organization
- Providing anonymous peer support to struggling teens
- Reward of working with students towards the goal of college
- Spirit of volunteers
- Spiritual dedication - Ability to connect people to God, to one another and themselves
- Teamwork
- Training/orientation program
- Variety of opportunities
- Volunteers are greatest asset
- Volunteers passion and dedication to the Mission
- Well organized and purposeful work

Volunteer Program Wish

N = 20

Participants reported they wished their volunteer programs had:

- More volunteers
- Younger volunteers
- Committed, consistent, dependable and long-term volunteers
- More space
- Improved retention

- Improved recognition
- Improved recording of volunteer hours
- Streamlined approval process
- Training & Orientation (videos)
- Volunteer coordinator (more dedicated staffing)
- Formalized system
- A way to connect volunteers to the organization
- More volunteers with computer skills
- Volunteers with follow thru and initiative
- Greater school involvement
- Smart, adaptable people who are willing to work gain exposure to new things
- We would like to have a system to tap former volunteers for financial support after they graduate
- an easy way to gather clearances and ensure only those with clearances volunteer for large events
- Consistent, meaningful opportunities
- Easy ways to get people involved right away
- Stability
- Fundraising
- Organization
- Racial reconciliation
- Leadership - professional and knowledgeable Board members

LEADERSHIP TRANSITION

CEO/Executive Director Transition and Succession Plans

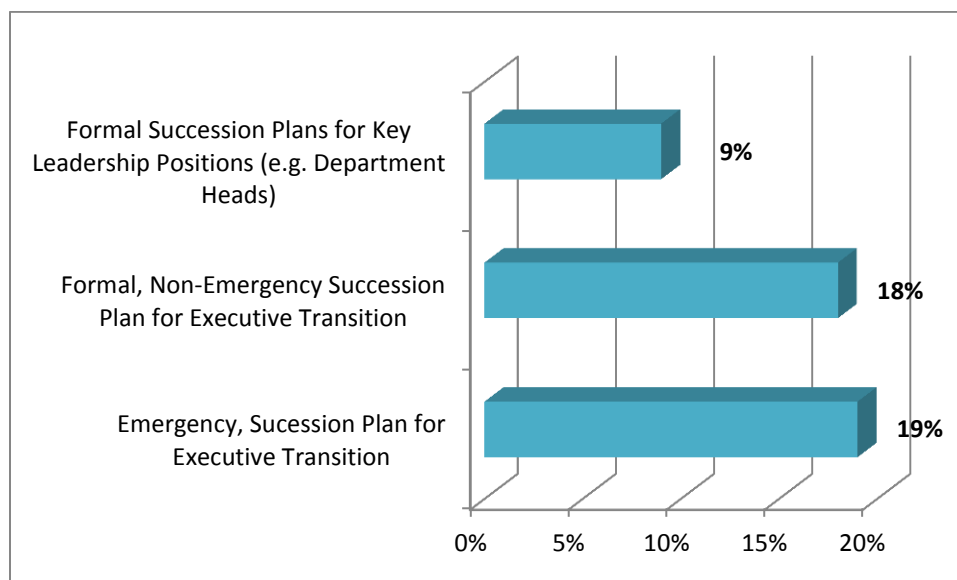
N = 328

19% (62) organizations anticipate a transition in their CEO/Executive Director position within the next 3 years.

66% (218) organizations do not have succession plans in place for key leadership positions.

The types of succession plans that participating organizations do have in place are depicted in Figure 10 below.

Figure 10: Types of Succession Plans Reported by Participants



COMPENSATION BY POSITION



This report includes information about 144 positions filled by over 5,000 employees working in all parts of the state.

The salary information for each position was analyzed by:

- Organization's Budget Size
- Number of Employees Supervised
- Education Level of Employee
- Sex of Employee
- Race of Employee
- Number of Years Employee has been in the Position
- Region
- Organization Type/Field of Service



Chief Executive Officer/Executive Director

Short Job Description:

Responsible to the board of directors for management of the entire nonprofit organization including fundraising/development, resources, strategic planning, programs, finance, and communications. Represents organization to government agencies, community and the public.

**Other similar job titles:* President, Administrator, Chief Administrative Officer, Chief of Staff

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	279	279	89,531	532,000	40,000	53,680	75,000	112,000	155,768
By Budget Size									
• Up to \$250,000	45	45	37,720	56,000	22,000	26,400	39,000	46,000	52,000
• \$250,001-500,000	49	49	57,747	65,600	40,000	46,000	54,000	70,000	82,600
• \$500,001-\$750,000	27	27	68,930	81,000	53,710	57,000	65,000	71,000	98,243
• \$750,001-\$2M	80	80	79,934	32,900	55,016	63,700	77,500	93,600	111,384
• \$2M-5M	35	35	108,788	35,656	66,315	85,500	110,000	142,500	165,000
• \$5M-\$15M	37	37	135,401	236,000	81,700	95,036	125,000	159,850	192,780
• Over \$15 M	25	25	179,761	550,000	121,000	132,949	170,000	202,000	237,235
By # of Emp Supervised									
• 1-5 Employees	110	110	62,030	274,000	35,000	44,990	55,000	75,000	92,163
• 6-20 Employees	75	75	83,085	135,144	52,500	62,000	76,000	98,000	120,000
• 21-50 Employees	37	37	115,325	162,482	66,315	75,000	98,000	146,389	165,000
• 51-100 Employees	16	16	118,935	128,968	72,800	92,000	110,000	126,600	166,500
• 101-300 Employees	27	27	137,822	168,000	83,000	104,988	127,400	174,600	200,000
• 301-500 Employees	6	6	168,498	116,601	120,634	145,000	157,920	190,000	190,000
• Over 500 Employees	8	8	223,282	425,000	125,000	132,949	150,000	234,523	235,000
By Level of Education									
• High School Diploma	5	5	45,200	32,000	N/A	N/A	40,000	N/A	N/A
• Certification	3	3	49,500	N/A	N/A	N/A	N/A	N/A	N/A
• Associate's Degree	8	5	45,200	32,000	N/A	N/A	40,000	N/A	N/A
• Bachelor's Degree	56	56	74,307	146,500	25,000	53,000	72,100	95,000	117,000
• Master's Degree	180	180	95,803	532,000	40,560	54,000	79,325	120,000	173,644
• Doctorate	20	20	101,455	153,600	46,000	67,800	94,000	125,000	150,000
By Sex of Employee									
• Male	76	76	110,886	215,235	48,000	70,740	102,000	149,389	173,644
• Female	196	196	80,814	532,000	38,500	52,000	68,250	93,844	125,000
By Race/Ethnicity									
• Hispanic/Latino	3	3	83,548	N/A	N/A	N/A	N/A	N/A	N/A
• White, Non-Hispanic	263	263	88,518	532,000	39,000	53,000	75,000	111,384	155,000
By # of Years in Position									
• 1-5 Years	130	130	81,344	532,000	40,000	52,500	75,000	117,000	158,000
• 6-10 Years	52	52	87,172	215,605	36,000	59,600	75,667	100,000	145,000
• 11-20 Years	57	57	86,591	272,000	40,248	53,710	75,000	94,653	142,000
• Over 20 Years	34	34	82,815	175,600	35,000	53,400	68,000	105,000	148,000
By Region									
• Northwest	35	35	77,109	213,370	32,000	44,000	66,315	100,600	145,000
• Southwest	38	38	74,955	168,000	35,000	46,300	67,999	95,000	145,000
• North Central	32	32	76,045	173,000	26,000	47,000	72,800	87,500	125,000
• South Central	75	75	94,261	212,500	44,000	60,000	87,500	117,000	157,920
• Northeast	38	38	99,151	216,523	39,000	62,704	85,000	132,949	183,726
• Southeast	82	82	108,735	530,000	55,000	70,000	90,000	125,000	192,780
By Field of Service									
<i>Median Only (50th Percentile)</i>	Advocacy/Public Affairs (15)		Median	Culture/Arts (29)		Median	International Aid (2)		Median
	Aging (10)		90,000	Education Services (57)		63,000	Legal (7)		N/A
	Animal Welfare (3)		95,000	Employment/Economic (8)		72,000	Religious (7)		94,000
	Association/Support Org (16)		100,000	Environ/Cons/Presrvtion (7)		94,000	Social Supp/Recreation (11)		84,345
	Basic Material Needs (8)		75,000	Family Supp & Presrvtion (11)		70,430	Youth (15)		95,000
	Child Care/Child Welfare (19)		63,700	Health/Health Education (10)		81,700			82,446
	Counseling/BH/MH (38)		81,700	Housing/Shelter (21)		100,000			
			117,000			81,700			

EXECUTIVE DIRECTOR BENEFITS

The survey asked about additional benefits specific to the Executive Director. 20% (66) noted that they did not provide any of the following additional benefits. The following table describes the frequency with which the following benefits are provided, with participants checking all that applied.

Table 29: Benefits Specifically Offered to CEOs/Executive Directors
N = 865

Benefit Types	% and # of Organizations
Travel/Conference	25% (215)
Lap Top Computer	16% (136)
Cell Phone	14% (118)
Parking	13% (112)
Educational Reimbursement	7% (60)
Car or Car Allowance	6% (49)
IPad/Tablet	5% (42)
Association/Club Memberships	3% (27)
Additional Contribution to Retirement	3% (26)
Wellness/Fitness Programs	3% (25)
Additional Contribution to Life Insurance	2% (18)
Additional Contribution to Health Insurance	2% (21)
Mileage Reimbursement	1% (8)
Housing/Housing Allowance	1% (6)
Additional Paid Vacation	0.2% (2)



Chief Operating Officer/Associate Director

Short Job Description:

Provides direction and day-to-day management of key functions other than programs such as finance, administration, human resource, and or development. Assumes responsibility for organization in absence of Executive director. Participates as a member of the senior management team to formulate and implement policies and plans to meet the organization's short and long-term objectives.

**Other similar job titles:* Assistant Director, Deputy Director, Executive Vice President

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	96	96	81,301	103,147	41,600	50,000	75,000	98,777	55,000
By Budget Size									
• Up to \$250,000	3	3	27,200	24,400	N/A	N/A	N/A	N/A	N/A
• \$250,001-500,000	6	6	46,927	30,000	25,000	36,000	37,500	40,560	40,560
• \$500,001-\$750,000	5	5	64,302	44,500	N/A	N/A	64,031	N/A	N/A
• \$750,001-\$2M	29	29	62,102	54,232	42,000	47,500	60,000	68,000	85,000
• \$2M-5M	16	16	78,188	83,400	45,000	53,000	72,705	98,777	100,000
• \$5M-\$15M	16	16	87,139	90,000	57,057	75,000	89,258	100,720	126,097
• Over \$15 M	19	19	129,342	43,747	80,000	91,995	127,850	140,000	147,000
By # of Emp. Supervised									
• 0 Employees	4	4	64,951	33,144	N/A	N/A	N/A	N/A	N/A
• 1 - 5 Employees	34	34	83,924	299,400	26,000	50,000	68,000	95,000	145,000
• 6-20 Employees	33	33	81,333	97,500	41,600	49,452	85,000	99,500	126,097
• 21-50 Employees	7	7	73,100	105,000	40,000	42,000	65,000	72,705	87,000
• Over 100 Employees	6	6	90,764	100,000	45,000	80,000	81,683	100,300	100,300
By Level of Education									
• High School Diploma	4	4	57,813	31,955	N/A	N/A	N/A	N/A	N/A
• Associate's Degree	4	4	56,098	183,830	N/A	N/A	N/A	N/A	N/A
• Bachelor's Degree	34	34	76,800	129,400	26,000	57,443	70,000	98,592	110,000
• Master's Degree	42	42	90,970	279,000	41,600	50,000	85,000	120,000	143,495
By Sex of Employee									
• Male	23	23	111,131	289,000	55,000	72,705	92,600	135,000	147,000
• Female	61	61	70,451	129,400	40,560	46,159	65,600	90,000	100,720
By Race/Ethnicity									
• White, Non-Hispanic	76	76	82,590	290,000	41,600	50,000	75,000	98,777	135,000
By # of Years in Position									
• 1-5 Years	35	35	87,877	299,400	40,000	46,149	75,000	110,000	140,000
• 6-10 Years	18	18	69,745	118,495	41,600	49,452	57,057	85,000	100,720
• 11-20 Years	20	20	88,695	106,232	57,443	70,000	89,253	98,592	100,300
• Over 20 Years	11	11	68,946	109,000	36,000	45,000	48,856	78,104	80,000
By Region									
• Northwest	14	14	81,619	120,000	25,000	47,500	72,705	100,300	145,000
• Southwest	13	13	84,982	81,247	37,500	42,000	78,104	103,779	145,000
• North Central	16	16	78,535	120,000	41,600	45,000	72,705	87,500	118,747
• South Central	36	36	80,350	109,000	40,768	53,000	75,000	95,000	126,097
• Northeast	18	18	98,307	147,410	45,000	70,000	91,995	126,097	143,495
• Southeast	45	45	90,283	299,400	47,000	60,000	80,000	120,000	145,000
By Field of Service									
<i>Median Only (50th Percentile)</i>			Median			Median			
	Advocacy/Public Affairs (5)		65,600		Employment/Economic (5)	77,000			
	Aging (6)		78,104		Family Supp & Presrvtion (6)	78,104			
	Child Care/Child Welfare (9)		65,600		Health/Health Education (9)	91,994			
	Counseling/BH/MH (21)		90,000		Housing/Shelter (13)	65,000			
	Culture/Arts (9)		50,000		Youth (15)	60,000			
	Education Services (17)		78,104						



Regional Director

Short Job Description:

Plans, organizes and coordinates the activities of a social service program or agency across multiple jurisdictions, taking each area's unique characteristics into consideration when overseeing the budget and policies regarding participant involvement, program requirements and benefits. May provide supervision to employees in each jurisdiction such as social worker, counselors, childcare workers, environmental workers, administrative assistants, volunteers, etc.

**Other similar job titles:* Branch Manager, Regional Manager

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	47	47	71,606	157,259	45,000	50,000	71,214	81,600	97,700
By Budget Size									
• \$750,001-\$2M	13	13	60,355	45,530	28,470	50,000	55,000	71,300	84,000
• \$2M-5M	6	6	70,533	50,500	50,000	50,000	55,000	97,700	97,700
• \$5M-\$15M	9	9	73,538	56,000	45,000	49,366	80,000	88,000	90,000
• Over \$15 M	15	15	89,623	130,699	74,000	78,000	79,400	85,342	150,000
By # of Employees									
• 1 - 5 Employees	12	12	73,950	155,699	30,000	46,000	68,606	80,000	100,500
• 6-20 Employees	20	20	67,575	61,530	40,000	50,000	74,000	79,400	88,000
• Over 100 Employees	4	4	88,011	69,000	N/A	N/A	N/A	N/A	N/A
By Level of Education									
• Bachelor's Degree	12	12	70,873	72,030	28,470	55,000	74,000	87,872	88,000
• Master's Degree	19	19	79,562	155,699	35,500	50,000	78,000	90,000	119,000
• Doctorate	3	3	63,000	24,000	N/A	N/A	N/A	N/A	N/A
By Sex of Employee									
• Male	9	9	79,222	114,500	35,500	50,000	74,000	90,000	100,500
• Female	27	27	71,636	157,229	40,000	50,000	71,214	84,000	90,000
By Race/Ethnicity									
• White, Non-Hispanic	36	36	74,999	157,229	40,000	50,000	74,000	84,872	97,700
By # of Years in Position									
• 1-5 Years	14	14	73,150	49,842	35,500	50,000	84,000	97,700	100,500
• 6-10 Years	8	8	65,819	45,130	28,470	50,000	68,606	81,600	84,872
• 11-20 Years	13	13	70,109	45,000	45,000	50,000	78,000	79,400	88,000
• Over 20 Years	3	3	114,631	75,109	N/A	N/A	N/A	N/A	N/A
By Region									
• Northwest	3	3	70,114	30,342	N/A	N/A	N/A	N/A	N/A
• Southwest	6	6	72,429	62,200	35,500	55,000	71,214	90,000	90,000
• North Central	5	5	70,043	30,342	N/A	N/A	70,000	N/A	N/A
• South Central	22	22	68,608	90,530	30,000	50,000	70,000	84,872	90,000
• Northeast	12	12	83,982	130,699	55,000	70,000	74,981	79,400	88,000
• Southeast	23	23	81,270	105,000	49,366	56,000	74,000	84,000	101,000
By Field of Service			Median			Median			
<i>Median Only (50th Percentile)</i>	Child Care/Child Welfare (5)		56,000	Health/Health Education (5)		71,300			
	Counseling/BH/MH (8)		79,400	Housing/Shelter (3)		58,000			
	Education Services (57)		63,240	Youth (3)		84,872			
	Family Supp & Presrvtion (11)		79,400						



Director, Administration

Short Job Description:

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.

***Other similar job titles:** Assistant Director, Chief Administrative Officer, Chief of Staff

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	86	86	58,987	53,040	40,000	53,040	72,685	90,000	53,040
By Budget Size									
• \$250,001-\$500,000	18	18	38,082	44,000	21,000	30,000	37,050	47,000	50,000
• \$500,001-\$750,000	3	3	46,562	45,685	N/A	N/A	N/A	N/A	N/A
• \$750,001-\$2 M	26	26	48,070	49,574	30,000	36,500	50,000	57,000	58,000
• \$2M-\$5M	11	11	59,705	41,650	35,000	45,000	64,575	67,184	76,000
• \$5M-\$15 M	17	17	71,711	79,920	50,000	50,000	67,121	81,000	98,109
• Over \$15 M	12	12	100,811	107,700	60,300	80,000	90,000	105,000	150,000
By # of Emp. Supervised									
• 0 Employees	11	11	37,709	36,600	21,400	26,000	36,500	42,000	55,000
• 1 - 5 Employees	33	33	60,117	110,500	32,000	40,000	57,000	71,140	85,000
• 6-20 Employees	18	18	71,539	129,000	30,000	52,000	70,000	90,000	101,000
• 21-50 Employees	3	3	50,570	25,659	N/A	N/A	N/A	N/A	N/A
By Level of Education									
• High School Diploma	6	6	43,582	62,443	25,000	26,007	27,000	53,040	53,040
• Certification	3	3	46,781	18,304	N/A	N/A	N/A	N/A	N/A
• Associate's Degree	4	4	60,177	63,509	N/A	50,000	N/A	N/A	N/A
• Bachelor's Degree	28	28	54,581	69,785	30,900	36,500	52,000	70,000	76,650
• Master's Degree	28	28	64,019	129,000	26,000	41,525	60,000	75,581	101,000
By Sex of Employee									
• Male	15	15	75,484	125,000	27,000	40,000	75,581	98,109	105,000
• Female	53	53	52,070	112,000	26,000	39,000	52,000	65,000	80,000
By Race/Ethnicity									
• White-Non-Hispanic	20	20	62,787	146,600	27,000	39,000	65,000	75,581	80,000
By # of Years in Position									
• 1 to 5 Years	33	33	48,173	56,565	22,500	30,900	50,000	62,500	75,581
• 6-10 Years	14	14	66,542	101,000	32,000	47,500	60,000	87,443	98,109
• 11-20 Years	28	28	64,699	101,520	39,520	43,000	63,000	92,285	133,000
• Over 20 Years	28	28	83,780	115,100	N/A	N/A	90,000	N/A	N/A
By Region									
• Northwest	13	13	52,304	50,000	30,000	37,050	50,000	53,000	75,000
• Southwest	23	23	51,440	112,000	21,400	30,000	49,891	67,121	80,000
• North Central	11	11	59,180	49,100	30,900	50,000	60,300	70,000	80,000
• South Central	30	30	57,593	75,609	27,000	41,525	51,000	76,000	80,000
• Northeast	11	11	69,444	133,000	35,000	45,000	62,500	71,141	87,443
• Southeast	29	29	67,072	115,000	50,000	53,000	62,500	75,000	90,000
By Field of Service									
<i>Median Only (50th Percentile)</i>	Advocacy/Public Affairs (5)		Median	Education Services (13)		Median	Religious (3)		Median
	Aging (4)		50,000	Family Supp & Presrvtn (4)		67,000	Social Supp/Recreation (3)		64,575
	Association/Support Org (4)		50,000	Health/Health Education (8)		32,000	Youth (7)		47,500
	Child Care/Child Welfare (6)		62,500	Housing/Shelter (6)		54,077			39,000
	Counseling/BH/MH (19)		71,141			42,000			
	Culture/Arts (4)		50,000						
			25,000						



Regional Manager/Center Manager

Short Job Description:

Manages the day-to-day operations of a regional facility that delivers program services in accordance with organization goal and objectives. Functions include: program development and implementation, staffing volunteer coordination, community relations, budgeting, record keeping and facility maintenance. May participate in or lead fundraising activities for the region.

***Other similar job titles:** Area Team Supervisor, Branch Executive

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	38	38	50,086	104,199	30,000	40,000	46,000	56,700	65,114
By Budget Size									
• \$250,001-\$500,000	6	6	37,477	32,000	23,000	27,300	30,500	49,000	49,000
• \$750,001-\$2 M	9	9	39,514	37,275	27,839	30,000	45,000	50,0	58,000
• \$2M-\$5M	5	5	45,808	35,000	N/A	N/A	42,840	N/A	N/A
• \$5M-\$15 M	9	9	65,948	99,335	27,864	45,000	50,000	53,851	75,000
• Over \$15 M	8	8	58,629	29,772	45,000	46,000	56,513	63,000	71,000
By # of Emp. Supervised									
• 0 Employees	4	4	33,420	19,840	N/A	N/A	N/A	N/A	N/A
• 1 - 5 Employees	8	8	63,000	65,000	37,500	45,000	49,000	55,000	63,000
• 6-20 Employees	15	15	54,791	97,199	30,500	45,000	53,241	56,513	74,277
By Level of Education									
• Bachelor's Degree	12	12	46,509	47,136	27,864	34,500	45,000	53,241	63,000
• Master's Degree	12	12	62,384	28,160	42,864	46,000	53,746	65,114	74,277
By Sex of Employee									
• Male	5	5	52,348	18,000	N/A	N/A	49,920	N/A	N/A
• Female	21	21	52,088	104,199	27,839	34,500	45,000	53,851	65,000
By Race/Ethnicity									
• White-Non-Hispanic	23	23	48,000	47,461	27,839	34,500	50,000	56,700	65,114
By # of Years in Position									
• 1 to 5 Years	18	18	43,506	51,277	27,839	30,000	37,500	55,000	65,000
• 6-10 Years	7	7	48,112	47,136	27,864	30,000	46,000	63,000	75,000
• 11-20 Years	6	6	58,367	104,199	23,000	45,000	45,000	60,000	60,000
By Region									
• Northwest	6	6	50,361	32,500	30,500	45,000	49,920	60,000	60,000
• Southwest	7	7	53,138	25,114	40,000	45,000	53,851	58,000	60,000
• North Central	5	5	50,517	17,160	42,840	N/A	50,000	53,746	60,000
• South Central	14	14	51,209	104,199	23,000	34,500	45,000	60,000	71,000
• Northeast	6	6	42,055	46,413	27,864	30,000	37,500	46,000	46,000
• Southeast	12	12	55,878	14,741	37,500	45,000	55,000	71,000	75,000
By Field of Service									
<i>Median Only (50th Percentile)</i>	Aging (4) Child Care/Child Welfare (5) Counseling/BH/MH (10) Education Services (9) Employment/Economic (3)		Median 30,500 45,000 45,000 45,000 53,851	Family Supp & Presrvtion (4) Health/Health Education (3) Housing/Shelter (4) Youth (3)					



Office Manager

Short Job Description:

Provides direct supervision of the organization's office services including mail pick up and distribution, records maintenance; copy/print services; reception; office maintenance and cleaning services; communications/telephones; and similar.

***Other similar job titles:** Administrative Services Manager, Business Manager, Office Administrator

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	70	70	38,472	194,740	23,920	29,204	35,000	42,432	51,000
By Budget Size									
• \$250,001-\$500,000	12	12	26,265	37,740	13,260	17,680	30,000	35,360	39,000
• \$500,001-\$750,000	8	8	32,471	26,600	15,600	30,000	33,000	37,500	39,000
• \$750,001-\$2 M	23	23	42,294	25,000	23,920	25,500	36,578	41,159	48,700
• \$2M-\$5M	9	9	38,841	26,500	28,500	30,262	32,000	41,000	51,523
• \$5M-\$15 M	7	7	44,970	34,998	30,002	33,000	45,000	52,000	54,786
• Over \$15 M	13	13	39,449	41,600	26,000	29,204	35,600	45,000	51,000
By # of Emp. Supervised									
• 0 Employees	27	27	32,585	34,400	22,422	24,981	32,000	39,000	45,000
• 1 - 5 Employees	29	29	38,382	42,600	26,000	30,000	36,578	41,159	52,000
• 6-20 Employees	7	7	43,637	20,998	30,002	33,000	45,000	46,457	51,000
By Level of Education									
• High School Diploma	27	27	35,256	37,106	23,000	26,000	34,000	37,587	42,200
• Associate's Degree	11	11	38,420	40,019	24,981	30,000	38,000	39,200	45,687
• Bachelor's Degree	16	16	39,395	30,615	25,000	30,000	39,000	51,000	52,000
• Master's Degree	7	7	37,662	52,000	15,600	30,000	35,000	41,000	42,432
By Sex of Employee									
• Male	5	5	39,281	52,000	N/A	N/A	33,000	N/A	N/A
• Female	57	57	36,133	47,320	24,981	29,204	35,000	41,159	50,000
By Race/Ethnicity									
• Black/African American	4	4	34,358	16,432	N/A	N/A	N/A	N/A	N/A
• White-Non-Hispanic	54	54	35,600	52,000	23,920	29,204	35,000	41,000	51,000
By # of Years in Position									
• 1 to 5 Years	32	32	33,105	15,796	23,000	26,000	32,000	38,554	45,000
• 6-10 Years	11	11	35,296	20,615	24,385	33,000	35,400	37,587	40,450
• 11-20 Years	11	11	41,357	43,680	23,920	29,204	41,159	46,457	54,786
• Over 20 Years	8	8	42,778	40,000	25,000	30,262	41,000	48,700	50,000
By Region									
• Northwest	11	11	34,608	21,000	25,584	30,000	32,000	36,400	45,000
• Southwest	10	10	35,932	26,615	24,385	28,880	30,000	45,000	46,457
• North Central	10	10	37,170	42,600	25,000	30,002	33,000	39,200	41,000
• South Central	32	32	36,939	41,080	25,000	30,002	36,578	45,000	52,000
• Northeast	9	9	39,019	45,178	22,422	32,000	33,000	41,159	54,786
• Southeast	18	18	38,117	29,286	28,880	30,000	35,400	45,000	54,786
By Field of Service									
<i>Median Only (50th Percentile)</i>			Median		Median			Median	Median
	Advocacy/Public Affairs (3)		32,000	Education Services (9)	39,000		Social Supp/Recreation (4)	23,920	
	Association/Support Org (5)		35,360	Employment/Economic (3)	39,000		Youth (4)	38,554	
	Basic Material Needs (3)		25,500	Family Supp & Presrvtion (4)	29,204				
	Child Care/Child Welfare (9)		29,204	Health/Health Education (5)	45,000				
	Counseling/BH/MH (20)		30,002	Housing/Shelter (3)	25,584				
	Culture/Arts (3)		35,000						



Executive Assistant

Short Job Description:

Provides a wide variety of skilled administrative and clerical support for chief executive, directors or other senior management staff. Responsibilities involve exposure to sensitive information and require considerable use of tact, diplomacy, discretion and judgment. Assumes responsibility for special projects; attends board or similar meetings to take and distribute minutes; prepares board packets; maintains databases; researches/analyzes data and develops reports for management decision-making; may follow-up on projects assigned to managers by senior executive.

***Other similar job titles:** Administrative Secretary, Assistant to the Director, Executive Secretary

	# Orgs	# of Employee s	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	87	87	39,692	67,028	27,000	31,500	38,500	50,500	56,000
By Budget Size									
• Up to \$250,000	3	3	24,607	28,480	N/A	N/A	N/A	N/A	N/A
• \$250,001-\$500,000	2	2	30,200	N/A	N/A	N/A	N/A	N/A	N/A
• \$500,001-\$750,000	7	7	30,850	36,408	12,480	20,756	31,000	31,827	46,000
• \$750,001-\$2 M	15	15	35,674	52,636	25,000	27,300	36,050	42,896	50,500
• \$2M-\$5M	16	16	37,776	36,600	28,000	30,000	35,000	40,698	48,000
• \$5M-\$15 M	23	23	43,204	37,771	33,280	36,692	41,875	45,000	60,000
• Over \$15 M	22	22	44,672	47,822	31,000	37,000	40,500	49,550	58,822
By # of Emp. Supervised									
• 0 Employees	59	59	40,538	54,235	27,300	31,650	38,500	46,000	58,822
• 1 - 5 Employees	18	18	37,980	34,244	25,500	31,827	38,000	43,244	48,000
By Level of Education									
• High School Diploma	27	27	38,385	49,244	25,000	28,170	36,004	45,052	55,000
• Vocational Training	2	2	35,461	N/A	N/A	N/A	N/A	N/A	N/A
• Certification	4	4	45,572	30,822	N/A	N/A	N/A	N/A	N/A
• Associate's Degree	11	11	38,109	38,243	21,757	31,827	36,400	38,000	48,000
• Bachelor's Degree	26	26	42,359	51,026	31,000	36,050	40,698	48,000	49,550
• Master's Degree	10	10	43,927	39,271	25,500	37,000	39,500	55,000	57,000
By Sex of Employee									
• Male	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
• Female	77	77	39,471	49,244	27,300	31,650	38,000	45,052	50,500
By Race/Ethnicity									
• Black/African American	4	4	35,860	2,635	N/A	N/A	N/A	N/A	N/A
• White Non-Hispanic	71	71	39,329	49,244	27,040	31,650	39,500	46,000	57,000
By # of Years in Position									
• 1 to 5 Years	50	50	35,673	38,243	25,000	30,000	36,060	42,000	48,000
• 5 Years	5	9	37,580	14,929	31,000	31,500	37,600	40,000	43,459
• 6-10 Years	9	9	48,255	30,271	34,500	39,000	45,052	61,000	61,600
• 11-20 Years	9	11	47,084	41,830	28,170	38,000	48,000	50,500	58,822
• Over 20 Years	12	12	49,493	47,822	28,170	38,000	48,000	55,000	70,000
By Region									
• Northwest	12	12	33,476	26,243	21,757	27,500	35,000	38,000	45,052
• Southwest	12	12	34,426	24,050	25,500	28,009	34,500	42,896	48,000
• North Central	9	9	33,859	38,980	9,020	30,000	34,500	40,098	45,000
• South Central	46	46	38,638	55,807	25,000	21,757	37,440	43,466	56,000
• Northeast	27	27	39,068	24,271	27,300	31,000	38,500	43,459	48,000
• Southeast	41	41	44,178	47,992	31,000	36,050	42,000	48,000	56,000
By Field of Service									
<i>Median Only (50th Percentile)</i>	Advocacy/Public Affairs (5)		Median	Culture/Arts (5)		Median	Religious (3)		Median
	Aging (6)		30,000	Education Services (13)		43,000	Social Supp/Recreation (3)		33,280
	Association/Support Org (3)		36,962	Family Supp & Presrvtn (7)		37,000	Youth (8)		33,530
	Child Care/Child Welfare (9)		43,446	Health/Health Education (11)		40,500			
	Counseling/BH/MH (27)		39,000	Housing/Shelter (9)		36,962			
			39,500			33,280			



Administrative Assistant, Senior Level

Short Job Description:

Provides a variety of administrative and clerical support to managers and/or other staff. Duties many include researching/compiling information; coordinating activities between departments and/or outside services. Maintains data; generates and formats reports and other documents using a full range of computer software skills, including spreadsheets, word processing, desktop publishing, database management, presentation software, etc. May assume responsibility for special projects relating to department functions.

***Other similar job titles:** Administrative Coordinator, Senior Secretary

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	53	53	33,117	37,950	22,000	28,000	33,779	38,000	43,499
By Budget Size									
• Up to \$250,000	5	5	23,400	13,000	N/A	N/A	23,000	N/A	N/A
• \$250,001-\$500,000	6	6	23,755	20,950	14,050	17,680	20,800	35,000	35,000
• \$500,001-\$750,000	3	3	30,867	10,600	N/A	N/A	N/A	N/A	N/A
• \$750,001-\$2 M	13	13	32,900	21,264	24,380	28,000	32,000	35,000	45,000
• \$2M-\$5M	7	7	38,225	15,170	30,340	31,000	37,544	42,000	54,786
• \$5M-\$15 M	9	9	35,430	16,199	27,300	29,000	35,000	40,000	41,565
• Over \$15 M	14	14	36,910	32,531	19,469	28,250	35,360	35,600	36,800
By # of Emp. Supervised									
• 0 Employees	36	36	31,774	28,600	22,000	26,780	31,000	35,600	41,967
• 1 - 5 Employees	6	6	38,533	22,000	28,000	30,000	40,000	41,630	41,630
By Level of Education									
• High School Diploma	16	16	27,236	18,499	19,469	25,000	30,000	35,400	41,630
• Associate's Degree	14	14	29,469	27,920	17,680	28,490	35,360	40,000	45,000
• Bachelor's Degree	14	14	28,019	33,000	17,000	29,000	33,000	35,600	41,967
• Master's Degree	2	2	37,822	N/A	N/A	N/A	N/A	N/A	N/A
By Sex of Employee									
• Male	1	1	N/A	N/A	N/A	N/A	N/A	N/A	N/A
• Female	44	44	32,835	35,950	19,469	28,000	32,000	38,000	43,499
By Race/Ethnicity									
• White Non-Hispanic	39	39	32,697	33,000	22,000	28,000	32,000	37,544	43,499
By # of Years in Position									
• 1 to 5 Years	21	21	29,171	12,000	17,680	25,000	29,000	32,000	35,000
• 6-10 Years	11	11	33,971	26,175	19,469	30,000	33,000	38,000	45,000
• 11-20 Years	8	8	35,652	35,950	14,050	28,000	37,544	41,630	42,000
• Over 20 Years	4	4	39,440	10,250	N/A	N/A	N/A	N/A	N/A
By Region									
• Northwest	14	14	28,874	29,950	14,050	25,000	33,000	40,000	40,000
• Southwest	6	6	31,589	37,644	8,000	25,000	28,490	45,600	45,600
• North Central	4	4	33,070	32,320	N/A	N/A	N/A	N/A	N/A
• South Central	41	41	34,883	35,000	23,000	29,000	35,000	40,000	45,000
• Northeast	9	9	31,735	30,530	19,470	24,380	33,779	41,565	43,499
• Southeast	23	23	34,553	35,000	22,000	30,430	35,000	38,000	41,966
By Field of Service									
<i>Median Only</i> (50 th Percentile)	Association/Support Org (5) Child Care/Child Welfare (4) Counseling/BH/MH (15)	Median 25,000 32,000 35,000	Education Services (10) Health/Health Education (5) Youth (3)	Median 30,430 30,000 26,520					



Administrative Assistant, Intermediate Level

Short Job Description:

Performs clerical duties, including answering telephones, screening calls, taking messages and acting as receptionist, sets up and maintains files of information; uses computer skills to enter and maintain data; prepares correspondence and develops other routine documents; may make appointments and travel arrangements; coordinates activities relative to department functions.

***Other similar job titles:** Administrative Specialist, Program Assistant, Secretary

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	54	54	31,141	42,000	19,000	26,000	31,000	35,000	40,000
By Budget Size									
• Up to \$250,000	2	2	19,000	N/A	N/A	N/A	N/A	N/A	N/A
• \$250,001-\$500,000	4	4	35,275	7,000	N/A	33,000	N/A	35,100	40,000
• \$500,001-\$750,000	3	3	31,500	7,000	N/A	N/A	N/A	N/A	N/A
• \$750,001-\$2 M	14	14	28,273	32,000	13,000	23,000	25,250	32,391	37,448
• \$2M-\$5M	9	9	36,314	35,000	19,000	27,000	33,000	47,322	49,500
• \$5M-\$15 M	11	11	34,391	26,122	23,878	29,120	34,438	36,254	39,662
• Over \$15 M	10	10	28,710	18,879	16,121	25,100	30,576	31,200	33,400
By # of Emp. Supervised									
• 0 Employees	16	17	28,277	21,610	16,121	22,575	30,000	31,200	34,155
• 1 - 5 Employees	4	4	30,616	16,862	N/A	N/A	N/A	N/A	N/A
By Level of Education									
• High School Diploma	30	30	30,758	42,000	19,000	25,000	30,000	35,000	39,662
• Associate's Degree	5	5	33,475	12,685	N/A	N/A	32,391	N/A	N/A
• Bachelor's Degree	13	13	31,289	34,840	13,000	15,500	33,000	35,000	45,000
• Master's Degree	2	2	43,474	N/A	N/A	N/A	N/A	N/A	N/A
By Sex of Employee									
• Male	2	2	28,285	N/A	N/A	N/A	N/A	N/A	N/A
• Female	48	48	31,694	42,000	19,000	25,581	31,200	35,100	45,000
By Race/Ethnicity									
• Black/African American	6	6	46,389	27,000	27,000	27,300	29,120	33,500	33,500
• Hispanic/Latino	4	4	33,476	31,000	N/A	N/A	N/A	N/A	N/A
• White Non-Hispanic	34	34	30,813	35,840	16,121	25,581	31,200	35,000	40,685
By # of Years in Position									
• 1 to 5 Years	30	30	30,497	10,200	22,800	25,250	30,800	35,000	40,685
• 6-10 Years	8	8	31,256	35,322	12,000	13,000	32,391	39,657	39,662
• 11-20 Years	7	7	37,500	31,000	23,000	27,300	36,254	37,448	49,500
• Over 20 Years	2	2	40,000	N/A	N/A	N/A	N/A	N/A	N/A
By Region									
• Northwest	6	6	26,355	20,754	15,550	23,500	23,878	33,000	33,000
• Southwest	5	5	27,390	24,448	N/A	N/A	33,000	N/A	N/A
• North Central	3	3	29,167	64,000	N/A	N/A	N/A	N/A	N/A
• South Central	44	44	31,354	42,000	22,865	27,300	31,200	35,000	37,448
• Northeast	11	11	28,950	27,662	12,000	23,000	31,200	33,000	34,438
• Southeast	24	24	35,381	27,000	30,000	31,200	33,400	35,000	47,322
By Field of Service									
<i>Median Only (50th Percentile)</i>	Advocacy/Public Affairs (3)		Median 29,120	Culture/Arts (6)		Median 25,000			
	Aging (4)		25,250	Education Services (14)		32,665			
	Association/Support Org (11)		27,300	Health/Health Education (10)		30,000			
	Child Care/Child Welfare (64)		32,000	Housing/Shelter (5)		30,430			
	Counseling/BH/MH (18)		30,430	Youth (8)		26,520			



Administrative Assistant, Junior Level

Short Job Description:

Provides routine clerical duties such as answering telephones, taking and delivering messages, setting up and maintaining files, sorting/delivering mail, entering data into the computer, preparing routine correspondence.

***Other similar job titles:** Clerical Assistant, Clerk/Typist, General Office Assistant

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	38	38	24,951	32,720	19,074	20,800	24,960	30,000	32,000
By Budget Size									
• \$250,001-\$500,000	2	2	18,640	N/A	N/A	N/A	N/A	N/A	N/A
• \$750,001-\$2 M	8	8	23,164	29,400	10,600	20,000	21,800	24,500	21,112
• \$2M-\$5M	3	3	31,204	2,412	N/A	N/A	N/A	N/A	N/A
• \$5M-\$15 M	14	14	26,310	20,689	19,074	21,532	24,960	32,000	35,000
• Over \$15 M	10	10	25,258	10,500	19,500	21,000	24,960	28,912	29,400
By # of Emp. Supervised									
• 0 Employees	5	19	22,330	21,636	17,179	18,110	20,800	22,984	26,125
By Level of Education									
• High School Diploma	16	33	24,136	23,155	17,643	19,240	22,496	26,305	32,412
• Vocational Training	3	3	24,933	9,200	N/A	N/A	N/A	N/A	N/A
• Associate's Degree	5	5	28,700	10,500	N/A	N/A	N/A	N/A	N/A
By Sex of Employee									
• Female	26	26	27,373	20,583	20,800	22,496	25,000	30,000	35,000
By Race/Ethnicity									
• White, Non-Hispanic	6	20	22,625	21,636	17,179	18,110	20,800	26,122	32,000
By # of Years in Position									
• 0-5 Years	22	22	25,888	20,926	20,000	21,532	25,000	28,500	32,000
• 11-20 Years	3	3	37,162	7,351	N/A	N/A	N/A	N/A	N/A
By Region									
• Northwest	16	16	22,094	21,000	18,110	19,074	20,800	24,000	24,500
• Southwest	6	6	21,642	24,720	7,280	19,074	19,500	30,000	30,000
• North Central	6	6	25,172	11,000	21,000	21,532	22,000	30,000	30,000
• South Central	38	38	25,364	32,720	19,074	21,000	24,960	30,000	32,412
• Northeast	8	8	28,430	20,263	19,500	21,000	26,305	32,000	35,000
• Southeast	16	16	27,641	21,653	18,110	24,960	28,500	31,200	32,000
By Field of Service									
<i>Median Only (50th Percentile)</i>	Advocacy/Public Affairs (3) Aging (4) Association/Support Org (5) Child Care/Child Welfare (8) Counseling/BH/MH (32)		Median 29,120 25,250 32,000 27,300 22,894	Education Services (13) Health/Health Education (5) Housing/Shelter (8) Legal (4) Youth (5)		Median 29,120 30,000 27,300 29,120 29,120			



Receptionist

Short Job Description:

Receives and greets visitors, determines nature of their visit and notifies appropriate staff members; answers and transfers telephone calls using multiple-line equipment; represents organization to callers and visitors in a friendly, professional manner; may issue security badges; maintains logs; calls for communications and other equipment service; may perform routine clerical duties such as filing, word processing, sorting and distributing the mail. (See Receptionist, Medical in Medical and Clinic Services section for those responsible for scheduling patient appointments, facilitating patient flow and referring patients to other resources.

***Other similar job titles:** Lobby Receptionist, Receptionist/Tour Guide, Switchboard Operator

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	70	70	23,839	42,237	15,197	19,890	22,900	27,500	34,000
By Budget Size									
• \$500,001-\$750,000	2	2	21,110	N/A	N/A	N/A	N/A	N/A	N/A
• \$750,001-\$2 M	16	16	20,560	20,240	12,500	15,197	18,200	20,800	24,900
• \$2M-\$5M	10	10	26,741	17,860	16,640	21,500	23,660	33,000	34,000
• \$5M-\$15 M	19	19	28,148	29,238	18,699	22,900	26,950	31,543	34,500
• Over \$15 M	19	19	25,450	31,612	18,200	21,000	22,800	27,040	32,000
By # of Emp. Supervised									
• 0 Employees	62	62	25,123	32,357	16,640	20,800	24,122	28,000	34,000
By Level of Education									
• High School Diploma	53	57	25,523	32,240	18,200	20,930	24,000	26,688	32,000
• Associate's Degree	3	3	23,248	13,343	N/A	N/A	N/A	N/A	N/A
• Bachelor's Degree	6	6	29,731	26,360	16,640	20,800	26,950	37,000	37,000
By Sex of Employee									
• Male	3	3	24,960	6,070	N/A	N/A	N/A	N/A	N/A
• Female	60	64	25,199	32,357	16,640	20,800	23,920	28,000	34,500
By Race/Ethnicity									
• Black/African American	10	10	22,808	12,920	15,080	20,000	23,000	26,000	26,950
• Hispanic/Latino	3	3	26,760	11,620	N/A	N/A	N/A	N/A	N/A
• White, Non-Hispanic	47	47	25,466	32,240	16,640	20,384	24,000	29,120	34,000
By # of Years in Position									
• 0-5 Years	42	42	23,452	21,920	16,000	20,384	22,880	24,960	30,750
• 6-10 Years	11	11	28,144	27,624	15,375	19,890	27,000	29,120	34,500
• 11-20 Years	6	6	26,290	8,310	23,690	24,122	25,663	26,265	26,265
• Over 20 Years	3	3	38,641	25,937	N/A	N/A	N/A	N/A	N/A
By Region									
• Northwest	12	12	22,582	23,541	7,000	16,000	20,384	25,663	43,000
• Southwest	11	11	24,438	27,803	15,197	18,200	22,000	24,965	32,000
• North Central	70	70	25,091	30,500	12,500	18,200	22,000	30,750	34,000
• South Central	35	35	24,069	30,500	15,600	20,000	23,660	26,265	34,000
• Northeast	19	19	26,240	34,936	15,375	21,119	24,122	30,750	32,000
• Southeast	30	30	28,962	31,437	20,930	24,122	27,000	32,000	37,000
By Field of Service									
<i>Median Only (50th Percentile)</i>	Advocacy/Public Affairs (5) Child Care/Child Welfare (4) Counseling/BH/MH (26)	Median 18,200 20,800 24,122	Culture/Arts (3) Education Services (9) Family Supp & Presrvtion (3) Health/Health Education (9) Housing/Shelter (8)	Median 20,800 24,965 26,950 21,900 18,699	Legal (3) Youth (8)	Median 18,200 29,300			



Chief Financial Officer

Short Job Description:

Manages the financial resources of the organization including accounting, finance, organization wide budgets, investments and treasury in accordance with general accepted accounting principles and organization/contract policies and procedures; Safeguards assets through the maintenance of proper controls. 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.

***Other similar job titles:** Director of Fiscal Services, Finance Director, Treasurer, Vice President of Finance

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	98	98	91,262	244,600	49,400	62,389	85,000	108,100	133,000
By Budget Size									
• Up to \$250,000	8	8	112,543	244,500	34,000	60,771	83,349	124,500	138,445
• \$250,001-500,000	8	8	84,162	78,183	57,057	60,000	75,000	82,000	96,000
• \$500,001-\$750,000	6	6	67,597	64,836	43,264	44,260	62,608	81,750	81,750
• \$750,001-\$2M	32	32	83,614	142,500	47,400	60,000	74,642	98,389	118,326
• \$2M-5M	11	11	93,974	163,700	33,900	70,000	87,600	100,000	128,000
• \$5M-\$15M	19	19	87,973	120,297	49,400	60,000	88,000	106,000	125,000
• Over \$15 M	14	14	113,119	226,240	45,760	85,000	102,675	130,054	149,800
By # of Employees									
• 0 Employees	9	9	56,289	54,100	33,900	34,000	49,400	74,150	75,000
• 1 - 5 Employees	53	53	88,557	244,222	50,980	61,000	85,000	102,100	130,054
• 6-20 Employees	20	20	109,510	122,600	81,140	83,349	100,400	118,326	149,800
By Level of Education									
• Certification	4	4	59,303	25,066	N/A	N/A	N/A	N/A	N/A
• Associate's Degree	5	5	48,529	28,389	N/A	N/A	50,980	N/A	N/A
• Bachelor's Degree	42	42	82,267	110,280	49,400	63,955	75,000	96,000	116,500
• Master's Degree	35	35	106,143	244,600	60,000	82,000	100,443	118,326	140,000
By Sex of Employee									
• Male	32	32	108,157	228,500	60,771	85,000	100,000	117,400	149,800
• Female	55	55	80,177	163,700	45,760	60,000	75,000	95,000	124,500
By Race/Ethnicity									
• White, Non-Hispanic	81	81	88,882	244,600	49,400	62,389	85,000	102,675	130,054
By # of Years in Position									
• 1-5 Years	29	29	86,319	244,600	43,264	50,980	71,750	98,777	138,445
• 6-10 Years	23	23	87,020	100,400	57,500	62,389	81,750	100,443	124,500
• 11-20 Years	20	20	88,816	163,600	45,760	62,608	85,000	103,779	112,595
• Over 20 Years	15	15	105,982	93,575	69,326	91,995	109,000	117,400	145,000
By Region									
• Northwest	12	12	73,204	72,100	33,900	55,000	66,560	92,996	100,400
• Southwest	14	14	82,115	99,000	34,000	60,771	80,000	103,779	108,100
• North Central	15	15	80,393	105,540	45,500	57,500	81,140	95,083	117,669
• South Central	42	42	86,491	120,297	49,400	63,625	85,000	102,100	118,326
• Northeast	23	23	101,835	224,600	51,000	62,389	98,000	117,669	149,800
• Southeast	38	38	102,931	228,500	61,800	71,750	96,000	124,500	140,000
By Field of Service			Median			Median			Median
<i>Median Only (50th Percentile)</i>	Advocacy/Public Affairs (8)		65,000	Education Services (14)		75,000	Social Supp/Recreation (6)		57,500
	Aging (7)		74,642	Employment/Economic (5)		61,000	Youth (7)		75,000
	Association/Support Org (5)		88,000	Family Supp & Presrvtion (6)		57,057			
	Child Care/Child Welfare (12)		65,600	Health/Health Education (14)		91,995			
	Counseling/BH/MH (27)		98,389	Housing/Shelter (10)		57,057			



CATEGORY 300: ACCOUNTING/FINANCE POSITIONS

Controller

Short Job Description:

Manages the accounting operations of the organization including budgeting, auditing, payroll, accounts payable and receivable, general ledger and financial reporting in accordance with generally accepted accounting principles and internal controls and procedures. Oversees the development and implementation of financial systems. May interpret account reports to management and board. Assumes responsibility for the financial function in the absence of the Chief Financial Officer.

***Other similar job titles:** Finance Officer, Fiscal Director

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	49	49	64,353	143,000	38,548	49,550	65,733	76,844	91,800
By Budget Size									
• \$750,001-\$2M	7	7	45,032	43,222	18,720	38,548	43,775	55,432	57,435
• \$2M-5M	6	6	62,522	24,000	51,000	54,000	62,940	67,300	67,300
• \$5M-\$15M	13	13	61,307	71,816	25,262	48,999	65,733	72,000	75,013
• Over \$15 M	18	18	83,385	97,450	61,500	70,387	78,500	91,800	101,300
By # of Employees									
• 0 Employees	5	5	49,575	22,572	N/A	N/A	47,132	N/A	N/A
• 1 - 5 Employees	26	26	67,450	82,580	43,000	60,000	67,000	78,500	85,800
• 6-20 Employees	5	5	68,863	47,528	N/A	N/A	67,300	N/A	N/A
By Level of Education									
• Associate's Degree	5	5	53,410	47,138	N/A	N/A	61,500	N/A	N/A
• Bachelor's Degree	24	24	67,724	58,368	38,548	47,132	67,300	78,500	98,100
• Master's Degree	10	10	65,623	60,630	39,370	49,550	60,000	77,500	97,078
By Sex of Employee									
• Male	9	9	74,141	41,300	60,000	60,000	72,000	78,500	85,800
• Female	30	30	62,713	86,780	38,548	47,132	62,940	76,844	91,800
By Race/Ethnicity									
• White, Non-Hispanic	32	32	65,536	86,780	43,000	49,550	65,733	76,844	91,800
By # of Years in Position									
• 1-5 Years	20	20	64,176	76,038	39,370	48,999	62,940	76,844	80,000
• 6-10 Years	5	5	72,131	53,252	N/A	N/A	78,772	N/A	N/A
• 11-20 Years	11	11	69,796	61,500	44,000	61,500	66,500	72,400	100,000
• Over 20 Years	3	3	45,578	56,293	N/A	N/A	N/A	N/A	N/A
By Region									
• Northwest	7	7	47,169	75,400	9,900	18,720	51,000	61,500	78,500
• Southwest	12	12	59,463	91,400	9,900	49,550	61,500	70,000	85,300
• North Central	9	9	63,922	41,300	44,000	51,000	61,500	75,000	77,500
• South Central	20	20	64,701	66,952	43,000	48,999	64,890	72,400	85,300
• Northeast	16	16	71,029	103,000	47,132	55,435	66,500	75,013	78,772
• Southeast	20	20	73,273	66,130	49,550	61,500	74,172	80,000	97,078
By Field of Service			Median						
<i>Median Only (50th Percentile)</i>	Counseling/BH/MH (15)		77,500						
	Education Services (6)		62,940						
	Health/Health Education (8)		70,000						
	Housing/Shelter (5)		54,000						



CATEGORY 300: ACCOUNTING/FINANCE POSITIONS

Accounting Manager

Short Job Description:

Manages and performs various accounting activities including developing, implementing and maintaining the accounting systems, policies and procedures; Compiling, analyzing and reporting accounting data for management reports and decision-making purposes; may act as primary liaison with outside auditors and government agencies on contract issues. Manages monthly closings. Typically supervises more than three staff members.

***Other similar job titles:** Budget Manager, Chief Accountant, Director of Accounting

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	37	37	57,007	79,000	39,527	44,000	50,251	66,527	83,200
By Budget Size									
• \$750,001-\$2M	6	6	45,988	53,200	30,000	36,000	39,527	46,300	46,300
• \$2M-5M	6	6	46,115	17,872	37,128	40,000	42,000	52,562	52,562
• \$5M-\$15M	10	10	57,692	44,000	41,000	48,000	50,515	72,801	74,900
• Over \$15 M	13	13	68,055	70,400	44,000	45,700	52,089	76,000	109,000
By # of Emp. Supervised									
• 0 Employees	14	14	50,320	47,200	36,000	41,000	46,300	52,562	72,000
• 1 - 5 Employees	17	17	59,016	71,872	38,098	40,000	52,089	72,801	76,000
• 6-20 Employees	3	3	73,800	62,400	N/A	N/A	N/A	N/A	N/A
By Level of Education									
• High School Diploma	3	3	39,366	8,000	N/A	N/A	N/A	N/A	N/A
• Bachelor's Degree	23	23	58,148	77,272	38,000	45,000	50,515	64,000	85,000
• Master's Degree	6	6	58,776	43,200	40,000	47,454	55,000	72,000	72,000
By Sex of Employee									
• Male	8	8	66,502	77,272	37,128	48,000	57,500	74,900	76,000
• Female	26	26	53,736	73,000	38,098	41,000	50,000	55,000	72,801
By Race/Ethnicity									
• White, Non-Hispanic	30	30	58,072	78,400	38,000	44,000	50,515	72,000	83,200
By # of Years in Position									
• 1-5 Years	21	21	58,280	76,400	38,098	45,000	52,000	72,000	83,200
• 6-10 Years	8	8	47,076	28,000	36,000	37,128	40,000	55,000	57,500
• 11-20 Years	3	3	75,967	65,000	N/A	N/A	N/A	N/A	N/A
By Region									
• Northwest	5	5	54,370	44,100	N/A	N/A	50,000	N/A	N/A
• Southwest	4	4	59,475	38,200	N/A	N/A	N/A	N/A	N/A
• North Central	4	4	46,929	10,562	N/A	N/A	N/A	N/A	N/A
• South Central	13	13	48,353	36,801	36,000	41,000	47,454	52,000	57,500
• Northeast	10	10	49,253	35,673	37,128	40,000	45,000	52,089	66,526
• Southeast	15	15	62,191	84,400	37,128	45,000	55,000	72,000	109,000
By Field of Service			Median						
<i>Median Only (50th Percentile)</i>	Child Care/Child Welfare (5)		66,527						
	Counseling/BH/MH (13)		55,000						
	Education Services (5)		50,000						
	Housing/Shelter (5)		50,000						



CATEGORY 300: ACCOUNTING/FINANCE POSITIONS

Accounting Supervisor

Short Job Description:

Provides day-to-day supervision to one or more general accounting functions such as accounts payable, accounts receivable and payroll. Ensures accuracy and compliance with accounting policies and procedures. Researches and resolves related problems. Typically supervises one to five hourly accounting staff.

***Other similar job titles:** Accounts Payable/Receivable Supervisor, Billing Supervisor, Payroll Supervisor

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	22	22	44,970	53,600	29,952	38,000	41,442	51,000	57,500
By Budget Size									
• \$5M-\$15M	8	8	37,768	13,160	30,000	33,257	38,098	39,550	41,442
• Over \$15 M	9	9	56,128	33,554	43,446	47,133	53,000	57,500	74,800
By # of Employees									
• 0 Employees	4	4	35,482	23,733	N/A	N/A	N/A	N/A	N/A
• 1 - 5 Employees	9	9	44,252	27,500	30,000	33,257	43,446	51,000	57,500
By Level of Education									
• Associate's Degree	3	3	36,797	17,133	N/A	N/A	N/A	N/A	N/A
• Bachelor's Degree	5	5	44,668	27,548	N/A	N/A	43,446	N/A	N/A
By Sex of Employee									
• Female	12	12	40,271	29,038	23,962	30,000	41,442	47,133	51,000
By Race/Ethnicity									
• White, Non-Hispanic	8	8	38,904	27,038	23,962	29,952	41,442	43,446	48,270
By # of Years in Position									
• 1-5 Years	5	5	36,568	21,048	N/A	N/A	33,257	N/A	N/A
• 11-20 Years	5	5	57,902	14,340	N/A	N/A	47,133	N/A	N/A
By Region									
• Northwest	3	3	38,172	81,258	N/A	N/A	N/A	N/A	N/A
• South Central	5	5	43,337	27,500	N/A	N/A	39,550	N/A	N/A
• Northeast	8	8	47,331	44,848	29,952	38,633	43,446	51,000	53,000
• Southeast	11	11	48,208	38,367	38,633	38,756	47,132	51,000	57,500
By Field of Service									
<i>Median Only (50th Percentile)</i>	Counseling/BH/MH (11) Education Services (5)		Median 48,270 23,400						



CATEGORY 300: ACCOUNTING/FINANCE POSITIONS

Senior Accountant

Short Job Description:

Working under only general supervision, performs relatively complex accounting duties including maintenance and analysis of accounting records, preparation of accounting schedules, reports and financial statements; Prepares journal entries and reconciles ledger accounts; Ensures compliance with generally accepted accounting principles and organization's policies, procedures and contracts. May prepare federal, state and local tax returns. Does not supervise but may advise less experienced accounting staff.

***Other similar job titles:** Accountant III, Financial Analyst

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	28	28	44,784	50,388	30,000	37,000	47,900	51,500	56,750
By Budget Size									
• \$750,001-\$2M	4	4	33,163	30,720	N/A	N/A	N/A	N/A	N/A
• \$2M-5M	4	4	39,553	50,388	N/A	N/A	N/A	N/A	N/A
• \$5M-\$15M	10	10	48,267	21,381	35,131	48,000	50,675	54,490	55,000
• Over \$15 M	9	9	53,380	25,192	35,808	37,600	47,900	50,000	56,750
By # of Employees									
• 0 Employees	18	18	44,497	45,088	33,530	37,100	44,000	51,500	55,000
• 1 - 5 Employees	5	5	43,013	37,312	N/A	N/A	48,000	N/A	N/A
By Level of Education									
• Associate's Degree	3	3	41,880	17,145	N/A	N/A	N/A	N/A	N/A
• Bachelor's Degree	18	18	43,893	45,088	19,200	37,100	44,000	54,490	56,512
By Sex of Employee									
• Male	7	7	43,920	35,800	19,200	37,600	49,719	50,000	54,490
• Female	16	16	44,285	45,088	33,530	35,808	44,000	50,675	56,512
By Race/Ethnicity									
• White, Non-Hispanic	18	18	42,932	45,033	19,200	35,809	40,209	49,920	51,500
By # of Years in Position									
• 1-5 Years	12	12	40,856	45,088	15,912	33,530	37,100	49,920	56,512
• 6-10 Years	6	6	48,772	16,890	37,600	48,000	50,675	51,500	54,490
• 11-20 Years	4	4	45,777	21,100	N/A	N/A	N/A	N/A	N/A
By Region									
• Southwest	6	6	37,240	40,800	19,200	30,000	35,131	40,209	40,209
• North Central	3	3	43,637	44,088	N/A	N/A	N/A	N/A	N/A
• South Central	9	9	48,166	26,470	33,530	37,600	49,920	55,000	56,512
• Northeast	10	10	45,605	24,192	35,808	37,100	41,434	50,365	56,512
• Southeast	12	12	51,183	28,700	37,600	41,434	50,000	56,750	61,000
By Field of Service			Median						
<i>Median Only (50th Percentile)</i>		Counseling/BH/MH (10)	48,000						
		Education Services (9)	37,000						
		Family Supp & Presrvtion (5)	37,000						
		Health/Health Education (5)	41,434						



CATEGORY 300: ACCOUNTING/FINANCE POSITIONS

Bookkeeper/Staff Accountant

Short Job Description:

Performs various professional accounting duties including maintenance and analysis of accounting records, preparation of accounting schedules, reports and financial statements; Prepares journal entries and reconciles ledger accounts; Ensures compliance with generally accepted accounting principles and organizational policies, procedures and contracts. May prepare federal, state and local tax returns.

**Other similar job titles:* Financial Analyst, Accounting Officer, Grants/Contracts Analyst

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	64	71	37,723	95,000	15,000	31,701	35,672	41,600	50,204
By Budget Size									
• \$250,001-500,000	6	6	25,380	42,380	11,700	13,500	20,000	29,000	29,000
• \$500,001-\$750,000	6	6	38,311	31,540	15,000	41,600	41,600	43,525	43,525
• \$750,001-\$2M	9	9	28,219	40,500	9,000	13,000	33,445	38,000	40,000
• \$2M-5M	7	14	48,788	61,070	27,930	31,800	35,150	70,444	88,813
• \$5M-\$15M	20	20	38,023	20,595	32,760	34,000	36,036	40,700	43,000
• Over \$15 M	12	12	36,453	17,799	28,000	30,680	35,400	39,000	45,000
By # of Employees									
• 0 Employees	47	50	35,232	42,380	15,000	31,701	35,880	41,600	45,799
• 1 - 5 Employees	3	3	30,732	28,300	N/A	N/A	N/A	N/A	N/A
By Level of Education									
• High School Diploma	7	7	29,964	23,105	15,000	15,000	34,900	35,000	36,036
• Associate's Degree	10	10	38,287	25,500	24,000	34,465	38,000	43,000	48,000
• Bachelor's Degree	39	39	40,421	77,300	15,225	32,117	37,648	45,000	54,080
• Master's Degree	3	3	34,843	13,670	N/A	N/A	N/A	N/A	N/A
By Sex of Employee									
• Male	6	6	39,921	10,000	35,000	35,000	39,000	43,525	43,525
• Female	48	50	42,380	20,800	15,000	30,467	35,150	41,600	45,799
By Race/Ethnicity									
• Black/African American	3	3	39,745	5,564	N/A	N/A	N/A	N/A	N/A
• White, Non-Hispanic	37	37	34,656	42,380	15,000	27,930	35,000	38,000	40,700
By # of Years in Position									
• 1-5 Years	30	30	34,376	77,300	13,500	30,000	35,880	40,700	42,441
• 6-10 Years	19	19	44,815	73,813	28,000	35,000	41,600	49,500	70,444
• 11-20 Years	8	8	29,047	26,204	24,000	34,465	37,200	48,000	50,204
By Region									
• Northwest	4	4	37,118	7,600	N/A	N/A	N/A	N/A	N/A
• Southwest	12	14	30,401	34,525	9,000	27,930	32,117	34,000	37,200
• North Central	8	8	34,036	31,540	15,000	28,000	33,445	40,700	41,600
• South Central	26	30	39,884	55,000	15,000	30,000	35,400	45,000	70,444
• Northeast	9	9	37,386	24,595	28,000	32,117	35,880	41,600	42,441
• Southeast	23	23	41,885	84,000	30,139	36,900	39,000	43,000	52,595
By Field of Service									
<i>Median Only (50th Percentile)</i>			Median			Median			
	Association/Support Org (5)		32,000	Employment/Economic (9)		50,204			
	Counseling/BH/MH (16)		34,900	Family Supp & Presrvtion (8)		32,760			
	Culture/Arts (5)		37,648	Health/Health Education (10)		34,000			
	Education Services (15)		35,880	Housing/Shelter (8)		34,465			



CATEGORY 300: ACCOUNTING/FINANCE POSITIONS

Payroll Specialist

Short Job Description:

Performs various clerical payroll and accounting tasks such as processing semi-monthly payrolls, entering payroll data into the system database, verifying accuracy of figures and computations, and balancing and reconciling accounts.

***Other similar job titles:** Payroll Administrator, Payroll Coordinator, Payroll Management Analyst

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	44	44	40,044	50,675	25,480	31,500	38,000	46,000	54,000
By Budget Size									
• \$2M-5M	4	4	45,781	16,820	N/A	N/A	N/A	N/A	N/A
• \$5M-\$15M	16	16	41,362	45,475	30,000	34,320	39,978	45,781	50,000
• Over \$15 M	21	21	42,134	36,795	29,000	32,000	39,400	51,000	55,000
By # of Employees									
• 0 Employees	34	34	40,143	48,270	25,580	34,320	38,000	45,500	55,000
By Level of Education									
• High School Diploma	11	11	42,395	42,475	29,000	37,600	39,744	45,500	49,100
• Associate's Degree	11	11	40,172	30,829	29,120	31,500	37,000	42,300	52,000
• Bachelor's Degree	15	15	38,563	36,795	25,480	34,400	39,400	46,000	55,000
By Sex of Employee									
• Male	3	3	38,154	25,895	N/A	N/A	N/A	N/A	N/A
• Female	36	36	41,300	48,270	29,120	34,400	39,400	46,000	52,000
By Race/Ethnicity									
• White, Non-Hispanic	32	32	41,231	48,270	25,480	34,400	39,400	46,000	55,000
By # of Years in Position									
• 1-5 Years	14	14	39,314	34,520	25,480	34,320	37,000	44,000	52,000
• 6-10 Years	6	6	41,000	25,000	30,000	31,500	34,400	49,100	49,100
• 11-20 Years	12	12	42,657	36,744	23,205	38,000	39,987	45,781	51,000
• Over 20 Years	6	6	40,494	46,475	25,000	29,000	35,042	42,300	42,300
By Region									
• Northwest	6	6	44,318	25,000	30,000	39,400	41,725	54,000	54,000
• Southwest	9	9	39,566	31,795	23,205	30,000	39,400	42,300	54,000
• North Central	7	7	40,814	30,000	25,000	30,000	37,600	49,100	54,000
• South Central	19	19	39,187	50,675	25,480	30,000	36,500	45,500	54,000
• Northeast	11	11	42,798	48,270	23,205	29,900	38,000	51,000	55,000
• Southeast	18	18	46,936	48,270	32,000	38,000	46,000	52,000	59,949
By Field of Service									
<i>Median Only (50th Percentile)</i>	Counseling/BH/MH (19)		Median						
	Education Services (8)		38,000						
	Housing/Shelter (5)		40,144						
			40,144						



CATEGORY 300: ACCOUNTING/FINANCE POSITIONS

Accounting Clerk

Short Job Description:

Processes/posts a variety of accounting transactions such as invoices, payments and expenses in accordance with department procedures. Maintains accounting files. Checks and verifies accounting data; Enters data into computerized accounting system and uses system to research questions and generate reports. Performs related general clerical data.

***Other similar job titles:** Accounting Assistant, Billing Clerk, Bookkeeping Assistant, Finance Assistant, Payroll Clerk

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	79	84	30,904	40,644	21,119	25,000	30,000	36,292	41,600
By Budget Size									
• \$750,001-\$2M	11	11	26,948	40,644	11,000	20,000	22,865	27,300	50,682
• \$2M-5M	15	18	36,226	26,800	24,930	30,000	38,900	41,600	43,517
• \$5M-\$15M	29	32	30,140	22,304	22,637	25,000	27,580	35,169	38,279
• Over \$15 M	21	21	29,944	22,005	19,856	26,300	30,800	33,000	36,795
By # of Employees									
• 0 Employees	63	69	31,234	35,644	21,840	24,960	30,127	36,473	41,600
By Level of Education									
• High School Diploma	14	18	29,652	21,511	23,795	26,000	29,100	31,637	33,500
• Associate's Degree	12	12	30,469	20,244	19,856	27,800	30,000	32,843	35,000
• Bachelor's Degree	13	13	29,452	18,200	20,800	22,800	28,080	31,200	36,473
By Sex of Employee									
• Female	43	43	30,522	30,826	22,800	26,000	30,000	33,000	38,000
By Race/Ethnicity									
• Black/African American	6	6	33,132	24,520	22,800	24,400	30,800	37,000	37,000
• Hispanic/Latino	3	3	34,427	10,000	N/A	N/A	N/A	N/A	N/A
• White, Non-Hispanic	54	59	30,764	35,644	21,119	25,000	30,000	34,600	41,600
By # of Years in Position									
• 1-5 Years	11	17	30,564	22,717	22,006	23,795	31,000	34,169	36,473
• 6-10 Years	8	8	32,589	25,682	25,000	25,475	30,000	39,000	50,682
• 11-20 Years	8	8	31,416	23,185	21,119	26,499	29,229	31,100	41,571
• Over 20 Years	6	6	27,092	19,300	20,800	22,000	24,000	31,351	31,351
By Region									
• Northwest	13	15	27,701	17,000	22,006	23,795	26,499	30,000	34,000
• Southwest	13	16	28,900	18,981	21,840	24,930	29,000	31,100	34,000
• North Central	10	10	30,291	17,000	22,000	29,000	30,000	34,000	34,169
• South Central	35	35	31,415	39,682	20,800	24,400	30,000	36,473	43,517
• Northeast	19	19	31,490	27,309	21,119	24,400	33,000	36,473	39,000
• Southeast	30	30	34,519	23,564	21,119	30,000	35,297	39,000	41,600
By Field of Service									
<i>Median Only (50th Percentile)</i>	Advocacy/Public Affairs (8) Aging (5) Association/Support Org (5) Child Care/Child Welfare (7) Counseling/BH/MH (27)		Median 29,702 31,637 27,800 30,000 28,080	Education Services (14) Employment/Economic (5) Family Supp & Presrvtion (8) Health/Health Education (9) Housing/Shelter (14)	Median 29,702 30,000 27,580 24,400 27,300	Youth (6)	Median 33,500		



Director, Human Resources

Short Job Description:

Directs the human resources functions including employment, compensation, benefits, training, affirmative action/equal employment, employee relations and services in support of organization objectives. Advises management on labor and other legal issues relative to employment. Participates as member of the senior management team in the development and implementation of organization wide policies and programs that will contribute to its overall success. The primary differences between the he director and manager level (see next position) are that the director is a key member of the senior management team, reports to the Executive Director/CEO and typically manages professional and/or supervisory staff.

***Other similar job titles:** Vice President of Human Resources, Corporate Officer for Human Resources, Director of Personnel

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	52	52	76,566	174,981	43,000	60,000	75,000	86,534	105,600
By Budget Size									
• \$750,001-\$2M	3	3	56,273	42,981	N/A	N/A	N/A	N/A	N/A
• \$2M-5M	9	9	67,696	55,000	35,000	50,000	69,100	76,000	90,000
• \$5M-\$15M	19	19	67,121	85,590	43,000	52,000	67,000	73,000	90,000
• Over \$15 M	20	20	92,652	162,389	47,000	78,312	83,913	101,500	110,000
By # of Emp. Supervised									
• 0 Employees	4	4	48,664	42,981	N/A	N/A	N/A	N/A	N/A
• 1 - 5 Employees	30	30	79,054	172,000	47,000	61,800	73,000	86,534	108,000
• 6-20 Employees	8	8	81,288	60,989	44,611	52,000	83,595	100,000	101,500
By Level of Education									
• Associate's Degree	3	3	58,867	38,600	N/A	N/A	N/A	N/A	N/A
• Bachelor's Degree	24	24	76,166	90,571	43,000	67,121	75,000	86,534	100,000
• Master's Degree	15	15	77,833	172,000	37,000	50,000	67,000	83,595	105,600
By Sex of Employee									
• Male	13	13	82,777	75,590	47,000	67,000	82,000	88,500	110,000
• Female	32	32	72,488	174,981	37,000	50,000	67,420	85,000	100,000
By Race/Ethnicity									
• Black/African American	11	11	72,399	79,590	43,000	55,000	69,100	75,000	90,000
• White, Non-Hispanic	33	33	76,494	174,981	37,000	50,000	75,000	88,500	105,600
By # of Years in Position									
• 0-5 Years	17	17	70,513	67,000	52,000	60,000	67,420	82,000	83,595
• 6-10 Years	12	12	68,793	90,571	32,019	44,611	61,800	86,000	108,000
• 11-20 Years	10	10	85,477	172,000	35,000	67,121	73,000	90,000	95,000
• Over 20 Years	6	6	86,117	62,600	43,000	81,600	85,000	101,500	101,500
By Region									
• Northwest	6	6	70,423	37,763	44,637	52,000	73,000	88,500	88,500
• Southwest	8	8	77,679	53,000	55,000	67,121	73,000	78,312	88,500
• North Central	8	8	64,873	71,000	15,000	55,000	67,420	75,000	82,400
• South Central	21	21	70,735	90,571	35,000	47,000	73,000	83,913	101,500
• Northeast	14	14	83,067	93,000	37,000	67,420	83,595	101,500	122,590
• Southeast	23	23	89,585	147,000	61,800	73,000	83,595	95,000	110,000
By Field of Service									
<i>Median Only (50th Percentile)</i>	Advocacy/Public Affairs (3) Aging (3) Association/Support Org (3) Child Care/Child Welfare (8) Counseling/BH/MH (16)		Median 55,000 55,000 43,000 55,000 81,600	Education Services (11) Employment/Economic (3) Family Supp & Presrvtion (4) Health/Health Education (9) Housing/Shelter (4)		Median 67,121 67,121 67,121 67,121 44,637	Youth (5)		Median 67,000



Human Resources Manager

Short Job Description:

Manages several functions in the human resource department such as employment, compensation, benefits, training and employment relations. Advises managers and staff on employment laws, policies and practices. Ensures organization practices are in compliance with laws. Participates in the development and implementation of new policies and practices. The Manager position may manage hourly positions, may report to a second level executive (e.g. Chief Financial Officer, Director of Administration), be the sole human resources practitioner in a small organization, have responsibility for implementing the human resources program but be less involved in the design of human resources strategy.

***Other similar job titles:** Employee Relations Manager, Manager of Employee Services

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	33	33	50,912	73,000	38,500	45,000	49,883	56,925	72,000
By Budget Size									
• \$750,001-\$2M	3	3	35,667	29,000	N/A	N/A	N/A	N/A	N/A
• \$2M-5M	3	3	42,353	7,740	N/A	N/A	N/A	N/A	N/A
• \$5M-\$15M	13	13	50,694	23,500	38,500	45,000	50,000	56,333	56,925
• Over \$15 M	14	14	59,854	57,650	39,350	47,180	53,000	72,000	97,000
By # of Emp. Supervised									
• 0 Employees	10	10	48,730	22,740	39,260	45,000	46,338	53,000	56,925
• 1 - 5 Employees	16	16	56,212	56,212	45,000	45,000	54,000	62,000	72,000
By Level of Education									
• High School Diploma	5	5	46,862	23,500	N/A	N/A	45,000	N/A	N/A
• Bachelor's Degree	12	12	47,666	32,925	24,000	45,000	47,000	53,000	56,334
• Master's Degree	9	9	61,261	40,650	39,350	46,000	62,000	72,000	75,650
By Sex of Employee									
• Male	3	3	51,450	22,650	N/A	N/A	N/A	N/A	N/A
• Female	25	25	52,236	56,000	39,260	45,000	49,550	56,925	72,000
By Race/Ethnicity									
• Black/African-American	3	3	48,500	23,500	N/A	N/A	N/A	N/A	N/A
• White, Non-Hispanic	24	24	52,531	56,000	39,260	45,000	49,550	56,925	72,000
By # of Years in Position									
• 0-5 Years	12	12	51,213	56,000	24,000	45,000	46,338	56,333	62,000
• 6-10 Years	9	9	54,145	37,150	38,500	39,350	54,000	56,925	72,000
• 11-20 Years	6	6	52,229	23,090	39,260	47,180	49,546	62,000	62,000
By Region									
• Northwest	4	4	52,980	6,787	N/A	N/A	N/A	N/A	N/A
• Southwest	5	5	52,762	32,740	N/A	N/A	50,000	N/A	N/A
• North Central	6	6	43,899	32,333	24,000	39,260	40,800	53,000	53,000
• South Central	12	12	48,117	16,334	30,000	39,350	46,334	53,000	62,000
• Northeast	10	10	54,614	57,740	39,260	46,338	49,550	56,925	62,000
• Southeast	18	18	54,017	41,500	39,260	45,000	49,883	62,000	62,350
By Field of Service									
<i>Median Only (50th Percentile)</i>	Child Care/Child Welfare (5)		Median						
	Counseling/BH/MH (18)		49,883						
	Education Services (7)		49,883						



Benefits Manager

Short Job Description:

Under general supervision, develops and administers organization's employee benefits program including health and retirement plans. Assists in developing an overall benefits philosophy for the organization. Researches, designs and evaluates benefits options. Serves as liaison between organization and various benefits vendors. Manages employee enrollment process.

***Other similar job titles:** Benefits Coordinator, Benefits Specialist, Human Resources Benefits Administrator

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	13	13	48,384	36,700	28,300	43,908	47,000	58,000	63,000
By Budget Size									
• Over \$15 M	8	8	45,886	34,700	28,300	43,908	45,000	47,000	50,000
By # of Emp. Supervised									
• 0 Employees	6	6	46,031	36,700	28,300	33,600	43,982	58,302	58,3025
• 1 - 5 Employees	5	5	52,162	19,092	N/A	N/A	50,000	N/A	N/A
By Level of Education									
• Associate's Degree	3	3	41,161	12,300	N/A	N/A	N/A	N/A	N/A
• Bachelor's Degree	6	6	53,267	36,700	28,300	47,000	58,000	63,000	63,000
By Sex of Employee									
• Male									
• Female	11	11	48,818	36,700	28,300	43,908	47,000	58,000	63,000
By Race/Ethnicity									
• White, Non-Hispanic	8	8	48,511	36,700	28,300	33,600	45,900	58,302	58,302
By # of Years in Position									
• 0-5 Years	5	5	48,117	34,700	N/A	N/A	47,000	N/A	N/A
By Region									
• Southwest	4	4	43,375	13,400	N/A	N/A	N/A	N/A	N/A
• North Central	4	4	54,326	18,000	N/A	N/A	N/A	N/A	N/A
• South Central	6	6	48,201	36,700	28,300	43,908	47,000	58,000	58,000
• Northeast	5	5	47,578	14,092	N/A	N/A	45,000	N/A	N/A
• Southeast	6	6	50,982	19,092	43,908	43,982	47,000	58,000	58,000
By Field of Service									
<i>Median Only (50th Percentile)</i>			Median						
	Counseling/BH/MH (6)		45,000						
	Education Services (4)		45,900						
	Health/Health Education (4)		45,000						



Human Resources Representative or Specialist

Short Job Description:

Performs a wide variety of professional level human resource functions including recruiting, interviewing and hiring staff, administering benefits, and or compensation programs resolving employee relation issues; Counseling staff and advising managers and supervisors; Conducting exit interviews; Interpreting human resources policies and laws.

***Other similar job titles:** Benefits Analyst, Human Resources Recruiter, Workers Comp Specialist

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	31	31	40,444	36,000	31,750	35,000	39,000	43,000	54,000
By Budget Size									
• \$5M-\$15M	8	8	39,566	27,075	27,000	27,000	41,521	43,000	47,000
• Over \$15 M	20	20	36,909	22,250	33,500	34,000	37,500	42,000	47,000
By # of Emp. Supervised									
• 0 Employees	19	19	39,109	27,075	31,750	35,000	38,992	42,000	44,700
By Level of Education									
• High School Diploma	4	4	45,338	29,089	N/A	N/A	N/A	N/A	N/A
• Bachelor's Degree	17	17	38,390	27,075	31,750	34,000	38,000	41,521	43,000
• Master's Degree	4	4	47,125	15,500	N/A	N/A	N/A	N/A	N/A
By Sex of Employee									
• Female	22	22	39,886	30,500	31,750	35,000	38,000	43,000	47,000
By Race/Ethnicity									
• Black/African-American	7	7	38,022	9,000	34,000	35,000	37,440	38,992	42,000
• White, Non-Hispanic	15	15	41,117	30,500	31,750	35,000	40,800	44,700	54,075
By # of Years in Position									
• 0-5 Years	18	18	39,562	30,500	33,570	35,000	38,000	42,000	43,000
• 6-10 Years	5	5	40,872	15,250	N/A	N/A	N/A	N/A	N/A
By Region									
• Northwest	3	3	33,833	12,000	N/A	N/A	N/A	N/A	N/A
• Southwest	5	5	35,882	20,000	N/A	N/A	34,000	N/A	N/A
• North Central	5	5	42,740	30,500	N/A	N/A	44,700	N/A	N/A
• South Central	12	12	41,797	36,000	37,000	31,750	37,500	47,000	57,500
• Northeast	10	10	40,952	20,505	33,570	35,720	40,300	44,700	47,000
• Southeast	19	19	41,971	20,164	35,000	38,000	41,521	43,000	47,000
By Field of Service			Median						
<i>Median Only</i> <i>(50th Percentile)</i>		Child Care/Child Welfare (4)	35,720						
		Counseling/BH/MH (15)	40,300						
		Education Services (5)	38,000						
		Health/Health Education (5)	36,500						



Human Resources Assistant

Short Job Description:

Performs a variety of skilled administrative and clerical duties directly related to human resources activities. These include maintaining employee databases and files; Processing status changes; Assisting employees to sign up/apply for benefits; Screening resumes/application forms; Scheduling interviews for others; Checking references; Compiling data and preparing routine and special reports; Providing information to employees on policies and procedures; Participating in employee activities, etc. May provide secretarial support to human resources managers and staff.

***Other similar job titles:** Employee Benefits Coordinator, Human Resources Generalist

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	34	34	31,095	30,530	22,000	26,000	30,000	35,190	39,000
By Budget Size									
• \$2M-\$5M	3	3	31,263	13,000	N/A	N/A	N/A	N/A	N/A
• \$5M-\$15M	11	11	32,510	17,516	22,000	26,330	35,000	37,925	39,000
• Over \$15 M	18	18	30,985	30,530	23,500	26,000	29,000	33,778	
By # of Emp. Supervised									
• 0 Employees	27	27	31,620	30,530	24,024	27,300	31,000	35,000	37,925
By Level of Education									
• High School Diploma	15	15	31,911	26,330	23,400	26,331	31,990	35,000	39,516
• Bachelor's Degree	12	12	33,118	24,000	26,000	28,000	31,000	35,190	39,000
By Sex of Employee									
• Male	3	3	31,433	11,700	N/A	N/A	N/A	N/A	N/A
• Female	27	27	32,171	30,530	24,024	26,331	31,990	35,190	38,500
By Race/Ethnicity									
• Black/African-American	7	7	35,019	10,516	29,000	30,000	35,190	37,925	38,500
• White, Non-Hispanic	20	20	31,795	30,530	23,400	26,331	30,000	33,990	39,000
By # of Years in Position									
• 0-5 Years	18	18	31,300	30,530	23,400	27,300	30,000	35,000	36,400
• 6-10 Years	10	10	31,995	15,492	24,024	26,331	30,000	38,500	39,000
By Region									
• Northwest	6	6	26,709	4,976	24,024	24,900	26,331	28,000	28,000
• Southwest	5	5	25,478	7,000	N/A	N/A	28,000	N/A	N/A
• North Central	7	7	27,861	14,400	22,000	26,000	27,300	28,000	29,000
• South Central	14	14	30,152	18,716	20,800	25,600	29,000	35,190	39,000
• Northeast	11	11	30,331	20,042	19,470	26,000	29,000	33,778	33,779
• Southeast	17	17	35,259	21,510	29,000	30,000	33,779	37,925	39,516
By Field of Service									
<i>Median Only (50th Percentile)</i>			Median						
			Child Care/Child Welfare (4)						
			Counseling/BH/MH (17)						
			Education Services (6)						
			Health/Health Education (4)						
			Housing/Shelter (4)						



CATEGORY 500: VOLUNTEER MANAGEMENT POSITIONS

Volunteer Director

Short Job Description:

Recruits, trains, and coordinates the activities of the organization's volunteers. Maintains volunteer database. Nurtures volunteers to improve their connection with the organization. Identifies work throughout the organization that can be accomplished by volunteers and promotes their services. Recognizes volunteer service on a regular basis, both formally and informally. Identifies leaders among the volunteers and recruits them for additional responsibilities.

***Other similar job titles:** Community Outreach Director, Volunteer Manager

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	34	34	40,572	65,766	20,000	31,300	36,690	51,250	62,727
By Budget Size									
• \$250,001-500,000	7	7	26,836	21,184	17,316	20,000	21,938	34,500	34,800
• \$750,001-\$2M	10	10	40,800	43,300	28,000	32,019	36,690	41,886	52,000
• \$2M-5M	5	5	41,204	36,463	N/A	N/A	37,440	N/A	N/A
• \$5M-\$15M	7	30	38,064	38,401	25,000	33,292	35,000	40,000	51,000
• Over \$15 M	4	4	61,780	31,082	N/A	N/A	N	N/A	N/A
By # of Emp. Supervised									
• 0 Employees	21	21	37,641	65,766	20,000	26,264	34,800	41,886	52,000
• 1 - 5 Employees	7	7	50,315	42,236	32,764	36,000	51,250	58,401	60,787
By Level of Education									
• High School Diploma	3	3	33,355	4,700	N/A	N/A	N/A	N/A	N/A
• Associate's Degree	3	3	50,500	37,000	N/A	N/A	N/A	N/A	N/A
• Bachelor's Degree	17	17	35,088	41,085	20,000	24,000	34,500	41,886	50,000
• Master's Degree	6	6	45,367	42,727	20,000	36,690	40,000	60,787	60,787
By Sex of Employee									
• Male	4	4	44,173	15,310	N/A	N/A	N/A	N/A	N/A
• Female	28	28	39,487	22,171	20,000	28,000	36,000	51,250	75,000
By Race/Ethnicity									
• White, Non-Hispanic	28	28	39,605	65,766	20,000	28,000	36,690	47,590	60,787
By # of Years in Position									
• 1-5 Years	19	19	38,067	42,727	21,938	28,000	36,000	47,590	52,000
• 6-10 Years	7	7	34,775	43,471	17,316	20,000	34,500	38,800	40,000
• 11-20 Years	3	3	51,192	38,310	N/A	N/A	N/A	N/A	N/A
By Region									
• Southwest	4	4	36,195	24,986	N/A	N/A	N/A	N/A	N/A
• North Central	4	4	43,435	53,062	N/A	N/A	N/A	N/A	N/A
• South Central	12	12	38,539	57,684	17,316	32,019	36,690	38,500	58,401
• Northeast	7	7	45,866	39,000	32,300	36,690	52,000	58,401	60,787
• Southeast	13	13	43,914	63,082	20,000	24,000	47,590	58,401	62,727
By Field of Service			Median		Median				
<i>Median Only (50th Percentile)</i>	Association/Support Org (4)		62,727	Housing/Shelter (5)		32,764			
	Counseling/BH/MH (3)		52,000	Family Supp & Presrvtion (3)		32,764			
	Education Services (3)		32,764	Health/Health Education (3)		52,000			



CATEGORY 500: VOLUNTEER MANAGEMENT POSITIONS

Volunteer Coordinator

Short Job Description:

Responsible for recruiting new volunteers, training and coordinating the organization's volunteer staff. Provides administrative support to the program.

***Other similar job titles:** Community Outreach Coordinator, Partnership Development Specialist

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	42	64	35,131	43,000	25,500	31,000	33,000	40,000	49,000
By Budget Size									
• \$250,001-500,000	6	6	29,667	34,000	15,000	16,000	23,000	45,000	45,000
• 500,001-\$750,000	5	5	32,345	17,000	N/A	N/A	28,645	N/A	N/A
• \$750,001-\$2M	18	18	35,143	38,906	25,495	30,394	32,500	39,312	43,000
• \$2M-5M	4	4	31,116	29,536	N/A	N/A	N/A	N/A	N/A
• \$5M-\$15M	8	30	38,300	32,613	32,074	33,825	35,000	40,000	50,038
By # of Emp. Supervised									
• 0 Employees	30	50	35,171	42,613	25,000	31,000	35,000	39,000	45,000
• 1 - 5 Employees	3	4	42,322	16,526	N/A	N/A	N/A	N/A	N/A
By Level of Education									
• High School Diploma	7	8	37,227	34,613	23,000	28,080	35,000	38,949	50,038
• Associate's Degree	5	6	35,691	41,053	16,000	25,500	32,000	46,592	46,592
• Bachelor's Degree	18	36	35,619	36,000	30,000	32,000	35,000	39,000	43,000
• Master's Degree	5	6	31,749	17,000	25,000	35,000	25,495	35,000	35,000
By Sex of Employee									
• Male	2	4	30,984	12,000	N/A	N/A	N/A	N/A	N/A
• Female	33	54	35,953	42,613	16,000	32,000	35,000	39,497	46,612
By Race/Ethnicity									
• White, Non-Hispanic	32	52	35,527	42,613	25,000	30,394	35,000	39,000	46,612
By # of Years in Position									
• 0-5 Years	26	42	33,685	31,612	25,000	30,000	34,670	39,000	42,000
• 6-10 Years	6	8	40,521	18,926	32,074	35,000	37,000	45,000	48,6005
• 11-20 Years	2	5	42,768	24,253	N/A	N/A	38,949	N/A	N/A
By Region									
• Southwest	4	4	26,059	15,000	N/A	N/A	N/A	N/A	N/A
• North Central	4	4	29,698	15,000	N/A	N/A	N/A	N/A	N/A
• South Central	18	41	38,435	64,360	28,645	32,640	35,000	40,000	50,038
• Northeast	6	6	35,163	30,592	16,000	30,394	36,492	42,000	42,000
• Southeast	15	14	38,542	38,906	28,000	32,500	39,949	42,000	49,000
By Field of Service									
<i>Median Only (50th Percentile)</i>	Advocacy/Public Affairs (3) Aging (3) Counseling/BH/MH (5) Culture/Arts (4) Education Services (12)		Median 28,080 32,074 32,000 37,000 35,000	Health/Health Education (4) Housing/Shelter (5) Youth (31)	Median 30,000 32,500 35,000				Median



Facilities Manager

Short Job Description:

Manages the construction and maintenance of facilities, grounds and equipment. Plans, budgets and schedules facilities modifications. Ensures compliance with government health and safety standards. Reviews/analyzes proposals for capital projects and advises senior management on acceptance. Manages capital projects to ensure compliance with budgets and contracts. Manages service contracts. Supervises maintenance and technical staff. May have responsibility for maintenance of organization's vehicles.

***Other similar job titles:** Chief of Maintenance and Security, Director of Physical Plant, Facilities Services Director

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	56	56	51,175	81,932	29,120	37,440	50,700	59,300	72,892
By Budget Size									
• \$250,001-500,000	3	3	25,269	55,808	N/A	N/A	N/A	N/A	N/A
• \$750,001-\$2M	7	7	40,395	36,932	16,068	28,000	48,000	50,700	52,000
• \$2M-5M	10	10	46,137	30,000	35,000	36,400	44,800	49,686	64,890
• \$5M-\$15M	18	18	37,000	62,500	37,000	49,629	56,280	60,000	68,000
• Over \$15 M	15	15	64,292	45,886	46,000	40,000	57,000	60,000	78,000
By # of Emp. Supervised									
• 0 Employees	6	6	33,233	33,000	20,000	27,000	28,000	36,400	36,400
• 1 - 5 Employees	33	33	51,979	81,932	31,200	44,800	50,000	57,000	68,000
• 6-20 Employees	12	12	58,045	53,791	36,095	51,000	57,200	60,000	72,892
By Level of Education									
• High School Diploma	17	17	48,185	52,892	27,000	33,500	52,000	57,636	60,000
• Vocational	4	4	53,009	14,000	N/A	N/A	N/A	N/A	N/A
• Associate's Degree	6	6	55,095	53,791	36,095	36,400	44,000	64,890	64,890
• Bachelor's Degree	18	18	49,906	51,313	31,200	37,440	49,686	54,683	68,000
• Master's Degree	4	4	75,230	48,080	N/A	N/A	N/A	N/A	N/A
By Sex of Employee									
• Male	46	46	53,316	81,932	35,000	44,800	51,600	60,000	72,892
• Female	6	6	38,622	34,683	20,000	27,000	31,200	53,851	53,851
By Race/Ethnicity									
• White, Non-Hispanic	47	47	51,810	81,932	28,000	39,000	50,700	59,300	68,000
By # of Years in Position									
• 0-5 Years	21	21	50,671	81,932	20,000	31,200	51,600	60,000	89,886
• 6-10 Years	15	15	51,230	45,000	33,500	39,000	50,700	57,636	65,000
• 11-20 Years	11	11	53,364	37,892	35,000	49,686	53,851	56,280	60,000
• Over 20 Years	5	5	52,943	34,000	N/A	N/A	47,585	N/A	N/A
By Region									
• Northwest	5	5	54,610	9,671	N/A	N/A	57,000	N/A	N/A
• Southwest	4	4	57,000	59,300	N/A	N/A	N/A	N/A	N/A
• North Central	8	8	40,110	18,000	39,000	45,500	26,688	36,096	37,000
• South Central	23	23	44,507	48,932	20,000	37,000	49,686	56,407	60,327
• Northeast	15	15	48,373	40,100	36,400	45,500	51,600	57,636	76,500
• Southeast	57	57	51,337	79,932	31,200	38,950	50,700	59,300	72,892
By Field of Service			Median			Median			Median
<i>Median Only (50th Percentile)</i>	Advocacy/Public Affairs (3)		37,440	Culture/Arts (6)		48,000	Religious (3)		44,800
	Aging (6)		53,851	Education Services (7)		53,851			
	Child Care/Child Welfare (7)		45,500	Health/Health Education (7)		53,851			
	Counseling/BH/MH (7)		51,000	Housing/Shelter (7)		45,000			

Maintenance Supervisor

Short Job Description:

Manages and coordinates the organization's housekeeping operations to ensure facilities are maintained in a clean, safe manner. Ensures custodial and maintenance activities comply with health, fire and other safety regulations. Tours facilities to identify custodial needs. Emphasizes preventive maintenance. Ensures adequate stock of cleaning tools and supplies. Coordinates cleaning and maintenance activities with departments and responds quickly to emergency problems. Supervises and trains staff.

***Other similar job titles:** Assistant Facilities Manager, Building Supervisor, Maintenance Foreman, Construction Supervisor, Custodial Supervisor

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	40	40	39,438	51,482	25,642	31,720	36,500	45,000	51,226
By Budget Size									
• \$750,001-\$2M	5	5	28,027	23,544	N/A	N/A	30,000	N/A	N/A
• \$2M-5M	4	4	32,163	10,864	N/A	N/A	N/A	N/A	N/A
• \$5M-\$15M	15	15	39,997	31,336	31,720	34,000	41,600	43,493	49,000
• Over \$15 M	14	14	45,346	49,482	27,000	34,800	45,000	51,225	63,000
By # of Emp. Supervised									
• 0 Employees	4	4	37,920	61,285	N/A	N/A	N/A	N/A	N/A
• 1 - 5 Employees	16	16	35,411	26,225	25,480	27,000	34,000	38,741	45,000
• 6-20 Employees	13	13	43,475	31,280`	31,720	34,787	43,493	46,300	56,978
By Level of Education									
• High School Diploma	22	22	40,478	61,285	25,000	32,959	35,360	47,000	56,978
• Vocational	3	3	34,641	19,358	N/A	N/A	N/A	N/A	N/A
• Associate's Degree	4	4	38,961	15,000	N/A	N/A	N/A	N/A	N/A
• Bachelor's Degree	5	5	36,368	18,840	N/A	N/A	37,000	N/A	N/A
By Sex of Employee									
• Male	31	31	40,232	51,482	25,480	32,959	38,000	45,840	51,225
• Female	6	6	33,034	28,296	15,197	27,000	34,400	41,616	41,616
By Race/Ethnicity									
• White, Non-Hispanic	32	32	39,949	41,122	25,480	31,720	38,000	42,000	51,225
By # of Years in Position									
• 0-5 Years	17	17	37,339	37,339	25,480	27,000	36,500	47,000	49,000
• 6-10 Years	8	8	42,628	42,628	34,400	34,787	38,741	45,840	46,300
• 11-20 Years	4	4	40,453	13,280	N/A	N/A	N/A	N/A	N/A
• Over 20 Years	6	6	39,240	51,482	25,000	25,000	32,959	42,000	42,000
By Region									
• Northwest	8	8	36,164	20,658	25,642	27,000	33,280	43,493	45,000
• Southwest	6	6	31,364	31,103	15,197	27,000	31,468	36,500	36,500
• North Central	6	6	31,007	12,000	25,000	25,642	27,000	37,000	37,000
• South Central	16	16	33,978	29,978	25,480	30,000	34,800	41,616	45,840
• Northeast	6	6	34,463	24,019	32,959	34,400	45,840	54,300	54,300
• Southeast	40	40	41,166	51,482	25,642	31,720	38,000	46,300	56,978
By Field of Service			Median			Median			
<i>Median Only</i> <i>(50th Percentile)</i>	Aging (3)		43,493	Education Services (10)		38,000			
	Child Care/Child Welfare (3)		51,225	Health/Health Education (6)		35,360			
	Counseling/BH/MH (1)		40,000	Housing/Shelter (6)		31,720			



Maintenance Technician or Specialist

Short Job Description:

Performs a wide variety of semi-skilled maintenance duties related to the organization's residential, program and office facilities. Duties include: routine maintenance of office equipment, painting of facilities, routine plumbing (e.g. repair/replace leaking faucets, unplug blockages), light construction (e.g. shelves, door repair, replacing ceiling tiles), routine electrical (e.g. replace light switches and electric outlets, troubleshooting/repairing fuse outages), preventive maintenance (e.g. clean furnace and air conditioning screens, oil motors, and moving parts) and similar activities.

***Other similar job titles:** Maintenance Mechanic, Structural Trades Worker, Carpenter/Woodworker, Maintenance Mechanic, Pool Manager

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	69	57	30,577	38,979	20,800	24,000	31,000	35,235	42,474
By Budget Size									
• \$750,001-\$2M	4	4	31,212	13,728	N/A	N/A	N/A	N/A	N/A
• \$2M-5M	12	13	27,911	21,360	16,640	20,820	24,960	35,000	38,000
• \$5M-\$15M	25	34	30,781	34,646	21,756	24,582	29,120	35,000	40,000
• Over \$15 M	17	17	34,670	29,514	20,800	31,000	33,200	43,409	47,000
By # of Emp. Supervised									
• 0 Employees	48	55	31,861	34,646	20,800	24,960	31,200	35,000	39,728
By Level of Education									
• High School Diploma	41	47	31,585	33,211	20,800	24,582	33,000	35,527	42,474
• Vocational School	4	4	34,533	25,105	N/A	N/A	N/A	N/A	N/A
• Certification	3	3	32,600	2,800	N/A	N/A	N/A	N/A	N/A
• Associate's Degree	3	3	34,587	18,640	N/A	N/A	N/A	N/A	N/A
By Sex of Employee									
• Male	51	56	31,732	34,646	20,820	25,314	32,778	35,527	42,474
• Female	4	7	28,297	31,040	15,600	20,800	28,000	30,000	30,000
By Race/Ethnicity									
• Black/African-American	8	8	31,609	29,896	16,640	20,820	33,460	35,000	36,296
• White, Non-Hispanic	41	49	30,940	34,819	20,800	24,219	31,200	35,360	42,474
By # of Years in Position									
• 0-5 Years	33	38	30,171	27,231	20,800	23,400	29,120	34,000	40,000
• 6-10 Years	10	10	31,348	22,790	15,773	25,314	33,709	35,527	37,003
• 11-20 Years	12	12	34,426	27,227	21,757	26,000	33,990	36,400	46,536
• Over 20 Years	3	3	29,834	23,940	N/A	N/A	N/A	N/A	N/A
By Region									
• Northwest	12	14	28,771	24,227	15,773	24,900	29,120	33,600	37,003
• Southwest	9	9	27,805	19,180	20,820	20,820	24,900	33,600	36,296
• North Central	9	9	25,726	12,000	28,000	32,600	20,634	24,900	40,000
• South Central	29	35	29,643	33,779	21,694	24,900	28,451	35,000	46,640
• Northeast	13	13	32,322	27,066	19,470	32,400	34,764	38,563	43,409
• Southeast	55	57	33,059	33,779	23,188	26,000	33,460	37,003	43,451
By Field of Service			Median			Median			Median
<i>Median Only (50th Percentile)</i>	Aging (3)		32,000	Culture/Arts (4)		32,778	Youth (7)		29,561
	Association/Support Org (6)		25,000	Education Services (11)		29,120			
	Child Care/Child Welfare (7)		29,120	Health/Health Education (6)		32,400			
	Counseling/BH/MH (22)		33,200	Housing/Shelter (7)		33,600			



Gardener

Short Job Description:

Maintains planted areas or gardens in an attractive, neat manner. Selects and plants appropriate annuals and perennials, shrubs and trees. Tends gardens and grounds with an emphasis on land conservation and care of plant life. Weeds, prunes, trims trees, maintains sprinkler system; Controls pests. May maintain parking lots, driveways and other areas.

***Other similar job titles:** Field Technician, Groundskeeper, Community Garden Manager

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	6	7	24,755	19,093	13,907	17,160	29,120	20,000	30,000
By Budget Size	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
By # of Emp. Supervised	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
By Level of Education									
• High School Diploma	2	3	25,720	12,840	N/A	N/A	N/A	N/A	N/A
By Sex of Employee	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
By Race/Ethnicity	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
By # of Years in Position									
• 0-5 Years	2	3	29,707	880	N/A	N/A	N/A	N/A	N/A
By Region									
• Southeast	8	8	24,709	15,840	17,160	20,100	30,000	30,000	33,000
By Field of Service	Housing/Shelter (3)		Median 30,000						
<i>Median Only (50th Percentile)</i>									

Janitor or Custodian

Short Job Description:

Cleans facilities and work areas including furnishings, bathrooms, fixtures, walls and floors to ensure they meet health and safety standards and present an attractive appearance. Uses maintenance supplies; Removes waste material; Maintains inventory of tools and supplies. May perform routine repair of equipment and facilities and load/unload deliveries.

***Other similar job titles:** Facilities Assistant, Housekeeper, Utility Worker, Custodial Worker 1, Custodial Worker Trainee

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	50	66	21,792	22,420	16,000	18,200	20,842	24,000	28,000
By Budget Size									
• \$250,001-500,000	3	3	16,863	9,490	N/A	N/A	N/A	N/A	N/A
• \$750,001-\$2M	10	10	22,533	22,080	14,967	18,200	20,000	23,000	28,217
• \$2M-5M	9	9	22,668	10,655	16,000	20,800	24,000	24,000	26,655
• \$5M-\$15M	30	30	20,433	14,872	15,434	16,973	19,300	22,481	26,000
By # of Emp. Supervised									
• 0 Employees	37	47	22,865	22,108	16,973	20,000	22,155	25,165	28,217
• 1 - 5 Employees	4	4	21,329	3,955	N/A	N/A	N/A	N/A	N/A
By Level of Education									
• High School Diploma	40	48	22,428	22,533	16,000	18,480	20,930	26,000	28,217
• Bachelor's Degree	3	4	23,353	1,519	N/A	N/A	N/A	N/A	N/A
By Sex of Employee									
• Male	28	35	22,476	22,533	16,845	20,000	22,155	24,000	28,080
• Female	18	26	20,762	21,320	15,808	16,973	18,595	26,000	28,217
By Race/Ethnicity									
• Black/African-American	11	12	24,385	22,533	14,967	19,760	22,630	28,000	33,000
• Hispanic/Latino	3	3	22,267	5,000	N/A	N/A	N/A	N/A	N/A
• White, Non-Hispanic	30	42	21,055	21,320	15,808	16,973	20,800	24,000	28,217
By # of Years in Position									
• 0-5 Years	29	38	20,923	21,320	15,808	18,200	20,800	22,547	25,000
• 6-10 Years	11	12	22,605	16,360	16,640	17,805	23,000	24,000	28,000
• 11-20 Years	8	8	23,894	22,533	14,967	16,845	18,970	28,441	29,952
By Region									
• Northwest	8	13	18,827	9,027	15,392	16,973	17,805	20,820	26,000
• Southwest	10	10	21,198	13,033	14,967	18,200	20,800	23,000	26,000
• North Central	4	4	20,743	7,027	N/A	N/A	N/A	N/A	N/A
• South Central	21	28	21,168	21,230	16,000	24,000	27,040	30,000	34,764
• Northeast	8	8	24,107	10,652	19,300	20,800	24,000	25,165	28,441
• Southeast	50	55	23,071	21,500	17,680	20,800	22,481	26,000	28,217
By Field of Service			Median			Median			Median
<i>Median Only</i> <i>(50th Percentile)</i>	Advocacy/Public Affairs (3)		20,800	Culture/Arts (3)		24,000	Religious (3)		26,655
	Aging (5)		20,842	Education Services (17)		22,932	Youth (5)		28,217
	Association/Support Org (9)		16,640	Health/Health Education (6)		21,800			
	Child Care/Child Welfare (5)		20,800	Housing/Shelter 7		22,630			
	Counseling/BH/MH (17)		18,970						



Driver

Short Job Description:

Operates vehicles such as cars, vans and pickup trucks to transport clients, materials, merchandise and equipment to assigned destinations. Loads/unloads vehicles as necessary. Cleans services and maintains vehicles and performs minor repairs. May assist clients unable to enter or exit vehicle independently. A valid Pennsylvania driver's license is needed.

***Other similar job titles:** Courier, Van Driver, Bus Driver

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	20	27	22,429	16,348	17,680	18,013	19,760	24,356	30,000
By Budget Size									
• \$5M-\$15M	7	7	21,107	13,360	16,640	18,013	20,800	21,694	21,694
• Over \$15 M	10	10	23,363	13,008	18,000	18,720	22,000	29,000	30,000
By # of Emp. Supervised									
• 0 Employees	15	15	23,177	19,468	18,000	18,013	21,011	27,040	31,008
By Level of Education									
• High School Diploma	15	15	23,599	19,468	18,000	18,720	22,000	27,040	31,008
By Sex of Employee									
• Male	15	15	23,646	19,468	18,000	18,720	22,000	27,040	31,008
• Female	3	3	19,937	3,011	N/A	N/A	N/A	N/A	N/A
By Race/Ethnicity									
• Black/African-American	4	4	27,999	14,108	N/A	N/A	N/A	N/A	N/A
• White, Non-Hispanic	12	13	21,884	13,360	16,640	18,000	20,800	24,356	29,000
By # of Years in Position									
• 0-5 Years	10	11	21,547	13,360	16,640	18,720	20,800	22,000	27,040
• 11-20 Years	4	4	26,532	18,108	N/A	N/A	N/A	N/A	N/A
By Region									
• Northwest	6	8	18,369	4,160	16,640	17,160	18,013	18,907	19,282
• Southwest	4	4	26,060	11,800	N/A	N/A	N/A	N/A	N/A
• South Central	5	5	19,378	4,320	N/A	N/A	18,200	N/A	N/A
• Northeast	4	4	23,648	11,538	N/A	N/A	N/A	N/A	N/A
• Southeast	21	21	23,234	19,468	17,680	18,013	21,011	29,000	31,008
By Field of Service			Median			Median			Median
<i>Median Only (50th Percentile)</i>	Child Care/Child Welfare (3) Counseling/BH/MH (9) Health/Health Education (3)		19,760 18,907 19,470	Housing/Shelter (3)		18,013	International Aid () Legal () Religious () Social Supp/Recreation () Youth ()		



Security Guard or Officer

Short Job Description:

Patrols organization premises to control access to those having legitimate business with the organization. Investigates unusual or suspicious situations. Maintains visitor and other records. Enforces organization policies and procedures during and after normal working hours. Escorts staff and clients to vehicles after hours. Assists in emergencies. May operate fire equipment and radios. May administer CPR and first aid. May act as reception and provide identification cards.

***Other similar job titles:** Client Safety Assistant, Safety Monitor

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	8	8	26,838	13,990	20,000	21,000	24,000	31,512	32,900
By Budget Size									
• \$5M-\$15M	3	3	27,072	10,512	N/A	N/A	N/A	N/A	N/A
• Over \$15 M	3	3	26,500	10,300	N/A	N/A	N/A	N/A	N/A
By # of Emp. Supervised									
• 0 Employees	5	5	24,318	13,990	N/A	N/A	22,600	N/A	N/A
By Level of Education									
• High School Diploma	6	6	24,544	12,990	21,000	22,600	24,000	31,512	31,512
By Sex of Employee									
• Male	5	5	26,420	13,990	N/A	N/A	24,000	N/A	N/A
By Race/Ethnicity	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
By # of Years in Position									
• 0-5 Years	3	3	25,171	11,512	N/A	N/A	N/A	N/A	N/A
By Region									
• South Central	4	4	26,626	13,990	N/A	N/A	N/A	N/A	N/A
• Northeast	4	4	27,003	11,900	N/A	N/A	N/A	N/A	N/A
• Southeast	8	8	26,838	13,990	20,000	21,000	24,000	31,512	33,990
By Field of Service									
Median Only (50 th Percentile)	Counseling/BH/MH (4)		Median 22,600						



Director, Information Technology Services

Short Job Description:

Determines organization needs for information management and manages the development and implementation of systems and programs to meet those needs in a cost-effective, timely manner. Manages information technology functions including systems applications and development, database administration, financial systems, desktop support, website development and maintenance, intra- and inter-networks, and internal telecommunications. Advises on purchase of new computer hardware and software.

***Other similar job titles:** MIS Director, Chief Technology Officer

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	34	34	74,199	107,000	41,600	61,000	70,000	90,000	112,000
By Budget Size									
• \$2M-5M	6	6	61,073	34,400	41,600	42,840	66,000	70,000	70,000
• \$5M-\$15M	10	10	52,739	41,315	41,600	40,123	47,153	64,000	72,921
• Over \$15 M	18	18	88,484	80,400	60,000	74,300	90,000	111,405	113,000
By # of Emp. Supervised									
• 0 Employees	7	7	52,218	32,798	40,123	41,600	47,153	57,200	61,000
• 1 - 5 Employees	19	19	79,745	70,160	57,146	62,225	78,208	90,000	107,100
• 6-20 Employees	3	3	84,367	54,300	N/A	N/A	N/A	N/A	N/A
By Level of Education									
• Bachelor's Degree	18	18	65,038	103,700	41,600	47,153	64,400	78,208	90,000
• Master's Degree	8	8	82,080	53,000	60,000	61,100	74,300	96,000	107,100
By Sex of Employee									
• Male	21	21	74,601	77,100	42,840	57,146	70,000	90,000	111,405
• Female	9	9	64,685	81,000	15,000	40,123	64,400	82,915	90,000
By Race/Ethnicity									
• Black/African-American	3	3	34,044	30,531	N/A	N/A	N/A	N/A	N/A
• White, Non-Hispanic	25	25	74,426	78,577	47,153	60,000	70,000	90,000	111,405
By # of Years in Position									
• 0-5 Years	11	11	74,119	70,160	42,840	60,000	77,000	78,900	113,000
• 6-10 Years	10	10	63,425	71,282	40,123	45,531	57,200	74,300	82,915
• 11-20 Years	10	10	40,123	63,770	15,000	70,000	90,000	97,009	118,700
• Over 20 Years									
By Region									
• Northwest	6	6	66,212	49,877	40,123	57,146	61,100	78,900	78,900
• Southwest	8	8	68,873	61,569	45,531	47,153	61,100	78,900	90,000
• North Central	7	7	73,698	70,160	42,840	57,146	70,000	78,900	90,000
• South Central	17	17	71,634	103,700	51,500	62,225	70,000	78,900	90,000
• Northeast	11	11	77,339	98,000	15,000	61,000	82,915	97,009	112,000
• Southeast	12	12	88,378	103,700	15,000	74,300	82,915	96,000	111,405
By Field of Service			Median			Median			
<i>Median Only</i> <i>(50th Percentile)</i>	Aging (3)		64,000	Family Supp & Presrvtion (3)	90,000				
	Child Care/Child Welfare ()		90,000	Health/Health Education (5)	64,000				
	Counseling/BH/MH (13)		64,400	Housing/Shelter (3)	61,000				
	Education Services (11)		62,225						



Information Technology Manager

Short Job Description:

Provides day-to-day management of information technology functions including computer operations, applications and systems programming and networks. Analyzes the needs of departments and plans, organizes and implements new and/or modified systems to handle those needs; Determines costs and budgets for information technology projects and controls costs to approved budgets, identifies training needs among staff and develops/implements training programs to enhance computer skills throughout the organization.

***Other similar job titles:** Senior Technology Consultant, Systems Administrator, Data Systems and Analysis Manager

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	37	37	56,779	80,000	42,840	60,000	74,300	97,009	118,700
By Budget Size									
• \$750,001-\$2M	3	3	37,667	17,000	N/A	N/A	N/A	N/A	N/A
• \$2M-5M	6	6	59,092	45,800	32,200	45,000	56,100	73,000	73,000
• \$5M-\$15M	10	10	55,461	43,809	37,000	42,349	51,500	66,303	71,400
• Over \$15 M	13	13	68,219	64,000	40,000	54,800	64,787	79,500	82,800
By # of Emp. Supervised									
• 0 Employees	17	18	45,784	47,400	28,000	35,805	42,349	58,800	65,000
• 1 - 5 Employees	12	12	69,680	33,250	49,550	56,100	70,250	79,500	81,660
By Level of Education									
• High School Diploma	3	3	45,902	53,900	N/A	N/A	N/A	N/A	N/A
• Associate's Degree	3	3	47,446	36,787	N/A	N/A	N/A	N/A	N/A
• Bachelor's Degree	17	18	58,914	50,800	32,200	45,000	57,250	73,000	79,500
• Master's Degree	5	5	56,541	31,400	N/A	N/A	60,000	N/A	N/A
By Sex of Employee									
• Male	27	27	58,872	54,800	40,000	45,000	60,000	70,250	70,250
• Female	5	6	44,543	56,809	24,000	32,000	32,200	54,800	54,800
By Race/Ethnicity									
• White, Non-Hispanic	29	30	55,962	58,800	32,000	40,000	57,250	70,250	77,900
By # of Years in Position									
• 0-5 Years	13	14	55,611	54,800	28,000	43,450	56,100	65,000	79,500
• 6-10 Years	10	10	60,837	41,660	40,000	42,349	54,800	77,900	80,809
• 11-20 Years	8	8	51,580	49,000	24,000	32,000	45,000	70,250	71,400
By Region									
• Northwest	4	4	43,239	18,995	N/A	N/A	N/A	N/A	N/A
• Southwest	5	5	55,990	39,500	N/A	N/A	54,800	N/A	N/A
• North Central	4	4	49,450	47,000	N/A	N/A	N/A	N/A	N/A
• South Central	11	11	58,105	56,809	24,000	40,000	60,000	73,000	77,900
• Northeast	11	11	56,860	72,000	32,000	37,000	49,550	64,787	81,660
• Southeast	18	18	62,970	42,800	40,000	49,550	64,787	77,900	80,809
By Field of Service			Median			Median			
<i>Median Only</i> (50 th Percentile)	Aging (3)		43,450	Education Services (8)		37,000			
	Association/Support Org (4)		40,000	Health/Health Education (1)		60,000			
	Counseling/BH/MH (12)		64,688	Housing/Shelter (3)		42,349			



Database Administrator

Short Job Description:

Develops and maintains computerized databases including base definition, structure, documentation, operations and security. Sets up master files and ensures accuracy and completeness of all data; Participates in exchanges of data. Protects integrity of data using proper security controls.

***Other similar job titles:** Data Services Manager, Database Programmer, MIS Coordinator

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	22	22	52,643	51,230	30,407	40,000	54,000	65,000	69,300
By Budget Size									
• \$750,001-\$2M	3	3	42,388	18,640	N/A	N/A	N/A	N/A	N/A
• \$2M-5M	5	5	46,860	34,700	N/A	N/A	40,000	N/A	N/A
• \$5M-\$15M	7	7	52,355	50,982	30,407	32,864	54,000	55,826	65,000
• Over \$15 M	7	7	61,457	21,900	50,000	55,000	61,000	68,000	69,300
By # of Emp. Supervised									
• 0 Employees	11	11	45,721	34,840	30,160	32,864	48,204	55,000	61,000
• 1 - 5 Employees	6	6	63,686	31,390	50,000	55,000	55,826	71,900	71,900
By Level of Education									
• High School Diploma	3	3	39,091	23,592	N/A	N/A	N/A	N/A	N/A
• Bachelor's Degree	12	12	55,190	51,230	30,160	48,204	55,000	61,000	71,900
By Sex of Employee									
• Male	9	9	56,694	51,230	30,160	33,300	55,500	68,000	71,900
• Female	8	8	46,850	30,592	30,408	32,864	48,204	55,000	55,826
By Race/Ethnicity									
• White, Non-Hispanic	14	14	50,797	41,740	30,160	33,300	54,000	61,000	68,000
By # of Years in Position									
• 0-5 Years	8	8	51,107	41,740	30,160	33,300	55,000	61,000	65,000
• 11-20 Years	6	6	53,081	50,982	30,408	32,864	50,000	68,000	68,000
By Region									
• Northwest	4	4	38,256	19,840	N/A	N/A	N/A	N/A	N/A
• Southwest	4	4	47,825	27,700	N/A	N/A	N/A	N/A	N/A
• North Central	3	3	45,667	10,000	N/A	N/A	N/A	N/A	N/A
• South Central	12	15	44,347	60,590	25,500	28,000	40,000	54,000	71,900
• Northeast	9	9	51,933	50,982	30,408	37,500	50,000	55,000	69,300
• Southeast	13	13	55,133	50,982	30,408	40,000	55,000	68,000	71,900
By Field of Service			Median						
<i>Median Only (50th Percentile)</i>	Child Care/Child Welfare (3)		55,000						
	Counseling/BH/MH (7)		55,000						
	Education Services (3)		68,000						
	Health/Health Education (4)		48,800						



Network Technician

Short Job Description:

Installs, modifies, tests and maintains the organization's data communication network equipment; Responds to network problems, troubleshoots and performs repairs in a timely manner; Maintains associated records detailing downtime, changes, updates and related information.

**Other similar job titles:* Network Engineer, Systems Analyst, Technology Coordinator

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	15	15	48,932	43,900	30,000	36,000	48,204	54,000	55,500
By Budget Size									
• \$2M-5M	4	4	32,493	8,000	N/A	N/A	N/A	N/A	N/A
• Over \$15 M	8	8	53,634	41,900	30,000	33,100	53,500	62,800	70,000
By # of Emp. Supervised									
• 0 Employees	10	10	49,234	42,000	28,000	30,610	52,299	62,800	63,038
By Level of Education									
• Associate's Degree	3	3	31,237	3,100	N/A	N/A	N/A	N/A	N/A
• Bachelor's Degree	8	8	54,888	43,900	28,000	36,000	59,596	63,038	70,000
By Sex of Employee									
• Male	9	9	50,930	43,900	28,000	30,000	52,299	62,800	70,000
• Female	3	3	51,216	32,428	N/A	N/A	N/A	N/A	N/A
By Race/Ethnicity									
• White, Non-Hispanic	9	9	50,331	43,900	28,000	30,000	52,299	62,800	70,000
By # of Years in Position									
• 0-5 Years	6	6	43,197	34,800	28,000	30,000	30,610	60,000	62,800
• 6-10 Years	4	4	57,634	57,634	N/A	N/A	N/A	N/A	N/A
By Region									
• South Central	6	6	47,043	41,900	30,000	33,100	35,360	59,596	59,596
• Northeast	4	4	55,917	15,028	N/A	N/A	N/A	N/A	N/A
• Southeast	8	8	57,288	35,900	36,000	47,772	59,596	63,038	70,000
By Field of Service									
<i>Median Only (50th Percentile)</i>	Counseling/BH/MH (7) Education Services (5)		Median 47,773 47,773						



Personal Computer Technician

Short Job Description:

Installs, upgrades and backup software and hardware applications. Troubleshoots software and hardware failures and resolves as appropriate; Trains users in resolving routine problems, using new software and providing advice and guidance as needed.

***Other similar job titles:** PC Support Specialist, Systems Specialist

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	6	6	41,297	12,304	37,300	37,448	38,000	43,430	43,430
By Budget Size									
• Over \$15 M	5	5	42,066	12,304	N/A	N/A	42,000	N/A	N/A
By # of Emp. Supervised	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
By Level of Education	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
By Sex of Employee									
• Male	3	3	41,143	5,430	N/A	N/A	N/A	N/A	N/A
By Race/Ethnicity									
• White, Non-Hispanic	4	4	43,120	12,156	N/A	N/A	N/A	N/A	N/A
By # of Years in Position									
• 0-5 Years	3	3	41,143	5,430	N/A	N/A	N/A	N/A	N/A
By Region									
• Northeast	4	4	42,083	12,304	N/A	N/A	N/A	N/A	N/A
By Field of Service	Counseling/BH/MH (4)		Median 38,000						
<i>Median Only (50th Percentile)</i>									



Tech Support Specialist

Short Job Description:

Installs, upgrades and backup software and hardware applications. Troubleshoots software and hardware failures and resolves as appropriate; Trains users in resolving routine problems, using new software and providing advice and guidance as needed.

***Other similar job titles:** PC Support Specialist, Systems Specialist

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	25	25	39,868	31,700	26,000	30,000	40,000	48,200	52,000
By Budget Size									
• \$5M-\$15M	8	8	38,655	26,919	26,000	27,874	30,000	48,200	50,000
• Over \$15 M	12	12	40,723	31,700	25,000	31,054	40,000	47,900	50,000
By # of Emp. Supervised									
• 0 Employees	20	20	40,160	31,700	26,000	31,054	39,500	48,200	52,000
By Level of Education									
• High School Diploma	6	6	43,350	19,500	30,000	39,500	45,000	48,200	48,200
• Certification	3	3	43,426	13,722	N/A	N/A	N/A	N/A	N/A
• Associate's Degree	5	5	31,270	16,478	N/A	N/A	27,874	N/A	N/A
• Bachelor's Degree	4	4	41,264	18,946	N/A	N/A	N/A	N/A	N/A
By Sex of Employee									
• Male	19	29	40,906	31,700	25,000	31,054	40,000	50,000	52,000
• Female	3	3	40,159	11,000	N/A	N/A	N/A	N/A	N/A
By Race/Ethnicity									
• Black/African-American	6	6	42,403	26,919	26,000	36,000	39,500	50,000	50,000
• White, Non-Hispanic	14	14	41,588	28,826	27,874	34,000	40,244	48,200	52,000
By # of Years in Position									
• 0-5 Years	14	14	38,739	27,000	25,000	30,000	36,046	49,500	50,000
• 6-10 Years	8	8	44,418	22,700	34,000	38,279	40,244	48,200	52,919
By Region									
• Northwest	3	3	38,506	18,026	N/A	N/A	N/A	N/A	N/A
• North Central	3	3	36,591	18,026	N/A	N/A	N/A	N/A	N/A
• South Central	10	10	40,526	25,000	25,000	36,000	41,478	47,900	48,200
• Northeast	6	6	40,137	24,400	25,600	36,046	39,500	48,200	48,200
• Southeast	14	14	41,664	30,700	26,000	34,000	40,000	49,500	52,919
By Field of Service									
<i>Median Only</i> <i>(50th Percentile)</i>	Counseling/BH/MH (12) Education Services (7) Social Supp/Recreation (3)		Median 31,054 45,000 38,278			Median			Median



Data Entry Operator

Short Job Description:

Enters data from source documents into computer databases; Verifies information and makes changes where necessary; May run routine reports and perform related clerical duties.

***Other similar job titles:** Computer Operator, Data Entry Clerk, Data Processor

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	12	15	30,437	35,024	20,800	25,500	28,000	33,250	41,925
By Budget Size									
• \$750,001-\$2M	3	3	16,267	7,800	N/A	N/A	N/A	N/A	N/A
• \$2M-5M	3	3	29,033	17,500	N/A	N/A	42,000	N/A	N/A
• \$5M-\$15M	8	8	31,891	16,425	25,500	25,833	28,000	33,250	41,904
• Over \$15 M	3	3	30,508	27,024	N/A	N/A	N/A	N/A	N/A
By # of Emp. Supervised									
• 0 Employees	8	11	30,668	35,024	15,000	25,500	28,000	33,250	41,925
By Level of Education									
• High School Diploma	5	7	28,207	26,925	15,000	20,800	31,518	41,904	41,925
• Associate's Degree	2	3	30,442	11,106	N/A	N/A	N/A	N/A	N/A
By Sex of Employee									
• Female	8	12	29,169	26,925	15,000	20,800	27,194	33,250	41,904
By Race/Ethnicity									
• White, Non-Hispanic	6	8	27,487	23,300	15,000	20,800	27,194	31,518	33,250
By # of Years in Position									
• 0-5 Years	5	8	29,540	35,024	15,000	25,500	27,194	31,518	33,250
• 11-20 Years	3	3	34,876	21,125	N/A	N/A	N/A	N/A	N/A
By Region									
• South Central	7	7	34,605	29,224	20,800	25,833	33,250	41,904	41,925
• Northeast	5	5	38,587	24,191	N/A	N/A	41,904	N/A	N/A
• Southeast	7	7	34,086	35,024	15,000	28,000	33,250	41,904	41,925
By Field of Service									
• Youth (6)			Median 25,833						
<i>Median Only (50th Percentile)</i>									



Web Site Developer

Short Job Description:

Develops and maintains website content that will motivate, inform and intrigue users so that they regularly access the site and use it for information and decision-making. Seeks out users to gather feedback for improvement and enhancements. Maintains technical integrity of the website, Maintains and upgrades hardware and software. Communicates router configuration changes, troubleshoots system error and bugs. Maintains servers, creates monitoring reports and logs. Monitors site for user accessibility. Establishes backups and monitors site security.

***Other similar job titles:** Manager of Electronic Media, Webmaster

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	9	9	46,433	22,470	33,350	36,000	48,900	52,000	54,100
By Budget Size									
• Over \$15 M	5	5	48,800	20,000	N/A	N/A	49,000	N/A	N/A
By # of Emp. Supervised									
• 0 Employees	6	6	44,982	22,470	33,530	36,000	43,363	52,000	52,000
By Level of Education									
• Bachelor's Degree	4	4	46,500	20,000	N/A	N/A	N/A	N/A	N/A
By Sex of Employee									
• Male	5	5	46,779	N/A	N/A	49,000	N/A	N/A	N/A
By Race/Ethnicity									
• White, Non-Hispanic	7	7	44,985	22,470	33,530	36,000	45,000	49,000	52,000
By # of Years in Position									
• 0-5 Years	6	6	44,982	22,470	33,530	36,000	43,363	52,000	52,000
By Region									
• Southwest	4	4	48,225	20,000	N/A	N/A	N/A	N/A	N/A
• Northeast	3	3	46,367	18,100	N/A	N/A	N/A	N/A	N/A
• South Central	3	3	39,477	15,370	N/A	N/A	N/A	N/A	N/A
By Field of Service			Median						
<i>Median Only (50th Percentile)</i>			N/A						



Chief Development Officer

Short Job Description:

Fosters a culture of philanthropy within the agency, assuring the culture, systems and procedures support fund development. Develops a balanced mix of funding sources and solicitation programs tailored to agency mission. Oversees all agency fund development and marketing efforts, including cost-effective daily development operations, committee activities and the writing and implementation of an integrated development plan. Participates as a member of the senior management team to formulate and implement policies and plans to meet the organization's short- and long-term objectives.

***Other similar job titles:** Vice President of Development, Vice President, Business Development

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	35	35	89,355	159,889	48,000	63,648	77,929	104,000	128,320
By Budget Size									
• \$750,001-\$2M	9	9	68,253	57,889	40,112	50,000	65,650	75,000	85,000
• \$2M-5M	6	6	65,768	32,000	48,000	49,500	58,180	77,929	77,929
• \$5M-\$15M	8	8	99,392	156,102	43,898	63,000	92,000	104,000	113,828
• Over \$15 M	9	9	110,639	110,600	64,400	76,000	112,000	125,000	128,320
By # of Emp. Supervised									
• 0 Employees	7	7	60,792	56,101	43,898	48,000	55,000	63,648	65,000
• 1 - 5 Employees	22	22	95,595	159,889	49,500	65,520	77,929	119,000	175,000
• 6-20 Employees	3	3	100,943	28,828	N/A	N/A	N/A	N/A	N/A
By Level of Education									
• Associate's Degree	11	11	96,724	135,600	64,400	72,000	80,000	98,000	128,320
• Bachelor's Degree	18	18	84,073	156,567	43,898	50,000	65,000	100,027	125,000
By Sex of Employee									
• Male	9	9	101,040	152,000	48,000	64,400	98,000	104,000	125,000
• Female	23	23	83,569	156,567	43,898	58,180	72,000	85,000	128,320
By Race/Ethnicity									
• White, Non-Hispanic	30	30	89,282	159,889	48,000	63,648	76,000	104,000	128,320
By # of Years in Position									
• 0-5 Years	15	15	84,263	159,889	43,898	63,000	76,000	85,000	125,000
• 6-10 Years	5	5	90,116	148,679	N/A	N/A	64,400	N/A	N/A
• 11-20 Years	3	3	97,003	60,820	N/A	N/A	N/A	N/A	N/A
By Region									
• Northwest	3	3	81,633	81,102	N/A	N/A	N/A	N/A	N/A
• Southwest	4	4	94,545	66,820	N/A	N/A	N/A	N/A	N/A
• North Central	4	4	56,895	32,102	N/A	N/A	N/A	N/A	N/A
• South Central	13	13	71,157	73,717	50,000	63,000	65,520	85,000	99,999
• Northeast	11	11	92,578	70,140	58,180	69,000	99,999	104,000	113,828
• Southeast	19	19	92,239	141,679	58,180	65,520	77,929	99,999	128,320
By Field of Service									
<i>Median Only (50th Percentile)</i>	Advocacy/Public Affairs (3) Child Care/Child Welfare (4) Counseling/BH/MH (6) Culture/Arts (4)		Median 75,000 58,180 64,400 69,000	Education Services (8) Health/Health Education (4) Housing/Shelter (4)		Median 104,000 99,999 85,000			



Director, Development

Short Job Description:

Provides leadership to the organization's efforts to obtain financial and other support to sustain its work, including planned, annual and deferred giving approaches to individuals, foundations and corporations. Develops ties to with the community to achieve membership/participation goals. Manages department budgets.

***Other similar job titles:** Vice President of Development, Director of Corporate Sponsorship, Director of Resource Development, Vice President of Business Development, Manager of Training and Development

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	77	77	63,047	147,955	39,000	51,608	60,000	70,000	102,000
By Budget Size									
• \$500,001-\$750,000	4	4	51,250	35,000	N/A	N/A	N/A	N/A	N/A
• \$750,001-\$2M	21	21	51,429	60,55	27,000	40,000	54,000	60,000	65,000
• \$2M-5M	16	16	71,156	127,400	42,000	54,600	63,000	72,000	95,000
• \$5M-\$15M	17	17	64,274	76,041	38,500	47,798	63,955	70,000	82,500
• Over \$15 M	16	16	76,334	70,970	48,833	54,900	70,000	87,984	107,000
By # of Emp. Supervised									
• 0 Employees	23	23	51,473	51,473	27,000	39,000	47,798	61,200	70,000
• 1 - 5 Employees	41	41	66,186	80,000	45,000	52,540	63,000	70,000	105,500
• 6-20 Employees	4	4	77,121	24,984	N/A	N/A	N/A	N/A	N/A
By Level of Education									
• Bachelor's Degree	43	43	61,931	64,570	38,500	50,148	61,200	67,200	102,000
• Master's Degree	22	22	65,380	97,500	40,000	50,000	56,000	72,000	111,041
By Sex of Employee									
• Male	13	13	74,056	78,570	40,000	50,700	65,000	102,000	110,000
• Female	58	58	60,315	116,555	38,500	48,833	56,000	69,700	80,000
By Race/Ethnicity									
• Black/African-American	3	3	60,700	37,500	N/A	N/A	N/A	N/A	N/A
• White, Non-Hispanic	65	67	63,045	116,555	39,000	50,000	60,008	70,000	102,000
By # of Years in Position									
• 0-5 Years	57	57	59,348	100,125	39,000	45,000	60,000	65,000	79,000
• 6-10 Years	6	6	77,157	97,000	38,000	51,608	60,000	115,000	115,000
• 11-20 Years	4	4	75,950	52,400	N/A	N/A	N/A	N/A	N/A
• Over 20 Years	3	4	77,860	51,500	N/A	N/A	N/A	N/A	N/A
By Region									
• Northwest	10	10	54,545	51,555	18,445	50,148	54,900	63,955	70,000
• Southwest	10	10	56,365	76,000	39,000	47,798	63,000	70,000	115,000
• North Central	8	8	63,100	43,500	39,000	50,700	63,000	70,000	75,000
• South Central	23	23	63,578	72,541	38,500	51,608	62,400	70,000	82,500
• Northeast	21	21	59,861	73,541	39,000	42,000	54,600	69,700	77,250
• Southeast	35	35	68,232	139,400	45,000	50,700	65,000	72,000	110,000
By Field of Service			Median		Median			Median	Median
<i>Median Only (50th Percentile)</i>	Advocacy/Public Affairs (3)		51,000	Culture/Arts (3)		56,000	Social Supp/Recreation (3)		56,000
	Aging (6)		52,540	Education Services (15)		59,500	Youth (6)		51,608
	Association/Support Org (5)		65,000	Employment/Economic (4)		51,608			
	Child Care/Child Welfare (9)		60,000	Family Supp & Presrvtion (5)		61,200			
	Counseling/BH/MH (13)		60,000	Health/Health Education (10)		60,000			
				Housing/Shelter (8)		51,000			



CATEGORY 800: DEVELOPMENT POSITIONS

Development Manager, General

Short Job Description:

Manages one or more functions within development such as foundation and corporate grants, direct mail, special events, communications, annual giving, major gifts, planned/deferred giving, etc. Supervises grant writers and administrative/support staff.

***Other similar job titles:** Planned Giving Manager, Associate Director of Corporate Sponsorship, Donor Stewardship Manager, Advance Sales Manager, Donor Relations Specialist, Relationship Manager

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	35	37	50,783	87,300	33,500	40,000	48,000	59,450	66,100
By Budget Size									
• \$250,001-500,000	4	4	34,125	10,000	N/A	N/A	N/A	N/A	N/A
• \$500,001-\$750,000	5	5	36,300	15,000	N/A	N/A	33,500	N/A	N/A
• \$750,001-\$2M	7	7	52,164	38,000	40,000	40,000	48,000	50,708	63,440
• \$5M-\$15M	11	13	57,308	82,300	35,000	45,000	50,500	57,878	59,450
• Over \$15 M	6	6	57,465	22,506	46,800	48,000	50,107	66,100	66,100
By # of Emp. Supervised									
• 0 Employees	21	22	49,991	87,300	32,000	35,000	45,336	55,000	66,064
• 1 - 5 Employees	8	8	50,791	31,000	40,000	40,000	45,000	57,878	59,450
By Level of Education									
• High School Diploma	3	3	53,013	31,564	N/A	N/A	N/A	N/A	N/A
• Bachelor's Degree	20	21	47,939	45,000	35,000	40,000	46,800	50,708	59,450
• Master's Degree	9	9	56,087	87,300	30,000	32,000	45,000	64,480	71,000
By Sex of Employee									
• Male	4	4	64,091	84,300	N/A	N/A	N/A	N/A	N/A
• Female	29	30	48,822	48,000	34,500	40,000	46,800	57,878	63,440
By Race/Ethnicity									
• White, Non-Hispanic	30	31	50,374	87,300	33,000	40,000	46,800	55,000	66,064
By # of Years in Position									
• 0-5 Years	28	29	48,819	48,000	33,000	40,000	45,336	55,000	64,480
• 6-10 Years	3	3	77,884	59,422	N/A	N/A	N/A	N/A	N/A
By Region									
• South Central	9	9	49,430	19,480	34,500	35,000	50,500	57,878	60,000
• Northeast	11	11	50,33	30,980	33,500	34,500	50,500	57,878	64,480
• Southeast	22	22	49,476	48,000	32,000	40,000	45,000	60,000	69,306
By Field of Service									
<i>Median Only (50th Percentile)</i>	Aging (6) Child Care/Child Welfare (5) Counseling/BH/MH (7)	Median 50,000 45,000 60,000	Culture/Arts (6) Education Services (5) Family Supp & Presrvtion (3) Health/Health Education (4) Housing/Shelter (1)	Median 40,000 50,107 50,107 45,000	International Aid () Legal () Religious () Social Supp/Recreation () Youth ()	Median			



Development Manager, Annual Giving

Short Job Description:

Manages the organization's annual giving campaign. Responsible for overall strategy and executive, long-range planning, donor relations, data management, supervision of administrative/support staff.

***Other similar job titles:** Annual Giving Manager, Annual Campaign Director

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	5	5	70,902	91,000	N/A	N/A	55,000	N/A	N/A
By Budget Size	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
By # of Emp. Supervised									
• 0 Employees	4	4	72,740	91,000	N/A	N/A	N/A	N/A	N/A
By Level of Education	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
By Sex of Employee									
• Female	4	4	72,740	91,000	N/A	N/A	N/A	N/A	N/A
By Race/Ethnicity									
• White, Non-Hispanic	4	4	72,740	91,000	N/A	N/A	N/A	N/A	N/A
By # of Years in Position									
• 0-5 Years	4	4	76,878	87,040	N/A	N/A	N/A	N/A	N/A
By Region	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
By Field of Service			Median N/A						
<i>Median Only (50th Percentile)</i>									



Grant Writer (All Types of Funding)

Short Job Description:

Researches grant opportunities that match the goals and objectives of the organization. Gathers information from various departments and coordinates/writes grant proposals for government, corporate and foundation funds. Develops/maintains effective, long-term working relationships with grantors to facilitate approval of grants. Follows up with grantors to determine/monitor grant status.

***Other similar job titles:** Grants and Contracts Writer, Assistant Development Manager, Foundations Coordinator, Grants Specialist, Marketing/Grants Coordinator

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	29	29	49,288	74,000	31,200	36,400	45,000	60,000	66,300
By Budget Size									
• \$750,001-\$2M	7	7	51,197	27,520	38,000	39,000	44,720	62,000	66,300
• \$2M-5M	5	5	48,017	39,840	N/A	N/A	45,000	N/A	N/A
• \$5M-\$15M	7	7	51,389	34,125	35,875	36,400	49,030	60,000	62,000
• Over \$15 M	5	5	54,536	21,100	N/A	N/A	42,993	N/A	N/A
By # of Emp. Supervised	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
By Level of Education									
• Bachelor's Degree	19	19	46,958	44,840	33,280	36,400	42,993	55,000	62,000
• Master's Degree	9	9	52,993	40,000	30,000	39,924	49,440	65,520	66,300
By Sex of Employee									
• Male	4	4	48,929	26,125	N/A	N/A	N/A	N/A	N/A
• Female	26	26	50,332	74,000	31,200	37,148	45,000	62,000	70,000
By Race/Ethnicity	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
By # of Years in Position									
• 0-5 Years	22	22	46,728	45,000	30,160	35,875	44,720	52,000	65,520
• 6-10 Years	7	7	56,151	69,000	35,000	39,000	49,030	56,100	70,000
By Region									
• North Central	3	3	63,010	20,970	N/A	N/A	N/A	N/A	N/A
• South Central	9	9	30,076	55,877	33,280	36,400	46,415	55,000	60,000
• Northeast	11	11	46,508	39,840	30,160	37,148	42,993	49,030	65,520
• Southeast	13	13	49,513	74,000	30,000	35,875	44,720	45,000	70,000
By Field of Service			Median						
<i>Median Only (50th Percentile)</i>	Advocacy/Public Affairs (3) Culture/Arts (3) Education Services (5)		45,000 39,924						



Special Event Coordinator

Short Job Description:

Develops and coordinates special events to generate funds, attendance and/or increased membership, volunteers and/or clients for the organization. Identifies types of special events appropriate to the organization's image and purpose, plans budget, locates and books facilities, food, entertainment and equipment; Solicits donations and participation; Plans and organizes ticket sales; Attends events to resolve problems, coordinates activities and ensure the event runs smoothly; Oversees promotion and marketing of the event. Conducts an appraisal after the event to determine its success, improvements needed the next time the event occurs. Develops and maintains donor and participant databases.

***Other similar job titles:** Event Planner, Manager of Special Events

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	27	27	42,265	40,000	33,000	37,500	41,000	45,000	51,000
By Budget Size									
• \$500,001-\$750,000	3	3	39,500	8,500	N/A	N/A	N/A	N/A	N/A
• \$750,001-\$2M	4	4	37,158	20,788	N/A	N/A	N/A	N/A	N/A
• \$5M-\$15M	10	10	41,540	35,984	29,016	35,000	40,000	42,262	46,125
• Over \$15 M	6	6	44,467	20,000	33,000	40,800	44,000	51,000	51,000
By # of Emp. Supervised									
• 0 Employees	18	18	42,021	35,984	33,000	40,000	41,000	45,000	46,125
By Level of Education									
• Bachelor's Degree	16	16	43,578	35,984	33,000	37,500	42,262	45,000	51,000
• Master's Degree	4	4	39,335	39,335	N/A	N/A	N/A	N/A	N/A
By Sex of Employee									
• Female	21	21	40,660	40,000	29,016	35,000	40,500	45,000	46,125
By Race/Ethnicity									
• White, Non-Hispanic	19	19	40,355	40,000	29,016	35,000	40,342	44,000	45,788
By # of Years in Position									
• 0-5 Years	22	22	54,626	40,000	29,016	35,000	40,500	45,000	52,754
By Region									
• Northwest	3	3	46,665	32,000	N/A	N/A	N/A	N/A	N/A
• North Central	4	4	35,611	33,307	N/A	N/A	N/A	N/A	N/A
• South Central	12	12	37,473	16,000	25,000	35,000	42,262	45,788	51,000
• Northeast	7	7	42,841	18,000	35,000	37,500	42,262	45,000	46,125
• Southeast	12	12	42,270	24,000	35,000	37,500	40,342	45,000	47,341
By Field of Service									
<i>Median Only (50th Percentile)</i>	Association/Support Org (3)		Median 45,000	Culture/Arts (3)		Median 29,016			
	Child Care/Child Welfare (3)		35,000	Education Services (3)		40,000			
	Counseling/BH/MH (6)		40,800	Youth (3)		46,125			



CATEGORY 800: DEVELOPMENT POSITIONS

Development Associate

Short Job Description:

Performs a variety of skilled administrative and clerical duties directly related to development activities. These include maintaining donor databases, developing/sending mass mailings, coordinating placement of advertisements, assisting and participating in special events, arranging for pickup of donated items, acknowledging gifts and donations, development effective, working relationships with donors, volunteers, government and foundation representatives and others to nurture their connection to the organization. May provide secretarial support to the development managers and staff.

***Other similar job titles:** Annual Fund Assistant, Campaign Associate, Development Coordinator, Donor Relations Associate, Fundraising Coordinator

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	43	43	34,502	45,589	25,000	31,500	35,000	37,000	40,000
By Budget Size									
• \$750,001-\$2M	12	12	34,497	16,200	25,000	30,000	35,020	37,150	40,000
• \$2M-5M	10	10	30,640	20,000	20,000	26,500	31,500	36,000	37,000
• \$5M-\$15M	11	11	35,808	18,942	29,058	32,000	35,000	36,050	40,000
• Over \$15 M	9	9	36,569	31,906	15,375	29,058	33,000	40,000	52,000
By # of Emp. Supervised									
• 0 Employees	36	36	34,889	40,964	27,300	31,519	35,000	37,260	40,000
By Level of Education									
• High School Diploma	5	5	27,867	21,885	N/A	N/A	31,720	N/A	N/A
• Associate's Degree	4	4	32,518	11,050	N/A	N/A	N/A	N/A	N/A
• Bachelor's Degree	25	25	35,307	32,000	28,255	31,500	35,000	38,000	41,200
• Master's Degree	5	5	33,229	8,700	N/A	N/A	31,720	N/A	N/A
By Sex of Employee									
• Male	5	5	34,756	8,500	N/A	N/A	33,000	N/A	N/A
• Female	36	36	34,595	40,964	25,000	30,000	35,000	37,000	40,000
By Race/Ethnicity									
• White, Non-Hispanic	39	39	34,694	45,589	25,000	31,500	35,000	37,150	40,000
By # of Years in Position									
• 0-5 Years	36	36	34,679	22,000	33,990	38,000	36,000	40,000	28,255
• 6-10 Years	3	3	39,371	40,964	N/A	N/A	N/A	N/A	N/A
By Region									
• Northwest	4	4	41,375	15,500	N/A	N/A	N/A	N/A	N/A
• Southwest	5	5	40,300	16,000	N/A	N/A	37,000	N/A	N/A
• North Central	8	8	34,150	32,000	20,000	21,700	34,000	37,000	40,000
• South Central	18	18	34,405	25,500	25,000	28,255	33,280	37,260	40,000
• Northeast	13	13	36,055	38,935	15,375	27,300	36,050	40,000	52,000
• Southeast	26	26	35,875	39,264	27,300	31,720	35,000	38,000	40,000
By Field of Service									
<i>Median Only (50th Percentile)</i>	Child Care/Child Welfare (4)		Median 25,000	Employment/Economic (3)		Median 33,000			
	Counseling/BH/MH (6)		33,000	Health/Health Education (3)		31,720			
	Culture/Arts (7)		33,990	Housing/Shelter (4)		31,500			
	Education Services (8)		33,280						



CATEGORY 900: COMMUNICATIONS, MARKETING AND MEMBERSHIP POSITIONS

Communications Director or Manager

Short Job Description:

Acts as the spokesperson for the organization within the community, to government, prospective funders and others. Markets and promotes the organization's goals and objectives to develop grassroots support within the community. Coordinates media and public relations activities. Supervises public relations staff.

***Other similar job titles:** Community Relations Director, Marketing Director, Public Information Officer, Market Research & E-Marketing Manager

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	44	44	59,393	80,000	37,000	45,000	57,000	70,380	85,000
By Budget Size									
• \$750,001-\$2M	9	9	54,064	49,300	30,000	37,500	56,111	63,400	76,000
• \$2M-5M	12	12	52,026	36,000	30,000	40,000	51,140	60,000	65,000
• \$5M-\$15M	16	16	59,810	65,168	35,000	44,803	53,000	73,836	83,000
• Over \$15 M	7	7	71,876	80,000	30,000	42,656	71,900	89,000	96,533
By # of Emp. Supervised									
• 0 Employees	18	18	56,845	66,533	30,000	40,000	51,140	76,000	85,000
• 1 - 5 Employees	21	21	62,346	72,500	39,600	44,803	59,662	70,380	83,000
• 6-20 Employees	3	3	57,975	15,000	N/A	N/A	N/A	N/A	N/A
By Level of Education									
• Bachelor's Degree	25	25	56,901	66,533	39,600	44,803	53,193	66,000	79,300
• Master's Degree	14	14	64,910	80,000	30,000	50,000	58,926	79,200	95,168
• Doctorate			N/A	N/A	N/A	N/A	N/A	N/A	N/A
By Sex of Employee									
• Male	13	13	58,017	55,000	30,000	40,000	63,044	66,000	79,200
• Female	29	29	60,420	73,000	39,600	45,000	56,111	70,380	89,000
By Race/Ethnicity									
• White, Non-Hispanic	38	38	59,393	80,000	37,500	45,000	57,336	70,380	83,000
By # of Years in Position									
• 1-5 Years	27	27	55,533	66,553	37,000	42,656	53,000	65,000	76,000
• 6-10 Years	8	8	69,439	70,400	39,600	57,336	63,044	67,300	95,168
• 11-20 Years	5	5	63,702	40,197	N/A	N/A	58,926	N/A	N/A
• Over 20 Years	2		N/A	N/A	N/A	N/A	N/A	N/A	N/A
By Region									
• Northwest	4	4	74,821	59,000	N/A	N/A	N/A	N/A	N/A
• Southwest	7	7	65,874	80,000	30,000	35,000	58,926	85,000	89,000
• North Central	7	7	58,257	59,000	30,000	35,000	50,000	79,200	85,000
• South Central	20	20	55,664	59,000	30,000	42,656	64,980	71,900	85,000
• Northeast	12	12	58,611	59,000	30,000	39,657	53,000	70,380	85,000
• Southeast	21	21	59,880	66,533	37,500	45,000	57,336	70,380	85,000
By Field of Service									
<i>Median Only (50th Percentile)</i>	Advocacy/Public Affairs (3)		Median	Family Supp & Presrvtion (4)	Median				
	Aging (7)		66,000	Health/Health Education (8)	53,000				
	Counseling/BH/MH (4)		53,000	Housing/Shelter (4)	39,600				
	Culture/Arts (4)		37,000	Religious (3)	44,803				
	Education Services (5)		64,980						
			70,380						



CATEGORY 900: COMMUNICATIONS, MARKETING AND MEMBERSHIP POSITIONS

Public Relations Manager

Short Job Description:

Plans and produces print and other advertising programs, develops and implements promotional, publicity and marketing programs, represents the organization to the community, government and the media to publicize its programs and needs; Seeks and develops opportunities to enhance the image of the organization in the community. Develops public relations budget and controls costs to approved budgets.

***Other similar job titles:** Communications Specialist, Community Relations Coordinator, Marketing Manager

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	18	18	46,861	45,130	35,000	41,000	45,100	50,000	55,700
By Budget Size									
• \$500,001-\$750,000	3	3	35,850	14,810	N/A	N/A	N/A	N/A	N/A
• \$2M-5M	4	4	44,025	11,000	N/A	N/A	N/A	N/A	N/A
• \$5M-\$15M	5	5	52,052	34,498	N/A	N/A	51,958	N/A	N/A
• Over \$15 M	4	4	49,896	19,000	N/A	N/A	N/A	N/A	N/A
By # of Emp. Supervised									
• 0 Employees	12	12	45,266	45,130	28,870	38,000	43,680	48,000	51,958
• 1 - 5 Employees	4	4	48,651	20,498	N/A	N/A	N/A	N/A	N/A
By Level of Education									
• Bachelor's Degree	13	13	43,218	31,130	28,870	38,000	43,680	46,800	49,000
By Sex of Employee									
• Female	14	14	46,651	45,130	28,870	39,502	45,100	50,000	60,000
By Race/Ethnicity									
• White, Non-Hispanic	15	15	46,253	45,130	35,000	39,502	45,100	49,000	60,000
By # of Years in Position									
• 1-5 Years	9	9	44,561	45,130	28,870	35,000	43,680	48,000	50,000
• 6-10 Years	5	5	48,528	19,000	N/A	N/A	46,800	N/A	N/A
By Region									
• Northwest	3	3	43,653	16,958	N/A	N/A	N/A	N/A	N/A
• Southwest	5	5	51,667	45,000	N/A	N/A	80,000	N/A	N/A
• North Central	3	3	44,827	3,120	N/A	N/A	N/A	N/A	N/A
• South Central	7	7	40,211	30,320	43,680	44,000	48,000	49,000	50,000
• Northeast	3	3	47,233	17,700	N/A	N/A	N/A	N/A	N/A
• Southeast	4	4	32,971	8,498	N/A	N/A	N/A	N/A	N/A
By Field of Service			Median						
<i>Median Only (50th Percentile)</i>		Counseling/BH/MH (4)	42,884						
		Health/Health Education (3)	49,000						
		Housing/Shelter (3)	44,000						



CATEGORY 900: COMMUNICATIONS, MARKETING AND MEMBERSHIP POSITIONS

Marketing Coordinator

Short Job Description:

Performs a variety of marketing related tasks under general supervision, including development of advertising materials, direct mail campaigns and events. Prepares proposals, presentations and reports. Works with cross functional teams, remaining knowledgeable of target market segments.

***Other similar job titles:** Public Relations Associate, Communications Specialist, Marketing Assistant

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	24	28	35,963	60,000	26,000	29,000	33,990	37,924	45,000
By Budget Size									
• \$750,001-\$2M	8	8	33,347	19,000	26,000	30,000	32,974	34,000	34,998
• \$2M-5M	5	5	38,108	33,550	N/A	N/A	35,000	N/A	N/A
• \$5M-\$15M	11	11	34,241	18,400	28,000	29,000	29,000	27,924	45,000
• Over \$15 M	4	4	44,750	52,000	N/A	N/A	N/A	N/A	N/A
By # of Emp. Supervised									
• 0 Employees	22	25	34,800	37,550	28,000	29,000	34,998	37,924	45,000
By Level of Education									
• Bachelor's Degree	15	18	34,205	26,400	26,000	29,000	33,990	39,330	45,000
• Master's Degree	7	7	43,682	51,000	29,000	30,300	36,000	37,924	57,550
By Sex of Employee									
• Female	23	26	36,076	60,000	28,000	29,000	33,990	37,924	45,000
By Race/Ethnicity									
• Black/African American	3	3	29,500	7,500	N/A	N/A	N/A	N/A	N/A
• White, Non-Hispanic	21	23	37,585	60,000	28,000	29,000	35,000	39,330	46,400
By # of Years in Position									
• 1-5 Years	21	24	36,500	60,000	26,000	29,000	34,998	37,924	46,400
By Region									
• Southwest	3	3	51,667	45,000	N/A	N/A	N/A	N/A	N/A
• North Central	4	4	51,081	42,076	N/A	N/A	N/A	N/A	N/A
• South Central	17	17	37,789	56,000	26,000	29,000	35,000	40,000	45,000
• Northeast	6	6	46,042	46,000	34,000	37,924	39,330	45,000	45,000
• Southeast	13	16	35,927	60,000	26,000	29,000	33,500	39,000	40,000
By Field of Service									
<i>Median Only (50th Percentile)</i>	Advocacy/Public Affairs (3)		Median						
	Aging (5)		33,500						
	Child Care/Child Welfare (3)		29,000						
	Culture/Arts (5)		35,000						



CATEGORY 900: COMMUNICATIONS, MARKETING AND MEMBERSHIP POSITIONS

Social Media Coordinator

Short Job Description:

Develops and implements a social media strategy for the organization. Researches social media outlets that are conducive to the organization's program and service goals. Oversees blogs, podcasts, and other online communication, including fundraising, marketing and advocacy efforts.

***Other similar job titles:** Web Communications Specialist

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	15	15	36,505	33,000	20,000	23,920	38,253	45,908	50,300
By Budget Size									
• \$2M-5M	3	3	31,000	33,000	N/A	N/A	N/A	N/A	N/A
• \$5M-\$15M	5	5	42,612	8,647	N/A	N/A	42,000	N/A	N/A
By # of Emp. Supervised									
• 0 Employees	14	14	35,763	33,000	20,000	23,920	35,500	45,908	50,300
By Level of Education									
• Bachelor's Degree	11	11	37,989	33,000	20,000	26,000	38,253	45,908	50,300
By Sex of Employee									
• Male	4	4	39,538	33,000	N/A	N/A	N/A	N/A	N/A
• Female	11	11	35,403	30,300	20,000	23,920	35,500	42,000	50,000
By Race/Ethnicity									
• White, Non-Hispanic	14	14	37,404	33,000	20,000	26,000	38,253	46,900	50,300
By # of Years in Position									
• 1-5 Years	13	13	35,783	33,000	20,000	20,800	38,253	45,908	50,300
By Region									
• South Central	9	9	34,973	30,300	20,000	20,800	35,500	42,000	46,900
• Northeast	3	3	35,969	25,908	N/A	N/A	N/A	N/A	N/A
• Southeast	8	8	31,503	30,300	20,000	20,000	23,920	40,000	42,000
By Field of Service									
<i>Median Only (50th Percentile)</i>			Median N/A						



CATEGORY 900: COMMUNICATIONS, MARKETING AND MEMBERSHIP POSITIONS

Graphic Artist

Short Job Description:

Uses desktop publishing and related software/hardware to design and develop attractive formats supportive of the organization's mission for all printed materials including stationery, marketing brochure, fundraising materials, grant applications, annual reports, newsletters, posters, advertisements, packaging etc. May coordinate production of finished products with printers/publishers. May also develop and illustrate materials with other media (e.g. drawings, photographs, paintings).

***Other similar job titles:** Web Communications Specialist

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	15	15	35,669	36,000	25,000	28,877	32,715	45,000	55,702
By Budget Size									
• \$2M-5M	3	3	30,530	3,715	N/A	N/A	N/A	N/A	N/A
• \$5M-\$15M	6	6	33,978	32,668	16,000	25,287	29,680	45,908	45,908
• Over \$15 M	3	3	44,567	22,702	N/A	N/A	N/A	N/A	N/A
By # of Emp. Supervised									
• 0 Employees	15	15	35,669	36,000	25,000	28,877	32,715	45,000	55,702
By Level of Education									
• Bachelor's Degree	13	13	35,576	36,000	16,000	25,287	33,000	45,908	55,702
By Sex of Employee									
• Male	5	5	38,476	26,702	N/A	N/A	33,000	N/A	N/A
• Female	10	10	34,266	36,000	16,000	25,287	29,874	45,908	48,668
By Race/Ethnicity									
• White, Non-Hispanic	13	13	34,574	36,000	16,000	25,287	32,715	45,000	48,668
By # of Years in Position									
• 1-5 Years	11	11	37,651	39,702	16,000	28,877	38,331	45,908	52,000
By Region									
• Southwest	3	3	31,572	4,000	N/A	N/A	N/A	N/A	N/A
• North Central	3	3	31,164	13,044	N/A	N/A	N/A	N/A	N/A
• South Central	4	4	35,420	23,668	N/A	N/A	N/A	N/A	N/A
• Northeast	4	4	44,477	10,337	N/A	N/A	N/A	N/A	N/A
• Southeast	6	6	41,041	39,702	16,000	28,877	45,000	52,000	52,000
By Field of Service									
<i>Median Only (50th Percentile)</i>	Education Services (4)		Median 45,000						



CATEGORY 900: COMMUNICATIONS, MARKETING AND MEMBERSHIP POSITIONS

Membership Director or Manager

Short Job Description:

Develops and implements programs to attract and retain members of the organization. Manages the database; Oversees regular communications to members including newsletters, invitations to events and activities and solicitations; Ensures members inquiries and problems are responded to promptly; Researches and develops new methods to increase membership.

***Other similar job titles:** Customer Service Director, Member Services Manager

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	6	6	43,297	22,020	30,000	32,800	44,880	50,081	50,081
By Budget Size	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
By # of Emp. Supervised	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
By Level of Education	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
By Sex of Employee									
• Female	5	5	41,940	22,020	N/A	N/A	44,880	N/A	N/A
By Race/Ethnicity									
• White, Non-Hispanic	5	5	41,940	22,020	N/A	N/A	44,880	N/A	N/A
By # of Years in Position									
• 6-10 Years	3	3	44,940	19,220	N/A	N/A	N/A	N/A	N/A
By Region									
• South Central	4	4	44,925	19,220	N/A	N/A	N/A	N/A	N/A
By Field of Service			Median						
<i>Median Only (50th Percentile)</i>			N/A						



CATEGORY 900: COMMUNICATIONS, MARKETING AND MEMBERSHIP POSITIONS

Membership Assistant

Short Job Description:

Performs a variety of skilled administrative and clerical duties directly related to membership activities. These include maintaining databases, preparing routine correspondence, developing/sending mass mailings, assisting and participating in special events for members, developing effective working relationships with members to nurture their connection to the organization.

***Other similar job titles:** Membership Clerk

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	3	3	27,585	21,754	N/A	N/A	31,000	N/A	N/A
By Budget Size	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
By # of Emp. Supervised									
• 0 Employees	3	3	27,585	21,754	N/A	N/A	31,000	N/A	N/A
By Level of Education	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
By Sex of Employee									
• Female	3	3	27,585	21,754	N/A	N/A	31,000	N/A	N/A
By Race/Ethnicity	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
By # of Years in Position	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
By Region	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
By Field of Service			Median						
<i>Median Only (50th Percentile)</i>			N/A						



CATEGORY 900: COMMUNICATIONS, MARKETING AND MEMBERSHIP POSITIONS

Customer Service Representative

Short Job Description:

Following guidelines and procedures, performs office support duties which involve providing information to the public, receiving payments, addressing customer questions, preparing and maintaining records.

***Other similar job titles:** Community Development Community Service Representative, Customer Specialist, Member Services Representative, Subscriber Services Representative, Social Security Administration

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	14	55	18,093	23,920	15,080	15,600	16,328	17,389	23,296
By Budget Size									
• \$5M-\$15M	7	44	17063	21,920	15,080	15,392	16,016	17,004	17,784
By # of Emp. Supervised									
• 0 Employees	9	46	17,234	23,920	15,080	15,600	16,016	17,171	19,500
• 1 - 5 Employees	3	3	29,164	18,507	N/A	N/A	N/A	N/A	N/A
By Level of Education									
• High School Diploma	7	14	19,461	21,756	15,244	17,004	17,171	19,500	23,296
By Sex of Employee									
• Male	4	12	18,337	23,756	15,244	15,600	15,912	17,338	20,020
• Female	11	42	17,959	21,920	15,080	15,600	16,557	17,389	23,296
By Race/Ethnicity									
• White, Non-Hispanic	10	51	17,601	21,920	15,080	15,600	16,224	17,004	21,819
By # of Years in Position									
• 1-5 Years	8	39	17,364	16,920	15,080	15,244	16,016	17,171	20,020
• 6-10 Years	4	5	18,223	6,219	N/A	N/A	18,493	N/A	N/A
By Region									
• Northwest	2	10	16,799	10,318	11,501	16,952	17,004	17,171	17,338
• Southwest	3	3	19,598	2,307	N/A	N/A	N/A	N/A	N/A
• South Central	6	39	16,714	14,920	15,080	15,392	15,704	16,640	17,784
• Southeast	3	3	25,227	11,980	N/A	N/A	N/A	N/A	N/A
By Field of Service									
<i>Median Only (50th Percentile)</i>	Association/Support Org (37) Culture/Arts (3)		Median 15,704 23,660						

Grant Manager/Administrator

Short Job Description:

Responsible for tracking grant awards, verifying and tracking due diligence materials and processing grant distributions.

**Other similar job titles:* Contract Manager

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	10	10	52,001	82,745	26,255	35,000	45,900	57,054	71,800
By Budget Size	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
By # of Emp. Supervised									
• 0 Employees	9	9	53,890	82,745	26,255	35,000	46,000	57,054	71,800
By Level of Education									
• Bachelor’s Degree	4	4	42,000	17,000	N/A	N/A	N/A	N/A	N/A
• Master’s Degree	3	3	74,267	67,000	N/A	N/A	N/A	N/A	N/A
By Sex of Employee									
• Female	8	8	44,244	45,545	26,255	35,000	42,000	46,000	52,000
By Race/Ethnicity									
• White, Non-Hispanic	9	9	45,668	45,545	26,255	35,000	45,900	52,000	57,054
By # of Years in Position									
• 1-5 Years	8	8	50,276	82,745	26,255	35,000	42,000	52,000	57,054
By Region									
• South Central	3	3	71,933	74,000	N/A	N/A	N/A	N/A	N/A
• Northeast	4	4	68,175	63,100	N/A	N/A	N/A	N/A	N/A
• Southeast	3	3	71,933	74,000	N/A	N/A	N/A	N/A	N/A
By Field of Service			Median						
			NA						



Artistic Director

Short Job Description:

Responsible for setting the artistic direction and programming of a performing arts or cultural organization. Organizations reporting this position will also have a CEO/Executive Director who has overall responsibility for running the organization's administrative functions. Both the Artistic Director and CEO/Executive Director report to the Board of Directors.

**Other similar job titles:* Creative Director

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	5	5	49,140	126,638	N/A	N/A	19,000	N/A	N/A
By Budget Size	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
By # of Emp. Supervised	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
By Level of Education	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
By Sex of Employee									
• Male	3	3	71,046	122,638	N/A	N/A	N/A	N/A	N/A
By Race/Ethnicity									
• White, Non-Hispanic	4	4	57,675	124,075	N/A	N/A	N/A	N/A	N/A
By # of Years in Position	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
By Region									
• Southeast	6	6	28,328	37,500	15,000	17,563	19,000	42,588	42,588
By Field of Service <i>Median Only</i>	Culture/Arts (3)		Median 52,500						

Theater Production Manager

Short Job Description:

Responsible for every stage of the production process, from auditions to rehearsals to opening night to post production; collaborate with directors when deciding casting, costuming, lighting and other production aspects. Set up auditions, keep accurate blocking notes regarding actors' stage position which are disbursed to technical director and cast; create and implement rehearsal schedules for actors and crew; assist with stage and backstage clean-up post production.

***Other similar job titles:** Stage Manager

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	3	3	38,353	26,228	N/A	N/A	N/A	N/A	N/A
By Budget Size	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
By # of Emp. Supervised	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
By Level of Education	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
By Sex of Employee									
• Male	3	3	38,353	26,228	N/A	N/A	N/A	N/A	N/A
By Race/Ethnicity									
• White, Non-Hispanic	3	3	38,353	26,228	N/A	N/A	N/A	N/A	N/A
By # of Years in Position									
• 1-5 Years	3	3	38,353	26,228	N/A	N/A	N/A	N/A	N/A
By Region	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
By Field of Service			Median N/A						



CATEGORY 1100: CULTURAL, ARTISITC, PERFORMING ARTS POSITIONS

Gallery Coordinator

Short Job Description:

Provides overall management and direction for gallery space; oversees an ongoing schedules of exhibits and related activities; plans and implements all phases of exhibitions including: budgeting and assistance with grant development/fundraising; registrations and installation of art work. Secures insurance and authorizations, handles publicity and promotions and provides leadership for the development of an integrated, multi-disciplinary and diverse exhibition program.

**Other similar job titles:* Exhibitions Coordinator

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	3	3	35,879	12,163	N/A	N/A	N/A	N/A	N/A
By Budget Size	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
By # of Emp. Supervised	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
By Level of Education									
• Bachelor's Degree	3	3	35,879	12,163	N/A	N/A`	N/A	N/A	N/A
By Sex of Employee									
• Male	3	3	35,879	12,163	N/A	N/A	N/A	N/A	N/A
By Race/Ethnicity	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
By # of Years in Position									
• 1-5 Years	3	3	35,879	12,163	N/A	N/A	N/A	N/A	N/A
By Region	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
By Field of Service	Culture/Arts (3)		Median 33,075						
<i>Median Only (50th Percentile)</i>									



CATEGORY 1200: EDUCATION AND RECREATION POSITIONS

Director, Education

Short Job Description:

Develops, organizes and implements community education programs and activities for targeted clients including adult education programs, school aged programs and pre-school activities. Ensures programs meet community needs and organizational goals and objectives. Manages program 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 overall success.

***Other similar job titles:** Director of Community Education, Training Director, Vice President of Educational Services, Preschool Director, Pre-K Counts Director

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	48	49	58,271	102,717	31,200	39,100	54,000	67,100	93,870
By Budget Size									
• \$250,001-500,000	4	4	37,540	30,040	N/A	N/A	N/A	N/A	N/A
• \$500,001-\$750,000	5	5	49,890	54,000	N/A	N/A	38,750	N/A	N/A
• \$750,001-\$2M	11	11	44,569	28,468	31,200	36,690	42,000	49,000	56,000
• \$2M-5M	10	10	58,073	27,289	41,000	50,000	60,700	64,890	67,100
• \$5M-\$15M	8	8	68,031	82,617	39,100	42,000	50,000	79,414	105,000
• Over \$15 M	9	9	87,051	65,100	53,600	60,000	91,789	95,000	105,000
By # of Emp. Supervised									
• 0 Employees	8	8	33,733	33,000	22,000	24,960	31,200	32,500	43,000
• 1 - 5 Employees	13	13	59,552	70,000	35,000	39,000	50,000	61,014	105,000
• 6-20 Employees	18	18	59,654	56,789	36,690	42,000	60,000	68,289	84,000
• 21-50 Employees	4	4	58,650	34,500	N/A	N/A	N/A	N/A	N/A
• Over 100 Employees	3	3	97,806	74,717	N/A	N/A	N/A	N/A	N/A
By Level of Education									
• Bachelor's Degree	13	13	41,112	45,100	22,000	30,000	41,000	49,000	60,700
• Master's Degree	31	31	66,159	93,517	36,690	49,500	61,014	79,414	105,000
By Sex of Employee									
• Male	9	9	59,945	88,027	36,690	39,000	50,000	63,000	89,000
• Female	38	38	57,061	96,700	31,200	40,200	54,000	67,100	91,789
By Race/Ethnicity									
• White, Non-Hispanic	42	43	58,341	102,717	31,200	39,000	50,000	67,100	95,000
By # of Years in Position									
• 0-5 Years	26	26	52,329	102,717	30,000	35,000	43,000	55,000	91,789
• 6-10 Years	6	6	70,224	34,202	59,668	61,014	62,000	76,500	76,500
• 11-20 Years	10	10	59,228	68,310	36,690	40,200	54,000	64,890	89,000
• Over 20 Years	6	6	71,252	53,000	42,000	60,000	67,100	84,000	84,000
By Region									
• Northwest	6	6	43,327	51,540	24,960	30,000	32,500	55,000	55,000
• Southwest	5	5	60,003	57,414	N/A	N/A	67,100	N/A	N/A
• North Central	5	5	58,792	64,040	N/A	N/A	55,000	N/A	N/A
• South Central	18	19	56,455	93,517	31,200	39,100	43,000	62,000	84,000
• Northeast	9	9	69,454	88,027	36,690	49,000	62,000	89,000	91,789
• Southeast	24	24	69,394	85,967	35,000	49,500	61,014	91,789	105,000
By Field of Service			Median			Median			Median
<i>Median Only (50th Percentile)</i>	Advocacy/Public Affairs (8)		40,200	Education Services (19)		50,000			
	Child Care/Child Welfare (8)		50,000	Housing/Shelter (5)		50,000			
	Counseling/BH/MH (11)		79,414	Social Supp/Recreation (3)		56,000			
	Culture/Arts (7)		56,000	Youth (6)		50,000			



CATEGORY 1200: EDUCATION AND RECREATION POSITIONS

Site Supervisor

Short Job Description:

Responsible for all facets of operation of an educational program site. Assures compliance with state local and federal regulations. Conveys program policies and expectations to staff and the community. Supervises and coaches staff, ensuring effective program delivery. Develops and implements staff training and performance evaluations.

***Other similar job titles:** Preschool Director, School Age Site Director

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	20	24	54,445	76,373	28,000	38,800	46,000	74,000	78,143
By Budget Size									
• \$2M-5M	3	3	37,000	16,000	N/A	N/A	N/A	N/A	N/A
• \$5M-\$15M	7	11	58,099	76,373	22,000	38,800	58,000	74,986	78,143
• Over \$15 M	6	6	66,598	35,500	43,000	57,000	72,086	75,000	75,000
By # of Emp. Supervised									
• 6-20 Employees	15	19	58,099	70,373	30,000	40,000	58,000	74,986	78,143
By Level of Education									
• Bachelor's Degree	10	10	39,780	27,000	28,000	31,000	40,000	43,000	46,000
• Master's Degree	8	12	69,156	63,373	35,000	58,000	74,000	75,479	78,500
By Sex of Employee									
• Male	3	3	75,714	4,143	N/A	N/A	N/A	N/A	N/A
• Female	14	18	53,430	70,373	30,000	40,000	43,000	72,086	75,479
By Race/Ethnicity									
• White, Non-Hispanic	17	21	55,842	70,373	30,000	38,800	46,000	74,986	78,143
By # of Years in Position									
• 0-5 Years	8	9	51,544	50,500	28,000	30,000	55,000	68,310	72,086
• 6-10 Years	5	5	62,524	36,143	N/A	N/A	74,000	N/A	N/A
• 11-20 Years	3	3	53,667	35,000	N/A	N/A	N/A	N/A	N/A
• Over 20 Years	2	3	72,120	55,373	N/A	N/A	N/A	N/A	N/A
By Region									
• Southwest	3	3	37,000	24,000	N/A	N/A	N/A	N/A	N/A
• North Central	3	3	36,000	21,000	N/A	N/A	N/A	N/A	N/A
• South Central	9	9	41,794	56,143	22,000	28,000	40,000	43,000	57,000
• Northeast	4	4	55,807	48,143	N/A	N/A	N/A	N/A	N/A
• Southeast	7	7	64,461	38,143	40,000	55,000	72,086	74,000	75,000
By Field of Service									
<i>Median Only (50th Percentile)</i>	Advocacy/Public Affairs (3)		Median 40,000	Housing/Shelter (3)		Median 42,000			
	Child Care/Child Welfare (6)		40,000	Social Supp/Recreation (3)		43,000			
	Counseling/BH/MH (6)		42,000						
	Education Services (14)		58,000						



CATEGORY 1200: EDUCATION AND RECREATION POSITIONS

Fitness Center Manager

Short Job Description:

Responsibilities include designing and promoting activities to meet consumer demand and that generate revenue; Advertise and promote the facility and usage by community members; recruit, train and schedule staff; Carry out health and safety checks on equipment and site; oversee facility maintenance, insurance and cleaning; Maintain high levels of customer care, with a particular focus on retaining current members; prepare budgets and generate income; write reports on facility usage and activities.

***Other similar job titles:** Center Director

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	5	5	44,708	34,242	N/A	N/A	40,000	N/A	N/A
By Budget Size	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
By # of Emp. Supervised									
• 6-20 Employees	4	4	46,385	34,242	N/A	N/A	N/A	N/A	N/A
By Level of Education									
• Bachelor's Degree	4	4	38,575	6,300	N/A	N/A	N/A	N/A	N/A
By Sex of Employee									
• Female	3	3	38,767	6,300	N/A	N/A	N/A	N/A	N/A
By Race/Ethnicity									
• White, Non-Hispanic	5	5	44,708	34,242	N/A	N/A	40,000	N/A	N/A
By # of Years in Position	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
By Region									
• North Central	3	3	40,433	4,000	N/A	N/A	N/A	N/A	N/A
• South Central	4	4	39,575	7,000	N/A	N/A	N/A	N/A	N/A
• Northeast	3	3	49,747	31,241	N/A	N/A	N/A	N/A	N/A
By Field of Service	Education Services (5)		Median 40,000						
<i>Median Only (50th Percentile)</i>									



CATEGORY 1200: EDUCATION AND RECREATION POSITIONS

Education or Teacher, Adult Education

Short Job Description:

Determines needs of adult clients and develops/implements appropriate curricula to meet those needs. Conducts educational sessions with adult clients to improve skills and functioning. May provide supervision in teaching assistants.

***Other similar job titles:** Adult Education Specialist, Classroom Trainer, Family Educator

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	7	7	37,841	20,223	31,234	32,000	33,990	35,000	48,963
By Budget Size	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
By # of Emp. Supervised									
• 0 Employees	4	4	37,422	19,458	N/A	N/A	N/A	N/A	N/A
By Level of Education									
• Master's Degree	3	3	44,220	19,218	N/A	N/A	N/A	N/A	N/A
By Sex of Employee									
• Female	5	5	39,730	19,458	N/A	N/A	33,990	N/A	N/A
By Race/Ethnicity									
• White, Non-Hispanic	4	4	37,422	19,458	N/A	N/A	N/A	N/A	N/A
By # of Years in Position									
• 11-20 Years	3	3	37,734	16,963	N/A	N/A	N/A	N/A	N/A
By Region									
• South Central	3	3	32,777	1,990	N/A	N/A	N/A	N/A	N/A
• Southeast	4	4	37,482	20,224	N/A	N/A	N/A	N/A	N/A
By Field of Service	Education Services (5)		Median 32,340						
<i>Median Only (50th Percentile)</i>									



CATEGORY 1200: EDUCATION AND RECREATION POSITIONS

Teacher, K-12

Short Job Description:

Develops and implements grade appropriate curricula to meet academic and other needs of children in a K-12 classroom setting. Ensures safety and health of students. Participates in development and implementation of IEPs for specific students, as needed. Assesses and documents students' progress. May participate in implementing therapeutic programs for students. May supervise teaching assistant(s).

***Other similar job titles:** Classroom Teacher, Homeroom Teacher, Instructor, Lead Teacher

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	10	18	41,339	57,766	25,000	34,000	36,050	45,184	56,925
By Budget Size									
• \$2M-5M	3	3	32,523	13,568	N/A	N/A	N/A	N/A	NA
• \$5M-\$15M	3	11	47,549	40,766	35,000	36,050	44,859	54,312	66,320
By # of Emp. Supervised									
• 0 Employees	8	13	44,268	57,766	18,000	34,000	38,568	54,312	66,320
• 1 - 5 Employees	3	3	32,175	11,524	N/A	N/A	N/A	N/A	N/A
By Level of Education									
• Bachelor's Degree	9	13	42,854	57,766	18,000	32,500	38,000	54,312	66,320
• Master's Degree	3	5	37,402	10,859	N/A	N/A	36,050	N/A	N/A
By Sex of Employee									
• Male	3	3	37,120	12,359	N/A	N/A	N/A	N/A	N/A
• Female	8	15	42,183	57,776	25,000	35,000	36,524	45,184	66,320
By Race/Ethnicity									
• White, Non-Hispanic	10	18	41,339	57,766	25,000	34,000	36,050	45,184	56,925
By # of Years in Position									
• 0-5 Years	7	9	39,790	57,766	18,000	25,000	35,000	36,524	66,320
• 6-10 Years	3	5	38,315	8,809	N/A	N/A	36,050	N/A	N/A
By Region									
• Southwest	3	3	29,689	20,568	N/A	N/A	N/A	N/A	N/A
• South Central	5	8	38,319	20,312	34,000	35,000	36,050	36,524	38,568
• Northeast	3	3	39,293	29,312	N/A	N/A	N/A	N/A	N/A
• Southeast	4	8	52,492	37,766	38,000	38,568	45,184	56,925	66,320
By Field of Service	Education Services (18)		Median 36,050						
<i>Median Only (50th Percentile)</i>									



CATEGORY 1200: EDUCATION AND RECREATION POSITIONS

Teacher, Special Education

Short Job Description:

Develops and implements curricula to meet the academic and other needs of school aged children with cognitive, emotional and or physical disabilities. Ensures safety and health of students. Participates in development and implementation of IEPs for specific students, as needed. Assesses and documents students' progress. May participate in implementing therapeutic programs for students. May supervise teaching assistant(s).

***Other similar job titles:** Integration Specialist, Resource Teacher, Reading Specialist, Special Education Liaison

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	13	59	46,549	52,884	36,000	39,330	43,329	47,964	63,464
By Budget Size									
• \$5M-\$15M	4	50	46,872	52,884	37,260	39,484	43,329	51,896	66,820
By # of Emp. Supervised									
• 0 Employees	7	52	47,103	52,884	36,000	39,330	43,329	49,513	66,820
• 1 - 5 Employees	3	3	42,667	4,000	N/A	N/A	N/A	N/A	N/A
By Level of Education									
• Bachelor's Degree	7	30	45,650	52,884	36,000	37,260	40,551	46,608	67,015
• Master's Degree	5	27	47,917	35,696	39,330	41,859	45,749	49,513	60,701
By Sex of Employee									
• Male	1	6	57,874	44,321	40,172	46,196	47,818	69,196	69,196
• Female	9	49	45,512	46,934	36,000	38,000	42,594	47,000	62,497
By Race/Ethnicity									
• White, Non-Hispanic	8	54	47,037	52,884	36,000	39,484	43,329	49,513	66,820
By # of Years in Position									
• 0-5 Years	8	27	39,367	18,320	36,000	37,260	39,330	40,551	43,329
• 6-10 Years	2	9	45,428	18,468	40,901	41,816	44,482	46,196	47,000
• 11-20 Years	2	10	48,023	9,921	44,790	45,749	46,608	49,513	51,896
• Over 20 Years	1	10	67,528	29,455	55,038	62,497	66,820	69,196	78,543
By Region									
• Northwest	3	3	35,369	9,391	N/A	N/A	N/A	N/A	N/A
• Southwest	3	3	40,182	12,545	N/A	N/A	N/A	N/A	N/A
• Northeast	3	3	41,550	9,900	N/A	N/A	N/A	N/A	N/A
• Southeast	6	6	42,189	13,929	36,000	37,336	40,551	45,000	45,000
By Field of Service	Education Services (58)		Median 43,285						
<i>Median Only (50th Percentile)</i>									



CATEGORY 1200: EDUCATION AND RECREATION POSITIONS

Teacher, Preschool

Short Job Description:

Provides a safe, nurturing environment for pre-school children. Develops and implements a curricula program with the goal of developing kindergarten readiness skills. Ensures the safety and health of students. Assists children with physical needs. Maintains effective communications with parents and guardians. May supervise a teacher's assistant.

***Other similar job titles:** Child Development Specialist, Early Childhood Teacher

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	21	23	27,257	30,659	18,720	20,800	25,000	32,000	36,000
By Budget Size									
• \$750,001-\$2M	9	10	27,260	28,974	18,720	20,425	21,299	33,000	35,000
• \$2M-5M	3	3	23,293	3,000	N/A	N/A	N/A	N/A	N/A
• \$5M-\$15M	5	5	27,580	5,516	N/A	N/A	27,864	N/A	N/A
• Over \$15 M	3	3	35,653.	20,439	N/A	N/A	N/A	N/A	N/A
By # of Emp. Supervised									
• 0 Employees	9	11	26,337	27,480	18,720	20,425	22,000	26,000	36,000
• 1 - 5 Employees	8	8	31,067	26,734	20,960	22,880	30,000	35,000	35,000
By Level of Education									
• High School Diploma	3	3	20,420	1,460	N/A	N/A	N/A	N/A	N/A
• Bachelor's Degree	14	15	28,932	28,974	20,425	22,000	25,760	32,000	46,200
By Sex of Employee									
• Female	19	22	27,230	30,659	18,720	20,800	25,000	33,000	36,000
By Race/Ethnicity									
• Black/African American	3	3	30,667	10,000	N/A	N/A	N/A	N/A	N/A
• White, Non-Hispanic	15	18	26,948	30,659	18,720	20,425	22,880	33,000	36,000
By # of Years in Position									
• 0-5 Years	14	15	27,824	27,480	19,500	20,960	25,000	33,000	36,000
• 6-10 Years	5	6	26,616	30,659	17,035	18,782	20,425	30,000	30,000
By Region									
• South Central	10	13	23,886	18,965	17,035	18,782	20,960	25,000	35,000
• Northeast	7	7	32,348	26,894	20,800	22,880	27,864	36,000	46,200
• Southeast	7	7	34,280	20,440	25,760	30,000	35,000	35,000	36,000
By Field of Service									
<i>Median Only</i> <i>(50th Percentile)</i>	Child Care/Child Welfare (20)		Median 25,000						
	Counseling/BH/MH (8)		37,100						
	Education Services (5)		40,551						



CATEGORY 1200: EDUCATION AND RECREATION POSITIONS

Curriculum Specialist

Short Job Description:

Develops instructional material, coordinates educational content, and incorporates current technology into educational programs. Monitors progress of students and teachers to assess program effectiveness. Requires instructional experience and teacher credentials.

***Other similar job titles:** Curriculum Developer, Educational Supervisor

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	6	6	47,174	26,500	34,000	37,000	49,543	52,000	52,000
By Budget Size	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
By # of Emp. Supervised									
• 0 Employees	4	4	49,011	26,500	N/A	N/A	N/A	N/A	N/A
By Level of Education									
• Master's Degree	3	3	54,014	N/A	N/A	N/A	N/A	N/A	N/A
By Sex of Employee									
• Female	5	5	49,209	26,500	N/A	N/A	50,000	N/A	N/A
By Race/Ethnicity									
• White, Non-Hispanic	5	5	49,209	26,500	N/A	N/A	50,000	N/A	N/A
By # of Years in Position									
• 0-5 Years	5	5	49,209	26,500	N/A	N/A	50,000	N/A	N/A
By Region									
• South Central	4	4	38,566	33,280	N/A	N/A	N/A	N/A	N/A
• Northeast	3	3	46,333	15,000	N/A	N/A	N/A	N/A	N/A
By Field of Service	Education Services (6)		Median 37,000						
<i>Median Only (50th Percentile)</i>									



CATEGORY 1200: EDUCATION AND RECREATION POSITIONS

Teaching Assistant, K-12

Short Job Description:

Assists the teacher in implementing educational plans and curricula in a classroom with special emphasis on maintenance of discipline and tutoring one-on-one with students. Reviews lesson plans with teacher to contribute information and ideas as appropriate. Supervises and works with students in small group learning situations. Implements behavior management techniques. Corrects/grades completed work.

***Other similar job titles:** Teacher's Aide, Education Coordinator

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	12	48	21,846	17,117	18,000	18,630	20,183	23,031	29,120
By Budget Size									
• \$2M-5M	3	3	24,960	9,360	N/A	N/A	N/A	N/A	N/A
• \$5M-\$15M	3	39	20,553	16,507	18,000	18,000	19,528	21,543	25,975
• Over \$15 M	4	6	25,990	15,633	16,640	22,630	25,000	31,200	31,200
By # of Emp. Supervised									
• 0 Employees	9	45	21,874	16,507	18,000	18,630	20,183	23,031	29,355
By Level of Education									
• High School Diploma	3	7	24,669	13,950	17,250	17,250	27,037	28,200	29,355
• Associate's Degree	3	3	25,605	13,553	N/A	N/A	N/A	N/A	N/A
• Bachelor's Degree	5	28	20,704	15,757	18,000	18,000	18,630	21,500	25,975
• Master's Degree	1	7	22,162	10,944	19,500	20,183	21,462	21,543	21,817
By Sex of Employee									
• Male	3	3	22,127	10,490	N/A	N/A	N/A	N/A	N/A
• Female	6	41	21,602	16,507	18,000	18,000	20,183	22,393	28,200
By Race/Ethnicity									
• White, Non-Hispanic	5	40	21,214	15,023	18,000	18,000	19,528	21,817	27,037
By # of Years in Position									
• 0-5 Years	8	35	20,462	15,023	18,000	18,000	18,935	21,500	26,000
• 6-10 Years	1	4	24,846	10,810	N/A	N/A	N/A	N/A	N/A
• 11-20 Years	1	4	27,252	11,364	N/A	N/A	N/A	N/A	N/A
• Over 20 Years									
By Region									
• North Central	3	3	23,123	10,400	N/A	N/A	N/A	N/A	N/A
• South Central	3	3	24,583	10,490	N/A	N/A	N/A	N/A	N/A
• Northeast	3	3	37,350	10,490	N/A	N/A	N/A	N/A	N/A
• Southeast	5	44	21,686	17,117	18,000	18,000	19,528	22,630	29,355
By Field of Service									
<i>Median Only (50th Percentile)</i>	Education Services (48)		Median 20,183						



CATEGORY 1200: EDUCATION AND RECREATION POSITIONS

Teaching Assistant, Preschool

Short Job Description:

Under the supervision of a teacher, participates in the direct supervision of children to ensure their health and safety. Provides nurture, care and guidance to each child. Interacts with the children in the implementation of learning programs and activities. Assists children with physical needs. Supervises children in play areas.

***Other similar job titles:** Teacher's Aide, Education Coordinator

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	18	18	22,092	16,700	18,000	18,720	19,760	25,000	28,080
By Budget Size									
• \$750,001-\$2M	7	7	22,421	12,813	18,408	18,720	20,800	21,000	28,080
• \$2M-5M	3	3	19,493	1,280	N/A	N/A	N/A	N/A	N/A
• \$5M-\$15M	4	4	20,358	7,000	N/A	N/A	N/A	N/A	N/A
• Over \$15 M	3	3	27,589	12,632	N/A	N/A	N/A	N/A	N/A
By # of Emp. Supervised									
• 0 Employees	14	14	22,225	16,700	18,000	18,720	19,760	25,000	31,242
By Level of Education									
• High School Diploma	7	7	22,815	16,700	18,000	18,408	20,800	21,000	28,080
• Associate's Degree	4	4	22,430	12,522	N/A	N/A	N/A	N/A	N/A
By Sex of Employee									
• Female	13	13	21,531	16,700	18,000	18,408	19,760	21,000	28,080
By Race/Ethnicity									
• Black/African American	3	3	27,927	13,700	N/A	N/A	N/A	N/A	N/A
• White, Non-Hispanic	8	8	18,891	2,800	18,000	18,000	18,720	18,720	19,760
By # of Years in Position									
• 0-5 Years	7	7	22,686	13,242	18,000	18,000	19,760	25,000	28,080
• 6-10 Years	4	4	19,162	2,392	N/A	N/A	N/A	N/A	N/A
By Region									
• North Central	3	3	19,173	2,800	N/A	N/A	N/A	N/A	N/A
• South Central	8	8	20,741	10,080	18,000	18,000	18,720	20,000	26,000
• Northeast	6	6	23,685	16,700	18,000	18,720	19,711	19,760	31,221
• Southeast	7	7	24,978	16,700	18,000	21,000	25,000	26,000	28,080
By Field of Service									
<i>Median Only (50th Percentile)</i>	Child Care/Child Welfare (9)		Median						
	Counseling/BH/MH (4)		20,000						
	Education Services (5)		20,000						
			25,000						



CATEGORY 1200: EDUCATION AND RECREATION POSITIONS

Child Care Assistant

Short Job Description:

Provides safe, nurturing welcoming environment for young children, attends to physical needs of children, serves snacks and drinks; plays indoor and/or outdoor games with children; reads to children; supervises children playing. Maintains communications with parents and guardians.

***Other similar job titles:** Child Care Worker, Early Child Services, Preschool Aide

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	13	21	18,651	9,420	15,080	15,995	18,000	20,425	22,880
By Budget Size									
• \$750,001-\$2M	4	4	20,326	8,000	N/A	N/A	N/A	N/A	N/A
• \$2M-5M	5	5	19,583	3,424	N/A	N/A	19,760	N/A	N/A
• \$5M-\$15M	3	11	16,939	5,345	15,080	15,392	16,484	17,160	19,968
By # of Emp. Supervised									
• 0 Employees	9	9	19,823	8,900	15,600	18,000	19,968	20,425	21,424
By Level of Education									
• High School Diploma	6	6	21,270	5,780	18,720	19,968	20,010	23,000	23,000
By Sex of Employee									
• Female	10	17	18,364	9,420	15,080	15,600	17,202	20,010	21,424
By Race/Ethnicity									
• White, Non-Hispanic	8	14	18,106	9,420	15,080	15,184	17,160	19,968	23,000
By # of Years in Position									
• 0-5 Years	6	12	17,882	7,920	15,080	15,600	17,160	19,760	21,424
• 11-20 Years	3	4	17,560	5,345	N/A	N/A	N/A	N/A	N/A
By Region									
• South Central	7	15	18,110	7,920	15,080	15,995	17,160	19,968	22,880
• Northeast	4	4	21,100	5,780	N/A	N/A	N/A	N/A	N/A
• Southeast	4	4	19,776	7,880	N/A	N/A	N/A	N/A	N/A
By Field of Service									
<i>Median Only</i> <i>(50th Percentile)</i>	Child Care/Child Welfare (14) Counseling/BH/MH (5)		Median 17,160 19,760						



CATEGORY 1200: EDUCATION AND RECREATION POSITIONS

Community Educator

Short Job Description:

Works collaboratively with staff to designs, coordinate and present educational programs on behalf of the organization to school and /or community groups. Presentations may be either at the organization's facilities or elsewhere in the community. May assist with administration of educational programs including marketing, fundraising, managing supplies, creating assessments, and supervising volunteers.

***Other similar job titles:** Community Trainer, Prevention Educator

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	20	20	34,861	31,704	25,000	31,000	33,500	38,000	42,840
By Budget Size									
• \$250,001-500,000	3	3	24,167	17,500	N/A	N/A	N/A	N/A	N/A
• \$750,001-\$2M	7	7	32,824	14,704	23,296	31,429	34,442	35,000	35,000
• \$2M-5M	4	4	31,863	8,700	N/A	N/A	N/A	N/A	N/A
• \$5M-\$15M	5	5	42,179	21,500	N/A	N/A	40,000	N/A	N/A
By # of Emp. Supervised									
• 0 Employees	14	14	34,337	31,704	23,296	31,000	33,150	38,000	42,840
By Level of Education									
• Bachelor's Degree	11	11	32,749	14,557	25,000	31,000	33,150	35,000	38,000
• Master's Degree	6	6	39,780	27,700	27,300	32,500	34,442	46,600	46,600
By Sex of Employee									
• Male	5	5	35,148	15,540	N/A	N/A	35,000	N/A	N/A
• Female	13	13	33,994	31,704	23,296	25,000	33,150	35,000	46,600
By Race/Ethnicity									
• Black/ African American	3	3	32,000	11,000	N/A	N/A	N/A	N/A	N/A
• White, Non-Hispanic	14	14	34,933	31,704	23,296	31,000	33,150	38,000	46,600
By # of Years in Position									
• 0-5 Years	13	13	33,343	31,704	23,296	25,000	32,500	36,000	42,840
By Region									
• Southwest	3	3	30,833	10,000	N/A	N/A	N/A	N/A	N/A
• South Central	8	8	34,992	31,704	23,296	25,000	33,500	38,000	42,840
• Northeast	4	4	36,720	27,700	N/A	N/A	N/A	N/A	N/A
• Southeast	8	8	42,598	81,928	15,000	27,300	36,000	40,000	55,000
By Field of Service									
<i>Median Only (50th Percentile)</i>	Advocacy/Public Affairs (3)		Median						
	Culture/Arts (4)		23,296						
	Education Services (5)		27,300						
			32,600						



CATEGORY 1200: EDUCATION AND RECREATION POSITIONS

Recreation or Activity Leader, Children and Youth

Short Job Description:

Develops program content, organizes and leads recreation activities to enhance the social development of clients (children or youth). Activities may include individual or group sports, arts and crafts, music, dance, drama. Teaches and participates in activities, assesses and reports progress toward goals.

***Other similar job titles:** Crafts Instructor, Day Camp Counselor, Youth Activity Specialist, Childwatch Caregiver, Activity Group Supervisor, After School Instructor

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	17	77	22,350	47,920	15,371	15,808	19,739	25,854	31,200
By Budget Size									
• \$500,001-\$750,000	3	3	\$24,627	\$2,810	N/A	N/A	N/A	N/A	N/A
• \$750,001-\$2M	4	4	35,173	11,251	N/A	N/A	N/A	N/A	N/A
• \$2M-5M	4	4	28,490	14,760	N/A	N/A	N/A	N/A	N/A
• \$5M-\$15M	11	63	20,759	20,020	15,309	15,704	19,136	24,315	28,288
• Over \$15 M	3	3	44,000	33,000	N/A	N/A	N/A	N/A	N/A
By # of Emp. Supervised									
• 0 Employees	12	17	27,783	45,528	17,472	18,000	25,854	31,200	32,760
• 1 - 5 Employees	3	4	36,750	9,000	N/A	N/A	N/A	N/A	N/A
By Level of Education									
• High School Diploma	3	6	21,788	10,028	17,472	17,472	17,472	25,854	25,854
• Bachelor's Degree	13	13	29,437	21,000	18,000	24,960	30,000	32,760	35,100
• Master's Degree	1	3	15,080	N/A	N/A	N/A	N/A	N/A	N/A
By Sex of Employee									
• Male	7	13	24,520	19,500	15,600	17,160	25,854	27,560	32,760
• Female	15	57	22,244	47,920	15,309	15,704	20,280	24,856	29,744
By Race/Ethnicity									
• Black/African American	7	7	30,810	47,920	15,080	24,960	27,373	27,500	32,760
• White, Non-Hispanic	10	59	21,279	23,920	15,371	15,704	19,136	24,190	29,744
By # of Years in Position									
• 0-5 Years	15	49	23,124	47,920	15,080	17,160	21,840	26,000	32,000
• 6-10 Years	3	10	21,133	23,629	15,371	15,704	17,472	24,315	29,744
• 11-20 Years	4	9	22,344	23,608	15,392	15,600	16,016	28,288	29,458
By Region									
• Northwest	1	5	21,128	9,901	N/A	N/A	N/A	N/A	N/A
• South Central	7	52	19,874	20,020	15,080	15,600	18,000	22,880	26,000
• Southeast	9	11	34,216	38,040	24,960	25,000	31,200	39,000	39,000
By Field of Service									
<i>Median Only (50th Percentile)</i>	Association/Support Org (3)		Median	Education Services (5)		Median			
	Child Care/Child Welfare (5)		17,680	Youth (52)		30,000			
	Counseling/BH/MH (10)		32,000			19,136			
			25,854						



CATEGORY 1200: EDUCATION AND RECREATION POSITIONS

Recreation or Activity Leader, Adults

Short Job Description:

Develops program content, organizes and leads recreation activities to enhance the social development of adult clients. Activities may include individual or group sports, arts and crafts, music, dance, drama. Teaches and participates in activities, assesses and reports on progress toward goals.

***Other similar job titles:** Activity Coordinator, Enrichment Program Coordinator

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	8	10	31,928	24,372	23,628	25,000	29,120	32,000	47,368
By Budget Size									
• \$5M-\$15M	5	7	30,113	24,372	23,628	24,960	27,070	30,160	32,000
By # of Emp. Supervised									
• 0 Employees	5	7	28,611	7,040	24,960	25,000	29,120	30,160	32,000
By Level of Education									
• Bachelor's Degree	6	8	32,956	23,040	24,960	25,000	29,120	32,000	47,368
By Sex of Employee									
• Female	7	8	33,404	24,372	23,628	24,960	30,160	32,000	47,368
By Race/Ethnicity									
• White, Non-Hispanic	4	6	31,775	22,408	24,960	27,040	29,120	32,000	32,000
By # of Years in Position									
• 0-5 Years	7	7	33,611	24,372	23,628	25,000	30,160	32,000	47,368
By Region									
• South Central	2	4	28,540	7,040	N/A	N/A	N/A	N/A	N/A
• Southeast	6	6	35,581	23,000	25,000	29,120	32,000	47,368	47,368
By Field of Service									
<i>Median Only (50th Percentile)</i>	Counseling/BH/MH (3)		Median 32,000						



CATEGORY 1200: EDUCATION AND RECREATION POSITIONS

Fitness Coach/Instructor

Short Job Description:

Lead and organize group and individual exercise programs to help people improve health and fitness. Work involves a range of activities or may specialize in particular areas such as weight training, Zumba, etc. and/or working with particular groups (e.g. seniors, persons with varying abilities, etc.). Fitness coaches/instructors may conduct fitness assessments; demonstrate activities for clients to follow; show clients how to use exercise machines; supervise clients to make sure they are exercising safely and effectively; creating personal exercise programs, give advice on health eating and lifestyles.

***Other similar job titles:** Aquatic Fitness Instructor/Director, Baseball Instructor, Body Combat Instructor, Gymnastics Coach/Instructor, Personal Trainer, Tai Chi Instructor, Volleyball Instructor, Water Wellness, Instructor, Yoga Instructor, Youth Dance Instructor, Zumba Instructor, Swim Instructor

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	4	103	21,041	38,468	15,080	15,600	18,387	22,880	31,200
By Budget Size									
• \$5M-\$15M	3	102	20,078	38,468	15,080	15,600	18,387	26,728	31,200
By # of Emp. Supervised									
• 0 Employees	3	6	26,676	14,200	20,800	20,800	22,566	30,888	30,888
By Level of Education									
• High School Diploma	2	5	26,025	9,180	N/A	N/A	24,481	N/A	N/A
• Bachelor's Degree	3	8	22,791	18,360	16,640	17,826	20,800	20,800	30,888
By Sex of Employee									
• Male	2	21	23,172	38,468	15,600	16,640	18,720	31,200	31,200
• Female	4	82	20,669	18,866	15,080	15,600	17,680	22,880	31,200
By Race/Ethnicity									
• Black/African American	2	3	28,947	13,160	N/A	N/A	N/A	N/A	N/A
• White, Non-Hispanic	3	100	20,946	38,946	15,080	15,600	17,826	22,880	31,200
By # of Years in Position									
• 0-5 Years	3	68	21,405	19,920	15,392	15,600	18,533	31,200	31,200
• 6-10 Years	1	15	21,811	38,468	15,080	15,080	15,912	22,880	31,200
• 11-20 Years	3	15	18,454	15,808	15,080	15,704	16,640	20,800	21,840
• Over 20 Years	2	6	23,149	13,038	19,219	19,572	20,800	24,481	24,481
By Region									
• South Central	4	103	21,044	38,468	15,080	15,600	18,387	22,880	31,200
By Field of Service			Median						
<i>Median Only (50th Percentile)</i>	Advocacy/Public Affairs (10)		20,800						
	Association/Support Org (91)		17,160						



CATEGORY 1200: EDUCATION AND RECREATION POSITIONS

Fitness Assistant

Short Job Description:

Assistants are responsible for monitoring the fitness center and all the participants. They must learn how to correctly use the weight machines and be able to provide assistance when needed. Additional responsibilities include cleaning the machines and cardio equipment, practicing good customer service and applying risk management skills. Morning, night or weekend hours are required. Fitness assistants are responsible to provide a safe environment for participants and provide customer service.

***Other similar job titles:** Aquatics Assistant, Assistant Swim Coach, Weight Room Attendant, Wellness Room Attendant, Youth Sports Assistant

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	1	15	19,209	21,216	15,226	15,600	17,722	18,720	24,111
By Budget Size									
• \$5M-\$15M	1	15	19,209	21,216	15,226	15,600	17,722	18,720	24,111
By # of Emp. Supervised	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
By Level of Education	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
By Sex of Employee									
• Female	1	13	19,229	21,216	15,184	15,600	17,722	18,720	24,111
By Race/Ethnicity									
• White, Non-Hispanic	1	15	19,209	21,216	15,226	15,600	17,722	18,720	24,111
By # of Years in Position									
• 0-5 Years	1	13	19,637	21,174	15,226	15,600	18,720	18,720	24,111
By Region									
• South Central	1	14	19,245	21,216	15,184	15,600	17,680	18,720	24,111
By Field of Service									
<i>Median Only (50th Percentile)</i>	Association/Support Org (15)		Median 17,722						



CATEGORY 1200: EDUCATION AND RECREATION POSITIONS

Lifeguard

Short Job Description:

Life guards must be an excellent swimmer along with possessing certification in lifesaving and specific training in cardiopulmonary resuscitation (CPR). Maintain continuous surveillance of people in swimming pools, lakes and oceans, ensures appropriate headcount of people involved in a watersport on a hourly basis; call out warnings to people who may have ventured too far or are in imminent danger; provide safety information to people prior to them engaging in a water sport; supervise swimmers to ensure they are swimming within safety protocols; spot hazards or potential hazards and take measures to prevent accidents; control and report unruly behavior and evict individuals not adhering to behavior protocols; ensure that water sports such as beach volleyball and surfing is done within the parameters of set rules and regulation; perform rescues in the event of drowning or swimming accidents; perform first aid and CPR according to the demands of adverse situation.

*Other similar job titles: N/A

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	1	30	15,777	1,040	15,600	15,600	15,600	15,912	16,224
By Budget Size									
• \$5M-\$15M	1	30	15,777	1,040	15,600	15,600	15,600	15,912	16,224
By # of Emp. Supervised	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
By Level of Education	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
By Sex of Employee									
• Male	1	8	15,769	1,040	15,600	15,600	15,600	15,600	15,912
• Female	1	22	15,780	1,352	15,288	15,600	15,600	15,912	16,224
By Race/Ethnicity									
• White, Non-Hispanic	1	28	15,778	1,352	15,600	15,600	15,600	15,912	16,224
By # of Years in Position									
• 0-5 Years	1	26	15,716	1,352	15,600	15,600	15,600	15,808	15,912
By Region									
• South Central	1	30	15,777	1,352	15,600	15,600	15,600	15,912	16,224
By Field of Service									
Association/Support Org (30)			Median 15,600						
<i>Median Only (50th Percentile)</i>									



Job Developer

Short Job Description:

Locates and develops job openings for placement clients through personal visits to companies, telephone calls and other communication. Develops and maintains effective working relationships with representatives of employment agencies, companies, sheltered workshops and other sources of employment.

***Other similar job titles:** Employment Specialist, Workforce Development Coordinator

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	13	13	37,105	41,587	24,960	29,000	34,632	40,000	52,000
By Budget Size									
• \$2M-5M	4	4	33,828	11,000	N/A	N/A	N/A	N/A	N/A
• \$5M-\$15M	6	6	40,189	41,587	24,960	26,390	30,000	52,000	52,000
• Over \$15 M	3	3	35,308	8,223	N/A	N/A	N/A	N/A	N/A
By # of Emp. Supervised									
• 0 Employees	3	3	32,097	11,833	N/A	N/A	N/A	N/A	N/A
• 1 - 5 Employees	9	9	40,124	37,547	29,000	30,000	37,700	41,234	52,000
By Level of Education									
• Bachelor's Degree	10	10	38,154	40,157	26,390	30,000	31,678	40,000	52,000
By Sex of Employee									
• Male	5	5	33,320	9,223	N/A	N/A	31,678	N/A	N/A
• Female	7	7	41,543	40,157	26,390	30,000	40,000	41,234	52,000
By Race/Ethnicity									
• Black/African American	3	3	48,257	28,324	N/A	N/A	N/A	N/A	N/A
• White, Non-Hispanic	8	8	35,454	25,610	26,390	30,000	31,678	37,700	41,234
By # of Years in Position									
• 1-5 Years	6	6	33,259	9,223	29,000	30,000	30,000	37,700	37,700
• 6-10 Years	5	5	41,170	40,157	N/A	N/A	40,000	N/A	N/A
By Region									
• Northwest	4	4	36,984	12,235	N/A	N/A	40,000	N/A	N/A
• North Central	3	3	34,544	11,000	N/A	N/A	N/A	N/A	N/A
• South Central	5	5	42,702	41,583	N/A	N/A	40,000	N/A	N/A
• Northeast	6	6	36,815	40,157	26,390	26,964	31,000	38,223	38,223
• Southeast	3	3	44,923	36,547	N/A	N/A	N/A	N/A	N/A
By Field of Service									
<i>Median Only (50th Percentile)</i>	Counseling/BH/MH (6)		Median						
	Education Services (3)		38,223						
	Employment/Economic (4)		37,700						
	Housing/Shelter (4)		30,000						
			37,700						



Vocational Counselor

Short Job Description:

Provides individual and group vocational guidance services. Assesses client interests, aptitudes, abilities and personality characteristics for vocational planning purposes. Assists clients in understanding and overcoming social and emotional issues through counseling. Ensures accurate, complete files are established and maintained. Prepares associated reports. Develops and implements client habilitation plans.

***Other similar job titles:** Career Coach, Vocational Evaluator

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	14	24	36,229	32,536	22,264	31,000	32,000	41,472	51,956
By Budget Size									
• \$750,001-\$2M	3	3	35,493	15,465	N/A	N/A	N/A	N/A	N/A
• \$2M-5M	4	4	31,194	13,536	N/A	N/A	N/A	N/A	N/A
• \$5M-\$15M	3	3	51,931	6,163	N/A	N/A	N/A	N/A	N/A
• Over \$15 M	3	3	29,493	6,520	N/A	N/A	N/A	N/A	N/A
By # of Emp. Supervised									
• 0 Employees	3	3	40,770	16,837	N/A	N/A	N/A	N/A	N/A
By Level of Education									
• Bachelor's Degree	5	5	42,653	19,956	N/A	N/A	41,472	N/A	N/A
By Sex of Employee									
• Female	4	4	40,327	16,837	N/A	N/A	N/A	N/A	N/A
By Race/Ethnicity									
• White, Non-Hispanic	6	6	44,711	23,000	32,000	39,000	41,472	51,956	51,956
By # of Years in Position									
• 1-5 Years	4	4	41,868	23,000	N/A	N/A	N/A	N/A	N/A
By Region									
• Northwest	6	6	28,118	18,125	19,675	22,880	24,980	37,800	37,800
• Northeast	3	3	48,436	13,528	N/A	N/A	N/A	N/A	N/A
• Southeast	8	8	36,039	33,160	21,840	25,480	32,000	40,040	48,837
By Field of Service									
• Counseling/BH/MH (3)			Median 24,960						
<i>Median Only (50th Percentile)</i>									



Job Coach

Short Job Description:

Works with employers to determine skills and behavioral requirements for a job that will be filled by a client. Coaches the employee/client prior to reporting for the job about the expectations including transportation job, behavior at work, required job skills and work production. Coaches employee/client on-the-job in meeting production and behavioral expectations of employer. Sets goals for employee/client and works with him/her to achieve those goals. Periodically assesses employee/client achievement. Maintains associated records. Maintains effective working relationship with employer to promote placement of other clients. Note: Employer may be a sheltered workshop or other company in the community.

***Other similar job titles:** Career Aide Career Services Coordinator, Employment Consultant

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	25	30	27,584	27,725	20,820	22,464	24,980	29,370	37,600
By Budget Size									
• \$2M-5M	7	8	31,419	24,520	22,880	22,880	31,678	34,632	35,000
• \$5M-\$15M	11	15	26,805	25,941	20,800	21,218	24,980	29,000	35,131
• Over \$15 M	6	6	29,356	14,920	22,880	23,130	26,125	37,600	37,600
By # of Emp. Supervised									
• 0 Employees	18	21	27,690	27,725	20,820	22,350	24,980	29,370	37,600
• 1 - 5 Employees	3	3	31,433	10,300	N/A	N/A	N/A	N/A	N/A
By Level of Education									
• High School Diploma	11	13	24,491	9,325	19,675	21,840	23,130	27,500	29,000
• Bachelor's Degree	8	9	30,645	24,796	20,820	22,500	29,370	37,600	37,800
• Master's Degree	3	4	31,477	26,182	N/A	N/A	N/A	N/A	N/A
By Sex of Employee									
• Male	4	4	28,793	11,200	N/A	N/A	N/A	N/A	N/A
• Female	13	13	30,758	27,725	19,675	22,464	28,000	37,600	45,616
By Race/Ethnicity									
• Black/African American	3	3	30,908	11,475	N/A	N/A	N/A	N/A	N/A
• White, Non-Hispanic	17	22	27,199	27,725	20,820	22,350	23,130	29,370	37,800
By # of Years in Position									
• 1-5 Years	15	21	25,750	18,125	20,820	21,840	24,980	29,000	34,320
• 6-10 Years	4	4	28,020	15,250	N/A	N/A	N/A	N/A	N/A
By Region									
• Northwest	5	5	29,370	8,430	N/A	N/A	22,800	N/A	N/A
• Southwest	5	5	30,588	14,920	N/A	N/A	34,000	N/A	N/A
• North Central	7	9	24,384	14,325	19,675	22,464	22,800	22,800	22,800
• South Central	11	11	29,733	24,816	20,00	22,880	28,000	34,000	37,000
• Northeast	5	5	28,099	24,816	N/A	N/A	23,130	N/A	N/A
• Southeast	12	12	29,504	26,580	20,820	22,350	23,288	35,000	45,616
By Field of Service			Median						
<i>Median Only (50th Percentile)</i>	Counseling/BH/MH (7)		26,125						
	Education Services (3)		26,125						
	Employment/Economic (3)		34,000						
	Housing/Shelter (5)		35,000						

Food Service Manager or Supervisor

Short Job Description:

Supervises food preparation facilities to ensure the preparation and serving of nutritionally balanced meals for clients, staff and others; ensures kitchen activities comply with licensing, sanitation and safety regulations; ensures quality of food. Participates in preparing menus. Selects and orders food and supplies. Recommends purchase of new equipment. Supervises kitchen staff in the safe preparation and serving of food.

***Other similar job titles:** Dietary Supervisor, Nutrition Site Manager, Cafe Manager, Meals on Wheels & Congregate Meal Center Manager, Director of Food Services, Dining Service Director

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	26	26	41,348	58,969	26,007	33,100	37,000	49,920	58,718
By Budget Size									
• \$750,001-\$2M	4	4	26,990	30,000	N/A	N/A	N/A	N/A	N/A
• \$2M-5M	5	5	40,980	27,500	N/A	N/A	36,400	N/A	N/A
• \$5M-\$15M	11	11	40,748	47,429	26,540	34,700	40,000	42,370	70,000
• Over \$15 M	6	6	45,533	26,900	33,100	33,800	43,600	52,780	52,780
By # of Emp. Supervised									
• 1 - 5 Employees	16	16	41,190	58,969	26,007	29,000	36,400	49,920	58,718
• 6-20 Employees	5	5	37,350	12,920	N/A	N/A	37,000	N/A	N/A
By Level of Education									
• High School Diploma	10	10	43,778	47,962	26,007	33,100	35,000	60,000	70,000
• Certification	4	4	29,305	30,000	N/A	N/A	N/A	N/A	N/A
• Bachelor's Degree	4	4	44,025	16,380	N/A	N/A	N/A	N/A	N/A
By Sex of Employee									
• Male	10	10	42,608	47,962	26,007	36,000	37,000	49,920	52,780
• Female	12	12	36,805	45,000	15,000	26,540	34,700	42,370	58,718
By Race/Ethnicity									
• Black/African American	3	3	26,233	19,700	N/A	N/A	N/A	N/A	N/A
• White, Non-Hispanic	17	17	42,409	52,016	26,007	30,680	40,000	49,920	60,000
By # of Years in Position									
• 1-5 Years	6	6	37,577	23,380	26,540	29,000	35,000	45,000	45,000
• 6-10 Years	8	8	40,872	58,969	15,000	21,953	36,000	42,370	70,000
• 11-20 Years	7	7	41,515	32,711	26,007	33,100	40,000	43,600	52,780
By Region									
• Northwest	8	8	57,457	11,690	30,680	40,000	58,718	43,250	28,038
• Southwest	5	5	34,429	17,593	N/A	N/A	36,000	N/A	N/A
• South Central	7	7	43,296	40,869	33,100	35,000	40,000	40,000	45,000
• Northeast	6	6	45,014	40,169	33,800	36,000	36,400	49,920	49,920
• Southeast	13	13	40,137	58,696	15,000	34,700	40,000	47,000	52,780
By Field of Service			Median			Median			
<i>Median Only (50th Percentile)</i>	Aging (7)		37,000	Education Services (5)		36,400			
	Child Care/Child Welfare (4)		36,400	Housing/Shelter (6)		29,000			
	Counseling/BH/MH (7)		40,000	Religious (3)		30,680			



Nutritionist/Dietician

Short Job Description:

Assesses nutritional needs of clients and determines an appropriate diet; instructs clients applying proper nutrition for optimal health and/or to resolve medical problems. May supervise and/or develop menus for clients for use by kitchen staff. Requires registration and membership in the American Diabetic Association.

***Other similar job titles:** Registered Dietician, WIC Nutritionist

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	7	7	47,304	32,500	31,500	35,131	51,000	52,000	54,000
By Budget Size									
• Over \$15 M	4	4	44,500	20,500	N/A	N/A	N/A	N/A	N/A
By # of Emp. Supervised									
• 0 Employees	3	3	50,377	28,869	N/A	N/A	N/A	N/A	N/A
By Level of Education									
• Master's Degree	3	3	53,167	20,500	N/A	N/A	N/A	N/A	N/A
By Sex of Employee									
• Female	5	5	45,226	32,500	N/A	N/A	43,500	N/A	N/A
By Race/Ethnicity									
• White, Non-Hispanic	4	4	45,658	32,500	N/A	N/A	N/A	N/A	N/A
By # of Years in Position	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
By Region									
• Southeast	3	3	49,833	32,500	N/A	N/A	N/A	N/A	N/A
By Field of Service			Median						
<i>Median Only (50th Percentile)</i>	Counseling/BH/MH (3)		43,500						



CATEGORY 1400: FOOD SERVICE POSITIONS

Cook

Short Job Description:

Prepares, cooks and serves nutritionally balanced meals for clients and employees of an organization, ensuring safety and health standards are met. Plans menus. Maintains inventory of stock and orders more as necessary. Prepares food (e.g. chops, peels, bakes); cooks using deep fryers, grills, ovens and stove tops; hand mixes small items; bakes and pastry; cuts meat; cooks foodstuff in quantities according to menu and number of persons to be served; may wash dishes.

***Other similar job titles:** Chef, Food Services Coordinator, Kitchen Staff

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	23	23	26,240	19,989	19,094	22,880	26,000	30,000	34,694
By Budget Size									
• \$750,001-\$2M	4	4	21,643	4,930	N/A	N/A	N/A	N/A	N/A
• \$2M-5M	5	5	27,771	10,847	N/A	27,040	N/A	N/A	N/A
• \$5M-\$15M	9	9	27,543	16,495	19,094	19,790	26,409	33,000	34,694
• Over \$15 M	5	5	28,522	10,150	N/A	N/A	27,300	N/A	N/A
By # of Emp. Supervised									
• 0 Employees	17	17	24,969	19,094	19,094	19,760	24,170	27,040	30,988
• 1 - 5 Employees	3	3	27,962	12,251	N/A	N/A	N/A	N/A	N/A
By Level of Education									
• High School Diploma	14	14	25,581	15,600	19,094	20,280	24,086	30,000	34,236
By Sex of Employee									
• Male	4	4	28,435	10,608	N/A	N/A	N/A	N/A	N/A
• Female	15	15	24,548	19,989	19,094	19,760	24,003	26,000	34,236
By Race/Ethnicity									
• Black/African American	5	5	23,924	19,094	N/A	N/A	24,086	N/A	N/A
• White, Non-Hispanic	11	11	24,618	15,142	19,094	20,280	24,003	26,000	30,000
By # of Years in Position									
• 1-5 Years	11	11	23,376	14,400	15,600	19,760	24,170	26,000	27,040
• 6-10 Years	4	4	26,229	11,814	N/A	N/A	N/A	N/A	N/A
• 11-20 Years	4	4	29,977	16,495	N/A	N/A	N/A	N/A	N/A
By Region									
• Northwest	6	6	24,254	19,989	15,600	19,094	19,240	30,000	30,000
• Southwest	5	5	24,009	10,240	N/A	N/A	N/A	N/A	N/A
• South Central	7	7	26,441	11,814	22,880	23,338	24,170	26,000	30,000
• Northeast	7	7	29,455	10,691	24,003	24,960	30,000	30,988	34,236
• Southeast	11	11	29,846	10,847	24,003	26,409	30,000	33,000	34,694
By Field of Service			Median			Median			
<i>Median Only (50th Percentile)</i>	Aging (4)		19,760	Family Supp & Presrvtn (3)		20,280			
	Child Care/Child Welfare (6)		23,338	Housing/Shelter (7)		26,000			
	Counseling/BH/MH (9)		27,040						

Food Service Assistant/Worker

Short Job Description:

Assists cooks in preparation and serving of foods including washing and chopping vegetables. Receives and stores supplies and food. Performs a wide variety of cleaning duties including mopping floors, bussing and cleaning tables and kitchen equipment; loads/unloads dishwashers; Washes large items by hand. May assist in serving food to clients, employees and others.

***Other similar job titles:** Assistant Cook, Kitchen Assistant, Food Server, Utility Aide or Dishroom Worker, Hostess

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	17	18	22,684	17,801	17,160	19,760	21,850	24,960	28,028
By Budget Size									
• \$2M-5M	3	3	75,710	25,237	N/A	N/A	N/A	N/A	N/A
• \$5M-\$15M	8	9	24,492	16,940	17,160	20,800	21,965	28,028	30,077
• Over \$15 M	4	4	21,153	6,210	N/A	N/A	N/A	N/A	N/A
By # of Emp. Supervised									
• 0 Employees	10	10	22,748	13,778	16,299	19,760	22,000	25,000	28,028
By Level of Education									
• High School Diploma	11	12	22,132	10,868	17,160	19,760	21,962	23,400	25,000
By Sex of Employee									
• Male	6	6	22,318	10,868	17,160	19,760	21,962	25,000	25,000
• Female	6	6	25,884	13,300	20,800	21,965	23,400	30,077	30,077
By Race/Ethnicity									
• Black/African American	3	3	24,476	6,028	N/A	N/A	N/A	N/A	N/A
• White, Non-Hispanic	6	6	22,187	17,801	16,299	17,160	19,760	25,000	25,000
By # of Years in Position									
• 1-5 Years	3	3	21,720	3,640	N/A	N/A	N/A	N/A	N/A
• 6-10 Years	3	3	23,383	10,686	N/A	N/A	N/A	N/A	N/A
• 11-20 Years	3	3	25,292	9,277	N/A	N/A	N/A	N/A	N/A
By Region									
• Northwest	4	4	17,301	12,917	N/A	N/A	N/A	N/A	N/A
• South Central	5	5	21,776	4,501	N/A	N/A	25,000	N/A	N/A
• Northeast	4	4	22,462	10,068	N/A	N/A	N/A	N/A	N/A
• Southeast	9	9	23,771	17,801	16,299	21,500	22,000	24,960	28,028
By Field of Service			Median						
<i>Median Only</i> <i>(50th Percentile)</i>	Aging (5)		21,965						
	Child Care/Child Welfare (3)		22,000						
	Counseling/BH/MH (6)		20,800						
	Education Services (3)		22,000						



Gift/Thrift Shop Manager

Short Job Description:

Responsible for managing the gift/thrift shop consistent with the organization's goals and ensuring reasonable profits. In a gift shop, plans and purchases a mix of merchandise that will sell profitably. In a thrift shop, evaluates sales patterns to determine customer preferences and locates more, similar items. Receives, checks and shelves inventory; maintains attractive displays of items; ensures the store is maintained in a clean, neat and attractive manner. Supervises retail clerks and volunteers who staff the shop; provides training and guidance to employees and volunteers to ensure high levels of customer service, promotion and sale of products. Maintains financial and other records. Monitors budgets. Promotes store throughout the community.

***Other similar job titles:** Bookstore Manager, Retail Manager

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	10	10	35,159	33,753	21,247	23,731	32,000	43,363	47,500
By Budget Size									
• \$750,001-\$2M	3	3	28,783	16,853	N/A	N/A	N/A	N/A	N/A
• \$2M-5M	4	4	38,648	23,769	N/A	N/A	N/A	N/A	N/A
By # of Emp. Supervised									
• 1 - 5 Employees	6	6	34,627	26,253	21,247	23,650	32,000	43,363	43,363
By Level of Education									
• High School Diploma	3	3	22,876	2,484	N/A	N/A	N/A	N/A	N/A
• Bachelor's Degree	4	4	43,625	23,000	N/A	N/A	N/A	N/A	N/A
By Sex of Employee									
• Female	7	7	33,070	26,253	21,247	23,650	32,000	40,000	43,363
By Race/Ethnicity									
• White, Non-Hispanic	9	9	34,844	33,753	21,247	23,650	32,000	43,363	47,500
By # of Years in Position									
• 1-5 Years	5	5	35,550	31,350	N/A	N/A	32,000	N/A	N/A
• 6-10 Years	3	3	29,447	22,116	N/A	N/A	N/A	N/A	N/A
By Region									
• Northwest	5	5	27,824	31,350	N/A	N/A	40,000	N/A	N/A
• South Central	4	4	31,528	19,713	N/A	N/A	N/A	N/A	N/A
• Southeast	5	5	47,500	40,830	31,350	N/A	47,500	N/A	N/A
By Field of Service			Median						
<i>Median Only</i> (50 th Percentile)			N/A						



CATEGORY 1500: GIFT/THRIFT SHOP MANAGER POSITIONS

Gift/Thrift Shop Retail Sales Clerk

Short Job Description:

Checks shelves and prices stock. Maintains store in a neat, attractive manner. Provides service to customers, helping them locate needed items, operating cash register and credit card machine to take money and make change, wrapping and bagging merchandise.

***Other similar job titles:** Sales Associate, Store Assistant, Thrift Store Associate

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	8	11	26,073	25,320	17,680	23,660	26,000	26,000	26,000
By Budget Size									
• \$2M-5M	4	8	24,543	8,320	17,680	23,660	26,000	26,000	26,000
By # of Emp. Supervised									
• 0 Employees	6	6	23,301	8,320	17,680	21,466	23,660	26,000	26,000
By Level of Education									
• High School Diploma	6	9	26,350	25,320	17,680	21,466	26,000	26,000	26,000
By Sex of Employee									
• Female	5	5	27,536	25,320	N/A	N/A	26,000	N/A	N/A
By Race/Ethnicity									
• White, Non-Hispanic	7	10	26,913	21,534	21,466	25,000	26,000	26,000	26,000
By # of Years in Position									
• 1-5 Years	5	6	24,688	4,534	21,466	23,660	25,000	26,000	26,000
• 6-10 Years	4	5	27,736	25,320	N/A	N/A	26,000	N/A	N/A
By Region									
• Northwest	5	5	27,825	21,534	N/A	N/A	25,000	N/A	N/A
• South Central	3	3	23,709	4,534	N/A	N/A	N/A	N/A	N/A
• Northeast	3	3	23,709	4,535	N/A	N/A	N/A	N/A	N/A
• Southeast	9	9	27,014	21,534	21,466	23,660	26,000	26,000	26,000
By Field of Service									
Median Only (50 th Percentile)	Family Supp & Presrvtion (5)		Median 26,000						



CATEGORY 1500: GIFT/THRIFT SHOP MANAGER POSITIONS

Food Bank/Pantry Assistant/Clerk

Short Job Description:

Files client grocery orders. Oversees the work of volunteers including training them in procedures for receiving storing and maintaining stock and filing orders for food bank or pantry clients. Enters data relative to the distribution of food and other consumer items to clients into the computer. Generates associated reports. Helps with pickup and deliveries of food and supplies. Assists volunteers with food drives. May participate in fundraising events. Receives, sorts, and stocks food and other supplies into warehouse shelves. Maintains records of inventory. Ensures warehouse is maintained in a neat and clean manner. Ensures activities meet applicable health and safety regulations.

***Other similar job titles:** Food Pantry Coordinator, Ware House Associate

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	9	9	28,983	18,409	17,017	25,002	31,200	32,000	35,000
By Budget Size									
• \$750,001-\$2M	4	4	25,663	18,409	N/A	N/A	N/A	N/A	N/A
• \$5M-\$15M	4	4	31,750	7,000	N/A	N/A	N/A	N/A	N/A
By # of Emp. Supervised									
• 0 Employees	5	5	25,285	14,183	N/A	N/A	25,205	N/A	N/A
• 1 - 5 Employees	4	4	33,607	3,426	N/A	N/A	N/A	N/A	N/A
By Level of Education									
• High School Diploma	5	5	28,889	18,409	N/A	N/A	32,000	N/A	N/A
• Bachelor's Degree	3	3	30,401	9,998	N/A	N/A	N/A	N/A	N/A
By Sex of Employee									
• Female	7	7	28,807	18,409	17,017	25,002	32,000	32,000	35,000
By Race/Ethnicity									
• White, Non-Hispanic	9	9	28,983	18,409	17,017	25,002	31,200	32,000	35,000
By # of Years in Position									
• 1-5 Years	5	5	27,284	17,983	N/A	N/A	28,000	N/A	N/A
• 11-20 Years	4	4	31,107	10,424	N/A	N/A	N/A	N/A	N/A
By Region									
• Southwest	3	3	26,739	14,983	N/A	N/A	32,000	N/A	N/A
• South Central	7	7	28,330	17,746	17,680	25,002	28,000	32,000	35,000
By Field of Service			Median N/A						
<i>Median Only (50th Percentile)</i>									



Director/Manager, Government Affairs

Short Job Description:

Directs government affairs and advocacy activities for the agency. Manages staff involved in advocating for government policies and laws supporting the agency's field(s) of interest. This includes research and analysis of proposed and current legislation, budgets, ballot initiatives and state programs. Directs agency's grassroots activities including building and participating in coalitions. Develops and maintains effective working relationships with state, local and/or federal elected officials and advocates on behalf of the agency's interests and goals.

***Other similar job titles:** Director of Advocacy and Public Policy, Legislative Director, Director of Civic Engagement, Director of Legal Advocacy, Director of Counseling and Advocacy

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	12	12	62,791	92,993	26,007	45,000	51,500	62,679	115,000
By Budget Size									
• \$750,001-\$2M	3	3	49,336	35,993	N/A	N/A	N/A	N/A	N/A
• \$5M-\$15M	7	7	53,070	42,310	36,000	45,000	50,000	51,500	62,679
By # of Emp. Supervised									
• 1 - 5 Employees	7	7	66,669	92,993	26,007	36,000	60,000	62,679	115,000
By Level of Education									
• Bachelor's Degree	6	6	70,500	83,000	36,000	45,000	48,000	115,000	115,000
• Master's Degree	4	4	56,545	12,679	N/A	N/A	N/A	N/A	N/A
By Sex of Employee									
• Female	11	11	65,227	92,993	26,007	48,000	60,000	62,679	115,000
By Race/Ethnicity									
• White, Non-Hispanic	12	12	62,791	92,993	26,007	45,000	51,500	62,679	115,000
By # of Years in Position									
• 6-10 Years	4	4	47,547	36,672	N/A	N/A	N/A	N/A	N/A
• 11-20 Years	4	4	93,078	59,000	N/A	N/A	N/A	N/A	N/A
By Region									
• South Central	4	4	48,625	2,000	N/A	N/A	N/A	N/A	N/A
• Southeast	3	3	63,937	26,810	N/A	N/A	N/A	N/A	N/A
By Field of Service									
<i>Median Only (50th Percentile)</i>	Advocacy/Public Affairs (4) Aging (3)		Median 50,000 60,000						



Staff Attorney

Short Job Description:

Represent clients at all stages of the legal process, up to and including trial; Providing administrative advocacy before local and state authorities; Identify and advocate for client rights regarding work, housing or other advocacy areas within the community; identify system issues that create barriers to client success and work in collaborative with other organizations table to address those issues on a community-wide and/or legislative basis.

***Other similar job titles:** Court Advocate, Paralegal, Supervising Attorney, Senior Attorney

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	15	15	62,296	110,395	30,800	47,000	55,000	60,000	94,632
By Budget Size									
• \$750,001-\$2M	3	3	55,157	5,500	N/A	N/A	N/A	N/A	N/A
• \$2M-5M	5	5	72,845	39,632	N/A	N/A	67,000	N/A	N/A
• \$5M-\$15M	5	5	44,384	30,880	N/A	N/A	47,000	N/A	N/A
By # of Emp. Supervised									
• 0 Employees	5	5	43,740	28,880	N/A	N/A	43,281	N/A	N/A
• 1 - 5 Employees	7	7	74,092	87,015	52,500	55,000	55,000	67,000	94,632
By Level of Education									
• Bachelor's Degree	3	3	51,517	65,512	N/A	N/A	N/A	N/A	N/A
• Master's Degree	5	5	55,556	23,719	N/A	N/A	55,000	N/A	N/A
• Doctorate	4	4	85,652	84,515	N/A	N/A	N/A	N/A	N/A
By Sex of Employee									
• Male	3	3	97,216	82,015	N/A	N/A	N/A	N/A	N/A
• Female	7	7	49,700	28,880	29,120	43,281	55,000	55,000	55,000
By Race/Ethnicity									
• White, Non-Hispanic	12	12	61,446	110,395	29,120	43,281	55,000	58,000	94,632
By # of Years in Position									
• 1-5 Years	9	9	51,102	37,880	29,120	30,800	55,000	57,500	58,000
• 11-20 Years	3	3	92,476	96,234	N/A	N/A	N/A	N/A	N/A
By Region									
• Southeast	9	9	63,313	108,715	30,800	47,000	57,500	60,000	67,000
By Field of Service									
<i>Median Only (50th Percentile)</i>			Median						
		Child Care/Child Welfare (3)	55,000						
		Housing/Shelter (3)	55,000						
		Legal (4)	55,000						



CATEGORY 1600: GOVERNMENT AFFAIRS, ADVOCACY AND LEGAL AID POSITIONS

Government Relations Specialist

Short Job Description:

Responsible for building, developing and maintaining relationships with community leaders and government officials at the local level. Develop and maintain a grassroots advocacy effort with organizations mutually support the agency's cause, including the coordination of related community events. Track current legislation and create communication designed to engage agency constituents.

***Other similar job titles:** Government Affairs Specialist, Advocacy Specialist

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	6	6	56,839	38,956	44,126	50,000	51,000	57,825	57,825
By Budget Size	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
By # of Emp. Supervised									
• 0 Employees	6	6	56,839	38,956	44,126	50,000	51,000	57,825	57,825
By Level of Education									
• Master's Degree	3	3	49,709	10,874	N/A	N/A	N/A	N/A	N/A
By Sex of Employee									
• Female	5	5	58,207	38,956	N/A	N/A	55,000	N/A	N/A
By Race/Ethnicity									
• White, Non-Hispanic	6	6	56,839	38,956	44,126	50,000	51,000	57,825	57,825
By # of Years in Position									
• 0-5 Years	3	3	49,709	10,874	N/A	N/A	N/A	N/A	N/A
By Region	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
By Field of Service			Median						
<i>Median Only (50th Percentile)</i>			N/A						

Advocate

Short Job Description:

Offer clients information, emotional support and assistance in finding resources and filling out paperwork. May go to court with clients and/or act as a liaison between clients and social service system and/or criminal justice system. Promotes effectiveness of the program service for clients by acting as a liaison between program site and home. Communicate with program staff and family members with respect to goals, concerns and progress. Promotes family involvement through home visits, phone calls or written communication to promote family involvement. Maintains program participant files. Provides referrals for community resources as needed. Some advocates staff crisis hotlines, engage in forensic interviews and/or provide in-person counseling.

***Other similar job titles:** Legal Advocate, Custody & Supervision Advocate, Victim Advocate, Ombudsman, Family Advocate, Transitional Housing Advocate, Housing Advocate, Forensic Child Interviewer, Child Forensic Interviewer

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	30	51	35,101	31,279	24,960	29,133	35,000	39,480	43,362
By Budget Size									
• \$750,001-\$2M	2	10	38,810	18,000	30,000	35,000	38,500	41,600	42,000
• \$2M-5M	1	5	40,200	3,000	N/A	N/A	39,000	N/A	N/A
• \$5M-\$15M	2	9	35,304	11,125	28,000	29,000	29,869	36,421	38,563
By # of Emp. Supervised									
• 0 Employees	26	31	33,372	31,279	23,000	29,000	31,000	38,563	43,362
By Level of Education									
• High School	4	4	27,625	22,880	N/A	N/A	N/A	N/A	N/A
• Bachelor's Degree	16	27	35,400	20,000	29,000	29,609	35,198	39,000	43,000
• Master's Degree	6	14	39,486	20,130	29,869	35,000	40,000	42,000	47,000
By Sex of Employee									
• Male	3	6	35,314	17,120	22,880	35,000	37,440	38,563	38,563
• Female	24	36	36,532	31,279	27,300	30,000	38,500	42,000	46,000
By Race/Ethnicity									
• Black/African American	2	4	33,220	19,120	N/A	N/A	N/A	N/A	N/A
• White, Non-Hispanic	25	38	35,280	31,279	27,300	29,000	35,000	40,000	46,000
By # of Years in Position									
• 0-5 Years	14	22	34,986	31,279	22,880	29,133	34,000	40,000	47,000
• 6-10 Years	9	14	35,660	20,362	23,000	30,461	38,000	39,125	42,000
• 11-20 Years	7	7	41,014	16,000	32,000	37,500	41,600	43,000	46,000
By Region									
• Northwest	3	8	37,460	10,802	29,869	33,800	36,421	39,125	40,706
• Southwest	5	5	49,1164	95,609	27,300	29,609	32,000	34,000	34,000
• South Central	7	9	36,991	31,279	18,720	24,960	37,500	47,000	47,000
• Northeast	3	3	30,687	5,071	N/A	N/A	N/A	N/A	N/A
• Southeast	11	20	36,091	20,000	28,928	29,000	35,000	39,000	38,480
By Field of Service			Median			Median			
<i>Median Only (50th Percentile)</i>	Advocacy/Public Affairs (11)		35,000	Education Services (3)		28,928			
	Association/Support Org (3)		29,000	Housing/Shelter (5)		27,300			
	Child Care/Child Welfare (9)		43,000						
	Counseling/BH/MH (20)		38,563						



CATEGORY 1700: HOUSING/COMMUNITY DEVELOPMENT POSITIONS

Director, Resident or Community Services

Short Job Description:

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 fundraising, coordinating and integrating program with others in the organization.

**Other similar job titles:* Deputy Director of Social Services, Director of Tenant Services

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	31	31	59,550	77,159	38,000	43,000	58,200	70,862	80,000
By Budget Size									
• \$2M-5M	5	5	47,082	24,000	N/A	N/A	51,411	N/A	N/A
• \$5M-\$15M	9	9	65,785	63,159	39,000	39,000	62,130	77,000	98,000
• Over \$15 M	12	12	66,564	28,507	52,000	58,200	66,000	70,862	80,000
By # of Emp. Supervised									
• 1 - 5 Employees	13	13	59,155	64,000	34,000	39,000	59,700	76,773	80,000
• 6-20 Employees	12	12	59,610	63,359	38,800	43,000	53,500	66,000	75,000
By Level of Education									
• Bachelor's Degree	17	17	59,118	77,159	34,000	39,000	55,000	75,000	77,000
• Master's Degree	9	9	62,967	58,000	40,000	43,000	59,700	70,000	80,000
By Sex of Employee									
• Male	3	3	76,667	46,000	N/A	N/A	N/A	N/A	N/A
• Female	25	25	56,173	77,159	38,000	39,000	55,000	70,000	76,773
By Race/Ethnicity									
• Black/African American	6	6	68,860	59,159	43,000	52,000	66,000	80,000	80,000
• White, Non-Hispanic	19	19	57,292	73,000	34,000	39,000	53,500	70,862	77,000
By # of Years in Position									
• 0-5 Years	14	14	54,591	73,000	25,000	40,000	51,411	70,000	80,507
• 6-10 Years	7	7	58,786	41,000	39,000	39,000	55,000	70,000	75,000
• 11-20 Years	3	3	64,924	24,773	N/A	N/A	N/A	N/A	N/A
• Over 20 Years	4	4	70,540	64,159	N/A	N/A	N/A	N/A	N/A
By Region									
• North Central	6	6	53,685	32,200	38,800	39,000	51,411	59,700	59,700
• South Central	12	12	58,383	68,159	34,000	39,000	55,000	70,000	77,000
• Northeast	4	4	76,430	42,459	N/A	N/A	N/A	N/A	N/A
• Southeast	23	13	67,361	65,999	36,160	52,000	70,000	80,000	98,000
By Field of Service			Median						
<i>Median Only</i> <i>(50th Percentile)</i>	Child Care/Child Welfare (5)		52,000						
	Counseling/BH/MH (16)		55,000						
	Education Services (6)		52,000						
	Housing/Shelter (8)		43,000						



CATEGORY 1700: HOUSING/COMMUNITY DEVELOPMENT POSITIONS

Program Manager, Resident/Community Services

Short Job Description:

Provides overall management and supervision of 1-2 social services programs, including supervision or staff, developing/controlling the budget, developing/implementing policies and procedures, participating in obtaining funds/grants, coordinating/integrating programs with others in the organization.

***Other similar job titles:** Building Services Manager, Residential Services Supervisor, Residential Program Supervisor

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	29	30	42,459	55,430	27,144	35,000	38,072	47,944	64,000
By Budget Size									
• \$750,001-\$2M	5	5	34,161	27,200	N/A	N/A	30,000	N/A	N/A
• \$2M-5M	3	3	35,427	4,862	N/A	N/A	N/A	N/A	N/A
• \$5M-\$15M	8	9	43,449	37,680	27,144	31,129	38,000	55,000	55,000
• Over \$15 M	9	9	51,128	41,630	36,600	40,000	45,500	64,000	68,523
By # of Emp. Supervised									
• 1 - 5 Employees	9	9	47,126	55,430	22,800	26,007	41,500	64,000	68,523
• 6-20 Employees	12	13	40,296	37,680	27,144	33,210	37,000	42,000	55,000
By Level of Education									
• High School Diploma	3	3	34,202	13,993	N/A	N/A	N/A	N/A	N/A
• Bachelor's Degree	12	13	41,565	37,680	27,144	35,000	40,000	46,800	55,000
• Master's Degree	7	7	55,280	45,020	33,210	38,000	55,000	64,000	68,523
By Sex of Employee									
• Male	7	7	43,757	32,871	31,129	36,600	40,000	41,500	55,000
• Female	19	19	42,973	55,430	26,007	33,210	38,000	47,944	64,824
By Race/Ethnicity									
• Black/African American	7	7	50,089	34,824	30,000	40,000	50,000	55,000	64,000
• White, Non-Hispanic	16	17	40,711	55,430	26,007	31,129	37,000	41,500	55,000
By # of Years in Position									
• 0-5 Years	10	10	36,903	27,856	27,144	33,210	36,000	38,072	40,000
• 6-10 Years	8	8	37,030	27,200	22,800	26,007	38,000	41,500	46,800
• 11-20 Years	5	5	49,354	27,824	N/A	N/A	47,944	N/A	N/A
• Over 20 Years	3	3	70,251	14,230	N/A	N/A	N/A	N/A	N/A
By Region									
• North Central	5	5	34,874	17,700	N/A	N/A	37,000	N/A	N/A
• South Central	13	13	41,933	34,824	30,000	35,000	40,000	46,800	55,000
• Northeast	3	3	62,868	32,680	N/A	N/A	N/A	N/A	N/A
• Southeast	9	9	55,820	43,230	35,000	40,000	55,000	64,824	68,523
By Field of Service									
<i>Median Only (50th Percentile)</i>	Child Care/Child Welfare (4)	Median	42,000	Health/Health Education (3)	Median	37,000			
	Counseling/BH/MH (14)	42,000		Housing/Shelter (6)	36,600				
	Education Services (4)	38,000							



CATEGORY 1700: HOUSING/COMMUNITY DEVELOPMENT POSITIONS

Resident Services Coordinator

Short Job Description:

Provides a wide range of support and community services for an assigned group of apartment residents. Orients new residents on services and activities within the community and on-site. Assists residents in obtaining and coordinating needed service in such areas as employment, transportation, education and in-home health. Develops and maintains resource guide for use by residents. Organizes and conducts community activities and participates in community groups relevant to resident needs. Handles crisis intervention actions until appropriate emergency agency arrives. Maintains confidential records of all resident transactions.

***Other similar job titles:** Resident Services Manager, Social Services Coordinator, Resident Counselor, Resident Assistant, Veteran Housing Advisor

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	21	36	28,844	46,779	19,635	20,800	26,000	32,500	42,262
By Budget Size									
• \$750,001-\$2M	3	9	26,001	10	26,000	26,000	26,000	26,000	26,000
• \$5M-\$15M	8	17	27,846	28,829	17,410	19,635	21,767	41,995	42,262
• Over \$15 M	6	6	39,727	31,419	32,000	32,500	33,718	42,527	42,527
By # of Emp. Supervised									
• 0 Employees	8	16	24,530	28,829	19,448	20,000	20,800	26,000	27,000
• 1 - 5 Employees	5	5	35,724	12,127	N/A	N/A	32,500	N/A	N/A
• 6-20 Employees	5	5	42,231	37,409	N/A	N/A	42,527	N/A	N/A
By Level of Education									
• High School Diploma	8	22	24,492	17,560	17,410	20,800	26,000	26,000	30,000
• Bachelor's Degree	6	6	31,565	22,627	19,635	26,000	27,000	41,995	41,995
• Master's Degree	4	4	48,268	21,292	N/A	N/A	N/A	N/A	N/A
By Sex of Employee									
• Male	6	12	29,931	23,223	21,767	26,000	26,000	26,010	42,262
• Female	12	21	28,215	46,779	17,410	20,000	23,233	32,500	42,527
By Race/Ethnicity									
• Black/African American	8	13	28,649	46,779	16,640	20,000	26,000	26,010	42,127
• White, Non-Hispanic	10	16	27,623	23,079	19,635	20,800	26,000	32,000	41,995
By # of Years in Position									
• 0-5 Years	13	18	29,599	46,779	19,635	20,800	26,000	34,200	42,262
• 6-10 Years	5	6	32,708	26,021	19,448	20,800	26,010	42,527	42,527
By Region									
• South Central	8	8	30,300	22,262	20,000	23,000	27,000	32,000	42,127
• Northeast	4	4	45,077	30,919	N/A	N/A	N/A	N/A	N/A
• Southeast	5	5	44,842	29,700	33,718	42,127	42,262	45,000	45,000
By Field of Service									
<i>Median Only</i> <i>(50th Percentile)</i>			Median						
		Counseling/BH/MH (10)	33,718						
		Education Services (3)	34,200						
		Housing/Shelter (6)	27,000						



CATEGORY 1700: HOUSING/COMMUNITY DEVELOPMENT POSITIONS

Shelter Manager

Short Job Description:

Supervises the day-to-day shelter operations of a shelter or residential facility including food service, cleaning, maintenance, assigning rooms/space, day care and related activities. Assign shift duties and tasks; Coordinates crisis intervention and emergency responses. Provide facility or shift coverage on an emergency basis. Ensures safe, secure living conditions for residents and staff. Supervises facility assistants and maintenance staff. May assist in implementing therapeutic program for residents.

***Other similar job titles:** House Manager, Site Supervisor, Site Manager, Community House Manager, Resident Supervisor

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	25	44	32,094	37,505	24,960	26,125	30,160	35,000	38,480
By Budget Size									
• \$750,001-\$2M	9	9	31,723	35,040	24,960	25,750	26,010	34,680	35,600
• \$2M-5M	5	10	35,607	24,520	25,480	31,075	35,000	38,480	38,480
• \$5M-\$15M	7	22	30,700	22,505	26,000	27,435	30,000	34,000	35,000
By # of Emp. Supervised									
• 0 Employees	6	10	27,085	11,885	22,495	25,750	26,125	27,435	32,178
• 1 - 5 Employees	10	10	34,453	35,040	24,960	25,800	32,000	35,600	45,000
• 6-20 Employees	5	19	33,408	8,480	30,000	30,000	34,000	35,000	38,230
By Level of Education									
• High School Diploma	9	20	29,767	15,735	23,187	25,800	30,000	32,011	34,380
• Vocational Training	1	3	36,012	7,405	N/A	N/A	N/A	N/A	N/A
• Associate's Degree	4	5	32,024	11,200	N/A	N/A	32,000	N/A	N/A
• Bachelor's Degree	9	10	32,362	19,000	26,000	26,603	32,178	35,000	35,600
By Sex of Employee									
• Male	3	5	30,234	8,990	N/A	N/A	30,000	N/A	N/A
• Female	20	35	31,880	37,505	25,480	26,125	31,075	34,680	38,480
By Race/Ethnicity									
• Black/African American	5	16	31,615	19,520	25,750	30,000	30,000	34,000	35,000
• White, Non-Hispanic	13	22	31,759	37,505	23,187	26,007	31,075	34,680	38,480
By # of Years in Position									
• 0-5 Years	13	31	31,865	22,505	26,007	30,000	31,075	35,000	38,230
• 6-10 Years	5	5	34,720	35,040	N/A	N/A	26,010	N/A	N/A
• 11-20 Years	3	3	29,976	6,428	N/A	N/A	N/A	N/A	N/A
By Region									
• Northwest	7	7	27,381	11,885	22,495	23,187	26,603	26,700	32,178
• North Central	6	10	35,519	26,000	24,000	31,075	35,600	38,480	38,480
• South Central	6	6	39,413	36,000	24,000	25,480	32,000	50,000	50,000
• Northeast	4	4	38,420	26,000	N/A	N/A	N/A	N/A	N/A
• Southeast	8	19	34,473	36,000	26,000	30,000	32,000	32,000	45,000
By Field of Service									
<i>Median Only (50th Percentile)</i>	Counseling/BH/MH (4) Housing/Shelter (6)		Median 27,435 27,007						

Medical Services Director

Short Job Description:

Oversees and provides direction for all activities performed by the medical department. Recruits, trains, and supervises all departmental support staff. Coordinates resources needed by medical staff. Assures that medical staff activities are in accordance with medical bylaws, rules and regulatory agencies.

***Other similar job titles:** Medical Services Administrator, Personal Care Administrator

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	16	16	126,041	211,125	60,000	70,000	125,000	145,000	219,000
By Budget Size									
• \$750,001-\$2M	3	3	96,912	85,737	N/A	N/A	N/A	N/A	N/A
• \$5M-\$15M	4	4	108,025	180,125	N/A	N/A	N/A	N/A	N/A
• Over \$15 M	7	7	138,330	160,000	60,000	68,779	140,000	190,528	219,000
By # of Emp. Supervised									
• 0 Employees	3	3	128,333	180,000	N/A	N/A	N/A	N/A	N/A
• 1 - 5 Employees	5	5	158,931	178,125	N/A	N/A	140,000	N/A	N/A
• 6-20 Employees	4	4	99,879	85,000	N/A	N/A	N/A	N/A	N/A
By Level of Education									
• Doctorate	9	9	154,877	211,125	40,000	77,500	145,000	219,000	220,000
By Sex of Employee									
• Male	5	5	185,131	126,125	N/A	N/A	190,528	N/A	N/A
• Female	8	8	109,064	180,000	40,000	60,000	73,000	140,000	145,000
By Race/Ethnicity									
• Black/African-American	3	3	170,000	149,000	N/A	N/A	N/A	N/A	N/A
• White, Non-Hispanic	11	11	123,561	211,125	40,000	68,779	125,737	140,000	190,528
By # of Years in Position									
• 0-5 Years	7	7	140,161	211,125	40,000	60,000	140,000	220,000	251,125
• 11-20 Years	3	3	129,755	117,528	N/A	N/A	N/A	N/A	N/A
• Over 20 Years	4	4	124,695	150,221	N/A	N/A	N/A	N/A	N/A
By Region									
• South Central	6	6	150,938	173,125	73,000	77,500	140,000	219,000	219,000
• Northeast	3	3	167,218	191,125	N/A	N/A	N/A	N/A	N/A
• Southeast	6	6	152,695	21,814	60,000	68,779	190,528	220,000	220,000
By Field of Service									
<i>Median Only (50th Percentile)</i>	Child Care/Child Welfare (3)		Median						
	Counseling/BH/MH (7)		140,000						
	Health/Health Education (6)		125,000						

Clinic Director

Short Job Description:

Provides direction and supervision of the day to day activities of the clinic's medical programs. Manages, implements and monitors the quality assurance programs. Develops and implements programs to retain volunteers and clinical staff, implements credentialing, Re-credentialing and in-service training programs; Assists in long and short term planning.

***Other similar job titles:** Clinic Administrator, Director of Clinical Services

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	13	13	73,992	109,000	21,000	42,723	65,000	105,000	120,000
By Budget Size									
• \$5M-\$15M	3	3	93,145	225,000	N/A	N/A	N/A	N/A	N/A
• Over \$15 M	6	6	89,873	71,000	59,000	65,000	80,000	119,038	119,038
By # of Emp. Supervised									
• 1 - 5 Employees	3	3	53,500	28,500	N/A	N/A	N/A	N/A	N/A
• 6-20 Employees	7	7	81,953	109,000	21,000	43,000	86,200	119,038	120,000
By Level of Education									
• Master's Degree	8	8	65,267	99,000	21,000	36,500	59,000	80,000	86,200
• Doctorate	3	3	118,013	25,000	N/A	N/A	N/A	N/A	N/A
By Sex of Employee									
• Male	5	5	86,708	93,500	N/A	N/A	105,000	N/A	N/A
• Female	7	7	69,376	99,000	21,000	54,434	65,000	80,000	86,200
By Race/Ethnicity									
• White, Non-Hispanic	11	11	76,288	109,000	21,000	43,000	65,000	105,000	120,000
By # of Years in Position									
• 0-5 Years	8	8	66,392	99,000	21,000	36,500	54,434	86,200	105,000
• 11-20 Years	3	3	102,679	71,000	N/A	N/A	N/A	N/A	N/A
By Region									
• Northwest	3	3	51,978	28,500	N/A	N/A	N/A	N/A	N/A
• North Central	4	4	60,534	49,700	N/A	N/A	N/A	N/A	N/A
• South Central	5	5	73,900	83,500	N/A	N/A	N/A	N/A	N/A
• Northeast	5	5	82,348	82,538	N/A	NA	86,200	N/A	N/A
• Southeast	7	7	82,609	93,500	36,500	42,723	80,000	105,000	119,038
By Field of Service									
<i>Median Only (50th Percentile)</i>	Child Care/Child Welfare (3)		Median						
	Counseling/BH/MH (9)		59,000						
	Health/Health Education (13)		54,434						
			59,000						

Certified Nurse Practitioner

Short Job Description:

Works both independently and collaborative with physicians and other health professionals to provide primary health care to individuals and families, emphasizing health promotion and disease prevention. Assess and manage common acute and chronic illnesses. Consult and make referrals to physicians and other family planning. Leads discussions and group activities; Arranges schedules and space; Develops or orders educational materials; identifies community needs and participates in development of new educational programs; may supervise volunteers or others. Typically, this position requires a degree or equivalent in health education, psychology, social work, education or related field.

***Other similar job titles:** Childbirth Educator, Community Trainer, and Seminar Leader

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	10	10	98,552	70,600	75,000	81,700	87,800	115,003	131,000
By Budget Size									
• Over \$15 M	8	8	102,840	65,600	80,000	81,700	91,920	115,003	131,000
By # of Emp. Supervised									
• 0 Employees	7	7	88,889	45,003	70,000	80,000	87,800	91,020	93,000
By Level of Education									
• Master's Degree	7	7	96,018	56,000	75,000	81,700	91,020	93,000	115,003
By Sex of Employee									
• Female	7	7	86,318	45,003	70,000	75,000	85,400	87,800	91,020
By Race/Ethnicity									
• Hispanic/Latino									
• White, Non-Hispanic	5	5	96,281	61,000	N/A	N/A	85,400	N/A	N/A
By # of Years in Position									
• 0-5 Years	7	7	94,689	61,000	70,000	75,000	91,020	93,000	115,003
By Region									
• South Central	3	3	81,500	12,800	N/A	N/A	N/A	N/A	N/A
• Southeast	3	3	112,341	39,980	N/A	N/A	N/A	N/A	N/A
By Field of Service									
<i>Median Only</i> <i>(50th Percentile)</i>			Median						
		Counseling/BH/MH (6)	85,400						
		Health/Health Education (9)	87,800						

Director of Nursing

Short Job Description:

Manages patient care services, ensures high quality of nursing care and compliance with clinic policies, government regulations and accreditation standards. Supervises professional, technical and support staff; oversees the development and implementation of patient care goals and objectives. Position typically requires a current Pennsylvania Registered Nurse's license, and a bachelor's or master's degree in a related discipline.

***Other similar job titles:** Director of Patient Care Services, Nurse Manager, Nursing Services Director

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	21	21	72,020	63,996	40,539	54,975	75,678	87,600	94,750
By Budget Size									
• \$2M-5M	3	3	54,887	24,660	N/A	N/A	N/A	N/A	N/A
• \$5M-\$15M	6	6	66,564	51,460	40,539	54,975	65,000	81,869	81,869
• Over \$15 M	11	11	83,398	26,711	68,289	75,678	87,000	90,177	95,000
By # of Emp. Supervised									
• 1 - 5 Employees	5	5	59,791	38,656	N/A	N/A	65,000	N/A	N/A
• 6-20 Employees	4	4	71,045	42,000	N/A	N/A	N/A	N/A	N/A
By Level of Education									
• Bachelor's Degree	8	8	62,293	35,961	40,539	45,000	65,000	68,289	69,660
• Master's Degree	8	8	81,455	63,996	31,004	69,284	87,600	94,750	95,000
By Sex of Employee									
• Female	16	16	71,973	63,996	40,539	65,000	69,660	87,000	94,750
By Race/Ethnicity									
• White, Non-Hispanic	10	10	73,720	54,461	40,539	68,289	69,660	92,000	94,750
By # of Years in Position									
• 0-5 Years	3	3	69,656	10,678	N/A	N/A	N/A	N/A	N/A
• 6-10 Years	6	6	66,798	60,996	31,004	45,000	69,284	87,000	87,000
• 11-20 Years	6	6	74,470	54,461	40,539	65,000	69,660	94,750	94,750
By Region									
• Northwest	5	5	61,177	46,461	N/A	N/A	76,000	N/A	N/A
• South Central	5	5	62,058	50,000	N/A	N/A	87,600	N/A	N/A
• Northeast	4	4	69,331	49,750	N/A	N/A	N/A	N/A	N/A
• Southeast	10	10	70,101	63,996	31,004	65,000	68,289	92,000	94,750
By Field of Service									
<i>Median Only</i> <i>(50th Percentile)</i>	Counseling/BH/MH (8)		Median 68,289						
	Education Services (4)		76,500						
	Health/Health Education (6)		76,500						

Registered Nurse

Short Job Description:

Assesses patient condition. plans and provides professional nursing care to clinic patients, performs medical examinations; evaluates and documents progress: provides health care instruction to patients; may dispense and administer medications; may provide leadership within area of expertise and/or direct supervision to para-professionals and support staff. Position requires a current Pennsylvania Registered Nurse's license.

***Other similar job titles:** Acute Care Nurse, Health Center Nurse, Nurse Navigator

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	28	30	51,956	38,620	38,771	46,738	51,992	56,700	63,000
By Budget Size									
• \$5M-\$15M	14	16	50,827	38,620	38,000	41,683	50,000	54,360	63,000
• Over \$15 M	12	12	53,668	24,293	41,000	49,920	53,040	56,700	58,000
By # of Emp. Supervised									
• 0 Employees	20	22	49,840	56,560	32,940	45,000	51,910	56,160	57,000
By Level of Education									
• Associate's Degree	3	3	55,371	15,373	N/A	N/A	N/A	N/A	N/A
• Bachelor's Degree	18	20	48,964	33,560	32,940	41,683	50,000	56,139	57,000
By Sex of Employee									
• Female	20	22	49,026	56,560	32,940	45,000	50,000	55,000	55,000
By Race/Ethnicity									
• Hispanic/Latino	3	3	53,853	30,560	N/A	N/A	N/A	N/A	N/A
• White, Non-Hispanic	17	19	48,401	43,000	32,940	45,000	51,910	55,000	55,000
By # of Years in Position									
• 0-5 Years	10	12	47,328	50,293	15,000	38,000	51,910	55,000	56,920
• 6-10 Years	9	9	52,756	30,560	41,000	45,000	49,920	56,139	56,139
• 11-15 Years	3	3	52,426	10,262	N/A	N/A	N/A	N/A	N/A
By Region									
• Northwest	7	7	48,124	16,229	38,771	41,000	49,823	52,000	53,539
• Southwest	3	3	50,557	10,000	N/A	N/A	N/A	N/A	N/A
• North Central	3	3	48,941	7,000	N/A	N/A	N/A	N/A	N/A
• South Central	11	11	52,989	33,560	38,000	49,920	52,000	56,139	58,000
• Northeast	4	4	69,331	49,750	N/A	N/A	N/A	N/A	N/A
• Southeast	9	13	50,779	26,260	45,300	32,940	53,040	56,920	63,000
By Field of Service									
<i>Median Only (50th Percentile)</i>			Median						
	Aging (4)		53,539						
	Counseling/BH/MH (7)		50,000						
	Education Services (5)		54,360						
	Health/Health Education (7)		53,539						
	Housing/Shelter (4)		46,738						

Licensed Practical Nurse

Short Job Description:

Interviews patients and documents patient histories; assists physicians in examinations; provides treatment in accordance with physician's instructions; administers medications; draws blood; provides health care instruction to patients. Requires licensure by the Commonwealth of Pennsylvania.

**Other similar job titles:* Licensed Vocational Nurse

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	26	33	39,764	30,795	30,000	34,320	37,350	48,000	50,187
By Budget Size									
• \$2M-5M	3	10	34,418	5,408	32,240	34,320	35,318	36,338	37,336
• \$5M-\$15M	9	9	41,095	30,795	28,100	28,229	39,000	50,000	53,000
By # of Emp. Supervised									
• 0 Employees	18	24	40,316	30,795	32,000	34,320	37,350	49,000	53,000
By Level of Education									
• Vocational	6	6	37,702	21,958	28,229	35,006	37,440	50,187	50,187
• Associate's Degree	7	14	39,903	30,795	28,100	34,320	36,338	48,000	49,000
• Bachelor's Degree	6	6	38,914	21,000	32,000	34,632	37,350	39,000	39,000
By Sex of Employee									
• Female	22	25	40,136	30,795	32,000	34,320	37,440	48,000	50,187
By Race/Ethnicity									
• Black/African-American	5	5	45,621	26,895	N/A	N/A	49,576	N/A	N/A
• White, Non-Hispanic	12	18	39,134	21,958	34,320	35,318	37,336	44,200	48,922
By # of Years in Position									
• 0-5 Years	13	19	38,677	24,771	32,000	34,632	36,338	37,648	48,922
By Region									
• Northwest	7	7	35,294	19,632	28,229	30,000	32,000	34,632	44,200
• Southwest	3	3	37,733	74,200	N/A	N/A	N/A	N/A	N/A
• North Central	5	12	34,689	10,771	28,229	32,240	35,318	36,338	37,500
• South Central	9	9	39,982	30,795	28,100	34,400	35,006	48,000	49,000
• Northeast	5	5	48,776	56,560	N/A	N/A	53,040	N/A	N/A
• Southeast	8	8	49,503	21,455	37,440	48,000	49,576	50,187	53,000
By Field of Service									
<i>Median Only (50th Percentile)</i>			Median						
	Aging (3)		47,861						
	Child Care/Child Welfare (3)		37,648						
	Counseling/BH/MH (12)		39,000						
	Education Services (4)		44,200						
	Health/Health Education (15)		36,337						

Dental Director

Short Job Description:

Responsible for maintaining and expanding a program of primary and preventive dental care in a community health setting. Supervises the dental staff and provides dental advice to Executive Director and agency board. Examines individuals requesting care, diagnosis their dental/oral conditions and prescribes treatment and/or directs others in carrying out treatment that conforms to approved clinical guidelines. Provides community education about the nature and importance of oral health. Prepares and submits reports as requests to the Executive Director.

***Other similar job titles:** Dental Services Administrator

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	3	3	143,000	17,000	N/A	N/A	N/A	N/A	N/A
By Budget Size	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
By # of Emp. Supervised									
• 1 - 5 Employees	3	3	143,000	17,000	N/A	N/A	N/A	N/A	N/A
By Level of Education	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
By Sex of Employee	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
By Race/Ethnicity									
• White, Non-Hispanic	3	3	143,000	17,000	N/A	N/A	N/A	N/A	N/A
By # of Years in Position	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
By Region	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
By Field of Service	Health/Health Education (3)		Median 140,000						
<i>Median Only (50th Percentile)</i>									

Dentist

Short Job Description:

Examine teeth, gums and related issues, using diagnostic equipment to evaluate dental health, diagnose diseases or abnormalities and plan appropriate treatments. Formulate and implement treatment plan; advise patients on preventive dental care. Assist in providing community education regarding the nature and importance of oral health.

*Other similar job titles: Not Applicable

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	3	3	103,000	55,000	N/A	N/A	N/A	N/A	N/A
By Budget Size	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
By # of Emp. Supervised • 0 Employees	3	3	103,000	55,000	N/A	N/A	N/A	N/A	N/A
By Level of Education	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
By Sex of Employee	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
By Race/Ethnicity	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
By # of Years in Position	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
By Region	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
By Field of Service <i>Median Only (50th Percentile)</i>	Health/Health Education (3)		Median 104,000						

Dental Assistant

Short Job Description:

Assist dentist during a variety of treatment procedures including but not limited to: taking and developing dental x-rays, obtaining patients' medical histories, ensuring patients' comfort while in treatment, taking teeth impressions, preparing treatment and instruments, instructing patients on appropriate dental hygiene.

***Other similar job titles:** Registered Dental Assistant

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	3	3	29,453	10,360	N/A	N/A	N/A	N/A	N/A
By Budget Size	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
By # of Emp. Supervised									
• 0 Employees	3	3	29,453	10,360	N/A	N/A	N/A	N/A	N/A
By Level of Education	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
By Sex of Employee									
• Female	3	3	29,453	10,360	N/A	N/A	N/A	N/A	N/A
By Race/Ethnicity	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
By # of Years in Position	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
By Region	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
By Field of Service	Health/Health Education (3)		Median 28,000						
<i>Median Only (50th Percentile)</i>									

Medical Assistant

Short Job Description:

Meets with patients to take history, check and record vital signs; ensures physician or nurse has needed supplies, instruments and equipment; sterilizes/cleans equipment, prepares and sets up treatment rooms; ensures treatment rooms are maintained in a clean and orderly manner; assists physicians and nurses in providing treatment. Requires technical school certification as a medical assistant or equivalent working experience.

***Other similar job titles:** Certified Nursing Assistant, Health Center Assistant

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	10	10	30,076	17,701	20,800	24,000	27,600	33,280	38,501
By Budget Size									
• \$2M-5M	3	3	29,771	9,280	N/A	N/A	N/A	N/A	N/A
• \$5M-\$15M	4	4	27,700	17,701	N/A	N/A	N/A	N/A	N/A
By # of Emp. Supervised									
• 0 Employees	5	5	31,316	16,430	N/A	N/A	32,032	N/A	N/A
By Level of Education	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
By Sex of Employee									
• Female	5	5	30,951	6,469	N/A	N/A	27,040	N/A	N/A
By Race/Ethnicity									
• White, Non-Hispanic	3	3	30,784	6,240	N/A	N/A	N/A	N/A	N/A
By # of Years in Position									
• 0-5 Years	4	4	31,137	16,430	N/A	N/A	N/A	N/A	N/A
By Region									
• Northwest	5	5	40,642	8230	N/A	N/A	38,501	N/A	N/A
• South Central	3	3	27,060	9,380	N/A	N/A	N/A	N/A	N/A
• Southeast	3	3	31,657	31,657	N/A	N/A	N/A	N/A	N/A
By Field of Service	Health/Health Education (10)		Median 27,600						
<i>Median Only (50th Percentile)</i>									

Health Educator

Short Job Description:

Develops curricula training programs in response to the health care needs of the general community in such topics as substance abuse, HIV/AIDS, violence prevention and pregnancy and family planning. Leads discussions and group activities; arranges schedules and space; develops or orders educational materials; identifies community needs and participates in development of new educational programs; may supervise volunteers or others. Typically, this position requires a degree or equivalent in health education, psychology, social work, education or related field.

***Other similar job titles:** Childbirth Educator, Community Trainer, Seminar Leader, Assistant Wellness Instructor, Certified Wellness Instructor

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	2	7	26,315	3,200	15,704	15,704	31,200	31,200	31,200
By Budget Size									
• \$5M-\$15M	2	7	26,316	3,200	15,704	15,704	31,200	31,200	31,200
By # of Emp. Supervised	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
By Level of Education	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
By Sex of Employee									
• Female	2	7	26,315	15,496	15,704	15,704	31,200	31,200	31,200
By Race/Ethnicity									
• White, Non-Hispanic	2	7	26,315	15,496	15,704	15,704	31,200	31,200	31,200
By # of Years in Position									
• 0-5 Years	2	5	24,362	15,496	N/A	N/A	28,000	N/A	N/A
By Region									
• South Central	3	7	26,315	15,496	15,704	15,704	31,200	31,200	31,200
By Field of Service	Association/Support Org (7)		Median 31,200						
<i>Median Only (50th Percentile)</i>									

Medical Records Clerk

Short Job Description:

Maintains accurate and complete medical records files on patient set up files in accordance with standard procedures; Files all documents relating to a client; pulls and prepares files for daily clinic sessions; Responds to requests for medical records in accordance with clinic protocols/procedures.

***Other similar job titles:** Records Specialist, Cancer Registrar, Cancer Registrar Trainee, Cancer Registry Assistant, Caseworker II, Medical Records Specialist

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	17	24	30,357	17,768	22,276	26,000	28,000	35,568	38,500
By Budget Size									
• \$750,001-\$2M	1	7	35,488	11,581	26,919	29,000	38,500	38,500	38,500
• \$2M-5M	5	5	41,136	6,883	N/A	N/A	38,568	N/A	N/A
• \$5M-\$15M	5	6	29,274	13,292	22,276	27,789	27,914	33,862	33,862
• Over \$15 M	8	8	27,044	13,859	20,800	22,880	26,000	28,000	30,700
By # of Emp. Supervised									
• 0 Employees	13	15	28,938	16,292	22,880	26,000	27,789	29,000	33,862
• 1 - 5 Employees	2	6	37,200	7,800	30,700	38,500	38,500	38,500	38,500
By Level of Education									
• High School Diploma	12	12	27,148	13,859	20,800	25,833	27,081	28,000	30,700
• Associate's Degree	2	7	37,153	9,568	29,000	38,500	38,500	38,500	38,500
By Sex of Employee									
• Female	13	15	29,102	16,292	22,880	26,000	27,789	30,700	35,568
By Race/Ethnicity									
• White, Non-Hispanic	12	18	32,125	16,292	25,833	27,081	30,700	38,500	38,500
By # of Years in Position									
• 0-5 Years	8	9	31,075	16,292	22,276	22,880	29,000	34,659	35,568
• 6-10 Years	4	4	110,271	833	N/A	N/A	N/A	N/A	N/A
• 11-20 Years	3	3	27,873	4,700	N/A	N/A	N/A	N/A	N/A
By Region									
• South Central	6	6	27,260	17,768	20,800	22,880	26,000	28,233	28,233
• Northeast	6	13	33,022	15,688	22,880	26,919	34,659	38,500	38,500
• Southeast	8	8	28,520	16,068	22,500	22,880	27,487	28,233	34,568
By Field of Service									
<i>Median Only (50th Percentile)</i>	Counseling/BH/MH (12) Health/Health Education (10)		Median 27,789 29,000						

Billing Clerk

Short Job Description:

Processes patient related billing processes and submits billing for reimbursement from Medi-Cal, CPSP, EAPC,CVRs for family planning, public private partnership and other sources. Verifies patient charts for accuracy and completeness, signatures, and assembly in accordance with reimbursing agency requirements; routes charts for follow-up; Performs data entry; Prepares statistical and other reports related to billings. The position typically requires prior experience in Medi-Cal billings.

***Other similar job titles:** Accounts Representative, Insurance Coordinator, Reimbursement Manager

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	18	18	29,840	15,500	23,475	27,000	29,000	31,907	35,360
By Budget Size									
• \$5M-\$15M	6	6	30,150	15,500	23,000	27,019	28,000	35,360	35,360
• 35,360	8	8	29,465	13,439	25,000	25,150	28,000	31,200	31,907
By # of Emp. Supervised									
• 0 Employees	12	12	29,824	15,500	23,000	25,000	28,000	31,907	38,459
By Level of Education									
• High School Diploma	13	13	28,902	15,500	23,000	25,000	28,000	31,200	38,459
By Sex of Employee									
• Female	12	12	29,824	15,500	23,000	25,000	28,000	31,907	38,459
By Race/Ethnicity									
• White, Non-Hispanic	8	8	29,510	14,984	23,475	27,000	28,000	31,200	31,907
By # of Years in Position									
• 0-5 Years	4	4	25,846	8,907	N/A	N/A	N/A	N/A	N/A
• 6-10 Years	5	5	34,092	11,500	N/A	N/A	35,300	N/A	N/A
• 11-20 Years	3	3	28,014	2,003	N/A	N/A	N/A	N/A	N/A
By Region									
• South Central	9	9	29,233	15,500	23,000	23,475	28,000	31,907	35,300
• Northeast	5	5	27,940	15,025	N/A	N/A	35,300	N/A	N/A
• Southeast	7	7	33,477	10,500	28,000	30,972	31,907	35,300	38,459
By Field of Service			Median						
<i>Median Only (50th Percentile)</i>		Counseling/BH/MH (13)	28,000						
		Health/Health Education (5)	29,000						

Receptionist (Medical)

Short Job Description:

Receives and registers patients; makes/cancels appointments; provides referrals to other departments or services; helps walk-in patients obtain appropriate appointments or services; facilitates patient flow, assists patients to complete required documents. (For receptionists working outside of medical services programs should complete the Receptionist Job in the Administrative section).

***Other similar job titles:** Customer Service Representative, Registrar, Scheduler

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	11	11	24,847	16,842	18,465	20,000	24,000	26,868	31,782
By Budget Size									
• \$5M-\$15M	3	3	24,016	13,317	N/A	N/A	N/A	N/A	N/A
• Over \$15 M	4	4	23,580	9,120	N/A	N/A	N/A	N/A	N/A
By # of Emp. Supervised									
• 0 Employees	9	9	24,224	13,317	18,465	20,000	24,000	26,686	29,120
By Level of Education									
• High School Diploma	9	9	24,224	13,317	18,465	20,000	24,000	26,686	29,120
By Sex of Employee									
• Female	10	10	24,224	16,842	18,465	21,200	24,000	29,120	31,782
By Race/Ethnicity									
• White, Non-Hispanic	9	9	25,373	16,842	18,465	20,000	24,000	29,120	31,782
By # of Years in Position									
• 0-5 Years	7	7	22,792	10,655	18,465	20,000	21,800	24,000	24,960
By Region									
• South Central	4	4	25,948	15,307	N/A	N/A	N/A	N/A	N/A
• Northeast	3	3	26,282	17,095	N/A	N/A	N/A	N/A	N/A
• Southeast	3	3	28,142	15,307	N/A	N/A	N/A	N/A	N/A
By Field of Service									
<i>Median Only (50th Percentile)</i>	Counseling/BH/MH (7)		Median 21,200						

Physical Therapist

Short Job Description:

Under the direction of a physician, works with clients to overcome disabilities through therapeutic exercises, massage and other methods. Responsibilities include reviewing and evaluating patients' conditions and medical records; performing tests or measurements; developing programs for treatment plans; helping patients attain maximum muscle strength and motor skills as well as accepting and adjusting to the limiting effects of their disabilities.

***Other similar job titles:** Aquatic Physical Therapist, Pediatric Physical Therapist

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	11	11	71,192	43,520	48,000	65,000	75,000	79,539	82,000
By Budget Size									
• \$5M-\$15M	3	3	77,499	10,166	N/A	N/A	N/A	N/A	N/A
• Over \$15 M	6	6	67,517	34,000	48,000	58,000	66,500	75,600	75,600
By # of Emp. Supervised									
• 0 Employees	8	8	69,000	34,000	48,000	58,000	66,500	79,539	81,562
By Level of Education									
• Master's Degree	5	5	62,620	27,600	N/A	N/A	65,000	N/A	N/A
• Doctorate Degree	3	3	78,319	10,604	N/A	N/A	N/A	N/A	N/A
By Sex of Employee									
• Female	9	9	69,733	34,000	48,000	58,000	71,396	79,539	81,562
By Race/Ethnicity									
• White, Non-Hispanic	6	6	68,010	33,562	48,000	65,000	66,500	75,600	75,600
By # of Years in Position									
• 0-5 Years	3	3	62,667	34,000	N/A	N/A	N/A	N/A	N/A
• 6-10 Years	3	3	70,665	10,600	N/A	N/A	N/A	N/A	N/A
By Region									
• Northwest	3	3	73,380	14,539	N/A	N/A	N/A	N/A	N/A
• South Central	3	3	73,854	24,000	N/A	N/A	N/A	N/A	N/A
• Southeast	4	4	73,239	24,000	N/A	N/A	N/A	N/A	N/A
By Field of Service									
<i>Median Only (50th Percentile)</i>			Median						
		Education Services (9)	75,600						
		Health/Health Education (4)	75,600						

Occupational Therapist

Short Job Description:

Under the direction of a physician works with mentally, emotionally and physically disabled clients to gain Self-sufficiency. Designs programs that include educational and rehabilitative activities, Helps clients re-learn daily living activities; Designs special equipment to help clients perform tasks; Directs activities that help clients perform tasks.

***Other similar job titles:** Lead Occupational Therapist, Pediatric Occupational Therapist

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	13	19	64,747	57,000	47,000	51,375	50,648	71,656	77,875
By Budget Size									
• \$750,001-\$2M	3	3	56,733	46,200	N/A	N/A	N/A	N/A	N/A
• \$5M-\$15M	4	10	68,866	42,625	51,375	65,019	68,000	73,925	75,000
• Over \$15 M	6	6	61,887	30,875	47,000	50,648	58,000	70,800	70,800
By # of Emp. Supervised									
• 0 Employees	8	14	66,538	54,000	40,000	58,000	67,395	73,925	77,875
By Level of Education									
• Bachelor's Degree	3	3	51,465	27,395	N/A	N/A	N/A	N/A	N/A
• Master's Degree	8	13	63,205	57,000	37,000	50,648	65,019	73,925	77,875
By Sex of Employee									
• Female	12	18	62,010	57,000	40,000	50,648	65,019	71,656	75,000
By Race/Ethnicity									
• White, Non-Hispanic	10	16	61,658	57,000	40,000	50,000	65,019	68,470	75,000
By # of Years in Position									
• 0-5 Years	9	9	56,799	40,875	37,000	47,000	53,820	67,000	68,470
• 6-10 Years	4	6	65,478	21,656	50,000	65,019	67,395	70,800	70,800
By Region									
• Northwest	3	3	56,219	24,656	N/A	N/A	N/A	N/A	N/A
• Northeast	3	3	62,282	17,095	N/A	N/A	N/A	N/A	N/A
• Southeast	5	11	67,455	42,625	51,375	58,000	67,000	68,470	75,000
By Field of Service			Median						
<i>Median Only (50th Percentile)</i>	Child Care/Child Welfare (3)		50,648						
	Counseling/BH/MH (4)		50,648						
	Education Services (12)		68,000						
	Health/Health Education (4)		67,000						

Speech Pathologist

Short Job Description:

Helps children and adults with language and hearing disorders develop the communication skills needed for self-expression, social interaction, academic success and employment. Diagnoses and treats such disorders as stuttering, delayed or impaired language, and voice and speaking problems. Observes and tests speech, language, hearing and perception.

***Other similar job titles:** Pediatric Speech Therapist, Speech Therapist, Speech and Language Pathologist

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	11	19	62,218	33,644	50,000	56,775	60,685	64,170	75,404
By Budget Size									
• \$5M-\$15M	3	11	64,650	26,952	55,000	56,980	60,685	64,170	79,216
• Over \$15 M	6	6	60,806	19,356	48,308	58,000	61,809	65,300	65,300
By # of Emp. Supervised									
• 0 Employees	10	18	62,047	33,644	50,000	56,775	58,920	64,170	75,404
By Level of Education									
• Master's Degree	9	17	60,876	23,056	48,308	55,000	58,920	63,752	67,664
• Doctorate									
By Sex of Employee									
• Female	9	18	62,047	33,644	50,000	56,775	58,920	64,170	75,404
By Race/Ethnicity									
• White, Non-Hispanic	7	15	61,906	29,216	55,000	56,775	60,685	63,752	75,404
By # of Years in Position									
• 0-5 Years	7	13	57,605	15,862	48,308	55,000	58,000	60,685	63,135
• 6-10 Years	3	3	73,703	18,200	N/A	N/A	N/A	N/A	N/A
By Region									
• South Central	3	3	60,224	5,752	N/A	N/A	N/A	N/A	N/A
• Northeast	3	3	65,446	8,744	N/A	N/A	N/A	N/A	N/A
• Southeast	5	13	62,971	24,216	55,000	56,980	60,685	64,170	75,404
By Field of Service									
<i>Median Only (50th Percentile)</i>			Median						
		Child Care/Child Welfare (3)	56,160						
		Counseling/BH/MH (3)	65,300						
		Education Services (14)	58,920						
		Health/Health Education (3)	65,300						

Home Health Aide

Short Job Description:

Provides personal assistance (e.g. cooking, shopping, housekeeping) and care (e.g. bathing, grooming, feeding, dressing) to elderly and people with disabilities in their homes.

***Other similar job titles:** Personal Attendant, Home Health Care Worker, Home Support Worker, Home Visitor

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	14	20	25,285	8,450	20,800	22,000	24,960	28,626	28,626
By Budget Size									
• \$2M-5M	2	9	27,342	8,450	20,800	24,274	28,626	28,626	28,626
• \$5M-\$15M	4	4	23,614	3,532	N/A	N/A	N/A	N/A	N/A
• Over \$15 M	5	5	24,713	6,704	N/A	N/A	24,690	N/A	N/A
By # of Emp. Supervised									
• 0 Employees	8	14	26,677	7,250	22,000	24,960	28,626	28,626	28,704
By Level of Education									
• High School Diploma	6	6	23,961	3,532	22,000	22,000	24,274	25,000	25,000
• Bachelor's Degree	1	7	28,714	624	28,626	28,626	28,626	28,626	28,704
By Sex of Employee									
• Female	8	14	26,677	7,250	22,000	24,960	28,626	28,626	28,704
By Race/Ethnicity									
• White, Non-Hispanic	6	11	26,760	7,250	22,000	24,274	28,626	28,626	28,704
By # of Years in Position									
• 0-5 Years	6	6	25,319	7,250	22,000	22,000	24,960	28,704	28,704
• 6-10 Years	3	8	27,695	4,352	24,274	25,532	28,626	28,626	28,626
By Region									
• Northwest	2	22	21,029	8,687	18,450	19,600	20,009	21,570	22,971
• South Central	5	5	23,658	4,732	N/A	N/A	24,960	N/A	N/A
• Northeast	4	10	28,020	3,060	24,960	28,704	28,626	28,626	28,626
• Southeast	4	4	25,467	6,032	N/A	N/A	N/A	N/A	N/A
By Field of Service			Median						
<i>Median Only (50th Percentile)</i>	Aging (3)		22,672						
	Counseling/BH/MH (6)		22,900						
	Family Supp & Presrvtion (9)		28,626						
	Health/Health Education (5)		22,900						

Life Skills Worker

Short Job Description:

Provides personal assistance (e.g. cooking, shopping, housekeeping) and care (e.g. bathing, grooming feeding, dressing) to elderly and people with disabilities in a residential feeding, dressing) to elderly and people with disabilities in a residential or group home).

***Other similar job titles:** Director Care Counselor, Community Living Specialist, Emergency Relief, Life Skills Advocate, Residential Program Worker

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	17	96	21,847	21,732	18,500	19,781	21,840	22,672	25,896
By Budget Size									
• \$2M-5M	4	62	21,777	21,732	15,080	21,414	21,840	21,840	25,896
• \$5M-\$15M	6	26	21,053	15,759	18,506	19,677	20,217	22,971	23,222
• Over \$15 M	7	7	23,980	9,104	19,600	21,896	24,000	24,960	25,000
By # of Emp. Supervised									
• 0 Employees	13	91	21,685	16,952	18,450	19,968	21,840	21,896	24,960
By Level of Education									
• High School Diploma	16	95	21,607	16,952	18,506	20,009	21,840	22,971	27,414
By Sex of Employee									
• Male	5	20	21,197	16,952	15,080	19,760	21,840	21,840	24,461
• Female	10	72	21,935	21,732	18,506	20,009	21,840	22,672	26,000
By Race/Ethnicity									
• Black/African-American	4	8	21,505	13,624	15,080	18,720	21,840	21,840	24,255
• White, Non-Hispanic		83	21,778	21,732	17,680	19,968	21,840	21,840	24,960
By # of Years in Position									
• 0-5 Years	8	73	21,042	13,624	18,450	19,760	21,840	21,840	23,700
• 6-10 Years	6	13	23,499	21,732	15,080	17,680	23,109	24,461	32,032
• 11-20 Years	3	6	25,378	4,742	22,672	23,222	24,461	27,414	27,414
By Region									
•	2	22	21,028	12,909	18,506	19,676	20,217	21,635	22,971
• North Central	3	62	21,880	21,732	15,080	21,840	21,840	21,840	25,896
• South Central	5	5	24,469	19,132	N/A	N/A	24,000	N/A	N/A
• Northeast	3	3	29,924	12,557	N/A	N/A	24,000	N/A	N/A
• Southeast	5	5	27,946	12,557	N/A	N/A	25,000	N/A	N/A
By Field of Service									
<i>Median Only</i> (50 th Percentile)			Median						
		Child Care/Child Welfare (3)	28,704						
		Counseling/BH/MH (29)	21,031						
		Education Services (3)	23,700						
		Family Supp & Presrvtion (60)	21,840						



Program Director/Administrator

Short Job Description:

Provides overall management and direction to one or more large programs including management of staff, developing/ controlling the budget, developing/implementing policies and procedure, participating in obtaining grants/funds, coordinating/integrating program with others in the organization. Typically, this position reports to the Executive Director/Chief Executive Officer, is a member of the senior executive team and directly or indirectly manages a minimum of ten staff. Smaller programs should be reported under Program Manager (below).

***Other similar job titles:** Director of Consulting, Environmental Programs Director, Training Director, Youth Services Director

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	65	69	57,543	152,275	34,311	39,140	56,000	65,456	83,722
By Budget Size									
• \$250,001-500,000	7	7	46,027	47,400	15,000	39,900	47,000	53,040	60,000
• \$500,001-\$750,000	5	5	50,284	20,000	N/A	N/A	50,000	N/A	N/A
• \$750,001-\$2M	16	16	52,172	73,745	34,311	37,500	42,000	63,200	65,564
• \$2M-5M	17	17	61,342	98,580	37,000	38,568	60,000	76,878	80,309
• \$5M-\$15M	10	14	59,869	136,275	31,000	33,000	40,000	65,456	101,000
• Over \$15 M	9	9	64,719	54,000	30,000	56,800	63,419	80,000	83,723
By # of Emp. Supervised									
• 0 Employees	9	9	45,180	25,689	34,311	39,140	44,850	49,420	52,000
• 1 - 5 Employees	24	24	66,161	132,275	37,500	43,390	62,400	73,000	96,628
• 6-20 Employees	20	20	58,629	86,494	27,749	38,568	60,000	65,564	82,800
• 21-50 Employees	4	4	71,395	87,080	N/A	N/A	N/A	N/A	N/A
• 51-100 Employees	4	4	50,291	48,722	N/A	N/A	N/A	N/A	N/A
• Over 100 Employees									
By Level of Education									
• Associate's Degree	4	4	55,016	66,494	N/A	N/A	N/A	N/A	N/A
• Bachelor's Degree	25	25	53,749	49,411	37,440	40,000	50,000	65,000	74,157
• Master's Degree	28	28	64,622	152,275	35,000	44,850	60,000	80,000	90,000
By Sex of Employee									
• Male	12	12	57,309	91,140	37,440	40,000	45,000	60,000	80,309
• Female	50	54	58,000	152,275	31,500	39,900	57,350	65,564	84,000
By Race/Ethnicity									
• Black/African American	9	9	55,131	24,309	34,311	39,140	60,000	63,000	63,419
• White, Non-Hispanic	48	52	58,386	152,275	31,500	38,568	52,000	65,564	90,000
By # of Years in Position									
• 0-5 Years	35	36	50,346	86,494	34,311	37,440	43,390	61,526	65,456
• 6-10 Years	13	13	66,472	65,128	31,500	53,040	62,400	82,800	90,000
• 11-20 Years	12	12	63,745	40,000	40,000	57,500	65,000	68,000	80,000
• Over 20 Years	5	5	86,155	126,275	N/A	N/A	49,420	N/A	N/A
By Region									
• Northwest	4	4	57,325	23,500	N/A	N/A	N/A	N/A	N/A
• Southwest	11	11	51,104	56,251	27,749	38,000	40,000	45,000	49,420
• North Central	8	8	52,264	59,157	15,000	41,000	45,000	65,456	68,000
• South Central	20	20	59,788	132,275	33,000	39,140	52,000	65,000	82,800
• Northeast	9	9	55,058	47,800	35,000	37,500	57,350	65,456	68,000
• Southeast	30	30	61,171	93,580	37,000	50,000	61,526	80,000	90,000
By Field of Service			Median		Median				Median
<i>Median Only (50th Percentile)</i>	Advocacy/Public Affairs (4)		39,140	Culture/Arts (5)		55,000	Social Supp/Recreation (4)		55,000
	Association/Support Org (12)		47,000	Education Services (16)		60,000	Youth (5)		55,000
	Child Care/Child Welfare (6)		45,000	Family Supp & Presrvtion (3)		63,419			
	Counseling/BH/MH (8)		43,390	Health/Health Education (3)		56,800			
				Housing/Shelter (5)		43,390			



CATEGORY 2000: PROGRAM MANAGEMENT POSITIONS

Program Manager

Short Job Description:

Provides overall management and supervision to one or two programs including supervision of staff, developing/controlling the budget, developing/implementing policies and procedures, participating in obtaining funds/grants, coordination/integrating program with others in the organization. Typically, this position directly or indirectly manages fewer than ten staff. Report larger programs under Program Director (above).

***Other similar job titles:** Community Outreach Manager, Head of Collections, Land Use Program Director, Program Manager, Coordinating Manager, Children & Youth Program Manager, Assistant Program Director

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	50	56	45,741	61,939	32,600	36,000	43,000	51,250	62,000
By Budget Size									
• \$250,001-500,000	3	3	29,428	33,150	N/A	N/A	N/A	N/A	N/A
• \$500,001-\$750,000	3	3	45,000	25,000	N/A	N/A	N/A	N/A	N/A
• \$750,001-\$2M	16	16	41,110	32,000	30,000	32,600	36,415	46,000	50,200
• \$2M-5M	15	19	43,998	61,939	32,175	35,900	40,000	41,769	59,000
• \$5M-\$15M	10	12	53,510	46,000	39,000	45,000	50,000	55,000	68,211
• Over \$15 M	4	4	48,378	11,600	N/A	N/A	N/A	N/A	N/A
By # of Emp. Supervised									
• 0 Employees	13	13	41,506	30,000	32,000	33,000	36,000	46,000	55,000
• 1 - 5 Employees	19	19	52,664	53,819	34,600	43,000	49,500	59,000	69,300
• 6-20 Employees	6	8	38,785	26,520	25,480	35,900	36,750	40,400	43,000
• 21-50 Employees	4	4	40,221	20,114	N/A	N/A	N/A	N/A	N/A
By Level of Education									
• High School Diploma	4	4	37,952	11,608	N/A	N/A	N/A	N/A	N/A
• Bachelor's Degree	21	25	44,980	61,939	32,000	35,000	41,600	49,500	68,150
• Master's Degree	19	20	50,210	52,000	35,900	39,000	50,200	55,000	62,000
By Sex of Employee									
• Male	6	6	48,762	33,211	35,000	35,360	40,000	59,000	59,000
• Female	39	45	45,834	61,939	32,600	36,000	43,000	51,250	62,000
By Race/Ethnicity									
• Black/African American	4	4	38,777	9,208	N/A	N/A	N/A	N/A	N/A
• White, Non-Hispanic	36	41	47,741	61,939	33,600	36,750	43,992	53,669	68,150
By # of Years in Position									
• 0-5 Years	28	28	44,780	57,419	33,000	36,750	41,600	46,000	55,000
• 6-10 Years	11	15	47,649	52,825	33,600	35,000	45,000	51,250	68,150
• 11-20 Years	6	6	51,618	43,820	25,480	43,430	49,500	62,000	62,000
By Region									
• Northwest	4	4	37,402	14,208	N/A	N/A	N/A	N/A	N/A
• Southwest	8	8	38,826	20,000	30,000	33,000	39,000	40,400	44,208
• North Central	10	10	47,325	57,419	30,000	33,000	38,227	45,000	50,000
• South Central	21	30	43,219	59,520	30,000	33,000	40,000	50,000	60,000
• Northeast	11	15	42,465	6,750	33,000	41,769	51,250	33,600	32,175
• Southeast	22	25	44,582	41,400	32,000	36,415	45,000	51,250	55,000
By Field of Service			Median		Median		Median		Median
<i>Median Only (50th Percentile)</i>	Advocacy/Public Affairs (4)		49,500	Culture/Arts (8)	36,414	Social Supp/Recreation (4)		43,430	
	Aging (5)		50,000	Education Services (10)	43,000	Religious (3)		55,000	
	Association/Support Org (4)		52,453	Employment/Economic (8)	35,900	Youth (6)		40,000	
	Child Care/Child Welfare (4)		43,430	Family Supp & Presrvtion (5)	50,114				
	Counseling/BH/MH (6)		43,000	Health/Health Education (5)	40,400				
				Housing/Shelter (7)	40,400				



CATEGORY 2000: PROGRAM MANAGEMENT POSITIONS

Program Coordinator

Short Job Description:

Assumes responsibility for the implementation of a single program ensuring compliance with the stated objectives of the project. Coordinates the work of others within the program or project; works with other departments as necessary.

***Other similar job titles:** Business Resource Coordinator, Educational Program Specialist, Exhibition Coordinator, Program Administrator

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	44	51	36,946	47,523	25,225	31,300	37,440	41,750	45,000
By Budget Size									
• \$500,001-\$750,000	5	5	33,656	26,380	N/A	N/A	34,900	N/A	N/A
• \$750,001-\$2M	15	18	36,490	27,275	25,708	32,000	37,000	39,000	46,176
• \$2M-5M	7	9	39,326	22,600	22,400	28,840	43,856	45,000	45,000
• \$5M-\$15M	10	13	37,656	47,523	18,304	31,000	37,770	39,750	43,000
• Over \$15 M	4	4	39,838	8,150	N/A	N/A	N/A	N/A	N/A
By # of Emp. Supervised									
• 0 Employees	23	25	37,316	27,275	28,840	34,900	37,440	39,750	45,000
• 1 - 5 Employees	9	10	37,623	44,827	21,000	33,000	35,776	39,000	43,000
• 6-20 Employees	5	5	38,836	23,776	N/A	N/A	41,750	N/A	N/A
By Level of Education									
• High School Diploma	4	4	39,740	7,078	N/A	N/A	N/A	N/A	N/A
• Associate's Degree	3	3	28,742	11,000	N/A	N/A	N/A	N/A	N/A
• Bachelor's Degree	22	25	36,852	44,827	28,840	32,000	37,000	37,770	43,000
• Master's Degree	12	14	40,844	30,100	22,400	38,251	43,000	45,000	47,380
By Sex of Employee									
• Male	6	6	40,613	16,080	31,300	36,000	41,000	45,000	45,000
• Female	36	42	36,540	47,523	25,000	31,000	37,000	40,400	45,000
By Race/Ethnicity									
• Hispanic/Latino	3	3	39,761	16,282	N/A	N/A	N/A	N/A	N/A
• Black/African American	3	3	40,367	18,900	N/A	N/A	N/A	N/A	N/A
• White, Non-Hispanic	33	40	37,013	47,523	25,708	31,300	37,440	41,000	45,000
By # of Years in Position									
• 0-5 Years	31	33	36,749	31,500	25,000	31,300	37,000	41,750	45,000
• 6-10 Years	8	10	39,979	40,602	25,225	34,900	37,440	43,000	49,282
• 11-20 Years	5	5	35,019	27,872	N/A	N/A	35,840	N/A	N/A
By Region									
• Northwest	4	8	38,617	43,150	25,000	33,600	35,776	37,000	38,251
• Southwest	3	3	33,580	4,540	N/A	N/A	N/A	N/A	N/A
• North Central	4	4	41,252	11,380	N/A	N/A	N/A	N/A	N/A
• South Central	10	12	32,767	16,380	22,400	28,642	37,770	40,000	47,380
• Northeast	7	7	35,595	23,776	22,400	28,840	37,770	39,330	39,750
• Southeast	16	23	36,633	28,282	22,400	30,000	37,400	43,000	45,000
By Field of Service									
<i>Median Only (50th Percentile)</i>	Association/Support Org (4) Child Care/Child Welfare (3) Counseling/BH/MH (4) Culture/Arts (7) Education Services (8)		Median 26,524 44,000 40,000 31,300 37,700	Family Supp & Presrvtion (6) Health/Health Education (8) Housing/Shelter (3) Youth (3)		Median 45,000 37,440 34,900 32,000			



CATEGORY 2000: PROGRAM MANAGEMENT POSITIONS

Program Assistant

Short Job Description:

Performs a variety of skilled administrative and clerical duties directly related to program management activities. These include maintaining databases, preparing routine correspondence, providing customer service to clients; and assisting and participating in program events.

***Other similar job titles:** Client Services Assistant, Reference Assistant, Training Assistant, and Visitor Services Aide, Assistant Group Supervisor

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	32	127	22,562	67,420	16,702	17,202	19,760	22,800	32,300
By Budget Size									
• \$750,001-\$2M	9	12	29,567	19,400	20,600	26,000	26,000	30,000	40,000
• \$2M-5M	8	8	28,884	21,943	16,640	22,406	29,000	34,000	34,580
• \$5M-\$15M	8	100	19,751	28,288	16,640	17,056	18,720	20,280	22,800
By # of Emp. Supervised									
• 0 Employees	28	66	25,471	65,860	18,720	19,760	20,800	31,000	37,000
By Level of Education									
• High School Diploma	9	31	22,756	21,684	18,270	19,240	20,800	26,000	29,827
• Associate's Degree	5	8	24,533	19,126	16,640	17,680	20,800	32,000	32,300
• Bachelor's Degree	14	28	26,135	25,688	18,720	19,760	21,840	32,000	38,583
• Master's Degree	4	5	49,596	57,540	N/A	N/A	37,000	N/A	N/A
By Sex of Employee									
• Male	6	11	29,235	65,860	16,640	19,760	21,840	24,960	40,000
• Female	26	114	21,916	59,440	16,702	17,202	19,240	22,406	32,000
By Race/Ethnicity									
• Hispanic/Latino	3	3	31,063	13,442	N/A	N/A	N/A	N/A	N/A
• Black/African American	7	21	23,539	16,900	18,720	19,240	21,840	26,000	32,300
• White, Non-Hispanic	17	95	21,558	67,420	16,640	16,952	18,720	20,800	31,366
• Two or more races									
By # of Years in Position									
• 0-5 Years	19	95	21,500	59,440	16,702	17,202	19,240	21,840	31,336
• 6-10 Years	9	19	25,287	26,624	17,139	18,554	26,000	28,000	33,493
• 11-20 Years	6	10	28,140	67,316	15,184	16,640	17,950	32,300	40,000
• Over 20 Years	3	3	25,789	14,966	N/A	N/A	N/A	N/A	N/A
By Region									
• North Central	3	3	34,164	5,000	N/A	N/A	N/A	N/A	N/A
• South Central	14	107	20,413	28,888	16,640	17,139	18,720	20,800	24,960
• Northeast	5	5	34,304	9,402	N/A	N/A	33,493	N/A	N/A
• Southeast	10	15	27,906	13,780	24,051	26,000	26,000	30,000	34,000
By Field of Service									
<i>Median Only (50th Percentile)</i>	Advocacy/Public Affairs (42)		Median	Culture/Arts (3)		Median			
	Aging (4)		19,760	Education Services (8)		29,000			
	Association/Support Org (55)		30,000	Youth (3)		26,000			
			17,160			33,493			



Program Director/Administrator, Social Services/Mental Health

Short Job Description:

Provides overall management and direction to one or more large social service or mental health programs including management of staff, developing/controlling the budget, developing/implementing policies and procedures. Participates in obtaining funds/grants, coordinating/integrating program with others in the organization. Typically, this position reports to the Executive Director/Chief Executive Officer, is a member of the senior executive team and directly or indirectly manages a minimum of ten staff. Report smaller programs under Program Manager, Social Services and Mental Health (below).

***Other similar job titles:** Day Treatment Services Director, Director of Children's Services, Disabilities Program Administrator, Director of Intake and Service Delivery, Director Employment Support

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	39	42	64,996	92,560	37,900	48,154	60,100	78,900	89,600
By Budget Size									
• \$750,001-\$2M	6	6	49,368	33,121	37,440	37,900	44,000	58,000	58,000
• \$2M-5M	6	6	55,600	48,600	41,000	45,000	48,000	60,000	60,000
• \$5M-\$15M	11	14	57,623	60,732	28,271	40,560	55,000	70,000	82,000
• Over \$15 M	14	14	82,378	72,000	58,000	65,000	76,544	90,000	127,752
By # of Emp. Supervised									
• 1 - 5 Employees	13	15	65,581	99,481	40,539	45,000	65,000	70,000	104,000
• 6-20 Employees	16	17	61,233	60,415	37,900	44,000	60,000	76,544	80,000
By Level of Education									
• Bachelor's Degree	9	9	62,429	63,440	40,560	48,000	60,000	65,000	80,000
• Master's Degree	20	23	61,664	61,729	29,585	45,000	65,000	76,017	82,000
• Doctorate	4	4	91,589	67,752	N/A	N/A	N/A	N/A	N/A
By Sex of Employee									
• Male	6	6	72,407	52,100	37,900	70,000	76,544	80,000	80,000
• Female	25	29	62,822	99,481	40,539	45,000	60,000	76,017	89,003
By Race/Ethnicity									
• Black/ African American	4	4	66,754	49,000	N/A	N/A	N/A	N/A	N/A
• White, Non-Hispanic	29	31	64,170	99,481	37,900	48,000	65,000	78,900	89,003
By # of Years in Position									
• 0-5 Years	7	11	49,701	41,729	28,271	40,539	48,154	60,000	68,291
• 6-10 Years	9	9	62,539	48,003	41,000	44,000	58,000	76,544	85,000
• 11-20 Years	10	10	75,623	89,852	37,900	60,000	70,561	90,000	104,000
• Over 20 Years	4	4	75,225	22,000	N/A	N/A	N/A	N/A	N/A
By Region									
• Northwest	11	16	32,036	66,560	28,271	40,539	48,154	29,729	89,003
• Southwest	3	3	64,333	12,000	N/A	N/A	N/A	N/A	N/A
• North Central	6	6	65,150	35,000	45,000	58,000	70,000	78,900	78,900
• South Central	17	17	65,540	44,100	41,000	49,300	60,000	70,000	76,017
• Northeast	9	9	73,654	79,752	48,000	49,300	70,561	76,544	78,900
• Southeast	17	17	73,592	78,452	50,000	60,000	70,000	80,000	89,500
By Field of Service									
<i>Median Only (50th Percentile)</i>	Child Care/Child Welfare (5)		Median	Housing/Shelter (5)		Median			
	Counseling/BH/MH (26)		70,000	Social Supp/Recreation (3)		60,000			
	Education Services (5)		68,000			58,000			
	Employment/Economic (4)		70,000						
			55,000						



Program Manager, Social Services/Mental Health

Short Job Description:

Provides overall management and supervision to one or two social service or mental health program(s), including supervision of staff, developing/controlling the budget, developing/implementing policies and procedures, participating in obtaining funds/grants, coordinating/integrating program with others in the organization. Typically, this position director or indirectly managers fewer than ten staff. Report larger programs under Program Director/Administrator above.

***Other similar job titles:** Adoption Program Supervisor, Case Management Director, Family Services Supervisor, Clinical Supervisor

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	36	38	49,439	38,100	38,000	42,000	49,850	55,000	58,240
By Budget Size									
• \$750,001-\$2M	5	5	45,359	17,540	N/A	N/A	43,500	N/A	N/A
• \$2M-5M	5	5	45,290	13,250	N/A	N/A	48,000	N/A	N/A
• \$5M-\$15M	12	14	48,786	25,463	32,777	42,000	50,000	56,700	57,491
• Over \$15 M	12	12	54,870	33,100	40,000	43,400	50,895	65,506	72,500
By # of Emp. Supervised									
• 1 - 5 Employees	15	15	47,969	32,729	35,426	40,000	49,850	52,540	57,155
• 6-20 Employees	15	15	51,905	37,500	40,000	45,330	51,250	55,000	66,241
By Level of Education									
• Bachelor's Degree	15	16	46,034	23,923	35,000	40,000	47,000	51,075	55,000
• Master's Degree	14	14	51,040	27,506	38,000	44,475	50,000	57,155	58,240
By Sex of Employee									
• Male	5	5	56,952	39,723	N/A	N/A	58,240	N/A	N/A
• Female	26	26	48,624	30,506	38,000	44,000	49,850	52,540	56,700
By Race/Ethnicity									
• Hispanic/Latino	3	3	43,333	10,000	N/A	N/A	N/A	N/A	N/A
• White, Non-Hispanic	23	24	51,230	39,723	35,000	44,000	51,250	56,700	65,506
By # of Years in Position									
• 0-5 Years	17	17	49,484	39,723	35,426	40,000	49,500	55,000	58,240
• 6-10 Years	5	5	50,542	5,540	N/A	N/A	51,075	N/A	N/A
• 11-20 Years	7	7	51,383	31,241	35,000	38,000	55,000	56,700	57,491
By Region									
• Northwest	7	8	48,573	24,714	40,500	49,500	50,000	52,243	50,000
• Southwest	3	3	46,965	10,395	N/A	N/A	N/A	N/A	N/A
• North Central	5	5	50,075	14,500	N/A	N/A	51,075	N/A	N/A
• South Central	14	14	46,291	57,142	35,000	40,500	43,400	52,540	56,700
• Northeast	9	9	52,031	28,241	38,000	41,000	50,895	57,155	65,506
• Southeast	15	15	51,338	32,801	40,000	44,000	49,850	51,250	66,241
By Field of Service									
<i>Median Only (50th Percentile)</i>	Basic Material Needs (3)		Median 43,500	Employment/Economic (3)		Median 49,500	Health/Health Education (3)		Median 49,850
	Child Care/Child Welfare (4)		40,000	Health/Health Education (3)		49,850	Housing/Shelter (4)		49,500
	Counseling/BH/MH (21)		50,000						
	Education Services (3)		50,000						



Program Coordinator, Social Services/Mental Health

Short Job Description:

Assumes responsibility for the implementation of a single social services or mental health program ensuring compliance with the stated objectives of the project. coordinates the work of others within the program or project; works with other departments as necessary.

***Other similar job titles:** Assistant Director of Health Services, Infant/Child Development Specialist, Prevention Coordinator, Program Specialist, Program Facilitator, Peer Support Specialist, Educational Tech Supervisor

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	35	42	41,097	71,800	28,840	32,000	36,000	44,999	58,097
By Budget Size									
• \$750,001-\$2M	5	5	39,016	26,650	N/A	N/A	32,344	N/A	N/A
• \$2M-5M	2	3	32,067	6,520	N/A	N/A	N/A	N/A	N/A
• \$5M-\$15M	14	20	38,232	39,417	28,500	32,500	36,000	38,995	52,998
• Over \$15 M	11	11	49,435	71,800	28,800	35,000	45,500	49,000	62,730
By # of Emp. Supervised									
• 0 Employees	3	3	42,480	24,753	N/A	N/A	N/A	N/A	N/A
• 1 - 5 Employees	11	11	45,002	29,080	30,920	32,000	44,999	52,998	58,477
• 6-20 Employees	9	11	46,360	71,800	28,880	32,610	38,995	45,490	62,730
By Level of Education									
• Associates Degree	3	3	40,646	38,257	N/A	N/A	N/A	N/A	N/A
• Bachelor's Degree	15	21	36,580	24,498	28,880	32,000	36,000	38,640	44,999
• Master's Degree	8	8	53,135	22,300	40,430	45,490	55,000	58,477	60,000
By Sex of Employee									
• Male	7	9	42,896	83,000	17,680	28,880	36,000	38,000	58,477
• Female	20	25	41,690	33,890	30,920	32,000	38,640	49,000	57,097
By Race/Ethnicity									
• Black/African American	4	8	43,244	19,950	36,000	36,000	36,000	52,998	55,000
• White, Non-Hispanic	22	26	41,254	83,000	28,840	32,000	35,360	45,490	58,477
By # of Years in Position									
• 0-5 Years	17	22	39,456	42,320	30,000	32,344	36,000	44,999	55,950
• 6-10 Years	6	8	47,305	71,840	28,840	32,000	38,251	41,937	62,730
By Region									
• Northwest	7	10	40,393	26,177	32,610	38,251	38,995	44,999	45,490
• Southwest	3	3	35,293	16,119	N/A	N/A	N/A	N/A	N/A
• North Central	3	3	38,665	12,999	N/A	N/A	N/A	N/A	N/A
• South Central	11	14	37,145	40,797	17,680	32,000	32,500	49,000	58,477
• Northeast	7	7	41,544	29,597	28,880	32,000	38,000	44,999	55,950
• Southeast	12	12	46,489	33,850	28,880	31,827	45,000	55,950	60,000
By Field of Service									
<i>Median Only (50th Percentile)</i>	Aging (3) Association/Support Org (5) Child Care/Child Welfare (3) Counseling/BH/MH (12)		Median 38,000 28,500 60,000 36,000	Employment/Economic (3) Health/Health Education (4) Housing/Shelter ()	Median 32,344 38,000				



Program Assistant, Social Services/Mental Health

Short Job Description:

Performs a variety of skilled administrative and clerical duties directly related to program management activities. These include maintaining databases, preparing routine correspondence, providing customer service to clients, assisting and participating in program events.

***Other similar job titles:** Adult Day Staff, Family Services Assistant, Resource Assistant, Certified Peer Specialist

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	12	44	26,179	44,880	20,800	22,027	23,504	27,040	32,391
By Budget Size									
• \$5M-\$15M	6	38	24,362	16,002	20,800	22,027	23,504	26,854	28,267
• Over \$15 M	5	5	37,168	42,800	N/A	N/A	30,902	N/A	N/A
By # of Emp. Supervised									
• 0 Employees	8	18	26,158	24,817	20,966	22,027	23,275	28,700	32,391
By Level of Education									
• High School Diploma	5	14	24,585	16,002	18,702	22,027	22,658	27,000	34,000
• Bachelor's Degree	5	5	38,372	38,480	N/A	N/A	30,902	N/A	N/A
By Sex of Employee									
• Male	4	7	31,810	42,634	20,966	22,658	27,269	30,902	34,000
• Female	7	13	26,598	24,817	18,720	22,027	24,315	28,700	34,722
By Race/Ethnicity									
• White, Non-Hispanic		18	28,823	42,634	21,590	22,512	24,315	32,391	34,722
By # of Years in Position									
• 0-5 Years	4	13	23,532	12,182	18,720	21,590	22,658	24,315	28,700
• 6-10 Years	4	4	30,345	7,722	N/A	N/A	N/A	N/A	N/A
By Region									
• Northwest	9	9	24,287	13,034	20,966	21,590	23,109	24,315	27,269
• South Central	5	5	31,362	7,722	N/A	N/A	32,391	N/A	N/A
• Northeast	3	3	33,208	3,820	N/A	N/A	N/A	N/A	N/A
• Southeast	6	6	37,927	42,800	20,800	30,902	34,000	43,537	43,537
By Field of Service									
<i>Median Only (50th Percentile)</i>	Counseling/BH/MH (18)		Median 23,275						



Psychiatrist

Short Job Description:

Provides primary psychiatric assessment and care to clients of the organization including comprehensive examinations, making diagnoses, determining course of treatment, providing and/or supervising appropriate treatment, prescribing medications, documenting patient files. Provides consultation and supervision of psychiatric/social service professionals, technicians and other staff. Requires licensure by the State of Pennsylvania as a Medical Doctor and board certification in psychiatry.

***Other similar job titles:** Staff Psychiatrist, Youth Psychiatrist

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	11	13	240,580	311,000	105,000	150,500	264,000	312,000	312,000
By Budget Size									
• \$5M-\$15M	2	3	261,872	129,583	N/A	N/A	N/A	N/A	N/A
• Over \$15 M	9	10	238,693	356,000	105,000	150,000	206,226	312,000	312,000
By # of Emp. Supervised									
• 0 Employees	9	11	270,004	311,000	105,000	182,417	291,200	312,000	416,000
By Level of Education									
• Doctorate	11	12	245,029	311,000	105,000	150,000	206,226	312,000	416,000
By Sex of Employee									
• Male	9	10	265,164	311,000	105,000	182,417	264,000	312,000	416,000
By Race/Ethnicity									
• White, Non-Hispanic	5	7	249,914	207,000	105,000	126,000	291,200	312,000	312,000
By # of Years in Position									
• 0-5 Years	6	7	279,629	311,000	105,000	126,000	291,200	312,000	416,000
• 6-10 Years	3	3	260,742	105,774	N/A	N/A	N/A	N/A	N/A
By Region									
• Northwest	3	3	138,667	124,800	N/A	N/A	N/A	N/A	N/A
• South Central	5	5	274,583	233,583	N/A	N/A	312,000	N/A	N/A
• Northeast	3	3	245,872	108,783	N/A	N/A	N/A	N/A	N/A
• Southeast	5	5	188,767	186,200	N/A	N/A	182,417	N/A	N/A
By Field of Service									
<i>Median Only (50th Percentile)</i>	Counseling/BH/MH (13)		Median 206,226						



Licensed Clinical Social Worker

Short Job Description:

Evaluates needs of clients and develops treatment plan in coordination with others. Implements counseling and mental health services in accordance with treatment plans; provides individual, marital, group and family psychotherapy; provides drug and/or alcohol counseling services; may develop and implement specialized therapy programs; maintains accurate and complete client records. Requires Pennsylvania State licensure (LCSW).

***Other similar job titles:** Clinician, Group Leader, Social Services Coordinator

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	34	50	49,008	40,880	38,000	42,037	48,955	53,560	62,400
By Budget Size									
• \$500,001-\$750,000	3	3	33,290	7,941	N/A	N/A	N/A	N/A	N/A
• \$750,001-\$2M	4	16	48,920	28,400	38,000	45,303	47,295	52,253	54,517
• \$2M-5M	7	7	34,320	27,680	34,320	36,889	43,500	45,000	57,699
• \$5M-\$15M	8	12	52,424	22,199	40,700	44,000	52,223	58,240	62,400
• Over \$15 M	11	11	47,820	15,080	40,000	42,000	49,900	51,865	54,579
By # of Emp. Supervised									
• 0 Employees	21	36	49,220	28,899	40,000	43,500	48,613	54,517	62,000
By Level of Education									
• Master’s Degree	30	40	48,100	28,899	38,000	41,406	47,295	53,000	57,699
By Sex of Employee									
• Male	6	10	51,285	22,899	40,000	44,600	49,753	62,400	62,400
• Female	21	30	48,025	29,434	34,320	42,037	47,050	54,517	58,240
By Race/Ethnicity									
• White, Non-Hispanic	23	38	49,477	28,899	40,000	43,705	48,613	54,579	62,400
By # of Years in Position									
• 0-5 Years	10	17	52,997	24,899	40,000	44,600	52,253	62,400	62,899
• 6-10 Years	5	7	48,268	12,542	42,037	45,300	47,295	49,753	51,865
• 11-20 Years	7	10	49,098	16,293	41,406	43,705	49,753	53,560	54,517
By Region									
• Northwest	7	12	51,101	24,899	38,000	42,037	49,900	58,240	62,899
• North Central	6	6	44,704	14,223	40,000	43,500	44,600	49,900	49,900
• South Central	10	10	45,441	27,680	34,320	40,200	41,406	49,900	54,044
• Northeast	20	20	49,700	22,400	40,700	44,600	49,753	54,044	55,080
• Southeast	13	15	47,866	20,810	40,000	40,700	49,480	53,000	55,080
By Field of Service									
<i>Median Only (50th Percentile)</i>	Basic Material Needs (13) Child Care/Child Welfare (4) Counseling/BH/MH (28)		Median 49,753 40,000 42,037	Education Services (3) Family Supp & Presrvtion (3) Health/Health Education (4) Housing/Shelter (3)	Median 40,000 40,700 40,700 40,000				

CATGORY 21: SOCIAL SERVICES AND MENTAL HEALTH POSITIONS



Psychologist

Short Job Description:

Provides professional, clinical psychological services, such as assessments, biofeedback therapies, group and individual therapy, crisis intervention, consulting and educational workshops and programs. Provides consultation to other counseling and technical staff. Requires a Ph. D. in clinical psychology and a valid Pennsylvania license in psychology.

***Other similar job titles:** Neuropsychologist, School Psychologist

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	16	18	65,765	41,600	45,760	57,200	66,950	73,316	80,900
By Budget Size									
• \$5M-\$15M	4	6	70,971	24,000	60,000	67,275	70,000	73,316	73,316
• Over \$15 M	10	10	58,745	41,100	42,400	57,200	66,950	80,900	83,500
By # of Emp. Supervised									
• 0 Employees	10	12	66,939	30,700	53,300	60,000	66,950	71,237	80,000
By Level of Education									
• Master's Degree	6	7	63,801	26,700	53,300	54,794	60,000	67,275	71,237
• Doctorate	9	9	72,112	26,800	57,200	62,400	70,740	80,900	83,500
By Sex of Employee									
• Male	4	4	67,563	20,900	N/A	N/A	N/A	N/A	N/A
• Female	8	10	68,466	30,700	53,300	60,000	70,000	73,316	80,000
By Race/Ethnicity									
• White, Non-Hispanic	12	14	68,208	30,700	53,300	60,000	67,275	73,316	80,900
By # of Years in Position									
• 0-5 Years	8	9	69,302	27,600	53,300	60,000	70,740	73,316	80,000
• 6-10 Years	3	3	72,133	21,600	N/A	N/A	N/A	N/A	N/A
By Region									
• South Central	4	4	59,817	12,481	N/A	N/A	N/A	N/A	N/A
• Northeast	3	3	67,480	26,106	N/A	N/A	N/A	N/A	N/A
• Southeast	8	10	70,850	29,205	54,794	66,950	70,000	80,000	83,500
By Field of Service			Median						
<i>Median Only</i> <i>(50th Percentile)</i>	Child Care/Child Welfare (3)		66,950						
	Counseling/BH/MH (14)		62,400						
	Education Services (6)		66,950						



Therapeutic Counselor, MFCC/MFT

Short Job Description:

Provides individual and group counseling to assist clients in achieving more effective personal, educational, vocational development and adjustment. Provides safe, supportive environment for organization's clients. Maintains observation and progress records. Provides crisis intervention and conflict resolution services. Requires certification as a Marriage, Family and Child Counselor or as a Marriage and Family Therapist.

***Other similar job titles:** Family Therapist, Mental Health Clinician, Prevention Counselor

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	7	7	37,433	14,000	30,000	32,000	39,832	40,200	41,000
By Budget Size									
• \$5M-\$15M	3	3	39,611	9,000	N/A	N/A	N/A	N/A	N/A
• Over \$15 M	3	3	37,067	11,000	N/A	N/A	N/A	N/A	N/A
By # of Emp. Supervised									
• 0 Employees	4	4	37,208	14,000	N/A	N/A	N/A	N/A	N/A
By Level of Education									
• Master's Degree	5	5	37,806	14,000	N/A	N/A	39,832	N/A	N/A
By Sex of Employee									
• Female	4	4	37,208	14,000	N/A	N/A	N/A	N/A	N/A
By Race/Ethnicity									
• White, Non-Hispanic	3	3	37,944	14,000	N/A	N/A	N/A	N/A	N/A
By # of Years in Position	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
By Region									
• South Central	3	3	35,067	10,200	N/A	N/A	N/A	N/A	N/A
• Southeast	3	3	39,000	12,000	N/A	N/A	N/A	N/A	N/A
By Field of Service	Counseling/BH/MH (7)		Median 39,832						
<i>Median Only (50th Percentile)</i>									



Case Manager, Senior Level

Short Job Description:

Counsels and aids individuals and families requiring social services organization assistance. Interviews and evaluates applicants for services, formulates and implements treatment plan of action and goals. Assists applicants in applying for and obtaining social and other services. Requires an MSW degree. Positions not requiring a Masters degree should be reported in the Case Manager position (below).

***Other similar job titles:** Lead Case Worker, Senior Social Worker, Casework Supervisor

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	16	18	43,546	38,667	29,400	37,000	43,764	49,385	55,000
By Budget Size									
• \$750,001-\$2M	5	5	46,360	36,000	N/A	N/A	45,000	N/A	N/A
• \$5M-\$15M	4	6	41,804	21,052	28,333	38,000	43,764	46,292	46,292
• Over \$15 M	3	3	38,369	17,060	N/A	N/A	N/A	N/A	N/A
By # of Emp. Supervised									
• 0 Employees	10	10	44,770	36,000	31,000	37,000	45,000	49,385	53,800
• 1 - 5 Employees	3	3	51,921	13,236	N/A	N/A	N/A	N/A	N/A
• 6-20 Employees	3	3	34,894	10,967	N/A	N/A	N/A	N/A	N/A
By Level of Education									
• Masters Degree	13	14	45,379	36,000	31,000	37,050	45,000	49,385	57,000
By Sex of Employee									
• Male	6	7	46,278	32,000	35,000	37,000	43,764	49,385	53,800
• Female	10	10	43,049	28,667	28,333	37,050	45,000	46,460	55,000
By Race/Ethnicity									
• White, Non-Hispanic	12	14	44,649	38,667	28,333	37,000	43,764	53,800	57,000
By # of Years in Position									
• 0-5 Years	10	10	42,669	38,667	28,333	35,000	38,000	46,460	53,800
• 6-10 Years	4	4	44,898	20,000	N/A	N/A	N/A	N/A	N/A
• 11-20 Years	2	3	49,383	11,236	N/A	N/A	N/A	N/A	N/A
By Region									
• Northwest	4	6	37756	32,052	28,333	31,000	37,000	43,764	43,794
• South Central	7	7	44,792	37,600	29,400	35,000	45,050	46,292	53,800
• Northeast	5	5	42,820	9,460	N/A	N/A	45,050	N/A	N/A
• Southeast	8	8	46,225	20,000	37,000	38,000	45,050	46,460	55,000
By Field of Service									
<i>Median Only (50th Percentile)</i>	Counseling/BH/MH (10)		Median 38,000						



Case Manager, Intermediate

Short Job Description:

This is mid-level professional case management work in a comprehensive community placement programs. Manages a caseload of substantial size and complexity. Assists less-experienced Case Managers by providing information concerning case management practices, administrative rules and regulations, community resources, vendors, and programs. Serves as a resource person for other Case Managers regarding information concerning a specific discipline such as social work, psychology, special education, counseling, health care, or occupational therapy. Interviews clients, their families, and other responsible individuals; assists in completing the application for services; collects basic data and obtains appropriate additional information from other agencies; participates on the inter-disciplinary team to review each case. Requires an intermediate knowledge of a specific discipline such as social work, psychology, special education, counseling, health care, or occupational therapy; intermediate knowledge of case management methods, principles, and techniques.

***Other similar job titles:** Caseworker 2

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	1	27	27,569	26,637	19,963	23,931	25,558	29,023	33,232
By Budget Size									
• \$5M-\$15M	1	27	27,569	26,637	19,963	23,931	25,558	29,023	33,232
By # of Emp. Supervised									
• 0 Employees	1	26	27,518	26,637	19,963	23,931	25,454	30,565	33,232
By Level of Education									
• Bachelor's Degree	1	27	27,569	26,637	19,963	23,931	25,558	29,023	33,232
By Sex of Employee									
• Female	1	25	27,440	26,637	19,963	21,398	25,454	29,023	39,808
By Race/Ethnicity									
• White, Non-Hispanic	1	27	27,569	26,637	19,963	23,931	25,558	29,023	33,232
By # of Years in Position									
• 0-5 Years	1	19	24,101	9,591	19,779	20,919	24,807	25,558	27,394
• 6-10 Years	1	3	32,776	893	N/A	N/A	N/A	N/A	N/A
• 11-20 Years	1	5	37,626	16,940	N/A	N/A	39,808	N/A	N/A
By Region									
• Northwest	2	27	27,552	26,637	19,963	23,931	25,558	29,023	33,232
By Field of Service									
Median Only (50 th Percentile)	Counseling/BH/MH (27)		Median 25,558						



Case Manager

Short Job Description:

Counsels and aids individuals and families requiring social services organization assistance. Interviews and evaluates applicants for services, formulates and implements treatment plan of action and goals. Assists applicants in applying for and obtaining social and other services. Most Case Manager positions require a bachelor’s degree in psychology or other behavioral science.

***Other similar job titles:** Community Outreach Worker, Social Worker, Direct Care Worker, Bridge Case Manager, Caseworker 1, Mental Health Worker, Mental Health Professional, Habilitation Aide, Family Development Case Worker

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	63	104	32,001	32,000	24,828	28,000	32,323	35,897	39,250
By Budget Size									
• \$250,001-500,000	3	3	35,000	30,000	N/A	N/A	N/A	N/A	N/A
• \$750,001-\$2M	18	26	32,148	27,983	25,800	28,655	32,000	35,897	38,000
• \$2M-5M	10	16	32,388	16,120	27,825	27,825	29,068	37,815	37,815
• \$5M-\$15M	18	45	31,414	30,570	23,920	26,059	32,094	34,000	39,370
• Over \$15 M	11	11	32,422	20,500	21,400	30,000	33,000	33,375	37,500
By # of Emp. Supervised									
• 0 Employees	44	83	32,118	28,570	24,828	28,500	32,323	35,897	39,250
• 1 - 5 Employees	7	7	31,377	32,000	15,000	25,480	32,700	33,000	39,000
By Level of Education									
• High School Diploma	12	13	28,632	22,233	17,017	22,800	27,456	35,000	37,440
• Bachelor’s Degree	39	72	31,970	32,000	25,605	28,563	32,000	35,594	39,000
• Master’s Degree	6	6	35,856	20,000	25,000	27,000	32,136	45,000	45,000
By Sex of Employee									
• Male	14	14	32,631	13,175	27,825	28,563	32,000	35,000	37,815
• Female	48	82	31,509	32,000	23,805	27,207	32,000	35,594	39,250
By Race/Ethnicity									
• Hispanic/Latino	4	4	34,037	11,425	N/A	N/A	N/A	N/A	N/A
• Black/African American	11	12	30,176	15,600	21,400	25,605	31,000	34,000	35,000
• White, Non-Hispanic	42	77	31,779	32,000	24,828	27,825	32,000	35,897	39,370
By # of Years in Position									
• 0-5 Years	44	72	31,424	30,570	23,920	27,825	31,000	35,000	38,000
• 6-10 Years	8	16	30,728	24,370	23,805	27,456	31,983	32,323	37,138
• 11-20 Years	7	7	38,207	8,478	33,122	35,950	38,272	39,250	41,433
By Region									
• Northwest	13	35	30,804	18,437	22,345	25,854	29,899	35,000	47,000
• Southwest	8	12	32,523	29,983	17,017	30,000	33,051	33,051	37,815
• North Central	9	9	31,230	20,940	26,059	28,500	30,000	35,000	37,815
• South Central	15	32	30,587	24,200	25,480	30,000	33,122	37,815	39,000
• Northeast	7	10	32,687	19,175	27,285	27,825	29,000	36,268	37,815
• Southeast	20	20	36,212	22,000	29,068	33,000	35,000	43,000	47,000
By Field of Service			Median			Median			
<i>Median Only (50th Percentile)</i>	Aging (15)		33,051	Family Supp & Presrvtion (14)	31,0003				
	Basic Material Needs (7)		35,000	Health/Health Education (5)	38,272				
	Child Care/Child Welfare (4)		36,268	Housing/Shelter (11)	31,200				
	Counseling/BH/MH (44)		32,094	Social Supp/Recreation (3)	36,267				
	Education Services (5)		33,000						
	Employment/Economic (5)		35,000						



Counselor, Masters Level

Short Job Description:

Responsible for providing a safe and supportive environment for organizations clientele. Adheres to laws regarding confidentiality and reporting requirements. Maintains observation and progress records as needed. Provides crisis intervention and/or conflict resolution to individuals and groups. Requires a Masters degree.

***Other similar job titles:** Lead Counselor, Senior Family Counselor, Masters Therapist, Masters Level Counselor

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	36	74	44,176	48,880	30,000	36,421	43,500	52,000	62,733
By Budget Size									
• \$750,001-\$2M	5	5	34,280	24,872	N/A	N/A	36,000	N/A	N/A
• \$2M-5M	7	13	37,409	22,700	20,800	33,150	37,815	43,500	43,500
• \$5M-\$15M	13	42	49,525	36,781	34,500	38,813	48,957	62,400	62,899
• Over \$15 M	7	7	39,444	11,908	32,000	34,400	41,000	43,500	43,800
By # of Emp. Supervised									
• 0 Employees	24	57	45,178	48,880	29,869	36,129	43,500	54,747	62,733
• 1 - 5 Employees	6	6	41,951	13,400	33,600	40,174	41,000	46,130	46,130
By Level of Education									
• Master's Degree	34	72	44,334	48,880	30,000	36,421	43,500	52,000	62,733
By Sex of Employee									
• Male	5	13	44,175	42,099	20,800	33,654	38,813	58,739	62,733
• Female	30	57	44,717	48,880	30,000	37,180	43,500	52,000	62,400
By Race/Ethnicity									
• Black/African American	3	4	46,982	41,600	N/A	N/A	N/A	N/A	N/A
• White, Non-Hispanic	31	65	44,278	48,880	30,000	36,421	43,500	52,000	62,733
By # of Years in Position									
• 0-5 Years	26	46	41,565	48,880	26,972	34,500	41,243	48,957	52,500
• 6-10 Years	6	13	48,816	30,899	32,000	36,129	43,800	62,400	62,899
• 11-20 Years	5	8	54,632	30,139	36,421	48,150	52,930	62,733	66,560
By Region									
• Northwest	7	33	50,365	48,880	34,278	38,438	52,000	62,733	66,560
• Southwest	5	5	34,648	17,722	N/A	N/A	37,546	N/A	N/A
• North Central	3	3	27,992	4,337	N/A	N/A	N/A	N/A	N/A
• South Central	12	16	38,509	22,500	32,000	34,400	36,000	41,000	47,000
• Northeast	9	9	39,962	25,528	26,972	30,000	41,000	46,274	48,150
• Southeast	15	23	44,214	15,934	37,815	41,243	43,500	44,000	52,500
By Field of Service			Median		Median				
<i>Median Only (50th Percentile)</i>	Advocacy/Public Affairs (3)		34,500	Education Services (10)		42,204			
	Child Care/Child Welfare (7)		37,000	Family Supp & Presrvtion (6)		43,500			
	Counseling/BH/MH (47)		46,130						



Counselor

Short Job Description:

Responsible for providing a safe and supportive environment for organizations clientele. Adheres to laws regarding confidentiality and reporting requirements. Maintains observation and progress records as needed. Provides crisis intervention and/or conflict resolution to individuals and groups. Senior level positions requiring a Masters degree should be reported in the Counselor, Masters Level position (above).

***Other similar job titles:** Crisis Line Counselor, Substance Abuse Counselor, Peer Specialist, Hotline Counselor, Shelter Counselor, Bilingual Counselor

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	29	81	27,862	34,488	21,938	24,000	27,833	31,200	34,000
By Budget Size									
• \$750,001-\$2M	7	11	29,150	10,941	22,880	26,000	30,000	31,200	33,051
• \$2M-5M	5	52	26,720	20,530	20,800	23,400	24,960	29,120	32,100
• \$5M-\$15M	7	9	29,334	17,724	20,000	24,960	28,000	32,656	34,000
• Over \$15 M	6	6	34,019	30,808	22,400	24,000	33,000	37,003	37,003
By # of Emp. Supervised									
• 0 Employees	26	74	27,915	34,488	21,840	24,960	27,833	31,200	34,000
By Level of Education									
• High School Diploma	4	23	27,260	15,101	21,840	22,880	29,120	29,120	31,200
• Associates Degree	2	6	25,047	6,240	22,880	23,400	24,960	24,960	24,960
• Bachelor’s Degree	18	43	27,454	20,530	20,800	24,000	27,040	30,826	33,051
• Master’s Degree	5	5	39,447	19,208	N/A	N/A	N/A	N/A	N/A
By Sex of Employee									
• Male	9	31	27,909	18,450	22,880	24,960	27,040	31,200	34,320
• Female	20	44	28,590	34,488	21,938	24,960	28,933	31,200	34,000
By Race/Ethnicity									
• Hispanic/Latino	5	5	27,228	8,200	N/A	N/A	28,538	N/A	N/A
• Black/African American	5	10	28,950	12,160	21,840	24,960	27,040	33,051	33,821
• White, Non-Hispanic	18	63	27,854	34,488	21,424	24,960	27,833	30,826	34,500
By # of Years in Position									
• 0-5 Years	17	54	27,727	18,283	21,424	24,960	28,933	30,826	33,051
• 6-10 Years	9	16	28,418	30,328	22,880	22,880	24,960	31,200	34,516
• 11-20 Years	4	9	28,275	20,530	18,720	22,880	24,960	32,656	33,821
By Region									
• Northwest	6	12	28,756	17,100	21,424	23,400	27,833	33,051	34,000
• North Central	5	5	28,205	9,540	N/A	N/A	27,833	N/A	N/A
• South Central	16	44	24,714	20,530	20,800	22,880	25,960	29,120	29,120
• Northeast	7	7	34,297	28,248	24,960	28,538	32,600	34,000	34,500
• Southeast	6	6	26,535	20,936	32,272	33,000	34,000	37,003	37,003
By Field of Service									
<i>Median Only (50th Percentile)</i>	Child Care/Child Welfare (49)		Median 24,960						
	Counseling/BH/MH (14)		28,000						
	Family Supp & Presrvtion (5)		31,200						
	Housing/Shelter (6)		26,000						



Eligibility Specialist

Short Job Description:

Interviews clients/prospective clients to determine their eligibility from a wide range of social services. Gathers and verifies information. Assists clients to complete application forms for government and other social services and submits for approval. (Eligibility specialists working in housing eligibility programs are reported under the Occupancy Specialist position in Housing/Shelter section).

***Other similar job titles:** Intake Specialist/Manger, Service Evaluator

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	15	15	32,297	42,953	19,875	24,000	30,160	38,065	51,147
By Budget Size									
• \$750,001-\$2M	4	4	26,578	22,894	N/A	N/A	N/A	N/A	N/A
• \$5M-\$15M	5	5	40,334	32,125	N/A	N/A	38,400	N/A	N/A
• Over \$15 M	3	3	31,053	15,000	N/A	N/A	N/A	N/A	N/A
By # of Emp. Supervised									
• 0 Employees	13	13	30,490	35,976	15,171	21,000	30,160	38,065	39,000
By Level of Education									
• High School Diploma	7	7	28,322	18,190	19,875	24,000	28,000	29,960	32,356
• Associates Degree	3	3	24,857	23,229	N/A	N/A	N/A	N/A	N/A
• Bachelor's Degree	3	3	34,120	8,840	N/A	N/A	N/A	N/A	N/A
By Sex of Employee									
• Male	3	3	46,410	28,164	N/A	N/A	N/A	N/A	N/A
• Female	12	12	28,769	23,829	15,171	21,000	28,000	33,200	38,400
By Race/Ethnicity									
• Hispanic/Latino	4	4	31,189	12,400	N/A	N/A	N/A	N/A	N/A
• White, Non-Hispanic	9	9	35,425	42,953	15,171	24,000	33,200	39,000	51,147
By # of Years in Position									
• 0-5 Years	7	7	28,990	23,829	15,171	21,000	30,160	33,200	38,400
• 6-10 Years	5	5	34,488	34,124	N/A	N/A	29,960	N/A	N/A
By Region									
• South Central	10	10	30,184	18,029	15,171	21,000	26,000	38,065	38,400
• Northeast	4	4	40,297	32,124	N/A	N/A	N/A	N/A	N/A
• Southeast	8	8	33,604	42,953	15,171	26,000	30,160	38,065	39,000
By Field of Service									
<i>Median Only (50th Percentile)</i>	Basic Material Needs (4) Counseling/BH/MH (7)		Median 19,875 38,065						



Senior or Adult Program Assistant

Short Job Description:

Provides support services to adults or senior clients in residence or day programs. Duties include any or all of the following: provides training and assistance with personal and care such as hygiene, clothing care, mobility, taking medicines, managing money, meal preparation, household maintenance, etc. Assists adults with transportation, making and meeting medical and other appointments, community participation communication, meals, etc.

***Other similar job titles:** Life Skills Trainer

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	12	46	24,023	15,902	20,092	20,801	22,880	26,166	28,267
By Budget Size									
• \$5M-\$15M	5	17	23,832	15,902	17,214	20,801	22,283	26,543	27,736
• Over \$15 M	4	4	26,843	8,000	N/A	N/A	N/A	N/A	N/A
By # of Emp. Supervised									
• 0 Employees	8	42	23,870	15,902	20,092	20,801	22,880	26,414	28,267
By Level of Education									
• High School Diploma	6	34	23,354	15,902	20,092	20,801	22,880	25,418	26,998
• Bachelor's Degree	3	5	26,214	11,824	N/A	N/A	25,854	N/A	N/A
• Master's Degree	3	3	27,521	7,704	N/A	N/A	N/A	N/A	N/A
By Sex of Employee									
• Male	6	11	24,971	10,400	20,800	22,048	24,606	26,414	30,076
• Female	6	33	23,708	15,902	20,000	20,800	22,880	26,166	28,267
By Race/Ethnicity									
• Black/African American	4	9	25,740	11,200	20,000	20,800	26,166	28,267	30,680
• White, Non-Hispanic	7	35	23,583	15,902	20,800	20,801	22,880	25,604	27,736
By # of Years in Position									
• 0-5 Years	6	28	22,944	12,344	20,092	20,800	22,283	23,296	25,854
• 6-10 Years	3	5	24,990	7,772	N/A	N/A	24,211	N/A	N/A
• 11-20 Years	2	7	26,838	15,902	17,214	26,166	26,543	27,736	30,680
• Over 20 Years	2	3	26,998	N/A	N/A	N/A	N/A	N/A	N/A
By Region									
• Northwest	28	38	23,770	13,024	20,800	21,050	22,880	26,166	26,998
• South Central	4	4	26,800	11,200	N/A	N/A	N/A	N/A	N/A
• Southeast	3	3	28,191	7,904	N/A	N/A	N/A	N/A	N/A
By Field of Service									
<i>Median Only (50th Percentile)</i>	Counseling/BH/MH (46)		Median 22,880						



Children or Youth Program Assistant

Short Job Description:

Provides support services to children or youth in residence or day programs. Duties include any or all of the following: provides training and assistance with personal and communication skills. (Report jobs exclusively involved with education and/or recreation in the Education and Recreation Section).

***Other similar job titles:** Children Services Aide, Youth Mentor

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	8	8	29,089	14,083	23,000	26,000	27,114	32,240	32,573
By Budget Size									
• \$750,001-\$2M	4	4	26,154	4,500	N/A	N/A	N/A	N/A	N/A
• Over \$15 M	3	3	31,841	10,883	N/A	N/A	N/A	N/A	N/A
By # of Emp. Supervised									
• 0 Employees	7	7	29,959	10,883	26,200	27,000	27,500	32,240	32,573
By Level of Education									
• Bachelor’s Degree	6	6	30,585	10,083	27,000	27,114	27,500	32,573	32,573
By Sex of Employee									
• Female	5	5	31,302	9,969	N/A	N/A	32,240	N/A	N/A
By Race/Ethnicity									
• White, Non-Hispanic	5	5	29,285	5,573	N/A	N/A	27,500	N/A	N/A
By # of Years in Position									
• 0-5 Years	6	6	29,523	10,883	26,200	27,000	27,114	32,240	32,240
By Region									
• South Central	3	3	25,762	9,573	N/A	N/A	N/A	N/A	N/A
• Southeast	3	3	31,841	10,883	N/A	N/A	N/A	N/A	N/A
By Field of Service									
<i>Median Only (50th Percentile)</i>	Child Care/Child Welfare (4) Counseling/BH/MH (4)		Median 26,200 26,200						



Therapeutic Staff Support

Short Job Description:

Therapeutic support staff workers are responsible for providing one-on-one mental health services to at-risk children and young adults. These children generally have an emotional or mental disturbance and may have spent time in an out-of-home treatment facility. TSS workers provide services in schools, in the child's home or in the community. The TSS worker works in concert with the child's teachers, parents, counselors and medical team to implement the child's treatment plan and transfer skills to the child's primary caregivers.

***Other similar job titles:** Behavior Support Specialist, School-Based Mental Health Worker

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	5	37	28,056	25,056	22,880	22,880	28,080	30,680	39,685
By Budget Size									
• \$5M-\$15M	2	8	32,623	25,056	18,694	18,882	35,636	42,605	42,766
By # of Emp. Supervised									
• 0 Employees	4	35	28,065	25,056	22,880	22,880	27,040	30,680	39,685
By Level of Education									
• High School Diploma	2	4	23,044	16,942	N/A	N/A	N/A	N/A	N/A
• Bachelor's Degree	3	30	28,211	19,886	22,880	22,880	27,040	30,680	30,680
By Sex of Employee									
• Male	3	7	34,749	18,750	25,000	30,680	30,680	39,685	42,766
• Female	3	28	26,394	23,911	18,965	22,880	24,960	30,680	30,680
By Race/Ethnicity									
• Black/African American	1	5	24,856	7,800	N/A	N/A	22,880	N/A	N/A
• White, Non-Hispanic	4	30			18,965	22,880	28,080	30,680	39,685
By # of Years in Position									
• 0-5 Years	4	21	25,752	25,056	18,882	22,880	22,880	24,960	28,080
• 6-10 Years	2	6	32,667	11,925	30,680	30,680	30,680	30,680	30,680
• 11-20 Years	1	5	30,680	N/A	N/A	N/A	N/A	N/A	N/A
By Region									
• Northwest	2	29	25,959	11,986	18,965	22,880	24,960	30,680	30,680
• Southeast	2	8	38,368	18,750	25,000	35,636	39,685	42,605	42,766
By Field of Service									
<i>Median Only (50th Percentile)</i>	Counseling/BH/MH (26) Education Services (6)		Median 24,960 39,685						



Chaplain

Short Job Description:

Work with populations representing many faiths, counseling clients or patients facing end-of-life, trauma or other types of emotionally stressful situation. Offer comfort and support to both clients and their families. May be called on to calm angry or distraught individuals and their families; may conduct religious services in chapel settings (e.g. hospitals, missions) including officiating at memorial services and/or weddings; may provide spiritual support to fellow staff members. Must be able to effectively communicate across cultures and with persons of many different faiths.

***Other similar job titles:** Spiritual Care Counselor

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	8	8	37,882	14,152	28,300	34,600	39,091	40,000	40,250
By Budget Size									
• Over \$15 M	4	4	36,338	14,152	N/A	N/A	N/A	N/A	N/A
By # of Emp. Supervised									
• 0 Employees	4	4	40,676	2,452	N/A	N/A	N/A	N/A	N/A
By Level of Education									
• Bachelor's Degree	3	3	35,638	11,950	N/A	N/A	N/A	N/A	N/A
• Master's Degree	3	3	40,514	3,361	N/A	N/A	N/A	N/A	N/A
By Sex of Employee									
• Male	3	3	40,272	4,087	N/A	N/A	N/A	N/A	N/A
By Race/Ethnicity									
• White, Non-Hispanic	5	5	39,982	4,087	N/A	N/A	40,000	N/A	N/A
By # of Years in Position									
• 0-5 Years	3	3	40,598	3,361	N/A	N/A	N/A	N/A	N/A
By Region									
• South Central	3	3	35,638	11,950	N/A	N/A	N/A	N/A	N/A
• Southeast	3	3	40,901	2,452	N/A	N/A	N/A	N/A	N/A
By Field of Service									
Median Only (50 th Percentile)	Counseling/BH/MH (4)		Median 34,600						



Head of Patron Services

Short Job Description:

Provides oversight to the daily operations of the library's reference, audiovisual and technology services; addresses issues related to customer services; schedules and supervises staff supporting the reference, audiovisual and technology services; participates in long-range planning and budgeting for patron services; participates as a member of the library's senior management team.

**Other similar job titles:* Patron Services Manager; Librarian, Manager

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	11	11	49,501	76,920	15,080	23,000	53,700	56,832	74,500
By Budget Size									
• \$750,001-\$2M	4	4	48,544	53,524	N/A	N/A	N/A	N/A	N/A
By # of Emp. Supervised									
• 1 - 5 Employees	3	3	36,000	22,000	N/A	N/A	N/A	N/A	N/A
• 6-20 Employees	4	4	55,877	71,024	N/A	N/A	N/A	N/A	N/A
By Level of Education									
• Master's Degree	7	7	61,317	52,000	40,000	45,000	56,832	67,184	74,500
By Sex of Employee									
• Female	10	10	48,819	77,000	15,000	23,000	45,000	67,184	74,500
By Race/Ethnicity									
• White, Non-Hispanic	10	10	48,819	77,000	15,000	23,000	45,000	67,184	74,500
By # of Years in Position									
• 0-5 Years	3	3	45,061	44,184	N/A	N/A	N/A	N/A	N/A
• 6-10 Years	3	3	37,277	41,832	N/A	N/A	N/A	N/A	N/A
• 11-20 Years	3	3	49,725	53,524	N/A	N/A	N/A	N/A	N/A
• Over 20 Years									
By Region									
• Southwest	6	6	50,696	71,024	20,976	23,000	40,000	74,500	74,500
By Field of Service	Education Services (4)		Median 53,700						
<i>Median Only (50th Percentile)</i>									



Librarian

Short Job Description:

Responsible for acquiring, organizing, managing and distributing library resources and ensuring that library provision meets the needs of its user. Selecting, cataloging and classifying library resources; making improvements to accessibility of library resources, supporting independent research and learning, maintaining statistical and financial records.

***Other similar job titles:** Information Professionals, School Librarian, Public Librarian

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	28	38	32,761	42,710	17,000	23,000	35,000	40,000	45,900
By Budget Size									
• \$250,001-500,000	8	8	26,286	24,304	16,380	17,457	23,000	30,000	33,000
• \$750,001-\$2M	8	8	34,746	40,990	16,800	18,386	30,000	47,500	47,500
• \$2M-5M	2	12	38,213	17,826	31,950	35,071	35,664	40,768	45,900
By # of Emp. Supervised									
• 0 Employees	11	22	34,925	42,790	16,800	29,016	35,653	40,768	49,776
• 1 - 5 Employees	11	11	31,806	31,120	16,380	21,489	30,000	40,000	47,000
• 6-20 Employees	3	3	32,690	5,071	N/A	N/A	N/A	N/A	N/A
By Level of Education									
• Bachelor's Degree	4	4	20,063	5,500	N/A	N/A	N/A	N/A	N/A
• Master's Degree	23	34	35,515	42,790	17,457	30,000	35,653	40,768	47,500
By Sex of Employee									
• Male	5	5	41,091	22,790	N/A	N/A	37,000	N/A	N/A
• Female	22	33	32,548	41,236	16,800	21,489	33,000	40,684	47,000
By Race/Ethnicity									
• White, Non-Hispanic	24	35	34,556	42,790	17,457	25,490	35,474	40,684	47,000
By # of Years in Position									
• 0-5 Years	17	23	30,364	42,790	16,380	20,000	25,490	33,000	38,000
• 6-10 Years	4	4	30,364	32,000	N/A	N/A	N/A	N/A	N/A
• 11-20 Years	7	10	36,699	12,026	35,474	36,538	21,489	40,684	45,000
• Over 20 Years	3	7	43,501	21,236	35,000	35,664	41,164	45,900	49,776
By Region									
• Northwest	3	3	27,338	23,000	N/A	N/A	N/A	N/A	N/A
• Southwest	16	27	36,025	40,990	18,386	30,000	35,664	40,768	47,000
• South Central	8	8	27,747	21,500	17,000	21,489	25,000	35,000	37,000
• Northeast	3	3	25,167	21,500	N/A	N/A	N/A	N/A	N/A
By Field of Service									
<i>Median Only (50th Percentile)</i>	Education Services (11)		Median 35,474						



Reference Librarian

Short Job Description:

Responsible for providing helpful information in response to questions posed by library users. Teach library instruction classes and foster the development of library and information literacy. Will assist in the development of policies and procedures and in collection development.

***Other similar job titles:** Access Services Librarian, Access and Technical Support Librarian, Adult Reference Librarian, Technical Services Librarian

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	17	17	36,493	40,075	20,750	25,000	35,000	49,000	50,243
By Budget Size									
• Up to \$250,000	3	3	30,000	35,000	N/A	N/A	N/A	N/A	N/A
• \$750,001-\$2M	7	7	36,606	52,675	24,965	28,360	40,911	49,000	50,243
By # of Emp. Supervised									
• 0 Employees	10	10	36,980	40,155	15,000	26,400	32,313	50,000	51,927
• 1 - 5 Employees	4	4	46,861	16,200	N/A	N/A	N/A	N/A	N/A
By Level of Education									
• Bachelor's Degree	4	4	23,616	17,313	N/A	N/A	N/A	N/A	N/A
• Master's Degree	13	13	42,523	30,155	25,000	30,000	48,000	50,243	52,700
By Sex of Employee									
• Female	17	17	38,804	40,155	20,750	28,360	40,911	50,243	52,700
By Race/Ethnicity									
• White, Non-Hispanic	16	16	39,157	40,155	25,000	28,360	36,500	50,000	51,927
By # of Years in Position									
• 0-5 Years	10	10	33,173	36,927	15,000	25,000	30,000	40,911	50,243
• 6-10 Years	3	3	38,609	26,795	N/A	N/A	N/A	N/A	N/A
• 11-20 Years	4	4	49,925	4,700	N/A	N/A	N/A	N/A	N/A
• Over 20 Years									
By Region									
• Southwest	8	8	38,989	31,950	20,750	24,965	36,500	49,000	50,000
• South Central	4	4	32,318	15,911	N/A	N/A	N/A	N/A	N/A
By Field of Service									
<i>Median Only (50th Percentile)</i>	Education Services (7)		Median 49,000						



Research Librarian

Short Job Description:

Analyze information requests to determine which materials will best meet the researchers' needs. Collect, organize and classify books, journals, and audiovisual and other materials relevant to their area of subject specialization. Must be adept at using computers, doing online, creating and maintaining electronic databases.

***Other similar job titles:** Research and Education Librarian

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	3	3	29,832	20,226	N/A	N/A	N/A	N/A	N/A
By Budget Size	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
By # of Emp. Supervised	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
By Level of Education	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
By Sex of Employee	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
By Race/Ethnicity									
• White, Non-Hispanic	3	3	29,833	20,226	N/A	N/A	N/A	N/A	N/A
By # of Years in Position	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
By Region	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
By Field of Service			Median						
<i>Median Only (50th Percentile)</i>			N/A						



Stacks and Circulation Coordinator

Short Job Description:

Manages library operations related to the storage, maintenance and circulation of the Libraries' physical collections. Manages the storage, preservation and logistics of the library's collection. Maintains inventory control of all library collections. Collects and analyzes circulation statistics, building traffic and environmental reports for library administration. Develops and maintains best practices, standards and safety procedures related to stacks maintenance and preservation. Coordinates equipment purchases, space planning and collection shifting.

***Other similar job titles:** Library Collections and Archive Manager

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	18	18	31,576	36,400	16,746	24,965	27,300	42,387	46,000
By Budget Size									
• Up to \$250,000	3	3	18,115	6,400	N/A	N/A	N/A	N/A	N/A
• \$250,001-500,000	3	3	23,715	4,528	N/A	N/A	N/A	N/A	N/A
• \$750,001-\$2M	7	7	33,790	21,035	N/A	N/A	N/A	N/A	N/A
By # of Emp. Supervised									
• 0 Employees	3	3	19,154	9,516	N/A	N/A	N/A	N/A	N/A
• 1 - 5 Employees	3	3	25,067	5,300	N/A	N/A	N/A	N/A	N/A
• 6-20 Employees	8	8	37,223	27,035	24,965	25,278	33,881	45,000	50,775
• 21-50 Employees	3	3	39,056	17,220	N/A	NA	N/A	N/A	N/A
By Level of Education									
• High School Diploma	7	7	25,047	29,400	15,600	16,746	24,965	25,116	25,901
• Bachelor's Degree	10	10	34,704	31,250	20,750	27,300	28,780	42,387	50,775
By Sex of Employee									
• Female	18	18	31,576	36,400	16,746	24,965	27,300	42,387	46,000
By Race/Ethnicity	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
By # of Years in Position									
• 0-5 Years	4	4	27,159	17,136	N/A	N/A	N/A	N/A	N/A
• 6-10 Years	3	3	45,552	18,119	N/A	N/A	N/A	N/A	N/A
• 11-20 Years	8	8	29,068	30,400	15,600	24,965	25,278	27,300	42,387
• Over 20 Years	3	3	30,175	28,254	N/A	N/A	N/A	N/A	N/A
By Region									
• Southwest	6	6	35,334	31,250	20,750	24,965	25,901	46,000	46,000
• South Central	6	6	27,153	28,254	16,746	22,000	25,116	28,780	28,780
• Southeast	4	4	34,520	26,470	N/A	N/A	N/A	N/A	N/A
By Field of Service									
<i>Median Only (50th Percentile)</i>	Education Services (8)		Median 25,116						



Children’s Librarian

Short Job Description:

Develop and conduct children's programs from infants to upper elementary-aged children. Conduct monthly outreach visits to community preschools and/or childcare facilities. Plan and coordinate summer reading programs; develop and maintain the children's collection. Assists with cataloging material and passive programming and displays; provides children's reference and reader's advisory services. Provides assistance to patrons using the catalog, computers and e-Resources; maintains accurate records of programs and attendance figures; prepares publicity materials for children's programming; establishes and maintains relationships with local schools; coordinates and supervises teen and other volunteers.

***Other similar job titles:** Youth Services Librarian, Teen Librarian

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	37	37	33,495	52,065	19,240	24,996	30,000	39,655	48,994
By Budget Size									
• Up to \$250,000	7	7	23,261	12,287	17,713	19,000	22,000	24,996	29,120
• \$250,001-500,000	12	12	27,041	18,251	17,749	20,750	26,000	31,200	34,000
• \$500,001-\$750,000	3	3	32,033	12,900	N/A	N/A	N/A	N/A	N/A
• \$750,001-\$2M	11	11	40,341	32,790	25,000	30,000	39,655	42,000	54,200
By # of Emp. Supervised									
• 0 Employees	12	12	27,819	3,000	19,000	30,000	25,000	28,831	30,000
• 1 - 5 Employees	13	13	33,031	37,040	20,750	26,000	24,996	34,000	39,655
• 6-20 Employees	7	7	44,956	15,994	33,000	36,500	47,148	69,778	41,827
By Level of Education									
• Bachelor’s Degree	14	14	28,350	24,078	17,749	22,000	26,000	35,000	39,655
• Master’s Degree	17	17	38,817	50,538	25,000	28,831	36,000	47,148	53,082
By Sex of Employee									
• Female	33	33	33,497	52,029	19,240	25,000	30,000	37,448	48,994
By Race/Ethnicity									
• White, Non-Hispanic	31	31	33,191	52,029	19,240	25,000	30,000	36,500	47,148
By # of Years in Position									
• 0-5 Years	12	12	27,658	17,500	19,000	20,750	27,456	31,200	36,000
• 6-10 Years	6	6	37,738	35,333	17,749	25,000	37,448	47,148	47,148
• 11-20 Years	8	8	33,475	46,178	23,600	24,996	28,831	30,000	36,000
• Over 20 Years	7	7	39,895	35,790	22,000	34,000	39,655	41,827	48,994
By Region									
• Northwest	3	3	25,913	2,760	N/A	N/A	N/A	N/A	N/A
• Southwest	18	18	34,664	40,041	19,240	26,000	33,000	42,000	48,994
• North Central	3	3	34,138	21,883	N/A	N/A	N/A	N/A	N/A
• South Central	10	10	28,848	24,114	17,713	19,000	27,456	34,000	39,655
• Southeast	4	4	46,579	42,322	N/A	N/A	N/A	N/A	N/A
By Field of Service									
<i>Median Only (50th Percentile)</i>	Education Services (15)		Median 33,881						



Library Assistant

Short Job Description:

Compile records, sort and shelve books, and issue and receive library materials such as pictures, cards, slides and microfilm. Locate library materials for loan and replace material in shelving area, stacks or files according to identification number and title. Register patrons to permit them to borrow books, periodicals and other library materials.

***Other similar job titles:** Library Technician, Library Clerk, Library Paige, Library Acquisitions Assistant, Cataloguing Assistant, Circulation Clerk, Stacks and Circulation Assistant

	# Orgs	# of Employees	Average	Range	10 th Percentile	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile
Base Salary: All Positions	43	88	21,569	25,820	16,000	17,760	20,000	23,916	21,271
By Budget Size									
• Up to \$250,000	9	13	19,549	9,920	15,080	17,000	19,500	20,800	24,960
• \$250,001-500,000	20	24	20,560	25,246	16,000	16,000	19,240	19,240	21,320
• \$750,001-\$2M	12	16	26,883	33,920	16,600	17,026	23,608	33,774	40,326
• \$2M-5M	3	29	22,704	13,543	18,983	19,811	22,312	25,242	27,271
By # of Emp. Supervised									
• 0 Employees	54	54	21,207	15,870	17,000	18,720	20,800	23,668	26,894
• 1 - 5 Employees	3	5	24,961	5,170	N/A	N/A	25,617	N/A	N/A
By Level of Education									
• High School Diploma	23	37	20,752	15,950	16,000	17,760	20,000	23,668	27,170
• Bachelor's Degree	14	35	23,676	23,740	18,720	19,620	20,930	25,242	33,774
• Master's Degree	3	3	26,233	19,559	N/A	N/A	N/A	N/A	N/A
By Sex of Employee									
• Male	5	5	19,398	5,928	N/A	N/A	18,720	N/A	N/A
• Female	70	70	22,258	25,820	16,000	17,760	20,820	24,965	28,973
By Race/Ethnicity									
• Black/African-American	4	4	18,950	6,920	N/A	N/A	N/A	N/A	N/A
• White, Non-Hispanic	36	76	21,927	25,900	16,000	18,720	20,799	24,016	27,814
By # of Years in Position									
• 0-5 Years	24	32	20,018	18,774	16,000	17,026	19,500	20,820	23,668
• 6-10 Years	10	16	22,129	23,199	15,446	17,563	19,408	22,312	28,973
• 11-20 Years	9	14	24,669	25,820	15,080	20,000	23,800	25,617	25,617
• Over 20 Years	10	10	24,585	13,270	17,680	20,824	24,727	27,814	28,989
By Region									
• Southwest	30	47	22,394	22,180	17,160	19,500	20,930	24,929	27,271
• South Central	16	18	21,889	25,46	16,000	16,000	17,680	24,960	38,279
• Northeast	3	3	17,260	6,700	N/A	N/A	N/A	N/A	N/A
• Southeast	5	5	22,375	19,69	N/A	N/A	17,680	N/A	N/A
By Field of Service									
<i>Median Only (50th Percentile)</i>	Education Services (83)		Median 19,240						

APPENDIX A – BUDGET AND STAFF SIZE BY REGION

NORTHWEST PA N = 52

Figure X: Budget Sizes for Organizations in Northwest PA

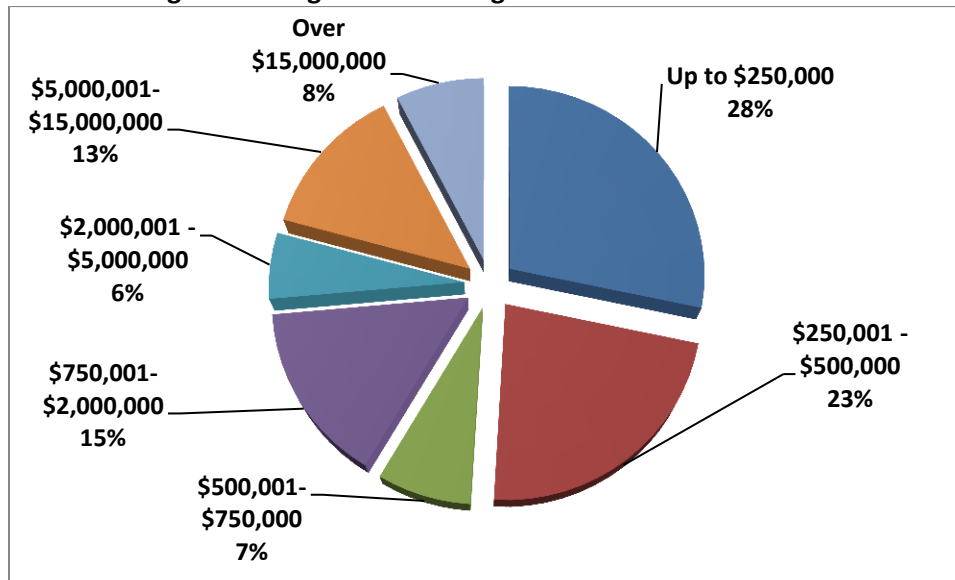


Table X: Number of Full-time Staff by Budget Size in Northwest PA

Budget Size	0 Full-Time Workers	1-5 Full-Time Workers	6-20 Full-Time Workers	21-50 Full-Time Workers	51-100 Full-Time Workers	101-300 Full-Time Workers	301-500 Full-Time Workers	Over 500 Full-Time Workers	TOTAL
Up to \$250,000	6	9	0	0	0	0	0	0	15
\$250,001 - \$500,000	0	10	1	0	0	0	1	0	12
\$500,001-\$750,000	0	0	4	0	0	0	0	0	4
\$750,001-\$2,000,000	0	1	5	1	0	0	0	0	7
\$2,000,001 - \$5,000,000	0	0	1	2	0	0	0	0	3
\$5,000,001-\$15,000,000	0	0	0	2	2	3	0	0	7
Over \$15,000,000	0	0	0	0	0	1	2	1	4

Table X: Number of Part-time Staff by Budget Size in Northwest PA

Budget Size	0 Part-Time Workers	1-5 Part-Time Workers	6-20 Part-Time Workers	21-50 Part-Time Workers	51-100 Part-Time Workers	101-300 Part-Time Workers	301-500 Part-Time Workers	Over 500 Part-Time Workers	TOTAL
Up to \$250,000	7	7	1	0	0	0	0	0	15
\$250,001 - \$500,000	1	6	5	0	0	0	0	0	12
\$500,001-\$750,000	0	1	3	0	0	0	0	0	4
\$750,001-\$2,000,000	0	2	5	0	0	0	0	0	7
\$2,000,001 - \$5,000,000	0	2	1	0	0	0	0	0	3
\$5,000,001-\$15,000,000	0	1	0	3	3	0	0	0	7
Over \$15,000,000	0	0	0	0	1	1	1	1	4

SOUTHWEST PA

N = 63

Figure X: Budget Sizes for Organizations in Southwest PA

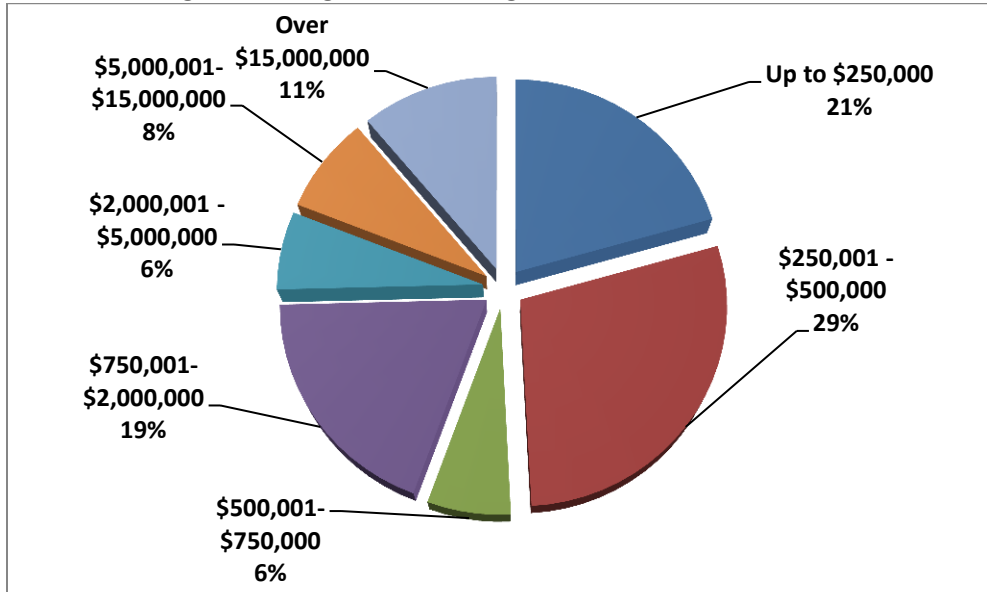


Table X: Number of Full-time Staff by Budget Size in Southwest PA

Budget Size	0 Full-Time Workers	1-5 Full-Time Workers	6-20 Full-Time Workers	21-50 Full-Time Workers	51-100 Full-Time Workers	101-300 Full-Time Workers	301-500 Full-Time Workers	Over 500 Full-Time Workers	TOTAL
Up to \$250,000	7	5	1	0	0	0	0	0	13
\$250,001 - \$500,000	0	15	2	0	0	0	1	0	18
\$500,001-\$750,000	0	1	3	0	0	0	0	0	4
\$750,001-\$2,000,000	0	1	9	2	0	0	0	0	12
\$2,000,001 - \$5,000,000	0	0	0	3	1	0	0	0	4
\$5,000,001-\$15,000,000	0	0	0	2	2	1	0	0	5
Over \$15,000,000	0	0	1	0	0	0	3	2	6

Table X: Number of Part-time Staff by Budget Size in Southwest PA

Budget Size	0 Part-Time Workers	1-5 Part-Time Workers	6-20 Part-Time Workers	21-50 Part-Time Workers	51-100 Part-Time Workers	101-300 Part-Time Workers	301-500 Part-Time Workers	Over 500 Part-Time Workers	TOTAL
Up to \$250,000	2	9	2	0	0	0	0	0	13
\$250,001 - \$500,000	3	7	8	0	0	0	0	0	18
\$500,001-\$750,000	0	1	3	0	0	0	0	0	4
\$750,001-\$2,000,000	0	3	7	2	0	0	0	0	12
\$2,000,001 - \$5,000,000	0	1	2	0	1	0	0	0	4
\$5,000,001-\$15,000,000	0	1	2	1	1	0	0	0	5
Over \$15,000,000	0	0	0	0	1	1	2	1	6

NORTH CENTRAL PA

N = 46

Figure X: Budget Sizes for Organizations in North Central PA

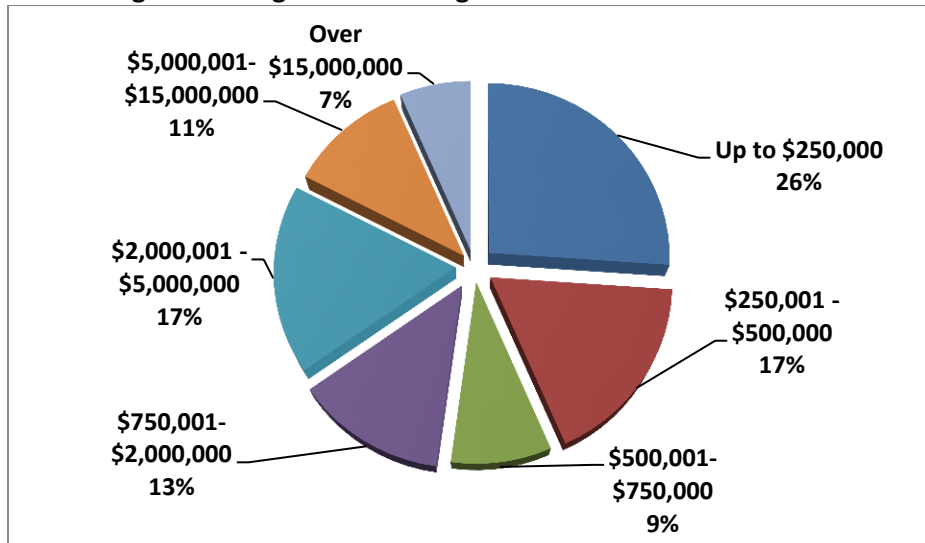


Table X: Number of Full-time Staff by Budget Size in North Central PA

Budget Size	0 Full-Time Workers	1-5 Full-Time Workers	6-20 Full-Time Workers	21-50 Full-Time Workers	51-100 Full-Time Workers	101-300 Full-Time Workers	301-500 Full-Time Workers	Over 500 Full-Time Workers	TOTAL
Up to \$250,000	5	7	0	0	0	0	0	0	12
\$250,001 - \$500,000	0	6	1	0	0	0	1	0	8
\$500,001-\$750,000	0	1	2	0	0	1	0	0	4
\$750,001-\$2,000,000	0	1	4	1	0	0	0	0	6
\$2,000,001 - \$5,000,000	0	0	1	5	2	0	0	0	8
\$5,000,001-\$15,000,000	0	0	0	0	3	2	0	0	5
Over \$15,000,000	0	0	0	0	0	1	1	1	3

Table X: Number of Part-time Staff by Budget Size in North Central PA

Budget Size	0 Part-Time Workers	1-5 Part-Time Workers	6-20 Part-Time Workers	21-50 Part-Time Workers	51-100 Part-Time Workers	101-300 Part-Time Workers	301-500 Part-Time Workers	Over 500 Part-Time Workers	TOTAL
Up to \$250,000	3	8	0	0	0	0	0	0	11
\$250,001 - \$500,000	2	6	0	0	0	0	0	0	8
\$500,001-\$750,000	1	1	1	0	0	0	0	1	4
\$750,001-\$2,000,000	0	2	4	0	0	0	0	0	6
\$2,000,001 - \$5,000,000	0	2	3	1	2	0	0	0	8
\$5,000,001-\$15,000,000	0	2	0	1	2	0	0	0	5
Over \$15,000,000	0	0	0	0	0	1	1	1	3

SOUTH CENTRAL PA
N = 109

Figure X: Budget Sizes for Organizations in South Central PA

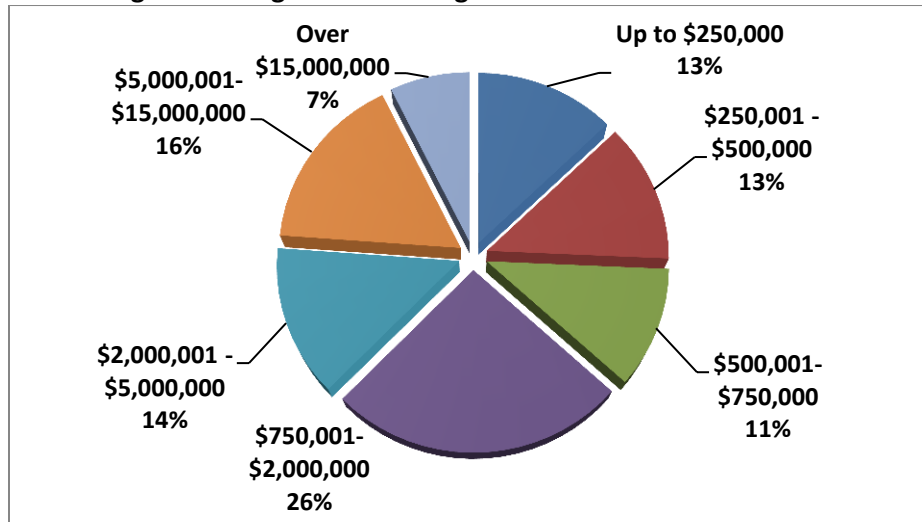


Table X: Number of Full-time Staff by Budget Size in South Central PA

Budget Size	0 Full-Time Workers	1-5 Full-Time Workers	6-20 Full-Time Workers	21-50 Full-Time Workers	51-100 Full-Time Workers	101-300 Full-Time Workers	301-500 Full-Time Workers	Over 500 Full-Time Workers	TOTAL
Up to \$250,000	5	9	0	0	0	0	0	0	14
\$250,001 - \$500,000	0	12	1	0	0	0	1	0	14
\$500,001-\$750,000	0	6	5	0	0	1	0	0	12
\$750,001-\$2,000,000	0	4	20	4	0	0	0	0	28
\$2,000,001 - \$5,000,000	0	1	4	4	3	2	0	0	14
\$5,000,001-\$15,000,000	0	0	0	2	6	7	0	1	16
Over \$15,000,000	0	0	0	1	1	2	2	3	9

Table X: Number of Part-time Staff by Budget Size in South Central PA

Budget Size	0 Part-Time Workers	1-5 Part-Time Workers	6-20 Part-Time Workers	21-50 Part-Time Workers	51-100 Part-Time Workers	101-300 Part-Time Workers	301-500 Part-Time Workers	Over 500 Part-Time Workers	TOTAL
Up to \$250,000	3	8	3	0	0	0	0	0	14
\$250,001 - \$500,000	0	11	2	0	0	0	0	0	13
\$500,001-\$750,000	1	6	4	0	0	0	0	1	12
\$750,001-\$2,000,000	0	12	12	2	1	0	0	0	27
\$2,000,001 - \$5,000,000	1	6	1	0	1	1	0	0	10
\$5,000,001-\$15,000,000	1	2	3	4	6	2	0	0	18
Over \$15,000,000	0	0	0	0	0	3	3	1	7

NORTHEAST PA

N = 58

Figure X: Budget Sizes for Organizations in Northwest PA

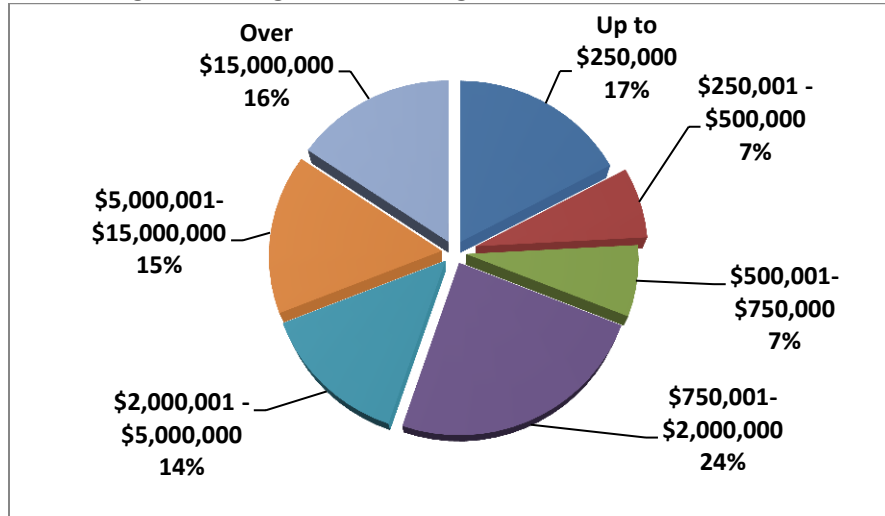


Table X: Number of Full-time Staff by Budget Size in Northeast PA

Budget Size	0 Full-Time Workers	1-5 Full-Time Workers	6-20 Full-Time Workers	21-50 Full-Time Workers	51-100 Full-Time Workers	101-300 Full-Time Workers	301-500 Full-Time Workers	Over 500 Full-Time Workers	TOTAL
Up to \$250,000	3	7	0	0	0	0	0	0	10
\$250,001 - \$500,000	1	2	0	0	0	0	1	0	4
\$500,001-\$750,000	0	1	3	0	0	0	0	0	4
\$750,001-\$2,000,000	0	5	8	1	0	0	0	0	14
\$2,000,001 - \$5,000,000	0	0	3	3	1	1	0	0	8
\$5,000,001-\$15,000,000	0	0	0	3	2	3	0	1	9
Over \$15,000,000	0	0	0	0	0	3	3	3	9

Table X: Number of Part-time Staff by Budget Size in Northeast PA

Budget Size	0 Part-Time Workers	1-5 Part-Time Workers	6-20 Part-Time Workers	21-50 Part-Time Workers	51-100 Part-Time Workers	101-300 Part-Time Workers	301-500 Part-Time Workers	Over 500 Part-Time Workers	TOTAL
Up to \$250,000	3	7	0	0	0	0	0	0	10
\$250,001 - \$500,000	1	3	0	0	0	0	0	0	4
\$500,001-\$750,000	0	2	2	0	0	0	0	0	4
\$750,001-\$2,000,000	1	8	4	1	0	0	0	0	14
\$2,000,001 - \$5,000,000	0	1	4	1	1	1	0	0	8
\$5,000,001-\$15,000,000	2	1	2	3	0	1	0	0	9
Over \$15,000,000	0	0	0	0	0	6	1	2	9

SOUTHEAST PA
N = 123

Figure X: Budget Sizes for Organizations in Southeast PA

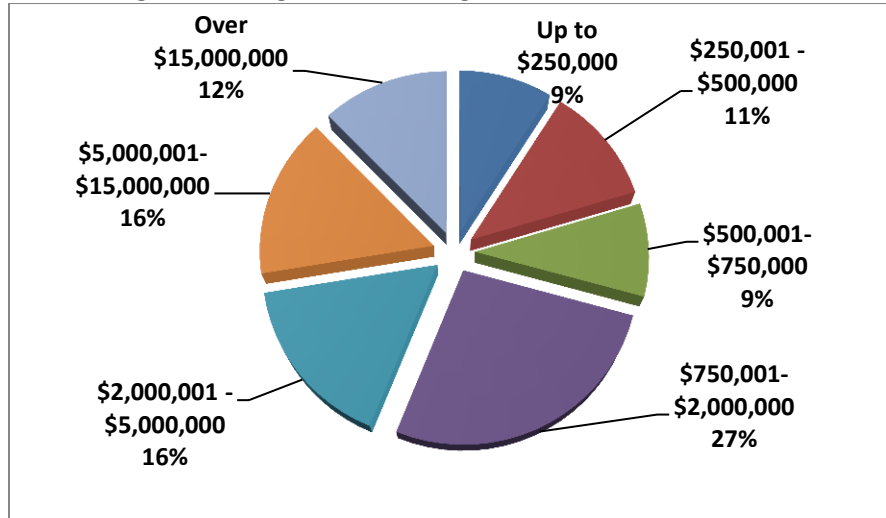


Table X: Number of Full-time Staff by Budget Size in Northwest PA

Budget Size	0 Full-Time Workers	1-5 Full-Time Workers	6-20 Full-Time Workers	21-50 Full-Time Workers	51-100 Full-Time Workers	101-300 Full-Time Workers	301-500 Full-Time Workers	Over 500 Full-Time Workers	TOTAL
Up to \$250,000	6	5	0	0	0	0	0	0	11
\$250,001 - \$500,000	0	13	0	0	0	0	1	0	14
\$500,001-\$750,000	0	9	2	0	0	0	0	0	11
\$750,001-\$2,000,000	0	10	20	3	0	0	0	0	33
\$2,000,001-\$5,000,000	0	0	6	13	1	0	0	0	20
\$5,000,001-\$15,000,000	0	2	0	2	7	7	0	1	19
Over \$15,000,000	0	0	0	0	0	6	3	6	15

Table X: Number of Part-time Staff by Budget Size in Southeast PA

Budget Size	0 Part-Time Workers	1-5 Part-Time Workers	6-20 Part-Time Workers	21-50 Part-Time Workers	51-100 Part-Time Workers	101-300 Part-Time Workers	301-500 Part-Time Workers	Over 500 Part-Time Workers	TOTAL
Up to \$250,000	3	4	4	0	0	0	0	0	11
\$250,001 - \$500,000	1	11	2	0	0	0	0	0	14
\$500,001-\$750,000	2	3	5	1	0	0	0	0	11
\$750,001-\$2,000,000	0	13	12	2	0	0	0	0	27
\$2,000,001-\$5,000,000	1	11	9	1	1	1	0	0	24
\$5,000,001-\$15,000,000	2	1	4	5	4	3	0	0	19
Over \$15,000,000	0	0	0	0	4	8	2	1	15

APPENDIX B – PARTICIPATING ORGANIZATIONS

A Woman's Place	Capital Resource Conservation and Development Area Council, Inc.
AARP Experience Corps Philadelphia	CareLink Community Support Services
Access Services	Carnegie Free Library of Swissvale
AGAPE Love From Above To Our Community	Carnegie Library of Pittsburgh
Alleghenies Unlimited Care Providers	Carson Valley Children's Aid
Allegheny County Library Association	CASA of Westmoreland, Inc.
Allied Services	Catholic Charities Counseling & Adoption Services
Altoona District Libraries	Catholic Leadership Institute
Alzheimer's Association Delaware Valley Chapter	Center for Advocacy for the Rights and Interests of the Elderly
American Baptist Home Mission Society	Central Executive Committee of ODWU
Angels' Place, Inc.	Central Pennsylvania Blood Bank
Annie Halenbake Ross Library	Central Pennsylvania Food Bank
Annville Free Library	Centre County Library & Historical Museum
Army Heritage Center Foundation	Centre County Women's Resource Center
Association for the Colonial Theatre	Centre Foundation
Association of PA Public Library Systems (Wayne Library Alliance)	Centre Wildlife Care
Autism Society Northwestern Pennsylvania	Chester County Fund for Women and Girls
Barclay Friends Retirement Community - Kendal Affiliate	Chester County Library and District Center
Barth Syndrome Foundation, Inc.	Chester County Library System
Bayfront East Side Taskforce	Chester County Women's Services
Bellwood Antis Public Library	Chester Education Foundation
Berks Connections/Pretrial Services	Child Guidance Resource Centers
Berks Encore	Children and Adult Disability and Educational Services
Boyertown Community Library	Children's Advocacy Center of Erie County, Inc.
Bradford House Historical Association	Children's Aid Society
Brentwood Library	Children's Service Center of Wyoming Valley, Inc.
Brevillier Village	Christian Churches United
Bridge of Hope National	CIL of Central PA
Bringing Hope Home, Inc.	City of Erie Cable TV Access Corporation
Brother's Brother Foundation	Clarion Free Library
Bucks County Opportunity Council	Claysburg Area Public Library
Bucks County Opportunity Council, Inc.	ClearWater Conservancy of Central PA, Inc.
Butler County Bar Association	Cleve J. Fredricksen Library
Canine Partners for Life	Clinton County Women's Center

Community Action Association of Pennsylvania	ForSight Vision
Community Action Partnership of Mercer County (CAPMC)	Foundation of HOPE
Community Counseling Center of Mercer County	Foundation of PA Medical Society
Community Education Council of Elk and Cameron Counties	Futures Community Support Services, Inc.
Community First Fund	Garrett William Foundation
Community Health Challenge of Southwestern Pennsylvania	Georgia E. Gregory a Interdenominational School of Music
D/B/A Keystone Wellness Programs	Gettysburg Foundation
Community Library Association	Girl Scouts in the Heart of Pennsylvania
Community Library of Allegheny Valley	Greater Philadelphia Coalition Against Hunger
Connect to Classrooms, Inc.	Greene County Library System
Covenant House PA	Habitat for Humanity of Montgomery County, PA
Crafton Public Library	Harborcreek Youth Services
Cranberry Public Library	Hatboro Baptist Church
Cresson Public Library	HAVEN of Tioga County
Crisis Shelter of Lawrence County	Hazleton Area Public Library
Cumberland County Library System	Headwaters Charitable Trust
Daemion Counseling Center	Health Care Access
Dauphin County Library System	Historic Sugartown, Inc.
Daystar Center for Spiritual Recovery	Historical and Genealogical Society of Somerset County, Inc.
Delaware County Community Foundation	Hollidaysburg Area Public Library
Delaware County Pregnancy Cent	Home Health Care Management
Delaware Riverkeeper Network	Hope Springs Equestrian Therapy, Inc.
Dickinson Center, Inc.	Horizon House, Inc.
Early Connections	Horsham Township Library
EducationWorks	Indian Creek Foundation
EgoPo Classic Theater	Indiana County Community Action Program, Inc.
Elk County Community Foundation	Inter-Faith Housing Alliance
Employment Opportunity & Training Center of Northeast Pennsylvania (EOTC)	Interfaith Working Group (Transfaith)
Erie Homes for Children & Adults	Jessica and Friends Community
Erie United Methodist Alliance, Inc.	Jewish Family Service of Northeastern Pennsylvania
Family Guidance Center	Joni and Friends Greater Philadelphia
Family Services Incorporated	Joseph T Simpson Public Library
Family Support Line	KaleidAScope, Inc.
Fayette County Community Action Agency, Inc.	KenCrest Services
Feeding Pennsylvania	Kensington Community Corporation for Individual Dignity (KenCCID)
Fellowship Health Resources	Lake Erie Region Conservancy
Fleisher Art Memorial	Lancaster Public Library
For Pete's Sake Cancer Respite Foundation	Lebanon Community Library

Legacy Youth Tennis and Education
 Lehigh Valley Children's Centers
 Linda Creed Breast Cancer. Org
 Linked By Pink
 Literacy Council of Reading-Berks, Inc.
 Livengrin Foundation, Inc.
 Lower Dauphin Communities That Care
 Main Line Art Center
 Malvern retreat House
 Manchester Youth Development Center
 Martinsburg Community Library
 McGuire Memorial
 Meals on Wheels of Lehigh County
 Melmark
 Mendelssohn Club of Philadelphia
 Mental Health America of Lancaster County
 Mercy Center for Women
 Mifflin County Library
 Mission Central
 Monessen Public Library
 Monroeville Public Library
 Moon Township Public Library
 Mt. Lebanon Public Library
 Musicopia
 National Multiple Sclerosis Society
 NE Regional Cancer Institute
 Neighborhood Bike Works
 Neighborhood Resource Organization
 NeighborWorks Northeastern Pennsylvania
 Network of Victim Assistance
 New Hope Ministries, Inc.
 New Leash on Life USA
 Newport Public Library
 Nonprofit Development Corporation
 Norris Square Community Alliance
 North Versailles Public Library
 Northeast PA Area Health Education Center
 Northeastern PA Nonprofit & Community Assistance Center
 Northern Tier Regional Library
 Northland Public Library
 Oakmont Carnegie Library
 Osher Lifelong Learning Institute at Penn State
 Outreach Teen & Family Services, Inc.
 PA Behavioral Health and Aging Coalition
 PA Campus Compact
 PA Coalition Against Domestic Violence
 PA Coalition Against Rape (PCAR)
 PA Family Support Alliance
 PA Workforce Development Association
 Palmyra Public Library
 Partnership for Better Health
 Peaceful Living
 Penn York Opportunities, Inc.
 Pennsylvania Association for Gifted Education
 Pennsylvania Association of Realtors
 Pennsylvania Bar Institute
 Pennsylvania Humanities Council
 Pennsylvania Rural Arts Alliance
 Philadelphia Futures
 Philadelphia Legal Assistance Center, Inc.
 Philadelphia VIP
 Philadelphia's Magic Gardens
 Philhaven
 Phoenixville Area Community Services
 Pittston Memorial Library
 Please Touch Museum
 Plum Community Library
 Pottstown Cluster of Religious Communities
 Preservation Pennsylvania
 Preservation Pottstown, Inc./DBA Mosaic Community Land
 Trust
 Project SHARE of Carlisle
 Providence Center
 Rail-Trail Council of NEPA, Inc.
 Rebuilding Together Philadelphia
 Rhoades & Owen, LLC
 Riverbend Environmental Education Center
 Robinson Township Library

Sadler Health Center Corporation
 SARCC
 Schuylkill United Way
 Scranton Lackawanna Human Development Agency
 SEAMAAC, Inc.
 Setebaid Services, Inc.
 Shalom House
 Shippensburg Public Library
 Shofuso Japanese House and Garden
 Side Project Inc.
 Sisters of St. Joseph of NW PA
 Skills of Central Pa
 Slater family Network
 SLB Radio Productions, Inc.
 Society of Anglican Missionaries and Senders
 South Central Community Action Programs, Inc.
 South Fayette Township Library
 SouthEast Lancaster Health Services
 Southwestern PA Human Services, Inc.
 SPIN (Special People In Northeast, Inc.)
 SSJ Neighborhood Network
 St. Joseph's Center
 St. Marys Public Library
 StringsforaCURE® Foundation
 Surrey Services for Seniors
 Survivors, Inc.
 The Arc of Centre County
 The Arc of Cumberland and Perry Counties
 The Arc of Dauphin County
 The Association for Frontotemporal Degeneration
 The Clinic
 The Exchange
 The Food Bank of the State College Area, Inc.
 The Food Trust
 The Grayson School
 The Literacy Center
 The Literacy Council of Lancaster-Lebanon
 The Nonprofit Partnership
 The Prevention Network
 Threshold Rehabilitation Services, Inc.
 Tioga County Visitors Bureau
 Treatment Trends, Inc.
 TrueNorth Wellness Services
 UCP Central PA
 United Methodist Home for Children Residential Care, Inc.
 United Way of Monroe County
 United Way of the Greater Lehigh Valley
 Upper St. Clair Twp. Library
 UU House Outreach Program
 Valley Forge Educational Services
 Variety - The Children's Charity, Philadelphia
 Veterans Leadership Program of Western Pennsylvania, Inc.
 Via of the Lehigh Valley
 Wayne County Historical Society
 West Chester University Foundation
 West Philadelphia Alliance for Children
 Westmont Family Counseling Ministries
 Whitaker Center for Science and the Arts
 Women Against Abuse
 Women for a Healthy Environment
 Women's Resource Center
 Women's Resources of Monroe County, Inc.
 Woods Services
 Wyoming Valley Children's Association
 YMCA of York and York County
 York County Children's Advocacy Center
 Youth Advocate Programs, Inc.
 YWCA Carlisle
 YWCA Hanover
 YWCA Lancaster
 YWCA TRI-COUNTY AREA