

The organization's top communications employee. This position is found only in relatively large organizations that have a communications executive on the senior management team. Has overall responsibility for all aspects of the organization's communications functions. Supervises communications staff, some of whom supervise lower-level department employees. Advises other top executives and the organization's board of directors on communications-related issues.

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation							
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Avg by Employee	Avg by Organztn	
Base Salary - All Employees	6	7			\$146,288				\$158,267	\$156,728
# Eligible for Incentive/Bonus	3	4								
Actual Bonus Paid	1	1								
Total Cash Compensation (Base + Bonus)	6	7			146,288				158,281	156,745

The following sections are not included on this page due to insufficient responses for each of their data categories:

- Annual Expenses
- Field of Service
- Number of FTEs
- Number of Employees Managed

Chief Development Officer

The organization's top development employee. This position is found only in relatively large organizations that have a development executive on the senior management team. Has overall responsibility for all aspects of the organization's development functions. Supervises development staff, some of whom supervise lower-level department employees. Advises other top executives and the organization's board of directors on development-related issues.

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation						
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Avg by Employee	Avg by Organztn
Base Salary - All Employees	16	16	\$96,030	\$119,132	\$126,598	\$145,835	\$156,333	\$129,447	\$129,447
# Eligible for Incentive/Bonus	5	5							
Actual Bonus Paid	3	3							
Total Cash Compensation (Base + Bonus)	16	16	96,203	119,132	127,348	145,835	156,333	129,745	129,745
Annual Expenses	Annual Base Salary								
Less than \$500,000 Avg:									
\$500,000 - \$999,999 Avg:									
\$1,000,000 - \$1,999,999 Avg:									
\$2,000,000 - \$4,999,999 Avg:									
\$5,000,000 - \$9,999,999 Avg:									
\$10,000,000 and more Avg: \$64.7M	10	10			142,248			139,528	139,528

The following sections are not included on this page due to insufficient responses for each of their data categories:

- Field of Service
- Number of FTEs
- Number of Employees Managed

The organization's top human resources employee. This position is found only in relatively large organizations that have a human resources executive on the senior management team. Has overall responsibility for all aspects of the organization's human resources functions. Supervises human resources staff, some of whom supervise lower-level department employees. Advises other top executives and the organization's board of directors on human resources-related issues.

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation						
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Avg by Employee	Avg by Organztn
Base Salary - All Employees	7	7			\$139,995			\$135,481	\$135,481
# Eligible for Incentive/Bonus	4	4							
Actual Bonus Paid	4	4							
Total Cash Compensation (Base + Bonus)	7	7			140,442			136,502	136,502
Annual Expenses			Annual Base Salary						
Less than \$500,000	Avg:								
\$500,000 - \$999,999	Avg:								
\$1,000,000 - \$1,999,999	Avg:								
\$2,000,000 - \$4,999,999	Avg:								
\$5,000,000 - \$9,999,999	Avg:								
\$10,000,000 and more	Avg: \$30.0M	7	7			139,995		135,481	135,481
Number of FTEs									
1 to 5									
6 to 15									
16 to 40									
41 to 100									
More than 100		7	7			139,995		135,481	135,481

The following sections are not included on this page due to insufficient responses for each of their data categories:

- Field of Service
- Number Employees Managed

Manages the day-to-day operations of a regional facility that delivers program services in accordance with organization goals 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.

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation							
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Avg by Employee	Avg by Organtztn	
Base Salary - All Employees	14	28	\$54,948	\$62,265	\$72,917	\$89,065	\$92,797	\$75,077	\$72,796	
# Eligible for Incentive/Bonus	11	22								
Actual Bonus Paid	9	18	162	500	675	1,438	3,503	1,345	1,212	
Total Cash Compensation (Base + Bonus)	14	28	55,646	62,829	73,654	90,848	95,368	75,942	73,464	
Annual Expenses			Annual Base Salary							
Less than \$500,000	Avg:									
\$500,000 - \$999,999	Avg:									
\$1,000,000 - \$1,999,999	Avg:									
\$2,000,000 - \$4,999,999	Avg:									
\$5,000,000 - \$9,999,999	Avg:									
\$10,000,000 and more	Avg: \$39.4M	8	18	61,972	73,007	81,146	91,503	103,719	81,798	80,791
Number of FTEs										
1 to 5										
6 to 15										
16 to 40										
41 to 100										
More than 100		7	15	60,925	73,096	81,885	91,587	103,813	83,758	82,048
Number of Employees Managed										
1 to 3										
4 to 8		5	8			76,905		73,878	75,751	
9 to 14										
15 and over		6	9			72,738		79,786	80,436	

The following section is not included on this page due to insufficient responses for each of its data categories:
Field of Service

Administrative Assistant, Senior Level

Provides a variety of administrative and clerical support to managers and/or other staff. Duties may 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.

			Annual Cash Compensation						
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Avg by Employee	Avg by Organztn
Base Salary - All Employees	38	57	\$39,800	\$43,680	\$49,171	\$56,202	\$65,000	\$51,056	\$50,000
# Eligible for Incentive/Bonus	17	19							
Actual Bonus Paid	12	12	530	605	950	1,496	2,640	1,153	1,153
Total Cash Compensation (Base + Bonus)	38	57	39,800	43,847	49,171	56,452	65,180	51,299	50,332
Annual Expenses			Annual Base Salary						
Less than \$500,000	Avg:								
\$500,000 - \$999,999	Avg: \$665.6K		5	5	44,200			43,388	43,388
\$1,000,000 - \$1,999,999	Avg: \$1.4M		6	7	60,000			55,836	54,309
\$2,000,000 - \$4,999,999	Avg: \$3.2M		6	9	44,500			45,657	45,399
\$5,000,000 - \$9,999,999	Avg:								
\$10,000,000 and more	Avg: \$32.3M		14	28	42,938	44,590	52,270	57,559	66,453
42,938									
44,590									
52,270									
57,559									
66,453									
52,968									
53,353									
Field of Service									
Assn/Membrshp/Support Org/Philanthropy									
Child Welfare/Child Care									
Community/Economic Development									
Conservtn/Envrnmt/Parks/Animal Welfare									
Culture/Arts/Museums/Religious	5	6			46,099			54,141	50,856
Disability Services									
Education/Schools/Colleges/Research									
Employment Counseling/Workforce									
Healthcare									
Housing/Shelters									
Legal Services/Advocacy/Civil Rights									
Mental Health/Counseling/Behavioral Hlth									
Older Adult Services									
Youth/Mentoring									
Social Service, One Major Program									
Social Service, Multiple Programs	10	19	42,000	48,651	51,521	56,243	65,000	51,697	49,895
Number of FTEs									
1 to 5									
6 to 15	11	12	34,974	40,170	46,420	61,800	65,000	49,393	47,974
16 to 40	7	10			46,249			46,394	46,488
41 to 100	6	7			50,565			55,391	52,862
More than 100	11	25	43,480	44,794	52,270	57,543	66,365	53,081	53,717

The following section is not included on this page due to insufficient responses for each of its data categories:
Number of Employees Managed