

United Way of Greater St. Louis 2007 Nonprofit Wage and Benefits Survey

This section of United Way of Greater St. Louis' 2007 Nonprofit Wage and Benefits Survey includes information on 85 broad positions, each representing a variety of organizational titles. In all, over 10,600 positions at 262 local nonprofit agencies are represented in this report. The information was collected via a web-based survey instrument in late 2007.

This report represents the most comprehensive information on nonprofit salaries available in the greater St. Louis Region. The information is presented in a variety of ways to provide as much information as possible. Where categorical information was missing or might possibly lead to the identification of individuals, information was classified into an "All Others" category.

Included in the report is the overall monthly salary information for each position including the median, mean, minimum, and maximum salary for each position. Also included are cross tabulations by size of agency, tenure in position, agency field of service, highest degree attained, and a chart showing the degree requirements for each position.

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Accounting Clerk

Responsible for a range of general accounting activities which may include checking and verifying records, preparing invoices and vouchers, posting ledger and general journal entries and balancing accounts payable and receivable. Uses automated office systems to input data, respond to inquiries and generate reports. Other Titles: Accounts Payable Clerk, Accounting Assistant, Accounting Specialist II, Billing Clerk, Bookkeeper, Finance Assistant, Finance Clerk, Fiscal Assistant, Payroll Clerk.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$2,286	\$2,340	\$1,149	\$3,504	83

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
\$750K - \$1.49M	\$2,141	\$2,022	\$1,352	\$2,757	5
\$1.5M - \$3.9M	\$2,122	\$2,133	\$1,149	\$3,198	18
\$4M - \$9.9M	\$2,279	\$2,376	\$1,370	\$3,495	28
> \$10M	\$2,327	\$2,517	\$1,655	\$3,504	25
All Others	\$2,292	\$2,327	\$1,783	\$3,217	7

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$2,167	\$2,192	\$1,149	\$3,217
3 - 5 Years	\$2,213	\$2,309	\$1,352	\$3,165
6 - 9 Years	\$2,286	\$2,298	\$1,734	\$3,267
10 + Years	\$2,393	\$2,513	\$1,370	\$3,504

Accounting Clerk

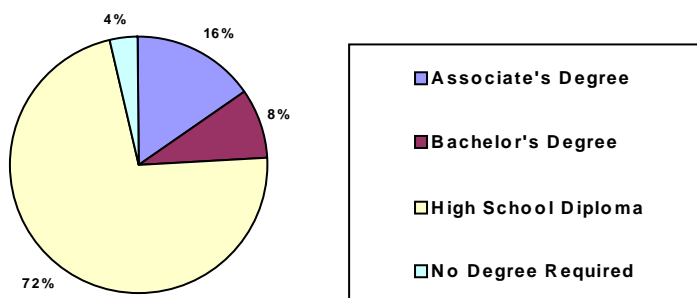
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Child Care/Child Welfare	\$2,144	\$2,138	\$1,930	\$2,432
Mental Health	\$2,237	\$2,446	\$1,928	\$3,198
Social Service	\$2,319	\$2,398	\$1,149	\$3,504
All Others	\$2,186	\$2,242	\$1,352	\$3,217

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
Less Than High School	\$1,968	\$1,968	\$1,794	\$2,141
High School	\$2,286	\$2,316	\$1,149	\$3,504
Associate's	\$2,292	\$2,525	\$1,844	\$3,495
Bachelor's	\$2,226	\$2,211	\$1,352	\$3,217
Graduate Degree	\$2,500	\$2,500	\$2,500	\$2,500

Degree Required for Position



Accounting Manager

Responsible for managing the agency's general accounting activities. Compiles and analyzes accounting data for organization and prepares reports for the agency, the government and the agency's CPA auditor. Supervises accounting staff. Other Titles: Accountant, Assistant Controller, Assistant Manager Operations, Payroll & Accounting Director, Senior Accounting Manager, Senior Accountant, Student Billing Manager.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$3,683	\$3,847	\$1,532	\$7,250	41

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
\$750K - \$1.49M	\$2,752	\$2,487	\$1,532	\$3,147	6
\$4M - \$9.9M	\$4,097	\$4,395	\$2,916	\$7,250	12
> \$10M	\$3,986	\$4,080	\$3,000	\$5,820	17
All Others	\$3,375	\$3,449	\$2,833	\$4,578	6

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$3,333	\$3,604	\$1,735	\$7,250
3 - 5 Years	\$3,268	\$3,148	\$1,532	\$4,197
6 - 9 Years	\$4,335	\$4,245	\$2,916	\$5,686
10 + Years	\$3,849	\$4,049	\$2,948	\$5,820

Accounting Manager

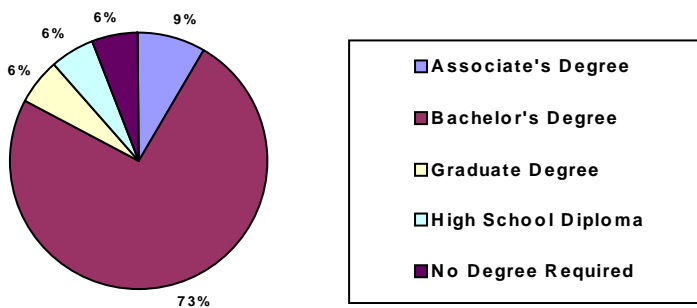
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Social Service	\$3,923	\$4,040	\$2,916	\$5,820
All Others	\$3,476	\$3,695	\$1,532	\$7,250

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
Less Than High School	\$3,476	\$3,476	\$3,476	\$3,476
High School	\$3,363	\$3,478	\$2,903	\$4,284
Associate's	\$4,379	\$4,312	\$3,361	\$5,196
Bachelor's	\$3,417	\$3,627	\$1,735	\$5,820
Graduate Degree	\$4,692	\$4,491	\$1,532	\$7,250

Degree Required for Position



Accounting Supervisor

Responsible for supervising a sub-function in the general accounting department, such as accounts payable/receivables, disbursements. Supervises day-to-day activities of non-exempt accounting staff including account entries, check disbursements, etc. Other Titles: Accounts Payable/Receivable Supervisor, Assistant Controller, Billing Supervisor, Bookkeeper, Payroll Specialist, Claims Supervisor, General Ledger Accountant, Payroll Supervisor.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$3,009	\$2,892	\$1,750	\$3,800	10

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
All Others	\$3,009	\$2,892	\$1,750	\$3,800	10

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$3,076	\$3,245	\$2,860	\$3,800
3 - 5 Years	\$2,791	\$2,707	\$1,750	\$3,332
6 - 9 Years	\$2,941	\$2,941	\$2,941	\$2,941

Accounting Supervisor

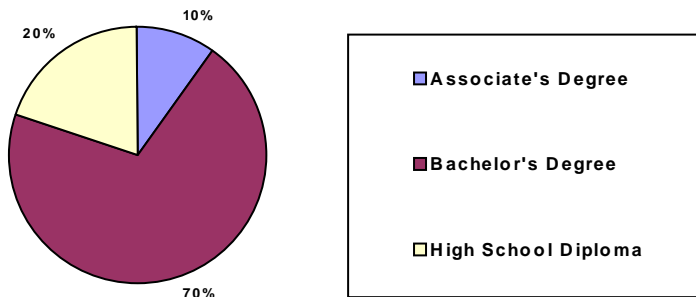
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Social Service	\$3,081	\$3,158	\$2,496	\$3,800
All Others	\$2,860	\$2,625	\$1,750	\$3,076

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
High School	\$2,123	\$2,123	\$1,750	\$2,496
Associate's	\$2,500	\$2,500	\$2,500	\$2,500
Bachelor's	\$3,081	\$3,167	\$2,860	\$3,800

Degree Required for Position



Administrative Assistant

Responsible for performing administrative and clerical duties for organization staff. Uses automated office equipment to compose and type letters, reports and other materials. Maintains filing systems, screens calls and takes messages and assists in preparation of reports using spreadsheet and graphic software. Makes appointments and travel arrangements and may coordinate department activities. Other Titles: Secretary, Administrative Secretary, Assistant to Director, Program Secretary, Program Assistant.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$2,150	\$2,223	\$1,144	\$7,280	318

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
\$250K - \$749K	\$1,879	\$2,016	\$1,330	\$3,175	13
\$750K - \$1.49M	\$2,253	\$2,127	\$1,144	\$2,673	16
\$1.5M - \$3.9M	\$2,197	\$2,069	\$1,192	\$2,779	34
\$4M - \$9.9M	\$2,167	\$2,272	\$1,284	\$3,667	91
> \$10M	\$2,080	\$2,256	\$1,213	\$7,280	160
All Others	\$2,253	\$2,163	\$1,647	\$2,500	4

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$1,951	\$2,016	\$1,192	\$7,280
3 - 5 Years	\$2,124	\$2,141	\$1,300	\$3,574
6 - 9 Years	\$2,342	\$2,366	\$1,473	\$3,923
10 + Years	\$2,634	\$2,553	\$1,144	\$4,143

Administrative Assistant

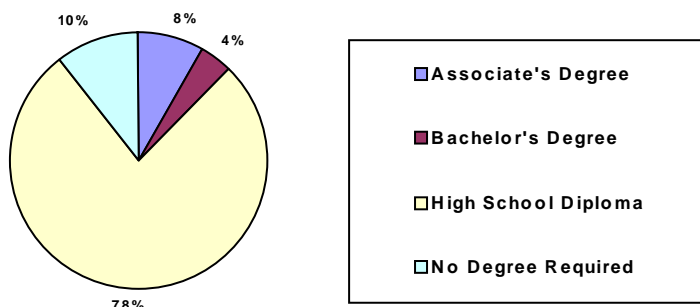
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Child Care/Child Welfare	\$1,888	\$1,917	\$1,192	\$2,659
Education	\$2,159	\$2,166	\$1,733	\$2,750
Foundation/Philanthropy	\$2,780	\$2,795	\$1,858	\$3,667
Health	\$2,429	\$2,519	\$2,083	\$3,834
Legal	\$2,842	\$2,777	\$2,625	\$2,875
Mental Health	\$1,901	\$2,054	\$1,284	\$3,065
Seniors and Aging	\$2,123	\$2,228	\$1,440	\$3,111
Social Service	\$2,182	\$2,213	\$1,330	\$3,917
All Others	\$2,033	\$2,192	\$1,144	\$7,280

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
Less Than High School	\$1,983	\$1,920	\$1,330	\$2,344
High School	\$2,194	\$2,224	\$1,284	\$3,667
Associate's	\$2,226	\$2,277	\$1,333	\$3,520
Bachelor's	\$2,306	\$2,241	\$1,144	\$3,917
Graduate Degree	\$2,447	\$2,163	\$1,208	\$2,833

Degree Required for Position



Administrative Director

Responsible for managing the organization's administrative functions, including human resources, information systems, facilities, and may be responsible for fund development activities. Other Titles: Business Manager, Director of Business & Finance, Director of Operations.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$4,878	\$5,089	\$2,257	\$10,000	56

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
\$1.5M - \$3.9M	\$3,750	\$4,125	\$2,666	\$6,500	7
\$4M - \$9.9M	\$5,128	\$5,429	\$2,500	\$9,667	13
> \$10M	\$5,022	\$5,531	\$2,257	\$10,000	28
All Others	\$3,867	\$3,831	\$2,834	\$5,094	8

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$3,333	\$4,018	\$2,500	\$6,625
3 - 5 Years	\$4,983	\$4,738	\$2,716	\$7,065
6 - 9 Years	\$3,519	\$4,313	\$2,257	\$8,833
10 + Years	\$5,253	\$6,293	\$2,862	\$10,000

Administrative Director

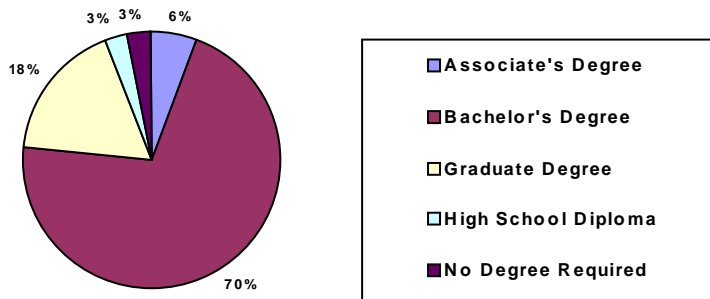
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Health	\$6,625	\$6,573	\$2,500	\$10,000
Social Service	\$4,725	\$4,398	\$2,666	\$7,491
All Others	\$4,235	\$4,700	\$2,257	\$9,667

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
High School	\$2,854	\$2,854	\$2,834	\$2,874
Associate's	\$2,791	\$2,791	\$2,666	\$2,916
Bachelor's	\$4,470	\$4,665	\$2,500	\$9,667
Graduate Degree	\$5,047	\$5,034	\$2,716	\$8,291

Degree Required for Position



Annual Giving Director

Develops and implements a coordinated plan to raise annual operating revenues. Coordinates all annual giving solicitation, direct mail program, donor recognition, solicitation materials and donor cultivation activity. Oversees special events and corporate and foundation requests. Recruits, trains and coordinates fundraising volunteers.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$4,291	\$4,576	\$2,610	\$6,630	13

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
\$4M - \$9.9M	\$4,535	\$4,505	\$2,610	\$5,636	6
> \$10M	\$4,049	\$4,638	\$3,178	\$6,630	7

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$5,525	\$5,202	\$4,049	\$6,630
3 - 5 Years	\$3,750	\$3,550	\$2,610	\$4,291
6 - 9 Years	\$4,620	\$4,514	\$3,178	\$5,636
10 + Years	\$4,779	\$4,779	\$4,779	\$4,779

Annual Giving Director

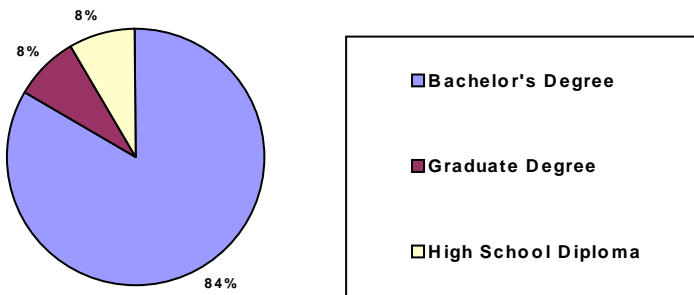
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
All Others	\$4,291	\$4,576	\$2,610	\$6,630

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
High School	\$4,281	\$4,281	\$4,281	\$4,281
Bachelor's	\$4,049	\$4,264	\$2,610	\$5,636
Graduate Degree	\$5,105	\$5,105	\$4,779	\$5,431

Degree Required for Position



Associate Director

Responsible for supervising key organization functions, including staff hiring and evaluation, financial management and development, information systems and insurance. Is supervised by the executive director and is usually the organization's second in command. Other Titles: Area Director, Associate Executive Director, Associate Administrator, Chief Operating Officer, Deputy Director, Vice President.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$5,000	\$5,694	\$1,500	\$20,833	87

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
\$250K - \$749K	\$3,105	\$3,956	\$2,583	\$6,734	8
\$750K - \$1.49M	\$3,930	\$3,947	\$3,000	\$5,260	6
\$1.5M - \$3.9M	\$5,301	\$5,349	\$2,350	\$9,197	14
\$4M - \$9.9M	\$5,000	\$6,019	\$2,079	\$20,833	33
> \$10M	\$5,833	\$6,627	\$3,083	\$14,356	20
All Others	\$6,379	\$5,667	\$1,500	\$9,175	6

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$3,881	\$4,973	\$2,350	\$15,622
3 - 5 Years	\$3,149	\$3,667	\$1,820	\$6,795
6 - 9 Years	\$5,368	\$5,612	\$1,500	\$9,175
10 + Years	\$5,778	\$6,580	\$2,767	\$20,833

Associate Director

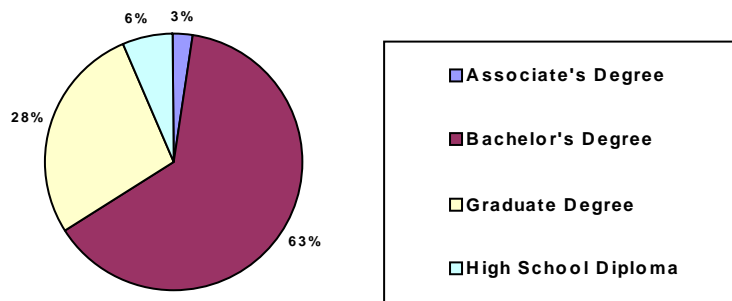
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Child Care/Child Welfare	\$4,065	\$4,696	\$3,133	\$8,374
Health	\$6,795	\$6,168	\$4,583	\$7,372
Social Service	\$4,913	\$5,083	\$1,820	\$12,083
All Others	\$5,734	\$6,720	\$1,500	\$20,833

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
High School	\$3,842	\$4,321	\$1,500	\$7,500
Associate's	\$3,067	\$3,030	\$1,820	\$4,167
Bachelor's	\$4,858	\$5,292	\$2,350	\$11,290
Graduate Degree	\$5,833	\$6,538	\$2,500	\$20,833

Degree Required for Position



Attorney

Provides legal counsel and guidance to ensure maximum protection of the organization's legal rights. Researches legal problems and cases within an assigned business area. Requires a law degree and a license to practice.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$4,292	\$4,274	\$1,716	\$6,998	33

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
\$4M - \$9.9M	\$4,459	\$4,374	\$1,792	\$6,998	30
All Others	\$2,410	\$3,274	\$1,716	\$5,697	3

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$4,021	\$3,883	\$1,716	\$5,697
3 - 5 Years	\$3,313	\$3,569	\$1,792	\$5,708
6 - 9 Years	\$4,625	\$4,413	\$1,968	\$6,565
10 + Years	\$6,167	\$5,566	\$2,410	\$6,998

Attorney

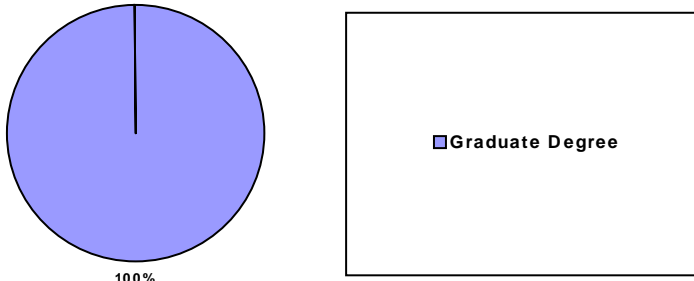
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Legal	\$4,459	\$4,374	\$1,792	\$6,998
All Others	\$2,410	\$3,274	\$1,716	\$5,697

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
Graduate Degree	\$4,292	\$4,274	\$1,716	\$6,998

Degree Required for Position



Case Manager

Provides support services in the form of case management, advocacy, entitlement, and referral to programs and services. Maintains client contact and records progress notes on a regular basis. Bachelor's degree and/or related experience required.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$2,366	\$2,354	\$1,100	\$4,849	376

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
\$250K - \$749K	\$2,291	\$2,245	\$1,100	\$2,917	19
\$750K - \$1.49M	\$2,290	\$2,288	\$1,178	\$2,918	29
\$1.5M - \$3.9M	\$2,375	\$2,336	\$1,136	\$3,300	75
\$4M - \$9.9M	\$2,375	\$2,429	\$1,184	\$4,849	102
> \$10M	\$2,360	\$2,330	\$1,113	\$3,503	148
All Others	\$2,750	\$2,828	\$2,340	\$3,395	3

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$2,250	\$2,247	\$1,162	\$3,395
3 - 5 Years	\$2,413	\$2,395	\$1,170	\$3,503
6 - 9 Years	\$2,489	\$2,489	\$1,100	\$4,849
10 + Years	\$2,574	\$2,529	\$1,190	\$3,508

Case Manager

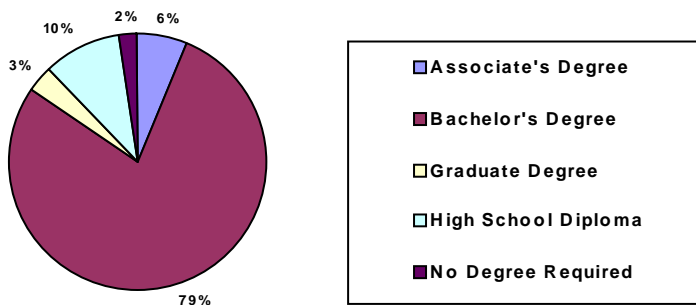
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Child Care/Child Welfare	\$2,425	\$2,476	\$1,100	\$3,989
Education	\$2,375	\$2,424	\$2,375	\$2,647
Housing/Shelter	\$2,364	\$2,450	\$1,993	\$2,918
Mental Health	\$2,141	\$2,041	\$1,184	\$2,607
Social Service	\$2,333	\$2,306	\$1,113	\$3,300
All Others	\$2,253	\$2,549	\$1,692	\$4,849

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
Less Than High School	\$2,184	\$2,184	\$2,184	\$2,184
High School	\$2,293	\$2,225	\$1,136	\$2,975
Associate's	\$2,111	\$2,133	\$1,113	\$2,751
Bachelor's	\$2,371	\$2,356	\$1,162	\$4,849
Graduate Degree	\$2,530	\$2,575	\$1,100	\$3,989

Degree Required for Position



Cashier

Responsible for the handling of money through sales. May assist in areas of information for customers or client population.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$1,838	\$1,795	\$1,300	\$2,651	5

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
All Others	\$1,838	\$1,795	\$1,300	\$2,651	5

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$1,569	\$1,582	\$1,300	\$1,888
10 + Years	\$2,651	\$2,651	\$2,651	\$2,651

Cashier

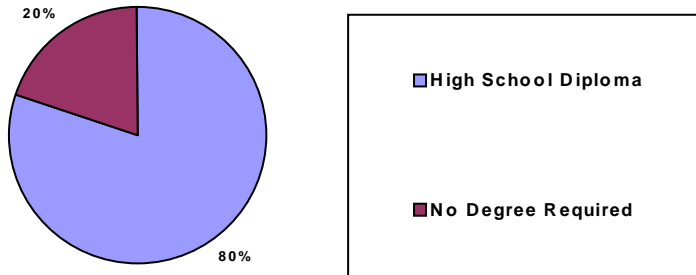
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
All Others	\$1,838	\$1,795	\$1,300	\$2,651

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
High School	\$1,838	\$1,795	\$1,300	\$2,651

Degree Required for Position



Certified Social Worker

Responsible for implementing mental health and counseling services. Performs marital, family, drug counseling and psychotherapy. Requires Master's degree in social work and Missouri/Illinois State Certification. Other Titles: Clinical Supervisor, Clinician, Family Consultant, Family Therapist, Mental Health Clinical Supervisor, Mental Health Counselor, MSW Social Worker

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$2,875	\$2,945	\$1,750	\$4,333	67

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
\$250K - \$749K	\$3,082	\$3,026	\$1,750	\$3,750	8
\$750K - \$1.49M	\$3,005	\$3,171	\$2,670	\$4,333	6
\$4M - \$9.9M	\$2,750	\$2,913	\$2,000	\$4,244	31
> \$10M	\$2,990	\$2,876	\$2,343	\$3,656	12
All Others	\$2,671	\$2,928	\$2,334	\$4,000	10

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$2,747	\$2,839	\$2,000	\$4,333
3 - 5 Years	\$3,039	\$3,090	\$2,481	\$4,000
6 - 9 Years	\$3,260	\$3,183	\$2,537	\$3,995
10 + Years	\$3,000	\$2,941	\$1,750	\$3,750

Certified Social Worker

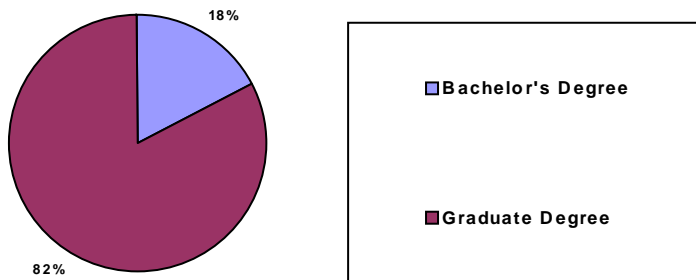
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Child Care/Child Welfare	\$2,604	\$2,664	\$2,250	\$3,084
Health	\$3,004	\$3,044	\$2,343	\$4,244
Social Service	\$2,917	\$2,998	\$1,750	\$4,333
All Others	\$3,163	\$3,102	\$2,000	\$3,995

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
Bachelor's	\$2,962	\$2,805	\$2,250	\$3,333
Graduate Degree	\$2,869	\$2,979	\$1,750	\$4,333

Degree Required for Position



Chaplain

Responsible for providing spiritual guidance for organization clients. May perform counseling duties within the realm of religious or spiritual guidelines and in prisons or office settings. Other Titles: Associate Pastor, Associate Chaplain, Pastor.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$2,684	\$2,986	\$1,250	\$5,458	16

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
> \$10M	\$2,892	\$3,058	\$1,972	\$5,458	11
All Others	\$2,431	\$2,828	\$1,250	\$5,082	5

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$2,892	\$2,660	\$1,250	\$3,843
3 - 5 Years	\$2,431	\$3,093	\$1,910	\$5,458
6 - 9 Years	\$2,051	\$2,051	\$2,051	\$2,051
10 + Years	\$4,084	\$3,881	\$2,476	\$5,082

Chaplain

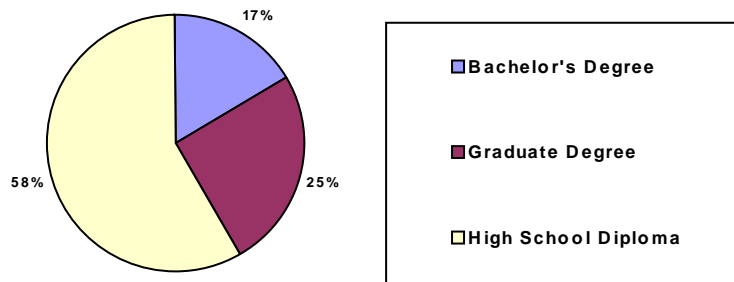
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Social Service	\$2,066	\$2,554	\$1,910	\$5,082
All Others	\$3,525	\$3,417	\$1,250	\$5,458

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
High School	\$2,081	\$2,469	\$1,972	\$3,843
Graduate Degree	\$2,431	\$2,828	\$1,250	\$5,082

Degree Required for Position



Child Care and Teacher's Aide

Provides support to clients and to teacher so that the mission of the organization is met with efficiency. Provides coverage for teachers breaks, lunch and staff meetings. Provides instruction when necessary. Helps maintain health and safety standards required by law. Other Titles: Assistant Teacher, Child Care Worker, Children's Counselor Aide, CPS Parent Aide, Early Child Services, Education Coordinator, Mentor Teacher, Preschool Aide, Temporary Teacher's Aide.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$1,506	\$1,564	\$1,126	\$3,404	1051

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
\$250K - \$749K	\$1,605	\$1,735	\$1,277	\$2,910	87
\$750K - \$1.49M	\$1,445	\$1,557	\$1,245	\$2,648	20
\$1.5M - \$3.9M	\$1,632	\$1,634	\$1,127	\$2,544	57
\$4M - \$9.9M	\$1,609	\$1,633	\$1,170	\$3,404	185
> \$10M	\$1,430	\$1,520	\$1,213	\$3,207	681
All Others	\$1,539	\$1,513	\$1,126	\$2,057	21

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$1,413	\$1,489	\$1,126	\$2,600
3 - 5 Years	\$1,600	\$1,640	\$1,146	\$2,512
6 - 9 Years	\$1,690	\$1,736	\$1,145	\$3,207
10 + Years	\$1,748	\$1,824	\$1,146	\$3,404

Child Care and Teacher's Aide

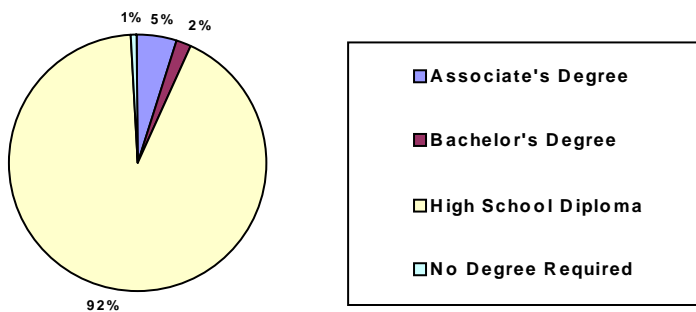
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Associations/Volunteer Organiz	\$2,600	\$2,600	\$2,600	\$2,600
Child Care/Child Welfare	\$1,725	\$1,745	\$1,127	\$3,404
Education	\$1,484	\$1,495	\$1,145	\$2,097
Social Service	\$1,628	\$1,694	\$1,220	\$2,910
All Others	\$1,421	\$1,500	\$1,126	\$3,207

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
Less Than High School	\$1,447	\$1,447	\$1,360	\$1,533
High School	\$1,589	\$1,605	\$1,126	\$2,672
Associate's	\$1,624	\$1,679	\$1,146	\$2,544
Bachelor's	\$1,716	\$1,763	\$1,127	\$3,404
Graduate Degree	\$1,694	\$1,741	\$1,541	\$2,113

Degree Required for Position



Clinic Director

Responsible for overall management of organization's clinic(s). Directs day-to-day clinic operations; manages clinic staff. May develop organization policies, procedures and clinical protocols to ensure quality patient care. Other Titles: Administrator of DDS.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$4,230	\$4,666	\$3,741	\$6,004	6

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
All Others	\$4,230	\$4,666	\$3,741	\$6,004	6

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$4,334	\$4,334	\$4,334	\$4,334
3 - 5 Years	\$4,063	\$4,468	\$3,741	\$6,004
10 + Years	\$5,791	\$5,791	\$5,791	\$5,791

Clinic Director

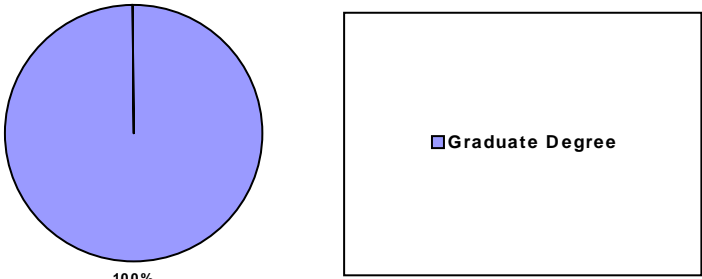
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
All Others	\$4,230	\$4,666	\$3,741	\$6,004

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
Graduate Degree	\$4,230	\$4,666	\$3,741	\$6,004

Degree Required for Position



Communications Director

Responsible for organization's advocacy program, marketing and community organizing activities. Directs media and public relations. Promotes grassroots' support throughout organization's geographic region. Acts as the organization's spokesperson for community outreach efforts, the media and special events. Other Titles: Marketing Director, Associate Director of Public Policy, Associate Vice President Public Affairs, Director of Community Outreach, Public Information Officer.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$4,583	\$4,617	\$2,750	\$7,292	15

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
All Others	\$4,583	\$4,617	\$2,750	\$7,292	15

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$4,646	\$4,525	\$2,750	\$6,000
3 - 5 Years	\$4,116	\$4,116	\$3,649	\$4,583
6 - 9 Years	\$4,167	\$4,801	\$2,945	\$7,292
10 + Years	\$5,208	\$5,208	\$5,003	\$5,412

Communications Director

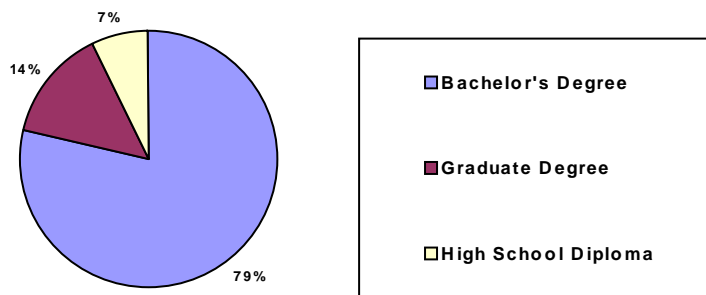
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Social Service	\$4,583	\$4,540	\$2,945	\$6,000
All Others	\$4,646	\$4,732	\$2,750	\$7,292

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
High School	\$2,945	\$2,945	\$2,945	\$2,945
Bachelor's	\$4,833	\$4,807	\$2,750	\$7,292
Graduate Degree	\$4,458	\$4,680	\$3,773	\$6,000

Degree Required for Position



Community Organizer

Organizes, mobilizes and informs organization's target population. May recruit and train volunteers to assist within the realm of the organization's mission statement. Creates campaigns and makes presentations to community, business and media leaders. Other Titles: Community Health Educator, Community Liaison, Community Organizer, Community Outreach Coordinator, Home Visitor, Outreach Worker, Provider Liaison, Youth Outreach.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$2,267	\$2,366	\$1,213	\$3,677	17

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
\$1.5M - \$3.9M	\$2,237	\$2,305	\$2,237	\$2,500	5
> \$10M	\$2,267	\$2,207	\$1,213	\$3,500	7
All Others	\$2,560	\$2,649	\$2,208	\$3,677	5

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$2,267	\$2,336	\$1,213	\$3,677
3 - 5 Years	\$2,237	\$2,237	\$2,237	\$2,237
6 - 9 Years	\$2,452	\$2,452	\$2,237	\$2,666
10 + Years	\$2,575	\$2,575	\$2,560	\$2,590

Community Organizer

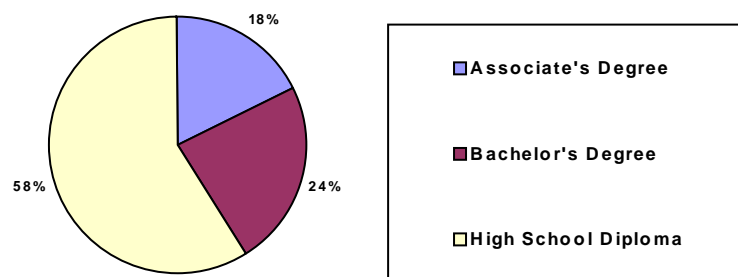
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Mental Health	\$2,237	\$2,305	\$2,237	\$2,500
Social Service	\$2,560	\$2,289	\$1,213	\$3,500
All Others	\$2,208	\$2,698	\$2,208	\$3,677

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
High School	\$2,237	\$2,110	\$1,213	\$2,666
Associate's	\$2,399	\$2,399	\$2,208	\$2,590
Bachelor's	\$2,467	\$2,705	\$2,208	\$3,677
Graduate Degree	\$3,500	\$3,500	\$3,500	\$3,500

Degree Required for Position



Controller

Responsible for coordinating, administering and controlling the agency's financial operations. Provides tax, insurance and other reports required by governmental regulations. Reviews, analyzes and interprets financial and budget reports. Directs accounting operations and preparation of annual financial statements and forecasts. Oversees development of financial accounting systems, policies and procedures. Other Titles: Accounting/Finance Manager, Finance Officer, Fiscal Director, Senior Controller.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$4,571	\$4,797	\$2,084	\$8,862	19

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
\$1.5M - \$3.9M	\$4,168	\$3,911	\$2,084	\$4,600	5
\$4M - \$9.9M	\$5,242	\$5,109	\$3,549	\$7,667	8
All Others	\$4,421	\$5,118	\$3,295	\$8,862	6

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$2,690	\$2,690	\$2,084	\$3,295
3 - 5 Years	\$5,000	\$5,144	\$3,345	\$7,667
6 - 9 Years	\$4,438	\$4,575	\$4,134	\$5,292
10 + Years	\$4,538	\$5,262	\$3,549	\$8,862

Controller

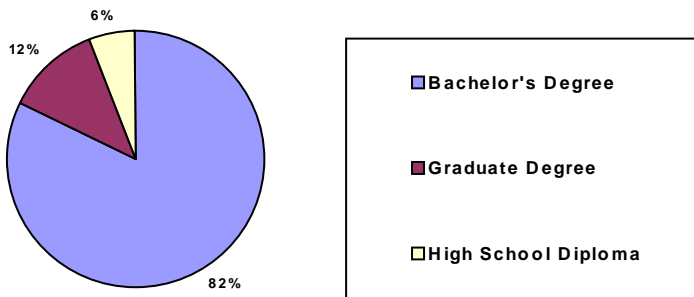
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
All Others	\$4,571	\$4,797	\$2,084	\$8,862

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
Associate's	\$4,002	\$4,002	\$3,295	\$4,708
Bachelor's	\$4,168	\$4,315	\$2,084	\$7,667
Graduate Degree	\$5,400	\$5,399	\$4,538	\$6,365

Degree Required for Position



Cook

Prepares all menu items following established recipes.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$1,637	\$1,663	\$1,127	\$3,611	161

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
\$250K - \$749K	\$1,576	\$1,586	\$1,484	\$1,730	5
\$750K - \$1.49M	\$1,647	\$1,651	\$1,200	\$2,323	9
\$1.5M - \$3.9M	\$1,733	\$1,793	\$1,387	\$2,600	9
\$4M - \$9.9M	\$1,641	\$1,819	\$1,218	\$3,611	12
> \$10M	\$1,642	\$1,653	\$1,153	\$2,220	122
All Others	\$1,300	\$1,321	\$1,127	\$1,560	4

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$1,570	\$1,612	\$1,127	\$2,600
3 - 5 Years	\$1,597	\$1,621	\$1,175	\$2,047
6 - 9 Years	\$1,641	\$1,749	\$1,479	\$2,220
10 + Years	\$1,794	\$1,921	\$1,454	\$3,611

Cook

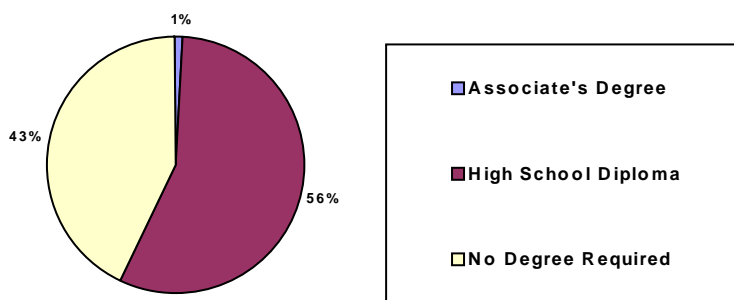
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Child Care/Child Welfare	\$1,723	\$1,766	\$1,465	\$2,323
Health	\$1,820	\$1,848	\$1,456	\$2,220
Seniors and Aging	\$1,449	\$1,500	\$1,283	\$2,062
Social Service	\$1,537	\$1,550	\$1,200	\$2,600
All Others	\$1,517	\$1,593	\$1,127	\$3,611

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
Less Than High School	\$1,844	\$1,844	\$1,723	\$1,965
High School	\$1,514	\$1,572	\$1,200	\$3,611
Associate's	\$2,600	\$2,600	\$2,600	\$2,600
Bachelor's	\$1,603	\$1,603	\$1,603	\$1,603
Graduate Degree	\$1,127	\$1,127	\$1,127	\$1,127

Degree Required for Position



Corporate/Foundation Relations Manager

Responsible for developing and managing corporation and foundation grants. Builds and maintains institutional support through grant proposals, cultivation of new corporations and foundations, in-kind gifts and sponsorship.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$4,142	\$4,324	\$2,500	\$7,035	10

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
\$4M - \$9.9M	\$4,650	\$4,385	\$2,833	\$6,248	5
All Others	\$4,084	\$4,264	\$2,500	\$7,035	5

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$3,767	\$4,070	\$2,500	\$6,248
3 - 5 Years	\$4,084	\$4,462	\$2,833	\$7,035
6 - 9 Years	\$4,650	\$4,650	\$4,650	\$4,650

Corporate/Foundation Relations Manager

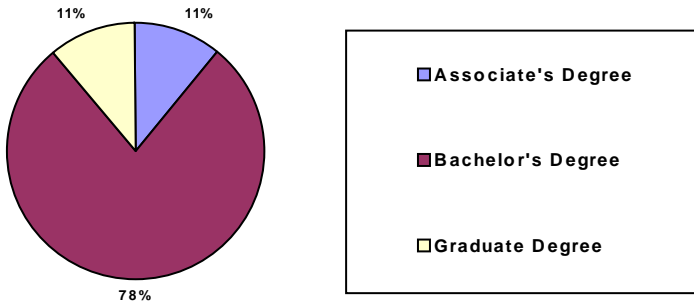
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
All Others	\$4,142	\$4,324	\$2,500	\$7,035

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
Associate's	\$2,833	\$2,833	\$2,833	\$2,833
Bachelor's	\$4,425	\$4,465	\$3,333	\$6,248
Graduate Degree	\$3,292	\$3,292	\$2,500	\$4,084

Degree Required for Position



Counselor

Responsible for providing a safe and supportive environment for organization's clientele. Adheres to laws regarding confidentiality and reporting requirement. Maintains observation and progress records as needed. Provides crisis intervention and/or conflict resolution. MFCC or related experience required. Other Titles: Bilingual Teen Counselor, Employment Counselor, Youth Supervisor.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$1,394	\$1,849	\$1,127	\$5,400	412

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
\$250K - \$749K	\$1,750	\$1,712	\$1,250	\$2,400	9
\$750K - \$1.49M	\$2,920	\$2,861	\$2,501	\$3,083	9
\$1.5M - \$3.9M	\$3,000	\$2,865	\$1,159	\$4,663	55
\$4M - \$9.9M	\$2,512	\$2,549	\$1,517	\$5,400	51
> \$10M	\$1,300	\$1,467	\$1,127	\$3,333	281
All Others	\$3,167	\$3,009	\$1,899	\$3,583	7

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$1,387	\$1,591	\$1,127	\$4,000
3 - 5 Years	\$2,536	\$2,399	\$1,248	\$3,910
6 - 9 Years	\$2,955	\$2,756	\$1,309	\$4,663
10 + Years	\$3,083	\$3,116	\$1,159	\$5,400

Counselor

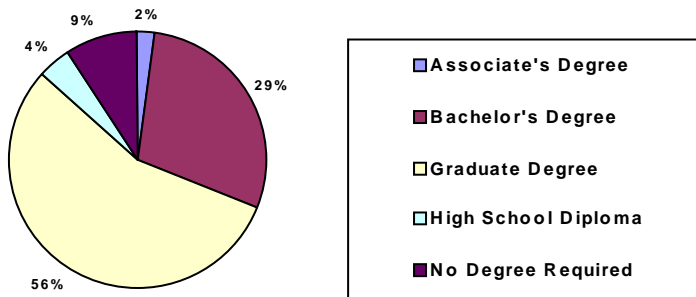
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Child Care/Child Welfare	\$1,953	\$2,174	\$1,250	\$3,433
Health	\$1,255	\$1,274	\$1,248	\$1,309
Mental Health	\$3,000	\$3,135	\$2,512	\$4,663
Seniors and Aging	\$2,570	\$2,486	\$2,269	\$2,681
Social Service	\$2,645	\$2,606	\$1,159	\$4,164
All Others	\$1,294	\$1,380	\$1,127	\$5,400

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
Less Than High School	\$1,860	\$1,860	\$1,750	\$1,971
High School	\$1,750	\$1,777	\$1,513	\$2,213
Associate's	\$2,183	\$1,982	\$1,159	\$2,592
Bachelor's	\$2,507	\$2,442	\$1,309	\$3,333
Graduate Degree	\$2,940	\$2,817	\$1,250	\$5,400

Degree Required for Position



Data Entry Operator

Responsible for data entry of material from source documents to a computer-connected terminal. Enters and verifies data and performs clerical tasks in the data processing department. Examines, revises, approves and processes input and output materials. Other Titles: Assistant Computer Coordinator, Computer Operator, Data Control Assistant, Data Processor, Database Coordinator, Inventory Control Clerk, MIS Assistant, MIS Clerk, QA/MH Billing Clerk, Registrar, Systems Administrator, Word Processor

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$1,884	\$1,883	\$1,381	\$3,157	13

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
\$4M - \$9.9M	\$1,884	\$1,862	\$1,635	\$2,097	5
All Others	\$1,787	\$1,897	\$1,381	\$3,157	8

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$1,655	\$1,719	\$1,381	\$1,993
3 - 5 Years	\$1,826	\$2,056	\$1,416	\$3,157
6 - 9 Years	\$2,072	\$2,072	\$2,046	\$2,097
10 + Years	\$1,760	\$1,760	\$1,635	\$1,884

Data Entry Operator

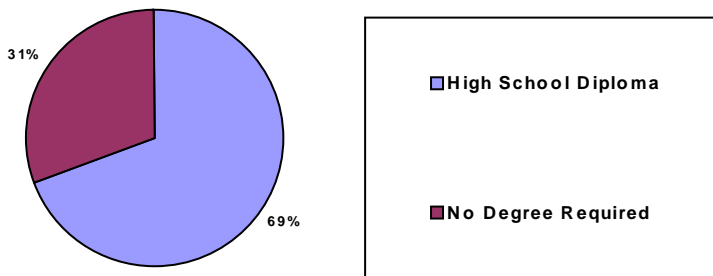
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Social Service	\$1,902	\$1,967	\$1,381	\$3,157
All Others	\$1,648	\$1,749	\$1,416	\$2,046

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
Less Than High School	\$1,817	\$1,817	\$1,640	\$1,993
High School	\$1,769	\$1,880	\$1,381	\$3,157
Bachelor's	\$2,046	\$2,046	\$2,046	\$2,046

Degree Required for Position



Database Administrator

Responsible for creating, coordinating and administering computerized databases, including base definition, structure, documentation, operational guidelines and security. Ensures accuracy and completeness of data in master files and various support tools such as base dictionaries. Establishes and maintains security and integrity controls. Other Titles: Administration Services Coordinator, Client Retention Specialist, Computer Administrator, Computer Data Specialist, Data Collection Specialist, Data Systems Coordinator, Information Support Administration, Information Systems Assistant, Informational Support Coordinator, Systems Administrator, Technology and Operations Coordinator.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$3,120	\$3,218	\$2,126	\$4,261	9

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
All Others	\$3,120	\$3,218	\$2,126	\$4,261	9

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$3,103	\$3,103	\$2,126	\$4,080
3 - 5 Years	\$3,691	\$3,691	\$3,120	\$4,261
6 - 9 Years	\$2,525	\$2,525	\$2,525	\$2,525
10 + Years	\$3,271	\$3,213	\$2,843	\$3,469

Database Administrator

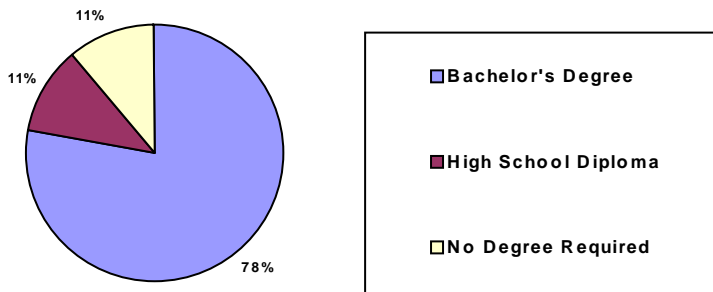
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Social Service	\$3,468	\$3,374	\$2,126	\$4,261
All Others	\$3,074	\$2,906	\$2,525	\$3,120

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
High School	\$2,959	\$2,959	\$2,843	\$3,074
Associate's	\$3,469	\$3,672	\$3,468	\$4,080
Bachelor's	\$3,194	\$3,194	\$2,126	\$4,261
Graduate Degree	\$2,823	\$2,823	\$2,525	\$3,120

Degree Required for Position



Development Assistant/Associate

Responsible for assisting the Development Director in developing and managing foundation and corporate grants, direct mail programs, special events, newsletters and major gifts programs. Solicits, accepts and acknowledges all collectible donations made to the agency. Generates, maintains and reports on donation records and provides administrative support. Other Titles: Administrative Bequest Coordinator, Campaign Associate, Development Coordinator, Development/Public Relations.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$2,833	\$2,850	\$1,161	\$4,583	51

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
\$750K - \$1.49M	\$2,600	\$2,293	\$1,161	\$2,704	5
\$1.5M - \$3.9M	\$2,500	\$2,675	\$1,500	\$4,279	11
\$4M - \$9.9M	\$3,093	\$3,023	\$2,300	\$4,166	17
> \$10M	\$3,333	\$3,503	\$2,233	\$4,583	9
All Others	\$2,153	\$2,396	\$1,179	\$3,237	9

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$2,817	\$2,785	\$1,161	\$4,583
3 - 5 Years	\$2,915	\$2,924	\$2,433	\$3,334
6 - 9 Years	\$2,940	\$3,098	\$2,592	\$4,279
10 + Years	\$2,866	\$2,866	\$2,500	\$3,231

Development Assistant/Associate

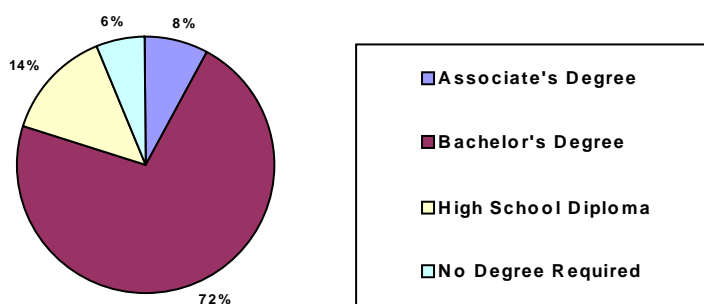
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Foundation/Philanthropy	\$3,334	\$3,261	\$2,961	\$3,500
Social Service	\$2,915	\$3,014	\$1,733	\$4,583
All Others	\$2,654	\$2,557	\$1,161	\$4,279

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
Less Than High School	\$2,800	\$2,800	\$2,800	\$2,800
High School	\$3,110	\$2,823	\$2,083	\$3,277
Associate's	\$3,174	\$3,391	\$2,233	\$4,583
Bachelor's	\$2,800	\$2,717	\$1,161	\$4,166
Graduate Degree	\$3,402	\$3,402	\$2,524	\$4,279

Degree Required for Position



Development Director

Plans, organizes and manages funding programs for the agency including annual and capital campaigns, planned giving and endowment programs. Develops ties with community organizations and corporations, conducts fundraising campaigns and identifies opportunities to link agency programs and services with development efforts. Manages development staff. Other Titles: Chief Development Officer, Associate Vice President Development, Community Development Director, Director Corporate Sponsorships, Director Development & Planned Giving, Director Development.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$4,375	\$4,621	\$1,281	\$11,068	82

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
\$250K - \$749K	\$3,000	\$3,010	\$1,281	\$4,038	7
\$750K - \$1.49M	\$4,113	\$3,933	\$1,745	\$5,200	20
\$1.5M - \$3.9M	\$4,396	\$4,481	\$2,459	\$7,083	22
\$4M - \$9.9M	\$5,331	\$5,191	\$2,335	\$11,068	17
> \$10M	\$6,662	\$6,200	\$4,592	\$7,300	11
All Others	\$4,615	\$4,842	\$3,445	\$6,867	5

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$3,950	\$4,039	\$1,745	\$6,917
3 - 5 Years	\$4,797	\$4,869	\$2,332	\$7,083
6 - 9 Years	\$5,221	\$5,345	\$1,281	\$7,464
10 + Years	\$5,160	\$5,513	\$2,459	\$11,068

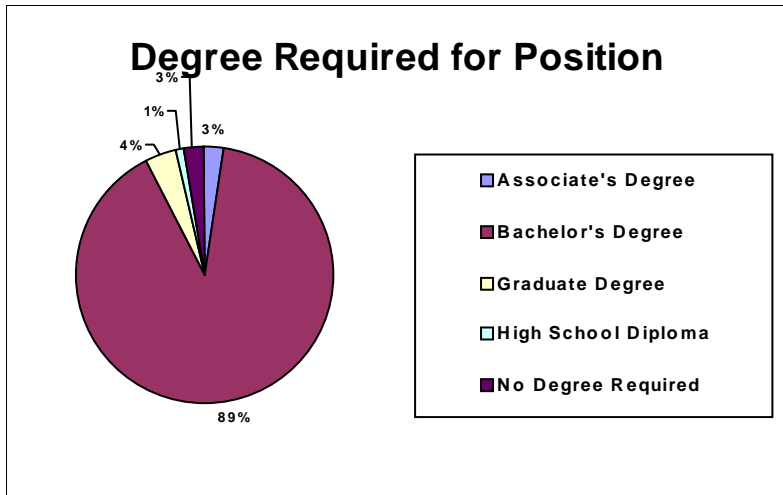
Development Director

Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Child Care/Child Welfare	\$4,416	\$4,818	\$3,090	\$6,667
Education	\$4,167	\$3,569	\$1,281	\$5,356
Health	\$4,000	\$4,049	\$3,400	\$5,000
Housing/Shelter	\$3,858	\$3,865	\$2,500	\$5,200
Social Service	\$4,785	\$4,840	\$2,524	\$7,300
All Others	\$4,615	\$4,851	\$1,745	\$11,068

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
High School	\$4,652	\$4,652	\$3,948	\$5,356
Associate's	\$4,165	\$4,165	\$3,240	\$5,090
Bachelor's	\$4,604	\$4,706	\$1,745	\$7,300
Graduate Degree	\$4,083	\$4,459	\$1,281	\$11,068



Director of Information Services

Responsible for managing all Information Systems operations including systems, application and development, database administration, desktop support, internal telecommunications and strategic systems development and planning. Provides leadership to all levels of the organization to meet their current and future information needs.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$4,205	\$4,412	\$1,979	\$7,973	12

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
All Others	\$4,205	\$4,412	\$1,979	\$7,973	12

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$2,916	\$2,916	\$2,916	\$2,916
3 - 5 Years	\$3,012	\$3,012	\$3,012	\$3,012
6 - 9 Years	\$5,789	\$5,789	\$5,619	\$5,958
10 + Years	\$4,452	\$4,548	\$1,979	\$7,973

Director of Information Services

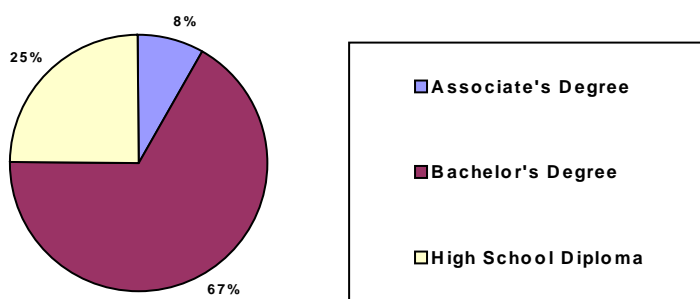
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Social Service	\$4,838	\$4,664	\$1,979	\$7,973
All Others	\$3,958	\$4,059	\$2,916	\$5,958

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
High School	\$3,755	\$3,755	\$3,551	\$3,958
Associate's	\$3,969	\$3,969	\$1,979	\$5,958
Bachelor's	\$4,645	\$4,687	\$2,916	\$7,973

Degree Required for Position



Driver

Responsible for operating vehicles such as cars, vans and pickup trucks to transport materials, merchandise and equipment to assigned destinations. May load and unload vehicles as necessary. Cleans, services and maintains vehicles and performs minor repairs. Valid Missouri/Illinois CDL license may be required. Other Titles: Bus Driver, Tractor Operator, Tram Driver, Transportation Support, Van Assistant, Van Driver.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$1,733	\$1,853	\$1,127	\$3,412	76

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
\$1.5M - \$3.9M	\$1,878	\$1,906	\$1,625	\$2,194	5
\$4M - \$9.9M	\$1,733	\$1,689	\$1,127	\$2,304	11
> \$10M	\$1,671	\$1,865	\$1,172	\$3,412	51
All Others	\$1,950	\$1,960	\$1,248	\$2,600	9

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$1,614	\$1,647	\$1,172	\$2,406
3 - 5 Years	\$1,990	\$2,030	\$1,300	\$3,376
6 - 9 Years	\$1,944	\$2,116	\$1,454	\$3,412
10 + Years	\$1,911	\$2,059	\$1,127	\$3,011

Driver

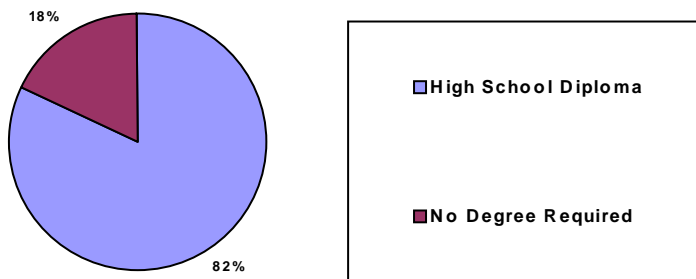
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Child Care/Child Welfare	\$1,841	\$1,780	\$1,248	\$2,194
Food Bank/Service	\$2,392	\$2,490	\$2,184	\$3,011
Health	\$1,671	\$1,761	\$1,473	\$2,600
Seniors and Aging	\$1,288	\$1,304	\$1,172	\$1,508
Social Service	\$2,169	\$2,201	\$1,386	\$3,412
All Others	\$1,828	\$1,805	\$1,127	\$2,080

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
Less Than High School	\$1,376	\$1,376	\$1,127	\$1,625
High School	\$1,860	\$1,942	\$1,172	\$3,412
Associate's	\$1,552	\$1,552	\$1,479	\$1,625
Graduate Degree	\$2,253	\$2,253	\$2,253	\$2,253

Degree Required for Position



Education Assistant

Responsible for planning and implementing developmentally appropriate activities to meet the individual needs of young children between the ages of 1 month to 5 years in a care and treatment program. B.A. or A.A. in Early Childhood Education/Child Development or related field or treatment program, and at least one year experience in a daycare, preschool or early childhood program. Valid Missouri/Illinois Drivers License and a safe driving record.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$1,636	\$1,860	\$1,273	\$3,111	41

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
\$250K - \$749K	\$1,452	\$1,657	\$1,273	\$2,887	8
\$750K - \$1.49M	\$1,516	\$1,596	\$1,440	\$2,154	11
\$1.5M - \$3.9M	\$1,865	\$1,821	\$1,300	\$2,536	9
\$4M - \$9.9M	\$2,119	\$2,302	\$1,636	\$3,111	8
All Others	\$1,715	\$2,129	\$1,300	\$3,036	5

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$1,507	\$1,686	\$1,300	\$3,111
3 - 5 Years	\$1,970	\$2,142	\$1,273	\$3,036
6 - 9 Years	\$2,536	\$2,297	\$1,398	\$2,957
10 + Years	\$2,103	\$2,120	\$1,300	\$2,818

Education Assistant

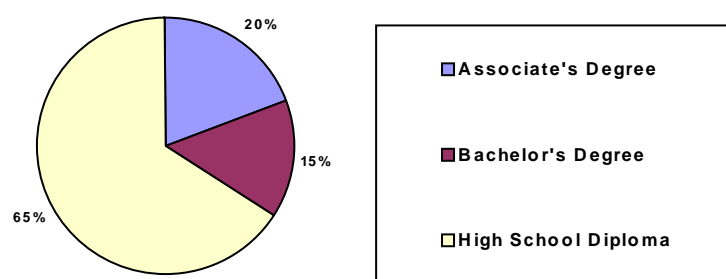
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Child Care/Child Welfare	\$1,460	\$1,596	\$1,273	\$2,154
Education	\$1,603	\$1,830	\$1,300	\$3,111
Social Service	\$2,080	\$2,150	\$1,300	\$3,036
All Others	\$2,000	\$2,024	\$1,400	\$2,957

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
Less Than High School	\$1,357	\$1,357	\$1,273	\$1,440
High School	\$1,501	\$1,642	\$1,300	\$2,818
Associate's	\$1,940	\$1,873	\$1,425	\$2,529
Bachelor's	\$2,080	\$2,134	\$1,398	\$3,036
Graduate Degree	\$3,111	\$3,111	\$3,111	\$3,111

Degree Required for Position



Education Director

Responsible for planning, implementing and administering community education programs and activities for targeted populations; also establishes and administers appropriate educational programs that are consistent with the organization's strategic plan, mission and budget. Supervises community education staff. Other Titles: Dean, Director of Community Education, Education Specialist, Training Director, Vice President of Vocational Services.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$4,052	\$4,045	\$1,830	\$7,500	38

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
\$4M - \$9.9M	\$3,974	\$3,849	\$2,375	\$5,836	19
> \$10M	\$4,932	\$4,939	\$2,307	\$7,500	8
All Others	\$3,741	\$3,731	\$1,830	\$6,008	11

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$3,125	\$3,923	\$2,307	\$7,500
3 - 5 Years	\$2,595	\$2,595	\$1,830	\$3,360
6 - 9 Years	\$3,741	\$4,154	\$3,077	\$5,618
10 + Years	\$4,095	\$4,234	\$2,692	\$6,008

Education Director

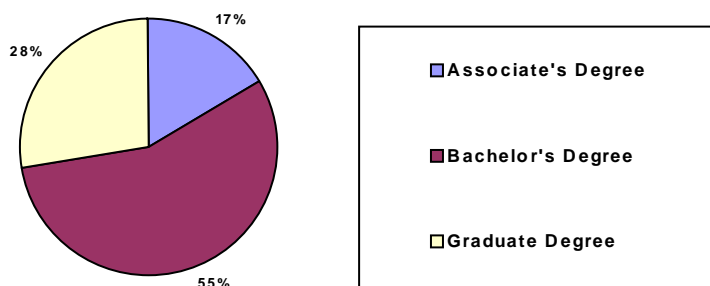
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Education	\$3,858	\$3,999	\$2,699	\$5,836
Social Service	\$4,081	\$4,164	\$2,307	\$7,500
All Others	\$3,750	\$3,951	\$1,830	\$6,008

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
High School	\$2,692	\$2,692	\$2,692	\$2,692
Associate's	\$3,277	\$3,307	\$2,699	\$3,974
Bachelor's	\$3,229	\$3,418	\$2,307	\$5,082
Graduate Degree	\$4,437	\$4,485	\$1,830	\$7,500

Degree Required for Position



Educator or Teacher

Responsible for conducting educational sessions with organization clients. Assists in the development and implementation of projects and activities that are consistent with organization mission. Responsible for overall guidance, support, technical assistance and supervision of clients and teaching staff. Meet the individual educational needs of the client; improve client skills and functioning. Other Titles: Adult Education Specialist, Associate Teacher, Assistant Dean & Registrar, Classroom Trainer, Day Care Teacher, ESL Instructor, Family Educator, Health Educator, Living & Learning Aide, Living Skills Instructor, Rehab Instructor, Speech Pathologist, Speech Therapist, Substitute Teacher, Workshop Facilitator.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$2,373	\$2,458	\$1,200	\$5,677	317

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
\$250K - \$749K	\$1,866	\$2,039	\$1,673	\$3,100	8
\$750K - \$1.49M	\$1,947	\$1,969	\$1,458	\$2,511	32
\$1.5M - \$3.9M	\$1,978	\$2,027	\$1,300	\$3,604	81
\$4M - \$9.9M	\$2,751	\$2,874	\$1,200	\$5,677	124
> \$10M	\$2,646	\$2,675	\$1,804	\$3,933	52
All Others	\$1,950	\$2,009	\$1,473	\$2,708	20

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$2,250	\$2,329	\$1,200	\$3,661
3 - 5 Years	\$2,365	\$2,381	\$1,458	\$3,848
6 - 9 Years	\$2,409	\$2,572	\$1,545	\$5,373
10 + Years	\$2,418	\$2,742	\$1,747	\$5,677

Educator or Teacher

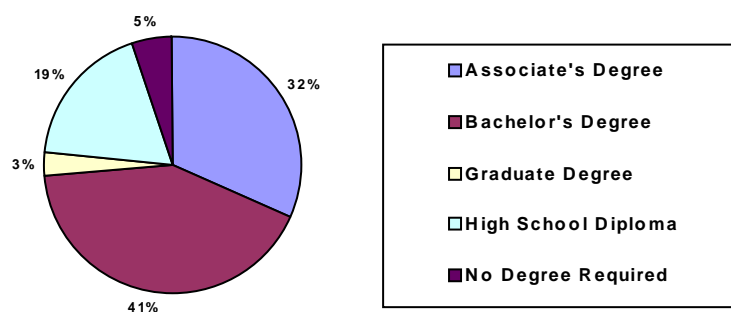
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Child Care/Child Welfare	\$1,978	\$2,113	\$1,200	\$4,919
Education	\$2,520	\$2,646	\$1,560	\$5,677
Social Service	\$2,712	\$2,842	\$1,750	\$3,933
All Others	\$1,954	\$1,996	\$1,300	\$3,781

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
High School	\$1,821	\$1,837	\$1,414	\$2,428
Associate's	\$1,979	\$2,114	\$1,473	\$3,916
Bachelor's	\$2,600	\$2,654	\$1,300	\$4,919
Graduate Degree	\$3,000	\$3,029	\$1,200	\$5,677

Degree Required for Position



Eligibility Specialist

Responsible for determining clients' eligibility for public assistance programs. Interviews and gathers facts, initiates and processes casework, identifies applicants' needs and makes appropriate referrals for health, social and employment services. Other Titles: Employment Specialist, Property Specialist, Senior Housing Program Specialist

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$2,492	\$2,424	\$1,820	\$3,230	19

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
> \$10M	\$2,547	\$2,616	\$2,492	\$2,850	10
All Others	\$2,092	\$2,211	\$1,820	\$3,230	9

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$2,492	\$2,675	\$2,492	\$3,230
3 - 5 Years	\$2,299	\$2,285	\$1,820	\$2,850
6 - 9 Years	\$2,490	\$2,424	\$2,077	\$2,817

Eligibility Specialist

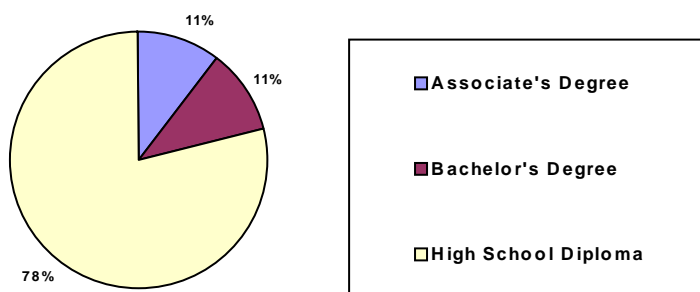
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Social Service	\$2,492	\$2,421	\$1,820	\$3,230
All Others	\$2,490	\$2,490	\$2,490	\$2,490

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
High School	\$2,077	\$2,096	\$1,820	\$2,517
Associate's	\$2,357	\$2,357	\$2,219	\$2,494
Bachelor's	\$2,582	\$2,656	\$2,299	\$3,230
Graduate Degree	\$2,713	\$2,713	\$2,576	\$2,850

Degree Required for Position



Executive Assistant

Responsible for providing administrative support to the Executive Director. Handles details of a highly confidential and critical nature. Collects and prepares information for executive director's use in meetings with organization staff and outside parties. Supports the Board of Directors by providing management support in scheduling, preparing agendas, staffing, preparing minutes, and coordinate Board level committee meetings and functions. Assists with special projects, creating reports, statistical tracking and database management. Other Titles: Assistant to President, Executive Secretary.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$2,932	\$2,951	\$1,156	\$5,125	61

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
\$750K - \$1.49M	\$2,417	\$2,328	\$1,500	\$2,832	7
\$1.5M - \$3.9M	\$2,896	\$2,698	\$1,156	\$3,667	9
\$4M - \$9.9M	\$2,870	\$2,937	\$1,300	\$5,125	22
> \$10M	\$3,169	\$3,326	\$2,504	\$5,076	18
All Others	\$3,033	\$3,000	\$2,427	\$3,524	5

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$2,545	\$2,683	\$1,300	\$3,667
3 - 5 Years	\$3,072	\$3,101	\$2,028	\$4,592
6 - 9 Years	\$2,764	\$2,868	\$1,156	\$4,711
10 + Years	\$3,138	\$3,305	\$1,500	\$5,125

Executive Assistant

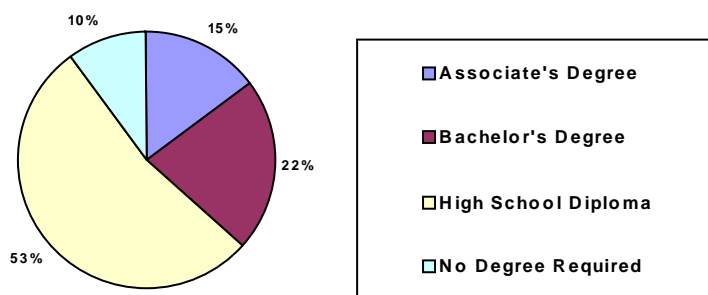
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Child Care/Child Welfare	\$2,463	\$2,528	\$1,971	\$3,072
Social Service	\$3,138	\$3,142	\$1,156	\$5,076
All Others	\$2,766	\$2,858	\$1,300	\$5,125

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
High School	\$3,024	\$2,903	\$1,156	\$4,548
Associate's	\$2,781	\$2,603	\$1,500	\$3,033
Bachelor's	\$2,663	\$3,114	\$1,852	\$5,125
Graduate Degree	\$3,063	\$3,063	\$2,458	\$3,667

Degree Required for Position



Executive Director

Responsible for overall organization management, including leadership, strategic planning, fundraising, Board of Directors relations, budget/finance, human resources, public relations, communication and development planning. Acts as chief organization spokesperson to government agencies, community organizations and the public. Other Titles: Chief Executive Officer, Chief Executive Director, Director, Managing Director, President, Regional Director.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$5,934	\$6,613	\$1,125	\$22,793	193

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
< \$250K	\$2,593	\$2,890	\$1,300	\$4,416	11
\$250K - \$749K	\$4,082	\$4,145	\$1,125	\$7,500	37
\$750K - \$1.49M	\$5,407	\$5,637	\$4,000	\$9,355	34
\$1.5M - \$3.9M	\$7,916	\$7,456	\$3,436	\$12,393	39
\$4M - \$9.9M	\$8,526	\$8,530	\$1,246	\$22,793	33
> \$10M	\$7,152	\$8,994	\$4,822	\$22,199	28
All Others	\$5,971	\$6,856	\$2,560	\$11,859	11

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$5,417	\$6,032	\$1,473	\$16,667
3 - 5 Years	\$5,261	\$6,470	\$1,320	\$22,199
6 - 9 Years	\$5,241	\$5,142	\$1,246	\$9,067
10 + Years	\$7,096	\$7,363	\$1,125	\$22,793

Executive Director

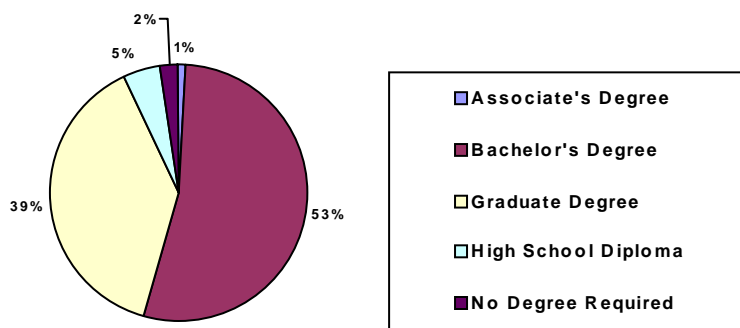
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Child Care/Child Welfare	\$4,916	\$5,793	\$1,125	\$10,666
Education	\$4,900	\$5,601	\$1,246	\$12,775
Health	\$7,500	\$7,010	\$4,041	\$11,916
Housing/Shelter	\$5,141	\$5,514	\$4,500	\$8,250
Mental Health	\$5,781	\$6,335	\$2,537	\$12,162
Seniors and Aging	\$4,833	\$4,825	\$1,300	\$9,000
Social Service	\$7,167	\$7,536	\$2,593	\$18,750
All Others	\$5,934	\$6,637	\$1,320	\$22,793

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
High School	\$3,233	\$5,195	\$1,320	\$22,793
Associate's	\$1,707	\$2,290	\$1,125	\$4,416
Bachelor's	\$5,720	\$6,629	\$1,246	\$16,667
Graduate Degree	\$6,008	\$6,697	\$2,493	\$14,621

Degree Required for Position



Facilities Manager

Responsible for managing the construction and maintenance of equipment, machinery, buildings and other organization facilities. Plans, budgets and schedules facility modifications, and ensures they are in compliance with government health and safety standards. Oversees and manages daily facility maintenance. Supervises maintenance and technician staff. Other Titles: Building Manager, Operations Manager.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$2,646	\$3,079	\$1,482	\$6,588	41

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
\$1.5M - \$3.9M	\$2,500	\$2,729	\$1,482	\$4,240	7
\$4M - \$9.9M	\$2,846	\$2,951	\$2,210	\$4,578	13
> \$10M	\$3,004	\$3,503	\$1,803	\$6,588	16
All Others	\$2,366	\$2,543	\$2,121	\$3,292	5

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$3,167	\$3,152	\$1,608	\$5,000
3 - 5 Years	\$2,210	\$2,245	\$1,836	\$2,833
6 - 9 Years	\$2,910	\$3,358	\$1,836	\$5,600
10 + Years	\$2,420	\$3,019	\$1,482	\$6,588

Facilities Manager

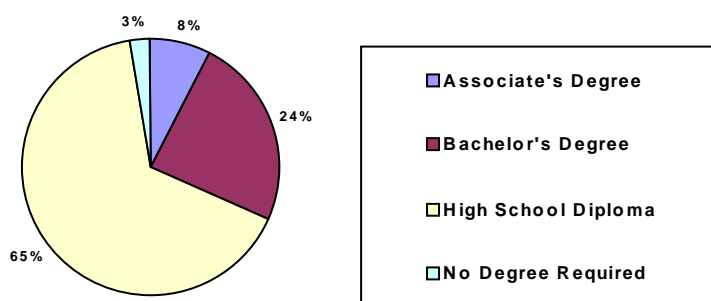
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Social Service	\$2,833	\$3,058	\$1,803	\$6,367
All Others	\$2,573	\$3,106	\$1,482	\$6,588

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
High School	\$2,409	\$2,702	\$1,803	\$5,000
Associate's	\$2,420	\$2,396	\$2,121	\$2,646
Bachelor's	\$3,292	\$3,647	\$2,210	\$6,367

Degree Required for Position



Finance Director

Responsible for overseeing, managing, and administering all financial planning analyses, including financial statements, budgets, long-range forecasts and trends, financial models, and key performance measures. Prepares and interprets management reports for investments, program contribution, and other fiscal matters. Reviews and approves recommendations for financial planning and controls, and accounting policies and procedures. Supervises finance and accounting staff. Other Titles: Chief Financial Officer, Director of Finance and Administration, Director of Finance and Operations, Director of Fiscal Services, Director of Operations, Financial Manager, Treasurer.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$5,730	\$5,607	\$1,625	\$9,375	46

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
\$1.5M - \$3.9M	\$5,809	\$5,459	\$3,694	\$7,000	13
\$4M - \$9.9M	\$6,334	\$6,153	\$4,740	\$8,333	7
> \$10M	\$6,538	\$6,616	\$4,585	\$9,375	17
All Others	\$3,413	\$3,489	\$1,625	\$6,500	9

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$5,447	\$5,612	\$1,625	\$9,375
3 - 5 Years	\$5,349	\$5,356	\$3,694	\$7,217
6 - 9 Years	\$5,863	\$5,513	\$2,157	\$7,323
10 + Years	\$6,087	\$5,811	\$3,413	\$7,980

Finance Director

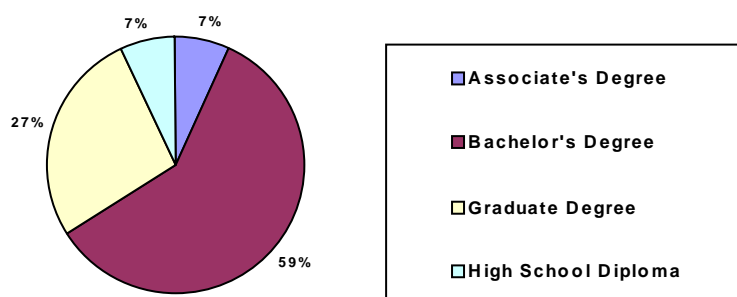
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Social Service	\$6,087	\$6,082	\$1,625	\$9,375
All Others	\$4,740	\$5,041	\$2,354	\$7,980

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
High School	\$2,666	\$2,666	\$2,666	\$2,666
Associate's	\$2,354	\$2,464	\$1,625	\$3,413
Bachelor's	\$5,625	\$5,885	\$2,157	\$9,166
Graduate Degree	\$5,863	\$5,951	\$3,694	\$9,375

Degree Required for Position



Food Service Supervisor

Responsible for supervising activities of the organization's food service operation and staff. Supervises food preparation and delivery. May review expenditures and recommend sources for acquisition of equipment, materials and supplies. Other Titles: Café Manager, Chef Manager, Dietician Supervisor, Food Caseworker, Food Service Director, Food Service Manager, Head Cook/Chef, Kitchen Manager, Nutrition Site Manager.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$2,278	\$2,355	\$1,458	\$3,718	37

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
\$4M - \$9.9M	\$2,618	\$2,813	\$2,344	\$3,718	5
> \$10M	\$2,265	\$2,315	\$1,766	\$2,869	24
All Others	\$1,882	\$2,189	\$1,458	\$3,563	8

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$2,166	\$2,265	\$1,458	\$3,563
3 - 5 Years	\$2,343	\$2,534	\$1,766	\$3,718
6 - 9 Years	\$2,143	\$2,114	\$1,654	\$2,590
10 + Years	\$2,618	\$2,622	\$2,344	\$3,298

Food Service Supervisor

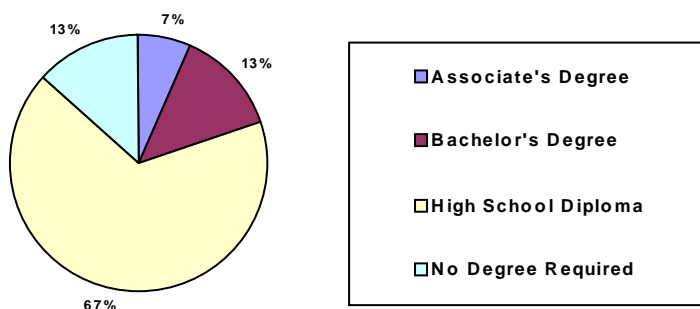
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Health	\$2,278	\$2,328	\$1,993	\$2,869
Seniors and Aging	\$2,347	\$2,621	\$1,654	\$3,718
Social Service	\$2,166	\$2,403	\$1,766	\$3,298
All Others	\$1,922	\$2,186	\$1,458	\$3,563

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
High School	\$2,166	\$2,282	\$1,458	\$3,563
Associate's	\$1,888	\$1,888	\$1,632	\$2,143
Bachelor's	\$3,508	\$3,508	\$3,298	\$3,718

Degree Required for Position



Food Worker

Responsible for preparing and serving food, including cleaning floors, tables and kitchen equipment and preparing dishes for dishwashing or washing items by hand. Performs food prep work, such as paring fruits and vegetables. Other Titles: Chef Manager Assistant, Dishwasher, Kitchen Aide, Nutrition Aide.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$1,250	\$1,288	\$1,126	\$2,021	385

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
\$1.5M - \$3.9M	\$1,465	\$1,440	\$1,126	\$1,768	8
> \$10M	\$1,250	\$1,282	\$1,127	\$2,021	374
All Others	\$1,587	\$1,629	\$1,300	\$2,000	3

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$1,238	\$1,255	\$1,126	\$1,768
3 - 5 Years	\$1,343	\$1,367	\$1,127	\$1,600
6 - 9 Years	\$1,514	\$1,532	\$1,149	\$1,908
10 + Years	\$1,791	\$1,776	\$1,333	\$2,021

Food Worker

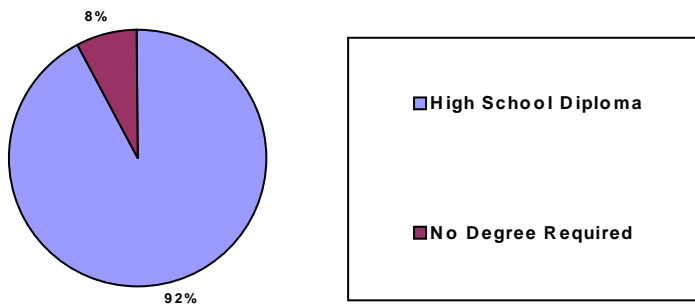
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Health	\$1,257	\$1,293	\$1,213	\$2,021
Seniors and Aging	\$1,465	\$1,500	\$1,465	\$1,587
All Others	\$1,127	\$1,235	\$1,126	\$2,000

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
Less Than High School	\$1,170	\$1,170	\$1,126	\$1,213
High School	\$1,551	\$1,598	\$1,300	\$2,000

Degree Required for Position



Grant Writer

Researches, organizes and writes and submits grant proposals to public, private and corporate funding sources. Identifies prospective funders, cultivates and manages current partnerships, performs prospect research and oversees the expenditure of each grant. Other Titles: Annual Giving Manager, Assistant Development Director, Planning Associate, Grant & Contracts Writer, Grants Manager, Grants Specialist, Resources Director.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$3,716	\$3,561	\$2,040	\$5,063	27

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
\$1.5M - \$3.9M	\$3,333	\$3,205	\$2,500	\$3,900	5
\$4M - \$9.9M	\$4,106	\$4,185	\$3,333	\$5,063	7
> \$10M	\$3,717	\$3,810	\$2,040	\$5,000	9
All Others	\$2,637	\$2,758	\$2,275	\$3,750	6

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$3,717	\$3,725	\$2,500	\$5,063
3 - 5 Years	\$3,101	\$2,984	\$2,040	\$4,106
6 - 9 Years	\$3,825	\$3,825	\$3,750	\$3,900

Grant Writer

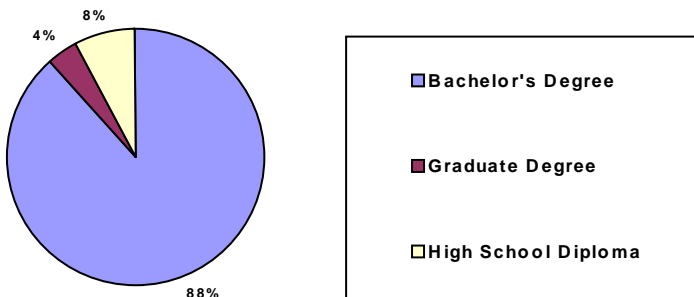
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Social Service	\$3,333	\$3,424	\$2,040	\$5,063
All Others	\$3,960	\$3,836	\$2,690	\$4,500

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
High School	\$4,001	\$4,001	\$4,001	\$4,001
Bachelor's	\$3,717	\$3,676	\$2,275	\$5,000
Graduate Degree	\$3,614	\$3,545	\$2,333	\$5,063

Degree Required for Position



Graphics

Responsible for the layout of materials for publishing using desktop publishing equipment and software. Uses technical knowledge to further the organization's mission statement. Works with scanning equipment and plans presentation materials for events or brochures and advertisements. Other Titles: Associate Art Director, Graphic Artist, Graphic Designer.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$3,363	\$3,251	\$2,400	\$4,220	6

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
All Others	\$3,363	\$3,251	\$2,400	\$4,220	6

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$3,458	\$3,175	\$2,400	\$3,667
3 - 5 Years	\$2,881	\$2,881	\$2,494	\$3,268
6 - 9 Years	\$4,220	\$4,220	\$4,220	\$4,220

Graphics

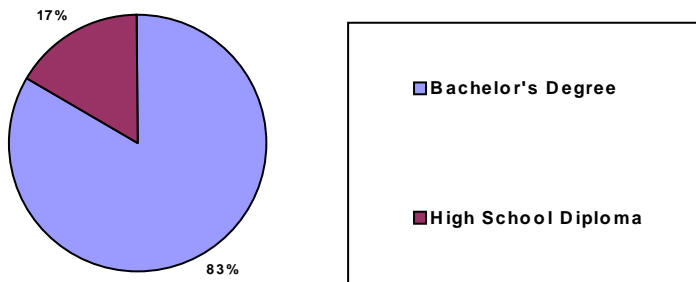
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
All Others	\$3,363	\$3,251	\$2,400	\$4,220

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
Bachelor's	\$3,268	\$3,057	\$2,400	\$3,667
Graduate Degree	\$4,220	\$4,220	\$4,220	\$4,220

Degree Required for Position



Home Health Aide

Provides non-medically oriented tasks that enable elderly, disabled, and people with AIDS to remain in their homes.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$1,605	\$1,665	\$1,175	\$2,640	62

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
\$4M - \$9.9M	\$1,607	\$1,680	\$1,232	\$2,640	59
All Others	\$1,387	\$1,359	\$1,175	\$1,517	3

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$1,579	\$1,561	\$1,340	\$1,697
3 - 5 Years	\$1,560	\$1,586	\$1,175	\$2,183
6 - 9 Years	\$1,700	\$1,694	\$1,629	\$1,742
10 + Years	\$1,868	\$1,910	\$1,232	\$2,640

Home Health Aide

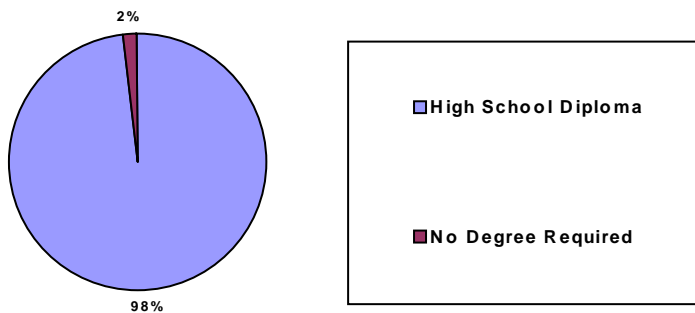
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Social Service	\$1,607	\$1,672	\$1,232	\$2,640
All Others	\$1,452	\$1,565	\$1,175	\$2,183

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
Less Than High School	\$1,860	\$1,860	\$1,562	\$2,158
High School	\$1,605	\$1,633	\$1,175	\$2,392
Bachelor's	\$1,652	\$1,811	\$1,560	\$2,323
Graduate Degree	\$2,640	\$2,640	\$2,640	\$2,640

Degree Required for Position



Housing Clerk

Responsible for determining clients' initial and continuing eligibility for housing programs. Explains rules, documents, policies and services to program applicants. Maintains recordkeeping systems. Other Titles: Desk Clerk, Domestic Violence Shelter Worker, Hostel Assistant, Housing Advocate, Tenant Coordinator

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$1,933	\$1,894	\$1,425	\$2,225	8

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
All Others	\$1,933	\$1,894	\$1,425	\$2,225	8

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$1,560	\$1,560	\$1,560	\$1,560
3 - 5 Years	\$1,879	\$1,791	\$1,425	\$1,980
6 - 9 Years	\$2,204	\$2,204	\$2,204	\$2,204
10 + Years	\$2,113	\$2,113	\$2,000	\$2,225

Housing Clerk

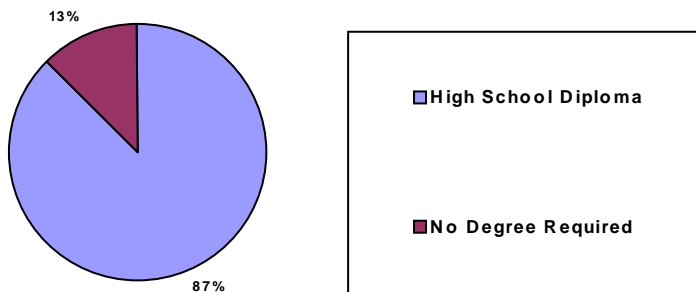
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Housing/Shelter	\$1,980	\$1,941	\$1,425	\$2,225
All Others	\$1,886	\$1,815	\$1,560	\$2,000

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
High School	\$1,933	\$1,894	\$1,425	\$2,225

Degree Required for Position



Housing Program Manager

Responsible for administering organization's housing, community action and veterans' services programs. Administers low-income housing programs, including eligibility determination, leasing, re-examination of income and assets, evictions and vacating. Oversees rental assistance payment, low interest rehabilitation loan and grant and other housing support programs. Supervises housing program staff. Other Titles: Assistant Housing Program Director, Site Manager, House Manager, Housing & Services Developer, Housing Specialist, Property Manager, Tenant Services Supervisor.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$3,121	\$3,415	\$1,704	\$5,823	20

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
> \$10M	\$4,026	\$3,630	\$2,304	\$4,333	6
All Others	\$2,990	\$3,323	\$1,704	\$5,823	14

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$2,792	\$2,907	\$1,704	\$4,302
3 - 5 Years	\$3,917	\$3,917	\$3,750	\$4,083
6 - 9 Years	\$2,918	\$2,918	\$2,730	\$3,105
10 + Years	\$3,136	\$3,864	\$2,304	\$5,823

Housing Program Manager

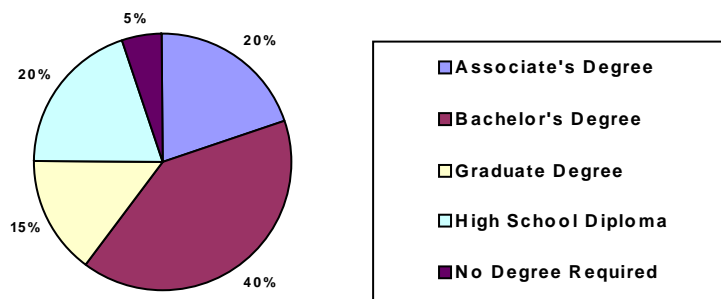
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Social Service	\$3,268	\$3,452	\$1,883	\$5,823
All Others	\$2,803	\$3,267	\$1,704	\$5,758

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
High School	\$2,394	\$2,561	\$1,704	\$3,750
Associate's	\$2,402	\$2,456	\$1,883	\$3,136
Bachelor's	\$3,399	\$3,800	\$2,791	\$5,823
Graduate Degree	\$4,333	\$4,328	\$2,730	\$5,758

Degree Required for Position



Housing Specialist

Provides information to participants and applicants of housing programs and provides technical staff assistance.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$2,668	\$2,519	\$1,861	\$3,125	14

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
All Others	\$2,668	\$2,519	\$1,861	\$3,125	14

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$2,666	\$2,791	\$2,582	\$3,125
3 - 5 Years	\$2,021	\$2,271	\$1,861	\$2,834
6 - 9 Years	\$2,770	\$2,788	\$2,669	\$2,926
10 + Years	\$2,375	\$2,390	\$2,060	\$2,736

Housing Specialist

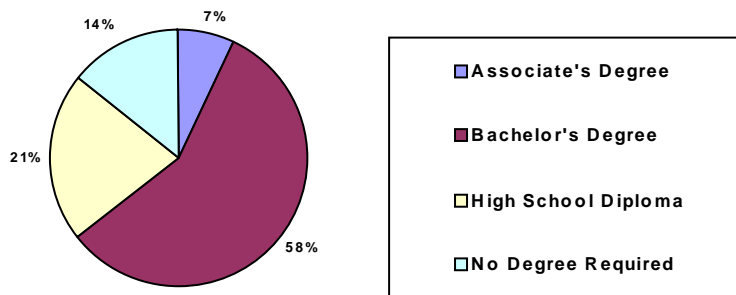
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Social Service	\$2,701	\$2,548	\$1,861	\$3,125
All Others	\$2,345	\$2,345	\$2,021	\$2,669

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
High School	\$2,021	\$2,221	\$1,861	\$2,669
Associate's	\$2,060	\$2,060	\$2,060	\$2,060
Bachelor's	\$2,762	\$2,733	\$2,375	\$2,926
Graduate Degree	\$2,854	\$2,854	\$2,582	\$3,125

Degree Required for Position



Human Resources Assistant

Responsible for providing administrative support for the human resources functions, including maintaining employee files, processing change-of-status forms, compiling personnel statistics and providing information to employees regarding personnel forms and records. May compile special reports such as insurance, COBRA, OSHA, etc. May screen applicants, conduct reference checks, maintain requisition logs, administer benefit programs and conduct employee orientation. Other Titles: Employee Services Coordinator, Human Resources Coordinator, Payroll Administrator, Personnel Assistant, Recruitment Specialist.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$2,286	\$2,372	\$1,733	\$3,567	14

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
\$4M - \$9.9M	\$2,319	\$2,392	\$2,060	\$2,991	6
> \$10M	\$2,267	\$2,357	\$1,733	\$3,567	8

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$2,333	\$2,368	\$1,733	\$3,567
6 - 9 Years	\$2,267	\$2,410	\$2,115	\$2,991
10 + Years	\$2,427	\$2,427	\$2,305	\$2,548

Human Resources Assistant

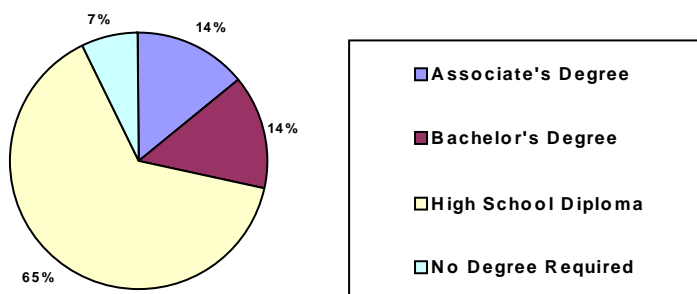
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Social Service	\$2,427	\$2,531	\$2,115	\$3,567
All Others	\$2,060	\$2,086	\$1,733	\$2,333

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
Less Than High School	\$2,000	\$2,000	\$2,000	\$2,000
High School	\$2,267	\$2,308	\$1,733	\$2,991
Associate's	\$2,841	\$2,841	\$2,115	\$3,567
Bachelor's	\$2,333	\$2,333	\$2,333	\$2,333
Graduate Degree	\$2,427	\$2,427	\$2,427	\$2,427

Degree Required for Position



Human Resources Director

Responsible for planning, developing, implementing and administering the organization's human resource functions, including employment, compensation and benefits, employee relations, equal employment opportunity, affirmative action, training, performance management, human resources policies and procedures. Advises organization management on human resources policy and program issues. Manages Human Resources staff. Other Titles: Personnel Director, Personnel Officer.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$4,485	\$4,555	\$2,996	\$6,942	30

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
\$4M - \$9.9M	\$4,150	\$4,473	\$2,996	\$6,942	15
> \$10M	\$4,709	\$4,806	\$3,567	\$6,241	10
All Others	\$4,400	\$4,297	\$3,333	\$5,913	5

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$3,856	\$4,040	\$3,194	\$5,250
3 - 5 Years	\$4,307	\$4,279	\$2,996	\$5,250
6 - 9 Years	\$5,431	\$4,974	\$3,369	\$6,241
10 + Years	\$4,669	\$4,972	\$3,333	\$6,942

Human Resources Director

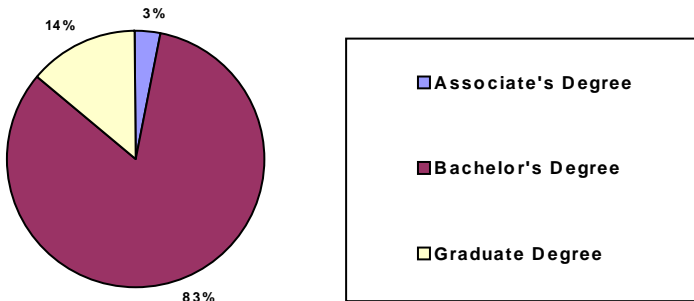
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Social Service	\$4,669	\$4,487	\$3,333	\$5,913
All Others	\$4,448	\$4,600	\$2,996	\$6,942

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
Associate's	\$3,699	\$3,699	\$3,567	\$3,831
Bachelor's	\$4,400	\$4,437	\$2,996	\$5,913
Graduate Degree	\$4,670	\$4,771	\$3,194	\$6,942

Degree Required for Position



Human Resources Manager

Responsible for implementing, administering and budgeting for the organization's human resources functions, including employment, compensation, benefits, employee relations, equal employment opportunity, affirmative action, training, performance management and human resources information systems. Advises staff on organization's human resources policies and procedures. Ensures compliance with all human resources regulations. Other Titles: Administrative Manager, Assistant Regional Director, Associate Director Human Resources, Director of Personnel, Personnel Manager.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$3,338	\$3,455	\$2,476	\$5,167	15

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
\$4M - \$9.9M	\$3,539	\$3,585	\$3,060	\$4,222	5
> \$10M	\$3,398	\$3,544	\$2,476	\$5,167	6
All Others	\$3,082	\$3,158	\$2,825	\$3,644	4

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$3,578	\$3,518	\$3,060	\$3,917
3 - 5 Years	\$3,249	\$3,299	\$2,476	\$4,222
6 - 9 Years	\$3,539	\$3,474	\$3,217	\$3,666
10 + Years	\$3,005	\$3,120	\$2,825	\$3,644

Human Resources Manager

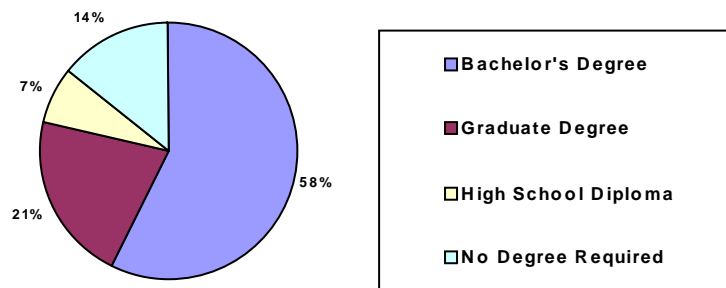
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Social Service	\$3,655	\$3,776	\$2,476	\$5,167
All Others	\$3,159	\$3,087	\$2,825	\$3,338

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
High School	\$2,825	\$2,825	\$2,825	\$2,825
Associate's	\$3,217	\$3,217	\$3,217	\$3,217
Bachelor's	\$3,185	\$3,294	\$3,159	\$3,539
Graduate Degree	\$3,644	\$3,674	\$2,476	\$5,167

Degree Required for Position



Human Resources Representative

Responsible for variety of human resources activities, including screening resumes and applications and interviewing applicants, counseling employees on work-related problems, and conducting termination interviews. Maintains records for equal employment opportunity and affirmative action reporting requirements. May perform work relating to compensation, benefits and training. Other Titles: Hiring Manager, Human Resources Administrator, Human Resources Specialist, Job Developer, Operations Analyst, Recruiter, Retention Specialist, Senior Human Resources.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$2,300	\$2,614	\$1,149	\$5,000	13

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
> \$10M	\$2,189	\$2,708	\$1,593	\$5,000	10
All Others	\$2,833	\$2,300	\$1,149	\$2,918	3

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$2,918	\$2,995	\$2,833	\$3,234
3 - 5 Years	\$2,156	\$2,156	\$2,011	\$2,300
6 - 9 Years	\$1,611	\$1,611	\$1,149	\$2,073
10 + Years	\$2,039	\$2,171	\$1,593	\$3,013

Human Resources Representative

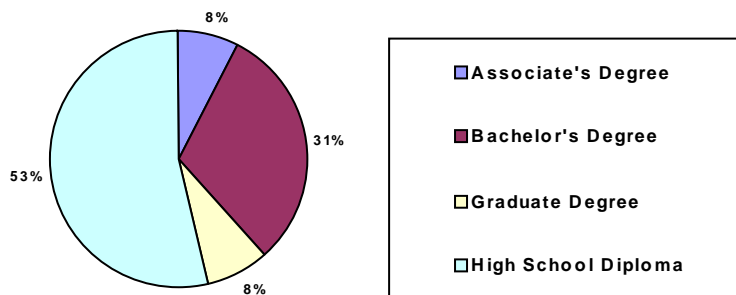
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Social Service	\$2,073	\$2,442	\$1,149	\$5,000
All Others	\$2,966	\$3,000	\$2,833	\$3,234

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
High School	\$2,011	\$1,988	\$1,149	\$3,013
Bachelor's	\$2,567	\$2,567	\$2,300	\$2,833
Graduate Degree	\$3,506	\$3,732	\$2,918	\$5,000

Degree Required for Position



Information Systems Manager

Responsible for managing the organization's information systems, including computer operations, systems programming, applications programming and networks. Analyzes the systems needs of organization's departments, establishes priorities for feasibility studies, systems design and implementation of new or modified information processing system. Coordinates with other departments to collect system requirements, techniques and controls. Software and network emphasis. Other Titles: Clinic Systems Manager, Computer Specialist, Database Manager, Information Systems Administration, Information Technical Director, Information System Consultant, Integrated Systems Manager, MIS Director, Research/Information Manager, Technical Systems Administration, Website Manager.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$3,675	\$3,949	\$2,482	\$6,375	22

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
\$4M - \$9.9M	\$4,458	\$4,706	\$3,348	\$6,375	7
> \$10M	\$3,716	\$3,840	\$2,831	\$5,322	9
All Others	\$3,017	\$3,227	\$2,482	\$5,067	6

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$3,316	\$3,233	\$2,583	\$3,717
3 - 5 Years	\$3,634	\$4,182	\$3,348	\$5,322
6 - 9 Years	\$4,401	\$4,501	\$2,831	\$6,375
10 + Years	\$3,199	\$3,665	\$2,482	\$5,067

Information Systems Manager

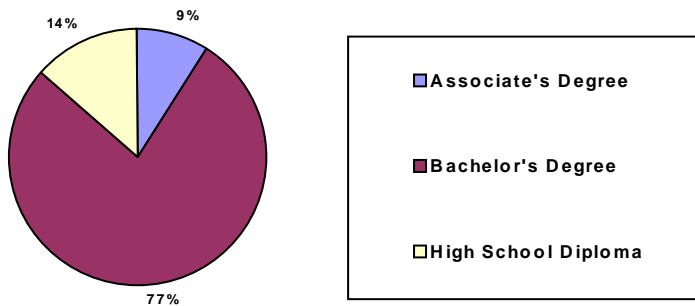
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Social Service	\$3,675	\$3,792	\$3,117	\$5,322
All Others	\$4,011	\$4,079	\$2,482	\$6,375

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
High School	\$4,342	\$4,472	\$2,831	\$6,375
Associate's	\$3,716	\$3,305	\$2,482	\$3,717
Bachelor's	\$3,634	\$3,938	\$2,583	\$5,322

Degree Required for Position



Janitor or Maintenance Worker

Responsible for cleaning organization premises and work areas. Uses maintenance supplies, cleans restroom areas and removes waste material. May perform routine repair of equipment and facilities. Other Titles: Custodian, Facilities Assistant, Gardener, Groundskeeper, Housekeeper, Laborer, Laundry Aide, Sanitation Worker, Shop Helper, Utility Worker, Warehouse Assistant, Warehouse Worker.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$1,399	\$1,508	\$1,127	\$2,931	406

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
\$250K - \$749K	\$1,805	\$2,012	\$1,257	\$2,758	9
\$750K - \$1.49M	\$1,300	\$1,456	\$1,144	\$2,146	7
\$1.5M - \$3.9M	\$1,560	\$1,659	\$1,218	\$2,433	15
\$4M - \$9.9M	\$1,647	\$1,680	\$1,300	\$2,513	33
> \$10M	\$1,387	\$1,472	\$1,127	\$2,931	339
All Others	\$1,560	\$1,574	\$1,430	\$1,733	3

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$1,352	\$1,404	\$1,127	\$2,684
3 - 5 Years	\$1,476	\$1,514	\$1,127	\$2,452
6 - 9 Years	\$1,661	\$1,735	\$1,191	\$2,931
10 + Years	\$1,843	\$1,908	\$1,127	\$2,758

Janitor or Maintenance Worker

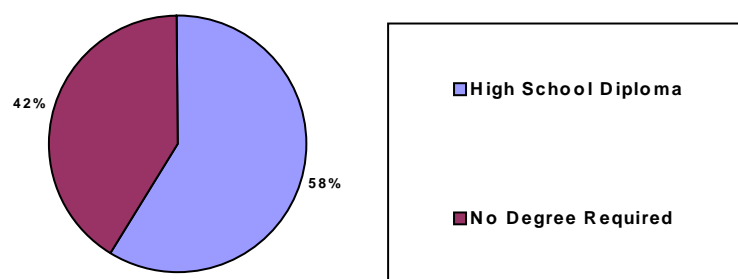
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Child Care/Child Welfare	\$1,678	\$1,717	\$1,191	\$2,352
Education	\$1,725	\$1,782	\$1,261	\$2,433
Health	\$1,453	\$1,502	\$1,213	\$2,931
Mental Health	\$1,488	\$1,556	\$1,257	\$2,452
Seniors and Aging	\$1,288	\$1,440	\$1,262	\$2,513
Social Service	\$1,633	\$1,655	\$1,180	\$2,758
All Others	\$1,343	\$1,453	\$1,127	\$2,777

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
Less Than High School	\$1,300	\$1,392	\$1,127	\$1,745
High School	\$1,560	\$1,638	\$1,144	\$2,777
Associate's	\$1,733	\$1,799	\$1,180	\$2,485

Degree Required for Position



Maintenance Supervisor

Responsible for directing the organization's housekeeping operations, and establishing and maintain housekeeping and maintenance standards, procedures and schedules. Interviews, hires, trains, supervises and terminates housekeeping and maintenance staff. Other Titles: Assistant Construction Manager, Building Maintenance Supervisor, Custodial Supervisor, Facilities Supervisor.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$2,599	\$2,796	\$1,200	\$5,460	47

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
\$1.5M - \$3.9M	\$2,438	\$2,977	\$1,787	\$4,849	6
\$4M - \$9.9M	\$2,599	\$2,836	\$1,527	\$5,460	21
> \$10M	\$2,577	\$2,729	\$1,693	\$4,583	17
All Others	\$3,085	\$2,531	\$1,200	\$3,309	3

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$2,020	\$2,278	\$1,200	\$4,375
3 - 5 Years	\$2,588	\$2,964	\$1,787	\$5,460
6 - 9 Years	\$2,168	\$2,091	\$1,693	\$2,621
10 + Years	\$2,763	\$2,966	\$2,035	\$4,849

Maintenance Supervisor

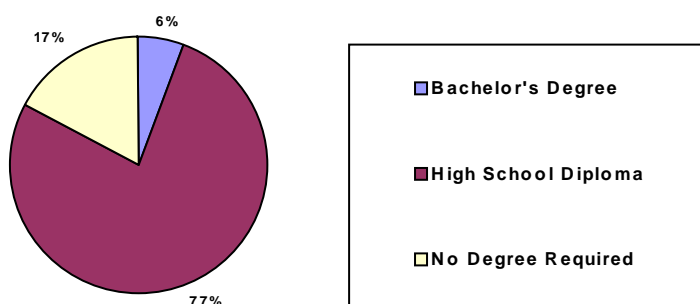
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Health	\$2,621	\$2,887	\$1,910	\$5,460
Social Service	\$2,654	\$2,871	\$1,693	\$4,583
All Others	\$2,520	\$2,717	\$1,200	\$4,849

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
Less Than High School	\$2,282	\$2,282	\$2,282	\$2,282
High School	\$2,537	\$2,676	\$1,200	\$4,849
Associate's	\$3,278	\$3,490	\$2,599	\$4,592
Bachelor's	\$4,360	\$3,716	\$2,144	\$5,460

Degree Required for Position



Maintenance Technician

Responsible for maintenance of buildings, vehicles and equipment. Performs necessary repairs such as plumbing, carpentry and painting. Performs preventive maintenance on commercial heating and air conditioning systems including HVAC units, boilers, fans and cooling towers.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$2,457	\$2,497	\$1,445	\$3,651	68

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
\$750K - \$1.49M	\$2,114	\$2,277	\$1,680	\$3,016	7
\$1.5M - \$3.9M	\$2,660	\$2,654	\$1,603	\$3,651	11
\$4M - \$9.9M	\$2,160	\$2,223	\$1,445	\$3,500	11
> \$10M	\$2,510	\$2,569	\$1,732	\$3,477	39

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$2,233	\$2,293	\$1,445	\$3,651
3 - 5 Years	\$2,206	\$2,374	\$1,950	\$3,507
6 - 9 Years	\$2,984	\$2,894	\$2,264	\$3,441
10 + Years	\$2,760	\$2,742	\$1,732	\$3,500

Maintenance Technician

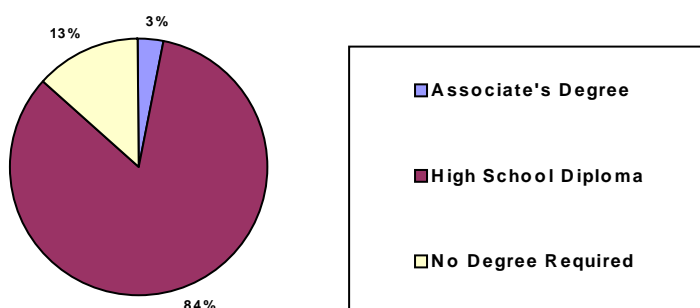
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Health	\$2,556	\$2,608	\$1,820	\$3,500
Social Service	\$2,600	\$2,517	\$1,445	\$3,651
All Others	\$2,142	\$2,296	\$1,603	\$3,507

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
Less Than High School	\$1,680	\$1,680	\$1,680	\$1,680
High School	\$2,250	\$2,445	\$1,445	\$3,651
Associate's	\$2,436	\$2,436	\$2,272	\$2,600
Bachelor's	\$1,733	\$1,733	\$1,733	\$1,733

Degree Required for Position



Major Gifts Officer

Identifies, cultivates and solicits major gift prospects with the help of board and other volunteers. Oversees planned giving program and prepares solicitation materials, including funding proposals and request letters. Coordinates efforts to continually inform, recognize and steward major donors. Helps recruit and train fundraising volunteers.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$4,600	\$4,660	\$3,303	\$7,917	17

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
\$4M - \$9.9M	\$4,463	\$4,668	\$3,333	\$7,917	9
All Others	\$4,800	\$4,652	\$3,303	\$6,250	8

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$4,223	\$4,760	\$3,333	\$7,917
3 - 5 Years	\$4,783	\$4,783	\$4,463	\$5,103
6 - 9 Years	\$3,304	\$3,802	\$3,303	\$4,800
10 + Years	\$5,326	\$5,326	\$5,193	\$5,458

Major Gifts Officer

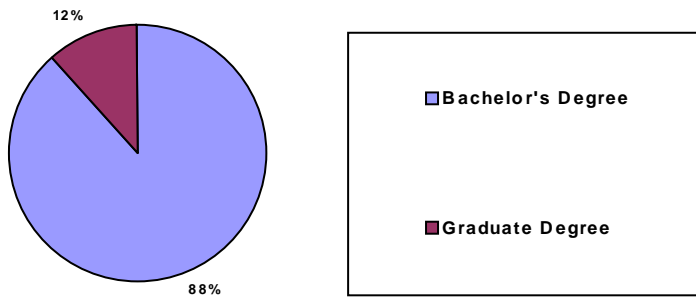
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Social Service	\$3,750	\$4,173	\$3,303	\$5,906
All Others	\$4,900	\$4,864	\$3,333	\$7,917

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
Bachelor's	\$3,750	\$4,150	\$3,303	\$5,458
Graduate Degree	\$5,550	\$5,596	\$3,846	\$7,917

Degree Required for Position



Marketing Manager

Responsible for planning and implementing marketing programs, including subscription sales campaigns for the organization and developing components and implementing time lines. May monitor all ticketing, advertising, and sales promotional materials. Assists Marketing/Communications Director with strategies and special projects. This position reports to the head of Communications/Marketing and requires a minimum of two years marketing experience. Other Titles: Marketing Associate.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$3,250	\$3,603	\$1,896	\$8,073	23

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
\$4M - \$9.9M	\$3,473	\$4,443	\$2,846	\$8,073	5
> \$10M	\$3,250	\$3,389	\$1,896	\$6,751	15
All Others	\$2,499	\$3,272	\$2,320	\$4,998	3

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$3,354	\$3,359	\$2,422	\$4,998
3 - 5 Years	\$2,877	\$3,533	\$1,896	\$8,073
6 - 9 Years	\$4,378	\$4,385	\$2,032	\$6,751
10 + Years	\$3,820	\$3,820	\$3,820	\$3,820

Marketing Manager

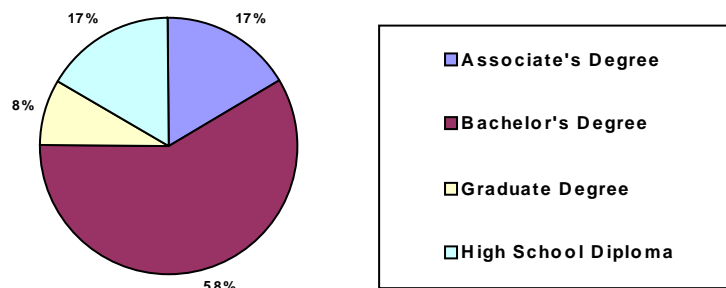
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Health	\$3,156	\$3,285	\$2,751	\$3,936
Social Service	\$3,175	\$3,874	\$2,320	\$8,073
All Others	\$3,362	\$3,758	\$1,896	\$6,751

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
High School	\$3,239	\$3,239	\$3,004	\$3,473
Bachelor's	\$3,250	\$3,395	\$2,422	\$4,820
Graduate Degree	\$4,998	\$5,130	\$2,320	\$8,073

Degree Required for Position



Medical Assistant

Responsible for preparing treatment rooms, assisting physicians with examination materials, instruments and equipment and maintaining supply inventories. Takes patient vital signs, and completes paperwork for tests and referrals. Requires technical school certification as a medical assistant. Other Titles: Certified Nursing Assistant.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$1,850	\$1,915	\$1,520	\$3,094	294

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
\$1.5M - \$3.9M	\$1,602	\$1,582	\$1,520	\$1,602	8
> \$10M	\$1,856	\$1,921	\$1,560	\$2,988	283
All Others	\$1,993	\$2,302	\$1,820	\$3,094	3

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$1,785	\$1,834	\$1,520	\$2,650
3 - 5 Years	\$1,993	\$1,955	\$1,591	\$2,363
6 - 9 Years	\$2,007	\$2,043	\$1,520	\$2,609
10 + Years	\$2,488	\$2,440	\$1,607	\$3,094

Medical Assistant

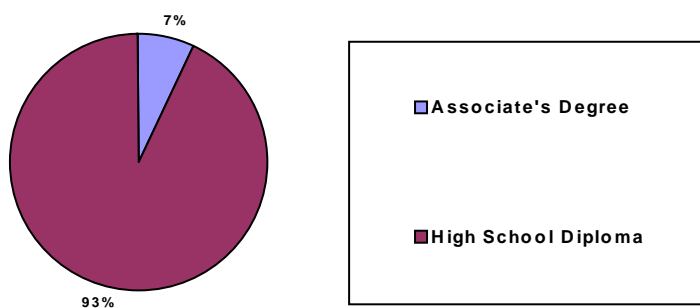
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Health	\$1,856	\$1,916	\$1,560	\$2,988
Seniors and Aging	\$1,602	\$1,582	\$1,520	\$1,602
All Others	\$2,347	\$2,336	\$1,820	\$3,094

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
High School	\$1,602	\$1,813	\$1,520	\$2,415
Associate's	\$3,094	\$3,094	\$3,094	\$3,094

Degree Required for Position



Medical Services Director

Responsible for the development and implementation of organization's medical policies and procedures and ensuring compliance with all regulatory agencies. Oversees the hiring, training and supervision of medical personnel. Serves as community liaison and spokesperson on all matters relating to the development and implementation of the organization's medical services. Other Titles: Director of Clinical Services, Managed Care Director.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$4,682	\$4,865	\$3,182	\$6,823	8

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
\$4M - \$9.9M	\$4,769	\$5,243	\$4,040	\$6,823	5
All Others	\$4,595	\$4,237	\$3,182	\$4,933	3

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$4,384	\$4,112	\$3,182	\$4,769
10 + Years	\$4,933	\$5,318	\$4,040	\$6,823

Medical Services Director

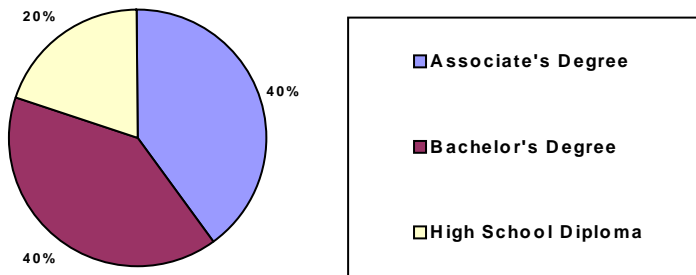
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
All Others	\$4,682	\$4,865	\$3,182	\$6,823

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
High School	\$4,933	\$4,933	\$4,933	\$4,933
Associate's	\$6,823	\$6,823	\$6,823	\$6,823
Bachelor's	\$5,483	\$5,483	\$4,769	\$6,197
Graduate Degree	\$4,384	\$4,384	\$4,384	\$4,384

Degree Required for Position



Membership Manager

Oversees recruitment and retention campaigns, develops and executes marketing strategy, and tracks and analyzes campaign results. Works with volunteers to plan and implement programs and benefits for members and donors.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$1,414	\$1,666	\$1,213	\$4,241	199

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
\$1.5M - \$3.9M	\$2,978	\$2,880	\$1,930	\$3,587	10
> \$10M	\$1,405	\$1,580	\$1,213	\$4,241	184
All Others	\$2,500	\$2,427	\$1,733	\$2,860	5

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$1,370	\$1,505	\$1,213	\$3,333
3 - 5 Years	\$1,666	\$1,734	\$1,257	\$2,802
6 - 9 Years	\$1,598	\$1,932	\$1,414	\$3,292
10 + Years	\$2,500	\$2,513	\$1,522	\$4,241

Membership Manager

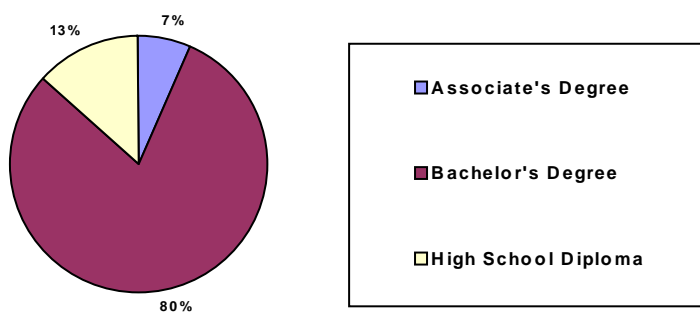
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
All Others	\$1,414	\$1,666	\$1,213	\$4,241

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
Associate's	\$2,219	\$2,219	\$1,733	\$2,704
Bachelor's	\$2,665	\$2,772	\$2,500	\$3,333

Degree Required for Position



Mental Health Professional

Responsible for providing a variety of mental health-related services.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$1,837	\$1,871	\$1,756	\$2,095	22

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
\$4M - \$9.9M	\$1,837	\$1,864	\$1,756	\$2,095	21
All Others	\$2,023	\$2,023	\$2,023	\$2,023	1

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$1,789	\$1,913	\$1,756	\$2,095
3 - 5 Years	\$1,802	\$1,872	\$1,792	\$2,023
6 - 9 Years	\$1,837	\$1,829	\$1,808	\$1,843
10 + Years	\$1,869	\$1,897	\$1,846	\$1,976

Mental Health Professional

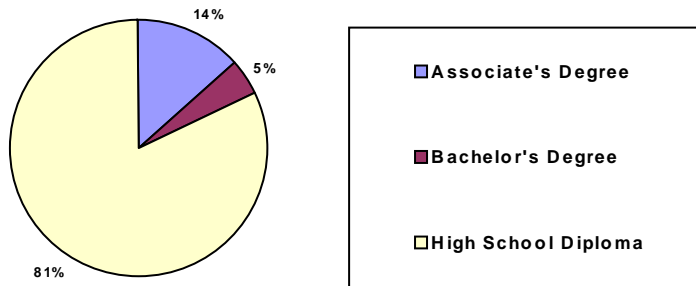
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Mental Health	\$1,822	\$1,825	\$1,756	\$1,976
All Others	\$2,095	\$2,077	\$2,023	\$2,095

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
High School	\$1,822	\$1,819	\$1,770	\$1,869
Associate's	\$2,095	\$2,095	\$2,095	\$2,095
Bachelor's	\$1,907	\$1,898	\$1,756	\$2,023

Degree Required for Position



Network Technician

Responsible for installing, modifying, testing and maintaining the organization's data communication network equipment. Performs hardware and software moves, adds and changes. Responds to all network trouble report, and performs repairs as necessary. Maintains records on repairs, downtime, changes and updates. Other Titles: Database Information Coordinator, Information Services Technician, IT System & Network Administrator, Network Engineer, Procurement Systems Developer, Senior Network Technician, System Administration, Technical Assistant.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$2,917	\$3,015	\$1,267	\$4,679	17

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
> \$10M	\$2,808	\$2,885	\$1,267	\$4,583	10
All Others	\$2,917	\$3,200	\$2,167	\$4,679	7

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$2,500	\$2,723	\$2,307	\$3,605
3 - 5 Years	\$1,717	\$1,717	\$1,267	\$2,167
6 - 9 Years	\$3,951	\$3,970	\$3,300	\$4,679
10 + Years	\$4,261	\$3,765	\$2,535	\$4,500

Network Technician

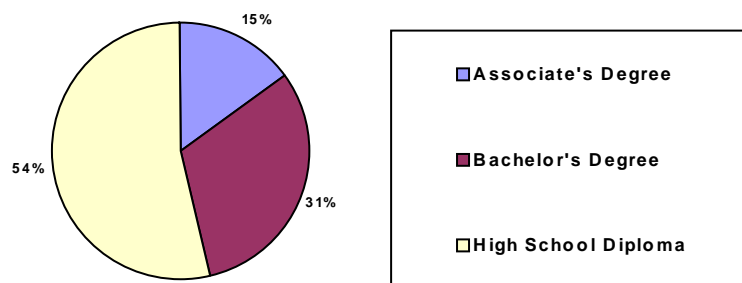
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Social Service	\$2,333	\$2,601	\$1,267	\$4,679
All Others	\$3,780	\$3,774	\$2,917	\$4,583

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
High School	\$2,167	\$2,387	\$1,267	\$3,605
Associate's	\$2,333	\$3,050	\$2,317	\$4,500
Bachelor's	\$2,917	\$2,832	\$2,500	\$3,080
Graduate Degree	\$4,679	\$4,679	\$4,679	\$4,679

Degree Required for Position



Nurse Practitioner

Responsible for taking medical histories, performing physical examinations and laboratory tests and treating common illnesses and injuries. Licensed nurse practitioner certification required. Other Titles: Clinical – Women’s Health Nurse, Family Nurse Practitioner

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$3,146	\$3,165	\$2,150	\$3,907	124

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
\$4M - \$9.9M	\$3,217	\$3,172	\$2,917	\$3,333	7
> \$10M	\$3,146	\$3,187	\$2,600	\$3,907	114
All Others	\$2,150	\$2,308	\$2,150	\$2,624	3

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$3,120	\$3,142	\$2,150	\$3,900
3 - 5 Years	\$3,180	\$3,153	\$2,150	\$3,817
6 - 9 Years	\$3,111	\$3,194	\$2,923	\$3,661
10 + Years	\$3,202	\$3,292	\$2,954	\$3,907

Nurse Practitioner

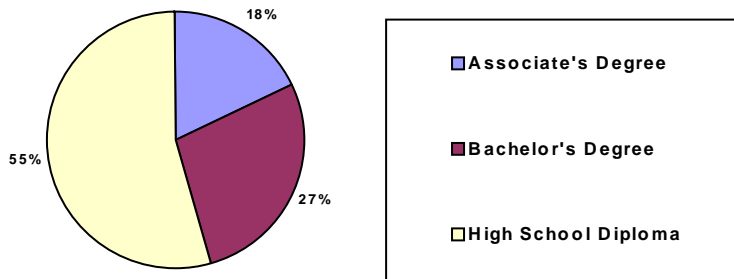
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Health	\$3,149	\$3,191	\$2,600	\$3,907
Mental Health	\$3,216	\$3,145	\$2,917	\$3,320
All Others	\$2,624	\$2,606	\$2,150	\$3,333

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
High School	\$3,216	\$3,145	\$2,917	\$3,320
Associate's	\$2,699	\$2,699	\$2,624	\$2,773
Bachelor's	\$2,742	\$2,742	\$2,150	\$3,333
Graduate Degree	\$2,150	\$2,150	\$2,150	\$2,150

Degree Required for Position



Nutritionist

Responsible for managing nutritional assessment, diagnosis and care of patients. Instructs patients in application of nutrition principles. Requires registration and membership in American Dietetic Association (ADA). Other Titles: Dietician, Nutrition Supervisor, WIC Nutritionist.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$2,491	\$2,567	\$1,950	\$3,732	16

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
\$1.5M - \$3.9M	\$2,491	\$2,477	\$2,368	\$2,600	10
> \$10M	\$2,675	\$2,716	\$1,950	\$3,732	6

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$2,491	\$2,524	\$1,950	\$2,962
3 - 5 Years	\$3,017	\$3,017	\$2,302	\$3,732
10 + Years	\$2,491	\$2,464	\$2,368	\$2,600

Nutritionist

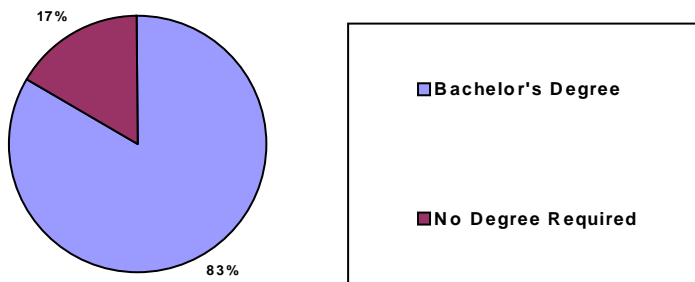
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Social Service	\$2,491	\$2,502	\$2,368	\$2,750
All Others	\$2,600	\$2,709	\$1,950	\$3,732

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
High School	\$2,368	\$2,368	\$2,368	\$2,368
Bachelor's	\$2,491	\$2,609	\$2,491	\$2,962
Graduate Degree	\$2,600	\$2,614	\$2,491	\$2,750

Degree Required for Position



Occupational/Physical Therapist

Responsible for assessing, planning and conducting therapy program to facilitate development and rehabilitation of mentally, physically, or emotionally handicapped persons. Must be Certified Occupational or Physical Therapist by the state of Missouri/Illinois.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$3,593	\$3,540	\$1,280	\$5,557	60

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
\$750K - \$1.49M	\$4,800	\$4,571	\$3,605	\$5,164	9
\$1.5M - \$3.9M	\$3,671	\$4,226	\$3,000	\$5,410	5
\$4M - \$9.9M	\$3,158	\$3,281	\$1,280	\$5,557	45
All Others	\$2,500	\$2,500	\$2,500	\$2,500	1

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$2,867	\$3,130	\$1,280	\$4,800
3 - 5 Years	\$3,719	\$3,642	\$2,574	\$4,982
6 - 9 Years	\$3,609	\$3,710	\$2,990	\$4,221
10 + Years	\$4,756	\$4,373	\$3,000	\$5,557

Occupational/Physical Therapist

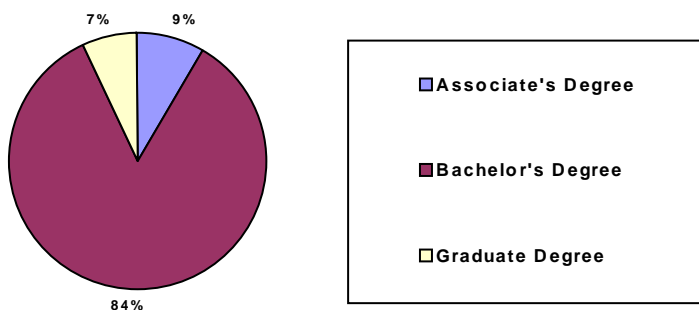
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Child Care/Child Welfare	\$2,776	\$2,762	\$1,280	\$4,072
Education	\$4,031	\$4,307	\$3,000	\$5,557
All Others	\$3,876	\$3,618	\$2,500	\$4,221

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
Associate's	\$3,201	\$3,201	\$2,418	\$3,715
Bachelor's	\$3,935	\$3,731	\$1,280	\$5,268
Graduate Degree	\$3,302	\$3,352	\$1,566	\$5,557

Degree Required for Position



Office Clerk

Responsible for providing clerical support to organization staff, including taking and delivery messages, providing information to callers, creating and maintaining files, maintain office supplies, preparing and sorting mail, typing, proofreading, and other general clerical work. Other Titles: Clerical Assistant, Clerk/Typist, General Office Assistant.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$1,820	\$1,878	\$1,127	\$3,188	155

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
\$750K - \$1.49M	\$1,750	\$1,777	\$1,419	\$2,084	12
\$1.5M - \$3.9M	\$1,878	\$1,816	\$1,128	\$2,292	10
\$4M - \$9.9M	\$1,798	\$1,913	\$1,138	\$2,637	30
> \$10M	\$1,820	\$1,883	\$1,127	\$3,188	98
All Others	\$2,073	\$1,943	\$1,421	\$2,181	5

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$1,588	\$1,703	\$1,127	\$3,120
3 - 5 Years	\$2,015	\$1,939	\$1,127	\$2,701
6 - 9 Years	\$2,101	\$2,184	\$1,421	\$2,898
10 + Years	\$2,099	\$2,136	\$1,128	\$3,188

Office Clerk

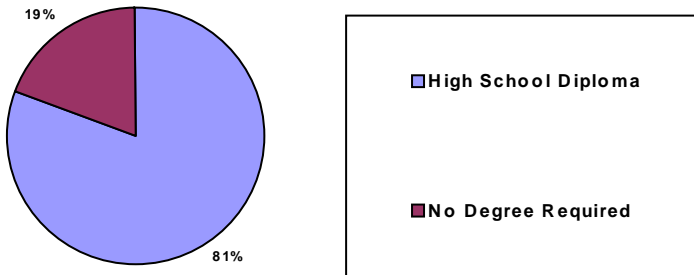
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Health	\$1,907	\$1,924	\$1,300	\$3,188
Mental Health	\$1,585	\$1,622	\$1,231	\$2,181
Social Service	\$1,912	\$1,923	\$1,128	\$2,750
All Others	\$1,733	\$1,704	\$1,127	\$2,461

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
Less Than High School	\$1,560	\$1,571	\$1,127	\$2,109
High School	\$1,777	\$1,872	\$1,138	\$2,750
Associate's	\$1,776	\$1,727	\$1,473	\$1,933
Graduate Degree	\$2,080	\$2,080	\$2,080	\$2,080

Degree Required for Position



Office Manager

Responsible for managing the organization's office services, which may include copy services, word processing, mail and distribution services, records retention, office reception, janitorial services, cafeteria staff, recreation services, utility services and communication systems, such as telephones. Other Titles: Administrative Services Manager, Administrator, Front Office Supervisor, Merchandise Manager, Site Manager, Visitor Services Associate.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$2,647	\$2,676	\$1,380	\$4,858	86

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
\$250K - \$749K	\$2,555	\$2,530	\$2,060	\$2,942	6
\$750K - \$1.49M	\$2,333	\$2,402	\$1,850	\$3,167	7
\$1.5M - \$3.9M	\$2,532	\$2,537	\$1,500	\$3,750	15
\$4M - \$9.9M	\$2,787	\$3,146	\$2,000	\$4,858	15
> \$10M	\$2,665	\$2,652	\$1,591	\$3,943	40
All Others	\$2,513	\$2,270	\$1,380	\$2,917	3

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$2,467	\$2,422	\$1,380	\$3,333
3 - 5 Years	\$2,629	\$2,673	\$1,687	\$4,206
6 - 9 Years	\$2,408	\$2,574	\$1,500	\$4,292
10 + Years	\$2,800	\$2,940	\$1,782	\$4,858

Office Manager

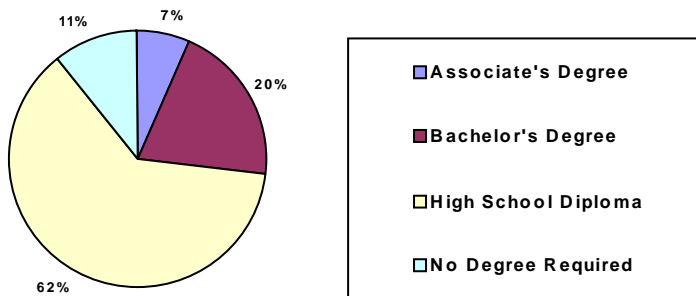
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Child Care/Child Welfare	\$2,588	\$2,597	\$2,015	\$3,382
Health	\$2,822	\$2,771	\$1,687	\$3,534
Social Service	\$2,584	\$2,657	\$1,500	\$4,292
All Others	\$2,615	\$2,689	\$1,380	\$4,858

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
Less Than High School	\$2,817	\$2,817	\$2,817	\$2,817
High School	\$2,477	\$2,613	\$1,591	\$4,858
Associate's	\$2,506	\$2,333	\$1,380	\$2,917
Bachelor's	\$2,621	\$2,632	\$1,500	\$3,750
Graduate Degree	\$3,363	\$3,298	\$2,676	\$3,943

Degree Required for Position



Other

Positions not classified elsewhere.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$1,804	\$2,232	\$1,127	\$21,937	740

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
\$250K - \$749K	\$1,964	\$2,021	\$1,143	\$3,539	10
\$750K - \$1.49M	\$2,181	\$2,646	\$1,500	\$4,364	14
\$1.5M - \$3.9M	\$2,443	\$2,823	\$1,185	\$21,937	65
\$4M - \$9.9M	\$2,659	\$2,820	\$1,251	\$7,692	133
> \$10M	\$1,440	\$1,978	\$1,127	\$11,070	506
All Others	\$2,854	\$2,938	\$1,733	\$5,833	12

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$1,387	\$1,865	\$1,127	\$11,000
3 - 5 Years	\$1,806	\$2,164	\$1,127	\$21,937
6 - 9 Years	\$2,205	\$2,599	\$1,127	\$11,070
10 + Years	\$2,627	\$3,185	\$1,143	\$10,611

Other

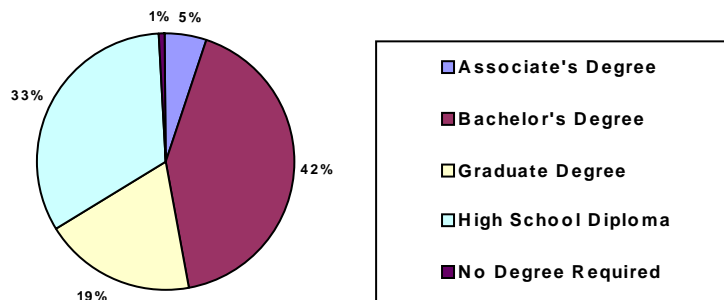
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Arts/Culture	\$2,519	\$3,596	\$1,614	\$7,692
Child Care/Child Welfare	\$2,365	\$2,385	\$1,251	\$4,326
Education	\$2,588	\$2,910	\$1,287	\$4,975
Health	\$1,964	\$2,219	\$1,343	\$7,800
Legal	\$2,875	\$2,713	\$1,300	\$3,083
Mental Health	\$2,217	\$3,200	\$1,733	\$21,937
Seniors and Aging	\$1,806	\$2,101	\$1,143	\$4,659
Social Service	\$2,687	\$2,895	\$1,300	\$6,500
All Others	\$1,274	\$1,839	\$1,127	\$11,070

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
High School	\$2,041	\$2,160	\$1,143	\$4,975
Associate's	\$2,246	\$2,349	\$1,300	\$3,824
Bachelor's	\$2,750	\$2,840	\$1,251	\$4,617
Graduate Degree	\$3,143	\$3,746	\$1,185	\$21,937

Degree Required for Position



PC Technician

Responsible for installing, repairing and maintaining the organization's personal computer and related systems. Performs all installations, upgrades and backups of software and hardware applications. Troubleshoots software and hardware failures and identifies PC network. Other Titles: Computer Operations Specialist, Computer Systems Coordinator, Computer Technician, Desktop Support Specialist, Information System Coordinator, Information Systems Technician, IS Assistant 1, MIS Coordinator, PC Technician, Technical Support.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$2,633	\$2,906	\$1,818	\$5,978	8

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
All Others	\$2,633	\$2,906	\$1,818	\$5,978	8

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$2,266	\$2,238	\$1,818	\$2,600
3 - 5 Years	\$2,665	\$2,665	\$2,665	\$2,665
10 + Years	\$2,925	\$3,877	\$2,729	\$5,978

PC Technician

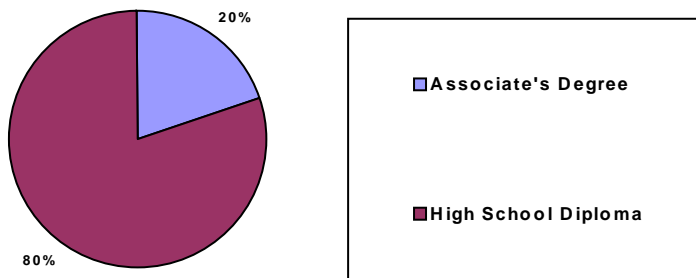
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
All Others	\$2,633	\$2,906	\$1,818	\$5,978

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
High School	\$2,633	\$2,696	\$2,595	\$2,925
Associate's	\$1,818	\$1,818	\$1,818	\$1,818

Degree Required for Position



Peer Counselor

Responsible for providing a safe and supportive environment for organization's clientele. Adheres to laws regarding confidentiality and reporting requirement. Maintains observation and progress records as needed. Provides crisis intervention and/or conflict resolution. Bachelor's degree or related experience required. Other Titles: Relief Worker, Youth Supervisor.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$2,167	\$2,228	\$1,544	\$2,916	21

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
\$250K - \$749K	\$2,134	\$2,080	\$1,544	\$2,616	8
\$750K - \$1.49M	\$2,516	\$2,346	\$1,647	\$2,870	9
All Others	\$2,283	\$2,261	\$1,560	\$2,916	4

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$2,083	\$2,087	\$1,544	\$2,916
3 - 5 Years	\$2,167	\$2,088	\$1,613	\$2,483
6 - 9 Years	\$2,101	\$2,101	\$2,101	\$2,101
10 + Years	\$2,692	\$2,677	\$2,516	\$2,870

Peer Counselor

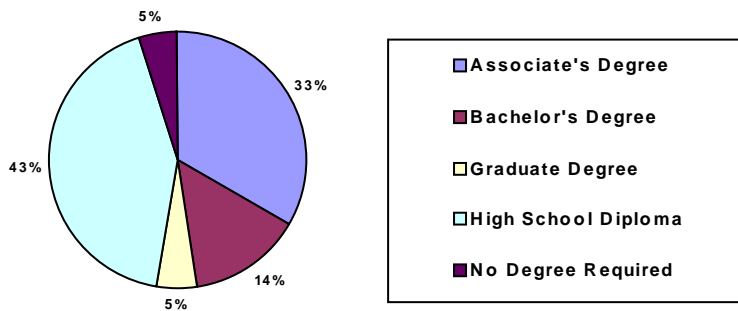
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Mental Health	\$2,416	\$2,370	\$1,560	\$2,916
Social Service	\$2,092	\$2,184	\$1,544	\$2,870

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
High School	\$1,560	\$1,560	\$1,560	\$1,560
Associate's	\$2,134	\$2,163	\$1,613	\$2,692
Bachelor's	\$2,083	\$2,149	\$1,544	\$2,789
Graduate Degree	\$2,743	\$2,686	\$2,340	\$2,916

Degree Required for Position



Personal Care Attendant

Cares for elderly, convalescent or handicapped persons. May clean living quarters, prepare and serve food, assist client into and out of bed, automobile, wheel chair, to lavatory and up and down stairs. Assist client to dress, bathe and groom self. Performs a variety of other miscellaneous duties.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$1,560	\$1,591	\$1,212	\$2,690	205

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
\$4M - \$9.9M	\$1,560	\$1,596	\$1,212	\$2,690	178
> \$10M	\$1,522	\$1,548	\$1,335	\$1,792	24
All Others	\$1,560	\$1,591	\$1,462	\$1,750	3

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$1,474	\$1,459	\$1,212	\$1,888
3 - 5 Years	\$1,652	\$1,665	\$1,462	\$1,920
6 - 9 Years	\$1,785	\$1,781	\$1,567	\$2,074
10 + Years	\$1,941	\$2,028	\$1,513	\$2,690

Personal Care Attendant

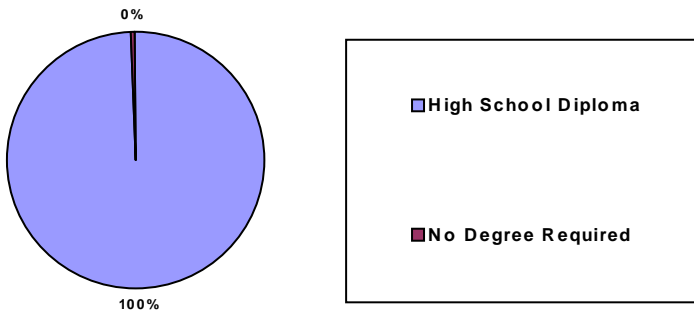
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Child Care/Child Welfare	\$1,312	\$1,412	\$1,300	\$1,822
Mental Health	\$1,474	\$1,581	\$1,300	\$2,690
Social Service	\$1,617	\$1,621	\$1,212	\$2,049
All Others	\$1,560	\$1,556	\$1,462	\$1,646

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
High School	\$1,560	\$1,589	\$1,212	\$2,690
Bachelor's	\$1,560	\$1,688	\$1,462	\$2,041

Degree Required for Position



Program Director

Responsible for overseeing the general management of programs and supervises program staff. Serves as a member of the organization's managing team. Establishes and maintains good working relationships with agencies serving the client populations. Other Titles: Customer Service Director, Director of Recruitment & Administration, Regional Director, Vice President of Programs & Operations.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$3,156	\$3,360	\$1,500	\$8,750	408

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
\$250K - \$749K	\$2,958	\$3,128	\$1,500	\$5,375	21
\$750K - \$1.49M	\$3,208	\$3,114	\$1,500	\$5,166	21
\$1.5M - \$3.9M	\$3,480	\$3,670	\$2,000	\$7,110	49
\$4M - \$9.9M	\$3,916	\$4,107	\$1,733	\$6,916	67
> \$10M	\$2,878	\$3,117	\$1,569	\$8,750	242
All Others	\$3,674	\$3,807	\$2,080	\$5,166	8

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$2,860	\$3,086	\$1,500	\$7,110
3 - 5 Years	\$2,981	\$3,129	\$1,500	\$8,750
6 - 9 Years	\$3,414	\$3,441	\$1,997	\$6,768
10 + Years	\$3,563	\$3,891	\$1,569	\$8,739

Program Director

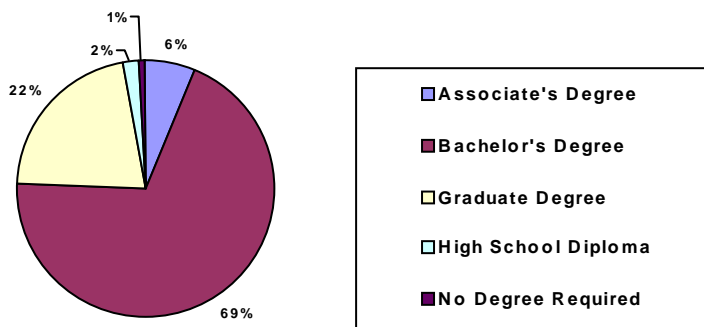
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Arts/Culture	\$3,494	\$3,387	\$1,832	\$5,769
Child Care/Child Welfare	\$3,783	\$3,955	\$2,145	\$6,916
Education	\$5,985	\$5,575	\$2,773	\$6,865
Health	\$3,380	\$3,900	\$2,005	\$8,750
Housing/Shelter	\$3,208	\$3,018	\$2,333	\$3,500
Mental Health	\$3,615	\$3,586	\$2,080	\$5,122
Seniors and Aging	\$2,183	\$2,325	\$1,997	\$3,317
Social Service	\$3,468	\$3,519	\$1,500	\$8,739
All Others	\$2,875	\$3,059	\$1,500	\$7,110

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
Less Than High School	\$2,667	\$2,667	\$2,667	\$2,667
High School	\$3,000	\$2,985	\$1,979	\$4,023
Associate's	\$2,436	\$2,572	\$1,500	\$4,165
Bachelor's	\$2,899	\$3,025	\$1,500	\$6,852
Graduate Degree	\$3,821	\$3,941	\$1,733	\$7,666

Degree Required for Position



Program Management Assistant

Responsible for assisting and supporting the planning and execution of organization's programs. Provides general administrative support as well as customer service to all clients. Duties include: Correspondence, mailings, filing, inputting and maintaining computer databases. Other Titles: Customer Service, On Call Program Aide, Program Specialist, Sales Representative, Thrift Store Worker, Visitor Services Assistant.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$2,229	\$2,352	\$1,298	\$4,824	77

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
\$250K - \$749K	\$2,427	\$2,649	\$2,000	\$4,507	6
\$1.5M - \$3.9M	\$2,270	\$2,219	\$1,298	\$3,094	15
\$4M - \$9.9M	\$2,400	\$2,385	\$1,365	\$3,474	20
> \$10M	\$1,908	\$2,383	\$1,479	\$4,824	32
All Others	\$1,995	\$1,990	\$1,647	\$2,321	4

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$1,907	\$2,205	\$1,636	\$4,824
3 - 5 Years	\$1,993	\$2,043	\$1,680	\$2,550
6 - 9 Years	\$2,404	\$2,438	\$1,298	\$4,365
10 + Years	\$2,457	\$2,719	\$1,479	\$4,725

Program Management Assistant

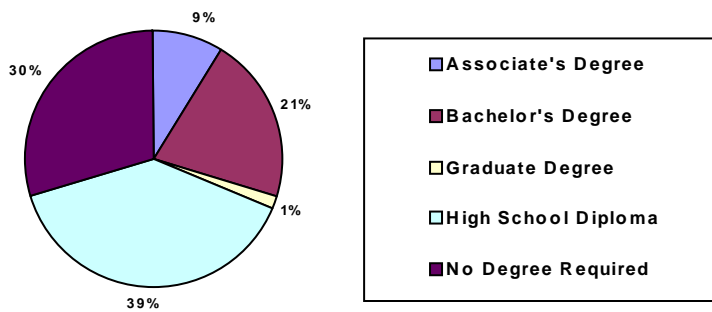
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Education	\$2,627	\$2,920	\$2,425	\$4,507
Health	\$4,609	\$4,189	\$2,000	\$4,824
Mental Health	\$2,622	\$2,810	\$2,462	\$3,474
Social Service	\$2,232	\$2,179	\$1,298	\$3,094
All Others	\$1,815	\$1,974	\$1,365	\$2,773

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
Less Than High School	\$1,723	\$1,717	\$1,680	\$1,742
High School	\$2,000	\$2,061	\$1,298	\$3,130
Associate's	\$1,904	\$2,145	\$1,680	\$3,094
Bachelor's	\$2,253	\$2,365	\$1,751	\$4,507
Graduate Degree	\$2,950	\$2,950	\$2,427	\$3,474

Degree Required for Position



Program Management Coordinator

Implements specific organization programs or projects. Responsible for ensuring that program activities as implemented are in line with the stated objectives for a project. Is supervised by the program management director or manager. Other Titles: Activity Leader, Organization Relations Coordinator, Child Care Coordinator, Client Program Coordinator, Family Advocate, Placement Coordinator, Youth Services Coordinator.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$2,500	\$2,678	\$1,300	\$8,147	194

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
\$250K - \$749K	\$2,500	\$2,345	\$2,080	\$2,500	5
\$1.5M - \$3.9M	\$2,842	\$2,913	\$1,350	\$4,317	43
\$4M - \$9.9M	\$2,936	\$3,005	\$1,880	\$4,765	35
> \$10M	\$2,080	\$2,451	\$1,300	\$8,147	97
All Others	\$2,857	\$2,829	\$1,570	\$3,625	14

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$2,475	\$2,551	\$1,300	\$8,147
3 - 5 Years	\$2,399	\$2,491	\$1,587	\$4,004
6 - 9 Years	\$2,666	\$2,777	\$1,350	\$4,436
10 + Years	\$3,592	\$3,428	\$1,794	\$5,581

Program Management Coordinator

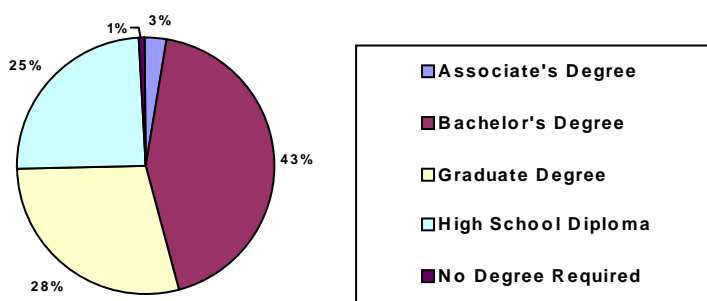
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Child Care/Child Welfare	\$2,921	\$3,009	\$2,250	\$4,112
Health	\$3,877	\$3,519	\$1,800	\$5,581
Mental Health	\$3,608	\$3,789	\$3,188	\$4,765
Seniors and Aging	\$1,591	\$1,676	\$1,519	\$1,997
Social Service	\$2,842	\$2,791	\$1,870	\$3,980
All Others	\$2,080	\$2,340	\$1,300	\$8,147

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
Less Than High School	\$2,687	\$2,687	\$2,340	\$3,033
High School	\$2,084	\$2,195	\$1,519	\$4,500
Associate's	\$1,930	\$2,102	\$1,750	\$2,798
Bachelor's	\$2,812	\$2,835	\$1,350	\$4,233
Graduate Degree	\$3,115	\$3,282	\$2,402	\$4,765

Degree Required for Position



Program Manager/Project Manager

Responsible for developing and managing a program(s) or service(s) in implementation of the organization's mission and goals. Duties include: supervising program staff and providing oversight of project deliverables. Reports to Director of Programs, Executive Director or Associate Director. Other Titles: Adoptions, Manager, Advertising Manager, Associate Curator, Assistant Project Manager, Domestic Violence Program Manager, Family Services Coordinator, Program Administrator.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$2,917	\$3,071	\$1,200	\$6,023	165

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
\$250K - \$749K	\$2,416	\$2,601	\$1,430	\$3,750	9
\$750K - \$1.49M	\$2,584	\$2,387	\$1,200	\$3,680	23
\$1.5M - \$3.9M	\$2,867	\$3,176	\$2,250	\$6,008	34
\$4M - \$9.9M	\$3,148	\$3,173	\$2,080	\$6,023	79
> \$10M	\$3,625	\$3,790	\$2,907	\$5,835	15
All Others	\$2,538	\$2,591	\$2,188	\$3,230	5

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$2,519	\$2,805	\$1,213	\$5,167
3 - 5 Years	\$2,950	\$3,038	\$1,200	\$5,521
6 - 9 Years	\$3,062	\$3,133	\$1,200	\$5,027
10 + Years	\$3,680	\$3,797	\$1,213	\$6,023

Program Manager/Project Manager

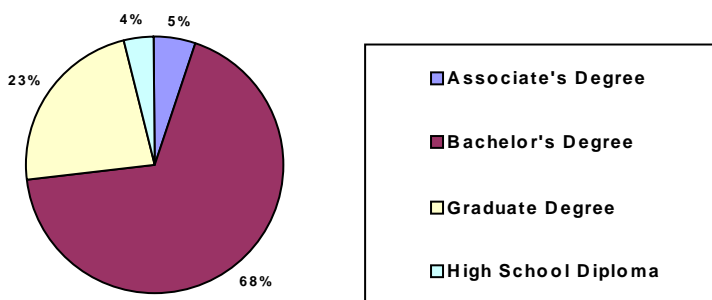
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Child Care/Child Welfare	\$3,276	\$3,186	\$2,080	\$3,833
Education	\$3,879	\$3,934	\$2,400	\$5,521
Foundation/Philanthropy	\$3,644	\$3,703	\$2,500	\$5,167
Health	\$3,120	\$3,589	\$1,430	\$6,008
Social Service	\$2,798	\$2,885	\$1,200	\$5,835
All Others	\$2,838	\$3,204	\$2,188	\$6,023

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
High School	\$2,006	\$2,079	\$1,200	\$3,103
Associate's	\$2,600	\$2,581	\$2,188	\$3,007
Bachelor's	\$2,613	\$2,928	\$1,200	\$6,023
Graduate Degree	\$3,303	\$3,324	\$1,213	\$5,167

Degree Required for Position



Program Staff

Responsible for a variety of activities related to direct program services. This does not include program staff classified elsewhere.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$1,610	\$1,861	\$1,127	\$7,627	628

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
\$1.5M - \$3.9M	\$1,958	\$1,997	\$1,300	\$2,900	50
\$4M - \$9.9M	\$1,717	\$1,824	\$1,170	\$3,572	93
> \$10M	\$1,591	\$1,854	\$1,127	\$7,627	481
All Others	\$1,924	\$1,891	\$1,500	\$2,214	4

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$1,569	\$1,861	\$1,127	\$7,627
3 - 5 Years	\$1,643	\$1,715	\$1,154	\$7,280
6 - 9 Years	\$1,839	\$1,964	\$1,142	\$4,621
10 + Years	\$1,850	\$2,037	\$1,127	\$5,408

Program Staff

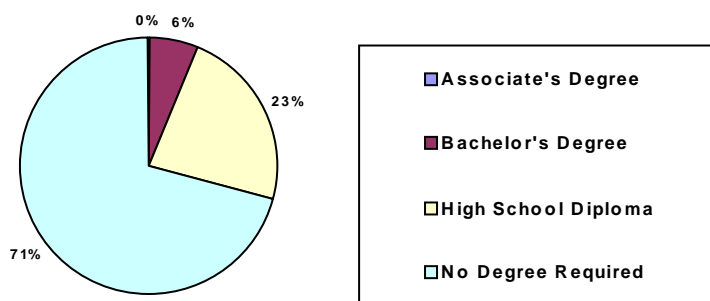
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Child Care/Child Welfare	\$1,689	\$1,843	\$1,213	\$2,400
Health	\$1,577	\$1,773	\$1,170	\$2,900
Mental Health	\$1,893	\$2,025	\$1,229	\$3,572
Seniors and Aging	\$1,352	\$1,359	\$1,274	\$1,407
Social Service	\$1,751	\$1,778	\$1,218	\$3,129
All Others	\$1,598	\$1,891	\$1,127	\$7,627

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
Less Than High School	\$1,544	\$1,493	\$1,143	\$1,836
High School	\$1,569	\$1,695	\$1,143	\$3,129
Associate's	\$1,598	\$1,618	\$1,177	\$3,572
Bachelor's	\$1,700	\$1,815	\$1,170	\$5,408
Graduate Degree	\$1,843	\$1,876	\$1,294	\$2,733

Degree Required for Position



Property Manager

Balance the need to fill vacancies quickly and acquire the best possible residents. Comply with governmental agency rules and regulations as well as management's policies and procedures. Collect and deposit rents in a timely manner. Set a high standard of building maintenance—preventive, routine or deferred. Establish and maintain good relations with the residents and community.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$3,203	\$3,737	\$2,470	\$9,230	27

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
\$4M - \$9.9M	\$2,818	\$2,915	\$2,470	\$3,825	9
> \$10M	\$3,598	\$4,324	\$2,850	\$9,230	15
All Others	\$2,600	\$3,265	\$2,500	\$4,696	3

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$2,850	\$2,989	\$2,500	\$3,543
3 - 5 Years	\$2,668	\$2,668	\$2,583	\$2,752
6 - 9 Years	\$3,624	\$3,535	\$2,600	\$4,862
10 + Years	\$3,597	\$4,243	\$2,470	\$9,230

Property Manager

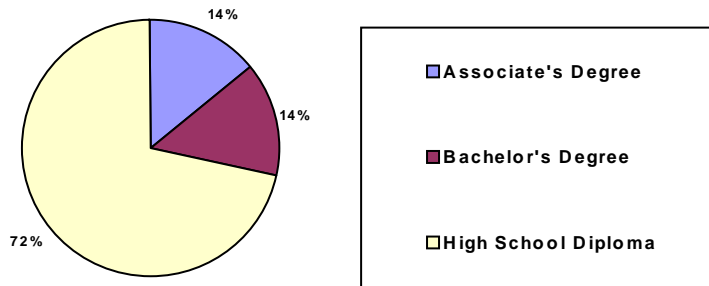
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Social Service	\$2,905	\$3,025	\$2,500	\$3,825
All Others	\$3,587	\$4,155	\$2,470	\$9,230

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
High School	\$2,638	\$2,690	\$2,470	\$3,058
Associate's	\$3,597	\$3,420	\$3,064	\$3,598
Bachelor's	\$2,906	\$3,034	\$2,500	\$3,825

Degree Required for Position



Public Relations Manager

Responsible for planning and producing all publicity, advertising, marketing and promotion, develops and manages budgets for marketing activities. Supervises Assistants and / Marketing Coordinators. Other Titles: Public Relations Coordinator.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$3,167	\$3,447	\$2,240	\$5,579	15

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
\$4M - \$9.9M	\$3,176	\$3,749	\$2,917	\$5,579	7
All Others	\$2,842	\$3,184	\$2,240	\$4,500	8

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$3,092	\$3,217	\$2,428	\$4,500
3 - 5 Years	\$2,583	\$2,583	\$2,583	\$2,583
10 + Years	\$3,922	\$3,898	\$2,240	\$5,579

Public Relations Manager

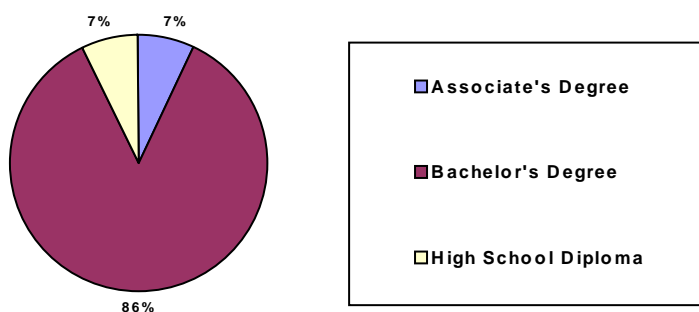
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Social Service	\$3,167	\$3,234	\$2,428	\$4,500
All Others	\$3,347	\$3,634	\$2,240	\$5,579

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
High School	\$3,570	\$3,570	\$2,971	\$4,168
Bachelor's	\$3,393	\$3,662	\$2,428	\$5,579
Graduate Degree	\$3,097	\$3,028	\$2,240	\$3,676

Degree Required for Position



Receptionist/Switchboard Operator

Responsible for greeting and directing visitors, employment applicants, salespersons, clients and other persons. Maintains visitors' log and issues badges, when necessary. Notifies organization staff of visitor arrival. May operate a single or multiple position telephone switchboard. May perform related clerical work such as typing, filing, sorting and distributing mail. Other Titles: Clerical Receptionist, Clinic Receptionist, Dispatcher.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$1,725	\$1,783	\$1,213	\$2,835	80

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
\$1.5M - \$3.9M	\$1,625	\$1,732	\$1,392	\$2,700	29
\$4M - \$9.9M	\$1,733	\$1,805	\$1,213	\$2,458	30
> \$10M	\$1,733	\$1,734	\$1,472	\$2,186	15
All Others	\$2,187	\$2,052	\$1,387	\$2,835	6

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$1,595	\$1,655	\$1,213	\$2,333
3 - 5 Years	\$1,660	\$1,716	\$1,392	\$2,238
6 - 9 Years	\$1,876	\$1,953	\$1,380	\$2,835
10 + Years	\$2,011	\$2,017	\$1,513	\$2,700

Receptionist/Switchboard Operator

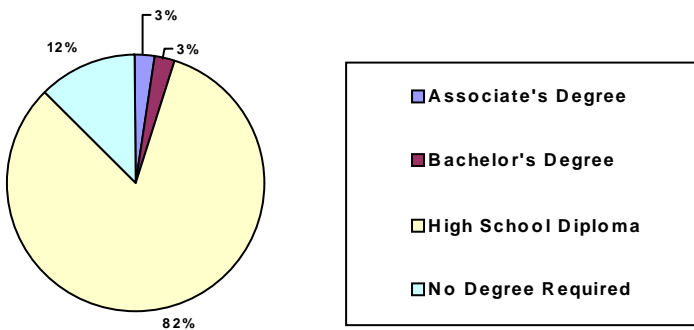
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Education	\$1,674	\$1,673	\$1,583	\$1,872
Health	\$1,924	\$2,009	\$1,213	\$2,835
Mental Health	\$1,543	\$1,601	\$1,421	\$1,900
Social Service	\$1,744	\$1,839	\$1,380	\$2,700
All Others	\$1,689	\$1,824	\$1,387	\$2,458

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
Less Than High School	\$1,896	\$1,896	\$1,606	\$2,186
High School	\$1,725	\$1,773	\$1,380	\$2,835
Associate's	\$1,733	\$1,855	\$1,543	\$2,323
Bachelor's	\$1,550	\$1,747	\$1,213	\$2,700

Degree Required for Position



Regional Manager

Responsible for managing an organization's regional office, including hiring, training and evaluation of staff and efficient provision of organization services. Other Titles: Area Team Supervisor, Center Manager, Hostel Manager, Retail Store Manager, Site Supervisor.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$4,175	\$4,677	\$2,501	\$9,166	42

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
\$4M - \$9.9M	\$4,439	\$4,714	\$2,978	\$8,756	10
> \$10M	\$3,673	\$4,176	\$2,501	\$9,166	19
All Others	\$4,485	\$5,381	\$2,756	\$8,893	13

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$4,165	\$3,949	\$2,501	\$6,000
3 - 5 Years	\$3,279	\$4,362	\$2,756	\$8,893
6 - 9 Years	\$3,710	\$4,430	\$2,640	\$8,893
10 + Years	\$5,237	\$5,475	\$2,978	\$9,166

Regional Manager

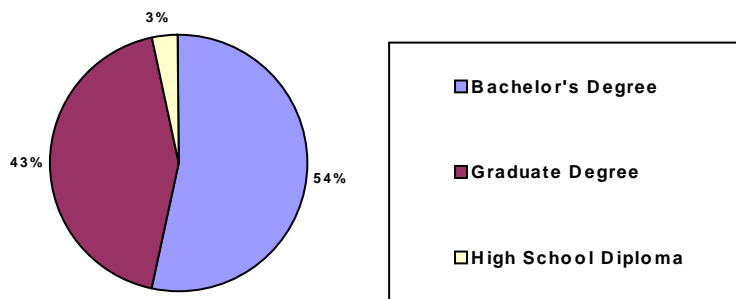
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Child Care/Child Welfare	\$4,419	\$4,329	\$2,978	\$5,126
Health	\$3,181	\$3,336	\$2,501	\$5,000
Social Service	\$5,744	\$6,208	\$2,756	\$9,166
All Others	\$3,500	\$3,967	\$2,850	\$8,756

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
High School	\$5,744	\$5,744	\$5,744	\$5,744
Bachelor's	\$4,040	\$4,824	\$2,756	\$9,166
Graduate Degree	\$5,237	\$5,663	\$3,000	\$8,893

Degree Required for Position



Registered Nurse

Responsible for assessing, planning and administering medical care consistent with the organization's policies and protocols. Performs medical examinations and assesses and treats primary care problems. Requires degree from four-year institution and current Missouri/Illinois Registered Nurse License. Other Titles: Certified Registered Nurse Anesthetist, Home Care Nurse, Nurse Team Supervisor, Staff Nurse.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$4,247	\$4,122	\$2,167	\$6,067	117

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
\$4M - \$9.9M	\$4,304	\$4,123	\$2,167	\$4,725	30
> \$10M	\$4,254	\$4,183	\$2,847	\$6,067	78
All Others	\$3,500	\$3,594	\$2,580	\$5,156	9

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$4,155	\$3,996	\$2,167	\$5,547
3 - 5 Years	\$4,297	\$4,130	\$3,279	\$5,156
6 - 9 Years	\$4,238	\$4,179	\$3,242	\$4,725
10 + Years	\$4,446	\$4,478	\$2,847	\$6,067

Registered Nurse

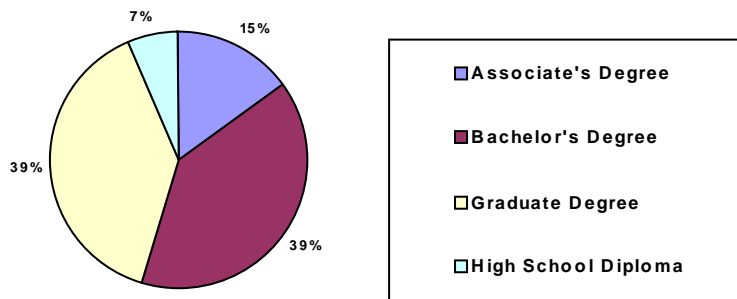
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Health	\$4,285	\$4,263	\$3,279	\$6,067
Mental Health	\$3,323	\$3,554	\$3,000	\$4,446
Social Service	\$4,253	\$4,114	\$2,167	\$4,725
All Others	\$3,374	\$3,523	\$2,580	\$5,156

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
High School	\$3,314	\$3,667	\$3,242	\$4,446
Associate's	\$3,976	\$3,734	\$2,580	\$4,686
Bachelor's	\$3,374	\$3,364	\$2,167	\$4,463
Graduate Degree	\$4,725	\$4,459	\$3,150	\$5,156

Degree Required for Position



Security Guard

Responsible for patrolling internal and external organization premises. Investigates unusual or suspicious situations. Maintains records and logs as necessary. Enforces organization policies and procedures during and after normal working hours. Trained to assist in emergency situations. May operate fire equipment and radios and administer CPR and first aide. Other Titles: Client Safety Assistant, Clinic Defense/Facility Coordinator, Monitor, Pool Monitor, Safety Monitor.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$1,872	\$2,625	\$1,238	\$4,334	37

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
> \$10M	\$1,882	\$2,654	\$1,238	\$4,334	36
All Others	\$1,596	\$1,596	\$1,596	\$1,596	1

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$1,640	\$2,440	\$1,238	\$4,334
3 - 5 Years	\$1,853	\$2,878	\$1,596	\$4,334
6 - 9 Years	\$3,180	\$3,102	\$1,692	\$4,334
10 + Years	\$2,181	\$2,086	\$1,872	\$2,205

Security Guard

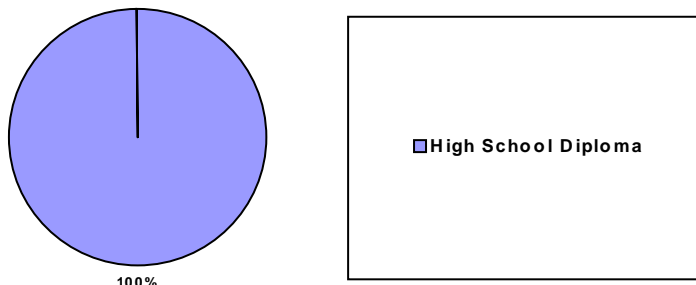
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Health	\$1,690	\$1,724	\$1,238	\$2,205
All Others	\$4,334	\$3,685	\$1,513	\$4,334

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
High School	\$1,555	\$1,579	\$1,513	\$1,692

Degree Required for Position



Shelter Manager/Supervisor

Responsible for overall management or daily oversight of shelter, including staff supervision.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$2,936	\$3,115	\$2,108	\$4,696	14

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
\$250K - \$749K	\$3,395	\$2,997	\$2,108	\$3,516	5
All Others	\$2,857	\$3,181	\$2,283	\$4,696	9

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$2,781	\$2,910	\$2,575	\$3,504
3 - 5 Years	\$2,196	\$2,196	\$2,108	\$2,283
6 - 9 Years	\$3,176	\$3,176	\$2,857	\$3,495
10 + Years	\$3,456	\$3,539	\$2,471	\$4,696

Shelter Manager/Supervisor

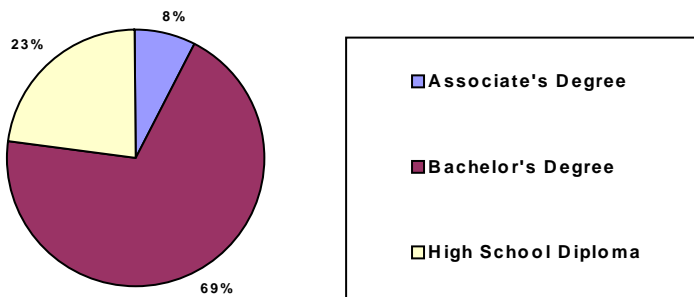
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Social Service	\$3,126	\$3,156	\$2,283	\$4,140
All Others	\$2,795	\$3,062	\$2,108	\$4,696

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
High School	\$2,283	\$2,287	\$2,108	\$2,471
Associate's	\$4,140	\$4,140	\$4,140	\$4,140
Bachelor's	\$2,857	\$3,057	\$2,575	\$3,516
Graduate Degree	\$3,856	\$3,856	\$3,015	\$4,696

Degree Required for Position



Special Events Coordinator

Responsible for planning, organizing and managing all aspects of agency's special events. This includes overseeing all stages of preparation, site coordination, procurement, audience development, production, volunteers, sponsorship and post-event evaluation. Duties include coordinating fundraising events and solicitation. Nurtures donors and attendees, maintains donor database and composes acknowledgement letters. Other Titles: Production Manager, Special Events Associate, Event Planner

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$2,888	\$2,998	\$1,997	\$4,840	20

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
\$750K - \$1.49M	\$2,500	\$2,532	\$2,185	\$3,025	5
> \$10M	\$3,397	\$3,145	\$1,997	\$3,824	8
All Others	\$3,092	\$3,162	\$2,396	\$4,840	7

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$2,659	\$2,867	\$1,997	\$4,840
3 - 5 Years	\$3,092	\$2,986	\$2,200	\$3,667
10 + Years	\$3,708	\$3,619	\$3,324	\$3,824

Special Events Coordinator

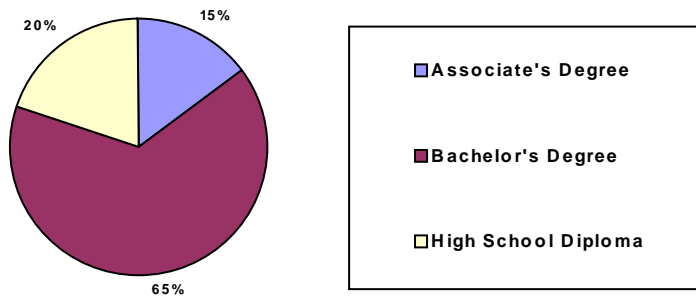
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Social Service	\$3,025	\$3,032	\$2,185	\$3,824
All Others	\$2,666	\$2,970	\$1,997	\$4,840

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
High School	\$2,846	\$2,896	\$2,185	\$3,708
Associate's	\$2,500	\$2,841	\$2,200	\$3,824
Bachelor's	\$3,208	\$3,099	\$1,997	\$4,840
Graduate Degree	\$2,652	\$2,652	\$2,652	\$2,652

Degree Required for Position



Speech Therapist/Pathologist

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$3,945	\$3,814	\$1,991	\$4,588	26

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
\$4M - \$9.9M	\$3,809	\$3,722	\$1,991	\$4,588	20
All Others	\$4,116	\$4,118	\$3,803	\$4,399	6

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$3,534	\$3,526	\$1,991	\$4,588
3 - 5 Years	\$3,900	\$4,027	\$3,735	\$4,573
6 - 9 Years	\$4,047	\$4,096	\$3,962	\$4,289
10 + Years	\$4,399	\$4,402	\$4,383	\$4,423

Speech Therapist/Pathologist

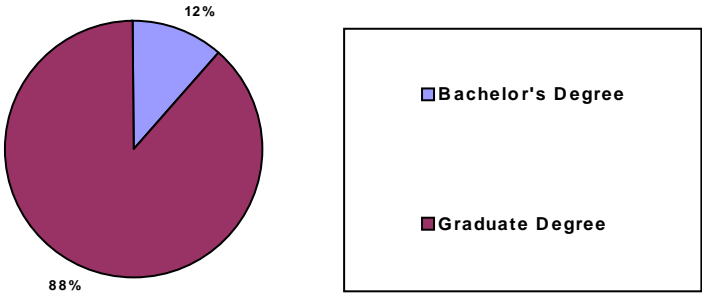
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Education	\$3,997	\$3,947	\$3,389	\$4,588
All Others	\$3,803	\$3,253	\$1,991	\$4,383

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
Bachelor's	\$4,383	\$4,383	\$4,383	\$4,383
Graduate Degree	\$3,927	\$3,791	\$1,991	\$4,588

Degree Required for Position



Sports and Recreation Worker

Responsible for a variety of direct services related to sports and recreation programs.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$1,508	\$1,812	\$1,127	\$6,934	1669

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
\$4M - \$9.9M	\$1,451	\$1,707	\$1,238	\$2,586	6
> \$10M	\$1,506	\$1,811	\$1,127	\$6,934	1658
All Others	\$2,444	\$2,253	\$1,784	\$2,551	5

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$1,387	\$1,631	\$1,127	\$5,200
3 - 5 Years	\$1,687	\$2,051	\$1,172	\$6,934
6 - 9 Years	\$1,820	\$2,083	\$1,194	\$5,200
10 + Years	\$1,937	\$2,185	\$1,163	\$4,334

Sports and Recreation Worker

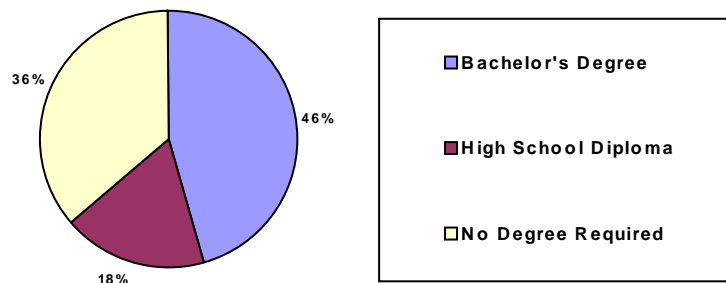
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Health	\$1,461	\$1,678	\$1,238	\$2,586
All Others	\$1,508	\$1,813	\$1,127	\$6,934

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
Bachelor's	\$2,029	\$1,920	\$1,238	\$2,586
Graduate Degree	\$2,114	\$2,114	\$1,784	\$2,444

Degree Required for Position



Staff Accountant

Responsible for preparing journal entries and maintaining and reconciling ledger accounts. Provides record of assets, liabilities and other financial transactions. Maintains receipts and disbursement reports. May prepare federal, state and local tax returns. Other Titles: Accounting Officer, Accounting Specialist III, Accounting Assistant, Bookkeeper, General Ledger Accountant, Junior Accountant, Payroll Accountant, Reconciliation/Audit Accountant.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$2,920	\$2,930	\$1,333	\$4,186	52

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
\$1.5M - \$3.9M	\$2,710	\$2,683	\$1,950	\$3,333	8
\$4M - \$9.9M	\$3,061	\$3,146	\$2,145	\$4,167	16
> \$10M	\$2,863	\$2,936	\$2,228	\$3,833	22
All Others	\$2,675	\$2,664	\$1,333	\$4,186	6

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$2,909	\$2,912	\$1,950	\$3,875
3 - 5 Years	\$2,874	\$2,778	\$1,333	\$3,386
6 - 9 Years	\$2,973	\$2,994	\$2,625	\$3,529
10 + Years	\$2,911	\$3,012	\$2,145	\$4,186

Staff Accountant

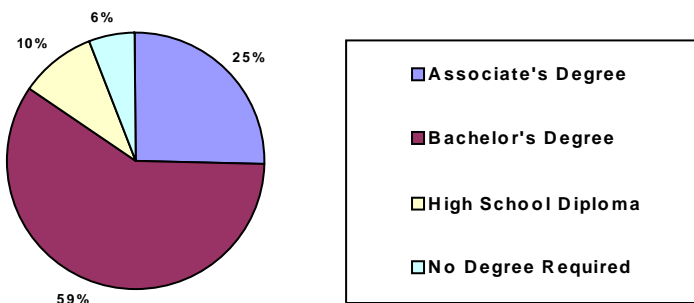
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Education	\$3,467	\$3,353	\$2,513	\$3,919
Social Service	\$2,874	\$2,860	\$1,333	\$4,186
All Others	\$3,000	\$2,935	\$1,950	\$4,167

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
Less Than High School	\$2,622	\$2,622	\$2,228	\$3,016
High School	\$3,028	\$3,203	\$2,217	\$4,167
Associate's	\$2,755	\$2,674	\$1,950	\$3,236
Bachelor's	\$2,909	\$2,964	\$2,145	\$4,186
Graduate Degree	\$3,240	\$2,837	\$1,333	\$3,533

Degree Required for Position



Volunteer Coordinator

Responsible for recruiting new volunteers, training and coordinating the organization's volunteer staff. Provide administrative support to program. Other Titles: Assistant Volunteer Coordinator, Community Outreach Coordinator, Hotline Coordinator, Mentor/Volunteer Coordinator, Project Coordinator, Resource Coordinator, Self-Help Coordinator.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$2,579	\$2,466	\$1,328	\$4,167	28

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
\$250K - \$749K	\$1,833	\$1,849	\$1,328	\$2,583	8
\$1.5M - \$3.9M	\$2,600	\$2,751	\$1,667	\$4,167	5
\$4M - \$9.9M	\$2,903	\$2,767	\$1,671	\$3,500	6
> \$10M	\$2,700	\$2,596	\$2,167	\$2,948	5
All Others	\$2,750	\$2,729	\$2,416	\$3,000	4

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$2,333	\$2,256	\$1,328	\$3,500
3 - 5 Years	\$2,592	\$2,877	\$2,156	\$4,167
6 - 9 Years	\$2,834	\$2,933	\$2,667	\$3,467

Volunteer Coordinator

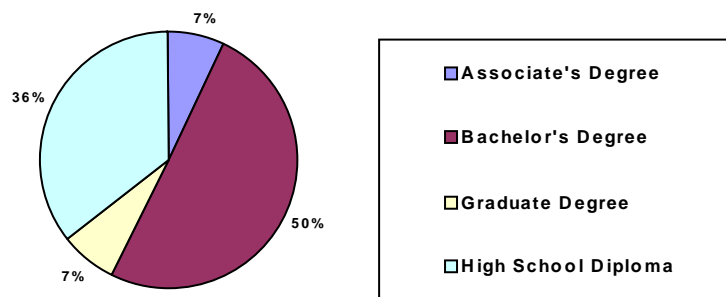
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Child Care/Child Welfare	\$1,341	\$1,742	\$1,328	\$3,039
All Others	\$2,600	\$2,623	\$1,583	\$4,167

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
High School	\$2,002	\$2,266	\$1,333	\$4,167
Associate's	\$2,083	\$2,293	\$1,328	\$3,467
Bachelor's	\$2,724	\$2,648	\$1,583	\$3,500
Graduate Degree	\$2,574	\$2,453	\$2,121	\$2,833

Degree Required for Position



Volunteer Director

Responsible for overseeing the organization's volunteers, including recruiting and training volunteers, and maintaining a volunteer database. Serves as a member of the organization's managing team. Other Titles: Volunteer Center Director, Volunteer Program Director.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$3,380	\$3,379	\$1,550	\$5,471	43

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
\$4M - \$9.9M	\$3,389	\$3,547	\$1,550	\$5,471	31
All Others	\$2,945	\$2,947	\$1,693	\$4,045	12

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$2,973	\$2,878	\$1,550	\$3,657
3 - 5 Years	\$3,433	\$3,430	\$3,000	\$4,083
6 - 9 Years	\$4,045	\$3,856	\$2,167	\$5,042
10 + Years	\$4,389	\$4,241	\$2,580	\$5,471

Volunteer Director

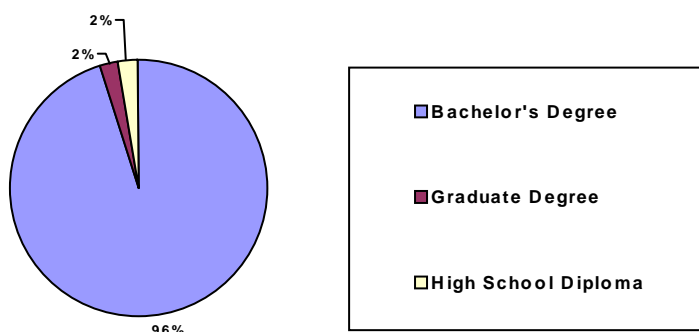
Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
Social Service	\$3,165	\$3,353	\$1,693	\$5,471
All Others	\$3,380	\$3,384	\$1,550	\$5,042

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
Associate's	\$3,139	\$3,139	\$2,889	\$3,389
Bachelor's	\$3,428	\$3,458	\$1,550	\$5,471
Graduate Degree	\$2,707	\$2,723	\$2,328	\$3,150

Degree Required for Position



Volunteer Services Manager

Responsible for directing the activities of organization volunteer, including volunteer recruitment, selection, orientation and evaluation. Recommends training programs, work hours and types of services to be performed by volunteers. Speaks to community groups explaining organization's activities and the role of the volunteer programs. Other Titles: Organization/Corporate Services Manager, Director of Community Outreach, Director of Volunteer Services, Manager of Volunteers, Planning Consultant, Volunteer Outreach Manager, Volunteer Supervisor.

Overall Monthly Salary Statistics

Median	Average	Minimum	Maximum	# Positions
\$2,879	\$2,977	\$2,410	\$3,828	6

Monthly Salary by Agency Revenue

Agency Revenue	Median	Average	Minimum	Maximum	# Positions
All Others	\$2,879	\$2,977	\$2,410	\$3,828	6

Monthly Salary by Tenure in Current Position

Tenure	Median	Average	Minimum	Maximum
0 - 2 Years	\$3,497	\$3,497	\$3,166	\$3,828
3 - 5 Years	\$2,741	\$2,741	\$2,700	\$2,782
10 + Years	\$2,410	\$2,410	\$2,410	\$2,410

Volunteer Services Manager

Monthly Salary by Field of Service

Field of Service	Median	Average	Minimum	Maximum
All Others	\$2,879	\$2,977	\$2,410	\$3,828

Monthly Salary by Education Level Attained

Degree	Median	Average	Minimum	Maximum
High School	\$2,693	\$2,693	\$2,410	\$2,975
Bachelor's	\$2,974	\$3,119	\$2,700	\$3,828

Degree Required for Position

