

**The Bayer Center for Nonprofit Management
at Robert Morris University**
In service to the nonprofit community
presents the ...

2023
Wage and Benefit Survey
of Southwestern Pennsylvania
Nonprofit Organizations



**BAYER CENTER FOR
NONPROFIT MANAGEMENT**

2023 Wage and Benefit Survey of Southwestern Pennsylvania Nonprofit Organizations

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This survey has been produced by Nonprofit Compensation Associates using FAIRPAY, a nonprofit salary and benefits model and software. Based on 40 years of experience in conducting nonprofit salary and benefits surveys, this stand-alone application, in conjunction with a specially formatted questionnaire, allows nonprofit organizations and associations to publish a survey with accurate and detailed data for their local community or constituency.



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February 2023

Dear Nonprofit Leader:

Now in its 20th year, we are very pleased to present to you this 2023 Wage and Benefit Survey Report. In its twelfth iteration, this bi-annual survey forms a unique picture of nonprofit employment in the southwestern Pennsylvania region. We are grateful to the United Way of Southwestern Pennsylvania for their support of this year's study. This research began with the United Way as our partner so it is particularly fitting that they should return to sponsor the 20th anniversary report.

Since the year 2002, we have charted the shape of nonprofit employment, gathering data on compensation, benefits and careers. It is a useful tool for all nonprofits to benchmark their executive compensation against the market as required on the IRS Form 990. It also remains useful to nonprofit boards hiring new staff or seeking to fairly compensate all their employees. Job seekers also make regular use of this information. This is the most comprehensive study of nonprofit employment in our region over time.

In keeping with the subject of fair compensation, it is important to note that the information gleaned from this survey on issues of gender pay inequity launched the BCNM project, *"74%: Exploring the Lives of Women in Non-Profit Organizations."* We put that data to work! Those findings have generated over seven million media impressions and helped to create a sustained national conversation about pay equity in the nonprofit sector. There was dramatic progress in the 2021 report. In this disrupted time for work, it is fascinating to see how nonprofits are dealing with issues of equity, diversity and fairness. We have long seen this study as a primary tool for greater workplace justice.

In 2018, we released the findings from *"What Now? How will the impending retirement of nonprofit leaders change the sector?"*. This study looked at a range of human resources issues, including the sector's readiness for executive transition and the need for more intentional professional development of upcoming leaders. The sea change in leadership that we predicted five years ago was accelerated by the pressures of COVID as well as the continued generational shifts. These changes are profound for the nonprofit sector. We are proud to be a dependable source of sector data.

The 2023 survey report captures information on 187 local nonprofit employees who provided information on more than 11,000 employees. Not only you will find the most current information on comparative salaries, but there is also updated information on benefits administration. We would like to thank Rita Haronian for her many years of faithful collection and translation of the data into a meaningful document.

For other questions about the survey or its content please contact the Bayer Center at 412-397-6000. We hope that you find this information useful and relevant.

Sincerely,

A handwritten signature in black ink that reads "Peggy Morrison Outen". The signature is written in a cursive, flowing style.

Robert Morris University

PREFACE

This report provides you with the results of the **2023 Wage and Benefit Survey of Southwestern Pennsylvania Nonprofit Organizations**.

The purpose of this survey is to present a snapshot of compensation and benefits practices within the Southwestern Pennsylvania region. A primary and critical goal of nonprofit organizations is to attract, recruit, and retain well-qualified professional and support staff. Competitive compensation, attractive benefit packages, and equitable policies support this goal. One of the challenges to developing such programs is to locate accurate and comprehensive data on salaries and benefits in the nonprofit field. This survey provides you with the information needed to evaluate your own benefit and compensation practices and determine what changes may be required in your own human resources programs.

This report is divided into the following sections:

- I Guide to Using the Survey:** Offers information on how to compare your own practices to the survey data including matching jobs, definitions of terms used, and how to calculate pay movement.
- II Participant Overview:** Provides detail on the participants including organizations' financial size, location, field of service, and numbers of employees.
- III Compensation and Benefits Practices:** Includes data on vacation, holiday, sick leave, and other time-off policies as well as insurance premium and retirement program practices. Also included are data on salary budgets, salary increases, bonus practices, overtime and shift differential policies, executive director benefits, and other related items.
- IV Compensation by Position:** Details the compensation (base pay and total compensation) for each position in the survey according to several variables, including organizations' annual expenses, field of service, location, and managerial responsibility.

Appendices

- Appendix A: Average Annual Base Salary by Position**
- Appendix B: Survey Jobs Omitted from Report (Insufficient Data)**
- Appendix C: Survey Participants**
- Appendix D: Wage Conversion Formulas and Tables**
- Appendix E: About The Bayer Center for Nonprofit Management
at Robert Morris University**

I. GUIDE TO USING THE SURVEY

The 2023 Wage and Benefit Survey of Southwestern Pennsylvania Nonprofit Organizations contains data from the 187 nonprofit organizations that completed and returned the Survey questionnaire distributed by The Bayer Center for Nonprofit Management at Robert Morris University. This questionnaire was designed so that the resulting report would provide a comprehensive and accurate picture of wages, benefits, and other organizational practices as they exist in Southwestern Pennsylvania's nonprofit sector, as of October 1, 2022.

When using the data in this report, we suggest you consider the following:

- The survey reports the compensation and benefit practices in effect on October 1, 2022, as reported by 187 nonprofit organizations in Southwestern Pennsylvania.
- The survey findings are representative of actual practices reported by the participants in the survey. The survey, therefore, is not a scientifically selected sample from which conclusions can be drawn about all nonprofits in the area. Also, the results are not intended to represent an ideal of what compensation and benefits should be.
- A job in one organization often has a different title than that in another. We recommend using the job description to match jobs rather than the job title alone.
- When developing compensation or benefits programs, a nonprofit organization should consider its compensation philosophy and the internal value of jobs in addition to survey data.

Matching Jobs

When seeking information for a particular job, it is important to carefully match your job's duties and responsibilities with that of the survey positions:

- Each job title is defined by an accompanying job description. Individual organizations may use the same job title to designate very different jobs.

<p>TIP: We strongly recommend using the job descriptions rather than the job titles alone to match your jobs to those in the survey.</p>

- To find compensation data for a specific job in your organization, first match the position to a job description that is found at the top of each *Compensation by Position* page. Jobs are grouped under general classifications or functions. It is often useful to review several job descriptions within a function to determine the best match.
- To ensure that the job description you choose is as similar as possible to the actual job at your organization, at least 80 percent of the job responsibilities and requirements should be the same or comparable.

Determining/Comparing Compensation

- Review all the data subsets (such as organizations' annual expenses or field of service) to locate those most relevant to your organization. Note that the pay for senior management positions is most often influenced by the size of a nonprofit organization, with larger organizations paying higher salaries. However, organization size typically has little or no effect on lower-level supervisory, professional, or support jobs.
- You may also consider the variable information provided within a subset of data. For example, if your organization expects substantial growth in the immediate future, then consider using the compensation information from the data subset providing pay levels for larger organizations.
- Keep in mind that pay is a moving target. The data in this report are salaries in effect October 1, 2022. Therefore, when evaluating your organization's pay levels after that date, the data in this report will need adjusting upward to reflect pay movement. We recommend you use 0.25% for each month that has passed since October 1, 2022, or around 3.0% annually, to adjust pay levels to the current rate.

Terminology and Abbreviations

The following terms and abbreviations are used in the *Compensation by Position* tables and throughout this document:

Term	Definition
Across-the-board salary increase	A general pay increase, usually of a certain percent, given to every eligible employee in an organization. The increase may be linked to cost of living or other economic indicators; <i>see also Cost of Living Increase</i> .
Actual bonus paid	Not all employees who are eligible for bonuses actually receive them. The data in this row of the <i>Compensation by Position</i> tables detail the numbers of employees receiving bonuses and, where there are sufficient data, information on the amounts paid.
Average salary	The sum of all salaries or cash compensation divided by the number of incumbents. Average salary figures may be unduly influenced by a few extremely high or low salaries or by the wage practices of a small number of organizations if they employ large numbers of employees in a particular category. Median salaries are less influenced by extremes.
Base salary – All Employees	In the <i>Compensation by Position</i> tables, the average full-time, annual base salary paid for the position. Part-time salaries have been annualized based on a 40-hour workweek. Base salaries do not include the cost of benefits, incentive pay, or perquisites. To convert annual salaries to hourly, weekly, or monthly figures, consult Appendix D of this report.
Cafeteria plan	<i>See Flexible benefit plan.</i>
Cost of living increase	Periodic, across-the-board increases in base pay, designed to keep employees' salaries in line with the rising cost of living.

Defined benefit plan	A retirement plan in which a retired employee receives a specific amount based on salary history and years of service, and in which the employer bears the investment risk. Contributions may be made by the employee, the employer, or both.
Defined contribution plan	A retirement plan that specifies the amount of an agency's contribution, but may not have a formula for determining eventual benefits. The agency's contribution is usually a certain percentage of the worker's salary, and a vesting period – specific length of employment – may be required. <i>See Individual Retirement Account (IRA), Tax-sheltered annuity 401(k), Tax-sheltered annuity 403(b).</i>
Dependent Care Spending Account (DCSA)	One of the two types of FSA (Flexible Spending Account), which holds pre-tax dollars set aside by employees for their dependent care expenses. No amount may be left in the DCSA by the end of the year, or it will be lost.
Eligible for incentive/bonus	The data in this row of the <i>Compensation by Position</i> tables indicate the organizations that provide opportunity for an employee to receive a bonus, regardless of whether one is awarded. These may include formal plans based upon achievement of pre-determined goals or be discretionary with leadership and/or board approval.
Exempt vs. Non-Exempt employees	Employees are classified as "exempt" or "nonexempt" in reference to the FLSA (Fair Labor Standards Act). An exempt employee is paid a salary and is not compensated for overtime hours worked. The three categories under which an employee may be considered exempt are administrative, executive and professional. These categories generally define an exempt employee as one who customarily and regularly exercises discretion and independent judgment in the performance of his/her duties. Exempt employees must pass a Salary Basis Test; that is, they must be compensated at a minimum weekly salary of at least \$875. A non-exempt employee is paid for all overtime hours worked. Non-exempt employees generally perform operational functions such as routine clerical duties, maintenance work, and checking and inspecting equipment.
Flexible benefit plan	Benefit plan that allows employees to choose the benefits they want from a predetermined list. Employers provide a certain number of credits or dollars to each worker to ensure core coverage, and additional benefits may be purchased at an individual employee's expense. <i>Also called Cafeteria plan</i> in this document.
Flexible Spending Account (FSA)	A type of Section 125 accounts, an FSA holds pre-tax dollars set aside by employees for their health care or dependent care expenses. No amount may be left in the FSA by the end of the year, or it will be lost. There are two types of FSA: Health Care Spending Account (HCSA) and Dependent Care Spending Account (DCSA).
Full-time equivalent (FTE)	Either one full-time position (as defined by an organization's policy regarding the hours required for a full-time workweek), or two or more part-time positions that, when taken together, make up the work schedule of one full-time position.

Health Care Spending Account (HCSA)	One of the two types of FSA (Flexible Spending Account), which holds pre-tax dollars set aside by employees for their health care expenses. No amount may be left in the HCSA by the end of the year, or it will be lost.
Health Reimbursement Arrangement (HRA)	An arrangement in which the employer contributes a certain amount per employee per year for health care expenses. This money may be rolled from one year to the next but is not portable if an employee leaves his/her job.
Health Savings Account (HSA)	Employee and/or employer make pre-tax contributions that are used by the employee for future medical, retirement, or long-term care premium expenses. These accounts are used in conjunction with a high-deductible health insurance policy. The funds can roll over from year to year and the account is portable.
Incentive or bonus pay	A periodic or one-time financial reward that compensates employees for outstanding job performance. Bonuses may be given for specific instances of employee achievement or initiative or when a worker meets or exceeds preset performance goals.
Individual Retirement Account (IRA)	A defined contribution benefit plan that allows employees to make tax-deductible contributions to their own retirement accounts.
Median	The data point at which 50 percent of the sample is lower and 50 percent of the sample is higher. The median is synonymous with the 50th percentile.
Number of employees	In the <i>Compensation by Position</i> tables, the total number of individuals reported in the job; the size of the sample.
Number of Organizations	In the <i>Compensation by Position</i> tables, the number of organizations reporting employees in the position.
Paid Time Off (PTO) program	In a Paid Time Off program, employees are given a set number of days off each year to be taken at their discretion (as opposed to separate time off for vacation days, sick days and holidays).
Paid time-off benefits	Employer-paid time off the job; that is, vacation, sick days and holidays.
Percentiles	<ul style="list-style-type: none"> • The 25th percentile is the data point below which 25 percent of the sample falls. • The 75th percentile is the data point below which 75 percent of the sample falls; conversely, the level above which the top 25 percent of the sample falls.
Performance-based or merit increases	Salary increases based on employee merit or performance over a given period of time.
Personal days	Days off taken at the discretion of the employee. Also called floating holidays.

Term	Definition
Tax-sheltered annuity 401(k)	A defined contribution retirement plan that allows workers to make pre-tax contributions through salary reduction agreements with their employers. Following a change in tax regulations in 1997, 401(k) plans can now be offered by nonprofit organizations.
Tax-sheltered annuity 403(b)	A defined contribution plan, similar to a 401(k), but specifically designed for use by nonprofit and public organizations.
Total cash compensation	Calculated by adding base salary and bonus together and dividing by the total number of incumbents in the job, regardless of whether they received a bonus. For example, <ul style="list-style-type: none"> • Average base salary for 5 Executive Directors is \$50,000 • Two received bonuses: one was \$5,000 and one was \$1,000 • $(5 \times \\$50,000) + (\\$5,000 + \\$1,000) / 5 = \\$51,200$ (Total Cash Compensation)

Positions

This year, we collected data on 280 job titles and received enough data to print reports for 139 of those titles. For many of these jobs, especially those core positions found particularly in nonprofits, there are very limited data available elsewhere. More than 9,000 individual salaries were reported and included in this report.

Each wage chart contains data broken out by the following parameters, given a sufficient response:

- Organization's annual operating expenses
- Organization's location
- Organization's primary field of work
- Total number of employees
- Employee's gender identity
- Employee's race/ethnicity
- Number of employees managed directly or indirectly by this employee

Data Confidentiality

To ensure the confidentiality of all data, a minimum number of responses is required for each statistic. A minimum of five organizations is required to report compensation in any data subset. At least five incumbents in a data subset are required to report the average and the median. The 10th, 25th, 75th and 90th percentiles are reported for samples of at least twelve incumbents. When not enough data is collected to meet these minimum levels, cells in the individual reports are left blank.

Survey jobs that were not reported by the minimum of five organizations have been omitted from the survey due to insufficient data. Appendix B lists the survey jobs omitted due to insufficient data.

Survey Highlights

Surveyed Organizations

This report provides data collected from 187 nonprofit employers of all sizes across Southwestern Pennsylvania for wages and benefits they provided to 11,297 employees as of October 1, 2022. Participating nonprofits are divided into two regions: those in Allegheny County, and those in the surrounding area. One hundred fifty-three organizations included in this Survey are located in Allegheny County and thirty-four are located in other counties.

The annual operating expenses of participating nonprofits range from under \$100,000 to over \$100,000,000 per year. The median annual operating expenses among survey participants is \$972,226.

Fifty-four percent of the organizations' Executive Directors/CEOs are women; 45% are men, and 1% are non-binary/non-conforming. In the total sample of employees, 79% are women and 21% are men. Fewer than 1% of employees identify as non-binary/gender non-conforming.

Seventy-two percent of the 11,297 employees of the participating organizations work full-time; 28% work part-time.

Benefits: Paid Time Off

More than half (54%) of participating nonprofits provide full-time employees with specific, separate numbers of paid days off for vacation, holiday, and sick leave. Forty-two percent have a PTO (Paid Time Off) program instead, giving employees a set number of days off to be taken for any purpose. The remaining 4% are mostly small organizations with a less formal policy.

Sixty-six percent of participating nonprofits offer paid time off to part-time employees. Of those, 60% require that those employees work at least 23 hours per week, on average, to be eligible.

Most (86%) participating nonprofits have one vacation schedule for all employees, which often gives an increasing number of vacation days the longer an employee remains with the organization; 10% have two or more schedules depending on the type of employee. Surveyed nonprofits provide an average of 11 paid holidays and 9 paid sick days per year.

Organizations are most likely to provide other paid time off for bereavement and jury service. Around half provide paid time off for military service, maternity/paternity and family illness. They are much less likely to provide paid time off for job-related education/training or volunteer service.

Seventy-three percent of participating nonprofits define a full-time workweek as 40 hours per week, 13% use 37.5 hours, and 10% use 35 hours.

Benefits: Insurance

Ninety-three percent of surveyed nonprofits offer some type of medical insurance coverage to full-time employees including 14% that pay employees a monthly cash stipend to purchase their own insurance. Among organizations that offer a “traditional” health plans (rather than flexible benefit plans), 42% of those pay the full cost of premiums for single employees.

Twenty-eight percent of surveyed organizations provide insurance to part-time employees, usually requiring that employees work a minimum of 27 hours per week on average. The other 72% of surveyed organizations provide insurance benefits only to full-time employees.

Benefits: Retirement

The great majority (81%) of surveyed nonprofits provide some type of retirement benefit to their full-time employees. Tax-deferred annuities are the most popular type of plan (53% of all surveyed organizations), followed by IRAs/SEP-IRAs/SIMPLE IRAs (21%). Most (88%) of those with retirement benefits have plans in which both the employer and the employee contribute. In 5% only the employee contributes, and in 5% only the employer contributes.

Eighty-nine percent of organizations that contribute to employees’ retirement plans describe their contributions as a percentage of each employee’s annual salary, usually the same for all employees. If the percentage increases with an employee’s length of service, organizations entered the highest percentage, or cap, of an employee’s salary that would be contributed. The range of all percent of salary responses is from 1% to 25%, with an average response of 4.79% median response of 3%.

Compensation

On average, men Executive Directors/CEOs earn higher pay than do women. While a majority (54%) of all Executive Directors/CEOs in the sample are women, men more likely to be leading the largest organizations and are paid significantly more than the women leading organizations of a similar size, resulting in higher overall pay for men.

Overall, 89% of participating nonprofits expect to give salary increases during their current fiscal year, with a median expected increase of 3.0%. Merit/performance increases are the most frequently cited, with 43% of organizations planning to give them during the next twelve months. Across-the-board increases are the next most common factor, with 34% of organizations planning them. Thirty percent expect cost-of-living increases, 14% expect to consider external labor market information such as survey data, 10% expect to consider internal job equity issues and 3% expect to consider employee length of service. Some organizations use more than one method to grant salary increases.

Eighty-two percent of the participating nonprofits report a performance review interval of one year, 6% conduct reviews every six months, 4% conduct quarterly reviews and 8% have no set interval or do not review.

Fifty-four percent of surveyed nonprofits offer some form of incentive pay opportunity to their Executive Directors/CEOs.

II. PARTICIPANT OVERVIEW

Effective Date

We asked the participants to provide salary data as of October 1, 2022.

Participants

This year, 187 nonprofit organizations in Southwestern Pennsylvania participated in the survey. These organizations provided comprehensive information on benefits and compensation for positions common to nonprofits. A list of the participants is included in Appendix A. The tables in this section provide you with an overview of the participants – where they are located, their annual operating expenses, field of service, and the number of staff they employ.

Annual Operating Expenses

Groups of organizations based on their annual operating expenses are established where natural breaks occur in the data.

Annual Expenses Groups	# of Orgs	Average Annual Expenses
Less than \$500,000	32	\$302,888
\$500,000 - \$999,999	32	\$712,776
\$1,000,000 - \$2,499,999	61	\$1,592,683
\$2,500,000 - \$9,999,999	40	\$5,028,105
\$10,000,000 and more	22	\$30,397,804
Total	187	\$5,341,882

Using Annual Expenses Data to Evaluate Pay

The financial size of an organization typically affects pay for management-level staff because of the increased complexity of the organization itself, numbers of employees supervised, and overall financial responsibility: the larger the nonprofit, the higher the compensation for a senior manager. This pattern is demonstrated in the following table for the Executive Director/Chief Executive Officer position.

Annual Expenses Groups	Average Base Pay for Executive Director/CEO
Less than \$500,000	\$81,956
\$500,000 - \$999,999	\$91,484
\$1,000,000 - \$2,499,999	\$123,643
\$2,500,000 - \$9,999,999	\$143,270
\$10,000,000 and more	\$227,716
Average of all	\$130,470

Staff Size

Compared with management-level employees, organizational size does not have quite the same impact on pay for professional or support staff as their jobs are similar whether they are in a large organization or a small one. Instead, the pay philosophy of the organization, whether it has a formal salary administration program, and sources of funding may determine the pay levels of these jobs.

TIP: We recommend you utilize the annual expenses groupings to determine the pay level of a senior manager, and use other criteria such as location, field of service, or the data for all organizations when analyzing pay for support and professional positions.

The average number of employees in each size group is another measure against which to evaluate pay for those individuals with responsibility for the entire organization, or for a substantial part of it.

Annual Expenses Groups	Average Number of FTE Employees	Part-Time Employees as % of Total
Less than \$500,000	3	47%
\$500,000 - \$999,999	7	39%
\$1,000,000 - \$2,499,999	19	25%
\$2,500,000 - \$9,999,999	47	24%
\$10,000,000 and more	256	30%
Average of all participants	48	28%

Data are also calculated on employee size groupings. These groups are based on organizations' total full-time equivalent employees.

Employee Size Groups	# of Organizations
From 1 to 5 employees	53
From 6 to 20 employees	67
From 21 to 50 employees	28
From 51 to 150 employees	28
More than 150 employees	11
Total	187

TIP: If your organization has a particularly small annual expenses relative to the number of employees, or vice versa, then compare your data based on both annual expenses and employee size groups.

Field of Service and Annual Expenses

The survey participants represent the following 16 fields of service:

Field of Service	Total # of Orgs	Less than \$500K	\$500K to \$1M	\$1M to \$2.5M	\$2.5M to \$10M	\$10M and more
Basic Material Need	12	1	2	5	2	2
Counseling/Behavioral Health & Wellness	7	1	1	1	3	1
Culture/Arts	15	2	4	5	1	3
Economic/Neighborhood Development	18	2	7	6	3	0
Education and Child Care Services	20	3	0	8	3	6
Employment and Economic Opportunity	5	1	1	2	0	1
Environment/Animal Welfare	22	4	3	9	5	1
Family Support and Preservation	5	0	1	1	1	2
Foundation/Philanthropy	8	3	1	3	1	0
Health and Health Education	8	3	2	0	2	1
Legal/Advocacy	4	1	1	1	1	0
Library	9	4	2	2	1	0
Management/Technical Assistance	4	1	1	1	0	1
Religious	5	0	1	2	2	0
Social Support	38	5	4	11	14	4
Youth/Recreation	7	1	1	4	1	0
Total	187	32	32	61	40	22

Supervisory Responsibility

Another measure against which to evaluate your own jobs is the number of staff managed by survey positions. The table below represents the number of employees *directly and indirectly* supervised by the incumbent. Typically, the manager has substantial responsibility for hiring, firing and reviewing performance. The survey provides pay data based upon these groups:

Employees Managed - Groups
1 to 3
4 to 8
9 to 14
15 and over

This measure is particularly valuable when evaluating important supervisory positions. It enables you to determine more precisely the value of your organization's particular job relative to others with similar circumstances. Typically, the more supervisory responsibility held by a manager or supervisor, the higher the salary.

Geographic Location and Annual Expenses

Compensation levels are reported for the following geographic areas:

County	Total # of Orgs	Less than \$500K	\$500K to \$1M	\$1M to \$2.5M	\$2.5M to \$10M	\$10M and more
Allegheny	153	25	24	55	31	18
Other Counties:						
Armstrong	1	1	0	0	0	0
Beaver	4	0	1	0	3	0
Butler	5	0	1	0	2	2
Cambria	1	0	0	0	0	1
Fayette	2	1	1	0	0	0
Indiana	3	1	0	1	1	0
Lawrence	1	0	0	1	0	0
Washington	9	1	2	2	3	1
Westmoreland	8	3	3	2	0	0
Total Other Counties	34	7	8	6	9	4
Total	187	32	32	61	40	22

Fiscal Year Calendar and Annual Expenses

Participating organizations report fiscal year calendars as follows:

Month Beginning Fiscal Year	Total # of Orgs	Less than \$500K	\$500K to \$1M	\$1M to \$2.5M	\$2.5M to \$10M	\$10M and more
January	87	22	21	32	9	3
May	1	0	0	1	0	0
June	2	1	0	1	0	0
July	82	6	8	24	25	19
September	4	2	0	1	1	0
October	9	1	3	1	4	0
December	2	0	0	1	1	0
Total	187	32	32	61	40	22

Workforce by Gender of Employee and Annual Expenses

Participating organizations report men, women and non-binary/non-conforming employees as follows:

Gender of Employee	Total # of Emps	Less than \$500K	\$500K to \$1M	\$1M to \$2.5M	\$2.5M to \$10M	\$10M and more
Men	1,847	36	75	338	384	1,014
Women	6,935	125	248	944	1,449	4,169
Non-Binary/Non-Conforming	41	3	2	10	6	20
Total	8,823	164	325	1,292	1,839	5,203
Women Employees as % of Total	79%	77%	76%	73%	79%	80%

Workforce by Race/Ethnicity of Employee and Annual Expenses

Participating organizations report race/ethnicity of employees as follows:

Race of Employee	Total # of Emps	Less than \$500K	\$500K to \$1M	\$1M to \$2.5M	\$2.5M to \$10M	\$10M and more
American Indian/Alaska Native	18	0	0	3	2	13
Asian	100	3	5	13	38	41
Black or African American	1,132	11	58	189	327	547
Hispanic/Latinx	150	16	3	17	53	61
Native Hawaiian/Other Pacific Islander	10	0	0	8	1	1
White	7,044	121	252	986	1,394	4,291
Mixed Race	118	12	7	25	19	55
Unknown	146	0	0	14	72	60
Total	8,718	163	325	1,255	1,906	5,069

Employees with Self-Identified Disabilities

Fifty-one organizations (27% of all participants) report at least one full-time or part-time employee with a self-identified disability. These employees represent 4% of the full-time workforce and 7% of the part-time workforce at these organizations.

Each of these organizations reports that they are able to provide accommodations, as needed, for employees with a disability.

Turnover Rates

We asked for basic information about the number of positions in which an existing employee had left and been replaced by a new employee during the past year, resulting in an overall rate (voluntary and involuntary combined) of 19% for full-time and 23% for part-time employees. The table and chart below show the percentage rate of turnover, based on the size of the organization:

Employee Size Groups	Full-Time Turnover		Part-Time Turnover	
	Voluntary	Involuntary	Voluntary	Involuntary
From 1 to 5 employees	13%	3%	12%	1%
From 6 to 20 employees	15%	3%	21%	3%
From 21 to 50 employees	19%	3%	22%	1%
From 51 to 150 employees	15%	3%	25%	3%
More than 150 employees	18%	2%	19%	3%
Overall Percentage Turnover	17%	2%	21%	2%

Organizations were asked to identify factors they are aware of as significant reasons why employees have left their jobs during the past year due to voluntary turnover. A significant number of responses listed as “Personal reasons (other than geographic move)” related to the COVID-19 pandemic, such as concern about safety on the job or staying home to care for family members. Other reasons offered as write-in answers included mismatch between employee and the organization’s culture and career changes.

Factors Related to Voluntary Turnover	# of Organizations	% of Organizations
Jobs with higher pay elsewhere	105	56%
Higher-level job (promotion) elsewhere	72	39%
Personal reasons (other than geographic move)	60	32%
Geographic move for personal/family reasons	31	17%
Jobs with more competitive benefits elsewhere	29	16%
Job in the private sector	23	12%
Pursuing higher education	21	11%
Geographic move for affordability reasons	11	6%
Job in the public sector	9	5%
Stress/burnout	4	2%
Desire for hybrid or remote work	4	2%
Other	9	5%

III. COMPENSATION & BENEFITS PRACTICES

Compensation Practices

Salary Increase Budgets for Current Fiscal Year

Eighty-nine percent (89%) of surveyed organizations expect to give regular salary increases during their current fiscal year. The median salary increase budget is 3.0%, as detailed in the following table:

Salary Increase Budgets for Current Fiscal Year	
# of Organizations Responding	187
# Organizations Responding with 0.0%	20
# Organizations Responding with an Increase Budget	167
All Organizations - 25th Percentile	3.00%
All Organizations - Median	3.00%
All Organizations - 75th Percentile	5.00%
Average (Including those reporting 0.00%)	3.97%
Average (Excluding those reporting 0.00%)	4.44%

Salary Increase Practices: Past 12 Months and Next 12 Months

Participants were asked for details about six types of salary increases, both over the past twelve months and projected for the coming twelve months:

Salary Increase Practice	% of Organizations that gave increase in previous 12 months	Average increase given	% of Organizations expecting to give increase in next 12 months	Average increase expected
Merit/performance	37%	3.93%	43%	3.87%
Across the board	41%	4.62%	34%	3.76%
Cost of living	32%	4.02%	30%	3.54%
Length of service	3%	2.80%	3%	2.67%
External labor market considerations such as survey data	18%	9.11%	14%	4.84%
Internal job equity considerations	9%	3.94%	10%	3.76%

Note: Some organizations report more than one type of salary increase practice.

Salary Grades and Ranges

Just under half of survey respondents indicate that they use salary grades or ranges in their organizations.

Grades & Ranges	# of Organizations	% of Orgs
Use grades and ranges	90	48%
Do not use grades and ranges	97	52%
# Organizations Responding	187	

Incentive Pay or Bonuses

Of the 187 respondents, 54% indicate they provide the Executive Director/CEO with some type of incentive or bonus opportunity. Between 29% and 42% of nonprofits provide bonus opportunities for some other staff members, as follows:

Employee Group – Bonus Eligible	# of Organizations	% of Orgs
Executive Director/CEO	101	54%
Associate Director/COO	55	29%
Development Director	60	32%
Department Heads	73	39%
Support and Administrative Staff	78	42%

Note that the existence of incentive or bonus plans does not necessarily mean employees in those plans were paid bonuses. Actual payments are detailed in the *Compensation by Position* pages.

On-Call Practices

Fifty-six respondents (30% of the 187 survey respondents) indicate they have some type of on-call pay practice:

On-Call Pay Practices	# of Organizations	% of Orgs
Pay for hours worked (including overtime)	11	6%
Pay a flat rate for being on call	12	6%
Provide compensatory time off or flex-time	16	9%
Do not pay or provide time off (exempt staff)	4	2%
Pay a show-up rate and hourly pay for time worked	7	4%
Other	6	3%
Total Responses	56	30%

Practices for Dealing with Extensive Overtime by Exempt Staff

When dealing with overtime by exempt staff, 24% of organizations surveyed report that they have no formal policy. The practice of providing compensatory time-off is reported by 36% of organizations. (Note that the Wage and Hour laws do not mandate overtime pay for exempt staff.) Thirty-four percent (31%) of respondents indicate that they do not compensate exempt staff for overtime.

Practice	# of Responses	% of Orgs
No formal policy	45	24%
Provide compensatory time off	67	36%
Pay straight time	1	1%
Pay overtime rates	15	8%
Do not compensate for extensive overtime	58	31%
Other	1	1%
# Organizations Responding	187	

Compensatory Time Off

Seventy-four nonprofits (40%) offer employees the option of taking compensatory instead of pay for overtime hours worked.

Employee Eligibility for Public Assistance

When asked whether any of their full-time employees were eligible for public assistance benefits, 14% of surveyed organizations reported that at least some of their full-time employees were eligible. These organizations report an average of 11% and a median of 10% of their full-time employees as eligible for public assistance benefits.

Considering the full-time workforce of all survey participants, the employees identified as eligible for public assistance benefits represent approximately 3% of all full-time employees.

Employment Practices

Introductory Period

The 142 nonprofits with an introductory period report an average of **3.52** months. The most common response is three months.

Length of Introductory Period	# of Organizations	% of Orgs
None	45	24%
Less than two months	2	1%
Two months	10	5%
Three months	106	57%
Four months	1	1%
Six months	20	11%
Twelve months	3	2%
# Organizations responding	187	

Of those organizations that report an introductory period, 65% indicate that employees are eligible for paid-time off benefits and 66% indicate that employees are eligible for insurance benefits during the introductory period.

Performance Reviews

The vast majority of organizations review staff on an annual basis.

Performance Review Period	# of Responses	% of Orgs
Do not review	5	3%
Quarterly	8	4%
Every six months	11	6%
Annually	153	82%
No set schedule	10	5%
Total responses	187	

Full-Time Workweek by Organizations' Annual Expenses

Around two-thirds of organizations have a 40-hour full-time workweek. Organizations with a workweek of fewer than 35 hours tend to be relatively small organizations.

Full-Time Work Week	All Orgs	Less than \$500K	\$500K to \$1M	\$1M to \$2.5M	\$2.5M to \$10M	\$10M and more
40 hours	73%	69%	72%	77%	73%	73%
37.5 hours	13%	13%	13%	11%	10%	18%
35 hours	10%	3%	9%	8%	18%	9%
Other	5%	16%	6%	3%	0%	0%

Miscellaneous Employee Benefits

Organizations were asked whether the following benefits are provided to executive-level staff and other staff. For information about miscellaneous benefits provided to the Executive Director/CEO, please see page 42.

Benefit	% of Organizations Offering Benefit to:	
	Executives (other than Executive Director/CEO)	Other Staff
Employee Assistance Program (EAP)	42%	40%
Telecommuting	74%	67%
Financial planning services	27%	26%
Reimbursement for cost of professional license/credential	49%	40%
Professional conference attendance	78%	66%
Professional development classes	78%	76%
Low-interest or no-interest loan program	1%	2%
Transportation and/or travel	36%	37%
Spouse's/domestic partner's travel expenses	0%	0%
Local mass transit subsidy	3%	3%
Car leasing	1%	0%
Car ownership	0%	0%
Housing or housing allowance	2%	2%
Cellular phone use	42%	34%
Home computer purchase or lease	10%	7%
Cost of home internet provider	5%	5%
Personal legal expenses	1%	1%
Personal liability insurance	2%	2%
Professional liability insurance	28%	24%
Membership in country club/residential club	0%	0%
Membership in health club	2%	2%
Membership in fraternal club	0%	0%
Professional membership dues	45%	35%
Sabbatical (paid time off)	10%	9%
Benefit	Executives (other than Executive Director/CEO)	
Additional vacation time	18%	
Additional contribution to medical insurance	12%	
Additional contribution to life insurance	8%	
Additional contribution to disability insurance	6%	
Additional contribution to long-term care insurance	3%	
Additional contribution to retirement plan	18%	

Attracting and Retaining Talent

Survey respondents were asked about their organizations' specific efforts to attract and/or retain talent. Ninety-eight percent (98%) of respondents reported at least one of the strategies listed below, and many reported multiple strategies.

Strategies for Attracting and/or Retaining Talent	# of Orgs	% of Orgs
Offer job/positions promotions within the organization	139	74%
Allocate at least 2% of operating budget to professional or leadership development	50	27%
Provide formal coaching and/or mentorship opportunities for employees throughout the organization	67	36%
Measure performance for ALL employees on an annual basis	140	75%
Encourage participation in professional networks or associations	134	72%
Provide financial assistance for collegiate-level continuing education	40	21%
Offer flexible hours/schedules	158	84%
Provide technology to work remotely	139	74%
Offer generous employee benefits (i.e. paid time off, insurance, retirement)	18	10%

Impact of the Economic Environment/COVID-19 Pandemic

Participants were asked whether they are likely to take any of the actions below during the next twelve months, and if so, how many of their employees would likely be impacted. These actions are expected to be very unusual among survey participants for any of their employees.

Pandemic-Related Action Anticipated During Next Twelve Months	% of Organizations			
	All employees	More than half of employees	Fewer than half of employees	No employees
Withhold planned/expected salary increases	5%	<1%	1%	94%
Reduce pay	0%	0%	0%	100%
Furlough employees	0%	1%	0%	99%
Lay off employees	0%	0%	1%	99%

Participants were asked to what extent do they expect employees to be working remotely for the foreseeable future, choosing which option (remote, hybrid or in-person) best describes their practice for each of four broad groups of employees.

Employee Groups	% of Organizations		
	Remote	Hybrid combination	In-Person
Corporate administration (Executive, Office, HR, IT)	4%	70%	26%
Accounting/Finance	15%	63%	22%
Development	4%	75%	21%
Program services	3%	56%	41%

Participants were asked whether their organizations require proof of vaccination and/or regular testing for employees.

	% of Organizations		
	Yes	No	Not at this time but considering
Does your organization require proof of vaccination and/or regular testing for employees?	28%	67%	5%

More generally, survey participants described changes in the overall cost of their insurance and retirement benefits per employee during calendar year 2022, as well as any projected changes for 2023.

Changes in cost of insurance and retirement benefits	% of Organizations		
	Increase	About the Same	Reduce
Cost of insurance and retirement benefits per employee during 2022	57%	43%	0%
Projected cost of insurance and retirement benefits per employee during 2023	57%	42%	1%

They were asked about their expectations of the employment market and its impact on their operations in 2023.

	% of Organizations	
	Yes	No
Do you anticipate that your organization will experience increased competition from other employers to attract and retain well-qualified employees in 2023?	75%	25%
Does your organization see turnover as a significant problem in 2023?	34%	66%

Survey participants were asked how their organization's current workforce size compares with their pre-pandemic workforce.

	% of Organizations		
	Larger now	About the Same	Smaller now
How does your organization's current workforce size compare with your pre-pandemic workforce?	33%	49%	18%

Those who answered that their workforce is now smaller than before the pandemic were asked about contributing factors to that workforce reduction. Some participants choose more than one factor.

Factor Contributing to Smaller Workforce	% of Organizations
Lack of funding	42%
Programs have changed	42%
Difficulty filling open positions	64%
Other	6%

Survey participants were asked whether they expect their organizations' workforces to increase or decrease during the next twelve months.

	% of Organizations Answering		
	Increase	About the Same	Decrease
Projected full-time equivalent workforce changes	44%	54%	2%

Survey participants identified job categories for which they are having difficulty hiring and/or retaining employees:

Job Categories	% of Organizations
Accounting/Finance	19%
Administration/General Office	13%
Communications/Marketing	10%
Development/Fundraising	21%
Executive	8%
Human Resources	7%
Information Technology	6%
Maintenance/Facilities/Grounds/Drivers	11%
Program Delivery	52%

Diversity, Equity, Inclusion and Belonging (DEIB) Practices

The 2023 survey includes a group of questions about organizations' DEIB practices. First, participants were asked to choose from a list of options describing the degree to which their organizations have worked on DEIB practices and policies.

Organization's Stage of DEI Work	% of Organizations
None	28%
Discussion	19%
Planning	11%
Time formally allocated for all or some staff to work on DEIB	16%
Funds allocated for DEIB (i.e. staffing, training, consultant)	18%
DEIB is standing line item in budget/Policies implemented	7%
Other	1%

Organizations that answered anything other than “None” to the question above were asked a series of questions to details about their DEIB practices.

Does your organization have, or have you had, an internal DEIB working group or task force?	% of Organizations
Yes	48%
Planning to do within 12 months	16%
Done previously, no longer active	4%
No	32%

Survey participants were asked about the use of a consultant to assist with DEIB work since 2019 as well as plans for staff and/or board training during the next twelve months.

	% of Organizations	
	Yes	No
Since 2019, has your organization worked with or will you work with a consultant or firm to help support your DEIB work?	50%	50%
Does your organization plan to provide DEIB-related training for the staff during the next twelve months?	79%	21%
Does your organization plan to provide DEIB-related training for the board during the next twelve months?	63%	37%

Survey participants were asked about their boards’ nominations plan with respect to DEIB considerations.

	% of Organizations Answering		
	Yes	Planning to do within 12 months	No
Does the board have a nominations plan that integrates DEIB?	57%	0%	43%

Survey participants were asked whether a number of policies/practices have been reviewed or will soon be reviewed with respect to DEIB considerations.

Policies/practices reviewed with respect to DEIB	% of Organizations Answering		
	Yes	Planning to do within 12 months	No
Compensation and benefits	39%	22%	39%
Hiring (recruitment, hiring, onboarding)	59%	23%	19%
Supervision, evaluation, promotion, lay-offs	38%	23%	39%
Financial	26%	20%	54%
Fundraising/marketing	30%	19%	50%
Program	56%	21%	24%
Planning (strategic, program planning)	53%	29%	18%
Retention (e.g. stay interview)	36%	24%	39%

Time-Off Practices

The primary methods reported for providing time-off benefits to employees are:

- Separate vacation, sick leave and holiday benefits: 101 organizations (54%) are reported
- Paid time off (PTO): 78 organizations (42%) are reported

In addition, 8 respondents (4%) report different time-off policies for their staff, including no formal time-off policies.

Of the respondents who have part-time employees, 66% indicate that their part-time employees are eligible for paid time off benefits while 34% do not offer these benefits to part-time employees. When offered, these benefits are virtually always pro-rated according to employees' work schedules. Of the organizations that do offer paid time off to part-time employees, 60% require the part-time employee to work a minimum number of hours per week to be eligible. On average, this minimum is 23 hours per week. The remaining 40% offer paid time off benefits to part-time employees regardless of the number of hours they work each week.

Separate Vacation, Sick Leave, and Holidays—All Employees Receiving the Same Benefit

The survey results show that 87 survey participants (47%) provide the same benefit to both exempt and nonexempt staff, AND accrue vacation, holiday, and sick leave separately:

All Staff Years of Service	Vacation Days	Sick Leave	Holiday	Personal Days	Total Days
First Year	10.9	8.9	11.1	1.9	32.8
Second Year	12.7	8.9	11.1	1.9	34.6
Third Year	13.8	8.9	11.1	1.9	35.7
Fourth Year	14.3	8.9	11.1	1.9	36.2
Fifth Year	16.3	8.9	11.1	1.9	38.2
Sixth to Ninth Years	17.9	8.9	11.1	1.9	39.8
Tenth Year	20.5	8.9	11.1	1.9	42.4
Eleventh Year	21.8	8.9	11.1	1.9	43.7

Separate Vacation, Sick Leave, and Holidays—Exempt and Non-Exempt Staff Receiving Different Benefits

The survey results show that 14 survey participants (7%) provide different benefits to exempt and non-exempt staff, AND accrue vacation, holiday, and sick leave separately, as detailed in the following two tables:

Exempt Staff Years of Service	Vacation Days	Sick Leave	Holiday	Personal Days	Total Days
First Year	13.7	8.4	10.7	2.2	35.0
Second Year	15.3	8.4	10.7	2.2	36.6
Third Year	16.0	8.4	10.7	2.2	37.3
Fourth Year	16.5	8.4	10.7	2.2	37.8
Fifth Year	18.0	8.4	10.7	2.2	39.3
Sixth to Ninth Years	18.0	8.4	10.7	2.2	39.3
Tenth Year	18.5	8.4	10.7	2.2	39.8
Eleventh Year	20.0	8.4	10.7	2.2	41.3

Non-Exempt Staff Years of Service	Vacation Days	Sick Leave	Holiday	Personal Days	Total Days
First Year	8.3	8.4	10.7	2.2	29.6
Second Year	9.9	8.4	10.7	2.2	31.2
Third Year	10.6	8.4	10.7	2.2	31.9
Fourth Year	11.1	8.4	10.7	2.2	32.4
Fifth Year	13.0	8.4	10.7	2.2	34.3
Sixth to Ninth Years	14.5	8.4	10.7	2.2	35.8
Tenth Year	16.5	8.4	10.7	2.2	37.8
Eleventh Year	17.0	8.4	10.7	2.2	38.3

Paid Time-Off (PTO) Policies—All Employees Receiving the Same Benefit

Seventy-three survey respondents (39%) provide PTO benefits that combine vacation and sick leave, with all employees receiving the same benefits:

All Staff Years of Service	Paid Time- Off	Holidays	Total Days
First Year	15.2	11.0	26.2
Second Year	17.3	11.0	28.3
Third Year	18.6	11.0	29.6
Fourth Year	19.6	11.0	30.6
Fifth Year	21.6	11.0	32.6
Sixth to Ninth Years	23.3	11.0	34.3
Tenth Year	25.0	11.0	36.0
Eleventh Year	29.9	11.0	40.9

Paid Time-Off (PTO) Policies— Exempt and Non-Exempt Staff Receiving Different Benefits

Five survey respondents (3%) provide PTO benefits that combine vacation and sick leave, with exempt and non-exempt staff receiving different benefits, as shown in the two tables below:

Exempt Staff Years of Service	Paid Time- Off	Holidays	Total Days
First Year	25.6	10.4	36.0
Second Year	26.2	10.4	36.6
Third Year	26.6	10.4	37.0
Fourth Year	27.0	10.4	37.4
Fifth Year	28.4	10.4	38.8
Sixth to Ninth Years	30.8	10.4	41.2
Tenth Year	32.4	10.4	42.8
Eleventh Year	34.0	10.4	44.4

Non-Exempt Staff Years of Service	Paid Time- Off	Holidays	Total Days
First Year	12.0	10.4	22.4
Second Year	15.2	10.4	25.6
Third Year	15.4	10.4	25.8
Fourth Year	17.0	10.4	27.4
Fifth Year	19.6	10.4	30.0
Sixth to Ninth Years	21.6	10.4	32.0
Tenth Year	24.6	10.4	35.0
Eleventh Year	26.0	10.4	36.4

Other Paid Time Off

Organizations are most likely to provide other paid time off for bereavement and jury service. Around half provide paid time off for maternity/paternity, military service and family illness. Organizations are much less likely to provide paid time off for job-related education/training or volunteer service.

Type of Paid Time Off	# of Organizations	% of Orgs
Bereavement	162	87%
Jury service	157	84%
Maternity/paternity	99	53%
Military service	95	51%
Family illness	88	47%
Job-related education/training	31	17%
Volunteer service	18	10%

Insurance and Retirement Benefits

Insurance Coverage Offered

The great majority of survey participants (93%) offer some type of medical insurance to their employees, at an average cost of \$815 per employee per month. This includes 14% of surveyed organizations that pay employees a cash stipend to purchase their own insurance.

Many respondents offer more than one type of medical insurance and a variety of other insurance benefits, as detailed below. Note that these tables include organizations that offer insurance through a flexible benefit plan, as well as through a traditional insurance plan.

*Types of Medical Insurance Offered	# of Organizations	% of Organizations
Health Maintenance Organization (HMO)	22	12%
Exclusive Provider Organization (EPO)	60	32%
Preferred Provider Organization (PPO)	93	50%
Monthly stipend paid directly to employees	26	14%
Do not provide medical insurance	14	7%
**Total Organizations Responding	187	

**These numbers include organizations offering flexible benefit plans as well as traditional plans.*

***Some organizations offer more than one type of plan.*

*Other Types of Insurance Offered	# of Organizations	% of Organizations
Dental Care Insurance	145	78%
Vision Care Insurance	139	74%
Life Insurance	116	62%
Short-Term Disability Insurance	107	57%
Long-Term Disability Insurance	106	57%
Long-Term Care Insurance	63	34%
Do not provide other types of insurance	41	22%
*Total Organizations Responding	187	

**These numbers include organizations offering flexible benefit plans as well as traditional plans.*

***Many organizations offer more than one type of plan.*

The Employer Contribution tables on pages 30 through 36 detail the percentage of health-care premiums paid by employers who offer traditional plans rather than cafeteria or flexible benefit plans. Use these tables as a guide if you offer your employees a designated set of group health-care benefits. On page 36, see information about Section 125 plans, including flexible benefit (or “cafeteria”) plans.

Waiting Period for New Employees

Survey participants were asked to specify the waiting period before coverage begins for new employees. Please note that the federal Patient Protection and Affordable Care Act (PPACA) prohibits waiting periods of more than 90 days for group health plans.

Waiting Period for New Employees	# of Organizations	% of Organizations
No waiting period (coverage begins immediately)	70	49%
up to 1 month	32	22%
up to 2 months	13	9%
up to 3 months	28	20%
Total Organizations Responding	143	

Domestic Partner Benefits

Sixty-two percent (62%) of respondents offer medical insurance coverage to domestic partners of employees. This includes 38% of respondents that contribute to the cost of the premium for domestic partners, and 24% of respondents that do not pay any of the premium. The remaining thirty-eight percent (38%) do not offer any medical coverage to domestic partners.

Part-Time Employee Benefits

Of the respondents who have part-time employees, 72% provide insurance benefits only to full-time employees.

Twenty-four percent (24%) offer medical insurance benefits to part-time employees who maintain a minimum weekly work schedule. This includes 17% percent offering full benefits to qualifying part-time employees, who must work an average of 28 hours per week to be eligible. The other 7% provide pro-rated benefits to qualifying part-time employees, who must work an average of 25 hours per week to be eligible.

Just 4% of respondents offer insurance coverage to part-time employees regardless of their work schedules. This includes 2% that offer full benefits and another 2% that offer pro-rated insurance benefits to all part-time employees.

Special Insurance-Related Accounts

In an HRA (Health Reimbursement Arrangement) the employer contributes a certain amount per employee per year for health care expenses. This money may be rolled from one year to the next but may not be portable if an employee leaves his or her job. Twenty-six organizations in this survey's sample (14%) offer an HRA to employees, reporting annual contributions ranging from \$350 to \$9,000 with a median of \$1,500.

An HSA (Health Savings Account) allows the employee and/or employer to make pre-tax contributions that are used by the employee for future medical or long-term care premium expenses. These accounts are used in conjunction with a high-deductible health insurance policy. The funds can roll over from year to year and the account is portable. Seventeen organizations (9%) offer health insurance policies that are compatible with Health Savings Accounts, reporting annual contributions ranging from \$500 to \$2,000 with a median of \$1,200.

Employer Contribution—HMO Insurance (Traditional Plans)

The following tables show the average payment of premiums by employers for both employees and their dependents for medical insurance through a **Health Maintenance Organization (HMO)** plan. Results show that 95% of respondents who offer HMO coverage pay at least 50% of the cost *for the employee*, and 33% pay the entire cost. Note that the information in these tables does not include organizations that offer **HMO** coverage through a flexible benefit plan.

HMO—Employee Health Insurance Employer Contribution	# of Organizations	% of Organizations
Pay 100% of premium	7	33%
Pay 90 to 99% of premium	2	10%
Pay 80 to 89% of premium	5	24%
Pay 70 to 79% of premium	2	10%
Pay 60 to 69% of premium	1	5%
Pay 50 to 59% of premium	3	14%
Pay from 1 to 49% of premium	0	0%
Do not pay any of the premium	1	5%
Total Offering HMO	21	

Forty-three percent (43%) of respondents pay at least 50% of the cost of HMO coverage for the employee's dependents.

HMO—Dependent Health Insurance Employer Contribution	# of Organizations	% of Organizations
Pay 100% of premium	2	10%
Pay 90 to 99% of premium	0	0%
Pay 80 to 89% of premium	4	19%
Pay 70 to 79% of premium	0	0%
Pay 60 to 69% of premium	1	5%
Pay 50 to 59% of premium	2	10%
Pay from 1 to 49% of premium	1	5%
Do not pay any of the premium	11	52%
Total Offering HMO	21	

Co-payments for HMO plans range from \$10 to \$50, with a median of \$15. Median deductibles, when applicable, are \$1,250 for a single employee and \$2,000 for family coverage.

Employer Contribution—EPO Insurance (Traditional Plans)

The following tables show the average payment of premiums by employers for both employees and their dependents for medical insurance through an **Exclusive Provider Organization (EPO)** plan. Results show that all respondents who offer EPO coverage pay at least 50% of the cost *for the employee*, and 40% pay the entire cost. Note that the information in these tables does not include organizations that offer EPO coverage through a flexible benefit plan.

EPO—Employee Health Insurance Employer Contribution	# of Organizations	% of Organizations
Pay 100% of premium	21	40%
Pay 90 to 99% of premium	10	19%
Pay 80 to 89% of premium	12	23%
Pay 70 to 79% of premium	6	11%
Pay 60 to 69% of premium	1	2%
Pay 50 to 59% of premium	3	6%
Pay from 1 to 49% of premium	0	0%
Do not pay any of the premium	0	0%
Total Offering HMO	53	

Forty-nine percent (49%) of respondents pay at least 50% of the cost of EPO coverage for the employee's dependents.

EPO—Dependent Health Insurance Employer Contribution	# of Organizations	% of Organizations
Pay 100% of premium	4	8%
Pay 90 to 99% of premium	4	8%
Pay 80 to 89% of premium	10	19%
Pay 70 to 79% of premium	2	4%
Pay 60 to 69% of premium	1	2%
Pay 50 to 59% of premium	5	9%
Pay from 1 to 49% of premium	4	8%
Do not pay any of the premium	23	43%
Total Offering HMO	53	

Co-payments for EPO plans range from \$10 to \$60, with a median of \$30. Median deductibles, when applicable, are \$1,250 for a single employee and \$2,500 for family coverage.

Employer Contribution—PPO Insurance (Traditional Plans)

The following tables show the average payment of premiums by employers for both employees and their dependents for medical insurance through a **Preferred Provider (PPO)** plan. Results show that 97% of respondents who offer PPO coverage pay at least 50% of the cost *for the employee*, and 38% pay the entire cost. Note that the information in these tables does not include organizations that offer PPO coverage through a flexible benefit plan.

PPO—Employee Health Insurance Employer Contribution	# of Organizations	% of Organizations
Pay 100% of premium	30	38%
Pay 90 to 99% of premium	13	16%
Pay 80 to 89% of premium	20	25%
Pay 70 to 79% of premium	7	9%
Pay 60 to 69% of premium	1	1%
Pay 50 to 59% of premium	6	8%
Pay from 1 to 49% of premium	1	1%
Do not pay any of the premium	1	1%
Total Offering PPO	79	

Fifty-six percent (56%) of respondents pay at least 50% of the cost of PPO coverage for the employee's dependents.

PPO—Dependent Health Insurance Employer Contribution	# of Organizations	% of Organizations
Pay 100% of premium	8	10%
Pay 90 to 99% of premium	6	8%
Pay 80 to 89% of premium	16	20%
Pay 70 to 79% of premium	7	9%
Pay 60 to 69% of premium	1	1%
Pay 50 to 59% of premium	6	8%
Pay from 1 to 49% of premium	2	3%
Do not pay any of the premium	33	42%
Total Offering PPO	79	

Co-payments for PPO plans ranged from \$10 to \$60, with a median of \$25. Median deductibles, when applicable, are \$1,000 for a single employee and \$2,450 for family coverage.

Employer Contribution—Dental Care (Traditional Plans)

The following tables show the average payment of premiums by employers for both employees and their dependents for **dental insurance**. Eighty-two percent (82%) of survey participants that offer dental insurance pay at least 50% of the premiums *for the employee*, and 54% pay the entire cost. Note that the information in these tables does not include organizations that offer dental coverage through a flexible benefit plan.

Employee Dental Care Employer Contribution	# of Organizations	% of Organizations
Pay 100% of premium	70	54%
Pay 90 to 99% of premium	13	10%
Pay 80 to 89% of premium	9	7%
Pay 70 to 79% of premium	8	6%
Pay 60 to 69% of premium	1	1%
Pay 50 to 59% of premium	5	4%
Pay from 1 to 49% of premium	0	0%
Do not pay any of the premium	23	18%
Total Offering Dental Care	129	

Forty-three percent (43%) of respondents pay at least 50% of the cost of dental care for the employee's dependents.

Dependent Dental Care Employer Contribution	# of Organizations	% of Organizations
Pay 100% of premium	27	21%
Pay 90 to 99% of premium	5	4%
Pay 80 to 89% of premium	6	5%
Pay 70 to 79% of premium	4	3%
Pay 60 to 69% of premium	3	2%
Pay 50 to 59% of premium	10	8%
Pay from 1 to 49% of premium	3	2%
Do not pay any of the premium	71	55%
Total Offering Dental Care	129	

Employer Contribution—Vision Care (Traditional Plans)

The following tables show the average payment of premiums by employers for both employees and their dependents for **vision insurance**. Eighty-one percent (81%) of survey participants that offer vision insurance pay at least 50% of the premiums *for the employee*, and 55% pay the entire cost. Note that the information in these tables does not include vision coverage offered through a flexible benefit plan.

Employee Vision Care Employer Contribution	# of Organizations	% of Organizations
Pay 100% of premium	68	55%
Pay 90 to 99% of premium	11	9%
Pay 80 to 89% of premium	10	8%
Pay 70 to 79% of premium	5	4%
Pay 60 to 69% of premium	1	1%
Pay 50 to 59% of premium	5	4%
Pay from 1 to 49% of premium	1	1%
Do not pay any of the premium	23	19%
Total Offering Vision Care	124	

Forty percent (40%) of respondents pay at least 50% of the cost of vision care for the employee's dependents.

Dependent Vision Care Employer Contribution	# of Organizations	% of Organizations
Pay 100% of premium	26	21%
Pay 90 to 99% of premium	3	2%
Pay 80 to 89% of premium	7	6%
Pay 70 to 79% of premium	2	2%
Pay 60 to 69% of premium	3	2%
Pay 50 to 59% of premium	9	7%
Pay from 1 to 49% of premium	4	3%
Do not pay any of the premium	70	56%
Total Offering Vision Care	124	

Employer Contribution—Life Insurance Benefits (Traditional Plans)

Eighty-one percent (81%) of respondents that provide **life insurance** for their staff pay the entire premium for their employees. Note that the information in this table does not include organizations that offer life insurance through a flexible benefit plan.

Employee Life Insurance Employer Contribution	# of Organizations	% of Organizations
Pay 100% of premium	85	81%
Pay 50 to 99% of premium	1	1%
Pay 1 to 49% of premium	0	0%
Do not pay premium for employee	19	18%
Total Offering Life Insurance	105	

Employer Contribution—Short-Term Disability (STD) (Traditional Plans)

Sixty-four percent (64%) of respondents that provide **short-term disability** insurance for their staff pay the entire premium for their employees. Note that the information in this table does not include organizations that offer short-term disability coverage through a flexible benefit plan.

Employee Short-Term Disability Employer Contribution	# of Organizations	% of Organizations
Pay 100% of premium	63	64%
Pay 50 to 99% of premium	0	0%
Pay 1 to 49% of premium	0	0%
Do not pay premium for employee	35	36%
Total Offering Short Term Disability	98	

Employer Contribution—Long-Term Disability (LTD) (Traditional Plans)

Seventy-one percent (71%) of respondents that provide **long-term disability** insurance for their staff pay the entire premium for their employees. Note that the information in this table does not include organizations that offer long-term disability coverage through a flexible benefit plan.

Employee Long-Term Disability Employer Contribution	# of Organizations	% of Organizations
Pay 100% of premium	71	71%
Pay 50 to 99% of premium	0	0%
Pay 1 to 49% of premium	0	0%
Do not pay premium for employee	29	29%
Total Offering Long Term Disability	100	

Employer Contribution—Long-Term Care (Traditional Plans)

Sixteen percent (16%) of respondents that provide **long-term care** insurance for their staff pay the entire premium for their employees. Note that the information in this table does not include organizations that offer long-term care coverage through a flexible benefit plan.

Employee Long-Term Care Employer Contribution	# of Organizations	% of Organizations
Pay 100% of premium	10	16%
Pay 50 to 99% of premium	0	0%
Pay 1 to 49% of premium	0	0%
Do not pay premium for employee	52	84%
Total Offering Long Term Care	62	

Section 125 Plans

Section 125 plans use pre-tax dollars to pay for employee benefits. The most comprehensive type of Section 125 plans reported in this survey is the flexible benefits plan (or “cafeteria plan”), in which employers provide a certain dollar allotment per employee and employees choose their benefits from a list, paying the difference if their chosen benefits cost more than the allotment.

Seventeen survey participants (9% of the total sample) offer employees a choice of benefits through a flexible benefit plan. The plans offered as a part of these programs follow:

Type of Insurance Offered	# of Organizations	% of Organizations
Health Maintenance Organization (HMO)	1	6%
Exclusive Provider Organization (EPO)	7	41%
Preferred Provider Organization (PPO)	14	82%
Dental Care Insurance	16	94%
Vision Care Insurance	15	88%
Life Insurance	11	65%
Short-Term Care Insurance	9	53%
Long-Term Disability Insurance	6	35%
Long-Term Care Insurance	1	6%
Any Organization-Sponsored Retirement Plan	8	47%
Total Offering a Flexible Benefit Plan	17	

Other types of Section 125 plans include:

- **Premium-Only Plan**, which is a simplified version of the cafeteria plan. Twenty-nine percent (29%) of surveyed organizations administer their insurance benefits through a premium-only plan.
- **Flexible Spending Account (FSA)**, in which pre-tax dollars are set aside by employees for their health care (**Health Care Spending Account or HCSA**) or dependent care (**Dependent Care Spending Account or DCSA**). These accounts are almost exclusively funded by employee contributions. Twenty percent (20%) of surveyed organizations offer an HCSA to employees. The most frequently reported maximum amount an employee can allocate to the HCSA is \$2,850. Fifteen percent (15%) of surveyed organizations offer a DCSA to employees.

Retirement Benefits

Eighty-one percent (81%) of survey participants indicate they offer some type of retirement benefit to their employees.

Of the respondents who have part-time employees, 32% indicate that their part-time employees are eligible for retirement benefits as long as they maintain a minimum number of hours per week (on average, 21 hours per week), while 35% make benefits available to employees regardless of the number of hours worked. The remaining 33% cover only full-time employees.

Overall, 62% of full-time employees at the 187 organizations that participated in this survey are enrolled in an employer-sponsored retirement plan. Fifteen percent (15%) of part-time employees are enrolled in an employer-sponsored retirement plan.

The types of plans offered are detailed below:

Type of Plan Offered	# of Responses	% of Organizations
Tax Sheltered Annuity: 401(k), 403(b)	99	53%
Other Defined Contribution Plan	9	5%
IRA/SEP-IRA/SIMPLE IRA	40	21%
Defined Benefit Plan	7	4%
Other	3	2%
Do not offer retirement benefits	36	19%
*Total Organizations Responding	187	

**Some organizations offer more than one type of plan.*

Retirement Benefits—Funding

Of those 151 organizations that offer some type of retirement benefit, 88% offer plans that share responsibility for funding with their staff. Five percent (5%) offer plans funded solely by the employee.

Funding of Retirement Plans*	# of Responses	% of Organizations
Employee contribution only	8	5%
Organization contribution only	7	5%
Organization contributes/employee may contribute	45	30%
If employee contributes, organization contributes	88	58%
Other	3	2%
Total Organizations Responding	151	

**If organization has more than one type of plan, response is based on plan with higher level of contribution from the organization.*

Retirement Benefits—Contributions

Organizations that contribute to employees' retirement plans were asked to describe that contribution, and 89% indicated that they contribute some percentage of each employee's annual salary, generally the same percentage for all employees. If the percentage increases with an employee's length of service, organizations entered the highest percentage, or cap, of an employee's salary that would be contributed. The range of all percent of salary responses is from 1% to 25%, with an average response of 4.79% and a median response of 3%.

Vesting Period

Organizations that contribute to retirement plans were asked about the vesting period for that benefit. Thirty-nine percent of organizations have no vesting period. Vesting periods given by the other 61% of organizations ranged from three months to ten years, with a median of three years.

Projected Retirement Among Current Employees

Surveyed organizations were asked to project how many of their full-time employees were likely to retire within the next five years. Overall, participants anticipate that 7% of the entire sample's current full-time workforce is likely to retire within the next five years.

Executive Director/CEO Profile

Employment Contract

Seventeen percent (17%) of the Executive Directors/CEOs in this survey have an employment contract:

Employment Contract	# of Organizations	% of Organizations
Executive Director/CEO has contract	28	17%
Executive Director/CEO does not have contract	140	83%

Gender and Compensation

More than half of Executive Directors/CEOs in the sample are women:

Executive Director/CEO Gender	# of Organizations	% of Organizations
Men Executive Directors/CEOs	75	45%
Women Executive Directors/CEOs	91	54%
Non-Binary Executive Directors/CEOs	2	1%

On average, men Executive Directors/CEOs earn significantly higher pay than do women. The difference between pay for men and women Executive Directors/CEOs has fluctuated since this survey began compiling data on salaries for this job by gender, but average pay levels for men have been consistently higher than for women. The average annual base pay for all Executive Directors/CEOs in the sample is \$130,470; for men, the average Executive Director/CEO pay is \$143,343 per year; for women, the average Executive Director/CEO pay is \$121,278 per year. There is not sufficient data to report average base pay for Non-Binary Executive Directors/CEOs.

The following chart illustrates Executive Director/CEO pay for men and women according to organizations' annual operating expenses. The average pay levels for women are slightly higher at the smaller organizations, but men more likely to be leading the largest organizations and are paid significantly more than the women leading organizations of a similar size, resulting in higher overall pay for men. There is not sufficient data for Non-Binary Executive Directors/CEOs to include that information in the chart.

Annual Operating Expenses	% Men	Average Salary, Men	% Women	Average Salary, Women	Women's Pay as % of Men's Pay
Less than \$500,000	30%	\$77,986	70%	\$84,934	109%
\$500,000 - \$999,999	46%	\$89,562	54%	\$94,667	106%
\$1,000,000 - \$2,499,999	48%	\$131,994	52%	\$115,849	88%
\$2,500,000 - \$9,999,999	43%	\$154,745	57%	\$134,528	87%
\$10,000,000 and more	55%	\$246,526	45%	\$205,145	83%
All Responses	45%	\$143,343	55%	\$121,278	85%

Age

On average, individuals in this position are 54 years old. Executive Directors/CEOs in this sample are grouped by age as follows:

Age	# of Incumbents	% of Total
26 - 35	5	3%
36 - 45	39	23%
46 - 55	42	25%
56 - 65	64	38%
Over 65	18	11%

Other Demographics Characteristics

Survey participants were asked for additional self-identified demographic information about their Executive Directors/CEO with respect to race/ethnicity, LGBTQIA+ identity, disabilities and veteran status.

Demographic Characteristics	# of Incumbents	% of Total
Person of Color	20	12%
Multiracial	2	1%
Hispanic/Latinx	5	3%
LGBTQIA+	12	7%
Person with disability	3	2%
Veteran	4	2%

Education and Compensation

Sixty-five percent (65%) of the Executive Directors/CEOs in our Survey hold Master's Degrees or Doctorates. As indicated below, salaries generally increase with the level of education.

Level of Education	# of Incumbents	Average Salary
High School	1	Insufficient data
Some College	6	\$81,073
Bachelor's Degree	51	\$108,164
Master's Degree	84	\$135,224
Doctorate	26	\$172,592

Time in Position and Compensation

The table below illustrates the average salaries of Executive Directors/CEOs in terms of how long they have been in their current position. On average, those individuals in Executive Director/CEO positions have been in their jobs for 10.2 years.

Years in Current Job	# of Incumbents	Average Salary
Up to 5 years	64	\$130,141
6 – 10 years	42	\$123,312
11 – 20 years	38	\$128,166
Over 20 years	24	\$147,525

Setting the Compensation of the Executive Director/CEO

Ninety-eight percent (98%) of survey participants confirmed that their organization's Board of Directors formally approved the current compensation of the Executive Director/CEO.

Organizations used various methods to determine reasonable compensation for the Executive Director/CEO.

Methods Used to Determine Compensation*	# of Organizations	% of Organizations
Published survey data	121	72%
Informal survey of similar organizations performed internally	90	54%
Form 990s of similar organizations	70	42%
Outside consultant	41	24%
Other/Unknown	15	9%
# Organizations Responding	168	

**Some organizations used more than one method.*

Succession and Transition Planning

Thirty-four percent (34%) of surveyed organizations have a completed and updated emergency succession plan in place for the Executive Director/CEO position.

Thirty-two percent (32%) of surveyed organizations have a formal, non-emergency transition plan in place for the Executive Director/CEO position.

Among all surveyed organizations, thirty-eight percent (38%) expect to have a transition in the Executive Director/CEO position during the next five years.

Executive Director/CEO Search

Organizations whose current Executive Director/CEO has been in that position for five years or less were asked how the organization located this individual as a candidate to fill the position at the time of hire.

Search Method	# of Organizations	% of Organizations
Word of mouth	6	10%
Craigslist or other online service	5	8%
Executive search firm	17	29%
Internal candidate/former employee	19	32%
Current or former Board member or founder of organization	11	19%
Other	1	2%
# Organizations Responding	59	

Additional Benefits

The following benefits were reported for the Executive Director/CEO position. See the section on Miscellaneous Employee Benefits on page 19 for information about benefits given to other employees.

Benefit	% of Organizations Offering Benefit to Executive Director/CEO
Employee Assistance Program (EAP)	45%
Telecommuting	81%
Financial planning services	29%
Reimbursement for cost of professional license/credential	48%
Professional conference attendance	85%
Professional development classes	84%
Low-interest or no-interest loan program	1%
Transportation and/or travel	41%
Spouse's/domestic partner's travel expenses	1%
Local mass transit subsidy	3%
Car leasing	2%
Car ownership	1%
Housing or housing allowance	2%
Cellular phone use	52%
Home computer purchase or lease	13%
Cost of home internet provider	5%
Personal legal expenses	1%
Personal liability insurance	2%
Professional liability insurance	29%
Membership in country club/residential club	1%
Membership in health club	3%
Membership in fraternal club	1%
Professional membership dues	48%
Sabbatical (paid time off)	10%
Additional vacation time	26%
Additional contribution to medical insurance	17%
Additional contribution to life insurance	12%
Additional contribution to disability insurance	8%
Additional contribution to long-term care insurance	3%
Additional contribution to retirement plan	20%

IV. COMPENSATION BY POSITION

This section details the compensation (base pay and total compensation) for individual job titles according to several variables, including organizations' annual expenses, location, field of service, total number of employees, employee's gender identity, employee's race/ethnicity, and managerial responsibility.

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

Other sample job titles: Head of School, Managing Director, President

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	168	168	\$66,763	\$88,410	\$110,000	\$163,749	\$214,278	\$130,470
# Eligible for Incentive/Bonus	107	107						
Actual Bonus Paid	64	64	883	2,000	5,750	11,632	25,000	9,930
Total Cash Compensation (Base + Bonus)	168	168	66,823	88,550	113,447	170,559	228,205	134,253
Annual Expenses			Annual Base Salary					
Less than \$500,000 Avg: \$312.0K	24	24	53,167	62,166	78,713	98,400	112,476	81,956
\$500,000 - \$999,999 Avg: \$718.8K	27	27	60,000	70,000	88,067	105,366	114,775	91,484
\$1,000,000 - \$2,499,999 Avg: \$1.6M	58	58	75,897	91,458	113,500	142,750	190,553	123,643
\$2,500,000 - \$9,999,999 Avg: \$4.9M	37	37	89,372	108,190	134,000	179,720	208,800	143,270
\$10,000,000 and more Avg: \$30.4M	22	22	136,289	179,296	218,215	286,250	337,087	227,716
Geographic Location								
Allegheny County	135	135	70,897	92,310	115,000	175,000	223,200	137,544
Outside of Allegheny Count	33	33	56,400	72,263	90,650	119,990	178,959	101,535
Field of Service								
Basic Material Need	12	12	69,882	90,638	113,746	163,750	269,000	132,727
Counseling - Behavioral Health & Wellness	7	7			172,057			148,886
Culture/Arts	14	14	56,649	68,016	106,075	185,717	316,000	139,177
Economic/Neighborhood Development	17	17	69,394	93,300	110,000	177,943	214,358	132,492
Education and Child Care Services	18	18	53,933	99,338	154,849	205,770	247,971	156,508
Employment & Economic Opportunity								
Environment/Animal Welfare	22	22	54,050	77,221	99,937	126,758	192,602	111,043
Family Support and Preservation	5	5			191,006			167,242
Foundation/Philanthropy	8	8			139,450			149,975
Health and Health Education	6	6			96,250			117,466
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support	38	38	77,350	83,752	112,100	139,434	185,204	121,712
Youth/Recreation	7	7			90,000			91,922
Number of FTEs								
1 - 5	46	46	53,800	66,451	87,590	107,123	146,283	95,580
6 - 20	58	58	71,350	91,458	108,838	138,091	170,500	115,516
21 - 50	27	27	79,598	86,861	115,000	140,500	188,684	121,575
51 - 150	26	26	97,543	149,080	194,302	233,369	292,999	193,848
More than 150	11	11			216,429			227,263
Number of Employees Managed								
1 to 3	23	23	54,400	69,992	79,997	107,000	130,340	88,335
4 to 8	49	49	66,971	90,000	108,888	152,750	200,000	127,019
9 to 14	27	27	61,200	90,000	112,000	175,000	217,143	132,038
15 and over	61	61	79,998	100,388	126,795	187,283	258,975	148,151
Gender Identity of Employee								
Man	75	75	70,900	90,000	120,882	185,886	234,133	143,343
Woman	91	91	64,178	89,440	107,000	139,263	200,000	121,278
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American	21	21	61,888	104,750	130,000	155,000	204,880	132,832
Hispanic/Latinx	5	5			98,700			91,529
Native Hawaiian/Pacific Islander								
White/Caucasian	135	135	68,784	85,114	108,888	170,000	215,572	129,979
Multiracial								

Associate Director/Chief Operating Officer

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

Other sample job titles: Assistant Director, Deputy Director, Executive Vice President

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation					
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	43	47	\$75,518	\$92,560	\$113,384	\$137,191	\$161,525	\$119,540
# Eligible for Incentive/Bonus	26	28						
Actual Bonus Paid	19	20	250	1,115	4,060	9,972	19,137	5,934
Total Cash Compensation (Base + Bonus)	43	47	76,000	95,386	114,300	142,170	165,152	122,065
Annual Expenses			Annual Base Salary					
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg: \$1.8M	13	13	75,259	80,248	100,000	113,600	150,274	101,034
\$2,500,000 - \$9,999,999 Avg: \$5.6M	16	16	65,910	90,500	106,300	130,055	136,640	105,437
\$10,000,000 and more Avg: \$49.0M	14	18	99,407	123,127	138,596	156,982	206,752	145,441
Geographic Location								
Allegheny County	36	40	79,650	96,503	112,600	136,768	164,468	121,261
Outside of Allegheny Count	7	7			113,384			109,701
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts	5	5			104,998			114,501
Economic/Neighborhood Development								
Education and Child Care Services	5	7			132,170			138,705
Employment & Economic Opportunity								
Environment/Animal Welfare	5	6			95,227			105,238
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support	12	13	75,218	81,698	106,000	134,930	228,798	119,701
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20	9	9			102,508			102,543
21 - 50	11	11			100,000			97,698
51 - 150	14	15	81,720	99,854	123,420	137,191	156,569	119,457
More than 150	9	12	96,770	131,000	141,765	162,253	260,915	152,412
Number of Employees Managed								
1 to 3	8	8			110,500			109,342
4 to 8	14	15	87,598	100,000	104,998	137,191	207,806	125,218
9 to 14	6	6			104,780			109,151
15 and over	14	15	71,389	99,854	130,000	140,000	154,416	118,141
Gender Identity of Employee								
Man	12	13	95,478	103,000	135,500	155,650	239,367	140,804
Woman	31	32	73,154	84,300	105,799	134,494	153,042	111,411
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	33	35	74,334	99,854	115,000	140,000	165,502	123,369
Multiracial								

Directs delivery of programs in accordance with the organization's goals and objectives. May write or participate in writing of grant applications, depending on structure of organization. Ensures program activities comply with contracts. Supervises program staff either directly or through intermediary supervisors. Acts as liaison with government agencies, the community and the public relative to funding, contracts and delivery of services. Participates as a member of the senior management team in the development and implementation of organization-wide policies and programs that will contribute to its overall success. This is a single-incumbent position. Report others in the Program Management section or other sections below (e.g. jobs 805, 810, 853, 856, 421, 430, 431).

Other sample job titles: Director of Residential and Homeless Programs, Director of Services, Vice President of Programs & Services

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	15	44	\$94,266	\$109,239	\$120,630	\$133,867	\$150,247	\$124,322
# Eligible for Incentive/Bonus	9	22						
Actual Bonus Paid	7	20	600	3,550	4,988	6,650	9,410	5,242
Total Cash Compensation (Base + Bonus)	15	44	98,574	111,769	123,108	134,593	150,247	126,705
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg: \$6.4M	5	5			111,227			114,019
\$10,000,000 and more Avg: \$91.0M	8	37	96,649	110,113	120,055	135,438	156,342	125,739
Geographic Location								
Allegheny County	15	44	94,266	109,239	120,630	133,867	150,247	124,322
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support	6	18	89,332	98,513	112,013	130,091	196,348	124,349
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150	6	7			111,227			114,969
More than 150	5	33	93,471	112,142	121,204	135,438	168,037	126,834
Number of Employees Managed								
1 to 3								
4 to 8	5	15	86,449	103,272	118,555	147,449	210,188	130,315
9 to 14								
15 and over	5	10			116,106			119,122
Gender Identity of Employee								
Man	6	14	98,374	108,206	120,465	128,711	169,707	123,776
Woman	9	27	89,126	106,200	119,725	135,875	156,342	123,234
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	11	34	94,266	110,564	119,725	128,711	165,114	125,000
Multiracial								

Chief Development Officer

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

Other sample job titles: Chief Philanthropy Officer, Vice President of Development

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	11	11			\$132,666			\$129,041
# Eligible for Incentive/Bonus	8	8						
Actual Bonus Paid	6	6			10,524			18,356
Total Cash Compensation (Base + Bonus)	11	11			139,000			139,053
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg: \$6.8M	5	5			111,240			122,545
\$10,000,000 and more Avg: \$34.3M	6	6			139,500			134,455
Geographic Location								
Allegheny County	9	9			139,000			136,820
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150	7	7			111,240			126,031
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	8	8			109,277			122,121
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	9	9			111,240			123,810
Multiracial								

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

Other sample job titles: Chief Talent Officer, Vice President of Human Resources

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	5	5			\$130,728			\$132,027
# Eligible for Incentive/Bonus	3	3						
Actual Bonus Paid	2	2						
Total Cash Compensation (Base + Bonus)	5	5			130,728			137,543
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg:								
Geographic Location								
Allegheny County								
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150								
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman								
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian								
Multiracial								

Chief Financial Officer

Manages the financial resources of the organization including accounting, finance, organization-wide budgets, investments, and treasury in accordance with generally accepted accounting principles and organization/contract policies and procedures; safeguards assets through the maintenance of proper controls. Participates as a member of the senior management team in the development and implementation of organization-wide policies and programs that will contribute to its overall success.

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

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation					
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	39	39	\$78,000	\$100,048	\$127,000	\$150,000	\$168,064	\$126,749
# Eligible for Incentive/Bonus	22	22						
Actual Bonus Paid	15	15	250	1,200	6,100	9,800	15,779	6,659
Total Cash Compensation (Base + Bonus)	39	39	78,000	102,135	130,847	159,167	168,064	129,311
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg: \$1.7M	7	7			102,135			112,172
\$2,500,000 - \$9,999,999 Avg: \$6.0M	14	14	72,540	84,432	108,657	126,700	133,752	105,874
\$10,000,000 and more Avg: \$34.6M	17	17	110,765	132,570	148,526	160,966	181,161	147,513
Geographic Location								
Allegheny County	33	33	78,300	108,657	127,504	153,763	169,130	129,792
Outside of Allegheny Count	6	6			98,387			110,013
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services	7	7			160,000			150,624
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support	9	9			120,000			118,337
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50	5	5			75,080			93,773
51 - 150	20	20	95,488	109,054	126,800	146,535	154,013	126,393
More than 150	9	9			153,067			157,513
Number of Employees Managed								
1 to 3	17	17	72,872	89,428	110,000	133,752	155,754	112,317
4 to 8	10	10			133,825			131,118
9 to 14								
15 and over								
Gender Identity of Employee								
Man	18	18	77,200	115,534	133,752	149,615	179,554	132,913
Woman	19	19	75,080	86,576	114,275	148,526	160,932	117,357
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	35	35	78,450	100,048	126,600	148,000	168,775	125,650
Multiracial								

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

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

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation					
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	38	61	\$57,536	\$65,011	\$81,702	\$94,880	\$115,434	\$82,821
# Eligible for Incentive/Bonus	23	34						
Actual Bonus Paid	16	25	530	1,000	2,330	4,050	4,603	2,551
Total Cash Compensation (Base + Bonus)	38	61	58,076	66,000	82,400	98,719	115,434	83,866
Annual Expenses			Annual Base Salary					
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg: \$762.4K	6	6			61,261			61,827
\$1,000,000 - \$2,499,999 Avg: \$1.5M	12	13	52,900	59,840	70,304	84,615	110,000	73,439
\$2,500,000 - \$9,999,999 Avg: \$5.1M	10	10			75,263			75,957
\$10,000,000 and more Avg: \$70.3M	9	31	68,408	81,702	90,500	107,668	121,191	92,962
Geographic Location								
Allegheny County	31	48	57,250	65,406	83,200	95,870	118,676	84,793
Outside of Allegheny Count	7	13	58,761	63,357	75,000	84,604	100,219	75,540
Field of Service								
Basic Material Need	5	12	63,368	73,350	82,400	92,843	95,145	81,780
Counseling - Behavioral Health & Wellness								
Culture/Arts	5	6			65,000			65,077
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support	5	5			72,828			74,982
Youth/Recreation								
Number of FTEs								
1 - 5	12	13	54,448	61,250	66,560	75,263	84,600	68,653
6 - 20	9	9			72,000			75,823
21 - 50	5	5			70,304			74,197
51 - 150	6	16	61,550	66,260	82,400	92,843	95,637	79,971
More than 150	6	18	72,345	87,100	106,081	116,974	124,748	101,481
Number of Employees Managed								
1 to 3	12	18	60,331	64,591	82,400	90,763	99,405	80,350
4 to 8	10	15	60,632	72,000	94,760	107,162	117,285	91,511
9 to 14	6	6			77,251			86,120
15 and over								
Gender Identity of Employee								
Man	10	17	62,300	79,500	95,481	113,903	122,317	95,504
Woman	29	42	57,374	64,928	74,177	89,065	103,813	77,762
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American	5	5			65,021			75,484
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	27	47	57,644	65,000	82,400	96,000	116,870	84,301
Multiracial								

Regional Manager/Center Manager

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

Other sample job titles: Area Team Supervisor, Branch Executive

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	9	19	\$35,660	\$39,000	\$45,000	\$64,376	\$69,514	\$49,593
# Eligible for Incentive/Bonus	3	4						
Actual Bonus Paid	3	4						
Total Cash Compensation (Base + Bonus)	9	19	35,660	39,000	45,000	66,000	70,078	50,231
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg:								
Geographic Location								
Allegheny County	6	9			45,000			50,442
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150								
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	7	15	35,632	39,000	45,000	64,376	67,554	48,444
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	6	14	35,625	39,000	45,219	64,782	73,124	50,407
Multiracial								

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

Other sample job titles: Administrative Services Manager, Business Manager, Office Administrator

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	43	45	\$37,540	\$41,300	\$46,200	\$51,136	\$55,935	\$46,513
# Eligible for Incentive/Bonus	24	26						
Actual Bonus Paid	14	15	190	500	1,000	2,000	5,860	1,653
Total Cash Compensation (Base + Bonus)	43	45	37,540	41,425	47,500	51,870	56,664	47,064
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg: \$792.1K	7	7			41,600			45,427
\$1,000,000 - \$2,499,999 Avg: \$1.6M	20	20	37,745	40,877	48,755	52,108	56,265	47,807
\$2,500,000 - \$9,999,999 Avg: \$4.5M	10	12	38,508	42,356	47,400	52,748	55,268	47,496
\$10,000,000 and more Avg:								
Geographic Location								
Allegheny County	40	42	37,490	41,000	46,100	51,068	55,967	46,458
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development	8	9			48,410			47,608
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare	7	7			50,000			47,630
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support	8	8			41,921			45,521
Youth/Recreation								
Number of FTEs								
1 - 5	5	5			42,012			46,497
6 - 20	22	22	35,360	39,390	46,750	50,970	55,048	45,420
21 - 50	8	9			48,610			49,306
51 - 150	5	6			43,404			46,892
More than 150								
Number of Employees Managed								
1 to 3	5	5			44,000			46,736
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	37	38	39,329	41,600	48,205	52,420	56,031	47,276
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American	6	6			52,048			51,880
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	34	36	36,932	41,150	46,033	50,989	54,259	45,897
Multiracial								

Executive Assistant

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

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

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation					
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	40	46	\$39,999	\$42,152	\$49,920	\$57,151	\$61,984	\$50,426
# Eligible for Incentive/Bonus	22	23						
Actual Bonus Paid	16	16	425	1,043	1,800	2,968	3,304	1,933
Total Cash Compensation (Base + Bonus)	40	46	40,368	42,531	51,085	57,151	62,652	51,099
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg: \$1.9M	10	10			46,187			45,261
\$2,500,000 - \$9,999,999 Avg: \$5.5M	10	11			53,380			52,485
\$10,000,000 and more Avg: \$67.9M	15	20	40,910	46,252	53,695	61,620	68,123	53,855
Geographic Location								
Allegheny County	34	40	40,006	42,312	49,960	57,384	62,113	50,935
Outside of Allegheny Count	6	6			46,410			47,038
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts	5	5			46,000			47,610
Economic/Neighborhood Development								
Education and Child Care Services	5	10			51,567			51,448
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support	8	8			50,336			50,367
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20	10	10			42,422			43,981
21 - 50	5	5			51,459			50,450
51 - 150	13	14	43,500	49,013	54,690	61,760	65,321	54,679
More than 150	9	14	40,113	42,000	51,720	61,359	67,103	52,087
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	38	44	39,998	42,051	49,837	56,776	61,813	49,966
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American	7	7			53,380			52,078
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	29	34	39,998	41,900	47,657	55,022	61,813	49,103
Multiracial								

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

Other sample job titles: Administrative Coordinator, Senior Secretary

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	22	35	\$36,468	\$40,872	\$42,869	\$51,834	\$54,387	\$45,036
# Eligible for Incentive/Bonus	11	12						
Actual Bonus Paid	7	8			2,051			2,231
Total Cash Compensation (Base + Bonus)	22	35	36,468	40,872	43,680	51,834	55,494	45,546
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg: \$1.7M	7	8			45,313			45,841
\$2,500,000 - \$9,999,999 Avg: \$6.6M	5	10			41,902			43,114
\$10,000,000 and more Avg: \$58.8M	9	16	34,623	37,968	43,764	52,589	61,801	46,050
Geographic Location								
Allegheny County	18	30	37,000	40,836	42,973	51,876	52,639	45,030
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20	5	5			41,600			44,566
21 - 50								
51 - 150	10	17	36,518	40,935	42,266	47,747	53,516	44,361
More than 150	5	11			45,261			47,101
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	20	32	36,070	40,721	43,275	50,966	52,628	44,767
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American	5	7			41,309			41,677
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	19	27	36,527	40,893	43,680	52,589	57,955	45,803
Multiracial								

Administrative Assistant, Intermediate Level

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

Other sample job titles: Administrative Specialist, Program Assistant, Secretary

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	41	170	\$29,879	\$31,993	\$36,134	\$42,394	\$45,186	\$37,221
# Eligible for Incentive/Bonus	23	106						
Actual Bonus Paid	12	77	250	500	1,551	2,100	2,743	1,740
Total Cash Compensation (Base + Bonus)	41	170	30,114	32,651	37,056	42,670	46,765	38,009
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg: \$780.3K	5	5			41,600			37,974
\$1,000,000 - \$2,499,999 Avg: \$1.9M	12	20	29,680	32,849	37,731	40,597	43,229	36,835
\$2,500,000 - \$9,999,999 Avg: \$4.6M	9	12	29,074	32,840	35,620	38,413	40,495	35,513
\$10,000,000 and more Avg: \$69.8M	13	131	29,890	31,866	35,880	43,019	45,852	37,499
Geographic Location								
Allegheny County	33	138	30,993	33,181	36,931	42,913	45,808	38,133
Outside of Allegheny Count	8	32	26,682	29,895	32,053	37,399	41,939	33,285
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services	5	51	30,803	32,501	36,338	43,564	45,172	38,154
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support	15	69	29,536	32,958	36,421	42,120	48,256	37,869
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20	11	11			38,584			37,273
21 - 50	7	10			36,040			37,385
51 - 150	9	16	27,514	29,547	31,200	36,458	42,694	33,183
More than 150	10	129	30,493	32,329	36,400	43,059	45,864	37,723
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man	5	14	28,902	33,865	39,783	42,544	47,115	38,438
Woman	40	145	29,753	31,483	35,880	41,836	45,116	36,879
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American	13	21	29,902	33,353	38,000	42,536	43,405	37,755
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	31	126	29,942	31,590	36,067	41,626	45,349	37,031
Multiracial								

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

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

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	24	47	\$21,216	\$27,123	\$31,200	\$36,608	\$40,253	\$31,394
# Eligible for Incentive/Bonus	11	23						
Actual Bonus Paid	5	14	125	500	1,700	3,365	4,962	2,059
Total Cash Compensation (Base + Bonus)	24	47	21,656	28,700	31,658	36,608	40,253	32,008
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg: \$4.6M	8	16	27,123	29,458	31,200	34,549	40,000	32,203
\$10,000,000 and more Avg: \$34.0M	7	14	20,093	21,216	30,202	34,652	37,000	29,264
Geographic Location								
Allegheny County	19	32	20,925	24,335	32,479	37,440	43,873	32,481
Outside of Allegheny Count	5	15	25,804	27,123	29,120	31,117	32,240	29,076
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support	10	19	20,800	22,880	28,059	31,200	40,000	27,916
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150	8	20	27,323	29,458	31,887	37,000	45,404	34,101
More than 150	5	12	19,810	21,216	26,863	29,842	32,059	26,031
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	23	43	21,882	27,123	31,200	35,360	39,808	31,015
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American	6	6			34,320			32,465
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	16	32	21,715	27,123	30,670	33,067	39,856	30,561
Multiracial								

Receptionist

Receives and greets visitors, determines nature of their visit and notifies appropriate staff members; answers and transfers telephone calls using multiple-line equipment; represents organization to callers and visitors in a friendly, professional manner; may issue security badges; maintains logs; calls for communications and other equipment service; may perform routine clerical duties such as filing, word processing, sorting and distributing the mail. See Receptionist, Medical (job #752) in Medical & Clinic Services section for those responsible for scheduling patient appointments, facilitating patient flow, and referring patients to other resources.

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

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	25	48	\$22,672	\$24,882	\$27,040	\$31,840	\$35,568	\$28,317
# Eligible for Incentive/Bonus	14	30						
Actual Bonus Paid	8	15	115	250	800	1,400	5,640	1,470
Total Cash Compensation (Base + Bonus)	25	48	22,672	24,970	27,040	32,073	37,874	28,777
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg: \$1.8M	6	7			28,246			29,667
\$2,500,000 - \$9,999,999 Avg: \$5.0M	6	11			24,856			26,667
\$10,000,000 and more Avg: \$40.6M	11	24	18,221	26,052	30,205	32,422	37,809	29,086
Geographic Location								
Allegheny County	16	27	18,221	25,958	30,250	32,760	41,409	29,862
Outside of Allegheny Count	9	21	23,400	23,400	26,208	27,040	31,595	26,331
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services	6	11			30,160			30,118
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support	9	15	18,005	22,880	26,208	31,824	33,663	26,531
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150	11	17	22,880	23,400	25,958	32,542	38,913	28,246
More than 150	8	20	18,221	26,343	30,205	32,516	40,010	29,428
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	23	44	23,400	25,969	27,170	32,173	36,400	29,118
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American	11	13	23,670	26,910	31,845	37,809	44,816	32,549
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	17	34	19,511	23,400	26,895	30,197	32,500	26,729
Multiracial								

Designs and implements quality-control program to ensure that organization's programs and services meet its standards. Works with Program Managers to develop quality assurance policies, collecting data for analysis by program, department and organization-wide. Produces reports showing outcome achievement and customer/client satisfaction. Trains staff on related policies and procedures.

Other sample job titles: Director of Quality, Quality Improvement Coordinator, Performance Manager

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation					
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	14	16	\$49,303	\$52,843	\$71,013	\$85,270	\$94,318	\$70,274
# Eligible for Incentive/Bonus	7	8						
Actual Bonus Paid	5	5			1,400			1,621
Total Cash Compensation (Base + Bonus)	14	16	49,303	53,878	71,938	85,620	94,318	70,780
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg: \$4.8M	5	6			55,405			59,223
\$10,000,000 and more Avg: \$23.1M	7	8			81,735			78,377
Geographic Location								
Allegheny County	8	9			63,128			67,041
Outside of Allegheny Count	6	7			73,590			74,431
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support	6	6			68,883			70,390
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150	7	8			76,835			75,987
More than 150								
Number of Employees Managed								
1 to 3	6	6			68,156			66,892
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	11	12	49,121	52,423	68,156	78,458	87,168	67,360
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	13	15	49,258	50,000	71,739	87,000	94,557	70,868
Multiracial								

Quality Assurance Specialist

Performs a variety of quality assurance assessments of organization's programs and services to ensure that standards and regulations are met. Records and analyzes data. Documents results to indicate degree that standards are met. Recommends modifications to existing standards, or suggests new standards, methods and procedures. Typically reports to Quality Assurance Manager or equivalent.

Other sample job titles: Quality Control Analyst, Utilization Review Specialist

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation					
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	8	28	\$37,494	\$39,520	\$45,105	\$46,350	\$53,300	\$44,687
# Eligible for Incentive/Bonus	6	19						
Actual Bonus Paid	4	13						
Total Cash Compensation (Base + Bonus)	8	28	38,346	39,645	45,262	46,350	54,648	45,155
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg: \$30.2M	5	17	37,232	38,012	39,520	45,450	65,400	43,768
Geographic Location								
Allegheny County	6	24	37,470	39,520	45,249	46,350	58,500	45,017
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support	5	17	37,232	38,855	42,016	46,028	65,400	44,900
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150								
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	8	26	37,482	39,421	45,249	46,350	55,900	44,836
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	7	14	38,510	41,637	45,249	46,350	50,720	44,765
Multiracial								

Responsible for the organization's diversity, equity and inclusion vision, strategy and initiatives. Develops a comprehensive DEI strategy, with involvement from the executive team, board of directors, and other stakeholders. Leads efforts to integrate DEI goals throughout the organization in both programmatic and operational areas. Designs and implements procedures to assess and report DEI metrics and outcomes. Works closely with departments throughout the organization to strengthen policies and practices with respect to racial equity and accessibility, creating opportunities for staff participation. Develops communications strategy and internal training materials related to DEI efforts.

Other sample job titles: Director of DEI & Social Impact, Diversity & Culture Director, Diversity & Inclusion Director

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	6	6			\$79,005			\$84,241
# Eligible for Incentive/Bonus	2	2						
Actual Bonus Paid	1	1						
Total Cash Compensation (Base + Bonus)	6	6			79,005			84,866
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg: \$40.8M	5	5			77,010			83,089
Geographic Location								
Allegheny County	6	6			79,005			84,241
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150								
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman								
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian								
Multiracial								

Director of Finance & Administration

Responsible for the organization's financial operations as well as other administrative functions such as human resources, operations, facilities and information technology. Develops and maintains effective administrative systems. Oversees accounting operations including bookkeeping, financial statements and reporting. Supervises staff in accounting/finance as well as any additional functional areas. This job is most often found at organizations that do not have an executive-level CFO. Jobs that oversee multiple functions but not including management of the organization's financial department are reported in job #055 (Director, Administration/Operations).

Other sample job titles: Finance & Operations Director, Fiscal Director

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation					
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	25	27	\$49,602	\$65,208	\$75,000	\$90,515	\$96,960	\$77,215
# Eligible for Incentive/Bonus	17	19						
Actual Bonus Paid	9	10			1,500			2,944
Total Cash Compensation (Base + Bonus)	25	27	49,602	65,208	75,500	93,700	100,200	78,305
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg: \$1.5M	11	11			72,455			71,408
\$2,500,000 - \$9,999,999 Avg: \$3.6M	7	7			90,000			83,055
\$10,000,000 and more Avg:								
Geographic Location								
Allegheny County	21	22	48,601	65,156	82,152	91,524	98,860	78,818
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support	5	5			90,000			76,933
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20	10	10			73,728			72,386
21 - 50	9	9			90,000			81,388
51 - 150								
More than 150								
Number of Employees Managed								
1 to 3	12	12	65,874	70,608	79,036	91,225	103,538	81,392
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man	11	11			75,000			74,135
Woman	15	15	56,444	68,640	83,000	93,700	102,673	80,274
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	20	21	62,770	69,316	76,768	90,989	98,740	79,575
Multiracial								

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

Other sample job titles: Finance Officer, Fiscal Director

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	24	24	\$61,204	\$70,765	\$83,923	\$95,117	\$113,084	\$84,870
# Eligible for Incentive/Bonus	13	13						
Actual Bonus Paid	10	10			2,500			3,640
Total Cash Compensation (Base + Bonus)	24	24	62,254	71,555	85,275	96,476	116,747	86,386
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg: \$6.1M	8	8			72,575			78,150
\$10,000,000 and more Avg: \$26.8M	11	11			87,550			87,294
Geographic Location								
Allegheny County	19	19	62,400	70,720	87,550	95,202	110,250	85,221
Outside of Allegheny Count	5	5			80,000			83,536
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support	6	6			72,890			80,145
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150	10	10			77,295			78,351
More than 150	7	7			90,000			93,736
Number of Employees Managed								
1 to 3	11	11			87,506			87,853
4 to 8	7	7			80,000			78,244
9 to 14								
15 and over								
Gender Identity of Employee								
Man	5	5			87,506			95,014
Woman	17	17	57,744	67,257	80,000	92,200	108,744	79,991
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	18	18	58,876	72,935	83,923	94,601	116,401	84,307
Multiracial								

Accounting Manager

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

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

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation					
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	20	24	\$51,439	\$61,365	\$70,256	\$79,183	\$93,517	\$71,915
# Eligible for Incentive/Bonus	11	14						
Actual Bonus Paid	8	11			2,100			1,917
Total Cash Compensation (Base + Bonus)	20	24	52,489	62,190	71,210	79,600	93,517	72,793
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg: \$1.9M	5	5			71,920			80,582
\$2,500,000 - \$9,999,999 Avg: \$4.4M	5	5			70,512			71,253
\$10,000,000 and more Avg: \$54.3M	8	12	50,263	58,032	65,679	82,893	95,912	70,164
Geographic Location								
Allegheny County	14	18	50,789	59,290	67,999	81,062	102,034	72,004
Outside of Allegheny Count	6	6			73,293			71,647
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support	5	8			65,562			63,370
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20	5	5			70,000			78,044
21 - 50								
51 - 150	6	6			65,680			70,808
More than 150	5	9			75,608			71,055
Number of Employees Managed								
1 to 3	9	12	50,263	65,999	75,841	82,893	95,912	73,870
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man	6	7			65,998			72,884
Woman	16	17	50,702	58,906	70,512	78,185	94,983	71,515
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	19	23	51,326	60,653	70,000	76,190	86,000	69,615
Multiracial								

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

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

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation					
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	8	10			\$56,465			\$58,340
# Eligible for Incentive/Bonus	4	6						
Actual Bonus Paid	3	5						
Total Cash Compensation (Base + Bonus)	8	10			57,590			59,580
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg:								
Geographic Location								
Allegheny County	6	8			63,318			59,889
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150								
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	7	9			60,638			59,045
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	8	8			56,465			59,244
Multiracial								

Senior Accountant

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

Other sample job titles: Accountant III, Budget Analyst, Financial Analyst

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation					
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	18	20	\$51,000	\$56,119	\$60,115	\$68,737	\$78,496	\$63,465
# Eligible for Incentive/Bonus	12	13						
Actual Bonus Paid	6	7			1,800			2,883
Total Cash Compensation (Base + Bonus)	18	20	51,170	57,712	61,265	68,737	79,749	64,474
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg: \$6.2M	8	9			58,430			64,247
\$10,000,000 and more Avg: \$47.4M	7	8			59,900			63,991
Geographic Location								
Allegheny County	17	19	51,000	56,100	58,430	68,000	79,043	62,933
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support	10	10			64,636			61,468
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50	5	5			65,550			71,734
51 - 150	5	6			57,303			57,818
More than 150	5	6			63,492			65,558
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man	7	7			68,000			70,760
Woman	11	11			58,430			59,989
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	15	16	50,497	56,327	63,036	68,737	87,466	64,637
Multiracial								

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

Other sample job titles: Financial Analyst, Accounting Officer, Grants/Contracts Analyst, Bookkeeper

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	41	58	\$37,892	\$41,896	\$45,911	\$51,120	\$57,903	\$46,886
# Eligible for Incentive/Bonus	20	30						
Actual Bonus Paid	13	19	200	550	1,500	3,175	6,000	2,178
Total Cash Compensation (Base + Bonus)	41	58	38,072	41,896	47,670	51,876	58,803	47,600
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg: \$1.6M	11	14	33,436	41,575	47,223	52,489	58,053	46,661
\$2,500,000 - \$9,999,999 Avg: \$5.4M	11	15	34,694	41,995	44,637	48,667	54,300	44,528
\$10,000,000 and more Avg: \$30.4M	15	24	40,030	42,259	46,979	50,833	55,261	47,413
Geographic Location								
Allegheny County	36	50	40,072	42,786	46,979	52,141	59,127	47,788
Outside of Allegheny Count	5	8			41,007			41,249
Field of Service								
Basic Material Need	7	9			47,236			48,326
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support	10	15	39,757	41,995	45,760	52,000	57,116	47,175
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20	7	7			41,500			41,543
21 - 50	9	12	36,957	43,749	46,919	51,621	59,172	47,564
51 - 150	16	24	39,011	41,995	46,463	50,833	56,236	46,678
More than 150	7	12	39,545	41,519	46,376	53,860	59,434	47,943
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man	11	12	32,354	39,510	44,050	46,867	51,316	42,843
Woman	31	42	38,607	41,995	46,977	52,614	59,571	47,988
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American	8	8			51,917			51,795
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	33	42	37,230	41,896	45,594	50,451	57,348	46,431
Multiracial								

Payroll Specialist

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

Other sample job titles: Payroll Administrator, Payroll Coordinator, Payroll Management Analyst

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation					
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	16	17	\$34,882	\$42,214	\$47,986	\$61,364	\$66,743	\$50,198
# Eligible for Incentive/Bonus	9	9						
Actual Bonus Paid	4	4						
Total Cash Compensation (Base + Bonus)	16	17	34,882	42,214	47,986	61,364	67,623	50,682
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg: \$44.7M	12	13	33,925	39,968	50,701	62,949	67,629	51,177
Geographic Location								
Allegheny County	10	11			50,701			51,606
Outside of Allegheny Count	6	6			45,958			47,615
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services	5	6			55,351			52,790
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support	6	6			45,380			43,061
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150	6	6			46,493			45,661
More than 150	9	10			55,351			53,363
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	12	13	33,925	39,968	46,155	57,519	66,200	48,473
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	15	16	34,642	42,021	47,071	58,759	64,774	49,191
Multiracial								

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

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

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	39	75	\$31,200	\$35,256	\$39,520	\$43,222	\$46,897	\$39,112
# Eligible for Incentive/Bonus	23	50						
Actual Bonus Paid	12	27	250	1,500	2,000	2,100	2,650	1,808
Total Cash Compensation (Base + Bonus)	39	75	31,200	37,103	39,998	43,222	47,699	39,763
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg: \$1.6M	5	5			39,520			38,185
\$2,500,000 - \$9,999,999 Avg: \$5.3M	12	14	27,600	34,229	40,675	45,479	52,502	39,844
\$10,000,000 and more Avg: \$32.3M	18	52	32,552	36,192	39,520	42,999	46,035	39,013
Geographic Location								
Allegheny County	28	50	35,147	36,192	39,999	43,667	47,938	40,280
Outside of Allegheny Count	11	25	24,960	31,876	37,606	42,547	44,940	36,776
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services	5	6			44,460			42,104
Employment & Economic Opportunity								
Environment/Animal Welfare	5	5			31,200			33,774
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support	11	28	35,248	36,048	37,378	41,791	46,938	38,954
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20	5	5			31,200			32,868
21 - 50	5	5			39,520			38,301
51 - 150	17	32	26,832	34,180	40,228	43,202	48,423	39,068
More than 150	10	31	35,256	36,192	38,996	44,720	46,513	39,981
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man	9	18	35,959	37,565	40,360	44,752	48,119	41,285
Woman	33	53	28,093	35,154	37,752	42,164	46,729	38,209
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	36	59	31,200	35,256	39,520	42,952	47,507	39,104
Multiracial								

Veterinarian

Responsible for providing diagnostic and therapeutic veterinary medical services and surgery. Assists in training and supervising organization staff regarding diagnostic, therapeutic, surgical and animal handling procedures. Licensed veterinarian certification required.

Other sample job titles: Associate Veterinarian, Lead Veterinarian, Shelter Veterinarian

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation					
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	5	15	\$82,200	\$88,400	\$132,600	\$145,600	\$163,538	\$120,595
# Eligible for Incentive/Bonus	3	4						
Actual Bonus Paid	1	1						
Total Cash Compensation (Base + Bonus)	5	15	82,200	88,400	132,600	146,100	163,538	120,629
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg:								
Geographic Location								
Allegheny County								
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare	5	15	82,200	88,400	132,600	145,600	163,538	120,595
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150								
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	5	13	80,800	92,962	135,200	150,800	164,187	124,858
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	5	14	81,500	88,081	116,300	148,200	163,863	119,459
Multiracial								

Responsible for handling animals which may be injured, wild or vicious. Assists veterinary staff in examining, handling and treating animals. Assists veterinarians in administering anesthesia and preparing animals for surgery. Maintains veterinarian patient records and supply inventories. Administers first aid treatments and medications to domestic animals as directed by veterinary staff.

Other sample job titles: Animal Welfare Technician, Veterinary Assistant, Wildlife Technician

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation					
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	6	19	\$29,120	\$33,800	\$35,360	\$41,600	\$43,035	\$37,435
# Eligible for Incentive/Bonus	4	11						
Actual Bonus Paid	1	1						
Total Cash Compensation (Base + Bonus)	6	19	29,120	33,800	35,360	41,600	43,035	37,448
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg:								
Geographic Location								
Allegheny County								
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare	6	19	29,120	33,800	35,360	41,600	43,035	37,435
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150								
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	6	19	29,120	33,800	35,360	41,600	43,035	37,435
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	6	18	29,120	33,670	35,391	41,600	44,267	37,637
Multiracial								

Animal Care Worker

Responsible for handling, caring and feeding all animal patients. Identifies problems to be brought to the attention of the veterinary staff. Records daily patient information. Takes animals for a walk or provides exercise regimen. Bathes and clips animals. Keeps animal care facilities clean and sanitary.

Other sample job titles: Animal Care Attendant, Animal Care Specialist, Wildlife Rehab Technician

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation					
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	6	68	\$24,960	\$27,040	\$31,200	\$31,200	\$35,501	\$30,005
# Eligible for Incentive/Bonus	3	23						
Actual Bonus Paid	2	9						
Total Cash Compensation (Base + Bonus)	6	68	24,960	27,040	31,200	31,200	35,501	30,024
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg:								
Geographic Location								
Allegheny County								
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare	6	68	24,960	27,040	31,200	31,200	35,501	30,005
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150								
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man	5	10			28,080			29,603
Woman	6	58	24,960	27,040	31,200	31,200	35,501	30,074
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	6	64	24,960	27,040	31,200	31,200	34,320	29,817
Multiracial								

Manages visitor access and services at a museum, gallery, theater or other cultural venue to ensure that visitors have a positive experience. Arranges group tours and event rentals. Oversees venue's master calendar. Coordinates program needs with organization's education and volunteer departments. Supervises visitor services staff and volunteers. May be involved with organization's retail and membership operations.

Other sample job titles: Audience Service Manager, Guest Experience Manager, Visitor Experience Manager,

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	5	7			\$58,000			\$56,792
# Eligible for Incentive/Bonus	2	3						
Actual Bonus Paid								
Total Cash Compensation (Base + Bonus)	5	7			58,000			56,792
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg:								
Geographic Location								
Allegheny County								
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150								
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	5	7			58,000			56,792
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	5	7			58,000			56,792
Multiracial								

Director, Development

Provides leadership to the organization's efforts to obtain financial and other support to sustain its work, including planned, annual and deferred giving; approaches to individuals, foundations and corporations. Manages the overall marketing and promotional functions to construct and market an appropriate image, develop ties with the community, and achieve membership/participation goals. Manages department budgets. Formulate and implements policies and plans to meet the organization's short- and long-term objectives. May report to the Executive Director/CEO, or in the case of larger organizations, to an executive-level development employee (see job #025).

Other sample job titles: Vice President of Development, Director of Corporate Sponsorship, Director of Resource Development

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation					
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	42	44	\$65,890	\$71,524	\$80,177	\$95,012	\$111,624	\$84,316
# Eligible for Incentive/Bonus	22	22						
Actual Bonus Paid	12	12	465	1,688	3,747	5,000	13,190	4,538
Total Cash Compensation (Base + Bonus)	42	44	65,890	71,907	82,338	98,455	111,624	85,554
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg: \$1.8M	14	14	61,097	70,442	74,378	91,420	116,575	80,908
\$2,500,000 - \$9,999,999 Avg: \$6.0M	14	14	66,625	71,109	86,246	105,117	119,062	88,468
\$10,000,000 and more Avg: \$34.1M	13	15	66,173	75,567	81,869	92,850	105,084	84,577
Geographic Location								
Allegheny County	38	40	66,864	71,524	80,177	95,012	111,931	84,778
Outside of Allegheny Count								
Field of Service								
Basic Material Need	5	7			80,122			79,359
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare	8	8			73,066			78,790
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support	11	11			71,478			82,498
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20	14	14	61,097	69,195	72,040	86,027	101,915	76,706
21 - 50	7	7			75,705			86,988
51 - 150	13	15	64,600	80,122	86,811	102,820	112,454	88,845
More than 150	7	7			80,000			81,349
Number of Employees Managed								
1 to 3	25	26	64,135	68,093	71,978	85,963	102,445	77,594
4 to 8	9	9			90,409			91,822
9 to 14								
15 and over								
Gender Identity of Employee								
Man	5	5			71,662			75,665
Woman	34	36	64,758	70,499	81,051	98,920	112,343	85,357
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	36	37	64,839	70,020	80,000	99,241	112,231	84,369
Multiracial								

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

Other sample job titles: Annual Giving Manager, Planned Giving Manager, Associate Director of Corporate Sponsorship

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation					
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	26	30	\$47,354	\$49,438	\$55,110	\$65,551	\$76,323	\$57,626
# Eligible for Incentive/Bonus	15	17						
Actual Bonus Paid	13	14	163	438	1,850	3,063	3,925	1,864
Total Cash Compensation (Base + Bonus)	26	30	47,354	49,960	56,459	65,551	76,421	58,496
Annual Expenses			Annual Base Salary					
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg: \$1.7M	12	13	46,440	49,058	53,581	58,325	73,025	55,072
\$2,500,000 - \$9,999,999 Avg: \$5.8M	7	8			59,600			60,229
\$10,000,000 and more Avg:								
Geographic Location								
Allegheny County	22	26	47,060	49,086	56,332	67,381	77,475	58,679
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare	6	6			50,000			56,098
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support	6	8			53,041			52,286
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20	13	14	46,250	48,900	55,307	62,134	73,141	56,353
21 - 50								
51 - 150	7	9			67,205			63,696
More than 150								
Number of Employees Managed								
1 to 3	14	15	47,724	50,000	54,600	67,907	78,749	59,286
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man	8	8			56,250			60,105
Woman	19	21	47,670	49,773	55,620	63,500	68,381	57,044
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	21	24	46,874	49,029	53,841	61,500	68,965	55,787
Multiracial								

Grant Writer, All Types of Funding

Researches grant opportunities that match the goals and objectives of the organization. Gathers information from various departments and coordinates/writes grant proposals for government, corporate and foundation funds. Develops/maintains effective, long-term working relationships with grantors to facilitate approval of grants. Follows up with grantors to determine/monitor grant status. Report grant writers responsible for government funding only in job #216 below.

Other sample job titles: Grants & Contracts Writer, Assistant Development Manager, Foundations Coordinator, Grants Specialist

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation					
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	12	14	\$30,680	\$35,378	\$45,495	\$65,750	\$72,779	\$49,142
# Eligible for Incentive/Bonus	4	4						
Actual Bonus Paid	3	3						
Total Cash Compensation (Base + Bonus)	12	14	30,680	35,378	45,550	65,750	72,904	49,356
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg: \$27.0M	6	8			51,154			51,161
Geographic Location								
Allegheny County	11	12	35,186	41,223	46,000	67,250	73,370	52,219
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150	6	7			46,000			47,142
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	10	10			45,495			49,846
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	11	12	30,472	36,697	45,495	67,250	73,370	49,719
Multiracial								

Manages one or more fund development functions. Works under general supervision, exercising significant independent judgment. Generally does not have supervisory responsibility for administrative/support staff.

Other sample job titles: Donor Services Officer, Leadership Gifts Officer

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	9	15	\$45,850	\$51,807	\$62,816	\$78,781	\$93,967	\$66,249
# Eligible for Incentive/Bonus	5	11						
Actual Bonus Paid	2	7						
Total Cash Compensation (Base + Bonus)	9	15	45,850	54,322	63,000	80,247	96,370	67,560
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg:								
Geographic Location								
Allegheny County	8	14	45,383	50,852	61,408	79,086	96,640	66,481
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150								
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	5	10			62,908			64,421
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	7	11			62,816			65,741
Multiracial								

Special Event Coordinator

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

Other sample job titles: Event Planner, Manager of Special Events

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	20	29	\$35,360	\$39,499	\$45,000	\$49,960	\$61,000	\$46,114
# Eligible for Incentive/Bonus	11	16						
Actual Bonus Paid	4	4						
Total Cash Compensation (Base + Bonus)	20	29	35,360	39,499	47,986	50,648	64,000	46,700
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg: \$5.6M	10	15	33,883	39,000	43,867	50,000	64,600	45,660
\$10,000,000 and more Avg:								
Geographic Location								
Allegheny County	17	26	35,204	39,749	46,493	49,940	62,496	46,291
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare	8	11			48,550			46,309
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20	6	9			48,360			49,613
21 - 50								
51 - 150	10	16	34,122	38,500	43,176	47,986	56,797	44,245
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	18	24	35,703	40,249	47,986	49,980	57,998	46,097
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	19	27	35,256	39,998	45,000	49,920	56,196	45,641
Multiracial								

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

Other sample job titles: Annual Fund Assistant, Campaign Associate, Development Coordinator

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	34	50	\$34,048	\$37,610	\$40,749	\$43,040	\$46,454	\$40,674
# Eligible for Incentive/Bonus	20	29						
Actual Bonus Paid	9	14	300	875	1,259	2,014	3,000	1,449
Total Cash Compensation (Base + Bonus)	34	50	34,048	38,750	41,500	43,514	46,454	41,079
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg: \$1.5M	12	14	33,100	34,752	40,500	43,040	45,500	39,345
\$2,500,000 - \$9,999,999 Avg: \$6.2M	13	16	37,440	40,094	42,258	46,876	50,600	43,280
\$10,000,000 and more Avg: \$26.1M	5	15	30,692	37,440	40,000	43,000	45,000	39,462
Geographic Location								
Allegheny County	27	41	34,206	37,834	40,950	43,000	45,800	40,628
Outside of Allegheny Count	7	9			40,000			40,879
Field of Service								
Basic Material Need	6	14	29,662	36,750	40,000	43,040	46,736	39,311
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare	5	5			41,600			40,968
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support	5	7			41,300			40,266
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20	15	18	33,820	35,683	39,750	41,600	45,100	39,086
21 - 50								
51 - 150	11	21	33,338	38,451	40,375	43,587	49,400	40,906
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man	7	7			40,000			41,050
Woman	26	37	34,006	37,834	40,500	43,000	43,961	40,085
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American	5	6			43,000			42,098
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	24	32	33,353	37,440	40,500	43,000	46,010	39,970
Multiracial								

Director, Education

Develops, organizes and implements community education programs and activities for targeted clients including adult education programs, school-aged programs and pre-school activities. Ensures programs meet needs of community and goals and objectives of organization. Manages program budgets. Participates as a member of the senior management team in the development and implementation of organization-wide policies and programs that will contribute to its overall success.

Other sample job titles: Director of Community Education, Training Director, Vice President of Educational Services

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation					
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	21	25	\$49,893	\$57,213	\$69,020	\$81,179	\$91,568	\$70,618
# Eligible for Incentive/Bonus	12	14						
Actual Bonus Paid	6	6			875			1,255
Total Cash Compensation (Base + Bonus)	21	25	50,024	57,213	70,992	81,179	92,500	70,919
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg: \$1.7M	6	6			63,347			61,289
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg: \$31.5M	8	12	61,998	69,635	79,196	83,178	111,016	80,681
Geographic Location								
Allegheny County	18	21	50,010	57,213	69,010	79,588	83,215	69,615
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20	9	9			62,830			60,122
21 - 50								
51 - 150								
More than 150	5	7			82,620			88,359
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over	7	9			81,921			82,882
Gender Identity of Employee								
Man	5	5			63,864			61,196
Woman	16	19	50,003	62,830	76,000	81,921	103,875	74,181
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	17	21	50,182	61,128	69,020	79,591	99,773	71,506
Multiracial								

Responsible for administering school's admissions procedures to maintain the desired level of enrollment. Tracks enrollment changes in order to anticipate and promptly fill vacant slots, manages touring procedures for visiting prospective families. Ensures that all inquiries from prospective and waitlisted families are properly directed and promptly responded to, and that that accepted students and their families receive a comprehensive orientation.

Other sample job titles: Admissions Operations Manager, Registrar

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	8	9			\$60,000			\$62,035
# Eligible for Incentive/Bonus	3	4						
Actual Bonus Paid	1	1						
Total Cash Compensation (Base + Bonus)	8	9			60,000			62,479
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg: \$24.0M	5	6			64,332			65,027
Geographic Location								
Allegheny County	7	8			64,332			63,305
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services	6	7			68,663			63,777
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150								
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	8	9			60,000			62,035
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	7	8			64,332			64,164
Multiracial								

Curriculum Specialist

Develops instructional material, coordinate educational content, and incorporate current technology into educational programs. Monitor progress of students and teachers to assess effectiveness of programs. Requires instructional experience and teacher credential.

Other sample job titles: Curriculum Developer, Education Supervisor

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	5	16	\$49,621	\$59,736	\$71,000	\$82,614	\$87,980	\$70,357
# Eligible for Incentive/Bonus	2	13						
Actual Bonus Paid	1	1						
Total Cash Compensation (Base + Bonus)	5	16	49,621	59,736	71,000	82,614	87,980	70,394
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg:								
Geographic Location								
Allegheny County								
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150								
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman								
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	5	16	49,621	59,736	71,000	82,614	87,980	70,357
Multiracial								

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

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

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	8	54	\$37,287	\$41,000	\$47,602	\$49,941	\$53,849	\$46,626
# Eligible for Incentive/Bonus	3	3						
Actual Bonus Paid	1	1						
Total Cash Compensation (Base + Bonus)	8	54	37,287	41,000	47,602	49,941	53,849	46,664
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg:								
Geographic Location								
Allegheny County	7	53	37,004	41,000	47,824	49,941	54,218	46,685
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150								
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man	5	24	42,750	49,616	49,941	49,941	55,929	49,797
Woman								
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	6	36	38,763	41,818	49,508	49,941	56,871	48,162
Multiracial								

Site Supervisor

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

Other sample job titles: Pre-School Director, School Age Site Director

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation					
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	13	83	\$33,211	\$42,513	\$49,820	\$54,413	\$68,461	\$50,372
# Eligible for Incentive/Bonus	4	31						
Actual Bonus Paid	2	24						
Total Cash Compensation (Base + Bonus)	13	83	33,211	42,513	49,820	58,243	68,461	51,049
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg: \$70.5M	6	63	30,143	45,000	54,413	60,950	76,504	53,221
Geographic Location								
Allegheny County	10	58	38,788	44,602	47,884	61,261	77,125	52,619
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services	6	56	28,381	38,938	47,884	61,620	77,566	50,185
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150								
More than 150	5	55	45,000	48,353	54,413	61,800	77,787	57,225
Number of Employees Managed								
1 to 3	7	16	35,105	36,894	45,000	46,538	62,261	44,643
4 to 8	6	17	31,541	41,018	45,000	47,884	54,413	44,722
9 to 14								
15 and over								
Gender Identity of Employee								
Man	6	9			49,820			51,250
Woman	12	74	31,221	42,368	49,087	54,575	68,379	50,266
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American	5	13	35,105	42,156	45,000	46,518	52,648	44,406
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	10	67	30,376	41,933	53,866	59,509	76,104	51,711
Multiracial								

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

Other sample job titles: Classroom Teacher, Homeroom Teacher, Instructor, Lead Teacher

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation					
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	5	131	\$28,700	\$38,570	\$52,000	\$71,808	\$98,096	\$57,595
# Eligible for Incentive/Bonus	3	21						
Actual Bonus Paid	2	9						
Total Cash Compensation (Base + Bonus)	5	131	28,700	38,570	52,000	71,808	98,096	57,639
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg:								
Geographic Location								
Allegheny County								
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150								
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	5	93	28,700	37,720	50,340	62,485	97,055	52,921
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	5	119	28,700	41,600	52,000	71,808	98,096	58,304
Multiracial								

Teacher, Pre-School

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

Other sample job titles: Child Development Specialist, Early Childhood Teacher

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	13	215	\$28,500	\$34,520	\$37,555	\$39,541	\$43,950	\$36,488
# Eligible for Incentive/Bonus	6	139						
Actual Bonus Paid	3	123						
Total Cash Compensation (Base + Bonus)	13	215	28,500	34,964	39,955	42,494	44,916	38,522
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg: \$84.3M	6	190	28,500	34,520	36,827	39,187	41,933	35,786
Geographic Location								
Allegheny County	11	127	29,786	34,520	36,387	38,989	45,053	37,093
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services	5	134	22,620	30,726	35,455	37,555	40,188	34,383
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150								
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	13	210	28,500	34,520	37,555	39,541	43,950	36,550
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American	5	12	28,500	29,435	37,555	39,281	40,306	35,584
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	12	198	28,500	34,520	37,478	39,656	44,154	36,694
Multiracial								

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

Other sample job titles: Teacher's Aide, Education Coordinator

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	9	326	\$21,936	\$24,710	\$29,120	\$38,851	\$41,469	\$31,312
# Eligible for Incentive/Bonus	4	54						
Actual Bonus Paid	2	22						
Total Cash Compensation (Base + Bonus)	9	326	21,936	24,710	29,120	38,851	41,469	31,474
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg: \$81.3M	5	295	21,936	23,566	29,120	39,437	41,469	30,969
Geographic Location								
Allegheny County	6	165	21,425	23,317	31,200	40,920	41,469	32,278
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150								
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man	5	29	22,908	27,919	36,317	42,210	48,098	35,567
Woman	7	277	21,936	23,483	29,120	38,002	41,469	30,595
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	8	279	21,936	23,624	29,120	39,083	41,469	31,131
Multiracial								

Teaching Assistant, Pre-School

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

Other sample job titles: Teacher's Aide, Education Coordinator

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	8	144	\$24,000	\$26,000	\$28,672	\$32,032	\$35,233	\$29,424
# Eligible for Incentive/Bonus	5	109						
Actual Bonus Paid	2	76						
Total Cash Compensation (Base + Bonus)	8	144	26,000	28,572	32,240	33,303	36,962	31,532
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg:								
Geographic Location								
Allegheny County	6	112	24,000	26,000	28,672	31,200	35,462	29,491
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150								
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	8	140	24,000	26,000	28,672	32,032	35,335	29,503
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	7	118	24,000	26,203	28,954	32,084	35,712	29,863
Multiracial								

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

Other sample job titles: Integration Specialist, Resource Teacher

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	7	423	\$39,826	\$45,938	\$54,085	\$64,771	\$87,185	\$58,222
# Eligible for Incentive/Bonus	4	141						
Actual Bonus Paid	2	53						
Total Cash Compensation (Base + Bonus)	7	423	40,855	46,000	54,123	64,885	87,185	58,346
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg: \$87.5M	6	404	39,710	45,518	54,122	64,857	87,985	58,266
Geographic Location								
Allegheny County	6	380	44,400	47,735	55,085	65,385	95,300	60,170
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150								
More than 150	5	394	39,710	45,400	54,000	65,003	90,743	58,180
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	6	347	39,710	45,400	54,123	65,000	93,900	58,550
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	6	379	39,710	45,400	54,667	65,385	95,500	58,700
Multiracial								

Child Care Assistant

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

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

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation					
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	11	119	\$18,200	\$19,864	\$22,880	\$25,875	\$28,700	\$23,406
# Eligible for Incentive/Bonus	4	23						
Actual Bonus Paid	1	13						
Total Cash Compensation (Base + Bonus)	11	119	18,200	19,864	22,880	26,565	28,700	23,506
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg: \$19.2M	5	103	18,200	19,469	21,674	25,875	27,344	22,599
Geographic Location								
Allegheny County	8	24	23,400	24,180	28,700	31,065	31,200	27,573
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services	5	87	18,200	19,469	20,717	25,459	28,184	22,228
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150	5	90	18,200	19,469	20,759	24,741	28,184	22,363
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	11	112	18,581	19,848	22,766	25,875	28,700	23,339
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American	6	9			30,515			26,952
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	10	107	18,200	19,469	22,672	25,875	28,184	23,150
Multiracial								

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

Other sample job titles: Community Trainer, Prevention Educator

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	17	93	\$31,200	\$31,439	\$34,465	\$39,875	\$44,867	\$36,548
# Eligible for Incentive/Bonus	9	37						
Actual Bonus Paid	7	30	135	500	4,165	4,500	4,500	2,708
Total Cash Compensation (Base + Bonus)	17	93	31,200	31,439	37,125	40,156	45,623	37,421
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg: \$6.6M	5	16	29,952	32,526	38,031	41,149	44,911	37,250
\$10,000,000 and more Avg: \$93.2M	5	60	31,200	31,200	34,039	38,526	41,387	35,572
Geographic Location								
Allegheny County	12	83	31,200	31,200	34,465	39,569	42,229	36,045
Outside of Allegheny Count	5	10			40,019			40,724
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support	5	8			40,019			41,601
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150	5	36	31,200	31,200	31,678	36,457	40,473	33,637
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man	10	22	31,200	33,579	39,569	42,505	49,980	39,575
Woman	15	67	31,110	31,678	34,465	39,569	42,818	35,873
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American	6	13	29,772	31,445	39,569	39,569	42,098	36,215
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	15	70	31,200	31,678	34,465	40,385	46,721	37,004
Multiracial								

Recreation Program Manager

Responsible for organizing and staffing youth and adult sports leagues and recreational programs, managing the schedule for facilities required, overseeing open recreation and sports programs, and coordinating facility rentals, as well as supervision of facility staff. Develops, promotes, coordinates and implements sports and/or recreation programs, including leagues and clinics. Manages enrollment process and participant communications, participates in development of budgets, coordinates publicity materials and manages the facilities' schedules. Hires, manages and schedules program support staff. Maintains records, compiles and submits reports as required related to program development and participation, employment and payroll, marketing and departmental goals.

Other sample job titles: After School Program Manager, Athletic Program Manager, Outdoor Program Director

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation					
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	7	15	\$29,000	\$35,000	\$41,168	\$43,121	\$57,120	\$41,132
# Eligible for Incentive/Bonus	4	10						
Actual Bonus Paid	4	10						
Total Cash Compensation (Base + Bonus)	7	15	29,000	36,200	41,250	43,371	57,300	41,645
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg:								
Geographic Location								
Allegheny County	6	13	35,000	36,750	41,448	45,531	58,680	42,998
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150								
More than 150								
Number of Employees Managed								
1 to 3	5	8			36,750			38,195
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	5	7			41,168			41,701
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	6	12	29,000	35,375	41,084	43,091	59,460	41,003
Multiracial								

Leads academic and enrichment activities for school-age children or youth in an after school program. Plans and facilitates academic skill-building activities writes lesson plans. Provides homework and academic support for participants. Promotes a safe and supportive classroom environment. Maintains accurate attendance records, participates in staff meetings and trainings.

Other sample job titles: ASP Instructor, Academic Support Teacher, Enrichment Instructor

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	10	80	\$19,760	\$20,779	\$29,120	\$32,838	\$39,169	\$28,864
# Eligible for Incentive/Bonus	2	2						
Actual Bonus Paid								
Total Cash Compensation (Base + Bonus)	10	80	19,760	20,779	29,120	32,838	39,169	28,864
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg:								
Geographic Location								
Allegheny County	9	55	27,360	29,037	31,200	35,360	40,227	32,620
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150								
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	10	68	19,731	20,218	29,120	33,364	39,312	28,834
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American	6	18	28,912	31,200	32,760	39,312	41,700	34,321
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	6	57	19,469	19,947	27,435	30,628	35,572	26,506
Multiracial								

Instructional Aide

Provides support to teachers and other staff members in an school setting serving special needs students. Assists with implementation of educational programs, classroom behavior management, small group instruction, and recess/lunchtime supervision. May participate in transportation of students.

Other sample job titles: School Paraprofessional, Student Support Aide

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation					
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	6	192	\$21,736	\$25,728	\$30,938	\$38,267	\$42,418	\$31,919
# Eligible for Incentive/Bonus	1	68						
Actual Bonus Paid	1	22						
Total Cash Compensation (Base + Bonus)	6	192	21,736	25,728	30,938	38,532	42,478	31,964
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg:								
Geographic Location								
Allegheny County								
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150								
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	6	162	21,736	25,728	30,550	38,651	42,418	31,971
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian								
Multiracial								

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

Other sample job titles: Crafts Instructor, Day Camp Counselor, Youth Activity Specialist

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation					
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	12	31	\$26,000	\$31,200	\$35,984	\$40,664	\$44,642	\$35,601
# Eligible for Incentive/Bonus	5	5						
Actual Bonus Paid	3	3						
Total Cash Compensation (Base + Bonus)	12	31	26,000	31,200	35,984	40,685	45,242	35,666
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg:								
Geographic Location								
Allegheny County	11	30	26,000	31,200	35,943	40,669	44,785	35,481
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support	7	10			40,000			39,795
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20	5	7			37,440			37,859
21 - 50								
51 - 150								
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man	5	8			36,180			33,649
Woman	9	22	26,000	31,200	35,943	40,790	46,742	36,039
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American	5	6			34,518			32,705
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	7	18	26,000	30,098	35,672	40,806	47,567	35,769
Multiracial								

Job Developer

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

Other sample job titles: Employment Specialist, Workforce Development Coordinator

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation					
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	8	19	\$35,630	\$41,600	\$46,000	\$49,338	\$54,080	\$45,614
# Eligible for Incentive/Bonus	5	12						
Actual Bonus Paid	4	9						
Total Cash Compensation (Base + Bonus)	8	19	36,480	41,600	46,000	50,960	56,185	46,197
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg: \$32.9M	5	9			48,630			47,902
Geographic Location								
Allegheny County	8	19	35,630	41,600	46,000	49,338	54,080	45,614
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150								
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man	5	8			47,107			47,707
Woman	6	10			46,426			44,700
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	5	11			45,011			44,587
Multiracial								

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

Other sample job titles: Career Coach, Vocational Evaluator

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	9	21	\$37,082	\$38,813	\$43,638	\$49,557	\$61,281	\$45,625
# Eligible for Incentive/Bonus	4	5						
Actual Bonus Paid	2	3						
Total Cash Compensation (Base + Bonus)	9	21	37,082	38,813	45,738	49,557	61,281	45,820
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg:								
Geographic Location								
Allegheny County	7	18	36,078	38,849	45,282	52,380	61,581	45,991
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150								
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	7	12	38,466	39,655	44,822	49,452	59,970	46,018
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	7	15	38,534	42,016	47,296	59,010	61,805	48,692
Multiracial								

Job Coach

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

Other sample job titles: Career Aide, Career Services Coordinator, Employment Consultant

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation					
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	8	60	\$27,560	\$31,501	\$34,798	\$36,920	\$43,921	\$34,831
# Eligible for Incentive/Bonus	4	49						
Actual Bonus Paid	3	28						
Total Cash Compensation (Base + Bonus)	8	60	28,060	31,501	35,278	38,547	45,811	35,459
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg:								
Geographic Location								
Allegheny County	6	57	27,560	31,814	34,798	36,920	44,404	34,941
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150								
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man	5	18	28,028	34,950	35,818	38,782	46,982	37,264
Woman	6	37	27,560	29,630	34,278	36,460	42,340	34,470
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	7	41	27,560	33,020	35,000	36,920	41,392	34,969
Multiracial								

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

Other sample job titles: Dietary Supervisor, Nutrition Site Manager, Cafeteria Manager

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	15	19	\$33,000	\$41,600	\$50,398	\$62,022	\$64,584	\$50,450
# Eligible for Incentive/Bonus	8	12						
Actual Bonus Paid	4	8						
Total Cash Compensation (Base + Bonus)	15	19	33,000	41,600	51,500	62,022	67,914	51,582
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg: \$39.8M	8	12	37,673	46,140	58,107	63,839	71,042	55,881
Geographic Location								
Allegheny County	10	10			45,942			52,356
Outside of Allegheny Count	5	9			51,500			48,333
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150								
More than 150	7	11			54,413			54,251
Number of Employees Managed								
1 to 3	7	7			51,500			51,936
4 to 8	6	6			41,066			43,077
9 to 14								
15 and over								
Gender Identity of Employee								
Man	6	6			45,942			50,626
Woman	9	13	30,048	38,397	51,500	62,945	70,120	50,370
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American	5	5			44,720			50,783
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	9	13	31,483	42,603	51,500	62,886	70,120	51,665
Multiracial								

Cook

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

Other sample job titles: Chef, Food Services Coordinator, Kitchen Staff

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	9	28	\$26,411	\$29,952	\$29,952	\$33,576	\$39,521	\$31,605
# Eligible for Incentive/Bonus	5	19						
Actual Bonus Paid	4	16						
Total Cash Compensation (Base + Bonus)	9	28	26,411	30,344	32,534	35,442	39,621	32,829
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg:								
Geographic Location								
Allegheny County	5	9			29,120			31,316
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150								
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man	5	7			31,179			31,006
Woman	6	21	26,487	29,952	29,952	33,904	39,529	31,805
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American	5	8			32,656			32,961
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	6	20	26,826	29,952	29,952	32,152	37,344	31,063
Multiracial								

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

Other sample job titles: Assistant Cook, Kitchen Assistant

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	9	27	\$22,464	\$24,154	\$27,310	\$29,307	\$32,439	\$27,064
# Eligible for Incentive/Bonus	3	6						
Actual Bonus Paid	3	5						
Total Cash Compensation (Base + Bonus)	9	27	22,464	24,154	27,394	29,994	32,560	27,250
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg: \$20.9M	7	25	22,048	24,154	25,875	29,120	32,427	26,689
Geographic Location								
Allegheny County	5	11			27,980			27,776
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services	5	16	20,426	24,153	24,960	28,133	32,053	25,849
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150								
More than 150	5	17	24,153	24,557	27,643	30,680	33,101	27,855
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	7	22	21,424	24,154	25,418	29,640	32,708	26,800
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	8	22	21,424	24,960	27,352	31,413	32,783	27,274
Multiracial								

Program Officer

Plans the short-term and long-term development of respective program area, encourages grant proposals that advance Foundation grantmaking goals. Maintains current, working knowledge in particular field(s), performs assessments of grant/loan proposals, develops funding recommendations, develops program and policy recommendations, monitors grants once awarded, and maintains community outreach.

Other sample job titles: Senior Program Officer, Vice President for Program

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation					
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	6	8			\$75,784			\$81,034
# Eligible for Incentive/Bonus	5	7						
Actual Bonus Paid	2	3						
Total Cash Compensation (Base + Bonus)	6	8			82,784			83,090
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg:								
Geographic Location								
Allegheny County	6	8			75,784			81,034
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150								
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	5	6			75,784			80,378
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian								
Multiracial								

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

Other sample job titles: Bookstore Manager, Retail Manager

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	12	54	\$39,286	\$41,789	\$44,251	\$45,500	\$48,528	\$43,883
# Eligible for Incentive/Bonus	5	5						
Actual Bonus Paid	3	3						
Total Cash Compensation (Base + Bonus)	12	54	39,829	41,789	44,438	45,500	48,528	43,968
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg: \$1.6M	5	5			43,785			43,445
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg:								
Geographic Location								
Allegheny County	10	45	38,855	41,398	43,281	45,375	50,000	43,593
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts	5	5			37,440			41,156
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20	5	5			44,000			45,237
21 - 50								
51 - 150								
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8	5	6			44,750			44,371
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	8	14	37,440	44,750	45,500	46,625	50,480	45,239
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	9	15	37,440	43,785	45,500	45,500	50,384	45,008
Multiracial								

Gift/Thrift Shop Retail Sales Clerk

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

Other sample job titles: Sales Associate, Store Assistant

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	13	582	\$16,016	\$17,472	\$17,821	\$22,880	\$24,960	\$19,863
# Eligible for Incentive/Bonus	7	24						
Actual Bonus Paid	5	9			200			249
Total Cash Compensation (Base + Bonus)	13	582	16,016	17,472	17,821	22,880	24,960	19,867
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg:								
Geographic Location								
Allegheny County	10	514	16,016	17,472	17,821	20,384	24,960	19,324
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts	5	10			31,200			32,384
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20	6	10			31,200			30,697
21 - 50								
51 - 150								
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man	5	20	22,880	22,880	22,880	29,640	39,044	26,020
Woman	11	76	22,880	22,880	22,880	24,960	31,200	24,639
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American	5	9			24,960			26,899
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	7	68	22,880	22,880	22,880	24,960	31,200	24,796
Multiracial								

Directs organization's warehouse activities. Develops procedures for incoming and outgoing shipments, material handling, and inventory control so that the warehouse functions are efficient and cost-effective. Ensures that materials are received, stored, shipped, and documented properly. Recommends improvements when possible. Supervises and trains warehouse workers.

Other sample job titles: Inventory Manager, Logistics Supervisor

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	7	11			\$46,800			\$45,097
# Eligible for Incentive/Bonus	2	3						
Actual Bonus Paid	1	1						
Total Cash Compensation (Base + Bonus)	7	11			46,800			45,228
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg:								
Geographic Location								
Allegheny County	5	9			40,798			44,475
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150								
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman								
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian								
Multiracial								

Warehouse Worker

Receives, sorts and stocks materials onto warehouse shelves. Maintains records of inventory. Maintains warehouse in a neat and clean manner. May drive panel, stake-bed or other small truck to pick up and deliver items.

Other sample job titles: Material Handler, Shipping Assistant, Warehouse Coordinator

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation					
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	10	53	\$17,600	\$20,384	\$26,000	\$30,160	\$36,941	\$26,863
# Eligible for Incentive/Bonus	6	26						
Actual Bonus Paid	4	15						
Total Cash Compensation (Base + Bonus)	10	53	17,600	20,384	26,998	30,516	36,941	27,088
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg:								
Geographic Location								
Allegheny County	6	42	17,472	20,384	26,000	29,120	31,845	25,577
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150								
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man	8	27	18,720	26,000	29,120	34,320	42,400	30,600
Woman								
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American	5	12	24,561	26,520	29,120	29,120	32,760	28,486
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	7	20	18,720	26,000	28,600	36,105	43,500	30,031
Multiracial								

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

Other sample job titles: Director of Advocacy and Public Policy, Legislative Director

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation					
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	6	6			\$71,700			\$80,073
# Eligible for Incentive/Bonus	2	2						
Actual Bonus Paid								
Total Cash Compensation (Base + Bonus)	6	6			71,700			80,073
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg:								
Geographic Location								
Allegheny County	6	6			71,700			80,073
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150								
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman								
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	6	6			71,700			80,073
Multiracial								

Director of Resident/Community Services

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

Other sample job titles: Deputy Director of Social Services, Director of Tenant Services,

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation					
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	8	11			\$55,700			\$57,842
# Eligible for Incentive/Bonus	5	5						
Actual Bonus Paid	4	4						
Total Cash Compensation (Base + Bonus)	8	11			58,700			58,769
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg:								
Geographic Location								
Allegheny County								
Outside of Allegheny Count	5	8			54,403			56,695
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150								
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	7	9			52,000			56,051
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	8	11			55,700			57,842
Multiracial								

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

Other sample job titles: Resident Services Manager, Social Services Coordinator

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	10	27	\$35,488	\$38,480	\$42,500	\$44,990	\$49,933	\$42,247
# Eligible for Incentive/Bonus	6	13						
Actual Bonus Paid	5	9			2,000			1,799
Total Cash Compensation (Base + Bonus)	10	27	35,488	38,480	43,118	46,696	50,173	42,846
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg:								
Geographic Location								
Allegheny County								
Outside of Allegheny Count	7	21	37,032	40,071	43,118	47,349	50,469	43,552
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support	5	11			40,560			41,309
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150								
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	10	19	35,000	38,480	42,500	44,616	50,648	42,076
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	9	23	35,244	38,480	42,500	46,697	50,290	42,477
Multiracial								

Shelter Coordinator

Supports the routine operation of each shelter. Administers resident intake, monitors the facility for safety and order. Orients participants about the shelter program, engages them in shelter activities, and provides information to assist them in accessing services. Helps to maintain a safe, clean, and comfortable environment.

Other sample job titles: House Coordinator, Resident Advocate, Shelter Support

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation					
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	6	27	\$26,520	\$26,520	\$31,200	\$35,360	\$40,019	\$32,134
# Eligible for Incentive/Bonus	4	13						
Actual Bonus Paid	3	11						
Total Cash Compensation (Base + Bonus)	6	27	26,520	26,520	33,200	43,360	43,360	34,070
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg:								
Geographic Location								
Allegheny County								
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150								
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	5	20	26,520	26,520	35,183	35,360	40,019	32,827
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	5	18	26,466	26,520	33,103	35,360	37,436	31,596
Multiracial								

Directs human resources functions including employment, compensation, benefits, training, affirmative action/equal employment, employee relations and services in support of organization objectives. Advises management on labor and other legal issues relative to employment. Develops and implements organization-wide policies and programs that will contribute to its overall success. Typically reports to either the Executive Director/CEO or, in the case of larger organizations, to an executive-level Human Resources employee (see job #030). The primary differences between the Director and Manager position (see job #510) are that the Manager position may be the sole human resources practitioner in a small organization, may supervise just one or two staff members, and may have responsibility for implementing the human resources program but be less involved in the design of human resources strategy.

Other sample job titles: Corporate Officer for Human Resources, Director of Personnel

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation					
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	18	19	\$66,300	\$80,000	\$85,680	\$100,048	\$107,523	\$87,367
# Eligible for Incentive/Bonus	10	10						
Actual Bonus Paid	8	8			4,080			4,739
Total Cash Compensation (Base + Bonus)	18	19	66,550	81,175	90,000	102,523	107,848	89,363
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg: \$6.2M	7	8			87,840			86,224
\$10,000,000 and more Avg: \$26.0M	11	11			82,493			88,199
Geographic Location								
Allegheny County	16	17	65,520	78,634	85,680	97,927	108,418	86,908
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support	5	5			80,000			79,264
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150	14	15	69,564	81,175	90,000	100,048	106,492	88,410
More than 150								
Number of Employees Managed								
1 to 3	12	13	75,511	81,220	90,000	96,689	102,701	88,597
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man	5	5			82,493			84,653
Woman	13	13	63,960	77,170	85,680	101,286	108,328	86,861
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	14	14	64,350	76,535	84,087	100,667	107,410	86,230
Multiracial								

Human Resources Manager

Manages several functions in the human resources department such as employment, compensation, benefits, training, and employee relations. Advises managers and staff on employment laws, policies and practices. Ensures organization practices are in compliance with laws. Participates in the development and implementation of new policies and practices. May manage hourly positions, or is the sole human resources practitioner in a smaller organization. The primary differences between the Director (see job #505) and Manager position are that the Manager position may be the sole human resources practitioner in a small organization, may supervise just one or two staff members, and may have responsibility for implementing the human resources program but be less involved in the design of human resources strategy.

Other sample job titles: Employee Relations Manager, Manager of Employment Services

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	20	21	\$47,008	\$55,000	\$66,997	\$72,046	\$77,300	\$63,982
# Eligible for Incentive/Bonus	12	12						
Actual Bonus Paid	8	8			1,250			3,136
Total Cash Compensation (Base + Bonus)	20	21	47,008	55,375	69,326	72,460	77,765	65,177
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg: \$5.4M	9	9			66,997			66,620
\$10,000,000 and more Avg: \$24.0M	6	7			67,205			62,456
Geographic Location								
Allegheny County	17	17	50,752	57,379	67,205	72,460	78,030	65,463
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support	8	8			67,101			67,576
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50	5	5			71,500			66,896
51 - 150	9	10			62,879			61,491
More than 150								
Number of Employees Managed								
1 to 3	5	5			66,997			67,765
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	15	16	44,992	53,156	64,052	71,875	75,596	62,295
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American	5	5			71,500			70,052
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	13	14	44,480	52,406	60,205	69,761	75,122	60,583
Multiracial								

Under limited supervision by a senior Human Resources staff member, is responsible for several functions in the Human Resources department such as employment, compensation, benefits, training, and employee relations. Advises managers and staff on employment laws, policies and practices. Ensures organization practices are in compliance with laws. Participates in the development and implementation of new policies and practices. This position do not generally have a supervisory role over other department employees.

Other sample job titles: Human Resources Business Partner

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	11	18	\$42,952	\$44,756	\$48,816	\$61,614	\$66,598	\$52,598
# Eligible for Incentive/Bonus	6	11						
Actual Bonus Paid	3	6						
Total Cash Compensation (Base + Bonus)	11	18	42,964	44,831	49,966	61,614	66,598	53,053
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg: \$34.1M	9	16	43,010	45,131	48,816	61,372	66,799	52,672
Geographic Location								
Allegheny County	10	16	42,855	44,367	48,816	60,986	65,750	52,203
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150	5	6			47,506			51,251
More than 150	5	11			47,632			52,524
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	7	12	42,958	45,131	47,279	58,922	64,994	51,354
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	7	11			50,000			52,348
Multiracial								

Human Resources Representative or Specialist

Performs a wide variety of professional level human resources functions including recruiting, interviewing and hiring staff; administering benefits and/or compensation programs; resolving employee relations issues; counseling staff and advising managers and supervisors; conducting exit interviews; interpreting human resources policies and laws.

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

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation					
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	13	18	\$37,185	\$38,734	\$44,985	\$48,938	\$61,446	\$45,660
# Eligible for Incentive/Bonus	8	10						
Actual Bonus Paid	6	7			3,500			3,283
Total Cash Compensation (Base + Bonus)	13	18	37,185	38,969	45,932	51,752	61,829	46,936
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg: \$70.9M	8	12	35,732	37,580	40,431	56,706	61,666	45,378
Geographic Location								
Allegheny County	7	10			46,972			47,090
Outside of Allegheny Count	6	8			42,880			43,871
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150	5	6			42,504			42,837
More than 150	7	11			44,970			47,259
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	11	16	36,701	38,245	43,395	50,706	61,519	45,552
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	10	15	36,459	38,000	45,000	51,626	61,556	46,198
Multiracial								

Works under the general supervision of a Human Resources Director or Manager. Assesses the organization's employment needs, sources & interviews job candidates, checks references, coordinates interviews with hiring managers, makes recommendations, conducts exit interviews, compiles statistics. Requires knowledge of organization's employment practices as well as legal compliance issues.

Other sample job titles: Staffing Coordinator, Talent Acquisition Specialist

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	9	10			\$45,117			\$47,158
# Eligible for Incentive/Bonus	4	4						
Actual Bonus Paid	1	1						
Total Cash Compensation (Base + Bonus)	9	10			45,717			47,278
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg: \$58.9M	6	7			49,920			52,508
Geographic Location								
Allegheny County	8	9			41,000			46,928
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150								
More than 150	5	6			49,960			54,507
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	5	5			49,234			48,255
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	7	7			41,000			45,183
Multiracial								

Training & Development Manager

Under general supervision, designs & implements employee orientation, management development, and on-the-job training programs to ensure that employees have the skills and knowledge to meet the organization's goals. Maintains records and helps evaluate impact of these programs.

Other sample job titles: Director of Training & Development, Learning & Staff Development Manager

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation					
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	9	11			\$51,043			\$49,224
# Eligible for Incentive/Bonus	5	7						
Actual Bonus Paid	4	6						
Total Cash Compensation (Base + Bonus)	9	11			52,643			50,011
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg: \$29.8M	5	7			46,654			47,290
Geographic Location								
Allegheny County	8	10			51,303			49,914
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support	5	7			51,043			50,525
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150								
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	8	10			48,849			48,809
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	8	9			51,043			50,274
Multiracial								

Performs a variety of skilled administrative and clerical duties directly related to human resources activities. These include maintaining employee databases and files; processing status changes; assisting employees to sign up/apply for benefits; screening resumes/application forms; scheduling interviews for others; checking references; compiling data and preparing routine and special reports; providing information to employees on policies and procedures; participating in employee activities; etc. May provide secretarial support to human resources managers and staff.

Other sample job titles: Employee Benefits Coordinator, Human Resources Generalist

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	16	18	\$28,993	\$32,136	\$35,433	\$41,798	\$48,066	\$37,041
# Eligible for Incentive/Bonus	9	10						
Actual Bonus Paid	3	4						
Total Cash Compensation (Base + Bonus)	16	18	28,993	32,188	36,881	41,798	48,066	37,298
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg: \$6.1M	7	7			37,440			37,434
\$10,000,000 and more Avg: \$24.8M	6	7			36,275			38,010
Geographic Location								
Allegheny County	11	11			41,600			40,095
Outside of Allegheny Count	5	7			33,280			32,243
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services	6	7			40,248			38,269
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support	6	7			33,821			36,344
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150	8	9			34,590			35,302
More than 150	5	6			35,048			38,549
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	14	16	28,739	31,512	34,206	42,193	48,187	36,816
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	11	13	28,359	31,148	33,488	38,938	48,367	35,491
Multiracial								

Director, Information Technology/Services

Determines organization needs for information management and manages the development and implementation systems and programs to meet those needs in a cost-effective, timely manner. Manages information technology functions including systems applications and development, database administration, financial systems, desktop support, web site development and maintenance, intra- and inter-networks, and internal telecommunications. Advises on purchase of new computer hardware and software. May report to the Executive Director/CEO, the CFO, or in the case of larger organizations, to an executive-level IT employee (see job #035).

Other sample job titles: MIS Director, Chief Technology Officer

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation					
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	12	13	\$71,335	\$73,514	\$90,197	\$99,846	\$134,148	\$92,577
# Eligible for Incentive/Bonus	9	10						
Actual Bonus Paid	7	8			3,354			3,449
Total Cash Compensation (Base + Bonus)	12	13	71,935	78,539	93,197	101,964	135,879	94,700
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg: \$24.1M	9	10			95,991			96,628
Geographic Location								
Allegheny County	8	8			92,839			88,734
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150	6	7			90,197			93,748
More than 150	6	6			93,419			91,211
Number of Employees Managed								
1 to 3	9	10			89,268			93,498
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man	8	9			88,338			92,249
Woman								
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	10	10			89,268			93,625
Multiracial								

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

Other sample job titles: Senior Technology Consultant, Systems Administrator

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	13	17	\$47,664	\$60,403	\$72,100	\$76,223	\$82,211	\$69,178
# Eligible for Incentive/Bonus	9	11						
Actual Bonus Paid	7	9			1,895			2,256
Total Cash Compensation (Base + Bonus)	13	17	49,180	63,553	73,637	77,165	83,175	70,373
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg: \$58.2M	8	12	51,831	61,422	73,655	76,835	87,740	70,803
Geographic Location								
Allegheny County	11	14	46,669	60,401	73,655	77,917	85,529	70,142
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150	7	10			72,869			66,783
More than 150	5	6			73,200			74,833
Number of Employees Managed								
1 to 3	6	6			73,200			71,211
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man	8	9			71,400			68,510
Woman								
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	10	13	59,528	62,046	72,100	76,223	86,634	71,412
Multiracial								

Systems Administrator

Responsible for the organization's IT operations with respect to computer operating systems and related software. Recommends, implements and maintains systems. Performs tests, troubleshoots and resolves software and networking problems. Performs and monitors systems backups. Works under limited direction, regularly exercising independent judgment.

Other sample job titles: Business Systems Manager, IT Systems Manager, Systems Engineer

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation					
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	10	13	\$50,502	\$52,146	\$60,000	\$65,223	\$78,777	\$60,548
# Eligible for Incentive/Bonus	4	5						
Actual Bonus Paid	2	2						
Total Cash Compensation (Base + Bonus)	10	13	50,627	52,197	60,000	65,223	78,777	60,718
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg: \$26.9M	8	11			60,000			62,266
Geographic Location								
Allegheny County	8	10			60,000			60,373
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150								
More than 150	7	10			60,600			62,105
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man	6	7			59,649			60,361
Woman								
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	8	10			59,825			60,658
Multiracial								

Develops and maintains computerized databases including base definition, structure, documentation, operations and security. Sets up master files and ensures accuracy and completeness of all data; participates in exchanges of data (e.g. the Big List). Protects integrity of data using proper security controls.

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

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation					
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	6	7			\$55,016			\$51,988
# Eligible for Incentive/Bonus	4	4						
Actual Bonus Paid	4	4						
Total Cash Compensation (Base + Bonus)	6	7			59,400			53,156
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg:								
Geographic Location								
Allegheny County								
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150								
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman								
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian								
Multiracial								

Tech Support Specialist

Supports staff in use of organization's technology systems. Responds to helpdesk questions and resolves problems. Develops training materials, performs one-on-one and/or group training. Creates documentation for users. May perform routine software updates.

Other sample job titles: IT Support Technician, PC Support Specialist, Technology Coordinator

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation					
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	12	19	\$35,360	\$37,440	\$39,520	\$42,848	\$45,115	\$41,470
# Eligible for Incentive/Bonus	6	10						
Actual Bonus Paid	3	6						
Total Cash Compensation (Base + Bonus)	12	19	35,360	37,440	39,520	43,700	45,115	41,859
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg: \$81.1M	6	11			39,520			39,853
Geographic Location								
Allegheny County	8	11			41,600			43,677
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150	5	5			44,803			48,262
More than 150	6	13	35,248	36,962	39,000	40,654	42,286	38,752
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man	8	14	35,267	36,962	39,146	41,886	43,274	39,315
Woman								
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	9	13	35,248	36,962	39,000	42,172	43,359	39,299
Multiracial								

This is the top position of the library or library system. Responsible for coordinating or directing the work of all library functions and/or departments. Serves as or oversees personnel officer for library, library budget preparation and administration, and coordination of library's technology functions. Monitors library building to ensure physical plant meets library needs. Plans and evaluates library services to meet community needs. Creates and develops partnerships with community organizations and agencies in order to deliver public programs, displays, and services. Coordinates fundraising and library development. Writes and administers grants. Cooperates with other libraries to improve library service. Represents the library's interests at meetings and events.

Other sample job titles: Director of Library

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	11	11			\$63,000			\$68,742
# Eligible for Incentive/Bonus	6	6						
Actual Bonus Paid	4	4						
Total Cash Compensation (Base + Bonus)	11	11			65,075			69,405
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg:								
Geographic Location								
Allegheny County	11	11			63,000			68,742
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library	8	8			62,170			66,006
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20	6	6			63,632			68,783
21 - 50								
51 - 150								
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over	6	6			68,646			74,004
Gender Identity of Employee								
Man								
Woman	7	7			61,651			66,338
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	9	9			63,000			67,091
Multiracial								

Assistant Library Director

Under the direction of the Library Director, manages key functions or departments of the library. Plans and coordinates significant projects involving library service across the system. Responsible for library services in the Library Director's absence. Works as member of senior leadership team to coordinate, plan, and develop the library overall.

Other sample job titles: Associate Director, Library Manager

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	6	7			\$52,879			\$53,053
# Eligible for Incentive/Bonus	2	2						
Actual Bonus Paid	1	1						
Total Cash Compensation (Base + Bonus)	6	7			52,879			53,156
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg:								
Geographic Location								
Allegheny County	6	7			52,879			53,053
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150								
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	5	5			52,879			51,673
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian								
Multiracial								

Plans, organizes, directs, supervises, and reviews all operations of a library department. Provides written and oral reports to the director. Prepares schedules and expedites workflow. Handles personnel issues within the department. Handles patron grievances. Performs reader's advisory tasks and finds answers to meet patron information needs. Teaches cataloging and other library resource skills to library staff and patrons. Develops partnerships with community organizations and agencies in order to deliver public programs, displays, and services. Develops and maintains effective community relations. Participates in advising and assisting the director in creating and promoting grants and fundraisers.

Other sample job titles: Adult Services Department Manager, Children & Youth Department Head, Circulation Department Manager

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation					
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	7	18	\$34,632	\$42,905	\$49,068	\$53,357	\$58,142	\$47,529
# Eligible for Incentive/Bonus	2	5						
Actual Bonus Paid	1	1						
Total Cash Compensation (Base + Bonus)	7	18	34,685	42,905	49,068	53,357	58,142	47,558
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg:								
Geographic Location								
Allegheny County	7	18	34,632	42,905	49,068	53,357	58,142	47,529
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library	5	13	31,574	42,131	47,133	53,487	60,461	47,285
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20	5	13	30,992	38,699	45,989	50,460	59,490	45,375
21 - 50								
51 - 150								
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	6	11			45,531			42,937
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	6	14	31,720	39,640	46,561	51,000	58,784	45,777
Multiracial								

Librarian (MLS)

Performs some or all of the following duties: Provides reference and reader advisory services. Assists the public in finding information and in using library materials, equipment, and computers. Understands and is able to teach technological skills that may help the patron in his/her search for information. Understands customer needs and preferences for information which build and drive the selection of resources and services. Promotes literacy, intellectual freedom, and equal access to information. Searches literature, compiles lists, annotates, and abstracts materials. Develops and delivers public displays, programs, and services. Develops partnerships with community organizations and agencies. Selects books, audio-visual materials, microfilms, journal reprints, or other materials appropriate to the subject areas and patron age levels. Catalogs and classifies books, audio-visual, and other materials. Gives direction to and supervises clerks and pages. May work within a specific department, such as Adult Services, Youth Services, Reference, Outreach, etc. Requires MLS (Master of Library Science) or higher education.

Other sample job titles: Reference Librarian, Senior Librarian

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	5	21	\$31,200	\$39,045	\$44,470	\$48,048	\$51,089	\$42,958
# Eligible for Incentive/Bonus	1	2						
Actual Bonus Paid								
Total Cash Compensation (Base + Bonus)	5	21	31,200	39,045	44,470	48,048	51,089	42,958
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg:								
Geographic Location								
Allegheny County	5	21	31,200	39,045	44,470	48,048	51,089	42,958
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150								
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman								
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian								
Multiracial								

Performs some or all of the following duties: Provides reference and reader advisory services. Assists the public in finding information and in using library materials, equipment, and computers. Understands and is able to teach technological skills that may help the patron in his/her search for information. Understands customer needs and preferences for information which build and drive the selection of resources and services. Promotes literacy, intellectual freedom, and equal access to information. Searches literature, compiles lists, annotates, and abstracts materials. Develops and delivers public displays, programs, and services. Develops partnerships with community organizations and agencies. Selects books, audio-visual materials, microfilms, journal reprints, or other materials appropriate to the subject areas and patron age levels. Catalogs and classifies books, audio-visual, and other materials. Gives direction to and supervises clerks and pages. May work within a specific department, such as Adult Services, Youth Services, Reference, Outreach, etc.

Other sample job titles: Customer Service Librarian, Librarian 1

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	10	22	\$25,178	\$30,883	\$32,833	\$36,702	\$43,913	\$33,702
# Eligible for Incentive/Bonus	6	14						
Actual Bonus Paid	3	6						
Total Cash Compensation (Base + Bonus)	10	22	25,478	30,883	32,833	36,949	43,913	33,790
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg:								
Geographic Location								
Allegheny County	10	22	25,178	30,883	32,833	36,702	43,913	33,702
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library	6	13	24,336	25,844	33,000	37,128	38,963	31,975
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20	5	13	24,336	25,844	31,510	32,932	37,141	30,687
21 - 50								
51 - 150								
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	7	13	25,251	31,408	32,802	35,940	49,883	34,285
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	7	15	24,544	26,000	31,512	33,280	48,509	32,842
Multiracial								

Library Program and Services Coordinator

Responsible for the administration, implementation, and service delivery of a library program. Coordinates work within program and provides training or consultation to a variety of library staff members. Works with other departments as necessary. Acts as an advocate for the program and represents the system and library services to community agencies and partners. Develops plans and schedules for system programming needs. Promotes publicity effort for program activities by writing articles, speaking publicly, conducting press interviews, and participating in appropriate social media efforts.

Other sample job titles: Adult Services Coordinator, Children's Programmer, Youth Services Coordinator

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	7	14	\$23,379	\$28,387	\$30,337	\$32,620	\$37,180	\$30,409
# Eligible for Incentive/Bonus	3	3						
Actual Bonus Paid	2	2						
Total Cash Compensation (Base + Bonus)	7	14	23,467	28,387	30,337	32,620	37,280	30,436
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg:								
Geographic Location								
Allegheny County	7	14	23,379	28,387	30,337	32,620	37,180	30,409
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library	6	13	22,863	28,299	29,474	32,009	37,544	30,180
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20	5	10			30,285			30,376
21 - 50								
51 - 150								
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	6	11			29,370			30,245
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	6	12	22,347	28,210	30,285	32,951	37,908	30,324
Multiracial								

Library Assistant/Customer Service Assistant

Responsible for providing information to patron, addressing questions, receiving payments for fines, and registering new members. Helps patrons select appropriate tools for finding information, but typically refers requests for in-depth research to Librarians. Organizes records, sorts, and shelves books. Issues library materials for circulation. Follows guidelines and procedures to perform library support activities. Assists patrons with use of library equipment.

Other sample job titles: Circulation Assistant, Library Associate

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	11	69	\$17,680	\$23,494	\$24,814	\$28,912	\$31,200	\$25,224
# Eligible for Incentive/Bonus	4	23						
Actual Bonus Paid	3	14						
Total Cash Compensation (Base + Bonus)	11	69	17,805	23,494	24,814	28,912	31,200	25,270
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg:								
Geographic Location								
Allegheny County	11	69	17,680	23,494	24,814	28,912	31,200	25,224
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library	9	59	17,680	21,112	24,710	29,120	31,200	24,997
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20	6	44	17,784	21,814	24,710	26,224	31,200	24,802
21 - 50								
51 - 150								
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	10	46	17,680	19,240	24,367	26,572	31,762	24,534
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	8	42	18,044	23,218	24,710	27,794	31,200	25,077
Multiracial								

Library Clerk

Shelves materials. Handles the checking in and checking out of materials. Issues library cards. Provides basic and appropriate assistance to patrons at circulation desk. Provides support activities such as copying, mailing, filing, and word processing. Processes books and other materials for circulation. Answers telephone and refers inquiries to appropriate person.

Other sample job titles: Circulation Clerk, Page, Shelver

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	5	27	\$17,576	\$18,221	\$20,238	\$23,088	\$25,363	\$20,788
# Eligible for Incentive/Bonus	2	3						
Actual Bonus Paid	1	1						
Total Cash Compensation (Base + Bonus)	5	27	17,576	18,221	20,238	23,251	25,363	20,796
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg:								
Geographic Location								
Allegheny County	5	27	17,576	18,221	20,238	23,088	25,363	20,788
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150								
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman								
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian								
Multiracial								

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

Other sample job titles: Chief of Maintenance & Security, Director of Physical Plant

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	29	30	\$52,804	\$58,489	\$67,702	\$76,423	\$84,900	\$69,387
# Eligible for Incentive/Bonus	13	13						
Actual Bonus Paid	10	10			1,442			2,143
Total Cash Compensation (Base + Bonus)	29	30	53,312	59,153	69,550	77,254	84,900	70,101
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg: \$1.5M	6	6			56,038			56,471
\$2,500,000 - \$9,999,999 Avg: \$5.3M	9	9			66,356			70,803
\$10,000,000 and more Avg: \$24.3M	13	14	57,543	67,612	74,192	78,048	87,128	72,896
Geographic Location								
Allegheny County	23	24	53,018	60,000	68,327	76,986	87,128	70,731
Outside of Allegheny Count	6	6			59,500			64,011
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support	7	7			66,356			63,041
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20	8	8			56,038			59,228
21 - 50								
51 - 150	12	13	52,925	63,178	75,318	80,782	111,846	74,802
More than 150	7	7			70,019			72,335
Number of Employees Managed								
1 to 3	11	11			61,800			65,589
4 to 8	7	8			71,117			67,317
9 to 14								
15 and over								
Gender Identity of Employee								
Man	28	29	52,750	57,978	67,600	76,704	85,000	69,193
Woman								
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	28	28	52,744	57,467	67,702	75,935	85,526	69,441
Multiracial								

Maintenance Supervisor

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

Other sample job titles: Assistant Facilities Manager, Building Supervisor, Maintenance Foreman

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation					
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	14	18	\$39,000	\$43,888	\$55,175	\$59,280	\$63,440	\$52,096
# Eligible for Incentive/Bonus	6	8						
Actual Bonus Paid	3	3						
Total Cash Compensation (Base + Bonus)	14	18	39,476	43,888	55,175	59,280	63,440	52,471
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg: \$6.1M	5	6			56,500			55,847
\$10,000,000 and more Avg: \$25.8M	5	7			54,350			51,944
Geographic Location								
Allegheny County	13	17	38,480	43,223	56,000	59,280	63,770	52,346
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support	5	5			57,000			52,371
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150	5	6			56,500			54,491
More than 150								
Number of Employees Managed								
1 to 3	5	5			44,554			44,963
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man	12	16	37,960	45,178	55,175	59,030	61,623	52,045
Woman								
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	9	12	35,880	42,339	51,095	57,959	59,484	49,947
Multiracial								

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

Other sample job titles: Maintenance Mechanic, Structural Trades Worker

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	27	43	\$30,842	\$34,944	\$39,520	\$42,177	\$46,428	\$38,974
# Eligible for Incentive/Bonus	12	13						
Actual Bonus Paid	9	10			899			1,181
Total Cash Compensation (Base + Bonus)	27	43	30,942	35,105	40,706	42,598	46,428	39,249
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg: \$1.8M	8	11			36,026			36,913
\$2,500,000 - \$9,999,999 Avg: \$4.7M	9	11			40,810			37,914
\$10,000,000 and more Avg: \$31.7M	10	21	27,430	36,463	41,018	43,775	51,114	40,610
Geographic Location								
Allegheny County	21	35	29,345	33,280	40,000	42,848	48,439	39,158
Outside of Allegheny Count	6	8			37,440			38,173
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support	9	11			40,810			40,394
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20	6	7			33,280			34,802
21 - 50								
51 - 150	10	14	29,131	34,892	39,250	42,822	48,849	38,890
More than 150	7	16	25,734	35,745	39,520	43,587	54,267	39,839
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man	25	36	33,280	35,948	40,758	42,786	48,029	40,450
Woman								
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	22	32	33,280	35,501	39,760	42,536	49,669	40,188
Multiracial								

Gardener

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

Other sample job titles: Field Technician, Groundskeeper, Landscaper

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation					
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	5	12	\$31,200	\$31,200	\$44,512	\$44,512	\$47,836	\$39,826
# Eligible for Incentive/Bonus	2	2						
Actual Bonus Paid								
Total Cash Compensation (Base + Bonus)	5	12	31,200	31,200	44,512	44,512	47,836	39,826
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg:								
Geographic Location								
Allegheny County	5	12	31,200	31,200	44,512	44,512	47,836	39,826
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150								
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman								
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian								
Multiracial								

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

Other sample job titles: Facilities Assistant, Housekeeper, Utility Worker

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	35	137	\$21,900	\$29,099	\$31,678	\$34,466	\$43,888	\$32,513
# Eligible for Incentive/Bonus	14	50						
Actual Bonus Paid	9	16	235	270	665	1,000	5,775	1,357
Total Cash Compensation (Base + Bonus)	35	137	21,900	29,120	31,678	35,134	43,888	32,672
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg: \$1.5M	9	15	24,659	29,120	31,200	31,200	38,255	31,031
\$2,500,000 - \$9,999,999 Avg: \$6.2M	9	16	18,581	27,571	32,240	35,085	42,224	31,688
\$10,000,000 and more Avg: \$44.9M	13	101	23,469	28,980	32,010	35,370	43,888	33,129
Geographic Location								
Allegheny County	29	124	23,619	30,059	32,042	34,911	43,888	33,196
Outside of Allegheny Count	6	13	16,697	22,256	27,040	28,309	35,859	25,997
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services	5	45	27,040	29,351	31,367	34,466	43,955	33,183
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support	11	31	20,018	29,120	33,654	36,982	41,301	32,762
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20	8	13	21,200	29,099	31,200	31,200	39,911	30,418
21 - 50								
51 - 150	13	53	27,040	31,200	33,654	40,903	43,888	34,381
More than 150	8	64	21,840	27,628	31,200	34,430	40,207	31,550
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man	27	83	27,082	29,862	31,678	36,982	43,888	33,734
Woman	17	38	24,544	30,940	33,259	33,915	41,829	32,537
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American	16	27	29,116	31,200	33,238	34,486	42,058	33,492
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	25	79	26,000	29,474	32,010	33,758	43,888	32,952
Multiracial								

Driver

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

Other sample job titles: Courier, Van Driver

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation					
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	15	80	\$24,960	\$26,603	\$27,904	\$29,120	\$35,420	\$29,349
# Eligible for Incentive/Bonus	10	67						
Actual Bonus Paid	9	22	172	250	563	1,273	2,002	1,264
Total Cash Compensation (Base + Bonus)	15	80	25,016	26,712	28,174	30,254	36,474	29,696
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg: \$32.3M	7	63	24,960	26,603	27,414	28,371	36,001	29,386
Geographic Location								
Allegheny County	12	32	26,725	27,313	29,685	35,392	44,896	32,288
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support	6	20	26,742	29,120	32,147	36,156	50,544	33,887
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150								
More than 150	5	19	24,190	27,300	31,824	37,378	51,958	33,335
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man	12	49	24,960	27,040	28,122	29,120	35,131	28,861
Woman								
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American	5	5			27,477			30,229
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	8	60	24,960	26,603	27,394	28,371	29,307	27,768
Multiracial								

Develops and implements security policies, procedures and programs. Responsible for staffing and training security guards or monitors and directing their activities. Develops system for visitor control and employee property and identification.

Other sample job titles: Safety Operations Manager, Security & Training Director

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	5	5			\$55,453			\$57,916
# Eligible for Incentive/Bonus	3	3						
Actual Bonus Paid	1	1						
Total Cash Compensation (Base + Bonus)	5	5			55,453			58,191
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg: \$26.6M	5	5			55,453			57,916
Geographic Location								
Allegheny County								
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150								
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman								
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian								
Multiracial								

Security Guard or Officer

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

Other sample job titles: Client Safety Assistant, Safety Monitor

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	7	18	\$26,632	\$29,708	\$34,365	\$37,960	\$40,092	\$33,992
# Eligible for Incentive/Bonus	1	4						
Actual Bonus Paid	1	2						
Total Cash Compensation (Base + Bonus)	7	18	26,632	29,708	34,365	37,960	41,065	34,117
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg: \$31.9M	5	15	23,849	28,642	37,440	39,520	40,248	34,006
Geographic Location								
Allegheny County	7	18	26,632	29,708	34,365	37,960	40,092	33,992
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150								
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man	6	12	30,004	33,335	36,323	39,000	40,040	35,776
Woman								
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian								
Multiracial								

Purchases supplies and materials from vendors. Researches prices and buys items based on best price commensurate with quality and/or volume. Communicates and negotiates with vendors and outside sales representatives regarding rates, vendor discounts, incorrect orders. Maintains invoice files and other related records.

Other sample job titles: Buyer, Inventory Coordinator

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	5	5			\$47,029			\$46,103
# Eligible for Incentive/Bonus	1	1						
Actual Bonus Paid	1	1						
Total Cash Compensation (Base + Bonus)	5	5			47,029			46,897
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg:								
Geographic Location								
Allegheny County								
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150								
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman								
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	5	5			47,029			46,103
Multiracial								

Clinic Director

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

Other sample job titles: Clinic Administrator, Director of Clinical Services

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	7	7			\$85,176			\$89,325
# Eligible for Incentive/Bonus	3	3						
Actual Bonus Paid	1	1						
Total Cash Compensation (Base + Bonus)	7	7			85,176			89,397
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg: \$6.3M	6	6			78,288			80,192
\$10,000,000 and more Avg:								
Geographic Location								
Allegheny County	6	6			92,883			95,215
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150								
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	5	5			100,589			99,978
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	5	5			100,589			93,740
Multiracial								

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

Other sample job titles: Acute Care Nurse, Charge Nurse, Health Center Nurse

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation					
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	17	105	\$53,000	\$59,973	\$68,349	\$73,611	\$78,220	\$67,064
# Eligible for Incentive/Bonus	10	24						
Actual Bonus Paid	6	16	250	350	500	828	2,850	882
Total Cash Compensation (Base + Bonus)	17	105	53,000	59,973	68,349	73,611	78,220	67,198
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg: \$5.1M	5	16	56,000	58,695	60,972	67,370	72,440	63,310
\$10,000,000 and more Avg: \$28.3M	8	85	53,000	61,160	69,389	73,611	79,473	67,977
Geographic Location								
Allegheny County	14	100	53,000	60,476	68,859	73,611	78,366	67,640
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support	7	9			64,002			62,662
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50	5	14	56,000	58,240	60,660	67,123	68,994	62,385
51 - 150								
More than 150	6	26	49,315	52,993	53,784	60,414	71,347	57,979
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	16	98	53,000	59,732	68,349	73,611	78,439	67,140
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	16	96	53,000	60,320	68,859	73,611	78,526	67,523
Multiracial								

Nurse Practitioner

Provides primary care to clinic patients including taking histories; performing physical examinations; conducting laboratory tests; diagnosing and determining/providing appropriate treatment for common illnesses and injuries. Prescribes medications with furnishing license. Performs duties independently within the scope and limitations of licensure. Position requires a master's degree in nursing and advanced education in the primary care of patients.

Other sample job titles: Certified Nurse Midwife, Clinician

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation					
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	5	17	\$77,800	\$82,600	\$96,500	\$128,939	\$139,040	\$103,805
# Eligible for Incentive/Bonus	2	10						
Actual Bonus Paid	2	10						
Total Cash Compensation (Base + Bonus)	5	17	78,300	83,100	97,000	129,339	139,040	104,117
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg:								
Geographic Location								
Allegheny County								
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150								
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	5	17	77,800	82,600	96,500	128,939	139,040	103,805
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	5	14	79,250	88,950	106,055	130,626	140,056	108,677
Multiracial								

Interviews patients and documents patient histories; assists physicians in examinations; provides treatment in accordance with physician's instructions; administers medications; draws blood; provides health care instruction to patients. Requires licensure by the State of Pennsylvania as a Licensed Vocational Nurse or a Licensed Practical Nurse.

Other sample job titles: Licensed Practical Nurse

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	8	20	\$36,122	\$40,686	\$41,600	\$57,330	\$60,308	\$46,919
# Eligible for Incentive/Bonus	4	9						
Actual Bonus Paid	3	6						
Total Cash Compensation (Base + Bonus)	8	20	36,122	40,835	43,704	57,430	61,423	47,351
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg: \$26.9M	6	12	34,998	39,073	41,144	51,867	58,517	44,350
Geographic Location								
Allegheny County	6	14	37,401	40,305	51,026	59,275	61,287	49,547
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150								
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	7	19	39,000	40,816	41,600	58,240	60,320	47,504
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	7	15	37,436	40,816	41,600	54,600	61,019	46,903
Multiracial								

Medical Assistant, Certified

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

Other sample job titles: Certified Nursing Assistant, Health Center Assistant, Nurse Tech

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	6	33	\$33,883	\$33,883	\$34,902	\$37,263	\$39,795	\$35,858
# Eligible for Incentive/Bonus	3	4						
Actual Bonus Paid	2	3						
Total Cash Compensation (Base + Bonus)	6	33	33,883	33,883	34,902	37,432	39,795	35,880
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg:								
Geographic Location								
Allegheny County	5	32	33,883	33,883	34,902	37,034	39,903	35,808
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150								
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	6	32	33,883	33,883	34,902	37,352	39,903	35,919
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian								
Multiracial								

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

Other sample job titles: Accounts Representative, Insurance Coordinator, Reimbursement Manager

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	9	12	\$29,120	\$33,259	\$40,623	\$47,536	\$55,577	\$41,114
# Eligible for Incentive/Bonus	7	10						
Actual Bonus Paid	5	8			992			1,361
Total Cash Compensation (Base + Bonus)	9	12	30,430	36,309	40,872	47,661	56,384	42,021
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg: \$4.1M	5	8			39,311			38,980
\$10,000,000 and more Avg:								
Geographic Location								
Allegheny County	7	8			41,351			43,281
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150								
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	8	11			40,144			41,069
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	9	12	29,120	33,259	40,623	47,536	55,577	41,114
Multiracial								

Physical Therapist

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

Other sample job titles: Aquatic Physical Therapist, Pediatric Physical Therapist

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation					
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	6	39	\$64,000	\$76,794	\$90,000	\$109,326	\$109,326	\$89,744
# Eligible for Incentive/Bonus	3	11						
Actual Bonus Paid	2	6						
Total Cash Compensation (Base + Bonus)	6	39	64,000	76,794	90,000	109,326	109,326	89,851
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg: \$91.7M	5	37	61,775	76,794	90,000	109,326	109,326	89,841
Geographic Location								
Allegheny County	5	37	61,775	76,794	90,000	109,326	109,326	89,841
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150								
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	6	38	62,887	76,794	89,159	109,326	109,326	89,541
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	5	35	59,550	76,794	90,000	108,259	109,326	89,261
Multiracial								

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

Other sample job titles: Lead Occupational Therapist, Pediatric Occupational Therapist

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	8	63	\$46,121	\$55,369	\$71,161	\$94,300	\$100,585	\$73,765
# Eligible for Incentive/Bonus	4	27						
Actual Bonus Paid	1	3						
Total Cash Compensation (Base + Bonus)	8	63	46,402	55,369	71,750	94,300	100,585	73,793
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg: \$78.9M	6	59	45,676	55,008	71,074	94,300	100,585	72,907
Geographic Location								
Allegheny County	6	60	45,787	55,098	70,970	92,594	100,585	73,025
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150								
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	8	61	45,899	55,189	71,161	90,887	100,585	73,417
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	8	62	46,010	55,279	71,118	94,629	100,585	73,632
Multiracial								

Speech Pathologist

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

Other sample job titles: Pediatric Speech Pathologist, Speech Therapist

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation					
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	7	123	\$45,240	\$48,685	\$58,285	\$74,256	\$98,055	\$64,247
# Eligible for Incentive/Bonus	3	24						
Actual Bonus Paid	2	5						
Total Cash Compensation (Base + Bonus)	7	123	45,240	48,787	58,285	74,606	98,055	64,269
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg: \$119.9M	6	120	45,210	48,685	59,385	81,553	98,055	64,420
Geographic Location								
Allegheny County	5	119	45,200	48,685	59,285	83,985	98,055	64,437
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150								
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	7	121	45,300	49,127	58,285	79,121	98,055	64,395
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	7	120	45,300	49,598	59,385	81,553	98,055	64,665
Multiracial								

Provides overall management and direction to one or more large programs including management of staff, developing/controlling the budget, developing/implementing policies and procedures, participating in obtaining funds/grants, coordinating/integrating program with others in the organization. Typically, this position reports to the Executive Director/Chief Executive Officer, is a member of the senior executive team and directly or indirectly manages a minimum of ten staff. Report smaller programs in job #810 below.

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

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation					
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	30	62	\$62,456	\$70,000	\$75,347	\$97,791	\$115,350	\$83,619
# Eligible for Incentive/Bonus	15	29						
Actual Bonus Paid	10	18	250	700	2,250	3,050	7,000	2,322
Total Cash Compensation (Base + Bonus)	30	62	64,241	70,468	77,639	97,791	115,585	84,293
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg: \$1.6M	13	15	60,613	70,008	73,542	93,000	109,600	81,206
\$2,500,000 - \$9,999,999 Avg: \$6.1M	9	21	62,459	67,737	71,604	80,685	112,754	77,393
\$10,000,000 and more Avg: \$67.3M	5	17	57,138	71,365	85,836	99,563	114,207	85,098
Geographic Location								
Allegheny County	29	61	62,293	70,004	75,400	98,530	115,400	83,846
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development	5	17	60,772	69,055	74,605	100,594	120,682	84,860
Education and Child Care Services	5	12	71,528	85,523	91,489	106,699	119,938	94,209
Employment & Economic Opportunity								
Environment/Animal Welfare	7	13	59,119	68,504	71,604	85,452	115,588	78,536
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support	6	13	57,138	62,126	70,000	74,411	81,391	69,653
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20	12	14	59,866	70,006	73,271	91,190	103,591	78,792
21 - 50	5	13	68,284	75,347	100,006	117,718	124,925	96,645
51 - 150	8	25	57,138	65,716	71,916	81,600	107,262	76,053
More than 150								
Number of Employees Managed								
1 to 3	11	14	69,782	71,127	80,024	97,791	103,591	83,884
4 to 8	10	13	70,642	72,458	75,294	117,718	124,356	90,299
9 to 14	7	11			63,600			74,159
15 and over	8	16	66,229	70,010	81,600	91,976	108,693	82,268
Gender Identity of Employee								
Man	11	17	62,079	70,004	90,177	108,635	124,842	90,113
Woman	24	43	62,952	70,000	75,000	91,728	110,073	81,197
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American	8	9			100,006			95,597
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	23	51	62,293	70,000	74,605	92,801	114,783	82,115
Multiracial								

Program Manager/Administrator, Other

Provides overall management and supervision to one or two program(s) including supervision of staff, developing/controlling the budget, developing/implementing policies and procedures, participating in obtaining funds/grants, coordinating/integrating program with others in the organization. Typically, this position directly or indirectly manages fewer than ten staff. Report larger programs in job #805 above.

Other sample job titles: Community Outreach Manager, Head of Collections, Land Use Program Director, Recreation Program Manager

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	62	157	\$41,999	\$47,101	\$56,174	\$70,222	\$85,100	\$60,520
# Eligible for Incentive/Bonus	34	78						
Actual Bonus Paid	24	49	250	275	850	2,500	3,750	1,772
Total Cash Compensation (Base + Bonus)	62	157	42,000	47,593	56,296	70,718	86,338	61,073
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg: \$369.4K	6	6			48,744			48,556
\$500,000 - \$999,999 Avg: \$714.0K	10	12	41,500	45,802	50,346	60,865	102,027	57,745
\$1,000,000 - \$2,499,999 Avg: \$1.7M	22	50	43,095	46,344	51,050	64,103	75,234	54,478
\$2,500,000 - \$9,999,999 Avg: \$5.5M	15	44	41,998	49,042	58,338	72,249	83,500	60,122
\$10,000,000 and more Avg: \$81.2M	9	45	37,996	55,646	69,992	85,245	103,301	69,958
Geographic Location								
Allegheny County	53	140	43,606	48,038	57,779	71,457	85,450	61,924
Outside of Allegheny Count	9	17	30,888	37,847	47,049	54,255	74,739	48,960
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts	5	10			60,075			61,996
Economic/Neighborhood Development	10	25	39,008	42,656	54,025	74,947	81,393	58,680
Education and Child Care Services	10	47	38,295	56,296	69,886	81,801	102,207	70,219
Employment & Economic Opportunity								
Environment/Animal Welfare	12	39	43,050	46,344	50,000	55,750	70,000	52,423
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support	10	17	46,529	50,255	54,995	62,228	67,699	56,277
Youth/Recreation								
Number of FTEs								
1 - 5	12	13	43,056	48,075	52,000	69,647	77,000	56,678
6 - 20	25	53	43,230	46,344	51,000	60,186	73,000	54,097
21 - 50	10	24	47,169	52,016	60,000	69,727	78,914	63,071
51 - 150	11	42	37,302	41,999	52,000	69,743	84,450	56,337
More than 150								
Number of Employees Managed								
1 to 3	24	37	39,555	46,327	50,085	68,963	96,052	59,619
4 to 8	21	32	45,738	52,650	60,319	69,472	78,038	61,741
9 to 14	9	12	39,616	54,353	66,842	74,811	100,205	65,505
15 and over	8	14	30,888	36,825	49,525	70,111	77,415	52,820
Gender Identity of Employee								
Man	25	38	45,000	47,719	55,837	69,994	90,307	61,614
Woman	52	115	40,485	47,000	55,750	70,444	83,400	59,841
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American	17	22	39,491	50,771	60,319	67,194	78,116	60,200
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	53	126	41,877	46,836	54,998	70,444	89,076	60,312
Multiracial								

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

Other sample job titles: Business Resource Coordinator, Educational Program Specialist, Gallery Coordinator

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	58	155	\$36,737	\$39,957	\$44,290	\$49,897	\$61,700	\$46,467
# Eligible for Incentive/Bonus	27	76						
Actual Bonus Paid	19	51	250	700	1,537	2,700	5,480	2,154
Total Cash Compensation (Base + Bonus)	58	155	36,760	40,206	45,000	52,000	62,105	47,175
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg: \$359.4K	8	9			41,600			44,995
\$500,000 - \$999,999 Avg: \$863.2K	6	18	40,000	41,509	64,636	73,507	77,686	60,667
\$1,000,000 - \$2,499,999 Avg: \$1.8M	21	54	31,720	37,783	40,789	46,763	58,540	42,905
\$2,500,000 - \$9,999,999 Avg: \$5.1M	15	38	38,247	41,900	45,000	52,125	57,728	46,619
\$10,000,000 and more Avg: \$18.6M	8	36	34,457	39,349	45,604	47,778	56,264	44,916
Geographic Location								
Allegheny County	53	129	37,440	40,000	45,000	52,000	64,272	47,404
Outside of Allegheny Count	5	26	32,914	38,349	41,195	45,136	52,000	41,816
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts	5	8			37,700			36,989
Economic/Neighborhood Development	7	23	37,499	41,600	52,000	73,424	74,693	56,152
Education and Child Care Services	8	26	37,453	41,350	46,000	47,892	52,000	45,432
Employment & Economic Opportunity								
Environment/Animal Welfare	12	21	29,952	39,500	41,600	44,520	55,568	42,053
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support	15	45	37,285	39,065	42,000	45,880	52,333	43,217
Youth/Recreation								
Number of FTEs								
1 - 5	10	11			43,000			47,337
6 - 20	23	47	36,192	39,000	41,080	46,350	55,880	43,215
21 - 50	12	44	40,610	44,478	47,743	60,030	73,570	51,984
51 - 150	10	36	34,457	38,502	42,539	49,759	57,130	44,415
More than 150								
Number of Employees Managed								
1 to 3	10	17	38,901	39,696	44,720	49,418	56,434	45,307
4 to 8	8	9			42,224			43,438
9 to 14								
15 and over								
Gender Identity of Employee								
Man	24	37	33,001	37,470	40,789	50,960	64,202	45,772
Woman	48	108	37,495	40,082	44,412	51,598	63,523	46,735
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American	13	26	37,482	41,750	46,623	52,900	67,024	48,846
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	52	122	35,002	39,065	43,230	50,038	61,590	46,181
Multiracial								

Program Assistant, Other

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

Other sample job titles: Client Services Assistant, Reference Assistant, Training Assistant, Visitor Services Aide

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation					
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	23	74	\$23,754	\$31,200	\$35,705	\$42,000	\$46,639	\$36,239
# Eligible for Incentive/Bonus	11	33						
Actual Bonus Paid	5	15	250	250	250	450	1,180	450
Total Cash Compensation (Base + Bonus)	23	74	23,754	31,200	35,830	42,000	46,864	36,330
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg: \$1.6M	11	23	31,200	35,360	38,480	44,000	47,600	39,128
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg:								
Geographic Location								
Allegheny County	22	72	23,816	31,200	36,745	42,000	46,783	36,517
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services	5	18	27,529	31,200	42,166	46,560	56,528	41,076
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20	11	21	31,200	35,360	39,140	44,500	47,800	39,530
21 - 50								
51 - 150	5	33	20,000	25,314	31,200	36,745	38,002	30,514
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man	8	18	20,000	31,200	35,360	38,063	44,228	34,803
Woman	20	55	23,928	31,200	38,000	42,000	48,400	36,687
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American	10	16	30,840	31,200	36,920	41,793	48,546	37,525
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	20	51	20,000	30,900	35,360	41,000	46,856	35,490
Multiracial								

853 Program Director/Administrator, Social Services/Mental Health

Provides overall management and direction to one or more large social service or mental health programs including management of staff, developing/controlling the budget, developing/ implementing policies and procedures, participating in obtaining funds/grants, coordinating/integrating program with others in the organization. Typically, this position reports to the Executive Director/Chief Executive Officer, is a member of the senior executive team and directly or indirectly manages a minimum of ten staff. Report smaller programs in job #856 below.

Other sample job titles: Day Treatment Services Director, Director of Children's Services, Disabilities Program Administrator

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	26	55	\$60,000	\$66,310	\$74,460	\$85,971	\$95,038	\$76,831
# Eligible for Incentive/Bonus	15	30						
Actual Bonus Paid	9	18	250	623	1,225	3,500	13,038	3,465
Total Cash Compensation (Base + Bonus)	26	55	60,000	68,459	75,000	85,971	97,516	77,965
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg: \$1.9M	5	8			74,730			73,813
\$2,500,000 - \$9,999,999 Avg: \$5.3M	10	14	51,243	63,750	69,005	73,195	83,661	68,160
\$10,000,000 and more Avg: \$42.0M	9	31	61,083	71,603	83,000	92,000	102,253	82,250
Geographic Location								
Allegheny County	22	44	60,000	68,085	75,000	88,838	97,930	78,360
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support	15	30	52,515	61,613	68,400	78,578	101,709	72,450
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50	7	7			73,540			72,584
51 - 150	7	14	51,243	64,733	73,679	79,955	93,195	73,024
More than 150	8	30	60,215	68,255	82,810	90,500	102,626	80,638
Number of Employees Managed								
1 to 3	5	5			71,700			69,823
4 to 8	7	10			76,116			84,309
9 to 14	8	9			65,000			65,983
15 and over	12	19	60,000	68,000	74,277	86,632	93,789	76,228
Gender Identity of Employee								
Man	6	8			73,630			76,656
Woman	23	41	60,000	65,208	73,216	84,163	93,600	75,182
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American	8	8			71,450			71,520
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	16	38	56,636	67,578	75,000	87,423	96,863	77,015
Multiracial								

Program Manager/Administrator, Social Services/Mental Health

Provides overall management and supervision to one or two social service or mental health program(s) including supervision of staff, developing/controlling the budget, developing/implementing policies and procedures, participating in obtaining funds/grants, coordinating/integrating program with others in the organization. Typically, this position directly or indirectly manages fewer than ten staff. Report larger programs in job #853 above.

Other sample job titles: Adoption Program Supervisor, Case Management Director, Family Services Supervisor

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation					
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	48	178	\$45,000	\$50,000	\$55,388	\$62,879	\$71,003	\$56,919
# Eligible for Incentive/Bonus	30	121						
Actual Bonus Paid	21	92	855	1,200	1,800	2,573	3,844	2,246
Total Cash Compensation (Base + Bonus)	48	178	45,000	50,000	57,691	64,579	72,217	58,080
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg: \$775.5K	8	11			49,500			51,499
\$1,000,000 - \$2,499,999 Avg: \$1.8M	12	29	50,336	52,135	56,514	62,001	73,000	58,368
\$2,500,000 - \$9,999,999 Avg: \$5.2M	15	48	46,115	50,000	54,998	64,853	75,080	57,628
\$10,000,000 and more Avg: \$30.8M	11	88	45,000	48,875	56,245	62,770	69,119	56,775
Geographic Location								
Allegheny County	37	140	45,000	50,000	55,388	64,362	71,200	57,081
Outside of Allegheny Count	11	38	46,297	50,003	55,453	59,252	68,424	56,320
Field of Service								
Basic Material Need	5	13	44,512	50,000	60,000	65,215	78,577	59,237
Counseling - Behavioral Health & Wellness	5	25	48,492	53,498	60,008	71,115	78,965	62,364
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support	23	83	45,000	48,006	55,301	62,504	69,336	56,204
Youth/Recreation								
Number of FTEs								
1 - 5	6	8			49,920			52,091
6 - 20	11	17	47,780	49,750	54,392	63,150	67,270	56,217
21 - 50	13	27	47,862	50,000	55,000	65,458	73,376	58,200
51 - 150	10	40	43,429	49,941	57,662	63,503	76,532	58,310
More than 150	8	86	45,000	49,625	55,453	62,593	68,522	56,458
Number of Employees Managed								
1 to 3	22	32	43,460	48,185	52,475	62,506	75,393	56,161
4 to 8	27	61	45,156	50,000	55,301	62,003	68,394	56,385
9 to 14	10	15	41,760	50,000	57,824	60,008	65,948	55,136
15 and over	7	18	45,000	47,309	55,349	59,951	73,164	56,890
Gender Identity of Employee								
Man	18	34	42,840	46,504	57,731	65,412	73,550	57,434
Woman	44	125	45,000	49,960	55,000	61,603	69,055	56,323
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American	19	29	42,000	47,143	55,301	64,605	71,000	56,071
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	38	126	45,000	50,000	55,339	62,000	72,010	56,924
Multiracial								

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

Other sample job titles: Assistant Director of Health Services, Infant/Child Development Specialist, Prevention Coordinator

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation					
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	30	188	\$38,625	\$41,943	\$46,155	\$49,431	\$53,980	\$45,932
# Eligible for Incentive/Bonus	21	135						
Actual Bonus Paid	16	116	710	1,284	1,746	2,475	4,200	2,366
Total Cash Compensation (Base + Bonus)	30	188	39,367	42,609	47,524	51,603	56,259	47,392
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg: \$2.1M	8	46	40,978	45,926	47,070	50,348	56,357	47,812
\$2,500,000 - \$9,999,999 Avg: \$6.0M	8	32	32,000	38,475	42,463	46,981	52,333	42,777
\$10,000,000 and more Avg: \$33.8M	10	100	38,747	42,042	46,345	49,991	54,259	46,331
Geographic Location								
Allegheny County	24	136	37,340	41,515	45,594	49,991	54,086	45,686
Outside of Allegheny Count	6	52	39,736	44,808	46,509	49,167	51,234	46,574
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support	17	126	37,340	42,042	46,155	49,509	53,858	45,653
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20	11	33	32,000	39,252	43,878	49,003	58,422	44,270
21 - 50								
51 - 150	9	31	35,360	39,000	44,242	47,114	51,838	43,563
More than 150	6	115	40,878	43,784	47,000	50,000	53,980	47,115
Number of Employees Managed								
1 to 3	12	17	39,428	41,648	46,180	52,403	57,929	47,345
4 to 8	10	53	43,930	46,062	47,674	50,180	55,725	48,566
9 to 14	7	22	41,124	44,645	46,431	49,594	52,137	46,751
15 and over								
Gender Identity of Employee								
Man	15	27	38,263	41,288	45,926	48,443	53,441	45,340
Woman	28	133	38,242	41,794	46,155	49,556	53,483	45,791
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American	14	28	32,000	37,924	46,365	48,150	53,024	43,940
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	25	124	39,000	41,756	46,135	49,431	53,403	46,065
Multiracial								

Program Assistant, Social Services/Mental Health

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

Other sample job titles: Adult Day Service Staff, Family Services Assistant, Resource Assistant

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation					
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	17	61	\$28,538	\$37,052	\$41,080	\$45,136	\$51,084	\$40,563
# Eligible for Incentive/Bonus	11	35						
Actual Bonus Paid	8	28	145	1,570	2,100	2,275	3,017	2,036
Total Cash Compensation (Base + Bonus)	17	61	28,850	37,202	41,600	47,031	53,416	41,498
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg: \$1.5M	7	23	31,474	37,440	40,706	44,720	49,092	40,641
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg: \$40.0M	5	29	26,852	39,203	42,099	46,676	52,166	41,807
Geographic Location								
Allegheny County	14	58	31,712	37,440	41,174	45,136	50,136	40,785
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support	11	33	28,683	38,438	41,496	48,402	52,166	42,280
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50	5	10			37,908			36,561
51 - 150								
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man	6	12	30,231	37,674	39,843	49,231	52,432	41,551
Woman	15	43	32,000	39,065	41,600	45,136	51,197	41,884
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American	5	11			41,642			42,422
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	15	41	29,696	37,908	41,309	45,823	52,137	41,683
Multiracial								

Supervises clinical mental health staff who are in the process of acquiring their professional licenses, as required by licensing boards. Provides regular supervision of trainees both individually and in groups. Oversees trainee client record-keeping of client cases. Evaluates trainees as required by their academic institutions. Conducts assessment interviews of new clients and participates in the process of assigning new clients to trainees. Meets directly with trainees' clients as needed. This position requires a Master's degree or PhD, licensing in the appropriate discipline, and several years of work experience while licensed.

Other sample job titles: Counseling Services Supervisor, Lead Clinician, MFT Intern Supervisor

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation					
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	11	16	\$48,491	\$52,265	\$63,511	\$72,275	\$77,949	\$62,679
# Eligible for Incentive/Bonus	6	8						
Actual Bonus Paid	3	4						
Total Cash Compensation (Base + Bonus)	11	16	48,536	53,130	64,011	72,275	77,949	62,845
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg: \$5.4M	5	8			67,226			65,490
\$10,000,000 and more Avg: \$29.6M	5	7			63,000			61,997
Geographic Location								
Allegheny County	8	13	50,000	52,510	63,000	71,330	78,293	63,099
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150								
More than 150	6	8			58,000			59,869
Number of Employees Managed								
1 to 3	5	8			65,073			62,020
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	11	16	48,491	52,265	63,511	72,275	77,949	62,679
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	10	12	46,479	52,000	63,511	72,275	76,623	62,748
Multiracial								

Licensed Clinical Social Worker

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

Other sample job titles: Clinician, Group Leader, Social Service Coordinator

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation					
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	11	34	\$42,390	\$45,200	\$49,843	\$67,248	\$80,130	\$56,253
# Eligible for Incentive/Bonus	5	8						
Actual Bonus Paid	3	5						
Total Cash Compensation (Base + Bonus)	11	34	42,390	46,192	49,843	68,420	80,130	56,650
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg: \$75.5M	6	20	42,390	46,934	53,788	72,571	99,448	61,001
Geographic Location								
Allegheny County	8	27	42,020	45,200	47,000	66,893	88,199	55,279
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150	6	17	42,020	45,002	45,718	68,339	73,295	54,169
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	11	32	42,390	45,200	49,843	66,971	82,072	56,053
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	11	27	42,020	45,200	51,500	66,997	75,237	55,758
Multiracial								

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

Other sample job titles: Neuropsychologist, School Psychologist

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	6	10			\$104,000			\$99,385
# Eligible for Incentive/Bonus	2	3						
Actual Bonus Paid	2	3						
Total Cash Compensation (Base + Bonus)	6	10			104,000			100,229
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg:								
Geographic Location								
Allegheny County								
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150								
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	5	8			93,995			90,523
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	5	8			93,995			92,130
Multiracial								

Case Manager/Social Worker, Master Level

Counsels and aids individuals and families requiring social service organization assistance. Interviews and evaluates applicants for services, formulates and implements treatment plan of action and goals; assists applicants in applying for and obtaining social and other services. Requires a MSW degree. Positions not requiring a MSW degree should be reported in job #880. (Case Managers working in a medical setting are reported in the Case Manager, Medical position in the Medical & Clinic Services section.)

Other sample job titles: Lead Case Worker, Senior Social Worker

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation					
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	11	86	\$40,456	\$42,661	\$44,991	\$52,650	\$62,000	\$48,327
# Eligible for Incentive/Bonus	9	77						
Actual Bonus Paid	8	54	111	250	576	1,835	2,232	1,214
Total Cash Compensation (Base + Bonus)	11	86	40,804	42,877	46,118	53,570	63,000	49,089
Annual Expenses			Annual Base Salary					
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg: \$32.4M	5	48	40,564	42,740	50,887	59,303	63,832	51,586
Geographic Location								
Allegheny County	8	56	40,417	43,388	49,904	58,776	63,211	51,046
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150								
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	10	52	40,383	42,016	43,888	50,191	54,583	46,374
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	10	55	40,019	41,600	43,888	49,707	54,314	46,059
Multiracial								

Counsels and aids individuals and families requiring social service organization assistance. Interviews and evaluates applicants for services, formulates and implements treatment plan of action and goals; assists applicants in applying for and obtaining social and other services. Most Case Manager positions require a bachelor's degree in psychology or other behavioral science. Senior-level positions requiring a MSW degree should be reported in job #879. (Case Managers working in a medical setting are reported in the Case Manager, Medical position in the Medical & Clinic Services section.)

Other sample job titles: Community Outreach Worker, Family Advocate

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	31	461	\$35,000	\$37,846	\$41,600	\$48,006	\$51,730	\$42,716
# Eligible for Incentive/Bonus	20	361						
Actual Bonus Paid	14	283	172	532	1,372	2,980	5,000	2,098
Total Cash Compensation (Base + Bonus)	31	461	36,074	39,520	42,196	48,272	54,721	44,004
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg: \$2.0M	7	162	39,520	42,547	48,006	49,837	52,243	46,510
\$2,500,000 - \$9,999,999 Avg: \$5.2M	11	110	34,164	35,360	38,553	42,127	45,768	39,333
\$10,000,000 and more Avg: \$35.9M	8	176	34,727	37,190	39,520	42,630	55,000	41,421
Geographic Location								
Allegheny County	25	240	34,260	36,116	40,040	43,500	54,091	41,401
Outside of Allegheny Count	6	221	36,645	37,970	44,803	49,213	51,730	44,144
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support	16	264	34,816	37,908	44,803	49,837	53,019	44,420
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50	11	67	35,214	37,440	40,414	43,864	49,200	41,192
51 - 150								
More than 150	9	305	36,292	37,918	43,035	49,213	52,757	44,051
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man	12	67	34,078	38,542	41,600	44,990	51,214	42,292
Woman	29	368	35,000	37,440	40,696	48,006	50,461	42,209
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American	7	10			40,045			42,224
Black/African American	17	73	35,000	37,260	39,632	43,143	46,415	40,215
Hispanic/Latinx	8	14	32,764	38,703	40,020	42,131	44,464	39,775
Native Hawaiian/Pacific Islander								
White/Caucasian	22	331	35,000	37,918	41,600	48,006	51,085	42,725
Multiracial								

Counselor, Master Level

Responsible for providing a safe and supportive environment for organization's clientele. Adheres to laws regarding confidentiality and reporting requirements. Maintains observation and progress records as needed. Provides crisis intervention and/or conflict resolution to individuals and groups. Requires a Master degree. Positions not requiring a Master degree should be reported in job #883.

Other sample job titles: Lead Counselor, Senior Family Counselor

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation					
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	14	117	\$37,656	\$40,997	\$48,506	\$61,256	\$87,360	\$54,874
# Eligible for Incentive/Bonus	7	45						
Actual Bonus Paid	6	39	854	1,350	2,100	3,200	4,435	2,392
Total Cash Compensation (Base + Bonus)	14	117	37,942	42,307	49,920	61,450	87,360	55,672
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg: \$4.4M	7	44	38,875	40,373	47,960	54,236	65,818	49,342
\$10,000,000 and more Avg: \$19.6M	5	65	35,693	41,584	51,371	87,360	87,360	59,649
Geographic Location								
Allegheny County	10	30	40,936	43,000	48,960	58,490	71,683	52,353
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150								
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man	9	22	39,000	41,705	51,084	62,666	87,360	55,711
Woman	12	95	37,118	40,997	47,840	62,400	87,360	54,681
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American	7	15	40,610	43,000	51,000	63,835	87,360	56,272
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	14	98	37,360	40,124	47,920	59,363	87,360	53,621
Multiracial								

Responsible for providing a safe and supportive environment for organization's clientele. Adheres to laws regarding confidentiality and reporting requirements. Maintains observation and progress records as needed. Provides crisis intervention and/or conflict resolution to individuals and groups. Senior-level positions requiring a Master's degree should be reported in job #882.

Other sample job titles: Behavior Specialist, Crisis Line Counselor, Substance Abuse Counselor

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation					
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	19	187	\$33,280	\$36,400	\$37,440	\$41,954	\$46,200	\$39,169
# Eligible for Incentive/Bonus	11	141						
Actual Bonus Paid	9	121	500	615	1,000	1,313	2,130	1,280
Total Cash Compensation (Base + Bonus)	19	187	34,320	36,900	38,646	43,114	47,927	39,997
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg: \$1.9M	6	19	35,714	38,646	42,099	45,500	55,000	42,699
\$2,500,000 - \$9,999,999 Avg: \$3.6M	6	43	32,240	34,320	39,146	42,000	45,904	38,568
\$10,000,000 and more Avg: \$41.9M	6	123	34,906	36,400	37,128	40,997	45,240	38,997
Geographic Location								
Allegheny County	10	124	36,400	36,400	38,532	42,000	47,223	40,037
Outside of Allegheny Count	9	63	31,583	33,280	36,067	41,808	45,400	37,460
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support	9	121	36,134	36,400	37,128	40,997	42,674	38,743
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50	6	36	34,611	39,364	41,977	44,425	48,024	41,894
51 - 150	5	24	32,199	33,078	37,440	42,515	52,000	38,735
More than 150	5	120	35,006	36,400	37,128	40,997	43,202	38,634
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man	10	22	33,592	34,835	37,440	46,320	53,025	40,964
Woman	19	82	32,157	34,632	39,624	44,349	48,123	39,728
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American	7	11			39,520			38,168
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	17	87	32,223	34,840	39,146	45,000	50,614	40,263
Multiracial								

Family Advocate

Promotes effectiveness of program services for clients by acting as liaison between program site and home. Communicate with program staff and family members with respect to goals, concerns and progress. Promotes family involvement through home visits, phone calls or written communication to promote family involvement. Maintains program participant files. Provides referrals for community resources as needed.

Other sample job titles: Family Support Specialist, Family & Community Worker, Home Visitor

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation					
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	13	149	\$28,188	\$31,006	\$37,745	\$42,384	\$45,630	\$37,300
# Eligible for Incentive/Bonus	9	89						
Actual Bonus Paid	6	69	250	882	2,080	4,500	4,500	2,499
Total Cash Compensation (Base + Bonus)	13	149	28,188	32,003	38,120	43,553	49,303	38,458
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg: \$5.6M	6	35	35,000	39,625	41,205	45,066	50,882	42,000
\$10,000,000 and more Avg: \$110.1M	5	102	30,250	31,006	36,566	41,205	44,803	36,558
Geographic Location								
Allegheny County	10	125	30,704	31,903	37,745	42,586	46,335	38,135
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support	8	54	26,000	37,674	38,000	42,682	46,043	38,462
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50	5	30	38,163	40,000	42,218	46,350	51,397	43,312
51 - 150								
More than 150	5	102	30,250	31,006	36,566	41,205	44,803	36,558
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man	7	12	26,986	30,250	36,827	42,174	49,672	36,661
Woman	12	118	28,188	31,006	36,494	42,682	45,819	37,119
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American	6	42	28,807	31,006	33,036	41,205	46,134	36,116
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	12	76	27,881	31,006	36,566	43,784	46,078	37,098
Multiracial								

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

Other sample job titles: Intake Specialist, Service Evaluator

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	5	12	\$39,125	\$40,820	\$47,258	\$49,805	\$58,465	\$46,847
# Eligible for Incentive/Bonus	2	4						
Actual Bonus Paid	2	3						
Total Cash Compensation (Base + Bonus)	5	12	39,125	41,030	47,258	51,059	59,035	47,364
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg:								
Geographic Location								
Allegheny County	5	12	39,125	40,820	47,258	49,805	58,465	46,847
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150								
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	5	12	39,125	40,820	47,258	49,805	58,465	46,847
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian								
Multiracial								

Intake Coordinator

Meets with possible client/parents/guardians for entrance into organization's clinical program. Assesses suitability of program for individual client. Explains policies, procedures and fees. Completes intake documentation to register a new case into the program. Interacts with any relevant government agencies. Facilitates the assignment of new case to organization's clinical staff. Maintains clinical forms, revising as necessary.

Other sample job titles: Admissions Coordinator, Intake Specialist

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	13	48	\$32,731	\$36,426	\$37,440	\$42,499	\$48,169	\$39,528
# Eligible for Incentive/Bonus	8	39						
Actual Bonus Paid	5	35	250	442	641	1,508	3,885	1,171
Total Cash Compensation (Base + Bonus)	13	48	33,031	36,865	38,772	44,701	49,063	40,382
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg: \$5.0M	8	17	35,776	37,440	42,661	45,989	50,401	42,386
\$10,000,000 and more Avg:								
Geographic Location								
Allegheny County	10	40	32,165	36,577	38,127	43,425	49,797	39,823
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support	5	23	35,060	36,795	37,440	42,011	53,803	40,238
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50	5	6			43,387			42,936
51 - 150								
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	12	41	32,236	36,234	37,440	41,063	45,826	38,533
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American	6	18	31,200	34,221	37,929	40,897	44,312	37,900
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	9	25	34,678	36,598	37,440	43,181	46,817	39,382
Multiracial								

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

Other sample job titles: Health Aide, Life Skills Trainer, Therapeutic Support Staff

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	8	74	\$26,208	\$29,120	\$33,280	\$36,364	\$39,957	\$33,255
# Eligible for Incentive/Bonus	6	44						
Actual Bonus Paid	4	26						
Total Cash Compensation (Base + Bonus)	8	74	26,208	29,150	33,280	38,199	41,799	33,702
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg:								
Geographic Location								
Allegheny County								
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support	5	49	26,208	27,040	31,200	35,000	39,749	32,320
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150								
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man	7	20	25,066	28,080	33,280	35,984	43,982	33,887
Woman	8	54	26,208	29,120	33,280	37,502	39,375	33,021
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	8	62	26,208	28,174	33,280	37,502	41,956	33,343
Multiracial								

Children or Youth Program Assistant

Provides support services to children or youth in residence or day programs. Duties include any or all of the following: provides training and assistance with personal and communication skills. Report jobs exclusively involved with education and/or recreation at job numbers 259 - 277.

Other sample job titles: Children's Services Aide, Youth Mentor

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	5	46	\$32,772	\$33,280	\$35,360	\$39,006	\$46,300	\$36,728
# Eligible for Incentive/Bonus	2	40						
Actual Bonus Paid	2	33						
Total Cash Compensation (Base + Bonus)	5	46	33,145	34,278	36,421	39,520	47,689	37,560
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg:								
Geographic Location								
Allegheny County								
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150								
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman								
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	5	16	32,656	33,525	36,400	44,510	49,550	38,772
Multiracial								

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

Other sample job titles: Community Living Specialist, Life Skills Worker

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation					
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	9	579	\$31,200	\$31,990	\$33,280	\$34,382	\$38,584	\$33,758
# Eligible for Incentive/Bonus	7	542						
Actual Bonus Paid	5	452	200	500	1,600	2,100	2,300	1,383
Total Cash Compensation (Base + Bonus)	9	579	31,200	32,820	34,278	35,858	39,565	34,838
Annual Expenses			Annual Base Salary					
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg: \$35.7M	6	445	31,200	31,527	33,010	34,278	35,884	33,184
Geographic Location								
Allegheny County	8	536	31,200	31,990	33,280	34,382	38,771	33,793
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support	6	547	31,200	32,032	33,280	34,382	38,675	33,836
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150								
More than 150	5	428	31,200	32,032	33,197	34,278	36,173	33,243
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man	6	141	31,200	32,032	33,010	34,861	38,455	33,696
Woman	8	436	30,851	31,990	33,280	34,278	38,609	33,764
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American	8	156	31,200	32,032	33,592	34,970	40,552	34,457
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	7	311	31,200	31,845	33,010	34,653	38,434	33,677
Multiracial	5	10			32,188			33,421

Behavior Therapist

Provides individualized intensive behavior therapy based on the science of Applied Behavior Analysis (ABA) to children 18 months and older in home, school, clinic, and/or community settings. Works in a highly collaborative environment under the direction of a Board Certified Behavior Analyst and is responsible for implementing individualized student behavior plans that typically focus on improving receptive and expressive language skills, social behavior, and adaptive behavior.

Other sample job titles: Behavior Tech, Intervention Specialist

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation					
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	9	104	\$34,214	\$35,996	\$39,186	\$48,636	\$55,460	\$42,335
# Eligible for Incentive/Bonus	5	82						
Actual Bonus Paid	4	45						
Total Cash Compensation (Base + Bonus)	9	104	34,214	36,115	39,186	49,380	56,852	42,674
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg: \$29.6M	7	99	34,214	35,960	39,186	46,208	55,460	41,957
Geographic Location								
Allegheny County	6	90	34,214	35,518	38,139	45,025	51,190	40,660
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150								
More than 150	6	98	34,214	35,950	39,186	46,263	55,460	42,003
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	8	77	34,124	35,150	38,477	48,579	56,224	42,027
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	8	82	33,899	35,113	38,311	46,937	54,287	41,788
Multiracial								

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

Other sample job titles: Community Outreach Director, Volunteer Manager

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	10	10			\$55,817			\$57,952
# Eligible for Incentive/Bonus	7	7						
Actual Bonus Paid	5	5			599			2,700
Total Cash Compensation (Base + Bonus)	10	10			56,748			59,302
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg:								
Geographic Location								
Allegheny County	9	9			55,389			58,057
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150	6	6			56,196			61,011
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	8	8			55,817			58,555
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	8	8			56,623			58,756
Multiracial								

Volunteer Coordinator

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

Other sample job titles: Community Outreach Coordinator, Partnership Development Specialist

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation					
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	17	20	\$36,954	\$38,755	\$41,800	\$43,680	\$47,735	\$41,824
# Eligible for Incentive/Bonus	10	11						
Actual Bonus Paid	7	8			1,280			1,317
Total Cash Compensation (Base + Bonus)	17	20	37,609	38,755	42,350	44,724	47,735	42,351
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg: \$1.7M	8	8			42,325			43,084
\$2,500,000 - \$9,999,999 Avg: \$4.9M	6	7			42,515			41,954
\$10,000,000 and more Avg:								
Geographic Location								
Allegheny County	13	16	36,750	38,755	42,325	44,585	48,596	42,157
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare	6	7			42,000			40,607
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support	6	6			42,058			42,913
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20	6	6			41,418			41,906
21 - 50	7	7			42,000			41,752
51 - 150								
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	17	20	36,954	38,755	41,800	43,680	47,735	41,824
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	13	16	37,278	38,778	42,258	43,680	46,502	41,825
Multiracial								

Acts as spokesperson for the organization within the community, to government, prospective funders and others. Markets and promotes the organization's goals and objectives in order to develop grass-roots support within the community. Coordinates media and public relations activities, and supervises public relations staff. May report to the Executive Director/CEO, or in the case of larger organizations, to an executive-level communications employee (see job #020).

Other sample job titles: Community Relations Director, Marketing Director, Public Information Officer

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation					
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	21	21	\$51,203	\$61,597	\$73,320	\$83,435	\$101,089	\$74,854
# Eligible for Incentive/Bonus	9	9						
Actual Bonus Paid	4	4						
Total Cash Compensation (Base + Bonus)	21	21	51,203	61,597	76,220	83,435	101,089	75,245
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg: \$1.5M	8	8			70,528			70,920
\$2,500,000 - \$9,999,999 Avg: \$5.7M	5	5			76,220			78,883
\$10,000,000 and more Avg: \$18.9M	5	5			81,869			84,830
Geographic Location								
Allegheny County	21	21	51,203	61,597	73,320	83,435	101,089	74,854
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare	5	5			76,220			74,347
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20	7	7			69,056			66,623
21 - 50								
51 - 150	6	6			76,418			81,190
More than 150								
Number of Employees Managed								
1 to 3	11	11			70,967			71,368
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man	6	6			73,594			73,634
Woman	12	12	56,349	64,613	74,880	84,217	107,300	77,081
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	18	18	55,402	62,849	74,770	87,971	102,000	76,786
Multiracial								

Communications Manager

Under general supervision, speaks for the organization within the community, to government, prospective funders and others. Designs and implements communications strategy for some aspect(s) of the organization's programs or services. Establishes procedures for evaluating results. May supervise supporting communications staff.

Other sample job titles: Community Engagement Manager, Outreach Manager

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation					
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	23	35	\$42,300	\$44,000	\$49,500	\$58,510	\$71,613	\$52,920
# Eligible for Incentive/Bonus	11	13						
Actual Bonus Paid	5	6			675			983
Total Cash Compensation (Base + Bonus)	23	35	42,300	44,000	50,000	59,010	71,613	53,089
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg: \$850.6K	5	6			56,087			54,716
\$1,000,000 - \$2,499,999 Avg: \$1.8M	6	7			53,000			60,365
\$2,500,000 - \$9,999,999 Avg: \$5.9M	5	9			47,590			51,284
\$10,000,000 and more Avg: \$96.0M	6	12	42,598	44,000	46,780	56,116	67,464	50,024
Geographic Location								
Allegheny County	20	32	42,150	44,000	49,128	58,901	71,847	52,879
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development	5	6			54,328			53,208
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20	8	9			53,000			56,444
21 - 50	5	9			47,590			52,062
51 - 150	5	6			53,686			56,859
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man	7	11			45,980			50,809
Woman	20	24	41,250	46,653	51,523	58,994	71,691	53,888
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	19	27	41,600	44,000	47,590	53,992	67,118	50,630
Multiracial								

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

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

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	5	5			\$55,000			\$55,088
# Eligible for Incentive/Bonus	2	2						
Actual Bonus Paid	2	2						
Total Cash Compensation (Base + Bonus)	5	5			55,000			55,988
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg:								
Geographic Location								
Allegheny County	5	5			55,000			55,088
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150								
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman								
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian								
Multiracial								

Marketing Director or Manager

Has overall responsibility to develop programs and campaigns designed to increase brand awareness, ticket sales, sponsorships, and donations. Also creates and directs strategic marketing plans for the organization, including print, web, visual/signage, social media, and other electronic methods.

Other sample job titles: Marketing & Community Engagement Manager, Marketing & Outreach Manager

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation					
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	18	18	\$51,833	\$55,000	\$71,230	\$76,330	\$91,670	\$68,539
# Eligible for Incentive/Bonus	8	8						
Actual Bonus Paid	6	6			1,044			1,515
Total Cash Compensation (Base + Bonus)	18	18	52,058	55,441	71,230	77,031	91,720	69,043
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg: \$1.5M	8	8			64,084			65,299
\$2,500,000 - \$9,999,999 Avg: \$7.0M	5	5			79,603			76,244
\$10,000,000 and more Avg: \$25.0M	5	5			74,460			66,016
Geographic Location								
Allegheny County	17	17	51,349	55,633	74,460	76,512	93,040	69,335
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20	6	6			58,822			61,874
21 - 50								
51 - 150	8	8			75,575			69,090
More than 150								
Number of Employees Managed								
1 to 3	5	5			76,003			70,564
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	13	13	50,329	55,000	68,000	76,512	98,520	68,927
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	13	13	49,415	54,800	60,168	78,239	98,520	67,904
Multiracial								

Performs a variety of marketing-related tasks under general supervision, including development of advertising materials, direct mail campaigns and events. Prepares proposals, presentations and reports.

Other sample job titles: Communications Specialist, Marketing Assistant

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	27	31	\$34,200	\$36,379	\$42,162	\$46,925	\$52,000	\$43,148
# Eligible for Incentive/Bonus	17	18						
Actual Bonus Paid	10	10			850			1,200
Total Cash Compensation (Base + Bonus)	27	31	34,460	36,379	44,408	48,000	52,800	43,535
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg: \$1.5M	9	10			45,440			43,286
\$2,500,000 - \$9,999,999 Avg: \$4.7M	8	9			42,000			40,347
\$10,000,000 and more Avg: \$29.7M	6	8			46,562			46,310
Geographic Location								
Allegheny County	22	25	33,196	35,870	42,000	48,017	54,413	42,799
Outside of Allegheny Count	5	6			45,604			44,599
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare	6	7			39,520			39,210
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support	7	7			44,408			46,048
Youth/Recreation								
Number of FTEs								
1 - 5	5	5			37,065			40,571
6 - 20	9	9			42,162			41,458
21 - 50								
51 - 150	8	11			42,000			42,600
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man	6	6			47,081			44,391
Woman	20	22	35,108	36,286	42,008	46,801	50,827	42,371
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	20	23	34,400	36,005	42,016	46,925	55,619	42,938
Multiracial								

Social Media Coordinator

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

Other sample job titles: Web Communications Specialist

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	20	21	\$32,864	\$36,720	\$40,269	\$47,320	\$61,399	\$42,650
# Eligible for Incentive/Bonus	8	8						
Actual Bonus Paid	2	2						
Total Cash Compensation (Base + Bonus)	20	21	32,904	36,720	40,269	47,320	61,499	42,676
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg: \$1.6M	6	6			41,540			43,120
\$2,500,000 - \$9,999,999 Avg: \$4.7M	7	7			41,600			43,085
\$10,000,000 and more Avg: \$12.7M	5	6			38,855			43,195
Geographic Location								
Allegheny County	17	18	34,609	37,080	40,675	47,133	63,400	43,148
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare	6	6			38,483			39,676
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20	8	8			40,303			44,016
21 - 50								
51 - 150	6	7			40,269			44,399
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man	6	6			41,540			42,572
Woman	14	14	30,046	35,840	39,127	52,186	65,000	43,205
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	16	16	30,923	35,520	39,127	41,900	55,975	40,779
Multiracial								

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

Other sample job titles: Art Director, Senior Designer, Publications Specialist

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	5	7			\$46,000			\$45,376
# Eligible for Incentive/Bonus	2	4						
Actual Bonus Paid	1	1						
Total Cash Compensation (Base + Bonus)	5	7			46,000			45,583
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg:								
Geographic Location								
Allegheny County	5	7			46,000			45,376
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150	5	7			46,000			45,376
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	5	7			46,000			45,376
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	5	7			46,000			45,376
Multiracial								

Membership Director or Manager

Develops and implements programs to attract and retain members of the organization; manages the database; oversees regular communications to members including newsletter, invitations to events and activities, and solicitations; ensures members' inquiries and problems are responded to promptly; researches and develops new methods to increase membership.

Other sample job titles: Customer Service Director, Member Services Manager

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation					
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	11	13	\$48,900	\$53,152	\$63,345	\$73,000	\$89,000	\$64,425
# Eligible for Incentive/Bonus	10	12						
Actual Bonus Paid	6	6			2,500			2,475
Total Cash Compensation (Base + Bonus)	11	13	50,821	53,602	65,845	74,500	91,450	65,567
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg: \$6.8M	5	6			60,652			66,551
\$10,000,000 and more Avg:								
Geographic Location								
Allegheny County	11	13	48,900	53,152	63,345	73,000	89,000	64,425
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150								
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	9	10			61,687			64,918
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	9	10			61,687			64,918
Multiracial								

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

Other sample job titles: Membership Clerk

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	7	7			\$39,520			\$39,552
# Eligible for Incentive/Bonus	4	4						
Actual Bonus Paid	3	3						
Total Cash Compensation (Base + Bonus)	7	7			39,874			40,002
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg:								
Geographic Location								
Allegheny County	7	7			39,520			39,552
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150	5	5			39,520			39,619
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	6	6			39,260			39,516
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	7	7			39,520			39,552
Multiracial								

Customer Service Representative

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

Other sample job titles: Customer Specialist, Member Services Representative, Subscriber Services Representative

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	6	23	\$26,520	\$31,200	\$31,200	\$36,000	\$40,126	\$32,781
# Eligible for Incentive/Bonus	2	4						
Actual Bonus Paid	2	3						
Total Cash Compensation (Base + Bonus)	6	23	26,520	31,200	31,200	36,000	40,126	32,872
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg:								
Geographic Location								
Allegheny County	5	20	26,988	31,200	32,700	37,080	40,159	33,746
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50								
51 - 150								
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	6	19	26,520	31,200	31,200	34,610	40,170	32,220
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American	6	7			31,200			31,913
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian								
Multiracial								

Responsible for connecting people in the broader community to the organization's programs. Plans and represents the organization at community events and other communication opportunities. Creates outreach materials for distribution to the organization's target population. Develops and maintains relationships with collaborative partners. May oversee organization's community engagement budget.

Other sample job titles: Community Engagement Liaison, Community Initiatives Specialist

			Annual Cash Compensation					
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
Base Salary - All Employees	18	24	\$36,992	\$40,135	\$43,000	\$45,040	\$51,000	\$43,415
# Eligible for Incentive/Bonus	9	10						
Actual Bonus Paid	4	4						
Total Cash Compensation (Base + Bonus)	18	24	37,592	40,158	43,000	45,040	51,000	43,623
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg: \$1.8M	5	5			40,541			41,235
\$2,500,000 - \$9,999,999 Avg: \$6.0M	7	13	34,482	40,000	43,000	44,500	51,200	42,672
\$10,000,000 and more Avg:								
Geographic Location								
Allegheny County	16	21	38,102	40,271	43,000	45,027	51,600	43,593
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare								
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support	5	6			42,500			43,862
Youth/Recreation								
Number of FTEs								
1 - 5								
6 - 20								
21 - 50	6	9			43,000			42,014
51 - 150	5	8			41,100			42,819
More than 150								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	16	21	36,387	40,000	43,000	46,636	51,600	43,679
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American	6	8			41,800			40,948
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	12	14	35,323	40,857	44,016	48,664	55,567	44,559
Multiracial								

Appendix A: Average Annual Base Salary by Position

Executive	005	Executive Director/Chief Executive Officer	\$130,470
	010	Associate Director/Chief Operating Officer	119,540
	015	Director, Program(s)	124,322
	025	Chief Development Officer	129,041
	030	Chief Human Resources Officer	132,027
	105	Chief Financial Officer	126,749
Administrative	055	Director, Administration/Operations	82,821
	060	Regional Manager/Center Manager	49,593
	065	Office Manager	46,513
	070	Executive Assistant	50,426
	075	Administrative Assistant, Senior Level	45,036
	080	Administrative Assistant, Intermediate Level	37,221
	085	Administrative Assistant, Junior Level	31,394
	090	Receptionist	28,317
	095	Quality Assurance Manager	70,274
	096	Quality Assurance Specialist	44,687
Accounting/Finance	098	Diversity, Equity & Inclusion Director	84,241
	106	Director of Finance & Administration	77,215
	110	Controller	84,870
	115	Accounting Manager	71,915
	120	Accounting Supervisor	58,340
	124	Senior Accountant	63,465
	125	Staff Accountant	46,886
	126	Payroll Specialist	50,198
Animal Welfare	130	Accounting Clerk	39,112
	780	Veterinarian	120,595
	788	Veterinary Technician	37,435
Cultural, Artistic, Performing Arts	790	Animal Care Worker	30,005
	185	Visitor Services Manager	56,792
Development	205	Director, Development	84,316
	210	Development Manager, General	57,626
	215	Grant Writer, All Types of Funding	49,142
	217	Development Officer	66,249
	220	Special Event Coordinator	46,114
	225	Development Associate	40,674
Education & Recreation	253	Director, Education	70,618
	254	Admissions Director	62,035
	255	Curriculum Specialist	70,357
	256	Educator or Teacher, Adult Education	46,626
	258	Site Supervisor	50,372
	259	Teacher, K-12	57,595
	262	Teacher, Pre-School	36,488
	265	Teaching Assistant, K-12	31,312
	268	Teaching Assistant, Pre-School	29,424
	269	Special Education Teacher, K-12	58,222
	271	Child Care Assistant	23,406
	272	Community Educator	36,548
	273	Recreation Program Manager	41,132
	275	After School Instructor	28,864
	276	Instructional Aide	31,919
	277	Recreation or Activity Leader, Children or Youth	35,601

Appendix A: Average Annual Base Salary by Position

Employment/Work Training	305	Job Developer	45,614
	310	Vocational Counselor	45,625
	315	Job Coach	34,831
Food Service	355	Food Service Manager or Supervisor	50,450
	365	Cook	31,605
	370	Food Service Assistant/Worker	27,064
Foundation/Philanthropy	960	Program Officer	81,034
Gift/Thrift Shop, Warehouse & Food Bank	455	Gift/Thrift Shop Manager	43,883
	460	Gift/Thrift Shop Retail Sales Clerk	19,863
	462	Warehouse Manager	45,097
	465	Warehouse Worker	26,863
Government Affairs, Advocacy, Research	380	Director or Manager, Government Affairs	80,073
Housing/Community Development	420	Director of Resident/Community Services	57,842
	422	Resident Services Coordinator	42,247
	434	Shelter Coordinator	32,134
Human Resources	505	Director, Human Resources	87,367
	510	Human Resources Manager	63,982
	512	Human Resources Generalist	52,598
	515	Human Resources Representative or Specialist	45,660
	516	Recruiter	47,158
	517	Training & Development Manager	49,224
	520	Human Resources Assistant	37,041
Information Technology	555	Director, Information Technology/Services	92,577
	560	Information Technology Manager	69,178
	562	Systems Administrator	60,548
	565	Database Administrator	51,988
	576	Tech Support Specialist	41,470
Library	441	Library Director	68,742
	442	Assistant Library Director	53,053
	443	Library Department Head	47,529
	445	Librarian (MLS)	42,958
	446	Librarian	33,702
	447	Library Program and Services Coordinator	30,409
	448	Library Assistant/Customer Service Assistant	25,224
	449	Library Clerk	20,788
Maintenance, Grounds & Purchasing	655	Facilities Manager	69,387
	660	Maintenance Supervisor	52,096
	665	Maintenance Technician or Specialist	38,974
	670	Gardener	39,826
	675	Janitor or Custodian	32,513
	680	Driver	29,349
	683	Security Manager	57,916
	685	Security Guard or Officer	33,992
	690	Purchasing Coordinator or Specialist	46,103
Medical & Clinical Services	704	Clinic Director	89,325
	714	Registered Nurse	67,064
	716	Nurse Practitioner	103,805
	720	Licensed Vocational/Practical Nurse	46,919
	722	Medical Assistant, Certified	35,858
	750	Billing Clerk	41,114
	761	Physical Therapist	89,744
	762	Occupational Therapist	73,765
	763	Speech Pathologist	64,247

Program Management (other than Social Service/Mental Health)	805	Program Director/Administrator	83,619
	810	Program Manager/Administrator	60,520
	815	Program Coordinator	46,467
	820	Program Assistant	36,239
Social Services & Mental Health	853	Program Director/Administrator	76,831
	856	Program Manager/Administrator	56,919
	859	Program Coordinator	45,932
	862	Program Assistant	40,563
	867	Clinical Supervisor	62,679
	868	Licensed Clinical Social Worker	56,253
	874	Psychologist	99,385
	879	Case Manager/Social Worker, Master Level	48,327
	880	Case Manager/Social Worker	42,716
	882	Counselor, Master Level	54,874
	883	Counselor	39,169
	885	Family Advocate	37,300
	886	Eligibility Specialist	46,847
	887	Intake Coordinator	39,528
	889	Senior or Adult Program Assistant	33,255
	890	Children or Youth Program Assistant	36,728
Volunteer, Membership & Marketing	892	Direct Care Counselor	33,758
	894	Behavior Therapist	42,335
	905	Volunteer Director	57,952
	906	Volunteer Coordinator	41,824
	910	Communications Director	74,854
	911	Communications Manager	52,920
	915	Public Relations Manager	55,088
	916	Marketing Director or Manager	68,539
	917	Marketing Coordinator	43,148
	918	Social Media Coordinator	42,650
	920	Graphic Artist	45,376
	925	Membership Director or Manager	64,425
	930	Membership Assistant	39,552
	931	Customer Service Representative	32,781
	935	Community Outreach Coordinator	43,415

Appendix B: Survey Jobs Omitted from Report (Insufficient data)

<i>Executive</i>	<i>Food Service</i>	<i>Maintenance, Grounds & Purchasing</i>
Chief Communications Officer	Registered Dietician	Purchasing Manager
Chief Information Officer	<i>Foundation/Philanthropy</i>	Inventory Coordinator
Chief Strategy Officer	Program Associate	<i>Media/Journalism</i>
<i>Administrative</i>	Grants Manager/Administrator	Editor in Chief
Business Development Manager	<i>Gift/Thrift Shop, Warehouse & Food Bank</i>	Digital Editor
Contracts Administrator	Director of Retail Operations	Media Producer
<i>Accounting/Finance</i>	Warehouse Operations Director	<i>Medical and Clinical Services</i>
Cashier	Food Bank/Pantry Manager	Director, Medical Services
<i>Animal Welfare</i>	Food Bank/Pantry Assistant/Clerk	Physician, Family/General Practice
Veterinary Clinic Manager	<i>Government Affairs, Advocacy, Research</i>	Physician, Internal Medicine
Humane Officer	Advocacy Manager	Physician, Obstetrics & Gynecology
Senior Registered Veterinary Technician	Data Manager	Physician, Pediatrics
Registered Veterinary Technician	Lobbyist	Physician, Other Specialty
Animal Adoption Counselor	Policy Analyst	Director of Nursing
Animal Shelter Manager	Staff Scientist	Physician Assistant
Animal Behaviorist	Research Analyst: Social Sciences	Health Educator
Humane Educator	Research Analyst: Technology/Life Sciences	Dental Director
<i>Cultural, Artistic & Performing Arts</i>	Research Assistant	Dentist
Artistic Director	<i>Housing/Community Development</i>	Registered Dental Hygienist
Curator	Director of Real Estate Development	Dental Assistant, Certified
Resident Director	Project Developer	Laboratory Technician/Technologist
Resident Designer	Construction Manager	Phlebotomist
Subscription/Group Sales Manager	Program Manager: Resident/Community	Radiology Technician
Production Manager/Coordinator	<i>Services</i>	Community Health Worker
House Manager	Director of Property Management	Case Manager, Medical
Stage Manager	Property Supervisor	Patient Financial Services Manager
Costume Shop Manager	Site Administrator	Patient Accounts Representative
Box Office/Sales Manager	Shelter Manager	Health Information Coordinator
Technical Staff	Shelter Supervisor	Medical Records Transcriber
Production Assistant	Occupancy Specialist	Medical Records Clerk
Actor	Desk Clerk	Receptionist (Medical)
Instrumental Musician	Program Manager: Housing	Physical Rehabilitation Assistant
Visitor Services Specialist	Program Manager: Economic Dev.	<i>Social Services & Mental Health</i>
Director of Exhibits	Asset Manager (Compliance & Monitoring)	Psychiatrist
Exhibits Developer	Asset Manager (Financial Analyst)	Psychiatric Social Worker
Exhibits Designer	Loan Officer	Chaplain/Clergy
Exhibits Fabricator	<i>Human Resources</i>	Behavior Analyst
Exhibit Guide/Docent	HRIS Manager	Therapeutic Counselor, MFCC/MFT
<i>Development</i>	Benefits Manager	Clinician (Pre-license)
Development Manager, Annual Giving	<i>Information Technology</i>	Substance Abuse Counselor
Development Manager, Major Gifts	Software Engineer	Personal Attendant/Home Health Care Worker
Development Manager, Capital Campaign	Network Technician	Rehabilitation Specialist
Development Manager, Planned Giving	Personal Computer Technician	Peer Group Support Facilitator
Grant Writer, Government Funding	Data Entry Operator	<i>Volunteer, Membership & Marketing</i>
Direct Mail Coordinator	Web Site Developer	Writer/Editor
<i>Education & Recreation</i>	Accidental Techie	
School Principal	<i>Legal Services and Community Organizing</i>	
Tutor	Director of Legal Services	
Life Guard/Swim Instructor	Managing Attorney	
Recreation or Activity Leader, Adults	Staff Attorney	
Fitness Instructor	Attorney, Legal Aid/Advocacy	
Camp Director	Attorney, Corporate	
Assistant Camp Director	Paralegal	
Teaching Artist	Legal Secretary/Assistant	
<i>Environmental/Conservation</i>	Senior Community Organizer	
Director of Conservation	Community Organizer	
Field Crew Member	<i>Library</i>	
Naturalist/Environmental Educator	Library Branch Manager	

Appendix C: Survey Participants

Organization	City
Abiding Missions	Pittsburgh
Achieva	Pittsburgh
The Advanced Leadership Institute	Pittsburgh
AIA Pittsburgh	Pittsburgh
Alice Paul House	Indiana
Alle-Kiski Area HOPE Center, Inc.	Tarentum
Allegheny County Bar Association and Bar Foundation	Pittsburgh
Allegheny County Conservation District	Pittsburgh
Allegheny County Library Association	Pittsburgh
Allegheny GoatScape	Pittsburgh
Allegheny Intermediate Unit	Homestead
Allegheny Land Trust	Sewickley
Alliance for Nonprofit Resources	Butler
Animal Friends Inc	Pittsburgh
Arise (Crisis Shelter of Lawrence County)	New Castle
Armstrong County Community Foundation	Kittanning
Assemble	Pittsburgh
Attack Theatre	Pittsburgh
Auberle	McKeesport
Awaken Pittsburgh	Pittsburgh
Balafon West African Dance Ensemble	Pittsburgh
Beaver County Humane Society	Aliquippa
Bethel Park Public Library	Bethel Park
Bike Share Pittsburgh	Pittsburgh
BikePGH	Pittsburgh
Blind & Vision Rehabilitation	Pittsburgh
Blueprints	Washington
The Brashear Association, Inc.	Pittsburgh
Brentwood Library	Pittsburgh
Bridgeway Capital Inc.	Pittsburgh
Brothers and Sisters Emerging	Pittsburgh
The Buhl Foundation	Pittsburgh
Butler County Humane Society	Renfrew
Carnegie Hero Fund	Pittsburgh
Carnegie Library of Homestead	Munhall
Casa San Jose	Pittsburgh
CC Mellor Memorial Library	Pittsburgh
Center for Hearing & Deaf Services, Inc.	Pittsburgh
The Children's Home of Pittsburgh & Lemieux Family Center	Pittsburgh
Children's Museum of Pittsburgh	Pittsburgh
Children's Sickle Cell Foundation, Inc.	Pittsburgh
City of Asylum Pittsburgh	Pittsburgh
Communitopia	Pittsburgh
Community Care Connections, Inc.	Butler
Community Foundation of Fayette County	Uniontown
Community Guidance Center	Indiana
Community Library of Castle Shannon	Castle Shannon
Community Living and Support Services	Pittsburgh
Construction Junction	Pittsburgh
Contemporary Craft	Pittsburgh
Crafton Public Library	Pittsburgh
Crisis Center North	Pittsburgh
Crossroads Foundation	Pittsburgh
Domestic Violence Services of	Brownsville
Dress for Success Pittsburgh	Pittsburgh
Eastern Area Adult Services	Turtle Creek

Organization	City
Easterseals Western and Central Pennsylvania	Pittsburgh
The Education Partnership	Pittsburgh
Ellen O'Brien Gaiser Center	Butler
Emmaus Community of Pittsburgh	Pittsburgh
Evolve Coaching	Pittsburgh
Faith United Methodist Church	Pittsburgh
Fayette County Cultural Trust	Connellsville
First Tee-Pittsburgh	Pittsburgh
Focus on Renewal	McKees Rocks
Foster Love Project	Pittsburgh
Fox Chapel Area School District Adult Education Committee	Pittsburgh
Friends of the Riverfront	Pittsburgh
Fund for Advancement of Minorities through Education	Pittsburgh
Glade Run Lutheran Services	Zelienople
Goodwill of Southwestern Pennsylvania	Pittsburgh
The Grantmakers of Western Pennsylvania	Pittsburgh
Great Allegheny Passage Conservancy	Homestead
Greater Pittsburgh Arts Council	Pittsburgh
Greater Pittsburgh Community Food Bank	Duquesne
Greater Washington County Food Bank	Brownsville
Grounded Strategies	Pittsburgh
Grow Pittsburgh	Pittsburgh
Gwen's Girls	Pittsburgh
Habitat for Humanity of Greater Pittsburgh	Pittsburgh
Haiti H2O: Hope to Opportunity	Pittsburgh
Holy Family Institute	Pittsburgh
Human Services Center	Turtle Creek
Hunger-Free PA	Canonsburg
Institute for Research, Education and Training in Addiction (IRETA)	Pittsburgh
Jacobs Creek Watershed Association	Scottdale
Jeremiah's Place	Pittsburgh
JFCS Pittsburgh (Jewish Family and Community Services)	Pittsburgh
Just Harvest	Pittsburgh
Keystone Paralyzed Veterans of America	Pittsburgh
Landforce	Pittsburgh
Latino Community Center	Pittsburgh
Laurelville Retreat Center	Mount Pleasant
Lawrenceville Corporation	Pittsburgh
Lawrenceville United	Pittsburgh
The Learning Lamp	Johnstown
Life'sWork of Western Pennsylvania	Pittsburgh
Loyalhanna Watershed Association	Ligonier
Macedonia FACE	Pittsburgh
Manchester Bidwell Corporation	Pittsburgh
McKees Rocks Community Development Corporation	McKees Rocks
The Mentoring Partnership of Southwestern Pennsylvania	Pittsburgh
The Midwife Center for Birth & Women's Health	Pittsburgh
The Mon Valley Initiative	Homestead
Monroeville Public Library	Monroeville
Moon Township Public Library	Moon Township
Mt. Lebanon Extended Day Program	Pittsburgh
National Aviary	Pittsburgh
Neighborhood Community Development Fund	Pittsburgh
New Century Careers	Pittsburgh
The New Sun Rising	Pittsburgh
North Hills Community Outreach	Allison Park
North Side Christian Health Center	Pittsburgh
Northland Public Library	Pittsburgh
Northside Leadership Conference	Pittsburgh

Organization	City
Opportunity Fund	Pittsburgh
Osher Lifelong Learning Institute at Carnegie Mellon University	Pittsburgh
Outreach Teen and Family Services	Pittsburgh
Pennsylvania Coalition for Oral Health	Greensburg
Pennsylvania West Soccer Association	Monroeville
Pennsylvania Women Work	Pittsburgh
PACE	Pittsburgh
Pace School	Pittsburgh
Pediatric Palliative Care Coalition	Pittsburgh
Pennsylvania Environmental Council	Pittsburgh
Pennsylvania Trolley Museum, Inc.	Washington
PGSS Campaign, Inc.	Cranberry Township
Pittsburgh Botanic Garden	Oakdale
Pittsburgh Cares	Pittsburgh
Pittsburgh Center for Creative Reuse	Pittsburgh
Pittsburgh Community Broadcasting Corporation	Penn Township
Pittsburgh Community Television	Pittsburgh
Pittsburgh Downtown Partnership	Pittsburgh
Pittsburgh Gateways Corporation	Pittsburgh
Pittsburgh Human Resources Association	Pittsburgh
The Pittsburgh Project	Pittsburgh
The Pittsburgh Promise	Pittsburgh
Pittsburgh Zoo & Aquarium	Pittsburgh
POISE Foundation	Pittsburgh
POWER	Pittsburgh
PULSE	Pittsburgh
Radiant Hall	Pittsburgh
Rainbow Kitchen Community Services	Homestead
Reading Is FUNdamental Pittsburgh	Pittsburgh
Redevelopment Authority of the County of Westmoreland	Greensburg
Regional Integrated Human Services, Inc.	Greensburg
Rehumanize International	Pittsburgh
Rising Tide Partners	Pittsburgh
River City Brass	Pittsburgh
Riverlife	Pittsburgh
Riverview Children's Center	Verona
Roy A. Hunt Foundation	Pittsburgh
The RYR-1 Foundation	Pittsburgh
Senator John Heinz History Center	Pittsburgh
Sewickley Presbyterian Church	Sewickley
Sisters of St. Joseph of Baden	Baden
Sisters Place, Inc.	Pittsburgh
SLB Radio Productions, Inc.	Pittsburgh
Society of Anglican Missionaries and Senders	Ambridge
Sojourner House	Pittsburgh
South Hills Interfaith Movement	Bethel Park
Sustainable PGH	Pittsburgh
Tickets for Kids Charities	Pittsburgh
TRAC Services for Families	Pittsburgh
Travelers Aid Society Of Pittsburgh	Pittsburgh
Tree Pittsburgh	Pittsburgh
Tri-City Life Center, Inc.	Lower Burrell
Trying Together	Pittsburgh
United Methodist Church Union	Pittsburgh
The United Way of Southwestern Pennsylvania	Pittsburgh
UpstreamPgh	Pittsburgh
Urban Impact Foundation	Pittsburgh
Ursuline Support Services	Pittsburgh
Vibrant Pittsburgh	Pittsburgh

Organization	City
Visible Hands	Pittsburgh
Washington Area Humane Society	Eighty Four
Washington City Mission	Washington
Washington County Bar Association	Washington
The Watson Institute	Sewickley
Western Allegheny Community Library	Oakdale
Western Pennsylvania School for Blind Children	Pittsburgh
Western Pennsylvania Bleeding Disorders Foundation	Beaver
Westmoreland Casemanagement and Supports, Inc.	Greensburg
Womanspace East	Pittsburgh
Women's Center & Shelter of Greater Pittsburgh	Pittsburgh
Woodlands Foundation, Inc.	Wexford
YWCA Greater Pittsburgh	Pittsburgh

Appendix D: Wage Conversion Formulas and Tables

These tables are based on the following:

8 hours in a workday 40 hours in a week			52 weeks in a year 4.33 weeks in a month			21.67 days in a month 2080 hours in a year		
Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual
\$ 7.25	\$ 1,257	\$ 15,080	\$ 19.50	\$ 3,380	\$ 40,560	\$ 19.50	\$ 3,380	\$ 40,560
\$ 7.50	\$ 1,300	\$ 15,600	\$ 19.75	\$ 3,423	\$ 41,080	\$ 19.75	\$ 3,423	\$ 41,080
\$ 7.75	\$ 1,343	\$ 16,120	\$ 20.00	\$ 3,467	\$ 41,600	\$ 20.00	\$ 3,467	\$ 41,600
\$ 8.00	\$ 1,387	\$ 16,640	\$ 20.25	\$ 3,510	\$ 42,120	\$ 20.25	\$ 3,510	\$ 42,120
\$ 8.25	\$ 1,430	\$ 17,160	\$ 20.50	\$ 3,553	\$ 42,640	\$ 20.50	\$ 3,553	\$ 42,640
\$ 8.50	\$ 1,473	\$ 17,680	\$ 20.75	\$ 3,597	\$ 43,160	\$ 20.75	\$ 3,597	\$ 43,160
\$ 8.75	\$ 1,517	\$ 18,200	\$ 21.00	\$ 3,640	\$ 43,680	\$ 21.00	\$ 3,640	\$ 43,680
\$ 9.00	\$ 1,560	\$ 18,720	\$ 21.25	\$ 3,683	\$ 44,200	\$ 21.25	\$ 3,683	\$ 44,200
\$ 9.25	\$ 1,603	\$ 19,240	\$ 21.50	\$ 3,727	\$ 44,720	\$ 21.50	\$ 3,727	\$ 44,720
\$ 9.50	\$ 1,647	\$ 19,760	\$ 21.75	\$ 3,770	\$ 45,240	\$ 21.75	\$ 3,770	\$ 45,240
\$ 9.75	\$ 1,690	\$ 20,280	\$ 22.00	\$ 3,813	\$ 45,760	\$ 22.00	\$ 3,813	\$ 45,760
\$ 10.00	\$ 1,733	\$ 20,800	\$ 22.25	\$ 3,857	\$ 46,280	\$ 22.25	\$ 3,857	\$ 46,280
\$ 10.25	\$ 1,777	\$ 21,320	\$ 22.50	\$ 3,900	\$ 46,800	\$ 22.50	\$ 3,900	\$ 46,800
\$ 10.50	\$ 1,820	\$ 21,840	\$ 22.75	\$ 3,943	\$ 47,320	\$ 22.75	\$ 3,943	\$ 47,320
\$ 10.75	\$ 1,863	\$ 22,360	\$ 23.00	\$ 3,987	\$ 47,840	\$ 23.00	\$ 3,987	\$ 47,840
\$ 11.00	\$ 1,907	\$ 22,880	\$ 23.25	\$ 4,030	\$ 48,360	\$ 23.25	\$ 4,030	\$ 48,360
\$ 11.25	\$ 1,950	\$ 23,400	\$ 23.50	\$ 4,073	\$ 48,880	\$ 23.50	\$ 4,073	\$ 48,880
\$ 11.50	\$ 1,993	\$ 23,920	\$ 23.75	\$ 4,117	\$ 49,400	\$ 23.75	\$ 4,117	\$ 49,400
\$ 11.75	\$ 2,037	\$ 24,440	\$ 24.00	\$ 4,160	\$ 49,920	\$ 24.00	\$ 4,160	\$ 49,920
\$ 12.00	\$ 2,080	\$ 24,960	\$ 24.25	\$ 4,203	\$ 50,440	\$ 24.25	\$ 4,203	\$ 50,440
\$ 12.25	\$ 2,123	\$ 25,480	\$ 24.50	\$ 4,247	\$ 50,960	\$ 24.50	\$ 4,247	\$ 50,960
\$ 12.50	\$ 2,167	\$ 26,000	\$ 24.75	\$ 4,290	\$ 51,480	\$ 24.75	\$ 4,290	\$ 51,480
\$ 12.75	\$ 2,210	\$ 26,520	\$ 25.00	\$ 4,333	\$ 52,000	\$ 25.00	\$ 4,333	\$ 52,000
\$ 13.00	\$ 2,253	\$ 27,040	\$ 25.25	\$ 4,377	\$ 52,520	\$ 25.25	\$ 4,377	\$ 52,520
\$ 13.25	\$ 2,297	\$ 27,560	\$ 25.50	\$ 4,420	\$ 53,040	\$ 25.50	\$ 4,420	\$ 53,040
\$ 13.50	\$ 2,340	\$ 28,080	\$ 25.75	\$ 4,463	\$ 53,560	\$ 25.75	\$ 4,463	\$ 53,560
\$ 13.75	\$ 2,383	\$ 28,600	\$ 26.00	\$ 4,507	\$ 54,080	\$ 26.00	\$ 4,507	\$ 54,080
\$ 14.00	\$ 2,427	\$ 29,120	\$ 26.25	\$ 4,550	\$ 54,600	\$ 26.25	\$ 4,550	\$ 54,600
\$ 14.25	\$ 2,470	\$ 29,640	\$ 26.50	\$ 4,593	\$ 55,120	\$ 26.50	\$ 4,593	\$ 55,120
\$ 14.50	\$ 2,513	\$ 30,160	\$ 26.75	\$ 4,637	\$ 55,640	\$ 26.75	\$ 4,637	\$ 55,640
\$ 14.75	\$ 2,557	\$ 30,680	\$ 27.00	\$ 4,680	\$ 56,160	\$ 27.00	\$ 4,680	\$ 56,160
\$ 15.00	\$ 2,600	\$ 31,200	\$ 27.25	\$ 4,723	\$ 56,680	\$ 27.25	\$ 4,723	\$ 56,680
\$ 15.25	\$ 2,643	\$ 31,720	\$ 27.50	\$ 4,767	\$ 57,200	\$ 27.50	\$ 4,767	\$ 57,200
\$ 15.50	\$ 2,687	\$ 32,240	\$ 27.75	\$ 4,810	\$ 57,720	\$ 27.75	\$ 4,810	\$ 57,720
\$ 15.75	\$ 2,730	\$ 32,760	\$ 28.00	\$ 4,853	\$ 58,240	\$ 28.00	\$ 4,853	\$ 58,240
\$ 16.00	\$ 2,773	\$ 33,280	\$ 28.25	\$ 4,897	\$ 58,760	\$ 28.25	\$ 4,897	\$ 58,760
\$ 16.25	\$ 2,817	\$ 33,800	\$ 28.50	\$ 4,940	\$ 59,280	\$ 28.50	\$ 4,940	\$ 59,280
\$ 16.50	\$ 2,860	\$ 34,320	\$ 28.75	\$ 4,983	\$ 59,800	\$ 28.75	\$ 4,983	\$ 59,800
\$ 16.75	\$ 2,903	\$ 34,840	\$ 29.00	\$ 5,027	\$ 60,320	\$ 29.00	\$ 5,027	\$ 60,320
\$ 17.00	\$ 2,947	\$ 35,360	\$ 29.25	\$ 5,070	\$ 60,840	\$ 29.25	\$ 5,070	\$ 60,840
\$ 17.25	\$ 2,990	\$ 35,880	\$ 29.50	\$ 5,113	\$ 61,360	\$ 29.50	\$ 5,113	\$ 61,360
\$ 17.50	\$ 3,033	\$ 36,400	\$ 29.75	\$ 5,157	\$ 61,880	\$ 29.75	\$ 5,157	\$ 61,880
\$ 17.75	\$ 3,077	\$ 36,920	\$ 30.00	\$ 5,200	\$ 62,400	\$ 30.00	\$ 5,200	\$ 62,400
\$ 18.00	\$ 3,120	\$ 37,440	\$ 30.25	\$ 5,243	\$ 62,920	\$ 30.25	\$ 5,243	\$ 62,920
\$ 18.25	\$ 3,163	\$ 37,960	\$ 30.50	\$ 5,287	\$ 63,440	\$ 30.50	\$ 5,287	\$ 63,440
\$ 18.50	\$ 3,207	\$ 38,480	\$ 30.75	\$ 5,330	\$ 63,960	\$ 30.75	\$ 5,330	\$ 63,960
\$ 18.75	\$ 3,250	\$ 39,000	\$ 31.00	\$ 5,373	\$ 64,480	\$ 31.00	\$ 5,373	\$ 64,480
\$ 19.00	\$ 3,293	\$ 39,520	\$ 31.25	\$ 5,417	\$ 65,000	\$ 31.25	\$ 5,417	\$ 65,000
\$ 19.25	\$ 3,337	\$ 40,040	\$ 31.50	\$ 5,460	\$ 65,520	\$ 31.50	\$ 5,460	\$ 65,520

Hourly	Monthly	Annual
\$ 31.75	\$ 5,503	\$ 66,040
\$ 32.00	\$ 5,547	\$ 66,560
\$ 32.25	\$ 5,590	\$ 67,080
\$ 32.50	\$ 5,633	\$ 67,600
\$ 32.75	\$ 5,677	\$ 68,120
\$ 33.00	\$ 5,720	\$ 68,640
\$ 33.25	\$ 5,763	\$ 69,160
\$ 33.50	\$ 5,807	\$ 69,680
\$ 33.75	\$ 5,850	\$ 70,200
\$ 34.00	\$ 5,893	\$ 70,720
\$ 34.25	\$ 5,937	\$ 71,240
\$ 34.50	\$ 5,980	\$ 71,760
\$ 34.75	\$ 6,023	\$ 72,280
\$ 35.00	\$ 6,067	\$ 72,800
\$ 35.25	\$ 6,110	\$ 73,320
\$ 35.50	\$ 6,153	\$ 73,840
\$ 35.75	\$ 6,197	\$ 74,360
\$ 36.00	\$ 6,240	\$ 74,880
\$ 36.25	\$ 6,283	\$ 75,400
\$ 36.50	\$ 6,327	\$ 75,920
\$ 36.75	\$ 6,370	\$ 76,440
\$ 37.00	\$ 6,413	\$ 76,960
\$ 37.25	\$ 6,457	\$ 77,480
\$ 37.50	\$ 6,500	\$ 78,000
\$ 37.75	\$ 6,543	\$ 78,520
\$ 38.00	\$ 6,587	\$ 79,040
\$ 38.25	\$ 6,630	\$ 79,560
\$ 38.50	\$ 6,673	\$ 80,080
\$ 38.75	\$ 6,717	\$ 80,600
\$ 39.00	\$ 6,760	\$ 81,120
\$ 39.25	\$ 6,803	\$ 81,640
\$ 39.50	\$ 6,847	\$ 82,160
\$ 39.75	\$ 6,890	\$ 82,680
\$ 40.00	\$ 6,933	\$ 83,200
\$ 40.25	\$ 6,977	\$ 83,720
\$ 40.50	\$ 7,020	\$ 84,240
\$ 40.75	\$ 7,063	\$ 84,760
\$ 41.00	\$ 7,107	\$ 85,280
\$ 41.25	\$ 7,150	\$ 85,800
\$ 41.50	\$ 7,193	\$ 86,320
\$ 41.75	\$ 7,237	\$ 86,840
\$ 42.00	\$ 7,280	\$ 87,360
\$ 42.25	\$ 7,323	\$ 87,880
\$ 42.50	\$ 7,367	\$ 88,400
\$ 42.75	\$ 7,410	\$ 88,920
\$ 43.00	\$ 7,453	\$ 89,440
\$ 43.25	\$ 7,497	\$ 89,960
\$ 43.50	\$ 7,540	\$ 90,480
\$ 43.75	\$ 7,583	\$ 91,000
\$ 44.00	\$ 7,627	\$ 91,520
\$ 44.25	\$ 7,670	\$ 92,040
\$ 44.50	\$ 7,713	\$ 92,560
\$ 44.75	\$ 7,757	\$ 93,080
\$ 45.00	\$ 7,800	\$ 93,600
\$ 45.25	\$ 7,843	\$ 94,120
\$ 45.50	\$ 7,887	\$ 94,640
\$ 45.75	\$ 7,930	\$ 95,160

Hourly	Monthly	Annual
\$ 46.00	\$ 7,973	\$ 95,680
\$ 46.25	\$ 8,017	\$ 96,200
\$ 46.50	\$ 8,060	\$ 96,720
\$ 46.75	\$ 8,103	\$ 97,240
\$ 47.00	\$ 8,147	\$ 97,760
\$ 47.25	\$ 8,190	\$ 98,280
\$ 47.50	\$ 8,233	\$ 98,800
\$ 47.75	\$ 8,277	\$ 99,320
\$ 48.00	\$ 8,320	\$ 99,840
\$ 48.25	\$ 8,363	\$ 100,360
\$ 48.50	\$ 8,407	\$ 100,880
\$ 48.75	\$ 8,450	\$ 101,400
\$ 49.00	\$ 8,493	\$ 101,920
\$ 49.25	\$ 8,537	\$ 102,440
\$ 49.50	\$ 8,580	\$ 102,960
\$ 49.75	\$ 8,623	\$ 103,480
\$ 50.00	\$ 8,667	\$ 104,000
\$ 50.25	\$ 8,710	\$ 104,520
\$ 50.50	\$ 8,753	\$ 105,040
\$ 50.75	\$ 8,797	\$ 105,560
\$ 51.00	\$ 8,840	\$ 106,080
\$ 51.25	\$ 8,883	\$ 106,600
\$ 51.50	\$ 8,927	\$ 107,120
\$ 51.75	\$ 8,970	\$ 107,640
\$ 52.00	\$ 9,013	\$ 108,160
\$ 52.25	\$ 9,057	\$ 108,680
\$ 52.50	\$ 9,100	\$ 109,200
\$ 52.75	\$ 9,143	\$ 109,720
\$ 53.00	\$ 9,187	\$ 110,240
\$ 53.25	\$ 9,230	\$ 110,760
\$ 53.50	\$ 9,273	\$ 111,280
\$ 53.75	\$ 9,317	\$ 111,800
\$ 54.00	\$ 9,360	\$ 112,320
\$ 54.25	\$ 9,403	\$ 112,840
\$ 54.50	\$ 9,447	\$ 113,360
\$ 54.75	\$ 9,490	\$ 113,880
\$ 55.00	\$ 9,533	\$ 114,400
\$ 55.25	\$ 9,577	\$ 114,920
\$ 55.50	\$ 9,620	\$ 115,440
\$ 55.75	\$ 9,663	\$ 115,960
\$ 56.00	\$ 9,707	\$ 116,480
\$ 56.25	\$ 9,750	\$ 117,000
\$ 56.50	\$ 9,793	\$ 117,520
\$ 56.75	\$ 9,837	\$ 118,040
\$ 57.00	\$ 9,880	\$ 118,560
\$ 57.25	\$ 9,923	\$ 119,080
\$ 57.50	\$ 9,967	\$ 119,600
\$ 57.75	\$ 10,010	\$ 120,120
\$ 58.00	\$ 10,053	\$ 120,640
\$ 58.25	\$ 10,097	\$ 121,160
\$ 58.50	\$ 10,140	\$ 121,680
\$ 58.75	\$ 10,183	\$ 122,200
\$ 59.00	\$ 10,227	\$ 122,720
\$ 59.25	\$ 10,270	\$ 123,240
\$ 59.50	\$ 10,313	\$ 123,760
\$ 59.75	\$ 10,357	\$ 124,280
\$ 60.00	\$ 10,400	\$ 124,800

Hourly	Monthly	Annual
\$ 60.25	\$ 10,443	\$ 125,320
\$ 60.50	\$ 10,487	\$ 125,840
\$ 60.75	\$ 10,530	\$ 126,360
\$ 61.00	\$ 10,573	\$ 126,880
\$ 61.25	\$ 10,617	\$ 127,400
\$ 61.50	\$ 10,660	\$ 127,920
\$ 61.75	\$ 10,703	\$ 128,440
\$ 62.00	\$ 10,747	\$ 128,960
\$ 62.25	\$ 10,790	\$ 129,480
\$ 62.50	\$ 10,833	\$ 130,000
\$ 62.75	\$ 10,877	\$ 130,520
\$ 63.00	\$ 10,920	\$ 131,040
\$ 63.25	\$ 10,963	\$ 131,560
\$ 63.50	\$ 11,007	\$ 132,080
\$ 63.75	\$ 11,050	\$ 132,600
\$ 64.00	\$ 11,093	\$ 133,120
\$ 64.25	\$ 11,137	\$ 133,640
\$ 64.50	\$ 11,180	\$ 134,160
\$ 64.75	\$ 11,223	\$ 134,680
\$ 65.00	\$ 11,267	\$ 135,200
\$ 65.25	\$ 11,310	\$ 135,720
\$ 65.50	\$ 11,353	\$ 136,240
\$ 65.75	\$ 11,397	\$ 136,760
\$ 66.00	\$ 11,440	\$ 137,280
\$ 66.25	\$ 11,483	\$ 137,800
\$ 66.50	\$ 11,527	\$ 138,320
\$ 66.75	\$ 11,570	\$ 138,840
\$ 67.00	\$ 11,613	\$ 139,360
\$ 67.25	\$ 11,657	\$ 139,880
\$ 67.50	\$ 11,700	\$ 140,400
\$ 67.75	\$ 11,743	\$ 140,920
\$ 68.00	\$ 11,787	\$ 141,440
\$ 68.25	\$ 11,830	\$ 141,960
\$ 68.50	\$ 11,873	\$ 142,480
\$ 68.75	\$ 11,917	\$ 143,000
\$ 69.00	\$ 11,960	\$ 143,520
\$ 69.25	\$ 12,003	\$ 144,040
\$ 69.50	\$ 12,047	\$ 144,560
\$ 69.75	\$ 12,090	\$ 145,080
\$ 70.00	\$ 12,133	\$ 145,600
\$ 70.25	\$ 12,177	\$ 146,120
\$ 70.50	\$ 12,220	\$ 146,640
\$ 70.75	\$ 12,263	\$ 147,160
\$ 71.00	\$ 12,307	\$ 147,680
\$ 71.25	\$ 12,350	\$ 148,200
\$ 71.50	\$ 12,393	\$ 148,720
\$ 71.75	\$ 12,437	\$ 149,240
\$ 72.00	\$ 12,480	\$ 149,760
\$ 72.25	\$ 12,523	\$ 150,280
\$ 72.50	\$ 12,567	\$ 150,800
\$ 72.75	\$ 12,610	\$ 151,320
\$ 73.00	\$ 12,653	\$ 151,840
\$ 73.25	\$ 12,697	\$ 152,360
\$ 73.50	\$ 12,740	\$ 152,880
\$ 73.75	\$ 12,783	\$ 153,400
\$ 74.00	\$ 12,827	\$ 153,920
\$ 74.25	\$ 12,870	\$ 154,440

Hourly	Monthly	Annual
\$ 74.50	\$ 12,913	\$ 154,960
\$ 74.75	\$ 12,957	\$ 155,480
\$ 75.00	\$ 13,000	\$ 156,000
\$ 75.25	\$ 13,043	\$ 156,520
\$ 75.50	\$ 13,087	\$ 157,040
\$ 75.75	\$ 13,130	\$ 157,560
\$ 76.00	\$ 13,173	\$ 158,080
\$ 76.25	\$ 13,217	\$ 158,600
\$ 76.50	\$ 13,260	\$ 159,120
\$ 76.75	\$ 13,303	\$ 159,640
\$ 77.00	\$ 13,347	\$ 160,160
\$ 77.25	\$ 13,390	\$ 160,680
\$ 77.50	\$ 13,433	\$ 161,200
\$ 77.75	\$ 13,477	\$ 161,720
\$ 78.00	\$ 13,520	\$ 162,240
\$ 78.25	\$ 13,563	\$ 162,760
\$ 78.50	\$ 13,607	\$ 163,280
\$ 78.75	\$ 13,650	\$ 163,800
\$ 79.00	\$ 13,693	\$ 164,320
\$ 79.25	\$ 13,737	\$ 164,840
\$ 79.50	\$ 13,780	\$ 165,360
\$ 79.75	\$ 13,823	\$ 165,880
\$ 80.00	\$ 13,867	\$ 166,400
\$ 80.25	\$ 13,910	\$ 166,920
\$ 80.50	\$ 13,953	\$ 167,440
\$ 80.75	\$ 13,997	\$ 167,960
\$ 81.00	\$ 14,040	\$ 168,480
\$ 81.25	\$ 14,083	\$ 169,000
\$ 81.50	\$ 14,127	\$ 169,520
\$ 81.75	\$ 14,170	\$ 170,040
\$ 82.00	\$ 14,213	\$ 170,560
\$ 82.25	\$ 14,257	\$ 171,080
\$ 82.50	\$ 14,300	\$ 171,600
\$ 82.75	\$ 14,343	\$ 172,120
\$ 83.00	\$ 14,387	\$ 172,640
\$ 83.25	\$ 14,430	\$ 173,160
\$ 83.50	\$ 14,473	\$ 173,680
\$ 83.75	\$ 14,517	\$ 174,200
\$ 84.00	\$ 14,560	\$ 174,720
\$ 84.25	\$ 14,603	\$ 175,240
\$ 84.50	\$ 14,647	\$ 175,760
\$ 84.75	\$ 14,690	\$ 176,280
\$ 85.00	\$ 14,733	\$ 176,800
\$ 85.25	\$ 14,777	\$ 177,320
\$ 85.50	\$ 14,820	\$ 177,840
\$ 85.75	\$ 14,863	\$ 178,360
\$ 86.00	\$ 14,907	\$ 178,880
\$ 86.25	\$ 14,950	\$ 179,400
\$ 86.50	\$ 14,993	\$ 179,920
\$ 86.75	\$ 15,037	\$ 180,440
\$ 87.00	\$ 15,080	\$ 180,960
\$ 87.25	\$ 15,123	\$ 181,480
\$ 87.50	\$ 15,167	\$ 182,000
\$ 87.75	\$ 15,210	\$ 182,520
\$ 88.00	\$ 15,253	\$ 183,040
\$ 88.25	\$ 15,297	\$ 183,560
\$ 88.50	\$ 15,340	\$ 184,080

Appendix E

About The Bayer Center for Nonprofit Management at Robert Morris University

In twenty-three years of service to the nonprofit community, the Bayer Center has completed over 2,550 consulting engagements and educated over 14,000 students. Our consulting clients include human service, arts, faith-based, community development, environmental and education organizations with budgets ranging from less than \$50,000 to more than \$50,000,000. Our intensive and customized management, governance, and financial consulting services are designed to educate leaders and have resulted in:

- Higher functioning governing boards
- Enhanced financial planning and management
- Increased partnerships and strategic alliances
- More effective approaches to fundraising
- Better informed, evidence-based decisions for future directions
- More capable nonprofit leaders and organizations
- Effective management information systems
- Heightened brand awareness
- A strategic approach to decision-making

The Bayer Center also offers extensive management education on topics in nonprofit management, finance, and governance. BCNM provides information and referral services; conducts applied research, through initiatives including “74%: Exploring the lives of women leaders in nonprofit organizations” and “What Now: How will the impending retirement of nonprofit leaders change the sector?”; convenes in-depth discussions on issues relevant to the nonprofit sector; and, through the Executive Service Corps program, provides accomplished executives as volunteer consultants to assist nonprofits with a broad range of advisory services and executive coaching.

Our sister center, the Covestro Center Community for Engagement (CCCE), seeks to connect corporate social purpose and nonprofits’ missions for long-term impact. CCCE programs – BoardsWork!, SkillShare and the Executive Service Corps – provide nonprofits with a range of professional services they may otherwise be unable to afford. CCCE has trained over 1000 new board members and served over 225 nonprofits through matching and governance assistance through BoardsWork! Through these programs, they provide trained, service-minded corporate volunteers to nonprofits – whether it’s new board directors, or teams of employees charged with solving a specific operational issue you need help with, or seasoned management consultants who can provide one-on-one advice and expertise. CCCE works to strengthen governance, operations improvements, and lasting connections with corporations and their employees.

At the Bayer Center for Nonprofit Management at Robert Morris University, we believe nonprofits build strong communities...we help to build strong nonprofits. With the new help from our business partners, our community thrives!

In short, at the Bayer Center, we work with you to provide effective and practical management and governance tools, information, education and research that strengthen nonprofit missions and multiply all investments of time, talent and money in regional nonprofit organizations.