

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

**2025**  
**Wage and Benefit Survey**  
**of Southwestern Pennsylvania**  
**Nonprofit Organizations**



**BAYER CENTER FOR  
NONPROFIT MANAGEMENT**

# 2025 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 more than 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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# PREFACE

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This report provides you with the results of the **2025 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

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The 2025 Wage and Benefit Survey of Southwestern Pennsylvania Nonprofit Organizations contains data from the 154 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, 2024.

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, 2024, as reported by 154 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.

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

- 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, 2024. 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, 2024, 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
<b>Across-the-board salary increase</b>	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>
<b>Actual bonus paid</b>	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.
<b>Average salary</b>	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.
<b>Base salary – All Employees</b>	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.
<b>Cost of living increase</b>	Periodic, across-the-board increases in base pay, designed to keep employees’ salaries in line with the rising cost of living.

<b>Defined benefit plan</b>	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.
<b>Defined contribution plan</b>	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>
<b>Dependent Care Spending Account (DCSA)</b>	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.
<b>Eligible for incentive/bonus</b>	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.
<b>Exempt vs. Non-Exempt employees</b>	Employees are classified as "exempt" or "nonexempt" in reference to the FLSA (Fair Labor Standards Act). An exempt employee is paid a salary and in most cases 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. Non-exempt employees are paid for all overtime hours worked and generally perform operational functions such as routine clerical duties, maintenance work, and checking and inspecting equipment.
<b>Flexible benefit plan</b>	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.
<b>Flexible Spending Account (FSA)</b>	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).
<b>Full-time equivalent (FTE)</b>	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.

<b>Health Care Spending Account (HCSA)</b>	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.
<b>Health Reimbursement Arrangement (HRA)</b>	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.
<b>Health Savings Account (HSA)</b>	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.
<b>Incentive or bonus pay</b>	A periodic or one-time financial payment of additional cash compensation beyond an employee's base pay. Incentive pay generally rewards employees for outstanding job performance, such as specific instances of employee achievement or meeting/exceeding performance goals. Alternatively, some organizations provide bonus pay that is unrelated to assessments of employee performance.
<b>Individual Retirement Account (IRA)</b>	A defined contribution benefit plan that allows employees to make tax-deductible contributions to their own retirement accounts.
<b>Median</b>	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.
<b>Number of employees</b>	In the <i>Compensation by Position</i> tables, the total number of individuals reported in the job; the size of the sample.
<b>Number of Organizations</b>	In the <i>Compensation by Position</i> tables, the number of organizations reporting employees in the position.
<b>Paid Time Off (PTO) program</b>	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).
<b>Paid time-off benefits</b>	Employer-paid time off the job; that is, vacation, sick days and holidays.
<b>Percentiles</b>	<ul style="list-style-type: none"> <li>• The 25th percentile is the data point below which 25 percent of the sample falls.</li> <li>• 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.</li> </ul>
<b>Performance-based or merit increases</b>	Salary increases based on employee merit or performance over a given period of time.
<b>Personal days</b>	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	<p>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,</p> <ul style="list-style-type: none"> <li>• Average base salary for 5 Executive Directors is \$100,000</li> <li>• Two received bonuses: one was \$5,000 and one was \$1,000</li> <li>• <math>(5 \times \\$100,000) + (\\$5,000 + \\$1,000) / 5 = \\$101,200</math> (Total Cash Compensation)</li> </ul>

### Positions

This year, we collected data on 280 job titles and received enough data to print reports for 127 of those titles. For many of these jobs, especially those core positions found particularly in nonprofits, there are very limited data available elsewhere. Nearly 6,000 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 full-time equivalent 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 154 nonprofit employers of all sizes across Southwestern Pennsylvania for wages and benefits they provided to 9,148 employees as of October 1, 2024. Participating nonprofits are divided into two regions: those in Allegheny County, and those in the surrounding area. One hundred twenty-eight organizations included in this Survey are located in Allegheny County and twenty-six are located in other counties.

The annual operating expenses of participating nonprofits range from less than \$100,000 to more than \$100,000,000 per year. The median annual operating expenses among survey participants is \$1,700,000.

Fifty-six percent of the organizations' Executive Directors/CEOs are women; 44% are men, and fewer than 1% are non-binary/non-conforming. In the total sample of employees, 74% are women, 25% are men and fewer than 1% identify as non-binary/gender non-conforming.

Seventy-one percent of the 9,148 employees of the participating organizations work full-time; 29% work part-time.

Sixty-five percent of participating nonprofits define a full-time workweek as 40 hours per week, 16% use 37.5 hours, and 10% use 35 hours.

### Benefits: Paid Time Off

More than half (53%) 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 5% are mostly small organizations with a less formal policy.

Sixty-one percent of participating nonprofits offer paid time off to part-time employees. Of those, 54% require that those employees work at least 21 hours per week, on average, to be eligible.

Most (82%) 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; 13% have two or more schedules depending on the type of employee. Surveyed nonprofits provide an average of 11.5 paid holidays and 10 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.

## Benefits: Insurance

Ninety-one percent of surveyed nonprofits offer some type of medical insurance coverage to full-time employees including 17% that pay employees a monthly cash stipend to purchase their own insurance. Among organizations that offer a “traditional” health plan (rather than flexible benefit plans), 34% of those pay the full cost of premiums for single employees.

Twenty-two 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 78% of surveyed organizations provide insurance benefits only to full-time employees.

## Benefits: Retirement

The great majority (83%) of surveyed nonprofits provide some type of retirement benefit to their full-time employees. Tax-deferred annuities are the most popular type of plan (55% of all surveyed organizations), followed by IRAs/SEP-IRAs/SIMPLE IRAs (26%). Most (85%) of those with retirement benefits have plans in which both the employer and the employee contribute. In 5% only the employee contributes, and in 9% only the employer contributes.

Ninety-six percent of organizations that contribute to retirement plans describe the 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 2% to 25%, with an average response of 5.04% median response of 3.5%.

## Compensation

Overall, men Executive Directors/CEOs earn higher pay than do women. The difference in pay reported appears to be at least partly related a higher representation of male Executive Directors/CEOs at the largest organizations in the sample, which tend to pay higher salaries, particularly for executive-level positions. At the same time, pay differences between men and women leading similarly-sized organizations are not predictable, with women sometimes earning more than men.

Overall, 92% 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 42% of organizations planning to give them during the next twelve months. Across-the-board increases are the next most common factor, with 39% of organizations planning them. Thirty-three percent expect cost-of-living increases, 8% expect to consider external labor market information such as survey data, 6% 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-seven percent of the participating nonprofits report a performance review interval of one year, 5% conduct reviews every six months, 5% conduct quarterly reviews and 4% have no set interval or do not review.

Fifty 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, 2024.

### Participants

This year, 154 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	24	\$323,181
\$500,000 - \$999,999	27	\$715,525
\$1,000,000 - \$2,499,999	41	\$1,644,543
\$2,500,000 - \$9,999,999	41	\$5,223,337
\$10,000,000 and more	21	\$31,033,120
<b>Total</b>	<b>154</b>	<b>\$6,236,066</b>

### 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	\$78,600
\$500,000 - \$999,999	\$100,651
\$1,000,000 - \$2,499,999	\$127,153
\$2,500,000 - \$9,999,999	\$161,307
\$10,000,000 and more	\$278,963
<b>Average of all</b>	<b>\$146,102</b>

## 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	46%
\$500,000 - \$999,999	6	26%
\$1,000,000 - \$2,499,999	14	24%
\$2,500,000 - \$9,999,999	39	24%
\$10,000,000 and more	222	30%
<b>Average of all participants</b>	<b>46</b>	<b>29%</b>

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 4 employees	39
From 5 to 12 employees	39
From 13 to 25 employees	24
From 26 to 75 employees	28
More than 75 employees	24
<b>Total</b>	<b>154</b>

**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	11	0	1	4	3	3
Counseling/Behavioral Health & Wellness	5	0	1	0	2	2
Culture/Arts	20	6	3	5	3	3
Economic/Neighborhood Development	14	1	3	4	5	1
Education and Child Care Services	13	3	0	4	2	4
Employment and Economic Opportunity	5	0	1	3	1	0
Environment/Animal Welfare	13	4	0	5	4	0
Family Support and Preservation	4	0	0	2	1	1
Foundation/Philanthropy	6	2	0	1	3	0
Health and Health Education	10	3	3	1	2	1
Legal/Advocacy	5	0	3	1	1	0
Library	8	1	3	2	1	1
Management/Technical Assistance	4	1	2	1	0	0
Religious	5	0	2	3	0	0
Social Support	24	3	2	3	11	5
Youth/Recreation	7	0	3	2	2	0
<b>Total</b>	<b>154</b>	<b>24</b>	<b>27</b>	<b>41</b>	<b>41</b>	<b>21</b>

## 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	128	15	23	36	38	16
Other Counties:						
Armstrong	1	1	0	0	0	0
Beaver	3	0	2	1	0	0
Butler	3	0	0	0	1	2
Erie	1	0	0	0	1	0
Fayette	2	2	0	0	0	0
Indiana	3	1	0	1	0	1
Washington	7	2	1	2	1	1
Westmoreland	6	3	1	1	0	1
Total Other Counties	26	9	4	5	3	5
<b>Total</b>	<b>154</b>	<b>24</b>	<b>27</b>	<b>41</b>	<b>41</b>	<b>21</b>

## 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	69	16	17	21	13	2
April	1	0	0	0	1	0
May	1	0	0	1	0	0
June	2	1	0	1	0	0
July	65	5	6	15	23	16
September	4	1	0	1	1	1
October	11	1	3	2	3	2
December	1	0	0	1	0	0
Total	<b>154</b>	<b>24</b>	<b>27</b>	<b>41</b>	<b>41</b>	<b>21</b>

## 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	1,667	17	54	202	366	1,028
Women	4,931	85	158	450	1,444	2,794
Non-Binary/Non-Conforming	30	3	3	11	11	2
Total	<b>6,628</b>	<b>105</b>	<b>215</b>	<b>663</b>	<b>1,821</b>	<b>3,824</b>
Women Employees as % of Total	<b>74%</b>	<b>81%</b>	<b>73%</b>	<b>68%</b>	<b>79%</b>	<b>73%</b>

## 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	11	0	0	7	0	4
Asian	89	2	6	16	27	38
Black or African American	873	15	34	88	354	382
Hispanic/Latinx	102	0	2	7	39	54
Native Hawaiian/Other Pacific Islander	6	0	0	1	4	1
White	5,215	85	152	530	1,354	3,094
Mixed Race	65	3	3	11	12	36
Unknown	248	0	0	3	32	213
<b>Total</b>	<b>6,609</b>	<b>105</b>	<b>197</b>	<b>663</b>	<b>1,822</b>	<b>3,822</b>

## Employees with Self-Identified Disabilities

Fifty-one organizations (33% of all participants) report at least one full-time or part-time employee with a self-identified disability. These employees represent 5% of the full-time workforce and 9% 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 16% for full-time and 21% 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 4 employees	14%	0%	7%	0%
From 5 to 12 employees	12%	3%	8%	1%
From 13 to 25 employees	8%	2%	11%	1%
From 26 to 75 employees	15%	3%	13%	1%
More than 75 employees	18%	2%	24%	1%
<b>Overall Percentage Turnover</b>	<b>16%</b>	<b>2%</b>	<b>21%</b>	<b>1%</b>

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, other than retirement.

<b>Factors Related to Voluntary Turnover</b>	<b># of Organizations</b>	<b>% of Organizations</b>
Jobs with higher pay elsewhere	74	48%
Personal reasons (other than geographic move)	46	30%
Stress/burnout	45	29%
Higher-level job (promotion) elsewhere	42	27%
Career change	37	24%
Geographic move for personal/family reasons	36	23%
Dissatisfaction with leadership/management	23	15%
Pursuing higher education	22	14%
Dissatisfaction with in-person work	20	13%
Jobs with more competitive benefits elsewhere	18	12%
Dissatisfaction with organizational culture	12	8%
Job in the private sector	9	6%
Geographic move for affordability reasons	5	3%
Dissatisfaction with remote work	3	2%
Job in the public sector	2	1%
Other	1	1%

### III. COMPENSATION & BENEFITS PRACTICES

#### Compensation Practices

##### Salary Increase Budgets for Current Fiscal Year

Ninety-two percent (92%) of surveyed organizations expect to give regular salary increases during the next twelve months. The median salary increase budget is 3.0%, as detailed in the following table:

Salary Increase Budgets for Current Fiscal Year	
# of Organizations Responding	<b>154</b>
# Organizations Responding with 0.0%	<b>13</b>
# Organizations Responding with an Increase Budget	<b>141</b>
All Organizations - 25th Percentile	<b>3.00%</b>
All Organizations - Median	<b>3.00%</b>
All Organizations - 75th Percentile	<b>4.00%</b>
Average (Including those reporting 0.00%)	<b>3.71%</b>
Average (Excluding those reporting 0.00%)	<b>3.98%</b>

##### 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	43%	3.42%	42%	3.24%
Across the board	42%	4.05%	39%	3.68%
Cost of living	36%	3.26%	33%	2.92%
External labor market considerations such as survey data	12%	3.97%	8%	5.15%
Internal job equity considerations	8%	5.05%	6%	2.85%
Length of service	3%	1.40%	3%	1.40%

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

### Salary Grades and Ranges

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

Grades & Ranges	# of Organizations	% of Organizations
Use grades and ranges	79	51%
Do not use grades and ranges	75	49%
<b># Organizations Responding</b>	<b>154</b>	

### Incentive Pay or Bonuses

Of the 154 respondents, 50% indicate they provide the Executive Director/CEO with some type of incentive or bonus opportunity. Between 27% and 38% of nonprofits provide bonus opportunities for some other staff members, as follows:

Employee Group – Bonus Eligible	# of Organizations	% of Organizations
Executive Director/CEO	77	50%
Associate Director/COO	45	29%
Development Director	42	27%
Department Heads	59	38%
Support and Administrative Staff	56	36%

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

Forty-nine respondents (32% of the 154 survey respondents) indicate they have some type of on-call pay practice:

On-Call Pay Practices	# of Organizations	% of Organizations
Pay for hours worked (including overtime)	13	8%
Pay a flat rate for being on call	9	6%
Provide compensatory time off or flex-time	8	5%
Do not pay or provide time off (exempt staff)	11	7%
Pay a show-up rate and hourly pay for time worked	4	3%
Other	4	3%
<b>Total Responses</b>	<b>49</b>	<b>32%</b>

### Practices for Dealing with Extensive Overtime by Exempt Staff

When dealing with overtime by exempt staff, 23% of organizations surveyed report that they have no formal policy. The practice of providing compensatory time-off is reported by 42% of organizations. (Note that the Wage and Hour laws do not mandate overtime pay for exempt staff.) Twenty-five percent (25%) of respondents indicate that they do not compensate exempt staff for overtime.

Practice	# of Organizations	% of Organizations
No formal policy	36	23%
Provide compensatory time off	64	42%
Pay straight time	0	0%
Pay overtime rates	11	7%
Do not compensate for extensive overtime	39	25%
Other	4	3%
<b># Organizations Responding</b>	<b>154</b>	

### Compensatory Time Off

Fifty-eight nonprofits (38%) 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, 9% of surveyed organizations reported that at least some of their full-time employees were eligible. These organizations report an average of 9% and a median of 5% 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 1% of all full-time employees.

## Employment Practices

### Introductory Period

The 115 nonprofits with an introductory period report an average of **3.64** months. The most common response is three months.

Length of Introductory Period	# of Organizations	% of Organizations
None	39	25%
Less than two months	1	1%
Two months	6	4%
Three months	84	55%
Four months	1	1%
Six months	21	14%
Twelve months	2	1%
<b># Organizations responding</b>	<b>154</b>	

Of those organizations that report an introductory period, 65% indicate that employees are eligible for paid-time off benefits and 74% 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 Organizations	% of Organizations
Quarterly	7	5%
Every six months	7	5%
Annually	134	87%
No set schedule	5	3%
Other	1	1%
<b>Total responses</b>	<b>154</b>	

### Full-Time Workweek by Organizations' Annual Expenses

Almost 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	65%	67%	67%	71%	63%	50%
37.5 hours	16%	17%	11%	10%	15%	40%
35 hours	10%	4%	11%	7%	17%	5%
Other	9%	13%	11%	12%	5%	5%

### 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 51.

Benefit	% of Organizations Offering Benefit to:	
	Executives (other than Executive Director/CEO)	Other Staff
Employee Assistance Program (EAP)	46%	45%
Telecommuting	71%	64%
Financial planning services	27%	25%
Reimbursement for cost of professional license/credential	44%	41%
Professional conference attendance	84%	72%
Professional development classes	82%	79%
Low-interest or no-interest loan program	4%	4%
Transportation and/or travel	39%	37%
Spouse's/domestic partner's travel expenses	1%	1%
Local mass transit subsidy	6%	6%
Car leasing	1%	1%
Car ownership	1%	1%
Housing or housing allowance	1%	1%
Cellular phone use	42%	34%
Home computer purchase or lease	8%	7%
Cost of home internet provider	4%	4%
Personal legal expenses	0%	0%
Personal liability insurance	2%	1%
Professional liability insurance	30%	23%
Membership in country club/residential club	0%	0%
Membership in health club	3%	3%
Membership in fraternal club	0%	0%
Professional membership dues	44%	32%
Sabbatical (paid time off)	6%	6%
Benefit	Executives (other than Executive Director/CEO)	
Additional vacation time	19%	
Additional contribution to medical insurance	12%	
Additional contribution to life insurance	10%	
Additional contribution to disability insurance	7%	
Additional contribution to long-term care insurance	3%	
Additional contribution to retirement plan	16%	

### Attracting and Retaining Talent

Survey respondents were asked about their organizations’ specific efforts to attract and/or retain talent. Ninety-nine percent (99%) 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 flexible hours/schedules	119	77%
Measure performance for ALL employees on an annual basis	116	75%
Offer job/positions promotions within the organization	111	72%
Provide technology to work remotely	114	74%
Encourage participation in professional networks or associations	126	82%
Provide formal coaching and/or mentorship opportunities for employees throughout the organization	64	42%
Allocate at least 2% of operating budget to professional or leadership development	39	25%
Provide financial assistance for collegiate-level continuing education	28	18%
Offer generous employee benefits (i.e. paid time off, insurance, retirement)	130	84%
Other	17	11%

### Impact of the Economic Environment

Participants were asked for an overall assessment of the degree to which their organization’s operations are currently impacted by the COVID-19 outbreak. Well over half (68%) report that they are either slightly impacted or not impacted at all.

Overall Impact	% of Organizations
Severe	4%
Significant	10%
Moderate	18%
Slight	29%
Not all all	39%

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)	7%	62%	30%
Accounting/Finance	17%	60%	23%
Development	10%	64%	26%
Program services	7%	52%	41%

Since the onset of the COVID-19 pandemic, 16% of organizations with remote and/or hybrid employees have required some of them to return to exclusively in-person work. Three percent (3%) expect to require some employees to return to in-person work in 2025.

Participants with any employees working remotely and/or with a hybrid arrangement were asked how work schedules are generally set for hybrid and/or remote employees:

<b>Responsibility for setting work schedule of hybrid/remote employees</b>	<b>% of Organizations</b>
Set predominantly by organization	25%
Set by agreement between organization and employee	61%
Set predominantly by employee	14%

Participants with any employees working remotely and/or with a hybrid arrangement were asked whether their organization compensates these employees for at-home work expenses. If they do, they were asked which kinds of expenses are reimbursed.

<b>Compensate for at-home work expenses</b>	<b>% of Organizations</b>
Yes	33%
No	67%
Among those who answered Yes:	
Internet service	15%
Cell phone	51%
Computer	67%
Home office furniture and other equipment/supplies	23%
Stipend to cover work-related expenses	23%

Participants with any hybrid and/or remote employees were asked about the geographic areas from which their organization hires. Among organizations that hire from non-local areas, 8% adjust pay based on cost-of-living differences.

<b>Geographic area for hiring employees</b>	<b>% of Organizations</b>
Local area (within commuting distance)	96%
Outside of the local area	29%
Outside of Pennsylvania	14%

More generally, survey participants described changes in the overall cost of their insurance and retirement benefits per employee during calendar year 2024, as well as any projected changes for 2025.

<b>Changes in cost of insurance and retirement benefits</b>	<b>% of Organizations</b>		
	<b>Increase</b>	<b>About the Same</b>	<b>Reduce</b>
Cost of insurance and retirement benefits per employee during 2024	72%	27%	2%
Projected cost of insurance and retirement benefits per employee during 2025	69%	31%	0%

They were asked about their expectations of the employment market and its impact on their operations in 2025.

	% 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 2025?	61%	39%
Does your organization see turnover as a significant problem in 2025?	31%	69%

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?	40%	42%	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	41%
Programs have changed	44%
Difficulty filling open positions	47%
Other	4%

Thirty percent of organizations (30%) report that they contracted out work during the past twelve months that had previously been performed by staff. Nineteen percent (19%) expect to contract out work during the next twelve months that is currently (as of the time of this survey) performed by staff.

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	34%	64%	1%

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

<b>Job Categories</b>	<b>% of Organizations</b>
Accounting/Finance	9%
Administration/General Office	7%
Communications/Marketing	8%
Development/Fundraising	14%
Executive	3%
Human Resources	3%
Information Technology	3%
Maintenance/Facilities/Grounds/Drivers	9%
Program Delivery	40%

Survey participants were asked about their practices related to paying employees a living wage. Ninety percent (90%) of survey participants report that paying employees a living wage is a strategic priority for their organizations.

<b>Paying Living Wage as Strategic Priority</b>	<b>% of Organizations</b>
Yes, paying living wage is a strategic priority	90%
No, paying living wage is not a strategic priority	10%

Those that do consider paying a living wage to be a strategic priority were asked how they expect to address the budget impact involved. Some participants selected more than one answer.

<b>Addressing Budget Impact of Living Wage</b>	<b>% of Organizations</b>
Organization already pays at or above the living wage	54%
Additional fundraising	49%
Absorb with already-existing resources	34%
Increasing income from programs and services	31%
Budget re-allocations, not including layoffs	20%
Budget re-allocations, possibly including layoffs	7%
Other	2%

Those that do consider paying a living wage to be a strategic priority were asked what data they use to determine an appropriate living wage for their location(s). Some participants selected more than one answer.

<b>Data Used to Determine Living Wage</b>	<b>% of Organizations</b>
Municipal/city data	40%
County/regional data	66%
State data	45%
Other	30%

### Diversity, Equity, Inclusion and Belonging (DEIB) Practices

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	29%
Discussion	12%
Planning	10%
Time formally allocated for all or some staff to work on DEIB	21%
Funds allocated for DEIB (i.e. staffing, training, consultant)	12%
DEIB is standing line item in budget/Policies implemented	14%
Other	2%

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	55%
Planning to do within 12 months	8%
Done previously, no longer active	10%
No	27%

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/will you work with a consultant or firm to help support your DEIB work?	65%	35%
Does your organization plan to provide DEIB-related training for the staff during the next twelve months?	74%	26%
Does your organization plan to provide DEIB-related training for the board during the next twelve months?	52%	48%

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?	55%	0%	45%

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	44%	19%	37%
Hiring (recruitment, hiring, onboarding)	65%	19%	16%
Supervision, evaluation, promotion, lay-offs	44%	19%	36%
Financial	33%	18%	49%
Fundraising/marketing	43%	19%	39%
Program	58%	19%	22%
Planning (strategic, program planning)	63%	19%	18%
Retention (e.g. stay interview)	44%	20%	36%

**Time-Off Practices**

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

- Separate vacation, sick leave and holiday benefits: 81 organizations (53%) are reported
- Paid time off (PTO): 65 organizations (42%) are reported

In addition, 8 respondents (5%) report different time-off policies for their staff, including no formal time-off policies.

Of the respondents who have part-time employees, 61% indicate that their part-time employees are eligible for paid time off benefits while 39% 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, 54% require the part-time employee to work a minimum number of hours per week to be eligible. On average, this minimum is 21 hours per week. The remaining 46% 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**

Sixty-nine survey participants (45%) 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	11.8	10.0	11.1	1.9	34.8
Second Year	13.2	10.0	11.1	1.9	36.2
Third Year	14.2	10.0	11.1	1.9	37.2
Fourth Year	14.8	10.0	11.1	1.9	37.8
Fifth Year	16.7	10.0	11.1	1.9	39.7
Sixth to Ninth Years	18.6	10.0	11.1	1.9	41.6
Tenth Year	20.9	10.0	11.1	1.9	43.9
Eleventh Year	22.5	10.0	11.1	1.9	45.5

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

Twelve survey participants (8%) provide different benefits to exempt and non-exempt staff, AND accrue vacation, holiday, and sick leave separately, as detailed in the following two tables:

<b>Exempt Staff Years of Service</b>	<b>Vacation Days</b>	<b>Sick Leave</b>	<b>Holiday</b>	<b>Personal Days</b>	<b>Total Days</b>
First Year	14.3	9.6	12.2	3.2	39.3
Second Year	15.4	9.6	12.2	3.2	40.4
Third Year	16.6	9.6	12.2	3.2	41.6
Fourth Year	17.7	9.6	12.2	3.2	42.7
Fifth Year	19.3	9.6	12.2	3.2	44.3
Sixth to Ninth Years	19.6	9.6	12.2	3.2	44.6
Tenth Year	21.6	9.6	12.2	3.2	46.6
Eleventh Year	22.1	9.6	12.2	3.2	47.1

<b>Non-Exempt Staff Years of Service</b>	<b>Vacation Days</b>	<b>Sick Leave</b>	<b>Holiday</b>	<b>Personal Days</b>	<b>Total Days</b>
First Year	7.8	9.6	12.2	3.2	32.8
Second Year	9.6	9.6	12.2	3.2	34.6
Third Year	10.2	9.6	12.2	3.2	35.2
Fourth Year	11.4	9.6	12.2	3.2	36.4
Fifth Year	13.6	9.6	12.2	3.2	38.6
Sixth to Ninth Years	13.9	9.6	12.2	3.2	38.9
Tenth Year	17.8	9.6	12.2	3.2	42.8
Eleventh Year	18.1	9.6	12.2	3.2	43.1

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

Fifty-seven survey respondents (37%) 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	15.3	12.4	27.7
Second Year	17.9	12.4	30.3
Third Year	19.3	12.4	31.7
Fourth Year	20.4	12.4	32.8
Fifth Year	22.2	12.4	34.6
Sixth to Ninth Years	24.4	12.4	36.8
Tenth Year	25.8	12.4	38.2
Eleventh Year	26.9	12.4	39.3

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

Eight survey respondents (5%) 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	21.7	11.0	32.7
Second Year	23.0	11.0	34.0
Third Year	23.7	11.0	34.7
Fourth Year	24.0	11.0	35.0
Fifth Year	26.2	11.0	37.2
Sixth to Ninth Years	28.8	11.0	39.8
Tenth Year	31.5	11.0	42.5
Eleventh Year	32.8	11.0	43.8

Non-Exempt Staff Years of Service	Paid Time- Off	Holidays	Total Days
First Year	16.8	11.0	27.8
Second Year	18.3	11.0	29.3
Third Year	18.7	11.0	29.7
Fourth Year	19.0	11.0	30.0
Fifth Year	20.5	11.0	31.5
Sixth to Ninth Years	22.7	11.0	33.7
Tenth Year	25.0	11.0	36.0
Eleventh Year	26.2	11.0	37.2

**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, family illness and military service. 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 Organizations
Bereavement	140	91%
Jury service	129	84%
Maternity/paternity	83	54%
Family illness	72	47%
Military service	68	44%
Job-related education/training	26	17%
Volunteer service	10	6%

## Insurance and Retirement Benefits

### Insurance Coverage Offered

The great majority of survey participants (91%) offer some type of medical insurance to their employees. This includes 17% of surveyed organizations that pay employees a cash stipend to purchase their own insurance. The average cost per employee per month to organizations that administer group insurance benefits is \$900; the average cost per employee per month to organizations that pay a cash stipend is \$400.

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.

<b>*Types of Medical Insurance Offered</b>	<b># of Organizations</b>	<b>% of Organizations</b>
Health Maintenance Organization (HMO)	20	13%
Exclusive Provider Organization (EPO)	41	27%
Preferred Provider Organization (PPO)	82	53%
Monthly stipend paid directly to employees	26	17%
Do not provide medical insurance	14	9%
<b>**Total Organizations Responding</b>	<b>154</b>	

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

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

<b>*Other Types of Insurance Offered</b>	<b># of Organizations</b>	<b>% of Organizations</b>
Dental Care Insurance	112	73%
Vision Care Insurance	111	72%
Life Insurance	93	60%
Short-Term Disability Insurance	82	53%
Long-Term Disability Insurance	85	55%
Long-Term Care Insurance	44	29%
Do not provide other types of insurance	42	27%
<b>*Total Organizations Responding</b>	<b>154</b>	

*\*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 39 through 45 detail the percentage of health-care premiums paid by employers who offer traditional plans rather than 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 and flexible benefit 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)	46	43%
up to 1 month	40	37%
up to 2 months	7	6%
up to 3 months	15	14%
<b>Total Organizations Responding</b>	<b>108</b>	

### Domestic Partner Benefits

Fifty-two percent (52%) of respondents offer medical insurance coverage to domestic partners of employees. This includes 35% of respondents that contribute to the cost of the premium for domestic partners, and 17% of respondents that do not pay any of the premium. The remaining thirty-eight percent (48%) do not offer any medical coverage to domestic partners.

### Part-Time Employee Benefits

Of the respondents who have part-time employees, 78% provide insurance benefits only to full-time employees.

Nineteen percent (19%) offer medical insurance benefits to part-time employees who maintain a minimum weekly work schedule. This includes 12% percent offering full benefits to qualifying part-time employees, who must work an average of 27 hours per week to be eligible. The other 7% provide pro-rated benefits to qualifying part-time employees, who must also work an average of 27 hours per week to be eligible.

Just 3% of respondents offer insurance coverage to part-time employees regardless of their work schedules. This includes 2% that offer full benefits and another 1% 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. Seventeen organizations in this survey's sample (11%) offer an HRA to employees, reporting annual contributions ranging from \$400 to \$7,900 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. Eighteen organizations (12%) offer health insurance policies that are compatible with Health Savings Accounts, reporting annual contributions ranging from \$100 to \$2,000 with a median of \$1,000.

**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. All respondents who offer HMO coverage pay at least 50% of the cost *for the employee*, and 53% pay the entire cost. Note that the information in these tables does not include organizations that offer **HMO** coverage through a flexible benefit plan.

<b>HMO—Employee Health Insurance Employer Contribution</b>	<b># of Organizations</b>	<b>% of Organizations</b>
Pay 100% of premium	9	53%
Pay 90 to 99% of premium	2	12%
Pay 80 to 89% of premium	4	24%
Pay 70 to 79% of premium	1	6%
Pay 60 to 69% of premium	0	0%
Pay 50 to 59% of premium	1	6%
Pay from 1 to 49% of premium	0	0%
Do not pay any of the premium	0	0%
<b>Total Offering HMO</b>	<b>17</b>	

Sixty-five percent (65%) of respondents pay at least 50% of the cost of HMO coverage for the employee’s dependents.

<b>HMO—Dependent Health Insurance Employer Contribution</b>	<b># of Organizations</b>	<b>% of Organizations</b>
Pay 100% of premium	3	18%
Pay 90 to 99% of premium	1	6%
Pay 80 to 89% of premium	5	29%
Pay 70 to 79% of premium	1	6%
Pay 60 to 69% of premium	0	0%
Pay 50 to 59% of premium	1	6%
Pay from 1 to 49% of premium	1	6%
Do not pay any of the premium	5	29%
<b>Total Offering HMO</b>	<b>17</b>	

Co-payments for HMO plans range from \$10 to \$80, with a median of \$35. Median deductibles, when applicable, are \$2,100 for a single employee and \$4,400 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. All respondents who offer EPO coverage pay at least 50% of the cost for the employee, and 27% pay the entire cost. Note that the information in these tables does not include organizations that offer EPO coverage through a flexible benefit plan.

<b>EPO—Employee Health Insurance Employer Contribution</b>	<b># of Organizations</b>	<b>% of Organizations</b>
Pay 100% of premium	10	27%
Pay 90 to 99% of premium	14	38%
Pay 80 to 89% of premium	7	19%
Pay 70 to 79% of premium	2	5%
Pay 60 to 69% of premium	2	5%
Pay 50 to 59% of premium	2	5%
Pay from 1 to 49% of premium	0	0%
Do not pay any of the premium	0	0%
<b>Total Offering EPO</b>	<b>37</b>	

Sixty-two percent (62%) of respondents pay at least 50% of the cost of EPO coverage for the employee's dependents.

<b>EPO—Dependent Health Insurance Employer Contribution</b>	<b># of Organizations</b>	<b>% of Organizations</b>
Pay 100% of premium	3	8%
Pay 90 to 99% of premium	4	11%
Pay 80 to 89% of premium	5	14%
Pay 70 to 79% of premium	6	16%
Pay 60 to 69% of premium	1	3%
Pay 50 to 59% of premium	4	11%
Pay from 1 to 49% of premium	5	14%
Do not pay any of the premium	9	24%
<b>Total Offering EPO</b>	<b>37</b>	

Co-payments for EPO plans range from \$15 to \$80, with a median of \$40. Median deductibles, when applicable, are \$1,500 for a single employee and \$3,000 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. All respondents who offer PPO coverage pay at least 50% of the cost *for the employee*, and 30% pay the entire cost. Note that the information in these tables does not include organizations that offer **PPO** coverage through a flexible benefit plan.

<b>PPO—Employee Health Insurance Employer Contribution</b>	<b># of Organizations</b>	<b>% of Organizations</b>
Pay 100% of premium	23	30%
Pay 90 to 99% of premium	19	25%
Pay 80 to 89% of premium	22	29%
Pay 70 to 79% of premium	7	9%
Pay 60 to 69% of premium	2	3%
Pay 50 to 59% of premium	4	5%
Pay from 1 to 49% of premium	0	0%
Do not pay any of the premium	0	0%
<b>Total Offering PPO</b>	<b>77</b>	

Sixty-two percent (62%) of respondents pay at least 50% of the cost of PPO coverage for the employee’s dependents.

<b>PPO—Dependent Health Insurance Employer Contribution</b>	<b># of Organizations</b>	<b>% of Organizations</b>
Pay 100% of premium	9	12%
Pay 90 to 99% of premium	9	12%
Pay 80 to 89% of premium	16	21%
Pay 70 to 79% of premium	8	10%
Pay 60 to 69% of premium	1	1%
Pay 50 to 59% of premium	5	6%
Pay from 1 to 49% of premium	4	5%
Do not pay any of the premium	25	32%
<b>Total Offering PPO</b>	<b>77</b>	

Co-payments for PPO plans ranged from \$10 to \$80, with a median of \$25. Median deductibles, when applicable, are \$1,200 for a single employee and \$2,250 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**. Seventy-nine percent (79%) of survey participants that offer dental insurance pay at least 50% of the premiums *for the employee*, and 50% pay the entire cost. Note that the information in these tables does not include organizations that offer dental coverage through a flexible benefit plan.

<b>Employee Dental Care Employer Contribution</b>	<b># of Organizations</b>	<b>% of Organizations</b>
Pay 100% of premium	53	50%
Pay 90 to 99% of premium	10	9%
Pay 80 to 89% of premium	9	8%
Pay 70 to 79% of premium	7	7%
Pay 60 to 69% of premium	1	1%
Pay 50 to 59% of premium	4	4%
Pay from 1 to 49% of premium	2	2%
Do not pay any of the premium	20	19%
<b>Total Offering Dental Care</b>	<b>106</b>	

Forty-seven percent (47%) of respondents pay at least 50% of the cost of dental care for the employee's dependents.

<b>Dependent Dental Care Employer Contribution</b>	<b># of Organizations</b>	<b>% of Organizations</b>
Pay 100% of premium	20	19%
Pay 90 to 99% of premium	6	6%
Pay 80 to 89% of premium	7	7%
Pay 70 to 79% of premium	5	5%
Pay 60 to 69% of premium	2	2%
Pay 50 to 59% of premium	9	8%
Pay from 1 to 49% of premium	4	4%
Do not pay any of the premium	53	50%
<b>Total Offering Dental Care</b>	<b>106</b>	

**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**. Seventy-five percent (75%) of survey participants that offer vision insurance pay at least 50% of the premiums *for the employee*, and 52% pay the entire cost. Note that the information in these tables does not include vision coverage offered through a flexible benefit plan.

<b>Employee Vision Care Employer Contribution</b>	<b># of Organizations</b>	<b>% of Organizations</b>
Pay 100% of premium	55	52%
Pay 90 to 99% of premium	7	7%
Pay 80 to 89% of premium	10	10%
Pay 70 to 79% of premium	4	4%
Pay 60 to 69% of premium	0	0%
Pay 50 to 59% of premium	3	3%
Pay from 1 to 49% of premium	2	2%
Do not pay any of the premium	24	23%
<b>Total Offering Vision Care</b>	<b>105</b>	

Forty-six percent (46%) of respondents pay at least 50% of the cost of vision care for the employee’s dependents.

<b>Dependent Vision Care Employer Contribution</b>	<b># of Organizations</b>	<b>% of Organizations</b>
Pay 100% of premium	23	22%
Pay 90 to 99% of premium	3	3%
Pay 80 to 89% of premium	8	8%
Pay 70 to 79% of premium	4	4%
Pay 60 to 69% of premium	2	2%
Pay 50 to 59% of premium	8	8%
Pay from 1 to 49% of premium	1	1%
Do not pay any of the premium	56	53%
<b>Total Offering Vision Care</b>	<b>105</b>	

### Employer Contribution—Life Insurance Benefits (Traditional Plans)

Eighty-two percent (82%) 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	72	82%
Pay 50 to 99% of premium	0	0%
Pay 1 to 49% of premium	0	0%
Do not pay premium for employee	16	18%
<b>Total Offering Life Insurance</b>	<b>88</b>	

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

Sixty-seven percent (67%) 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	53	67%
Pay 50 to 99% of premium	1	1%
Pay 1 to 49% of premium	0	0%
Do not pay premium for employee	25	32%
<b>Total Offering Short Term Disability</b>	<b>79</b>	

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

Seventy-seven percent (77%) 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	64	77%
Pay 50 to 99% of premium	0	0%
Pay 1 to 49% of premium	0	0%
Do not pay premium for employee	19	23%
<b>Total Offering Long Term Disability</b>	<b>83</b>	

**Employer Contribution—Long-Term Care (Traditional Plans)**

Twenty-three percent (23%) 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	23%
Pay 50 to 99% of premium	0	0%
Pay 1 to 49% of premium	0	0%
Do not pay premium for employee	34	77%
<b>Total Offering Long Term Care</b>	<b>44</b>	

**Flexible Benefit Plans**

With flexible benefit plans, 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.

Six survey participants (4% 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)	3	50%
Exclusive Provider Organization (EPO)	4	67%
Preferred Provider Organization (PPO)	5	83%
Dental Care Insurance	5	83%
Vision Care Insurance	5	83%
Life Insurance	4	67%
Short-Term Disability Insurance	2	33%
Long-Term Disability Insurance	3	50%
Long-Term Care Insurance	0	0%
Any Organization-Sponsored Retirement Plan	4	67%
<b>Total Offering a Flexible Benefit Plan</b>	<b>6</b>	

**Section 125 Plans**

- **Premium-Only Plan**, which allows employees to contribute to the cost of their benefits on a pre-tax basis. Twenty-five percent (25%) 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-three percent (23%) of surveyed organizations offer an HCSA to employees. The most frequently reported maximum amount an employee can allocate to the HCSA is \$3,200. Eighteen percent (18%) of surveyed organizations offer a DCSA to employees.

## Retirement Benefits

Eighty-three percent (83%) of survey participants indicate they offer some type of retirement benefit to their employees.

Of the respondents who have part-time employees, 28% 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 36% make benefits available to employees regardless of the number of hours worked. The remaining 36% cover only full-time employees.

Overall, 75% of full-time employees at the 154 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)	85	55%
Other Defined Contribution Plan	7	5%
IRA/SEP-IRA/SIMPLE IRA	40	26%
Defined Benefit Plan	2	1%
Other	1	1%
Do not offer retirement benefits	26	17%
<b>*Total Organizations Responding</b>	<b>154</b>	

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

## Retirement Benefits—Funding

Of those 128 organizations that offer some type of retirement benefit, 85% 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	6	5%
Organization contribution only	11	9%
Organization contributes/employee may contribute	33	26%
If employee contributes, organization contributes	76	59%
Other	2	2%
<b>Total Organizations Responding</b>	<b>128</b>	

*\*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 96% 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 2% to 25%, with an average response of 5.04% and a median response of 3.5%.

### **Vesting Period**

Organizations that contribute to retirement plans were asked about the vesting period for that benefit. Forty-four percent of organizations have no vesting period. Vesting periods given by the other 56% of organizations ranged from three months to six 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 6% of the entire sample's current full-time workforce is likely to retire within the next five years.

## Executive Director/CEO Profile

### Employment Contract

Eighteen percent (18%) of the Executive Directors/CEOs in this survey have an employment contract:

Employment Contract	# of Organizations	% of Organizations
Executive Director/CEO has contract	26	18%
Executive Director/CEO does not have contract	121	82%

### 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	65	44%
Women Executive Directors/CEOs	83	56%
Non-Binary Executive Directors/CEOs	1	<1%

Overall, men Executive Directors/CEOs earn 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 overall pay levels for men have been consistently higher than for women. The median base pay for all Executive Directors/CEOs in the sample is \$123,600; for men, the median Executive Director/CEO pay is \$130,000 per year; for women, the median Executive Director/CEO pay is \$117,550 per year. The difference of 10% between median pay for men and women this year is among the smallest differences this survey has reported since its inception, and may represent a narrowing of the gap. There is insufficient data to include non-binary/non-conforming employees in this comparison.

The following chart illustrates Executive Director/CEO pay for men and women according to organizations' annual operating expenses. The overall difference in pay reported appears to be at least partly related a higher representation of male Executive Directors/CEOs at the largest organizations in the sample, which tend to pay higher salaries, particularly for executive-level positions. At the same time, pay differences between men and women leading similarly-sized organizations are not predictable, with women sometimes earning more than men.

Annual Operating Expenses	% Men	Median Salary, Men	% Women	Median Salary, Women	Women's Pay as % of Men's Pay
Less than \$500,000	32%	\$81,000	68%	\$75,000	93%
\$500,000 - \$999,999	42%	\$101,050	58%	\$107,987	107%
\$1,000,000 - \$2,499,999	46%	\$120,000	54%	\$117,500	98%
\$2,500,000 - \$9,999,999	43%	\$169,465	58%	\$150,437	89%
\$10,000,000 and more	57%	\$239,995	43%	\$260,000	108%
All Responses	44%	\$130,000	56%	\$117,500	90%

### 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	7	5%
36 - 45	27	18%
46 - 55	48	33%
56 - 65	48	33%
Over 65	17	12%

### 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	21	14%
Multiracial	2	1%
Hispanic/Latinx	3	2%
LGBTQIA+	13	9%
Person with disability	4	3%
Veteran	4	3%

### Education and Compensation

Sixty-four percent (64%) 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	2	Insufficient data
Some College	6	\$117,590
Bachelor’s Degree	46	\$124,145
Master’s Degree	75	\$152,816
Doctorate	20	\$186,902

### 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 9.5 years.

Years in Current Job	# of Incumbents	Average Salary
Up to 5 years	64	\$151,053
6 – 10 years	36	\$141,744
11 – 20 years	30	\$130,318
Over 20 years	19	\$162,609

### Setting the Compensation of the Executive Director/CEO

Ninety-seven percent (97%) 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	94	64%
Informal survey of similar organizations performed internally	72	49%
Form 990s of similar organizations	67	46%
Outside consultant	38	26%
Performance review/metrics	8	5%
Other	5	3%
<b># Organizations Responding</b>	<b>147</b>	

*\*Some organizations used more than one method.*

### Succession and Transition Planning

Thirty-one percent (31%) of surveyed organizations have a completed and updated emergency succession plan in place for the Executive Director/CEO position.

Thirty-four percent (34%) of surveyed organizations have a formal, non-emergency transition plan in place for the Executive Director/CEO position.

Among all surveyed organizations, thirty-six percent (36%) 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	4	7%
Craigslist or other online service	4	7%
Executive search firm	21	39%
Internal candidate/former employee	17	31%
Current or former Board member or founder of organization	6	11%
Other	2	4%
<b># Organizations Responding</b>	<b>54</b>	

**Additional Benefits**

The following benefits were reported for the Executive Director/CEO position. See the section on Miscellaneous Employee Benefits on page 26 for information about benefits given to other employees.

<b>Benefit</b>	<b>% of Organizations Offering Benefit to Executive Director/CEO</b>
Employee Assistance Program (EAP)	46%
Telecommuting	76%
Financial planning services	26%
Reimbursement for cost of professional license/credential	44%
Professional conference attendance	90%
Professional development classes	82%
Low-interest or no-interest loan program	3%
Transportation and/or travel	42%
Spouse's/domestic partner's travel expenses	1%
Local mass transit subsidy	6%
Car leasing	3%
Car ownership	1%
Housing or housing allowance	3%
Cellular phone use	50%
Home computer purchase or lease	10%
Cost of home internet provider	4%
Personal legal expenses	0%
Personal liability insurance	2%
Professional liability insurance	31%
Membership in country club/residential club	1%
Membership in health club	3%
Membership in fraternal club	0%
Professional membership dues	46%
Sabbatical (paid time off)	13%
Additional vacation time	31%
Additional contribution to medical insurance	16%
Additional contribution to life insurance	14%
Additional contribution to disability insurance	10%
Additional contribution to long-term care insurance	3%
Additional contribution to retirement plan	20%

### III. COMPENSATION DATA

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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.

## Executive Director/Chief Executive Officer

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

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	147	149	\$75,000	\$93,747	\$123,600	\$177,720	\$243,710	\$146,102
# Eligible for Incentive/Bonus	91	91						
Actual Bonus Paid	50	50	910	2,000	7,750	22,625	39,500	13,925
Total Cash Compensation (Base + Bonus)	147	149	76,211	96,313	125,000	185,363	260,000	150,775
<b>Annual Expenses</b>			<b>Annual Base Salary</b>					
Less than \$500,000 Avg: \$330.2K	22	22	46,000	58,135	79,395	93,306	110,750	78,600
\$500,000 - \$999,999 Avg: \$720.4K	25	25	60,600	78,250	107,000	120,000	132,054	100,651
\$1,000,000 - \$2,499,999 Avg: \$1.6M	39	41	85,507	98,929	120,000	135,600	201,788	127,153
\$2,500,000 - \$9,999,999 Avg: \$5.3M	40	40	105,174	125,000	154,980	186,282	241,500	161,307
\$10,000,000 and more Avg: \$31.0M	21	21	147,797	198,260	250,000	326,500	428,727	278,963
<b>Geographic Location</b>								
Allegheny County	121	122	79,153	100,000	126,316	184,445	250,966	153,678
Outside of Allegheny Count	26	27	57,000	76,500	108,000	135,200	198,251	111,870
<b>Field of Service</b>								
Basic Material Need	11	11			126,984			158,745
Counseling - Behavioral Health & Wellness	5	5			183,526			169,860
Culture/Arts	20	21	57,408	75,606	112,320	234,334	425,680	174,777
Economic/Neighborhood Development	13	13	89,839	117,115	125,000	192,220	242,222	152,777
Education and Child Care Services	13	13	79,187	118,500	200,000	241,000	325,441	187,807
Employment & Economic Opportunity	5	5			100,000			110,891
Environment/Animal Welfare	13	13	47,654	80,500	108,475	134,362	189,400	108,336
Family Support and Preservation								
Foundation/Philanthropy	6	6			170,049			155,463
Health and Health Education	9	9			90,002			110,463
Legal/Advocacy	5	5			120,000			139,723
Library								
Management/Technical Assistance								
Religious								
Social Support	24	24	82,792	107,302	143,346	173,325	229,123	147,121
Youth/Recreation	7	7			115,000			109,941
<b>Number of FTEs</b>								
1 - 4	38	38	56,384	74,171	87,140	110,422	123,956	91,420
5 - 12	35	35	70,584	89,731	120,000	140,000	190,402	124,456
13 - 25	23	24	88,744	101,250	125,000	162,380	203,118	133,206
26 - 75	27	28	101,640	121,532	151,216	197,819	251,867	166,037
More than 75	24	24	119,238	173,025	232,500	301,554	408,855	253,889
<b>Number of Employees Managed</b>								
1 to 3	39	39	56,760	75,000	89,000	110,968	123,840	92,089
4 to 8	23	23	82,000	89,731	119,540	144,375	217,138	128,006
9 to 14	23	23	66,600	112,320	133,536	164,840	202,400	133,926
15 and over	64	64	100,076	121,250	168,140	239,998	304,250	189,896
<b>Gender Identity of Employee</b>								
Man	65	65	78,000	106,386	130,000	198,146	246,226	153,491
Woman	82	83	66,113	90,000	117,500	167,980	240,000	141,159
Non-Binary/Non-Conforming								
<b>Race/Ethnicity of Employee</b>								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American	20	20	75,500	112,500	142,500	188,568	229,024	148,762
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	119	121	75,000	91,537	120,000	170,000	242,666	141,069
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	37	38	\$68,206	\$89,750	\$109,800	\$146,053	\$219,190	\$128,511
# Eligible for Incentive/Bonus	23	23						
Actual Bonus Paid	11	11			3,500			6,674
Total Cash Compensation (Base + Bonus)	37	38	69,106	89,750	111,625	154,250	219,190	130,443
<b>Annual Expenses</b>	<b>Annual Base Salary</b>							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg: \$1.8M	6	6			88,821			89,538
\$2,500,000 - \$9,999,999 Avg: \$4.8M	16	17	67,721	98,057	106,600	133,592	161,960	113,843
\$10,000,000 and more Avg: \$39.8M	11	11			158,242			188,646
<b>Geographic Location</b>								
Allegheny County	29	29	80,000	93,726	113,000	151,455	229,219	134,959
Outside of Allegheny Count	8	9			105,000			107,734
<b>Field of Service</b>								
Basic Material Need	5	6			73,904			87,718
Counseling - Behavioral Health & Wellness								
Culture/Arts	6	6			159,500			185,375
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			111,725			124,549
Youth/Recreation								
<b>Number of FTEs</b>								
1 - 4								
5 - 12	6	6			105,169			109,569
13 - 25	6	6			98,000			111,074
26 - 75	9	10			104,800			103,468
More than 75	13	13	98,860	110,889	147,909	223,648	326,000	174,982
<b>Number of Employees Managed</b>								
1 to 3	7	7			105,000			120,858
4 to 8	7	8			98,057			101,825
9 to 14								
15 and over	14	14	80,000	96,494	134,502	191,555	317,500	156,987
<b>Gender Identity of Employee</b>								
Man	9	9			147,909			154,370
Woman	27	28	67,764	83,294	101,500	139,545	193,742	121,038
Non-Binary/Non-Conforming								
<b>Race/Ethnicity of Employee</b>								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	28	29	67,808	88,321	120,338	156,621	229,219	135,469
Multiracial								

## Director, Program(s)

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

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	36	\$91,210	\$105,494	\$119,664	\$140,341	\$163,920	\$126,671
# Eligible for Incentive/Bonus	17	30						
Actual Bonus Paid	11	23	680	1,500	5,000	7,639	8,898	5,502
Total Cash Compensation (Base + Bonus)	23	36	92,678	108,669	127,354	143,856	168,255	130,186
<b>Annual Expenses</b>	<b>Annual Base Salary</b>							
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	10	12	90,518	92,187	111,397	130,373	153,743	114,387
\$10,000,000 and more Avg: \$31.7M	13	24	90,367	112,285	132,860	151,646	169,092	132,812
<b>Geographic Location</b>								
Allegheny County	21	34	90,864	103,885	125,041	141,453	164,800	127,706
Outside of Allegheny Count								
<b>Field of Service</b>								
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	18	91,513	108,652	125,041	140,114	169,790	129,309
Youth/Recreation								
<b>Number of FTEs</b>								
1 - 4								
5 - 12								
13 - 25								
26 - 75	8	9			115,500			116,594
More than 75	14	26	89,680	107,265	130,276	147,182	168,255	130,800
<b>Number of Employees Managed</b>								
1 to 3								
4 to 8	6	7			119,327			121,132
9 to 14								
15 and over	16	17	90,874	106,380	130,081	157,874	167,837	129,783
<b>Gender Identity of Employee</b>								
Man	6	6			138,785			140,094
Woman	17	29	90,000	97,637	119,327	140,000	158,022	124,468
Non-Binary/Non-Conforming								
<b>Race/Ethnicity of Employee</b>								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American	5	5			104,609			111,791
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	18	27	91,728	112,793	130,470	144,450	167,837	131,872
Multiracial								

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

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	16	\$95,264	\$108,491	\$143,513	\$174,060	\$247,560	\$148,653
# Eligible for Incentive/Bonus	9	9						
Actual Bonus Paid	3	3						
Total Cash Compensation (Base + Bonus)	16	16	95,264	108,491	143,513	175,823	247,560	150,596
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	6	6			122,757			120,010
\$10,000,000 and more Avg: \$40.3M	10	10			158,368			165,839
Geographic Location								
Allegheny County	15	15	94,512	118,014	149,892	177,910	250,080	151,542
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 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75	12	12	92,256	100,773	135,170	182,202	257,640	150,118
Number of Employees Managed								
1 to 3								
4 to 8	6	6			127,574			130,022
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	14	14	93,760	103,802	143,513	166,360	211,817	142,500
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	95,264	108,491	143,513	174,060	247,560	148,653
Multiracial								

# Chief Human Resources Officer

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

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	13	\$93,529	\$105,823	\$123,600	\$163,750	\$219,332	\$138,659
# Eligible for Incentive/Bonus	7	7						
Actual Bonus Paid	2	2						
Total Cash Compensation (Base + Bonus)	13	13	93,529	105,823	123,600	171,232	219,332	140,940
<b>Annual Expenses</b>	<b>Annual Base Salary</b>							
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: \$37.5M	10	10			146,421			147,890
<b>Geographic Location</b>								
Allegheny County	11	11			123,600			141,775
Outside of Allegheny Count								
<b>Field of Service</b>								
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								
<b>Number of FTEs</b>								
1 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75	11	11			143,706			142,925
<b>Number of Employees Managed</b>								
1 to 3	5	5			100,526			104,485
4 to 8								
9 to 14								
15 and over								
<b>Gender Identity of Employee</b>								
Man								
Woman	8	8			136,368			148,536
Non-Binary/Non-Conforming								
<b>Race/Ethnicity of Employee</b>								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	9	9			123,600			140,280
Multiracial								

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	\$86,000	\$105,000	\$139,573	\$167,047	\$190,000	\$134,845
# Eligible for Incentive/Bonus	23	23						
Actual Bonus Paid	12	12	154	750	4,250	14,800	21,871	7,140
Total Cash Compensation (Base + Bonus)	39	39	86,000	106,000	139,573	172,047	190,000	137,041
<b>Annual Expenses</b>	<b>Annual Base Salary</b>							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg: \$1.7M	6	6			101,840			116,159
\$2,500,000 - \$9,999,999 Avg: \$6.6M	15	15	68,020	106,000	124,000	144,200	150,000	119,371
\$10,000,000 and more Avg: \$34.0M	16	16	102,129	152,447	168,031	176,832	195,709	162,730
<b>Geographic Location</b>								
Allegheny County	33	33	88,674	108,050	144,200	169,934	190,000	138,731
Outside of Allegheny Count	6	6			106,840			113,471
<b>Field of Service</b>								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts	5	5			150,000			146,874
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			143,567			137,153
Youth/Recreation								
<b>Number of FTEs</b>								
1 - 4								
5 - 12								
13 - 25								
26 - 75	12	12	76,829	109,815	130,567	148,898	173,197	128,629
More than 75	18	18	104,043	136,935	159,952	176,181	191,903	154,682
<b>Number of Employees Managed</b>								
1 to 3	19	19	70,034	88,192	113,220	139,573	175,855	119,104
4 to 8	12	12	93,689	133,162	154,893	171,310	186,147	148,755
9 to 14								
15 and over								
<b>Gender Identity of Employee</b>								
Man	17	17	81,800	122,262	149,136	163,583	181,798	142,619
Woman	22	22	82,143	94,532	113,613	170,724	190,000	128,837
Non-Binary/Non-Conforming								
<b>Race/Ethnicity of Employee</b>								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	35	35	90,888	106,000	139,573	160,269	182,294	135,740
Multiracial								

## Director, Administration/Operations

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

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	31	46	\$59,959	\$68,605	\$81,465	\$91,343	\$102,379	\$80,941
# Eligible for Incentive/Bonus	25	37						
Actual Bonus Paid	12	24	200	700	2,600	3,500	3,925	2,414
Total Cash Compensation (Base + Bonus)	31	46	59,959	68,979	81,590	94,243	103,557	82,201
Annual Expenses		Annual Base Salary						
Less than \$500,000	Avg:							
\$500,000 - \$999,999	Avg: \$705.6K	8	8			64,210		65,459
\$1,000,000 - \$2,499,999	Avg: \$1.7M	8	8			69,320		68,097
\$2,500,000 - \$9,999,999	Avg: \$4.9M	9	10			81,465		81,303
\$10,000,000 and more	Avg: \$19.5M	5	19	80,000	87,410	92,673	101,846	105,348
93,333								
Geographic Location								
Allegheny County		29	44	59,931	68,660	82,450	92,230	102,631
81,203								
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		5	6			74,042		75,159
Youth/Recreation								
Number of FTEs								
1 - 4								
5 - 12		10	10			66,105		67,340
13 - 25		9	10			71,658		72,697
26 - 75								
More than 75		5	19	77,000	86,000	89,582	99,135	103,262
91,562								
Number of Employees Managed								
1 to 3		13	22	63,828	68,248	83,705	93,607	102,024
81,902								
4 to 8		10	10			83,783		84,226
9 to 14								
15 and over								
Gender Identity of Employee								
Man		7	10			86,747		83,775
Woman		23	34	61,781	68,248	77,041	96,757	103,674
80,700								
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American		7	7			64,125		67,370
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian		21	32	64,216	73,330	84,933	98,656	104,722
84,524								
Multiracial								

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

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	11			\$65,000			\$63,391
# Eligible for Incentive/Bonus	5	8						
Actual Bonus Paid	4	4						
Total Cash Compensation (Base + Bonus)	7	11			66,900			64,918
<b>Annual Expenses</b>	<b>Annual Base Salary</b>							
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	5	9			66,400			66,422
\$10,000,000 and more Avg:								
<b>Geographic Location</b>								
Allegheny County	6	7			61,800			60,757
Outside of Allegheny Count								
<b>Field of Service</b>								
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								
<b>Number of FTEs</b>								
1 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75								
<b>Number of Employees Managed</b>								
1 to 3								
4 to 8								
9 to 14								
15 and over								
<b>Gender Identity of Employee</b>								
Man								
Woman								
Non-Binary/Non-Conforming								
<b>Race/Ethnicity of Employee</b>								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	6	7			61,800			60,757
Multiracial								

# Office Manager

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

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	31	\$41,684	\$46,800	\$55,157	\$60,250	\$65,000	\$53,711
# Eligible for Incentive/Bonus	15	16						
Actual Bonus Paid	10	10			1,203			1,719
Total Cash Compensation (Base + Bonus)	30	31	41,684	46,800	55,157	61,250	65,000	54,266
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg: \$638.4K	6	6			59,550			55,309
\$1,000,000 - \$2,499,999 Avg: \$1.5M	10	10			53,801			53,588
\$2,500,000 - \$9,999,999 Avg: \$5.6M	10	11			55,157			55,032
\$10,000,000 and more Avg:								
Geographic Location								
Allegheny County	27	28	41,978	47,253	57,241	60,561	65,090	54,668
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development	5	5			51,358			52,662
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 - 4	7	7			58,416			53,511
5 - 12	7	7			59,869			54,895
13 - 25	5	5			56,243			56,323
26 - 75	6	6			48,400			49,074
More than 75	5	6			54,334			55,024
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	24	24	41,810	45,818	53,258	60,188	65,450	53,291
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	23	24	40,082	46,878	53,258	60,561	65,000	53,669
Multiracial								

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
<b>Base Salary - All Employees</b>	45	50	\$41,245	\$46,894	\$53,720	\$60,002	\$69,977	\$54,815
<b># Eligible for Incentive/Bonus</b>	22	24						
<b>Actual Bonus Paid</b>	15	16	235	475	2,017	3,263	9,440	2,778
<b>Total Cash Compensation (Base + Bonus)</b>	45	50	43,549	48,542	54,845	61,243	70,741	55,704
<b>Annual Expenses</b>	<b>Annual Base Salary</b>							
<b>Less than \$500,000</b> Avg: \$360.8K	5	5			49,920			48,272
<b>\$500,000 - \$999,999</b> Avg: \$750.7K	7	7			53,560			50,040
<b>\$1,000,000 - \$2,499,999</b> Avg: \$1.7M	6	7			52,890			54,873
<b>\$2,500,000 - \$9,999,999</b> Avg: \$7.1M	12	14	45,197	49,438	54,386	60,752	65,964	55,019
<b>\$10,000,000 and more</b> Avg: \$33.6M	15	17	43,576	47,588	56,763	68,720	79,128	58,512
<b>Geographic Location</b>								
<b>Allegheny County</b>	37	40	41,766	48,056	53,225	59,935	69,977	54,772
<b>Outside of Allegheny Count</b>	8	10			55,765			54,984
<b>Field of Service</b>								
<b>Basic Material Need</b>	5	5			59,197			52,398
<b>Counseling - Behavioral Health &amp; Wellness</b>								
<b>Culture/Arts</b>	7	7			50,443			55,425
<b>Economic/Neighborhood Development</b>								
<b>Education and Child Care Services</b>	5	6			53,831			54,170
<b>Employment &amp; Economic Opportunity</b>								
<b>Environment/Animal Welfare</b>								
<b>Family Support and Preservation</b>								
<b>Foundation/Philanthropy</b>								
<b>Health and Health Education</b>								
<b>Legal/Advocacy</b>								
<b>Library</b>								
<b>Management/Technical Assistance</b>								
<b>Religious</b>								
<b>Social Support</b>	8	10			57,918			57,459
<b>Youth/Recreation</b>								
<b>Number of FTEs</b>								
<b>1 - 4</b>	6	6			53,377			51,367
<b>5 - 12</b>	8	8			50,250			48,353
<b>13 - 25</b>								
<b>26 - 75</b>	10	13	41,126	46,054	52,770	56,982	77,611	54,036
<b>More than 75</b>	17	19	43,260	49,000	59,197	68,592	77,449	59,093
<b>Number of Employees Managed</b>								
<b>1 to 3</b>	6	6			54,802			57,489
<b>4 to 8</b>								
<b>9 to 14</b>								
<b>15 and over</b>								
<b>Gender Identity of Employee</b>								
<b>Man</b>								
<b>Woman</b>	41	46	40,968	45,875	53,225	60,002	70,895	54,750
<b>Non-Binary/Non-Conforming</b>								
<b>Race/Ethnicity of Employee</b>								
<b>American Indian/Alaska Native</b>								
<b>Asian/Asian American</b>								
<b>Black/African American</b>								
<b>Hispanic/Latinx</b>								
<b>Native Hawaiian/Pacific Islander</b>								
<b>White/Caucasian</b>	38	41	40,572	44,668	52,890	60,004	72,169	54,648
<b>Multiracial</b>								

## Administrative Assistant, Senior Level

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

Other sample job titles: Administrative Coordinator, Senior 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	25	33	\$37,245	\$42,822	\$46,966	\$50,317	\$61,779	\$47,712
# Eligible for Incentive/Bonus	14	16						
Actual Bonus Paid	8	10			1,478			2,083
Total Cash Compensation (Base + Bonus)	25	33	37,245	42,822	47,875	50,474	63,011	48,343
<b>Annual Expenses</b>	<b>Annual Base Salary</b>							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg: \$1.6M	5	5			48,123			47,894
\$2,500,000 - \$9,999,999 Avg: \$6.3M	9	11			46,675			48,142
\$10,000,000 and more Avg: \$34.0M	8	14	37,245	41,428	47,766	61,284	63,309	49,052
<b>Geographic Location</b>								
Allegheny County	22	29	37,245	42,211	45,104	49,797	61,470	46,978
Outside of Allegheny Count								
<b>Field of Service</b>								
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			47,507			52,324
Youth/Recreation								
<b>Number of FTEs</b>								
1 - 4								
5 - 12	5	5			42,848			43,071
13 - 25	5	5			50,440			50,226
26 - 75	5	6			46,847			48,956
More than 75	9	16	37,245	40,970	47,147	57,940	63,156	48,292
<b>Number of Employees Managed</b>								
1 to 3								
4 to 8								
9 to 14								
15 and over								
<b>Gender Identity of Employee</b>								
Man								
Woman	24	31	37,245	42,822	46,966	50,193	61,882	47,634
Non-Binary/Non-Conforming								
<b>Race/Ethnicity of Employee</b>								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American	5	5			43,846			46,692
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	19	25	37,245	42,835	46,966	49,005	62,362	47,527
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

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	28	69	\$32,240	\$34,119	\$37,440	\$42,047	\$49,130	\$39,070
# Eligible for Incentive/Bonus	18	44						
Actual Bonus Paid	12	26	250	500	850	1,275	3,465	1,108
Total Cash Compensation (Base + Bonus)	28	69	32,302	34,244	38,149	43,366	49,920	39,487
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	7			44,096			45,917
\$2,500,000 - \$9,999,999 Avg: \$6.0M	8	25	32,889	33,796	37,336	41,248	45,573	37,835
\$10,000,000 and more Avg: \$25.6M	8	31	31,787	33,738	36,899	40,726	49,126	38,224
Geographic Location								
Allegheny County	21	48	33,571	35,064	38,365	43,069	50,005	40,025
Outside of Allegheny Count	7	21	31,200	32,105	35,506	40,446	46,690	36,886
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development								
Education and Child Care Services	5	8			40,373			41,618
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	25	31,067	34,632	37,149	40,165	46,488	37,887
Youth/Recreation								
Number of FTEs								
1 - 4								
5 - 12	5	5			49,920			49,104
13 - 25								
26 - 75	9	16	34,909	38,500	41,248	45,344	49,405	41,836
More than 75	9	43	31,833	33,571	35,672	39,978	44,741	37,044
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	26	66	32,159	33,935	37,243	41,824	48,373	38,739
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American	8	9			41,600			43,479
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	22	57	31,924	33,665	36,171	40,884	45,448	37,582
Multiracial								

# Administrative Assistant, Junior Level

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

Other sample job titles: Clerical Assistant, Clerk/Typist, General Office 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	11	31	\$22,298	\$28,392	\$33,114	\$37,440	\$39,866	\$32,452
# Eligible for Incentive/Bonus	5	19						
Actual Bonus Paid	4	16						
Total Cash Compensation (Base + Bonus)	11	31	22,428	28,392	33,114	37,440	40,503	32,689
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: \$30.0M	6	25	22,298	30,077	33,114	36,471	40,939	32,816
Geographic Location								
Allegheny County	7	15	19,706	22,298	35,942	38,438	40,084	31,985
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 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75	6	25	22,298	30,077	33,114	36,471	40,939	32,816
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	11	27	22,298	31,220	33,306	38,110	40,545	33,257
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American	5	7			38,110			36,458
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	8	21	23,246	28,663	33,114	35,100	41,726	32,533
Multiracial								

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

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	37	\$31,200	\$33,280	\$33,280	\$36,203	\$40,019	\$35,184
# Eligible for Incentive/Bonus	14	31						
Actual Bonus Paid	8	19	250	828	2,100	3,757	4,362	2,238
Total Cash Compensation (Base + Bonus)	20	37	31,912	33,633	36,161	37,342	42,428	36,333
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	7			36,400			35,740
\$10,000,000 and more Avg: \$24.9M	11	27	31,949	33,280	33,280	35,422	37,881	34,725
Geographic Location								
Allegheny County	13	15	31,279	35,360	35,807	37,523	45,377	36,833
Outside of Allegheny Count	7	22	31,200	32,994	33,280	33,483	37,068	34,059
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	10			35,017			35,133
Youth/Recreation								
Number of FTEs								
1 - 4								
5 - 12								
13 - 25								
26 - 75	5	5			36,400			38,750
More than 75	12	29	31,200	33,280	33,280	35,615	37,523	34,547
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	19	36	31,200	33,280	33,280	35,956	40,373	35,128
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American	6	7			35,807			36,773
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	11	27	31,200	33,280	33,280	35,360	37,881	34,526
Multiracial								

# Business Development Manager

Responsible for researching and identifying new business opportunities for the organization in support of its mission and goals. Identifies potential projects, analyzes and reports on feasibility, prepares proposals, researches funding sources. Cultivates relationships with potential stakeholders to further organization's growth and impact.

Other sample job titles: Advancement 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	13	\$47,400	\$50,750	\$56,000	\$58,608	\$73,160	\$56,462
# Eligible for Incentive/Bonus	3	10						
Actual Bonus Paid	2	9						
Total Cash Compensation (Base + Bonus)	6	13	48,600	51,250	57,700	60,958	73,160	57,593
<b>Annual Expenses</b>	<b>Annual Base Salary</b>							
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:								
<b>Geographic Location</b>								
Allegheny County	6	13	47,400	50,750	56,000	58,608	73,160	56,462
Outside of Allegheny Count								
<b>Field of Service</b>								
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								
<b>Number of FTEs</b>								
1 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75								
<b>Number of Employees Managed</b>								
1 to 3								
4 to 8								
9 to 14								
15 and over								
<b>Gender Identity of Employee</b>								
Man								
Woman								
Non-Binary/Non-Conforming								
<b>Race/Ethnicity of Employee</b>								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	5	12	47,300	50,625	55,750	57,269	73,642	55,876
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	10	11			\$72,114			\$75,473
# Eligible for Incentive/Bonus	8	9						
Actual Bonus Paid	5	5			1,800			2,181
Total Cash Compensation (Base + Bonus)	10	11			73,914			76,464
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: \$18.5M	5	6			87,518			85,726
Geographic Location								
Allegheny County	6	6			69,788			72,591
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			72,114			78,363
Youth/Recreation								
Number of FTEs								
1 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75	7	8			81,676			81,796
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	9	10			71,896			73,094
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			76,492			75,853
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	5	7			\$51,210				\$48,451
# Eligible for Incentive/Bonus	5	7							
Actual Bonus Paid	4	6							
Total Cash Compensation (Base + Bonus)	5	7			52,010				49,772
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 - 4									
5 - 12									
13 - 25									
26 - 75									
More than 75									
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									

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

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	8			\$90,250			\$96,528
# Eligible for Incentive/Bonus	4	4						
Actual Bonus Paid	2	2						
Total Cash Compensation (Base + Bonus)	8	8			91,000			98,611
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			90,500			97,460
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 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	5	5			90,500			95,750
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American	5	5			90,500			101,020
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	18	18	\$52,516	\$70,470	\$83,429	\$96,102	\$106,580	\$82,767
# Eligible for Incentive/Bonus	10	10						
Actual Bonus Paid	7	7			2,500			3,207
Total Cash Compensation (Base + Bonus)	18	18	52,516	70,470	83,429	97,077	110,273	84,014
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			66,100			69,247
\$2,500,000 - \$9,999,999 Avg: \$4.6M	9	9			90,515			91,615
\$10,000,000 and more Avg:								
Geographic Location								
Allegheny County	16	16	51,868	67,557	86,650	98,787	107,340	83,393
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 - 4								
5 - 12								
13 - 25								
26 - 75	8	8			92,638			93,673
More than 75								
Number of Employees Managed								
1 to 3	9	9			90,515			90,251
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man	10	10			89,729			90,441
Woman	8	8			70,625			73,175
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	51,868	67,557	83,429	93,699	104,208	81,370
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

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	17	\$71,060	\$81,200	\$95,650	\$102,189	\$112,999	\$92,047
# Eligible for Incentive/Bonus	9	9						
Actual Bonus Paid	7	7			2,500			4,865
Total Cash Compensation (Base + Bonus)	17	17	71,060	82,050	97,344	102,564	118,599	94,050
<b>Annual Expenses</b>	<b>Annual Base Salary</b>							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg: \$5.5M	9	9			83,900			89,490
\$10,000,000 and more Avg: \$49.2M	8	8			97,718			94,923
<b>Geographic Location</b>								
Allegheny County	15	15	74,312	82,400	97,344	103,750	115,748	94,706
Outside of Allegheny Count								
<b>Field of Service</b>								
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			95,650			90,304
Youth/Recreation								
<b>Number of FTEs</b>								
1 - 4								
5 - 12								
13 - 25								
26 - 75	5	5			82,400			84,034
More than 75	9	9			97,586			93,265
<b>Number of Employees Managed</b>								
1 to 3								
4 to 8								
9 to 14								
15 and over								
<b>Gender Identity of Employee</b>								
Man								
Woman	16	16	69,590	80,600	96,497	102,970	114,374	92,556
Non-Binary/Non-Conforming								
<b>Race/Ethnicity of Employee</b>								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	15	15	68,120	80,000	95,650	100,628	112,298	91,310
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	19	22	\$58,500	\$65,001	\$73,932	\$86,098	\$93,497	\$74,871
# Eligible for Incentive/Bonus	9	11						
Actual Bonus Paid	4	6						
Total Cash Compensation (Base + Bonus)	19	22	58,500	65,601	74,332	86,479	93,497	75,278
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: \$6.2M	7	7			67,218			69,117
\$10,000,000 and more Avg: \$33.7M	10	13	59,160	66,131	81,959	89,501	93,904	78,842
Geographic Location								
Allegheny County	16	19	62,000	65,001	73,403	86,120	93,761	74,907
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 - 4								
5 - 12								
13 - 25								
26 - 75	6	6			71,039			74,632
More than 75	11	14	59,500	64,351	79,377	86,479	93,881	77,098
Number of Employees Managed								
1 to 3	6	6			75,099			73,474
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man	6	8			67,968			71,345
Woman	14	14	58,500	66,182	77,917	86,479	93,322	76,886
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	21	58,000	65,789	74,461	86,106	93,585	75,341
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	6	8			\$56,408			\$60,330
# Eligible for Incentive/Bonus	4	6						
Actual Bonus Paid	3	5						
Total Cash Compensation (Base + Bonus)	6	8			57,808			61,342
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			55,286			60,091
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 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75								
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			62,000			64,554
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	12	13	\$51,430	\$59,344	\$65,000	\$70,642	\$95,456	\$66,898
# Eligible for Incentive/Bonus	7	7						
Actual Bonus Paid	5	5			1,750			1,845
Total Cash Compensation (Base + Bonus)	12	13	52,480	60,325	65,000	70,642	96,596	67,607
<b>Annual Expenses</b>	<b>Annual Base Salary</b>							
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	6	6			60,321			66,863
\$10,000,000 and more Avg:								
<b>Geographic Location</b>								
Allegheny County	10	11			62,795			65,994
Outside of Allegheny Count								
<b>Field of Service</b>								
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								
<b>Number of FTEs</b>								
1 - 4								
5 - 12								
13 - 25								
26 - 75	6	6			62,951			69,582
More than 75	5	6			66,300			66,302
<b>Number of Employees Managed</b>								
1 to 3								
4 to 8								
9 to 14								
15 and over								
<b>Gender Identity of Employee</b>								
Man	8	9			65,780			68,522
Woman								
Non-Binary/Non-Conforming								
<b>Race/Ethnicity of Employee</b>								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	12	13	51,430	59,344	65,000	70,642	95,456	66,898
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

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	35	46	\$45,677	\$49,303	\$56,025	\$61,800	\$68,734	\$56,235
# Eligible for Incentive/Bonus	18	24						
Actual Bonus Paid	8	9			2,100			2,210
Total Cash Compensation (Base + Bonus)	35	46	47,876	49,889	56,202	61,800	68,734	56,668
<b>Annual Expenses</b>	<b>Annual Base Salary</b>							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg: \$1.9M	8	9			58,822			60,110
\$2,500,000 - \$9,999,999 Avg: \$7.0M	12	15	46,244	48,048	50,000	55,379	70,180	53,177
\$10,000,000 and more Avg: \$33.0M	10	17	44,600	47,858	57,138	61,770	68,963	56,207
<b>Geographic Location</b>								
Allegheny County	28	37	46,899	49,517	55,890	61,800	69,550	56,473
Outside of Allegheny Count	7	9			57,138			55,258
<b>Field of Service</b>								
Basic Material Need	5	7			56,243			54,573
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			51,515			54,267
Youth/Recreation								
<b>Number of FTEs</b>								
1 - 4								
5 - 12								
13 - 25	5	6			61,986			62,989
26 - 75	10	14	48,031	52,670	57,533	60,435	70,426	57,618
More than 75	13	19	45,000	47,000	49,470	57,138	66,165	52,162
<b>Number of Employees Managed</b>								
1 to 3								
4 to 8								
9 to 14								
15 and over								
<b>Gender Identity of Employee</b>								
Man	9	9			52,500			55,961
Woman	32	37	45,691	49,517	56,160	61,770	69,550	56,302
Non-Binary/Non-Conforming								
<b>Race/Ethnicity of Employee</b>								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American	8	8			61,770			61,282
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	28	35	45,614	49,564	55,890	60,000	66,992	55,520
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	12	12	\$38,910	\$46,429	\$53,501	\$62,966	\$68,413	\$54,000
# Eligible for Incentive/Bonus	8	8						
Actual Bonus Paid	3	3						
Total Cash Compensation (Base + Bonus)	12	12	39,325	46,429	53,501	62,966	69,178	54,300
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: \$33.4M	10	10			53,199			54,011
Geographic Location								
Allegheny County	8	8			53,501			53,628
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	6			50,624			50,864
Youth/Recreation								
Number of FTEs								
1 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75	12	12	38,910	46,429	53,501	62,966	68,413	54,000
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	9	9			52,650			51,591
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	11			53,254			53,122
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

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	48	\$35,183	\$40,669	\$44,000	\$49,364	\$52,260	\$44,285
# Eligible for Incentive/Bonus	16	33						
Actual Bonus Paid	12	17	50	225	500	1,650	6,055	1,692
Total Cash Compensation (Base + Bonus)	30	48	35,183	40,769	44,695	49,437	54,796	44,884
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: \$7.0M	9	9			48,235			47,066
\$10,000,000 and more Avg: \$23.6M	15	33	35,360	40,760	44,133	48,995	51,880	44,069
Geographic Location								
Allegheny County	23	30	40,604	42,512	44,754	50,560	54,340	46,231
Outside of Allegheny Count	7	18	29,378	35,360	41,080	47,502	51,520	41,041
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	16	28,484	36,317	42,682	48,953	53,046	42,199
Youth/Recreation								
Number of FTEs								
1 - 4								
5 - 12								
13 - 25								
26 - 75	6	6			49,868			49,715
More than 75	16	34	34,476	39,437	43,576	48,781	53,150	43,722
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man	8	10			43,142			42,358
Woman	25	36	35,360	40,669	44,754	50,004	52,780	44,736
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	26	41	35,360	40,040	44,133	49,848	54,080	44,520
Multiracial								

# Curator

Directs, coordinates and may participate in the activities involved in operating a museum, art gallery or zoo. Directs instructional activities, acquisition of new items, special and standing exhibits, safekeeping, research and public service objectives of the organization.

Other sample job titles: Archivist, Collections Registrar

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			\$68,014			\$72,237
# Eligible for Incentive/Bonus								
Actual Bonus Paid								
Total Cash Compensation (Base + Bonus)	6	8			68,014			72,237
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			72,835			73,529
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								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75								
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	7			63,192			70,432
Multiracial								

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	49	\$62,000	\$73,382	\$87,000	\$101,262	\$126,690	\$89,598
# Eligible for Incentive/Bonus	23	25						
Actual Bonus Paid	10	12	156	313	2,537	4,500	6,033	2,580
Total Cash Compensation (Base + Bonus)	42	49	62,000	73,382	87,000	102,637	126,690	90,230
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg: \$1.8M	12	12	55,300	61,625	73,382	79,250	90,380	71,874
\$2,500,000 - \$9,999,999 Avg: \$5.8M	17	18	61,104	76,375	91,641	115,614	128,875	93,543
\$10,000,000 and more Avg: \$41.4M	12	18	72,700	84,010	98,272	105,428	129,081	97,728
Geographic Location								
Allegheny County	38	45	70,000	75,580	88,000	101,262	127,374	91,448
Outside of Allegheny Count								
Field of Service								
Basic Material Need	6	6			76,653			74,908
Counseling - Behavioral Health & Wellness								
Culture/Arts	8	13	62,600	75,000	87,000	105,856	139,961	93,090
Economic/Neighborhood Development								
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare	6	6			78,927			82,124
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support	7	7			95,000			96,505
Youth/Recreation								
Number of FTEs								
1 - 4								
5 - 12	6	6			75,250			77,090
13 - 25	10	10			75,882			79,169
26 - 75	14	16	59,312	75,620	91,641	99,433	129,125	91,443
More than 75	12	17	72,400	83,673	98,061	106,916	131,472	98,413
Number of Employees Managed								
1 to 3	19	23	57,000	70,000	80,853	100,000	106,027	83,991
4 to 8	9	9			112,819			107,920
9 to 14								
15 and over								
Gender Identity of Employee								
Man	8	8			86,484			81,051
Woman	33	39	70,000	73,500	87,000	105,000	128,400	91,727
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	37	43	60,800	73,264	84,968	104,023	127,716	89,679
Multiracial								

## Development Manager, General

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	27	29	\$49,000	\$55,150	\$60,250	\$72,800	\$86,320	\$64,531
# Eligible for Incentive/Bonus	19	20						
Actual Bonus Paid	9	9			2,000			2,124
Total Cash Compensation (Base + Bonus)	27	29	49,116	55,150	62,000	72,800	86,820	65,190
<b>Annual Expenses</b>	<b>Annual Base Salary</b>							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg: \$1.8M	8	8			54,950			56,193
\$2,500,000 - \$9,999,999 Avg: \$5.8M	11	13	46,000	57,235	66,562	75,400	83,792	65,943
\$10,000,000 and more Avg:								
<b>Geographic Location</b>								
Allegheny County	24	26	48,138	55,125	61,784	74,100	86,901	65,241
Outside of Allegheny Count								
<b>Field of Service</b>								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts	6	7			62,000			67,693
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			60,133			61,853
Youth/Recreation								
<b>Number of FTEs</b>								
1 - 4								
5 - 12	8	8			59,000			63,468
13 - 25	6	7			55,300			60,066
26 - 75	7	8			70,000			69,827
More than 75								
<b>Number of Employees Managed</b>								
1 to 3	9	9			58,469			63,754
4 to 8								
9 to 14								
15 and over								
<b>Gender Identity of Employee</b>								
Man								
Woman	23	24	47,563	55,075	60,067	72,652	83,660	63,437
Non-Binary/Non-Conforming								
<b>Race/Ethnicity of Employee</b>								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	22	24	47,563	54,775	60,192	72,800	83,660	63,714
Multiracial								

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

Other sample job titles: Annual Campaign 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			\$83,557			\$78,982
# Eligible for Incentive/Bonus	3	3						
Actual Bonus Paid	2	2						
Total Cash Compensation (Base + Bonus)	6	6			83,889			79,882
<b>Annual Expenses</b>	<b>Annual Base Salary</b>							
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: \$30.0M	5	5			84,140			78,183
<b>Geographic Location</b>								
Allegheny County	6	6			83,557			78,982
Outside of Allegheny Count								
<b>Field of Service</b>								
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								
<b>Number of FTEs</b>								
1 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75	5	5			82,974			76,645
<b>Number of Employees Managed</b>								
1 to 3								
4 to 8								
9 to 14								
15 and over								
<b>Gender Identity of Employee</b>								
Man								
Woman								
Non-Binary/Non-Conforming								
<b>Race/Ethnicity of Employee</b>								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	5	5			82,974			76,645
Multiracial								

## Development Manager: Major Gifts

Manages organization's major gifts program. Responsible for overall strategy and execution, long-range planning, donor relations, data management, supervision of administrative/support staff.

Other sample job titles: Major Gifts 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	5	6			\$69,500			\$80,095
# Eligible for Incentive/Bonus	2	3						
Actual Bonus Paid	1	1						
Total Cash Compensation (Base + Bonus)	5	6			69,500			80,651
<b>Annual Expenses</b>	<b>Annual Base Salary</b>							
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:								
<b>Geographic Location</b>								
Allegheny County	5	6			69,500			80,095
Outside of Allegheny Count								
<b>Field of Service</b>								
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								
<b>Number of FTEs</b>								
1 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75								
<b>Number of Employees Managed</b>								
1 to 3								
4 to 8								
9 to 14								
15 and over								
<b>Gender Identity of Employee</b>								
Man								
Woman								
Non-Binary/Non-Conforming								
<b>Race/Ethnicity of Employee</b>								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	5	6			69,500			80,095
Multiracial								

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	13	14	\$43,062	\$49,329	\$62,602	\$70,239	\$74,232	\$59,929
# Eligible for Incentive/Bonus	7	7						
Actual Bonus Paid	4	4						
Total Cash Compensation (Base + Bonus)	13	14	43,062	49,641	62,602	71,317	74,232	60,704
<b>Annual Expenses</b>	<b>Annual Base Salary</b>							
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: \$22.9M	8	9			69,628			64,356
<b>Geographic Location</b>								
Allegheny County	12	13	42,449	48,777	62,000	70,486	74,390	59,380
Outside of Allegheny Count								
<b>Field of Service</b>								
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								
<b>Number of FTEs</b>								
1 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75	7	7			69,628			64,591
<b>Number of Employees Managed</b>								
1 to 3								
4 to 8								
9 to 14								
15 and over								
<b>Gender Identity of Employee</b>								
Man								
Woman	9	10			65,131			60,301
Non-Binary/Non-Conforming								
<b>Race/Ethnicity of Employee</b>								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	12	13	42,449	48,777	63,204	70,486	74,390	59,769
Multiracial								

## Development Officer

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

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	15	\$50,800	\$54,695	\$71,750	\$80,000	\$99,067	\$70,445
# Eligible for Incentive/Bonus	6	11						
Actual Bonus Paid	3	5						
Total Cash Compensation (Base + Bonus)	10	15	50,800	55,995	72,000	80,035	99,067	71,035
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: \$26.4M	5	7			71,750			69,572
Geographic Location								
Allegheny County	9	14	50,500	54,271	67,649	80,692	101,334	70,334
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 - 4								
5 - 12								
13 - 25								
26 - 75	5	8			60,504			64,001
More than 75								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man	5	6			75,493			76,393
Woman	6	9			63,547			66,479
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	55,102	61,637	73,500	82,075	105,868	75,081
Multiracial								

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

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	25	\$40,494	\$42,973	\$52,104	\$57,166	\$69,300	\$51,861
# Eligible for Incentive/Bonus	10	14						
Actual Bonus Paid	6	6			1,133			1,061
Total Cash Compensation (Base + Bonus)	20	25	40,494	42,973	52,104	57,916	69,600	52,116
<b>Annual Expenses</b>	<b>Annual Base Salary</b>							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg: \$7.6M	8	9			46,550			51,573
\$10,000,000 and more Avg: \$28.2M	7	11			52,104			52,312
<b>Geographic Location</b>								
Allegheny County	17	22	40,319	41,912	52,104	57,083	66,937	51,618
Outside of Allegheny Count								
<b>Field of Service</b>								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts	5	5			46,500			47,273
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								
<b>Number of FTEs</b>								
1 - 4								
5 - 12								
13 - 25								
26 - 75	7	7			57,000			58,593
More than 75	9	14	38,792	44,934	49,622	54,608	64,312	50,103
<b>Number of Employees Managed</b>								
1 to 3								
4 to 8								
9 to 14								
15 and over								
<b>Gender Identity of Employee</b>								
Man								
Woman	18	23	40,377	42,016	52,104	57,332	70,200	51,843
Non-Binary/Non-Conforming								
<b>Race/Ethnicity of Employee</b>								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	19	24	40,436	42,495	49,622	57,000	69,750	51,633
Multiracial								

## Development Associate

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

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	35	55	\$37,914	\$41,309	\$45,619	\$50,128	\$54,590	\$45,477
# Eligible for Incentive/Bonus	14	27						
Actual Bonus Paid	5	14	450	950	1,100	1,219	1,650	1,077
Total Cash Compensation (Base + Bonus)	35	55	37,914	41,549	45,900	50,128	54,998	45,751
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	8			42,260			40,760
\$2,500,000 - \$9,999,999 Avg: \$6.5M	12	16	41,283	43,625	49,092	53,898	55,585	48,740
\$10,000,000 and more Avg: \$33.1M	10	26	39,788	42,028	44,923	50,596	56,549	46,025
Geographic Location								
Allegheny County	33	53	37,756	41,411	45,619	50,064	54,678	45,416
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	12	36,608	41,294	46,520	53,014	54,313	46,447
Youth/Recreation								
Number of FTEs								
1 - 4								
5 - 12	6	6			38,875			38,138
13 - 25	7	7			50,000			45,452
26 - 75	8	8			49,092			50,310
More than 75	12	32	40,611	42,009	44,923	49,774	54,163	45,600
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man	9	10			52,040			51,033
Woman	27	42	35,984	41,223	44,146	47,367	52,946	43,965
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	30	44	37,835	41,360	46,080	50,302	54,634	45,918
Multiracial								

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	15	20	\$59,664	\$65,100	\$77,807	\$92,909	\$107,424	\$79,667
# Eligible for Incentive/Bonus	8	11						
Actual Bonus Paid	5	6			2,738			3,138
Total Cash Compensation (Base + Bonus)	15	20	59,879	65,642	79,384	92,909	107,424	80,608
<b>Annual Expenses</b>	<b>Annual Base Salary</b>							
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: \$30.0M	7	10			83,163			83,843
<b>Geographic Location</b>								
Allegheny County	12	15	61,302	65,400	76,809	87,780	103,326	79,247
Outside of Allegheny Count								
<b>Field of Service</b>								
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								
<b>Number of FTEs</b>								
1 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75	7	10			83,163			83,843
<b>Number of Employees Managed</b>								
1 to 3	5	5			73,000			74,095
4 to 8								
9 to 14								
15 and over								
<b>Gender Identity of Employee</b>								
Man								
Woman	13	17	59,408	65,200	82,326	96,235	108,555	81,600
Non-Binary/Non-Conforming								
<b>Race/Ethnicity of Employee</b>								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	15	19	59,654	65,000	76,809	87,780	108,243	78,594
Multiracial								

# Admissions Director

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

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	6			\$67,621				\$69,112
# Eligible for Incentive/Bonus	4	4							
Actual Bonus Paid	3	3							
Total Cash Compensation (Base + Bonus)	5	6			69,188				70,381
<b>Annual Expenses</b>	<b>Annual Base Salary</b>								
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:									
<b>Geographic Location</b>									
Allegheny County									
Outside of Allegheny Count									
<b>Field of Service</b>									
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									
<b>Number of FTEs</b>									
1 - 4									
5 - 12									
13 - 25									
26 - 75									
More than 75									
<b>Number of Employees Managed</b>									
1 to 3									
4 to 8									
9 to 14									
15 and over									
<b>Gender Identity of Employee</b>									
Man									
Woman									
Non-Binary/Non-Conforming									
<b>Race/Ethnicity of Employee</b>									
American Indian/Alaska Native									
Asian/Asian American									
Black/African American									
Hispanic/Latinx									
Native Hawaiian/Pacific Islander									
White/Caucasian									
Multiracial									

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

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	10			\$56,650			\$62,098
# Eligible for Incentive/Bonus	3	5						
Actual Bonus Paid	2	3						
Total Cash Compensation (Base + Bonus)	5	10			56,650			63,138
<b>Annual Expenses</b>	<b>Annual Base Salary</b>							
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:								
<b>Geographic Location</b>								
Allegheny County								
Outside of Allegheny Count								
<b>Field of Service</b>								
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								
<b>Number of FTEs</b>								
1 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75								
<b>Number of Employees Managed</b>								
1 to 3								
4 to 8								
9 to 14								
15 and over								
<b>Gender Identity of Employee</b>								
Man								
Woman								
Non-Binary/Non-Conforming								
<b>Race/Ethnicity of Employee</b>								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian								
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	7	33	\$41,933	\$44,990	\$58,422	\$58,422	\$71,070	\$55,082
# Eligible for Incentive/Bonus	4	18						
Actual Bonus Paid	4	18						
Total Cash Compensation (Base + Bonus)	7	33	41,933	44,990	60,347	61,606	71,070	56,293
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	19	40,706	42,432	50,470	65,000	76,296	52,757
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 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	6	26	42,182	44,559	58,422	58,422	59,083	53,308
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	25	41,242	43,264	58,422	58,422	59,304	52,442
Multiracial								

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

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	88	\$31,920	\$40,206	\$43,524	\$46,405	\$51,947	\$43,008
# Eligible for Incentive/Bonus	2	66						
Actual Bonus Paid	1	49						
Total Cash Compensation (Base + Bonus)	7	88	31,920	40,256	43,564	46,680	51,992	43,110
<b>Annual Expenses</b>	<b>Annual Base Salary</b>							
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:								
<b>Geographic Location</b>								
Allegheny County	5	28	29,203	31,809	34,964	44,522	54,488	38,706
Outside of Allegheny Count								
<b>Field of Service</b>								
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								
<b>Number of FTEs</b>								
1 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75	5	83	33,180	40,206	43,701	46,405	51,455	42,925
<b>Number of Employees Managed</b>								
1 to 3								
4 to 8								
9 to 14								
15 and over								
<b>Gender Identity of Employee</b>								
Man								
Woman	6	80	33,571	40,618	43,701	47,591	52,017	43,874
Non-Binary/Non-Conforming								
<b>Race/Ethnicity of Employee</b>								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	5	71	36,995	42,058	43,701	46,405	51,938	43,884
Multiracial								

# Special Education Teacher, K-12

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

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	241	\$45,760	\$52,044	\$69,805	\$86,934	\$103,239	\$71,234
# Eligible for Incentive/Bonus	4	100						
Actual Bonus Paid	3	84						
Total Cash Compensation (Base + Bonus)	6	241	46,064	52,970	71,260	87,634	103,239	72,227
<b>Annual Expenses</b>	<b>Annual Base Salary</b>							
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:								
<b>Geographic Location</b>								
Allegheny County								
Outside of Allegheny Count								
<b>Field of Service</b>								
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								
<b>Number of FTEs</b>								
1 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75	5	224	45,410	52,128	72,634	88,639	103,772	72,191
<b>Number of Employees Managed</b>								
1 to 3								
4 to 8								
9 to 14								
15 and over								
<b>Gender Identity of Employee</b>								
Man								
Woman	5	146	45,656	61,276	75,712	89,809	106,240	76,242
Non-Binary/Non-Conforming								
<b>Race/Ethnicity of Employee</b>								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian								
Multiracial								

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	6	30	\$28,080	\$28,226	\$28,226	\$29,443	\$38,701	\$30,119
# Eligible for Incentive/Bonus	3	24						
Actual Bonus Paid	2	9						
Total Cash Compensation (Base + Bonus)	6	30	28,080	28,226	28,251	29,705	38,701	30,179
<b>Annual Expenses</b>	<b>Annual Base Salary</b>							
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:								
<b>Geographic Location</b>								
Allegheny County	5	12	27,040	28,080	33,603	38,251	39,887	32,960
Outside of Allegheny Count								
<b>Field of Service</b>								
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								
<b>Number of FTEs</b>								
1 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75								
<b>Number of Employees Managed</b>								
1 to 3								
4 to 8								
9 to 14								
15 and over								
<b>Gender Identity of Employee</b>								
Man								
Woman	5	27	27,872	28,226	28,226	28,226	36,729	29,667
Non-Binary/Non-Conforming								
<b>Race/Ethnicity of Employee</b>								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian								
Multiracial								

# Community Educator

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

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	40	\$33,320	\$37,946	\$43,670	\$49,690	\$58,982	\$44,743
# Eligible for Incentive/Bonus	6	20						
Actual Bonus Paid	3	15						
Total Cash Compensation (Base + Bonus)	15	40	33,355	38,169	44,117	50,119	59,382	45,180
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	6	12	33,093	36,421	42,089	49,066	63,194	43,689
\$10,000,000 and more Avg:								
Geographic Location								
Allegheny County	11	31	35,572	40,040	45,344	50,246	66,302	46,566
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 - 4								
5 - 12								
13 - 25								
26 - 75	5	11			44,034			44,073
More than 75								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man	7	10			44,309			45,014
Woman	11	27	35,190	37,440	42,840	49,780	68,099	44,779
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	12	29	33,093	36,931	44,034	50,343	68,000	45,085
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

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	64	\$29,120	\$31,200	\$33,093	\$34,881	\$40,102	\$33,127
# Eligible for Incentive/Bonus	3	7						
Actual Bonus Paid	1	5						
Total Cash Compensation (Base + Bonus)	8	64	29,120	31,200	33,093	34,881	40,602	33,166
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	63	29,120	31,200	33,093	34,507	40,102	32,993
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 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	8	51	29,536	31,200	33,093	35,360	40,102	33,662
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American	6	18	20,800	27,040	31,200	40,102	40,252	32,070
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian								
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	5	179	\$26,640	\$29,072	\$34,278	\$40,082	\$45,136	\$35,227
# Eligible for Incentive/Bonus	3	46						
Actual Bonus Paid	3	40						
Total Cash Compensation (Base + Bonus)	5	179	26,640	29,072	34,278	42,100	45,337	35,467
<b>Annual Expenses</b>	<b>Annual Base Salary</b>							
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:								
<b>Geographic Location</b>								
Allegheny County	5	179	26,640	29,072	34,278	40,082	45,136	35,227
Outside of Allegheny Count								
<b>Field of Service</b>								
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								
<b>Number of FTEs</b>								
1 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75								
<b>Number of Employees Managed</b>								
1 to 3								
4 to 8								
9 to 14								
15 and over								
<b>Gender Identity of Employee</b>								
Man								
Woman								
Non-Binary/Non-Conforming								
<b>Race/Ethnicity of Employee</b>								
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	7	15	\$24,409	\$31,200	\$40,914	\$47,253	\$56,690	\$40,551
# Eligible for Incentive/Bonus	2	5						
Actual Bonus Paid	1	3						
<b>Total Cash Compensation (Base + Bonus)</b>	<b>7</b>	<b>15</b>	<b>24,409</b>	<b>31,200</b>	<b>41,164</b>	<b>47,253</b>	<b>56,690</b>	<b>40,634</b>
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	15	24,409	31,200	40,914	47,253	56,690	40,551
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 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	5	7			40,914			39,213
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			40,914			36,910
Multiracial								

# Vocational Counselor

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

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	11			\$48,464			\$53,582
# Eligible for Incentive/Bonus	4	7						
Actual Bonus Paid	2	2						
<b>Total Cash Compensation (Base + Bonus)</b>	<b>6</b>	<b>11</b>			<b>48,464</b>			<b>53,940</b>
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 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75	5	9			55,046			55,429
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	8			50,776			52,808
Multiracial								

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	68	\$35,360	\$36,005	\$39,520	\$47,475	\$51,031	\$41,430
# Eligible for Incentive/Bonus	4	49						
Actual Bonus Paid	4	21						
Total Cash Compensation (Base + Bonus)	8	68	35,679	36,442	39,520	47,475	52,156	41,774
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	66	35,360	36,005	39,520	47,740	51,246	41,614
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 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man	5	14	35,360	35,360	37,326	42,342	55,449	40,439
Woman	7	52	35,360	36,067	39,520	47,475	50,641	41,446
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	51	35,360	36,005	39,520	47,740	50,923	41,040
Multiracial								

## Food Service Manager or Supervisor

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

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	15	\$34,333	\$43,973	\$53,295	\$60,548	\$66,295	\$52,335
# Eligible for Incentive/Bonus	5	10						
Actual Bonus Paid	2	7						
Total Cash Compensation (Base + Bonus)	9	15	35,663	45,384	53,295	61,272	67,576	53,456
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: \$28.8M	5	10			58,422			55,900
Geographic Location								
Allegheny County	6	7			51,500			51,114
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 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75	6	11			58,422			55,032
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	5	10			52,386			52,291
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	12	35,020	44,009	54,961	60,017	66,686	52,478
Multiracial								

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

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	35	\$28,538	\$30,615	\$32,656	\$35,880	\$38,685	\$33,090
# Eligible for Incentive/Bonus	3	29						
Actual Bonus Paid	2	16						
Total Cash Compensation (Base + Bonus)	6	35	28,568	30,615	32,706	35,880	38,685	33,145
<b>Annual Expenses</b>	<b>Annual Base Salary</b>							
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:								
<b>Geographic Location</b>								
Allegheny County								
Outside of Allegheny Count								
<b>Field of Service</b>								
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								
<b>Number of FTEs</b>								
1 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75								
<b>Number of Employees Managed</b>								
1 to 3								
4 to 8								
9 to 14								
15 and over								
<b>Gender Identity of Employee</b>								
Man								
Woman								
Non-Binary/Non-Conforming								
<b>Race/Ethnicity of Employee</b>								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian								
Multiracial								

# Food Service Assistant/Worker

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

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation					
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
<b>Base Salary - All Employees</b>	7	36	\$25,859	\$29,204	\$29,806	\$32,531	\$35,379	\$30,703
<b># Eligible for Incentive/Bonus</b>	3	7						
<b>Actual Bonus Paid</b>	3	6						
<b>Total Cash Compensation (Base + Bonus)</b>	7	36	25,859	29,204	29,806	32,531	35,729	30,767
<b>Annual Expenses</b>	<b>Annual Base Salary</b>							
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: \$35.0M	5	19	25,130	25,900	29,640	34,091	37,315	30,512
<b>Geographic Location</b>								
Allegheny County	5	32	25,805	29,204	29,806	33,295	35,653	30,689
Outside of Allegheny Count								
<b>Field of Service</b>								
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								
<b>Number of FTEs</b>								
1 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75								
<b>Number of Employees Managed</b>								
1 to 3								
4 to 8								
9 to 14								
15 and over								
<b>Gender Identity of Employee</b>								
Man								
Woman	5	20	29,806	29,806	31,200	34,903	37,169	32,303
Non-Binary/Non-Conforming								
<b>Race/Ethnicity of Employee</b>								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	6	26	29,582	29,806	31,200	33,763	36,296	32,101
Multiracial								

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			\$80,250			\$88,838
# Eligible for Incentive/Bonus	4	5						
Actual Bonus Paid	3	3						
Total Cash Compensation (Base + Bonus)	6	8			80,250			91,364
<b>Annual Expenses</b>	<b>Annual Base Salary</b>							
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:								
<b>Geographic Location</b>								
Allegheny County	6	8			80,250			88,838
Outside of Allegheny Count								
<b>Field of Service</b>								
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								
<b>Number of FTEs</b>								
1 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75								
<b>Number of Employees Managed</b>								
1 to 3								
4 to 8								
9 to 14								
15 and over								
<b>Gender Identity of Employee</b>								
Man								
Woman	6	7			86,500			90,957
Non-Binary/Non-Conforming								
<b>Race/Ethnicity of Employee</b>								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian								
Multiracial								

# Grants Manager/Administrator

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

Other sample job titles: Contract 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	5	6			\$55,372				\$59,535
# Eligible for Incentive/Bonus	3	4							
Actual Bonus Paid	2	2							
Total Cash Compensation (Base + Bonus)	5	6			55,372				59,827
<b>Annual Expenses</b>	<b>Annual Base Salary</b>								
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:									
<b>Geographic Location</b>									
Allegheny County									
Outside of Allegheny Count									
<b>Field of Service</b>									
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									
<b>Number of FTEs</b>									
1 - 4									
5 - 12									
13 - 25									
26 - 75									
More than 75									
<b>Number of Employees Managed</b>									
1 to 3									
4 to 8									
9 to 14									
15 and over									
<b>Gender Identity of Employee</b>									
Man									
Woman	5	6			55,372				59,535
Non-Binary/Non-Conforming									
<b>Race/Ethnicity of Employee</b>									
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

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	38	\$42,582	\$51,000	\$52,000	\$54,325	\$57,835	\$51,772
# Eligible for Incentive/Bonus	4	34						
Actual Bonus Paid								
Total Cash Compensation (Base + Bonus)	7	38	42,582	51,000	52,000	54,325	57,835	51,772
<b>Annual Expenses</b>	<b>Annual Base Salary</b>							
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:								
<b>Geographic Location</b>								
Allegheny County	6	37	42,647	51,000	52,000	55,100	57,886	52,171
Outside of Allegheny Count								
<b>Field of Service</b>								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts	5	6			42,324			42,122
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								
<b>Number of FTEs</b>								
1 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75								
<b>Number of Employees Managed</b>								
1 to 3								
4 to 8								
9 to 14								
15 and over								
<b>Gender Identity of Employee</b>								
Man								
Woman	6	22	38,808	48,912	51,250	53,168	57,750	50,268
Non-Binary/Non-Conforming								
<b>Race/Ethnicity of Employee</b>								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	7	33	42,259	51,000	52,000	57,200	58,093	51,813
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

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	29	\$31,200	\$31,200	\$31,200	\$32,989	\$35,360	\$31,920
# Eligible for Incentive/Bonus	4	10						
Actual Bonus Paid								
Total Cash Compensation (Base + Bonus)	7	29	31,200	31,200	31,200	32,989	35,360	31,920
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	28	30,880	31,200	31,200	32,989	35,518	31,945
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 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	5	16	28,791	31,200	31,200	32,136	37,091	31,793
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	21	31,200	31,200	32,136	33,041	36,625	32,585
Multiracial								

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	7	25	\$28,484	\$37,440	\$37,440	\$43,680	\$43,680	\$37,700
# Eligible for Incentive/Bonus	5	16						
Actual Bonus Paid	2	7						
Total Cash Compensation (Base + Bonus)	7	25	28,484	37,440	37,440	44,689	44,928	38,050
<b>Annual Expenses</b>	<b>Annual Base Salary</b>							
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:								
<b>Geographic Location</b>								
Allegheny County	7	25	28,484	37,440	37,440	43,680	43,680	37,700
Outside of Allegheny Count								
<b>Field of Service</b>								
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								
<b>Number of FTEs</b>								
1 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75								
<b>Number of Employees Managed</b>								
1 to 3								
4 to 8								
9 to 14								
15 and over								
<b>Gender Identity of Employee</b>								
Man	5	13	23,171	36,920	43,680	43,680	44,142	38,781
Woman								
Non-Binary/Non-Conforming								
<b>Race/Ethnicity of Employee</b>								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	6	10			37,461			36,862
Multiracial								

## Director or Manager, Government Affairs

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			\$93,433			\$91,489
# Eligible for Incentive/Bonus	3	3						
Actual Bonus Paid	1	1						
Total Cash Compensation (Base + Bonus)	6	6			94,837			91,957
<b>Annual Expenses</b>	<b>Annual Base Salary</b>							
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:								
<b>Geographic Location</b>								
Allegheny County	6	6			93,433			91,489
Outside of Allegheny Count								
<b>Field of Service</b>								
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								
<b>Number of FTEs</b>								
1 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75								
<b>Number of Employees Managed</b>								
1 to 3								
4 to 8								
9 to 14								
15 and over								
<b>Gender Identity of Employee</b>								
Man								
Woman								
Non-Binary/Non-Conforming								
<b>Race/Ethnicity of Employee</b>								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian								
Multiracial								

Serves as the in-house expert on rehabilitation projects during the construction phase of projects under development. Under supervision of the Director of Property Management and/or the Director of Real Estate Development, the Construction Manager oversees the project development, design, bidding, contract document development and construction phases of both capital improvement and construction rehabilitation projects. The Construction Manager will work with outside contractors and vendors from time to time. In addition, he or she will communicate with regulatory agencies and lender representatives in conjunction with property management staff regarding building improvements.

Other sample job titles: Director of Construction Projects

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	6			\$62,352			\$65,174
# Eligible for Incentive/Bonus	3	4						
Actual Bonus Paid								
Total Cash Compensation (Base + Bonus)	5	6			62,352			65,174
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	6			62,352			65,174
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg:								
Geographic Location								
Allegheny County	5	6			62,352			65,174
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 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75								
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, Human Resources

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
<b>Base Salary - All Employees</b>	14	14	\$80,593	\$87,850	\$96,920	\$106,168	\$118,596	\$97,400
<b># Eligible for Incentive/Bonus</b>	6	6						
<b>Actual Bonus Paid</b>	5	5			3,418			3,319
<b>Total Cash Compensation (Base + Bonus)</b>	14	14	80,593	87,975	97,400	110,006	120,305	98,586
<b>Annual Expenses</b>								
<b>Less than \$500,000 Avg:</b>								
<b>\$500,000 - \$999,999 Avg:</b>								
<b>\$1,000,000 - \$2,499,999 Avg:</b>								
<b>\$2,500,000 - \$9,999,999 Avg: \$7.6M</b>	7	7			95,000			93,753
<b>\$10,000,000 and more Avg: \$38.7M</b>	6	6			101,263			102,889
<b>Geographic Location</b>								
<b>Allegheny County</b>	11	11			96,765			97,412
<b>Outside of Allegheny Count</b>								
<b>Field of Service</b>								
<b>Basic Material Need</b>								
<b>Counseling - Behavioral Health &amp; Wellness</b>								
<b>Culture/Arts</b>								
<b>Economic/Neighborhood Development</b>								
<b>Education and Child Care Services</b>								
<b>Employment &amp; Economic Opportunity</b>								
<b>Environment/Animal Welfare</b>								
<b>Family Support and Preservation</b>								
<b>Foundation/Philanthropy</b>								
<b>Health and Health Education</b>								
<b>Legal/Advocacy</b>								
<b>Library</b>								
<b>Management/Technical Assistance</b>								
<b>Religious</b>								
<b>Social Support</b>	5	5			97,074			97,145
<b>Youth/Recreation</b>								
<b>Number of FTEs</b>								
<b>1 - 4</b>								
<b>5 - 12</b>								
<b>13 - 25</b>								
<b>26 - 75</b>	6	6			93,383			91,414
<b>More than 75</b>	8	8			101,037			101,890
<b>Number of Employees Managed</b>								
<b>1 to 3</b>	8	8			97,146			98,357
<b>4 to 8</b>								
<b>9 to 14</b>								
<b>15 and over</b>								
<b>Gender Identity of Employee</b>								
<b>Man</b>								
<b>Woman</b>	10	10			98,897			98,224
<b>Non-Binary/Non-Conforming</b>								
<b>Race/Ethnicity of Employee</b>								
<b>American Indian/Alaska Native</b>								
<b>Asian/Asian American</b>								
<b>Black/African American</b>								
<b>Hispanic/Latinx</b>								
<b>Native Hawaiian/Pacific Islander</b>								
<b>White/Caucasian</b>	11	11			97,526			100,495
<b>Multiracial</b>								

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

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	22	23	\$57,249	\$60,000	\$67,275	\$75,000	\$82,275	\$68,024
# Eligible for Incentive/Bonus	13	14						
Actual Bonus Paid	9	10			1,900			2,540
Total Cash Compensation (Base + Bonus)	22	23	58,200	60,000	67,772	77,975	82,968	69,129
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	10	11			60,409			62,018
\$10,000,000 and more Avg: \$30.6M	11	11			75,000			73,397
Geographic Location								
Allegheny County	19	19	58,000	60,000	67,275	75,000	84,460	68,257
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			65,086			65,499
Youth/Recreation								
Number of FTEs								
1 - 4								
5 - 12								
13 - 25								
26 - 75	7	7			60,000			63,130
More than 75	13	14	54,374	61,331	69,190	78,231	88,762	70,397
Number of Employees Managed								
1 to 3	8	9			66,955			65,516
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	20	21	56,998	59,404	68,000	75,991	83,368	68,339
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	18	56,273	59,932	67,638	77,230	85,320	68,653
Multiracial								

# Human Resources Generalist

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

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	12	\$51,731	\$54,087	\$55,739	\$67,504	\$75,479	\$60,170
# Eligible for Incentive/Bonus	7	8						
Actual Bonus Paid	3	4						
Total Cash Compensation (Base + Bonus)	10	12	52,031	54,087	56,139	69,617	75,479	60,696
<b>Annual Expenses</b>	<b>Annual Base Salary</b>							
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: \$40.7M	7	9			56,014			61,534
<b>Geographic Location</b>								
Allegheny County	8	10			55,232			57,975
Outside of Allegheny Count								
<b>Field of Service</b>								
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								
<b>Number of FTEs</b>								
1 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75	8	10			57,583			61,293
<b>Number of Employees Managed</b>								
1 to 3								
4 to 8								
9 to 14								
15 and over								
<b>Gender Identity of Employee</b>								
Man								
Woman	8	9			59,151			62,230
Non-Binary/Non-Conforming								
<b>Race/Ethnicity of Employee</b>								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	7	8			62,716			63,249
Multiracial								

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	12	14	\$40,082	\$42,687	\$46,116	\$51,735	\$62,319	\$48,239
# Eligible for Incentive/Bonus	10	12						
Actual Bonus Paid	7	8			1,975			2,194
Total Cash Compensation (Base + Bonus)	12	14	40,571	42,962	46,116	56,725	65,344	49,492
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: \$7.3M	5	5			45,997			46,663
\$10,000,000 and more Avg: \$26.0M	7	9			46,235			49,114
Geographic Location								
Allegheny County	6	6			46,116			47,240
Outside of Allegheny Count	6	8			47,040			48,988
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 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75	9	11			46,235			49,671
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	11	13	39,778	42,526	46,235	52,052	63,111	48,411
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	10	12	39,655	43,457	47,397	52,369	63,904	48,959
Multiracial								

# Recruiter

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

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			\$53,748			\$52,002
# Eligible for Incentive/Bonus	5	6						
Actual Bonus Paid	3	4						
Total Cash Compensation (Base + Bonus)	8	10			53,748			52,622
<b>Annual Expenses</b>	<b>Annual Base Salary</b>							
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: \$50.1M	7	9			54,728			53,157
<b>Geographic Location</b>								
Allegheny County	6	8			53,748			51,638
Outside of Allegheny Count								
<b>Field of Service</b>								
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								
<b>Number of FTEs</b>								
1 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75	7	9			54,728			53,157
<b>Number of Employees Managed</b>								
1 to 3								
4 to 8								
9 to 14								
15 and over								
<b>Gender Identity of Employee</b>								
Man								
Woman	7	8			53,748			52,800
Non-Binary/Non-Conforming								
<b>Race/Ethnicity of Employee</b>								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	6	6			53,748			51,532
Multiracial								

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	5	6			\$56,000			\$55,661
# Eligible for Incentive/Bonus	3	4						
Actual Bonus Paid	2	3						
Total Cash Compensation (Base + Bonus)	5	6			56,500			56,127
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 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75								
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	6			56,000			55,661
Multiracial								

## Human Resources Assistant

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

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	9			\$41,600			\$40,272
# Eligible for Incentive/Bonus	5	6						
Actual Bonus Paid	2	3						
<b>Total Cash Compensation (Base + Bonus)</b>	<b>8</b>	<b>9</b>			<b>41,600</b>			<b>40,822</b>
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: \$22.3M	5	6			39,187			39,330
Geographic Location								
Allegheny County	6	6			42,008			42,424
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 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75	5	6			39,187			39,330
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	8	9			41,600			40,272
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			41,340			40,056
Multiracial								

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	11	14	\$78,244	\$90,147	\$100,405	\$119,866	\$139,322	\$104,399
# Eligible for Incentive/Bonus	7	7						
Actual Bonus Paid	4	4						
Total Cash Compensation (Base + Bonus)	11	14	80,600	91,957	102,072	119,866	139,322	105,767
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: \$43.0M	9	12	82,996	93,623	101,642	130,939	140,251	107,908
Geographic Location								
Allegheny County	9	12	80,603	93,623	101,642	130,939	140,251	107,633
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 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75	9	12	77,543	90,661	101,642	130,939	140,251	105,948
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man	8	9			100,804			107,105
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	11	14	78,244	90,147	100,405	119,866	139,322	104,399
Multiracial								

# Information Technology Manager

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

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	9			\$66,950			\$70,929
# Eligible for Incentive/Bonus	4	4						
Actual Bonus Paid	4	4						
<b>Total Cash Compensation (Base + Bonus)</b>	<b>6</b>	<b>9</b>			<b>68,550</b>			<b>72,818</b>
<b>Annual Expenses</b>	<b>Annual Base Salary</b>							
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:								
<b>Geographic Location</b>								
Allegheny County	6	9			66,950			70,929
Outside of Allegheny Count								
<b>Field of Service</b>								
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								
<b>Number of FTEs</b>								
1 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75								
<b>Number of Employees Managed</b>								
1 to 3								
4 to 8								
9 to 14								
15 and over								
<b>Gender Identity of Employee</b>								
Man	6	7			66,950			70,690
Woman								
Non-Binary/Non-Conforming								
<b>Race/Ethnicity of Employee</b>								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	6	9			66,950			70,929
Multiracial								

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	12	\$49,036	\$56,573	\$65,882	\$74,574	\$86,181	\$66,454
# Eligible for Incentive/Bonus	4	4						
Actual Bonus Paid	3	3						
Total Cash Compensation (Base + Bonus)	10	12	52,636	56,586	65,882	79,397	86,382	67,478
<b>Annual Expenses</b>	<b>Annual Base Salary</b>							
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: \$35.1M	9	11			65,763			65,589
<b>Geographic Location</b>								
Allegheny County	7	9			66,704			69,343
Outside of Allegheny Count								
<b>Field of Service</b>								
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								
<b>Number of FTEs</b>								
1 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75	9	11			65,763			65,589
<b>Number of Employees Managed</b>								
1 to 3								
4 to 8								
9 to 14								
15 and over								
<b>Gender Identity of Employee</b>								
Man	9	11			65,763			64,513
Woman								
Non-Binary/Non-Conforming								
<b>Race/Ethnicity of Employee</b>								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	9	11			65,763			64,513
Multiracial								

# Database Administrator

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	11	11			\$59,740			\$60,670
# Eligible for Incentive/Bonus	6	6						
Actual Bonus Paid	4	4						
Total Cash Compensation (Base + Bonus)	11	11			61,440			61,055
<b>Annual Expenses</b>	<b>Annual Base Salary</b>							
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: \$34.9M	6	6			69,332			68,385
<b>Geographic Location</b>								
Allegheny County	9	9			57,057			57,604
Outside of Allegheny Count								
<b>Field of Service</b>								
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								
<b>Number of FTEs</b>								
1 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75	6	6			69,332			68,385
<b>Number of Employees Managed</b>								
1 to 3								
4 to 8								
9 to 14								
15 and over								
<b>Gender Identity of Employee</b>								
Man	5	5			62,500			62,531
Woman	6	6			56,854			59,119
Non-Binary/Non-Conforming								
<b>Race/Ethnicity of Employee</b>								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	11	11			59,740			60,670
Multiracial								

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	\$40,170	\$41,205	\$46,350	\$47,590	\$51,481	\$45,721
# Eligible for Incentive/Bonus	8	12						
Actual Bonus Paid	5	9			500			842
Total Cash Compensation (Base + Bonus)	12	19	40,415	43,000	46,350	47,590	51,481	46,120
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	10	17	40,169	41,184	46,350	47,795	52,515	45,596
Geographic Location								
Allegheny County	7	10			46,513			46,786
Outside of Allegheny Count	5	9			41,205			44,538
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 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75	10	17	40,169	41,184	46,350	47,795	52,515	45,596
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man	11	16	40,798	42,025	46,513	47,898	53,032	46,199
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	12	40,439	41,174	46,346	48,146	55,099	46,100
Multiracial								

# Library Director

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

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	7			\$70,000			\$76,730
# Eligible for Incentive/Bonus	3	3						
Actual Bonus Paid	2	2						
<b>Total Cash Compensation (Base + Bonus)</b>	<b>7</b>	<b>7</b>			<b>70,746</b>			<b>77,659</b>
<b>Annual Expenses</b>	<b>Annual Base Salary</b>							
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:								
<b>Geographic Location</b>								
Allegheny County	7	7			70,000			76,730
Outside of Allegheny Count								
<b>Field of Service</b>								
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	6			69,683			77,852
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
<b>Number of FTEs</b>								
1 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75								
<b>Number of Employees Managed</b>								
1 to 3								
4 to 8								
9 to 14								
15 and over								
<b>Gender Identity of Employee</b>								
Man								
Woman	5	5			70,746			83,372
Non-Binary/Non-Conforming								
<b>Race/Ethnicity of Employee</b>								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	7	7			70,000			76,730
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	23	\$34,652	\$50,980	\$60,000	\$63,440	\$68,603	\$55,932
# Eligible for Incentive/Bonus	1	4						
Actual Bonus Paid	1	1						
Total Cash Compensation (Base + Bonus)	7	23	35,052	50,980	60,000	63,440	68,603	55,976
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	23	34,652	50,980	60,000	63,440	68,603	55,932
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	22	34,049	49,810	60,077	63,760	68,632	56,015
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	7	20	32,843	47,470	60,077	63,236	68,317	55,254
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	23	34,652	50,980	60,000	63,440	68,603	55,932
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

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation					
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
<b>Base Salary - All Employees</b>	5	93	\$44,753	\$46,098	\$48,107	\$54,378	\$59,119	\$50,024
<b># Eligible for Incentive/Bonus</b>	1	3						
<b>Actual Bonus Paid</b>								
<b>Total Cash Compensation (Base + Bonus)</b>	5	93	44,753	46,098	48,107	54,378	59,119	50,024
<b>Annual Expenses</b>	<b>Annual Base Salary</b>							
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:								
<b>Geographic Location</b>								
Allegheny County	5	93	44,753	46,098	48,107	54,378	59,119	50,024
Outside of Allegheny Count								
<b>Field of Service</b>								
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	93	44,753	46,098	48,107	54,378	59,119	50,024
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
<b>Number of FTEs</b>								
1 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75								
<b>Number of Employees Managed</b>								
1 to 3								
4 to 8								
9 to 14								
15 and over								
<b>Gender Identity of Employee</b>								
Man								
Woman	5	74	44,753	46,098	48,348	54,308	58,614	49,948
Non-Binary/Non-Conforming								
<b>Race/Ethnicity of Employee</b>								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	5	82	44,753	46,098	48,348	54,734	59,203	50,062
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

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	142	\$25,459	\$28,039	\$36,153	\$38,563	\$41,392	\$34,411
# Eligible for Incentive/Bonus	1	10						
Actual Bonus Paid								
Total Cash Compensation (Base + Bonus)	7	142	25,459	28,039	36,153	38,563	41,392	34,411
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	142	25,459	28,039	36,153	38,563	41,392	34,411
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	7	142	25,459	28,039	36,153	38,563	41,392	34,411
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	7	106	24,398	27,310	36,153	37,869	41,392	33,697
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	116	24,704	27,310	36,153	38,390	41,392	33,727
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

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	83	\$22,152	\$27,040	\$29,640	\$30,206	\$32,115	\$28,503
# Eligible for Incentive/Bonus	1	1						
Actual Bonus Paid								
Total Cash Compensation (Base + Bonus)	5	83	22,152	27,040	29,640	30,206	32,115	28,503
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	83	22,152	27,040	29,640	30,206	32,115	28,503
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	83	22,152	27,040	29,640	30,206	32,115	28,503
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75								
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

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	22	26	\$54,490	\$65,022	\$77,353	\$93,170	\$109,949	\$80,300
# Eligible for Incentive/Bonus	8	12						
Actual Bonus Paid	5	9			800			2,273
Total Cash Compensation (Base + Bonus)	22	26	55,050	65,609	77,353	93,170	112,918	81,087
<b>Annual Expenses</b>	<b>Annual Base Salary</b>							
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	9	9			69,037			84,757
\$10,000,000 and more Avg: \$40.1M	9	13	56,534	64,015	80,725	94,031	102,702	79,598
<b>Geographic Location</b>								
Allegheny County	18	22	53,067	65,022	73,019	96,682	111,393	80,779
Outside of Allegheny Count								
<b>Field of Service</b>								
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	9			66,226			72,313
Youth/Recreation								
<b>Number of FTEs</b>								
1 - 4								
5 - 12								
13 - 25								
26 - 75	5	5			69,000			75,382
More than 75	12	16	57,267	63,007	80,044	94,892	117,471	82,032
<b>Number of Employees Managed</b>								
1 to 3	6	6			65,356			69,423
4 to 8	5	5			77,706			75,037
9 to 14								
15 and over								
<b>Gender Identity of Employee</b>								
Man	20	24	53,779	63,007	77,353	92,182	110,671	80,127
Woman								
Non-Binary/Non-Conforming								
<b>Race/Ethnicity of Employee</b>								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	21	25	54,134	64,015	77,000	92,055	110,310	79,682
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	16	21	\$43,536	\$48,922	\$57,500	\$63,909	\$69,400	\$57,061
# Eligible for Incentive/Bonus	6	6						
Actual Bonus Paid	2	2						
Total Cash Compensation (Base + Bonus)	16	21	44,512	48,946	57,500	63,909	69,400	57,959
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: \$7.3M	7	9			64,164			60,150
\$10,000,000 and more Avg: \$30.4M	6	9			57,990			58,201
Geographic Location								
Allegheny County	15	20	43,518	48,672	57,745	64,037	69,700	57,327
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 - 4								
5 - 12								
13 - 25								
26 - 75	5	7			62,400			60,841
More than 75	7	10			57,745			59,085
Number of Employees Managed								
1 to 3	9	10			53,311			56,043
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man	15	19	47,840	51,626	57,990	64,164	70,000	58,479
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	13	17	43,120	48,131	57,500	63,282	71,400	56,224
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

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	50	\$34,697	\$40,545	\$43,826	\$49,785	\$58,069	\$45,148
# Eligible for Incentive/Bonus	13	22						
Actual Bonus Paid	8	10			650			1,075
Total Cash Compensation (Base + Bonus)	25	50	34,697	40,545	43,935	49,889	58,069	45,363
<b>Annual Expenses</b>	<b>Annual Base Salary</b>							
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	9	11			47,737			47,531
\$10,000,000 and more Avg: \$36.0M	11	24	35,785	40,514	43,389	48,951	56,483	44,865
<b>Geographic Location</b>								
Allegheny County	18	39	34,632	40,685	44,034	49,046	59,405	45,592
Outside of Allegheny Count	7	11			41,600			43,575
<b>Field of Service</b>								
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	15	31,462	32,926	41,600	45,760	54,962	40,888
Youth/Recreation								
<b>Number of FTEs</b>								
1 - 4								
5 - 12								
13 - 25								
26 - 75	5	8			47,334			48,203
More than 75	15	28	35,791	40,617	44,897	52,110	58,357	46,021
<b>Number of Employees Managed</b>								
1 to 3								
4 to 8								
9 to 14								
15 and over								
<b>Gender Identity of Employee</b>								
Man	24	41	33,267	40,737	43,971	50,523	57,899	45,241
Woman								
Non-Binary/Non-Conforming								
<b>Race/Ethnicity of Employee</b>								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	21	33	37,365	41,195	43,971	52,146	58,939	46,280
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	11			\$45,760			\$45,670
# Eligible for Incentive/Bonus								
Actual Bonus Paid								
Total Cash Compensation (Base + Bonus)	5	11			45,760			45,670
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 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75								
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

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	117	\$31,200	\$34,185	\$36,421	\$40,872	\$40,959	\$37,198
# Eligible for Incentive/Bonus	12	31						
Actual Bonus Paid	7	9			500			747
Total Cash Compensation (Base + Bonus)	26	117	31,200	34,278	37,045	40,872	40,959	37,256
<b>Annual Expenses</b>	<b>Annual Base Salary</b>							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg: \$7.6M	8	21	31,000	31,200	33,280	36,518	43,888	35,121
\$10,000,000 and more Avg: \$33.8M	12	83	33,592	35,776	39,104	40,872	40,872	37,872
<b>Geographic Location</b>								
Allegheny County	21	108	31,200	34,278	36,373	40,872	40,916	37,197
Outside of Allegheny Count	5	9			39,874			37,216
<b>Field of Service</b>								
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	31,562	35,776	35,776	36,203	41,166	35,615
Youth/Recreation								
<b>Number of FTEs</b>								
1 - 4								
5 - 12								
13 - 25								
26 - 75	5	12	30,965	31,000	32,240	40,539	48,458	36,158
More than 75	16	96	33,280	35,360	37,097	40,872	40,872	37,708
<b>Number of Employees Managed</b>								
1 to 3								
4 to 8								
9 to 14								
15 and over								
<b>Gender Identity of Employee</b>								
Man	21	75	31,200	34,091	39,104	40,872	40,872	37,622
Woman	13	29	31,000	35,568	35,776	39,988	40,872	36,403
Non-Binary/Non-Conforming								
<b>Race/Ethnicity of Employee</b>								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American	14	38	34,183	36,345	40,872	40,872	40,872	38,629
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	19	63	31,000	33,280	35,776	40,539	40,872	36,185
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	7	37	\$31,949	\$37,076	\$37,440	\$39,603	\$41,654	\$37,812
# Eligible for Incentive/Bonus	4	9						
Actual Bonus Paid	1	1						
<b>Total Cash Compensation (Base + Bonus)</b>	<b>7</b>	<b>37</b>	<b>31,949</b>	<b>37,154</b>	<b>37,440</b>	<b>39,603</b>	<b>41,654</b>	<b>37,833</b>
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	35	35,160	37,440	37,440	39,686	41,708	38,163
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 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man	6	18	32,026	36,161	37,752	41,600	42,952	38,302
Woman	5	5			37,440			35,838
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	13	31,100	34,164	37,752	40,602	44,512	37,654
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

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	6			\$60,677			\$62,878
# Eligible for Incentive/Bonus	2	3						
Actual Bonus Paid								
Total Cash Compensation (Base + Bonus)	5	6			60,677			62,878
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	6			60,677			62,878
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 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75								
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

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation					
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
<b>Base Salary - All Employees</b>	7	54	\$31,200	\$32,136	\$34,008	\$37,523	\$38,501	\$34,700
<b># Eligible for Incentive/Bonus</b>	1	1						
<b>Actual Bonus Paid</b>								
<b>Total Cash Compensation (Base + Bonus)</b>	7	54	31,200	32,136	34,008	37,523	38,501	34,700
<b>Annual Expenses</b>	<b>Annual Base Salary</b>							
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: \$24.6M	5	51	31,200	32,136	33,738	37,523	38,501	34,704
<b>Geographic Location</b>								
Allegheny County	7	54	31,200	32,136	34,008	37,523	38,501	34,700
Outside of Allegheny Count								
<b>Field of Service</b>								
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								
<b>Number of FTEs</b>								
1 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75	5	51	31,200	32,136	33,738	37,523	38,501	34,704
<b>Number of Employees Managed</b>								
1 to 3								
4 to 8								
9 to 14								
15 and over								
<b>Gender Identity of Employee</b>								
Man	6	37	31,200	32,136	33,093	36,972	38,501	34,473
Woman								
Non-Binary/Non-Conforming								
<b>Race/Ethnicity of Employee</b>								
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

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			\$52,983			\$53,110
# Eligible for Incentive/Bonus	2	2						
Actual Bonus Paid	1	1						
Total Cash Compensation (Base + Bonus)	6	6			52,983			53,310
<b>Annual Expenses</b>	<b>Annual Base Salary</b>							
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: \$42.3M	6	6			52,983			53,110
<b>Geographic Location</b>								
Allegheny County	5	5			49,878			51,839
Outside of Allegheny Count								
<b>Field of Service</b>								
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								
<b>Number of FTEs</b>								
1 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75	5	5			56,087			53,756
<b>Number of Employees Managed</b>								
1 to 3								
4 to 8								
9 to 14								
15 and over								
<b>Gender Identity of Employee</b>								
Man								
Woman								
Non-Binary/Non-Conforming								
<b>Race/Ethnicity of Employee</b>								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian								
Multiracial								

# Media Producer

Creates a wide range of video productions. Responsible for filming, editing, and generally assisting with production management of video products for all departments. Works with the media lab's content management system to ensure effective tracking, and metadata creation to make media assets easily accessible.

Other sample job titles: Digital Producer, Photojournalist

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	6			\$55,858			\$55,452
# Eligible for Incentive/Bonus	4	4						
Actual Bonus Paid	3	3						
Total Cash Compensation (Base + Bonus)	5	6			57,015			57,001
<b>Annual Expenses</b>	<b>Annual Base Salary</b>							
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:								
<b>Geographic Location</b>								
Allegheny County	5	6			55,858			55,452
Outside of Allegheny Count								
<b>Field of Service</b>								
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								
<b>Number of FTEs</b>								
1 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75								
<b>Number of Employees Managed</b>								
1 to 3								
4 to 8								
9 to 14								
15 and over								
<b>Gender Identity of Employee</b>								
Man								
Woman								
Non-Binary/Non-Conforming								
<b>Race/Ethnicity of Employee</b>								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian								
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	12	90	\$60,257	\$66,460	\$72,405	\$78,650	\$85,230	\$72,426
# Eligible for Incentive/Bonus	7	24						
Actual Bonus Paid	4	17						
Total Cash Compensation (Base + Bonus)	12	90	60,335	66,560	72,405	78,960	85,300	72,559
<b>Annual Expenses</b>	<b>Annual Base Salary</b>							
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	5	15	58,098	60,257	64,480	69,715	72,252	65,076
\$10,000,000 and more Avg: \$26.0M	6	74	60,533	66,560	73,455	79,622	85,322	73,703
<b>Geographic Location</b>								
Allegheny County	10	86	60,291	66,560	72,405	78,650	84,806	72,786
Outside of Allegheny Count								
<b>Field of Service</b>								
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								
<b>Number of FTEs</b>								
1 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75	7	75	60,578	66,560	73,299	79,622	85,317	73,602
<b>Number of Employees Managed</b>								
1 to 3								
4 to 8								
9 to 14								
15 and over								
<b>Gender Identity of Employee</b>								
Man								
Woman	11	76	63,246	67,136	72,634	79,274	85,313	73,461
Non-Binary/Non-Conforming								
<b>Race/Ethnicity of Employee</b>								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	11	77	62,581	66,789	72,800	79,518	85,309	73,478
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	18	\$75,000	\$85,550	\$102,000	\$138,740	\$147,456	\$108,264
# Eligible for Incentive/Bonus	3	12						
Actual Bonus Paid	2	9						
<b>Total Cash Compensation (Base + Bonus)</b>	<b>5</b>	<b>18</b>	<b>75,000</b>	<b>86,438</b>	<b>102,775</b>	<b>138,940</b>	<b>147,456</b>	<b>108,681</b>
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 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	5	18	75,000	85,550	102,000	138,740	147,456	108,264
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	13	82,717	90,050	113,602	142,395	150,704	116,311
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

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	17	\$44,868	\$45,714	\$55,702	\$64,272	\$69,252	\$56,619
# Eligible for Incentive/Bonus	6	11						
Actual Bonus Paid	5	10			1,514			1,851
Total Cash Compensation (Base + Bonus)	8	17	45,690	48,565	58,130	64,272	71,652	57,707
<b>Annual Expenses</b>	<b>Annual Base Salary</b>							
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: \$28.6M	6	13	44,624	44,990	53,560	59,031	64,168	52,877
<b>Geographic Location</b>								
Allegheny County	5	9			54,288			55,770
Outside of Allegheny Count								
<b>Field of Service</b>								
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								
<b>Number of FTEs</b>								
1 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75	6	13	44,624	44,990	53,560	59,031	64,168	52,877
<b>Number of Employees Managed</b>								
1 to 3								
4 to 8								
9 to 14								
15 and over								
<b>Gender Identity of Employee</b>								
Man								
Woman	6	13	44,990	49,275	57,845	65,156	74,635	58,288
Non-Binary/Non-Conforming								
<b>Race/Ethnicity of Employee</b>								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	7	13	44,990	53,924	60,216	65,156	74,635	59,547
Multiracial								

# Community Health Worker

Participates in the delivery of health care services to patients; schedules clinic appointments (both patients and health care practitioners); refers and follows up with patients to ensure they received appropriate care; maintains accurate and complete medical records; processes/records test results; coordinates services with other clinic departments; counsels patients in where/how to obtain needed services; may perform crisis intervention. This position typically requires a bachelor's degree (or equivalent) in a health-related field and Community Health Worker certification.

Other sample job titles: Health Resource Specialist, Medical Advocate

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	7			\$40,000				\$40,626
# Eligible for Incentive/Bonus	3	4							
Actual Bonus Paid	2	3							
Total Cash Compensation (Base + Bonus)	5	7			40,000				40,755
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 - 4									
5 - 12									
13 - 25									
26 - 75									
More than 75									
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									

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

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	18	\$36,858	\$37,045	\$42,682	\$44,777	\$51,233	\$42,172
# Eligible for Incentive/Bonus	4	16						
Actual Bonus Paid	4	16						
Total Cash Compensation (Base + Bonus)	6	18	37,543	39,277	43,482	46,000	51,898	43,329
<b>Annual Expenses</b>	<b>Annual Base Salary</b>							
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:								
<b>Geographic Location</b>								
Allegheny County								
Outside of Allegheny Count								
<b>Field of Service</b>								
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								
<b>Number of FTEs</b>								
1 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75								
<b>Number of Employees Managed</b>								
1 to 3								
4 to 8								
9 to 14								
15 and over								
<b>Gender Identity of Employee</b>								
Man								
Woman	6	17	36,691	37,045	42,682	45,500	51,466	42,142
Non-Binary/Non-Conforming								
<b>Race/Ethnicity of Employee</b>								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	6	14	36,192	37,040	41,985	44,808	52,166	42,124
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	29	\$62,919	\$69,623	\$86,798	\$96,710	\$104,707	\$85,277
# Eligible for Incentive/Bonus	3	7						
Actual Bonus Paid	2	4						
Total Cash Compensation (Base + Bonus)	6	29	62,919	70,023	86,798	97,060	104,707	85,377
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: \$35.5M	5	25	62,919	68,576	89,835	101,494	106,329	85,777
Geographic Location								
Allegheny County	5	25	62,919	68,576	89,835	101,494	106,329	85,777
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 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75	6	29	62,919	69,623	86,798	96,710	104,707	85,277
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	5	20	70,169	83,860	92,030	103,168	108,357	91,429
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								

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

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	44	\$63,336	\$71,702	\$77,204	\$93,600	\$100,506	\$80,836
# Eligible for Incentive/Bonus	3	8						
Actual Bonus Paid	2	5						
Total Cash Compensation (Base + Bonus)	6	44	63,336	71,702	77,204	93,600	100,856	80,905
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: \$38.3M	5	42	66,435	72,001	77,204	93,600	100,506	81,297
Geographic Location								
Allegheny County	5	42	66,435	72,001	77,204	93,600	100,506	81,297
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 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75	6	44	63,336	71,702	77,204	93,600	100,506	80,836
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	5	33	67,571	73,164	81,952	93,850	101,192	83,792
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	35	67,920	73,757	78,728	93,600	100,964	83,334
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	46	\$53,811	\$60,163	\$67,122	\$76,118	\$82,932	\$68,535	
# Eligible for Incentive/Bonus	4	16							
Actual Bonus Paid	2	9							
Total Cash Compensation (Base + Bonus)	7	46	53,811	60,163	67,122	76,293	83,422	68,683	
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: \$37.1M	5	42	54,786	61,596	68,838	77,922	84,654	69,474	
Geographic Location									
Allegheny County	6	44	53,571	60,305	67,912	77,095	83,793	68,867	
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 - 4									
5 - 12									
13 - 25									
26 - 75									
More than 75	6	44	55,195	60,735	67,912	77,095	83,793	69,099	
Number of Employees Managed									
1 to 3									
4 to 8									
9 to 14									
15 and over									
Gender Identity of Employee									
Man									
Woman	6	34	59,156	63,071	69,451	76,118	80,611	69,939	
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	33	59,135	62,723	69,347	76,607	80,816	69,852	
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	32	55	\$62,400	\$70,040	\$80,995	\$92,000	\$109,569	\$82,860
# Eligible for Incentive/Bonus	22	41						
Actual Bonus Paid	13	23	220	250	2,500	3,450	9,100	3,012
Total Cash Compensation (Base + Bonus)	32	55	62,400	72,350	81,000	95,000	113,590	84,119
<b>Annual Expenses</b>	<b>Annual Base Salary</b>							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg: \$1.7M	10	12	53,664	62,425	75,937	86,771	99,480	75,551
\$2,500,000 - \$9,999,999 Avg: \$5.6M	11	21	67,999	72,100	78,280	88,905	114,288	83,111
\$10,000,000 and more Avg: \$16.7M	8	19	57,429	66,310	87,146	99,300	126,818	87,786
<b>Geographic Location</b>								
Allegheny County	28	49	62,400	70,040	80,000	91,500	109,438	82,320
Outside of Allegheny Count								
<b>Field of Service</b>								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development	7	15	72,100	75,000	83,997	95,000	130,820	90,941
Education and Child Care Services								
Employment & Economic Opportunity								
Environment/Animal Welfare	5	5			80,000			85,575
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education								
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support	7	16	57,348	63,549	76,485	82,612	98,284	75,436
Youth/Recreation								
<b>Number of FTEs</b>								
1 - 4								
5 - 12	10	10			83,196			87,940
13 - 25	7	9			69,996			75,750
26 - 75	7	19	67,489	72,100	78,280	91,000	126,818	84,039
More than 75	7	16	57,348	63,549	81,203	98,712	111,486	82,398
<b>Number of Employees Managed</b>								
1 to 3	11	14	57,294	73,183	79,466	96,075	119,719	83,754
4 to 8	10	15	60,640	62,500	70,040	83,012	108,129	76,324
9 to 14	6	9			75,719			78,976
15 and over								
<b>Gender Identity of Employee</b>								
Man	9	12	62,430	72,615	79,140	105,996	130,425	88,072
Woman	26	43	59,760	70,040	81,000	89,610	101,928	81,405
Non-Binary/Non-Conforming								
<b>Race/Ethnicity of Employee</b>								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American	7	7			88,230			94,534
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	28	47	61,520	70,040	80,995	91,000	103,712	81,171
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

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	57	122	\$47,444	\$51,376	\$60,384	\$72,020	\$84,300	\$63,035
# Eligible for Incentive/Bonus	29	73						
Actual Bonus Paid	16	42	250	250	1,300	3,000	3,925	2,115
Total Cash Compensation (Base + Bonus)	57	122	47,994	51,876	60,871	72,254	84,970	63,763
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg: \$366.2K	6	8			60,160			57,605
\$500,000 - \$999,999 Avg: \$787.3K	10	13	43,500	48,597	60,000	64,220	70,762	57,418
\$1,000,000 - \$2,499,999 Avg: \$1.8M	22	37	48,700	51,750	56,760	64,220	75,645	59,538
\$2,500,000 - \$9,999,999 Avg: \$5.8M	14	41	47,342	50,000	60,500	76,492	85,326	63,466
\$10,000,000 and more Avg: \$13.6M	5	23	47,600	68,250	73,179	85,000	91,437	72,953
Geographic Location								
Allegheny County	50	111	47,401	51,002	60,680	73,179	84,980	63,649
Outside of Allegheny Count	7	11			55,167			56,830
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts								
Economic/Neighborhood Development	8	24	44,839	48,500	60,474	74,818	85,167	62,802
Education and Child Care Services	8	29	60,680	65,975	72,078	82,575	87,776	74,306
Employment & Economic Opportunity								
Environment/Animal Welfare	8	16	52,673	56,327	59,500	65,000	78,300	62,182
Family Support and Preservation								
Foundation/Philanthropy								
Health and Health Education	6	6			56,822			55,981
Legal/Advocacy								
Library								
Management/Technical Assistance								
Religious								
Social Support								
Youth/Recreation								
Number of FTEs								
1 - 4	10	10			60,160			58,326
5 - 12	20	29	47,316	55,592	60,448	66,203	84,900	62,992
13 - 25	11	29	45,500	50,750	59,000	74,652	79,000	61,258
26 - 75	11	44	47,871	51,314	67,596	78,639	85,229	66,040
More than 75	5	10			54,548			59,795
Number of Employees Managed								
1 to 3	27	39	46,350	51,002	62,000	73,179	85,000	63,580
4 to 8	16	23	46,370	52,250	60,000	79,000	84,100	64,040
9 to 14								
15 and over								
Gender Identity of Employee								
Man	22	36	47,519	54,374	64,092	74,818	83,250	65,129
Woman	45	80	47,249	51,127	60,000	68,663	82,885	61,686
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American	18	30	42,950	50,752	63,000	73,464	85,401	63,879
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	44	81	47,401	50,750	60,000	71,483	82,311	62,054
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

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	110	\$40,340	\$45,102	\$49,877	\$55,000	\$60,363	\$50,010
# Eligible for Incentive/Bonus	23	60						
Actual Bonus Paid	14	45	250	250	1,500	3,000	6,927	2,296
Total Cash Compensation (Base + Bonus)	40	110	40,843	45,102	50,886	55,617	62,352	50,949
<b>Annual Expenses</b>	<b>Annual Base Salary</b>							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg: \$741.7K	5	8			50,627			52,097
\$1,000,000 - \$2,499,999 Avg: \$1.7M	10	25	45,000	47,525	50,000	59,883	67,844	53,639
\$2,500,000 - \$9,999,999 Avg: \$5.7M	15	53	33,808	42,318	47,000	53,676	56,773	47,047
\$10,000,000 and more Avg: \$13.0M	6	20	42,642	50,000	52,427	55,125	60,222	53,253
<b>Geographic Location</b>								
Allegheny County	36	103	40,419	45,136	49,754	55,000	61,313	50,047
Outside of Allegheny Count								
<b>Field of Service</b>								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts	5	7			45,136			46,240
Economic/Neighborhood Development	6	24	32,250	36,320	42,948	54,770	65,990	46,653
Education and Child Care Services	5	29	47,000	49,183	51,985	55,125	61,920	52,879
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	20	42,558	46,839	51,657	55,040	57,512	50,929
Youth/Recreation								
<b>Number of FTEs</b>								
1 - 4	5	5			49,566			47,253
5 - 12	9	19	45,000	47,470	50,000	60,000	69,185	53,817
13 - 25	9	18	39,897	47,580	52,082	55,676	65,221	51,621
26 - 75	13	61	35,914	43,749	48,801	54,040	58,644	48,637
More than 75								
<b>Number of Employees Managed</b>								
1 to 3	6	14	32,750	39,445	47,580	51,267	62,225	46,801
4 to 8	5	7			46,350			46,841
9 to 14								
15 and over								
<b>Gender Identity of Employee</b>								
Man	14	23	38,087	41,600	46,649	54,080	57,206	47,208
Woman	34	81	40,701	46,680	50,000	55,097	61,617	50,724
Non-Binary/Non-Conforming								
<b>Race/Ethnicity of Employee</b>								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American	9	18	47,322	48,536	50,000	55,031	63,868	52,508
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	35	81	39,679	44,500	48,801	54,977	59,637	49,590
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	20	81	\$20,000	\$33,280	\$39,416	\$43,785	\$53,096	\$38,159
# Eligible for Incentive/Bonus	10	53						
Actual Bonus Paid	5	18	238	250	250	550	2,300	701
Total Cash Compensation (Base + Bonus)	20	81	20,000	33,280	39,416	44,160	53,756	38,315
<b>Annual Expenses</b>	<b>Annual Base Salary</b>							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg: \$1.5M	7	21	33,280	34,726	38,230	41,212	45,344	38,276
\$2,500,000 - \$9,999,999 Avg: \$5.1M	8	48	20,000	22,250	37,214	42,717	54,151	35,965
\$10,000,000 and more Avg:								
<b>Geographic Location</b>								
Allegheny County	20	81	20,000	33,280	39,416	43,785	53,096	38,159
Outside of Allegheny Count								
<b>Field of Service</b>								
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	14	29,120	34,570	39,278	43,145	51,499	39,285
Youth/Recreation								
<b>Number of FTEs</b>								
1 - 4								
5 - 12	6	17	33,280	35,360	38,230	41,500	47,600	39,101
13 - 25								
26 - 75	8	50	20,000	28,855	40,170	43,733	53,302	37,053
More than 75								
<b>Number of Employees Managed</b>								
1 to 3								
4 to 8								
9 to 14								
15 and over								
<b>Gender Identity of Employee</b>								
Man	9	26	20,000	29,640	42,000	44,044	55,470	38,557
Woman	17	52	20,000	33,629	38,685	44,231	54,526	38,161
Non-Binary/Non-Conforming								
<b>Race/Ethnicity of Employee</b>								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American	9	23	20,000	33,280	40,823	42,333	56,500	38,547
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	15	52	20,000	30,869	39,708	44,231	52,699	38,144
Multiracial								

Provides overall management and direction to one or more large social service or behavioral 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

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	24	52	\$62,603	\$66,404	\$75,231	\$85,972	\$98,695	\$77,259
# Eligible for Incentive/Bonus	19	42						
Actual Bonus Paid	13	31	640	1,150	3,090	6,839	7,840	3,690
Total Cash Compensation (Base + Bonus)	24	52	65,000	70,110	76,266	87,353	98,695	79,459
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: \$6.2M	9	15	63,486	65,000	74,263	80,000	101,523	76,339
\$10,000,000 and more Avg: \$32.4M	9	31	64,567	67,246	75,504	86,549	109,628	79,112
Geographic Location								
Allegheny County	17	26	63,864	68,750	76,341	88,587	112,299	80,208
Outside of Allegheny Count	7	26	60,137	66,139	73,310	84,091	89,419	74,309
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	28	64,946	65,712	71,500	76,071	87,735	73,288
Youth/Recreation								
Number of FTEs								
1 - 4								
5 - 12								
13 - 25								
26 - 75	8	12	62,350	65,000	78,610	87,849	104,082	79,066
More than 75	12	36	64,838	67,673	74,870	85,972	102,952	78,247
Number of Employees Managed								
1 to 3	6	8			88,110			88,174
4 to 8	8	8			68,280			69,055
9 to 14	11	13	52,296	63,134	70,574	79,844	103,675	73,359
15 and over	9	16	66,722	74,447	80,080	86,882	96,945	80,846
Gender Identity of Employee								
Man	8	9			72,426			74,490
Woman	21	43	62,512	66,560	75,837	86,549	98,612	77,838
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American	5	5			65,000			64,725
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	20	46	64,838	67,075	75,483	86,143	101,255	78,405
Multiracial								

**Program Manager/Administrator, Social Services/Mental Health**

856

Provides overall management and supervision to one or two social service or behavioral 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	33	156	\$49,477	\$52,484	\$58,943	\$65,386	\$71,890	\$59,539
# Eligible for Incentive/Bonus	27	142						
Actual Bonus Paid	17	81	500	900	2,365	4,025	7,680	3,069
Total Cash Compensation (Base + Bonus)	33	156	49,985	53,634	61,417	67,441	72,904	61,133
Annual Expenses		Annual Base Salary						
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg: \$1.8M	7	9			57,319			59,559
\$2,500,000 - \$9,999,999 Avg: \$5.6M	13	28	49,490	53,022	61,480	71,025	80,035	62,020
\$10,000,000 and more Avg: \$27.6M	9	112	49,489	52,530	59,228	64,777	68,864	59,260
Geographic Location								
Allegheny County	26	64	50,000	52,530	60,374	66,263	72,648	60,781
Outside of Allegheny Count	7	92	49,325	51,964	58,594	63,648	68,773	58,676
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	100	49,444	51,964	57,013	62,041	66,289	57,214
Youth/Recreation								
Number of FTEs								
1 - 4								
5 - 12	5	9			52,210			56,736
13 - 25	5	6			58,790			57,618
26 - 75	7	16	51,400	53,148	56,779	66,693	74,949	60,453
More than 75	13	122	49,468	52,530	59,499	65,005	70,950	59,599
Number of Employees Managed								
1 to 3	16	26	48,638	50,330	54,280	65,824	77,864	58,534
4 to 8	14	39	49,462	53,934	60,367	63,461	65,975	59,263
9 to 14	8	17	51,892	55,687	59,862	65,586	67,645	60,323
15 and over								
Gender Identity of Employee								
Man	12	25	48,562	52,530	58,677	66,075	73,387	59,899
Woman	32	131	49,466	52,270	59,051	65,000	71,691	59,471
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American	11	12	47,443	52,120	61,480	66,463	73,162	59,772
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	28	140	49,485	52,530	59,228	65,561	71,984	59,747
Multiracial								

Assumes responsibility for the implementation of a single social services or behavioral 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	22	347	\$43,514	\$45,635	\$47,320	\$51,501	\$54,841	\$48,286
# Eligible for Incentive/Bonus	18	326						
Actual Bonus Paid	14	142	500	1,000	2,250	4,000	6,393	2,731
Total Cash Compensation (Base + Bonus)	22	347	44,262	45,760	48,734	53,331	57,127	49,403
<b>Annual Expenses</b>	<b>Annual Base Salary</b>							
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: \$27.7M	12	314	43,840	45,682	47,424	51,501	54,808	48,270
<b>Geographic Location</b>								
Allegheny County	15	56	37,274	44,283	47,573	54,619	56,468	48,620
Outside of Allegheny Count	7	291	44,487	45,760	47,299	50,960	54,733	48,222
<b>Field of Service</b>								
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	306	44,257	45,760	47,310	50,997	54,728	48,135
Youth/Recreation								
<b>Number of FTEs</b>								
1 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75	15	332	43,680	45,681	47,417	51,501	54,808	48,267
<b>Number of Employees Managed</b>								
1 to 3	7	15	42,424	50,960	54,974	57,912	63,298	53,946
4 to 8								
9 to 14								
15 and over								
<b>Gender Identity of Employee</b>								
Man	10	58	44,723	46,155	47,622	52,619	54,993	48,653
Woman	21	287	43,514	45,531	47,278	51,501	54,860	48,270
Non-Binary/Non-Conforming								
<b>Race/Ethnicity of Employee</b>								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American	9	30	39,635	45,037	48,045	53,300	54,717	48,537
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	20	306	43,904	45,665	47,424	51,501	55,096	48,329
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	13	62	\$32,282	\$37,362	\$40,823	\$44,682	\$47,736	\$40,875
# Eligible for Incentive/Bonus	10	53						
Actual Bonus Paid	7	34	50	50	200	850	1,483	641
Total Cash Compensation (Base + Bonus)	13	62	32,458	37,440	41,116	45,465	48,903	41,226
<b>Annual Expenses</b>	<b>Annual Base Salary</b>							
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	5	20	40,000	41,700	44,355	47,736	49,576	44,442
\$10,000,000 and more Avg: \$28.3M	5	35	31,883	34,496	38,240	42,890	44,684	38,751
<b>Geographic Location</b>								
Allegheny County	10	32	37,440	40,043	42,600	47,310	47,925	43,420
Outside of Allegheny Count								
<b>Field of Service</b>								
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	27	32,136	37,440	41,475	42,890	48,014	40,788
Youth/Recreation								
<b>Number of FTEs</b>								
1 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75	5	35	31,883	34,496	38,240	42,890	44,684	38,751
<b>Number of Employees Managed</b>								
1 to 3								
4 to 8								
9 to 14								
15 and over								
<b>Gender Identity of Employee</b>								
Man								
Woman	13	56	32,136	37,362	41,538	44,690	47,817	40,908
Non-Binary/Non-Conforming								
<b>Race/Ethnicity of Employee</b>								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American	7	17	35,031	40,000	42,000	45,510	47,736	41,815
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	10	41	32,136	37,362	40,000	44,686	48,555	40,820
Multiracial								

Supervises clinical behavioral 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	6	8			\$65,104			\$68,570
# Eligible for Incentive/Bonus	3	4						
Actual Bonus Paid	1	1						
Total Cash Compensation (Base + Bonus)	6	8			65,129			68,576
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			65,000			69,050
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 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75								
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								

## Licensed Clinical Social Worker

Evaluates needs of clients and develops treatment plan in coordination with others; implements counseling and behavioral 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	12	22	\$48,600	\$51,731	\$61,523	\$71,085	\$80,196	\$62,656
# Eligible for Incentive/Bonus	7	12						
Actual Bonus Paid	5	8			2,782			2,976
Total Cash Compensation (Base + Bonus)	12	22	50,000	53,500	61,523	73,121	80,196	63,738
<b>Annual Expenses</b>	<b>Annual Base Salary</b>							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg: \$6.5M	6	12	47,566	50,000	52,175	65,681	90,085	59,645
\$10,000,000 and more Avg: \$23.8M	5	9			68,890			65,521
<b>Geographic Location</b>								
Allegheny County	9	17	47,876	50,462	60,000	70,945	84,226	62,330
Outside of Allegheny Count								
<b>Field of Service</b>								
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								
<b>Number of FTEs</b>								
1 - 4								
5 - 12								
13 - 25								
26 - 75	5	9			52,350			61,937
More than 75	6	12	48,443	54,281	62,937	70,536	74,708	62,333
<b>Number of Employees Managed</b>								
1 to 3								
4 to 8								
9 to 14								
15 and over								
<b>Gender Identity of Employee</b>								
Man								
Woman	12	20	48,200	52,088	61,523	70,536	80,994	62,609
Non-Binary/Non-Conforming								
<b>Race/Ethnicity of Employee</b>								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	12	18	47,938	51,993	61,523	71,085	76,823	61,886
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

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	6			\$102,815			\$103,363
# Eligible for Incentive/Bonus	2	3						
Actual Bonus Paid	2	3						
Total Cash Compensation (Base + Bonus)	5	6			104,029			104,135
<b>Annual Expenses</b>	<b>Annual Base Salary</b>							
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:								
<b>Geographic Location</b>								
Allegheny County								
Outside of Allegheny Count								
<b>Field of Service</b>								
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								
<b>Number of FTEs</b>								
1 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75								
<b>Number of Employees Managed</b>								
1 to 3								
4 to 8								
9 to 14								
15 and over								
<b>Gender Identity of Employee</b>								
Man								
Woman								
Non-Binary/Non-Conforming								
<b>Race/Ethnicity of Employee</b>								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian								
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	8	23	\$43,591	\$48,458	\$53,560	\$65,874	\$77,750	\$57,300
# Eligible for Incentive/Bonus	5	16						
Actual Bonus Paid	5	13	149	588	700	1,100	2,417	901
Total Cash Compensation (Base + Bonus)	8	23	44,219	48,638	53,711	66,574	78,030	57,809
<b>Annual Expenses</b>	<b>Annual Base Salary</b>							
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:								
<b>Geographic Location</b>								
Allegheny County	7	20	45,068	50,932	54,356	66,701	78,374	59,102
Outside of Allegheny Count								
<b>Field of Service</b>								
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			51,210			50,420
Youth/Recreation								
<b>Number of FTEs</b>								
1 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75	5	20	43,263	48,491	54,356	66,701	78,374	58,517
<b>Number of Employees Managed</b>								
1 to 3								
4 to 8								
9 to 14								
15 and over								
<b>Gender Identity of Employee</b>								
Man								
Woman	8	21	44,358	48,524	53,560	63,437	74,955	55,983
Non-Binary/Non-Conforming								
<b>Race/Ethnicity of Employee</b>								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	7	19	43,154	47,435	55,000	66,976	78,582	58,826
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

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	354	\$37,478	\$41,288	\$46,218	\$49,253	\$53,019	\$45,831
# Eligible for Incentive/Bonus	13	340						
Actual Bonus Paid	9	182	183	619	1,500	3,044	3,450	1,826
Total Cash Compensation (Base + Bonus)	19	354	38,161	41,600	46,353	51,301	55,388	46,770
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	8	95	35,541	37,440	41,600	46,350	50,469	42,217
\$10,000,000 and more Avg: \$18.5M	7	242	39,039	44,800	48,942	51,085	53,248	47,418
Geographic Location								
Allegheny County	14	125	36,240	38,688	42,171	47,240	51,469	43,521
Outside of Allegheny Count	5	229	38,709	44,690	48,942	51,085	53,248	47,092
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	217	38,942	44,803	48,942	51,542	53,310	47,787
Youth/Recreation								
Number of FTEs								
1 - 4								
5 - 12								
13 - 25								
26 - 75	7	65	36,400	39,208	43,493	47,350	50,757	43,560
More than 75	9	284	38,112	41,366	47,136	50,461	53,134	46,282
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man	12	48	38,382	42,055	46,968	50,305	53,577	46,208
Woman	19	306	37,440	40,258	45,843	49,253	53,019	45,772
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American	12	49	35,984	37,222	41,600	45,457	49,173	41,740
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	15	286	38,455	41,654	47,718	50,726	53,248	46,529
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	12	100	\$39,379	\$45,760	\$51,600	\$76,700	\$87,360	\$58,868
# Eligible for Incentive/Bonus	7	91						
Actual Bonus Paid	7	65	250	500	1,500	2,400	4,120	1,751
Total Cash Compensation (Base + Bonus)	12	100	39,951	47,320	52,795	76,775	88,310	60,006
<b>Annual Expenses</b>	<b>Annual Base Salary</b>							
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	6	11			55,230			59,145
\$10,000,000 and more Avg:								
<b>Geographic Location</b>								
Allegheny County	10	26	46,329	47,160	50,422	64,950	82,724	57,349
Outside of Allegheny Count								
<b>Field of Service</b>								
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								
<b>Number of FTEs</b>								
1 - 4								
5 - 12								
13 - 25								
26 - 75	5	10			57,790			59,968
More than 75								
<b>Number of Employees Managed</b>								
1 to 3								
4 to 8								
9 to 14								
15 and over								
<b>Gender Identity of Employee</b>								
Man	7	21	43,430	46,575	52,703	80,080	87,360	60,064
Woman	12	77	38,834	45,760	51,200	82,680	87,360	58,852
Non-Binary/Non-Conforming								
<b>Race/Ethnicity of Employee</b>								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	11	88	38,834	45,760	50,992	76,650	87,360	58,109
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	9	49	\$35,360	\$38,480	\$41,080	\$47,081	\$51,500	\$42,633
# Eligible for Incentive/Bonus	5	29						
Actual Bonus Paid	4	21						
Total Cash Compensation (Base + Bonus)	9	49	36,360	38,584	42,200	47,601	54,132	43,589
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: \$4.0M	5	24	38,792	40,373	45,375	49,920	51,700	45,212
\$10,000,000 and more Avg:								
Geographic Location								
Allegheny County	5	10			50,232			49,769
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 - 4								
5 - 12								
13 - 25								
26 - 75	5	24	38,792	40,373	45,375	49,920	51,700	45,212
More than 75								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	8	44	35,360	38,480	41,174	46,748	50,950	42,489
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	40	35,360	38,501	40,914	46,530	51,373	42,540
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	9	42	\$27,061	\$37,309	\$45,000	\$47,897	\$49,976	\$42,813
# Eligible for Incentive/Bonus	4	20						
Actual Bonus Paid	4	16						
Total Cash Compensation (Base + Bonus)	9	42	27,061	37,309	46,935	48,893	50,699	43,388
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	24	38,855	45,000	47,102	49,135	49,960	47,123
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 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75								
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	8	39	27,061	37,149	45,000	48,069	50,000	42,912
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	29	26,520	33,811	45,000	48,516	51,002	42,336
Multiracial								

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

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	33	\$31,200	\$35,953	\$40,872	\$44,722	\$51,225	\$40,783
# Eligible for Incentive/Bonus	10	25						
Actual Bonus Paid	6	17	250	325	1,950	3,515	4,023	1,850
Total Cash Compensation (Base + Bonus)	15	33	31,844	36,128	41,616	46,030	51,616	41,736
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			45,328			47,424
\$10,000,000 and more Avg: \$22.7M	6	13	34,536	38,563	40,872	45,781	51,137	41,592
Geographic Location								
Allegheny County	12	23	31,200	35,485	41,616	46,347	53,161	41,632
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 - 4								
5 - 12								
13 - 25								
26 - 75	6	9			44,308			45,621
More than 75	6	13	34,536	38,563	40,872	45,781	51,137	41,592
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	13	30	31,200	35,048	39,770	45,439	52,556	40,548
Non-Binary/Non-Conforming								
Race/Ethnicity of Employee								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American	5	13	31,574	34,612	38,563	41,558	45,415	38,530
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	14	20	31,200	36,957	43,784	47,562	53,242	42,247
Multiracial								

# Senior or Adult Program Assistant

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

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	57	\$32,777	\$34,320	\$35,006	\$39,052	\$44,812	\$36,698
# Eligible for Incentive/Bonus	5	44						
Actual Bonus Paid	4	39						
Total Cash Compensation (Base + Bonus)	6	57	32,777	34,657	36,040	40,170	46,778	37,513
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 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75	5	46	32,573	33,374	34,840	37,003	46,083	36,345
Number of Employees Managed								
1 to 3								
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	6	46	32,781	34,320	35,058	39,293	45,181	36,885
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	50	32,762	34,253	35,006	39,026	44,502	36,502
Multiracial								

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

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	\$33,813	\$36,067	\$39,458	\$43,680	\$46,405	\$39,753
# Eligible for Incentive/Bonus	3	14						
Actual Bonus Paid	2	8						
Total Cash Compensation (Base + Bonus)	6	19	33,829	36,067	39,478	43,680	47,205	39,984
<b>Annual Expenses</b>	<b>Annual Base Salary</b>							
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:								
<b>Geographic Location</b>								
Allegheny County								
Outside of Allegheny Count								
<b>Field of Service</b>								
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								
<b>Number of FTEs</b>								
1 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75								
<b>Number of Employees Managed</b>								
1 to 3								
4 to 8								
9 to 14								
15 and over								
<b>Gender Identity of Employee</b>								
Man								
Woman	6	15	33,940	36,067	39,458	43,680	47,229	39,925
Non-Binary/Non-Conforming								
<b>Race/Ethnicity of Employee</b>								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	5	14	33,796	35,923	39,458	43,680	45,719	39,298
Multiracial								

# Direct Care Counselor

Provides personal assistance (i.e. cooking, shopping, housekeeping) and care (i.e. bathing, grooming, feeding, dressing) to elderly and people with disabilities in a 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	5	442	\$32,781	\$32,781	\$35,360	\$37,586	\$46,155	\$36,713
# Eligible for Incentive/Bonus	4	405						
Actual Bonus Paid	3	361						
Total Cash Compensation (Base + Bonus)	5	442	32,781	33,581	35,808	38,519	46,725	37,373
<b>Annual Expenses</b>	<b>Annual Base Salary</b>							
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:								
<b>Geographic Location</b>								
Allegheny County								
Outside of Allegheny Count								
<b>Field of Service</b>								
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								
<b>Number of FTEs</b>								
1 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75	5	442	32,781	32,781	35,360	37,586	46,155	36,713
<b>Number of Employees Managed</b>								
1 to 3								
4 to 8								
9 to 14								
15 and over								
<b>Gender Identity of Employee</b>								
Man								
Woman								
Non-Binary/Non-Conforming								
<b>Race/Ethnicity of Employee</b>								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian								
Multiracial								

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	5	127	\$47,507	\$50,357	\$55,890	\$63,000	\$71,931	\$57,430
# Eligible for Incentive/Bonus	3	56						
Actual Bonus Paid	3	56						
Total Cash Compensation (Base + Bonus)	5	127	47,507	51,057	56,590	63,000	72,599	57,834
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 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75								
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								

# Volunteer Director

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

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			\$64,604			\$66,161
# Eligible for Incentive/Bonus	1	1						
Actual Bonus Paid	1	1						
Total Cash Compensation (Base + Bonus)	6	6			64,793			67,094
<b>Annual Expenses</b>	<b>Annual Base Salary</b>							
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:								
<b>Geographic Location</b>								
Allegheny County	6	6			64,604			66,161
Outside of Allegheny Count								
<b>Field of Service</b>								
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								
<b>Number of FTEs</b>								
1 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75								
<b>Number of Employees Managed</b>								
1 to 3								
4 to 8								
9 to 14								
15 and over								
<b>Gender Identity of Employee</b>								
Man								
Woman	6	6			64,604			66,161
Non-Binary/Non-Conforming								
<b>Race/Ethnicity of Employee</b>								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian								
Multiracial								

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	19	24	\$40,050	\$42,188	\$45,000	\$48,253	\$52,276	\$45,451
# Eligible for Incentive/Bonus	9	11						
Actual Bonus Paid	4	6						
Total Cash Compensation (Base + Bonus)	19	24	40,175	42,500	45,209	48,253	52,526	45,692
<b>Annual Expenses</b>	<b>Annual Base Salary</b>							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg: \$1.7M	8	8			44,310			43,608
\$2,500,000 - \$9,999,999 Avg:								
\$10,000,000 and more Avg: \$23.1M	6	9			45,570			46,283
<b>Geographic Location</b>								
Allegheny County	15	19	41,600	43,667	45,000	48,547	53,550	46,157
Outside of Allegheny Count								
<b>Field of Service</b>								
Basic Material Need	5	9			46,842			46,850
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								
<b>Number of FTEs</b>								
1 - 4								
5 - 12	5	5			44,700			43,476
13 - 25								
26 - 75								
More than 75	7	11			45,570			45,910
<b>Number of Employees Managed</b>								
1 to 3								
4 to 8								
9 to 14								
15 and over								
<b>Gender Identity of Employee</b>								
Man								
Woman	15	19	39,000	41,600	45,000	46,862	50,000	44,576
Non-Binary/Non-Conforming								
<b>Race/Ethnicity of Employee</b>								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	16	20	39,210	41,709	44,460	47,237	49,955	44,696
Multiracial								

# Communications Director

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	20	21	\$66,352	\$74,556	\$85,000	\$97,254	\$127,000	\$89,394
# Eligible for Incentive/Bonus	8	8						
Actual Bonus Paid	4	4						
Total Cash Compensation (Base + Bonus)	20	21	66,352	77,056	85,000	97,404	127,000	90,104
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			85,000			89,404
\$10,000,000 and more Avg: \$28.6M	9	9			92,997			97,914
Geographic Location								
Allegheny County	19	20	65,635	74,334	85,000	98,380	127,875	89,113
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 - 4								
5 - 12	5	5			74,112			72,922
13 - 25								
26 - 75	6	6			88,999			86,500
More than 75	8	9			86,855			99,350
Number of Employees Managed								
1 to 3	12	12	67,676	75,072	84,500	95,000	103,909	85,052
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man	5	5			85,000			89,791
Woman	15	16	68,287	74,334	85,000	98,380	125,800	89,269
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	18	64,366	75,217	85,928	101,079	129,808	91,503
Multiracial								

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	25	26	\$45,532	\$52,000	\$59,160	\$66,425	\$72,885	\$59,306
# Eligible for Incentive/Bonus	9	9						
Actual Bonus Paid	2	2						
Total Cash Compensation (Base + Bonus)	25	26	45,532	52,975	59,160	66,907	72,885	59,498
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg: \$752.2K	6	6			56,160			55,817
\$1,000,000 - \$2,499,999 Avg:								
\$2,500,000 - \$9,999,999 Avg: \$6.1M	8	8			59,758			60,358
\$10,000,000 and more Avg: \$42.0M	5	6			68,094			66,767
Geographic Location								
Allegheny County	24	25	45,456	52,000	58,000	66,950	72,964	59,266
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts	5	6			60,571			60,193
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 - 4	6	6			53,040			53,497
5 - 12								
13 - 25								
26 - 75	7	7			63,542			62,147
More than 75	5	6			65,323			65,573
Number of Employees Managed								
1 to 3	6	6			55,344			55,672
4 to 8								
9 to 14								
15 and over								
Gender Identity of Employee								
Man								
Woman	20	21	45,152	53,500	60,320	68,000	73,282	60,060
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	20	45,784	55,163	61,731	67,475	73,362	60,548
Multiracial								

# Public Relations Manager

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

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	5			\$81,000				\$76,658
# Eligible for Incentive/Bonus	2	2							
Actual Bonus Paid	1	1							
<b>Total Cash Compensation (Base + Bonus)</b>	<b>5</b>	<b>5</b>			<b>81,000</b>				<b>77,162</b>
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 - 4									
5 - 12									
13 - 25									
26 - 75									
More than 75									
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									

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	22	26	\$51,744	\$56,939	\$72,875	\$91,375	\$102,100	\$75,716
# Eligible for Incentive/Bonus	11	11						
Actual Bonus Paid	6	6			1,350			1,208
Total Cash Compensation (Base + Bonus)	22	26	52,200	57,646	73,055	91,375	102,550	75,994
Annual Expenses	Annual Base Salary							
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg: \$1.6M	7	8			67,340			66,774
\$2,500,000 - \$9,999,999 Avg: \$6.2M	7	7			75,000			78,491
\$10,000,000 and more Avg: \$40.1M	7	10			78,339			82,795
Geographic Location								
Allegheny County	19	23	51,640	65,000	73,750	92,500	102,914	77,440
Outside of Allegheny Count								
Field of Service								
Basic Material Need								
Counseling - Behavioral Health & Wellness								
Culture/Arts	7	10			86,464			85,819
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 - 4								
5 - 12	5	5			65,000			69,643
13 - 25								
26 - 75	5	5			73,788			77,515
More than 75	8	11			73,750			80,418
Number of Employees Managed								
1 to 3	7	7			75,600			79,775
4 to 8	6	6			90,500			91,530
9 to 14								
15 and over								
Gender Identity of Employee								
Man	9	9			71,676			76,203
Woman	15	17	51,779	61,018	73,788	91,877	101,829	75,458
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	51,675	59,026	72,875	92,125	102,643	76,088
Multiracial								

# Marketing Coordinator

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

Salary & Incentives: All Organizations	# of Orgs	# of Emps	Annual Cash Compensation					
			10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Average
<b>Base Salary - All Employees</b>	18	21	\$40,136	\$42,587	\$49,350	\$50,000	\$52,042	\$47,456
<b># Eligible for Incentive/Bonus</b>	6	6						
<b>Actual Bonus Paid</b>	5	5			500			1,023
<b>Total Cash Compensation (Base + Bonus)</b>	18	21	40,136	42,587	50,000	50,877	52,790	47,700
<b>Annual Expenses</b>								
<b>Annual Base Salary</b>								
Less than \$500,000 Avg:								
\$500,000 - \$999,999 Avg:								
\$1,000,000 - \$2,499,999 Avg: \$1.8M	5	5			48,500			46,140
\$2,500,000 - \$9,999,999 Avg: \$5.1M	8	8			50,000			48,168
\$10,000,000 and more Avg:								
<b>Geographic Location</b>								
Allegheny County	17	20	40,077	42,518	49,458	50,000	52,047	47,504
Outside of Allegheny Count								
<b>Field of Service</b>								
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								
<b>Number of FTEs</b>								
1 - 4								
5 - 12								
13 - 25	5	5			50,000			47,420
26 - 75	6	7			49,350			45,940
More than 75								
<b>Number of Employees Managed</b>								
1 to 3								
4 to 8								
9 to 14								
15 and over								
<b>Gender Identity of Employee</b>								
Man								
Woman	12	14	38,800	42,715	50,000	50,360	52,026	47,606
Non-Binary/Non-Conforming								
<b>Race/Ethnicity of Employee</b>								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	11	13	40,252	42,587	49,350	50,000	50,863	47,171
Multiracial								

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

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	17	\$38,509	\$42,800	\$46,500	\$56,580	\$71,428	\$50,267
# Eligible for Incentive/Bonus	3	3						
Actual Bonus Paid	1	1						
Total Cash Compensation (Base + Bonus)	14	17	38,509	42,800	46,500	56,630	71,428	50,273
<b>Annual Expenses</b>	<b>Annual Base Salary</b>							
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: \$37.1M	6	7			46,350			52,712
<b>Geographic Location</b>								
Allegheny County	13	16	38,070	42,200	46,425	55,500	71,602	49,898
Outside of Allegheny Count								
<b>Field of Service</b>								
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								
<b>Number of FTEs</b>								
1 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75	7	9			46,350			52,933
<b>Number of Employees Managed</b>								
1 to 3								
4 to 8								
9 to 14								
15 and over								
<b>Gender Identity of Employee</b>								
Man	5	5			49,275			47,557
Woman	10	11			46,500			52,286
Non-Binary/Non-Conforming								
<b>Race/Ethnicity of Employee</b>								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	12	13	37,640	44,506	49,275	59,700	72,125	52,361
Multiracial								

# Graphic Artist

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

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	12	\$45,357	\$52,289	\$55,593	\$59,420	\$65,809	\$55,601
# Eligible for Incentive/Bonus	4	4						
Actual Bonus Paid	2	2						
Total Cash Compensation (Base + Bonus)	9	12	45,847	52,289	56,393	59,420	65,809	55,793
<b>Annual Expenses</b>	<b>Annual Base Salary</b>							
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:								
<b>Geographic Location</b>								
Allegheny County	9	12	45,357	52,289	55,593	59,420	65,809	55,601
Outside of Allegheny Count								
<b>Field of Service</b>								
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								
<b>Number of FTEs</b>								
1 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75	5	8			56,526			56,255
<b>Number of Employees Managed</b>								
1 to 3								
4 to 8								
9 to 14								
15 and over								
<b>Gender Identity of Employee</b>								
Man								
Woman	7	7			55,626			55,180
Non-Binary/Non-Conforming								
<b>Race/Ethnicity of Employee</b>								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	8	10			55,593			56,503
Multiracial								

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	5	6			\$63,507			\$69,386
# Eligible for Incentive/Bonus	3	4						
Actual Bonus Paid	3	4						
Total Cash Compensation (Base + Bonus)	5	6			64,825			71,654
<b>Annual Expenses</b>	<b>Annual Base Salary</b>							
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:								
<b>Geographic Location</b>								
Allegheny County	5	6			63,507			69,386
Outside of Allegheny Count								
<b>Field of Service</b>								
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								
<b>Number of FTEs</b>								
1 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75								
<b>Number of Employees Managed</b>								
1 to 3								
4 to 8								
9 to 14								
15 and over								
<b>Gender Identity of Employee</b>								
Man								
Woman								
Non-Binary/Non-Conforming								
<b>Race/Ethnicity of Employee</b>								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	5	5			58,500			69,560
Multiracial								

# Membership Assistant

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

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	5			\$45,968			\$45,210
# Eligible for Incentive/Bonus	3	3						
Actual Bonus Paid	2	2						
<b>Total Cash Compensation (Base + Bonus)</b>	<b>5</b>	<b>5</b>			<b>46,000</b>			<b>45,540</b>
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			45,968			45,210
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 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75								
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								

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

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	54	\$29,806	\$32,027	\$33,093	\$37,950	\$41,632	\$35,461
# Eligible for Incentive/Bonus	2	9						
Actual Bonus Paid	2	9						
Total Cash Compensation (Base + Bonus)	8	54	29,806	32,027	33,093	38,535	42,429	35,676
<b>Annual Expenses</b>	<b>Annual Base Salary</b>							
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:								
<b>Geographic Location</b>								
Allegheny County	8	54	29,806	32,027	33,093	37,950	41,632	35,461
Outside of Allegheny Count								
<b>Field of Service</b>								
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								
<b>Number of FTEs</b>								
1 - 4								
5 - 12								
13 - 25								
26 - 75								
More than 75								
<b>Number of Employees Managed</b>								
1 to 3								
4 to 8								
9 to 14								
15 and over								
<b>Gender Identity of Employee</b>								
Man	6	20	33,093	33,093	36,540	40,333	41,758	36,899
Woman	6	34	29,806	29,806	33,093	36,270	41,256	34,616
Non-Binary/Non-Conforming								
<b>Race/Ethnicity of Employee</b>								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American								
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	6	39	29,806	29,806	33,093	37,080	40,541	34,372
Multiracial								

# Community Outreach Coordinator

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

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	37	\$39,733	\$43,373	\$45,739	\$52,617	\$60,100	\$48,232
# Eligible for Incentive/Bonus	13	25						
Actual Bonus Paid	9	13	149	225	500	1,140	3,730	990
Total Cash Compensation (Base + Bonus)	23	37	40,533	43,394	45,760	52,791	60,100	48,579
<b>Annual Expenses</b>	<b>Annual Base Salary</b>							
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	11	18	38,400	42,681	45,635	54,355	61,737	48,173
\$10,000,000 and more Avg:								
<b>Geographic Location</b>								
Allegheny County	22	29	38,667	41,813	47,000	55,591	60,499	48,919
Outside of Allegheny Count								
<b>Field of Service</b>								
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	7			45,760			49,883
Youth/Recreation								
<b>Number of FTEs</b>								
1 - 4								
5 - 12								
13 - 25	5	5			41,600			43,808
26 - 75	9	22	41,570	43,878	45,739	48,019	59,149	47,779
More than 75								
<b>Number of Employees Managed</b>								
1 to 3								
4 to 8								
9 to 14								
15 and over								
<b>Gender Identity of Employee</b>								
Man								
Woman	18	29	41,000	43,373	45,739	51,078	60,499	48,296
Non-Binary/Non-Conforming								
<b>Race/Ethnicity of Employee</b>								
American Indian/Alaska Native								
Asian/Asian American								
Black/African American	10	12	36,800	41,150	43,846	47,019	57,717	44,980
Hispanic/Latinx								
Native Hawaiian/Pacific Islander								
White/Caucasian	14	21	41,685	45,739	45,739	53,577	68,093	50,180
Multiracial								

## Appendix A: Average Annual Base Salary by Position

Executive	005	Executive Director/Chief Executive Officer	\$146,102
	010	Associate Director/Chief Operating Officer	128,511
	015	Director, Program(s)	126,671
	025	Chief Development Officer	148,653
	030	Chief Human Resources Officer	138,659
	105	Chief Financial Officer	134,845
Administrative	055	Director, Administration/Operations	80,941
	060	Regional Manager/Center Manager	63,391
	065	Office Manager	53,711
	070	Executive Assistant	54,815
	075	Administrative Assistant, Senior Level	47,712
	080	Administrative Assistant, Intermediate Level	39,070
	085	Administrative Assistant, Junior Level	32,452
	090	Receptionist	35,184
	093	Business Development Manager	56,462
	095	Quality Assurance Manager	75,473
	096	Quality Assurance Specialist	48,451
	098	Diversity, Equity & Inclusion Director	96,528
Accounting/Finance	106	Director of Finance & Administration	82,767
	110	Controller	92,047
	115	Accounting Manager	74,871
	120	Accounting Supervisor	60,330
	124	Senior Accountant	66,898
	125	Staff Accountant	56,235
	126	Payroll Specialist	54,000
	130	Accounting Clerk	44,285
Cultural, Artistic, Performing Arts	155	Curator	72,237
Development	205	Director, Development	89,598
	210	Development Manager, General	64,531
	211	Development Manager: Annual Giving	78,982
	212	Development Manager: Major Gifts	80,095
	215	Grant Writer, All Types of Funding	59,929
	217	Development Officer	70,445
	220	Special Event Coordinator	51,861
	225	Development Associate	45,477
Education & Recreation	253	Director, Education	79,667
	254	Admissions Director	69,112
	255	Curriculum Specialist	62,098
	258	Site Supervisor	55,082
	262	Teacher, Pre-School	43,008
	269	Special Education Teacher, K-12	71,234
	271	Child Care Assistant	30,119
	272	Community Educator	44,743
	275	After School Instructor	33,127
	276	Instructional Aide	35,227
Employment/Work Training	277	Recreation or Activity Leader, Children or Youth	40,551
	310	Vocational Counselor	53,582
	315	Job Coach	41,430

Appendix A: Average Annual Base Salary by Position

Food Service	355	Food Service Manager or Supervisor	52,335
	365	Cook	33,090
	370	Food Service Assistant/Worker	30,703
Foundation/Philanthropy	960	Program Officer	88,838
	970	Grants Manager/Administrator	59,535
Gift/Thrift Shop, Warehouse & Food Bank	455	Gift/Thrift Shop Manager	51,772
	460	Gift/Thrift Shop Retail Sales Clerk	31,920
	465	Warehouse Worker	37,700
Government Affairs, Advocacy, Research	380	Director or Manager, Government Affairs	91,489
Housing/Community Development	412	Construction Manager	65,174
Human Resources	505	Director, Human Resources	97,400
	510	Human Resources Manager	68,024
	512	Human Resources Generalist	60,170
	515	Human Resources Representative or Specialist	48,239
	516	Recruiter	52,002
	517	Training & Development Manager	55,661
	520	Human Resources Assistant	40,272
Information Technology	555	Director, Information Technology/Services	104,399
	560	Information Technology Manager	70,929
	562	Systems Administrator	66,454
	565	Database Administrator	60,670
	576	Tech Support Specialist	45,721
Library	441	Library Director	76,730
	443	Library Department Head	55,932
	445	Librarian (MLS)	50,024
	448	Library Assistant/Customer Service Assistant	34,411
	449	Library Clerk	28,503
Media/Journalism	650	Media Producer	55,452
Maintenance, Grounds & Purchasing	655	Facilities Manager	80,300
	660	Maintenance Supervisor	57,061
	665	Maintenance Technician or Specialist	45,148
	670	Gardener	45,670
	675	Janitor or Custodian	37,198
	680	Driver	37,812
	683	Security Manager	62,878
	685	Security Guard or Officer	34,700
	690	Purchasing Coordinator or Specialist	53,110
Medical & Clinical Services	714	Registered Nurse	72,426
	716	Nurse Practitioner	108,264
	720	Licensed Vocational/Practical Nurse	56,619
	738	Community Health Worker	40,626
	750	Billing Clerk	42,172
	761	Physical Therapist	85,277
	762	Occupational Therapist	80,836
	763	Speech Pathologist	68,535
Program Management (other than Social Service/Behavioral Hlth)	805	Program Director/Administrator	82,860
	810	Program Manager/Administrator	63,035
	815	Program Coordinator	50,010
	820	Program Assistant	38,159

Appendix A: Average Annual Base Salary by Position

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Social Services & Behavioral Health	853	Program Director/Administrator	77,259
	856	Program Manager/Administrator	59,539
	859	Program Coordinator	48,286
	862	Program Assistant	40,875
	867	Clinical Supervisor	68,570
	868	Licensed Clinical Social Worker	62,656
	874	Psychologist	103,363
	879	Case Manager/Social Worker, Master Level	57,300
	880	Case Manager/Social Worker	45,831
	882	Counselor, Master Level	58,868
	883	Counselor	42,633
	885	Family Advocate	42,813
	887	Intake Coordinator	40,783
	889	Senior or Adult Program Assistant	36,698
	890	Children or Youth Program Assistant	39,753
892	Direct Care Counselor	36,713	
894	Behavior Therapist	57,430	
Volunteer, Membership & Marketing	905	Volunteer Director	66,161
	906	Volunteer Coordinator	45,451
	910	Communications Director	89,394
	911	Communications Manager	59,306
	915	Public Relations Manager	76,658
	916	Marketing Director or Manager	75,716
	917	Marketing Coordinator	47,456
	918	Social Media Coordinator	50,267
	920	Graphic Artist	55,601
	925	Membership Director or Manager	69,386
	930	Membership Assistant	45,210
	931	Customer Service Representative	35,461
	935	Community Outreach Coordinator	48,232

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

<i>Executive</i>	<i>Environmental/Conservation</i>	<i>Library</i>
Chief Communications Officer	Director of Conservation	Assistant Library Director
Chief Information Officer	Field Crew Member	Library Branch Manager
Chief Strategy Officer	Naturalist/Environmental Educator	Librarian
<i>Administrative</i>	<i>Food Service</i>	Library Program and Services Coordinator
Contracts Administrator	Registered Dietician	<i>Maintenance, Grounds &amp; Purchasing</i>
<i>Accounting/Finance</i>	<i>Foundation/Philanthropy</i>	Purchasing Manager
Cashier	Program Associate	Inventory Coordinator
<i>Animal Welfare</i>	<i>Gift/Thrift Shop, Warehouse &amp; Food Bank</i>	<i>Media/Journalism</i>
Veterinarian	Director of Retail Operations	Editor in Chief
Veterinary Clinic Manager	Warehouse Operations Director	Digital Editor
Humane Officer	Warehouse Manager	<i>Medical and Clinical Services</i>
Senior Registered Veterinary Technician	Food Bank/Pantry Manager	Director, Medical Services
Registered Veterinary Technician	Food Bank/Pantry Assistant/Clerk	Clinic Director
Veterinary Technician	<i>Government Affairs, Advocacy, Research</i>	Physician, Family/General Practice
Animal Care Worker	Advocacy Manager	Physician, Internal Medicine
Animal Adoption Counselor	Data Manager	Physician, Obstetrics & Gynecology
Animal Shelter Manager	Lobbyist	Physician, Pediatrics
Animal Behaviorist	Policy Analyst	Physician, Other Specialty
Humane Educator	Staff Scientist	Director of Nursing
<i>Cultural, Artistic &amp; Performing Arts</i>	Research Analyst: Social Sciences	Physician Assistant
Artistic Director	Research Analyst: Technology/Life Sciences	Medical Assistant, Certified
Resident Director	Research Assistant	Health Educator
Resident Designer	<i>Housing/Community Development</i>	Dental Director
Subscription/Group Sales Manager	Director of Real Estate Development	Dentist
Production Manager/Coordinator	Project Developer	Registered Dental Hygienist
House Manager	Director of Resident/Community Svcsr	Dental Assistant, Certified
Stage Manager	Program Manager: Resident/Community Svcsr	Laboratory Technician/Technologist
Costume Shop Manager	Resident Services Coordinator	Phlebotomist
Box Office/Sales Manager	Director of Property Management	Radiology Technician
Technical Staff	Property Supervisor	Case Manager, Medical
Production Assistant	Site Administrator	Patient Financial Services Manager
Actor	Shelter Manager	Patient Accounts Representative
Instrumental Musician	Shelter Supervisor	Health Information Coordinator
Visitor Services Manager	Occupancy Specialist	Medical Records Transcriber
Visitor Services Specialist	Desk Clerk	Medical Records Clerk
Director of Exhibits	Program Manager: Housing	Receptionist (Medical)
Exhibits Developer	Program Manager: Economic Dev.	Physical Rehabilitation Assistant
Exhibits Designer	Asset Manager (Compliance & Monitoring)	<i>Social Services &amp; Mental Health</i>
Exhibits Fabricator	Asset Manager (Financial Analyst)	Psychiatrist
Exhibit Guide/Docent	Shelter Coordinator	Psychiatric Social Worker
<i>Development</i>	Loan Officer	Chaplain/Clergy
Development Manager, Capital Campaign	<i>Human Resources</i>	Behavior Analyst
Development Manager, Planned Giving	HRIS Manager	Therapeutic Counselor, MFCC/MFT
Grant Writer, Government Funding	Benefits Manager	Clinician (Pre-license)
Direct Mail Coordinator	<i>Information Technology</i>	Substance Abuse Counselor
<i>Education &amp; Recreation</i>	Software Engineer	Eligibility Specialist
School Principal	Network Technician	Personal Attendant/Home Health Care Worker
Educator or Teacher, Adult Education	Personal Computer Technician	Rehabilitation Specialist
Teacher, K-12	Data Entry Operator	Peer Group Support Facilitator
Teaching Assistant, K-12	Web Site Developer	<i>Volunteer, Membership &amp; Marketing</i>
Teaching Assistant, Pre-School	Accidental Techie	Writer/Editor
Tutor	<i>Legal Services and Community Organizing</i>	
Recreation Program Manager	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>Employment/Work Training</i>	Senior Community Organizer	
Job Developer	Community Organizer	

## Appendix C: Survey Participants

Organization	City
Abiding Missions	Pittsburgh
Achieva	Pittsburgh
Alice Paul House	Indiana
Allegheny CleanWays	Pittsburgh
Allegheny County Bar Association and Foundation	Pittsburgh
Allegheny County Conservation District	Pittsburgh
Allegheny GoatScape	Pittsburgh
Allegheny Partners for Out-of-School Time (APOST)	Pittsburgh
American Institute of Architects: Pittsburgh Chapter	Pittsburgh
Andrew Carnegie Free Library & Music Hall	Carnegie
Anglican Diocese of Pittsburgh	Pittsburgh
Animal Friends	Pittsburgh
Armstrong County Community Foundation	Kittanning
Bethel Park Public Library	Bethel Park
Big Brothers Bigs Sisters of Greater Pittsburgh	Pittsburgh
Bike Share Pittsburgh, Inc.	Pittsburgh
BikePGH	Pittsburgh
Blueprints	Washington
The Brashear Association, Inc.	Pittsburgh
Brew House Arts	Pittsburgh
Bridgeway Capital	Pittsburgh
Brothers and Sisters Emerging	Pittsburgh
Carnegie Hero Fund	Pittsburgh
Carnegie Library of Homestead	Munhall
Carnegie Library of Pittsburgh	Pittsburgh
CASA for Kids	Washington
Casa San Jose	Pittsburgh
CC Mellor Memorial Library	Pittsburgh
Center for Community Resources	Butler
Center for Hearing & Deaf Services, Inc.	Pittsburgh
The Children's Home of Pittsburgh & Lemieux Family Center	Pittsburgh
Children's Sickle Cell Foundation Inc.	Pittsburgh
City of Asylum Pittsburgh	Pittsburgh
Community Action Association of Pennsylvania	Harrisburg
Community Care Connections, Inc.	Butler
Community Foundation of Fayette County	Uniontown
Community Guidance Center	Indiana
Community Library of Castle Shannon	Castle Shannon
Connecting Champions	Pittsburgh
Crossroads Foundation	Pittsburgh
Domestic Violence Services of Southwestern Pennsylvania	Brownsville
Dress for Success Pittsburgh	Pittsburgh
Easterseals Western and Central Pennsylvania	Pittsburgh
The Education Partnership	Pittsburgh
Emmaus Community of Pittsburgh	Pittsburgh
Every Child, Inc.	Pittsburgh
Evolve Coaching	Pittsburgh
Fayette County Cultural Trust	Connellsville
FISA Foundation	Pittsburgh
Foster Love Project	Pittsburgh
The Frick Art & Historical Center	Pittsburgh
Friends of the Riverfront	Pittsburgh
Fund for Advancement of Minorities Through Education (FAME)	Pittsburgh
Genesis of Pittsburgh	Pittsburgh
Glade Run Lutheran Services	Zelienople
Goodwill of Southwestern Pennsylvania	Pittsburgh

<b>Organization</b>	<b>City</b>
Great Allegheny Passage Conservancy	Homestead
Greater Pittsburgh Arts Council	Pittsburgh
Greater Pittsburgh Community Food Bank	Duquesne
Gwen's Girls	Pittsburgh
Habitat for Humanity of Greater Pittsburgh	Pittsburgh
Haiti H2O: Hope to Opportunity	Pittsburgh
Handmade Arcade	Pittsburgh
Hilltop Alliance	Pittsburgh
Human Services Center Mon Valley	Turtle Creek
Hunger Free PA	Pittsburgh
Institute for Research, Education and Training in Addiction	Pittsburgh
Jacobs Creek Watershed Association	Scottsdale
Keystone Paralyzed Veterans of America	Pittsburgh
Lawrenceville Corporation	Pittsburgh
Life'sWork of Western Pennsylvania	Pittsburgh
Light of Life Rescue Mission	Pittsburgh
Loyalhanna Watershed Association, Inc.	Ligonier
Manchester Bidwell Corporation	Pittsburgh
McKees Rocks Community Development Corporation	McKees Rocks
The Mendelssohn Choir of Pittsburgh	Pittsburgh
The Mentoring Partnership of Southwestern Pennsylvania	Pittsburgh
Mid-Atlantic Mothers' Milk Bank	Pittsburgh
The Midwife Center for Birth & Women's Health	Pittsburgh
Mobilify Southwestern Pennsylvania	Pittsburgh
The Mon Valley Initiative	Pittsburgh
Mt. Lebanon Extended Day Program	Pittsburgh
National Aviary	Pittsburgh
Neighborhood Community Development Fund	Pittsburgh
New Century Careers	Pittsburgh
The New Sun Rising	Millvale
North Hills Community Outreach, Inc.	Allison Park
North Side Christian Health Center	Pittsburgh
Northland Public Library Authority	Pittsburgh
Open Up	Pittsburgh
Opportunity Fund	Pittsburgh
Osher Lifelong Learning Institute at Carnegie Mellon University	Pittsburgh
Outreach Teen & Family Services	Pittsburgh
Pace School	Pittsburgh
Parent Education and Advocacy Leadership Center	Pittsburgh
Pediatric Palliative Care Coalition	Pittsburgh
Pennsylvania Coalition for Oral Health	Delmont
Pennsylvania Trolley Museum, Inc.	Washington
Pennsylvania West Soccer Association	Monroeville
Pennsylvania Women Work	Pittsburgh
PGSS Campaign	Cranberry Township
Pittsburgh Botanic Garden	Oakdale
Pittsburgh Center for Creative Reuse	Pittsburgh
Pittsburgh Community Broadcasting Corporation	Pittsburgh
The Pittsburgh Cultural Trust	Pittsburgh
Pittsburgh Food Policy Council	Pittsburgh
Pittsburgh Gateways Corporation	Pittsburgh
Pittsburgh Glass Center	Pittsburgh
Pittsburgh Human Resources Association	Pittsburgh
The Pittsburgh Project	Pittsburgh
The Pittsburgh Promise	Pittsburgh
Pittsburgh Symphony Orchestra	Pittsburgh
POISE Foundation	Pittsburgh
POWER	Pittsburgh
The Presbyterian Church Sewickley, Inc.	Sewickley

Appendix C: Survey Participants

<b>Organization</b>	<b>City</b>
Program to Aid Citizen Enterprise (PACE)	Pittsburgh
PublicSource	Pittsburgh
Radiant Hall	Pittsburgh
Reading Is FUNdamental Pittsburgh	Pittsburgh
Redevelopment Authority of the County of Westmoreland	Greensburg
Rising Tide Partners	Pittsburgh
River City Brass Band	Pittsburgh
Riverlife	Pittsburgh
The RYR-1 Foundation	Pittsburgh
Senator John Heinz History Center	Pittsburgh
Sisters of St. Joseph	Baden
SLB Radio Productions Inc	Pittsburgh
Society of Anglican Missionaries and Senders	Ambridge
Sojourner House Inc	Pittsburgh
South Hills Interfaith Movement (SHIM)	Bethel Park
Sustainable Pittsburgh	Pittsburgh
TRAC Services for Families	Pittsburgh
Travelers Aid of Pittsburgh	Pittsburgh
Trying Together	Pittsburgh
The Union Mission of Latrobe, Inc.	Latrobe
United Methodist Church Union	Pittsburgh
United Methodist Foundation of Pennsylvania	Pittsburgh
United Way of Southwestern Pennsylvania	Pittsburgh
Urban Impact Foundation	Pittsburgh
Ursuline Support Services	Pittsburgh
Vibrant Pittsburgh	Pittsburgh
Washington Area Humane Society	Eighty Four
Washington County Bar Association	Washington
Washington Symphony Orchestra	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, Inc	Pittsburgh
Women's Center & Shelter of Greater Pittsburgh	Pittsburgh
Woodlands Foundation, Inc.	Wexford
World Affairs Council of Pittsburgh	Pittsburgh
YWCA Greater Pittsburgh	Pittsburgh

## Appendix D: Wage Conversion Formulas and Tables

These tables are based on the following:

<b>8 hours in a workday 40 hours in a week</b>	<b>52 weeks in a year 4.33 weeks in a month</b>	<b>21.67 days in a month 2080 hours in a year</b>
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Hourly	Monthly	Annual
\$ 7.25	\$ 1,257	\$ 15,080
\$ 7.50	\$ 1,300	\$ 15,600
\$ 7.75	\$ 1,343	\$ 16,120
\$ 8.00	\$ 1,387	\$ 16,640
\$ 8.25	\$ 1,430	\$ 17,160
\$ 8.50	\$ 1,473	\$ 17,680
\$ 8.75	\$ 1,517	\$ 18,200
\$ 9.00	\$ 1,560	\$ 18,720
\$ 9.25	\$ 1,603	\$ 19,240
\$ 9.50	\$ 1,647	\$ 19,760
\$ 9.75	\$ 1,690	\$ 20,280
\$ 10.00	\$ 1,733	\$ 20,800
\$ 10.25	\$ 1,777	\$ 21,320
\$ 10.50	\$ 1,820	\$ 21,840
\$ 10.75	\$ 1,863	\$ 22,360
\$ 11.00	\$ 1,907	\$ 22,880
\$ 11.25	\$ 1,950	\$ 23,400
\$ 11.50	\$ 1,993	\$ 23,920
\$ 11.75	\$ 2,037	\$ 24,440
\$ 12.00	\$ 2,080	\$ 24,960
\$ 12.25	\$ 2,123	\$ 25,480
\$ 12.50	\$ 2,167	\$ 26,000
\$ 12.75	\$ 2,210	\$ 26,520
\$ 13.00	\$ 2,253	\$ 27,040
\$ 13.25	\$ 2,297	\$ 27,560
\$ 13.50	\$ 2,340	\$ 28,080
\$ 13.75	\$ 2,383	\$ 28,600
\$ 14.00	\$ 2,427	\$ 29,120
\$ 14.25	\$ 2,470	\$ 29,640
\$ 14.50	\$ 2,513	\$ 30,160
\$ 14.75	\$ 2,557	\$ 30,680
\$ 15.00	\$ 2,600	\$ 31,200
\$ 15.25	\$ 2,643	\$ 31,720
\$ 15.50	\$ 2,687	\$ 32,240
\$ 15.75	\$ 2,730	\$ 32,760
\$ 16.00	\$ 2,773	\$ 33,280
\$ 16.25	\$ 2,817	\$ 33,800
\$ 16.50	\$ 2,860	\$ 34,320
\$ 16.75	\$ 2,903	\$ 34,840
\$ 17.00	\$ 2,947	\$ 35,360
\$ 17.25	\$ 2,990	\$ 35,880
\$ 17.50	\$ 3,033	\$ 36,400
\$ 17.75	\$ 3,077	\$ 36,920
\$ 18.00	\$ 3,120	\$ 37,440
\$ 18.25	\$ 3,163	\$ 37,960
\$ 18.50	\$ 3,207	\$ 38,480
\$ 18.75	\$ 3,250	\$ 39,000
\$ 19.00	\$ 3,293	\$ 39,520
\$ 19.25	\$ 3,337	\$ 40,040

Hourly	Monthly	Annual
\$ 19.50	\$ 3,380	\$ 40,560
\$ 19.75	\$ 3,423	\$ 41,080
\$ 20.00	\$ 3,467	\$ 41,600
\$ 20.25	\$ 3,510	\$ 42,120
\$ 20.50	\$ 3,553	\$ 42,640
\$ 20.75	\$ 3,597	\$ 43,160
\$ 21.00	\$ 3,640	\$ 43,680
\$ 21.25	\$ 3,683	\$ 44,200
\$ 21.50	\$ 3,727	\$ 44,720
\$ 21.75	\$ 3,770	\$ 45,240
\$ 22.00	\$ 3,813	\$ 45,760
\$ 22.25	\$ 3,857	\$ 46,280
\$ 22.50	\$ 3,900	\$ 46,800
\$ 22.75	\$ 3,943	\$ 47,320
\$ 23.00	\$ 3,987	\$ 47,840
\$ 23.25	\$ 4,030	\$ 48,360
\$ 23.50	\$ 4,073	\$ 48,880
\$ 23.75	\$ 4,117	\$ 49,400
\$ 24.00	\$ 4,160	\$ 49,920
\$ 24.25	\$ 4,203	\$ 50,440
\$ 24.50	\$ 4,247	\$ 50,960
\$ 24.75	\$ 4,290	\$ 51,480
\$ 25.00	\$ 4,333	\$ 52,000
\$ 25.25	\$ 4,377	\$ 52,520
\$ 25.50	\$ 4,420	\$ 53,040
\$ 25.75	\$ 4,463	\$ 53,560
\$ 26.00	\$ 4,507	\$ 54,080
\$ 26.25	\$ 4,550	\$ 54,600
\$ 26.50	\$ 4,593	\$ 55,120
\$ 26.75	\$ 4,637	\$ 55,640
\$ 27.00	\$ 4,680	\$ 56,160
\$ 27.25	\$ 4,723	\$ 56,680
\$ 27.50	\$ 4,767	\$ 57,200
\$ 27.75	\$ 4,810	\$ 57,720
\$ 28.00	\$ 4,853	\$ 58,240
\$ 28.25	\$ 4,897	\$ 58,760
\$ 28.50	\$ 4,940	\$ 59,280
\$ 28.75	\$ 4,983	\$ 59,800
\$ 29.00	\$ 5,027	\$ 60,320
\$ 29.25	\$ 5,070	\$ 60,840
\$ 29.50	\$ 5,113	\$ 61,360
\$ 29.75	\$ 5,157	\$ 61,880
\$ 30.00	\$ 5,200	\$ 62,400
\$ 30.25	\$ 5,243	\$ 62,920
\$ 30.50	\$ 5,287	\$ 63,440
\$ 30.75	\$ 5,330	\$ 63,960
\$ 31.00	\$ 5,373	\$ 64,480
\$ 31.25	\$ 5,417	\$ 65,000
\$ 31.50	\$ 5,460	\$ 65,520

Appendix D: Wage Conversion Formulas and Tables

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's Rockwell School of Business**

Since 1999, the Bayer Center for Nonprofit Management has worked to build a stronger community by helping to build stronger, more knowledgeable nonprofits. We educate and collaborate with a myriad of nonprofits ranging from grassroots start-ups to large-scale organizations with a diverse range of missions.

#### *Our approach to education is to:*

- Offer core classes that are consistently re-imagined, guided by participant feedback and our ever-changing landscape
- Add provisional classes informed by regional and global trends and sector best practices
- Develop new classes recommended by clients and students to tackle their most pressing needs

#### *Our approach to research is to:*

- Gather both quantitative and qualitative information through survey-based research and individual and community conversations
- Distribute research results to inform nonprofits on how to thoughtfully enhance our community

#### *Our approach to consulting is to:*

- Enter into a process that builds mutual trust and respect
- Listen and walk beside you on the pathway to more efficient and effective management
- Create a strategic approach to decision-making that accounts for human need and organizational sustainability

Our “sister” center, The Covestro Center for Community Engagement, provides structured, engaging ways for businesses and nonprofits to build meaningful connections that exchange purpose and value and lasting relationships through two signature programs. BoardsWork! trains service-minded individuals in effective nonprofit governance and matches them to nonprofit boards. SkillShare provides high-skilled volunteer opportunities for corporate professionals to apply their skills in their communities.

Through both of Robert Morris University's nonprofit centers, we incorporate collaboration, patience, and decades of knowledge and past successes into our education, consulting, and research for the dedicated folks who work to bring justice, opportunity, and hope to our region.

Nonprofits build strong communities.... we build strong nonprofits.