



# How Does Your Salary Compare?

**A new survey gives the latest salary information for the nonprofit sector. How do you measure up?**

Who is the highest-paid employee in the nonprofit sector? The composite nonprofit executive with the highest annual income is the CEO of a national or international organization with 1,000 or more employees and an annual budget of \$25,000,000 or more. Some of the highest-paid CEOs in nonprofit organizations make well in excess of \$300,000, a few well over \$400,000. However, three-quarters make under \$95,050, one-half under \$65,000, and one-quarter under \$45,016.

The median incomes of other nonprofit jobs are shown below. These results come from a survey of 42,000 employees in 111 jobs reported by 1,755 nonprofit organizations of widely differing types. Copies of the complete 1,331-page report, *Compensation in Nonprofit Organizations*, are available through the Society's *Resource Center Catalog* (for ordering information, see page 29 or call 800-424-7367). ■

## Median Annual Incomes in Nonprofit Organizations

Chief Legal Officers .....	\$82,100	Grant Proposal Writers .....	\$31,888
Directors of Government Relations .....	\$64,107	Directors of Volunteers .....	\$29,588
Chief Financial Officers .....	\$58,000	Special Events Managers .....	\$28,000
Directors of Marketing .....	\$49,312	Senior Account Clerks .....	\$27,700
Planned (Deferred) Giving Managers .....	\$46,852	Nutritionists .....	\$27,163
Curators .....	\$45,852	Food Service Managers .....	\$26,500
Directors of Conventions.....	\$45,001	Client Records Managers.....	\$26,000
Artistic Directors.....	\$45,000	Gift Shop Managers .....	\$25,750
Sales Managers .....	\$43,575	Box Office Managers .....	\$25,000
Directors of Program Services .....	\$43,310	Payroll Clerks .....	\$24,282
Human Resources Managers.....	\$43,160	Caseworkers .....	\$23,834
Editors (Books & Periodicals) .....	\$42,662	Secretaries .....	\$23,000
Annual Fund Managers .....	\$41,615	Counselors .....	\$20,000
Corporate Giving Managers.....	\$41,500	Activity Specialists .....	\$18,304
Registered Nurses .....	\$41,288	Clerk-Typists .....	\$18,000
Directors of Membership .....	\$40,000	Outreach Workers.....	\$18,000
Directors of Chapter Relations .....	\$40,000	Maintenance Workers .....	\$17,300
Directors of Public Relations .....	\$39,520	Cooks .....	\$16,182
Marketing Development Managers.....	\$39,400	Physical Therapy Aides .....	\$15,847
Directors of Information .....	\$38,670	Day Care Teachers .....	\$14,756
Donor Research Managers .....	\$35,000	Medical Assistants .....	\$13,520

### Selected References

- Langer, Steven, *Compensation in Nonprofit Organizations*.
- Lauber, Daniel, *Nonprofits' Job Finder*.
- Muehrcke, Jill (ed.), *Personnel and Human Resources Development, Leadership Series, Volumes I and II*.
- O'Connell, Brian, "Salaries in the Nonprofit Sector," *Nonprofit World*, July-August 1992.
- Rocco, James E., "Latest Trends in Nonprofit Compensation: How to Attract the Brightest People," *Nonprofit World*, May-June 1992.
- Rocco, James E., "Making Incentive Plans Work for Nonprofits," *Nonprofit World*, July-August 1991.

These publications are available through the Society For Nonprofit Organizations' Resource Center. For ordering information, see the Society's *Resource Center Catalog*, included in this issue, or contact the Society at 6314 Odana Road, Suite 1, Madison, Wisconsin 53719 (800-424-7367).