

Who's Being Paid What?

An updated survey gives the latest salary information for the nonprofit sector. How does your salary compare?

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 over \$300,000, some well over \$800,000. However, three-quarters make under \$99,845, one-half under \$67,500, and one-quarter under \$47,687.

The median incomes of other nonprofit jobs are shown below. These results come from a survey of 47,000 employees in 122 jobs reported by 1,862 nonprofit organizations of widely differing types. Copies of the complete report, *Compensation in Nonprofit Organizations, 11th Edition* are available through the Society's *Resource Center Catalog* (for ordering information, see page 27 or call 800-424-7367).

Median Annual Incomes in Nonprofit Organizations

Chief Legal Officers	\$88,237	Grant Proposal Writers	\$29,643
Directors of Government Relations.....	\$64,750	Directors of Volunteers	\$28,390
Chief Financial Officers	\$56,350	Gift Shop Managers.....	\$28,000
Publishers	\$51,340	Senior Account Clerks.....	\$27,846
Directors of Marketing	\$49,465	Food Service Managers	\$26,988
Artistic Directors	\$48,000	Client Records Managers	\$26,494
Planned (Deferred) Giving Managers	\$45,838	Donor Research Managers	\$25,850
Directors of Conventions	\$45,000	Box Office Managers.....	\$25,000
Human Resources Managers.....	\$44,654	Payroll Clerks	\$24,700
Sales Managers	\$44,000	Caseworkers	\$24,168
Directors of Program Services	\$43,430	Outreach Workers.....	\$23,361
Editors (Books & Periodicals)	\$42,840	Secretaries	\$22,817
Directors of Membership.....	\$42,000	Maintenance Workers.....	\$19,905
Marketing Development Managers	\$41,000	Physical Therapy Aides	\$19,298
Directors of Public Relations	\$40,000	Clerk-Typists	\$18,877
Registered Nurses	\$39,208	Activity Specialists.....	\$17,767
Curators.....	\$36,974	Day Care Teachers	\$17,500
Directors of Information	\$35,772	Medical Assistants	\$16,890
Special Events Managers.....	\$30,300	Cooks.....	\$16,640
Nutritionists.....	\$29,850		

Selected References

- Barbeito, Carol & Jack Bowman, *Nonprofit Compensation & Benefit Practices*.
Langer, Steven, *Compensation in Nonprofit Organizations*.
Lauber, Daniel, *Nonprofits' & Education 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).