



# How Does Your Salary Measure Up?

**An updated survey gives the latest nonprofit salary information.**

Who's the highest-paid employee in the nonprofit sector? The composite executive with the highest annual income is the CEO of a national or international organization with 100 or more employees and an annual budget of \$10,000,000 or more. Some of the highest-paid CEOs in nonprofit organizations make well over \$450,000.

The median incomes of other nonprofit jobs are shown below. These results come from a survey of 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, call 608-274-9777).

## Median Annual Incomes in Nonprofit Organizations

Chief Legal Officers .....	\$88,810	Grant Proposal Writers .....	\$33,380
Directors of Government Relations .....	\$70,300	Special Events Managers .....	\$30,550
Chief Financial Officers .....	\$60,686	Directors of Volunteers .....	\$30,000
Publishers .....	\$57,500	Caseworkers .....	\$30,000
Directors of Marketing.....	\$50,584	Secretaries to CEOs .....	\$30,000
Directors of Conventions.....	\$49,858	Food Service Managers .....	\$29,178
Planned Giving Managers .....	\$44,200	Client Records Managers.....	\$26,730
Human Resources Managers.....	\$43,900	Nutritionists.....	\$25,771
Artistic Directors .....	\$42,750	Payroll Clerks .....	\$25,355
Directors of Program Services .....	\$42,621	Medical Assistants .....	\$20,510
Directors of Membership.....	\$41,980	Outreach Workers.....	\$20,449
Marketing Development Managers .....	\$41,787	Physical Therapy Aides .....	\$20,401
Editors (Books & Periodicals) .....	\$41,266	Maintenance Workers.....	\$20,110
Registered Nurses.....	\$40,810	Clerk-Typists .....	\$19,688
Directors of Public Relations .....	\$40,800	Day Care Teachers .....	\$17,200
Sales Managers .....	\$40,000	Cooks .....	\$17,005
Curators .....	\$38,636		
Directors of Information .....	\$37,440		
Donor Research Managers .....	\$37,007		

### Selected References

- Langer, Steven, *Compensation in Nonprofit Organizations*.
- Muehrcke, Jill (ed.), *Personnel and Human Resources Development, Leadership Series, Volumes I and II*.

These publications are available through the Society for Nonprofit Organizations' Resource Center, 608-274-9777, [www.danenet.org/snpo](http://www.danenet.org/snpo).