

# 2017 NONPROFIT SALARY SURVEY REPORT

## *Executive Summary*



# Introduction

The NPCC Salary Survey Report is a tool to help inform and assist nonprofit organizations in New York City, Long Island, and Westchester assess their salary scales and make adjustments where necessary. This report outlines the results from a survey conducted from March 2017 through April 2017. Salary information requested was for current base annual salaries (not including benefits, cash bonuses, etc.) for full-time employees. The survey listed positions with one-sentence descriptions in common nonprofit departments/areas: administrative, advocacy, communications/marketing, facilities, financial management, fundraising, human resources, leadership, legal, measurement and evaluation, programs, and technology. Survey participants wrote in the salaries for the positions that exist within their organizations. The survey was sent to some 1,300 contacts via email and we received 309 completed responses.

In this executive summary, the salary responses are displayed in the aggregate and by department. The data are presented in a table and provide information on:

- The number of respondents per position (N=)
- The average
- The median, or the figure that falls in the middle, where 50 percent of respondents make less and 50 percent make more
- The 25th and 75th percentile, which are calculated by arranging the salary values from lowest to highest and determining the points where these percentages fall

For the results broken down by operating budget size and by organization type or sub-sector, you will have to download the full report.

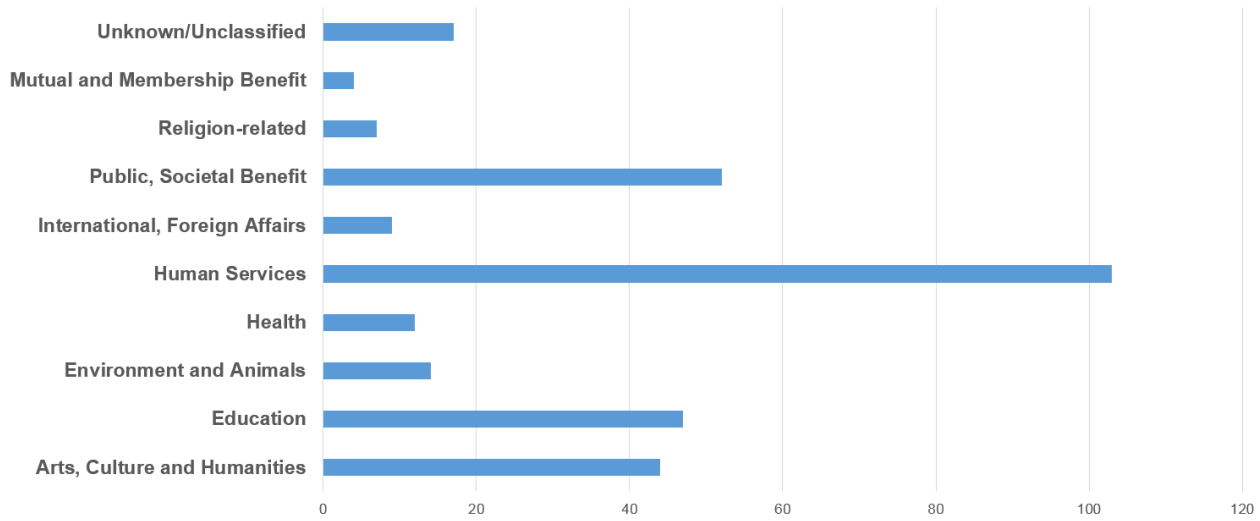
Caution is advised in cases where the sample size (N=) is small; these findings should be viewed as directional in nature. Despite the fact that not much can be inferred from the cases where there are less than five responses, NPCC decided to analyze and share the information but strongly remind you to take the small sample size into consideration when reviewing this report.

While every care is taken in the collection and analysis of data, the survey is interpretive and should only be used as a guide. The data are self-reported and provided “as-is.” NPCC makes no warranty, either expressed or implied, including but not limited to, warranties of correctness and fitness for a particular purpose. In no event will NPCC be liable for any indirect, special, consequential or other damages, however caused by any information/data provided in this report.

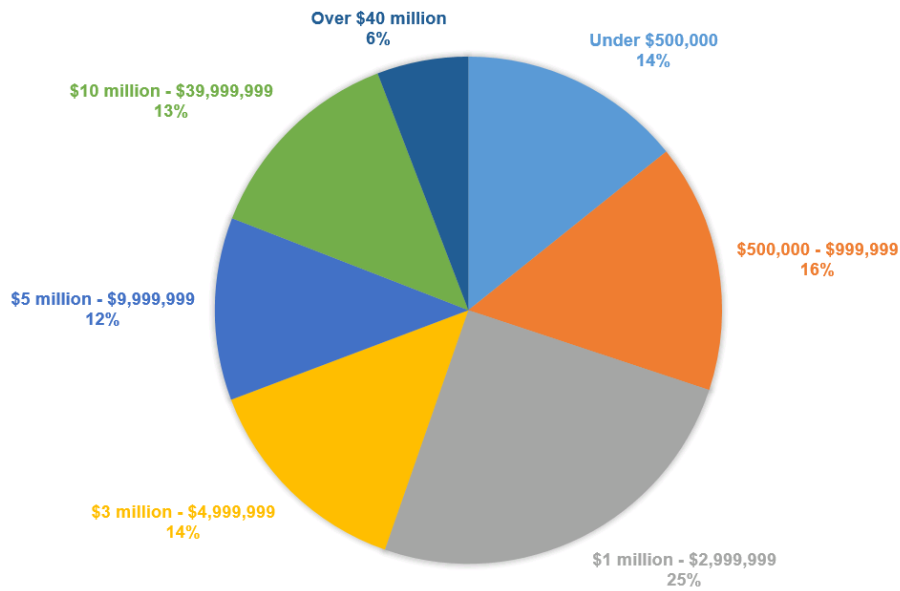


# Respondent Data

## Respondents broken down by sub-sector/primary focus:



## Respondents broken down by budget range:



# Executive Summary

## Aggregate

	N=	Average	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile
<b>Administrative Roles</b>					
Receptionist	96	\$35,832	\$29,000	\$35,875	\$40,413
Administrative Assistant	123	\$38,540	\$32,500	\$37,500	\$42,500
Executive Assistant	115	\$50,095	\$40,000	\$50,000	\$56,800
Office Manager	137	\$49,900	\$40,000	\$47,000	\$57,700
COO/Director of Operations	166	\$114,528	\$73,075	\$100,000	\$140,000
<b>Advocacy</b>					
Community Organizer	66	\$53,756	\$40,000	\$48,000	\$60,228
Policy Analyst	32	\$67,945	\$53,010	\$60,500	\$72,750
Government Relations/Advocacy Director	51	\$87,853	\$60,000	\$75,000	\$100,000
<b>Communications/Marketing</b>					
Communications Assistant/Associate	72	\$47,006	\$40,000	\$44,683	\$50,000
Communications Coordinator	45	\$49,185	\$44,000	\$47,500	\$59,000
Communications Manager	61	\$63,119	\$50,500	\$60,000	\$70,000
Creative/Graphic Design Manager	35	\$53,886	\$45,000	\$55,000	\$64,300
Chief Communications Officer/Director of Communications	73	\$103,531	\$73,500	\$93,000	\$126,875
<b>Facilities</b>					
Driver	22	\$30,734	\$26,008	\$29,000	\$31,401
Janitor or Custodian	46	\$32,338	\$26,500	\$29,999	\$36,125
Security Guard	21	\$25,065	\$21,500	\$25,000	\$28,000
Maintenance Worker	39	\$31,755	\$27,300	\$30,500	\$35,500
Facilities Manager	52	\$57,509	\$44,250	\$55,000	\$69,994
<b>Financial Management</b>					
Bookkeeper	54	\$44,881	\$37,080	\$42,250	\$50,000
Accountant	56	\$52,028	\$45,000	\$50,625	\$58,843
Accounting Manager	41	\$69,699	\$69,699	\$64,000	\$80,000
Financial Manager	52	\$73,055	\$57,000	\$67,850	\$82,491
Comptroller	33	\$111,828	\$78,500	\$102,500	\$149,500
Chief Finance Officer/Director of Finance	115	\$128,245	\$93,000	\$110,000	\$154,000
<b>Fundraising</b>					
Development Assistant/Associate	75	\$44,744	\$38,000	\$44,000	\$50,000
Development Coordinator	41	\$54,547	\$46,675	\$50,000	\$57,000
Grant Writer	45	\$57,306	\$49,601	\$55,000	\$65,000
Grant Manager	36	\$68,750	\$57,900	\$68,000	\$80,000
Special Events Manager	38	\$69,180	\$51,125	\$60,000	\$85,000
Development Manager	47	\$69,228	\$55,000	\$62,228	\$76,000
Director of Individual Giving	24	\$92,068	\$67,969	\$84,350	\$104,500
Director of Corporate Relations	13	\$96,237	\$76,000	\$92,250	\$103,500
Director of Foundation Relations	13	\$93,130	\$76,500	\$80,000	\$95,000
CDO/Director of Developments	107	\$114,973	\$76,839	\$105,000	\$144,000



# Executive Summary (con't)

## Aggregate

	N=	Average	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile
<b>Human Resources</b>					
HR Assistant	36	\$45,785	\$38,054	\$44,500	\$50,000
HR Coordinator	19	\$52,084	\$45,100	\$50,000	\$57,000
HR Manager	43	\$69,063	\$59,000	\$67,000	\$79,000
CHRO/Director of Human Resources	48	\$111,740	\$80,000	\$101,000	\$135,000
<b>Leadership</b>					
Deputy Director/Vice President	82	\$134,613	\$94,650	\$126,250	\$153,831
CEO/Executive Director/President	256	\$156,226	\$93,638	\$133,807	\$198,600
<b>Legal</b>					
Legal Assistant	14	\$46,416	\$38,000	\$42,721	\$48,375
Paralegal or Law Clerk	19	\$47,960	\$42,173	\$45,000	\$53,987
Attorney	29	\$68,264	\$59,235	\$63,015	\$67,750
Senior Attorney	25	\$89,116	\$70,000	\$80,486	\$95,393
Chief Legal Services Officer/Director of	22	\$129,527	\$95,000	\$123,751	\$165,274
General Counsel	15	\$160,387	\$105,000	\$131,107	\$189,000
<b>Measurement &amp; Evaluation</b>					
Research/Evaluation Assistant/Associate	21	\$43,448	\$38,500	\$40,000	\$45,000
Research/Evaluation Coordinator	14	\$49,730	\$44,250	\$47,500	\$57,225
Research/Evaluation Manager	16	\$103,615	\$86,600	\$98,500	\$121,216
Research/Evaluation Director	18	\$103,615	\$86,600	\$98,500	\$121,216
Director of Strategic Initiatives	14	\$134,736	\$87,188	\$120,175	\$192,500
<b>Programs - General</b>					
Programs Assistant/Associate	65	\$40,232	\$35,000	\$40,000	\$44,500
Programs Coordinator	68	\$46,573	\$40,000	\$46,000	\$50,000
Volunteer Coordinator	17	\$42,413	\$38,260	\$42,000	\$47,500
Volunteer Manager	22	\$58,322	\$48,000	\$55,250	\$69,625
Programs Manager	87	\$63,924	\$51,619	\$60,000	\$74,000
CPO/Director of Programs	99	\$97,504	\$72,000	\$90,000	\$115,000
<b>Programs - Culture/Arts</b>					
Curator	2	\$63,646	--	--	--
Sales Manager	2	\$57,500	--	--	--
Exhibits Manager	3	\$63,449	\$50,000	\$62,400	\$77,948
Production Manager	8	\$64,825	\$44,250	\$58,500	\$77,500
Artistic Director	21	\$86,846	\$63,500	\$80,000	\$111,500
<b>Programs - Direct Services</b>					
Case Manager	50	\$41,654	\$36,909	\$40,000	\$45,914
Counselor	29	\$57,347	\$38,000	\$42,000	\$50,000
Therapist	19	\$54,858	\$47,000	\$55,000	\$60,000
Job Coach	15	\$40,354	\$35,000	\$45,000	\$49,000
Social Worker	48	\$51,281	\$46,850	\$50,000	\$56,826



# Executive Summary (con't)

## Aggregate

	N=	Average	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile
<b>Programs - Education</b>					
Teaching Assistant	16	\$27,519	\$21,250	\$25,000	\$31,500
Teacher (Childcare)	13	\$45,273	\$38,000	\$48,000	\$50,608
Teacher (Elementary and/or High School)	13	\$53,622	\$43,750	\$50,200	\$63,596
Guidance Counselor	6	\$51,012	\$39,250	\$52,500	\$61,229
Principal	8	\$97,451	\$59,750	\$97,500	\$128,000
<b>Programs - Food Services</b>					
Cook	18	\$32,838	\$25,594	\$28,850	\$33,500
Food Services Manager	11	\$43,248	\$38,000	\$40,000	\$50,000
<b>Programs - Housing</b>					
Shelter Manager	14	\$63,680	\$53,394	\$64,500	\$73,500
Director of Resident Services	16	\$86,467	\$74,250	\$85,000	\$100,000
<b>Programs - Medical Services</b>					
Medical Assistant	5	\$31,940	\$29,500	\$32,000	\$34,350
Community Health Worker	7	\$38,209	\$36,000	\$40,000	\$42,000
Nurse Practitioner	10	\$98,158	\$57,500	\$116,238	\$124,575
Registered Nurse	11	\$68,518	\$62,286	\$70,000	\$75,000
Nutritionist	2	\$59,612	--	--	--
Clinical Manager	4	\$62,344	\$53,094	\$58,688	\$75,250
Physician	7	\$155,190	\$112,000	\$155,000	\$200,000
Clinical Director	8	\$107,375	\$76,250	\$94,500	\$123,750
<b>Programs - Membership/Outreach</b>					
Membership/Outreach Coordinator	7	\$48,853	\$45,000	\$46,000	\$56,463
Membership/Outreach Manager	5	\$56,190	\$48,600	\$58,500	\$62,625
Director of Membership/Outreach	5	\$56,190	\$48,600	\$58,500	\$62,625
<b>Technology</b>					
Website Manager/Coordinator	17	\$63,794	\$50,000	\$60,000	\$67,500
Database Manager	25	\$66,238	\$50,750	\$60,000	\$73,000
Network Administrator	28	\$68,364	\$55,250	\$66,650	\$75,000
CTO/Director of Technology	33	\$136,723	\$88,000	\$100,000	\$129,000



