

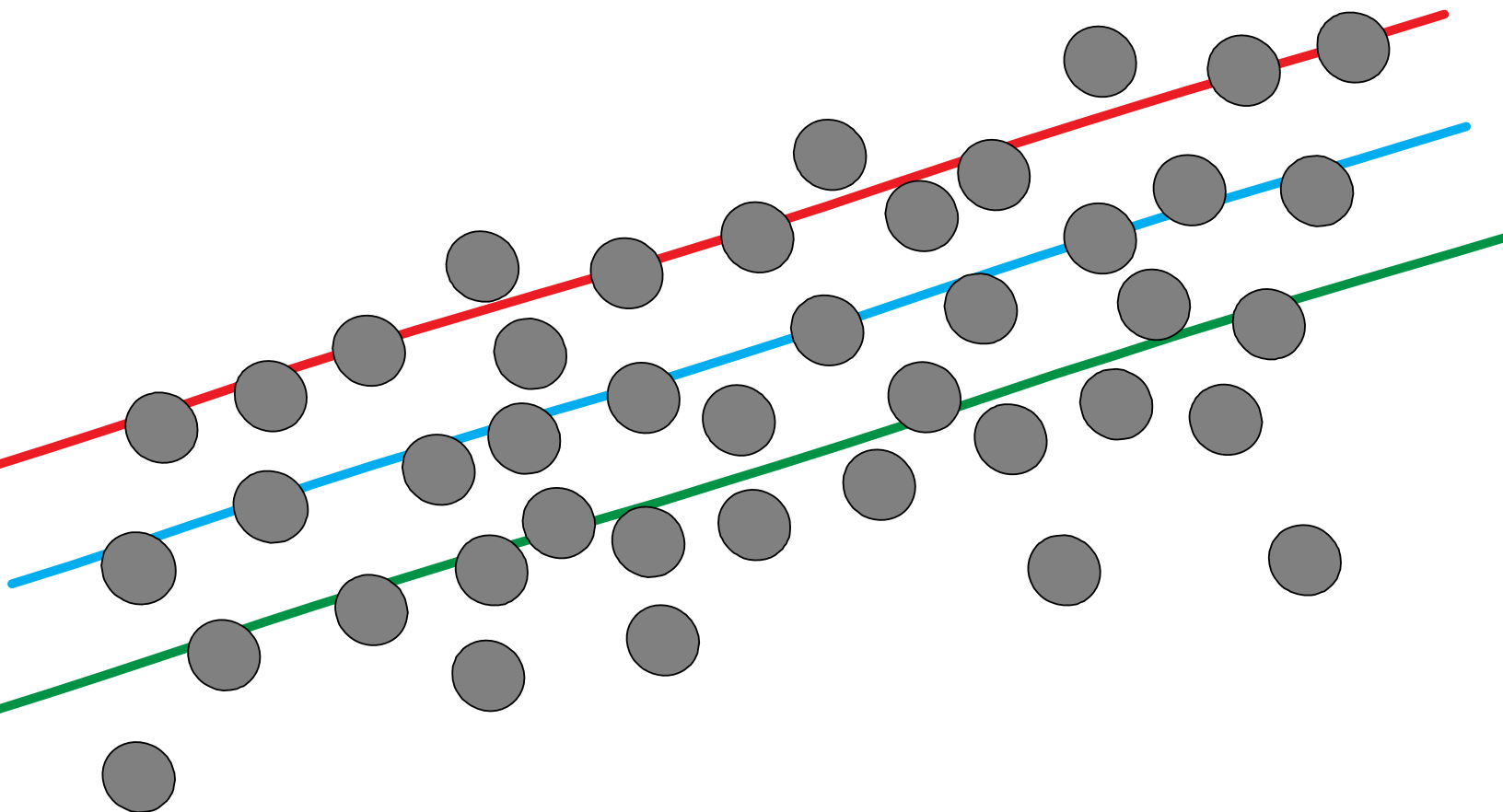


**SALARY
SURVEYS**

2014

All Nonprofits Salary Survey

Executive Summary

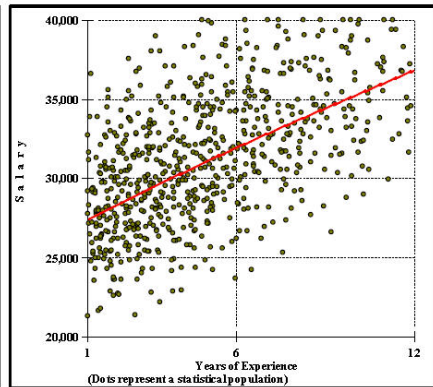


ERI's 2014 All Nonprofits Salary Survey provides market-based pay data for 163 benchmark jobs in this 245+ page publication. Input was received from organizations located in multiple states and the District of Columbia. The effective date of the data is March 31, 2014.

Two pages of information are reported for each benchmark position, including job descriptions, Selected Characteristics of the Occupation (SCOs), total annual direct compensation, incentive/variable pay, survey means, medians and percentiles, and graphs with data points. The survey contains three different sections of data: 1) public data, 2) ERI Assessor databases, and 3) data provided by participants. Please see the example format below:

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$35,965	\$27,101	\$30,225	\$35,433	\$44,396	\$49,774	
Incentive/Variable Pay								
Total Direct Annual Compensation		\$35,965	\$27,101	\$30,225	\$35,433	\$44,396	\$49,774	0.3
ERI Assessor Databases								
Annual Salary		\$31,953	\$27,314	\$29,227	\$31,395	\$34,214	\$36,701	
Incentive/Variable Pay		\$442	\$381	\$407	\$438	\$477	\$512	
Total Direct Annual Compensation		\$32,395	\$27,695	\$29,634	\$31,833	\$34,691	\$37,213	
Survey Participant Database								
Annual Salary		\$25,326	\$17,244	\$20,134	\$23,138	\$27,049	\$30,810	
Incentive/Variable Pay								
Total Direct Annual Compensation	116	\$25,326	\$17,244	\$20,134	\$23,138	\$27,049	\$30,810	1.6

Position Description
 Greets and assists callers in relaying incoming, outgoing, and/or interoffice calls. Operates switchboard equipment. Guides caller to destination and records name, time of call, nature of business, and person called upon. Supplies information to callers/visitors, takes messages, and announces callers/visitors. May issue visitor's pass when required. May perform clerical duties, such as word processing, proofreading, and sorting mail. May receive callers at establishment, determine nature of business, and arrange for appointment with person called upon. May type memos, correspondence, reports, and other documents. May make future appointments and answer inquiries. May perform variety of clerical duties and other duties pertinent to type of establishment. eDOT: 235.662-019



Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

eDOT SCOs*	Mental & Stress Demands	Physical Demands	Other
eDOT code 235.662-019	Understanding & Memory	Strength	Far Acuity
Occupational Code 235	Memory F	Occasionally Lift/Carry 0	Depth Perception N
Specific Vocational Preparation (SVP) 3	Short Instruction Memory F	Frequently Lift/Carry 0	Accommodation N
Education Level 6	Detailed Instruction Memory F	Push/Pull N	Color Vision N
Worker Functions	Sustained Concentration & Persistence	Walking O	Field of Vision O
Data 6	Short Instruction F	Sitting C	Environmental Conditions
People 6	Detailed Instruction N	Standing O	Exposure to Weather N
Things 2	Concentration & Attention F	Sit/Stand Option O	Extreme Cold N
Literacy Demands	Work Schedule F	Climbing N	Extreme Heat N
Mathematics Level 2	Work Routine F	Balancing N	Wet and/or Humid N
Language Level 3	Work Distractions F	Stooping N	Noise Intensity Level 2
Reasoning Level 3	Work Decisions F	Kneeling N	Vibration N
Aptitudes	Work Completion F	Crouching N	Atmospheric Conditions N
General Learning Ability 3	Social Interaction	Crawling N	Proximity to Moving Parts N
Verbal Aptitude 4	Public Interaction F	Reaching F	Exposure to Electrical Shock N
Numeric Aptitude 3	Assignment/Assistance F	Reaching Upward F	Working in High Places N
Spatial Aptitude 2	Work Review O	Reaching Downward O	Exposure to Radiation N
Form Perception 2	Peer Interaction F	Handling C	Working With Explosives N
Clerical Perception 3	Work Behavior F	Fingering F	Exposure to Toxic Chemicals N
Motor Coordination 3	Adaptation	Feeling O	Exposure to Biohazards O
Finger Dexterity 3	Adaptation to Change F	Keyboard Use F	Other Environmental Conditions N
Manual Dexterity 3	Hazard Awareness O	Talking C	Additional Measures
Eye-Hand-Foot Coord. 1	Travel O	Hearing F	Creativity O
Color Discrimination 1	Independent Planning F	Tasting/Smelling N	Administrative Activity F
		Near Acuity F	Discretion/Independent Judgment F

* For an explanation of eDOT SCO values, please see the definitions on page 261.

Sample Information

Benchmark Title	Mean Total Compensation
Chief Human Resources Officer	\$148,875
Marketing Manager	\$90,528
Dietary Technician	\$34,005
Archivist	\$53,815
Recreation Aide	\$25,601
Receptionist	\$31,874

Information is from ERI Assessor databases as of March 31, 2014.

Characteristics of Participating Organizations (information taken from the ERI Survey Participant Database)

Revenue	Percent of Organizations
Less than \$100,000	3
\$100,000-\$1,000,000	8
\$1,000,000-\$10,000,000	33
\$10,000,000-\$100,000,000	44
\$100,000,000-\$1,000,000,000	7
Greater than \$1,000,000,000	3

Benchmark Job List

Accountant	Case Manager
Accounting Clerk	Cashier
Accounting Manager	Certified Nurse Assistant
Accounts Payable & Receivable Clerk	Chemical Dependency Counselor
Accounts Payable Supervisor	Chief Executive Officer
Accounts Receivable Supervisor	Chief Financial Officer
Administrative Assistant	Chief Human Resources Officer
Advertising Manager	Chief Marketing & Sales Officer
Animal Care Supervisor	Chief Operating Officer
Animal Care Technician	Child Development Counselor
Archivist	Clergy Member
Art Supervisor	Clerical Assistant
Artifacts Conservator	Clerk Typist
Benefits Analyst	Clinical Therapist
Benefits Clerk	Community Affairs Manager
Bilingual Secretary	Community Development Manager
Bookkeeper	Compensation & Benefits Manager
Budget Analyst	Computer Network Analyst
Budget Manager	Computer Operations Manager
Building & Facilities Manager	Computer Programmer
Bus Driver	Computer Services Manager
Business Development Representative	Computer Technical Support Specialist

Controller, Top Corporate
Counselor
Curator
Customer Service Director
Customer Service Representative (General Calls)
Customer Service Supervisor
Data Entry Operator
Database Administrator
Deaf Interpreter
Dietary Technician
Editor Copy
Editorial Officer Top
Educational Resource Coordinator
Employee Training Specialist
Employment Manager
Executive Secretary
Executive Vice President
File Clerk
Financial Aid Counselor
Financial Analyst
Food Service Worker
Food Services Supervisor
Front Desk Receptionist
Fundraiser
Fundraising Director
Fundraising Manager
General/Institution Cook
Government Affairs Manager
Grant Coordinator
Grant Writer
Graphic Designer
Groundskeeper
Historian
Historic Sites Administrator
Horticulturist
Human Resources Analyst
Human Resources Clerk
Human Resources Manager
Internal Auditor
Interpreter
Janitor
Janitorial Supervisor
Laboratory Head
Laboratory Supervisor
Laboratory Technician
LAN/WAN Administrator
Librarian
Librarian Head

Library Assistant
Lobbyist Top
Logistics Manager
Logistics Specialist
LVN
Mail Clerk
Maintenance Supervisor
Maintenance Worker
Marketing Manager
Marketing Representative
Materials Management Manager
Medical Assistant
Medical Social Worker
Medical Technologist
Membership Manager
Membership Solicitor
Museum Exhibit Builder
Nurse Manager Clinic
Nurse Public Health
Office Helper
Office Manager
Operations Director
Payroll Clerk
Payroll Supervisor
PBX Operator Receptionist
PC Specialist
Philanthropy Account Manager
Political Scientist
Production Manager
Program Manager
Project Coordinator
Provider Relations Director
Provider Relations Manager
Provider Relations Representative
Psychiatric Aide
Psychiatric Technician
Public Relations Manager
Public Relations Representative
Quality Assurance Director
Receptionist
Recreation Aide
Recreation Supervisor
Recruiter
Religious Worker
Research Manager
Rights and Permissions Agent
RN
Sales Representative

Secretary
Security Director
Security Guard
Social Service Caseworker
Social Services Aide
Social Services Director
Special Events Manager
Statistical Clerk
Systems & Programming Manager
Teacher Special Education
Top Administrative Officer
Top Government Affairs Officer
Top IT Officer
Top Legal Officer
Top Research Officer
Translator
Transportation Manager
Truck Driver Van
Veterans Contact Representative
Volunteer Services Director
Warehouse Worker
Web Content Administrator
Webmaster