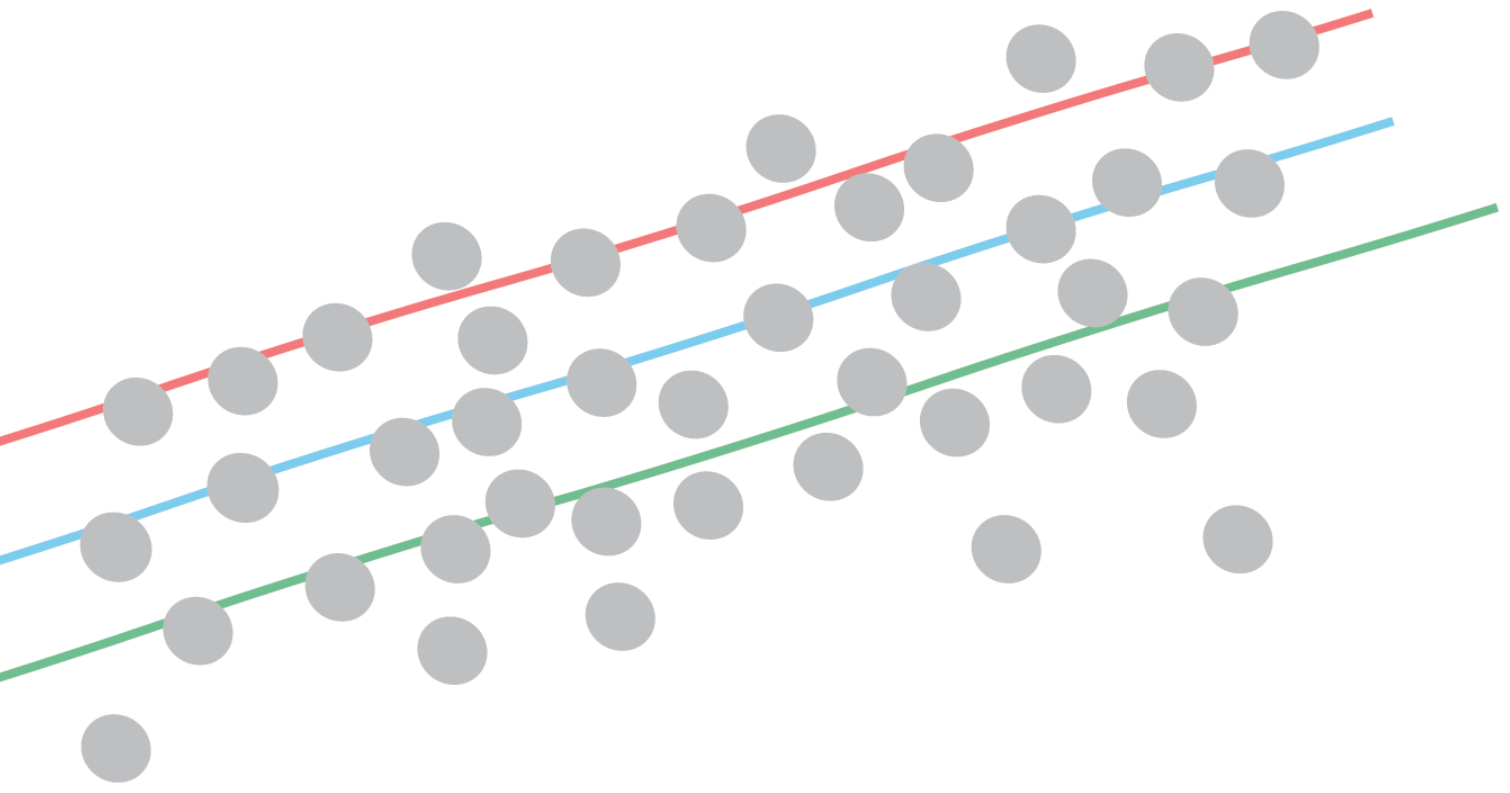


2015

All Nonprofits Salary Survey Executive Summary



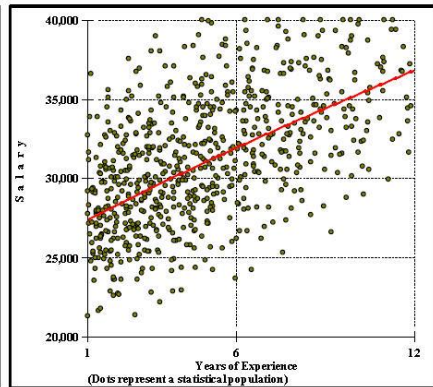
111 Academy Drive, Suite 270
Irvine, CA 92617
877-210-6563
www.salary-surveys.eri.com

ERI's 2015 All Nonprofits Salary Survey provides market-based pay data for 134 benchmark jobs in this 268+ 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, 2015.

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 S	Far Acuity N
Occupational Code 235	Memory F	Occasionally Lift/Carry O	Depth Perception N
Specific Vocational Preparation (SVP) 3	Short Instruction Memory F	Frequently Lift/Carry O	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	Knocking 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	\$168,877
Accounting Manager	\$98,303
Dietary Technician	\$34,122
Archivist	\$54,890
Recreation Aide	\$25,872
Receptionist	\$32,680

Information is from ERI Assessor databases as of March 31, 2015.

Benchmark Job List

Accountant	Curator
Accounting Clerk	Customer Service Manager
Accounting Manager	Customer Service Representative (General Calls)
Accounts Payable & Receivable Clerk	Customer Service Supervisor
Administrative Assistant	Data Warehouse Manager
Aircraft Pilot Non-Jet	Database Administrator
Animal Care Supervisor	Deaf Interpreter
Animal Care Technician	Dietary Technician
Archivist	Dispatcher
Art Supervisor	Editor Copy
Bookkeeper	Educational Resource Coordinator
Building & Facilities Manager	Employment Manager
Bus Driver	Executive Secretary
Case Manager	File Clerk
Cashier	Financial Aid Counselor
Certified Nurse Assistant	Financial Analyst
Chemical Dependency Counselor	Food Service Worker
Chief Executive Officer	Food Services Supervisor
Chief Financial Officer	Fundraiser
Chief Human Resources Officer	Fundraising Manager
Chief Marketing & Sales Officer	General/Institution Cook
Chief Operating Officer	Grant Coordinator
Child Development Counselor	Grant Writer
Clergy Member	Graphic Designer
Clerk Typist	Groundskeeper
Clinical Therapist	Handyman
Community Affairs Manager	Historian
Community Development Manager	Historic Sites Administrator
Computer Network Analyst	Horticulturist
Computer Services Manager	Human Resources Analyst
Computer Technical Support Specialist	Human Resources Manager
Controller, Top Corporate	Interpreter
Corporate Attorney	Janitor
Counselor	Janitorial Supervisor

Laboratory Head
Laboratory Supervisor
Laboratory Technician
Lecturer
Librarian
Librarian Head
Library Assistant
Lobbyist Top
Mail Clerk
Maintenance Worker
Medical Technologist
Membership Manager
Membership Solicitor
Museum Exhibit Builder
Nurse Public Health
Office Helper
Office Manager
Paralegal
Payroll Clerk
Payroll Supervisor
PC Specialist
Philanthropy Account Manager
Political Scientist
Preschool Teacher
Producer
Production Assistant
Program Manager
Programmer Analyst
Psychiatric Aide
Psychiatric Technician
Public Relations Manager
Public Relations Representative
Receptionist
Recreation Aide

Recreation Supervisor
Religious Worker
Research Manager
RN
Secretary
Security Guard
Server Administrator
Server Manager
Social Networking Specialist
Social Service Caseworker
Social Services Aide
Social Services Director
Social Worker
Special Events Manager
Statistical Clerk
Storage Administrator
Systems Analyst
Teacher Aide
Teacher Special Education
Teacher/Tutor
Top Administrative Officer
Top Government Affairs Officer
Top IT Officer
Top Legal Officer
Truck Driver Van
Urban Planner
Urban Renewal Manager
Veterans Contact Representative
Volunteer Services Director
Warehouse Worker
Web Designer
Webmaster