

**United Way of Allegheny County**  
In service to the nonprofit community  
presents the ...

**2004**  
**Wage and Benefit Survey**  
of Southwestern Pennsylvania  
Nonprofit Organizations

In cooperation with  
The Bayer Center for Nonprofit Management  
at Robert Morris University



*Bayer Center for  
Nonprofit Management*



**United Way of  
Allegheny County**



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December 2004

Dear Nonprofit Leader:

We are very pleased to present to you this 2004 Wage and Benefit Survey Report; a collaborative effort between our two organizations - the United Way of Allegheny County and the Bayer Center for Nonprofit Management at Robert Morris University.

This is the second iteration of this survey. The first edition has been downloaded nearly 3,000 times from the United Way of Allegheny County website. Our clients and students report important use of the 2002 information. This bi-annual survey adds depth to our collective nonprofit management knowledge base. It is a useful tool for boards hiring new executive directors or seeking to fairly compensate the current staff leader, and for staff leaders seeking to bring equity to their salary administration. This survey both influences and reflects the evolving picture of nonprofit life in southwestern Pennsylvania.

The 2004 survey report captures information on more than 18,000 local nonprofit employees, nearly double those reported on in 2002. Not only will you find the most current information on comparative salaries, but there is also new information on benefits administration and the myriad challenges that they present to nonprofit organizations. We would like to thank Bob Orser, the Nonprofit Doctor, and Rita Haronian, for collecting and translating the data into a meaningful document.

Following is a brief description of how to use the survey. For other questions about the survey or its content please contact the Bayer Center at 412-227-6814. If you'd like to download a copy of the survey you may do so at the United Way of Allegheny County's web site [www.unitedwaypittsburgh.org](http://www.unitedwaypittsburgh.org). We hope that you find this information useful. Thank you.

Sincerely,



Peggy Morrison Outon  
Executive Director  
Bayer Center for Nonprofit Management  
Robert Morris University

*William J. Meyer*

William J. Meyer  
President and CEO  
United Way of Allegheny County

# Survey Methodology

The 2004 Wage and Benefit Survey of Southwestern Pennsylvania Nonprofit Organizations contains data from the 181 nonprofit organizations that completed and returned the Survey questionnaire distributed by The Bayer Center for Nonprofit Management at Robert Morris University. This questionnaire was designed so that the resulting report would provide a comprehensive and accurate picture of wages, benefits, and other organizational practices as they exist in Southwestern Pennsylvania's nonprofit sector, as of October 1, 2004.

Section I profiles the surveyed organizations and reports various organizational practices as they affect the benefits and compensation that are offered to employees.

Section II reports wages in detail. To enable wage comparison when the same job title may refer to jobs of very different natures in different organizations, each of the 18,424 jobs for which wage information was reported to the Survey was classified by the reporting organization as to its Job Function and Responsibility Level.

See the list of the seventy-two Job Functions in the Table of Contents, or in Appendix B. See Appendix C for descriptions of the six Responsibility Levels. Employees at the three supervisory levels are primarily responsible for the management and/or supervision of the work of others. Employees at the three non-supervisory levels are primary responsible for carrying out their own work, with or without the assistance of clerical or other workers. It is essential that the reader review and understand the list of Job Functions and Responsibility Levels in order to use the charts in this Survey as they are intended.

Executive Director wages are reported separately at the beginning of Section II. These are the employees classified at Responsibility Level SA. A separate chart appears for each Organization Field of Service for the Executive Directors. Section II continues with charts for each combination of Job Function and Responsibility Level for which a sufficient response was submitted by the organizations in the Survey sample.

The following terms and abbreviations are used on the wage charts (pages 21 – 274):

Annual Base Salary	Yearly wages paid for a specific job, without including any cost of benefits or incentive pay, calculated as a 40 hour per week, year-round position.
# of organizations	The number of unique organizations with employees classified in this Job Function and Responsibility Level.
# of employees	The total number of employees in the sample for this Job Function and Responsibility Level.
25 <sup>th</sup> %ile	Twenty-fifth percentile, the level below which 25 percent of the sample falls.
50 <sup>th</sup> %ile	Fiftieth percentile (also called the median), the level below which 50 percent of the sample falls.
75 <sup>th</sup> %ile	Seventy-fifth percentile, the level below which 75 percent of the sample falls; or, the level above which 25 percent of the sample falls.

# Survey Methodology

average

The sum of all responses divided by the number of responses. Average wage figures may be unduly influenced by the wage practices of a small number of organizations if they employ a preponderance of the job-holders in a particular sample. The median or 50<sup>th</sup> percentile figures are less influenced by extremes.

Each wage chart contains data broken out by the following parameters, given a sufficient response:

- Organization's annual operating budget
- Organization's location
- Organization's primary field of work
- Organization's primary source of funding
- Total number of employees
- Educational requirement of this particular position
- Employee's sex
- Employee's race
- Number of years the employee has held this position
- Number of years of other related experience the employee has
- FLSA status of this position (exempt or non-exempt from wage and hour laws under the federal Fair Labor Standards Act)

While this Survey is full of valuable information for Southwestern Pennsylvania's nonprofit sector, readers should note the limits of the data reported:

- This is not a report of what wages and benefits should be, but rather a picture of the wages and benefits offered by these 181 organizations on October 1, 2004.
- It is not a scientific sampling from which conclusions can be drawn about all Southwestern Pennsylvania nonprofit organizations. It presents information only about the 181 organizations that chose to participate in this Survey.
- To protect the confidentiality of the sources, any line of wage data representing fewer than three organizations or three individual positions was deleted from the report. The 25<sup>th</sup> and 75<sup>th</sup> percentile figures were reported if there were at least twelve positions in a sample, but were not reported if there were fewer than three unique organizations in the sample.





# Survey Highlights

## Surveyed Organizations

This report provides data collected from 181 nonprofit employers of all sizes across Southwestern Pennsylvania for wages and benefits they provided to 18,424 employees as of October 1, 2004. Participating nonprofits are divided into two regions: those in Allegheny County, and those in the surrounding area. One hundred forty two organizations included in this Survey are located in Allegheny County and thirty nine are located in other counties.

The annual operating budgets of participating nonprofits range from under \$50,000 to over \$50,000,000 per year. The median budget in the sample is \$1,225,000. As a group, these organizations are significantly larger than those surveyed in 2002, whose median budget was \$730,534. An additional category has been added to the Survey for organizations with annual operating budgets of over \$10 million to better reflect the practices of the largest organizations.

Fifty-seven percent of the organizations' Executive Directors are women; 43% are men. In the total sample of employees, 74% are women and 26% are men.

Seventy-three percent of the 18,424 participating employees work full-time; 27% work part-time.

## Benefits: Paid Time Off

Most (79%) participating nonprofits provide full-time employees with specific, separate numbers of paid days off for vacation, holiday, and sick leave. Twenty-one percent have a PTO (Paid Time Off) program instead, giving employees a set number of days off to be taken for any purpose.

Fifty-nine percent of participating nonprofits offer paid time off to part-time employees. Of those, 61% require that those employees work more than a half-time schedule to be eligible.

Most (80%) participating nonprofits have one vacation policy for all employees, which often gives an increasing number of vacation days the longer an employee remains with the organization; 20% have two or more policies depending on the type of employee. Fifty-three percent allow employees to carry unused vacation days to the next year.

Surveyed nonprofits provide an average of 10 paid holidays and 10 paid sick days per year. Sixty-eight percent allow employees to accrue unused sick leave.

Organizations are most likely to provide other paid time off for bereavement, jury duty, personal days and job-related education or training. They are least likely to provide paid time off for volunteer service and non-job-related education.

Sixty-four percent of participating nonprofits define a full-time work week as 40 hours per week; 23% use 37.5 hours; and 11% use 35 hours.

## Benefits: Insurance

Ninety-two percent of surveyed nonprofits offer some type of medical insurance to full-time employees, and 86% of all organizations contribute to the cost of medical insurance, with 49% of those paying the full cost of premiums for employees. This is a drop from the 2002 Survey results, in which 59% of organizations contributing to the cost of health insurance paid the full cost.

# Survey Highlights

Thirty-eight percent provide insurance to part-time employees. Of those, 78% require the employees to work more than half time. Sixty-two percent of the surveyed organizations provide insurance benefits only to full-time employees.

## Benefits: Retirement

Most (77%) participating nonprofits provide some type of retirement benefit to their full-time employees. For these employers, tax-deferred annuities are by far the most popular type of plan (59% of all organizations participating in this study), followed by qualified retirement plans (18%).

Most (63%) of those with retirement benefits have plans in which both the employer and the employee contribute to retirement. In 15% only the employee contributes, and in 22% only the employer contributes.

Organizations that contribute to employees' retirement plans were asked to describe that contribution, and 83% indicated that they contribute some percentage of each employee's annual salary, usually the same for all employees. If the percentage increases with an employee's length of service, organizations entered the highest percentage, or cap, of an employee's salary that would be contributed. The range of all percent of salary responses is from 1% to 15%, with a median response of 5%.

## Compensation

On average, male Executive Directors earn significantly higher pay than do females. The average pay for all Executive Directors in the sample is \$79,976 per year; for men, the average Executive Director pay is \$92,691 per year; for women, the average Executive Director pay is \$64,830 per year. While a majority (57%) of all Executive Directors in the sample are women, a relatively greater number of men are found in the Executive Director positions of the largest organizations, which tend to pay higher wages.

Of the 65% of nonprofit that use salary plans, 36% set salary ranges based on competitive pay rates; 19% use a step system based on length of service and merit; 31% use a combination of both systems; and 14% use some other plan.

Many participating nonprofits use more than one method to grant salary increases. Merit was cited by 61%, across-the-board increases by 33%, cost of living by 23%, and length of service by 4%. Eighty percent of participating nonprofits expect to give salary increases during the twelve-month period that begins on October 1, 2004. In 2002, 89% of the sample expected to give salary increases during the upcoming year.

Eighty-seven percent of the participating nonprofits report a merit review interval of one year, 5% conduct reviews every six months, and 8% have no set interval. The most common time is the employee's anniversary date (40%), followed by the beginning of the fiscal year (27%).

Thirty-one percent of surveyed nonprofits offer some form of incentive pay to their Executive Directors.

During the twelve-month period between October 1, 2003 and October 1, 2004, 74% of employees at surveyed organizations received salary increases. Employees at relatively larger organizations were somewhat more likely to receive salary increases than employees at smaller organizations; however, average salary increases given by smaller organizations were higher than those given by larger organizations. Employees at the lowest Responsibility Level were the least likely to receive increases. The average increase reported during this period of time for the entire group of employees who did receive increases was 4%.

# Profile of Surveyed Organizations

## County Location and Budget Size

County	Number of Organizations	Up to \$250,000	\$250,001 to \$750,000	\$750,001 to \$2,000,000	\$2,000,001 to \$10,000,000	Over \$10,000,000
Allegheny	142	15	32	34	40	21
Armstrong	2	1	0	1	0	0
Beaver	13	4	2	4	1	2
Butler	2	1	0	0	1	0
Cambria	1	1	0	0	0	0
Erie	1	0	0	0	0	1
Fayette	2	1	0	1	0	0
Indiana	1	0	0	1	0	0
Lawrence	1	1	0	0	0	0
Mercer	2	0	2	0	0	0
Somerset	1	0	1	0	0	0
Washington	5	0	1	2	1	1
Westmoreland	8	1	2	1	2	2
Total Other Counties	39	10	8	10	5	6
<b>Total</b>	<b>181</b>	<b>25</b>	<b>40</b>	<b>44</b>	<b>45</b>	<b>27</b>

## Primary Field of Work and Budget Size

Primary Field of Work	Number of Organizations	Up to \$250,000	\$250,001 to \$750,000	\$750,001 to \$2,000,000	\$2,000,001 to \$10,000,000	Over \$10,000,000
Basic Material Need	16	1	4	5	4	2
Counseling/Behavioral Hlth & Wellness	15	0	5	3	4	3
Culture/Arts	9	2	1	2	2	2
Education & Child Care Services	14	2	2	5	1	4
Employment & Economic Opportunity	8	1	2	1	4	0
Environment	4	3	1	0	0	0
Family Support & Preservation	10	0	3	1	4	2
Foundation/Philanthropy	11	3	2	3	3	0
Health & Health Education	16	2	4	3	5	2
Legal/Advocacy	4	2	1	0	1	0
Neighborhood Development	12	3	3	5	1	0
Religious	3	0	0	2	1	0
Social Support	37	3	7	6	10	11
Youth/Recreation	10	0	4	2	3	1
Other	12	3	1	6	2	0
<b>Total</b>	<b>181</b>	<b>25</b>	<b>40</b>	<b>44</b>	<b>45</b>	<b>27</b>

## Primary Source of Funding and Budget Size

Primary Source of Funding	Number of Organizations	Up to \$250,000	\$250,001 to \$750,000	\$750,001 to \$2,000,000	\$2,000,001 to \$10,000,000	Over \$10,000,000
Contributions from individuals	30	9	11	4	5	1
Contributions from foundations or trusts	30	6	8	13	3	0
United Way	4	1	3	0	0	0
Government	74	4	10	15	24	21
Service membership dues	3	1	1	1	0	0
Program services fees	23	3	5	6	5	4
Revenue from sales, investments, etc.	6	1	1	1	3	0
Other	11	0	1	4	5	1
<b>Total</b>	<b>181</b>	<b>25</b>	<b>40</b>	<b>44</b>	<b>45</b>	<b>27</b>

## Fiscal Year Calendar and Budget Size

Fiscal Year begins in the month of	Number of Organizations	Up to \$250,000	\$250,001 to \$750,000	\$750,001 to \$2,000,000	\$2,000,001 to \$10,000,000	Over \$10,000,000
January	56	11	23	14	5	3
July	107	10	13	27	34	23
October	7	0	2	1	4	0
Other	11	4	2	2	2	1
<b>Total</b>	<b>181</b>	<b>25</b>	<b>40</b>	<b>44</b>	<b>45</b>	<b>27</b>

## Number of Full-Time and Part-Time Employees and Budget Size

Number of Employees	All Organizations	Up to \$250,000	\$250,001 to \$750,000	\$750,001 to \$2,000,000	\$2,000,001 to \$10,000,000	Over \$10,000,000
Number of Full-Time Employees	13,443	44	177	1,034	2,872	9,316
Number of Part-Time Employees	4,981	24	139	354	871	3,593
<b>Total Number of Employees</b>	<b>18,424</b>	<b>68</b>	<b>316</b>	<b>1,388</b>	<b>3,743</b>	<b>12,909</b>
Part-Time Employees as % of Total	27 %	35 %	44 %	26 %	23 %	28 %

## Workforce by Sex of Employee and Budget Size

Sex of Employee	All Organizations	Up to \$250,000	\$250,001 to \$750,000	\$750,001 to \$2,000,000	\$2,000,001 to \$10,000,000	Over \$10,000,000
Female Employees	9,905	51	248	1,003	2,163	6,440
Male Employees	3,416	10	46	223	785	2,352
Total Number of Employees	13,321	61	294	1,226	2,948	8,792
Female Employees as % of Total	74 %	84 %	84 %	82 %	73 %	73 %

## Workforce by Sex of Employee and Responsibility Level \*

Sex of Employee	All Organizations	Responsibility Levels					
		SA	SB	SC	NA	NB	NC
Female Employees	9,905	104	297	674	1,971	3,098	3,761
Male Employees	3,416	79	167	328	575	1,008	1,259
Total Number of Employees	13,321	183	464	1,002	2,546	4,106	5,020
Female Employees as % of Total	74 %	57 %	64 %	67 %	78 %	75 %	75 %

## Workforce by Race of Employee and Budget Size

Race of Employee	All Organizations	Up to \$250,000	\$250,001 to \$750,000	\$750,001 to \$2,000,000	\$2,000,001 to \$10,000,000	Over \$10,000,000
American Indian/Alaska Native	18	0	0	2	6	10
Asian	41	1	1	3	10	26
Black or African American	2,066	12	62	184	911	897
Native Hawaiian/Other Pacific Islander	38	0	1	1	7	29
White	10,409	47	235	1,040	2,058	7,029
Mixed Race	35	1	0	5	16	13
Total Number of Employees	12,607	61	299	1,235	3,008	8,004

## Workforce by Race of Employee and Responsibility Level \*

Race of Employee	All Organizations	Responsibility Levels					
		SA	SB	SC	NA	NB	NC
American Indian/Alaska Native	18	0	1	3	3	3	8
Asian	41	0	3	4	9	19	6
Black or African American	2,066	19	55	139	263	661	929
Native Hawaiian/Other Pacific Islander	38	0	0	1	5	18	14
White	10,409	164	383	843	1,894	3,314	3,811
Mixed Race	35	0	4	4	7	6	14
Total Number of Employees	12,607	183	446	994	2,181	4,021	4,782

\* Please see Appendix C for descriptions of the Responsibility Levels.

# Benefit Practices: Work Week and Paid Time Off

## Full-Time Work Week and Budget Size

Work Week	All Organizations	Up to \$250,000	\$250,001 to \$750,000	\$750,001 to \$2,000,000	\$2,000,001 to \$10,000,000	Over \$10,000,000
40 hours	64 %	60 %	75 %	61 %	62 %	56 %
37.5 hours	23 %	12 %	18 %	23 %	22 %	41 %
35 hours	11 %	8 %	8 %	16 %	16 %	4 %
Other	2 %	16 %	0 %	0 %	0 %	0 %

## Paid Time Off Policy and Budget Size

Paid Time Off Policy	All Organizations	Up to \$250,000	\$250,001 to \$750,000	\$750,001 to \$2,000,000	\$2,000,001 to \$10,000,000	Over \$10,000,000
Separately allotted time off for vacation, sick time, other	79 %	67 %	93 %	84 %	71 %	74 %
PTO (combines vacation, sick, other)	21 %	33 %	7 %	16 %	29 %	26 %

## Minimum Work Week Needed to Qualify for Paid Time Off Benefits

Minimum Work Week	% of Organizations Requiring:
Over 20 hours per week	36 %
18.75 – 20 hours per week	4 %
Under 18.75 hours	4 %
No minimum requirement	14 %
Only full-time employees are eligible	41 %

## Number of Vacation Time Policies (or PTO Policies) for Full-Time Employees \*

Number of Policies	% of Organizations
One	80 %
More than one	20 %

\* This question refers to either the organization's separately allotted vacation time or to PTO time, depending on how paid time off is handled. Organizations with more than one policy distinguish between types of employees, for example managers and staff, or exempt and non-exempt employees. Within each policy, employees are often given an increasing amount of time off the longer they remain with the organization.

## Average Number of Paid Days Off \*

Years of Employment at Organization	Holidays	Separately allotted time off		PTO program
		Sick Days	Vacation Days	PTO days
During 1 <sup>st</sup> year	10	10	8	16
After 1 year	10	10	11	19
After 2 years	10	10	12	20
After 3 years	10	10	13	20
After 4 years	10	10	14	21
After 5 years	10	10	17	24
After 10 years	10	10	19	27

\* Vacation days and PTO days listed are for organizations that have only one such policy for all full-time employees.

## Carryover to Next Year of Unused Time Off

	Separately allotted time off		PTO program
	Sick Days	Vacation	PTO days
% of Organizations Allowing Carryover	68 %	51 %	65 %
% of those that limit # of carryover days	86 %	73 %	83 %
Average limit of carryover days	52	13	18

## Other Paid Time Off

Type of Paid Time Off	% of Organizations Offering
Jury service	80 %
Family illness	10 %
Bereavement	84 %
Job-related education/training	41 %
Personal days/floating holidays	63 %
Non-job-related education/training	5 %
Maternity/paternity/family leave	19 %
Military service	25 %
Volunteer service	6 %

# Benefit Practices: Insurance

## Minimum Work Week Needed to Qualify for Insurance Benefits

Minimum Work Week	% of Organizations Requiring:
Over 20 hours per week	19 %
18.75 – 20 hours per week	2 %
Under 18.75 hours	3 %
No minimum requirement	3 %
Only full-time employees are eligible	74 %

## Changes in Insurance Policies Since 2002

Seventy five organizations reported some change in insurance benefits during the past two years.

Of those, 81% described rising costs, which were passed on to employees to some degree in two-thirds of the cases. Typical comments mention new or higher contributions from employees for both individual and family coverage. In the remaining one-third of this group, the organization has absorbed the higher cost of insurance.

Four organizations described an increase in benefits or decrease in employee costs, such as higher organization contribution to dependent coverage.

Ten organizations reported changes that appear to be neutral in terms of employee benefits, or a combination of increase in one area along with decrease in another.

## Insurance Coverage Offered

Ninety-two percent of organizations offer some kind of medical insurance coverage to their employees. Some offer more than one type of medical insurance and a variety of other insurance benefits, as detailed below.

Type of Insurance	% of Organizations Offering
Medical: HMO	41 %
Medical: POS	39 %
Medical: PPO	41 %
Dental	77 %
Vision	70 %
Short-Term Disability	45 %
Long-Term Disability	62 %
Long-Term Care	20 %
Life	69 %



## Domestic Partner Benefits

Twenty-two percent of organizations extend to domestic partners the same benefits that are generally offered to dependents.

## Employer Contribution—HMO Insurance

A total of 75 organizations (41% of the total sample) offer HMO (Health Maintenance Organization) medical insurance coverage to employees, and 73 organizations (40% of the total sample) offer it to dependents. The following tables show the average payment of premiums by those employers.

HMO Medical Insurance Employer Contribution	Coverage for Employee % of Organizations	Coverage for Dependents % of Organizations
100% of premium	43 %	19 %
90 to 99% of premium	29 %	16 %
80 to 89% of premium	16 %	8 %
70 to 79% of premium	5 %	5 %
60 to 69% of premium	0 %	0 %
50 to 59% of premium	1 %	5 %
1 to 49% of premium	3 %	7 %
None (employee pays all of the premium)	0 %	38 %
Employee can choose in "cafeteria" plan	1 %	0 %

## Employer Contribution—POS Insurance

A total of 70 organizations (39% of the total sample) offer POS (Point of Service) medical insurance coverage to employees, and 68 organizations (38% of the total sample) offer it to dependents. The following tables show the average payment of premiums by those employers.

POS Medical Insurance Employer Contribution	Coverage for Employee % of Organizations	Coverage for Dependents % of Organizations
100% of premium	37 %	15 %
90 to 99% of premium	20 %	7 %
80 to 89% of premium	20 %	21 %
70 to 79% of premium	13 %	12 %
60 to 69% of premium	3 %	0 %
50 to 59% of premium	0 %	10 %
1 to 49% of premium	3 %	7 %
None (employee pays all of the premium)	0 %	26 %
Employee can choose in "cafeteria" plan	4 %	1 %

## Employer Contribution—PPO Insurance

A total of 75 organizations (41% of the total sample) offer PPO (Preferred Provider Organization) medical insurance coverage to employees, and 75 organizations (41% of the total sample) offer it to dependents. The following tables show the average payment of premiums by those employers.

PPO Medical Insurance Employer Contribution	Coverage for Employee % of Organizations	Coverage for Dependents % of Organizations
100% of premium	52 %	21 %
90 to 99% of premium	15 %	9 %
80 to 89% of premium	11 %	11 %
70 to 79% of premium	12 %	11 %
60 to 69% of premium	0 %	1 %
50 to 59% of premium	4 %	4 %
1 to 49% of premium	1 %	5 %
None (employee pays all of the premium)	0 %	33 %
Employee can choose in "cafeteria" plan	5 %	4 %

## Employer Contribution—Dental Insurance

A total of 140 organizations (77 % of the total sample) offer dental insurance coverage to employees, and 136 organizations (75% of the total sample) offer it to dependents. The following tables show the average payment of premiums by those employers.

Dental Insurance Employer Contribution	Coverage for Employee % of Organizations	Coverage for Dependents % of Organizations
100% of premium	54 %	26 %
90 to 99% of premium	11 %	6 %
80 to 89% of premium	4 %	5 %
70 to 79% of premium	3 %	3 %
60 to 69% of premium	1 %	1 %
50 to 59% of premium	4 %	5 %
1 to 49% of premium	3 %	3 %
None (employee pays all of the premium)	15 %	48 %
Employee can choose in "cafeteria" plan	4 %	3 %

## Employer Contribution—Vision Insurance

A total of 127 organizations (70% of the total sample) offer vision insurance coverage to employees, and 122 organizations (67% of the total sample) offer it to dependents. The following tables show the average payment of premiums by those employers.

Vision Insurance Employer Contribution	Coverage for Employee % of Organizations	Coverage for Dependents % of Organizations
100% of premium	54 %	26 %
90 to 99% of premium	12 %	7 %
80 to 89% of premium	6 %	6 %
70 to 79% of premium	2 %	3 %
60 to 69% of premium	0 %	0 %
50 to 59% of premium	2 %	5 %
1 to 49% of premium	2 %	3 %
None (employee pays all of the premium)	18 %	48 %
Employee can choose in "cafeteria" plan	4 %	2 %

## Employer Contribution—Short-Term Disability Insurance

A total of 81 organizations (45% of the total sample) offer short-term disability insurance coverage to employees. The following tables show the average payment of premiums by those employers.

Short-Term Disability Insurance Employer Contribution	Coverage for Employees % of Organizations
100% of premium	70%
90 to 99% of premium	1 %
80 to 89% of premium	0 %
70 to 79% of premium	1 %
60 to 69% of premium	2 %
50 to 59% of premium	0 %
1 to 49% of premium	0 %
None (employee pays all of the premium)	22 %
Employee can choose in "cafeteria" plan	2 %

## Employer Contribution—Long-Term Disability Insurance

A total of 112 organizations (62% of the total sample) offer long-term disability insurance coverage to employees. The following tables show the average payment of premiums by those employers.

Long-Term Disability Insurance Employer Contribution	Coverage for Employees % of Organizations
100% of premium	85 %
90 to 99% of premium	1 %
80 to 89% of premium	1 %
70 to 79% of premium	0 %
60 to 69% of premium	3 %
50 to 59% of premium	0 %
1 to 49% of premium	0 %
None (employee pays all of the premium)	9 %
Employee can choose in "cafeteria" plan	2 %

## Employer Contribution—Long-Term Care Insurance

A total of 37 organizations (20% of the total sample) offer long-term care insurance coverage to employees. The following tables show the average payment of premiums by those employers.

Long-Term Care Insurance Employer Contribution	Coverage for Employees % of Organizations
100% of premium	22 %
90 to 99% of premium	3 %
80 to 89% of premium	0 %
70 to 79% of premium	0 %
60 to 69% of premium	0 %
50 to 59% of premium	0 %
1 to 49% of premium	0 %
None (employee pays all of the premium)	73 %
Employee can choose in "cafeteria" plan	3 %

## Employer Contribution—Life Insurance

A total of 124 organizations (69% of the total sample) offer life insurance coverage to employees. The following tables show the average payment of premiums by those employers.

Life Insurance Employer Contribution	Coverage for Employees % of Organizations
100% of premium	91 %
90 to 99% of premium	1 %
80 to 89% of premium	1 %
70 to 79% of premium	0 %
60 to 69% of premium	0 %
50 to 59% of premium	1 %
1 to 49% of premium	0 %
None (employee pays all of the premium)	6 %
Employee can choose in "cafeteria" plan	1 %

# Benefit Practices: Retirement

## Types of Retirement Plans Offered

Seventy-seven percent of organizations offer some kind of retirement plan to their full-time employees, and some offer more than one type of retirement plan.

Type of Retirement Plan	% of Organizations Offering
Tax Sheltered Annuity: 401(k), 403(b)	59 %
IRA/SEP-IRA	8 %
Qualified Retirement Plan	18 %
“Cafeteria” plan which includes retirement	2 %
Other	5 %

## Funding of Retirement Plans

Funding of Retirement Plan	% of Organizations *
Employee contribution only	21 %
Organization contribution only	31 %
Organization contributes only if employee contributes (i.e. employee match)	37 %
Organization contributes automatically, employee contributes voluntarily	49 %

\*If organization has more than one type of plan, response is based on plan with higher level of contribution from the organization.

## Contributions from Organization

Organizations that contribute to employees' retirement plans were asked to describe that contribution, and 83% indicated that they contribute some percentage of each employee's annual salary, usually the same for all employees. If the percentage increases with an employee's length of service, organizations entered the highest percentage, or cap, of an employee's salary that would be contributed. The range of all percent of salary responses is from 1% to 15%, with a median response of 5%.

## Vesting Period

Organizations with retirement plans were asked about the vesting period for that benefit. Thirty percent of the organizations have no vesting period. Vesting periods given by the other 70% of organizations ranged from 6 months to 7 years, with a median of 3 years.

# Compensation and Other Practices

## Merit Reviews

Usual Interval Between Merit Reviews	% of Organizations
Six months	3 %
One year	87 %
No set interval	7 %
Other	1 %

Usual Timing of Merit Reviews	% of Organizations
Anniversary date	40 %
January 1	12 %
Beginning of fiscal year	27 %
No set timing	8 %
Other specific date for all employees	13 %

## Compensatory Time

	Does Organizations Offer Compensatory Time Off instead of Pay for Overtime Hours Worked?
Yes	49 %
No	51 %

## Probationary Period

	% of Organizations
% of all organizations that have a probationary period for new employees	83 %
Length of probationary period: 3 months	54 %
6 months	42 %
Other length	3 %
During probationary period, employees are eligible for paid time off benefits	38%
During probationary period, employees are eligible for insurance benefits	69 %

## Incentive Pay

	% of Organizations Offering Incentive Pay to these Employees:
Executive Director	31 %
Associate/Assistant Director	19 %
Development Director	14 %
Department Heads	18 %
Support/Administrative Staff	20 %

## Salary Ranges

Type of Salary Range system	% of Organizations
% of all organizations that use salary ranges	65 %
Of those, % using:	
Midpoints (based on competitive pay rates)	36 %
Step system (based on length of service and merit)	19 %
Combination of Midpoints and Step system	31 %
Other system	14 %

## Types of Salary Increases

Type of Salary Increase	% of Organizations that usually grant this type of increase *	Average increase expected during the next year
Merit-based (performance)	61 %	4 %
Across the board (flat %)	33 %	3 %
Cost of living (inflation)	23 %	3 %
Length of service (longevity)	4 %	4 %
No increase expected during the next year	20 %	

\* Includes organizations reporting more than one practice.



## Executive Directors: Employment Contracts

Nineteen percent of the Executive Directors in the total sample had an employment contract. The average original length of those contracts is 30 months. When specified, the average number of weeks notice required for cancellation of the contract by the organization is 11 weeks and the average number of weeks notice required for cancellation of the contract by the executive is 10 weeks. The average number of weeks of severance pay required, when specified, is 27 weeks.

## Executive Directors: Gender and Compensation

On average, male Executive Directors earn significantly higher pay than do females. The average pay for all Executive Directors in the sample is \$79,976 per year; for men, the average Executive Director pay is \$92,691 per year; for women, the average Executive Director pay is \$64,830 per year. While a majority (57%) of all Executive Directors in the sample are women, a relatively greater number of men are found in the Executive Director positions of the largest organizations, which tend to pay higher wages.

## Executive Directors: Time in Position

The average length of time Executive Directors in these organizations have been in their current positions is 9 years. The median length of time is 8 years. In general, Executive Directors of larger organizations have been in their current positions for a longer period of time than those of smaller organizations.

	All Organizations	Up to \$250,000	\$250,001 to \$750,000	\$750,001 to \$2,000,000	\$2,000,001 to \$10,000,000	Over \$10,000,000
Average number of years Executive Directors have been in current position	9	4	8	9	10	12

## Executive Directors: Additional Benefits

The following benefits were reported for the Executive Director position.

Benefit	% of Organizations
Cell phone	39 %
Travel/conferences	37 %
Additional vacation	18%
Car or car allowance	16 %
Laptop computer	16%
Club memberships	9 %
Additional life insurance	7 %
Housing or housing allowance	7 %
Additional health insurance	4 %
Additional retirement benefits	4 %

**Actual Salary Increases: Percent of Employees that Received Salary Increases from 10/1/03 – 10/1/04 by Responsibility Level \* and Budget Size**

Responsibility Level	All Organizations	Up to \$250,000	\$250,001 to \$750,000	\$750,001 to \$2,000,000	\$2,000,001 to \$10,000,000	Over \$10,000,000
All Responsibility Levels	74 %	63 %	64 %	82 %	72 %	74 %
SA	69 %	62 %	69 %	80 %	64 %	63 %
SB	80 %			89 %	81 %	82 %
SC	80 %		78 %	91 %	75 %	81 %
NA	74 %		73 %	75 %	84 %	70 %
NB	74 %	64 %	56 %	84 %	69 %	76 %
NC	71 %		57 %	81 %	66 %	73 %
Number of Organizations Represented	151	18	35	42	41	15
Number of Positions Represented	6,807	35	229	941	2,284	3,318

**Actual Salary Increases: Average Increase for Employees that Received Salary Increases from 10/1/03 – 10/1/04 by Responsibility Level \* and Budget Size**

Responsibility Level	All Organizations	Up to \$250,000	\$250,001 to \$750,000	\$750,001 to \$2,000,000	\$2,000,001 to \$10,000,000	Over \$10,000,000
All Responsibility Levels	4 %	7 %	6 %	4 %	5 %	4 %
SA	6 %	7 %	5 %	6 %	6 %	5 %
SB	5 %			5 %	6 %	5 %
SC	5 %		6 %	4 %	6 %	5 %
NA	5 %		6 %	4 %	5 %	6 %
NB	4 %	8 %	6 %	4 %	4 %	4 %
NC	4 %		5 %	4 %	4 %	3 %
Number of Organizations Represented	135	12	30	40	38	15
Number of Positions Represented	5,033	22	146	767	1,649	2,449

\* Please see Appendix C for descriptions of the Responsibility Levels. Blanks in this chart result from insufficient response and the need to preserve confidentiality.

## Average Annual Wages by Responsibility Level \*

		Responsibility Level					
		SA	SB	SC	NA	NB	NC
All Respondents		\$79,976	\$58,486	\$37,276	\$36,106	\$24,336	\$18,952
By Annual Budget:	Up to \$250,000	40,210		32,867	25,703	22,618	14,430
	\$250,001 - \$750,000	53,924	38,889	29,842	35,769	23,332	19,057
	\$750,001 - \$2,000,000	75,841	48,267	35,693	42,751	26,533	21,185
	\$2,000,001 - \$10,000,000	98,919	57,253	39,188	36,903	26,211	19,498
	Over \$10,000,000	107,201	62,916	37,070	34,892	23,676	18,730
By Location:	Allegheny County	85,401	59,152	37,919	36,444	24,367	19,033
	Other Counties	55,562	53,156	33,171	33,743	24,166	18,661
By Field:	Basic Material Need	60,166	45,695	39,522	36,358	25,912	20,652
	Counseling/Behavioral Health & Wellness	79,474	55,988	37,140	38,604	25,766	20,467
	Culture/Arts	60,692	75,289	42,868	31,008	27,617	16,065
	Education & Child Care Services	81,718	66,914	36,429	33,366	24,146	20,019
	Employment & Economic Opportunity	97,996	57,207	49,176	33,276	26,379	21,324
	Environment	57,500			47,367	33,124	
	Family Support & Preservation	84,766	52,524	37,267	33,350	26,691	21,016
	Foundation/Philanthropy	112,589	110,690	48,347	65,405	44,941	32,253
	Health & Health Education	84,952	64,714	48,460	46,890	28,243	20,242
	Legal/Advocacy	54,319		45,545	35,151	25,462	20,830
	Neighborhood Development	80,855	74,958	40,361	47,703	30,520	27,805
	Religious	77,400	54,909	30,830	48,619	29,388	17,612
	Social Support	76,811	53,031	33,825	32,753	24,934	19,342
	Youth/Recreation	80,731	55,698	37,788	34,393	20,653	15,292
By Sex:	Female	64,830	52,328	36,609	36,338	23,892	18,953
	Male	92,691	67,219	40,471	37,517	24,389	18,317
By Race:	American Indian/Alaska Native			36,145	27,549	31,100	22,320
	Asian		58,578	36,154		23,223	18,048
	Black or African American	76,956	51,384	33,821	32,198	24,572	19,310
	Native Hawaiian or Other Pacific Islander				30,646	20,002	19,880
	White	75,850	58,135	38,496	38,001	23,919	18,675
	Mixed Race			30,040	28,756	22,753	19,435

\* Please see Appendix C for a description of the Responsibility Levels. Blanks in this chart result from insufficient response and the need to preserve confidentiality.

Please note that positions at particular Responsibility Levels do not occur equally at every type of organization. For example, it is generally larger organizations that have employees at Responsibility Level SB, and those larger organizations tend to pay higher wages than other nonprofits. This accounts for the fact that SB wages in this chart are sometimes higher than the corresponding SA figures.



**Executive Director Wages  
by Organization's Primary Field of Work  
(Responsibility Level SA)**

Page	
23	All Organization Fields of Works
24	Basic Material Need
25	Counseling/Behavioral Health & Wellness
26	Culture/Arts
27	Education & Child Care Services
28	Employment & Economic Opportunity
29	Environment
30	Family Support & Preservation
31	Foundation/Philanthropy
32	Health & Health Education
33	Legal/Advocacy
34	Neighborhood Development
35	Religious
36	Social Support
37	Youth/Recreation



# Executive Director

Field: All Fields

Responsibility Level SA: Generally the top-level staff person. Responsible to Board of Directors for overall direction and supervision of organization's employees, programs, and activities.

	Annual Base Salary					
	# of organizations	# of employees	25th %ile	50th %ile	75th %ile	average
All Respondents	164	198	\$54,466	\$72,267	\$93,246	\$79,976
By Annual Budget:						
Up to \$250,000	22	22	27,500	39,000	50,000	40,210
\$250,001 - \$750,000	37	40	36,631	49,150	64,000	53,924
\$750,001 - \$2,000,000	42	44	58,126	74,304	88,729	75,841
\$2,000,001 - \$10,000,000	41	49	70,000	81,000	107,000	98,919
Over \$10,000,000	22	43	78,934	97,000	127,314	107,201
By Location:						
Allegheny	130	162	60,000	75,000	100,000	85,401
Other	34	36	36,914	50,255	78,355	55,562
By Primary Source of Funding:						
Contributions from individuals	27	28	35,092	53,882	75,800	61,614
Contributions from foundations or trusts	27	29	48,000	64,000	92,000	69,611
Government	65	82	60,000	78,355	96,000	83,913
Service membership dues	3	3				69,133
Program services fee	23	37	56,000	72,000	91,279	80,700
Revenue from sales, investments, etc.	5	5		68,000		70,900
By Total Number of Employees:						
1 - 3	27	28	33,317	51,150	70,260	54,820
4 - 10	36	39	36,691	48,000	75,000	57,879
11 - 20	21	22	54,942	62,934	94,600	89,331
21 - 50	26	28	52,775	64,500	74,838	62,883
More than 50	54	81	74,340	91,279	121,143	102,680
By Education Required:						
Associate's Degree	4	4		46,845		49,679
Bachelor's Degree	72	90	44,920	65,585	90,000	73,224
Master's Degree	63	72	60,000	74,504	90,000	82,100
LCSW/MFCC	4	4		74,141		86,404
Doctoral Degree	3	3				112,061
By Sex:						
Female	96	104	44,960	60,258	75,000	64,830
Male	67	79	63,000	83,349	104,040	92,691
By Race/Ethnicity:						
Black or African American	18	19	61,867	78,626	88,000	76,956
White	136	158	51,000	67,236	88,458	75,850
By Years in Current Position:						
1 - 5 Years	71	77	51,000	65,000	90,000	77,285
6 - 10 Years	28	29	48,000	69,300	84,000	69,280
11 - 20 Years	40	45	49,426	63,000	78,458	66,914
Over 20 Years	15	19	69,056	83,349	97,000	87,665
By FLSA Status:						
Exempt	158	188	54,704	72,267	92,884	79,419

Sample job titles: Chief Executive Officer, Director, President

# Executive Director Field: Basic Material Need - Food, Clothing, Shelter, Safety

Responsibility Level SA: Generally the top-level staff person. Responsible to Board of Directors for overall direction and supervision of organization's employees, programs, and activities.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	15	15	\$40,000	\$58,345	\$70,000	\$60,166
By Annual Budget:						
\$250,001 - \$750,000	4	4		34,371		38,072
\$750,001 - \$2,000,000	5	5		51,083		58,381
\$2,000,001 - \$10,000,000	4	4		70,000		72,748
By Location:						
Allegheny	11	11		69,300		63,956
Other	4	4		50,255		49,745
By Primary Source of Funding:						
Contributions from individuals	6	6		49,235		49,287
Government	8	8		60,192		68,554
By Total Number of Employees:						
4 - 10	3	3				40,079
21 - 50	5	5		51,083		56,381
More than 50	4	4		81,261		87,076
By Education Required:						
Bachelor's Degree	9	9		49,426		50,746
Master's Degree	5	5		70,000		81,157
By Sex:						
Female	10	10		50,255		53,466
Male	5	5		70,000		73,567
By Race/Ethnicity:						
White	14	14	42,096	58,407	70,000	62,175
By Years in Current Position:						
1 - 5 Years	6	6		49,173		54,935
6 - 10 Years	3	3				50,990
11 - 20 Years	4	4		50,255		53,151
By FLSA Status:						
Exempt	15	15	40,000	58,345	70,000	60,166

Sample job titles: Chief Executive Officer, Director, President



## Executive Director

## Field: Counseling - Behavioral Health & Wellness

Responsibility Level SA: Generally the top-level staff person. Responsible to Board of Directors for overall direction and supervision of organization's employees, programs, and activities.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	14	15	\$58,663	\$71,185	\$87,464	\$79,474
By Annual Budget:						
\$250,001 - \$750,000	4	4		51,400		51,748
\$750,001 - \$2,000,000	3	3				65,065
\$2,000,001 - \$10,000,000	4	4		72,926		74,579
Over \$10,000,000	3	4		113,920		122,901
By Location:						
Allegheny	12	13	64,000	72,533	87,464	83,932
By Primary Source of Funding:						
Government	8	9		72,533		89,390
Program services fee	4	4		61,332		63,333
By Total Number of Employees:						
11 - 20	3	3				54,889
21 - 50	5	5		64,000		60,504
More than 50	6	7		87,464		103,560
By Education Required:						
Master's Degree	9	10		73,600		87,884
LCSW/MFCC	3	3				70,760
By Sex:						
Female	10	10		68,093		67,480
Male	4	5		96,000		103,461
By Race/Ethnicity:						
White	12	12	57,332	68,093	109,652	79,762
By Years in Current Position:						
1 - 5 Years	3	4		80,500		102,384
6 - 10 Years	3	3				61,140
11 - 20 Years	5	5		72,533		76,368
By FLSA Status:						
Exempt	14	15	58,663	71,185	87,464	79,474

Sample job titles: Chief Executive Officer, Director, President

## Executive Director

Field: Culture/Arts

Responsibility Level SA: Generally the top-level staff person. Responsible to Board of Directors for overall direction and supervision of organization's employees, programs, and activities.

	# of organizations	# of employees	Annual Base Salary			average
			25th %ile	50th %ile	75th %ile	
All Respondents	6	6		\$51,650	\$60,692	
By Location: Allegheny	4	4		51,650	60,325	
By Primary Source of Funding: Program services fee	3	3			61,000	
By Education Required: Bachelor's Degree	3	3			57,333	
Master's Degree	3	3			64,050	
By Sex: Female	6	6		51,650	60,692	
By Race/Ethnicity: White	5	5		45,000	53,660	
By Years in Current Position: 1 - 5 Years	3	3			57,333	
By FLSA Status: Exempt	6	6		51,650	60,692	

Sample job titles: Artistic Director, Chief Executive Officer, Director, President

## Executive Director

## Field: Education and Child Care Services

Responsibility Level SA: Generally the top-level staff person. Responsible to Board of Directors for overall direction and supervision of organization's employees, programs, and activities.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	14	16	\$38,600	\$72,167	\$105,252	\$81,712
By Annual Budget:						
\$750,001 - \$2,000,000	5	5		69,333		58,850
Over \$10,000,000	4	5		109,200		150,965
By Location:						
Allegheny	11	13	41,600	75,000	97,000	88,875
Other	3	3				50,671
By Primary Source of Funding:						
Contributions from foundations or trusts	4	4		55,017		56,633
Government	4	5		78,740		95,631
Program services fee	6	7		75,000		86,101
By Total Number of Employees:						
21 - 50	6	7		54,466		55,580
More than 50	4	5		109,200		150,965
By Education Required:						
Bachelor's Degree	6	7		75,000		90,667
Master's Degree	7	8		66,603		81,168
By Sex:						
Female	8	8		38,600		39,854
Male	7	8		99,152		123,571
By Race/Ethnicity:						
White	11	12	34,959	61,900	162,760	82,708
By Years in Current Position:						
6 - 10 Years	3	3				39,271
11 - 20 Years	6	6		48,033		57,420
By FLSA Status:						
Exempt	14	16	38,600	72,167	105,252	81,712

Sample job titles: Chief Executive Officer, Director, President

## Executive Director

## Field: Employment and Economic Opportunity

Responsibility Level SA: Generally the top-level staff person. Responsible to Board of Directors for overall direction and supervision of organization's employees, programs, and activities.

	# of organizations	# of employees	Annual Base Salary			average
			25th %ile	50th %ile	75th %ile	
All Respondents	8	9		\$89,000		\$97,996
By Annual Budget: \$2,000,001 - \$10,000,000	4	4		112,020		133,885
By Location: Allegheny	6	7		90,000		109,852
By Primary Source of Funding: Government	6	7		70,001		93,989
By Total Number of Employees: 4 - 10	4	5		62,500		72,092
By Education Required: Bachelor's Degree	4	4		80,001		76,760
Master's Degree	4	5		89,000		114,984
By Sex: Female	4	4		80,001		116,000
Male	5	5		89,000		83,592
By Race/Ethnicity: White	7	8		79,501		95,245
By Years in Current Position: 1 - 5 Years	4	5		89,000		111,200
11 - 20 Years	3	3				78,654
By FLSA Status: Exempt	8	9		89,000		97,996

Sample job titles: Chief Executive Officer, Director, President

## Executive Director

## Field: Environment

Responsibility Level SA: Generally the top-level staff person. Responsible to Board of Directors for overall direction and supervision of organization's employees, programs, and activities.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	4	4		\$54,000		\$57,500
By Annual Budget: Up to \$250,000	3	3				46,000
By Location: Allegheny	3	3				60,667
By Primary Source of Funding: Contributions from foundations or trusts	3	3				56,667
By Sex: Female	4	4		54,000		57,500
By Race/Ethnicity: White	4	4		54,000		57,500
By FLSA Status: Exempt	4	4		54,000		57,500

Sample job titles: Chief Executive Officer, Director, President

## Executive Director

## Field: Family Support and Preservation

Responsibility Level SA: Generally the top-level staff person. Responsible to Board of Directors for overall direction and supervision of organization's employees, programs, and activities.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	9	16	\$63,223	\$86,500	\$107,479	\$84,766
By Annual Budget:						
\$250,001 - \$750,000	3	3				46,623
\$2,000,001 - \$10,000,000	3	4		81,170		88,918
By Location:						
Allegheny	7	14	66,472	90,358	105,758	90,885
By Primary Source of Funding:						
Government	5	12	66,459	88,858	118,542	88,917
By Total Number of Employees:						
4 - 10	4	4		51,910		62,267
More than 50	4	11		92,716		92,653
By Education Required:						
Bachelor's Degree	3	3				81,750
Master's Degree	5	10		79,670		79,853
By Sex:						
Female	4	6		70,406		73,805
Male	5	6		77,223		79,971
By Race/Ethnicity:						
White	7	11		66,472		75,878
By Years in Current Position:						
1 - 5 Years	5	6		75,736		73,454
By FLSA Status:						
Exempt	8	13	66,445	85,000	103,799	86,287

Sample job titles: Chief Executive Officer, Director, President

## Executive Director

## Field: Foundation/Philanthropy

Responsibility Level SA: Generally the top-level staff person. Responsible to Board of Directors for overall direction and supervision of organization's employees, programs, and activities.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	11	12	\$64,189	\$77,500	\$183,550	\$112,589
By Annual Budget:						
Up to \$250,000	3	3				59,459
\$750,001 - \$2,000,000	3	3				112,853
\$2,000,001 - \$10,000,000	3	4		177,067		182,283
By Location:						
Allegheny	9	10		84,229		125,555
By Primary Source of Funding:						
Contributions from individuals	6	7		65,520		92,995
By Total Number of Employees:						
1 - 3	6	6		64,189		60,563
By Education Required:						
Bachelor's Degree	6	6		70,260		81,413
By Sex:						
Female	7	7		75,000		78,660
Male	3	3				148,772
By Race/Ethnicity:						
White	9	9		75,000		103,786
By Years in Current Position:						
1 - 5 Years	5	5		65,520		105,675
6 - 10 Years	3	3				110,033
By FLSA Status:						
Exempt	10	11		75,000		106,906

Sample job titles: Chief Executive Officer, Director, President

## Executive Director

## Field: Health and Health Education

Responsibility Level SA: Generally the top-level staff person. Responsible to Board of Directors for overall direction and supervision of organization's employees, programs, and activities.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	15	16	\$50,500	\$84,193	\$136,230	\$84,952
By Annual Budget:						
\$250,001 - \$750,000	4	4		68,976		68,113
\$750,001 - \$2,000,000	3	3				78,399
\$2,000,001 - \$10,000,000	4	5		84,386		90,215
By Location:						
Allegheny	14	15	51,000	84,386	133,182	87,620
By Primary Source of Funding:						
Contributions from individuals	4	4		68,976		64,238
Government	5	6		84,193		91,500
Program services fee	4	4		70,500		91,000
By Total Number of Employees:						
1 - 3	3	3				56,333
4 - 10	3	3				50,810
11 - 20	3	3				62,984
More than 50	6	7		133,182		121,264
By Education Required:						
Bachelor's Degree	5	5		52,822		63,452
Master's Degree	5	5		84,000		74,202
By Sex:						
Female	8	8		51,911		57,392
Male	5	5		90,000		106,818
By Race/Ethnicity:						
White	11	11		59,509		74,985
By Years in Current Position:						
1 - 5 Years	6	6		55,255		75,488
6 - 10 Years	3	3				84,505
By FLSA Status:						
Exempt	13	14	51,000	84,193	90,000	81,159

Sample job titles: Chief Executive Officer, Director, President



# Executive Director

# Field: Legal/Advocacy

Responsibility Level SA: Generally the top-level staff person. Responsible to Board of Directors for overall direction and supervision of organization's employees, programs, and activities.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	3	4		\$36,571		\$54,319
By Race/Ethnicity: White	3	4		36,571		54,319
By FLSA Status: Exempt	3	4		36,571		54,319

Sample job titles: Chief Executive Officer, Director, President

## Executive Director

## Field: Neighborhood/Economic Development

Responsibility Level SA: Generally the top-level staff person. Responsible to Board of Directors for overall direction and supervision of organization's employees, programs, and activities.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	10	12	\$57,388	\$64,000	\$107,500	\$80,855
By Annual Budget:						
\$250,001 - \$750,000	3	4		64,000		81,375
\$750,001 - \$2,000,000	4	5		74,675		69,565
By Location:						
Allegheny	8	9		64,000		90,137
By Primary Source of Funding:						
Contributions from foundations or trusts	7	8		64,000		71,688
By Total Number of Employees:						
1 - 3	3	4		50,000		46,800
4 - 10	3	3				92,500
By Education Required:						
Bachelor's Degree	7	8		68,588		88,116
Master's Degree	3	4		64,000		66,331
By Sex:						
Female	5	6		63,250		54,063
Male	5	6		79,187		107,647
By Race/Ethnicity:						
White	10	12	57,388	64,000	107,500	80,855
By Years in Current Position:						
1 - 5 Years	8	9		64,000		66,314
By FLSA Status:						
Exempt	10	12	57,388	64,000	107,500	80,855

Sample job titles: Chief Executive Officer, Director, President

# Executive Director

Field: Religious

Responsibility Level SA: Generally the top-level staff person. Responsible to Board of Directors for overall direction and supervision of organization's employees, programs, and activities.

	Annual Base Salary					average
	# of organizations	# of employees	25th %ile	50th %ile	75th %ile	
All Respondents	3	3				\$77,400
By Sex:						
Male	3	3				77,400
By Race/Ethnicity:						
White	3	3				77,400
By FLSA Status:						
Exempt	3	3				77,400

Sample job titles: Chief Executive Officer, Director, President

# Executive Director

# Field: Social Support

Responsibility Level SA: Generally the top-level staff person. Responsible to Board of Directors for overall direction and supervision of organization's employees, programs, and activities.

	Annual Base Salary					
	# of organizations	# of employees	25th %ile	50th %ile	75th %ile	average
All Respondents	31	36	\$59,300	\$78,282	\$89,887	\$76,811
By Annual Budget:						
Up to \$250,000	3	3				29,867
\$250,001 - \$750,000	5	6		43,563		49,156
\$750,001 - \$2,000,000	5	5		73,941		69,980
\$2,000,001 - \$10,000,000	9	12	67,353	78,282	108,472	85,464
Over \$10,000,000	9	10		96,848		100,518
By Location:						
Allegheny	24	28	61,968	78,427	96,848	79,788
Other	7	8		75,468		66,389
By Primary Source of Funding:						
Contributions from individuals	3	3				37,841
Government	21	26	69,056	78,780	93,246	83,983
By Total Number of Employees:						
4 - 10	6	7		40,000		47,288
21 - 50	5	5		73,941		69,980
More than 50	18	22	78,227	81,432	105,047	92,307
By Education Required:						
Bachelor's Degree	12	14	58,600	70,828	78,458	71,076
Master's Degree	12	12	66,971	79,003	115,433	86,059
By Sex:						
Female	14	15	52,100	68,000	78,626	67,559
Male	14	15	63,936	78,227	86,528	75,672
By Race/Ethnicity:						
Black or African American	6	7		78,626		78,772
White	21	23	57,951	72,600	79,380	69,438
By Years in Current Position:						
1 - 5 Years	12	12	41,761	70,971	80,190	61,070
11 - 20 Years	11	12	59,300	78,282	92,501	73,611
Over 20 Years	3	3				69,102
By FLSA Status:						
Exempt	30	35	58,600	78,227	84,552	76,004

Sample job titles: Chief Executive Officer, Director, President

## Executive Director

## Field: Youth/Recreation

Responsibility Level SA: Generally the top-level staff person. Responsible to Board of Directors for overall direction and supervision of organization's employees, programs, and activities.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	10	22	\$60,000	\$70,510	\$95,000	\$80,731
By Annual Budget:						
\$250,001 - \$750,000	4	4		44,900		44,450
\$2,000,001 - \$10,000,000	3	3				106,048
By Location:						
Allegheny	8	20	60,258	77,675	106,000	84,082
By Primary Source of Funding:						
Contributions from foundations or trusts	3	3				77,000
By Total Number of Employees:						
11 - 20	3	3				48,981
More than 50	4	16	65,565	90,000	114,072	92,459
By Education Required:						
Bachelor's Degree	9	21	60,000	69,020	95,000	80,290
By Sex:						
Female	7	11		60,000		66,221
Male	4	11		90,000		95,241
By Race/Ethnicity:						
White	9	19	54,942	72,000	95,000	77,104
By Years in Current Position:						
1 - 5 Years	6	8		79,510		96,378
11 - 20 Years	3	5		60,515		66,064
By FLSA Status:						
Exempt	10	20	57,471	77,675	106,000	82,353

Sample job titles: Chief Executive Officer, Director, President



**Office Job Functions  
By Responsibility Level**

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## Office: Accounting/Bookkeeping

## Responsibility Level SB

Responsibility Level SB: Primary responsibility is for management of a division, department, or program of the organization. Involves supervision and direction of two or more supervisors, each of whom in turn supervises the work of three or more employees and/or volunteers.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	10	10		\$57,500		\$59,282
By Annual Budget: Over \$10,000,000	7	7		60,800		66,261
By Location: Allegheny	9	9		55,000		58,092
By Field: Education and Child Care Services	3	3				85,608
By Primary Source of Funding: Government	7	7		54,933		50,143
By Total Number of Employees: More than 50	7	7		60,800		66,261
By Education Required: Bachelor's Degree	7	7		60,000		65,832
By Sex: Female	4	4		49,100		44,800
Male	6	6		60,400		68,938
By Race/Ethnicity: White	8	8		54,967		58,128
By Years in Current Position: 6 - 10 Years	4	4		57,500		59,233
11 - 20 Years	3	3				39,355
By FLSA Status: Exempt	9	9		60,000		64,314

Sample job titles: Accounting Manager, Business Manager

## Office: Accounting/Bookkeeping

## Responsibility Level SC

Responsibility Level SC: Primary responsibility is for management of a work unit or team. Involves supervision, but may also handle programmatic or administrative tasks performed by other members of the unit.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	22	33	\$34,021	\$36,608	\$45,010	\$38,967
By Annual Budget:						
\$750,001 - \$2,000,000	4	4		50,974		50,159
\$2,000,001 - \$10,000,000	6	11		36,608		37,457
Over \$10,000,000	9	15	31,936	36,100	45,885	39,050
By Location:						
Allegheny	19	30	34,021	37,544	45,010	39,048
Other	3	3				38,151
By Field:						
Basic Material Need	4	4		34,754		32,904
Education and Child Care Services	4	7		36,100		38,882
Social Support	6	12	33,102	35,995	43,743	37,035
By Primary Source of Funding:						
Contributions from individuals	3	3				37,083
Government	12	17	34,000	35,000	45,885	38,256
By Total Number of Employees:						
More than 50	16	27	34,021	36,608	45,010	39,313
By Education Required:						
High School Diploma	4	5		34,021		34,450
Associate's Degree	5	5		34,268		32,209
Bachelor's Degree	11	14	36,100	43,652	47,992	42,124
By Sex:						
Female	16	21	32,240	35,000	38,834	35,279
Male	10	10		47,202		46,722
By Race/Ethnicity:						
White	17	26	34,268	37,544	45,010	38,797
By Years in Current Position:						
6 - 10 Years	3	3				48,531
11 - 20 Years	6	9		34,268		32,732
Over 20 Years	3	3				40,175
By FLSA Status:						
Exempt	14	20	34,268	40,040	49,428	40,315
Non-Exempt	7	12	33,131	35,995	44,194	37,305

Sample job titles: Accounting Manager, Fiscal Supervisor

## Office: Accounting/Bookkeeping

## Responsibility Level NA

Responsibility Level NA: Under only broad supervision, is responsible for accomplishment of a long-range workplan which employee has helped to design. Applies highest level professional experience and independent judgment to complex tasks within a specialized field of knowledge. May represent organization in contacts with clients and/or community.

	Annual Base Salary					
	# of organizations	# of employees	25th %ile	50th %ile	75th %ile	average
All Respondents	32	50	\$28,000	\$33,419	\$38,000	\$33,502
By Annual Budget:						
\$750,001 - \$2,000,000	5	6		34,372		35,046
\$2,000,001 - \$10,000,000	11	11		34,653		34,069
Over \$10,000,000	15	32	26,864	32,635	38,860	32,886
By Location:						
Allegheny	27	44	28,040	33,419	38,425	33,633
Other	5	6		33,311		32,537
By Field:						
Counseling - Behavioral Hlth & Wellness	4	6		34,165		32,909
Education and Child Care Services	4	8		36,347		36,512
Social Support	11	20	26,485	29,290	34,119	30,010
By Primary Source of Funding:						
Government	22	36	26,864	32,302	38,000	32,238
Program services fee	3	6		35,467		34,228
By Total Number of Employees:						
More than 50	26	44	27,867	32,875	38,000	33,128
By Education Required:						
High School Diploma	7	9		28,080		28,127
Associate's Degree	7	8		33,946		34,170
Bachelor's Degree	15	21	32,843	34,694	40,000	36,125
By Sex:						
Female	21	26	31,200	34,830	38,000	34,731
Male	7	8		32,889		30,425
By Race/Ethnicity:						
Black or African American	3	3				30,787
White	22	25	32,000	34,000	37,333	34,483
By Years in Current Position:						
1 - 5 Years	12	15	26,728	33,600	38,850	32,855
6 - 10 Years	3	3				29,334
11 - 20 Years	5	5		36,920		34,441
By FLSA Status:						
Exempt	18	24	32,089	36,167	41,913	36,768
Non-Exempt	15	25	26,241	30,160	33,779	30,187

Sample job titles: Accountant/Analyst, Accounting Manager, Bookkeeper, Fiscal Services Coordinator, Payroll/Accounting Administrator, Senior Accountant

## Office: Accounting/Bookkeeping

## Responsibility Level NB

Responsibility Level NB: Under general supervision, is responsible for complex tasks within a workplan or project; uses considerable judgment. Involves achieving specified objectives within specified short-range time limits. Applies previously acquired skills and knowledge of a specialized field.

	Annual Base Salary					
	# of organizations	# of employees	25th %ile	50th %ile	75th %ile	average
All Respondents	62	167	\$23,906	\$27,040	\$31,000	\$27,502
By Annual Budget:						
\$250,001 - \$750,000	7	7		24,960		26,252
\$750,001 - \$2,000,000	13	13	23,920	28,000	30,000	28,608
\$2,000,001 - \$10,000,000	22	43	25,126	27,872	33,114	28,861
Over \$10,000,000	20	104	23,234	26,562	30,750	26,886
By Location:						
Allegheny	48	114	25,168	28,153	31,886	28,955
Other	14	53	20,399	23,670	27,310	24,377
By Field:						
Basic Material Need	7	16	24,835	27,473	32,528	28,372
Counseling - Behavioral Hlth & Wellness	7	22	25,834	26,624	32,635	28,474
Education and Child Care Services	4	18	22,360	26,094	28,059	26,262
Family Support and Preservation	6	13	26,368	27,423	31,418	28,725
Health and Health Education	7	16	24,285	29,089	33,884	28,704
Social Support	16	61	21,199	25,584	29,141	25,401
By Primary Source of Funding:						
Contributions from individuals	7	8		25,043		28,528
Government	36	126	22,651	26,371	29,723	26,459
Program services fee	7	10		28,774		31,808
By Total Number of Employees:						
4 - 10	7	7		24,000		27,747
11 - 20	6	6		30,787		32,606
21 - 50	8	8		27,549		26,364
More than 50	41	146	23,906	26,896	31,000	27,343
By Education Required:						
High School Diploma	28	70	24,665	27,186	31,678	28,177
Associate's Degree	23	37	23,920	26,214	32,427	28,095
Bachelor's Degree	12	15	26,209	28,000	31,574	28,190
By Sex:						
Female	53	114	24,665	27,289	31,574	28,179
Male	10	11		26,214		27,409
By Race/Ethnicity:						
White	51	111	24,665	27,268	31,886	28,272
By Years in Current Position:						
1 - 5 Years	34	48	24,803	26,624	31,236	27,420
6 - 10 Years	14	20	22,828	25,647	30,185	26,377
11 - 20 Years	12	15	25,326	29,811	33,114	30,349
Over 20 Years	7	8		35,038		36,326
By FLSA Status:						
Exempt	18	24	28,480	30,500	37,934	32,383
Non-Exempt	43	117	23,967	26,374	30,888	27,329

Sample job titles: Accountant, Accounting Clerk, Bookkeeper, Bookkeeping Technician, Fiscal Clerk, Payroll Specialist, Staff Accountant

## Office: Accounting/Bookkeeping

## Responsibility Level NC

Responsibility Level NC: Under close supervision, applies functional skills or receives on-the-job training in basic skills required for entry-level, routine or repetitive jobs.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	26	72	\$21,820	\$23,945	\$27,405	\$25,692
By Annual Budget:						
\$2,000,001 - \$10,000,000	12	15	23,005	26,000	27,270	27,462
Over \$10,000,000	11	46	21,820	24,102	27,540	25,376
By Location:						
Allegheny	21	60	22,464	24,929	28,330	26,304
Other	5	12	20,509	21,320	26,510	22,632
By Field:						
Family Support and Preservation	4	5		26,624		26,940
Health and Health Education	4	13	21,923	22,901	23,130	23,410
Social Support	6	19	20,800	21,674	25,397	23,234
By Primary Source of Funding:						
Government	20	57	21,934	24,939	27,270	25,837
By Total Number of Employees:						
More than 50	22	68	21,820	23,911	27,181	25,169
By Education Required:						
High School Diploma	14	44	22,129	25,023	27,405	25,622
Associate's Degree	6	11		26,500		29,278
By Sex:						
Female	18	60	21,820	23,516	28,295	25,508
Male	6	6		25,500		24,701
By Race/Ethnicity:						
Black or African American	6	6		22,413		23,766
White	20	60	21,820	23,945	27,405	25,601
By Years in Current Position:						
1 - 5 Years	13	28	21,820	22,464	26,885	24,751
6 - 10 Years	4	8		25,699		24,850
11 - 20 Years	5	9		27,540		30,735
Over 20 Years	3	3				23,601
By FLSA Status:						
Non-Exempt	20	64	21,820	23,516	26,911	25,008

Sample job titles: Accounting Assistant, Accounting/Billing Clerk, Accounting/Collection Clerk, Billing Clerk, Finance Assistant, Payroll Clerk

## Office: Computer Operations

## Responsibility Level SC

Responsibility Level SC: Primary responsibility is for management of a work unit or team. Involves supervision, but may also handle programmatic or administrative tasks performed by other members of the unit.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	6	7		\$42,193		\$55,352
By Annual Budget: \$2,000,001 - \$10,000,000	5	5		42,193		58,408
By Location: Allegheny	6	7		42,193		55,352
By Primary Source of Funding: Government	3	3				58,572
By Total Number of Employees: More than 50	5	6		42,193		49,206
By Education Required: Bachelor's Degree	4	5		42,193		50,789
By Sex: Male	6	7		42,193		55,352
By Race/Ethnicity: White	6	7		42,193		55,352
By Years in Current Position: 1 - 5 Years	4	4		42,193		54,477
By FLSA Status: Exempt	6	7		42,193		55,352

Sample job titles: Computer Operations Supervisor

## Office: Computer Operations

## Responsibility Level NA

Responsibility Level NA: Under only broad supervision, is responsible for accomplishment of a long-range workplan which employee has helped to design. Applies highest level professional experience and independent judgment to complex tasks within a specialized field of knowledge. May represent organization in contacts with clients and/or community.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	11	28	\$30,446	\$35,525	\$48,286	\$38,825
By Annual Budget:						
\$2,000,001 - \$10,000,000	7	20	30,895	36,254	51,380	41,261
Over \$10,000,000	4	8		31,020		32,734
By Location:						
Allegheny	9	25	30,446	35,000	47,221	39,293
By Field:						
Social Support	3	4		34,498		34,179
By Primary Source of Funding:						
Government	7	15	30,446	36,254	47,221	40,291
By Total Number of Employees:						
More than 50	11	28	30,446	35,525	48,286	38,825
By Education Required:						
Bachelor's Degree	8	23	30,446	35,000	49,350	39,818
By Sex:						
Female	6	10		36,152		36,815
Male	8	18	30,446	33,346	47,221	39,941
By Race/Ethnicity:						
White	10	22	30,895	37,139	49,350	41,387
By Years in Current Position:						
1 - 5 Years	7	11		47,221		45,373
6 - 10 Years	4	12	30,895	34,800	39,990	35,424
By FLSA Status:						
Exempt	11	21	33,346	38,024	49,350	42,555
Non-Exempt	5	7		24,960		27,634

Sample job titles: Computer Operator, Computer Technician, Data Manager, Help Desk Technician

## Office: Computer Operations

## Responsibility Level NB

Responsibility Level NB: Under general supervision, is responsible for complex tasks within a workplan or project; uses considerable judgment. Involves achieving specified objectives within specified short-range time limits. Applies previously acquired skills and knowledge of a specialized field.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	14	19	\$23,218	\$29,640	\$34,954	\$28,568
By Annual Budget:						
\$2,000,001 - \$10,000,000	6	7		30,000		31,922
Over \$10,000,000	6	10		28,080		27,254
By Location:						
Allegheny	9	11		26,520		27,657
Other	5	8		29,820		29,821
By Field:						
Basic Material Need	4	4		28,609		30,659
Social Support	5	7		25,480		27,192
By Primary Source of Funding:						
Government	10	14	25,480	29,820	34,954	29,826
By Total Number of Employees:						
More than 50	12	17	25,480	29,765	34,954	29,176
By Education Required:						
High School Diploma	6	8		30,872		28,357
Associate's Degree	5	7		29,765		30,543
By Sex:						
Female	8	8		28,547		29,451
Male	6	10		30,602		28,397
By Race/Ethnicity:						
White	10	13	26,790	29,765	34,954	30,245
By Years in Current Position:						
1 - 5 Years	6	7		26,520		26,488
6 - 10 Years	4	4		27,122		27,668
11 - 20 Years	3	3				32,768
By FLSA Status:						
Exempt	4	7		31,203		32,118
Non-Exempt	9	11		26,790		26,796

Sample job titles: Computer Operator, Computer Technician, Data Administrator, Systems Administrator



## Office: Computer Operations

## Responsibility Level NC

Responsibility Level NC: Under close supervision, applies functional skills or receives on-the-job training in basic skills required for entry-level, routine or repetitive jobs.

	# of organizations	# of employees	Annual Base Salary			average
			25th %ile	50th %ile	75th %ile	
All Respondents	3	10		\$10,712		\$14,911
By Annual Budget: \$2,000,001 - \$10,000,000	3	10		10,712		14,911
By Location: Allegheny	3	10		10,712		14,911
By Total Number of Employees: More than 50	3	10		10,712		14,911
By FLSA Status: Non-Exempt	3	10		10,712		14,911

Sample job titles: Computer Operator, Network Specialist

## Office: Data Entry

## Responsibility Level NB

Responsibility Level NB: Under general supervision, is responsible for complex tasks within a workplan or project; uses considerable judgment. Involves achieving specified objectives within specified short-range time limits. Applies previously acquired skills and knowledge of a specialized field.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	10	11		\$24,857		\$24,688
By Annual Budget:						
\$750,001 - \$2,000,000	5	5		24,857		25,658
\$2,000,001 - \$10,000,000	4	4		24,305		24,743
By Location:						
Allegheny	7	8		25,429		24,669
Other	3	3				24,737
By Field:						
Basic Material Need	4	4		22,723		23,637
By Primary Source of Funding:						
Government	6	6		22,723		23,453
By Total Number of Employees:						
11 - 20	3	3				29,734
21 - 50	4	4		23,295		23,922
More than 50	3	4		21,185		21,669
By Education Required:						
High School Diploma	8	9		22,610		24,012
By Sex:						
Female	10	10		25,429		25,493
By Race/Ethnicity:						
White	7	7		26,000		26,882
By Years in Current Position:						
1 - 5 Years	5	6		23,734		23,060
By FLSA Status:						
Non-Exempt	8	9		22,610		24,012

Sample job titles: Data Entry Clerk, Database Specialist

## Office: Data Entry

## Responsibility Level NC

Responsibility Level NC: Under close supervision, applies functional skills or receives on-the-job training in basic skills required for entry-level, routine or repetitive jobs.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	16	35	\$18,366	\$20,800	\$25,280	\$22,087
By Annual Budget:						
\$750,001 - \$2,000,000	3	4		22,712		21,443
\$2,000,001 - \$10,000,000	8	22	19,800	21,508	26,347	23,566
Over \$10,000,000	5	9		16,640		18,757
By Location:						
Allegheny	14	30	19,178	21,185	25,280	22,690
By Field:						
Social Support	4	7		19,282		19,511
By Primary Source of Funding:						
Government	10	22	16,640	19,334	20,800	19,535
By Total Number of Employees:						
More than 50	12	30	18,366	20,590	25,280	21,461
By Education Required:						
High School Diploma	10	21	18,000	19,386	20,800	19,619
Associate's Degree	4	4		28,730		30,740
By Sex:						
Female	14	26	17,680	19,915	24,000	21,283
By Race/Ethnicity:						
Black or African American	6	9		20,800		20,649
White	10	15	16,349	18,637	22,069	20,738
By Years in Current Position:						
1 - 5 Years	12	20	18,183	20,590	25,052	21,960
By FLSA Status:						
Non-Exempt	15	33	18,366	20,779	25,280	21,936

Sample job titles: Data Clerk, Data Processing Specialist

## Office: Secretarial

## Responsibility Level SC

Responsibility Level SC: Primary responsibility is for management of a work unit or team. Involves supervision, but may also handle programmatic or administrative tasks performed by other members of the unit.

	# of organizations	# of employees	Annual Base Salary			average
			25th %ile	50th %ile	75th %ile	
All Respondents	3	7		\$33,200		\$34,471
By Location: Allegheny	3	7		33,200		34,471
By Total Number of Employees: More than 50	3	7		33,200		34,471
By Education Required: High School Diploma	3	6		31,863		32,841
By Sex: Female	3	6		31,863		32,841
By Race/Ethnicity: White	3	7		33,200		34,471

Sample job titles: Secretary, Special Assistant

## Office: Secretarial

## Responsibility Level NA

Responsibility Level NA: Under only broad supervision, is responsible for accomplishment of a long-range workplan which employee has helped to design. Applies highest level professional experience and independent judgment to complex tasks within a specialized field of knowledge. May represent organization in contacts with clients and/or community.

	Annual Base Salary					
	# of organizations	# of employees	25th %ile	50th %ile	75th %ile	average
All Respondents	12	30	\$23,750	\$28,285	\$34,850	\$29,573
By Annual Budget: Over \$10,000,000	7	24	25,000	30,925	37,878	30,752
By Location: Allegheny	11	29	23,857	30,500	34,850	29,973
By Field: Social Support	4	4		27,650		27,475
By Primary Source of Funding: Government	7	12	24,450	32,275	41,176	32,115
By Total Number of Employees: More than 50	9	26	25,000	30,925	37,275	30,867
By Education Required: High School Diploma	9	24	23,500	25,557	32,775	27,955
By Sex: Female	10	28	23,500	26,070	34,425	28,871
By Race/Ethnicity: Black or African American	3	4		34,138		32,072
White	7	22	23,750	25,557	32,275	28,218
By Years in Current Position: 1 - 5 Years	5	8		23,048		23,979
By FLSA Status: Exempt	4	20	25,022	30,925	36,063	31,252
Non-Exempt	8	9		22,238		26,546

Sample job titles: Assistant To Director, Executive Secretary, Secretary, Senior Secretary

## Office: Secretarial

## Responsibility Level NB

Responsibility Level NB: Under general supervision, is responsible for complex tasks within a workplan or project; uses considerable judgment. Involves achieving specified objectives within specified short-range time limits. Applies previously acquired skills and knowledge of a specialized field.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	47	147	\$21,333	\$23,400	\$26,780	\$24,985
By Annual Budget:						
\$250,001 - \$750,000	4	5		21,840		21,883
\$750,001 - \$2,000,000	13	21	22,950	24,432	28,154	25,935
\$2,000,001 - \$10,000,000	19	34	24,877	27,082	33,426	29,033
Over \$10,000,000	10	86	20,800	22,309	24,352	23,400
By Location:						
Allegheny	34	114	21,653	23,111	26,478	25,009
Other	13	33	20,800	24,806	27,498	24,902
By Field:						
Counseling - Behavioral Hlth & Wellness	7	57	21,216	21,886	23,071	22,284
Culture/Arts	3	3				30,739
Education and Child Care Services	4	8		22,870		25,325
Foundation/Philanthropy	3	4		37,025		33,248
Health and Health Education	4	5		23,683		26,568
Social Support	14	37	23,005	24,432	27,498	25,708
Youth/Recreation	3	17	20,983	26,780	31,000	27,284
By Primary Source of Funding:						
Contributions from individuals	5	8		23,344		23,354
Government	27	105	21,333	22,979	25,160	24,113
Program services fee	8	21	19,760	24,440	28,325	25,343
By Total Number of Employees:						
11 - 20	7	12	21,892	24,731	34,854	27,414
21 - 50	12	17	22,950	24,432	28,021	26,041
More than 50	25	115	21,247	23,071	26,133	24,535
By Education Required:						
High School Diploma	31	107	21,000	22,543	26,645	24,660
Associate's Degree	9	13	23,683	26,478	27,498	26,410
Bachelor's Degree	5	9		26,010		28,041
By Sex:						
Female	44	108	21,886	24,000	27,931	25,783
By Race/Ethnicity:						
Black or African American	16	27	21,742	23,005	26,250	24,290
White	34	78	21,886	24,151	28,154	26,196
By Years in Current Position:						
1 - 5 Years	23	63	21,653	22,848	25,800	24,102
6 - 10 Years	10	12	22,215	25,405	29,916	25,425
11 - 20 Years	14	21	21,216	24,371	27,840	26,123
Over 20 Years	8	11		30,014		30,822
By FLSA Status:						
Exempt	10	12	27,624	30,644	38,925	31,781
Non-Exempt	38	124	21,290	22,992	26,005	24,394

Sample job titles: Administrative Secretary, Branch Office Secretary, Executive Secretary, Secretarial Assistant, Secretary, Secretary/Receptionist

## Office: Secretarial

## Responsibility Level NC

Responsibility Level NC: Under close supervision, applies functional skills or receives on-the-job training in basic skills required for entry-level, routine or repetitive jobs.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	51	172	\$19,053	\$22,360	\$27,432	\$23,760
By Annual Budget:						
\$250,001 - \$750,000	3	3				24,877
\$750,001 - \$2,000,000	7	26	21,549	24,295	26,000	23,562
\$2,000,001 - \$10,000,000	23	70	20,176	24,040	32,009	26,754
Over \$10,000,000	18	73	17,576	19,656	23,234	20,913
By Location:						
Allegheny	43	139	20,155	23,467	28,226	24,927
Other	8	33	17,567	17,911	19,430	18,843
By Field:						
Basic Material Need	4	7		22,069		23,922
Counseling - Behavioral Hlth & Wellness	4	4		20,130		18,630
Employment and Economic Opportunity	4	6		32,118		31,763
Family Support and Preservation	5	18	21,800	23,351	27,810	25,046
Health and Health Education	3	29	20,155	22,547	25,147	22,846
Social Support	15	54	17,680	19,240	22,589	20,192
Youth/Recreation	3	12	16,820	19,968	26,963	20,902
By Primary Source of Funding:						
Contributions from individuals	3	17	28,480	34,133	35,200	32,654
Contributions from foundations or trusts	4	5		21,840		22,973
Government	33	102	17,992	20,800	23,982	21,846
Program services fee	4	12	16,820	19,968	25,020	20,583
By Total Number of Employees:						
4 - 10	4	4		26,600		26,091
11 - 20	5	9		27,200		30,034
More than 50	40	157	18,950	22,069	26,374	23,436
By Education Required:						
High School Diploma	41	109	18,970	21,840	26,936	23,246
Associate's Degree	4	8		23,735		24,415
By Sex:						
Female	44	114	19,342	21,920	25,456	23,015
Male	5	5		24,040		24,477
By Race/Ethnicity:						
Black or African American	19	28	20,987	23,331	28,357	24,573
White	34	87	18,720	21,091	25,230	22,768
By Years in Current Position:						
1 - 5 Years	25	43	19,282	21,008	24,896	22,639
6 - 10 Years	11	14	16,793	19,625	24,853	20,658
11 - 20 Years	6	6		25,595		24,778
Over 20 Years	4	6		21,270		20,610
By FLSA Status:						
Non-Exempt	48	152	19,708	22,787	27,705	24,163

Sample job titles: Accounting Secretary, Clinic Secretary, Executive Assistant, Secretary, Secretary/Receptionist

## Office: Switchboard/Reception

## Responsibility Level NB

Responsibility Level NB: Under general supervision, is responsible for complex tasks within a workplan or project; uses considerable judgment. Involves achieving specified objectives within specified short-range time limits. Applies previously acquired skills and knowledge of a specialized field.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	12	23	\$18,720	\$21,071	\$22,651	\$20,633
By Annual Budget:						
\$2,000,001 - \$10,000,000	4	12	18,086	20,156	24,274	20,478
Over \$10,000,000	5	6		22,131		22,015
By Location:						
Allegheny	10	21	18,720	21,071	22,651	20,617
By Field:						
Social Support	5	11		19,760		19,749
By Primary Source of Funding:						
Government	8	17	18,990	20,551	22,006	20,807
By Total Number of Employees:						
More than 50	9	18	19,677	21,352	22,307	20,990
By Education Required:						
High School Diploma	9	20	17,951	20,156	23,088	20,336
By Sex:						
Female	10	21	18,720	20,551	22,256	20,446
By Race/Ethnicity:						
Black or African American	4	7		19,677		19,816
White	9	14	18,720	21,352	22,256	20,761
By Years in Current Position:						
1 - 5 Years	6	7		20,551		20,188
6 - 10 Years	4	4		18,471		19,378
11 - 20 Years	3	7		21,632		21,549
By FLSA Status:						
Non-Exempt	11	22	18,720	20,811	22,307	20,531

Sample job titles: Receptionist, Receptionist/Secretary



## Office: Switchboard/Reception

## Responsibility Level NC

Responsibility Level NC: Under close supervision, applies functional skills or receives on-the-job training in basic skills required for entry-level, routine or repetitive jobs.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	45	181	\$13,000	\$16,000	\$19,344	\$16,567
By Annual Budget:						
\$750,001 - \$2,000,000	8	17	16,578	19,323	22,651	18,819
\$2,000,001 - \$10,000,000	21	34	16,842	19,199	21,504	19,015
Over \$10,000,000	14	127	12,480	14,872	18,637	15,721
By Location:						
Allegheny	39	170	12,999	15,800	19,677	16,594
Other	6	11		16,120		16,148
By Field:						
Basic Material Need	3	6		16,380		17,368
Counseling - Behavioral Hlth & Wellness	3	5		19,261		18,708
Culture/Arts	3	6		13,843		15,096
Family Support and Preservation	4	6		22,524		23,111
Health and Health Education	6	19	19,136	20,800	22,651	20,691
Neighborhood/Economic Development	3	4		19,787		20,856
Social Support	10	25	18,133	18,720	21,341	19,032
Youth/Recreation	3	91	12,480	13,000	15,080	14,094
By Primary Source of Funding:						
Contributions from individuals	3	4		16,120		17,360
Contributions from foundations or trusts	3	6		15,403		16,035
Government	28	58	17,243	18,845	21,504	19,124
Program services fee	4	92	12,480	13,364	15,569	14,317
By Total Number of Employees:						
11 - 20	4	6		13,635		15,857
21 - 50	4	4		19,276		17,952
More than 50	35	167	13,000	16,000	19,344	16,608
By Education Required:						
High School Diploma	33	153	12,480	15,080	18,637	16,102
Associate's Degree	3	3				22,133
By Sex:						
Female	38	143	13,000	16,000	19,323	16,523
Male	4	22	12,480	13,000	14,560	13,753
By Race/Ethnicity:						
Black or African American	17	21	12,999	18,366	21,504	18,086
White	25	123	13,000	15,184	18,845	16,114
By Years in Current Position:						
1 - 5 Years	20	65	12,480	14,560	17,160	15,557
6 - 10 Years	3	18	12,480	14,196	15,184	14,160
11 - 20 Years	6	21	13,520	17,618	19,906	16,851
Over 20 Years	6	8		20,175		19,503
By FLSA Status:						
Non-Exempt	40	175	13,000	15,600	19,261	16,487

Sample job titles: Front Desk Receptionist, Greeter, Receptionist/Secretary, Switchboard Operator

## Office: Typing/Filing

## Responsibility Level NB

Responsibility Level NB: Under general supervision, is responsible for complex tasks within a workplan or project; uses considerable judgment. Involves achieving specified objectives within specified short-range time limits. Applies previously acquired skills and knowledge of a specialized field.

	Annual Base Salary					
	# of organizations	# of employees	25th %ile	50th %ile	75th %ile	average
All Respondents	3	15	\$20,862	\$21,640	\$27,414	\$24,050
By Location: Allegheny	3	15	20,862	21,640	27,414	24,050
By Total Number of Employees: More than 50	3	15	20,862	21,640	27,414	24,050
By FLSA Status: Non-Exempt	3	15	20,862	21,640	27,414	24,050

Sample job titles: Transcriptionist, Clerk Typist

## Office: Typing/Filing

## Responsibility Level NC

Responsibility Level NC: Under close supervision, applies functional skills or receives on-the-job training in basic skills required for entry-level, routine or repetitive jobs.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	13	81	\$16,411	\$19,386	\$23,026	\$20,098
By Annual Budget:						
\$2,000,001 - \$10,000,000	5	9		16,640		19,292
Over \$10,000,000	7	41	15,766	16,640	19,614	18,342
By Location:						
Allegheny	10	58	18,616	21,694	24,274	20,872
Other	3	23	15,766	16,286	17,366	18,146
By Field:						
Social Support	5	32	15,766	16,432	19,317	17,708
By Primary Source of Funding:						
Government	9	35	15,766	16,411	21,590	18,381
By Total Number of Employees:						
More than 50	13	81	16,411	19,386	23,026	20,098
By Education Required:						
High School Diploma	7	18	14,789	16,640	22,500	18,523
By Sex:						
Female	11	56	18,616	22,500	24,274	21,206
By Race/Ethnicity:						
Black or African American	5	6		18,928		18,200
White	10	53	18,616	22,506	24,274	21,525
By Years in Current Position:						
1 - 5 Years	5	10		16,640		18,889
By FLSA Status:						
Non-Exempt	12	63	18,616	22,485	24,274	21,078

Sample job titles: Clerical Aide, Clerk Typist

## Office: General Office

## Responsibility Level SC

Responsibility Level SC: Primary responsibility is for management of a work unit or team. Involves supervision, but may also handle programmatic or administrative tasks performed by other members of the unit.

	# of organizations	# of employees	Annual Base Salary			average
			25th %ile	50th %ile	75th %ile	
All Respondents	9	10		\$32,400		\$34,364
By Annual Budget: \$2,000,001 - \$10,000,000	4	5		34,000		37,279
By Location: Allegheny	9	10		32,400		34,364
By Primary Source of Funding: Contributions from foundations or trusts	3	4		43,798		42,699
Government	3	3				30,778
By Total Number of Employees: More than 50	5	6		33,500		35,655
By Education Required: High School Diploma	4	5		34,000		33,986
By Sex: Female	8	9		31,800		32,405
By Race/Ethnicity: White	8	9		33,000		34,716
By Years in Current Position: 1 - 5 Years	6	6		32,400		31,533
By FLSA Status: Exempt	7	8		32,400		35,264

Sample job titles: Office Manager, Operations Manager, Operations Specialist

## Office: General Office

## Responsibility Level NA

Responsibility Level NA: Under only broad supervision, is responsible for accomplishment of a long-range workplan which employee has helped to design. Applies highest level professional experience and independent judgment to complex tasks within a specialized field of knowledge. May represent organization in contacts with clients and/or community.

	Annual Base Salary					
	# of organizations	# of employees	25th %ile	50th %ile	75th %ile	average
All Respondents	15	43	\$23,440	\$26,500	\$32,896	\$28,259
By Annual Budget:						
\$2,000,001 - \$10,000,000	3	5		34,893		31,788
Over \$10,000,000	9	35	24,533	26,500	31,592	28,176
By Location:						
Allegheny	14	41	23,440	26,500	32,896	28,223
By Field:						
Education and Child Care Services	4	24	20,800	24,960	29,796	25,768
Social Support	4	5		30,118		28,757
By Primary Source of Funding:						
Government	9	17	29,596	30,400	34,893	32,443
Program services fee	4	23	18,720	24,960	28,000	25,962
By Total Number of Employees:						
More than 50	12	40	24,472	27,176	33,947	28,628
By Education Required:						
High School Diploma	8	33	22,880	26,461	31,117	27,171
Associate's Degree	4	4		30,759		30,445
Bachelor's Degree	3	4		25,688		32,479
By Sex:						
Female	9	30	22,251	24,960	28,000	26,259
By Race/Ethnicity:						
Black or African American	4	6		30,759		30,928
White	5	7		26,500		28,367
By Years in Current Position:						
1 - 5 Years	8	19	20,800	24,533	26,624	25,152
Over 20 Years	3	3				36,076
By FLSA Status:						
Exempt	10	24	26,439	30,160	37,523	31,753
Non-Exempt	6	18	18,720	23,160	24,960	23,132

Sample job titles: Administrative Assistant, Executive Assistant, Office Manager

## Office: General Office

## Responsibility Level NB

Responsibility Level NB: Under general supervision, is responsible for complex tasks within a workplan or project; uses considerable judgment. Involves achieving specified objectives within specified short-range time limits. Applies previously acquired skills and knowledge of a specialized field.

	Annual Base Salary					
	# of organizations	# of employees	25th %ile	50th %ile	75th %ile	average
All Respondents	59	175	\$22,090	\$25,875	\$31,179	\$27,041
By Annual Budget:						
\$250,001 - \$750,000	10	10		23,440		23,345
\$750,001 - \$2,000,000	17	24	21,547	24,402	28,279	26,562
\$2,000,001 - \$10,000,000	14	39	22,339	26,000	31,429	26,432
Over \$10,000,000	14	98	23,236	27,092	32,427	28,043
By Location:						
Allegheny	46	155	22,942	26,067	31,429	27,667
Other	13	20	19,646	21,547	24,402	22,190
By Field:						
Basic Material Need	6	9		24,200		24,072
Counseling - Behavioral Hlth & Wellness	6	26	23,317	24,617	32,094	27,078
Education and Child Care Services	5	26	20,051	24,533	30,222	26,391
Health and Health Education	9	42	24,586	28,292	32,427	28,872
Social Support	11	37	22,800	26,000	31,813	27,121
By Primary Source of Funding:						
Contributions from individuals	8	9		22,880		23,163
Contributions from foundations or trusts	6	8		23,863		23,254
Government	25	117	22,286	25,085	31,813	27,257
Program services fee	10	24	23,583	27,019	29,301	26,424
By Total Number of Employees:						
4 - 10	10	11		22,797		22,466
11 - 20	7	9		27,560		30,091
21 - 50	11	16	21,561	24,600	27,065	24,680
More than 50	27	135	22,857	26,961	31,886	27,611
By Education Required:						
High School Diploma	35	92	20,218	23,676	28,148	24,654
Associate's Degree	13	19	25,085	30,854	37,083	30,523
Bachelor's Degree	6	11		31,000		32,274
By Sex:						
Female	53	129	21,432	25,000	30,300	26,418
Male	4	7		27,560		27,023
By Race/Ethnicity:						
Black or African American	13	31	22,286	24,160	33,072	27,173
White	47	102	21,008	25,043	30,202	26,270
By Years in Current Position:						
1 - 5 Years	32	50	21,667	24,980	27,581	24,938
6 - 10 Years	11	14	21,432	23,436	30,098	25,799
11 - 20 Years	15	21	21,661	26,067	31,034	26,841
By FLSA Status:						
Exempt	18	39	25,000	31,000	37,215	31,261
Non-Exempt	43	127	21,500	24,482	29,370	25,509

Sample job titles: Administrative Assistant, Administrative Coordinator, Assistant To Director, Clerical Assistant, Executive Assistant, Office Assistant, Secretary-Bookkeeper

## Office: General Office

## Responsibility Level NC

Responsibility Level NC: Under close supervision, applies functional skills or receives on-the-job training in basic skills required for entry-level, routine or repetitive jobs.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	41	100	\$16,640	\$19,945	\$25,186	\$20,955
By Annual Budget:						
\$250,001 - \$750,000	8	8		19,999		21,131
\$750,001 - \$2,000,000	5	8		26,938		26,921
\$2,000,001 - \$10,000,000	15	41	11,440	18,720	21,337	18,435
Over \$10,000,000	12	42	18,034	21,277	26,000	22,311
By Location:						
Allegheny	32	79	17,160	20,842	26,645	21,727
Other	9	21	16,557	17,680	19,261	18,048
By Field:						
Basic Material Need	4	17	18,720	20,800	25,371	22,005
Counseling - Behavioral Hlth & Wellness	4	8		19,760		20,937
Education and Child Care Services	3	5		21,798		24,831
Family Support and Preservation	5	13	21,337	24,294	28,000	24,487
Neighborhood/Economic Development	3	4		28,936		28,260
Social Support	10	32	15,673	17,857	20,669	18,782
Youth/Recreation	5	13	10,800	11,520	13,520	13,307
By Primary Source of Funding:						
Contributions from individuals	5	9		19,739		19,053
Contributions from foundations or trusts	7	15	10,800	12,240	25,875	18,479
Government	22	68	16,983	19,945	25,186	21,107
Program services fee	4	4		28,392		26,520
By Total Number of Employees:						
4 - 10	8	8		26,583		26,825
21 - 50	5	7		20,800		25,323
More than 50	23	78	16,307	19,324	24,294	19,820
By Education Required:						
High School Diploma	28	73	16,640	19,760	24,960	20,936
Associate's Degree	8	9		21,337		25,278
Bachelor's Degree	4	4		25,438		23,816
By Sex:						
Female	35	85	16,432	19,261	23,415	20,137
Male	5	5		20,592		24,020
By Race/Ethnicity:						
Black or African American	14	29	11,440	19,890	24,294	18,982
White	30	57	16,640	18,886	25,000	20,998
By Years in Current Position:						
1 - 5 Years	27	51	16,307	19,760	25,371	20,563
6 - 10 Years	8	13	17,680	19,261	23,415	21,020
11 - 20 Years	3	5		21,636		22,067
By FLSA Status:						
Non-Exempt	34	90	16,432	19,750	24,357	20,485

Sample job titles: Administrative Assistant, Administrative Secretary, Clerical Specialist, Clerk, Executive Assistant, Office Services Assistant, Office Worker





## Administration Job Functions By Responsibility Level

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## Administration: Branch Management

## Responsibility Level SB

Responsibility Level SB: Primary responsibility is for management of a division, department, or program of the organization. Involves supervision and direction of two or more supervisors, each of whom in turn supervises the work of three or more employees and/or volunteers.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	22	80	\$44,221	\$54,700	\$65,174	\$56,566
By Annual Budget:						
\$750,001 - \$2,000,000	4	6		40,600		40,600
\$2,000,001 - \$10,000,000	10	22	45,150	50,984	60,800	54,668
Over \$10,000,000	8	52	47,076	57,729	67,491	59,211
By Location:						
Allegheny	18	70	44,720	53,273	64,046	56,984
Other	4	10		59,942		53,636
By Field:						
Basic Material Need	3	4		67,252		71,626
Counseling - Behavioral Hlth & Wellness	5	21	48,000	56,927	65,333	63,203
Education and Child Care Services	4	37	42,025	51,901	62,335	51,824
Social Support	6	9		46,675		46,207
By Primary Source of Funding:						
Government	15	64	46,186	57,464	67,667	59,071
Program services fee	3	8		45,924		48,108
By Total Number of Employees:						
21 - 50	3	5		39,200		37,520
More than 50	18	74	45,696	55,505	65,333	57,860
By Education Required:						
Bachelor's Degree	16	21	45,696	55,400	64,483	53,731
Master's Degree	10	55	43,722	54,000	65,014	55,281
By Sex:						
Female	17	51	43,229	49,700	62,335	51,932
Male	9	28	53,000	60,758	70,702	65,895
By Race/Ethnicity:						
Black or African American	3	10		52,195		56,883
White	21	64	44,415	54,700	66,408	56,538
By Years in Current Position:						
1 - 5 Years	11	23	45,150	55,557	67,491	56,566
6 - 10 Years	8	10		62,642		70,876
11 - 20 Years	9	10		54,099		51,931
By FLSA Status:						
Exempt	22	79	44,720	55,400	65,014	56,854

Sample job titles: Assistant Program Director, Program Director

## Administration: Branch Management

## Responsibility Level SC

Responsibility Level SC: Primary responsibility is for management of a work unit or team. Involves supervision, but may also handle programmatic or administrative tasks performed by other members of the unit.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	13	90	\$31,762	\$37,162	\$44,800	\$38,239
By Annual Budget:						
\$750,001 - \$2,000,000	4	7		33,619		35,129
\$2,000,001 - \$10,000,000	4	15	39,552	43,000	45,165	42,566
Over \$10,000,000	4	66	30,597	35,985	45,222	37,788
By Location:						
Allegheny	11	87	32,000	37,595	45,165	38,433
By Field:						
Counseling - Behavioral Hlth & Wellness	4	7		39,552		39,129
Social Support	4	11		43,000		38,787
By Primary Source of Funding:						
Government	10	84	31,640	37,162	45,212	38,288
By Total Number of Employees:						
21 - 50	3	6		32,810		33,150
More than 50	8	81	32,017	38,214	45,165	38,673
By Education Required:						
Bachelor's Degree	12	87	31,762	37,339	44,800	38,313
By Sex:						
Female	13	57	33,763	38,485	43,000	38,891
Male	3	33	29,088	32,940	45,222	37,111
By Race/Ethnicity:						
Black or African American	5	15	39,552	43,000	45,165	41,833
White	10	71	30,597	34,577	42,733	37,214
By Years in Current Position:						
1 - 5 Years	9	18	36,984	42,619	44,800	40,491
By FLSA Status:						
Exempt	13	90	31,762	37,162	44,800	38,239

Sample job titles: Regional Services Manager, Branch Office Director, Field Manager, Branch Services Manager, Regional Manager

## Administration: Branch Management

## Responsibility Level NB

Responsibility Level NB: Under general supervision, is responsible for complex tasks within a workplan or project; uses considerable judgment. Involves achieving specified objectives within specified short-range time limits. Applies previously acquired skills and knowledge of a specialized field.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	4	9		\$31,014		\$27,861
By Annual Budget: \$2,000,001 - \$10,000,000	3	5		19,136		23,829
By Location: Allegheny	4	9		31,014		27,861
By Primary Source of Funding: Government	3	8		25,249		25,992
By Total Number of Employees: More than 50	4	9		31,014		27,861
By Education Required: High School Diploma	3	5		19,136		23,829
By Sex: Female	4	6		19,310		25,130
By FLSA Status: Non-Exempt	3	5		19,136		23,829

Sample job titles: Center Manager, Regional Coordinator

## Administration: Facilities Management

## Responsibility Level SB

Responsibility Level SB: Primary responsibility is for management of a division, department, or program of the organization. Involves supervision and direction of two or more supervisors, each of whom in turn supervises the work of three or more employees and/or volunteers.

	Annual Base Salary					
	# of organizations	# of employees	25th %ile	50th %ile	75th %ile	average
All Respondents	14	49	\$41,477	\$45,733	\$57,200	\$50,359
By Annual Budget:						
\$750,001 - \$2,000,000	3	4		31,210		30,891
\$2,000,001 - \$10,000,000	5	8		56,648		61,103
Over \$10,000,000	6	37	42,723	45,344	56,252	50,141
By Location:						
Allegheny	14	49	41,477	45,733	57,200	50,359
By Field:						
Social Support	4	27	44,800	48,006	58,667	51,008
By Primary Source of Funding:						
Government	9	42	41,801	45,539	56,252	49,487
Program services fee	3	4		31,910		44,128
By Total Number of Employees:						
21 - 50	3	4		31,210		30,891
More than 50	11	45	43,964	46,946	58,439	52,090
By Education Required:						
Bachelor's Degree	10	42	40,269	45,316	56,095	49,696
Master's Degree	4	6		56,834		54,016
By Sex:						
Female	7	17	40,269	43,964	46,000	43,605
Male	8	10		53,196		61,377
By Race/Ethnicity:						
White	10	23	41,477	45,316	56,095	50,143
By Years in Current Position:						
1 - 5 Years	6	11		42,723		52,447
6 - 10 Years	8	10		44,873		50,406
By FLSA Status:						
Exempt	14	49	41,477	45,733	57,200	50,359

Sample job titles: Assistant Director, Director Of Residential Services, Facilities Manager, Program Director

# Administration: Facilities Management

# Responsibility Level SC

Responsibility Level SC: Primary responsibility is for management of a work unit or team. Involves supervision, but may also handle programmatic or administrative tasks performed by other members of the unit.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	19	125	\$32,719	\$36,409	\$40,196	\$36,743
By Annual Budget:						
\$750,001 - \$2,000,000	4	9		22,880		30,049
\$2,000,001 - \$10,000,000	7	16	32,209	36,041	45,640	37,490
Over \$10,000,000	8	100	33,547	36,713	40,442	37,226
By Location:						
Allegheny	15	121	32,719	36,409	40,124	36,719
Other	4	4		38,273		37,459
By Field:						
Counseling - Behavioral Hlth & Wellness	3	95	33,403	36,713	40,124	37,093
Culture/Arts	3	3				34,885
Education and Child Care Services	3	10		23,283		27,984
Social Support	4	5		38,708		35,789
Youth/Recreation	3	9		40,196		40,533
By Primary Source of Funding:						
Government	8	99	33,403	36,713	40,271	37,041
Program services fee	5	12	21,320	26,843	34,667	28,119
By Total Number of Employees:						
21 - 50	3	8		22,100		24,464
More than 50	15	116	33,306	36,713	40,501	37,595
By Education Required:						
High School Diploma	4	5		32,000		35,393
Bachelor's Degree	12	115	32,719	36,409	40,196	36,533
By Sex:						
Female	11	76	32,714	36,204	39,507	35,845
Male	11	48	33,061	36,768	41,331	38,123
By Race/Ethnicity:						
Black or African American	3	11		36,409		36,259
White	15	111	32,719	36,713	40,501	36,834
By Years in Current Position:						
1 - 5 Years	7	61	32,719	35,756	38,478	35,501
6 - 10 Years	6	23	33,696	36,816	40,196	37,537
11 - 20 Years	3	6		41,276		41,625
By FLSA Status:						
Exempt	18	117	33,403	36,713	40,382	37,549
Non-Exempt	3	8		22,100		24,958

Sample job titles: Facilities Manager, Building Manager, Operations Manager, Plant Manager, Property Manager, Residential Manager

## Administration: Facilities Management

## Responsibility Level NA

Responsibility Level NA: Under only broad supervision, is responsible for accomplishment of a long-range workplan which employee has helped to design. Applies highest level professional experience and independent judgment to complex tasks within a specialized field of knowledge. May represent organization in contacts with clients and/or community.

	Annual Base Salary					
	# of organizations	# of employees	25th %ile	50th %ile	75th %ile	average
All Respondents	6	6		\$39,259		\$37,599
By Annual Budget: Over \$10,000,000	4	4		34,992		36,359
By Location: Allegheny	5	5		39,957		39,119
By Primary Source of Funding: Government	5	5		38,561		37,128
By Total Number of Employees: More than 50	6	6		39,259		37,599
By Education Required: Bachelor's Degree	3	3				40,039
By Sex: Female	4	4		39,259		37,530
By FLSA Status: Exempt	4	4		39,259		37,530

Sample job titles: Facilities Manager



## Administration: Facilities Management

## Responsibility Level NB

Responsibility Level NB: Under general supervision, is responsible for complex tasks within a workplan or project; uses considerable judgment. Involves achieving specified objectives within specified short-range time limits. Applies previously acquired skills and knowledge of a specialized field.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	7	16	\$25,580	\$26,600	\$33,296	\$29,795
By Annual Budget: \$2,000,001 - \$10,000,000	4	5		32,769		35,838
By Location: Allegheny	6	15	25,580	26,600	32,769	30,220
By Primary Source of Funding: Government	4	4		30,394		29,983
By Total Number of Employees: More than 50	5	14	25,580	26,600	28,640	29,826
By Education Required: Bachelor's Degree	3	3				42,833
By Sex: Female	4	11		26,600		28,120
Male	4	5		25,580		33,478
By Race/Ethnicity: White	6	9		28,640		32,348
By Years in Current Position: 1 - 5 Years	4	5		28,019		28,520
By FLSA Status: Exempt	5	14	25,580	26,600	28,640	29,826

Sample job titles: Facilities Coordinator

# Administration: Financial Management

# Responsibility Level SB

Responsibility Level SB: Primary responsibility is for management of a division, department, or program of the organization. Involves supervision and direction of two or more supervisors, each of whom in turn supervises the work of three or more employees and/or volunteers.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	41	47	\$50,000	\$58,667	\$79,081	\$69,525
By Annual Budget:						
\$750,001 - \$2,000,000	10	10		48,734		53,844
\$2,000,001 - \$10,000,000	20	20	53,300	58,319	85,212	75,540
Over \$10,000,000	10	16	53,780	67,373	95,741	74,402
By Location:						
Allegheny	36	42	50,000	58,774	85,091	71,943
Other	5	5		51,600		49,210
By Field:						
Basic Material Need	5	5		50,000		48,464
Counseling - Behavioral Hlth & Wellness	3	5		55,169		53,403
Family Support and Preservation	4	4		71,986		68,680
Foundation/Philanthropy	3	3				158,222
Health and Health Education	5	6		63,152		66,625
Social Support	13	14	42,076	57,273	65,031	59,310
By Primary Source of Funding:						
Contributions from individuals	4	4		48,997		60,629
Contributions from foundations or trusts	3	3				53,600
Government	23	29	50,000	56,000	74,999	62,812
Program services fee	4	4		59,440		68,137
By Total Number of Employees:						
11 - 20	4	4		110,000		142,775
21 - 50	8	8		44,772		45,490
More than 50	28	34	52,390	61,783	79,081	67,784
By Education Required:						
Bachelor's Degree	22	25	44,732	55,000	60,000	56,301
Master's Degree	11	13	58,542	73,100	96,482	93,189
By Sex:						
Female	16	18	47,467	55,543	60,000	56,196
Male	20	20	47,366	58,256	87,667	76,339
By Race/Ethnicity:						
White	33	37	47,467	56,000	70,890	66,981
By Years in Current Position:						
1 - 5 Years	11	11		50,000		47,945
6 - 10 Years	5	5		58,542		55,295
11 - 20 Years	12	12	51,318	71,323	110,000	87,547
By FLSA Status:						
Exempt	37	43	47,467	57,970	74,999	68,125

Sample job titles: Chief Financial Officer, Controller, Director Of Finance, Treasurer, Vice President of Finance

# Administration: Financial Management

# Responsibility Level SC

Responsibility Level SC: Primary responsibility is for management of a work unit or team. Involves supervision, but may also handle programmatic or administrative tasks performed by other members of the unit.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	33	38	\$36,500	\$44,336	\$60,736	\$48,997
By Annual Budget:						
\$750,001 - \$2,000,000	7	7		36,448		38,867
\$2,000,001 - \$10,000,000	12	14	39,749	45,890	64,940	57,800
Over \$10,000,000	12	15	35,805	46,696	60,736	47,343
By Location:						
Allegheny	26	30	38,000	46,098	63,000	51,193
Other	7	8		36,830		40,761
By Field:						
Basic Material Need	5	5		36,500		43,991
Culture/Arts	3	3				50,884
Health and Health Education	3	3				41,083
Social Support	10	14	33,467	42,988	60,736	45,315
By Primary Source of Funding:						
Contributions from individuals	3	3				35,653
Contributions from foundations or trusts	3	3				45,529
Government	20	24	36,648	44,336	63,500	50,464
Program services fee	3	3				50,066
By Total Number of Employees:						
11 - 20	4	5		48,027		66,261
21 - 50	4	4		36,431		36,635
More than 50	22	26	37,211	45,848	62,130	48,640
By Education Required:						
Bachelor's Degree	23	24	36,691	42,454	53,105	44,605
By Sex:						
Female	21	23	36,882	46,779	63,000	52,169
Male	9	10		40,687		45,705
By Race/Ethnicity:						
White	25	28	37,047	45,250	63,500	51,315
By Years in Current Position:						
1 - 5 Years	13	13	36,414	38,000	49,067	48,270
6 - 10 Years	4	4		53,835		54,528
11 - 20 Years	8	8		44,202		53,099
By FLSA Status:						
Exempt	32	37	36,882	45,000	60,736	49,507

Sample job titles: Budget & Finance Director, Business Manager, Chief Financial Officer, Controller, Director Of Finance, Finance Manager, Fiscal Director

## Administration: Financial Management

## Responsibility Level NA

Responsibility Level NA: Under only broad supervision, is responsible for accomplishment of a long-range workplan which employee has helped to design. Applies highest level professional experience and independent judgment to complex tasks within a specialized field of knowledge. May represent organization in contacts with clients and/or community.

	Annual Base Salary					
	# of organizations	# of employees	25th %ile	50th %ile	75th %ile	average
All Respondents	21	27	\$35,000	\$40,000	\$51,250	\$43,975
By Annual Budget:						
\$750,001 - \$2,000,000	5	6		35,551		39,093
\$2,000,001 - \$10,000,000	7	7		56,533		54,590
Over \$10,000,000	8	13	32,000	40,000	45,778	41,202
By Location:						
Allegheny	18	24	35,214	40,311	54,955	44,438
Other	3	3				40,268
By Field:						
Health and Health Education	4	4		41,944		42,172
By Primary Source of Funding:						
Government	11	17	35,000	36,000	45,778	40,712
Program services fee	3	3				43,522
By Total Number of Employees:						
11 - 20	4	4		42,902		51,089
21 - 50	4	5		35,431		42,378
More than 50	11	16	34,000	40,311	52,314	42,254
By Education Required:						
Bachelor's Degree	12	17	35,000	39,604	50,133	42,851
By Sex:						
Female	13	18	35,000	35,836	45,778	41,569
Male	4	4		53,017		52,620
By Race/Ethnicity:						
White	16	20	35,000	42,173	54,955	44,365
By Years in Current Position:						
1 - 5 Years	10	10		49,817		50,463
By FLSA Status:						
Exempt	17	22	35,000	39,802	53,377	44,461

Sample job titles: Assistant Controller, Business Manager, Finance Director, Finance Manager, Financial Administrator, Financial Analyst, Fiscal Officer

## Administration: Financial Management

## Responsibility Level NB

Responsibility Level NB: Under general supervision, is responsible for complex tasks within a workplan or project; uses considerable judgment. Involves achieving specified objectives within specified short-range time limits. Applies previously acquired skills and knowledge of a specialized field.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	10	11		\$33,000		\$39,855
By Annual Budget:						
\$750,001 - \$2,000,000	3	4		54,569		50,635
\$2,000,001 - \$10,000,000	4	4		29,146		36,813
By Location:						
Allegheny	8	9		36,345		41,732
By Field:						
Foundation/Philanthropy	3	4		57,625		58,385
By Primary Source of Funding:						
Government	6	6		28,560		28,645
By Total Number of Employees:						
4 - 10	3	4		45,317		44,621
More than 50	6	6		28,560		33,254
By Education Required:						
Associate's Degree	4	4		29,146		35,913
Bachelor's Degree	3	4		45,317		44,621
By Sex:						
Female	5	6		45,317		44,029
By Race/Ethnicity:						
White	7	7		33,000		38,184
By Years in Current Position:						
1 - 5 Years	5	6		34,673		38,877
By FLSA Status:						
Exempt	4	4		33,081		39,702
Non-Exempt	5	6		30,738		36,534

Sample job titles: Assistant Director Of Finance, Comptroller, Financial Analyst, Financial Coordinator, Financial Manager, Fiscal Assistant

## Administration: Financial Management

## Responsibility Level NC

Responsibility Level NC: Under close supervision, applies functional skills or receives on-the-job training in basic skills required for entry-level, routine or repetitive jobs.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	4	5		\$24,960		\$25,595
By Location: Allegheny	4	5		24,960		25,595
By Total Number of Employees: More than 50	4	5		24,960		25,595
By Sex: Female	3	4		25,990		25,814
By Race/Ethnicity: White	3	3				25,412
By FLSA Status: Non-Exempt	4	5		24,960		25,595

Sample job titles: Finance Assistant, Fiscal Assistant

# Administration: Fundraising

# Responsibility Level SB

Responsibility Level SB: Primary responsibility is for management of a division, department, or program of the organization. Involves supervision and direction of two or more supervisors, each of whom in turn supervises the work of three or more employees and/or volunteers.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	26	27	\$44,500	\$60,000	\$68,494	\$61,238
By Annual Budget:						
\$750,001 - \$2,000,000	4	4		51,800		51,600
\$2,000,001 - \$10,000,000	13	14	44,500	57,734	65,441	57,469
Over \$10,000,000	7	7		68,494		80,635
By Location:						
Allegheny	24	25	48,000	60,000	68,494	62,206
By Field:						
Basic Material Need	3	4		46,550		45,058
Culture/Arts	3	3				103,333
Family Support and Preservation	3	3				52,172
Health and Health Education	4	4		69,322		70,919
Social Support	4	4		60,313		58,909
By Primary Source of Funding:						
Contributions from individuals	7	8		43,050		60,237
Government	10	10		63,736		60,580
Program services fee	5	5		60,000		61,699
By Total Number of Employees:						
11 - 20	3	3				60,400
More than 50	19	20	46,628	62,030	74,075	63,951
By Education Required:						
Bachelor's Degree	16	17	43,075	55,120	62,030	59,363
Master's Degree	5	5		55,000		54,040
By Sex:						
Female	17	18	44,500	55,060	62,030	58,254
Male	4	4		65,675		63,340
By Race/Ethnicity:						
White	21	22	44,500	55,294	65,441	59,178
By Years in Current Position:						
1 - 5 Years	13	13	40,397	48,000	55,467	53,733
6 - 10 Years	5	5		62,030		67,866
By FLSA Status:						
Exempt	24	25	44,500	55,467	65,625	60,166

Sample job titles: Chief Development Officer, Director Of Development, Director Of Development/Marketing, Vice President of Development

## Administration: Fundraising

## Responsibility Level SC

Responsibility Level SC: Primary responsibility is for management of a work unit or team. Involves supervision, but may also handle programmatic or administrative tasks performed by other members of the unit.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	18	18	\$33,496	\$39,603	\$57,267	\$46,145
By Annual Budget:						
\$750,001 - \$2,000,000	3	3				38,069
\$2,000,001 - \$10,000,000	10	10		44,756		45,027
Over \$10,000,000	3	3				68,541
By Location:						
Allegheny	18	18	33,496	39,603	57,267	46,145
By Field:						
Culture/Arts	3	3				49,913
Health and Health Education	3	3				30,601
Social Support	3	3				46,345
By Primary Source of Funding:						
Contributions from individuals	3	3				37,951
Contributions from foundations or trusts	3	3				38,069
Government	7	7		51,500		52,798
Program services fee	3	3				46,874
By Total Number of Employees:						
11 - 20	4	4		36,250		34,932
More than 50	13	13	33,496	51,500	58,857	50,453
By Education Required:						
Bachelor's Degree	13	13	34,000	38,500	57,267	46,519
By Sex:						
Female	15	15	32,240	38,012	57,267	43,377
By Race/Ethnicity:						
White	16	16	32,868	38,256	60,929	45,485
By Years in Current Position:						
1 - 5 Years	14	14	32,240	36,506	57,267	43,726
By FLSA Status:						
Exempt	16	16	34,500	45,114	60,929	48,003

Sample job titles: Director of Major Gifts, Chief Development Officer, Development Director, Development Officer, Fund Raiser, Vice President of Development



## Administration: Fundraising

## Responsibility Level NA

Responsibility Level NA: Under only broad supervision, is responsible for accomplishment of a long-range workplan which employee has helped to design. Applies highest level professional experience and independent judgment to complex tasks within a specialized field of knowledge. May represent organization in contacts with clients and/or community.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	17	19	\$33,207	\$38,000	\$43,131	\$39,137
By Annual Budget:						
\$250,001 - \$750,000	3	3				26,912
\$750,001 - \$2,000,000	3	3				44,682
\$2,000,001 - \$10,000,000	6	8		39,858		42,490
Over \$10,000,000	5	5		36,000		37,780
By Location:						
Allegheny	14	14	33,207	37,171	45,600	40,403
Other	3	5		38,000		35,591
By Field:						
Culture/Arts	3	3				38,269
Social Support	3	3				39,067
By Primary Source of Funding:						
Contributions from individuals	6	6		34,436		33,535
Government	5	5		36,000		38,805
By Total Number of Employees:						
11 - 20	3	3				39,002
21 - 50	4	4		46,362		46,966
More than 50	8	10		38,171		38,295
By Education Required:						
Bachelor's Degree	14	16	34,636	38,171	48,162	40,240
By Sex:						
Female	13	15	33,207	36,000	42,000	37,520
By Race/Ethnicity:						
White	15	17	33,600	38,000	43,131	39,406
By Years in Current Position:						
1 - 5 Years	13	15	33,207	36,000	45,600	39,304
By FLSA Status:						
Exempt	12	14	35,671	39,858	45,600	42,083
Non-Exempt	3	3				31,020

Sample job titles: Annual Fund Director, Development Associate, Development Director, Director of Planned Giving, Events Outreach Coordinator, Fund Raiser, Special Events Manager

## Administration: Fundraising

## Responsibility Level NB

Responsibility Level NB: Under general supervision, is responsible for complex tasks within a workplan or project; uses considerable judgment. Involves achieving specified objectives within specified short-range time limits. Applies previously acquired skills and knowledge of a specialized field.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	16	29	\$26,000	\$31,200	\$45,333	\$34,743
By Annual Budget:						
\$250,001 - \$750,000	3	3				27,633
\$750,001 - \$2,000,000	4	4		30,700		31,470
\$2,000,001 - \$10,000,000	4	15	30,036	45,333	48,000	40,570
Over \$10,000,000	4	6		25,806		26,506
By Location:						
Allegheny	14	27	27,500	33,400	45,867	35,675
By Field:						
Family Support and Preservation	3	4		25,806		25,653
Social Support	3	3				23,290
By Primary Source of Funding:						
Government	10	13	25,612	28,000	30,036	27,764
By Total Number of Employees:						
4 - 10	3	3				26,367
21 - 50	3	3				27,400
More than 50	8	21	26,000	38,507	46,933	36,551
By Education Required:						
High School Diploma	3	4		29,000		28,509
Bachelor's Degree	11	13	22,901	27,500	31,200	28,197
By Sex:						
Female	14	16	23,411	27,750	32,300	28,019
By Race/Ethnicity:						
White	13	14	22,901	26,750	30,000	26,756
By Years in Current Position:						
1 - 5 Years	11	12	23,400	29,000	34,200	28,790
By FLSA Status:						
Exempt	7	19	30,000	38,933	48,000	38,720
Non-Exempt	8	9		26,000		27,942

Sample job titles: Campaign Coordinator, Development Associate, Development Coordinator, Research & Grant Manager, Special Events Coordinator

## Administration: Grantmaking

## Responsibility Level SB

Responsibility Level SB: Primary responsibility is for management of a division, department, or program of the organization. Involves supervision and direction of two or more supervisors, each of whom in turn supervises the work of three or more employees and/or volunteers.

	Annual Base Salary					average
	# of organizations	# of employees	25th %ile	50th %ile	75th %ile	
All Respondents	3	3				\$102,567
By Location: Allegheny	3	3				102,567
By Race/Ethnicity: White	3	3				102,567

Sample job titles: Vice President of Community Investments, Vice President of Programs

## Administration: Grantmaking

## Responsibility Level NA

Responsibility Level NA: Under only broad supervision, is responsible for accomplishment of a long-range workplan which employee has helped to design. Applies highest level professional experience and independent judgment to complex tasks within a specialized field of knowledge. May represent organization in contacts with clients and/or community.

	Annual Base Salary					
	# of organizations	# of employees	25th %ile	50th %ile	75th %ile	average
All Respondents	4	6		\$62,150		\$67,133
By Annual Budget: \$2,000,001 - \$10,000,000	3	4		64,000		69,625
By Location: Allegheny	4	6		62,150		67,133
By Field: Foundation/Philanthropy	3	5		64,000		72,960
By Education Required: Bachelor's Degree	3	4		62,150		63,075
By Sex: Female	4	5		60,300		58,060
By Race/Ethnicity: White	4	6		62,150		67,133
By Years in Current Position: 1 - 5 Years	4	5		64,000		68,500
By FLSA Status: Exempt	3	4		64,000		69,625

Sample job titles: Grants Administrator, Grants & Contracts Manager, Program Officer

## Administration: Grantmaking

## Responsibility Level NB

Responsibility Level NB: Under general supervision, is responsible for complex tasks within a workplan or project; uses considerable judgment. Involves achieving specified objectives within specified short-range time limits. Applies previously acquired skills and knowledge of a specialized field.

	Annual Base Salary					average
	# of organizations	# of employees	25th %ile	50th %ile	75th %ile	
All Respondents	3	3				\$29,525
By Location: Allegheny	3	3				29,525
By Total Number of Employees: More than 50	3	3				29,525
By Sex: Female	3	3				29,525

Sample job titles: Grants Assistant

## Administration: Information Technology

## Responsibility Level SB

Responsibility Level SB: Primary responsibility is for management of a division, department, or program of the organization. Involves supervision and direction of two or more supervisors, each of whom in turn supervises the work of three or more employees and/or volunteers.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	9	9		\$55,000		\$60,658
By Annual Budget:						
\$750,001 - \$2,000,000	4	4		54,280		54,890
Over \$10,000,000	4	4		59,599		61,324
By Location:						
Allegheny	7	7		54,062		59,255
By Primary Source of Funding:						
Government	5	5		54,062		58,059
By Total Number of Employees:						
More than 50	5	5		65,136		65,272
By Education Required:						
Bachelor's Degree	4	4		53,811		51,536
By Sex:						
Male	3	3				51,187
By Race/Ethnicity:						
White	4	4		54,280		54,890
By Years in Current Position:						
1 - 5 Years	3	3				58,187
By FLSA Status:						
Exempt	8	8		54,531		60,098

Sample job titles: Director of Information Systems, Director Of Technology, Vice President of MIS

## Administration: Information Technology

## Responsibility Level SC

Responsibility Level SC: Primary responsibility is for management of a work unit or team. Involves supervision, but may also handle programmatic or administrative tasks performed by other members of the unit.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	15	19	\$40,014	\$50,640	\$66,000	\$52,208
By Annual Budget:						
\$2,000,001 - \$10,000,000	6	6		50,524		48,596
Over \$10,000,000	6	10		54,145		55,115
By Location:						
Allegheny	14	18	40,560	51,965	66,000	53,508
By Field:						
Social Support	6	9		42,598		44,549
By Primary Source of Funding:						
Government	6	8		44,010		44,219
By Total Number of Employees:						
More than 50	12	16	41,306	54,145	69,769	53,936
By Education Required:						
Bachelor's Degree	7	8		50,524		51,666
By Sex:						
Female	5	5		42,598		48,445
Male	6	7		55,000		54,196
By Race/Ethnicity:						
White	10	12	40,287	50,524	68,329	51,800
By Years in Current Position:						
1 - 5 Years	6	6		40,287		43,155
By FLSA Status:						
Exempt	14	17	40,560	50,640	60,917	52,383

Sample job titles: Database Group Manager, Manager of Web Applications, Information Systems Manager, MIS Team Leader, Network Administrator, Operating Systems & Network Manager

## Administration: Information Technology

## Responsibility Level NA

Responsibility Level NA: Under only broad supervision, is responsible for accomplishment of a long-range workplan which employee has helped to design. Applies highest level professional experience and independent judgment to complex tasks within a specialized field of knowledge. May represent organization in contacts with clients and/or community.

	Annual Base Salary					
	# of organizations	# of employees	25th %ile	50th %ile	75th %ile	average
All Respondents	23	36	\$36,627	\$41,482	\$50,815	\$44,665
By Annual Budget:						
\$750,001 - \$2,000,000	3	5		37,482		38,335
\$2,000,001 - \$10,000,000	8	8		43,934		47,640
Over \$10,000,000	11	21	36,000	41,038	50,083	41,849
By Location:						
Allegheny	22	34	37,482	41,890	50,128	45,482
By Field:						
Education and Child Care Services	3	7		46,000		43,011
Health and Health Education	5	8		38,170		41,049
Social Support	4	6		36,885		39,720
By Primary Source of Funding:						
Government	12	22	33,217	40,809	50,003	41,144
Program services fee	5	5		46,000		51,170
By Total Number of Employees:						
21 - 50	5	5		45,867		45,066
More than 50	16	28	37,368	41,111	50,106	42,742
By Education Required:						
Bachelor's Degree	14	22	38,857	43,934	50,083	46,288
By Sex:						
Female	6	8		46,140		44,369
Male	14	19	31,554	39,361	58,000	43,803
By Race/Ethnicity:						
White	16	25	32,000	39,607	50,003	43,764
By Years in Current Position:						
1 - 5 Years	9	11		46,000		50,434
6 - 10 Years	3	3				46,275
By FLSA Status:						
Exempt	17	25	37,482	42,000	50,083	46,193
Non-Exempt	8	8		38,916		39,262

Sample job titles: Database Consultant, Network Systems Analyst, Website Administrator, Information Systems Manager, Information Technology Director, MIS Coordinator, Technology Specialist



# Administration: Information Technology

# Responsibility Level NB

Responsibility Level NB: Under general supervision, is responsible for complex tasks within a workplan or project; uses considerable judgment. Involves achieving specified objectives within specified short-range time limits. Applies previously acquired skills and knowledge of a specialized field.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	18	22	\$26,520	\$30,110	\$35,904	\$33,481
By Annual Budget:						
\$750,001 - \$2,000,000	3	3				29,686
\$2,000,001 - \$10,000,000	5	6		37,943		41,576
Over \$10,000,000	10	13	26,520	28,609	35,548	30,621
By Location:						
Allegheny	15	19	27,079	31,803	38,064	34,584
Other	3	3				26,499
By Field:						
Health and Health Education	3	5		29,286		29,917
Social Support	6	6		27,638		28,539
By Primary Source of Funding:						
Government	12	13	26,312	28,609	34,286	29,599
By Total Number of Employees:						
More than 50	15	19	26,312	29,286	35,904	33,432
By Education Required:						
Associate's Degree	5	5		28,840		29,378
Bachelor's Degree	6	6		36,984		34,078
By Sex:						
Female	5	5		26,666		28,734
Male	8	9		34,286		32,991
By Race/Ethnicity:						
White	11	11		28,840		30,164
By Years in Current Position:						
1 - 5 Years	6	6		29,887		31,242
By FLSA Status:						
Exempt	7	9		34,816		38,951
Non-Exempt	10	10		28,948		29,754

Sample job titles: Database Administrator, Help Desk Associate, Information Systems Analyst, Network Manager, Systems Programmer, Technology Specialist, Web Master

## Administration: Information Technology

## Responsibility Level NC

Responsibility Level NC: Under close supervision, applies functional skills or receives on-the-job training in basic skills required for entry-level, routine or repetitive jobs.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	6	8		\$23,097		\$25,002
By Annual Budget: \$2,000,001 - \$10,000,000	3	3				28,218
By Location: Allegheny	6	8		23,097		25,002
By Field: Health and Health Education	3	5		22,727		22,924
By Total Number of Employees: More than 50	5	7		22,727		25,221
By Race/Ethnicity: White	4	5		22,727		23,073
By FLSA Status: Non-Exempt	6	8		23,097		25,002

Sample job titles: Database Assistant, IT Assistant

## Administration: Marketing

## Responsibility Level SB

Responsibility Level SB: Primary responsibility is for management of a division, department, or program of the organization. Involves supervision and direction of two or more supervisors, each of whom in turn supervises the work of three or more employees and/or volunteers.

	# of organizations	# of employees	Annual Base Salary			average
			25th %ile	50th %ile	75th %ile	
All Respondents	5	5		\$54,655	\$57,667	
By Annual Budget: \$2,000,001 - \$10,000,000	3	3			61,501	
By Location: Allegheny	5	5		54,655	57,667	
By Total Number of Employees: More than 50	3	3			55,825	
By Education Required: Bachelor's Degree	4	4		50,822	55,626	
By Sex: Female	3	3			58,505	
By Race/Ethnicity: White	4	4		50,822	55,626	
By Years in Current Position: 1 - 5 Years	3	3			46,548	
By FLSA Status: Exempt	5	5		54,655	57,667	

Sample job titles: Director of Marketing, Vice President of Marketing

## Administration: Marketing

## Responsibility Level SC

Responsibility Level SC: Primary responsibility is for management of a work unit or team. Involves supervision, but may also handle programmatic or administrative tasks performed by other members of the unit.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	15	15	\$27,040	\$40,063	\$48,027	\$45,718
By Annual Budget:						
\$750,001 - \$2,000,000	5	5		45,000		44,633
\$2,000,001 - \$10,000,000	7	7		32,000		48,610
By Location:						
Allegheny	12	12	27,020	37,282	62,839	46,575
Other	3	3				42,291
By Field:						
Culture/Arts	5	5		32,000		36,005
Employment and Economic Opportunity	3	3				62,723
By Primary Source of Funding:						
Contributions from foundations or trusts	3	3				39,342
Government	6	6		47,671		57,668
By Total Number of Employees:						
11 - 20	4	4		46,514		61,913
More than 50	9	9		40,063		41,847
By Education Required:						
Bachelor's Degree	9	9		34,500		36,292
Master's Degree	3	3				69,888
By Sex:						
Female	11	11		34,500		45,254
By Race/Ethnicity:						
White	12	12	27,020	33,250	62,839	45,451
By Years in Current Position:						
1 - 5 Years	7	7		40,063		49,533
By FLSA Status:						
Exempt	14	14	27,040	37,282	48,027	45,603

Sample job titles: Communications Manager, Director of Marketing, Events And Programs Manager

## Administration: Marketing

## Responsibility Level NA

Responsibility Level NA: Under only broad supervision, is responsible for accomplishment of a long-range workplan which employee has helped to design. Applies highest level professional experience and independent judgment to complex tasks within a specialized field of knowledge. May represent organization in contacts with clients and/or community.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	7	8		\$30,300		\$34,156
By Annual Budget:						
\$750,001 - \$2,000,000	3	3				33,422
Over \$10,000,000	3	4		32,800		35,746
By Location:						
Allegheny	5	6		32,800		35,587
By Primary Source of Funding:						
Government	3	3				35,994
By Total Number of Employees:						
More than 50	3	4		32,800		35,746
By Education Required:						
Bachelor's Degree	6	6		30,300		34,708
By Sex:						
Female	5	6		32,500		35,441
By Race/Ethnicity:						
White	3	4		30,000		31,182
By Years in Current Position:						
1 - 5 Years	4	4		30,000		31,182
By FLSA Status:						
Exempt	6	6		32,500		35,441

Sample job titles: Assistant Director of Marketing, Marketing Associate, Promotion Specialist

## Administration: Marketing

## Responsibility Level NB

Responsibility Level NB: Under general supervision, is responsible for complex tasks within a workplan or project; uses considerable judgment. Involves achieving specified objectives within specified short-range time limits. Applies previously acquired skills and knowledge of a specialized field.

	# of organizations	# of employees	Annual Base Salary			average
			25th %ile	50th %ile	75th %ile	
All Respondents	7	10		\$27,296		\$29,777
By Annual Budget: Over \$10,000,000	3	6		26,557		27,469
By Location: Allegheny	7	10		27,296		29,777
By Total Number of Employees:						
11 - 20	3	3				35,493
More than 50	4	7		26,478		27,328
By Education Required:						
Bachelor's Degree	5	5		29,867		32,789
By Sex:						
Female	5	7		28,113		30,299
By Race/Ethnicity:						
White	5	7		26,478		30,988
By Years in Current Position:						
1 - 5 Years	4	5		26,478		31,816
By FLSA Status:						
Exempt	5	6		27,434		30,131
Non-Exempt	4	4		27,296		29,248

Sample job titles: Business Development Specialist, Marketing Assistant, Marketing Associate, Membership Coordinator

# Administration: Personnel/Human Resources

# Responsibility Level SB

Responsibility Level SB: Primary responsibility is for management of a division, department, or program of the organization. Involves supervision and direction of two or more supervisors, each of whom in turn supervises the work of three or more employees and/or volunteers.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	26	26	\$47,757	\$60,400	\$67,550	\$60,725
By Annual Budget:						
\$2,000,001 - \$10,000,000	11	11		47,133		55,053
Over \$10,000,000	13	13	55,167	63,330	68,400	65,978
By Location:						
Allegheny	22	22	50,350	62,824	68,400	62,445
Other	4	4		51,379		51,264
By Field:						
Counseling - Behavioral Hlth & Wellness	4	4		60,400		59,013
Education and Child Care Services	3	3				66,133
Family Support and Preservation	4	4		56,709		57,033
Health and Health Education	4	4		56,171		59,167
Social Support	9	9		55,167		61,355
By Primary Source of Funding:						
Government	19	19	50,350	60,800	67,550	60,490
By Total Number of Employees:						
21 - 50	3	3				52,072
More than 50	23	23	47,757	62,317	68,400	61,854
By Education Required:						
Bachelor's Degree	11	11		50,350		54,484
Master's Degree	7	7		62,317		60,769
By Sex:						
Female	13	13	47,757	60,800	66,019	58,572
Male	7	7		52,936		61,998
By Race/Ethnicity:						
Black or African American	3	3				55,825
White	15	15	47,133	55,000	66,019	59,916
By Years in Current Position:						
1 - 5 Years	9	9		47,133		53,842
6 - 10 Years	4	4		63,410		60,383
By FLSA Status:						
Exempt	25	25	47,757	60,800	67,550	60,947

Sample job titles: Director of Human Resources, Vice President of Human Resources

## Administration: Personnel/Human Resources

## Responsibility Level SC

Responsibility Level SC: Primary responsibility is for management of a work unit or team. Involves supervision, but may also handle programmatic or administrative tasks performed by other members of the unit.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	15	18	\$32,901	\$40,855	\$45,115	\$41,016
By Annual Budget:						
\$2,000,001 - \$10,000,000	7	8		40,821		40,351
Over \$10,000,000	6	8		39,623		40,339
By Location:						
Allegheny	11	14	34,268	41,420	45,115	41,174
Other	4	4		37,306		40,462
By Field:						
Social Support	9	12	31,489	38,801	44,377	38,343
By Primary Source of Funding:						
Government	11	11		41,710		42,972
By Total Number of Employees:						
More than 50	13	16	31,646	39,623	49,984	40,345
By Education Required:						
Bachelor's Degree	8	8		40,478		43,946
By Sex:						
Female	11	13	30,390	41,710	45,115	40,575
Male	5	5		40,000		42,163
By Race/Ethnicity:						
White	14	17	32,901	40,000	43,638	40,491
By Years in Current Position:						
1 - 5 Years	7	7		34,268		36,966
By FLSA Status:						
Exempt	15	18	32,901	40,855	45,115	41,016

Sample job titles: Employee Services Manager, Human Resources Manager, Personnel Manager



# Administration: Personnel/Human Resources

# Responsibility Level NA

Responsibility Level NA: Under only broad supervision, is responsible for accomplishment of a long-range workplan which employee has helped to design. Applies highest level professional experience and independent judgment to complex tasks within a specialized field of knowledge. May represent organization in contacts with clients and/or community.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	24	44	\$33,140	\$38,036	\$44,293	\$39,547
By Annual Budget:						
\$2,000,001 - \$10,000,000	10	13	33,000	36,400	47,441	42,820
Over \$10,000,000	13	29	33,280	38,000	43,060	37,899
By Location:						
Allegheny	22	42	34,500	38,790	43,470	40,265
By Field:						
Basic Material Need	3	3				40,657
Education and Child Care Services	3	14	35,700	38,036	41,600	38,216
Health and Health Education	3	4		42,807		43,648
Social Support	5	7		31,042		33,922
By Primary Source of Funding:						
Contributions from individuals	3	3				52,200
Government	15	33	32,194	36,951	42,786	37,316
Program services fee	3	3				43,087
By Total Number of Employees:						
More than 50	23	43	33,000	38,072	43,470	39,653
By Education Required:						
Associate's Degree	5	5		35,000		34,928
Bachelor's Degree	14	29	33,280	38,072	43,470	39,341
By Sex:						
Female	15	26	33,280	36,411	41,250	37,392
Male	7	11		43,470		41,332
By Race/Ethnicity:						
Black or African American	4	5		35,700		35,264
White	16	30	34,500	38,754	43,470	39,017
By Years in Current Position:						
1 - 5 Years	12	14	32,194	36,676	46,045	37,694
6 - 10 Years	4	4		43,039		38,912
By FLSA Status:						
Exempt	18	36	34,140	38,790	44,293	40,170
Non-Exempt	5	7		34,500		35,512

Sample job titles: Employment Coordinator, Human Resources Specialist, Human Resources Manager, Personnel Manager, Staff Recruiter

## Administration: Personnel/Human Resources

## Responsibility Level NB

Responsibility Level NB: Under general supervision, is responsible for complex tasks within a workplan or project; uses considerable judgment. Involves achieving specified objectives within specified short-range time limits. Applies previously acquired skills and knowledge of a specialized field.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	20	26	\$25,959	\$27,603	\$31,024	\$29,483
By Annual Budget:						
\$2,000,001 - \$10,000,000	6	7		26,707		30,232
Over \$10,000,000	11	16	24,263	29,936	31,024	27,644
By Location:						
Allegheny	15	19	26,229	29,952	35,298	31,174
Other	5	7		26,112		24,896
By Field:						
Counseling - Behavioral Hlth & Wellness	3	5		29,920		29,664
Social Support	12	16	25,460	26,682	30,512	27,689
By Primary Source of Funding:						
Government	16	22	25,024	27,228	30,315	28,339
By Total Number of Employees:						
More than 50	16	22	25,024	27,228	30,315	28,463
By Education Required:						
High School Diploma	6	6		25,492		24,773
Associate's Degree	4	6		26,384		29,517
Bachelor's Degree	7	8		32,807		33,692
By Sex:						
Female	15	19	26,112	27,750	30,315	30,351
By Race/Ethnicity:						
White	13	15	26,112	27,000	29,952	28,777
By Years in Current Position:						
1 - 5 Years	10	11		27,750		30,390
By FLSA Status:						
Exempt	7	11		30,000		31,169
Non-Exempt	12	14	24,960	26,468	29,952	28,650

Sample job titles: Benefits Representative, Employee Services Specialist, Human Resources Coordinator, Personnel Manager, Recruiter

## Administration: Personnel/Human Resources

## Responsibility Level NC

Responsibility Level NC: Under close supervision, applies functional skills or receives on-the-job training in basic skills required for entry-level, routine or repetitive jobs.

	# of organizations	# of employees	Annual Base Salary		
			25th %ile	50th %ile	75th %ile
All Respondents	6	10		\$24,669	\$25,003
By Annual Budget: Over \$10,000,000	5	9		25,000	25,386
By Location: Allegheny	6	10		24,669	25,003
By Field: Social Support	4	7		22,318	24,208
By Primary Source of Funding: Government	5	6		26,541	26,678
By Total Number of Employees: More than 50	6	10		24,669	25,003
By Education Required: High School Diploma	3	4		24,784	25,530
By Sex: Female	4	7		22,318	23,386
By FLSA Status: Non-Exempt	6	10		24,669	25,003

Sample job titles: Human Resources Assistant, Human Resources Clerk

## Administration: Planning

## Responsibility Level SC

Responsibility Level SC: Primary responsibility is for management of a work unit or team. Involves supervision, but may also handle programmatic or administrative tasks performed by other members of the unit.

	# of organizations	# of employees	Annual Base Salary			average
			25th %ile	50th %ile	75th %ile	
All Respondents	3	5		\$64,000	\$65,439	
By Annual Budget: Over \$10,000,000	3	5		64,000	65,439	
By Total Number of Employees: More than 50	3	5		64,000	65,439	
By Education Required: Bachelor's Degree	3	5		64,000	65,439	
By Sex: Female	3	3			71,424	
By Race/Ethnicity: White	3	5		64,000	65,439	
By FLSA Status: Exempt	3	5		64,000	65,439	

Sample job titles: Manager of Strategic Implementation, Planning Associate

## Administration: Planning

## Responsibility Level NA

Responsibility Level NA: Under only broad supervision, is responsible for accomplishment of a long-range workplan which employee has helped to design. Applies highest level professional experience and independent judgment to complex tasks within a specialized field of knowledge. May represent organization in contacts with clients and/or community.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	6	6		\$45,020		\$49,910
By Annual Budget: Over \$10,000,000	3	3				41,259
By Location: Allegheny	5	5		47,046		53,144
By Primary Source of Funding: Government	4	4		41,497		40,945
By Total Number of Employees: 4 - 10	3	3				58,560
More than 50	3	3				41,259
By Education Required: Bachelor's Degree	6	6		45,020		49,910
By Sex: Female	4	4		43,523		42,696
By Race/Ethnicity: White	5	5		47,046		51,293
By Years in Current Position: 1 - 5 Years	4	4		43,523		51,616
By FLSA Status: Exempt	4	4		45,020		53,930

Sample job titles: Planning Associate

## Administration: Planning

## Responsibility Level NB

Responsibility Level NB: Under general supervision, is responsible for complex tasks within a workplan or project; uses considerable judgment. Involves achieving specified objectives within specified short-range time limits. Applies previously acquired skills and knowledge of a specialized field.

	# of organizations	# of employees	Annual Base Salary			average
			25th %ile	50th %ile	75th %ile	
All Respondents	5	5		\$38,814		\$38,229
By Location: Allegheny	3	3				45,702
By Primary Source of Funding: Government	4	4		33,936		33,829
By Total Number of Employees: More than 50	4	4		33,936		37,171
By Education Required: Bachelor's Degree	3	3				32,167
By Sex: Female	4	4		40,638		40,522
By Race/Ethnicity: White	5	5		38,814		38,229
By FLSA Status: Exempt	4	4		40,638		41,541

Sample job titles: Neighborhood Planner, Program Associate

## Administration: Property Management

## Responsibility Level SB

Responsibility Level SB: Primary responsibility is for management of a division, department, or program of the organization. Involves supervision and direction of two or more supervisors, each of whom in turn supervises the work of three or more employees and/or volunteers.

	Annual Base Salary					average
	# of organizations	# of employees	25th %ile	50th %ile	75th %ile	
All Respondents	3	3				\$54,674
By Location: Allegheny	3	3				54,674
By FLSA Status: Exempt	3	3				54,674

Sample job titles: Director of Property Management, Property Management Supervisor

## Administration: Property Management

## Responsibility Level SC

Responsibility Level SC: Primary responsibility is for management of a work unit or team. Involves supervision, but may also handle programmatic or administrative tasks performed by other members of the unit.

	# of organizations	# of employees	Annual Base Salary			average
			25th %ile	50th %ile	75th %ile	
All Respondents	3	4		\$35,676	\$36,507	
By Primary Source of Funding: Government	3	4		35,676	36,507	
By Race/Ethnicity: White	3	4		35,676	36,507	

Sample job titles: Director Of Property Management



## Administration: Property Management

## Responsibility Level NA

Responsibility Level NA: Under only broad supervision, is responsible for accomplishment of a long-range workplan which employee has helped to design. Applies highest level professional experience and independent judgment to complex tasks within a specialized field of knowledge. May represent organization in contacts with clients and/or community.

	Annual Base Salary					
	# of organizations	# of employees	25th %ile	50th %ile	75th %ile	average
All Respondents	6	13	\$36,571	\$40,223	\$45,678	\$40,072
By Location: Allegheny	4	11		41,223		41,139
By Primary Source of Funding: Government	4	11		41,223		41,139
By Total Number of Employees: More than 50	3	10		42,049		41,524
By Sex: Male	4	5		36,571		36,463
By Race/Ethnicity: White	5	11		39,129		39,549
By Years in Current Position: 1 - 5 Years	4	9		39,129		39,437
By FLSA Status: Exempt	5	12	35,714	40,723	47,260	40,287

Sample job titles: Property Manager

## Administration: Public/Community Relations

## Responsibility Level SB

Responsibility Level SB: Primary responsibility is for management of a division, department, or program of the organization. Involves supervision and direction of two or more supervisors, each of whom in turn supervises the work of three or more employees and/or volunteers.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	8	17	\$57,600	\$64,000	\$72,107	\$63,941
By Annual Budget:						
\$2,000,001 - \$10,000,000	4	4		67,718		63,948
Over \$10,000,000	3	12	59,414	64,531	74,460	65,434
By Location:						
Allegheny	6	15	59,200	65,062	76,813	66,647
By Primary Source of Funding:						
Government	4	13	59,200	64,000	69,333	64,667
By Total Number of Employees:						
More than 50	7	16	58,400	64,531	78,391	65,063
By Education Required:						
Bachelor's Degree	3	3				44,430
By Sex:						
Female	4	7		72,107		66,550
Male	3	8		60,000		58,445
By Race/Ethnicity:						
Black or African American	3	3				66,044
White	4	12	56,534	60,214	74,460	61,273
By FLSA Status:						
Exempt	8	17	57,600	64,000	72,107	63,941

Sample job titles: Director of Communications, Director of Government Relations, Vice President of Public Affairs

## Administration: Public/Community Relations

## Responsibility Level SC

Responsibility Level SC: Primary responsibility is for management of a work unit or team. Involves supervision, but may also handle programmatic or administrative tasks performed by other members of the unit.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	9	11		\$36,036		\$39,222
By Annual Budget:						
\$2,000,001 - \$10,000,000	4	4		32,304		31,911
Over \$10,000,000	4	5		45,350		49,069
By Location:						
Allegheny	8	9		40,331		41,443
By Primary Source of Funding:						
Government	4	4		41,499		41,308
By Total Number of Employees:						
More than 50	8	9		40,331		41,443
By Education Required:						
Bachelor's Degree	4	5		42,667		46,178
By Sex:						
Female	6	6		36,036		35,943
By Race/Ethnicity:						
White	7	8		36,036		39,863
By FLSA Status:						
Exempt	8	10		38,184		40,287

Sample job titles: Director of Community Service, Director of Customer Service, Membership Director, Public Relations Supervisor

## Administration: Public/Community Relations

## Responsibility Level NA

Responsibility Level NA: Under only broad supervision, is responsible for accomplishment of a long-range workplan which employee has helped to design. Applies highest level professional experience and independent judgment to complex tasks within a specialized field of knowledge. May represent organization in contacts with clients and/or community.

	Annual Base Salary					
	# of organizations	# of employees	25th %ile	50th %ile	75th %ile	average
All Respondents	15	18	\$31,000	\$33,932	\$41,500	\$35,669
By Annual Budget:						
\$2,000,001 - \$10,000,000	5	5		41,500		38,522
Over \$10,000,000	8	11		32,821		34,324
By Location:						
Allegheny	12	14	32,000	36,000	41,995	37,798
Other	3	4		29,536		28,215
By Field:						
Education and Child Care Services	3	4		32,660		33,268
Social Support	6	6		33,343		31,456
By Primary Source of Funding:						
Government	8	11		34,000		34,214
By Total Number of Employees:						
More than 50	12	15	26,250	33,197	41,995	35,245
By Education Required:						
High School Diploma	4	4		23,146		30,347
Bachelor's Degree	6	7		34,000		39,282
By Sex:						
Female	11	14	26,250	33,932	41,995	35,387
By Race/Ethnicity:						
White	10	13	26,250	34,000	41,995	35,725
By Years in Current Position:						
1 - 5 Years	6	7		33,864		32,290
By FLSA Status:						
Exempt	9	11		38,000		38,744
Non-Exempt	5	5		31,000		30,206

Sample job titles: Communications Coordinator, Donor Relations Coordinator, Member Relations Coordinator, Public Relations Coordinator

## Administration: Public/Community Relations

## Responsibility Level NB

Responsibility Level NB: Under general supervision, is responsible for complex tasks within a workplan or project; uses considerable judgment. Involves achieving specified objectives within specified short-range time limits. Applies previously acquired skills and knowledge of a specialized field.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	11	14	\$26,982	\$30,659	\$32,960	\$31,936
By Annual Budget:						
\$2,000,001 - \$10,000,000	4	4		31,883		40,272
Over \$10,000,000	5	8		27,895		27,724
By Location:						
Allegheny	9	12	27,296	30,765	33,034	32,512
By Field:						
Social Support	3	5		25,784		25,872
By Primary Source of Funding:						
Government	7	8		30,659		30,551
By Total Number of Employees:						
More than 50	9	12	26,383	30,264	33,034	31,907
By Education Required:						
Bachelor's Degree	6	6		32,110		31,837
By Sex:						
Female	8	10		30,765		29,420
By Race/Ethnicity:						
White	7	9		30,763		29,014
By Years in Current Position:						
1 - 5 Years	5	5		31,260		31,763
By FLSA Status:						
Exempt	9	11		30,766		32,796

Sample job titles: Communications Assistant, Communications Coordinator, Outreach Coordinator

## Administration: Public/Community Relations

## Responsibility Level NC

Responsibility Level NC: Under close supervision, applies functional skills or receives on-the-job training in basic skills required for entry-level, routine or repetitive jobs.

	# of organizations	# of employees	Annual Base Salary			average
			25th %ile	50th %ile	75th %ile	
All Respondents	3	5		\$24,322		\$33,311
By Location: Allegheny	3	5		24,322		33,311
By Total Number of Employees: More than 50	3	5		24,322		33,311

Sample job titles: Communications Associate, Community Advocate

## Administration: Purchasing

## Responsibility Level NC

Responsibility Level NC: Under close supervision, applies functional skills or receives on-the-job training in basic skills required for entry-level, routine or repetitive jobs.

	# of organizations	# of employees	Annual Base Salary			average
			25th %ile	50th %ile	75th %ile	
All Respondents	3	3			\$25,598	
By Total Number of Employees:						
More than 50	3	3			25,598	
By FLSA Status:						
Non-Exempt	3	3			25,598	

Sample job titles: Buyer, Purchasing Clerk

## Administration: Sales of Goods

## Responsibility Level SC

Responsibility Level SC: Primary responsibility is for management of a work unit or team. Involves supervision, but may also handle programmatic or administrative tasks performed by other members of the unit.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	5	7		\$37,713		\$42,174
By Annual Budget: \$2,000,001 - \$10,000,000	4	6		41,893		44,870
By Location: Allegheny	5	7		37,713		42,174
By Total Number of Employees: More than 50	4	6		41,893		44,870
By Education Required: Bachelor's Degree	5	7		37,713		42,174
By Sex: Male	4	4		45,500		45,500
By Race/Ethnicity: White	5	7		37,713		42,174
By Years in Current Position: 1 - 5 Years	4	5		46,072		46,301
By FLSA Status: Exempt	5	7		37,713		42,174

Sample job titles: Customer Support Manager, Director of Customer Service, Sales Manager, Shop Manager



## Administration: Sales of Goods

## Responsibility Level NA

Responsibility Level NA: Under only broad supervision, is responsible for accomplishment of a long-range workplan which employee has helped to design. Applies highest level professional experience and independent judgment to complex tasks within a specialized field of knowledge. May represent organization in contacts with clients and/or community.

	Annual Base Salary					average
	# of organizations	# of employees	25th %ile	50th %ile	75th %ile	
All Respondents	3	3				\$31,207

Sample job titles: Retail Store Manager, Shop Manager

## Administration: Sales of Goods

## Responsibility Level NB

Responsibility Level NB: Under general supervision, is responsible for complex tasks within a workplan or project; uses considerable judgment. Involves achieving specified objectives within specified short-range time limits. Applies previously acquired skills and knowledge of a specialized field.

	Annual Base Salary					
	# of organizations	# of employees	25th %ile	50th %ile	75th %ile	average
All Respondents	5	9		\$15,891		\$17,826
By Location: Allegheny	3	3				18,741
By Total Number of Employees: More than 50	3	6		15,392		16,259
By Education Required: High School Diploma	4	8		17,306		18,715
By Sex: Female	4	8		17,306		18,715
By Race/Ethnicity: White	5	8		17,306		18,161
By Years in Current Position: 1 - 5 Years	4	7		18,720		19,154
By FLSA Status: Non-Exempt	4	5		20,208		20,077

Sample job titles: Exhibit Coordinator, Sales Associate, Shop Associate, Shop Clerk

## Administration: Sales of Goods

## Responsibility Level NC

Responsibility Level NC: Under close supervision, applies functional skills or receives on-the-job training in basic skills required for entry-level, routine or repetitive jobs.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	4	22	\$10,712	\$11,877	\$16,640	\$13,657
By Location: Allegheny	3	8		16,640		17,071
By Education Required: High School Diploma	4	22	10,712	11,877	16,640	13,657
By Sex: Female	4	21	10,712	12,168	16,640	13,782
By Race/Ethnicity: White	4	19	10,712	12,168	16,640	13,776
By Years in Current Position: 1 - 5 Years	4	18	10,712	11,191	12,896	13,242
By FLSA Status: Non-Exempt	4	22	10,712	11,877	16,640	13,657

Sample job titles: Cashier, Customer Service Representative, Shop Assistant

## Administration: Sales of Services

## Responsibility Level SC

Responsibility Level SC: Primary responsibility is for management of a work unit or team. Involves supervision, but may also handle programmatic or administrative tasks performed by other members of the unit.

	# of organizations	# of employees	Annual Base Salary			average
			25th %ile	50th %ile	75th %ile	
All Respondents	6	6		\$46,266		\$46,238
By Annual Budget: \$2,000,001 - \$10,000,000	4	4		38,650		45,138
By Location: Allegheny	5	5		48,799		49,785
By Total Number of Employees: More than 50	5	5		48,799		46,738
By Education Required: Bachelor's Degree	4	4		46,266		50,156
By Sex: Male	4	4		46,266		50,156
By Race/Ethnicity: White	3	3				52,297
By Years in Current Position: 1 - 5 Years	4	4		36,117		36,173
By FLSA Status: Exempt	6	6		46,266		46,238

Sample job titles: Sales Program Manager, National Sales Director

## Administration: Sales of Services

## Responsibility Level NA

Responsibility Level NA: Under only broad supervision, is responsible for accomplishment of a long-range workplan which employee has helped to design. Applies highest level professional experience and independent judgment to complex tasks within a specialized field of knowledge. May represent organization in contacts with clients and/or community.

	Annual Base Salary					
	# of organizations	# of employees	25th %ile	50th %ile	75th %ile	average
All Respondents	8	18	\$35,000	\$54,928	\$64,005	\$53,847
By Annual Budget: \$2,000,001 - \$10,000,000	4	14	51,200	59,383	66,295	60,847
By Location: Allegheny	8	18	35,000	54,928	64,005	53,847
By Total Number of Employees: More than 50	6	16	43,100	57,421	71,225	55,265
By Education Required: Bachelor's Degree	4	13	52,704	61,077	66,295	59,651
By Sex: Female	5	11		57,152		54,116
By Race/Ethnicity: White	5	12	42,500	57,421	71,225	55,324
By Years in Current Position: 1 - 5 Years	3	3				37,000
By FLSA Status: Exempt	5	15	51,200	57,689	66,295	57,937
Non-Exempt	3	3				33,399

Sample job titles: Advertising Sales Manager, Sales Associate, Salesperson

## Administration: Sales of Services

## Responsibility Level NB

Responsibility Level NB: Under general supervision, is responsible for complex tasks within a workplan or project; uses considerable judgment. Involves achieving specified objectives within specified short-range time limits. Applies previously acquired skills and knowledge of a specialized field.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	4	6		\$28,577		\$28,442
By Total Number of Employees:						
More than 50	3	5		29,000		28,722
By Education Required:						
High School Diploma	3	4		28,577		27,671
By Sex:						
Female	4	5		28,154		28,330
By Race/Ethnicity:						
White	3	5		29,000		28,722
By Years in Current Position:						
1 - 5 Years	3	3				29,655
By FLSA Status:						
Exempt	4	6		28,577		28,442

Sample job titles: Group Sales Coordinator, Sales Representative

## Administration: Sales of Services

## Responsibility Level NC

Responsibility Level NC: Under close supervision, applies functional skills or receives on-the-job training in basic skills required for entry-level, routine or repetitive jobs.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	4	21	\$12,480	\$13,520	\$17,222	\$16,380
By Location: Allegheny	4	21	12,480	13,520	17,222	16,380
By Total Number of Employees: More than 50	3	20	12,220	13,520	17,545	15,954
By Sex: Female	3	15	11,960	13,520	17,867	15,682
By Race/Ethnicity: White	4	16	12,740	14,560	23,400	17,566
By FLSA Status: Non-Exempt	3	20	12,220	13,520	17,545	15,954

Sample job titles: Sales Coordinator

## Administration: Volunteer Management

## Responsibility Level SB

Responsibility Level SB: Primary responsibility is for management of a division, department, or program of the organization. Involves supervision and direction of two or more supervisors, each of whom in turn supervises the work of three or more employees and/or volunteers.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	7	8		\$40,000		\$43,038
By Annual Budget:						
\$750,001 - \$2,000,000	3	4		40,000		44,143
\$2,000,001 - \$10,000,000	3	3				33,955
By Location:						
Allegheny	5	6		49,124		47,589
By Total Number of Employees:						
11 - 20	3	4		40,000		44,143
More than 50	4	4		40,221		41,932
By Education Required:						
Bachelor's Degree	7	8		40,000		43,038
By Sex:						
Female	5	6		38,286		36,406
By Race/Ethnicity:						
White	5	6		38,286		36,406
By Years in Current Position:						
1 - 5 Years	5	5		40,000		43,402
By FLSA Status:						
Exempt	6	7		40,000		46,125

Sample job titles: Director of Volunteer Resources, Volunteer Director



## Administration: Volunteer Management

## Responsibility Level SC

Responsibility Level SC: Primary responsibility is for management of a work unit or team. Involves supervision, but may also handle programmatic or administrative tasks performed by other members of the unit.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	8	19	\$29,120	\$29,867	\$35,000	\$32,942
By Annual Budget: \$2,000,001 - \$10,000,000	5	15	28,053	29,867	31,580	32,467
By Location: Allegheny	8	19	29,120	29,867	35,000	32,942
By Primary Source of Funding: Government	3	12	28,587	29,867	31,310	29,905
By Total Number of Employees: 21 - 50	3	13	29,867	29,867	31,580	31,295
More than 50	4	5		37,080		37,934
By Education Required: Bachelor's Degree	6	17	29,120	29,867	34,500	32,908
By Sex: Female	8	19	29,120	29,867	35,000	32,942
By Race/Ethnicity: White	8	16	29,252	30,694	38,540	33,632
By Years in Current Position: 1 - 5 Years	4	7		29,867		30,336
6 - 10 Years	4	5		31,580		35,226
By FLSA Status: Exempt	6	17	29,867	30,347	35,000	33,697

Sample job titles: Director of Membership, Director of Volunteer Services

## Administration: Volunteer Management

## Responsibility Level NA

Responsibility Level NA: Under only broad supervision, is responsible for accomplishment of a long-range workplan which employee has helped to design. Applies highest level professional experience and independent judgment to complex tasks within a specialized field of knowledge. May represent organization in contacts with clients and/or community.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	9	9		\$32,000		\$31,216
By Annual Budget:						
\$750,001 - \$2,000,000	4	4		33,000		31,367
Over \$10,000,000	3	3				30,628
By Location:						
Allegheny	8	8		32,943		32,019
By Field:						
Family Support and Preservation	3	3				30,893
By Primary Source of Funding:						
Government	4	4		26,897		27,947
By Total Number of Employees:						
4 - 10	3	3				32,531
More than 50	3	3				30,628
By Education Required:						
Bachelor's Degree	7	7		33,885		32,450
By Sex:						
Female	7	7		29,000		29,752
By Race/Ethnicity:						
White	6	6		30,500		30,450
By Years in Current Position:						
6 - 10 Years	3	3				26,967
By FLSA Status:						
Exempt	6	6		30,500		30,673
Non-Exempt	3	3				32,302

Sample job titles: Director Of Volunteer Services, Volunteer Manager

## Administration: Volunteer Management

## Responsibility Level NB

Responsibility Level NB: Under general supervision, is responsible for complex tasks within a workplan or project; uses considerable judgment. Involves achieving specified objectives within specified short-range time limits. Applies previously acquired skills and knowledge of a specialized field.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	9	22	\$25,969	\$33,579	\$34,251	\$30,480
By Annual Budget:						
\$750,001 - \$2,000,000	4	6		23,847		23,556
\$2,000,001 - \$10,000,000	3	14	33,579	33,998	34,845	34,179
By Location:						
Allegheny	7	18	29,714	33,579	34,512	31,765
By Primary Source of Funding:						
Contributions from individuals	3	5		23,337		23,144
Government	4	5		32,000		29,572
By Total Number of Employees:						
21 - 50	3	3				22,897
More than 50	4	15	33,579	33,744	34,845	34,034
By Education Required:						
Bachelor's Degree	6	19	28,080	33,579	34,512	32,069
By Sex:						
Female	9	20	25,163	32,790	34,382	30,055
By Race/Ethnicity:						
White	8	19	25,969	33,579	34,251	30,687
By Years in Current Position:						
1 - 5 Years	4	8		27,025		27,849
6 - 10 Years	3	4		30,334		32,073
By FLSA Status:						
Exempt	5	18	29,714	33,579	34,512	31,877
Non-Exempt	4	4		25,257		24,193

Sample job titles: Volunteer Development Coordinator, Volunteer/Special Events Coordinator, Volunteer Administrator

# Administration: General Administration

# Responsibility Level SB

Responsibility Level SB: Primary responsibility is for management of a division, department, or program of the organization. Involves supervision and direction of two or more supervisors, each of whom in turn supervises the work of three or more employees and/or volunteers.

	Annual Base Salary					
	# of organizations	# of employees	25th %ile	50th %ile	75th %ile	average
All Respondents	35	76	\$45,258	\$58,251	\$76,874	\$63,901
By Annual Budget:						
\$250,001 - \$750,000	4	4		47,814		46,187
\$750,001 - \$2,000,000	10	12	49,879	63,112	78,220	60,485
\$2,000,001 - \$10,000,000	11	26	38,630	49,238	57,834	49,852
Over \$10,000,000	10	34	55,814	75,000	83,318	77,934
By Location:						
Allegheny	26	61	45,900	57,259	75,000	64,053
Other	9	15	44,616	63,158	80,000	63,285
By Field:						
Counseling - Behavioral Hlth & Wellness	5	6		59,922		57,610
Education and Child Care Services	4	22	54,080	76,154	83,318	78,771
Social Support	11	29	38,789	54,853	57,143	53,568
By Primary Source of Funding:						
Contributions from individuals	3	4		62,500		53,831
Contributions from foundations or trusts	3	3				57,893
Government	22	60	43,971	57,143	79,000	64,605
By Total Number of Employees:						
4 - 10	4	5		64,362		68,933
11 - 20	3	4		69,074		60,138
21 - 50	9	10		49,879		49,167
More than 50	19	57	47,610	57,259	78,000	66,309
By Education Required:						
Bachelor's Degree	17	25	42,557	55,625	57,834	53,528
Master's Degree	10	29	57,143	75,000	80,094	77,072
By Sex:						
Female	21	42	40,044	54,854	65,617	53,815
Male	15	27	57,143	66,912	82,956	75,340
By Race/Ethnicity:						
White	29	52	48,320	62,449	79,000	67,041
By Years in Current Position:						
1 - 5 Years	17	27	33,375	57,143	66,912	53,616
6 - 10 Years	4	5		54,853		53,663
11 - 20 Years	8	8		43,587		50,040
Over 20 Years	5	6		44,537		54,288
By FLSA Status:						
Exempt	34	72	43,971	57,230	75,000	62,616

Sample job titles: Associate Director, Chief Operating Officer, Deputy Director, Director Of Administration, Director Of Operations, Program Director, Vice President Of Operations

# Administration: General Administration

# Responsibility Level SC

Responsibility Level SC: Primary responsibility is for management of a work unit or team. Involves supervision, but may also handle programmatic or administrative tasks performed by other members of the unit.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	11	28	\$38,029	\$49,297	\$54,663	\$47,371
By Annual Budget:						
\$750,001 - \$2,000,000	3	7		42,000		42,855
\$2,000,001 - \$10,000,000	4	8		43,587		44,216
Over \$10,000,000	3	12	50,000	51,386	61,929	52,932
By Location:						
Allegheny	9	24	38,029	50,000	56,643	48,357
By Field:						
Social Support	5	15	36,243	50,000	53,842	45,524
By Primary Source of Funding:						
Government	7	18	36,243	46,537	54,326	46,560
By Total Number of Employees:						
More than 50	7	20	43,587	50,000	58,572	49,446
By Education Required:						
Bachelor's Degree	6	11		44,481		46,872
Master's Degree	3	6		51,218		49,687
By Sex:						
Female	9	19	37,116	45,000	53,842	45,687
Male	5	9		50,985		50,927
By Race/Ethnicity:						
White	11	26	38,558	50,000	54,326	47,752
By Years in Current Position:						
1 - 5 Years	4	7		38,558		42,869
6 - 10 Years	3	3				41,051
11 - 20 Years	5	7		52,771		46,647
By FLSA Status:						
Exempt	11	28	38,029	49,297	54,663	47,371

Sample job titles: Administrative Director, Assistant Director, Chief Administrative Officer, Director Of Operations, Director of Organizational Development, General Services Manager, Program Director

## Administration: General Administration

## Responsibility Level NA

Responsibility Level NA: Under only broad supervision, is responsible for accomplishment of a long-range workplan which employee has helped to design. Applies highest level professional experience and independent judgment to complex tasks within a specialized field of knowledge. May represent organization in contacts with clients and/or community.

	Annual Base Salary					
	# of organizations	# of employees	25th %ile	50th %ile	75th %ile	average
All Respondents	22	37	\$27,280	\$34,424	\$41,143	\$35,528
By Annual Budget:						
\$250,001 - \$750,000	6	6		31,640		33,622
\$750,001 - \$2,000,000	3	6		40,000		36,808
\$2,000,001 - \$10,000,000	5	8		27,280		31,770
Over \$10,000,000	6	15	34,133	40,000	46,400	39,021
By Location:						
Allegheny	17	29	27,280	34,136	43,680	35,636
Other	5	8		40,000		35,140
By Field:						
Counseling - Behavioral Hlth & Wellness	3	7		30,534		31,617
Social Support	3	4		27,513		29,311
By Primary Source of Funding:						
Government	11	20	28,829	35,150	45,700	36,154
By Total Number of Employees:						
1 - 3	3	3				24,686
4 - 10	6	9		40,000		37,798
More than 50	10	22	27,280	34,280	42,037	35,112
By Education Required:						
High School Diploma	3	3				29,661
Bachelor's Degree	15	27	26,983	34,136	45,000	35,929
By Sex:						
Female	20	33	27,280	34,136	40,000	34,621
Male	3	3				46,257
By Race/Ethnicity:						
Black or African American	5	8		35,938		35,903
White	19	28	27,132	34,135	44,340	35,502
By Years in Current Position:						
1 - 5 Years	11	16	30,334	40,000	45,040	37,306
6 - 10 Years	4	4		31,640		33,149
11 - 20 Years	4	4		31,328		32,753
By FLSA Status:						
Exempt	16	27	30,667	40,000	45,000	38,981
Non-Exempt	5	8		22,818		25,867

Sample job titles: Executive Administrator, Operations Administrator, Planning/Development Associate, Program Administrator, Program Coordinator, Program Manager

## Administration: General Administration

## Responsibility Level NB

Responsibility Level NB: Under general supervision, is responsible for complex tasks within a workplan or project; uses considerable judgment. Involves achieving specified objectives within specified short-range time limits. Applies previously acquired skills and knowledge of a specialized field.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	12	45	\$19,989	\$24,294	\$32,000	\$29,347
By Annual Budget:						
Up to \$250,000	3	3				24,613
\$750,001 - \$2,000,000	3	3				36,253
Over \$10,000,000	4	34	19,573	22,464	30,181	28,931
By Location:						
Allegheny	10	43	19,614	23,816	32,000	28,975
By Primary Source of Funding:						
Government	6	39	19,614	23,525	31,595	28,682
By Total Number of Employees:						
1 - 3	3	3				24,613
More than 50	6	39	19,614	23,525	31,595	29,180
By Education Required:						
High School Diploma	3	32	19,459	22,090	30,150	25,115
Associate's Degree	3	3				34,738
Bachelor's Degree	7	9		32,000		30,301
By Sex:						
Female	11	41	19,614	23,525	30,700	26,476
Male	3	4		33,057		58,772
By Race/Ethnicity:						
Black or African American	3	7		29,714		28,347
White	9	36	19,594	23,671	31,918	29,336
By Years in Current Position:						
1 - 5 Years	6	7		32,000		32,827
11 - 20 Years	4	5		25,873		30,305
By FLSA Status:						
Exempt	8	12	28,107	33,426	41,279	41,366
Non-Exempt	4	32	19,459	22,090	30,150	25,237

Sample job titles: Operations Coordinator, Program Coordinator





**Performing Arts Job Functions  
By Responsibility Level**

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Education



## Performing Arts: Education

## Responsibility Level NA

Responsibility Level NA: Under only broad supervision, is responsible for accomplishment of a long-range workplan which employee has helped to design. Applies highest level professional experience and independent judgment to complex tasks within a specialized field of knowledge. May represent organization in contacts with clients and/or community.

	# of organizations	# of employees	Annual Base Salary			average
			25th %ile	50th %ile	75th %ile	
All Respondents	3	5		\$30,000	\$29,880	
By Education Required: Bachelor's Degree	3	5		30,000	29,880	
By Race/Ethnicity: White	3	5		30,000	29,880	
By FLSA Status: Exempt	3	5		30,000	29,880	

Sample job titles: Instructor, Teacher



**Visual/Graphics Arts Job Functions  
By Responsibility Level**

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Education  
Production



## Visual/Graphic Arts: Education

## Responsibility Level NA

Responsibility Level NA: Under only broad supervision, is responsible for accomplishment of a long-range workplan which employee has helped to design. Applies highest level professional experience and independent judgment to complex tasks within a specialized field of knowledge. May represent organization in contacts with clients and/or community.

	Annual Base Salary					
	# of organizations	# of employees	25th %ile	50th %ile	75th %ile	average
All Respondents	3	3				\$28,598
By FLSA Status: Exempt	3	3				28,598

Sample job titles: Art Teacher, Education Coordinator

## Visual/Graphic Arts: Production

## Responsibility Level NA

Responsibility Level NA: Under only broad supervision, is responsible for accomplishment of a long-range workplan which employee has helped to design. Applies highest level professional experience and independent judgment to complex tasks within a specialized field of knowledge. May represent organization in contacts with clients and/or community.

	Annual Base Salary					
	# of organizations	# of employees	25th %ile	50th %ile	75th %ile	average
All Respondents	4	10		\$28,492		\$29,778
By Location: Allegheny	4	10		28,492		29,778
By Total Number of Employees: More than 50	3	9		28,135		29,568
By Race/Ethnicity: White	3	9		28,135		28,935
By Years in Current Position: 1 - 5 Years	3	7		28,135		29,510
By FLSA Status: Non-Exempt	3	3				34,108

Sample job titles: Exhibits Designer, Graphic Designer



## Program Services Job Functions By Responsibility Level

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## Program Services: Advocacy

## Responsibility Level SC

Responsibility Level SC: Primary responsibility is for management of a work unit or team. Involves supervision, but may also handle programmatic or administrative tasks performed by other members of the unit.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	8	17	\$29,000	\$31,000	\$35,700	\$32,860
By Annual Budget: \$2,000,001 - \$10,000,000	5	13	31,000	31,930	36,318	33,642
By Location: Allegheny	7	16	29,250	31,465	36,957	33,191
By Primary Source of Funding: Government	6	14	31,000	32,188	36,318	33,852
By Total Number of Employees: 21 - 50	3	10		31,465		32,124
More than 50	4	5		36,318		35,876
By Education Required: Bachelor's Degree	7	15	29,000	31,000	33,500	32,355
By Sex: Female	8	16	29,000	31,465	36,957	32,976
By Race/Ethnicity: White	8	14	29,000	31,723	36,318	33,192
By Years in Current Position: 1 - 5 Years	6	15	29,000	31,000	35,700	33,041
By FLSA Status: Exempt	7	15	29,500	31,930	36,318	33,375

Sample job titles: Advocacy Supervisor, Crisis Intervention Supervisor, Helpline Director, Hotline Manager, Juvenile Court Advocacy Supervisor, Supervisor of Child Advocacy Services

## Program Services: Advocacy

## Responsibility Level NA

Responsibility Level NA: Under only broad supervision, is responsible for accomplishment of a long-range workplan which employee has helped to design. Applies highest level professional experience and independent judgment to complex tasks within a specialized field of knowledge. May represent organization in contacts with clients and/or community.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	11	42	\$26,790	\$30,483	\$32,136	\$31,822
By Annual Budget:						
\$750,001 - \$2,000,000	3	10		26,624		32,780
\$2,000,001 - \$10,000,000	4	23	28,000	31,366	33,904	32,271
By Location:						
Allegheny	8	36	27,165	30,533	32,833	32,231
Other	3	6		29,599		29,369
By Field:						
Social Support	3	10		26,624		27,620
By Primary Source of Funding:						
Government	8	37	26,458	30,160	32,000	30,528
By Total Number of Employees:						
21 - 50	4	15	25,750	26,458	28,558	27,866
More than 50	5	23	28,228	31,366	33,904	32,429
By Education Required:						
Bachelor's Degree	9	33	26,458	30,160	32,000	31,299
By Sex:						
Female	9	34	26,437	28,565	32,136	31,761
Male	4	8		31,651		32,082
By Race/Ethnicity:						
Black or African American	3	8		32,000		31,198
White	11	32	26,614	28,565	33,128	32,136
By Years in Current Position:						
1 - 5 Years	8	26	26,458	29,143	31,936	31,515
6 - 10 Years	4	6		33,056		34,492
By FLSA Status:						
Exempt	6	28	28,114	31,000	32,833	31,615
Non-Exempt	5	14	26,208	27,175	31,113	32,237

Sample job titles: Adult Advocate, Child Nutrition Advocate, Emergency Advocate, Guardian, Legal Advocate, Public Policy Associate

## Program Services: Advocacy

## Responsibility Level NB

Responsibility Level NB: Under general supervision, is responsible for complex tasks within a workplan or project; uses considerable judgment. Involves achieving specified objectives within specified short-range time limits. Applies previously acquired skills and knowledge of a specialized field.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	11	64	\$23,359	\$26,000	\$29,684	\$26,688
By Annual Budget:						
\$2,000,001 - \$10,000,000	5	35	25,313	27,295	30,224	29,149
Over \$10,000,000	3	5		19,282		21,607
By Location:						
Allegheny	7	42	26,000	27,523	30,224	29,129
Other	4	22	18,720	22,214	25,065	22,029
By Field:						
Basic Material Need	3	29	22,067	25,065	28,019	24,644
By Primary Source of Funding:						
Government	11	64	23,359	26,000	29,684	26,688
By Total Number of Employees:						
21 - 50	3	33	22,360	25,411	27,244	25,222
More than 50	7	25	24,330	26,500	29,059	27,941
By Education Required:						
High School Diploma	6	16	18,446	21,334	25,254	21,505
Bachelor's Degree	8	43	25,411	27,244	30,000	27,983
By Sex:						
Female	11	58	23,218	25,800	29,038	26,253
Male	3	6		28,372		30,898
By Race/Ethnicity:						
Black or African American	6	15	25,000	27,244	31,784	29,457
White	11	49	22,440	25,490	29,059	25,841
By Years in Current Position:						
1 - 5 Years	8	42	23,568	26,000	28,851	27,115
6 - 10 Years	7	10		27,425		27,046
11 - 20 Years	4	4		28,195		27,634
Over 20 Years	3	3				26,174
By FLSA Status:						
Exempt	8	18	25,490	28,267	30,975	30,125
Non-Exempt	7	46	22,067	25,220	27,850	25,344

Sample job titles: Adult Advocate, Child/Adolescent Advocate, Community Advocate, Compensation Coordinator, HIV Specialist, Hotline Advocate, Immigration Counselor, Juvenile Court Victim Advocate, Legal Advocate, Ombudsman, Outreach Advocate, Parent-Child Advocate, Victim Advocate

## Program Services: Animal Care/Control

## Responsibility Level SC

Responsibility Level SC: Primary responsibility is for management of a work unit or team. Involves supervision, but may also handle programmatic or administrative tasks performed by other members of the unit.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	3	8		\$31,998		\$36,234
By Total Number of Employees:						
More than 50	3	8		31,998		36,234
By Race/Ethnicity:						
White	3	7		30,996		34,410
By FLSA Status:						
Exempt	3	7		33,000		38,094

Sample job titles: Animal Program Supervisor, Operations Manager

## Program Services: Animal Care/Control

## Responsibility Level NB

Responsibility Level NB: Under general supervision, is responsible for complex tasks within a workplan or project; uses considerable judgment. Involves achieving specified objectives within specified short-range time limits. Applies previously acquired skills and knowledge of a specialized field.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	3	38	\$20,800	\$31,836	\$32,876	\$28,786
By Total Number of Employees: More than 50	3	38	20,800	31,836	32,876	28,786
By Education Required: High School Diploma	3	32	31,836	31,836	32,876	30,817
By Sex: Female	3	22	19,718	31,836	32,876	27,282
By Race/Ethnicity: White	3	35	20,800	31,836	32,876	28,810
By FLSA Status: Non-Exempt	3	38	20,800	31,836	32,876	28,786

Sample job titles: Animal Program Assistant, Adoption Counselor

## Program Services: Animal Care/Control

## Responsibility Level NC

Responsibility Level NC: Under close supervision, applies functional skills or receives on-the-job training in basic skills required for entry-level, routine or repetitive jobs.

	Annual Base Salary					
	# of organizations	# of employees	25th %ile	50th %ile	75th %ile	average
All Respondents	3	21	\$14,040	\$14,560	\$16,640	\$15,154
By Total Number of Employees: More than 50	3	21	14,040	14,560	16,640	15,154

Sample job titles: Adoption Coordinator, Kennel Attendant



## Program Services: Child Care

## Responsibility Level SB

Responsibility Level SB: Primary responsibility is for management of a division, department, or program of the organization. Involves supervision and direction of two or more supervisors, each of whom in turn supervises the work of three or more employees and/or volunteers.

	Annual Base Salary					average
	# of organizations	# of employees	25th %ile	50th %ile	75th %ile	
All Respondents	3	3				\$46,287
By Education Required: Bachelor's Degree	3	3				46,287
By Sex: Female	3	3				46,287
By Race/Ethnicity: White	3	3				46,287
By FLSA Status: Exempt	3	3				46,287

Sample job titles: Director of Children's Services, Program Director, Site Director

## Program Services: Child Care

## Responsibility Level SC

Responsibility Level SC: Primary responsibility is for management of a work unit or team. Involves supervision, but may also handle programmatic or administrative tasks performed by other members of the unit.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	8	63	\$19,406	\$20,842	\$28,600	\$24,153
By Annual Budget:						
Over \$10,000,000	4	39	20,176	25,064	32,109	26,394
By Location:						
Allegheny	6	29	18,720	19,926	22,256	22,056
By Field:						
Education and Child Care Services	4	36	19,760	21,965	32,458	25,539
By Primary Source of Funding:						
Government	3	35	20,176	24,939	32,109	26,268
Program services fee	3	18	18,720	19,864	23,837	22,266
By Total Number of Employees:						
21 - 50	3	22	18,720	19,812	21,320	20,811
More than 50	4	39	20,176	25,064	32,109	26,394
By Education Required:						
Associate's Degree	4	30	19,469	20,405	21,965	21,191
Bachelor's Degree	7	27	19,864	28,600	34,105	27,372
By Sex:						
Female	7	54	19,219	20,613	24,939	23,073
By Race/Ethnicity:						
Black or African American	4	11		19,760		21,599
White	5	50	19,760	20,915	28,600	24,015
By Years in Current Position:						
1 - 5 Years	6	36	18,856	19,812	21,643	20,767
6 - 10 Years	3	3				21,514
11 - 20 Years	3	5		21,965		22,348
By FLSA Status:						
Exempt	4	19	23,837	30,948	35,020	30,358
Non-Exempt	7	44	19,209	20,176	22,693	21,474

Sample job titles: Child Care Director, Child Care Supervisor, Early Intervention Supervisor, Family Services Director, Program Director, Site Director

## Program Services: Child Care

## Responsibility Level NA

Responsibility Level NA: Under only broad supervision, is responsible for accomplishment of a long-range workplan which employee has helped to design. Applies highest level professional experience and independent judgment to complex tasks within a specialized field of knowledge. May represent organization in contacts with clients and/or community.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	6	34	\$17,680	\$23,400	\$30,909	\$24,436
By Annual Budget: Over \$10,000,000	3	25	18,720	26,000	32,011	25,584
By Location: Allegheny	5	23	16,640	19,240	29,745	23,102
By Primary Source of Funding: Government	3	14	26,000	29,433	32,011	28,089
By Total Number of Employees: More than 50	4	26	18,720	26,000	32,011	25,744
By Education Required: Associate's Degree	3	7		19,240		21,436
Bachelor's Degree	4	22	18,720	26,000	32,011	26,133
By Sex: Female	5	26	17,680	23,151	29,745	24,169
By Race/Ethnicity: Black or African American	3	9		19,240		22,751
White	4	20	19,230	23,400	30,811	24,829
By Years in Current Position: 1 - 5 Years	3	11		17,680		21,042
By FLSA Status: Exempt	3	6		30,811		29,986
Non-Exempt	5	28	17,399	21,071	30,015	23,247

Sample job titles: Child Care Site Coordinator, Lead Teacher, Child Care Program Manager, Summer Camp Coordinator

## Program Services: Child Care

## Responsibility Level NB

Responsibility Level NB: Under general supervision, is responsible for complex tasks within a workplan or project; uses considerable judgment. Involves achieving specified objectives within specified short-range time limits. Applies previously acquired skills and knowledge of a specialized field.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	15	426	\$15,600	\$16,640	\$20,800	\$19,606
By Annual Budget:						
\$250,001 - \$750,000	3	13	12,480	15,600	16,640	15,174
\$750,001 - \$2,000,000	4	32	16,640	17,222	18,471	17,725
Over \$10,000,000	5	356	15,080	16,640	21,684	19,979
By Location:						
Allegheny	10	381	15,080	16,640	19,344	18,754
Other	5	45	24,336	29,120	29,120	26,827
By Field:						
Basic Material Need	3	6		20,855		21,486
Education and Child Care Services	5	71	16,973	19,198	29,120	22,037
Social Support	3	9		25,605		26,853
By Primary Source of Funding:						
Government	8	70	19,344	24,971	29,120	24,270
Program services fee	5	349	14,560	16,640	18,824	18,718
By Total Number of Employees:						
21 - 50	5	39	16,640	17,222	18,221	17,402
More than 50	7	378	15,600	16,640	20,800	19,970
By Education Required:						
High School Diploma	10	86	15,600	17,441	19,302	19,063
Bachelor's Degree	6	115	16,640	18,720	21,840	21,802
By Sex:						
Female	14	352	15,600	16,775	20,540	19,170
Male	3	73	15,600	16,640	29,120	21,628
By Race/Ethnicity:						
Black or African American	7	44	19,136	19,344	29,120	21,250
White	11	334	15,392	16,640	20,800	19,437
By Years in Current Position:						
1 - 5 Years	11	210	14,560	16,640	18,720	18,405
6 - 10 Years	6	58	14,934	17,680	19,500	20,307
11 - 20 Years	3	32	16,640	19,703	23,369	23,511
By FLSA Status:						
Exempt	3	17	24,336	32,656	34,629	30,550
Non-Exempt	14	407	15,080	16,640	19,857	19,103

Sample job titles: Child Care Coordinator, Child Care Specialist, Early Childhood Specialist, Nursery/Child Care Teacher

## Program Services: Child Care

## Responsibility Level NC

Responsibility Level NC: Under close supervision, applies functional skills or receives on-the-job training in basic skills required for entry-level, routine or repetitive jobs.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	11	685	\$12,480	\$14,040	\$16,536	\$15,406
By Annual Budget:						
\$2,000,001 - \$10,000,000	4	62	16,744	16,744	17,056	17,320
Over \$10,000,000	5	616	12,480	13,520	15,611	15,219
By Location:						
Allegheny	8	587	12,480	13,520	15,912	15,130
Other	3	98	15,434	15,933	17,638	17,059
By Field:						
Basic Material Need	3	5		17,000		15,776
Social Support	3	98	15,434	15,933	17,638	17,059
By Primary Source of Funding:						
Government	7	162	15,683	16,744	17,472	17,264
By Total Number of Employees:						
More than 50	8	677	12,480	14,040	16,536	15,405
By Education Required:						
High School Diploma	10	495	12,480	13,520	16,640	15,539
By Sex:						
Female	10	533	12,480	14,040	16,640	15,115
Male	4	127	11,336	13,520	16,536	16,598
By Race/Ethnicity:						
Black or African American	7	69	16,640	16,744	17,056	17,152
White	7	552	12,480	13,520	15,621	15,030
By Years in Current Position:						
1 - 5 Years	6	361	12,480	13,520	15,080	14,535
6 - 10 Years	6	50	14,560	17,420	19,760	20,952
11 - 20 Years	4	31	14,560	17,638	26,000	23,384
Over 20 Years	3	10		20,187		18,169
By FLSA Status:						
Non-Exempt	10	656	12,480	13,520	16,609	15,362

Sample job titles: Child Care Aide, Child Care Assistant, Child Care Teacher, Child Care Worker, Nursery/Child Care Teacher

## Program Services: Cmnty Organization/Education

## Responsibility Level SB

Responsibility Level SB: Primary responsibility is for management of a division, department, or program of the organization. Involves supervision and direction of two or more supervisors, each of whom in turn supervises the work of three or more employees and/or volunteers.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	14	19	\$39,000	\$43,994	\$56,228	\$47,669
By Annual Budget:						
\$750,001 - \$2,000,000	4	6		39,734		41,687
\$2,000,001 - \$10,000,000	6	6		50,813		52,308
Over \$10,000,000	3	6		52,063		50,291
By Location:						
Allegheny	12	16	39,500	47,596	61,464	49,674
By Primary Source of Funding:						
Contributions from foundations or trusts	3	5		40,000		42,225
Government	5	8		50,111		50,246
Program services fee	3	3				44,520
By Total Number of Employees:						
11 - 20	3	5		39,467		42,025
More than 50	8	11		56,228		52,569
By Education Required:						
Bachelor's Degree	10	11		43,994		45,630
By Sex:						
Female	10	12	39,234	43,328	54,645	44,330
By Race/Ethnicity:						
Black or African American	6	6		41,997		40,887
White	7	7		42,661		46,664
By Years in Current Position:						
1 - 5 Years	5	5		40,000		44,251
6 - 10 Years	4	5		42,661		44,463
By FLSA Status:						
Exempt	14	18	39,467	44,696	56,228	49,162

Sample job titles: Community/Educaton Outreach Manager, Director of Outreach, Education & Training Director, Program Supervisor

# Program Services: Cmnty Organization/Education

# Responsibility Level SC

Responsibility Level SC: Primary responsibility is for management of a work unit or team. Involves supervision, but may also handle programmatic or administrative tasks performed by other members of the unit.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	17	30	\$27,685	\$32,214	\$38,400	\$33,762
By Annual Budget:						
\$250,001 - \$750,000	3	8		28,549		28,887
\$750,001 - \$2,000,000	5	5		35,360		35,956
\$2,000,001 - \$10,000,000	7	11		38,251		36,444
By Location:						
Allegheny	14	23	29,973	37,215	41,425	35,434
Other	3	7		26,666		28,268
By Field:						
Basic Material Need	4	5		37,215		37,347
Health and Health Education	4	7		31,179		32,484
Social Support	3	4		36,889		34,101
Youth/Recreation	3	6		38,326		36,280
By Primary Source of Funding:						
Contributions from foundations or trusts	4	8		35,200		34,991
Government	10	19	26,666	31,179	38,251	33,002
By Total Number of Employees:						
4 - 10	3	8		28,840		29,763
21 - 50	4	4		31,726		33,268
More than 50	8	16	28,853	37,733	41,739	35,284
By Education Required:						
Bachelor's Degree	12	16	27,912	38,251	43,026	36,125
By Sex:						
Female	11	16	26,344	31,507	42,480	33,780
Male	5	8		36,681		33,910
By Race/Ethnicity:						
Black or African American	5	5		38,400		39,995
White	12	19	25,621	31,013	38,251	32,199
By Years in Current Position:						
1 - 5 Years	10	13	26,666	32,000	37,440	32,787
6 - 10 Years	7	7		38,251		35,268
By FLSA Status:						
Exempt	11	18	28,091	36,569	42,052	35,955
Non-Exempt	7	12	26,653	30,203	38,251	30,474

Sample job titles: Community Outreach Director, Director of Community Assistance Program, Director Special Projects, Director, Program Director, Program Manager, Training Center Manager

## Program Services: Cmnty Organization/Education

## Responsibility Level NA

Responsibility Level NA: Under only broad supervision, is responsible for accomplishment of a long-range workplan which employee has helped to design. Applies highest level professional experience and independent judgment to complex tasks within a specialized field of knowledge. May represent organization in contacts with clients and/or community.

	Annual Base Salary					
	# of organizations	# of employees	25th %ile	50th %ile	75th %ile	average
All Respondents	23	71	\$25,938	\$30,890	\$41,600	\$32,679
By Annual Budget:						
\$250,001 - \$750,000	4	5		33,158		34,434
\$750,001 - \$2,000,000	9	29	28,000	35,298	45,760	36,471
\$2,000,001 - \$10,000,000	5	10		36,260		33,237
Over \$10,000,000	5	27	24,107	27,539	30,930	28,074
By Location:						
Allegheny	19	56	26,458	32,453	43,632	34,161
Other	4	15	21,757	27,726	30,930	27,146
By Field:						
Health and Health Education	7	19	35,818	41,600	46,634	40,799
Social Support	6	28	23,910	26,703	30,431	26,645
By Primary Source of Funding:						
Contributions from foundations or trusts	5	10		33,149		32,195
Government	10	34	24,274	27,955	33,000	29,078
Program services fee	3	12	26,500	28,000	39,300	31,128
By Total Number of Employees:						
4 - 10	7	11		33,158		36,552
21 - 50	3	12	26,000	28,000	34,500	29,358
More than 50	10	44	24,673	29,422	44,242	32,428
By Education Required:						
High School Diploma	3	6		21,216		25,573
Bachelor's Degree	15	46	26,000	29,827	35,298	30,767
By Sex:						
Female	15	38	27,726	33,032	45,000	34,708
Male	5	13	26,000	28,000	37,000	29,895
By Race/Ethnicity:						
Black or African American	4	7		26,000		27,143
White	15	43	28,000	33,158	44,000	34,641
By Years in Current Position:						
1 - 5 Years	16	31	25,938	30,500	35,298	30,391
6 - 10 Years	3	4		29,092		30,207
By FLSA Status:						
Exempt	13	41	28,000	32,906	45,000	35,283
Non-Exempt	10	26	24,107	26,427	33,158	28,912

Sample job titles: Community Mobilizer, Community Organizer, Education Coordinator, Education Outreach Coordinator, I & R Specialist, Parenting Trainer



## Program Services: Cmnty Organization/Education

## Responsibility Level NB

Responsibility Level NB: Under general supervision, is responsible for complex tasks within a workplan or project; uses considerable judgment. Involves achieving specified objectives within specified short-range time limits. Applies previously acquired skills and knowledge of a specialized field.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	27	74	\$21,424	\$24,586	\$29,120	\$25,466
By Annual Budget:						
\$250,001 - \$750,000	5	5		24,960		25,577
\$750,001 - \$2,000,000	9	12	24,965	27,529	32,950	27,715
\$2,000,001 - \$10,000,000	7	29	23,000	24,586	27,810	25,358
Over \$10,000,000	5	27	18,720	21,424	28,246	24,151
By Location:						
Allegheny	20	65	21,424	24,000	28,808	25,187
Other	7	9		26,250		27,480
By Field:						
Basic Material Need	3	10		25,876		26,019
Counseling - Behavioral Hlth & Wellness	3	7		34,816		31,675
Health and Health Education	4	12	22,628	24,586	28,028	25,108
Neighborhood/Economic Development	4	4		30,478		29,239
Social Support	6	8		24,480		25,104
By Primary Source of Funding:						
Contributions from individuals	3	9		27,810		27,834
Contributions from foundations or trusts	7	9		29,120		29,329
Government	14	46	21,424	23,000	27,810	24,802
By Total Number of Employees:						
4 - 10	5	5		24,960		23,186
11 - 20	3	5		29,120		31,916
21 - 50	5	6		24,965		24,993
More than 50	12	56	21,424	23,712	27,852	24,776
By Education Required:						
High School Diploma	3	4		22,904		22,842
Associate's Degree	4	7		27,893		28,013
Bachelor's Degree	18	59	21,424	24,586	29,120	25,344
By Sex:						
Female	21	58	21,424	23,856	27,810	24,721
Male	7	8		24,960		26,548
By Race/Ethnicity:						
Black or African American	10	12	23,464	29,536	34,463	27,737
White	17	54	21,200	23,712	26,250	24,321
By Years in Current Position:						
1 - 5 Years	18	49	21,424	24,586	29,120	25,603
6 - 10 Years	4	5		22,928		23,806
11 - 20 Years	3	6		33,176		30,866
By FLSA Status:						
Exempt	11	20	24,000	30,950	35,886	30,138
Non-Exempt	16	53	21,200	23,000	25,501	23,687

Sample job titles: Community Education Specialist, Community Mobilizer, Community Organizer, Community Representative, Energy Educator, Outreach Worker, Parent Education Specialist, Prevention Specialist, Program Coordinator

## Program Services: Cmnty Organization/Education

## Responsibility Level NC

Responsibility Level NC: Under close supervision, applies functional skills or receives on-the-job training in basic skills required for entry-level, routine or repetitive jobs.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	7	24	\$13,499	\$15,922	\$21,029	\$17,601
By Annual Budget: \$2,000,001 - \$10,000,000	3	4		24,784		26,094
By Location: Allegheny	5	7		20,904		23,255
By Primary Source of Funding: Government	4	20	13,499	13,499	20,738	16,754
By Total Number of Employees: More than 50	4	20	13,499	13,499	20,738	16,754
By Education Required: High School Diploma	5	18	13,499	13,499	17,680	16,588
By Sex: Female	5	19	13,499	13,499	20,800	16,992
By Race/Ethnicity: Black or African American	3	5		22,187		22,692
White	3	17	13,499	13,499	16,806	15,779
By Years in Current Position: 1 - 5 Years	5	14	13,499	15,590	20,904	17,717
By FLSA Status: Non-Exempt	7	23	13,499	15,038	20,800	17,401

Sample job titles: Education Associate, Education Intern, Outreach Worker, Project Specialist, Training Center Associate

## Program Services: Education - Pre-School

## Responsibility Level SC

Responsibility Level SC: Primary responsibility is for management of a work unit or team. Involves supervision, but may also handle programmatic or administrative tasks performed by other members of the unit.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	7	9		\$32,445		\$34,492
By Annual Budget: \$2,000,001 - \$10,000,000	4	4		30,382		33,038
By Location: Allegheny	5	7		30,763		33,186
By Primary Source of Funding: Government	4	4		36,076		36,957
By Total Number of Employees: More than 50	5	5		30,763		35,566
By Education Required: Bachelor's Degree	6	8		32,615		34,748
By Sex: Female	7	9		32,445		34,492
By Race/Ethnicity: White	6	6		31,604		35,046
By Years in Current Position: 1 - 5 Years	4	4		30,382		30,802
By FLSA Status: Exempt	7	9		32,445		34,492

Sample job titles: Assistant Director, Group Supervisor, Unit Director

## Program Services: Education - Pre-School

## Responsibility Level NA

Responsibility Level NA: Under only broad supervision, is responsible for accomplishment of a long-range workplan which employee has helped to design. Applies highest level professional experience and independent judgment to complex tasks within a specialized field of knowledge. May represent organization in contacts with clients and/or community.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	4	7		\$29,032		\$32,149
By Location: Allegheny	3	5		27,560		29,126
By Primary Source of Funding: Government	3	6		32,597		33,132
By Total Number of Employees: More than 50	3	6		32,597		32,914
By Education Required: Bachelor's Degree	4	7		29,032		32,149
By Sex: Female	4	6		28,296		31,472
By Race/Ethnicity: White	3	6		32,597		33,132
By Years in Current Position: 1 - 5 Years	4	5		29,032		32,441
By FLSA Status: Exempt	3	6		32,597		32,914

Sample job titles: Lead Teacher, Pre-School Teacher, Teacher

## Program Services: Education - Pre-School

## Responsibility Level NB

Responsibility Level NB: Under general supervision, is responsible for complex tasks within a workplan or project; uses considerable judgment. Involves achieving specified objectives within specified short-range time limits. Applies previously acquired skills and knowledge of a specialized field.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	4	40	\$25,439	\$28,371	\$29,536	\$26,713
By Location: Allegheny	3	10		17,555		18,225
By Total Number of Employees: More than 50	3	38	28,371	28,371	28,371	26,929
By Education Required: High School Diploma	3	10		17,555		18,225
By Sex: Female	3	36	27,415	28,371	30,701	26,849
By Race/Ethnicity: White	3	38	28,371	28,371	28,371	26,929
By Years in Current Position: 1 - 5 Years	4	26	20,800	28,371	28,371	26,024
6 - 10 Years	3	6		28,371		25,022
By FLSA Status: Non-Exempt	4	36	22,610	28,371	28,371	25,911

Sample job titles: Development Specialist, Pre-School Aide, Teacher, Teacher Aide

## Program Services: Education - K-12

## Responsibility Level SB

Responsibility Level SB: Primary responsibility is for management of a division, department, or program of the organization. Involves supervision and direction of two or more supervisors, each of whom in turn supervises the work of three or more employees and/or volunteers.

	Annual Base Salary					
	# of organizations	# of employees	25th %ile	50th %ile	75th %ile	average
All Respondents	5	14	\$61,708	\$73,450	\$83,000	\$71,523
By Location: Allegheny	5	14	61,708	73,450	83,000	71,523
By Primary Source of Funding: Contributions from foundations or trusts	3	3				51,993
By Education Required: Bachelor's Degree	4	12	64,854	73,450	85,075	71,702
By Sex: Female	4	9		80,000		76,075
By Race/Ethnicity: White	4	13	68,000	73,525	83,000	74,140
By FLSA Status: Exempt	5	14	61,708	73,450	83,000	71,523

Sample job titles: Academy Director, Director Of Education

## Program Services: Education - K-12

## Responsibility Level SC

Responsibility Level SC: Primary responsibility is for management of a work unit or team. Involves supervision, but may also handle programmatic or administrative tasks performed by other members of the unit.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	14	44	\$32,000	\$39,000	\$54,300	\$41,843
By Annual Budget:						
\$750,001 - \$2,000,000	5	13	27,040	36,000	41,600	35,693
\$2,000,001 - \$10,000,000	4	5		30,400		32,638
Over \$10,000,000	3	24	36,886	49,038	57,375	47,771
By Location:						
Allegheny	13	39	30,400	40,000	54,600	42,614
By Field:						
Education and Child Care Services	4	26	37,800	46,725	56,025	47,620
Social Support	4	4		35,860		35,898
By Primary Source of Funding:						
Contributions from foundations or trusts	5	13	27,040	30,400	41,600	33,765
Government	5	9		35,000		35,418
Program services fee	3	21	40,000	53,600	57,000	49,810
By Total Number of Employees:						
21 - 50	4	12	27,040	35,334	41,600	33,667
More than 50	7	29	35,000	41,870	55,167	45,162
By Education Required:						
Bachelor's Degree	12	39	32,000	40,000	53,600	41,804
Master's Degree	4	4		45,944		46,972
By Sex:						
Female	13	28	30,200	37,060	54,300	40,619
Male	5	16	33,986	40,800	56,459	43,987
By Race/Ethnicity:						
Black or African American	4	7		40,000		40,355
White	12	36	34,834	39,000	54,300	42,544
By Years in Current Position:						
1 - 5 Years	10	16	27,040	30,200	38,700	31,626
6 - 10 Years	3	7		40,000		39,995
By FLSA Status:						
Exempt	13	42	34,667	40,000	54,000	42,493

Sample job titles: Academy Assistant Director, Director Of Children's Education, Education Program Supervisor, Youth Program Director

## Program Services: Education - K-12

## Responsibility Level NA

Responsibility Level NA: Under only broad supervision, is responsible for accomplishment of a long-range workplan which employee has helped to design. Applies highest level professional experience and independent judgment to complex tasks within a specialized field of knowledge. May represent organization in contacts with clients and/or community.

	Annual Base Salary					
	# of organizations	# of employees	25th %ile	50th %ile	75th %ile	average
All Respondents	6	112	\$33,204	\$40,150	\$50,988	\$42,413
By Annual Budget: Over \$10,000,000	3	106	34,900	40,750	51,625	43,130
By Location: Allegheny	5	108	34,788	40,750	52,063	43,050
By Field: Social Support	3	9		25,681		28,264
By Primary Source of Funding: Government	4	10		25,841		28,538
By Total Number of Employees: More than 50	4	108	34,788	40,750	52,063	42,983
By Education Required: Bachelor's Degree	3	98	36,425	43,463	52,500	44,438
By Sex: Female	5	67	32,500	39,475	47,425	40,233
By Race/Ethnicity: White	4	100	35,500	41,775	52,738	43,890
By Years in Current Position: 1 - 5 Years	4	32	30,463	33,400	38,913	34,589
By FLSA Status: Exempt	3	102	36,000	42,275	52,500	43,920
Non-Exempt	3	6		24,799		28,262

Sample job titles: After School Teacher, Child Development Specialist, Education Specialist, Educational Coordinator, Resource Teacher, Teacher, Tutor



## Program Services: Education - K-12

## Responsibility Level NB

Responsibility Level NB: Under general supervision, is responsible for complex tasks within a workplan or project; uses considerable judgment. Involves achieving specified objectives within specified short-range time limits. Applies previously acquired skills and knowledge of a specialized field.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	10	43	\$20,800	\$24,670	\$41,600	\$29,492
By Annual Budget:						
\$750,001 - \$2,000,000	3	23	19,760	20,800	41,600	26,054
\$2,000,001 - \$10,000,000	3	11		30,265		36,814
Over \$10,000,000	3	8		32,534		31,046
By Location:						
Allegheny	8	41	20,800	24,960	41,600	30,116
By Field:						
Education and Child Care Services	3	23	20,800	21,840	41,600	26,602
Social Support	3	8		51,376		39,736
By Primary Source of Funding:						
Government	7	20	24,452	32,533	51,376	33,186
By Total Number of Employees:						
21 - 50	3	23	19,760	20,800	41,600	26,054
More than 50	6	19	24,670	32,533	51,376	34,385
By Education Required:						
High School Diploma	4	4		17,680		17,191
Bachelor's Degree	6	39	20,800	25,646	41,600	30,754
By Sex:						
Female	7	27	20,800	23,500	32,534	28,013
Male	7	15	20,800	30,265	41,600	31,926
By Race/Ethnicity:						
Black or African American	4	6		23,867		24,764
White	7	36	20,800	24,815	41,600	30,185
By Years in Current Position:						
1 - 5 Years	7	32	20,800	24,815	41,600	30,050
By FLSA Status:						
Exempt	3	22	20,800	21,320	32,533	24,529
Non-Exempt	8	21	24,233	41,600	41,600	34,691

Sample job titles: Child Development Specialist, Community Educator, Program Specialist, Resource Specialist, Teacher's Aide

## Program Services: Education - Post-Secondary

## Responsibility Level NB

Responsibility Level NB: Under general supervision, is responsible for complex tasks within a workplan or project; uses considerable judgment. Involves achieving specified objectives within specified short-range time limits. Applies previously acquired skills and knowledge of a specialized field.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	4	6		\$33,000		\$30,340
By Annual Budget: \$2,000,001 - \$10,000,000	3	5		33,000		31,000
By Location: Allegheny	4	6		33,000		30,340
By Total Number of Employees: More than 50	3	5		33,000		31,000
By Sex: Female	4	6		33,000		30,340
By Years in Current Position: 1 - 5 Years	4	6		33,000		30,340
By FLSA Status: Non-Exempt	3	5		33,000		31,000

Sample job titles: Education Specialist, Program Specialist

## Program Services: Education - Adult

## Responsibility Level SC

Responsibility Level SC: Primary responsibility is for management of a work unit or team. Involves supervision, but may also handle programmatic or administrative tasks performed by other members of the unit.

	# of organizations	# of employees	Annual Base Salary			average
			25th %ile	50th %ile	75th %ile	
All Respondents	5	6		\$40,210		\$39,861
By Location: Allegheny	5	6		40,210		39,861
By Primary Source of Funding: Government	3	3				38,531
By Total Number of Employees: 21 - 50	3	3				34,309
By Education Required: Bachelor's Degree	3	3				37,662
By Sex: Female	3	4		45,240		42,985
By Race/Ethnicity: White	5	6		40,210		39,861
By FLSA Status: Exempt	5	6		40,210		39,861

Sample job titles: Director Of Adult Education, Manager Of Education/Family Services, Outreach Education Manager

## Program Services: Education - Adult

## Responsibility Level NA

Responsibility Level NA: Under only broad supervision, is responsible for accomplishment of a long-range workplan which employee has helped to design. Applies highest level professional experience and independent judgment to complex tasks within a specialized field of knowledge. May represent organization in contacts with clients and/or community.

	Annual Base Salary					
	# of organizations	# of employees	25th %ile	50th %ile	75th %ile	average
All Respondents	7	24	\$28,984	\$31,416	\$36,591	\$32,529
By Annual Budget: Over \$10,000,000	4	6		35,491		35,331
By Location: Allegheny	6	21	30,128	31,620	35,849	33,218
By Field: Social Support	3	9		28,933		29,044
By Primary Source of Funding: Government	7	24	28,984	31,416	36,591	32,529
By Total Number of Employees: 21 - 50	3	18	29,035	31,206	32,000	31,595
More than 50	4	6		35,491		35,331
By Education Required: Bachelor's Degree	4	10		31,014		32,284
Master's Degree	3	11		31,820		34,068
By Sex: Female	6	20	29,582	31,416	36,858	33,013
By Race/Ethnicity: White	6	21	30,128	31,620	35,849	33,218
By Years in Current Position: 1 - 5 Years	4	14	29,035	31,014	32,000	32,005
By FLSA Status: Exempt	5	18	30,172	31,910	37,333	33,963

Sample job titles: ESL Coordinator, Family Education Specialist, Senior Trainer, Teacher, Training Manager

## Program Services: Education - Adult

## Responsibility Level NB

Responsibility Level NB: Under general supervision, is responsible for complex tasks within a workplan or project; uses considerable judgment. Involves achieving specified objectives within specified short-range time limits. Applies previously acquired skills and knowledge of a specialized field.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	4	15	\$26,666	\$29,767	\$32,427	\$29,868
By Location: Allegheny	3	8		29,662		30,155
By Primary Source of Funding: Government	3	11		29,767		29,527
By Total Number of Employees: More than 50	3	11		29,767		29,527
By Education Required: Bachelor's Degree	4	15	26,666	29,767	32,427	29,868
By Sex: Female	3	12	27,332	29,662	32,396	29,361
Male	3	3				31,894
By Race/Ethnicity: White	4	14	26,666	30,172	32,427	29,921
By Years in Current Position: 1 - 5 Years	3	7		27,997		28,148
6 - 10 Years	3	7		30,576		30,417
By FLSA Status: Exempt	4	15	26,666	29,767	32,427	29,868

Sample job titles: Adult Education Coordinator, Community Learning Instructor

## Program Services: Education - Special

## Responsibility Level SB

Responsibility Level SB: Primary responsibility is for management of a division, department, or program of the organization. Involves supervision and direction of two or more supervisors, each of whom in turn supervises the work of three or more employees and/or volunteers.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	5	18	\$52,582	\$59,358	\$74,420	\$63,395
By Annual Budget: Over \$10,000,000	3	13	57,000	64,203	78,470	66,717
By Location: Allegheny	4	17	55,467	60,151	74,420	64,656
By Primary Source of Funding: Government	4	13	52,582	58,564	71,073	60,812
By Total Number of Employees: More than 50	5	18	52,582	59,358	74,420	63,395
By Education Required: Bachelor's Degree	3	11		60,151		64,195
Master's Degree	3	6		64,819		63,732
By Sex: Female	4	10		57,016		61,754
By Race/Ethnicity: White	3	6		55,573		57,575
By Years in Current Position: 1 - 5 Years	3	5		49,611		49,631
By FLSA Status: Exempt	5	17	55,467	60,151	74,420	64,032

Sample job titles: Director Of Education, Supervisor of Alternative Education, Supervisor of Residential Education

## Program Services: Education - Special

## Responsibility Level SC

Responsibility Level SC: Primary responsibility is for management of a work unit or team. Involves supervision, but may also handle programmatic or administrative tasks performed by other members of the unit.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	4	5		\$41,648		\$39,339
By Location: Allegheny	3	4		43,517		41,029
By Field: Social Support	3	3				36,138
By Primary Source of Funding: Government	4	5		41,648		39,339
By Total Number of Employees: More than 50	4	5		41,648		39,339
By Sex: Female	3	3				41,531
By Race/Ethnicity: White	3	4		43,517		41,560
By FLSA Status: Exempt	3	4		43,517		41,560

Sample job titles: Education Supervisor, Master Teacher

## Program Services: Education - Special

## Responsibility Level NA

Responsibility Level NA: Under only broad supervision, is responsible for accomplishment of a long-range workplan which employee has helped to design. Applies highest level professional experience and independent judgment to complex tasks within a specialized field of knowledge. May represent organization in contacts with clients and/or community.

	Annual Base Salary					
	# of organizations	# of employees	25th %ile	50th %ile	75th %ile	average
All Respondents	9	353	\$28,200	\$30,717	\$37,915	\$34,739
By Annual Budget:						
\$2,000,001 - \$10,000,000	4	47	32,635	40,955	54,662	46,386
Over \$10,000,000	5	306	27,820	30,016	35,273	32,950
By Location:						
Allegheny	6	311	27,938	30,717	39,520	35,240
Other	3	42	28,325	30,282	33,100	31,030
By Field:						
Education and Child Care Services	3	208	28,033	30,767	37,924	34,091
By Primary Source of Funding:						
Government	7	212	28,325	30,367	39,167	35,319
By Total Number of Employees:						
More than 50	9	353	28,200	30,717	37,915	34,739
By Education Required:						
Bachelor's Degree	7	319	27,862	30,282	36,689	33,917
Master's Degree	3	26	34,817	42,911	52,365	44,937
By Sex:						
Female	8	210	28,800	32,235	42,346	36,892
Male	5	54	26,965	31,730	37,915	33,741
By Race/Ethnicity:						
White	7	122	30,000	33,883	44,637	39,109
By Years in Current Position:						
11 - 20 Years	4	32	35,151	41,977	52,352	42,257
By FLSA Status:						
Exempt	9	313	28,325	30,463	36,689	33,594

Sample job titles: Developmental Specialist, Mental Health Behavioral Specialist, Reading Specialist, Special Education Teacher



## Program Services: Education - Special

## Responsibility Level NB

Responsibility Level NB: Under general supervision, is responsible for complex tasks within a workplan or project; uses considerable judgment. Involves achieving specified objectives within specified short-range time limits. Applies previously acquired skills and knowledge of a specialized field.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	8	52	\$26,000	\$28,325	\$39,098	\$33,097
By Annual Budget:						
Over \$10,000,000	5	41	26,000	28,934	41,600	34,309
By Location:						
Allegheny	4	35	26,265	30,933	41,600	35,641
Other	4	17	26,000	26,790	30,487	27,860
By Field:						
Social Support	4	14	25,188	26,584	31,386	27,889
By Primary Source of Funding:						
Government	6	48	26,000	27,332	33,230	32,416
By Total Number of Employees:						
More than 50	7	51	26,000	28,094	34,943	32,957
By Education Required:						
Bachelor's Degree	5	43	26,112	28,934	41,600	34,146
By Sex:						
Female	6	15	26,112	30,992	40,267	32,055
Male	3	7		26,000		26,752
By Race/Ethnicity:						
White	6	21	26,000	27,056	33,176	30,338
By Years in Current Position:						
1 - 5 Years	4	8		30,116		32,449
6 - 10 Years	4	4		30,392		31,294
By FLSA Status:						
Exempt	3	22	26,112	29,221	33,176	30,570
Non-Exempt	5	28	26,000	27,992	41,600	35,661

Sample job titles: Developmental Specialist, Mental Health Behavioral Specialist, Occupational Therapy, Special Educational Coordinator, Speech Therapist, Teacher

## Program Services: Education - Special

## Responsibility Level NC

Responsibility Level NC: Under close supervision, applies functional skills or receives on-the-job training in basic skills required for entry-level, routine or repetitive jobs.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	6	140	\$17,046	\$19,822	\$21,601	\$20,027
By Annual Budget: Over \$10,000,000	4	124	17,835	20,218	21,695	20,328
By Location: Allegheny	5	122	18,866	20,717	21,716	20,765
By Field: Social Support	3	35	14,914	15,142	17,564	16,222
By Primary Source of Funding: Government	5	138	17,014	19,822	21,570	20,016
By Total Number of Employees: More than 50	5	138	17,014	19,822	21,570	20,016
By Education Required: High School Diploma	4	111	18,970	20,779	21,798	20,870
By Sex: Female	3	33	17,160	20,197	22,131	20,427
By Race/Ethnicity: White	3	43	16,370	18,720	20,800	19,645
By FLSA Status: Non-Exempt	4	107	18,866	20,549	21,632	20,555

Sample job titles: Intervention Assistant, Program Aide, Program Assistant, Teacher Aide, Teacher Assistant

## Program Services: Elder Care

## Responsibility Level SC

Responsibility Level SC: Primary responsibility is for management of a work unit or team. Involves supervision, but may also handle programmatic or administrative tasks performed by other members of the unit.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	6	9		\$31,769		\$32,987
By Annual Budget: \$750,001 - \$2,000,000	3	4		31,818		32,582
By Location: Allegheny	6	9		31,769		32,987
By Field: Social Support	3	5		31,769		32,250
By Primary Source of Funding: Government	3	6		36,082		35,821
By Total Number of Employees: 21 - 50	3	4		31,818		32,582
By Education Required: Bachelor's Degree	4	5		31,200		32,452
By Sex: Female	5	7		31,769		33,321
By Race/Ethnicity: White	5	8		33,403		33,536
By Years in Current Position: 1 - 5 Years	4	5		31,200		32,870
By FLSA Status: Exempt	5	7		35,036		34,523

Sample job titles: Assistant Program Director, Director of In-Home Services, Director Residential Services, Program Supervisor, Site Supervisor

## Program Services: Elder Care

## Responsibility Level NA

Responsibility Level NA: Under only broad supervision, is responsible for accomplishment of a long-range workplan which employee has helped to design. Applies highest level professional experience and independent judgment to complex tasks within a specialized field of knowledge. May represent organization in contacts with clients and/or community.

	Annual Base Salary					
	# of organizations	# of employees	25th %ile	50th %ile	75th %ile	average
All Respondents	4	7		\$23,878		\$26,588
By Location: Allegheny	3	6		23,187		26,686
By Field: Social Support	3	6		23,187		26,686
By Primary Source of Funding: Government	3	5		22,495		22,919
By Total Number of Employees: More than 50	3	5		22,495		22,919
By Sex: Female	4	7		23,878		26,588
By Race/Ethnicity: White	4	7		23,878		26,588
By Years in Current Position: 1 - 5 Years	3	4		22,345		23,980

Sample job titles: Elder Housing Specialist

## Program Services: Elder Care

## Responsibility Level NB

Responsibility Level NB: Under general supervision, is responsible for complex tasks within a workplan or project; uses considerable judgment. Involves achieving specified objectives within specified short-range time limits. Applies previously acquired skills and knowledge of a specialized field.

	# of organizations	# of employees	Annual Base Salary			average
			25th %ile	50th %ile	75th %ile	
All Respondents	6	8		\$20,998		\$22,972
By Annual Budget: \$250,001 - \$750,000	3	3				26,332
By Location: Allegheny	5	7		21,840		23,511
By Field: Social Support	6	8		20,998		22,972
By Primary Source of Funding: Government	3	4		19,599		19,435
By Total Number of Employees: 4 - 10	3	3				26,332
By Sex: Female	5	7		21,840		23,374
By Race/Ethnicity: White	6	7		21,840		23,627
By Years in Current Position: 1 - 5 Years	4	4		19,677		21,645
By FLSA Status: Exempt	3	3				26,013
Non-Exempt	3	5		20,155		21,147

Sample job titles: Activity/Care Coordinator, Care Manager, Program Coordinator

## Program Services: Elder Care

## Responsibility Level NC

Responsibility Level NC: Under close supervision, applies functional skills or receives on-the-job training in basic skills required for entry-level, routine or repetitive jobs.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	8	151	\$17,160	\$18,200	\$19,760	\$18,380
By Annual Budget: Over \$10,000,000	4	53	17,139	19,240	20,405	19,048
By Location: Allegheny	6	142	17,160	18,543	19,760	18,507
By Field: Social Support	6	145	17,160	18,200	19,760	18,395
By Primary Source of Funding: Government	7	150	17,160	18,200	19,760	18,406
By Total Number of Employees: More than 50	6	145	17,160	18,200	19,760	18,386
By Education Required: High School Diploma	6	142	17,160	18,200	19,760	18,336
By Sex: Female	8	140	17,160	18,200	19,760	18,370
Male	4	11		18,221		18,512
By Race/Ethnicity: Black or African American	4	43	16,640	17,160	18,720	17,507
White	6	64	17,139	18,200	19,760	18,094
By Years in Current Position: 1 - 5 Years	8	67	17,160	17,160	18,200	17,480
6 - 10 Years	4	23	19,240	19,240	19,240	19,066
By FLSA Status: Non-Exempt	8	151	17,160	18,200	19,760	18,380

Sample job titles: Home Health Aide, Program Aide, Program Assistant, Senior Center Coordinator

## Program Services: Environmental

## Responsibility Level NB

Responsibility Level NB: Under general supervision, is responsible for complex tasks within a workplan or project; uses considerable judgment. Involves achieving specified objectives within specified short-range time limits. Applies previously acquired skills and knowledge of a specialized field.

	Annual Base Salary					average
	# of organizations	# of employees	25th %ile	50th %ile	75th %ile	
All Respondents	3	3				\$30,088
By Location: Allegheny	3	3				30,088
By Race/Ethnicity: White	3	3				30,088

Sample job titles: Energy Auditor, Resource Coordinator

## Program Services: Housing Development

## Responsibility Level SC

Responsibility Level SC: Primary responsibility is for management of a work unit or team. Involves supervision, but may also handle programmatic or administrative tasks performed by other members of the unit.

	# of organizations	# of employees	Annual Base Salary			average
			25th %ile	50th %ile	75th %ile	
All Respondents	3	5		\$50,500		\$48,378
By Annual Budget: \$750,001 - \$2,000,000	3	5		50,500		48,378
By Field: Neighborhood/Economic Development	3	5		50,500		48,378
By Race/Ethnicity: White	3	5		50,500		48,378

Sample job titles: Director of Housing Services, Housing Development Director, Housing Program Manager, Manager Real Estate Development



## Program Services: Housing Development

## Responsibility Level NA

Responsibility Level NA: Under only broad supervision, is responsible for accomplishment of a long-range workplan which employee has helped to design. Applies highest level professional experience and independent judgment to complex tasks within a specialized field of knowledge. May represent organization in contacts with clients and/or community.

	Annual Base Salary					
	# of organizations	# of employees	25th %ile	50th %ile	75th %ile	average
All Respondents	4	6		\$35,010		\$35,988
By Annual Budget: \$750,001 - \$2,000,000	3	5		35,020		36,186
By Location: Allegheny	3	5		35,020		36,430
By Field: Neighborhood/Economic Development	4	6		35,010		35,988
By Primary Source of Funding: Contributions from foundations or trusts	3	5		35,020		36,430
By Sex: Male	3	4		34,510		35,700
By Race/Ethnicity: White	4	4		36,566		36,728
By Years in Current Position: 1 - 5 Years	4	5		35,000		35,560

Sample job titles: Housing Counselor, Housing Specialist, Real Estate Specialist

## Program Services: Housing Development

## Responsibility Level NB

Responsibility Level NB: Under general supervision, is responsible for complex tasks within a workplan or project; uses considerable judgment. Involves achieving specified objectives within specified short-range time limits. Applies previously acquired skills and knowledge of a specialized field.

	# of organizations	# of employees	Annual Base Salary			average
			25th %ile	50th %ile	75th %ile	
All Respondents	3	4		\$32,095		\$31,934
By Primary Source of Funding: Government	3	4		32,095		31,934
By Total Number of Employees: More than 50	3	4		32,095		31,934
By Race/Ethnicity: White	3	4		32,095		31,934
By Years in Current Position: 1 - 5 Years	3	3				30,827

Sample job titles: Housing Case Manager, Housing Development Specialist, Housing Project Manager, Housing Specialist, Real Estate Marketing Specialist

## Program Services: Independent Living Training

## Responsibility Level SB

Responsibility Level SB: Primary responsibility is for management of a division, department, or program of the organization. Involves supervision and direction of two or more supervisors, each of whom in turn supervises the work of three or more employees and/or volunteers.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	5	7		\$43,260		\$48,814
By Location:						
Allegheny	4	6		46,313		50,318
By Field:						
Social Support	3	5		39,790		39,347
By Primary Source of Funding:						
Government	4	6		41,525		44,869
By Total Number of Employees:						
More than 50	4	5		49,365		53,354
By Education Required:						
Bachelor's Degree	5	6		44,578		49,740
By Sex:						
Female	3	3				40,274
Male	4	4		57,872		55,219
By Race/Ethnicity:						
White	5	5		43,260		52,133
By FLSA Status:						
Exempt	5	7		43,260		48,814

Sample job titles: Adult Program Director, Assistant Director

## Program Services: Independent Living Training

## Responsibility Level SC

Responsibility Level SC: Primary responsibility is for management of a work unit or team. Involves supervision, but may also handle programmatic or administrative tasks performed by other members of the unit.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	8	8		\$32,237		\$35,588
By Annual Budget: \$2,000,001 - \$10,000,000	5	5		32,474		38,215
By Location: Allegheny	8	8		32,237		35,588
By Field: Social Support	6	6		31,000		30,422
By Primary Source of Funding: Government	7	7		32,000		33,374
By Total Number of Employees: More than 50	6	6		32,237		36,819
By Education Required: Bachelor's Degree	6	6		33,132		38,046
By Sex: Female	7	7		32,000		35,845
By Race/Ethnicity: White	6	6		31,895		36,705
By Years in Current Position: 1 - 5 Years	4	4		32,237		32,026
Over 20 Years	3	3				42,200
By FLSA Status: Exempt	6	6		33,132		38,380

Sample job titles: Community Living Specialist, Program Director, Program Manager

## Program Services: Independent Living Training

## Responsibility Level NA

Responsibility Level NA: Under only broad supervision, is responsible for accomplishment of a long-range workplan which employee has helped to design. Applies highest level professional experience and independent judgment to complex tasks within a specialized field of knowledge. May represent organization in contacts with clients and/or community.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	7	45	\$28,800	\$31,203	\$34,368	\$31,423
By Annual Budget:						
\$2,000,001 - \$10,000,000	3	7		34,845		34,164
Over \$10,000,000	3	37	28,800	30,094	33,869	31,200
By Location:						
Allegheny	6	44	28,823	31,761	34,761	31,656
By Field:						
Social Support	4	7		30,453		29,297
By Primary Source of Funding:						
Government	5	41	28,800	30,148	34,043	31,158
By Total Number of Employees:						
More than 50	6	44	28,823	31,761	34,761	31,672
By Education Required:						
Bachelor's Degree	3	34	28,800	29,999	33,369	30,746
By Sex:						
Female	6	32	28,800	30,121	34,607	31,053
Male	3	9		32,888		32,314
By Race/Ethnicity:						
White	5	37	28,800	32,318	34,368	31,432
By Years in Current Position:						
1 - 5 Years	5	23	28,800	29,999	32,627	30,011
11 - 20 Years	3	3				36,044
By FLSA Status:						
Exempt	5	40	28,800	31,761	34,607	31,584

Sample job titles: Independent Living Specialist, Life Skills Coordinator, Skills Trainer

## Program Services: Independent Living Training

## Responsibility Level NB

Responsibility Level NB: Under general supervision, is responsible for complex tasks within a workplan or project; uses considerable judgment. Involves achieving specified objectives within specified short-range time limits. Applies previously acquired skills and knowledge of a specialized field.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	9	65	\$21,840	\$23,920	\$27,040	\$24,638
By Annual Budget:						
Over \$10,000,000	6	33	19,973	22,741	29,120	24,865
By Location:						
Allegheny	5	53	20,460	22,890	26,000	23,315
Other	4	12	25,900	29,120	30,630	30,482
By Field:						
Social Support	8	60	21,151	23,178	26,389	23,762
By Primary Source of Funding:						
Government	9	65	21,840	23,920	27,040	24,638
By Total Number of Employees:						
More than 50	8	43	19,228	22,672	26,666	23,992
By Education Required:						
Associate's Degree	3	28	23,861	26,020	29,120	27,539
By Sex:						
Female	7	35	22,672	24,726	27,203	24,534
Male	4	12	20,738	22,781	32,760	26,566
By Race/Ethnicity:						
Black or African American	5	24	22,781	23,861	26,020	23,647
White	6	21	22,469	26,666	29,120	26,956
By Years in Current Position:						
1 - 5 Years	4	27	22,672	24,378	27,040	24,882
6 - 10 Years	5	6		18,969		20,707
By FLSA Status:						
Exempt	4	12	18,814	22,467	29,214	23,361
Non-Exempt	6	37	22,672	24,640	27,203	25,265

Sample job titles: Independent Living Specialist, Life Skills Coordinator, Resident Instructor

## Program Services: Independent Living Training

## Responsibility Level NC

Responsibility Level NC: Under close supervision, applies functional skills or receives on-the-job training in basic skills required for entry-level, routine or repetitive jobs.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	3	16	\$19,157	\$21,154	\$22,193	\$20,644
By Field: Social Support	3	16	19,157	21,154	22,193	20,644
By Primary Source of Funding: Government	3	16	19,157	21,154	22,193	20,644
By Total Number of Employees: More than 50	3	16	19,157	21,154	22,193	20,644
By FLSA Status: Non-Exempt	3	15	17,160	21,154	21,476	20,306

Sample job titles: Rehabilitation Counselor Aide, Resident Counselor, Resident Instructor

## Program Services: Job Development/Counseling

## Responsibility Level SB

Responsibility Level SB: Primary responsibility is for management of a division, department, or program of the organization. Involves supervision and direction of two or more supervisors, each of whom in turn supervises the work of three or more employees and/or volunteers.

	Annual Base Salary					average
	# of organizations	# of employees	25th %ile	50th %ile	75th %ile	
All Respondents	3	3				\$49,520
By Location: Allegheny	3	3				49,520
By Primary Source of Funding: Government	3	3				49,520
By Sex: Female	3	3				49,520
By FLSA Status: Exempt	3	3				49,520

Sample job titles: Education & Training Director, Job Program Director



## Program Services: Job Development/Counseling

## Responsibility Level SC

Responsibility Level SC: Primary responsibility is for management of a work unit or team. Involves supervision, but may also handle programmatic or administrative tasks performed by other members of the unit.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	5	12	\$33,825	\$36,328	\$46,336	\$38,968
By Annual Budget: \$2,000,001 - \$10,000,000	3	10		36,158		38,927
By Location: Allegheny	5	12	33,825	36,328	46,336	38,968
By Primary Source of Funding: Government	3	4		36,328		38,904
By Total Number of Employees: More than 50	4	11		35,090		38,578
By Sex: Female	3	7		34,000		37,407
By Race/Ethnicity: Black or African American	3	4		38,630		39,146
By FLSA Status: Exempt	5	12	33,825	36,328	46,336	38,968

Sample job titles: Career and Workplace Development Director, Senior Employment Coordinator, Workplace Development Director

## Program Services: Job Development/Counseling

## Responsibility Level NA

Responsibility Level NA: Under only broad supervision, is responsible for accomplishment of a long-range workplan which employee has helped to design. Applies highest level professional experience and independent judgment to complex tasks within a specialized field of knowledge. May represent organization in contacts with clients and/or community.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	9	18	\$29,417	\$33,650	\$36,060	\$34,558
By Annual Budget:						
\$750,001 - \$2,000,000	3	7		33,824		33,993
Over \$10,000,000	4	4		32,890		37,643
By Location:						
Allegheny	8	17	30,000	33,824	36,060	34,897
By Primary Source of Funding:						
Government	6	7		35,307		36,375
By Total Number of Employees:						
More than 50	6	11		32,950		34,918
By Education Required:						
Bachelor's Degree	8	16	29,709	33,650	36,526	34,590
By Sex:						
Female	7	12	29,102	32,676	38,620	34,468
Male	4	4		34,942		36,146
By Race/Ethnicity:						
White	7	13	29,417	33,476	36,060	35,256
By Years in Current Position:						
1 - 5 Years	4	8		33,650		33,601
6 - 10 Years	3	5		32,950		32,541
By FLSA Status:						
Exempt	6	15	31,875	33,824	36,992	35,960
Non-Exempt	3	3				27,548

Sample job titles: Career Development Manager, Job Developer, Workplace Development Specialist

## Program Services: Job Development/Counseling

## Responsibility Level NB

Responsibility Level NB: Under general supervision, is responsible for complex tasks within a workplan or project; uses considerable judgment. Involves achieving specified objectives within specified short-range time limits. Applies previously acquired skills and knowledge of a specialized field.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	18	97	\$24,175	\$27,737	\$31,000	\$27,873
By Annual Budget:						
\$750,001 - \$2,000,000	3	3				33,411
\$2,000,001 - \$10,000,000	6	34	23,660	24,292	28,133	26,207
Over \$10,000,000	8	59	26,000	29,120	31,266	28,672
By Location:						
Allegheny	15	92	24,175	28,022	31,233	28,045
Other	3	5		24,627		24,724
By Field:						
Neighborhood/Economic Development	3	3				26,478
Social Support	6	9		21,840		22,058
By Primary Source of Funding:						
Contributions from foundations or trusts	3	3				26,478
Government	12	67	25,383	29,120	32,951	29,035
By Total Number of Employees:						
More than 50	14	93	24,175	27,737	31,000	27,771
By Education Required:						
High School Diploma	3	27	23,660	24,000	26,000	24,691
Bachelor's Degree	11	64	26,281	29,120	33,280	29,400
By Sex:						
Female	10	59	24,627	28,018	31,000	28,296
Male	8	27	23,660	26,000	33,127	27,150
By Race/Ethnicity:						
Black or African American	5	20	24,279	29,074	33,280	28,322
White	9	64	24,175	28,018	29,711	28,034
By Years in Current Position:						
1 - 5 Years	9	40	24,000	26,000	28,504	26,429
6 - 10 Years	4	5		26,520		25,562
11 - 20 Years	4	4		29,785		30,295
By FLSA Status:						
Exempt	5	12	28,220	30,381	38,469	32,375
Non-Exempt	13	84	24,000	27,036	30,580	27,302

Sample job titles: Career Advisor, Career Development Coordinator, Employment Specialist, Job Coach, Job Counseling Coordinator, Job Placement Counselor, Transition Coordinator

## Program Services: Job Development/Counseling

## Responsibility Level NC

Responsibility Level NC: Under close supervision, applies functional skills or receives on-the-job training in basic skills required for entry-level, routine or repetitive jobs.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	6	27	\$21,258	\$22,891	\$24,950	\$22,539
By Annual Budget: Over \$10,000,000	5	26	21,258	22,896	24,950	22,526
By Location:						
Allegheny	3	22	22,610	23,450	24,950	22,866
Other	3	5		22,006		21,101
By Field:						
Social Support	4	25	22,006	22,901	24,950	22,619
By Primary Source of Funding:						
Government	5	26	21,258	22,896	24,950	22,526
By Total Number of Employees:						
More than 50	5	26	21,258	22,896	24,950	22,526
By FLSA Status:						
Non-Exempt	5	25	21,258	22,891	24,939	22,449

Sample job titles: Career Counselor, Career Development Coordinator, Employment Specialist, Job Specialist

## Program Services: Legal

## Responsibility Level SC

Responsibility Level SC: Primary responsibility is for management of a work unit or team. Involves supervision, but may also handle programmatic or administrative tasks performed by other members of the unit.

	# of organizations	# of employees	Annual Base Salary			average
			25th %ile	50th %ile	75th %ile	
All Respondents	3	3			\$66,187	
By Annual Budget: \$2,000,001 - \$10,000,000	3	3			66,187	
By Location: Allegheny	3	3			66,187	
By Primary Source of Funding: Government	3	3			66,187	
By Race/Ethnicity: White	3	3			66,187	
By FLSA Status: Exempt	3	3			66,187	

Sample job titles: Legal Director

## Program Services: Legal

## Responsibility Level NA

Responsibility Level NA: Under only broad supervision, is responsible for accomplishment of a long-range workplan which employee has helped to design. Applies highest level professional experience and independent judgment to complex tasks within a specialized field of knowledge. May represent organization in contacts with clients and/or community.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	4	27	\$36,842	\$38,188	\$41,477	\$39,879
By Annual Budget: \$2,000,001 - \$10,000,000	3	25	36,842	37,856	41,100	39,637
By Location: Allegheny	3	25	36,842	37,856	41,100	39,637
By Primary Source of Funding: Government	4	27	36,842	38,188	41,477	39,879
By Total Number of Employees: More than 50	4	27	36,842	38,188	41,477	39,879
By Education Required: Legal Degree	4	27	36,842	38,188	41,477	39,879
By Sex: Female	3	23	36,842	38,188	41,477	39,873
By Race/Ethnicity: White	3	23	36,842	38,188	41,477	39,873
By Years in Current Position: 1 - 5 Years	3	19	37,804	38,188	41,100	39,518
By FLSA Status: Exempt	3	25	36,842	37,856	41,100	39,637

Sample job titles: Attorney, Staff Attorney

## Program Services: Legal

## Responsibility Level NB

Responsibility Level NB: Under general supervision, is responsible for complex tasks within a workplan or project; uses considerable judgment. Involves achieving specified objectives within specified short-range time limits. Applies previously acquired skills and knowledge of a specialized field.

	# of organizations	# of employees	Annual Base Salary			average
			25th %ile	50th %ile	75th %ile	
All Respondents	3	3				\$27,938

Sample job titles: Legal Assistant, Paralegal

## Program Services: Medical

## Responsibility Level SB

Responsibility Level SB: Primary responsibility is for management of a division, department, or program of the organization. Involves supervision and direction of two or more supervisors, each of whom in turn supervises the work of three or more employees and/or volunteers.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	7	15	\$44,133	\$71,261	\$153,333	\$102,825
By Annual Budget: Over \$10,000,000	5	11		79,997		118,140
By Location: Allegheny	5	11		79,997		106,118
By Field: Health and Health Education	3	5		47,133		62,819
By Primary Source of Funding: Government	6	12	65,401	97,064	195,721	117,806
By Total Number of Employees: More than 50	7	15	44,133	71,261	153,333	102,825
By Education Required: Doctoral Degree	4	7		153,333		155,868
By Sex: Female	3	6		43,634		54,417
Male	3	4		178,788		186,653
By Race/Ethnicity: White	3	5		47,133		89,416
By FLSA Status: Exempt	6	14	44,133	70,631	142,662	92,571

Sample job titles: Managed Care Supervisor, Program Director



## Program Services: Medical

## Responsibility Level SC

Responsibility Level SC: Primary responsibility is for management of a work unit or team. Involves supervision, but may also handle programmatic or administrative tasks performed by other members of the unit.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	13	28	\$40,603	\$52,814	\$99,533	\$64,184
By Annual Budget:						
\$2,000,001 - \$10,000,000	5	16	41,205	75,656	103,709	72,549
Over \$10,000,000	6	10		50,314		57,771
By Location:						
Allegheny	10	23	43,222	63,214	100,797	69,776
Other	3	5		34,161		38,465
By Field:						
Health and Health Education	4	15	42,019	85,000	101,608	74,098
Social Support	4	5		50,627		61,509
By Primary Source of Funding:						
Government	9	22	43,222	59,107	100,797	69,194
By Total Number of Employees:						
More than 50	11	26	43,222	56,250	98,268	66,866
By Education Required:						
Bachelor's Degree	7	10		49,815		48,089
By Sex:						
Female	10	21	39,168	49,629	66,312	55,912
Male	4	6		74,112		78,836
By Race/Ethnicity:						
White	9	23	42,019	57,500	98,268	65,267
By Years in Current Position:						
1 - 5 Years	5	12	31,162	52,750	103,304	62,411
11 - 20 Years	3	3				39,926
Over 20 Years	3	4		56,921		56,921
By FLSA Status:						
Exempt	11	23	47,000	57,500	100,797	69,723
Non-Exempt	3	5		39,187		38,705

Sample job titles: Nurse Supervisor, Program Director, Program Supervisor

## Program Services: Medical

## Responsibility Level NA

Responsibility Level NA: Under only broad supervision, is responsible for accomplishment of a long-range workplan which employee has helped to design. Applies highest level professional experience and independent judgment to complex tasks within a specialized field of knowledge. May represent organization in contacts with clients and/or community.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	25	395	\$38,210	\$45,178	\$48,942	\$52,141
By Annual Budget:						
\$750,001 - \$2,000,000	3	190	41,475	45,469	46,904	50,018
\$2,000,001 - \$10,000,000	7	29	34,757	43,930	51,730	45,835
Over \$10,000,000	14	171	37,440	41,600	52,456	55,550
By Location:						
Allegheny	19	351	38,189	45,469	49,629	51,499
Other	6	44	39,094	44,615	47,632	57,263
By Field:						
Basic Material Need	3	21	44,429	45,760	47,632	44,648
Health and Health Education	7	241	41,475	45,469	49,629	50,397
Social Support	8	96	37,440	38,207	42,421	46,974
By Primary Source of Funding:						
Government	16	134	39,915	47,174	59,567	61,312
Program services fee	4	16	41,600	48,180	56,000	47,871
By Total Number of Employees:						
More than 50	21	387	38,460	45,074	48,360	52,279
By Education Required:						
RN/NP	20	337	37,981	44,429	47,549	45,832
Doctoral Degree	5	25	120,853	137,717	158,208	144,957
By Sex:						
Female	18	286	38,522	44,845	47,174	49,051
Male	7	39	37,440	43,701	66,851	65,463
By Race/Ethnicity:						
Black or African American	3	6		41,455		59,990
White	17	315	38,189	44,595	46,904	49,787
By Years in Current Position:						
1 - 5 Years	9	22	34,757	40,571	48,360	49,838
6 - 10 Years	7	15	43,930	74,507	137,717	94,388
11 - 20 Years	4	7		51,730		49,020
By FLSA Status:						
Exempt	18	113	43,886	49,754	62,691	63,793
Non-Exempt	13	263	37,440	42,307	45,469	45,215

Sample job titles: Health Services Coordinator, Medical Technologist, Nurse, Registered Nurse

## Program Services: Medical

## Responsibility Level NB

Responsibility Level NB: Under general supervision, is responsible for complex tasks within a workplan or project; uses considerable judgment. Involves achieving specified objectives within specified short-range time limits. Applies previously acquired skills and knowledge of a specialized field.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	22	167	\$28,142	\$31,692	\$35,069	\$31,198
By Annual Budget:						
\$750,001 - \$2,000,000	3	64	30,659	32,365	36,317	32,829
\$2,000,001 - \$10,000,000	6	23	21,424	27,435	33,946	27,376
Over \$10,000,000	12	79	27,352	31,200	34,694	30,941
By Location:						
Allegheny	17	139	29,831	32,011	35,360	31,978
Other	5	28	20,800	25,480	35,537	27,326
By Field:						
Health and Health Education	5	83	27,373	32,198	35,443	31,224
Social Support	8	55	29,844	31,200	34,424	31,440
By Primary Source of Funding:						
Government	15	75	22,630	29,844	35,010	29,881
By Total Number of Employees:						
More than 50	19	164	28,111	31,518	35,215	31,126
By Education Required:						
High School Diploma	5	12	20,800	21,632	22,423	21,193
Associate's Degree	3	14	22,339	26,229	32,448	27,335
Bachelor's Degree	6	14	34,653	39,520	39,520	36,487
Licensed Vocational Nurse	8	50	31,200	32,011	32,282	32,187
By Sex:						
Female	17	118	28,246	32,105	35,010	31,009
Male	3	13	29,536	31,200	33,072	31,493
By Race/Ethnicity:						
Black or African American	4	12	20,467	22,890	29,151	24,639
White	15	118	30,640	32,198	35,010	31,723
By Years in Current Position:						
1 - 5 Years	12	22	20,800	29,991	33,946	27,262
By FLSA Status:						
Exempt	7	17	35,000	39,520	39,520	37,336
Non-Exempt	16	142	28,080	31,200	34,362	30,757

Sample job titles: Health Care Manager, Health Services Assistant, Licensed Practical Nurse

## Program Services: Medical

## Responsibility Level NC

Responsibility Level NC: Under close supervision, applies functional skills or receives on-the-job training in basic skills required for entry-level, routine or repetitive jobs.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	5	111	\$19,302	\$20,800	\$22,610	\$22,464
By Annual Budget: Over \$10,000,000	3	49	18,928	19,698	22,006	23,763
By Location: Allegheny	4	91	19,302	20,862	23,005	22,917
By Field: Health and Health Education	3	102	19,282	20,384	22,484	20,839
By Primary Source of Funding: Government	3	49	18,928	19,698	22,006	23,763
By Total Number of Employees: More than 50	5	111	19,302	20,800	22,610	22,464
By Sex: Female	3	62	20,384	21,934	23,338	24,277
By FLSA Status: Non-Exempt	5	111	19,302	20,800	22,610	22,464

Sample job titles: Certified Nurse Assistant, Medical Appointment Advisor

## Program Services: Personal/Residential Care

## Responsibility Level SB

Responsibility Level SB: Primary responsibility is for management of a division, department, or program of the organization. Involves supervision and direction of two or more supervisors, each of whom in turn supervises the work of three or more employees and/or volunteers.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	9	23	\$34,794	\$41,112	\$53,867	\$42,466
By Annual Budget: Over \$10,000,000	7	21	34,794	38,500	53,867	42,342
By Location: Allegheny	7	21	35,914	41,112	53,867	43,429
By Field: Social Support	4	15	35,914	41,112	53,867	43,688
By Primary Source of Funding: Government	8	22	34,794	39,806	53,867	42,412
By Total Number of Employees: More than 50	9	23	34,794	41,112	53,867	42,466
By Education Required: Bachelor's Degree	4	7		48,000		44,863
Master's Degree	3	4		49,684		48,458
By Sex: Female	4	7		48,000		46,895
Male	3	3				40,134
By Race/Ethnicity: White	5	8		48,711		45,774
By FLSA Status: Exempt	8	22	35,914	42,375	53,867	43,450

Sample job titles: Associate Director, Community Homes Manager, Director Of Adult Services, Director of Residential Services

## Program Services: Personal/Residential Care

## Responsibility Level SC

Responsibility Level SC: Primary responsibility is for management of a work unit or team. Involves supervision, but may also handle programmatic or administrative tasks performed by other members of the unit.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	17	175	\$28,000	\$29,839	\$32,000	\$30,094
By Annual Budget:						
\$2,000,001 - \$10,000,000	7	39	27,753	32,000	34,528	31,704
Over \$10,000,000	9	135	28,000	29,139	31,429	29,573
By Location:						
Allegheny	16	174	28,000	29,802	32,000	30,078
By Field:						
Counseling - Behavioral Hlth & Wellness	4	23	25,377	30,597	37,086	31,386
Social Support	10	142	28,000	29,723	31,770	29,992
By Primary Source of Funding:						
Government	14	159	27,753	29,333	31,628	29,658
By Total Number of Employees:						
More than 50	16	174	28,000	29,802	32,000	30,051
By Education Required:						
Bachelor's Degree	10	46	25,492	29,600	34,528	30,063
Master's Degree	3	14	30,000	32,000	32,000	31,610
By Sex:						
Female	11	47	27,360	29,840	34,097	30,507
Male	7	15	28,800	30,597	32,259	30,149
By Race/Ethnicity:						
Black or African American	7	14	24,877	31,000	34,097	30,437
White	10	46	27,753	29,934	32,282	30,432
By Years in Current Position:						
1 - 5 Years	7	24	27,806	29,920	32,130	29,519
Over 20 Years	3	7		29,598		29,624
By FLSA Status:						
Exempt	14	85	28,656	30,000	32,259	30,633
Non-Exempt	5	67	25,917	29,333	33,298	29,696

Sample job titles: Assistant Program Supervisor, House Supervisor, In-Home Supervisor, Residential Program Manager

## Program Services: Personal/Residential Care

## Responsibility Level NA

Responsibility Level NA: Under only broad supervision, is responsible for accomplishment of a long-range workplan which employee has helped to design. Applies highest level professional experience and independent judgment to complex tasks within a specialized field of knowledge. May represent organization in contacts with clients and/or community.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	11	97	\$22,400	\$25,958	\$29,530	\$27,002
By Annual Budget:						
\$2,000,001 - \$10,000,000	3	14	26,133	26,934	28,133	27,340
Over \$10,000,000	7	82	21,565	24,097	29,530	26,889
By Location:						
Allegheny	8	82	21,565	23,897	29,723	26,897
Other	3	15	26,133	27,200	29,120	27,577
By Field:						
Social Support	7	89	21,965	24,516	28,288	26,419
By Primary Source of Funding:						
Government	11	97	22,400	25,958	29,530	27,002
By Total Number of Employees:						
More than 50	10	96	22,391	25,925	29,627	26,955
By Education Required:						
High School Diploma	5	10		24,167		25,990
Bachelor's Degree	5	20	27,727	29,862	39,376	32,688
By Sex:						
Female	6	21	26,504	27,200	29,120	30,465
Male	6	9		31,515		30,642
By Race/Ethnicity:						
Black or African American	5	5		31,205		29,070
White	6	25	26,667	27,376	30,369	30,808
By Years in Current Position:						
1 - 5 Years	4	11		30,000		34,654
6 - 10 Years	3	5		27,376		27,470
By FLSA Status:						
Exempt	6	31	26,667	28,663	37,976	33,275
Non-Exempt	5	62	20,168	22,991	26,957	23,796

Sample job titles: Caseworker, Home Health Worker, Service Coordinator

## Program Services: Personal/Residential Care

## Responsibility Level NB

Responsibility Level NB: Under general supervision, is responsible for complex tasks within a workplan or project; uses considerable judgment. Involves achieving specified objectives within specified short-range time limits. Applies previously acquired skills and knowledge of a specialized field.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	17	830	\$19,533	\$21,811	\$24,295	\$22,266
By Annual Budget:						
\$2,000,001 - \$10,000,000	4	94	19,822	21,029	23,525	22,031
Over \$10,000,000	11	720	19,685	21,811	24,480	22,308
By Location:						
Allegheny	15	620	19,769	21,811	24,480	22,512
By Field:						
Counseling - Behavioral Hlth & Wellness	5	337	20,203	22,234	24,548	22,633
Social Support	9	257	17,909	19,533	24,480	21,627
By Primary Source of Funding:						
Government	14	743	19,359	21,630	23,587	21,734
By Total Number of Employees:						
More than 50	15	814	19,754	21,811	24,440	22,276
By Education Required:						
High School Diploma	11	363	18,999	20,467	22,235	20,902
Bachelor's Degree	7	327	21,810	22,464	24,547	22,962
By Sex:						
Female	12	457	20,800	21,905	24,960	22,887
Male	10	193	20,738	21,840	24,480	22,459
By Race/Ethnicity:						
Asian	3	4		24,752		26,242
Black or African American	9	184	20,165	21,658	23,742	21,980
White	9	442	20,800	22,234	25,230	22,983
By Years in Current Position:						
1 - 5 Years	7	184	18,720	20,987	23,151	20,784
6 - 10 Years	5	59	19,735	21,355	25,293	21,994
11 - 20 Years	5	53	21,216	22,244	25,775	23,258
By FLSA Status:						
Exempt	6	64	26,530	28,729	33,230	30,354
Non-Exempt	16	702	19,855	21,811	23,566	21,809

Sample job titles: Adult Services Specialist, Family Living Specialist, Personal Care Worker, Program Specialist, Residential Assistant, Residential Program Worker, Site Monitor



## Program Services: Personal/Residential Care

## Responsibility Level NC

Responsibility Level NC: Under close supervision, applies functional skills or receives on-the-job training in basic skills required for entry-level, routine or repetitive jobs.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	26	2,789	\$17,312	\$18,720	\$21,692	\$19,682
By Annual Budget:						
\$2,000,001 - \$10,000,000	8	251	18,990	20,467	22,547	20,639
Over \$10,000,000	16	2,520	17,306	18,720	21,365	19,595
By Location:						
Allegheny	20	2,060	18,034	19,261	21,902	19,911
Other	6	729	16,640	17,909	18,845	19,035
By Field:						
Counseling - Behavioral Hlth & Wellness	5	174	18,408	19,532	20,742	19,693
Social Support	14	2,050	17,160	18,720	21,014	19,300
By Primary Source of Funding:						
Government	20	2,101	17,160	18,720	20,686	19,223
Program services fee	3	27	16,453	17,035	18,262	17,622
By Total Number of Employees:						
More than 50	24	2,771	17,312	18,720	21,692	19,690
By Education Required:						
High School Diploma	21	1,524	17,098	18,073	19,261	18,778
Bachelor's Degree	4	234	20,259	20,966	23,920	22,137
By Sex:						
Female	18	1,532	17,410	18,720	22,599	19,941
Male	14	401	18,200	20,218	22,880	20,351
By Race/Ethnicity:						
American Indian/Alaska Native	4	5		19,150		18,910
Black or African American	14	377	17,680	19,261	21,091	20,079
White	17	1,523	17,638	18,720	22,880	20,026
By Years in Current Position:						
1 - 5 Years	13	389	17,139	18,054	19,240	18,316
6 - 10 Years	12	51	16,848	20,738	22,006	21,983
11 - 20 Years	9	77	19,656	21,757	25,438	22,116
Over 20 Years	7	101	16,224	19,906	21,549	19,505
By FLSA Status:						
Non-Exempt	25	2,732	17,312	18,720	21,692	19,706

Sample job titles: Case Aide, Clinical Assistant, Care Assistant, Developmental Worker, Family & Community Assistant, In-Home Resident Advisor, Personal Assistant, Program Aide, Residential Aide

## Program Services: Physical Therapy/Rehab

## Responsibility Level NA

Responsibility Level NA: Under only broad supervision, is responsible for accomplishment of a long-range workplan which employee has helped to design. Applies highest level professional experience and independent judgment to complex tasks within a specialized field of knowledge. May represent organization in contacts with clients and/or community.

	Annual Base Salary					
	# of organizations	# of employees	25th %ile	50th %ile	75th %ile	average
All Respondents	4	24	\$21,320	\$24,129	\$30,961	\$28,535
By Location: Allegheny	4	24	21,320	24,129	30,961	28,535
By Field: Social Support	3	19	21,320	21,965	24,544	23,784
By Primary Source of Funding: Government	3	19	21,320	21,965	24,544	23,784
By Total Number of Employees: More than 50	3	19	21,320	21,965	24,544	23,784
By FLSA Status: Non-Exempt	4	21	21,320	23,150	25,679	24,467

Sample job titles: Physical Therapist, Program Instructor

## Program Services: Physical Therapy/Rehab

## Responsibility Level NC

Responsibility Level NC: Under close supervision, applies functional skills or receives on-the-job training in basic skills required for entry-level, routine or repetitive jobs.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	3	7		\$18,720		\$21,807
By Location: Allegheny	3	7		18,720		21,807
By Total Number of Employees: More than 50	3	7		18,720		21,807
By FLSA Status: Non-Exempt	3	7		18,720		21,807

Sample job titles: Physical Therapy Aide, Physical Therapy Assistant

## Program Services: Psychological

## Responsibility Level SC

Responsibility Level SC: Primary responsibility is for management of a work unit or team. Involves supervision, but may also handle programmatic or administrative tasks performed by other members of the unit.

	# of organizations	# of employees	Annual Base Salary			average
			25th %ile	50th %ile	75th %ile	
All Respondents	3	5		\$35,610		\$44,295
By Primary Source of Funding: Government	3	5		35,610		44,295
By Total Number of Employees: More than 50	3	5		35,610		44,295
By Race/Ethnicity: White	3	5		35,610		44,295
By Years in Current Position: 1 - 5 Years	3	3				51,285

Sample job titles: Clinical Services Director, Psychotherapy Supervisor

## Program Services: Psychological

## Responsibility Level NA

Responsibility Level NA: Under only broad supervision, is responsible for accomplishment of a long-range workplan which employee has helped to design. Applies highest level professional experience and independent judgment to complex tasks within a specialized field of knowledge. May represent organization in contacts with clients and/or community.

	Annual Base Salary					
	# of organizations	# of employees	25th %ile	50th %ile	75th %ile	average
All Respondents	5	55	\$29,987	\$32,000	\$35,500	\$33,568
By Annual Budget: Over \$10,000,000	4	44	29,520	32,250	36,203	33,581
By Location: Allegheny	4	52	29,929	31,785	35,195	33,261
By Primary Source of Funding: Government	4	54	29,987	31,914	35,422	33,104
By Total Number of Employees: More than 50	5	55	29,987	32,000	35,500	33,568
By FLSA Status: Exempt	3	51	29,870	31,742	34,664	32,763

Sample job titles: Mental Health Nurse, Psychiatric Nurse, Therapist, Therapist-Family Specialist

## Program Services: Psychological

## Responsibility Level NB

Responsibility Level NB: Under general supervision, is responsible for complex tasks within a workplan or project; uses considerable judgment. Involves achieving specified objectives within specified short-range time limits. Applies previously acquired skills and knowledge of a specialized field.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	5	17	\$24,586	\$25,709	\$26,686	\$25,742
By Annual Budget: \$2,000,001 - \$10,000,000	3	5		25,526		25,234
By Location: Allegheny	3	5		28,205		25,770
By Primary Source of Funding: Government	5	17	24,586	25,709	26,686	25,742
By Total Number of Employees: More than 50	4	15	24,586	25,709	26,686	24,744
By Education Required: High School Diploma	4	5		23,130		22,212
By Sex: Female	4	11		26,686		26,746
Male	3	6		24,950		23,900
By Race/Ethnicity: White	5	16	24,950	26,021	28,039	26,318
By Years in Current Position: 1 - 5 Years	3	14	25,314	26,021	26,686	26,801
By FLSA Status: Non-Exempt	3	14	24,586	25,709	26,686	24,688

Sample job titles: Counselor, Crisis Worker

## Program Services: Psychological

## Responsibility Level NC

Responsibility Level NC: Under close supervision, applies functional skills or receives on-the-job training in basic skills required for entry-level, routine or repetitive jobs.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	4	18	\$19,843	\$19,885	\$20,654	\$19,742
By Primary Source of Funding: Government	4	18	19,843	19,885	20,654	19,742
By Total Number of Employees: More than 50	4	18	19,843	19,885	20,654	19,742
By Education Required: High School Diploma	4	18	19,843	19,885	20,654	19,742
By Years in Current Position: 1 - 5 Years	3	17	19,843	19,885	20,654	19,914
By FLSA Status: Non-Exempt	3	17	19,843	19,885	20,571	19,688

Sample job titles: Residential Program Aide

## Program Services: Recreation

## Responsibility Level SB

Responsibility Level SB: Primary responsibility is for management of a division, department, or program of the organization. Involves supervision and direction of two or more supervisors, each of whom in turn supervises the work of three or more employees and/or volunteers.

	Annual Base Salary					
	# of organizations	# of employees	25th %ile	50th %ile	75th %ile	average
All Respondents	4	5		\$52,032		\$46,105
By Location: Allegheny	4	5		52,032		46,105
By Total Number of Employees: More than 50	3	4		53,888		48,882
By Education Required: Bachelor's Degree	4	5		52,032		46,105
By Sex: Male	3	4		45,372		44,624
By Race/Ethnicity: White	3	3				47,592
By Years in Current Position: 1 - 5 Years	3	3				39,011
By FLSA Status: Exempt	4	5		52,032		46,105

Sample job titles: Director of Recreation Services, Recreation Supervisor



## Program Services: Recreation

## Responsibility Level SC

Responsibility Level SC: Primary responsibility is for management of a work unit or team. Involves supervision, but may also handle programmatic or administrative tasks performed by other members of the unit.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	5	6		\$33,826		\$36,362
By Annual Budget: Over \$10,000,000	5	6		33,826		36,362
By Location: Allegheny	4	5		32,105		36,525
By Field: Social Support	3	4		31,987		31,575
By Primary Source of Funding: Government	4	5		32,105		32,369
By Total Number of Employees: More than 50	5	6		33,826		36,362
By Sex: Female	3	3				38,645
By Race/Ethnicity: White	3	3				38,645

Sample job titles: Camp Administrator, Camp Director, Program Director, Recreational Supervisor, Senior Center Supervisor, Site Manager

## Program Services: Recreation

## Responsibility Level NA

Responsibility Level NA: Under only broad supervision, is responsible for accomplishment of a long-range workplan which employee has helped to design. Applies highest level professional experience and independent judgment to complex tasks within a specialized field of knowledge. May represent organization in contacts with clients and/or community.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	9	59	\$33,280	\$36,400	\$41,600	\$36,822
By Annual Budget:						
\$2,000,001 - \$10,000,000	3	4		45,219		44,028
Over \$10,000,000	5	54	33,280	35,360	41,600	36,378
By Location:						
Allegheny	7	53	35,000	38,000	41,600	37,972
By Field:						
Social Support	3	9		26,000		24,570
Youth/Recreation	4	48	35,360	38,430	41,800	39,127
By Primary Source of Funding:						
Government	5	11		26,000		26,765
By Total Number of Employees:						
More than 50	8	58	33,411	36,700	41,600	36,905
By Education Required:						
Bachelor's Degree	6	18	35,000	39,190	42,000	38,596
By Sex:						
Female	7	31	35,360	39,874	42,640	38,561
By Race/Ethnicity:						
White	7	46	35,000	38,430	41,600	38,441
By Years in Current Position:						
1 - 5 Years	4	15	35,360	35,360	40,000	36,572
Over 20 Years	4	6		42,492		37,806
By FLSA Status:						
Exempt	5	16	35,180	39,190	44,073	38,950
Non-Exempt	4	38	33,800	37,220	41,600	37,287

Sample job titles: Recreation Services Manager, Fleet Captain, Play Specialist, Senior Center Specialist, Wellness Director

## Program Services: Recreation

## Responsibility Level NB

Responsibility Level NB: Under general supervision, is responsible for complex tasks within a workplan or project; uses considerable judgment. Involves achieving specified objectives within specified short-range time limits. Applies previously acquired skills and knowledge of a specialized field.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	8	387	\$18,200	\$20,800	\$24,960	\$22,438
By Annual Budget: Over \$10,000,000	3	375	18,200	20,800	24,960	22,301
By Location: Allegheny	6	378	18,200	20,800	24,960	22,352
By Field: Social Support	3	10		25,772		23,993
By Primary Source of Funding: Government	4	13	23,309	26,790	26,790	24,607
By Total Number of Employees: More than 50	5	382	18,200	20,800	24,960	22,408
By Education Required: High School Diploma	4	157	20,800	22,880	31,200	24,094
Associate's Degree	3	67	18,200	20,800	21,320	20,380
Bachelor's Degree	3	25	26,000	27,205	29,264	27,109
By Sex: Female	8	262	18,720	21,840	25,760	22,882
Male	3	125	16,640	20,800	24,960	21,508
By Race/Ethnicity: Black or African American	3	4		19,975		20,267
White	8	348	18,720	20,800	25,209	22,567
By Years in Current Position: 1 - 5 Years	6	178	17,680	20,800	24,960	22,326
By FLSA Status: Exempt	3	15	25,760	25,807	30,867	27,863
Non-Exempt	6	372	17,740	20,800	24,960	22,219

Sample job titles: Activities Coordinator, Program Coordinator, Water Safety Instructor

## Program Services: Recreation

## Responsibility Level NC

Responsibility Level NC: Under close supervision, applies functional skills or receives on-the-job training in basic skills required for entry-level, routine or repetitive jobs.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	11	788	\$11,648	\$13,000	\$14,560	\$14,611
By Annual Budget:						
\$2,000,001 - \$10,000,000	3	13	10,712	12,480	14,560	14,186
Over \$10,000,000	6	768	11,648	13,000	14,560	14,590
By Location:						
Allegheny	11	788	11,648	13,000	14,560	14,611
By Field:						
Social Support	5	18	18,032	21,372	25,760	21,333
By Primary Source of Funding:						
Government	8	51	11,960	13,000	17,056	14,706
By Total Number of Employees:						
More than 50	9	781	11,648	13,000	14,560	14,583
By Education Required:						
High School Diploma	7	97	12,480	14,560	20,280	17,097
By Sex:						
Female	9	576	11,544	13,000	14,560	14,801
Male	5	210	11,752	12,896	14,560	14,049
By Race/Ethnicity:						
Black or African American	5	25	11,440	12,480	17,056	13,857
White	5	735	11,648	13,000	14,560	14,579
By Years in Current Position:						
1 - 5 Years	6	488	11,856	13,000	14,560	14,083
6 - 10 Years	4	79	11,960	14,560	15,808	16,836
11 - 20 Years	3	30	13,312	17,160	28,080	20,287
Over 20 Years	3	4		17,181		19,235
By FLSA Status:						
Exempt	3	6		25,776		24,558
Non-Exempt	10	781	11,648	13,000	14,560	14,530

Sample job titles: Activities Assistant, Program Assistant, Recreational Therapy Assistant

## Program Services: Research - Science

## Responsibility Level NB

Responsibility Level NB: Under general supervision, is responsible for complex tasks within a workplan or project; uses considerable judgment. Involves achieving specified objectives within specified short-range time limits. Applies previously acquired skills and knowledge of a specialized field.

	Annual Base Salary					average
	# of organizations	# of employees	25th %ile	50th %ile	75th %ile	
All Respondents	3	3				\$21,977
By Annual Budget: \$2,000,001 - \$10,000,000	3	3				21,977
By Location: Allegheny	3	3				21,977
By FLSA Status: Non-Exempt	3	3				21,977

Sample job titles: Lab Technician, Quality Assistant

## Program Services: Research - Non-Science

## Responsibility Level SB

Responsibility Level SB: Primary responsibility is for management of a division, department, or program of the organization. Involves supervision and direction of two or more supervisors, each of whom in turn supervises the work of three or more employees and/or volunteers.

	Annual Base Salary					
	# of organizations	# of employees	25th %ile	50th %ile	75th %ile	average
All Respondents	3	4		\$62,617		\$65,824
By Annual Budget: Over \$10,000,000	3	4		62,617		65,824
By Location: Allegheny	3	4		62,617		65,824
By Primary Source of Funding: Government	3	4		62,617		65,824
By Total Number of Employees: More than 50	3	4		62,617		65,824
By FLSA Status: Exempt	3	4		62,617		65,824

Sample job titles: Director of Research & Evaluation, Vice President of Applied Research

## Program Services: Research - Non-Science

## Responsibility Level NA

Responsibility Level NA: Under only broad supervision, is responsible for accomplishment of a long-range workplan which employee has helped to design. Applies highest level professional experience and independent judgment to complex tasks within a specialized field of knowledge. May represent organization in contacts with clients and/or community.

	# of organizations	# of employees	Annual Base Salary			average
			25th %ile	50th %ile	75th %ile	
All Respondents	4	4		\$35,990		\$36,401
By Location: Allegheny	3	3				37,274
By Primary Source of Funding: Government	4	4		35,990		36,401
By Sex: Female	3	3				31,481
By Race/Ethnicity: White	3	3				31,481
By FLSA Status: Exempt	3	3				37,274

Sample job titles: Research Analyst, Research Specialist

## Program Services: Research - Non-Science

## Responsibility Level NB

Responsibility Level NB: Under general supervision, is responsible for complex tasks within a workplan or project; uses considerable judgment. Involves achieving specified objectives within specified short-range time limits. Applies previously acquired skills and knowledge of a specialized field.

	# of organizations	# of employees	Annual Base Salary			average
			25th %ile	50th %ile	75th %ile	
All Respondents	3	9		\$36,899	\$34,775	
By Location: Allegheny	3	9		36,899	34,775	

Sample job titles: Policy Analyst, Researcher, Resource Coordinator



## Program Services: Shelter

## Responsibility Level SB

Responsibility Level SB: Primary responsibility is for management of a division, department, or program of the organization. Involves supervision and direction of two or more supervisors, each of whom in turn supervises the work of three or more employees and/or volunteers.

	Annual Base Salary					
	# of organizations	# of employees	25th %ile	50th %ile	75th %ile	average
All Respondents	4	11		\$44,641		\$46,173
By Field:						
Basic Material Need	3	3				39,568
By Primary Source of Funding:						
Government	3	10		45,254		46,776
By Sex:						
Female	3	10		45,254		46,776
By Race/Ethnicity:						
White	4	9		44,641		46,562
By Years in Current Position:						
1 - 5 Years	3	5		42,975		42,880
By FLSA Status:						
Exempt	3	10		45,254		47,134

Sample job titles: Shelter Program Director

## Program Services: Shelter

## Responsibility Level SC

Responsibility Level SC: Primary responsibility is for management of a work unit or team. Involves supervision, but may also handle programmatic or administrative tasks performed by other members of the unit.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	6	25	\$34,667	\$38,400	\$43,307	\$38,450
By Annual Budget:						
\$2,000,001 - \$10,000,000	3	3				31,236
Over \$10,000,000	3	22	35,200	38,466	43,307	39,433
By Location:						
Allegheny	4	22	34,940	38,400	43,307	38,851
By Primary Source of Funding:						
Government	4	23	34,940	38,400	43,307	39,110
By Total Number of Employees:						
More than 50	5	24	34,804	38,400	43,388	38,925
By Education Required:						
Bachelor's Degree	4	23	34,940	38,400	43,307	39,226
By Sex:						
Female	4	11		37,916		38,604
Male	4	14	33,592	38,400	43,307	38,328
By Race/Ethnicity:						
Black or African American	3	6		38,816		39,141
White	4	19	34,355	38,400	43,307	38,231
By Years in Current Position:						
1 - 5 Years	4	16	33,974	37,337	42,550	36,995
By FLSA Status:						
Exempt	5	24	34,804	38,400	43,388	38,652

Sample job titles: Program Supervisor, Shelter Manager

## Program Services: Shelter

## Responsibility Level NA

Responsibility Level NA: Under only broad supervision, is responsible for accomplishment of a long-range workplan which employee has helped to design. Applies highest level professional experience and independent judgment to complex tasks within a specialized field of knowledge. May represent organization in contacts with clients and/or community.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	4	7		\$26,000		\$27,894
By Location: Allegheny	3	4		27,560		28,977
By Primary Source of Funding: Government	3	6		26,801		29,727
By Education Required: Bachelor's Degree	4	7		26,000		27,894
By Sex: Female	4	5		25,750		28,332
By Race/Ethnicity: White	4	6		26,676		28,210
By Years in Current Position: 1 - 5 Years	3	4		27,560		28,977
By FLSA Status: Non-Exempt	3	6		26,801		29,727

Sample job titles: Group Homes Manager, Intake Specialist

## Program Services: Shelter

## Responsibility Level NB

Responsibility Level NB: Under general supervision, is responsible for complex tasks within a workplan or project; uses considerable judgment. Involves achieving specified objectives within specified short-range time limits. Applies previously acquired skills and knowledge of a specialized field.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	5	49	\$21,528	\$23,359	\$26,448	\$24,002
By Annual Budget: \$750,001 - \$2,000,000	3	17	16,640	19,850	26,520	21,437
By Location: Allegheny	4	47	21,528	23,632	26,520	24,186
By Field: Basic Material Need	3	10		24,940		25,359
By Primary Source of Funding: Government	5	49	21,528	23,359	26,448	24,002
By Total Number of Employees: 21 - 50	3	17	16,640	19,850	26,520	21,437
By Education Required: Bachelor's Degree	3	37	22,756	23,920	28,691	25,887
By Sex: Female	5	38	19,878	23,193	26,520	23,939
By Race/Ethnicity: Black or African American	3	22	21,798	23,026	25,667	24,363
White	5	27	18,024	23,726	28,691	23,707
By Years in Current Position: 1 - 5 Years	5	35	21,528	23,026	26,448	23,625
By FLSA Status: Non-Exempt	5	33	19,850	21,798	23,359	21,767

Sample job titles: Facility Attendant, Program Assistant, Shelter Advocate, Shelter Counselor

## Program Services: Shelter

## Responsibility Level NC

Responsibility Level NC: Under close supervision, applies functional skills or receives on-the-job training in basic skills required for entry-level, routine or repetitive jobs.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	8	163	\$17,451	\$18,720	\$20,800	\$19,084
By Annual Budget:						
\$2,000,001 - \$10,000,000	3	20	18,720	18,980	20,800	19,817
Over \$10,000,000	3	128	17,098	18,231	20,800	18,939
By Location:						
Allegheny	6	143	17,680	18,720	20,800	19,468
By Field:						
Basic Material Need	3	24	18,415	18,866	20,546	19,606
By Primary Source of Funding:						
Government	6	144	17,233	18,346	20,800	18,977
By Total Number of Employees:						
21 - 50	3	24	18,415	18,866	20,546	19,606
More than 50	5	139	17,202	18,658	20,800	18,994
By Education Required:						
High School Diploma	7	144	17,691	18,720	20,800	19,503
By Sex:						
Female	6	87	17,680	18,720	20,800	19,442
By Race/Ethnicity:						
Black or African American	5	100	17,992	18,814	20,800	19,577
White	5	41	17,680	18,720	20,010	19,275
By Years in Current Position:						
1 - 5 Years	6	102	17,701	18,720	20,800	19,317
6 - 10 Years	3	9		20,010		20,275
By FLSA Status:						
Non-Exempt	7	143	17,680	18,720	20,800	19,466

Sample job titles: Shelter Worker, Program Assistant, Shelter Counselor/Advocate, Shelter Support Advocate

## Program Services: Social Work - Case Work

## Responsibility Level SB

Responsibility Level SB: Primary responsibility is for management of a division, department, or program of the organization. Involves supervision and direction of two or more supervisors, each of whom in turn supervises the work of three or more employees and/or volunteers.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	9	19	\$34,550	\$36,750	\$42,477	\$38,111
By Annual Budget:						
\$2,000,001 - \$10,000,000	4	10		37,485		40,126
Over \$10,000,000	3	4		37,233		39,089
By Location:						
Allegheny	8	18	34,550	36,725	42,477	38,165
By Field:						
Social Support	3	7		34,550		37,432
By Primary Source of Funding:						
Government	6	12	35,755	36,941	45,394	38,992
By Total Number of Employees:						
21 - 50	3	7		34,550		36,600
More than 50	6	12	35,755	36,941	45,394	38,992
By Education Required:						
Bachelor's Degree	4	8		39,037		41,465
Master's Degree	4	7		36,700		36,561
By Sex:						
Female	7	15	31,760	36,750	42,477	37,995
By Race/Ethnicity:						
Black or African American	3	4		38,714		38,247
White	5	12	32,993	36,725	44,855	37,658
By Years in Current Position:						
1 - 5 Years	5	7		36,750		37,307
6 - 10 Years	3	5		34,550		36,123
By FLSA Status:						
Exempt	9	19	34,550	36,750	42,477	38,111

Sample job titles: Director of Case Management, Client Services Supervisor, Director of Services, Program Director, Program Supervisor, Unit Director

# Program Services: Social Work - Case Work

# Responsibility Level SC

Responsibility Level SC: Primary responsibility is for management of a work unit or team. Involves supervision, but may also handle programmatic or administrative tasks performed by other members of the unit.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	34	114	\$28,891	\$33,180	\$40,571	\$34,180
By Annual Budget:						
\$250,001 - \$750,000	4	4		28,774		28,275
\$750,001 - \$2,000,000	7	9		40,571		41,513
\$2,000,001 - \$10,000,000	15	45	27,846	32,100	38,100	33,543
Over \$10,000,000	8	56	28,945	32,229	40,808	33,935
By Location:						
Allegheny	23	77	27,846	31,500	41,600	34,510
Other	11	37	30,100	33,592	35,714	33,493
By Field:						
Basic Material Need	6	9		31,824		33,062
Counseling - Behavioral Hlth & Wellness	3	12	41,600	41,600	52,000	43,416
Education and Child Care Services	3	28	26,130	29,084	35,587	30,399
Family Support and Preservation	4	9		33,500		35,865
Health and Health Education	3	5		46,857		48,796
Social Support	8	40	28,696	32,597	35,704	32,357
Youth/Recreation	3	3				36,849
By Primary Source of Funding:						
Contributions from individuals	4	6		30,824		29,405
Government	23	95	28,500	33,093	38,428	33,811
Program services fee	4	9		34,679		35,319
By Total Number of Employees:						
11 - 20	3	4		40,571		38,508
21 - 50	8	13	31,054	33,266	35,110	34,400
More than 50	21	95	28,500	33,093	40,151	34,165
By Education Required:						
Bachelor's Degree	25	79	27,326	30,254	35,000	31,768
Master's Degree	9	21	41,038	41,600	45,867	42,279
By Sex:						
Female	28	81	27,846	31,762	40,151	33,600
Male	13	29	30,000	33,660	41,300	35,194
By Race/Ethnicity:						
Black or African American	12	23	26,617	30,000	38,428	33,032
White	28	86	28,500	33,429	40,571	34,197
By Years in Current Position:						
1 - 5 Years	24	46	29,435	33,383	40,651	34,736
6 - 10 Years	7	8		32,050		35,423
11 - 20 Years	8	15	31,400	33,900	38,100	33,998
Over 20 Years	3	5		29,172		31,522
By FLSA Status:						
Exempt	29	86	27,586	31,450	38,100	33,301
Non-Exempt	7	25	31,304	34,278	41,600	36,658

Sample job titles: Case Management Supervisor, Foster Care Director, Manager of Supportive Services, Program Supervisor, Senior Care Manager, Social Services Supervisor

## Program Services: Social Work - Case Work

## Responsibility Level NA

Responsibility Level NA: Under only broad supervision, is responsible for accomplishment of a long-range workplan which employee has helped to design. Applies highest level professional experience and independent judgment to complex tasks within a specialized field of knowledge. May represent organization in contacts with clients and/or community.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	40	709	\$26,523	\$29,640	\$33,490	\$31,126
By Annual Budget:						
\$250,001 - \$750,000	4	5		26,000		27,352
\$750,001 - \$2,000,000	6	12	31,544	35,676	45,438	36,628
\$2,000,001 - \$10,000,000	16	87	25,314	27,810	33,173	29,405
Over \$10,000,000	14	605	26,771	29,755	33,418	31,296
By Location:						
Allegheny	32	579	26,829	29,765	33,490	30,842
Other	8	130	25,914	29,640	32,815	32,393
By Field:						
Basic Material Need	4	10		27,600		31,240
Counseling - Behavioral Hlth & Wellness	5	212	29,188	30,969	33,490	32,225
Education and Child Care Services	3	314	26,000	28,511	33,418	31,164
Family Support and Preservation	5	37	27,733	28,800	34,133	31,184
Health and Health Education	6	27	34,445	37,357	40,477	37,416
Social Support	12	96	24,815	26,048	29,640	27,267
By Primary Source of Funding:						
Contributions from individuals	4	7		25,002		26,076
Government	27	648	26,790	29,921	33,490	31,382
Program services fee	4	25	27,000	27,810	30,933	29,381
By Total Number of Employees:						
11 - 20	4	5		31,389		33,963
21 - 50	3	20	27,147	28,054	32,053	29,432
More than 50	30	680	26,500	29,755	33,490	31,190
By Education Required:						
Bachelor's Degree	20	467	27,069	29,755	32,844	30,657
Master's Degree	10	123	29,000	33,435	39,047	36,109
LCSW/MFCC	4	15	27,000	27,810	32,000	30,654
By Sex:						
Female	32	478	27,050	30,046	33,490	31,511
Male	19	162	27,000	29,739	32,977	31,532
By Race/Ethnicity:						
Black or African American	18	120	27,025	29,620	33,490	30,453
White	32	509	27,025	30,057	33,490	31,747
By Years in Current Position:						
1 - 5 Years	27	160	29,036	30,950	33,490	31,215
6 - 10 Years	8	24	30,805	33,490	36,134	33,699
11 - 20 Years	5	19	33,490	33,490	35,847	34,046
By FLSA Status:						
Exempt	30	571	27,182	30,000	33,490	31,066
Non-Exempt	16	104	24,442	27,926	37,107	32,558

Sample job titles: Adoption Caseworker, Benefits Counselor, Care Manager, Case Manager, Case Worker, Family Counselor, Intake Coordinator, Social Worker



## Program Services: Social Work - Case Work

## Responsibility Level NB

Responsibility Level NB: Under general supervision, is responsible for complex tasks within a workplan or project; uses considerable judgment. Involves achieving specified objectives within specified short-range time limits. Applies previously acquired skills and knowledge of a specialized field.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	43	432	\$24,482	\$25,834	\$29,120	\$26,723
By Annual Budget:						
\$250,001 - \$750,000	6	10		24,750		24,233
\$750,001 - \$2,000,000	8	32	23,390	24,704	28,036	25,692
\$2,000,001 - \$10,000,000	13	152	23,628	25,634	27,900	25,978
Over \$10,000,000	14	235	24,815	26,477	29,973	27,453
By Location:						
Allegheny	34	342	24,440	26,286	29,867	26,935
Other	9	90	24,815	25,094	26,252	25,915
By Field:						
Basic Material Need	7	16	24,465	26,722	33,086	28,185
Counseling - Behavioral Hlth & Wellness	6	63	27,040	29,867	32,733	30,333
Family Support and Preservation	4	50	25,000	26,400	28,000	26,995
Health and Health Education	4	27	22,443	24,482	25,210	24,399
Social Support	16	151	23,712	24,960	27,840	26,026
By Primary Source of Funding:						
Contributions from individuals	4	14	22,942	23,371	24,960	23,102
Government	33	394	24,586	26,000	29,000	26,898
Program services fee	3	19	21,840	26,915	30,000	25,391
By Total Number of Employees:						
4 - 10	5	7		25,000		25,878
21 - 50	10	38	22,942	24,533	27,733	25,325
More than 50	25	382	24,648	26,000	29,143	26,914
By Education Required:						
High School Diploma	12	72	22,152	23,628	25,554	23,932
Associate's Degree	10	22	22,880	25,188	29,714	25,062
Bachelor's Degree	31	272	24,960	27,000	29,867	27,474
By Sex:						
Female	35	283	23,970	25,714	28,571	26,404
Male	20	74	24,726	27,040	30,000	27,196
By Race/Ethnicity:						
Black or African American	25	117	24,000	26,000	29,000	26,665
White	28	206	23,920	25,678	28,000	26,201
By Years in Current Position:						
1 - 5 Years	32	184	23,932	25,777	28,951	26,499
6 - 10 Years	23	43	24,586	26,477	31,720	27,648
11 - 20 Years	10	24	28,055	29,867	30,203	28,756
Over 20 Years	6	12	21,502	28,629	32,903	27,449
By FLSA Status:						
Exempt	21	162	25,500	27,701	30,000	27,995
Non-Exempt	29	217	22,942	24,960	27,040	25,817

Sample job titles: Case Worker, Counselor, Outpatient Therapist, Youth/Family Specialist

## Program Services: Social Work - Case Work

## Responsibility Level NC

Responsibility Level NC: Under close supervision, applies functional skills or receives on-the-job training in basic skills required for entry-level, routine or repetitive jobs.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	15	88	\$19,718	\$21,568	\$24,815	\$22,441
By Annual Budget:						
\$250,001 - \$750,000	3	14	19,323	19,953	21,070	21,115
\$2,000,001 - \$10,000,000	5	39	19,718	20,800	25,355	22,504
Over \$10,000,000	5	28	21,077	23,567	24,867	22,877
By Location:						
Allegheny	10	53	19,718	20,800	24,857	22,082
Other	5	35	20,051	22,976	23,899	22,984
By Field:						
Counseling - Behavioral Hlth & Wellness	3	13	18,762	19,323	20,259	20,412
Family Support and Preservation	3	5		20,743		20,070
Social Support	4	36	21,954	24,139	27,404	24,612
By Primary Source of Funding:						
Government	13	68	19,979	22,627	25,355	23,028
By Total Number of Employees:						
21 - 50	3	30	19,323	19,760	20,675	19,883
More than 50	9	49	21,000	23,899	25,646	23,527
By Education Required:						
High School Diploma	7	28	19,531	19,947	21,622	20,163
Bachelor's Degree	5	37	23,899	24,857	27,165	25,794
By Sex:						
Female	12	66	19,760	21,383	24,378	22,527
Male	6	14	19,760	23,899	25,646	23,405
By Race/Ethnicity:						
Black or African American	7	23	19,000	24,000	27,165	23,502
White	9	56	19,812	21,568	23,950	22,395
By Years in Current Position:						
1 - 5 Years	11	58	19,718	21,154	24,857	22,535
6 - 10 Years	6	8		20,907		20,841
By FLSA Status:						
Non-Exempt	13	79	19,718	21,154	23,899	22,448

Sample job titles: Case Aide, Case Manager, Family Specialist, Intake Worker, Life Skills Specialist, Social Service Assistant

## Program Services: Social Work - Clinical Counseling Responsibility Level SB

Responsibility Level SB: Primary responsibility is for management of a division, department, or program of the organization. Involves supervision and direction of two or more supervisors, each of whom in turn supervises the work of three or more employees and/or volunteers.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	9	26	\$39,000	\$43,776	\$50,600	\$45,050
By Annual Budget: Over \$10,000,000	5	20	40,446	43,776	51,639	45,440
By Location: Allegheny	9	26	39,000	43,776	50,600	45,050
By Field: Family Support and Preservation	3	19	39,000	42,000	46,358	44,227
By Primary Source of Funding: Government	6	22	40,088	43,776	50,600	45,368
By Total Number of Employees: More than 50	7	23	40,088	44,933	50,600	45,491
By Education Required: Bachelor's Degree	4	12	35,491	40,323	48,888	41,519
Master's Degree	6	14	42,000	46,657	51,859	48,076
By Sex: Female	6	11		42,000		44,798
Male	3	3				46,187
By Race/Ethnicity: Black or African American	3	3				50,367
White	4	8		40,446		40,214
By Years in Current Position: 1 - 5 Years	4	8		41,402		43,338
By FLSA Status: Exempt	8	24	39,544	43,776	51,009	44,930

Sample job titles: Associate Director, Clinical Supervisor, Director of Clinical Services, Director of Treatment Services, Program Director, Program Supervisor

## Program Services: Social Work - Clinical Counseling Responsibility Level SC

Responsibility Level SC: Primary responsibility is for management of a work unit or team. Involves supervision, but may also handle programmatic or administrative tasks performed by other members of the unit.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	13	28	\$32,444	\$37,310	\$40,970	\$37,348
By Annual Budget:						
\$2,000,001 - \$10,000,000	3	4		35,872		34,740
Over \$10,000,000	8	21	33,063	37,263	40,392	37,447
By Location:						
Allegheny	10	25	33,063	37,263	40,392	37,301
Other	3	3				37,741
By Field:						
Counseling - Behavioral Hlth & Wellness	3	5		40,000		39,316
Social Support	6	9		40,243		37,263
By Primary Source of Funding:						
Government	12	27	33,063	37,357	40,539	37,564
By Total Number of Employees:						
More than 50	10	24	32,444	37,310	40,970	37,244
By Education Required:						
Bachelor's Degree	5	6		36,653		34,809
Master's Degree	6	18	35,576	37,310	40,392	38,122
By Sex:						
Female	5	13	35,576	37,263	40,000	37,644
Male	5	7		37,230		36,446
By Race/Ethnicity:						
Black or African American	3	5		37,025		36,007
White	7	15	35,241	37,263	40,392	37,630
By Years in Current Position:						
1 - 5 Years	7	17	31,500	37,000	37,636	35,359
By FLSA Status:						
Exempt	12	26	35,241	37,433	40,539	38,146

Sample job titles: Clinical Director, Director of Family Services, Program Supervisor

## Program Services: Social Work - Clinical Counseling Responsibility Level NA

Responsibility Level NA: Under only broad supervision, is responsible for accomplishment of a long-range workplan which employee has helped to design. Applies highest level professional experience and independent judgment to complex tasks within a specialized field of knowledge. May represent organization in contacts with clients and/or community.

	Annual Base Salary					
	# of organizations	# of employees	25th %ile	50th %ile	75th %ile	average
All Respondents	26	487	\$29,120	\$32,880	\$40,209	\$35,614
By Annual Budget:						
\$250,001 - \$750,000	3	14	37,200	52,000	52,000	46,042
\$750,001 - \$2,000,000	4	13	27,500	29,580	32,762	30,101
\$2,000,001 - \$10,000,000	9	43	27,818	30,440	36,320	32,228
Over \$10,000,000	10	417	29,120	33,067	40,414	35,785
By Location:						
Allegheny	22	455	29,120	33,530	41,289	36,007
Other	4	32	25,327	28,430	31,667	30,016
By Field:						
Counseling - Behavioral Hlth & Wellness	10	163	34,292	39,520	46,800	41,601
Family Support and Preservation	5	51	29,032	32,963	37,903	34,195
Social Support	4	74	25,553	29,568	34,154	30,782
By Primary Source of Funding:						
Government	18	278	29,989	35,219	41,600	37,282
Program services fee	6	203	29,120	29,120	35,200	33,143
By Total Number of Employees:						
21 - 50	4	13	27,500	29,580	32,762	30,101
More than 50	19	460	29,120	32,841	40,063	35,452
By Education Required:						
Bachelor's Degree	10	330	29,120	29,356	37,500	33,285
Master's Degree	14	107	33,067	41,289	52,000	42,092
By Sex:						
Female	18	332	29,120	32,507	40,489	35,734
Male	11	69	29,120	34,594	44,025	38,022
By Race/Ethnicity:						
Black or African American	7	24	28,124	31,190	35,846	34,411
White	19	189	33,067	38,896	44,105	40,072
By Years in Current Position:						
1 - 5 Years	17	236	29,120	31,067	37,093	33,614
6 - 10 Years	6	14	38,938	39,583	43,488	40,357
11 - 20 Years	6	14	38,438	42,945	56,160	45,590
Over 20 Years	5	5		50,526		48,284
By FLSA Status:						
Exempt	23	272	30,094	35,223	41,600	37,183
Non-Exempt	8	190	29,120	29,120	37,440	33,989

Sample job titles: Adult Counselor, Associate Clinical Coordinator, Behavioral Health Counselor, Clinical Social Worker, Family Counselor, Mental Health Therapist, Outpatient Therapist, Social Worker

## Program Services: Social Work - Clinical Counseling Responsibility Level NB

Responsibility Level NB: Under general supervision, is responsible for complex tasks within a workplan or project; uses considerable judgment. Involves achieving specified objectives within specified short-range time limits. Applies previously acquired skills and knowledge of a specialized field.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	7	167	\$26,569	\$29,715	\$33,280	\$30,659
By Annual Budget: Over \$10,000,000	4	156	26,491	29,691	33,733	30,617
By Location: Allegheny	7	167	26,569	29,715	33,280	30,659
By Field: Social Support	3	11		29,795		31,255
By Primary Source of Funding: Government	7	167	26,569	29,715	33,280	30,659
By Total Number of Employees: More than 50	6	164	26,545	29,584	33,232	30,558
By Education Required: Bachelor's Degree	5	124	25,979	28,867	32,170	29,352
Master's Degree	5	42	29,500	33,087	41,600	34,746
By Sex: Female	5	81	26,000	28,725	31,599	30,272
Male	6	36	26,231	29,219	32,602	29,887
By Race/Ethnicity: Black or African American	3	24	24,690	27,642	30,654	28,119
White	5	83	26,000	28,725	33,067	30,539
By Years in Current Position: 1 - 5 Years	6	89	25,980	28,725	31,200	29,608
6 - 10 Years	4	14	28,800	30,655	36,870	33,497
11 - 20 Years	4	9		35,666		35,282
By FLSA Status: Exempt	7	157	26,500	29,419	32,640	30,150

Sample job titles: Child Therapist, Clinical Therapist, Counselor, Family Counselor, Mental Health Worker, Treatment Specialist

## Program Services: Social Work - Peer Counseling

## Responsibility Level SB

Responsibility Level SB: Primary responsibility is for management of a division, department, or program of the organization. Involves supervision and direction of two or more supervisors, each of whom in turn supervises the work of three or more employees and/or volunteers.

	Annual Base Salary					average
	# of organizations	# of employees	25th %ile	50th %ile	75th %ile	
All Respondents	3	3				\$40,616
By Field:						
Counseling - Behavioral Hlth & Wellness	3	3				40,616
By Sex:						
Male	3	3				40,616
By FLSA Status:						
Exempt	3	3				40,616

Sample job titles: Director of Counseling, DUI Programs Director

## Program Services: Social Work - Peer Counseling

## Responsibility Level NA

Responsibility Level NA: Under only broad supervision, is responsible for accomplishment of a long-range workplan which employee has helped to design. Applies highest level professional experience and independent judgment to complex tasks within a specialized field of knowledge. May represent organization in contacts with clients and/or community.

	Annual Base Salary					
	# of organizations	# of employees	25th %ile	50th %ile	75th %ile	average
All Respondents	6	16	\$25,996	\$26,651	\$29,824	\$28,028
By Location: Allegheny	6	16	25,996	26,651	29,824	28,028
By Field: Social Support	4	14	26,000	26,651	27,583	28,229
By Primary Source of Funding: Government	5	15	25,992	26,522	27,583	28,054
By Total Number of Employees: More than 50	4	13	26,000	26,522	27,583	28,415
By Education Required: Bachelor's Degree	5	8		27,558		29,785
By Sex: Female	4	5		27,040		26,426
By Years in Current Position: 1 - 5 Years	4	5		27,040		26,426
By FLSA Status: Non-Exempt	4	14	26,000	26,651	27,648	28,242

Sample job titles: Behavioral Aide, Counselor, Mental Health Consultant, Residential Counselor



## Program Services: Social Work - Peer Counseling

## Responsibility Level NB

Responsibility Level NB: Under general supervision, is responsible for complex tasks within a workplan or project; uses considerable judgment. Involves achieving specified objectives within specified short-range time limits. Applies previously acquired skills and knowledge of a specialized field.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	13	38	\$20,571	\$24,182	\$30,992	\$25,539
By Annual Budget:						
\$2,000,001 - \$10,000,000	5	10		23,387		25,172
Over \$10,000,000	6	20	20,952	25,147	33,160	26,127
By Location:						
Allegheny	9	31	21,333	25,600	31,312	26,720
Other	4	7		21,070		20,310
By Field:						
Counseling - Behavioral Hlth & Wellness	3	14	21,970	27,510	31,312	27,837
Social Support	5	8		20,325		20,508
By Primary Source of Funding:						
Government	11	28	20,309	21,957	31,068	24,629
By Total Number of Employees:						
More than 50	11	30	20,325	24,419	31,144	25,809
By Education Required:						
High School Diploma	5	12	16,879	20,309	22,347	19,458
Bachelor's Degree	6	18	25,750	30,456	34,320	30,592
By Sex:						
Female	12	26	21,943	24,910	29,919	25,675
Male	5	8		20,698		23,337
By Race/Ethnicity:						
Black or African American	5	12	21,257	23,882	27,510	24,085
White	9	15	18,720	21,070	29,400	23,072
By Years in Current Position:						
1 - 5 Years	9	19	20,325	21,943	29,246	23,970
6 - 10 Years	3	5		25,750		26,784
11 - 20 Years	3	3				31,070
By FLSA Status:						
Exempt	5	10		31,152		29,369
Non-Exempt	11	27	20,325	22,750	29,246	24,147

Sample job titles: Development Specialist, Group Counselor, Mobile Crisis Worker, Prevention Specialist, Teen Counselor

# Program Services: Social Work - Peer Counseling

# Responsibility Level NC

Responsibility Level NC: Under close supervision, applies functional skills or receives on-the-job training in basic skills required for entry-level, routine or repetitive jobs.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	7	10		\$19,760		\$19,024
By Annual Budget:						
\$2,000,001 - \$10,000,000	3	3				20,710
Over \$10,000,000	3	6		19,895		19,566
By Location:						
Allegheny	6	8		19,209		18,772
By Primary Source of Funding:						
Government	7	10		19,760		19,024
By Total Number of Employees:						
More than 50	6	9		19,760		19,947
By Education Required:						
High School Diploma	5	5		18,242		17,934
By Sex:						
Female	4	4		18,450		18,211
By Race/Ethnicity:						
White	3	3				18,061
By Years in Current Position:						
1 - 5 Years	3	3				18,200
By FLSA Status:						
Non-Exempt	6	8		19,209		18,772

Sample job titles: Counselor Assistant, Counselor/Advocate, Therapeutic Support Staff

## Program Services: Substance Abuse

## Responsibility Level NA

Responsibility Level NA: Under only broad supervision, is responsible for accomplishment of a long-range workplan which employee has helped to design. Applies highest level professional experience and independent judgment to complex tasks within a specialized field of knowledge. May represent organization in contacts with clients and/or community.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	4	24	\$25,251	\$27,426	\$31,939	\$28,484
By Total Number of Employees: More than 50	3	13	25,563	29,967	34,133	30,145
By Education Required: Bachelor's Degree	3	15	27,165	28,538	34,133	29,931
By Sex: Female	3	16	26,893	27,899	34,400	29,654
By Race/Ethnicity: White	3	15	24,939	27,426	29,200	28,435
By Years in Current Position: 1 - 5 Years	3	14	26,620	27,426	32,411	29,201
By FLSA Status: Exempt	3	16	26,893	27,982	34,400	29,619

Sample job titles: Drug & Alcohol Therapist, Intervention Specialist, Therapist

## Program Services: Substance Abuse

## Responsibility Level NB

Responsibility Level NB: Under general supervision, is responsible for complex tasks within a workplan or project; uses considerable judgment. Involves achieving specified objectives within specified short-range time limits. Applies previously acquired skills and knowledge of a specialized field.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	4	12	\$23,250	\$26,313	\$29,388	\$25,847
By Annual Budget: \$2,000,001 - \$10,000,000	3	10		25,000		25,164
By Location: Allegheny	4	12	23,250	26,313	29,388	25,847
By Primary Source of Funding: Government	4	12	23,250	26,313	29,388	25,847
By Total Number of Employees: More than 50	4	12	23,250	26,313	29,388	25,847
By Education Required: Bachelor's Degree	3	9		27,625		26,760
By Sex: Female	3	7		25,000		25,192
By Race/Ethnicity: Black or African American	3	6		24,250		24,256
White	3	4		28,207		26,527
By Years in Current Position: 1 - 5 Years	4	10		26,313		26,072

Sample job titles: Drug & Alcohol Counselor, Parent Educator, Therapist

## Program Services: Substance Abuse

## Responsibility Level NC

Responsibility Level NC: Under close supervision, applies functional skills or receives on-the-job training in basic skills required for entry-level, routine or repetitive jobs.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	4	21	\$16,853	\$22,268	\$24,003	\$21,143
By Location: Allegheny	3	12	22,994	24,003	25,605	23,331
By Total Number of Employees: More than 50	3	12	22,994	24,003	25,605	23,331
By Education Required: High School Diploma	4	21	16,853	22,268	24,003	21,143
By Sex: Female	3	19	17,103	22,942	25,605	21,685
By Years in Current Position: 1 - 5 Years	3	15	17,103	23,982	25,605	22,143
By FLSA Status: Non-Exempt	4	21	16,853	22,268	24,003	21,143

Sample job titles: Intervention Specialist Assistant

## Program Services: Vocational Rehab/Training

## Responsibility Level SB

Responsibility Level SB: Primary responsibility is for management of a division, department, or program of the organization. Involves supervision and direction of two or more supervisors, each of whom in turn supervises the work of three or more employees and/or volunteers.

	Annual Base Salary					
	# of organizations	# of employees	25th %ile	50th %ile	75th %ile	average
All Respondents	5	6		\$62,765		\$57,304
By Annual Budget: \$2,000,001 - \$10,000,000	4	4		62,765		57,848
By Location: Allegheny	5	6		62,765		57,304
By Primary Source of Funding: Government	3	4		52,796		54,506
By Total Number of Employees: More than 50	5	6		62,765		57,304
By Education Required: Bachelor's Degree	3	3				56,119
By Sex: Male	3	3				56,119
By Race/Ethnicity: White	4	4		62,765		57,848
By FLSA Status: Exempt	5	6		62,765		57,304

Sample job titles: Employment Manager, Vocational Development Manager

## Program Services: Vocational Rehab/Training

## Responsibility Level SC

Responsibility Level SC: Primary responsibility is for management of a work unit or team. Involves supervision, but may also handle programmatic or administrative tasks performed by other members of the unit.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	8	20	\$30,607	\$34,970	\$42,201	\$35,255
By Annual Budget:						
\$2,000,001 - \$10,000,000	4	9		35,307		36,198
Over \$10,000,000	4	11		32,906		34,483
By Location:						
Allegheny	6	17	31,283	35,307	41,200	35,979
By Field:						
Social Support	3	9		32,640		34,642
By Primary Source of Funding:						
Government	6	15	29,931	34,632	41,200	35,034
By Total Number of Employees:						
More than 50	8	20	30,607	34,970	42,201	35,255
By Education Required:						
Bachelor's Degree	5	9		40,000		38,043
By Sex:						
Female	6	12	29,661	34,970	42,483	34,837
By Race/Ethnicity:						
White	6	11		35,307		35,065
By Years in Current Position:						
1 - 5 Years	3	6		35,307		34,989
11 - 20 Years	4	4		35,442		35,141
By FLSA Status:						
Exempt	8	17	29,931	32,906	41,200	35,126
Non-Exempt	3	3				35,983

Sample job titles: Rehabilitation Program Supervisor , Residential Specialist, Vocational Mentor, Vocational Rehabilitation Manager

## Program Services: Vocational Rehab/Training

## Responsibility Level NA

Responsibility Level NA: Under only broad supervision, is responsible for accomplishment of a long-range workplan which employee has helped to design. Applies highest level professional experience and independent judgment to complex tasks within a specialized field of knowledge. May represent organization in contacts with clients and/or community.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	10	31	\$25,688	\$31,200	\$39,520	\$32,403
By Annual Budget:						
\$2,000,001 - \$10,000,000	3	8		25,480		24,630
Over \$10,000,000	5	19	28,163	32,640	39,520	34,218
By Location:						
Allegheny	10	31	25,688	31,200	39,520	32,403
By Field:						
Social Support	7	22	26,665	31,904	37,066	32,360
By Primary Source of Funding:						
Government	7	22	26,665	31,904	37,066	31,952
By Total Number of Employees:						
More than 50	9	30	25,688	30,864	39,520	32,443
By Education Required:						
High School Diploma	3	8		24,580		25,090
Bachelor's Degree	4	8		35,360		34,850
By Sex:						
Female	8	10		33,977		35,822
By Race/Ethnicity:						
White	6	11		29,121		33,303
By Years in Current Position:						
1 - 5 Years	5	8		25,521		27,394
By FLSA Status:						
Exempt	7	23	27,650	32,640	39,520	33,408
Non-Exempt	6	8		26,062		29,513

Sample job titles: Behavior Specialist, Job Coach, Vocational Development Specialist



## Program Services: Vocational Rehab/Training

## Responsibility Level NB

Responsibility Level NB: Under general supervision, is responsible for complex tasks within a workplan or project; uses considerable judgment. Involves achieving specified objectives within specified short-range time limits. Applies previously acquired skills and knowledge of a specialized field.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	7	65	\$21,041	\$23,870	\$27,040	\$24,371
By Annual Budget:						
\$2,000,001 - \$10,000,000	3	28	21,945	22,250	24,135	22,902
Over \$10,000,000	4	37	20,109	26,969	27,733	25,483
By Location:						
Allegheny	6	57	20,109	23,047	26,969	23,921
By Primary Source of Funding:						
Government	5	44	20,500	26,817	27,595	25,209
By Total Number of Employees:						
More than 50	7	65	21,041	23,870	27,040	24,371
By Education Required:						
High School Diploma	3	26	18,719	20,083	22,000	20,636
Bachelor's Degree	3	22	23,160	24,000	27,040	25,543
By Sex:						
Female	6	33	21,889	23,818	27,040	23,505
Male	5	10		24,857		24,583
By Race/Ethnicity:						
White	4	30	22,000	23,515	27,040	23,807
By Years in Current Position:						
1 - 5 Years	5	29	20,109	22,000	23,160	22,047
6 - 10 Years	4	7		22,000		22,276
By FLSA Status:						
Non-Exempt	7	51	20,056	22,000	27,040	22,945

Sample job titles: Employee Specialist, Instructor, Rehabilitation Specialist, Resident Instructor, Trainer

## Program Services: Vocational Rehab/Training

## Responsibility Level NC

Responsibility Level NC: Under close supervision, applies functional skills or receives on-the-job training in basic skills required for entry-level, routine or repetitive jobs.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	8	95	\$17,460	\$20,266	\$22,651	\$19,740
By Annual Budget:						
\$2,000,001 - \$10,000,000	4	40	16,414	18,330	20,706	18,608
Over \$10,000,000	4	55	20,197	20,821	22,651	20,564
By Location:						
Allegheny	6	68	15,801	20,811	22,651	19,593
By Field:						
Social Support	5	63	20,197	20,821	22,651	20,752
By Primary Source of Funding:						
Government	7	83	18,375	20,800	22,651	20,394
By Total Number of Employees:						
More than 50	8	95	17,460	20,266	22,651	19,740
By Education Required:						
High School Diploma	6	44	15,801	17,597	20,446	18,370
By Sex:						
Female	5	28	17,477	18,330	20,446	18,646
Male	4	15	14,205	14,850	22,006	18,039
By Race/Ethnicity:						
Black or African American	3	6		17,154		17,084
White	4	37	16,120	18,285	20,446	18,653
By Years in Current Position:						
1 - 5 Years	3	25	14,642	17,514	18,658	17,223
6 - 10 Years	4	9		17,680		18,628
By FLSA Status:						
Non-Exempt	8	75	16,120	20,821	22,651	19,971

Sample job titles: Trainer, Vocational Trainer

**Other Job Functions  
By Responsibility Level**

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## Other: Construction

## Responsibility Level SB

Responsibility Level SB: Primary responsibility is for management of a division, department, or program of the organization. Involves supervision and direction of two or more supervisors, each of whom in turn supervises the work of three or more employees and/or volunteers.

	Annual Base Salary					average
	# of organizations	# of employees	25th %ile	50th %ile	75th %ile	
All Respondents	3	3				\$61,421
By Annual Budget: \$2,000,001 - \$10,000,000	3	3				61,421
By Location: Allegheny	3	3				61,421
By Total Number of Employees: More than 50	3	3				61,421
By Education Required: Bachelor's Degree	3	3				61,421
By Sex: Male	3	3				61,421
By Race/Ethnicity: White	3	3				61,421
By FLSA Status: Exempt	3	3				61,421

Sample job titles: Construction Project Director

## Other: Construction

## Responsibility Level SC

Responsibility Level SC: Primary responsibility is for management of a work unit or team. Involves supervision, but may also handle programmatic or administrative tasks performed by other members of the unit.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	5	14	\$20,595	\$33,556	\$38,000	\$32,852
By Annual Budget: \$2,000,001 - \$10,000,000	3	11		20,893		26,619
By Location: Allegheny	4	13	20,595	33,556	36,495	31,845
By Primary Source of Funding: Government	3	8		35,026		36,815
By Total Number of Employees: More than 50	4	13	20,595	33,556	36,495	31,845
By Education Required: Bachelor's Degree	4	4		37,248		44,542
By Sex: Male	5	8		29,298		34,755
By Race/Ethnicity: Black or African American	3	7		20,893		26,870
White	4	7		36,495		38,834
By Years in Current Position: 1 - 5 Years	3	3				36,997
Over 20 Years	4	7		33,556		39,431
By FLSA Status: Exempt	4	5		38,000		46,432
Non-Exempt	3	9		20,893		25,307

Sample job titles: Public Works Director, Workshop Supervisor

## Other: Construction

## Responsibility Level NA

Responsibility Level NA: Under only broad supervision, is responsible for accomplishment of a long-range workplan which employee has helped to design. Applies highest level professional experience and independent judgment to complex tasks within a specialized field of knowledge. May represent organization in contacts with clients and/or community.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	3	4		\$26,907		\$28,178
By Location: Allegheny	3	4		26,907		28,178
By Total Number of Employees: More than 50	3	4		26,907		28,178
By Sex: Male	3	4		26,907		28,178

Sample job titles: Construction Specialist, Exhibits Builder

## Other: Construction

## Responsibility Level NC

Responsibility Level NC: Under close supervision, applies functional skills or receives on-the-job training in basic skills required for entry-level, routine or repetitive jobs.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	4	46	\$11,357	\$13,083	\$15,434	\$13,740
By Annual Budget: \$2,000,001 - \$10,000,000	3	45	11,357	13,083	15,080	13,636
By Location: Allegheny	4	46	11,357	13,083	15,434	13,740
By Primary Source of Funding: Government	3	24	11,399	13,083	16,536	13,996
By Total Number of Employees: More than 50	4	46	11,357	13,083	15,434	13,740
By Education Required: High School Diploma	4	46	11,357	13,083	15,434	13,740
By Sex: Female	3	23	10,712	12,043	15,434	13,176
By Race/Ethnicity: Black or African American	3	11		11,440		15,184
By Years in Current Position: 6 - 10 Years	3	13	13,229	15,434	16,827	16,151
By FLSA Status: Non-Exempt	4	46	11,357	13,083	15,434	13,740

Sample job titles: Assembler, Material Handler



## Other: Coordination/Scheduling

## Responsibility Level SC

Responsibility Level SC: Primary responsibility is for management of a work unit or team. Involves supervision, but may also handle programmatic or administrative tasks performed by other members of the unit.

	# of organizations	# of employees	Annual Base Salary			average
			25th %ile	50th %ile	75th %ile	
All Respondents	5	6		\$38,135		\$38,141
By Annual Budget: \$2,000,001 - \$10,000,000	3	4		38,135		38,314
By Location: Allegheny	3	4		38,135		40,313
By Total Number of Employees: More than 50	4	5		38,246		38,570
By Education Required: Bachelor's Degree	4	4		37,121		37,807
By Race/Ethnicity: White	4	5		38,023		37,850
By FLSA Status: Exempt	4	4		37,121		37,807

Sample job titles: Community Development Manager, Operations Supervisor

## Other: Coordination/Scheduling

## Responsibility Level NA

Responsibility Level NA: Under only broad supervision, is responsible for accomplishment of a long-range workplan which employee has helped to design. Applies highest level professional experience and independent judgment to complex tasks within a specialized field of knowledge. May represent organization in contacts with clients and/or community.

	Annual Base Salary					
	# of organizations	# of employees	25th %ile	50th %ile	75th %ile	average
All Respondents	10	14	\$26,728	\$30,940	\$35,321	\$30,883
By Annual Budget:						
\$2,000,001 - \$10,000,000	6	10		31,944		31,190
Over \$10,000,000	3	3				31,242
By Location:						
Allegheny	9	13	27,000	31,879	35,321	31,415
By Field:						
Social Support	4	4		24,753		28,698
By Primary Source of Funding:						
Government	7	8		28,500		29,686
By Total Number of Employees:						
More than 50	8	12	26,272	31,944	36,480	31,302
By Education Required:						
High School Diploma	6	9		32,009		31,342
Bachelor's Degree	4	5		30,000		30,055
By Sex:						
Female	7	10		31,944		31,778
Male	4	4		28,364		28,643
By Race/Ethnicity:						
White	8	11		27,851		29,445
By Years in Current Position:						
1 - 5 Years	6	7		27,851		28,108
By FLSA Status:						
Exempt	7	9		31,879		31,884
Non-Exempt	4	5		30,000		29,079

Sample job titles: Business Services Manager, Staffing Coordinator

## Other: Coordination/Scheduling

## Responsibility Level NB

Responsibility Level NB: Under general supervision, is responsible for complex tasks within a workplan or project; uses considerable judgment. Involves achieving specified objectives within specified short-range time limits. Applies previously acquired skills and knowledge of a specialized field.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	8	20	\$20,509	\$22,111	\$27,103	\$23,362
By Annual Budget: \$2,000,001 - \$10,000,000	7	12	20,467	24,813	29,572	24,266
By Location: Allegheny	6	11		23,920		24,099
By Field: Social Support	3	11		21,840		22,538
By Primary Source of Funding: Government	4	13	20,550	21,840	22,610	21,975
By Total Number of Employees: More than 50	8	20	20,509	22,111	27,103	23,362
By Education Required: High School Diploma	3	5		29,150		27,152
Associate's Degree	4	11		22,381		23,269
By Sex: Female	8	20	20,509	22,111	27,103	23,362
By Race/Ethnicity: White	8	19	20,467	22,381	26,104	23,442
By Years in Current Position: 1 - 5 Years	6	13	20,467	22,381	25,750	22,966
By FLSA Status: Non-Exempt	8	19	20,467	21,840	26,104	23,333

Sample job titles: Clinical Administrator, Coordinator, Hospitality Network Coordinator, Intake Representative, Medical Appointments Coordinator, Scheduler

## Other: Coordination/Scheduling

## Responsibility Level NC

Responsibility Level NC: Under close supervision, applies functional skills or receives on-the-job training in basic skills required for entry-level, routine or repetitive jobs.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	7	10		\$17,774		\$20,022
By Annual Budget: Over \$10,000,000	4	6		20,748		21,324
By Location: Allegheny	6	9		18,907		20,432
By Field: Social Support	3	5		24,856		22,917
By Primary Source of Funding: Government	5	7		18,907		20,978
By Total Number of Employees: More than 50	6	8		21,587		21,389
By Education Required: High School Diploma	6	8		17,774		19,879
By Sex: Female	4	5		16,640		20,337
Male	4	4		21,587		20,728
By Race/Ethnicity: White	5	6		16,627		17,541
By Years in Current Position: 1 - 5 Years	5	6		16,627		18,038
By FLSA Status: Non-Exempt	5	7		24,267		22,112

Sample job titles: Scheduler, Service Coordinator

## Other: Driving/Transportation

## Responsibility Level NB

Responsibility Level NB: Under general supervision, is responsible for complex tasks within a workplan or project; uses considerable judgment. Involves achieving specified objectives within specified short-range time limits. Applies previously acquired skills and knowledge of a specialized field.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	9	28	\$17,680	\$21,633	\$22,880	\$21,238
By Annual Budget:						
\$2,000,001 - \$10,000,000	4	11		21,320		20,065
Over \$10,000,000	3	15	18,221	22,880	24,500	22,851
By Location:						
Allegheny	7	23	20,178	22,880	22,880	22,056
By Field:						
Basic Material Need	3	8		21,321		20,779
Social Support	3	5		16,640		17,136
By Primary Source of Funding:						
Contributions from individuals	3	8		21,321		20,779
Government	4	18	17,680	22,880	22,880	21,517
By Total Number of Employees:						
More than 50	7	26	18,221	22,048	22,880	21,672
By Education Required:						
High School Diploma	7	23	17,680	21,321	22,880	20,489
By Sex:						
Female	6	15	16,640	22,880	22,880	21,492
Male	6	13	18,221	21,320	22,152	20,946
By Race/Ethnicity:						
Black or African American	5	6		18,035		17,712
White	6	22	18,221	22,880	22,880	22,200
By Years in Current Position:						
1 - 5 Years	6	17	21,320	22,880	22,880	22,316
By FLSA Status:						
Non-Exempt	8	27	17,680	21,944	22,880	21,305

Sample job titles: Driver, Mechanic

## Other: Driving/Transportation

## Responsibility Level NC

Responsibility Level NC: Under close supervision, applies functional skills or receives on-the-job training in basic skills required for entry-level, routine or repetitive jobs.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	20	95	\$15,142	\$17,659	\$19,626	\$17,370
By Annual Budget:						
\$2,000,001 - \$10,000,000	8	13	15,163	18,554	20,216	18,395
Over \$10,000,000	10	80	15,142	17,659	19,743	17,265
By Location:						
Allegheny	15	72	16,890	18,720	20,041	17,888
Other	5	23	14,914	15,163	15,434	15,750
By Field:						
Basic Material Need	4	5		14,997		15,622
Social Support	7	57	15,434	17,659	19,282	17,653
By Primary Source of Funding:						
Contributions from individuals	3	4		15,022		15,779
Government	14	73	15,434	17,680	19,860	18,022
By Total Number of Employees:						
More than 50	17	92	15,142	17,670	19,862	17,411
By Education Required:						
High School Diploma	15	52	17,576	18,637	19,743	18,567
By Sex:						
Female	3	14	12,480	13,489	17,680	14,706
Male	15	50	17,139	18,554	19,481	17,899
By Race/Ethnicity:						
Black or African American	6	7		18,512		18,098
White	10	31	12,355	15,163	19,481	15,991
By Years in Current Position:						
1 - 5 Years	12	28	13,489	16,890	18,616	15,927
6 - 10 Years	7	12	15,611	18,897	21,943	18,282
11 - 20 Years	3	9		18,741		18,671
By FLSA Status:						
Non-Exempt	18	76	16,514	18,554	19,865	17,765

Sample job titles: Bus Driver, Driver, Food Service Driver, Support Services Aide, Transportation Worker, Truck Assistant, Truck Driver, Truck Manager

## Other: Food Services

## Responsibility Level SC

Responsibility Level SC: Primary responsibility is for management of a work unit or team. Involves supervision, but may also handle programmatic or administrative tasks performed by other members of the unit.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	5	7		\$27,040		\$28,221
By Annual Budget: Over \$10,000,000	3	4		32,443		31,496
By Location: Allegheny	3	5		27,040		27,738
By Field: Social Support	3	5		31,071		29,093
By Primary Source of Funding: Government	4	6		28,057		28,418
By Total Number of Employees: More than 50	4	6		28,057		28,418

Sample job titles: Café Manager, Food Services Director, Kitchen Manager, Meals On Wheels Supervisor, Registered Dietician

## Other: Food Services

## Responsibility Level NA

Responsibility Level NA: Under only broad supervision, is responsible for accomplishment of a long-range workplan which employee has helped to design. Applies highest level professional experience and independent judgment to complex tasks within a specialized field of knowledge. May represent organization in contacts with clients and/or community.

	Annual Base Salary					
	# of organizations	# of employees	25th %ile	50th %ile	75th %ile	average
All Respondents	9	13	\$18,720	\$23,100	\$27,456	\$27,655
By Annual Budget:						
\$2,000,001 - \$10,000,000	5	5		27,456		37,892
Over \$10,000,000	3	6		21,360		22,450
By Location:						
Allegheny	7	11		23,100		28,315
By Field:						
Basic Material Need	3	4		20,696		19,763
Health and Health Education	3	3				40,810
By Primary Source of Funding:						
Contributions from individuals	3	4		20,696		19,763
Government	3	3				39,658
By Total Number of Employees:						
More than 50	7	10		24,480		30,106
By Education Required:						
High School Diploma	4	8		19,760		20,212
Credential/Certification	3	3				46,301
By Sex:						
Female	5	8		21,840		29,401
Male	4	4		21,950		22,123
By Race/Ethnicity:						
White	7	7		24,000		33,465
By Years in Current Position:						
1 - 5 Years	3	4		18,720		19,000
6 - 10 Years	3	4		21,846		21,843
11 - 20 Years	3	3				48,589
By FLSA Status:						
Non-Exempt	7	11		24,000		28,711

Sample job titles: Cook, Meals On Wheels Coordinator, Nutrition Manager



## Other: Food Services

## Responsibility Level NB

Responsibility Level NB: Under general supervision, is responsible for complex tasks within a workplan or project; uses considerable judgment. Involves achieving specified objectives within specified short-range time limits. Applies previously acquired skills and knowledge of a specialized field.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	11	28	\$19,438	\$21,150	\$27,737	\$23,610
By Annual Budget:						
\$2,000,001 - \$10,000,000	4	15	19,261	20,363	25,000	22,338
Over \$10,000,000	4	10		23,770		26,813
By Location:						
Allegheny	7	13	21,500	24,440	31,500	26,154
Other	4	15	19,094	20,363	21,507	21,405
By Field:						
Social Support	3	3				25,320
By Primary Source of Funding:						
Government	6	8		20,800		22,255
By Total Number of Employees:						
More than 50	8	25	19,760	21,507	27,414	24,128
By Education Required:						
High School Diploma	7	22	19,261	20,779	23,100	22,034
By Sex:						
Female	6	22	19,282	20,800	25,000	23,358
Male	5	5		21,500		22,105
By Race/Ethnicity:						
Black or African American	5	6		22,263		22,587
White	6	21	19,282	20,800	24,440	23,280
By Years in Current Position:						
1 - 5 Years	7	13	19,282	20,363	25,000	22,626
6 - 10 Years	4	9		23,025		22,708
By FLSA Status:						
Non-Exempt	7	23	19,282	20,800	24,440	22,344

Sample job titles: Food Resource Coordinator, Dietary Technician, Nutrition Specialist

## Other: Food Services

## Responsibility Level NC

Responsibility Level NC: Under close supervision, applies functional skills or receives on-the-job training in basic skills required for entry-level, routine or repetitive jobs.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	27	213	\$14,560	\$16,349	\$18,032	\$17,147
By Annual Budget:						
\$750,001 - \$2,000,000	3	5		16,162		19,127
\$2,000,001 - \$10,000,000	9	45	15,746	16,744	19,053	17,412
Over \$10,000,000	13	161	14,560	16,120	18,032	17,057
By Location:						
Allegheny	21	123	13,811	16,536	18,346	17,819
Other	6	90	14,747	16,224	17,472	16,229
By Field:						
Basic Material Need	3	3				14,144
Education and Child Care Services	4	39	14,602	17,472	18,200	16,530
Health and Health Education	4	23	14,560	16,328	20,654	17,338
Social Support	8	68	14,747	16,235	16,921	16,291
By Primary Source of Funding:						
Contributions from foundations or trusts	3	21	14,779	15,746	16,557	16,600
Government	18	140	15,038	16,536	18,096	18,003
Program services fee	3	49	11,960	13,000	17,160	14,922
By Total Number of Employees:						
21 - 50	4	6		15,881		16,834
More than 50	22	206	14,560	16,349	18,032	17,169
By Education Required:						
High School Diploma	21	202	14,560	16,349	18,032	17,130
By Sex:						
Female	20	159	14,602	16,349	17,888	17,340
Male	11	30	12,480	14,560	17,805	15,218
By Race/Ethnicity:						
Black or African American	9	23	16,536	16,744	18,512	23,206
White	17	163	14,290	15,829	17,888	16,149
By Years in Current Position:						
1 - 5 Years	13	78	14,144	15,059	16,349	15,339
6 - 10 Years	7	11		16,453		16,812
11 - 20 Years	7	17	18,096	19,053	24,586	27,752
Over 20 Years	4	6		19,490		19,657
By FLSA Status:						
Non-Exempt	26	207	14,560	16,349	18,032	17,182

Sample job titles: Café Assistant, Cook, Food Service Coordinator, Food Service Provider, Home Delivery Meals Manager, Kitchen Aide, Kitchen Assistant, Waiter

## Other: Gardening/Landscaping

## Responsibility Level SC

Responsibility Level SC: Primary responsibility is for management of a work unit or team. Involves supervision, but may also handle programmatic or administrative tasks performed by other members of the unit.

	# of organizations	# of employees	Annual Base Salary			average
			25th %ile	50th %ile	75th %ile	
All Respondents	3	4		\$33,450		\$34,768
By Location: Allegheny	3	4		33,450		34,768
By Total Number of Employees: More than 50	3	4		33,450		34,768
By Race/Ethnicity: White	3	4		33,450		34,768

Sample job titles: Grounds Foreman, Horticulture Supervisor

## Other: Gardening/Landscaping

## Responsibility Level NC

Responsibility Level NC: Under close supervision, applies functional skills or receives on-the-job training in basic skills required for entry-level, routine or repetitive jobs.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	5	23	\$15,600	\$15,600	\$15,600	\$16,669
By Annual Budget: Over \$10,000,000	3	21	15,600	15,600	15,600	16,195
By Location: Allegheny	5	23	15,600	15,600	15,600	16,669
By Field: Social Support	4	21	15,600	15,600	15,600	16,207
By Primary Source of Funding: Government	4	7		21,008		18,291
By Total Number of Employees: More than 50	5	23	15,600	15,600	15,600	16,669
By Education Required: High School Diploma	3	4		21,518		21,580
By FLSA Status: Non-Exempt	5	22	15,600	15,600	15,600	16,362

Sample job titles: Gardener, Groundskeeper

## Other: Janitorial

## Responsibility Level NA

Responsibility Level NA: Under only broad supervision, is responsible for accomplishment of a long-range workplan which employee has helped to design. Applies highest level professional experience and independent judgment to complex tasks within a specialized field of knowledge. May represent organization in contacts with clients and/or community.

	Annual Base Salary					
	# of organizations	# of employees	25th %ile	50th %ile	75th %ile	average
All Respondents	5	17	\$18,720	\$20,800	\$28,775	\$27,541
By Annual Budget: Over \$10,000,000	4	16	17,680	20,800	28,888	25,869
By Location: Allegheny	5	17	18,720	20,800	28,775	27,541
By Primary Source of Funding: Program services fee	3	15	16,640	20,800	28,700	25,660
By Total Number of Employees: More than 50	5	17	18,720	20,800	28,775	27,541
By Education Required: High School Diploma	4	15	16,640	20,800	28,775	24,626
By Sex: Female	3	7		16,640		27,723
Male	4	10		24,325		27,413
By Race/Ethnicity: White	4	7		29,000		38,852
By FLSA Status: Non-Exempt	5	16	17,680	20,800	30,650	27,528

Sample job titles: Lead Custodian, Senior Housekeeper

## Other: Janitorial

## Responsibility Level NB

Responsibility Level NB: Under general supervision, is responsible for complex tasks within a workplan or project; uses considerable judgment. Involves achieving specified objectives within specified short-range time limits. Applies previously acquired skills and knowledge of a specialized field.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	8	32	\$18,696	\$21,150	\$23,875	\$21,307
By Annual Budget: Over \$10,000,000	5	29	18,900	21,175	23,296	20,748
By Location: Allegheny	7	31	18,900	21,175	23,800	21,398
By Primary Source of Funding: Government	4	4		18,814		22,298
By Total Number of Employees: More than 50	7	31	18,900	21,175	23,800	21,398
By Education Required: High School Diploma	8	31	18,900	21,175	23,800	21,457
By Sex: Male	7	26	19,225	21,488	23,800	22,065
By Race/Ethnicity: Black or African American	3	4		18,398		18,625
White	5	24	20,125	23,098	24,492	22,846
By Years in Current Position: 1 - 5 Years	4	4		21,216		25,080
6 - 10 Years	3	3				22,814
11 - 20 Years	3	5		23,296		21,561
By FLSA Status: Non-Exempt	8	32	18,696	21,150	23,875	21,307

Sample job titles: Custodian, Janitor

## Other: Janitorial

## Responsibility Level NC

Responsibility Level NC: Under close supervision, applies functional skills or receives on-the-job training in basic skills required for entry-level, routine or repetitive jobs.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	28	212	\$12,480	\$15,230	\$18,694	\$16,932
By Annual Budget:						
\$750,001 - \$2,000,000	5	7		18,512		19,303
\$2,000,001 - \$10,000,000	12	53	14,560	16,536	20,306	18,789
Over \$10,000,000	10	151	11,440	14,560	17,888	16,177
By Location:						
Allegheny	22	197	12,480	14,872	18,262	16,861
Other	6	15	15,434	17,472	20,134	17,860
By Field:						
Basic Material Need	3	5		16,078		16,680
Counseling - Behavioral Hlth & Wellness	5	10		17,070		17,276
Social Support	6	27	14,462	17,680	30,118	21,266
By Primary Source of Funding:						
Contributions from foundations or trusts	4	11		18,512		18,840
Government	18	82	15,912	18,184	30,118	20,809
Program services fee	3	113	11,440	13,520	15,080	13,963
By Total Number of Employees:						
21 - 50	3	5		16,882		19,589
More than 50	22	204	12,480	15,080	18,585	16,855
By Education Required:						
High School Diploma	26	210	12,480	15,105	18,667	16,947
By Sex:						
Female	14	81	13,936	16,078	18,512	17,492
Male	20	126	11,440	14,861	18,667	16,585
By Race/Ethnicity:						
Black or African American	15	29	14,560	16,536	17,680	17,343
White	18	147	13,520	16,078	20,306	17,773
By Years in Current Position:						
1 - 5 Years	16	93	11,960	14,560	17,160	16,604
6 - 10 Years	9	32	12,220	14,965	22,173	17,558
11 - 20 Years	10	21	16,640	18,262	20,306	18,847
By FLSA Status:						
Non-Exempt	26	210	12,480	15,105	18,512	16,931

Sample job titles: Caretaker, Custodian, Housekeeper, Janitor

## Other: Maintenance

## Responsibility Level SB

Responsibility Level SB: Primary responsibility is for management of a division, department, or program of the organization. Involves supervision and direction of two or more supervisors, each of whom in turn supervises the work of three or more employees and/or volunteers.

	Annual Base Salary					average
	# of organizations	# of employees	25th %ile	50th %ile	75th %ile	
All Respondents	3	3				\$41,234
By Total Number of Employees:						
More than 50	3	3				41,234
By FLSA Status:						
Exempt	3	3				41,234

Sample job titles: Maintenance Supervisor



## Other: Maintenance

## Responsibility Level SC

Responsibility Level SC: Primary responsibility is for management of a work unit or team. Involves supervision, but may also handle programmatic or administrative tasks performed by other members of the unit.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	13	22	\$30,565	\$38,950	\$52,152	\$42,060
By Annual Budget:						
\$2,000,001 - \$10,000,000	5	8		36,537		38,291
Over \$10,000,000	7	13	31,323	48,448	55,858	45,811
By Location:						
Allegheny	12	21	31,323	39,627	52,152	42,699
By Field:						
Education and Child Care Services	3	7		34,350		41,906
Social Support	3	6		34,798		41,116
By Primary Source of Funding:						
Government	7	11		33,446		38,217
By Total Number of Employees:						
More than 50	12	21	31,323	39,627	52,152	42,946
By Education Required:						
High School Diploma	10	16	29,062	33,898	51,749	37,834
By Sex:						
Male	12	20	30,944	41,547	54,429	43,144
By Race/Ethnicity:						
White	11	19	31,323	43,466	53,000	44,181
By Years in Current Position:						
1 - 5 Years	3	3				33,542
11 - 20 Years	3	3				35,506
Over 20 Years	4	4		47,406		43,910
By FLSA Status:						
Exempt	7	11		48,448		46,151
Non-Exempt	8	11		34,350		37,970

Sample job titles: Maintenance Director, Maintenance Manager, Maintenance/Security Supervisor, Park Foreman

## Other: Maintenance

## Responsibility Level NA

Responsibility Level NA: Under only broad supervision, is responsible for accomplishment of a long-range workplan which employee has helped to design. Applies highest level professional experience and independent judgment to complex tasks within a specialized field of knowledge. May represent organization in contacts with clients and/or community.

	Annual Base Salary					
	# of organizations	# of employees	25th %ile	50th %ile	75th %ile	average
All Respondents	10	13	\$26,000	\$31,262	\$34,286	\$31,762
By Annual Budget: Over \$10,000,000	5	7		32,640		34,190
By Location: Allegheny	10	13	26,000	31,262	34,286	31,762
By Field: Social Support	3	3				32,249
By Primary Source of Funding: Government	4	5		31,200		28,418
By Total Number of Employees: More than 50	8	11		31,200		31,578
By Education Required: High School Diploma	8	11		31,262		31,064
By Sex: Male	8	10		32,044		32,298
By Race/Ethnicity: White	8	10		28,673		30,279
By Years in Current Position: 1 - 5 Years	4	6		25,480		24,380
By FLSA Status: Exempt	5	6		29,362		29,985
Non-Exempt	5	7		31,262		33,285

Sample job titles: Building Supervisor, Facility Manager

## Other: Maintenance

## Responsibility Level NB

Responsibility Level NB: Under general supervision, is responsible for complex tasks within a workplan or project; uses considerable judgment. Involves achieving specified objectives within specified short-range time limits. Applies previously acquired skills and knowledge of a specialized field.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	22	63	\$21,466	\$26,250	\$31,554	\$26,277
By Annual Budget:						
\$750,001 - \$2,000,000	3	5		31,200		29,241
\$2,000,001 - \$10,000,000	6	9		26,686		27,885
Over \$10,000,000	13	49	20,685	26,083	29,536	25,679
By Location:						
Allegheny	17	47	23,171	27,323	34,208	28,606
Other	5	16	11,232	18,044	28,174	19,435
By Field:						
Counseling - Behavioral Hlth & Wellness	5	21	21,760	25,601	27,323	25,468
Social Support	7	10		27,446		28,306
By Primary Source of Funding:						
Government	15	46	19,040	25,541	31,200	24,990
Program services fee	3	5		36,050		34,667
By Total Number of Employees:						
More than 50	20	61	21,760	26,250	31,554	26,330
By Education Required:						
High School Diploma	18	49	20,671	24,960	28,830	25,079
By Sex:						
Male	18	48	21,664	27,067	32,354	26,849
By Race/Ethnicity:						
Black or African American	3	5		11,024		16,306
White	17	45	23,171	27,581	31,678	27,619
By Years in Current Position:						
1 - 5 Years	11	19	21,760	26,083	36,400	27,793
11 - 20 Years	3	3				25,686
Over 20 Years	3	3				32,404
By FLSA Status:						
Exempt	4	10		27,067		27,746
Non-Exempt	19	52	20,678	25,541	32,531	26,068

Sample job titles: Building & Maintenance Coordinator, Maintenance Coordinator, Maintenance Specialist, Park Laborer

## Other: Maintenance

## Responsibility Level NC

Responsibility Level NC: Under close supervision, applies functional skills or receives on-the-job training in basic skills required for entry-level, routine or repetitive jobs.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	28	112	\$14,560	\$18,616	\$25,480	\$20,302
By Annual Budget:						
\$750,001 - \$2,000,000	3	3				18,674
\$2,000,001 - \$10,000,000	15	34	14,560	19,843	23,671	20,084
Over \$10,000,000	9	74	14,560	18,159	26,229	20,512
By Location:						
Allegheny	22	98	14,394	18,564	26,000	20,322
Other	6	14	17,088	18,876	22,260	20,161
By Field:						
Basic Material Need	4	6		23,037		22,014
Family Support and Preservation	3	5		24,213		24,636
Social Support	9	15	18,512	20,800	26,000	21,722
Youth/Recreation	3	43	10,712	14,394	17,160	15,511
By Primary Source of Funding:						
Contributions from foundations or trusts	3	16	12,240	17,067	22,371	17,592
Government	17	51	17,618	22,260	31,117	24,149
Program services fee	3	38	10,712	14,560	18,720	16,294
By Total Number of Employees:						
21 - 50	4	4		20,596		20,756
More than 50	22	106	14,560	18,616	26,000	20,347
By Education Required:						
High School Diploma	25	108	14,560	18,616	25,480	20,198
By Sex:						
Male	25	88	15,600	18,980	26,520	21,263
By Race/Ethnicity:						
Black or African American	7	8		19,146		17,945
White	20	80	14,477	18,616	25,480	20,312
By Years in Current Position:						
1 - 5 Years	16	44	12,360	17,534	23,942	19,297
6 - 10 Years	9	26	12,240	18,980	27,040	20,588
11 - 20 Years	4	4		20,904		23,244
By FLSA Status:						
Non-Exempt	26	110	14,560	18,720	24,960	20,380

Sample job titles: Electrician, Freight Elevator Operator, Laundry Attendant, Maintenance Coordinator, Maintenance Specialist, Plumber, Stationary Engineer

## Other: Security

## Responsibility Level SC

Responsibility Level SC: Primary responsibility is for management of a work unit or team. Involves supervision, but may also handle programmatic or administrative tasks performed by other members of the unit.

	# of organizations	# of employees	Annual Base Salary			average
			25th %ile	50th %ile	75th %ile	
All Respondents	3	5		\$18,013	\$21,567	
By Annual Budget: Over \$10,000,000	3	5		18,013	21,567	
By Location: Allegheny	3	5		18,013	21,567	
By Total Number of Employees: More than 50	3	5		18,013	21,567	

Sample job titles: Night Watch Supervisor, Security Manager

## Other: Security

## Responsibility Level NB

Responsibility Level NB: Under general supervision, is responsible for complex tasks within a workplan or project; uses considerable judgment. Involves achieving specified objectives within specified short-range time limits. Applies previously acquired skills and knowledge of a specialized field.

	Annual Base Salary					
	# of organizations	# of employees	25th %ile	50th %ile	75th %ile	average
All Respondents	4	14	\$17,409	\$18,000	\$22,051	\$19,932
By Location: Allegheny	4	14	17,409	18,000	22,051	19,932
By Primary Source of Funding: Government	3	11		18,000		20,665
By Total Number of Employees: More than 50	3	13	17,409	18,000	22,051	20,087
By Education Required: High School Diploma	4	14	17,409	18,000	22,051	19,932
By Sex: Male	3	8		20,644		21,149
By Years in Current Position: 1 - 5 Years	3	9		18,000		19,704
By FLSA Status: Non-Exempt	3	5		16,400		17,212

Sample job titles: Security, Security Coordinator, Security Officer

## Other: Security

## Responsibility Level NC

Responsibility Level NC: Under close supervision, applies functional skills or receives on-the-job training in basic skills required for entry-level, routine or repetitive jobs.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	5	80	\$12,865	\$13,666	\$15,933	\$14,733
By Annual Budget: Over \$10,000,000	3	67	12,480	13,562	15,933	14,668
By Location: Allegheny	4	69	12,480	13,562	15,933	14,791
By Total Number of Employees: More than 50	5	80	12,865	13,666	15,933	14,733
By Education Required: High School Diploma	5	80	12,865	13,666	15,933	14,733
By Sex: Female	3	26	13,562	14,976	15,933	15,052
Male	4	52	12,480	13,562	15,392	14,371
By Race/Ethnicity: White	4	54	13,562	14,175	15,933	14,826
By Years in Current Position: 6 - 10 Years	3	6		15,704		16,535
By FLSA Status: Non-Exempt	5	80	12,865	13,666	15,933	14,733

Sample job titles: Security, Security Guard

## Other: Warehousing

## Responsibility Level SC

Responsibility Level SC: Primary responsibility is for management of a work unit or team. Involves supervision, but may also handle programmatic or administrative tasks performed by other members of the unit.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	8	8		\$28,467		\$27,499
By Annual Budget: \$2,000,001 - \$10,000,000	4	4		22,351		25,085
By Location: Allegheny	7	7		28,500		28,483
By Primary Source of Funding: Contributions from individuals	3	3				29,746
By Total Number of Employees: More than 50	7	7		28,434		26,628
By Education Required: High School Diploma	4	4		22,351		24,729
By Sex: Male	7	7		28,434		27,268
By Race/Ethnicity: White	6	6		28,467		28,377
By FLSA Status: Exempt	3	3				28,046
Non-Exempt	4	4		25,393		26,684

Sample job titles: Shipping Supervisor, Warehouse Manager



## Other: Warehousing

## Responsibility Level NB

Responsibility Level NB: Under general supervision, is responsible for complex tasks within a workplan or project; uses considerable judgment. Involves achieving specified objectives within specified short-range time limits. Applies previously acquired skills and knowledge of a specialized field.

	# of organizations	# of employees	Annual Base Salary			average
			25th %ile	50th %ile	75th %ile	
All Respondents	3	7		\$21,320		\$21,756
By Education Required: High School Diploma	3	7		21,320		21,756
By Sex: Male	3	7		21,320		21,756
By Race/Ethnicity: White	3	6		22,160		22,089
By FLSA Status: Non-Exempt	3	7		21,320		21,756

Sample job titles: Receiver, Shipping Specialist

## Other: Warehousing

## Responsibility Level NC

Responsibility Level NC: Under close supervision, applies functional skills or receives on-the-job training in basic skills required for entry-level, routine or repetitive jobs.

	# of organizations	# of employees	Annual Base Salary			
			25th %ile	50th %ile	75th %ile	average
All Respondents	7	13	\$16,390	\$20,467	\$22,506	\$19,784
By Annual Budget: \$2,000,001 - \$10,000,000	4	7		20,467		19,314
By Location: Allegheny	6	12	17,035	20,530	22,579	20,150
By Total Number of Employees: More than 50	7	13	16,390	20,467	22,506	19,784
By Education Required: High School Diploma	5	8		18,429		18,949
By Sex: Male	5	10		20,530		20,151
By Race/Ethnicity: White	6	10		21,476		19,995
By Years in Current Position: 1 - 5 Years	3	4		18,325		18,356
By FLSA Status: Non-Exempt	7	13	16,390	20,467	22,506	19,784

Sample job titles: Shipping Assistant, Storeroom Clerk, Warehouse Worker

# Appendix A

## Survey Participants

\$1 Energy Fund, Inc.  
3 Rivers Connect  
accessAbilities  
Achieva  
ACTION-Housing, Inc.  
Advisory Board on Autism & Related Disorders (ABOARD)  
Aliquippa Alliance for Unity & Development  
Allegheny East Mental Health and Mental Retardation Center  
Allegheny Valley Association of Churches, Inc.  
Allegheny Valley School (AVS)  
Allegheny Youth Development  
Allegheny-Kiski Health Foundation  
Alle-Kiski Area HOPE Center, Inc.  
Angels' Place, Inc.  
Animal Rescue League of Western Pennsylvania  
Armstrong County Council on Alcohol and Other Drugs, Inc.  
Association for Retarded Citizens (ARC) of Butler County  
Bayer Center for Nonprofit Management  
Beaver County Historical Research & Landmarks  
Beaver County Rehabilitation Center, Inc.  
Beaver Initiative for Growth  
Beginning with Books  
Bethlehem Haven  
Big Brothers Big Sisters of Beaver County  
Blade Run Lutheran Services  
Boys and Girls Clubs of Western Pennsylvania  
Brother's Brother Foundation  
Calliope: The Pittsburgh Folk Music Society  
CASA Beaver County, Inc.  
Catholic Charities of the Diocese of Pittsburgh, Inc.  
Center for Organ Recovery & Education  
The Center for Victims of Violence & Crime  
Children's Museum of Pittsburgh  
Christian Assembly  
CL Fund, Inc.  
Claude Worthington Benedum Foundation  
Collegiate YMCA, University of Pittsburgh  
Communities In Schools of Pittsburgh - Allegheny County  
Community Action Southwest  
Community Design Center of Pittsburgh  
The Community Foundation of Westmoreland County  
Community Human Services  
Community Living And Support Services (UCP Pittsburgh)  
Community Resources for Independence, Inc. (CRI)  
Contact Beaver Valley  
Contact Pittsburgh  
Cool Space Locator  
Cresson Lake Playhouse, Inc.  
East End Community Connections  
East Liberty Family Health Care Center  
East Side Community Collaborative  
Easter Seals of Western Pennsylvania  
Eastern Area Adult Services  
Ellwood City Area Chamber of Commerce  
The Emmaus Community of Pittsburgh, Inc.  
Episcopal Diocese of Pittsburgh  
EveryChild, Inc.  
Family Health Council  
Family Resources  
Family Services of Western Pennsylvania  
FamilyLinks  
FISA Foundation  
Girl Scouts - Trillium Council  
Girl Scouts of Beaver and Lawrence Counties, Inc.  
The Grable Foundation  
Grantmakers of Western Pennsylvania  
Greater Pittsburgh Community Food Bank  
Greater Pittsburgh Convention & Visitors Bureau  
Greater Pittsburgh Literacy Council  
Green Building Alliance  
Greenville Area Leisure Services Association (GALSA)  
Group Against Smog and Pollution, Inc.  
Habitat for Humanity of Beaver County  
Healthy Start Inc.  
Holy Family Institute  
HOPE Network  
Human Services Center Corporation  
Innovation Works, Inc.  
Interfaith Volunteer Caregivers of Southwestern Pennsylvania  
IUP Research Institute  
Japan-America Society of Pennsylvania  
Jewish Family & Children's Service  
Just Harvest  
KidsVoice  
League of Women Voters of Greater Pittsburgh  
Learning Disabilities Association of America  
Life'sWork of Western Pennsylvania  
Light of Life Ministries, Inc.  
LOGOS System Associates  
Lupus Foundation of Pennsylvania  
Mainstay Life Services  
McGuire Memorial  
Mental Health Association of Westmoreland County  
Mental Health Association of Allegheny County  
Mercy Behavioral Health

Meridian UP Church Day Care  
 The Midwife Center  
 Mon Valley Initiative  
 Mountain Watershed Association  
 Multiple Sclerosis Service Society  
 National Hemophilia Foundation, Western  
 Pennsylvania Chapter  
 Negro Educational Emergency Drive  
 Neighborhood Centers Association  
 North Hills Community Outreach  
 North Hills Youth Ministry Counseling Center  
 Northern Mercer County United Way  
 Oakland Transportation Management Association  
 Ohio Valley General Hospital  
 ParentWISE, Inc.  
 Pennsylvania Biodiversity Partnership  
 Peoples Oakland, Inc  
 Pine Springs Camp, Inc.  
 Pittsburgh Action Against Rape  
 Pittsburgh Care Partnership, Inc.  
 Pittsburgh Film Office  
 Pittsburgh History & Landmarks Foundation  
 The Pittsburgh Project  
 Pittsburgh Symphony Orchestra  
 Pittsburgh Vision Services  
 Pittsburgh Voyager  
 Pittsburgh Zoo & PPG Aquarium  
 Plum Senior Community Center  
 POISE Foundation  
 POWER - Pennsylvania Organization for Women in  
 Early Recovery  
 Pressley Ridge  
 The Program for Female Offenders, Inc.  
 Rainbow Kitchen Community Services  
 Rankin Christian Center  
 Reading Is FUNdamental Pittsburgh  
 Redevelopment Authority of the County of Fayette  
 Reserve Teacher Corps  
 Residential Care Services, Inc.  
 Riverview Children's Center  
 Ronald McDonald House Charities of Pittsburgh, Inc.  
 Rx Council of Western Pennsylvania  
 Saltworks  
 Samaritan Counseling Center of Western  
 Pennsylvania  
 Shady Side Academy

Sisters of Charity  
 Society for Contemporary Craft  
 Sojourner House, Inc. South Side Local Development  
 Company  
 Southwestern Pennsylvania Human Services  
 Spectrum Family Network  
 Spina Bifida Association of Western Pennsylvania  
 Steel Valley Authority  
 Stepping Stones Children's Center, Inc.  
 Teen Challenge of Western Pennsylvania  
 Three Rivers Adoption Council  
 Three Rivers Center for Independent Living Services,  
 Inc.  
 Three Rivers Workforce Board  
 Three Rivers Youth  
 Tides Center (Pennsylvania)  
 Tobacco Free Allegheny  
 Transitional Services, Inc.  
 Travelers Aid Society  
 Turtle Creek Valley MH/MR, Inc.  
 The Union Project  
 United Way of Allegheny County  
 United Way of Armstrong County  
 Urban League of Pittsburgh  
 Urban Mountain Gathering Place, Inc.  
 Urban Youth Action, Inc.  
 Valley Care Association  
 Verland Foundation  
 Vintage  
 Ward Home for Children  
 Washington City Mission  
 Washington County Health Partners, Inc.  
 Washington Women's Shelter Inc.  
 The Wesley Institute  
 Westmoreland Human Opportunities, Inc.  
 Westmoreland Museum of American Art  
 Wilksburg Community Ministry  
 The Women and Girls Foundation of Southwest  
 Pennsylvania  
 Women's Center & Shelter of Greater Pittsburgh  
 Women's Center of Beaver County  
 YMCA of Pittsburgh  
 YouthWorks, Inc.  
 YWCA of Greater Pittsburgh  
 YWCA of McKeesport

# Appendix B

## Job Functions \*

### OFFICE

Accounting/Bookkeeping  
Computer Operations  
Data Entry  
Secretarial  
Switchboard/Reception  
Typing/Filing  
General Office

### ADMINISTRATION

Branch Management  
Facilities Management  
Financial Management  
Fundraising  
Grantmaking  
Information Technology  
Library  
Marketing  
Personnel/Human Resources  
Planning  
Property Management  
Public/Community Relations  
Purchasing  
Sales of Goods  
Sales of Services  
Volunteer Management  
Writing/Editing  
General Administration

### ARTS: PERFORMING

Administration  
Direction  
Education  
Performance  
Production

### ARTS: VISUAL/GRAPHIC

Administration  
Education  
Production

### PROGRAM SERVICES

Advocacy  
Animal Care/Control  
Child Care  
Community Organization/Education  
Dental  
Education: Pre-School  
Education: K-12  
Education: Post-Secondary  
Education: Adult  
Education: Special  
Elder Care  
Environmental  
Housing Development  
Independent Living Training  
Job Development/Counseling  
Legal  
Medical  
Personal/Residential Care  
Physical Therapy/Rehab  
Psychological  
Recreation  
Research: Science  
Research: Other  
Shelter  
Social Work: Case Work/Case Management  
Social Work: Clinical Counseling  
Social Work: Peer Counseling  
Substance Abuse  
Veterinary  
Vocational Rehabilitation/Training

### OTHER

Construction  
Coordination/Scheduling  
Driving/Transportation  
Food Services  
Gardening/Landscaping  
Janitorial  
Maintenance  
Security  
Warehousing

\* Due to a small sample of some of the above functions and the need to preserve confidentiality, not all functions are reported in this Survey.



# Appendix C

## Responsibility Levels

### SUPERVISORY LEVELS

- SA** Generally the top-level staff person (Executive Director, President, CEO). Responsible to Board of Directors for overall direction and supervision of organization's employees, programs, and activities.
- SB** Primary responsibility is for management of a division, department, or program of the organization. Involves supervision and direction of two or more supervisors, each of whom in turn supervises the work of 3 or more employees and/or volunteers.
- SC** Primary responsibility is for management of a work unit or team. Involves supervision, but may also handle programmatic or administrative tasks performed by other members of the unit.

### EDUCATION/ EXPERIENCE REQUIRED

- Variable among organizations.
- Variable among organizations.
- Usually requires skill and experience in functions performed by work unit or team supervised.

### NON-SUPERVISORY LEVELS

- NA** Under only broad supervision, is responsible for accomplishment of a long-range workplan which employee has helped to design. Applies highest level professional experience and independent judgment to complex tasks within a specialized field of knowledge. May represent organization in contacts with clients and/or community.
- NB** Under general supervision, is responsible for complex tasks within a workplan or project; uses considerable judgment. Involves achieving specified objectives within specified short-range time limits. Applies previously acquired skills and knowledge of a specialized field.
- NC** Under close supervision, applies functional skills or receives on-the-job training in basic skills required for entry-level, routine or repetitive jobs.

- Superior skills in the field gained through long experience and through graduate education and/or licensing in fields where that is traditional.
- Solid skills in field and in routine areas of assignment. Less experience than that required for NA jobs. Higher education common, but not necessarily required.
- Has functional level of basic skills and/or willingness to learn.





# Appendix D

## Wage Conversion Chart

Wages in this Survey are presented as full-time, annual figures, making the following assumptions:

- 8 hours per day
- 40 hours per week
- 52 weeks per year
- 2080 hours per year

This chart provides corresponding hourly and annual wages at various levels based on a 40-hour workweek.

Hourly	Annual
\$5.25	\$10,920
\$5.50	\$11,440
\$5.75	\$11,960
\$6.00	\$12,480
\$6.25	\$13,000
\$6.50	\$13,520
\$6.75	\$14,040
\$7.00	\$14,560
\$7.25	\$15,080
\$7.50	\$15,600
\$7.75	\$16,120
\$8.00	\$16,640
\$8.25	\$17,160
\$8.50	\$17,680
\$8.75	\$18,200
\$9.00	\$18,720
\$9.25	\$19,240
\$9.50	\$19,760
\$9.75	\$20,280
\$10.00	\$20,800
\$10.50	\$21,840
\$11.00	\$22,880
\$11.50	\$23,920
\$12.00	\$24,960
\$12.50	\$26,000
\$13.00	\$27,040
\$13.50	\$28,080
\$14.00	\$29,120
\$14.50	\$30,160
\$15.00	\$31,200
\$15.50	\$32,240
\$16.00	\$33,280
\$16.50	\$34,320
\$17.00	\$35,360
\$17.50	\$36,400
\$18.00	\$37,440
\$18.50	\$38,480
\$19.00	\$39,520
\$19.50	\$40,560
\$20.00	\$41,600

Hourly	Annual
\$20.50	\$42,640
\$21.00	\$43,680
\$21.50	\$44,720
\$22.00	\$45,760
\$22.50	\$46,800
\$23.00	\$47,840
\$23.50	\$48,880
\$24.00	\$49,920
\$24.50	\$50,960
\$25.00	\$52,000
\$25.50	\$53,040
\$26.00	\$54,080
\$26.50	\$55,120
\$27.00	\$56,160
\$27.50	\$57,200
\$28.00	\$58,240
\$28.50	\$59,280
\$29.00	\$60,320
\$29.50	\$61,360
\$30.00	\$62,400
\$30.50	\$63,440
\$31.00	\$64,480
\$31.50	\$65,520
\$32.00	\$66,560
\$32.50	\$67,600
\$33.00	\$68,640
\$33.50	\$69,680
\$34.00	\$70,720
\$34.50	\$71,760
\$35.00	\$72,800
\$35.50	\$73,840
\$36.00	\$74,880
\$36.50	\$75,920
\$37.00	\$76,960
\$37.50	\$78,000
\$38.00	\$79,040
\$38.50	\$80,080
\$39.00	\$81,120
\$39.50	\$82,160
\$40.00	\$83,200

Hourly	Annual
\$41.00	\$85,280
\$42.00	\$87,360
\$43.00	\$89,440
\$44.00	\$91,520
\$45.00	\$93,600
\$46.00	\$95,680
\$47.00	\$97,760
\$48.00	\$99,840
\$49.00	\$101,920
\$50.00	\$104,000
\$51.00	\$106,080
\$52.00	\$108,160
\$53.00	\$110,240
\$54.00	\$112,320
\$55.00	\$114,400
\$56.00	\$116,480
\$57.00	\$118,560
\$58.00	\$120,640
\$59.00	\$122,720
\$60.00	\$124,800
\$61.00	\$126,880
\$62.00	\$128,960
\$63.00	\$131,040
\$64.00	\$133,120
\$65.00	\$135,200
\$66.00	\$137,280
\$67.00	\$139,360
\$68.00	\$141,440
\$69.00	\$143,520
\$70.00	\$145,600
\$71.00	\$147,680
\$72.00	\$149,760
\$73.00	\$151,840
\$74.00	\$153,920
\$75.00	\$156,000
\$76.00	\$158,080
\$77.00	\$160,160
\$78.00	\$162,240
\$79.00	\$164,320
\$80.00	\$166,400



# Appendix E

## About United Way of Allegheny County

United Way of Allegheny County is a nonprofit organization focused on creating community impact by measurably improving the quality of people's lives through the United Way Impact Fund. The Impact Fund tackles pressing needs that matter, such as working to prevent child abuse and neglect, supporting quality early care and education, keeping seniors safe and independent, and providing basic needs such as job training, food and shelter.

In addition to mobilizing all segments of the community to raise funds for health and human service programs, United Way promotes volunteerism through its annual Day of Caring. Organizations and individuals are able to get help, give help or volunteer through [www.unitedwaypittsburgh.org](http://www.unitedwaypittsburgh.org).

## About The Bayer Center for Nonprofit Management at Robert Morris University

The Bayer Center for Nonprofit Management at Robert Morris University was founded in 1999 to provide the necessary tools for nonprofit organizations to effectively manage and compete in today's society. The Center works with clients to assure that the money invested from public and private sources is efficiently and effectively spent to advance their charitable mission. The Center offers consulting services in areas such as:

- Board development
- Business planning
- Collaboration and alliances
- Database development and enhancement
- Financial management
- Fund development
- Organizational effectiveness
- Technology planning

The Center also offers extensive management education on topics including business and strategic planning, collaboration, technology, financial analysis and fund development, executive transition and other timely issues confronting nonprofit organizations. The Center currently offers a master's of science degree in nonprofit management; provides information and referral services; conducts applied research; and serves to convene in-depth discussions on the problems of society addressed by nonprofit organizations. The addition of the Executive Service Corps in July 2004 has added depth and breadth to the portfolio of services offered by the Bayer Center in service to the more than 6,000 regional nonprofits we serve.

