



Salary Survey: Multi-Position Report

Report Parameters

Focus Organization Regional Association - COF Benchmarking Only
Comparison Group NM, CO, AZ group
Group Size 35 Organizations
Year 2015
Statistics Unweighted

Key

N - Number of Incumbents
 NO - Number of Organizations
 - More than 150% of the group median
 - Less than 75% of the group median

Confidentiality of Data

Per Department of Justice Safe Harbor Guidelines, statistics will not display when the number of Organizations is less than 5 (too few data) or, if weighted statistics are selected, when one organization's data comprise more than 25% of the total (unbalanced data).

Code/Title	A. Focus Salary		B. Comparison Group Statistics (Based on Reported Average Salaries)						A's Avg. as % of B's	
	N	Average	Average	Median	Minimum	Maximum	N	NO	Average	Median
Executive Staff										
01 CEO	0		223,267	186,500	60,000	466,000	33	33		
02 Assoc Dir / EVP	0		176,440	180,000	58,834	327,600	7	7		
03 VP (Admin)	0		123,242	108,056	60,000	185,724	5	5		
36 General Counsel	0						1	1		
Finance Staff										
04 CFO / Treasurer	0		139,239	131,034	75,000	240,000	12	12		
05 Controller	0		96,075	103,500	60,000	141,000	17	15		
06 Chief Investment Officer	0						1	1		
07 Assistant Treasurer	0						1	1		
08 Accountant	0		58,360	55,000	37,000	90,000	17	12		
09 Accounting Clerk	0						2	2		
Program Staff										
10 VP (Program)	0		151,323	164,016	86,270	218,332	13	10		
11 Program Director	0		94,057	89,925	47,000	174,000	30	15		
12 Senior Program Officer	0		98,949	96,000	47,112	140,700	23	11		
13 Program Officer	0		73,157	75,000	31,000	128,000	50	21		
14 Program Associate	0		43,150	35,000	28,293	79,400	36	10		
15 Program Assistant	0		44,344	45,000	30,000	61,300	11	8		
Advancement/Development Staff										
16 VP / Chief Dev / Adv Officer	0		120,244	109,500	86,270	182,000	8	8		
17 Dir/Officer Donor Services	0		78,422	76,481	51,750	128,901	16	6		
18 Dir/Officer of Gift Planning	0						6	3		
19 Donor Svcs / Dev / Adv Asst	0		45,956	45,746	16,713	85,000	14	7		
Other Professional Staff										
20 Director of Communications	0		103,128	92,475	45,000	161,200	13	13		
21 Communications Associate	0		49,634	46,350	29,484	85,078	15	10		
22 Research Director	0						1	1		
23 Research Associate	0						3	3		
24 Director of Information Systems	0		78,649	78,000	29,952	131,960	5	5		

25 Computer Professional	0		72,927	77,767	40,000	92,190	8	5			
26 Office Manager	0		64,956	63,750	40,000	105,000	5	5			
27 Librarian	0										
28 Grants Manager	0		58,594	53,556	38,113	88,000	14	10			
29 Grants Management Assistant	0						4	2			
30 Director of Human Resources	0										
31 Human Resources Professional	0						2	2			
Administrative Staff											
32 Executive Assistant	0		58,531	61,301	43,763	81,450	18	16			
33 Administrative Assistant	0		40,756	37,400	25,758	69,400	15	12			
35 Receptionist	0		35,362	32,525	24,960	46,945	8	8			