

**Idaho Nonprofit Development Center**

**Idaho Nonprofit Compensation Research**

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**Final Report**

The nonprofit compensation survey conducted in March 2006 by the Boise State University Department of Public Policy received 172 survey participants. Most were from human services, arts, culture and the humanities, community improvement and education organizations. The majority of respondents were also from 501(c)(3)s. This report details responses by participants and provides insight to how Idaho nonprofits manage employee compensation and benefits. All calculations are based on the number of respondents to each question.

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## GENERAL ORGANIZATION INFORMATION

**Question 1: What is your organization's service area? Percentages are based on number of respondents.**

		Frequency	Valid Percent
Valid	Arts, Culture & Humanities	25	14.6
	Community Improvement, Public/Social Benefit	24	14.0
	Education	22	12.9
	Environment/Animal Related	13	7.6
	Health Care/Mental Health	15	8.8
	Human Services	47	27.5
	Religion Related, Spiritual Development	4	2.3
	Youth	8	4.7
	Other	13	7.6
	Total	171	100.0
Missing	System	1	
Total		172	

**Question 2: In years, how long has your organization been in existence? Percentages are based on number of respondents.**

N	Valid	161
	Missing	11
Mean		64.66
Mode		30

Only 161 out of the 172 answered this question. Out of the organizations that responded, the average duration of operation was 64.7 years.

**Question 3: What is your organization's tax-exempt status? Percentages are based on number of respondents. 93 % of the respondents belong to a 501 (c)(3) organization.**

		Frequency	Valid Percent
Valid	Incorporated, but without tax-exempt status	1	.6
	501 (c)(3)	159	93.0
	501 (c)(4)	4	2.3
	501 (c)(6)	3	1.8
	Other	4	2.3
	Total	171	100.0
Missing	System	1	
Total		172	

Below is the breakdown of each of the organizations that responded and their tax exempt status.

Organization Service Area	What is your organization's tax exempt status?					Total
	Incorporated, but without tax-exempt status	501 (c)(3)	501 (c)(4)	501 (c)(6)	Other	
Arts, Culture & Humanities	0	23	0	0	2	25
Community Improvement, Public/Social Benefit Education	0	20	2	1	1	24
Environment/Animal Related	0	21	0	0	1	22
Health Care/Mental Health	0	13	0	0	0	13
Health Care/Mental Health	0	14	1	0	0	15
Human Services	1	46	0	0	0	47
Religion Related, Spiritual Development	0	4	0	0	0	4
Youth	0	8	0	0	0	8
Other	0	10	1	2	0	13
Total	1	159	4	3	4	171

**Question 4: How would you characterize your organization’s scope of service? Percentages are based on number of respondents.**

78% of the surveyed organizations serve state or county populations.

	Frequency	Valid Percent
Valid City	8	4.9
County	61	37.2
State	68	41.5
Multi-State	18	11.0
National	2	1.2
International	7	4.3
Total	164	100.0
Missing System	8	
Total	172	

Below are the breakdowns of the each organization’s service area and their scope of service.

Organization Service Area	What is your organization's scope of service?						Total
	City	County	State	Multi-State	National	International	
Arts, Culture & Humanities	5	8	11	1	0	0	25
Community Improvement, Public/Social Benefit	1	10	12	1	0	0	24
Education	0	7	12	1	0	2	22
Environment/Animal Related	0	6	5	0	0	1	12
Health Care/Mental Health	0	7	4	1	0	1	13
Human Services	0	19	14	9	0	1	43
Religion Related, Spiritual Development	0	1	0	0	1	2	4
Youth	1	1	3	2	1	0	8
Other	1	2	7	3	0	0	13
Total	8	61	68	18	2	7	164

**Question 5: In terms of your current annual revenue, what is your organizational size? Percentages are based on number of respondents.**

		Frequency	Valid Percent
Valid	Less than \$24,999	7	4.1
	Between \$25, 000 and \$99,999	30	17.6
	Between \$100,000 and \$299,999	38	22.4
	Between \$300,000 and \$599,999	27	15.9
	Between \$600,000 and \$999,999	15	8.8
	\$1 million or more	53	31.2
	Total	170	100.0
Missing	System	2	
Total		172	

**Question 6: What percentage of your revenue is from government funding? Percentages are based on number of respondents.**

<u>Percentage:</u>	<u># of Respondents</u>
Invalid	1
No answer	8
0%	66
1-10%	21
11-20%	14
21-30%	8
31-40%	11
41-50%	7
51-60%	2
61-70%	3
71-80%	16
81-90%	4
91-100%	11

**Question 7: In terms of your current annual budget, please estimate the percentage of that budget that is devoted to employee compensation. Percentages are based on number of respondents.**

<u>Percentage:</u>	<u># of Respondents</u>
Invalid	1
No answer	8
0%	11
1-4%	3
5-9%	4
10-14%	4
15-19%	3
20-24%	6
25-29%	13
30-34%	12
35-39%	8
40-44%	14
45-49%	8
50-54%	23
55-59%	6
60-64%	17
65-69%	7
70-74%	9
75-79%	6
80%	5
81-85%	3
91%	1

## GENERAL EMPLOYEE INFORMATION

**Question 8: Please indicate the minimum weekly hours that an employee must work in your organization to be considered full-time. Percentages are based on number of respondents.**

		Frequency	Valid Percent
Valid	20 to 25 hours per week	13	8.3
	26 to 29 hours per week	5	3.2
	30 to 35 hours per week	43	27.6
	36-39 hours per week	25	16.0
	40 hours per week	70	44.9
	Total	156	100.0
Missing	System	16	
Total		172	

**Question 9: How many people are employed full-time with your organization?**

N	Valid	168
	Missing	4
Mean		14.68
Mode		1

Only 168 out of the 172 answered this question. Out of the organizations that responded the average amount of full time employees are 14.7.

**Question 10: How many people are employed part-time with your organization?**

N	Valid	164
	Missing	8
Mean		9.24
Mode		0

Only 164 out of the 172 answered this question. Out of the organizations that responded the average amount of part time employees are 9.2.

**Question 11: Approximately how many people, including your board of directors, volunteer with your organization?**

N	Valid	166
	Missing	6
Mean		234.3193
Mode		50.00

Only 166 out of the 172 answered this question. Out of the organizations that responded the average amount of organization volunteers are 234.3

## **GENERAL EMPLOYEE COMPENSATION**

The following lists the percentage of respondents' preferences when determining salary increases (when funding is available). All percentages are based upon the number of respondents.

### **Does your organization implement cost of living increases?**

Yes:	45.8 %
No:	43.4%
Uncertain:	10.8%

### **Does your organization implement step increases?**

Yes:	35.2 %
No:	55.8
Uncertain:	9.1%

### **Does your organization implement market increases?**

Yes:	36 %
No:	48.4%
Uncertain:	15.5%

### **Does your organization implement merit increases?**

Yes:	66 %
No:	24.7%
Uncertain:	9.3%

### **Does your organization implement one-time bonuses?**

Yes:	43.6 %
No:	50.9%
Uncertain:	5.5%

### **Does your organization implement all of these approaches?**

Yes:	18.7 %
No:	70.3%
Uncertain:	11%

The following chart reflects the percentage of different sized organizations and which types of salaries increases they utilize.

<b>Organization Size</b>	<b>Cost of Living</b>	<b>Step Increases</b>	<b>Market Increases</b>	<b>Merit Increases</b>	<b>One-Time Bonus</b>	<b>All Approaches</b>
<b>Less than \$24,999</b>	16.6%	0%	0%	16.6%	16.6%	0%
<b>Between \$25,000 and \$99,999</b>	34.5	31	25.9	41.4	34.5	19
<b>Between \$100,000 and \$299,999</b>	48.6	21.6	32.4	66.6	33.3	10.5
<b>Between \$300,000 and \$599,999</b>	29.6	33.3	29.6	73.1	44.4	0
<b>Between \$600,000 and \$999,999</b>	50	50	50	80	50	25
<b>\$1 Million or More</b>	59.6	47	48.9	80	56	37.5

## GENERAL EMPLOYEE BENEFITS

Benefits	Percent of employers that offer benefits to full time employees	Percent of employers that offer benefits to part time employees
Vision Insurance	29.7%	9.3%
Dental Insurance	41.9	14
Health/Medical Insurance	58.1	18
Education Subsidy/Reimbursement	21.5	14
Vacation or Leave	74.4	38.4
Child Care Reimbursement	3.5	2.3
Retirement	45.3	19.8
Flexible Spending Accounts	29.1	14

**Below is a list of benefits and what percentage of the cost of insurance the organization contributes to individual employee plans. All percentages are based upon the number of respondents**

### Vision Insurance Coverage

- 70.4% of employers contribute nothing to employee vision insurance.
- 13.8% of employers cover all costs of employee vision insurance.

<u>Percentage of Respondents</u>	<u>Percentage of Insurance Costs that Employers Cover</u>
70.4 %	0%
13.8%	100%
5.9%	75-99%
5.3%	50-74%
1.3%	25-49%
3.3%	10-24%

### Dental Insurance Coverage

- 57.9% of employers contribute nothing to employee dental insurance.
- 21.1% of employers cover all costs of employee dental insurance.

<u>Percentage of Respondents</u>	<u>Percentage of Insurance Costs that Employers Cover</u>
57.9%	0%
21.1%	100%
9.2%	75-99%
7.2%	50-74%
2%	25-49%
2%	10-24%
.7%	1-9%

### Medical/Health Insurance Coverage

- 35.5% of employers contribute nothing to employee medical/health insurance.
- 29.7% of employers cover all costs of employee medical/health insurance.

<u>Percentage of Respondents</u>	<u>Percentage of Insurance Costs that Employers Cover</u>
35.5%	0%
29.7%	100%
18.1%	75-99%
10.3%	50-74%
1.9%	25-49%
2.6%	10-24%
1.9%	1-9%

### Education Coverage

- 70.7% of employers contribute nothing to employee education costs.
- 10.2% of employers pay for all employee education costs.

<u>Percentage of Respondents</u>	<u>Percentage of education costs that is subsidized or reimbursed</u>
70.7%	0%
10.2%	100%
3.4%	75-99%
4.1%	50-74%
4.1%	25-49%
4.1%	10-24%
3.4%	1-9%

### Child Care Coverage

<u>Percentage of Respondents</u>	<u>Percentage of child care that is subsidized or reimbursed</u>
97.2%	0%
2.8%	10-24%

**If your organization offers retirement benefits, please indicate how those retirement benefits are calculated** - 76 out of 172 answered this question.

94.7% said it was according to a percentage of the employee's salary  
5.3% said it was according to a fixed dollar amount for each employee

**If applicable to your organization, please indicate what the retirement contribution percentage is – 74 out of 172 answered this question.**

<u>Percentage of Respondents</u>	<u>Percentage they Contribute</u>
33.8%	3%
10.8%	5%
10.8%	0%
6.8%	10%
5.4%	4%
5.4%	6%
2.7%	2%
2.7%	6.2%
2.7%	7%
2.7%	50%

**If applicable to your organization, please indicate what your organization offers for a fixed dollar contribution for employee retirement – 15 out of 172 answered this question.**

93.3% said nothing  
6.7% said it was \$10.40

## BENEFITS BROKEN OUT BY SERVICE FIELD

The following charts reflect the percentage of organizations in a specific service area that offer the listed benefits to employees.

### Part Time Employee Benefits

Service Area	Vision	Dental	Health	Education Benefits	Vacation/ Leave	Child Care	Retirement	Flexible Spending
Arts, Culture & Humanities	4%	12%	12%	0%	20%	0%	4%	8%
Community Improvement, Public/Social Benefit	16.6	25	29.2	16.6	41.6	4.2	25	20.8
Education	13.6	18.2	27.3	22.7	36.4	4.5	36.4	18.2
Environment/ Animal Related	7.7	7.7	7.7	0	30.8	0	30.8	0
Health Care/Mental Health	20	26.6	33.3	13.3	53.3	0	33.3	13.3
Human Services	6.4	8.5	12.8	19.1	51.1	4.2	14.9	17
Religion Related, Spiritual Development	0	0	0	50	25	0	0	0
Youth	0	0	0	0	14.3	0	0	0

## Full Time Employee Benefits

<b>Service Area</b>	<b>Vision</b>	<b>Dental</b>	<b>Health</b>	<b>Education Benefits</b>	<b>Vacation/ Leave</b>	<b>Child Care</b>	<b>Retirement</b>	<b>Flexible Spending</b>
<b>Arts, Culture &amp; Humanities</b>	32%	36%	52%	12%	60%	4%	40%	16%
<b>Community Improvement, Public/Social Benefit</b>	25	50	54.2	16.6	66.6	4.2	45.8	33.3
<b>Education</b>	31.8	40.9	59.1	40.9	81.8	4.5	54.5	40.9
<b>Environment/ Animal Related</b>	30.8	46.1	69.2	15.4	76.9	0	53.8	7.7
<b>Health Care/Mental Health</b>	66.6	73.3	.8	40	86.6	6.6	60	40
<b>Human Services</b>	25.5	36.2	59.6	17	87.2	4.2	44.7	34
<b>Religion Related, Spiritual Development</b>	50	75	75	50	100	0	25	25
<b>Youth</b>	12.5	37.5	50	0	62.5	0	37.5	25

## BENEFITS COVERED - BROKEN OUT BY ORGANIZATION SIZE

### Vision Insurance

Organization Size		What is the percentage of vision insurance that is contributed by your organization?						Total
		None	10-24%	25-49%	50-74%	75-99%	100%	
Less than \$24,999		4	0	0	0	0	0	4
Between \$25,000 and \$99,999		24	0	0	1	0	2	27
Between \$100,000 and \$299,999		30	1	0	0	1	0	32
Between \$300,000 and \$599,999		19	0	0	0	1	7	27
Between \$600,000 and \$999,999		8	0	1	1	2	2	14
\$1 million or more		22	3	1	6	5	10	47
<b>Total</b>		<b>107</b>	<b>4</b>	<b>2</b>	<b>8</b>	<b>9</b>	<b>21</b>	<b>151</b>

### Dental Insurance

Organization Size		What is the percentage of dental insurance that is contributed by your organization?						Total	
		None	1-9%	10-24%	25-49%	50-74%	75-99%		100%
Less than \$24,999		4	0	0	0	0	0	0	4
Between \$25,000 and \$99,999		24	0	0	0	1	0	2	27
Between \$100,000 and \$299,999		27	0	0	0	1	1	3	32
Between \$300,000 and \$599,999		18	0	0	1	0	1	6	26
Between \$600,000 and \$999,999		5	0	0	0	2	3	4	14
\$1 million or more		10	1	3	2	6	9	17	48
<b>Total</b>		<b>88</b>	<b>1</b>	<b>3</b>	<b>3</b>	<b>10</b>	<b>14</b>	<b>32</b>	<b>151</b>

## Medical/Health Insurance

Organization Size	What is the percentage of medical/health insurance that is contributed by your organization?							Total
	None	1-9%	10-24%	25-49%	50-74%	75-99%	100%	
Less than \$24,999	4	0	0	0	0	0	0	4
Between \$25,000 and \$99,999	20	1	0	0	1	1	3	26
Between \$100,000 and \$299,999	17	0	1	0	3	3	9	33
Between \$300,000 and \$599,999	10	0	0	1	0	3	13	27
Between \$600,000 and \$999,999	1	0	1	1	2	6	4	15
\$1 million or more	3	2	2	1	9	15	17	49
<b>Total</b>	<b>55</b>	<b>3</b>	<b>4</b>	<b>3</b>	<b>15</b>	<b>28</b>	<b>46</b>	<b>154</b>

## Education Reimbursement

Organization Size	What is the percentage of education costs that are reimbursed by your organization?							Total
	None	1-9%	10-24%	25-49%	50-74%	75-99%	100%	
Less than \$24,999	4	0	0	0	0	0	0	4
Between \$25,000 and \$99,999	22	0	0	0	2	0	1	25
Between \$100,000 and \$299,999	25	2	2	1	0	0	2	32
Between \$300,000 and \$599,999	20	0	0	1	0	1	5	27
Between \$600,000 and \$999,999	11	0	0	1	0	1	0	13
\$1 million or more	21	3	4	3	4	3	7	45
<b>Total</b>	<b>103</b>	<b>5</b>	<b>6</b>	<b>6</b>	<b>6</b>	<b>5</b>	<b>15</b>	<b>146</b>

## Child Care Reimbursement

Organization Size	What is the percentage of child care that is subsidized or reimbursed by your organization?		
	None	10-24%	Total
Less than \$24,999	4	0	4
Between \$25,000 and \$99,999	25	0	25
Between \$100,000 and \$299,999	32	0	32
Between \$300,000 and \$599,999	25	0	25
Between \$600,000 and \$999,999	12	1	13
\$1 million or more	39	3	42
<b>Total</b>	<b>137</b>	<b>4</b>	<b>141</b>

**EDUCATION AND EXPERIENCE REQUIRED**

**Executive Director**

**Does your organization employ an Executive Director?**

From the number of respondents, 88.7% said they do.

Organization Size	Does your organization employ an Executive Director?		Total
	Yes	No	
Less than \$24,999	1	6	7
Between \$25,000 and \$99,999	24	5	29
Between \$100,000 and \$299,999	34	4	38
Between \$300,000 and \$599,999	26	0	26
Between \$600,000 and \$999,999	14	1	15
\$1 million or more	50	3	53
<b>Total</b>	<b>149</b>	<b>19</b>	<b>168</b>

**What is the minimum required education for an Executive Director?**

From the number of respondents:

- 6.3% None
- 5.6% High School Diploma or GED
- 4.4% professional certification
- 1.9% Associate Degree
- 61.3% Bachelor’s Degree
- 20.6% Graduate Degree (Masters or Doctorate)

**What is the minimum amount of yearly experience required for an Executive Director?**

From the number of respondents:

The average required experience is 4.31 years  
 The range is 0-20 years

**How much does the Executive Director currently earn for salary/wage only?**

From the number of respondents:

The average salary is \$46,731.29  
 The range is \$0-\$165,000

**In years, how long has the current Executive Director been in this position?**

From the number of respondents:

The current average tenure is 6.6 years  
 The range is 1-33 years

**Assistant/Deputy/Associate Director**

**Does your organization employ an Assistant/Deputy/Associate Director?**

From the number of respondents, 15.5% said they do.

Organization Size	Does your organization employ an Assistant/Deputy/Associate Director?		Total
	Yes	No	
Less than \$24,999	0	7	7
Between \$25,000 and \$99,999	2	27	29
Between \$100,000 and \$299,999	1	37	38
Between \$300,000 and \$599,999	4	22	26
Between \$600,000 and \$999,999	3	12	15
\$1 million or more	16	37	53
<b>Total</b>	<b>26</b>	<b>142</b>	<b>168</b>

**What is the minimum required education for an Assistant/Deputy/Associate Director?**

From the number of respondents:

9% None

15.8% High School Diploma or GED

5.3% professional certification

9% Associate Degree

56.4% Bachelor's Degree

4.5% Graduate Degree (Masters or Doctorate)

**What is the minimum amount of yearly experience required for an Assistant/Deputy/Associate Director?**

From the number of respondents:

The average required experience is 2.84 years

The range is 0-10 years

**How much does the Assistant/Deputy/Associate Director currently earn for salary/wage only?**

From the number of respondents:

The average salary is \$40,413.79

The range is \$10-80,500

**In years, how long has the current Assistant/Deputy/Associate Director been in this position?**

From the number of respondents:

The current average tenure 6.4 is years

The range is 1-20 years

**Fiscal/Budget Officer**

**Does your organization employ a Fiscal/Budget Officer?**

From the number of respondents, 38.7% said they do.

Organization Size	Does your organization employ a Fiscal/Budget Officer?		Total
	Yes	No	
Less than \$24,999	0	7	7
Between \$25,000 and \$99,999	1	28	29
Between \$100,000 and \$299,999	7	31	38
Between \$300,000 and \$599,999	10	16	26
Between \$600,000 and \$999,999	5	10	15
\$1 million or more	42	11	53
Total	65	103	168

**What is the minimum required education for a Fiscal/Budget Officer?**

From the number of respondents:

- 8.1% None
- 10.3% High School Diploma or GED
- 14.7% professional certification
- 11.8% Associate Degree
- 53.7% Bachelor’s Degree
- 1.5% Graduate Degree (Masters or Doctorate)

**What is the minimum amount of yearly experience required for a Fiscal/Budget Officer?**

From the number of respondents:

The average required experience is 3.01 years  
 The range is 0-10 years

**How much does the Fiscal/Budget Officer currently earn for salary/wage only?**

From the number of respondents:

The average salary is \$39,039  
 The range is \$12-\$85,000

**In years, how long has the current Fiscal/Budget Officer been in this position?**

From the number of respondents:

The current average tenure 7.08 is years  
 The range is 1-25 years

**Development/Fundraising Officer**

**Does your organization employ a Development/Fundraising Officer?**

From the number of respondents, 30.6% said they do.

Organization Size	Does your organization employ a Development/Fundraising Officer?		Total
	Yes	No	
Less than \$24,999	0	7	7
Between \$25, 000 and \$99,999	0	29	29
Between \$100,000 and \$299,999	7	31	38
Between \$300,000 and \$599,999	6	20	26
Between \$600,000 and \$999,999	6	9	15
\$1 million or more	33	20	53
<b>Total</b>	<b>52</b>	<b>116</b>	<b>168</b>

**What is the minimum required education for a Development/Fundraising Officer?**

From the number of respondents:

- 12.4% None
- 16.3% High School Diploma or GED
- 4.7% professional certification
- 10.9% Associate Degree
- 55% Bachelor’s Degree
- .8% Graduate Degree (Masters or Doctorate)

**What is the minimum amount of yearly experience required for a Development/Fundraising Officer?**

From the number of respondents:

- The average required experience is 2.47 years
- The range is 0-10 years

**How much does the Development/Fundraising Officer currently earn for salary/wage only?**

From the number of respondents:

- The average salary is \$37,239
- The range is \$1-\$80,000

**In years, how long has the current Development/Fundraising Officer been in this position?**

From the number of respondents:

- The current average tenure is 4.1 years
- The range is 0-13 years

**Program Officer**

**Does your organization employ a Program Officer?**

From the number of respondents, 58.9% said they do.

Organization Size	Does your organization employ Program Officers to handle particular programs or areas of service?		Total
	Yes	No	
Less than \$24,999	1	6	7
Between \$25, 000 and \$99,999	7	22	29
Between \$100,000 and \$299,999	17	21	38
Between \$300,000 and \$599,999	19	7	26
Between \$600,000 and \$999,999	13	2	15
\$1 million or more	42	11	53
<b>Total</b>	<b>99</b>	<b>69</b>	<b>168</b>

**What is the minimum required education for a Program Officer?**

From the number of respondents:

- 13.3% None
- 19.3% High School Diploma or GED
- 8.1% professional certification
- 9.6% Associate Degree
- 45.2% Bachelor’s Degree
- 4.4% Graduate Degree (Masters or Doctorate)

**What is the minimum amount of yearly experience required for a Program Officer?**

From the number of respondents:

- The average required experience is 2.19 years
- The range is 0-10 years

**How much does the Program Officer currently earn for salary/wage only?**

From the number of respondents:

- The average salary is \$31,039
- The range is \$0-70,000

**In years, how long has the current Program Officer been in this position?**

From the number of respondents:

- The current average tenure is 5.08 years
- The range is 0-20 years

**Administrative Assistant**

**Does your organization employ an Administrative Assistant?**

From the number of respondents, 67.3% said they do.

Organization Size	Does your organization employ Administrative Assistants/Staff to provide support?		Total
	Yes	No	
Less than \$24,999	1	6	7
Between \$25, 000 and \$99,999	7	22	29
Between \$100,000 and \$299,999	24	14	38
Between \$300,000 and \$599,999	18	8	26
Between \$600,000 and \$999,999	14	1	15
\$1 million or more	49	4	53
<b>Total</b>	<b>113</b>	<b>55</b>	<b>168</b>

**What is the minimum required education for an Administrative Assistant?**

From the number of respondents:

20.1% None

56.9% High School Diploma or GED

7.69% professional certification

8.3% Associate Degree

6.9% Bachelor's Degree

0% Graduate Degree (Masters or Doctorate)

**What is the minimum amount of yearly experience required for an Administrative Assistant?**

From the number of respondents:

The average required experience is 1.53 years

The range is 0-10 years

**How much does the Administrative Assistant currently earn for salary/wage only?**

From the number of respondents:

The average salary is \$18,237

The range is \$1-\$38,000

**In years, how long has the current Administrative Assistant been in this position?**

From the number of respondents:

The current average tenure is 4.56 years

The range is 1-25 years

**POSITION SALARIES DIVIDED BY ORGANIZATION SIZE**

**Organizations with a budget of \$24,999 or less**

Only one organization filled out this information.

Executive Director – Salary is \$15,600

Program Officer – Salary is \$15 an hour

Administrative Assistant - \$3,000

**Organizations with a budget between \$25, 000 and \$99,999**

	Executive Director	Assistant/ Deputy/ Associate Director	Fiscal/ Budget Officer	Development/ Fundraising Officer	Program Officer	Administrative Assistant
Average	\$19,704.96	\$4,007.50	\$5,760.00	1.00	\$2,769.13	\$5,114.75
Minimum	1	15.00	5760.00	1	1	1
Maximum	60,000	8,000	5,760	1	11,000	20,000

**Organizations with a budget between \$100,000 and \$299,999**

	Executive Director	Assistant/ Deputy/ Associate Director	Fiscal/ Budget Officer	Development/ Fundraising Officer	Program Officer	Administrative Assistant
Average	\$30,278.15	\$31,500.00	\$24,172.33	\$21,680.71	\$19,989.94	\$9,889.13
Minimum	0	31500.00	12.00	16	0	7
Maximum	65,000	31,500	65,000	80,000	37,000	30,000

**Organizations with a budget between \$300,000 and \$599,999**

	Executive Director	Assistant/ Deputy/ Associate Director	Fiscal/ Budget Officer	Development/ Fundraising Officer	Program Officer	Administrative Assistant
Average	\$46,704.16	\$17,601.75	\$17,107.50	\$24,705.83	\$29,085.56	\$21,342.50
Minimum	3	10.00	14.00	15	15	11
Maximum	90,000	39,375	59,000	43,000	52,200	33,072

**Organizations with a budget between \$600,000 and \$999,999**

	Executive Director	Assistant/ Deputy/ Associate Director	Fiscal/ Budget Officer	Development/ Fundraising Officer	Program Officer	Administrative Assistant
Average	\$52,442.31	\$38,666.66	\$34,400.00	\$33,833.33	\$33,307.69	\$23,643.64
Minimum	25000	35000.00	12000.00	23000	25000	11
Maximum	70,000	45,000	58,000	50,000	42,000	30,000

**Organizations with a budget over \$1 million**

	Executive Director	Assistant/ Deputy/ Associate Director	Fiscal/ Budget Officer	Development/ Fundraising Officer	Program Officer	Administrative Assistant
Average	\$73,161.58	\$53,143.50	\$4,8619.02	\$45,874.29	\$43,448.33	\$22,643.33
Minimum	16	4604	14.00	39	4139	10
Maximum	165,000	80,500	85,000	80,000	70,000	38,000