

Published Salary Surveys and Other Resources

To be most useful, salary surveys should be up-to-date. Because of the logistical difficulty of conducting and compiling very broad surveys, however, published data does not always reflect the most current information. Before ordering any of the more expensive surveys or studies listed below, we strongly suggest that you call the publisher to find out when the latest edition was printed and to ensure that the information you seek is timely.

- **Association Executive Compensation Study**

Information from more than 1,500 associations on salary levels and fringe benefits for the chief executive and 28 other management positions. Data are broken down by association type, scope, budget, staff size, and location.

.....\$175

American Society of Association Executives

Publications Dept.

1575 Eye Street, NW

Washington, DC 20005

(202) 626-2748

- **Chronicle of Philanthropy**

Every September, this bi-weekly newspaper publishes its annual survey of top executives' compensation at major charities and foundations. The Chronicle's weekly classified ads are another useful resource for establishing market parity of managerial and executive-level positions.

.....\$ 67.50 (annual subscription)

The Chronicle of Philanthropy

PO Box 1989

Marion, OH 43305

- **Community Jobs**

Calling itself "the national employment newspaper for the nonprofit sector," this monthly newsletter lists nonprofit job openings at various experience levels in all types of organizations and all regions of the country. Also,

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<http://www.tgci.com>

(800) 421-9512

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Community Jobs/NY-NJ, which focuses on the New York metropolitan area, and Community Jobs/DC, which focuses on the Washington, DC, Maryland, and Virginia areas.

...\$69 (annual subscription for any one publication)

ACCESS: Networking in the Public Interest

1001 Connecticut Avenue, NW
Washington, DC 20036
(202) 785-4233

- **COMP KEY: Effective Compensation, the Key to Nonprofit Success**

Detailed comparisons of compensation and benefits for eight key position in government, for-profit businesses, and nonprofit organizations. Also contains models to help nonprofit executives and boards create appropriate compensation packages and recruit qualified personnel.

...\$30

Applied Research & Development Institute

2121 S. Oneida Street, Suite 633
Denver, CO 80224
(303) 691-6076

- **Compensation and Benefits in North Carolina's Nonprofits**

Detailed information on salaries by supervisory level, field, job function, years of experience, gender, educational level, region of the state, organizational budget. Data comes from 306 nonprofit employers of all sizes, with a total of 5,754 employees.

...\$15 to \$110, depending on affiliation and survey participation

North Carolina Center for Nonprofits

1110 Navaho Drive, Suite 200
Raleigh, NC 27609
(919) 790-1555

- **Compensation in Nonprofit Organizations**

Based on information provided by more than 1,700 nonprofit organizations for more than 40,000 employees in 110 benchmark jobs, this annual survey analyzes employee compensation according to several variables, including level of supervisory/managerial responsibility, type of organization, number of employees, annual budget, and geographic scope. Part 1 covers professional societies and trade associations and Part 2 covers other kinds of nonprofits. Combined editions are available for Mid-Atlantic states and for Illinois.

.....\$250 for combined editions

Abbott, Langer & Associates

548 First Street
Crete, IL 60417
(708) 672-4200

- **Compensation in Not-for-Profit Organizations**

Based on data from 200 nonprofits in the New York metropolitan area, the report contains information on compensation levels, fringe benefits, and incentive plans.

....\$100

Ernst & Young

1285 Avenue of the Americas
New York, NY 10010
(212) 773-3000

- **The Contact Center Network**

This New York-based nonprofit operates a directory of nonprofit Web sites with links to more than 8,000 organizations nationwide. It is useful for learning about other organizations similar to your own.

<http://www.contact.org>

- **Financial Compensation in Voluntary Organizations**

A good general discussion of the topic, including helpful advice on salary administration.

.....\$8

Independent Sector

1828 L Street, NW
Washington, DC 20036
(202) 223-8100

- **Fringe Benefits and Working Conditions in Nonprofits**

Bi-annual analysis of prevailing practices in more than 1,400 nonprofit agencies; describes insurance programs, retirement plans, overtime policies, employee assistance programs, etc. Information on each benefit and/or working condition is broken down according to the organization's type, location, number of employees, annual budget, and geographic scope.

.....\$150

Abbot, Langer & Associates

548 First Street
Crete, IL 60417
(708) 672-4200

- **GuideStar**

Sponsored by Philanthropic Research, Inc., this free, searchable Internet database contains financial reports and program summaries on more than 600,000 nonprofit organizations. Financial data is collected from IRS Form 990s and other information comes directly from 501(c)(3) agencies that participate in the survey that GuideStar conducts every year. Search results reveal the level of information available for each organization--which ranges from simple name-and-address listings with an IRS activity code to detailed reports on the nonprofit's finances, mission, accomplishments, and performance monitoring system. GuideStar is designed to be a service for prospective donors, but nonprofits can use it to find information about other organizations that may be in the same location, that have comparable revenue, or that perform similar activities.

<http://www.guidestar.org>

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- **New York State Nonprofit CBO Compensation Study**

1996 edition contains information on 407 diverse community-based organizations with a combined workforce of 19,000 employees. Mean, median, and percentile salaries are broken down by region.

.....\$18

Council of Community Services of New York State, Inc.

200 Henry Johnson Blvd., Box 17
Albany, NY 12210
(518) 434-9194

- **Salary and Benefits Report, USA**

Information on compensation paid to fundraising professionals in the health field (including salary levels by hospital size, region, gender and length of service) gleaned from a survey of 2,024 members of the Association for Healthcare Philanthropy. The 1997 edition was published in August.

.....\$50 (non-members)

Association for Healthcare Philanthropy

313 Park Avenue, Suite 400
Falls Church, VA 22046
(703) 532-6243

- **Sample Job Descriptions**

More than 80 detailed descriptions of key jobs in state, national, professional, trade, and charitable organizations. Also includes advice on how to put together your own job descriptions and information on pertinent government regulations.

.....\$76 (non-members)

American Society of Association Executives

Publications Dept.
1575 Eye Street, NW
Washington, DC 20005
(202) 626-2748

- **A Snapshot of America's Nonprofit Boards**

The 1997 edition is based on a survey of more than 1,000 nonprofit organizations and includes benchmark information about chief executive salaries.

.....\$19

National Center for Nonprofit Boards

2000 L Street, NW, Suite 510
Washington, DC 20036
(202) 452-6262

- **Tennessee Nonprofit Salary and Benefit Survey**

Bi-annual survey (most recently published in June 1996) includes data from 332 agencies across Tennessee. Information, presented visually through charts and tables, covers 31 separate positions.

....\$39.95 (\$10 for the 1996 edition)

Council of Community Services

2012 21st Avenue South
Nashville, TN 37212
(615) 385-2221

- **Wage and Benefit Survey of Delaware Nonprofits**

Latest edition, published in 1996, provides comparative salary information from more than 125 agencies across Delaware.

.....\$15

Delaware Association of Nonprofit Agencies

100 West 10th Street, Suite 102
Wilmington, DE 19801
(302) 777-5500

- **Wage and Benefit Survey of Southern California Nonprofit Organizations**

One of the most comprehensive reports on current salaries and benefits paid to nonprofit personnel, this annual survey gives wage and benefit data for 70 job functions and nine levels of responsibility. Information is drawn from data on approximately 10,000 positions in 200 nonprofit agencies throughout southern California.

.....\$10 to \$300 sliding-scale pricing, depending on agency's annual budget and participation in the survey

Center for Nonprofit Management

315 West Ninth Street, Suite 1100
Los Angeles, CA 90015
(213) 623-7080

- **Wage and Benefit Survey of Northern California Nonprofit Organizations**

Similar to the southern California survey, this report provides wage and benefit information for northern California agencies.

.....\$10 to \$300 sliding-scale pricing, depending on agency's annual budget and participation in the survey

The Management Center

944 Market Street, Suite 700
San Francisco, CA 94102
(415) 362-9735