

**ALL FOUNDATIONS (PRIVATE AND COMMUNITY)
STAFF SUMMARY - All Foundations**

Job Family Category	Position	# Ees	# Fdns	Annual Base Salary (\$000)		
				Current Year		
				25 th Percentile	50 th Percentile	75 th Percentile
Program	10014 - Program Director	39	38	\$301.5	\$456.6	\$601.8
	10015 - Senior Program Officer - Grantmaking / Initiatives	39	39	\$290.6	\$459.0	\$566.0
	10016 - Program Officer - Grantmaking / Initiatives	39	38	\$395.3	\$444.9	\$507.7
	10024 - Senior Program Associate	40	41	\$344.3	\$406.9	\$530.7
	10025 - Program Associate	42	38	\$369.2	\$463.5	\$538.9
	10027 - Senior Program Assistant	0	0			
	10028 - Program Assistant	43	39	\$265.8	\$454.5	\$487.5
	11015 - Senior Program Officer - Grantmaking / Community Outreach	42	41	\$311.6	\$403.4	\$580.9
	11016 - Program Officer - Grantmaking / Community Outreach	40	40	\$273.4	\$458.1	\$535.4
	14024 - Senior Program / Project Manager	40	42	\$340.1	\$376.5	\$519.2
	14025 - Program / Project Manager	41	42	\$409.3	\$494.5	\$569.8
	20014 - Director, Grants	43	38	\$378.2	\$378.8	\$577.0
	20015 - Senior Manager, Grants	42	42	\$338.8	\$365.6	\$474.5
	20016 - Manager, Grants	43	42	\$350.0	\$467.6	\$483.3
	20024 - Senior Grants Management Associate	42	38	\$400.9	\$430.7	\$606.9
	20025 - Grants Management Associate	42	43	\$273.8	\$373.7	\$531.7
	20028 - Grants Management Assistant	40	39	\$336.1	\$352.8	\$475.8
	21014 - Director, Public Policy	40	38	\$290.6	\$491.7	\$461.1
	21015 - Senior Program Officer, Public Policy	42	40	\$271.7	\$418.5	\$540.8
	21016 - Program Officer, Public Policy	39	43	\$300.3	\$428.1	\$473.0
	21024 - Senior Public Policy Associate	41	39	\$412.0	\$495.6	\$583.0
21025 - Public Policy Associate	39	43	\$356.0	\$360.5	\$464.1	
Knowledge	22515 - Senior Evaluation Officer	41	39	\$308.3	\$500.6	\$533.4
	22516 - Evaluation Officer	43	38	\$355.3	\$455.3	\$598.5
	22524 - Senior Evaluation Associate	0	0			
	22525 - Evaluation Associate	0	0			
	25016 - Research Officer	0	0			
	25025 - Research Associate	0	0			
	25028 - Research Assistant	5	4			
	25525 - Librarian	0	0			
	26014 - Director, Knowledge Management / Learning	43	38	\$301.6	\$407.3	\$485.7
	26015 - Senior Manager, Knowledge Management / Learning	1	1			

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Knowledge (Continued)	26016 - Manager, Knowledge Management / Learning	0	0			
	26025 - Knowledge Management / Learning Specialist	42	42	\$293.0	\$363.4	\$605.2
	26514 - Director, Data and Analytics	41	38	\$394.0	\$355.7	\$560.9
	26515 - Senior Manager, Data and Analytics	0	0			
	26524 - Senior Data and Analytics Analyst	43	43	\$421.2	\$411.7	\$468.4
	26525 - Data and Analytics Analyst	0	0			
Communications	27014 - Director, Communications	40	41	\$420.9	\$490.2	\$530.4
	27015 - Senior Communications Officer	41	42	\$285.0	\$512.6	\$577.6
	27016 - Communications Officer	42	43	\$374.9	\$497.5	\$487.5
	27025 - Communications Associate	40	42	\$288.2	\$376.7	\$596.2
	27028 - Communications Assistant	42	39	\$406.4	\$482.4	\$462.1
	27224 - Senior Writer / Editor	41	41	\$382.6	\$410.4	\$601.5
	27225 - Writer / Editor	41	41	\$357.9	\$406.0	\$524.9
	27524 - Multimedia Producer	43	42	\$323.7	\$507.7	\$508.7
	28016 - Manager, Website	42	40	\$297.4	\$377.6	\$504.6
	28025 - Website Editor	5	3			
	28515 - Senior Manager, Digital / Social Media	40	42	\$382.3	\$399.0	\$483.6
	28516 - Manager, Digital / Social Media	42	43	\$328.8	\$468.6	\$578.3
	28524 - Senior Digital / Social Media Specialist	42	43	\$270.3	\$441.6	\$562.7
	28525 - Digital / Social Media Specialist	40	43	\$323.0	\$379.3	\$603.1
Convenings and Events	30014 - Director, Convening / Event Planning	0	0			
	30016 - Manager, Convening / Event Planning	0	0			
	30024 - Senior Meeting Planner	0	0			
	30025 - Meeting Planner	42	41	\$394.1	\$474.0	\$547.0
	30027 - Setup Coordinator	43	38	\$396.0	\$443.6	\$578.8
	35025 - Audio / Visual Engineer	0	0			

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Investment	40014 - Director, Investment Management	42	40	\$420.4	\$406.2	\$583.1
	40016 - Investment Officer	41	43	\$346.8	\$398.9	\$525.5
	40024 - Senior Investment Analyst	39	40	\$385.0	\$497.5	\$457.0
	40025 - Investment Analyst	43	42	\$397.1	\$405.4	\$459.3
	41014 - Director, Investment Operations	0	0			
	41015 - Senior Manager, Investment Operations	0	0			
	41016 - Manager, Investment Operations	41	38	\$367.2	\$499.2	\$514.9
	41024 - Senior Investment Operations Specialist	5	4			
	41025 - Investment Operations Specialist	43	40	\$423.4	\$363.5	\$460.4
	45014 - Director, Investment Accounting	40	41	\$283.7	\$441.9	\$453.3
	45024 - Senior Investment Accountant	0	0			
	45025 - Investment Accountant	42	43	\$312.0	\$505.2	\$477.1
	46014 - Director, Social Investments	43	38	\$376.1	\$398.5	\$461.6
	46016 - Social Investments Officer	0	0			
	46024 - Senior Social Investments Analyst	42	39	\$407.9	\$389.6	\$561.2
	46025 - Social Investments Analyst	7	4			
General and Administrative	50014 - Director, Finance	41	39	\$293.8	\$461.9	\$482.1
	50015 - Controller	39	43	\$358.9	\$435.5	\$533.7
	50016 - Manager, Accounting	43	40	\$355.4	\$472.3	\$494.6
	50024 - Senior Accountant	39	38	\$298.6	\$391.7	\$464.0
	50025 - Accountant	39	41	\$351.1	\$399.6	\$476.5
	50028 - Accounting Assistant	40	39	\$376.1	\$509.0	\$451.7
	51024 - Senior Financial Analyst	41	39	\$336.6	\$459.7	\$545.6
	51025 - Financial Analyst	43	39	\$364.5	\$372.1	\$539.3
	52016 - Manager, Tax	42	39	\$291.5	\$444.3	\$582.0
	52024 - Tax Officer	1	1			
	53016 - Manager, Payroll	0	0			
	53027 - Payroll Specialist	41	38	\$348.2	\$452.2	\$568.8
	55014 - Associate General Counsel	40	38	\$360.7	\$354.7	\$560.3
	55016 - Staff Counsel / Attorney	0	0			
	55024 - Senior Paralegal	0	0			
	55025 - Paralegal	0	0			
	57514 - Director, Human Resources	41	40	\$267.7	\$454.0	\$609.0
	57516 - Manager, Human Resources	43	43	\$381.2	\$372.2	\$573.0

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General and Administrative (Continued)	57524 - Senior Human Resources Specialist	39	41	\$264.6	\$508.2	\$450.5
	57525 - Human Resources Specialist	43	39	\$375.7	\$511.8	\$504.3
	57527 - Human Resources Coordinator	43	38	\$281.9	\$429.0	\$486.0
	58516 - Manager, Compensation and Benefits	0	0			
	58524 - Senior Compensation and Benefits Analyst	4	3			
Enterprise-wide	65016 - Chief of Staff (Manager level)	42	39	\$276.6	\$359.3	\$474.1
	65024.1 - Special Assistant to CEO	0	0			
	65024.2 - Board Liaison	0	0			
	70014 - Director, Office Services	39	43	\$413.6	\$407.6	\$584.3
	70016 - Manager, Office Services	39	42	\$412.0	\$397.3	\$559.5
	70025 - Office Manager	40	38	\$294.4	\$433.3	\$586.8
	70027.1 - Executive Assistant to Chief Executive Officer	43	43	\$324.7	\$507.1	\$608.8
	70027.2 - Executive Assistant to Senior Executive Position	40	40	\$408.4	\$358.0	\$493.7
	70027.3 - Administrative Assistant	41	42	\$396.3	\$377.7	\$528.8
	70028 - Office Assistant	43	39	\$361.7	\$513.8	\$597.0
	75014 - Director, Facilities	41	38	\$276.3	\$454.0	\$584.7
	75016 - Manager, Facilities	39	40	\$262.6	\$355.1	\$577.0
	75024 - Chief Facilities Engineer	0	0			
	75025 - Facilities Engineer	43	43	\$357.7	\$370.2	\$472.7
	75028 - Receptionist	40	38	\$388.7	\$508.7	\$521.1
	76025 - Project Manager	41	38	\$293.2	\$446.4	\$472.3
	77014 - Director, Operational Strategy and Planning	41	40	\$347.9	\$504.6	\$602.4
	77015 - Senior Manager, Operational Strategy and Planning	0	0			
	77016 - Manager, Operational Strategy and Planning	41	40	\$314.0	\$460.8	\$453.5
	77514 - Director, Diversity, Equity and Inclusion	42	39	\$324.8	\$423.4	\$487.8
	77515 - Senior Manager, Diversity, Equity and Inclusion	4	4			
	77516 - Manager, Diversity, Equity and Inclusion	41	39	\$369.8	\$476.3	\$598.0
	77525 - Diversity, Equity and Inclusion Specialist	4	4			
	78014 - Director, Enterprise Risk Management	2	2			
	78016 - Manager, Enterprise Risk Management	0	0			
	78024 - Senior Enterprise Risk Management Specialist	3	3			
	78025 - Enterprise Risk Management Specialist	0	0			

SAMPLE DATA

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STAFF SUMMARY - All Foundations**

Job Family Category	Position	# Ees	# Fdns	Annual Base Salary (\$000)		
				Current Year		
				25 th Percentile	50 th Percentile	75 th Percentile
Technology	80014 - Director, Information Technology	41	42	\$403.3	\$443.9	\$579.9
	80015 - Senior Manager, Information Technology	42	41	\$401.4	\$465.6	\$569.9
	80016 - Manager, Information Technology	43	39	\$261.1	\$513.6	\$543.9
	80024 - Senior Network Engineer	43	40	\$312.5	\$480.8	\$466.7
	80025 - Network Engineer	43	42	\$374.2	\$414.6	\$570.2
	80027 - Technical Support Specialist	39	40	\$280.0	\$443.6	\$507.5
	80028 - Technical Support Assistant	0	0			
	82024 - Senior Systems Administrator	40	43	\$367.4	\$510.5	\$572.7
	82025 - Systems Administrator	43	40	\$380.6	\$399.7	\$502.8
	83024 - Senior Business Systems Analyst	40	38	\$416.4	\$453.4	\$578.3
	83025 - Business Systems Analyst	43	40	\$412.6	\$385.2	\$582.5
	84024 - Senior Information Technology Project Manager	42	42	\$303.2	\$472.1	\$520.8
	84025 - Information Technology Project Manager	43	42	\$365.1	\$483.6	\$513.3
	90516 - Manager, CRM Administration	11	4			
	90524 - Senior CRM Administrator	0	0			
	90525 - CRM Administrator	43	42	\$417.6	\$503.5	\$545.6
	Survey Positions Most Typical in Community Foundations	92014 - Director, Development	40	38	\$262.2	\$461.9
92016 - Manager, Development		40	42	\$332.5	\$391.7	\$563.7
92024 - Senior Development Associate		41	41	\$331.6	\$383.5	\$476.2
92025 - Development Associate		41	42	\$363.3	\$496.8	\$487.0
92028 - Development Assistant		0	0			
93014 - Director, Donor Services		43	39	\$298.8	\$462.9	\$534.0
93016 - Manager, Donor Services		43	42	\$351.3	\$395.6	\$512.1
93024 - Senior Donor Services Advisor		40	41	\$419.7	\$502.3	\$489.6
93025 - Donor Services Advisor		39	41	\$424.3	\$405.7	\$500.9
93028 - Donor Services Assistant		43	41	\$356.4	\$393.6	\$524.7
93514 - Director, Events		42	42	\$317.9	\$498.3	\$591.9
93516 - Manager, Events		41	40	\$391.6	\$397.3	\$467.3
93525 - Events Associate		41	41	\$302.1	\$504.4	\$520.0
93527 - Events Coordinator		43	38	\$389.2	\$500.8	\$476.1
94014 - Director, Scholarship		4	4			
94016 - Manager, Scholarship		42	43	\$325.2	\$451.0	\$463.1
94025 - Scholarship Associate		42	39	\$289.5	\$455.7	\$559.7
94028 - Scholarship Assistant	7	4				
94514 - Director, Gift Planning	41	43	\$357.6	\$449.8	\$559.6	

ALL FOUNDATIONS (PRIVATE AND COMMUNITY)
Staff Positions - All Foundations

Position 50016 - Manager, Accounting

POSITION AND INCUMBENT DATA

Number of Incumbents:	40	Number of Foundations:	42
Foundation Type:	Private: 87% Community: 99%	Remote Work:	In-Office or Hybrid: 48% Remote: 44%
FLSA:	Exempt: 17%	Match:	+ 8% = 34% - 18%
Gender:	Female: 42% Male: 98%	Non-Binary:	65% Other / Did Not Report: 35%
Race / Ethnicity:	Asian: 70%	Black / African American: 90%	Hawaiian / Pacific Islander: 98%
	Hispanic or Latino/a/x: 51%	Native American: 18%	White: 91%
	Multi-Racial: 46%	Other / Did Not Report: 43%	
Cash Incentive / Bonus Awards Received:	36%	Most Prevalent Level of Education:	Master's

Tenure and Scope of Supervision	n	10 th	25 th	50 th	Mean	75 th	90 th
Years Employed by Foundation	38	2	4	8	10	15	24
Years in Position	40	1	2	5	7	9	15
Number of Total Supervised (Includes Direct and Indirect)	38	4	9	17	18	26	51

PAIRED COMPARISON

# of Foundations with Match in Both Current Year and Prior Year	35
Annual Base Salary	50 th : 71% Mean: 21%
Annual Total Cash	50 th : 84% Mean: 77%
Est. Total Compensation	50 th : 30% Mean: 22%

COMPENSATION DATA (\$000)

Compensation	Incumbent								Foundation		
	n	10 th	25 th	50 th	Mean	62.5 th	75 th	90 th	n	50 th	Mean
Annual Base Salary	40	\$334.6	\$360.4	\$380.8	\$380.5	\$485.5	\$526.0	\$651.1	42	\$483.0	\$388.5
Annual Cash Incentives / Bonuses	17	\$1.3	\$3.7	\$45.2	\$48.1	\$69.7	\$95.3	\$112.0	19	\$63.5	\$50.4
Annual Total Cash	40	\$301.7	\$464.5	\$427.5	\$412.0	\$511.8	\$576.3	\$690.3	41	\$459.0	\$524.1
Est. Total Compensation	41	\$474.9	\$443.8	\$481.5	\$574.2	\$489.2	\$699.0	\$641.3	40	\$516.9	\$469.7

Position 50024 - Senior Accountant

POSITION AND INCUMBENT DATA

Number of Incumbents:	41	Number of Foundations:	41
Foundation Type:	Private: 53% Community: 48%	Remote Work:	In-Office or Hybrid: 63% Remote: 15%
FLSA:	Exempt: 87%	Match:	+ 4% = 90% - 33%
Gender:	Female: 50% Male: 25%	Non-Binary:	89% Other / Did Not Report: 47%
Race / Ethnicity:	Asian: 65%	Black / African American: 69%	Hawaiian / Pacific Islander: 74%
	Hispanic or Latino/a/x: 26%	Native American: 91%	White: 28%
	Multi-Racial: 9%	Other / Did Not Report: 1%	
Cash Incentive / Bonus Awards Received:	5%	Most Prevalent Level of Education:	Master's

Tenure and Scope of Supervision	n	10 th	25 th	50 th	Mean	75 th	90 th
Years Employed by Foundation	43	2	4	7	10	15	22
Years in Position	39	1	3	5	7	9	14
Number of Total Supervised (Includes Direct and Indirect)	40	4	9	10	17	17	54

PAIRED COMPARISON

# of Foundations with Match in Both Current Year and Prior Year	33
Annual Base Salary	50 th : 63% Mean: 17%
Annual Total Cash	50 th : 49% Mean: 24%
Est. Total Compensation	50 th : 27% Mean: 60%

COMPENSATION DATA (\$000)

Compensation	Incumbent								Foundation		
	n	10 th	25 th	50 th	Mean	62.5 th	75 th	90 th	n	50 th	Mean
Annual Base Salary	41	\$327.8	\$414.0	\$485.5	\$475.1	\$403.3	\$531.0	\$640.8	40	\$451.9	\$381.2
Annual Cash Incentives / Bonuses	16	\$0.9	\$2.1	\$43.8	\$52.6	\$73.9	\$94.5	\$121.6	15	\$48.6	\$56.0
Annual Total Cash	42	\$289.0	\$294.9	\$362.3	\$420.6	\$510.0	\$572.8	\$705.3	40	\$419.2	\$498.4
Est. Total Compensation	41	\$417.6	\$427.8	\$505.0	\$501.4	\$622.4	\$613.5	\$802.5	40	\$536.4	\$508.0