



Human Services Coalition

2024

Salary and Benefits Survey

**A Comprehensive Study and Analysis of Compensation Within
Tompkins County Not-For-Profit Organizations**

HSC is a United Way Impact Partner



United Way of
Tompkins County
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by Human Services Coalition of Tompkins County

A Comprehensive Study and Analysis of Compensation Within Tompkins County Not-for-Profit Organizations

INTRODUCTION

The Human Services Coalition of Tompkins County is pleased to present the 2024 Salary & Benefits Survey Report. In this twelfth report, we provide a profile of salary levels and benefits provided for various positions in health and human services agencies in the county.

History

The 2024 Human Services Coalition of Tompkins County Salary and Benefits Survey is the eleventh in a series of surveys administered by HSC. Previous surveys were undertaken in 1989, 1995, 1997, 2000, 2003, 2006, 2009, 2011, 2015, 2018 and 2022. The surveys have been modified over time, and will continue to change in order to reflect the changing needs of area agencies.

Using the Information

The intent of this report is to provide information to help organizations create and maintain an effective compensation system. It is important to note that there is no “right” or “wrong” salary, but the salary information can help agencies to design a compensation system that is in line with organizational objectives and is competitive in the market.

Positions

A salary and benefits survey is not intended to provide compensation data for every position in every organization, but to provide information on select benchmark positions common to many organizations. These benchmark positions allow an organization to make judgments as to the value of each position in relation to the benchmark positions and create a comprehensive compensation system.

METHODOLOGY

Surveys were emailed to 171 local not-for-profit agencies. Non-profit agencies in the county (not including county departments, and religious organizations) with paid staff were included in the survey request. Eighty-one (81) of the agencies responded with information regarding salary and benefits giving a response rate of 47%. It is important to note that not all agencies have responded in all years (in 2015, surveys were sent to 95 agencies with 66 completions, a response rate of 69%, in 2018, surveys were sent to 118 agencies with 67 completions, a response rate of 57%, and in 2022, surveys were sent to 155 agencies with 77 completions, giving a response rate of 49%.) Not all responding agencies provided data for all questions in the survey. As always, comparisons between years should be looked at critically.

Agencies reported salary information for 22 job categories, based on common job responsibilities and job titles. The survey asked that agencies report salary information for only these job categories and not try to “fit” all their positions in the categories. Descriptions of each category are included in the salary report. Agencies also were asked to report the number of people holding the position, whether the position was full-time or part-time, the minimum and maximum hourly rate available for the position, and the average current hourly rate.

The first portion of the survey introduced questions regarding Diversity, Equity and Inclusion (DEI), and hiring practice questions. The second portion of the survey included questions on benefits including paid time off, health insurance, retirement, life insurance and other benefits. The third portion asked about the job category details.

Beginning in 2022, HSC adjusted the pay rate questions to capture the hourly pay rate (or equivalent for salaried employees), rather than full-year totals. This allows for improved comparisons across agencies with different standard Work Weeks, see FTE “Equalizer” below. HSC changed from a salary based question to an hourly based question to give a more meaningful hourly pay indicator, which we then could use for calculation of salary. This allows us to do the equalized salary calculation based on the number of hours an agency has in their standard work week.

FTE “Equalizer”

It is important to know the approximate hourly rate for a position, instead of only the yearly salary, since agencies/positions differ in the number of hours in a work week. For this survey we asked for the hourly rate to the penny. The low and high hourly rates, are shown in the tables, and were used to calculate weekly salaries based on each agency’s response to the “How many hours in a full-time work week?” question. HSC also included in the table “equalized” weekly salaries, based on a 40-hour work week base, using the hourly rates. These weekly salaries can be used to calculate annual salary by taking the weekly salary and multiplying by 52 weeks.

Categorization

To provide a more accurate picture of the salary and benefit levels at area agencies, respondents were divided into four categories based upon their annual budgets: Small, Medium, Large and Extra Large. Detailed information on each of these categories is included in the Key Statistics table and charts on page 4. As agencies and their budgets change, they may move into a different size category between survey years.

Confidentiality

For the 2024 Survey, where there was no data reported by organizations this is indicated by the abbreviation ND (no data). In previous years, when positions were reported in only one or two agencies, salary information had been omitted to preserve confidentiality, indicated by the abbreviation NR (not reported to the public).

Mean vs. Median

There are several ways to mathematically determine central tendency. *Mean* and *median* are two types of averages, or measures of central tendency. The mean (a number which ‘evens out’ or balances a set of data) is the arithmetic average of a group of numbers. The median is a measure of the ‘middle’ in a set of numbers placed in order from lowest to highest. The mean and median each have advantages and disadvantages in describing data sets. The mean depends on actual values in a data set, but the median is

dependent only on relative position of the values. For a given set of data, these measures of center may be close or may be different, depending on how the data are distributed. Any measures of center may or may not provide a good measure of 'typical-ness'; therefore, it is important for users to look at all information provided – the mean, median, minimum and maximum values.

REPORT DETAILS

Pay rate information is presented across all agencies as well as by agency size. The position name is included on each sheet, followed by a description of the duties. The table that follows includes the number of full-time employees, number of part-time employees, mean and median salaries, the minimum and maximum salaries reported, as well as the mean and median salaries for that position as reported on the previous HSC Salary and Benefits Surveys (2022, 2018 & 2015.)

Part-Time Employees

Part-time employees are included in the survey data. The part-time employee salaries have been detailed in their own tables. Prior to 2022, the part-time positions were converted to Full-Time Equivalent (FTE) salaries and were included in all mean and median salary reports. For 2022 and this 2024 Survey, they are reported separately.

Paid/Unpaid Leave

Agencies were asked to report their policies regarding paid leave. Data has been reported separately for exempt and non-exempt employees. Exempt employees are all executive, administrative and professional positions not covered by the minimum wage and overtime provisions of the Fair Labor Standards Act (FLSA). Non-exempt employees are all those employees covered by the FLSA.

Disability

Disability protection is reported by noting the percentage of agencies that offered more than the New York State required amount of short-term disability insurance, as well as the percentage of agencies that offer any long-term disability coverage. The percentage of cost paid by the agency is also reported.

Staffing

Several questions were asked to understand staffing trends, including whether staff size had changed, whether agencies had laid off employees, and if the agency had difficulty recruiting for various positions. The incidence and causes of employee turnover and the use of contract employees is also reported.

Health Insurance, Life Insurance and Retirement

Agencies provided information on health insurance plans, and coverage levels. Costs for individual as well as family coverage are reported where applicable and when available.

Other Benefits

Agencies were asked details regarding other benefits they provide to their employees such as life insurance and retirement.

Key Statistics 2024

2024	All		Small Budget (\$0 – 500,000)		Medium Budget (\$500,000 - 1.5M)		Large Budget (\$1.5M - 5M)		Extra Large Budget (\$5M – Higher)	
	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean
# of Agencies	68		24		16		18		10	
Annual Budget	\$1,020,856	\$4,025,259	\$322,005	\$299,839	\$921,689	\$922,560	\$2,252,900	\$2,675,355	\$9,607,351	\$20,360,411
Minimum	\$100,000		\$100,000		\$543,157		\$1,612,387		\$5,235,888	
Maximum	\$73,504,850		\$482,438		\$1,400,000		\$4,479,465		\$73,504,850	
Payroll	\$406,062	\$1,706,760	\$174,361	\$175,656	\$377,176	\$466,433	\$1,459,184	\$1,686,412	\$3,894,282	\$7,402,261
Benefits	\$49,239	\$359,620	\$9,578	\$15,544	\$36,660	\$47,687	\$207,423	\$301,609	\$686,102	\$1,788,915
# of FT Employees	6	29	2	2	5.5	8	24	27	76	125
Min. # FT Emp.	1		1		1		5		4	
Max. # FT Emp.	531		5		30		73		531	
Work Week (hrs/wk)	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
35 or less	35	53%	9	37.5%	11	68.8%	9	56.3%	6	60.0%
36-37.5	8	12.1%	1	4.2%	1	6.3%	2	12.5%	4	40.0%
37.6-40	23	34.8%	14	58.3%	4	25.0%	5	31.3%	0	0.0%

*Work Week is the “standard” number of hours set by the organization as the regular amount of time worked by the employees. This varies from about 35 hours to 40. There are some positions in some organizations that have reported they work longer than the U.S. standard of 40 hours per week (FLSA 1938), some noting 60 and even 80 hours, depending on the position. This report is only using the 40-hour work week for all calculations for this table, and also for the following position tables in this report.

Actual budget ranges are the following (shortened for brevity in the report tables):

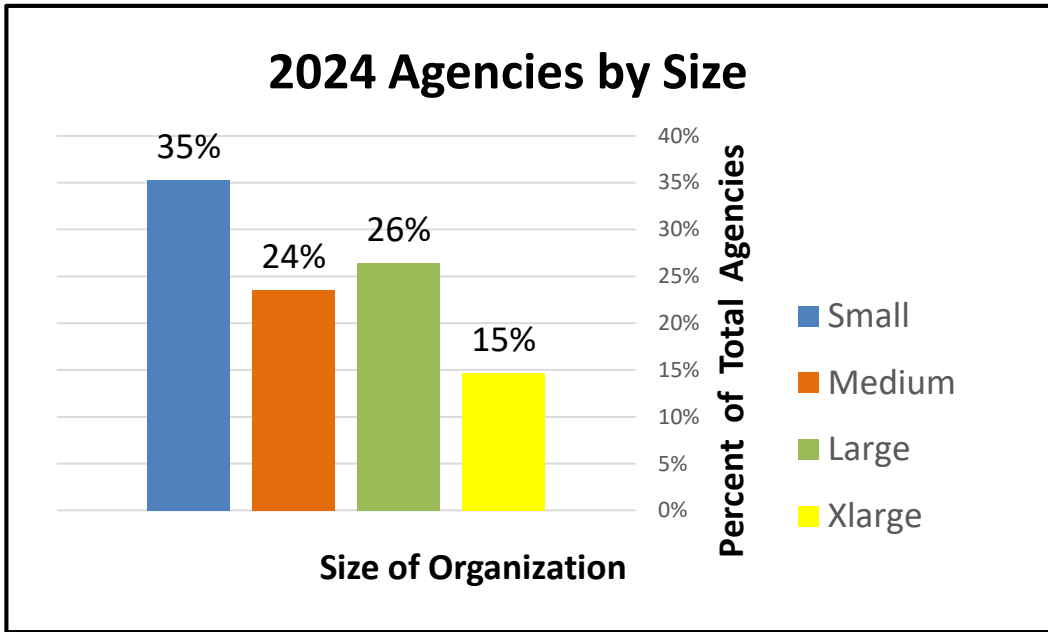
Agency Size by Budget

Small (\$0 – 500,000)	Medium (\$500,001 - 1.5M)	Large (\$1,500,001M - 5M)	Extra Large (\$5,000,001M – Higher)
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Key Statistics 2022

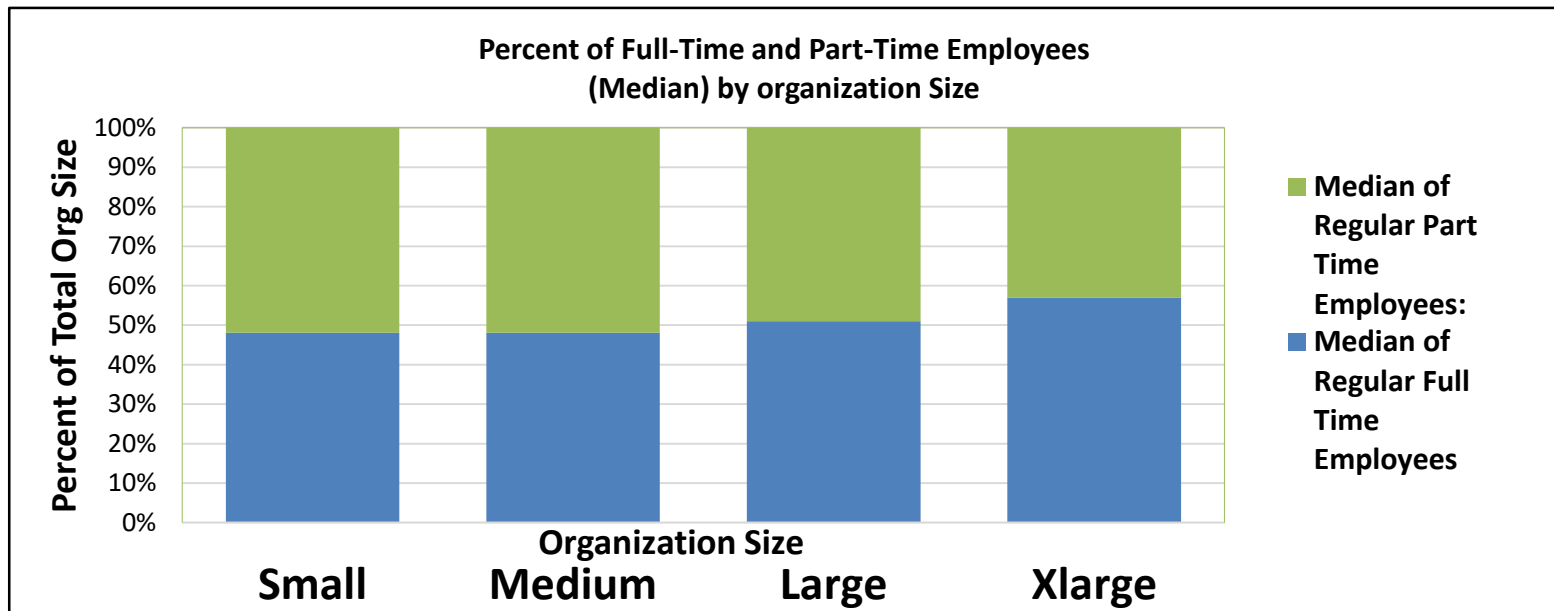
2022	All		Small Budget (\$0 – 500,000)		Medium Budget (\$500,001 - 1.5M)		Large Budget (\$1.5M - 5M)		Extra Large Budget (\$5M – Higher)	
	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean
# of Agencies	55		22		8		18		7	
Annual Budget	\$1,095,433	\$1,996,014	\$262,516	\$272,649	\$1,008,675	\$1,076,574	\$2,166,239	\$2,458,313	\$6,581,325	\$8,154,046
Minimum	\$20,000		\$20,000		\$727,000		\$1,527,052		\$5,000,001	
Maximum	\$17,512,420		\$471,385		\$1,478,569		\$4,335,122		\$17,512,420	
Payroll	\$478,000	\$881,003	\$131,319	\$160,999	\$478,000	\$530,744	\$1,179,551	\$1,314,447	\$2,822,624	\$2,687,701
Benefits (non-govt reg.)	\$45,284	\$117,658	\$10,900	\$13,705	\$73,380	\$79,383	\$195,367	\$189,701	\$292,679	\$333,726
# of FT Employees	8	17	2	2	8	9	20	23	50	50
Min. # FT Emp.	0		0		4		5		5	
Max. # FT Emp.	115		6		15		46		115	
Work Week (hrs/wk)	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
35 or less	34	63.0%	10	50.0%	7	87.5%	13	68.4%	5	62.5%
36-37.5	9	16.7%	4	20.0%	1	12.5%	3	15.8%	1	12.5%
37.6-40	11	20.4%	6	30.0%	0	0.0%	3	15.8%	2	25.0%

2024 Salary Information



Agency Size by Budget

Small	Medium	Large	Extra Large
(\$0 – 500,000)	(\$500,001 - 1.5M)	(\$1,500,001M - 5M)	(\$5,000,001M – Higher)



Executive Director/President/CEO

Responsible for overall operation, management, and finances of an independent organization. Reports to and is accountable to a board of directors or governing body. Complex, non-routine tasks. Responsible for supervision of agency staff. Top paid position in the organization.

FULL-TIME Executive Director/ President/CEO					
2024	ALL	Small Budget (\$0 – 500,000)	Medium Budget (\$500,001 - 1.5M)	Large Budget (\$1.5M+ - 5M)	Extra Large Budget (\$5M+ – Higher)
#Full-Time Positions Reported	54	14	14	16	10
Mean Salary	\$99,687.68	\$66,754.07	\$76,228.29	\$117,606.32	\$150,227.13
Median Salary	\$88,618.40	\$64,188.80	\$74,750.00	\$113,620.00	\$157,593.80
Minimum Salary	\$49,140.00	\$49,140.00	\$58,240.00	\$84,011.20	\$94,681.60
Maximum Salary	\$195,000.00	\$85,800.00	\$147,097.60	\$163,488.00	\$195,000.00
MIN Work Week Hours	32	32	35	35	35
MAX Work Week Hours	80	80	60	50	40
Hourly Minimum	\$20.19	\$20.19	\$25.00	\$40.39	\$45.52
Hourly Maximum	\$100.00	\$46.95	\$70.72	\$65.63	\$100.00
MIN HRLY Rate X 40 HRS/WK	\$807.69	\$807.69	\$1,000.00	\$1,615.60	\$1,820.80
MAX HRLY Rate X 40 HRS/WK	\$4,000.00	\$1,878.00	\$2,828.80	\$2,625.20	\$4,000.00
2022 Mean Salary	\$96,244.42	\$62,393.88	\$96,216.25	\$102,449.18	\$174,611.67
2022 Median Salary	\$81,120.00	\$60,320.00	\$80,080.00	\$100,880.00	\$165,360.00
2018 Mean Salary	\$80,108.00	\$55,872.00	\$80,070.00	\$96,132.00	\$159,906.00
2018 Median Salary	\$69,429.00	\$54,857.00	\$74,082.00	\$97,895.00	\$138,333.00
2015 Mean Salary	\$82,019.00	\$56,782.00	\$77,897.00	\$98,692.00	\$141,539.00
2015 Median Salary	\$74,690.00	\$54,000.00	\$74,971.00	\$96,000.00	\$133,156.00

PART-TIME Executive Director/ President/CEO					
2024	ALL	Small Budget (\$0 – 500,000)	Medium Budget (\$500,001 - 1.5M)	Large Budget (\$1.5M - 5M)	Extra Large Budget (\$5M – Higher)
#Part-Time Positions Reported	4	3	1	0	0
Mean Salary	\$38,415.00	\$40,750.67	\$31,408.00	ND	ND
Median Salary	\$35,776.00	\$42,900.00	\$31,408.00	ND	ND
Minimum Salary	\$31,408.00	\$32,552.00	\$31,408.00	ND	ND
Maximum Salary	\$46,800.00	\$46,800.00	\$31,408.00	ND	ND
MIN Work Week Hours	20	20	20	ND	ND
MAX Work Week Hours	30	30	20	ND	ND
Hourly Minimum	\$25.00	\$25.00	\$30.20	ND	ND
Hourly Maximum	\$30.20	\$30.00	\$30.20	ND	ND
MIN HRLY Rate X 40 HRS/WK	\$1,000.00	\$1,000.00	\$1,208.00	ND	ND
MAX HRLY Rate X 40 HRS/WK	\$1,208.00	\$1,200.00	\$1,208.00	ND	ND

Number Contractors Reported = 1	Hours per Month	Hourly Rate		Hourly Rate
Minimum	10	\$35	Mean	\$35
Maximum	10	\$35	Median	\$35

Associate Director/Assistant Director/Vice President

Responsible for administrative functions which support the overall management of the agency. Works under general supervision of Executive Director. Participates in total agency planning and governance.

FULL-TIME Associate/Assistant Director/Vice President					
2024	ALL	Small Budget (\$0 – 500,000)	Medium Budget (\$500,001 - 1.5M)	Large Budget (\$1.5M - 5M)	Extra Large Budget (\$5M – Higher)
#Full-Time Positions Reported	20	2	6	11	1
Mean Salary	\$75,064.29	\$46,800.00	\$56,842.93	\$88,304.38	\$93,496.00
Median Salary	\$77,636.00	\$46,800.00	\$55,702.40	\$85,995.00	\$93,496.00
Minimum Salary	\$46,800.00	\$46,800.00	\$52,000.00	\$58,240.00	\$93,496.00
Maximum Salary	\$109,200.00	\$46,800.00	\$62,004.80	\$109,200.00	\$93,496.00
MIN Work Week Hours	30	30	35	35	40
MAX Work Week Hours	50	30	40	50	40
Hourly Minimum	\$25.00	\$30.00	\$25.00	\$32.00	\$44.95
Hourly Maximum	\$57.69	\$30.00	\$34.00	\$57.69	\$44.95
MIN HRLY Rate X 40 HRS/WK	\$1,000.00	\$1,200.00	\$1,000.00	\$1,280.00	\$1,798.00
MAX HRLY Rate X 40 HRS/WK	\$2,307.60	\$1,200.00	\$1,360.00	\$2,307.60	\$1,798.00
2022 Mean Salary	\$75,866.00	\$46,800.00	\$61,100.00	\$78,765.00	\$139,360.00
2022 Median Salary	\$76,440.00	\$46,800.00	\$59,280.00	\$78,000.00	\$139,360.00
2018 Mean Salary	\$70,613.00	NR	\$65,673.00	\$74,050.00	\$88,082.00
2018 Median Salary	\$69,308.00	NR	\$69,895.00	\$69,861.00	\$85,333.00
2015 Mean Salary	\$63,349.00	\$51,008.00	\$58,321.00	NR	\$94,347.00
2015 Median Salary	\$59,110.00	\$52,587.00	\$52,815.00	NR	\$97,143.00

PART-TIME Associate/Assistant Director/Vice President					
2024	ALL	Small Budget (\$0 – 500,000)	Medium Budget (\$500,001 - 1.5M)	Large Budget (\$1.5M - 5M)	Extra Large Budget (\$5M – Higher)
#Part-Time Positions Reported	2	1	1	0	0
Mean Salary	\$20,800.00	\$22,880.00	\$18,720.00	ND	ND
Median Salary	\$20,800.00	\$22,880.00	\$18,720.00	ND	ND
Minimum Salary	\$18,720.00	\$22,880.00	\$18,720.00	ND	ND
Maximum Salary	\$22,880.00	\$22,880.00	\$18,720.00	ND	ND
MIN Work Week Hours	20	20	20	ND	ND
MAX Work Week Hours	20	20	20	ND	ND
Hourly Minimum	\$18.00	\$22.00	\$18.00	ND	ND
Hourly Maximum	\$22.00	\$22.00	\$18.00	ND	ND
MIN HRLY Rate X 40 HRS/WK	\$720.00	\$880.00	\$720.00	ND	ND
MAX HRLY Rate X 40 HRS/WK	\$880.00	\$880.00	\$720.00	ND	ND

HR Director

Human Resources Director is responsible for daily operations, responsible for creating and implementing HR policies and activities of the organization. They also manage the HR staff, overseeing all employee-related initiatives, from recruitment and onboarding to managing performance, promotion, and conducting exit interviews.

FULL-TIME HR Director					
2024	ALL	Small Budget (\$0 – 500,000)	Medium Budget (\$500,001 - 1.5M)	Large Budget (\$1.5M - 5M)	Extra Large Budget (\$5M – Higher)
#Full-Time Positions Reported	6	0	0	0	6
Mean Salary	\$86,065.63	ND	ND	ND	\$86,065.63
Median Salary	\$88,506.60	ND	ND	ND	\$88,506.60
Minimum Salary	\$65,000.00	ND	ND	ND	\$65,000.00
Maximum Salary	\$104,520.00	ND	ND	ND	\$104,520.00
MIN Work Week Hours	35	ND	ND	ND	35
MAX Work Week Hours	40	ND	ND	ND	40
Hourly Minimum	\$31.25	ND	ND	ND	\$31.25
Hourly Maximum	\$56.32	ND	ND	ND	\$56.32
MIN HRLY Rate X 40 HRS/WK	\$1,250.00	ND	ND	ND	\$1,250.00
MAX HRLY Rate X 40 HRS/WK	\$2,252.80	ND	ND	ND	\$2,252.80
2022 Mean Salary	ND	ND	ND	ND	ND
2022 Median Salary	ND	ND	ND	ND	ND

PART-TIME HR Director					
2024	ALL	Small Budget (\$0 – 500,000)	Medium Budget (\$500,001 - 1.5M)	Large Budget (\$1.5M - 5M)	Extra Large Budget (\$5M – Higher)
#Part-Time Positions Reported	1	0	0	1	0
Mean Salary	\$41,134.08	ND	ND	\$41,134.08	ND
Median Salary	\$41,134.08	ND	ND	\$41,134.08	ND
Minimum Salary	\$41,134.08	ND	ND	\$41,134.08	ND
Maximum Salary	\$41,134.08	ND	ND	\$41,134.08	ND
MIN Work Week Hours	32	ND	ND	32	ND
MAX Work Week Hours	32	ND	ND	32	ND
Hourly Minimum	\$24.72	ND	ND	\$24.72	ND
Hourly Maximum	\$24.72	ND	ND	\$24.72	ND
MIN HRLY Rate X 40 HRS/WK	\$988.80	ND	ND	\$988.80	ND
MAX HRLY Rate X 40 HRS/WK	\$988.80	ND	ND	\$988.80	ND

Number Contractors Reported = 2	Hours per Month	Hourly Rate		Hourly Rate
Minimum	12	\$50	Mean	\$50
Maximum	12	\$50	Median	\$50

Unit/Program Director

Responsible for daily operation of a staff-led program of the organization, including planning, developing, and coordinating the activities of the program and its departments with other agency programs, and supervising all paid and volunteer staff working in this program. Acts in an advisory role with influence over policy and resource utilization. (i.e. HR Director, Marketing Director, specific program Directors, etc.)

FULL-TIME Unit/Program Director					
2024	ALL	Small Budget (\$0 – 500,000)	Medium Budget (\$500,001 - 1.5M)	Large Budget (\$1.5M - 5M)	Extra Large Budget (\$5M – Higher)
#Full-Time Positions Reported	82	3	14	29	36
Mean Salary	\$69,723.07	\$54,362.88	\$56,635.15	\$67,927.99	\$90,814.91
Median Salary	\$59,086.30	\$54,080.00	\$53,976.00	\$65,520.00	\$81,617.90
Minimum Salary	\$36,400.00	\$52,000.00	\$36,400.00	\$40,950.00	\$58,305.00
Maximum Salary	\$156,000.00	\$57,008.64	\$111,758.40	\$95,513.60	\$156,000.00
MIN Work Week Hours	32	32	35	35	35
MAX Work Week Hours	45	40	40	45	40
Hourly Minimum	\$20.00	\$25.00	\$20.00	\$22.50	\$28.11
Hourly Maximum	\$80.00	\$34.26	\$53.73	\$45.92	\$80.00
MIN HRLY Rate X 40 HRS/WK	\$840.00	\$1,000.00	\$800.00	\$900.00	\$1,124.40
MAX HRLY Rate X 40 HRS/WK	\$3,200.00	\$1,370.40	\$2,149.20	\$1,836.80	\$3,200.00
2022 Mean Salary	\$60,620.86	\$48,483.50	\$48,390.33	\$62,864.53	\$90,046.67
2022 Median Salary	\$54,496.00	\$47,216.00	\$48,880.00	\$57,720.00	\$89,310.00
2018 Mean Salary	\$53,590.00	\$43,999.00	\$49,687.00	\$57,737.00	\$70,020.00
2018 Median Salary	\$48,154.00	\$44,628.00	\$49,222.00	\$45,166.00	\$72,000.00
2015 Mean Salary	\$54,800.00	\$41,530.00	\$46,235.00	\$67,970.00	\$69,490.00
2015 Median Salary	\$51,072.00	\$42,222.00	\$45,714.00	\$67,429.00	\$70,933.00

2024	ALL	Small Budget (\$0 – 500,000)	Medium Budget (\$500,001 - 1.5M)	Large Budget (\$1.5M - 5M)	Extra Large Budget (\$5M – Higher)
#Part-Time Positions Reported	25	6	4	15	0
Mean Salary	\$31,370.65	\$19,902.48	\$22,436.27	\$59,418.67	ND
Median Salary	\$27,950.00	\$20,800.00	\$28,080.00	\$51,480.00	ND
Minimum Salary	\$5,756.40	\$5,756.40	\$10,628.80	\$20,800.00	ND
Maximum Salary	\$98,176.00	\$28,059.20	\$28,600.00	\$98,176.00	ND
MIN Work Week Hours	6	6	8	20	ND
MAX Work Week Hours	32	20	30	32	ND
Hourly Minimum	\$18.00	\$18.45	\$18.00	\$20.00	ND
Hourly Maximum	\$59.00	\$26.98	\$25.55	\$59.00	ND
MIN HRLY Rate X 40 HRS/WK	\$720.00	\$738.00	\$720.00	\$800.00	ND
MAX HRLY Rate X 40 HRS/WK	\$2,360.00	\$1,079.20	\$1,022.00	\$2,360.00	ND

Program/Project Coordinator

Responsible for the specific tasks or projects within the organization. Supervised by the Executive Director or designee. Works independently in the coordination and execution of all related projects and activities. May include recruitment and development of volunteers. May also include direct service as well as administrative duties.

FULL-TIME Program/Project Coordinator					
2024	ALL	Small Budget (\$0 – 500,000)	Medium Budget (\$500,001 - 1.5M)	Large Budget (\$1.5M - 5M)	Extra Large Budget (\$5M – Higher)
#Full-Time Positions Reported	113	7	3	32	71
Mean Salary	\$55,846.43	\$40,656.85	\$44,486.00	\$54,904.63	\$71,643.22
Median Salary	\$52,780.00	\$40,040.00	\$44,844.80	\$54,756.00	\$73,063.90
Minimum Salary	\$33,797.40	\$33,797.40	\$36,836.80	\$35,490.00	\$42,348.80
Maximum Salary	\$111,183.80	\$48,750.00	\$51,417.60	\$81,120.00	\$111,183.80
MIN Work Week Hours	35	28	40	35	35
MAX Work Week Hours	40	40	40	40	40
Hourly Minimum	\$17.71	\$18.57	\$17.71	\$19.50	\$20.36
Hourly Maximum	\$61.09	\$25.00	\$24.72	\$40.00	\$61.09
MIN HRLY Rate X 40 HRS/WK	\$708.40	\$742.80	\$708.40	\$780.00	\$814.40
MAX HRLY Rate X 40 HRS/WK	\$2,443.60	\$1,000.00	\$988.80	\$1,600.00	\$2,443.60
2022 Mean Salary	\$50,067.03	\$42,194.75	\$42,765.67	\$53,835.17	\$70,590.00
2022 Median Salary	\$45,786.00	\$41,964.00	\$40,040.00	\$50,960.00	\$63,440.00
2018 Mean Salary	\$43,041.00	\$39,252.00	\$38,686.00	\$47,331.00	\$52,664.00
2018 Median Salary	\$41,211.00	\$37,467.00	\$38,442.00	\$47,979.00	\$48,400.00
2015 Mean Salary	\$41,542.00	\$34,872.00	\$38,127.00	\$53,900.00	\$46,916.00
2015 Median Salary	\$41,714.00	\$37,142.00	\$37,429.00	\$54,000.00	\$46,282.00

PART-TIME Program/Project Coordinator					
2024	ALL	Small Budget (\$0 – 500,000)	Medium Budget (\$500,001 - 1.5M)	Large Budget (\$1.5M - 5M)	Extra Large Budget (\$5M – Higher)
#Part-Time Positions Reported	25	5	7	13	0
Mean Salary	\$27,403.00	\$22,155.25	\$23,876.67	\$41,452.67	ND
Median Salary	\$26,104.00	\$22,698.00	\$23,400.00	\$36,400.00	ND
Minimum Salary	\$15,600.00	\$15,600.00	\$15,600.00	\$20,800.00	ND
Maximum Salary	\$60,060.00	\$28,730.00	\$36,400.00	\$60,060.00	ND
MIN Work Week Hours	12	12	15	20	ND
MAX Work Week Hours	35	21	35	35	ND
Hourly Minimum	\$18.45	\$18.45	\$20.00	\$20.00	ND
Hourly Maximum	\$33.65	\$26.00	\$26.00	\$33.65	ND
MIN HRLY Rate X 40 HRS/WK	\$738.00	\$738.00	\$800.00	\$800.00	ND
MAX HRLY Rate X 40 HRS/WK	\$1,346.00	\$1,040.00	\$1,040.00	\$1,346.00	ND

Chief Financial Officer/Finance Director

Responsible for developing financial policies and procedures and directing their implementation. Supervises the financial and accounting activities of the organization.

FULL-TIME Chief Financial Officer/Finance Director					
2024	ALL	Small Budget (\$0 – 500,000)	Medium Budget (\$500,001 - 1.5M)	Large Budget (\$1.5M - 5M)	Extra Large Budget (\$5M – Higher)
#Full-Time Positions Reported	21	0	1	11	9
Mean Salary	\$86,811.27	ND	\$61,861.80	\$79,497.60	\$99,986.25
Median Salary	\$79,476.80	ND	\$61,861.80	\$75,002.20	\$95,622.80
Minimum Salary	\$51,022.40	ND	\$61,861.80	\$51,022.40	\$65,000.00
Maximum Salary	\$136,760.00	ND	\$61,861.80	\$116,750.40	\$136,760.00
MIN Work Week Hours	35	ND	35	35	35
MAX Work Week Hours	40	ND	35	40	40
Hourly Minimum	\$24.53	ND	\$33.99	\$24.53	\$31.25
Hourly Maximum	\$65.75	ND	\$33.99	\$56.13	\$65.75
MIN HRLY Rate X 40 HRS/WK	\$981.20	ND	\$1,359.60	\$981.20	\$1,250.00
MAX HRLY Rate X 40 HRS/WK	\$2,630.00	ND	\$1,359.60	\$2,245.20	\$2,630.00
2022 Mean Salary	\$79,163.16	ND	\$54,860.00	\$73,320.00	\$102,908.00
2022 Median Salary	\$70,720.00	ND	\$54,600.00	\$69,680.00	\$96,460.00
2018 Mean Salary	\$69,166.00	NR	\$58,761.00	\$68,569.00	\$86,158.00
2018 Median Salary	\$64,000.00	NR	\$52,981.00	\$59,847.00	\$86,667.00
2015 Mean Salary	\$65,994.00	NR	\$51,985.00	\$66,844.00	\$83,834.00
2015 Median Salary	\$61,667.00	NR	\$50,448.00	\$72,000.00	\$75,750.00

PART-TIME Chief Financial Officer/Finance Director					
2024	ALL	Small Budget (\$0 – 500,000)	Medium Budget (\$500,001 - 1.5M)	Large Budget (\$1.5M - 5M)	Extra Large Budget (\$5M – Higher)
#Part-Time Positions Reported	ND	0	0	0	0
Mean Salary	ND	ND	ND	ND	ND
Median Salary	ND	ND	ND	ND	ND
Minimum Salary	ND	ND	ND	ND	ND
Maximum Salary	ND	ND	ND	ND	ND
MIN Work Week Hours	ND	ND	ND	ND	ND
MAX Work Week Hours	ND	ND	ND	ND	ND
Hourly Minimum	ND	ND	ND	ND	ND
Hourly Maximum	ND	ND	ND	ND	ND
MIN HRLY Rate X 40 HRS/WK	ND	ND	ND	ND	ND
MAX HRLY Rate X 40 HRS/WK	ND	ND	ND	ND	ND

Accounting Manager/Bookkeeper

Posts and balances subsidiary ledger such as accounts payable or receivable. Examines and codes invoices or vouchers for proper accounting distribution. Assists in preparing, adjusting, and closing journal entries. Prepares complex budget or income and expenditure reports where the consequences of error may be significant.

FULL-TIME Accounting Manager/Bookkeeper					
2024	ALL	Small Budget (\$0 – 500,000)	Medium Budget (\$500,001 - 1.5M)	Large Budget (\$1.5M - 5M)	Extra Large Budget (\$5M – Higher)
#Full-Time Positions Reported	11	0	1	2	8
Mean Salary	\$51,484.23	ND	\$43,006.60	\$45,628.27	\$57,995.60
Median Salary	\$50,752.00	ND	\$43,006.60	\$44,928.00	\$61,880.00
Minimum Salary	\$39,000.00	ND	\$43,006.60	\$39,000.00	\$44,428.80
Maximum Salary	\$66,976.00	ND	\$43,006.60	\$52,956.80	\$66,976.00
MIN Work Week Hours	30	ND	35	30	35
MAX Work Week Hours	40	ND	35	40	40
Hourly Minimum	\$19.86	ND	\$23.63	\$19.86	\$21.36
Hourly Maximum	\$34.00	ND	\$23.63	\$25.46	\$34.00
MIN HRLY Rate X 40 HRS/WK	\$794.40	ND	\$945.20	\$794.40	\$854.40
MAX HRLY Rate X 40 HRS/WK	\$1,360.00	ND	\$945.20	\$1,018.40	\$1,360.00
2022 Mean Salary	\$50,880.14	\$39,329.33	ND	\$48,681.75	\$68,293.33
2022 Median Salary	\$45,448.00	\$38,220.00	ND	\$44,850.00	\$60,320.00
2018 Mean Salary	\$47,169.00	\$44,938.00	NR	\$43,868.00	\$54,125.00
2018 Median Salary	\$45,433.00	\$37,440.00	NR	\$42,500.00	\$56,333.00
2015 Mean Salary	\$36,304.00	\$29,153.00	NR	\$39,290.00	\$38,421.00
2015 Median Salary	\$36,002.00	\$31,857.00	NR	\$37,440.00	\$37,333.00

PART-TIME Accounting Manager/Bookkeeper					
2024	ALL	Small Budget (\$0 – 500,000)	Medium Budget (\$500,001 - 1.5M)	Large Budget (\$1.5M - 5M)	Extra Large Budget (\$5M – Higher)
#Part-Time Positions Reported	8	1	1	6	0
Mean Salary	\$23,298.79	\$4,888.00	\$18,720.00	\$27,896.70	ND
Median Salary	\$18,720.00	\$4,888.00	\$18,720.00	\$20,247.50	ND
Minimum Salary	\$4,576.00	\$4,576.00	\$18,720.00	\$10,920.00	ND
Maximum Salary	\$61,568.00	\$5,200.00	\$18,720.00	\$61,568.00	ND
MIN Work Week Hours	4	4	20	10	ND
MAX Work Week Hours	32	4	20	32	ND
Hourly Minimum	\$18.00	\$22.00	\$18.00	\$18.00	ND
Hourly Maximum	\$37.00	\$25.00	\$18.00	\$37.00	ND
MIN HRLY Rate X 40 HRS/WK	\$720.00	\$880.00	\$720.00	\$720.00	ND
MAX HRLY Rate X 40 HRS/WK	\$1,480.00	\$1,000.00	\$720.00	\$1,480.00	ND

Number Contractors Reported = 14	Hours per Month	Hourly Rate		Hourly Rate
Minimum	2	\$12	Mean	\$56
Maximum	33	\$125	Median	\$48

Communications/Public Relations Director

Controls and oversees the flow of communication and information between the company and the public. Main duties include managing the communications for the organization, acting as the face of the organization at media events and directing marketing and public relations campaigns. Includes all communication mediums; press releases, social media, public campaigns, etc.

FULL-TIME Communications/Public Relations Director					
2024	ALL	Small Budget (\$0 – 500,000)	Medium Budget (\$500,001 - 1.5M)	Large Budget (\$1.5M - 5M)	Extra Large Budget (\$5M – Higher)
#Full-Time Positions Reported	10	1	1	4	4
Mean Salary	\$58,579.56	\$48,750.00	\$40,326.00	\$57,018.00	\$67,161.90
Median Salary	\$57,774.60	\$48,750.00	\$40,326.00	\$55,796.00	\$62,150.40
Minimum Salary	\$37,752.00	\$48,750.00	\$37,752.00	\$45,760.00	\$57,038.80
Maximum Salary	\$83,803.20	\$48,750.00	\$42,900.00	\$70,720.00	\$83,803.20
MIN Work Week Hours	33	38	33	40	35
MAX Work Week Hours	40	38	33	40	40
Hourly Minimum	\$22.00	\$25.00	\$22.00	\$22.00	\$28.13
Hourly Maximum	\$40.29	\$25.00	\$25.00	\$34.00	\$40.29
MIN HRLY Rate X 40 HRS/WK	\$880.00	\$1,000.00	\$880.00	\$880.00	\$1,125.20
MAX HRLY Rate X 40 HRS/WK	\$1,611.60	\$1,000.00	\$1,000.00	\$1,360.00	\$1,611.60
2022 Mean Salary	ND	ND	ND	ND	ND
2022 Median Salary	ND	ND	ND	ND	ND

PART-TIME Communications/Public Relations Director					
2024	ALL	Small Budget (\$0 – 500,000)	Medium Budget (\$500,001 - 1.5M)	Large Budget (\$1.5M - 5M)	Extra Large Budget (\$5M – Higher)
#Part-Time Positions Reported	2	0	1	1	0
Mean Salary	\$30,420.00	ND	\$31,200.00	\$29,640.00	ND
Median Salary	\$30,420.00	ND	\$31,200.00	\$29,640.00	ND
Minimum Salary	\$29,640.00	ND	\$31,200.00	\$29,640.00	ND
Maximum Salary	\$31,200.00	ND	\$31,200.00	\$29,640.00	ND
MIN Work Week Hours	25	ND	25	30	ND
MAX Work Week Hours	30	ND	25	30	ND
Hourly Minimum	\$19.00	ND	\$24.00	\$19.00	ND
Hourly Maximum	\$24.00	ND	\$24.00	\$19.00	ND
MIN HRLY Rate X 40 HRS/WK	\$760.00	ND	\$960.00	\$760.00	ND
MAX HRLY Rate X 40 HRS/WK	\$960.00	ND	\$960.00	\$760.00	ND

Office Manager

Responsible for supervising clerical staff and directing the clerical operations of the agency. Works under the general review of the Executive Director or designee. Organizes and expedites flow of work through supervisor’s office, often dealing with issues of a technical or confidential nature.

FULL-TIME Office Manager					
2024	ALL	Small Budget (\$0 – 500,000)	Medium Budget (\$500,001 - 1.5M)	Large Budget (\$1.5M - 5M)	Extra Large Budget (\$5M – Higher)
#Full-Time Positions Reported	14	2	4	6	2
Mean Salary	\$51,871.49	\$37,999.00	\$49,894.00	\$55,139.07	\$59,896.20
Median Salary	\$49,920.00	\$37,999.00	\$45,916.00	\$53,235.00	\$59,896.20
Minimum Salary	\$34,398.00	\$34,398.00	\$35,360.00	\$45,500.00	\$54,600.00
Maximum Salary	\$68,640.00	\$41,600.00	\$67,184.00	\$68,640.00	\$65,192.40
MIN Work Week Hours	35	35	40	35	35
MAX Work Week Hours	40	40	40	40	35
Hourly Minimum	\$17.00	\$18.90	\$17.00	\$23.30	\$30.00
Hourly Maximum	\$35.82	\$20.00	\$32.30	\$33.00	\$35.82
MIN HRLY Rate X 40 HRS/WK	\$680.00	\$756.00	\$680.00	\$932.00	\$1,200.00
MAX HRLY Rate X 40 HRS/WK	\$1,432.80	\$800.00	\$1,292.00	\$1,320.00	\$1,432.80
2022 Mean Salary	ND	ND	ND	ND	ND
2022 Median Salary	ND	ND	ND	ND	ND

PART-TIME Office Manager					
2024	ALL	Small Budget (\$0 – 500,000)	Medium Budget (\$500,001 - 1.5M)	Large Budget (\$1.5M - 5M)	Extra Large Budget (\$5M – Higher)
#Part-Time Positions Reported	3	2	0	1	0
Mean Salary	\$14,823.90	\$11,739.00	ND	\$20,993.70	ND
Median Salary	\$17,550.00	\$10,764.00	ND	\$20,993.70	ND
Minimum Salary	\$5,928.00	\$5,928.00	ND	\$20,993.70	ND
Maximum Salary	\$20,993.70	\$19,500.00	ND	\$20,993.70	ND
MIN Work Week Hours	6	6	ND	18	ND
MAX Work Week Hours	18	15	ND	18	ND
Hourly Minimum	\$19.00	\$19.00	ND	\$23.07	ND
Hourly Maximum	\$25.00	\$25.00	ND	\$23.07	ND
MIN HRLY Rate X 40 HRS/WK	\$760.00	\$760.00	ND	\$922.80	ND
MAX HRLY Rate X 40 HRS/WK	\$1,000.00	\$1,000.00	ND	\$922.80	ND

Development Director

Primarily responsible for the management and administration of fundraising programs which may include solicitation of contributions, enrollment of members, grant proposal writing, and the management of direct mail, special events, and deferred giving. May also supervise or have responsibility for public relations or marketing for the organization. Supervises fundraising staff, including grant writers and support personnel.

FULL-TIME Development Director					
2024	ALL	Small Budget (\$0 – 500,000)	Medium Budget (\$500,001 - 1.5M)	Large Budget (\$1.5M - 5M)	Extra Large Budget (\$5M – Higher)
#Full-Time Positions Reported	8	0	0	4	4
Mean Salary	\$76,569.94	ND	ND	\$68,369.60	\$84,770.27
Median Salary	\$76,711.44	ND	ND	\$64,386.40	\$84,800.30
Minimum Salary	\$50,960.00	ND	ND	\$50,960.00	\$75,422.88
Maximum Salary	\$94,057.60	ND	ND	\$93,745.60	\$94,057.60
MIN Work Week Hours	35	ND	ND	35	35
MAX Work Week Hours	40	ND	ND	40	38
Hourly Minimum	\$26.91	ND	ND	\$26.91	\$40.00
Hourly Maximum	\$51.68	ND	ND	\$45.07	\$51.68
MIN HRLY Rate X 40 HRS/WK	\$1,076.40	ND	ND	\$1,076.40	\$1,600.00
MAX HRLY Rate X 40 HRS/WK	\$2,067.20	ND	ND	\$1,802.80	\$2,067.20
2022 Mean Salary	ND	ND	ND	ND	ND
2022 Median Salary	ND	ND	ND	ND	ND

PART-TIME Development Director					
2024	ALL	Small Budget (\$0 – 500,000)	Medium Budget (\$500,001 - 1.5M)	Large Budget (\$1.5M - 5M)	Extra Large Budget (\$5M – Higher)
#Part-Time Positions Reported	1	1	0	0	0
Mean Salary	\$35,360.00	\$35,360.00	ND	ND	ND
Median Salary	\$35,360.00	\$35,360.00	ND	ND	ND
Minimum Salary	\$35,360.00	\$35,360.00	ND	ND	ND
Maximum Salary	\$35,360.00	\$35,360.00	ND	ND	ND
MIN Work Week Hours	20	20	ND	ND	ND
MAX Work Week Hours	20	20	ND	ND	ND
Hourly Minimum	\$34.00	\$34.00	ND	ND	ND
Hourly Maximum	\$34.00	\$34.00	ND	ND	ND
MIN HRLY Rate X 40 HRS/WK	\$1,360.00	\$1,360.00	ND	ND	ND
MAX HRLY Rate X 40 HRS/WK	\$1,360.00	\$1,360.00	ND	ND	ND

Development Coordinator/Associate/Assistant

May include a secretarial function as well as tasks related to planning, organizing, and executing special events, preparing grant proposals, and coordinating fund-raising events. Generates, maintains and reports on donation records.

FULL-TIME Development Coordinator/Associate/Assistant					
2024	ALL	Small Budget (\$0 – 500,000)	Medium Budget (\$500,001 - 1.5M)	Large Budget (\$1.5M - 5M)	Extra Large Budget (\$5M – Higher)
#Full-Time Positions Reported	11	0	0	3	8
Mean Salary	\$52,038.48	ND	ND	\$39,483.60	\$58,315.92
Median Salary	\$51,001.86	ND	ND	\$38,402.00	\$54,600.00
Minimum Salary	\$34,580.00	ND	ND	\$34,580.00	\$43,661.80
Maximum Salary	\$83,200.00	ND	ND	\$45,468.80	\$83,200.00
MIN Work Week Hours	35	ND	ND	35	35
MAX Work Week Hours	40	ND	ND	40	40
Hourly Minimum	\$19.00	ND	ND	\$19.00	\$23.99
Hourly Maximum	\$40.00	ND	ND	\$21.86	\$40.00
MIN HRLY Rate X 40 HRS/WK	\$760.00	ND	ND	\$760.00	\$959.60
MAX HRLY Rate X 40 HRS/WK	\$1,600.00	ND	ND	\$874.40	\$1,600.00
2022 Mean Salary	\$43,010.50	ND	\$41,054.00	\$48,880.00	ND
2022 Median Salary	\$41,184.00	ND	\$41,184.00	\$48,880.00	ND
2018 Mean Salary	\$39,204.00	\$38,870.00	\$34,969.00	NR	\$43,885.00
2018 Median Salary	\$38,407.00	\$38,000.00	\$36,450.00	NR	\$44,434.00
2015 Mean Salary	\$38,417.00	\$35,178.00	NR	\$41,019.00	\$40,700.00
2015 Median Salary	\$38,400.00	\$34,313.00	NR	\$40,571.00	\$40,700.00

PART-TIME Development Coordinator/Associate/Assistant					
2024	ALL	Small Budget (\$0 – 500,000)	Medium Budget (\$500,001 - 1.5M)	Large Budget (\$1.5M - 5M)	Extra Large Budget (\$5M – Higher)
#Part-Time Positions Reported	5	1	1	2	1
Mean Salary	\$23,881.83	\$21,106.80	\$26,000.00	\$22,457.50	\$27,387.36
Median Salary	\$24,115.00	\$21,106.80	\$26,000.00	\$22,100.00	\$27,387.36
Minimum Salary	\$20,800.00	\$21,106.80	\$26,000.00	\$20,800.00	\$27,387.36
Maximum Salary	\$27,387.36	\$21,106.80	\$26,000.00	\$24,830.00	\$27,387.36
MIN Work Week Hours	20	22	25	20	21
MAX Work Week Hours	25	22	25	25	21
Hourly Minimum	\$18.00	\$18.45	\$20.00	\$18.00	\$25.08
Hourly Maximum	\$25.08	\$18.45	\$20.00	\$20.00	\$25.08
MIN HRLY Rate X 40 HRS/WK	\$720.00	\$738.00	\$800.00	\$720.00	\$1,003.20
MAX HRLY Rate X 40 HRS/WK	\$1,003.20	\$738.00	\$800.00	\$800.00	\$1,003.20

Therapist/Counselor

Provides treatment and rehabilitation of persons with physical or mental disabilities or disorders. Plans and administers prescribed therapeutic treatment programs for patients to improve or restore function, relieve pain, and prevent disabilities. Licensing is required. Requires an advanced degree. (Ex. Physical therapist, Occupational Therapist, Clinical Therapist, Psychologist, Social Worker)

FULL-TIME Therapist/Counselor					
2024	ALL	Small Budget (\$0 – 500,000)	Medium Budget (\$500,001 - 1.5M)	Large Budget (\$1.5M - 5M)	Extra Large Budget (\$5M – Higher)
#Full-Time Positions Reported	39	0	0	1	38
Mean Salary	\$61,278.97	ND	ND	\$71,988.80	\$55,924.05
Median Salary	\$64,795.90	ND	ND	\$71,988.80	\$55,428.10
Minimum Salary	\$40,040.00	ND	ND	\$71,988.80	\$40,040.00
Maximum Salary	\$72,800.00	ND	ND	\$71,988.80	\$72,800.00
MIN Work Week Hours	35	ND	ND	40	35
MAX Work Week Hours	40	ND	ND	40	35
Hourly Minimum	\$22.00	ND	ND	\$34.61	\$22.00
Hourly Maximum	\$40.00	ND	ND	\$34.61	\$40.00
MIN HRLY Rate X 40 HRS/WK	\$880.00	ND	ND	\$1,384.40	\$880.00
MAX HRLY Rate X 40 HRS/WK	\$1,600.00	ND	ND	\$1,384.40	\$1,600.00
2022 Mean Salary	\$50,136.67	ND	ND	\$50,310.00	\$49,790.00
2022 Median Salary	\$52,780.00	ND	ND	\$49,140.00	\$53,430.00
2018 Mean Salary	\$53,976.00	NR	NR	\$52,017.00	NR
2018 Median Salary	\$50,000.00	NR	NR	\$45,714.00	NR
2015 Mean Salary	\$73,858.00	NR	NR	NR	NR
2015 Median Salary	\$54,827.00	NR	NR	NR	NR

PART-TIME Therapist/Counselor					
2024	ALL	Small Budget (\$0 – 500,000)	Medium Budget (\$500,001 - 1.5M)	Large Budget (\$1.5M - 5M)	Extra Large Budget (\$5M – Higher)
#Part-Time Positions Reported	5	0	0	0	5
Mean Salary	\$42,253.32	ND	ND	ND	\$ 42,253.32
Median Salary	\$40,241.50	ND	ND	ND	\$ 40,241.50
Minimum Salary	\$15,730.26	ND	ND	ND	\$ 15,730.26
Maximum Salary	\$72,800.00	ND	ND	ND	\$ 72,800.00
MIN Work Week Hours	11	ND	ND	ND	11
MAX Work Week Hours	20	ND	ND	ND	20
Hourly Minimum	\$22.00	ND	ND	ND	\$22.00
Hourly Maximum	\$40.00	ND	ND	ND	\$40.00
MIN HRLY Rate X 40 HRS/WK	\$880.00	ND	ND	ND	\$880.00
MAX HRLY Rate X 40 HRS/WK	\$1,600.00	ND	ND	ND	\$1,600.00

Outreach Worker/Case Worker/Case Manager

Renders routine direct casework assistance to clients within agency policies or programs. Usually requires only entry level education or related experience.

FULL-TIME Outreach Worker/Case Worker/Case Manager					
2024	ALL	Small Budget (\$0 – 500,000)	Medium Budget (\$500,001 - 1.5M)	Large Budget (\$1.5M - 5M)	Extra Large Budget (\$5M – Higher)
#Full-Time Positions Reported	150	2	7	48	93
Mean Salary	\$42,787.70	\$37,456.64	\$42,250.00	\$44,070.33	\$43,425.67
Median Salary	\$43,908.80	\$37,456.64	\$43,108.00	\$43,908.80	\$45,760.00
Minimum Salary	\$33,099.39	\$36,957.44	\$36,400.00	\$36,400.00	\$33,099.39
Maximum Salary	\$58,695.00	\$37,955.84	\$46,384.00	\$58,695.00	\$49,083.29
MIN Work Week Hours	32	32	35	35	39
MAX Work Week Hours	40	32	40	40	40
Hourly Minimum	\$16.38	\$22.21	\$19.82	\$20.00	\$16.38
Hourly Maximum	\$30.10	\$22.81	\$24.72	\$30.10	\$24.29
MIN HRLY Rate X 40 HRS/WK	\$655.20	\$888.40	\$792.80	\$800.00	\$655.20
MAX HRLY Rate X 40 HRS/WK	\$1,204.00	\$912.40	\$988.80	\$1,204.00	\$971.60
2022 Mean Salary	\$38,614.64	\$38,393.33	\$37,466.00	\$38,857.00	\$39,052.00
2022 Median Salary	\$36,478.00	\$34,580.00	\$36,478.00	\$38,220.00	\$38,792.00
2018 Mean Salary	\$36,549.00	\$32,940.00	\$37,816.00	NR	\$36,982.00
2018 Median Salary	\$36,144.00	\$31,429.00	\$36,698.00	NR	\$38,543.00
2015 Mean Salary	\$34,730.00	\$32,024.00	\$33,252.00	NR	\$36,273.00
2015 Median Salary	\$34,366.00	\$31,579.00	\$33,392.00	NR	\$37,705.00

PART-TIME Outreach Worker/Case Worker/Case Manager					
2024	ALL	Small Budget (\$0 – 500,000)	Medium Budget (\$500,001 - 1.5M)	Large Budget (\$1.5M - 5M)	Extra Large Budget (\$5M – Higher)
#Part-Time Positions Reported	26	2	5	17	2
Mean Salary	\$23,662.86	\$20,462.52	\$28,925.00	\$22,715.23	\$ 23,329.80
Median Salary	\$24,102.78	\$20,462.52	\$27,950.00	\$22,969.70	\$ 23,329.80
Minimum Salary	\$16,704.48	\$16,704.48	\$26,000.00	\$19,064.50	\$ 21,715.20
Maximum Salary	\$33,800.00	\$24,220.56	\$33,800.00	\$26,273.00	\$ 24,944.40
MIN Work Week Hours	12	12	25	18	23
MAX Work Week Hours	25	21	25	25	23
Hourly Minimum	\$18.45	\$22.18	\$20.00	\$18.45	\$18.56
Hourly Maximum	\$26.77	\$26.77	\$26.00	\$22.05	\$21.32
MIN HRLY Rate X 40 HRS/WK	\$738.00	\$887.20	\$800.00	\$738.00	\$742.40
MAX HRLY Rate X 40 HRS/WK	\$1,070.80	\$1,070.80	\$1,040.00	\$882.00	\$852.80

Nurse

Works with physician to provide general medical care and treatment to assigned patients. Performs physical examinations and preventive health measures within prescribed guidelines. Licensing or registration is required.

FULL-TIME Nurse					
2024	ALL	Small Budget (\$0 – 500,000)	Medium Budget (\$500,001 - 1.5M)	Large Budget (\$1.5M - 5M)	Extra Large Budget (\$5M – Higher)
#Full-Time Positions Reported	19	0	0	0	19
Mean Salary	\$67,693.60	ND	ND	ND	\$67,693.60
Median Salary	\$66,833.00	ND	ND	ND	\$66,833.00
Minimum Salary	\$49,358.40	ND	ND	ND	\$49,358.40
Maximum Salary	\$87,750.00	ND	ND	ND	\$87,750.00
MIN Work Week Hours	35	ND	ND	ND	35
MAX Work Week Hours	38	ND	ND	ND	38
Hourly Minimum	\$27.12	ND	ND	ND	\$27.12
Hourly Maximum	\$45.00	ND	ND	ND	\$45.00
MIN HRLY Rate X 40 HRS/WK	\$1,084.80	ND	ND	ND	\$1,084.80
MAX HRLY Rate X 40 HRS/WK	\$1,800.00	ND	ND	ND	\$1,800.00
2022 Mean Salary	\$53,105.00	ND	ND	ND	\$53,105.00
2022 Median Salary	\$56,160.00	ND	ND	ND	\$56,160.00
2018 Mean Salary	\$58,164.00	NR	NR	NR	\$53,878.00
2018 Median Salary	\$52,498.00	NR	NR	NR	\$52,498.00
2015 Mean Salary	\$65,344.00	NR	NR	\$62,431.00	\$67,528.00
2015 Median Salary	\$56,000.00	NR	NR	\$60,552.00	\$55,893.00

PART-TIME Nurse					
2024	ALL	Small Budget (\$0 – 500,000)	Medium Budget (\$500,001 - 1.5M)	Large Budget (\$1.5M - 5M)	Extra Large Budget (\$5M – Higher)
#Part-Time Positions Reported	6	0	0	0	6
Mean Salary	\$35,686.56	ND	ND	ND	\$35,686.56
Median Salary	\$35,686.56	ND	ND	ND	\$35,686.56
Minimum Salary	\$28,239.12	ND	ND	ND	\$28,239.12
Maximum Salary	\$43,134.00	ND	ND	ND	\$43,134.00
MIN Work Week Hours	21	ND	ND	ND	21
MAX Work Week Hours	21	ND	ND	ND	21
Hourly Minimum	\$25.86	ND	ND	ND	\$25.86
Hourly Maximum	\$39.50	ND	ND	ND	\$39.50
MIN HRLY Rate X 40 HRS/WK	\$1,034.40	ND	ND	ND	\$1,034.40
MAX HRLY Rate X 40 HRS/WK	\$1,580.00	ND	ND	ND	\$1,580.00

Number Contractors Reported = 32	Hours per Month	Hourly Rate		Hourly Rate
Minimum	8	\$45.65	Mean	\$60.33
Maximum	25	\$75.00	Median	\$60.33

Teacher/Educator/Trainer

Plans and conducts an appropriate education program for employees or students including necessary individualized educational plans and course activities designed to reach the goals of the subject matter. May present educational programs to community groups including students, professionals, or the general public.

FULL-TIME Teacher/Educator					
2024	ALL	Small Budget (\$0 – 500,000)	Medium Budget (\$500,001 - 1.5M)	Large Budget (\$1.5M - 5M)	Extra Large Budget (\$5M – Higher)
#Full-Time Positions Reported	150	0	33	34	83
Mean Salary	\$51,704.83	ND	\$40,366.08	\$62,306.40	\$52,442.00
Median Salary	\$48,214.40	ND	\$40,950.00	\$53,112.80	\$47,840.00
Minimum Salary	\$32,721.00	ND	\$32,721.00	\$48,588.80	\$41,600.00
Maximum Salary	\$109,512.00	ND	\$48,769.50	\$109,512.00	\$69,985.50
MIN Work Week Hours	35	ND	35	39	38
MAX Work Week Hours	40	ND	40	40	40
Hourly Minimum	\$16.78	ND	\$16.78	\$23.36	\$20.00
Hourly Maximum	\$54.00	ND	\$25.01	\$54.00	\$35.89
MIN HRLY Rate X 40 HRS/WK	\$671.20	ND	\$671.20	\$934.40	\$800.00
MAX HRLY Rate X 40 HRS/WK	\$2,160.00	ND	\$1,000.40	\$2,160.00	\$1,435.60
2022 Mean Salary	\$42,734.25	ND	\$36,400.00	\$47,366.10	\$36,556.00
2022 Median Salary	\$41,860.00	ND	\$36,400.00	\$42,665.00	\$34,996.00
2018 Mean Salary	\$46,365.00	\$33,319.00	NR	NR	\$44,116.00
2018 Median Salary	\$37,859.00	\$34,114.00	NR	NR	\$40,907.00
2015 Mean Salary	\$36,648.00	\$36,649.00	NR	NR	NR
2015 Median Salary	\$37,432.00	\$38,064.00	NR	NR	NR

PART-TIME Teacher/Educator					
2024	ALL	Small Budget (\$0 – 500,000)	Medium Budget (\$500,001 - 1.5M)	Large Budget (\$1.5M - 5M)	Extra Large Budget (\$5M – Higher)
#Part-Time Positions Reported	94	16	6	37	35
Mean Salary	\$21,408.78	\$17,914.00	\$19,558.59	\$25,174.93	\$29,640.00
Median Salary	\$20,280.00	\$18,538.00	\$26,000.00	\$25,282.40	\$29,640.00
Minimum Salary	\$5,235.36	\$10,400.00	\$5,235.36	\$15,600.00	\$20,800.00
Maximum Salary	\$41,600.00	\$26,000.00	\$27,300.00	\$41,600.00	\$38,480.00
MIN Work Week Hours	6	10	6	12	20
MAX Work Week Hours	25	20	25	20	20
Hourly Minimum	\$16.78	\$18.45	\$16.78	\$22.00	\$20.00
Hourly Maximum	\$40.00	\$25.00	\$21.00	\$40.00	\$37.00
MIN HRLY Rate X 40 HRS/WK	\$671.20	\$738.00	\$671.20	\$880.00	\$800.00
MAX HRLY Rate X 40 HRS/WK	\$1,600.00	\$1,000.00	\$840.00	\$1,600.00	\$1,480.00

Youth Services/Child Care Worker

Organizes and supervises educational, social and/or recreational activities for youth within a program or center. Reports to Program Director or designee. Requires no formal training or experience.

FULL-TIME Youth Services Worker/Child Care Worker					
2024	ALL	Small Budget (\$0 – 500,000)	Medium Budget (\$500,001 - 1.5M)	Large Budget (\$1.5M - 5M)	Extra Large Budget (\$5M – Higher)
#Full-Time Positions Reported	83	0	6	47	30
Mean Salary	\$39,617.05	ND	\$32,942.00	\$42,497.17	\$38,634.38
Median Salary	\$40,300.00	ND	\$32,942.00	\$41,288.00	\$40,560.00
Minimum Salary	\$30,230.20	ND	\$30,230.20	\$36,556.00	\$32,467.50
Maximum Salary	\$55,209.44	ND	\$35,653.80	\$55,209.44	\$40,950.00
MIN Work Week Hours	35	ND	35	35	38
MAX Work Week Hours	40	ND	35	35	40
Hourly Minimum	\$16.61	ND	\$16.61	\$17.77	\$16.65
Hourly Maximum	\$27.94	ND	\$19.59	\$27.94	\$21.00
MIN HRLY Rate X 40 HRS/WK	\$664.40	ND	\$664.40	\$710.80	\$666.00
MAX HRLY Rate X 40 HRS/WK	\$1,117.60	ND	\$783.60	\$1,117.60	\$840.00
2022 Mean Salary	\$28,210.00	ND	\$28,210.00	ND	ND
2022 Median Salary	\$28,210.00	ND	\$28,210.00	ND	ND
2018 Mean Salary	\$33,487.00	NR	\$35,695.00	NR	NR
2018 Median Salary	\$34,949.00	NR	\$36,991.00	NR	NR
2015 Mean Salary	\$39,902.00	NR	\$28,234.00	\$37,214.00	NR
2015 Median Salary	\$33,612.00	NR	\$28,234.00	\$37,214.00	NR

PART-TIME Youth Services Worker/Child Care Worker					
2024	ALL	Small Budget (\$0 – 500,000)	Medium Budget (\$500,001 - 1.5M)	Large Budget (\$1.5M - 5M)	Extra Large Budget (\$5M – Higher)
#Part-Time Positions Reported	67	20	8	34	5
Mean Salary	\$17,515.23	\$18,993.00	\$15,520.27	\$24,537.50	\$6,500.00
Median Salary	\$19,510.40	\$17,602.00	\$19,260.80	\$24,537.50	\$6,500.00
Minimum Salary	\$5,200.00	\$13,728.00	\$5,200.00	\$21,775.00	\$5,200.00
Maximum Salary	\$27,300.00	\$27,040.00	\$22,100.00	\$27,300.00	\$7,800.00
MIN Work Week Hours	5	17	5	25	5
MAX Work Week Hours	25	20	25	25	5
Hourly Minimum	\$16.00	\$16.00	\$17.00	\$16.75	\$20.00
Hourly Maximum	\$30.00	\$26.00	\$20.00	\$21.00	\$30.00
MIN HRLY Rate X 40 HRS/WK	\$640.00	\$640.00	\$680.00	\$670.00	\$800.00
MAX HRLY Rate X 40 HRS/WK	\$1,200.00	\$1,040.00	\$800.00	\$840.00	\$1,200.00

Aide

Responsible for providing service to a client by performing specific duties under the direction of a trained service professional (e.g. Home Health Aide, Teacher's Aide, etc.). Usually requires only entry level education or related experience.

FULL-TIME Aide					
2024	ALL	Small Budget (\$0 – 500,000)	Medium Budget (\$500,001 - 1.5M)	Large Budget (\$1.5M - 5M)	Extra Large Budget (\$5M – Higher)
#Full-Time Positions Reported	74	0	0	46	28
Mean Salary	\$33,776.17	ND	ND	\$33,395.70	\$34,156.63
Median Salary	\$35,783.15	ND	ND	\$32,909.50	\$35,977.50
Minimum Salary	\$25,974.00	ND	ND	\$28,860.00	\$25,974.00
Maximum Salary	\$41,095.60	ND	ND	\$40,040.00	\$41,095.60
MIN Work Week Hours	30	ND	ND	30	30
MAX Work Week Hours	40	ND	ND	40	38
Hourly Minimum	\$16.61	ND	ND	\$16.61	\$16.65
Hourly Maximum	\$22.58	ND	ND	\$22.00	\$22.58
MIN HRLY Rate X 40 HRS/WK	\$664.40	ND	ND	\$664.40	\$666.00
MAX HRLY Rate X 40 HRS/WK	\$903.20	ND	ND	\$880.00	\$903.20
2022 Mean Salary	\$32,923.43	ND	ND	\$34,146.67	\$32,006.00
2022 Median Salary	\$33,020.00	ND	ND	\$33,280.00	\$30,420.00
2018 Mean Salary	\$29,200.00	\$24,423.00	NR	\$30,490.00	\$29,231.00
2018 Median Salary	\$29,250.00	\$24,001.00	NR	\$31,429.00	\$28,600.00
2015 Mean Salary	\$30,280.00	NR	NR	NR	\$36,025.00
2015 Median Salary	\$27,187.00	NR	NR	NR	\$35,525.00

PART-TIME Aide					
2024	ALL	Small Budget (\$0 – 500,000)	Medium Budget (\$500,001 - 1.5M)	Large Budget (\$1.5M - 5M)	Extra Large Budget (\$5M – Higher)
#Part-Time Positions Reported	43	4	0	36	3
Mean Salary	\$21,687.64	\$16,640.00	ND	\$20,044.70	\$35,068.80
Median Salary	\$18,049.20	\$16,640.00	ND	\$20,330.70	\$35,068.80
Minimum Salary	\$15,600.00	\$15,600.00	ND	\$17,274.40	\$33,379.84
Maximum Salary	\$36,757.76	\$17,680.00	ND	\$22,243.00	\$36,757.76
MIN Work Week Hours	16	16	ND	20	32
MAX Work Week Hours	32	20	ND	25	32
Hourly Minimum	\$15.00	\$15.00	ND	\$16.61	\$20.06
Hourly Maximum	\$22.09	\$20.00	ND	\$17.71	\$22.09
MIN HRLY Rate X 40 HRS/WK	\$600.00	\$600.00	ND	\$664.40	\$802.40
MAX HRLY Rate X 40 HRS/WK	\$883.60	\$800.00	ND	\$708.40	\$883.60

Secretary/Receptionist

Takes and transcribes shorthand dictation, often of a technical and/or confidential nature. Composes and types routine letters and memoranda not requiring supervisor's attention. Acts as receptionist, screening calls, letters and/or visitors, answering routine questions, and furnishing information when possible to save supervisor's time. Follows office procedures.

FULL-TIME Secretary/Receptionist					
2024	ALL	Small Budget (\$0 – 500,000)	Medium Budget (\$500,001 - 1.5M)	Large Budget (\$1.5M - 5M)	Extra Large Budget (\$5M – Higher)
#Full-Time Positions Reported	14	0	0	1	13
Mean Salary	\$44,585.38	ND	ND	\$68,952.00	\$40,524.27
Median Salary	\$41,424.50	ND	ND	\$68,952.00	\$39,949.00
Minimum Salary	\$33,384.00	ND	ND	\$68,952.00	\$33,384.00
Maximum Salary	\$68,952.00	ND	ND	\$68,952.00	\$48,750.00
MIN Work Week Hours	35	ND	ND	39	35
MAX Work Week Hours	39	ND	ND	39	38
Hourly Minimum	\$17.12	ND	ND	\$34.00	\$17.12
Hourly Maximum	\$34.00	ND	ND	\$34.00	\$25.00
MIN HRLY Rate X 40 HRS/WK	\$684.80	ND	ND	\$1,360.00	\$684.80
MAX HRLY Rate X 40 HRS/WK	\$1,360.00	ND	ND	\$1,360.00	\$1,000.00
2022 Mean Salary	\$32,468.80	\$29,952.00	ND	\$34,385.00	\$31,811.00
2022 Median Salary	\$33,280.00	\$29,952.00	ND	\$33,930.00	\$33,176.00
2018 Mean Salary	\$34,012.00	NR	\$36,517.00	\$33,600.00	\$32,377.00
2018 Median Salary	\$32,822.00	NR	\$33,518.00	\$34,819.00	\$32,016.00
2015 Mean Salary	\$32,803.00	NR	\$30,577.00	\$34,376.00	\$34,149.00
2015 Median Salary	\$30,933.00	NR	\$29,819.00	\$30,895.00	\$34,482.00

PART-TIME Secretary/Receptionist					
2024	ALL	Small Budget (\$0 – 500,000)	Medium Budget (\$500,001 - 1.5M)	Large Budget (\$1.5M - 5M)	Extra Large Budget (\$5M – Higher)
#Part-Time Positions Reported	7	1	0	3	3
Mean Salary	\$21,832.57	\$21,268.00	ND	\$27,196.00	\$16,657.33
Median Salary	\$19,188.00	\$21,268.00	ND	\$28,080.00	\$16,187.60
Minimum Salary	\$14,040.00	\$21,268.00	ND	\$19,188.00	\$14,040.00
Maximum Salary	\$34,320.00	\$21,268.00	ND	\$34,320.00	\$19,156.80
MIN Work Week Hours	14	20	ND	20	14
MAX Work Week Hours	30	20	ND	30	20
Hourly Minimum	\$18.00	\$20.45	ND	\$18.00	\$18.00
Hourly Maximum	\$22.00	\$20.45	ND	\$22.00	\$22.00
MIN HRLY Rate X 40 HRS/WK	\$720.00	\$818.00	ND	\$720.00	\$720.00
MAX HRLY Rate X 40 HRS/WK	\$880.00	\$818.00	ND	\$880.00	\$880.00

Administrative Assistant/Executive Assistant

Assists the Executive Director in the preparation of board and committee meetings, including scheduling, agendas, and related materials. Prepares minutes and summaries of meetings. Performs highly responsible and confidential clerical and secretarial work responding to needs of the Executive Director. Implements office procedures. Answers questions independently. Serves as reference for policies and procedures. Independently compiles materials for meetings.

FULL-TIME Administrative Assistant/Executive Assistant					
2024	ALL	Small Budget (\$0 – 500,000)	Medium Budget (\$500,001 - 1.5M)	Large Budget (\$1.5M - 5M)	Extra Large Budget (\$5M – Higher)
#Full-Time Positions Reported	76	1	2	48	25
Mean Salary	\$48,886.83	\$30,831.97	\$41,109.25	\$46,963.22	\$58,301.88
Median Salary	\$44,207.80	\$30,831.97	\$41,109.25	\$44,983.90	\$61,651.20
Minimum Salary	\$30,831.97	\$30,831.97	\$39,370.50	\$36,400.00	\$35,100.00
Maximum Salary	\$78,353.60	\$30,831.97	\$42,848.00	\$58,880.77	\$78,353.60
MIN Work Week Hours	24	24	38	34	35
MAX Work Week Hours	40	24	40	40	40
Hourly Minimum	\$18.00	\$24.35	\$20.19	\$20.00	\$18.00
Hourly Maximum	\$39.42	\$24.35	\$20.60	\$33.65	\$39.42
MIN HRLY Rate X 40 HRS/WK	\$720.00	\$974.00	\$807.60	\$800.00	\$720.00
MAX HRLY Rate X 40 HRS/WK	\$1,576.80	\$974.00	\$824.00	\$1,346.00	\$1,576.80
2022 Mean Salary	\$45,143.80	ND	\$35,620.00	\$40,789.67	\$67,730.00
2022 Median Salary	\$38,480.00	ND	\$34,658.00	\$35,568.00	\$62,270.00
2018 Mean Salary	\$43,207.00	NR	\$39,678.00	\$39,989.00	\$47,948.00
2018 Median Salary	\$38,252.00	NR	\$35,429.00	\$38,252.00	\$42,000.00
2015 Mean Salary	\$34,877.00	\$28,121.00	\$33,031.00	\$37,017.00	\$40,647.00
2015 Median Salary	\$34,019.00	\$28,225.00	\$32,832.00	\$39,714.00	\$40,856.00

PART-TIME Administrative Assistant/Executive Assistant					
2024	ALL	Small Budget (\$0 – 500,000)	Medium Budget (\$500,001 - 1.5M)	Large Budget (\$1.5M - 5M)	Extra Large Budget (\$5M – Higher)
#Part-Time Positions Reported	30	0	0	30	0
Mean Salary	\$19,045.00	ND	ND	\$19,045.00	ND
Median Salary	\$16,542.50	ND	ND	\$16,542.50	ND
Minimum Salary	\$13,260.00	ND	ND	\$13,260.00	ND
Maximum Salary	\$26,000.00	ND	ND	\$26,000.00	ND
MIN Work Week Hours	15	ND	ND	15	ND
MAX Work Week Hours	20	ND	ND	20	ND
Hourly Minimum	\$17.00	ND	ND	\$17.00	ND
Hourly Maximum	\$25.00	ND	ND	\$25.00	ND
MIN HRLY Rate X 40 HRS/WK	\$680.00	ND	ND	\$680.00	ND
MAX HRLY Rate X 40 HRS/WK	\$1,000.00	ND	ND	\$1,000.00	ND

Facilities/Maintenance Manager/Supervisor/Assistant

Responsible for managing the maintenance of equipment, machinery, buildings, and other organization facilities. Oversees and manages daily facility maintenance. May supervise custodial or maintenance staff.

FULL-TIME Facilities/Maintenance Manager/Supervisor/Assistant					
2024	ALL	Small Budget (\$0 – 500,000)	Medium Budget (\$500,001 - 1.5M)	Large Budget (\$1.5M - 5M)	Extra Large Budget (\$5M – Higher)
#Full-Time	16	0	2	6	8
Mean Salary	\$54,477.80	ND	\$51,386.40	\$58,123.52	\$51,954.93
Median Salary	\$57,200.00	ND	\$51,386.40	\$58,494.80	\$47,465.60
Minimum Salary	\$37,440.00	ND	\$42,848.00	\$41,912.00	\$37,440.00
Maximum Salary	\$72,716.80	ND	\$59,924.80	\$72,716.80	\$67,787.20
MIN Work Week Hours	35	ND	40	35	35
MAX Work Week Hours	40	ND	40	40	40
Hourly Minimum	\$20.00	ND	\$20.60	\$20.15	\$20.00
Hourly Maximum	\$34.96	ND	\$28.81	\$34.96	\$32.59
MIN HRLY Rate at 40 HRS/WK	\$800.00	ND	\$824.00	\$806.00	\$800.00
MAX HRLY Rate at 40 HRS/WK	\$1,398.40	ND	\$1,152.40	\$1,398.40	\$1,303.60
2018 Mean Salary	\$46,093	ND	\$46,280.00	\$52,364.00	\$41,600.00
2018 Median Salary	\$44,737	ND	\$45,760.00	\$55,224.00	\$36,920.00
2015 Mean Salary	\$50,308	NR	\$38,243.00	\$45,298.00	\$53,430.00
2015 Median Salary	\$51,428	NR	\$34,571.00	\$44,991.00	\$56,084.00

PART-TIME Facilities/Maintenance Manager/Supervisor/Assistant					
2024	ALL	Small Budget (\$0 – 500,000)	Medium Budget (\$500,001 - 1.5M)	Large Budget (\$1.5M - 5M)	Extra Large Budget (\$5M – Higher)
#Part-Time Positions Reported	4	0	0	4	0
Mean Salary	\$15,714.73	ND	ND	\$15,714.73	ND
Median Salary	\$18,395.00	ND	ND	\$18,395.00	ND
Minimum Salary	\$5,070.00	ND	ND	\$5,070.00	ND
Maximum Salary	\$19,760.00	ND	ND	\$19,760.00	ND
MIN Work Week Hours	5	ND	ND	5	ND
MAX Work Week Hours	20	ND	ND	20	ND
Hourly Minimum	\$17.00	ND	ND	\$17.00	ND
Hourly Maximum	\$38.00	ND	ND	\$38.00	ND
MIN HRLY Rate X 40 HRS/WK	\$680.00	ND	ND	\$680.00	ND
MAX HRLY Rate X 40 HRS/WK	\$1,520.00	ND	ND	\$1,520.00	ND

IT Support

IT Support job duties include: Resolving IT support requests from employees, answering employee questions regarding computer systems, gathering and analyzing data to diagnose problems with computer systems, changing configurations, settings and permissions to fix computer issues, generating sign ins for new hires during the onboarding process, installing new software and hardware drivers and updating existing ones as needed.

FULL-TIME IT Support					
2024	ALL	Small Budget (\$0 – 500,000)	Medium Budget (\$500,001 - 1.5M)	Large Budget (\$1.5M - 5M)	Extra Large Budget (\$5M – Higher)
#Full-Time Positions Reported	11	0	0	1	10
Mean Salary	\$61,832.68	ND	ND	\$40,040.00	\$66,191.22
Median Salary	\$42,498.30	ND	ND	\$40,040.00	\$55,575.00
Minimum Salary	\$40,040.00	ND	ND	\$40,040.00	\$41,600.00
Maximum Salary	\$112,582.08	ND	ND	\$40,040.00	\$112,582.08
MIN Work Week Hours	35	ND	ND	35	35
MAX Work Week Hours	40	ND	ND	35	40
Hourly Minimum	\$20.00	ND	ND	\$22.00	\$20.00
Hourly Maximum	\$60.14	ND	ND	\$22.00	\$60.14
MIN HRLY Rate X 40 HRS/WK	\$800.00	ND	ND	\$880.00	\$800.00
MAX HRLY Rate X 40 HRS/WK	\$2,405.60	ND	ND	\$880.00	\$2,405.60
2022 Mean Salary	ND	ND	ND	ND	ND
2022 Median Salary	ND	ND	ND	ND	ND

PART-TIME IT Support					
2024	ALL	Small Budget (\$0 – 500,000)	Medium Budget (\$500,001 - 1.5M)	Large Budget (\$1.5M - 5M)	Extra Large Budget (\$5M – Higher)
#Part-Time Positions Reported	2	0	0	2	0
Mean Salary	\$68,250.00	ND	ND	\$68,250.00	ND
Median Salary	\$68,250.00	ND	ND	\$68,250.00	ND
Minimum Salary	\$61,880.00	ND	ND	\$61,880.00	ND
Maximum Salary	\$74,620.00	ND	ND	\$74,620.00	ND
MIN Work Week Hours	35	ND	ND	35	ND
MAX Work Week Hours	35	ND	ND	35	ND
Hourly Minimum	\$34.00	ND	ND	\$34.00	ND
Hourly Maximum	\$41.00	ND	ND	\$41.00	ND
MIN HRLY Rate X 40 HRS/WK	\$1,360.00	ND	ND	\$1,360.00	ND
MAX HRLY Rate X 40 HRS/WK	\$1,640.00	ND	ND	\$1,640.00	ND

Number Contractors Reported = 10	Hours per Month	Hourly Rate		Hourly Rate
Minimum	1	\$32	Mean	\$82.70
Maximum	10	\$130	Median	\$67.31

Grant Writer

Grant Writer - is responsible for finding funding opportunities for an organization and writing polished proposals to earn grant money. Their duties include researching deadlines, drafting grant requests and submitting reports for approval.

FULL-TIME Grant Writer					
2024	ALL	Small Budget (\$0 – 500,000)	Medium Budget (\$500,001 - 1.5M)	Large Budget (\$1.5M - 5M)	Extra Large Budget (\$5M – Higher)
#Full-Time Positions Reported	3	0	0	1	2
Mean Salary	\$55,001.44	ND	ND	\$62,566.40	\$51,218.96
Median Salary	\$55,991.52	ND	ND	\$62,566.40	\$51,218.96
Minimum Salary	\$46,446.40	ND	ND	\$62,566.40	\$46,446.40
Maximum Salary	\$62,566.40	ND	ND	\$62,566.40	\$55,991.52
MIN Work Week Hours	35	ND	ND	40	35
MAX Work Week Hours	40	ND	ND	40	36
Hourly Minimum	\$25.52	ND	ND	\$30.08	\$25.52
Hourly Maximum	\$30.08	ND	ND	\$30.08	\$29.91
MIN HRLY Rate X 40 HRS/WK	\$1,020.80	ND	ND	\$1,203.20	\$1,020.80
MAX HRLY Rate X 40 HRS/WK	\$1,203.20	ND	ND	\$1,203.20	\$1,196.40
2022 Mean Salary	ND	ND	ND	ND	ND
2022 Median Salary	ND	ND	ND	ND	ND

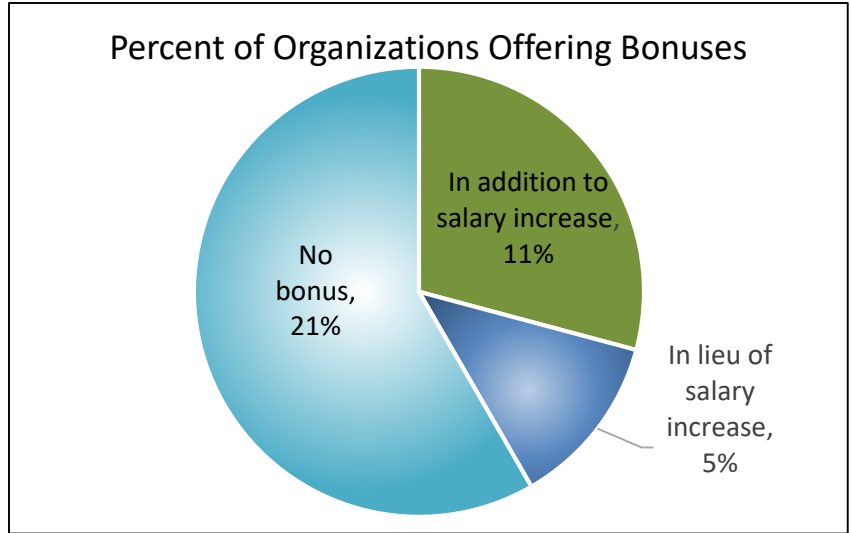
PART-TIME Grant Writer					
2024	ALL	Small Budget (\$0 – 500,000)	Medium Budget (\$500,001 - 1.5M)	Large Budget (\$1.5M - 5M)	Extra Large Budget (\$5M – Higher)
#Part-Time Positions Reported	ND	0	0	0	0
Mean Salary	ND	ND	ND	ND	ND
Median Salary	ND	ND	ND	ND	ND
Minimum Salary	ND	ND	ND	ND	ND
Maximum Salary	ND	ND	ND	ND	ND
MIN Work Week Hours	ND	ND	ND	ND	ND
MAX Work Week Hours	ND	ND	ND	ND	ND
Hourly Minimum	ND	ND	ND	ND	ND
Hourly Maximum	ND	ND	ND	ND	ND
MIN HRLY Rate X 40 HRS/WK	ND	ND	ND	ND	ND
MAX HRLY Rate X 40 HRS/WK	ND	ND	ND	ND	ND

Number Contractors Reported = 2	Hours per Month	Hourly Rate		Hourly Rate
Minimum	5	\$19	Mean	\$59.50
Maximum	20	\$100	Median	\$59.50

Salary Increases

Reasons for Annual Salary increases

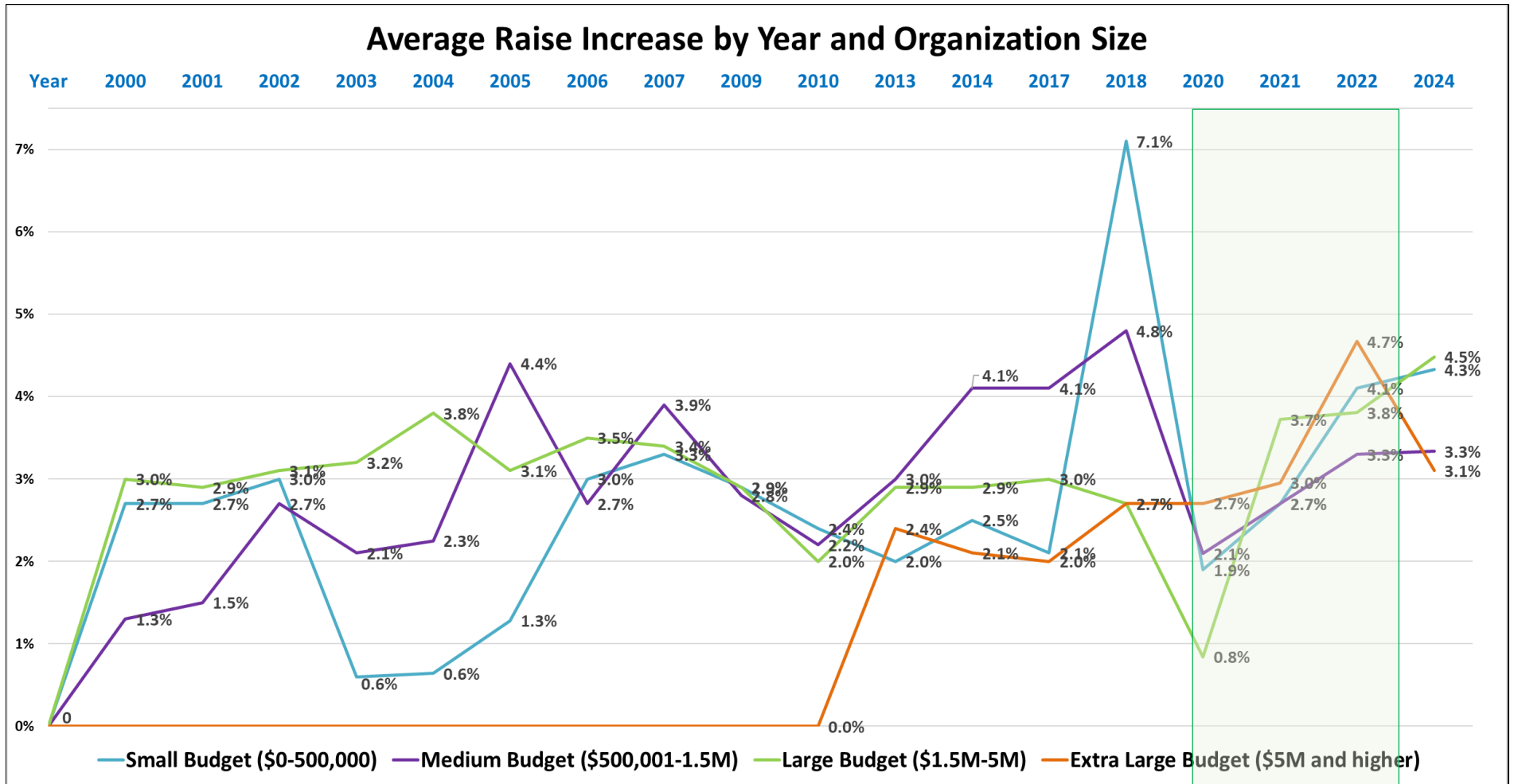
% responding as a factor in salary increase decision	2024	2022	2018
Across the Board	57.9%	42.9%	47.8%
COLA	72.0%	62.3%	44.8%
Merit/Performance	41.1%	48.1%	52.2%
Length of Service	41.1%	31.2%	23.9%
Other	28.0%	22.1%	35.8%
Yearly Review	38.2%	42.9%	NA



Other Reasons for salary increases:

- Additional duties
- Market adjustments
- Board Decisions
- Availability of funding
- Union contract
- Living wage alignment
- Federal & NYS/Regulations
- Equity Reviews
- Promotions

Year	All Agencies		Small (\$0-500,000)		Medium (\$500,001-1.5M)		Large (\$1.5M-5M)		Extra Large (\$5M and higher)	
	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean
2000	3.0%	2.6%	3.0%	2.7%	1.0%	1.3%	3.0%	3.0%	-	-
2001	3.0%	2.6%	3.0%	2.7%	1.8%	1.5%	3.0%	2.9%	-	-
2002	3.0%	3.1%	3.0%	3.0%	2.8%	2.7%	3.0%	3.1%	-	-
2003	3.0%	2.7%	0%	0.6%	3.0%	2.1%	3.0%	3.2%	-	-
2004	3.0%	2.8%	0%	0.64%	3.0%	2.25%	3.0%	3.8%	-	-
2005	3.0%	3.1%	0%	1.28%	3.0%	4.4%	3.0%	3.1%	-	-
2006	3.0%	3.1%	3%	3%	3.0%	2.7%	3.0%	3.5%	-	-
2007	3.0%	3.5%	3.3%	3.3%	3.0%	3.9%	3.0%	3.4%	-	-
2009	3.0%	2.8%	3.0%	2.9%	3.0%	2.8%	3.0%	2.9%	-	-
2010	2.5%	2.2%	3.0%	2.4%	2.8%	2.2%	2.0%	2.0%	-	-
2013	3.0%	2.5%	2.5%	2.0%	3.0%	3.0%	3.0%	2.9%	2.5%	2.4%
2014	3.0%	2.9%	2.5%	2.5%	3.0%	4.1%	3.0%	2.9%	2.0%	2.1%
2017	2.0%	2.8%	2.0%	2.1%	3.0%	4.1%	2.5%	3.0%	2.0%	2.0%
2018	3.0%	5.1%	3.0%	7.1%	3.0%	4.8%	2.6%	2.7%	2.5%	2.7%
2020	2.0%	1.7%	2.0%	1.9%	2.5%	2.1%	2.3%	0.7%	2.9%	2.4%
2021	3.0%	3.0%	3.0%	2.7%	3.0%	2.7%	3.0%	3.6%	2.0%	2.7%
2022	3.0%	3.9%	3.3%	4.1%	3.1%	3.3%	3.0%	4.3%	3.5%	3.7%
2024	3.2%	3.9%	4.0%	4.3%	3.0%	3.3%	4.3%	4.5%	3.0%	3.1%



These raise percentages were calculated from data provided for previous years' HSC Salary & Benefits surveys. Not all years are reflected since this survey has not been conducted every year.

January 2020
start of COVID-19
pandemic
through 2022.

Paid Leave

In 2024, the average number of hours employees must work per week to be eligible for paid leave is **18**. Employees must work an average of **36** days before they become eligible for paid leave. **55.9%** of organizations pro-rate paid leave for part-time employees. There are three main PTO strategies that employers use: accrual, allotment, and unlimited. PTO policies most often include national and floating holidays, paid vacation days, paid family leave, and paid sick leave. 65% of organizations offer PTO in categories, 28% offer PTO without categories, while 69% of organizations use the Accrual method, 34% use Allotment, and 1% offer Unlimited days.

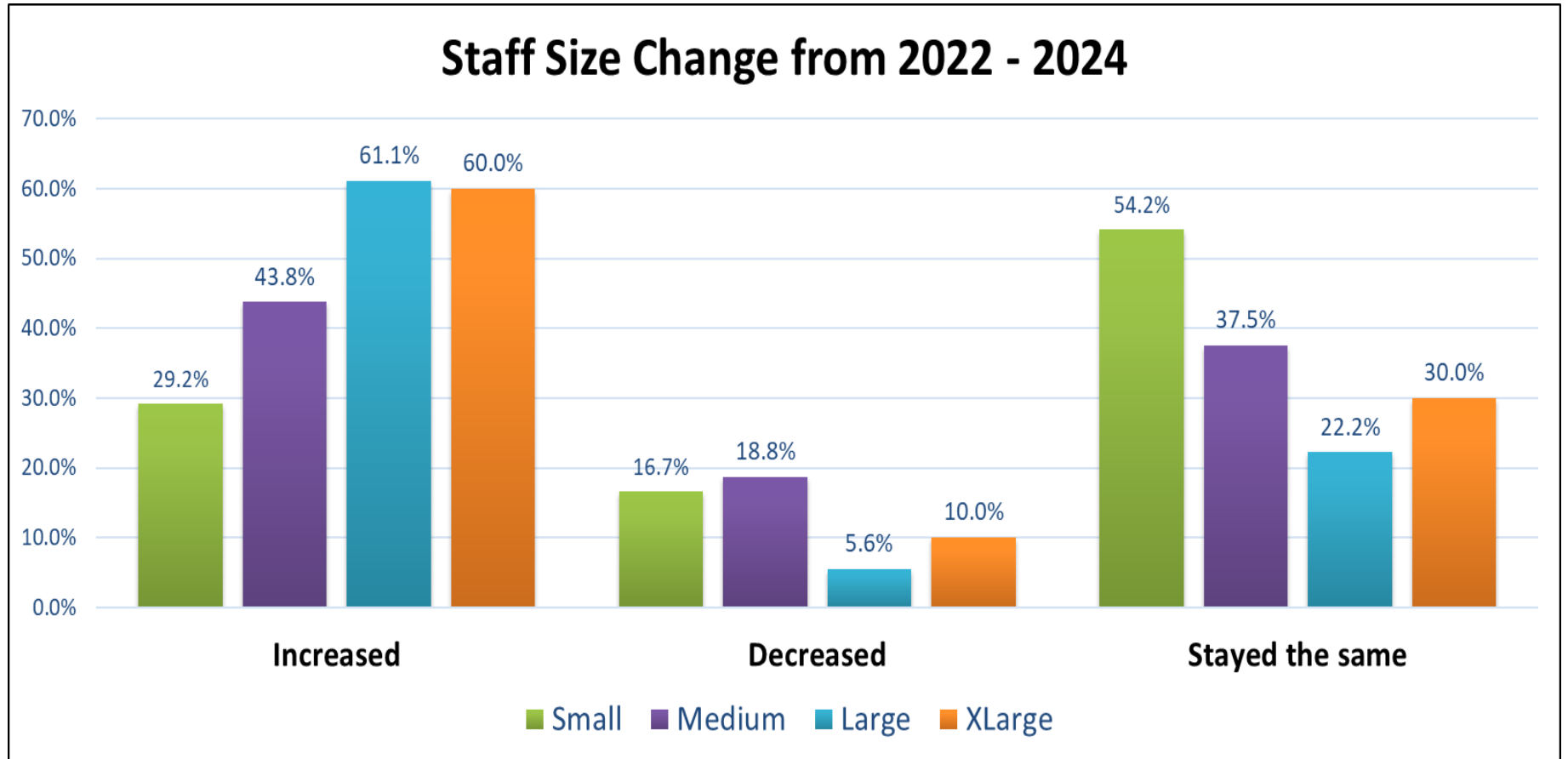
	ALL		SMALL (\$0 – 500,000)		MEDIUM (\$500,001 - 1.5M)		LARGE (\$1.5M - 5M)		X LARGE (\$5M – Higher)	
Exempt	<i>Median</i>	<i>Mean</i>	<i>Median</i>	<i>Mean</i>	<i>Median</i>	<i>Mean</i>	<i>Median</i>	<i>Mean</i>	<i>Median</i>	<i>Mean</i>
Holidays	11.00	10.99	10.00	8.50	12.00	10.50	12.00	13.51	10.00	11.45
Vacation days accrued after										
1 year	13.75	15.80	15.00	25.00	6.00	8.33	15.00	16.18	12.50	13.68
3 years	13.00	13.94	15.00	15.00	10.50	12.46	15.00	14.79	11.00	13.52
5 years	15.00	15.81	17.00	16.00	10.00	12.06	15.00	15.97	15.00	19.20
10 years	17.50	18.89	20.00	20.00	20.00	21.00	15.00	18.30	15.00	16.25
20 years	21.00	24.14	36.00	36.00	22.00	21.00	15.00	19.55	20.00	20.00
Max vacation days	26.25	44.58	36.00	36.00	20.00	36.00	30.00	44.93	22.50	61.40
Sick days	15.00	43.52	5.00	8.03	10.00	27.10	40.00	63.62	20.00	75.33
Max sick days	116.25	131.69	32.50	35.00	23.50	41.75	200.00	200.00	250.00	250.00
Personal leave days	6.50	9.30	5.00	7.94	8.00	8.50	12.00	13.38	4.50	7.38
Other paid days	13.50	13.49	15.00	15.00	17.50	19.60	12.00	14.36	5.00	5.00
Non-Exempt										
	<i>Median</i>	<i>Mean</i>	<i>Median</i>	<i>Mean</i>	<i>Median</i>	<i>Mean</i>	<i>Median</i>	<i>Mean</i>	<i>Median</i>	<i>Mean</i>
Holidays	11.00	11.17	10.00	8.58	12.00	11.00	12.00	13.65	10.00	11.45
Vacation days accrued after										
1 year	11.00	12.78	10.00	11.20	12.00	12.31	15.00	16.80	10.00	10.80
3 years	13.00	13.64	15.00	13.47	11.00	12.80	15.00	15.95	10.00	12.33
5 years	17.50	17.31	20.00	17.07	10.00	13.74	15.00	16.22	20.00	22.20
10 years	16.00	16.56	20.00	19.33	12.00	13.00	15.00	16.39	17.00	17.50
20 years	23.50	23.98	22.00	20.93	12.00	15.00	25.00	25.00	35.00	35.00
Max vacation days	27.50	29.48	25.00	22.91	21.00	28.00	30.00	32.00	30.00	35.00
Sick days	8.50	9.60	7.00	8.31	10.00	8.10	12.00	14.75	7.00	7.22
Max sick days	27.00	30.92	32.50	35.00	21.50	30.38	35.00	39.00	20.00	19.30
Personal leave days	8.00	9.44	10.00	9.28	6.00	7.30	12.00	13.80	4.50	7.38
Other paid days	13.50	15.66	15.00	15.40	17.50	18.92	12.00	14.66	12.00	13.65

Staffing

Percentages Overall by Size of Organization

2024 Percentages Overall by Size of Organization		All	Small (\$0 – 500,000)	Medium (\$500,001 - 1.5M)	Large (\$1.5M - 5M)	X Large (\$5M – Higher)
Staff Size Past 3 Years						
Increased		45.6%	29.2%	43.8%	61.1%	60.0%
Decreased		13.2%	16.7%	18.8%	5.6%	10.0%
Stayed the same		38.2%	54.2%	37.5%	22.2%	30.0%
Lay Offs						
Due to financial difficulties		8.8%	12.5%	12.5%	5.6%	0.0%
Organizations providing a severance package		11.8%	4.2%	18.8%	11.1%	20.0%
Recruiting Challenges						
Percent of organizations experiencing recruiting challenges		54.4%	45.8%	56.3%	50.0%	80.0%
Senior management positions		7.4%	4.2%	12.5%	5.6%	10.0%
Program management positions		16.2%	16.7%	25.0%	5.6%	40.0%
Program staff positions		41.2%	29.2%	43.8%	38.9%	70.0%
Administrative staff positions		16.2%	16.7%	12.5%	16.7%	20.0%
Senior Staff Turnover						
Organizations Anticipating in the next 2 years		29.4%	25.0%	43.8%	16.7%	40.0%
Median number of senior staff turnover		1	1	1	1	2
Employee Turnover						
Median percentage of employee turnover in last year		2.0%	1.0%	3.0%	2.0%	11.5%
Reason for Turnover						
Limit wages/desire for higher paying job		32.4%	33.3%	25.0%	16.7%	70.0%
Limited/no opportunity for advancement		14.7%	8.3%	12.5%	16.7%	30.0%
Insufficient benefits		14.7%	29.2%	6.3%	5.6%	10.0%
Desire for more challenging job		4.4%	0.0%	0.0%	5.6%	20.0%
Retirement eligibility		17.6%	16.7%	6.3%	27.8%	20.0%
Unsatisfactory working relationships		11.8%	0.0%	18.8%	11.1%	30.0%
Dissatisfaction with industry/job		16.2%	0.0%	18.8%	16.7%	50.0%
Pursuing education		17.6%	8.3%	6.3%	27.8%	40.0%
Leaving area		30.9%	25.0%	18.8%	33.3%	60.0%
Due to inflation		0.0%	0.0%	0.0%	0.0%	0.0%
Other						
Cannot offer enough hours	Better salary and wage opportunities	Burnout		Desired remote work	Disability	End of Covid-related funding
We hire refugees/immigrants and hope they will move on to jobs with more hours that meet their needs and with a reference we are happy to provide	Health	Lack of benefits		Incorrect match of person's skill set to job requirements	Job related stress	Lack of work ethic
Seasonality of our Business	Some terminated due to poor work performance	Stability of workforce due to our culture and commitment to mission		Temporary positions	Time limited apprenticeships	We employ lots of college & high-schooler's

Volunteer Hours	All	Small (\$0 – 500,000)	Medium (\$500,001 - 1.5M)	Large (\$1.5M - 5M)	X Large (\$5M – Higher)
Median number of volunteers hours 2024	300	500	230	250	100
Mean number of volunteer hours 2024	998	1180	938	940	734
Staff Investment					
Median amount spent on staff development 2024 (Reported August 2024)	\$2,452	\$ 500.00	\$ 2,500.00	\$ 5,000.00	\$ 50,000.00
Mean amount spent on staff development 2024 (Reported August 2024)	\$22,746	\$ 1,524.67	\$ 7,031.25	\$ 11,454.25	\$ 116,884.90



Benefits
Percentages Overall by Size of Organization

2024 Percentages Overall by Size of Organization	All	Small (\$0 – 500,000)	Medium (\$500,001 - 1.5M)	Large (\$1.5M - 5M)	X Large (\$5M – Higher)
Health Insurance Overall Characteristics					
Percent of organizations with a group health insurance plan	66.2%	41.7%	62.5%	83.3%	100.0%
Median hours required to access health insurance	30	30	32.5	32	20
Percent of organizations that pro-rate health insurance benefits for part-time employees	16.2%	8.3%	6.3%	44.4%	0.0%
Standard/Co-Pay Health Insurance Plan					
Percent of organizations providing	47.1%	37.5%	43.8%	61.1%	50.0%
Median percent of individual premium covered	88%	90%	89%	90%	85%
Median percent of family premium covered	55%	37%	65%	42%	85%
Median co-pay	\$ 23	\$ 28	\$ 30	\$ 20	\$ 15
Hybrid Health Insurance Plan					
Percent of organizations providing	22.1%	12.5%	6.3%	50.0%	20.0%
Median percent of individual premium covered	85%	100%	100%	79%	72%
Median percent of family premium covered	35%	35%	35%	46%	34%
Median in-network deductible for individual	\$ 1,950	\$ 4,250	\$ 4,300	\$ 1,800	\$ 1,000
Median in-network deductible for family	\$ 3,600	\$ 11,000	\$ 8,600	\$ 3,600	\$ 3,000
Median co-pay	\$ 25	\$ 40	\$ 25	\$ 20	\$ 28
High Deductible Plan					
Percent of organizations providing	30.9%	4.2%	18.8%	55.6%	70.0%
Median percent of individual premium covered	89%	50%	100%	85%	85%
Median percent of family premium covered	65%	ND	62%	65%	70%
Median in-network deductible for individual	\$ 8,000	ND	\$ 7,500	\$ 8,000	\$ 5,500
Median in-network deductible for family	\$ 15,000	ND	\$ 15,000	\$ 16,000	\$ 11,000
Median % of Primary care visits coverage %	100%	ND	100%	100%	100%
Percent of organizations contributing to HSA					
Median HSA contribution	\$2,000	ND	ND	\$ 2,333	\$ 2,000
Cafeteria Benefits Plan/Flexible Spending					
Percent of organizations that offer Cafeteria/Flexible Spending Plans	26.5%	8.3%	31.3%	44.4%	30.0%
Percent of organizations offering Cafeteria Plans that pro-rate benefits for part-time employees	13.2%	4.2%	12.5%	27.8%	10.0%
Dental Coverage					
Percent of organizations contributing to premium for Full-time employees	26%	1.5%	3.3%	13.1%	8.0%
Median percent of premium contributed for Full-Time	100%	100%	100%	100%	95%
Percent of organizations offering to Part-time employees	22.1%	4.2%	0.0%	44.4%	60.0%
Vision Coverage					
Percent of organizations contributing to premium for Full-time employees	22%	2.9%	1.8%	11.8%	5.5%
Median percent of premium contributed	100%	100%	63%	100%	97%
Percent of organizations offering to Part-time employees	16.2%	4.2%	0.0%	38.9%	30.0%
Short-Term Disability Coverage					
Percent of organizations contributing to premium for Full-time employees	20.6%	4.2%	18.8%	33.3%	40.0%
Median percent of premium contributed	100%	20%	100%	100%	100%
Percent of organizations offering to Part-time employees	19.1%	4.2%	6.3%	27.8%	60.0%
Long-Term Disability Coverage					
Percent of organizations contributing to premium for Full-time employees	16.2%	0.0%	0.0%	38.9%	40.0%
Median percent of premium contributed	100%	ND	ND	100%	100%
Percent of organizations offering to Part-time employees	16.2%	33.3%	18.8%	61.1%	70.0%
Life Insurance Coverage					
Percent of organizations contributing to premium for Full-time employees	20.6%	4.2%	6.3%	38.9%	50.0%
Median percent of premium contributed	100%	100%	100%	100%	100%
Percent of organizations offering to Part-time employees	17.6%	33.3%	18.8%	61.1%	70.0%

Benefits

Percentages Overall by Size of Organization

2024 Percentages Overall by Size of Organization	All Agencies	Small (\$0 – 500,000)	Medium (\$500,001 - 1.5M)	Large (\$1.5M - 5M)	X Large (\$5M – Higher)
Retirement Plan					
Percent of organizations offering to full-time employees	66.2%	37.5%	68.8%	83.3%	100.0%
Percent of organizations offering to part-time employees	42.6%	33.3%	18.8%	61.1%	70.0%
Additional Benefits (Percent of organizations providing)					
Accidental Death & Dismemberment Insurance	16.2%	0.0%	18.8%	22.2%	40.0%
Business Travel Accident Insurance	1.5%	4.2%	0.0%	0.0%	0.0%
Parking	36.8%	16.7%	56.3%	38.9%	50.0%
Child Care ~ Combined	20.6%	8.3%	31.3%	33.3%	10.01%
~ Child Care Reimbursement	8.8%	4.2%	12.5%	11.1%	10.0%
~ Child Care On-Site	11.8%	4.2%	18.8%	22.2%	0.01%
Education/Staff Development	69.1%	70.8%	56.3%	72.2%	80.0%
Employee Assistance Program	35.3%	0.0%	18.8%	61.1%	100.0%
Flexible Work Week	61.8%	62.5%	75.0%	50.0%	60.0%
Legal Services Program	2.9%	0.0%	0.0%	5.6%	10.0%
Mileage	64.7%	58.3%	56.3%	61.1%	100.0%
Wellness Program	19.1%	0.0%	6.3%	38.9%	50.0%
Remote Work	60.3%	62.5%	56.3%	50.0%	80.0%
Other	22.1%	12.5%	6.3%	44.4%	30.0%

Additional Benefits - Other:
 \$15/ month cell phone reimbursement
 Accident insurance Specified disease Hospital indemnity
 Identity protection HSA/Flex spending
 All staff receive free memberships, child care up to 3 hours, parking.
 Childcare is reduced 20% for staff who do not qualify for a childcare subsidy through their county of residence
 Free Lunch
 Generous PTO plan
 Health stipend
 Offer 4 day -10 hour work week; Remote work option for Admin staff
 onsite parking provided for free
 Our employees also receive generous vacation time and paid health time (AKA sick time).
 Our part time staff can access health insurance along with all of the supplemental plans for full pay.
 paid time off
 PAID TIME OFF: Vacation/sick/personal time Auto & Homeowners Insurance Credit Counseling Services
 Personal Accident Insurance Pet Insurance Flexible Spending Account
 Short work week-Staff only work 4 days Monday-Thursday
 We reimburse for 50% of home phone and internet

Percent of Organizations Who Used Strategy to Deal with Cost Increases	All Agencies
Continued paying/absorbed cost	48.5%
Increased employee premium contribution	8.8%
Increased employee co-pay	0.0%
Higher deductible	2.9%
Switched plans	4.4%
Reduced benefits	4.4%
Health Savings Account	2.9%
Other	16.2%

- Health plans were re-negotiated last year and there has been a savings this year. We anticipate an increase next year.
- Increased cafeteria benefit amount.
- Looking to reduce from GOLD to BRONZE worst case scenario.
- Maintained same employer / employee percent contributions.
- Offered two plan options.
- Researching other options.
- We do not have many employees utilize our health insurance.
- We have continued to pay the cafeteria rate with COLA increases, the burden on employees has risen to cover more of their premiums. Cafeteria plan increases are intended to maintain full company sponsorship of the bronze level plan for FT employees who choose it.
- We offer employees to buy into our plan but do not pay for any portion of the plan.
- We only offer a \$112/week stipend regardless of cost of premium.

Cafeteria Plan Benefit Details (Provided by responding agencies)

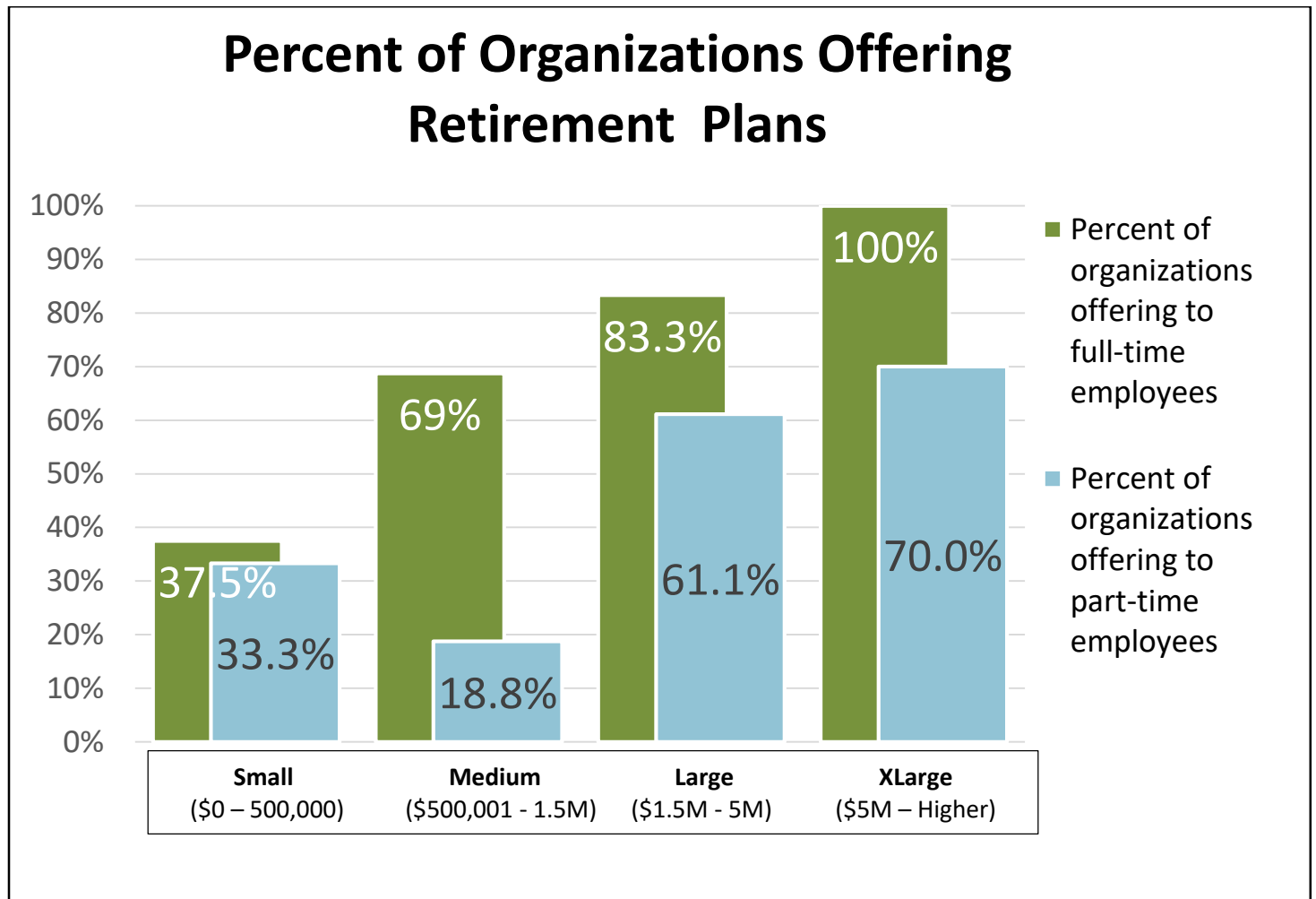
- \$600/month to be used for health, dental, and/or vision insurance, or taken as taxable cash
- \$7,500/year for 35+ hour employees.
- 100% coverage for individual health and dental. \$1,000 wellness or retirement benefit. Paid holidays. Vacation, personal and sick pay.
- All of the employees are able to opt in to the retirement plan
- Disability, workers comp and PTO.
- Employees can elect salary compensation adjustments if they have other health insurance proof; they also can elect a "lower level" plan than the one offered and use the difference towards a family member's coverage of that less expensive plan.
- Health Insurance Life Insurance AFLAC Retirement contributions (FT after one year)
- health, dental, annuity, medical dental vision, dependent care, cash
- Increased (taxed) salary in lieu of health benefits
- Life insurance, AFLAC, disability insurance
- medical, dental, vision, long and short-term disability, basic life & AD&D, voluntary life, accident, critical illness, and hospital indemnity insurances
- Medical, vision, accident insurance.
- Optional Dental and Vision
- platinum plan health insurance, dental insurance, vision insurance either individual or family plan, flexible spending, retirement plan, long-term disability
- Standard monthly amount to all benefits-eligible employees to "purchase" benefits such as childcare assistance, home office expenses, etc.
- Two medical plans to choose from - one has higher deductible than other
- We offer \$460 per year to be used for flex
- We offer flexible spending accounts and voluntary life insurance.
- We reimburse for health insurance premium, up to \$350. per month.

Retirement Plan Details (Provided by responding agencies)

- 0% We do not contribute. Program is open to ALL employees.
- 1:1 Match
- 2% IRA contribution
- 2.5% match during their first 5 years of service. After 5 years the employer match becomes 5%.
- 2.5% match up to a total of \$2,000 per year
- 2.5%
- 2.75%
- % of salary max, Board-determined annually
- 3% match at end of each year
- 3% match contributed by employer
- 3% match, additional .5% for 4-5% (Employer max 4%)
- 3% of gross if EE contributes, 2% if they don't
- 3% of total salary match, capped at 3% if employee makes contribution at that level or higher
- 3% Paycheck Deduction - Organization matches first 3%
- 4% annual of gross wages worked after three years employment
- 40/60 Match
- 403(b) Qualified Retirement plan
- 5% of wages after one year of service, non-match (an employee doesn't have to contribute to receive the 5%)
- 10% from organization, 2% from staff. You do not have to be FT for this benefit. Working 1000 hours per year for 2 years qualifies individuals.

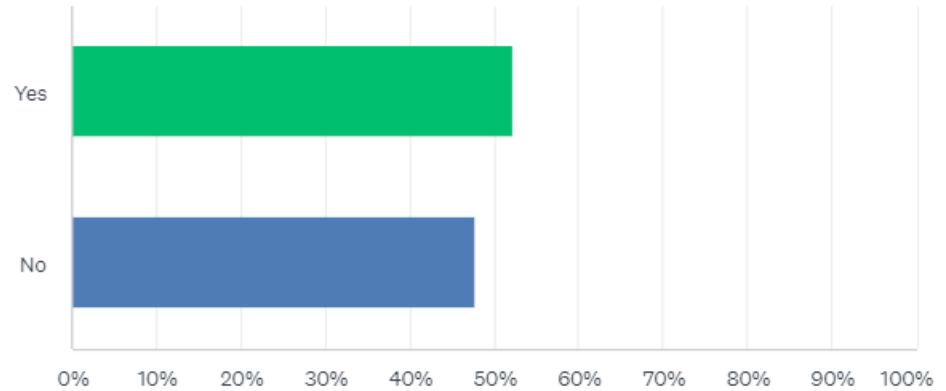
Retirement Plan Details (Provided by responding agencies) contd.

- After one year of service, at the beginning of the next calendar year quarter, the equivalent of 6% of the base salary is contributed to the plan, 100% of which is a contribution by the employer
- Dollar to dollar until annual limit
- Employees decide what percentage of salary to contribute to TDA plan
- Match first 3% at 100% of employee contribution, then up to 5% that.
- Matching system up to 7%
- New York State Retirement 3% match
- NYSLRS and/or SUNY TIAA Creff but also have 457B and Roth which we don't contribute to
- Only employee contribution. Agency pays for the third party admin/Paychex fees.
- Part of cafeteria benefit plan
- Purely employee invested
- Section 162 Bonus Plan
- \$1,000 max per year.

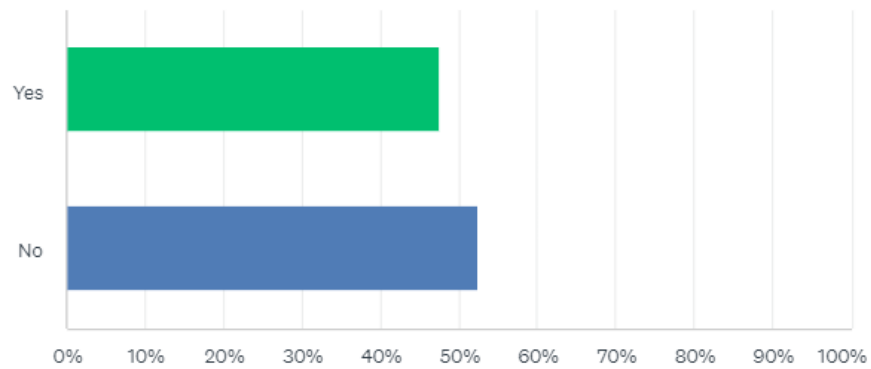


Diversity, Equity & Inclusion

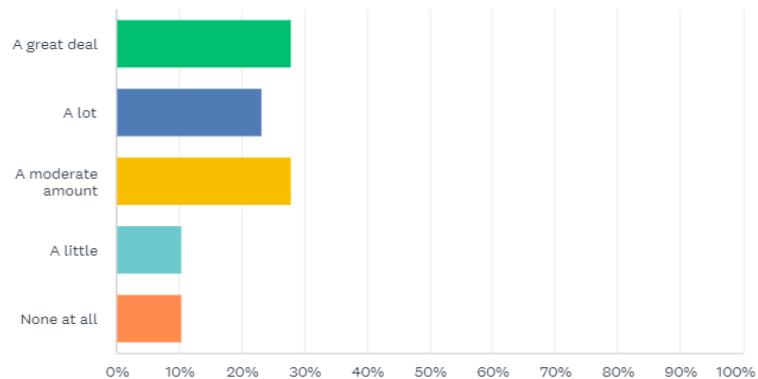
Has your organization conducted agency-wide DEI training ?



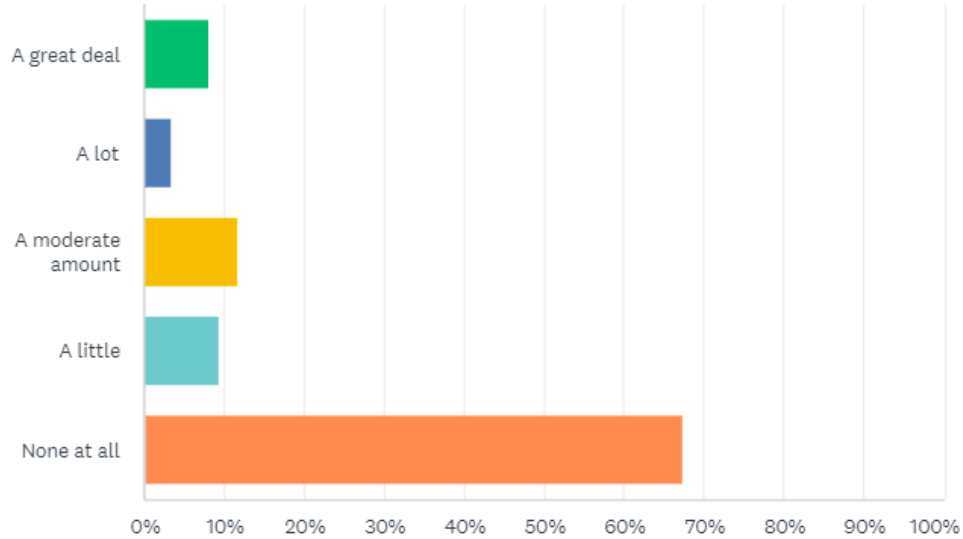
If no, do you have a plan to begin DEI training within the next 12 months?



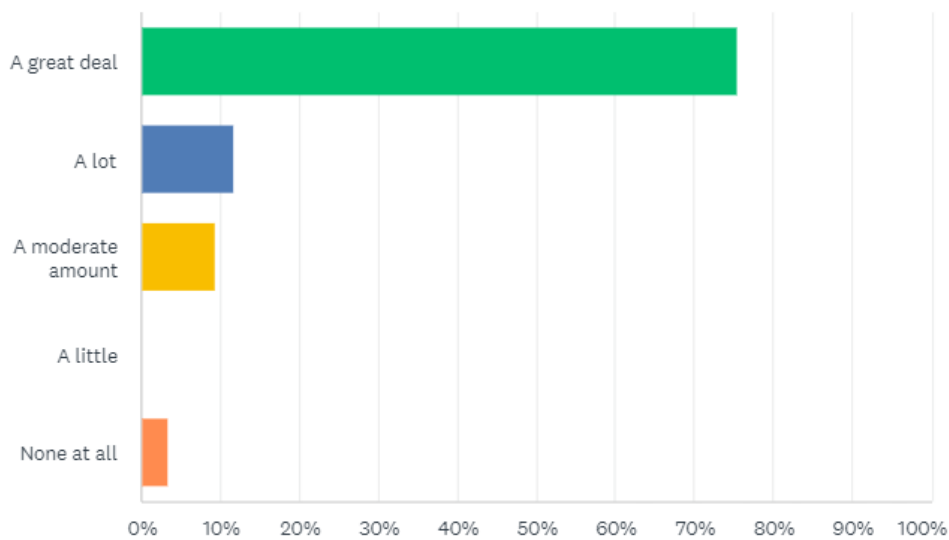
DEI and Recruitment Has the organization rewritten job descriptions to: Delineate must-have and nice-to-have qualifications, and remove coded language, so you don't inadvertently screen out candidates from underrepresented groups.



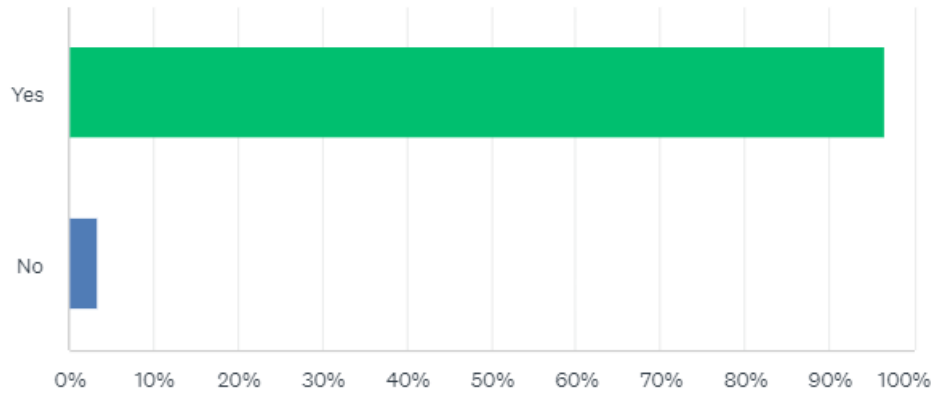
Has the organization done Anonymous Resume reviews:Removing names, schools, addresses, and any other identifying or irrelevant information from resumes so they don't factor into the decision-making process ?



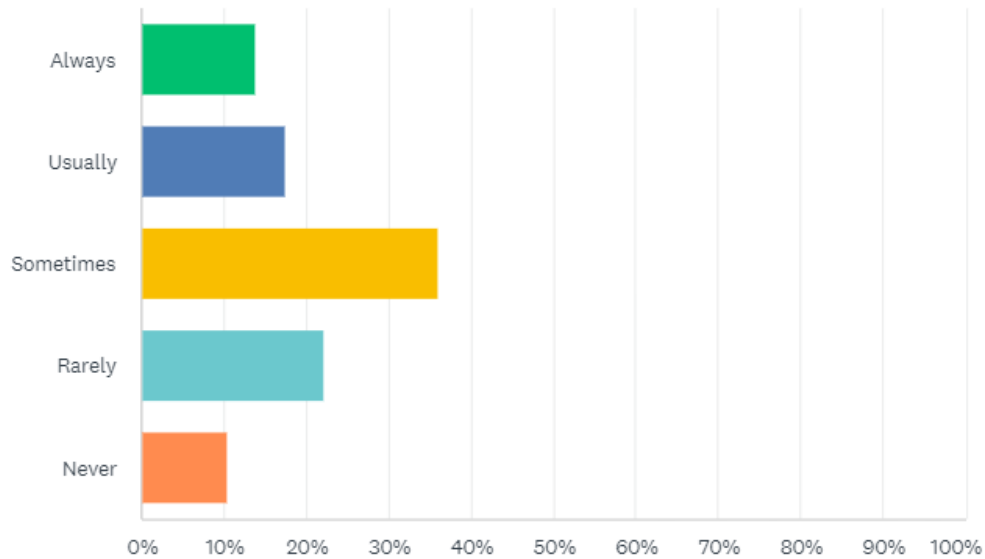
Has the organization utilized structured interviews:Asking each candidate the same questions, so you can compare them apples-to-apples and make more objective hiring decisions ?



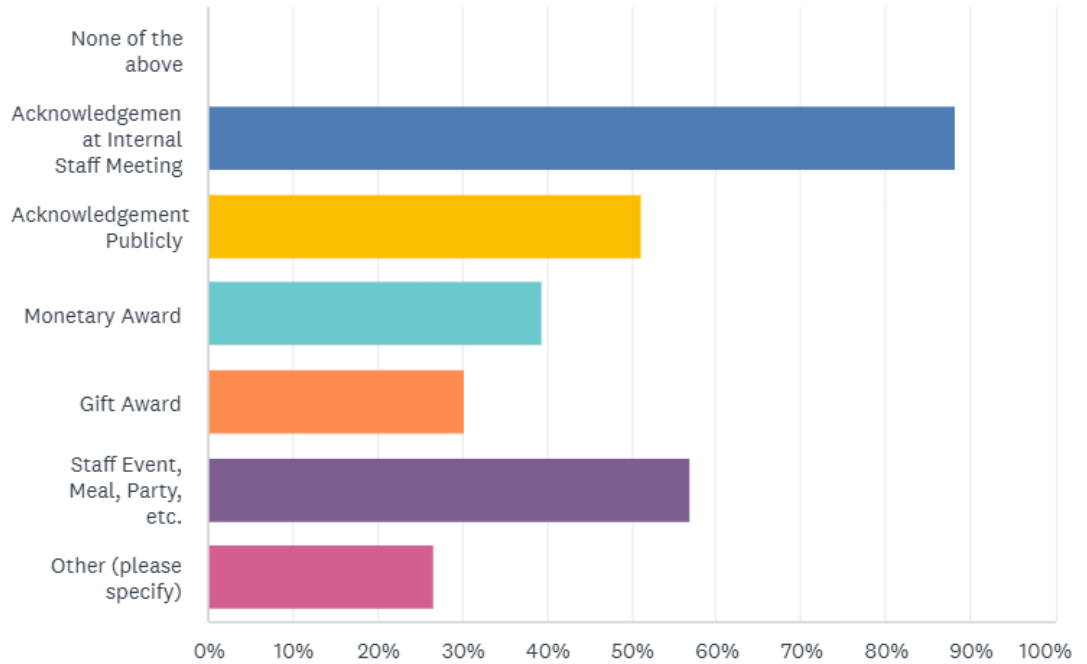
Does the organization disclose pay range in the position description ?



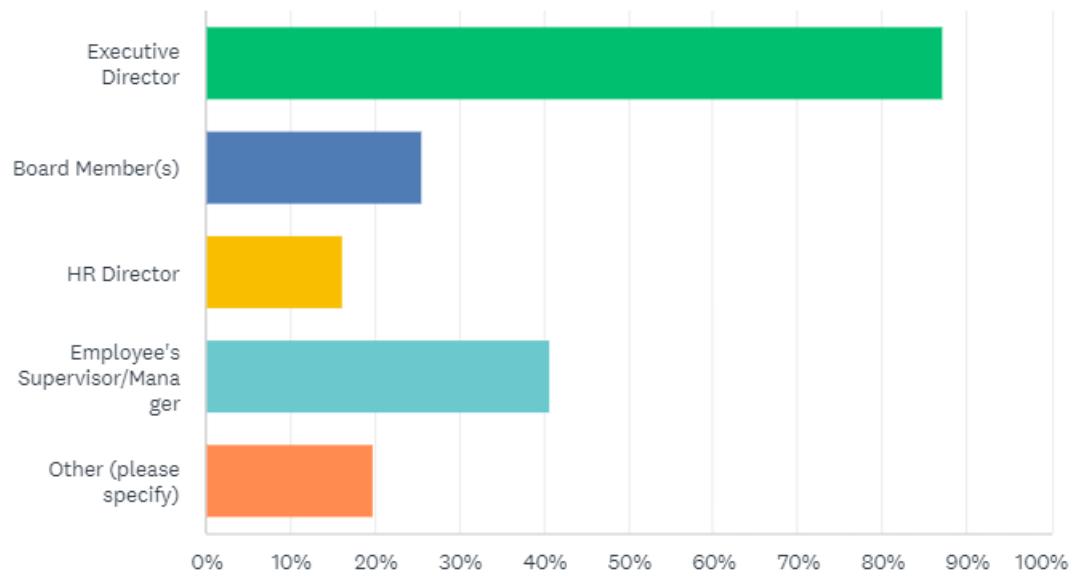
Do you provide an opportunity to negotiate the pay & benefits during your hiring process?



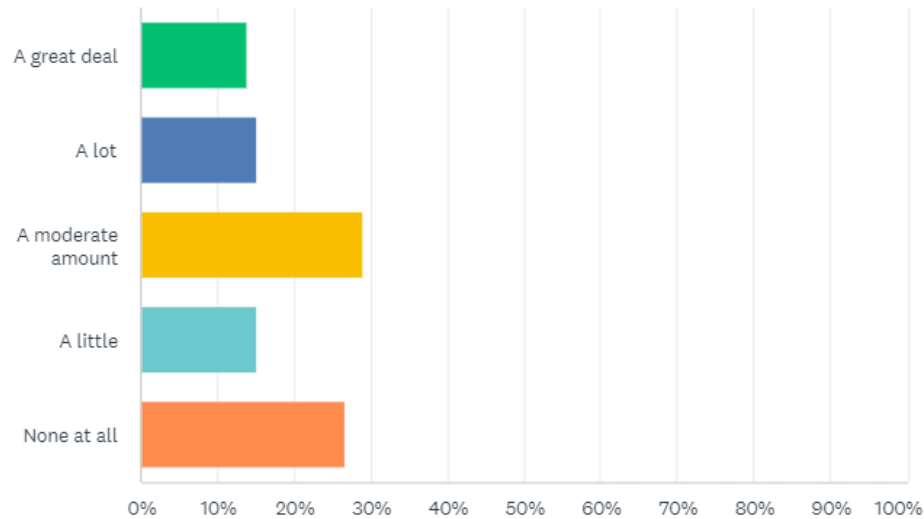
How does your organization recognize employees?



Who in the organization is responsible for employee recognition?



Many traditional employee benefits are exclusive by nature for several reasons: access based on employment status, cost and affordability, legal and regulatory requirements, perceived value and attractiveness, historical precedents and organizational policies, and differences across industries and sectors. These factors collectively shape how benefits are allocated and accessed within the workforce. Has your organization reviewed employee benefits for DEI impact?



Has your organization set Key Performance Indicators (KPI's) to measure the progress and/or effectiveness of your DEI efforts?

