



COUNCIL *on* FOUNDATIONS

Table 1: 2013 Compensation Summary for All Grantmakers, by Positions (Base Salaries as of February 1, 2013)

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Position	Asset Group (in Millions)	Salary						No in Position	No of Fdns
		Minimum	25th %	Median	Mean	75th %	Maximum		
Chief Executive Officer/ President	\$1,000 or More	238,500	409,551	523,000	525,431	600,000	930,000	37	37
	\$500 to \$999.9	150,000	304,000	326,667	351,671	391,750	686,000	41	41
	\$250 to \$499.9	120,750	223,395	279,230	286,586	331,315	495,025	60	59
	\$100 to \$249.9	84,000	170,000	215,000	222,913	260,000	733,800	165	163
	\$50 to \$99.9	66,000	125,000	153,000	163,463	185,800	376,000	162	162
	\$25 to \$49.9	37,000	96,800	116,700	124,887	147,000	290,000	111	111
	\$10 to \$24.9	42,814	70,225	95,000	101,312	122,237	238,066	130	129
	\$5 to \$9.9	29,000	60,000	83,300	101,594	117,000	612,000	46	46
	Less Than \$5	24,000	65,000	91,219	122,609	152,845	490,000	43	43
	All	24,000	105,560	154,500	190,308	240,000	930,000	795	791
Associate Director/ Executive Vice President	\$1,000 or More	162,000	262,700	315,389	320,822	354,900	618,000	18	17
	\$500 to \$999.9	126,856	168,870	225,000	232,453	265,000	458,367	13	11
	\$250 to \$499.9	97,645	141,971	164,424	182,484	212,500	373,983	11	11
	\$100 to \$249.9	66,467	115,000	141,750	156,892	171,662	358,750	31	30
	\$50 to \$99.9	67,704	104,000	115,763	141,220	180,000	249,375	27	26
	\$25 to \$49.9	65,000	111,583	145,050	137,366	173,066	174,529	8	8
	\$10 to \$24.9	37,500	55,000	92,000	88,773	107,340	156,420	7	7
	\$5 to \$9.9	*	*	95,000	113,675	*	*	4	4
	Less Than \$5	47,500	*	117,465	108,011	*	140,851	6	6
	All	37,500	112,267	152,168	178,430	220,500	618,000	125	120
Vice President (Administration)	\$1,000 or More	109,662	167,000	275,000	245,764	302,807	385,000	16	16
	\$500 to \$999.9	124,845	171,857	235,456	220,621	257,750	310,000	8	8
	\$250 to \$499.9	105,040	135,580	165,500	172,910	200,000	316,000	17	17
	\$100 to \$249.9	91,950	98,500	122,954	125,983	145,140	185,000	16	16
	\$50 to \$99.9	43,392	80,000	91,275	98,071	128,000	150,000	18	18
	\$25 to \$49.9	33,600	63,673	77,861	82,239	88,897	166,000	12	11
	\$10 to \$24.9	48,000	58,500	94,200	97,066	136,563	150,000	8	8
	\$5 to \$9.9	48,000	74,976	102,800	111,690	153,000	155,000	7	7
	Less Than \$5	*	*	205,162	198,331	*	*	4	3
	All	33,600	92,700	133,203	148,643	187,194	385,000	106	104

Table excludes corporate grantmakers whose size is relative to their grantmaking. Tables updated 11-19-13

*Insufficient data

2013 Compensation Summary for All Grantmakers, by Positions
(Base Salaries as of February 1, 2013)

Position	Asset Group (in Millions)	Salary						No in Position	No of Fdns
		Minimum	25th %	Median	Mean	75th %	Maximum		
Chief Financial Officer/ Treasurer	\$1,000 or More	125,000	202,942	273,800	269,614	317,196	450,000	28	28
	\$500 to \$999.9	123,360	152,916	182,853	195,188	224,025	341,200	28	28
	\$250 to \$499.9	101,000	134,340	166,750	175,115	199,500	316,000	32	32
	\$100 to \$249.9	80,908	107,000	124,050	137,605	153,330	374,903	74	74
	\$50 to \$99.9	45,000	83,357	98,500	108,170	117,480	288,255	49	49
	\$25 to \$49.9	45,000	72,100	83,200	87,147	97,000	133,033	21	21
	\$10 to \$24.9	33,640	63,062	93,069	88,422	113,635	142,400	16	16
	\$5 to \$9.9	*	*	65,000	62,014	*	*	3	3
	Less Than \$5	80,000	*	105,628	104,105	*	128,423	6	6
	All	33,640	97,869	125,000	148,470	185,000	450,000	257	257
Controller	\$1,000 or More	88,000	119,400	142,522	151,323	189,371	223,100	38	33
	\$500 to \$999.9	86,000	100,000	108,675	118,797	140,000	181,500	29	28
	\$250 to \$499.9	64,375	78,764	92,458	97,097	111,050	176,400	32	31
	\$100 to \$249.9	41,757	70,400	87,900	89,225	103,833	198,000	54	54
	\$50 to \$99.9	47,000	61,800	71,915	76,095	88,000	145,000	38	38
	\$25 to \$49.9	40,000	54,850	64,399	73,530	78,750	148,559	22	22
	\$10 to \$24.9	42,574	49,365	63,800	67,778	80,812	98,000	9	9
	\$5 to \$9.9	*	*	58,000	53,495	*	*	3	3
	Less Than \$5	*	*	87,594	95,640	*	*	5	5
	All	38,235	71,000	90,918	99,472	119,400	223,100	230	223
Chief Investment Officer	\$1,000 or More	95,481	262,500	525,000	442,692	600,000	850,000	23	23
	\$500 to \$999.9	89,305	130,246	144,927	192,628	225,101	506,893	10	10
	\$250 to \$499.9	99,685	170,000	231,750	258,181	363,000	432,324	7	7
	\$25 to \$249.9	35,000	*	82,000	78,833	*	110,552	5	5
	Less Than \$25	*	*	*	*	*	*	0	0
	All	35,000	134,957	262,500	317,992	525,000	850,000	45	45
Assistant Treasurer	\$500 or More	60,000	*	94,500	97,940	*	164,800	5	5
	\$100 to \$499.9	*	*	72,500	66,580	*	*	3	3
	\$25 to \$99.9	36,050	*	75,000	73,297	*	107,625	5	5
	Less Than \$25	*	*	*	*	*	*	0	0
	All	36,050	65,000	75,000	81,225	94,500	164,800	13	13

Table excludes corporate grantmakers whose size is relative to their grantmaking. Tables updated 11-13-19.

*Insufficient data

2013 Compensation Summary for All Grantmakers, by Positions
(Base Salaries as of February 1, 2013)

Position	Asset Group (in Millions)	Salary						No in Position	No of Fdns
		Minimum	25th %	Median	Mean	75th %	Maximum		
Accountant	\$1,000 or More	43,880	64,000	72,500	75,014	87,357	113,857	78	32
	\$500 to \$999.9	45,459	57,500	63,182	67,207	78,589	102,500	45	31
	\$250 to \$499.9	40,465	61,458	67,000	68,662	75,064	136,400	35	30
	\$100 to \$249.9	29,343	46,373	54,500	58,494	67,221	100,000	46	42
	\$50 to \$99.9	35,635	46,467	53,768	57,520	67,379	104,268	39	28
	\$25 to \$49.9	34,195	43,410	49,000	51,817	56,677	85,680	21	21
	\$10 to \$24.9	31,200	35,000	43,266	46,842	56,000	75,000	8	8
	\$5 to \$9.9	*	*	47,000	50,484	*	*	6	4
	Less Than \$5	42,000	*	82,030	71,775	*	97,416	5	5
	All	29,343	51,620	63,654	64,796	76,491	136,400	283	201
Accounting Clerk	\$1,000 or More	33,277	46,000	51,947	53,026	60,000	87,071	50	27
	\$500 to \$999.9	31,000	44,450	48,175	49,289	55,551	65,000	20	16
	\$250 to \$499.9	22,880	42,700	45,771	46,980	51,104	78,198	17	13
	\$100 to \$249.9	18,750	38,350	43,458	44,729	51,500	65,000	40	35
	\$50 to \$99.9	28,627	37,132	41,927	41,887	44,738	61,738	19	18
	\$25 to \$49.9	34,840	*	45,687	46,735	*	68,640	5	5
	\$10 to \$24.9	17,800	31,620	36,539	36,403	42,702	58,500	10	8
	Less Than \$10	28,840	*	50,476	48,409	*	66,298	8	5
	All	17,800	40,019	46,000	47,371	55,459	87,071	169	127
Vice President (Program)	\$1,000 or More	68,000	180,000	260,520	267,791	325,415	875,000	56	28
	\$500 to \$999.9	88,195	141,012	172,727	179,356	208,605	312,000	48	30
	\$250 to \$499.9	80,000	121,301	159,395	169,719	209,785	316,000	34	28
	\$100 to \$249.9	66,480	95,000	120,088	127,988	151,719	444,000	67	57
	\$50 to \$99.9	57,500	77,272	96,000	109,462	123,573	225,056	36	31
	\$25 to \$49.9	42,998	55,356	74,450	76,308	90,242	144,690	12	12
	\$10 to \$24.9	55,000	71,500	84,800	96,079	95,000	180,000	9	9
	\$5 to \$9.9	42,024	86,084	144,498	139,978	183,320	250,000	8	7
	Less Than \$5	75,000	*	122,285	174,425	*	313,000	7	6
	All	42,024	96,536	140,000	166,111	205,600	875,000	277	208

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2013 Compensation Summary for All Grantmakers, by Positions
(Base Salaries as of February 1, 2013)

Position	Asset Group (in Millions)	Salary						No in Position	No of Fdns
		Minimum	25th %	Median	Mean	75th %	Maximum		
Program Director	\$1,000 or More	54,636	144,216	194,500	196,452	235,989	447,000	160	32
	\$500 to \$999.9	72,718	101,128	125,000	134,911	168,884	267,443	67	25
	\$250 to \$499.9	60,000	83,000	102,420	117,697	151,700	278,000	55	30
	\$100 to \$249.9	24,712	69,000	99,923	103,689	127,878	300,000	65	45
	\$50 to \$99.9	31,470	62,647	79,306	88,903	106,513	175,000	70	34
	\$25 to \$49.9	45,000	63,927	74,101	78,468	89,340	140,191	44	31
	\$10 to \$24.9	28,410	50,000	78,100	69,810	85,000	94,100	29	22
	\$5 to \$9.9	40,000	78,500	89,000	90,701	107,500	127,500	10	7
	Less Than \$5	25,000	77,714	94,000	97,842	110,709	185,000	23	11
	All	24,712	80,000	109,670	131,056	171,066	447,000	523	237
Senior Program Officer	\$1,000 or More	46,000	126,500	141,829	141,969	159,101	234,282	111	25
	\$500 to \$999.9	57,772	75,000	104,000	109,007	127,308	230,400	63	23
	\$250 to \$499.9	49,546	94,760	113,631	110,805	127,048	164,800	53	31
	\$100 to \$249.9	51,000	83,164	98,066	100,066	118,760	166,800	68	55
	\$50 to \$99.9	43,056	64,752	76,728	81,247	94,825	130,000	44	26
	\$25 to \$49.9	46,987	62,201	80,625	81,754	92,904	161,257	21	15
	\$10 to \$24.9	57,000	64,189	78,000	87,387	100,000	140,000	14	10
	\$5 to \$9.9	80,000	*	98,000	118,671	*	188,700	7	5
	Less Than \$5	53,203	75,000	88,585	93,361	115,000	133,000	22	7
	All	43,056	82,400	107,780	110,925	135,000	234,282	403	197
Program Officer	\$1,000 or More	42,000	92,429	108,769	111,241	131,200	210,250	238	34
	\$500 to \$999.9	50,000	69,406	81,042	89,390	100,000	165,600	75	29
	\$250 to \$499.9	15,000	69,263	93,036	95,166	120,250	178,300	108	42
	\$100 to \$249.9	32,229	55,141	74,132	75,933	89,252	157,560	160	95
	\$50 to \$99.9	24,190	51,500	58,648	65,538	81,600	122,640	87	59
	\$25 to \$49.9	22,360	44,188	54,000	57,107	70,000	113,560	55	37
	\$10 to \$24.9	25,000	41,000	50,000	58,638	80,000	135,126	55	32
	\$5 to \$9.9	31,000	47,250	68,000	64,703	84,500	97,000	15	10
	Less Than \$5	24,000	57,434	68,432	80,262	100,440	170,000	27	12
	All	15,000	59,150	83,000	86,356	108,526	210,250	820	350

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2013 Compensation Summary for All Grantmakers, by Positions
(Base Salaries as of February 1, 2013)

Position	Asset Group (in Millions)	Salary						No in Position	No of Fdns
		Minimum	25th %	Median	Mean	75th %	Maximum		
Program Associate	\$1,000 or More	35,636	58,860	69,688	67,898	76,900	106,718	94	20
	\$500 to \$999.9	36,000	50,000	59,575	59,571	65,385	100,000	92	24
	\$250 to \$499.9	30,000	35,000	48,989	51,399	62,500	86,525	75	32
	\$100 to \$249.9	31,000	43,842	48,913	50,742	59,740	77,500	63	47
	\$50 to \$99.9	29,120	37,000	45,000	50,155	59,259	97,850	43	31
	\$25 to \$49.9	16,724	38,688	44,890	46,336	52,053	95,000	25	17
	\$10 to \$24.9	31,625	35,693	41,995	48,137	48,000	92,200	19	12
	\$5 to \$9.9	36,000	45,000	45,175	52,218	59,900	79,081	17	7
	Less Than \$5	15,727	*	60,860	54,797	*	70,732	14	6
	All	15,727	44,461	55,000	56,107	66,512	106,718	442	196
Program Assistant	\$1,000 or More	32,000	49,476	57,000	56,783	64,193	81,565	139	25
	\$500 to \$999.9	29,120	40,000	44,901	46,428	50,000	86,775	52	20
	\$250 to \$499.9	30,000	42,923	45,034	48,257	53,989	71,952	48	19
	\$100 to \$249.9	15,000	39,437	43,996	44,002	50,000	63,756	42	37
	\$50 to \$99.9	28,850	38,159	45,244	45,200	51,500	60,888	22	16
	\$25 to \$49.9	20,654	30,890	39,463	41,387	48,328	68,000	12	8
	\$10 to \$24.9	34,405	*	39,000	38,599	*	43,035	7	5
	Less Than \$10	33,792	*	40,708	43,209	*	53,415	7	5
	All	15,000	42,000	49,000	50,259	58,000	86,775	329	135
	Vice President or Chief Development/ Advancement Officer	\$1,000 or More	95,065	138,319	170,150	174,408	216,350	255,024	12
\$500 to \$999.9		117,412	135,000	156,471	157,948	170,000	224,000	19	17
\$250 to \$499.9		93,820	100,000	107,420	120,465	125,000	183,855	17	15
\$100 to \$249.9		60,984	85,000	95,812	105,863	111,400	185,000	34	31
\$50 to \$99.9		45,105	66,712	88,725	95,660	112,548	180,197	25	25
\$25 to \$49.9		51,500	55,000	72,100	78,102	85,800	175,385	19	17
\$10 to \$24.9		38,558	65,000	91,000	92,935	112,455	162,500	7	7
Less Than \$10		43,750	*	73,000	95,593	*	201,214	5	5
All		38,558	83,500	100,500	114,095	150,000	255,024	138	127

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*Insufficient data

2013 Compensation Summary for All Grantmakers, by Positions
(Base Salaries as of February 1, 2013)

Position	Asset Group (in Millions)	Salary						No in Position	No of Fdns
		Minimum	25th %	Median	Mean	75th %	Maximum		
Director of Donor Services/ Donor Services Officer	\$1,000 or More	56,000	67,980	91,074	94,956	113,575	180,500	26	10
	\$500 to \$999.9	42,500	69,145	77,500	81,848	95,324	132,850	44	19
	\$250 to \$499.9	51,314	66,483	82,427	78,653	85,250	135,000	24	14
	\$100 to \$249.9	40,893	60,000	66,000	69,213	80,000	133,263	37	28
	\$50 to \$99.9	42,500	50,920	58,445	60,319	67,500	94,992	53	26
	\$25 to \$49.9	41,600	53,560	61,250	66,600	70,000	150,000	13	12
	\$10 to \$24.9	37,140	50,000	67,750	64,464	76,092	95,000	10	9
	Less Than \$10	40,000	57,450	70,000	65,617	73,000	86,500	9	7
	All	37,140	58,415	70,000	73,225	83,684	180,500	216	125
Director of Gift Planning/ Gift Planning Officer	\$1,000 or More	70,040	94,370	97,321	109,136	125,270	172,305	25	11
	\$500 to \$999.9	63,438	78,630	94,279	95,925	110,615	150,000	28	14
	\$250 to \$499.9	47,500	65,000	68,310	74,787	90,500	100,000	11	9
	\$100 to \$249.9	41,600	55,500	66,192	77,144	98,762	130,248	16	13
	\$50 to \$99.9	59,000	70,000	78,057	82,333	95,000	109,180	13	8
	\$25 to \$49.9	*	*	90,000	84,526	*	*	7	4
	\$5 to \$24.9	*	*	80,000	90,533	*	*	9	4
	Less Than \$5	*	*	*	*	*	*	0	0
All	41,500	72,450	92,800	91,267	105,000	172,305	109	63	
Donor Services/ Development/ Advancement Assistant	\$1,000 or More	27,560	39,400	46,375	50,134	54,636	128,125	34	10
	\$500 to \$999.9	36,000	41,925	45,835	47,847	52,004	74,675	19	10
	\$250 to \$499.9	25,350	39,818	47,500	45,039	50,077	60,000	24	15
	\$100 to \$249.9	21,757	37,168	41,000	42,877	48,411	70,659	36	28
	\$50 to \$99.9	30,802	37,504	43,932	46,360	52,453	79,551	37	25
	\$25 to \$49.9	19,240	41,800	46,000	47,825	60,000	63,700	17	14
	\$10 to \$24.9	15,000	38,692	42,230	41,771	49,100	60,000	17	12
	Less Than \$10	28,000	*	41,100	43,270	*	64,500	10	6
	All	15,000	38,692	44,255	45,924	50,750	128,125	194	120

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2013 Compensation Summary for All Grantmakers, by Positions
(Base Salaries as of February 1, 2013)

Position	Asset Group (in Millions)	Salary						No in Position	No of Fdns
		Minimum	25th %	Median	Mean	75th %	Maximum		
Director of Communications	\$1,000 or More	50,000	112,472	166,596	165,040	213,500	289,800	38	32
	\$500 to \$999.9	54,167	93,600	117,158	122,245	141,012	300,000	34	30
	\$250 to \$499.9	49,757	80,675	99,469	104,544	107,700	233,376	25	25
	\$100 to \$249.9	44,000	62,235	80,309	87,222	100,000	245,000	51	50
	\$50 to \$99.9	36,591	46,632	66,110	69,691	82,500	142,597	38	38
	\$25 to \$49.9	31,200	47,380	58,938	62,981	72,500	120,669	18	18
	\$10 to \$24.9	50,000	52,500	69,884	78,468	97,740	137,500	8	8
	\$5 to \$9.9	*	*	62,929	60,972	*	*	4	4
	Less Than \$5	*	*	127,250	130,382	*	*	4	4
	All	31,200	64,048	91,104	103,022	121,835	300,000	220	209
Communications Associate	\$1,000 or More	39,780	59,785	70,338	70,575	84,000	110,892	51	26
	\$500 to \$999.9	29,000	50,750	57,063	63,767	74,160	180,000	35	24
	\$250 to \$499.9	32,000	47,320	51,812	58,257	70,100	98,160	22	16
	\$100 to \$249.9	32,200	42,938	50,000	52,158	58,427	90,022	32	28
	\$50 to \$99.9	31,000	43,000	50,000	52,495	58,713	81,938	25	16
	\$25 to \$49.9	36,500	45,000	48,633	51,082	52,500	95,505	14	12
	\$10 to \$24.9	28,420	43,426	51,500	52,515	63,797	74,251	8	8
	\$5 to \$9.9	28,000	*	44,000	44,961	*	57,000	5	5
	Less Than \$5	35,626	*	52,119	57,164	*	91,475	6	5
	All	28,000	46,350	55,792	59,582	71,055	180,000	198	140
Research Director	\$1,000 or More	88,950	133,500	162,295	169,703	217,255	261,380	12	10
	\$500 to \$999.9	63,654	87,985	125,596	136,853	155,250	310,500	9	7
	\$250 to \$499.9	*	*	149,060	120,741	*	*	3	3
	\$100 to \$249.9	37,000	78,000	84,500	104,852	125,908	225,000	8	8
	\$25 to \$99.9	60,320	*	71,028	69,674	*	82,000	5	5
	\$5 to \$24.9	*	*	75,750	85,875	*	*	4	4
	Less Than \$5	*	*	*	*	*	*	0	0
	All	37,000	78,000	107,424	125,879	155,250	310,500	41	37
Research Associate	\$1,000 or More	33,500	50,000	63,410	61,825	74,100	92,700	18	7
	\$500 to \$999.9	51,450	56,373	69,198	66,927	72,875	93,279	12	9
	\$250 to \$499.9	34,000	*	46,450	59,214	*	100,076	12	6
	\$100 to \$249.9	46,000	*	51,000	59,775	*	80,000	7	5
	\$10 to \$99.9	37,440	*	52,240	58,887	*	84,800	6	5
	Less Than \$10	*	*	60,500	56,139	*	*	4	4
	All	*	49,500	60,000	61,404	74,100	100,076	59	36

Table excludes corporate grantmakers whose size is relative to their grantmaking. Tables updated 11-13-19.

*Insufficient data

2013 Compensation Summary for All Grantmakers, by Positions
(Base Salaries as of February 1, 2013)

Position	Asset Group (in Millions)	Salary						No in Position	No of Fdns
		Minimum	25th %	Median	Mean	75th %	Maximum		
Director of information Services	\$1,000 or More	81,885	128,500	160,764	162,710	190,550	246,672	23	22
	\$500 to \$999.9	65,160	79,907	88,400	103,340	128,721	183,100	19	19
	\$250 to \$499.9	51,990	75,000	85,031	93,747	108,600	142,167	11	11
	\$100 to \$249.9	48,000	52,000	73,000	93,312	153,000	159,372	11	11
	\$25 to \$99.9	49,920	*	66,068	67,003	*	100,804	5	5
	\$5 to \$24.9	56,650	*	80,000	85,456	*	110,000	5	5
	Less Than \$5	*	*	*	*	*	*	0	0
	All	48,000	78,542	104,797	115,213	150,800	246,672	74	73
Computer Professional	\$1,000 or More	46,821	63,282	86,408	93,412	112,479	226,958	54	26
	\$500 to \$999.9	45,000	59,740	62,549	67,125	75,500	94,667	22	15
	\$250 to \$499.9	43,260	55,000	66,500	64,407	67,425	86,700	9	8
	\$100 to \$249.9	46,915	58,770	68,000	67,914	75,000	114,000	18	9
	\$50 to \$99.9	41,818	*	65,443	68,029	*	150,000	15	5
	\$25 to \$49.9	32,331	*	54,462	56,992	*	85,973	8	5
	Less Than \$25	34,000	*	47,364	52,017	*	77,408	8	5
	All	32,331	57,000	69,098	76,236	86,000	226,958	134	73
Office Manager	\$1,000 or More	51,000	66,700	78,000	90,552	112,280	190,550	22	21
	\$500 to \$999.9	42,000	51,909	60,423	60,832	65,500	88,800	18	16
	\$250 to \$499.9	42,500	60,255	71,100	70,851	85,000	98,200	21	21
	\$100 to \$249.9	25,227	48,500	57,165	59,299	67,537	90,698	33	33
	\$50 to \$99.9	30,000	42,700	48,766	52,895	60,000	108,984	30	29
	\$25 to \$49.9	27,000	36,595	46,266	49,982	56,050	125,350	24	24
	\$10 to \$24.9	29,680	35,700	43,680	46,166	57,500	87,000	19	19
	\$5 to \$9.9	30,000	*	55,000	53,208	*	70,040	5	5
	Less Than \$5	20,664	41,162	56,855	54,209	60,147	87,656	9	9
	All	20,664	45,000	56,855	60,493	70,625	190,550	181	177
Librarian	\$1,000 or More	44,200	46,501	70,013	68,224	82,205	104,570	12	11
	\$100 to \$999.9	*	*	58,350	58,044	*	*	4	4
	Less Than \$100	*	*	*	*	*	*	0	0
	All	*	46,501	63,550	65,679	77,190	104,570	16	15

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*Insufficient data

2013 Compensation Summary for All Grantmakers, by Positions
(Base Salaries as of February 1, 2013)

Position	Asset Group (in Millions)	Salary						No in Position	No of Fdns
		Minimum	25th %	Median	Mean	75th %	Maximum		
Grants Manager/ Administrator	\$1,000 or More	52,000	79,850	86,563	89,426	98,128	182,500	60	26
	\$500 to \$999.9	44,199	56,672	72,439	79,221	91,400	168,000	28	25
	\$250 to \$499.9	39,536	66,865	72,395	74,239	82,000	122,800	41	36
	\$100 to \$249.9	31,500	45,493	64,818	64,329	75,407	175,000	76	69
	\$50 to \$99.9	38,100	53,326	59,866	63,222	73,440	105,000	38	38
	\$25 to \$49.9	28,000	41,236	50,554	52,078	66,566	71,912	8	8
	\$10 to \$24.9	38,755	50,000	60,000	57,792	64,727	83,000	15	14
	\$5 to \$9.9	37,127	46,125	56,700	58,751	75,457	80,000	7	7
	Less Than \$5	43,100	60,000	67,157	70,069	74,950	103,000	10	10
	All	28,000	56,100	69,530	71,783	83,400	182,500	283	233
Grants Management Assistant	\$1,000 or More	38,569	47,457	55,851	55,945	63,335	81,867	48	21
	\$500 to \$999.9	34,002	45,000	50,190	51,920	55,000	77,200	21	16
	\$250 to \$499.9	15,000	36,400	48,507	45,658	54,945	65,776	10	9
	\$100 to \$249.9	32,000	38,975	49,126	50,827	63,000	72,700	18	14
	\$50 to \$99.9	26,000	38,625	42,572	42,713	50,000	55,800	10	10
	\$25 to \$49.9	*	*	42,542	42,346	*	*	4	4
	\$10 to \$24.9	*	*	42,500	41,609	*	*	3	3
	Less Than \$10	*	*	39,208	44,054	*	*	4	3
	All	15,000	43,326	50,095	51,226	61,006	81,867	118	80
Director of Human Resources	\$1,000 or More	56,500	105,000	143,230	156,004	200,000	320,300	27	24
	\$500 to \$999.9	72,100	84,762	92,210	102,582	118,700	180,000	16	16
	\$250 to \$499.9	*	*	104,000	115,502	*	*	4	4
	\$100 to \$249.9	72,500	*	79,751	88,648	*	113,000	6	6
	\$50 to \$99.9	*	*	123,099	137,657	*	*	3	3
	\$25 to \$49.9	50,157	*	75,000	86,319	*	131,652	5	5
	Less Than \$25	*	*	110,000	133,333	*	*	3	3
	All	50,157	85,858	110,141	126,436	147,879	320,300	64	61
Human Resources Professional	\$1,000 or More	38,500	64,100	78,135	95,265	112,000	240,000	41	22
	\$500 to \$999.9	53,900	54,000	67,000	72,927	93,000	111,590	7	7
	\$250 to \$499.9	*	*	81,584	74,221	*	*	5	4
	\$100 to \$249.9	44,850	57,925	70,560	70,673	90,000	92,000	7	7
	\$50 to \$99.9	43,470	*	62,203	61,958	*	76,504	8	6
	\$10 to \$49.9	42,724	*	54,113	59,014	*	80,855	6	5
	Less Than \$10	*	*	41,499	45,092	*	*	4	3
	All	33,368	56,000	70,455	80,927	84,000	240,000	78	54

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*Insufficient data

2013 Compensation Summary for All Grantmakers, by Positions
(Base Salaries as of February 1, 2013)

Position	Asset Group (in Millions)	Salary						No in Position	No of Fdns
		Minimum	25th %	Median	Mean	75th %	Maximum		
Executive Assistant	\$1,000 or More	34,444	58,840	68,000	70,203	77,854	107,000	111	37
	\$500 to \$999.9	45,000	55,000	61,840	64,223	70,735	105,950	43	29
	\$250 to \$499.9	36,825	55,454	66,158	65,646	74,839	101,751	61	43
	\$100 to \$249.9	31,000	47,569	55,780	58,689	68,092	95,000	60	58
	\$50 to \$99.9	32,960	39,430	49,912	49,941	57,397	77,925	44	40
	\$25 to \$49.9	27,144	41,300	51,391	54,075	67,206	90,000	18	15
	\$10 to \$24.9	33,239	39,000	45,168	46,084	50,495	68,000	13	13
	\$5 to \$9.9	32,500	*	52,300	59,683	*	117,300	6	6
	Less Than \$5	28,000	37,000	71,709	60,652	76,011	85,397	10	9
	All	27,144	51,500	60,479	62,334	72,042	117,300	366	250
Administrative Assistant	\$1,000 or More	33,000	44,300	50,550	52,144	60,000	104,900	166	33
	\$500 to \$999.9	27,161	37,902	42,630	44,910	48,973	95,000	80	27
	\$250 to \$499.9	33,506	40,000	45,000	47,300	52,685	74,000	59	34
	\$100 to \$249.9	20,800	35,746	41,496	43,731	50,000	89,000	97	81
	\$50 to \$99.9	25,000	33,150	39,000	40,384	48,213	66,661	63	55
	\$25 to \$49.9	24,544	31,552	36,316	38,685	41,450	67,003	44	36
	\$10 to \$24.9	19,200	28,080	34,860	37,146	42,877	87,000	34	32
	\$5 to \$9.9	26,686	30,000	33,060	38,824	45,000	76,500	14	11
	Less Than \$5	26,500	30,571	39,000	43,738	49,580	71,565	13	12
	All	19,200	36,636	43,902	45,443	52,164	104,900	570	321
Receptionist	\$1,000 or More	28,475	35,883	42,000	42,634	46,431	62,483	36	31
	\$500 to \$999.9	29,290	35,417	39,892	40,988	45,002	55,584	24	23
	\$250 to \$499.9	23,400	31,395	34,500	35,612	38,800	51,100	25	25
	\$100 to \$249.9	15,479	30,524	35,048	34,812	40,000	48,000	29	29
	\$50 to \$99.9	25,000	29,066	31,952	33,463	36,903	49,540	12	12
	\$25 to \$49.9	18,279	*	26,098	27,619	*	39,975	6	6
	Less Than \$25	18,584	*	26,000	27,549	*	42,000	6	5
	All	15,479	32,000	36,104	37,326	42,101	62,483	138	131

*Insufficient data

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