



COUNCIL *on*
FOUNDATIONS

2014

GRANTMAKER SALARY *and* BENEFITS REPORT:

SALARY TABLES



An active philanthropic network, the Council on Foundations (www.cof.org), founded in 1949, is a nonprofit leadership association of grantmaking foundations and corporations. It provides the opportunity, leadership, and tools needed by philanthropic organizations to expand, enhance and sustain their ability to advance the common good. With members from all foundation types and sizes, the Council empowers professionals in philanthropy to meet today's toughest challenges and advances a culture of charitable giving in the U.S. and globally.

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Dear Colleagues,

We are delighted to release the *2014 Edition of the Grantmakers Salary Tables*. For nearly thirty years this publication has served as a tool for philanthropic leaders and others interested in compensation levels and salary administration at foundations and corporate giving programs. Based on positive feedback from the field, we are very pleased to provide this to you again this year.

Along with the full *Grantmakers Salary and Benefits Report*, these tables are part of the Council's long-standing commitment to provide you with foundation management information that promotes responsible and effective philanthropy. These publications ensure open access to information about the internal workings of foundations and corporate giving programs.

The 2014 salary tables are more comprehensive than ever, with salary information reported for nearly 9,500 full-time employees. This year we also added general counsel as a new position to the survey.

I want to thank the record number of grantmakers who participated in this year's survey. Without their contributions, this publication would not be possible. The field as a whole benefits greatly from their willingness to contribute data to this resource.

Thank you to the Council's partners in this work, including the Foundation Center, the Forum of Regional Associations of Grantmakers and their members, and Aimee Fullman, research advisor for the Council on Foundations.

I hope this resource proves useful to you and that it enhances your ability to serve.

Sincerely,



A handwritten signature in black ink that reads "Vikki Spruill".

Vikki Spruill
President and CEO



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HOW TO USE THE SALARY TABLES

The following pages present information on gross base salaries, exclusive of benefits, bonuses, or other special compensation. Respondents were asked to provide these salaries as of February 1, 2014.

The figures reported here are intended to serve as an indicator of salary levels in the field and not as a firm guide to salary ranges and specific levels of compensation. We recommend that these tables be used in conjunction with other nonprofit and business salary information on the local, regional, and national levels. Generally, the local market sets support-staff salaries, while the national market determines salaries for chief executive officers. Factors such as the local or regional labor market, the local cost of living, and the qualifications, experience, needs and potential of the individual are equally important in making decisions about fair and adequate compensation.

Salary information is presented by grantmaker type, categorized by community foundations, corporate grantmakers, private foundations (family and independent), operating foundations, and public foundations. This year, public foundation data were reported in conjunction with salaries from other grantmakers, which include programs or organizations that do not fall under the traditional categories. "Other" could include such types of grantmakers such as social venture philanthropy, collective giving, United Way organizations, and federations.

Position tables contain extensive breakdowns by assets or, in the case of corporate grantmakers, by annual grant amounts. Each section begins with a summary page showing salaries by all position for that type of grantmaker. This report also includes data on salary increases.

To maintain confidentiality, salary ranges and the 25th and 75th percentiles are given only for positions with seven or more reporting organizations; salary ranges are given only for positions with five or more reporting organizations; and mean and median salaries are given only for positions with three or more reporting organizations.

No data are provided where salaries were reported by only one or two organizations. Where data are omitted for these reasons or where there are no data, an asterisk appears in the appropriate section of the table. In cases where only a single salary was reported for an asset or grant group, and the value could be determined from the summary information, the observation was dropped and noted with an asterisk. Using these required guidelines, we have strived to provide the most comprehensive and accurate data from the survey for use; as such, asset groups were condensed through a customized process by each table to provide the greatest possible level of reporting without compromising the data ranges and interpretations.

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If you are interested in participating in the *2015 Grantmakers Salary and Benefits Survey*, please contact us at research@cof.org.