



**Abbott, Langer
Association Surveys**
since 1967



**SALARY
SURVEYS**

All Nonprofits Salary Survey – Published July 1, 2010

The **Abbott, Langer Association Surveys 2010 All Nonprofits Survey** provides market-based pay data for over 174 benchmark jobs. Data from 12,476 incumbents are presented in this 360+ page publication. Input was received from organizations located in multiple states and the District of Columbia. The effective date of the data is March 31, 2010.

Data contained in the survey were extracted from three different sources: 1) nonprofit data taken from IRS Forms 990 and OES datasets, 2) for-profit data taken from ERI databases, and 3) data provided by participants (these are shown in the participant list). Two pages of data are provided for each benchmark job and include: graphed data points, a benchmark job description, total compensation, mean/median data, percentiles, incentive/variable pay, demographics of the sample, and Selected Characteristics of the Occupation (SCOs). Please see the example format below:

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Tax-Exempt Public Databases								
Annual Salary		\$62,999	\$40,073	\$48,892	\$62,199	\$95,109	\$114,855	
Incentive/Variable Pay		\$3,977		\$955	\$3,937	\$9,958	\$13,570	
Total Direct Annual Compensation		\$66,976	\$40,073	\$49,847	\$66,136	\$105,067	\$128,425	0.2
For-Profit Databases								
Annual Salary		\$52,026	\$43,573	\$47,177	\$51,262	\$56,573	\$61,258	
Incentive/Variable Pay		\$1,347	\$1,128	\$1,222	\$1,328	\$1,465	\$1,587	
Total Direct Annual Compensation		\$53,373	\$44,701	\$48,399	\$52,590	\$58,038	\$62,845	
Survey Participants' Databases - ALAS								
Annual Salary		\$39,152	\$31,387	\$35,259	\$39,285	\$53,276	\$66,732	
Incentive/Variable Pay								
Total Direct Annual Compensation	136	\$39,152	\$31,387	\$35,259	\$39,285	\$53,276	\$66,732	9.667

Position Description Purchases materials or other goods and/or coordinates activities involved with procuring products and services, such as raw materials, equipment, tools, parts, supplies, and advertising, for establishment. Receives and reviews requisitions requesting goods or services. Interviews and confers with vendors to obtain product or service information, such as price, availability, and delivery schedule. Selects products for purchase by testing, observing, or examining items. Expedites orders and requests as needed. Responsibilities are those of a professional level and typically require a four-year degree in business/purchasing. Excluded are paraprofessional buyers. Estimates values according to knowledge of market price. Determines method of procurement, such as direct purchase or bid. Prepares purchase orders or bid requests. Reviews bid proposals and negotiates contracts within budgetary limitations and scope of authority. Maintains procurement records, such as items or services purchased, costs, delivery, product quality or performance, and inventories. Discusses defective or unacceptable goods or services with inspection or quality control personnel, users, vendors, and others to determine source of trouble and take corrective action. Keeps abreast of market trends, changes in business practices in the assigned markets, new or altered types of materials entering the market, etc. May work with manufacturers or persuade potential vendors to undertake the manufacturing of custom-designed items according to user's specific needs and specifications. May approve invoices for payment. May expedite delivery of goods to users. eDOT: 162.157-038	
--	--

Note: This example taken from an example survey represents 1 of 2 pages of data for this job title. It includes total compensation, mean/median, percentiles, and bonuses. The demographics and SCOs are not shown above.

Participating Organizations

ACHIEVEMENT FIRST

ADEC, INC.

AIR-CONDITIONING, HEATING AND REFRIGERATION INSTITUTE

ALPHA-1 FOUNDATION

AMERICAN ACADEMY OF DERMATOLOGY

AMERICAN BOARD OF EMERGENCY MEDICINE

AMERICAN KIDNEY FUND

AMERICAN RED CROSS

ANGELS UNAWARE, INC.

ANNE ARUNDEL COUNTY MENTAL HEALTH AGENCY, INC.

ARTSQUEST

ASSOCIATION OF CABLE COMMUNICATIONS

AT HOME HEALTHCARE

AUSTIN PRESBYTERIAN THEOLOGICAL SEMINARY

BOYNE COUNTRY CVB DBA PETOSKEY AREA VB

BROADCOM FOUNDATION

BUSINESS VOLUNTEERS UNLIMITED

CALIFORNIA STATE PARKS FOUNDATION

CALIFORNIA WESTERN SCHOOL OF LAW

CATHOLIC CHARITIES, INC.

CENTER OF VOCATIONAL ALTERNATIVES

CENTERPOINT HEALTH

CENTRAL PENNSYLVANIA FOOD BANK

CENTRAL VALLEY RECOVERY SERVICES, INC.

CHAMBER OF COMMERCE OF HARRISON COUNTY

COAST GUARD MUTUAL ASSISTANCE

COLLEGE OF DUPAGE

COMMUNITY HEALTH AND COUNSELING SERVICES

COMMUNITY RESOURCES FOR JUSTICE

CREDIT UNION EXECUTIVES SOCIETY

DC BAR FOUNDATION

DEMOCRACY 21

DUPAGE COUNTY GOVERNMENT

ECONOMIC OPPORTUNITY STUDIES

EMPLOYMENT RESOURCES, INC.

EMTEC

EQHEALTH SOLUTIONS, INC.

FAMILY LIFE COMMUNICATIONS, INC.

FAMILY SERVICE OF BURLINGTON COUNTY

FEED THE CHILDREN, INC.

FOELLINGER FOUNDATION

FOREST HISTORY SOCIETY, INC.

GRAND RAPIDS COMMUNITY FOUNDATION

GREENACRES FOUNDATION

HARBORQUEST

HEPHZIBAH CHILDREN'S ASSOCIATION

HOCKING - ATHENS - PERRY COMMUNITY ACTION

HOSPITAL PARTNERS OF AMERICA

HOSTELLING INTERNATIONAL USA

HUMAN SERVICES, INC.

INDIANHEAD COMMUNITY ACTION AGENCY, INC.

KAPPA OMICRON NU

KEYSTONE HUMAN SERVICES

LIFELINKS MENTAL HEALTH

LUTHERAN MUSIC PROGRAM

MATERIAL HANDLING INDUSTRY OF AMERICA

MATERNITY CARE COALITION

MAUREEN & MIKE MANSFIELD FOUNDATION

MEALS ON WHEELS OF CENTRAL MARYLAND

MENC: THE NATIONAL ASSOCIATION FOR MUSIC EDUCATION

METRO UNITED WAY

MIDWESTERN OKLA DEVELOP AUTH

MINNEHAHA ACADEMY

MINNESOTA ASSOCIATION OF REALTORS

MISSOURI BOTANICAL GARDEN

MOUNT ANGEL ABBEY

MOUNTAIN WEST SMALL BUSINESS FINANCE

NAIOP MASSACHUSETTS

NATIONAL ABLE NETWORK

NATIONAL ASSOCIATION OF COLLEGES & EMPLOYERS

NATIONAL CENTER FOR FATHERING

NATIONAL CENTER FOR MISSING & EXPLOITED CHILDREN

NATIONAL FORENSIC SCIENCE TECHNOLOGY CENTER (NFSTC)

NATIONAL GARDENING ASSOCIATION

NATIONAL SOJOURNERS, INC.

NAVAL HISTORICAL FOUNDATION

NAZARETH LIVING CENTER

NORTH COAST OPPORTUNITIES, INC.

OCCUPATIONAL TRAINING CENTER OF BURLINGTON COUNTY

OLD DOMINION UNIVERSITY RESEARCH FOUNDATION

ONCOLOGY NURSING SOCIETY

OUTREACH INTERNATIONAL

PARENT SERVICES PROJECT

PARSONS BLEWETT MEMORIAL FUND

PARSONS CHILD & FAMILY CENTER

PHEASANTS FOREVER, INC.

PHRST & COMPANY, INC.

PIONEER HUMAN SERVICES

PLAN OF MARYLAND-D.C., INC.

PROJECT MANAGEMENT INSTITUTE

PSYCHO SOCIAL REHABILITATION CENTER, INC.

REGIONAL CONSOLIDATED SERVICES

RENEWAL UNLIMITED, INC.

ROUNABOUT THEATRE COMPANY

RURAL COMMUNITY ASSISTANCE CORP.

RUTH ECKERD HALL, INC.

SAMARITAN'S PURSE

SAN LUIS OBISPO COUNTY COMMUNITY FOUNDATION

SAVA SENIOR CARE ADMINISTRATIVE SERVICES

SELF ENHANCEMENT, INC.

SIFE

SISTERS OF THE HOLY CROSS, INC.

SOCIETY OF PHOTO OPTICAL INSTRUMENTATION ENGINEERS

SOUTHERN BANCORP CAPITAL PARTNERS

SOUTHERN GOOD FAITH FUND

SOVEREIGN GRACE MINISTRIES

SPECIAL OLYMPICS MARYLAND

SPECIALIZED ALTERNATIVES FOR FAMILIES & YOUTH

ST. FRANCIS COMMUNITY SERVICE, INC..

ST. LUKE'S HEALTH INITIATIVES

STARK COUNTY DISTRICT LIBRARY

TALBERT HOUSE AND AFFILIATES

THE BAIR FOUNDATION

THE BUDDY PROGRAM

THE CHILDREN'S INN AT NIH

THE JANET POMEROY CENTER

THE SAINT PAUL CHAMBER ORCHESTRA

THE SHELTER FOR WOMEN

THOMAS JEFFERSON FOUNDATION, INC. - MONTICELLO

TML INTERGOVERNMENTAL EMPLOYEE BENEFITS POOL

TOLEDO AREA MINISTRIES

TRUDEAU INSTITUTE, INC.

UNITED WAY OF SOUTHEASTERN PENNSYLVANIA

WALTHAM COMMITTEE, INC.

WBL FOUNDATION

WOODROW WILSON PRESIDENTIAL LIBRARY

WORLD RELIEF

YAKIMA VALLEY MUSEUM

YOUNGSTOWN STATE UNIVERSITY FOUNDATION

YOUTH IN NEED