



# Utah Nonprofits Association

## Report on the Salary and Benefits in Utah's Charitable Nonprofits 2006

Sponsored by:

*George S. & Dolores Doré Eccles Foundation*

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The Utah Nonprofits Association is proud to present our second wage and benefits survey. We would like to thank all of the organizations that participated in the survey; with 192 responses, we were able to provide information that should be relevant to most of the positions reviewed.

UNA is very grateful to the Center for Public Policy and Administration, as well as Dr. Nancy Winemiller Basinger, who created the survey instrument, and then collected and analyzed the data for this report. Our continuing partnership with CPPA has allowed UNA to provide consistently relevant information to our members on the main issues that concern all nonprofit organizations.

The following pages contain an overview of the survey and methodologies, a discussion of the various employee benefits provided to nonprofit employees, wage ranges for the surveyed positions based on budget size. Although for some positions there was insufficient data to provide appropriate analysis, all of this information should help organizations better understand what wages and benefits are currently being offered to help provide the best working atmosphere for their employees.

Finally, and most importantly, UNA would like to thank our financial sponsors, without whom it would have been impossible to undertake this project:

*George S. & Dolores Doré Eccles Foundation*

*Morgan Stanley Bank*

*The Church of Jesus Christ of Latter-Day Saints Foundation*

We hope that this report will be useful to nonprofit organizations, their boards and others who would like to know more about employment in the nonprofit sector.



Diane Hartz Warsoff, Executive Director

#### About the Utah Nonprofits Association:

The Utah Nonprofits Association (UNA) is the ONLY organization of its kind in Utah. UNA provides training, services, and information on the entire nonprofit sector, and our nonprofit members span all of the types of organizations, including healthcare, social services, arts & culture, education, environment, animal welfare and community improvement. UNA's role as the state association is to be the barometer of the state of the sector (including employment), the facilitator for collaboration among nonprofits, and be the resource to address funders' needs to better serve the community through nonprofit collaboration, and as the connector of all facets of the sector.

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## **Introduction:**

### **Data Collection and Analysis Methodology:**

The survey instrument used to collect data for this report is based in part on the wage and salary survey originally undertaken by United Way of Salt Lake and the first UNA Wage and Benefits survey from 2003. These two survey instruments were invaluable in the production of the 2006 survey instrument. We supplemented these instruments with a much more extensive set of questions on benefits provided for various categories of employees and expanded the job categories to capture as many nonprofit employees as possible.

Information about the survey was provided to all Utah 501(c)(3) Public Charities<sup>1</sup> via postcard and via email where possible. Data was collected during September and October, 2006 using an on-line survey tool. During the last two weeks of October, a stratified (based on income level and type of organization) random sample of organizations that had not responded to the postcard or email notice were called and asked to participate. All organizations unable to complete the survey on-line were provided a copy of the survey in another format. In total 192 Utah charities with paid employees responded to the survey. Files from the National Center on Charitable Statistics were used to derive a list of all Utah charities with paid employees (N=803).<sup>2</sup> The survey response rate, therefore, is 23.9%.

### **Interpreting the Wage & Salary Tables:**

The wage and salary data reported herein is based on survey responses regarding (1) the organization's total expenditures for the most recently completed fiscal year (2) the full or part-time status of each position, and (3) the current salary paid and approved salary range for each position. In cases where the wage data was reported in an hourly format, the total annual wages paid were calculated at a rate of 40 hours per week for full-time positions and at 20 hours per week for part-time positions.

This report uses the total expenditure data to categorize Utah's charities into five "Total Budget Size" categories. Within each of these categories, the mean (or average) wage & salary of organizational responses is reported for full-time and part-time positions. Three means are provided: the mean of the current salary paid for the position (mean salary), the mean of the minimum reported for the approved salary range of the position (mean minimum), and the mean of the maximum reported for the approved salary range of the position (mean maximum). *Please note the current salary was reported more frequently than the minimum/maximum approved salary range. Therefore, the mean salary may be outside the mean minimum/maximum reported.* Each mean is followed by a parenthetical notation indicating the number of organizations included in the calculation of the mean.

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<sup>1</sup> The mailing information was derived from the most comprehensive list available, the current IRS Masterfile, which was sorted for 501(c)(3) organizations in Utah and then downloaded from [www.irs.gov](http://www.irs.gov).

<sup>2</sup> The 2004 Core Files provided a master list (N=1382) of all 501(c)(3) organizations with annual revenues in excess of \$25,000. Organizations filing Form 990 with zero value in the following categories were then eliminated: payroll tax, compensation and other salaries, and total wages. The remaining organizations (N=803) were used as the master list of Utah charities with at least one paid employee.

Within each section of the table reporting wage and salary data for a specific position, the mean of the responses is reported only when it contains information from at least three organizations. In cases where only one or two organizations of a certain size provided data for a position, the term "Insufficient data" appears in that part of the table. In cases where no organizations reported data for a position, the term "None reported" appears in the table. In cases where there was Insufficient data to report the mean salary or wage within a budget size category, but sufficient data (more than three organizations provided data on the position) was available when incorporating all organizations in the study, that additional mean data is reported in the last line of the table under the heading "Category Total."

## Section I: Benefits

The majority of nonprofit organizations in our study are providing vacation, sick and paid holiday benefits to their employees (see **Table One**).

Benefit Type	Table One: Percent of Responding Organizations Providing Benefits by Employment Classification			
	<i>Salaried Exempt</i>	<i>Salaried Non-exempt</i>	<i>Hourly</i>	<i>Part-time</i>
Vacation	86.3	71.3	64.6	70.9
Sick	80.8	69.1	61.8	68.9
Holiday	84.1	70.8	65.7	66.3

In addition (see **Table Two**), 70.5% of responding nonprofits (N=192) are providing some type of health insurance to their full time employees and these nonprofits are contributing an average of 74% of the premiums. Dental coverage for full-time employees is also provided by 57% of organizations, who pay an average of 70% of the dental insurance premiums. Vision coverage is provided to full-time employees by 22% of organizations. Finally, life insurance is included in the benefits package of full-time employees at 39% of organizations. Benefits may also be extended to cover employee dependents in the following categories: health (57% of organizations), dental (46% of organizations), and vision (17% of organizations). Some nonprofits also provide benefits to their part-time employees, including health (12% offer, paying an average of 47% of the premiums), dental (10% offer) and vision (7% offer).

Fifty-five percent of responding nonprofits also offer retirement benefits for their employees. The average hours per week an employee must work to qualify for this benefit is 25, with the employers contributing an average of 2% of annual wages. Thirteen organizations also report matching employee contributions to a retirement plan up to an average of 3%.

Benefit Type	Table Two: Percentage of Organizations Providing Health and Retirement Benefits			
	<i>Full-time Employees</i>	<i>Part-time Employees</i>	<i>Employee Dependents</i>	<i>Percent Paid by Organization for FT</i>
Health	70.5%	12%	57%	74%
Dental	57%	10%	46%	70%
Vision	22%	7%	17%	100% where offered
Retirement	55%	--	--	2% of annual wages
Life	39%	--	--	--

## **Section II: Position & Salary Reporting**

**A. Administrative & Senior Management Positions:**

a. Position Title: **Executive Director**

*Other Common Titles: President, CEO, Executive Officer*

The Executive Director serves as the official representative for the organization. Plans for and administers programs providing service to clients in accordance with the agency’s mission in an efficient and effective manner. Activities include general administration, financial management, human resources management, program development, and evaluation, public and community relations and board relations. The Executive Director operates under the general direction of the Board of Directors.

*Minimum degree preferred for this position: BA/BS*

*Minimum relevant experience preferred for this position: 5.5 years*

<b>Budget Category</b>	<b>Full-time Position</b>	<b>Part-time Position</b>
Below \$250,000	Mean salary:\$43,578 (30) Mean minimum: 37,643 (21) Mean maximum: 48,125 (20)	Mean salary:\$17,420 (13) Mean minimum: 13,650 (8) Mean maximum: 23,350 (8)
\$250,000 to \$749,999	Mean salary:\$54,584 (42) Mean minimum: 41,148 (27) Mean maximum: 56,596 (26)	Mean salary: None reported Mean minimum: Mean maximum:
\$750,000 to \$1,499,999	Mean salary:\$69,616 (29) Mean minimum: 59,412 (21) Mean maximum: 83,402 (18)	Mean salary: None reported Mean minimum: Mean maximum:
\$1,500,000 to 4,999,999	Mean salary: \$80,346 (28) Mean minimum: 59,467 (12) Mean maximum: 84,513 (12)	Mean salary: None reported Mean minimum: Mean maximum:
Above \$5,000,000	Mean salary:\$158,354 (13) Mean minimum: 102,591 (10) Mean maximum: 179,534 (10)	Mean salary: None reported Mean minimum: Mean maximum:

b. Position Title: **Chief Operating Officer**

*Other Common Titles: Deputy/Associate/Assistant Director, Operations Manager, Vice President*

The Chief Operating Officer participates in the corporate decision-making and corporate planning while providing supervision and direction for special projects. Also may provide leadership and coordination for program development within the organization. May assist President/CEO and financial officer in preparing annual budget and cash flow management including quarterly reports, accounts receivable and payable and benefit management.

*Minimum degree preferred for this position: BA/BS*

*Minimum relevant experience preferred for this position: 4 years*

<b>Budget Category</b>	<b>Full-time Position</b>	<b>Part-time Position</b>
Below \$250,000	Mean salary: Insufficient data Mean minimum: Insufficient data Mean maximum: Insufficient data	Mean salary: Insufficient data Mean minimum: Mean maximum:
\$250,000 to \$749,999	Mean salary:\$53,071 (11) Mean minimum: 34,667 (6) Mean maximum: 44,333 (6)	Mean salary: Insufficient data Mean minimum: Mean maximum:
\$750,000 to \$1,499,999	Mean salary:\$51,370 (13) Mean minimum: 40,414 (11) Mean maximum: 58,272 (11)	Mean salary: Insufficient data Mean minimum: Mean maximum:
\$1,500,000 to 4,999,999	Mean salary:\$53,498 (10) Mean minimum: 47,000 (5) Mean maximum: 64,600 (5)	Mean salary: None reported Mean minimum: Mean maximum:
Above \$5,000,000	Mean salary:\$107,261 (5) Mean minimum: Insufficient data Mean maximum:	Mean salary: None reported Mean minimum: Mean maximum:
Category Total:		Mean salary:\$12,900 (3)

c. Position Title: **Chief Financial Officer**

*Other Common Titles: Financial Director, Controller, Fiscal/Budget Officer*

Supervises and administers financial affairs of the agency, which may include preparation of financial analysis, income and expense reports, budgets and financial forecasts and governmental reports. May arrange for outside audits of agency's accounts; may advise management about insurance coverage and employee benefits; may be responsible for purchasing, payroll, inventories, and accounts payable. Responsible for overseeing and operating the agency's financial system to include recording financial transactions, accounts receivable, accounts payable, payroll, budgeting preparation and presentation of financial reports. Supervise bookkeeper or accounting assistant.

*Minimum degree preferred for this position: BA/BS*

*Minimum relevant experience preferred for this position: 4 years*

<b>Budget Category</b>	<b>Full-time Position</b>	<b>Part-time Position</b>
Below \$250,000	Mean salary: None reported Mean minimum: Mean maximum:	Mean salary: Insufficient data Mean minimum: Mean maximum:
\$250,000 to \$749,999	Mean salary:\$42,121 (5) Mean minimum: Insufficient data Mean maximum: Insufficient data	Mean salary:\$20,098 (3) Mean minimum: None reported Mean maximum: None reported
\$750,000 to \$1,499,999	Mean salary:\$39,420 (42) Mean minimum: 30,857 (7) Mean maximum: 49,143 (7)	Mean salary: Insufficient data Mean minimum: Mean maximum:
\$1,500,000 to 4,999,999	Mean salary:\$56,396 (21) Mean minimum: 47,411 (11) Mean maximum: 76,567 (11)	Mean salary: Insufficient data Mean minimum: Mean maximum:
Above \$5,000,000	Mean salary:\$77,506 (12) Mean minimum:60,510 (8) Mean maximum: 79,473 (7)	Mean salary: None reported Mean minimum: Mean maximum:

d. Position Title: **Director of Development**  
*Other Common Titles: Campaign Director, Fundraiser*

Directs and supervises fund raising programs for the agency including corporate fund raising, direct mail, special events, proposal writing and planned giving. May also supervise or have the responsibility for public relations or marketing for the agency.

*Minimum degree preferred for this position: BA/BS*

*Minimum relevant experience preferred for this position: 2.5 years*

Budget Category	Full-time Position	Part-time Position
Below \$250,000	Mean salary:\$31,240 (4) Mean minimum: 27,450 (4) Mean maximum: 38,173 (4)	Mean salary: Insufficient data Mean minimum: Mean maximum:
\$250,000 to \$749,999	Mean salary:\$35,600 (5) Mean minimum: 27,667 (3) Mean maximum: 36,938 (3)	Mean salary: None reported Mean minimum: Mean maximum:
\$750,000 to \$1,499,999	Mean salary:\$43,536 (16) Mean minimum: 36,753 (12) Mean maximum: 52,729 (11)	Mean salary: None reported Mean minimum: Mean maximum:
\$1,500,000 to 4,999,999	Mean salary: \$46,372 (18) Mean minimum: 35,658 (10) Mean maximum: 53,801 (10)	Mean salary: Insufficient data Mean minimum: Mean maximum:
Above \$5,000,000	Mean salary:\$67,088 (8) Mean minimum: 54,066 (5) Mean maximum: 93,030 (5)	Mean salary: None reported Mean minimum: Mean maximum:

e. Position Title: **Public Relations Director**  
*Other Common Titles: Communications Director, Director of Marketing*

Administers and supervises the public relations and/or marketing program of the agency, which may include the promotion of public understanding of the agency's objectives and activities through the media; prepares material for release to the media, prepares public information pamphlets and publications such as general bulletins, annual reports and newsletters; maintains liaison with editors, writers and producers of news and information material.

*Minimum degree preferred for this position: BA/BS*

*Minimum relevant experience preferred for this position: 2.5 years*

Budget Category	Full-time Position	Part-time Position
Below \$250,000	Mean salary: Insufficient data Mean minimum: Mean maximum:	Mean salary: Insufficient data Mean minimum: Mean maximum:
\$250,000 to \$749,999	Mean salary: \$30,429 (7) Mean minimum: 25,600 (5) Mean maximum:28,200 (5)	Mean salary: None reported Mean minimum: Mean maximum:
\$750,000 to \$1,499,999	Mean salary:\$36,169 (10) Mean minimum: 27,500 (4) Mean maximum: 39,000(4)	Mean salary: None reported Mean minimum: Mean maximum:
\$1,500,000 to 4,999,999	Mean salary:\$35,595 (4) Mean minimum: Insufficient data Mean maximum: Insufficient data	Mean salary: Insufficient data Mean minimum: Mean maximum:
Above \$5,000,000	Mean salary:\$70,415 (8) Mean minimum: 55,557 (4) Mean maximum: 94,591 (4)	Mean salary: Mean minimum: Mean maximum:
Category Total:		Mean salary:\$14,975 (4)

f. Position Title: **Volunteer Coordinator**

*Other Common Titles: Director of Volunteer Services, Volunteer Manager*

Promotes community interest in volunteer services for the agency; plans and coordinates a continuing program of recruitment, interviewing, referral or placement, and recognition of volunteers; provides for the training of volunteers; keeps rosters and records of volunteers; prepares reports on volunteer program.

*Minimum degree preferred for this position: BA/BS*

*Minimum relevant experience preferred for this position: 2.5 years*

<b>Budget Category</b>	<b>Full-time Position</b>	<b>Part-time Position</b>
Below \$250,000	Mean salary:\$26,607 (3) Mean minimum: 24,007 (3) Mean maximum: 28,167 (3)	Mean salary:\$11,921 (6) Mean minimum: Insufficient data Mean maximum: Insufficient data
\$250,000 to \$749,999	Mean salary:\$25,503 (5) Mean minimum:21,450 (4) Mean maximum: 27,250 (4)	Mean salary: \$14,767(6) Mean minimum: 14,231 (3) Mean maximum: 18,027 (3)
\$750,000 to \$1,499,999	Mean salary:\$26,598 (4) Mean minimum: 23,300 (3) Mean maximum: 32,333 (3)	Mean salary: \$15,333 (3) Mean minimum: Insufficient data Mean maximum:
\$1,500,000 to 4,999,999	Mean salary:\$37,643 (6) Mean minimum: 34,086 (4) Mean maximum: 43,807 (4)	Mean salary: Insufficient data Mean minimum: Mean maximum:
Above \$5,000,000	Mean salary:\$40,531 (4) Mean minimum: Insufficient data Mean maximum:	Mean salary: Insufficient data Mean minimum: Mean maximum:

g. Position Title: **Human Resources Director**

*Other Common Titles: Personnel Director*

Manages all human resources for organization; develops personnel policies and procedures; coordinates recruiting, interviewing, training and development functions; performs conflict resolution for organization between and among employees; ensures compliance with applicable laws and regulations.

*Minimum degree preferred for this position: BA/BS*

*Minimum relevant experience preferred for this position: 3 years*

<b>Budget Category</b>	<b>Full-time Position</b>	<b>Part-time Position</b>
Below \$250,000	Mean salary: None reported Mean minimum: Mean maximum:	Mean salary: None reported Mean minimum: Mean maximum:
\$250,000 to \$749,999	Mean salary: Insufficient data Mean minimum: Mean maximum:	Mean salary: None reported Mean minimum: Mean maximum:
\$750,000 to \$1,499,999	Mean salary: Insufficient data Mean minimum: Mean maximum:	Mean salary: None reported Mean minimum: Mean maximum:
\$1,500,000 to 4,999,999	Mean salary:\$47,262 (5) Mean minimum: 36,759 (4) Mean maximum: 55,366 (4)	Mean salary: Insufficient data Mean minimum: Mean maximum:
Above \$5,000,000	Mean salary:\$64,715 (7) Mean minimum: 50,774 (4) Mean maximum: 82,423 (4)	Mean salary: None reported Mean minimum: Mean maximum:

h. Position Title: **Information Technology (IT) Manager**

*Other Common Titles: Computer Systems Manager, System Administrator*

Manage all aspects of organization's computer systems including internal and external networking functions. Budgetary responsibility for computer hardware and software procurement. May install and configure software and train users or may supervise those that do.

*Minimum degree preferred for this position: Associates Degree*

*Minimum relevant experience preferred for this position: 2.5 years*

Budget Category	Full-time Position	Part-time Position
Below \$250,000	Mean salary: None reported Mean minimum: Mean maximum:	Mean salary: None reported Mean minimum: Mean maximum:
\$250,000 to \$749,999	Mean salary: Insufficient data Mean minimum: Mean maximum:	Mean salary: Insufficient data Mean minimum: Mean maximum:
\$750,000 to \$1,499,999	Mean salary:\$33,800 Mean minimum: Insufficient data Mean maximum:	Mean salary: None reported Mean minimum: Mean maximum:
\$1,500,000 to 4,999,999	Mean salary:\$39,430 (7) Mean minimum: 19,355 (3) Mean maximum: 31,846 (3)	Mean salary:\$16,955(3) Mean minimum: Insufficient data Mean maximum:
Above \$5,000,000	Mean salary:\$65,039 (6) Mean minimum: 51,365 (3) Mean maximum: 82,856 (3)	Mean salary: Insufficient data Mean minimum: Mean maximum:

i. Position Title: **Department Director**

*Other Common Titles: Services Director, Department Manager*

Plans, develops, and administers all aspects of functional unit with an agency. Such functions generally include service areas of the organization when multiple programs exist within one area of service. The Department Director is generally responsible for the program supervision as well as the selection and supervision of all paid and volunteer staff working in the department. The Department Director will generally supervise several Program Directors.

*Minimum degree preferred for this position: BA/BS*

*Minimum relevant experience preferred for this position: 3 years*

Budget Category	Full-time Position	Part-time Position
Below \$250,000	Mean salary:\$28,611 (9) Mean minimum: 26,250 (8) Mean maximum: 31,375 (8)	Mean salary: Insufficient data Mean minimum: Mean maximum:
\$250,000 to \$749,999	Mean salary:\$40,577 (8) Mean minimum: 26,300 (5) Mean maximum: 43,200 (5)	Mean salary: None reported Mean minimum: Mean maximum:
\$750,000 to \$1,499,999	Mean salary:\$37,912 (8) Mean minimum: 35,808 (5) Mean maximum: 49,804 (5)	Mean salary: None reported Mean minimum: Mean maximum:
\$1,500,000 to 4,999,999	Mean salary:\$46,534 (19) Mean minimum: 38,758 (11) Mean maximum: 58,148 (11)	Mean salary: None reported Mean minimum: Mean maximum:
Above \$5,000,000	Mean salary:\$70,405 (7) Mean minimum: 49,861 (6) Mean maximum: 88,285 (6)	Mean salary: None reported Mean minimum: Mean maximum:

j. Position Title: **Community Relations Director**  
*Other Common Titles: Advocacy Director*

Responsible for building strong relations with community members and reaching out into the community in order to learn how the organization can better work toward its mission. Advocates for the mission, organization, and its clients with members of governments as well as the media.

*Minimum degree preferred for this position: BA/BS*

*Minimum relevant experience preferred for this position: 3 years*

<b>Budget Category</b>	<b>Full-time Position</b>	<b>Part-time Position</b>
Below \$250,000	Mean salary: None reported Mean minimum: Mean maximum:	Mean salary: Insufficient data Mean minimum: Mean maximum:
\$250,000 to \$749,999	Mean salary: None reported Mean minimum: Mean maximum:	Mean salary: None reported Mean minimum: Mean maximum:
\$750,000 to \$1,499,999	Mean salary: Insufficient data Mean minimum: Mean maximum:	Mean salary: None reported Mean minimum: Mean maximum:
\$1,500,000 to 4,999,999	Mean salary: Insufficient data Mean minimum: Mean maximum:	Mean salary: None reported Mean minimum: Mean maximum:
Above \$5,000,000	Mean salary:\$54,398 (3) Mean minimum: 44,267 (3) Mean maximum: 66,167 (3)	Mean salary: None reported Mean minimum: Mean maximum:

k. Position Title: **Artistic Director**

The artistic director is responsible for the overall artistic vision of the organization and ensuring that artistic execution is in keeping with the mission of the organization. The Artistic Director provides leadership and oversight of the artistic staff.

*Minimum degree preferred for this position: BA/BS*

*Minimum relevant experience preferred for this position: 6 years*

<b>Budget Category</b>	<b>Full-time Position</b>	<b>Part-time Position</b>
Below \$250,000	Mean salary: None reported Mean minimum: Mean maximum:	Mean salary: Insufficient data Mean minimum: Mean maximum:
\$250,000 to \$749,999	Mean salary: None reported Mean minimum: Mean maximum:	Mean salary: Insufficient data Mean minimum: Mean maximum:
\$750,000 to \$1,499,999	Mean salary: Insufficient data Mean minimum: Mean maximum:	Mean salary: None reported Mean minimum: Mean maximum:
\$1,500,000 to 4,999,999	Mean salary: None reported Mean minimum: Mean maximum:	Mean salary: None reported Mean minimum: Mean maximum:
Above \$5,000,000	Mean salary: Insufficient data Mean minimum: Mean maximum:	Mean salary: None reported Mean minimum: Mean maximum:
Category Total:	Mean salary:\$81,617 (3)	

I. Position Title: **Visitor Services Director**

This position directs the Visitor Services and Event staff in the annual development and implementation of visitor services operations to provide a consistent, pleasant visitor experience in order to increase visitation, continually improve the visitor experience, encourage the conversion of visitors into members, and generate revenue from Gift Shop sales, private event rentals, public events, and other visitor center-based activities.

*Minimum degree preferred for this position: BA/BS*

*Minimum relevant experience preferred for this position: 1 year*

Budget Category		
Insufficient response to report any data for this position.		

**B. Direct Services, Clerical and Administrative Support Positions**

a. Position Title: **Attorney**

*Other Common Titles: Legal Counselor*

Active member of the Utah State Bar, represent organization/clients at hearings and at trial, negotiate settlements. Supervision of paralegals and law interns possible.

*Minimum degree preferred for this position: JD*

*Minimum relevant experience preferred for this position: 5.5 years*

Budget Category	Full-time Position	Part-time Position
Below \$250,000	Mean salary: None reported Mean minimum: Mean maximum:	Mean salary: None reported Mean minimum: Mean maximum:
\$250,000 to \$749,999	Mean salary: Insufficient data Mean minimum: Mean maximum:	Mean salary: Insufficient data Mean minimum: Mean maximum:
\$750,000 to \$1,499,999	Mean salary:\$49,833 (3) Mean minimum: 41,667 (3) Mean maximum: 65,000 (3)	Mean salary: None reported Mean minimum: Mean maximum:
\$1,500,000 to 4,999,999	Mean salary: Insufficient data Mean minimum: Mean maximum:	Mean salary: None reported Mean minimum: Mean maximum:
Above \$5,000,000	Mean salary: Insufficient data Mean minimum: Mean maximum:	Mean salary: None reported Mean minimum: Mean maximum:
Category Total:	Mean salary:\$55,963 (7) Mean minimum: 47,706 (5) Mean maximum: 78,256 (5)	

b. Position Title: **Casework Manager**  
*Other Common Titles: Case Coordinator, Social Worker*

Responsible for supervising and administering casework services of the agency, which may include planning, developing, and coordinating casework services with all agency activities. Offers leadership in developing casework practices, may plan and lead staff conferences on casework; and may confer with staff superiors about casework policies.

*Minimum degree preferred for this position: BA/BS*

*Minimum relevant experience preferred for this position: 2 years*

Budget Category	Full-time Position	Part-time Position
Below \$250,000	Mean salary:\$28,333 (3) Mean minimum: Insufficient data Mean maximum:	Mean salary: Insufficient data Mean minimum: Mean maximum:
\$250,000 to \$749,999	Mean salary:\$35,392 (6) Mean minimum: 28,108 (4) Mean maximum: 40,906 (4)	Mean salary: Insufficient data Mean minimum: Mean maximum:
\$750,000 to \$1,499,999	Mean salary:\$32,470 (4) Mean minimum: 25,619 (4) Mean maximum: 39,966 (4)	Mean salary: None reported Mean minimum: Mean maximum:
\$1,500,000 to 4,999,999	Mean salary:\$31,949 (17) Mean minimum: 26,775 (9) Mean maximum: 41,618 (8)	Mean salary: None reported Mean minimum: Mean maximum:
Above \$5,000,000	Mean salary: Insufficient data Mean minimum: Mean maximum:	Mean salary: None reported Mean minimum: Mean maximum:
Category Total:		Mean salary:\$15,427 (3)

c. Position Title: **Program Director**  
*Other Common Titles: Education Director, Program Manager*

Directs the development and implementation of all aspects of a specialized agency program. Coordinates activities of the program, including program development and supervision of paid and volunteer staff working on this program. May procure funding sources. Adheres to state and local accreditation standards, as required.

*Minimum degree preferred for this position: BA/BS*

*Minimum relevant experience preferred for this position: 2.5 years*

Budget Category	Full-time Position	Part-time Position
Below \$250,000	Mean salary:\$29,071 (9) Mean minimum: 27,213 (8) Mean maximum: 34,350 (8)	Mean salary: Insufficient data Mean minimum: Mean maximum:
\$250,000 to \$749,999	Mean salary:\$32,566 (18) Mean minimum: 27,629 (13) Mean maximum: 37,385 (13)	Mean salary: Insufficient data Mean minimum: Mean maximum:
\$750,000 to \$1,499,999	Mean salary:\$32,960 (10) Mean minimum: 31,013 (8) Mean maximum: 47,423 (8)	Mean salary: Insufficient data Mean minimum: Mean maximum:
\$1,500,000 to 4,999,999	Mean salary:\$44,602 (10) Mean minimum: 35,652 (5) Mean maximum: 60,012 (5)	Mean salary: None reported Mean minimum: Mean maximum:
Above \$5,000,000	Mean salary:\$57,331 (7) Mean minimum: 39,934 (3) Mean maximum: 62,805 (3)	Mean salary: None reported Mean minimum: Mean maximum:
Category Total:		Mean salary:\$17,793 (4)

d. Position Title: **Teacher**

Teaches pre-school, special education and elementary and secondary school subjects, adapting teaching techniques and methods of instruction to meet the individual special needs of students. Plans curriculum and prepares lessons and other materials, considering factors such as individual needs, abilities, learning levels and physical limitations of students. Confers with parents, administrators, testing specialist, social workers, and others to develop educational programs for students.

*Minimum degree preferred for this position: BA/BS*

*Minimum relevant experience preferred for this position: 2.5 years*

Budget Category	Full-time Position	Part-time Position
Below \$250,000	Mean salary: None reported Mean minimum: Mean maximum:	Mean salary:\$9,893 (3) Mean minimum: Insufficient data Mean maximum:
\$250,000 to \$749,999	Mean salary: Insufficient data Mean minimum: Mean maximum:	Mean salary: Insufficient data Mean minimum: Mean maximum:
\$750,000 to \$1,499,999	Mean salary:\$31,200 (4) Mean minimum: 26,123 (3) Mean maximum: 38,632 (3)	Mean salary: None reported Mean minimum: Mean maximum:
\$1,500,000 to 4,999,999	Mean salary:\$28,203 (7) Mean minimum: 24,456 (3) Mean maximum: 35,645 (4)	Mean salary: None reported Mean minimum: Mean maximum:
Above \$5,000,000	Mean salary: Insufficient data Mean minimum: Mean maximum:	Mean salary: Insufficient data Mean minimum: Mean maximum:
Category Total:	Mean salary:\$29,081 (15) Mean minimum: 24,355 (9) Mean maximum: 35,275 (9)	Mean salary:\$9,447 (5)

e. Position Title: **Supervisor**

*Other Common Titles: Coordinator, Manager*

Administers and supervises a functional unit of the organization. May provide administrative tasks and direct services to clients.

*Minimum degree preferred for this position: Associates*

*Minimum relevant experience preferred for this position: 2.5 years*

Budget Category	Full-time Position	Part-time Position
Below \$250,000	Mean salary: Insufficient data Mean minimum: Mean maximum:	Mean salary: None reported Mean minimum: Mean maximum:
\$250,000 to \$749,999	Mean salary:\$32,155 (4) Mean minimum: 27,500 (4) Mean maximum: 39,000 (4)	Mean salary:\$11,268 (3) Mean minimum: 9,837 (3) Mean maximum: 16,293 (3)
\$750,000 to \$1,499,999	Mean salary:\$33,600 (5) Mean minimum: 26,000 (5) Mean maximum: 43,250 (4)	Mean salary: Insufficient data Mean minimum: Mean maximum:
\$1,500,000 to 4,999,999	Mean salary:\$31,264 (16) Mean minimum: 26,102 (7) Mean maximum: 43,572 (7)	Mean salary: None reported Mean minimum: Mean maximum:
Above \$5,000,000	Mean salary:\$42,365 (9) Mean minimum: 32,406 (6) Mean maximum: 54,888 (6)	Mean salary: None reported Mean minimum: Mean maximum:

f. Position Title: **Caseworker**  
*Other Common Titles: Case Manager*

Renders casework service for clients in accordance with function of the agency; such direct service may include, obtaining, analyzing, and evaluating case data, formulating psychosocial diagnosis and treatment plans and goals; and carrying out the treatment process. Performs tasks related to the above, which usually include utilizing resources within the agency as well as community resources, recording of case material, and preparing summaries in line with agency policy.

*Minimum degree preferred for this position: BA/BS*

*Minimum relevant experience preferred for this position: 2 years*

Budget Category	Full-time Position	Part-time Position
Below \$250,000	Mean salary: Insufficient data Mean minimum: Mean maximum:	Mean salary: None reported Mean minimum: Mean maximum:
\$250,000 to \$749,999	Mean salary:\$22,901 (6) Mean minimum: 21,170 (5) Mean maximum: 26,700 (5)	Mean salary: Insufficient data Mean minimum: Mean maximum:
\$750,000 to \$1,499,999	Mean salary:\$25,377 (6) Mean minimum: 21,898 (5) Mean maximum: 35,137 (5)	Mean salary: Insufficient data Mean minimum: Mean maximum:
\$1,500,000 to 4,999,999	Mean salary: \$29,875 (4) Mean minimum: 26,500 (4) Mean maximum: 37,250 (4)	Mean salary: Insufficient data Mean minimum: Mean maximum:
Above \$5,000,000	Mean salary:\$33,755 (5) Mean minimum: 24,190 (3) Mean maximum: 36,112 (3)	Mean salary: None reported Mean minimum: Mean maximum:
Category Total:		Mean salary:\$12,734 (5)

g. Position Title: **Counselor**  
*Other Common Titles: Therapist, Social Worker*

Provides individual, group, conjoint, couple and family therapy. Provides parent skills training. Conducts sessions to enhance parent-child interaction with an opportunity to practice skills. Represents agency in a professional manner when case requires interaction with courts and community agencies. Provides guidance to staff. Contributes to staff meetings as well as professional seminars. Charts treatment, writes reports, communicates with caseworkers, judges, or other community agencies. Supervises student interns.

*Minimum degree preferred for this position: BA/BS*

*Minimum relevant experience preferred for this position: 2 years*

Budget Category	Full-time Position	Part-time Position
Below \$250,000	Mean salary: None reported Mean minimum: Mean maximum:	Mean salary: None reported Mean minimum: Mean maximum:
\$250,000 to \$749,999	Mean salary: Insufficient data Mean minimum: Mean maximum:	Mean salary: None reported Mean minimum: Mean maximum:
\$750,000 to \$1,499,999	Mean salary:\$29,167 (3) Mean minimum: Insufficient data Mean maximum:	Mean salary: None reported Mean minimum: Mean maximum:
\$1,500,000 to 4,999,999	Mean salary:\$30,473 (3) Mean minimum: 23,197 (3) Mean maximum: 42,000 (3)	Mean salary: Insufficient data Mean minimum: Mean maximum:
Above \$5,000,000	Mean salary:\$34,319 (8) Mean minimum: 27,761 (4) Mean maximum:47,780 (4)	Mean salary: None reported Mean minimum: Mean maximum:

h. Position Title: **Program Staff**

Performs some individual guidance for social skills development, behavior contracting, conflict resolution training, negotiation, family and community relations, family involvement, and crisis intervention. May be required to lead group discussions regarding treatment issues or program related topics. Other responsibilities may include holding parent group meetings and enabling target population to discuss and ventilate feelings concerning family and social problems while at the same time providing options and possible solutions.

*Minimum degree preferred for this position: Associates*

*Minimum relevant experience preferred for this position: 1 year*

<b>Budget Category</b>	<b>Full-time Position</b>	<b>Part-time Position</b>
Below \$250,000	Mean salary: Insufficient data Mean minimum: Mean maximum:	Mean salary:\$10,747 (3) Mean minimum: Insufficient data Mean maximum:
\$250,000 to \$749,999	Mean salary:\$25,670 (4) Mean minimum: Insufficient data Mean maximum:	Mean salary:\$11,688 (8) Mean minimum: 8,346 (6) Mean maximum: 14,860 (6)
\$750,000 to \$1,499,999	Mean salary:\$27,558 Mean minimum: 21,664 Mean maximum: 41,736	Mean salary: Insufficient data Mean minimum: Mean maximum:
\$1,500,000 to 4,999,999	Mean salary:\$24,519 (8) Mean minimum: 20,911 (5) Mean maximum: 29,954 (5)	Mean salary: Insufficient data Mean minimum: Mean maximum:
Above \$5,000,000	Mean salary: Insufficient data Mean minimum: Mean maximum:	Mean salary: Insufficient data Mean minimum: Mean maximum:

i. Position Title: **Artistic Staff**

*Other Common Titles: Costume Designer, Lighting Designer, Production Coordinator*

*Minimum degree preferred for this position: BA/BS*

*Minimum relevant experience preferred for this position: 2 years*

<b>Budget Category</b>	<b>Full-time Position</b>	<b>Part-time Position</b>
Category Total: (Insufficient data to report by group budget size)	Mean salary:\$30,842 (4) Mean minimum: 23,933 (3) Mean maximum: 43,380 (3)	Mean salary: 12,679 (4) Mean minimum: Insufficient data Mean maximum:

j. Position Title: **Community Outreach Coordinator**  
 Other Common Titles: Community Development Specialist

Provides support to volunteers and works to establish and maintain community ties that provide support and goodwill for the organization. Generally includes supervision of projects that generate visibility in the community – including media liaison duties, public relations, networking and coalition building.

*Minimum degree preferred for this position: BA/BS*

*Minimum relevant experience preferred for this position: 2 years*

Budget Category	Full-time Position	Part-time Position
Below \$250,000	Mean salary: Insufficient data Mean minimum: Mean maximum:	Mean salary: Insufficient data Mean minimum: Mean maximum:
\$250,000 to \$749,999	Mean salary:\$28,818 (3) Mean minimum: 25,333 (3) Mean maximum: 31,000 (3)	Mean salary: None reported Mean minimum: Mean maximum:
\$750,000 to \$1,499,999	Mean salary: Insufficient data Mean minimum: Mean maximum:	Mean salary: None reported Mean minimum: Mean maximum:
\$1,500,000 to 4,999,999	Mean salary:\$29,155 (5) Mean minimum: Insufficient data Mean maximum:	Mean salary: Insufficient data Mean minimum: Mean maximum:
Above \$5,000,000	Mean salary: Insufficient data Mean minimum: Mean maximum:	Mean salary: Insufficient data Mean minimum: Mean maximum:
Category Total:	Mean salary:\$32,118 (13) Mean minimum: 27,971 (7) Mean maximum: 38,705 (7)	Mean salary:\$16,213 (3)

k. Position Title: **Development Specialist**

*Other Common Titles: Director of Major Gifts, Director of Corporate Giving, Director of Special Events, Grantwriter, Assistant Development Director*

Responsible for cultivating foundation, corporate or individual support, within a specialized are of fund development or in providing general assistance to the Director of Development.

*Minimum degree preferred for this position: BA/BS*

*Minimum relevant experience preferred for this position: 2 years*

Budget Category	Full-time Position	Part-time Position
Below \$250,000	Mean salary: None reported Mean minimum: Mean maximum:	Mean salary: Insufficient data Mean minimum: Mean maximum:
\$250,000 to \$749,999	Mean salary: Insufficient data Mean minimum: Mean maximum:	Mean salary: None reported Mean minimum: Mean maximum:
\$750,000 to \$1,499,999	Mean salary:\$30,807 (6) Mean minimum: 24,958 (5) Mean maximum: 33,969 (5)	Mean salary: None reported Mean minimum: Mean maximum:
\$1,500,000 to 4,999,999	Mean salary:\$33,360 (4) Mean minimum: 27,067 (3) Mean maximum: 39,130 (3)	Mean salary: None reported Mean minimum: Mean maximum:
Above \$5,000,000	Mean salary:\$44,503 (6) Mean minimum: 35,926 (4) Mean maximum: 56,923 (4)	Mean salary: None reported Mean minimum: Mean maximum:

I. Position Title: **Marketing Assistant**

*Other Common Titles: Marketing Specialist, Marketing or P/R Associates*

Manages projects for video and print production, special events, web content management, media relations and advertising. Skills in writing, desktop publishing and web editing.

*Minimum degree preferred for this position: BA/BS*

*Minimum relevant experience preferred for this position: 2 years*

<b>Budget Category</b>	<b>Full-time Position</b>	<b>Part-time Position</b>
Below \$250,000	Mean salary: None reported Mean minimum: Mean maximum:	Mean salary: None reported Mean minimum: Mean maximum:
\$250,000 to \$749,999	Mean salary: None reported Mean minimum: Mean maximum:	Mean salary: None reported Mean minimum: Mean maximum:
\$750,000 to \$1,499,999	Mean salary: None reported Mean minimum: Mean maximum:	Mean salary: None reported Mean minimum: Mean maximum:
\$1,500,000 to 4,999,999	Mean salary: Insufficient data Mean minimum: Mean maximum:	Mean salary: Insufficient data Mean minimum: Mean maximum:
Above \$5,000,000	Mean salary:\$45,064 (4) Mean minimum: Insufficient data Mean maximum:	Mean salary: Insufficient data Mean minimum: Mean maximum:
Above \$5,000,000	Mean salary:\$40,209 (6) Mean minimum: 36,048 (3) Mean maximum: 54,000 (3)	

m. Position Title: **Administrative Assistant**

*Other Common Titles: Executive Secretary, Office Manager*

Provides clerical and administrative support for the Executive Director, or other Director(s) within the organization. Prepares minutes, agendas and routine correspondence and reports. May supervise other clerical staff.

*Minimum degree preferred for this position: Associates*

*Minimum relevant experience preferred for this position: 2 years*

<b>Budget Category</b>	<b>Full-time Position</b>	<b>Part-time Position</b>
Below \$250,000	Mean salary: Insufficient data Mean minimum: Mean maximum:	Mean salary:\$11,088 (9) Mean minimum: 9,968 (5) Mean maximum: 13,880 (5)
\$250,000 to \$749,999	Mean salary:\$25,503 (13) Mean minimum: 20,203 (11) Mean maximum: 28,769 (11)	Mean salary:\$15,516 Mean minimum: 9,373 (4) Mean maximum: 12,404 (4)
\$750,000 to \$1,499,999	Mean salary:\$27,844 (14) Mean minimum: 24,307 (10) Mean maximum: 35,887 (10)	Mean salary:\$11,516 (3) Mean minimum: 12,107 (3) Mean maximum: 16,307 (3)
\$1,500,000 to 4,999,999	Mean salary:\$27,869 (22) Mean minimum: 23,087 (12) Mean maximum: 35,969 (12)	Mean salary: Insufficient data Mean minimum: Mean maximum:
Above \$5,000,000	Mean salary:\$40,271 (9) Mean minimum: 29,227 (5) Mean maximum: 46,472 (5)	Mean salary: None reported Mean minimum: Mean maximum:

n. Position Title: **Secretary**

Provides clerical support duties for agency personnel, where duties require general knowledge of the agency operating policies and procedures. Takes dictation or composes correspondence, reports, and the like from notes or verbal instruction. Operates word processing or personal computer equipment as required. Organizes and maintains confidential agency and client files and records. Takes, screens, and places telephone calls. May act as a receptionist. Compiles and prepares special reports, or other material, as instructed, requiring selection of data from various sources.

*Minimum degree preferred for this position: High School*

*Minimum relevant experience preferred for this position: 2 years*

Budget Category	Full-time Position	Part-time Position
Below \$250,000	Mean salary: Insufficient data Mean minimum: Mean maximum:	Mean salary: Insufficient data Mean minimum: Mean maximum:
\$250,000 to \$749,999	Mean salary:\$26,359 Mean minimum: Insufficient data Mean maximum:	Mean salary: None reported Mean minimum: Mean maximum:
\$750,000 to \$1,499,999	Mean salary: Insufficient data Mean minimum: Mean maximum:	Mean salary: None reported Mean minimum: Mean maximum:
\$1,500,000 to 4,999,999	Mean salary:\$23,623 (8) Mean minimum: 22,453 (5) Mean maximum: 35,530 (5)	Mean salary: Insufficient data Mean minimum: Mean maximum:
Above \$5,000,000	Mean salary:\$28,343 (5) Mean minimum: 21,678 (3) Mean maximum: 31,575 (3)	Mean salary: Insufficient data Mean minimum: Mean maximum:
Category Total:		Mean salary:\$9,570 (6) Mean minimum: 7,085 (6) Mean maximum: 10,768 (6)

o. Position Title: **Bookkeeper/Accounting Assistant**

*Other Common Titles: Accounts Payable Clerk, Payroll Specialist*

Provides support for the Accounting Department. Responsible for accounts payable, accounts receivable, recording payments and making daily bank deposits, or specific aspects of accounting such as payroll processing. Also responsible for filing and basic file maintenance.

*Minimum degree preferred for this position: Associates*

*Minimum relevant experience preferred for this position: 2.5 years*

Budget Category	Full-time Position	Part-time Position
Below \$250,000	Mean salary: Insufficient data	Mean salary: Insufficient data
\$250,000 to \$749,999	Mean salary: Insufficient data Mean minimum: Mean maximum:	Mean salary:\$11,307 (3) Mean minimum: 10,267 (3) Mean maximum: 14,707 (3)
\$750,000 to \$1,499,999	Mean salary: Insufficient data Mean minimum: Mean maximum:	Mean salary:\$17,129 (3) Mean minimum: Mean maximum:
\$1,500,000 to 4,999,999	Mean salary:\$28,636 (15) Mean minimum: 23,917 (12) Mean maximum: 34,029 (12)	Mean salary: Insufficient data Mean minimum: Mean maximum:
Above \$5,000,000	Mean salary:\$32,134 (9) Mean minimum: 25,969 (6) Mean maximum: 38,517 (6)	Mean salary: Insufficient data Mean minimum: Mean maximum:
Category Total:		Mean salary:\$13,103 (10) Mean minimum: 10,923 (8) Mean maximum: 17,708 (8)

e. Position Title: **Receptionist**

Greets visitors, answers incoming calls, provides information to public or to appropriate staff. Maintains front office, responsible for sorting mail and deliveries and purchasing and receiving. Provides clerical support as needed.

*Minimum degree preferred for this position: High School*

*Minimum relevant experience preferred for this position: 1 year*

<b>Budget Category</b>	<b>Full-time Position</b>	<b>Part-time Position</b>
Below \$250,000	Mean salary: Insufficient data Mean minimum: Mean maximum:	Mean salary: None reported Mean minimum: Mean maximum:
\$250,000 to \$749,999	Mean salary: Insufficient data Mean minimum: Mean maximum:	Mean salary: Insufficient data Mean minimum: Mean maximum:
\$750,000 to \$1,499,999	Mean salary:\$21,414 (3) Mean minimum: Insufficient data Mean maximum:	Mean salary: None reported Mean minimum: Mean maximum:
\$1,500,000 to 4,999,999	Mean salary:\$18,949 (6) Mean minimum: 16,640 (3) Mean maximum: 22,341 (3)	Mean salary: Insufficient data Mean minimum: Mean maximum:
Above \$5,000,000	Mean salary:\$24,236 (5) Mean minimum: 22,903 (3) Mean maximum: 33,514 (3)	Mean salary: None reported Mean minimum: Mean maximum:
Category total:		Mean salary:\$8,628 (8)

p. Position Title: **Data Entry Clerk**

Responsible for entering information accurately and quickly into database. Typically, has 10 key or computer experience.

*Minimum degree preferred for this position: High School*

*Minimum relevant experience preferred for this position: 1 year*

<b>Budget Category</b>	<b>Full-time Position</b>	<b>Part-time Position</b>
Below \$250,000	Mean salary: None reported Mean minimum: Mean maximum:	Mean salary: Insufficient data Mean minimum: Mean maximum:
\$250,000 to \$749,999	Mean salary: None reported Mean minimum: Mean maximum:	Mean salary: None reported Mean minimum: Mean maximum:
\$750,000 to \$1,499,999	Mean salary: Insufficient data Mean minimum: Mean maximum:	Mean salary: None reported Mean minimum: Mean maximum:
\$1,500,000 to 4,999,999	Mean salary: None reported Mean minimum: Mean maximum:	Mean salary:\$16,470 (6) Mean minimum: 16,775 (4) Mean maximum: 21,585 (4)
Above \$5,000,000	Mean salary: Insufficient data Mean minimum: Mean maximum:	Mean salary: None reported Mean minimum: Mean maximum:
Category Total:		Mean salary:\$15,751 (7) Mean minimum: 15,084 (5) Mean maximum: 19,764 (5)

q. Position Title: **Facilities Management Professional**

Responsible for supervising building staff and performing and planning for maintenance of the building and facilities.

*Minimum degree preferred for this position: Associates*

*Minimum relevant experience preferred for this position: 2.5 years*

<b>Budget Category</b>	<b>Full-time Position</b>	<b>Part-time Position</b>
Below \$250,000	Mean salary: None reported Mean minimum: Mean maximum:	Mean salary: Insufficient data Mean minimum: Mean maximum:
\$250,000 to \$749,999	Mean salary: Insufficient data Mean minimum: Mean maximum:	Mean salary: None reported Mean minimum: Mean maximum:
\$750,000 to \$1,499,999	Mean salary:\$39,589 (3) Mean minimum: Insufficient data Mean maximum:	Mean salary: Insufficient data Mean minimum: Mean maximum:
\$1,500,000 to 4,999,999	Mean salary:\$31,789 (7) Mean minimum: 28,110 (5) Mean maximum: 38,330 (5)	Mean salary: None reported Mean minimum: Mean maximum:
Above \$5,000,000	Mean salary:\$38,302 (8) Mean minimum: 32,162 (5) Mean maximum: 48,457 (5)	Mean salary: None reported Mean minimum: Mean maximum:

r. Position Title: **Driver**

Responsible for loading, transporting, and unloading products and supplies to customers and clients. May be responsible for transporting patients or clients. Required to have a valid Utah Driver's License.

*Minimum degree preferred for this position: High School*

*Minimum relevant experience preferred for this position: 1 year*

<b>Budget Category</b>	<b>Full-time Position</b>	<b>Part-time Position</b>
Below \$250,000	Mean salary: None reported Mean minimum: Mean maximum:	Mean salary: None reported Mean minimum: Mean maximum:
\$250,000 to \$749,999	Mean salary: Insufficient data Mean minimum: Mean maximum:	Mean salary: Insufficient data Mean minimum: Mean maximum:
\$750,000 to \$1,499,999	Mean salary: Insufficient data Mean minimum: Mean maximum:	Mean salary: Insufficient data Mean minimum: Mean maximum:
\$1,500,000 to 4,999,999	Mean salary:\$19,881 (6) Mean minimum: 18,306 (4) Mean maximum: 26,978 (4)	Mean salary:\$8,790 (4) Mean minimum: Insufficient data Mean maximum:
Above \$5,000,000	Mean salary:\$21,161 (3) Mean minimum: Insufficient data Mean maximum:	Mean salary: Insufficient data Mean minimum: Mean maximum:
Category Total:		Mean salary:\$9,529 (8) Mean minimum: 10,989 (5) Mean maximum: 13,886 (5)

s. Position Title: **Custodial Staff**

Performs various cleaning tasks to provide visitors and staff with a safe and clean environment. Responsible for daily cleaning of restrooms, break areas, and offices.

*Minimum degree preferred for this position: High School*

*Minimum relevant experience preferred for this position: 1 year*

<b>Budget Category</b>	<b>Full-time Position</b>	<b>Part-time Position</b>
Below \$250,000	Mean salary: None reported Mean minimum: Mean maximum:	Mean salary: None reported Mean minimum: Mean maximum:
\$250,000 to \$749,999	Mean salary: None reported Mean minimum: Mean maximum:	Mean salary: Insufficient data Mean minimum: Mean maximum:
\$750,000 to \$1,499,999	Mean salary: Insufficient data Mean minimum: Mean maximum:	Mean salary: None reported Mean minimum: Mean maximum:
\$1,500,000 to 4,999,999	Mean salary:\$19,493 (3) Mean minimum: Insufficient data Mean maximum:	Mean salary:\$7,801 (5) Mean minimum: Insufficient data Mean maximum:
Above \$5,000,000	Mean salary:\$19,860 (5) Mean minimum: Insufficient data Mean maximum:	Mean salary: Insufficient data Mean minimum: Mean maximum:
Category Total:		Mean salary:\$7,801 (7) Mean minimum: 7,207 (4) Mean maximum: 10,023 (4)