

2008 PROFESSIONALS *for* NONPROFITS  
Annual Salary Survey of New York City Nonprofits ISSUE TEN  
NY SALARY SURVEY

PROFESSIONALS *for* NONPROFITS



**SURVEY FINDINGS  
FOR 2009**

*Most organizations maintained 2008 salaries at the 2007 level, however, survey respondents project salary changes in 2009 as follows:*

- 32% expect salaries to stay the same
- 14% project salary increases of 1-2.5%
- 21% project salary increases of 2.6-3%
- 14% project salary increases of 3.1-5%
- 2% project salary increases of over 5%
- 6% will reduce staff salaries
- 11% are undecided about how they will deal with salaries in 2009

*Projected benefits offered by organizations in 2009:*

- 55% project that staff benefits will remain the same
- 27% undecided
- 18% project that staff benefits will be reduced

*When survey respondents were asked about their organization's ability to flourish in 2009, they responded as follows:*

- 53% pessimistic and concerned about their organization's well being in 2009
- 35% same as 2008; no major changes projected
- 12% optimistic that organization will continue to flourish in 2009

**The Economy, what else?**

The most traditional approach taken by organizations in hard times is, of course, to aggressively reduce budgets and cut costs. Although, for some organizations budget cuts are essential for survival, the aim of such cuts should be to reduce waste and redundancy and to create a lean and efficient organization.

If hard times have a good side, it is this pressure to cut expenses for the purpose of finding new efficiencies and new solutions to problems that add value to an organization.

Organizations that go on to prosper, however, focus beyond extensive staff cuts. During past hard times, organizations that emerged more intact were the ones who held on to their experienced and loyal workforce.

Often during a crisis, it is the employees who stand by an organization and help it get through hard times. Thinning the ranks of employees, can lead to problems down the road while retaining good employees is repaid many times over when better economic times return.

So, at times, cutting your workforce or reducing salaries is the last thing you should do.

But, if layoffs are warranted, they must be done strategically while keeping in mind where the greatest future growth and demand for staff will probably be when better times return. And, better times always return!

*Although some organizations had already cut staff in 2008 and are projecting additional cuts in 2009, some organizations are not planning any staff cuts in 2009. Projections vary as follows:*

<b>Administrative support</b>	<b>Faculty</b>	<b>Programs</b>
71% no change	92% no change	63% no change
14% plan to decrease staff	5% plan to decrease staff	24% plan to decrease staff
15% plan to increase staff	3% plan to increase staff	13% plan to increase staff
<b>Finance</b>	<b>HR</b>	<b>Management</b>
82% no change	92% no change	85% no change
11% plan to decrease staff	6% plan to decrease staff	12% plan to decrease staff
7% plan to increase staff	2% plan to increase staff	3% plan to increase staff
<b>Fundraising</b>	<b>IT</b>	<b>PR/Marketing</b>
66% no change	85% no change	75% no change
13% plan to decrease staff	8% plan to decrease staff	14% plan to decrease staff
21% plan to increase staff	7% plan to increase staff	11% plan to increase staff

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## NY NONPROFIT SALARY RANGES IN YEAR 2008

Operating Budget:	Under \$2M	\$2.1-5M	\$5.1-10M	\$10.1-20M	\$20.1-50M	\$50M +
<b>MANAGEMENT &amp; ADMINISTRATION</b>						
<b>CEO/President</b>	NA	140-160K	160-180K	180-250K	250-280K	280-350K
<b>Executive Director</b>	80-100K	100-120K	120-160K	160-200K	200-250K	250-275K
<b>Chief Operating Officer</b>	NA	90-120K	120-140K	140-150K	150-170K	170-200K
<b>VP/Dir of Human Resources</b>	NA	70-80K	80-90K	90-100K	100-120K	120-140K
<b>Office Manager</b>	50-60K	50-60K	60-70K	60-70K	70-80K	70-80K
<b>Executive Assistant</b>	40-50K	50-60K	50-60K	60-70K	70-80K	70-80K
<b>Administrative Assistant</b>	35-45K	40-50K	40-50K	40-50K	50-60K	50-60K
<b>FINANCE</b>						
<b>CFO/VP of Finance</b>	NA	80-100K	100-120K	120-140K	140-160K	160-200K
<b>Dir of Finance</b>	60-70K	80-90K	90-100K	100-120K	120-140K	140-160K
<b>Controller</b>	60-70K	70-80K	80-90K	90-100K	100-120K	120-140K
<b>Staff Accountant</b>	50-60K	60-70K	60-70K	70-80K	70-80K	80-90K
<b>Bookkeeper</b>	40-50K	40-50K	50-60K	50-60K	50-60K	50-60K
<b>FUNDRAISING</b>						
<b>VP/Chief Development Officer</b>	NA	100-120K	120-130K	130-160K	160-180K	180-220K
<b>Dir of Development</b>	70-80K	90-100K	100-120K	120-130K	130-140K	140-180K
<b>Dir of Major Gifts</b>	NA	80-90K	80-100K	100-120K	120-130K	130-140K
<b>Dir of Fdn/Corp Giving</b>	NA	70-80K	80-90K	90-100K	100-110K	110-120K
<b>Development Officer</b>	NA	70-80K	80-90K	90-100K	100-110K	100-110K
<b>Dir of Special Events</b>	NA	60-70K	70-80K	80-90K	90-100K	100-110K
<b>Grants Writer</b>	40-50K	50-60K	60-70K	60-70K	70-80K	70-80K
<b>Development Associate</b>	40-50K	40-50K	50-60K	50-60K	60-70K	60-70K
<b>Development Assistant</b>	35-40K	35-45K	40-50K	40-50K	40-50K	50-60K
<b>PUBLIC RELATIONS &amp; MARKETING</b>						
<b>VP/Dir of PR/Marketing</b>	NA	70-80K	80-90K	90-100K	100-120K	120-140K
<b>Manager, PR/Marketing</b>	50-60K	60-70K	70-80K	80-90K	90-100K	100-120K
<b>PR/Marketing Associate</b>	40-50K	40-50K	50-60K	50-60K	60-70K	70-80K
<b>PROGRAMS &amp; EDUCATION</b>						
<b>VP of Programs &amp; Education</b>	NA	70-80K	80-90K	90-100K	100-120K	120-140K
<b>Dir of Programs/Education</b>	50-60K	60-70K	70-80K	80-90K	90-100K	100-120K
<b>Program/Education Associate</b>	40-45K	40-50K	50-60K	60-70K	60-70K	70-80K
<b>IT &amp; DATABASE MANAGEMENT</b>						
<b>VP/Dir of IT</b>	NA	60-70K	70-80K	80-90K	100-120K	120-140K
<b>Network Administrator</b>	45-60K	50-60K	60-70K	70-80K	70-80K	80-90K
<b>Database Manager</b>	NA	40-50K	50-60K	60-70K	60-70K	70-80K



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<b>MANAGEMENT &amp; ADMINISTRATION</b>						
<b>CEO/President</b>	NA	120-140K	150-180K	180-200K	200-280K	300-350K
<b>Executive Director</b>	80-100K	100-120K	120-160K	160-180K	180-200K	220-300K
<b>Chief Operating Officer</b>	NA	90-100K	100-120K	120-150K	150-180K	180-220K
<b>VP/Dir of Human Resources</b>	NA	70-80K	80-90K	90-110K	110-120K	120-140K
<b>Office Manager</b>	40-50K	50-60K	50-60K	50-60K	60-70K	70-80K
<b>Executive Assistant</b>	40-50K	50-60K	50-60K	60-70K	60-70K	70-80K
<b>Administrative Assistant</b>	35-45K	40-50K	40-50K	40-50K	50-60K	50-60K
<b>FINANCE</b>						
<b>CFO/VP of Finance</b>	NA	90-110K	100-120K	120-150K	150-160K	160-200K
<b>Dir of Finance</b>	60-70K	80-90K	90-100K	100-120K	120-140K	140-160K
<b>Controller</b>	60-70K	70-80K	80-100K	90-100K	100-120K	120-140K
<b>Staff Accountant</b>	50-60K	60-70K	70-80K	70-80K	80-90K	80-90K
<b>Bookkeeper</b>	40-50K	40-50K	50-60K	50-60K	50-60K	50-60K
<b>FUNDRAISING</b>						
<b>VP/Chief Development Officer</b>	NA	100-120K	120-130K	130-160K	160-180K	180-220K
<b>Dir of Development</b>	70-80K	80-100K	100-120K	120-130K	130-140K	140-180K
<b>Dir of Major Gifts</b>	NA	80-90K	80-100K	100-120K	120-130K	130-140K
<b>Dir of Fdn/Corp Giving</b>	NA	NA	80-90K	90-100K	100-110K	110-120K
<b>Development Officer</b>	NA	70-80K	80-90K	90-100K	100-110K	100-110K
<b>Dir of Special Events</b>	NA	60-70K	70-80K	80-90K	90-100K	100-110K
<b>Grants Writer</b>	40-60K	50-70K	60-70K	70-80K	70-80K	70-80K
<b>Development Associate</b>	40-50K	40-50K	50-60K	50-60K	50-60K	60-70K
<b>Development Assistant</b>	35-40K	35-40K	40-50K	40-50K	40-50K	50-60K
<b>PUBLIC RELATIONS &amp; MARKETING</b>						
<b>VP/Dir of PR/Marketing</b>	NA	70-80K	80-90K	90-100K	100-120K	140-160K
<b>Manager, PR/Marketing</b>	50-60K	70-80K	70-80K	80-90K	90-100K	100-120K
<b>PR/Marketing Associate</b>	40-50K	40-50K	50-60K	50-60K	50-60K	60-70K
<b>PROGRAMS &amp; EDUCATION</b>						
<b>VP of Programs &amp; Education</b>	NA	70-80K	80-90K	90-100K	100-120K	120-140K
<b>Dir of Programs/Education</b>	50-60K	60-70K	70-80K	80-90K	90-100K	100-120K
<b>Program/Education Associate</b>	40-45K	40-50K	50-60K	60-70K	60-70K	70-80K
<b>IT &amp; DATABASE MANAGEMENT</b>						
<b>VP/Dir of IT</b>	NA	60-70K	70-80K	80-90K	100-120K	120-140K
<b>Network Administrator</b>	45-60K	60-70K	60-70K	60-70K	70-80K	80-90K
<b>Database Manager</b>	NA	40-50K	50-60K	60-70K	60-70K	70-80K



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## Responding to Change

In 2009, the nonprofit sector will be impacted by a shrinking job market and a large pool of candidates seeking work.

### *Consequences of the Economic Crisis on the Workforce:*

- More candidates from the corporate world are applying for positions at nonprofits but most have little nonprofit experience, if any.
- More candidates will be applying for any job whether they are qualified or not.
- Exceptional employees who are eliminated from their nonprofit jobs may not return.
- Older employees are remaining on their jobs rather than retiring on schedule.
- Younger employees are worried about their career prospects and fear that they may have fewer opportunities to move into higher paid jobs.

### *Challenges facing nonprofits in 2009:*

- With more unemployed seeking work, hiring will become a longer and more difficult process; managers will have more resumes to sort and evaluate making hiring more time consuming and demanding.
- The need for increased philanthropy will be the focus in 2009 and hiring the best fundraising staff will take top priority.
- Candidates with special expertise will remain scarce when the economy improves and competition for staff will be fierce.
- Downsizing may force organizations to let go of some of their better staff making it more difficult to begin again when the economy recovers.
- A reduced workforce will force staff to take on more and more work; maintaining services and programs with reduced staff will be difficult.
- Keeping staff morale up will be difficult.

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Please feel free to contact us with any comments, questions or suggestions.

About PNP

PROFESSIONALS for NONPROFITS (PNP) provides exceptional temporary and direct hire staff exclusively to the nonprofit sector. With offices in New York, New Jersey, and Washington, DC, PNP has a proven track record of many successful placements in the sector.

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PNP's Temp Division provides temps and consultants with nonprofit experience in fundraising, special events, grants writing, accounting and bookkeeping, marketing and communications, information technology, administration and office support. All PNP temps are thoroughly reference-checked and skill-tested. Many of our clients rely on our Temp-to-Hire program to try a candidate before hiring. Please call for more information.

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