

Fair Pay for Northern California Nonprofits: The 2012 Compensation Benefits Survey

Code	Job Title	Code	Job Title	Code	Job Title
Executive Positions		Development Positions		Gift/Thrift Shop, Warehouse & Food Bank Positions	
005	Executive Director/Chief Executive Officer	205	Director, Development	455	Gift/Thrift Shop Manager
010	Associate Director/Chief Operating Officer	210	Development Manager	460	Gift/Thrift Shop Retail Sales Clerk
015	Director, Program(s)	211	Development Manager, Annual Giving	465	Warehouse Worker
Administrative Positions		212	Development Manager, Major Gifts	480	Food Bank Manager
055	Director, Administration	213	Development Manager, Capital Campaign	485	Food Bank Assistant/Clerk
060	Regional Manager/Center Manager	214	Development Manager, Planned Giving	Government Affairs, Advocacy & Research Positions	
065	Office Manager	215	Grant Proposal Writer, All Types of Funding	380	Director or Manager, Government Affairs
070	Executive Assistant	216	Grant Proposal Writer, Government Funding	383	Lobbyist
075	Administrative Assistant, Senior Level	220	Special Event Coordinator	387	Research Analyst
080	Administrative Assistant, Intermediate Level	225	Development Associate	390	Research Assistant
085	Administrative Assistant, Junior Level	Education & Recreation Positions		393	Librarian
090	Receptionist	253	Director, Education	396	Library Assistant
Accounting/Finance Positions		255	Curriculum Specialist	Housing/Community Development Positions	
105	Chief Financial Officer	256	Educator or Teacher, Adult Education	410	Director of Real Estate Development
110	Controller	258	Site Supervisor	411	Project Developer
115	Accounting Manager	259	Teacher, K - 12	412	Construction Manager
120	Accounting Supervisor	262	Teacher, Pre-School	420	Director of Resident/Community Services
124	Senior Accountant	265	Teaching Assistant, K-12	421	Program Manager, Resident/Community Services
125	Staff Accountant	268	Teaching Assistant, Pre-School	422	Resident Services Coordinator
126	Payroll Specialist	269	Special Education Teacher	423	Director of Property Management
130	Accounting Clerk	270	Tutor	424	Property Supervisor
135	Cashier	271	Child Care Assistant/Babysitter	425	Site Administrator
Animal Care/Control Positions		272	Community Educator	426	Shelter Manager
780	Veterinarian	274	Life Guard/Swim Instructor	427	Shelter Supervisor
782	Veterinary Clinic Manager	277	Recreation or Activity Leader, Children or Youth	428	Occupancy Specialist
784	Humane Officer	278	Recreation or Activity Leader, Adults	429	Desk Clerk
786	Registered Veterinary Technician	280	Fitness Instructor	430	Program Manager: Housing
788	Veterinary Technician	Employment/Work Training Positions		431	Program Manager: Economic Development
790	Animal Care Worker	305	Job Developer	432	Asset Manager (Compliance & Monitoring)
791	Animal Adoption Counselor	310	Vocational Counselor	433	Asset Manager (Financial Analyst)
795	Animal Shelter Manager	315	Job Coach	434	Shelter Coordinator
Cultural, Artistic, Performing Arts Positions		Food Service Positions		Human Resources Positions	
154	Artistic Director	355	Food Service Manager or Supervisor	505	Director, Human Resources
155	Curator	360	Nutritionist/Dietician	510	Human Resources Manager
156	Resident Director	365	Cook	514	Benefits Manager
157	Resident Designer	370	Food Service Assistant/Worker	515	Human Resources Representative or Specialist
160	Production Manager/Coordinator	Foundation/Philanthropy Positions		520	Human Resources Assistant
162	Stage Manager	960	Program Officer		
163	Costume Shop Manager	965	Program Associate		
165	Box Office/Sales Manager	970	Grants Manager/Administrator		
166	Technical Staff				
167	Production Assistant				
180	Actor				
181	Instrumental Musician				

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Information Technology Positions		Operations Positions	
555	Director, Information Technology/Services	655	Facilities Manager
560	Information Technology Manager	660	Maintenance Supervisor
565	Database Administrator	665	Maintenance Technician or Specialist
570	Network Technician	670	Gardener
575	Personal Computer Technician	675	Janitor or Custodian
576	Tech Support Specialist	680	Driver
580	Data Entry Operator	685	Security Guard or Officer
585	Web Site Developer	690	Purchasing Coordinator or Specialist
590	Accidental Techie		
Legal Services & Community Organizing Positions		Program Management Positions, Other than Social Services/Mental Health	
602	Staff Attorney	805	Program Director/Administrator, Other
605	Attorney, Legal Aid/Advocacy	810	Program Manager/Administrator, Other
610	Attorney, Corporate	815	Program Coordinator, Other
615	Paralegal	820	Program Assistant, Other
620	Legal Secretary/Assistant		
625	Community Organizer	Social Services & Mental Health Positions	
Medical & Clinic Services Positions		853	Program Director/Administrator, Social Services/Mental Health
702	Director, Medical Services	856	Program Manager/Administrator, Social Services/Mental Health
704	Clinic Director	859	Program Coordinator, Social Services/Mental Health
706	Physician, Family/General Practice	862	Program Assistant, Social Services/Mental Health
707	Physician, Internal Medicine	865	Psychiatrist
708	Physician, Obstetrics & Gynecology	868	Licensed Clinic Social Worker
709	Physician, Pediatrics	871	Psychiatric Social Worker
710	Physician, Other Specialty	874	Psychologist
712	Director of Nursing	875	Chaplain/Clergy
714	Registered Nurse	877	Therapeutic Counselor, MFCC/MFT
716	Nurse Practitioner	879	Case Manager, Master Level
718	Physician's Assistant	880	Case Manager
720	Licensed Vocational Nurse	882	Counselor, Master Level
722	Medical Assistant	883	Counselor
724	Health Educator	885	Family Advocate
726	Dental Director	886	Eligibility Specialist
728	Dentist	889	Senior or Adult Program Assistant
730	Dental Assistant	890	Children or Youth Program Assistant
732	Laboratory Technician/Technologist	891	Personal Attendant/Home Health Care Worker
734	Phlebotomist	892	Direct Care Counselor
736	Radiology Technician	Volunteer, Membership & Marketing	
738	Community Health Worker	905	Volunteer Director
740	Case Manager, Medical	906	Volunteer Coordinator
742	Patient Financial Services Manager	910	Communications Director or Manager
744	Patient Accounts Representative	915	Public Relations Manager
746	Medical Records Transcriber	917	Marketing Coordinator
748	Medical Records Clerk	918	Social Media Coordinator
750	Billing Clerk	920	Graphic Artist
752	Receptionist (Medical)	921	Writer/Editor
761	Physical Therapist	925	Membership Director or Manager
762	Occupational Therapist	930	Membership Assistant
763	Speech Pathologist	931	Customer Service Representative