

WHAT'S IN A \$ALARY?

The average salary of a volunteer coordinator in 1990 is \$20,863, according to a survey conducted by the Technical Assistance Center

A survey of 704 nonprofits across the country by the Technical Assistance Center, Denver, concerning wages and benefits revealed that:

- About 90 percent offer professional staff at least two weeks of paid vacation after one year of service.
- A little more than half of the agencies offer between nine and 11 paid holidays.
- Typical sick leave policy is 12-15 paid days, and typical funeral leave policy is 3-5 paid days, if needed.
- About 62 percent offer pension plans to professional staff, while some 58 percent offer pension plans to support staff.
- 93 percent offer health insurance to professionals; 90 percent to support staff. Seventy-six percent offer health insurance to the families of professionals, 74 percent to families of support staff.
- 71 percent offer dental coverage.
- 60 percent offer disability coverage to professionals; 58 percent offer it to support staff.
- 40 percent offer credit unions.
- 59 percent offer flextime.
- 51 percent offer educational assistance.
- 6 percent offer child care.

In addition, the survey produced the following salary findings:

Position	Average 1990 Salary	Lowest Reported	Highest Reported
Executive Director	\$49,443	\$12,000	\$300,000
Deputy Director	\$39,602	\$ 7,000	\$245,000
Development Director	\$35,155	\$14,223	\$ 94,000
Controller	\$33,472	\$ 9,914	\$100,000
Department Director	\$32,176	\$ 7,280	\$179,000
Branch Director	\$32,111	\$ 8,424	\$ 96,000
Program Specialist	\$23,096	\$ 7,800	\$ 70,000
Volunteer Coordinator	\$20,863	\$ 8,600	\$ 48,000
Office Manager	\$20,263	\$ 6,968	\$ 45,000
Technician	\$19,749	\$ 7,000	\$ 60,000
Bookkeeper	\$18,800	\$ 7,800	\$ 60,000
Secretary	\$16,394	\$ 7,051	\$ 40,000
Maintenance Worker	\$14,942	\$ 7,000	\$ 32,997
Receptionist/Clerk	\$13,520	\$ 7,200	\$ 25,000

The 1990 National Nonprofit Wage & Benefits Survey is available for \$79.95 by writing Technical Assistance Center, 1385 S. Colorado Blvd., Suite 504, Bldg. A, Denver, CO 80222; (303) 691-9610.