

2009 Nonprofit Organizations Salary and Benefits Survey

Information Technology - Compensation Detail

Applications Developer, Entry-Level, Applications Developer, Mid-Level, Applications Developer, Senior-Level, Business Systems Analyst, Database Administrator, Database Analyst, Database Architect, Desktop Support Manager, Desktop Support Specialist, Documentation Specialist, Enterprise Architect, Information Technology Manager, IT Systems Security Position, LAN Administrator, Network Engineer, Network Manager, Software Engineer, Systems Analyst, Systems Engineer, Technical Project Manager, Technical Support Analyst, Technical Support Manager, Web Administrator, Web Developer, Webmaster

Annual Revenue: (Under \$499,000)			Salary		Incentive / Bonus				Benefits	
Survey Results	Avg. Number of FTE's	Avg. Total Compensation as % of Expense	Avg. Total Salary Cost	Avg. Salary Cost as % of Expense	Avg. Total Incentive Cost	Avg. % of Total Employees Eligible	Avg. Incentive Cost as % of Expense	Avg. Maximum Bonus as % of Salary	Avg. Total Benefit Cost	Avg. Benefit Cost as % of Expense
Survey Participant Data	4	14%	\$220,000	11%	\$0	0%	0%	0%	61,600	3%
1st Quartile	0	0%	\$0	0%	\$0	0%	0%	0%	0	0%
2nd Quartile	0	0%	\$0	0%	\$0	0%	0%	0%	0	0%
3rd Quartile	1	19%	\$55,000	15%	\$0	0%	0%	0%	15,400	4%
4th Quartile	1	19%	\$55,000	15%	\$0	0%	0%	0%	15,400	4%
Median	0.5	9%	\$27,500	7%	\$0	0%	0%	0%	7,700	2%

Annual Revenue: (\$500,000 - \$999,000)			Salary		Incentive / Bonus				Benefits	
Survey Results	Avg. Number of FTE's	Avg. Total Compensation as % of Expense	Avg. Total Salary Cost	Avg. Salary Cost as % of Expense	Avg. Total Incentive Cost	Avg. % of Total Employees Eligible	Avg. Incentive Cost as % of Expense	Avg. Maximum Bonus as % of Salary	Avg. Total Benefit Cost	Avg. Benefit Cost as % of Expense
Survey Participant Data	4	14%	\$220,000	11%	\$0	0%	0%	0%	61,600	3%
1st Quartile	0	0%	\$0	0%	\$0	0%	0%	0%	0	0%
2nd Quartile	1	7%	\$55,000	6%	\$0	0%	0%	0%	15,400	2%
3rd Quartile	2	14%	\$110,000	11%	\$0	0%	0%	0%	30,800	3%
4th Quartile	3	21%	\$165,000	17%	\$0	0%	0%	0%	46,200	5%
Median	1.5	11%	\$82,500	8%	\$0	0%	0%	0%	23,100	2%

Annual Revenue: (\$1,000,000 - \$2,499,999)			Salary		Incentive / Bonus				Benefits	
Survey Results	Avg. Number of FTE's	Avg. Total Compensation as % of Expense	Avg. Total Salary Cost	Avg. Salary Cost as % of Expense	Avg. Total Incentive Cost	Avg. % of Total Employees Eligible	Avg. Incentive Cost as % of Expense	Avg. Maximum Bonus as % of Salary	Avg. Total Benefit Cost	Avg. Benefit Cost as % of Expense
Survey Participant Data	4	14%	\$220,000	11%	\$0	0%	0%	0%	61,600	3%
1st Quartile	2	7%	\$110,000	6%	\$0	0%	0%	0%	30,800	2%
2nd Quartile	3	11%	\$165,000	8%	\$0	0%	0%	0%	46,200	2%
3rd Quartile	4	14%	\$220,000	11%	\$0	0%	0%	0%	61,600	3%
4th Quartile	5	18%	\$275,000	14%	\$0	0%	0%	0%	77,000	4%
Median	3.5	13%	\$192,500	10%	\$0	0%	0%	0%	53,900	3%

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Annual Revenue: (\$2,500,000 - \$4,999,999)			Salary		Incentive / Bonus				Benefits	
Survey Results	Avg. Number of FTE's	Avg. Total Compensation as % of Expense	Avg. Total Salary Cost	Avg. Salary Cost as % of Expense	Avg. Total Incentive Cost	Avg. % of Total Employees Eligible	Avg. Incentive Cost as % of Expense	Avg. Maximum Bonus as % of Salary	Avg. Total Benefit Cost	Avg. Benefit Cost as % of Expense
Survey Participant Data	4	14%	\$220,000	11%	\$0	0%	0%	0%	61,600	3%
1st Quartile	5	9%	\$275,000	7%	\$0	0%	0%	0%	77,000	2%
2nd Quartile	6	11%	\$330,000	8%	\$0	0%	0%	0%	92,400	2%
3rd Quartile	7	12%	\$385,000	10%	\$0	0%	0%	0%	107,800	3%
4th Quartile	8	14%	\$440,000	11%	\$0	0%	0%	0%	123,200	3%
Median	6.5	11%	\$357,500	9%	\$0	0%	0%	0%	100,100	3%

Annual Revenue: (\$5,000,000 - \$9,999,999)			Salary		Incentive / Bonus				Benefits	
Survey Results	Avg. Number of FTE's	Avg. Total Compensation as % of Expense	Avg. Total Salary Cost	Avg. Salary Cost as % of Expense	Avg. Total Incentive Cost	Avg. % of Total Employees Eligible	Avg. Incentive Cost as % of Expense	Avg. Maximum Bonus as % of Salary	Avg. Total Benefit Cost	Avg. Benefit Cost as % of Expense
Survey Participant Data	4	14%	\$220,000	11%	\$0	0%	0%	0%	61,600	3%
1st Quartile	5	5%	\$275,000	4%	\$0	0%	0%	0%	77,000	1%
2nd Quartile	7	7%	\$385,000	5%	\$0	0%	0%	0%	107,800	1%
3rd Quartile	9	8%	\$495,000	7%	\$0	0%	0%	0%	138,600	2%
4th Quartile	11	10%	\$605,000	8%	\$0	0%	0%	0%	169,400	2%
Median	8	8%	\$440,000	6%	\$0	0%	0%	0%	123,200	2%

Annual Revenue: (\$10,000,000 - \$24,999,999)			Salary		Incentive / Bonus				Benefits	
Survey Results	Avg. Number of FTE's	Avg. Total Compensation as % of Expense	Avg. Total Salary Cost	Avg. Salary Cost as % of Expense	Avg. Total Incentive Cost	Avg. % of Total Employees Eligible	Avg. Incentive Cost as % of Expense	Avg. Maximum Bonus as % of Salary	Avg. Total Benefit Cost	Avg. Benefit Cost as % of Expense
Survey Participant Data	4	14%	\$220,000	11%	\$0	0%	0%	0%	61,600	3%
1st Quartile	9	3%	\$495,000	2%	\$0	0%	0%	0%	138,600	1%
2nd Quartile	12	4%	\$660,000	3%	\$0	0%	0%	0%	184,800	1%
3rd Quartile	16	6%	\$880,000	4%	\$0	0%	0%	0%	246,400	1%
4th Quartile	19	7%	\$1,045,000	5%	\$0	0%	0%	0%	292,600	1%
Median	14	5%	\$770,000	4%	\$0	0%	0%	0%	215,600	1%

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Applications Developer, Entry-Level, Applications Developer, Mid-Level, Applications Developer, Senior-Level, Business Systems Analyst, Database Administrator, Database Analyst, Database Architect, Desktop Support Manager, Desktop Support Specialist, Documentation Specialist, Enterprise Architect, Information Technology Manager, IT Systems Security Position, LAN Administrator, Network Engineer, Network Manager, Software Engineer, Systems Analyst, Systems Engineer, Technical Project Manager, Technical Support Analyst, Technical Support Manager, Web Administrator, Web Developer, Webmaster

Annual Revenue: (\$25,000,000 - \$99,999,999)			Salary		Incentive / Bonus				Benefits	
Survey Results	Avg. Number of FTE's	Avg. Total Compensation as % of Expense	Avg. Total Salary Cost	Avg. Salary Cost as % of Expense	Avg. Total Incentive Cost	Avg. % of Total Employees Eligible	Avg. Incentive Cost as % of Expense	Avg. Maximum Bonus as % of Salary	Avg. Total Benefit Cost	Avg. Benefit Cost as % of Expense
Survey Participant Data	4	14%	\$220,000	11%	\$0	0%	0%	0%	\$1,600	3%
1st Quartile	17	2%	\$935,000	1%	\$0	0%	0%	0%	261,800	0%
2nd Quartile	21	2%	\$1,155,000	2%	\$0	0%	0%	0%	323,400	0%
3rd Quartile	26	3%	\$1,430,000	2%	\$0	0%	0%	0%	400,400	1%
4th Quartile	30	3%	\$1,650,000	3%	\$82,500	25%	0%	5%	485,100	1%
Median	23.5	3%	\$1,292,500	2%	\$0	0%	0%	0%	361,900	1%

Annual Revenue: (\$100,000,000 +)			Salary		Incentive / Bonus				Benefits	
Survey Results	Avg. Number of FTE's	Avg. Total Compensation as % of Expense	Avg. Total Salary Cost	Avg. Salary Cost as % of Expense	Avg. Total Incentive Cost	Avg. % of Total Employees Eligible	Avg. Incentive Cost as % of Expense	Avg. Maximum Bonus as % of Salary	Avg. Total Benefit Cost	Avg. Benefit Cost as % of Expense
Survey Participant Data	4	14%	\$220,000	11%	\$0	0%	0%	0%	\$1,600	3%
1st Quartile	39	2%	\$2,145,000	1%	\$21,450	16%	0%	1%	606,606	0%
2nd Quartile	53	3%	\$2,915,000	2%	\$87,450	18%	0%	3%	840,686	1%
3rd Quartile	74	4%	\$4,070,000	3%	\$203,500	20%	0%	5%	1,196,580	1%
4th Quartile	110	6%	\$6,050,000	4%	\$423,500	26%	0%	7%	1,812,580	1%
Median	63.5	3%	\$3,492,500	2%	\$145,475	19%	0%	4%	1,018,633	1%

Annual Revenue: (All Organizations)			Salary		Incentive / Bonus				Benefits	
Survey Results	Avg. Number of FTE's	Avg. Total Compensation as % of Expense	Avg. Total Salary Cost	Avg. Salary Cost as % of Expense	Avg. Total Incentive Cost	Avg. % of Total Employees Eligible	Avg. Incentive Cost as % of Expense	Avg. Maximum Bonus as % of Salary	Avg. Total Benefit Cost	Avg. Benefit Cost as % of Expense
Survey Participant Data	4	14%	\$220,000	11%	\$0	0%	0%	0%	61,600	3%
1st Quartile	14	3%	\$770,000	2%	\$0	0%	0%	0%	215,600	1%
2nd Quartile	17	3%	\$935,000	3%	\$9,350	2%	0%	1%	264,418	1%
3rd Quartile	21	4%	\$1,155,000	3%	\$23,100	9%	0%	2%	329,868	1%
4th Quartile	25	5%	\$1,375,000	4%	\$41,250	10%	0%	3%	396,550	1%
Median	19	4%	\$1,045,000	3%	\$16,225	6%	0%	2%	297,143	1%

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Org. Focus: (Arts, Culture, & Humanities)			Salary		Incentive / Bonus				Benefits	
Survey Results	Avg. Number of FTE's	Avg. Total Compensation as % of Expense	Avg. Total Salary Cost	Avg. Salary Cost as % of Expense	Avg. Total Incentive Cost	Avg. % of Total Employees Eligible	Avg. Incentive Cost as % of Expense	Avg. Maximum Bonus as % of Salary	Avg. Total Benefit Cost	Avg. Benefit Cost as % of Expense
Survey Participant Data	4	14%	\$220,000	11%	\$0	0%	0%	0%	61,600	3%
1st Quartile	0	0%	\$0	0%	\$0	0%	0%	0%	0	0%
2nd Quartile	0	0%	\$0	0%	\$0	0%	0%	0%	0	0%
3rd Quartile	1	19%	\$55,000	15%	\$0	0%	0%	0%	15,400	4%
4th Quartile	1	19%	\$55,000	15%	\$0	0%	0%	0%	15,400	4%
Median	0.5	9%	\$27,500	7%	\$0	0%	0%	0%	7,700	2%

Org. Focus: (Education)			Salary		Incentive / Bonus				Benefits	
Survey Results	Avg. Number of FTE's	Avg. Total Compensation as % of Expense	Avg. Total Salary Cost	Avg. Salary Cost as % of Expense	Avg. Total Incentive Cost	Avg. % of Total Employees Eligible	Avg. Incentive Cost as % of Expense	Avg. Maximum Bonus as % of Salary	Avg. Total Benefit Cost	Avg. Benefit Cost as % of Expense
Survey Participant Data	4	14%	\$220,000	11%	\$0	0%	0%	0%	61,600	3%
1st Quartile	17	2%	\$935,000	1%	\$0	0%	0%	0%	261,800	0%
2nd Quartile	21	2%	\$1,155,000	2%	\$0	0%	0%	0%	323,400	0%
3rd Quartile	26	3%	\$1,430,000	2%	\$0	0%	0%	0%	400,400	1%
4th Quartile	30	3%	\$1,650,000	3%	\$82,500	25%	0%	5%	485,100	1%
Median	23.5	3%	\$1,292,500	2%	\$0	0%	0%	0%	361,900	1%

Org. Focus: (Environment & Animals)			Salary		Incentive / Bonus				Benefits	
Survey Results	Avg. Number of FTE's	Avg. Total Compensation as % of Expense	Avg. Total Salary Cost	Avg. Salary Cost as % of Expense	Avg. Total Incentive Cost	Avg. % of Total Employees Eligible	Avg. Incentive Cost as % of Expense	Avg. Maximum Bonus as % of Salary	Avg. Total Benefit Cost	Avg. Benefit Cost as % of Expense
Survey Participant Data	4	14%	\$220,000	11%	\$0	0%	0%	0%	61,600	3%
1st Quartile	2	7%	\$110,000	6%	\$0	0%	0%	0%	30,800	2%
2nd Quartile	3	11%	\$165,000	8%	\$0	0%	0%	0%	46,200	2%
3rd Quartile	4	14%	\$220,000	11%	\$0	0%	0%	0%	61,600	3%
4th Quartile	5	18%	\$275,000	14%	\$0	0%	0%	0%	77,000	4%
Median	3.5	13%	\$192,500	10%	\$0	0%	0%	0%	53,900	3%

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Org. Focus: (Health)			Salary		Incentive / Bonus				Benefits	
Survey Results	Avg. Number of FTE's	Avg. Total Compensation as % of Expense	Avg. Total Salary Cost	Avg. Salary Cost as % of Expense	Avg. Total Incentive Cost	Avg. % of Total Employees Eligible	Avg. Incentive Cost as % of Expense	Avg. Maximum Bonus as % of Salary	Avg. Total Benefit Cost	Avg. Benefit Cost as % of Expense
Survey Participant Data	4	14%	\$220,000	11%	\$0	0%	0%	0%	61,600	3%
1st Quartile	5	9%	\$275,000	7%	\$0	0%	0%	0%	77,000	2%
2nd Quartile	6	11%	\$330,000	8%	\$0	0%	0%	0%	92,400	2%
3rd Quartile	7	12%	\$385,000	10%	\$0	0%	0%	0%	107,800	3%
4th Quartile	8	14%	\$440,000	11%	\$0	0%	0%	0%	123,200	3%
Median	6.5	11%	\$357,500	9%	\$0	0%	0%	0%	100,100	3%

Org. Focus: (Human Services)			Salary		Incentive / Bonus				Benefits	
Survey Results	Avg. Number of FTE's	Avg. Total Compensation as % of Expense	Avg. Total Salary Cost	Avg. Salary Cost as % of Expense	Avg. Total Incentive Cost	Avg. % of Total Employees Eligible	Avg. Incentive Cost as % of Expense	Avg. Maximum Bonus as % of Salary	Avg. Total Benefit Cost	Avg. Benefit Cost as % of Expense
Survey Participant Data	4	14%	\$220,000	11%	\$0	0%	0%	0%	61,600	3%
1st Quartile	0	0%	\$0	0%	\$0	0%	0%	0%	0	0%
2nd Quartile	1	7%	\$55,000	6%	\$0	0%	0%	0%	15,400	2%
3rd Quartile	2	14%	\$110,000	11%	\$0	0%	0%	0%	30,800	3%
4th Quartile	3	21%	\$165,000	17%	\$0	0%	0%	0%	46,200	5%
Median	1.5	11%	\$82,500	8%	\$0	0%	0%	0%	23,100	2%

Org. Focus: (International, Foreign Affairs)			Salary		Incentive / Bonus				Benefits	
Survey Results	Avg. Number of FTE's	Avg. Total Compensation as % of Expense	Avg. Total Salary Cost	Avg. Salary Cost as % of Expense	Avg. Total Incentive Cost	Avg. % of Total Employees Eligible	Avg. Incentive Cost as % of Expense	Avg. Maximum Bonus as % of Salary	Avg. Total Benefit Cost	Avg. Benefit Cost as % of Expense
Survey Participant Data	4	14%	\$220,000	11%	\$0	0%	0%	0%	61,600	3%
1st Quartile	2	7%	\$110,000	6%	\$0	0%	0%	0%	30,800	2%
2nd Quartile	3	11%	\$165,000	8%	\$0	0%	0%	0%	46,200	2%
3rd Quartile	4	14%	\$220,000	11%	\$0	0%	0%	0%	61,600	3%
4th Quartile	5	18%	\$275,000	14%	\$0	0%	0%	0%	77,000	4%
Median	3.5	13%	\$192,500	10%	\$0	0%	0%	0%	53,900	3%

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Org. Focus: (Public, Society Benefit)			Salary		Incentive / Bonus				Benefits	
Survey Results	Avg. Number of FTE's	Avg. Total Compensation as % of Expense	Avg. Total Salary Cost	Avg. Salary Cost as % of Expense	Avg. Total Incentive Cost	Avg. % of Total Employees Eligible	Avg. Incentive Cost as % of Expense	Avg. Maximum Bonus as % of Salary	Avg. Total Benefit Cost	Avg. Benefit Cost as % of Expense
Survey Participant Data	4	14%	\$220,000	11%	\$0	0%	0%	0%	61,600	3%
1st Quartile	5	5%	\$275,000	4%	\$0	0%	0%	0%	7,000	1%
2nd Quartile	7	7%	\$385,000	5%	\$0	0%	0%	0%	107,800	1%
3rd Quartile	9	8%	\$495,000	7%	\$0	0%	0%	0%	138,600	2%
4th Quartile	11	10%	\$605,000	8%	\$0	0%	0%	0%	169,400	2%
Median	8	8%	\$440,000	6%	\$0	0%	0%	0%	123,200	2%

Org. Focus: (Religion, Spiritual Dev.)			Salary		Incentive / Bonus				Benefits	
Survey Results	Avg. Number of FTE's	Avg. Total Compensation as % of Expense	Avg. Total Salary Cost	Avg. Salary Cost as % of Expense	Avg. Total Incentive Cost	Avg. % of Total Employees Eligible	Avg. Incentive Cost as % of Expense	Avg. Maximum Bonus as % of Salary	Avg. Total Benefit Cost	Avg. Benefit Cost as % of Expense
Survey Participant Data	4	14%	\$220,000	11%	\$0	0%	0%	0%	61,600	3%
1st Quartile	0	0%	\$0	0%	\$0	0%	0%	0%	0	0%
2nd Quartile	0	0%	\$0	0%	\$0	0%	0%	0%	0	0%
3rd Quartile	1	19%	\$55,000	15%	\$0	0%	0%	0%	15,400	4%
4th Quartile	1	19%	\$55,000	15%	\$0	0%	0%	0%	15,400	4%
Median	0.5	9%	\$27,500	7%	\$0	0%	0%	0%	7,700	2%

Org. Focus: (Mutual/Member, Benefit Org.)			Salary		Incentive / Bonus				Benefits	
Survey Results	Avg. Number of FTE's	Avg. Total Compensation as % of Expense	Avg. Total Salary Cost	Avg. Salary Cost as % of Expense	Avg. Total Incentive Cost	Avg. % of Total Employees Eligible	Avg. Incentive Cost as % of Expense	Avg. Maximum Bonus as % of Salary	Avg. Total Benefit Cost	Avg. Benefit Cost as % of Expense
Survey Participant Data	4	14%	\$220,000	11%	\$0	0%	0%	0%	61,600	3%
1st Quartile	9	3%	\$495,000	2%	\$0	0%	0%	0%	138,600	1%
2nd Quartile	12	4%	\$660,000	3%	\$0	0%	0%	0%	184,800	1%
3rd Quartile	16	6%	\$880,000	4%	\$0	0%	0%	0%	246,400	1%
4th Quartile	19	7%	\$1,045,000	5%	\$0	0%	0%	0%	292,600	1%
Median	14	5%	\$770,000	4%	\$0	0%	0%	0%	215,600	1%

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Org. Focus: (Unknown, Unclassified)			Salary		Incentive / Bonus				Benefits	
Survey Results	Avg. Number of FTE's	Avg. Total Compensation as % of Expense	Avg. Total Salary Cost	Avg. Salary Cost as % of Expense	Avg. Total Incentive Cost	Avg. % of Total Employees Eligible	Avg. Incentive Cost as % of Expense	Avg. Maximum Bonus as % of Salary	Avg. Total Benefit Cost	Avg. Benefit Cost as % of Expense
Survey Participant Data	4	14%	\$220,000	11%	\$0	0%	0%	0%	61,600	3%
1st Quartile	39	2%	\$2,145,000	1%	\$21,450	16%	0%	1%	606,606	0%
2nd Quartile	53	3%	\$2,915,000	2%	\$87,450	18%	0%	3%	840,686	1%
3rd Quartile	74	4%	\$4,070,000	3%	\$203,500	20%	0%	5%	1,196,580	1%
4th Quartile	110	6%	\$6,050,000	4%	\$423,500	26%	0%	7%	1,812,580	1%
Median	63.5	3%	\$3,492,500	2%	\$145,475	19%	0%	4%	1,018,633	1%

Org. Focus: (All Organizations)			Salary		Incentive / Bonus				Benefits	
Survey Results	Avg. Number of FTE's	Avg. Total Compensation as % of Expense	Avg. Total Salary Cost	Avg. Salary Cost as % of Expense	Avg. Total Incentive Cost	Avg. % of Total Employees Eligible	Avg. Incentive Cost as % of Expense	Avg. Maximum Bonus as % of Salary	Avg. Total Benefit Cost	Avg. Benefit Cost as % of Expense
Survey Participant Data	4	14%	\$220,000	11%	\$0	0%	0%	0%	61,600	3%
1st Quartile	14	3%	\$770,000	2%	\$0	0%	0%	0%	215,600	1%
2nd Quartile	17	3%	\$935,000	3%	\$9,350	2%	0%	1%	264,418	1%
3rd Quartile	21	4%	\$1,155,000	3%	\$23,100	9%	0%	2%	329,868	1%
4th Quartile	25	5%	\$1,375,000	4%	\$41,250	10%	0%	3%	396,550	1%
Median	19	4%	\$1,045,000	3%	\$16,225	6%	0%	2%	297,143	1%

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Information Technology - Compensation Detail

Applications Developer, Entry-Level, Applications Developer, Mid-Level, Applications Developer, Senior-Level, Business Systems Analyst, Database Administrator, Database Analyst, Database Architect, Desktop Support Manager, Desktop Support Specialist, Documentation Specialist, Enterprise Architect, Information Technology Manager, IT Systems Security Position, LAN Administrator, Network Engineer, Network Manager, Software Engineer, Systems Analyst, Systems Engineer, Technical Project Manager, Technical Support Analyst, Technical Support Manager, Web Administrator, Web Developer, Webmaster

Geographic Region: (United States)			Salary		Incentive / Bonus				Benefits	
Survey Results	Avg. Number of FTE's	Avg. Total Dept. Comp. as % of Expense	Avg. Total Salary Cost	Avg. Salary Cost as % of Expense	Avg. Total Incentive Cost	Avg. % of Total Employees Eligible	Avg. Incentive Cost as % of Expense	Avg. Maximum Bonus as % of Salary	Avg. Total Benefit Cost	Avg. Benefit Cost as % of Expense
Survey Participant Data	4	14%	\$220,000	11%	\$0	0%	0%	0%	61,600	3%
1st Quartile	14	3%	\$770,000	2%	\$0	0%	0%	0%	215,600	1%
2nd Quartile	17	3%	\$935,000	3%	\$9,350	2%	0%	1%	264,418	1%
3rd Quartile	21	4%	\$1,155,000	3%	\$23,100	9%	0%	2%	329,868	1%
4th Quartile	25	5%	\$1,375,000	4%	\$41,250	10%	0%	3%	396,550	1%
Median	19	4%	\$1,045,000	3%	\$16,225	6%	0%	2%	297,143	1%

Geographic Region: (New England States)			Salary		Incentive / Bonus				Benefits	
Survey Results	Avg. Number of FTE's	Avg. Total Dept. Comp. as % of Expense	Avg. Total Salary Cost	Avg. Salary Cost as % of Expense	Avg. Total Incentive Cost	Avg. % of Total Employees Eligible	Avg. Incentive Cost as % of Expense	Avg. Maximum Bonus as % of Salary	Avg. Total Benefit Cost	Avg. Benefit Cost as % of Expense
Survey Participant Data	4	14%	\$220,000	11%	\$0	0%	0%	0%	61,600	3%
1st Quartile	17	2%	\$935,000	1%	\$0	0%	0%	0%	261,800	0%
2nd Quartile	21	2%	\$1,155,000	2%	\$0	0%	0%	0%	323,400	0%
3rd Quartile	26	3%	\$1,430,000	2%	\$0	0%	0%	0%	400,400	1%
4th Quartile	30	3%	\$1,650,000	3%	\$82,500	25%	0%	5%	485,100	1%
Median	23.5	3%	\$1,292,500	2%	\$0	0%	0%	0%	361,900	1%

Geographic Region: (Middle Atlantic States)			Salary		Incentive / Bonus				Benefits	
Survey Results	Avg. Number of FTE's	Avg. Total Dept. Comp. as % of Expense	Avg. Total Salary Cost	Avg. Salary Cost as % of Expense	Avg. Total Incentive Cost	Avg. % of Total Employees Eligible	Avg. Incentive Cost as % of Expense	Avg. Maximum Bonus as % of Salary	Avg. Total Benefit Cost	Avg. Benefit Cost as % of Expense
Survey Participant Data	4	14%	\$220,000	11%	\$0	0%	0%	0%	61,600	3%
1st Quartile	39	2%	\$2,145,000	1%	\$21,450	16%	0%	1%	606,606	0%
2nd Quartile	53	3%	\$2,915,000	2%	\$87,450	18%	0%	3%	840,686	1%
3rd Quartile	74	4%	\$4,070,000	3%	\$203,500	20%	0%	5%	1,196,580	1%
4th Quartile	110	6%	\$6,050,000	4%	\$423,500	26%	0%	7%	1,812,580	1%
Median	63.5	3%	\$3,492,500	2%	\$145,475	19%	0%	4%	1,018,633	1%

2009 Nonprofit Organizations Salary and Benefits Survey

Information Technology - Compensation Detail

Applications Developer, Entry-Level, Applications Developer, Mid-Level, Applications Developer, Senior-Level, Business Systems Analyst, Database Administrator, Database Analyst, Database Architect, Desktop Support Manager, Desktop Support Specialist, Documentation Specialist, Enterprise Architect, Information Technology Manager, IT Systems Security Position, LAN Administrator, Network Engineer, Network Manager, Software Engineer, Systems Analyst, Systems Engineer, Technical Project Manager, Technical Support Analyst, Technical Support Manager, Web Administrator, Web Developer, Webmaster

Geographic Region: (Middle Southeast States)			Salary		Incentive / Bonus				Benefits	
Survey Results	Avg. Number of FTE's	Avg. Total Dept. Comp. as % of Expense	Avg. Total Salary Cost	Avg. Salary Cost as % of Expense	Avg. Total Incentive Cost	Avg. % of Total Employees Eligible	Avg. Incentive Cost as % of Expense	Avg. Maximum Bonus as % of Salary	Avg. Total Benefit Cost	Avg. Benefit Cost as % of Expense
Survey Participant Data	4	14%	\$220,000	11%	\$0	0%	0%	0%	61,600	3%
1st Quartile	9	3%	\$495,000	2%	\$0	0%	0%	0%	138,600	1%
2nd Quartile	12	4%	\$660,000	3%	\$0	0%	0%	0%	184,800	1%
3rd Quartile	16	6%	\$880,000	4%	\$0	0%	0%	0%	246,400	1%
4th Quartile	19	7%	\$1,045,000	5%	\$0	0%	0%	0%	292,600	1%
Median	14	5%	\$770,000	4%	\$0	0%	0%	0%	215,600	1%

Geographic Region: (Lower Southeast States)			Salary		Incentive / Bonus				Benefits	
Survey Results	Avg. Number of FTE's	Avg. Total Dept. Comp. as % of Expense	Avg. Total Salary Cost	Avg. Salary Cost as % of Expense	Avg. Total Incentive Cost	Avg. % of Total Employees Eligible	Avg. Incentive Cost as % of Expense	Avg. Maximum Bonus as % of Salary	Avg. Total Benefit Cost	Avg. Benefit Cost as % of Expense
Survey Participant Data	4	14%	\$220,000	11%	\$0	0%	0%	0%	61,600	3%
1st Quartile	5	5%	\$275,000	4%	\$0	0%	0%	0%	77,000	1%
2nd Quartile	7	7%	\$385,000	5%	\$0	0%	0%	0%	107,800	1%
3rd Quartile	9	8%	\$495,000	7%	\$0	0%	0%	0%	138,600	2%
4th Quartile	11	10%	\$605,000	8%	\$0	0%	0%	0%	169,400	2%
Median	8	8%	\$440,000	6%	\$0	0%	0%	0%	123,200	2%

Geographic Region: (Great Lakes States)			Salary		Incentive / Bonus				Benefits	
Survey Results	Avg. Number of FTE's	Avg. Total Dept. Comp. as % of Expense	Avg. Total Salary Cost	Avg. Salary Cost as % of Expense	Avg. Total Incentive Cost	Avg. % of Total Employees Eligible	Avg. Incentive Cost as % of Expense	Avg. Maximum Bonus as % of Salary	Avg. Total Benefit Cost	Avg. Benefit Cost as % of Expense
Survey Participant Data	4	14%	\$220,000	11%	\$0	0%	0%	0%	61,600	3%
1st Quartile	5	9%	\$275,000	7%	\$0	0%	0%	0%	77,000	2%
2nd Quartile	6	11%	\$330,000	8%	\$0	0%	0%	0%	92,400	2%
3rd Quartile	7	12%	\$385,000	10%	\$0	0%	0%	0%	107,800	3%
4th Quartile	8	14%	\$440,000	11%	\$0	0%	0%	0%	123,200	3%
Median	6.5	11%	\$357,500	9%	\$0	0%	0%	0%	100,100	3%

2009 Nonprofit Organizations Salary and Benefits Survey

Information Technology - Compensation Detail

Applications Developer, Entry-Level, Applications Developer, Mid-Level, Applications Developer, Senior-Level, Business Systems Analyst, Database Administrator, Database Analyst, Database Architect, Desktop Support Manager, Desktop Support Specialist, Documentation Specialist, Enterprise Architect, Information Technology Manager, IT Systems Security Position, LAN Administrator, Network Engineer, Network Manager, Software Engineer, Systems Analyst, Systems Engineer, Technical Project Manager, Technical Support Analyst, Technical Support Manager, Web Administrator, Web Developer, Webmaster

Geographic Region: (Central Plains States)			Salary		Incentive / Bonus				Benefits	
Survey Results	Avg. Number of FTE's	Avg. Total Dept. Comp. as % of Expense	Avg. Total Salary Cost	Avg. Salary Cost as % of Expense	Avg. Total Incentive Cost	Avg. % of Total Employees Eligible	Avg. Incentive Cost as % of Expense	Avg. Maximum Bonus as % of Salary	Avg. Total Benefit Cost	Avg. Benefit Cost as % of Expense
Survey Participant Data	4	14%	\$220,000	11%	\$0	0%	0%	0%	61,600	3%
1st Quartile	5	5%	\$275,000	4%	\$0	0%	0%	0%	77,000	1%
2nd Quartile	7	7%	\$385,000	5%	\$0	0%	0%	0%	107,800	1%
3rd Quartile	9	8%	\$495,000	7%	\$0	0%	0%	0%	138,600	2%
4th Quartile	11	10%	\$605,000	8%	\$0	0%	0%	0%	169,400	2%
Median	8	8%	\$440,000	6%	\$0	0%	0%	0%	123,200	2%

Geographic Region: (South Central States)			Salary		Incentive / Bonus				Benefits	
Survey Results	Avg. Number of FTE's	Avg. Total Dept. Comp. as % of Expense	Avg. Total Salary Cost	Avg. Salary Cost as % of Expense	Avg. Total Incentive Cost	Avg. % of Total Employees Eligible	Avg. Incentive Cost as % of Expense	Avg. Maximum Bonus as % of Salary	Avg. Total Benefit Cost	Avg. Benefit Cost as % of Expense
Survey Participant Data	4	14%	\$220,000	11%	\$0	0%	0%	0%	61,600	3%
1st Quartile	5	9%	\$275,000	7%	\$0	0%	0%	0%	77,000	2%
2nd Quartile	6	11%	\$330,000	8%	\$0	0%	0%	0%	92,400	2%
3rd Quartile	7	12%	\$385,000	10%	\$0	0%	0%	0%	107,800	3%
4th Quartile	8	14%	\$440,000	11%	\$0	0%	0%	0%	123,200	3%
Median	6.5	11%	\$357,500	9%	\$0	0%	0%	0%	100,100	3%

Geographic Region: (Lower Mountain States)			Salary		Incentive / Bonus				Benefits	
Survey Results	Avg. Number of FTE's	Avg. Total Dept. Comp. as % of Expense	Avg. Total Salary Cost	Avg. Salary Cost as % of Expense	Avg. Total Incentive Cost	Avg. % of Total Employees Eligible	Avg. Incentive Cost as % of Expense	Avg. Maximum Bonus as % of Salary	Avg. Total Benefit Cost	Avg. Benefit Cost as % of Expense
Survey Participant Data	4	14%	\$220,000	11%	\$0	0%	0%	0%	61,600	3%
1st Quartile	0	0%	\$0	0%	\$0	0%	0%	0%	0	0%
2nd Quartile	1	7%	\$55,000	6%	\$0	0%	0%	0%	15,400	2%
3rd Quartile	2	14%	\$110,000	11%	\$0	0%	0%	0%	30,800	3%
4th Quartile	3	21%	\$165,000	17%	\$0	0%	0%	0%	46,200	5%
Median	1.5	11%	\$82,500	8%	\$0	0%	0%	0%	23,100	2%

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Information Technology - Compensation Detail

Applications Developer, Entry-Level, Applications Developer, Mid-Level, Applications Developer, Senior-Level, Business Systems Analyst, Database Administrator, Database Analyst, Database Architect, Desktop Support Manager, Desktop Support Specialist, Documentation Specialist, Enterprise Architect, Information Technology Manager, IT Systems Security Position, LAN Administrator, Network Engineer, Network Manager, Software Engineer, Systems Analyst, Systems Engineer, Technical Project Manager, Technical Support Analyst, Technical Support Manager, Web Administrator, Web Developer, Webmaster

Geographic Region: (Pacific Northwest States)			Salary		Incentive / Bonus				Benefits	
Survey Results	Avg. Number of FTE's	Avg. Total Dept. Comp. as % of Expense	Avg. Total Salary Cost	Avg. Salary Cost as % of Expense	Avg. Total Incentive Cost	Avg. % of Total Employees Eligible	Avg. Incentive Cost as % of Expense	Avg. Maximum Bonus as % of Salary	Avg. Total Benefit Cost	Avg. Benefit Cost as % of Expense
Survey Participant Data	4	14%	\$220,000	11%	\$0	0%	0%	0%	61,600	3%
1st Quartile	5	5%	\$275,000	4%	\$0	0%	0%	0%	77,000	1%
2nd Quartile	7	7%	\$385,000	5%	\$0	0%	0%	0%	107,800	1%
3rd Quartile	9	8%	\$495,000	7%	\$0	0%	0%	0%	138,600	2%
4th Quartile	11	10%	\$605,000	8%	\$0	0%	0%	0%	169,400	2%
Median	8	8%	\$440,000	6%	\$0	0%	0%	0%	123,200	2%

Geographic Region: (Pacific Southwest States)			Salary		Incentive / Bonus				Benefits	
Survey Results	Avg. Number of FTE's	Avg. Total Dept. Comp. as % of Expense	Avg. Total Salary Cost	Avg. Salary Cost as % of Expense	Avg. Total Incentive Cost	Avg. % of Total Employees Eligible	Avg. Incentive Cost as % of Expense	Avg. Maximum Bonus as % of Salary	Avg. Total Benefit Cost	Avg. Benefit Cost as % of Expense
Survey Participant Data	4	14%	\$220,000	11%	\$0	0%	0%	0%	61,600	3%
1st Quartile	9	3%	\$495,000	2%	\$0	0%	0%	0%	138,600	1%
2nd Quartile	12	4%	\$660,000	3%	\$0	0%	0%	0%	184,800	1%
3rd Quartile	16	6%	\$880,000	4%	\$0	0%	0%	0%	246,400	1%
4th Quartile	19	7%	\$1,045,000	5%	\$0	0%	0%	0%	292,600	1%
Median	14	5%	\$770,000	4%	\$0	0%	0%	0%	215,600	1%