

Fair Pay for Northern California Nonprofits: The 2018 Compensation Benefits Survey

New jobs for 2018 are shown in red type.

Jobs with modified job titles and/or job descriptions for 2018 are shown in blue type.

Code	Job Title	Code	Job Title	Code	Job Title
Executive Positions		Cultural, Artistic, Performing Arts Positions		Education & Recreation Positions (continued)	
005	Executive Director/Chief Executive Officer	154	Artistic Director	274	Life Guard/Swim Instructor
010	Associate Director/Chief Operating Officer	155	Curator	277	Recreation or Activity Leader, Children or Youth
015	Chief Programs Officer	156	Resident Director	278	Recreation or Activity Leader, Adults
020	Chief Communications Officer	157	Resident Designer	280	Fitness Instructor
025	Chief Development Officer	160	Production Manager/Coordinator		
030	Chief Human Resources Officer	162	Stage Manager	Employment/Work Training Positions	
035	Chief Information Officer	163	Costume Shop Manager	305	Job Developer
040	Chief Strategy Officer	165	Box Office/Sales Manager	310	Vocational Counselor
105	Chief Financial Officer	166	Technical Staff	315	Job Coach
		167	Production Assistant		
		168	Box Office Assistant	Environmental/Conservation Positions	
Administrative Positions		180	Actor	320	Director of Conservation
055	Director, Administration/Operations	181	Instrumental Musician	325	Land Stewardship Manager
060	Regional Manager/Center Manager	185	Visitor Services Manager	330	Land Acquisition Manager
065	Office Manager	186	Visitor Services Specialist	335	Restoration Specialist
070	Executive Assistant	190	Director of Exhibits		
075	Administrative Assistant, Senior Level	192	Exhibit Developer	Food Service Positions	
080	Administrative Assistant, Intermediate Level	194	Exhibit Designer	355	Food Service Manager or Supervisor
085	Administrative Assistant, Junior Level	196	Exhibit Fabricator	360	Registered Dietician
090	Receptionist	198	Exhibit Guide/Docent	361	Nutritionist
093	Business Development Manager			363	Nutrition Assistant
094	Contracts Administrator	Development Positions		365	Cook
095	Quality Assurance Manager	205	Director, Development	370	Food Service Assistant/Worker
096	Quality Assurance Specialist	210	Development Manager		
		211	Development Manager, Annual Giving	Foundation/Philanthropy Positions	
Accounting/Finance Positions		212	Development Manager, Major Gifts	960	Program Officer
110	Controller	213	Development Manager, Capital Campaign	965	Program Associate
115	Accounting Manager	214	Development Manager, Planned Giving	970	Grants Manager/Administrator
120	Accounting Supervisor	215	Grant Proposal Writer, All Types of Funding		
124	Senior Accountant	216	Grant Proposal Writer, Government Funding	Gift/Thrift Shop, Warehouse & Food Bank Positions	
125	Staff Accountant	220	Special Event Coordinator	453	Director of Retail Operations
126	Payroll Specialist	222	Direct Mail Coordinator	455	Gift/Thrift Shop Manager
130	Accounting Clerk	225	Development Associate	460	Gift/Thrift Shop Retail Sales Clerk
135	Cashier			462	Warehouse Manager
		Education & Recreation Positions		465	Warehouse Worker
Animal Care/Control Positions		250	School Principal	480	Food Bank Manager
780	Veterinarian	253	Director, Education	485	Food Bank Assistant/Clerk
781	Director of Animal Services	254	Admissions Director		
782	Veterinary Clinic Manager	255	Curriculum Specialist	Government Affairs, Advocacy & Research Positions	
784	Humane Officer	256	Educator or Teacher, Adult Education	380	Director or Manager, Government Affairs
785	Senior Registered Veterinary Technician	258	Site Supervisor	382	Data Manager
786	Registered Veterinary Technician	259	Teacher, K - 12	383	Lobbyist
788	Veterinary Technician	262	Teacher, Pre-School	384	Policy Analyst
789	Animal Care Manager	265	Teaching Assistant, K-12	385	Staff Scientist
790	Animal Care Worker	268	Teaching Assistant, Pre-School	387	Research Analyst: Social Sciences
791	Animal Adoption Counselor	269	Special Education Teacher	388	Research Analyst: Technology/Life Sciences
792	Animal Adoption Manager	270	Tutor	390	Research Assistant
795	Animal Shelter Manager	271	Child Care Assistant	393	Librarian
797	Animal Behaviorist	272	Community Educator	396	Library Assistant
799	Humane Educator	273	Recreation Program Manager		

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Housing/Community Development Positions		Legal Services & Community Organizing Positions (cont.)		Program Mgmt Positions, Other than Social Services/Mental Health	
410	Director of Real Estate Development	620	Legal Secretary/Assistant	805	Program Director/Administrator, Other
411	Project Developer	625	Community Organizer	810	Program Manager/Administrator, Other
412	Construction Manager			815	Program Coordinator, Other
420	Director of Resident/Community Services			820	Program Assistant, Other
421	Program Manager, Resident/Community Services	Medical & Clinic Services Positions			
422	Resident Services Coordinator	702	Director, Medical Services		
423	Director of Property Management	704	Clinic Director	Social Services & Mental Health Positions	
424	Property Supervisor	706	Physician, Family/General Practice	853	Program Director/Administrator, Social Services/Mental Health
425	Site Administrator	707	Physician, Internal Medicine	856	Program Manager/Administrator, Social Services/Mental Health
426	Shelter Manager	708	Physician, Obstetrics & Gynecology	859	Program Coordinator, Social Services/Mental Health
427	Shelter Supervisor	709	Physician, Pediatrics	862	Program Assistant, Social Services/Mental Health
428	Occupancy Specialist	710	Physician, Other Specialty	865	Psychiatrist
429	Desk Clerk	712	Director of Nursing	867	Clinical Supervisor
430	Program Manager: Housing	714	Registered Nurse	868	Licensed Clinic Social Worker
431	Program Manager: Economic Development	716	Nurse Practitioner	871	Psychiatric Social Worker
432	Asset Manager (Compliance & Monitoring)	718	Physician's Assistant	874	Psychologist
433	Asset Manager (Financial Analyst)	720	Licensed Vocational/Practical Nurse	875	Chaplain/Clergy
434	Shelter Coordinator	722	Medical Assistant, Certified	876	Behavior Analyst
435	Assistant Site Administrator	723	Medical Assistant, Non-Certified	877	Therapeutic Counselor, MFCC/MFT
438	Loan Officer	724	Health Educator	878	Clinician (Pre-license MFTI/ACSW)
		726	Dental Director	879	Case Manager, Master Level
		728	Dentist	880	Case Manager
Human Resources Positions		729	Registered Dental Hygienist	882	Counselor, Master Level
505	Director, Human Resources	730	Registered Dental Assistant	883	Counselor
510	Human Resources Manager	731	Dental Assistant	885	Family Advocate
512	Human Resources Generalist	732	Laboratory Technician/Technologist	886	Eligibility Specialist
513	HRIS Manager	733	Laboratory Assistant	887	Intake Coordinator
514	Benefits Manager	734	Phlebotomist	888	Resource & Referral Counselor
515	Human Resources Representative or Specialist	736	Radiology Technician	889	Senior or Adult Program Assistant
516	Recruiter	738	Community Health Worker	890	Children or Youth Program Assistant
520	Human Resources Assistant	740	Case Manager, Medical	891	Personal Attendant/Home Health Care Worker
		742	Patient Financial Services Manager	892	Direct Care Counselor
Information Technology Positions		744	Patient Accounts Representative	893	Rehabilitation Specialist
555	Director, Information Technology/Services	748	Medical Records Clerk		
560	Information Technology Manager	750	Billing Clerk	Volunteer, Membership & Marketing	
562	Systems Administrator	752	Receptionist (Medical)	905	Volunteer Director
565	Database Administrator	761	Physical Therapist	906	Volunteer Coordinator
570	Network Technician	762	Occupational Therapist	910	Communications Director or Manager
575	Personal Computer Technician	763	Speech Pathologist	915	Public Relations Manager
576	Tech Support Specialist			917	Marketing Coordinator
580	Data Entry Operator	Operations Positions		918	Social Media Coordinator
585	Web Site Developer	655	Facilities Manager	920	Graphic Artist
		660	Maintenance Supervisor	921	Writer/Editor
Legal Services & Community Organizing Positions		665	Maintenance Technician or Specialist	925	Membership Director or Manager
600	Managing Attorney	670	Gardener	930	Membership Assistant
602	Staff Attorney	675	Janitor or Custodian	931	Customer Service Representative
605	Attorney, Legal Aid/Advocacy	679	Transit Driver		
610	Attorney, Corporate	680	Driver		
615	Paralegal	685	Security Guard or Officer		
		690	Purchasing Coordinator or Specialist		