

# Fair Pay for Northern California Nonprofits: The 2019 Compensation Benefits Survey

New jobs for 2019 are shown in red type.

Jobs with modified job titles and/or job descriptions for 2019 are shown in blue type.

Code	Job Title	Code	Job Title	Code	Job Title
<b>Executive Positions</b>		<b>Cultural, Artistic, Performing Arts Positions</b>		<b>Education &amp; Recreation Positions (continued)</b>	
005	Executive Director/Chief Executive Officer	154	Artistic Director	277	Recreation or Activity Leader, Children or Youth
010	Associate Director/Chief Operating Officer	155	Curator	278	Recreation or Activity Leader, Adults
015	Chief Programs Officer	156	Resident Director	280	Fitness Instructor
020	Chief Communications Officer	157	Resident Designer		
025	Chief Development Officer	160	Production Manager/Coordinator	<b>Employment/Work Training Positions</b>	
030	Chief Human Resources Officer	162	Stage Manager	305	Job Developer
035	Chief Information Officer	163	Costume Shop Manager	310	Vocational Counselor
040	Chief Strategy Officer	165	Box Office/Sales Manager	315	Job Coach
105	Chief Financial Officer	166	Technical Staff		
		167	Production Assistant	<b>Environmental/Conservation Positions</b>	
<b>Administrative Positions</b>		168	Box Office Assistant	320	Director of Conservation
055	Director, Administration/Operations	180	Actor	325	Land Stewardship Manager
060	Regional Manager/Center Manager	181	Instrumental Musician	330	Land Acquisition Manager
065	Office Manager	185	Visitor Services Manager	335	Restoration Specialist
070	Executive Assistant	186	Visitor Services Specialist	340	Tree Technician
075	Administrative Assistant, Senior Level	190	Director of Exhibits	343	Field Crew Member
080	Administrative Assistant, Intermediate Level	192	Exhibit Developer	345	Energy Program Assessor/Inspector
085	Administrative Assistant, Junior Level	194	Exhibit Designer	348	Energy Program Crew Leader
090	Receptionist	196	Exhibit Fabricator		
093	Business Development Manager	198	Exhibit Guide/Docent	<b>Food Service Positions</b>	
094	Contracts Administrator			355	Food Service Manager or Supervisor
095	Quality Assurance Manager	<b>Development Positions</b>		360	Registered Dietician
096	Quality Assurance Specialist	205	Director, Development	361	Nutritionist
		210	Development Manager	363	Nutrition Assistant
<b>Accounting/Finance Positions</b>		211	Development Manager, Annual Giving	365	Cook
110	Controller	212	Development Manager, Major Gifts	370	Food Service Assistant/Worker
115	Accounting Manager	213	Development Manager, Capital Campaign		
120	Accounting Supervisor	214	Development Manager, Planned Giving	<b>Foundation/Philanthropy Positions</b>	
124	Senior Accountant	215	Grant Proposal Writer, All Types of Funding	960	Program Officer
125	Staff Accountant	216	Grant Proposal Writer, Government Funding	965	Program Associate
126	Payroll Specialist	217	Development Officer	970	Grants Manager/Administrator
130	Accounting Clerk	220	Special Event Coordinator		
135	Cashier	222	Direct Mail Coordinator	<b>Gift/Thrift Shop, Warehouse &amp; Food Bank Positions</b>	
		225	Development Associate	453	Director of Retail Operations
<b>Animal Care/Control Positions</b>				455	Gift/Thrift Shop Manager
780	Veterinarian	<b>Education &amp; Recreation Positions</b>		460	Gift/Thrift Shop Retail Sales Clerk
781	Director of Animal Services	250	School Principal	461	Warehouse Operations Director
782	Veterinary Clinic Manager	253	Director, Education	462	Warehouse Manager
784	Humane Officer	254	Admissions Director	465	Warehouse Worker
785	Senior Registered Veterinary Technician	255	Curriculum Specialist	480	Food Bank Manager
786	Registered Veterinary Technician	256	Educator or Teacher, Adult Education	485	Food Bank Assistant/Clerk
788	Veterinary Technician	258	Site Supervisor		
789	Animal Care Manager	259	Teacher, K – 12	<b>Government Affairs, Advocacy &amp; Research Positions</b>	
790	Animal Care Worker	262	Teacher, Pre-School	380	Director or Manager, Government Affairs
791	Animal Adoption Counselor	265	Teaching Assistant, K-12	382	Data Manager
792	Animal Adoption Manager	268	Teaching Assistant, Pre-School	383	Lobbyist
795	Animal Shelter Manager	269	Special Education Teacher	384	Policy Analyst
797	Animal Behaviorist	270	Tutor	385	Staff Scientist
799	Humane Educator	271	Child Care Assistant	387	Research Analyst: Social Sciences
		272	Community Educator	388	Research Analyst: Technology/Life Sciences
		273	Recreation Program Manager	390	Research Assistant
		274	Life Guard/Swim Instructor	393	Librarian
		275	After School Instructor	396	Library Assistant

# Fair Pay for Northern California Nonprofits: The 2019 Compensation Benefits Survey

New jobs for 2019 are shown in red type.

Jobs with modified job titles and/or job descriptions for 2019 are shown in blue type.

Code	Job Title	Code	Job Title	Code	Job Title
<b>Housing/Community Development Positions</b>		<b>Legal Services, Advocacy &amp; Community Organizing Positions (cont.)</b>		<b>Program Mgmt Positions, Other than Social Services/Mental Health</b>	
410	Director of Real Estate Development	630	Campaign Director	805	Program Director/Administrator, Other
411	Project Developer	632	Campaign Manager	810	Program Manager/Administrator, Other
412	Construction Manager	635	Campaign Coordinator	815	Program Coordinator, Other
420	Director of Resident/Community Services	638	Campaign Assistant	820	Program Assistant, Other
421	Program Manager, Resident/Community Services				
422	Resident Services Coordinator	<b>Medical &amp; Clinic Services Positions</b>		<b>Social Services &amp; Mental Health Positions</b>	
423	Director of Property Management	702	Director, Medical Services	853	Program Director/Administrator, Social Services/Mental Health
424	Property Supervisor	704	Clinic Director	856	Program Manager/Administrator, Social Services/Mental Health
425	Site Administrator	706	Physician, Family/General Practice	859	Program Coordinator, Social Services/Mental Health
426	Shelter Manager	707	Physician, Internal Medicine	862	Program Assistant, Social Services/Mental Health
427	Shelter Supervisor	708	Physician, Obstetrics & Gynecology	865	Psychiatrist
428	Occupancy Specialist	709	Physician, Pediatrics	867	Clinical Supervisor
429	Desk Clerk	710	Physician, Other Specialty	868	Licensed Clinic Social Worker
430	Program Manager: Housing	712	Director of Nursing	871	Psychiatric Social Worker
431	Program Manager: Economic Development	714	Registered Nurse	874	Psychologist
432	Asset Manager (Compliance & Monitoring)	716	Nurse Practitioner	875	Chaplain/Clergy
433	Asset Manager (Financial Analyst)	718	Physician's Assistant	876	Behavior Analyst
434	Shelter Coordinator	720	Licensed Vocational/Practical Nurse	877	Therapeutic Counselor, MFCC/MFT
435	Assistant Site Administrator	722	Medical Assistant, Certified	878	Clinician (Pre-license MFT/ACSW)
438	Loan Officer	723	Medical Assistant, Non-Certified	879	Case Manager, Master Level
<b>Human Resources Positions</b>		724	Health Educator	880	Case Manager
505	Director, Human Resources	726	Dental Director	882	Counselor, Master Level
510	Human Resources Manager	728	Dentist	883	Counselor
512	Human Resources Generalist	729	Registered Dental Hygienist	884	Substance Abuse Counselor
513	HRIS Manager	730	Registered Dental Assistant	885	Family Advocate
514	Benefits Manager	731	Dental Assistant	886	Eligibility Specialist
515	Human Resources Representative or Specialist	732	Laboratory Technician/Technologist	887	Intake Coordinator
516	Recruiter	733	Laboratory Assistant	888	Resource & Referral Counselor
520	Human Resources Assistant	734	Phlebotomist	889	Senior or Adult Program Assistant
<b>Information Technology Positions</b>		736	Radiology Technician	890	Children or Youth Program Assistant
555	Director, Information Technology/Services	738	Community Health Worker	891	Personal Attendant/Home Health Care Worker
560	Information Technology Manager	740	Case Manager, Medical	892	Direct Care Counselor
562	Systems Administrator	742	Patient Financial Services Manager	893	Rehabilitation Specialist
563	Software Engineer	744	Patient Accounts Representative		
565	Database Administrator	745	Health Information Coordinator	<b>Volunteer, Membership &amp; Marketing</b>	
570	Network Technician	748	Medical Records Clerk	905	Volunteer Director
575	Personal Computer Technician	750	Billing Clerk	906	Volunteer Coordinator
576	Tech Support Specialist	752	Receptionist (Medical)	910	Communications Director or Manager
580	Data Entry Operator	761	Physical Therapist	915	Public Relations Manager
585	Web Site Developer	762	Occupational Therapist	916	Content Marketing Manager
		763	Speech Pathologist	917	Marketing Coordinator
		764	Physical Rehabilitation Assistant	918	Social Media Coordinator
		765	Certified Massage Therapist	920	Graphic Artist
<b>Legal Services, Advocacy &amp; Community Organizing Positions</b>				921	Writer/Editor
600	Managing Attorney	<b>Operations Positions</b>		925	Membership Director or Manager
602	Staff Attorney	655	Facilities Manager	930	Membership Assistant
605	Attorney, Legal Aid/Advocacy	660	Maintenance Supervisor	931	Customer Service Representative
610	Attorney, Corporate	665	Maintenance Technician or Specialist		
615	Paralegal	670	Gardener		
620	Legal Secretary/Assistant	675	Janitor or Custodian		
624	Senior Community Organizer	679	Transit Driver		
625	Community Organizer	680	Driver		
		685	Security Guard or Officer		
		690	Purchasing Coordinator or Specialist		