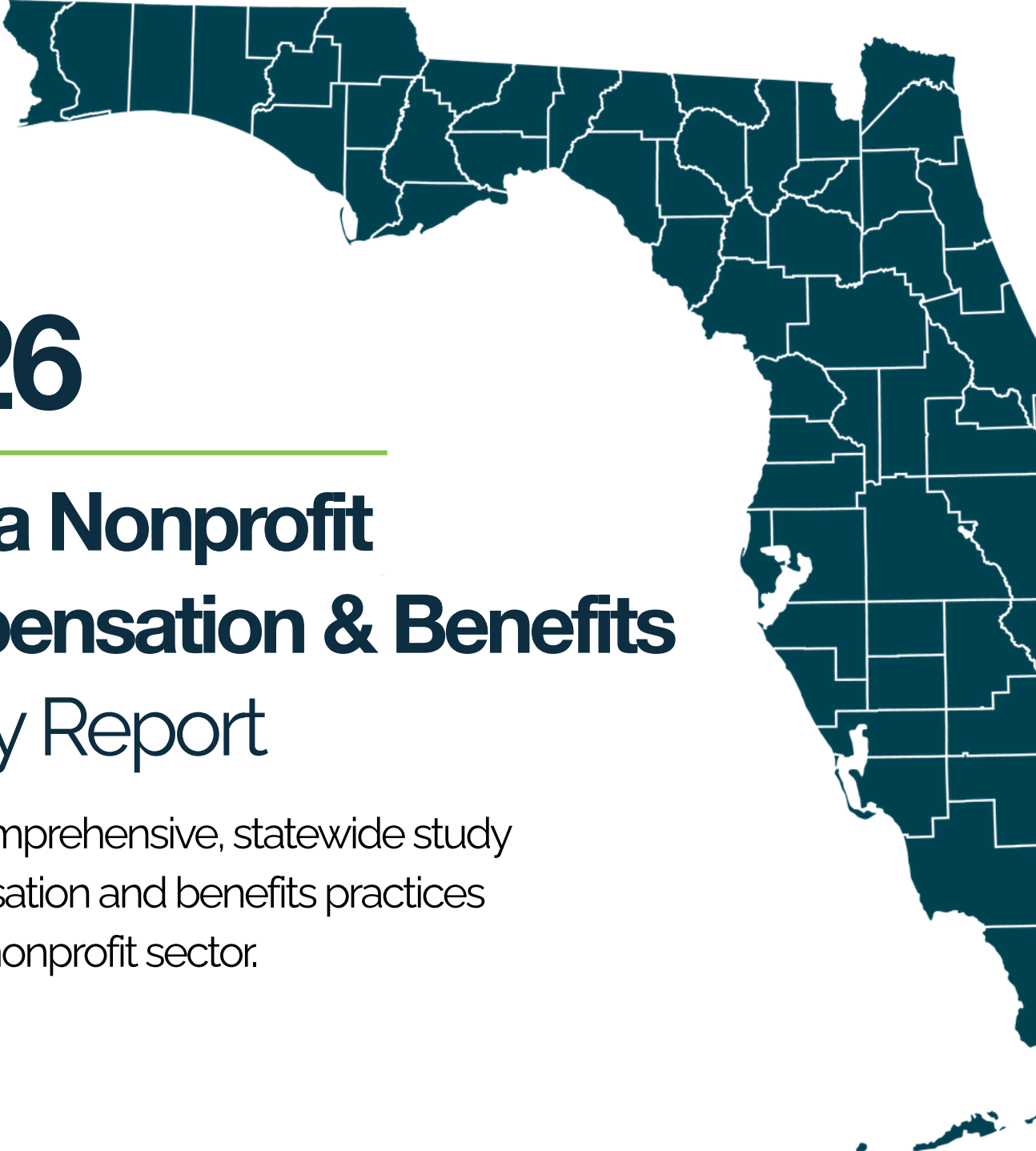




2026

Florida Nonprofit Compensation & Benefits Survey Report

The first comprehensive, statewide study
of compensation and benefits practices
in Florida's nonprofit sector.

PREPARED BY

Florida Nonprofit Alliance

IN PARTNERSHIP WITH

Perisc^ope IQ

September 2026

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Introduction

Florida Nonprofit Alliance (FNA) is pleased to present the 2026 Florida Nonprofit Compensation & Benefits Survey Report — the first comprehensive, statewide study of compensation and benefits practices in Florida's nonprofit sector, in partnership with 14 organizations across the state. Compensating employees — the people who work hard to make our communities better places to live — is one of the most important strategies to ensure organizational quality and sustainability.

This report, together with its companion compensation data [dashboard](#), provides benchmarking data for a wide range of nonprofit positions across organizations of varying sizes throughout Florida. Where the data allows, results are reported at the county and/or regional level: a minimum of five respondents per position and county/region was required for inclusion. All responses were collected confidentially and are reported only in aggregate, and the full results have been shared with every participating organization.

The findings are designed to help Florida nonprofits demonstrate sound management to grantmakers, donors, and community stakeholders, and to support more informed hiring, retention, and budgeting decisions. Just as important, the data helps organizations ensure their compensation practices remain competitive and aligned with the market. We are deeply grateful to every organization that invested the time required to participate.

Survey Partners

FNA is grateful for the support of our financial partners across the state. The 2026 partners are:

- Central Florida Foundation
- Collaboratory
- Collier Community Foundation
- Community Foundation for Brevard
- Community Foundation for Palm Beach and Martin Counties
- Community Foundation of Broward
- Community Foundation of North Florida
- Community Foundation of Sarasota County
- Community Foundation of Tampa Bay
- Edyth Bush Institute for Philanthropy and Nonprofit Leadership
- Gulf Coast Community Foundation
- Indian River Community Foundation
- Nonprofit Center of Northeast Florida
- Nonprofit Leadership Center of Tampa Bay
- Nonprofits First
- The Community Foundation Martin St. Lucie
- The Community Foundation for Northeast Florida
- The Miami Foundation

Who Participated

Participation was limited to 501(c)(3) nonprofit organizations based in Florida with at least one paid staff member. Each organization could submit only one response, typically completed by the individual most familiar with compensation, benefits, and staffing — most often staff in HR, finance, or executive leadership.

How the Data Was Collected

Data collection occurred in two parts. First, respondents completed the online survey instrument — 137 questions covering organizational classification, compensation philosophy, salary increases, incentives, benefits, leave, remote work, executive compensation, workforce trends, and executive transitions. Second, respondents populated a Microsoft Excel jobs spreadsheet with position-level pay data and uploaded it back to the platform. The survey was open from June 2 to July 21, 2026.

For questions about this report, the dashboard, or the methodology, please contact Leah McDermott at Florida Nonprofit Alliance: lmcdermott@flnonprofits.org.

Executive Summary

The 2026 Compensation & Benefits Survey provides a comprehensive snapshot of how Florida's nonprofit organizations attract, reward, and retain their workforce. This year's findings reflect a sector navigating economic pressures, evolving employee expectations, and a continued focus on equity and sustainability.

By the Numbers



Key Findings

Pay is the sector's central workforce challenge. It is the leading reason positions are hard to both recruit and retain, and 70% of organizations that struggle to hire cite an inability to match candidates' expected salaries. Where a barrier is named, pay dominates every other factor — appearing in 43% of "hardest to fill" and 48% of "hardest to retain" responses.

Flexibility is now standard practice for nonprofit employers. Hybrid work is the most common arrangement, offered by 62% of organizations, and where it is offered it usually extends to all staff rather than select job types. These arrangements also appear durable: 93% of nonprofits do not expect to bring remote or hybrid employees fully back in-person in the next 12 months.

Nonprofits take seriously their responsibility to support employees through compensation and benefits. More than four in five organizations (82%) gave a raise in 2025, and the typical organization plans a 3% increase this year. Core benefits are widely provided and holding steady — three-quarters offer medical coverage and two-thirds offer retirement plans — and most kept their benefits package unchanged year-over-year (71%), with improvements (27%) far outnumbering reductions (2%).

Leadership change is on the horizon for many organizations. About 18% of nonprofits changed their CEO in the last two years, and another 7% expect a change in the coming year — meaning roughly a quarter will see an executive transition over a three-year span. Turnover in other roles ran near 16%, the majority of it voluntary, with development/fundraising and program delivery/management the hardest positions to fill and retain. When nonprofits do hire new leaders, they draw overwhelmingly from within the sector (89%) and from their local community (84%) — yet only 43% have a formal succession plan in place.

Survey Methodology

Survey Design

The survey instrument comprised 137 questions spanning organizational classification, compensation philosophy, salary increases, incentives, executive compensation, benefits, leave, remote work, and workforce trends. The questionnaire was developed by PeriscopelQ and reviewed with input from Florida Nonprofit Alliance and survey partners and was paired with a separate position-level compensation spreadsheet.

Data Collection

The survey was open from June 2, 2026 through July 21, 2026. Florida Nonprofit Alliance and the survey partners distributed it through membership communications, partner networks, and direct outreach across Florida. The survey was hosted on the PeriscopelQ platform. Eligibility was limited to 501(c)(3) nonprofit organizations based in Florida with at least one paid staff member, and each organization could submit only one response.

Participation

- Total participating organizations: 395
- Geographic coverage: 35 of Florida's 67 counties, across 8 regions
- Budget size range: under \$50,000 to more than \$50 million
- Position-level pay data: submitted by 266 organizations, representing 7 of the 8 regions

Data Analysis

For categorical questions, results are reported as the count and percentage of respondents selecting each option. For multi-select questions, percentages may sum to more than 100% because respondents could choose more than one option. For numeric questions, results are reported using a standard set of statistics: minimum, 25th percentile, median, average, 75th percentile, and maximum. The median is highlighted throughout as the primary benchmark, since it is less sensitive than the mean to unusually high or low values.

Outliers were reviewed but not automatically removed. Values that appeared to be data-entry errors (for example, a salary entered with an extra digit) were flagged and confirmed with the responding organization where possible; values that could not be verified were excluded from the affected calculation. Legitimate outliers reflecting genuine variation were retained — one reason the median is preferred as the headline statistic.

How Compensation Was Reported

To keep pay figures comparable across organizations, respondents were asked to report compensation on a common basis:

- **Base salary** — Reported as of April 1, 2026.
- **Bonus / incentive** — Any bonus or incentive pay provided during 2025 for performance during the prior fiscal year.

Confidentiality

Florida Nonprofit Alliance is committed to protecting the confidentiality of every organization that participated in this survey. All responses were collected and stored on the secure PeriscopelQ survey platform, and no individual organization is identifiable in this report or in the companion dashboard. Several safeguards were applied to protect respondent privacy:

- Results are reported only in aggregate — never at the level of an individual organization or respondent.
- For the survey questions, any data cell representing fewer than five organizations has been suppressed and is shown as a dash or noted as insufficient sample. In the detailed compensation tables, where individual pay benchmarks are the primary value, positions are reported when at least three organizations responded and suppressed below that threshold.
- Identifying fields collected during the survey (organization name, address, primary contact) were used solely to verify eligibility, prevent duplicate submissions, and deliver results to participants — they are not included in any reported statistics.
- Open-ended responses that referenced specific organizations, programs, or individuals have been paraphrased or generalized in any qualitative themes reported.

Dominance Diffusion

U.S. Department of Justice guidelines suggest that survey providers report data in such a way that no single organization has more than 25% influence or weight in any reported statistic. This prevents a published figure from simply mirroring the data of one very dominant organization, which could raise antitrust concerns. Managing this dominance without a serious loss of data quality has long been a challenge in the industry.

PeriscopelQ's proprietary Dominance Diffusion process addresses this problem uniquely and without excessive loss of data quality. Throughout the compensation tables, statistics are shown in italics where one or more organizations were dominant for that data cut and Dominance Diffusion has been applied.

Limitations

Self-reported, voluntary data. Participation was voluntary and responses were not independently audited; organizations may interpret titles and benefit categories differently.

Uneven coverage. Response rates varied across mission areas, budgets, regions, and positions; benchmarks with smaller samples should be treated as directional.

Point-in-time snapshot. Data reflects practices reported during the field window (June–July 2026) and may have changed since.

Statistical Definitions

This section defines the statistical terms used throughout the report. Understanding these will help you interpret the data accurately and apply benchmarks to your organization's context.

n (sample size)	The number of organizations that provided a valid answer to a given question. Larger n generally means greater confidence in the result. Example: If $n = 87$, then 87 organizations answered. Cells below the reporting threshold are suppressed – fewer than five organizations for survey questions, and fewer than three for the detailed compensation tables.
Minimum	The lowest value reported for a measure across all respondents. Example: Reported CEO salaries of \$52K, \$68K, \$74K, \$91K, \$145K → minimum = \$52,000.
Maximum	The highest value reported — useful for understanding the top of the market and spotting outliers. Example: Same salaries → maximum = \$145,000.
Average (Mean)	The sum of all values divided by the number of values. Easy to understand but sensitive to extremes. Example: $(52 + 68 + 74 + 91 + 145)K \div 5 = \\$86,000$.
Median (50th percentile)	The middle value when responses are sorted low to high. Often more representative than the mean when data is skewed. Example: Sorted salaries → middle value = \$74,000.
Weighted Average	An average that gives more influence to certain values based on a weighting factor such as employee count. Example: \$50K (5 emp), \$70K (50), \$90K (100) → weighted = \$79,032 vs. simple \$70K.
25th Percentile	The value below which 25% of responses fall — a benchmark for lean or conservative pay positioning. Example: If the 25th percentile is \$58,000, then 25% earn less than that.
75th Percentile	The value below which 75% of responses fall — a benchmark for competitive positioning. Example: If the 75th percentile is \$82,000, then 75% earn less and 25% earn more.
Range	The spread between minimum and maximum. A wide range may indicate diverse sizes, geographies, or segments. Example: Min \$52,000; Max \$145,000 → range = \$93,000.

Percentage (%)	The proportion of respondents selecting a response option. For multi-select questions, percentages may exceed 100%. Example: <i>If 67 of 100 organizations offer dental, the response is 67%.</i>
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Interpreting Benchmarks

- Use the median as the typical market reference point rather than the average, particularly for executive roles.
- Compare your organization to peers with similar budget size, geography, and mission area — not just the overall dataset.
- Treat data points with small sample sizes ($n < 10$) as directional rather than definitive.
- Benchmarks describe the current market — they do not prescribe what your organization should pay.

Detailed Question Analysis

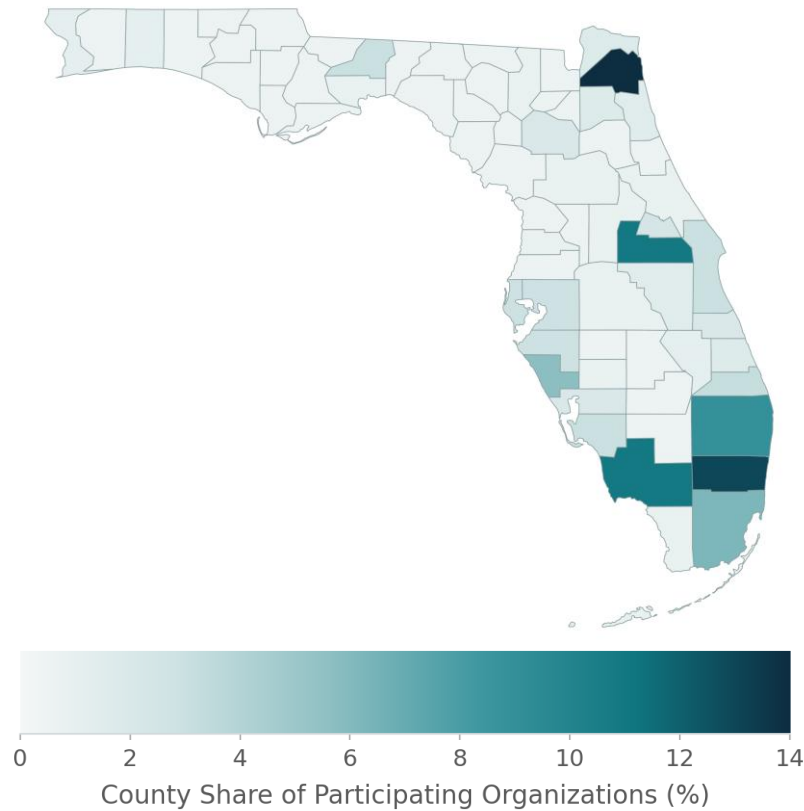
Classification & Organization Information

This section profiles the **395 organizations** that participated in the survey — where they are located, how big they are, what they do, and who they serve. Together these twelve questions describe the shape of the responding sector and the context for every benchmark that follows.



In what county is your organization headquartered?

35 of Florida's 67 counties are represented, mapped on the following page. Participation concentrates in some of the state's major metros — **Duval (14.2%), Broward (13.2%), Collier and Orange (11.1% each), and Palm Beach (9.1%)** — while the Southeast region alone accounts for a third of all respondents.



Region (% of participating organizations)

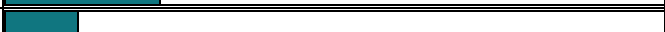
Southeast	33.7%	Central West	12.4%	Northeast	17.0%	Northwest	3.5%
East Central	16.2%	North Central	1.8%	Southwest	14.7%	South Central	0.8%

Participating organizations by county (ranked)

County	%	County	%	County	%	County	%	County	%
Duval	14.2%	Martin	2.5%	Seminole	1.5%	Osceola	0.8%	Hernando	0.3%
Broward	13.2%	Brevard	2.3%	Alachua	1.3%	St. Johns	0.8%	Lake	0.3%
Collier	11.1%	Lee	2.3%	Charlotte	1.3%	Escambia	0.5%	Marion	0.3%
Orange	11.1%	Leon	2.3%	Indian River	1.3%	Okaloosa	0.5%	Monroe	0.3%
Palm Beach	9.1%	Hillsborough	2.0%	Clay	1.0%	Okeechobee	0.5%	Polk	0.3%
Miami-Dade	6.3%	Manatee	2.0%	Nassau	1.0%	Columbia	0.3%	Volusia	0.3%
Sarasota	5.8%	Pinellas	2.0%	St. Lucie	1.0%	DeSoto	0.3%	Wakulla	0.3%

Organization Size & Profile

What is your organization's total annual operating budget? n = 395

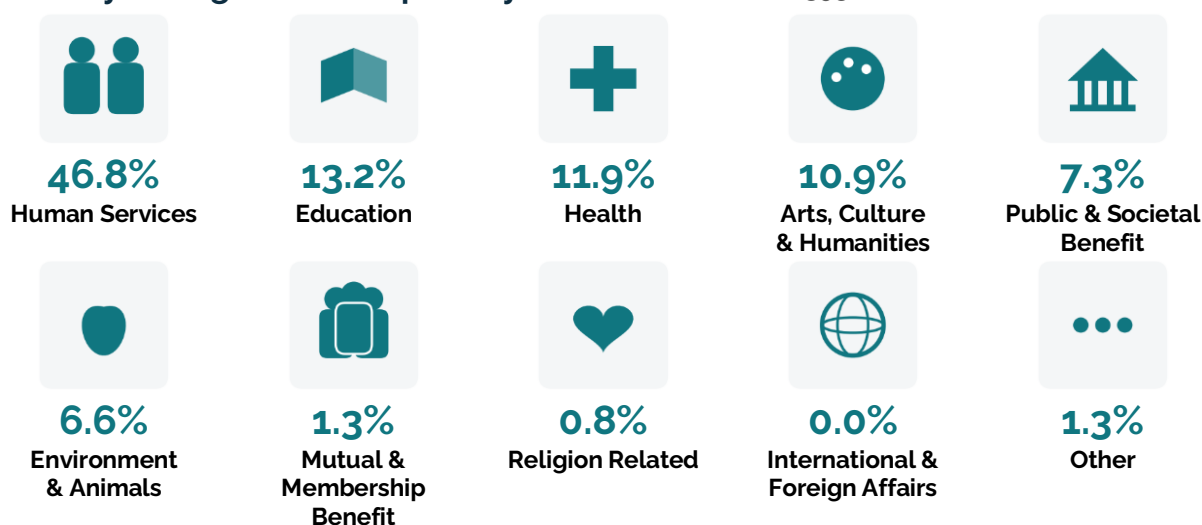
Less than \$50K		2.5%
\$50K – \$500K		12.7%
\$500K – \$1M		15.9%
\$1M – \$4.9M		38.7%
\$5M – \$9.9M		13.4%
\$10M – \$24.9M		9.1%
\$25M – \$49.9M		4.3%
\$50M or more		3.3%

The typical participant operates on a \$1–4.9 million budget; nearly seven in ten fall between \$500K and \$10M.

What is your organization's total number of employees?

Workforce category	n	Total Reported	Average	Median
Full-time employees	387	17,454.0	45.1	11.0
Part-time employees	335	7,525.5	22.5	3.0
Paid interns	257	406.0	1.6	0.0
Contract workers	308	1,929.5	6.3	1.0

What is your organization's primary mission area? n = 395



Nearly half of participants are human services organizations — the largest single mission area by a wide margin.

Are you a membership organization? n = 395

Response	%
No	75.9%
Yes	24.1%

What is your organization's total number of members? n = 81

Measure	Average	Median
Total number of members	3,235.9	186.0

How many board members did your organization have during the 2025 calendar year? n = 392

Measure	Average	Median
Number of board members	14.0	12.0

Approximately how many volunteers worked at your organization during the 2025 calendar year? n = 376

Measure	Average	Median
Number of volunteers	373.7	75.0

What is the approximate total number of volunteer hours worked for your organization during the 2025 calendar year? n = 341

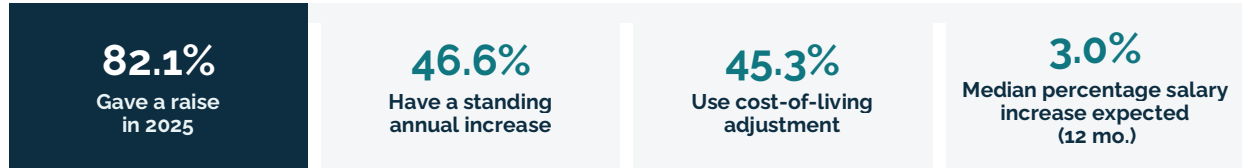
Measure	Average	Median
Total volunteer hours	6,239.2	1,500.0

Valued at Independent Sector's 2026 Florida rate of \$34.88 per hour, this volunteer effort represents an estimated \$217,623 per organization on average, and \$52,320 for the median organization.

How many hours are in your standard full-time work week? n = 395

Standard full-time week	%
40 hours	84.8%
37.5 hours	6.3%
35 hours	3.5%
38 hours	0.8%
Other	4.6%
Other responses • 30 hours • 32 hours (2) • 32-40 depending on the department • 36 hours (3) • 37 hours • 37.5 or 40 • 60 hours (2) • All part-time • Both paid positions are part-time, with hours varying based on production schedule	

Salary Increases



Do your employees receive a standing annual salary increase? n = 386

Response	%
No	53.4%
Yes	46.6%

Did your organization offer a salary increase in 2025? n = 380

Response	%
Yes	82.1%
No	17.9%

Despite fewer than half offering a standing annual increase, more than four in five gave some increase in 2025.

By what percentage do you expect salaries to increase or decrease over the next 12 months? n = 305

Measure	Average	Median
Expected % change	3.3%	3.0%

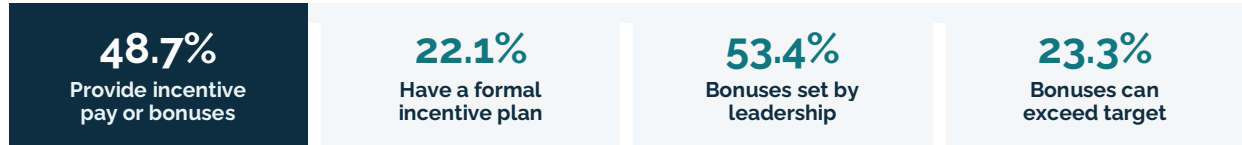
The typical organization expects a 3% salary increase over the next 12 months. 15.6% expect no change (0.0%).

What criteria does your organization consider when determining salary increases? n = 380

Criterion	% selecting	Avg %	Median %
Cost of living adjustment (COLA)	45.3%	3.2%	3.0%
Merit / superior individual performance	43.7%	4.5%	5.0%
Merit / above average individual performance	37.9%	3.7%	4.0%
Merit / average individual performance	30.3%	3.0%	3.0%
Based on compensation survey / market data	27.1%	—	—
Across-the-board increase for all employees	22.9%	—	—
Based on internal job equity factors	18.7%	—	—
Merit / below-average individual performance	17.1%	1.2%	1.0%
Not applicable / do not wish to disclose	12.1%	—	—
Longevity / length of service	7.9%	7.0%	6.5%

Multi-select. The Avg % and Median % columns show the salary-increase range respondents entered for each criterion; "—" marks criteria that do not collect a range. COLA and merit-based criteria are the most common; nearly half of organizations factor in cost of living.

Annual Incentives



Does your organization provide incentive pay and/or bonuses to employees?

n = 386

Response	%
Yes	48.7%
No	51.3%

Organizations are nearly evenly split on whether they offer any incentive pay.

Does your organization have a formal incentive plan tied to specific goals and metrics for any employee group?

n = 385

Response	%
Yes	22.1%
No	77.9%

Formal, goal-tied incentive plans are uncommon — about one in five organizations.

Do you define formal incentive plan goals at the beginning of the performance period? n = 379

Response	%
Yes	25.1%
No	74.9%

When determining incentive plan goals, what weight is placed on the following? n = 156

Measure	Average	Median
Financial goals	50.6%	50.0%
Non-financial goals	49.4%	50.0%

How are bonus amounts determined? n = 264

Response	%
Discretionary (determined by leadership)	53.4%
Organizational goal achievement	35.2%
Annual performance review	32.6%
Merit	28.4%
Individual goal achievement	26.1%
Other • Funding / financial capacity (7) • Holiday (3) • Across-the-board (2) • Tenure / longevity (2) • Discretionary / leadership-set • Retention • COLA only • Quarterly performance review • Predetermined	14.4%

Multi-select. Discretionary determination is most common. Among write-in responses, funding or financial capacity was the most frequent additional factor.

What are the targeted bonus amounts as a percent of base salary for the following employee groups? n = per row

Employee group	n	Average	Median
Top Executive (CEO/ED)	145	6.0%	5.0%
Senior Executives / C-Suite	108	3.6%	2.0%
Program Management Staff	115	2.8%	2.0%
Development Staff	106	2.9%	2.0%
Support / Administrative Staff	104	2.3%	2.0%
Other Employees	85	1.7%	0.0%

Targeted bonus as a percent of base salary. Target opportunity scales with leadership positions — from a median 5% for the top executive down to 0–2% for other staff.

Can bonuses exceed the targeted incentive opportunity? n = 249

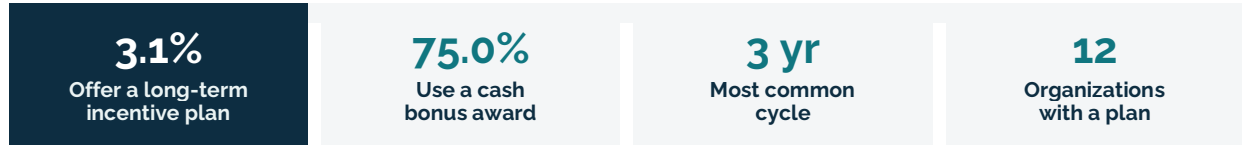
Response	%
Yes	23.3%
No	76.7%

By what maximum percent can bonuses exceed the target for the following groups? n = per row

Employee group	n	Average	Median
Top Executive	36	7.3%	5.0%
Senior Executives	29	4.8%	3.0%
Other Executives	27	2.5%	1.0%
All Other Employees	31	2.6%	2.0%

Among organizations whose bonuses can exceed target, the top executive has the most room — a median 5% above target. Small bases (n = 27–36); directional.

Long-Term Incentives



Does your organization offer a formal long-term incentive plan (spanning more than one year)? n = 384

Response	%
Yes	3.1%
No	96.9%

Long-term incentive plans are rare in this sector — only 12 organizations offer one. The questions that follow are based on that small group and should be read as directional.

What type of award is provided? n = 12

Response	%
Cash bonus	75.0%
Deferred compensation	16.7%
Profit sharing	0.0%
Other Tenure recognition program (cash, PTO, and a professional-development stipend at 1/3/5/7-year milestones; a paid 4-week sabbatical at 10 years and every 5 years thereafter)	16.7%

Multi-select.

How long is the long-term incentive performance cycle? n = 12

Cycle length	%
3 years	33.3%
5 years or more	33.3%
2 years	25.0%
4 years	8.3%

What is the annualized target opportunity as a percent of base salary for the following employee groups? n = per row

Employee group	n	Average	Median
CEO / Executive Director / Top Executive	6	12.8%	14.0%
C-Suite (direct reports to the top executive)	5	14.2%	20.0%
All Other Employees	3	—	—

Long-term incentive plans are uncommon among nonprofits, so few organizations answered. Figures for "All Other Employees" are suppressed because fewer than five organizations reported (n = 3). Because so few organizations offer long-term incentives, these figures are directional, and differences between groups — including the higher C-Suite target — should not be over-interpreted.

Compensation Philosophy & Practices



Who oversees the HR functions at your organization? n = 385

Response	%
Executive Director / CEO / Chief HR Officer / VP of HR	51.9%
Associate Director / COO / HR Director or Manager	27.0%
CFO	8.1%
Other	13.0%
• Chief Administrative Officer (5) • Outsourced / third-party HR (4) • Finance lead / bookkeeper (4) • Shared CEO / CFO / ED (4) • Board / volunteer board (3) • Operations Director / Manager (3)	• Managing Director (2) • Business Manager (2) • CEO / COO • COO & Fiscal Office • Senior HR Generalist • Director of Executive Administration

In most organizations the CEO or Executive Director oversees HR directly — a reflection of the sector's small average size. Write-ins show HR is frequently outsourced or handled by the board.

Does your organization have a formal, written compensation philosophy and/or plan? n = 379

Response	%
Yes	37.5%
No	62.5%

Does your organization have a formal internal performance review process for employees? n = 385

Response	%
Yes	83.6%
No	16.4%

How is the performance review conducted? n = 323

Response	%
Annual review	78.3%
Semi-annual review	7.7%
Ongoing / continuous feedback	5.6%
Quarterly review	4.6%
Other	3.7%
• Annual + ongoing / continuous feedback (6) • 90-day / new-hire review plus annual (2) • Annual + monthly	

Annual reviews dominate. Several organizations layer continuous feedback on top of a formal annual cycle.

Does your organization provide employment contracts for any executives?

n = 385

Response	%
Yes	28.3%
No	71.7%

Which employee groups receive employment contracts? n = 107

Response	%
CEO / Executive Director	89.7%
C-Suite / Senior Leadership	22.4%
Other	20.6%
• All employees / staff (13) • All staff — grant-based • Veterinarians	

Multi-select. Among organizations that use contracts, they are almost always for the CEO; a notable minority extend contracts to all staff.

Does your organization use salary grades and ranges? n = 382

Response	%
Yes	50.5%
No	49.5%

Were salary ranges adjusted in calendar year 2025? n = 194

Response	%
Yes <i>Average increase 3.7%; median 3.0%</i>	46.4%
No	53.6%

Does your organization have a probationary or introductory period for new employees? n = 385

Response	%
Yes	82.3%
No	17.7%

How long is the probationary / introductory period? n = 272

Measure	Average	Median
Length in months	3.2	3.0

A 90-day probationary period is the clear norm.

Are employees eligible for paid time off during this period? n = 315

Response	%
Yes	35.2%
No	64.8%

Are employees eligible for health insurance during this period? n = 314

Response	%
Yes	56.1%
No	43.9%

Is your organization currently implementing locality pay for new hires? n = 378

Response	%
Yes • Market-rate benchmarking / salary analysis (6) • Cost-of-living adjustment (4) • Minimum-wage floor above state (3)	4.8%
No	95.2%

Few organizations implement formal locality pay. Several write-ins describe general market benchmarking rather than a true geographic adjustment.

Is your organization currently implementing locality pay for existing employees?

n = 375

Response	%
Yes	5.1%
• Market-rate benchmarking / salary analysis (6) • Cost-of-living adjustment (3) • Minimum / hourly-rate floor • Part of annual increase cycle	
No	94.9%

Does your organization offer pay advances to employees? n = 383

Response	%
Yes, maximum dollar amount	4.7%
<i>Average cap \$1,464; median \$1,500</i>	
Yes, maximum percent of pay	1.6%
No	93.7%

What is your organization's practice for dealing with overtime for exempt (salaried) staff? n = 380

Response	%
Do not compensate exempt staff for overtime	44.5%
Provide compensatory time off	28.4%
No formal policy	15.0%
Pay overtime rates	5.3%
Pay straight time	1.1%
Other	5.8%
• Flex time (6) • Overtime requires pre-approval (2) • Monthly stipend • Bonus shift coverage	

Most organizations do not pay exempt staff for overtime; compensatory time off is the most common alternative.

Do you have employees who work on-call? n = 386

Response	%
Yes	17.4%
No	82.6%

Which best describes your on-call pay practice? n = 67

Response	%
Pay for hours worked, including overtime	44.8%
Pay a flat rate for being on call	23.9%
Do not pay or provide time off (exempt staff only)	14.9%
No formal policy	11.9%
Provide compensatory time off or flex-time	9.0%
Pay show-up rate and hourly pay for time worked	3.0%

Multi-select.

Do you have employees who work evening or night shifts? n = 364

Response	%
Yes	25.0%
• Shift differential (15) • No additional compensation (9) • Only for special events / occasional (6) • Overtime / paid for hours worked (5) • Flex / comp time (2) • On-site manager given housing	
No	75.0%

Among the quarter of organizations with evening or night shifts, a shift differential (\$1–\$2/hour) is the most common form of extra pay, though many provide nothing additional.

Does your organization pay a per diem to employees on work-related travel?

n = 384

Response	%
Yes <i>Average \$61.24/day; median \$63.00 (many peg their rate to federal GSA schedules)</i>	33.3%
No	66.7%

Does your organization use interns? n = 386

Response	%
Yes	66.8%
No	33.2%

Are interns paid or unpaid? n = 256

Response	%
Unpaid	62.5%
Paid • Hourly (43): \$17.34 avg / \$17.00 median • Annually (6): \$15,583 avg / \$13,000 median • Stipend (4) • Varies (4) • Semester (3) • Per event • Career Source — minimum wage — high school	37.5%

Most internships are unpaid. Among paid interns, hourly pay (median \$17.00) is most common.

Supplemental Executive Compensation

6.0%

Offer supplemental
deferred comp

79.2%

Make employer
contributions

23

Organizations
offering

<5%

Most common
contribution tier

Does your organization offer supplemental deferred compensation to executive officer(s)? n = 382

Response	%
Yes	6.0%
No	94.0%

Supplemental deferred compensation is offered by a small minority. The following questions reflect that group and are directional.

Does your organization make employer contributions to a supplemental deferred compensation plan? n = 24

Response	%
Yes	79.2%
No	20.8%

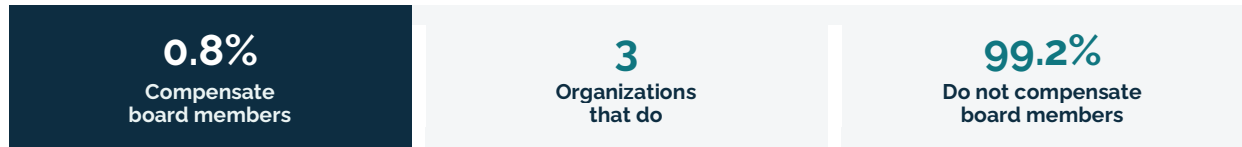
What amount is contributed as a percent of salary for the Top Executive? n = 17

Contribution tier	%
Less than 5%	41.2%
5% – 9%	35.3%
10% – 14%	11.8%
15% or more	11.8%

What amount is contributed as a percent of salary for the C-Suite (direct reports to the top executive)? n = 16

Contribution tier	%
Less than 5%	50.0%
5% – 9%	43.8%
15% or more	6.3%
10% – 14%	0.0%

Board Member Compensation



Do your board members receive compensation? n = 386

Response	%
Yes	0.8%
No	99.2%

Board compensation is nearly nonexistent, consistent with sector norms. Excludes reimbursement of expenses.

What is the average annual level of compensation provided to each board member? n = 3

Compensation level	%
Less than \$1,000	—
\$1,000 – \$4,999	—
\$5,000 – \$9,999	—
\$10,000 – \$24,999	—
\$25,000 or more	—

With only 3 organizations compensating board members, the distribution is suppressed to protect confidentiality (below the $n \geq 5$ reporting threshold).

Leave Benefits

88.8%

Offer paid holidays

48.1%

Use a pooled PTO structure

56.8%

Accrue leave by pay period

62.4%

Allow leave rollover

What employee leave benefits does your organization offer? n = 384

Response	%
Paid holidays	88.8%
Jury duty / jury service	79.2%
Bereavement leave	72.7%
Paid vacation	52.3%
Pooled PTO (combines vacation and sick time)	45.8%
Paid sick leave	44.5%
Unpaid family illness leave (FMLA)	42.7%
Military service leave	35.4%
Paid personal days	30.5%
Floating holidays	29.4%
Unpaid primary caregiver leave	29.2%
Paid primary caregiver leave	21.9%
Unpaid secondary caregiver leave	16.1%
Paid secondary caregiver leave	10.7%
Paid family illness leave	10.7%
Volunteer service leave	8.9%
Sabbatical	5.5%
Unlimited PTO	3.1%
Other	9.6%
• Voting / civic leave (6) • Wellness / self-care / mental health days (6) • Birthday (5) • Disability leave, short/long-term (5) • Extended illness / catastrophic / shared leave banks (4) • Company-wide bonus days / seasonal closures (4) • Domestic / sexual violence leave (2) • General leave of absence / unpaid (2) • Caregiver leave for directors and above	

Multi-select. Paid holidays, jury duty, and bereavement leave are nearly universal. Caregiver leave — paid or unpaid — is offered by a smaller share. Paid vacation is itemized separately here (52%); organizations using pooled PTO (46%) also provide vacation within a combined bank, so paid vacation is offered by roughly 90% of organizations in one form or another.

For regular, full-time employees, how is paid time off structured? n = 374

Response	%
Pooled PTO that combines vacation and sick time	48.1%
Separated into vacation, sick, and holiday time	39.8%
Combination of both	12.0%

Pooled PTO is the most common structure, narrowly ahead of separated leave.

What is the average number of PTO or vacation days available to full-time employees per year? n = 342

Measure	Average	Median
PTO / vacation days	17.5	15.0

The median full-time employee has 15 PTO or vacation days per year. Entries reported in hours were converted to days during review.

If vacation or PTO increases with years of service, please complete the table:

n = per row

Years of service	n	Average	Median
1 year	269	14.0	13.0
2 years	260	15.0	15.0
3 years	259	16.6	15.0
4 years	257	17.3	16.0
5 years	263	19.1	20.0
6–9 years	252	21.1	20.0
10 years	252	23.0	22.3
11+ years	241	24.3	25.0

PTO grows steadily with tenure — from a median 13 days in year one to 25 days at 11+ years, roughly doubling over a career.

How does paid leave accrue? n = 368

Response	%
Earned over time by pay period	56.8%
Yearly allocation (full balance at start of year)	31.8%
Quarterly or monthly accrual	7.1%
Other - Semi-annual (3) - Unlimited PTO, does not accrue - Office closures in lieu of accrual - No formal program - Combination of yearly allocation and pay-period accrual	4.3%

Pay-period accrual is the most common method. A small but distinct group uses a semi-annual (twice-yearly) allocation.

Does unused paid leave roll over year to year? n = 380

Response	%
Yes <i>Maximum carryover averaged 14.3 days; median 10.0</i>	62.4%
No	37.6%

Remote Work



Which option best describes your organization's current workplace policy?

n = 384

Response	%
Hybrid (combination of remote and in-person)	61.5%
Fully in-person	42.4%
Fully remote	7.6%

Multi-select (organizations may apply different policies to different roles). Hybrid work is now the most common arrangement.

Which employee groups are eligible for remote or hybrid work? n = 254

Response	%
All staff	59.4%
C-Suite / Senior Leadership	31.1%
Development staff	25.2%
Operations / Administrative staff	22.8%
Finance staff	22.8%
Program staff	16.9%
IT staff	10.6%
Other • Role and duties, not group-based (6) • HR staff (2) • Marketing / communications staff (2) • Hybrid with required in-office days (2) • Varies by department	7.9%

Multi-select. Where flexible work is offered, most organizations extend it to all staff rather than limiting it by function.

Does your organization pay travel and accommodation costs for remote employees attending in-person meetings? n = 360

Response	%
Yes	33.3%
No	66.7%

One in three organizations covers travel for remote staff attending in-person meetings. (Does not apply to external meeting travel.)

Do you expect any remote or hybrid employees to return exclusively in-person during the next 12 months? n = 330

Response	%
Yes	7.0%
No	93.0%

Very few organizations expect to bring remote or hybrid staff fully back on-site in the coming year — flexible arrangements appear stable.

How are work schedules typically set for remote or hybrid employees? n = 311

How schedules are set	%
Set by mutual agreement	58.8%
Set predominantly by the organization	35.4%
Set predominantly by the employee	5.8%

Most remote and hybrid schedules are set collaboratively rather than dictated by either side.

Medical Plans

75.3%

Offer medical
benefits

PPO

Most common
plan type

75.0%

Median FT
participation

85.0%

Median employer
share (employee)

Does your organization offer medical benefits to employees? n = 385

Response	%
Yes	75.3%
No	24.7%

Three-quarters of organizations offer medical coverage. The questions that follow are based on those that do.

Which medical plan type(s) does your organization offer? n = 275

Response	%
PPO (Preferred Provider Organization)	76.4%
HMO (Health Maintenance Organization)	56.7%
HDHP (High Deductible Health Plan)	18.5%
POS (Point of Service)	6.5%
EPO (Exclusive Provider Organization)	5.5%
Indemnity Plan (Fee for Service)	0.4%

Multi-select. PPO and HMO plans dominate; nearly one in five offer a high-deductible plan.

Does your organization offer a health plan compatible with a Health Savings Account (HSA)? n = 272

Response	%
Yes, single employee Average annual employer contribution \$1,418; median \$1,040	20.6%
Yes, family Average annual employer contribution \$1,314; median \$960	7.7%
No	71.7%

What is the average annual employer dollar cost per enrolled employee for each medical plan type offered? n = 164

Plan type	Single		Family	
	Average	Median	Average	Median
PPO	\$8,529	\$8,000	\$12,574	\$9,894
EPO	\$7,906	\$7,817	\$9,976	\$9,988
POS	\$8,136	\$7,831	\$10,724	\$10,217

Annual employer cost per enrolled employee, by plan type and coverage tier. Single-coverage medians (~\$7,800–\$8,000) align closely with national PPO employer-share benchmarks; family-coverage medians (~\$9,900–\$10,200) run below the national average, consistent with the pattern elsewhere in this report — participating nonprofits fund the employee's premium well but contribute less toward family coverage. Base sizes vary by cell: PPO single n = 107, PPO family n = 82; EPO and POS (n = 9–14) are directional.

Does your organization offer a Health Reimbursement Arrangement (HRA)?

n = 272

Response	%
Yes	8.8%
Average annual employer contribution \$2,658; median \$1,750	
No	91.2%

Who is eligible for medical coverage? n = 285

Response	%
Employee only	82.1%
Employee + Family	76.8%
Employee + Spouse	64.2%
Employee + Dependents	63.9%

Multi-select.

Participation and employer cost-sharing for medical benefits (% of premium covered)

Measure	n	Average	Median
FT employees participating in medical	270	70.9%	75.0%
Employer share of cost — employee	263	82.1%	85.0%
Employer share of cost — spouse / dependents	259	23.0%	0.0%

For spouse and dependent coverage, the median is 0.0% — most organizations contribute nothing, and the 23% average reflects only the minority that do. Read the dependent figure as “most pay nothing, but those who contribute cover a meaningful share,” not as a typical rate.

What is the waiting period for medical benefits eligibility? n = 284

Response	%
60 days	24.3%
90 days	21.5%
30 days	20.1%
Immediate (first day of employment)	11.6%
First of the month following start date	10.9%
Other • First of the month following 60 days (14) • First of the month following 30 days (7) • 4 months • 6 months • 1 year • Day 1 of following month	11.6%

Multi-select. The largest group of write-ins describe a "first of the month following 60 days" structure — a common combination that the standard options do not capture.

Does your organization offer an opt-out provision for employees who have coverage through another source? n = 284

Response	%
Yes	71.8%
No	28.2%

Does your organization provide compensation to employees who opt out? n = 201

Response	%
Yes; maximum dollar amount <i>Average \$1,873; median \$950 (n = 8)</i>	8.0%
Yes; maximum percent of pay	1.0%
No	91.0%

Few organizations pay employees to opt out of coverage.

If your organization does not offer medical benefits, do you provide other assistance for accessing coverage? n = 84

Response	%
Yes	36.9%
No	63.1%

How does your organization assist employees in accessing coverage? n = 31

Response	%
Provide a monthly stipend toward individual health coverage	74.2%
Refer employees to a health insurance marketplace	22.6%
Offer access to a health insurance broker or navigator	12.9%
Cover the cost of COBRA continuation coverage	0.0%

Multi-select.

Dental Plans

68.8%
Offer dental
benefits

DPPO
Most common
plan type

75.0%
Median FT
participation

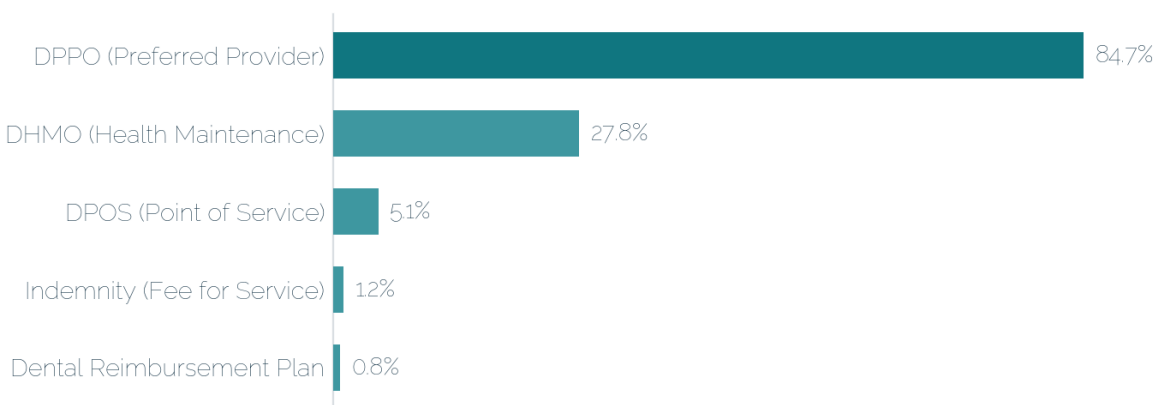
58.0%
Median employer
share (employee)

Does your organization offer dental benefits to employees? n = 385

Response	%
Yes	68.8%
No	31.2%

Just over two-thirds of organizations offer dental coverage. The questions that follow are based only on those that do.

Which dental plan type(s) does your organization offer? n = 255



Multi-select — percentages sum to more than 100% because organizations may offer more than one plan type. DPPO is nearly universal; roughly one in four also offer a DHMO.

Who is eligible for dental coverage? n = 262



Multi-select. Most organizations extend eligibility across all tiers; family and employee-only coverage are the most commonly offered.

Participation and employer cost-sharing for dental benefits (% of premium covered)

Measure	n	Average	Median
FT employees participating in dental	245	69.1%	75.0%
Employer share of cost — employee	245	51.2%	58.0%
Employer share of cost — spouse / dependents	242	17.0%	0.0%

Vision Plans

67.5%

Offer vision benefits

82.7%

Comprehensive package

64.0%

Median participation

0.0%

Median employer share (employee)

Does your organization offer vision benefits to employees? n = 382

Response	%
Yes	67.5%
No	32.5%

Which vision plan type(s) does your organization offer? n = 254

Response	%
Vision benefits package (comprehensive coverage)	82.7%
Vision discount plan	16.1%
Other • Vision preferred provider (3) • PPO-type plan	2.8%

Multi-select.

Who is eligible for vision coverage? n = 255

Response	%
Employee + Family	85.5%
Employee only	80.0%
Employee + Spouse	70.2%
Employee + Dependents	69.8%

Multi-select.

Participation and employer cost-sharing for vision benefits

Measure	n	Average	Median
Employees participating in vision	237	62.3%	64.0%
Employer share of cost — employee	241	37.9%	0.0%
Employer share of cost — spouse / dependents	240	15.1%	0.0%

Vision coverage is more often employee-paid than medical or dental: the median employer share is 0% for both employee and dependent coverage, meaning most organizations offer access but fund little of the premium. The averages (38% employee, 15% dependent) reflect the minority that do contribute.

Life and Disability Plans

61.8% Offer life or disability coverage	92.8% Provide basic life insurance	100% Median employer cost share	100% Median participation
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Does your organization offer life or disability benefits to employees? n = 385

Response	%
Yes	61.8%
No	38.2%

Which plan(s) does your organization offer? n = 237

Response	%
Basic Life Insurance for Employee	92.8%
Short-Term Disability	76.4%
Accidental Death and Dismemberment (AD&D)	72.6%
Long-Term Disability	66.2%
Supplemental Life Insurance for Employee	55.3%
Supplemental Dependent Life Insurance	44.7%
Employee Travel-Accident Insurance	11.0%

Multi-select. Basic life insurance is nearly universal among organizations offering these benefits.

What percent of life / disability plan costs are paid by the employer? n = 222

Measure	Average	Median
Employer cost share	76.3%	100.0%

The median organization covers the full cost (100%); the lower average reflects a minority that share cost with employees.

What is the multiple of salary provided by Basic Life Insurance? (e.g., 1x, 2x salary) n = 54

Measure	Average	Median
Multiple of salary	1.7X	1.0X

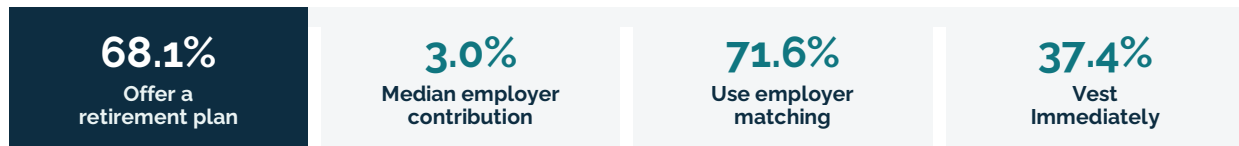
The typical employer provides basic life insurance worth 1x salary (median). Dollar-amount entries (flat policy values rather than multiples) and zero / non-salary-based responses were excluded; one confirmed 10x policy was retained.

What percentage of your employees participate in life and disability benefits?
n = 216

Measure	Average	Median
Participation	81.5%	100.0%

Participation is typically full (median 100%), consistent with employer-paid basic coverage.

Retirement Plans



Does your organization offer a retirement plan to employees? n = 385

Response	%
Yes	68.1%
No	31.9%

Which retirement plan(s) does your organization offer? n = 261

Response	%
401(k) Plan	44.4%
403(b) Plan	35.2%
Simple IRA Plan	15.7%
457 Plan	5.0%
IRA Plan	4.2%
SEP-IRA Plan	3.4%
Defined Benefit Pension Plan	2.3%
Other defined contribution plan	1.9%
Money Purchase Plan	0.4%
Other responses - Florida Retirement System 401(a)	

Multi-select. 401(k) and 403(b) plans are the most common vehicles.

What is the employer contribution as a percent of salary? n = 258

Measure	Average	Median
Employer contribution	3.9%	3.0%

The median employer contributes 3% of salary.

Is the employer contribution discretionary or matching? n = 236

Response	%
Matching (matches employee contributions up to a set %) <i>Match averaged 4.7%; median 3.0%</i>	71.6%
Discretionary (employer decides each year)	19.9%
Both discretionary and matching	8.5%

Matching is the dominant structure.

Does the plan include a Roth provision? n = 254

Response	%
Yes	58.7%
No	41.3%

Does the plan allow participant loans? n = 256

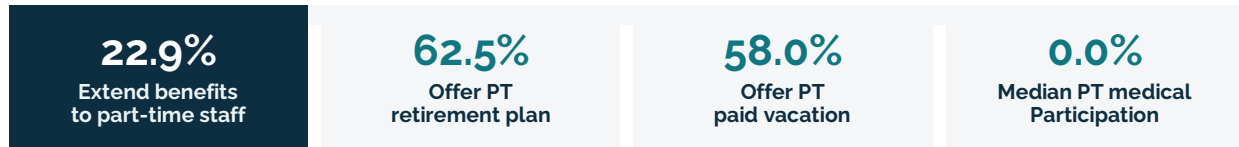
Response	%
Yes	63.7%
No	36.3%

When are employer contributions fully vested? n = 257

Response	%
Immediate	37.4%
Graded vesting schedule • 5-year graded (16) • 6-year graded (11) • 4-year graded (5) • 8-year (2) • 7-year • 90 days • 1,000 hours	21.0%
1 year	17.1%
3 years (cliff vesting)	11.3%
N/A	9.7%
2 years	3.5%

Immediate vesting is most common. Among graded schedules, 5- and 6-year vesting predominate.

Part-Time Employee Benefits



Are part-time employees (working fewer than 30 hours per week) eligible for benefits? n = 384

Response	%
Yes	22.9%
No	59.9%
Not applicable — no part-time employees	17.2%

Most organizations do not extend benefits to part-time staff.

Which benefits are available to part-time employees? n = 88

Response	%
Retirement plan	62.5%
Paid vacation	58.0%
Paid sick leave	46.6%
Dental benefits	34.1%
Medical benefits	31.8%
Vision benefits	31.8%
Life insurance	28.4%
Disability insurance	22.7%
Other	25.0%
• PTO (9) • Paid holidays (3) • EAP (3) • Wellness benefit (2) • Telehealth / virtual care (2) • Employee discounts (2) • Supplemental insurance • Professional development	

Multi-select. Among organizations that do offer part-time benefits, retirement and paid time off are the most commonly extended.

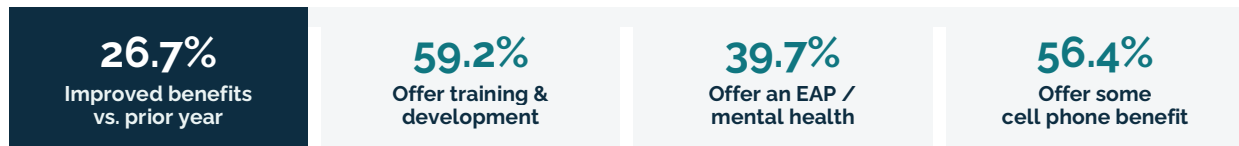
What percentage of part-time employees participate in the following benefits?

n = 59

Measure	Average	Median
Medical	12.2%	0.0%
Dental	18.4%	0.0%
Vision	16.0%	0.0%

Median participation is 0% across all three — even where part-time benefits are offered, few part-time employees enroll.

Additional Benefits



Which of the following additional benefits and stipends does your organization offer to all employees? n = 370

Response	%
Paid training and professional development	59.2%
Mental health support / EAP	39.7%
Free food or coffee	27.3%
Parking	20.5%
Prescription and pharmacy benefits	19.5%
Financial wellness programs	13.0%
School / tuition reimbursement	11.1%
Pet insurance	7.8%
Gym membership / wellness reimbursement	7.8%
Transportation / commuter benefits	5.4%
Daycare / childcare assistance	4.6%
Relocation assistance for new employees	3.5%
Student loan repayment assistance	3.2%
Other	7.8%
• Remote work / home office stipends (7) • Supplemental insurance (3) • Childcare (3) • Discounts (3) • Mileage / work expense reimbursement (2) • Legal / identity theft benefits (2) • Wellness benefits	

Multi-select. Professional development and mental health support (EAP) are the most widely offered. Remote-work stipends were the most common write-in.

Does your organization provide any of the following cell phone benefits? n = 383

Response	%
None	43.6%
Organization-paid cell phone	29.0%
Cell phone stipend Average \$51.14/month; median \$50.00	21.7%
Cell phone reimbursement Average \$61.50/month; median \$50.00	14.9%

Multi-select.

On what basis are positions identified as eligible for cell phone benefits? n = 217

Response	%
Level of job responsibility	48.8%
Positions requiring regular work away from the office	30.9%
All employees are eligible	28.6%
On-call responsibilities (e.g., IT)	13.8%
Other	6.9%
• Full-time status (7) • Salaried only • Those without a company-issued phone	

Multi-select. Employment status (full-time) was a common write-in basis not captured by the standard options.

Compared to the previous year, has your organization's benefits package: n = 374

Response	%
Stayed the same	70.9%
Increased / improved	26.7%
Been reduced	2.4%

Most benefits packages held steady; improvements far outnumbered reductions.

Executive Benefits



Does your organization offer a Supplemental Executive Retirement Plan (SERP)?

n = 383

Response	%
Yes	2.3%
No	97.7%

SERPs are rare, offered by only 9 organizations.

What is the benefit amount as a percent of final average salary for the Top Executive? n = 250

Benefit tier	%
Less than 40%	96.0%
More than 75%	1.6%
40% – 50%	1.2%
50% – 60%	0.8%
60% – 70%	0.4%

The large "less than 40%" share reflects that most respondents have no SERP; treat as directional.

What is the benefit amount as a percent of final average salary for the C-Suite? n = 232

Benefit tier	%
Less than 40%	96.1%
40% – 50%	1.3%
50% – 60%	0.9%
60% – 70%	0.9%
More than 75%	0.9%

What additional benefits are available to the top executive and/or C-Suite employees? n = 330

Response	%
None of the above	59.2%
Cell phone	20.6%
Additional vacation days	16.1%
Company car or car allowance	10.0%
Supplemental life insurance	6.4%
Reserved parking space	5.8%
Supplemental disability insurance	3.6%
Social club membership	3.6%
Event tickets	4.5%
Supplemental long-term care insurance	1.5%
Financial counseling	1.2%
Legal counseling	1.2%

Multi-select. Most organizations offer no executive-specific perquisites; where they do, a cell phone and extra vacation are most common.

Employee Needs and Skills

16.2% Require bilingual skills (any role)	~\$1–2K Typical bilingual differential	7.6% Require it in program roles
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Please indicate which employment or compensation practices apply to each job classification (union / hazard pay):

Job classification	Union % (n = 3)	Hazard pay % (n = 8)
Professional / Technical	100.0%	62.5%
Administrative / Clerical	66.7%	75.0%
Customer Service / Client-Facing	66.7%	62.5%
Education	66.7%	37.5%
Healthcare	33.3%	50.0%
Public Safety	33.3%	0.0%
Skilled Trades / Operations	33.3%	25.0%
Field / Transportation	33.3%	0.0%

Very small base (union n = 3; hazard pay n = 8) — directional only. Union representation and hazard pay are both rare in this sector.

In which job classifications are employees required to be bilingual or multilingual? n = 357

Response	%
None	83.8%
Program management	7.6%
Support / administrative	7.3%
CEO	2.2%
Marketing / PR / social media	1.4%
Other executive	1.4%
Finance	1.1%
Development / fundraising	0.6%
Other	7.0%

Multi-select. Most organizations do not require bilingual skills; where they do, it is most often in program and administrative roles.

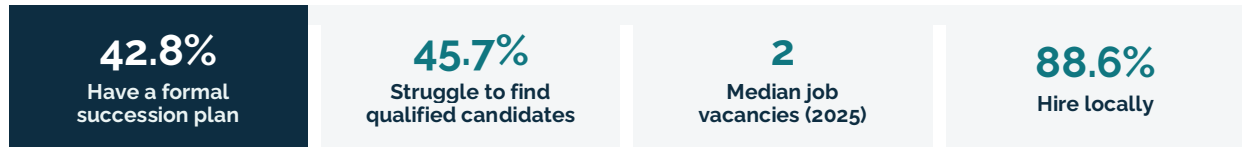
How much additional compensation is provided for bilingual or multilingual skills? n = 5

Reported differential

A small number of organizations reported a bilingual pay differential, generally \$1,000–\$2,000 per year or 1–5% of base pay.

n = 5 — too few to report a benchmark; described qualitatively.

Workforce Trends



Does your organization have a formal succession plan? n = 381

Response	%
Yes	42.8%
No	57.2%

Turnover

Full-time turnover is shown as a rate — positions turned over ÷ full-time headcount — so organizations of every size compare on the same basis.



Median full-time turnover rate of 15.6% (average 19.0%; n = 309). A quarter of organizations had no full-time turnover at all in 2025.

Voluntary vs. involuntary. People leave far more often than they are let go — voluntary departures outnumber involuntary roughly three to one. Bars show average positions per organization in 2025.



These are averages, pulled upward by a few large organizations; the typical (median) organization with 11 full-time staff sees roughly 2 full-time departures a year, in line with the 15.6% median turnover rate above. The value here is the ratio: voluntary departures outnumber involuntary roughly three to one.

How many job vacancies did your organization have in 2025? n = 343

Measure	Average	Median
Total vacancies	18.3	2.0

The median organization had 2 vacancies; the high average reflects a few very large organizations.

Number of vacancies by nonprofit job category in 2025: n = per row

Measure	n	Average	Median
Support / Administrative	200	3.5	1.0
Program Management	209	3.2	1.0
Development / Fundraising	192	0.9	1.0
Finance	159	0.6	0.0
Other Executive	151	0.5	0.0
Marketing / PR / Social Media	151	0.4	0.0
CEO	151	0.1	0.0
Other	157	8.1	2.0

Is your organization having difficulty finding qualified candidates for open positions? n = 372

Response	%
Yes	45.7%
No	54.3%

Why is your organization having difficulty finding qualified candidates? n = 172

Response	%
Cannot match expected salary	70.3%
Lack of qualified candidates in the market	68.0%
Cannot match expected benefits package	28.5%
Fierce competition for experienced candidates	27.9%
Candidates accept other offers before we finish interviewing	20.3%
Cannot match relocation expenses	7.6%
Other	8.1%
• Location / geography (3) • Cost of living (2) • Part-time / hours of operation • No recruiting / advertising budget • Specific role types hard to fill • Unique position	

Multi-select. Pay is the leading barrier, named by 70% of organizations that report hiring difficulty.

Hardest to fill vs. hardest to retain. The roles hardest to hire are not the roles hardest to keep — development and fundraising lead on hiring difficulty, program delivery on retention. The tables below give the exact figures for each.



Which positions are hardest to fill? n = 303

Response	%
Development / Fundraising	46.9%
Program delivery / management	35.6%
Finance / Accounting	20.1%
Support / Administrative / General office	16.2%
Maintenance / Facilities / Grounds / Drivers	14.9%
Executive	11.6%
Communications / Marketing / PR / Social Media	9.6%
Information Technology	4.6%
Other	19.1%
Other responses - Clinical / mental health / healthcare (15) - Direct care / case management (8) - Teachers / education staff (9) - Retail (2) - Entry-level roles (2) - Property management - Loan officer - Human resources - Food & beverage - Animal care - Advocacy - Board	

Multi-select. Development and fundraising roles are the hardest to fill. Within the "Other" category, clinical, mental-health, and healthcare roles were the most frequently named — a reflection of how many participating organizations deliver direct human services.

Why are these positions hardest to fill? n = 242

Response	%
Pay / salary not competitive	43.4%
Lack of qualified candidates	19.4%
Specialized / niche skills required	12.0%
Experience requirements	9.5%
Benefits inadequate	9.1%
Cost of living / location	8.7%
Competition from other employers	7.4%
Fundraising / development roles	5.8%
Funding constraints	4.5%
Part-time / seasonal / hours	4.1%
Turnover / burnout	3.3%
Remote / hybrid demand	2.9%
Background check / screening	2.9%
Small org / many hats	2.1%

Qualitative themes (each response could name more than one). Pay dominates, named in 43% of responses; much of the candidate-shortage theme is pay-driven underneath.

Which positions are hardest to retain? n = 255

Response	%
Program delivery / management	40.4%
Development / Fundraising	28.2%
Support / Administrative / General office	20.0%
Maintenance / Facilities / Grounds / Drivers	11.4%
Communications / Marketing / PR / Social Media	8.2%
Finance / Accounting	7.5%
Executive	4.3%
Information Technology	1.2%
Other	22.0%

Other responses

- Direct care / case management (9)
- Clinical / mental health / healthcare (8)
- Teachers / education / childcare (7)
- Frontline / program support (5)
- Retail / customer service (4)
- Call center (2)
- Animal care (2)
- Lifeguards / childcare
- Location managers
- Recruitment
- Food & beverage
- Entry-level roles
- Carpenters

Multi-select. Program-delivery roles are the hardest to retain. As with the hardest-to-fill roles, clinical, direct-care, and education positions feature prominently among the write-in "Other" responses — the same human-services roles are difficult both to hire and to keep.

Why are these positions hardest to retain? n = 207

Response	%
Pay / salary / compensation	47.8%
Burnout / stress / workload	16.9%
Skills / experience / qualifications	14.0%
Competition from other employers	12.6%
Turnover to better-paying jobs / stepping stone	9.7%
Part-time / hours / schedule	7.7%
Entry-level / young / low-tenure workforce	7.7%
Benefits inadequate	5.8%
Limited growth / advancement	4.8%
Cost of living / location / commute	4.8%
Performance / fit / culture	3.9%
Funding instability	2.9%
Nature of clients / mission difficulty	2.9%
Personal / life reasons	1.9%

Qualitative themes. Pay leads again at 48%, but burnout emerges as a distinct second driver of turnover — roughly double its weight on the hiring side.

What geographic area does your organization primarily hire from? n = 370

Response	%
Area immediately surrounding your organization	88.6%
Statewide (Florida)	24.3%
Outside of Florida	10.3%
None of the above / Not applicable	1.1%

Multi-select. Hiring is overwhelmingly local.

Demographic profile of top leadership positions:

	CEO n = 364	COO n = 171	CDO n = 137	CFO n = 167
Gender				
Male	25.5%	28.1%	13.9%	27.5%
Female	73.9%	71.9%	86.1%	72.5%
Non-binary	0.5%	0.0%	0.0%	0.0%
Race				
White	83.8%	75.4%	81.5%	78.6%
Black or African American	9.8%	15.2%	14.1%	10.7%
American Indian or Alaska Native	0.3%	0.0%	0.0%	1.2%
Asian	1.4%	1.8%	0.0%	5.4%
Native Hawaiian or Other Pacific Islander	0.3%	0.6%	0.0%	0.6%
Other	4.5%	7.0%	4.4%	3.6%
Ethnicity				
Hispanic or Latino	9.7%	17.9%	8.5%	16.0%
Not Hispanic or Latino	90.3%	82.1%	91.5%	84.0%
Age				
Mean	54.7	47.7	49.4	53.7
Median	55.0	48.0	50.0	54.5
Years in Current Role				
Mean	8.7	6.2	4.4	6.7
Median	7.0	4.0	2.0	5.0
Years in Nonprofit Sector				
Mean	21.3	14.5	15.9	14.6
Median	20.0	13.0	15.0	15.0

CEO = Chief Executive Officer; COO = Chief Operating Officer; CDO = Chief Development Officer; CFO = Chief Financial Officer. Nonprofit leadership in this sample is predominantly female and White; CEOs are the oldest and longest-tenured of the four roles. Sample sizes vary by role (CEO n = 364 down to CDO n = 137), reflecting how many organizations have each position. (The COO male figure of 28.1% was corrected from a source value missing a digit.)

Does your organization share workers with other organizations or use fractional workers? n = 380

Response	%
Yes • CFO / fractional CFO (13) • Accounting / bookkeeping / controller / CPA (8) • HR (5) • Shared with a sister or partner organization (4) • General fractional / contract, role unspecified (4) • Development / fundraising (3) • Communications / marketing / social media / web (3) • IT / data management (2) • Program delivery / education / tour (2) • Coordinator, shared (2) • Finance, general (1) • Teachers / assistants (1) • Transport (1)	13.4%
No	86.6%

Finance is overwhelmingly the function nonprofits share or fractionalize — combining CFO, accounting/bookkeeping, and general finance, roughly two-thirds of these organizations name a finance role.

Executive Transitions

18.4%

Had a CEO / ED
transition (2 yrs)

88.9%

Hired from
the sector

84.4%

Hired from
the local area

7.4%

Expect a change
next year

Has your organization had a CEO / Executive Director transition in the last two years? n = 386

Response	%
Yes	18.4%
No	81.6%

Did your new CEO come from within or outside of the nonprofit sector? n = 45

Response	%
Within the nonprofit sector	88.9%
Outside of the nonprofit sector	11.1%

Did your new CEO come from the same geographic area as your organization?
n = 45

Response	%
Yes, same geographic area	84.4%
No, from outside the geographic area	15.6%

Do you expect a CEO change within the next year? n = 272

Response	%
Yes	7.4%
No	92.6%

COMPENSATION DATA

Compensation Tables by Job Family

Florida Nonprofit Alliance | 2026 Survey Results

This section presents base salary benchmarks by job family. For each position, the tables report the number of responding organizations (orgs) and incumbents (incs), the average and weighted average salary, and the 25th percentile, median, and 75th percentile statewide. The median is the recommended benchmark. To maximize the number of usable benchmarks while still protecting anonymity, positions in these tables are reported when at least three organizations responded; positions with fewer than three are suppressed and shown as a dash (—). Figures shown in italics indicate that Dominance Diffusion has been applied (see Survey Methodology).

Positions Surveyed but Not Reported

The following positions were included in the survey but are not reported because fewer than three organizations provided data:

• Artist • Box Office/Sales Manager • Exhibits Designer • Home Health Aide	• Lobbyist • Midwife • Museum Director • Psychiatrist	• Stage Manager • Web Designer
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The median is the recommended benchmark throughout. A dash (—) marks positions with fewer than three reporting organizations; italic figures indicate Dominance Diffusion was applied.

			Base Salary				
Position	# Orgs	# Incs	Average	Wtd. Avg	P25	Median	P75
Advocacy/Public Policy							
Public Policy Manager	5	8	\$76,385	\$76,681	\$71,961	\$78,160	\$81,120
Government Affairs Director	5	8	\$94,589	\$92,222	\$72,779	\$80,387	\$112,085
Lobbyist	0	-	-	-	-	-	-
Animals							
Animal Care Worker	10	135	\$38,535	\$40,687	\$35,360	\$42,624	\$44,201
Veterinarian	6	12	\$135,065	\$129,097	\$72,564	\$145,703	\$160,000
Arts and Culture							
Artistic Director	5	5	\$86,688	\$86,688	\$65,000	\$98,440	\$102,500
Exhibits Designer	2	2	-	-	-	-	-
Exhibits Manager	4	4	\$63,394	\$63,394	-	\$59,500	-
Museum Curator	8	10	\$69,529	\$74,950	\$53,123	\$67,475	\$86,070
Museum Director	2	2	-	-	-	-	-
Stage Manager	1	3	-	-	-	-	-
Box Office/Sales Manager	2	3	-	-	-	-	-
Technical Staff	5	51	\$55,948	\$60,513	\$51,406	\$60,926	\$72,800
Artist	1	1	-	-	-	-	-
CEO							
Chief Executive Officer/Executive Director	240	243	\$161,413	\$159,852	\$105,000	\$139,244	\$195,756
Co-Executive Director	5	6	\$121,457	\$116,004	\$79,637	\$88,740	\$145,000
Customer/Member Services							
Customer/Visitor Services Representative	26	177	\$42,020	\$40,560	\$33,713	\$40,000	\$46,457
Community Outreach Coordinator	40	64	\$53,381	\$52,968	\$45,000	\$51,000	\$57,611
Membership Manager	14	42	\$52,018	\$50,538	\$44,000	\$51,779	\$52,717
Membership Director	13	17	\$77,989	\$72,933	\$44,500	\$77,250	\$91,889
Membership Assistant	10	22	\$46,126	\$43,912	\$37,440	\$45,000	\$48,500
Guest Services Manager	14	42	\$57,302	\$55,166	\$39,520	\$56,650	\$65,946
Development							
Chief Development Officer	70	73	\$134,313	\$132,510	\$100,000	\$125,000	\$159,467
Annual Giving Officer	9	9	\$94,230	\$94,230	\$78,625	\$82,500	\$100,107
Development Associate/Assistant	46	50	\$50,816	\$50,822	\$42,953	\$51,500	\$57,845

Position	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Development Director	63	72	\$90,476	\$90,924	\$75,523	\$85,545	\$100,626
Fundraising/Development Manager	45	56	\$70,562	\$70,773	\$58,612	\$67,206	\$79,443
Grant Writer	28	28	\$67,700	\$67,700	\$56,238	\$67,125	\$82,594
Major Gifts Officer	14	16	\$92,866	\$90,918	\$74,390	\$89,949	\$103,750
Donor Database Manager	26	26	\$56,370	\$56,370	\$47,785	\$53,087	\$63,318
Special Events Coordinator	31	39	\$49,186	\$46,602	\$35,012	\$47,076	\$53,842
Special Events Manager	34	34	\$73,015	\$73,015	\$62,878	\$71,000	\$83,738
Grants Manager/Administrator	29	33	\$71,566	\$71,586	\$61,161	\$70,000	\$80,433
Education							
Education Director	32	60	\$78,196	\$75,767	\$64,625	\$77,500	\$82,000
Preschool Director	10	10	\$66,713	\$66,713	\$54,345	\$62,698	\$74,717
School Principal	8	26	\$84,852	\$81,933	\$68,000	\$88,000	\$90,253
Special Education Teacher	5	31	\$53,768	\$52,357	\$47,840	\$50,000	\$57,000
Teacher Assistant/Aide, K-12	7	252	\$38,130	\$37,117	\$34,476	\$34,829	\$40,560
Teacher Assistant/Aide, Preschool	10	162	\$36,833	\$34,275	\$32,860	\$32,920	\$35,360
Teacher, K-12	16	391	\$53,775	\$57,371	\$50,986	\$57,572	\$64,480
Teacher, Preschool	14	359	\$43,286	\$43,604	\$35,360	\$46,074	\$46,074
Teacher, Adult Education	7	221	\$60,893	\$58,698	\$51,000	\$51,000	\$78,088
Child Care Assistant	9	136	\$37,617	\$35,752	\$34,663	\$35,360	\$35,360
After School Instructor	11	386	\$46,245	\$39,099	\$34,231	\$37,440	\$41,600
Camp Director	11	67	\$48,377	\$48,494	\$40,269	\$51,000	\$55,000
Education/Training							
Education/Training Coordinator	30	70	\$52,036	\$50,401	\$43,651	\$47,528	\$55,000
Education/Training Manager	24	30	\$64,703	\$63,718	\$55,162	\$60,000	\$69,360
Job Coach	15	186	\$47,726	\$46,916	\$44,048	\$49,000	\$49,000
Vocational Instructor	11	48	\$51,675	\$51,595	\$43,393	\$51,000	\$55,091
Facilities/Maintenance							
Facilities Manager	47	51	\$70,959	\$70,074	\$55,944	\$68,507	\$80,000
Maintenance Supervisor	27	43	\$53,827	\$56,311	\$50,000	\$58,070	\$65,000
Maintenance Technician	46	149	\$45,867	\$44,665	\$39,498	\$43,410	\$48,000
Housekeeper	16	59	\$39,573	\$37,583	\$33,696	\$37,044	\$40,000
Driver	19	112	\$38,669	\$39,367	\$35,100	\$39,914	\$41,860
Security Guard	7	111	\$38,628	\$39,035	\$36,400	\$41,319	\$42,000
Finance							
Purchasing Coordinator/Specialist	8	8	\$55,290	\$55,290	\$44,776	\$50,273	\$70,060

Position	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Accountant I (Entry)	38	69	\$51,831	\$48,627	\$43,600	\$44,699	\$52,728
Accountant II (Experienced)	41	60	\$61,446	\$60,630	\$54,080	\$60,427	\$66,195
Accountant III (Advanced)	17	22	\$65,722	\$67,883	\$61,568	\$69,389	\$75,254
Accounting Supervisor	23	32	\$77,600	\$76,650	\$67,600	\$78,009	\$85,283
Bookkeeper	25	33	\$49,583	\$49,386	\$41,450	\$47,000	\$58,845
Chief Financial Officer (CFO)	82	82	\$149,366	\$149,366	\$121,649	\$143,639	\$177,151
Controller	29	29	\$104,717	\$104,717	\$90,088	\$103,463	\$118,978
Finance Director (Not CFO)	54	73	\$88,512	\$84,214	\$72,000	\$77,250	\$95,200
Grant Accountant	13	21	\$67,455	\$63,787	\$54,613	\$59,697	\$66,948
Payroll Supervisor/Administrator	13	13	\$62,715	\$62,715	\$54,500	\$59,987	\$67,000
Food Service							
Food Service Manager/Supervisor	23	36	\$58,337	\$57,179	\$48,209	\$55,000	\$63,807
Cook	18	158	\$43,036	\$37,363	\$32,071	\$39,000	\$39,000
Food Service Assistant/Worker	14	57	\$36,034	\$36,750	\$33,218	\$37,400	\$38,000
Housing/Property Management							
Housing Property Director	5	14	\$83,584	\$77,153	\$45,000	\$84,960	\$95,750
Property/Site Manager	13	17	\$61,286	\$61,577	\$54,276	\$62,400	\$65,000
Director of Residential Services	9	17	\$78,237	\$76,129	\$75,000	\$76,000	\$77,647
Residential Adult Care Worker	4	200	\$41,325	\$36,565	-	\$34,320	-
Residential Child and Youth Care Worker	7	297	\$42,649	\$43,603	\$37,708	\$45,760	\$48,880
Shelter/Housing/Residential Manager	10	29	\$59,691	\$60,949	\$57,000	\$58,090	\$68,341
Human Services							
Chief Human Resources Officer	20	20	\$125,629	\$125,629	\$99,419	\$119,143	\$152,250
Human Resource Assistant	30	36	\$52,111	\$51,302	\$43,885	\$49,380	\$54,750
Human Resource Director	40	40	\$95,026	\$95,026	\$78,500	\$94,747	\$106,060
Human Resource Manager	31	36	\$71,092	\$71,842	\$61,205	\$71,738	\$82,440
Information Technology							
Chief Information Officer	6	6	\$110,671	\$110,671	\$86,250	\$104,513	\$137,500
Database Administrator/Manager	21	26	\$64,060	\$67,611	\$53,063	\$65,824	\$81,147
Help Desk	13	25	\$53,772	\$54,614	\$45,000	\$58,320	\$59,649
IT Director	18	18	\$98,744	\$98,744	\$86,284	\$99,612	\$114,247
IT Specialist – Mutli Function (PC and Network)	13	31	\$55,804	\$57,664	\$55,000	\$59,122	\$64,000
IT/IS Manager	7	7	\$82,268	\$82,268	\$68,500	\$80,770	\$96,000
Network Administration	9	9	\$75,718	\$75,718	\$65,509	\$76,730	\$87,965
Web Designer	0	—	-	-	-	-	-

Position	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Data Entry Operator	15	31	\$48,085	\$44,417	\$37,500	\$43,101	\$51,000
Legal							
Attorney, Legal Aid	5	135	\$87,261	\$84,818	\$80,627	\$82,258	\$87,180
Attorney, All Others	4	9	\$103,329	\$100,385	-	\$94,735	-
General Counsel	3	3	\$202,344	\$202,344	-	\$166,400	-
Paralegal or Law Clerk	8	83	\$56,013	\$58,983	\$53,229	\$63,221	\$63,221
Marketing/PR/Social Media							
Chief Communications Officer	16	16	\$123,510	\$123,510	\$87,863	\$116,300	\$144,975
Communications Director	26	26	\$86,679	\$86,679	\$70,979	\$85,760	\$103,765
Communications Manager	24	24	\$62,164	\$62,164	\$52,464	\$62,134	\$69,750
Communications Specialist	15	16	\$55,220	\$55,624	\$52,000	\$57,000	\$61,166
Graphic Artist	12	13	\$60,920	\$60,890	\$49,708	\$58,000	\$75,000
Marketing Coordinator	14	14	\$55,590	\$55,590	\$49,050	\$52,229	\$62,250
Marketing Director	29	29	\$86,435	\$86,435	\$68,725	\$89,443	\$99,050
Marketing Manager	18	19	\$66,901	\$67,482	\$56,708	\$64,550	\$76,073
Social Media Manager	12	12	\$53,513	\$53,513	\$46,912	\$51,000	\$62,075
Digital Content Creator/Developer	13	14	\$63,164	\$63,727	\$55,400	\$62,700	\$71,782
Medical Personnel							
Clinical Therapist	9	37	\$63,367	\$59,316	\$44,980	\$55,477	\$71,200
Community Health Worker or Health Educator	10	48	\$47,252	\$50,352	\$48,455	\$50,195	\$51,000
Dental Hygienist/Assistant	6	30	\$63,190	\$53,845	\$43,171	\$48,300	\$65,613
Dentist	4	16	\$188,091	\$185,838	-	\$194,851	-
Doctor/Physician	6	30	\$199,564	\$220,354	\$212,000	\$245,532	\$245,532
Midwife	2	5	-	-	-	-	-
Nurse Practitioner	10	45	\$119,725	\$128,192	\$112,996	\$127,528	\$136,977
Registered Nurse	15	102	\$68,379	\$72,269	\$70,641	\$70,641	\$77,727
Director of Nursing	8	13	\$100,269	\$102,624	\$93,000	\$96,000	\$109,458
Licensed Practical/Vocational Nurse	9	69	\$58,313	\$58,796	\$51,488	\$58,472	\$64,325
Physician's Assistant	3	3	\$97,897	\$97,897	-	\$99,000	-
Medical Assistant	15	107	\$42,029	\$43,576	\$38,667	\$45,790	\$46,300
Clinic Director	10	19	\$77,159	\$72,884	\$45,000	\$64,729	\$100,943
Certified Nurse Assistant (CNA)	7	128	\$41,008	\$40,035	\$32,000	\$40,331	\$42,782
Home Health Aide	1	4	-	-	-	-	-
Medical Services Director	3	3	\$110,349	\$110,349	-	\$106,548	-
Nurse Supervisor	5	8	\$78,055	\$79,969	\$74,230	\$77,993	\$89,526

Position	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Physical Therapist	4	11	\$76,963	\$76,450	-	\$73,000	-
Occupational Therapist	4	36	\$69,541	\$68,388	-	\$68,576	-
Speech Pathologist	4	38	\$72,676	\$69,317	-	\$75,000	-
Medical Receptionist	7	57	\$40,574	\$39,202	\$37,128	\$38,265	\$40,705
Medical Case Manager	3	7	\$54,500	\$53,222	-	\$53,500	-
Mental/Social Services							
Clinical Supervisor	12	48	\$67,803	\$68,242	\$62,890	\$72,207	\$74,435
Family Advocate	18	337	\$47,167	\$47,553	\$41,000	\$46,500	\$52,260
Resource & Referral Counselor	20	124	\$48,600	\$48,430	\$44,720	\$47,128	\$51,365
Case Manager	61	615	\$50,154	\$52,056	\$45,000	\$49,500	\$54,106
Licensed Clinical Social Worker/Social Worker MSW	29	311	\$62,620	\$60,972	\$53,509	\$55,875	\$71,551
Clinician (Pre-License)	13	106	\$55,640	\$54,177	\$50,823	\$55,000	\$57,500
Crisis Intervention Specialist	8	32	\$48,876	\$45,419	\$35,360	\$45,938	\$46,454
Mental Health Clinician	25	105	\$64,215	\$62,150	\$53,550	\$59,558	\$67,455
Psychiatrist	2	2	-	-	-	-	-
Social Services Director	19	24	\$76,250	\$72,822	\$54,781	\$75,973	\$85,040
Other Executive							
Chief Operating Officer	83	83	\$128,320	\$128,320	\$88,400	\$115,000	\$155,000
Deputy/Associate Director	6	7	\$111,577	\$108,337	\$82,698	\$88,900	\$153,521
Chief Strategy Officer	14	14	\$160,036	\$160,036	\$106,856	\$137,500	\$210,488
Program Management							
Wellness Coordinator	10	15	\$56,056	\$54,096	\$42,700	\$51,134	\$60,000
Chief Programs Officer	53	68	\$116,207	\$131,745	\$90,980	\$120,000	\$174,850
Program Director	105	292	\$79,191	\$77,184	\$67,368	\$75,000	\$86,575
Program Manager	113	451	\$63,833	\$64,419	\$57,741	\$64,669	\$69,600
Program Coordinator	89	437	\$50,985	\$50,491	\$43,774	\$49,625	\$58,777
Research							
Director of Research	7	8	\$73,719	\$71,005	\$52,000	\$75,000	\$91,088
Research Assistant	10	18	\$59,798	\$53,002	\$45,504	\$47,499	\$64,610
Retail and Pantry							
Director of Retail Operations	17	17	\$68,482	\$68,482	\$58,819	\$67,600	\$80,795
Gift/Thrift Shop Manager	19	26	\$52,701	\$51,437	\$45,000	\$51,272	\$59,370
Gift/Thrift Shop Sales Clerk	14	29	\$38,506	\$37,307	\$33,211	\$36,400	\$42,047
Food Pantry Director	8	8	\$64,884	\$64,884	\$47,270	\$62,500	\$84,294

Position	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Food Pantry Worker	7	13	\$38,955	\$38,318	\$32,680	\$40,000	\$42,723
Support/Administrative							
Director, Administration/Operations	47	73	\$85,908	\$90,884	\$63,500	\$90,217	\$117,884
Quality Assurance Manager	24	47	\$66,478	\$69,612	\$56,930	\$68,646	\$83,217
Operations Manager	33	50	\$65,501	\$65,229	\$53,500	\$64,630	\$70,157
Office Manager	42	83	\$54,627	\$55,047	\$44,098	\$54,540	\$61,025
Regional Manager/Center Manager	5	34	\$102,942	\$112,672	\$83,025	\$140,000	\$156,000
Administrative Assistant I	46	114	\$42,739	\$41,865	\$35,818	\$41,600	\$46,594
Administrative Assistant II (Senior)	26	132	\$53,387	\$56,072	\$46,793	\$54,564	\$58,252
Executive Assistant	70	82	\$63,283	\$61,205	\$52,000	\$60,367	\$68,500
Receptionist	35	57	\$40,241	\$39,461	\$33,978	\$37,000	\$45,581
Translator/Interpreter	3	7	\$40,467	\$40,467	-	\$36,400	-
Volunteer Services							
Volunteer Coordinator	27	30	\$51,273	\$51,047	\$44,410	\$49,861	\$55,620
Volunteer Manager/Director	34	39	\$62,977	\$62,559	\$52,393	\$61,900	\$71,400

— Insufficient number of organizations reporting (fewer than three). *Italic* job titles indicate Dominance Diffusion applied.

Individual Job Reports

The following pages present the full breakdown for each position — by organization size, region, annual budget, organization category, and county. Positions with fewer than three reporting organizations are not shown. Within a breakdown, a dash (—) marks a cell with fewer than three organizations, and figures in italics indicate Dominance Diffusion has been applied. Because job titles vary from one organization to another, use each position's description – not the title alone – to confirm the equivalent role in your organization before comparing benchmarks.

# Orgs	The number of organizations reporting salary data for a position or breakdown row. Rows with fewer than three organizations are suppressed. Example: <i>If # Orgs = 5, then five organizations reported pay for that position.</i>
# Incs	The number of incumbents — individual employees holding a position — across all reporting organizations. One organization may report several incumbents in the same role. Example: <i>If # Incs = 8 across 5 organizations, those five employers together reported eight people in the role.</i>
Average (Avg)	The sum of all reported salaries divided by the number of incumbents. Easy to understand but sensitive to unusually high or low values. Example: <i>Salaries of \$52K, \$68K, \$74K, \$91K, \$145K → average = \$86,000.</i>
Weighted Average (Wtd. Avg)	An average that gives each organization influence in proportion to its number of incumbents, so larger employers count more heavily. Example: <i>\$50K (5 incumbents), \$70K (50), \$90K (100) → weighted = \$79,032 vs. simple \$70K.</i>
P25 (25th Percentile)	The value below which 25% of reported salaries fall — a benchmark for lean or conservative pay positioning. Example: <i>If P25 is \$58,000, then 25% of incumbents earn less than that.</i>
Median (P50)	The middle salary when all responses are sorted low to high. Often more representative than the average when data is skewed, and the recommended headline benchmark. Example: <i>Sorted salaries → middle value = \$74,000.</i>
P75 (75th Percentile)	The value below which 75% of reported salaries fall — a benchmark for competitive pay positioning. Example: <i>If P75 is \$82,000, then 75% earn less and 25% earn more.</i>

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Public Policy Manager

Develops, analyzes, and advances the organization's policy positions on issues relevant to its mission. Monitors legislative and regulatory activity, builds coalitions, and translates complex policy issues into clear recommendations for leadership and external stakeholders.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	5	8	\$76,385	\$76,681	\$71,961	\$78,160	\$81,120
Company Size (FTE)							
Under 10	2	2	—	—	—	—	—
10-24	1	1	—	—	—	—	—
25-99	2	5	—	—	—	—	—
Region							
East Central	2	2	—	—	—	—	—
Southeast	1	1	—	—	—	—	—
Southwest	2	5	—	—	—	—	—
Annual Budget							
Under \$500,000	1	1	—	—	—	—	—
\$500,000–\$999,999	1	1	—	—	—	—	—
\$1M–\$4.9M	1	1	—	—	—	—	—
\$10M–\$24.9M	1	4	—	—	—	—	—
\$25M or more	1	1	—	—	—	—	—
Organization Category							
Education	1	1	—	—	—	—	—
Environment & Animals	2	5	—	—	—	—	—
Human Services	1	1	—	—	—	—	—
Public & Societal Benefit	1	1	—	—	—	—	—
County							
Broward	1	1	—	—	—	—	—
Collier	2	5	—	—	—	—	—
Orange	1	1	—	—	—	—	—
Osceola	1	1	—	—	—	—	—

Government Affairs Director

Leads the organization's government relations strategy at federal, state, and/or local levels. Serves as primary liaison to elected officials and agencies and oversees lobbying, advocacy, and political engagement activities consistent with the organization's mission and tax-exempt status.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	5	8	\$94,589	\$92,222	\$72,779	\$80,387	\$112,085
Company Size (FTE)							
10-24	2	5	—	—	—	—	—
25-99	3	3	\$106,815	\$106,815	—	\$100,446	—
Region							
Central West	1	1	—	—	—	—	—
East Central	1	4	—	—	—	—	—
Northeast	1	1	—	—	—	—	—
Southeast	2	2	—	—	—	—	—
Annual Budget							
\$1M-\$4.9M	1	4	—	—	—	—	—
\$5M-\$9.9M	2	2	—	—	—	—	—
\$10M-\$24.9M	2	2	—	—	—	—	—
Organization Category							
Education	1	1	—	—	—	—	—
Human Services	3	3	\$106,815	\$106,815	—	\$100,446	—
Public & Societal Benefit	1	4	—	—	—	—	—
County							
Broward	2	2	—	—	—	—	—
Duval	1	1	—	—	—	—	—
Manatee	1	1	—	—	—	—	—
Orange	1	4	—	—	—	—	—

Animal Care Worker

Provides daily care for animals in the organization's custody, including feeding, cleaning, exercise, enrichment, and basic health monitoring. Supports adoption, sheltering, or sanctuary operations.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	10	135	\$38,535	\$40,687	\$35,360	\$42,624	\$44,201
Company Size (FTE)							
Under 10	2	6	—	—	—	—	—
25-99	8	129	\$39,979	\$41,055	\$35,360	\$42,624	\$44,201
Region							
Central West	1	8	—	—	—	—	—
East Central	2	40	—	—	—	—	—
Southeast	4	31	\$36,612	\$38,353	—	\$36,431	—
Southwest	3	56	\$41,854	\$41,854	—	\$44,201	—
Annual Budget							
Under \$500,000	1	3	—	—	—	—	—
\$500,000–\$999,999	1	3	—	—	—	—	—
\$1M–\$4.9M	2	23	—	—	—	—	—
\$5M–\$9.9M	3	42	\$39,963	\$40,183	—	\$39,000	—
\$10M–\$24.9M	3	64	\$41,328	\$39,200	—	\$35,360	—
Organization Category							
Education	1	39	—	—	—	—	—
Environment & Animals	8	95	\$38,161	\$39,925	\$35,360	\$42,681	\$44,201
Human Services	1	1	—	—	—	—	—
County							
Broward	2	13	—	—	—	—	—
Collier	3	56	\$41,854	\$41,854	—	\$44,201	—
Manatee	1	8	—	—	—	—	—
Martin	1	3	—	—	—	—	—
Orange	1	1	—	—	—	—	—
Palm Beach	1	15	—	—	—	—	—
Seminole	1	39	—	—	—	—	—

Veterinarian

Provides medical care to animals served by the organization, including examinations, diagnostics, surgery, vaccinations, and end-of-life care. May lead a clinical team and set veterinary protocols.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	6	12	\$135,065	\$129,097	\$72,564	\$145,703	\$160,000
Company Size (FTE)							
25-99	6	12	\$135,065	\$129,097	\$72,564	\$145,703	\$160,000
Region							
Central West	1	1	—	—	—	—	—
East Central	1	3	—	—	—	—	—
Southeast	1	1	—	—	—	—	—
Southwest	3	7	\$127,604	\$127,604	—	\$117,811	—
Annual Budget							
\$1M-\$4.9M	2	2	—	—	—	—	—
\$5M-\$9.9M	1	1	—	—	—	—	—
\$10M-\$24.9M	3	9	\$112,521	\$107,115	—	\$88,782	—
Organization Category							
Education	1	3	—	—	—	—	—
Environment & Animals	5	9	\$147,565	\$149,637	\$114,608	\$160,000	\$170,003
County							
Collier	3	7	\$127,604	\$127,604	—	\$117,811	—
Manatee	1	1	—	—	—	—	—
Palm Beach	1	1	—	—	—	—	—
Seminole	1	3	—	—	—	—	—

Artistic Director

Sets the artistic vision and programming direction for a theater, performing arts organization, or cultural institution. Selects works, hires creative talent, and shapes the organization's artistic identity.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	5	5	\$86,688	\$86,688	\$65,000	\$98,440	\$102,500
Company Size (FTE)							
Under 10	3	3	\$89,333	\$89,333	—	\$100,000	—
25-99	1	1	—	—	—	—	—
100-200	1	1	—	—	—	—	—
Region							
East Central	2	2	—	—	—	—	—
Northwest	1	1	—	—	—	—	—
Southeast	1	1	—	—	—	—	—
Southwest	1	1	—	—	—	—	—
Annual Budget							
\$1M-\$4.9M	3	3	\$89,333	\$89,333	—	\$100,000	—
\$10M-\$24.9M	1	1	—	—	—	—	—
\$25M or more	1	1	—	—	—	—	—
Organization Category							
Arts, Culture & Humanities	4	4	\$91,610	\$91,610	—	\$99,220	—
Education	1	1	—	—	—	—	—
County							
Collier	1	1	—	—	—	—	—
Leon	1	1	—	—	—	—	—
Orange	2	2	—	—	—	—	—
Palm Beach	1	1	—	—	—	—	—

Exhibits Manager

Manages the planning, fabrication, installation, and maintenance of exhibitions. Oversees exhibit schedules, budgets, vendors, and crews to deliver exhibits successfully.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	4	4	\$63,394	\$63,394	—	\$59,500	—
Company Size (FTE)							
10-24	2	2	—	—	—	—	—
25-99	2	2	—	—	—	—	—
Region							
East Central	2	2	—	—	—	—	—
Northeast	1	1	—	—	—	—	—
Southwest	1	1	—	—	—	—	—
Annual Budget							
Under \$500,000	1	1	—	—	—	—	—
\$1M-\$4.9M	2	2	—	—	—	—	—
\$5M-\$9.9M	1	1	—	—	—	—	—
Organization Category							
Arts, Culture & Humanities	2	2	—	—	—	—	—
Education	1	1	—	—	—	—	—
Human Services	1	1	—	—	—	—	—
County							
Collier	1	1	—	—	—	—	—
Duval	1	1	—	—	—	—	—
Orange	2	2	—	—	—	—	—

Museum Curator

Researches, develops, and interprets the museum's collection. Curates exhibitions, contributes scholarship, and supports acquisitions, loans, and collection care.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	8	10	\$69,529	\$74,950	\$53,123	\$67,475	\$86,070
Company Size (FTE)							
Under 10	2	2	—	—	—	—	—
10-24	2	3	—	—	—	—	—
25-99	3	4	\$76,233	\$76,233	—	\$70,974	—
100-200	1	1	—	—	—	—	—
Region							
East Central	1	2	—	—	—	—	—
Northeast	2	3	—	—	—	—	—
Southeast	4	4	\$66,664	\$66,664	—	\$70,541	—
Southwest	1	1	—	—	—	—	—
Annual Budget							
Under \$500,000	1	1	—	—	—	—	—
\$500,000-\$999,999	1	1	—	—	—	—	—
\$1M-\$4.9M	3	4	\$80,046	\$80,046	—	\$78,499	—
\$5M-\$9.9M	2	3	—	—	—	—	—
\$10M-\$24.9M	1	1	—	—	—	—	—
Organization Category							
Arts, Culture & Humanities	5	7	\$76,270	\$82,088	\$66,084	\$68,000	\$98,280
Education	1	1	—	—	—	—	—
Environment & Animals	2	2	—	—	—	—	—
County							
Broward	4	4	\$66,664	\$66,664	—	\$70,541	—
Collier	1	1	—	—	—	—	—
Duval	1	2	—	—	—	—	—
Nassau	1	1	—	—	—	—	—
Orange	1	2	—	—	—	—	—

Technical Staff

Provides hands-on technical support for productions and events, including lighting, sound, rigging, carpentry, props, or projection. Ensures safe and effective execution of technical elements.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	5	51	\$55,948	\$60,513	\$51,406	\$60,926	\$72,800
Company Size (FTE)							
Under 10	1	1	—	—	—	—	—
10-24	1	1	—	—	—	—	—
25-99	2	42	—	—	—	—	—
100-200	1	7	—	—	—	—	—
Region							
East Central	2	2	—	—	—	—	—
Northeast	1	2	—	—	—	—	—
Southeast	1	7	—	—	—	—	—
Southwest	1	40	—	—	—	—	—
Annual Budget							
\$1M-\$4.9M	2	2	—	—	—	—	—
\$5M-\$9.9M	1	2	—	—	—	—	—
\$10M-\$24.9M	1	40	—	—	—	—	—
\$25M or more	1	7	—	—	—	—	—
Organization Category							
Arts, Culture & Humanities	4	44	\$51,735	\$51,634	—	\$51,704	—
Education	1	7	—	—	—	—	—
County							
Collier	1	40	—	—	—	—	—
Duval	1	2	—	—	—	—	—
Orange	2	2	—	—	—	—	—
Palm Beach	1	7	—	—	—	—	—

Chief Executive Officer/Executive Director

Serves as the organization's chief executive, responsible for overall leadership, strategy, fundraising, operations, and external representation. Reports to the board of directors and leads the senior staff team.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	240	243	\$161,413	\$159,852	\$105,000	\$139,244	\$195,612
Company Size (FTE)							
Under 10	90	90	\$109,211	\$109,211	\$87,231	\$101,250	\$130,000
10-24	52	52	\$157,119	\$157,119	\$115,000	\$139,562	\$180,574
25-99	76	79	\$191,898	\$185,940	\$139,244	\$176,000	\$220,000
100-200	12	12	\$245,454	\$245,454	\$185,483	\$243,722	\$263,071
Over 200	10	10	\$321,024	\$321,024	\$244,923	\$277,813	\$422,750
Region							
Central West	27	30	\$165,245	\$152,220	\$107,831	\$130,482	\$195,355
East Central	37	37	\$150,063	\$150,063	\$98,250	\$125,000	\$182,259
North Central	1	1	—	—	—	—	—
Northeast	54	54	\$152,952	\$152,952	\$98,750	\$139,000	\$183,512
Northwest	5	5	\$145,828	\$145,828	\$107,500	\$159,949	\$177,096
Southeast	77	77	\$157,433	\$157,433	\$102,250	\$145,000	\$186,266
Southwest	39	39	\$193,366	\$193,366	\$130,000	\$150,000	\$235,000
County							
Alachua	1	1	—	—	—	—	—
Brevard	5	5	\$145,148	\$145,148	\$88,824	\$92,391	\$227,852
Broward	35	35	\$157,094	\$157,094	\$98,000	\$148,000	\$195,900
Charlotte	2	2	—	—	—	—	—
Clay	1	1	—	—	—	—	—
Collier	33	33	\$204,340	\$204,340	\$130,675	\$195,612	\$256,714
Duval	48	48	\$153,609	\$153,609	\$98,250	\$139,000	\$183,671
Escambia	1	1	—	—	—	—	—
Hillsborough	6	9	\$157,420	\$132,936	\$35,000	\$129,559	\$239,638
Indian River	3	3	\$124,250	\$124,250	—	\$110,000	—
Lake	1	1	—	—	—	—	—
Lee	4	4	\$154,265	\$154,265	—	\$138,531	—
Leon	3	3	\$146,397	\$146,397	—	\$174,760	—
Manatee	5	5	\$146,576	\$146,576	\$107,500	\$150,000	\$183,940
Martin	7	7	\$138,530	\$138,530	\$84,048	\$137,812	\$181,851
Miami-Dade	11	11	\$151,514	\$151,514	\$110,000	\$135,061	\$175,000
Monroe	1	1	—	—	—	—	—
Nassau	3	3	\$151,971	\$151,971	—	\$169,785	—
Orange	24	24	\$150,845	\$150,845	\$111,250	\$129,558	\$184,139
Osceola	1	1	—	—	—	—	—
Palm Beach	19	19	\$179,654	\$179,654	\$121,000	\$161,000	\$225,500
Pinellas	4	4	\$213,133	\$213,133	—	\$123,000	—
Polk	1	1	—	—	—	—	—
St. Johns	2	2	—	—	—	—	—

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
St. Lucie	1	1	—	—	—	—	—
Sarasota	11	11	\$163,519	\$163,519	\$120,000	\$139,124	\$200,000
Seminole	5	5	\$130,534	\$130,534	\$96,000	\$120,652	\$170,010
Volusia	1	1	—	—	—	—	—
Wakulla	1	1	—	—	—	—	—
Annual Budget							
Under \$500,000	23	23	\$87,482	\$87,482	\$54,000	\$84,896	\$95,500
\$500,000–\$999,999	38	38	\$110,151	\$110,151	\$90,000	\$105,767	\$125,500
\$1M–\$4.9M	98	98	\$141,493	\$141,493	\$110,000	\$133,375	\$163,500
\$5M–\$9.9M	37	40	\$191,866	\$180,101	\$142,500	\$175,565	\$216,300
\$10M–\$24.9M	26	26	\$245,859	\$245,859	\$194,595	\$235,000	\$269,643
\$25M or more	18	18	\$287,978	\$287,978	\$192,647	\$266,750	\$377,205
Organization Category							
Arts, Culture & Humanities	19	19	\$116,550	\$116,550	\$84,048	\$98,325	\$130,100
Education	34	37	\$170,453	\$159,470	\$90,000	\$160,000	\$209,479
Environment & Animals	18	18	\$144,154	\$144,154	\$83,000	\$112,500	\$197,855
Health	29	29	\$197,363	\$197,363	\$110,000	\$169,785	\$257,825
Human Services	116	116	\$156,400	\$156,400	\$112,419	\$139,184	\$183,275
Public & Societal Benefit	19	19	\$190,080	\$190,080	\$118,486	\$174,760	\$250,000
Religion Related	2	2	—	—	—	—	—
Mutual & Membership Benefit	2	2	—	—	—	—	—
Other	1	1	—	—	—	—	—

Co-Executive Director

Shares executive leadership of the organization with one or more co-leaders under a defined shared-leadership model. Together with co-director(s), provides overall strategic, programmatic, and operational direction.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	5	6	\$121,457	\$116,004	\$79,637	\$88,740	\$145,000
Company Size (FTE)							
Under 10	2	2	—	—	—	—	—
10-24	1	2	—	—	—	—	—
25-99	1	1	—	—	—	—	—
100-200	1	1	—	—	—	—	—
Region							
Central West	1	1	—	—	—	—	—
East Central	3	4	\$92,913	\$92,913	—	\$88,740	—
Northeast	1	1	—	—	—	—	—
Annual Budget							
\$500,000–\$999,999	2	2	—	—	—	—	—
\$1M–\$4.9M	2	3	—	—	—	—	—
\$25M or more	1	1	—	—	—	—	—
Organization Category							
Arts, Culture & Humanities	1	1	—	—	—	—	—
Health	1	1	—	—	—	—	—
Human Services	3	4	\$82,429	\$82,429	—	\$80,000	—
County							
Duval	1	1	—	—	—	—	—
Orange	3	4	\$92,913	\$92,913	—	\$88,740	—
Sarasota	1	1	—	—	—	—	—

Customer/Visitor Services Representative

Serves as the front-line point of contact for customers, members, or visitors. Provides information, processes transactions, and ensures a welcoming experience.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	26	177	\$42,020	\$40,560	\$33,713	\$40,000	\$46,457
Company Size (FTE)							
Under 10	1	1	—	—	—	—	—
10-24	4	27	\$39,160	\$37,326	—	\$37,440	—
25-99	17	70	\$41,904	\$40,231	\$33,280	\$39,760	\$44,720
100-200	4	79	\$40,747	\$41,230	—	\$38,885	—
Region							
Central West	3	26	\$40,722	\$39,328	—	\$38,885	—
East Central	5	19	\$40,047	\$41,950	\$35,907	\$41,600	\$46,238
Northeast	5	58	\$42,618	\$42,366	\$35,360	\$41,579	\$46,457
Northwest	1	1	—	—	—	—	—
Southeast	7	28	\$44,938	\$43,228	\$41,358	\$43,160	\$44,720
Southwest	5	45	\$36,386	\$33,555	\$31,200	\$32,526	\$36,046
Annual Budget							
Under \$500,000	1	1	—	—	—	—	—
\$500,000–\$999,999	1	1	—	—	—	—	—
\$1M–\$4.9M	8	46	\$40,932	\$38,270	\$31,200	\$33,280	\$46,238
\$5M–\$9.9M	5	30	\$40,850	\$39,187	\$32,526	\$33,280	\$44,720
\$10M–\$24.9M	10	55	\$41,033	\$39,353	\$36,046	\$38,885	\$41,600
\$25M or more	1	44	—	—	—	—	—
Organization Category							
Arts, Culture & Humanities	3	7	\$36,400	\$36,400	—	\$33,280	—
Education	4	74	\$41,822	\$38,519	—	\$35,907	—
Environment & Animals	4	29	\$34,303	\$34,277	—	\$33,280	—
Health	2	14	—	—	—	—	—
Human Services	11	48	\$45,645	\$41,923	\$38,885	\$40,000	\$42,550
Public & Societal Benefit	2	5	—	—	—	—	—
County							
Broward	3	4	\$47,667	\$47,667	—	\$46,000	—
Collier	5	45	\$36,386	\$33,555	\$31,200	\$32,526	\$36,046
Duval	5	58	\$42,618	\$42,366	\$35,360	\$41,579	\$46,457
Hillsborough	1	18	—	—	—	—	—
Leon	1	1	—	—	—	—	—
Manatee	1	5	—	—	—	—	—
Martin	2	13	—	—	—	—	—
Orange	4	12	\$41,082	\$43,260	—	\$41,600	—
Palm Beach	2	11	—	—	—	—	—
Sarasota	1	3	—	—	—	—	—
Seminole	1	7	—	—	—	—	—

Community Outreach Coordinator

Builds relationships with community partners, residents, and stakeholders to extend the reach and impact of the organization's programs and services.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	40	64	\$53,381	\$52,968	\$45,000	\$51,000	\$57,611
Company Size (FTE)							
Under 10	6	6	\$50,069	\$50,069	\$41,654	\$50,650	\$56,875
10-24	3	3	\$58,085	\$58,085	—	\$62,554	—
25-99	22	37	\$53,663	\$54,295	\$45,900	\$51,365	\$60,000
100-200	6	12	\$54,420	\$51,625	\$44,096	\$49,918	\$53,252
Over 200	3	6	\$51,161	\$51,541	—	\$52,112	—
Region							
Central West	4	7	\$49,443	\$50,228	—	\$51,800	—
East Central	5	9	\$49,870	\$49,681	\$45,000	\$49,494	\$54,598
Northeast	10	13	\$53,258	\$55,959	\$45,000	\$49,918	\$72,486
Southeast	11	21	\$50,886	\$50,103	\$44,096	\$50,000	\$54,600
Southwest	10	14	\$59,580	\$57,916	\$49,846	\$58,446	\$61,500
Annual Budget							
Under \$500,000	2	4	—	—	—	—	—
\$500,000–\$999,999	3	3	\$42,205	\$42,205	—	\$45,000	—
\$1M–\$4.9M	8	12	\$56,398	\$55,494	\$51,000	\$51,933	\$60,750
\$5M–\$9.9M	9	11	\$62,223	\$64,089	\$46,800	\$72,486	\$78,000
\$10M–\$24.9M	9	17	\$46,684	\$47,286	\$44,096	\$44,164	\$50,000
\$25M or more	9	17	\$53,442	\$53,170	\$49,918	\$52,600	\$55,946
Organization Category							
Education	7	8	\$50,879	\$50,759	\$47,254	\$49,918	\$53,750
Environment & Animals	3	3	\$48,134	\$48,134	—	\$51,300	—
Health	4	6	\$61,424	\$60,343	—	\$57,096	—
Human Services	23	42	\$53,999	\$53,366	\$45,000	\$50,683	\$60,000
Public & Societal Benefit	3	5	\$49,005	\$49,005	—	\$51,000	—
County							
Brevard	1	1	—	—	—	—	—
Broward	5	8	\$49,679	\$50,706	\$48,687	\$50,000	\$54,600
Charlotte	1	1	—	—	—	—	—
Collier	6	8	\$56,184	\$55,288	\$46,227	\$51,419	\$62,701
Duval	8	11	\$49,473	\$53,698	\$45,000	\$48,700	\$72,486
Indian River	1	1	—	—	—	—	—
Lee	3	5	\$65,897	\$65,897	—	\$60,000	—
Manatee	1	1	—	—	—	—	—
Martin	1	1	—	—	—	—	—
Miami-Dade	1	3	—	—	—	—	—
Nassau	2	2	—	—	—	—	—
Orange	3	7	\$52,029	\$52,029	—	\$53,732	—
Palm Beach	3	8	\$56,365	\$56,365	—	\$55,000	—
Pinellas	2	3	—	—	—	—	—

			Base Salary				
Breakdown	# Orgs	# Incs	Average	Wtd. Avg	P25	Median	P75
Sarasota	1	3	—	—	—	—	—
Seminole	1	1	—	—	—	—	—

Membership Manager

Manages day-to-day operations of the membership program, including acquisition, renewal, retention, benefits fulfillment, and member communications.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	14	42	\$52,018	\$50,538	\$44,000	\$51,779	\$52,717
Company Size (FTE)							
Under 10	2	2	—	—	—	—	—
10-24	2	2	—	—	—	—	—
25-99	8	33	\$49,560	\$50,177	\$44,000	\$52,000	\$52,623
100-200	2	5	—	—	—	—	—
Region							
Central West	1	6	—	—	—	—	—
East Central	3	4	\$56,667	\$56,667	—	\$50,000	—
Northeast	4	13	\$52,536	\$51,048	—	\$52,382	—
Southeast	3	16	\$47,618	\$49,038	—	\$52,623	—
Southwest	3	3	\$51,085	\$51,085	—	\$48,194	—
Annual Budget							
Under \$500,000	1	2	—	—	—	—	—
\$500,000–\$999,999	2	2	—	—	—	—	—
\$1M–\$4.9M	4	9	\$52,880	\$52,782	—	\$52,000	—
\$5M–\$9.9M	4	14	\$52,740	\$53,454	—	\$52,704	—
\$10M–\$24.9M	2	11	—	—	—	—	—
\$25M or more	1	4	—	—	—	—	—
Organization Category							
Arts, Culture & Humanities	3	3	\$49,743	\$49,743	—	\$50,000	—
Education	1	7	—	—	—	—	—
Environment & Animals	2	2	—	—	—	—	—
Health	2	5	—	—	—	—	—
Human Services	5	24	\$49,363	\$49,110	\$44,000	\$52,000	\$52,312
Mutual & Membership Benefit	1	1	—	—	—	—	—
County							
Broward	1	10	—	—	—	—	—
Collier	3	3	\$51,085	\$51,085	—	\$48,194	—
Duval	4	13	\$52,536	\$51,048	—	\$52,382	—
Miami-Dade	1	1	—	—	—	—	—
Orange	3	4	\$56,667	\$56,667	—	\$50,000	—
Palm Beach	1	5	—	—	—	—	—
Sarasota	1	6	—	—	—	—	—

Membership Director

Sets strategy and provides leadership for the membership program. Drives growth in membership revenue and engagement and integrates the program with development and marketing efforts.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	13	17	\$77,989	\$72,933	\$44,500	\$77,250	\$91,889
Company Size (FTE)							
Under 10	2	2	—	—	—	—	—
10-24	1	1	—	—	—	—	—
25-99	9	13	\$75,933	\$69,954	\$43,000	\$71,000	\$89,500
100-200	1	1	—	—	—	—	—
Region							
Central West	1	1	—	—	—	—	—
East Central	2	2	—	—	—	—	—
Northeast	3	3	\$93,152	\$93,152	—	\$97,484	—
Northwest	1	1	—	—	—	—	—
Southeast	4	8	\$73,094	\$72,063	—	\$76,188	—
Southwest	2	2	—	—	—	—	—
Annual Budget							
Under \$500,000	1	1	—	—	—	—	—
\$1M–\$4.9M	5	5	\$78,062	\$78,062	\$58,500	\$86,826	\$93,242
\$5M–\$9.9M	4	5	\$80,405	\$82,249	—	\$80,678	—
\$10M–\$24.9M	1	4	—	—	—	—	—
\$25M or more	2	2	—	—	—	—	—
Organization Category							
Arts, Culture & Humanities	1	1	—	—	—	—	—
Education	1	1	—	—	—	—	—
Environment & Animals	1	1	—	—	—	—	—
Health	3	3	\$90,393	\$90,393	—	\$93,777	—
Human Services	4	7	\$65,638	\$63,122	—	\$65,138	—
Public & Societal Benefit	2	3	—	—	—	—	—
Mutual & Membership Benefit	1	1	—	—	—	—	—
County							
Broward	2	6	—	—	—	—	—
Collier	2	2	—	—	—	—	—
Duval	3	3	\$93,152	\$93,152	—	\$97,484	—
Leon	1	1	—	—	—	—	—
Orange	2	2	—	—	—	—	—
Palm Beach	2	2	—	—	—	—	—
Sarasota	1	1	—	—	—	—	—

Membership Assistant

Provides administrative and customer service support to the membership program. Processes transactions, fulfills benefits, and responds to member inquiries.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	10	22	\$46,126	\$43,912	\$37,440	\$45,000	\$48,500
Company Size (FTE)							
10-24	2	2	—	—	—	—	—
25-99	7	19	\$47,264	\$44,346	\$37,440	\$45,000	\$48,500
100-200	1	1	—	—	—	—	—
Region							
Central West	1	3	—	—	—	—	—
East Central	1	1	—	—	—	—	—
Northeast	1	1	—	—	—	—	—
Southeast	4	8	\$47,592	\$46,742	—	\$45,000	—
Southwest	3	9	\$41,364	\$41,364	—	\$39,520	—
Annual Budget							
\$1M-\$4.9M	5	9	\$46,348	\$46,879	\$43,630	\$48,000	\$50,000
\$5M-\$9.9M	3	9	\$50,413	\$50,413	—	\$46,800	—
\$10M-\$24.9M	1	3	—	—	—	—	—
\$25M or more	1	1	—	—	—	—	—
Organization Category							
Education	3	3	\$42,404	\$42,404	—	\$46,800	—
Environment & Animals	1	1	—	—	—	—	—
Health	1	1	—	—	—	—	—
Human Services	4	16	\$44,382	\$43,610	—	\$45,000	—
Public & Societal Benefit	1	1	—	—	—	—	—
County							
Broward	2	4	—	—	—	—	—
Collier	3	9	\$41,364	\$41,364	—	\$39,520	—
Duval	1	1	—	—	—	—	—
Martin	1	3	—	—	—	—	—
Orange	1	1	—	—	—	—	—
Palm Beach	1	1	—	—	—	—	—
Sarasota	1	3	—	—	—	—	—

Guest Services Manager

Oversees guest-facing operations including admissions, information services, and visitor experience. Leads front-line staff to deliver consistent, high-quality service.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	14	42	\$57,302	\$55,166	\$39,520	\$56,650	\$65,946
Company Size (FTE)							
10-24	4	5	\$69,493	\$68,361	—	\$65,000	—
25-99	9	24	\$50,923	\$47,801	\$39,520	\$48,048	\$56,650
100-200	1	13	—	—	—	—	—
Region							
East Central	3	6	\$50,523	\$50,523	—	\$49,920	—
Northeast	3	16	\$72,105	\$68,577	—	\$65,946	—
Southeast	4	6	\$55,277	\$51,307	—	\$48,774	—
Southwest	4	14	\$53,308	\$50,744	—	\$51,713	—
Annual Budget							
Under \$500,000	1	1	—	—	—	—	—
\$1M–\$4.9M	5	18	\$56,616	\$52,575	\$39,520	\$56,650	\$61,113
\$5M–\$9.9M	4	6	\$53,877	\$50,373	—	\$48,774	—
\$10M–\$24.9M	3	4	\$64,231	\$64,231	—	\$54,600	—
\$25M or more	1	13	—	—	—	—	—
Organization Category							
Arts, Culture & Humanities	2	3	—	—	—	—	—
Education	3	15	\$60,289	\$60,289	—	\$65,000	—
Environment & Animals	3	13	\$46,421	\$44,837	—	\$41,652	—
Health	2	5	—	—	—	—	—
Human Services	3	5	\$49,433	\$49,433	—	\$49,500	—
Public & Societal Benefit	1	1	—	—	—	—	—
County							
Broward	3	4	\$59,039	\$59,039	—	\$62,600	—
Collier	4	14	\$53,308	\$50,744	—	\$51,713	—
Duval	3	16	\$72,105	\$68,577	—	\$65,946	—
Orange	2	5	—	—	—	—	—
Palm Beach	1	2	—	—	—	—	—
Seminole	1	1	—	—	—	—	—

Chief Development Officer

Provides executive leadership for all fundraising and donor relations functions. Sets the fundraising strategy and drives the organization toward its philanthropic revenue goals.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	70	73	\$134,313	\$132,510	\$100,000	\$125,000	\$159,467
Company Size (FTE)							
Under 10	6	6	\$93,233	\$93,233	\$78,000	\$90,000	\$105,850
10-24	20	21	\$112,205	\$113,535	\$90,000	\$100,747	\$144,600
25-99	30	32	\$138,917	\$134,335	\$110,320	\$132,500	\$158,798
100-200	6	6	\$160,283	\$160,283	\$143,750	\$164,224	\$176,188
Over 200	8	8	\$183,649	\$183,649	\$128,745	\$187,112	\$221,660
Region							
Central West	8	8	\$144,800	\$144,800	\$92,750	\$111,700	\$206,250
East Central	10	10	\$113,971	\$113,971	\$95,000	\$119,300	\$128,745
Northeast	12	12	\$132,003	\$132,003	\$103,080	\$141,280	\$160,308
Northwest	1	1	—	—	—	—	—
Southeast	24	26	\$127,311	\$122,564	\$78,000	\$119,000	\$152,176
Southwest	15	16	\$158,993	\$157,815	\$124,024	\$155,115	\$176,000
Annual Budget							
Under \$500,000	1	1	—	—	—	—	—
\$500,000–\$999,999	2	2	—	—	—	—	—
\$1M–\$4.9M	25	25	\$111,074	\$111,074	\$91,000	\$100,747	\$132,800
\$5M–\$9.9M	13	13	\$137,305	\$137,305	\$106,160	\$140,044	\$159,516
\$10M–\$24.9M	16	16	\$148,294	\$148,294	\$118,500	\$145,980	\$168,558
\$25M or more	13	16	\$165,246	\$151,222	\$115,000	\$140,148	\$193,418
Organization Category							
Arts, Culture & Humanities	5	5	\$125,006	\$125,006	\$90,000	\$140,600	\$152,215
Education	13	13	\$141,644	\$141,644	\$113,140	\$150,000	\$169,872
Environment & Animals	7	7	\$129,914	\$129,914	\$90,000	\$112,000	\$145,000
Health	10	10	\$140,930	\$140,930	\$109,500	\$136,780	\$178,994
Human Services	30	32	\$131,713	\$127,581	\$93,500	\$119,000	\$156,528
Public & Societal Benefit	4	5	\$141,352	\$141,218	—	\$136,096	—
Religion Related	1	1	—	—	—	—	—
County							
Broward	12	14	\$121,138	\$113,205	\$76,246	\$105,500	\$138,750
Collier	14	15	\$161,778	\$160,336	\$136,096	\$160,230	\$178,000
Duval	11	11	\$130,709	\$130,709	\$100,000	\$140,600	\$165,000
Escambia	1	1	—	—	—	—	—
Hillsborough	1	1	—	—	—	—	—
Indian River	2	2	—	—	—	—	—
Lee	1	1	—	—	—	—	—
Manatee	2	2	—	—	—	—	—
Miami-Dade	3	3	\$134,624	\$134,624	—	\$145,000	—
Nassau	1	1	—	—	—	—	—

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Orange	8	8	\$112,638	\$112,638	\$85,000	\$119,300	\$131,000
Palm Beach	7	7	\$144,393	\$144,393	\$112,000	\$140,044	\$180,000
Pinellas	1	1	—	—	—	—	—
Polk	1	1	—	—	—	—	—
Sarasota	3	3	\$112,333	\$112,333	—	\$95,000	—
Seminole	1	1	—	—	—	—	—
Volusia	1	1	—	—	—	—	—

Annual Giving Officer

Manages the annual giving program, including direct mail, email, digital, and phone campaigns. Builds and stewards the broad donor base that supports the organization's ongoing operations.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	9	9	\$94,230	\$94,230	\$78,625	\$82,500	\$100,107
Company Size (FTE)							
Under 10	1	1	—	—	—	—	—
10-24	1	1	—	—	—	—	—
25-99	6	6	\$100,210	\$100,210	\$79,312	\$88,731	\$118,014
Over 200	1	1	—	—	—	—	—
Region							
East Central	2	2	—	—	—	—	—
Northeast	2	2	—	—	—	—	—
Southeast	2	2	—	—	—	—	—
Southwest	3	3	\$79,916	\$79,916	—	\$80,000	—
Annual Budget							
\$1M-\$4.9M	3	3	\$81,437	\$81,437	—	\$80,000	—
\$5M-\$9.9M	3	3	\$114,600	\$114,600	—	\$102,752	—
\$10M-\$24.9M	2	2	—	—	—	—	—
\$25M or more	1	1	—	—	—	—	—
Organization Category							
Arts, Culture & Humanities	1	1	—	—	—	—	—
Environment & Animals	1	1	—	—	—	—	—
Health	2	2	—	—	—	—	—
Human Services	1	1	—	—	—	—	—
Public & Societal Benefit	4	4	\$106,393	\$106,393	—	\$93,731	—
County							
Broward	1	1	—	—	—	—	—
Collier	3	3	\$79,916	\$79,916	—	\$80,000	—
Duval	2	2	—	—	—	—	—
Martin	1	1	—	—	—	—	—
Orange	2	2	—	—	—	—	—

Development Associate/Assistant

Provides administrative, gift processing, and donor service support across the development team. Often a first step into a fundraising career.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	46	50	\$50,816	\$50,822	\$42,953	\$51,500	\$57,845
Company Size (FTE)							
Under 10	7	7	\$55,349	\$55,349	\$54,206	\$59,280	\$61,800
10-24	9	9	\$52,814	\$52,814	\$46,090	\$51,500	\$60,325
25-99	22	24	\$49,845	\$50,691	\$42,209	\$50,627	\$59,342
100-200	4	4	\$49,319	\$49,319	—	\$51,750	—
Over 200	4	6	\$45,221	\$44,080	—	\$44,245	—
Region							
Central West	7	7	\$52,833	\$52,833	\$40,778	\$52,000	\$63,958
East Central	6	7	\$50,203	\$48,544	\$38,594	\$45,760	\$57,366
Northeast	8	8	\$47,941	\$47,941	\$43,088	\$48,773	\$51,064
Southeast	12	12	\$51,406	\$51,406	\$42,561	\$53,000	\$58,210
Southwest	13	16	\$51,236	\$51,942	\$44,010	\$51,750	\$60,474
Annual Budget							
\$500,000–\$999,999	3	3	\$48,469	\$48,469	—	\$54,206	—
\$1M–\$4.9M	18	18	\$52,444	\$52,444	\$43,547	\$51,500	\$62,340
\$5M–\$9.9M	11	11	\$51,188	\$51,188	\$42,365	\$54,000	\$57,000
\$10M–\$24.9M	10	12	\$50,416	\$52,013	\$43,058	\$52,000	\$59,342
\$25M or more	4	6	\$45,221	\$44,080	—	\$44,245	—
Organization Category							
Arts, Culture & Humanities	4	5	\$50,802	\$51,379	—	\$54,206	—
Education	7	7	\$48,638	\$48,638	\$43,490	\$45,760	\$51,500
Environment & Animals	7	8	\$56,146	\$57,128	\$44,075	\$62,316	\$66,738
Health	4	5	\$48,360	\$47,275	—	\$49,785	—
Human Services	22	23	\$49,366	\$49,176	\$42,157	\$49,000	\$55,000
Public & Societal Benefit	2	2	—	—	—	—	—
County							
Broward	4	4	\$47,147	\$47,147	—	\$48,075	—
Collier	12	15	\$51,993	\$52,594	\$45,000	\$52,000	\$60,632
Duval	6	6	\$48,747	\$48,747	\$43,510	\$49,127	\$53,972
Hillsborough	2	2	—	—	—	—	—
Lee	1	1	—	—	—	—	—
Manatee	1	1	—	—	—	—	—
Martin	2	2	—	—	—	—	—
Miami-Dade	3	3	\$57,427	\$57,427	—	\$59,280	—
Nassau	2	2	—	—	—	—	—
Orange	4	4	\$54,216	\$54,216	—	\$55,786	—
Palm Beach	3	3	\$58,733	\$58,733	—	\$54,000	—
Sarasota	4	4	\$56,394	\$56,394	—	\$54,463	—
Seminole	1	1	—	—	—	—	—
Volusia	1	2	—	—	—	—	—

Development Director

Directs the development department's day-to-day operations and execution of the fundraising plan. May be the senior fundraising leader in smaller organizations.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	63	72	\$90,476	\$90,924	\$75,523	\$85,545	\$100,626
Company Size (FTE)							
Under 10	12	12	\$76,617	\$76,617	\$71,240	\$78,080	\$85,000
10-24	11	13	\$88,471	\$88,057	\$84,563	\$88,000	\$93,625
25-99	29	33	\$93,053	\$93,682	\$75,000	\$84,100	\$109,075
100-200	7	9	\$95,888	\$94,024	\$80,000	\$85,394	\$96,505
Over 200	4	5	\$109,413	\$109,145	—	\$109,000	—
Region							
Central West	10	12	\$87,821	\$88,351	\$75,050	\$87,578	\$103,388
East Central	8	8	\$84,903	\$84,903	\$71,790	\$84,059	\$97,513
Northeast	17	19	\$80,916	\$81,188	\$68,000	\$80,000	\$87,000
Southeast	13	17	\$100,999	\$101,527	\$83,080	\$100,000	\$111,500
Southwest	15	16	\$96,932	\$96,159	\$77,968	\$86,848	\$110,752
Annual Budget							
Under \$500,000	2	2	—	—	—	—	—
\$500,000–\$999,999	1	1	—	—	—	—	—
\$1M–\$4.9M	30	32	\$79,635	\$79,721	\$70,180	\$82,139	\$89,322
\$5M–\$9.9M	11	14	\$105,249	\$105,409	\$80,026	\$102,021	\$127,538
\$10M–\$24.9M	11	11	\$98,467	\$98,467	\$77,480	\$87,431	\$113,000
\$25M or more	8	12	\$104,027	\$99,898	\$83,997	\$95,000	\$113,000
Organization Category							
Arts, Culture & Humanities	4	4	\$74,000	\$74,000	—	\$79,500	—
Education	8	10	\$97,065	\$95,852	\$86,275	\$88,887	\$95,000
Environment & Animals	5	5	\$104,262	\$104,262	\$83,725	\$98,010	\$127,925
Health	7	8	\$95,719	\$93,754	\$80,000	\$86,275	\$108,750
Human Services	32	34	\$86,815	\$87,503	\$70,540	\$80,017	\$101,750
Public & Societal Benefit	6	10	\$95,821	\$96,245	\$81,323	\$96,692	\$105,975
Religion Related	1	1	—	—	—	—	—
County							
Brevard	1	1	—	—	—	—	—
Broward	5	7	\$105,556	\$106,960	\$92,500	\$105,775	\$124,194
Charlotte	2	2	—	—	—	—	—
Clay	1	1	—	—	—	—	—
Collier	12	13	\$103,141	\$101,712	\$83,765	\$89,773	\$120,425
Duval	15	17	\$84,169	\$84,090	\$70,000	\$80,000	\$87,216
Hillsborough	2	2	—	—	—	—	—
Lee	1	1	—	—	—	—	—
Manatee	2	2	—	—	—	—	—
Martin	1	1	—	—	—	—	—
Orange	7	7	\$86,929	\$86,929	\$75,000	\$85,000	\$100,834

			Base Salary				
Breakdown	# Orgs	# Incs	Average	Wtd. Avg	P25	Median	P75
Palm Beach	7	9	\$102,908	\$100,597	\$80,597	\$95,000	\$111,500
Pinellas	2	3	—	—	—	—	—
St. Johns	1	1	—	—	—	—	—
Sarasota	4	5	\$91,253	\$89,447	—	\$90,385	—

Fundraising/Development Manager

Manages specific fundraising programs or a portfolio of fundraising activities, often including annual giving, events, and stewardship. Supports the broader fundraising strategy.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	45	56	\$70,562	\$70,773	\$58,612	\$67,206	\$79,443
Company Size (FTE)							
Under 10	8	8	\$63,596	\$63,596	\$52,000	\$62,500	\$75,078
10-24	12	13	\$70,938	\$70,866	\$60,000	\$69,323	\$74,271
25-99	19	26	\$72,009	\$71,200	\$56,737	\$66,328	\$81,250
100-200	3	5	\$72,866	\$72,866	—	\$74,620	—
Over 200	3	4	\$76,167	\$76,167	—	\$80,000	—
Region							
Central West	12	16	\$67,955	\$72,080	\$59,550	\$70,000	\$85,818
East Central	5	5	\$67,746	\$67,746	\$53,500	\$57,316	\$87,206
Northeast	6	7	\$58,684	\$57,443	\$50,000	\$60,000	\$64,584
Southeast	13	16	\$74,398	\$73,675	\$67,000	\$73,810	\$83,750
Southwest	9	12	\$77,981	\$74,197	\$58,762	\$65,328	\$80,000
Annual Budget							
Under \$500,000	1	1	—	—	—	—	—
\$500,000–\$999,999	2	2	—	—	—	—	—
\$1M–\$4.9M	21	24	\$70,832	\$70,728	\$60,000	\$70,000	\$77,078
\$5M–\$9.9M	9	10	\$75,415	\$78,805	\$54,888	\$69,271	\$103,660
\$10M–\$24.9M	9	15	\$68,845	\$66,650	\$58,350	\$65,656	\$74,620
\$25M or more	3	4	\$76,167	\$76,167	—	\$80,000	—
Organization Category							
Arts, Culture & Humanities	1	1	—	—	—	—	—
Education	6	7	\$61,333	\$62,832	\$55,000	\$60,000	\$77,770
Environment & Animals	2	2	—	—	—	—	—
Health	5	6	\$83,263	\$81,053	\$66,829	\$72,500	\$93,500
Human Services	29	36	\$69,046	\$69,680	\$58,350	\$67,000	\$78,655
Public & Societal Benefit	2	4	—	—	—	—	—
County							
Brevard	1	1	—	—	—	—	—
Broward	2	3	—	—	—	—	—
Collier	8	9	\$80,435	\$79,479	\$64,327	\$67,000	\$90,000
Duval	4	5	\$54,640	\$54,124	—	\$52,500	—
Hillsborough	5	6	\$67,484	\$70,987	\$52,250	\$74,961	\$88,500
Indian River	2	2	—	—	—	—	—
Lee	1	3	—	—	—	—	—
Manatee	2	2	—	—	—	—	—
Martin	2	2	—	—	—	—	—
Miami-Dade	4	4	\$85,000	\$85,000	—	\$87,500	—
Nassau	1	1	—	—	—	—	—
Orange	3	3	\$74,804	\$74,804	—	\$67,413	—

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Palm Beach	3	5	\$75,540	\$75,540	—	\$74,620	—
Pinellas	1	1	—	—	—	—	—
St. Johns	1	1	—	—	—	—	—
Sarasota	4	7	\$77,011	\$81,227	—	\$70,000	—
Seminole	1	1	—	—	—	—	—

Grant Writer

Researches funding opportunities and writes proposals to foundations, corporations, and government funders. Supports the organization's grant revenue through compelling, well-researched submissions.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	28	28	\$67,700	\$67,700	\$56,238	\$67,125	\$82,594
Company Size (FTE)							
Under 10	3	3	\$53,867	\$53,867	—	\$55,000	—
10-24	5	5	\$73,427	\$73,427	\$55,181	\$82,000	\$87,386
25-99	12	12	\$68,348	\$68,348	\$60,305	\$70,625	\$83,878
100-200	3	3	\$64,891	\$64,891	—	\$62,000	—
Over 200	5	5	\$70,405	\$70,405	\$55,113	\$70,000	\$85,900
Region							
Central West	3	3	\$74,049	\$74,049	—	\$75,348	—
East Central	2	2	—	—	—	—	—
Northeast	7	7	\$56,910	\$56,910	\$49,005	\$57,325	\$60,362
Southeast	10	10	\$67,286	\$67,286	\$54,406	\$65,625	\$84,430
Southwest	6	6	\$76,486	\$76,486	\$66,088	\$77,396	\$89,829
Annual Budget							
Under \$500,000	1	1	—	—	—	—	—
\$500,000–\$999,999	1	1	—	—	—	—	—
\$1M–\$4.9M	7	7	\$65,566	\$65,566	\$50,000	\$60,362	\$85,000
\$5M–\$9.9M	6	6	\$68,336	\$68,336	\$58,149	\$65,286	\$84,430
\$10M–\$24.9M	7	7	\$66,073	\$66,073	\$60,008	\$72,000	\$78,695
\$25M or more	6	6	\$68,225	\$68,225	\$55,494	\$63,663	\$83,850
Organization Category							
Arts, Culture & Humanities	2	2	—	—	—	—	—
Education	5	5	\$63,408	\$63,408	\$43,010	\$69,250	\$80,886
Environment & Animals	1	1	—	—	—	—	—
Health	2	2	—	—	—	—	—
Human Services	17	17	\$64,987	\$64,987	\$56,600	\$61,322	\$77,022
Public & Societal Benefit	1	1	—	—	—	—	—
County							
Broward	4	4	\$71,779	\$71,779	—	\$73,120	—
Collier	6	6	\$76,486	\$76,486	\$66,088	\$77,396	\$89,829
Duval	7	7	\$56,910	\$56,910	\$49,005	\$57,325	\$60,362
Hillsborough	2	2	—	—	—	—	—
Martin	1	1	—	—	—	—	—
Miami-Dade	1	1	—	—	—	—	—
Orange	2	2	—	—	—	—	—
Palm Beach	4	4	\$57,873	\$57,873	—	\$55,599	—
Pinellas	1	1	—	—	—	—	—

Major Gifts Officer

Cultivates, solicits, and stewards a portfolio of major donors and prospects. Builds long-term relationships that result in significant philanthropic investment.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	14	16	\$92,866	\$90,918	\$74,390	\$89,949	\$103,750
Company Size (FTE)							
10-24	3	3	\$97,834	\$97,834	—	\$91,129	—
25-99	10	12	\$91,662	\$89,265	\$72,250	\$82,500	\$103,750
Over 200	1	1	—	—	—	—	—
Region							
East Central	1	1	—	—	—	—	—
Northeast	1	1	—	—	—	—	—
Northwest	1	1	—	—	—	—	—
Southeast	6	8	\$87,770	\$85,672	\$72,292	\$79,400	\$96,288
Southwest	5	5	\$106,475	\$106,475	\$94,949	\$105,000	\$118,738
Annual Budget							
Under \$500,000	1	1	—	—	—	—	—
\$5M-\$9.9M	6	6	\$92,245	\$92,245	\$69,750	\$88,065	\$113,585
\$10M-\$24.9M	4	4	\$94,250	\$94,250	—	\$90,000	—
\$25M or more	3	5	\$93,252	\$93,252	—	\$98,280	—
Organization Category							
Arts, Culture & Humanities	2	2	—	—	—	—	—
Education	3	3	\$102,009	\$102,009	—	\$91,129	—
Environment & Animals	1	1	—	—	—	—	—
Health	1	1	—	—	—	—	—
Human Services	6	8	\$93,104	\$89,939	\$74,296	\$82,917	\$104,160
Public & Societal Benefit	1	1	—	—	—	—	—
County							
Broward	4	6	\$76,820	\$76,871	—	\$75,780	—
Collier	5	5	\$106,475	\$106,475	\$94,949	\$105,000	\$118,738
Duval	1	1	—	—	—	—	—
Escambia	1	1	—	—	—	—	—
Martin	1	1	—	—	—	—	—
Palm Beach	1	1	—	—	—	—	—
Volusia	1	1	—	—	—	—	—

Donor Database Manager

Manages the organization's fundraising database and ensures data integrity, reporting, and effective use across the development team.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	26	26	\$56,370	\$56,370	\$47,785	\$53,087	\$63,318
Company Size (FTE)							
Under 10	1	1	—	—	—	—	—
10-24	8	8	\$52,527	\$52,527	\$44,000	\$51,870	\$58,544
25-99	14	14	\$57,216	\$57,216	\$43,505	\$51,569	\$67,500
100-200	2	2	—	—	—	—	—
Over 200	1	1	—	—	—	—	—
Region							
Central West	2	2	—	—	—	—	—
East Central	1	1	—	—	—	—	—
Northeast	6	6	\$51,879	\$51,879	\$46,410	\$52,000	\$61,334
Northwest	1	1	—	—	—	—	—
Southeast	11	11	\$61,897	\$61,897	\$49,000	\$60,000	\$75,000
Southwest	5	5	\$55,635	\$55,635	\$41,800	\$60,000	\$67,288
Annual Budget							
Under \$500,000	2	2	—	—	—	—	—
\$1M-\$4.9M	9	9	\$48,589	\$48,589	\$41,000	\$51,138	\$56,000
\$5M-\$9.9M	6	6	\$70,297	\$70,297	\$53,631	\$69,000	\$82,817
\$10M-\$24.9M	7	7	\$53,733	\$53,733	\$44,140	\$50,000	\$64,272
\$25M or more	2	2	—	—	—	—	—
Organization Category							
Arts, Culture & Humanities	1	1	—	—	—	—	—
Education	4	4	\$72,564	\$72,564	—	\$67,652	—
Environment & Animals	6	6	\$55,002	\$55,002	\$47,900	\$55,569	\$63,318
Health	1	1	—	—	—	—	—
Human Services	12	12	\$49,701	\$49,701	\$40,500	\$49,500	\$58,000
Public & Societal Benefit	2	2	—	—	—	—	—
County							
Broward	5	5	\$72,922	\$72,922	\$56,000	\$75,000	\$88,804
Collier	4	4	\$59,044	\$59,044	—	\$62,136	—
Duval	6	6	\$51,879	\$51,879	\$46,410	\$52,000	\$61,334
Escambia	1	1	—	—	—	—	—
Indian River	2	2	—	—	—	—	—
Lee	1	1	—	—	—	—	—
Manatee	1	1	—	—	—	—	—
Miami-Dade	1	1	—	—	—	—	—
Orange	1	1	—	—	—	—	—
Palm Beach	2	2	—	—	—	—	—
St. Lucie	1	1	—	—	—	—	—
Sarasota	1	1	—	—	—	—	—

Special Events Coordinator

Supports the planning and execution of fundraising and stewardship events, including logistics, vendor coordination, and on-site management.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	31	39	\$49,186	\$46,602	\$35,012	\$47,076	\$53,842
Company Size (FTE)							
Under 10	4	4	\$48,479	\$48,479	—	\$51,123	—
10-24	10	17	\$42,938	\$40,883	\$35,012	\$35,012	\$46,065
25-99	11	11	\$47,776	\$47,776	\$38,064	\$47,080	\$52,000
100-200	2	3	—	—	—	—	—
Over 200	4	4	\$58,919	\$58,919	—	\$59,559	—
Region							
Central West	6	13	\$37,109	\$36,689	\$35,005	\$35,012	\$37,180
East Central	7	7	\$47,674	\$47,674	\$38,064	\$48,404	\$53,972
Northeast	6	6	\$50,139	\$50,139	\$43,136	\$51,459	\$56,447
Northwest	1	1	—	—	—	—	—
Southeast	5	5	\$61,626	\$61,626	\$49,025	\$58,350	\$75,864
Southwest	6	7	\$52,815	\$52,075	\$45,000	\$47,632	\$60,000
Annual Budget							
\$500,000–\$999,999	1	1	—	—	—	—	—
\$1M–\$4.9M	14	14	\$45,490	\$45,490	\$35,270	\$46,723	\$53,874
\$5M–\$9.9M	6	13	\$45,012	\$43,012	\$35,012	\$40,657	\$51,384
\$10M–\$24.9M	6	7	\$57,409	\$56,012	\$47,632	\$50,918	\$64,260
\$25M or more	4	4	\$58,919	\$58,919	—	\$59,559	—
Organization Category							
Arts, Culture & Humanities	1	1	—	—	—	—	—
Education	6	13	\$44,644	\$42,717	\$35,012	\$41,420	\$49,801
Environment & Animals	3	4	\$39,331	\$39,331	—	\$35,360	—
Health	4	4	\$54,000	\$54,000	—	\$56,000	—
Human Services	16	16	\$51,952	\$51,952	\$45,342	\$49,379	\$59,779
Religion Related	1	1	—	—	—	—	—
County							
Broward	2	2	—	—	—	—	—
Collier	5	6	\$54,378	\$53,254	\$45,149	\$53,816	\$61,640
Duval	4	4	\$53,847	\$53,847	—	\$52,380	—
Escambia	1	1	—	—	—	—	—
Lee	1	1	—	—	—	—	—
Manatee	3	10	\$34,124	\$34,124	—	\$35,012	—
Martin	1	1	—	—	—	—	—
Nassau	1	1	—	—	—	—	—
Orange	4	4	\$54,012	\$54,012	—	\$51,986	—
Palm Beach	2	2	—	—	—	—	—
Polk	1	1	—	—	—	—	—
St. Johns	1	1	—	—	—	—	—
Sarasota	2	2	—	—	—	—	—

			Base Salary				
Breakdown	# Orgs	# Incs	Average	Wtd. Avg	P25	Median	P75
Seminole	3	3	\$39,223	\$39,223	—	\$38,064	—

Special Events Manager

Leads the planning and execution of fundraising and donor cultivation events. Manages budgets, vendors, sponsors, and event teams to maximize revenue and donor engagement.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	34	34	\$73,015	\$73,015	\$62,878	\$71,000	\$83,738
Company Size (FTE)							
Under 10	1	1	—	—	—	—	—
10-24	7	7	\$74,588	\$74,588	\$60,000	\$78,785	\$83,200
25-99	19	19	\$73,824	\$73,824	\$61,800	\$68,000	\$87,000
100-200	3	3	\$66,885	\$66,885	—	\$65,000	—
Over 200	4	4	\$71,769	\$71,769	—	\$73,639	—
Region							
Central West	3	3	\$56,533	\$56,533	—	\$57,600	—
East Central	4	4	\$65,488	\$65,488	—	\$64,375	—
Northeast	6	6	\$82,851	\$82,851	\$76,589	\$82,780	\$90,570
Southeast	11	11	\$70,365	\$70,365	\$61,800	\$72,000	\$77,278
Southwest	10	10	\$77,982	\$77,982	\$64,664	\$74,000	\$88,646
Annual Budget							
Under \$500,000	1	1	—	—	—	—	—
\$1M–\$4.9M	11	11	\$69,141	\$69,141	\$60,000	\$66,950	\$81,000
\$5M–\$9.9M	8	8	\$73,808	\$73,808	\$63,678	\$71,853	\$83,117
\$10M–\$24.9M	10	10	\$75,788	\$75,788	\$60,741	\$77,732	\$87,690
\$25M or more	4	4	\$71,769	\$71,769	—	\$73,639	—
Organization Category							
Arts, Culture & Humanities	4	4	\$90,300	\$90,300	—	\$88,100	—
Education	7	7	\$68,550	\$68,550	\$57,600	\$63,654	\$84,561
Environment & Animals	5	5	\$63,428	\$63,428	\$54,250	\$60,174	\$74,232
Health	4	4	\$67,188	\$67,188	—	\$68,475	—
Human Services	13	13	\$76,312	\$76,312	\$66,500	\$78,000	\$86,000
Public & Societal Benefit	1	1	—	—	—	—	—
County							
Broward	7	7	\$68,398	\$68,398	\$61,800	\$72,000	\$75,705
Collier	10	10	\$77,982	\$77,982	\$64,664	\$74,000	\$88,646
Duval	5	5	\$83,664	\$83,664	\$75,500	\$84,561	\$91,380
Manatee	1	1	—	—	—	—	—
Miami-Dade	1	1	—	—	—	—	—
Orange	2	2	—	—	—	—	—
Palm Beach	3	3	\$78,412	\$78,412	—	\$85,000	—
St. Johns	1	1	—	—	—	—	—
Sarasota	2	2	—	—	—	—	—
Seminole	1	1	—	—	—	—	—
Volusia	1	1	—	—	—	—	—

Grants Manager/Administrator

Manages the grants portfolio post-award, including compliance, reporting, and financial tracking. May also support pre-award research and proposal preparation.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	29	33	\$71,566	\$71,586	\$61,161	\$70,000	\$80,433
Company Size (FTE)							
Under 10	3	3	\$71,520	\$71,520	—	\$78,000	—
10-24	6	7	\$67,256	\$65,266	\$48,651	\$60,000	\$76,585
25-99	15	16	\$73,425	\$73,750	\$61,491	\$67,977	\$81,057
100-200	3	4	\$72,333	\$72,333	—	\$70,000	—
Over 200	2	3	—	—	—	—	—
Region							
Central West	5	5	\$71,182	\$71,182	\$62,500	\$76,326	\$77,292
East Central	5	6	\$60,491	\$63,512	\$52,420	\$63,161	\$72,525
Northeast	3	3	\$79,432	\$79,432	—	\$75,000	—
Southeast	12	13	\$75,879	\$76,273	\$63,463	\$78,500	\$81,060
Southwest	4	6	\$67,048	\$65,920	—	\$67,000	—
Annual Budget							
\$500,000–\$999,999	1	1	—	—	—	—	—
\$1M–\$4.9M	6	6	\$61,691	\$61,691	\$52,420	\$58,500	\$77,438
\$5M–\$9.9M	9	9	\$69,239	\$69,239	\$61,161	\$66,000	\$77,413
\$10M–\$24.9M	7	8	\$83,160	\$82,890	\$68,216	\$80,933	\$93,223
\$25M or more	6	9	\$70,332	\$69,771	\$61,463	\$70,000	\$77,560
Organization Category							
Education	4	4	\$71,207	\$71,207	—	\$73,163	—
Health	2	3	—	—	—	—	—
Human Services	20	22	\$72,170	\$72,864	\$61,830	\$72,500	\$81,000
Public & Societal Benefit	2	3	—	—	—	—	—
Religion Related	1	1	—	—	—	—	—
County							
Broward	6	7	\$76,758	\$77,364	\$70,000	\$81,000	\$81,120
Collier	2	4	—	—	—	—	—
Duval	2	2	—	—	—	—	—
Hillsborough	1	1	—	—	—	—	—
Indian River	1	1	—	—	—	—	—
Lee	2	2	—	—	—	—	—
Manatee	1	1	—	—	—	—	—
Miami-Dade	1	1	—	—	—	—	—
Nassau	1	1	—	—	—	—	—
Orange	4	5	\$65,614	\$67,059	—	\$65,000	—
Palm Beach	4	4	\$77,000	\$77,000	—	\$65,500	—
Pinellas	1	1	—	—	—	—	—
Sarasota	2	2	—	—	—	—	—
Seminole	1	1	—	—	—	—	—

Education Director

Provides leadership for the organization's education programs. Sets curriculum direction, manages educators, and ensures programs meet learner needs and quality standards.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	32	60	\$78,196	\$75,767	\$64,625	\$77,500	\$82,000
Company Size (FTE)							
Under 10	6	7	\$66,684	\$67,115	\$53,144	\$64,500	\$77,000
10-24	4	4	\$87,084	\$87,084	—	\$77,919	—
25-99	15	20	\$77,340	\$73,573	\$59,901	\$74,500	\$81,629
100-200	2	13	—	—	—	—	—
Over 200	5	16	\$86,710	\$86,407	\$82,000	\$85,750	\$95,750
Region							
Central West	2	12	—	—	—	—	—
East Central	7	8	\$72,221	\$74,631	\$64,950	\$74,000	\$85,776
Northeast	3	4	\$79,037	\$79,037	—	\$94,495	—
Southeast	11	17	\$77,672	\$72,674	\$59,509	\$68,250	\$81,629
Southwest	9	19	\$80,385	\$76,707	\$65,552	\$75,591	\$91,728
Annual Budget							
Under \$500,000	3	4	\$70,567	\$70,567	—	\$71,000	—
\$1M–\$4.9M	12	12	\$73,606	\$73,606	\$61,382	\$69,000	\$81,577
\$5M–\$9.9M	7	9	\$83,575	\$76,079	\$52,268	\$76,000	\$97,823
\$10M–\$24.9M	4	17	\$73,557	\$70,805	—	\$68,947	—
\$25M or more	6	18	\$88,007	\$87,527	\$82,000	\$88,750	\$94,683
Organization Category							
Arts, Culture & Humanities	5	5	\$79,439	\$79,439	\$69,118	\$80,000	\$89,480
Education	7	19	\$75,347	\$75,870	\$65,552	\$77,182	\$92,621
Environment & Animals	6	7	\$83,294	\$81,352	\$62,526	\$73,000	\$98,790
Health	4	6	\$71,536	\$69,126	—	\$68,724	—
Human Services	8	21	\$78,128	\$77,646	\$61,000	\$82,000	\$82,000
Public & Societal Benefit	1	1	—	—	—	—	—
Mutual & Membership Benefit	1	1	—	—	—	—	—
County							
Brevard	1	1	—	—	—	—	—
Broward	5	7	\$84,208	\$78,481	\$54,084	\$70,993	\$108,159
Charlotte	1	1	—	—	—	—	—
Collier	8	18	\$82,808	\$78,728	\$65,552	\$78,273	\$94,125
Duval	3	4	\$79,037	\$79,037	—	\$94,495	—
Hillsborough	1	1	—	—	—	—	—
Miami-Dade	1	1	—	—	—	—	—
Monroe	1	2	—	—	—	—	—
Orange	4	5	\$77,026	\$78,634	—	\$79,077	—
Palm Beach	4	7	\$72,913	\$72,651	—	\$65,000	—
Pinellas	1	11	—	—	—	—	—
Seminole	1	1	—	—	—	—	—

			Base Salary				
Breakdown	# Orgs	# Incs	Average	Wtd. Avg	P25	Median	P75
Volusia	1	1	—	—	—	—	—

Preschool Director

Leads the day-to-day operations of an early childhood education program. Ensures regulatory compliance, curriculum quality, and a safe and nurturing environment for young children.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	10	10	\$66,713	\$66,713	\$54,345	\$62,698	\$74,717
Company Size (FTE)							
Under 10	1	1	—	—	—	—	—
10-24	2	2	—	—	—	—	—
25-99	5	5	\$63,343	\$63,343	\$53,500	\$62,315	\$73,701
100-200	2	2	—	—	—	—	—
Region							
Central West	1	1	—	—	—	—	—
East Central	1	1	—	—	—	—	—
Northeast	2	2	—	—	—	—	—
Southeast	3	3	\$59,772	\$59,772	—	\$62,000	—
Southwest	3	3	\$73,134	\$73,134	—	\$67,401	—
Annual Budget							
Under \$500,000	1	1	—	—	—	—	—
\$1M-\$4.9M	3	3	\$76,827	\$76,827	—	\$67,401	—
\$5M-\$9.9M	4	4	\$62,329	\$62,329	—	\$58,658	—
\$10M-\$24.9M	1	1	—	—	—	—	—
\$25M or more	1	1	—	—	—	—	—
Organization Category							
Education	4	4	\$72,929	\$72,929	—	\$64,858	—
Health	2	2	—	—	—	—	—
Human Services	4	4	\$67,759	\$67,759	—	\$68,018	—
County							
Broward	2	2	—	—	—	—	—
Collier	3	3	\$73,134	\$73,134	—	\$67,401	—
Duval	2	2	—	—	—	—	—
Miami-Dade	1	1	—	—	—	—	—
Orange	1	1	—	—	—	—	—
Sarasota	1	1	—	—	—	—	—

School Principal

Provides instructional and administrative leadership of a school. Responsible for academic results, school culture, staff development, and operations.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	8	26	\$84,852	\$81,933	\$68,000	\$88,000	\$90,253
Company Size (FTE)							
Under 10	1	1	—	—	—	—	—
10-24	1	1	—	—	—	—	—
25-99	2	4	—	—	—	—	—
100-200	1	1	—	—	—	—	—
Over 200	3	19	\$86,319	\$86,734	—	\$89,245	—
Region							
Central West	1	1	—	—	—	—	—
East Central	1	15	—	—	—	—	—
Northeast	1	1	—	—	—	—	—
Southeast	4	6	\$74,215	\$73,191	—	\$69,250	—
Southwest	1	3	—	—	—	—	—
Annual Budget							
Under \$500,000	1	1	—	—	—	—	—
\$1M-\$4.9M	2	4	—	—	—	—	—
\$5M-\$9.9M	1	1	—	—	—	—	—
\$25M or more	4	20	\$95,489	\$91,152	—	\$89,868	—
Organization Category							
Education	5	21	\$80,563	\$82,748	\$77,800	\$88,000	\$90,490
Health	1	1	—	—	—	—	—
Human Services	2	4	—	—	—	—	—
County							
Broward	2	2	—	—	—	—	—
Collier	1	3	—	—	—	—	—
Duval	1	1	—	—	—	—	—
Hillsborough	1	1	—	—	—	—	—
Miami-Dade	1	1	—	—	—	—	—
Orange	1	15	—	—	—	—	—
Palm Beach	1	3	—	—	—	—	—

Special Education Teacher

Provides instruction and support to students with disabilities. Develops and implements Individualized Education Programs (IEPs) and collaborates with families and related service providers.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	5	31	\$53,768	\$52,357	\$47,840	\$50,000	\$57,000
Company Size (FTE)							
25-99	3	26	\$51,613	\$51,613	—	\$50,000	—
Over 200	2	5	—	—	—	—	—
Region							
East Central	2	5	—	—	—	—	—
Northeast	1	4	—	—	—	—	—
Southeast	1	4	—	—	—	—	—
Southwest	1	18	—	—	—	—	—
Annual Budget							
\$1M-\$4.9M	2	8	—	—	—	—	—
\$5M-\$9.9M	1	18	—	—	—	—	—
\$25M or more	2	5	—	—	—	—	—
Organization Category							
Arts, Culture & Humanities	1	4	—	—	—	—	—
Education	1	3	—	—	—	—	—
Health	1	2	—	—	—	—	—
Human Services	2	22	—	—	—	—	—
County							
Collier	1	18	—	—	—	—	—
Duval	1	4	—	—	—	—	—
Orange	1	3	—	—	—	—	—
Palm Beach	1	4	—	—	—	—	—
Volusia	1	2	—	—	—	—	—

Teacher Assistant/Aide, K-12

Supports K-12 teachers by working with students individually or in small groups, helping with classroom management, and assisting with materials and routines.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	7	252	\$38,130	\$37,117	\$34,476	\$34,829	\$40,560
Company Size (FTE)							
Under 10	1	4	—	—	—	—	—
10-24	1	2	—	—	—	—	—
25-99	1	17	—	—	—	—	—
100-200	2	8	—	—	—	—	—
Over 200	2	221	—	—	—	—	—
Region							
East Central	1	184	—	—	—	—	—
Northeast	2	6	—	—	—	—	—
Southwest	4	62	\$40,245	\$39,193	—	\$40,560	—
Annual Budget							
\$1M-\$4.9M	2	6	—	—	—	—	—
\$5M-\$9.9M	1	17	—	—	—	—	—
\$10M-\$24.9M	1	6	—	—	—	—	—
\$25M or more	3	223	\$35,707	\$35,443	—	\$34,476	—
Organization Category							
Education	5	244	\$37,440	\$36,667	\$34,476	\$34,476	\$39,032
Environment & Animals	1	6	—	—	—	—	—
Health	1	2	—	—	—	—	—
County							
Collier	4	62	\$40,245	\$39,193	—	\$40,560	—
Duval	2	6	—	—	—	—	—
Orange	1	184	—	—	—	—	—

Teacher Assistant/Aide, Preschool

Supports the lead preschool teacher in caring for and educating young children. Helps deliver curriculum and maintains a safe, nurturing classroom environment.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	10	162	\$36,833	\$34,275	\$32,860	\$32,920	\$35,360
Company Size (FTE)							
Under 10	1	1	—	—	—	—	—
10-24	1	8	—	—	—	—	—
25-99	4	45	\$36,344	\$35,458	—	\$35,360	—
100-200	2	18	—	—	—	—	—
Over 200	2	90	—	—	—	—	—
Region							
East Central	2	90	—	—	—	—	—
Northeast	1	2	—	—	—	—	—
Southeast	3	18	\$38,453	\$38,453	—	\$37,440	—
Southwest	4	52	\$35,719	\$34,587	—	\$35,360	—
Annual Budget							
Under \$500,000	1	1	—	—	—	—	—
\$1M-\$4.9M	3	51	\$34,820	\$34,357	—	\$32,920	—
\$5M-\$9.9M	2	2	—	—	—	—	—
\$10M-\$24.9M	1	16	—	—	—	—	—
\$25M or more	3	92	\$35,169	\$33,724	—	\$32,503	—
Organization Category							
Education	6	135	\$36,859	\$34,257	\$32,860	\$33,280	\$35,360
Health	1	2	—	—	—	—	—
Human Services	3	25	\$35,816	\$35,724	—	\$33,814	—
County							
Broward	1	1	—	—	—	—	—
Collier	4	52	\$35,719	\$34,587	—	\$35,360	—
Duval	1	2	—	—	—	—	—
Miami-Dade	1	1	—	—	—	—	—
Orange	2	90	—	—	—	—	—
Palm Beach	1	16	—	—	—	—	—

Teacher, K-12

Plans and delivers instruction to K-12 students in accordance with applicable standards. Creates a positive learning environment and supports each student's academic and social growth.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	16	391	\$53,775	\$57,371	\$50,986	\$57,572	\$64,480
Company Size (FTE)							
Under 10	1	1	—	—	—	—	—
10-24	3	9	\$49,120	\$47,249	—	\$45,760	—
25-99	7	56	\$51,099	\$56,756	\$50,415	\$53,000	\$69,680
100-200	2	160	—	—	—	—	—
Over 200	3	165	\$52,953	\$54,042	—	\$53,500	—
Region							
Central West	1	11	—	—	—	—	—
East Central	3	133	\$44,512	\$41,256	—	\$34,323	—
Northeast	2	17	—	—	—	—	—
Southeast	4	169	\$54,770	\$54,216	—	\$53,000	—
Southwest	6	61	\$55,451	\$58,389	\$48,695	\$57,572	\$69,680
Annual Budget							
Under \$500,000	1	1	—	—	—	—	—
\$1M-\$4.9M	6	19	\$53,980	\$51,620	\$39,000	\$45,760	\$65,000
\$5M-\$9.9M	2	37	—	—	—	—	—
\$10M-\$24.9M	2	9	—	—	—	—	—
\$25M or more	5	325	\$56,668	\$57,359	\$50,986	\$57,572	\$64,480
Organization Category							
Arts, Culture & Humanities	3	11	\$58,841	\$56,561	—	\$56,679	—
Education	7	330	\$49,335	\$55,721	\$50,986	\$57,572	\$64,480
Environment & Animals	1	2	—	—	—	—	—
Health	1	10	—	—	—	—	—
Human Services	4	38	\$59,752	\$57,378	—	\$50,075	—
County							
Broward	3	19	\$51,533	\$45,914	—	\$39,000	—
Collier	6	61	\$55,451	\$58,389	\$48,695	\$57,572	\$69,680
Duval	2	17	—	—	—	—	—
Hillsborough	1	11	—	—	—	—	—
Orange	2	127	—	—	—	—	—
Palm Beach	1	150	—	—	—	—	—
Seminole	1	6	—	—	—	—	—

Teacher, Preschool

Plans and delivers developmentally appropriate learning experiences for young children. Builds a warm, structured classroom that supports each child's growth.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	14	359	\$43,286	\$43,604	\$35,360	\$46,074	\$46,074
Company Size (FTE)							
Under 10	2	6	—	—	—	—	—
10-24	1	9	—	—	—	—	—
25-99	5	60	\$42,200	\$42,811	\$37,940	\$37,940	\$47,840
100-200	3	88	\$41,730	\$41,730	—	\$42,925	—
Over 200	3	196	\$50,318	\$52,333	—	\$58,300	—
Region							
Central West	1	18	—	—	—	—	—
East Central	4	45	\$48,344	\$49,001	—	\$48,158	—
Northeast	3	9	\$41,095	\$41,095	—	\$42,925	—
Southeast	3	30	\$38,460	\$37,850	—	\$37,440	—
Southwest	3	257	\$40,717	\$40,320	—	\$35,360	—
Annual Budget							
Under \$500,000	2	3	—	—	—	—	—
\$1M-\$4.9M	4	48	\$38,902	\$39,185	—	\$37,940	—
\$5M-\$9.9M	2	24	—	—	—	—	—
\$10M-\$24.9M	1	84	—	—	—	—	—
\$25M or more	5	200	\$47,776	\$51,526	\$46,074	\$48,158	\$58,300
Organization Category							
Education	7	298	\$41,668	\$43,022	\$35,360	\$46,074	\$46,074
Health	2	7	—	—	—	—	—
Human Services	5	54	\$44,233	\$44,901	\$37,940	\$45,000	\$50,232
County							
Broward	1	6	—	—	—	—	—
Collier	3	257	\$40,717	\$40,320	—	\$35,360	—
Duval	3	9	\$41,095	\$41,095	—	\$42,925	—
Miami-Dade	1	1	—	—	—	—	—
Orange	3	40	\$48,406	\$48,087	—	\$46,141	—
Palm Beach	1	23	—	—	—	—	—
Sarasota	1	18	—	—	—	—	—
Volusia	1	5	—	—	—	—	—

Teacher, Adult Education

Instructs adult learners in subjects such as basic literacy, GED/HSE preparation, ESL, workforce skills, or specific content areas.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	7	221	\$60,893	\$58,698	\$51,000	\$51,000	\$78,088
Company Size (FTE)							
Under 10	1	1	—	—	—	—	—
10-24	1	1	—	—	—	—	—
25-99	3	4	\$57,214	\$57,214	—	\$45,760	—
Over 200	2	215	—	—	—	—	—
Region							
Central West	1	213	—	—	—	—	—
Southeast	3	4	\$57,214	\$57,214	—	\$45,760	—
Southwest	3	4	\$67,870	\$67,870	—	\$65,000	—
Annual Budget							
\$1M-\$4.9M	3	4	\$54,613	\$54,613	—	\$56,159	—
\$5M-\$9.9M	2	2	—	—	—	—	—
\$25M or more	2	215	—	—	—	—	—
Organization Category							
Environment & Animals	1	2	—	—	—	—	—
Health	1	2	—	—	—	—	—
Human Services	5	217	\$60,224	\$58,687	\$51,000	\$53,580	\$69,550
County							
Broward	2	2	—	—	—	—	—
Collier	3	4	\$67,870	\$67,870	—	\$65,000	—
Palm Beach	1	2	—	—	—	—	—
Pinellas	1	213	—	—	—	—	—

Child Care Assistant

Provides care and supervision of children in a licensed child care setting under the direction of the lead teacher or director.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	9	136	\$37,617	\$35,752	\$34,663	\$35,360	\$35,360
Company Size (FTE)							
Under 10	1	1	—	—	—	—	—
25-99	2	14	—	—	—	—	—
100-200	3	108	\$36,747	\$33,627	—	\$31,200	—
Over 200	3	13	\$37,795	\$37,795	—	\$39,000	—
Region							
Central West	1	2	—	—	—	—	—
East Central	1	6	—	—	—	—	—
Northeast	3	103	\$41,201	\$41,300	—	\$43,901	—
Southeast	3	20	\$33,853	\$32,903	—	\$31,200	—
Southwest	1	5	—	—	—	—	—
Annual Budget							
Under \$500,000	1	1	—	—	—	—	—
\$5M-\$9.9M	1	12	—	—	—	—	—
\$10M-\$24.9M	3	10	\$39,815	\$39,913	—	\$43,901	—
\$25M or more	4	113	\$37,186	\$36,585	—	\$35,360	—
Organization Category							
Education	4	24	\$36,186	\$36,263	—	\$35,360	—
Health	2	101	—	—	—	—	—
Human Services	3	11	\$38,255	\$38,255	—	\$39,000	—
County							
Broward	1	12	—	—	—	—	—
Collier	1	5	—	—	—	—	—
Duval	3	103	\$41,201	\$41,300	—	\$43,901	—
Miami-Dade	1	1	—	—	—	—	—
Orange	1	6	—	—	—	—	—
Palm Beach	1	7	—	—	—	—	—
Pinellas	1	2	—	—	—	—	—

After School Instructor

Delivers academic, enrichment, or recreational programming for K-12 students in an after-school setting. Creates an engaging and safe environment for participants.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	11	386	\$46,245	\$39,099	\$34,231	\$37,440	\$41,600
Company Size (FTE)							
10-24	3	82	\$42,610	\$39,774	—	\$41,600	—
25-99	3	15	\$53,423	\$53,837	—	\$55,000	—
100-200	3	255	\$44,717	\$45,134	—	\$46,791	—
Over 200	2	34	—	—	—	—	—
Region							
Central West	1	60	—	—	—	—	—
East Central	1	31	—	—	—	—	—
Northeast	3	35	\$48,373	\$48,373	—	\$49,920	—
Southeast	5	257	\$48,580	\$46,508	\$37,440	\$46,791	\$52,500
Southwest	1	3	—	—	—	—	—
Annual Budget							
\$1M-\$4.9M	3	27	\$49,688	\$50,183	—	\$52,250	—
\$5M-\$9.9M	2	61	—	—	—	—	—
\$10M-\$24.9M	2	15	—	—	—	—	—
\$25M or more	4	283	\$43,452	\$39,797	—	\$37,440	—
Organization Category							
Education	5	331	\$42,024	\$36,270	\$34,231	\$35,400	\$37,440
Health	1	14	—	—	—	—	—
Human Services	5	41	\$49,732	\$47,915	\$41,600	\$46,791	\$53,525
County							
Broward	1	2	—	—	—	—	—
Collier	1	3	—	—	—	—	—
Duval	2	34	—	—	—	—	—
Manatee	1	60	—	—	—	—	—
Miami-Dade	1	5	—	—	—	—	—
Orange	1	31	—	—	—	—	—
Palm Beach	3	250	\$45,146	\$45,440	—	\$46,791	—
St. Johns	1	1	—	—	—	—	—

Camp Director

Leads a day or residential camp program. Responsible for camper experience, staff leadership, safety, and operations.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	11	67	\$48,377	\$48,494	\$40,269	\$51,000	\$55,000
Company Size (FTE)							
Under 10	2	3	—	—	—	—	—
25-99	5	6	\$47,175	\$45,899	\$39,000	\$43,347	\$53,935
100-200	2	55	—	—	—	—	—
Over 200	2	3	—	—	—	—	—
Region							
East Central	3	4	\$48,147	\$48,147	—	\$50,000	—
North Central	1	2	—	—	—	—	—
Northeast	1	35	—	—	—	—	—
Southeast	4	23	\$51,479	\$51,870	—	\$55,000	—
Southwest	2	3	—	—	—	—	—
Annual Budget							
Under \$500,000	1	1	—	—	—	—	—
\$500,000–\$999,999	2	3	—	—	—	—	—
\$1M–\$4.9M	2	3	—	—	—	—	—
\$5M–\$9.9M	2	2	—	—	—	—	—
\$25M or more	4	58	\$50,567	\$50,061	—	\$55,000	—
Organization Category							
Education	3	23	\$57,247	\$56,942	—	\$57,000	—
Environment & Animals	3	4	\$43,565	\$43,565	—	\$44,000	—
Health	3	37	\$47,423	\$47,423	—	\$50,000	—
Human Services	2	3	—	—	—	—	—
County							
Alachua	1	2	—	—	—	—	—
Broward	1	1	—	—	—	—	—
Collier	2	3	—	—	—	—	—
Duval	1	35	—	—	—	—	—
Martin	1	1	—	—	—	—	—
Orange	2	3	—	—	—	—	—
Palm Beach	2	21	—	—	—	—	—
Volusia	1	1	—	—	—	—	—

Education/Training Coordinator

Coordinates training and education programs for staff, volunteers, clients, or partners. Handles logistics, scheduling, materials, and participant communication.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	30	70	\$52,036	\$50,401	\$43,651	\$47,528	\$55,000
Company Size (FTE)							
Under 10	5	5	\$48,564	\$48,564	\$37,600	\$44,000	\$61,810
10-24	4	10	\$53,663	\$56,017	—	\$50,750	—
25-99	17	38	\$52,514	\$50,942	\$44,907	\$47,764	\$55,000
100-200	3	14	\$48,394	\$48,394	—	\$49,918	—
Over 200	1	3	—	—	—	—	—
Region							
Central West	2	6	—	—	—	—	—
East Central	2	2	—	—	—	—	—
Northeast	5	10	\$45,660	\$45,150	\$43,461	\$44,904	\$49,918
Southeast	13	39	\$54,872	\$52,270	\$41,600	\$55,000	\$57,603
Southwest	8	13	\$53,105	\$51,450	\$47,009	\$47,528	\$54,642
Annual Budget							
Under \$500,000	2	2	—	—	—	—	—
\$500,000–\$999,999	2	2	—	—	—	—	—
\$1M–\$4.9M	7	13	\$56,771	\$55,521	\$44,954	\$50,000	\$69,000
\$5M–\$9.9M	8	22	\$56,062	\$52,393	\$43,651	\$55,000	\$55,651
\$10M–\$24.9M	8	24	\$47,125	\$45,296	\$41,600	\$44,900	\$47,528
\$25M or more	3	7	\$54,449	\$54,449	—	\$49,918	—
Organization Category							
Education	4	9	\$50,127	\$49,013	—	\$46,785	—
Environment & Animals	8	14	\$52,767	\$54,170	\$47,528	\$53,664	\$67,750
Health	3	12	\$50,000	\$50,000	—	\$51,000	—
Human Services	13	32	\$52,835	\$48,734	\$41,600	\$44,907	\$49,004
Public & Societal Benefit	2	3	—	—	—	—	—
County							
Broward	8	12	\$57,560	\$60,985	\$52,651	\$63,139	\$70,000
Collier	6	10	\$51,222	\$50,672	\$46,352	\$47,528	\$54,642
Duval	4	9	\$44,575	\$44,611	—	\$44,900	—
Lee	2	3	—	—	—	—	—
Manatee	1	5	—	—	—	—	—
Martin	2	14	—	—	—	—	—
Nassau	1	1	—	—	—	—	—
Palm Beach	3	13	\$50,457	\$48,253	—	\$44,970	—
Sarasota	1	1	—	—	—	—	—
Seminole	2	2	—	—	—	—	—

Education/Training Manager

Develops and manages training and learning programs. Designs curriculum, oversees instructors, and ensures programs deliver measurable learning outcomes.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	24	30	\$64,703	\$63,718	\$55,162	\$60,000	\$69,360
Company Size (FTE)							
10-24	4	7	\$66,591	\$65,788	—	\$69,020	—
25-99	11	13	\$55,849	\$55,022	\$45,760	\$55,185	\$61,500
100-200	5	6	\$69,628	\$68,023	\$58,561	\$60,000	\$76,998
Over 200	4	4	\$81,006	\$81,006	—	\$92,017	—
Region							
Central West	5	7	\$70,872	\$70,620	\$61,500	\$69,360	\$76,250
East Central	3	5	\$52,638	\$52,638	—	\$55,185	—
Northeast	4	4	\$52,896	\$52,896	—	\$54,835	—
Southeast	4	5	\$78,924	\$76,821	—	\$67,494	—
Southwest	8	9	\$64,164	\$62,119	\$45,760	\$65,000	\$68,086
Annual Budget							
\$1M-\$4.9M	11	14	\$60,470	\$61,636	\$57,000	\$64,000	\$69,360
\$5M-\$9.9M	2	3	—	—	—	—	—
\$10M-\$24.9M	5	7	\$59,363	\$58,857	\$55,185	\$59,717	\$60,000
\$25M or more	6	6	\$80,853	\$80,853	\$52,566	\$92,017	\$97,750
Organization Category							
Arts, Culture & Humanities	1	2	—	—	—	—	—
Education	8	11	\$72,900	\$70,646	\$55,185	\$68,172	\$69,360
Environment & Animals	2	3	—	—	—	—	—
Health	3	3	\$58,330	\$58,330	—	\$60,000	—
Human Services	9	10	\$63,370	\$63,033	\$53,750	\$59,859	\$69,744
Public & Societal Benefit	1	1	—	—	—	—	—
County							
Brevard	1	1	—	—	—	—	—
Broward	1	1	—	—	—	—	—
Clay	1	1	—	—	—	—	—
Collier	8	9	\$64,164	\$62,119	\$45,760	\$65,000	\$68,086
Duval	3	3	\$55,861	\$55,861	—	\$55,091	—
Hillsborough	1	1	—	—	—	—	—
Orange	1	2	—	—	—	—	—
Palm Beach	3	4	\$75,239	\$75,239	—	\$60,000	—
Sarasota	4	6	\$64,840	\$65,342	—	\$69,360	—
Seminole	1	2	—	—	—	—	—

Job Coach

Provides on-the-job support and coaching to individuals (often people with disabilities or barriers to employment) to help them succeed in competitive employment.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	15	186	\$47,726	\$46,916	\$44,048	\$49,000	\$49,000
Company Size (FTE)							
10-24	3	5	\$48,827	\$48,827	—	\$46,000	—
25-99	7	23	\$48,420	\$44,940	\$39,146	\$44,000	\$49,350
100-200	2	9	—	—	—	—	—
Over 200	3	149	\$43,125	\$44,421	—	\$44,076	—
Region							
Central West	3	148	\$43,852	\$45,039	—	\$44,076	—
East Central	2	5	—	—	—	—	—
Northeast	3	16	\$47,748	\$47,748	—	\$49,440	—
Southeast	6	13	\$51,911	\$49,378	\$44,000	\$46,838	\$52,015
Southwest	1	4	—	—	—	—	—
Annual Budget							
\$1M–\$4.9M	3	4	\$52,450	\$52,450	—	\$49,350	—
\$5M–\$9.9M	3	8	\$45,600	\$45,600	—	\$47,320	—
\$10M–\$24.9M	5	18	\$47,454	\$44,055	\$39,146	\$44,000	\$46,000
\$25M or more	4	156	\$46,117	\$47,604	—	\$49,000	—
Organization Category							
Education	4	14	\$44,828	\$45,482	—	\$46,700	—
Human Services	10	165	\$49,786	\$47,439	\$44,076	\$47,320	\$49,000
Public & Societal Benefit	1	7	—	—	—	—	—
County							
Broward	2	4	—	—	—	—	—
Collier	1	4	—	—	—	—	—
Duval	3	16	\$47,748	\$47,748	—	\$49,440	—
Hillsborough	1	9	—	—	—	—	—
Manatee	1	2	—	—	—	—	—
Martin	1	1	—	—	—	—	—
Orange	2	5	—	—	—	—	—
Palm Beach	3	8	\$55,039	\$55,039	—	\$59,118	—
Pinellas	1	137	—	—	—	—	—

Vocational Instructor

Teaches job-related skills and vocational training to learners preparing for a particular trade or industry.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	11	48	\$51,675	\$51,595	\$43,393	\$51,000	\$55,091
Company Size (FTE)							
10-24	1	1	—	—	—	—	—
25-99	4	9	\$49,750	\$48,000	—	\$49,000	—
100-200	2	17	—	—	—	—	—
Over 200	4	21	\$56,348	\$53,216	—	\$46,061	—
Region							
Central West	2	9	—	—	—	—	—
East Central	2	9	—	—	—	—	—
Northeast	1	15	—	—	—	—	—
Southeast	5	14	\$52,793	\$53,777	\$40,000	\$48,359	\$67,843
Southwest	1	1	—	—	—	—	—
Annual Budget							
\$1M-\$4.9M	1	5	—	—	—	—	—
\$5M-\$9.9M	2	2	—	—	—	—	—
\$10M-\$24.9M	3	5	\$49,478	\$49,478	—	\$49,000	—
\$25M or more	5	36	\$56,096	\$53,500	\$46,061	\$55,091	\$55,091
Organization Category							
Education	3	19	\$53,265	\$56,548	—	\$58,646	—
Health	1	6	—	—	—	—	—
Human Services	7	23	\$52,432	\$50,934	\$46,061	\$46,061	\$53,000
County							
Broward	2	6	—	—	—	—	—
Collier	1	1	—	—	—	—	—
Duval	1	15	—	—	—	—	—
Hillsborough	1	8	—	—	—	—	—
Manatee	1	1	—	—	—	—	—
Orange	1	3	—	—	—	—	—
Palm Beach	3	8	\$46,478	\$45,749	—	\$46,435	—
Volusia	1	6	—	—	—	—	—

Facilities Manager

Manages buildings, grounds, and facilities operations. Ensures safe, clean, well-maintained spaces and oversees maintenance staff and contractors.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	47	51	\$70,959	\$70,074	\$55,944	\$68,507	\$80,000
Company Size (FTE)							
Under 10	1	1	—	—	—	—	—
10-24	11	11	\$61,036	\$61,036	\$52,000	\$65,000	\$68,900
25-99	20	22	\$69,455	\$67,813	\$51,552	\$68,125	\$78,221
100-200	8	8	\$77,539	\$77,539	\$63,720	\$74,500	\$91,920
Over 200	7	9	\$84,181	\$80,579	\$62,972	\$80,000	\$95,161
Region							
Central West	4	4	\$65,154	\$65,154	—	\$66,300	—
East Central	7	7	\$63,073	\$63,073	\$50,000	\$68,900	\$72,800
Northeast	9	9	\$67,881	\$67,881	\$51,500	\$63,654	\$77,142
Southeast	13	13	\$71,691	\$71,691	\$61,388	\$68,250	\$82,396
Southwest	14	18	\$77,860	\$73,819	\$54,958	\$71,000	\$87,643
Annual Budget							
Under \$500,000	1	1	—	—	—	—	—
\$1M–\$4.9M	15	15	\$62,448	\$62,448	\$52,000	\$65,000	\$68,900
\$5M–\$9.9M	12	14	\$67,549	\$65,240	\$51,613	\$66,754	\$72,953
\$10M–\$24.9M	10	10	\$74,349	\$74,349	\$66,912	\$72,250	\$83,069
\$25M or more	9	11	\$88,252	\$84,565	\$70,000	\$83,000	\$103,530
Organization Category							
Arts, Culture & Humanities	4	4	\$70,757	\$70,757	—	\$72,202	—
Education	7	8	\$70,479	\$68,662	\$55,944	\$69,254	\$79,163
Environment & Animals	5	5	\$78,512	\$78,512	\$64,451	\$71,000	\$96,329
Health	9	11	\$80,986	\$78,149	\$53,000	\$80,000	\$103,530
Human Services	21	22	\$65,222	\$64,621	\$51,953	\$65,000	\$74,375
Public & Societal Benefit	1	1	—	—	—	—	—
County							
Broward	7	7	\$66,408	\$66,408	\$52,000	\$68,000	\$71,000
Clay	1	1	—	—	—	—	—
Collier	14	18	\$77,860	\$73,819	\$54,958	\$71,000	\$87,643
Duval	5	5	\$69,652	\$69,652	\$51,500	\$63,654	\$90,802
Manatee	1	1	—	—	—	—	—
Nassau	3	3	\$70,890	\$70,890	—	\$69,992	—
Orange	5	5	\$65,442	\$65,442	\$57,754	\$68,900	\$71,400
Palm Beach	6	6	\$77,854	\$77,854	\$61,756	\$75,750	\$95,713
Sarasota	3	3	\$69,867	\$69,867	—	\$67,600	—
Seminole	2	2	—	—	—	—	—

Maintenance Supervisor

Supervises maintenance technicians and oversees day-to-day building maintenance work. Schedules and prioritizes work orders and ensures quality and safety.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	27	43	\$53,827	\$56,311	\$50,000	\$58,070	\$65,000
Company Size (FTE)							
Under 10	1	1	—	—	—	—	—
10-24	5	5	\$50,300	\$50,300	\$42,250	\$50,000	\$58,500
25-99	11	11	\$54,384	\$54,384	\$50,000	\$55,000	\$61,862
100-200	6	10	\$54,029	\$52,130	\$46,524	\$50,000	\$58,062
Over 200	4	16	\$58,608	\$59,583	—	\$60,535	—
Region							
Central West	1	12	—	—	—	—	—
East Central	4	4	\$48,359	\$48,359	—	\$49,180	—
Northeast	4	7	\$55,842	\$55,193	—	\$52,580	—
Southeast	9	10	\$52,249	\$51,524	\$44,475	\$51,000	\$62,409
Southwest	9	10	\$55,697	\$55,935	\$52,500	\$58,070	\$61,399
Annual Budget							
Under \$500,000	1	1	—	—	—	—	—
\$1M–\$4.9M	8	8	\$49,410	\$49,410	\$41,925	\$48,500	\$59,916
\$5M–\$9.9M	3	3	\$46,783	\$46,783	—	\$50,000	—
\$10M–\$24.9M	9	10	\$57,584	\$56,326	\$47,286	\$57,630	\$61,662
\$25M or more	6	21	\$58,238	\$58,148	\$50,000	\$59,303	\$65,000
Organization Category							
Arts, Culture & Humanities	3	3	\$51,200	\$51,200	—	\$52,000	—
Education	5	5	\$56,791	\$56,791	\$50,918	\$55,259	\$63,431
Environment & Animals	6	6	\$53,383	\$53,383	\$34,723	\$57,933	\$66,560
Health	3	7	\$52,039	\$53,153	—	\$52,018	—
Human Services	10	22	\$53,935	\$56,290	\$45,000	\$60,320	\$65,000
County							
Broward	6	7	\$47,852	\$47,445	\$42,900	\$45,000	\$52,000
Collier	9	10	\$55,697	\$55,935	\$52,500	\$58,070	\$61,399
Duval	4	7	\$55,842	\$55,193	—	\$52,580	—
Martin	1	1	—	—	—	—	—
Orange	3	3	\$46,653	\$46,653	—	\$48,360	—
Palm Beach	2	2	—	—	—	—	—
Pinellas	1	12	—	—	—	—	—
Seminole	1	1	—	—	—	—	—

Maintenance Technician

Performs general maintenance and repair work for the organization's facilities, including plumbing, electrical, carpentry, HVAC, and grounds tasks.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	46	149	\$45,867	\$44,665	\$39,498	\$43,410	\$48,000
Company Size (FTE)							
Under 10	3	3	\$39,767	\$39,767	—	\$40,000	—
10-24	8	13	\$44,405	\$45,504	\$42,000	\$42,000	\$48,999
25-99	23	53	\$47,424	\$44,997	\$37,710	\$43,680	\$50,856
100-200	6	19	\$42,977	\$41,344	\$36,400	\$38,709	\$43,264
Over 200	6	61	\$47,786	\$45,544	\$39,498	\$48,000	\$48,000
Region							
Central West	5	26	\$43,499	\$44,249	\$38,981	\$46,280	\$48,000
East Central	5	15	\$39,021	\$38,627	\$37,465	\$37,710	\$40,750
Northeast	6	10	\$44,914	\$42,678	\$36,353	\$42,000	\$43,805
Southeast	16	37	\$46,989	\$45,520	\$38,511	\$45,000	\$54,821
Southwest	14	61	\$48,283	\$44,926	\$39,498	\$39,498	\$51,896
Annual Budget							
\$500,000–\$999,999	1	1	—	—	—	—	—
\$1M–\$4.9M	15	20	\$43,414	\$42,494	\$39,264	\$42,000	\$45,677
\$5M–\$9.9M	13	28	\$47,175	\$45,186	\$38,749	\$43,903	\$48,880
\$10M–\$24.9M	9	36	\$45,211	\$43,022	\$37,710	\$38,709	\$49,920
\$25M or more	8	64	\$49,812	\$46,111	\$39,498	\$48,000	\$51,000
Organization Category							
Arts, Culture & Humanities	4	6	\$36,781	\$36,696	—	\$36,920	—
Education	7	36	\$41,917	\$40,181	\$37,710	\$39,498	\$39,498
Environment & Animals	7	26	\$42,095	\$41,419	\$38,709	\$39,114	\$43,903
Health	8	21	\$48,170	\$50,426	\$43,410	\$52,000	\$53,000
Human Services	20	60	\$49,466	\$47,655	\$45,214	\$48,000	\$49,920
County							
Brevard	1	3	—	—	—	—	—
Broward	7	17	\$46,984	\$43,881	\$36,400	\$41,241	\$51,736
Charlotte	1	1	—	—	—	—	—
Collier	12	59	\$45,931	\$44,503	\$39,498	\$39,498	\$51,792
Duval	5	9	\$46,196	\$43,143	\$36,348	\$42,000	\$44,346
Indian River	1	1	—	—	—	—	—
Lee	1	1	—	—	—	—	—
Manatee	2	2	—	—	—	—	—
Martin	2	2	—	—	—	—	—
Nassau	1	1	—	—	—	—	—
Orange	3	6	\$38,466	\$38,466	—	\$38,605	—
Palm Beach	6	17	\$46,727	\$46,117	\$40,000	\$47,463	\$55,082
Pinellas	1	22	—	—	—	—	—
Polk	1	1	—	—	—	—	—
Sarasota	1	1	—	—	—	—	—

			Base Salary				
Breakdown	# Orgs	# Incs	Average	Wtd. Avg	P25	Median	P75
Seminole	1	6	—	—	—	—	—

Housekeeper

Cleans and maintains the cleanliness of assigned areas of the facility. Helps ensure a safe, sanitary, and welcoming environment.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	16	59	\$39,573	\$37,583	\$33,696	\$37,044	\$40,000
Company Size (FTE)							
10-24	2	4	—	—	—	—	—
25-99	7	14	\$39,447	\$38,311	\$33,020	\$36,951	\$42,368
100-200	3	12	\$36,345	\$36,345	—	\$37,440	—
Over 200	4	29	\$38,596	\$36,920	—	\$37,044	—
Region							
East Central	3	15	\$41,766	\$41,766	—	\$37,044	—
Northeast	3	6	\$36,200	\$37,078	—	\$37,440	—
Southeast	3	6	\$42,615	\$41,282	—	\$40,000	—
Southwest	7	32	\$38,775	\$36,835	\$31,811	\$33,696	\$41,650
Annual Budget							
\$1M-\$4.9M	4	6	\$43,660	\$43,434	—	\$46,628	—
\$5M-\$9.9M	4	11	\$39,585	\$38,291	—	\$37,128	—
\$10M-\$24.9M	4	13	\$36,452	\$36,271	—	\$37,440	—
\$25M or more	4	29	\$38,596	\$36,920	—	\$37,044	—
Organization Category							
Arts, Culture & Humanities	1	1	—	—	—	—	—
Education	4	27	\$34,731	\$34,087	—	\$33,696	—
Environment & Animals	3	12	\$35,588	\$35,453	—	\$36,166	—
Health	4	11	\$43,713	\$42,540	—	\$41,650	—
Human Services	4	8	\$40,158	\$41,672	—	\$40,644	—
County							
Broward	3	6	\$42,615	\$41,282	—	\$40,000	—
Collier	6	30	\$36,993	\$35,993	\$31,408	\$33,696	\$41,650
Duval	3	6	\$36,200	\$37,078	—	\$37,440	—
Lee	1	2	—	—	—	—	—
Orange	2	14	—	—	—	—	—
Seminole	1	1	—	—	—	—	—

Driver

Safely transports clients, staff, materials, or supplies in organization-owned or rented vehicles. May make deliveries, pickups, or route stops.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	19	112	\$38,669	\$39,367	\$35,100	\$39,914	\$41,860
Company Size (FTE)							
Under 10	1	2	—	—	—	—	—
10-24	4	11	\$34,849	\$35,602	—	\$35,000	—
25-99	9	37	\$38,242	\$38,992	\$35,100	\$38,514	\$40,914
100-200	1	13	—	—	—	—	—
Over 200	4	49	\$41,402	\$39,700	—	\$41,000	—
Region							
Central West	5	41	\$37,763	\$38,730	\$35,100	\$39,914	\$41,000
Northeast	2	7	—	—	—	—	—
Southeast	10	59	\$37,389	\$38,563	\$32,864	\$38,900	\$43,680
Southwest	2	5	—	—	—	—	—
Annual Budget							
\$1M-\$4.9M	5	12	\$36,504	\$37,426	\$33,710	\$37,156	\$41,860
\$5M-\$9.9M	8	32	\$38,001	\$38,880	\$35,100	\$38,514	\$39,914
\$10M-\$24.9M	1	6	—	—	—	—	—
\$25M or more	5	62	\$41,857	\$39,927	\$38,938	\$41,000	\$43,680
Organization Category							
Education	4	23	\$40,659	\$41,593	—	\$43,680	—
Environment & Animals	1	2	—	—	—	—	—
Health	3	5	\$39,932	\$39,932	—	\$35,651	—
Human Services	11	82	\$38,233	\$38,621	\$35,000	\$39,416	\$41,000
County							
Broward	4	23	\$33,038	\$33,027	—	\$31,678	—
Collier	2	5	—	—	—	—	—
Duval	1	5	—	—	—	—	—
Hillsborough	2	10	—	—	—	—	—
Indian River	1	6	—	—	—	—	—
Manatee	1	5	—	—	—	—	—
Martin	2	12	—	—	—	—	—
Nassau	1	2	—	—	—	—	—
Palm Beach	2	15	—	—	—	—	—
Pinellas	1	25	—	—	—	—	—
Polk	1	1	—	—	—	—	—
St. Lucie	1	3	—	—	—	—	—

Security Guard

Provides security and safety services at the organization's premises. Monitors access, conducts patrols, and responds to incidents.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	7	111	\$38,628	\$39,035	\$36,400	\$41,319	\$42,000
Company Size (FTE)							
10-24	1	2	—	—	—	—	—
25-99	3	8	\$38,665	\$38,665	—	\$38,255	—
100-200	2	7	—	—	—	—	—
Over 200	1	94	—	—	—	—	—
Region							
Central West	1	94	—	—	—	—	—
East Central	1	4	—	—	—	—	—
Southeast	3	9	\$35,285	\$34,501	—	\$36,400	—
Southwest	2	4	—	—	—	—	—
Annual Budget							
\$1M-\$4.9M	1	2	—	—	—	—	—
\$5M-\$9.9M	1	3	—	—	—	—	—
\$10M-\$24.9M	4	12	\$40,194	\$39,726	—	\$41,319	—
\$25M or more	1	94	—	—	—	—	—
Organization Category							
Education	2	6	—	—	—	—	—
Environment & Animals	2	4	—	—	—	—	—
Human Services	3	101	\$38,885	\$38,443	—	\$36,400	—
County							
Broward	2	8	—	—	—	—	—
Collier	2	4	—	—	—	—	—
Palm Beach	1	1	—	—	—	—	—
Pinellas	1	94	—	—	—	—	—
Seminole	1	4	—	—	—	—	—

Purchasing Coordinator/Specialist

Manages the organization's procurement processes, including vendor selection, ordering, and contract administration. Ensures purchases comply with policies and funder requirements.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	8	8	\$55,290	\$55,290	\$44,776	\$50,273	\$70,060
Company Size (FTE)							
25-99	3	3	\$60,956	\$60,956	—	\$58,240	—
100-200	2	2	—	—	—	—	—
Over 200	3	3	\$55,177	\$55,177	—	\$47,091	—
Region							
Central West	1	1	—	—	—	—	—
East Central	1	1	—	—	—	—	—
Northeast	1	1	—	—	—	—	—
Southeast	1	1	—	—	—	—	—
Southwest	4	4	\$46,694	\$46,694	—	\$45,548	—
Annual Budget							
\$1M-\$4.9M	1	1	—	—	—	—	—
\$10M-\$24.9M	3	3	\$56,211	\$56,211	—	\$50,627	—
\$25M or more	4	4	\$53,862	\$53,862	—	\$48,505	—
Organization Category							
Education	2	2	—	—	—	—	—
Environment & Animals	1	1	—	—	—	—	—
Health	2	2	—	—	—	—	—
Human Services	2	2	—	—	—	—	—
Public & Societal Benefit	1	1	—	—	—	—	—
County							
Broward	1	1	—	—	—	—	—
Collier	4	4	\$46,694	\$46,694	—	\$45,548	—
Duval	1	1	—	—	—	—	—
Orange	1	1	—	—	—	—	—
Pinellas	1	1	—	—	—	—	—

Accountant I (Entry)

Performs general accounting tasks under supervision, including journal entries, account reconciliations, and routine reporting.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	38	69	\$51,831	\$48,627	\$43,600	\$44,699	\$52,728
Company Size (FTE)							
Under 10	1	1	—	—	—	—	—
10-24	6	6	\$45,653	\$45,653	\$36,832	\$46,312	\$52,500
25-99	19	24	\$55,783	\$54,747	\$48,880	\$52,520	\$59,987
100-200	7	9	\$49,850	\$48,772	\$43,612	\$45,000	\$54,485
Over 200	5	29	\$48,362	\$44,660	\$40,560	\$43,600	\$45,011
Region							
Central West	4	20	\$46,697	\$46,352	—	\$45,200	—
East Central	4	4	\$44,377	\$44,377	—	\$46,114	—
Northeast	8	9	\$52,672	\$53,485	\$44,559	\$55,000	\$59,994
Northwest	1	1	—	—	—	—	—
Southeast	11	19	\$54,219	\$50,177	\$44,699	\$49,173	\$53,040
Southwest	10	16	\$54,486	\$51,003	\$42,380	\$46,514	\$57,602
Annual Budget							
\$500,000–\$999,999	1	1	—	—	—	—	—
\$1M–\$4.9M	5	5	\$53,256	\$53,256	\$39,140	\$50,000	\$69,000
\$5M–\$9.9M	13	17	\$49,642	\$49,377	\$42,642	\$49,173	\$53,040
\$10M–\$24.9M	9	12	\$57,196	\$55,396	\$45,000	\$52,985	\$61,497
\$25M or more	10	34	\$50,157	\$45,986	\$43,600	\$43,600	\$47,046
Organization Category							
Arts, Culture & Humanities	1	1	—	—	—	—	—
Education	6	6	\$47,249	\$47,249	\$41,172	\$44,541	\$53,130
Environment & Animals	1	1	—	—	—	—	—
Health	10	16	\$49,520	\$47,288	\$40,560	\$43,898	\$52,312
Human Services	19	44	\$54,050	\$49,350	\$43,600	\$45,000	\$53,040
Public & Societal Benefit	1	1	—	—	—	—	—
County							
Broward	6	12	\$45,978	\$43,895	\$39,104	\$45,000	\$48,367
Collier	8	14	\$52,072	\$49,125	\$41,808	\$44,465	\$49,764
Duval	7	8	\$54,102	\$54,838	\$48,335	\$57,494	\$59,997
Escambia	1	1	—	—	—	—	—
Lee	2	2	—	—	—	—	—
Manatee	2	2	—	—	—	—	—
Martin	2	4	—	—	—	—	—
Nassau	1	1	—	—	—	—	—
Orange	4	4	\$44,377	\$44,377	—	\$46,114	—
Palm Beach	3	3	\$71,833	\$71,833	—	\$72,500	—
Pinellas	1	17	—	—	—	—	—
Sarasota	1	1	—	—	—	—	—

Accountant II (Experienced)

Performs a range of accounting functions with limited supervision, including more complex reconciliations, financial reporting, and analysis.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	41	60	\$61,446	\$60,630	\$54,080	\$60,427	\$66,195
Company Size (FTE)							
Under 10	1	1	—	—	—	—	—
10-24	4	5	\$69,234	\$67,899	—	\$67,418	—
25-99	23	32	\$60,173	\$59,837	\$54,080	\$58,619	\$65,526
100-200	7	9	\$64,139	\$67,249	\$57,508	\$65,000	\$78,134
Over 200	6	13	\$62,166	\$59,189	\$49,831	\$60,750	\$63,750
Region							
Central West	5	9	\$65,899	\$67,612	\$60,750	\$62,000	\$78,134
East Central	6	10	\$58,969	\$60,686	\$56,254	\$61,418	\$68,187
Northeast	5	7	\$59,552	\$57,140	\$45,000	\$57,220	\$66,300
Southeast	16	24	\$57,472	\$56,228	\$48,220	\$57,631	\$62,732
Southwest	9	10	\$68,739	\$67,273	\$55,640	\$65,344	\$79,856
Annual Budget							
Under \$500,000	1	1	—	—	—	—	—
\$1M-\$4.9M	3	4	\$55,263	\$55,263	—	\$57,220	—
\$5M-\$9.9M	11	11	\$61,895	\$61,895	\$47,736	\$63,237	\$72,450
\$10M-\$24.9M	15	23	\$62,310	\$62,563	\$54,080	\$60,000	\$70,492
\$25M or more	11	21	\$63,781	\$59,934	\$53,685	\$60,750	\$63,500
Organization Category							
Arts, Culture & Humanities	1	1	—	—	—	—	—
Education	5	5	\$67,473	\$67,473	\$52,236	\$65,000	\$83,946
Environment & Animals	2	2	—	—	—	—	—
Health	6	6	\$61,754	\$61,754	\$45,975	\$61,686	\$76,988
Human Services	24	42	\$59,725	\$59,082	\$54,060	\$58,619	\$62,000
Public & Societal Benefit	2	3	—	—	—	—	—
Mutual & Membership Benefit	1	1	—	—	—	—	—
County							
Brevard	1	1	—	—	—	—	—
Broward	4	9	\$57,536	\$56,731	—	\$58,756	—
Collier	7	7	\$72,518	\$72,518	\$60,472	\$76,000	\$79,950
Duval	4	6	\$62,853	\$58,939	—	\$57,220	—
Hillsborough	3	6	\$65,015	\$65,525	—	\$60,750	—
Lee	2	3	—	—	—	—	—
Martin	3	3	\$48,180	\$48,180	—	\$43,680	—
Nassau	1	1	—	—	—	—	—
Orange	5	9	\$59,265	\$61,096	\$55,910	\$61,418	\$69,916
Palm Beach	9	12	\$60,540	\$60,276	\$54,254	\$59,483	\$64,477
Pinellas	1	2	—	—	—	—	—
Sarasota	1	1	—	—	—	—	—

Accountant III (Advanced)

Handles complex accounting work and provides analysis and decision support. May lead key accounting cycles, grant accounting, or financial reporting.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	17	22	\$65,722	\$67,883	\$61,568	\$69,389	\$75,254
Company Size (FTE)							
25-99	7	7	\$52,367	\$52,367	\$30,000	\$59,740	\$62,000
100-200	7	9	\$72,683	\$73,241	\$65,000	\$70,450	\$80,500
Over 200	3	6	\$80,641	\$80,641	—	\$80,000	—
Region							
Central West	1	4	—	—	—	—	—
East Central	1	1	—	—	—	—	—
Northeast	5	5	\$63,427	\$63,427	\$45,940	\$65,000	\$80,128
Southeast	8	10	\$62,309	\$64,886	\$59,224	\$66,500	\$71,587
Southwest	2	2	—	—	—	—	—
Annual Budget							
\$1M-\$4.9M	2	2	—	—	—	—	—
\$5M-\$9.9M	4	4	\$54,143	\$54,143	—	\$60,810	—
\$10M-\$24.9M	5	7	\$69,704	\$70,619	\$62,500	\$68,273	\$74,621
\$25M or more	6	9	\$77,863	\$77,341	\$74,456	\$75,254	\$85,250
Organization Category							
Education	1	1	—	—	—	—	—
Health	4	4	\$79,417	\$79,417	—	\$83,000	—
Human Services	12	17	\$61,217	\$65,338	\$60,186	\$68,328	\$75,254
County							
Clay	1	1	—	—	—	—	—
Collier	2	2	—	—	—	—	—
Duval	2	2	—	—	—	—	—
Hillsborough	1	4	—	—	—	—	—
Martin	1	1	—	—	—	—	—
Nassau	1	1	—	—	—	—	—
Orange	1	1	—	—	—	—	—
Palm Beach	7	9	\$66,932	\$68,768	\$61,316	\$68,000	\$72,725
St. Johns	1	1	—	—	—	—	—

Accounting Supervisor

Supervises accounting staff and key accounting functions such as accounts payable, accounts receivable, payroll, and general ledger.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	23	32	\$77,600	\$76,650	\$67,600	\$78,009	\$85,283
Company Size (FTE)							
10-24	2	2	—	—	—	—	—
25-99	13	18	\$75,911	\$73,513	\$62,153	\$74,090	\$83,418
100-200	4	5	\$83,361	\$83,543	—	\$85,000	—
Over 200	4	7	\$79,017	\$79,281	—	\$78,225	—
Region							
Central West	1	3	—	—	—	—	—
East Central	3	6	\$70,795	\$70,795	—	\$75,712	—
Northeast	3	3	\$73,882	\$73,882	—	\$65,946	—
Southeast	9	11	\$76,489	\$76,910	\$72,000	\$80,095	\$85,000
Southwest	7	9	\$82,195	\$77,015	\$58,073	\$80,000	\$91,439
Annual Budget							
\$1M–\$4.9M	3	3	\$72,354	\$72,354	—	\$63,063	—
\$5M–\$9.9M	3	3	\$69,103	\$69,103	—	\$67,600	—
\$10M–\$24.9M	8	10	\$79,020	\$74,993	\$55,937	\$81,284	\$86,925
\$25M or more	9	16	\$80,918	\$79,906	\$72,617	\$78,225	\$86,594
Organization Category							
Arts, Culture & Humanities	1	1	—	—	—	—	—
Education	4	5	\$80,024	\$80,577	—	\$85,000	—
Environment & Animals	2	2	—	—	—	—	—
Health	2	2	—	—	—	—	—
Human Services	12	20	\$76,337	\$74,953	\$67,600	\$74,165	\$86,500
Public & Societal Benefit	2	2	—	—	—	—	—
County							
Broward	4	5	\$67,681	\$68,230	—	\$72,617	—
Collier	5	5	\$82,695	\$82,695	\$73,800	\$83,000	\$91,439
Duval	3	3	\$73,882	\$73,882	—	\$65,946	—
Indian River	1	1	—	—	—	—	—
Lee	2	4	—	—	—	—	—
Orange	3	6	\$70,795	\$70,795	—	\$75,712	—
Palm Beach	4	5	\$86,418	\$86,261	—	\$85,000	—
Pinellas	1	3	—	—	—	—	—

Bookkeeper

Maintains accurate financial records, including accounts payable and receivable, bank reconciliations, and basic financial reports.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	25	33	\$49,583	\$49,386	\$41,450	\$47,000	\$58,845
Company Size (FTE)							
Under 10	4	4	\$47,927	\$47,927	—	\$43,354	—
10-24	5	5	\$52,165	\$52,165	\$44,500	\$50,000	\$60,911
25-99	11	13	\$48,648	\$49,917	\$40,300	\$47,840	\$58,845
100-200	5	11	\$50,384	\$48,026	\$37,492	\$41,600	\$60,008
Region							
Central West	2	2	—	—	—	—	—
East Central	3	4	\$62,519	\$62,519	—	\$64,685	—
Northeast	8	12	\$47,058	\$44,554	\$38,444	\$41,600	\$49,460
Northwest	1	1	—	—	—	—	—
Southeast	9	12	\$47,713	\$49,652	\$42,700	\$48,500	\$57,849
Southwest	2	2	—	—	—	—	—
Annual Budget							
\$500,000–\$999,999	2	2	—	—	—	—	—
\$1M–\$4.9M	9	9	\$50,336	\$50,336	\$41,650	\$47,000	\$60,500
\$5M–\$9.9M	5	8	\$41,951	\$41,895	\$37,492	\$37,848	\$47,060
\$10M–\$24.9M	7	11	\$53,512	\$52,361	\$41,600	\$52,749	\$60,008
\$25M or more	2	3	—	—	—	—	—
Organization Category							
Arts, Culture & Humanities	1	1	—	—	—	—	—
Education	3	3	\$57,053	\$57,053	—	\$56,160	—
Environment & Animals	3	3	\$49,501	\$49,501	—	\$47,000	—
Health	6	11	\$46,023	\$43,867	\$37,492	\$41,600	\$51,230
Human Services	11	14	\$47,157	\$50,178	\$41,825	\$47,372	\$60,893
Public & Societal Benefit	1	1	—	—	—	—	—
County							
Broward	4	5	\$49,304	\$49,183	—	\$47,000	—
Collier	2	2	—	—	—	—	—
Duval	6	8	\$49,495	\$47,916	\$41,600	\$46,280	\$51,077
Leon	1	1	—	—	—	—	—
Manatee	1	1	—	—	—	—	—
Martin	3	3	\$41,037	\$41,037	—	\$41,600	—
Nassau	2	4	—	—	—	—	—
Orange	2	3	—	—	—	—	—
Palm Beach	1	3	—	—	—	—	—
Pinellas	1	1	—	—	—	—	—
St. Lucie	1	1	—	—	—	—	—
Seminole	1	1	—	—	—	—	—

Chief Financial Officer (CFO)

Provides executive financial leadership for the organization. Oversees finance, accounting, audit, compliance, and often IT and facilities, and serves as strategic partner to the CEO and board.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	82	82	\$149,366	\$149,366	\$121,649	\$143,639	\$177,151
Company Size (FTE)							
Under 10	3	3	\$112,157	\$112,157	—	\$109,912	—
10-24	13	13	\$129,336	\$129,336	\$94,999	\$120,000	\$153,625
25-99	48	48	\$147,059	\$147,059	\$122,076	\$140,466	\$174,930
100-200	8	8	\$172,189	\$172,189	\$134,493	\$169,313	\$194,986
Over 200	10	10	\$179,383	\$179,383	\$157,207	\$177,434	\$201,737
Region							
Central West	11	11	\$141,553	\$141,553	\$120,000	\$128,775	\$167,000
East Central	10	10	\$151,515	\$151,515	\$133,542	\$152,429	\$166,884
Northeast	16	16	\$140,467	\$140,467	\$100,000	\$129,963	\$172,458
Northwest	2	2	—	—	—	—	—
Southeast	26	26	\$150,910	\$150,910	\$121,301	\$143,639	\$179,400
Southwest	17	17	\$166,508	\$166,508	\$134,125	\$175,000	\$189,245
Annual Budget							
Under \$500,000	1	1	—	—	—	—	—
\$500,000–\$999,999	1	1	—	—	—	—	—
\$1M–\$4.9M	17	17	\$115,476	\$115,476	\$97,959	\$120,000	\$132,625
\$5M–\$9.9M	24	24	\$134,431	\$134,431	\$113,809	\$124,963	\$155,269
\$10M–\$24.9M	24	24	\$169,995	\$169,995	\$137,733	\$171,864	\$189,384
\$25M or more	15	15	\$181,445	\$181,445	\$160,000	\$178,000	\$199,316
Organization Category							
Arts, Culture & Humanities	2	2	—	—	—	—	—
Education	11	11	\$142,892	\$142,892	\$125,000	\$147,519	\$160,000
Environment & Animals	5	5	\$173,807	\$173,807	\$122,575	\$153,076	\$235,404
Health	11	11	\$166,662	\$166,662	\$129,168	\$160,000	\$194,250
Human Services	45	45	\$140,786	\$140,786	\$111,000	\$131,250	\$174,182
Public & Societal Benefit	7	7	\$174,087	\$174,087	\$128,775	\$187,535	\$208,000
Religion Related	1	1	—	—	—	—	—
County							
Brevard	1	1	—	—	—	—	—
Broward	12	12	\$158,672	\$158,672	\$124,228	\$161,120	\$195,237
Collier	14	14	\$180,599	\$180,599	\$152,014	\$177,434	\$195,202
Duval	14	14	\$145,241	\$145,241	\$100,000	\$135,100	\$173,938
Escambia	1	1	—	—	—	—	—
Hillsborough	4	4	\$133,808	\$133,808	—	\$128,116	—
Indian River	1	1	—	—	—	—	—
Lee	3	3	\$100,750	\$100,750	—	\$108,651	—
Leon	1	1	—	—	—	—	—
Manatee	1	1	—	—	—	—	—

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Martin	3	3	\$132,578	\$132,578	—	\$121,734	—
Miami-Dade	1	1	—	—	—	—	—
Nassau	1	1	—	—	—	—	—
Orange	7	7	\$155,151	\$155,151	\$135,000	\$153,000	\$187,535
Palm Beach	9	9	\$154,458	\$154,458	\$126,618	\$144,278	\$180,322
Pinellas	1	1	—	—	—	—	—
St. Johns	1	1	—	—	—	—	—
Sarasota	5	5	\$136,816	\$136,816	\$107,040	\$122,000	\$174,000
Seminole	1	1	—	—	—	—	—
Volusia	1	1	—	—	—	—	—

Controller

Leads the accounting function and ensures accurate, timely financial reporting and strong internal controls. Often the second-most-senior finance role.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	29	29	\$104,717	\$104,717	\$90,088	\$103,463	\$118,978
Company Size (FTE)							
Under 10	1	1	—	—	—	—	—
10-24	5	5	\$94,963	\$94,963	\$77,563	\$104,690	\$107,500
25-99	13	13	\$102,117	\$102,117	\$91,801	\$100,000	\$112,313
100-200	5	5	\$101,383	\$101,383	\$89,569	\$94,297	\$116,740
Over 200	5	5	\$131,922	\$131,922	\$116,081	\$132,450	\$147,500
Region							
Central West	4	4	\$105,128	\$105,128	—	\$96,693	—
East Central	6	6	\$93,279	\$93,279	\$76,980	\$98,532	\$106,018
Northeast	3	3	\$96,779	\$96,779	—	\$94,275	—
Southeast	9	9	\$104,866	\$104,866	\$92,057	\$107,161	\$120,900
Southwest	7	7	\$117,495	\$117,495	\$98,880	\$120,956	\$132,450
Annual Budget							
\$500,000–\$999,999	1	1	—	—	—	—	—
\$1M–\$4.9M	7	7	\$90,391	\$90,391	\$68,000	\$90,000	\$105,000
\$5M–\$9.9M	3	3	\$100,634	\$100,634	—	\$100,000	—
\$10M–\$24.9M	11	11	\$104,012	\$104,012	\$90,177	\$103,385	\$117,000
\$25M or more	7	7	\$125,430	\$125,430	\$107,161	\$125,000	\$140,000
Organization Category							
Arts, Culture & Humanities	2	2	—	—	—	—	—
Education	2	2	—	—	—	—	—
Environment & Animals	2	2	—	—	—	—	—
Health	6	6	\$114,169	\$114,169	\$92,442	\$107,500	\$138,088
Human Services	14	14	\$106,437	\$106,437	\$93,177	\$105,282	\$124,850
Public & Societal Benefit	2	2	—	—	—	—	—
Religion Related	1	1	—	—	—	—	—
County							
Broward	4	4	\$101,240	\$101,240	—	\$106,081	—
Collier	7	7	\$117,495	\$117,495	\$98,880	\$120,956	\$132,450
Duval	3	3	\$96,779	\$96,779	—	\$94,275	—
Hillsborough	2	2	—	—	—	—	—
Miami-Dade	1	1	—	—	—	—	—
Orange	6	6	\$93,279	\$93,279	\$76,980	\$98,532	\$106,018
Palm Beach	4	4	\$107,802	\$107,802	—	\$105,649	—
Sarasota	2	2	—	—	—	—	—

Finance Director (Not CFO)

Leads the finance and accounting function in organizations without a CFO, or directs a defined finance portfolio reporting to the CFO. Responsible for budgeting, reporting, and finance operations.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	54	73	\$88,512	\$84,214	\$72,000	\$77,250	\$95,200
Company Size (FTE)							
Under 10	8	8	\$86,588	\$86,588	\$70,500	\$80,186	\$110,000
10-24	16	16	\$79,534	\$79,534	\$68,226	\$76,125	\$92,500
25-99	23	23	\$93,670	\$93,670	\$77,395	\$90,640	\$105,000
100-200	3	3	\$89,932	\$89,932	—	\$94,495	—
Over 200	4	23	\$97,543	\$94,705	—	\$93,896	—
Region							
Central West	6	25	\$77,981	\$76,785	\$72,000	\$72,000	\$74,689
East Central	7	7	\$92,690	\$92,690	\$75,000	\$94,500	\$110,000
North Central	1	1	—	—	—	—	—
Northeast	10	10	\$80,909	\$80,909	\$69,691	\$77,775	\$94,621
Southeast	21	21	\$89,588	\$89,588	\$80,000	\$88,527	\$97,250
Southwest	9	9	\$100,054	\$100,054	\$77,686	\$110,000	\$119,998
Annual Budget							
\$500,000–\$999,999	4	4	\$88,000	\$88,000	—	\$91,000	—
\$1M–\$4.9M	23	23	\$80,987	\$80,987	\$70,000	\$77,250	\$95,000
\$5M–\$9.9M	12	12	\$93,832	\$93,832	\$78,046	\$87,697	\$113,625
\$10M–\$24.9M	7	7	\$91,489	\$91,489	\$84,000	\$95,400	\$97,000
\$25M or more	8	27	\$99,814	\$93,192	\$72,000	\$90,019	\$111,206
Organization Category							
Arts, Culture & Humanities	2	2	—	—	—	—	—
Education	5	5	\$88,152	\$88,152	\$72,648	\$90,640	\$102,412
Environment & Animals	2	2	—	—	—	—	—
Health	9	9	\$91,318	\$91,318	\$67,439	\$86,993	\$114,823
Human Services	31	50	\$86,683	\$82,115	\$72,000	\$74,263	\$94,750
Public & Societal Benefit	4	4	\$107,661	\$107,661	—	\$105,123	—
Mutual & Membership Benefit	1	1	—	—	—	—	—
County							
Alachua	1	1	—	—	—	—	—
Brevard	1	1	—	—	—	—	—
Broward	11	11	\$95,097	\$95,097	\$85,000	\$90,640	\$100,000
Charlotte	2	2	—	—	—	—	—
Collier	6	6	\$104,795	\$104,795	\$86,393	\$110,000	\$119,822
Duval	9	9	\$80,233	\$80,233	\$69,383	\$77,250	\$94,747
Hillsborough	1	1	—	—	—	—	—
Indian River	1	1	—	—	—	—	—
Lee	1	1	—	—	—	—	—
Manatee	2	2	—	—	—	—	—
Martin	2	2	—	—	—	—	—

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Miami-Dade	1	1	—	—	—	—	—
Nassau	1	1	—	—	—	—	—
Orange	4	4	\$98,394	\$98,394	—	\$101,666	—
Palm Beach	6	6	\$85,901	\$85,901	\$60,000	\$89,500	\$102,306
Pinellas	1	20	—	—	—	—	—
Polk	1	1	—	—	—	—	—
Sarasota	1	1	—	—	—	—	—
Seminole	2	2	—	—	—	—	—

Grant Accountant

Manages the financial side of grants, including budgeting, allocations, drawdowns, reporting, and compliance with funder requirements.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	13	21	\$67,455	\$63,787	\$54,613	\$59,697	\$66,948
Company Size (FTE)							
10-24	1	1	—	—	—	—	—
25-99	9	16	\$66,210	\$64,081	\$54,770	\$59,046	\$66,946
Over 200	3	4	\$71,538	\$71,538	—	\$80,000	—
Region							
Central West	1	1	—	—	—	—	—
East Central	5	12	\$64,190	\$63,107	\$54,080	\$65,686	\$70,200
Northeast	2	2	—	—	—	—	—
Southeast	3	4	\$54,322	\$54,322	—	\$55,000	—
Southwest	2	2	—	—	—	—	—
Annual Budget							
\$500,000–\$999,999	1	1	—	—	—	—	—
\$1M–\$4.9M	3	3	\$63,900	\$63,900	—	\$66,400	—
\$5M–\$9.9M	3	3	\$60,327	\$60,327	—	\$59,046	—
\$25M or more	6	14	\$70,705	\$65,470	\$51,324	\$58,118	\$82,500
Organization Category							
Education	1	1	—	—	—	—	—
Health	3	3	\$67,285	\$67,285	—	\$66,934	—
Human Services	9	17	\$68,445	\$64,263	\$54,807	\$61,086	\$71,844
County							
Brevard	1	1	—	—	—	—	—
Broward	2	3	—	—	—	—	—
Collier	1	1	—	—	—	—	—
Duval	2	2	—	—	—	—	—
Hillsborough	1	1	—	—	—	—	—
Lee	1	1	—	—	—	—	—
Miami-Dade	1	1	—	—	—	—	—
Orange	4	11	\$63,504	\$62,858	—	\$65,329	—

Payroll Supervisor/Administrator

Manages and processes the organization's payroll. Ensures accurate, timely, and compliant payroll operations and reporting.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	13	13	\$62,715	\$62,715	\$54,500	\$59,987	\$67,000
Company Size (FTE)							
10-24	1	1	—	—	—	—	—
25-99	3	3	\$58,075	\$58,075	—	\$59,987	—
100-200	3	3	\$59,667	\$59,667	—	\$55,000	—
Over 200	6	6	\$67,651	\$67,651	\$52,262	\$63,750	\$88,019
Region							
Central West	2	2	—	—	—	—	—
East Central	1	1	—	—	—	—	—
Northeast	3	3	\$55,387	\$55,387	—	\$55,000	—
Southeast	4	4	\$57,572	\$57,572	—	\$57,119	—
Southwest	3	3	\$70,782	\$70,782	—	\$65,000	—
Annual Budget							
\$1M-\$4.9M	2	2	—	—	—	—	—
\$5M-\$9.9M	3	3	\$56,075	\$56,075	—	\$55,000	—
\$10M-\$24.9M	1	1	—	—	—	—	—
\$25M or more	7	7	\$65,844	\$65,844	\$54,000	\$62,500	\$87,359
Organization Category							
Education	1	1	—	—	—	—	—
Health	4	4	\$64,337	\$64,337	—	\$57,494	—
Human Services	8	8	\$62,993	\$62,993	\$53,968	\$61,750	\$68,000
County							
Broward	1	1	—	—	—	—	—
Collier	3	3	\$70,782	\$70,782	—	\$65,000	—
Duval	2	2	—	—	—	—	—
Hillsborough	1	1	—	—	—	—	—
Nassau	1	1	—	—	—	—	—
Orange	1	1	—	—	—	—	—
Palm Beach	3	3	\$61,079	\$61,079	—	\$61,000	—
Pinellas	1	1	—	—	—	—	—

Food Service Manager/Supervisor

Oversees food service operations, including meal planning, kitchen staffing, food safety, and budget management. Ensures food service supports program and dietary needs.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	23	36	\$58,337	\$57,179	\$48,209	\$55,000	\$63,807
Company Size (FTE)							
Under 10	1	1	—	—	—	—	—
10-24	4	4	\$53,727	\$53,727	—	\$52,508	—
25-99	11	13	\$63,239	\$64,048	\$47,170	\$63,648	\$83,235
100-200	4	6	\$48,059	\$48,199	—	\$49,317	—
Over 200	3	12	\$56,328	\$52,790	—	\$55,000	—
Region							
Central West	3	11	\$65,333	\$65,333	—	\$55,000	—
East Central	3	4	\$46,450	\$46,450	—	\$43,264	—
Northeast	4	4	\$54,648	\$54,648	—	\$53,330	—
Southeast	8	8	\$59,303	\$59,303	\$45,375	\$55,744	\$68,750
Southwest	5	9	\$62,679	\$61,002	\$49,317	\$56,026	\$76,892
Annual Budget							
\$1M-\$4.9M	8	8	\$56,123	\$56,123	\$47,375	\$53,798	\$64,973
\$5M-\$9.9M	5	5	\$64,384	\$64,384	\$43,202	\$63,648	\$85,935
\$10M-\$24.9M	6	10	\$57,964	\$58,341	\$46,096	\$49,317	\$69,295
\$25M or more	4	13	\$55,766	\$53,189	—	\$55,000	—
Organization Category							
Arts, Culture & Humanities	1	3	—	—	—	—	—
Education	5	6	\$47,522	\$46,447	\$40,443	\$41,434	\$50,676
Environment & Animals	2	4	—	—	—	—	—
Health	2	2	—	—	—	—	—
Human Services	13	21	\$63,573	\$61,192	\$53,705	\$55,000	\$66,168
County							
Broward	2	2	—	—	—	—	—
Collier	5	9	\$62,679	\$61,002	\$49,317	\$56,026	\$76,892
Duval	4	4	\$54,648	\$54,648	—	\$53,330	—
Hillsborough	1	1	—	—	—	—	—
Martin	2	2	—	—	—	—	—
Miami-Dade	1	1	—	—	—	—	—
Orange	2	3	—	—	—	—	—
Palm Beach	2	2	—	—	—	—	—
Pinellas	1	9	—	—	—	—	—
Polk	1	1	—	—	—	—	—
St. Lucie	1	1	—	—	—	—	—
Seminole	1	1	—	—	—	—	—

Cook

Prepares meals according to menus, recipes, dietary needs, and food safety standards.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	18	158	\$43,036	\$37,363	\$32,071	\$39,000	\$39,000
Company Size (FTE)							
Under 10	1	1	—	—	—	—	—
10-24	1	2	—	—	—	—	—
25-99	8	22	\$45,530	\$41,798	\$36,400	\$40,526	\$45,744
100-200	4	14	\$41,141	\$40,793	—	\$38,937	—
Over 200	4	119	\$40,399	\$38,366	—	\$39,000	—
Region							
Central West	3	58	\$37,925	\$39,099	—	\$39,455	—
East Central	1	3	—	—	—	—	—
Northeast	3	5	\$42,724	\$42,724	—	\$43,270	—
Southeast	4	5	\$49,895	\$47,907	—	\$50,180	—
Southwest	7	87	\$41,475	\$37,699	\$32,071	\$36,400	\$40,498
Annual Budget							
\$1M-\$4.9M	6	9	\$42,308	\$41,237	\$32,640	\$39,645	\$51,480
\$5M-\$9.9M	4	16	\$42,800	\$40,807	—	\$40,820	—
\$10M-\$24.9M	4	14	\$46,999	\$42,745	—	\$38,937	—
\$25M or more	4	119	\$40,399	\$38,366	—	\$39,000	—
Organization Category							
Education	4	73	\$37,599	\$36,429	—	\$35,890	—
Environment & Animals	1	5	—	—	—	—	—
Health	3	5	\$43,314	\$43,314	—	\$43,270	—
Human Services	10	75	\$44,784	\$40,340	\$36,400	\$39,000	\$40,820
County							
Charlotte	1	2	—	—	—	—	—
Collier	6	85	\$39,721	\$36,970	\$32,071	\$36,273	\$37,310
Duval	2	4	—	—	—	—	—
Hillsborough	1	5	—	—	—	—	—
Martin	1	1	—	—	—	—	—
Nassau	1	1	—	—	—	—	—
Orange	1	3	—	—	—	—	—
Palm Beach	3	4	\$49,887	\$49,887	—	\$50,960	—
Pinellas	1	51	—	—	—	—	—
Polk	1	2	—	—	—	—	—

Food Service Assistant/Worker

Assists with food preparation, serving, and clean-up. Supports the cook and food service manager in delivering safe and timely meals.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	14	57	\$36,034	\$36,750	\$33,218	\$37,400	\$38,000
Company Size (FTE)							
25-99	8	20	\$34,609	\$35,147	\$32,500	\$33,249	\$36,686
100-200	1	2	—	—	—	—	—
Over 200	5	35	\$38,075	\$37,520	\$32,639	\$38,000	\$38,000
Region							
Central West	3	25	\$35,813	\$34,925	—	\$33,610	—
East Central	2	4	—	—	—	—	—
Northeast	1	1	—	—	—	—	—
Southeast	3	11	\$34,966	\$34,966	—	\$33,270	—
Southwest	5	16	\$37,509	\$37,935	\$32,639	\$37,024	\$42,666
Annual Budget							
\$1M-\$4.9M	2	3	—	—	—	—	—
\$5M-\$9.9M	5	16	\$34,552	\$34,901	\$32,500	\$33,218	\$36,420
\$10M-\$24.9M	2	3	—	—	—	—	—
\$25M or more	5	35	\$38,075	\$37,520	\$32,639	\$38,000	\$38,000
Organization Category							
Education	6	18	\$35,385	\$34,579	\$32,639	\$33,218	\$37,165
Environment & Animals	2	3	—	—	—	—	—
Health	1	4	—	—	—	—	—
Human Services	5	32	\$35,252	\$36,431	\$32,500	\$37,190	\$38,000
County							
Broward	2	5	—	—	—	—	—
Collier	5	16	\$37,509	\$37,935	\$32,639	\$37,024	\$42,666
Duval	1	1	—	—	—	—	—
Hillsborough	2	5	—	—	—	—	—
Martin	1	6	—	—	—	—	—
Orange	1	3	—	—	—	—	—
Pinellas	1	20	—	—	—	—	—
Seminole	1	1	—	—	—	—	—

Housing Property Director

Provides senior leadership for the organization's housing portfolio. Oversees property management, asset performance, compliance, and resident services across multiple sites.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	5	14	\$83,584	\$77,153	\$45,000	\$84,960	\$95,750
Company Size (FTE)							
25-99	3	3	\$86,640	\$86,640	—	\$88,999	—
Over 200	2	11	—	—	—	—	—
Region							
Central West	1	10	—	—	—	—	—
East Central	1	1	—	—	—	—	—
Southeast	2	2	—	—	—	—	—
Southwest	1	1	—	—	—	—	—
Annual Budget							
\$5M-\$9.9M	1	1	—	—	—	—	—
\$10M-\$24.9M	1	1	—	—	—	—	—
\$25M or more	3	12	\$82,333	\$82,333	—	\$88,999	—
Organization Category							
Human Services	5	14	\$83,584	\$77,153	\$45,000	\$84,960	\$95,750
County							
Broward	1	1	—	—	—	—	—
Collier	1	1	—	—	—	—	—
Orange	1	1	—	—	—	—	—
Palm Beach	1	1	—	—	—	—	—
Pinellas	1	10	—	—	—	—	—

Property/Site Manager

Manages day-to-day operations of one or more housing properties. Responsible for occupancy, rent collection, maintenance, compliance, and resident relations.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	13	17	\$61,286	\$61,577	\$54,276	\$62,400	\$65,000
Company Size (FTE)							
Under 10	2	2	—	—	—	—	—
10-24	2	2	—	—	—	—	—
25-99	7	11	\$61,530	\$61,891	\$54,938	\$59,291	\$65,000
Over 200	2	2	—	—	—	—	—
Region							
Central West	2	2	—	—	—	—	—
East Central	3	5	\$60,416	\$60,416	—	\$62,400	—
Northeast	2	2	—	—	—	—	—
Southeast	4	6	\$66,133	\$67,821	—	\$65,000	—
Southwest	2	2	—	—	—	—	—
Annual Budget							
\$1M-\$4.9M	3	3	\$60,338	\$60,338	—	\$62,400	—
\$5M-\$9.9M	6	8	\$64,488	\$66,165	\$57,723	\$65,000	\$76,796
\$10M-\$24.9M	1	1	—	—	—	—	—
\$25M or more	3	5	\$54,616	\$54,616	—	\$57,931	—
Organization Category							
Education	1	1	—	—	—	—	—
Environment & Animals	2	3	—	—	—	—	—
Human Services	10	13	\$60,642	\$59,932	\$53,989	\$62,400	\$65,000
County							
Brevard	2	2	—	—	—	—	—
Broward	3	5	\$66,532	\$66,532	—	\$65,000	—
Collier	2	2	—	—	—	—	—
Duval	1	1	—	—	—	—	—
Orange	1	3	—	—	—	—	—
Palm Beach	1	1	—	—	—	—	—
Pinellas	1	1	—	—	—	—	—
St. Johns	1	1	—	—	—	—	—
Sarasota	1	1	—	—	—	—	—

Director of Residential Services

Provides leadership for residential programs, often serving people with disabilities, mental illness, youth, or other populations. Ensures quality care, regulatory compliance, and effective operations.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	9	17	\$78,237	\$76,129	\$75,000	\$76,000	\$77,647
Company Size (FTE)							
25-99	4	4	\$87,814	\$87,814	—	\$87,818	—
100-200	3	4	\$67,292	\$67,292	—	\$63,653	—
Over 200	2	9	—	—	—	—	—
Region							
Central West	2	9	—	—	—	—	—
East Central	1	1	—	—	—	—	—
Northeast	3	3	\$72,854	\$72,854	—	\$76,684	—
Southeast	2	3	—	—	—	—	—
Southwest	1	1	—	—	—	—	—
Annual Budget							
\$5M-\$9.9M	2	2	—	—	—	—	—
\$10M-\$24.9M	4	5	\$74,818	\$73,172	—	\$66,911	—
\$25M or more	3	10	\$76,408	\$75,871	—	\$76,000	—
Organization Category							
Health	1	1	—	—	—	—	—
Human Services	8	16	\$80,060	\$76,965	\$75,000	\$76,000	\$78,224
County							
Broward	1	2	—	—	—	—	—
Duval	3	3	\$72,854	\$72,854	—	\$76,684	—
Hillsborough	1	3	—	—	—	—	—
Lee	1	1	—	—	—	—	—
Orange	1	1	—	—	—	—	—
Palm Beach	1	1	—	—	—	—	—
Pinellas	1	6	—	—	—	—	—

Residential Adult Care Worker

Provides direct support to adults living in a residential setting, including those with disabilities, mental health needs, or other support needs. Supports daily living skills and community engagement.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	4	200	\$41,325	\$36,565	—	\$34,320	—
Company Size (FTE)							
25-99	1	5	—	—	—	—	—
100-200	1	38	—	—	—	—	—
Over 200	2	157	—	—	—	—	—
Region							
Central West	1	151	—	—	—	—	—
Southeast	2	43	—	—	—	—	—
Southwest	1	6	—	—	—	—	—
Annual Budget							
\$5M-\$9.9M	1	5	—	—	—	—	—
\$10M-\$24.9M	1	38	—	—	—	—	—
\$25M or more	2	157	—	—	—	—	—
Organization Category							
Health	1	6	—	—	—	—	—
Human Services	3	194	\$39,773	\$35,762	—	\$34,320	—
County							
Broward	2	43	—	—	—	—	—
Collier	1	6	—	—	—	—	—
Pinellas	1	151	—	—	—	—	—

Residential Child and Youth Care Worker

Provides daily care, supervision, and support to children and youth in a residential or group home setting. Implements treatment and behavior support plans in a trauma-informed manner.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	7	297	\$42,649	\$43,603	\$37,708	\$45,760	\$48,880
Company Size (FTE)							
25-99	4	167	\$46,435	\$48,078	—	\$48,880	—
100-200	1	52	—	—	—	—	—
Over 200	2	78	—	—	—	—	—
Region							
Central West	2	78	—	—	—	—	—
Northeast	1	2	—	—	—	—	—
Southeast	2	78	—	—	—	—	—
Southwest	2	139	—	—	—	—	—
Annual Budget							
\$1M-\$4.9M	1	34	—	—	—	—	—
\$5M-\$9.9M	2	131	—	—	—	—	—
\$10M-\$24.9M	2	54	—	—	—	—	—
\$25M or more	2	78	—	—	—	—	—
Organization Category							
Human Services	7	297	\$42,649	\$43,603	\$37,708	\$45,760	\$48,880
County							
Broward	1	26	—	—	—	—	—
Charlotte	1	34	—	—	—	—	—
Collier	1	105	—	—	—	—	—
Duval	1	2	—	—	—	—	—
Hillsborough	1	57	—	—	—	—	—
Palm Beach	1	52	—	—	—	—	—
Pinellas	1	21	—	—	—	—	—

Shelter/Housing/Residential Manager

Manages a shelter, transitional housing, or residential site, including staffing, operations, and resident services.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	10	29	\$59,691	\$60,949	\$57,000	\$58,090	\$68,341
Company Size (FTE)							
25-99	6	22	\$60,121	\$60,770	\$57,000	\$57,000	\$66,306
100-200	3	6	\$61,396	\$61,939	—	\$60,000	—
Over 200	1	1	—	—	—	—	—
Region							
Central West	1	1	—	—	—	—	—
Northeast	3	5	\$52,137	\$52,137	—	\$55,120	—
Southeast	4	11	\$63,484	\$63,535	—	\$63,000	—
Southwest	2	12	—	—	—	—	—
Annual Budget							
\$1M-\$4.9M	1	8	—	—	—	—	—
\$5M-\$9.9M	3	7	\$61,922	\$59,499	—	\$59,550	—
\$10M-\$24.9M	4	12	\$61,757	\$62,183	—	\$59,981	—
\$25M or more	2	2	—	—	—	—	—
Organization Category							
Human Services	10	29	\$59,691	\$60,949	\$57,000	\$58,090	\$68,341
County							
Broward	2	3	—	—	—	—	—
Charlotte	1	8	—	—	—	—	—
Duval	2	3	—	—	—	—	—
Lee	1	4	—	—	—	—	—
Palm Beach	2	8	—	—	—	—	—
Pinellas	1	1	—	—	—	—	—
St. Johns	1	2	—	—	—	—	—

Chief Human Resources Officer

Provides executive leadership for all human resources functions, including talent strategy, total rewards, employee relations, DEI, compliance, and culture.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	20	20	\$125,629	\$125,629	\$99,419	\$119,143	\$152,250
Company Size (FTE)							
10-24	2	2	—	—	—	—	—
25-99	8	8	\$115,329	\$115,329	\$98,009	\$107,294	\$130,161
100-200	4	4	\$146,563	\$146,563	—	\$144,000	—
Over 200	6	6	\$142,247	\$142,247	\$111,750	\$126,643	\$187,397
Region							
Central West	4	4	\$134,053	\$134,053	—	\$128,000	—
East Central	3	3	\$110,529	\$110,529	—	\$114,588	—
Northeast	4	4	\$130,110	\$130,110	—	\$131,608	—
Southeast	3	3	\$102,333	\$102,333	—	\$100,000	—
Southwest	6	6	\$136,222	\$136,222	\$90,702	\$144,143	\$179,487
Annual Budget							
\$1M-\$4.9M	3	3	\$90,404	\$90,404	—	\$80,213	—
\$5M-\$9.9M	4	4	\$104,860	\$104,860	—	\$99,613	—
\$10M-\$24.9M	6	6	\$139,740	\$139,740	\$110,342	\$139,000	\$172,063
\$25M or more	7	7	\$140,497	\$140,497	\$115,000	\$130,000	\$183,196
Organization Category							
Education	4	4	\$130,875	\$130,875	—	\$125,750	—
Environment & Animals	1	1	—	—	—	—	—
Health	5	5	\$137,084	\$137,084	\$107,113	\$130,000	\$170,598
Human Services	10	10	\$112,540	\$112,540	\$85,303	\$107,294	\$124,500
County							
Broward	2	2	—	—	—	—	—
Collier	4	4	\$162,433	\$162,433	—	\$174,125	—
Duval	3	3	\$140,405	\$140,405	—	\$133,215	—
Hillsborough	1	1	—	—	—	—	—
Lee	2	2	—	—	—	—	—
Nassau	1	1	—	—	—	—	—
Orange	2	2	—	—	—	—	—
Palm Beach	1	1	—	—	—	—	—
Pinellas	1	1	—	—	—	—	—
Polk	1	1	—	—	—	—	—
Sarasota	1	1	—	—	—	—	—
Volusia	1	1	—	—	—	—	—

Human Resource Assistant

Provides administrative support to the HR function, including recruitment logistics, onboarding, recordkeeping, and employee inquiries.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	30	36	\$52,111	\$51,302	\$43,885	\$49,380	\$54,750
Company Size (FTE)							
10-24	4	4	\$41,195	\$41,195	—	\$37,860	—
25-99	15	16	\$52,966	\$52,710	\$44,108	\$50,009	\$62,100
100-200	6	8	\$57,238	\$54,889	\$45,380	\$52,000	\$54,854
Over 200	5	8	\$52,129	\$50,141	\$45,035	\$46,545	\$54,360
Region							
Central West	4	4	\$47,241	\$47,241	—	\$48,964	—
East Central	4	5	\$42,880	\$43,088	—	\$44,500	—
Northeast	5	7	\$53,844	\$51,683	\$43,680	\$48,880	\$61,200
Southeast	11	14	\$55,014	\$53,669	\$44,629	\$50,940	\$57,843
Southwest	6	6	\$54,747	\$54,747	\$47,111	\$53,500	\$67,000
Annual Budget							
\$1M-\$4.9M	5	5	\$45,840	\$45,840	\$36,500	\$51,138	\$52,530
\$5M-\$9.9M	8	8	\$51,027	\$51,027	\$41,700	\$45,408	\$63,804
\$10M-\$24.9M	11	13	\$56,509	\$55,575	\$48,880	\$52,000	\$58,450
\$25M or more	6	10	\$50,721	\$48,697	\$44,295	\$45,719	\$51,160
Organization Category							
Education	5	6	\$46,017	\$45,806	\$43,055	\$46,503	\$48,718
Environment & Animals	2	2	—	—	—	—	—
Health	5	6	\$53,470	\$51,839	\$43,260	\$49,340	\$62,868
Human Services	18	22	\$52,654	\$51,948	\$44,629	\$50,940	\$54,425
County							
Brevard	1	1	—	—	—	—	—
Broward	6	9	\$51,164	\$50,355	\$45,719	\$49,881	\$53,000
Charlotte	1	1	—	—	—	—	—
Collier	4	4	\$59,870	\$59,870	—	\$61,000	—
Duval	4	6	\$51,705	\$49,897	—	\$48,880	—
Hillsborough	2	2	—	—	—	—	—
Lee	1	1	—	—	—	—	—
Manatee	2	2	—	—	—	—	—
Martin	1	1	—	—	—	—	—
Nassau	1	1	—	—	—	—	—
Orange	2	3	—	—	—	—	—
Palm Beach	4	4	\$64,042	\$64,042	—	\$62,055	—
Seminole	1	1	—	—	—	—	—

Human Resource Director

Leads day-to-day HR operations and is often the senior HR leader in organizations without a CHRO. Responsible for talent, employee relations, total rewards, and compliance.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	40	40	\$95,026	\$95,026	\$78,500	\$94,747	\$106,060
Company Size (FTE)							
10-24	2	2	—	—	—	—	—
25-99	19	19	\$89,642	\$89,642	\$75,000	\$90,000	\$100,000
100-200	10	10	\$96,708	\$96,708	\$72,917	\$94,747	\$117,224
Over 200	9	9	\$106,687	\$106,687	\$90,500	\$106,080	\$122,500
Region							
Central West	5	5	\$107,049	\$107,049	\$83,784	\$105,000	\$131,339
East Central	7	7	\$85,809	\$85,809	\$75,000	\$78,000	\$100,000
Northeast	8	8	\$85,584	\$85,584	\$71,336	\$82,500	\$94,874
Southeast	12	12	\$99,772	\$99,772	\$92,912	\$101,000	\$106,060
Southwest	8	8	\$97,899	\$97,899	\$76,397	\$99,386	\$113,250
Annual Budget							
Under \$500,000	1	1	—	—	—	—	—
\$500,000–\$999,999	1	1	—	—	—	—	—
\$1M–\$4.9M	5	5	\$79,778	\$79,778	\$66,444	\$82,000	\$92,000
\$5M–\$9.9M	7	7	\$84,281	\$84,281	\$71,081	\$85,567	\$92,882
\$10M–\$24.9M	12	12	\$102,209	\$102,209	\$87,000	\$101,500	\$119,075
\$25M or more	14	14	\$102,548	\$102,548	\$90,371	\$105,500	\$115,000
Organization Category							
Education	8	8	\$85,783	\$85,783	\$73,132	\$89,224	\$98,624
Environment & Animals	1	1	—	—	—	—	—
Health	8	8	\$94,023	\$94,023	\$70,270	\$90,500	\$113,250
Human Services	21	21	\$100,743	\$100,743	\$87,500	\$99,000	\$115,649
Public & Societal Benefit	2	2	—	—	—	—	—
County							
Broward	3	3	\$100,654	\$100,654	—	\$103,000	—
Collier	7	7	\$98,202	\$98,202	\$73,529	\$103,000	\$115,000
Duval	7	7	\$87,656	\$87,656	\$72,100	\$85,000	\$95,000
Hillsborough	2	2	—	—	—	—	—
Lee	1	1	—	—	—	—	—
Manatee	1	1	—	—	—	—	—
Martin	2	2	—	—	—	—	—
Nassau	1	1	—	—	—	—	—
Orange	5	5	\$84,533	\$84,533	\$74,000	\$75,000	\$99,833
Palm Beach	7	7	\$103,757	\$103,757	\$93,001	\$105,000	\$116,298
Pinellas	1	1	—	—	—	—	—
Sarasota	1	1	—	—	—	—	—
Seminole	1	1	—	—	—	—	—
Volusia	1	1	—	—	—	—	—

Human Resource Manager

Manages a defined HR portfolio (e.g., recruitment, employee relations, benefits) or HR operations as a whole. Implements policies, programs, and compliance activities.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	31	36	\$71,092	\$71,842	\$61,205	\$71,738	\$82,440
Company Size (FTE)							
10-24	1	1	—	—	—	—	—
25-99	23	23	\$70,209	\$70,209	\$59,987	\$70,000	\$80,000
100-200	3	3	\$67,409	\$67,409	—	\$70,928	—
Over 200	4	9	\$75,460	\$76,031	—	\$72,325	—
Region							
Central West	1	1	—	—	—	—	—
East Central	4	5	\$64,979	\$64,926	—	\$64,000	—
Northeast	6	6	\$57,290	\$57,290	\$49,920	\$54,500	\$65,293
Southeast	12	14	\$77,122	\$77,619	\$70,696	\$79,800	\$84,316
Southwest	8	10	\$68,593	\$70,549	\$58,250	\$72,119	\$83,377
Annual Budget							
\$1M–\$4.9M	5	5	\$68,338	\$68,338	\$52,520	\$61,650	\$87,500
\$5M–\$9.9M	13	13	\$71,094	\$71,094	\$55,994	\$72,500	\$82,043
\$10M–\$24.9M	7	7	\$72,544	\$72,544	\$70,000	\$70,980	\$79,600
\$25M or more	6	11	\$71,691	\$73,871	\$65,000	\$71,738	\$85,000
Organization Category							
Arts, Culture & Humanities	1	1	—	—	—	—	—
Education	4	6	\$63,574	\$65,089	—	\$64,500	—
Environment & Animals	2	2	—	—	—	—	—
Health	5	6	\$64,284	\$67,737	\$57,990	\$62,218	\$85,000
Human Services	18	20	\$73,168	\$73,912	\$61,380	\$76,034	\$83,816
Public & Societal Benefit	1	1	—	—	—	—	—
County							
Broward	7	9	\$76,425	\$77,353	\$68,923	\$81,250	\$84,544
Clay	1	1	—	—	—	—	—
Collier	8	10	\$68,593	\$70,549	\$58,250	\$72,119	\$83,377
Duval	3	3	\$65,352	\$65,352	—	\$61,057	—
Indian River	1	1	—	—	—	—	—
Martin	1	1	—	—	—	—	—
Miami-Dade	1	1	—	—	—	—	—
Nassau	1	1	—	—	—	—	—
Orange	4	5	\$64,979	\$64,926	—	\$64,000	—
Palm Beach	2	2	—	—	—	—	—
St. Johns	1	1	—	—	—	—	—
Sarasota	1	1	—	—	—	—	—

Chief Information Officer

Provides executive leadership for the organization's information technology strategy, infrastructure, security, and data. Aligns technology investments with the mission.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	6	6	\$110,671	\$110,671	\$86,250	\$104,513	\$137,500
Company Size (FTE)							
10-24	2	2	—	—	—	—	—
25-99	1	1	—	—	—	—	—
100-200	1	1	—	—	—	—	—
Over 200	2	2	—	—	—	—	—
Region							
Central West	3	3	\$120,000	\$120,000	—	\$125,000	—
East Central	1	1	—	—	—	—	—
Northeast	1	1	—	—	—	—	—
Southwest	1	1	—	—	—	—	—
Annual Budget							
Under \$500,000	1	1	—	—	—	—	—
\$1M-\$4.9M	2	2	—	—	—	—	—
\$5M-\$9.9M	1	1	—	—	—	—	—
\$25M or more	2	2	—	—	—	—	—
Organization Category							
Health	1	1	—	—	—	—	—
Human Services	5	5	\$111,000	\$111,000	\$77,500	\$100,000	\$150,000
County							
Collier	1	1	—	—	—	—	—
Hillsborough	1	1	—	—	—	—	—
Manatee	1	1	—	—	—	—	—
Nassau	1	1	—	—	—	—	—
Orange	1	1	—	—	—	—	—
Pinellas	1	1	—	—	—	—	—

Database Administrator/Manager

Designs, implements, and maintains the organization's databases. Ensures data integrity, security, performance, and availability.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	21	26	\$64,060	\$67,611	\$53,063	\$65,824	\$81,147
Company Size (FTE)							
Under 10	2	2	—	—	—	—	—
10-24	3	3	\$50,455	\$50,455	—	\$48,526	—
25-99	10	12	\$64,470	\$65,992	\$55,410	\$66,252	\$77,500
100-200	3	3	\$63,031	\$63,031	—	\$65,000	—
Over 200	3	6	\$74,198	\$74,198	—	\$77,317	—
Region							
Central West	3	3	\$47,842	\$47,842	—	\$48,526	—
East Central	7	9	\$58,677	\$61,994	\$52,875	\$62,840	\$67,872
Northeast	3	3	\$76,167	\$76,167	—	\$70,000	—
Southeast	6	9	\$72,819	\$75,950	\$65,330	\$79,773	\$86,726
Southwest	2	2	—	—	—	—	—
Annual Budget							
Under \$500,000	1	1	—	—	—	—	—
\$1M-\$4.9M	8	8	\$55,601	\$55,601	\$41,076	\$51,763	\$61,290
\$5M-\$9.9M	2	2	—	—	—	—	—
\$10M-\$24.9M	6	6	\$68,457	\$68,457	\$59,925	\$68,800	\$80,558
\$25M or more	4	9	\$74,050	\$76,815	—	\$76,100	—
Organization Category							
Education	4	4	\$66,281	\$66,281	—	\$65,500	—
Environment & Animals	1	1	—	—	—	—	—
Health	2	2	—	—	—	—	—
Human Services	11	16	\$64,560	\$70,174	\$55,085	\$67,397	\$83,530
Public & Societal Benefit	3	3	\$73,367	\$73,367	—	\$67,600	—
County							
Brevard	1	1	—	—	—	—	—
Broward	3	6	\$69,490	\$69,490	—	\$76,662	—
Collier	2	2	—	—	—	—	—
Duval	3	3	\$76,167	\$76,167	—	\$70,000	—
Manatee	1	1	—	—	—	—	—
Orange	6	8	\$61,072	\$63,579	\$53,674	\$63,459	\$67,954
Palm Beach	3	3	\$76,148	\$76,148	—	\$79,394	—
Sarasota	2	2	—	—	—	—	—

Help Desk

Provides first-level technical support to staff for hardware, software, network, and account issues. Logs, triages, and resolves or escalates tickets.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	13	25	\$53,772	\$54,614	\$45,000	\$58,320	\$59,649
Company Size (FTE)							
25-99	4	5	\$53,857	\$54,809	—	\$55,994	—
100-200	2	2	—	—	—	—	—
Over 200	7	18	\$52,450	\$53,947	\$44,821	\$58,320	\$59,649
Region							
Central West	1	1	—	—	—	—	—
East Central	4	6	\$49,596	\$47,907	—	\$45,000	—
Northeast	1	1	—	—	—	—	—
Southeast	3	3	\$57,958	\$57,958	—	\$60,195	—
Southwest	4	14	\$56,169	\$57,108	—	\$58,985	—
Annual Budget							
\$5M-\$9.9M	1	1	—	—	—	—	—
\$10M-\$24.9M	2	3	—	—	—	—	—
\$25M or more	10	21	\$54,093	\$54,515	\$45,000	\$58,320	\$59,649
Organization Category							
Education	5	9	\$52,769	\$52,984	\$44,060	\$51,734	\$59,649
Environment & Animals	1	2	—	—	—	—	—
Health	3	10	\$49,201	\$49,201	—	\$45,000	—
Human Services	4	4	\$56,290	\$56,290	—	\$56,482	—
County							
Broward	2	2	—	—	—	—	—
Collier	4	14	\$56,169	\$57,108	—	\$58,985	—
Duval	1	1	—	—	—	—	—
Hillsborough	1	1	—	—	—	—	—
Orange	3	4	\$51,128	\$51,128	—	\$52,000	—
Palm Beach	1	1	—	—	—	—	—
Volusia	1	2	—	—	—	—	—

IT Director

Leads day-to-day IT operations, infrastructure, and support. Often the senior IT leader in organizations without a CIO.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	18	18	\$98,744	\$98,744	\$86,284	\$99,612	\$114,247
Company Size (FTE)							
25-99	5	5	\$84,688	\$84,688	\$60,825	\$99,225	\$101,284
100-200	7	7	\$99,024	\$99,024	\$87,374	\$94,495	\$105,000
Over 200	6	6	\$110,132	\$110,132	\$93,566	\$115,831	\$123,280
Region							
Central West	2	2	—	—	—	—	—
East Central	2	2	—	—	—	—	—
Northeast	3	3	\$95,623	\$95,623	—	\$94,495	—
Southeast	5	5	\$101,377	\$101,377	\$94,613	\$99,999	\$108,831
Southwest	6	6	\$101,299	\$101,299	\$76,424	\$108,544	\$123,280
Annual Budget							
\$5M-\$9.9M	2	2	—	—	—	—	—
\$10M-\$24.9M	6	6	\$93,258	\$93,258	\$76,424	\$93,300	\$110,821
\$25M or more	10	10	\$105,285	\$105,285	\$93,371	\$103,784	\$119,510
Organization Category							
Education	6	6	\$85,100	\$85,100	\$76,250	\$86,508	\$95,393
Health	4	4	\$110,854	\$110,854	—	\$113,020	—
Human Services	8	8	\$102,923	\$102,923	\$99,419	\$103,784	\$117,416
County							
Broward	1	1	—	—	—	—	—
Collier	5	5	\$110,229	\$110,229	\$90,551	\$119,000	\$125,520
Duval	3	3	\$95,623	\$95,623	—	\$94,495	—
Hillsborough	2	2	—	—	—	—	—
Lee	1	1	—	—	—	—	—
Martin	1	1	—	—	—	—	—
Orange	2	2	—	—	—	—	—
Palm Beach	3	3	\$98,075	\$98,075	—	\$99,225	—

IT Specialist – Multi Function (PC and Network)

Provides a broad mix of IT support across PCs, servers, networks, and applications, typically in a smaller organization. Acts as a generalist who keeps systems running.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	13	31	\$55,804	\$57,664	\$55,000	\$59,122	\$64,000
Company Size (FTE)							
25-99	2	2	—	—	—	—	—
100-200	7	11	\$54,660	\$53,371	\$46,966	\$55,120	\$59,122
Over 200	4	18	\$56,959	\$58,458	—	\$58,776	—
Region							
Central West	2	12	—	—	—	—	—
Northeast	4	6	\$53,344	\$50,599	—	\$46,966	—
Southeast	5	8	\$56,941	\$57,227	\$55,015	\$55,837	\$59,957
Southwest	2	5	—	—	—	—	—
Annual Budget							
\$5M–\$9.9M	1	2	—	—	—	—	—
\$10M–\$24.9M	4	6	\$57,311	\$57,247	—	\$57,121	—
\$25M or more	8	23	\$56,620	\$58,133	\$53,849	\$58,238	\$64,000
Organization Category							
Education	2	2	—	—	—	—	—
Health	4	9	\$48,617	\$48,790	—	\$47,746	—
Human Services	7	20	\$58,578	\$59,964	\$57,216	\$59,854	\$64,000
County							
Broward	2	4	—	—	—	—	—
Collier	2	5	—	—	—	—	—
Duval	3	4	\$56,709	\$56,709	—	\$57,216	—
Hillsborough	1	2	—	—	—	—	—
Nassau	1	2	—	—	—	—	—
Palm Beach	3	4	\$56,707	\$56,707	—	\$55,120	—
Pinellas	1	10	—	—	—	—	—

IT/IS Manager

Manages IT staff and day-to-day technology operations. Coordinates projects, support, and infrastructure within the IT department.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	7	7	\$82,268	\$82,268	\$68,500	\$80,770	\$96,000
Company Size (FTE)							
25-99	7	7	\$82,268	\$82,268	\$68,500	\$80,770	\$96,000
Region							
Central West	1	1	—	—	—	—	—
East Central	1	1	—	—	—	—	—
Southeast	3	3	\$78,343	\$78,343	—	\$80,530	—
Southwest	2	2	—	—	—	—	—
Annual Budget							
\$1M-\$4.9M	2	2	—	—	—	—	—
\$5M-\$9.9M	1	1	—	—	—	—	—
\$10M-\$24.9M	4	4	\$81,344	\$81,344	—	\$80,650	—
Organization Category							
Arts, Culture & Humanities	1	1	—	—	—	—	—
Education	1	1	—	—	—	—	—
Environment & Animals	1	1	—	—	—	—	—
Human Services	3	3	\$78,343	\$78,343	—	\$80,530	—
Public & Societal Benefit	1	1	—	—	—	—	—
County							
Broward	1	1	—	—	—	—	—
Collier	2	2	—	—	—	—	—
Palm Beach	2	2	—	—	—	—	—
Sarasota	1	1	—	—	—	—	—
Seminole	1	1	—	—	—	—	—

Network Administrator

Designs, implements, and maintains the organization's network infrastructure, including LAN/WAN, wireless, firewalls, and VPN.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	9	9	\$75,718	\$75,718	\$65,509	\$76,730	\$87,965
Company Size (FTE)							
25-99	2	2	—	—	—	—	—
100-200	2	2	—	—	—	—	—
Over 200	5	5	\$79,765	\$79,765	\$67,536	\$76,730	\$93,512
Region							
Central West	2	2	—	—	—	—	—
Northeast	1	1	—	—	—	—	—
Southeast	2	2	—	—	—	—	—
Southwest	4	4	\$82,206	\$82,206	—	\$80,865	—
Annual Budget							
\$10M-\$24.9M	3	3	\$72,230	\$72,230	—	\$80,000	—
\$25M or more	6	6	\$77,462	\$77,462	\$65,727	\$73,365	\$89,256
Organization Category							
Education	2	2	—	—	—	—	—
Health	3	3	\$87,918	\$87,918	—	\$85,000	—
Human Services	4	4	\$71,673	\$71,673	—	\$75,000	—
County							
Collier	4	4	\$82,206	\$82,206	—	\$80,865	—
Duval	1	1	—	—	—	—	—
Hillsborough	2	2	—	—	—	—	—
Palm Beach	2	2	—	—	—	—	—

Data Entry Operator

Enters and updates data accurately in databases and spreadsheets. Supports the organization's records, reporting, and operations.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	15	31	\$48,085	\$44,417	\$37,500	\$43,101	\$51,000
Company Size (FTE)							
10-24	1	5	—	—	—	—	—
25-99	11	17	\$51,005	\$48,356	\$38,293	\$50,400	\$55,682
100-200	1	2	—	—	—	—	—
Over 200	2	7	—	—	—	—	—
Region							
Central West	2	6	—	—	—	—	—
East Central	3	7	\$36,906	\$36,271	—	\$35,490	—
Northeast	1	1	—	—	—	—	—
Southeast	6	13	\$52,201	\$49,031	\$42,773	\$50,550	\$51,723
Southwest	3	4	\$55,942	\$55,942	—	\$60,000	—
Annual Budget							
\$1M–\$4.9M	1	1	—	—	—	—	—
\$5M–\$9.9M	5	11	\$53,215	\$49,230	\$37,500	\$51,000	\$56,700
\$10M–\$24.9M	5	9	\$50,601	\$48,311	\$44,569	\$47,000	\$54,057
\$25M or more	4	10	\$41,318	\$39,386	—	\$37,981	—
Organization Category							
Education	3	7	\$54,473	\$54,473	—	\$60,000	—
Environment & Animals	1	2	—	—	—	—	—
Human Services	10	21	\$45,784	\$43,718	\$37,783	\$43,101	\$50,700
Public & Societal Benefit	1	1	—	—	—	—	—
County							
Brevard	1	1	—	—	—	—	—
Broward	3	10	\$49,210	\$48,246	—	\$51,000	—
Collier	3	4	\$55,942	\$55,942	—	\$60,000	—
Duval	1	1	—	—	—	—	—
Hillsborough	1	1	—	—	—	—	—
Manatee	1	5	—	—	—	—	—
Miami-Dade	1	1	—	—	—	—	—
Orange	2	6	—	—	—	—	—
Palm Beach	2	2	—	—	—	—	—

Attorney, Legal Aid

Provides direct legal representation to low-income or otherwise underserved clients in civil legal matters such as housing, family, public benefits, immigration, or consumer issues.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	5	135	\$87,261	\$84,818	\$80,627	\$82,258	\$87,180
Company Size (FTE)							
10-24	1	1	—	—	—	—	—
25-99	2	3	—	—	—	—	—
100-200	2	131	—	—	—	—	—
Region							
Central West	2	81	—	—	—	—	—
Northeast	2	3	—	—	—	—	—
Southeast	1	51	—	—	—	—	—
Annual Budget							
\$1M-\$4.9M	1	1	—	—	—	—	—
\$5M-\$9.9M	1	1	—	—	—	—	—
\$10M-\$24.9M	3	133	\$83,575	\$83,575	—	\$85,098	—
Organization Category							
Human Services	5	135	\$87,261	\$84,818	\$80,627	\$82,258	\$87,180
County							
Duval	1	2	—	—	—	—	—
Hillsborough	1	80	—	—	—	—	—
Palm Beach	1	51	—	—	—	—	—
St. Johns	1	1	—	—	—	—	—
Sarasota	1	1	—	—	—	—	—

Attorney, All Others

Provides legal counsel and representation to the organization or its clients in specialized practice areas not covered by other defined attorney roles.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	4	9	\$103,329	\$100,385	—	\$94,735	—
Company Size (FTE)							
10-24	1	2	—	—	—	—	—
25-99	2	5	—	—	—	—	—
Over 200	1	2	—	—	—	—	—
Region							
East Central	1	2	—	—	—	—	—
Southeast	2	5	—	—	—	—	—
Southwest	1	2	—	—	—	—	—
Annual Budget							
\$1M-\$4.9M	2	5	—	—	—	—	—
\$5M-\$9.9M	1	2	—	—	—	—	—
\$25M or more	1	2	—	—	—	—	—
Organization Category							
Human Services	3	7	\$107,641	\$107,641	—	\$117,127	—
Public & Societal Benefit	1	2	—	—	—	—	—
County							
Broward	1	2	—	—	—	—	—
Lee	1	2	—	—	—	—	—
Martin	1	3	—	—	—	—	—
Orange	1	2	—	—	—	—	—

General Counsel

Serves as the chief legal officer of the organization. Advises the CEO and board on legal, regulatory, and risk matters and oversees legal affairs and outside counsel.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	3	3	\$202,344	\$202,344	—	\$166,400	—
Company Size (FTE)							
100-200	1	1	—	—	—	—	—
Over 200	2	2	—	—	—	—	—
Region							
Central West	2	2	—	—	—	—	—
Southeast	1	1	—	—	—	—	—
Annual Budget							
\$10M–\$24.9M	1	1	—	—	—	—	—
\$25M or more	2	2	—	—	—	—	—
Organization Category							
Human Services	3	3	\$202,344	\$202,344	—	\$166,400	—
County							
Broward	1	1	—	—	—	—	—
Hillsborough	1	1	—	—	—	—	—
Pinellas	1	1	—	—	—	—	—

Paralegal or Law Clerk

Supports attorneys with case preparation, legal research, document drafting, and case management.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	8	83	\$56,013	\$58,983	\$53,229	\$63,221	\$63,221
Company Size (FTE)							
10-24	1	1	—	—	—	—	—
25-99	4	5	\$52,819	\$52,173	—	\$48,125	—
100-200	2	76	—	—	—	—	—
Over 200	1	1	—	—	—	—	—
Region							
Central West	1	12	—	—	—	—	—
East Central	1	1	—	—	—	—	—
Northeast	2	2	—	—	—	—	—
Southeast	4	68	\$57,207	\$55,589	—	\$56,268	—
Annual Budget							
\$1M-\$4.9M	2	2	—	—	—	—	—
\$5M-\$9.9M	2	3	—	—	—	—	—
\$10M-\$24.9M	3	77	\$55,319	\$60,449	—	\$63,221	—
\$25M or more	1	1	—	—	—	—	—
Organization Category							
Human Services	7	82	\$55,512	\$58,987	\$52,999	\$63,221	\$63,221
Public & Societal Benefit	1	1	—	—	—	—	—
County							
Broward	2	3	—	—	—	—	—
Duval	1	1	—	—	—	—	—
Hillsborough	1	12	—	—	—	—	—
Martin	1	1	—	—	—	—	—
Orange	1	1	—	—	—	—	—
Palm Beach	1	64	—	—	—	—	—
St. Johns	1	1	—	—	—	—	—

Chief Communications Officer

Provides executive leadership for the organization's brand, communications, marketing, public relations, and digital presence. Shapes how the organization is understood and engaged by external audiences.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	16	16	\$123,510	\$123,510	\$87,863	\$116,300	\$144,975
Company Size (FTE)							
Under 10	1	1	—	—	—	—	—
10-24	2	2	—	—	—	—	—
25-99	9	9	\$124,318	\$124,318	\$88,500	\$131,600	\$146,541
100-200	1	1	—	—	—	—	—
Over 200	3	3	\$154,268	\$154,268	—	\$141,653	—
Region							
Central West	3	3	\$142,333	\$142,333	—	\$100,000	—
Northeast	5	5	\$116,820	\$116,820	\$86,750	\$131,600	\$139,500
Southeast	4	4	\$129,250	\$129,250	—	\$112,500	—
Southwest	4	4	\$112,016	\$112,016	—	\$114,402	—
Annual Budget							
\$1M-\$4.9M	6	6	\$93,380	\$93,380	\$73,009	\$91,500	\$107,900
\$5M-\$9.9M	3	3	\$131,000	\$131,000	—	\$101,000	—
\$10M-\$24.9M	3	3	\$142,694	\$142,694	—	\$146,082	—
\$25M or more	4	4	\$148,701	\$148,701	—	\$136,827	—
Organization Category							
Arts, Culture & Humanities	3	3	\$116,727	\$116,727	—	\$131,600	—
Education	3	3	\$96,050	\$96,050	—	\$100,000	—
Environment & Animals	1	1	—	—	—	—	—
Health	2	2	—	—	—	—	—
Human Services	6	6	\$127,696	\$127,696	\$81,295	\$114,000	\$168,750
Public & Societal Benefit	1	1	—	—	—	—	—
County							
Broward	2	2	—	—	—	—	—
Collier	4	4	\$112,016	\$112,016	—	\$114,402	—
Duval	5	5	\$116,820	\$116,820	\$86,750	\$131,600	\$139,500
Palm Beach	2	2	—	—	—	—	—
Pinellas	1	1	—	—	—	—	—
Sarasota	2	2	—	—	—	—	—

Communications Director

Leads day-to-day communications strategy and execution, including media relations, content, brand, and internal communications.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	26	26	\$86,679	\$86,679	\$70,979	\$85,760	\$103,765
Company Size (FTE)							
Under 10	3	3	\$57,593	\$57,593	—	\$59,280	—
10-24	6	6	\$77,976	\$77,976	\$69,923	\$73,296	\$85,050
25-99	12	12	\$92,804	\$92,804	\$76,270	\$93,094	\$105,563
100-200	3	3	\$91,338	\$91,338	—	\$93,000	—
Over 200	2	2	—	—	—	—	—
Region							
Central West	5	5	\$86,135	\$86,135	\$72,957	\$78,400	\$103,181
East Central	5	5	\$84,012	\$84,012	\$62,527	\$75,592	\$109,707
Northeast	6	6	\$83,472	\$83,472	\$69,685	\$91,380	\$97,121
Southeast	6	6	\$80,826	\$80,826	\$65,033	\$78,000	\$98,896
Southwest	4	4	\$104,282	\$104,282	—	\$102,260	—
Annual Budget							
Under \$500,000	1	1	—	—	—	—	—
\$500,000–\$999,999	1	1	—	—	—	—	—
\$1M–\$4.9M	7	7	\$69,817	\$69,817	\$59,280	\$71,000	\$78,400
\$5M–\$9.9M	5	5	\$100,965	\$100,965	\$77,957	\$105,000	\$121,955
\$10M–\$24.9M	7	7	\$86,986	\$86,986	\$75,000	\$86,520	\$96,428
\$25M or more	5	5	\$103,242	\$103,242	\$93,747	\$103,353	\$112,681
Organization Category							
Education	4	4	\$84,232	\$84,232	—	\$85,760	—
Environment & Animals	2	2	—	—	—	—	—
Health	2	2	—	—	—	—	—
Human Services	14	14	\$81,944	\$81,944	\$63,791	\$79,240	\$103,765
Public & Societal Benefit	4	4	\$99,238	\$99,238	—	\$102,650	—
County							
Broward	2	2	—	—	—	—	—
Collier	4	4	\$104,282	\$104,282	—	\$102,260	—
Duval	5	5	\$79,167	\$79,167	\$59,290	\$89,760	\$93,747
Hillsborough	1	1	—	—	—	—	—
Manatee	1	1	—	—	—	—	—
Miami-Dade	2	2	—	—	—	—	—
Orange	5	5	\$84,012	\$84,012	\$62,527	\$75,592	\$109,707
Palm Beach	1	1	—	—	—	—	—
Pinellas	1	1	—	—	—	—	—
St. Johns	1	1	—	—	—	—	—
St. Lucie	1	1	—	—	—	—	—
Sarasota	2	2	—	—	—	—	—

Communications Manager

Manages specific communications functions or programs, including content, media outreach, and storytelling.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	24	24	\$62,164	\$62,164	\$52,464	\$62,134	\$69,750
Company Size (FTE)							
Under 10	4	4	\$62,636	\$62,636	—	\$64,000	—
10-24	8	8	\$60,491	\$60,491	\$50,603	\$59,500	\$69,100
25-99	9	9	\$63,373	\$63,373	\$52,500	\$61,267	\$74,032
100-200	1	1	—	—	—	—	—
Over 200	2	2	—	—	—	—	—
Region							
Central West	3	3	\$60,000	\$60,000	—	\$60,000	—
East Central	9	9	\$59,175	\$59,175	\$52,040	\$63,000	\$67,700
Northeast	3	3	\$70,667	\$70,667	—	\$67,000	—
Northwest	1	1	—	—	—	—	—
Southeast	3	3	\$70,422	\$70,422	—	\$61,267	—
Southwest	5	5	\$61,329	\$61,329	\$48,552	\$53,543	\$78,000
Annual Budget							
\$500,000–\$999,999	2	2	—	—	—	—	—
\$1M–\$4.9M	13	13	\$60,871	\$60,871	\$51,772	\$61,267	\$68,200
\$5M–\$9.9M	3	3	\$62,169	\$62,169	—	\$60,000	—
\$10M–\$24.9M	4	4	\$61,276	\$61,276	—	\$61,000	—
\$25M or more	2	2	—	—	—	—	—
Organization Category							
Arts, Culture & Humanities	2	2	—	—	—	—	—
Education	5	5	\$57,542	\$57,542	\$49,722	\$60,000	\$64,134
Environment & Animals	1	1	—	—	—	—	—
Health	2	2	—	—	—	—	—
Human Services	8	8	\$61,054	\$61,054	\$46,250	\$59,000	\$76,600
Public & Societal Benefit	4	4	\$64,020	\$64,020	—	\$66,000	—
Mutual & Membership Benefit	1	1	—	—	—	—	—
Other	1	1	—	—	—	—	—
County							
Brevard	2	2	—	—	—	—	—
Broward	1	1	—	—	—	—	—
Collier	4	4	\$65,412	\$65,412	—	\$62,272	—
Duval	3	3	\$70,667	\$70,667	—	\$67,000	—
Escambia	1	1	—	—	—	—	—
Hillsborough	1	1	—	—	—	—	—
Indian River	1	1	—	—	—	—	—
Lee	1	1	—	—	—	—	—
Miami-Dade	1	1	—	—	—	—	—
Orange	7	7	\$60,211	\$60,211	\$54,080	\$63,000	\$66,400
Sarasota	2	2	—	—	—	—	—

Communications Specialist

Supports a range of communications projects including writing, editing, content production, and channel management.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	15	16	\$55,220	\$55,624	\$52,000	\$57,000	\$61,166
Company Size (FTE)							
Under 10	2	2	—	—	—	—	—
10-24	3	3	\$56,227	\$56,227	—	\$57,881	—
25-99	8	8	\$54,161	\$54,161	\$46,583	\$54,750	\$63,000
100-200	1	2	—	—	—	—	—
Over 200	1	1	—	—	—	—	—
Region							
Central West	1	2	—	—	—	—	—
East Central	5	5	\$53,665	\$53,665	\$47,323	\$57,000	\$58,341
Northeast	5	5	\$55,438	\$55,438	\$46,766	\$52,000	\$65,830
Southeast	3	3	\$53,833	\$53,833	—	\$52,499	—
Southwest	1	1	—	—	—	—	—
Annual Budget							
Under \$500,000	1	1	—	—	—	—	—
\$1M-\$4.9M	6	6	\$55,021	\$55,021	\$51,384	\$57,000	\$58,111
\$5M-\$9.9M	1	1	—	—	—	—	—
\$10M-\$24.9M	6	7	\$55,764	\$56,610	\$47,133	\$61,690	\$65,000
\$25M or more	1	1	—	—	—	—	—
Organization Category							
Arts, Culture & Humanities	1	1	—	—	—	—	—
Health	4	4	\$56,849	\$56,849	—	\$57,900	—
Human Services	7	8	\$55,718	\$56,465	\$52,125	\$55,023	\$61,690
Public & Societal Benefit	3	3	\$54,827	\$54,827	—	\$57,881	—
County							
Brevard	1	1	—	—	—	—	—
Collier	1	1	—	—	—	—	—
Duval	4	4	\$56,298	\$56,298	—	\$56,066	—
Hillsborough	1	2	—	—	—	—	—
Miami-Dade	2	2	—	—	—	—	—
Orange	4	4	\$53,820	\$53,820	—	\$57,441	—
Palm Beach	1	1	—	—	—	—	—
St. Johns	1	1	—	—	—	—	—

Graphic Artist

Creates visual designs for print and digital communications. Helps bring the organization's brand and content to life through compelling graphics.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	12	13	\$60,920	\$60,890	\$49,708	\$58,000	\$75,000
Company Size (FTE)							
Under 10	2	2	—	—	—	—	—
10-24	1	1	—	—	—	—	—
25-99	5	6	\$58,589	\$58,913	\$47,516	\$54,708	\$75,000
100-200	1	1	—	—	—	—	—
Over 200	3	3	\$65,484	\$65,484	—	\$60,000	—
Region							
Central West	3	3	\$62,000	\$62,000	—	\$58,000	—
Northeast	1	1	—	—	—	—	—
Southeast	3	3	\$70,472	\$70,472	—	\$75,000	—
Southwest	5	6	\$58,843	\$59,124	\$53,292	\$58,226	\$64,898
Annual Budget							
Under \$500,000	1	1	—	—	—	—	—
\$1M-\$4.9M	4	4	\$63,133	\$63,133	—	\$59,765	—
\$5M-\$9.9M	1	1	—	—	—	—	—
\$10M-\$24.9M	3	4	\$63,745	\$63,745	—	\$65,351	—
\$25M or more	3	3	\$65,484	\$65,484	—	\$60,000	—
Organization Category							
Arts, Culture & Humanities	3	4	\$53,825	\$53,825	—	\$53,796	—
Environment & Animals	2	2	—	—	—	—	—
Health	1	1	—	—	—	—	—
Human Services	5	5	\$62,883	\$62,883	\$49,708	\$60,000	\$77,500
Public & Societal Benefit	1	1	—	—	—	—	—
County							
Collier	5	6	\$58,843	\$59,124	\$53,292	\$58,226	\$64,898
Hillsborough	1	1	—	—	—	—	—
Miami-Dade	1	1	—	—	—	—	—
Nassau	1	1	—	—	—	—	—
Palm Beach	2	2	—	—	—	—	—
Sarasota	2	2	—	—	—	—	—

Marketing Coordinator

Supports the execution of marketing campaigns and projects. Coordinates logistics, content, and tracking across channels.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	14	14	\$55,590	\$55,590	\$49,050	\$52,229	\$62,250
Company Size (FTE)							
Under 10	2	2	—	—	—	—	—
10-24	2	2	—	—	—	—	—
25-99	8	8	\$55,082	\$55,082	\$50,000	\$52,229	\$61,800
100-200	2	2	—	—	—	—	—
Region							
Central West	1	1	—	—	—	—	—
East Central	4	4	\$49,614	\$49,614	—	\$51,000	—
Northeast	4	4	\$55,400	\$55,400	—	\$53,100	—
Southeast	4	4	\$56,250	\$56,250	—	\$56,000	—
Southwest	1	1	—	—	—	—	—
Annual Budget							
\$500,000–\$999,999	2	2	—	—	—	—	—
\$1M–\$4.9M	3	3	\$54,667	\$54,667	—	\$52,000	—
\$5M–\$9.9M	3	3	\$60,400	\$60,400	—	\$60,000	—
\$10M–\$24.9M	5	5	\$58,572	\$58,572	\$45,000	\$52,458	\$75,200
\$25M or more	1	1	—	—	—	—	—
Organization Category							
Arts, Culture & Humanities	2	2	—	—	—	—	—
Education	1	1	—	—	—	—	—
Health	5	5	\$59,120	\$59,120	\$49,100	\$60,000	\$68,700
Human Services	5	5	\$52,240	\$52,240	\$45,000	\$50,000	\$60,600
Public & Societal Benefit	1	1	—	—	—	—	—
County							
Broward	2	2	—	—	—	—	—
Collier	1	1	—	—	—	—	—
Duval	3	3	\$53,867	\$53,867	—	\$46,200	—
Nassau	1	1	—	—	—	—	—
Orange	4	4	\$49,614	\$49,614	—	\$51,000	—
Palm Beach	2	2	—	—	—	—	—
Sarasota	1	1	—	—	—	—	—

Marketing Director

Leads marketing strategy and execution across all channels. Drives audience growth, engagement, and revenue/programmatic impact.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	29	29	\$86,435	\$86,435	\$68,725	\$89,443	\$99,050
Company Size (FTE)							
Under 10	5	5	\$61,251	\$61,251	\$56,379	\$60,000	\$66,750
10-24	5	5	\$93,119	\$93,119	\$78,748	\$95,000	\$106,550
25-99	13	13	\$88,844	\$88,844	\$74,575	\$90,000	\$95,000
100-200	4	4	\$90,886	\$90,886	—	\$94,722	—
Over 200	2	2	—	—	—	—	—
Region							
Central West	2	2	—	—	—	—	—
East Central	5	5	\$64,678	\$64,678	\$60,000	\$63,000	\$70,194
Northeast	4	4	\$91,374	\$91,374	—	\$91,500	—
Northwest	1	1	—	—	—	—	—
Southeast	11	11	\$86,549	\$86,549	\$70,500	\$89,443	\$95,000
Southwest	6	6	\$106,784	\$106,784	\$92,888	\$107,050	\$118,441
Annual Budget							
Under \$500,000	1	1	—	—	—	—	—
\$500,000–\$999,999	1	1	—	—	—	—	—
\$1M–\$4.9M	11	11	\$77,423	\$77,423	\$63,000	\$75,000	\$93,000
\$5M–\$9.9M	5	5	\$93,850	\$93,850	\$83,625	\$95,000	\$103,500
\$10M–\$24.9M	6	6	\$98,101	\$98,101	\$82,860	\$90,034	\$116,825
\$25M or more	5	5	\$95,871	\$95,871	\$81,550	\$100,000	\$108,127
Organization Category							
Arts, Culture & Humanities	6	6	\$76,000	\$76,000	\$58,750	\$76,500	\$93,500
Education	3	3	\$95,832	\$95,832	—	\$82,496	—
Environment & Animals	3	3	\$86,604	\$86,604	—	\$75,712	—
Health	4	4	\$88,864	\$88,864	—	\$88,625	—
Human Services	9	9	\$90,092	\$90,092	\$73,000	\$90,625	\$108,500
Public & Societal Benefit	4	4	\$84,260	\$84,260	—	\$84,219	—
County							
Broward	5	5	\$100,600	\$100,600	\$90,500	\$95,000	\$113,500
Collier	6	6	\$106,784	\$106,784	\$92,888	\$107,050	\$118,441
Duval	4	4	\$91,374	\$91,374	—	\$91,500	—
Indian River	1	1	—	—	—	—	—
Leon	1	1	—	—	—	—	—
Miami-Dade	1	1	—	—	—	—	—
Orange	5	5	\$64,678	\$64,678	\$60,000	\$63,000	\$70,194
Palm Beach	4	4	\$80,195	\$80,195	—	\$82,578	—
Sarasota	2	2	—	—	—	—	—

Marketing Manager

Manages marketing programs and campaigns. Executes the marketing plan and oversees specific channels or initiatives.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	18	19	\$66,901	\$67,482	\$56,708	\$64,550	\$76,073
Company Size (FTE)							
Under 10	4	4	\$66,839	\$66,839	—	\$59,664	—
10-24	4	4	\$67,743	\$67,743	—	\$72,000	—
25-99	10	11	\$66,589	\$67,621	\$57,750	\$64,550	\$77,200
Region							
Central West	1	1	—	—	—	—	—
East Central	5	5	\$64,300	\$64,300	\$53,803	\$61,273	\$76,310
Northeast	4	4	\$73,458	\$73,458	—	\$69,338	—
Southeast	6	7	\$66,482	\$68,119	\$57,750	\$74,000	\$77,200
Southwest	2	2	—	—	—	—	—
Annual Budget							
\$500,000–\$999,999	1	1	—	—	—	—	—
\$1M–\$4.9M	9	9	\$67,022	\$67,022	\$55,642	\$62,620	\$75,037
\$5M–\$9.9M	3	3	\$60,868	\$60,868	—	\$62,604	—
\$10M–\$24.9M	3	3	\$67,674	\$67,674	—	\$64,550	—
\$25M or more	2	3	—	—	—	—	—
Organization Category							
Arts, Culture & Humanities	1	1	—	—	—	—	—
Education	5	5	\$61,117	\$61,117	\$55,854	\$61,273	\$66,302
Health	1	1	—	—	—	—	—
Human Services	8	9	\$65,498	\$66,881	\$56,163	\$65,000	\$76,637
Public & Societal Benefit	1	1	—	—	—	—	—
Religion Related	1	1	—	—	—	—	—
Mutual & Membership Benefit	1	1	—	—	—	—	—
County							
Broward	2	3	—	—	—	—	—
Collier	2	2	—	—	—	—	—
Duval	4	4	\$73,458	\$73,458	—	\$69,338	—
Hillsborough	1	1	—	—	—	—	—
Indian River	1	1	—	—	—	—	—
Martin	1	1	—	—	—	—	—
Miami-Dade	1	1	—	—	—	—	—
Orange	2	2	—	—	—	—	—
Palm Beach	1	1	—	—	—	—	—
Seminole	3	3	\$56,293	\$56,293	—	\$56,708	—

Social Media Manager

Leads the organization's social media presence and engagement strategy across platforms.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	12	12	\$53,513	\$53,513	\$46,912	\$51,000	\$62,075
Company Size (FTE)							
10-24	5	5	\$54,260	\$54,260	\$45,000	\$52,000	\$64,650
25-99	6	6	\$54,268	\$54,268	\$48,043	\$52,000	\$63,164
Over 200	1	1	—	—	—	—	—
Region							
Central West	1	1	—	—	—	—	—
East Central	2	2	—	—	—	—	—
Northeast	4	4	\$47,587	\$47,587	—	\$48,173	—
Southeast	3	3	\$61,667	\$61,667	—	\$63,000	—
Southwest	2	2	—	—	—	—	—
Annual Budget							
\$1M-\$4.9M	7	7	\$52,521	\$52,521	\$46,346	\$50,000	\$59,300
\$5M-\$9.9M	1	1	—	—	—	—	—
\$10M-\$24.9M	3	3	\$60,218	\$60,218	—	\$63,000	—
\$25M or more	1	1	—	—	—	—	—
Organization Category							
Arts, Culture & Humanities	1	1	—	—	—	—	—
Environment & Animals	2	2	—	—	—	—	—
Health	3	3	\$52,183	\$52,183	—	\$52,000	—
Human Services	6	6	\$50,558	\$50,558	\$44,760	\$50,000	\$56,250
County							
Collier	2	2	—	—	—	—	—
Duval	4	4	\$47,587	\$47,587	—	\$48,173	—
Miami-Dade	2	2	—	—	—	—	—
Orange	1	1	—	—	—	—	—
Palm Beach	1	1	—	—	—	—	—
Sarasota	1	1	—	—	—	—	—
Volusia	1	1	—	—	—	—	—

Digital Content Creator/Developer

Creates digital content—video, photo, written, and graphic—to support the organization's storytelling, marketing, and engagement.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	13	14	\$63,164	\$63,727	\$55,400	\$62,700	\$71,782
Company Size (FTE)							
Under 10	1	1	—	—	—	—	—
10-24	3	3	\$61,558	\$61,558	—	\$56,100	—
25-99	5	6	\$59,683	\$61,576	\$54,843	\$61,871	\$71,042
100-200	1	1	—	—	—	—	—
Over 200	3	3	\$68,800	\$68,800	—	\$70,000	—
Region							
Central West	4	4	\$64,648	\$64,648	—	\$63,050	—
East Central	2	2	—	—	—	—	—
Southeast	5	5	\$55,964	\$55,964	\$49,105	\$57,870	\$61,871
Southwest	2	3	—	—	—	—	—
Annual Budget							
\$500,000–\$999,999	1	1	—	—	—	—	—
\$1M–\$4.9M	4	4	\$61,354	\$61,354	—	\$58,421	—
\$5M–\$9.9M	2	2	—	—	—	—	—
\$10M–\$24.9M	3	4	\$71,077	\$71,077	—	\$71,042	—
\$25M or more	3	3	\$68,800	\$68,800	—	\$70,000	—
Organization Category							
Education	2	2	—	—	—	—	—
Environment & Animals	3	4	\$61,695	\$61,695	—	\$60,742	—
Health	1	1	—	—	—	—	—
Human Services	7	7	\$63,181	\$63,181	\$52,450	\$63,000	\$74,000
County							
Broward	1	1	—	—	—	—	—
Collier	2	3	—	—	—	—	—
Hillsborough	2	2	—	—	—	—	—
Miami-Dade	1	1	—	—	—	—	—
Orange	2	2	—	—	—	—	—
Palm Beach	3	3	\$60,537	\$60,537	—	\$60,742	—
Sarasota	2	2	—	—	—	—	—

Clinical Therapist

Provides therapy services to individuals, families, or groups for mental health, behavioral, or substance use concerns. Develops and implements treatment plans.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	9	37	\$63,367	\$59,316	\$44,980	\$55,477	\$71,200
Company Size (FTE)							
10-24	2	3	—	—	—	—	—
25-99	3	7	\$58,117	\$58,117	—	\$55,000	—
100-200	1	3	—	—	—	—	—
Over 200	3	24	\$67,310	\$65,910	—	\$71,200	—
Region							
Central West	1	5	—	—	—	—	—
East Central	2	21	—	—	—	—	—
Northeast	1	1	—	—	—	—	—
Southeast	2	4	—	—	—	—	—
Southwest	3	6	\$77,342	\$77,789	—	\$74,025	—
Annual Budget							
\$1M-\$4.9M	2	3	—	—	—	—	—
\$5M-\$9.9M	3	7	\$58,117	\$58,117	—	\$55,000	—
\$10M-\$24.9M	1	3	—	—	—	—	—
\$25M or more	3	24	\$67,310	\$65,910	—	\$71,200	—
Organization Category							
Education	1	16	—	—	—	—	—
Health	2	8	—	—	—	—	—
Human Services	6	13	\$62,538	\$63,571	\$51,250	\$70,750	\$71,200
County							
Brevard	1	5	—	—	—	—	—
Broward	2	4	—	—	—	—	—
Collier	3	6	\$77,342	\$77,789	—	\$74,025	—
Duval	1	1	—	—	—	—	—
Orange	1	16	—	—	—	—	—
Pinellas	1	5	—	—	—	—	—

Community Health Worker or Health Educator

Bridges health systems and communities by providing health education, outreach, navigation, and advocacy to clients, especially in underserved populations.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	10	48	\$47,252	\$50,352	\$48,455	\$50,195	\$51,000
Company Size (FTE)							
10-24	1	1	—	—	—	—	—
25-99	4	17	\$46,315	\$47,452	—	\$48,455	—
100-200	1	1	—	—	—	—	—
Over 200	4	29	\$50,657	\$52,688	—	\$50,195	—
Region							
East Central	2	8	—	—	—	—	—
Northeast	2	3	—	—	—	—	—
Southeast	2	7	—	—	—	—	—
Southwest	4	30	\$50,767	\$52,525	—	\$50,195	—
Annual Budget							
\$1M-\$4.9M	1	1	—	—	—	—	—
\$5M-\$9.9M	1	1	—	—	—	—	—
\$10M-\$24.9M	3	10	\$45,601	\$45,601	—	\$51,000	—
\$25M or more	5	36	\$50,217	\$51,576	\$48,455	\$50,195	\$54,985
Organization Category							
Education	2	14	—	—	—	—	—
Health	4	23	\$47,906	\$50,681	—	\$48,455	—
Human Services	3	9	\$48,447	\$48,929	—	\$51,000	—
Public & Societal Benefit	1	2	—	—	—	—	—
County							
Broward	2	7	—	—	—	—	—
Collier	3	28	\$51,243	\$52,911	—	\$50,195	—
Duval	1	2	—	—	—	—	—
Lee	1	2	—	—	—	—	—
Nassau	1	1	—	—	—	—	—
Orange	2	8	—	—	—	—	—

Dental Hygienist/Assistant

Provides preventive dental care (hygienist) or supports dentists in patient care and office workflow (assistant), depending on role and credentials.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	6	30	\$63,190	\$53,845	\$43,171	\$48,300	\$65,613
Company Size (FTE)							
10-24	2	3	—	—	—	—	—
25-99	1	1	—	—	—	—	—
100-200	2	7	—	—	—	—	—
Over 200	1	19	—	—	—	—	—
Region							
Central West	1	1	—	—	—	—	—
Northeast	2	5	—	—	—	—	—
Southeast	2	5	—	—	—	—	—
Southwest	1	19	—	—	—	—	—
Annual Budget							
\$1M-\$4.9M	2	3	—	—	—	—	—
\$5M-\$9.9M	1	1	—	—	—	—	—
\$10M-\$24.9M	1	3	—	—	—	—	—
\$25M or more	2	23	—	—	—	—	—
Organization Category							
Health	3	22	\$69,382	\$68,510	—	\$76,000	—
Human Services	3	8	\$56,999	\$56,999	—	\$43,680	—
County							
Broward	1	3	—	—	—	—	—
Collier	1	19	—	—	—	—	—
Duval	1	4	—	—	—	—	—
Martin	1	2	—	—	—	—	—
Nassau	1	1	—	—	—	—	—
Polk	1	1	—	—	—	—	—

Dentist

Provides dental diagnosis and treatment to patients, including preventive, restorative, and emergency care.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	4	16	\$188,091	\$185,838	—	\$194,851	—
Company Size (FTE)							
10-24	1	1	—	—	—	—	—
25-99	1	1	—	—	—	—	—
100-200	1	2	—	—	—	—	—
Over 200	1	12	—	—	—	—	—
Region							
Northeast	2	3	—	—	—	—	—
Southeast	1	1	—	—	—	—	—
Southwest	1	12	—	—	—	—	—
Annual Budget							
\$1M-\$4.9M	1	1	—	—	—	—	—
\$5M-\$9.9M	1	1	—	—	—	—	—
\$25M or more	2	14	—	—	—	—	—
Organization Category							
Health	3	14	\$197,454	\$197,454	—	\$198,557	—
Human Services	1	2	—	—	—	—	—
County							
Collier	1	12	—	—	—	—	—
Duval	1	2	—	—	—	—	—
Martin	1	1	—	—	—	—	—
Nassau	1	1	—	—	—	—	—

Doctor/Physician

Provides primary or specialty medical care to patients. Diagnoses and treats illness and injury, manages chronic conditions, and promotes wellness.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	6	30	\$199,564	\$220,354	\$212,000	\$245,532	\$245,532
Company Size (FTE)							
Under 10	1	1	—	—	—	—	—
10-24	1	1	—	—	—	—	—
25-99	1	2	—	—	—	—	—
100-200	1	1	—	—	—	—	—
Over 200	2	25	—	—	—	—	—
Region							
Central West	1	1	—	—	—	—	—
Northeast	2	2	—	—	—	—	—
Southeast	1	2	—	—	—	—	—
Southwest	2	25	—	—	—	—	—
Annual Budget							
\$500,000–\$999,999	1	1	—	—	—	—	—
\$1M–\$4.9M	1	1	—	—	—	—	—
\$5M–\$9.9M	1	2	—	—	—	—	—
\$10M–\$24.9M	1	1	—	—	—	—	—
\$25M or more	2	25	—	—	—	—	—
Organization Category							
Health	4	27	\$216,446	\$227,511	—	\$245,532	—
Human Services	2	3	—	—	—	—	—
County							
Clay	1	1	—	—	—	—	—
Collier	2	25	—	—	—	—	—
Duval	1	1	—	—	—	—	—
Martin	1	2	—	—	—	—	—
Polk	1	1	—	—	—	—	—

Nurse Practitioner

Provides advanced practice nursing care including assessment, diagnosis, treatment, and prescribing within scope of practice. Often serves as a primary care provider.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	10	45	\$119,725	\$128,192	\$112,996	\$127,528	\$136,977
Company Size (FTE)							
Under 10	1	1	—	—	—	—	—
25-99	5	10	\$117,812	\$119,349	\$117,562	\$120,000	\$125,663
100-200	1	4	—	—	—	—	—
Over 200	3	30	\$130,149	\$130,797	—	\$127,528	—
Region							
East Central	2	2	—	—	—	—	—
Northeast	2	6	—	—	—	—	—
Southeast	3	7	\$107,511	\$107,511	—	\$120,000	—
Southwest	3	30	\$130,149	\$130,797	—	\$127,528	—
Annual Budget							
\$500,000–\$999,999	1	1	—	—	—	—	—
\$5M–\$9.9M	5	13	\$121,985	\$127,256	\$118,172	\$125,663	\$140,865
\$25M or more	4	31	\$127,612	\$130,383	—	\$127,528	—
Organization Category							
Health	9	40	\$119,065	\$128,508	\$112,996	\$127,528	\$140,865
Human Services	1	5	—	—	—	—	—
County							
Brevard	1	1	—	—	—	—	—
Collier	3	30	\$130,149	\$130,797	—	\$127,528	—
Martin	2	6	—	—	—	—	—
Nassau	2	6	—	—	—	—	—
Orange	1	1	—	—	—	—	—
Palm Beach	1	1	—	—	—	—	—

Registered Nurse

Provides nursing care to patients, including assessment, medication administration, treatment, education, and care coordination.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	15	102	\$68,379	\$72,269	\$70,641	\$70,641	\$77,727
Company Size (FTE)							
Under 10	1	2	—	—	—	—	—
10-24	2	5	—	—	—	—	—
25-99	6	10	\$61,550	\$63,442	\$55,819	\$61,360	\$72,929
100-200	1	1	—	—	—	—	—
Over 200	5	84	\$75,966	\$74,635	\$70,641	\$71,267	\$82,202
Region							
Central West	4	17	\$70,297	\$70,047	—	\$74,186	—
Northeast	5	10	\$68,283	\$69,677	\$58,375	\$72,929	\$78,465
Southeast	3	3	\$60,147	\$60,147	—	\$61,360	—
Southwest	3	72	\$74,214	\$73,524	—	\$70,641	—
Annual Budget							
\$1M-\$4.9M	4	11	\$70,232	\$68,754	—	\$72,929	—
\$5M-\$9.9M	4	4	\$60,138	\$60,138	—	\$60,736	—
\$10M-\$24.9M	2	3	—	—	—	—	—
\$25M or more	5	84	\$75,966	\$74,635	\$70,641	\$71,267	\$82,202
Organization Category							
Education	2	3	—	—	—	—	—
Health	6	78	\$67,552	\$71,577	\$70,290	\$70,641	\$77,727
Human Services	6	19	\$69,259	\$74,314	\$72,929	\$74,186	\$83,000
Public & Societal Benefit	1	2	—	—	—	—	—
County							
Broward	2	2	—	—	—	—	—
Collier	3	72	\$74,214	\$73,524	—	\$70,641	—
Duval	4	9	\$70,326	\$70,736	—	\$72,929	—
Hillsborough	1	3	—	—	—	—	—
Martin	1	1	—	—	—	—	—
Nassau	1	1	—	—	—	—	—
Pinellas	1	9	—	—	—	—	—
Polk	1	1	—	—	—	—	—
Sarasota	1	4	—	—	—	—	—

Director of Nursing

Provides clinical and operational leadership for nursing services. Oversees nursing staff, standards of care, and regulatory compliance.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	8	13	\$100,269	\$102,624	\$93,000	\$96,000	\$109,458
Company Size (FTE)							
25-99	2	2	—	—	—	—	—
100-200	2	2	—	—	—	—	—
Over 200	4	9	\$107,490	\$109,055	—	\$100,500	—
Region							
Central West	2	5	—	—	—	—	—
Northeast	3	3	\$97,728	\$97,728	—	\$103,194	—
Southeast	1	1	—	—	—	—	—
Southwest	2	4	—	—	—	—	—
Annual Budget							
\$1M-\$4.9M	1	1	—	—	—	—	—
\$5M-\$9.9M	1	1	—	—	—	—	—
\$10M-\$24.9M	1	1	—	—	—	—	—
\$25M or more	5	10	\$106,630	\$107,679	\$96,000	\$102,000	\$124,778
Organization Category							
Health	3	5	\$116,559	\$116,559	—	\$113,196	—
Human Services	5	8	\$90,495	\$91,412	\$82,955	\$96,000	\$97,799
County							
Collier	2	4	—	—	—	—	—
Duval	3	3	\$97,728	\$97,728	—	\$103,194	—
Hillsborough	1	1	—	—	—	—	—
Martin	1	1	—	—	—	—	—
Pinellas	1	4	—	—	—	—	—

Licensed Practical/Vocational Nurse

Provides nursing care under the direction of an RN or physician. Performs assessments, medication administration, and treatments within LPN/LVN scope.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	9	69	\$58,313	\$58,796	\$51,488	\$58,472	\$64,325
Company Size (FTE)							
25-99	1	1	—	—	—	—	—
100-200	3	16	\$58,817	\$58,188	—	\$58,472	—
Over 200	5	52	\$59,690	\$59,724	\$51,488	\$62,240	\$64,325
Region							
Central West	2	7	—	—	—	—	—
Northeast	1	13	—	—	—	—	—
Southeast	3	4	\$55,966	\$55,966	—	\$56,160	—
Southwest	3	45	\$60,430	\$60,384	—	\$64,325	—
Annual Budget							
\$5M-\$9.9M	1	1	—	—	—	—	—
\$10M-\$24.9M	3	16	\$58,817	\$58,188	—	\$58,472	—
\$25M or more	5	52	\$59,690	\$59,724	\$51,488	\$62,240	\$64,325
Organization Category							
Health	4	58	\$59,940	\$58,805	—	\$58,472	—
Human Services	5	11	\$57,012	\$57,696	\$56,160	\$59,064	\$61,000
County							
Broward	1	2	—	—	—	—	—
Collier	3	45	\$60,430	\$60,384	—	\$64,325	—
Duval	1	13	—	—	—	—	—
Hillsborough	1	1	—	—	—	—	—
Martin	1	1	—	—	—	—	—
Palm Beach	1	1	—	—	—	—	—
Pinellas	1	6	—	—	—	—	—

Physician's Assistant

Provides medical care under the supervision of physicians, including assessment, diagnosis, treatment, and prescribing within scope of practice.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	3	3	\$97,897	\$97,897	—	\$99,000	—
Company Size (FTE)							
10-24	1	1	—	—	—	—	—
25-99	1	1	—	—	—	—	—
Over 200	1	1	—	—	—	—	—
Region							
East Central	1	1	—	—	—	—	—
Northeast	1	1	—	—	—	—	—
Southwest	1	1	—	—	—	—	—
Annual Budget							
\$500,000–\$999,999	1	1	—	—	—	—	—
\$5M–\$9.9M	1	1	—	—	—	—	—
\$25M or more	1	1	—	—	—	—	—
Organization Category							
Health	2	2	—	—	—	—	—
Human Services	1	1	—	—	—	—	—
County							
Brevard	1	1	—	—	—	—	—
Collier	1	1	—	—	—	—	—
Duval	1	1	—	—	—	—	—

Medical Assistant

Supports clinical and administrative workflows in a medical setting. Performs basic clinical tasks and patient intake.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	15	107	\$42,029	\$43,576	\$38,667	\$45,790	\$46,300
Company Size (FTE)							
Under 10	1	1	—	—	—	—	—
10-24	4	7	\$40,834	\$40,925	—	\$42,662	—
25-99	4	10	\$43,697	\$43,828	—	\$44,227	—
100-200	3	8	\$39,723	\$39,723	—	\$38,615	—
Over 200	3	81	\$45,047	\$45,133	—	\$46,300	—
Region							
Central West	2	2	—	—	—	—	—
East Central	1	2	—	—	—	—	—
Northeast	5	12	\$38,564	\$38,002	\$37,440	\$37,720	\$38,615
Southeast	4	10	\$42,731	\$43,677	—	\$44,216	—
Southwest	3	81	\$45,047	\$45,133	—	\$46,300	—
Annual Budget							
\$500,000–\$999,999	2	3	—	—	—	—	—
\$1M–\$4.9M	3	5	\$41,779	\$41,779	—	\$44,216	—
\$5M–\$9.9M	4	11	\$40,743	\$41,206	—	\$38,615	—
\$10M–\$24.9M	1	4	—	—	—	—	—
\$25M or more	5	84	\$45,737	\$45,240	\$44,834	\$46,300	\$46,300
Organization Category							
Health	11	100	\$41,909	\$43,496	\$38,854	\$46,000	\$46,300
Human Services	4	7	\$42,358	\$43,398	—	\$40,557	—
County							
Broward	1	3	—	—	—	—	—
Collier	3	81	\$45,047	\$45,133	—	\$46,300	—
Duval	3	7	\$39,518	\$38,950	—	\$38,000	—
Martin	2	6	—	—	—	—	—
Nassau	2	5	—	—	—	—	—
Orange	1	2	—	—	—	—	—
Palm Beach	1	1	—	—	—	—	—
Polk	1	1	—	—	—	—	—
Sarasota	1	1	—	—	—	—	—

Clinic Director

Provides operational leadership for a clinic site, including staffing, workflow, quality, compliance, and patient experience.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	10	19	\$77,159	\$72,884	\$45,000	\$64,729	\$100,943
Company Size (FTE)							
Under 10	1	1	—	—	—	—	—
10-24	2	2	—	—	—	—	—
25-99	3	3	\$78,668	\$78,668	—	\$66,457	—
100-200	1	2	—	—	—	—	—
Over 200	3	11	\$86,529	\$88,652	—	\$100,962	—
Region							
Central West	2	8	—	—	—	—	—
East Central	1	1	—	—	—	—	—
Northeast	1	1	—	—	—	—	—
Southeast	4	5	\$79,887	\$80,788	—	\$88,000	—
Southwest	2	4	—	—	—	—	—
Annual Budget							
\$500,000–\$999,999	2	2	—	—	—	—	—
\$1M–\$4.9M	2	2	—	—	—	—	—
\$5M–\$9.9M	1	1	—	—	—	—	—
\$10M–\$24.9M	1	2	—	—	—	—	—
\$25M or more	4	12	\$81,511	\$82,783	—	\$92,307	—
Organization Category							
Environment & Animals	2	2	—	—	—	—	—
Health	3	5	\$93,682	\$93,682	—	\$100,924	—
Human Services	5	12	\$75,710	\$71,206	\$45,000	\$72,750	\$88,000
County							
Broward	2	3	—	—	—	—	—
Collier	2	4	—	—	—	—	—
Duval	1	1	—	—	—	—	—
Manatee	1	1	—	—	—	—	—
Martin	2	2	—	—	—	—	—
Orange	1	1	—	—	—	—	—
Pinellas	1	7	—	—	—	—	—

Certified Nurse Assistant (CNA)

Provides direct care to patients/residents under nurse supervision, including activities of daily living and basic monitoring.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	7	128	\$41,008	\$40,035	\$32,000	\$40,331	\$42,782
Company Size (FTE)							
Under 10	1	1	—	—	—	—	—
25-99	2	63	—	—	—	—	—
100-200	1	1	—	—	—	—	—
Over 200	3	63	\$46,963	\$48,011	—	\$42,782	—
Region							
Central West	1	8	—	—	—	—	—
East Central	1	6	—	—	—	—	—
Northeast	3	55	\$35,627	\$35,627	—	\$37,440	—
Southeast	1	10	—	—	—	—	—
Southwest	1	49	—	—	—	—	—
Annual Budget							
\$1M-\$4.9M	2	54	—	—	—	—	—
\$5M-\$9.9M	1	10	—	—	—	—	—
\$10M-\$24.9M	1	1	—	—	—	—	—
\$25M or more	3	63	\$46,963	\$48,011	—	\$42,782	—
Organization Category							
Education	2	7	—	—	—	—	—
Health	2	50	—	—	—	—	—
Human Services	3	71	\$43,762	\$42,995	—	\$40,331	—
County							
Clay	1	53	—	—	—	—	—
Collier	1	49	—	—	—	—	—
Duval	2	2	—	—	—	—	—
Martin	1	10	—	—	—	—	—
Orange	1	6	—	—	—	—	—
Pinellas	1	8	—	—	—	—	—

Medical Services Director

Provides senior leadership for the organization's medical services, including clinical operations, quality, and provider workforce.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	3	3	\$110,349	\$110,349	—	\$106,548	—
Company Size (FTE)							
10-24	1	1	—	—	—	—	—
25-99	1	1	—	—	—	—	—
100-200	1	1	—	—	—	—	—
Region							
Northeast	1	1	—	—	—	—	—
Southeast	2	2	—	—	—	—	—
Annual Budget							
\$1M-\$4.9M	1	1	—	—	—	—	—
\$5M-\$9.9M	1	1	—	—	—	—	—
\$25M or more	1	1	—	—	—	—	—
Organization Category							
Human Services	3	3	\$110,349	\$110,349	—	\$106,548	—
County							
Broward	1	1	—	—	—	—	—
Duval	1	1	—	—	—	—	—
Martin	1	1	—	—	—	—	—

Nurse Supervisor

Supervises nursing staff and oversees day-to-day clinical operations on a shift, unit, or program basis.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	5	8	\$78,055	\$79,969	\$74,230	\$77,993	\$89,526
Company Size (FTE)							
10-24	1	1	—	—	—	—	—
25-99	1	1	—	—	—	—	—
100-200	1	1	—	—	—	—	—
Over 200	2	5	—	—	—	—	—
Region							
Central West	1	1	—	—	—	—	—
Northeast	1	1	—	—	—	—	—
Southeast	1	1	—	—	—	—	—
Southwest	2	5	—	—	—	—	—
Annual Budget							
\$1M-\$4.9M	1	1	—	—	—	—	—
\$10M-\$24.9M	2	2	—	—	—	—	—
\$25M or more	2	5	—	—	—	—	—
Organization Category							
Health	3	6	\$81,447	\$83,521	—	\$81,288	—
Human Services	1	1	—	—	—	—	—
Public & Societal Benefit	1	1	—	—	—	—	—
County							
Collier	2	5	—	—	—	—	—
Duval	1	1	—	—	—	—	—
Palm Beach	1	1	—	—	—	—	—
Sarasota	1	1	—	—	—	—	—

Physical Therapist

Evaluates and treats patients with physical impairments to improve mobility, function, and quality of life.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	4	11	\$76,963	\$76,450	—	\$73,000	—
Company Size (FTE)							
Under 10	1	1	—	—	—	—	—
Over 200	3	10	\$74,617	\$74,617	—	\$72,750	—
Region							
East Central	2	6	—	—	—	—	—
Northeast	1	1	—	—	—	—	—
Southwest	1	4	—	—	—	—	—
Annual Budget							
\$1M-\$4.9M	1	1	—	—	—	—	—
\$25M or more	3	10	\$74,617	\$74,617	—	\$72,750	—
Organization Category							
Education	2	2	—	—	—	—	—
Health	2	9	—	—	—	—	—
County							
Collier	1	4	—	—	—	—	—
Duval	1	1	—	—	—	—	—
Orange	1	1	—	—	—	—	—
Volusia	1	5	—	—	—	—	—

Occupational Therapist

Helps people of all ages participate in the activities they need or want to do through therapeutic use of everyday activities (occupations).

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	4	36	\$69,541	\$68,388	—	\$68,576	—
Company Size (FTE)							
Under 10	2	2	—	—	—	—	—
Over 200	2	34	—	—	—	—	—
Region							
East Central	2	34	—	—	—	—	—
Northeast	2	2	—	—	—	—	—
Annual Budget							
\$1M–\$4.9M	2	2	—	—	—	—	—
\$25M or more	2	34	—	—	—	—	—
Organization Category							
Education	2	14	—	—	—	—	—
Health	1	21	—	—	—	—	—
Human Services	1	1	—	—	—	—	—
County							
Duval	2	2	—	—	—	—	—
Orange	1	13	—	—	—	—	—
Volusia	1	21	—	—	—	—	—

Speech Pathologist

Evaluates and treats individuals with communication, language, voice, fluency, or swallowing disorders.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	4	38	\$72,676	\$69,317	—	\$75,000	—
Company Size (FTE)							
Under 10	1	2	—	—	—	—	—
25-99	1	3	—	—	—	—	—
Over 200	2	33	—	—	—	—	—
Region							
East Central	2	33	—	—	—	—	—
Northeast	1	2	—	—	—	—	—
Southeast	1	3	—	—	—	—	—
Annual Budget							
\$1M-\$4.9M	1	2	—	—	—	—	—
\$10M-\$24.9M	1	3	—	—	—	—	—
\$25M or more	2	33	—	—	—	—	—
Organization Category							
Education	2	23	—	—	—	—	—
Health	1	12	—	—	—	—	—
Human Services	1	3	—	—	—	—	—
County							
Duval	1	2	—	—	—	—	—
Orange	1	21	—	—	—	—	—
Palm Beach	1	3	—	—	—	—	—
Volusia	1	12	—	—	—	—	—

Medical Receptionist

Provides front-desk and administrative support in a medical setting. Greets patients, schedules appointments, and supports clinical workflows.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	7	57	\$40,574	\$39,202	\$37,128	\$38,265	\$40,705
Company Size (FTE)							
10-24	2	2	—	—	—	—	—
25-99	3	4	\$42,501	\$42,501	—	\$40,705	—
100-200	1	4	—	—	—	—	—
Over 200	1	47	—	—	—	—	—
Region							
Central West	2	2	—	—	—	—	—
East Central	1	1	—	—	—	—	—
Northeast	2	5	—	—	—	—	—
Southeast	1	2	—	—	—	—	—
Southwest	1	47	—	—	—	—	—
Annual Budget							
\$1M-\$4.9M	2	2	—	—	—	—	—
\$5M-\$9.9M	2	3	—	—	—	—	—
\$25M or more	3	52	\$41,965	\$39,518	—	\$38,265	—
Organization Category							
Health	4	50	\$42,422	\$41,833	—	\$39,286	—
Human Services	3	7	\$38,110	\$38,704	—	\$38,875	—
County							
Collier	1	47	—	—	—	—	—
Duval	1	4	—	—	—	—	—
Martin	1	2	—	—	—	—	—
Nassau	1	1	—	—	—	—	—
Orange	1	1	—	—	—	—	—
Polk	1	1	—	—	—	—	—
Sarasota	1	1	—	—	—	—	—

Medical Case Manager

Coordinates care and services for patients with complex medical, behavioral, or social needs. Helps clients access and navigate health and supportive services.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	3	7	\$54,500	\$53,222	—	\$53,500	—
Company Size (FTE)							
10-24	2	5	—	—	—	—	—
25-99	1	2	—	—	—	—	—
Region							
Northeast	1	2	—	—	—	—	—
Southeast	2	5	—	—	—	—	—
Annual Budget							
\$1M-\$4.9M	2	5	—	—	—	—	—
\$5M-\$9.9M	1	2	—	—	—	—	—
Organization Category							
Human Services	3	7	\$54,500	\$53,222	—	\$53,500	—
County							
Broward	2	5	—	—	—	—	—
Duval	1	2	—	—	—	—	—

Clinical Supervisor

Provides clinical supervision and oversight to therapists, counselors, and pre-licensed clinicians. Ensures clinical quality, ethical practice, and professional development.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	12	48	\$67,803	\$68,242	\$62,890	\$72,207	\$74,435
Company Size (FTE)							
10-24	1	1	—	—	—	—	—
25-99	7	20	\$62,584	\$61,430	\$46,000	\$65,000	\$72,687
100-200	1	1	—	—	—	—	—
Over 200	3	26	\$77,851	\$77,851	—	\$85,834	—
Region							
East Central	3	21	\$65,396	\$70,940	—	\$72,784	—
Northeast	2	2	—	—	—	—	—
Southeast	4	13	\$59,680	\$55,097	—	\$46,000	—
Southwest	3	12	\$78,910	\$78,910	—	\$85,834	—
Annual Budget							
\$1M-\$4.9M	3	7	\$62,607	\$62,607	—	\$65,000	—
\$5M-\$9.9M	5	11	\$69,253	\$65,249	\$44,720	\$71,610	\$76,732
\$10M-\$24.9M	1	4	—	—	—	—	—
\$25M or more	3	26	\$77,851	\$77,851	—	\$85,834	—
Organization Category							
Education	1	15	—	—	—	—	—
Health	5	20	\$70,888	\$70,451	\$59,953	\$73,700	\$85,667
Human Services	6	13	\$64,933	\$60,217	\$46,000	\$65,000	\$70,250
County							
Brevard	2	6	—	—	—	—	—
Broward	3	8	\$57,907	\$57,907	—	\$46,000	—
Collier	2	11	—	—	—	—	—
Duval	1	1	—	—	—	—	—
Lee	1	1	—	—	—	—	—
Nassau	1	1	—	—	—	—	—
Orange	1	15	—	—	—	—	—
Palm Beach	1	5	—	—	—	—	—

Family Advocate

Supports families in accessing resources, services, and supports. Builds trusting relationships and advocates for family needs across systems.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	18	337	\$47,167	\$47,553	\$41,000	\$46,500	\$52,260
Company Size (FTE)							
10-24	3	16	\$47,862	\$47,862	—	\$45,760	—
25-99	11	199	\$46,220	\$46,449	\$43,500	\$45,864	\$48,150
100-200	1	1	—	—	—	—	—
Over 200	3	121	\$50,968	\$51,125	—	\$54,938	—
Region							
Central West	4	58	\$50,376	\$51,239	—	\$53,560	—
East Central	1	1	—	—	—	—	—
Northeast	3	44	\$41,412	\$41,786	—	\$41,000	—
Southeast	8	173	\$46,327	\$49,666	\$45,864	\$49,389	\$54,948
Southwest	2	61	—	—	—	—	—
Annual Budget							
\$1M-\$4.9M	7	51	\$45,244	\$43,887	\$41,000	\$43,500	\$43,500
\$5M-\$9.9M	4	30	\$50,887	\$49,542	—	\$54,197	—
\$10M-\$24.9M	4	135	\$43,962	\$45,565	—	\$44,852	—
\$25M or more	3	121	\$50,968	\$51,125	—	\$54,938	—
Organization Category							
Education	1	58	—	—	—	—	—
Health	3	15	\$45,687	\$44,164	—	\$45,760	—
Human Services	13	260	\$48,664	\$49,730	\$44,852	\$47,303	\$54,979
Public & Societal Benefit	1	4	—	—	—	—	—
County							
Brevard	1	1	—	—	—	—	—
Broward	4	55	\$48,120	\$46,681	—	\$50,000	—
Collier	2	61	—	—	—	—	—
Duval	2	34	—	—	—	—	—
Martin	2	14	—	—	—	—	—
Nassau	1	10	—	—	—	—	—
Palm Beach	2	104	—	—	—	—	—
Pinellas	1	24	—	—	—	—	—
Sarasota	3	34	\$48,835	\$48,835	—	\$45,760	—

Resource & Referral Counselor

Provides information, resource navigation, and referrals to individuals seeking help with child care, housing, benefits, or other services.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	20	124	\$48,600	\$48,430	\$44,720	\$47,128	\$51,365
Company Size (FTE)							
10-24	2	5	—	—	—	—	—
25-99	12	87	\$47,166	\$46,356	\$42,805	\$47,128	\$48,160
100-200	3	11	\$43,946	\$43,012	—	\$45,760	—
Over 200	3	21	\$56,916	\$56,607	—	\$52,000	—
Region							
Central West	2	11	—	—	—	—	—
East Central	3	16	\$42,087	\$42,087	—	\$40,622	—
Northeast	5	6	\$51,996	\$54,230	\$44,809	\$54,917	\$65,400
Southeast	6	41	\$48,067	\$47,586	\$45,760	\$46,876	\$51,365
Southwest	4	50	\$49,483	\$50,208	—	\$47,128	—
Annual Budget							
\$1M–\$4.9M	3	13	\$46,259	\$44,542	—	\$47,416	—
\$5M–\$9.9M	3	24	\$46,237	\$46,237	—	\$47,128	—
\$10M–\$24.9M	8	53	\$47,988	\$46,888	\$43,838	\$45,760	\$48,160
\$25M or more	6	34	\$51,767	\$54,310	\$48,131	\$52,000	\$64,430
Organization Category							
Health	3	16	\$49,783	\$51,766	—	\$47,416	—
Human Services	16	107	\$48,051	\$46,874	\$44,720	\$47,128	\$50,400
Public & Societal Benefit	1	1	—	—	—	—	—
County							
Brevard	1	8	—	—	—	—	—
Broward	2	5	—	—	—	—	—
Collier	1	11	—	—	—	—	—
Duval	4	5	\$55,620	\$56,706	—	\$55,458	—
Lee	3	39	\$44,501	\$44,737	—	\$44,182	—
Martin	1	1	—	—	—	—	—
Nassau	1	1	—	—	—	—	—
Orange	2	8	—	—	—	—	—
Palm Beach	3	35	\$44,335	\$45,720	—	\$45,760	—
Pinellas	1	7	—	—	—	—	—
Sarasota	1	4	—	—	—	—	—

Case Manager

Coordinates services and supports for clients to help them achieve goals such as stable housing, employment, education, or health. Builds relationships and advocates across systems.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	61	615	\$50,154	\$52,056	\$45,000	\$49,500	\$54,106
Company Size (FTE)							
Under 10	11	21	\$47,687	\$49,205	\$48,112	\$50,000	\$52,800
10-24	14	63	\$49,228	\$50,186	\$47,000	\$48,750	\$50,000
25-99	23	286	\$50,182	\$48,738	\$45,000	\$49,500	\$50,000
100-200	8	122	\$50,218	\$50,961	\$45,000	\$49,165	\$49,165
Over 200	5	123	\$57,936	\$62,352	\$51,500	\$60,000	\$80,000
Region							
Central West	6	62	\$51,668	\$53,659	\$46,045	\$50,000	\$60,000
East Central	11	66	\$51,202	\$49,696	\$46,984	\$49,000	\$53,348
Northeast	11	89	\$44,431	\$45,680	\$45,000	\$45,000	\$48,250
Southeast	23	317	\$49,987	\$50,574	\$45,000	\$49,500	\$51,500
Southwest	10	81	\$54,770	\$61,041	\$50,000	\$56,181	\$80,000
Annual Budget							
Under \$500,000	2	4	—	—	—	—	—
\$500,000–\$999,999	5	21	\$46,346	\$46,115	\$43,464	\$43,680	\$51,750
\$1M–\$4.9M	24	111	\$49,043	\$50,506	\$48,000	\$50,000	\$53,580
\$5M–\$9.9M	10	149	\$47,786	\$47,993	\$45,000	\$49,500	\$50,000
\$10M–\$24.9M	10	177	\$49,641	\$50,029	\$45,000	\$48,863	\$49,165
\$25M or more	10	153	\$57,133	\$60,390	\$50,960	\$55,729	\$80,000
Organization Category							
Education	2	37	—	—	—	—	—
Health	7	95	\$51,889	\$59,012	\$45,000	\$53,348	\$80,000
Human Services	50	459	\$50,291	\$50,824	\$46,520	\$49,500	\$54,080
Public & Societal Benefit	2	24	—	—	—	—	—
County							
Brevard	3	12	\$47,103	\$44,908	—	\$48,750	—
Broward	12	207	\$48,091	\$49,093	\$45,000	\$49,500	\$50,000
Charlotte	2	3	—	—	—	—	—
Collier	8	78	\$57,447	\$61,172	\$50,000	\$55,494	\$80,000
Duval	10	84	\$44,641	\$45,932	\$45,000	\$46,520	\$48,250
Hillsborough	1	11	—	—	—	—	—
Manatee	1	3	—	—	—	—	—
Martin	2	6	—	—	—	—	—
Miami-Dade	2	17	—	—	—	—	—
Nassau	1	5	—	—	—	—	—
Orange	7	53	\$53,559	\$50,613	\$49,000	\$50,000	\$53,348
Palm Beach	7	87	\$52,558	\$55,451	\$49,165	\$49,332	\$63,788
Pinellas	1	19	—	—	—	—	—
Polk	1	3	—	—	—	—	—

			Base Salary				
Breakdown	# Orgs	# Incs	Average	Wtd. Avg	P25	Median	P75
Sarasota	2	26	—	—	—	—	—
Seminole	1	1	—	—	—	—	—

Licensed Clinical Social Worker/Social Worker MSW

Provides clinical and social work services including assessment, therapy, advocacy, and care coordination. Works with individuals, families, and groups.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	29	311	\$62,620	\$60,972	\$53,509	\$55,875	\$71,551
Company Size (FTE)							
Under 10	1	1	—	—	—	—	—
10-24	5	8	\$57,499	\$56,815	\$53,394	\$54,197	\$64,525
25-99	13	35	\$66,925	\$67,124	\$54,000	\$66,111	\$78,280
100-200	4	24	\$58,178	\$56,710	—	\$55,875	—
Over 200	6	243	\$65,125	\$66,061	\$55,628	\$71,551	\$74,400
Region							
Central West	5	27	\$66,512	\$68,095	\$55,875	\$71,551	\$74,400
East Central	1	1	—	—	—	—	—
Northeast	8	15	\$59,895	\$58,495	\$53,766	\$58,000	\$68,739
Southeast	11	250	\$64,229	\$58,690	\$53,982	\$55,000	\$61,500
Southwest	4	18	\$63,679	\$69,120	—	\$74,333	—
Annual Budget							
\$1M-\$4.9M	9	16	\$56,176	\$57,344	\$53,394	\$54,000	\$58,739
\$5M-\$9.9M	10	32	\$67,283	\$66,638	\$58,000	\$63,805	\$76,935
\$10M-\$24.9M	4	20	\$61,703	\$57,887	—	\$55,875	—
\$25M or more	6	243	\$65,125	\$66,061	\$55,628	\$71,551	\$74,400
Organization Category							
Education	2	2	—	—	—	—	—
Health	6	32	\$61,534	\$63,773	\$53,394	\$61,500	\$75,506
Human Services	21	277	\$63,697	\$61,198	\$54,000	\$55,789	\$71,551
County							
Broward	5	224	\$61,781	\$59,673	\$51,500	\$54,977	\$73,538
Collier	3	16	\$60,882	\$67,437	—	\$74,333	—
Duval	4	5	\$62,574	\$62,147	—	\$59,554	—
Hillsborough	2	11	—	—	—	—	—
Lee	1	2	—	—	—	—	—
Martin	2	7	—	—	—	—	—
Nassau	2	6	—	—	—	—	—
Orange	1	1	—	—	—	—	—
Palm Beach	4	19	\$64,459	\$62,315	—	\$55,000	—
Pinellas	1	4	—	—	—	—	—
St. Johns	2	4	—	—	—	—	—
Sarasota	2	12	—	—	—	—	—

Clinician (Pre-License)

Provides therapeutic and clinical services under the supervision of a licensed clinician while accruing supervised hours toward independent licensure.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	13	106	\$55,640	\$54,177	\$50,823	\$55,000	\$57,500
Company Size (FTE)							
10-24	1	2	—	—	—	—	—
25-99	6	52	\$58,192	\$55,569	\$52,500	\$55,435	\$57,500
100-200	3	24	\$53,601	\$55,357	—	\$55,000	—
Over 200	3	28	\$52,790	\$51,038	—	\$50,273	—
Region							
Central West	2	8	—	—	—	—	—
East Central	1	7	—	—	—	—	—
Northeast	3	21	\$50,179	\$50,179	—	\$50,537	—
Southeast	5	49	\$57,161	\$56,282	\$52,500	\$57,500	\$58,750
Southwest	2	21	—	—	—	—	—
Annual Budget							
\$1M-\$4.9M	3	17	\$52,679	\$52,381	—	\$52,500	—
\$5M-\$9.9M	5	40	\$58,222	\$56,012	\$51,290	\$57,500	\$59,738
\$10M-\$24.9M	2	21	—	—	—	—	—
\$25M or more	3	28	\$52,790	\$51,038	—	\$50,273	—
Organization Category							
Health	7	75	\$53,773	\$53,876	\$51,074	\$55,000	\$57,500
Human Services	6	31	\$57,819	\$54,733	\$50,372	\$52,500	\$60,502
County							
Brevard	1	7	—	—	—	—	—
Broward	2	4	—	—	—	—	—
Collier	2	21	—	—	—	—	—
Duval	2	18	—	—	—	—	—
Hillsborough	1	7	—	—	—	—	—
Martin	1	27	—	—	—	—	—
Nassau	1	3	—	—	—	—	—
Palm Beach	2	18	—	—	—	—	—
Sarasota	1	1	—	—	—	—	—

Crisis Intervention Specialist

Provides immediate, short-term intervention to individuals experiencing mental health, behavioral, or safety crises. May respond in the community, by phone, or in clinical settings.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	8	32	\$48,876	\$45,419	\$35,360	\$45,938	\$46,454
Company Size (FTE)							
25-99	7	30	\$49,738	\$45,590	\$35,360	\$45,938	\$48,000
100-200	1	2	—	—	—	—	—
Region							
East Central	3	13	\$46,742	\$49,869	—	\$53,912	—
Northeast	3	16	\$42,593	\$42,593	—	\$42,840	—
Southeast	2	3	—	—	—	—	—
Annual Budget							
\$1M-\$4.9M	2	20	—	—	—	—	—
\$5M-\$9.9M	3	7	\$59,363	\$55,790	—	\$58,918	—
\$10M-\$24.9M	2	4	—	—	—	—	—
\$25M or more	1	1	—	—	—	—	—
Organization Category							
Health	2	6	—	—	—	—	—
Human Services	5	24	\$49,783	\$43,007	\$35,360	\$45,938	\$45,938
Public & Societal Benefit	1	2	—	—	—	—	—
County							
Brevard	2	12	—	—	—	—	—
Broward	2	3	—	—	—	—	—
Duval	2	14	—	—	—	—	—
Nassau	1	2	—	—	—	—	—
Orange	1	1	—	—	—	—	—

Mental Health Clinician

Provides therapy and behavioral health services to individuals, families, or groups. Works as part of a multidisciplinary team.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	25	105	\$64,215	\$62,150	\$53,550	\$59,558	\$67,455
Company Size (FTE)							
Under 10	2	3	—	—	—	—	—
10-24	4	6	\$51,104	\$52,030	—	\$54,000	—
25-99	10	17	\$69,880	\$63,491	\$49,500	\$55,000	\$83,200
100-200	4	17	\$56,340	\$58,393	—	\$55,000	—
Over 200	5	62	\$74,360	\$68,837	\$53,800	\$63,520	\$75,348
Region							
Central West	4	9	\$73,630	\$76,253	—	\$68,260	—
East Central	2	9	—	—	—	—	—
Northeast	6	16	\$60,411	\$58,906	\$45,000	\$54,750	\$70,000
Southeast	7	24	\$56,721	\$58,309	\$55,000	\$55,000	\$56,516
Southwest	6	47	\$68,775	\$67,711	\$60,415	\$66,441	\$76,330
Annual Budget							
Under \$500,000	1	2	—	—	—	—	—
\$500,000–\$999,999	2	2	—	—	—	—	—
\$1M–\$4.9M	5	9	\$56,664	\$58,515	\$52,765	\$54,000	\$59,324
\$5M–\$9.9M	9	14	\$65,355	\$59,514	\$45,000	\$55,000	\$71,146
\$10M–\$24.9M	3	16	\$57,953	\$57,953	—	\$55,000	—
\$25M or more	5	62	\$74,360	\$68,837	\$53,800	\$63,520	\$75,348
Organization Category							
Education	2	9	—	—	—	—	—
Health	6	53	\$63,602	\$63,234	\$55,085	\$69,053	\$70,000
Human Services	17	43	\$65,848	\$66,584	\$55,000	\$55,000	\$75,469
County							
Broward	5	14	\$57,609	\$58,956	\$55,000	\$55,000	\$65,268
Collier	5	46	\$69,105	\$68,395	\$60,085	\$66,212	\$79,274
Duval	3	10	\$60,922	\$60,118	—	\$58,250	—
Lee	1	1	—	—	—	—	—
Manatee	1	1	—	—	—	—	—
Nassau	2	2	—	—	—	—	—
Orange	2	9	—	—	—	—	—
Palm Beach	2	10	—	—	—	—	—
Pinellas	2	7	—	—	—	—	—
St. Johns	1	4	—	—	—	—	—
Sarasota	1	1	—	—	—	—	—

Social Services Director

Provides leadership for the organization's social services programs, including case management, family support, and related services. Oversees staff, quality, and compliance.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	19	24	\$76,250	\$72,822	\$54,781	\$75,973	\$85,040
Company Size (FTE)							
Under 10	1	1	—	—	—	—	—
10-24	5	5	\$69,700	\$69,700	\$63,250	\$68,000	\$77,000
25-99	8	12	\$82,038	\$72,940	\$45,290	\$83,103	\$89,382
100-200	3	4	\$70,193	\$70,193	—	\$72,137	—
Over 200	2	2	—	—	—	—	—
Region							
East Central	4	5	\$75,872	\$76,676	—	\$83,103	—
Northeast	4	4	\$65,100	\$65,100	—	\$57,530	—
Southeast	9	13	\$80,713	\$72,483	\$45,290	\$79,810	\$85,500
Southwest	2	2	—	—	—	—	—
Annual Budget							
\$500,000–\$999,999	1	1	—	—	—	—	—
\$1M–\$4.9M	7	7	\$78,221	\$78,221	\$65,000	\$70,000	\$87,000
\$5M–\$9.9M	4	7	\$68,603	\$66,013	—	\$61,517	—
\$10M–\$24.9M	4	5	\$75,592	\$76,082	—	\$80,000	—
\$25M or more	3	4	\$87,638	\$87,638	—	\$83,103	—
Organization Category							
Education	1	1	—	—	—	—	—
Health	4	8	\$74,098	\$70,798	—	\$75,552	—
Human Services	14	15	\$78,136	\$78,261	\$65,000	\$80,000	\$87,000
County							
Brevard	1	1	—	—	—	—	—
Broward	4	8	\$68,275	\$66,398	—	\$73,905	—
Collier	2	2	—	—	—	—	—
Duval	3	3	\$68,946	\$68,946	—	\$61,500	—
Martin	1	1	—	—	—	—	—
Orange	2	3	—	—	—	—	—
Palm Beach	3	3	\$93,046	\$93,046	—	\$87,000	—
St. Johns	1	1	—	—	—	—	—
St. Lucie	1	1	—	—	—	—	—
Seminole	1	1	—	—	—	—	—

Chief Operating Officer

Provides executive leadership for the organization's operations, often including programs, HR, finance, facilities, and IT. Partners with the CEO on day-to-day execution of the strategic plan.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	83	83	\$128,320	\$128,320	\$88,400	\$115,000	\$155,000
Company Size (FTE)							
Under 10	16	16	\$91,175	\$91,175	\$70,375	\$88,300	\$110,458
10-24	19	19	\$108,331	\$108,331	\$85,000	\$105,000	\$115,000
25-99	31	31	\$129,771	\$129,771	\$97,386	\$125,100	\$155,000
100-200	8	8	\$154,316	\$154,316	\$138,044	\$153,760	\$177,490
Over 200	9	9	\$208,451	\$208,451	\$156,575	\$205,000	\$243,282
Region							
Central West	11	11	\$140,283	\$140,283	\$102,000	\$112,000	\$170,000
East Central	14	14	\$123,977	\$123,977	\$87,313	\$119,082	\$158,294
Northeast	24	24	\$118,722	\$118,722	\$85,500	\$107,090	\$155,329
Northwest	2	2	—	—	—	—	—
Southeast	25	25	\$122,296	\$122,296	\$99,806	\$115,000	\$145,688
Southwest	7	7	\$188,375	\$188,375	\$143,150	\$205,000	\$240,465
Annual Budget							
Under \$500,000	1	1	—	—	—	—	—
\$500,000–\$999,999	7	7	\$76,780	\$76,780	\$58,240	\$66,000	\$92,500
\$1M–\$4.9M	33	33	\$102,061	\$102,061	\$84,750	\$100,000	\$115,000
\$5M–\$9.9M	14	14	\$118,574	\$118,574	\$94,500	\$113,500	\$148,290
\$10M–\$24.9M	16	16	\$163,822	\$163,822	\$138,044	\$169,600	\$180,738
\$25M or more	12	12	\$196,661	\$196,661	\$150,479	\$184,000	\$234,184
Organization Category							
Arts, Culture & Humanities	6	6	\$117,829	\$117,829	\$67,352	\$101,870	\$168,019
Education	12	12	\$133,318	\$133,318	\$103,858	\$135,000	\$164,383
Environment & Animals	7	7	\$112,275	\$112,275	\$85,000	\$104,000	\$144,200
Health	12	12	\$164,801	\$164,801	\$118,201	\$160,643	\$200,250
Human Services	42	42	\$118,723	\$118,723	\$83,102	\$110,000	\$148,346
Public & Societal Benefit	4	4	\$148,468	\$148,468	—	\$132,631	—
County							
Brevard	4	4	\$98,710	\$98,710	—	\$86,226	—
Broward	12	12	\$113,225	\$113,225	\$78,563	\$111,353	\$132,525
Collier	7	7	\$188,375	\$188,375	\$143,150	\$205,000	\$240,465
Duval	20	20	\$121,767	\$121,767	\$85,500	\$107,500	\$166,153
Hillsborough	4	4	\$150,413	\$150,413	—	\$155,000	—
Leon	2	2	—	—	—	—	—
Manatee	1	1	—	—	—	—	—
Miami-Dade	4	4	\$129,450	\$129,450	—	\$131,800	—
Monroe	1	1	—	—	—	—	—
Nassau	2	2	—	—	—	—	—
Orange	6	6	\$135,122	\$135,122	\$107,058	\$132,486	\$159,393

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Osceola	1	1	—	—	—	—	—
Palm Beach	8	8	\$134,612	\$134,612	\$102,861	\$136,588	\$156,625
Pinellas	1	1	—	—	—	—	—
St. Johns	2	2	—	—	—	—	—
Sarasota	5	5	\$99,777	\$99,777	\$79,950	\$102,000	\$118,493
Seminole	2	2	—	—	—	—	—
Volusia	1	1	—	—	—	—	—

Deputy/Associate Director

Serves as second-in-command, supporting the executive director with strategic, programmatic, and operational leadership. Often leads specific functions or initiatives and acts on the executive's behalf as needed.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	6	7	\$111,577	\$108,337	\$82,698	\$88,900	\$153,521
Company Size (FTE)							
Under 10	1	1	—	—	—	—	—
10-24	2	2	—	—	—	—	—
25-99	1	1	—	—	—	—	—
100-200	1	1	—	—	—	—	—
Over 200	1	2	—	—	—	—	—
Region							
Central West	1	1	—	—	—	—	—
East Central	1	2	—	—	—	—	—
Northeast	2	2	—	—	—	—	—
Southeast	1	1	—	—	—	—	—
Southwest	1	1	—	—	—	—	—
Annual Budget							
\$500,000–\$999,999	1	1	—	—	—	—	—
\$1M–\$4.9M	2	2	—	—	—	—	—
\$10M–\$24.9M	2	2	—	—	—	—	—
\$25M or more	1	2	—	—	—	—	—
Organization Category							
Education	3	4	\$122,781	\$122,781	—	\$124,444	—
Health	1	1	—	—	—	—	—
Human Services	1	1	—	—	—	—	—
Public & Societal Benefit	1	1	—	—	—	—	—
County							
Broward	1	1	—	—	—	—	—
Collier	1	1	—	—	—	—	—
Duval	2	2	—	—	—	—	—
Hillsborough	1	1	—	—	—	—	—
Orange	1	2	—	—	—	—	—

Chief Strategy Officer

Leads strategic planning, organizational learning, and major cross-cutting initiatives. Helps align the organization's resources and decisions with its long-term vision.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	14	14	\$160,036	\$160,036	\$106,856	\$137,500	\$210,488
Company Size (FTE)							
Under 10	1	1	—	—	—	—	—
10-24	2	2	—	—	—	—	—
25-99	7	7	\$139,617	\$139,617	\$100,000	\$120,500	\$182,875
100-200	2	2	—	—	—	—	—
Over 200	2	2	—	—	—	—	—
Region							
Central West	2	2	—	—	—	—	—
East Central	3	3	\$130,695	\$130,695	—	\$109,209	—
North Central	1	1	—	—	—	—	—
Northeast	2	2	—	—	—	—	—
Southeast	4	4	\$181,301	\$181,301	—	\$166,404	—
Southwest	2	2	—	—	—	—	—
Annual Budget							
Under \$500,000	2	2	—	—	—	—	—
\$1M-\$4.9M	3	3	\$110,236	\$110,236	—	\$109,209	—
\$5M-\$9.9M	3	3	\$116,647	\$116,647	—	\$108,808	—
\$10M-\$24.9M	2	2	—	—	—	—	—
\$25M or more	4	4	\$217,465	\$217,465	—	\$214,992	—
Organization Category							
Arts, Culture & Humanities	1	1	—	—	—	—	—
Education	3	3	\$124,516	\$124,516	—	\$108,808	—
Environment & Animals	2	2	—	—	—	—	—
Health	2	2	—	—	—	—	—
Human Services	4	4	\$224,000	\$224,000	—	\$240,500	—
Public & Societal Benefit	1	1	—	—	—	—	—
Mutual & Membership Benefit	1	1	—	—	—	—	—
County							
Alachua	1	1	—	—	—	—	—
Broward	3	3	\$205,465	\$205,465	—	\$224,000	—
Collier	2	2	—	—	—	—	—
Duval	2	2	—	—	—	—	—
Miami-Dade	1	1	—	—	—	—	—
Orange	3	3	\$130,695	\$130,695	—	\$109,209	—
Pinellas	1	1	—	—	—	—	—
Sarasota	1	1	—	—	—	—	—

Wellness Coordinator

Plans and coordinates wellness programs and activities for clients, members, or staff. Promotes healthy habits and supports overall well-being.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	10	15	\$56,056	\$54,096	\$42,700	\$51,134	\$60,000
Company Size (FTE)							
10-24	1	1	—	—	—	—	—
25-99	6	10	\$55,077	\$54,050	\$41,854	\$54,982	\$59,460
100-200	1	1	—	—	—	—	—
Over 200	2	3	—	—	—	—	—
Region							
Central West	1	2	—	—	—	—	—
East Central	1	1	—	—	—	—	—
Northeast	1	1	—	—	—	—	—
Southeast	1	4	—	—	—	—	—
Southwest	6	7	\$60,399	\$59,140	\$51,134	\$59,280	\$68,862
Annual Budget							
\$1M-\$4.9M	1	1	—	—	—	—	—
\$5M-\$9.9M	3	6	\$57,160	\$57,160	—	\$59,460	—
\$10M-\$24.9M	3	4	\$59,794	\$59,794	—	\$56,650	—
\$25M or more	3	4	\$54,232	\$54,232	—	\$51,134	—
Organization Category							
Education	2	2	—	—	—	—	—
Health	2	5	—	—	—	—	—
Human Services	5	7	\$52,940	\$51,284	\$42,700	\$51,134	\$59,280
Public & Societal Benefit	1	1	—	—	—	—	—
County							
Broward	1	4	—	—	—	—	—
Collier	4	4	\$64,918	\$64,918	—	\$64,431	—
Duval	1	1	—	—	—	—	—
Lee	2	3	—	—	—	—	—
Orange	1	1	—	—	—	—	—
Pinellas	1	2	—	—	—	—	—

Chief Programs Officer

Provides executive leadership for the organization's programs. Sets program strategy, drives quality, and oversees program leadership across the portfolio.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	53	68	\$116,207	\$131,745	\$90,980	\$120,000	\$174,850
Company Size (FTE)							
Under 10	6	6	\$86,667	\$86,667	\$61,250	\$75,000	\$102,750
10-24	14	14	\$96,299	\$96,299	\$75,675	\$98,500	\$113,550
25-99	23	26	\$119,664	\$115,954	\$98,973	\$110,000	\$128,083
100-200	6	17	\$150,505	\$163,404	\$141,253	\$153,529	\$215,000
Over 200	4	5	\$158,872	\$160,350	—	\$169,950	—
Region							
Central West	6	6	\$101,063	\$101,063	\$71,250	\$88,190	\$133,750
East Central	3	4	\$116,654	\$116,654	—	\$126,500	—
Northeast	14	14	\$107,548	\$107,548	\$76,350	\$95,400	\$140,699
Southeast	23	36	\$119,112	\$148,244	\$109,250	\$133,959	\$215,000
Southwest	7	8	\$136,770	\$133,299	\$106,000	\$136,656	\$173,343
Annual Budget							
Under \$500,000	2	2	—	—	—	—	—
\$1M–\$4.9M	19	19	\$99,558	\$99,558	\$75,000	\$92,000	\$120,000
\$5M–\$9.9M	16	16	\$119,348	\$119,348	\$99,100	\$110,700	\$134,666
\$10M–\$24.9M	9	11	\$131,582	\$126,063	\$103,000	\$115,000	\$153,372
\$25M or more	7	20	\$151,510	\$161,484	\$135,005	\$172,176	\$215,000
Organization Category							
Arts, Culture & Humanities	3	3	\$81,067	\$81,067	—	\$75,000	—
Education	8	19	\$129,464	\$149,830	\$85,833	\$150,772	\$215,000
Environment & Animals	4	4	\$121,677	\$121,677	—	\$115,000	—
Health	7	7	\$131,493	\$131,493	\$110,000	\$130,000	\$153,312
Human Services	29	33	\$106,376	\$106,655	\$86,447	\$105,000	\$120,000
Public & Societal Benefit	2	2	—	—	—	—	—
County							
Broward	13	15	\$119,696	\$119,219	\$85,000	\$111,400	\$154,000
Collier	5	5	\$157,678	\$157,678	\$136,656	\$153,372	\$180,854
Duval	11	11	\$112,139	\$112,139	\$75,900	\$98,800	\$150,020
Indian River	1	1	—	—	—	—	—
Lee	2	3	—	—	—	—	—
Manatee	2	2	—	—	—	—	—
Martin	3	3	\$92,333	\$92,333	—	\$110,000	—
Miami-Dade	1	1	—	—	—	—	—
Nassau	1	1	—	—	—	—	—
Orange	2	3	—	—	—	—	—
Palm Beach	5	16	\$138,083	\$150,902	\$107,625	\$132,457	\$215,000
St. Johns	2	2	—	—	—	—	—
Sarasota	4	4	\$114,750	\$114,750	—	\$104,500	—
Volusia	1	1	—	—	—	—	—

Program Director

Provides leadership for a major program or portfolio of programs. Manages staff, partnerships, budgets, and outcomes.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	105	292	\$79,191	\$77,184	\$67,368	\$75,000	\$86,575
Company Size (FTE)							
Under 10	25	25	\$72,853	\$72,853	\$60,000	\$70,000	\$83,500
10-24	24	43	\$80,297	\$73,871	\$54,870	\$75,000	\$87,500
25-99	43	111	\$82,370	\$80,219	\$70,000	\$77,626	\$91,000
100-200	6	38	\$81,043	\$77,530	\$67,368	\$75,376	\$92,204
Over 200	7	75	\$76,911	\$76,739	\$68,601	\$76,244	\$85,949
Region							
Central West	16	40	\$82,222	\$77,545	\$68,601	\$76,800	\$82,250
East Central	16	34	\$75,244	\$70,492	\$55,000	\$64,098	\$79,555
North Central	1	1	—	—	—	—	—
Northeast	23	60	\$78,369	\$77,180	\$66,361	\$75,376	\$83,277
Northwest	1	1	—	—	—	—	—
Southeast	31	102	\$81,675	\$83,129	\$67,368	\$81,587	\$95,612
Southwest	17	54	\$78,569	\$71,157	\$60,330	\$73,746	\$77,875
Annual Budget							
Under \$500,000	6	7	\$75,349	\$78,599	\$70,000	\$71,000	\$93,600
\$500,000–\$999,999	7	7	\$68,539	\$68,539	\$61,985	\$66,050	\$80,340
\$1M–\$4.9M	43	68	\$76,292	\$72,186	\$60,375	\$74,242	\$84,750
\$5M–\$9.9M	21	55	\$81,852	\$83,126	\$73,000	\$80,469	\$96,256
\$10M–\$24.9M	17	72	\$85,937	\$76,409	\$67,368	\$74,570	\$81,583
\$25M or more	11	83	\$83,890	\$78,623	\$68,601	\$76,800	\$89,276
Organization Category							
Arts, Culture & Humanities	2	5	—	—	—	—	—
Education	18	39	\$82,951	\$79,335	\$73,746	\$74,139	\$93,600
Environment & Animals	5	11	\$76,799	\$80,009	\$60,000	\$82,110	\$90,000
Health	9	37	\$79,543	\$73,680	\$55,000	\$75,000	\$75,376
Human Services	54	174	\$75,390	\$75,921	\$67,368	\$75,000	\$85,693
Public & Societal Benefit	14	23	\$91,627	\$90,549	\$72,245	\$83,000	\$103,000
Mutual & Membership Benefit	2	2	—	—	—	—	—
Other	1	1	—	—	—	—	—
County							
Alachua	1	1	—	—	—	—	—
Brevard	2	3	—	—	—	—	—
Broward	10	41	\$77,096	\$84,884	\$74,375	\$85,809	\$93,841
Charlotte	1	1	—	—	—	—	—
Collier	13	36	\$83,025	\$79,663	\$73,125	\$73,746	\$82,110
Duval	21	58	\$78,356	\$77,134	\$65,111	\$75,376	\$83,277
Escambia	1	1	—	—	—	—	—
Hillsborough	2	12	—	—	—	—	—
Indian River	2	3	—	—	—	—	—

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Lee	3	17	\$62,786	\$62,786	—	\$64,993	—
Manatee	2	3	—	—	—	—	—
Martin	3	10	\$79,481	\$79,844	—	\$77,750	—
Miami-Dade	5	9	\$83,450	\$83,778	\$68,000	\$90,000	\$94,250
Nassau	1	1	—	—	—	—	—
Orange	12	17	\$77,488	\$77,480	\$63,562	\$74,220	\$95,563
Palm Beach	11	39	\$87,020	\$82,473	\$67,368	\$72,722	\$96,256
Pinellas	2	11	—	—	—	—	—
Polk	1	2	—	—	—	—	—
St. Johns	1	1	—	—	—	—	—
Sarasota	9	12	\$84,337	\$86,552	\$74,525	\$87,659	\$99,344
Seminole	1	1	—	—	—	—	—
Volusia	1	13	—	—	—	—	—

Program Manager

Manages a specific program or portfolio of services. Oversees daily operations, staff, partnerships, and outcomes.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	113	451	\$63,833	\$64,419	\$57,741	\$64,669	\$69,600
Company Size (FTE)							
Under 10	23	32	\$59,908	\$59,118	\$52,125	\$59,870	\$65,000
10-24	29	56	\$66,618	\$64,704	\$55,979	\$62,500	\$72,942
25-99	47	203	\$63,622	\$62,972	\$56,062	\$61,454	\$70,000
100-200	8	38	\$65,881	\$67,971	\$59,735	\$62,947	\$69,986
Over 200	6	122	\$64,342	\$67,164	\$65,165	\$69,600	\$69,600
Region							
Central West	16	67	\$59,513	\$62,778	\$55,375	\$64,740	\$69,600
East Central	21	60	\$63,405	\$60,834	\$55,798	\$59,458	\$64,669
Northeast	24	64	\$59,786	\$57,619	\$51,625	\$56,438	\$61,955
Northwest	2	2	—	—	—	—	—
Southeast	36	227	\$67,914	\$66,939	\$60,000	\$67,120	\$71,417
Southwest	14	31	\$69,007	\$66,121	\$57,741	\$60,000	\$72,800
Annual Budget							
Under \$500,000	2	2	—	—	—	—	—
\$500,000–\$999,999	10	12	\$54,205	\$54,754	\$50,413	\$55,000	\$63,750
\$1M–\$4.9M	50	103	\$67,529	\$64,262	\$56,338	\$62,000	\$70,000
\$5M–\$9.9M	22	62	\$60,289	\$62,685	\$55,955	\$61,509	\$71,514
\$10M–\$24.9M	18	139	\$63,235	\$63,873	\$55,798	\$61,862	\$69,986
\$25M or more	11	133	\$65,313	\$67,025	\$64,669	\$69,600	\$69,600
Organization Category							
Arts, Culture & Humanities	4	10	\$54,374	\$54,721	—	\$54,086	—
Education	16	41	\$59,994	\$62,237	\$53,547	\$60,000	\$72,982
Environment & Animals	9	15	\$72,265	\$73,191	\$58,500	\$78,000	\$78,424
Health	11	37	\$64,663	\$61,572	\$59,975	\$61,955	\$64,834
Human Services	60	314	\$63,954	\$65,402	\$59,673	\$67,120	\$69,986
Public & Societal Benefit	10	28	\$67,689	\$63,590	\$55,798	\$62,727	\$69,250
Religion Related	1	1	—	—	—	—	—
Mutual & Membership Benefit	1	3	—	—	—	—	—
Other	1	2	—	—	—	—	—
County							
Brevard	1	1	—	—	—	—	—
Broward	17	112	\$69,294	\$67,541	\$63,178	\$67,120	\$71,514
Charlotte	2	3	—	—	—	—	—
Clay	1	5	—	—	—	—	—
Collier	10	25	\$72,153	\$67,025	\$57,067	\$60,000	\$76,697
Duval	23	59	\$60,211	\$58,265	\$53,173	\$58,762	\$62,000
Escambia	1	1	—	—	—	—	—
Hillsborough	5	6	\$59,704	\$58,087	\$50,000	\$57,000	\$66,130
Indian River	2	5	—	—	—	—	—

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Lee	2	3	—	—	—	—	—
Manatee	3	4	\$51,926	\$51,926	—	\$51,500	—
Martin	4	10	\$60,926	\$60,820	—	\$60,729	—
Miami-Dade	4	20	\$72,722	\$72,409	—	\$72,982	—
Orange	18	53	\$65,917	\$62,737	\$55,798	\$60,000	\$64,669
Osceola	1	1	—	—	—	—	—
Palm Beach	9	80	\$66,671	\$67,720	\$58,871	\$67,748	\$71,417
Pinellas	2	41	—	—	—	—	—
Sarasota	6	16	\$63,044	\$62,674	\$55,500	\$63,000	\$71,207
Volusia	1	5	—	—	—	—	—
Wakulla	1	1	—	—	—	—	—

Program Coordinator

Coordinates the day-to-day activities of a program. Supports program staff, manages logistics, and ensures smooth program operations.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	89	437	\$50,985	\$50,491	\$43,774	\$49,625	\$58,777
Company Size (FTE)							
Under 10	19	28	\$51,345	\$52,881	\$47,429	\$52,000	\$60,000
10-24	25	62	\$47,512	\$48,032	\$43,651	\$46,811	\$55,000
25-99	35	173	\$53,424	\$49,724	\$45,000	\$48,000	\$55,974
100-200	5	48	\$54,851	\$57,987	\$49,918	\$50,959	\$64,480
Over 200	5	126	\$46,036	\$48,407	\$39,942	\$45,146	\$60,642
Region							
Central West	10	38	\$44,659	\$42,070	\$40,000	\$40,000	\$47,100
East Central	17	61	\$49,098	\$48,853	\$43,590	\$47,570	\$53,519
North Central	1	1	—	—	—	—	—
Northeast	17	67	\$49,129	\$48,173	\$45,000	\$46,821	\$50,000
Northwest	1	1	—	—	—	—	—
Southeast	31	175	\$52,896	\$50,995	\$45,000	\$51,834	\$57,214
Southwest	12	94	\$57,961	\$54,231	\$45,000	\$57,330	\$60,642
Annual Budget							
Under \$500,000	4	9	\$61,142	\$61,270	—	\$59,400	—
\$500,000–\$999,999	7	11	\$48,352	\$51,400	\$42,000	\$51,000	\$63,800
\$1M–\$4.9M	37	82	\$50,081	\$49,102	\$44,095	\$48,910	\$55,000
\$5M–\$9.9M	16	56	\$50,331	\$47,631	\$40,000	\$44,134	\$55,974
\$10M–\$24.9M	14	87	\$51,215	\$50,408	\$45,000	\$47,570	\$55,357
\$25M or more	11	192	\$52,662	\$51,309	\$42,042	\$49,918	\$60,642
Organization Category							
Arts, Culture & Humanities	3	3	\$45,000	\$45,000	—	\$40,000	—
Education	17	149	\$52,879	\$54,475	\$45,000	\$60,642	\$60,642
Environment & Animals	5	8	\$57,440	\$56,220	\$50,157	\$55,000	\$57,653
Health	10	33	\$53,569	\$50,965	\$43,614	\$55,000	\$55,000
Human Services	49	224	\$49,995	\$48,107	\$40,000	\$48,000	\$54,360
Public & Societal Benefit	4	16	\$44,818	\$45,146	—	\$43,969	—
Other	1	4	—	—	—	—	—
County							
Alachua	1	1	—	—	—	—	—
Brevard	2	2	—	—	—	—	—
Broward	15	100	\$52,755	\$48,930	\$42,968	\$49,625	\$56,000
Collier	9	74	\$61,194	\$56,111	\$43,924	\$60,642	\$60,642
Duval	17	67	\$49,129	\$48,173	\$45,000	\$46,821	\$50,000
Escambia	1	1	—	—	—	—	—
Hillsborough	2	13	—	—	—	—	—
Indian River	2	10	—	—	—	—	—
Lee	3	20	\$48,262	\$48,262	—	\$45,818	—
Manatee	2	5	—	—	—	—	—

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Martin	2	6	—	—	—	—	—
Miami-Dade	5	20	\$56,635	\$55,811	\$55,000	\$55,487	\$55,974
Orange	12	53	\$49,669	\$48,329	\$43,590	\$47,570	\$52,152
Osceola	1	3	—	—	—	—	—
Palm Beach	6	36	\$56,929	\$61,643	\$48,000	\$64,480	\$64,480
Pinellas	1	9	—	—	—	—	—
St. Lucie	1	3	—	—	—	—	—
Sarasota	5	11	\$48,646	\$48,538	\$46,134	\$48,000	\$51,699
Seminole	2	3	—	—	—	—	—

Director of Retail Operations

Provides senior leadership for the organization's retail operations (e.g., thrift stores, gift shops). Oversees store leadership, revenue, and brand experience.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	17	17	\$68,482	\$68,482	\$58,819	\$67,600	\$80,795
Company Size (FTE)							
Under 10	1	1	—	—	—	—	—
10-24	2	2	—	—	—	—	—
25-99	14	14	\$72,417	\$72,417	\$63,492	\$75,100	\$82,338
Region							
Central West	1	1	—	—	—	—	—
East Central	3	3	\$55,183	\$55,183	—	\$46,350	—
Northeast	7	7	\$72,362	\$72,362	\$63,856	\$67,600	\$81,515
Southeast	5	5	\$66,461	\$66,461	\$53,406	\$62,400	\$81,548
Southwest	1	1	—	—	—	—	—
Annual Budget							
Under \$500,000	1	1	—	—	—	—	—
\$1M-\$4.9M	6	6	\$58,225	\$58,225	\$45,763	\$54,587	\$69,519
\$5M-\$9.9M	9	9	\$75,249	\$75,249	\$65,728	\$77,395	\$83,160
\$10M-\$24.9M	1	1	—	—	—	—	—
Organization Category							
Arts, Culture & Humanities	1	1	—	—	—	—	—
Education	2	2	—	—	—	—	—
Environment & Animals	2	2	—	—	—	—	—
Health	1	1	—	—	—	—	—
Human Services	11	11	\$65,963	\$65,963	\$57,638	\$63,856	\$81,515
County							
Brevard	1	1	—	—	—	—	—
Broward	1	1	—	—	—	—	—
Collier	1	1	—	—	—	—	—
Duval	4	4	\$78,769	\$78,769	—	\$80,795	—
Hillsborough	1	1	—	—	—	—	—
Indian River	1	1	—	—	—	—	—
Martin	1	1	—	—	—	—	—
Nassau	2	2	—	—	—	—	—
Orange	1	1	—	—	—	—	—
Palm Beach	2	2	—	—	—	—	—
St. Johns	1	1	—	—	—	—	—
Seminole	1	1	—	—	—	—	—

Gift/Thrift Shop Manager

Manages day-to-day operations of a gift or thrift shop, including staff, sales, inventory, and customer experience.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	19	26	\$52,701	\$51,437	\$45,000	\$51,272	\$59,370
Company Size (FTE)							
Under 10	1	1	—	—	—	—	—
10-24	4	5	\$40,610	\$39,987	—	\$39,330	—
25-99	13	18	\$55,496	\$53,472	\$46,341	\$52,624	\$60,155
Over 200	1	2	—	—	—	—	—
Region							
Central West	1	1	—	—	—	—	—
East Central	3	3	\$47,625	\$47,625	—	\$48,000	—
Northeast	6	6	\$53,264	\$53,264	\$43,942	\$55,757	\$60,155
Southeast	5	11	\$49,458	\$47,519	\$37,954	\$46,500	\$52,624
Southwest	4	5	\$61,644	\$61,461	—	\$61,664	—
Annual Budget							
Under \$500,000	1	1	—	—	—	—	—
\$1M-\$4.9M	7	11	\$48,203	\$47,080	\$37,135	\$45,597	\$53,784
\$5M-\$9.9M	7	8	\$53,355	\$51,950	\$42,042	\$52,460	\$58,499
\$10M-\$24.9M	3	4	\$60,807	\$60,807	—	\$63,142	—
\$25M or more	1	2	—	—	—	—	—
Organization Category							
Arts, Culture & Humanities	2	2	—	—	—	—	—
Education	2	2	—	—	—	—	—
Environment & Animals	2	3	—	—	—	—	—
Health	2	3	—	—	—	—	—
Human Services	11	16	\$50,430	\$49,291	\$45,000	\$48,806	\$53,103
County							
Broward	2	3	—	—	—	—	—
Collier	3	4	\$65,552	\$65,552	—	\$66,656	—
Duval	3	3	\$59,605	\$59,605	—	\$59,160	—
Indian River	1	2	—	—	—	—	—
Lee	1	1	—	—	—	—	—
Manatee	1	1	—	—	—	—	—
Martin	1	4	—	—	—	—	—
Nassau	2	2	—	—	—	—	—
Orange	2	2	—	—	—	—	—
St. Johns	1	1	—	—	—	—	—
St. Lucie	1	2	—	—	—	—	—
Seminole	1	1	—	—	—	—	—

Gift/Thrift Shop Sales Clerk

Provides customer service, processes sales, and helps maintain the store environment.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	14	29	\$38,506	\$37,307	\$33,211	\$36,400	\$42,047
Company Size (FTE)							
Under 10	1	1	—	—	—	—	—
10-24	2	5	—	—	—	—	—
25-99	10	20	\$39,332	\$37,543	\$33,211	\$35,349	\$45,656
Over 200	1	3	—	—	—	—	—
Region							
East Central	2	3	—	—	—	—	—
Northeast	6	14	\$39,120	\$38,305	\$34,243	\$37,000	\$45,268
Southeast	4	5	\$41,099	\$40,577	—	\$38,766	—
Southwest	2	7	—	—	—	—	—
Annual Budget							
\$1M-\$4.9M	6	11	\$36,901	\$35,791	\$34,587	\$36,110	\$37,000
\$5M-\$9.9M	5	10	\$41,398	\$40,149	\$31,200	\$45,032	\$45,975
\$10M-\$24.9M	2	5	—	—	—	—	—
\$25M or more	1	3	—	—	—	—	—
Organization Category							
Arts, Culture & Humanities	2	3	—	—	—	—	—
Education	1	1	—	—	—	—	—
Environment & Animals	1	1	—	—	—	—	—
Health	2	4	—	—	—	—	—
Human Services	8	20	\$36,631	\$36,230	\$33,211	\$35,349	\$37,000
County							
Brevard	1	1	—	—	—	—	—
Broward	2	2	—	—	—	—	—
Collier	1	3	—	—	—	—	—
Duval	4	10	\$38,172	\$38,023	—	\$34,587	—
Indian River	1	2	—	—	—	—	—
Lee	1	4	—	—	—	—	—
Martin	1	1	—	—	—	—	—
Nassau	2	4	—	—	—	—	—
Orange	1	2	—	—	—	—	—

Food Pantry Director

Provides leadership for a food pantry program. Oversees operations, food sourcing, distributions, partnerships, and outcomes.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	8	8	\$64,884	\$64,884	\$47,270	\$62,500	\$84,294
Company Size (FTE)							
Under 10	2	2	—	—	—	—	—
10-24	1	1	—	—	—	—	—
25-99	3	3	\$68,657	\$68,657	—	\$65,000	—
100-200	1	1	—	—	—	—	—
Over 200	1	1	—	—	—	—	—
Region							
Central West	1	1	—	—	—	—	—
East Central	1	1	—	—	—	—	—
Northeast	2	2	—	—	—	—	—
Southeast	2	2	—	—	—	—	—
Southwest	2	2	—	—	—	—	—
Annual Budget							
Under \$500,000	1	1	—	—	—	—	—
\$500,000-\$999,999	1	1	—	—	—	—	—
\$1M-\$4.9M	2	2	—	—	—	—	—
\$5M-\$9.9M	2	2	—	—	—	—	—
\$10M-\$24.9M	1	1	—	—	—	—	—
\$25M or more	1	1	—	—	—	—	—
Organization Category							
Environment & Animals	1	1	—	—	—	—	—
Health	1	1	—	—	—	—	—
Human Services	6	6	\$64,749	\$64,749	\$44,150	\$62,500	\$87,669
County							
Broward	1	1	—	—	—	—	—
Collier	2	2	—	—	—	—	—
Duval	1	1	—	—	—	—	—
Nassau	1	1	—	—	—	—	—
Orange	1	1	—	—	—	—	—
Palm Beach	1	1	—	—	—	—	—
Pinellas	1	1	—	—	—	—	—

Food Pantry Worker

Supports daily operations of the pantry, including receiving food, stocking, and distributing groceries to clients.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	7	13	\$38,955	\$38,318	\$32,680	\$40,000	\$42,723
Company Size (FTE)							
Under 10	1	1	—	—	—	—	—
10-24	2	6	—	—	—	—	—
25-99	4	6	\$39,296	\$39,677	—	\$40,576	—
Region							
East Central	1	1	—	—	—	—	—
Northeast	2	4	—	—	—	—	—
Southeast	4	8	\$37,715	\$36,810	—	\$38,840	—
Annual Budget							
\$1M-\$4.9M	4	8	\$37,715	\$36,810	—	\$38,840	—
\$5M-\$9.9M	2	4	—	—	—	—	—
\$10M-\$24.9M	1	1	—	—	—	—	—
Organization Category							
Health	1	1	—	—	—	—	—
Human Services	6	12	\$38,514	\$38,044	\$31,340	\$40,000	\$42,723
County							
Duval	1	3	—	—	—	—	—
Martin	1	1	—	—	—	—	—
Nassau	1	1	—	—	—	—	—
Orange	1	1	—	—	—	—	—
Palm Beach	2	4	—	—	—	—	—
St. Lucie	1	3	—	—	—	—	—

Director of Research

Leads the organization's research, evaluation, and data activities. Sets the research agenda and oversees projects that generate evidence to inform programs and policy.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	7	8	\$73,719	\$71,005	\$52,000	\$75,000	\$91,088
Company Size (FTE)							
Under 10	2	3	—	—	—	—	—
10-24	3	3	\$84,612	\$84,612	—	\$77,313	—
25-99	2	2	—	—	—	—	—
Region							
East Central	1	1	—	—	—	—	—
Northeast	2	3	—	—	—	—	—
Southeast	2	2	—	—	—	—	—
Southwest	2	2	—	—	—	—	—
Annual Budget							
\$1M-\$4.9M	6	7	\$69,086	\$66,645	\$52,000	\$75,000	\$77,313
\$25M or more	1	1	—	—	—	—	—
Organization Category							
Arts, Culture & Humanities	1	2	—	—	—	—	—
Environment & Animals	1	1	—	—	—	—	—
Human Services	3	3	\$81,893	\$81,893	—	\$75,000	—
Public & Societal Benefit	2	2	—	—	—	—	—
County							
Collier	2	2	—	—	—	—	—
Duval	2	3	—	—	—	—	—
Miami-Dade	2	2	—	—	—	—	—
Orange	1	1	—	—	—	—	—

Research Assistant

Supports research projects with data collection, analysis, literature review, and project coordination under the supervision of senior researchers.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	10	18	\$59,798	\$53,002	\$45,504	\$47,499	\$64,610
Company Size (FTE)							
Under 10	1	1	—	—	—	—	—
10-24	4	4	\$64,410	\$64,410	—	\$67,500	—
25-99	5	13	\$56,212	\$49,368	\$39,520	\$47,499	\$51,810
Region							
East Central	1	1	—	—	—	—	—
Northeast	4	4	\$66,640	\$66,640	—	\$67,500	—
Southeast	3	3	\$57,920	\$57,920	—	\$59,280	—
Southwest	2	10	—	—	—	—	—
Annual Budget							
\$1M-\$4.9M	6	9	\$56,907	\$53,429	\$39,520	\$51,500	\$68,660
\$5M-\$9.9M	1	1	—	—	—	—	—
\$10M-\$24.9M	3	8	\$64,020	\$64,020	—	\$65,000	—
Organization Category							
Education	1	1	—	—	—	—	—
Environment & Animals	2	10	—	—	—	—	—
Human Services	4	4	\$57,980	\$57,980	—	\$55,640	—
Public & Societal Benefit	3	3	\$69,680	\$69,680	—	\$65,000	—
County							
Broward	1	1	—	—	—	—	—
Collier	2	10	—	—	—	—	—
Duval	4	4	\$66,640	\$66,640	—	\$67,500	—
Miami-Dade	2	2	—	—	—	—	—
Orange	1	1	—	—	—	—	—

Director, Administration/Operations

Leads administrative and operational functions, often including office management, vendor relationships, technology, and facilities, in support of the broader organization.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	47	73	\$85,908	\$90,884	\$63,500	\$90,217	\$117,884
Company Size (FTE)							
Under 10	15	15	\$70,639	\$70,639	\$56,485	\$64,500	\$85,000
10-24	9	9	\$79,655	\$79,655	\$67,660	\$80,000	\$84,224
25-99	15	19	\$93,771	\$97,875	\$85,000	\$102,752	\$116,767
100-200	5	5	\$115,386	\$115,386	\$98,456	\$103,000	\$138,510
Over 200	3	25	\$92,563	\$92,563	—	\$103,460	—
Region							
Central West	7	21	\$81,807	\$91,406	\$60,160	\$85,000	\$125,000
East Central	12	23	\$74,743	\$73,457	\$49,264	\$67,808	\$86,746
Northeast	11	11	\$99,786	\$99,786	\$80,000	\$96,912	\$116,000
Northwest	1	1	—	—	—	—	—
Southeast	11	11	\$85,694	\$85,694	\$72,100	\$90,000	\$100,000
Southwest	5	6	\$96,565	\$97,596	\$92,137	\$103,106	\$106,080
Annual Budget							
Under \$500,000	1	1	—	—	—	—	—
\$500,000–\$999,999	8	8	\$65,343	\$65,343	\$50,311	\$61,396	\$82,500
\$1M–\$4.9M	17	17	\$78,318	\$78,318	\$65,725	\$77,125	\$84,900
\$5M–\$9.9M	5	5	\$92,820	\$92,820	\$76,050	\$90,000	\$111,000
\$10M–\$24.9M	9	13	\$101,300	\$104,981	\$98,456	\$104,000	\$116,767
\$25M or more	7	29	\$107,960	\$90,455	\$49,264	\$103,460	\$125,000
Organization Category							
Arts, Culture & Humanities	1	1	—	—	—	—	—
Education	8	16	\$83,644	\$75,451	\$49,264	\$63,827	\$104,319
Environment & Animals	1	2	—	—	—	—	—
Health	10	10	\$82,331	\$82,331	\$65,293	\$78,563	\$98,434
Human Services	20	34	\$88,237	\$99,202	\$81,800	\$98,750	\$125,000
Public & Societal Benefit	5	8	\$99,483	\$102,364	\$80,486	\$113,000	\$116,767
Religion Related	1	1	—	—	—	—	—
Other	1	1	—	—	—	—	—
County							
Brevard	1	1	—	—	—	—	—
Broward	5	5	\$92,097	\$92,097	\$73,243	\$95,000	\$109,500
Charlotte	1	1	—	—	—	—	—
Clay	1	1	—	—	—	—	—
Collier	2	3	—	—	—	—	—
Duval	9	9	\$102,183	\$102,183	\$82,500	\$96,912	\$121,500
Hillsborough	1	1	—	—	—	—	—
Lee	2	2	—	—	—	—	—
Manatee	1	1	—	—	—	—	—

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Martin	3	3	\$81,940	\$81,940	—	\$80,000	—
Miami-Dade	2	2	—	—	—	—	—
Nassau	1	1	—	—	—	—	—
Orange	9	20	\$77,476	\$76,917	\$49,264	\$72,000	\$106,239
Palm Beach	1	1	—	—	—	—	—
Pinellas	2	16	—	—	—	—	—
Polk	1	1	—	—	—	—	—
Sarasota	2	2	—	—	—	—	—
Seminole	2	2	—	—	—	—	—
Wakulla	1	1	—	—	—	—	—

Quality Assurance Manager

Develops and oversees the organization's quality assurance program. Ensures programs and services meet internal, regulatory, and accreditation standards.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	24	47	\$66,478	\$69,612	\$56,930	\$68,646	\$83,217
Company Size (FTE)							
10-24	4	4	\$55,192	\$55,192	—	\$53,884	—
25-99	9	20	\$61,353	\$62,969	\$55,666	\$66,124	\$68,646
100-200	6	7	\$71,166	\$71,051	\$65,946	\$70,359	\$72,000
Over 200	5	16	\$79,106	\$78,523	\$62,250	\$88,000	\$88,000
Region							
Central West	3	11	\$68,231	\$69,265	—	\$63,000	—
East Central	6	14	\$54,547	\$58,162	\$52,842	\$56,873	\$68,646
Northeast	4	4	\$72,909	\$72,909	—	\$69,473	—
Southeast	7	10	\$66,788	\$66,478	\$62,311	\$68,430	\$72,000
Southwest	4	8	\$76,085	\$73,754	—	\$81,163	—
Annual Budget							
\$1M–\$4.9M	5	6	\$56,361	\$57,468	\$48,799	\$58,538	\$65,500
\$5M–\$9.9M	4	4	\$66,515	\$66,515	—	\$61,339	—
\$10M–\$24.9M	6	9	\$66,961	\$66,559	\$59,000	\$70,359	\$72,000
\$25M or more	9	28	\$71,759	\$73,638	\$63,736	\$68,646	\$88,000
Organization Category							
Education	3	5	\$58,513	\$58,513	—	\$58,000	—
Health	7	15	\$75,700	\$75,565	\$68,646	\$71,823	\$88,073
Human Services	13	25	\$63,618	\$69,829	\$54,871	\$70,359	\$88,000
Public & Societal Benefit	1	2	—	—	—	—	—
County							
Brevard	3	3	\$49,554	\$49,554	—	\$51,732	—
Broward	3	4	\$64,833	\$64,833	—	\$66,250	—
Collier	3	5	\$83,877	\$83,877	—	\$89,981	—
Duval	3	3	\$67,315	\$67,315	—	\$65,946	—
Lee	1	3	—	—	—	—	—
Manatee	1	1	—	—	—	—	—
Nassau	1	1	—	—	—	—	—
Orange	3	11	\$59,540	\$59,845	—	\$57,350	—
Palm Beach	4	6	\$68,254	\$68,047	—	\$70,359	—
Pinellas	1	8	—	—	—	—	—
Sarasota	1	2	—	—	—	—	—

Operations Manager

Manages day-to-day operational functions including processes, vendors, facilities, and administrative staff.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	33	50	\$65,501	\$65,229	\$53,500	\$64,630	\$70,157
Company Size (FTE)							
Under 10	6	6	\$70,865	\$70,865	\$58,000	\$72,095	\$82,250
10-24	7	7	\$61,508	\$61,508	\$54,000	\$55,930	\$65,625
25-99	14	21	\$66,142	\$67,035	\$56,536	\$64,260	\$75,188
100-200	3	8	\$60,215	\$60,215	—	\$65,946	—
Over 200	3	8	\$66,388	\$66,388	—	\$70,626	—
Region							
Central West	1	1	—	—	—	—	—
East Central	8	11	\$64,110	\$60,750	\$50,000	\$58,555	\$69,359
Northeast	5	13	\$60,621	\$60,076	\$50,489	\$62,869	\$70,000
Northwest	1	1	—	—	—	—	—
Southeast	11	13	\$67,842	\$66,496	\$55,248	\$65,054	\$76,845
Southwest	7	11	\$70,329	\$72,981	\$59,167	\$72,000	\$87,122
Annual Budget							
Under \$500,000	1	1	—	—	—	—	—
\$500,000–\$999,999	2	2	—	—	—	—	—
\$1M–\$4.9M	12	12	\$64,733	\$64,733	\$54,250	\$60,000	\$76,588
\$5M–\$9.9M	6	6	\$64,401	\$64,401	\$53,750	\$59,052	\$80,075
\$10M–\$24.9M	7	14	\$62,721	\$65,160	\$49,492	\$61,491	\$70,328
\$25M or more	5	15	\$67,022	\$62,837	\$50,000	\$67,297	\$70,000
Organization Category							
Arts, Culture & Humanities	3	7	\$64,754	\$64,754	—	\$60,000	—
Education	5	5	\$75,212	\$75,212	\$60,473	\$80,242	\$87,436
Environment & Animals	2	2	—	—	—	—	—
Health	4	12	\$57,018	\$57,564	—	\$50,000	—
Human Services	14	16	\$67,507	\$66,455	\$55,374	\$64,630	\$77,673
Public & Societal Benefit	4	7	\$61,926	\$60,700	—	\$61,273	—
Mutual & Membership Benefit	1	1	—	—	—	—	—
County							
Brevard	1	1	—	—	—	—	—
Broward	2	4	—	—	—	—	—
Collier	6	10	\$72,884	\$74,760	\$60,019	\$77,500	\$88,842
Duval	5	13	\$60,621	\$60,076	\$50,489	\$62,869	\$70,000
Hillsborough	1	1	—	—	—	—	—
Lee	1	1	—	—	—	—	—
Leon	1	1	—	—	—	—	—
Martin	2	2	—	—	—	—	—
Miami-Dade	2	2	—	—	—	—	—
Orange	6	6	\$67,468	\$67,468	\$58,983	\$64,500	\$75,906
Palm Beach	5	5	\$68,874	\$68,874	\$62,527	\$65,625	\$76,845

			Base Salary				
Breakdown	# Orgs	# Incs	Average	Wtd. Avg	P25	Median	P75
Volusia	1	4	—	—	—	—	—

Office Manager

Manages the daily operations of the office, including supplies, vendors, facilities coordination, and administrative support.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	42	83	\$54,627	\$55,047	\$44,098	\$54,540	\$61,025
Company Size (FTE)							
Under 10	6	6	\$48,708	\$48,708	\$36,069	\$50,500	\$60,047
10-24	7	7	\$51,803	\$51,803	\$46,000	\$54,080	\$55,166
25-99	21	22	\$57,198	\$57,780	\$47,840	\$57,295	\$70,000
100-200	3	15	\$57,594	\$48,505	—	\$44,098	—
Over 200	5	33	\$53,108	\$56,936	\$47,169	\$61,025	\$61,025
Region							
Central West	3	3	\$50,613	\$50,613	—	\$50,000	—
East Central	7	7	\$54,102	\$54,102	\$39,832	\$54,080	\$63,860
Northeast	8	8	\$51,602	\$51,602	\$46,230	\$50,500	\$56,279
Southeast	16	30	\$56,611	\$50,913	\$43,683	\$44,098	\$58,455
Southwest	8	35	\$55,651	\$59,226	\$48,589	\$61,025	\$66,431
Annual Budget							
Under \$500,000	1	1	—	—	—	—	—
\$500,000–\$999,999	4	4	\$48,863	\$48,863	—	\$50,500	—
\$1M–\$4.9M	10	10	\$52,348	\$52,348	\$45,880	\$54,040	\$60,047
\$5M–\$9.9M	9	9	\$55,289	\$55,289	\$47,920	\$50,253	\$65,822
\$10M–\$24.9M	9	22	\$56,397	\$50,986	\$43,683	\$44,098	\$57,779
\$25M or more	9	37	\$59,293	\$59,479	\$49,909	\$61,025	\$62,680
Organization Category							
Arts, Culture & Humanities	4	4	\$43,395	\$43,395	—	\$41,215	—
Education	6	9	\$61,247	\$58,145	\$42,910	\$56,650	\$70,000
Environment & Animals	1	1	—	—	—	—	—
Health	8	32	\$54,155	\$58,724	\$50,209	\$61,025	\$61,290
Human Services	22	36	\$55,926	\$51,444	\$43,683	\$47,506	\$57,247
Public & Societal Benefit	1	1	—	—	—	—	—
County							
Brevard	1	1	—	—	—	—	—
Broward	6	8	\$54,480	\$53,159	\$46,481	\$49,639	\$59,481
Clay	2	2	—	—	—	—	—
Collier	7	34	\$53,444	\$58,468	\$47,574	\$61,025	\$62,760
Duval	4	4	\$54,433	\$54,433	—	\$53,825	—
Hillsborough	1	1	—	—	—	—	—
Lake	1	1	—	—	—	—	—
Lee	1	1	—	—	—	—	—
Martin	2	2	—	—	—	—	—
Nassau	1	1	—	—	—	—	—
Orange	5	5	\$58,802	\$58,802	\$46,956	\$63,000	\$68,548
Palm Beach	8	20	\$59,465	\$51,436	\$43,683	\$44,098	\$59,228
Pinellas	1	1	—	—	—	—	—

			Base Salary				
Breakdown	# Orgs	# Incs	Average	Wtd. Avg	P25	Median	P75
St. Johns	1	1	—	—	—	—	—
Sarasota	1	1	—	—	—	—	—

Regional Manager/Center Manager

Manages multiple sites within a region or a single center, including staff, operations, and performance. Ensures consistent quality and delivery of programs/services across locations.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	5	34	\$102,942	\$112,672	\$83,025	\$140,000	\$156,000
Company Size (FTE)							
10-24	1	3	—	—	—	—	—
100-200	1	3	—	—	—	—	—
Over 200	3	28	\$109,903	\$111,179	—	\$90,684	—
Region							
Central West	2	27	—	—	—	—	—
East Central	1	1	—	—	—	—	—
Northeast	1	3	—	—	—	—	—
Southwest	1	3	—	—	—	—	—
Annual Budget							
\$1M-\$4.9M	1	3	—	—	—	—	—
\$25M or more	4	31	\$117,427	\$125,817	—	\$140,000	—
Organization Category							
Education	2	4	—	—	—	—	—
Health	1	3	—	—	—	—	—
Human Services	2	27	—	—	—	—	—
County							
Collier	1	3	—	—	—	—	—
Duval	1	3	—	—	—	—	—
Manatee	1	3	—	—	—	—	—
Orange	1	1	—	—	—	—	—
Pinellas	1	24	—	—	—	—	—

Administrative Assistant I

Provides general administrative support, including scheduling, correspondence, filing, and office coordination.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	46	114	\$42,739	\$41,865	\$35,818	\$41,600	\$46,594
Company Size (FTE)							
Under 10	6	7	\$40,516	\$39,185	\$31,200	\$37,440	\$44,995
10-24	11	13	\$42,664	\$41,904	\$35,720	\$41,600	\$45,198
25-99	20	34	\$42,923	\$42,353	\$36,557	\$43,521	\$47,732
100-200	3	7	\$44,987	\$44,987	—	\$46,457	—
Over 200	6	53	\$43,363	\$42,713	\$35,976	\$42,738	\$47,004
Region							
Central West	7	15	\$40,639	\$41,720	\$38,240	\$44,995	\$46,000
East Central	8	17	\$42,805	\$40,750	\$36,131	\$39,435	\$43,621
Northeast	6	9	\$41,758	\$42,968	\$40,347	\$44,000	\$46,457
Northwest	1	1	—	—	—	—	—
Southeast	14	44	\$43,446	\$41,510	\$34,382	\$40,300	\$49,606
Southwest	10	28	\$44,887	\$45,391	\$37,495	\$47,004	\$49,821
Annual Budget							
\$500,000–\$999,999	3	4	\$34,833	\$34,833	—	\$32,500	—
\$1M–\$4.9M	18	25	\$43,589	\$43,370	\$40,000	\$43,680	\$45,880
\$5M–\$9.9M	7	11	\$41,004	\$39,337	\$29,120	\$35,439	\$52,000
\$10M–\$24.9M	9	14	\$42,946	\$40,839	\$36,421	\$37,537	\$45,400
\$25M or more	9	60	\$44,819	\$43,039	\$36,331	\$44,249	\$47,057
Organization Category							
Arts, Culture & Humanities	1	1	—	—	—	—	—
Education	11	22	\$41,440	\$40,529	\$35,439	\$40,070	\$45,095
Environment & Animals	2	3	—	—	—	—	—
Health	4	19	\$43,613	\$45,023	—	\$47,004	—
Human Services	25	63	\$42,827	\$40,493	\$34,858	\$38,425	\$45,700
Public & Societal Benefit	3	6	\$40,267	\$40,267	—	\$40,800	—
County							
Brevard	3	3	\$45,211	\$45,211	—	\$43,472	—
Broward	5	31	\$43,717	\$42,974	\$39,589	\$41,673	\$49,625
Collier	9	27	\$44,640	\$45,327	\$36,421	\$47,004	\$49,837
Duval	6	9	\$41,758	\$42,968	\$40,347	\$44,000	\$46,457
Escambia	1	1	—	—	—	—	—
Hillsborough	2	4	—	—	—	—	—
Lee	1	1	—	—	—	—	—
Manatee	1	2	—	—	—	—	—
Martin	2	3	—	—	—	—	—
Miami-Dade	1	1	—	—	—	—	—
Orange	4	13	\$40,782	\$39,303	—	\$38,731	—
Palm Beach	6	9	\$40,088	\$38,902	\$32,600	\$37,260	\$44,388
Pinellas	2	4	—	—	—	—	—

			Base Salary				
Breakdown	# Orgs	# Incs	Average	Wtd. Avg	P25	Median	P75
Sarasota	2	5	—	—	—	—	—
Seminole	1	1	—	—	—	—	—

Administrative Assistant II (Senior)

Provides advanced administrative support for senior staff, including complex scheduling, project coordination, and confidential communications.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	26	132	\$53,387	\$56,072	\$46,793	\$54,564	\$58,252
Company Size (FTE)							
Under 10	4	4	\$48,860	\$48,860	—	\$46,500	—
10-24	1	1	—	—	—	—	—
25-99	11	34	\$48,885	\$48,011	\$44,834	\$49,023	\$50,000
100-200	5	43	\$56,338	\$53,941	\$46,457	\$54,564	\$57,282
Over 200	5	50	\$66,318	\$58,098	\$44,208	\$47,800	\$71,880
Region							
Central West	3	41	\$47,988	\$49,021	—	\$47,800	—
East Central	5	18	\$43,188	\$43,575	\$42,351	\$44,208	\$44,699
Northeast	4	10	\$48,870	\$47,406	—	\$47,813	—
Southeast	5	6	\$54,785	\$53,988	\$46,860	\$52,000	\$63,125
Southwest	9	57	\$62,082	\$59,360	\$44,886	\$51,537	\$68,925
Annual Budget							
\$500,000–\$999,999	2	2	—	—	—	—	—
\$1M–\$4.9M	5	6	\$51,260	\$50,166	\$43,924	\$47,850	\$56,750
\$5M–\$9.9M	3	8	\$52,469	\$51,554	—	\$50,000	—
\$10M–\$24.9M	8	46	\$51,185	\$51,000	\$41,126	\$54,564	\$55,949
\$25M or more	8	70	\$60,678	\$56,938	\$44,834	\$48,974	\$66,374
Organization Category							
Arts, Culture & Humanities	1	1	—	—	—	—	—
Education	4	18	\$43,885	\$44,848	—	\$44,717	—
Health	5	36	\$67,423	\$71,284	\$60,000	\$77,496	\$90,000
Human Services	14	74	\$51,878	\$50,921	\$47,800	\$50,000	\$54,564
Public & Societal Benefit	2	3	—	—	—	—	—
County							
Brevard	1	2	—	—	—	—	—
Broward	1	2	—	—	—	—	—
Collier	8	40	\$63,921	\$66,698	\$55,986	\$64,950	\$90,000
Duval	4	10	\$48,870	\$47,406	—	\$47,813	—
Hillsborough	1	37	—	—	—	—	—
Lee	1	17	—	—	—	—	—
Martin	1	1	—	—	—	—	—
Orange	3	15	\$44,823	\$44,823	—	\$44,208	—
Palm Beach	3	3	\$56,642	\$56,642	—	\$60,008	—
Pinellas	1	3	—	—	—	—	—
Sarasota	1	1	—	—	—	—	—
Seminole	1	1	—	—	—	—	—

Executive Assistant

Provides high-level administrative and strategic support to the CEO and/or other executives. Manages complex schedules, communications, and special projects.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	70	82	\$63,283	\$61,205	\$52,000	\$60,367	\$68,500
Company Size (FTE)							
Under 10	6	6	\$54,158	\$54,158	\$48,222	\$50,960	\$62,549
10-24	14	14	\$60,822	\$60,822	\$50,960	\$61,831	\$71,877
25-99	33	34	\$65,237	\$65,085	\$55,000	\$61,350	\$72,275
100-200	10	15	\$64,707	\$58,458	\$40,602	\$59,681	\$68,778
Over 200	7	13	\$64,783	\$59,951	\$49,920	\$56,452	\$66,087
Region							
Central West	11	15	\$61,476	\$59,701	\$52,000	\$56,452	\$68,000
East Central	11	13	\$62,262	\$60,883	\$51,410	\$60,732	\$64,407
Northeast	14	14	\$62,956	\$62,956	\$55,525	\$61,675	\$69,250
Northwest	1	1	—	—	—	—	—
Southeast	21	22	\$62,109	\$62,016	\$54,492	\$60,367	\$70,956
Southwest	12	17	\$69,913	\$61,919	\$40,602	\$54,666	\$79,210
Annual Budget							
Under \$500,000	1	1	—	—	—	—	—
\$500,000–\$999,999	1	1	—	—	—	—	—
\$1M–\$4.9M	20	20	\$61,486	\$61,486	\$52,271	\$60,966	\$70,877
\$5M–\$9.9M	19	19	\$64,266	\$64,266	\$55,000	\$62,151	\$72,100
\$10M–\$24.9M	16	21	\$61,306	\$56,376	\$40,602	\$53,000	\$63,251
\$25M or more	13	20	\$68,707	\$63,956	\$56,452	\$60,060	\$73,144
Organization Category							
Arts, Culture & Humanities	6	6	\$57,861	\$57,861	\$51,324	\$55,203	\$65,097
Education	10	11	\$63,353	\$63,194	\$61,200	\$62,151	\$72,100
Environment & Animals	5	10	\$73,733	\$68,211	\$40,602	\$64,662	\$97,707
Health	11	12	\$62,894	\$61,403	\$47,021	\$57,850	\$66,989
Human Services	32	37	\$62,069	\$61,231	\$52,694	\$60,000	\$69,000
Public & Societal Benefit	5	5	\$68,343	\$68,343	\$62,358	\$68,000	\$74,500
Religion Related	1	1	—	—	—	—	—
County							
Brevard	1	1	—	—	—	—	—
Broward	10	11	\$63,491	\$63,179	\$53,000	\$60,060	\$72,100
Collier	11	16	\$71,507	\$63,265	\$40,602	\$61,500	\$79,935
Duval	12	12	\$64,284	\$64,284	\$57,127	\$63,076	\$71,750
Escambia	1	1	—	—	—	—	—
Hillsborough	2	5	—	—	—	—	—
Lee	1	1	—	—	—	—	—
Manatee	2	2	—	—	—	—	—
Martin	3	3	\$60,400	\$60,400	—	\$60,000	—
Miami-Dade	1	1	—	—	—	—	—

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Nassau	1	1	—	—	—	—	—
Orange	9	10	\$63,631	\$63,428	\$58,750	\$61,166	\$63,435
Palm Beach	7	7	\$59,170	\$59,170	\$49,920	\$60,674	\$65,104
Pinellas	1	2	—	—	—	—	—
Polk	1	1	—	—	—	—	—
St. Johns	1	1	—	—	—	—	—
Sarasota	5	5	\$62,715	\$62,715	\$54,203	\$61,200	\$71,985
Volusia	1	2	—	—	—	—	—

Receptionist

Serves as the first point of contact for visitors and callers. Greets guests, answers phones, and provides general administrative support.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	35	57	\$40,241	\$39,461	\$33,978	\$37,000	\$45,581
Company Size (FTE)							
Under 10	4	4	\$41,765	\$41,765	—	\$40,930	—
10-24	5	5	\$38,528	\$38,528	\$35,940	\$37,000	\$41,881
25-99	15	21	\$40,488	\$40,378	\$34,965	\$40,700	\$44,834
100-200	6	12	\$42,018	\$43,118	\$36,910	\$45,581	\$48,000
Over 200	5	15	\$37,863	\$35,596	\$31,545	\$33,978	\$35,709
Region							
Central West	4	7	\$40,786	\$41,319	—	\$42,542	—
East Central	3	11	\$38,285	\$38,285	—	\$34,203	—
Northeast	4	7	\$36,233	\$36,168	—	\$35,738	—
Southeast	17	22	\$41,574	\$42,049	\$36,933	\$41,330	\$48,656
Southwest	7	10	\$39,821	\$38,577	\$31,890	\$32,668	\$45,635
Annual Budget							
\$500,000–\$999,999	2	2	—	—	—	—	—
\$1M–\$4.9M	7	8	\$40,883	\$41,023	\$36,160	\$41,930	\$43,682
\$5M–\$9.9M	9	12	\$38,212	\$37,572	\$33,530	\$35,651	\$39,880
\$10M–\$24.9M	10	17	\$41,236	\$42,392	\$37,087	\$42,994	\$46,791
\$25M or more	7	18	\$41,427	\$38,568	\$31,890	\$33,978	\$48,672
Organization Category							
Arts, Culture & Humanities	1	1	—	—	—	—	—
Education	5	15	\$36,033	\$34,683	\$31,890	\$32,136	\$33,978
Environment & Animals	1	1	—	—	—	—	—
Health	5	8	\$42,515	\$41,371	\$35,651	\$39,947	\$48,708
Human Services	21	30	\$39,225	\$40,725	\$36,550	\$40,750	\$45,581
Public & Societal Benefit	2	2	—	—	—	—	—
County							
Brevard	1	1	—	—	—	—	—
Broward	8	10	\$40,247	\$40,185	\$31,200	\$39,760	\$48,672
Collier	6	8	\$39,292	\$37,472	\$31,890	\$32,136	\$48,470
Duval	3	3	\$36,427	\$36,427	—	\$36,000	—
Hillsborough	2	5	—	—	—	—	—
Indian River	2	2	—	—	—	—	—
Lee	1	2	—	—	—	—	—
Martin	1	1	—	—	—	—	—
Nassau	1	4	—	—	—	—	—
Orange	2	10	—	—	—	—	—
Palm Beach	6	9	\$42,968	\$44,027	\$39,430	\$42,000	\$48,326
Sarasota	2	2	—	—	—	—	—

Translator/Interpreter

Provides translation (written) and/or interpretation (spoken) services to support effective communication with clients, families, and partners.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	3	7	\$40,467	\$40,467	—	\$36,400	—
Company Size (FTE)							
Under 10	1	1	—	—	—	—	—
25-99	1	1	—	—	—	—	—
Over 200	1	5	—	—	—	—	—
Region							
East Central	1	5	—	—	—	—	—
Northeast	1	1	—	—	—	—	—
Southwest	1	1	—	—	—	—	—
Annual Budget							
\$500,000–\$999,999	1	1	—	—	—	—	—
\$5M–\$9.9M	1	1	—	—	—	—	—
\$25M or more	1	5	—	—	—	—	—
Organization Category							
Education	1	1	—	—	—	—	—
Health	2	6	—	—	—	—	—
County							
Clay	1	1	—	—	—	—	—
Collier	1	1	—	—	—	—	—
Volusia	1	5	—	—	—	—	—

Volunteer Coordinator

Recruits, onboards, schedules, and supports volunteers. Helps ensure a positive volunteer experience and that volunteer activity supports the organization's mission.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	27	30	\$51,273	\$51,047	\$44,410	\$49,861	\$55,620
Company Size (FTE)							
Under 10	3	3	\$45,400	\$45,400	—	\$50,000	—
10-24	7	7	\$53,290	\$53,290	\$45,000	\$55,000	\$61,152
25-99	13	15	\$50,958	\$50,714	\$42,640	\$48,500	\$55,620
100-200	2	2	—	—	—	—	—
Over 200	2	3	—	—	—	—	—
Region							
Central West	3	4	\$46,954	\$46,954	—	\$48,500	—
East Central	4	5	\$50,525	\$51,091	—	\$55,620	—
Northeast	3	3	\$55,020	\$55,020	—	\$55,000	—
Southeast	13	13	\$49,196	\$49,196	\$43,500	\$49,000	\$54,553
Southwest	4	5	\$59,197	\$58,040	—	\$55,750	—
Annual Budget							
Under \$500,000	1	1	—	—	—	—	—
\$500,000–\$999,999	1	1	—	—	—	—	—
\$1M–\$4.9M	11	12	\$52,553	\$52,809	\$48,213	\$53,909	\$55,620
\$5M–\$9.9M	4	5	\$46,615	\$46,174	—	\$44,019	—
\$10M–\$24.9M	7	7	\$53,666	\$53,666	\$42,000	\$49,721	\$63,003
\$25M or more	3	4	\$54,317	\$54,317	—	\$54,106	—
Organization Category							
Education	2	2	—	—	—	—	—
Environment & Animals	6	6	\$51,496	\$51,496	\$43,888	\$48,329	\$62,250
Health	4	6	\$53,890	\$53,327	—	\$52,810	—
Human Services	14	15	\$50,085	\$49,589	\$42,640	\$49,721	\$55,000
Public & Societal Benefit	1	1	—	—	—	—	—
County							
Broward	5	5	\$47,256	\$47,256	\$39,679	\$50,000	\$53,462
Collier	4	5	\$59,197	\$58,040	—	\$55,750	—
Duval	2	2	—	—	—	—	—
Hillsborough	2	3	—	—	—	—	—
Indian River	1	1	—	—	—	—	—
Manatee	1	1	—	—	—	—	—
Miami-Dade	1	1	—	—	—	—	—
Orange	3	4	\$54,388	\$54,388	—	\$55,620	—
Palm Beach	5	5	\$52,024	\$52,024	\$46,559	\$49,000	\$59,002
St. Johns	1	1	—	—	—	—	—
St. Lucie	1	1	—	—	—	—	—
Seminole	1	1	—	—	—	—	—

Volunteer Manager/Director

Provides leadership for the volunteer program. Sets strategy for engagement, recruitment, training, and recognition to maximize the impact of volunteer support across the organization.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	34	39	\$62,977	\$62,559	\$52,393	\$61,900	\$71,400
Company Size (FTE)							
Under 10	5	5	\$49,699	\$49,699	\$37,450	\$56,501	\$58,548
10-24	9	9	\$62,457	\$62,457	\$52,197	\$62,186	\$67,000
25-99	15	20	\$66,149	\$64,541	\$51,058	\$63,721	\$73,245
100-200	3	3	\$63,600	\$63,600	—	\$61,900	—
Over 200	2	2	—	—	—	—	—
Region							
Central West	4	7	\$49,323	\$52,049	—	\$51,197	—
East Central	5	5	\$55,504	\$55,504	\$45,446	\$50,000	\$68,315
Northeast	9	9	\$64,632	\$64,632	\$56,947	\$62,186	\$69,933
Southeast	7	9	\$64,042	\$62,987	\$51,571	\$67,000	\$72,936
Southwest	9	9	\$70,712	\$70,712	\$60,450	\$62,441	\$83,083
Annual Budget							
Under \$500,000	3	3	\$65,232	\$65,232	—	\$57,096	—
\$500,000–\$999,999	3	3	\$46,134	\$46,134	—	\$52,000	—
\$1M–\$4.9M	9	11	\$63,502	\$63,774	\$60,000	\$65,000	\$67,000
\$5M–\$9.9M	9	12	\$59,683	\$58,811	\$50,000	\$57,334	\$69,985
\$10M–\$24.9M	8	8	\$68,860	\$68,860	\$55,897	\$64,950	\$86,000
\$25M or more	2	2	—	—	—	—	—
Organization Category							
Arts, Culture & Humanities	2	2	—	—	—	—	—
Education	9	10	\$65,012	\$63,511	\$49,463	\$56,646	\$77,149
Environment & Animals	2	2	—	—	—	—	—
Health	4	4	\$67,966	\$67,966	—	\$66,482	—
Human Services	16	18	\$60,675	\$60,521	\$51,500	\$60,428	\$68,850
Public & Societal Benefit	1	3	—	—	—	—	—
County							
Broward	4	4	\$59,125	\$59,125	—	\$61,751	—
Collier	8	8	\$72,051	\$72,051	\$61,150	\$66,921	\$86,541
Duval	7	7	\$66,828	\$66,828	\$60,855	\$64,890	\$72,865
Hillsborough	1	2	—	—	—	—	—
Lee	1	1	—	—	—	—	—
Manatee	1	1	—	—	—	—	—
Miami-Dade	1	1	—	—	—	—	—
Nassau	2	2	—	—	—	—	—
Orange	3	3	\$62,210	\$62,210	—	\$54,230	—
Palm Beach	2	4	—	—	—	—	—
Pinellas	1	1	—	—	—	—	—
Sarasota	1	3	—	—	—	—	—

			Base Salary				
Breakdown	# Orgs	# Incs	Average	Wtd. Avg	P25	Median	P75
Seminole	2	2	—	—	—	—	—

About Florida Nonprofit Alliance

Florida Nonprofit Alliance's mission is to advance Florida's nonprofits as its advocate and collective voice.

FNA's work focuses on five key areas:

- Advocating and lobbying on behalf of Florida's nonprofit sector
- Educating nonprofits about advocacy and lobbying
- Research that benefits the state's nonprofits
- Resources that support nonprofits
- Fostering collaborations and connections

As a statewide membership organization, FNA seeks to increase understanding of the importance and impact of Florida's nonprofits while drawing on the experience and expertise of its members to drive its work.

The Compensation and Benefits Report advances FNA's mission to provide research and resources to nonprofits. The report and accompanying interactive dashboard provide organizations with the benchmarks they need to make sound, sustainable compensation decisions.

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About PeriscopeIQ

PeriscopeIQ is an independent provider of compensation survey and analytics solutions. Founded in 1999, it is a leader in data collection and analytics, with a focus on applying insights from the data to business strategy. Its proprietary online survey platform — available in 140 languages and used to collect more than 60 million responses across nearly 130 countries — incorporates built-in intelligence and advanced algorithms for data integrity and optimized survey flow.

PeriscopeIQ has introduced innovations such as Dominance Diffusion, cleaning genie, and AI-based analysis, and more compensation surveys are likely conducted through its platform than any other. Its clients have ranged from the world's largest companies to mid-sized firms and nonprofits, with nonprofit organizations among its current focus areas. More information is available at periscopeiq.com.



Thank You

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The Florida Nonprofit Alliance (FNA) is the state association of nonprofits focused on research, collaboration and advocacy. Our mission is to advance Florida's nonprofits as their advocate and collective voice. We work at the state and national levels, educating elected officials and constituents, and serve as a central resource and referral center for and about nonprofits.

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