

2015-2016

DFW Nonprofit Salary and Benefit Survey



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table of contents

Organization and Content of the Report	6
Definition of Terms	7
BENEFITS	
Summary of Salary Survey Participants	8
By Operating Budget	8
By Number of Full Time Equivalent Employees	9
Standard Work Week	9
Reimbursement for Mileage	9
Salary Increases	10
Retirement Plan Contributions	10
Medical Insurance	11
Dental Insurance	11
Employer Contributions for Spouse/Dependent Insurance	12
Comparison of Benefits	12
Paid Holiday, Sick Leave, Personal Days, Paid Time Off (PTO) and Vacation	13
SALARIES	
Senior Management	
Executive Director/Chief Executive Officer (ED/CEO)	14
Chief Operating Officer (COO)	16
Chief Program Officer (CPO)	17
Chief Financial Officer (CFO)	18
Chief Development Officer	19
Deputy Director	20
Senior Director	21
Finances and Human Resources	
Human Resources Director	22
Human Resources Associate	23
Finance Director	24
Finance or Accounting Clerk	25
Fundraising, Marketing & Community Relations	
Development Director/Manager	26

Grant Writer	27
Development Associate	28
Marketing Director	29
Marketing Associate	30
Volunteer Manager	31

Program Management/Implementation

Program Director/Manager II	32
Program Director/Manager I	33
Assistant Program Director/Manager	34
Program Coordinator I (Degreed)	35
Program Coordinator II (Non-Degreed)	36
Community Outreach Specialist	37
Master Level Social Worker/Case Manager/Caseworker	38
Bachelor Level Social Worker/Case Manager/Caseworker	39
Master Level Therapist/Counselor	40

Technology Support

Director Information Systems	41
Network Administrator	42
Database Administrator	43
Information Systems Associate/Assistant/Coordinator	44

Administrative Support

Office Manager	45
Executive Assistant	46
Administrative Assistant	47
Receptionist	48
Facilities Management	49
General Maintenance Associate/Assistant/Coordinator	50
Custodian/Housekeeper	51
Driver	52
Cook/Kitchen Staff/Server	53

Administrative Support (cont.)	
Administrative Aide	54
Operational Aide	55
Specialist	
Instruction/Trainer/Educator	56
Child Care Worker/Teacher	57
Registered Nurse	58
Attorney	59
APPENDIX 2015 Survey Respondants	
List of agencies who participated in survey	60

organization & content

The 2015-2016 Salary and Benefits Survey contains an analysis of Fiscal Year 2015 as reported voluntarily by 75 organizations responding to a survey requesting salary information as of January 1, 2015. The DFW Metro Area is defined as: Collin, Dallas, Denton and Tarrant counties. The organizations (see Appendix) are nonprofit organizations listed in the Community Council's Sourcebook and other directories in the region.

Table A-1 presents the number and distribution of participating organizations by FY 2015 operating budget and the number of full-time equivalent employees.

The report is organized as follows:

Tables A 1-11 present data on employees benefits

Tables B 1-44 present salary information on specific positions

The Appendix lists respondent organizations

Please note:

The FY 15 Salary and Benefits Survey is not intended to present standards for each position.

Rather, it presents information about salaries paid FY 15 in the organizations participating in the salary portion of the survey.

Salary information was collected based on common job responsibilities, not common job titles.

Respondents were asked to review the job descriptions carefully and complete a salary

questionnaire on each position which closely approximated the responsibilities of one or more of their staff positions.

In some instances, the report may reveal a wide variance in salary for a particular position. The variance may reflect such variables as an individual's length of time in the position or with the organization, training or education, performance, and/or the salary history of a particular organization or type of service.

Full-time positions were defined as at least 1820 hours per year, or 35 hours per week, 52 weeks per year.

POSITION DATA

For each full-time position studied, the following data has been displayed in the salary table:

- Position title as it appeared in the survey
- Number of agencies supplying the data for the position
- Average years' experience preferred for entry
- Most frequent degree preferred for entry. When several degrees were cited an equal number of times, all are shown, e.g., HS/AA/BA. Degree abbreviations:

ND	No Degree
HS	High School Diploma/GED
AA	Associate's Degree
BA	Bachelor's Degree
MA	Master's Degree

EMPLOYEE DATA

- Reported lowest salary currently paid to an employee in the position
- Reported highest salary paid to an employee in the position
- Median (e.g., midpoint between highest and lowest reported salary)
- Average (e.g., mean salary paid to employees in the position)

PART-TIME and/or HOURLY PAID POSITIONS

Part-time positions were defined as those involving less than 1820 hours per year, (less than 35 hours per week, 52 weeks per year). When positions were reported as paid hourly, rather than as salaried, they were also included in this section.

POSITION DESCRIPTION

A brief description of the job responsibilities of each position is included.

OTHER AGENCY TITLES FOR POSITION

Respondents were asked to provide the titles of the position in their organization. Position salaries, however, are compared on the basis of the position description (job responsibilities) rather than job title.

**TABLE A-1: SUMMARY OF SALARY SURVEY PARTICIPANTS
by Operating Budget**

FY 15 OPERATING BUDGET	Number of agencies responding			
	DFW Metro	COLLIN COUNTY	DALLAS COUNTY	TARRANT COUNTY
\$1,000,000 OR LESS	9	2	5	1
\$1,000,001 - \$2,000,000	20	2	15	2
\$2,000,001 - \$3,000,000	11	1	6	2
\$3,000,001 - \$5,000,000	10	0	5	5
\$5,000,000 - \$10,000,000	9	0	5	4
\$10,000,001 - \$16,000,000	8	1	7	0
\$16,000,001 OR MORE	8	0	5	3
TOTAL AGENCIES	75	6	48	17

**TABLE A-2: SUMMARY OF SALARY SURVEY PARTICIPANTS
by Number of Full-Time Equivalent Employees**

FY 15 OPERATING BUDGET	# of Agencies	Number of Full-Time Equivalent Employees						
		0-5	6-10	11-20	21-30	31-50	51-100	100+
\$1,000,000 OR LESS	9	3	4	2	0	0	0	0
\$1,000,001 - \$2,000,000	20	0	2	11	5	2	0	0
\$2,000,001 - \$3,000,000	11	0	1	1	4	5	0	0
\$3,000,001 - \$5,000,000	10	0	0	0	0	7	3	0
\$5,000,000 - \$10,000,000	9	0	0	0	0	1	7	1
\$10,000,001 - \$16,000,000	8	0	0	0	0	0	1	7
\$16,000,001 OR MORE	8	0	0	0	0	0	3	5
TOTAL AGENCIES	75	3	7	14	9	15	14	13

TABLE A-3: Standard Work Week

Hours per week	DFW Metro Area	
	#	%
35 hours per week	2	2.67%
37.5 hours per week	4	5.33%
40 hours per week	68	90.67%
Other	1	1.33%
No answer	0	0
TOTAL	75	100.00%

TABLE A-4: Mileage Reimbursement Rates

	#	%	Lowest	Highest	Average	Median
DFW Metro Area	73	97.33%	0.190	0.580	0.529	0.555
Collin/Denton County	9	12.00%	0.440	0.575	0.543	0.555
Dallas County	47	62.67%	0.190	0.580	0.527	0.555
Tarrant County	12	16.00%	0.400	0.580	0.526	0.555
Unresponsive	2	2.67%				

TABLE A-5: Salary Increases

	FY	#	%	LOWEST	HIGHEST	AVERAGE	MEDIAN
DFW METRO AREA	FY 14	75	100.00%	0.00%	10.00%	2.25%	3.00%
	FY 15	75	100.00%	0.00%	10.00%	2.85%	3.00%
COLLIN/DENTON	FY 14	10	13.33%	0.00%	4.00%	1.80%	2.00%
	FY 15	10	13.33%	0.00%	6.00%	2.80%	3.00%
DALLAS COUNTY	FY 14	48	64.00%	0.00%	10.00%	2.30%	3.00%
	FY 15	48	64.00%	0.00%	6.00%	2.90%	3.00%
TARRANT COUNTY	FY 14	17	22.67%	0.00%	7.00%	2.70%	3.00%
	FY 15	17	22.67%	0.00%	7.00%	2.40%	3.00%

TABLE A-6: Retirement Plan Contribution

	Percentage Employer Contributions				
	# of responses	% of responses	Lowest	Highest	Average
DFW Metro Area	24	32.00%	1.00%	12.00%	4.49%
Collin/Denton County	4	5.33%	2.00%	5.00%	3.50%
Dallas County	15	20.00%	1.00%	12.00%	4.75%
Tarrant County	5	6.67%	3.00%	8.00%	4.80%
Percentage Employer MATCHES Employee Contribution					
	# of responses	% of responses	Lowest	Highest	Average
DFW Metro Area	39	52.00%	2.00%	6.00%	3.67%
Collin/Denton County	5	6.67%	3.00%	5.00%	3.00%
Dallas County	23	30.67%	2.00%	6.00%	3.50%
Tarrant County	10	13.33%	2.00%	6.00%	4.30%

TABLE A-7: Monthly Contributions for Employee Medical Insurance

	Offers Medical Insurance to employee	% of respondents	Lowest \$ amount EMPLOYER contributes		Highest \$ amount EMPLOYER contributes	Average		Median	Lowest \$ EMPLOYEE contributes for themselves		Highest \$ EMPLOYEE contributes for themselves	Average		Median
			Number	Percent		Number	Percent		Number	Percent		Number	Percent	
DFW Metro Area	70	93.33%	\$182.51	\$800.00	\$485.91	\$500.00	\$485.91	\$500.00	\$0.00	\$281.00	\$76.49	\$70.00	\$70.00	\$70.00
Collin/Denton County	7	9.33%	\$190.00	\$605.83	\$423.49	\$359.00	\$423.49	\$359.00	\$0.00	\$205.83	\$79.17	\$0.00	\$0.00	\$0.00
Dallas County	46	61.33%	\$182.15	\$800.00	\$488.71	\$500.00	\$488.71	\$500.00	\$0.00	\$281.00	\$76.27	\$54.00	\$54.00	\$54.00
Tarrant County	17	22.67%	\$369.46	\$740.43	\$506.99	\$498.00	\$506.99	\$498.00	\$0.00	\$156.00	\$66.02	\$70.00	\$70.00	\$70.00
% OF TOTAL COST			100%		75-99%		40-74%		amount varies					
PAID BY EMPLOYER			Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
DFW Metro Area	5	6.67%	21	28.00%	37	49.33%	37	49.33%	8	10.67%	4	5.33%	4	5.33%
Collin/Denton County	3	4.00%	3	4.00%	3	4.00%	3	4.00%	1	1.33%	0	0.00%	0	0.00%
Dallas County	2	2.67%	12	16.00%	23	30.67%	23	30.67%	7	9.33%	3	4.00%	3	4.00%
Tarrant County	0	0.00%	6	8.00%	10	13.33%	10	13.33%	0	0.00%	1	1.33%	1	1.33%

TABLE A-8: Monthly Contributions for Employee Dental Insurance

% OF TOTAL COST PAID BY EMPLOYER	Does not offer		100%		75-99%		50-74%		less than 50%	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
DFW Metro Area	28	37.33%	16	21.33%	8	10.67%	9	12.00%	14	18.67%
Ellin/Denton County	6	8.00%	1	1.33%	0	0.00%	2	2.67%	1	1.33%
Dallas County	12	16.00%	12	16.00%	6	8.00%	6	8.00%	11	14.67%
Tarrant County	10	13.33%	2	2.67%	2	2.67%	1	1.33%	2	2.67%

TABLE A-9: Employer Monthly Contribution for Spouse/Dependents Insurance

MEDICAL										
% OF TOTAL COST PAID BY EMPLOYER	Pays 0%		100%		50-99%		less than 50%		varies	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
DFW Metro Area	5	6.67%	2	2.67%	4	5.33%	61	81.33%	3	4.00%
Ellin/Denton County	6	8.00%	0	0.00%	1	1.33%	3	4.00%	0	0.00%
Dallas County	15	20.00%	1	1.33%	3	4.00%	26	34.67%	0	0.00%
Tarrant County	5	6.67%	1	1.33%	0	0.00%	11	14.67%	0	0.00%
DENTAL										
% OF TOTAL COST PAID BY EMPLOYER	Pays 0%		100%		75-99%		50-74%		less than 50%	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
DFW Metro Area	40	53.33%	15	20.00%	8	10.67%	9	12.00%	4	5.33%
Ellin/Denton County	7	9.33%	1	1.33%	0	0.00%	2	2.67%	0	0.00%
Dallas County	21	28.00%	12	16.00%	6	8.00%	4	5.33%	3	4.00%
Tarrant County	12	16.00%	2	2.67%	2	2.67%	1	1.33%	0	0.00%

TABLE A-10: Comparison of Other Benefits

DFW Metro Area (All Agencies)	Executive Director/CEO		Other Eligible Staff	
	# of YES responses	% of YES responses	# of YES responses	% of YES responses
Life Insurance employer paid	55	73.33%	61	81.33%
Short Term Disability	31	41.33%	31	41.33%
Long Term Disability	43	57.33%	48	64.00%
Long Term Care	3	4.00%	3	4.00%
Liability	37	49.33%	34	45.33%
Laptop Computer	42	56.00%	46	61.33%
Company Car	2	2.67%	1	1.33%
Car Allowance	6	8.00%	4	5.33%
Club Membership	11	14.67%	6	8.00%
Other Paid Memberships	20	26.67%	19	25.33%
Extra Leave	24	32.00%	15	20.00%
Flexible Work Schedule	41	54.67%	41	54.67%
Work From Home	43	57.33%	42	56.00%
Cell Phone	42	56.00%	42	56.00%
Additional retirement	6	8.00%	7	9.33%
Professional development/Continuing ed.	49	65.33%	49	65.33%
Paid for certifications	6	8.00%	6	8.00%
Tuition assistance	15	20.00%	15	20.00%
Gym membership; access to fitness program	3	4.00%	3	4.00%
Bonuses/deferred compensation	1	1.33%	2	2.67%
Childcare for infants (6 mo and younger)	1	1.33%	1	1.33%
DART Passes	1	1.33%	1	1.33%
Free access to parking	3	4.00%	3	4.00%

TABLE A-11: Vacation, Personal Time Off and Sick Leave per year

VACATION						
DFW Metro Area	Number of responses	Percent	Lowest	Highest	Average	Median
1st year of service	47	62.67%	5	23	11	10
5th year of service	47	62.67%	10	28	16	15
10th year of service	47	62.67%	15	33	20	20
15th year of service	47	62.67%	15	33	21	20
Maximum Accrual	28	37.33%	2	40	13.3	10
PERSONAL TIME OFF (PTO)						
DFW Metro Area	Number of responses	Percent	Lowest	Highest	Average	Median
1st year of service	29	38.67%	2	28	14	15
5th year of service	29	38.67%	2	36	20	22
10th year of service	29	38.67%	2	41	23	25
15th year of service	29	38.67%	2	41	24	25
Maximum Accrual	12	16.00%	5	20	7	5
	Number of responses	Percent	Lowest	Highest	Average	Median
Sick/Wellness Days	50	66.67%	1	15	10	12
Maximum Accrual	34	45.33%	3	192	35.87	30

TABLE B-1: Executive Director/Chief Executive Officer (CEO)

DFW METRO AREA OPERATING BUDGET	# of agencies	# of positions	Avg years experience	degree preferred	reported lowest	reported highest	median	average
\$1 million or less	9	9	6.13	MA	\$56,000	\$84,000	\$70,033	\$69,670
\$1,000,001 - \$2,000,000	17	17	6.2	MA	\$68,000	\$15,000	\$95,481	\$99,538
\$2,000,001 - \$3,000,000	12	12	6.5	MA	\$77,900	\$164,675	\$101,900	\$98,996
\$3,000,001 - \$5,000,000	10	10	8.62	MA	\$90,177	\$300,000	\$120,000	\$141,258
\$5,000,001 - \$10,000,000	9	9	11.66	MA	\$112,000	\$200,332	\$173,000	\$157,176
\$10,000,001 - \$16,000,000	7	9	9.57	MA	\$125,000	\$210,938	\$190,002	\$182,882
\$16,000,001 +	8	8	9.57	MA	\$126,620	\$382,438	\$170,000	\$207,253
ALL DFW METRO AREA AGENCIES	72	74	7.13	MA	\$56,000	\$382,438	\$115,000	\$131,584
COLLIN & DENTON COUNTIES								
\$1 million or less	3	3	7	MA	*	*	*	\$62,011
\$1,000,001 - \$2,000,000	3	3	5	MA	*	*	*	\$110,405
\$2,000,001 - \$3,000,000	3	3	6.75	MA	*	*	*	\$112,552
\$3,000,001 - \$5,000,000	0	~	~	~	~	~	~	~
\$5,000,001 - \$10,000,000	0	~	~	~	~	~	~	~
\$10,000,001 - \$16,000,000	1	1	7	MA	*	*	*	*
\$16,000,001 +	0	~	~	~	~	~	~	~
ALL COLLIN/DENTON AGENCIES	10	10	6.44	MA	\$56,000	\$195,700	\$95,000	\$105,060
DALLAS COCOUNTY								
\$1 million or less	5	5	6	MA	\$60,564	\$84,000	\$78,500	\$73,413
\$1,000,001 - \$2,000,000	13	13	6.9	MA	\$68,000	\$150,000	\$93,423	\$97,150
\$2,000,001 - \$3,000,000	7	7	5.85	MA	\$80,000	\$127,750	\$107,500	\$106,294
\$3,000,001 - \$5,000,000	6	6	10	MA	\$90,177	\$300,000	\$150,000	\$153,280
\$5,000,001 - \$10,000,000	5	5	9.6	MA	\$116,000	\$200,332	\$180,250	\$172,916
\$10,000,001 - \$16,000,000	6	8	10	MA	\$125,000	\$210,938	\$190,002	\$181,280
\$16,000,001 +	5	5	6	BA	\$126,620	\$382,438	\$167,000	\$207,812
ALL DALLAS AGENCIES	47	49	7.76	MA	\$60,564	\$382,438	\$120,000	\$135,666
TARRANT COUNTY								
\$1 million or less	1	1	5	MA	*	*	*	*
\$1,000,001 - \$2,000,000	1	1	7	MA	*	*	*	*
\$2,000,001 - \$3,000,000	2	2	5	MA	*	*	*	*
\$3,000,001 - \$5,000,000	4	4	9	BA/MA	\$113,437	\$145,734	\$120,000	\$123,227
\$5,000,001 - \$10,000,000	4	4	7	MA	\$112,000	\$181,000	\$130,000	\$137,500
\$10,000,001 - \$16,000,000	0	~	~	~	~	~	~	~
\$16,000,001 +	3	3	8	MA	*	*	*	\$206,321
ALL TARRANT COUNTY AGENCIES	15	15	6.83	MA	\$73,931	\$208,964	\$120,000	\$135,934

TABLE B-1 (Cont.): Executive Director/Chief Executive Director (CEO)

2015 OPERATING BUDGET	DEFERRED COMPENSATION		EMPLOYEE CONTRACT		BONUS/INCENTIVE PAY	
	# REPORT	AVG AMT	# REPORT	AVG AMT	# REPORT	MEDIAN
\$1 million or less	0		0		4	\$3,750
\$1,000,001 - \$2,000,000	0		0		5	\$8,856
\$2,000,001- \$3,000,000	0		1	*	6	\$10,917
\$3,000,001 - \$5,000,000	0		1	*	7	\$12,166
\$5,000,001 - \$10,000,000	1	*	0		4	\$14,083
\$10,000,001 - \$16,000,000	0		0		2	*
\$16,000,001 +	2	*	0		6	\$31,062
ALL DFW METRO AGENCIES	3	\$29,167	2	*	34	\$13,088
						\$10,000

POSITION DESCRIPTION
EXECUTIVE DIRECTOR: Usually reports to a nonprofit governing board, responsible for the overall direction of the organization. Directs staff assignments to accomplish specific goals in accordance with approved policies and directives. Bachelor or higher degree usually required. Top paid position in the organization.

OTHER AGENCY TITLES FOR POSITION:
Executive Director Chief Executive Officer President President and Chief Executive Officer

TABLE B-2: CHIEF OPERATING OFFICER SALARY DATA

DFW METRO AREA SALARIED 2015 Operating Budget	# of agencies	# of positions	Avg years experience	degree preferred	reported lowest	reported highest	median	average
\$1 million or less	1	1	3	BA	*	*	*	*
\$1,000,001 - \$2,000,000	3	3	5	MA	*	*	*	\$58,668
\$2,000,001 - \$3,000,000	3	3	5	BA	*	*	*	\$71,805
\$3,000,001 - \$5,000,000	4	4	7	MA	\$79,568	\$125,000	\$94,536	\$101,814
\$5,000,001 - \$10,000,000	2	2	5	MA	*	*	*	*
\$10,000,001 - \$16,000,000	5	5	6	MA	\$113,659	\$140,000	\$125,000	\$125,132
\$16,000,001 +	5	5	6.25	MA	\$120,000	\$252,274	\$150,000	\$160,628
ALL AGENCIES	23	23	5.32	MA	\$53,400	\$252,274	\$104,000	\$108,085

PART TIME/HOURLY	# of agencies	# of positions	Avg years experience	degree preferred	reported lowest	reported highest	median	average
N/A -- none reported								

FULL TIME/SALARIED	DALLAS COUNTY			TARRANT COUNTY			COLLIN AND DENTON COUNTIES		
	reported lowest	reported highest	average	reported lowest	reported highest	average	reported lowest	reported highest	average
SALARY POSITIONS	\$53,400	\$252,274	\$104,268	\$90,000	\$154,860	\$121,620	*	*	*

*When positions were reported by 3 or less agencies, salary information has been omitted to preserve confidentiality.

POSITION DESCRIPTION

CHIEF OPERATIONS OFFICER: Reports to the CEO, Executive Director, or President. This position maintains the operational effectiveness and efficiencies of the organization. Managerial direction may include insuring quality planning, analysis, development and regulations of standard operating procedures, overseeing facilities, safety, and information & technology.

OTHER AGENCY TITLES FOR POSITION:

Director of Leadership & Governance
Director of Operations
Chief of Staff & Operations
Chief Operating and Financial Officer
Chief Facilities & Technology Officer

TABLE B-3: CHIEF PROGRAM OFFICER SALARY DATA

DFW METRO AREA SALARIED 2015 Operating Budget	# of agencies	# of positions	Avg years experience	degree preferred	reported lowest	reported highest	median	average
\$1 million or less	1	1	*	*	*	*	*	*
\$1,000,001 - \$2,000,000	2	2	*	*	*	*	*	*
\$2,000,001 - \$3,000,000	2	2	*	*	*	*	*	*
\$3,000,001 - \$5,000,000	4	5	5.6	MA	\$65,000	\$84,872	\$75,000	\$76,974
\$5,000,001 - \$10,000,000	4	5	7.3	MA	\$78,000	\$120,000	\$62,276	\$101,076
\$10,000,001 - \$16,000,000	3	4	*	*	*	*	*	\$73,432
\$16,000,001 +	1	1	*	*	*	*	*	*
ALL AGENCIES	17	20	5.71	MA	\$43,493	\$120,000	\$78,000	\$78,728

PART TIME/HOURLY	# of agencies	# of positions	Avg years experience	degree preferred	reported lowest	reported highest	median	average
N/A -- none reported								

FULL TIME/SALARIED	DALLAS COUNTY			TARRANT COUNTY			COLLIN AND DENTON COUNTIES		
	reported lowest	reported highest	average	reported lowest	reported highest	average	reported lowest	reported highest	average
SALARY POSITIONS	\$60,000	\$100,000	\$75,750	\$43,493	\$120,000	\$79,472	N/A		

*When positions were reported by 3 or less agencies, salary information has been omitted to preserve confidentiality.

POSITION DESCRIPTION
CHIEF PROGRAM OFFICER: Reports to the CEO, Executive Director or President and is part of the management team. This position maintains the programmatic and/or administrative effectiveness and efficiencies of the organization. Managerial direction may include strategic planning, regulation and development of program budgets.

OTHER AGENCY TITLES FOR POSITION:	
Director of Programs	Director
Chief of Partner Operations	Associate Director
Program & Operations Director	
Chief of Programs	
VP, Client Program Officer	
VP of Programs	

TABLE B-4: CHIEF FINANCIAL OFFICER SALARY DATA

DFW METRO AREA SALARIED 2015 Operating Budget	# of agencies	# of positions	Avg years experience	degree preferred	reported lowest	reported highest	median	average
\$1 million or less	0	0	~	~	~	~	~	~
\$1,000,001 - \$2,000,000	3	3	*	*	*	*	*	\$63,566
\$2,000,001 - \$3,000,000	6	6	7	BA	\$49,000	\$83,350	\$69,900	\$68,992
\$3,000,001 - \$5,000,000	10	10	5	BA	\$59,072	\$91,500	\$75,000	\$74,578
\$5,000,001 - \$10,000,000	8	8	6	MA/MBA	\$69,360	\$130,000	\$95,000	\$97,470
\$10,000,001 - \$16,000,000	8	8	7.75	MA	\$85,000	\$155,000	\$121,584	\$111,237
\$16,000,001 +	6	7	8	MA	\$97,173	\$225,703	\$120,000	\$141,497
ALL AGENCIES	41	42	6.58	MA	\$49,000	\$225,703	\$88,500	\$95,490

PART TIME/HOURLY	# of agencies	# of positions	Avg years experience	degree preferred	reported lowest	reported highest	median	average
ALL AGENCIES	2	2	*	*	*	*	*	*

FULL TIME/SALARIED	DALLAS COUNTY			TARRANT COUNTY			COLLIN AND DENTON COUNTIES		
	reported lowest	reported highest	average	reported lowest	reported highest	average	reported lowest	reported highest	average
SALARY POSITIONS	\$55,698	\$225,703	\$106,533	\$65,000	\$160,548	\$86,532	\$71,000	\$121,584	\$96,292

*When positions were reported by 3 or less agencies, salary information has been omitted to preserve confidentiality.

POSITION DESCRIPTION
CHIEF FINANCIAL OFFICER: Plans directs and controls the financial services of the agency. Reports to the CEO, Executive Director or President and is part of the senior management team. Responsible for the maintenance of all financial records and for the collection, disbursement and accounting of all funds received. Arranges for outside audit. Usually oversees all things finance.

OTHER AGENCY TITLES FOR POSITION:
Director of Finance & Administration Director of Finance & Operations VP of Finance Senior Director of Finance Senior Director of Accounting & HR Controller Finance Director

TABLE B-5: CHIEF DEVELOPMENT OFFICER SALARY DATA

DFW METRO AREA SALARIED 2015 Operating Budget	# of agencies	# of positions	Avg years experience	degree preferred	reported lowest	reported highest	median	average
\$1 million or less	1	1	*	*	*	*	*	*
\$1,000,001 - \$2,000,000	3	3	*	*	*	*	*	\$73,000
\$2,000,001 - \$3,000,000	8	8	5	BA	\$52,000	\$89,960	\$61,835	\$67,415
\$3,000,001 - \$5,000,000	7	7	5.5	BA	\$60,000	\$159,000	\$80,000	\$87,723
\$5,000,001 - \$10,000,000	4	4	6.5	MA	\$71,400	\$172,500	\$100,000	\$110,975
\$10,000,001 - \$16,000,000	6	6	7	MA	\$78,000	\$125,000	\$106,036	\$107,506
\$16,000,001 +	5	5	8.4	BA	\$92,000	\$150,000	\$130,000	\$128,000
ALL AGENCIES	34	34	6	BA	\$52,000	\$172,500	\$85,000	\$92,686

PART TIME/HOURLY	# of agencies	# of positions	Avg years experience	degree preferred	reported lowest	reported highest	median	average
NA--NONE REPORTED								

FULL TIME/SALARIED	DALLAS COUNTY			TARRANT COUNTY			COLLIN AND DENTON COUNTIES		
	reported lowest	reported highest	average	reported lowest	reported highest	average	reported lowest	reported highest	average
SALARY POSITIONS	\$32,000	\$172,500	\$94,321	\$52,000	\$125,000	\$81,495	\$61,835	\$121,000	\$84,945

*When positions were reported by 3 or less agencies, salary information has been omitted to preserve confidentiality.

POSITION DESCRIPTION
CHIEF DEVELOPMENT OFFICER: Reports to the CEO and is part of the senior management team. The position oversees and adminstrates everything about fundraising and marketing: major events, fundraising campaigns, grant writing, planned giving, social media, etc.

OTHER AGENCY TITLES FOR POSITION:
VP Institutional Advisor VP Fund Development Senior VP of Development Director of Development & Strategic Planning Director of Donor Relations Director of Advancement

TABLE B-6: DEPUTY DIRECTOR SALARY DATA

DFW METRO AREA SALARIED 2015 Operating Budget	# of agencies	# of positions	Avg years experience	degree preferred	reported lowest	reported highest	median	average
\$1 million or less	0	0	~	~	~	~	~	~
\$1,000,001 - \$2,000,000	5	7	5.14	BA	\$40,495	\$75,000	\$66,188	\$59,957
\$2,000,001 - \$3,000,000	2	2	*	*	*	*	*	*
\$3,000,001 - \$5,000,000	1	1	*	*	*	*	*	*
\$5,000,001 - \$10,000,000	2	4	*	*	*	*	*	*
\$10,000,001 - \$16,000,000	5	9	5.5	MA	\$66,000	\$97,432	\$91,000	\$88,210
\$16,000,001 +	5	7	7.14	MA	\$87,000	\$157,000	\$108,000	\$121,282
ALL AGENCIES	20	30	6	MA	\$40,495	\$157,500	\$82,620	\$90,791

PART TIME/HOURLY	# of agencies	# of positions	Avg years experience	degree preferred	reported lowest	reported highest	median	average
N/A--NONE REPORTED								

FULL TIME/SALARIED	DALLAS COUNTY			TARRANT COUNTY			COLLIN AND DENTON COUNTIES		
	reported lowest	reported highest	average	reported lowest	reported highest	average	reported lowest	reported highest	average
SALARY POSITIONS	\$47,534	\$157,500	\$91,055	\$40,495	\$160,000	\$88,098	~	~	~

*When positions were reported by 3 or less agencies, salary information has been omitted to preserve confidentiality.

POSITION DESCRIPTION
DEPUTY DIRECTOR: Acts with and at times for the Executive Director/CEO/President in their absence, in the administration of the agency-wide programs. This position is the second in command role. In some agencies, the VICE PRESIDENT acts as the director of a division of the organization rather than as second in command.

OTHER AGENCY TITLES FOR POSITION:	
Executive VP	Vice President of (various)
Internal Executive Dir.	Admin. Assistant to President
Assistant Executive Director	Asst. VP of (various)
Director of Programs & Strategy	Associate Director
Assistant Director	Deputy Executive Director
Senior Director of Operations	

TABLE B-7: SENIOR DIRECTOR SALARY DATA

DFW METRO AREA SALARIED 2015 Operating Budget	# of agencies	# of positions	Avg years experience	degree preferred	reported lowest	reported highest	median	average
\$1 million or less	0	0	~	~	~	~	~	~
\$1,000,001 - \$2,000,000	5	17	4.42	MA	\$35,000	\$70,000	\$62,500	\$58,816
\$2,000,001 - \$3,000,000	6	12	5.7	MA	\$45,900	\$140,000	\$73,000	\$89,038
\$3,000,001 - \$5,000,000	9	18	5.6	MA	\$46,200	\$137,500	\$72,993	\$71,658
\$5,000,001 - \$10,000,000	6	10	5.75	BA	\$51,792	\$76,500	\$64,740	\$64,134
\$10,000,001 - \$16,000,000	5	20	5.5	MA	\$45,010	\$134,000	\$88,000	\$88,762
\$16,000,001 +	6	22	7.25	BA	\$64,000	\$139,322	\$91,200	\$91,279
ALL AGENCIES	37	99	5.88	MA	\$35,010	\$140,000	\$73,000	\$79,938

PART TIME/HOURLY	# of agencies	# of positions	Avg years experience	degree preferred	reported lowest	reported highest	median	average
HOURLY POSITIONS	1	1	2	MA/LPC	*	*	*	*

FULL TIME/SALARIED	DALLAS COUNTY			TARRANT COUNTY			COLLIN AND DENTON COUNTIES		
	reported lowest	reported highest	average	reported lowest	reported highest	average	reported lowest	reported highest	average
SALARY POSITIONS	\$35,000	\$14,000	\$81,338	\$46,200	\$106,000	\$67,804	\$45,900	\$110,450	\$70,696

*When positions were reported by 3 or less agencies, salary information has been omitted to preserve confidentiality.

POSITION DESCRIPTION
SENIOR DIRECTOR: Sometimes a member of senior management team or could report directly to someone on senior management team. Responsible for directing the management and/or the implementation of specific programs and/or divisions of the organization. May or may not report to CEO/Executive Director or President.

OTHER AGENCY TITLES FOR POSITION:
Manager Vice President Program Executive Managing Director Director of (various) VP of Operations Clinical Supervisor Clinical Director Director of Program Quality Sr. Director of Clinical Operations Executive Director of (various) Research Director