COUNCIL on FOUNDATIONS

2012 Grantmakers Salary and Benefits Report

Compensation Table: New York City Metro Area

philanthropy new york

Comparison Group: New York City Metro Area Respondents

By position and asset group. Base salaries as of February 1, 2012.

Position	Asset Group (in Millions)	Salary				# in Position	# of Orgs
		Minimum	Median	Average	Maximum		
EXECUTIVE							
CEO	Less than $20	$120,000	$150,000	$162,059	$259,875	7	7
	$20 to $99.9	$112,000	$195,000	$214,809	$311,182	19	19
	$100 to $249.9	$150,000	$276,000	$294,728	$525,000	17	17
	$250 to $799.9	$117,083	$392,703	$379,072	$536,000	10	10
	$800 or more	$438,048	$619,200	$619,705	$900,000	9	9
	All	**$112,000**	**$269,299**	**$316,036**	**$900,000**	**62**	**62**
Assoc Dir / EVP	Less than $20	*	*	*	*	3	3
	$20 to $99.9	*	*	*	*	5	4
	$100 to $249.9	$127,500	$174,448	$184,749	$265,000	6	6
	$250 to $799.9	*	*	*	*	3	2
	$800 or more	*	*	*	*	2	2
	All	**$80,000**	**$200,000**	**$219,786**	**$467,000**	**19**	**17**
VP (Admin)	Less than $20	-	-	-	-	0	0
	$20 to $99.9	*	*	*	*	1	1
	$100 to $249.9	*	*	*	*	1	1
	$250 to $799.9	$178,153	$235,664	$231,263	$266,513	5	5
	$800 or more	$220,000	$281,216	$282,943	$365,000	5	5
	All	**$90,000**	**$245,825**	**$237,169**	**$365,000**	**12**	**12**

*Insufficient data.

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Comparison Group: New York City Metro Area Respondents
By position and asset group. Base salaries as of February 1, 2012.

Position	Asset Group (in Millions)	Salary				# in Position	# of Orgs
		Minimum	Median	Average	Maximum		
FINANCE							
CFO / Treasurer	Less than $20	-	-	-	-	0	0
	$20 to $99.9	*	*	*	*	4	4
	$100 to $249.9	$180,000	$199,986	$206,162	$247,000	6	6
	$250 to $799.9	*	*	*	*	3	3
	$800 or more	$227,000	$325,000	$321,671	$433,000	5	5
	All	**$119,000**	**$207,500**	**$236,302**	**$433,000**	**18**	**18**
Controller	Less than $20	-	-	-	-	0	0
	$20 to $99.9	-	-	-	-	0	0
	$100 to $249.9	$74,675	$112,000	$116,880	$198,000	9	9
	$250 to $799.9	*	*	*	*	2	2
	$800 or more	$140,000	$190,050	$192,545	$269,600	8	8
	All	**$74,675**	**$144,500**	**$149,262**	**$269,600**	**19**	**19**
Chief Investment Officer	Less than $20	-	-	-	-	0	0
	$20 to $99.9	-	-	-	-	0	0
	$100 to $249.9	*	*	*	*	1	1
	$250 to $799.9	*	*	*	*	1	1
	$800 or more	$295,000	$496,874	$511,232	$790,000	6	6
	All	**$225,000**	**$453,697**	**$444,049**	**$790,000**	**8**	**8**

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Comparison Group: New York City Metro Area Respondents
By position and asset group. Base salaries as of February 1, 2012.

Position	Asset Group (in Millions)	Salary				# in Position	# of Orgs
		Minimum	Median	Average	Maximum		
Assistant Treasurer	Less than $20	-	-	-	-	0	0
	$20 to $99.9	-	-	-	-	0	0
	$100 to $249.9	*	*	*	*	1	1
	$250 to $799.9	-	-	-	-	0	0
	$800 or more	*	*	*	*	1	1
	All	*****	*****	*****	*****	**2**	**2**
Accountant	Less than $20	-	-	-	-	0	0
	$20 to $99.9	*	*	*	*	4	2
	$100 to $249.9	*	*	*	*	2	2
	$250 to $799.9	$54,728	$74,263	$79,039	$120,000	9	8
	$800 or more	$56,500	$74,250	$75,892	$107,011	14	6
	All	**$41,200**	**$72,411**	**$74,211**	**$120,000**	**29**	**18**
Accounting Clerk	Less than $20	-	-	-	-	0	0
	$20 to $99.9	-	-	-	-	0	0
	$100 to $249.9	*	*	*	*	2	2
	$250 to $799.9	*	*	*	*	2	2
	$800 or more	*	*	*	*	6	4
	All	**$43,300**	**$55,162**	**$53,492**	**$64,400**	**10**	**8**

*Insufficient data.

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Comparison Group: New York City Metro Area Respondents
By position and asset group. Base salaries as of February 1, 2012.

Position	Asset Group (in Millions)	Salary Minimum	Salary Median	Salary Average	Salary Maximum	# in Position	# of Orgs
PROGRAM							
VP (Program)	Less than $20	*	*	*	*	1	1
	$20 to $99.9	*	*	*	*	1	1
	$100 to $249.9	*	*	*	*	3	3
	$250 to $799.9	*	*	*	*	9	3
	$800 or more	$235,000	$290,000	$312,818	$407,000	11	6
	All	**$120,000**	**$247,200**	**$250,585**	**$407,000**	**25**	**14**
Program Director	Less than $20	*	*	*	*	2	2
	$20 to $99.9	*	*	*	*	7	4
	$100 to $249.9	$97,576	$151,200	$171,185	$265,000	8	5
	$250 to $799.9	$97,000	$170,000	$175,751	$266,000	21	6
	$800 or more	$133,500	$217,100	$215,537	$314,500	36	9
	All	**$53,000**	**$185,500**	**$187,378**	**$314,500**	**74**	**26**
Senior Program Officer	Less than $20	*	*	*	*	1	1
	$20 to $99.9	$62,201	$102,271	$105,621	$178,500	14	10
	$100 to $249.9	$95,500	$126,250	$125,876	$157,657	8	7
	$250 to $799.9	*	*	*	*	6	4
	$800 or more	$95,000	$142,943	$148,994	$227,100	19	7
	All	**$62,201**	**$131,055**	**$132,383**	**$227,100**	**48**	**29**

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Comparison Group: New York City Metro Area Respondents
By position and asset group. Base salaries as of February 1, 2012.

Position	Asset Group (in Millions)	Salary				# in Position	# of Orgs
		Minimum	Median	Average	Maximum		
Program Officer	Less than $20	*	*	*	*	4	3
	$20 to $99.9	$58,635	$93,362	$89,991	$111,350	9	6
	$100 to $249.9	$52,152	$93,600	$98,739	$128,170	16	9
	$250 to $799.9	$58,000	$102,639	$108,102	$160,000	12	6
	$800 or more	$72,000	$148,900	$135,303	$203,000	41	8
	All	**$50,000**	**$108,437**	**$116,227**	**$203,000**	**82**	**32**
Program Associate	Less than $20	*	*	*	*	1	1
	$20 to $99.9	$32,000	$46,755	$50,484	$80,000	9	7
	$100 to $249.9	$37,000	$65,000	$65,562	$94,000	8	7
	$250 to $799.9	$43,775	$50,000	$57,971	$86,800	13	6
	$800 or more	$43,680	$73,500	$73,780	$126,072	39	6
	All	**$32,000**	**$66,500**	**$66,391**	**$126,072**	**70**	**27**
Program Assistant	Less than $20	*	*	*	*	1	1
	$20 to $99.9	-	-	-	-	0	0
	$100 to $249.9	*	*	*	*	5	3
	$250 to $799.9	$38,850	$51,299	$58,868	$89,844	18	6
	$800 or more	$45,000	$60,300	$60,432	$78,200	34	5
	All	**$37,000**	**$58,750**	**$58,829**	**$89,844**	**58**	**15**

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Comparison Group: New York City Metro Area Respondents
By position and asset group. Base salaries as of February 1, 2012.

Position	Asset Group (in Millions)	Salary				# in Position	# of Orgs
		Minimum	Median	Average	Maximum		
ADVANCEMENT/DEVELOPMENT							
VP / Chief Dev / Adv Officer	Less than $20	*	*	*	*	1	1
	$20 to $99.9	*	*	*	*	1	1
	$100 to $249.9	-	-	-	-	0	0
	$250 to $799.9	-	-	-	-	0	0
	$800 or more	*	*	*	*	1	1
	All	*	*	*	*	**3**	**3**
Dir/Officer Donor Services	Less than $20	-	-	-	-	0	0
	$20 to $99.9	-	-	-	-	0	0
	$100 to $249.9	-	-	-	-	0	0
	$250 to $799.9	-	-	-	-	0	0
	$800 or more	*	*	*	*	1	1
	All	*	*	*	*	**1**	**1**
Dir/Officer of Gift Planning	Less than $20	-	-	-	-	0	0
	$20 to $99.9	-	-	-	-	0	0
	$100 to $249.9	-	-	-	-	0	0
	$250 to $799.9	-	-	-	-	0	0
	$800 or more	*	*	*	*	3	1
	All	*	*	*	*	**3**	**1**

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Comparison Group: New York City Metro Area Respondents
By position and asset group. Base salaries as of February 1, 2012.

Position	Asset Group (in Millions)	Salary Minimum	Salary Median	Salary Average	Salary Maximum	# in Position	# of Orgs
Donor Svcs / Dev / Adv Asst	Less than $20	*	*	*	*	2	2
	$20 to $99.9	-	-	-	-	0	0
	$100 to $249.9	-	-	-	-	0	0
	$250 to $799.9	-	-	-	-	0	0
	$800 or more	*	*	*	*	1	1
	All	*	*	*	*	**3**	**3**
OTHER PROFESSIONAL STAFF							
Director of Communications	Less than $20	*	*	*	*	1	1
	$20 to $99.9	*	*	*	*	4	4
	$100 to $249.9	*	*	*	*	4	3
	$250 to $799.9	*	*	*	*	7	4
	$800 or more	$95,000	$206,600	$192,969	$283,800	7	6
	All	**$56,858**	**$120,000**	**$141,286**	**$283,800**	**23**	**18**
Communications Associate	Less than $20	*	*	*	*	1	1
	$20 to $99.9	*	*	*	*	4	3
	$100 to $249.9	*	*	*	*	5	3
	$250 to $799.9	*	*	*	*	6	3
	$800 or more	*	*	*	*	4	4
	All	**$44,266**	**$63,241**	**$69,556**	**$180,000**	**20**	**14**

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Comparison Group: New York City Metro Area Respondents
By position and asset group. Base salaries as of February 1, 2012.

Position	Asset Group (in Millions)	Salary				# in Position	# of Orgs
		Minimum	Median	Average	Maximum		
Research Director	Less than $20	-	-	-	-	0	0
	$20 to $99.9	*	*	*	*	1	1
	$100 to $249.9	*	*	*	*	1	1
	$250 to $799.9	*	*	*	*	2	1
	$800 or more	*	*	*	*	1	1
	All	*	*	*	*	**5**	**4**
Research Associate	Less than $20	*	*	*	*	2	1
	$20 to $99.9	-	-	-	-	0	0
	$100 to $249.9	*	*	*	*	1	1
	$250 to $799.9	*	*	*	*	4	1
	$800 or more	*	*	*	*	1	1
	All	*	*	*	*	**8**	**4**
Director of Information Systems	Less than $20	-	-	-	-	0	0
	$20 to $99.9	*	*	*	*	1	1
	$100 to $249.9	*	*	*	*	4	4
	$250 to $799.9	*	*	*	*	4	4
	$800 or more	$160,000	$174,434	$203,285	$315,400	5	5
	All	**$65,000**	**$114,750**	**$138,293**	**$315,400**	**14**	**14**

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Comparison Group: New York City Metro Area Respondents
By position and asset group. Base salaries as of February 1, 2012.

Position	Asset Group (in Millions)	Salary				# in Position	# of Orgs
		Minimum	Median	Average	Maximum		
Computer Professional	Less than $20	*	*	*	*	1	1
	$20 to $99.9	-	-	-	-	0	0
	$100 to $249.9	*	*	*	*	3	2
	$250 to $799.9	*	*	*	*	1	1
	$800 or more	*	*	*	*	5	4
	All	**$47,500**	**$91,550**	**$92,956**	**$135,000**	**10**	**8**
Office Manager	Less than $20	-	-	-	-	0	0
	$20 to $99.9	$55,000	$70,000	$69,161	$100,197	9	9
	$100 to $249.9	*	*	*	*	4	4
	$250 to $799.9	$38,500	$74,093	$63,510	$76,875	6	6
	$800 or more	$52,000	$86,964	$92,085	$136,000	7	7
	All	**$38,000**	**$74,093**	**$73,486**	**$136,000**	**26**	**26**
Librarian	Less than $20	-	-	-	-	0	0
	$20 to $99.9	-	-	-	-	0	0
	$100 to $249.9	*	*	*	*	1	1
	$250 to $799.9	-	-	-	-	0	0
	$800 or more	*	*	*	*	3	3
	All	*	*	*	*	**4**	**4**

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Comparison Group: New York City Metro Area Respondents
By position and asset group. Base salaries as of February 1, 2012.

Position	Asset Group (in Millions)	Salary				# in Position	# of Orgs
		Minimum	Median	Average	Maximum		
Grants Manager	Less than $20	*	*	*	*	2	2
	$20 to $99.9	$59,225	$65,020	$65,196	$72,000	6	6
	$100 to $249.9	$46,500	$74,412	$77,650	$140,000	11	11
	$250 to $799.9	$58,916	$94,627	$105,204	$154,912	12	9
	$800 or more	$74,200	$81,400	$89,479	$177,000	22	5
	All	**$46,500**	**$79,200**	**$87,077**	**$177,000**	**53**	**33**
Grants Management Assistant	Less than $20	-	-	-	-	0	0
	$20 to $99.9	*	*	*	*	1	1
	$100 to $249.9	*	*	*	*	1	1
	$250 to $799.9	*	*	*	*	4	3
	$800 or more	$58,500	$65,000	$66,847	$93,375	11	5
	All	**$42,500**	**$65,000**	**$64,777**	**$93,375**	**17**	**10**
Director of Human Resources	Less than $20	-	-	-	-	0	0
	$20 to $99.9	*	*	*	*	1	1
	$100 to $249.9	-	-	-	-	0	0
	$250 to $799.9	*	*	*	*	3	3
	$800 or more	*	*	*	*	3	3
	All	**$103,000**	**$175,000**	**$204,769**	**$309,600**	**7**	**7**

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Comparison Group: New York City Metro Area Respondents
By position and asset group. Base salaries as of February 1, 2012.

Position	Asset Group (in Millions)	Salary Minimum	Salary Median	Salary Average	Salary Maximum	# in Position	# of Orgs
Human Resources Professional	Less than $20	-	-	-	-	0	0
	$20 to $99.9	*	*	*	*	1	1
	$100 to $249.9	*	*	*	*	1	1
	$250 to $799.9	*	*	*	*	4	3
	$800 or more	$51,149	$109,200	$124,861	$221,400	13	6
	All	**$41,000**	**$90,000**	**$104,954**	**$221,400**	**19**	**11**
ADMINISTRATIVE							
Executive Assistant	Less than $20	*	*	*	*	1	1
	$20 to $99.9	*	*	*	*	3	3
	$100 to $249.9	$36,000	$70,875	$67,503	$90,000	12	10
	$250 to $799.9	$47,133	$85,335	$83,167	$102,864	10	8
	$800 or more	$59,450	$75,705	$78,383	$101,700	27	7
	All	**$34,000**	**$75,705**	**$75,239**	**$102,864**	**53**	**29**
Administrative Assistant	Less than $20	-	-	-	-	0	0
	$20 to $99.9	$30,000	$38,828	$41,422	$60,000	12	7
	$100 to $249.9	$33,990	$47,025	$49,967	$80,000	13	9
	$250 to $799.9	$15,000	$59,000	$54,554	$72,649	7	6
	$800 or more	$45,000	$58,917	$61,132	$101,400	37	8
	All	**$15,000**	**$56,299**	**$54,933**	**$101,400**	**69**	**30**

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Comparison Group: New York City Metro Area Respondents
By position and asset group. Base salaries as of February 1, 2012.

Position	Asset Group (in Millions)	Salary Minimum	Salary Median	Salary Average	Salary Maximum	# in Position	# of Orgs
Receptionist	Less than $20	-	-	-	-	0	0
	$20 to $99.9	*	*	*	*	2	2
	$100 to $249.9	*	*	*	*	3	3
	$250 to $799.9	*	*	*	*	3	3
	$800 or more	$35,700	$41,867	$43,511	$52,900	8	8
	All	**$34,500**	**$43,050**	**$43,498**	**$53,965**	**16**	**16**

SALARY INCREASES

Average salary increase as a % of total payroll

Year	Minimum	Median	Average	Maximum	# of Orgs
2012 (Data represent increases already given or planned)	1.4	3	3.5	7.8	52

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COUNCIL on FOUNDATIONS

philanthropy new york

List of Respondents

Foundation	City	State
Alfred P. Sloan Foundation	New York	NY
Alpern Family Foundation, Inc.	Jericho	NY
Altman Foundation	New York	NY
Brooklyn Community Foundation	Brooklyn	NY
Charles H. Revson Foundation	New York	NY
Doris Duke Charitable Foundation	New York	NY
Dyson Foundation	Millbrook	NY
EMpower-The Emerging Markets Foundation	New York	NY
Fan Fox and Leslie R. Samuels Foundation	New York	NY
Fannie E. Rippel Foundation	Basking Ridge	NJ
Ford Foundation	New York	NY
Geraldine R. Dodge Foundation	Morristown	NJ
Issac H. Tuttle Fund	New York	NY
Ittleson Foundation, Inc.	New York	NY
Jessie Smith Noyes Foundation, Inc.	New York	NY
Jewish Foundation for Education of Women	New York	NY
John A. Hartford Foundation	New York	NY
Leon Levy Foundation	New York	NY
Mertz Gilmore Foundation	New York	NY
Milbank Memorial Fund	New York	NY
New York Community Trust	New York	NY
New York Foundation	New York	NY
New York State Health Foundation	New York	NY
North Star Fund	New York	NY
NoVo Foundation	New York	NY
Paul Rapoport Foundation, Inc.	New York	NY
Reader's Digest Partners for Sight Foundation	Pleasantville	NY
Rita Allen Foundation, Inc.	Princeton	NJ
Robert Sterling Clark Foundation, Inc.	New York	NY
Rockefeller Brothers Fund, Inc.	New York	NY
Rockefeller Philanthropy Advisors	New York	NY
Russell Sage Foundation	New York	NY
Scherman Foundation	New York	NY
Shelley & Donald Rubin Foundation	New York	NY
Stella & Charles Guttman Foundation, Inc.	New York	NY
Surdna Foundation, Inc.	New York	NY
Teagle Foundation	New York	NY
The Achelis and Bodman Foundations	New York	NY
The Andy Warhol Foundation for the Visual Arts, Inc.	New York	NY
The Atlantic Philanthropies	New York	NY
The Bay and Paul Foundations	New York	NY
The Christian A. Johnson Endeavor Foundation	New York	NY
The Commonwealth Fund	New York	NY

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COUNCIL on FOUNDATIONS

philanthropy new york

List of Respondents

The Edna McConnell Clark Foundation	New York	NY
The F.B. Heron Foundation	New York	NY
The Frances L. & Edwin L. Cummings Memorial Fund	New York	NY
The Greenwall Foundation	New York	NY
The Harry Frank Guggenheim Foundation	New York	NY
The Henry Luce Foundation	New York	NY
The Hyde and Watson Foundation	Chatham Township	NJ
The John & Mary R. Markle Foundation	New York	NY
The Louis Calder Foundation	New Canaan	CT
The Nathan Cummings Foundation, Inc.	New York	NY
The Peter & Carmen Lucia Buck Foundation	New York	NY
The Robert Bowne Foundation, Inc.	New York	NY
The Rockefeller Foundation	New York	NY
The Thomas Phillips & Jane Moore Johnson Foundation	New York	NY
The Tinker Foundation, Inc.	New York	NY
The Tow Foundation	Wilton	CT
The Wallace Foundation	New York	NY
Unbound Philanthropy	New York	NY
Van Ameringen	New York	NY
Wenner-Gren Foundation for Anthropological Research	New York	NY
William Caspar Graustein Memorial Fund	Hamden	CT
William T. Grant Foundation	New York	NY

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