

Base Pay/ Bilingual Premium/ Additional Cash/ Salary Structure

Survey Filter Criteria:

Operating Budget: <\$99,999,\$100.0K - \$499.9K,\$500.0K - \$999.9K,\$1.0M - \$2.9M,\$3.0M - \$5.9M,\$6.0M - \$9.9M,\$10M+

FTE Employee Budget: All Participant

Geographic Area: Portland Metro Area

Primary Area of Emphasis: All Participant

2011 Fundraising Job Family	# Orgs	# Emp	Avg # Direct Reports	# Union Job	# Seasonal Job	Base Pay							Bilingual Premium		Additional Cash		Salary Structure			
						Simple Average	Weighted Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile	# Orgs	Avg Bilingual Premium	# Orgs	Avg Bonus or Add'l Cash	# Orgs	Range Min	Range Mid	Range Max
32. Development Director	63	68	3.15	0	0	\$33.60	\$34.66	\$22.20	\$25.29	\$30.27	\$38.01	\$49.45	--	--	10	\$1,896.50	23	\$26.77	\$32.99	\$39.76
33. Capital Campaign Manager	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
34. Major Gifts Director	13	29	2.00	0	0	\$34.98	\$39.39	\$28.73	\$29.55	\$31.25	\$37.06	\$44.83	--	--	--	--	7	\$27.46	\$34.09	\$40.73
35. Annual Fund Manager	10	16	3.50	0	0	\$25.88	\$25.46	\$20.79	\$22.21	\$23.52	\$25.26	\$29.96	--	--	--	--	5	\$21.37	\$26.12	\$31.64
36. Special Events Coordinator	28	32	1.00	1	1	\$18.75	\$18.88	\$16.43	\$18.00	\$18.92	\$19.80	\$20.64	--	--	5	\$648.80	16	\$16.57	\$19.86	\$23.47
37. Membership Coordinator	15	15	2.75	0	0	\$19.54	\$19.54	\$14.81	\$15.39	\$18.51	\$20.22	\$21.32	--	--	3	\$697.00	5	\$16.38	\$21.22	\$25.20
38. Grant Writer	20	31	1.00	1	0	\$21.22	\$22.73	\$16.67	\$18.89	\$20.07	\$23.06	\$27.51	--	--	3	\$583.33	13	\$17.86	\$21.24	\$25.19
39. Development Associate	36	45	1.50	1	0	\$16.78	\$17.72	\$13.71	\$14.49	\$16.74	\$18.04	\$20.41	--	--	7	\$642.86	16	\$14.27	\$16.79	\$19.63

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