2022 TREC Salary and Benefits Survey

United States Edition





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Introduction

Astron Solutions is pleased to present the results of the *2022 TREC Salary and Benefits Survey*, sponsored by TREC – Training Resources for the Environmental Community, headquartered in Santa Fe, NM. This is the second time that Astron has conducted this survey. The survey results represent salary and benefits data reported by one hundred seventy-four (174) organizations encompassing two thousand forty-nine (2,049) incumbents in thirty-seven (37) positions. All compensation data are effective as of April 1, 2022.

We would like to express our thanks to all of the organizations that participated in the survey. In addition, we would like to express our thanks to TREC for sponsoring the study. If you have any questions or suggestions for enhancements to the survey, please contact Jennifer Loftus or John Sazaklis at (800) 520-3889.

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Survey Methodology

Astron consultants and TREC leadership jointly designed the web-based survey questionnaire, focusing on the collection of base salary, bonus data, and benefits data. The website address was distributed to all invited participants. Survey jobs were matched by participants on the basis of job responsibilities, organizational level, and scope information provided in survey job descriptions.

Completed survey questionnaires then were reviewed by Astron analysts for completeness and quality. Astron followed up as needed with participants to verify and clarify ambiguous responses and data anomalies. Astron then conducted statistical analyses regarding participants' pay and benefits practices, both of which are the foundation of this report.

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Survey Participants

1000 Friends of Oregon	Portland, OR 97204
1000 Islands Environmental Center	Kaukauna, WI 54130
Act Now Coalition	San Francisco, CA 94110
Active Transportation Alliance	Chicago, IL 60601
Advocates for the West	Boise, ID 83701
Alaska Conservation Foundation	Anchorage, AK 99501
Alaska Wilderness League	Washington, DC 20001
Aldo Leopold Nature Center, Inc.	Monona, WI 53716
Amigos Bravos	Taos, NM 87571
Asbury Woods Partnership, Inc.	Erie, PA 16506
Association of Nature Center Administrators	Logan, UT 84321
Bark	Portland, OR 97232
Bitter Root Water Forum	Hamilton, MT 59840
Canyonlands Field Institute	Moab, UT 84532
Capitol Land Trust	Lacey, WA 98503
Cascade Forest Conservancy	Vancouver, WA 98660
Cascadia Wildlands	Eugene, OR 97403
Center for Environmental Law & Policy	Seattle, WA 98104
City of Boca Raton	Boca Raton, FL 33432
Clark Fork Coalition	Missoula, MT 59807
Clean Fuels Ohio	Columbus, OH 43220
Climate Conservation	Bozeman, MT 59771
Coalition for Sonoran Desert Protection	Tucson, AZ 85705
Colorado Communities for Climate Action	Golden, CO 80403
Colorado Fourteeners Initiative	Golden, CO 80401
Colorado Plateau Foundation	Flagstaff, AZ 86001
Colorado West Land Trust	Grand Junction, CO 81501
Columbia Riverkeeper	Hood River, OR 97031
Community Involved in Sustaining Agriculture (CISA)	South Deerfield, MA 01373
Compass Science Communication	Portland, OR 97205
Conservation Lands Foundation	Durango, CO 81301
Conservation Northwest	Seattle, WA 98119
Conservation Resource Alliance	Traverse City, MI 49684
Conservation Voters for Idaho	Boise, ID 83702
Conservation Voters New Mexico	Santa Fe, NM 87501
Cook Inletkeeper	Homer, AK 99603
Crag Law Center	Portland, OR 97214
Defend Our Health	Portland, ME 04101
Deschutes Land Trust	Bend, OR 97703
Douglas-Hart Foundation	Mattoon, IL 61938
Dunes Learning Center	Beverly Shores, IN 46301
Eagle Bluff Environmental Learning Center	Lanesboro, MN 55949
Earthworks	Washington, DC 20006
EcoAdapt	Bainbridge Island, WA 98110
Ecochallenge	Portland, OR 97293
Elachee Nature Science Center	Gainesville, GA 30504

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Survey Participants (continued)

Elk Creek Watershed Council	Yoncalla, OR 97499
Endangered Species Coalition	Washington, DC 20035
Environmental Law Alliance Worldwide (ELAW)	Eugene, OR 97401
Fenner Conservancy	Lansing, MI 48910
Five Valleys Land Trust	Missoula, MT 59801
Fontenelle Forest	Bellevue, NE 68005
Forest Service Employees for Environmental Ethics	Eugene, OR 97440
Forward Montana	Missoula, MT 59801
Freshwater Future	Petoskey, MI 49770
Friends of Cedar Mesa	Bluff, UT 84512
Friends of Nevada Wilderness	Reno, NV 89507
Friends of Organ Mountains-Desert Peaks	Las Cruces, NM 88001
Friends of Reinstein Woods	Depew, NY 14043
Friends of Scotchman Peaks Wilderness	Sandpoint, ID 83864
Friends of the Columbia Gorge	Portland, OR 97232
Friends of the Forest Preserves	Chicago, IL 60607
Friends of the Inyo	Bishop, CA 93514
Friends of the WNC Nature Center	Asheville, NC 28815
Friends of the Yampa	Steamboat Springs, CO 80487
Geneva Lake Environmental Agency	Williams Bay, WI 53191
Georgia Conservation Voters	Atlanta, GA 30311
Get Outdoors Nevada	Las Vegas, NV 89101
Grand Canyon Trust	Flagstaff, AZ 86001
Grand Canyon Wolf Recovery Project	Flagstaff, AZ 86002
Grass River Natural Area	Bellaire, MI 49615
Great Old Broads for Wilderness	Durango, CO 81301
Great Smoky Mountains Institute At Tremont	Townsend, TN 37882
Greater Arkansas River Nature Association (GARNA)	Salida, CO 81201
Greater Hells Canyon Council	La Grande, OR 97850
Greater Ogden Community Nature Center	Ogden, UT 84404
Greater Yellowstone Coalition	Bozeman, MT 59715
Groundswell Conservancy	Madison, WI 53703
Headwaters Economics	Helena, MT 59601
Healthy Environment Alliance of Utah	Salt Lake City, UT 84101
Heart of The Rockies Initiative	Missoula, MT 59801
High Desert Partnership	Burns, OR 97720
Howard County Conservancy	Woodstock, MD 21163
Idaho Conservation League	Boise, ID 83702
Idaho Wildlife Federation	Boise, ID 83702
Illinois Environmental Council	Chicago, IL 60601
Indian Creek Nature Center	Cedar Rapids, IA 52403
Institute for Applied Ecology	Corvallis, OR 97333
Kalamazoo Nature Center	Kalamazoo, MI 49009
Klamath-Siskiyou Wildlands Center	Ashland, OR 97520
Lake Pepin Legacy Alliance	Red Wing, MN 55066
Lake Ripley Management District	Cambridge, WI 53523
Lemhi Regional Land Trust	Salmon, ID 83467

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Survey Participants (continued)

Lobos of the Southwest	Salt Lake City, UT 84101
Los Padres Forestwatch	Santa Barbara, CA 93101
Louisville Nature Center	Louisville, KY 40213
Madison Audubon Society	Madison, WI 53703
Mattole Restoration Council	Petrolia, CA 95558
Mckenzie River Trust	Eugene, OR 97401
Montana Conservation Voters	Helena, MT 59103
Mount St. Helens Institute	Amboy, WA 98601
National Audubon Society	Cedar Hill, TX 75104
NC League of Conservation Voters	Raleigh, NC 27601
New Mexico Wilderness Alliance	Albuquerque, NM 87102
New Mexico Wildlife Federation	Albuquerque, NM 87109
Newfound Lake Region Association	Bristol, NH 03222
North Branch Nature Center	Montpelier, VT 05602
North Cascades Institute	Sedro Woolley, WA 98284
Nuestra Tierra Conservation Project	Las Cruces, NM 88001
NW Energy Coalition	Seattle, WA 98104
Ohio Ecological Food and Farm Association (OEFFA)	Columbus, OH 43214
Ohio Environmental Council	Columbus, OH 43212
Okefenokee Swamp Park, Inc.	Waycross, GA 31503
One Montana	Bozeman, MT 59715
OpenAQ	Washington, DC 20016
Openlands	Chicago, IL 60602
Oregon Natural Desert Association	Bend, OR 97702
Oregon Shores Conservation Coalition	Coos Bay, OR 97420
Oregon Wild	Portland, OR 97217
Outdoor Alliance	Washington, DC 20036
Owl's Hill Nature Sanctuary	Brentwood, TN 37027
Ozark Natural Science Center	Huntsville, AR 72740
Park County Environmental Council	Livingston, MT 59047
Peninsula Open Space Trust	Palo Alto, CA 94301
Pennsylvania Certified Organic (PCO)	Spring Mills, PA 16875
Pierce Cedar Creek Institute	Hastings, MI 49058
Pines And Prairies Land Trust	Bastrop, TX 78602
Pipeline Safety Trust	Bellingham, WA 98225
Pittsburgh Zoo & Aquarium	Pittsburgh, PA 15206
Pocono Heritage Land Trust	East Stroudsburg, PA 18301
Rainforest Action Network	San Francisco, CA 94108
Robert W. Monk Gardens, Inc. d/b/a Monk Botanical Gardens	Wausau, WI 54401
Rock River Coalition	Jefferson, WI 53549
Round River Conservation Studies	Salt Lake City, UT 84105
Ruffner Mountain	Birmingham, AL 35206
Russian Riverkeeper	Healdsburg, CA 95448
Sageland Collaborative (Formerly Wild Utah Project)	Salt Lake City, UT 84101
Salmon Valley Stewardship	Salmon, ID 83467
SalmonState	Homer, AK 99603
Save Our Canyons	Cottonwood Heights, UT 84121

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Survey Participants (continued)

Secore International	Hilliard, OH 43026
Seeds Ecology & Education Centers	Traverse City, MI 49685
Selway Bitterroot Frank Church Foundation	Boise, ID 83701
Sitka Conservation Society	Sitka, AK 99835
Sky Island Alliance	Tucson, AZ 85748
Society for Conservation Biology	Washington, DC 20005
Southeast Alaska Conservation Council (SEACC)	Juneau, AK 99801
Southern Appalachian Wilderness Stewards	Asheville, NC 28801
Southwest Colorado Canyons Alliance	Cortez, CO 81321
Squam Lakes Natural Science Center	Holderness, NH 03245
Stokes Nature Center	Logan, UT 84321
Teton Raptor Center	Wilson, WY 83014
Teton Regional Land Trust	Driggs, ID 83422
The Fund for People in Parks	Oakland, CA 94607
The Nature Museum at Grafton	Grafton, VT 05146
The Wetlands Initiative	Chicago, IL 60604
Tinicum Conservancy	Erwinna, PA 18920
Transition Habitat Conservancy	Pinon Hills, CA 92372
Trustees for Alaska	Anchorage, AK 99501
Washington Environmental Council	Seattle, WA 98101
Washington Water Trails Association (WWTA)	Seattle, WA 98103
Washington Wild	Seattle, WA 98011
Western Environmental Law Center	Eugene, OR 97401
Western Resource Advocates	Boulder, CO 80302
Western Slope Conservation Center	Paonia, CO 81428
Whitefish Legacy Partners	Whitefish, MT 59937
Wild Montana	Helena, MT 59601
Wilderness Awareness School	Duvall, WA 98109
Willamette Partnership	Portland, OR 97214
Wisconsin Conservation Voters	Madison, WI 53703
Woodcock Nature Center	Wilton, CT 06897
Woonasquatucket River Watershed Council	Providence, RI 02909
Working Dogs for Conservation Foundation	Missoula, MT 59802
Yellowstone to Yukon (Y2Y)	Bozeman, MT 59771

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Survey Definitions

Annual compensation figures have been rounded to the nearest dollar. Percentage figures have been rounded to the nearest tenth of a percentage. Average figures have been rounded to the nearest tenth. The following statistical measures are included in the data analysis:

Degree of Match	The percent of organizations reporting that their job's responsibilities are equal to, greater than, or less than the survey job's responsibilities.
Number of Responses	The number of organizations reporting a match for the survey position.
Number of Full-time Employees (FTE)	The number of individual full-time employees matched to the survey position reported by all organizations.
Number of Part-time Employees (PTE)	The number of individual part-time employees matched to the survey position reported by all organizations.
Average (Mean)	The sum of all the rates reported divided by the number of organizations reporting data.
P25 (25th Percentile)	The rate within the sample that is higher than 25% of all the rates reported.
P50 (50th Percentile)	The rate within the sample that is the middle value of all the rates reported (also known as the median).
P75 (75th Percentile)	The rate within the sample that is higher than 75% of all the rates reported.
Actual Average Base Pay	The actual average base pay rate as of April 1, 2022.
Bonus Eligibility	The percentage of respondents in the survey with position incumbents that were eligible to receive a bonus payment in 2021.
Actual Bonus Paid	The actual bonus paid to position incumbents in 2021.
Average Years with the Organization	The average number of years incumbents in the position have been with the organization.
Average Years in the Position	The average number of years incumbents have been in the position.

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Data Reporting Methodology

Base pay, bonus, and general position information are presented for each individual job for all incumbents in six separate tables. The first table provides an overall statistical analysis for all organizations reporting matches for the job. The second table breaks out the data by organization operating budget. The third table presents data by region. The fourth table presents data by city / state. The fifth table presents data by type of community. Finally, the sixth table presents the data by field of work breakouts.

The survey results for the benefits section are presented for each question in summary format. The summary displays the responses by their average for all respondents as well as by location and budget size. For questions that required a "Yes" or "No" response, the summary displays the percentage of respondents that answered "Yes."

Questions regarding the gender and race / ethnicity were asked for the Chief Executive Officer / President / Executive Director and Chief Operating Officer / Associate Executive Director / Deputy Director / Operations Director positions in order to track demographic trends for these executive roles.

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Department of Justice Safe Harbor Guidelines

To ensure the confidentiality of all data and compliance with United States Department of Justice guidelines, a minimum number of responses is required in order for data statistics to be provided. **Five organizations must report data for a variable in order for percentile and average compensation data to be provided**. ***** is displayed when there are insufficient response data for a position. It is possible that no data are presented in a given category even though the number of employees is greater than five. This occurs when the incumbents reported represent fewer than five participating organizations. It also may be possible for data to be displayed when it appears as if there are not enough employees (5) in the job. This occurs when at least five organizations report data but one or more organizations do not report any employees currently in the position.

United States Department of Justice Safe Harbor Guidelines also require that all data presented be a minimum of three months old, and that any survey participant's data do not represent more than 25% of the total sample. The *2022 TREC Salary and Benefits Survey* is an organization-weighted survey. However, in cases where a survey respondent provided more than 25% of the total number of reported employees in a position, the total number of employees reported for that position has been reduced to avoid dominance of that statistic.

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Using Survey Data in Your Analyses

When comparing survey results to your current compensation levels, be sure to take note of the following:

- Base matches on job content rather than job title.

- Consider reporting relationships and years of experience when matching jobs to survey positions.

- Select positions and appropriate statistics wisely. In general, the average (mean) pay is a slightly higher figure than 50th percentile (median). Fiftieth (50th) percentile pay is the "middle" rate and is selected for use by many compensation professionals since it is less easily influenced by extremes. However, some organizations have a "market leader" compensation philosophy and instead use the 75th percentile.

- Age the data accordingly by increasing the survey data by a factor to bring it to the present. Alternatively, consider comparisons based on your own salaries being effective at the "as-of" date of the survey – April 1, 2022.

- Remember that where the number of participants in a given cut of data is low, use the statistics with caution. Smaller data sets are more easily influenced by extremes.

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Aging Survey Data

Salaries in the market, as well as your own organization, are constantly moving due to merit and promotional increases, newly-hired employees, and termination of employees. In order to determine how your organization's rates of pay compare to the market, it is necessary to look at both sets of data at a specific point in time. This "snapshot" approach is accomplished by aging the survey data to the point in time of the market review.

Survey data can be aged to the current date to compare it to your organization's current rates of pay. In addition, survey data can be aged to a point of time in the future to estimate pay levels for the coming year.

The first step in aging data is to choose the point in time to be used. Once this is decided, the next step is to determine the percent to utilize in approximating competitive wage movement during the period of time in question.

To perform the aging calculation, first take the annual wage movement figure and divide it by 12 to determine the monthly wage movement amount. Next, determine the number of months between the effective date of the survey data and the point in time to which you wish to age the survey data. Multiply these two numbers together to determine the appropriate aging factor. Multiply this aging factor by the survey data to produce aged data.

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Sample Aging Problem

Step 1: Determine the point in time to be used.

The data in this survey have an effective date of April 1, 2022. I need to know what the projected rate would be on November 1, 2022.

Step 2: Determine the wage movement percent.

My research shows that wages are moving, on average, 3% per year.

Step 3: Determine the aging factor.

Between April 1 and November 1 is 7 months.

3% movement * (7 months / 12 months in a year) = 1.75%

Step 4: Apply the aging factor.

If the survey indicates that the 50th percentile for a given job on April 1, 2022 is $50,000, the projected rate on November 1, 2022 is $50,875. Use $50,875 to compare to your organization's rate of pay on November 1, 2022.

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Participant Demographics

Fiscal Year 2021 Annual Budget (171 Participants)	
Average	$1,691,104
P25 – 25th Percentile	$480,601
P50 – 50th Percentile (Median)	$993,831
P75 – 75th Percentile	$1,842,653

Fiscal Year 2022 Annual Budget (172 Participants)	
Average	$1,914,320
P25 – 25th Percentile	$549,234
P50 – 50th Percentile (Median)	$1,146,795
P75 – 75th Percentile	$2,200,000

Region (174 Participants)	
North Central U.S. (IL, IN, IA, MI, MN, NE, ND, OH, SD, WI)	17.8%
Northeast U.S. (CT, DE, ME, MD, MA, NH, NJ, NY, PA, RI, VT)	9.2%
Northwest U.S. (AK, CA, HI, ID, MT, OR, WA, WY)	43.7%
South Central U.S. (AK, LA, MO, OK, TX, KS)	1.7%
Southeast U.S. (AL, DC, FL, GA, KY, MS, NC, SC, TN, VA, WV)	8.6%
Southwest U.S. (AZ, CO, NV, NM, UT)	19.0%

Type of Community (174 Participants)	
Urban	41.4%
Suburban	20.7%
Rural	37.9%

Field of Work (174 Participants)	
Consumption and Sustainable Behavior	4.6%
Energy and Climate Action	11.5%
Environmental Health, Environmental Justice	12.1%
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	71.8%

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Employee Demographics

Number of Full-time Employees (174 Participants)	
Average	12.5
P25 – 25th Percentile	4.0
P50 – 50th Percentile (Median)	9.0
P75 – 75th Percentile	15.0

Number of Part-time Employees (174 Participants)	
Average	3.8
P25 – 25th Percentile	0.0
P50 – 50th Percentile (Median)	2.0
P75 – 75th Percentile	4.0

Number of Volunteers (170 Participants)	
Average	133.2
P25 – 25th Percentile	4.3
P50 – 50th Percentile (Median)	30.0
P75 – 75th Percentile	107.5

Breakdown of Total Employee Population by Race / Ethnicity (169 Participants)	
Indigenous	2.0%
Asian	2.0%
South-Asian	0.5%
Arab, West-Asian, Middle-Eastern, North-African, etc.	0.1%
Black	2.6%
Spanish, Hispanic, or Latino	4.8%
White	80.9%
Two or more races, mixed, multicultural, etc.	3.5%
Prefer not to identify	2.3%
Group not listed	1.3%

Breakdown of Total Employee Population by Gender (171 Participants)	
Female	62.8%
Male	33.5%
Transgender	0.2%
Non-Binary / Non-Conforming	1.9%
Prefer not to identify	1.5%

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Benefits Data

		Total # of Orgs Responding	# of Orgs Responding Yes	% of Orgs Responding Yes
1.	Organization offers health insurance	163	137	84.0%
		Total # of Orgs Responding	**Average**	**Median**
	Average percent of monthly premium paid by the employer (%) for employee only coverage	135	91.0%	100.0%
	Average percent of monthly premium paid by the employee (%) for employee only coverage	135	9.0%	0.0%
	Average percent of monthly premium paid by the employer (%) for family coverage	102	34.1%	25.0%
	Average percent of monthly premium paid by the employee (%) for family coverage	102	65.9%	75.0%
		Total # of Orgs Responding	**# of Orgs Responding Yes**	**% of Orgs Responding Yes**
2.	Organization offers life insurance	166	65	39.2%
		Total # of Orgs Responding	**# of Orgs Responding Yes**	**% of Orgs Responding Yes**
3.	Organization offers short-term disability	166	64	38.6%
		Total # of Orgs Responding	**# of Orgs Responding Yes**	**% of Orgs Responding Yes**
4.	Organization offers long-term disability	166	63	38.0%
		Total # of Orgs Responding	**# of Orgs Responding Yes**	**% of Orgs Responding Yes**
5.	Organization has a defined contribution plan such as a 401[k], 403[b], etc.	161	135	83.9%
	Is there a matching percentage provided for participating employees?	134	115	85.8%
		Total # of Orgs Responding	**Average**	**Median**
	Matching percentage provided (percentage)	115	3.5%	3.0%
	Organization contribution percentage for all employees (employee contributions not required to receive a contribution)	45	3.9%	3.0%
		Total # of Orgs Responding	**# of Orgs Responding Yes**	**% of Orgs Responding Yes**
	Is there automatic enrollment for new hires?	136	43	31.6%

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Benefits Data (continued)

	Total # of Orgs Responding	# of Orgs Responding Yes	% of Orgs Responding Yes
6. Offers Paid Time Off	159	154	96.9%
	Total # of Orgs Responding	**Average**	**Median**
PTO days per year (for new hires) (plans with combined vacation, sick, holiday, etc.)	56	22.6	20.5
PTO days per year (for employees with 25 years of service) (plans with combined vacation, sick, holiday, etc.)	54	29.8	27.5
Vacation days per year (for new hires)	100	14.3	14.0
Vacation days per year (for employees with 25 years of service)	93	23.0	20.0
Holidays per year	104	11.5	11.0
Sick days per year (for new hires)	97	11.9	10.0
Sick days per year (for employees with 25 years of service)	91	15.5	12.0
	Total # of Orgs Responding	**# of Orgs Responding Yes**	**% of Orgs Responding Yes**
7. Organization currently has a sabbatical policy	162	61	37.7%
	Total # of Orgs Responding	**# of Orgs Responding**	**% of Orgs Responding**
Who is eligible to take a sabbatical?	61		
Only the CEO		1	1.6%
Only executive leadership		1	1.6%
Most employees		14	23.0%
All employees		45	73.8%
How many years does the employee have to be employed to be eligible to take sabbatical?	61		
Less than 1 Year		1	1.6%
1 to 2.9 Years		1	1.6%
3 to 4.9 Years		4	6.6%
5 to 6.9 Years		27	44.3%
7+ Years		28	45.9%
What is the length of the sabbatical?	59		
1 month		15	25.4%
2 months		13	22.0%
3 months		26	44.1%
4 to 6 months		4	6.8%
7 to 9 months		0	0.0%
10 to 12 months		1	1.7%
Over 1 year		0	0.0%

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Benefits Data (continued)

	Total # of Orgs Responding	# of Orgs Responding Yes	% of Orgs Responding Yes
Is the sabbatical paid?	60	53	88.3%
	Total # of Orgs Responding	**# of Orgs Responding**	**% of Orgs Responding**
If yes the sabbatical is paid, how much is the employee paid while on sabbatical?	53		
100% of salary		45	84.9%
75% - 99% of salary		4	7.5%
50% - 74% of salary		2	3.8%
25% - 49% of salary		2	3.8%
Less than 25% of salary		0	0.0%
	Total # of Orgs Responding	**# of Orgs Responding Yes**	**% of Orgs Responding Yes**
8. Organization currently has a remote work policy (e.g. telecommuting, working from home)	162	141	87.0%
Does the organization consider this a benefit?	141	67	47.5%
Was the remote work policy in place prior to COVID-19?	141	69	48.9%
Will the remote work policy remain in place following the COVID-19 pandemic?	141	133	94.3%
Can all employees work remotely?	141	88	62.4%
	Total # of Orgs Responding	**# of Orgs Responding**	**% of Orgs Responding**
How many days per week are employees allowed to work remotely?	127		
1 Day		0	0.0%
2 Days		9	7.1%
3 Days		21	16.5%
4 Days		8	6.3%
5 Days		89	70.1%

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Benefits Data (continued)

	Total # of Orgs Responding	# of Orgs Responding Yes	% of Orgs Responding Yes
What expenses does your organization contribute to the cost of, to support the remote worker's workspace?			
Laptop	141	124	87.9%
Keyboard/Mouse	141	114	80.9%
Cell Phone	141	68	48.2%
Internet Service	141	41	29.1%
Office Supplies	141	97	68.8%
Office Furniture (chair, desk, etc.)	141	45	31.9%
Software	141	124	87.9%

	Comments
Other	•$50 towards phone. •All employees are offered cell phones at a reduced cost (organization covers a portion of cellular plan and a allowance for cell phone purchase and employees pay a set amount). •Electricity. •Employee receives $2,000 office setup budget to purchase a laptop, then use at their discretion. •Employees are reimbursed up to $100 per month for remote office expenses. •Employees can use supplies from office. •It depends on the situation, some internet or phone may be able to be covered. •Only a portion of all of this. •Printer. •The above support is covered under the annual stipend (we pay it monthly). Equipment is provided by the organization (computers, supplies, office furniture, etc.). •This varies by position. •We do not provide a cell phone subsidy but we do provide a VOIP phone. •We do provide cell and internet service contributions if either incurs greater cost than the employee would normally incur through the regular personal activities. •We offer an automatic technology reimbursement every three years to cover all of the above. •We pay an office allowance. •We previously reimbursed for these costs. Now we use the stipend, except for larger purchases. •We provide a monthly stipend for cell and internet service. Also, there was not a place to note but we offer unlimited PTO and multiple paid holidays including all federal holidays, Nevada Day, and a paid week off between Christmas and New Year's each year. •We provide docking station with monitor, keyboard, and mouse at office and remote office. •We reimburse staff up to $100/month for Cell or Internet Service at home. We also have implemented Teams, BambooHR, and many remote pieces to make this possible! •We reimburse up to $250 in expenses for office set up.

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Benefits Data (continued)

	Total # of Orgs Responding	# of Orgs Responding Yes	% of Orgs Responding Yes
Does your organization provide a stipend for remote work?	137	26	19.0%

	Total # of Orgs Responding	# of Orgs Responding	% of Orgs Responding
What is the average amount of an annual stipend?	26		
Under $100		3	11.5%
$100 to $200		3	11.5%
$201 to $300		2	7.7%
$301 to $400		1	3.8%
$401 to $500		3	11.5%
Over $500		14	53.8%

	Total # of Orgs Responding	# of Orgs Responding Yes	% of Orgs Responding Yes
9. Organization offers flexible schedules	158	125	79.1%
Flexible start and stop times with core hours	125	120	96.0%
Compressed workweek, such as 4/10 or 9/80 schedules	125	61	48.8%
Half-day summer Fridays every week	125	13	10.4%
Full-day summer Fridays every week	125	15	12.0%
Floating summer Fridays	125	17	13.6%

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Benefits Data (continued)

	Total # of Orgs Responding	# of Orgs Responding Yes	% of Orgs Responding Yes
10. Organization currently has a family leave policy	159	113	71.1%
	Total # of Orgs Responding	**Average**	**Median**
Maximum number of weeks paid	91	7.3	6.0
Compensation rate during paid leave - as a percentage of the employee's current salary (%)	86	93.9%	100.0%
Maximum number of weeks unpaid	77	9.7	12.0
	Total # of Orgs Responding	**# of Orgs Responding**	**% of Orgs Responding**
Who is eligible?	110		
Both parents		107	97.3%
Fathers		0	0.0%
Mothers		3	2.7%
	Total # of Orgs Responding	**# of Orgs Responding Yes**	**% of Orgs Responding Yes**
Is adoption covered?	113	104	92.0%
Can family leave be used for situations such as caring for a family member dealing with illness or injury?	111		
Yes, paid leave		24	21.6%
Yes, both paid and unpaid leave		63	56.8%
No		24	21.6%
	Total # of Orgs Responding	**Average**	**Median**
If family member leave is different from the amount reported above, number of weeks of paid leave	13	3.9	4.0
If family member leave is different from the amount reported above, percent of pay covered under the paid leave plan (%)	8	93.8%	100.0%

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Benefits Data by Region

		All U.S.	North Central U.S.	Northeast U.S.	Northwest U.S.	Southeast U.S.	Southwest U.S.
1.	Organization offers health insurance						
	Total # of Orgs Responding	163	29	15	70	15	30
	% of Orgs Responding Yes	84.0%	93.1%	73.3%	84.3%	93.3%	76.7%
	Average percent of monthly premium paid by the employer (%) for employee only coverage	135	26	9	60	14	23
	Average	91.0%	81.6%	74.3%	97.8%	86.9%	91.9%
	Median	100.0%	80.0%	80.0%	100.0%	96.0%	100.0%
	Average percent of monthly premium paid by the employee (%) for employee only coverage	135	26	9	60	14	23
	Average	9.0%	18.4%	25.7%	2.2%	13.1%	8.1%
	Median	0.0%	20.0%	20.0%	0.0%	4.0%	0.0%
	Average percent of monthly premium paid by the employer (%) for family coverage	102	21	6	46	10	19
	Average	34.1%	42.9%	63.1%	28.7%	42.5%	23.8%
	Median	25.0%	50.0%	77.5%	0.0%	50.0%	0.0%
	Average percent of monthly premium paid by the employee (%) for family coverage	102	21	6	46	10	19
	Average	65.9%	57.1%	36.9%	71.3%	57.5%	76.2%
	Median	75.0%	50.0%	22.5%	100.0%	50.0%	100.0%

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Benefits Data by Region (continued)

	All U.S.	North Central U.S.	Northeast U.S.	Northwest U.S.	Southeast U.S.	Southwest U.S.
2. Organization offers life insurance						
Total # of Orgs Responding	166	29	15	74	15	30
% of Orgs Responding Yes	39.2%	62.1%	40.0%	35.1%	40.0%	26.7%

	All U.S.	North Central U.S.	Northeast U.S.	Northwest U.S.	Southeast U.S.	Southwest U.S.
3. Organization offers short-term disability						
Total # of Orgs Responding	166	29	15	74	15	30
% of Orgs Responding Yes	38.6%	51.7%	53.3%	33.8%	46.7%	23.3%

	All U.S.	North Central U.S.	Northeast U.S.	Northwest U.S.	Southeast U.S.	Southwest U.S.
4. Organization offers long-term disability						
Total # of Orgs Responding	166	29	15	74	15	30
% of Orgs Responding Yes	38.0%	48.3%	46.7%	32.4%	53.3%	26.7%

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Benefits Data by Region (continued)

		All U.S.	North Central U.S.	Northeast U.S.	Northwest U.S.	Southeast U.S.	Southwest U.S.
5.	Organization has a defined contribution plan such as a 401[k], 403[b], etc.						
	Total # of Orgs Responding	161	29	15	71	15	28
	% of Orgs Responding Yes	83.9%	93.1%	66.7%	90.1%	86.7%	71.4%
	Is there a matching percentage provided for participating employees?						
	Total # of Orgs Responding	134	27	9	65	12	20
	% of Orgs Responding Yes	85.8%	81.5%	88.9%	89.2%	75.0%	85.0%
	Matching percentage provided (percentage)	115	22	8	58	9	17
	Average	3.5%	3.7%	3.5%	3.4%	4.0%	3.6%
	Median	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%
	Organization contribution percentage for all employees (employee contributions not required to receive a contribution)	45	7	2	25	2	8
	Average	3.9%	2.8%	2.5%	4.0%	5.0%	4.9%
	Median	3.0%	2.5%	2.5%	3.0%	5.0%	4.0%
	Is there automatic enrollment for new hires?						
	Total # of Orgs Responding	136	27	9	67	12	20
	% of Orgs Responding Yes	31.6%	29.6%	33.3%	26.9%	33.3%	50.0%

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Benefits Data by Region (continued)

	All U.S.	North Central U.S.	Northeast U.S.	Northwest U.S.	Southeast U.S.	Southwest U.S.
6. Offers Paid Time Off						
Total # of Orgs Responding	159	29	14	71	15	27
% of Orgs Responding Yes	96.9%	100.0%	100.0%	95.8%	100.0%	92.6%
PTO days per year (for new hires) (plans with combined vacation, sick, holiday, etc.)	56	12	7	23	5	8
Average	22.6	21.2	18.3	25.6	20.0	22.1
Median	20.5	25.0	20.0	22.0	18.0	22.0
PTO days per year (for employees with 25 years of service) (plans with combined vacation, sick, holiday, etc.)	54	12	7	23	3	8
Average	29.8	33.0	22.9	31.7	25.0	27.3
Median	27.5	30.0	20.0	29.0	29.0	26.0
Vacation days per year (for new hires)	100	16	8	45	10	19
Average	14.3	11.7	12.5	15.6	14.2	14.2
Median	14.0	10.0	11.5	15.0	13.0	13.0
Vacation days per year (for employees with 25 years of service)	93	14	8	43	9	17
Average	23.0	21.3	21.4	24.9	22.7	20.7
Median	20.0	20.0	20.0	23.0	20.0	21.0
Holidays per year	104	18	8	46	11	19
Average	11.5	10.8	12.5	11.7	11.8	11.2
Median	11.0	10.0	11.5	11.0	11.0	11.0
Sick days per year (for new hires)	97	15	7	45	10	18
Average	11.9	10.3	7.7	13.6	12.1	10.6
Median	10.0	12.0	8.0	12.0	12.0	10.0
Sick days per year (for employees with 25 years of service)	91	13	7	43	9	17
Average	15.5	11.3	7.7	19.9	11.9	13.1
Median	12.0	12.0	8.0	12.0	12.0	11.0

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Benefits Data by Region (continued)

	All U.S.	North Central U.S.	Northeast U.S.	Northwest U.S.	Southeast U.S.	Southwest U.S.
7. Organization currently has a sabbatical policy						
Total # of Orgs Responding	162	29	15	73	15	27
% of Orgs Responding Yes	37.7%	20.7%	6.7%	49.3%	33.3%	40.7%
Who is eligible to take a sabbatical?	61	6	1	37	5	11
Only the CEO	1.6%	0.0%	0.0%	2.7%	0.0%	0.0%
Only executive leadership	1.6%	0.0%	0.0%	2.7%	0.0%	0.0%
Most employees	23.0%	66.7%	0.0%	18.9%	40.0%	9.1%
All employees	73.8%	33.3%	100.0%	75.7%	60.0%	90.9%
How many years does the employee have to be employed to be eligible to take sabbatical?	61	6	1	38	5	11
Less than 1 Year	1.6%	0.0%	0.0%	2.6%	0.0%	0.0%
1 to 2.9 Years	1.6%	16.7%	0.0%	0.0%	0.0%	0.0%
3 to 4.9 Years	6.6%	33.3%	0.0%	5.3%	0.0%	0.0%
5 to 6.9 Years	44.3%	16.7%	0.0%	52.6%	20.0%	45.5%
7+ Years	45.9%	33.3%	100.0%	39.5%	80.0%	54.5%
What is the length of the sabbatical?	59	6.0	1.0	36.0	5.0	11.0
1 month	25.4%	50.0%	100.0%	22.2%	20.0%	18.2%
2 months	22.0%	33.3%	0.0%	25.0%	20.0%	9.1%
3 months	44.1%	0.0%	0.0%	44.4%	60.0%	63.6%
4 to 6 months	6.8%	16.7%	0.0%	8.3%	0.0%	0.0%
7 to 9 months	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
10 to 12 months	1.7%	0.0%	0.0%	0.0%	0.0%	9.1%
Over 1 year	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Is the sabbatical paid?						
Total # of Orgs Responding	60	6	1	37	5	11
% of Orgs Responding Yes	88.3%	66.7%	100.0%	91.9%	80.0%	90.9%
If yes the sabbatical is paid, how much is the employee paid while on sabbatical?	53	4	1	34	4	10
100% of salary	84.9%	75.0%	100.0%	85.3%	100.0%	80.0%
75% - 99% of salary	7.5%	0.0%	0.0%	8.8%	0.0%	10.0%
50% - 74% of salary	3.8%	25.0%	0.0%	0.0%	0.0%	10.0%
25% - 49% of salary	3.8%	0.0%	0.0%	5.9%	0.0%	0.0%
Less than 25% of salary	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

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Benefits Data by Region (continued)

	All U.S.	North Central U.S.	Northeast U.S.	Northwest U.S.	Southeast U.S.	Southwest U.S.
8. Organization currently has a remote work policy (e.g. telecommuting, working from home)						
Total # of Orgs Responding	162	29	15	72	15	28
% of Orgs Responding Yes	87.0%	72.4%	80.0%	86.1%	73.3%	89.3%
Does the organization consider this a benefit?						
Total # of Orgs Responding	141	22	12	66	11	27
% of Orgs Responding Yes	47.5%	50.0%	33.3%	43.9%	81.8%	44.4%
Was the remote work policy in place prior to COVID-19?						
Total # of Orgs Responding	141	22	12	66	11	27
% of Orgs Responding Yes	48.9%	40.9%	50.0%	45.5%	63.6%	51.9%
Will the remote work policy remain in place following the COVID-19 pandemic?						
Total # of Orgs Responding	141	22	12	66	11	27
% of Orgs Responding Yes	94.3%	90.9%	83.3%	98.5%	81.8%	96.3%
Can all employees work remotely?						
Total # of Orgs Responding	141	22	12	66	11	27
% of Orgs Responding Yes	62.4%	54.5%	33.3%	72.7%	45.5%	66.7%
How many days per week are employees allowed to work remotely?	127	19	11	62	8	25
1 Day	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
2 Days	7.1%	5.3%	27.3%	4.8%	0.0%	8.0%
3 Days	16.5%	15.8%	36.4%	17.7%	12.5%	8.0%
4 Days	6.3%	5.3%	9.1%	3.2%	0.0%	12.0%
5 Days	70.1%	73.7%	27.3%	74.2%	87.5%	72.0%

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Benefits Data by Region (continued)

	All U.S.	North Central U.S.	Northeast U.S.	Northwest U.S.	Southeast U.S.	Southwest U.S.
What expenses does your organization contribute to the cost of, to support the remote worker's workspace?						
Laptop						
Total # of Orgs Responding	141	22	12	66	11	27
% of Orgs Responding Yes	87.9%	81.8%	83.3%	92.4%	90.9%	81.5%
Keyboard/Mouse						
Total # of Orgs Responding	141	22	12	66	11	27
% of Orgs Responding Yes	80.9%	72.7%	75.0%	84.8%	81.8%	77.8%
Cell Phone						
Total # of Orgs Responding	141	22	12	66	11	27
% of Orgs Responding Yes	48.2%	45.5%	16.7%	54.5%	63.6%	44.4%
Internet Service						
Total # of Orgs Responding	141	22	12	66	11	27
% of Orgs Responding Yes	29.1%	22.7%	16.7%	31.8%	45.5%	25.9%
Office Supplies						
Total # of Orgs Responding	141	22	12	66	11	27
% of Orgs Responding Yes	68.8%	72.7%	58.3%	74.2%	63.6%	59.3%
Office Furniture (chair, desk, etc.)						
Total # of Orgs Responding	141	22	12	66	11	27
% of Orgs Responding Yes	31.9%	22.7%	8.3%	37.9%	18.2%	40.7%
Software						
Total # of Orgs Responding	141	22	12	66	11	27
% of Orgs Responding Yes	87.9%	86.4%	91.7%	90.9%	90.9%	77.8%

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Benefits Data by Region (continued)

	All U.S.	North Central U.S.	Northeast U.S.	Northwest U.S.	Southeast U.S.	Southwest U.S.
Does your organization provide a stipend for remote work?						
Total # of Orgs Responding	137	21	12	64	11	26
% of Orgs Responding Yes	19.0%	14.3%	16.7%	23.4%	9.1%	19.2%
What is the average amount of an annual stipend?	26	2	2	15	1	6
Under $100	11.5%	50.0%	0.0%	0.0%	0.0%	33.3%
$100 to $200	11.5%	0.0%	0.0%	13.3%	100.0%	0.0%
$201 to $300	7.7%	0.0%	0.0%	13.3%	0.0%	0.0%
$301 to $400	3.8%	0.0%	0.0%	6.7%	0.0%	0.0%
$401 to $500	11.5%	0.0%	50.0%	6.7%	0.0%	16.7%
Over $500	53.8%	50.0%	50.0%	60.0%	0.0%	50.0%

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Benefits Data by Region (continued)

	All U.S.	North Central U.S.	Northeast U.S.	Northwest U.S.	Southeast U.S.	Southwest U.S.
9. Organization offers flexible schedules						
Total # of Orgs Responding	158	29	15	69	15	27
% of Orgs Responding Yes	79.1%	58.6%	80.0%	85.5%	46.7%	74.1%
Flexible start and stop times with core hours						
Total # of Orgs Responding	125	17	12	64	6	22
% of Orgs Responding Yes	96.0%	100.0%	83.3%	96.9%	100.0%	100.0%
Compressed workweek, such as 4/10 or 9/80 schedules						
Total # of Orgs Responding	125	17	12	64	6	23
% of Orgs Responding Yes	48.8%	41.2%	33.3%	50.0%	50.0%	56.5%
Half-day summer Fridays every week						
Total # of Orgs Responding	125	17	12	64	6	23
% of Orgs Responding Yes	10.4%	5.9%	8.3%	12.5%	0.0%	8.7%
Full-day summer Fridays every week						
Total # of Orgs Responding	125	17	12	64	6	23
% of Orgs Responding Yes	12.0%	11.8%	0.0%	14.1%	16.7%	13.0%
Floating summer Fridays						
Total # of Orgs Responding	125	17	12	64	6	23
% of Orgs Responding Yes	13.6%	11.8%	0.0%	12.5%	16.7%	21.7%

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Benefits Data by Region (continued)

	All U.S.	North Central U.S.	Northeast U.S.	Northwest U.S.	Southeast U.S.	Southwest U.S.
10. Organization currently has a family leave policy						
Total # of Orgs Responding	159	29	14	74	15	24
% of Orgs Responding Yes	71.1%	69.0%	64.3%	75.7%	60.0%	70.8%
Maximum number of weeks paid	91	16	8	45	8	14
Average	7.3	5.4	6.0	8.8	6.3	6.2
Median	6.0	5.0	6.0	8.0	7.0	6.0
Compensation rate during paid leave - as a percentage of the employee's current salary (%)	86	14	8	43	8	13
Average	93.9%	96.4%	90.6%	91.8%	100.0%	96.2%
Median	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Maximum number of weeks unpaid	77	16	7	32	5	16
Average	9.7	9.8	10.6	9.4	10.6	9.7
Median	12.0	11.5	12.0	8.0	12.0	10.4
Who is eligible?	110	20	10	52	8	19
Both parents	97.3%	95.0%	90.0%	98.1%	100.0%	100.0%
Fathers	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Mothers	2.7%	5.0%	10.0%	1.9%	0.0%	0.0%
Is adoption covered?						
Total # of Orgs Responding	113	20	10	54	9	19
% of Orgs Responding Yes	92.0%	85.0%	100.0%	90.7%	100.0%	94.7%
Can family leave be used for situations such as caring for a family member dealing with illness or injury?	111	20	10	52	9	19
Yes, paid leave	21.6%	10.0%	20.0%	23.1%	44.4%	21.1%
Yes, both paid and unpaid leave	56.8%	65.0%	50.0%	59.6%	22.2%	57.9%
No	21.6%	25.0%	30.0%	17.3%	33.3%	21.1%
If family member leave is different from the amount reported above, number of weeks of paid leave	13	2	3	6	0	1
Average	3.9	2.5	5.4	3.8	*****	*****
Median	4.0	2.5	3.5	4.0	*****	4.0
If family member leave is different from the amount reported above, percent of pay covered under the paid leave plan (%)	8	1	1	4	0	1
Average	93.8%	*****	*****	100.0%	*****	*****
Median	100.0%	50.0%	100.0%	100.0%	*****	100.0%

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Benefits Data by Annual Budget

		All U.S.	< $4K	$4K - $6.9K	$7K - $9.9K	$1M - $1.4M	$1.5M - $2.9M	$3M - $4.9M	>= $5M
1.	Organization offers health insurance								
	Total # of Orgs Responding	163	26	23	22	27	40	12	10
	% of Orgs Responding Yes	84.0%	50.0%	56.5%	95.5%	96.3%	97.5%	100.0%	100.0%
	Average percent of monthly premium paid by the employer (%) for employee only coverage	135	11	11	22	26	39	13	11
	Average	91.0%	83.5%	92.7%	90.7%	91.0%	90.4%	91.7%	98.4%
	Median	100.0%	100.0%	100.0%	100.0%	100.0%	99.0%	100.0%	100.0%
	Average percent of monthly premium paid by the employee (%) for employee only coverage	135	11	11	22	26	39	13	11
	Average	9.0%	16.5%	7.3%	9.3%	9.0%	9.6%	8.3%	1.6%
	Median	0.0%	0.0%	0.0%	0.0%	0.0%	1.0%	0.0%	0.0%
	Average percent of monthly premium paid by the employer (%) for family coverage	102	6	6	15	19	32	12	11
	Average	34.1%	31.3%	39.7%	28.7%	22.4%	38.0%	31.3%	48.0%
	Median	25.0%	0.0%	44.0%	0.0%	0.0%	50.0%	20.0%	50.0%
	Average percent of monthly premium paid by the employee (%) for family coverage	102	6	6	15	19	32	12	11
	Average	65.9%	68.7%	60.3%	71.3%	77.6%	62.0%	68.8%	52.0%
	Median	75.0%	100.0%	56.0%	100.0%	100.0%	50.0%	80.0%	50.0%

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Benefits Data by Annual Budget (continued)

	All U.S.	< $4K	$4K - $6.9K	$7K - $9.9K	$1M - $1.4M	$1.5M - $2.9M	$3M - $4.9M	>= $5M
2. Organization offers life insurance								
Total # of Orgs Responding	166	26	23	23	28	40	13	11
% of Orgs Responding Yes	39.2%	7.7%	26.1%	8.7%	32.1%	65.0%	76.9%	72.7%

	All U.S.	< $4K	$4K - $6.9K	$7K - $9.9K	$1M - $1.4M	$1.5M - $2.9M	$3M - $4.9M	>= $5M
3. Organization offers short-term disability								
Total # of Orgs Responding	166	26	23	23	28	40	13	11
% of Orgs Responding Yes	38.6%	11.5%	52.2%	21.7%	46.4%	40.0%	30.8%	81.8%

	All U.S.	< $4K	$4K - $6.9K	$7K - $9.9K	$1M - $1.4M	$1.5M - $2.9M	$3M - $4.9M	>= $5M
4. Organization offers long-term disability								
Total # of Orgs Responding	166	26	23	23	28	40	13	11
% of Orgs Responding Yes	38.0%	3.8%	21.7%	17.4%	39.3%	52.5%	76.9%	81.8%

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Benefits Data by Annual Budget (continued)

		All U.S.	< $4K	$4K - $6.9K	$7K - $9.9K	$1M - $1.4M	$1.5M - $2.9M	$3M - $4.9M	>= $5M
5.	Organization has a defined contribution plan such as a 401[k], 403[b], etc.								
	Total # of Orgs Responding	161	24	22	23	27	40	12	11
	% of Orgs Responding Yes	83.9%	41.7%	72.7%	95.7%	88.9%	95.0%	100.0%	100.0%
	Is there a matching percentage provided for participating employees?								
	Total # of Orgs Responding	134	11	15	22	24	37	12	11
	% of Orgs Responding Yes	85.8%	72.7%	93.3%	77.3%	91.7%	83.8%	100.0%	81.8%
	Matching percentage provided (percentage)	115	8	14	17	22	31	12	9
	Average	3.5%	3.9%	3.3%	3.1%	3.3%	3.7%	4.0%	3.7%
	Median	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	4.0%
	Organization contribution percentage for all employees (employee contributions not required to receive a contribution)	45	6	5	5	6	14	2	6
	Average	3.9%	2.3%	3.6%	5.8%	2.7%	4.3%	4.0%	4.8%
	Median	3.0%	2.5%	3.0%	3.0%	3.0%	4.0%	4.0%	4.5%
	Is there automatic enrollment for new hires?								
	Total # of Orgs Responding	136	11	16	22	25	37	12	11
	% of Orgs Responding Yes	31.6%	54.5%	18.8%	36.4%	32.0%	37.8%	0.0%	36.4%

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Benefits Data by Annual Budget (continued)

	All U.S.	< $4K	$4K - $6.9K	$7K - $9.9K	$1M - $1.4M	$1.5M - $2.9M	$3M - $4.9M	>= $5M
6. Offers Paid Time Off								
Total # of Orgs Responding	159	24	20	23	28	38	13	11
% of Orgs Responding Yes	96.9%	91.7%	95.0%	100.0%	100.0%	97.4%	100.0%	100.0%
PTO days per year (for new hires) (plans with combined vacation, sick, holiday, etc.)	56	10	8	10	8	13	4	2
Average	22.6	20.1	19.1	22.4	27.4	24.3	23.1	16.0
Median	20.5	20.0	19.0	19.0	25.0	25.0	22.5	16.0
PTO days per year (for employees with 25 years of service) (plans with combined vacation, sick, holiday, etc.)	54	9	8	9	8	13	4	2
Average	29.8	27.8	29.1	30.6	30.5	31.4	28.3	20.0
Median	27.5	28.0	27.5	26.0	25.0	30.0	29.5	20.0
Vacation days per year (for new hires)	100	14	11	13	20	24	9	9
Average	14.3	9.9	15.3	14.8	16.6	14.7	13.2	13.9
Median	14.0	10.0	13.0	15.0	15.0	15.0	12.0	15.0
Vacation days per year (for employees with 25 years of service)	93	14	9	13	18	21	9	9
Average	23.0	20.5	24.2	20.5	26.0	23.9	21.7	22.2
Median	20.0	20.0	23.0	20.0	22.5	21.0	22.0	20.0
Holidays per year	104	14	12	14	20	26	9	9
Average	11.5	10.7	11.1	12.1	11.2	11.7	10.9	13.3
Median	11.0	11.0	11.0	12.0	11.0	11.0	10.0	13.0
Sick days per year (for new hires)	97	13	11	13	18	24	9	9
Average	11.9	10.4	10.6	10.8	12.6	14.0	10.2	11.7
Median	10.0	12.0	10.0	10.0	10.0	12.0	10.0	12.0
Sick days per year (for employees with 25 years of service)	91	13	9	13	17	21	9	9
Average	15.5	15.8	13.8	11.7	21.3	14.6	11.3	17.0
Median	12.0	12.0	10.0	10.0	12.0	12.0	10.0	12.0

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Benefits Data by Annual Budget (continued)

	All U.S.	< $4K	$4K - $6.9K	$7K - $9.9K	$1M - $1.4M	$1.5M - $2.9M	$3M - $4.9M	>= $5M
7. Organization currently has a sabbatical policy								
Total # of Orgs Responding	162	26	22	22	26	40	13	11
% of Orgs Responding Yes	37.7%	11.5%	22.7%	50.0%	30.8%	45.0%	46.2%	72.7%
Who is eligible to take a sabbatical?	61	3	6	11	8	19	6	8
Only the CEO	1.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	12.5%
Only executive leadership	1.6%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Most employees	23.0%	0.0%	33.3%	9.1%	25.0%	36.8%	0.0%	25.0%
All employees	73.8%	66.7%	66.7%	90.9%	75.0%	63.2%	100.0%	62.5%
How many years does the employee have to be employed to be eligible to take sabbatical?	61	3	5	11	9	19	6	8
Less than 1 Year	1.6%	0.0%	0.0%	9.1%	0.0%	0.0%	0.0%	0.0%
1 to 2.9 Years	1.6%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%
3 to 4.9 Years	6.6%	0.0%	20.0%	9.1%	0.0%	5.3%	16.7%	0.0%
5 to 6.9 Years	44.3%	0.0%	20.0%	54.5%	77.8%	42.1%	33.3%	37.5%
7+ Years	45.9%	100.0%	40.0%	27.3%	22.2%	52.6%	50.0%	62.5%
What is the length of the sabbatical?	59	3.0	5.0	11.0	9.0	17.0	6.0	8.0
1 month	25.4%	0.0%	40.0%	45.5%	11.1%	23.5%	50.0%	0.0%
2 months	22.0%	33.3%	20.0%	18.2%	33.3%	29.4%	0.0%	12.5%
3 months	44.1%	66.7%	40.0%	27.3%	44.4%	41.2%	50.0%	62.5%
4 to 6 months	6.8%	0.0%	0.0%	9.1%	11.1%	5.9%	0.0%	12.5%
7 to 9 months	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
10 to 12 months	1.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	12.5%
Over 1 year	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Is the sabbatical paid?								
Total # of Orgs Responding	60	3	5	11	9	18	6	8
% of Orgs Responding Yes	88.3%	100.0%	80.0%	90.9%	88.9%	83.3%	100.0%	87.5%
If yes the sabbatical is paid, how much is the employee paid while on sabbatical?	53	3	4	10	8	15	6	7
100% of salary	84.9%	66.7%	75.0%	70.0%	87.5%	93.3%	100.0%	85.7%
75% - 99% of salary	7.5%	33.3%	0.0%	10.0%	0.0%	6.7%	0.0%	14.3%
50% - 74% of salary	3.8%	0.0%	0.0%	10.0%	12.5%	0.0%	0.0%	0.0%
25% - 49% of salary	3.8%	0.0%	25.0%	10.0%	0.0%	0.0%	0.0%	0.0%
Less than 25% of salary	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

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Benefits Data by Annual Budget (continued)

	All U.S.	< $4K	$4K - $6.9K	$7K - $9.9K	$1M - $1.4M	$1.5M - $2.9M	$3M - $4.9M	>= $5M
8. Organization currently has a remote work policy (e.g. telecommuting, working from home)								
Total # of Orgs Responding	162	24	24	23	27	39	13	11
% of Orgs Responding Yes	87.0%	70.8%	83.3%	87.0%	88.9%	79.5%	84.6%	90.9%
Does the organization consider this a benefit?								
Total # of Orgs Responding	141	18	22	19	25	34	11	11
% of Orgs Responding Yes	47.5%	38.9%	50.0%	36.8%	56.0%	41.2%	63.6%	54.5%
Was the remote work policy in place prior to COVID-19?								
Total # of Orgs Responding	141	18	22	19	25	34	11	11
% of Orgs Responding Yes	48.9%	66.7%	59.1%	42.1%	44.0%	44.1%	36.4%	54.5%
Will the remote work policy remain in place following the COVID-19 pandemic?								
Total # of Orgs Responding	141	18	22	19	25	34	11	11
% of Orgs Responding Yes	94.3%	88.9%	90.9%	94.7%	100.0%	97.1%	81.8%	100.0%
Can all employees work remotely?								
Total # of Orgs Responding	141	18	22	19	25	34	11	11
% of Orgs Responding Yes	62.4%	66.7%	54.5%	78.9%	64.0%	64.7%	45.5%	54.5%
How many days per week are employees allowed to work remotely?	127	18	18	19	23	29	9	10
1 Day	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
2 Days	7.1%	11.1%	5.6%	0.0%	13.0%	0.0%	11.1%	20.0%
3 Days	16.5%	22.2%	16.7%	5.3%	8.7%	24.1%	11.1%	20.0%
4 Days	6.3%	0.0%	16.7%	5.3%	8.7%	3.4%	11.1%	0.0%
5 Days	70.1%	66.7%	61.1%	89.5%	69.6%	72.4%	66.7%	60.0%

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Benefits Data by Annual Budget (continued)

	All U.S.	< $4K	$4K - $6.9K	$7K - $9.9K	$1M - $1.4M	$1.5M - $2.9M	$3M - $4.9M	>= $5M
What expenses does your organization contribute to the cost of, to support the remote worker's workspace?								
Laptop								
Total # of Orgs Responding	141	18	22	19	25	34	11	11
% of Orgs Responding Yes	87.9%	83.3%	68.2%	94.7%	96.0%	88.2%	81.8%	100.0%
Keyboard/Mouse								
Total # of Orgs Responding	141	18	22	19	25	34	11	11
% of Orgs Responding Yes	80.9%	72.2%	63.6%	78.9%	88.0%	85.3%	81.8%	100.0%
Cell Phone								
Total # of Orgs Responding	141	18	22	19	25	34	11	11
% of Orgs Responding Yes	48.2%	22.2%	40.9%	52.6%	36.0%	58.8%	63.6%	81.8%
Internet Service								
Total # of Orgs Responding	141	18	22	19	25	34	11	11
% of Orgs Responding Yes	29.1%	16.7%	13.6%	36.8%	40.0%	26.5%	36.4%	45.5%
Office Supplies								
Total # of Orgs Responding	141	18	22	19	25	34	11	11
% of Orgs Responding Yes	68.8%	77.8%	50.0%	78.9%	68.0%	70.6%	90.9%	54.5%
Office Furniture (chair, desk, etc.)								
Total # of Orgs Responding	141	18	22	19	25	34	11	11
% of Orgs Responding Yes	31.9%	22.2%	13.6%	42.1%	28.0%	29.4%	54.5%	63.6%
Software								
Total # of Orgs Responding	141	18	22	19	25	34	11	11
% of Orgs Responding Yes	87.9%	94.4%	77.3%	94.7%	92.0%	88.2%	81.8%	90.9%

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Benefits Data by Annual Budget (continued)

	All U.S.	< $4K	$4K - $6.9K	$7K - $9.9K	$1M - $1.4M	$1.5M - $2.9M	$3M - $4.9M	>= $5M
Does your organization provide a stipend for remote work?								
Total # of Orgs Responding	137	18	20	19	25	32	11	11
% of Orgs Responding Yes	19.0%	11.1%	20.0%	21.1%	28.0%	9.4%	36.4%	18.2%
What is the average amount of an annual stipend?	26	2	4	4	7	3	4	2
Under $100	11.5%	50.0%	0.0%	25.0%	14.3%	0.0%	0.0%	0.0%
$100 to $200	11.5%	0.0%	25.0%	0.0%	14.3%	0.0%	0.0%	50.0%
$201 to $300	7.7%	0.0%	0.0%	0.0%	14.3%	0.0%	25.0%	0.0%
$301 to $400	3.8%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%
$401 to $500	11.5%	0.0%	25.0%	0.0%	14.3%	0.0%	25.0%	0.0%
Over $500	53.8%	50.0%	25.0%	75.0%	42.9%	100.0%	50.0%	50.0%

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Benefits Data by Annual Budget (continued)

	All U.S.	< $4K	$4K - $6.9K	$7K - $9.9K	$1M - $1.4M	$1.5M - $2.9M	$3M - $4.9M	>= $5M
9. Organization offers flexible schedules								
Total # of Orgs Responding	158	24	21	22	26	40	12	11
% of Orgs Responding Yes	79.1%	79.2%	81.0%	77.3%	84.6%	70.0%	66.7%	63.6%
Flexible start and stop times with core hours								
Total # of Orgs Responding	125	20	19	16	25	29	8	7
% of Orgs Responding Yes	96.0%	90.0%	94.7%	100.0%	100.0%	100.0%	100.0%	85.7%
Compressed workweek, such as 4/10 or 9/80 schedules								
Total # of Orgs Responding	125	20	19	16	25	29	8	7
% of Orgs Responding Yes	48.8%	45.0%	52.6%	43.8%	56.0%	55.2%	37.5%	28.6%
Half-day summer Fridays every week								
Total # of Orgs Responding	125	20	19	16	25	29	8	7
% of Orgs Responding Yes	10.4%	5.0%	21.1%	18.8%	8.0%	10.3%	0.0%	0.0%
Full-day summer Fridays every week								
Total # of Orgs Responding	125	20	19	16	25	29	8	7
% of Orgs Responding Yes	12.0%	10.0%	10.5%	25.0%	12.0%	13.8%	0.0%	0.0%
Floating summer Fridays								
Total # of Orgs Responding	125	20	19	16	25	29	8	7
% of Orgs Responding Yes	13.6%	10.0%	21.1%	18.8%	8.0%	13.8%	25.0%	0.0%

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Benefits Data by Annual Budget (continued)

	All U.S.	< $4K	$4K - $6.9K	$7K - $9.9K	$1M - $1.4M	$1.5M - $2.9M	$3M - $4.9M	>= $5M
10. Organization currently has a family leave policy								
Total # of Orgs Responding	159	23	21	22	27	40	13	11
% of Orgs Responding Yes	71.1%	52.2%	47.6%	86.4%	74.1%	77.5%	84.6%	81.8%
Maximum number of weeks paid	91	9	8	18	18	22	9	6
Average	7.3	7.0	8.4	7.3	6.3	7.1	6.7	12.5
Median	6.0	6.0	7.0	6.0	5.0	6.0	6.0	12.0
Compensation rate during paid leave - as a percentage of the employee's current salary (%)	86	9	8	16	16	22	8	6
Average	93.9%	97.2%	80.0%	94.7%	94.3%	95.2%	92.5%	100.0%
Median	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Maximum number of weeks unpaid	77	11	5	13	14	22	6	6
Average	9.7	8.2	9.0	10.1	10.0	9.9	11.0	9.7
Median	12.0	8.0	8.0	8.0	12.0	9.5	12.0	12.0
Who is eligible?	110	14	8	19	20	29	10	9
Both parents	97.3%	100.0%	100.0%	100.0%	90.0%	96.6%	100.0%	100.0%
Fathers	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Mothers	2.7%	0.0%	0.0%	0.0%	10.0%	3.4%	0.0%	0.0%
Is adoption covered?								
Total # of Orgs Responding	113	14	9	19	20	29	11	9
% of Orgs Responding Yes	92.0%	100.0%	88.9%	100.0%	75.0%	93.1%	100.0%	100.0%
Can family leave be used for situations such as caring for a family member dealing with illness or injury?	111	14	9	19	19	29	11	9
Yes, paid leave	21.6%	28.6%	11.1%	31.6%	15.8%	13.8%	27.3%	22.2%
Yes, both paid and unpaid leave	56.8%	57.1%	66.7%	42.1%	63.2%	62.1%	54.5%	55.6%
No	21.6%	14.3%	22.2%	26.3%	21.1%	24.1%	18.2%	22.2%
If family member leave is different from the amount reported above, number of weeks of paid leave	13	2	1	0	2	6	1	1
Average	3.9	1.5	*****	*****	6.0	4.8	*****	*****
Median	4.0	1.5	0.6	*****	6.0	4.0	2.0	4.0
If family member leave is different from the amount reported above, percent of pay covered under the paid leave plan (%)	8	1	1	0	1	4	0	1
Average	93.8%	*****	*****	*****	*****	87.5%	*****	*****
Median	100.0%	100.0%	100.0%	*****	100.0%	100.0%	*****	100.0%

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Administration Director

Plan, direct, or coordinate the administrative services of an organization, such as records and information management, mail distribution, transportation, facilities planning and maintenance, procurement, food services, human resources, information technology, risk management, and other office support services.

Degree of Match	
More	17.6%
Equal	58.8%
Less	23.5%

All Organizations

Data as of April 1, 2022

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Survey Data	Number of Responses	17	5	16	13
	Number of FTE	15	4	14	11
	Number of PTE	3	1	3	3
	Average	$63,767	$2,670	8.5	4.6
	P25	$50,000	$2,500	4.0	1.0
	P50	$56,700	$3,000	5.5	4.0
	P75	$70,000	$3,250	10.3	5.0
Bonus Eligibity	Eligible	33.3%			
	Not Eligible	66.7%			
Majority of incumbents in this position work	On-site	41.2%			
	Hybrid	41.2%			
	Remote	17.6%			
Workweek Hours	Average	38.9			
	P25	40.0			
	P50	40.0			
	P75	40.0			

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Administration Director (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
< $400,000	Number of Responses	2	0	1	1
	Number of FTE	1	0	0	0
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$400,000 - $699,999	Number of Responses	1	1	1	0
	Number of FTE	1	1	1	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$700,000 - $999,999	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$1,000,000 - $1,499,999	Number of Responses	3	1	3	3
	Number of FTE	2	0	2	2
	Number of PTE	1	1	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$1,500,000 - $2,999,999	Number of Responses	5	2	5	5
	Number of FTE	5	2	5	5
	Number of PTE	1	0	1	1
	Average	$55,618	*****	4.0	2.4
	P25	$52,050	*****	4.0	1.0
	P50	$53,000	*****	4.0	1.0
	P75	$56,700	*****	5.0	4.0

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Administration Director (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
$3,000,000 - $4,999,999	Number of Responses	3	0	3	1
	Number of FTE	3	0	3	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
>= $5,000,000	Number of Responses	2	1	2	2
	Number of FTE	2	1	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Administration Director (continued)

Region Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
North Central U.S. (IL, IN, IA, MI, MN, NE, ND, OH, SD, WI)	Number of Responses	4	0	3	3
	Number of FTE	4	0	3	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Northeast U.S. (CT, DE, ME, MD, MA, NH, NJ, NY, PA, RI, VT)	Number of Responses	1	0	1	0
	Number of FTE	1	0	1	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Northwest U.S. (AK, CA, HI, ID, MT, OR, WA, WY)	Number of Responses	7	2	7	6
	Number of FTE	5	1	5	4
	Number of PTE	3	1	3	3
	Average	$60,241	*****	7.4	4.2
	P25	$53,696	*****	4.0	3.3
	P50	$56,700	*****	5.0	4.0
	P75	$63,419	*****	9.0	4.8
South Central U.S. (AK, LA, MO, OK, TX, KS)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Southeast U.S. (AL, DC, FL, GA, KY, MS, NC, SC, TN, VA, WV)	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Southwest U.S. (AZ, CO, NV, NM, UT)	Number of Responses	4	3	4	3
	Number of FTE	4	3	4	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Administration Director (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
California	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Colorado	Number of Responses	1	1	1	1
	Number of FTE	1	1	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
District Of Columbia	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Idaho	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Illinois	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Montana	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Administration Director (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
New England (CT, MA, ME, NH, RI, VT)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Oregon	Number of Responses	3	1	3	3
	Number of FTE	2	0	2	2
	Number of PTE	1	1	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Portland, OR	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Utah	Number of Responses	1	1	1	0
	Number of FTE	1	1	1	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Washington	Number of Responses	1	0	1	1
	Number of FTE	0	0	0	0
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Wisconsin	Number of Responses	1	0	0	0
	Number of FTE	1	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Administration Director (continued)

Type of Community Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Urban	Number of Responses	6	1	5	4
	Number of FTE	6	1	5	4
	Number of PTE	0	0	0	0
	Average	$67,199	*****	9.2	*****
	P25	$57,675	*****	4.0	*****
	P50	$65,300	*****	4.0	*****
	P75	$74,875	*****	15.0	*****
Suburban	Number of Responses	7	3	7	7
	Number of FTE	6	2	6	6
	Number of PTE	2	1	2	2
	Average	$58,359	*****	8.9	5.4
	P25	$47,150	*****	4.5	1.0
	P50	$50,000	*****	6.0	1.0
	P75	$52,525	*****	9.5	9.5
Rural	Number of Responses	4	1	4	2
	Number of FTE	3	1	3	1
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Administration Director (continued)

Field of Work Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Consumption and Sustainable Behavior	Number of Responses	2	1	2	0
	Number of FTE	2	1	2	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Environmental Health, Environmental Justice	Number of Responses	3	0	3	3
	Number of FTE	3	0	3	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	12	4	11	10
	Number of FTE	10	3	9	8
	Number of PTE	3	1	3	3
	Average	$65,095	*****	9.5	4.7
	P25	$52,763	*****	4.0	1.5
	P50	$57,350	*****	6.0	4.0
	P75	$71,625	*****	12.5	5.0

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Administrative Assistant

Perform routine clerical and administrative functions such as drafting correspondence, scheduling appointments and travel, organizing and maintaining paper and electronic files, updating databases, or providing information to callers. Prepares and formats reports, presentations, program materials, and other documents as necessary using the full suite of office productivity software.

Degree of Match	
More	14.7%
Equal	52.9%
Less	32.4%

All Organizations

Data as of April 1, 2022

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Survey Data	Number of Responses	34	11	28	24
	Number of FTE	28	8	26	23
	Number of PTE	13	5	9	8
	Average	$45,840	$1,638	5.6	5.4
	P25	$35,721	$425	1.0	1.8
	P50	$44,194	$1,500	2.3	2.3
	P75	$50,975	$2,250	7.1	6.1
Bonus Eligibity	Eligible	54.8%			
	Not Eligible	45.2%			
Majority of incumbents in this position work	On-site	35.3%			
	Hybrid	52.9%			
	Remote	11.8%			
Workweek Hours	Average	38.5			
	P25	40.0			
	P50	40.0			
	P75	40.0			

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Administrative Assistant (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
< $400,000	Number of Responses	4	1	2	2
	Number of FTE	1	0	1	1
	Number of PTE	3	1	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$400,000 - $699,999	Number of Responses	2	2	2	2
	Number of FTE	1	1	1	1
	Number of PTE	2	2	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$700,000 - $999,999	Number of Responses	1	1	1	1
	Number of FTE	1	1	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$1,000,000 - $1,499,999	Number of Responses	4	1	2	2
	Number of FTE	2	0	2	2
	Number of PTE	2	1	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$1,500,000 - $2,999,999	Number of Responses	10	4	10	9
	Number of FTE	8	4	8	8
	Number of PTE	5	0	5	4
	Average	$42,908	*****	5.5	4.5
	P25	$35,360	*****	1.3	1.0
	P50	$43,444	*****	2.3	2.0
	P75	$48,973	*****	6.2	5.3

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Administrative Assistant (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
$3,000,000 - $4,999,999	Number of Responses	4	1	4	3
	Number of FTE	6	1	6	5
	Number of PTE	1	1	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
>= $5,000,000	Number of Responses	7	1	6	4
	Number of FTE	7	1	6	4
	Number of PTE	0	0	0	0
	Average	$59,257	*****	7.3	*****
	P25	$50,000	*****	1.1	*****
	P50	$51,300	*****	3.5	*****
	P75	$65,250	*****	5.5	*****

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Administrative Assistant (continued)

Region Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
North Central U.S. (IL, IN, IA, MI, MN, NE, ND, OH, SD, WI)	Number of Responses	8	1	6	5
	Number of FTE	8	1	7	6
	Number of PTE	3	0	2	2
	Average	$42,527	*****	2.5	2.4
	P25	$34,941	*****	1.3	1.0
	P50	$41,538	*****	2.0	2.0
	P75	$50,625	*****	2.8	2.0
Northeast U.S. (CT, DE, ME, MD, MA, NH, NJ, NY, PA, RI, VT)	Number of Responses	6	2	5	4
	Number of FTE	4	1	4	3
	Number of PTE	2	1	1	1
	Average	$42,088	*****	12.6	*****
	P25	$33,280	*****	2.0	*****
	P50	$39,200	*****	10.0	*****
	P75	$46,050	*****	20.0	*****
Northwest U.S. (AK, CA, HI, ID, MT, OR, WA, WY)	Number of Responses	13	4	10	9
	Number of FTE	10	2	9	9
	Number of PTE	6	4	4	3
	Average	$49,072	*****	4.6	4.9
	P25	$39,500	*****	2.0	2.0
	P50	$47,840	*****	3.6	5.3
	P75	$50,000	*****	6.8	6.0
South Central U.S. (AK, LA, MO, OK, TX, KS)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Southeast U.S. (AL, DC, FL, GA, KY, MS, NC, SC, TN, VA, WV)	Number of Responses	2	1	2	2
	Number of FTE	2	1	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Southwest U.S. (AZ, CO, NV, NM, UT)	Number of Responses	5	3	5	4
	Number of FTE	4	3	4	3
	Number of PTE	2	0	2	2
	Average	$41,760	*****	3.1	*****
	P25	$35,000	*****	1.0	*****
	P50	$42,500	*****	2.5	*****
	P75	$48,000	*****	4.0	*****

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Administrative Assistant (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
California	Number of Responses	2	0	2	2
	Number of FTE	2	0	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Colorado	Number of Responses	1	0	1	0
	Number of FTE	1	0	1	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
District Of Columbia	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Idaho	Number of Responses	1	1	0	0
	Number of FTE	0	0	0	0
	Number of PTE	1	1	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Illinois	Number of Responses	1	0	1	0
	Number of FTE	1	0	1	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Montana	Number of Responses	3	0	2	2
	Number of FTE	2	0	2	2
	Number of PTE	1	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Administrative Assistant (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
New England (CT, MA, ME, NH, RI, VT)	Number of Responses	2	1	1	1
	Number of FTE	1	1	1	1
	Number of PTE	1	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Oregon	Number of Responses	3	2	3	2
	Number of FTE	1	1	1	1
	Number of PTE	4	3	4	3
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Portland, OR	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Utah	Number of Responses	1	1	1	1
	Number of FTE	1	1	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Washington	Number of Responses	3	0	2	2
	Number of FTE	4	0	3	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Wisconsin	Number of Responses	1	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	1	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Administrative Assistant (continued)

Type of Community Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Urban	Number of Responses	13	5	10	9
	Number of FTE	13	4	12	11
	Number of PTE	3	2	1	1
	Average	$52,450	$1,770	6.8	7.6
	P25	$41,476	$500	2.0	2.0
	P50	$50,000	$2,000	2.5	4.0
	P75	$60,500	$2,000	7.5	8.0
Suburban	Number of Responses	9	2	8	7
	Number of FTE	9	2	8	7
	Number of PTE	2	0	2	2
	Average	$44,447	*****	3.9	2.3
	P25	$42,000	*****	1.0	1.0
	P50	$44,387	*****	2.3	2.0
	P75	$49,563	*****	4.3	2.8
Rural	Number of Responses	12	4	10	8
	Number of FTE	6	2	6	5
	Number of PTE	8	3	6	5
	Average	$39,724	*****	5.7	5.5
	P25	$34,941	*****	1.3	1.8
	P50	$38,220	*****	4.3	3.6
	P75	$44,850	*****	7.2	6.6

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Administrative Assistant (continued)

Field of Work Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Consumption and Sustainable Behavior	Number of Responses	1	0	1	0
	Number of FTE	1	0	1	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	5	0	4	2
	Number of FTE	3	0	2	1
	Number of PTE	3	0	3	2
	Average	$48,924	*****	*****	*****
	P25	$47,840	*****	*****	*****
	P50	$48,000	*****	*****	*****
	P75	$50,000	*****	*****	*****
Environmental Health, Environmental Justice	Number of Responses	5	2	3	3
	Number of FTE	4	1	4	4
	Number of PTE	4	1	2	2
	Average	$37,547	*****	*****	*****
	P25	$35,360	*****	*****	*****
	P50	$36,400	*****	*****	*****
	P75	$41,476	*****	*****	*****
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	23	9	20	19
	Number of FTE	20	7	19	18
	Number of PTE	6	4	4	4
	Average	$46,904	$1,797	7.0	6.4
	P25	$36,217	$500	2.0	2.0
	P50	$44,387	$2,000	4.6	4.0
	P75	$53,581	$2,500	7.4	6.8

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Office Manager

May supervise the work of other Administrative Assistants as part of their responsibilities. Performs routine clerical and administrative functions such as drafting correspondence, scheduling appointments and travel, organizing and maintaining paper and electronic files, updating databases, or providing information to callers. Prepares and formats reports, presentations, program materials, and other documents as necessary using the full suite of office productivity software.

Degree of Match	
More	13.2%
Equal	55.3%
Less	31.6%

All Organizations

Data as of April 1, 2022

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Survey Data	Number of Responses	38	15	37	33
	Number of FTE	33	10	32	29
	Number of PTE	5	4	5	5
	Average	$51,156	$1,520	6.0	5.3
	P25	$42,000	$500	2.0	2.0
	P50	$51,975	$1,128	4.0	3.0
	P75	$56,794	$2,250	8.0	7.0
Bonus Eligibity	Eligible	54.1%			
	Not Eligible	45.9%			
Majority of incumbents in this position work	On-site	48.6%			
	Hybrid	42.9%			
	Remote	8.6%			
Workweek Hours	Average	38.4			
	P25	40.0			
	P50	40.0			
	P75	40.0			

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Office Manager (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
< $400,000	Number of Responses	3	2	3	3
	Number of FTE	1	0	1	1
	Number of PTE	2	2	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$400,000 - $699,999	Number of Responses	5	1	5	5
	Number of FTE	4	0	4	4
	Number of PTE	1	1	1	1
	Average	$54,261	*****	5.2	4.6
	P25	$50,200	*****	5.0	3.0
	P50	$55,105	*****	5.0	5.0
	P75	$62,000	*****	6.0	5.0
$700,000 - $999,999	Number of Responses	4	1	4	3
	Number of FTE	3	0	3	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$1,000,000 - $1,499,999	Number of Responses	11	7	10	9
	Number of FTE	9	6	8	7
	Number of PTE	2	1	2	2
	Average	$41,990	$1,499	3.1	2.9
	P25	$35,547	$500	1.3	1.0
	P50	$42,000	$1,128	2.5	2.0
	P75	$45,945	$2,500	4.5	3.0
$1,500,000 - $2,999,999	Number of Responses	8	3	8	6
	Number of FTE	8	3	8	6
	Number of PTE	0	0	0	0
	Average	$57,141	*****	5.6	6.3
	P25	$52,600	*****	1.4	1.8
	P50	$55,575	*****	3.0	5.5
	P75	$57,525	*****	8.0	7.0

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Office Manager (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
$3,000,000 - $4,999,999	Number of Responses	3	0	3	3
	Number of FTE	3	0	3	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
>= $5,000,000	Number of Responses	3	1	3	3
	Number of FTE	3	1	3	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Office Manager (continued)

Region Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
North Central U.S. (IL, IN, IA, MI, MN, NE, ND, OH, SD, WI)	Number of Responses	3	1	3	3
	Number of FTE	3	1	3	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Northeast U.S. (CT, DE, ME, MD, MA, NH, NJ, NY, PA, RI, VT)	Number of Responses	5	3	5	5
	Number of FTE	2	0	2	2
	Number of PTE	3	3	3	3
	Average	$50,829	*****	10.7	11.0
	P25	$50,200	*****	7.0	7.0
	P50	$52,550	*****	10.0	10.0
	P75	$55,800	*****	13.0	13.0
Northwest U.S. (AK, CA, HI, ID, MT, OR, WA, WY)	Number of Responses	19	5	19	17
	Number of FTE	18	4	18	16
	Number of PTE	2	1	2	2
	Average	$53,752	$2,173	5.0	3.7
	P25	$44,588	$2,000	2.0	2.0
	P50	$53,294	$2,500	3.0	3.0
	P75	$60,320	$3,000	5.0	3.3
South Central U.S. (AK, LA, MO, OK, TX, KS)	Number of Responses	2	0	2	2
	Number of FTE	2	0	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Southeast U.S. (AL, DC, FL, GA, KY, MS, NC, SC, TN, VA, WV)	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Southwest U.S. (AZ, CO, NV, NM, UT)	Number of Responses	8	6	7	5
	Number of FTE	7	5	6	5
	Number of PTE	0	0	0	0
	Average	$46,294	$896	3.3	3.2
	P25	$39,194	$500	1.5	1.0
	P50	$43,500	$814	3.0	2.0
	P75	$46,600	$1,407	4.0	4.0

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Office Manager (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
California	Number of Responses	5	0	5	4
	Number of FTE	4	0	4	3
	Number of PTE	1	0	1	1
	Average	$65,164	*****	6.4	*****
	P25	$60,000	*****	2.0	*****
	P50	$62,500	*****	2.0	*****
	P75	$66,000	*****	5.0	*****
Colorado	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
District Of Columbia	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Idaho	Number of Responses	3	1	3	2
	Number of FTE	3	1	3	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Illinois	Number of Responses	2	1	2	2
	Number of FTE	2	1	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Montana	Number of Responses	2	1	2	2
	Number of FTE	2	1	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Office Manager (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
New England (CT, MA, ME, NH, RI, VT)	Number of Responses	3	1	3	3
	Number of FTE	2	0	2	2
	Number of PTE	1	1	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Oregon	Number of Responses	4	1	4	4
	Number of FTE	3	0	3	3
	Number of PTE	1	1	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Portland, OR	Number of Responses	3	1	3	3
	Number of FTE	2	0	2	2
	Number of PTE	1	1	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Utah	Number of Responses	3	3	3	1
	Number of FTE	2	2	2	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Washington	Number of Responses	2	0	2	2
	Number of FTE	3	0	3	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Wisconsin	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Office Manager (continued)

Type of Community Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Urban	Number of Responses	16	5	15	12
	Number of FTE	14	3	13	11
	Number of PTE	1	1	1	1
	Average	$53,855	$2,050	5.9	4.1
	P25	$47,500	$500	2.0	1.8
	P50	$54,200	$2,500	3.0	3.0
	P75	$60,037	$3,000	7.5	4.2
Suburban	Number of Responses	9	6	9	9
	Number of FTE	7	4	7	7
	Number of PTE	2	2	2	2
	Average	$51,532	$1,281	5.1	4.8
	P25	$42,000	$1,107	3.0	3.0
	P50	$50,200	$1,314	5.0	4.0
	P75	$60,639	$1,500	7.0	7.0
Rural	Number of Responses	13	4	13	12
	Number of FTE	12	3	12	11
	Number of PTE	2	1	2	2
	Average	$47,575	*****	6.7	7.0
	P25	$42,000	*****	2.0	1.8
	P50	$46,890	*****	5.0	5.0
	P75	$55,800	*****	10.0	10.8

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Office Manager (continued)

Field of Work Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Consumption and Sustainable Behavior	Number of Responses	3	1	3	3
	Number of FTE	3	1	3	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	3	1	3	2
	Number of FTE	3	1	3	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Environmental Health, Environmental Justice	Number of Responses	8	5	8	7
	Number of FTE	6	3	6	6
	Number of PTE	1	1	1	1
	Average	$46,507	$1,476	3.4	3.3
	P25	$36,406	$1,128	1.8	1.5
	P50	$42,500	$1,500	3.5	3.0
	P75	$52,725	$1,500	4.3	4.5
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	24	8	23	21
	Number of FTE	21	5	20	18
	Number of PTE	4	3	4	4
	Average	$51,032	$1,382	6.5	6.1
	P25	$42,000	$500	2.5	2.0
	P50	$51,375	$1,050	5.0	5.0
	P75	$55,513	$2,125	9.0	8.0

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Government Relations / Lobbyist / Policy Advocate / Policy Analyst

Represent the organization before congress, executive agencies, local and state/province governments, and coalition groups on assigned legislative and regulatory issues. Monitors relevant legislative and regulatory issues on a daily basis. Conducts background research for the purpose of preparing written material, preparation for meetings, etc. Develops and maintains solid relationships with appropriate congressional, federal regulatory, local and state/province governments, and coalition staffs. Develops and maintains effective working relationships with elected officials and lobbies on behalf of the organization's interests and goals. Develops and maintains a working knowledge of proposed legislation and analyzes its impact on the organization's programs. May provide research and policy analysis support to senior government relations staff. May provide services that influence the outcome of legislative, planning, and policy initiatives at the federal, state, province, county, and municipal levels.

Degree of Match	
More	16.7%
Equal	66.7%
Less	16.7%

All Organizations

Data as of April 1, 2022

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Survey Data	Number of Responses	42	14	38	32
	Number of FTE	65	16	61	35
	Number of PTE	7	0	7	6
	Average	$73,529	$2,429	7.4	5.5
	P25	$61,213	$1,125	2.0	1.9
	P50	$70,555	$2,005	4.7	4.3
	P75	$84,923	$3,300	8.9	8.0
Bonus Eligibity	Eligible	61.8%			
	Not Eligible	38.2%			
Majority of incumbents in this position work	On-site	5.6%			
	Hybrid	61.1%			
	Remote	33.3%			
Workweek Hours	Average	39.7			
	P25	40.0			
	P50	40.0			
	P75	40.0			

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Government Relations / Lobbyist / Policy Advocate / Policy Analyst (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
< $400,000	Number of Responses	2	0	2	2
	Number of FTE	2	0	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$400,000 - $699,999	Number of Responses	2	0	2	1
	Number of FTE	1	0	1	0
	Number of PTE	2	0	2	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$700,000 - $999,999	Number of Responses	7	3	6	4
	Number of FTE	7	4	6	3
	Number of PTE	1	0	1	1
	Average	$70,888	*****	5.0	*****
	P25	$61,665	*****	2.5	*****
	P50	$65,826	*****	4.0	*****
	P75	$71,334	*****	6.3	*****
$1,000,000 - $1,499,999	Number of Responses	9	3	7	7
	Number of FTE	13	3	11	11
	Number of PTE	2	0	2	2
	Average	$63,642	*****	6.0	3.5
	P25	$58,000	*****	2.5	1.5
	P50	$62,600	*****	4.0	4.0
	P75	$66,000	*****	6.4	4.4
$1,500,000 - $2,999,999	Number of Responses	12	5	11	11
	Number of FTE	13	6	12	12
	Number of PTE	2	0	2	2
	Average	$77,231	$2,668	13.1	8.5
	P25	$69,264	$1,000	5.3	3.3
	P50	$76,704	$1,500	13.0	6.0
	P75	$82,721	$3,840	18.8	14.0

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Government Relations / Lobbyist / Policy Advocate / Policy Analyst (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
$3,000,000 - $4,999,999	Number of Responses	4	1	4	4
	Number of FTE	4	1	4	4
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
>= $5,000,000	Number of Responses	6	2	6	3
	Number of FTE	25	2	25	3
	Number of PTE	0	0	0	0
	Average	$88,327	*****	3.8	*****
	P25	$83,213	*****	1.6	*****
	P50	$86,802	*****	3.7	*****
	P75	$93,550	*****	4.8	*****

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Government Relations / Lobbyist / Policy Advocate / Policy Analyst (continued)

Region Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
North Central U.S. (IL, IN, IA, MI, MN, NE, ND, OH, SD, WI)	Number of Responses	5	1	4	4
	Number of FTE	5	1	4	4
	Number of PTE	0	0	0	0
	Average	$66,579	*****	*****	*****
	P25	$62,000	*****	*****	*****
	P50	$62,600	*****	*****	*****
	P75	$76,408	*****	*****	*****
Northeast U.S. (CT, DE, ME, MD, MA, NH, NJ, NY, PA, RI, VT)	Number of Responses	3	1	3	2
	Number of FTE	2	1	2	1
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Northwest U.S. (AK, CA, HI, ID, MT, OR, WA, WY)	Number of Responses	21	7	19	16
	Number of FTE	27	7	25	20
	Number of PTE	5	0	5	4
	Average	$74,357	$2,144	10.4	6.5
	P25	$60,950	$1,500	4.0	2.0
	P50	$70,109	$2,000	8.0	5.4
	P75	$84,000	$2,505	15.3	9.3
South Central U.S. (AK, LA, MO, OK, TX, KS)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Southeast U.S. (AL, DC, FL, GA, KY, MS, NC, SC, TN, VA, WV)	Number of Responses	4	1	4	4
	Number of FTE	5	2	5	5
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Southwest U.S. (AZ, CO, NV, NM, UT)	Number of Responses	9	4	8	6
	Number of FTE	26	5	25	5
	Number of PTE	1	0	1	1
	Average	$74,222	*****	4.2	4.5
	P25	$65,826	*****	1.8	2.3
	P50	$72,628	*****	2.7	4.0
	P75	$85,603	*****	5.5	6.5

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Government Relations / Lobbyist / Policy Advocate / Policy Analyst (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
California	Number of Responses	2	2	2	2
	Number of FTE	2	2	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Colorado	Number of Responses	4	1	4	3
	Number of FTE	20	1	20	2
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
District Of Columbia	Number of Responses	4	0	4	4
	Number of FTE	3	0	3	3
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Idaho	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Illinois	Number of Responses	2	1	2	2
	Number of FTE	2	1	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Montana	Number of Responses	4	2	3	2
	Number of FTE	4	2	3	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Government Relations / Lobbyist / Policy Advocate / Policy Analyst (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
New England (CT, MA, ME, NH, RI, VT)	Number of Responses	1	1	1	1
	Number of FTE	1	1	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Oregon	Number of Responses	7	2	6	6
	Number of FTE	7	2	6	6
	Number of PTE	1	0	1	1
	Average	$82,134	*****	19.3	11.2
	P25	$65,500	*****	13.8	9.3
	P50	$84,000	*****	18.0	11.5
	P75	$97,122	*****	26.0	14.5
Portland, OR	Number of Responses	6	2	5	5
	Number of FTE	7	2	6	6
	Number of PTE	0	0	0	0
	Average	$78,039	*****	19.7	9.9
	P25	$63,900	*****	16.0	4.5
	P50	$79,800	*****	20.0	10.0
	P75	$91,875	*****	28.0	15.0
Utah	Number of Responses	1	1	1	0
	Number of FTE	2	2	2	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Washington	Number of Responses	5	0	5	3
	Number of FTE	11	0	11	7
	Number of PTE	3	0	3	2
	Average	$77,813	*****	7.4	*****
	P25	$65,751	*****	4.8	*****
	P50	$82,417	*****	8.0	*****
	P75	$92,299	*****	8.5	*****
Wisconsin	Number of Responses	1	0	0	0
	Number of FTE	1	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Government Relations / Lobbyist / Policy Advocate / Policy Analyst (continued)

Type of Community Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Urban	Number of Responses	26	6	24	20
	Number of FTE	34	8	32	25
	Number of PTE	5	0	5	4
	Average	$75,335	$3,098	8.9	5.9
	P25	$62,150	$1,500	1.9	1.9
	P50	$76,004	$3,420	5.4	4.3
	P75	$87,308	$3,960	14.9	8.3
Suburban	Number of Responses	8	4	7	6
	Number of FTE	24	4	23	5
	Number of PTE	1	0	1	1
	Average	$69,785	*****	3.9	3.2
	P25	$61,667	*****	2.7	1.3
	P50	$65,860	*****	4.0	2.0
	P75	$79,151	*****	5.0	5.0
Rural	Number of Responses	8	4	7	6
	Number of FTE	7	4	6	5
	Number of PTE	1	0	1	1
	Average	$71,406	*****	6.1	6.4
	P25	$60,115	*****	2.5	4.3
	P50	$70,075	*****	5.0	6.0
	P75	$71,407	*****	9.5	8.5

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Government Relations / Lobbyist / Policy Advocate / Policy Analyst (continued)

Field of Work Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Consumption and Sustainable Behavior	Number of Responses	1	1	1	1
	Number of FTE	1	1	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	11	2	10	7
	Number of FTE	33	3	32	10
	Number of PTE	5	0	5	4
	Average	$73,854	*****	8.0	7.4
	P25	$63,876	*****	4.2	3.4
	P50	$76,408	*****	6.5	6.0
	P75	$83,823	*****	11.9	10.0
Environmental Health, Environmental Justice	Number of Responses	7	4	7	6
	Number of FTE	8	5	8	6
	Number of PTE	0	0	0	0
	Average	$73,436	*****	6.1	3.6
	P25	$69,227	*****	1.5	1.3
	P50	$75,600	*****	2.0	3.0
	P75	$80,500	*****	8.3	4.4
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	23	7	20	18
	Number of FTE	23	7	20	18
	Number of PTE	2	0	2	2
	Average	$73,949	$2,271	7.8	5.5
	P25	$59,000	$1,500	1.0	1.3
	P50	$66,000	$2,000	4.5	4.5
	P75	$93,400	$2,950	8.3	8.0

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Grassroots Advocacy / Campaign Manager

Provides strategic grassroots consultation and training to field staff and/or volunteers in order to support and expand the organization's grassroots organizing capacity which includes recruitment, engagement and retention of field staff and/or volunteers. Is involved with national and affiliate volunteer leadership, senior management, government and other nonprofit organizations with which the organization might partner or network.

Degree of Match	
More	21.7%
Equal	52.2%
Less	26.1%

All Organizations

Data as of April 1, 2022

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Survey Data	Number of Responses	23	7	22	19
	Number of FTE	32	11	30	26
	Number of PTE	6	6	6	6
	Average	$65,969	$2,346	3.3	2.9
	P25	$55,613	$1,260	1.0	1.0
	P50	$65,000	$2,000	2.4	2.5
	P75	$74,913	$2,950	5.0	4.5
Bonus Eligibity	Eligible	52.6%			
	Not Eligible	47.4%			
Majority of incumbents in this position work	On-site	4.8%			
	Hybrid	66.7%			
	Remote	28.6%			
Workweek Hours	Average	39.8			
	P25	40.0			
	P50	40.0			
	P75	40.0			

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Grassroots Advocacy / Campaign Manager (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
< $400,000	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$400,000 - $699,999	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$700,000 - $999,999	Number of Responses	7	2	7	4
	Number of FTE	9	3	9	5
	Number of PTE	0	0	0	0
	Average	$55,272	*****	2.4	*****
	P25	$45,819	*****	1.0	*****
	P50	$55,526	*****	2.0	*****
	P75	$62,500	*****	3.0	*****
$1,000,000 - $1,499,999	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$1,500,000 - $2,999,999	Number of Responses	8	3	8	8
	Number of FTE	10	5	10	10
	Number of PTE	6	6	6	6
	Average	$67,469	*****	5.3	4.0
	P25	$59,500	*****	1.8	1.8
	P50	$68,000	*****	5.5	4.5
	P75	$74,599	*****	9.0	5.3

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Grassroots Advocacy / Campaign Manager (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
$3,000,000 - $4,999,999	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
>= $5,000,000	Number of Responses	5	2	4	4
	Number of FTE	10	3	8	8
	Number of PTE	0	0	0	0
	Average	$77,544	*****	*****	*****
	P25	$71,375	*****	*****	*****
	P50	$76,000	*****	*****	*****
	P75	$83,000	*****	*****	*****

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Grassroots Advocacy / Campaign Manager (continued)

Region Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
North Central U.S. (IL, IN, IA, MI, MN, NE, ND, OH, SD, WI)	Number of Responses	4	1	4	4
	Number of FTE	4	1	4	4
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Northeast U.S. (CT, DE, ME, MD, MA, NH, NJ, NY, PA, RI, VT)	Number of Responses	2	0	2	2
	Number of FTE	3	0	3	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Northwest U.S. (AK, CA, HI, ID, MT, OR, WA, WY)	Number of Responses	9	1	8	6
	Number of FTE	13	1	11	9
	Number of PTE	0	0	0	0
	Average	$65,560	*****	3.4	2.7
	P25	$60,000	*****	1.0	1.0
	P50	$67,000	*****	2.5	2.4
	P75	$72,100	*****	5.2	3.9
South Central U.S. (AK, LA, MO, OK, TX, KS)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Southeast U.S. (AL, DC, FL, GA, KY, MS, NC, SC, TN, VA, WV)	Number of Responses	3	2	3	2
	Number of FTE	6	5	6	4
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Southwest U.S. (AZ, CO, NV, NM, UT)	Number of Responses	5	3	5	5
	Number of FTE	6	4	6	6
	Number of PTE	6	6	6	6
	Average	$77,634	*****	4.4	3.3
	P25	$58,000	*****	2.5	2.5
	P50	$76,000	*****	3.0	3.0
	P75	$97,000	*****	6.0	5.0

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Grassroots Advocacy / Campaign Manager (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
California	Number of Responses	2	1	2	1
	Number of FTE	5	1	5	4
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Colorado	Number of Responses	3	1	3	3
	Number of FTE	4	2	4	4
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
District Of Columbia	Number of Responses	2	0	2	2
	Number of FTE	3	0	3	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Idaho	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Illinois	Number of Responses	2	1	2	2
	Number of FTE	2	1	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Montana	Number of Responses	2	0	2	1
	Number of FTE	2	0	2	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Grassroots Advocacy / Campaign Manager (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
New England (CT, MA, ME, NH, RI, VT)	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Oregon	Number of Responses	2	0	2	2
	Number of FTE	2	0	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Portland, OR	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Utah	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Washington	Number of Responses	2	0	1	1
	Number of FTE	3	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Wisconsin	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Grassroots Advocacy / Campaign Manager (continued)

Type of Community Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Urban	Number of Responses	14	3	13	12
	Number of FTE	22	6	20	18
	Number of PTE	0	0	0	0
	Average	$60,791	*****	3.1	2.8
	P25	$49,750	*****	1.0	1.0
	P50	$60,300	*****	2.0	2.1
	P75	$70,781	*****	4.9	3.8
Suburban	Number of Responses	4	2	4	4
	Number of FTE	4	2	4	4
	Number of PTE	6	6	6	6
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Rural	Number of Responses	5	2	5	3
	Number of FTE	6	3	6	4
	Number of PTE	0	0	0	0
	Average	$70,854	*****	2.8	*****
	P25	$60,000	*****	2.0	*****
	P50	$65,000	*****	2.5	*****
	P75	$72,100	*****	3.0	*****

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Grassroots Advocacy / Campaign Manager (continued)

Field of Work Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Consumption and Sustainable Behavior	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	8	3	7	6
	Number of FTE	15	6	13	11
	Number of PTE	0	0	0	0
	Average	$72,025	*****	3.3	3.4
	P25	$60,000	*****	0.8	0.9
	P50	$72,830	*****	2.3	3.0
	P75	$77,407	*****	5.0	4.7
Environmental Health, Environmental Justice	Number of Responses	5	1	5	5
	Number of FTE	5	1	5	5
	Number of PTE	6	6	6	6
	Average	$59,765	*****	3.8	2.8
	P25	$55,700	*****	0.5	0.5
	P50	$58,000	*****	2.0	2.0
	P75	$60,600	*****	6.0	5.0
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	10	3	10	8
	Number of FTE	12	4	12	10
	Number of PTE	0	0	0	0
	Average	$64,225	*****	3.2	2.7
	P25	$45,975	*****	1.3	1.0
	P50	$66,000	*****	2.8	2.8
	P75	$75,025	*****	3.0	3.3

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Community Organizer

Facilitate the recruitment, organization, and engagement of a broad base of individuals, groups, and organizations in support of a cause, movement, or initiative. May be responsible for developing strategies and action plans, creating informational materials, building relationships with community leaders, public officials, media, business leaders, and consumer groups, coordinating advocacy events, organizing campaigns and coalitions, and training volunteers.

Degree of Match	
More	16.7%
Equal	61.1%
Less	22.2%

All Organizations

Data as of April 1, 2022

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Survey Data	Number of Responses	36	8	32	30
	Number of FTE	74	8	64	61
	Number of PTE	16	6	15	15
	Average	$51,136	$978	2.6	2.5
	P25	$44,870	$500	1.0	1.0
	P50	$49,700	$875	2.0	2.0
	P75	$55,894	$1,366	3.9	3.6
Bonus Eligibity	Eligible	46.4%			
	Not Eligible	53.6%			
Majority of incumbents in this position work	On-site	6.5%			
	Hybrid	58.1%			
	Remote	35.5%			
Workweek Hours	Average	39.0			
	P25	40.0			
	P50	40.0			
	P75	40.0			

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Community Organizer (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
< $400,000	Number of Responses	3	1	2	2
	Number of FTE	3	1	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$400,000 - $699,999	Number of Responses	4	1	4	4
	Number of FTE	3	1	3	3
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$700,000 - $999,999	Number of Responses	5	2	4	2
	Number of FTE	10	3	9	6
	Number of PTE	0	0	0	0
	Average	$50,050	*****	*****	*****
	P25	$47,362	*****	*****	*****
	P50	$50,000	*****	*****	*****
	P75	$54,392	*****	*****	*****
$1,000,000 - $1,499,999	Number of Responses	8	2	8	8
	Number of FTE	9	2	9	9
	Number of PTE	6	2	6	6
	Average	$47,567	*****	3.0	2.4
	P25	$44,000	*****	1.8	1.8
	P50	$46,973	*****	2.0	2.0
	P75	$49,848	*****	4.0	3.3
$1,500,000 - $2,999,999	Number of Responses	11	2	10	10
	Number of FTE	26	1	20	20
	Number of PTE	8	4	7	7
	Average	$48,455	*****	3.0	3.0
	P25	$44,739	*****	1.3	1.3
	P50	$48,280	*****	2.8	2.8
	P75	$53,750	*****	4.0	4.0

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Community Organizer (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
$3,000,000 - $4,999,999	Number of Responses	1	0	1	1
	Number of FTE	5	0	5	5
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
>= $5,000,000	Number of Responses	4	0	3	3
	Number of FTE	18	0	16	16
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Community Organizer (continued)

Region Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
North Central U.S. (IL, IN, IA, MI, MN, NE, ND, OH, SD, WI)	Number of Responses	7	0	6	6
	Number of FTE	21	0	15	15
	Number of PTE	2	0	1	1
	Average	$49,458	*****	2.1	2.1
	P25	$46,640	*****	1.1	1.1
	P50	$49,400	*****	1.8	1.8
	P75	$53,227	*****	2.4	2.4
Northeast U.S. (CT, DE, ME, MD, MA, NH, NJ, NY, PA, RI, VT)	Number of Responses	3	2	3	3
	Number of FTE	4	2	4	4
	Number of PTE	2	2	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Northwest U.S. (AK, CA, HI, ID, MT, OR, WA, WY)	Number of Responses	18	2	15	15
	Number of FTE	30	2	26	26
	Number of PTE	6	0	6	6
	Average	$52,091	*****	2.7	2.4
	P25	$44,787	*****	1.2	1.2
	P50	$49,688	*****	2.0	2.0
	P75	$54,927	*****	3.4	3.0
South Central U.S. (AK, LA, MO, OK, TX, KS)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Southeast U.S. (AL, DC, FL, GA, KY, MS, NC, SC, TN, VA, WV)	Number of Responses	3	1	3	2
	Number of FTE	15	2	15	13
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Southwest U.S. (AZ, CO, NV, NM, UT)	Number of Responses	5	3	5	4
	Number of FTE	4	2	4	3
	Number of PTE	5	4	5	5
	Average	$50,999	*****	3.5	*****
	P25	$40,000	*****	1.0	*****
	P50	$58,494	*****	4.0	*****
	P75	$60,000	*****	4.0	*****

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Community Organizer (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
California	Number of Responses	2	0	2	2
	Number of FTE	4	0	4	4
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Colorado	Number of Responses	1	0	1	1
	Number of FTE	0	0	0	0
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
District Of Columbia	Number of Responses	2	0	2	2
	Number of FTE	14	0	14	14
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Idaho	Number of Responses	2	1	2	2
	Number of FTE	4	1	4	4
	Number of PTE	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Illinois	Number of Responses	2	0	2	2
	Number of FTE	7	0	7	7
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Montana	Number of Responses	3	0	3	3
	Number of FTE	6	0	6	6
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Community Organizer (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
New England (CT, MA, ME, NH, RI, VT)	Number of Responses	2	2	2	2
	Number of FTE	2	2	2	2
	Number of PTE	2	2	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Oregon	Number of Responses	4	0	3	3
	Number of FTE	8	0	7	7
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Portland, OR	Number of Responses	4	1	3	3
	Number of FTE	7	1	6	6
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Utah	Number of Responses	2	2	2	1
	Number of FTE	2	2	2	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Washington	Number of Responses	3	0	1	1
	Number of FTE	4	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Wisconsin	Number of Responses	1	0	0	0
	Number of FTE	6	0	0	0
	Number of PTE	1	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Community Organizer (continued)

Type of Community Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Urban	Number of Responses	21	6	17	15
	Number of FTE	56	7	46	43
	Number of PTE	6	2	5	5
	Average	$52,150	$958	2.2	2.4
	P25	$45,000	$500	1.0	1.0
	P50	$50,000	$750	1.5	1.5
	P75	$55,500	$1,375	2.5	3.2
Suburban	Number of Responses	5	1	5	5
	Number of FTE	5	0	5	5
	Number of PTE	6	4	6	6
	Average	$51,300	*****	3.6	3.6
	P25	$40,000	*****	2.0	2.0
	P50	$60,000	*****	4.0	4.0
	P75	$60,000	*****	4.0	4.0
Rural	Number of Responses	10	1	10	10
	Number of FTE	13	1	13	13
	Number of PTE	4	0	4	4
	Average	$48,925	*****	2.6	2.1
	P25	$45,179	*****	1.3	1.3
	P50	$48,815	*****	2.0	2.0
	P75	$51,798	*****	2.8	2.8

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Community Organizer (continued)

Field of Work Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Consumption and Sustainable Behavior	Number of Responses	1	1	1	1
	Number of FTE	1	1	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	9	1	7	6
	Number of FTE	25	2	17	15
	Number of PTE	2	0	1	1
	Average	$50,911	*****	2.1	2.2
	P25	$45,000	*****	1.4	1.5
	P50	$50,000	*****	2.0	2.0
	P75	$57,074	*****	2.0	2.0
Environmental Health, Environmental Justice	Number of Responses	7	4	6	5
	Number of FTE	21	3	20	19
	Number of PTE	7	6	7	7
	Average	$49,092	*****	2.1	2.4
	P25	$42,500	*****	1.1	1.5
	P50	$51,453	*****	1.5	1.5
	P75	$56,997	*****	3.4	4.0
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	19	2	18	18
	Number of FTE	27	2	26	26
	Number of PTE	7	0	7	7
	Average	$52,149	*****	2.6	2.6
	P25	$45,358	*****	1.0	1.0
	P50	$49,400	*****	2.0	2.0
	P75	$55,053	*****	3.6	3.6

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Marketing Coordinator

Coordinate marketing programs in support of an organization's programs and services. Participate in the development and implementation of marketing activities including advertising creation and placement, market research and analysis, brand management and promotion, and customer identification and segmentation.

Degree of Match	
More	16.7%
Equal	60.0%
Less	23.3%

All Organizations

Data as of April 1, 2022

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Survey Data	Number of Responses	30	11	25	20
	Number of FTE	28	7	23	17
	Number of PTE	6	4	6	5
	Average	$47,720	$1,345	3.3	3.1
	P25	$40,000	$600	1.0	1.0
	P50	$45,763	$1,000	2.0	2.0
	P75	$55,931	$1,950	5.0	3.3
Bonus Eligibity	Eligible	48.0%			
	Not Eligible	52.0%			
Majority of incumbents in this position work	On-site	16.7%			
	Hybrid	58.3%			
	Remote	25.0%			
Workweek Hours	Average	38.8			
	P25	40.0			
	P50	40.0			
	P75	40.0			

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Marketing Coordinator (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
< $400,000	Number of Responses	1	1	1	0
	Number of FTE	1	1	1	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$400,000 - $699,999	Number of Responses	2	0	2	2
	Number of FTE	2	0	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$700,000 - $999,999	Number of Responses	6	3	5	3
	Number of FTE	5	2	4	3
	Number of PTE	1	1	1	0
	Average	$46,442	*****	3.2	*****
	P25	$35,125	*****	1.0	*****
	P50	$45,000	*****	1.0	*****
	P75	$54,656	*****	3.0	*****
$1,000,000 - $1,499,999	Number of Responses	5	3	4	3
	Number of FTE	3	2	2	1
	Number of PTE	2	1	2	2
	Average	$40,713	*****	*****	*****
	P25	$36,500	*****	*****	*****
	P50	$40,800	*****	*****	*****
	P75	$44,000	*****	*****	*****
$1,500,000 - $2,999,999	Number of Responses	7	1	5	5
	Number of FTE	6	0	4	4
	Number of PTE	2	1	2	2
	Average	$47,451	*****	2.8	2.6
	P25	$45,000	*****	1.8	2.0
	P50	$45,760	*****	2.0	2.0
	P75	$49,200	*****	4.0	2.0

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Marketing Coordinator (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
$3,000,000 - $4,999,999	Number of Responses	2	1	2	2
	Number of FTE	2	0	2	2
	Number of PTE	1	1	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
>= $5,000,000	Number of Responses	5	2	5	4
	Number of FTE	7	2	7	4
	Number of PTE	0	0	0	0
	Average	$58,348	*****	2.4	*****
	P25	$55,100	*****	1.5	*****
	P50	$59,840	*****	2.0	*****
	P75	$61,000	*****	2.7	*****

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Marketing Coordinator (continued)

Region Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
North Central U.S. (IL, IN, IA, MI, MN, NE, ND, OH, SD, WI)	Number of Responses	8	1	6	6
	Number of FTE	6	0	4	4
	Number of PTE	2	1	2	2
	Average	$40,074	*****	2.8	2.0
	P25	$36,500	*****	1.3	1.3
	P50	$41,000	*****	2.0	2.0
	P75	$45,190	*****	4.3	2.0
Northeast U.S. (CT, DE, ME, MD, MA, NH, NJ, NY, PA, RI, VT)	Number of Responses	3	2	3	3
	Number of FTE	3	1	3	3
	Number of PTE	1	1	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Northwest U.S. (AK, CA, HI, ID, MT, OR, WA, WY)	Number of Responses	10	3	8	7
	Number of FTE	9	1	7	7
	Number of PTE	2	2	2	1
	Average	$51,074	*****	4.2	3.5
	P25	$41,850	*****	1.4	1.3
	P50	$49,722	*****	2.6	2.0
	P75	$60,000	*****	4.8	2.6
South Central U.S. (AK, LA, MO, OK, TX, KS)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Southeast U.S. (AL, DC, FL, GA, KY, MS, NC, SC, TN, VA, WV)	Number of Responses	2	1	2	1
	Number of FTE	1	1	1	0
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Southwest U.S. (AZ, CO, NV, NM, UT)	Number of Responses	7	4	6	3
	Number of FTE	9	4	8	3
	Number of PTE	0	0	0	0
	Average	$54,227	*****	3.8	*****
	P25	$45,800	*****	1.4	*****
	P50	$56,208	*****	2.8	*****
	P75	$63,392	*****	4.5	*****

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Marketing Coordinator (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
California	Number of Responses	2	1	2	1
	Number of FTE	2	0	2	2
	Number of PTE	1	1	1	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Colorado	Number of Responses	3	1	3	2
	Number of FTE	5	1	5	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
District Of Columbia	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Idaho	Number of Responses	2	1	1	1
	Number of FTE	2	1	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Illinois	Number of Responses	1	0	1	1
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Montana	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Marketing Coordinator (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
New England (CT, MA, ME, NH, RI, VT)	Number of Responses	2	1	2	2
	Number of FTE	2	0	2	2
	Number of PTE	1	1	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Oregon	Number of Responses	4	1	3	3
	Number of FTE	3	0	2	2
	Number of PTE	1	1	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Portland, OR	Number of Responses	3	0	2	2
	Number of FTE	3	0	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Utah	Number of Responses	2	2	2	0
	Number of FTE	2	2	2	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Washington	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Wisconsin	Number of Responses	2	0	1	1
	Number of FTE	2	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Marketing Coordinator (continued)

Type of Community Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Urban	Number of Responses	14	4	11	10
	Number of FTE	13	2	10	9
	Number of PTE	2	2	2	2
	Average	$49,419	*****	3.6	3.1
	P25	$42,750	*****	1.0	1.0
	P50	$46,283	*****	1.5	1.8
	P75	$57,750	*****	5.0	2.8
Suburban	Number of Responses	7	3	6	4
	Number of FTE	7	3	6	2
	Number of PTE	2	0	2	2
	Average	$42,496	*****	3.1	*****
	P25	$34,750	*****	2.2	*****
	P50	$38,000	*****	2.8	*****
	P75	$49,550	*****	4.5	*****
Rural	Number of Responses	9	4	8	6
	Number of FTE	8	2	7	6
	Number of PTE	2	2	2	1
	Average	$49,139	*****	3.1	3.7
	P25	$40,000	*****	1.0	1.3
	P50	$47,400	*****	2.0	2.1
	P75	$56,208	*****	3.5	5.1

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Marketing Coordinator (continued)

Field of Work Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Consumption and Sustainable Behavior	Number of Responses	3	1	3	2
	Number of FTE	4	1	4	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	4	2	3	1
	Number of FTE	5	1	4	0
	Number of PTE	1	1	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Environmental Health, Environmental Justice	Number of Responses	5	2	4	4
	Number of FTE	4	1	3	3
	Number of PTE	2	1	2	2
	Average	$47,042	*****	*****	*****
	P25	$42,000	*****	*****	*****
	P50	$44,000	*****	*****	*****
	P75	$45,766	*****	*****	*****
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	18	6	15	13
	Number of FTE	15	4	12	11
	Number of PTE	3	2	3	2
	Average	$47,355	$1,750	3.5	2.8
	P25	$38,500	$675	1.0	1.0
	P50	$45,900	$1,800	2.0	2.0
	P75	$55,931	$2,475	4.5	2.3

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Public Relations Director

Plan, direct, or coordinate activities designed to create or maintain a favorable public image or raise issue awareness for an organization's mission, programs, fundraising activities, services, and brand. May be responsible for brand management and promotion. Responsible for managing media events and activities, press and media contacts, public image campaigns, spokesperson training, and the creation of communication materials and public position statements. Often serves as a spokesperson for the organization with the media. May supervise other communication/public relations staff.

Degree of Match	
More	24.3%
Equal	62.2%
Less	13.5%

All Organizations

Data as of April 1, 2022

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Survey Data	Number of Responses	37	12	34	27
	Number of FTE	35	12	32	25
	Number of PTE	4	1	4	2
	Average	$76,248	$2,942	4.5	4.3
	P25	$58,240	$950	2.0	2.0
	P50	$74,550	$2,500	4.0	4.0
	P75	$88,000	$4,000	6.8	5.5
Bonus Eligibity	Eligible	53.1%			
	Not Eligible	46.9%			
Majority of incumbents in this position work	On-site	12.1%			
	Hybrid	60.6%			
	Remote	27.3%			
Workweek Hours	Average	39.6			
	P25	40.0			
	P50	40.0			
	P75	40.0			

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Public Relations Director (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
< $400,000	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$400,000 - $699,999	Number of Responses	2	1	2	1
	Number of FTE	2	1	2	1
	Number of PTE	1	1	1	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$700,000 - $999,999	Number of Responses	4	2	4	3
	Number of FTE	4	2	4	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$1,000,000 - $1,499,999	Number of Responses	3	1	3	3
	Number of FTE	3	1	3	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$1,500,000 - $2,999,999	Number of Responses	13	4	11	10
	Number of FTE	11	4	9	8
	Number of PTE	3	0	3	2
	Average	$69,912	*****	4.7	4.0
	P25	$65,000	*****	3.0	3.0
	P50	$71,000	*****	5.0	4.0
	P75	$75,600	*****	6.0	5.0

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Public Relations Director (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
$3,000,000 - $4,999,999	Number of Responses	4	1	4	3
	Number of FTE	4	1	4	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
>= $5,000,000	Number of Responses	10	3	10	7
	Number of FTE	10	3	10	7
	Number of PTE	0	0	0	0
	Average	$105,364	*****	4.2	5.0
	P25	$93,243	*****	2.1	2.5
	P50	$105,000	*****	4.0	4.1
	P75	$118,725	*****	6.8	7.9

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Public Relations Director (continued)

Region Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
North Central U.S. (IL, IN, IA, MI, MN, NE, ND, OH, SD, WI)	Number of Responses	8	1	6	5
	Number of FTE	7	1	5	4
	Number of PTE	1	0	1	1
	Average	$61,983	*****	3.3	3.6
	P25	$45,750	*****	2.3	3.0
	P50	$56,000	*****	3.0	3.0
	P75	$78,820	*****	4.5	5.0
Northeast U.S. (CT, DE, ME, MD, MA, NH, NJ, NY, PA, RI, VT)	Number of Responses	2	1	2	2
	Number of FTE	2	1	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Northwest U.S. (AK, CA, HI, ID, MT, OR, WA, WY)	Number of Responses	18	5	17	15
	Number of FTE	17	5	16	14
	Number of PTE	2	0	2	1
	Average	$78,890	$2,920	5.3	5.1
	P25	$66,250	$2,000	3.0	3.0
	P50	$73,820	$4,000	5.0	4.1
	P75	$86,489	$4,000	7.5	6.5
South Central U.S. (AK, LA, MO, OK, TX, KS)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Southeast U.S. (AL, DC, FL, GA, KY, MS, NC, SC, TN, VA, WV)	Number of Responses	4	1	4	2
	Number of FTE	4	1	4	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Southwest U.S. (AZ, CO, NV, NM, UT)	Number of Responses	5	4	5	3
	Number of FTE	5	4	5	3
	Number of PTE	1	1	1	0
	Average	$85,283	*****	3.7	*****
	P25	$50,000	*****	1.0	*****
	P50	$93,100	*****	4.0	*****
	P75	$118,800	*****	5.0	*****

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Public Relations Director (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
California	Number of Responses	3	1	3	3
	Number of FTE	3	1	3	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Colorado	Number of Responses	2	1	2	1
	Number of FTE	2	1	2	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
District Of Columbia	Number of Responses	2	0	2	1
	Number of FTE	2	0	2	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Idaho	Number of Responses	1	0	0	0
	Number of FTE	1	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Illinois	Number of Responses	2	1	2	1
	Number of FTE	2	1	2	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Montana	Number of Responses	3	1	3	3
	Number of FTE	3	1	3	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Public Relations Director (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
New England (CT, MA, ME, NH, RI, VT)	Number of Responses	1	1	1	1
	Number of FTE	1	1	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Oregon	Number of Responses	6	2	6	6
	Number of FTE	5	2	5	5
	Number of PTE	1	0	1	1
	Average	$76,445	*****	6.8	6.5
	P25	$70,250	*****	3.5	3.5
	P50	$78,365	*****	6.0	5.5
	P75	$86,489	*****	7.5	6.8
Portland, OR	Number of Responses	3	1	3	3
	Number of FTE	3	1	3	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Utah	Number of Responses	2	2	2	1
	Number of FTE	2	2	2	1
	Number of PTE	1	1	1	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Washington	Number of Responses	2	0	2	1
	Number of FTE	2	0	2	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Wisconsin	Number of Responses	2	0	1	1
	Number of FTE	2	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Public Relations Director (continued)

Type of Community Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Urban	Number of Responses	22	7	20	15
	Number of FTE	22	7	20	15
	Number of PTE	1	1	1	0
	Average	$82,005	$3,714	4.5	4.7
	P25	$66,250	$1,750	2.0	2.3
	P50	$80,525	$4,000	3.5	4.0
	P75	$92,253	$4,000	5.5	6.0
Suburban	Number of Responses	8	2	7	5
	Number of FTE	7	2	6	4
	Number of PTE	2	0	2	1
	Average	$71,080	*****	4.9	4.6
	P25	$53,400	*****	3.0	3.0
	P50	$71,020	*****	5.0	4.0
	P75	$80,325	*****	7.3	5.0
Rural	Number of Responses	7	3	7	7
	Number of FTE	6	3	6	6
	Number of PTE	1	0	1	1
	Average	$64,058	*****	4.0	3.3
	P25	$51,075	*****	2.0	2.0
	P50	$52,500	*****	4.0	2.0
	P75	$64,620	*****	5.5	5.0

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Public Relations Director (continued)

Field of Work Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Consumption and Sustainable Behavior	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	8	2	7	4
	Number of FTE	7	2	6	3
	Number of PTE	1	0	1	1
	Average	$82,429	*****	4.0	*****
	P25	$61,500	*****	2.3	*****
	P50	$77,625	*****	3.0	*****
	P75	$93,375	*****	5.9	*****
Environmental Health, Environmental Justice	Number of Responses	3	1	3	3
	Number of FTE	3	1	3	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	26	9	24	20
	Number of FTE	25	9	23	19
	Number of PTE	3	1	3	1
	Average	$73,093	$2,644	4.8	4.5
	P25	$52,238	$2,000	2.0	2.0
	P50	$71,020	$2,500	4.6	4.0
	P75	$87,686	$4,000	7.0	5.3

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Public Relations Manager

Plan, direct, or coordinate the communications/public relations activities for a specific program, division, or region within the organization, or a small organization. Markets and promotes the organization's goals and objectives to develop community support. Develops and oversees execution of public and media relations programs, including writing and distributing press releases and alerts; creating and maintaining media contact lists; cultivating ongoing and special-events coverage; supporting and working collaboratively with communications practitioners on PR/media opportunities; tracking results of PR efforts; and providing media training for organizational representatives. May serve as a spokesperson for official response to media inquiries. Typically does not supervise other staff.

Degree of Match	
More	12.9%
Equal	71.0%
Less	16.1%

All Organizations **Data as of April 1, 2022**		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Survey Data	Number of Responses	31	11	30	26
	Number of FTE	37	11	36	30
	Number of PTE	1	0	1	0
	Average	$58,628	$1,953	4.0	3.5
	P25	$53,225	$1,350	1.0	1.0
	P50	$58,000	$1,500	3.0	3.0
	P75	$65,546	$2,303	4.0	4.0
Bonus Eligibity	Eligible	51.7%			
	Not Eligible	48.3%			
Majority of incumbents in this position work	On-site	14.3%			
	Hybrid	53.6%			
	Remote	32.1%			
Workweek Hours	Average	39.7			
	P25	40.0			
	P50	40.0			
	P75	40.0			

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Public Relations Manager (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
< $400,000	Number of Responses	2	1	2	2
	Number of FTE	2	1	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$400,000 - $699,999	Number of Responses	1	0	1	0
	Number of FTE	1	0	1	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$700,000 - $999,999	Number of Responses	2	1	2	1
	Number of FTE	2	1	2	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$1,000,000 - $1,499,999	Number of Responses	4	2	4	4
	Number of FTE	4	2	4	4
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$1,500,000 - $2,999,999	Number of Responses	13	5	12	11
	Number of FTE	16	5	15	14
	Number of PTE	1	0	1	0
	Average	$57,042	$2,053	4.4	3.4
	P25	$53,450	$1,500	2.8	2.0
	P50	$55,200	$1,500	4.0	4.0
	P75	$60,800	$1,500	5.3	4.5

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Public Relations Manager (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
$3,000,000 - $4,999,999	Number of Responses	4	1	4	4
	Number of FTE	4	1	4	4
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
>= $5,000,000	Number of Responses	4	1	4	3
	Number of FTE	7	1	7	4
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Public Relations Manager (continued)

Region Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
North Central U.S. (IL, IN, IA, MI, MN, NE, ND, OH, SD, WI)	Number of Responses	4	1	3	3
	Number of FTE	4	1	3	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Northeast U.S. (CT, DE, ME, MD, MA, NH, NJ, NY, PA, RI, VT)	Number of Responses	3	1	3	3
	Number of FTE	3	1	3	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Northwest U.S. (AK, CA, HI, ID, MT, OR, WA, WY)	Number of Responses	19	6	19	17
	Number of FTE	22	6	22	20
	Number of PTE	1	0	1	0
	Average	$60,284	$2,363	3.4	2.6
	P25	$54,250	$1,500	1.0	1.0
	P50	$59,000	$1,500	3.0	2.0
	P75	$67,546	$3,087	4.0	4.0
South Central U.S. (AK, LA, MO, OK, TX, KS)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Southeast U.S. (AL, DC, FL, GA, KY, MS, NC, SC, TN, VA, WV)	Number of Responses	1	0	1	1
	Number of FTE	2	0	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Southwest U.S. (AZ, CO, NV, NM, UT)	Number of Responses	4	3	4	2
	Number of FTE	6	3	6	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Public Relations Manager (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
California	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Colorado	Number of Responses	1	0	1	0
	Number of FTE	3	0	3	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
District Of Columbia	Number of Responses	1	0	1	1
	Number of FTE	2	0	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Idaho	Number of Responses	2	1	2	2
	Number of FTE	2	1	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Illinois	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Montana	Number of Responses	3	1	3	3
	Number of FTE	6	1	6	6
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Public Relations Manager (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
New England (CT, MA, ME, NH, RI, VT)	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Oregon	Number of Responses	7	3	7	7
	Number of FTE	7	3	7	7
	Number of PTE	0	0	0	0
	Average	$62,043	*****	3.8	3.2
	P25	$59,900	*****	2.0	2.0
	P50	$61,000	*****	4.0	4.0
	P75	$66,419	*****	5.0	4.0
Portland, OR	Number of Responses	3	1	3	3
	Number of FTE	3	1	3	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Utah	Number of Responses	2	2	2	1
	Number of FTE	2	2	2	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Washington	Number of Responses	4	0	4	3
	Number of FTE	4	0	4	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Wisconsin	Number of Responses	2	1	1	1
	Number of FTE	2	1	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Public Relations Manager (continued)

Type of Community Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Urban	Number of Responses	17	7	16	14
	Number of FTE	18	7	17	15
	Number of PTE	0	0	0	0
	Average	$59,775	$2,054	2.2	2.3
	P25	$50,000	$1,350	1.0	1.0
	P50	$61,000	$1,500	1.0	2.0
	P75	$68,000	$2,558	3.0	3.8
Suburban	Number of Responses	7	3	7	5
	Number of FTE	12	3	12	8
	Number of PTE	1	0	1	0
	Average	$57,689	*****	5.5	5.8
	P25	$53,225	*****	2.7	3.0
	P50	$54,000	*****	3.0	3.0
	P75	$57,660	*****	4.5	5.0
Rural	Number of Responses	7	1	7	7
	Number of FTE	7	1	7	7
	Number of PTE	0	0	0	0
	Average	$56,783	*****	6.6	4.3
	P25	$54,333	*****	3.5	3.5
	P50	$57,969	*****	4.0	4.0
	P75	$60,400	*****	9.0	5.9

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Public Relations Manager (continued)

Field of Work Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Consumption and Sustainable Behavior	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	4	0	3	1
	Number of FTE	6	0	5	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Environmental Health, Environmental Justice	Number of Responses	5	4	5	4
	Number of FTE	6	4	6	5
	Number of PTE	0	0	0	0
	Average	$59,805	*****	5.2	*****
	P25	$54,000	*****	1.0	*****
	P50	$60,320	*****	2.0	*****
	P75	$63,206	*****	3.0	*****
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	21	7	21	20
	Number of FTE	24	7	24	23
	Number of PTE	1	0	1	0
	Average	$56,540	$2,126	3.7	3.1
	P25	$52,253	$1,350	1.0	1.8
	P50	$55,166	$1,500	3.0	3.0
	P75	$61,000	$2,558	4.0	4.0

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Social Media Manager

Oversees a company's interactions with the public through implementing content strategies on social media platforms. Their duties include analyzing engagement data, identifying trends in customer interactions and planning digital campaigns to build community online.

Degree of Match	
More	28.1%
Equal	53.1%
Less	18.8%

All Organizations

Data as of April 1, 2022

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Survey Data	Number of Responses	33	7	29	23
	Number of FTE	32	8	28	23
	Number of PTE	5	0	4	2
	Average	$54,037	$1,264	3.0	2.5
	P25	$48,000	$1,000	1.0	0.8
	P50	$53,000	$1,000	1.0	1.0
	P75	$55,000	$1,375	5.0	4.0
Bonus Eligibity	Eligible	48.3%			
	Not Eligible	51.7%			
Majority of incumbents in this position work	On-site	20.7%			
	Hybrid	34.5%			
	Remote	44.8%			
Workweek Hours	Average	39.4			
	P25	40.0			
	P50	40.0			
	P75	40.0			

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Social Media Manager (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
< $400,000	Number of Responses	2	0	1	1
	Number of FTE	2	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$400,000 - $699,999	Number of Responses	1	0	1	0
	Number of FTE	0	0	0	0
	Number of PTE	1	0	1	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$700,000 - $999,999	Number of Responses	6	2	5	4
	Number of FTE	5	2	5	4
	Number of PTE	1	0	0	0
	Average	$48,579	*****	4.6	*****
	P25	$44,270	*****	2.0	*****
	P50	$50,861	*****	3.0	*****
	P75	$53,431	*****	5.0	*****
$1,000,000 - $1,499,999	Number of Responses	3	1	3	3
	Number of FTE	3	1	3	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$1,500,000 - $2,999,999	Number of Responses	11	2	10	9
	Number of FTE	11	3	10	9
	Number of PTE	3	0	3	2
	Average	$52,842	*****	2.7	1.8
	P25	$47,500	*****	0.6	0.5
	P50	$53,498	*****	1.0	1.0
	P75	$56,500	*****	4.5	2.0

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Social Media Manager (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
$3,000,000 - $4,999,999	Number of Responses	2	0	2	1
	Number of FTE	2	0	2	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
>= $5,000,000	Number of Responses	8	2	7	5
	Number of FTE	9	2	7	5
	Number of PTE	0	0	0	0
	Average	$64,625	*****	3.7	2.8
	P25	$52,563	*****	0.9	0.7
	P50	$54,063	*****	4.8	1.0
	P75	$61,344	*****	5.9	5.0

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Social Media Manager (continued)

Region Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
North Central U.S. (IL, IN, IA, MI, MN, NE, ND, OH, SD, WI)	Number of Responses	4	0	2	2
	Number of FTE	4	0	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Northeast U.S. (CT, DE, ME, MD, MA, NH, NJ, NY, PA, RI, VT)	Number of Responses	3	0	3	3
	Number of FTE	3	0	3	3
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Northwest U.S. (AK, CA, HI, ID, MT, OR, WA, WY)	Number of Responses	15	2	13	10
	Number of FTE	13	2	11	9
	Number of PTE	4	0	3	1
	Average	$58,051	*****	2.6	1.6
	P25	$48,000	*****	0.9	0.8
	P50	$54,392	*****	1.0	1.0
	P75	$58,563	*****	3.0	1.8
South Central U.S. (AK, LA, MO, OK, TX, KS)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Southeast U.S. (AL, DC, FL, GA, KY, MS, NC, SC, TN, VA, WV)	Number of Responses	5	2	5	3
	Number of FTE	5	2	5	3
	Number of PTE	0	0	0	0
	Average	$49,328	*****	2.3	*****
	P25	$48,639	*****	1.0	*****
	P50	$50,000	*****	1.0	*****
	P75	$54,000	*****	4.0	*****
Southwest U.S. (AZ, CO, NV, NM, UT)	Number of Responses	6	3	6	5
	Number of FTE	7	4	7	6
	Number of PTE	0	0	0	0
	Average	$53,700	*****	4.3	3.0
	P25	$48,375	*****	3.4	1.0
	P50	$51,499	*****	4.9	3.0
	P75	$53,875	*****	5.0	5.0

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Social Media Manager (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
California	Number of Responses	2	0	2	2
	Number of FTE	2	0	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Colorado	Number of Responses	3	1	3	2
	Number of FTE	3	1	3	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
District Of Columbia	Number of Responses	4	0	4	3
	Number of FTE	4	0	4	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Idaho	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Illinois	Number of Responses	1	0	0	0
	Number of FTE	1	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Montana	Number of Responses	3	1	3	2
	Number of FTE	3	1	3	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Social Media Manager (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
New England (CT, MA, ME, NH, RI, VT)	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Oregon	Number of Responses	6	1	5	4
	Number of FTE	3	1	3	3
	Number of PTE	3	0	2	1
	Average	$56,525	*****	2.9	*****
	P25	$50,348	*****	0.9	*****
	P50	$57,196	*****	1.0	*****
	P75	$63,750	*****	2.0	*****
Portland, OR	Number of Responses	4	0	3	3
	Number of FTE	2	0	2	2
	Number of PTE	3	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Utah	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Washington	Number of Responses	1	0	0	0
	Number of FTE	2	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Wisconsin	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Social Media Manager (continued)

Type of Community Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Urban	Number of Responses	20	3	17	13
	Number of FTE	18	3	15	12
	Number of PTE	4	0	3	2
	Average	$55,801	*****	3.1	2.8
	P25	$49,660	*****	0.7	0.5
	P50	$53,063	*****	1.0	1.0
	P75	$56,250	*****	5.0	5.0
Suburban	Number of Responses	8	4	8	6
	Number of FTE	9	5	9	7
	Number of PTE	1	0	1	0
	Average	$51,418	*****	3.4	2.3
	P25	$46,800	*****	1.0	1.0
	P50	$49,250	*****	3.9	1.0
	P75	$53,874	*****	5.0	4.0
Rural	Number of Responses	5	0	4	4
	Number of FTE	5	0	4	4
	Number of PTE	0	0	0	0
	Average	$51,172	*****	*****	*****
	P25	$42,360	*****	*****	*****
	P50	$54,000	*****	*****	*****
	P75	$54,498	*****	*****	*****

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Social Media Manager (continued)

Field of Work Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Consumption and Sustainable Behavior	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	7	1	5	3
	Number of FTE	8	1	5	3
	Number of PTE	0	0	0	0
	Average	$52,426	*****	1.9	*****
	P25	$49,750	*****	0.9	*****
	P50	$50,000	*****	1.0	*****
	P75	$55,063	*****	2.0	*****
Environmental Health, Environmental Justice	Number of Responses	4	1	4	4
	Number of FTE	5	2	5	5
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	22	5	20	16
	Number of FTE	19	5	18	15
	Number of PTE	4	0	3	1
	Average	$54,647	$1,270	3.4	2.8
	P25	$46,070	$1,000	1.0	1.0
	P50	$52,424	$1,000	1.5	1.0
	P75	$54,875	$1,250	5.0	5.0

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Environmental Sustainability Educator

Responsible for making people aware of environmental issues, promoting conservation and sustainability. Often charged with enhancing the public's enjoyment of the environment through teaching and interpreting the natural world. Involved in curriculum design; promotes programs to target audiences through flyers, websites, and newsletters; teaches groups and interprets the natural environment for them on-site by leading guided walks and answering visitors' questions or teaches sustainability principles; organizes educational events and activities to raise awareness of environmental issues; trains others in the use of resources and in delivering educational sessions; recruits, supervises, and works with volunteers; acts as a point of contact for teachers responding to requests for information on educational issues; evaluates the effectiveness of programs; and manages budgets for projects and educational programs.

Degree of Match	
More	10.0%
Equal	66.7%
Less	23.3%

All Organizations

Data as of April 1, 2022

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Survey Data	Number of Responses	30	10	25	24
	Number of FTE	56	17	47	47
	Number of PTE	57	19	48	44
	Average	$42,751	$1,114	7.2	4.9
	P25	$34,847	$538	2.0	1.8
	P50	$39,758	$1,162	4.5	4.0
	P75	$50,475	$1,631	6.0	6.0
Bonus Eligibity	Eligible	51.7%			
	Not Eligible	48.3%			
Majority of incumbents in this position work	On-site	69.2%			
	Hybrid	26.9%			
	Remote	3.8%			
Workweek Hours	Average	37.6			
	P25	38.1			
	P50	40.0			
	P75	40.0			

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Environmental Sustainability Educator (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
< $400,000	Number of Responses	6	2	4	4
	Number of FTE	6	3	6	6
	Number of PTE	8	0	6	6
	Average	$38,329	*****	*****	*****
	P25	$34,983	*****	*****	*****
	P50	$37,308	*****	*****	*****
	P75	$39,879	*****	*****	*****
$400,000 - $699,999	Number of Responses	6	4	5	4
	Number of FTE	9	6	6	6
	Number of PTE	23	18	22	18
	Average	$38,303	*****	3.8	*****
	P25	$35,003	*****	2.0	*****
	P50	$35,655	*****	3.0	*****
	P75	$37,950	*****	4.5	*****
$700,000 - $999,999	Number of Responses	4	2	4	4
	Number of FTE	7	5	7	7
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$1,000,000 - $1,499,999	Number of Responses	4	0	4	4
	Number of FTE	14	0	14	14
	Number of PTE	3	0	3	3
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$1,500,000 - $2,999,999	Number of Responses	6	1	5	5
	Number of FTE	13	1	7	7
	Number of PTE	15	0	15	15
	Average	$47,203	*****	5.9	5.5
	P25	$40,748	*****	5.0	3.0
	P50	$44,022	*****	5.3	5.3
	P75	$53,263	*****	6.0	6.0

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Environmental Sustainability Educator (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
$3,000,000 - $4,999,999	Number of Responses	1	0	1	1
	Number of FTE	4	0	4	4
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
>= $5,000,000	Number of Responses	2	1	2	2
	Number of FTE	3	2	3	3
	Number of PTE	1	1	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Environmental Sustainability Educator (continued)

Region Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
North Central U.S. (IL, IN, IA, MI, MN, NE, ND, OH, SD, WI)	Number of Responses	10	2	7	7
	Number of FTE	24	2	21	21
	Number of PTE	11	0	3	3
	Average	$44,146	*****	6.0	6.0
	P25	$34,863	*****	3.1	3.1
	P50	$44,208	*****	6.0	6.0
	P75	$52,131	*****	9.3	9.3
Northeast U.S. (CT, DE, ME, MD, MA, NH, NJ, NY, PA, RI, VT)	Number of Responses	4	3	4	4
	Number of FTE	9	8	9	9
	Number of PTE	18	18	18	18
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Northwest U.S. (AK, CA, HI, ID, MT, OR, WA, WY)	Number of Responses	6	1	5	5
	Number of FTE	4	2	4	4
	Number of PTE	16	1	15	15
	Average	$44,881	*****	12.1	4.8
	P25	$36,956	*****	5.3	4.0
	P50	$42,996	*****	6.0	5.3
	P75	$52,750	*****	6.0	6.0
South Central U.S. (AK, LA, MO, OK, TX, KS)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Southeast U.S. (AL, DC, FL, GA, KY, MS, NC, SC, TN, VA, WV)	Number of Responses	5	2	4	4
	Number of FTE	12	2	6	6
	Number of PTE	8	0	8	8
	Average	$41,573	*****	*****	*****
	P25	$36,300	*****	*****	*****
	P50	$40,000	*****	*****	*****
	P75	$45,052	*****	*****	*****
Southwest U.S. (AZ, CO, NV, NM, UT)	Number of Responses	5	2	5	4
	Number of FTE	7	3	7	7
	Number of PTE	4	0	4	0
	Average	$35,546	*****	1.8	*****
	P25	$32,500	*****	1.0	*****
	P50	$35,000	*****	1.0	*****
	P75	$40,000	*****	3.0	*****

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Environmental Sustainability Educator (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
California	Number of Responses	1	0	1	1
	Number of FTE	0	0	0	0
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Colorado	Number of Responses	1	1	1	1
	Number of FTE	2	2	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
District Of Columbia	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Idaho	Number of Responses	1	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	1	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Illinois	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Montana	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Environmental Sustainability Educator (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
New England (CT, MA, ME, NH, RI, VT)	Number of Responses	1	1	1	1
	Number of FTE	3	3	3	3
	Number of PTE	18	18	18	18
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Oregon	Number of Responses	1	1	1	1
	Number of FTE	2	2	2	2
	Number of PTE	1	1	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Portland, OR	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Utah	Number of Responses	3	1	3	2
	Number of FTE	4	1	4	4
	Number of PTE	4	0	4	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Washington	Number of Responses	2	0	2	2
	Number of FTE	1	0	1	1
	Number of PTE	13	0	13	13
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Wisconsin	Number of Responses	4	1	2	2
	Number of FTE	5	1	2	2
	Number of PTE	3	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Environmental Sustainability Educator (continued)

Type of Community Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Urban	Number of Responses	10	3	9	9
	Number of FTE	13	3	13	13
	Number of PTE	7	0	6	6
	Average	$50,048	*****	13.6	7.3
	P25	$37,000	*****	3.0	3.0
	P50	$51,394	*****	7.0	6.0
	P75	$55,750	*****	10.0	10.0
Suburban	Number of Responses	11	4	9	9
	Number of FTE	30	9	27	27
	Number of PTE	42	18	35	35
	Average	$36,295	*****	2.7	2.5
	P25	$34,708	*****	1.0	1.0
	P50	$35,100	*****	2.0	2.0
	P75	$39,250	*****	4.5	4.0
Rural	Number of Responses	9	3	7	6
	Number of FTE	13	5	7	7
	Number of PTE	8	1	7	3
	Average	$42,536	*****	4.6	4.8
	P25	$34,944	*****	3.0	3.1
	P50	$40,000	*****	5.0	5.5
	P75	$51,000	*****	6.0	6.0

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Environmental Sustainability Educator (continued)

Field of Work Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Consumption and Sustainable Behavior	Number of Responses	1	0	1	0
	Number of FTE	0	0	0	0
	Number of PTE	4	0	4	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Environmental Health, Environmental Justice	Number of Responses	1	0	1	1
	Number of FTE	11	0	11	11
	Number of PTE	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	28	10	23	23
	Number of FTE	45	17	36	36
	Number of PTE	51	19	42	42
	Average	$43,798	$1,114	7.6	5.1
	P25	$34,986	$538	2.0	2.0
	P50	$40,000	$1,162	5.0	4.0
	P75	$51,377	$1,631	6.5	6.0

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Land Easement Steward Specialist / Coordinator

The primary work is to monitor the conditions on the ground of conservation properties, easements, and trails. Monitoring often includes: invasive species, poaching, garbage dumping, road problems, squatting, illegal recreation development, and baseline scientific information. Duties typically include trail clearing, trail improvement (including building steps and erosion control structures), boundary marking, painting of structures, basic carpentry, and vegetation control (brush saw work, clipping, etc.). Often oversees a crew of volunteers. Although not directly responsible for public education, is often expected to interact positively with the public when there is an opportunity. With a crew, can move frequently, although occasionally works at the same site for more than one week.

Degree of Match	
More	5.0%
Equal	75.0%
Less	20.0%

All Organizations

Data as of April 1, 2022

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Survey Data	Number of Responses	20	7	19	18
	Number of FTE	27	5	26	26
	Number of PTE	4	3	4	3
	Average	$51,628	$571	6.4	6.2
	P25	$41,844	$225	2.0	2.0
	P50	$47,065	$500	4.0	3.0
	P75	$55,002	$1,000	8.7	9.4
Bonus Eligibity	Eligible	42.1%			
	Not Eligible	57.9%			
Majority of incumbents in this position work	On-site	35.0%			
	Hybrid	60.0%			
	Remote	5.0%			
Workweek Hours	Average	40.0			
	P25	40.0			
	P50	40.0			
	P75	40.0			

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Land Easement Steward Specialist / Coordinator (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
< $400,000	Number of Responses	3	2	3	3
	Number of FTE	1	0	1	1
	Number of PTE	2	2	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$400,000 - $699,999	Number of Responses	2	1	2	1
	Number of FTE	0	0	0	0
	Number of PTE	2	1	2	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$700,000 - $999,999	Number of Responses	3	2	3	3
	Number of FTE	5	3	5	5
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$1,000,000 - $1,499,999	Number of Responses	4	2	4	4
	Number of FTE	5	2	5	5
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$1,500,000 - $2,999,999	Number of Responses	2	0	2	2
	Number of FTE	7	0	7	7
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Land Easement Steward Specialist / Coordinator (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
$3,000,000 - $4,999,999	Number of Responses	3	0	3	3
	Number of FTE	6	0	6	6
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
>= $5,000,000	Number of Responses	2	0	2	2
	Number of FTE	2	0	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Land Easement Steward Specialist / Coordinator (continued)

Region Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
North Central U.S. (IL, IN, IA, MI, MN, NE, ND, OH, SD, WI)	Number of Responses	5	1	4	4
	Number of FTE	9	2	8	8
	Number of PTE	0	0	0	0
	Average	$47,146	*****	*****	*****
	P25	$41,600	*****	*****	*****
	P50	$46,750	*****	*****	*****
	P75	$55,000	*****	*****	*****
Northeast U.S. (CT, DE, ME, MD, MA, NH, NJ, NY, PA, RI, VT)	Number of Responses	3	3	3	3
	Number of FTE	1	1	1	1
	Number of PTE	2	2	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Northwest U.S. (AK, CA, HI, ID, MT, OR, WA, WY)	Number of Responses	9	2	9	9
	Number of FTE	10	2	10	10
	Number of PTE	1	0	1	1
	Average	$54,516	*****	5.2	5.2
	P25	$42,225	*****	2.0	2.0
	P50	$48,000	*****	3.0	3.0
	P75	$58,656	*****	6.5	6.5
South Central U.S. (AK, LA, MO, OK, TX, KS)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Southeast U.S. (AL, DC, FL, GA, KY, MS, NC, SC, TN, VA, WV)	Number of Responses	1	1	1	0
	Number of FTE	0	0	0	0
	Number of PTE	1	1	1	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Southwest U.S. (AZ, CO, NV, NM, UT)	Number of Responses	2	0	2	2
	Number of FTE	7	0	7	7
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Land Easement Steward Specialist / Coordinator (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
California	Number of Responses	2	1	2	2
	Number of FTE	2	1	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Colorado	Number of Responses	1	0	1	1
	Number of FTE	2	0	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
District Of Columbia	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Idaho	Number of Responses	2	1	2	2
	Number of FTE	1	1	1	1
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Illinois	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Montana	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Land Easement Steward Specialist / Coordinator (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
New England (CT, MA, ME, NH, RI, VT)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Oregon	Number of Responses	2	0	2	2
	Number of FTE	2	0	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Portland, OR	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Utah	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Washington	Number of Responses	2	0	2	2
	Number of FTE	4	0	4	4
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Wisconsin	Number of Responses	1	1	1	1
	Number of FTE	2	2	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Land Easement Steward Specialist / Coordinator (continued)

Type of Community Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Urban	Number of Responses	5	0	5	5
	Number of FTE	6	0	6	6
	Number of PTE	0	0	0	0
	Average	$58,706	*****	3.5	3.5
	P25	$47,380	*****	2.0	2.0
	P50	$48,000	*****	3.0	3.0
	P75	$48,400	*****	4.0	4.0
Suburban	Number of Responses	8	3	7	6
	Number of FTE	16	3	15	15
	Number of PTE	1	1	1	0
	Average	$49,937	*****	8.8	8.6
	P25	$40,575	*****	5.1	3.1
	P50	$47,463	*****	7.0	8.3
	P75	$55,914	*****	13.2	14.6
Rural	Number of Responses	7	4	7	7
	Number of FTE	5	2	5	5
	Number of PTE	3	2	3	3
	Average	$48,504	*****	6.0	6.0
	P25	$39,000	*****	1.5	1.5
	P50	$45,760	*****	2.0	2.0
	P75	$50,505	*****	8.0	8.0

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Land Easement Steward Specialist / Coordinator (continued)

Field of Work Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Consumption and Sustainable Behavior	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Environmental Health, Environmental Justice	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	20	7	19	18
	Number of FTE	27	5	26	26
	Number of PTE	4	3	4	3
	Average	$51,628	$571	6.4	6.2
	P25	$41,844	$225	2.0	2.0
	P50	$47,065	$500	4.0	3.0
	P75	$55,002	$1,000	8.7	9.4

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Land Protection Specialist / Coordinator

Serve as the main point-of-contact and project lead with private and public landowners for purposes of identifying and protecting natural areas. Works on both fee title and conservation easement projects. Responsibilities often include fostering relationships with public and private landowners interested in permanent land protection; preparing all baseline documentation for land projects; working with conservancy lawyers to draft, revise, finalize, and record conservation easements and fee title transactions; and serving as conservancy liaison in key partnership with municipalities, ENGOs, and state/provincial and federal agencies. Often works with Executive Director and Stewardship Director to develop landowner outreach communication materials, participates in grant writing for land acquisition opportunities, and manages budgets and writes grants.

Degree of Match	
More	6.3%
Equal	56.3%
Less	37.5%

All Organizations

Data as of April 1, 2022

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Survey Data	Number of Responses	16	6	15	13
	Number of FTE	31	7	31	22
	Number of PTE	3	2	2	2
	Average	$57,322	$1,067	4.0	4.0
	P25	$49,725	$625	2.0	2.0
	P50	$54,193	$1,000	4.0	4.0
	P75	$58,244	$1,563	5.0	5.0
Bonus Eligibity	Eligible	46.7%			
	Not Eligible	53.3%			
Majority of incumbents in this position work	On-site	31.3%			
	Hybrid	62.5%			
	Remote	6.3%			
Workweek Hours	Average	37.5			
	P25	40.0			
	P50	40.0			
	P75	40.0			

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Land Protection Specialist / Coordinator (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
< $400,000	Number of Responses	3	1	2	2
	Number of FTE	1	0	1	1
	Number of PTE	2	1	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$400,000 - $699,999	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$700,000 - $999,999	Number of Responses	5	2	5	5
	Number of FTE	6	2	6	6
	Number of PTE	1	1	1	1
	Average	$48,477	*****	3.0	3.0
	P25	$50,000	*****	2.0	2.0
	P50	$52,000	*****	2.0	2.0
	P75	$54,000	*****	4.0	4.0
$1,000,000 - $1,499,999	Number of Responses	4	2	4	3
	Number of FTE	6	3	6	5
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$1,500,000 - $2,999,999	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Land Protection Specialist / Coordinator (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
$3,000,000 - $4,999,999	Number of Responses	2	0	2	1
	Number of FTE	9	0	9	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
>= $5,000,000	Number of Responses	2	1	2	2
	Number of FTE	9	2	9	9
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Land Protection Specialist / Coordinator (continued)

Region Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
North Central U.S. (IL, IN, IA, MI, MN, NE, ND, OH, SD, WI)	Number of Responses	5	1	4	4
	Number of FTE	5	1	5	5
	Number of PTE	2	1	1	1
	Average	$44,980	*****	*****	*****
	P25	$40,000	*****	*****	*****
	P50	$48,901	*****	*****	*****
	P75	$50,000	*****	*****	*****
Northeast U.S. (CT, DE, ME, MD, MA, NH, NJ, NY, PA, RI, VT)	Number of Responses	2	1	2	1
	Number of FTE	8	0	8	0
	Number of PTE	1	1	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Northwest U.S. (AK, CA, HI, ID, MT, OR, WA, WY)	Number of Responses	7	3	7	7
	Number of FTE	16	5	16	16
	Number of PTE	0	0	0	0
	Average	$69,516	*****	4.8	4.6
	P25	$56,189	*****	2.8	2.8
	P50	$59,000	*****	5.0	4.0
	P75	$76,617	*****	5.0	5.0
South Central U.S. (AK, LA, MO, OK, TX, KS)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Southeast U.S. (AL, DC, FL, GA, KY, MS, NC, SC, TN, VA, WV)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Southwest U.S. (AZ, CO, NV, NM, UT)	Number of Responses	2	1	2	1
	Number of FTE	2	1	2	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Land Protection Specialist / Coordinator (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
California	Number of Responses	2	1	2	2
	Number of FTE	8	1	8	8
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Colorado	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
District Of Columbia	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Idaho	Number of Responses	1	1	1	1
	Number of FTE	2	2	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Illinois	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Montana	Number of Responses	2	1	2	2
	Number of FTE	4	2	4	4
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Land Protection Specialist / Coordinator (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
New England (CT, MA, ME, NH, RI, VT)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Oregon	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Portland, OR	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Utah	Number of Responses	1	1	1	0
	Number of FTE	1	1	1	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Washington	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Wisconsin	Number of Responses	3	1	2	2
	Number of FTE	3	1	3	3
	Number of PTE	2	1	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Land Protection Specialist / Coordinator (continued)

Type of Community Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Urban	Number of Responses	5	1	4	4
	Number of FTE	12	2	12	12
	Number of PTE	1	0	0	0
	Average	$69,723	*****	*****	*****
	P25	$52,000	*****	*****	*****
	P50	$59,000	*****	*****	*****
	P75	$78,713	*****	*****	*****
Suburban	Number of Responses	2	1	2	2
	Number of FTE	2	1	2	2
	Number of PTE	1	1	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Rural	Number of Responses	9	4	9	7
	Number of FTE	17	4	17	8
	Number of PTE	1	1	1	1
	Average	$49,335	*****	4.3	4.4
	P25	$42,640	*****	2.0	2.0
	P50	$54,000	*****	4.0	4.0
	P75	$56,000	*****	5.0	5.0

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Land Protection Specialist / Coordinator (continued)

Field of Work Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Consumption and Sustainable Behavior	Number of Responses	1	0	1	0
	Number of FTE	8	0	8	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Environmental Health, Environmental Justice	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	15	6	14	13
	Number of FTE	23	7	23	22
	Number of PTE	3	2	2	2
	Average	$57,410	$1,067	4.1	4.0
	P25	$49,450	$625	2.0	2.0
	P50	$54,000	$1,000	4.0	4.0
	P75	$58,496	$1,563	5.0	5.0

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Program Assistant

Responsible for assisting and supporting the planning and execution of the organization's programs. Provides general administrative support as well as customer service to all clients. Duties include correspondence, mailings, filings, inputting data and maintaining computer databases.

Degree of Match	
More	10.3%
Equal	65.5%
Less	24.1%

All Organizations

Data as of April 1, 2022

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Survey Data	Number of Responses	29	8	24	21
	Number of FTE	43	14	37	29
	Number of PTE	43	4	38	36
	Average	$42,812	$1,226	2.8	2.4
	P25	$34,000	$500	1.0	1.0
	P50	$41,000	$875	2.0	2.0
	P75	$47,000	$1,250	3.0	2.0
Bonus Eligibity	Eligible	48.0%			
	Not Eligible	52.0%			
Majority of incumbents in this position work	On-site	26.1%			
	Hybrid	56.5%			
	Remote	17.4%			
Workweek Hours	Average	39.1			
	P25	40.0			
	P50	40.0			
	P75	40.0			

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Program Assistant (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
< $400,000	Number of Responses	5	1	4	4
	Number of FTE	2	0	2	2
	Number of PTE	7	1	3	3
	Average	$33,380	*****	*****	*****
	P25	$31,200	*****	*****	*****
	P50	$31,680	*****	*****	*****
	P75	$35,568	*****	*****	*****
$400,000 - $699,999	Number of Responses	1	0	1	1
	Number of FTE	0	0	0	0
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$700,000 - $999,999	Number of Responses	3	1	2	2
	Number of FTE	4	2	3	3
	Number of PTE	1	1	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$1,000,000 - $1,499,999	Number of Responses	3	2	3	2
	Number of FTE	6	4	6	5
	Number of PTE	30	2	30	28
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$1,500,000 - $2,999,999	Number of Responses	11	4	9	9
	Number of FTE	18	8	15	15
	Number of PTE	3	0	3	3
	Average	$40,843	*****	1.8	1.8
	P25	$33,640	*****	1.0	1.0
	P50	$38,400	*****	2.0	2.0
	P75	$45,940	*****	2.0	2.0

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Program Assistant (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
$3,000,000 - $4,999,999	Number of Responses	3	0	2	1
	Number of FTE	5	0	3	1
	Number of PTE	1	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
>= $5,000,000	Number of Responses	3	0	3	2
	Number of FTE	8	0	8	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Program Assistant (continued)

Region Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
North Central U.S. (IL, IN, IA, MI, MN, NE, ND, OH, SD, WI)	Number of Responses	3	1	3	3
	Number of FTE	2	1	2	2
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Northeast U.S. (CT, DE, ME, MD, MA, NH, NJ, NY, PA, RI, VT)	Number of Responses	6	3	6	4
	Number of FTE	9	4	9	6
	Number of PTE	3	3	3	1
	Average	$37,867	*****	2.3	*****
	P25	$33,676	*****	1.1	*****
	P50	$38,450	*****	1.8	*****
	P75	$39,265	*****	2.8	*****
Northwest U.S. (AK, CA, HI, ID, MT, OR, WA, WY)	Number of Responses	13	3	11	11
	Number of FTE	20	6	17	17
	Number of PTE	34	1	33	33
	Average	$47,640	*****	2.9	2.9
	P25	$41,000	*****	1.3	1.3
	P50	$45,880	*****	2.0	2.0
	P75	$53,550	*****	2.0	2.0
South Central U.S. (AK, LA, MO, OK, TX, KS)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Southeast U.S. (AL, DC, FL, GA, KY, MS, NC, SC, TN, VA, WV)	Number of Responses	2	0	1	1
	Number of FTE	3	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Southwest U.S. (AZ, CO, NV, NM, UT)	Number of Responses	5	1	3	2
	Number of FTE	9	3	8	3
	Number of PTE	5	0	1	1
	Average	$38,740	*****	*****	*****
	P25	$29,952	*****	*****	*****
	P50	$31,200	*****	*****	*****
	P75	$45,816	*****	*****	*****

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Program Assistant (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
California	Number of Responses	3	1	3	3
	Number of FTE	6	2	6	6
	Number of PTE	29	1	29	29
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Colorado	Number of Responses	2	0	1	0
	Number of FTE	5	0	5	0
	Number of PTE	4	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
District Of Columbia	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Idaho	Number of Responses	1	0	1	1
	Number of FTE	3	0	3	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Illinois	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Montana	Number of Responses	1	0	0	0
	Number of FTE	2	0	0	0
	Number of PTE	1	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Program Assistant (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
New England (CT, MA, ME, NH, RI, VT)	Number of Responses	3	2	3	2
	Number of FTE	5	4	5	4
	Number of PTE	2	2	2	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Oregon	Number of Responses	5	0	4	4
	Number of FTE	3	0	2	2
	Number of PTE	2	0	2	2
	Average	$43,502	*****	*****	*****
	P25	$38,000	*****	*****	*****
	P50	$44,275	*****	*****	*****
	P75	$45,880	*****	*****	*****
Portland, OR	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Utah	Number of Responses	1	0	1	1
	Number of FTE	0	0	0	0
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Washington	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Wisconsin	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Program Assistant (continued)

Type of Community Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Urban	Number of Responses	8	2	6	5
	Number of FTE	12	2	9	8
	Number of PTE	3	2	2	0
	Average	$49,151	*****	1.2	1.2
	P25	$44,200	*****	1.0	1.0
	P50	$45,940	*****	1.0	1.0
	P75	$53,663	*****	1.4	1.5
Suburban	Number of Responses	6	2	6	5
	Number of FTE	16	6	16	11
	Number of PTE	2	0	2	2
	Average	$44,915	*****	3.2	2.3
	P25	$33,760	*****	2.0	2.0
	P50	$47,500	*****	2.0	2.0
	P75	$55,807	*****	3.5	3.0
Rural	Number of Responses	15	4	12	11
	Number of FTE	15	6	12	10
	Number of PTE	38	2	34	34
	Average	$38,590	*****	3.4	2.9
	P25	$32,691	*****	1.9	1.3
	P50	$38,400	*****	2.0	2.0
	P75	$45,018	*****	3.0	2.0

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Program Assistant (continued)

Field of Work Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Consumption and Sustainable Behavior	Number of Responses	2	0	2	1
	Number of FTE	3	0	3	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	3	0	3	2
	Number of FTE	6	0	6	1
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Environmental Health, Environmental Justice	Number of Responses	4	2	3	2
	Number of FTE	6	4	5	4
	Number of PTE	2	2	2	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	20	6	16	16
	Number of FTE	28	10	23	23
	Number of PTE	40	2	35	35
	Average	$42,937	$1,493	2.8	2.6
	P25	$33,525	$625	1.9	1.4
	P50	$42,638	$1,000	2.0	2.0
	P75	$47,000	$1,750	2.3	2.0

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Program Coordinator

Responsible for assisting and supporting the planning and execution of the organization's programs or a specific program. Provides general administrative support to these programs. Duties include research, initial data analysis, correspondence, mailings, filings, inputting data and maintaining program databases. Often engaged in program client communication.

Degree of Match	
More	13.4%
Equal	65.7%
Less	20.9%

All Organizations

Data as of April 1, 2022

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Survey Data	Number of Responses	67	25	63	57
	Number of FTE	158	74	147	140
	Number of PTE	19	11	17	15
	Average	$47,985	$1,205	4.4	3.7
	P25	$40,000	$500	2.0	1.0
	P50	$45,200	$1,000	3.0	2.5
	P75	$54,738	$1,971	5.0	4.3
Bonus Eligibity	Eligible	50.0%			
	Not Eligible	50.0%			
Majority of incumbents in this position work	On-site	25.0%			
	Hybrid	55.0%			
	Remote	20.0%			
Workweek Hours	Average	38.8			
	P25	40.0			
	P50	40.0			
	P75	40.0			

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Program Coordinator (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
< $400,000	Number of Responses	12	4	12	10
	Number of FTE	13	3	13	11
	Number of PTE	2	1	2	2
	Average	$42,205	*****	2.4	2.1
	P25	$37,063	*****	1.0	1.3
	P50	$39,800	*****	2.0	2.0
	P75	$46,500	*****	3.3	3.0
$400,000 - $699,999	Number of Responses	4	1	4	4
	Number of FTE	2	0	2	2
	Number of PTE	3	1	3	3
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$700,000 - $999,999	Number of Responses	1	0	1	1
	Number of FTE	3	0	3	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$1,000,000 - $1,499,999	Number of Responses	14	7	12	10
	Number of FTE	29	17	25	22
	Number of PTE	4	4	2	0
	Average	$42,602	$914	4.9	3.5
	P25	$39,640	$500	2.0	2.0
	P50	$41,256	$600	3.0	2.5
	P75	$45,262	$1,100	5.0	3.8
$1,500,000 - $2,999,999	Number of Responses	22	8	20	19
	Number of FTE	63	31	56	55
	Number of PTE	5	2	5	5
	Average	$50,823	$1,153	5.9	5.3
	P25	$43,782	$788	2.8	1.0
	P50	$50,500	$1,133	4.0	4.0
	P75	$57,875	$1,433	7.3	7.0

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Program Coordinator (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
$3,000,000 - $4,999,999	Number of Responses	7	1	7	6
	Number of FTE	21	2	21	20
	Number of PTE	2	0	2	2
	Average	$52,277	*****	4.5	2.9
	P25	$47,004	*****	2.0	1.0
	P50	$55,000	*****	6.0	1.5
	P75	$57,007	*****	6.9	5.0
>= $5,000,000	Number of Responses	7	4	7	7
	Number of FTE	27	21	27	27
	Number of PTE	3	3	3	3
	Average	$61,625	*****	2.2	2.1
	P25	$52,970	*****	1.5	1.5
	P50	$55,700	*****	2.0	2.0
	P75	$69,768	*****	3.0	2.8

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Program Coordinator (continued)

Region Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
North Central U.S. (IL, IN, IA, MI, MN, NE, ND, OH, SD, WI)	Number of Responses	12	4	11	11
	Number of FTE	33	15	30	30
	Number of PTE	1	1	1	1
	Average	$39,214	*****	3.3	2.7
	P25	$36,720	*****	1.5	1.0
	P50	$39,760	*****	3.0	2.0
	P75	$42,478	*****	5.0	4.0
Northeast U.S. (CT, DE, ME, MD, MA, NH, NJ, NY, PA, RI, VT)	Number of Responses	6	2	6	4
	Number of FTE	8	2	8	6
	Number of PTE	1	0	1	1
	Average	$43,817	*****	4.8	*****
	P25	$38,080	*****	2.3	*****
	P50	$40,300	*****	4.0	*****
	P75	$48,025	*****	6.5	*****
Northwest U.S. (AK, CA, HI, ID, MT, OR, WA, WY)	Number of Responses	33	14	33	32
	Number of FTE	87	46	87	86
	Number of PTE	12	5	12	12
	Average	$52,613	$1,254	4.8	4.1
	P25	$45,000	$713	2.0	1.0
	P50	$51,410	$1,455	3.0	3.0
	P75	$56,000	$1,854	5.0	4.7
South Central U.S. (AK, LA, MO, OK, TX, KS)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Southeast U.S. (AL, DC, FL, GA, KY, MS, NC, SC, TN, VA, WV)	Number of Responses	3	0	2	2
	Number of FTE	7	0	3	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Southwest U.S. (AZ, CO, NV, NM, UT)	Number of Responses	13	5	11	8
	Number of FTE	23	11	19	15
	Number of PTE	5	5	3	1
	Average	$44,935	$1,440	2.5	2.1
	P25	$37,000	$500	1.0	1.0
	P50	$40,511	$500	2.0	2.0
	P75	$52,000	$2,500	4.5	2.3

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Program Coordinator (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
California	Number of Responses	3	0	3	2
	Number of FTE	4	0	4	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Colorado	Number of Responses	3	2	3	3
	Number of FTE	7	4	7	7
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
District Of Columbia	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Idaho	Number of Responses	7	4	7	7
	Number of FTE	16	8	16	16
	Number of PTE	2	1	2	2
	Average	$44,535	*****	4.9	4.2
	P25	$40,560	*****	3.0	2.0
	P50	$43,365	*****	4.0	3.0
	P75	$51,899	*****	6.0	5.0
Illinois	Number of Responses	2	0	2	2
	Number of FTE	5	0	5	5
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Montana	Number of Responses	5	2	5	5
	Number of FTE	13	6	13	13
	Number of PTE	3	1	3	3
	Average	$52,215	*****	2.0	1.8
	P25	$45,000	*****	1.0	1.0
	P50	$45,000	*****	2.0	2.0
	P75	$51,940	*****	3.0	2.0

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Program Coordinator (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
New England (CT, MA, ME, NH, RI, VT)	Number of Responses	5	2	5	4
	Number of FTE	7	2	7	6
	Number of PTE	1	0	1	1
	Average	$40,780	*****	4.4	*****
	P25	$37,440	*****	2.0	*****
	P50	$40,000	*****	3.0	*****
	P75	$40,600	*****	5.0	*****
Oregon	Number of Responses	12	6	12	12
	Number of FTE	38	27	38	38
	Number of PTE	4	3	4	4
	Average	$55,547	$975	5.6	5.1
	P25	$50,829	$638	2.9	2.1
	P50	$52,469	$775	3.0	3.0
	P75	$58,250	$1,325	6.5	6.5
Portland, OR	Number of Responses	3	1	3	3
	Number of FTE	11	5	11	11
	Number of PTE	1	1	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Utah	Number of Responses	6	1	5	2
	Number of FTE	7	2	6	2
	Number of PTE	2	2	2	0
	Average	$41,583	*****	2.6	*****
	P25	$36,063	*****	1.0	*****
	P50	$37,000	*****	2.0	*****
	P75	$40,750	*****	4.0	*****
Washington	Number of Responses	3	0	3	3
	Number of FTE	10	0	10	10
	Number of PTE	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Wisconsin	Number of Responses	1	1	1	1
	Number of FTE	1	1	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Program Coordinator (continued)

Type of Community Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Urban	Number of Responses	23	9	22	20
	Number of FTE	58	22	55	53
	Number of PTE	5	3	3	3
	Average	$52,325	$1,148	4.0	3.8
	P25	$43,537	$700	1.3	1.0
	P50	$51,410	$1,265	3.0	2.5
	P75	$55,850	$1,500	4.0	4.3
Suburban	Number of Responses	13	3	12	11
	Number of FTE	23	6	22	21
	Number of PTE	4	1	4	4
	Average	$47,575	*****	5.2	4.5
	P25	$40,000	*****	2.0	2.0
	P50	$42,000	*****	4.1	3.0
	P75	$55,000	*****	6.2	5.1
Rural	Number of Responses	31	13	29	26
	Number of FTE	77	46	70	66
	Number of PTE	10	7	10	8
	Average	$44,938	$1,168	4.4	3.4
	P25	$37,970	$500	2.0	1.3
	P50	$44,400	$750	3.0	2.5
	P75	$50,720	$2,000	5.0	3.8

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Program Coordinator (continued)

Field of Work Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Consumption and Sustainable Behavior	Number of Responses	4	1	3	1
	Number of FTE	9	3	6	4
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	5	2	5	4
	Number of FTE	19	16	19	18
	Number of PTE	1	1	1	1
	Average	$48,776	*****	2.7	*****
	P25	$40,000	*****	2.0	*****
	P50	$52,850	*****	2.0	*****
	P75	$54,476	*****	3.0	*****
Environmental Health, Environmental Justice	Number of Responses	8	3	7	6
	Number of FTE	18	9	17	16
	Number of PTE	0	0	0	0
	Average	$47,153	*****	6.0	6.7
	P25	$38,890	*****	2.5	3.3
	P50	$41,683	*****	4.0	4.5
	P75	$49,822	*****	6.0	6.5
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	50	19	48	46
	Number of FTE	112	46	105	102
	Number of PTE	18	10	16	14
	Average	$48,293	$1,264	4.4	3.5
	P25	$41,950	$500	1.8	1.0
	P50	$45,480	$1,265	3.0	2.5
	P75	$54,450	$1,986	5.0	4.0

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Program Director

Responsible for planning, coordination, and implementation of a comprehensive program to protect natural areas and habitat for rare and endangered plants, animals, and natural communities using a range of protection tools including gift, easement, purchase, lease registry, conservation brokerage, and cooperative projects with federal, state, and local government, conservation organizations, and other partners. Responsible for representing the organization in relationships and negotiations with government agencies and advisory committees.

Degree of Match	
More	8.7%
Equal	77.2%
Less	14.1%

All Organizations

Data as of April 1, 2022

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Survey Data	Number of Responses	92	32	89	76
	Number of FTE	156	66	151	128
	Number of PTE	33	4	33	31
	Average	$74,499	$1,806	7.8	6.3
	P25	$61,500	$950	3.5	2.0
	P50	$69,230	$1,500	7.0	4.0
	P75	$85,857	$2,500	11.0	9.3
Bonus Eligibity	Eligible	51.9%			
	Not Eligible	48.1%			
Majority of incumbents in this position work	On-site	18.5%			
	Hybrid	56.8%			
	Remote	24.7%			
Workweek Hours	Average	39.2			
	P25	40.0			
	P50	40.0			
	P75	40.0			

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Program Director (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
< $400,000	Number of Responses	3	1	3	2
	Number of FTE	3	1	3	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$400,000 - $699,999	Number of Responses	9	5	9	6
	Number of FTE	10	5	10	6
	Number of PTE	3	1	3	1
	Average	$53,006	$1,694	5.9	4.8
	P25	$44,000	$1,470	3.0	2.3
	P50	$46,000	$1,500	6.0	4.0
	P75	$50,000	$1,500	7.0	6.5
$700,000 - $999,999	Number of Responses	13	5	13	12
	Number of FTE	15	8	15	13
	Number of PTE	2	1	2	2
	Average	$62,756	$1,540	6.5	5.8
	P25	$56,850	$1,400	4.0	2.8
	P50	$63,000	$1,500	5.0	4.0
	P75	$69,960	$2,000	9.0	9.3
$1,000,000 - $1,499,999	Number of Responses	21	7	20	19
	Number of FTE	33	14	30	29
	Number of PTE	23	0	23	23
	Average	$64,266	$1,374	8.2	6.2
	P25	$60,000	$500	3.8	3.0
	P50	$64,000	$600	7.5	4.0
	P75	$68,000	$2,259	11.0	9.0
$1,500,000 - $2,999,999	Number of Responses	26	10	24	22
	Number of FTE	43	22	41	39
	Number of PTE	4	1	4	4
	Average	$79,645	$2,030	8.6	7.4
	P25	$65,213	$1,275	3.0	2.1
	P50	$78,747	$1,500	7.5	5.5
	P75	$88,750	$2,375	11.3	8.8

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Program Director (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
$3,000,000 - $4,999,999	Number of Responses	11	1	11	8
	Number of FTE	21	3	21	16
	Number of PTE	0	0	0	0
	Average	$90,656	*****	8.7	6.6
	P25	$81,505	*****	2.8	1.0
	P50	$93,376	*****	10.0	3.8
	P75	$98,888	*****	13.5	10.0
>= $5,000,000	Number of Responses	9	3	9	7
	Number of FTE	31	13	31	23
	Number of PTE	1	1	1	1
	Average	$107,539	*****	8.7	6.1
	P25	$82,000	*****	6.8	3.0
	P50	$111,140	*****	8.4	3.7
	P75	$130,900	*****	11.0	8.9

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Program Director (continued)

Region Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
North Central U.S. (IL, IN, IA, MI, MN, NE, ND, OH, SD, WI)	Number of Responses	15	3	13	13
	Number of FTE	24	6	22	22
	Number of PTE	0	0	0	0
	Average	$68,426	*****	6.4	5.3
	P25	$52,516	*****	3.0	2.0
	P50	$67,793	*****	5.0	3.5
	P75	$81,943	*****	10.0	10.0
Northeast U.S. (CT, DE, ME, MD, MA, NH, NJ, NY, PA, RI, VT)	Number of Responses	7	3	7	6
	Number of FTE	9	5	9	8
	Number of PTE	1	0	1	1
	Average	$68,229	*****	9.7	8.3
	P25	$54,610	*****	5.5	3.5
	P50	$65,000	*****	10.0	6.5
	P75	$81,192	*****	13.5	14.0
Northwest U.S. (AK, CA, HI, ID, MT, OR, WA, WY)	Number of Responses	45	14	45	41
	Number of FTE	74	31	74	67
	Number of PTE	6	1	6	5
	Average	$78,674	$1,638	8.2	6.6
	P25	$63,048	$1,050	4.0	3.0
	P50	$71,219	$1,500	7.5	5.0
	P75	$85,400	$2,014	10.0	9.0
South Central U.S. (AK, LA, MO, OK, TX, KS)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Southeast U.S. (AL, DC, FL, GA, KY, MS, NC, SC, TN, VA, WV)	Number of Responses	8	3	8	4
	Number of FTE	17	5	17	10
	Number of PTE	0	0	0	0
	Average	$80,451	*****	7.8	*****
	P25	$52,813	*****	4.3	*****
	P50	$88,500	*****	7.0	*****
	P75	$94,891	*****	12.3	*****
Southwest U.S. (AZ, CO, NV, NM, UT)	Number of Responses	17	9	16	12
	Number of FTE	32	19	29	21
	Number of PTE	26	3	26	25
	Average	$68,584	$1,856	6.9	5.6
	P25	$45,000	$800	3.0	3.0
	P50	$66,000	$2,000	5.9	3.0
	P75	$78,975	$2,500	8.6	4.8

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Program Director (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
California	Number of Responses	8	3	8	7
	Number of FTE	11	5	11	10
	Number of PTE	1	0	1	1
	Average	$95,289	*****	7.4	5.1
	P25	$63,750	*****	4.0	3.0
	P50	$86,980	*****	6.9	5.0
	P75	$122,625	*****	8.4	6.9
Colorado	Number of Responses	5	2	5	4
	Number of FTE	11	3	11	6
	Number of PTE	0	0	0	0
	Average	$85,028	*****	9.3	*****
	P25	$66,000	*****	8.4	*****
	P50	$72,100	*****	9.0	*****
	P75	$111,140	*****	11.0	*****
District Of Columbia	Number of Responses	5	0	5	3
	Number of FTE	10	0	10	6
	Number of PTE	0	0	0	0
	Average	$98,229	*****	12.6	*****
	P25	$92,000	*****	12.0	*****
	P50	$93,376	*****	13.0	*****
	P75	$99,434	*****	15.0	*****
Idaho	Number of Responses	3	1	3	3
	Number of FTE	3	1	3	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Illinois	Number of Responses	5	1	5	5
	Number of FTE	11	3	11	11
	Number of PTE	0	0	0	0
	Average	$78,020	*****	7.7	5.3
	P25	$76,000	*****	5.0	2.0
	P50	$82,000	*****	5.0	2.5
	P75	$93,100	*****	11.0	10.0
Montana	Number of Responses	10	1	10	8
	Number of FTE	19	5	19	16
	Number of PTE	1	0	1	0
	Average	$72,716	*****	4.4	3.8
	P25	$62,500	*****	2.0	1.8
	P50	$64,024	*****	4.0	3.5
	P75	$78,625	*****	4.8	4.0

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Program Director (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
New England (CT, MA, ME, NH, RI, VT)	Number of Responses	5	3	5	5
	Number of FTE	7	5	7	7
	Number of PTE	1	0	1	1
	Average	$61,444	*****	8.4	6.8
	P25	$49,220	*****	3.0	3.0
	P50	$60,000	*****	8.0	5.0
	P75	$65,000	*****	11.0	8.0
Oregon	Number of Responses	13	6	13	13
	Number of FTE	22	14	22	22
	Number of PTE	2	1	2	2
	Average	$75,836	$1,000	10.4	8.9
	P25	$63,205	$700	4.0	3.0
	P50	$66,700	$1,100	10.0	9.0
	P75	$85,400	$1,425	12.0	10.0
Portland, OR	Number of Responses	5	1	5	5
	Number of FTE	7	3	7	7
	Number of PTE	2	1	2	2
	Average	$75,707	*****	11.2	8.0
	P25	$63,205	*****	10.0	4.0
	P50	$65,850	*****	12.0	7.0
	P75	$85,809	*****	12.0	10.0
Utah	Number of Responses	4	3	4	2
	Number of FTE	4	3	4	2
	Number of PTE	2	2	2	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Washington	Number of Responses	6	0	6	5
	Number of FTE	9	0	9	6
	Number of PTE	0	0	0	0
	Average	$80,509	*****	11.4	11.2
	P25	$78,724	*****	8.5	7.0
	P50	$81,195	*****	9.5	9.0
	P75	$81,874	*****	11.5	12.0
Wisconsin	Number of Responses	1	0	0	0
	Number of FTE	1	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Program Director (continued)

Type of Community Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Urban	Number of Responses	40	7	38	32
	Number of FTE	69	18	65	54
	Number of PTE	26	1	26	26
	Average	$86,422	$2,188	9.0	7.9
	P25	$67,633	$1,000	3.1	2.4
	P50	$83,500	$1,500	9.5	6.9
	P75	$98,615	$2,558	12.5	11.3
Suburban	Number of Responses	22	9	22	19
	Number of FTE	42	20	42	35
	Number of PTE	3	1	3	3
	Average	$69,231	$1,841	6.2	4.4
	P25	$58,037	$1,500	4.0	2.0
	P50	$68,980	$2,000	5.4	3.7
	P75	$80,501	$2,500	7.9	6.0
Rural	Number of Responses	30	16	29	25
	Number of FTE	45	28	44	39
	Number of PTE	4	2	4	2
	Average	$62,464	$1,620	7.4	5.8
	P25	$47,750	$725	4.0	3.0
	P50	$62,782	$1,450	7.0	4.0
	P75	$67,885	$2,264	10.0	8.0

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Program Director (continued)

Field of Work Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Consumption and Sustainable Behavior	Number of Responses	5	2	4	2
	Number of FTE	5	2	4	2
	Number of PTE	2	1	2	1
	Average	$68,583	*****	*****	*****
	P25	$47,000	*****	*****	*****
	P50	$67,916	*****	*****	*****
	P75	$88,000	*****	*****	*****
Energy and Climate Action	Number of Responses	11	4	10	6
	Number of FTE	23	10	22	11
	Number of PTE	1	1	1	1
	Average	$91,271	*****	5.7	3.6
	P25	$75,000	*****	2.1	2.1
	P50	$85,000	*****	4.0	3.3
	P75	$113,890	*****	8.4	4.0
Environmental Health, Environmental Justice	Number of Responses	9	3	9	9
	Number of FTE	16	5	16	16
	Number of PTE	23	0	23	23
	Average	$72,737	*****	7.6	7.2
	P25	$46,000	*****	3.0	2.0
	P50	$58,032	*****	3.5	3.0
	P75	$86,000	*****	10.0	10.0
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	67	23	66	59
	Number of FTE	112	49	109	99
	Number of PTE	7	2	7	6
	Average	$72,423	$1,656	7.9	6.4
	P25	$62,500	$700	4.0	3.0
	P50	$68,000	$1,500	7.0	5.0
	P75	$82,000	$2,500	11.0	9.5

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Program Manager

Responsible for developing, managing, and advancing the organization's programs, plans, and methods by region. Provides technical leadership and support to the operating unit, region, or organization. Plans and directs preserve management programs and stewardship. Addresses critical threats to natural systems and individual species, fosters cross-site learning among conservation community, supplies regional planning teams with information for site portfolios, and develops and implements conservation strategies.

Degree of Match	
More	16.7%
Equal	72.2%
Less	11.1%

All Organizations

Data as of April 1, 2022

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Survey Data	Number of Responses	72	24	65	58
	Number of FTE	159	51	144	119
	Number of PTE	11	7	11	10
	Average	$57,842	$1,923	5.3	4.4
	P25	$46,858	$675	2.0	2.0
	P50	$56,828	$1,265	4.0	3.0
	P75	$63,025	$3,000	7.0	6.3
Bonus Eligibity	Eligible	50.0%			
	Not Eligible	50.0%			
Majority of incumbents in this position work	On-site	20.0%			
	Hybrid	49.2%			
	Remote	30.8%			
Workweek Hours	Average	39.9			
	P25	40.0			
	P50	40.0			
	P75	40.0			

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Program Manager (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
< $400,000	Number of Responses	3	0	3	3
	Number of FTE	3	0	3	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$400,000 - $699,999	Number of Responses	11	4	10	7
	Number of FTE	13	5	11	7
	Number of PTE	2	1	2	1
	Average	$49,544	*****	4.5	2.5
	P25	$43,439	*****	2.0	1.5
	P50	$50,000	*****	2.5	2.0
	P75	$53,553	*****	3.9	3.3
$700,000 - $999,999	Number of Responses	7	2	6	6
	Number of FTE	9	1	8	8
	Number of PTE	4	4	4	4
	Average	$50,309	*****	5.3	5.3
	P25	$42,500	*****	2.3	2.3
	P50	$49,773	*****	3.5	3.5
	P75	$56,300	*****	4.8	4.8
$1,000,000 - $1,499,999	Number of Responses	15	7	11	10
	Number of FTE	29	13	21	18
	Number of PTE	3	1	3	3
	Average	$51,202	$761	4.9	3.8
	P25	$45,000	$550	1.5	1.3
	P50	$52,000	$700	4.0	2.0
	P75	$56,985	$1,000	7.0	3.8
$1,500,000 - $2,999,999	Number of Responses	22	8	21	21
	Number of FTE	53	20	49	49
	Number of PTE	2	1	2	2
	Average	$60,379	$2,582	6.7	4.9
	P25	$50,585	$1,375	3.5	2.0
	P50	$62,250	$1,750	6.0	3.5
	P75	$69,953	$3,835	8.7	7.0

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Program Manager (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
$3,000,000 - $4,999,999	Number of Responses	7	1	7	6
	Number of FTE	17	4	17	14
	Number of PTE	0	0	0	0
	Average	$65,387	*****	4.1	4.3
	P25	$60,895	*****	1.0	1.0
	P50	$62,235	*****	2.5	2.0
	P75	$65,229	*****	5.0	6.0
>= $5,000,000	Number of Responses	7	2	7	5
	Number of FTE	35	8	35	20
	Number of PTE	0	0	0	0
	Average	$81,970	*****	5.1	5.2
	P25	$60,465	*****	3.3	3.0
	P50	$90,000	*****	3.7	3.7
	P75	$100,406	*****	5.6	5.5

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Program Manager (continued)

Region Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
North Central U.S. (IL, IN, IA, MI, MN, NE, ND, OH, SD, WI)	Number of Responses	12	3	10	10
	Number of FTE	26	10	20	20
	Number of PTE	0	0	0	0
	Average	$55,024	*****	5.6	4.6
	P25	$41,793	*****	3.0	2.0
	P50	$55,250	*****	3.5	3.0
	P75	$63,438	*****	7.8	6.3
Northeast U.S. (CT, DE, ME, MD, MA, NH, NJ, NY, PA, RI, VT)	Number of Responses	5	2	4	4
	Number of FTE	7	2	6	6
	Number of PTE	0	0	0	0
	Average	$51,080	*****	*****	*****
	P25	$46,800	*****	*****	*****
	P50	$47,000	*****	*****	*****
	P75	$54,600	*****	*****	*****
Northwest U.S. (AK, CA, HI, ID, MT, OR, WA, WY)	Number of Responses	32	8	30	27
	Number of FTE	80	20	75	62
	Number of PTE	4	2	4	4
	Average	$60,646	$1,814	4.6	4.1
	P25	$51,446	$925	2.0	1.0
	P50	$60,625	$1,015	3.5	3.0
	P75	$65,000	$2,404	7.0	6.7
South Central U.S. (AK, LA, MO, OK, TX, KS)	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Southeast U.S. (AL, DC, FL, GA, KY, MS, NC, SC, TN, VA, WV)	Number of Responses	9	1	9	8
	Number of FTE	13	0	13	13
	Number of PTE	3	1	3	2
	Average	$51,746	*****	6.1	3.5
	P25	$38,500	*****	2.0	1.8
	P50	$45,000	*****	3.0	2.0
	P75	$58,760	*****	7.0	3.5
Southwest U.S. (AZ, CO, NV, NM, UT)	Number of Responses	13	10	11	8
	Number of FTE	32	19	29	17
	Number of PTE	4	4	4	4
	Average	$61,735	$1,980	5.1	4.5
	P25	$49,450	$1,125	3.3	2.0
	P50	$57,000	$2,000	4.0	3.3
	P75	$66,936	$3,000	5.8	4.4

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Program Manager (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
California	Number of Responses	1	0	1	1
	Number of FTE	4	0	4	4
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Colorado	Number of Responses	3	1	3	2
	Number of FTE	12	2	12	4
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
District Of Columbia	Number of Responses	4	0	4	4
	Number of FTE	6	0	6	6
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Idaho	Number of Responses	2	1	1	1
	Number of FTE	3	1	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Illinois	Number of Responses	3	1	3	3
	Number of FTE	8	2	8	8
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Montana	Number of Responses	9	1	8	7
	Number of FTE	23	4	19	16
	Number of PTE	1	0	1	1
	Average	$54,954	*****	2.9	2.9
	P25	$49,773	*****	1.8	1.5
	P50	$51,876	*****	2.8	3.0
	P75	$61,790	*****	3.1	3.3

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Program Manager (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
New England (CT, MA, ME, NH, RI, VT)	Number of Responses	4	2	3	3
	Number of FTE	6	2	5	5
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Oregon	Number of Responses	11	4	11	11
	Number of FTE	20	9	20	20
	Number of PTE	2	1	2	2
	Average	$63,044	*****	5.3	4.4
	P25	$60,733	*****	2.0	1.0
	P50	$62,457	*****	4.5	3.5
	P75	$66,155	*****	8.3	6.8
Portland, OR	Number of Responses	6	2	6	6
	Number of FTE	14	7	14	14
	Number of PTE	1	1	1	1
	Average	$64,514	*****	6.2	4.5
	P25	$60,863	*****	2.6	1.3
	P50	$63,350	*****	6.3	3.3
	P75	$67,233	*****	8.5	6.0
Utah	Number of Responses	3	3	3	1
	Number of FTE	4	4	4	0
	Number of PTE	4	4	4	4
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Washington	Number of Responses	6	0	6	4
	Number of FTE	21	0	21	11
	Number of PTE	0	0	0	0
	Average	$57,074	*****	5.6	*****
	P25	$55,571	*****	3.7	*****
	P50	$57,485	*****	4.0	*****
	P75	$59,500	*****	6.1	*****
Wisconsin	Number of Responses	2	0	1	1
	Number of FTE	3	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Program Manager (continued)

Type of Community Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Urban	Number of Responses	32	8	29	26
	Number of FTE	75	20	71	58
	Number of PTE	2	1	2	2
	Average	$61,526	$2,610	5.4	4.8
	P25	$54,338	$650	2.0	1.3
	P50	$61,895	$2,500	3.6	3.0
	P75	$68,078	$3,853	8.0	6.9
Suburban	Number of Responses	16	6	15	13
	Number of FTE	39	11	37	29
	Number of PTE	3	1	3	2
	Average	$58,732	$1,225	5.4	3.2
	P25	$49,979	$700	2.8	2.0
	P50	$53,500	$1,250	4.0	3.0
	P75	$61,526	$1,500	6.4	4.0
Rural	Number of Responses	24	10	21	19
	Number of FTE	45	20	36	32
	Number of PTE	6	5	6	6
	Average	$52,338	$1,792	5.3	4.6
	P25	$41,803	$1,000	2.0	2.0
	P50	$48,387	$1,015	3.5	3.0
	P75	$58,468	$3,000	8.0	6.3

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Program Manager (continued)

Field of Work Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Consumption and Sustainable Behavior	Number of Responses	6	3	5	4
	Number of FTE	10	7	6	5
	Number of PTE	2	1	2	2
	Average	$49,076	*****	4.0	*****
	P25	$39,113	*****	2.0	*****
	P50	$46,227	*****	3.0	*****
	P75	$59,000	*****	5.0	*****
Energy and Climate Action	Number of Responses	7	2	7	5
	Number of FTE	24	4	24	9
	Number of PTE	1	0	1	1
	Average	$67,835	*****	5.1	3.9
	P25	$58,607	*****	3.3	3.0
	P50	$62,500	*****	4.0	3.0
	P75	$69,405	*****	6.8	4.0
Environmental Health, Environmental Justice	Number of Responses	8	4	6	6
	Number of FTE	10	4	8	8
	Number of PTE	2	0	2	2
	Average	$53,178	*****	6.8	5.5
	P25	$39,880	*****	5.3	3.3
	P50	$46,000	*****	6.5	4.5
	P75	$59,725	*****	7.0	6.5
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	51	15	47	43
	Number of FTE	115	36	106	97
	Number of PTE	6	6	6	5
	Average	$58,234	$1,928	5.3	4.6
	P25	$48,225	$550	2.0	2.0
	P50	$57,000	$1,000	3.5	3.0
	P75	$62,579	$3,200	7.0	6.7

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Chief Executive Officer / President / Executive Director

Senior most staff position in the organization. Responsible for formulating policies while providing strategic direction for an organization within guidelines set up by a board of directors. Plan, direct, or manage income development, advocacy, programs and services, finance, human resources, volunteerism, communications, marketing, information technology, and administration activities at the highest level of management with the help of subordinate executives and staff managers.

Degree of Match	
More	3.8%
Equal	93.1%
Less	3.1%

All Organizations

Data as of April 1, 2022

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Survey Data	Number of Responses	160	49	152	133
	Number of FTE	175	62	167	134
	Number of PTE	20	1	20	20
	Average	$106,449	$5,799	10.8	9.5
	P25	$74,750	$3,000	4.0	4.0
	P50	$97,745	$4,500	9.0	7.0
	P75	$125,520	$7,000	16.0	14.0
Bonus Eligibity	Eligible	49.3%			
	Not Eligible	50.7%			
Majority of incumbents in this position work	On-site	29.9%			
	Hybrid	51.9%			
	Remote	18.2%			
Workweek Hours	Average	40.0			
	P25	40.0			
	P50	40.0			
	P75	40.0			
Gender	Female	48.9%			
	Male	48.9%			
	Transgender	0.0%			
	Non-Binary	0.0%			
	Prefer not to Identify	2.2%			

Race / Ethnicity	
Indigenous	0.8%
Asian	0.8%
South-Asian	0.0%
Middle-Eastern	0.0%
Black or African American (Not Hispanic or Latino)	0.0%
Hispanic or Latino	3.1%
White (Not Hispanic or Latino)	92.4%
Two or More Races	2.3%
Group not Listed	0.0%
Prefer not to Identify	0.8%

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Chief Executive Officer / President / Executive Director (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
< $100,000	Number of Responses	1	1	1	1
	Number of FTE	0	0	0	0
	Number of PTE	1	1	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$100,000 - $199,999	Number of Responses	3	1	3	3
	Number of FTE	3	1	3	3
	Number of PTE	4	0	4	4
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$200,000 - $299,999	Number of Responses	12	4	11	11
	Number of FTE	12	4	11	11
	Number of PTE	0	0	0	0
	Average	$66,073	*****	9.8	7.8
	P25	$59,250	*****	5.5	3.5
	P50	$65,500	*****	10.0	7.0
	P75	$72,500	*****	15.0	11.0
$300,000 - $399,999	Number of Responses	6	2	6	5
	Number of FTE	6	2	6	5
	Number of PTE	0	0	0	0
	Average	$70,895	*****	11.5	11.0
	P25	$59,574	*****	4.8	6.0
	P50	$68,213	*****	11.0	6.0
	P75	$82,500	*****	16.5	15.0
$400,000 - $499,999	Number of Responses	8	1	8	7
	Number of FTE	7	1	7	6
	Number of PTE	1	0	1	1
	Average	$82,990	*****	7.1	6.9
	P25	$68,788	*****	3.8	3.3
	P50	$76,500	*****	4.5	4.0
	P75	$89,750	*****	9.4	9.3
$500,000 - $599,999	Number of Responses	10	1	9	6
	Number of FTE	10	1	9	6
	Number of PTE	0	0	0	0
	Average	$83,943	*****	7.8	3.8
	P25	$70,750	*****	2.0	2.0
	P50	$84,630	*****	4.0	3.0
	P75	$95,500	*****	8.0	4.0

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Chief Executive Officer / President / Executive Director (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
$600,000 - $699,999	Number of Responses	3	1	3	2
	Number of FTE	5	1	5	4
	Number of PTE	12	0	12	12
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$700,000 - $799,999	Number of Responses	9	4	8	6
	Number of FTE	9	4	8	6
	Number of PTE	0	0	0	0
	Average	$90,609	*****	7.7	7.6
	P25	$80,000	*****	3.0	4.6
	P50	$88,000	*****	4.8	6.0
	P75	$107,440	*****	11.5	9.3
$800,000 - $899,999	Number of Responses	7	0	6	6
	Number of FTE	7	0	6	6
	Number of PTE	1	0	1	1
	Average	$74,500	*****	3.7	4.3
	P25	$66,750	*****	1.5	1.5
	P50	$73,000	*****	3.5	3.5
	P75	$82,500	*****	5.5	6.3
$900,000 - $999,999	Number of Responses	8	1	8	6
	Number of FTE	8	1	8	6
	Number of PTE	0	0	0	0
	Average	$87,816	*****	8.3	7.5
	P25	$81,907	*****	4.0	4.0
	P50	$88,000	*****	8.5	7.0
	P75	$101,193	*****	10.5	10.0
$1,000,000 - $1,499,999	Number of Responses	28	12	27	26
	Number of FTE	28	12	27	26
	Number of PTE	0	0	0	0
	Average	$94,638	$4,720	12.2	9.5
	P25	$81,354	$1,300	5.5	3.3
	P50	$91,862	$5,000	12.0	7.0
	P75	$101,309	$6,983	17.0	15.0
$1,500,000 - $2,999,999	Number of Responses	41	14	39	36
	Number of FTE	56	28	54	37
	Number of PTE	1	0	1	1
	Average	$124,579	$7,428	14.2	13.0
	P25	$112,465	$4,000	7.0	5.9
	P50	$128,627	$5,000	13.0	10.0
	P75	$139,546	$9,670	20.5	20.3

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Chief Executive Officer / President / Executive Director (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
$3,000,000 - $4,999,999	Number of Responses	11	3	11	9
	Number of FTE	11	3	11	9
	Number of PTE	0	0	0	0
	Average	$139,799	*****	10.0	10.5
	P25	$120,927	*****	1.5	5.0
	P50	$123,595	*****	8.0	9.0
	P75	$151,500	*****	16.0	15.0
>= $5,000,000	Number of Responses	11	4	11	8
	Number of FTE	11	4	11	8
	Number of PTE	0	0	0	0
	Average	$206,706	*****	13.9	12.1
	P25	$158,983	*****	6.0	4.8
	P50	$181,816	*****	11.3	8.5
	P75	$230,750	*****	23.0	14.5

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Chief Executive Officer / President / Executive Director (continued)

Region Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
North Central U.S. (IL, IN, IA, MI, MN, NE, ND, OH, SD, WI)	Number of Responses	29	7	24	25
	Number of FTE	29	7	24	25
	Number of PTE	4	0	4	4
	Average	$104,926	$7,367	11.9	11.6
	P25	$73,000	$5,194	6.0	6.0
	P50	$94,912	$7,500	10.0	9.0
	P75	$129,430	$9,340	18.0	18.0
Northeast U.S. (CT, DE, ME, MD, MA, NH, NJ, NY, PA, RI, VT)	Number of Responses	13	6	13	11
	Number of FTE	13	6	13	11
	Number of PTE	0	0	0	0
	Average	$112,287	$4,917	9.7	11.1
	P25	$85,000	$2,000	3.0	4.3
	P50	$100,591	$6,000	14.0	14.0
	P75	$120,000	$7,375	15.0	15.5
Northwest U.S. (AK, CA, HI, ID, MT, OR, WA, WY)	Number of Responses	71	19	70	62
	Number of FTE	73	19	72	64
	Number of PTE	14	0	14	14
	Average	$111,809	$3,573	11.8	8.9
	P25	$83,118	$1,750	5.0	4.0
	P50	$103,000	$4,000	10.0	7.0
	P75	$129,895	$4,783	17.0	11.6
South Central U.S. (AK, LA, MO, OK, TX, KS)	Number of Responses	2	0	2	2
	Number of FTE	2	0	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Southeast U.S. (AL, DC, FL, GA, KY, MS, NC, SC, TN, VA, WV)	Number of Responses	13	2	13	11
	Number of FTE	13	2	13	11
	Number of PTE	0	0	0	0
	Average	$104,982	*****	6.0	6.4
	P25	$67,500	*****	3.0	1.5
	P50	$95,000	*****	5.0	4.0
	P75	$123,982	*****	6.0	9.0
Southwest U.S. (AZ, CO, NV, NM, UT)	Number of Responses	32	15	30	22
	Number of FTE	45	28	43	21
	Number of PTE	2	1	2	2
	Average	$96,734	$7,880	10.4	10.2
	P25	$66,750	$2,500	2.5	3.6
	P50	$84,930	$3,800	8.5	7.5
	P75	$114,599	$7,500	15.0	15.3

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Chief Executive Officer / President / Executive Director (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Alaska	Number of Responses	6	3	6	6
	Number of FTE	6	3	6	6
	Number of PTE	1	0	1	1
	Average	$103,363	*****	12.8	7.4
	P25	$88,346	*****	7.3	5.0
	P50	$105,118	*****	12.0	6.0
	P75	$117,803	*****	17.9	8.1
Arizona	Number of Responses	5	4	5	5
	Number of FTE	5	4	5	5
	Number of PTE	0	0	0	0
	Average	$113,549	*****	17.2	10.6
	P25	$75,000	*****	13.0	7.0
	P50	$88,000	*****	15.0	8.0
	P75	$129,494	*****	24.0	10.0
Boise, ID	Number of Responses	5	1	5	4
	Number of FTE	7	1	7	6
	Number of PTE	12	0	12	12
	Average	$114,280	*****	12.6	*****
	P25	$85,000	*****	7.0	*****
	P50	$98,000	*****	9.0	*****
	P75	$114,400	*****	20.0	*****
California	Number of Responses	9	3	9	7
	Number of FTE	8	3	8	6
	Number of PTE	1	0	1	1
	Average	$135,584	*****	8.8	5.6
	P25	$80,000	*****	3.0	2.1
	P50	$106,000	*****	5.0	3.0
	P75	$150,000	*****	11.3	7.5
Chicago, IL	Number of Responses	5	1	5	5
	Number of FTE	5	1	5	5
	Number of PTE	0	0	0	0
	Average	$164,981	*****	16.8	16.8
	P25	$144,000	*****	11.0	11.0
	P50	$148,625	*****	11.0	11.0
	P75	$175,780	*****	18.0	18.0
Colorado	Number of Responses	10	5	10	8
	Number of FTE	9	4	9	7
	Number of PTE	1	1	1	1
	Average	$107,789	$8,480	8.2	7.9
	P25	$67,000	$3,000	4.0	3.0
	P50	$97,504	$3,400	6.5	4.3
	P75	$124,000	$10,000	10.0	10.8

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Chief Executive Officer / President / Executive Director (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
District Of Columbia	Number of Responses	5	0	4	4
	Number of FTE	5	0	4	4
	Number of PTE	0	0	0	0
	Average	$149,518	*****	*****	*****
	P25	$125,000	*****	*****	*****
	P50	$159,000	*****	*****	*****
	P75	$173,000	*****	*****	*****
Eugene, OR	Number of Responses	5	3	5	4
	Number of FTE	5	3	5	4
	Number of PTE	0	0	0	0
	Average	$126,751	*****	23.0	*****
	P25	$98,000	*****	19.0	*****
	P50	$120,756	*****	20.0	*****
	P75	$159,000	*****	28.0	*****
Idaho	Number of Responses	8	1	8	7
	Number of FTE	10	1	10	9
	Number of PTE	12	0	12	12
	Average	$95,305	*****	12.6	9.6
	P25	$67,569	*****	6.8	5.0
	P50	$82,500	*****	13.0	6.0
	P75	$102,100	*****	17.8	13.0
Illinois	Number of Responses	6	1	6	6
	Number of FTE	6	1	6	6
	Number of PTE	0	0	0	0
	Average	$147,484	*****	15.6	15.6
	P25	$133,500	*****	10.3	10.3
	P50	$146,313	*****	11.0	11.0
	P75	$168,991	*****	16.3	16.3
Michigan	Number of Responses	7	3	6	6
	Number of FTE	7	3	6	6
	Number of PTE	0	0	0	0
	Average	$93,888	*****	18.0	17.7
	P25	$77,102	*****	11.8	11.0
	P50	$94,912	*****	21.0	20.5
	P75	$112,063	*****	22.8	22.5
Montana	Number of Responses	12	2	12	11
	Number of FTE	12	2	12	11
	Number of PTE	0	0	0	0
	Average	$116,857	*****	9.8	7.2
	P25	$85,000	*****	4.8	3.5
	P50	$108,041	*****	7.0	7.0
	P75	$139,750	*****	12.8	10.0

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Chief Executive Officer / President / Executive Director (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
New England (CT, MA, ME, NH, RI, VT)	Number of Responses	6	2	6	6
	Number of FTE	6	2	6	6
	Number of PTE	0	0	0	0
	Average	$98,556	*****	11.5	11.3
	P25	$88,750	*****	5.8	5.8
	P50	$102,000	*****	14.0	14.0
	P75	$114,837	*****	15.5	15.5
New Mexico	Number of Responses	6	3	5	4
	Number of FTE	20	17	19	4
	Number of PTE	0	0	0	0
	Average	$87,708	*****	5.4	*****
	P25	$73,500	*****	4.0	*****
	P50	$81,000	*****	4.0	*****
	P75	$96,750	*****	8.0	*****
Oregon	Number of Responses	22	9	22	20
	Number of FTE	23	9	23	21
	Number of PTE	0	0	0	0
	Average	$106,983	$2,652	13.6	10.0
	P25	$80,860	$1,000	7.3	4.0
	P50	$97,745	$3,000	14.0	7.0
	P75	$137,160	$4,000	18.5	12.8
Pennsylvania	Number of Responses	5	3	5	3
	Number of FTE	5	3	5	3
	Number of PTE	0	0	0	0
	Average	$129,561	*****	5.2	*****
	P25	$81,541	*****	2.0	*****
	P50	$94,000	*****	4.0	*****
	P75	$121,000	*****	4.5	*****
Portland, OR	Number of Responses	9	2	9	9
	Number of FTE	9	2	9	9
	Number of PTE	0	0	0	0
	Average	$110,543	*****	11.7	8.6
	P25	$88,000	*****	7.0	4.0
	P50	$115,878	*****	8.0	4.0
	P75	$130,000	*****	15.0	10.0
Seattle, WA	Number of Responses	5	0	5	4
	Number of FTE	5	0	5	4
	Number of PTE	0	0	0	0
	Average	$110,260	*****	16.8	*****
	P25	$80,000	*****	7.0	*****
	P50	$86,510	*****	19.0	*****
	P75	$129,789	*****	26.0	*****

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Chief Executive Officer / President / Executive Director (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Utah	Number of Responses	9	2	9	4
	Number of FTE	9	2	9	4
	Number of PTE	1	0	1	1
	Average	$84,066	*****	10.6	*****
	P25	$65,000	*****	1.0	*****
	P50	$83,000	*****	2.0	*****
	P75	$93,500	*****	18.0	*****
Washington	Number of Responses	12	0	12	10
	Number of FTE	12	0	12	10
	Number of PTE	0	0	0	0
	Average	$112,888	*****	12.0	10.8
	P25	$87,628	*****	2.8	4.8
	P50	$105,065	*****	9.0	7.0
	P75	$129,842	*****	20.8	11.5
Wisconsin	Number of Responses	7	2	5	5
	Number of FTE	7	2	5	5
	Number of PTE	4	0	4	4
	Average	$89,357	*****	3.4	3.3
	P25	$69,500	*****	1.0	1.0
	P50	$75,000	*****	2.0	1.5
	P75	$109,715	*****	6.0	6.0

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Chief Executive Officer / President / Executive Director (continued)

Type of Community Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Urban	Number of Responses	69	15	66	56
	Number of FTE	68	15	65	55
	Number of PTE	5	0	5	5
	Average	$122,238	$3,775	11.9	10.1
	P25	$85,000	$2,250	4.0	4.0
	P50	$115,878	$3,800	8.4	7.5
	P75	$148,625	$4,783	18.4	14.3
Suburban	Number of Responses	33	14	31	28
	Number of FTE	35	14	33	30
	Number of PTE	13	0	13	13
	Average	$107,972	$8,829	11.3	10.1
	P25	$81,541	$2,250	5.0	4.4
	P50	$100,000	$5,000	10.0	9.0
	P75	$120,756	$9,500	15.0	15.0
Rural	Number of Responses	58	20	55	49
	Number of FTE	72	33	69	49
	Number of PTE	2	1	2	2
	Average	$86,800	$5,196	9.3	8.6
	P25	$68,029	$3,000	3.0	3.0
	P50	$82,174	$4,750	7.0	7.0
	P75	$104,926	$7,500	14.5	12.0

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Chief Executive Officer / President / Executive Director (continued)

Field of Work Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Consumption and Sustainable Behavior	Number of Responses	7	2	6	4
	Number of FTE	7	2	6	4
	Number of PTE	0	0	0	0
	Average	$89,812	*****	9.8	*****
	P25	$75,903	*****	5.0	*****
	P50	$88,000	*****	11.0	*****
	P75	$101,440	*****	14.8	*****
Energy and Climate Action	Number of Responses	20	3	18	12
	Number of FTE	35	17	33	13
	Number of PTE	0	0	0	0
	Average	$132,308	*****	10.0	9.7
	P25	$114,716	*****	3.3	4.6
	P50	$130,550	*****	8.4	7.9
	P75	$151,401	*****	13.5	12.8
Environmental Health, Environmental Justice	Number of Responses	20	7	20	19
	Number of FTE	22	7	22	21
	Number of PTE	12	0	12	12
	Average	$104,301	$3,557	11.2	10.1
	P25	$81,907	$1,450	6.0	4.0
	P50	$96,500	$3,000	10.0	9.0
	P75	$122,488	$4,000	14.5	13.0
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	113	37	108	98
	Number of FTE	111	36	106	96
	Number of PTE	8	1	8	8
	Average	$103,283	$6,304	10.9	9.4
	P25	$71,043	$3,000	4.0	4.0
	P50	$90,000	$4,500	8.0	7.0
	P75	$121,992	$7,500	17.0	14.5

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Chief Operating Officer / Associate Executive Director / Deputy Director / Operations Director

Directs and manages the activities of the organization in accordance with policies, goals and objectives established by the CEO/President/Executive Director and the Board of Directors. Ensures the achievement of short and long-range goals for operations, human resources, financial performance, and growth. Reports to the CEO/President/Executive Director.

Degree of Match	
More	1.8%
Equal	78.6%
Less	19.6%

All Organizations

Data as of April 1, 2022

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Survey Data	Number of Responses	56	22	50	42
	Number of FTE	74	36	66	55
	Number of PTE	3	3	3	3
	Average	$95,020	$2,033	9.3	6.4
	P25	$67,040	$850	5.1	3.0
	P50	$85,028	$1,500	8.5	5.0
	P75	$104,750	$3,300	12.0	9.0
Bonus Eligibity	Eligible	58.0%			
	Not Eligible	42.0%			
Majority of incumbents in this position work	On-site	21.2%			
	Hybrid	59.6%			
	Remote	19.2%			
Workweek Hours	Average	39.4			
	P25	40.0			
	P50	40.0			
	P75	40.0			
Gender	Female	66.7%			
	Male	31.3%			
	Transgender	0.0%			
	Non-Binary	0.0%			
	Prefer not to Identify	2.1%			

Race / Ethnicity	
Indigenous	0.0%
Asian	4.5%
South-Asian	0.0%
Middle-Eastern	0.0%
Black or African American (Not Hispanic or Latino)	0.0%
Hispanic or Latino	0.0%
White (Not Hispanic or Latino)	90.9%
Two or More Races	2.3%
Group not Listed	0.0%
Prefer not to Identify	2.3%

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Chief Operating Officer / Associate Executive Director / Deputy Director / Operations Director (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
< $400,000	Number of Responses	3	3	3	3
	Number of FTE	1	1	1	1
	Number of PTE	2	2	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$400,000 - $699,999	Number of Responses	2	1	2	2
	Number of FTE	1	0	1	1
	Number of PTE	1	1	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$700,000 - $999,999	Number of Responses	4	1	3	3
	Number of FTE	4	1	3	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$1,000,000 - $1,499,999	Number of Responses	10	5	9	6
	Number of FTE	12	7	9	6
	Number of PTE	0	0	0	0
	Average	$75,357	$1,903	6.4	6.0
	P25	$62,990	$1,000	1.0	2.5
	P50	$73,600	$1,000	5.0	5.5
	P75	$83,750	$3,000	12.0	9.3
$1,500,000 - $2,999,999	Number of Responses	23	8	19	18
	Number of FTE	37	22	33	32
	Number of PTE	0	0	0	0
	Average	$90,497	$1,938	10.0	7.6
	P25	$75,564	$875	5.3	2.3
	P50	$86,594	$1,500	8.0	5.0
	P75	$98,350	$2,125	12.5	9.8

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Chief Operating Officer / Associate Executive Director / Deputy Director / Operations Director (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
$3,000,000 - $4,999,999	Number of Responses	5	1	5	4
	Number of FTE	6	1	6	5
	Number of PTE	0	0	0	0
	Average	$114,217	*****	7.2	*****
	P25	$93,150	*****	6.0	*****
	P50	$99,876	*****	7.0	*****
	P75	$130,000	*****	9.0	*****
>= $5,000,000	Number of Responses	8	3	8	5
	Number of FTE	12	4	12	6
	Number of PTE	0	0	0	0
	Average	$157,442	*****	9.2	4.2
	P25	$111,125	*****	5.9	3.0
	P50	$161,572	*****	9.0	5.0
	P75	$176,783	*****	11.3	5.4

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Chief Operating Officer / Associate Executive Director / Deputy Director / Operations Director (continued)

Region Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
North Central U.S. (IL, IN, IA, MI, MN, NE, ND, OH, SD, WI)	Number of Responses	10	1	7	5
	Number of FTE	10	1	7	5
	Number of PTE	0	0	0	0
	Average	$85,956	*****	10.7	9.0
	P25	$67,094	*****	7.5	4.0
	P50	$80,000	*****	12.0	11.0
	P75	$91,511	*****	14.5	12.0
Northeast U.S. (CT, DE, ME, MD, MA, NH, NJ, NY, PA, RI, VT)	Number of Responses	3	2	2	2
	Number of FTE	3	2	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Northwest U.S. (AK, CA, HI, ID, MT, OR, WA, WY)	Number of Responses	28	9	26	24
	Number of FTE	33	12	29	26
	Number of PTE	1	1	1	1
	Average	$103,670	$1,557	8.7	5.4
	P25	$80,078	$500	5.0	2.0
	P50	$93,002	$1,000	6.5	4.0
	P75	$113,240	$2,000	10.8	6.3
South Central U.S. (AK, LA, MO, OK, TX, KS)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Southeast U.S. (AL, DC, FL, GA, KY, MS, NC, SC, TN, VA, WV)	Number of Responses	1	0	1	0
	Number of FTE	1	0	1	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Southwest U.S. (AZ, CO, NV, NM, UT)	Number of Responses	14	10	14	11
	Number of FTE	27	21	27	22
	Number of PTE	2	2	2	2
	Average	$83,031	$2,520	9.9	7.2
	P25	$60,455	$1,500	7.3	4.0
	P50	$70,029	$2,250	10.5	7.0
	P75	$90,000	$3,300	12.2	9.5

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Chief Operating Officer / Associate Executive Director / Deputy Director / Operations Director (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
California	Number of Responses	5	1	5	4
	Number of FTE	4	0	4	3
	Number of PTE	1	1	1	1
	Average	$157,527	*****	6.3	*****
	P25	$104,000	*****	2.9	*****
	P50	$150,000	*****	5.0	*****
	P75	$175,000	*****	5.4	*****
Colorado	Number of Responses	3	2	3	2
	Number of FTE	4	1	4	1
	Number of PTE	1	1	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
District Of Columbia	Number of Responses	2	0	1	0
	Number of FTE	2	0	1	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Idaho	Number of Responses	3	1	2	2
	Number of FTE	3	1	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Illinois	Number of Responses	3	0	2	1
	Number of FTE	3	0	2	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Montana	Number of Responses	6	3	5	5
	Number of FTE	10	6	7	7
	Number of PTE	0	0	0	0
	Average	$94,854	*****	6.8	4.2
	P25	$69,946	*****	6.0	3.0
	P50	$96,052	*****	6.0	4.0
	P75	$114,594	*****	7.0	5.0

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Chief Operating Officer / Associate Executive Director / Deputy Director / Operations Director (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
New England (CT, MA, ME, NH, RI, VT)	Number of Responses	1	1	1	1
	Number of FTE	1	1	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Oregon	Number of Responses	5	2	5	5
	Number of FTE	6	3	6	6
	Number of PTE	0	0	0	0
	Average	$95,364	*****	11.8	10.0
	P25	$81,126	*****	6.0	4.0
	P50	$85,000	*****	8.0	6.0
	P75	$89,570	*****	10.0	7.0
Portland, OR	Number of Responses	2	1	2	2
	Number of FTE	2	1	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Utah	Number of Responses	3	2	3	2
	Number of FTE	3	2	3	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Washington	Number of Responses	5	0	5	4
	Number of FTE	6	0	6	4
	Number of PTE	0	0	0	0
	Average	$92,741	*****	11.0	*****
	P25	$75,003	*****	8.0	*****
	P50	$96,433	*****	10.0	*****
	P75	$112,500	*****	12.0	*****
Wisconsin	Number of Responses	1	0	0	0
	Number of FTE	1	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Chief Operating Officer / Associate Executive Director / Deputy Director / Operations Director (continued)

Type of Community Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Urban	Number of Responses	25	5	21	16
	Number of FTE	26	4	22	16
	Number of PTE	1	1	1	1
	Average	$111,758	$2,323	8.7	7.4
	P25	$80,600	$1,500	5.0	2.8
	P50	$98,700	$2,000	6.0	5.2
	P75	$130,000	$3,616	11.0	9.0
Suburban	Number of Responses	15	7	15	13
	Number of FTE	17	7	17	13
	Number of PTE	1	1	1	1
	Average	$86,191	$1,786	9.2	5.4
	P25	$71,100	$1,250	5.0	3.0
	P50	$80,000	$1,500	12.0	5.0
	P75	$88,500	$2,250	12.0	8.0
Rural	Number of Responses	16	10	14	13
	Number of FTE	31	25	27	26
	Number of PTE	1	1	1	1
	Average	$77,145	$2,062	10.1	6.2
	P25	$58,018	$500	7.3	3.0
	P50	$73,280	$900	10.0	5.0
	P75	$86,292	$3,861	11.8	9.0

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Chief Operating Officer / Associate Executive Director / Deputy Director / Operations Director (continued)

Field of Work Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Consumption and Sustainable Behavior	Number of Responses	1	0	0	0
	Number of FTE	1	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	11	1	9	6
	Number of FTE	27	14	25	19
	Number of PTE	0	0	0	0
	Average	$113,954	*****	10.0	9.7
	P25	$85,797	*****	8.0	4.4
	P50	$95,000	*****	12.0	8.7
	P75	$133,634	*****	12.3	15.0
Environmental Health, Environmental Justice	Number of Responses	8	4	8	6
	Number of FTE	8	4	8	6
	Number of PTE	0	0	0	0
	Average	$94,746	*****	10.9	10.4
	P25	$81,365	*****	5.1	3.6
	P50	$91,575	*****	6.5	7.8
	P75	$106,040	*****	13.8	10.8
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	36	17	33	30
	Number of FTE	38	18	33	30
	Number of PTE	3	3	3	3
	Average	$90,435	$2,043	8.7	4.9
	P25	$64,375	$800	5.0	2.0
	P50	$80,052	$2,000	9.0	5.0
	P75	$98,994	$3,400	12.0	7.0

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DEI / Culture Executive / Director

Develop, implement and monitor programs that promote DEI within the company. Responsible for developing training and initiatives to create and foster an open and inclusive environment.

Degree of Match	
More	0.0%
Equal	71.4%
Less	28.6%

All Organizations

Data as of April 1, 2022

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Survey Data	Number of Responses	7	2	7	7
	Number of FTE	7	2	7	7
	Number of PTE	0	0	0	0
	Average	$89,875	*****	4.2	3.9
	P25	$65,500	*****	0.5	0.5
	P50	$70,000	*****	2.0	2.0
	P75	$99,750	*****	7.0	6.0
Bonus Eligibity	Eligible	42.9%			
	Not Eligible	57.1%			
Majority of incumbents in this position work	On-site	14.3%			
	Hybrid	71.4%			
	Remote	14.3%			
Workweek Hours	Average	40.0			
	P25	40.0			
	P50	40.0			
	P75	40.0			

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DEI / Culture Executive / Director (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
< $400,000	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$400,000 - $699,999	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$700,000 - $999,999	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$1,000,000 - $1,499,999	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$1,500,000 - $2,999,999	Number of Responses	1	1	1	1
	Number of FTE	1	1	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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DEI / Culture Executive / Director (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
$3,000,000 - $4,999,999	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
>= $5,000,000	Number of Responses	3	1	3	3
	Number of FTE	3	1	3	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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DEI / Culture Executive / Director (continued)

Region Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
North Central U.S. (IL, IN, IA, MI, MN, NE, ND, OH, SD, WI)	Number of Responses	1	1	1	1
	Number of FTE	1	1	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Northeast U.S. (CT, DE, ME, MD, MA, NH, NJ, NY, PA, RI, VT)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Northwest U.S. (AK, CA, HI, ID, MT, OR, WA, WY)	Number of Responses	3	0	3	3
	Number of FTE	3	0	3	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
South Central U.S. (AK, LA, MO, OK, TX, KS)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Southeast U.S. (AL, DC, FL, GA, KY, MS, NC, SC, TN, VA, WV)	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Southwest U.S. (AZ, CO, NV, NM, UT)	Number of Responses	2	1	2	2
	Number of FTE	2	1	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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DEI / Culture Executive / Director (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
California	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Colorado	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
District Of Columbia	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Idaho	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Illinois	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Montana	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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DEI / Culture Executive / Director (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
New England (CT, MA, ME, NH, RI, VT)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Oregon	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Portland, OR	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Utah	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Washington	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Wisconsin	Number of Responses	1	1	1	1
	Number of FTE	1	1	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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DEI / Culture Executive / Director (continued)

Type of Community Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Urban	Number of Responses	3	1	3	3
	Number of FTE	3	1	3	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Suburban	Number of Responses	2	1	2	2
	Number of FTE	2	1	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Rural	Number of Responses	2	0	2	2
	Number of FTE	2	0	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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DEI / Culture Executive / Director (continued)

Field of Work Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Consumption and Sustainable Behavior	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Environmental Health, Environmental Justice	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	6	2	6	6
	Number of FTE	6	2	6	6
	Number of PTE	0	0	0	0
	Average	$83,688	*****	4.8	4.5
	P25	$65,250	*****	0.9	0.9
	P50	$68,000	*****	3.0	2.0
	P75	$71,875	*****	8.5	8.0

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Accounting Clerk / Bookkeeper

Perform a variety of routine and some non-routine clerical/accounting functions in accordance with standard procedures in one or more of the following areas: general accounting, accounts payable, accounts receivable or related financial area. Reconciles bank accounts, posts information and balances general or subsidiary ledgers, processes payments and compiles segments of monthly closings, annual reports, etc. Contacts other departments and/or outside agencies to resolve problems.

Degree of Match	
More	15.0%
Equal	75.0%
Less	10.0%

All Organizations

Data as of April 1, 2022

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Survey Data	Number of Responses	20	6	18	15
	Number of FTE	15	5	14	12
	Number of PTE	8	3	7	6
	Average	$48,003	$1,183	5.0	4.3
	P25	$39,360	$363	2.0	2.0
	P50	$45,500	$925	3.9	2.0
	P75	$52,597	$1,375	6.0	6.0
Bonus Eligibity	Eligible	35.0%			
	Not Eligible	65.0%			
Majority of incumbents in this position work	On-site	31.6%			
	Hybrid	47.4%			
	Remote	21.1%			
Workweek Hours	Average	40.0			
	P25	40.0			
	P50	40.0			
	P75	40.0			

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Accounting Clerk / Bookkeeper (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
< $400,000	Number of Responses	1	1	1	0
	Number of FTE	0	0	0	0
	Number of PTE	1	1	1	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$400,000 - $699,999	Number of Responses	1	1	1	1
	Number of FTE	1	1	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$700,000 - $999,999	Number of Responses	2	1	1	2
	Number of FTE	1	0	1	1
	Number of PTE	1	1	0	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$1,000,000 - $1,499,999	Number of Responses	4	0	3	3
	Number of FTE	1	0	0	0
	Number of PTE	3	0	3	3
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$1,500,000 - $2,999,999	Number of Responses	2	1	2	1
	Number of FTE	1	1	1	1
	Number of PTE	1	0	1	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Accounting Clerk / Bookkeeper (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
$3,000,000 - $4,999,999	Number of Responses	3	0	3	1
	Number of FTE	2	0	2	0
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
>= $5,000,000	Number of Responses	6	2	6	6
	Number of FTE	8	3	8	8
	Number of PTE	1	1	1	1
	Average	$58,944	*****	5.2	3.2
	P25	$52,597	*****	2.0	2.0
	P50	$59,050	*****	3.3	2.0
	P75	$68,100	*****	5.5	2.0

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Accounting Clerk / Bookkeeper (continued)

Region Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
North Central U.S. (IL, IN, IA, MI, MN, NE, ND, OH, SD, WI)	Number of Responses	4	1	3	3
	Number of FTE	2	1	1	1
	Number of PTE	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Northeast U.S. (CT, DE, ME, MD, MA, NH, NJ, NY, PA, RI, VT)	Number of Responses	3	0	3	1
	Number of FTE	2	0	2	1
	Number of PTE	1	0	1	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Northwest U.S. (AK, CA, HI, ID, MT, OR, WA, WY)	Number of Responses	8	3	7	8
	Number of FTE	8	3	8	8
	Number of PTE	3	2	2	3
	Average	$52,422	*****	4.2	3.4
	P25	$43,875	*****	2.0	1.8
	P50	$48,657	*****	2.0	2.0
	P75	$56,172	*****	4.4	3.0
South Central U.S. (AK, LA, MO, OK, TX, KS)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Southeast U.S. (AL, DC, FL, GA, KY, MS, NC, SC, TN, VA, WV)	Number of Responses	3	0	3	2
	Number of FTE	2	0	2	1
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Southwest U.S. (AZ, CO, NV, NM, UT)	Number of Responses	2	2	2	1
	Number of FTE	1	1	1	1
	Number of PTE	1	1	1	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Accounting Clerk / Bookkeeper (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
California	Number of Responses	3	1	2	3
	Number of FTE	3	0	3	3
	Number of PTE	1	1	0	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Colorado	Number of Responses	1	1	1	1
	Number of FTE	1	1	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
District Of Columbia	Number of Responses	2	0	2	1
	Number of FTE	2	0	2	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Idaho	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Illinois	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Montana	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Accounting Clerk / Bookkeeper (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
New England (CT, MA, ME, NH, RI, VT)	Number of Responses	1	0	1	0
	Number of FTE	0	0	0	0
	Number of PTE	1	0	1	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Oregon	Number of Responses	2	2	2	2
	Number of FTE	3	3	3	3
	Number of PTE	1	1	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Portland, OR	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Utah	Number of Responses	1	1	1	0
	Number of FTE	0	0	0	0
	Number of PTE	1	1	1	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Washington	Number of Responses	2	0	2	2
	Number of FTE	2	0	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Wisconsin	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Accounting Clerk / Bookkeeper (continued)

Type of Community Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Urban	Number of Responses	8	1	8	7
	Number of FTE	8	1	8	7
	Number of PTE	1	0	1	1
	Average	$53,085	*****	5.2	4.0
	P25	$44,356	*****	2.0	1.5
	P50	$48,278	*****	3.0	2.0
	P75	$59,275	*****	6.9	6.0
Suburban	Number of Responses	4	1	4	3
	Number of FTE	0	0	0	0
	Number of PTE	4	1	4	3
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Rural	Number of Responses	8	4	6	5
	Number of FTE	7	4	6	5
	Number of PTE	3	2	2	2
	Average	$48,597	*****	6.0	5.2
	P25	$39,360	*****	3.9	2.0
	P50	$50,657	*****	5.3	3.0
	P75	$53,422	*****	6.0	6.0

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Accounting Clerk / Bookkeeper (continued)

Field of Work Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Consumption and Sustainable Behavior	Number of Responses	3	1	3	0
	Number of FTE	1	0	1	0
	Number of PTE	2	1	2	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Environmental Health, Environmental Justice	Number of Responses	4	1	3	3
	Number of FTE	3	1	2	2
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	12	4	11	11
	Number of FTE	10	4	10	9
	Number of PTE	5	2	4	5
	Average	$47,219	*****	5.7	4.9
	P25	$40,000	*****	2.0	2.0
	P50	$44,212	*****	4.0	3.0
	P75	$51,002	*****	8.0	8.0

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Accounting Manager

Manage and performs various accounting activities such as developing, implementing and maintaining the accounting systems, policies and procedures; compiling, analyzing and reporting accounting data for management reports and decision-making purposes; may act as primary liaison with outside auditors and government agencies on contract issues. Manages monthly closings. May also oversee the work of accounts payable and/or accounts receivable. Often supervises staff members.

Degree of Match	
More	10.0%
Equal	70.0%
Less	20.0%

All Organizations

Data as of April 1, 2022

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Survey Data	Number of Responses	30	8	28	25
	Number of FTE	25	7	23	20
	Number of PTE	5	1	5	5
	Average	$61,828	$2,389	7.7	7.3
	P25	$48,067	$1,697	2.0	2.0
	P50	$58,704	$1,890	5.0	5.0
	P75	$67,725	$2,500	10.5	9.2
Bonus Eligibity	Eligible	44.0%			
	Not Eligible	56.0%			
Majority of incumbents in this position work	On-site	20.7%			
	Hybrid	44.8%			
	Remote	34.5%			
Workweek Hours	Average	39.2			
	P25	40.0			
	P50	40.0			
	P75	40.0			

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Accounting Manager (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
< $400,000	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$400,000 - $699,999	Number of Responses	2	0	2	1
	Number of FTE	1	0	1	0
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$700,000 - $999,999	Number of Responses	5	1	5	5
	Number of FTE	4	1	4	4
	Number of PTE	1	0	1	1
	Average	$49,627	*****	6.6	6.6
	P25	$43,680	*****	3.0	3.0
	P50	$47,655	*****	5.0	5.0
	P75	$58,000	*****	8.0	8.0
$1,000,000 - $1,499,999	Number of Responses	7	2	7	7
	Number of FTE	4	1	4	4
	Number of PTE	3	1	3	3
	Average	$52,653	*****	6.0	6.0
	P25	$49,133	*****	2.0	2.0
	P50	$55,000	*****	6.0	6.0
	P75	$57,974	*****	9.0	9.0
$1,500,000 - $2,999,999	Number of Responses	8	3	7	7
	Number of FTE	8	3	7	7
	Number of PTE	0	0	0	0
	Average	$60,281	*****	8.4	8.5
	P25	$54,233	*****	2.0	2.0
	P50	$60,232	*****	3.0	2.0
	P75	$63,375	*****	11.5	12.5

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Accounting Manager (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
$3,000,000 - $4,999,999	Number of Responses	1	0	1	0
	Number of FTE	1	0	1	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
>= $5,000,000	Number of Responses	6	2	6	5
	Number of FTE	6	2	6	5
	Number of PTE	0	0	0	0
	Average	$80,510	*****	9.8	5.8
	P25	$61,018	*****	4.3	3.8
	P50	$78,900	*****	6.5	6.0
	P75	$93,375	*****	13.0	7.0

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Accounting Manager (continued)

Region Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
North Central U.S. (IL, IN, IA, MI, MN, NE, ND, OH, SD, WI)	Number of Responses	9	4	7	7
	Number of FTE	7	4	5	5
	Number of PTE	2	0	2	2
	Average	$53,799	*****	12.1	12.1
	P25	$42,000	*****	4.0	4.0
	P50	$46,999	*****	12.0	12.0
	P75	$59,360	*****	17.5	17.5
Northeast U.S. (CT, DE, ME, MD, MA, NH, NJ, NY, PA, RI, VT)	Number of Responses	2	0	2	1
	Number of FTE	2	0	2	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Northwest U.S. (AK, CA, HI, ID, MT, OR, WA, WY)	Number of Responses	15	2	15	14
	Number of FTE	13	2	13	12
	Number of PTE	2	0	2	2
	Average	$65,838	*****	5.9	5.2
	P25	$57,875	*****	2.0	2.0
	P50	$59,360	*****	3.0	3.4
	P75	$67,750	*****	6.5	7.3
South Central U.S. (AK, LA, MO, OK, TX, KS)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Southeast U.S. (AL, DC, FL, GA, KY, MS, NC, SC, TN, VA, WV)	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Southwest U.S. (AZ, CO, NV, NM, UT)	Number of Responses	3	2	3	2
	Number of FTE	2	1	2	1
	Number of PTE	1	1	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Accounting Manager (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
California	Number of Responses	4	1	4	4
	Number of FTE	4	1	4	4
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Colorado	Number of Responses	1	0	1	0
	Number of FTE	1	0	1	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
District Of Columbia	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Idaho	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Illinois	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Montana	Number of Responses	6	1	6	6
	Number of FTE	5	1	5	5
	Number of PTE	1	0	1	1
	Average	$60,790	*****	4.8	5.5
	P25	$58,677	*****	2.0	2.3
	P50	$59,059	*****	2.5	3.0
	P75	$61,340	*****	3.0	4.5

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Accounting Manager (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
New England (CT, MA, ME, NH, RI, VT)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Oregon	Number of Responses	2	0	2	2
	Number of FTE	2	0	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Portland, OR	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Utah	Number of Responses	1	1	1	1
	Number of FTE	0	0	0	0
	Number of PTE	1	1	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Washington	Number of Responses	3	0	3	2
	Number of FTE	2	0	2	1
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Wisconsin	Number of Responses	2	1	2	2
	Number of FTE	2	1	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Accounting Manager (continued)

Type of Community Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Urban	Number of Responses	13	2	13	12
	Number of FTE	10	2	10	9
	Number of PTE	3	0	3	3
	Average	$69,282	*****	8.6	8.0
	P25	$57,750	*****	2.0	2.0
	P50	$58,757	*****	3.8	4.9
	P75	$78,318	*****	12.0	9.9
Suburban	Number of Responses	7	2	6	5
	Number of FTE	5	1	4	3
	Number of PTE	2	1	2	2
	Average	$59,453	*****	6.0	4.5
	P25	$47,633	*****	2.3	2.0
	P50	$61,104	*****	5.0	5.0
	P75	$64,900	*****	7.8	7.0
Rural	Number of Responses	10	4	9	8
	Number of FTE	10	4	9	8
	Number of PTE	0	0	0	0
	Average	$53,800	*****	7.6	7.9
	P25	$44,674	*****	3.0	2.8
	P50	$52,500	*****	5.0	5.5
	P75	$60,065	*****	10.0	11.3

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Accounting Manager (continued)

Field of Work Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Consumption and Sustainable Behavior	Number of Responses	3	0	2	1
	Number of FTE	2	0	1	0
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	7	1	7	5
	Number of FTE	6	1	6	4
	Number of PTE	1	0	1	1
	Average	$64,348	*****	5.9	3.3
	P25	$45,668	*****	2.0	2.0
	P50	$61,104	*****	3.0	2.0
	P75	$81,750	*****	5.0	3.0
Environmental Health, Environmental Justice	Number of Responses	1	1	1	1
	Number of FTE	0	0	0	0
	Number of PTE	1	1	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	19	6	18	18
	Number of FTE	17	6	16	16
	Number of PTE	2	0	2	2
	Average	$61,148	$2,625	8.0	7.7
	P25	$52,500	$1,758	2.3	2.3
	P50	$58,650	$2,140	5.5	5.5
	P75	$61,150	$2,500	11.5	9.5

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Director of Finance

Manage the activities and personnel for all aspects of banking, cash transaction processing and short-term investment. Responsible for oversight of cash receipting, cash disbursement (inclusive of expense report processing), cash management (inclusive of banking, reconciliation, forecasting, and short-term investment), and note management (both receivables and payables). Oversees the organization's banking relationships, including commercial banking, wires, lockboxes, lines/letters of credit, and relevant treasury policies and procedures.

Degree of Match	
More	28.6%
Equal	57.1%
Less	14.3%

All Organizations

Data as of April 1, 2022

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Survey Data	Number of Responses	35	12	34	30
	Number of FTE	31	11	30	27
	Number of PTE	4	1	4	3
	Average	$93,689	$2,690	7.3	6.1
	P25	$72,950	$1,750	3.6	3.6
	P50	$86,000	$2,750	6.0	5.0
	P75	$105,950	$3,712	11.8	7.5
Bonus Eligibity	Eligible	52.9%			
	Not Eligible	47.1%			
Majority of incumbents in this position work	On-site	37.1%			
	Hybrid	45.7%			
	Remote	17.1%			
Workweek Hours	Average	39.7			
	P25	40.0			
	P50	40.0			
	P75	40.0			

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Director of Finance (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
< $400,000	Number of Responses	1	1	1	1
	Number of FTE	1	1	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$400,000 - $699,999	Number of Responses	2	0	2	1
	Number of FTE	0	0	0	0
	Number of PTE	2	0	2	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$700,000 - $999,999	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$1,000,000 - $1,499,999	Number of Responses	3	1	3	3
	Number of FTE	3	1	3	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$1,500,000 - $2,999,999	Number of Responses	11	5	11	10
	Number of FTE	9	4	9	8
	Number of PTE	2	1	2	2
	Average	$84,353	$2,553	7.9	7.8
	P25	$72,555	$500	5.0	3.8
	P50	$84,975	$2,500	6.3	6.1
	P75	$94,098	$4,565	11.0	11.5

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Director of Finance (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
$3,000,000 - $4,999,999	Number of Responses	8	2	8	8
	Number of FTE	8	2	8	8
	Number of PTE	0	0	0	0
	Average	$92,275	*****	5.3	4.3
	P25	$77,231	*****	3.5	3.5
	P50	$83,080	*****	4.0	4.0
	P75	$103,273	*****	5.8	5.3
>= $5,000,000	Number of Responses	8	3	8	6
	Number of FTE	8	3	8	6
	Number of PTE	0	0	0	0
	Average	$132,722	*****	8.8	5.9
	P25	$117,925	*****	3.9	4.0
	P50	$135,238	*****	9.5	4.5
	P75	$147,950	*****	12.5	6.5

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Director of Finance (continued)

Region Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
North Central U.S. (IL, IN, IA, MI, MN, NE, ND, OH, SD, WI)	Number of Responses	6	0	5	4
	Number of FTE	6	0	5	4
	Number of PTE	0	0	0	0
	Average	$90,292	*****	5.9	*****
	P25	$76,410	*****	4.0	*****
	P50	$78,876	*****	5.0	*****
	P75	$95,028	*****	6.3	*****
Northeast U.S. (CT, DE, ME, MD, MA, NH, NJ, NY, PA, RI, VT)	Number of Responses	3	2	3	2
	Number of FTE	3	2	3	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Northwest U.S. (AK, CA, HI, ID, MT, OR, WA, WY)	Number of Responses	18	5	18	16
	Number of FTE	14	4	14	13
	Number of PTE	4	1	4	3
	Average	$94,450	$3,076	6.0	5.1
	P25	$81,545	$3,000	1.3	3.1
	P50	$87,083	$3,616	4.0	4.0
	P75	$100,015	$4,000	7.8	7.0
South Central U.S. (AK, LA, MO, OK, TX, KS)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Southeast U.S. (AL, DC, FL, GA, KY, MS, NC, SC, TN, VA, WV)	Number of Responses	3	1	3	3
	Number of FTE	3	1	3	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Southwest U.S. (AZ, CO, NV, NM, UT)	Number of Responses	5	4	5	5
	Number of FTE	5	4	5	5
	Number of PTE	0	0	0	0
	Average	$87,430	*****	9.4	7.2
	P25	$60,000	*****	6.0	4.0
	P50	$84,975	*****	10.0	5.0
	P75	$102,700	*****	13.0	10.0

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Director of Finance (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
California	Number of Responses	2	0	2	2
	Number of FTE	2	0	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Colorado	Number of Responses	3	2	3	3
	Number of FTE	3	2	3	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
District Of Columbia	Number of Responses	2	0	2	2
	Number of FTE	2	0	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Idaho	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Illinois	Number of Responses	4	0	4	3
	Number of FTE	4	0	4	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Montana	Number of Responses	4	1	4	3
	Number of FTE	3	1	3	2
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Director of Finance (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
New England (CT, MA, ME, NH, RI, VT)	Number of Responses	2	2	2	2
	Number of FTE	2	2	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Oregon	Number of Responses	8	3	8	7
	Number of FTE	5	2	5	5
	Number of PTE	3	1	3	2
	Average	$90,315	*****	6.3	6.8
	P25	$81,915	*****	3.3	5.0
	P50	$89,346	*****	6.0	6.0
	P75	$99,428	*****	8.3	7.5
Portland, OR	Number of Responses	4	1	4	4
	Number of FTE	3	1	3	3
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Utah	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Washington	Number of Responses	3	0	3	3
	Number of FTE	3	0	3	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Wisconsin	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Director of Finance (continued)

Type of Community Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Urban	Number of Responses	21	5	21	17
	Number of FTE	19	5	19	16
	Number of PTE	2	0	2	1
	Average	$104,346	$3,236	6.2	5.4
	P25	$84,800	$3,000	2.0	3.5
	P50	$96,170	$3,616	6.0	6.0
	P75	$127,000	$4,000	9.0	7.0
Suburban	Number of Responses	6	3	5	5
	Number of FTE	6	3	5	5
	Number of PTE	0	0	0	0
	Average	$79,446	*****	6.4	6.0
	P25	$71,910	*****	4.0	4.0
	P50	$79,501	*****	5.0	4.0
	P75	$84,071	*****	6.0	5.0
Rural	Number of Responses	8	4	8	8
	Number of FTE	6	3	6	6
	Number of PTE	2	1	2	2
	Average	$76,395	*****	10.6	7.7
	P25	$62,145	*****	5.8	2.0
	P50	$65,000	*****	12.0	6.3
	P75	$84,355	*****	16.2	11.5

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Director of Finance (continued)

Field of Work Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Consumption and Sustainable Behavior	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	3	0	3	3
	Number of FTE	3	0	3	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Environmental Health, Environmental Justice	Number of Responses	3	1	3	2
	Number of FTE	3	1	3	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	29	11	28	25
	Number of FTE	25	10	24	22
	Number of PTE	4	1	4	3
	Average	$90,307	$2,844	6.9	5.7
	P25	$70,000	$2,250	3.1	3.0
	P50	$84,975	$3,000	5.5	4.0
	P75	$101,297	$3,808	10.5	7.0

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Development Associate (Generalist)

Plan, direct, or coordinate a wide variety of activities designed to raise income for a nonprofit organization. This position does not supervise other income development staff or manage a department. May be responsible for special events, direct mail, online giving, annual funds, memberships, foundation and corporate grants, sponsorships, major gifts, or planned giving.

Degree of Match	
More	11.1%
Equal	64.4%
Less	24.4%

All Organizations

Data as of April 1, 2022

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Survey Data	Number of Responses	45	16	39	35
	Number of FTE	53	16	48	44
	Number of PTE	7	4	6	4
	Average	$50,161	$1,600	3.3	3.3
	P25	$44,583	$950	1.0	1.0
	P50	$49,000	$1,464	2.0	1.5
	P75	$55,000	$2,153	3.3	3.3
Bonus Eligibity	Eligible	56.1%			
	Not Eligible	43.9%			
Majority of incumbents in this position work	On-site	20.9%			
	Hybrid	51.2%			
	Remote	27.9%			
Workweek Hours	Average	38.7			
	P25	40.0			
	P50	40.0			
	P75	40.0			

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Development Associate (Generalist) (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
< $400,000	Number of Responses	2	1	2	2
	Number of FTE	2	1	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$400,000 - $699,999	Number of Responses	2	1	2	2
	Number of FTE	1	0	1	1
	Number of PTE	1	1	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$700,000 - $999,999	Number of Responses	5	3	5	4
	Number of FTE	5	3	5	4
	Number of PTE	1	1	1	0
	Average	$45,600	*****	1.5	*****
	P25	$37,000	*****	1.0	*****
	P50	$48,300	*****	1.0	*****
	P75	$49,000	*****	2.0	*****
$1,000,000 - $1,499,999	Number of Responses	6	2	5	4
	Number of FTE	5	2	4	4
	Number of PTE	2	1	2	1
	Average	$43,887	*****	4.9	*****
	P25	$43,344	*****	1.0	*****
	P50	$44,479	*****	3.0	*****
	P75	$44,896	*****	3.0	*****
$1,500,000 - $2,999,999	Number of Responses	13	3	9	8
	Number of FTE	13	4	10	9
	Number of PTE	1	0	0	0
	Average	$48,359	*****	2.7	2.0
	P25	$43,550	*****	1.0	1.0
	P50	$49,364	*****	1.5	1.3
	P75	$50,000	*****	4.0	2.1

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Development Associate (Generalist) (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
$3,000,000 - $4,999,999	Number of Responses	7	3	7	7
	Number of FTE	9	3	9	9
	Number of PTE	1	0	1	1
	Average	$54,456	*****	4.0	4.1
	P25	$48,343	*****	1.8	1.9
	P50	$55,000	*****	2.7	3.0
	P75	$58,592	*****	4.5	4.5
>= $5,000,000	Number of Responses	10	3	9	8
	Number of FTE	18	3	17	15
	Number of PTE	1	1	1	1
	Average	$54,612	*****	2.2	2.2
	P25	$48,906	*****	1.0	0.8
	P50	$50,127	*****	1.0	1.0
	P75	$54,750	*****	2.8	3.3

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Development Associate (Generalist) (continued)

Region Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
North Central U.S. (IL, IN, IA, MI, MN, NE, ND, OH, SD, WI)	Number of Responses	10	4	7	8
	Number of FTE	10	3	8	9
	Number of PTE	2	1	1	1
	Average	$47,723	*****	6.6	5.9
	P25	$41,660	*****	2.5	1.8
	P50	$47,895	*****	3.5	3.3
	P75	$49,841	*****	8.5	6.8
Northeast U.S. (CT, DE, ME, MD, MA, NH, NJ, NY, PA, RI, VT)	Number of Responses	3	0	3	3
	Number of FTE	3	0	3	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Northwest U.S. (AK, CA, HI, ID, MT, OR, WA, WY)	Number of Responses	22	8	20	16
	Number of FTE	29	9	27	24
	Number of PTE	4	2	4	2
	Average	$53,318	$1,863	2.5	2.3
	P25	$46,210	$1,375	1.0	1.0
	P50	$50,000	$1,750	1.3	1.3
	P75	$55,513	$2,176	3.3	3.3
South Central U.S. (AK, LA, MO, OK, TX, KS)	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Southeast U.S. (AL, DC, FL, GA, KY, MS, NC, SC, TN, VA, WV)	Number of Responses	2	1	2	2
	Number of FTE	2	1	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Southwest U.S. (AZ, CO, NV, NM, UT)	Number of Responses	7	3	6	5
	Number of FTE	8	3	7	5
	Number of PTE	1	1	1	1
	Average	$43,402	*****	4.6	4.8
	P25	$41,500	*****	1.4	2.0
	P50	$45,000	*****	2.8	3.0
	P75	$47,181	*****	3.0	3.0

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Development Associate (Generalist) (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
California	Number of Responses	4	1	4	2
	Number of FTE	11	1	11	9
	Number of PTE	1	1	1	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Colorado	Number of Responses	3	1	3	2
	Number of FTE	4	1	4	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
District Of Columbia	Number of Responses	3	1	3	3
	Number of FTE	3	1	3	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Idaho	Number of Responses	4	1	3	2
	Number of FTE	3	1	2	2
	Number of PTE	1	0	1	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Illinois	Number of Responses	4	1	2	3
	Number of FTE	4	1	2	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Montana	Number of Responses	3	2	2	2
	Number of FTE	3	2	2	2
	Number of PTE	1	1	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Development Associate (Generalist) (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
New England (CT, MA, ME, NH, RI, VT)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Oregon	Number of Responses	7	3	7	7
	Number of FTE	8	4	8	8
	Number of PTE	0	0	0	0
	Average	$51,284	*****	4.1	3.3
	P25	$47,152	*****	2.0	1.5
	P50	$50,000	*****	4.0	3.0
	P75	$55,343	*****	6.0	5.0
Portland, OR	Number of Responses	2	0	2	2
	Number of FTE	2	0	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Utah	Number of Responses	2	2	2	2
	Number of FTE	2	2	2	2
	Number of PTE	1	1	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Washington	Number of Responses	2	0	2	1
	Number of FTE	2	0	2	1
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Wisconsin	Number of Responses	2	2	2	2
	Number of FTE	2	2	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Development Associate (Generalist) (continued)

Type of Community Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Urban	Number of Responses	23	7	20	19
	Number of FTE	30	7	27	26
	Number of PTE	2	1	2	2
	Average	$52,897	$1,740	2.5	2.5
	P25	$47,470	$1,114	1.0	1.0
	P50	$50,000	$1,500	1.0	1.0
	P75	$55,000	$2,101	2.7	2.9
Suburban	Number of Responses	7	2	7	6
	Number of FTE	10	2	10	8
	Number of PTE	1	1	1	1
	Average	$45,550	*****	4.2	4.1
	P25	$43,181	*****	1.5	1.3
	P50	$46,790	*****	2.6	2.5
	P75	$49,223	*****	3.0	3.0
Rural	Number of Responses	15	7	12	10
	Number of FTE	13	7	11	10
	Number of PTE	4	2	3	1
	Average	$48,117	$1,400	4.3	4.3
	P25	$43,687	$600	1.0	1.1
	P50	$45,000	$1,000	3.0	2.5
	P75	$53,357	$2,000	4.5	3.9

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Development Associate (Generalist) (continued)

Field of Work Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Consumption and Sustainable Behavior	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	7	1	5	2
	Number of FTE	8	1	6	2
	Number of PTE	0	0	0	0
	Average	$50,876	*****	2.8	*****
	P25	$48,440	*****	1.0	*****
	P50	$50,253	*****	2.0	*****
	P75	$54,500	*****	2.6	*****
Environmental Health, Environmental Justice	Number of Responses	3	1	3	3
	Number of FTE	3	1	3	3
	Number of PTE	1	1	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	35	14	31	30
	Number of FTE	42	14	39	39
	Number of PTE	6	3	5	3
	Average	$49,421	$1,624	3.2	3.2
	P25	$43,962	$1,000	1.0	1.0
	P50	$48,984	$1,464	2.0	2.0
	P75	$50,857	$2,000	3.3	3.4

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Development Director

Responsible for the development, planning, design and implementation of various fundraising programs. Responsible for actively cultivating and soliciting new funding opportunities and development strategies for a broader base of donors. May be responsible for the cultivation, solicitation and acquisition of major gifts. May have responsibility for identifying potential grant opportunities and oversees the proposal preparation. May supervise employees or manage a department.

Degree of Match	
More	7.5%
Equal	78.8%
Less	13.8%

All Organizations

Data as of April 1, 2022

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Survey Data	Number of Responses	80	28	72	62
	Number of FTE	78	28	71	61
	Number of PTE	4	1	3	3
	Average	$75,285	$2,758	4.5	4.3
	P25	$61,339	$1,000	1.5	1.5
	P50	$71,122	$2,371	3.1	3.0
	P75	$83,244	$3,625	6.0	5.8
Bonus Eligibity	Eligible	58.6%			
	Not Eligible	41.4%			
Majority of incumbents in this position work	On-site	14.1%			
	Hybrid	62.0%			
	Remote	23.9%			
Workweek Hours	Average	39.7			
	P25	40.0			
	P50	40.0			
	P75	40.0			

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Development Director (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
< $400,000	Number of Responses	4	2	3	3
	Number of FTE	3	2	3	3
	Number of PTE	1	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$400,000 - $699,999	Number of Responses	8	3	7	5
	Number of FTE	7	2	6	4
	Number of PTE	1	1	1	1
	Average	$63,781	*****	2.5	2.5
	P25	$49,575	*****	1.3	1.5
	P50	$61,500	*****	2.0	3.0
	P75	$70,409	*****	3.5	3.0
$700,000 - $999,999	Number of Responses	14	6	12	8
	Number of FTE	14	6	12	8
	Number of PTE	0	0	0	0
	Average	$66,979	$2,336	3.5	3.3
	P25	$57,350	$1,500	1.8	2.0
	P50	$68,779	$2,000	2.5	2.5
	P75	$71,658	$2,513	3.4	4.6
$1,000,000 - $1,499,999	Number of Responses	13	4	12	11
	Number of FTE	12	4	11	10
	Number of PTE	1	0	1	1
	Average	$67,116	*****	4.7	4.7
	P25	$64,000	*****	2.4	2.3
	P50	$67,474	*****	3.0	3.0
	P75	$71,500	*****	5.3	5.5
$1,500,000 - $2,999,999	Number of Responses	23	9	21	20
	Number of FTE	23	9	21	20
	Number of PTE	0	0	0	0
	Average	$72,568	$3,186	5.3	4.2
	P25	$62,393	$1,250	2.0	1.9
	P50	$75,600	$2,242	4.0	3.1
	P75	$80,678	$4,000	6.5	5.0

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Development Director (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
$3,000,000 - $4,999,999	Number of Responses	8	1	8	8
	Number of FTE	8	1	8	8
	Number of PTE	1	0	1	1
	Average	$89,045	*****	4.7	4.2
	P25	$80,694	*****	1.0	1.0
	P50	$90,295	*****	2.9	1.1
	P75	$95,911	*****	9.0	9.0
>= $5,000,000	Number of Responses	8	3	8	6
	Number of FTE	9	4	9	7
	Number of PTE	0	0	0	0
	Average	$122,173	*****	5.7	6.9
	P25	$95,971	*****	4.8	5.3
	P50	$109,500	*****	5.2	6.6
	P75	$134,442	*****	6.3	7.8

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Development Director (continued)

Region Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
North Central U.S. (IL, IN, IA, MI, MN, NE, ND, OH, SD, WI)	Number of Responses	17	5	13	12
	Number of FTE	17	5	13	12
	Number of PTE	0	0	0	0
	Average	$73,891	$5,984	5.3	5.1
	P25	$67,412	$4,680	2.0	2.0
	P50	$69,000	$5,000	3.0	3.1
	P75	$77,731	$8,000	9.0	7.5
Northeast U.S. (CT, DE, ME, MD, MA, NH, NJ, NY, PA, RI, VT)	Number of Responses	7	4	7	7
	Number of FTE	6	4	6	6
	Number of PTE	0	0	0	0
	Average	$70,387	*****	4.4	3.9
	P25	$51,881	*****	2.3	2.3
	P50	$68,000	*****	4.0	3.0
	P75	$87,750	*****	5.5	5.5
Northwest U.S. (AK, CA, HI, ID, MT, OR, WA, WY)	Number of Responses	33	11	30	26
	Number of FTE	32	10	30	26
	Number of PTE	2	1	1	1
	Average	$79,197	$2,518	4.3	3.8
	P25	$65,000	$1,000	1.5	1.1
	P50	$74,800	$3,000	3.0	3.0
	P75	$87,980	$3,750	6.8	5.0
South Central U.S. (AK, LA, MO, OK, TX, KS)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Southeast U.S. (AL, DC, FL, GA, KY, MS, NC, SC, TN, VA, WV)	Number of Responses	8	2	8	6
	Number of FTE	7	2	7	5
	Number of PTE	2	0	2	2
	Average	$74,665	*****	4.0	4.4
	P25	$49,091	*****	1.4	1.9
	P50	$70,750	*****	3.5	3.5
	P75	$86,128	*****	4.8	4.8
Southwest U.S. (AZ, CO, NV, NM, UT)	Number of Responses	15	6	14	11
	Number of FTE	16	7	15	12
	Number of PTE	0	0	0	0
	Average	$70,874	$2,025	4.5	4.5
	P25	$55,795	$1,500	2.0	2.0
	P50	$64,000	$1,750	5.0	4.0
	P75	$77,500	$2,375	5.8	5.5

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Development Director (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
California	Number of Responses	4	3	4	3
	Number of FTE	4	2	4	3
	Number of PTE	1	1	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Colorado	Number of Responses	5	2	5	4
	Number of FTE	6	3	6	5
	Number of PTE	0	0	0	0
	Average	$74,454	*****	6.7	*****
	P25	$60,000	*****	5.0	*****
	P50	$67,557	*****	5.3	*****
	P75	$95,333	*****	6.0	*****
District Of Columbia	Number of Responses	3	0	3	3
	Number of FTE	3	0	3	3
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Idaho	Number of Responses	5	2	4	4
	Number of FTE	5	2	4	4
	Number of PTE	0	0	0	0
	Average	$64,114	*****	*****	*****
	P25	$50,000	*****	*****	*****
	P50	$70,000	*****	*****	*****
	P75	$77,000	*****	*****	*****
Illinois	Number of Responses	4	1	4	3
	Number of FTE	4	1	4	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Montana	Number of Responses	9	1	8	7
	Number of FTE	8	1	8	7
	Number of PTE	1	0	0	0
	Average	$73,963	*****	3.9	3.4
	P25	$65,000	*****	1.8	1.5
	P50	$72,000	*****	3.3	2.5
	P75	$74,800	*****	5.5	4.0

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Development Director (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
New England (CT, MA, ME, NH, RI, VT)	Number of Responses	4	2	4	4
	Number of FTE	4	2	4	4
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Oregon	Number of Responses	11	4	10	8
	Number of FTE	11	4	10	8
	Number of PTE	0	0	0	0
	Average	$76,114	*****	5.5	4.6
	P25	$64,000	*****	1.6	1.4
	P50	$79,570	*****	3.0	3.0
	P75	$87,055	*****	9.8	9.0
Portland, OR	Number of Responses	6	1	5	5
	Number of FTE	6	1	5	5
	Number of PTE	0	0	0	0
	Average	$72,625	*****	7.5	6.3
	P25	$62,089	*****	4.0	4.0
	P50	$71,285	*****	6.5	6.5
	P75	$81,018	*****	11.0	9.0
Utah	Number of Responses	4	2	4	2
	Number of FTE	4	2	4	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Washington	Number of Responses	3	0	3	3
	Number of FTE	3	0	3	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Wisconsin	Number of Responses	5	2	3	3
	Number of FTE	5	2	3	3
	Number of PTE	0	0	0	0
	Average	$70,946	*****	*****	*****
	P25	$66,500	*****	*****	*****
	P50	$75,500	*****	*****	*****
	P75	$77,000	*****	*****	*****

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Development Director (continued)

Type of Community Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Urban	Number of Responses	37	13	34	30
	Number of FTE	36	12	33	29
	Number of PTE	2	1	2	2
	Average	$83,819	$2,765	5.2	5.3
	P25	$70,000	$1,000	2.6	3.0
	P50	$77,000	$2,000	4.0	4.0
	P75	$94,400	$4,000	7.0	8.8
Suburban	Number of Responses	20	7	18	16
	Number of FTE	19	7	17	15
	Number of PTE	1	0	1	1
	Average	$66,350	$2,099	3.6	2.9
	P25	$52,191	$1,125	1.0	1.0
	P50	$62,000	$1,500	3.5	1.8
	P75	$74,060	$2,509	5.0	5.0
Rural	Number of Responses	23	8	20	16
	Number of FTE	23	9	21	17
	Number of PTE	1	0	0	0
	Average	$69,326	$3,323	4.2	3.7
	P25	$58,920	$2,125	1.5	1.9
	P50	$70,000	$3,200	2.3	2.3
	P75	$80,000	$3,795	6.3	5.0

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Development Director (continued)

Field of Work Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Consumption and Sustainable Behavior	Number of Responses	2	0	1	1
	Number of FTE	2	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	9	3	8	6
	Number of FTE	9	3	8	6
	Number of PTE	0	0	0	0
	Average	$76,121	*****	2.4	1.9
	P25	$68,666	*****	1.4	1.1
	P50	$77,000	*****	2.5	1.8
	P75	$81,356	*****	3.1	2.8
Environmental Health, Environmental Justice	Number of Responses	11	5	10	9
	Number of FTE	10	5	9	8
	Number of PTE	1	0	1	1
	Average	$73,890	$1,540	6.1	5.9
	P25	$60,029	$1,000	3.0	3.0
	P50	$70,000	$1,500	5.5	5.0
	P75	$81,115	$1,500	9.9	9.0
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	58	20	53	46
	Number of FTE	57	20	53	46
	Number of PTE	3	1	2	2
	Average	$75,860	$2,851	4.6	4.3
	P25	$60,446	$1,188	1.5	1.5
	P50	$71,569	$2,509	4.0	3.0
	P75	$87,235	$4,000	6.0	5.8

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Events Manager / Specialist

Plan, create or manage one or more fundraising special events for an organization. Responsibilities may include: designing and developing new events; planning and scheduling; recruiting, training and managing volunteers; securing event venues, media coverage, equipment, entertainment, food, supplies, and security; promoting and marketing; obtaining corporate sponsorships and donated items/services; handling ticket sales; processing cash, credit cards or checks; budgeting; and donor acknowledgements.

Degree of Match	
More	0.0%
Equal	88.2%
Less	11.8%

All Organizations

Data as of April 1, 2022

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Survey Data	Number of Responses	17	4	14	14
	Number of FTE	16	4	13	13
	Number of PTE	3	0	3	3
	Average	$53,593	*****	3.5	3.3
	P25	$45,000	*****	1.0	1.0
	P50	$50,000	*****	3.0	1.5
	P75	$62,316	*****	5.0	5.0
Bonus Eligibity	Eligible	46.7%			
	Not Eligible	53.3%			
Majority of incumbents in this position work	On-site	14.3%			
	Hybrid	64.3%			
	Remote	21.4%			
Workweek Hours	Average	39.4			
	P25	40.0			
	P50	40.0			
	P75	40.0			

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Events Manager / Specialist (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
< $400,000	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$400,000 - $699,999	Number of Responses	1	0	1	1
	Number of FTE	0	0	0	0
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$700,000 - $999,999	Number of Responses	2	1	2	2
	Number of FTE	2	1	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$1,000,000 - $1,499,999	Number of Responses	4	2	3	3
	Number of FTE	4	2	3	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$1,500,000 - $2,999,999	Number of Responses	4	1	3	3
	Number of FTE	5	1	4	4
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Events Manager / Specialist (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
$3,000,000 - $4,999,999	Number of Responses	2	0	2	2
	Number of FTE	1	0	1	1
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
>= $5,000,000	Number of Responses	3	0	2	2
	Number of FTE	3	0	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Events Manager / Specialist (continued)

Region Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
North Central U.S. (IL, IN, IA, MI, MN, NE, ND, OH, SD, WI)	Number of Responses	5	0	3	4
	Number of FTE	6	0	4	5
	Number of PTE	1	0	1	1
	Average	$46,613	*****	*****	*****
	P25	$40,000	*****	*****	*****
	P50	$47,000	*****	*****	*****
	P75	$48,000	*****	*****	*****
Northeast U.S. (CT, DE, ME, MD, MA, NH, NJ, NY, PA, RI, VT)	Number of Responses	2	1	2	2
	Number of FTE	1	1	1	1
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Northwest U.S. (AK, CA, HI, ID, MT, OR, WA, WY)	Number of Responses	10	3	9	8
	Number of FTE	9	3	8	7
	Number of PTE	1	0	1	1
	Average	$58,642	*****	4.1	4.0
	P25	$47,929	*****	1.0	1.0
	P50	$53,330	*****	5.0	3.0
	P75	$68,079	*****	5.0	5.8
South Central U.S. (AK, LA, MO, OK, TX, KS)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Southeast U.S. (AL, DC, FL, GA, KY, MS, NC, SC, TN, VA, WV)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Southwest U.S. (AZ, CO, NV, NM, UT)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Events Manager / Specialist (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
California	Number of Responses	2	1	2	2
	Number of FTE	2	1	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Colorado	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
District Of Columbia	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Idaho	Number of Responses	1	0	0	0
	Number of FTE	1	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Illinois	Number of Responses	2	0	1	2
	Number of FTE	3	0	2	3
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Montana	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Events Manager / Specialist (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
New England (CT, MA, ME, NH, RI, VT)	Number of Responses	1	0	1	1
	Number of FTE	0	0	0	0
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Oregon	Number of Responses	4	2	4	4
	Number of FTE	3	2	3	3
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Portland, OR	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Utah	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Washington	Number of Responses	2	0	2	1
	Number of FTE	2	0	2	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Wisconsin	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Events Manager / Specialist (continued)

Type of Community Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Urban	Number of Responses	7	0	6	6
	Number of FTE	8	0	7	7
	Number of PTE	1	0	1	1
	Average	$62,546	*****	5.0	4.4
	P25	$49,150	*****	2.0	1.0
	P50	$62,316	*****	5.0	3.0
	P75	$72,533	*****	7.3	7.3
Suburban	Number of Responses	6	3	6	6
	Number of FTE	4	3	4	4
	Number of PTE	2	0	2	2
	Average	$52,543	*****	2.4	2.4
	P25	$47,750	*****	1.0	1.0
	P50	$50,178	*****	1.5	1.5
	P75	$54,817	*****	4.3	4.3
Rural	Number of Responses	4	1	2	2
	Number of FTE	4	1	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Events Manager / Specialist (continued)

Field of Work Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Consumption and Sustainable Behavior	Number of Responses	1	0	0	0
	Number of FTE	1	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	3	0	3	2
	Number of FTE	4	0	4	3
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Environmental Health, Environmental Justice	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	13	4	11	12
	Number of FTE	11	4	9	10
	Number of PTE	2	0	2	2
	Average	$52,924	*****	3.4	3.2
	P25	$45,000	*****	1.0	1.0
	P50	$50,000	*****	1.0	1.0
	P75	$56,304	*****	5.0	5.0

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Major / Planned Gifts Director / Manager

Identify, cultivate and motivate donors to make major gifts to an organization. May be responsible for collaborating with staff and volunteers to identify giving opportunities for major donors, recruiting, training and supporting volunteers during major gift initiatives, organizing events to involve and cultivate prospects, and tracking and reporting on the progress of all major gift activities.

Degree of Match	
More	31.3%
Equal	50.0%
Less	18.8%

All Organizations

Data as of April 1, 2022

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Survey Data	Number of Responses	16	3	14	12
	Number of FTE	25	3	23	18
	Number of PTE	2	0	2	2
	Average	$75,577	*****	6.6	6.0
	P25	$64,625	*****	4.0	2.0
	P50	$74,024	*****	5.0	4.5
	P75	$83,527	*****	8.2	7.3
Bonus Eligibity	Eligible	45.5%			
	Not Eligible	54.5%			
Majority of incumbents in this position work	On-site	21.4%			
	Hybrid	64.3%			
	Remote	14.3%			
Workweek Hours	Average	39.3			
	P25	40.0			
	P50	40.0			
	P75	40.0			

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Major / Planned Gifts Director / Manager (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
< $400,000	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$400,000 - $699,999	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$700,000 - $999,999	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$1,000,000 - $1,499,999	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$1,500,000 - $2,999,999	Number of Responses	5	1	4	4
	Number of FTE	4	1	3	3
	Number of PTE	1	0	1	1
	Average	$59,542	*****	*****	*****
	P25	$44,100	*****	*****	*****
	P50	$59,000	*****	*****	*****
	P75	$66,500	*****	*****	*****

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Major / Planned Gifts Director / Manager (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
$3,000,000 - $4,999,999	Number of Responses	3	0	3	3
	Number of FTE	4	0	4	4
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
>= $5,000,000	Number of Responses	7	2	6	4
	Number of FTE	16	2	15	10
	Number of PTE	1	0	1	1
	Average	$90,573	*****	5.0	*****
	P25	$78,263	*****	4.0	*****
	P50	$82,500	*****	4.5	*****
	P75	$98,250	*****	6.5	*****

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Major / Planned Gifts Director / Manager (continued)

Region Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
North Central U.S. (IL, IN, IA, MI, MN, NE, ND, OH, SD, WI)	Number of Responses	3	0	2	2
	Number of FTE	4	0	3	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Northeast U.S. (CT, DE, ME, MD, MA, NH, NJ, NY, PA, RI, VT)	Number of Responses	1	1	1	1
	Number of FTE	1	1	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Northwest U.S. (AK, CA, HI, ID, MT, OR, WA, WY)	Number of Responses	9	1	8	7
	Number of FTE	14	1	13	12
	Number of PTE	1	0	1	1
	Average	$76,412	*****	8.3	7.8
	P25	$66,837	*****	3.5	3.0
	P50	$75,000	*****	8.1	5.0
	P75	$86,609	*****	10.0	10.6
South Central U.S. (AK, LA, MO, OK, TX, KS)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Southeast U.S. (AL, DC, FL, GA, KY, MS, NC, SC, TN, VA, WV)	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Southwest U.S. (AZ, CO, NV, NM, UT)	Number of Responses	2	1	2	1
	Number of FTE	5	1	5	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Major / Planned Gifts Director / Manager (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
California	Number of Responses	1	0	1	1
	Number of FTE	7	0	7	7
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Colorado	Number of Responses	2	1	2	1
	Number of FTE	5	1	5	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
District Of Columbia	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Idaho	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Illinois	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Montana	Number of Responses	1	1	0	0
	Number of FTE	1	1	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Major / Planned Gifts Director / Manager (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
New England (CT, MA, ME, NH, RI, VT)	Number of Responses	1	1	1	1
	Number of FTE	1	1	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Oregon	Number of Responses	3	0	3	3
	Number of FTE	2	0	2	2
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Portland, OR	Number of Responses	2	0	2	2
	Number of FTE	1	0	1	1
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Utah	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Washington	Number of Responses	3	0	3	2
	Number of FTE	3	0	3	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Wisconsin	Number of Responses	1	0	0	0
	Number of FTE	1	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Major / Planned Gifts Director / Manager (continued)

Type of Community Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Urban	Number of Responses	11	1	9	8
	Number of FTE	17	1	15	14
	Number of PTE	2	0	2	2
	Average	$73,615	*****	7.4	6.4
	P25	$62,750	*****	4.0	3.5
	P50	$73,047	*****	7.0	4.5
	P75	$84,555	*****	8.3	7.3
Suburban	Number of Responses	2	0	2	1
	Number of FTE	5	0	5	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Rural	Number of Responses	3	2	3	3
	Number of FTE	3	2	3	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Major / Planned Gifts Director / Manager (continued)

Field of Work Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Consumption and Sustainable Behavior	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	3	0	2	0
	Number of FTE	6	0	5	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Environmental Health, Environmental Justice	Number of Responses	2	0	2	2
	Number of FTE	3	0	3	3
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	11	3	10	10
	Number of FTE	16	3	15	15
	Number of PTE	1	0	1	1
	Average	$76,199	*****	7.6	6.1
	P25	$66,668	*****	4.3	2.0
	P50	$73,047	*****	6.5	4.5
	P75	$82,863	*****	8.8	7.4

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Membership Director / Manager

Plan, direct, or manage the membership program for an organization. Responsible for developing membership programs, benefits, and offerings, soliciting and attracting new members, retaining members and expanding participation, identifying new benefit offerings and unmet member needs, achieving revenue goals, database management, and member communication and engagement strategies. May supervise other staff members.

Degree of Match	
More	17.4%
Equal	69.6%
Less	13.0%

All Organizations

Data as of April 1, 2022

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Survey Data	Number of Responses	23	4	21	19
	Number of FTE	22	4	20	18
	Number of PTE	1	0	1	1
	Average	$54,940	*****	5.4	3.4
	P25	$48,596	*****	2.0	1.0
	P50	$52,700	*****	4.0	2.0
	P75	$59,876	*****	7.0	4.0
Bonus Eligibity	Eligible	40.0%			
	Not Eligible	60.0%			
Majority of incumbents in this position work	On-site	28.6%			
	Hybrid	52.4%			
	Remote	19.0%			
Workweek Hours	Average	40.0			
	P25	40.0			
	P50	40.0			
	P75	40.0			

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Membership Director / Manager (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
< $400,000	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$400,000 - $699,999	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$700,000 - $999,999	Number of Responses	3	1	3	3
	Number of FTE	3	1	3	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$1,000,000 - $1,499,999	Number of Responses	3	1	3	3
	Number of FTE	3	1	3	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$1,500,000 - $2,999,999	Number of Responses	6	0	5	5
	Number of FTE	5	0	4	4
	Number of PTE	1	0	1	1
	Average	$50,802	*****	3.0	1.8
	P25	$48,500	*****	1.0	1.0
	P50	$50,000	*****	2.0	2.0
	P75	$51,360	*****	3.0	2.0

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Membership Director / Manager (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
$3,000,000 - $4,999,999	Number of Responses	5	1	5	4
	Number of FTE	5	1	5	4
	Number of PTE	0	0	0	0
	Average	$64,167	*****	6.0	*****
	P25	$58,830	*****	5.0	*****
	P50	$60,921	*****	6.0	*****
	P75	$71,716	*****	6.0	*****
>= $5,000,000	Number of Responses	3	1	3	2
	Number of FTE	3	1	3	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Membership Director / Manager (continued)

Region Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
North Central U.S. (IL, IN, IA, MI, MN, NE, ND, OH, SD, WI)	Number of Responses	5	0	3	3
	Number of FTE	5	0	3	3
	Number of PTE	0	0	0	0
	Average	$45,477	*****	*****	*****
	P25	$42,500	*****	*****	*****
	P50	$49,192	*****	*****	*****
	P75	$50,000	*****	*****	*****
Northeast U.S. (CT, DE, ME, MD, MA, NH, NJ, NY, PA, RI, VT)	Number of Responses	2	0	2	2
	Number of FTE	2	0	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Northwest U.S. (AK, CA, HI, ID, MT, OR, WA, WY)	Number of Responses	10	1	10	9
	Number of FTE	9	1	9	8
	Number of PTE	1	0	1	1
	Average	$58,188	*****	5.1	2.6
	P25	$53,275	*****	2.3	1.0
	P50	$58,308	*****	6.0	2.0
	P75	$60,398	*****	7.8	3.0
South Central U.S. (AK, LA, MO, OK, TX, KS)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Southeast U.S. (AL, DC, FL, GA, KY, MS, NC, SC, TN, VA, WV)	Number of Responses	4	2	4	3
	Number of FTE	4	2	4	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Southwest U.S. (AZ, CO, NV, NM, UT)	Number of Responses	2	1	2	2
	Number of FTE	2	1	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Membership Director / Manager (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
California	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Colorado	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
District Of Columbia	Number of Responses	2	1	2	1
	Number of FTE	2	1	2	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Idaho	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Illinois	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Montana	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Membership Director / Manager (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
New England (CT, MA, ME, NH, RI, VT)	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Oregon	Number of Responses	5	1	5	5
	Number of FTE	4	1	4	4
	Number of PTE	1	0	1	1
	Average	$56,913	*****	4.6	3.4
	P25	$55,000	*****	2.0	2.0
	P50	$58,000	*****	6.0	2.0
	P75	$58,830	*****	6.0	6.0
Portland, OR	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Utah	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Washington	Number of Responses	3	0	3	2
	Number of FTE	3	0	3	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Wisconsin	Number of Responses	1	0	0	0
	Number of FTE	1	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Membership Director / Manager (continued)

Type of Community Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Urban	Number of Responses	14	2	13	11
	Number of FTE	14	2	13	11
	Number of PTE	0	0	0	0
	Average	$56,921	*****	6.9	4.3
	P25	$50,000	*****	3.0	1.0
	P50	$52,257	*****	5.0	2.0
	P75	$63,458	*****	8.0	5.0
Suburban	Number of Responses	5	2	4	4
	Number of FTE	5	2	4	4
	Number of PTE	0	0	0	0
	Average	$52,123	*****	*****	*****
	P25	$47,000	*****	*****	*****
	P50	$55,000	*****	*****	*****
	P75	$60,921	*****	*****	*****
Rural	Number of Responses	4	0	4	4
	Number of FTE	3	0	3	3
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Membership Director / Manager (continued)

Field of Work Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Consumption and Sustainable Behavior	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	5	0	4	3
	Number of FTE	4	0	3	2
	Number of PTE	1	0	1	1
	Average	$59,200	*****	*****	*****
	P25	$50,000	*****	*****	*****
	P50	$58,000	*****	*****	*****
	P75	$65,000	*****	*****	*****
Environmental Health, Environmental Justice	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	17	4	16	15
	Number of FTE	17	4	16	15
	Number of PTE	0	0	0	0
	Average	$54,026	*****	5.2	3.6
	P25	$47,000	*****	1.0	1.0
	P50	$52,700	*****	3.0	2.0
	P75	$58,830	*****	6.0	4.0

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Volunteer Coordinator

Coordinate operational and administrative activities for an organization's volunteer engagement program. May be responsible for identifying volunteer service opportunities, recruiting and training volunteers, recognizing volunteer contributions, equipping volunteers for leadership roles and new assignments, soliciting volunteer feedback, maintaining volunteer records, and producing communication materials.

Degree of Match	
More	27.8%
Equal	61.1%
Less	11.1%

All Organizations

Data as of April 1, 2022

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Survey Data	Number of Responses	18	5	16	15
	Number of FTE	14	5	13	12
	Number of PTE	5	0	4	4
	Average	$42,183	$1,629	3.9	3.5
	P25	$35,173	$500	1.0	1.0
	P50	$40,870	$1,397	3.0	2.0
	P75	$49,788	$2,500	5.3	5.5
Bonus Eligibity	Eligible	56.3%			
	Not Eligible	43.8%			
Majority of incumbents in this position work	On-site	53.3%			
	Hybrid	46.7%			
	Remote	0.0%			
Workweek Hours	Average	39.5			
	P25	40.0			
	P50	40.0			
	P75	40.0			

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Volunteer Coordinator (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
< $400,000	Number of Responses	2	0	2	2
	Number of FTE	1	0	1	1
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$400,000 - $699,999	Number of Responses	2	0	1	1
	Number of FTE	1	0	0	0
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$700,000 - $999,999	Number of Responses	5	1	4	4
	Number of FTE	3	1	3	3
	Number of PTE	2	0	1	1
	Average	$35,939	*****	*****	*****
	P25	$30,000	*****	*****	*****
	P50	$34,941	*****	*****	*****
	P75	$35,360	*****	*****	*****
$1,000,000 - $1,499,999	Number of Responses	2	1	2	1
	Number of FTE	2	1	2	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$1,500,000 - $2,999,999	Number of Responses	4	2	4	4
	Number of FTE	4	2	4	4
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Volunteer Coordinator (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
$3,000,000 - $4,999,999	Number of Responses	2	0	2	2
	Number of FTE	2	0	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
>= $5,000,000	Number of Responses	1	1	1	1
	Number of FTE	1	1	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Volunteer Coordinator (continued)

Region Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
North Central U.S. (IL, IN, IA, MI, MN, NE, ND, OH, SD, WI)	Number of Responses	3	0	2	2
	Number of FTE	2	0	1	1
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Northeast U.S. (CT, DE, ME, MD, MA, NH, NJ, NY, PA, RI, VT)	Number of Responses	2	2	2	2
	Number of FTE	2	2	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Northwest U.S. (AK, CA, HI, ID, MT, OR, WA, WY)	Number of Responses	7	0	6	5
	Number of FTE	4	0	4	3
	Number of PTE	3	0	2	2
	Average	$48,629	*****	2.8	2.4
	P25	$41,520	*****	1.0	1.0
	P50	$53,560	*****	2.5	1.0
	P75	$54,696	*****	4.8	4.0
South Central U.S. (AK, LA, MO, OK, TX, KS)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Southeast U.S. (AL, DC, FL, GA, KY, MS, NC, SC, TN, VA, WV)	Number of Responses	3	0	3	3
	Number of FTE	3	0	3	3
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Southwest U.S. (AZ, CO, NV, NM, UT)	Number of Responses	3	3	3	3
	Number of FTE	3	3	3	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Volunteer Coordinator (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
California	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Colorado	Number of Responses	1	1	1	1
	Number of FTE	1	1	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
District Of Columbia	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Idaho	Number of Responses	1	0	1	1
	Number of FTE	0	0	0	0
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Illinois	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Montana	Number of Responses	2	0	2	2
	Number of FTE	1	0	1	1
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Volunteer Coordinator (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
New England (CT, MA, ME, NH, RI, VT)	Number of Responses	1	1	1	1
	Number of FTE	1	1	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Oregon	Number of Responses	3	0	2	2
	Number of FTE	2	0	2	2
	Number of PTE	1	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Portland, OR	Number of Responses	1	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	1	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Utah	Number of Responses	1	1	1	1
	Number of FTE	1	1	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Washington	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Wisconsin	Number of Responses	1	0	0	0
	Number of FTE	1	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Volunteer Coordinator (continued)

Type of Community Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Urban	Number of Responses	5	0	4	4
	Number of FTE	4	0	4	4
	Number of PTE	1	0	0	0
	Average	$46,107	*****	*****	*****
	P25	$34,941	*****	*****	*****
	P50	$53,560	*****	*****	*****
	P75	$54,392	*****	*****	*****
Suburban	Number of Responses	9	4	8	7
	Number of FTE	8	4	7	6
	Number of PTE	2	0	2	2
	Average	$43,620	*****	3.6	3.4
	P25	$37,440	*****	1.0	1.0
	P50	$42,000	*****	4.0	4.0
	P75	$49,150	*****	5.0	4.5
Rural	Number of Responses	4	1	4	4
	Number of FTE	2	1	2	2
	Number of PTE	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Volunteer Coordinator (continued)

Field of Work Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Consumption and Sustainable Behavior	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	1	0	1	1
	Number of FTE	0	0	0	0
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Environmental Health, Environmental Justice	Number of Responses	2	1	2	2
	Number of FTE	1	1	1	1
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	15	4	13	12
	Number of FTE	13	4	12	11
	Number of PTE	3	0	2	2
	Average	$43,099	*****	4.3	3.8
	P25	$35,026	*****	1.0	1.0
	P50	$42,000	*****	4.0	3.0
	P75	$51,780	*****	6.0	6.0

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Human Resources Director / Manager

Plan, direct, or manage human resources activities of an organization. Position may encompass a broad range of responsibilities including staffing, training and development, compensation, payroll, benefits, performance management, employee policies and procedures, employee assistance, compliance with federal, state and local employment laws, or providing guidance to managers on HR related issues. May supervise other staff.

Degree of Match	
More	25.0%
Equal	75.0%
Less	0.0%

All Organizations

Data as of April 1, 2022

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Survey Data	Number of Responses	20	7	17	11
	Number of FTE	20	7	17	11
	Number of PTE	1	0	1	1
	Average	$68,533	$1,800	3.8	2.2
	P25	$54,250	$600	1.0	0.8
	P50	$60,000	$1,500	2.9	2.0
	P75	$82,625	$2,700	6.0	3.5
Bonus Eligibity	Eligible	53.3%			
	Not Eligible	46.7%			
Majority of incumbents in this position work	On-site	29.4%			
	Hybrid	52.9%			
	Remote	17.6%			
Workweek Hours	Average	39.3			
	P25	40.0			
	P50	40.0			
	P75	40.0			

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Human Resources Director / Manager (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
< $400,000	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$400,000 - $699,999	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$700,000 - $999,999	Number of Responses	2	2	2	1
	Number of FTE	2	2	2	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$1,000,000 - $1,499,999	Number of Responses	2	1	1	1
	Number of FTE	2	1	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$1,500,000 - $2,999,999	Number of Responses	5	2	4	3
	Number of FTE	4	2	3	2
	Number of PTE	1	0	1	1
	Average	$64,676	*****	*****	*****
	P25	$50,700	*****	*****	*****
	P50	$52,000	*****	*****	*****
	P75	$72,000	*****	*****	*****

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Human Resources Director / Manager (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
$3,000,000 - $4,999,999	Number of Responses	2	0	2	1
	Number of FTE	2	0	2	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
>= $5,000,000	Number of Responses	7	2	7	4
	Number of FTE	8	2	8	5
	Number of PTE	0	0	0	0
	Average	$83,500	*****	5.6	*****
	P25	$70,500	*****	2.9	*****
	P50	$87,500	*****	3.0	*****
	P75	$89,500	*****	7.5	*****

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Human Resources Director / Manager (continued)

Region Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
North Central U.S. (IL, IN, IA, MI, MN, NE, ND, OH, SD, WI)	Number of Responses	6	1	4	4
	Number of FTE	5	1	3	3
	Number of PTE	1	0	1	1
	Average	$53,765	*****	*****	*****
	P25	$44,160	*****	*****	*****
	P50	$48,150	*****	*****	*****
	P75	$64,433	*****	*****	*****
Northeast U.S. (CT, DE, ME, MD, MA, NH, NJ, NY, PA, RI, VT)	Number of Responses	3	1	3	1
	Number of FTE	3	1	3	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Northwest U.S. (AK, CA, HI, ID, MT, OR, WA, WY)	Number of Responses	7	2	6	4
	Number of FTE	8	2	7	5
	Number of PTE	0	0	0	0
	Average	$81,924	*****	4.5	*****
	P25	$58,485	*****	1.5	*****
	P50	$87,500	*****	5.0	*****
	P75	$97,000	*****	7.6	*****
South Central U.S. (AK, LA, MO, OK, TX, KS)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Southeast U.S. (AL, DC, FL, GA, KY, MS, NC, SC, TN, VA, WV)	Number of Responses	2	2	2	1
	Number of FTE	2	2	2	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Southwest U.S. (AZ, CO, NV, NM, UT)	Number of Responses	2	1	2	1
	Number of FTE	2	1	2	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Human Resources Director / Manager (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
California	Number of Responses	3	0	3	2
	Number of FTE	4	0	4	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Colorado	Number of Responses	2	1	2	1
	Number of FTE	2	1	2	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
District Of Columbia	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Idaho	Number of Responses	1	1	0	0
	Number of FTE	1	1	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Illinois	Number of Responses	1	0	1	1
	Number of FTE	0	0	0	0
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Montana	Number of Responses	1	1	1	1
	Number of FTE	1	1	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Human Resources Director / Manager (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
New England (CT, MA, ME, NH, RI, VT)	Number of Responses	1	1	1	1
	Number of FTE	1	1	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Oregon	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Portland, OR	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Utah	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Washington	Number of Responses	2	0	2	1
	Number of FTE	2	0	2	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Wisconsin	Number of Responses	1	0	0	0
	Number of FTE	1	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Human Resources Director / Manager (continued)

Type of Community Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Urban	Number of Responses	13	4	11	7
	Number of FTE	13	4	11	7
	Number of PTE	1	0	1	1
	Average	$72,985	*****	3.9	2.3
	P25	$57,000	*****	1.0	1.0
	P50	$69,010	*****	2.0	2.0
	P75	$87,500	*****	5.0	3.5
Suburban	Number of Responses	2	0	1	0
	Number of FTE	2	0	1	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Rural	Number of Responses	5	3	5	4
	Number of FTE	5	3	5	4
	Number of PTE	0	0	0	0
	Average	$58,050	*****	3.9	*****
	P25	$52,000	*****	2.0	*****
	P50	$57,969	*****	3.0	*****
	P75	$60,000	*****	6.0	*****

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Human Resources Director / Manager (continued)

Field of Work Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Consumption and Sustainable Behavior	Number of Responses	1	0	1	0
	Number of FTE	1	0	1	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	7	2	6	2
	Number of FTE	7	2	6	2
	Number of PTE	0	0	0	0
	Average	$78,169	*****	2.5	*****
	P25	$66,000	*****	1.0	*****
	P50	$87,500	*****	1.5	*****
	P75	$89,500	*****	2.7	*****
Environmental Health, Environmental Justice	Number of Responses	2	1	1	1
	Number of FTE	2	1	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	10	4	9	8
	Number of FTE	10	4	9	8
	Number of PTE	1	0	1	1
	Average	$62,087	*****	4.6	2.5
	P25	$51,025	*****	2.0	0.9
	P50	$56,485	*****	3.0	2.5
	P75	$59,750	*****	7.0	4.1

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GIS Analyst

Build and maintain GIS databases. Use GIS software to analyze the spatial and non-spatial information in the databases. Analyze spatial data through mapping software. Design digital maps with geographic data and various other data sets.

Degree of Match	
More	0.0%
Equal	81.8%
Less	18.2%

All Organizations

Data as of April 1, 2022

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Survey Data	Number of Responses	11	2	11	9
	Number of FTE	13	2	13	9
	Number of PTE	2	1	2	2
	Average	$67,736	*****	6.4	7.4
	P25	$51,719	*****	1.8	4.0
	P50	$66,000	*****	6.5	7.0
	P75	$78,500	*****	9.0	8.0
Bonus Eligibity	Eligible	18.2%			
	Not Eligible	81.8%			
Majority of incumbents in this position work	On-site	0.0%			
	Hybrid	40.0%			
	Remote	60.0%			
Workweek Hours	Average	39.1			
	P25	40.0			
	P50	40.0			
	P75	40.0			

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GIS Analyst (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
< $400,000	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$400,000 - $699,999	Number of Responses	1	0	1	0
	Number of FTE	1	0	1	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$700,000 - $999,999	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$1,000,000 - $1,499,999	Number of Responses	2	0	2	2
	Number of FTE	1	0	1	1
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$1,500,000 - $2,999,999	Number of Responses	5	1	5	4
	Number of FTE	6	0	6	3
	Number of PTE	1	1	1	1
	Average	$69,991	*****	7.7	*****
	P25	$45,687	*****	1.5	*****
	P50	$61,267	*****	8.0	*****
	P75	$83,000	*****	10.0	*****

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GIS Analyst (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
$3,000,000 - $4,999,999	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
>= $5,000,000	Number of Responses	2	1	2	2
	Number of FTE	4	2	4	4
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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GIS Analyst (continued)

Region Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
North Central U.S. (IL, IN, IA, MI, MN, NE, ND, OH, SD, WI)	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Northeast U.S. (CT, DE, ME, MD, MA, NH, NJ, NY, PA, RI, VT)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Northwest U.S. (AK, CA, HI, ID, MT, OR, WA, WY)	Number of Responses	6	1	6	4
	Number of FTE	7	0	7	3
	Number of PTE	2	1	2	2
	Average	$70,782	*****	4.9	*****
	P25	$48,188	*****	1.1	*****
	P50	$70,375	*****	1.8	*****
	P75	$85,625	*****	5.4	*****
South Central U.S. (AK, LA, MO, OK, TX, KS)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Southeast U.S. (AL, DC, FL, GA, KY, MS, NC, SC, TN, VA, WV)	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Southwest U.S. (AZ, CO, NV, NM, UT)	Number of Responses	3	1	3	3
	Number of FTE	4	2	4	4
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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GIS Analyst (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
California	Number of Responses	3	0	3	2
	Number of FTE	5	0	5	2
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Colorado	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
District Of Columbia	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Idaho	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Illinois	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Montana	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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GIS Analyst (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
New England (CT, MA, ME, NH, RI, VT)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Oregon	Number of Responses	1	1	1	1
	Number of FTE	0	0	0	0
	Number of PTE	1	1	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Portland, OR	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Utah	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Washington	Number of Responses	1	0	1	0
	Number of FTE	1	0	1	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Wisconsin	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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GIS Analyst (continued)

Type of Community Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Urban	Number of Responses	7	0	7	5
	Number of FTE	10	0	10	6
	Number of PTE	0	0	0	0
	Average	$72,217	*****	4.8	6.3
	P25	$59,509	*****	1.3	4.0
	P50	$66,000	*****	4.0	6.5
	P75	$80,250	*****	7.3	8.0
Suburban	Number of Responses	2	1	2	2
	Number of FTE	3	2	3	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Rural	Number of Responses	2	1	2	2
	Number of FTE	0	0	0	0
	Number of PTE	2	1	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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GIS Analyst (continued)

Field of Work Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Consumption and Sustainable Behavior	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	2	0	2	0
	Number of FTE	4	0	4	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Environmental Health, Environmental Justice	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	9	2	9	9
	Number of FTE	9	2	9	9
	Number of PTE	2	1	2	2
	Average	$63,594	*****	7.6	7.4
	P25	$45,687	*****	4.0	4.0
	P50	$66,000	*****	7.0	7.0
	P75	$74,000	*****	10.0	8.0

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Information Technology Director / Manager

Plan, direct, or manage the information technology activities for an organization. Areas of technical responsibility may include computer hardware, software applications, networks, databases, data processing, computer programming, system security, project management, user system training, and help desk. May be responsible for managing budgets, maintaining systems, planning, system implementation and staffing. May supervise technical staff.

Degree of Match	
More	7.1%
Equal	57.1%
Less	35.7%

All Organizations

Data as of April 1, 2022

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Survey Data	Number of Responses	14	3	14	9
	Number of FTE	17	6	17	9
	Number of PTE	1	0	1	1
	Average	$80,968	*****	5.2	3.4
	P25	$58,688	*****	2.0	1.0
	P50	$76,300	*****	3.0	2.0
	P75	$89,574	*****	6.0	3.0
Bonus Eligibity	Eligible	50.0%			
	Not Eligible	50.0%			
Majority of incumbents in this position work	On-site	16.7%			
	Hybrid	33.3%			
	Remote	50.0%			
Workweek Hours	Average	39.4			
	P25	40.0			
	P50	40.0			
	P75	40.0			

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Information Technology Director / Manager (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
< $400,000	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$400,000 - $699,999	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$700,000 - $999,999	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$1,000,000 - $1,499,999	Number of Responses	1	0	1	1
	Number of FTE	2	0	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$1,500,000 - $2,999,999	Number of Responses	5	2	5	3
	Number of FTE	8	5	8	3
	Number of PTE	0	0	0	0
	Average	$81,283	*****	4.0	*****
	P25	$56,584	*****	2.0	*****
	P50	$65,000	*****	3.0	*****
	P75	$85,832	*****	6.0	*****

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Information Technology Director / Manager (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
$3,000,000 - $4,999,999	Number of Responses	1	0	1	0
	Number of FTE	1	0	1	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
>= $5,000,000	Number of Responses	5	1	5	3
	Number of FTE	4	1	4	2
	Number of PTE	1	0	1	1
	Average	$80,907	*****	8.3	*****
	P25	$71,250	*****	3.0	*****
	P50	$88,300	*****	4.0	*****
	P75	$89,999	*****	8.0	*****

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Information Technology Director / Manager (continued)

Region Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
North Central U.S. (IL, IN, IA, MI, MN, NE, ND, OH, SD, WI)	Number of Responses	1	0	1	1
	Number of FTE	2	0	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Northeast U.S. (CT, DE, ME, MD, MA, NH, NJ, NY, PA, RI, VT)	Number of Responses	2	0	2	1
	Number of FTE	2	0	2	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Northwest U.S. (AK, CA, HI, ID, MT, OR, WA, WY)	Number of Responses	8	2	8	5
	Number of FTE	11	5	11	5
	Number of PTE	0	0	0	0
	Average	$84,208	*****	3.4	2.6
	P25	$62,896	*****	1.8	1.0
	P50	$73,625	*****	2.5	1.0
	P75	$94,374	*****	4.5	2.0
South Central U.S. (AK, LA, MO, OK, TX, KS)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Southeast U.S. (AL, DC, FL, GA, KY, MS, NC, SC, TN, VA, WV)	Number of Responses	1	0	1	1
	Number of FTE	0	0	0	0
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Southwest U.S. (AZ, CO, NV, NM, UT)	Number of Responses	2	1	2	1
	Number of FTE	2	1	2	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Information Technology Director / Manager (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
California	Number of Responses	1	0	1	0
	Number of FTE	1	0	1	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Colorado	Number of Responses	1	0	1	0
	Number of FTE	1	0	1	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
District Of Columbia	Number of Responses	2	0	2	2
	Number of FTE	1	0	1	1
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Idaho	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Illinois	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Montana	Number of Responses	2	1	2	1
	Number of FTE	5	4	5	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Information Technology Director / Manager (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
New England (CT, MA, ME, NH, RI, VT)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Oregon	Number of Responses	2	1	2	2
	Number of FTE	2	1	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Portland, OR	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Utah	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Washington	Number of Responses	1	0	1	0
	Number of FTE	1	0	1	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Wisconsin	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Information Technology Director / Manager (continued)

Type of Community Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Urban	Number of Responses	9	2	9	6
	Number of FTE	11	5	11	5
	Number of PTE	1	0	1	1
	Average	$85,785	*****	6.0	4.2
	P25	$65,000	*****	2.0	1.0
	P50	$76,000	*****	3.0	1.5
	P75	$105,087	*****	8.0	6.5
Suburban	Number of Responses	3	1	3	2
	Number of FTE	3	1	3	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Rural	Number of Responses	2	0	2	1
	Number of FTE	3	0	3	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Information Technology Director / Manager (continued)

Field of Work Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Consumption and Sustainable Behavior	Number of Responses	2	0	2	1
	Number of FTE	2	0	2	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	4	0	4	1
	Number of FTE	4	0	4	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Environmental Health, Environmental Justice	Number of Responses	3	2	3	2
	Number of FTE	5	5	5	1
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	5	1	5	5
	Number of FTE	6	1	6	6
	Number of PTE	0	0	0	0
	Average	$58,757	*****	4.0	3.8
	P25	$49,900	*****	2.0	1.0
	P50	$50,000	*****	3.0	2.0
	P75	$56,584	*****	6.0	3.0

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Attorney / Lawyer

Provide legal counsel or guidance to the organization; provides legal services to clients of advocacy or legal aid/legal defense organization; or provides legal services or counsel to individuals or organizations served by the nonprofit's mission. Requires admission to practice law/membership in the state bar.

Degree of Match	
More	13.6%
Equal	77.3%
Less	9.1%

All Organizations

Data as of April 1, 2022

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Survey Data	Number of Responses	22	8	22	19
	Number of FTE	41	21	41	34
	Number of PTE	3	1	3	3
	Average	$74,742	$2,413	3.2	3.2
	P25	$60,205	$1,500	2.0	2.0
	P50	$70,175	$2,350	3.0	3.0
	P75	$74,000	$3,250	4.0	4.0
Bonus Eligibity	Eligible	55.6%			
	Not Eligible	44.4%			
Majority of incumbents in this position work	On-site	13.6%			
	Hybrid	68.2%			
	Remote	18.2%			
Workweek Hours	Average	39.8			
	P25	40.0			
	P50	40.0			
	P75	40.0			

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Attorney / Lawyer (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
< $400,000	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$400,000 - $699,999	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$700,000 - $999,999	Number of Responses	2	1	2	1
	Number of FTE	2	1	2	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$1,000,000 - $1,499,999	Number of Responses	4	2	4	4
	Number of FTE	7	5	7	7
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$1,500,000 - $2,999,999	Number of Responses	10	3	10	9
	Number of FTE	20	7	20	15
	Number of PTE	3	1	3	3
	Average	$72,525	*****	3.9	3.6
	P25	$69,302	*****	3.0	3.0
	P50	$71,050	*****	3.8	3.0
	P75	$74,000	*****	4.8	4.0

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Attorney / Lawyer (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
$3,000,000 - $4,999,999	Number of Responses	2	1	2	2
	Number of FTE	7	6	7	7
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
>= $5,000,000	Number of Responses	4	1	4	3
	Number of FTE	5	2	5	4
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Attorney / Lawyer (continued)

Region Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
North Central U.S. (IL, IN, IA, MI, MN, NE, ND, OH, SD, WI)	Number of Responses	2	0	2	2
	Number of FTE	2	0	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Northeast U.S. (CT, DE, ME, MD, MA, NH, NJ, NY, PA, RI, VT)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Northwest U.S. (AK, CA, HI, ID, MT, OR, WA, WY)	Number of Responses	17	6	17	15
	Number of FTE	35	18	35	29
	Number of PTE	3	1	3	3
	Average	$75,930	$2,550	3.3	3.1
	P25	$60,820	$1,675	2.0	1.8
	P50	$70,350	$2,600	3.0	3.0
	P75	$74,000	$3,750	4.0	3.8
South Central U.S. (AK, LA, MO, OK, TX, KS)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Southeast U.S. (AL, DC, FL, GA, KY, MS, NC, SC, TN, VA, WV)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Southwest U.S. (AZ, CO, NV, NM, UT)	Number of Responses	3	2	3	2
	Number of FTE	4	3	4	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Attorney / Lawyer (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
California	Number of Responses	2	1	2	1
	Number of FTE	2	1	2	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Colorado	Number of Responses	1	0	1	0
	Number of FTE	1	0	1	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
District Of Columbia	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Idaho	Number of Responses	1	0	1	0
	Number of FTE	5	0	5	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Illinois	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Montana	Number of Responses	3	0	3	3
	Number of FTE	3	0	3	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Attorney / Lawyer (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
New England (CT, MA, ME, NH, RI, VT)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Oregon	Number of Responses	8	4	8	8
	Number of FTE	21	15	21	21
	Number of PTE	1	1	1	1
	Average	$65,526	*****	2.6	2.7
	P25	$56,125	*****	1.4	1.4
	P50	$70,410	*****	2.0	2.5
	P75	$72,459	*****	3.3	3.3
Portland, OR	Number of Responses	3	1	3	3
	Number of FTE	7	4	7	7
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Utah	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Washington	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Wisconsin	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Attorney / Lawyer (continued)

Type of Community Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Urban	Number of Responses	13	4	13	12
	Number of FTE	30	16	30	25
	Number of PTE	1	1	1	1
	Average	$76,933	*****	3.8	3.7
	P25	$59,228	*****	2.0	2.6
	P50	$70,350	*****	3.5	3.3
	P75	$74,000	*****	5.0	5.0
Suburban	Number of Responses	6	3	6	5
	Number of FTE	7	4	7	6
	Number of PTE	2	0	2	2
	Average	$70,208	*****	2.4	2.3
	P25	$60,205	*****	1.4	2.0
	P50	$65,410	*****	2.8	2.5
	P75	$72,614	*****	3.0	3.0
Rural	Number of Responses	3	1	3	2
	Number of FTE	4	1	4	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Attorney / Lawyer (continued)

Field of Work Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Consumption and Sustainable Behavior	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	2	0	2	1
	Number of FTE	3	0	3	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Environmental Health, Environmental Justice	Number of Responses	4	3	4	4
	Number of FTE	10	9	10	10
	Number of PTE	1	1	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	16	5	16	14
	Number of FTE	28	12	28	22
	Number of PTE	2	0	2	2
	Average	$78,394	$2,660	3.4	3.2
	P25	$62,455	$2,200	2.0	2.0
	P50	$70,175	$2,500	3.0	2.9
	P75	$76,445	$4,000	4.3	3.9

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Senior Attorney / Lawyer

Responsible for a team of attorneys and other legal staff providing expert legal services and assistance in structuring complex, high-risk activities. Provides legal consultation and advisory work on complex legal matters and projects. Reviews organizational documents that have legal significance, offering opinions on modifications that will enhance the organization's position legally. Counsels, assists, and trains staff in various legal matters involving the organization.

Degree of Match	
More	7.7%
Equal	69.2%
Less	23.1%

All Organizations

Data as of April 1, 2022

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Survey Data	Number of Responses	13	6	13	11
	Number of FTE	26	16	26	21
	Number of PTE	0	0	0	0
	Average	$103,586	$2,850	11.1	9.4
	P25	$84,500	$2,625	9.0	6.0
	P50	$106,825	$3,200	9.8	9.0
	P75	$120,371	$3,850	14.0	13.0
Bonus Eligibity	Eligible	58.3%			
	Not Eligible	41.7%			
Majority of incumbents in this position work	On-site	8.3%			
	Hybrid	83.3%			
	Remote	8.3%			
Workweek Hours	Average	39.8			
	P25	40.0			
	P50	40.0			
	P75	40.0			

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Senior Attorney / Lawyer (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
< $400,000	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$400,000 - $699,999	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$700,000 - $999,999	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$1,000,000 - $1,499,999	Number of Responses	1	1	1	1
	Number of FTE	3	3	3	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$1,500,000 - $2,999,999	Number of Responses	5	2	5	4
	Number of FTE	8	4	8	6
	Number of PTE	0	0	0	0
	Average	$105,971	*****	12.1	*****
	P25	$84,500	*****	9.5	*****
	P50	$85,261	*****	11.0	*****
	P75	$122,844	*****	17.0	*****

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Senior Attorney / Lawyer (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
$3,000,000 - $4,999,999	Number of Responses	1	1	1	1
	Number of FTE	7	7	7	7
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
>= $5,000,000	Number of Responses	5	2	5	4
	Number of FTE	7	2	7	4
	Number of PTE	0	0	0	0
	Average	$109,731	*****	11.3	*****
	P25	$106,825	*****	9.6	*****
	P50	$108,459	*****	10.0	*****
	P75	$110,000	*****	14.0	*****

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Senior Attorney / Lawyer (continued)

Region Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
North Central U.S. (IL, IN, IA, MI, MN, NE, ND, OH, SD, WI)	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Northeast U.S. (CT, DE, ME, MD, MA, NH, NJ, NY, PA, RI, VT)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Northwest U.S. (AK, CA, HI, ID, MT, OR, WA, WY)	Number of Responses	8	4	8	7
	Number of FTE	19	14	19	17
	Number of PTE	0	0	0	0
	Average	$99,745	*****	10.9	9.4
	P25	$80,913	*****	8.8	6.0
	P50	$84,881	*****	9.7	9.0
	P75	$123,683	*****	12.5	12.9
South Central U.S. (AK, LA, MO, OK, TX, KS)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Southeast U.S. (AL, DC, FL, GA, KY, MS, NC, SC, TN, VA, WV)	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Southwest U.S. (AZ, CO, NV, NM, UT)	Number of Responses	3	2	3	2
	Number of FTE	5	2	5	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Senior Attorney / Lawyer (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
California	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Colorado	Number of Responses	2	1	2	1
	Number of FTE	4	1	4	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
District Of Columbia	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Idaho	Number of Responses	1	0	1	0
	Number of FTE	2	0	2	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Illinois	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Montana	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Senior Attorney / Lawyer (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
New England (CT, MA, ME, NH, RI, VT)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Oregon	Number of Responses	6	3	6	6
	Number of FTE	14	11	14	14
	Number of PTE	0	0	0	0
	Average	$93,451	*****	12.6	10.1
	P25	$78,802	*****	9.1	7.5
	P50	$84,881	*****	9.7	9.4
	P75	$113,448	*****	15.2	14.5
Portland, OR	Number of Responses	2	1	2	2
	Number of FTE	4	3	4	4
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Utah	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Washington	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Wisconsin	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Senior Attorney / Lawyer (continued)

Type of Community Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Urban	Number of Responses	8	3	8	7
	Number of FTE	19	13	19	17
	Number of PTE	0	0	0	0
	Average	$100,055	*****	10.9	9.7
	P25	$80,913	*****	8.8	7.0
	P50	$94,131	*****	9.9	9.8
	P75	$111,669	*****	12.3	13.0
Suburban	Number of Responses	2	1	2	1
	Number of FTE	4	1	4	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Rural	Number of Responses	3	2	3	3
	Number of FTE	3	2	3	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Senior Attorney / Lawyer (continued)

Field of Work Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Consumption and Sustainable Behavior	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	2	0	2	1
	Number of FTE	4	0	4	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Environmental Health, Environmental Justice	Number of Responses	2	1	2	2
	Number of FTE	4	3	4	4
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	9	5	9	8
	Number of FTE	18	13	18	16
	Number of PTE	0	0	0	0
	Average	$107,770	$2,820	11.9	10.6
	P25	$85,261	$2,500	9.0	6.5
	P50	$110,000	$3,400	11.0	9.4
	P75	$122,844	$4,000	16.0	16.0

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Researcher

Direct or manage the data collection, data analysis, report development, and project evaluation as part of an organization's research function. Responsibilities may include recruiting and screening research participants, designing and conducting surveys, collecting data through interviews and focus groups, performing statistical analysis on data, analyzing and interpreting qualitative and quantitative data, completing literature reviews, and preparing research findings for reports, presentations and publication. Leads the organization's research programs. Provides strategic direction and oversight for the implementation of all research programs including design, implementation, analysis and product development. May oversees the dissemination and publishing of research findings. Investigates grant opportunities, writes and develops grant proposals. Translates research findings into new initiatives.

Degree of Match	
More	11.1%
Equal	77.8%
Less	11.1%

All Organizations

Data as of April 1, 2022

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Survey Data	Number of Responses	9	2	7	7
	Number of FTE	10	3	8	8
	Number of PTE	8	1	8	8
	Average	$55,273	*****	5.0	3.6
	P25	$47,320	*****	2.3	1.5
	P50	$55,161	*****	3.0	2.5
	P75	$60,900	*****	8.4	4.5
Bonus Eligibity	Eligible	37.5%			
	Not Eligible	62.5%			
Majority of incumbents in this position work	On-site	12.5%			
	Hybrid	37.5%			
	Remote	50.0%			
Workweek Hours	Average	40.0			
	P25	40.0			
	P50	40.0			
	P75	40.0			

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Researcher (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
< $400,000	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$400,000 - $699,999	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$700,000 - $999,999	Number of Responses	1	0	0	0
	Number of FTE	1	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$1,000,000 - $1,499,999	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$1,500,000 - $2,999,999	Number of Responses	4	1	4	4
	Number of FTE	3	0	3	3
	Number of PTE	8	1	8	8
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Researcher (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
$3,000,000 - $4,999,999	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
>= $5,000,000	Number of Responses	3	1	3	3
	Number of FTE	5	3	5	5
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Researcher (continued)

Region Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
North Central U.S. (IL, IN, IA, MI, MN, NE, ND, OH, SD, WI)	Number of Responses	2	1	1	1
	Number of FTE	1	0	0	0
	Number of PTE	1	1	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Northeast U.S. (CT, DE, ME, MD, MA, NH, NJ, NY, PA, RI, VT)	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Northwest U.S. (AK, CA, HI, ID, MT, OR, WA, WY)	Number of Responses	3	1	2	2
	Number of FTE	5	3	4	4
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
South Central U.S. (AK, LA, MO, OK, TX, KS)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Southeast U.S. (AL, DC, FL, GA, KY, MS, NC, SC, TN, VA, WV)	Number of Responses	2	0	2	2
	Number of FTE	3	0	3	3
	Number of PTE	5	0	5	5
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Southwest U.S. (AZ, CO, NV, NM, UT)	Number of Responses	1	0	1	1
	Number of FTE	0	0	0	0
	Number of PTE	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Researcher (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
California	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Colorado	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
District Of Columbia	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Idaho	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Illinois	Number of Responses	1	1	1	1
	Number of FTE	0	0	0	0
	Number of PTE	1	1	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Montana	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Researcher (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
New England (CT, MA, ME, NH, RI, VT)	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Oregon	Number of Responses	2	1	1	1
	Number of FTE	4	3	3	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Portland, OR	Number of Responses	2	0	1	1
	Number of FTE	2	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Utah	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Washington	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Wisconsin	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Researcher (continued)

Type of Community Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Urban	Number of Responses	5	1	4	4
	Number of FTE	4	0	3	3
	Number of PTE	1	1	1	1
	Average	$59,396	*****	*****	*****
	P25	$54,392	*****	*****	*****
	P50	$60,900	*****	*****	*****
	P75	$70,689	*****	*****	*****
Suburban	Number of Responses	3	0	2	2
	Number of FTE	3	0	2	2
	Number of PTE	7	0	7	7
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Rural	Number of Responses	1	1	1	1
	Number of FTE	3	3	3	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Researcher (continued)

Field of Work Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Consumption and Sustainable Behavior	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	2	1	2	2
	Number of FTE	1	0	1	1
	Number of PTE	1	1	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Environmental Health, Environmental Justice	Number of Responses	2	0	2	2
	Number of FTE	2	0	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	5	1	3	3
	Number of FTE	7	3	5	5
	Number of PTE	7	0	7	7
	Average	$50,974	*****	*****	*****
	P25	$47,320	*****	*****	*****
	P50	$54,392	*****	*****	*****
	P75	$55,161	*****	*****	*****

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Scientist

Perform routine scientific work evaluating, selecting and applying standardized scientific procedures and techniques to assignments with clear, specific objectives. Assignments require investigation of a limited number of variables and few complex features. Limited exercise of judgment is required on details of work and in making preliminary selections and adaptations of alternatives. Collaborates with other scientists and scientific institutions to enhance the organization's practices.

Degree of Match	
More	0.0%
Equal	88.9%
Less	11.1%

All Organizations

Data as of April 1, 2022

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Survey Data	Number of Responses	9	1	8	8
	Number of FTE	19	3	18	18
	Number of PTE	3	0	3	3
	Average	$60,224	*****	5.3	5.2
	P25	$52,993	*****	2.7	2.7
	P50	$58,000	*****	5.0	5.0
	P75	$68,800	*****	8.2	7.4
Bonus Eligibity	Eligible	22.2%			
	Not Eligible	77.8%			
Majority of incumbents in this position work	On-site	22.2%			
	Hybrid	33.3%			
	Remote	44.4%			
Workweek Hours	Average	40.0			
	P25	40.0			
	P50	40.0			
	P75	40.0			

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Scientist (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
< $400,000	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$400,000 - $699,999	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$700,000 - $999,999	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$1,000,000 - $1,499,999	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$1,500,000 - $2,999,999	Number of Responses	5	1	5	5
	Number of FTE	13	3	13	13
	Number of PTE	2	0	2	2
	Average	$66,884	*****	6.7	6.5
	P25	$55,494	*****	5.0	5.0
	P50	$61,085	*****	8.0	7.0
	P75	$76,850	*****	8.6	8.6

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Scientist (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
$3,000,000 - $4,999,999	Number of Responses	1	0	1	1
	Number of FTE	3	0	3	3
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
>= $5,000,000	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Scientist (continued)

Region Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
North Central U.S. (IL, IN, IA, MI, MN, NE, ND, OH, SD, WI)	Number of Responses	1	0	0	0
	Number of FTE	1	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Northeast U.S. (CT, DE, ME, MD, MA, NH, NJ, NY, PA, RI, VT)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Northwest U.S. (AK, CA, HI, ID, MT, OR, WA, WY)	Number of Responses	5	1	5	5
	Number of FTE	10	3	10	10
	Number of PTE	1	0	1	1
	Average	$69,429	*****	4.2	4.2
	P25	$58,000	*****	1.8	1.8
	P50	$68,800	*****	3.0	3.0
	P75	$76,850	*****	5.0	5.0
South Central U.S. (AK, LA, MO, OK, TX, KS)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Southeast U.S. (AL, DC, FL, GA, KY, MS, NC, SC, TN, VA, WV)	Number of Responses	1	0	1	1
	Number of FTE	5	0	5	5
	Number of PTE	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Southwest U.S. (AZ, CO, NV, NM, UT)	Number of Responses	2	0	2	2
	Number of FTE	3	0	3	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Scientist (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
California	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Colorado	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
District Of Columbia	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Idaho	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Illinois	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Montana	Number of Responses	2	0	2	2
	Number of FTE	4	0	4	4
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Scientist (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
New England (CT, MA, ME, NH, RI, VT)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Oregon	Number of Responses	1	1	1	1
	Number of FTE	3	3	3	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Portland, OR	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Utah	Number of Responses	1	0	1	1
	Number of FTE	2	0	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Washington	Number of Responses	1	0	1	1
	Number of FTE	2	0	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Wisconsin	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Scientist (continued)

Type of Community Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Urban	Number of Responses	4	1	4	4
	Number of FTE	9	3	9	9
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Suburban	Number of Responses	4	0	3	3
	Number of FTE	9	0	8	8
	Number of PTE	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Rural	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Scientist (continued)

Field of Work Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Consumption and Sustainable Behavior	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	1	0	1	1
	Number of FTE	2	0	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Environmental Health, Environmental Justice	Number of Responses	1	1	1	1
	Number of FTE	3	3	3	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	7	0	6	6
	Number of FTE	14	0	13	13
	Number of PTE	3	0	3	3
	Average	$56,932	*****	5.1	4.9
	P25	$48,997	*****	3.5	3.5
	P50	$58,000	*****	5.0	5.0
	P75	$64,943	*****	7.3	6.5

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Senior Scientist / Scientific Program Manager

Determine scientific program priorities and funding levels as well as tracking research progress of funded grants. Assists in planning and managing research and industry grants, program projects, training award programs, and collaborations for the program. Helps in determining program priorities, goals and milestones that serve to drive performance of the portfolio to reach research goals. This position is in part responsible for tracking scientific progress as well as preparing analyses of research requirements and coordinating committees and programs.

Degree of Match	
More	0.0%
Equal	87.5%
Less	12.5%

All Organizations

Data as of April 1, 2022

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Survey Data	Number of Responses	8	3	7	6
	Number of FTE	10	3	9	8
	Number of PTE	0	0	0	0
	Average	$96,500	*****	11.8	12.2
	P25	$80,055	*****	5.9	3.5
	P50	$94,680	*****	7.0	9.0
	P75	$112,000	*****	17.0	20.5
Bonus Eligibity	Eligible	50.0%			
	Not Eligible	50.0%			
Majority of incumbents in this position work	On-site	12.5%			
	Hybrid	50.0%			
	Remote	37.5%			
Workweek Hours	Average	40.0			
	P25	40.0			
	P50	40.0			
	P75	40.0			

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Senior Scientist / Scientific Program Manager (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
< $400,000	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$400,000 - $699,999	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$700,000 - $999,999	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$1,000,000 - $1,499,999	Number of Responses	1	1	0	0
	Number of FTE	1	1	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
$1,500,000 - $2,999,999	Number of Responses	4	1	4	4
	Number of FTE	6	1	6	6
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Senior Scientist / Scientific Program Manager (continued)

2022 Annual Budget Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
$3,000,000 - $4,999,999	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
>= $5,000,000	Number of Responses	2	1	2	1
	Number of FTE	2	1	2	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Senior Scientist / Scientific Program Manager (continued)

Region Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
North Central U.S. (IL, IN, IA, MI, MN, NE, ND, OH, SD, WI)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Northeast U.S. (CT, DE, ME, MD, MA, NH, NJ, NY, PA, RI, VT)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Northwest U.S. (AK, CA, HI, ID, MT, OR, WA, WY)	Number of Responses	7	3	6	5
	Number of FTE	9	3	8	7
	Number of PTE	0	0	0	0
	Average	$95,982	*****	9.8	9.8
	P25	$77,110	*****	5.4	2.0
	P50	$89,233	*****	6.9	8.0
	P75	$116,000	*****	9.3	10.0
South Central U.S. (AK, LA, MO, OK, TX, KS)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Southeast U.S. (AL, DC, FL, GA, KY, MS, NC, SC, TN, VA, WV)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Southwest U.S. (AZ, CO, NV, NM, UT)	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Senior Scientist / Scientific Program Manager (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
California	Number of Responses	1	0	1	0
	Number of FTE	1	0	1	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Colorado	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
District Of Columbia	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Idaho	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Illinois	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Montana	Number of Responses	3	1	2	2
	Number of FTE	5	1	4	4
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Senior Scientist / Scientific Program Manager (continued)

City / State Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
New England (CT, MA, ME, NH, RI, VT)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Oregon	Number of Responses	2	2	2	2
	Number of FTE	2	2	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Portland, OR	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Utah	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Washington	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Wisconsin	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Senior Scientist / Scientific Program Manager (continued)

Type of Community Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Urban	Number of Responses	5	1	5	4
	Number of FTE	7	1	7	6
	Number of PTE	0	0	0	0
	Average	$109,472	*****	14.8	*****
	P25	$100,126	*****	6.8	*****
	P50	$108,000	*****	10.0	*****
	P75	$124,000	*****	24.0	*****
Suburban	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Rural	Number of Responses	2	2	1	1
	Number of FTE	2	2	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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Senior Scientist / Scientific Program Manager (continued)

Field of Work Data as of April 1, 2022		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Consumption and Sustainable Behavior	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Environmental Health, Environmental Justice	Number of Responses	2	1	2	2
	Number of FTE	4	1	4	4
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	5	2	4	3
	Number of FTE	5	2	4	3
	Number of PTE	0	0	0	0
	Average	$97,269	*****	*****	*****
	P25	$83,000	*****	*****	*****
	P50	$100,126	*****	*****	*****
	P75	$108,000	*****	*****	*****

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Credits

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About Astron Solutions

- **Expertise** – Astron Solutions is a human resources and compensation consulting firm dedicated to the delivery of consulting services and supportive technology. Astron's focus is to develop and implement compensation and performance management programs that support the strategic direction of organizations through the creation of a positive employee relations environment.
- **Complete Packages** – Astron Solutions is able to offer organizations a complete, customized human resources package including advice, innovative program design, and user-friendly cloud-based software.
- **Flat Fee Pricing** – Astron Solutions is unique in that it offers one price consulting, a set price for a project that includes all fees and expenses.
- **Reasonable Pricing** – Astron Solutions provides human resource management consulting services equivalent to those provided by large consulting firms, at a cost similar to those charged by sole practitioner consultants.
- **Focus** – Astron Solutions' focus is on the design and implementation of programs that impact an organization's two most important human resource concerns: rising human resource costs and the ability to remain free of organized labor influence.
- **Consulting Specialties** – Astron Solutions' consulting services focus on the areas of total cash compensation, internal job-based pay, external market-based pay, reward and recognition, performance management, communication tools, and employee surveys.
- **Talent Management Technology** – Astron Solutions' Flare® provides the human resource professional with a series of cloud-based tools to aid in the day-to-day administration of several human resources programs:
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  - **Performance management**
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About Our Survey Sponsor TREC

TREC's vision is leaders, organizations, and diverse networks collaborating to support the well-being and interconnectedness of Western North America's lands, peoples, and animals. TREC's mission is to amplify the innate capacity of individuals, organizations, and networks by providing inclusive, responsive, holistic, and in-depth capacity-building services.

At TREC we understand that any organization is only as strong as the human systems that underlie the work itself. We know that the culture of the organization sets the tone for staff and for the community's view of what we do. We also know that it takes tremendous focus to be known as a leader who creates and maintains the systems that attract, motivate, and retain our people. Check out TREC's resources on topics such as hiring and orientation, job descriptions and workplans, compensation and benefits systems, equitable and inclusive staff policies and procedures, and effective feedback and evaluation on our website www.trec.org.

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Appendix - Job Descriptions

Administrative

Administration Director

Plan, direct, or coordinate the administrative services of an organization, such as records and information management, mail distribution, transportation, facilities planning and maintenance, procurement, food services, human resources, information technology, risk management, and other office support services.

Administrative Assistant

Perform routine clerical and administrative functions such as drafting correspondence, scheduling appointments and travel, organizing and maintaining paper and electronic files, updating databases, or providing information to callers. Prepares and formats reports, presentations, program materials, and other documents as necessary using the full suite of office productivity software.

Office Manager

May supervise the work of other Administrative Assistants as part of their responsibilities. Performs routine clerical and administrative functions such as drafting correspondence, scheduling appointments and travel, organizing and maintaining paper and electronic files, updating databases, or providing information to callers. Prepares and formats reports, presentations, program materials, and other documents as necessary using the full suite of office productivity software.

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Appendix - Job Descriptions (continued)

Advocacy / Government Affairs

Government Relations / Lobbyist / Policy Advocate / Policy Analyst

Represent the organization before congress, executive agencies, local and state/province governments, and coalition groups on assigned legislative and regulatory issues. Monitors relevant legislative and regulatory issues on a daily basis. Conducts background research for the purpose of preparing written material, preparation for meetings, etc. Develops and maintains solid relationships with appropriate congressional, federal regulatory, local and state/province governments, and coalition staffs. Develops and maintains effective working relationships with elected officials and lobbies on behalf of the organization's interests and goals. Develops and maintains a working knowledge of proposed legislation and analyzes its impact on the organization's programs. May provide research and policy analysis support to senior government relations staff. May provide services that influence the outcome of legislative, planning, and policy initiatives at the federal, state, province, county, and municipal levels.

Grassroots Advocacy / Campaign Manager

Provides strategic grassroots consultation and training to field staff and/or volunteers in order to support and expand the organization's grassroots organizing capacity which includes recruitment, engagement and retention of field staff and/or volunteers. Is involved with national and affiliate volunteer leadership, senior management, government and other nonprofit organizations with which the organization might partner or network.

Communications / Marketing

Community Organizer

Facilitate the recruitment, organization, and engagement of a broad base of individuals, groups, and organizations in support of a cause, movement, or initiative. May be responsible for developing strategies and action plans, creating informational materials, building relationships with community leaders, public officials, media, business leaders, and consumer groups, coordinating advocacy events, organizing campaigns and coalitions, and training volunteers.

Marketing Coordinator

Coordinate marketing programs in support of an organization's programs and services. Participate in the development and implementation of marketing activities including advertising creation and placement, market research and analysis, brand management and promotion, and customer identification and segmentation.

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Appendix - Job Descriptions (continued)

Public Relations Director

Plan, direct, or coordinate activities designed to create or maintain a favorable public image or raise issue awareness for an organization's mission, programs, fundraising activities, services, and brand. May be responsible for brand management and promotion. Responsible for managing media events and activities, press and media contacts, public image campaigns, spokesperson training, and the creation of communication materials and public position statements. Often serves as a spokesperson for the organization with the media. May supervise other communication/public relations staff.

Public Relations Manager

Plan, direct, or coordinate the communications/public relations activities for a specific program, division, or region within the organization, or a small organization. Markets and promotes the organization’s goals and objectives to develop community support. Develops and oversees execution of public and media relations programs, including writing and distributing press releases and alerts; creating and maintaining media contact lists; cultivating ongoing and special-events coverage; supporting and working collaboratively with communications practitioners on PR/media opportunities; tracking results of PR efforts; and providing media training for organizational representatives. May serve as a spokesperson for official response to media inquiries. Typically does not supervise other staff.

Social Media Manager

Oversees a company’s interactions with the public through implementing content strategies on social media platforms. Their duties include analyzing engagement data, identifying trends in customer interactions and planning digital campaigns to build community online.

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Appendix - Job Descriptions (continued)

Conservation / Environmental Programs

Environmental Sustainability Educator

Responsible for making people aware of environmental issues, promoting conservation and sustainability. Often charged with enhancing the public's enjoyment of the environment through teaching and interpreting the natural world. Involved in curriculum design; promotes programs to target audiences through flyers, websites, and newsletters; teaches groups and interprets the natural environment for them on-site by leading guided walks and answering visitors' questions or teaches sustainability principles; organizes educational events and activities to raise awareness of environmental issues; trains others in the use of resources and in delivering educational sessions; recruits, supervises, and works with volunteers; acts as a point of contact for teachers responding to requests for information on educational issues; evaluates the effectiveness of programs; and manages budgets for projects and educational programs.

Land Easement Steward Specialist / Coordinator

The primary work is to monitor the conditions on the ground of conservation properties, easements, and trails. Monitoring often includes: invasive species, poaching, garbage dumping, road problems, squatting, illegal recreation development, and baseline scientific information. Duties typically include trail clearing, trail improvement (including building steps and erosion control structures), boundary marking, painting of structures, basic carpentry, and vegetation control (brush saw work, clipping, etc.). Often oversees a crew of volunteers. Although not directly responsible for public education, is often expected to interact positively with the public when there is an opportunity. With a crew, can move frequently, although occasionally works at the same site for more than one week.

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Appendix - Job Descriptions (continued)

Land Protection Specialist / Coordinator

Serve as the main point-of-contact and project lead with private and public landowners for purposes of identifying and protecting natural areas. Works on both fee title and conservation easement projects. Responsibilities often include fostering relationships with public and private landowners interested in permanent land protection; preparing all baseline documentation for land projects; working with conservancy lawyers to draft, revise, finalize, and record conservation easements and fee title transactions; and serving as conservancy liaison in key partnership with municipalities, ENGOs, and state/provincial and federal agencies. Often works with Executive Director and Stewardship Director to develop landowner outreach communication materials, participates in grant writing for land acquisition opportunities, and manages budgets and writes grants.

Program Assistant

Responsible for assisting and supporting the planning and execution of the organization's programs. Provides general administrative support as well as customer service to all clients. Duties include correspondence, mailings, filings, inputting data and maintaining computer databases.

Program Coordinator

Responsible for assisting and supporting the planning and execution of the organization's programs or a specific program. Provides general administrative support to these programs. Duties include research, initial data analysis, correspondence, mailings, filings, inputting data and maintaining program databases. Often engaged in program client communication.

Program Director

Responsible for planning, coordination, and implementation of a comprehensive program to protect natural areas and habitat for rare and endangered plants, animals, and natural communities using a range of protection tools including gift, easement, purchase, lease registry, conservation brokerage, and cooperative projects with federal, state, and local government, conservation organizations, and other partners. Responsible for representing the organization in relationships and negotiations with government agencies and advisory committees.

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Appendix - Job Descriptions (continued)

Program Manager

Responsible for developing, managing, and advancing the organization's programs, plans, and methods by region. Provides technical leadership and support to the operating unit, region, or organization. Plans and directs preserve management programs and stewardship. Addresses critical threats to natural systems and individual species, fosters cross-site learning among conservation community, supplies eco-regional planning teams with information for site portfolios, and develops and implements conservation strategies.

Executive

Chief Executive Officer / President / Executive Director

Senior most staff position in the organization. Responsible for formulating policies while providing strategic direction for an organization within guidelines set up by a board of directors. Plan, direct, or manage income development, advocacy, programs and services, finance, human resources, volunteerism, communications, marketing, information technology, and administration activities at the highest level of management with the help of subordinate executives and staff managers.

Chief Operating Officer / Associate Executive Director / Deputy Director / Operations Director

Directs and manages the activities of the organization in accordance with policies, goals and objectives established by the CEO/President/Executive Director and the Board of Directors. Ensures the achievement of short- and long-range goals for operations, human resources, financial performance, and growth. Reports to the CEO/President/Executive Director.

DEI / Culture Executive / Director

Develop, implement and monitor programs that promote DEI within the company. Responsible for developing training and initiatives to create and foster an open and inclusive environment.

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Appendix - Job Descriptions (continued)

Finance

Accounting Clerk / Bookkeeper

Perform a variety of routine and some non-routine clerical/accounting functions in accordance with standard procedures in one or more of the following areas: general accounting, accounts payable, accounts receivable or related financial area. Reconciles bank accounts, posts information and balances general or subsidiary ledgers, processes payments and compiles segments of monthly closings, annual reports, etc. Contacts other departments and/or outside agencies to resolve problems.

Accounting Manager

Manage and performs various accounting activities such as developing, implementing and maintaining the accounting systems, policies and procedures; compiling, analyzing and reporting accounting data for management reports and decision-making purposes; may act as primary liaison with outside auditors and government agencies on contract issues. Manages monthly closings. May also oversee the work of accounts payable and/or accounts receivable. Often supervises staff members.

Director of Finance

Manage the activities and personnel for all aspects of banking, cash transaction processing and short-term investment. Responsible for oversight of cash receipting, cash disbursement (inclusive of expense report processing), cash management (inclusive of banking, reconciliation, forecasting, and short-term investment), and note management (both receivables and payables). Oversees the organization’s banking relationships, including commercial banking, wires, lockboxes, lines/letters of credit, and relevant treasury policies and procedures.

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Appendix - Job Descriptions (continued)

Fund Development

Development Associate (Generalist)

Plan, direct, or coordinate a wide variety of activities designed to raise income for a nonprofit organization. This position does not supervise other income development staff or manage a department. May be responsible for special events, direct mail, online giving, annual funds, memberships, foundation and corporate grants, sponsorships, major gifts, or planned giving.

Development Director

Responsible for the development, planning, design and implementation of various fundraising programs. Responsible for actively cultivating and soliciting new funding opportunities and development strategies for a broader base of donors. May be responsible for the cultivation, solicitation and acquisition of major gifts. May have responsibility for identifying potential grant opportunities and oversees the proposal preparation. May supervise employees or manage a department.

Events Manager / Specialist

Plan, create or manage one or more fundraising special events for an organization. Responsibilities may include: designing and developing new events; planning and scheduling; recruiting, training and managing volunteers; securing event venues, media coverage, equipment, entertainment, food, supplies, and security; promoting and marketing; obtaining corporate sponsorships and donated items/services; handling ticket sales; processing cash, credit cards or checks; budgeting; and donor acknowledgements.

Major / Planned Gifts Director / Manager

Identify, cultivate and motivate donors to make major gifts to an organization. May be responsible for collaborating with staff and volunteers to identify giving opportunities for major donors, recruiting, training and supporting volunteers during major gift initiatives, organizing events to involve and cultivate prospects, and tracking and reporting on the progress of all major gift activities.

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Appendix - Job Descriptions (continued)

Membership Director / Manager

Plan, direct, or manage the membership program for an organization. Responsible for developing membership programs, benefits, and offerings, soliciting and attracting new members, retaining members and expanding participation, identifying new benefit offerings and unmet member needs, achieving revenue goals, database management, and member communication and engagement strategies. May supervise other staff members.

Volunteer Coordinator

Coordinate operational and administrative activities for an organization's volunteer engagement program. May be responsible for identifying volunteer service opportunities, recruiting and training volunteers, recognizing volunteer contributions, equipping volunteers for leadership roles and new assignments, soliciting volunteer feedback, maintaining volunteer records, and producing communication materials.

Human Resources

Human Resources Director / Manager

Plan, direct, or manage human resources activities of an organization. Position may encompass a broad range of responsibilities including staffing, training and development, compensation, payroll, benefits, performance management, employee policies and procedures, employee assistance, compliance with federal, state and local employment laws, or providing guidance to managers on HR related issues. May supervise other staff.

Information Technology

GIS Analyst

Build and maintain GIS databases. Use GIS software to analyze the spatial and non-spatial information in the databases. Analyze spatial data through mapping software. Design digital maps with geographic data and various other data sets.

Information Technology Director / Manager

Plan, direct, or manage the information technology activities for an organization. Areas of technical responsibility may include computer hardware, software applications, networks, databases, data processing, computer programming, system security, project management, user system training, and help desk. May be responsible for managing budgets, maintaining systems, planning, system implementation and staffing. May supervise technical staff.

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Appendix - Job Descriptions (continued)

Legal

Attorney / Lawyer

Provide legal counsel or guidance to the organization; provides legal services to clients of advocacy or legal aid/legal defense organization; or provides legal services or counsel to individuals or organizations served by the nonprofit's mission. Requires admission to practice law/membership in the state bar.

Senior Attorney / Lawyer

Responsible for a team of attorneys and other legal staff providing expert legal services and assistance in structuring complex, high-risk activities. Provides legal consultation and advisory work on complex legal matters and projects. Reviews organizational documents that have legal significance, offering opinions on modifications that will enhance the organization's position legally. Counsels, assists, and trains staff in various legal matters involving the organization.

Science

Researcher

Direct or manage the data collection, data analysis, report development, and project evaluation as part of an organization's research function. Responsibilities may include recruiting and screening research participants, designing and conducting surveys, collecting data through interviews and focus groups, performing statistical analysis on data, analyzing and interpreting qualitative and quantitative data, completing literature reviews, and preparing research findings for reports, presentations and publication. Leads the organization's research programs. Provides strategic direction and oversight for the implementation of all research programs including design, implementation, analysis and product development. May oversees the dissemination and publishing of research findings. Investigates grant opportunities, writes and develops grant proposals. Translates research findings into new initiatives.

Scientist

Perform routine scientific work evaluating, selecting and applying standardized scientific procedures and techniques to assignments with clear, specific objectives. Assignments require investigation of a limited number of variables and few complex features. Limited exercise of judgment is required on details of work and in making preliminary selections and adaptations of alternatives. Collaborates with other scientists and scientific institutions to enhance the organization's practices.

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Appendix - Job Descriptions (continued)

Senior Scientist / Scientific Program Manager

Determine scientific program priorities and funding levels as well as tracking research progress of funded grants. Assists in planning and managing research and industry grants, program projects, training award programs, and collaborations for the program. Helps in determining program priorities, goals and milestones that serve to drive performance of the portfolio to reach research goals. This position is in part responsible for tracking scientific progress as well as preparing analyses of research requirements and coordinating committees and programs.

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