

## Fair Pay for Southern California Nonprofits: The 2021 Compensation Benefits Survey

<b>Code</b>	<b>Job Title</b>	<b>Code</b>	<b>Job Title</b>	<b>Code</b>	<b>Job Title</b>
<b>Executive Positions</b>		<b>Cultural, Artistic, Performing Arts Positions (continued)</b>		<b>Employment/Work Training Positions</b>	
005	Executive Director/Chief Executive Officer	160	Production Manager/Coordinator	305	Job Developer
010	Associate Director/Chief Operating Officer	162	Stage Manager	310	Vocational Counselor
015	Chief Programs Officer	163	Costume Shop Manager	315	Job Coach
020	Chief Communications Officer	165	Box Office/Sales Manager		
025	Chief Development Officer	166	Technical Staff	<b>Environmental/Conservation Positions</b>	
030	Chief Human Resources Officer	167	Production Assistant	320	Director of Conservation
035	Chief Information Officer	168	Box Office Assistant	325	Land Stewardship Manager
040	Chief Strategy Officer	180	Actor	330	Land Acquisition Manager
105	Chief Financial Officer	181	Instrumental Musician	333	Stewardship Project Manager
		185	Visitor Services Manager	335	Restoration Specialist
<b>Administrative Positions</b>		186	Visitor Services Specialist	340	Tree Technician
055	Director, Administration/Operations	190	Director of Exhibits	343	Field Crew Member
060	Regional Manager/Center Manager	192	Exhibit Developer	345	Weatherization/Energy Program Assessor/Inspector
065	Office Manager	194	Exhibit Designer	348	Weatherization/Energy Program Crew Leader
070	Executive Assistant	195	Exhibit Graphic Designer	350	Weatherization/Energy Program Crew Member
075	Administrative Assistant, Senior Level	196	Exhibit Fabricator	352	Naturalist/Environmental Educator
080	Administrative Assistant, Intermediate Level	197	Archivist		
085	Administrative Assistant, Junior Level	198	Exhibit Guide/Docent	<b>Food Service Positions</b>	
090	Receptionist			355	Food Service Manager or Supervisor
093	Business Development Manager	<b>Development Positions</b>		360	Registered Dietician
094	Contracts Administrator	205	Director, Development	361	Nutritionist
095	Quality Assurance Manager	210	Development Manager	363	Nutrition Assistant
096	Quality Assurance Specialist	211	Development Manager, Annual Giving	365	Cook
		212	Development Manager, Major Gifts	370	Food Service Assistant/Worker
<b>Accounting/Finance Positions</b>		213	Development Manager, Capital Campaign		
106	Director of Finance & Administration	214	Development Manager, Planned Giving	<b>Foundation/Philanthropy Positions</b>	
110	Controllor	215	Grant Proposal Writer, All Types of Funding	960	Program Officer
115	Accounting Manager	216	Grant Proposal Writer, Government Funding	965	Program Associate
120	Accounting Supervisor	217	Development Officer	970	Grants Manager/Administrator
124	Senior Accountant	220	Special Event Coordinator		
125	Staff Accountant	222	Direct Mail Coordinator	<b>Gift/Thrift Shop, Warehouse &amp; Food Bank Positions</b>	
126	Payroll Specialist	225	Development Associate	453	Director of Retail Operations
130	Accounting Clerk			455	Gift/Thrift Shop Manager
135	Cashier	<b>Education &amp; Recreation Positions</b>		460	Gift/Thrift Shop Retail Sales Clerk
		250	School Principal	461	Warehouse Operations Director
<b>Animal Care/Control Positions</b>		253	Director, Education	462	Warehouse Manager
780	Veterinarian	254	Admissions Director	465	Warehouse Worker
781	Director of Animal Services	255	Curriculum Specialist	480	Food Bank Manager
782	Veterinary Clinic Manager	256	Educator or Teacher, Adult Education	485	Food Bank Assistant/Clerk
784	Humane Officer	257	Academic Counselor		
785	Senior Registered Veterinary Technician	258	Site Supervisor	<b>Government Affairs &amp; Research Positions</b>	
786	Registered Veterinary Technician	259	Teacher, K – 12	380	Director or Manager, Government Affairs
788	Veterinary Technician	262	Teacher, Pre-School	381	Advocacy Manager
789	Animal Care Manager	265	Teaching Assistant, K-12	382	Data Manager
790	Animal Care Worker	268	Teaching Assistant, Pre-School	383	Lobbyist
791	Animal Adoption Counselor	269	Special Education Teacher	384	Policy Analyst
792	Animal Adoption Manager	270	Tutor	385	Staff Scientist
793	Animal Intake Manager	271	Child Care Assistant	386	Senior Scientist
795	Animal Shelter Manager	272	Community Educator	387	Research Analyst: Social Sciences
797	Animal Behaviorist	273	Recreation Program Manager	388	Research Analyst: Technology
799	Humane Educator	274	Life Guard/Swim Instructor	389	Scientific Data Analyst
		275	After School Instructor	390	Research Assistant
<b>Cultural, Artistic, Performing Arts Positions</b>		276	Instructional Aide	391	Science Analyst
154	Artistic Director	277	Recreation or Activity Leader, Children or Youth	393	Librarian
155	Curator	278	Recreation or Activity Leader, Adults	396	Library Assistant
156	Resident Director	280	Fitness Instructor		
157	Resident Designer	282	Camp Director		
		284	Assistant Camp Director		

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<b>Housing/Community Development Positions</b>		<b>Media/Journalism Positions</b>		<b>Program Mgmt Positions, Other than Social Services/Mental Health</b>	
410	Director of Real Estate Development	642	Editor in Chief	805	Program Director/Administrator, Other
411	Project Developer	645	Digital Editor	810	Program Manager/Administrator, Other
412	Construction Manager	650	Media Producer	815	Program Coordinator, Other
420	Director of Resident/Community Services			820	Program Assistant, Other
421	Program Manager, Resident/Community Services	<b>Medical &amp; Clinic Services Positions</b>		<b>Social Services &amp; Mental Health Positions</b>	
422	Resident Services Coordinator	702	Director, Medical Services	853	Program Director/Administrator, Social Services/Mental Health
423	Director of Property Management	704	Clinic Director	856	Program Manager/Administrator, Social Services/Mental Health
424	Property Supervisor	706	Physician, Family/General Practice	859	Program Coordinator, Social Services/Mental Health
425	Site Administrator	707	Physician, Internal Medicine	862	Program Assistant, Social Services/Mental Health
426	Shelter Manager	708	Physician, Obstetrics & Gynecology	865	Psychiatrist
427	Shelter Supervisor	709	Physician, Pediatrics	867	Clinical Supervisor
428	Occupancy Specialist	710	Physician, Other Specialty	868	Licensed Clinical Social Worker
429	Desk Clerk	712	Director of Nursing	871	Psychiatric Social Worker
430	Program Manager: Housing	714	Registered Nurse	874	Psychologist
431	Program Manager: Economic Development	716	Nurse Practitioner	875	Chaplain/Clergy
432	Asset Manager (Compliance & Monitoring)	718	Physician's Assistant	876	Behavior Analyst
433	Asset Manager (Financial Analyst)	720	Licensed Vocational/Practical Nurse	877	Therapeutic Counselor, MFCC/MFT
434	Shelter Coordinator	721	Licensed Psychiatric Technician	878	Clinician (Pre-license MF II/ACSW)
435	Assistant Site Administrator	722	Medical Assistant, Certified	879	Case Manager, Master Level
438	Loan Officer	723	Medical Assistant, Non-Certified	880	Case Manager
<b>Human Resources Positions</b>		724	Health Educator	882	Counselor, Master Level
505	Director, Human Resources	726	Dental Director	883	Counselor
510	Human Resources Manager	728	Dentist	884	Substance Abuse Counselor
512	Human Resources Generalist	729	Registered Dental Hygienist	885	Family Advocate
513	HRIS Manager	730	Registered Dental Assistant	886	Eligibility Specialist
514	Benefits Manager	731	Dental Assistant	887	Intake Coordinator
515	Human Resources Representative or Specialist	732	Laboratory Technician/Technologist	888	Resource & Referral Counselor
516	Recruiter	733	Laboratory Assistant	889	Senior or Adult Program Assistant
517	Training & Development Manager	734	Phlebotomist	890	Children or Youth Program Assistant
520	Human Resources Assistant	736	Radiology Technician	891	Personal Attendant/Home Health Care Worker
<b>Information Technology Positions</b>		738	Community Health Worker	892	Direct Care Counselor
555	Director, Information Technology/Services	740	Case Manager, Medical	893	Rehabilitation Specialist
560	Information Technology Manager	742	Patient Financial Services Manager	894	Behavior Therapist
562	Systems Administrator	744	Patient Accounts Representative	895	Peer Counselor/Peer Support Group Facilitator
563	Software Engineer	745	Health Information Coordinator	<b>Volunteer, Membership &amp; Marketing Positions</b>	
565	Database Administrator	748	Medical Records Clerk	905	Volunteer Director
570	Network Technician	750	Billing Clerk	906	Volunteer Coordinator
575	Personal Computer Technician	752	Receptionist (Medical)	<b>910 Communications Director</b>	
576	Tech Support Specialist	761	Physical Therapist	911	Communications Manager
580	Data Entry Operator	762	Occupational Therapist	915	Public Relations Manager
585	Web Site Developer	763	Speech Pathologist	916	Content Marketing Manager
<b>Legal Services &amp; Community Organizing Positions</b>		764	Physical Rehabilitation Assistant	917	Marketing Coordinator
598	Director of Legal Services	765	Certified Massage Therapist	918	Social Media Coordinator
600	Managing Attorney	<b>Operations Positions</b>		920	Graphic Artist
602	Staff Attorney	655	Facilities Manager	921	Writer/Editor
605	Attorney, Legal Aid/Advocacy	660	Maintenance Supervisor	925	Membership Director or Manager
610	Attorney, Corporate	665	Maintenance Technician or Specialist	930	Membership Assistant
615	Paralegal	670	Gardener	931	Customer Service Representative
620	Legal Secretary/Assistant	675	Janitor or Custodian	935	Community Outreach Coordinator
624	Senior Community Organizer	679	Transit Driver		
625	Community Organizer	680	Driver		
630	Campaign Director	683	Security Manager		
632	Campaign Manager	685	Security Guard or Officer		
635	Campaign Coordinator	688	Purchasing Manager		
638	Campaign Assistant	690	Purchasing Coordinator or Specialist		
		691	Inventory Coordinator		