



United Way Rock River Valley
2008-09 Salary Survey

Chief Financial Officer (CFO)

Includes: Controller, Fiscal Officer, Accountant

The CFO supervises and administers financial affairs of the agency which may include preparation of financial analysis, income and expense reports, budgets and financial forecasts and governmental reports. May arrange for outside audits of agency's accounts; may advise management about insurance coverage and employee benefits; may be responsible for purchasing, payroll, inventories, and accounts payable.

	Number of Organizations	Number of Employees	Annual Cash Compensation Salary Comparisons					Education Level Reported
			Average Salary	Number of Cases	Entry	Median	Experienced	
Salary- All organizations								
Salary All	71	8,540	\$55,073	32	\$31,500	\$64,231	\$120,000	Masters
Budget Size								
under \$250,000	9	20		0				Bachelors
\$250,000 - 499,999	8	38	\$36,000	2	\$32,000	\$36,000	\$40,000	Bachelors
\$500,000 - 999,999	12	110	\$38,007	4	\$31,500	\$37,459	\$42,827	Bachelors
\$1,000,000 - 2,499,999	18	406	\$42,739	12	\$32,000	\$50,350	\$70,000	Bachelors
\$2,500,000 - 4,999,999	8	339	\$51,833	3	\$44,000	\$51,500	\$60,000	Masters
5,000,000 - 9,999,999	6	357	\$70,548	4	\$38,190	\$72,500	\$99,000	Bachelors
\$10,000,000 and above	9	7,270	\$73,327	7	\$44,740	\$88,000	\$120,000	Masters
Field of Service								
Advocacy	7	102	\$99,000	1	\$99,000	\$99,000	\$99,000	Masters
Aging and Senior Care	7	316	\$54,423	4	\$32,000	\$44,845	\$88,000	Bachelors
Alcohol and Drug Abuse								Not Applicable
Arts, Culture, Humanities	4	25						
Basic Material Needs	2	30	\$44,000	1	\$44,000	\$44,000	\$44,000	Bachelors
Community Health, Disaster Relief	4	1,830	\$69,896	3	\$39,140	\$76,335	\$94,193	Bachelors
Day Care, Early Childhood Education	2	63						
Education, Private Schools, Service Organizations	16	4,711	\$51,290	6	\$37,200	\$43,773	\$120,000	Masters
Family and Individual Counseling	5	176	\$51,885	3	\$40,000	\$55,654	\$60,000	Bachelors
Foundation								Not Applicable
Institutional, Residential, Housing	3	114	\$60,850	2	\$41,700	\$60,850	\$80,000	Bachelors
Emergency Shelter	2	42	\$43,175	2	\$36,000	\$43,175	\$50,350	Bachelors
Job Development, Employment Training	2	24	\$64,000	1	\$64,000	\$64,000	\$64,000	Bachelors



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Legal Services	1	110	\$65,000	1	\$65,000	\$65,000	\$65,000	Bachelors
Mental Health	2	190	\$87,897	1	\$87,897	\$87,897	\$87,897	Bachelors
Mental Retardation/Developmental Disability	4	655	\$60,000	2	\$60,000	\$60,000	\$60,000	Masters
Professional Service Orgs/Umbrella Orgs	3	70	\$70,000	1	\$70,000	\$70,000	\$70,000	Bachelors
Rehabilitation and Vocational Employment	Not Applicable							
Youth Development	6	82	\$34,625	4	\$31,500	\$33,250	\$40,500	Bachelors
Number of Employees								
1 to 5	17	47	\$38,276	3	\$32,000	\$40,000	\$42,827	Bachelors
6 to 10	11	94	\$35,547	3	\$31,500	\$36,000	\$39,140	Masters
11 to 20	11	159	\$41,648	6	\$32,000	\$38,845	\$64,000	Masters
21 to 30	8	209	\$47,476	5	\$37,200	\$44,000	\$60,000	Masters
31 to 50	6	219	\$69,783	3	\$50,350	\$60,000	\$99,000	Masters
51 to 75	3	163	\$60,750	2	\$51,500	\$60,750	\$70,000	Masters
76 to 100	4	359	\$61,580	3	\$44,740	\$60,000	\$80,000	Masters
101 to 200	3	467	\$80,966	3	\$65,000	\$87,897	\$90,000	Masters
201 to 300	2	447	\$145,500	2	\$137,000	\$145,500	\$154,000	Bachelors
301 and over	4	6,376	\$98,177	2	\$76,355	\$98,177	\$120,000	Masters