



**United Way Rock River Valley  
2008-09 Salary Survey**

Director, Program

Includes: Education Director, Vice President of Programs

Directs the development and implementation of all aspects of a specialized agency program. Such program examples may include, but are not limited to, community support, housing, social services, etc. Adheres to state and local accreditation standards as required. Coordinates activities of program, including supervision of paid and volunteer staff working on this program. may procure funding sources.

	Number of Organizations	Number of Employees	Annual Cash Compensation Salary Comparisons					Education Level Reported
			Average Salary	Number of Cases	Entry	Median	Experienced	
			<b>Salary- All organizations</b>					
Salary All	71	8,540	\$46,911	27	\$23,000	\$39,000	\$90,000	Masters
<b>Budget Size</b>								
under \$250,000	9	20	\$25,000	2	\$23,000	\$25,000	\$27,000	Bachelors
\$250,000 - 499,999	8	38	\$30,500	2	\$27,500	\$30,500	\$33,500	Bachelors
\$500,000 - 999,999	12	110	\$36,100	5	\$27,000	\$34,000	\$40,498	Bachelors
\$1,000,000 - 2,499,999	18	406	\$44,101	9	\$35,000	\$45,500	\$66,720	Bachelors
\$2,500,000 - 4,999,999	8	339	\$50,600	5	\$35,000	\$43,150	\$90,000	Masters
5,000,000 - 9,999,999	6	357	\$77,500	2	\$65,000	\$77,500	\$90,000	Bachelors
\$10,000,000 and above	9	7,270	\$67,124	2	\$61,000	\$67,124	\$73,249	Masters
<b>Field of Service</b>								
Advocacy	7	102	\$90,000	1	\$90,000	\$90,000	\$90,000	Bachelors
Aging and Senior Care	7	316	\$27,000	1	\$27,000	\$27,000	\$27,000	Bachelors
Alcohol and Drug Abuse	Not Applicable							
Arts, Culture, Humanities	4	25	\$35,000	1	\$35,000	\$35,000	\$35,000	Bachelors
Basic Material Needs	2	30	\$35,000	1	\$35,000	\$35,000	\$35,000	Associates
Community Health, Disaster Relief	4	1,830	\$35,420	1	\$35,420	\$35,420	\$35,420	Bachelors
Day Care, Early Childhood Education	2	63	\$42,500	1	\$42,500	\$42,500	\$42,500	Associates
Education, Private Schools, Service Organizations	16	4,711	\$41,220	7	\$23,000	\$38,000	\$90,000	Masters
Family and Individual Counseling	5	176	\$49,800	1	\$49,800	\$49,800	\$49,800	Bachelors
Foundation	Not Applicable							
Institutional, Residential, Housing	3	114	\$47,500	2	\$40,000	\$47,500	\$65,000	Associates
Emergency Shelter	2	42	\$50,250	1	\$50,250	\$50,250	\$50,250	Bachelors
Job Development, Employment Training	2	24	\$33,500	1	\$33,500	\$33,500	\$33,500	Bachelors
Legal Services	1	110		0				



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			Average Salary	Number of Cases	Entry	Median	Experienced	
			Mental Health	2	190	\$73,249	1	
Mental Retardation/Developmental Disability	4	655	\$58,717	3	\$43,150	\$61,000	\$72,000	Masters
Professional Service Orgs/Umbrella Orgs	3	70		0				
Rehabilitation and Vocational Employment	Not Applicable							
Youth Development	6	82	\$43,944	5	\$27,000	\$42,000	\$66,720	Bachelors
Number of Employees								
1 to 5	17	47	\$30,166	3	\$23,000	\$27,000	\$40,498	Bachelors
6 to 10	11	94	\$35,451	7	\$27,000	\$35,420	\$40,498	Bachelors
11 to 20	11	159	\$46,092	4	\$35,000	\$47,650	\$66,720	Bachelors
21 to 30	8	209	\$46,804	5	\$35,000	\$47,650	\$72,000	Bachelors
31 to 50	6	219	\$66,250	4	\$35,000	\$70,125	\$90,000	Masters
51 to 75	3	163		0				
76 to 100	4	359	\$54,075	2	\$43,150	\$54,075	\$65,000	Masters
101 to 200	3	467	\$73,249	1	\$73,249	\$73,249	\$73,249	Masters
201 to 300	2	447		0				
301 and over	4	6,376	\$61,000	1	\$61,000	\$61,000	\$61,000	Bachelors