

Chief Operating Officer (COO)
Includes: Operations Manager, Vice President

The COO participates in the corporate decision-making and corporate planning while providing supervision and direction for special projects. Also may provide leadership and coordination for program development within the organization. May assist President/CEO and financial officer in preparing annual budget and cash flow management including quarterly reports, accounts receivable and payable, and benefit management.

	Number of Organizations	Number of Employees	Annual Cash Compensation					Education Level Reported
			Salary Comparisons					
			Average Salary	Number of Cases	Entry	Median	Experienced	
Salary- All organizations								
Salary All	71	8,540	\$80,466	16	\$40,000	\$80,002	\$180,000	Justice degree
Budget Size								
under \$250,000	9	20		0				
\$250,000 - 499,999	8	38	\$37,000	1	\$37,000	\$37,000	\$37,000	Bachelors
\$500,000 - 999,999	12	110		0				
\$1,000,000 - 2,499,999	18	406	\$61,681	4	\$41,000	\$62,860	\$80,002	Bachelors
\$2,500,000 - 4,999,999	8	339	\$69,000	3	\$40,000	\$52,000	\$115,000	Masters
5,000,000 - 9,999,999	6	357	\$72,637	2	\$55,275	\$72,637	\$90,000	Masters
\$10,000,000 and above	9	7,270	\$108,577	6	\$73,000	\$96,858	\$180,000	Masters
Field of Service								
Advocacy	7	102		0				
Aging and Senior Care	7	316	\$62,637	2	\$55,275	\$62,637	\$73,000	Masters
Alcohol and Drug Abuse								Not Applicable
Arts, Culture, Humanities	4	25		0				
Basic Material Needs	2	30	\$40,000	1	\$40,000	\$40,000	\$40,000	Bachelors
Community Health, Disaster Relief	4	1,830	\$96,858	2	\$92,282	\$96,858	\$101,434	Bachelors
Day Care, Early Childhood Education	2	63		0				
Education, Private Schools, Service Organizations	16	4,711	\$90,449	5	\$41,000	\$115,000	\$180,000	Masters
Family and Individual Counseling	5	176		0				
Foundation								Not Applicable
Institutional, Residential, Housing	3	114		0				
Emergency Shelter	2	42		0				
Job Development, Employment Training	2	24	\$37,000	1	\$37,000	\$37,000	\$37,000	Bachelors
Legal Services	1	110	\$90,000	1	\$90,000	\$90,000	\$90,000	Justice degree



United Way Rock River Valley
2008-09 Salary Survey

Mental Health	2	190	\$84,746	1	\$84,746	\$84,746	\$84,746	Bachelors
Mental Retardation/Developmental Disability	4	655		0				
Professional Service Orgs/Umbrella Orgs	3	70	\$66,001	2	\$52,000	\$66,001	\$80,002	Bachelors
Rehabilitation and Vocational Employment	Not Applicable							
Youth Development	6	82		1		\$66,720		Bachelors
Number of Employees								
1 to 5	17	47		0				
6 to 10	11	94	\$37,000	1	\$37,000	\$37,000	\$37,000	Bachelors
11 to 20	11	159	\$58,248	4	\$52,000	\$57,138	\$66,720	Masters
21 to 30	8	209	\$40,500	2	\$40,000	\$40,500	\$41,000	Bachelors
31 to 50	6	219	\$115,000	1	\$115,000	\$115,000	\$115,000	Masters
51 to 75	3	163	\$80,002	1	\$80,002	\$80,002	\$80,002	Bachelors
76 to 100	4	359		0				
101 to 200	3	467	\$87,373	2	\$84,746	\$87,373	\$90,000	Bachelors
201 to 300	2	447	\$82,641	2	\$73,000	\$82,641	\$92,282	Bachelors
301 and over	4	6,376	\$133,811	3	\$101,434	\$120,000	\$180,000	Masters