



Corporation  
for Public  
Broadcasting

## Survey Salary Report for CPB

All

All: \$20MM - \$40MM

All: \$9MM - \$11MM

All: \$5MM - \$7MM

All: \$2MM - \$3MM

All: \$40MM+

All: \$11MM - \$20MM

All: \$7MM - \$9MM

All: \$3MM - \$5MM

All: \$0 - \$2MM

Section

Salary Report

All peer groups are determined by Total Operating Revenue (TOR) size (excluding Endowment/Capital Campaign). Salaries are not shown for groups with three or fewer respondents.

All	All: \$40MM+	All: \$20MM - \$40MM	All: \$11MM - \$20MM	All: \$9MM - \$11MM	All: \$7MM - \$9MM	All: \$5MM - \$7MM	All: \$3MM - \$5MM	All: \$2MM - \$3MM	All: \$0 - \$2MM
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**Salary Report**

**TV Only Employees**

**S.1 Chief Executive Officer**

1	Headcount	109	2	12	10	4	9	18	21	18	15
2	Mean Salary	\$102,408	0	\$139,959	\$130,331	\$112,121	\$96,690	\$97,823	\$90,069	\$70,230	\$103,276
3	Median Salary	\$97,156	0	\$170,133	\$149,148	\$132,620	\$127,035	\$113,000	\$100,000	\$77,930	\$75,000
4	Average Low Salary	0	0	0	\$55,193	\$81,943	0	0	\$21,467	0	\$39,003
5	Average High Salary	\$401,334	0	\$264,417	\$180,189	\$149,133	\$157,667	\$163,234	\$127,637	\$107,722	\$266,230

**S.2 Chief Operations Officer**

1	Headcount	48	7	7	2	0	5	12	6	7	2
2	Mean Salary	\$38,552	\$140,349	\$63,873	\$29,391	0	\$30,847	\$41,839	\$26,943	\$26,331	\$10,793
3	Median Salary	0	\$219,404	\$104,172	0	0	0	\$45,000	0	0	0
4	Average Low Salary	0	\$98,798	0	0	0	0	0	0	0	0
5	Average High Salary	\$211,565	\$187,131	\$147,253	\$58,781	0	\$74,991	\$95,448	\$79,713	\$70,464	\$32,378

**S.3 Chief Financial Officer**

1	Headcount	96	20	9	10	2	7	14	15	9	10
2	Mean Salary	\$49,629	\$108,318	\$67,431	\$75,977	\$43,775	\$49,985	\$43,297	\$42,777	\$31,357	\$30,056
3	Median Salary	\$50,000	\$135,000	\$81,500	\$81,969	\$80,340	\$65,000	\$52,221	\$50,000	\$36,358	\$31,540
4	Average Low Salary	0	\$63,090	0	\$41,203	\$26,780	0	0	0	0	\$10,000
5	Average High Salary	\$192,333	\$144,424	\$155,600	\$102,094	\$58,367	\$98,188	\$86,338	\$75,564	\$74,248	\$43,542

**S.4 Publicity, Program Promotion Chief**

1	Headcount	46	0	7	8	2	3	11	6	5	4
2	Mean Salary	\$23,555	0	\$34,335	\$47,821	\$18,759	\$13,024	\$28,115	\$15,325	\$13,868	\$14,833
3	Median Salary	0	0	\$35,000	\$54,064	\$31,000	0	\$33,000	0	0	\$22,050
4	Average Low Salary	0	0	0	\$15,525	\$10,333	0	0	0	0	0
5	Average High Salary	\$101,600	0	\$97,307	\$71,769	\$25,012	\$39,072	\$63,133	\$45,358	\$37,632	\$32,205

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**Salary Report**

**TV Only Employees**

**S.5 Communication and Public Relations Chief**

1	Headcount	27	3	6	3	1	4	4	4	1	1
2	Mean Salary	\$20,962	\$94,000	\$38,071	\$17,046	0	\$26,946	\$13,097	\$12,698	\$4,091	\$4,286
3	Median Salary	0	\$135,000	0	0	0	0	0	0	0	0
4	Average Low Salary	0	\$75,000	0	0	0	0	0	0	0	0
5	Average High Salary	\$131,333	\$125,333	\$92,394	\$39,774	0	\$72,403	\$58,889	\$51,540	\$15,000	\$10,000

**S.6 Programming Director**

1	Headcount	136	3	16	15	5	9	23	29	22	14
2	Mean Salary	\$53,164	\$109,697	\$68,818	\$76,544	\$71,148	\$43,955	\$52,183	\$49,852	\$43,921	\$28,877
3	Median Salary	\$53,000	\$143,221	\$78,278	\$81,687	\$71,641	\$57,680	\$63,000	\$50,923	\$46,500	\$31,738
4	Average Low Salary	0	\$78,574	\$18,336	\$52,013	\$59,113	0	0	\$18,872	\$10,410	\$8,000
5	Average High Salary	\$155,071	\$146,262	\$99,117	\$98,087	\$83,347	\$77,818	\$74,958	\$76,468	\$66,750	\$41,625

**S.7 Production, Chief**

1	Headcount	115	2	14	11	4	14	26	21	14	9
2	Mean Salary	\$51,395	0	\$83,042	\$60,293	\$49,250	\$50,768	\$47,282	\$45,316	\$36,001	\$23,111
3	Median Salary	\$50,580	0	\$92,691	\$73,406	\$61,044	\$59,956	\$53,300	\$45,469	\$40,309	\$28,000
4	Average Low Salary	0	0	0	\$14,410	\$38,491	0	0	\$9,500	0	0
5	Average High Salary	\$193,333	0	\$147,215	\$90,626	\$63,940	\$80,561	\$72,898	\$72,085	\$73,207	\$40,877

**S.8 Executive Producer**

1	Headcount	136	23	41	16	4	15	16	12	5	4
2	Mean Salary	\$42,046	\$104,891	\$65,029	\$61,169	\$41,684	\$55,560	\$36,948	\$28,069	\$13,532	\$13,234
3	Median Salary	\$47,725	\$143,896	\$71,716	\$61,800	\$51,043	\$58,380	\$47,528	\$33,313	0	0
4	Average Low Salary	0	\$85,270	\$13,504	\$49,998	\$31,469	\$13,624	0	0	0	0
5	Average High Salary	\$139,854	\$139,854	\$96,212	\$75,761	\$55,019	\$92,817	\$73,834	\$64,349	\$43,682	\$34,778

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**Salary Report**

**TV Only Employees**

**S.9 Producer**

1	Headcount	401	36	76	69	22	57	54	43	33	11
2	Mean Salary	\$34,930	\$72,464	\$41,369	\$44,528	\$46,980	\$41,386	\$29,196	\$30,909	\$28,543	\$17,030
3	Median Salary	\$36,712	\$76,878	\$43,265	\$43,195	\$42,934	\$37,255	\$37,024	\$33,298	\$32,090	\$20,900
4	Average Low Salary	0	\$70,938	\$10,547	\$36,675	\$37,424	\$30,001	0	0	0	0
5	Average High Salary	\$78,537	\$76,048	\$59,354	\$56,734	\$57,885	\$54,459	\$47,765	\$55,927	\$43,028	\$32,414

**S.10 Director**

1	Headcount	163	4	38	23	3	26	29	15	11	14
2	Mean Salary	\$27,852	0	\$30,122	\$34,428	\$31,629	\$34,715	\$27,632	\$20,905	\$16,021	\$21,737
3	Median Salary	\$33,281	0	\$38,493	\$41,268	\$36,000	\$35,568	\$38,176	\$25,825	0	\$25,330
4	Average Low Salary	0	0	0	0	\$23,752	\$9,441	0	0	0	0
5	Average High Salary	\$100,238	0	\$65,457	\$53,480	\$40,964	\$50,516	\$53,278	\$46,265	\$37,758	\$44,594

**S.11 Development, Chief**

1	Headcount	81	2	8	12	3	8	15	15	11	7
2	Mean Salary	\$48,485	0	\$58,974	\$77,093	\$47,601	\$44,841	\$47,712	\$48,677	\$28,634	\$23,577
3	Median Salary	\$53,000	0	\$57,504	\$94,333	\$61,200	\$62,296	\$56,391	\$57,920	\$43,350	\$35,000
4	Average Low Salary	0	0	0	\$38,053	\$20,400	0	0	0	0	0
5	Average High Salary	\$194,858	0	\$152,834	\$100,911	\$79,336	\$97,043	\$79,567	\$70,083	\$59,233	\$48,488

**S.12 Member Services, Chief**

1	Headcount	55	2	6	9	1	4	11	14	7	1
2	Mean Salary	\$22,216	0	\$23,887	\$43,739	0	\$17,761	\$18,353	\$22,169	\$16,288	\$4,079
3	Median Salary	\$24,960	0	0	\$48,278	0	0	\$24,960	\$31,183	\$16,936	0
4	Average Low Salary	0	0	0	\$25,288	0	0	0	0	0	0
5	Average High Salary	\$87,049	0	\$63,908	\$57,001	0	\$51,067	\$48,318	\$40,135	\$34,641	\$10,876

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Salary Report

TV Only Employees

S.13 Membership Fundraising, Chief

1	Headcount	47	3	5	5	2	3	10	5	8	6
2	Mean Salary	\$23,964	\$81,538	\$31,064	\$37,503	\$32,790	\$15,514	\$19,836	\$13,713	\$18,249	\$16,558
3	Median Salary	0	\$121,413	0	\$49,440	\$59,059	0	\$26,780	0	\$23,500	\$25,000
5	Average High Salary	\$128,620	\$108,717	\$94,628	\$69,936	\$43,720	\$51,713	\$47,785	\$43,764	\$41,000	\$30,984

S.14 On-Air Fundraising, Chief

1	Headcount	22	2	9	1	0	0	3	6	1	0
2	Mean Salary	\$15,880	0	\$48,069	\$13,892	0	0	\$6,265	\$12,788	\$2,909	0
3	Median Salary	0	0	\$55,200	0	0	0	0	0	0	0
4	Average Low Salary	0	0	0	0	0	0	0	0	0	0
5	Average High Salary	\$130,198	0	\$107,892	\$23,154	0	0	\$35,500	\$39,533	\$10,667	0

S.15 Auction, Chief

1	Headcount	34	1	1	4	2	5	6	10	4	1
2	Mean Salary	\$14,254	0	\$5,193	\$23,476	\$23,478	\$17,923	\$13,436	\$16,888	\$8,948	\$5,571
3	Median Salary	0	0	0	\$32,000	\$40,000	0	0	\$15,245	0	0
4	Average Low Salary	0	0	0	0	\$13,333	0	0	0	0	0
5	Average High Salary	\$60,010	0	\$15,579	\$44,111	\$31,303	\$46,067	\$44,198	\$40,535	\$30,439	\$13,000

S.16 Underwriting, Chief

1	Headcount	59	2	7	5	3	6	10	11	9	6
2	Mean Salary	\$30,175	0	\$42,688	\$32,938	\$39,597	\$27,684	\$27,185	\$25,803	\$24,698	\$17,300
3	Median Salary	\$31,209	0	\$51,250	\$53,088	\$54,092	\$33,653	\$44,387	\$33,712	\$31,209	\$22,000
4	Average Low Salary	0	0	0	0	\$18,031	0	0	0	0	0
5	Average High Salary	\$131,388	0	\$91,935	\$61,759	\$65,995	\$68,192	\$58,763	\$53,620	\$67,965	\$38,733

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**Salary Report**

**TV Only Employees**

**S.17 Foundation Underwriting, Chief**

1	Headcount	12	2	3	4	1	1	1	0	0	0
2	Mean Salary	\$11,369	0	\$21,022	\$26,130	0	\$8,531	\$3,558	0	0	0
3	Median Salary	0	0	0	\$40,000	0	0	0	0	0	0
4	Average Low Salary	0	0	0	0	0	0	0	0	0	0
5	Average High Salary	\$124,440	0	\$77,081	\$47,637	0	\$22,750	\$17,790	0	0	0

**S.18 Government Grants Solicitation, Chief**

1	Headcount	8	1	0	1	1	2	1	0	2	0
2	Mean Salary	\$5,645	0	0	\$6,013	0	\$11,876	\$2,100	0	\$5,573	0
3	Median Salary	0	0	0	0	0	0	0	0	0	0
4	Average Low Salary	0	0	0	0	0	0	0	0	0	0
5	Average High Salary	\$78,537	0	0	\$12,026	0	\$35,628	\$10,500	0	\$22,293	0

**S.19 Operations and Engineering, Chief**

1	Headcount	74	2	11	7	7	8	14	9	6	10
2	Mean Salary	\$47,928	0	\$68,752	\$54,636	\$72,882	\$52,161	\$42,999	\$37,138	\$24,264	\$33,993
3	Median Salary	\$54,222	0	\$85,653	\$70,686	\$86,135	\$65,711	\$60,000	\$52,561	0	\$37,921
4	Average Low Salary	0	0	0	0	\$43,064	0	0	0	0	0
5	Average High Salary	\$147,723	0	\$123,638	\$92,778	\$98,281	\$84,405	\$83,278	\$79,678	\$57,041	\$54,726

**S.20 Engineering, Chief**

1	Headcount	95	3	14	12	5	7	15	17	15	7
2	Mean Salary	\$44,128	\$90,414	\$50,522	\$51,752	\$61,455	\$37,790	\$42,320	\$43,780	\$37,757	\$25,615
3	Median Salary	\$52,625	\$115,000	\$67,517	\$61,179	\$66,810	\$49,789	\$60,000	\$54,871	\$48,290	\$30,810
4	Average Low Salary	0	\$69,904	0	\$17,133	\$40,487	0	0	0	0	0
5	Average High Salary	\$121,029	\$120,551	\$93,678	\$75,333	\$82,423	\$78,271	\$72,917	\$80,821	\$70,148	\$56,798

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**Salary Report**

**TV Only Employees**

**S.21 Broadcast Engineer 1**

1	Headcount	457	22	120	55	30	65	54	60	29	22
2	Mean Salary	\$37,570	\$72,418	\$43,300	\$47,020	\$37,926	\$34,447	\$38,207	\$29,452	\$40,028	\$23,102
3	Median Salary	\$39,000	\$73,000	\$49,635	\$47,140	\$35,145	\$37,150	\$40,344	\$33,500	\$39,348	\$27,954
4	Average Low Salary	0	\$72,037	0	\$37,654	\$20,347	0	\$6,390	0	0	0
5	Average High Salary	\$108,366	\$73,157	\$70,369	\$55,344	\$56,433	\$59,634	\$58,828	\$52,491	\$91,971	\$41,507

**S.22 Production Engineer**

1	Headcount	239	47	72	34	7	31	25	17	6	0
2	Mean Salary	\$25,450	\$56,375	\$44,533	\$33,206	\$17,360	\$30,575	\$15,937	\$20,117	\$9,240	0
3	Median Salary	\$29,483	\$77,298	\$47,583	\$40,364	\$24,441	\$35,646	0	\$30,000	0	0
4	Average Low Salary	0	\$49,166	0	0	\$8,147	0	0	0	0	0
5	Average High Salary	\$80,347	\$75,166	\$70,115	\$58,494	\$23,147	\$60,922	\$42,394	\$41,846	\$33,881	0

**S.23 Facilities, Satellite and Tower Maintenance, Chief**

1	Headcount	100	12	25	17	9	15	15	5	1	1
2	Mean Salary	\$27,123	\$57,447	\$39,043	\$41,732	\$43,163	\$34,095	\$26,460	\$15,485	\$2,401	\$2,938
3	Median Salary	\$26,416	\$78,000	\$53,682	\$54,528	\$53,327	\$45,706	\$38,000	0	0	0
4	Average Low Salary	0	\$49,400	0	\$12,391	\$24,330	0	0	0	0	0
5	Average High Salary	\$80,184	\$76,596	\$74,201	\$63,158	\$61,995	\$58,196	\$59,932	\$46,290	\$8,805	\$7,833

**S.24 Technical Operations, Chief**

1	Headcount	57	3	15	4	3	5	7	7	5	8
2	Mean Salary	\$27,547	0	\$51,574	\$27,537	\$43,565	\$21,522	\$15,987	\$22,437	\$13,331	\$21,452
3	Median Salary	0	0	\$59,169	0	\$59,291	0	0	0	0	0
4	Average Low Salary	0	0	0	0	\$33,713	0	0	0	0	0
5	Average High Salary	\$122,659	0	\$90,036	\$66,510	\$58,086	\$51,679	\$58,943	\$53,612	\$44,227	\$64,357

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**Salary Report**

**TV Only Employees**

**S.25 Education, Chief**

1	Headcount	73	1	8	6	6	12	15	14	7	4
2	Mean Salary	\$38,210	0	\$50,791	\$57,073	\$51,614	\$59,185	\$40,006	\$27,800	\$18,369	\$8,404
3	Median Salary	\$38,558	0	\$55,000	\$73,404	\$64,089	\$62,296	\$47,011	\$29,000	\$25,000	0
4	Average Low Salary	0	0	0	\$17,250	\$31,065	\$15,412	0	0	0	0
5	Average High Salary	\$126,836	0	\$109,844	\$89,653	\$72,163	\$94,265	\$73,017	\$61,753	\$47,191	\$28,013

**S.26 Instructional Services Director**

1	Headcount	46	1	11	3	4	8	9	5	2	3
2	Mean Salary	\$22,609	0	\$30,204	\$27,642	\$52,379	\$25,969	\$22,447	\$14,770	\$5,606	\$18,682
3	Median Salary	0	0	\$42,500	\$45,287	\$53,070	\$33,465	\$21,000	0	0	0
4	Average Low Salary	0	0	0	0	\$35,212	0	0	0	0	0
5	Average High Salary	\$88,617	0	\$69,712	\$55,285	\$62,669	\$59,614	\$62,266	\$55,590	\$20,555	\$43,592

**S.27 Parent / Pre-School Coordinator**

1	Headcount	59	0	7	6	6	11	12	6	5	6
2	Mean Salary	\$17,550	0	\$21,888	\$27,548	\$28,787	\$27,873	\$15,019	\$10,588	\$10,734	\$12,055
3	Median Salary	\$13,109	0	0	\$35,982	\$31,368	\$31,024	0	0	0	\$13,520
4	Average Low Salary	0	0	0	\$7,952	\$17,581	0	0	0	0	0
5	Average High Salary	\$57,451	0	\$53,202	\$41,806	\$39,992	\$55,716	\$39,724	\$38,397	\$30,550	\$24,564

**S.28 Volunteer Coordinator**

1	Headcount	29	2	7	7	0	3	3	3	3	1
2	Mean Salary	\$11,691	0	\$20,400	\$29,238	0	\$10,315	\$8,077	\$5,367	\$7,474	\$3,453
3	Median Salary	0	0	\$26,780	\$34,158	0	0	0	0	0	0
4	Average Low Salary	0	0	0	\$19,494	0	0	0	0	0	0
5	Average High Salary	\$53,338	0	\$41,687	\$36,420	0	\$34,384	\$40,385	\$23,257	\$32,387	\$9,209

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**Salary Report**

**TV Only Employees**

**S.29 News / Current Affairs Director**

1	Headcount	33	1	8	8	0	3	4	2	6	1
2	Mean Salary	\$20,335	0	\$51,436	\$30,050	0	\$14,273	\$9,314	\$7,222	\$15,934	\$4,855
3	Median Salary	0	0	\$53,539	\$41,855	0	0	0	0	0	0
4	Average Low Salary	0	0	0	0	0	0	0	0	0	0
5	Average High Salary	\$153,972	0	\$121,438	\$56,309	0	\$42,818	\$45,753	\$28,889	\$46,047	\$12,945

**S.30 Announcer / On-Air Talent**

1	Headcount	28	3	10	3	2	3	1	4	0	2
2	Mean Salary	\$12,376	0	\$34,149	\$20,298	0	\$6,435	\$5,979	\$7,703	0	\$2,183
3	Median Salary	0	0	0	0	0	0	0	0	0	0
4	Average Low Salary	0	0	0	0	0	0	0	0	0	0
5	Average High Salary	\$128,704	0	\$107,774	\$54,127	0	\$19,306	\$29,896	\$29,146	0	\$5,822

**S.31 Reporter**

1	Headcount	61	1	23	15	3	5	9	1	1	3
2	Mean Salary	\$13,608	0	\$36,096	\$25,365	0	\$13,190	\$6,150	\$2,932	\$3,461	\$1,875
3	Median Salary	0	0	\$32,930	\$31,072	0	0	0	0	0	0
4	Average Low Salary	0	0	0	0	0	0	0	0	0	0
5	Average High Salary	\$89,259	0	\$89,259	\$46,583	0	\$39,571	\$36,898	\$11,729	\$11,537	\$5,000

**S.32 Cinema / Videographer**

1	Headcount	211	5	78	25	14	26	22	20	12	9
2	Mean Salary	\$24,222	\$37,947	\$36,848	\$38,675	\$29,841	\$33,043	\$17,269	\$16,309	\$13,750	\$5,977
3	Median Salary	\$28,270	\$70,200	\$41,108	\$40,000	\$39,000	\$34,347	\$26,072	\$21,788	\$18,720	0
4	Average Low Salary	0	\$23,400	0	\$17,820	\$18,780	\$9,506	0	0	0	0
5	Average High Salary	\$76,596	\$50,596	\$69,130	\$58,432	\$40,902	\$50,214	\$37,768	\$40,443	\$33,678	\$17,930

All peer groups are determined by Total Operating Revenue (TOR) size (excluding Endowment/Capital Campaign). Salaries are not shown for groups with three or fewer respondents.

All	All: \$40MM+	All: \$20MM - \$40MM	All: \$11MM - \$20MM	All: \$9MM - \$11MM	All: \$7MM - \$9MM	All: \$5MM - \$7MM	All: \$3MM - \$5MM	All: \$2MM - \$3MM	All: \$0 - \$2MM
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**Salary Report**

**TV Only Employees**

**S.33 Video Film Editor**

1	Headcount	158	6	50	23	4	25	28	12	9	1
2	Mean Salary	\$27,268	\$70,878	\$42,371	\$32,421	\$24,568	\$27,988	\$25,421	\$20,797	\$14,936	\$2,815
3	Median Salary	\$30,919	\$75,868	\$44,540	\$36,707	\$36,160	\$32,099	\$35,006	\$23,500	\$20,924	0
4	Average Low Salary	0	\$48,689	\$7,136	\$9,393	\$19,958	0	0	0	0	0
5	Average High Salary	\$95,535	\$94,504	\$69,881	\$46,789	\$32,757	\$52,633	\$47,531	\$51,692	\$35,555	\$6,568

**S.34 Unit / Studio Supervisor**

1	Headcount	62	4	14	12	2	12	7	7	2	2
2	Mean Salary	\$24,286	0	\$31,450	\$41,836	\$17,777	\$25,647	\$13,185	\$14,165	\$5,622	\$46,351
3	Median Salary	0	0	\$37,044	\$47,011	\$35,000	\$30,000	0	0	0	0
4	Average Low Salary	\$174,848	0	\$64,333	\$59,112	\$23,702	\$48,948	\$46,803	\$39,436	\$22,489	\$123,602
5	Average High Salary	\$174,848	0	\$64,333	\$59,112	\$23,702	\$48,948	\$46,803	\$39,436	\$22,489	\$123,602

**S.35 Public Information Assistant**

1	Headcount	39	12	5	7	1	4	5	4	1	0
2	Mean Salary	\$10,377	0	\$16,377	\$20,614	0	\$13,457	\$8,579	\$7,536	\$2,364	0
3	Median Salary	0	0	0	\$25,004	0	0	0	0	0	0
4	Average Low Salary	0	0	0	0	0	0	0	0	0	0
5	Average High Salary	\$50,483	0	\$41,655	\$43,617	0	\$34,825	\$35,254	\$28,384	\$8,667	0

**S.36 Broadcast Supervisor**

1	Headcount	36	2	10	3	4	5	4	3	1	4
2	Mean Salary	\$14,396	\$33,397	\$27,094	\$18,683	\$27,642	\$21,600	\$9,366	\$6,551	\$2,846	\$9,131
3	Median Salary	0	\$52,000	\$31,005	0	\$34,278	\$31,400	0	0	0	0
4	Average Low Salary	0	\$17,333	0	0	\$22,371	0	0	0	0	0
5	Average High Salary	\$66,419	\$44,529	\$57,263	\$49,821	\$36,855	\$47,390	\$42,288	\$30,569	\$10,436	\$23,740

All peer groups are determined by Total Operating Revenue (TOR) size (excluding Endowment/Capital Campaign). Salaries are not shown for groups with three or fewer respondents.

All	All: \$40MM+	All: \$20MM - \$40MM	All: \$11MM - \$20MM	All: \$9MM - \$11MM	All: \$7MM - \$9MM	All: \$5MM - \$7MM	All: \$3MM - \$5MM	All: \$2MM - \$3MM	All: \$0 - \$2MM
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Salary Report

TV Only Employees

S.37 Director of Continuity / Traffic

1	Headcount	127	2	17	13	6	13	32	19	14	11
2	Mean Salary	\$27,149	0	\$36,072	\$33,663	\$24,601	\$32,832	\$26,655	\$23,395	\$22,346	\$16,898
3	Median Salary	\$29,848	0	\$42,400	\$37,200	\$27,308	\$39,943	\$30,401	\$27,706	\$26,082	\$18,759
4	Average Low Salary	0	0	0	\$19,635	\$16,776	0	0	0	0	0
5	Average High Salary	\$66,450	0	\$57,125	\$44,823	\$32,425	\$48,524	\$43,400	\$38,859	\$40,382	\$27,493

S.38 Events Coordinator

1	Headcount	29	2	3	3	2	4	6	5	2	2
2	Mean Salary	\$11,868	0	\$14,080	\$17,492	\$21,152	\$16,649	\$9,255	\$7,894	\$4,731	\$6,782
3	Median Salary	0	0	0	0	\$32,800	0	0	0	0	0
4	Average Low Salary	0	0	0	0	\$10,933	0	0	0	0	0
5	Average High Salary	\$65,194	0	\$46,932	\$40,815	\$28,202	\$42,658	\$33,513	\$26,206	\$17,347	\$18,084

S.39 Web Administrator

1	Headcount	43	4	10	10	2	4	4	8	1	0
2	Mean Salary	\$20,783	\$65,091	\$34,014	\$39,869	\$20,526	\$15,503	\$10,239	\$18,708	\$2,818	0
3	Median Salary	0	\$75,000	\$42,750	\$40,000	\$40,000	\$23,223	0	\$26,690	0	0
4	Average Low Salary	0	\$46,630	0	\$12,166	\$13,333	0	0	0	0	0
5	Average High Salary	\$91,248	\$86,788	\$73,283	\$63,596	\$27,368	\$34,276	\$41,605	\$45,200	\$10,333	0

All peer groups are determined by Total Operating Revenue (TOR) size (excluding Endowment/Capital Campaign). Salaries are not shown for groups with three or fewer respondents.

All	All: \$40MM+	All: \$20MM - \$40MM	All: \$11MM - \$20MM	All: \$9MM - \$11MM	All: \$7MM - \$9MM	All: \$5MM - \$7MM	All: \$3MM - \$5MM	All: \$2MM - \$3MM	All: \$0 - \$2MM
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Salary Report

Joint Employees

S.1 Chief Executive Officer

1	Headcount	67	1	8	5	3	10	14	14	7	5
2	Mean Salary	\$79,724	0	\$136,732	\$98,953	\$117,891	\$105,193	\$67,206	\$71,992	\$44,225	\$38,140
3	Median Salary	\$90,729	0	\$146,808	\$104,333	\$148,644	\$138,008	\$99,990	\$103,000	\$70,000	0
4	Average Low Salary	0	0	0	0	\$95,688	0	0	0	0	0
5	Average High Salary	\$315,947	0	\$259,740	\$226,414	\$157,188	\$182,591	\$169,825	\$151,011	\$97,451	\$92,401

S.2 Chief Operations Officer

1	Headcount	21	1	4	3	3	2	3	3	2	0
2	Mean Salary	\$27,238	0	\$62,881	\$36,355	\$71,156	\$22,548	\$12,861	\$23,395	\$9,516	0
3	Median Salary	0	0	0	0	\$95,988	0	0	0	0	0
4	Average Low Salary	0	0	0	0	\$58,329	0	0	0	0	0
5	Average High Salary	\$203,608	0	\$167,219	\$72,710	\$94,874	\$67,645	\$68,594	\$93,579	\$38,065	0

S.3 Chief Financial Officer

1	Headcount	59	1	9	6	3	10	12	12	4	2
2	Mean Salary	\$40,455	0	\$79,634	\$34,362	\$45,247	\$58,278	\$31,241	\$37,374	\$16,175	\$10,212
3	Median Salary	\$44,400	0	\$104,500	\$49,211	\$59,076	\$73,514	0	\$42,900	0	0
4	Average Low Salary	0	0	0	0	\$19,692	0	0	0	0	0
5	Average High Salary	\$162,571	0	\$142,271	\$75,227	\$75,412	\$105,835	\$87,817	\$93,572	\$53,916	\$30,636

S.4 Publicity, Program Promotion Chief

1	Headcount	35	0	9	3	3	5	8	6	0	1
2	Mean Salary	\$18,444	0	\$44,371	\$21,928	\$38,030	\$24,512	\$17,019	\$15,302	0	\$2,794
3	Median Salary	0	0	\$52,258	0	\$55,000	0	0	0	0	0
4	Average Low Salary	0	0	0	0	\$28,994	0	0	0	0	0
5	Average High Salary	\$87,832	0	\$79,499	\$43,856	\$50,706	\$65,042	\$54,805	\$54,932	0	\$7,450

All peer groups are determined by Total Operating Revenue (TOR) size (excluding Endowment/Capital Campaign). Salaries are not shown for groups with three or fewer respondents.

All	All: \$40MM+	All: \$20MM - \$40MM	All: \$11MM - \$20MM	All: \$9MM - \$11MM	All: \$7MM - \$9MM	All: \$5MM - \$7MM	All: \$3MM - \$5MM	All: \$2MM - \$3MM	All: \$0 - \$2MM
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**Salary Report**

**Joint Employees**

**S.5 Communication and Public Relations Chief**

1	Headcount	23	1	7	2	0	5	2	5	1	0
2	Mean Salary	\$17,627	0	\$45,554	\$21,958	0	\$24,526	\$7,229	\$15,816	\$4,523	0
3	Median Salary	0	0	\$51,554	0	0	0	0	0	0	0
4	Average Low Salary	0	0	0	0	0	0	0	0	0	0
5	Average High Salary	\$107,724	0	\$92,697	\$51,236	0	\$58,495	\$38,554	\$57,589	\$16,584	0

**S.6 Programming Director**

1	Headcount	7	0	2	0	1	1	1	1	1	0
2	Mean Salary	\$5,017	0	\$7,742	0	0	\$7,239	\$3,467	\$6,293	\$4,636	0
3	Median Salary	0	0	0	0	0	0	0	0	0	0
4	Average Low Salary	0	0	0	0	0	0	0	0	0	0
5	Average High Salary	\$65,438	0	\$20,644	0	0	\$21,718	\$17,333	\$23,075	\$17,000	0

**S.7 Production, Chief**

1	Headcount	9	0	2	1	0	0	0	2	2	2
2	Mean Salary	\$8,774	0	\$26,783	\$15,000	0	\$11,934	0	\$7,238	\$7,342	\$10,489
3	Median Salary	0	0	0	0	0	0	0	0	0	0
4	Average Low Salary	0	0	0	0	0	0	0	0	0	0
5	Average High Salary	\$95,152	0	\$62,493	\$30,000	0	\$31,824	0	\$31,364	\$26,920	\$27,972

**S.8 Executive Producer**

1	Headcount	11	0	7	3	0	0	1	0	0	0
2	Mean Salary	\$2,652	0	\$10,530	\$7,000	0	0	\$3,714	0	0	0
3	Median Salary	0	0	0	0	0	0	0	0	0	0
4	Average Low Salary	0	0	0	0	0	0	0	0	0	0
5	Average High Salary	\$61,888	0	\$28,080	\$14,000	0	0	\$19,808	0	0	0

All peer groups are determined by Total Operating Revenue (TOR) size (excluding Endowment/Capital Campaign). Salaries are not shown for groups with three or fewer respondents.

All	All: \$40MM+	All: \$20MM - \$40MM	All: \$11MM - \$20MM	All: \$9MM - \$11MM	All: \$7MM - \$9MM	All: \$5MM - \$7MM	All: \$3MM - \$5MM	All: \$2MM - \$3MM	All: \$0 - \$2MM
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**Salary Report**

**Joint Employees**

**S.9 Producer**

1	Headcount	50	0	21	13	4	1	1	6	3	1
2	Mean Salary	\$7,669	0	\$8,253	\$22,577	0	\$5,297	\$2,127	\$5,402	\$9,137	\$4,910
3	Median Salary	0	0	0	0	0	0	0	0	0	0
4	Average Low Salary	0	0	0	0	0	0	0	0	0	0
5	Average High Salary	\$90,425	0	\$22,009	\$60,204	0	\$14,125	\$10,633	\$23,410	\$33,504	\$11,457

**S.10 Director**

1	Headcount	4	0	3	0	0	0	1	0	0	0
2	Mean Salary	\$1,557	0	\$9,005	0	0	0	\$2,213	0	0	0
3	Median Salary	0	0	0	0	0	0	0	0	0	0
4	Average Low Salary	0	0	0	0	0	0	0	0	0	0
5	Average High Salary	\$35,817	0	\$24,013	0	0	0	\$11,804	0	0	0

**S.11 Development, Chief**

1	Headcount	44	2	6	2	3	9	7	9	3	3
2	Mean Salary	\$33,970	0	\$59,032	\$38,401	\$48,358	\$56,121	\$20,952	\$29,212	\$15,682	\$12,715
3	Median Salary	0	0	\$64,250	0	\$70,500	\$74,029	0	0	0	0
4	Average Low Salary	0	0	0	0	\$40,688	0	0	0	0	0
5	Average High Salary	\$130,406	0	\$113,484	\$76,801	\$64,478	\$93,120	\$69,281	\$77,498	\$57,500	\$42,382

**S.12 Member Services, Chief**

1	Headcount	39	1	4	3	3	8	9	7	2	2
2	Mean Salary	\$18,930	0	\$25,573	\$21,902	\$27,431	\$31,580	\$16,683	\$18,458	\$5,973	\$5,972
3	Median Salary	0	0	0	0	\$39,463	\$42,672	0	0	0	0
4	Average Low Salary	0	0	0	0	\$22,574	0	0	0	0	0
5	Average High Salary	\$81,515	0	\$70,400	\$51,104	\$36,574	\$53,857	\$51,444	\$55,450	\$19,910	\$17,917

All peer groups are determined by Total Operating Revenue (TOR) size (excluding Endowment/Capital Campaign). Salaries are not shown for groups with three or fewer respondents.

All	All: \$40MM+	All: \$20MM - \$40MM	All: \$11MM - \$20MM	All: \$9MM - \$11MM	All: \$7MM - \$9MM	All: \$5MM - \$7MM	All: \$3MM - \$5MM	All: \$2MM - \$3MM	All: \$0 - \$2MM
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**Salary Report**

**Joint Employees**

**S.13 Membership Fundraising, Chief**

1	Headcount	33	1	7	2	1	4	6	7	3	2
2	Mean Salary	\$19,428	0	\$46,000	\$16,856	0	\$21,474	\$13,257	\$18,849	\$8,193	\$7,189
3	Median Salary	0	0	\$60,000	0	0	0	0	0	0	0
4	Average Low Salary	0	0	0	0	0	0	0	0	0	0
5	Average High Salary	\$107,425	0	\$84,602	\$33,711	0	\$56,671	\$52,783	\$55,260	\$35,503	\$21,567

**S.14 On-Air Fundraising, Chief**

1	Headcount	23	1	9	4	0	2	3	4	0	0
2	Mean Salary	\$11,596	0	\$36,341	\$17,619	0	\$9,959	\$5,457	\$10,894	0	0
3	Median Salary	0	0	\$50,000	0	0	0	0	0	0	0
4	Average Low Salary	0	0	0	0	0	0	0	0	0	0
5	Average High Salary	\$68,921	0	\$56,164	\$41,112	0	\$29,878	\$32,741	\$43,576	0	0

**S.15 Auction, Chief**

1	Headcount	5	0	0	0	0	1	2	1	0	1
2	Mean Salary	\$2,736	0	0	0	0	\$5,149	\$5,515	\$2,703	0	\$3,750
3	Median Salary	0	0	0	0	0	0	0	0	0	0
4	Average Low Salary	0	0	0	0	0	0	0	0	0	0
5	Average High Salary	\$44,862	0	0	0	0	\$15,447	\$29,415	\$10,810	0	\$10,000

**S.16 Underwriting, Chief**

1	Headcount	49	2	7	4	3	7	9	8	6	3
2	Mean Salary	\$31,035	0	\$68,721	\$36,169	\$33,326	\$37,077	\$17,458	\$24,819	\$25,115	\$8,291
3	Median Salary	0	0	\$78,883	\$45,668	\$41,304	\$45,920	0	0	0	0
4	Average Low Salary	0	0	0	0	\$26,101	0	0	0	0	0
5	Average High Salary	\$154,333	0	\$145,000	\$81,229	\$44,435	\$83,374	\$72,748	\$74,789	\$67,436	\$24,874

All peer groups are determined by Total Operating Revenue (TOR) size (excluding Endowment/Capital Campaign). Salaries are not shown for groups with three or fewer respondents.

All	All: \$40MM+	All: \$20MM - \$40MM	All: \$11MM - \$20MM	All: \$9MM - \$11MM	All: \$7MM - \$9MM	All: \$5MM - \$7MM	All: \$3MM - \$5MM	All: \$2MM - \$3MM	All: \$0 - \$2MM
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**Salary Report**

**Joint Employees**

**S.17 Foundation Underwriting, Chief**

1	Headcount	12	1	5	2	0	1	0	3	0	0
2	Mean Salary	\$8,815	0	\$37,466	\$12,307	0	\$5,212	0	\$5,395	0	0
3	Median Salary	0	0	0	0	0	0	0	0	0	0
4	Average Low Salary	0	0	0	0	0	0	0	0	0	0
5	Average High Salary	\$100,347	0	\$88,832	\$24,614	0	\$15,635	0	\$21,582	0	0

**S.18 Government Grants Solicitation, Chief**

1	Headcount	12	1	4	0	1	1	3	2	0	0
2	Mean Salary	\$9,030	0	\$24,757	0	0	\$8,820	\$7,390	\$7,644	0	0
3	Median Salary	0	0	0	0	0	0	0	0	0	0
4	Average Low Salary	0	0	0	0	0	0	0	0	0	0
5	Average High Salary	\$90,253	0	\$67,073	0	0	\$23,520	\$44,339	\$33,125	0	0

**S.19 Operations and Engineering, Chief**

1	Headcount	46	1	6	3	3	4	11	10	6	2
2	Mean Salary	\$34,004	0	\$48,175	\$31,669	0	\$28,607	\$33,878	\$36,700	\$31,371	\$12,756
3	Median Salary	0	0	\$71,208	0	0	0	0	\$48,046	0	0
4	Average Low Salary	0	0	0	0	0	0	0	0	0	0
5	Average High Salary	\$107,663	0	\$100,517	\$73,895	0	\$85,919	\$89,804	\$81,779	\$78,917	\$34,016

**S.20 Engineering, Chief**

1	Headcount	51	1	9	2	2	5	14	10	5	3
2	Mean Salary	\$28,430	0	\$50,026	\$25,978	0	\$27,133	\$27,094	\$27,111	\$23,378	\$13,744
3	Median Salary	0	0	\$62,000	0	0	0	0	0	0	0
4	Average Low Salary	0	0	0	0	0	0	0	0	0	0
5	Average High Salary	\$97,987	0	\$86,487	\$51,956	0	\$72,947	\$68,786	\$64,345	\$60,613	\$45,812

All peer groups are determined by Total Operating Revenue (TOR) size (excluding Endowment/Capital Campaign). Salaries are not shown for groups with three or fewer respondents.

All	All: \$40MM+	All: \$20MM - \$40MM	All: \$11MM - \$20MM	All: \$9MM - \$11MM	All: \$7MM - \$9MM	All: \$5MM - \$7MM	All: \$3MM - \$5MM	All: \$2MM - \$3MM	All: \$0 - \$2MM
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**Salary Report**

**Joint Employees**

**S.21 Broadcast Engineer 1**

1	Headcount	83	0	10	3	4	6	48	2	5	5
2	Mean Salary	\$11,668	0	\$14,338	\$14,207	0	\$11,806	\$16,525	\$9,247	\$3,815	\$7,420
3	Median Salary	0	0	0	0	0	0	0	0	0	0
4	Average Low Salary	0	0	0	0	0	0	0	0	0	0
5	Average High Salary	\$64,587	0	\$43,015	\$28,414	0	\$43,288	\$46,424	\$36,990	\$12,716	\$24,733

**S.22 Production Engineer**

1	Headcount	54	0	16	29	6	0	1	2	0	0
2	Mean Salary	\$4,816	0	\$13,892	\$11,109	0	0	\$2,255	\$5,068	0	0
3	Median Salary	0	0	0	0	0	0	0	0	0	0
4	Average Low Salary	0	0	0	0	0	0	0	0	0	0
5	Average High Salary	\$64,912	0	\$37,045	\$22,219	0	0	\$12,025	\$20,274	0	0

**S.23 Facilities, Satellite and Tower Maintenance, Chief**

1	Headcount	29	0	6	1	0	1	13	7	0	1
2	Mean Salary	\$11,225	0	\$32,596	\$6,889	0	\$6,446	\$12,749	\$14,412	0	\$3,375
3	Median Salary	0	0	\$51,123	0	0	0	0	0	0	0
4	Average Low Salary	0	0	0	0	0	0	0	0	0	0
5	Average High Salary	\$74,223	0	\$74,223	\$13,778	0	\$19,337	\$49,401	\$50,533	0	\$9,000

**S.24 Technical Operations, Chief**

1	Headcount	12	0	5	2	1	1	1	1	1	0
2	Mean Salary	\$7,255	0	\$15,171	\$14,979	0	\$10,426	\$4,361	\$5,296	\$2,250	0
3	Median Salary	0	0	0	0	0	0	0	0	0	0
4	Average Low Salary	0	0	0	0	0	0	0	0	0	0
5	Average High Salary	\$76,872	0	\$40,456	\$34,951	0	\$31,279	\$21,804	\$21,184	\$7,500	0

All peer groups are determined by Total Operating Revenue (TOR) size (excluding Endowment/Capital Campaign). Salaries are not shown for groups with three or fewer respondents.

All	All: \$40MM+	All: \$20MM - \$40MM	All: \$11MM - \$20MM	All: \$9MM - \$11MM	All: \$7MM - \$9MM	All: \$5MM - \$7MM	All: \$3MM - \$5MM	All: \$2MM - \$3MM	All: \$0 - \$2MM
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**Salary Report**

**Joint Employees**

**S.25 Education, Chief**

1	Headcount	13	0	5	4	0	2	0	2	0	0
2	Mean Salary	\$13,253	0	\$51,128	\$34,224	0	\$15,216	0	\$10,898	0	0
3	Median Salary	0	0	\$56,000	0	0	0	0	0	0	0
4	Average Low Salary	0	0	0	0	0	0	0	0	0	0
5	Average High Salary	\$115,280	0	\$111,384	\$79,857	0	\$45,648	0	\$43,592	0	0

**S.26 Instructional Services Director**

1	Headcount	3	0	2	1	0	0	0	0	0	0
2	Mean Salary	\$2,815	0	\$17,778	\$8,667	0	0	0	0	0	0
3	Median Salary	0	0	0	0	0	0	0	0	0	0
4	Average Low Salary	0	0	0	0	0	0	0	0	0	0
5	Average High Salary	\$64,741	0	\$47,407	\$17,333	0	0	0	0	0	0

**S.27 Parent / Pre-School Coordinator**

1	Headcount	10	0	7	1	0	1	1	0	0	0
2	Mean Salary	\$4,695	0	\$25,975	\$7,704	0	\$3,222	\$3,332	0	0	0
3	Median Salary	0	0	\$36,000	0	0	0	0	0	0	0
4	Average Low Salary	0	0	0	0	0	0	0	0	0	0
5	Average High Salary	\$45,274	0	\$45,274	\$12,840	0	\$9,667	\$17,770	0	0	0

**S.28 Volunteer Coordinator**

1	Headcount	21	1	6	2	1	5	3	1	2	0
2	Mean Salary	\$8,611	0	\$19,389	\$14,583	0	\$14,625	\$5,892	\$2,213	\$5,024	0
3	Median Salary	0	0	\$32,056	0	0	0	0	0	0	0
4	Average Low Salary	0	0	0	0	0	0	0	0	0	0
5	Average High Salary	\$46,783	0	\$42,944	\$29,167	0	\$35,338	\$33,390	\$8,850	\$20,096	0

All peer groups are determined by Total Operating Revenue (TOR) size (excluding Endowment/Capital Campaign). Salaries are not shown for groups with three or fewer respondents.

All	All: \$40MM+	All: \$20MM - \$40MM	All: \$11MM - \$20MM	All: \$9MM - \$11MM	All: \$7MM - \$9MM	All: \$5MM - \$7MM	All: \$3MM - \$5MM	All: \$2MM - \$3MM	All: \$0 - \$2MM
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**Salary Report**

**Joint Employees**

**S.29 News / Current Affairs Director**

1	Headcount	8	0	2	1	0	0	1	1	2	1
2	Mean Salary	\$6,086	0	\$21,209	\$8,167	0	0	\$2,720	\$3,297	\$8,991	\$5,775
3	Median Salary	0	0	0	0	0	0	0	0	0	0
4	Average Low Salary	0	0	0	0	0	0	0	0	0	0
5	Average High Salary	\$72,892	0	\$56,558	\$16,333	0	0	\$14,505	\$13,187	\$29,969	\$13,474

**S.30 Announcer / On-Air Talent**

1	Headcount	12	0	5	6	0	1	0	0	0	0
2	Mean Salary	\$3,775	0	\$22,773	\$4,833	0	\$5,897	0	0	0	0
3	Median Salary	0	0	0	0	0	0	0	0	0	0
4	Average Low Salary	0	0	0	0	0	0	0	0	0	0
5	Average High Salary	\$63,752	0	\$60,729	\$9,667	0	\$17,690	0	0	0	0

**S.31 Reporter**

1	Headcount	17	0	11	3	0	0	1	1	0	1
2	Mean Salary	\$2,817	0	\$7,898	\$4,833	0	0	\$2,369	\$2,380	0	\$5,910
3	Median Salary	0	0	0	0	0	0	0	0	0	0
4	Average Low Salary	0	0	0	0	0	0	0	0	0	0
5	Average High Salary	\$47,489	0	\$21,062	\$9,667	0	0	\$12,637	\$9,520	0	\$13,790

**S.32 Cinema / Videographer**

1	Headcount	28	0	23	3	0	0	0	2	0	0
2	Mean Salary	\$2,214	0	\$12,338	\$4,500	0	0	0	\$2,458	0	0
3	Median Salary	0	0	0	0	0	0	0	0	0	0
4	Average Low Salary	0	0	0	0	0	0	0	0	0	0
5	Average High Salary	\$41,915	0	\$32,901	\$9,000	0	0	0	\$9,013	0	0

All peer groups are determined by Total Operating Revenue (TOR) size (excluding Endowment/Capital Campaign). Salaries are not shown for groups with three or fewer respondents.

All	All: \$40MM+	All: \$20MM - \$40MM	All: \$11MM - \$20MM	All: \$9MM - \$11MM	All: \$7MM - \$9MM	All: \$5MM - \$7MM	All: \$3MM - \$5MM	All: \$2MM - \$3MM	All: \$0 - \$2MM
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**Salary Report**

**Joint Employees**

**S.33 Video Film Editor**

1	Headcount	8	0	6	2	0	0	0	0	0	0
2	Mean Salary	\$1,820	0	\$7,279	\$9,881	0	0	0	0	0	0
3	Median Salary	0	0	0	0	0	0	0	0	0	0
4	Average Low Salary	0	0	0	0	0	0	0	0	0	0
5	Average High Salary	\$42,467	0	\$19,412	\$23,056	0	0	0	0	0	0

**S.34 Unit / Studio Supervisor**

1	Headcount	3	0	3	0	0	0	0	0	0	0
2	Mean Salary	\$1,565	0	\$13,303	0	0	0	0	0	0	0
3	Median Salary	0	0	0	0	0	0	0	0	0	0
4	Average Low Salary	0	0	0	0	0	0	0	0	0	0
5	Average High Salary	\$35,475	0	\$35,475	0	0	0	0	0	0	0

**S.35 Public Information Assistant**

1	Headcount	9	0	3	0	0	2	1	3	0	0
2	Mean Salary	\$3,779	0	\$12,326	0	0	\$5,580	\$2,672	\$5,330	0	0
3	Median Salary	0	0	0	0	0	0	0	0	0	0
4	Average Low Salary	0	0	0	0	0	0	0	0	0	0
5	Average High Salary	\$43,749	0	\$36,977	0	0	\$16,741	\$13,360	\$24,873	0	0

**S.36 Broadcast Supervisor**

1	Headcount	5	0	2	0	0	0	3	0	0	0
2	Mean Salary	\$2,550	0	\$6,080	0	0	0	\$7,640	0	0	0
3	Median Salary	0	0	0	0	0	0	0	0	0	0
4	Average Low Salary	0	0	0	0	0	0	0	0	0	0
5	Average High Salary	\$47,198	0	\$16,214	0	0	0	\$43,292	0	0	0

All peer groups are determined by Total Operating Revenue (TOR) size (excluding Endowment/Capital Campaign). Salaries are not shown for groups with three or fewer respondents.

All	All: \$40MM+	All: \$20MM - \$40MM	All: \$11MM - \$20MM	All: \$9MM - \$11MM	All: \$7MM - \$9MM	All: \$5MM - \$7MM	All: \$3MM - \$5MM	All: \$2MM - \$3MM	All: \$0 - \$2MM
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Salary Report

Joint Employees

S.37 Director of Continuity / Traffic

1	Headcount	5	0	1	3	0	0	1	0	0	0
2	Mean Salary	\$2,078	0	\$6,148	\$10,422	0	0	\$1,589	0	0	0
3	Median Salary	0	0	0	0	0	0	0	0	0	0
4	Average Low Salary	0	0	0	0	0	0	0	0	0	0
5	Average High Salary	\$40,713	0	\$16,395	\$24,318	0	0	\$8,473	0	0	0

S.38 Events Coordinator

1	Headcount	14	1	5	1	1	2	3	0	0	1
2	Mean Salary	\$7,860	0	\$19,466	\$5,333	0	\$12,510	\$6,833	0	0	\$3,231
3	Median Salary	0	0	0	0	0	0	0	0	0	0
4	Average Low Salary	0	0	0	0	0	0	0	0	0	0
5	Average High Salary	\$67,333	0	\$48,375	\$10,667	0	\$41,701	\$41,000	0	0	\$8,615

S.39 Web Administrator

1	Headcount	50	1	15	5	2	7	10	6	3	1
2	Mean Salary	\$19,058	0	\$42,729	\$23,215	\$19,170	\$25,917	\$14,153	\$17,711	\$8,033	\$4,857
3	Median Salary	0	0	\$52,899	\$39,000	\$36,901	\$33,966	0	0	0	0
4	Average Low Salary	0	0	0	0	\$12,300	0	0	0	0	0
5	Average High Salary	\$83,398	0	\$82,063	\$48,905	\$25,560	\$51,842	\$42,989	\$56,362	\$29,453	\$11,333



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